
Virginia's Pharmacist Workforce: 2014

Healthcare Workforce Data Center

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More than 11,000 Pharmacists 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 Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality	11
2014 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Council on Virginia’s Future Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning District	24
Appendix	25
Weights	25

The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	13,344
Virginia's Workforce:	8,101
FTEs:	6,871

Background

Rural Childhood:	34%
HS Degree in VA:	46%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	72%
Satisfied?:	89%

Survey Response Rate

All Licensees:	86%
Renewing Practitioners:	96%

Education

Baccalaureate:	46%
Ph.D./Professional:	54%

Job Turnover

Switched Jobs in 2014:	5%
Employed over 2 yrs:	63%

Demographics

Female:	62%
Diversity Index:	48%
Median Age:	45

Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	71%
Under 40 w/ Ed debt:	77%

Primary Roles

Patient Care:	74%
Administration:	7%
Education:	1%

Source: Va. Healthcare Workforce Data Center

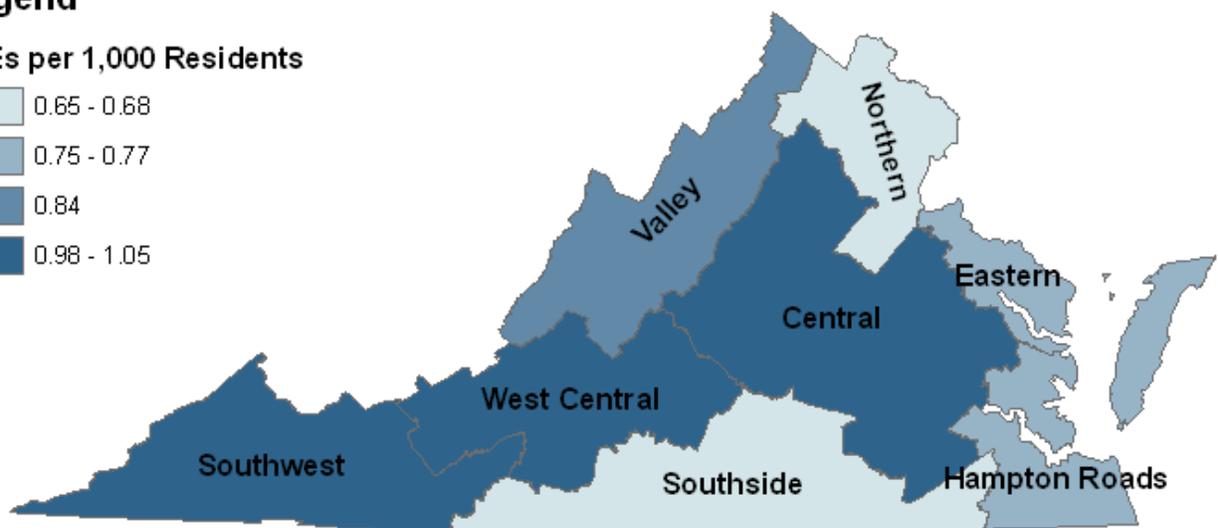
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.65 - 0.68
	0.75 - 0.77
	0.84
	0.98 - 1.05



July 2013 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



11,486 pharmacists voluntarily took part in the 2014 Pharmacist 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 for pharmacists. These survey respondents represent 86% of the 13,344 pharmacists who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 8,101 pharmacists 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 pharmacist at some point in the future. During 2014, Virginia's pharmacy workforce provided 6,871 "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).

A majority of pharmacists are female, and the median age among those in the workforce is 45. In a random encounter between two pharmacists, there is a nearly one-in-two chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's pharmacy workforce only slightly less diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities.

More than one-third of pharmacists grew up in a rural area, and nearly one-quarter of these professionals currently work in non-Metro areas of the state. Meanwhile, 46% of Virginia's pharmacists graduated from high school in Virginia, and 48% of pharmacists earned their initial professional degree in the state. In total, 55% of Virginia's pharmacy workforce has some educational background in the state.

A slight majority of Virginia's pharmacy workforce has earned a doctoral or other professional degree as their highest level of educational attainment. 38% of pharmacists currently carry educational debt, including more than three-quarters of those under the age of 40. The median debt burden for those pharmacists with educational debt is between \$90,000 and \$100,000.

92% of pharmacists are currently employed in the profession. 72% of all pharmacists hold one full-time position, and more than half of all professionals work between 40 and 49 hours per week. Over the past year, only 2% of pharmacists have been involuntarily unemployed, while another 3% of pharmacists have been underemployed.

The typical pharmacist earned between \$110,000 and \$120,000 last year. In addition, 84% of pharmacists who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 71% who receive health insurance. 89% of all pharmacists are satisfied with their current employment situation, including 49% who indicate they are "very satisfied".

More than 90% of all pharmacists work in the private sector, including 71% who work at a for-profit organization. Large community pharmacies (i.e. pharmacies with more than 10 locations) were the most common working establishment type for Virginia's pharmacy workforce, employing nearly one-third of all professionals. Hospital systems and smaller pharmacies were also common employers of Virginia's pharmacy workforce.

A typical pharmacist spends most of her time treating patients. Nearly three quarters of all pharmacists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, another 7% of pharmacists served an administrative role at their primary work location.

40% of pharmacists expect to retire by the age of 65. Just 6% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2039. Over the next two years, only 2% of Virginia's current pharmacy workforce expects to leave the profession, while 3% expect to leave the state entirely. Meanwhile, 10% of pharmacists plan on increasing patient care activities over the next two years, and 11% expect to pursue additional educational opportunities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	11,900	89%
New Licensees	960	7%
Non-Renewals	484	4%
All Licensees	13,344	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 86% of renewing pharmacists submitted a survey. These represent 96% of pharmacists who held a license at some point in 2014.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	146	941	87%
30 to 34	241	1,681	88%
35 to 39	224	1,524	87%
40 to 44	211	1,565	88%
45 to 49	221	1,474	87%
50 to 54	183	1,212	87%
55 to 59	146	1,167	89%
60 and Over	486	1,922	80%
Total	1,858	11,486	86%
New Licenses			
Issued in 2014	265	695	72%
Metro Status			
Non-Metro	177	884	83%
Metro	927	6,700	88%
Not in Virginia	748	3,869	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	13,344
New:	7%
Not Renewed:	4%

Survey Response Rates

All Licensees:	86%
Renewing Practitioners:	96%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	11,486
Response Rate, all licensees	86%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2014.
- 2. Target Population:** All pharmacists who held a Virginia license at some point in 2014.
- 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 pharmacists newly licensed in 2014.

At a Glance:

Workforce

2014 Pharmacist Workforce: 8,101
 FTEs: 6,871

Utilization Ratios

Licensees in VA Workforce: 61%
 Licensees per FTE: 1.94
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

Definitions

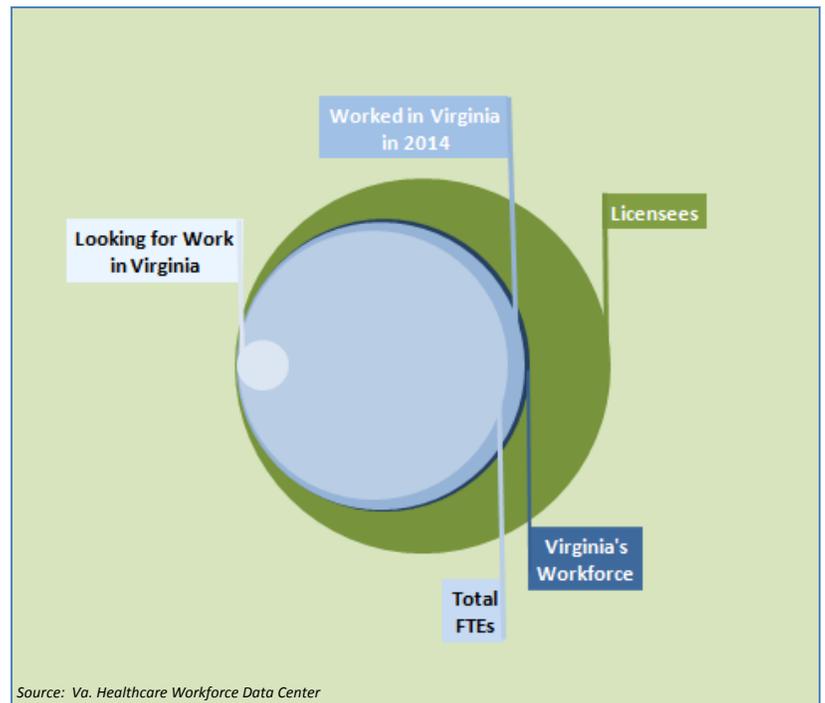
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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 Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	7,858	97%
Looking for Work in Virginia	243	3%
Virginia's Workforce	8,101	100%
Total FTEs	6,871	
Licensees	13,344	

