
Virginia's Pharmacy Technician Workforce: 2012

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
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Over 9,500 Pharmacy Technicians 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 Technician Workforce: At a Glance:

The Workforce

Licenses:	13,610
Virginia's Workforce:	12,843
FTEs:	10,568

Background

Rural Childhood:	42%
HS Degree in VA:	74%
% Work Rural	15%

Current Employment

Employed in Prof.:	79%
Hold 1 Full-time Job:	62%
Satisfied?:	88%

Survey Response Rate

All Licenses:	71%
Renewing Practitioners:	88%

Education

Assoc or Higher:	40%
Bacc. or Higher:	20%

Job Turnover

Switched Jobs in 2012:	7%
Employed over 2 yrs:	58%

Demographics

Female:	84%
Diversity Index:	57%
Median Age:	34

Finances

Median Wage:	\$11-\$13/hr
Health Benefits:	58%
Under 40 w/ Ed debt:	49%

Primary Roles

Medication Dispense:	35%
Customer Service:	8%
Administration:	4%

Source: Va. Healthcare Workforce Data Center

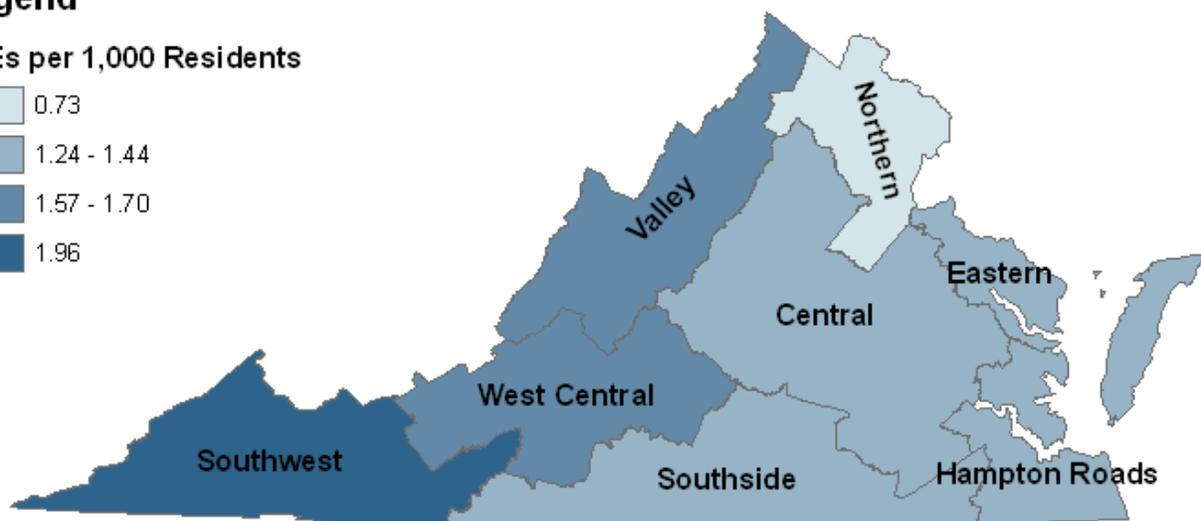
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.73
	1.24 - 1.44
	1.57 - 1.70
	1.96



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



9,597 pharmacy technicians voluntarily took part in the 2012 Pharmacy Technicians Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal period, which occurs in December for pharmacy technicians. These survey respondents represent 71% of the 13,610 pharmacy technicians licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 12,843 pharmacy technicians participated in Virginia's workforce in 2012, which is defined as those who worked at least a portion of the year in the state or who live in the state and plan on returning to work as a pharmacy technician at some point in the future. These pharmacy technicians provided 10,568 "full-time equivalency units" in 2012, which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks per year, assuming two weeks off).

79% of pharmacy technicians were employed in the profession at the time of the survey. 62% held one full-time position, while 23% held one part-time position. Meanwhile, another 9% of pharmacy technicians held two or more positions. Overall, nearly nine in ten pharmacy technicians were satisfied with their current employment status. In addition, 46% of all pharmacy technicians considered themselves "very satisfied" with their current employment status.

Women account for 84% of those in the profession. Women also account for 82% of pharmacy technicians who are under the age of 40. The median age for pharmacy technicians is 34, which is seven years under the median age for Virginia's overall workforce. In a random encounter between two pharmacy technicians, the probability that they would be of different races or ethnicities is 56%. This probability increases to 60% for those pharmacy technicians under the age of 40. For the state population as a whole, this same probability is 54%.

38% of pharmacy technicians grew up in a suburban environment as children. Meanwhile, 42% had a rural background, and 28% of those pharmacy technicians with a rural background currently work in a non-Metro area of the state. Nearly three-quarters of Virginia's pharmacy technicians went to high school in Virginia.

60% of Virginia's pharmacy technicians earned a high school diploma or GED as their highest level of educational attainment, while 38% earned either an Associate or a Baccalaureate degree. 37% of all pharmacy technicians currently carry education debt, although this percentage increases to nearly half for those who are under the age of 40. For those who carried education debt, the median debt level was between \$10,000 and \$12,000.

The median hourly income for pharmacy technicians was between \$11.00 and \$13.00, and half of all pharmacy technicians earned between \$9.00 and \$17.00 per hour. Nearly three-quarters of pharmacy technicians also received at least one employer-sponsored benefit in addition to their income: 58% received health insurance, while 47% had a retirement plan.

58% of pharmacy technicians have been working at their primary work location for at least two years. However, 22% of pharmacy technicians had a new work location at some point in 2012, while 7% switched jobs during the year. 10% of pharmacy technicians were either involuntarily unemployed or underemployed.

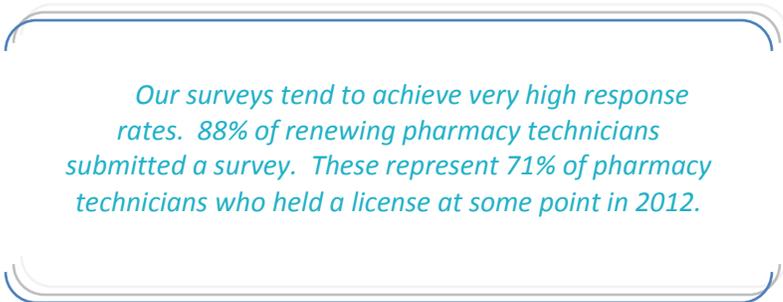
The typical pharmacist spent between 50% and 59% of his or her time dispensing medication and between 20% and 29% on customer service. More than one-third of pharmacy technicians spent at least 60% of their time dispensing medication, while 8% did the same in customer service activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	9,747	72%
New Licensees	2,115	16%
Non-Renewals	1,748	13%
All Licensees	13,610	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 88% of renewing pharmacy technicians submitted a survey. These represent 71% of pharmacy technicians who held a license at some point in 2012.



Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	1,808	3,159	64%
30 to 34	593	1,471	71%
35 to 39	362	1,077	75%
40 to 44	316	964	75%
45 to 49	250	839	77%
50 to 54	241	793	77%
55 to 59	215	659	75%
60 and Over	228	635	74%
Total	4,013	9,597	71%
New Licenses			
Issued in 2012	1,340	775	37%
Metro Status			
Non-Metro	551	1,523	73%
Metro	3,173	7,704	71%
Not in Virginia	288	370	56%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Professionals

Number:	13,610
New:	16%
Not Renewed:	13%

Survey Response Rates

All Licensees:	71%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	9,597
Response Rate, all licensees	71%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2012.
- Target Population:** All pharmacy technicians who held a Virginia license at some point in 2012.
- 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 pharmacy technicians newly licensed in 2012.

At a Glance:

Workforce

2012 Workforce: 12,843
 FTEs: 10,568

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 1.29
 Workers per FTE: 1.22

Source: Va. Healthcare Workforce Data Center

Definitions

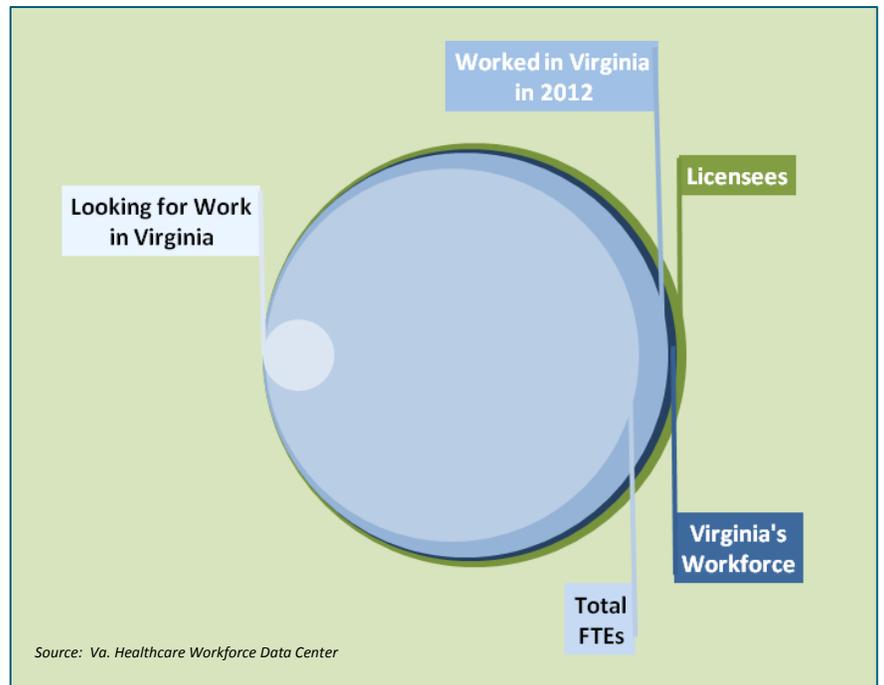
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure 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 Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,456	97%
Looking for Work in Virginia	387	3%
Virginia's Workforce	12,843	100%
Total FTEs	10,568	
Licensees	13,610	

