
Virginia's Optometry Workforce: 2014

Healthcare Workforce Data Center

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Virginia Department of Health Professions
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1,109 Optometrists 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 Optometry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Optometrist Workforce: At a Glance:

The Workforce

Licensees:	1,542
Virginia's Workforce:	1,179
FTEs:	1,019

Background

Rural Childhood:	15%
HS Degree in VA:	60%
Prof. Degree in VA:	3%

Current Employment

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

Survey Response Rate

All Licensees:	72%
Renewing Practitioners:	76%

Residency Program

Ocular Disease:	8%
Primary Eye Care:	7%

Job Turnover

Switched Jobs in 2014:	5%
Employed over 2 yrs:	70%

Demographics

% Female:	49%
Diversity Index:	42%
Median Age:	45

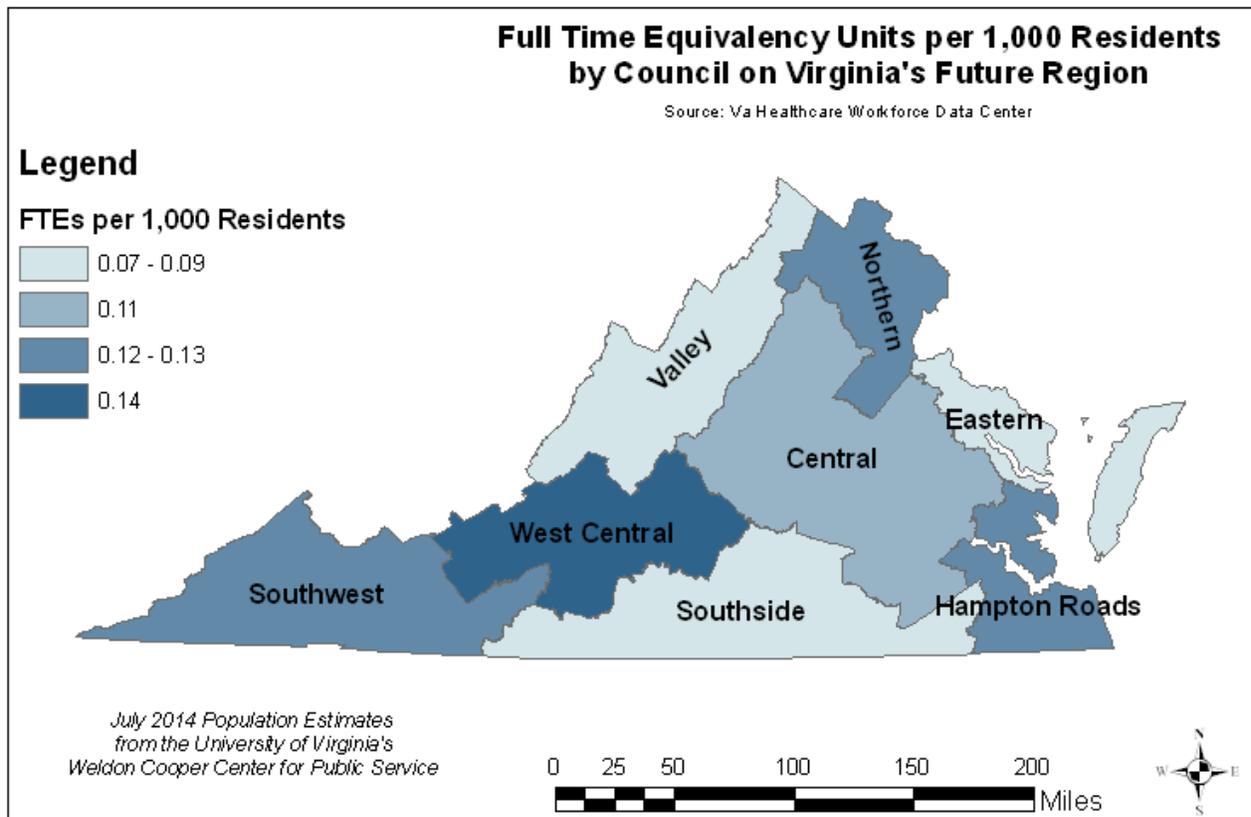
Finances

Median Inc.:	\$100k-\$110k
Health Benefits:	48%
Under 40 w/ Ed debt:	89%

Primary Roles

Patient Care:	90%
Administration:	4%
Education:	1%

Source: Va. Healthcare Workforce Data Center



1,109 optometrists voluntarily took part in the 2014 Optometry 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 December. These survey respondents represent 72% of the 1,542 optometrists who are licensed in the state and 76% of renewing practitioners.

The HWDC estimates that 1,179 optometrists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's optometry workforce provided 1,019 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Nearly half of all optometrists are female, while the median age of the optometry workforce is 45. In a random encounter between two optometrists, there is a 42% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, this same probability is 54%.

More than one-quarter of Virginia's optometry workforce grew up in a rural area, although only 19% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of Virginia's optometrists currently work in non-Metro areas of the state. Meanwhile, 30% of all optometrists went to high school in Virginia, but only 3% received their professional degree in the state.

18% of Virginia's optometry workforce have completed a residency program. Ocular Diseases and Primary Eye Care were the most common residency programs that have been completed by Virginia's optometrists. 45% of the optometry workforce currently has educational debt, including 89% of those professionals who are under the age of 40. For those optometrists with education debt, the median debt load is between \$110,000 and \$120,000.

96% of all optometrist are currently employed in the profession. 68% of these professionals hold one full-time position, while 15% currently have multiple positions. During the past year, only 1% of Virginia's optometrists have been involuntarily unemployed, while 4% of all optometrists have considered themselves underemployed. In addition, 18% of all optometrists began work at a new location at some point in the past year. Meanwhile, 70% of Virginia's optometry workforce has been at their primary work location for at least two years now.

One half of Virginia's optometry workforce receives a salary at the primary work location, while nearly one-third of all practitioners earn their income from their own practice. The median annual income for Virginia's optometry workforce is between \$100,000 and \$110,000. Among wage and salaried optometrists, 70% received at least one employer-sponsored benefit, including nearly half who received health insurance. 96% of optometrists indicate they are satisfied with their current employment situation, including 63% who indicate they are "very satisfied".

93% of all optometrists work at a for-profit establishment, while just 3% work at a non-profit organization. Private Practices and Optical Goods Stores were the most common establishment type in the state, employing 84% of Virginia's entire optometry workforce.

A typical optometrist spends most of his time caring for patients. In fact, 90% of all optometrists serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, the typical optometrist also spent a small amount of his time engaged in administrative activities.

37% of all optometrists expect to retire by the age of 65. Within the next ten years, 21% of the current workforce expects to retire, while half of the current workforce plans on retiring by 2039. During the next two years, 1% of Virginia's optometrists plan on leaving the profession, while 3% expects to move to another state. At the same time, 14% of Virginia's optometry workforce hopes to increase their patient care hours, while 7% are planning to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,385	90%
New Licensees	91	6%
Non-Renewals	66	4%
All Licensees	1,542	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 76% of renewing Optometrists submitted a survey. These represent 72% of Optometrists who held a license at some point in 2014.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	30	75	71%
30 to 34	65	142	69%
35 to 39	66	142	68%
40 to 44	57	150	73%
45 to 49	53	145	73%
50 to 54	43	140	77%
55 to 59	35	102	75%
60 and Over	84	213	72%
Total	433	1,109	72%
New Licenses			
Issued in 2014	33	58	64%
Metro Status			
Non-Metro	27	74	73%
Metro	310	757	71%
Not in Virginia	93	272	75%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Optometrists

Number:	1,542
New:	6%
Not Renewed:	4%

Response Rates

All Licensees:	72%
Renewing Practitioners:	76%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	1,109
Response Rate, All Licensees	72%
Response Rate, Renewals	76%

Source: Va. Healthcare Workforce Data Center

Definitions

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

At a Glance:

Workforce

2014 Optometrist Workforce: 1,179
 FTEs: 1,019

Utilization Ratios

Licensees in VA Workforce: 76%
 Licensees per FTE: 1.51
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Definitions