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



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	233	32%	491	68%	724	10%
30 to 34	314	28%	803	72%	1,117	15%
35 to 39	279	29%	685	71%	964	13%
40 to 44	245	27%	681	74%	926	12%
45 to 49	308	33%	634	67%	942	13%
50 to 54	252	33%	508	67%	759	10%
55 to 59	306	42%	415	58%	721	10%
60 +	896	68%	421	32%	1,317	18%
Total	2,832	38%	4,638	62%	7,470	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 62%
 % Under 40 Female: 71%

Age

Median Age: 45
 % Under 40: 38%
 % 55+: 27%

Diversity

Diversity Index: 48%
 Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

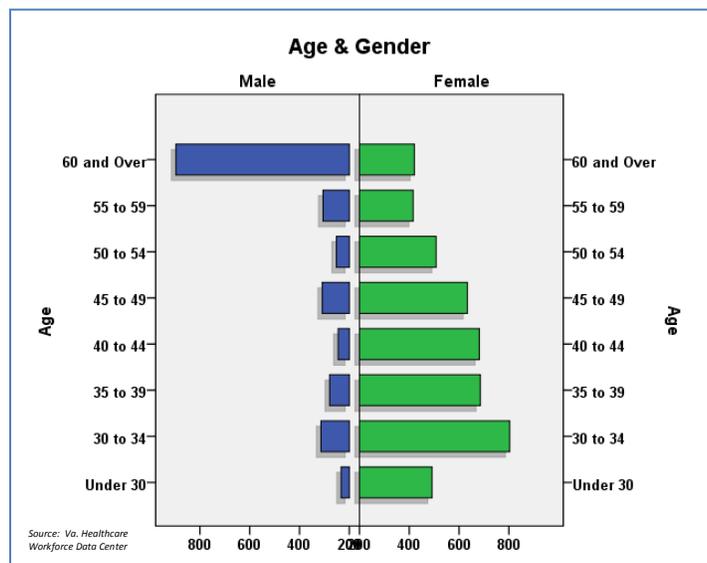
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	64%	5,214	70%	1,707	61%
Black	19%	738	10%	330	12%
Asian	6%	1,156	16%	577	21%
Other Race	0%	115	2%	58	2%
Two or more races	2%	127	2%	74	3%
Hispanic	8%	108	1%	50	2%
Total	100%	7,458	100%	2,796	100%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 48% 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%.

38% of pharmacists are under the age of 40, and 71% of these professionals are female. In addition, pharmacists who are under the age of 40 are slightly more diverse than Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 18%
Rural Childhood: 34%

Virginia Background

HS in Virginia: 46%
Prof. Education in VA: 48%
HS/Prof. Educ. in VA: 55%

Location Choice

% Rural to Non-Metro: 24%
% Urban/Suburban to Non-Metro: 6%

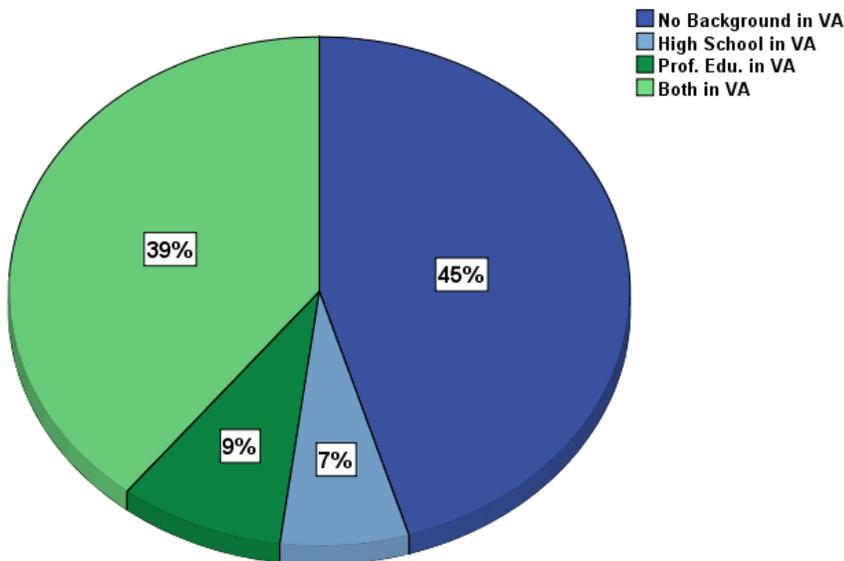
Source: Va. Healthcare Workforce Data Center

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+	23%	55%	21%
2	Metro, 250,000 to 1 million	51%	40%	9%
3	Metro, 250,000 or less	45%	41%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	55%	33%	12%
6	Urban pop, 2,500-19,999, Metro adj	64%	24%	12%
7	Urban pop, 2,500-19,999, nonadj	84%	10%	6%
8	Rural, Metro adj	64%	30%	6%
9	Rural, nonadj	64%	25%	12%
Overall		34%	48%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



34% of pharmacists grew up in self-described rural areas, and 24% of these professionals currently work in non-Metro counties. Overall, 12% of Virginia's pharmacy workforce currently works in non-Metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,438	Virginia	3,499
2	Outside U.S./Canada	860	Pennsylvania	523
3	Pennsylvania	476	Outside U.S./Canada	346
4	New York	359	North Carolina	300
5	Maryland	236	New York	279
6	West Virginia	232	Maryland	214
7	North Carolina	200	Massachusetts	213
8	New Jersey	170	Washington, D.C.	209
9	Ohio	149	West Virginia	201
10	Florida	108	Georgia	161

Source: Va. Healthcare Workforce Data Center

46% of Virginia's pharmacists received their high school degree in Virginia, and 48% received their initial professional degree in the state.

Among pharmacists who have been licensed in the past five years, 37% received their high school degree in Virginia, and 42% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	694	Virginia	769
2	Outside U.S./Canada	237	Pennsylvania	161
3	Pennsylvania	147	Outside U.S./Canada	101
4	New York	111	North Carolina	86
5	Maryland	84	New York	79
6	North Carolina	63	Maryland	75
7	New Jersey	56	West Virginia	51
8	West Virginia	45	Massachusetts	48
9	Ohio	41	Ohio	43
10	Florida	40	Washington, D.C.	40

Source: Va. Healthcare Workforce Data Center

Nearly 40% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2014. 90% of these professionals worked at some point in the past year, including 84% who currently work as pharmacists.

At a Glance:

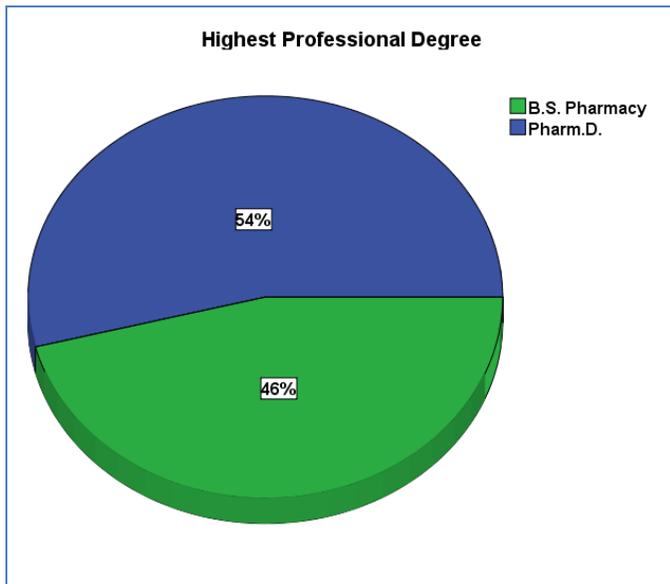
Not in VA Workforce

Total:	5,242
% of Licensees:	39%
Federal/Military:	7%
Va Border State/DC:	17%

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	3,312	46%
Pharm.D.	3,886	54%
Total	7,197	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

38% of pharmacists currently have educational debt, including 77% of those under the age of 40. For those with educational debt, the median debt load is between \$90,000 and \$100,000.

At a Glance:

Education

B.S. Pharmacy: 46%

Pharm.D.: 54%

Educational Debt

Carry debt: 38%

Under age 40 w/ debt: 77%

Median debt: \$90k-\$100k

54% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a bachelor's degree in Pharmacy.

