
Virginia's Physical Therapist Workforce: 2016

Healthcare Workforce Data Center

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6,457 Physical Therapists 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 Physical Therapy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Contents

At a Glance	1
Results in Brief	2
Trends Summary	3
Survey Response Rates	4
The Workforce	5
Demographics	6
Background	7
Education	9
Credentials	10
Current Employment Situation	11
Employment Quality	12
2016 Labor Market	13
Work Site Distribution	14
Establishment Type	15
Time Allocation	17
Retirement & Future Plans	18
Full-Time Equivalency Units	20
Maps	21
Council on Virginia’s Future Regions	21
Area Health Education Center Regions	22
Workforce Investment Areas	23
Health Services Areas	24
Planning Districts	25
Appendices	26
Weights	26

The Physical Therapy Workforce: At a Glance:

The Workforce

Licenses:	8,454
Virginia's Workforce:	6,726
FTEs:	5,649

Background

Rural Childhood:	27%
HS Degree in VA:	39%
Prof. Degree in VA:	38%

Current Employment

Employed in Prof.:	98%
Hold 1 Full-time Job:	63%
Satisfied?:	97%

Survey Response Rate

All Licenses:	76%
Renewing Practitioners:	94%

Education

Doctorate:	58%
Masters:	21%

Job Turnover

Switched Jobs in 2014:	10%
Employed over 2 yrs:	57%

Demographics

% Female:	75%
Diversity Index:	32%
Median Age:	40

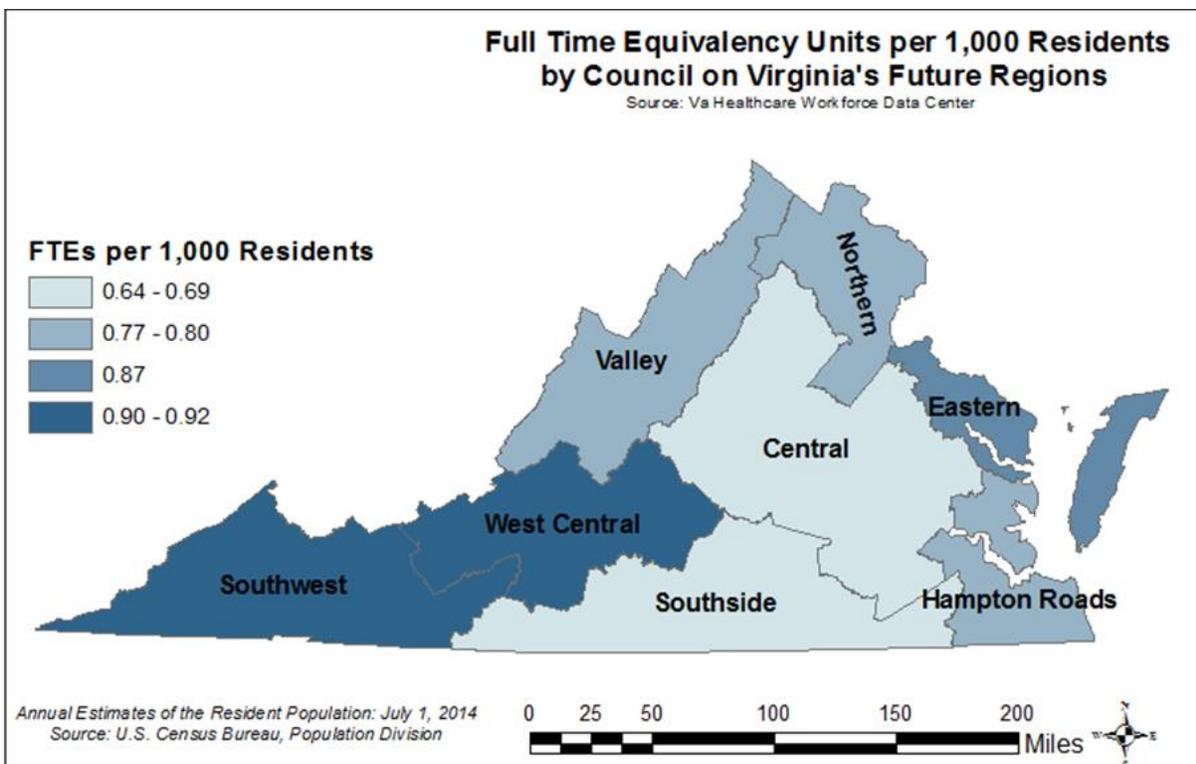
Finances

Median Inc.:	\$70k-\$80k
Health Benefits:	65%
Under 40 w/ Ed debt:	70%

Primary Roles

Patient Care:	87%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



6,457 physical therapists (PTs) voluntarily took part in the 2016 Physical Therapist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place in December during even-numbered years for PTs. These survey respondents represent 76% of the 8,454 PTs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 6,726 PTs 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 PT workforce provided 5,649 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Three-quarter of all PTs are female, and the median age of the PT workforce is 40. In a random encounter between two PTs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, the probability is 55%.