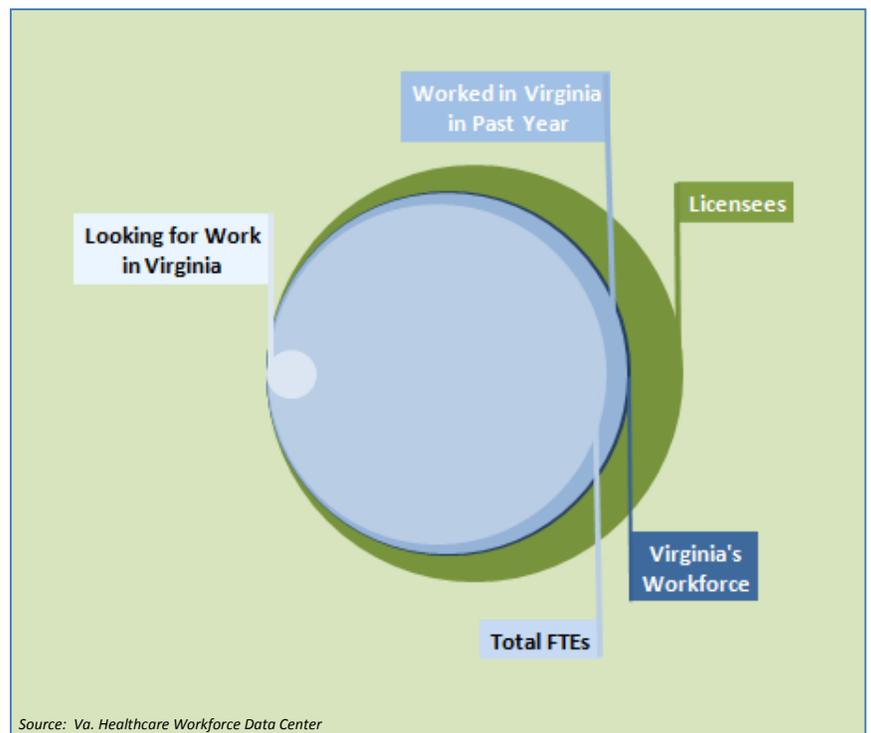
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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 Optometrist Workforce		
Status	#	%
Worked in Virginia in Past Year	1,157	98%
Looking for Work in Virginia	22	2%
Virginia's Workforce	1,179	100%
Total FTEs	1,019	
Licensees	1,542	

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	18	27%	49	73%	67	6%
30 to 34	41	29%	102	71%	143	13%
35 to 39	56	34%	110	66%	165	15%
40 to 44	73	46%	84	54%	157	14%
45 to 49	56	38%	91	62%	148	13%
50 to 54	83	62%	52	38%	134	12%
55 to 59	57	62%	35	38%	92	8%
60 +	194	90%	21	10%	215	19%
Total	578	52%	543	49%	1,121	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	64%	845	74%	212	57%
Black	19%	46	4%	27	7%
Asian	6%	202	18%	111	30%
Other Race	0%	26	2%	14	4%
Two or more races	2%	8	1%	6	2%
Hispanic	8%	12	1%	3	1%
Total	100%	1,139	100%	373	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 49%
 % Under 40 Female: 70%

Age

Median Age: 45
 % Under 40: 33%
 % 55+: 27%

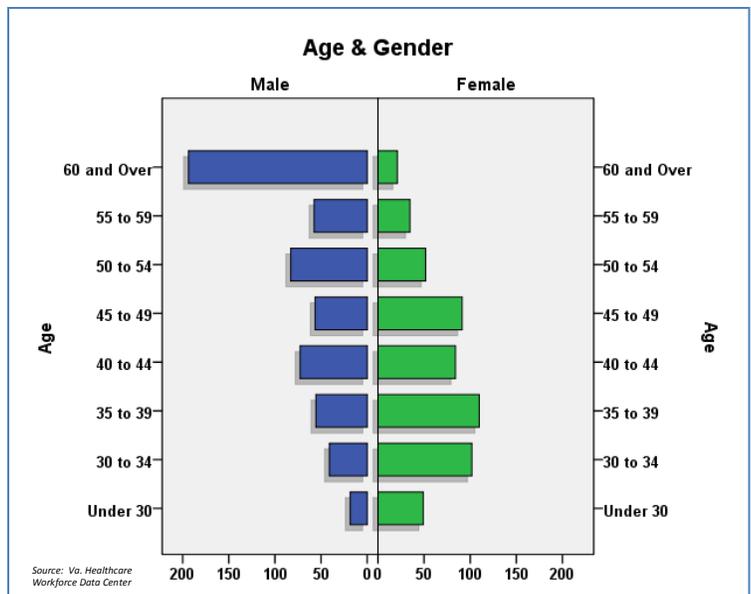
Diversity

Diversity Index: 42%
 Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two optometrists, there is a 42% chance that they would be of a different race/ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 54%.

One-third of all optometrists are under the age of 40, and 70% of these professionals are female. In addition, there is a 58% chance that two randomly chosen optometrists from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 26%

Virginia Background

HS in Virginia: 30%
 Prof. Education in VA: 3%
 HS/Prof. Edu. in VA: 30%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 6%

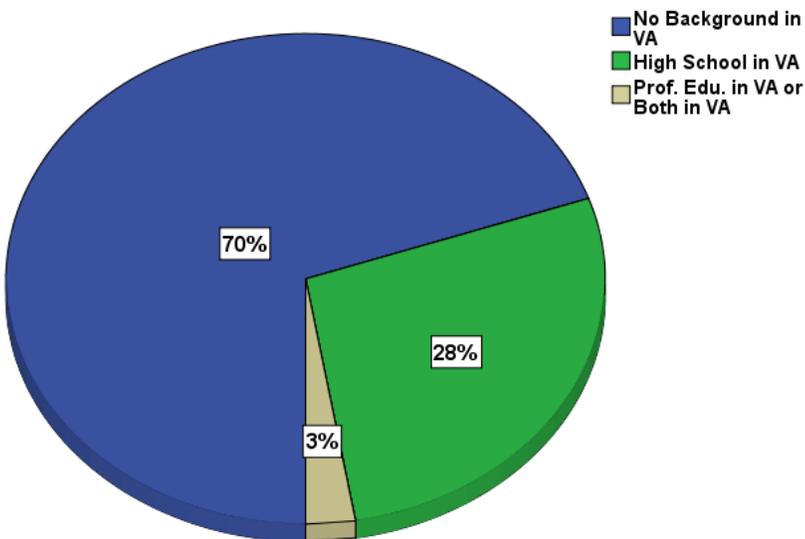
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	64%	16%
2	Metro, 250,000 to 1 million	45%	44%	12%
3	Metro, 250,000 or less	27%	62%	12%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	16%	58%	26%
6	Urban pop, 2,500-19,999, Metro adj	62%	35%	4%
7	Urban pop, 2,500-19,999, nonadj	75%	16%	9%
8	Rural, Metro adj	60%	0%	40%
9	Rural, nonadj	46%	36%	18%
Overall		26%	59%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all optometrist grew up in self-described rural areas, and 19% of these professionals currently work in Non-Metro counties. Overall, just 9% of Virginia's Optometry workforce works in non-Metro counties of the state.

Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	337	Pennsylvania	363
2	Pennsylvania	103	Tennessee	165
3	New York	87	Massachusetts	87
4	Maryland	80	Illinois	71
5	Ohio	48	Florida	67
6	North Carolina	47	Ohio	60
7	Florida	46	Alabama	60
8	New Jersey	35	Indiana	47
9	Outside U.S./Canada	33	New York	43
10	Indiana	23	Texas	41

30% of optometrists received their high school degree in Virginia, while only 3% received their initial professional degree in the state.

* Professional Schooling is meant to represent the state in which respondents received their Doctorate of Optometry (O.D.), but the survey did not explicitly state this fact. This will be corrected for future versions of this survey.

Among optometrists who have been licensed in the past five years, 25% received their high school degree in Virginia, while just 1% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	63	Pennsylvania	56
2	Florida	21	Florida	30
3	Pennsylvania	15	Massachusetts	25
4	New Jersey	14	Tennessee	22
5	Ohio	13	Ohio	19
6	New York	12	Illinois	17
7	North Carolina	11	Puerto Rico	15
8	Outside U.S./Canada	10	New York	12
9	Michigan	10	Indiana	11
10	Canada	9	Texas	11

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of licensed optometrists did not participate in Virginia's workforce in the past year. 95% of these optometrists worked at some point in the past year, including 91% who currently work as optometrists.

At a Glance:

Not in VA Workforce

Total:	362
% of Licensees:	23%
Federal/Military:	21%
Va Border State/DC:	26%

A Closer Look:

Residency Programs		
Area	#	% of Workforce
Ocular Disease	94	8%
Primary Eye Care	85	7%
Low Vision Rehabilitation	33	3%
Cornea and Contact Lenses	27	2%
Pediatric Optometry	26	2%
Vision Therapy and Rehabilitation	23	2%
Family Practice Optometry	22	2%
Refractive and Ocular Surgery	12	1%
Geriatric Optometry	10	1%
Brain Injury Vision Rehabilitation	4	0%
Community Health Optometry	3	0%
Other	14	1%
At Least One Res. Program	218	18%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Residency Programs
 Ocular Disease: 8%
 Primary Eye Care: 7%
 Low Vision Rehab.: 3%

Educational Debt
 With debt: 45%
 Under age 40 with debt: 89%
 Median debt: \$100k-\$110k

Source: Va. Healthcare Workforce Data Center

18% of Virginia's optometry workforce has completed at least one residency program.

