
Virginia's Pharmacist Workforce: 2017

Healthcare Workforce Data Center

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13,604 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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The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	14,953
Virginia's Workforce:	8,599
FTEs:	7,139

Background

Rural Childhood:	33%
HS Degree in VA:	47%
Prof. Degree in VA:	49%

Current Employment

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

Survey Response Rate

All Licensees:	91%
Renewing Practitioners:	96%

Education

Baccalaureate:	39%
Pharm.D./Professional:	61%

Job Turnover

Switched Jobs in 2017:	5%
Employed over 2 yrs:	62%

Demographics

Female:	64%
Diversity Index:	50%
Median Age:	44

Finances

Median Inc.:	\$120k-\$130k
Health Benefits:	70%
Under 40 w/ Ed debt:	76%

Primary Roles

Patient Care:	74%
Administration:	8%
Education:	1%

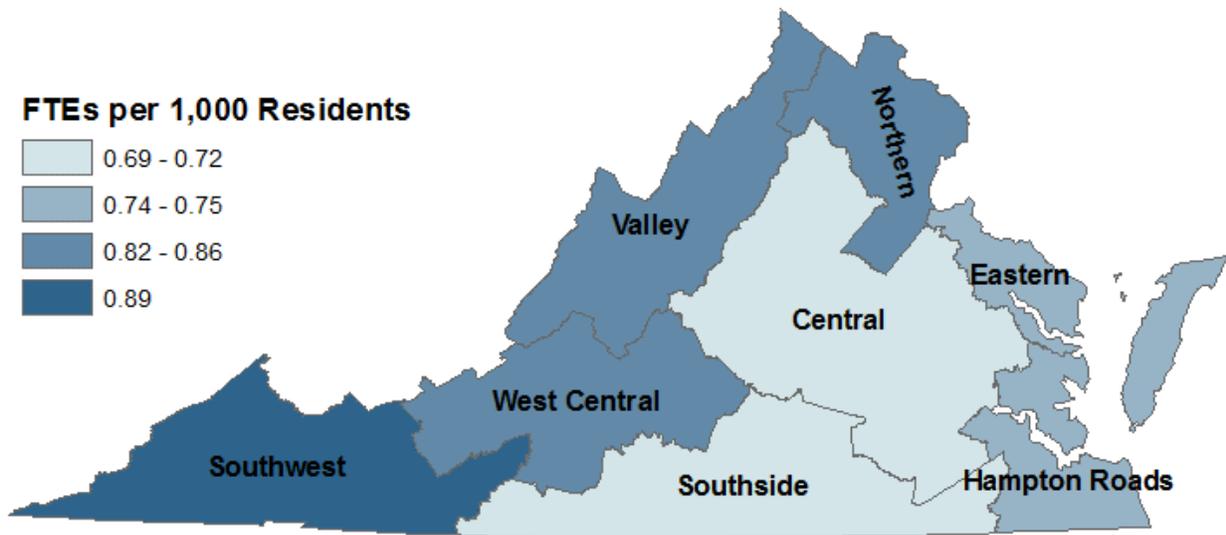
Source: Va. Healthcare Workforce Data Center

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

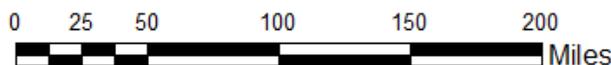
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

	0.69 - 0.72
	0.74 - 0.75
	0.82 - 0.86
	0.89



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



13,604 pharmacists voluntarily took part in the 2017 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 91% of the 14,953 pharmacists who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 8,599 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 2017, Virginia's pharmacists provided 7,139 "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).

Majority of Virginia's pharmacists are female, and the median age among those in the workforce is 44. In a random encounter between two pharmacists, there is a one-in-two chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's pharmacists slightly less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities.

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, 47% of Virginia's pharmacists graduated from high school in Virginia, and 49% of pharmacists earned their initial professional degree in the state. In total, 56% of Virginia's pharmacists have some educational background in the state.

A slight majority of Virginia's pharmacist workforce has earned a doctoral or other professional degree as their highest level of educational attainment. 41% 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 \$100,000 and \$110,000.

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% have been underemployed.

The typical pharmacist earned between \$120,000 and \$130,000 last year. In addition, 84% of pharmacists who receive an hourly wage or salary at their primary work location also received at least one employer-sponsored benefit, including 70% who received health insurance. 89% of all pharmacists are satisfied with their current employment situation, including 48% who indicated they are "very satisfied".

More than 90% of all pharmacists work in the private sector, including 68% 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 pharmacist workforce, employing nearly one-third of all professionals. Hospital systems and smaller pharmacies were also common employers of Virginia's pharmacist workforce.

A typical pharmacist spends most of her time treating patients. About three quarters of all pharmacists served a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, another 8% of pharmacists served an administrative role at their primary work location.

About 4 in 10 pharmacists expect to retire by the age of 65. Just 7% of the current workforce expect to retire in the next two years, while half of the current workforce expects to retire by 2042. Over the next two years, only 1% of Virginia's current pharmacist workforce expect to leave the profession, while 3% expect to leave the state entirely. Meanwhile, 8% of pharmacists plan on increasing patient care activities over the next two years, and 10% expect to pursue additional educational opportunities.

Summary of Trends

There were over 700 more survey respondents obtained in the 2017 survey compared to the previous years. The number of licensed pharmacists, the state workforce, and the full time equivalency (FTE) units provided by the state pharmacists have all increased slightly over time. For example, there were 12,732 licensees in the 2013 survey compared to 13,998 in 2015 and 14,953 in 2017. Similarly, there were 6,846 FTEs in 2013, compared to 6,932, 6,976, and 7,139 in 2015, 2016, and 2017 respectively. Survey response rate also continues its increase over the years; 96% of renewing licensees completed a survey this year compared to 87% who did in 2013.

The racial, ethnic, gender, and age diversity of the pharmacist workforce was stable in the last year; the diversity index increased from 47% in 2013 to 50% in 2016. There was no change in the index between 2016 and 2017. For those under age 40, the index increased from 57% in 2013 to 58% in 2016 but is now back to 57%. Further, there was no change in the gender diversity of the workforce. The percent female inched up by a percent every year from 62% in 2013 to 64% in 2016 but stayed at 64% in 2017. Median age has also been relatively stable between 44 to 45 years of age in the past five surveys. Even the percent under age 40, which increased from 37% in 2013 to 40% in 2016, stayed at 40% in 2017.

Educational attainment continues to increase among the pharmacist workforce. In 2013, only 51% had a pharmacy doctorate compared to 61% in 2017. This increase may also be the reason why a higher proportion of pharmacists reported educational debt. Thirty-six had educational debt in 2013 compared to 41% in 2016 and 2017. The amount of debt also increased from a median of \$90K-\$100K in 2013 to \$100K-\$110K in 2016 and 2017. Meanwhile, the percent reporting residency or specialization has declined slightly. Twenty-four percent reported at least one residency in 2013 compared to 20% in 2017; 25% also had an immunization specialty in 2013 compared to 18% in 2017.

The labor market was a little bit worse for pharmacists in the past year; 2% reported being involuntarily employed compared to the 1% involuntary employment rate in nearly all the previous surveys. However, around 92% still reported being employed in the profession and current involuntary unemployment rate in December 2017, when the survey took place, was 1%. Median income was stable at \$120K to \$130K between 2016 and 2017 after increasing from \$110K-\$120K in 2013. However, the percent earning above \$140,000 increased from 17% in 2016 to 19% in 2017; only 12% earned in that income range in 2013.

The percent of wage and salaried employees receiving at least one employer sponsored benefit, which had increased from 83% in 2013 to 86% in 2016, declined to 84% in 2017. Specifically, those receiving health insurance declined from 72% in 2016 to 70% in 2017. Additionally, there was a slight decline in pharmacists' job satisfaction as 89% now reported being satisfied with their current job situation compared to 90% in 2016. Most of the decline occurred among those who were very satisfied with their work situation; 50% were very satisfied in 2016 compared to 48% who were very satisfied in 2017.

The geographical distribution of the pharmacist workforce has held constant, with at least a quarter working in Central and Northern locations of the state. However, 12% report working at two or more work locations in 2017 compared to 17% in 2013. The same 11% also reported working in non-metro areas in both the 2016 and 2017 surveys. There has been some change over the years in the types of establishment where pharmacists work. Compared to 2013 when 71% worked at for profit organizations and 21% worked at non-profit establishments, 68% and 23%, respectively, now do so.

Pharmacists who plan to retire in the next decade increased from 22% in all past surveys to 23% in 2017. Those under age 50 who plan to retire by age 65 also increased from 25% in 2013 to 28% in the past two surveys. Further, those planning to leave the profession in the next two years increased from 1% in 2016 to 2% in 2017. Further, only 8% and 5% plan to increase patient hours and teaching hours, respectively, in the next two years compared to 9% and 6% who reported the same plans in 2016.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	13,348	89%
New Licensees	976	7%
Non-Renewals	629	4%
All Licensees	14,953	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 98% of renewing pharmacists submitted a survey. These represent 89% of pharmacists who held a license at some point in 2017.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	114	953	89%
30 to 34	188	2,203	92%
35 to 39	168	1,968	92%
40 to 44	151	1,705	92%
45 to 49	154	1,709	92%
50 to 54	107	1,453	93%
55 to 59	96	1,268	93%
60 and Over	371	2,345	86%
Total	1,349	13,604	91%
New Licenses			
Issued in 2017	265	711	73%
Metro Status			
Non-Metro	112	997	90%
Metro	570	7,636	93%
Not in Virginia	667	4,971	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	14,953
New:	7%
Not Renewed:	4%

Survey Response Rates

All Licensees:	91%
Renewing Practitioners:	96%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	13,604
Response Rate, all licensees	91%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2017.
- 2. Target Population:** All pharmacists who held a Virginia license at some point in 2017.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some pharmacists newly licensed in 2017.