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	874	19%	3,774	81%	4,649	37%
30 to 34	290	15%	1,635	85%	1,925	15%
35 to 39	215	16%	1,095	84%	1,310	10%
40 to 44	153	13%	1,035	87%	1,188	9%
45 to 49	116	12%	890	89%	1,006	8%
50 to 54	117	12%	846	88%	963	8%
55 to 59	88	11%	716	89%	804	6%
60 +	133	17%	644	83%	777	6%
Total	1,986	16%	10,635	84%	12,622	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Technicians		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	64%	7,864	62%	4,580	58%
Black	19%	2,599	20%	1,729	22%
Asian	6%	1,160	9%	780	10%
Other Race	0%	204	2%	147	2%
Two or more races	2%	323	3%	255	3%
Hispanic	8%	530	4%	411	5%
Total	100%	12,680	100%	7,902	100%

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

Source: Va. Healthcare Workforce Data Center

More than four in five pharmacy technicians are female. Meanwhile, the median age for pharmacy technicians is 34, which makes them significantly younger than the rest of Virginia's workforce. More than half of the pharmacy technician workforce is under the age of 35, while just 20% are over the age of 50.

At a Glance:

Gender

% Female: 84%
% Under 40 Female: 82%

Age

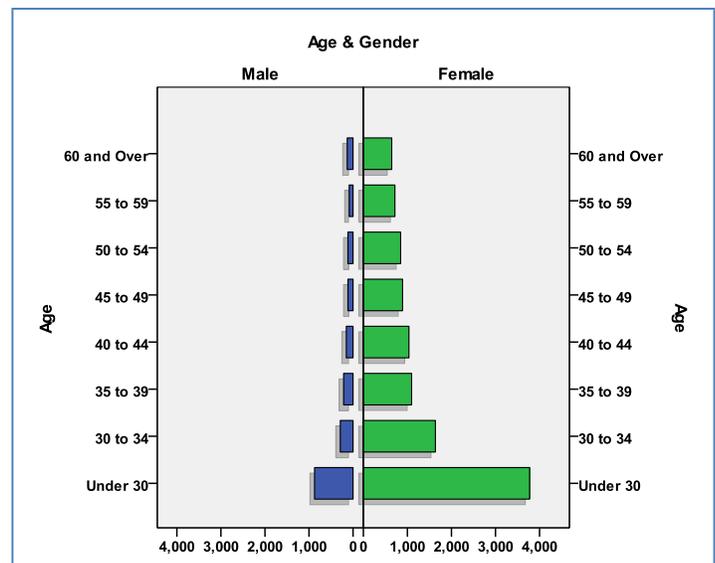
Median Age: 34
% Under 40: 62%
% 55+: 13%

Diversity

Diversity Index: 56%
Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two Pharmacy Technicians, there is a 56% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index), which is greater than the 54% chance for Virginia's population. Pharmacy technicians under the age of 40 are even more diverse.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 42%

Virginia Background

HS in Virginia: 74%
 HS in Virginia, Last 5 Yrs: 73%

Location Choice

% Work Rural: 15%
 % Rural to Non-Metro: 28%
 % Urban/Suburban to Non-Metro: 5%

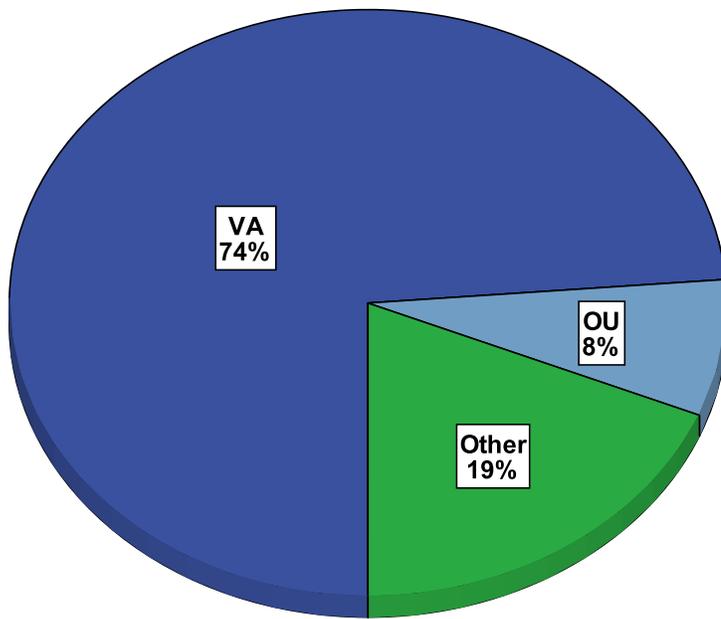
Source: Va. Healthcare Workforce Data Center

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+	26%	48%	26%
2	Metro, 250,000 to 1 million	56%	30%	14%
3	Metro, 250,000 or less	66%	26%	8%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	65%	22%	14%
6	Urban pop, 2,500-19,999, Metro adj	83%	13%	4%
7	Urban pop, 2,500-19,999, nonadj	91%	5%	4%
8	Rural, Metro adj	86%	8%	7%
9	Rural, nonadj	73%	18%	9%
Overall		42%	38%	20%

Source: Va. Healthcare Workforce Data Center

Location, High School



Source: Va. Healthcare Workforce Data Center

42% of pharmacy technicians grew up in self-described rural areas, but only 28% of these professionals currently work in Non-Metro counties. Meanwhile, 38% grew up in suburban areas, while 20% grew up in an urban environment; of this group, only 5% currently work in Non-Metro counties. For the pharmacy technician workforce as a whole, 15% currently work in rural areas.

Top Ten States for Pharmacy Technician Recruitment

Rank	All Pharmacy Technicians		Licensed in Past 5 Years	
	High School	#	High School	#
1	Virginia	9,266	Virginia	4,631
2	Outside of U.S.	946	Outside of U.S.	502
3	New York	250	New York	107
4	North Carolina	183	North Carolina	90
5	West Virginia	178	Maryland	87
6	Pennsylvania	170	West Virginia	86
7	Maryland	159	Florida	71
8	Florida	145	Pennsylvania	63
9	California	110	California	58
10	New Jersey	105	Ohio	52

Source: Va. Healthcare Workforce Data Center

Nearly three in four pharmacy technicians received their high school degree in Virginia. 8% of pharmacy technicians earned their high school degree outside of the United States. New York, North Carolina, and West Virginia were the most likely states outside of Virginia for pharmacy technicians to earn a high school degree.

Licenses who did not participate in Virginia's Pharmacy Technician Workforce A potential source of pharmacy technicians for Virginia?

Only 6% of licensed pharmacy technicians did not participate in Virginia's workforce in 2012. Nearly three in four of these professionals had worked at some point in the past year, and just over half are currently working as pharmacy technicians. 35% worked in a state bordering Virginia or in Washington DC. Only 6% were in federal service, including 2% who were in the military.

At a Glance:

Not in VA Workforce

Total:	767
% of Licenses:	6%
Federal/Military:	6%
Va Border State/DC:	35%

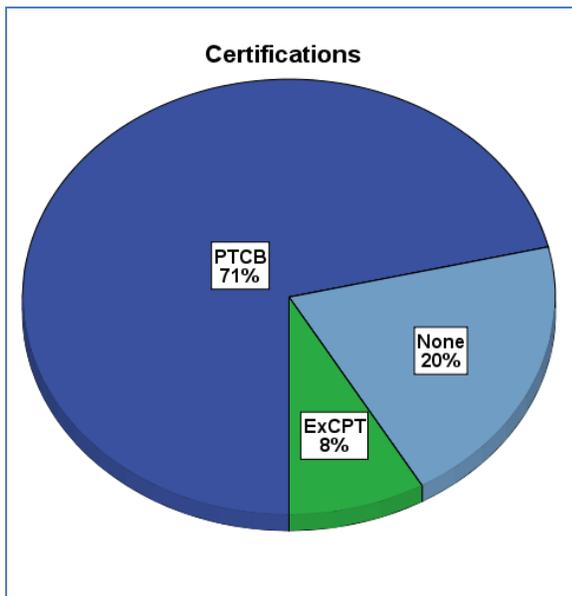
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	7,538	60%
Associate	2,434	20%
Baccalaureate	2,201	18%
Masters	294	2%
Doctorate	26	0%
Total	12,493	100%