45% of optometrists currently have educational debt, including 89% of those under the age of 40. For those optometrists with educational debt, the median debt burden is between \$100,000 and \$110,000.

Educational Debt				
Amount Carried	All Optometrists		Optometrists under 40	
	#	%	#	%
None	500	55%	34	11%
Less than \$20,000	18	2%	4	1%
\$20,000-\$39,999	34	4%	16	5%
\$40,000-\$59,999	37	4%	14	5%
\$60,000-\$79,999	55	6%	24	8%
\$80,000-\$99,999	45	5%	25	8%
\$100,000-\$119,999	41	4%	30	10%
\$120,000 or More	185	20%	158	52%
Total	915	100%	305	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: 0%

Positions Held

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

Weekly Hours:

40 to 49: 42%
60 or more: 3%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in an optometry-related capacity	1,087	96%
Employed, NOT in an optometry-related capacity	10	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	1	0%
Voluntarily unemployed	28	2%
Retired	8	1%
Total	1,135	100%

Source: Va. Healthcare Workforce Data Center

96% of licensed optometrists are currently employed in the profession. More than two-thirds of all optometrists currently hold one full-time job, while 15% have multiple positions. Approximately 70% of all optometrists work between 30 and 50 hours per week.

Current Positions		
Positions	#	%
No Positions	37	3%
One Part-Time Position	153	14%
Two Part-Time Positions	71	7%
One Full-Time Position	739	68%
One Full-Time Position & One Part-Time Position	66	6%
Two Full-Time Positions	6	1%
More than Two Positions	17	2%
Total	1,089	100%

Current Weekly Hours		
Hours	#	%
0 hours	37	3%
1 to 9 hours	19	2%
10 to 19 hours	46	4%
20 to 29 hours	82	8%
30 to 39 hours	305	28%
40 to 49 hours	455	42%
50 to 59 hours	99	9%
60 to 69 hours	21	2%
70 to 79 hours	6	1%
80 or more hours	6	1%
Total	1,076	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	3	0%
Less than \$40,000	55	7%
\$40,000-\$59,999	53	7%
\$60,000-\$79,999	101	13%
\$80,000-\$99,999	120	15%
\$100,000-\$119,999	170	22%
\$120,000-\$139,999	112	14%
\$140,000-\$159,999	68	9%
\$160,000-\$179,999	34	4%
\$180,000-\$199,999	21	3%
\$200,000 or More	43	6%
Total	780	100%

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Employer Health Ins.: 48%
Employer Retirement: 40%

Satisfaction
Satisfied 96%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	688	63%
Somewhat Satisfied	361	33%
Somewhat Dissatisfied	37	3%
Very Dissatisfied	8	1%
Total	1,094	100%

Source: Va. Healthcare Workforce Data Center

The typical optometrist earned between \$100,000 and \$110,000 during the past year. In addition, 70% of wage or salaried optometrists earned at least one employer-sponsored benefit at their primary work location.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	460	42%	61%
Health Insurance	399	37%	48%
Retirement	339	31%	40%
Paid Sick Leave	286	26%	37%
Dental Insurance	212	20%	29%
Group Life Insurance	160	15%	19%
Signing/Retention Bonus	42	4%	6%
At Least One Benefit	575	53%	70%

*From any employer at time of survey.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	7	1%
Experience voluntary unemployment?	63	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	53	4%
Work two or more positions at the same time?	196	17%
Switch employers or practices?	60	5%
Experienced at least 1	296	25%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s optometrists experienced involuntary unemployment at some point in 2014. By comparison, Virginia’s average monthly unemployment rate was 5.2%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	14	1%	21	7%
Less than 6 Months	72	7%	35	11%
6 Months to 1 Year	49	5%	32	10%
1 to 2 Years	178	17%	61	20%
3 to 5 Years	165	16%	56	18%
6 to 10 Years	178	17%	46	15%
More than 10 Years	401	38%	59	19%
Subtotal	1,057	100%	310	100%
Did not have location	24		859	
Item Missing	98		9	
Total	1,179		1,179	

Source: Va. Healthcare Workforce Data Center

Half of Virginia’s optometry workforce received either a salary or a commission at their primary work location, while nearly one-third earned business or practice income.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 5%
New Location: 18%
Over 2 years: 70%
Over 2 yrs, 2nd location: 52%

Employment Type

Salary/Commission: 50%
Business/Practice Inc.: 32%

Source: Va. Healthcare Workforce Data Center

70% of optometrists have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/Commission	428	50%
Business/Practice Income	276	32%
Hourly Wage	112	13%
By Contract	45	5%
Unpaid	3	0%
Subtotal	864	100%

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

At a Glance:

Concentration

Top Region:	37%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

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

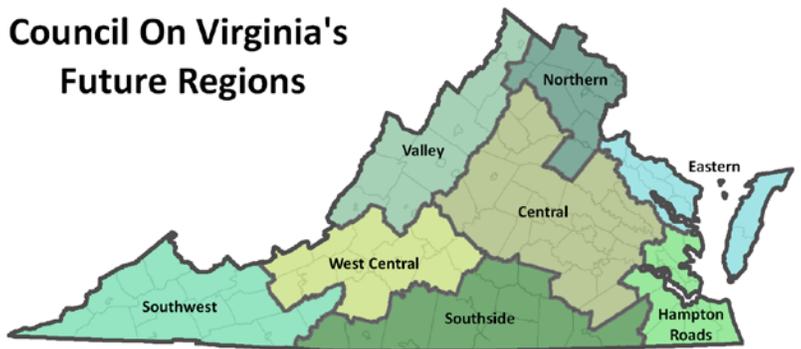
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	191	18%	49	15%
Eastern	10	1%	7	2%
Hampton Roads	218	20%	32	10%
Northern	390	37%	116	36%
Southside	32	3%	10	3%
Southwest	59	6%	24	8%
Valley	41	4%	14	4%
West Central	103	10%	34	11%
Virginia Border State/DC	13	1%	15	5%
Other US State	7	1%	18	6%
Outside of the US	0	0%	1	0%
Total	1,064	100%	320	100%
Item Missing	90		0	

Council On Virginia's Future Regions



27% of all optometrists had multiple work locations at the time of the survey, while 30% of optometrists had at least two work locations during 2014.

Locations	Number of Work Locations			
	Work Locations in 2014		Work Locations Now*	
	#	%	#	%
0	22	2%	34	3%
1	742	69%	757	70%
2	185	17%	172	16%
3	103	10%	97	9%
4	14	1%	13	1%
5	7	1%	5	1%
6 or More	11	1%	5	1%
Total	1,084	100%	1,084	100%

*At the time of survey completion: December 2014.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	923	93%	280	94%
Non-Profit	25	3%	11	4%
State/Local Government	5	1%	1	0%
Veterans Administration	16	2%	1	0%
U.S. Military	23	2%	2	1%
Other Federal Government	4	0%	3	1%
Total	996	100%	298	100%
Did not have location	24		859	
Item Missing	160		20	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

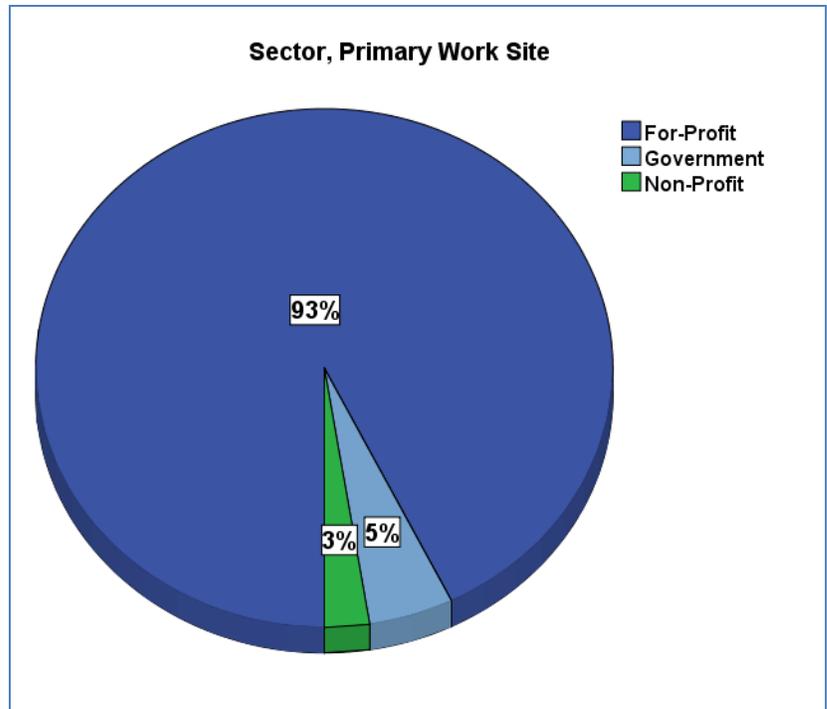
For Profit:	93%
Federal:	4%

Top Establishments

Private Practice, Group:	42%
Private Practice, Solo:	24%
Independent Practice:	18%

Source: Va. Healthcare Workforce Data Center

95% of all optometrists work in the private sector, including 93% who work at for-profit establishments.