At a Glance:

Workforce

Pharmacist Workforce: 8,599
 FTEs: 7,139

Utilization Ratios

Licensees in VA Workforce: 58%
 Licensees per FTE: 2.09
 Workers per FTE: 1.20

Source: Va. Healthcare Workforce Data Center

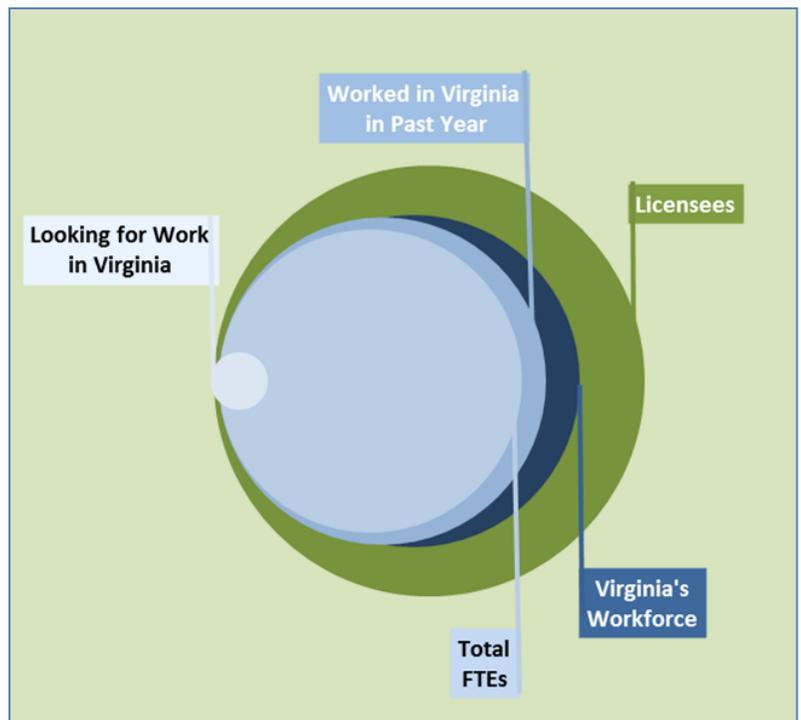
Virginia's Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	8,352	97%
Looking for Work in Virginia	247	3%
Virginia's Workforce	8,599	100%
Total FTEs	7,139	
Licensees	14,953	

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

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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	187	27%	510	73%	697	9%
30 to 34	401	32%	837	68%	1,238	17%
35 to 39	284	28%	722	72%	1,005	14%
40 to 44	237	29%	587	71%	824	11%
45 to 49	235	27%	630	73%	864	12%
50 to 54	255	33%	520	67%	775	11%
55 to 59	240	37%	416	63%	656	9%
60 +	799	61%	501	39%	1,301	18%
Total	2,637	36%	4,724	64%	7,361	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	63%	4,985	68%	1,799	61%
Black	19%	773	11%	371	13%
Asian	6%	1,231	17%	592	20%
Other Race	0%	110	2%	41	1%
Two or more races	3%	139	2%	80	3%
Hispanic	9%	107	1%	49	2%
Total	100%	7,346	100%	2,933	100%

** Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015. Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 64%
% Under 40 Female: 70%

Age

Median Age: 44
% Under 40: 40%
% 55+: 27%

Diversity

Diversity Index: 50%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 50% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 56%.

40% of pharmacists are under the age of 40, and 70% 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: 17%
 Rural Childhood: 33%

Virginia Background

HS in Virginia: 47%
 Prof. Education in VA: 49%
 HS/Prof. Educ. in VA: 56%

Location Choice

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

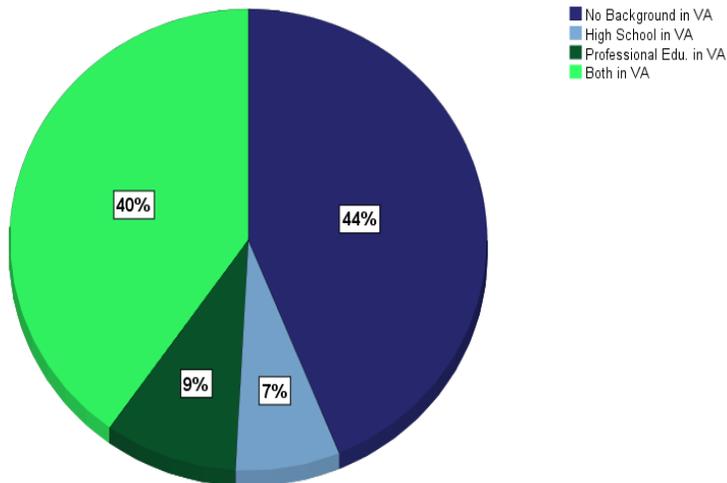
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	23%	56%	21%
2	Metro, 250,000 to 1 million	49%	43%	8%
3	Metro, 250,000 or less	42%	44%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	49%	35%	16%
6	Urban pop, 2,500-19,999, Metro adj	61%	29%	10%
7	Urban pop, 2,500-19,999, nonadj	88%	9%	3%
8	Rural, Metro adj	60%	30%	10%
9	Rural, nonadj	59%	30%	11%
Overall		33%	50%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

33% of pharmacists grew up in self-described rural areas, and 23% of these professionals currently work in non-Metro counties. Overall, 11% of Virginia's pharmacist workforce currently works in non-Metro counties.

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,442	Virginia	3,525
2	Outside U.S./Canada	827	Pennsylvania	505
3	Pennsylvania	460	Outside U.S./Canada	306
4	New York	372	New York	280
5	West Virginia	216	North Carolina	276
6	Maryland	206	Massachusetts	214
7	North Carolina	183	Maryland	213
8	New Jersey	150	West Virginia	204
9	Ohio	148	Washington, D.C.	194
10	Florida	103	Ohio	145

Source: Va. Healthcare Workforce Data Center

47% of Virginia's pharmacists received their high school degree in Virginia, and 49% received their initial professional degree in the state.

Among pharmacists who have been licensed in the past five years, 42% received their high school degree in Virginia, and 45% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	804	Virginia	855
2	Outside U.S./Canada	197	Pennsylvania	143
3	Pennsylvania	142	New York	94
4	New York	132	Maryland	86
5	Maryland	76	North Carolina	82
6	North Carolina	61	Tennessee	63
7	New Jersey	41	Massachusetts	57
8	West Virginia	39	West Virginia	53
9	Florida	38	Outside U.S./Canada	48
10	Illinois	37	Florida	40

Source: Va. Healthcare Workforce Data Center

Nearly 42% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2017. 90% of these professionals worked at some point in the past year, including 83% who currently work as pharmacists.

At a Glance:

Not in VA Workforce

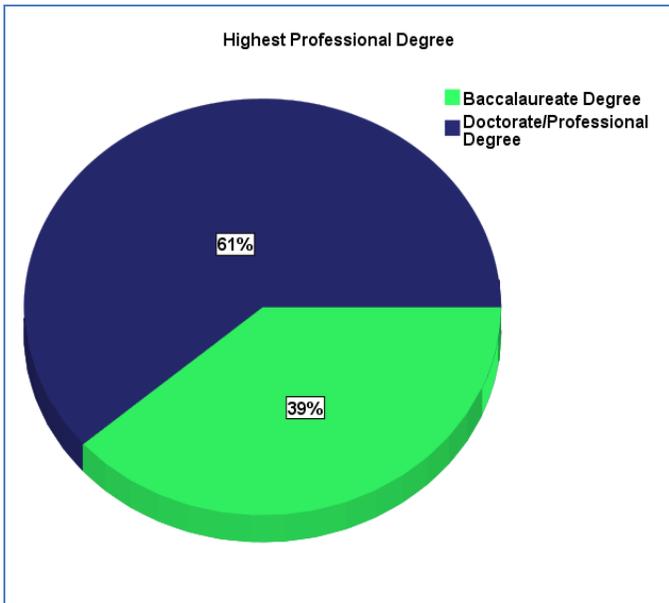
Total:	6,353
% of Licensees:	42%
Federal/Military:	8%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	2,740	39%
Pharm.D.	4,361	61%
Total	7,101	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 B.S. Pharmacy: 39%
 Pharm.D.: 61%

Educational Debt
 Carry debt: 41%
 Under age 40 w/ debt: 76%
 Median debt: \$100k-\$110k

Source: Va. Healthcare Workforce Data Center

61% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a Bachelor's degree in Pharmacy.

41% of pharmacists currently have educational debt, including 76% of those under the age of 40. For those with educational debt, the median debt load is between \$100,000 and \$110,000. Among those under the age of 40 with debt, median is \$120,000 to \$130,000.