27% of PTs grew up in a rural area, and 17% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of Virginia's PTs work in non-Metro areas of the state. Meanwhile, 39% of PTs went to high school in Virginia, and 38% also received their professional degree in the state. In total, nearly half of all PTs received some form of education in the state.

More than half of all PTs earned a Doctorate as their highest professional degree, while nearly one-quarter of the PT workforce earned a Master's degree. 45% of all PTs currently have educational debt, including 70% of those professionals who are under the age of 40. For those PTs with education debt, the median debt load is between \$60,000 and \$70,000.

In 2016, 98% of PTs are currently employed in the profession, and involuntarily unemployment is nearly nonexistent. 63% of Virginia's PTs hold one full-time position, while 18% have multiple positions. 57% of PTs have been at their primary work location for at least two years, while 26% of all PTs worked at a new location at some point in 2016.

Half of all PTs receive a salary at their primary work location, while 36% receive an hourly wage. The median annual income for Virginia's PT workforce is between \$70,000 and \$80,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 85% receive at least one employer-sponsored benefit, including 65% who receive health insurance. 97% of PTs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

Sixty-one percent of all PTs work at a for-profit establishment, while just 2% work for the federal government. Group Private Practices currently employ 16% of all PTs in Virginia, the most of any establishment type in the state. Outpatient Rehabilitation Facilities and Home Health Care Companies are also common establishment types for Virginia's PT workforce.

A typical PT spends nearly all of her time caring for patients. In fact, 87% of all PTs serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, the typical PT also spends a small amount of time in administrative and educational tasks. In fact, 5% of all PTs serve an administrative role at their job.

Forty-eight percent of all PTs expect to retire by the age of 65. Although only 3% of the current workforce expects to retire in the next two years, half of the current workforce does expect to retire by 2046. Meanwhile, over the next two years, just 1% of all PTs expect to leave the profession, and 4% expect to leave the state. However, 30% of Virginia's PT workforce expects to pursue additional educational opportunities within the next two years, and 11% expect to increase their patient care activities.

Summary of Trends

Few significant changes have occurred in the Physical Therapist (PT) Workforce since 2014 when last surveyed. Most notably the percent of the workforce with a doctorate increased from 51% to 58%, and resulted in declines in the percent with Master's and baccalaureate degrees. The percent with APTA certifications and credentials also increased slightly. In 2016, 15% reported having at least one American Physical Therapy Association's certification compared to 14% in 2014. Similarly, 25% reported at least one credential in 2016 compared to 23% in 2014. The areas in which they held certification of credentialing were relatively the same. Another area of change worth reporting is in regards to workforce participation. Twenty-one percent of PTs did not participate in the workforce in 2016 whereas 19% did not participate in 2014.

The percent with debt also showed a 2% decline for those under age 40 but increased 1% in the overall population of PTs. The median educational debt, however, stayed the same at \$60,000 to \$70,000. Median income also stayed the same at \$70,000 to \$80,000. The percent of PTs employed in the profession increased slightly from 97% in 2014 to 98% in 2016; and those involuntary unemployed, though 0%, increased from 10 to 17 respondents between 2014 and 2016.

PTs who receive either a salary or an hourly wage at their primary work location and receive at least one employer-sponsored benefit increased slightly from 84% in 2014 to 85% in 2016. There were also slight changes in the work sector as 31% of PTs now work in the non-profit sector compared to 29% who did in 2014. At the same time, the percent working for the for-profit sector declined from 63% in 2014 to 61% in 2016.

The PT workforce also became slightly more diverse. The percent female went from 76% to 75% and the diversity index increased from 31% in 2014 to 32% in 2016. The percent under age 40 also increased from 49% in 2014 to 51% in 2016. However, the effect of this higher composition of younger workers was likely reversed by the increase in the percent above age 55 from 16% to 17%. Consequently, the median age did not change from 40.