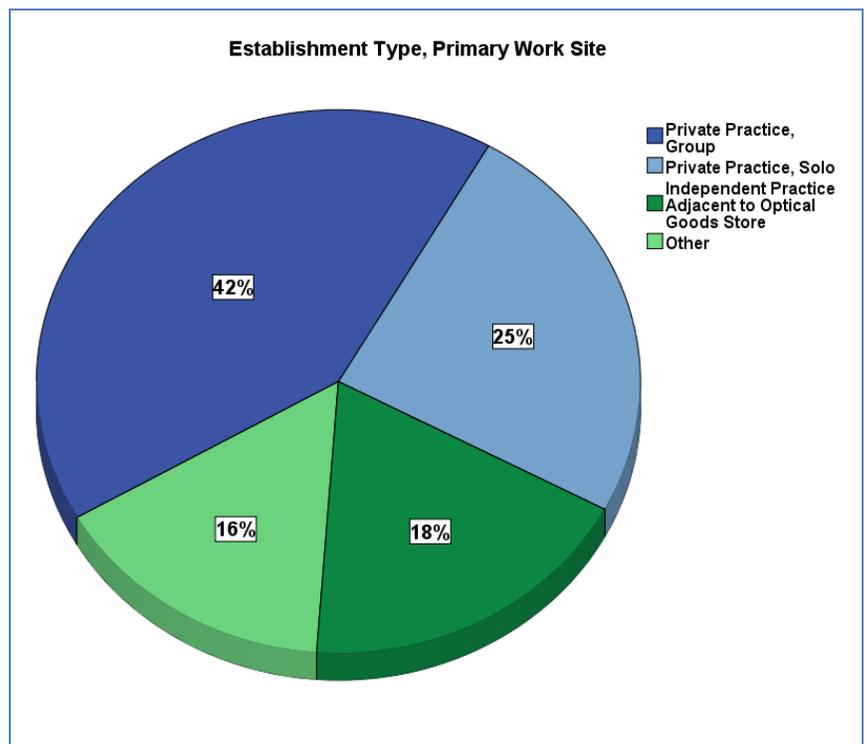
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	405	42%	110	38%
Private Practice, Solo	238	24%	60	21%
Independent Practice Adjacent to Optical Goods Store	179	18%	64	22%
Physician Office	39	4%	15	5%
General Hospital, Outpatient Department	32	3%	1	0%
Outpatient/Community Clinic	21	2%	8	3%
General Hospital, Inpatient Department	3	0%	2	1%
Academic Institution	2	0%	7	2%
Other	54	6%	22	8%
Total	973	100%	289	100%
Did Not Have a Location	24		859	

Group Private Practices were the most common establishment type in Virginia, employing 42% of the state's optometry workforce. Independent Practices (Adjacent to Optical Good Stores) and Solo Private Practices and Optical Good Stores were also typical primary establishment types.

Source: Va. Healthcare Workforce Data Center

Group Private Practices were also the most common establishment type among optometrists who had a secondary work location.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical Optometrist's Time

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

Roles

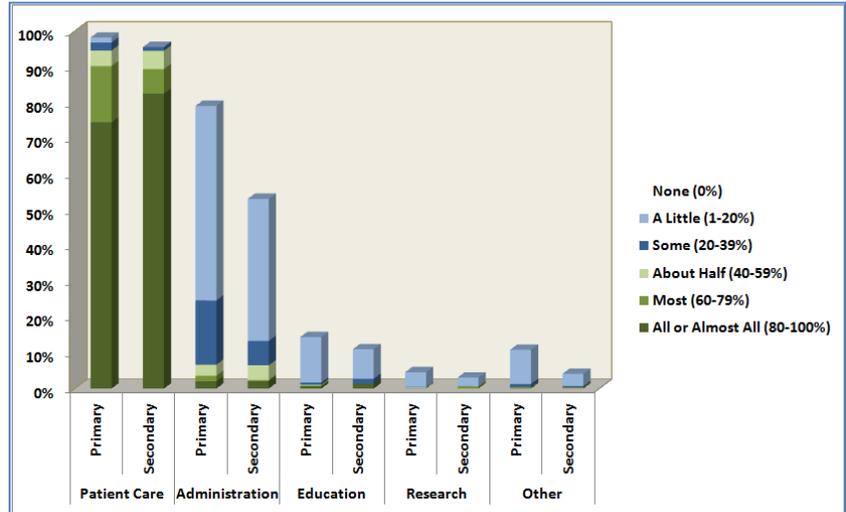
Patient Care: 90%
Administrative: 4%
Education: 1%

Patient Care Optometrists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical optometrist spends most of his time in patient care activities. In fact, 90% of all optometrists fill a patient care role, defined as spending at least 60% of her time in that activity. In addition, 4% of optometrists fill an administrative role, while 1% fills an educational role at their primary work location.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	74%	83%	2%	2%	1%	1%	0%	0%	0%	0%
Most (60-79%)	16%	7%	2%	0%	0%	0%	0%	1%	0%	0%
About Half (40-59%)	4%	5%	3%	4%	0%	0%	0%	0%	0%	0%
Some (20-39%)	2%	1%	18%	7%	1%	1%	0%	0%	1%	0%
A Little (1-20%)	1%	0%	54%	40%	13%	8%	4%	2%	10%	3%
None (0%)	2%	4%	21%	47%	86%	89%	95%	97%	89%	96%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists over 50	
	#	%	#	%
Under age 50	14	2%	-	-
50 to 54	13	1%	0	0%
55 to 59	97	11%	18	5%
60 to 64	211	24%	68	19%
65 to 69	278	31%	110	30%
70 to 74	143	16%	86	24%
75 to 79	50	6%	38	10%
80 or over	17	2%	10	3%
I do not intend to retire	72	8%	32	9%
Total	895	100%	362	100%

At a Glance:

Retirement Expectations

All Optometrists

Under 65: 37%
Under 60: 14%

Optometrists 50 and over

Under 65: 24%
Under 60: 5%

Time until Retirement

Within 2 years: 4%
Within 10 years: 21%
Half the workforce: by 2039

Source: Va. Healthcare Workforce Data Center

37% of all optometrists expect to retire before the age of 65, while 32% plan on working until at least age 70. Among optometrists who are age 50 and over, 24% still expect to retire by age 65, while 46% plan on working until at least age 70.

Within the next two years, just 1% of Virginia’s optometrists expect to leave the profession and 3% plan on leaving the state. At the same time, 14% of Virginia’s optometry workforce plan on increasing their patient care hours, while 7% expects to pursue additional educational opportunities.