Amount Carried	Educational Debt			
	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	3,931	62%	554	23%
\$20,000 or less	217	3%	112	5%
\$20,001-\$40,000	218	3%	134	6%
\$40,001-\$60,000	263	4%	175	7%
\$60,001-\$80,000	253	4%	167	7%
\$80,001-\$100,000	299	5%	222	9%
\$100,001-\$120,000	278	4%	216	9%
\$120,001-\$140,000	208	3%	179	7%
\$140,001-\$160,000	200	3%	181	8%
\$160,001-\$180,000	141	2%	122	5%
\$180,001-\$200,000	98	2%	89	4%
Over \$200,000	261	4%	238	10%
Total	6,367	100%	2,389	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Immunization:	23%
Community Pharmacy:	10%
Compounding:	4%

Top Board Certifications

BPS - Pharmacotherapy:	5%
CCGP - Geriatrics:	1%
BPS - Ambulatory Care:	1%

Top Residencies (PGY1)

Pharmacy Practice (Post 1993):	9%
Pharmacy Practice (Pre 1993):	6%
Community Pharmacy:	6%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	700	9%
Pharmacy Practice (Pre 1993)	490	6%
Community Pharmacy	475	6%
Managed Care Pharmacy	38	0%
Other	0	0%
Total	1,703	21%
PGY2		
Ambulatory Care	104	1%
Drug Information	58	1%
Internal Medicine/Cardiology	44	1%
Critical Care	40	0%
Health-system Pharmacy Administration	40	0%
Pharmacotherapy	30	0%
Oncology	27	0%
Psychiatry	24	0%
Infectious Disease	23	0%
Managed Care Pharmacy Systems	21	0%
Pediatrics	21	0%
Geriatrics	15	0%
Nuclear	12	0%
Other	202	2%
Total	661	8%

Board Certifications		
Certification	#	%
BPS-Pharmacotherapy	381	5%
CCGP-Geriatrics	50	1%
BPS-Ambulatory Care	44	1%
BPS-Oncology	35	0%
BPS-Nutrition	19	0%
BPS-Psychiatric	19	0%
BPS-Nuclear Pharmacy	10	0%
ABAT-Applied Toxicology	1	0%
Other Board Certification	145	2%
At Least One Certification	669	8%

Source: Va. Healthcare Workforce Data Center

8% of pharmacists hold a board certification, including 5% who hold a certification in Pharmacotherapy. 42% also have a self-designated specialty area, including 23% who have a specialization in immunization.

At a Glance:

Employment

Employed in Profession: 92%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 72%
 2 or More Positions: 9%

Weekly Hours:

40 to 49: 53%
 60 or more: 4%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	10	0%
Employed in a pharmacy-related capacity	6,826	92%
Employed, NOT in a pharmacy-related capacity	193	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	68	1%
Voluntarily unemployed	155	2%
Retired	134	2%
Total	7,386	100%

Source: Va. Healthcare Workforce Data Center

92% of Virginia’s pharmacists are currently employed in the profession, and only 1% of all pharmacy professionals are involuntarily unemployed at the moment. 72% of the state’s pharmacy workforce has one full-time job, while just 9% of pharmacists have multiple positions. 53% of pharmacists work between 40 and 49 hours per week, while just 4% of pharmacy professionals work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	357	5%
One Part-Time Position	1,025	14%
Two Part-Time Positions	164	2%
One Full-Time Position	5,206	72%
One Full-Time Position & One Part-Time Position	441	6%
Two Full-Time Positions	12	0%
More than Two Positions	34	0%
Total	7,239	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	357	5%
1 to 9 hours	181	3%
10 to 19 hours	271	4%
20 to 29 hours	462	6%
30 to 39 hours	1,252	17%
40 to 49 hours	3,842	53%
50 to 59 hours	557	8%
60 to 69 hours	169	2%
70 to 79 hours	76	1%
80 or more hours	58	1%
Total	7,225	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	48	1%
\$50,000 or less	494	9%
\$50,001-\$60,000	117	2%
\$60,001-\$70,000	159	3%
\$70,001-\$80,000	143	3%
\$80,001-\$90,000	178	3%
\$90,001-\$100,000	298	5%
\$100,001-\$110,000	742	13%
\$110,001-\$120,000	887	16%
\$120,001-\$130,000	1,101	19%
\$130,001-\$140,000	746	13%
\$140,001-\$150,000	352	6%
More than \$150,000	444	8%
Total	5,708	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,462	49%
Somewhat Satisfied	2,820	40%
Somewhat Dissatisfied	540	8%
Very Dissatisfied	233	3%
Total	7,056	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$110k-120k

Benefits
Employer Health Insurance: 71%
Employer Retirement: 73%

Satisfaction
Satisfied: 89%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

The typical pharmacist earned between \$110,000 and \$120,000 in 2014. Among pharmacists who received either an hourly wage or a salary as compensation at the primary work location, 71% received health insurance and 73% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	5,394	79%	82%
Retirement	4,806	70%	73%
Health Insurance	4,675	68%	71%
Dental Insurance	4,475	66%	69%
Paid Sick Leave	4,255	62%	65%
Group Life Insurance	3,591	53%	56%
Signing/Retention Bonus	520	8%	8%
Received At Least One Benefit	5,706	84%	86%

*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?	152	2%
Experience Voluntary Unemployment?	267	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	254	3%
Work two or more positions at the same time?	765	9%
Switch employers or practices?	402	5%
Experienced at least 1	1,530	19%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacists were involuntary unemployed at some point in 2014. For comparison, Virginia’s average monthly unemployment rate was 5.1%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	130	2%	94	9%
Less than 6 Months	612	9%	135	13%
6 Months to 1 Year	607	9%	145	14%
1 to 2 Years	1,194	17%	170	16%
3 to 5 Years	1,403	20%	232	22%
6 to 10 Years	1,229	18%	153	14%
More than 10 Years	1,755	25%	141	13%
Subtotal	6,930	100%	1,071	100%
Did not have location	286		6,980	
Item Missing	885		50	
Total	8,101		8,101	

Source: Va. Healthcare Workforce Data Center

Nearly half of all pharmacists receive a salary or commission at their primary work location, while 43% receive an hourly wage.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 2%
Underemployed: 3%

Stability

Switched: 5%
New Location: 22%
Over 2 years: 63%
Over 2 yrs, 2nd location: 49%

Employment Type

Salary or Wage: 92%

Source: Va. Healthcare Workforce Data Center

63% of pharmacists 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	#	%
Salary/ Commission	3,142	49%
Hourly Wage	2,805	43%
By Contract	74	1%
Business/ Practice Income	392	6%
Unpaid	41	1%
Subtotal	6,453	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 5.7% in August to 4.5% in November and December. At the time of publication, December’s unemployment rate was still preliminary.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or more (2014):	14%
2 or more (Now*):	14%

Source: Va. Healthcare Workforce Data Center

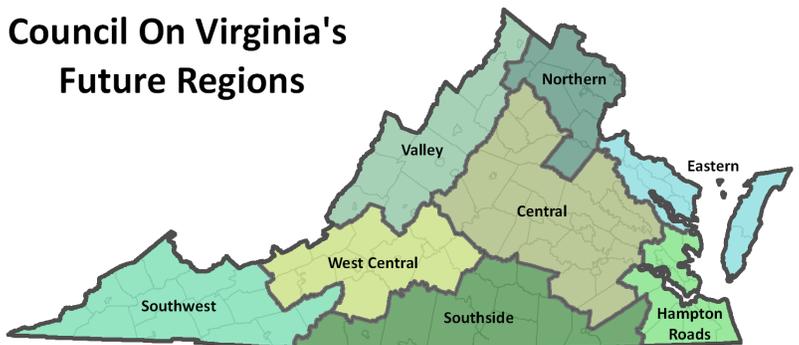
Approximately half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,682	24%	184	17%
Eastern	129	2%	24	2%
Hampton Roads	1,323	19%	180	17%
Northern	1,768	26%	275	26%
Southside	264	4%	36	3%
Southwest	408	6%	91	8%
Valley	437	6%	74	7%
West Central	785	11%	116	11%
Virginia Border State/DC	37	1%	31	3%
Other US State	53	1%	57	5%
Outside of the US	2	0%	7	1%
Total	6,888	100%	1,075	100%
Item Missing	927		44	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Over the past year, 14% of Virginia's pharmacists have worked at multiple locations.

Locations	Number of Work Locations			
	Work Locations in 2014		Work Locations Now*	
	#	%	#	%
0	284	4%	344	5%
1	6,697	83%	5,821	81%
2	568	7%	539	8%
3	352	4%	322	5%
4	43	1%	21	0%
5	21	0%	22	0%
6 or More	136	2%	94	1%
Total	8,101	100%	7,163	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	4,629	71%	758	74%
Non-Profit	1,387	21%	204	20%
State/Local Government	222	3%	34	3%
Veterans Administration	107	2%	5	0%
U.S. Military	134	2%	19	2%
Other Federal Gov't	65	1%	7	1%
Total	6,544	100%	1,027	100%
Did not have location	286		6980	
Item Missing	1,271		95	

At a Glance: (Primary Locations)

Sector

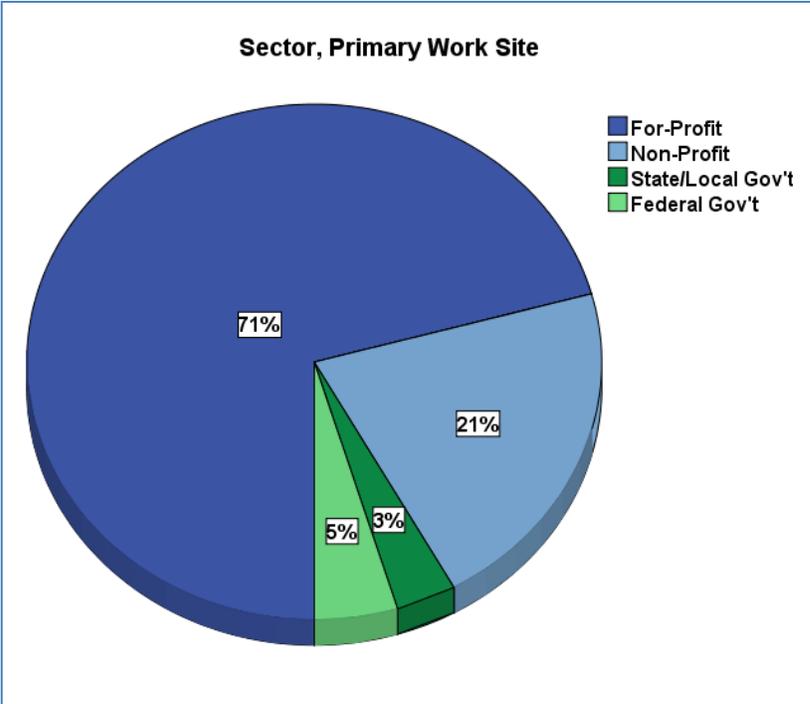
For Profit:	71%
Federal:	5%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	32%
Hospital/Health System: (Inpatient)	23%
Independent Pharmacy: (1-4 Stores)	9%

