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# *Virginia's Pharmacy Technician Workforce: 2018*

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Healthcare Workforce Data Center

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*More than 11,000 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 Pharmacy Technician Workforce: At a Glance:

## The Workforce

Licensees:	14,623
Virginia's Workforce:	13,678
FTEs:	10,441

## Background

Rural Childhood:	41%
HS Degree in VA:	75%
% Work Non-Metro:	14%

## Current Employment

Employed in Prof.:	80%
Hold 1 Full-time Job:	65%
Satisfied?:	90%

## Survey Response Rate

All Licensees:	76%
Renewing Practitioners:	98%

## Education

High School/GED:	58%
Associate Degree:	21%

## Job Turnover

Switched Jobs in 2018:	4%
Employed over 2 yrs:	53%

## Demographics

Female:	84%
Diversity Index:	59%
Median Age:	34

## Finances

Median Inc.:	\$25k-\$30k
Health Benefits:	62%
Under 40 w/ Ed debt:	50%

## Primary Roles

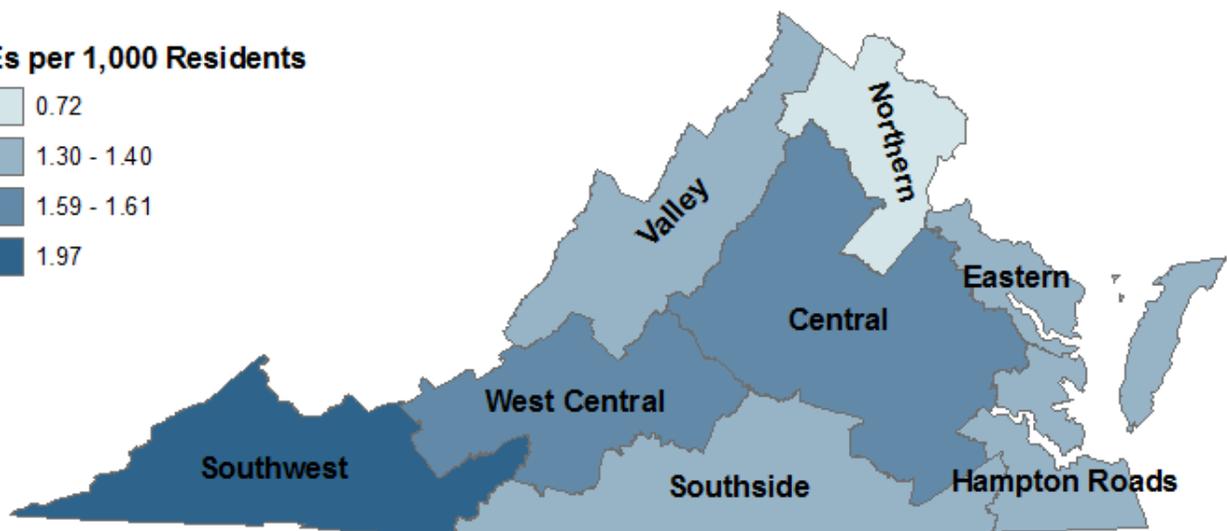
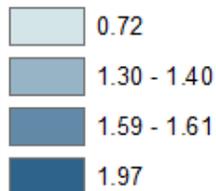
Medication Disp.:	60%
Administration:	5%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

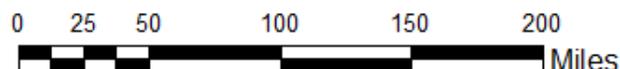
## Full Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017  
Source: U.S. Census Bureau, Population Division



## Results in Brief

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More than 11,000 pharmacy technicians voluntarily took part in the 2018 Pharmacy Technician 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 pharmacy technicians. These survey respondents represent 76% of the 14,623 pharmacy technicians who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 13,678 pharmacy technicians participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,441 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year.

More than four out of every five pharmacy technicians are female, and nearly two-thirds are under the age of 40. In a random encounter between two pharmacy technicians, there is a 59% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the pharmacy technician workforce slightly less diverse than the state's overall population, which has a diversity index of 56%. More than 40% of all pharmacy technicians grew up in a rural area, and 27% of these professionals currently work in non-metro areas of Virginia. In total, 14% of Virginia's pharmacy technician workforce work in non-metro areas of the state.

Four-fifths of all pharmacy technicians are currently employed in the profession, and nearly two-thirds have one full-time job. Nearly three-fourths of all pharmacy technicians work in the for-profit sector. In addition, more than one out of every three professionals work in large chain community pharmacies, the most of any establishment type in the state. Only 1% of pharmacy technicians have been involuntarily unemployed over the past year and another 4% have been underemployed. The median annual income for Virginia's pharmacy technician workforce is between \$25,000 and \$30,000. In addition, 79% receive at least one employer-sponsored benefit, including 62% who receive health insurance from their employer.

## Summary of Trends

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Since 2013, the total number of pharmacy technicians licensed in the state has increased by 3% (14,623 vs. 14,262). The response rate among these professionals has also increased (76% vs. 70%). Meanwhile, the size of the pharmacy technician workforce has grown by 2% (13,678 vs. 13,404). However, the number of FTEs provided by these professionals has actually decreased over the past six years (10,441 vs 10,703). With respect to the demographics of Virginia's pharmacy technicians, the diversity index of these professionals has increased since 2013 (59% vs 57%).

Although the percentage of pharmacy technicians who carry education debt has increased only slightly (39% vs 38%), the median size of this debt has increased considerably (\$16,000-\$18,000 vs. \$10,000-\$12,000). Pharmacy technicians are less likely to hold a PTCB certification (64% vs. 72%), but employers are more likely to require a certification as a condition for employment (49% vs. 39%). At the same time, employers are more likely to offer a pay raise for those who have a certification (43% vs. 30%). Regardless, pharmacy technicians are less likely to plan to pursue additional educational opportunities (21% vs. 26%).

Pharmacy technicians are more likely to hold one full-time job (65% vs 61%) and work between 40 and 49 hours per week (44% vs. 39%). Meanwhile, pharmacy technicians are slightly less likely to be involuntarily unemployed (1% vs. 2%) or underemployed (4% vs. 5%). The median annual income of pharmacy technicians has increased (\$25,000-\$30,000 vs. \$20,000-\$22,500) as well as the percentage of this workforce who receive additional benefits (79% vs. 74%). Although there was no change in the typical time allocation of a pharmacy technician, they were less likely to fulfill a medication dispensation role (60% vs. 64%) and more likely to serve an administrative role (5% vs. 3%). In addition, pharmacy technicians were less likely to work at a for-profit institution (74% vs. 76%) and more likely to work in the non-profit sector (16% vs. 13%).

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	10,849	74%
<b>New Licensees</b>	1,405	10%
<b>Non-Renewals</b>	2,369	16%
<b>All Licensees</b>	<b>14,623</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Nearly all renewing pharmacy technicians submitted a survey. These represent 76% of all pharmacy technicians who held a license at some point in 2018.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	1,666	3,353	67%
<b>30 to 34</b>	524	1,798	77%
<b>35 to 39</b>	364	1,433	80%
<b>40 to 44</b>	234	1,064	82%
<b>45 to 49</b>	185	1,053	85%
<b>50 to 54</b>	154	852	85%
<b>55 to 59</b>	141	725	84%
<b>60 and Over</b>	226	851	79%
<b>Total</b>	<b>3,494</b>	<b>11,129</b>	<b>76%</b>
<b>New Licenses</b>			
<b>Issued in 2018</b>	967	438	31%
<b>Metro Status</b>			
<b>Non-Metro</b>	419	1,663	80%
<b>Metro</b>	2,688	8,879	77%
<b>Not in Virginia</b>	387	587	60%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Pharmacy Tech.**

Number:	14,623
New:	10%
Not Renewed:	16%

**Survey Response Rates**

All Licensees:	76%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	11,129
<b>Response Rate, All Licensees</b>	76%
<b>Response Rate, Renewals</b>	98%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2018.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2018.
- 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 professionals newly licensed in 2018.