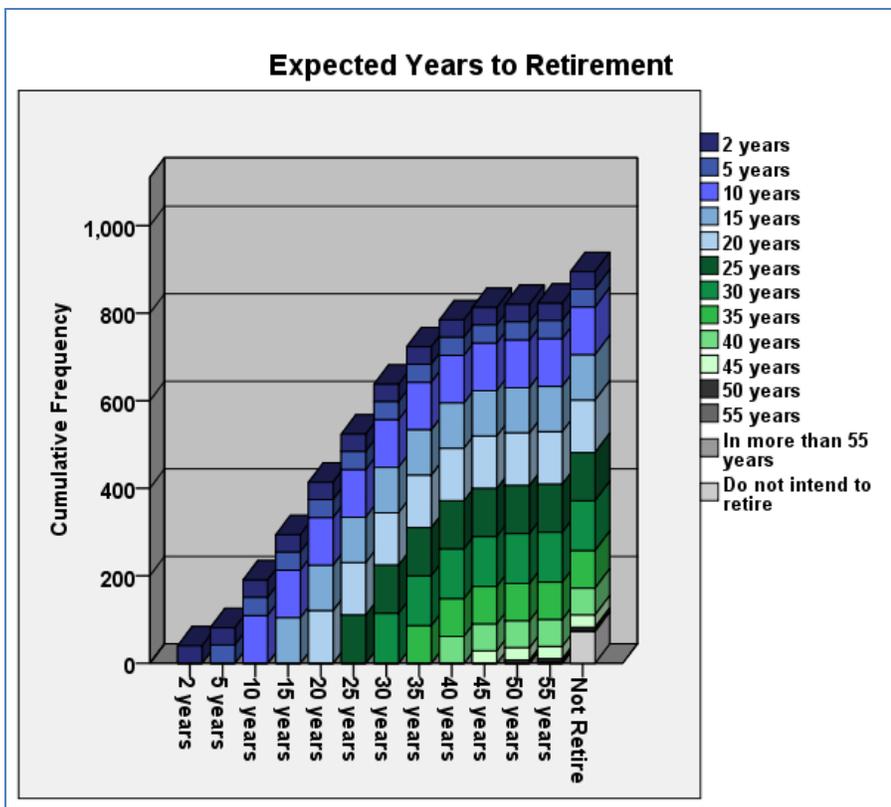
Future Plans

Two Year Plans:	#	%
Decrease Participation		
Leave Profession	10	1%
Leave Virginia	38	3%
Decrease Patient Care Hours	112	9%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Patient Care Hours	160	14%
Increase Teaching Hours	35	3%
Pursue Additional Education	80	7%
Return to Virginia’s Workforce	10	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for optometrists. Only 4% of optometrists expect to retire within the next two years, while 21% plan on retiring within the next ten years. Half of the current optometry workforce expects to be retired by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	40	4%	4%
5 years	41	5%	9%
10 years	109	12%	21%
15 years	104	12%	33%
20 years	120	13%	46%
25 years	110	12%	59%
30 years	114	13%	71%
35 years	86	10%	60%
40 years	61	7%	88%
45 years	28	3%	91%
50 years	7	1%	92%
55 years	3	0%	92%
In more than 55 years	0	0%	92%
Do not intend to retire	72	8%	100%
Total	895	100%	



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2024. Retirements will peak at 13% of the current workforce between 2034 and 2044 before declining to under 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total: 1,019
 FTEs/1,000 Residents: 0.122
 Average: 0.88

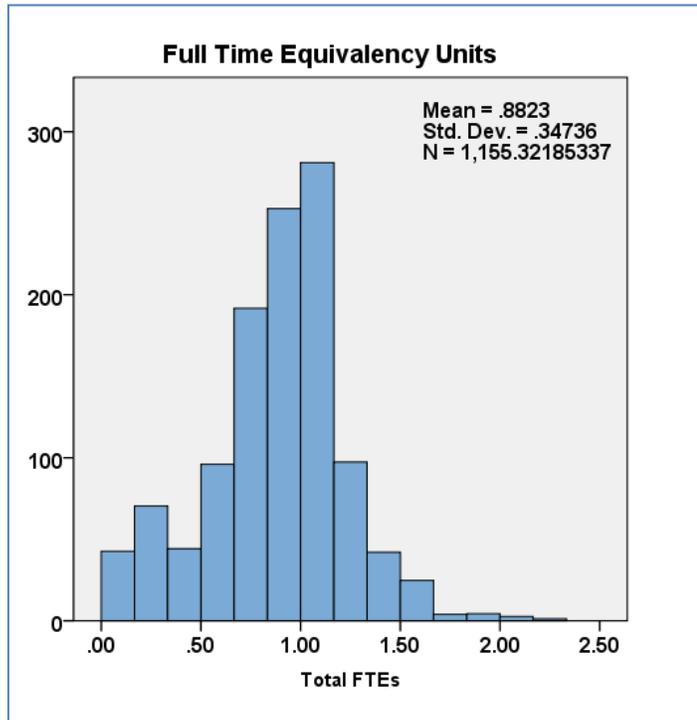
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Small

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

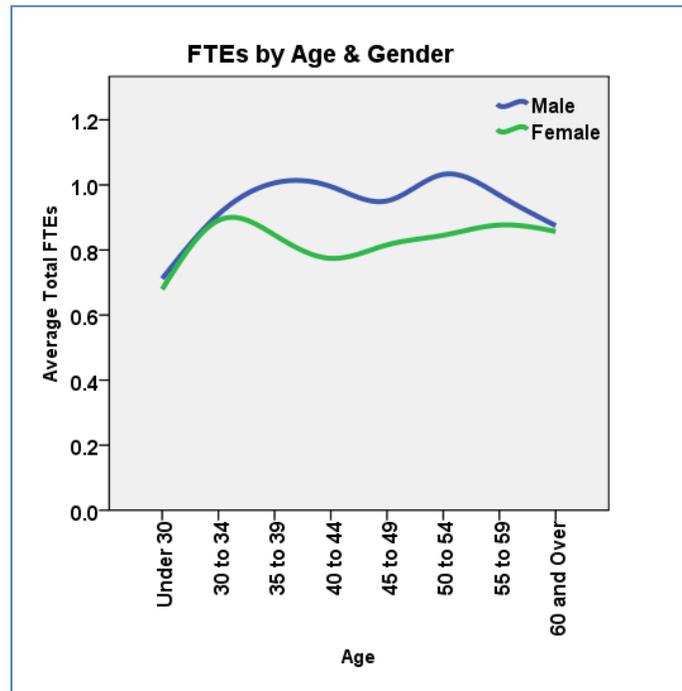


Source: Va. Healthcare Workforce Data Center

The typical (median) optometrist provided 0.93 FTEs in 2014, or approximately 36 hours per week for 52 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.²

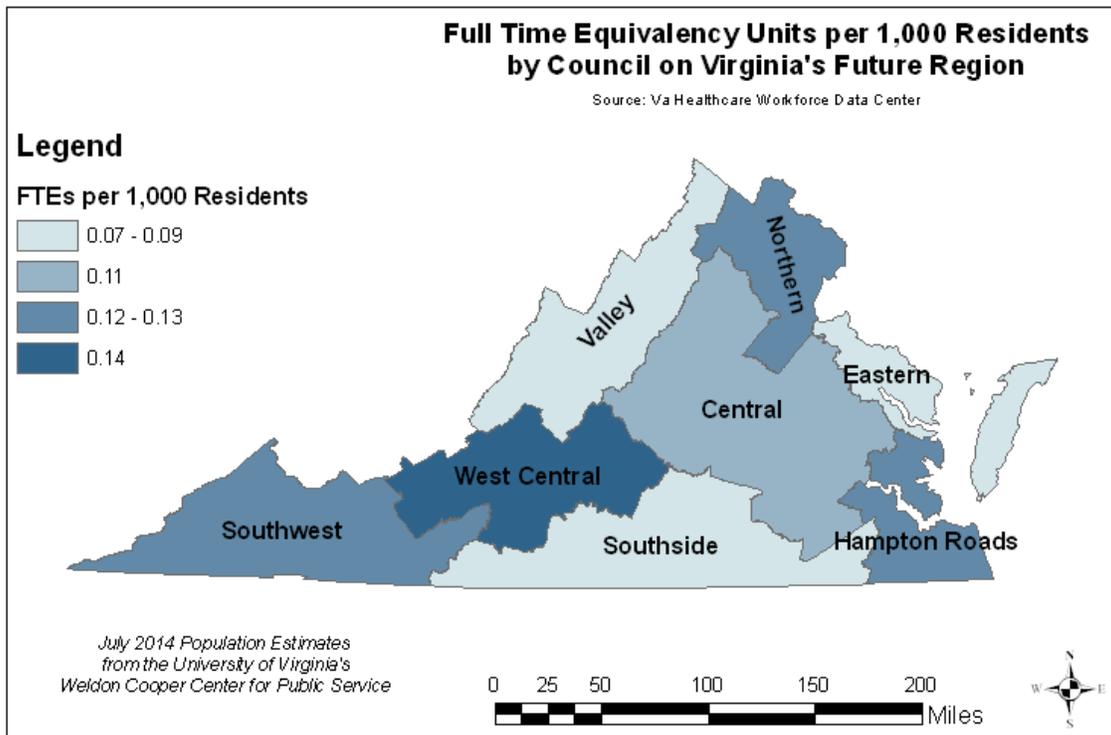
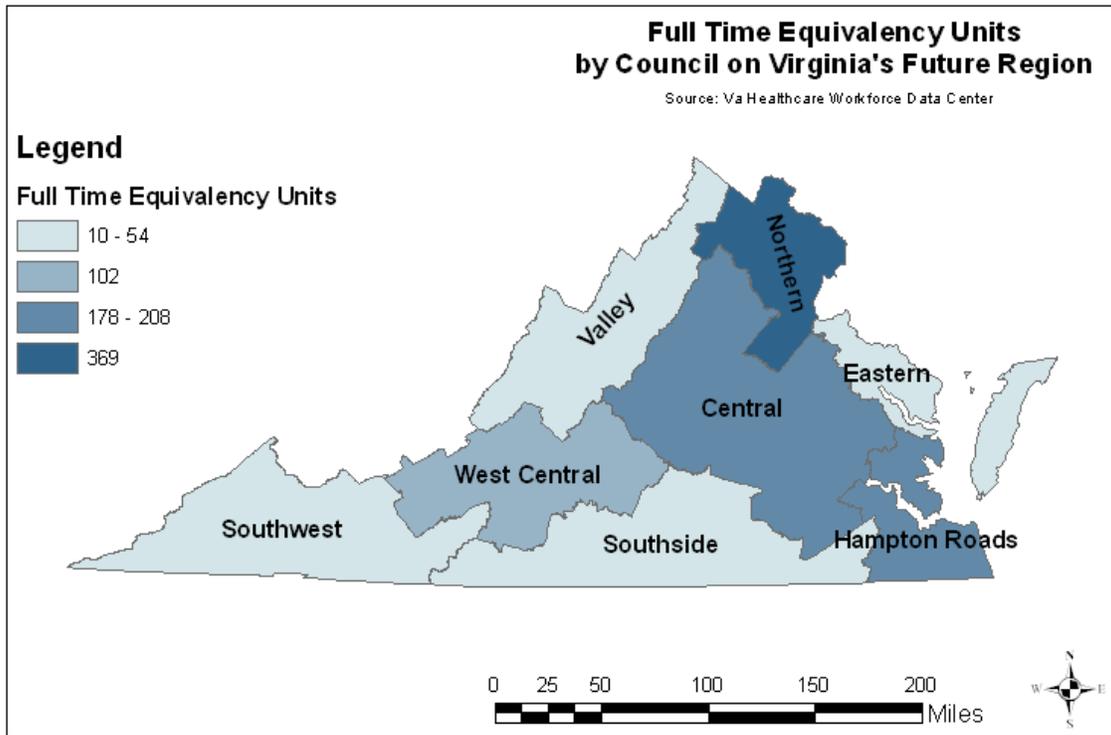
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.69	0.68
30 to 34	0.89	0.93
35 to 39	0.90	0.94
40 to 44	0.88	0.93
45 to 49	0.87	0.94
50 to 54	0.96	0.98
55 to 59	0.93	0.96
60 and Over	0.87	0.94
Gender		
Male	0.94	0.96
Female	0.83	0.92