Source: Va. Healthcare Workforce Data Center

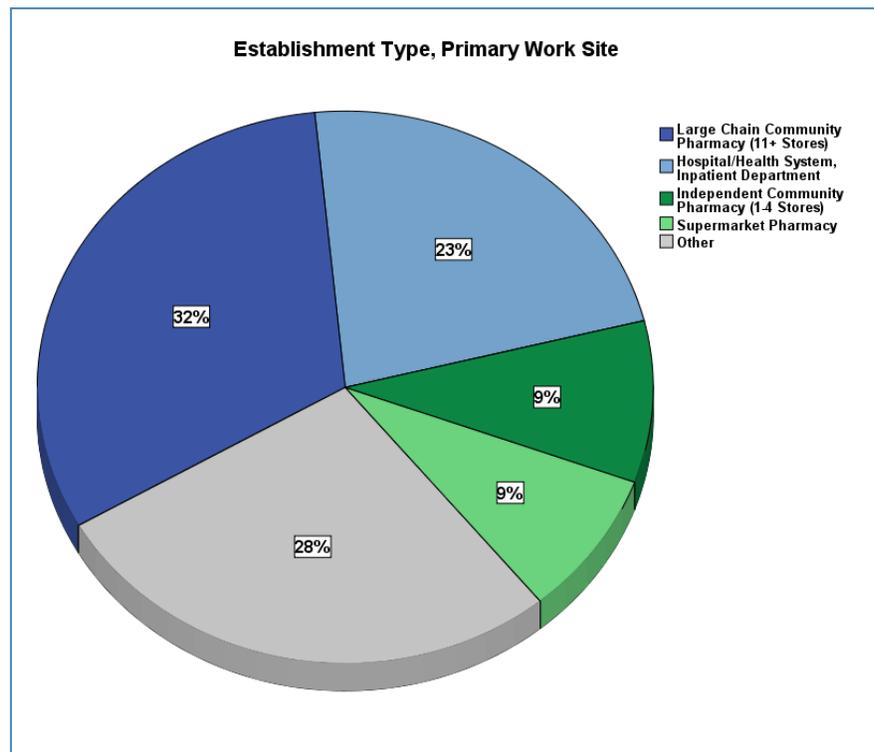
More than 90% of all pharmacists work in the private sector, including 71% who work at a for-profit company. Another 5% of pharmacists work for the federal government, while 3% work for a state or local government.



Source: Va. Healthcare Workforce Data Center

Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy	2,048	32%	293	29%
Hospital/Health System, Inpatient Department	1,463	23%	172	17%
Independent Community Pharmacy	610	9%	163	16%
Supermarket Pharmacy	549	9%	48	5%
Hospital/Health System, Outpatient Department	312	5%	33	3%
Mass Merchandiser (i.e. Big Box Store)	303	5%	47	5%
Nursing Home/Long-Term Care	213	3%	54	5%
Clinic-Based Pharmacy	179	3%	64	6%
Academic Institution	109	2%	31	3%
Benefit Administration	106	2%	5	0%
Home Health/Infusion	84	1%	16	2%
Mail Service Pharmacy	39	1%	8	1%
Manufacturer	34	1%	1	0%
Small Chain Community Pharmacy	29	0%	13	1%
Wholesale Distributor	5	0%	4	0%
Other	364	6%	65	6%
Total	6,447	100%	1,017	100%
Did Not Have a Location	286		6980	

Large chain community pharmacies of more than 10 stores are the most common establishment type in Virginia, employing nearly one-third of the state's pharmacy workforce.



Large chain community pharmacies of more than 10 stores were also the most common establishment type among pharmacists who also had a secondary work location.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

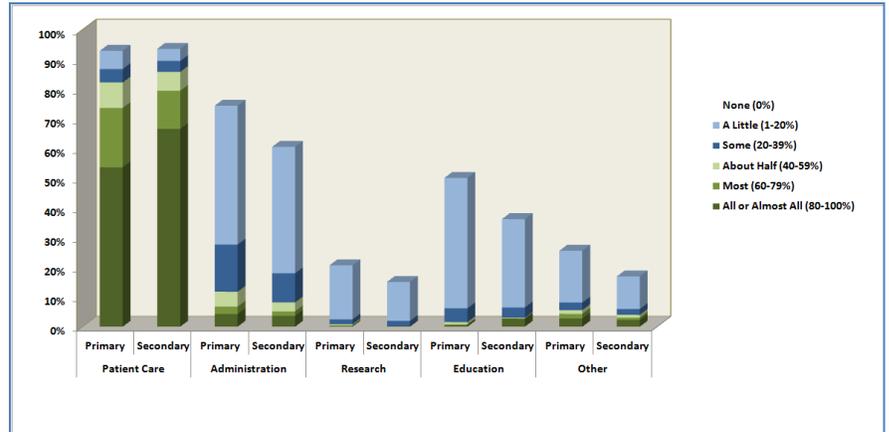
Patient Care: 74%
Administration: 7%
Education: 1%

Patient Care Pharmacists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical pharmacist spends most of her time in patient care activities. In fact, nearly three-quarters of pharmacists fill a patient care role, defined as spending at least 60% of her time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Research		Education		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%)	54%	67%	4%	4%	0%	0%	1%	3%	3%	2%
Most (60-79%)	20%	13%	2%	2%	0%	0%	0%	0%	2%	1%
About Half (40-59%)	9%	6%	5%	3%	0%	0%	1%	0%	1%	1%
Some (20-39%)	5%	4%	16%	10%	2%	2%	5%	3%	3%	2%
A Little (1-20%)	6%	4%	47%	43%	18%	13%	44%	30%	17%	11%
None (0%)	7%	6%	26%	40%	79%	85%	50%	64%	74%	83%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	124	2%	-	-
50 to 54	189	3%	16	1%
55 to 59	596	10%	116	5%
60 to 64	1,527	25%	519	22%
65 to 69	2,196	36%	913	39%
70 to 74	781	13%	428	18%
75 to 79	216	4%	123	5%
80 or over	113	2%	63	3%
I do not intend to retire	420	7%	162	7%
Total	6,163	100%	2,340	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 40%

Under 60: 15%

Pharmacists 50 and over

Under 65: 28%

Under 60: 6%

Time until Retirement

Within 2 years: 6%

Within 10 years: 22%

Half the workforce: by 2039

Source: Va. Healthcare Workforce Data Center

40% of Virginia’s pharmacists expect to retire before the age of 65, while 25% plan on working until at least age 70. Among pharmacists who are age 50 and over, 28% still plan on retiring by age 65, while one-third expect to work until at least age 70.

Within the next two years, 2% of Virginia’s pharmacists plan on leaving the profession and 3% expect to leave the state. Meanwhile, 11% of pharmacists expect to pursue additional educational opportunities, and 10% also plan on increasing the number of hours that they devote to patients.