## At a Glance:

### Workforce

2018 Pharm. Tech. Workforce: 13,678  
 FTEs: 10,441

### Utilization Ratios

Licensees in VA Workforce: 94%  
 Licensees per FTE: 1.40  
 Workers per FTE: 1.31

Source: Va. Healthcare Workforce Data Center

## Definitions

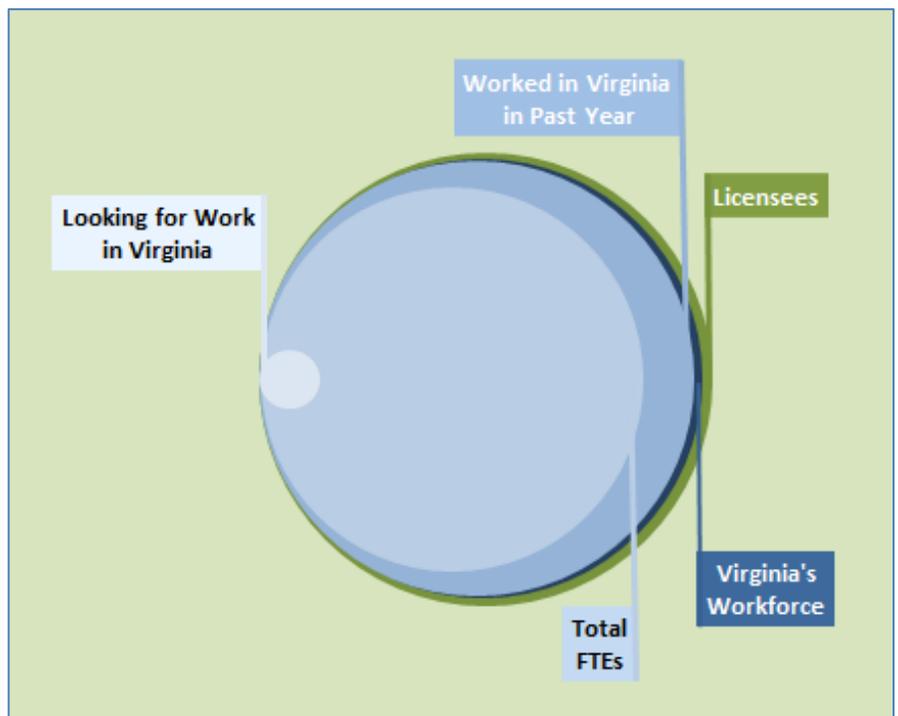
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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 Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,429	98%
Looking for Work in Virginia	249	2%
Virginia's Workforce	13,678	100%
Total FTEs	10,441	
Licensees	14,623	

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](http://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	809	19%	3,421	81%	4,231	36%
30 to 34	270	15%	1,593	86%	1,863	16%
35 to 39	188	14%	1,196	86%	1,384	12%
40 to 44	164	16%	851	84%	1,015	9%
45 to 49	107	11%	840	89%	946	8%
50 to 54	104	13%	691	87%	795	7%
55 to 59	83	12%	594	88%	677	6%
60 +	108	13%	707	87%	815	7%
<b>Total</b>	<b>1,833</b>	<b>16%</b>	<b>9,894</b>	<b>84%</b>	<b>11,727</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	63%	6,890	59%	4,077	54%
Black	19%	2,643	22%	1,818	24%
Asian	6%	1,038	9%	678	9%
Other Race	0%	149	1%	105	1%
Two or More Races	3%	413	4%	326	4%
Hispanic	9%	635	5%	484	6%
<b>Total</b>	<b>100%</b>	<b>11,768</b>	<b>100%</b>	<b>7,488</b>	<b>100%</b>

\* 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, 2017.

Source: Va. Healthcare Workforce Data Center

*Among pharmacy technicians who are under the age of 40, 83% are female. In addition, the diversity index among those professionals who are under the age of 40 is 63%.*

### At a Glance:

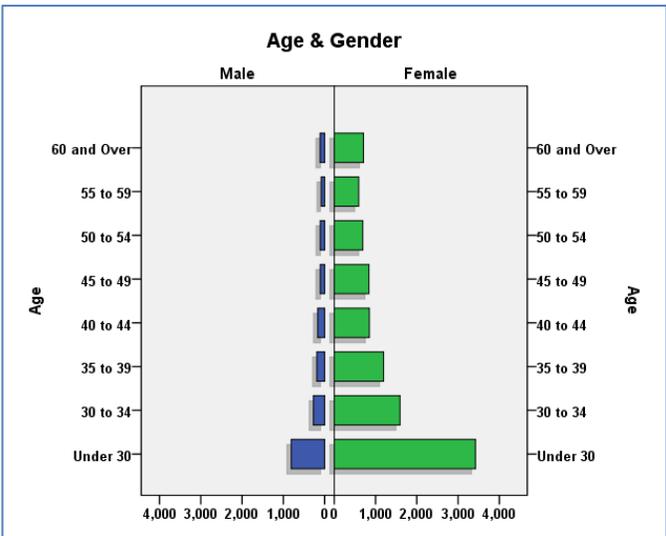
**Gender**  
 % Female: 84%  
 % Under 40 Female: 83%

**Age**  
 Median Age: 34  
 % Under 40: 64%  
 % 55+: 13%

**Diversity**  
 Diversity Index: 59%  
 Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two professionals, there is a 59% 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%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 20%  
 Rural Childhood: 41%

### Virginia Background

HS in Virginia: 75%  
 HS in Va., Past 5 Years: 74%

### Location Choice

% Work Non-Metro: 14%  
 % Rural to Non-Metro: 27%  
 % Urban/Suburban to Non-Metro: 5%

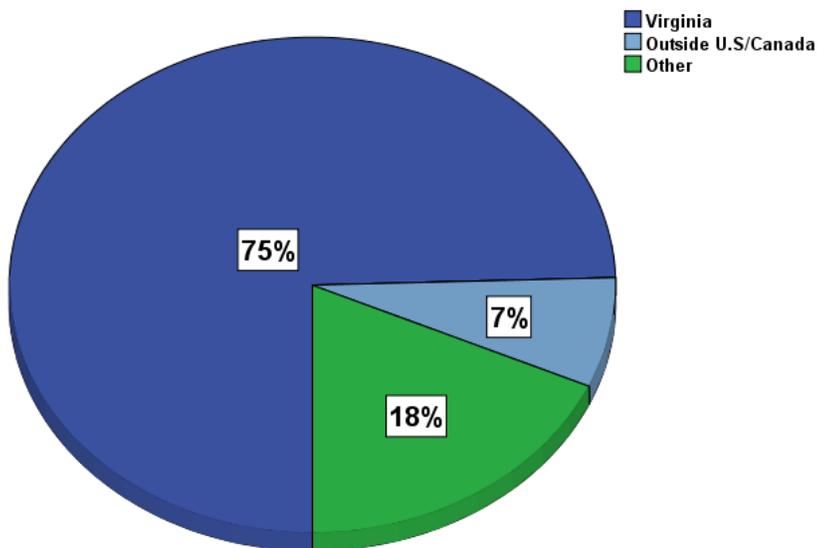
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	25%	49%	26%
2	Metro, 250,000 to 1 Million	59%	31%	10%
3	Metro, 250,000 or Less	62%	29%	9%
<b>Non-Metro Counties</b>				
4	Urban Pop 20,000+, Metro Adjacent	64%	21%	15%
6	Urban pop, 2,500-19,999, Metro Adjacent	80%	13%	7%
7	Urban pop, 2,500-19,999, Non-Adjacent	90%	6%	4%
8	Rural, Metro Adjacent	77%	16%	8%
9	Rural, Non-Adjacent	73%	22%	5%
<b>Overall</b>		<b>41%</b>	<b>40%</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

## High School Location



Source: Va. Healthcare Workforce Data Center

*More than two out of every five pharmacy technicians grew up in self-described rural areas, and 27% of these professionals currently work in non-metro counties. Overall, 14% of Virginia's pharmacy technician workforce is employed in non-metro areas of the state.*

## Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	8,651	Virginia	3,641
2	Outside U.S./Canada	833	Outside U.S./Canada	318
3	New York	202	North Carolina	89
4	North Carolina	185	Maryland	86
5	Maryland	161	New York	82
6	West Virginia	146	Pennsylvania	64
7	Florida	142	Florida	62
8	Pennsylvania	141	West Virginia	59
9	New Jersey	121	New Jersey	52
10	California	109	California	47

Source: Va. Healthcare Workforce Data Center

*Three-fourths of Virginia's pharmacy technician workforce received their high school diploma in Virginia. Among those pharmacy technicians who received their initial license in the past five years, 74% also received their high school degree in the state.*

*Among all Virginia's licensed pharmacy technicians, only 6% did not participate in the state's workforce in 2018. However, 82% of these professionals worked at some point in the past year, including 61% who currently work as pharmacy technicians.*

### At a Glance:

#### Not in VA Workforce

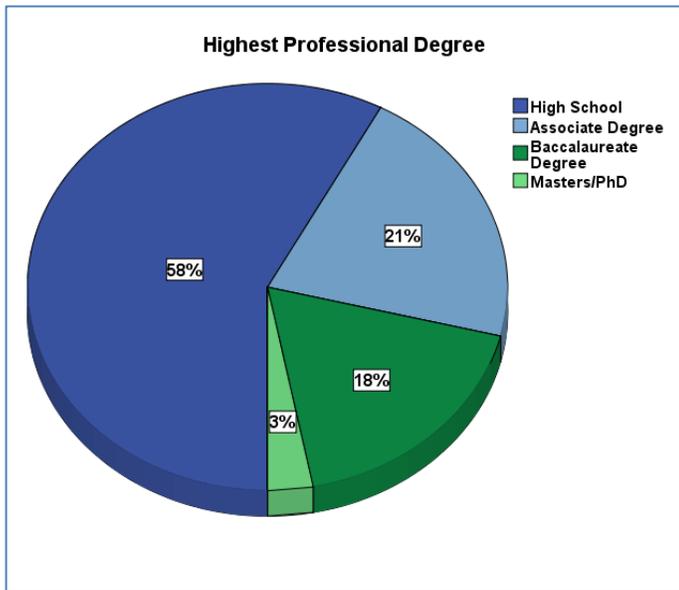
Total:	942
% of Licensees:	6%
Federal/Military:	4%
VA Border State/DC:	38%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Professional Degree		
Degree	#	%
High School/GED	6,650	58%
Associate	2,422	21%
Baccalaureate	2,079	18%
Masters	320	3%
PhD	31	0%
<b>Total</b>	<b>11,503</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Nearly 40% of all pharmacy technicians currently carry education debt, including one-half of those under the age of 40. For those with education debt, the median amount is between \$16,000 and \$18,000.*