Amount Carried	Educational Debt			
	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	3,564	59%	576	24%
\$20,000 or less	178	3%	94	4%
\$20,001-\$40,000	209	3%	113	5%
\$40,001-\$60,000	262	4%	159	7%
\$60,001-\$80,000	229	4%	137	6%
\$80,001-100,000	241	4%	172	7%
\$100,001-\$120,000	227	4%	167	7%
\$120,001-\$140,000	206	3%	170	7%
\$140,001-\$160,000	154	3%	131	5%
\$160,001-\$180,000	149	2%	128	5%
\$180,001-\$200,000	147	2%	127	5%
Over \$200,000	505	8%	452	19%
Total	6,071	100%	2,427	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Immunization:	18%
Community Pharmacy:	9%
Ambulatory Care:	4%

Top Board Certifications

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

Top Residencies (PGY1)

Pharmacy Practice (Post 1993):	10%
Community Pharmacy:	5%
Pharmacy Practice (Pre 1993):	4%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	852	10%
Community Pharmacy	420	5%
Pharmacy Practice (Pre 1993)	380	4%
Managed Care Pharmacy	32	0%
Other	0	0%
Total	1,684	20%
PGY2		
Ambulatory Care	120	1%
Critical Care	56	1%
Internal Medicine/Cardiology	49	1%
Drug Information	38	0%
Health-system Pharmacy Administration	37	0%
Pharmacotherapy	28	0%
Psychiatry Infectious Disease	26	0%
Pediatrics	24	0%
Oncology	24	0%
Geriatrics	22	0%
Managed Care Pharmacy Systems	18	0%
Informatics	15	0%
Nuclear	12	0%
Other	190	2%
Total	659	8%

Source: Va. Healthcare Workforce Data Center

Board Certifications		
Certification	#	%
BPS-Pharmacotherapy	427	5%
BCGP-Geriatrics	80	1%
BPS-Ambulatory Care	78	1%
BPS-Oncology	36	0%
BPS- Psychiatric	24	0%
BPS- Nutrition	12	0%
BPS-Nuclear Pharmacy	8	0%
ABAT-Applied Toxicology	3	0%
Other Board Certification	173	2%
At Least One Certification	772	9%

Source: Va. Healthcare Workforce Data Center

9% of pharmacists hold a board certification, including 5% who hold a certification in Pharmacotherapy. 35% also have a self-designated specialty area, including 18% who have a specialization in immunization.

At a Glance:

Top Services

Immunization:	35%
Medication Management:	34%
Compounding:	28%

Disease Management

Any Disease Management:	61%
Anticoagulation:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Disease Management in Collaborative Practice

	#	%
Anticoagulation	88	18%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Travel medications, Anticoagulation, Diabetes	23	5%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Anticoagulation, Diabetes	22	5%
Hypertension, Hypercholesterolemia, Anticoagulation, Diabetes	14	3%
Anticoagulation, Diabetes	10	2%
Diabetes	10	2%
Hypertension, Hypercholesterolemia, Asthma, Diabetes	7	1%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Diabetes	6	1%
Hypertension, Hypercholesterolemia, Asthma, Anticoagulation, Diabetes	5	1%
Hypertension, Diabetes	2	0%
Hypertension, Hypercholesterolemia	2	0%
Hypertension, Asthma, Anticoagulation, Diabetes	2	0%
Hypercholesterolemia, Diabetes	1	0%
Hypertension, Asthma, Tobacco cessation, Diabetes	1	0%
Hypercholesterolemia	1	0%
Hypertension, Asthma, Diabetes	1	0%
Hypertension, Anticoagulation, Diabetes	1	0%
Hypertension, Asthma, Tobacco cessation, Travel medications, Diabetes	1	0%
Hypertension, Asthma, Travel medications, Anticoagulation, Diabetes	1	0%
Hypertension, Asthma, Anticoagulation	1	0%
Hypertension, Hypercholesterolemia, Anticoagulation	1	0%
Hypercholesterolemia, Travel medications, Diabetes	1	0%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation	1	0%
Other	100	20%
Total	304	61%

Source: Va. Healthcare Workforce Data Center

Services Provided

Services	Primary		Secondary	
	#	%	#	%
Immunization	3,019	35%	3,019	35%
Medication Therapy Management	2,885	34%	333	4%
Compounding	2,450	28%	292	3%
Central Filling	1,143	13%	164	2%
Remote Order Processing	821	10%	79	1%
Collaborative Practice Agreement	495	6%	73	1%
Remote Consulting/Telepharmacy	0	0%	0	0%
At Least One Service	4,948	58%	3,300	38%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 72%
 2 or More Positions: 8%

Weekly Hours:

40 to 49: 52%
 60 or more: 4%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	4	<1%
Employed in a pharmacy-related capacity	6,567	92%
Employed, NOT in a pharmacy-related capacity	196	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	87	1%
Voluntarily unemployed	170	2%
Retired	140	2%
Total	7,164	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 pharmacist workforce has one full-time job, while just 8% of pharmacists have multiple positions. 52% of pharmacists work between 40 and 49 hours per week, while 4% of pharmacy professionals work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	397	6%
One Part-Time Position	947	13%
Two Part-Time Positions	156	2%
One Full-Time Position	5,084	72%
One Full-Time Position & One Part-Time Position	391	6%
Two Full-Time Positions	10	0%
More than Two Positions	35	0%
Total	7,019	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	397	6%
1 to 9 hours	180	3%
10 to 19 hours	255	4%
20 to 29 hours	430	6%
30 to 39 hours	1,328	19%
40 to 49 hours	3,641	52%
50 to 59 hours	467	7%
60 to 69 hours	177	3%
70 to 79 hours	77	1%
80 or more hours	48	1%
Total	7,000	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	64	1%
\$50,000 or less	412	8%
\$50,001-\$60,000	111	2%
\$60,001-\$70,000	118	2%
\$70,001-\$80,000	150	3%
\$80,001-\$90,000	142	3%
\$90,001-\$100,000	235	4%
\$100,001-\$110,000	561	10%
\$110,001-\$120,000	754	14%
\$120,001-\$130,000	1,073	20%
\$130,001-\$140,000	799	15%
\$140,001-\$150,000	471	9%
More than \$150,000	567	10%
Total	5,457	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,322	48%
Somewhat Satisfied	2,789	40%
Somewhat Dissatisfied	545	8%
Very Dissatisfied	249	4%
Total	6,904	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	465	7%	7%
Retirement	4,285	65%	68%
Health Insurance	4,447	68%	70%
Dental Insurance	3,336	51%	53%
Paid Sick Leave	4,527	69%	72%
Group Life Insurance	3,915	60%	62%
Signing/Retention Bonus	5,077	77%	80%
Received At Least One Benefit	5,371	82%	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$120k-130k

Benefits

Employer Health Insurance: 70%

Employer Retirement: 72%

Satisfaction

Satisfied: 89%

Very Satisfied: 48%

Source: Va. Healthcare Workforce Data Center

The typical pharmacist earned between \$120,000 and \$130,000 in 2017. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 70% received health insurance and 72% also had access to a retirement plan.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	159	2%
Experience Voluntary Unemployment?	282	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	256	3%
Work two or more positions at the same time?	728	8%
Switch employers or practices?	398	5%
Experienced at least 1	1,509	18%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacists were involuntary unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	165	2%	76	8%
Less than 6 Months	618	9%	132	14%
6 Months to 1 Year	523	8%	105	11%
1 to 2 Years	1,250	19%	157	16%
3 to 5 Years	1,445	22%	209	21%
6 to 10 Years	1,010	15%	117	12%
More than 10 Years	1,687	25%	178	18%
Subtotal	6,699	100%	975	100%
Did not have location	298		7,587	
Item Missing	1,602		37	
Total	8,599		8,599	

Source: Va. Healthcare Workforce Data Center

Half of all pharmacists receive a salary or commission at their primary work location, while 42% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 3%

Stability

Switched: 5%
New Location: 21%
Over 2 years: 62%
Over 2 yrs, 2nd location: 52%

Employment Type

Salary or Wage: 94%

Source: Va. Healthcare Workforce Data Center

62% 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	3,189	52%
Hourly Wage	2,551	42%
By Contract	57	1%
Business/ Practice Income	299	5%
Unpaid	42	1%
Subtotal	6,138	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 3.4% in December to 4.2% in January 2017. At the time of this publication, results from December were preliminary.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	70%
Lowest Region:	2%

Locations

2 or more (2017):	12%
2 or more (Now*):	13%

Source: Va. Healthcare Workforce Data Center

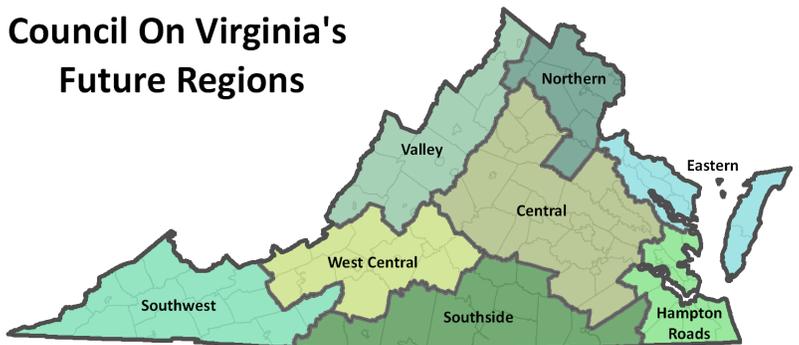
Half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region ²	Primary Location		Secondary Location	
	#	%	#	%
Central	1,663	25%	176	18%
Eastern	113	2%	15	2%
Hampton Roads	1,256	19%	173	18%
Northern	1,715	26%	231	24%
Southside	243	4%	34	4%
Southwest	382	6%	95	10%
Valley	429	6%	54	6%
West Central	747	11%	109	11%
Virginia Border State/DC	39	1%	30	3%
Other US State	65	1%	46	5%
Outside of the US	1	0%	6	1%
Total	6,653	100%	969	100%
Item Missing	1,649		42	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Over the past year, 12% of Virginia's pharmacists have worked at multiple locations.