Source: Va. Healthcare Workforce Data Center

40% of pharmacy technicians received post-secondary schooling, most of whom earned either an Associate or a Baccalaureate degree. 37% of pharmacy technicians currently carry educational debt, although nearly half of those under the age of 40 carry such debt. For those who do currently have educational debt, the median amount was between \$10,000 and \$12,000.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

High School/GED: 60%
 Associate: 20%
 Baccalaureate or Higher: 20%

Educational Debt

Carry debt: 37%
 Under age 40 w/ debt: 49%
 Median debt: \$10k-\$12k

Top Certifications

PTCB-Certified: 71%
 ExCPT-Certified: 8%

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Pharmacy Technicians		Pharmacy Tech. Under 40	
	#	%	#	%
None	6,185	63%	3,083	51%
Less than \$2,000	446	5%	323	5%
\$2,001-\$4,000	389	4%	326	5%
\$4,001-\$6,000	304	3%	258	4%
\$6,001-\$8,000	252	3%	209	3%
\$8,001-\$10,000	262	3%	226	4%
\$10,001-\$12,000	254	3%	219	4%
\$12,001-\$15,000	235	2%	193	3%
\$15,001-\$20,000	408	4%	363	6%
More than \$20,000	1,066	11%	896	15%
Total	9,801	100%	6,096	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 79%
Involuntarily Unemployed: 3%

Positions Held

1 Full-time: 62%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 39%
60 or more: 4%
Less than 30: 25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	36	0%
Employed in a pharmacy technician-related capacity	9,837	79%
Employed, NOT in a pharmacy technician-related capacity	1,827	15%
Not working, reason unknown	7	0%
Involuntarily unemployed	359	3%
Voluntarily unemployed	401	3%
Retired	51	0%
Total	12,519	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	818	7%
One Part-Time Position	2,859	23%
Two Part-Time Positions	255	2%
One Full-Time Position	7,664	62%
One Full-Time Position & One Part-Time Position	742	6%
Two Full-Time Positions	21	0%
More than Two Positions	53	0%
Total	12,412	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	818	7%
1 to 9 hours	381	3%
10 to 19 hours	651	5%
20 to 29 hours	1,122	9%
30 to 39 hours	3,431	29%
40 to 49 hours	4,668	39%
50 to 59 hours	440	4%
60 to 69 hours	158	1%
70 to 79 hours	92	1%
80 or more hours	225	2%
Total	11,986	100%

Source: Va. Healthcare Workforce Data Center

Nearly four in five of Virginia's pharmacy technicians were employed within the profession when they renewed their licenses, while only 3% were involuntarily unemployed. 62% of pharmacy technicians held one full-time job, while less than one in ten held two or more jobs. 39% of pharmacy technicians worked between 40 and 49 hours per week. Meanwhile, 25% of pharmacy technicians worked less than 30 hours per week, while just 4% worked 60 or more hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	256	3%
\$7.25-\$9.00	376	4%
\$9.01-\$11.00	1,964	22%
\$11.01-\$13.00	1,884	21%
\$13.01-\$15.00	1,494	17%
\$15.01-\$17.00	1,161	13%
\$17.01-\$19.00	701	8%
\$19.01-\$21.00	461	5%
More than \$21.00	532	6%
Total	8,830	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Health Insurance	5,744	58%
Dental Insurance	5,259	53%
Paid Sick Leave	5,109	52%
Retirement	4,657	47%
Group Life Insurance	3,045	31%
Signing/Retention Bonus	251	3%
Receive at least one benefit*	7,151	73%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings
 Median Income: \$11.01-\$13.00
 Middle 50%: \$9.01-\$17.00

Benefits
 Employer Health Insurance: 58%
 Employer Retirement: 47%

Satisfaction
 Satisfied: 88%
 Very Satisfied: 46%

Source: Va. Healthcare Workforce Data Center

The median hourly income for pharmacy technicians was between \$11.01 and \$13.00. 58% of pharmacy technicians received health insurance, while 47% received retirement benefits. In total, nearly three in four pharmacy technicians received at least one employer-sponsored benefit.

88% of pharmacy technicians were satisfied with their jobs, including 46% who were very satisfied. Only 12% of pharmacy technicians were dissatisfied with their current employment status.

Job Satisfaction		
Level	#	%
Very Satisfied	5,608	46%
Somewhat Satisfied	5,156	42%
Somewhat Dissatisfied	970	8%
Very Dissatisfied	461	4%
Total	12,195	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	415	3%
Experience Voluntary Unemployment?	661	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	925	7%
Work two or more positions at the same time?	1,697	13%
Switch employers or practices?	789	6%
Experienced at least 1	3,745	29%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2012. By comparison, Virginia’s average monthly unemployment rate of 5.9%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	509	4%	592	20%
Less than 6 Months	860	8%	373	13%
6 Months to 1 Year	1,022	9%	286	10%
1 to 2 Years	2,382	21%	454	16%
3 to 5 Years	2,866	25%	559	19%
6 to 10 Years	1,822	16%	325	11%
More than 10 Years	1,922	17%	302	10%
Subtotal	11,383	100%	2,891	100%
Did not have location	861		9,530	
Item Missing	600		422	
Total	12,843		12,843	

Source: Va. Healthcare Workforce Data Center

Nine in ten pharmacy technicians received an hourly wage at their primary work location, while 8% received a salary or commission.

At a Glance:

Unemployment Experience 2012

Involuntarily Unemployed: 3%
Underemployed: 7%

Turnover & Tenure

Switched Jobs: 7%
New Location: 22%
Over 2 years: 58%

Employment Type

Hourly Wage: 90%
Salary: 8%

Source: Va. Healthcare Workforce Data Center

58% of all pharmacy technicians have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Hourly Wage	7,541	90%
Salary/ Commission	649	8%
Unpaid	104	1%
By Contract	72	1%
Business/ Practice Income	18	0%
Subtotal	8,383	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	66%
Lowest Region:	2%

Locations

2 or more (2012):	26%
2 or more (Now*):	20%

Source: Va. Healthcare Workforce Data Center

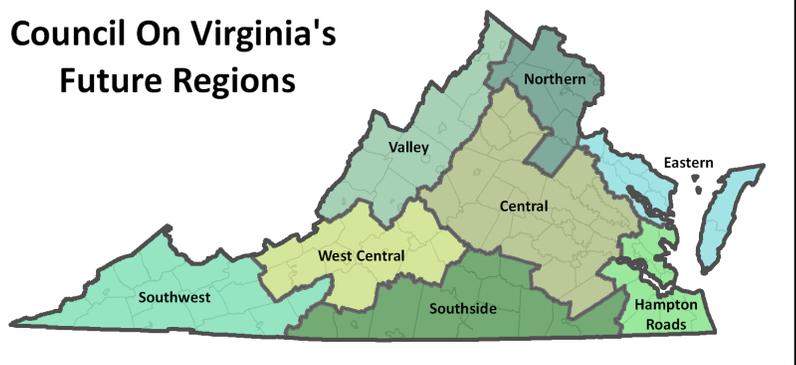
Two-thirds of all pharmacy technicians had their primary work location in Central Virginia, Northern Virginia, or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,559	23%	643	24%
Eastern	212	2%	61	2%
Hampton Roads	2,359	21%	567	21%
Northern	2,467	22%	597	22%
Southside	542	5%	112	4%
Southwest	869	8%	186	7%
Valley	876	8%	160	6%
West Central	1,333	12%	345	13%
Virginia Border State/DC	34	0%	25	1%
Other US State	11	0%	25	1%
Outside of the US	1	0%	4	0%
Total	11,263	100%	2,725	100%
Item Missing	718		260	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Approximately two-thirds of all pharmacy technicians had just one work location in 2012, while one-quarter had at least two locations during the year. Only 1% of pharmacy technicians worked at four or more work locations at some point in 2012.