## At a Glance:

**Education**  
 High School/GED: 58%  
 Associate Degree: 21%

**Educational Debt**  
 Carry Debt: 39%  
 Under Age 40 w/ Debt: 50%  
 Median Debt: \$16k-\$18k

Source: Va. Healthcare Workforce Data Center

*Nearly three out of every five pharmacy technicians hold either a high school degree or a GED as their highest professional degree.*

Educational Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
<b>None</b>	5,669	61%	2,946	50%
<b>Less Than \$10,000</b>	1,205	13%	986	17%
<b>\$10,000-\$19,999</b>	797	9%	674	11%
<b>\$20,000-\$29,999</b>	611	7%	501	8%
<b>\$30,000 or More</b>	1,046	11%	836	14%
<b>Total</b>	<b>9,328</b>	<b>100%</b>	<b>5,943</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Certifications

PTCB:	64%
ExCPT:	9%
Total w/ Cert.:	73%

### Nat'l Certifications

Required:	49%
Pay Raise w/ Cert.:	43%

Source: Va. Healthcare Workforce Data Center

## Professional Certifications

Certification	#	% of Workforce
<b>Pharmacy Technician Certification (PTCB)</b>	8,799	64%
<b>Exam for Certification of Pharmacy Technicians (ExCPT)</b>	1,200	9%
<b>Total</b>	<b>9,999</b>	<b>73%</b>

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of Virginia's pharmacy technician workforce hold a professional certification, including 64% who have a Pharmacy Technician Certification (PTCB).

Nearly half of all pharmacy technicians work for an employer that requires a national certification as a condition of employment. In addition, 43% of employers offer a pay raise for those pharmacy technicians that have earned a national certification.

## National Certifications

Required for Employment?	#	%
<b>Yes</b>	5,578	49%
<b>No</b>	5,719	51%
Pay Raise with Certification?	#	%
<b>Yes</b>	4,198	43%
<b>No</b>	4,536	47%
<b>No Certification Held</b>	1,010	10%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 80%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 65%  
2 or More Positions: 9%

### Weekly Hours:

40 to 49: 44%  
60 or more: 3%  
Less than 30: 17%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	16	< 1%
Employed in a Pharmacy Technician-Related Capacity	9,206	80%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,785	16%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	107	1%
Voluntarily Unemployed	302	3%
Retired	63	1%
<b>Total</b>	<b>11,479</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Four-fifths of Virginia's pharmacy technicians are currently employed in the profession, while only 1% are involuntarily unemployed at the moment. In addition, 65% of all pharmacy technicians currently hold one full-time job, and 44% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	472	4%
One Part-Time Position	2,368	21%
Two Part-Time Positions	209	2%
One Full-Time Position	7,383	65%
One Full-Time Position & One Part-Time Position	789	7%
Two Full-Time Positions	30	0%
More than Two Positions	39	0%
<b>Total</b>	<b>11,290</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	472	4%
1 to 9 Hours	362	3%
10 to 19 Hours	582	5%
20 to 29 Hours	936	9%
30 to 39 Hours	3,012	27%
40 to 49 Hours	4,878	44%
50 to 59 Hours	396	4%
60 to 69 Hours	159	1%
70 to 79 Hours	82	1%
80 or More Hours	127	1%
<b>Total</b>	<b>11,006</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	127	2%
<b>Less than \$10,000</b>	580	11%
<b>\$10,000-\$14,999</b>	386	7%
<b>\$15,000-\$19,999</b>	396	8%
<b>\$20,000-\$24,999</b>	731	14%
<b>\$25,000-\$29,999</b>	704	14%
<b>\$30,000-\$34,999</b>	837	16%
<b>\$35,000-\$39,999</b>	539	10%
<b>\$40,000-\$44,999</b>	390	8%
<b>\$45,000-\$49,999</b>	251	5%
<b>\$50,000 or more</b>	288	6%
<b>Total</b>	<b>5,227</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Annual Income**  
Median Income: \$25k-30k

**Benefits**  
Employer Health Ins.: 62%  
Employer Retirement: 55%

**Satisfaction**  
Satisfied: 90%  
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	5,483	49%
<b>Somewhat Satisfied</b>	4,657	41%
<b>Somewhat Dissatisfied</b>	786	7%
<b>Very Dissatisfied</b>	328	3%
<b>Total</b>	<b>11,254</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical pharmacy technician earns between \$25,000 and \$30,000 per year. Among pharmacy technicians who receive either an hourly wage or a salary as compensation at their primary work location, 56% receive health insurance and 50% have access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Leave</b>	5,794	63%	56%
<b>Health Insurance</b>	5,704	62%	56%
<b>Dental Insurance</b>	5,461	59%	53%
<b>Retirement</b>	5,106	55%	50%
<b>Group Life Insurance</b>	3,216	35%	32%
<b>Signing/Retention Bonus</b>	329	4%	3%
<b>Received At Least One Benefit</b>	<b>7,284</b>	<b>79%</b>	<b>71%</b>

\*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?	168	1%
Experience Voluntary Unemployment?	401	3%
Work Part-time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	544	4%
Work Two or More Positions at the Same Time?	1,466	11%
Switch Employers or Practices?	602	4%
<b>Experienced At Least One</b>	<b>2,626</b>	<b>19%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of pharmacy technicians were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 3.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	300	3%	241	11%
Less than 6 Months	975	9%	295	14%
6 Months to 1 Year	1,085	10%	263	13%
1 to 2 Years	2,628	25%	408	19%
3 to 5 Years	2,508	24%	404	19%
6 to 10 Years	1,269	12%	231	11%
More than 10 Years	1,829	17%	254	12%
<b>Subtotal</b>	<b>10,593</b>	<b>100%</b>	<b>2,096</b>	<b>100%</b>
Did Not Have Location	657		11,298	
Item Missing	2,428		285	
<b>Total</b>	<b>13,678</b>		<b>13,678</b>	

Source: Va. Healthcare Workforce Data Center

*More than 90% of pharmacy technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience 2018**

Involuntarily Unemployed: 1%  
Underemployed: 4%

**Turnover & Tenure**

Switched: 4%  
New Location: 25%  
Over 2 years: 53%  
Over 2 yrs, 2<sup>nd</sup> location: 42%

**Employment Type**

Hourly Wage: 91%

Source: Va. Healthcare Workforce Data Center

*More than half of all pharmacy technicians have worked at their primary location for more than two years.*

Employment Type		
Primary Work Site	#	%
Hourly Wage	9,177	91%
Salary/ Commission	730	7%
By Contract/Per Diem	59	1%
Unpaid	55	1%
Business/ Practice Income	19	0%
<b>Subtotal</b>	<b>10,041</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate from December 2018 was still preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	25%
Top 3 Regions:	67%
Lowest Region:	2%

### Locations

2 or more (Past Year):	22%
2 or more (Now*):	18%

Source: Va. Healthcare Workforce Data Center

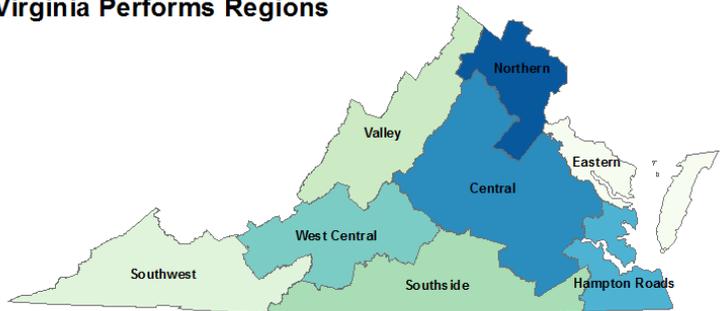
*Two-thirds of all pharmacy technicians work in either Central Virginia, Hampton Roads, or Northern Virginia.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,618	25%	540	24%
Eastern	223	2%	44	2%
Hampton Roads	2,259	22%	536	24%
Northern	2,155	21%	474	21%
Southside	457	4%	91	4%
Southwest	764	7%	121	5%
Valley	705	7%	131	6%
West Central	1,248	12%	226	10%
Virginia Border State/DC	34	0%	39	2%
Other US State	26	0%	31	1%
Outside of the US	3	0%	9	0%
<b>Total</b>	<b>10,492</b>	<b>100%</b>	<b>2,242</b>	<b>100%</b>
<b>Item Missing</b>	<b>2,530</b>		<b>139</b>	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



*Nearly one in five pharmacy technicians currently have multiple work locations, while 22% have had multiple work locations at some point over the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	246	2%	463	4%
1	8,201	76%	8,439	78%
2	1,432	13%	1,171	11%
3	750	7%	649	6%
4	63	1%	36	0%
5	35	0%	19	0%
6 or More	69	1%	19	0%
<b>Total</b>	<b>10,796</b>	<b>100%</b>	<b>10,796</b>	<b>100%</b>