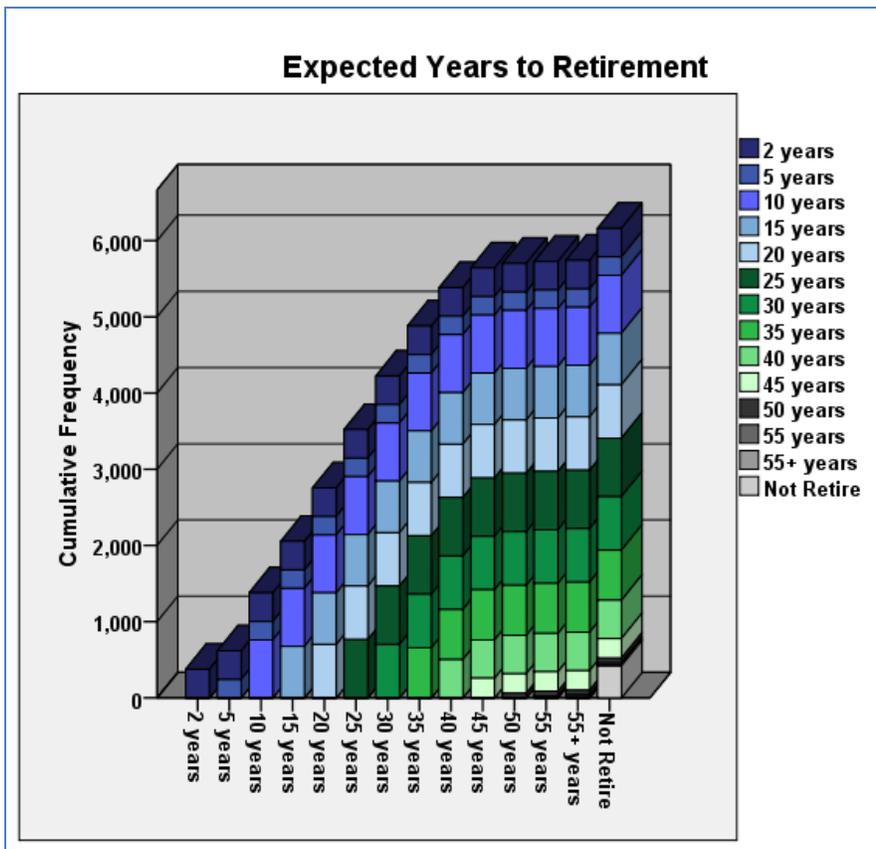
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	123	2%
Leave Virginia	249	3%
Decrease Patient Care Hours	229	3%
Decrease Teaching Hours	27	0%
Increase Participation		
Increase Patient Care Hours	774	10%
Increase Teaching Hours	463	6%
Pursue Additional Education	925	11%
Return to Virginia’s Workforce	104	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacists. Only 6% of pharmacists plan on retiring in the next two years, while 22% plan on retiring in the next ten years. Half of the current pharmacist workforce expects to be retired by 2039.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	375	6%	6%
5 years	242	4%	10%
10 years	761	12%	22%
15 years	677	11%	33%
20 years	700	11%	45%
25 years	766	12%	57%
30 years	702	11%	69%
35 years	658	11%	79%
40 years	503	8%	87%
45 years	258	4%	92%
50 years	60	1%	93%
55 years	25	0%	93%
In more than 55 years	15	0%	93%
Do not intend to retire	420	7%	100%
Total	6,163	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 starting in 2024. Retirements will peak at 12% of the current workforce around 2039 before declining to under 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total: 6,871
 FTEs/1,000 Residents: 0.832
 Average: .88

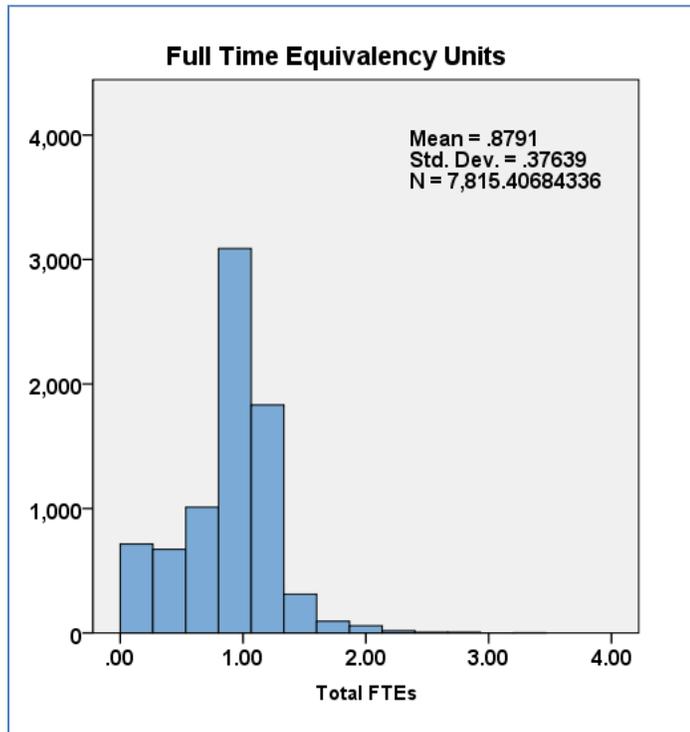
Age & Gender Effect

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:

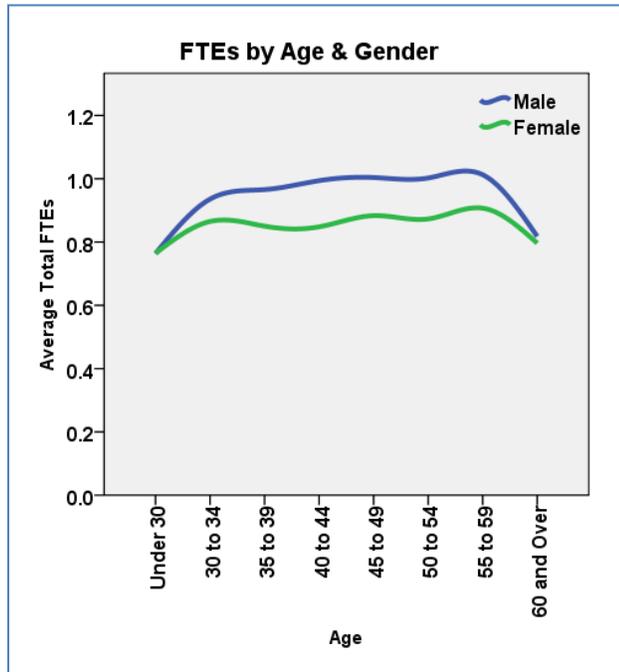


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.96 FTEs in 2014, or about 37 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

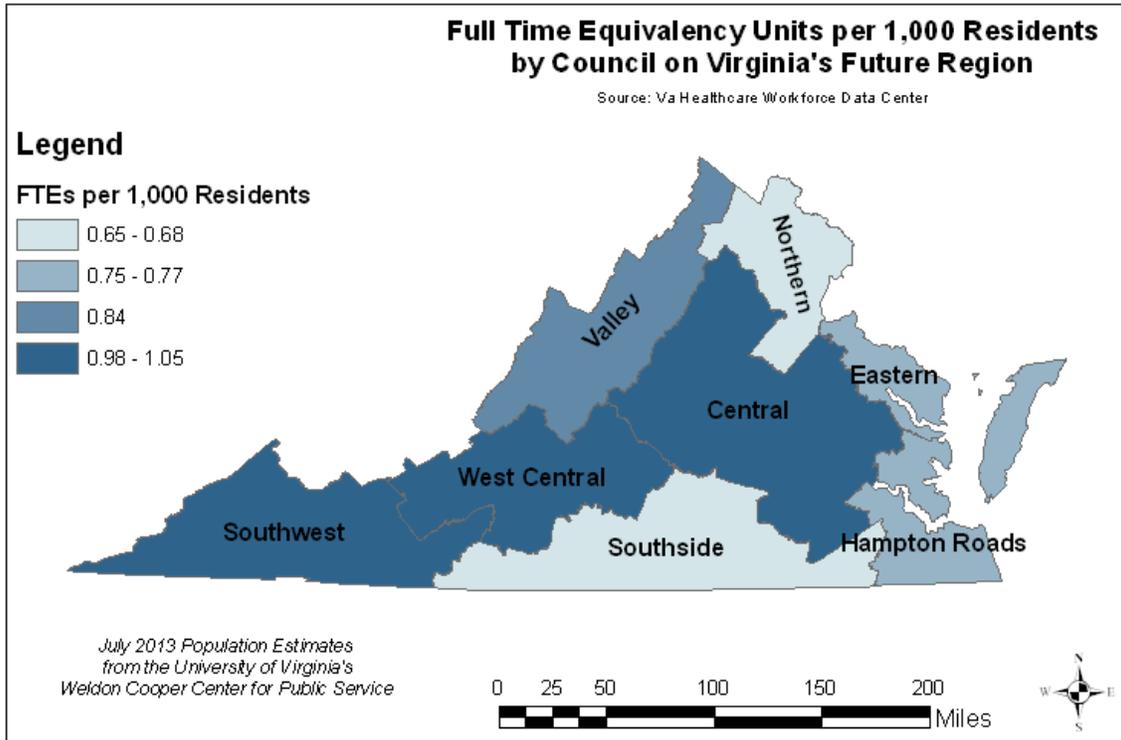
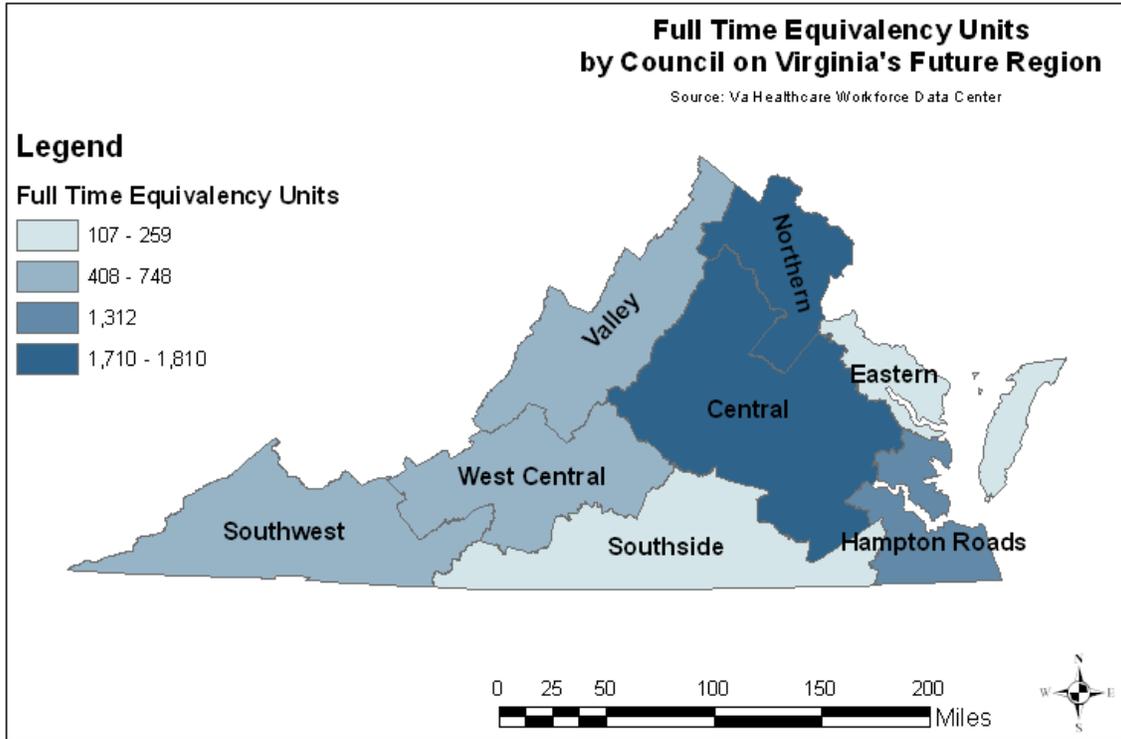
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.77	0.84
30 to 34	0.89	0.96
35 to 39	0.89	0.94
40 to 44	0.90	1.01
45 to 49	0.93	0.95
50 to 54	0.92	0.97
55 to 59	0.96	1.03
60 and Over	0.80	0.83
Gender		
Male	0.92	1.01
Female	0.85	0.94