Number of Work Locations				
Locations	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	855	7%	796	7%
1	8,679	68%	8,515	73%
2	2,044	16%	1,417	12%
3	1,133	9%	916	8%
4	61	1%	24	0%
5	25	0%	15	0%
6 or More	46	0%	23	0%
Total	12,843	100%	11,707	100%

Source: Va. Healthcare Workforce Data Center

*At the time of survey completion, December 2012.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	7,982	76%	1,625	71%
Non-Profit	1,310	12%	305	13%
State/Local Government	831	8%	227	10%
Veterans Administration	43	0%	11	0%
U.S. Military	201	2%	51	2%
Other Federal Gov't	165	2%	63	3%
Total	10,532	100%	2,282	100%
Did not have location	861		9,856	
Item Missing	1,452		705	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

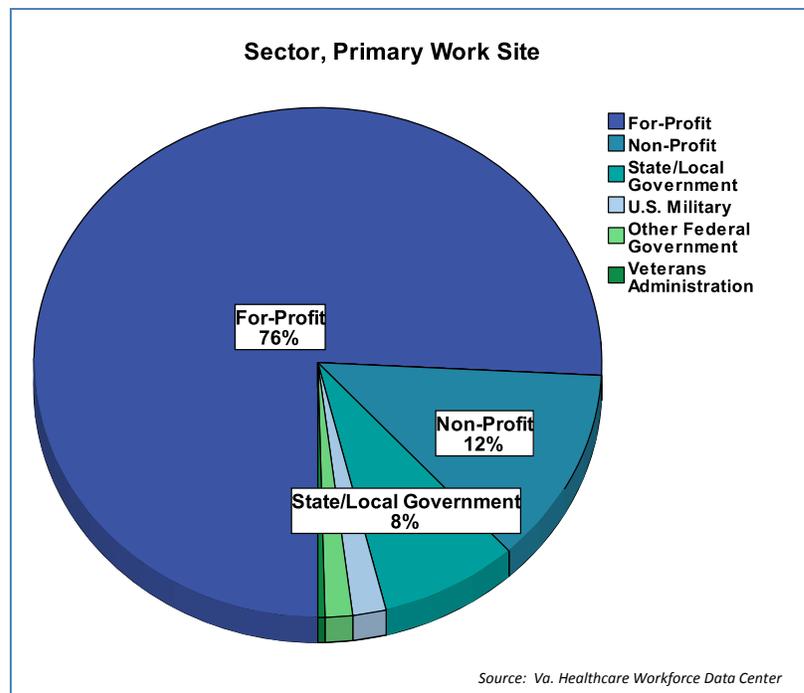
For Profit:	76%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	36%
Hospital/Health System: (Inpatient & Outpatient)	18%
Independent Pharmacy: (1-4 Stores)	12%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of pharmacy technicians worked in the private sector, including 12% in the non-profit sector. Another 12% of pharmacy technicians worked for a government organization, two-thirds of whom worked for a state or local government.

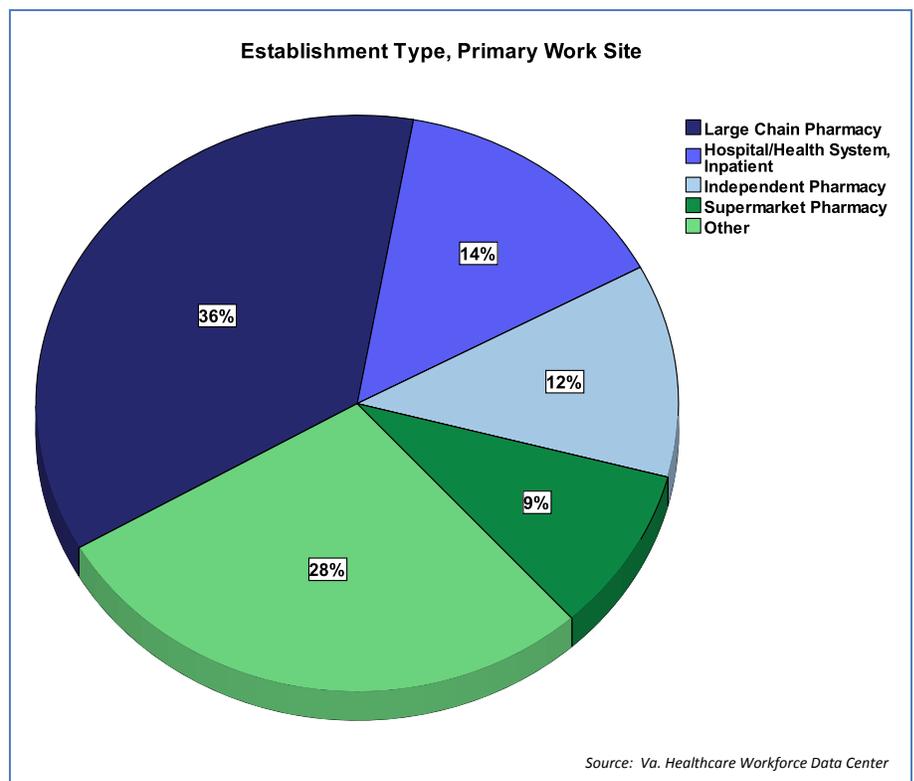


Top 10 Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	3,790	36%	764	34%
Hospital/Health System, Inpatient	1,506	14%	281	12%
Independent Community Pharmacy (1-4 Stores)	1,253	12%	202	9%
Supermarket Pharmacy	970	9%	195	9%
Mass Merchandiser (i.e. Big Box Stores)	577	6%	91	4%
Nursing Home/Long-Term Care	458	4%	87	4%
Hospital/Health System, Outpatient Department	401	4%	65	3%
Clinic-Based Pharmacy	241	2%	64	3%
Home Health/Infusion	146	1%	45	2%
Small Chain Community Pharmacy (5-10 Stores)	95	1%	36	2%
Academic Institution	91	1%	63	3%
Mail Service Pharmacy	91	1%	13	1%
Other	869	8%	356	16%
Total	10,488	100%	2,262	100%
Does not have location	861		9,856	

Source: Va. Healthcare Workforce Data Center

More than one in three pharmacy technicians work at a large chain community pharmacy, while another 18% work in an inpatient or outpatient hospital/health system. 12% work at an independent community pharmacy, and 9% work in a supermarket pharmacy.

For secondary work locations, one-third of all pharmacy technicians work at a large chain community pharmacy. Another 15% work at an inpatient or outpatient hospital/health system, while 9% each work at independent community pharmacies and supermarket pharmacies.



At a Glance: (Primary Locations)

Typical Time Allocation

Medical Dispensing: 50%-59%
Customer Service: 20%-29%
Administration: 10%-19%

Roles

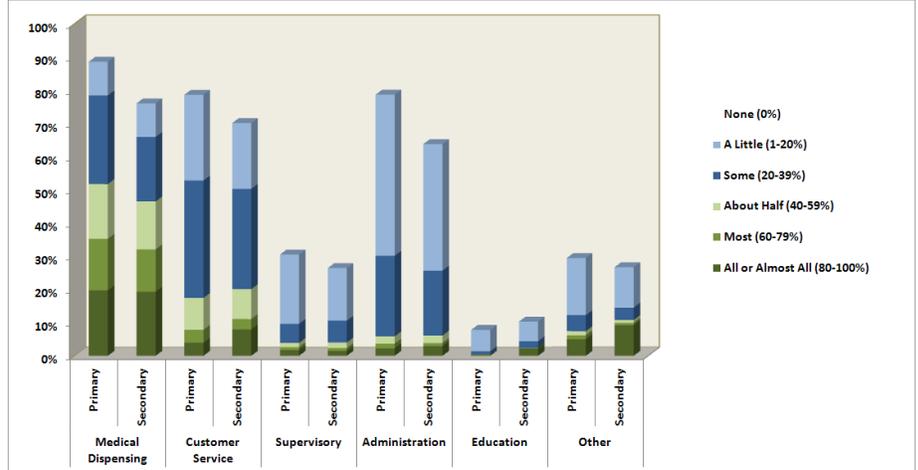
Medical Dispensing: 35%
Customer Service: 8%
Administration: 4%
Supervisory: 3%

Administration Time

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

On average, a typical pharmacy technician will spend 50 to 59% of their time dispensing medicine and 20 to 29% on customer service activities. One-third of all pharmacy technicians fill a medical dispensing role, defined as spending 60% or more of their time in an activity, but about half of pharmacy technicians filled multiple roles at their positions.

Time Allocation

Time Spent	Medical Dispensing		Customer Service		Supervisory		Administration		Education		Other	
	Prim Site	Sec. Site	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%)	20%	19%	4%	8%	2%	1%	2%	3%	0%	2%	5%	9%
Most (60-79%)	16%	13%	4%	3%	1%	1%	1%	1%	0%	0%	1%	1%
About Half (40-59%)	16%	14%	10%	9%	1%	2%	2%	2%	0%	0%	1%	1%
Some (20-39%)	27%	19%	35%	30%	6%	7%	24%	20%	1%	2%	5%	4%
A Little (1-20%)	10%	10%	26%	20%	21%	16%	49%	38%	6%	6%	17%	12%
None (0%)	11%	24%	21%	30%	70%	74%	21%	36%	92%	90%	71%	73%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	2,265	24%	9	0%
50 to 54	431	5%	40	2%
55 to 59	639	7%	138	7%
60 to 64	1,498	16%	506	26%
65 to 69	2,113	22%	758	38%
70 to 74	593	6%	210	11%
75 to 79	140	1%	45	2%
80 or over	122	1%	35	2%
I do not intend to retire	1,685	18%	228	12%
Total	9,486	100%	1,969	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 51%

Under 60: 35%

Pharmacy Tech. 50 and over

Under 65: 35%

Under 60: 9%

Time until Retirement

Within 2 years: 4%

Within 10 years: 13%

Half the workforce: by 2042

Source: Va. Healthcare Workforce Data Center

Approximately one in five pharmacy technicians expect to retire between the ages of 65 and 69. In addition, one-half expect to retire before age 65. Among those pharmacy technicians who are age 50 or over, one-third still expect to retire before age 65, and 38% expect to retire between the ages of 65 and 69. Within the next ten years, 13% of pharmacy technicians plan on retiring, and half the current workforce is expected to be retired by 2042.