\*At the time of survey completion, December 2018.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	7,350	74%	1,404	73%
<b>Non-Profit</b>	1,543	16%	280	15%
<b>State/Local Government</b>	689	7%	172	9%
<b>Veterans Administration</b>	55	1%	5	0%
<b>U.S. Military</b>	182	2%	34	2%
<b>Other Federal Gov't</b>	132	1%	36	2%
<b>Total</b>	<b>9,951</b>	<b>100%</b>	<b>1,931</b>	<b>100%</b>
<b>Did Not Have Location</b>	657		11,298	
<b>Item Missing</b>	3,070		450	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

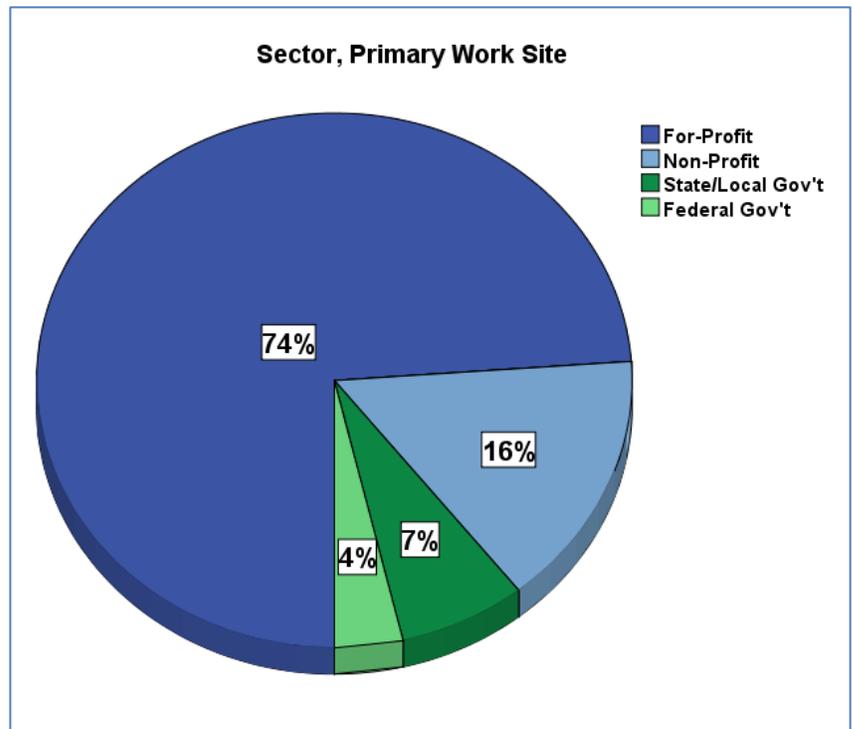
For Profit:	74%
Federal:	4%

**Top Establishments**

Large Chain Pharmacy: (11+ Stores)	34%
Hospital/Health System: (Inpatient)	15%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of Virginia's pharmacy technicians work in the private sector, including 74% who work in a for-profit establishment. Another 7% of pharmacy technicians work for a state or local government.



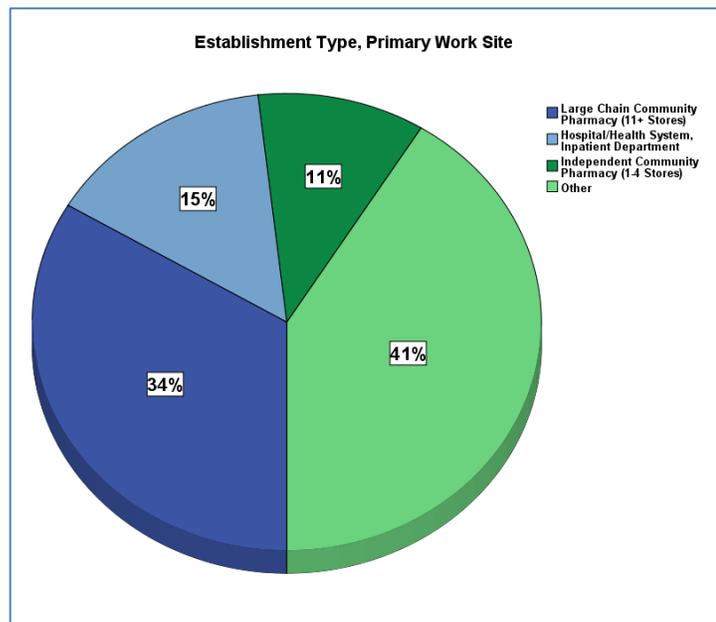
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	3,293	34%	639	34%
Hospital/Health System, Inpatient Department	1,439	15%	223	12%
Independent Community Pharmacy (1-4 Stores)	1,046	11%	166	9%
Supermarket Pharmacy	775	8%	118	6%
Hospital/Health System, Outpatient Department	568	6%	78	4%
Nursing Home/Long-Term Care	458	5%	62	3%
Mass Merchandiser (i.e. Big Box Store)	411	4%	87	5%
Clinic-Based Pharmacy	268	3%	62	3%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	229	2%	26	1%
Home Health/Infusion	142	1%	30	2%
Mail Service Pharmacy	94	1%	23	1%
Small Chain Community Pharmacy (5-10 Stores)	94	1%	22	1%
Academic Institution	71	1%	49	3%
Wholesale Distributor	37	0%	14	1%
Manufacturer	35	0%	7	0%
Other	860	9%	287	15%
<b>Total</b>	<b>9,820</b>	<b>100%</b>	<b>1,893</b>	<b>100%</b>
<b>Did Not Have Location</b>	<b>657</b>		<b>11,298</b>	

*More than one-third of all pharmacy technicians in Virginia work in a large chain community pharmacy, the most of any establishment type in the state.*

Source: Va. Healthcare Workforce Data Center

*For pharmacy technicians who also have a secondary work location, 34% are employed by large chain community pharmacies.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Medication Disp.: 70%-79%  
Administration: 1%-9%  
Teaching: 1%-9%

### Roles

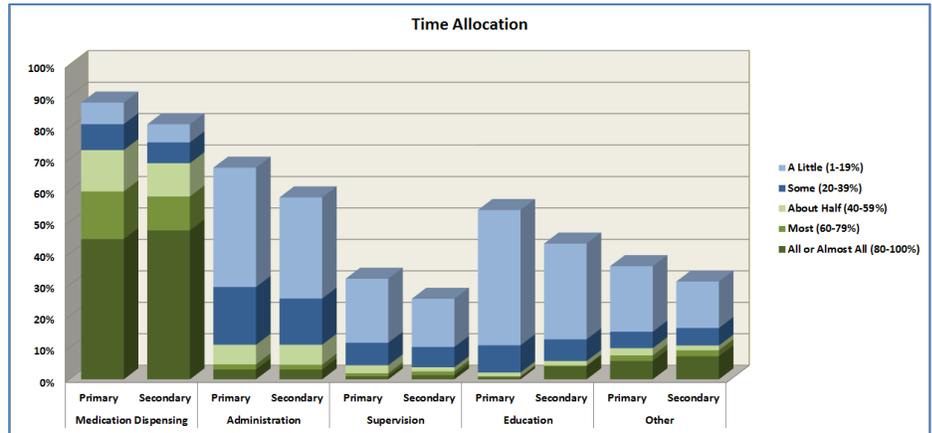
Medication Disp.: 60%  
Administration: 5%  
Supervision: 2%  
Education: 1%

### Patient Care Pharm. Techs.

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

*Three out of every five pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.*

Time Allocation											
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other		
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	
<b>All or Almost All (80-100%)</b>	45%	47%	3%	3%	1%	1%	1%	4%	6%	7%	
<b>Most (60-79%)</b>	15%	11%	2%	2%	1%	1%	0%	0%	2%	2%	
<b>About Half (40-59%)</b>	13%	11%	6%	6%	3%	1%	1%	1%	2%	2%	
<b>Some (20-39%)</b>	8%	7%	18%	15%	7%	6%	9%	7%	5%	6%	
<b>A Little (1-19%)</b>	7%	6%	38%	32%	20%	15%	43%	30%	21%	15%	
<b>None (0%)</b>	12%	19%	33%	42%	68%	74%	46%	57%	64%	69%	

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under Age 50</b>	2,187	24%	-	-
<b>50 to 54</b>	408	5%	20	1%
<b>55 to 59</b>	582	7%	107	6%
<b>60 to 64</b>	1,387	16%	413	23%
<b>65 to 69</b>	2,199	25%	761	43%
<b>70 to 74</b>	592	7%	230	13%
<b>75 to 79</b>	164	2%	41	2%
<b>80 or over</b>	120	1%	29	2%
<b>I Do Not Intend to Retire</b>	1,306	15%	188	11%
<b>Total</b>	<b>8,946</b>	<b>100%</b>	<b>1,789</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Pharmacy Technicians**

Under 65: 51%

Under 60: 36%

**Pharm. Tech. 50 and Over**

Under 65: 30%

Under 60: 7%

**Time Until Retirement**

Within 2 Years: 4%

Within 10 Years: 13%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*More than half of all pharmacy technicians expect to retire by the age of 65. Among pharmacy technicians who are age 50 and over, 30% still expect to retire by the age of 65.*

*Within the next two years, 21% of all pharmacy technicians expect to pursue additional educational opportunities, and 7% want to increase their patient care hours.*