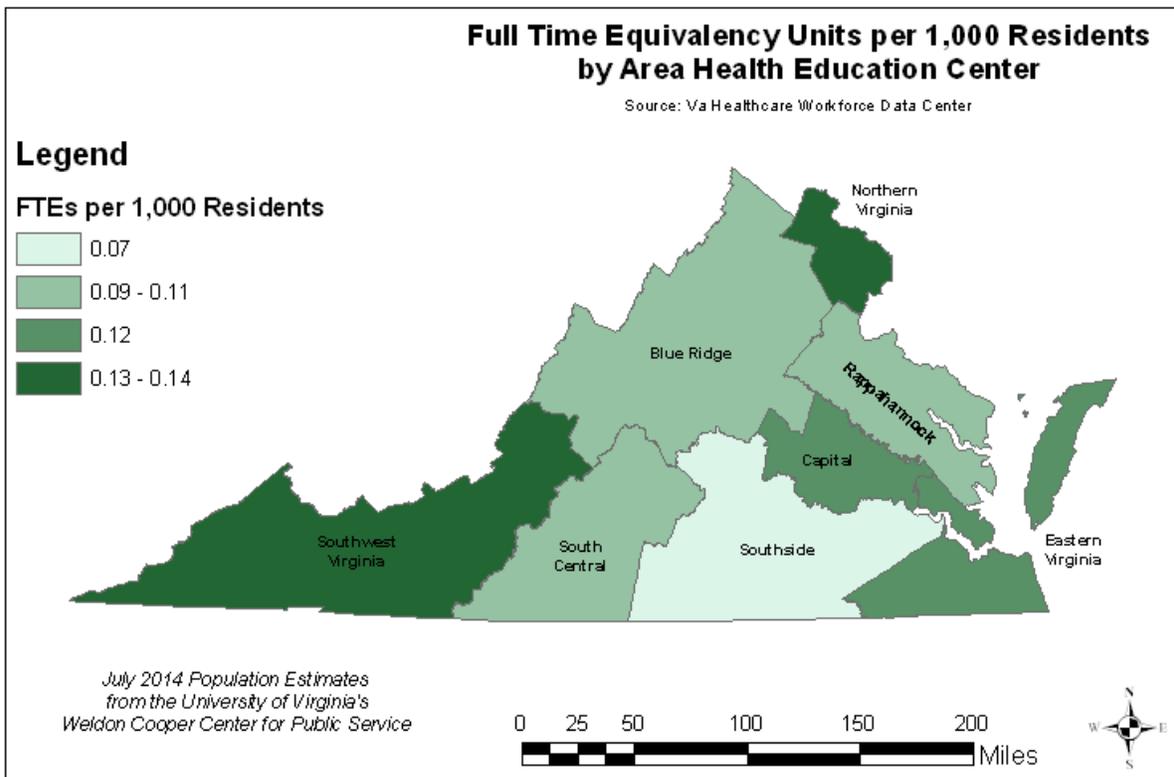
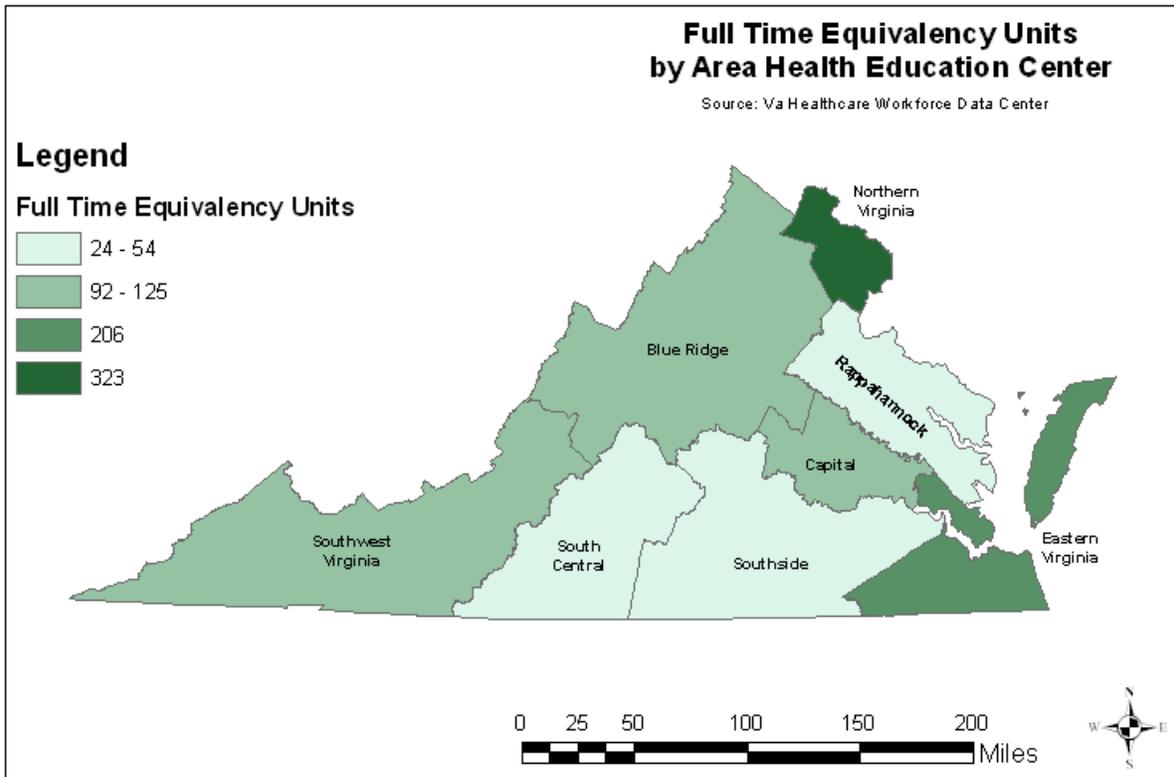
Source: Va. Healthcare Workforce Data Center