Retirement intention is another area that witnessed some change in 2016. Compared to 2014 when half of the workforce planned to retire in 25 years, half of the workforce population in 2016 intends to retire in 30 years' time. Not surprisingly, the percent who intend to retire at age 65 also declined from 51% to 48%, a positive sign for having the PT workforce needed for the near future.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,475	77%
New Licensees	847	10%
Non-Renewals	1,132	13%
All Licensees	8,454	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 94% of renewing PTs submitted a survey. These represent 76% of PTs who held a license at some point in 2016.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	703	628	47%
30 to 34	421	1,132	73%
35 to 39	221	1,008	82%
40 to 44	139	945	87%
45 to 49	129	842	87%
50 to 54	85	698	89%
55 to 59	92	554	86%
60 and Over	207	650	76%
Total	1,997	6,457	76%
New Licenses			
Issued in 2016	594	253	30%
Metro Status			
Non-Metro	115	417	78%
Metro	832	5,136	86%
Not in Virginia	1,049	903	46%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed PTs

Number:	8,454
New:	10%
Not Renewed:	13%

Response Rates

All Licensees:	76%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	6,457
Response Rate, all licensees	76%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2016.
- 2. Target Population:** All PTs who held a Virginia license at some point in 2016.
- 3. Survey Population:** The survey was available to PTs who renewed their licenses online. It was not available to those who did not renew, including some PTs newly licensed in 2016.

At a Glance:

Workforce

2016 PT Workforce: 6,726
 FTEs: 5,649

Utilization Ratios

Licensees in VA Workforce: 80%
 Licensees per FTE: 1.50
 Workers per FTE: 1.19

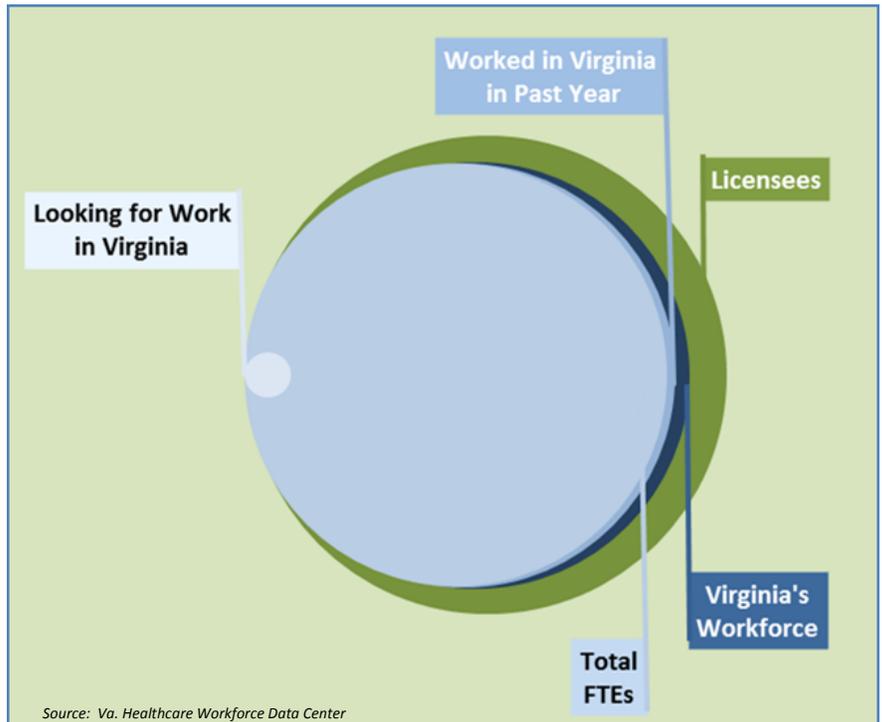
Source: Va. Healthcare Workforce Data Center

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 PT Workforce		
Status	#	%
Worked in Virginia in Past Year	6,672	99%
Looking for Work in Virginia	54	1%
Virginia's Workforce	6,726	100%
Total FTEs	5,649	
Licensees	8,454	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	268	25%	814	75%	1,082	17%
30 to 34	296	25%	907	75%	1,203	19%
35 to 39	198	22%	702	78%	900	14%
40 to 44	215	28%	551	72%	766	12%
45 to 49	178	27%	488	73%	667	11%
50 to 54	131	24%	425	76%	557	9%
55 to 59	93	20%	371	80%	464	7%
60 +	177	29%	423	71%	600	10%
Total	1,556	25%	4,682	75%	6,237	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	PTs		PTs under 40	
	%	#	%	#	%
White	63%	5,115	82%	2,537	80%
Black	19%	254	4%	142	4%
Asian	6%	521	8%	300	9%
Other Race	0%	87	1%	51	2%
Two or more races	2%	119	2%	70	2%
Hispanic	9%	139	2%	75	2%
Total	100%	6,235	100%	3,175	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, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 75%
% Under 40 Female: 76%