Locations	Number of Work Locations			
	Work Locations in 2017		Work Locations Now*	
	#	%	#	%
0	297	4%	380	6%
1	7,291	85%	5,636	81%
2	513	6%	500	7%
3	328	4%	285	4%
4	42	1%	26	0%
5	21	0%	14	0%
6 or More	107	1%	87	1%
Total	8,599	100%	6,927	100%

*At the time of survey completion, December 2017.

Source: Va. Healthcare Workforce Data Center

² These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,239	68%	630	70%
Non-Profit	1,457	23%	213	24%
State/Local Government	239	4%	29	3%
Veterans Administration	114	2%	6	1%
U.S. Military	133	2%	17	2%
Other Federal Gov't	76	1%	11	1%
Total	6,258	100%	906	100%
Did not have location	298		7,587	
Item Missing	2,045		104	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

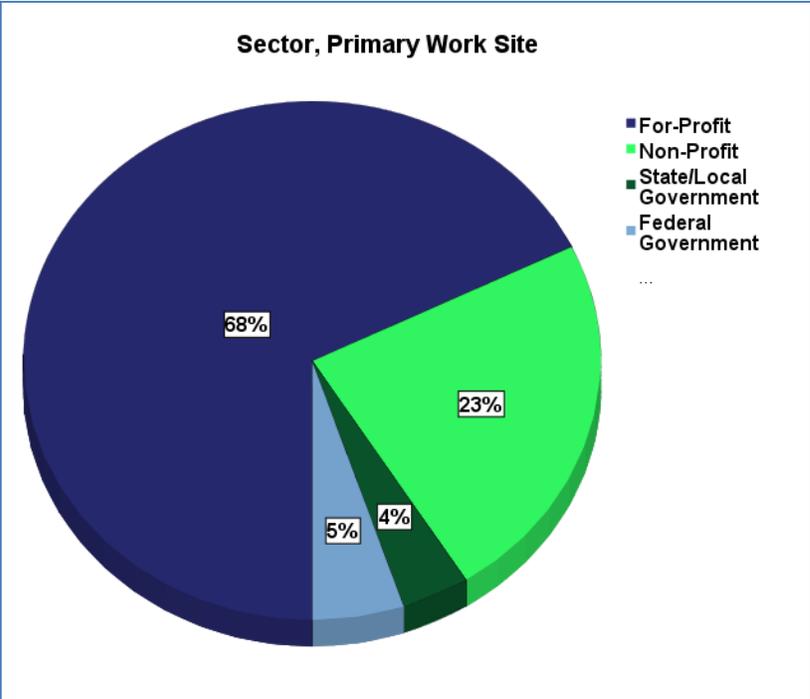
For Profit:	68%
Federal:	5%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	30%
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 68% who work at a for-profit company. Another 5% of pharmacists work for the federal government, while 4% work for a state or local government.

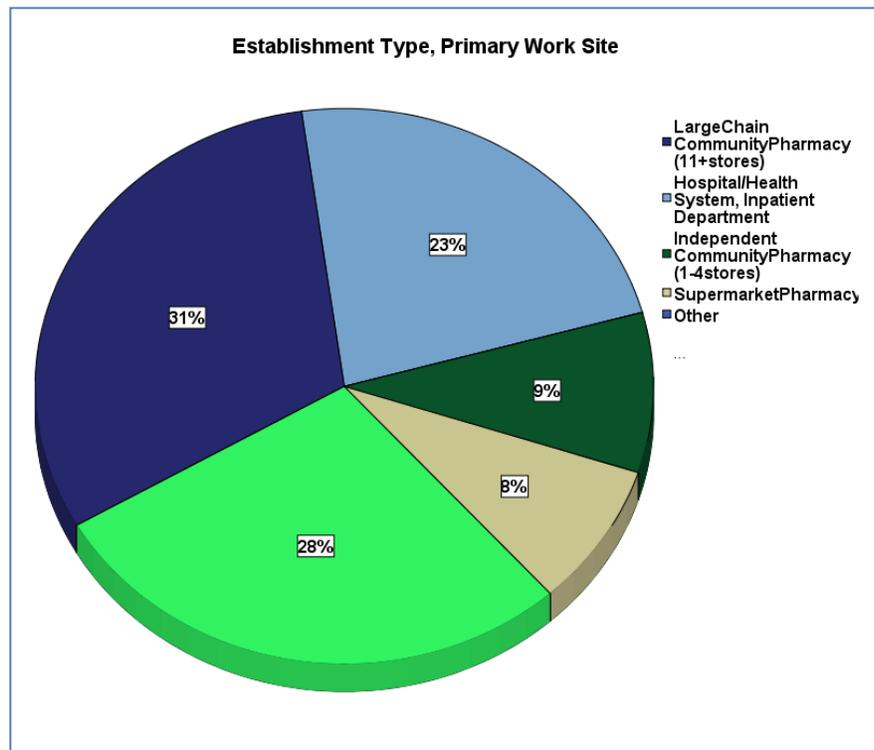


Source: Va. Healthcare Workforce Data Center

Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy	1,810	30%	202	23%
Hospital/Health System, Inpatient Department	1,423	23%	155	17%
Independent Community Pharmacy	576	9%	151	17%
Supermarket Pharmacy	501	8%	46	5%
Hospital/Health System, Outpatient Department	338	6%	44	5%
Mass Merchandiser (i.e. Big Box Store)	275	4%	29	3%
Nursing Home/Long-Term Care	203	3%	41	5%
Clinic-Based Pharmacy	196	3%	79	9%
Benefit Administration	144	2%	12	1%
Academic Institution	104	2%	25	3%
Home Health/Infusion	71	1%	8	1%
Manufacturer	53	1%	2	0%
Mail Service Pharmacy	40	1%	4	0%
Small Chain Community Pharmacy	27	0%	12	1%
Wholesale Distributor	6	0%	1	0%
Other	351	6%	78	9%
Total	6,118	100%	889	100%
Did Not Have a Location	298		7,587	

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 pharmacist workforce.

Source: Va. Healthcare Workforce Data Center



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: 0%

Roles

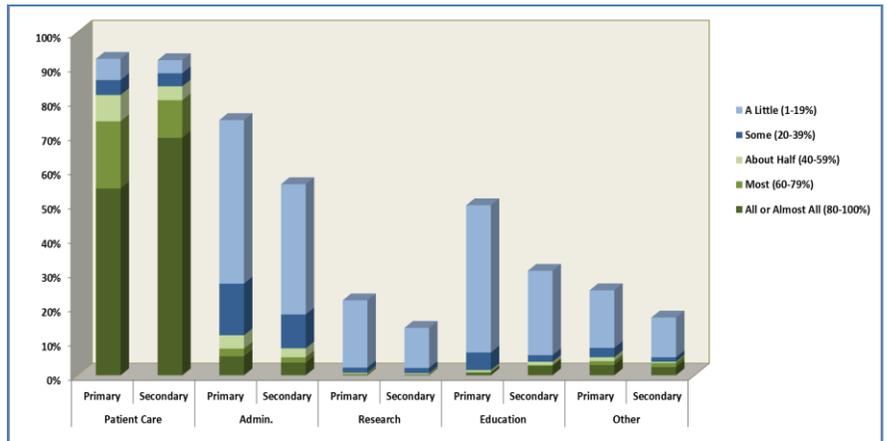
Patient Care: 74%
Administration: 8%
Education: 1%

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, 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%	69%	6%	4%	0%	0%	1%	3%	3%	2%
Most (60-79%)	20%	11%	2%	2%	0%	0%	0%	0%	1%	1%
About Half (40-59%)	8%	4%	4%	3%	0%	0%	1%	1%	1%	0%
Some (20-39%)	4%	4%	15%	10%	2%	2%	5%	2%	3%	1%
A Little (1-20%)	6%	4%	48%	38%	20%	12%	43%	25%	17%	12%
None (0%)	8%	8%	26%	44%	78%	86%	50%	69%	75%	83%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	146	3%	-	-
50 to 54	203	4%	0	0%
55 to 59	552	10%	112	5%
60 to 64	1,415	25%	497	23%
65 to 69	2,177	38%	912	42%
70 to 74	690	12%	353	16%
75 to 79	184	3%	89	4%
80 or over	89	2%	55	3%
I do not intend to retire	310	5%	134	6%
Total	5,766	100%	2,151	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 40%

Under 60: 16%

Pharmacists 50 and over

Under 65: 28%

Under 60: 5%

Time until Retirement

Within 2 years: 7%

Within 10 years: 23%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

40% of Virginia’s pharmacists expect to retire before the age of 65, while 23% 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 close to 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, 10% of pharmacists expect to pursue additional educational opportunities, and 8% also plan on increasing the number of hours that they devote to patients.