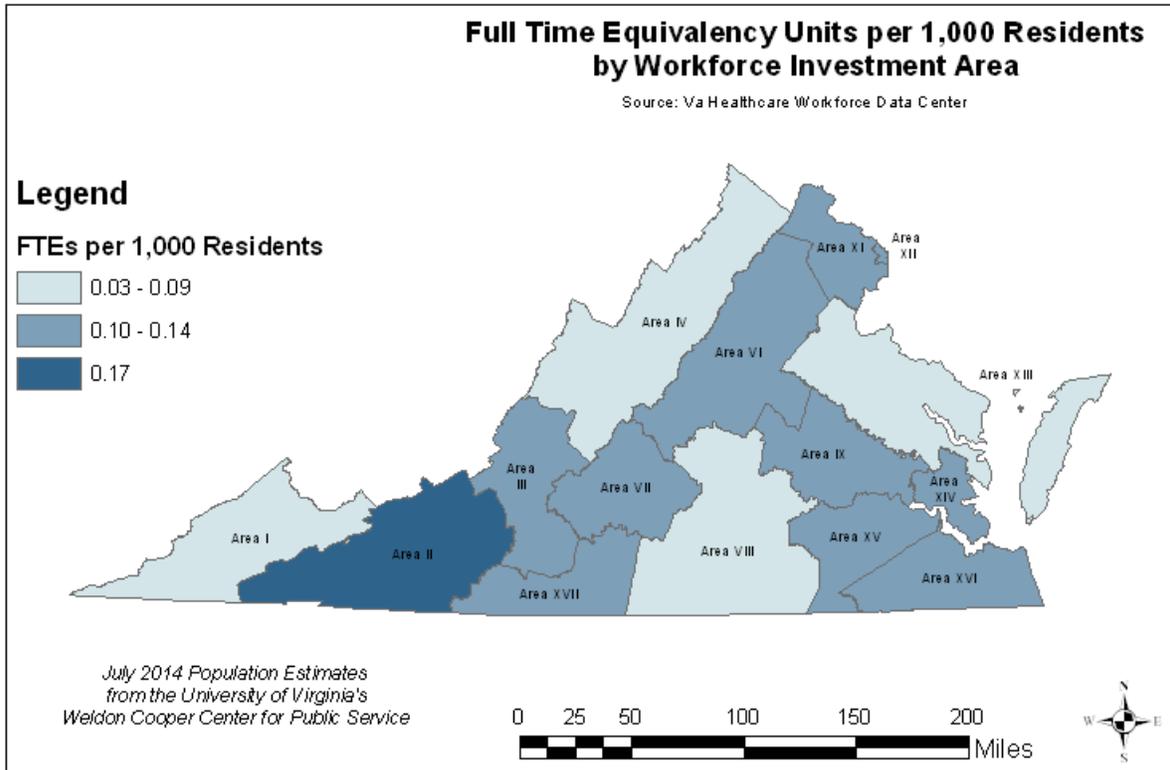
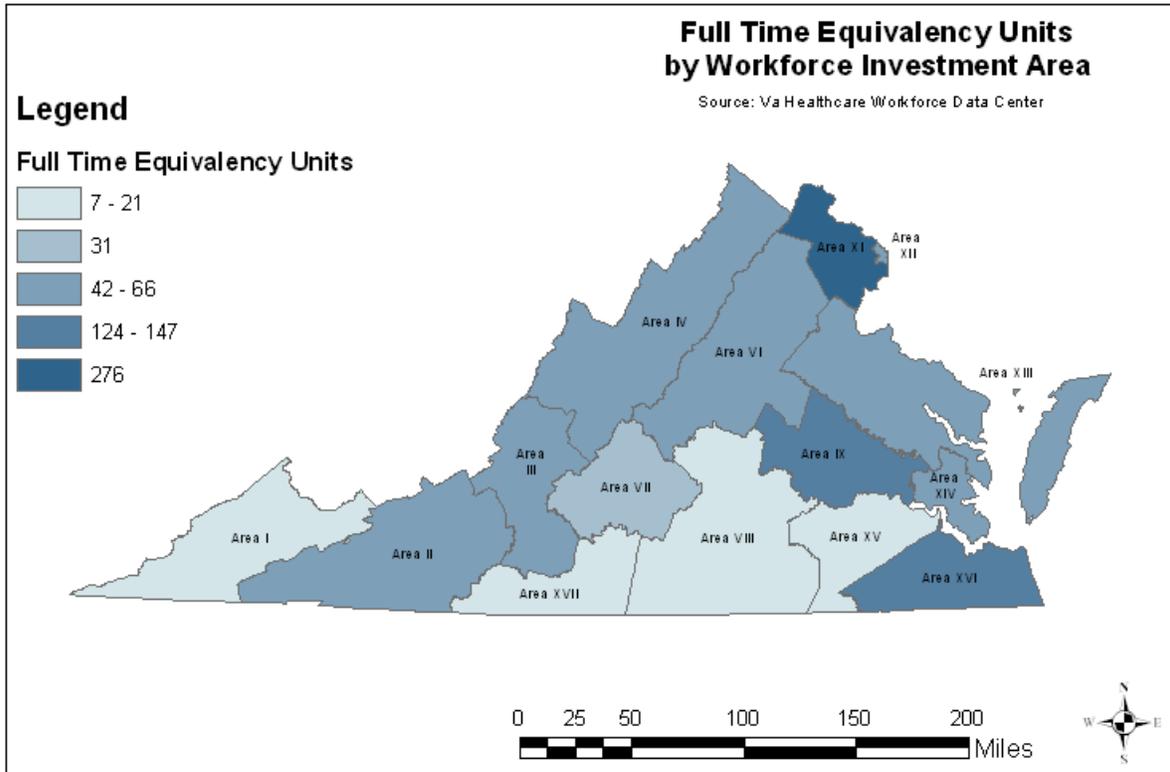


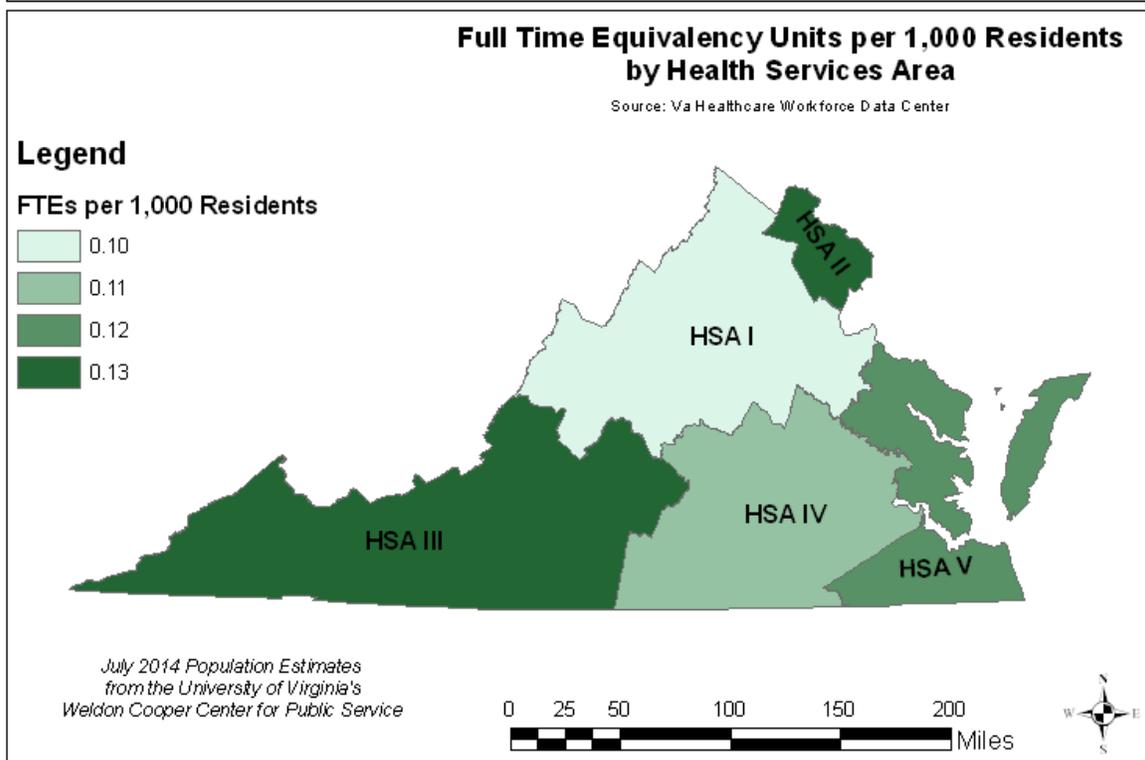
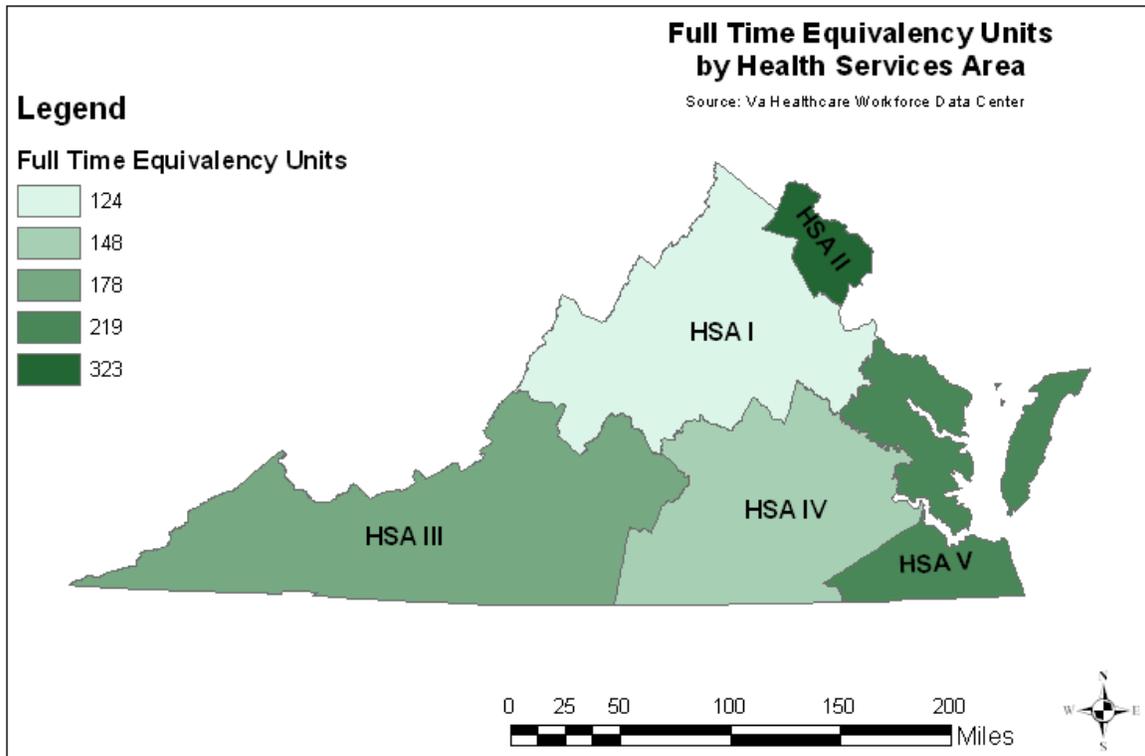
Source: Va. Healthcare Workforce Data Center