Within the next two years 13% of pharmacy technicians plan to leave either the profession or Virginia. Meanwhile, one-quarter of pharmacy technicians plan on pursuing additional educational opportunities, while 6% plan on increasing patient care hours.

Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,131	9%
Leave Virginia	511	4%
Decrease Patient Care Hours	151	1%
Decrease Teaching Hours	77	1%
Increase Participation		
Increase Patient Care Hours	741	6%
Increase Teaching Hours	422	3%
Pursue Additional Education	3,204	25%
Return to Virginia's Workforce	217	2%

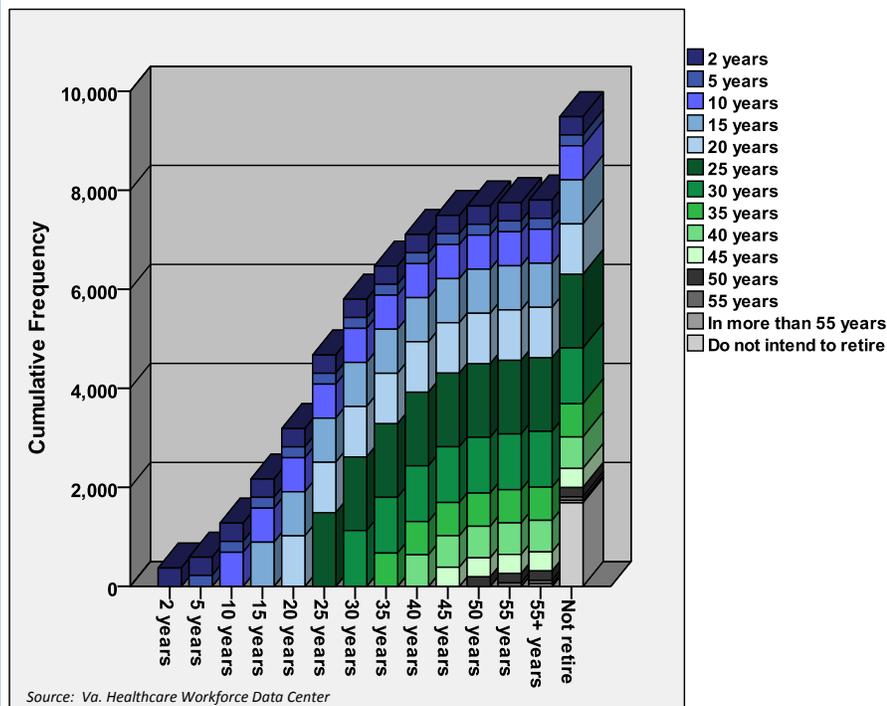
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 13% plan on retiring in the next ten years. Meanwhile, more than half of all pharmacy technicians plan on working for at least the next 25 years, and one-quarter of pharmacy technicians plan on working for at least the next 40 years.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	369	4%	4%
5 years	219	2%	6%
10 years	688	7%	13%
15 years	891	9%	23%
20 years	1,019	11%	34%
25 years	1,487	16%	49%
30 years	1,126	12%	61%
35 years	671	7%	68%
40 years	637	7%	75%
45 years	385	4%	79%
50 years	190	2%	81%
55 years	69	1%	82%
In more than 55 years	51	1%	82%
Do not intend to retire	1,685	18%	100%
Total	9,486	100%	

Source: Va. Healthcare Workforce Data Center

Years to Expected Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2032. Peak retirement years will take place around 2037, when 16% of the current workforce expects to retire every five years. Retirements will not fall below 10% of the current workforce every five years again until 2047. Approximately one-half of the current workforce expects to retire between 2027 and 2042.

At a Glance:

FTEs

Total: 10,568
Average: .88

Age & Gender Effect

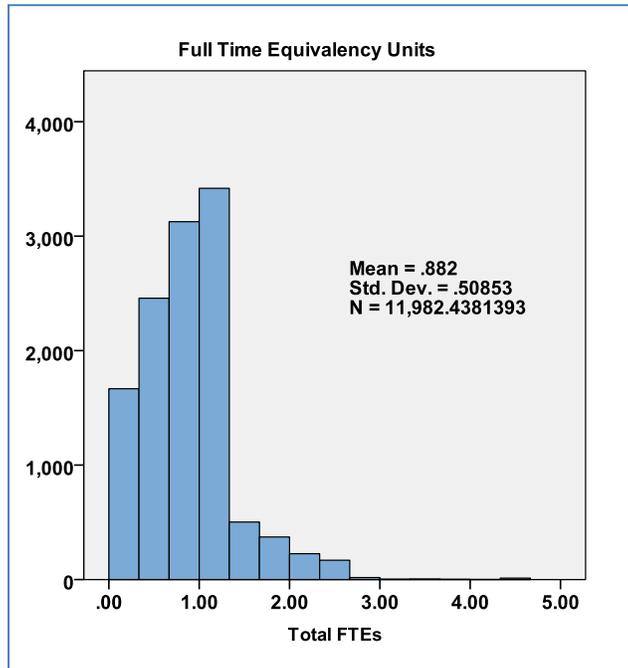
Age, Partial Eta²: .027
Gender, Partial Eta²: .000

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

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

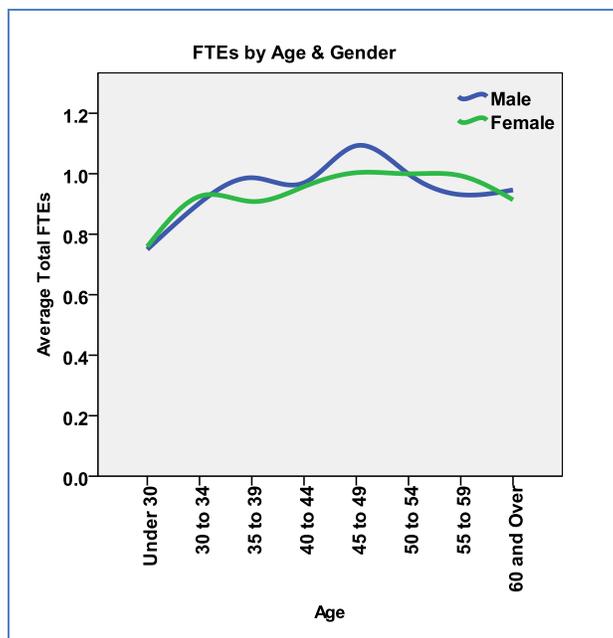


Source: Va. Healthcare Workforce Data Center

The average pharmacy technician provided 0.88 FTEs in 2012, or about 34 hours per week for 52 weeks. Although FTEs appear to vary by age, statistical tests did not verify a difference exists.² Combined, gender and age account for approximately 5% of variation in FTEs.