Future Plans

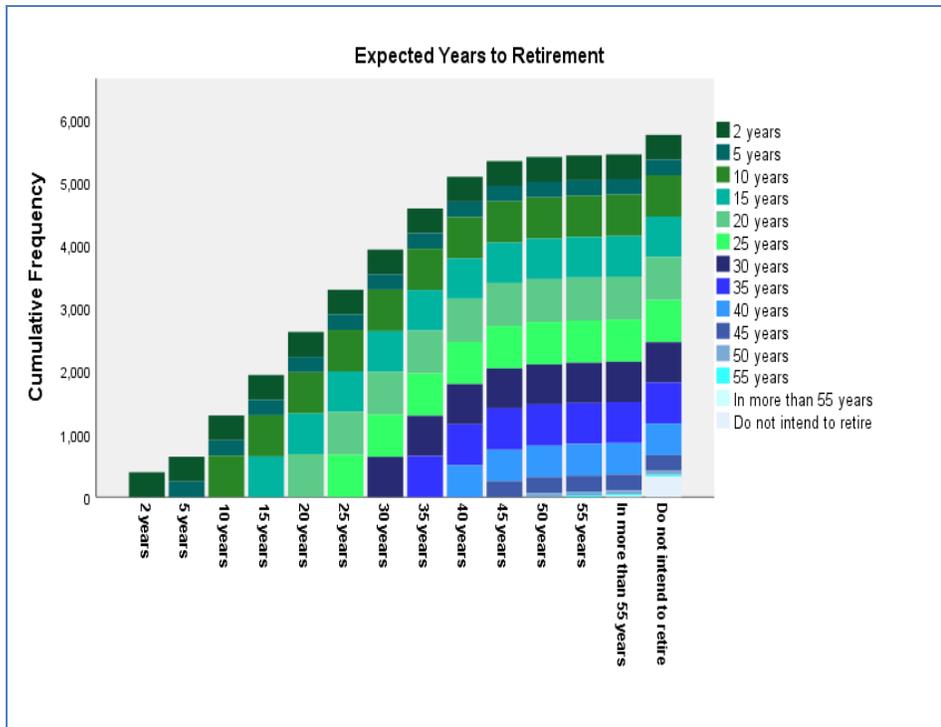
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	146	2%
Leave Virginia	217	3%
Decrease Patient Care Hours	209	2%
Decrease Teaching Hours	35	0%
Increase Participation		
Increase Patient Care Hours	714	8%
Increase Teaching Hours	469	5%
Pursue Additional Education	840	10%
Return to Virginia’s Workforce	111	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacists. Only 7% of pharmacists plan on retiring in the next two years, while 23% plan on retiring in the next ten years. Half of the current pharmacist workforce expects to be retired by 2042.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	395	7%	7%
5 years	246	4%	11%
10 years	657	11%	23%
15 years	645	11%	34%
20 years	685	12%	46%
25 years	673	12%	57%
30 years	639	11%	68%
35 years	654	11%	80%
40 years	503	9%	88%
45 years	251	4%	93%
50 years	64	1%	94%
55 years	25	0%	94%
In more than 55 years	17	0%	95%
Do not intend to retire	310	5%	100%
Total	5,766	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 2027. Retirements will peak at 12% of the current workforce around 2037 before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 7,139
 FTEs/1,000 Residents: 0.852
 Average: 0.86

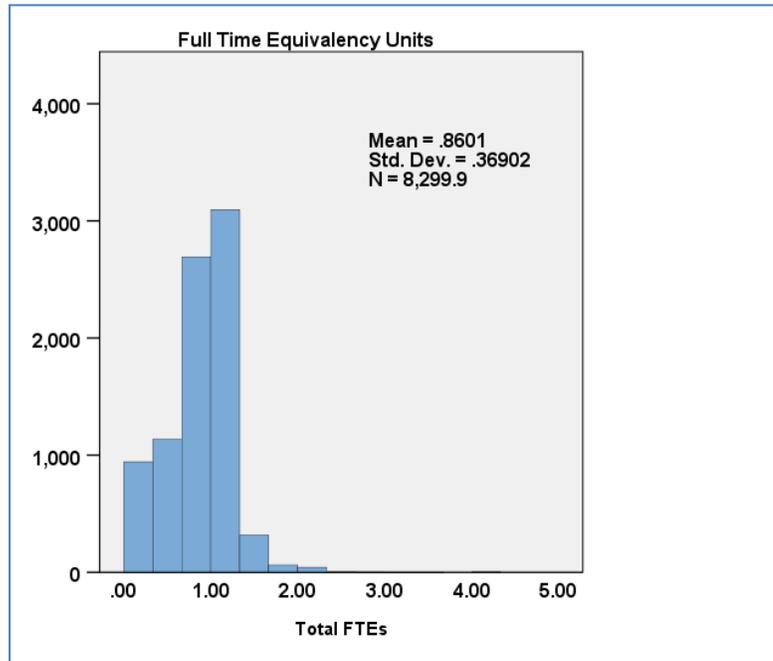
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

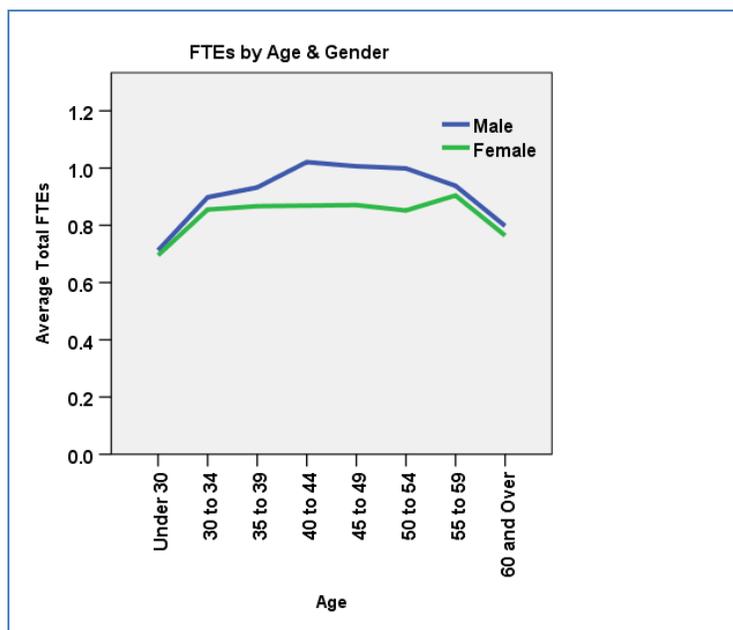


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.96 FTEs in 2017, 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.³

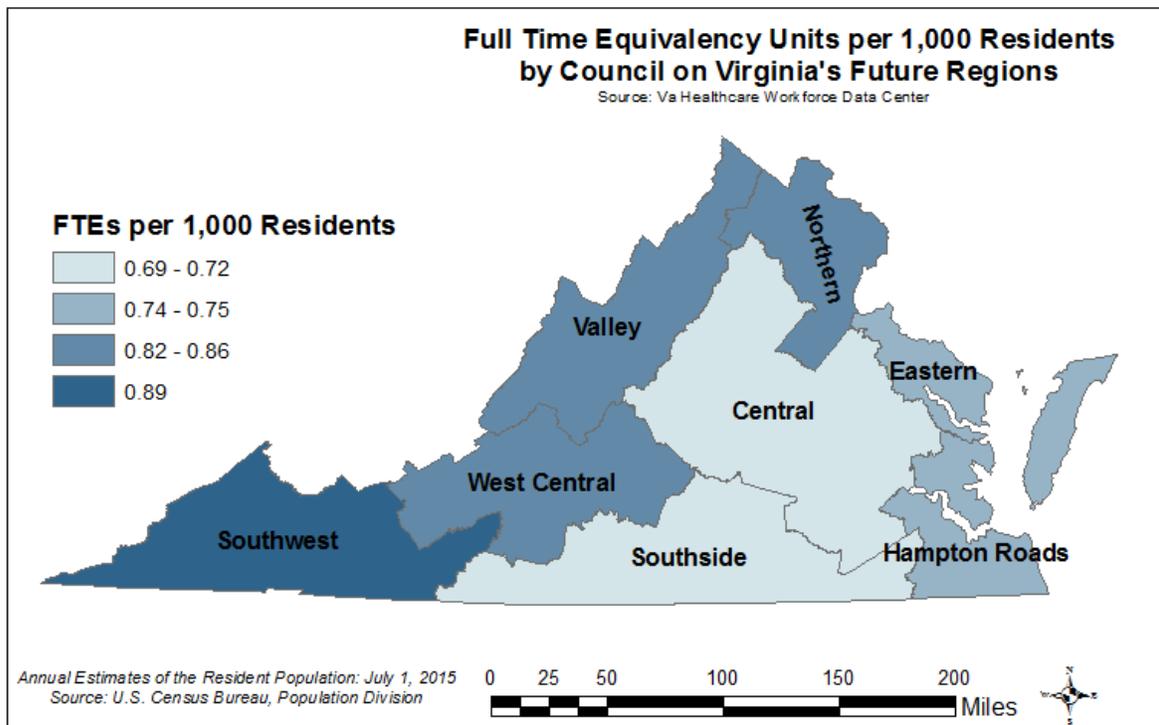
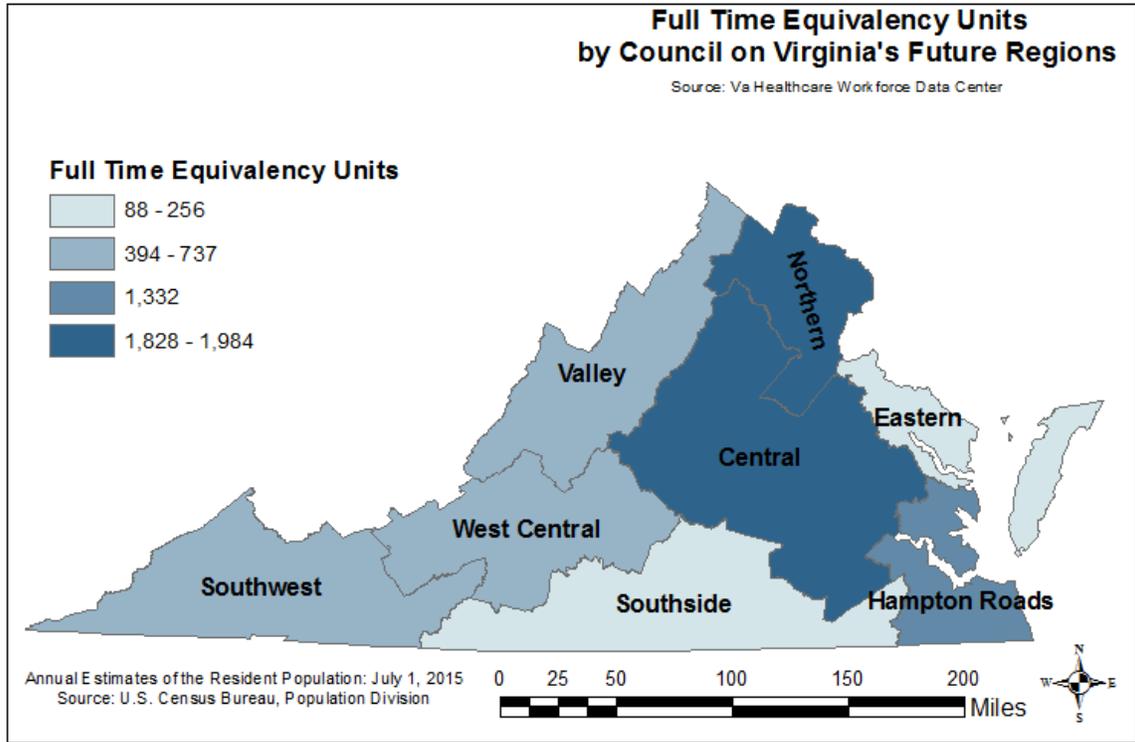
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.71	0.83
30 to 34	0.86	0.91
35 to 39	0.85	0.91
40 to 44	0.93	0.99
45 to 49	0.93	1.03
50 to 54	0.92	1.01
55 to 59	0.91	0.93
60 and Over	0.79	0.81
Gender		
Male	0.89	1.01
Female	0.84	0.94