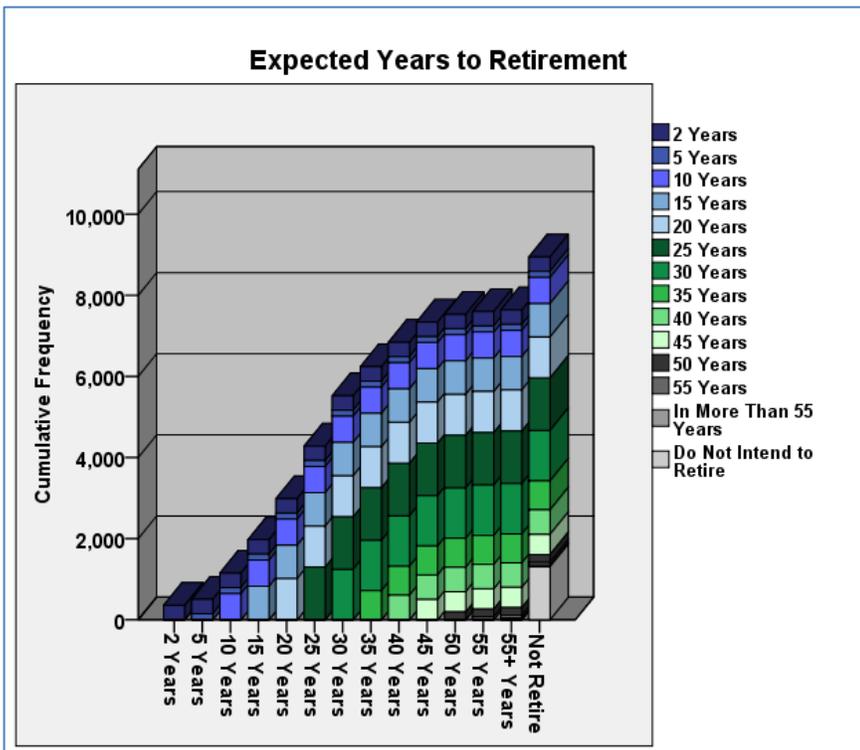
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	1,114	8%
<b>Leave Virginia</b>	514	4%
<b>Decrease Patient Care Hours</b>	186	1%
<b>Decrease Teaching Hours</b>	116	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	959	7%
<b>Increase Teaching Hours</b>	702	5%
<b>Pursue Additional Education</b>	2,835	21%
<b>Return to Virginia's Workforce</b>	139	1%

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 to retire in the next two years, while 13% plan to retire within the next ten years. Half of the current workforce expect to retire by 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
<b>2 Years</b>	356	4%	4%
<b>5 Years</b>	148	2%	6%
<b>10 Years</b>	645	7%	13%
<b>15 Years</b>	825	9%	22%
<b>20 Years</b>	1,013	11%	33%
<b>25 Years</b>	1,295	14%	48%
<b>30 Years</b>	1,242	14%	62%
<b>35 Years</b>	715	8%	70%
<b>40 Years</b>	603	7%	76%
<b>45 Years</b>	498	6%	82%
<b>50 Years</b>	191	2%	84%
<b>55 Years</b>	71	1%	85%
<b>In More Than 55 Years</b>	39	0%	85%
<b>Do Not Intend to Retire</b>	1,306	15%	100%
<b>Total</b>	<b>8,946</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2038. Retirement will peak at 14% of the current workforce between 2043 and 2048 before declining to below 10% of the current workforce again around 2053.

## At a Glance:

### FTEs

Total: 10,441  
 FTEs/1,000 Residents<sup>2</sup>: 1.233  
 Average: 0.80

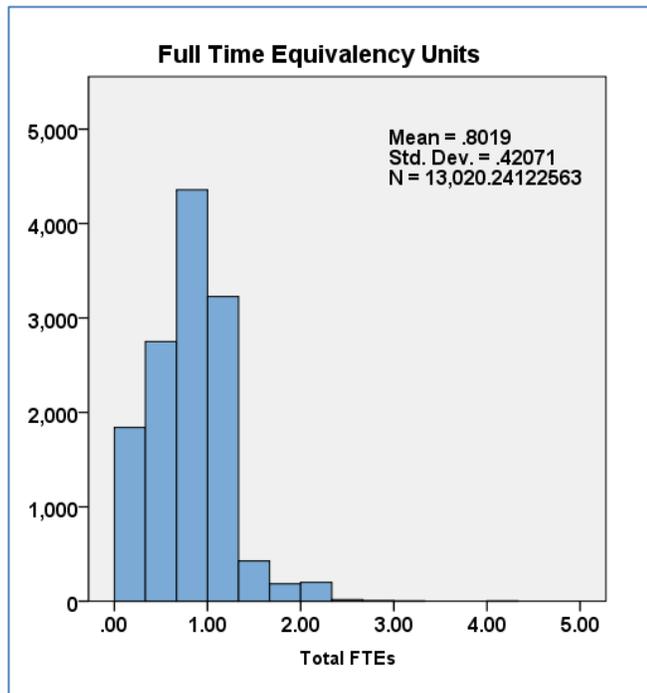
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Small  
 Gender, Partial Eta<sup>3</sup>: None

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

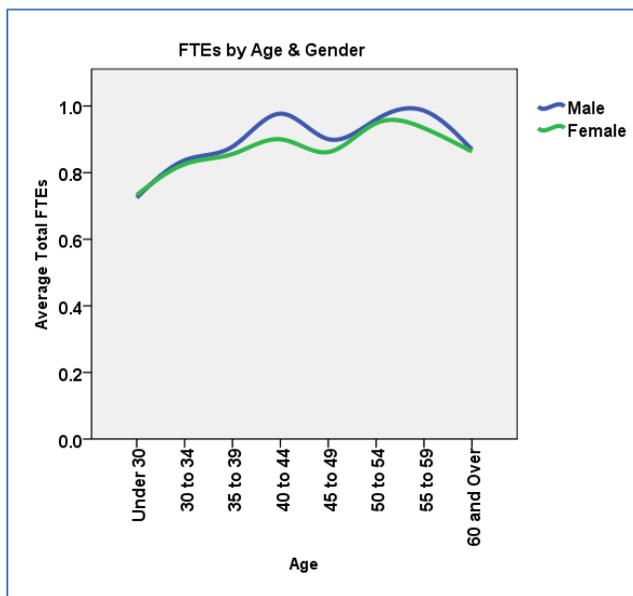


Source: Va. Healthcare Workforce Data Center

*The typical pharmacy technician provided 0.83 FTEs in 2018, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
	Average	Median
<b>Age</b>		
Under 30	0.72	0.68
30 to 34	0.80	0.81
35 to 39	0.84	0.83
40 to 44	0.88	0.90
45 to 49	0.78	0.83
50 to 54	0.93	0.93
55 to 59	0.91	0.90
60 and Over	0.86	0.85
<b>Gender</b>		
Male	0.82	0.92
Female	0.82	0.89