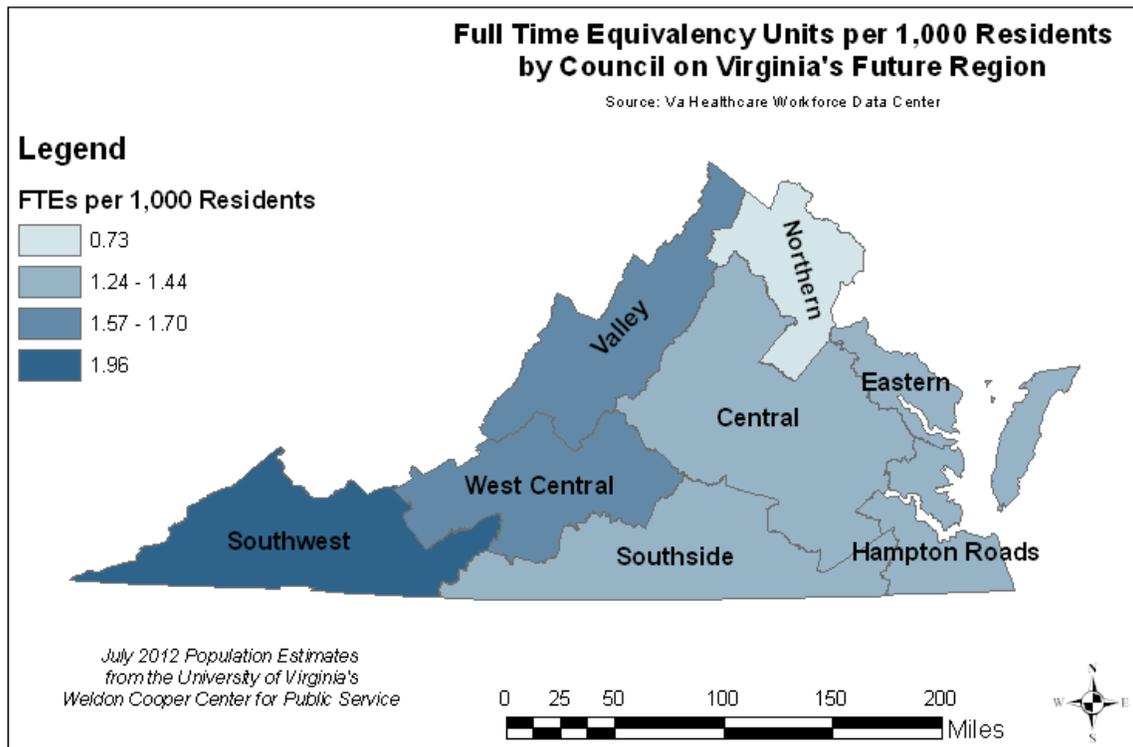
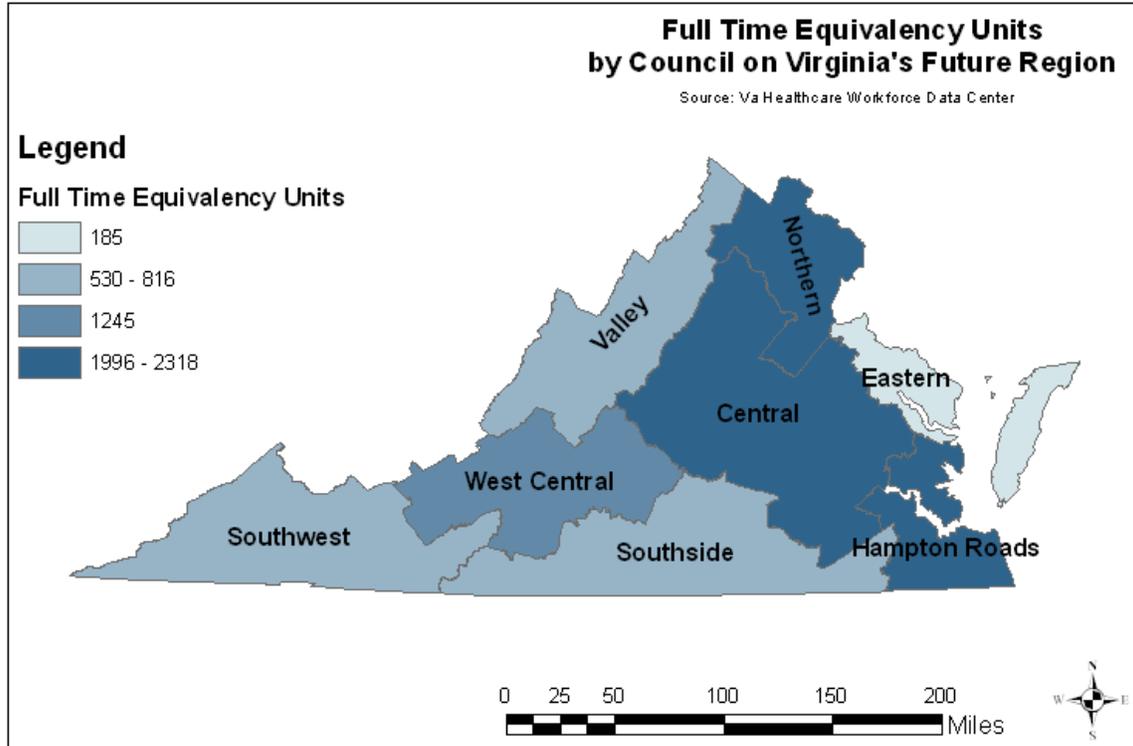
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.76	0.72
30 to 34	0.92	0.91
35 to 39	0.92	0.91
40 to 44	0.96	0.91
45 to 49	1.01	1.08
50 to 54	1.00	1.06
55 to 59	0.99	1.03
60 and Over	0.92	0.91
Gender		
Male	0.87	0.89
Female	0.88	0.90

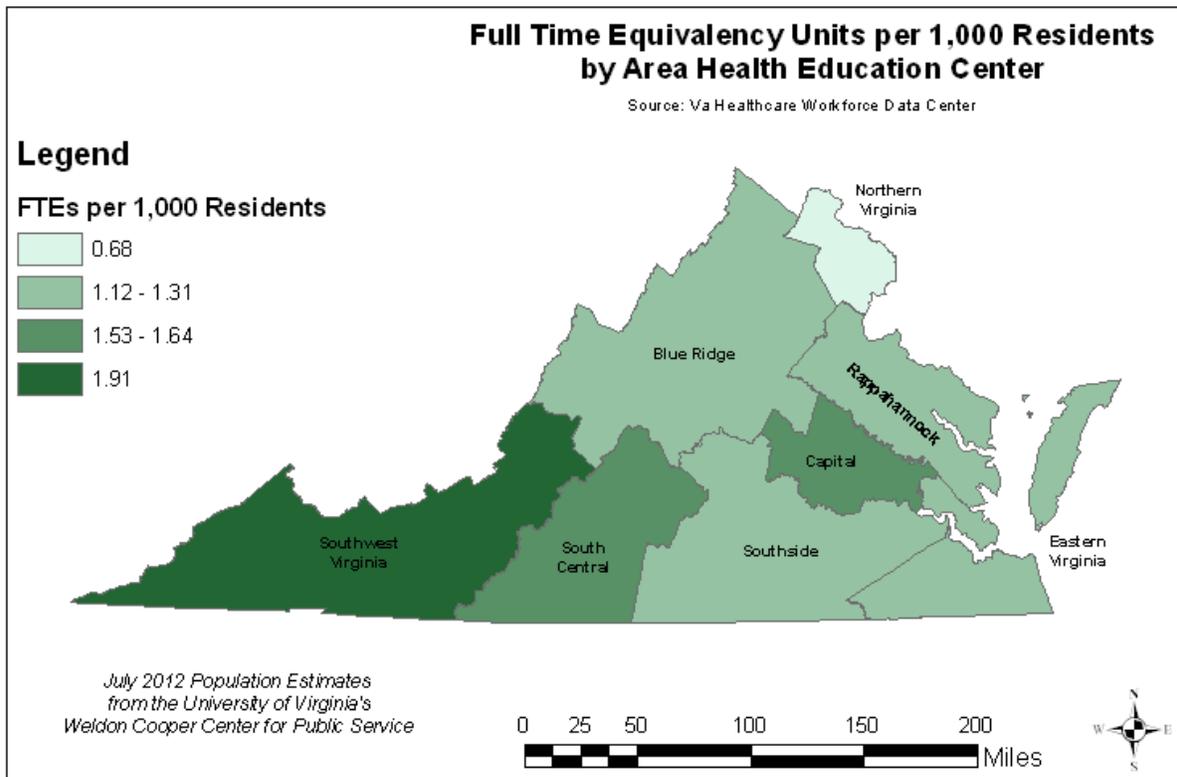
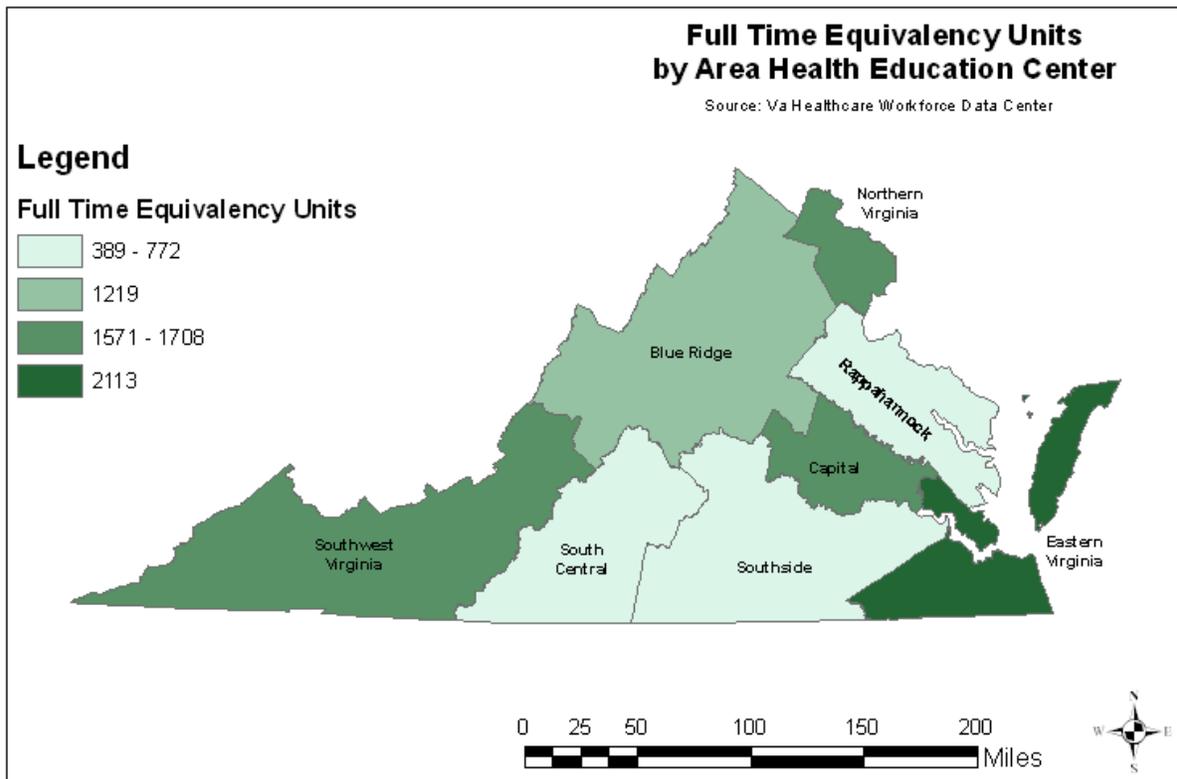
Source: Va. Healthcare Workforce Data Center