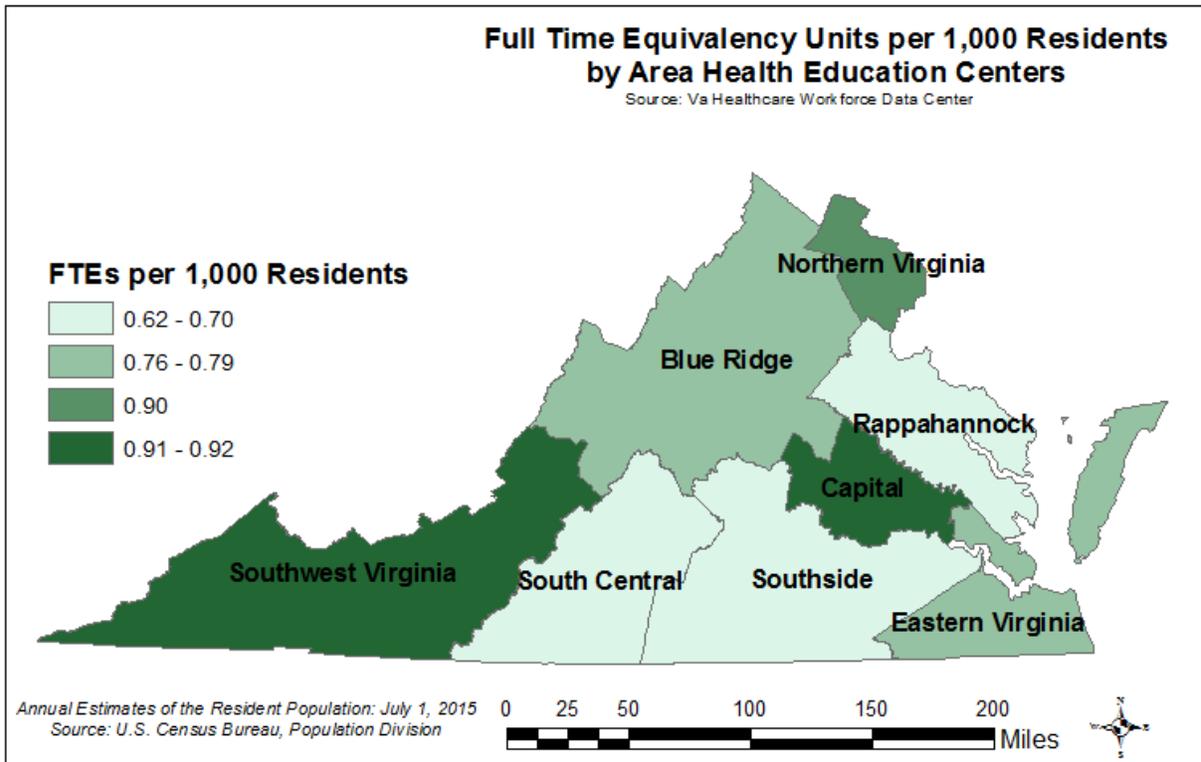
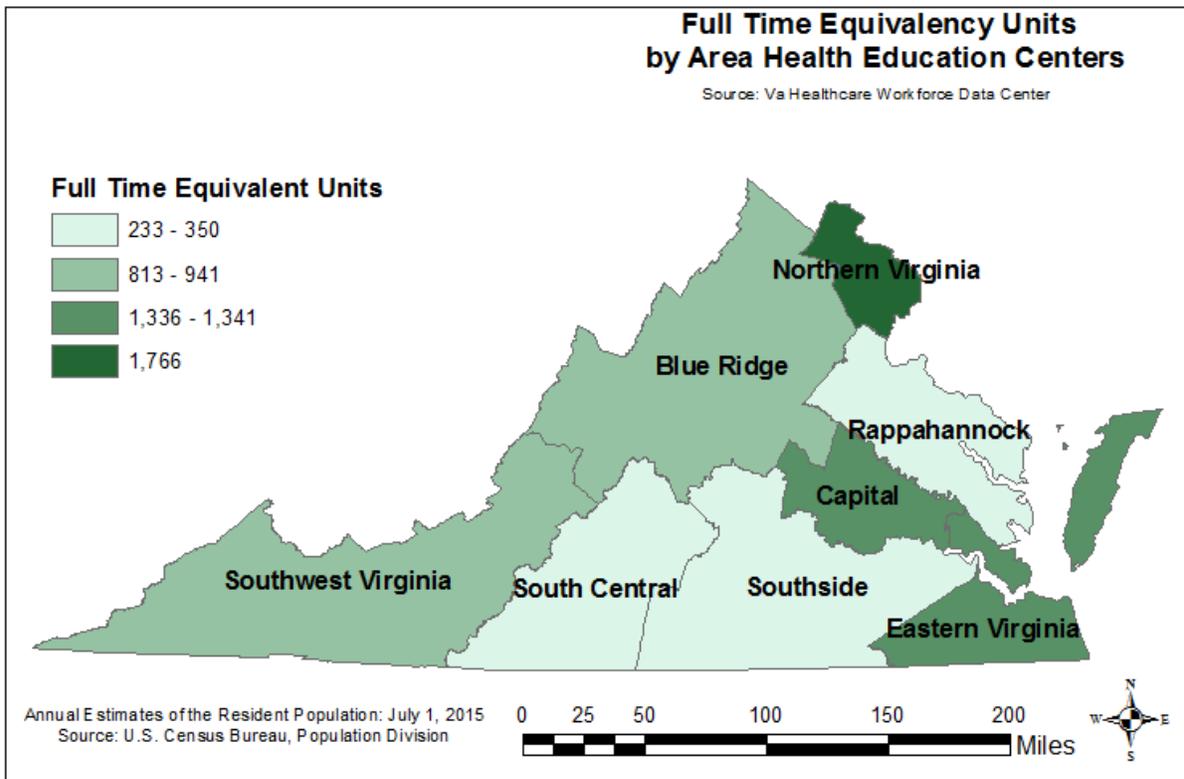
Source: Va. Healthcare Workforce Data Center