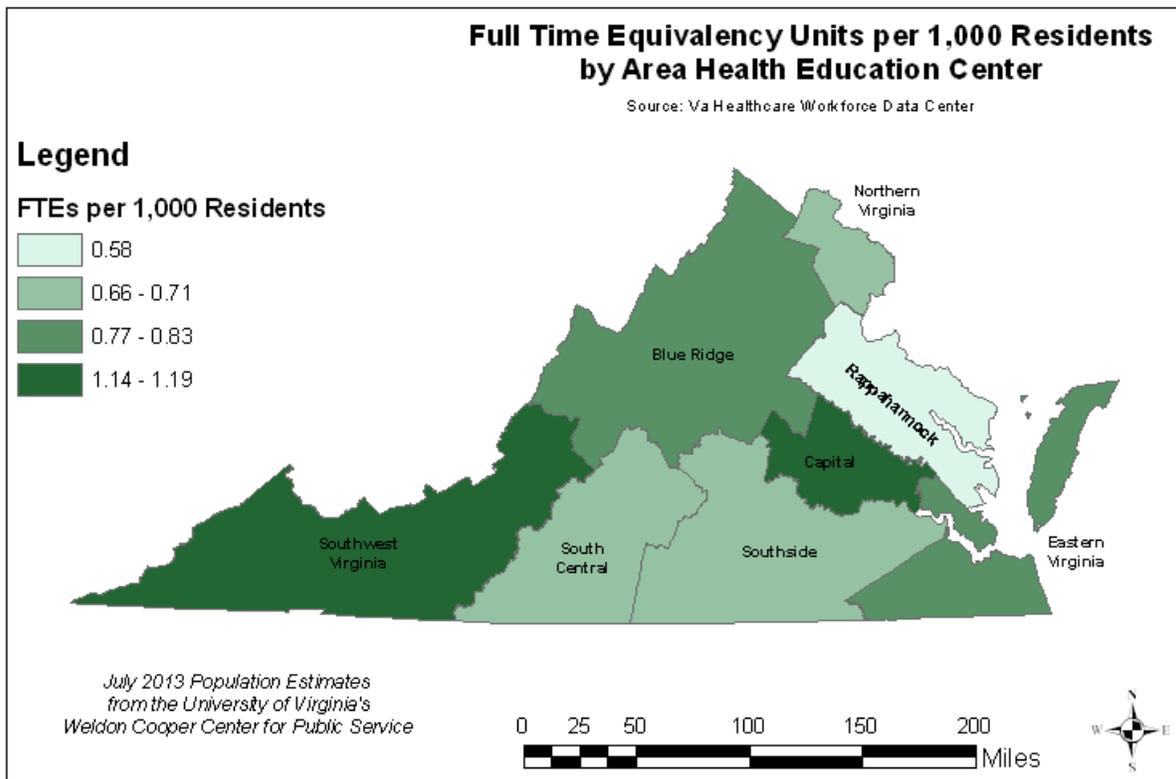
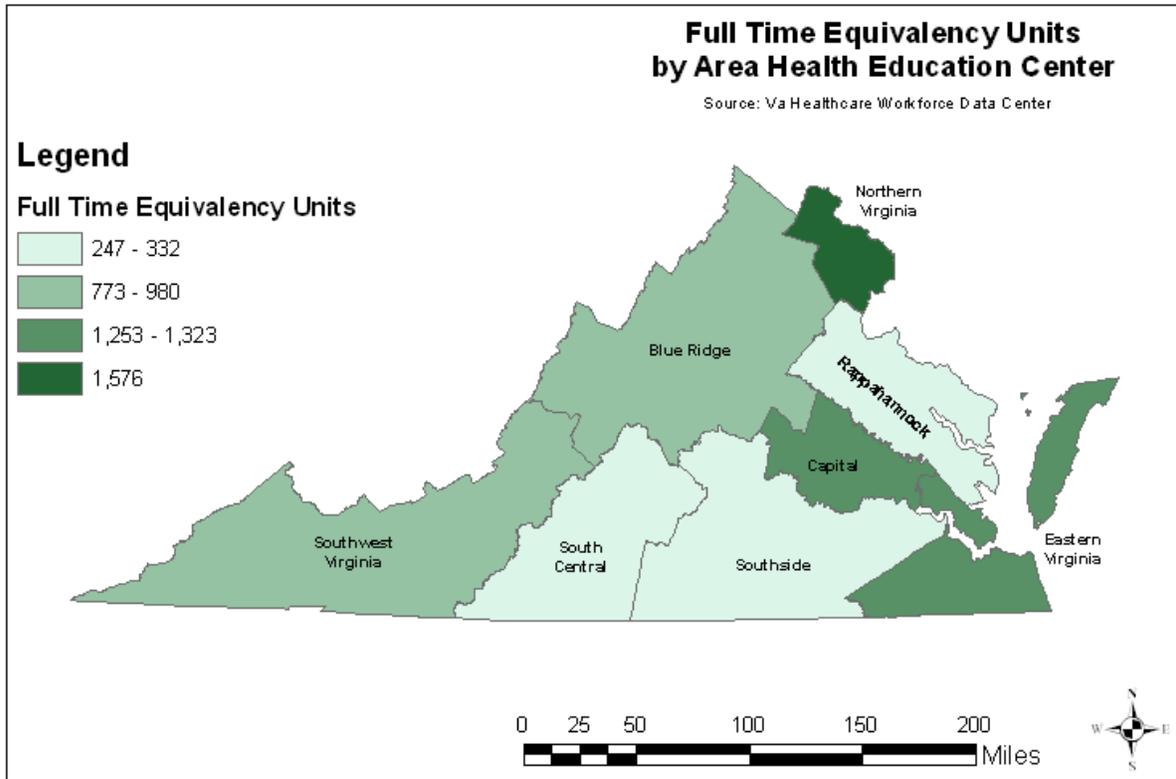
Source: Va. Healthcare Workforce Data Center