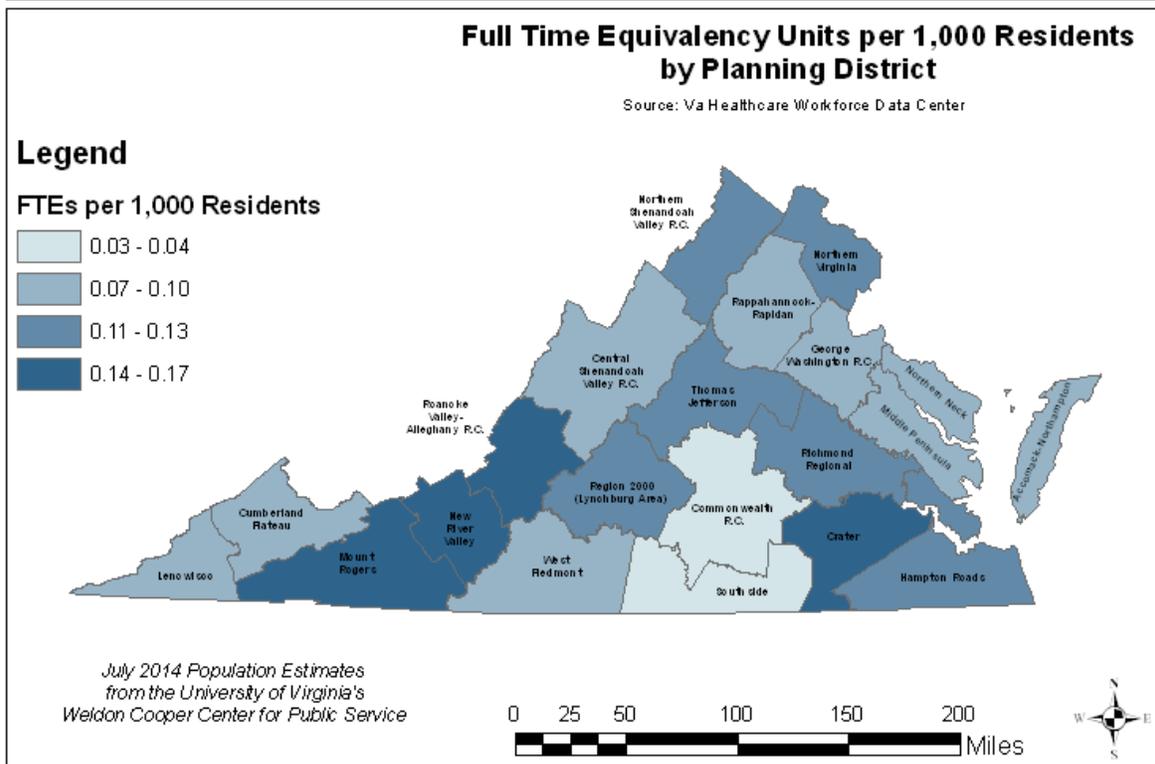
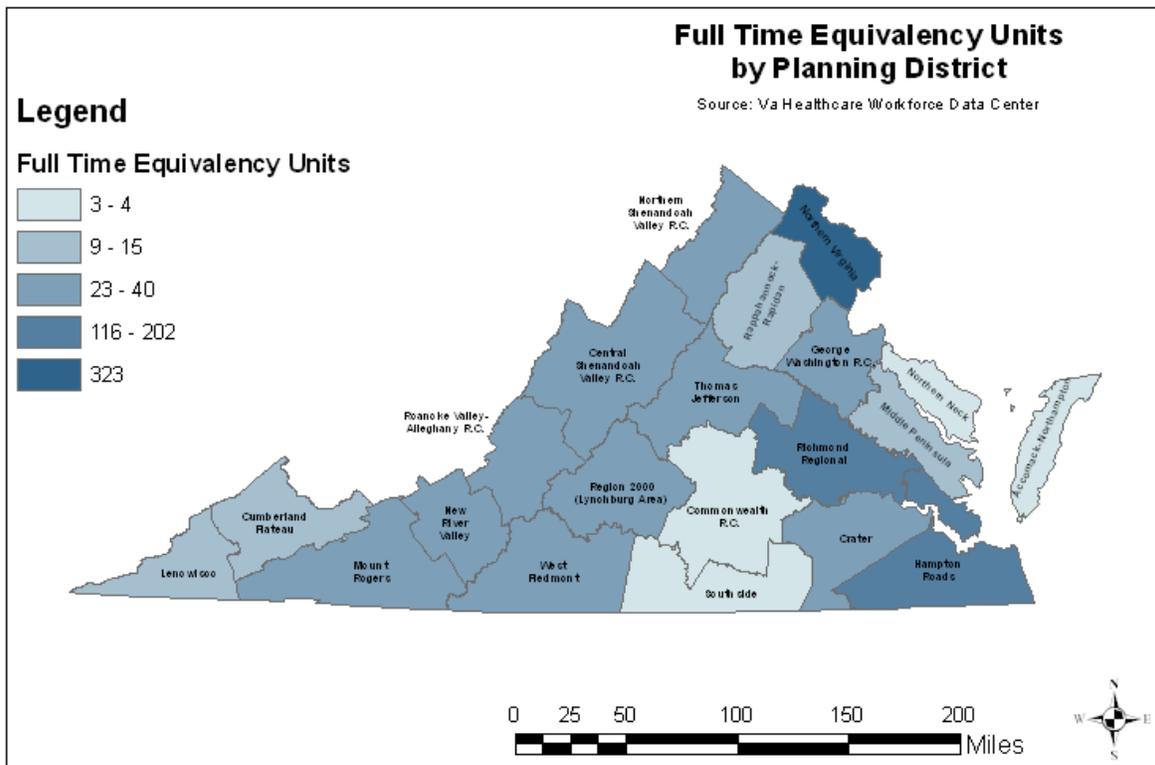
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	875	72.23%	1.384494	1.301551	1.458523
Metro, 250,000 to 1 million	93	65.59%	1.52459	1.433255	1.60611
Metro, 250,000 or less	99	64.65%	1.546875	1.454204	1.629586
Urban pop 20,000+, Metro adj	16	75.00%	1.333333	1.253456	1.404627
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	39	74.36%	1.344828	1.264261	1.409924
Urban pop, 2,500-19,999, nonadj	26	65.38%	1.529412	1.437787	1.611189
Rural, Metro adj	15	86.67%	1.153846	1.114591	1.209698
Rural, nonadj	5	60.00%	1.666667	1.56682	1.678124
Virginia border state/DC	216	81.02%	1.234286	1.160342	1.300283
Other US State	149	65.10%	1.536082	1.444058	1.618217

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	105	71.43%	1.4	1.24277	1.678124
30 to 34	207	68.60%	1.457746	1.209698	1.621752
35 to 39	208	68.27%	1.464789	1.300283	1.629586
40 to 44	207	72.46%	1.38	1.145181	1.535258
45 to 49	198	73.23%	1.365517	1.133163	1.636791
50 to 54	183	76.50%	1.307143	1.160342	1.56682
55 to 59	137	74.45%	1.343137	1.114591	1.494248
60 and Over	297	71.72%	1.394366	1.157103	1.551241

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: 0.719196