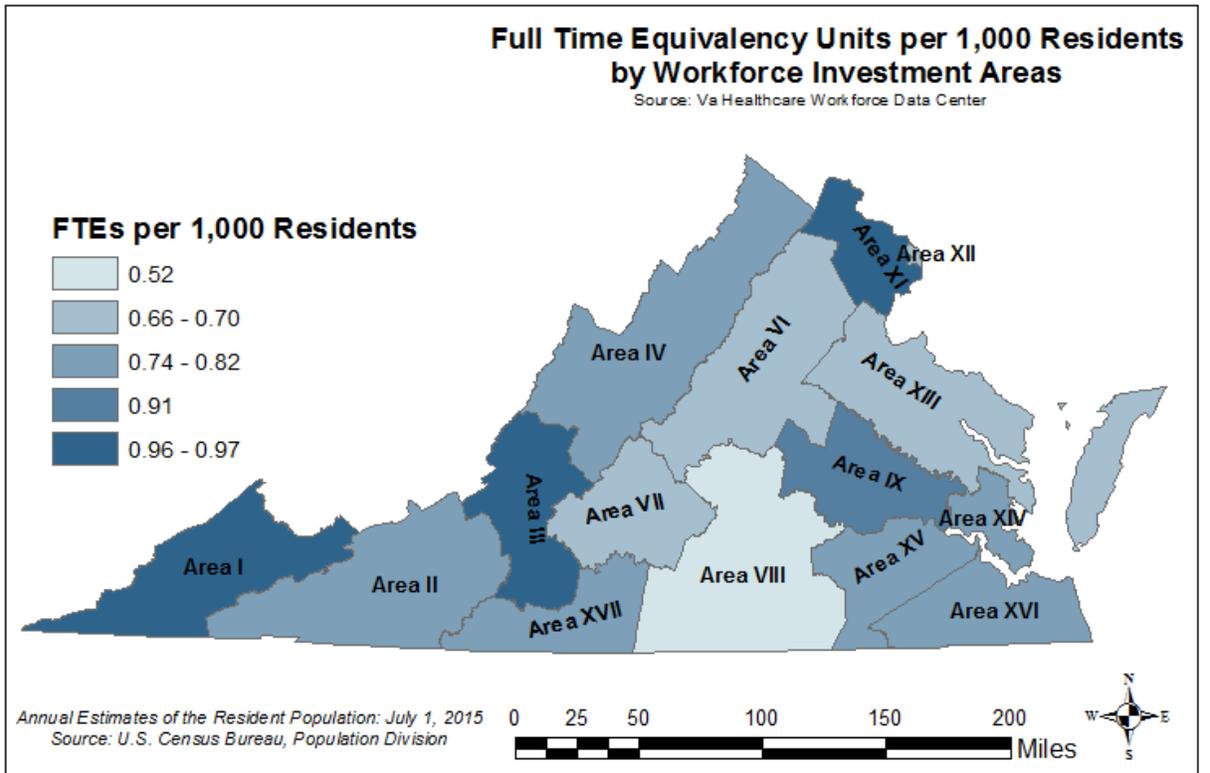
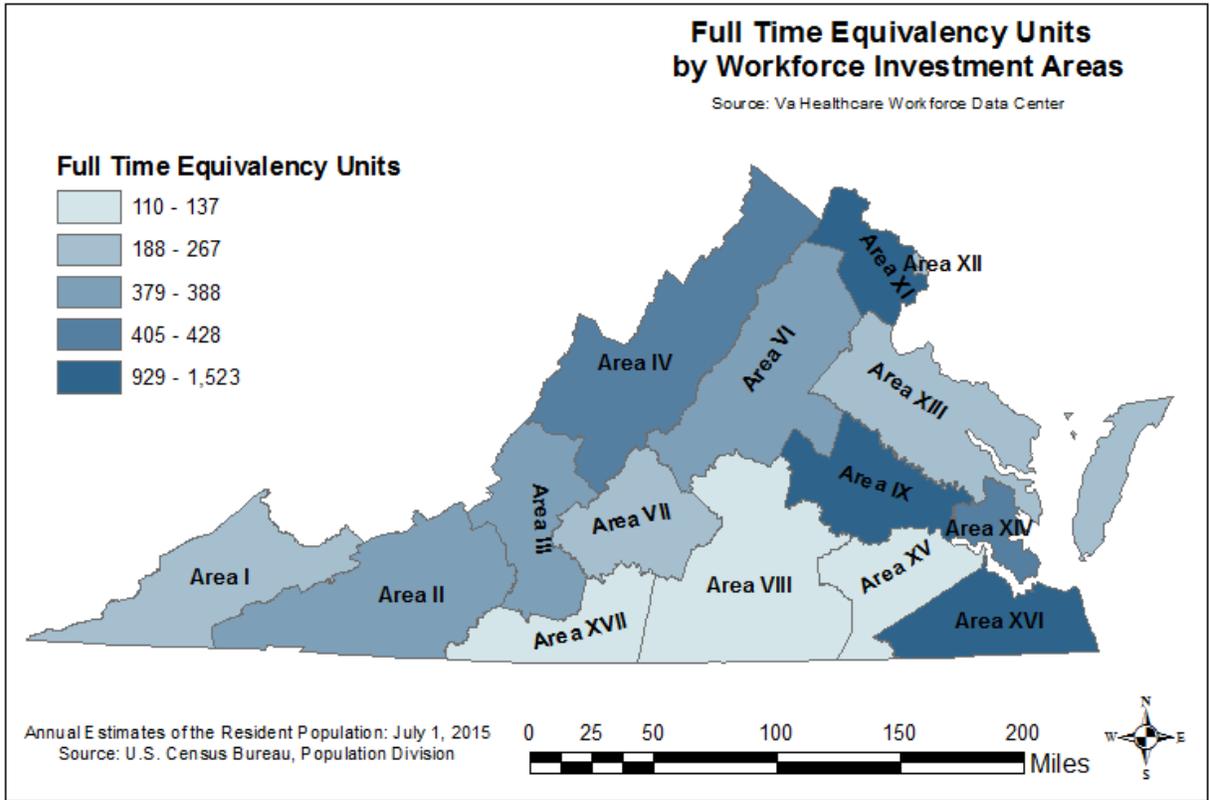


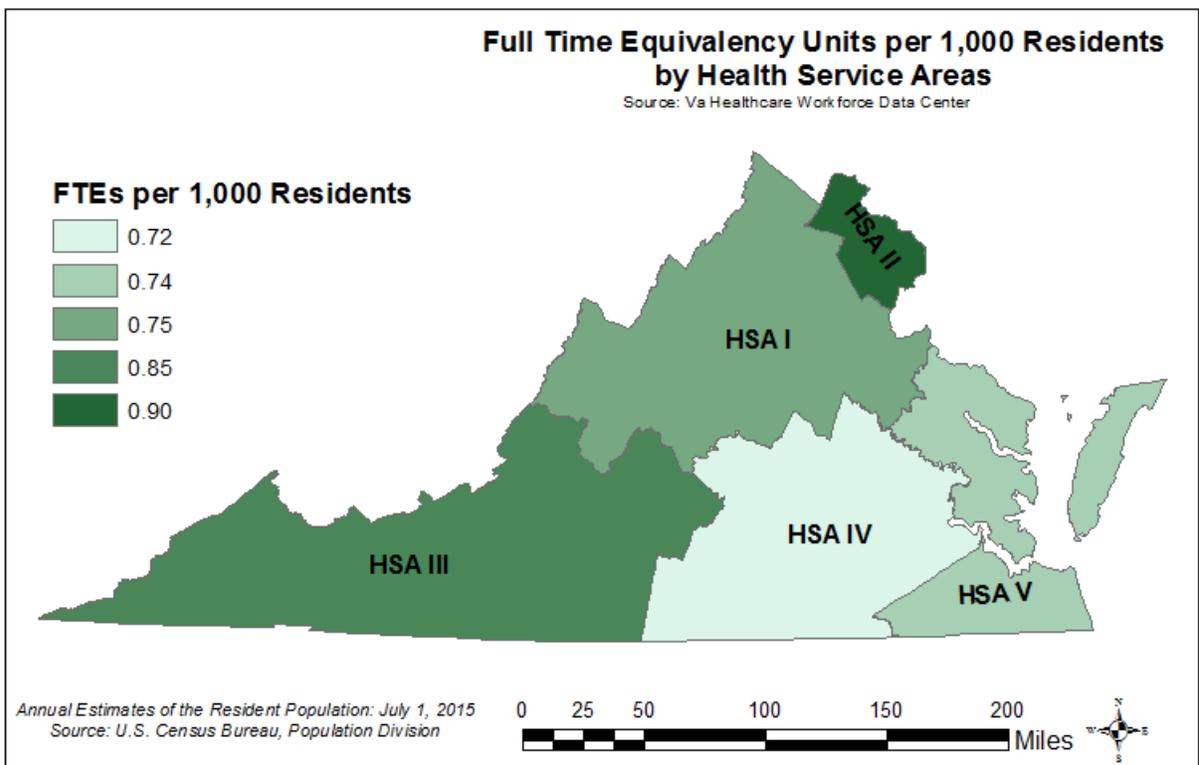
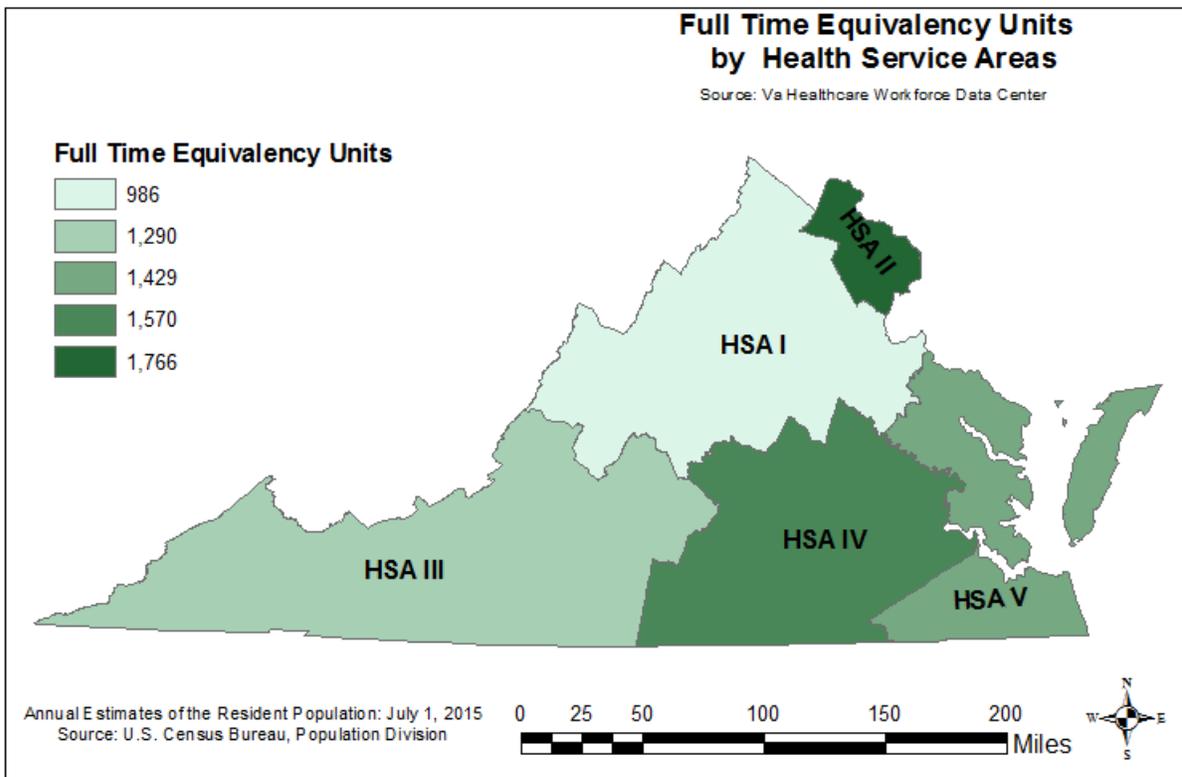
Source: Va. Healthcare Workforce Data Center