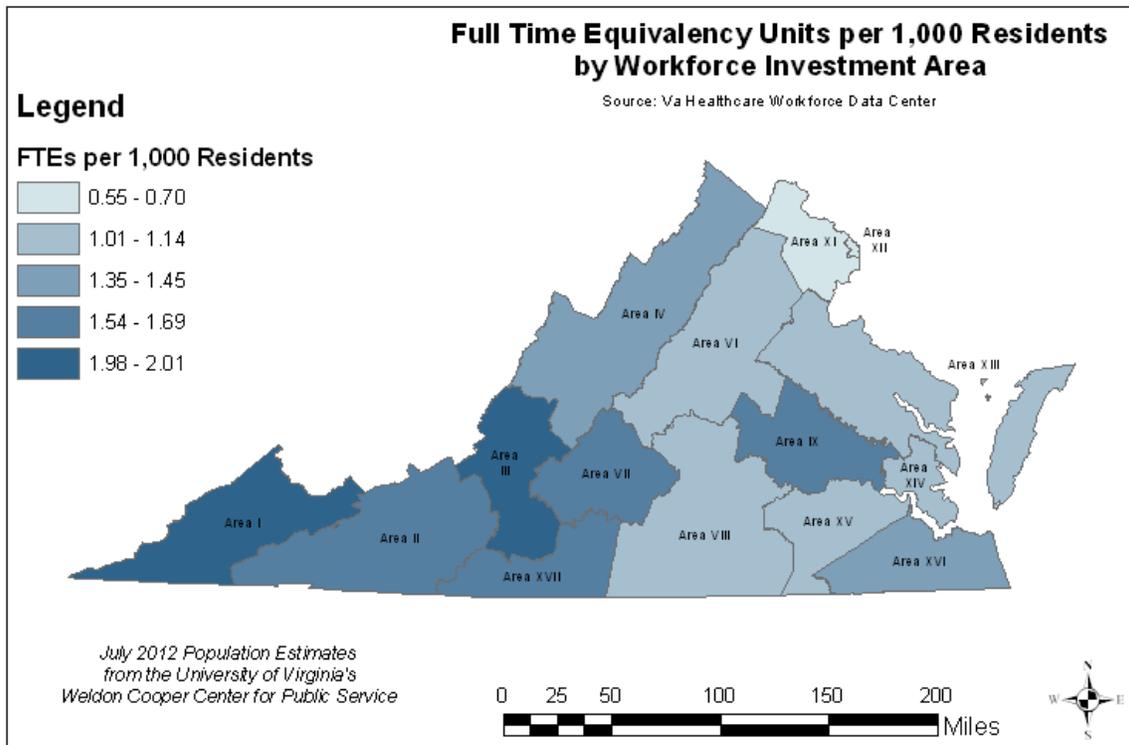
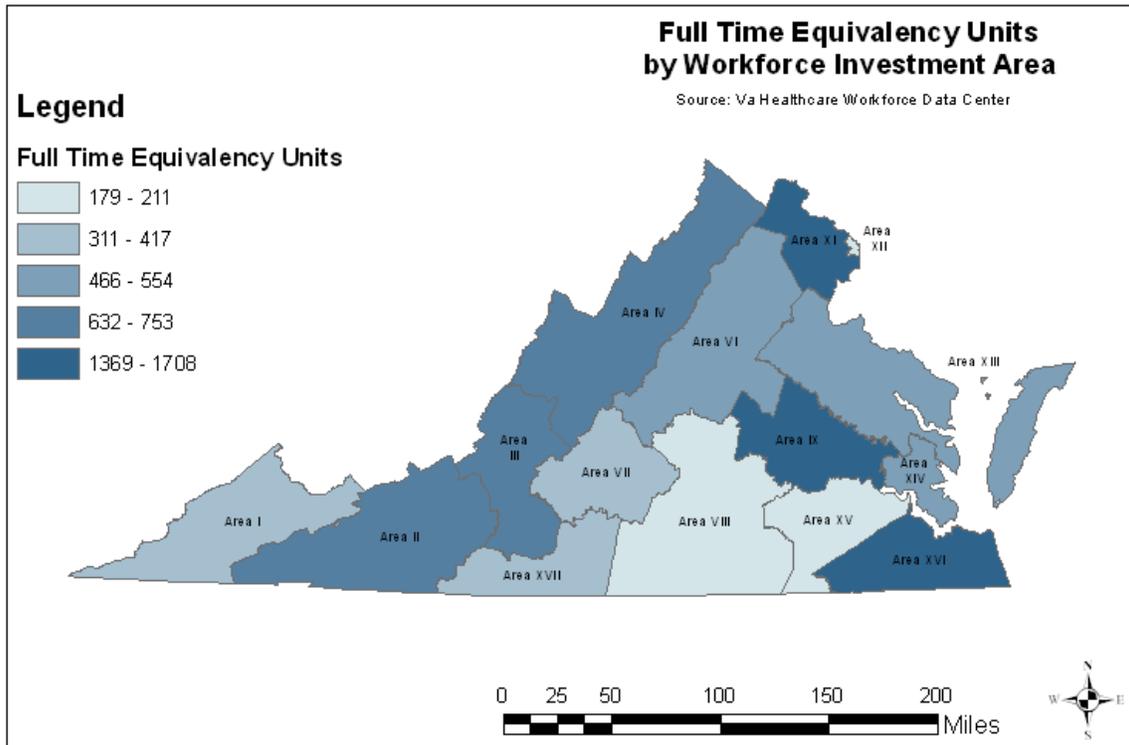


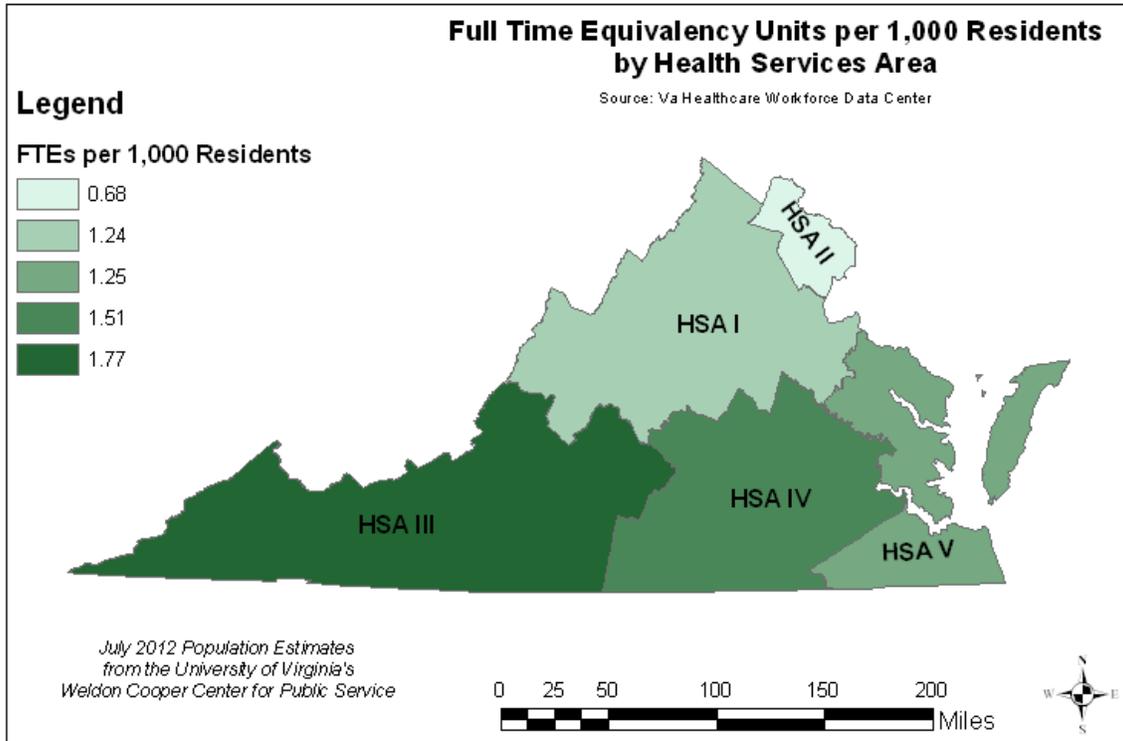
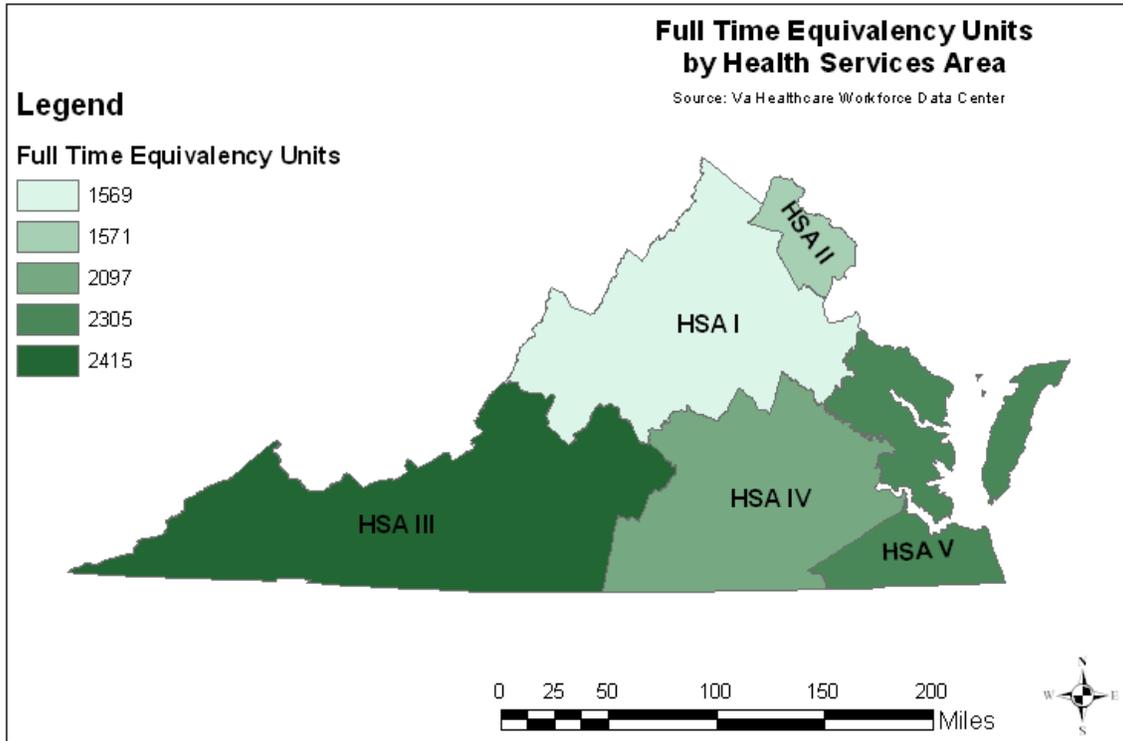
Source: Va. Healthcare Workforce Data Center