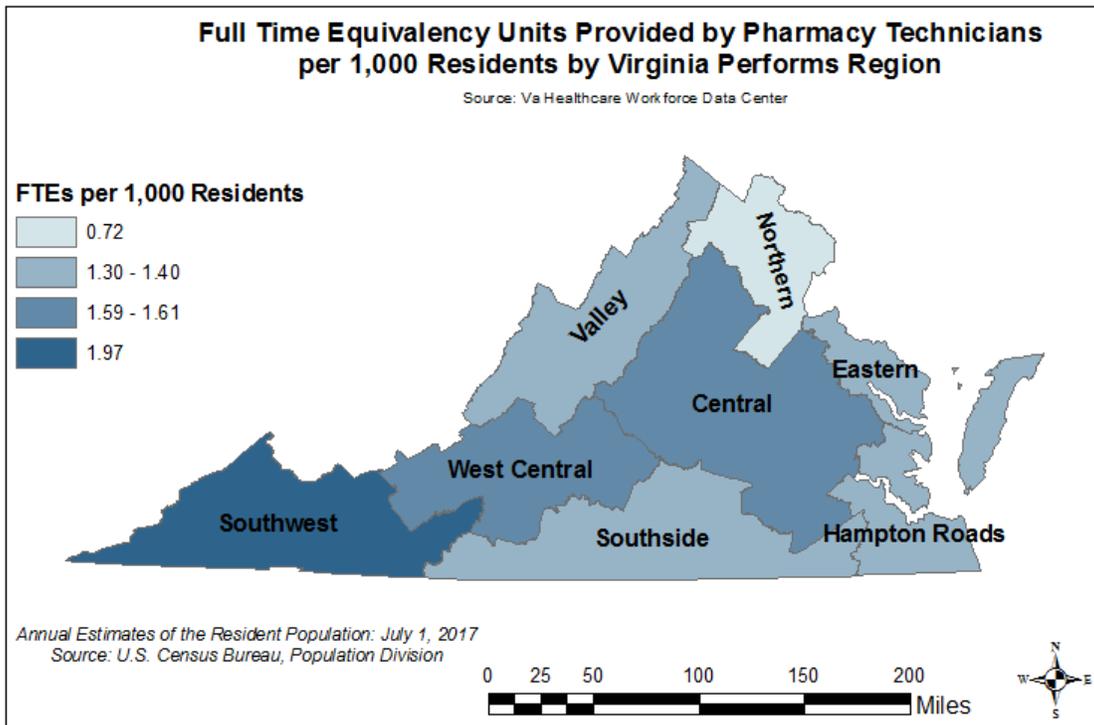
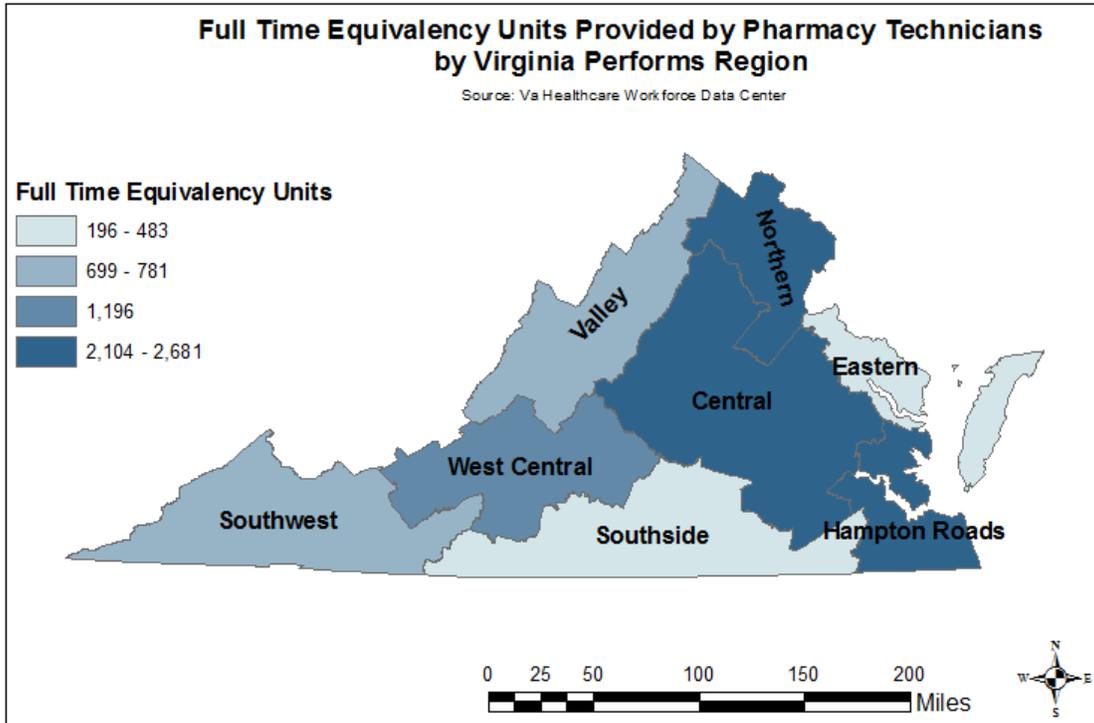
Source: Va. Healthcare Workforce Data Center

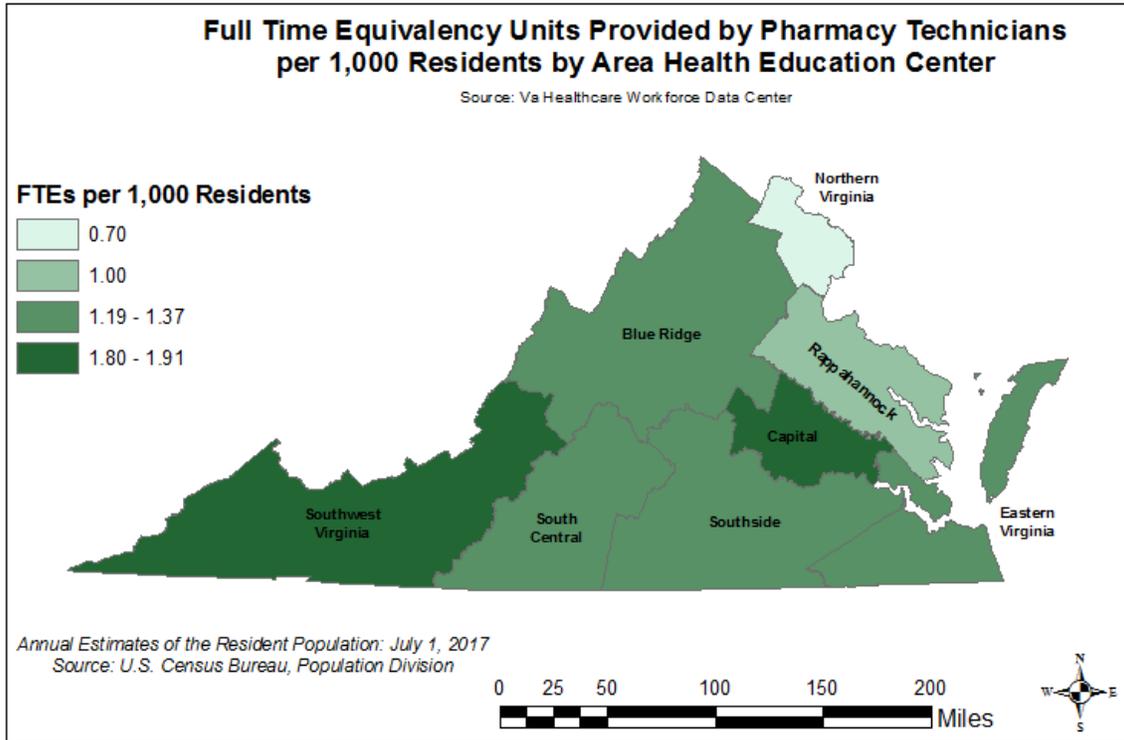
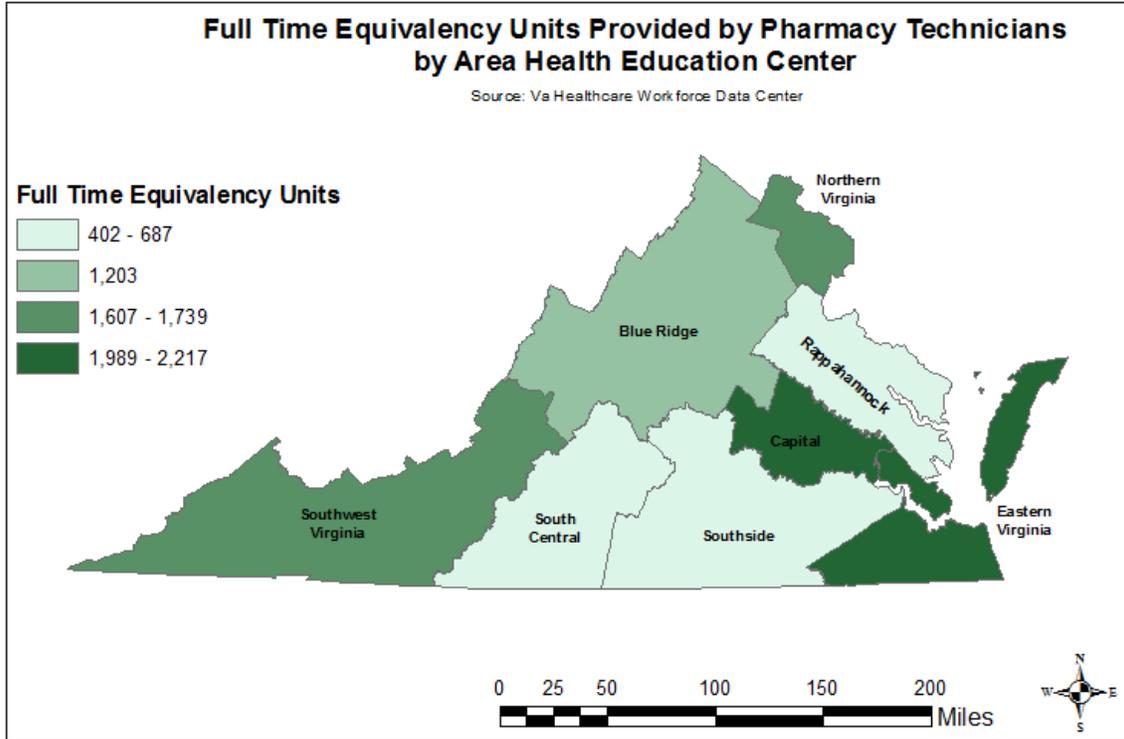