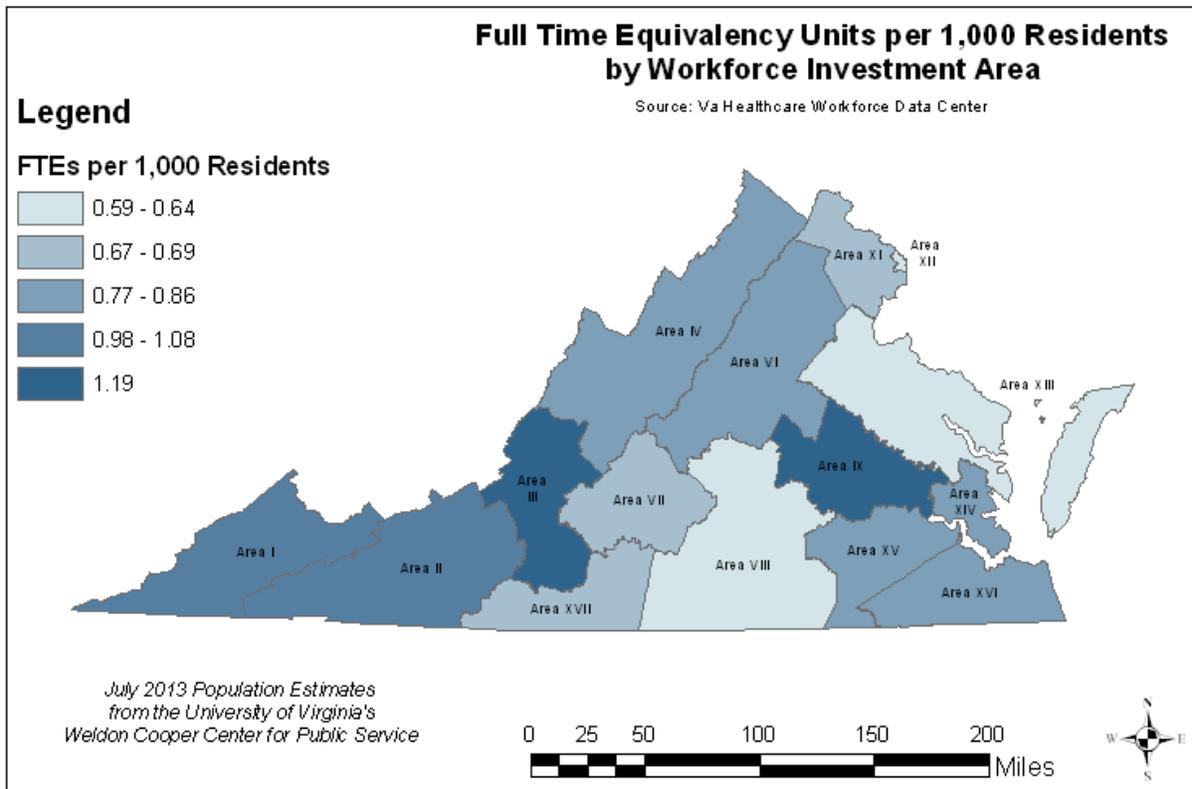
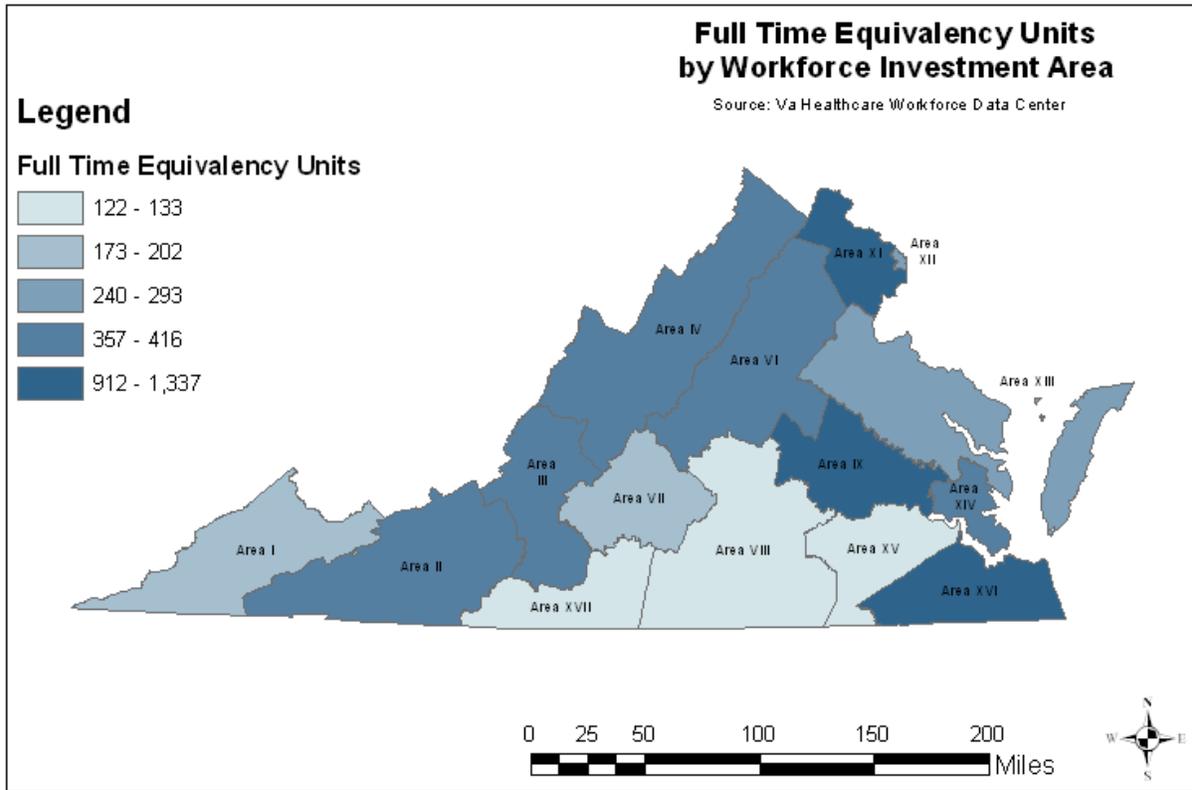


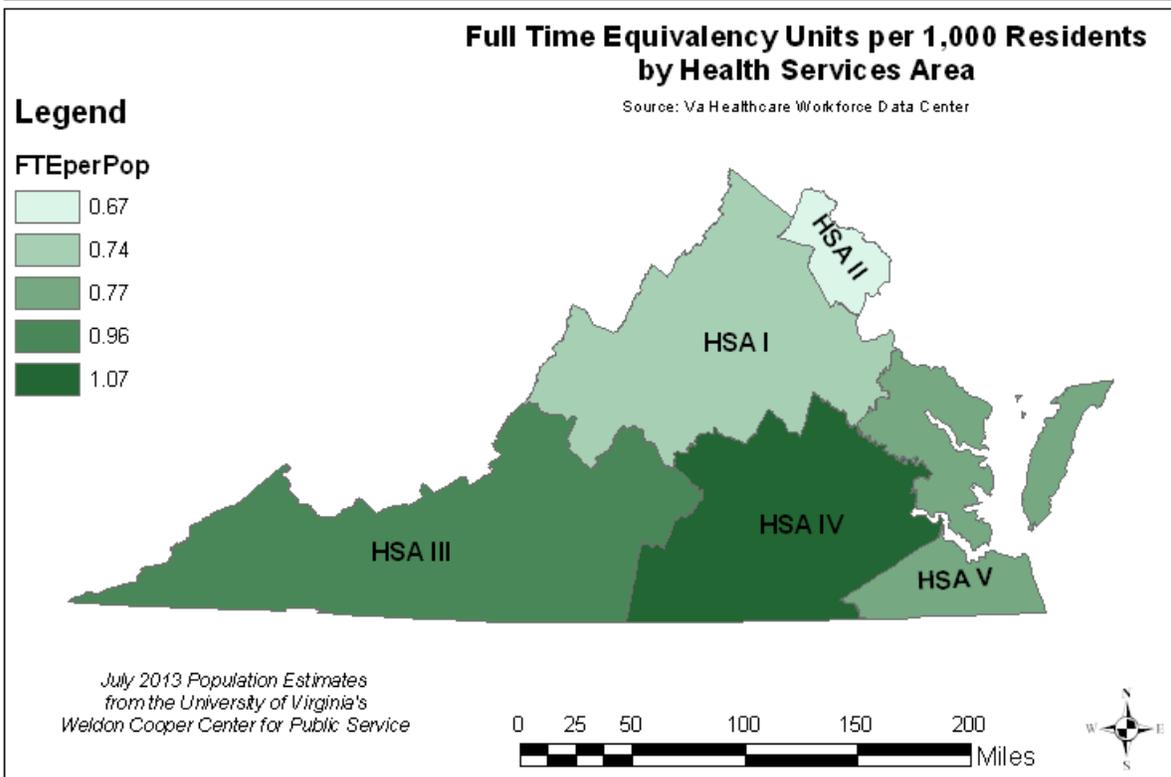
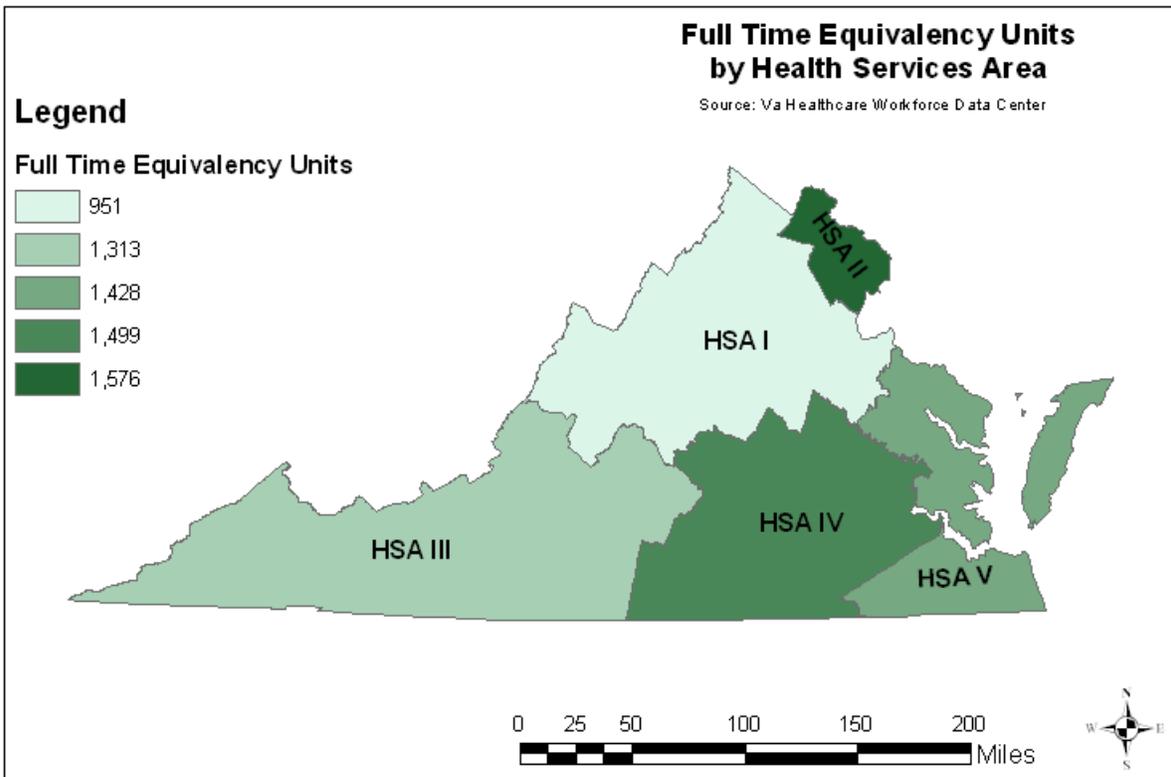
Source: Va. Healthcare Workforce Data Center