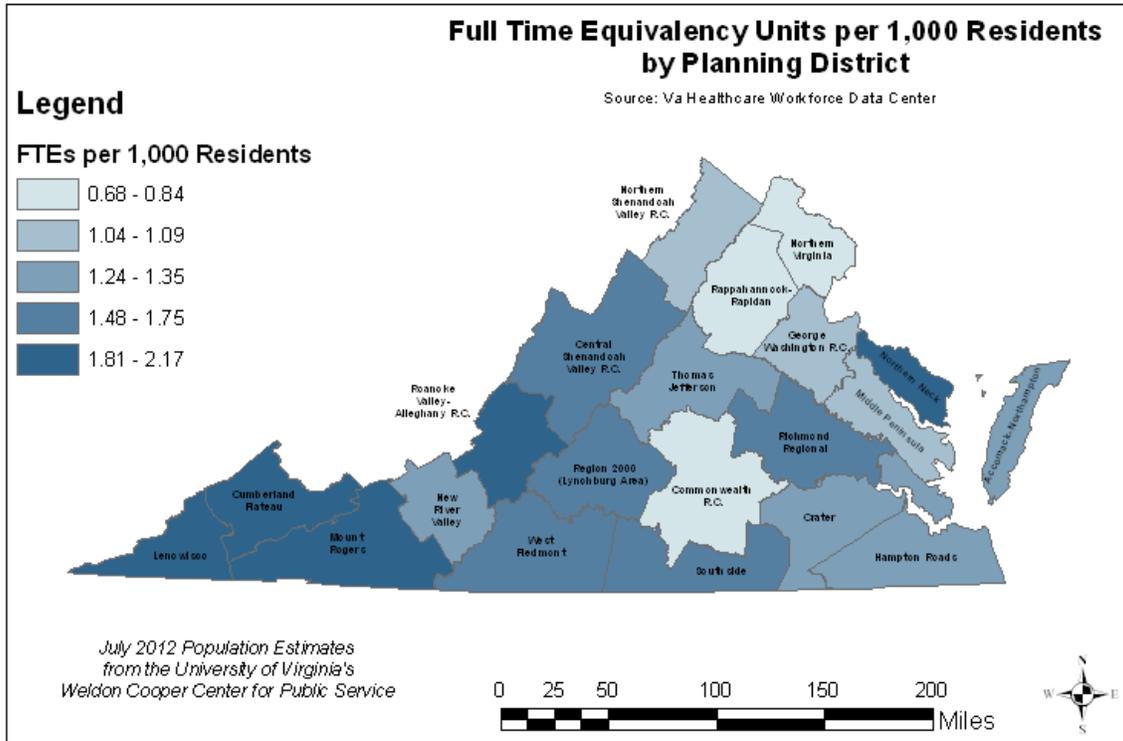
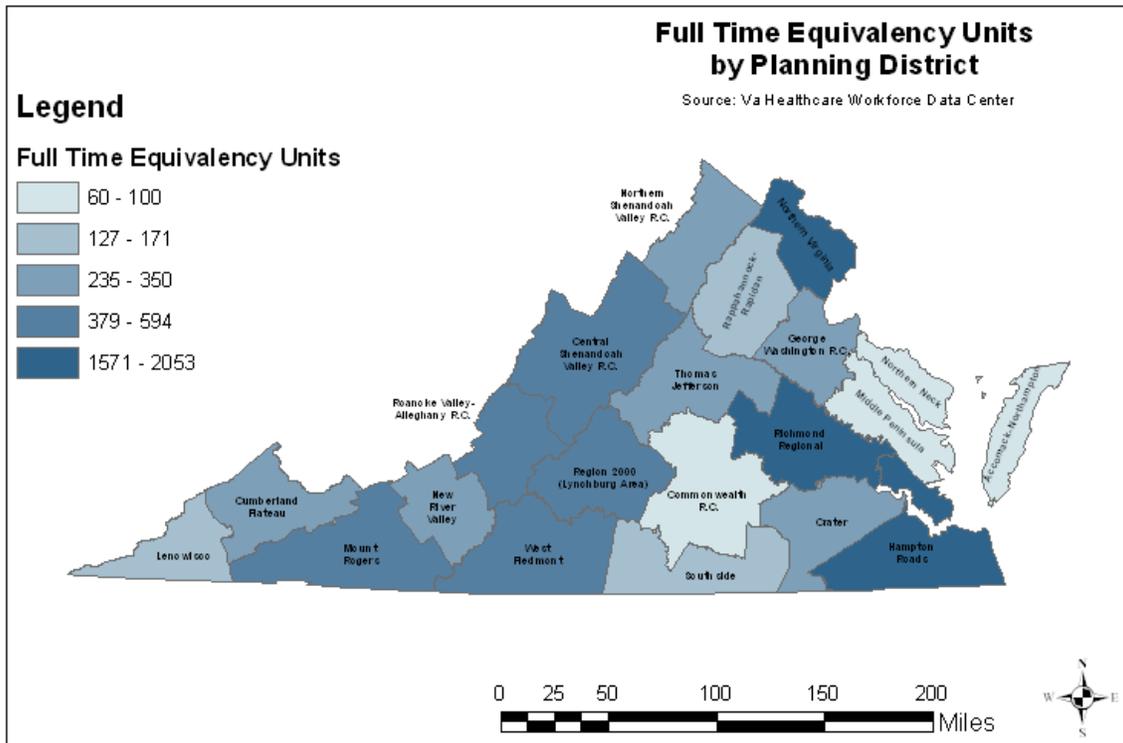
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	8,233	69.71%	1.43457	1.313001	1.590537
Metro, 250,000 to 1 million	1,308	76.38%	1.309309	1.198355	1.451657
Metro, 250,000 or less	1,336	72.31%	1.383023	1.265822	1.533385
Urban pop 20,000+, Metro adj	334	67.96%	1.471366	1.346678	1.631333
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	681	77.09%	1.297143	1.18722	1.438168
Urban pop, 2,500-19,999, nonadj	534	73.22%	1.365729	1.249994	1.514211
Rural, Metro adj	284	71.83%	1.392157	1.274182	1.543512
Rural, nonadj	241	73.03%	1.369318	1.253279	1.518191
Virginia border state/DC	448	58.04%	1.723077	1.577059	1.91041
Other US State	210	52.38%	1.909091	1.74731	2.116647

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	4,967	63.60%	1.572333	1.438168	2.116647
30 to 34	2,064	71.27%	1.403127	1.2834	1.888865
35 to 39	1,439	74.84%	1.336119	1.22211	1.79866
40 to 44	1,280	75.31%	1.327801	1.214502	1.787462
45 to 49	1,089	77.04%	1.297974	1.18722	1.74731
50 to 54	1,034	76.69%	1.303909	1.192649	1.7553
55 to 59	874	75.40%	1.326252	1.213085	1.785377
60 and Over	863	73.58%	1.359055	1.243089	1.829536

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:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Overall Response Rate: 0.705143