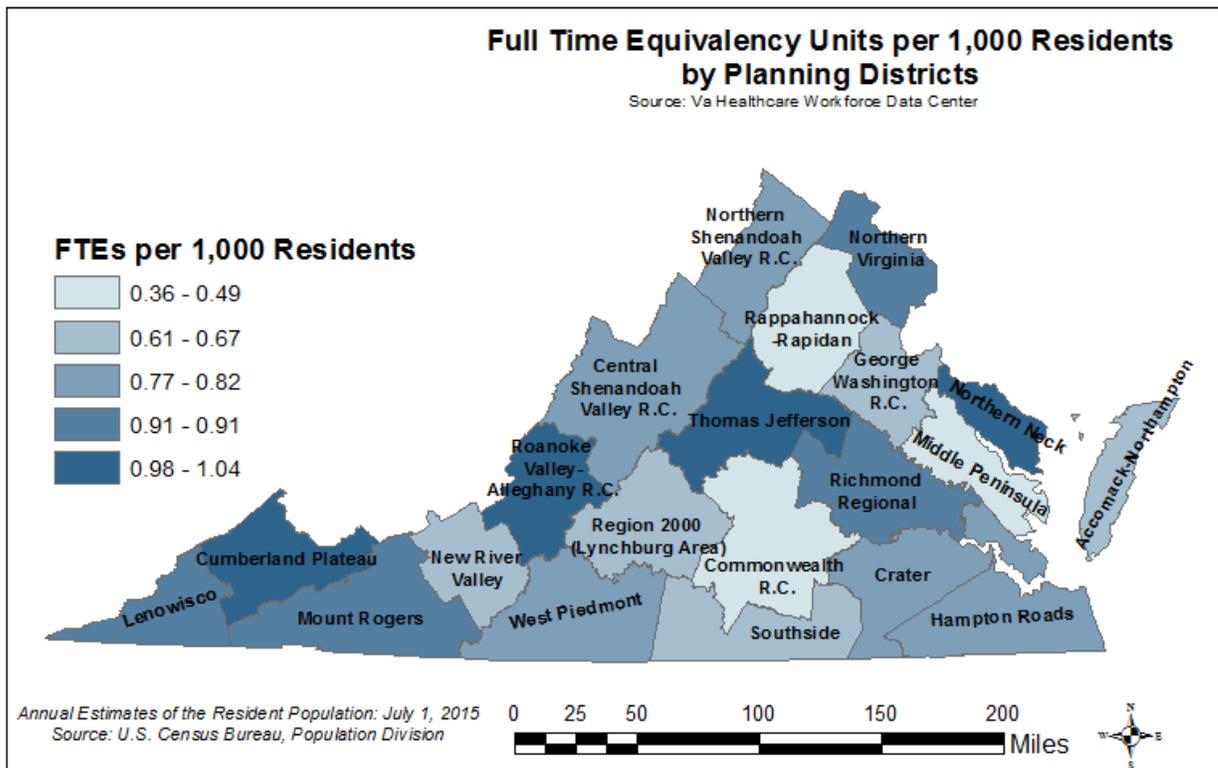
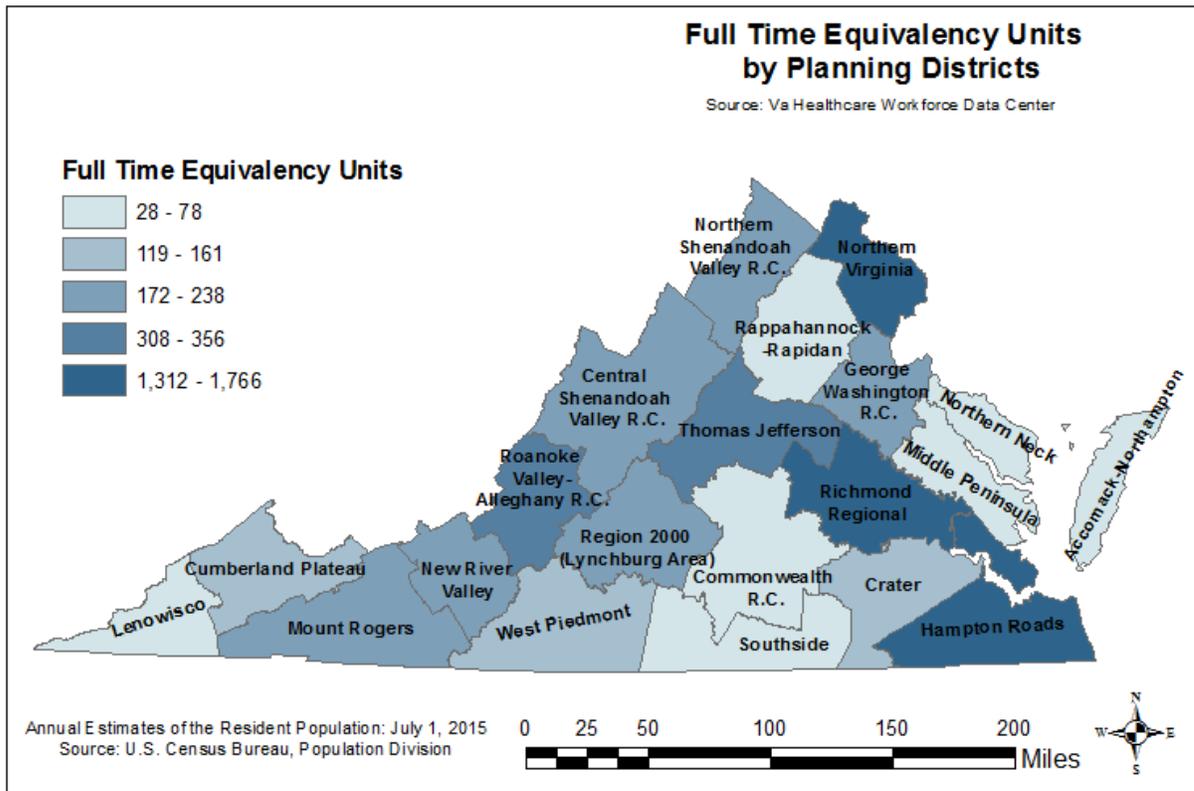
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,286	92.94%	1.076001369	1.051017865	1.133804125
Metro, 250,000 to 1 million	937	93.17%	1.073310424	1.0483894	1.130968622
Metro, 250,000 or less	983	93.69%	1.067318132	1.042536243	1.124654424
Urban pop 20,000+, Metro adj	119	93.28%	1.072072072	1.047179801	1.129663746
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	385	90.39%	1.106321839	1.080634328	1.165753409
Urban pop, 2,500-19,999, nonadj	264	91.67%	1.090909091	1.065579446	1.149512688
Rural, Metro adj	231	84.42%	1.184615385	1.157109988	1.248252881
Rural, nonadj	110	91.82%	1.089108911	1.063821064	1.147615803
Virginia border state/DC	2,458	89.79%	1.113729044	1.087869546	1.173558528
Other US State	3,180	86.92%	1.150506512	1.123793085	1.212311681

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,067	89.32%	1.119622246	1.087185612	1.206666282
30 to 34	2,391	92.14%	1.085338175	1.053894788	1.169716827
35 to 39	2,136	92.13%	1.085365854	1.053921664	1.169746657
40 to 44	1,856	91.86%	1.08856305	1.057026234	1.173192416
45 to 49	1,863	91.73%	1.090111176	1.05852951	1.1748609
50 to 54	1,560	93.14%	1.073640743	1.042536243	1.157109988
55 to 59	1,364	92.96%	1.075709779	1.044545336	1.15933988
60 and Over	2,716	86.34%	1.158208955	1.124654424	1.248252881

Source: Va. Healthcare Workforce Data Center

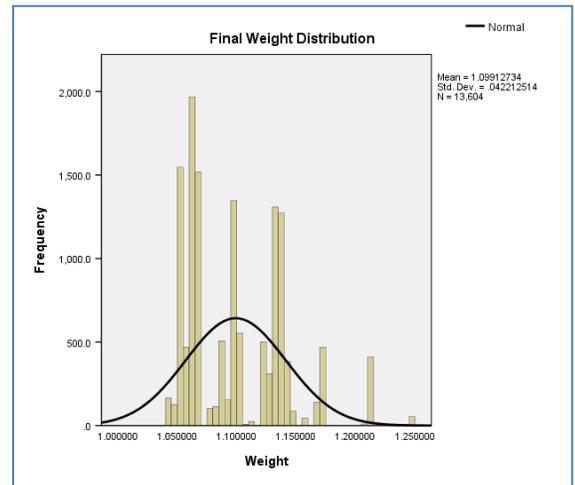
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.90978



Source: Va. Healthcare Workforce Data Center