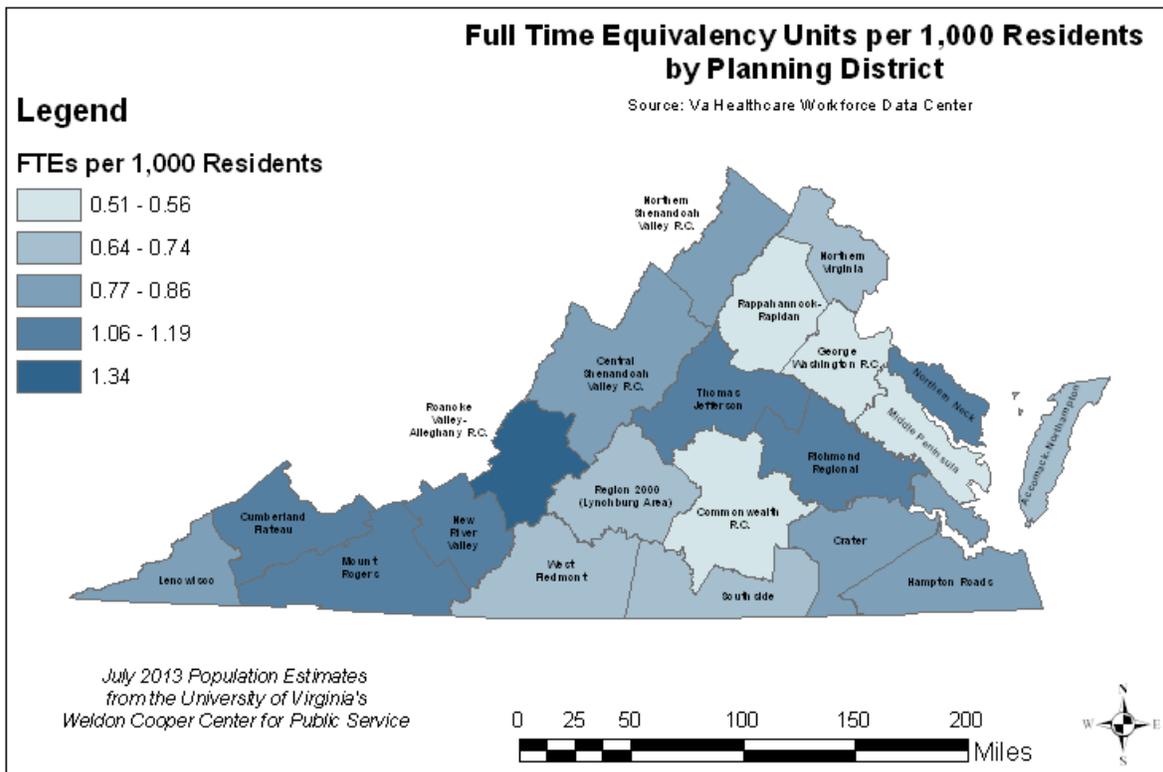
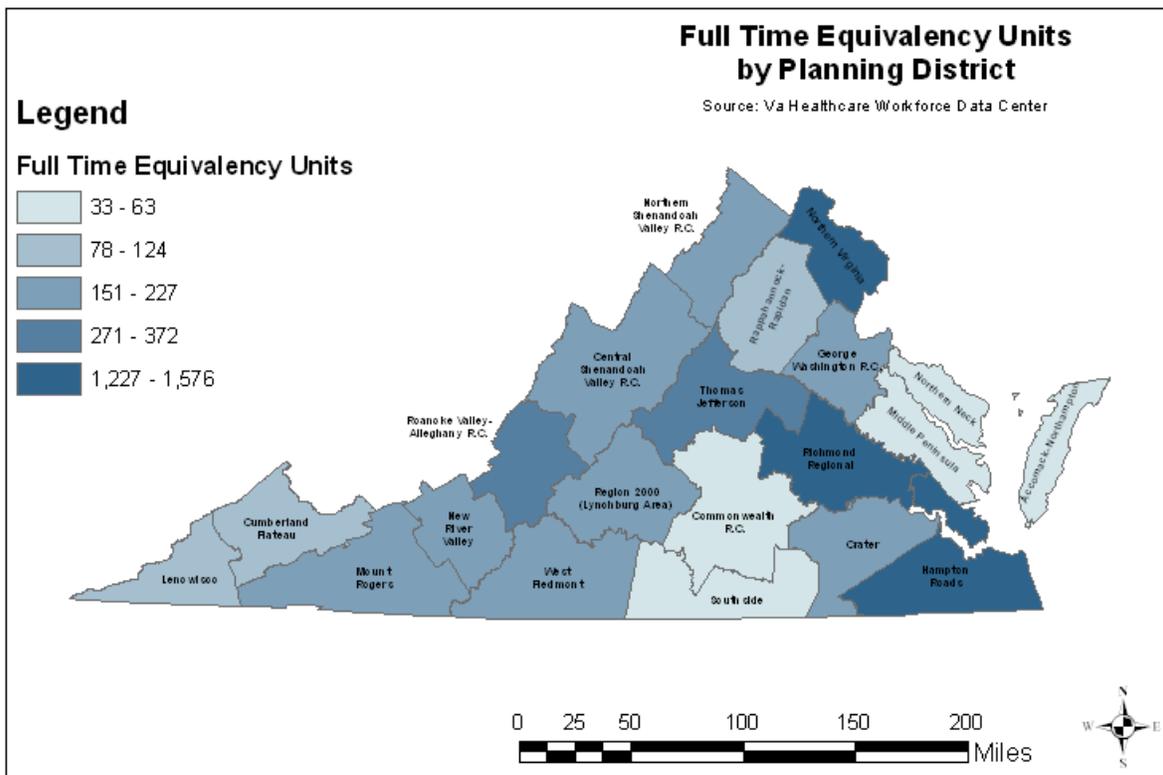
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,820	87.47%	1.143194	1.107125	1.232837
Metro, 250,000 to 1 million	908	88.88%	1.125155	1.089655	1.213384
Metro, 250,000 or less	899	89.21%	1.120948	1.08558	1.208847
Urban pop 20,000+, Metro adj	120	85.83%	1.165049	1.12829	1.256406
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	358	84.92%	1.177632	1.140476	1.269975
Urban pop, 2,500-19,999, nonadj	257	85.21%	1.173516	1.13649	1.265537
Rural, Metro adj	225	73.78%	1.355422	1.312656	1.461707
Rural, nonadj	101	91.09%	1.097826	1.063188	1.183912
Virginia border state/DC	2,046	85.04%	1.175862	1.138762	1.268067
Other US State	2,571	82.81%	1.207609	1.169508	1.302304

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,087	86.57%	1.155154	1.091582	1.347712
30 to 34	1,922	87.46%	1.143367	1.080443	1.33396
35 to 39	1,748	87.19%	1.146982	1.083859	1.338177
40 to 44	1,776	88.12%	1.134824	1.072371	1.323993
45 to 49	1,695	86.96%	1.149932	1.086647	1.34162
50 to 54	1,395	86.88%	1.15099	1.087647	1.342854
55 to 59	1,313	88.88%	1.125107	1.063188	1.312656
60 and Over	2,408	79.82%	1.252862	1.183912	1.461707

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:

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.860761