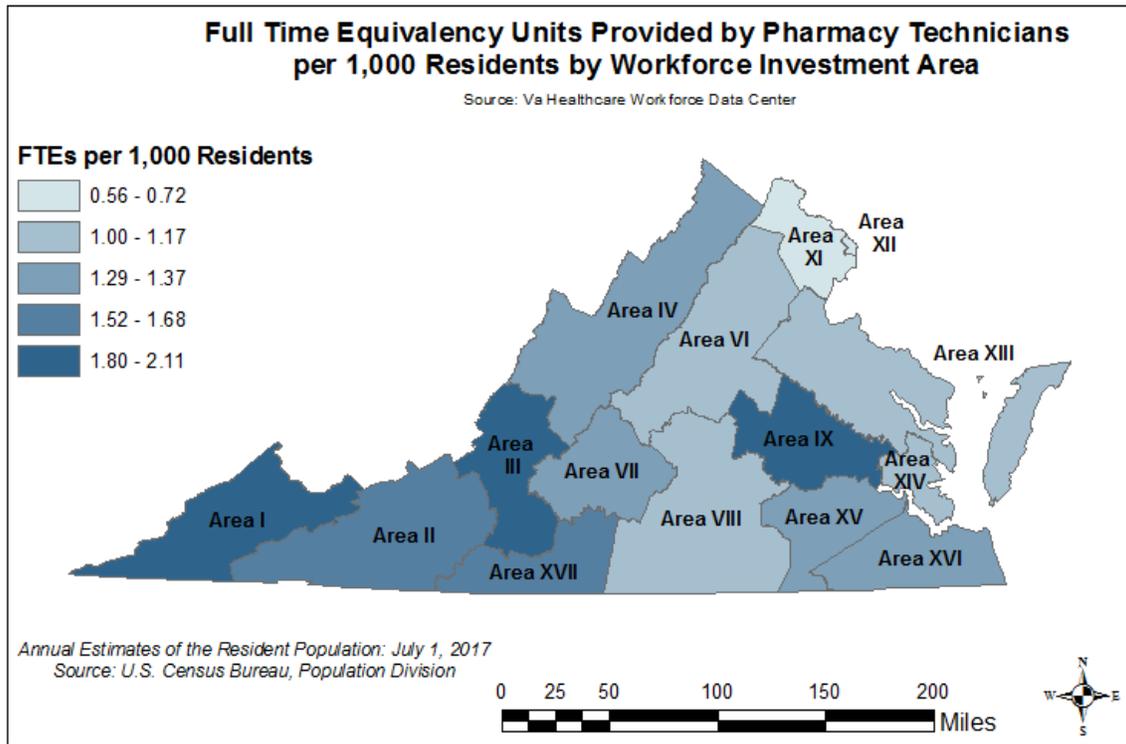
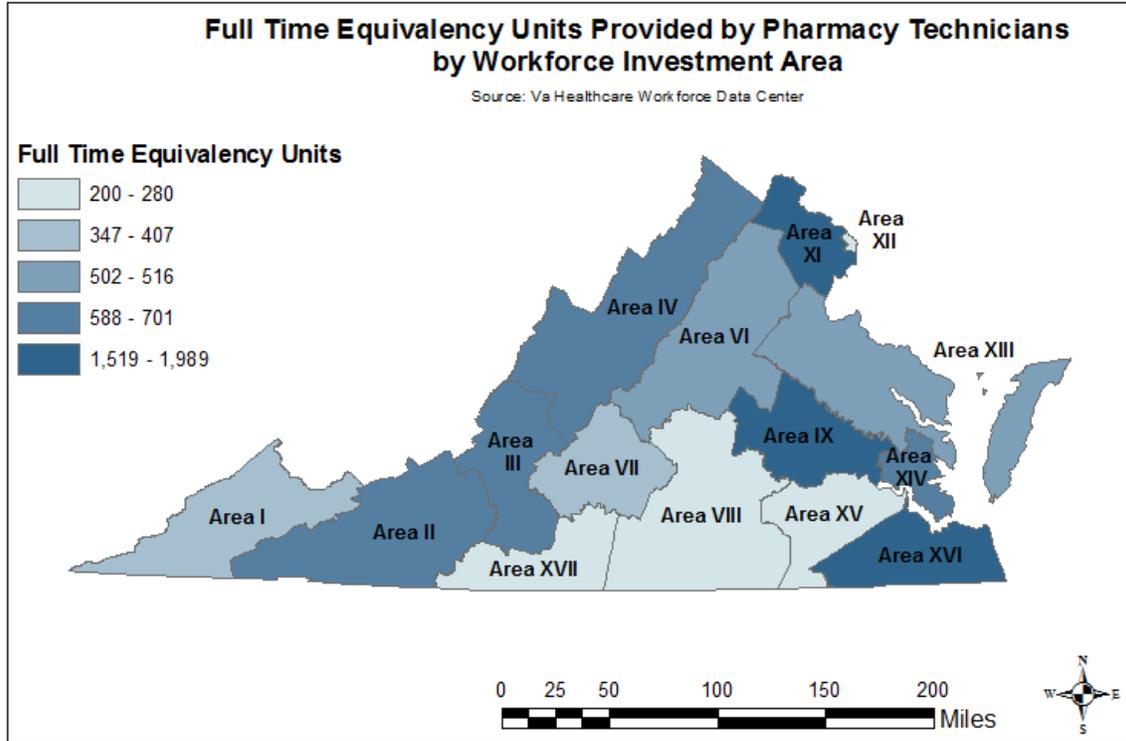
Source: Va. Healthcare Workforce Data Center

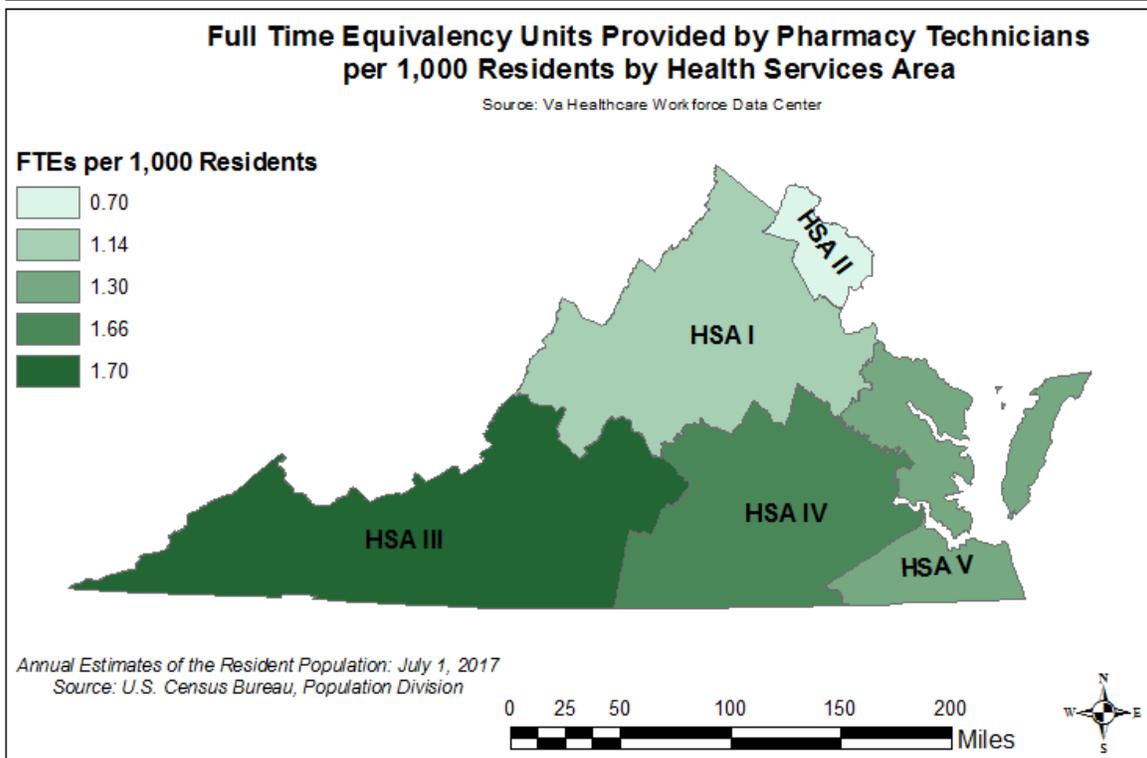
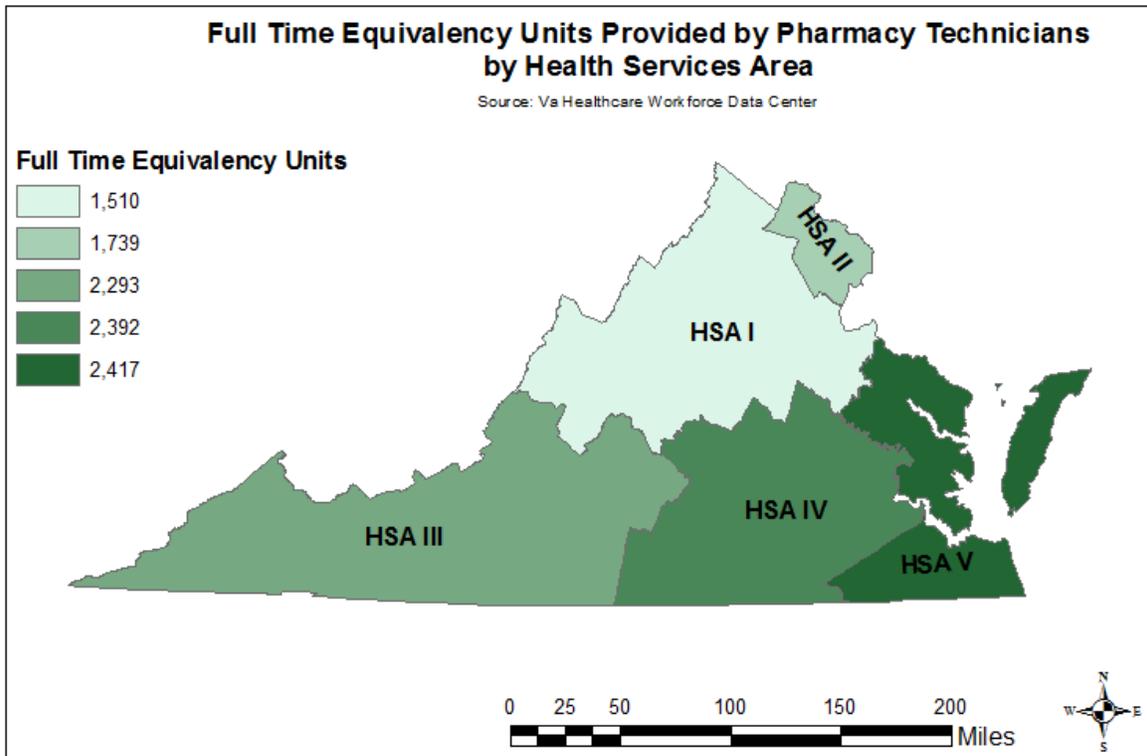
<sup>2</sup> Number of residents in 2017 was used as the denominator.

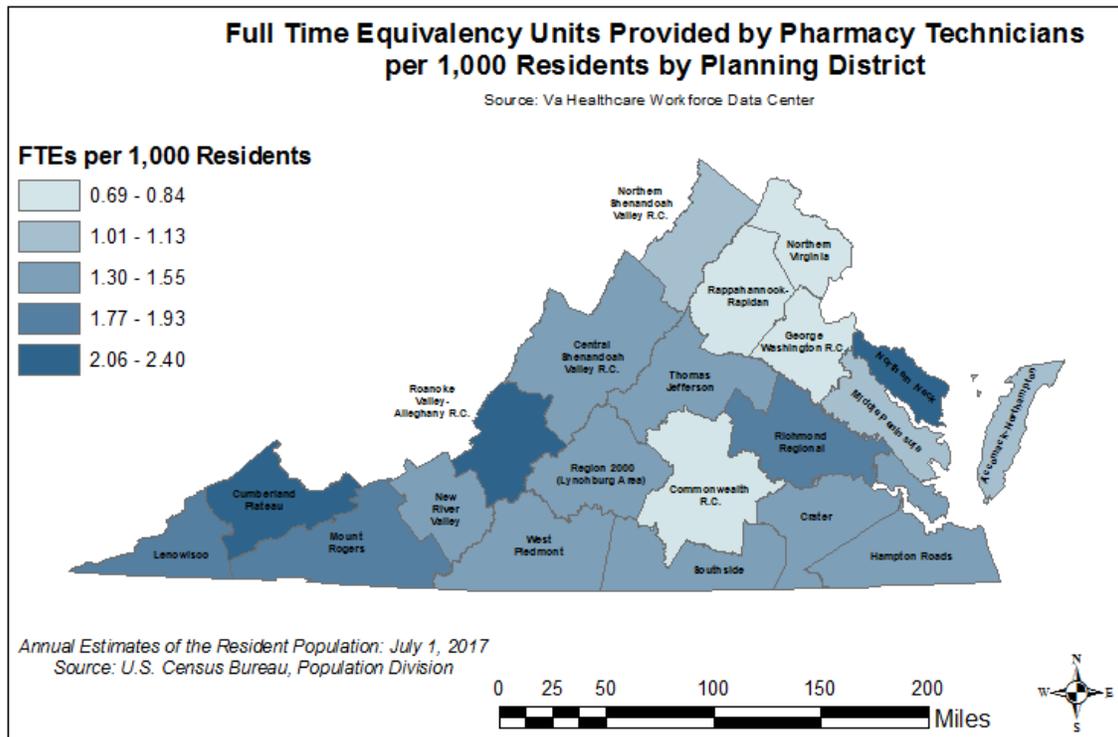
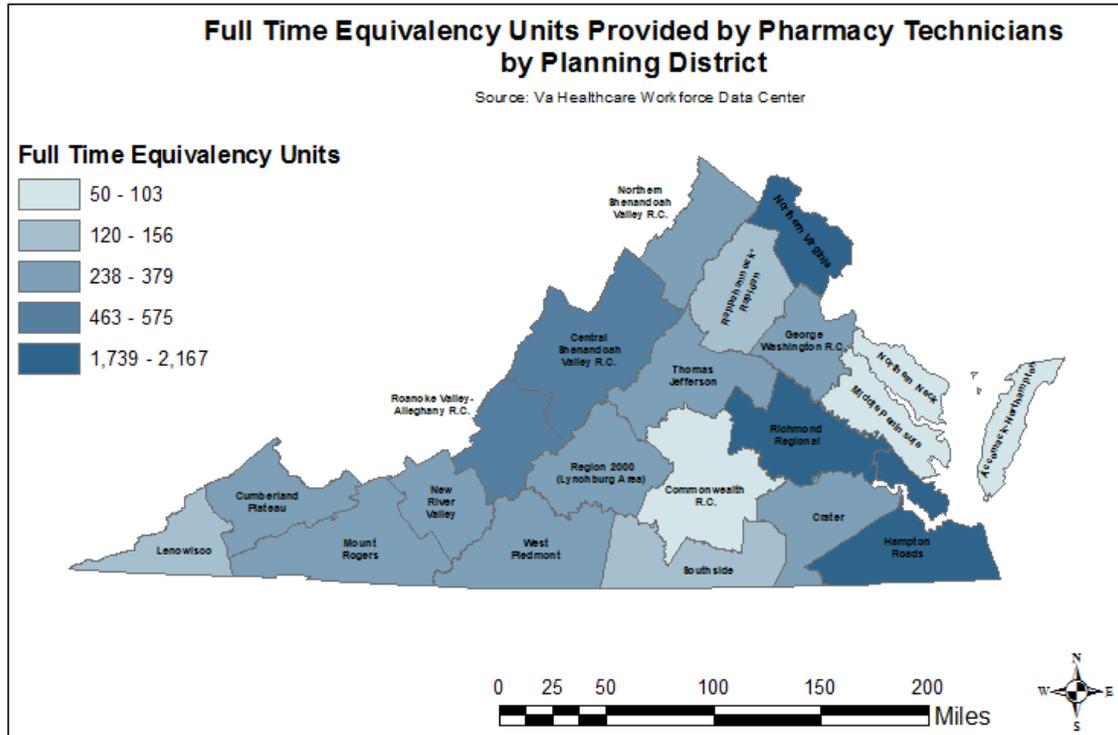
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Metro, 1 Million+</b>	8,872	75.95%	1.316711	1.178155	1.500009
<b>Metro, 250,000 to 1 Million</b>	1,359	79.62%	1.256007	1.123839	1.430855
<b>Metro, 250,000 or Less</b>	1,336	79.27%	1.261568	1.128814	1.437189
<b>Urban Pop 20,000+, Metro Adj</b>	316	80.06%	1.249012	1.11758	1.422885
<b>Urban Pop 20,000+, Non-Adj</b>	0	NA	NA	NA	NA
<b>Urban Pop, 2,500-19,999, Metro Adj</b>	703	82.79%	1.207904	1.080797	1.376055
<b>Urban Pop, 2,500-19,999, Non-Adj</b>	534	75.47%	1.325062	1.185627	1.509522
<b>Rural, Metro Adj</b>	298	80.54%	1.241667	1.111007	1.414518
<b>Rural, Non-Adj</b>	231	80.09%	1.248649	1.117255	1.422471
<b>Virginia Border State/DC</b>	673	63.15%	1.583529	1.416896	1.803971
<b>Other US State</b>	301	53.82%	1.858025	1.662507	2.116678

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	5,019	66.81%	1.496868	1.376055	2.116678
<b>30 to 34</b>	2,322	77.43%	1.291435	1.187202	1.82618
<b>35 to 39</b>	1,797	79.74%	1.254013	1.1528	1.773263
<b>40 to 44</b>	1,298	81.97%	1.219925	1.121463	1.72506
<b>45 to 49</b>	1,238	85.06%	1.175689	1.080797	1.662507
<b>50 to 54</b>	1,006	84.69%	1.180751	1.085451	1.669666
<b>55 to 59</b>	866	83.72%	1.194483	1.098075	1.689083
<b>60 and Over</b>	1,077	79.02%	1.26557	1.163424	1.789605

Source: Va. Healthcare Workforce Data Center

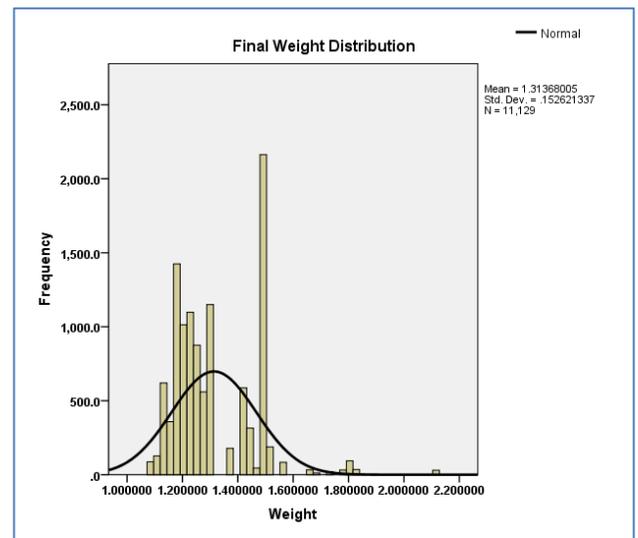
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://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: 0.761061**



Source: Va. Healthcare Workforce Data Center