Age

Median Age: 40
% Under 40: 51%
% 55+: 17%

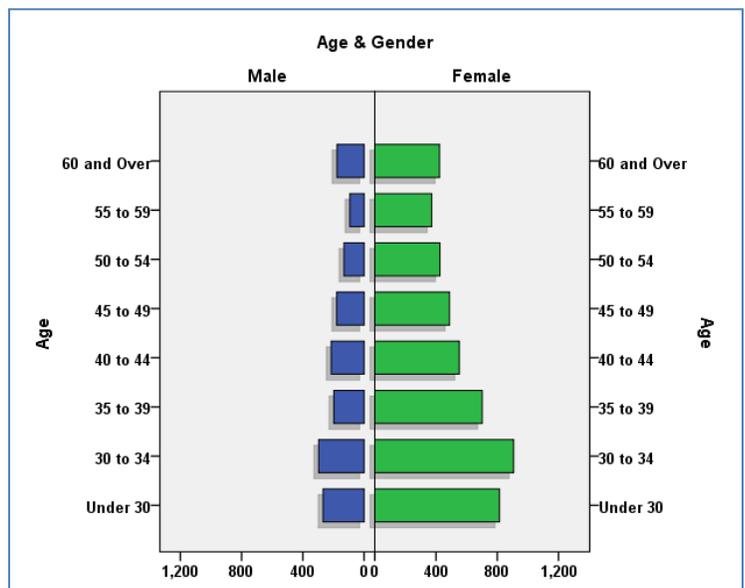
Diversity

Diversity Index: 32%
Under 40 Div. Index: 35%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two PTs, there is a 32% 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 55%.

Half of all PTs are under the age of 40, and 76% of these professionals are female. In addition, there is a 35% chance that two randomly chosen PTs from this group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 27%

Virginia Background

HS in Virginia: 39%
 Prof. Education in VA: 38%
 HS/Prof. Edu. in VA: 48%

Location Choice

% Rural to Non-Metro: 17%
 % Urban/Suburban to Non-Metro: 6%

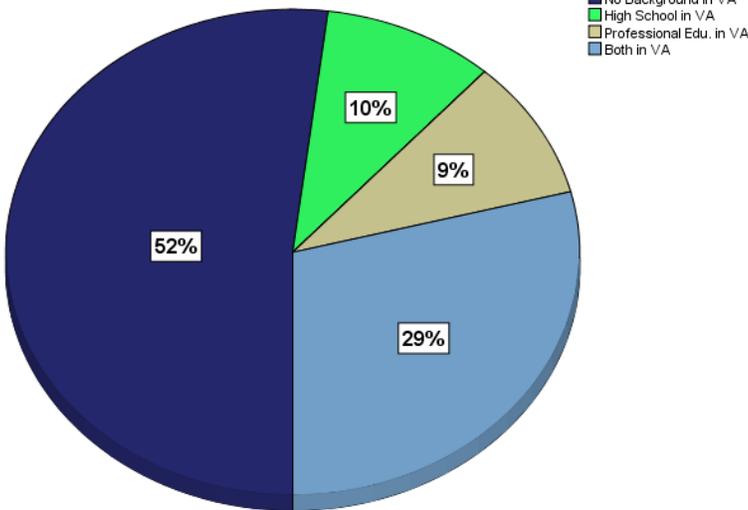
Source: Va. Healthcare Workforce Data Center

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+	20%	67%	13%
2	Metro, 250,000 to 1 million	40%	50%	11%
3	Metro, 250,000 or less	39%	51%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	47%	33%	20%
6	Urban pop, 2,500-19,999, Metro adj	50%	36%	14%
7	Urban pop, 2,500-19,999, nonadj	61%	28%	11%
8	Rural, Metro adj	51%	41%	7%
9	Rural, nonadj	46%	48%	6%
Overall		27%	61%	12%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

27% of PTs grew up in self-described rural areas, and 17% of these professionals currently work in non-metro counties. Overall, 9% of Virginia's PT workforce works in non-metro counties of the state.

Top Ten States for PT Recruitment

Rank	All PTs			
	High School	#	PT School	#
1	Virginia	2,401	Virginia	2,353
2	Outside U.S./Canada	544	New York	497
3	New York	543	Pennsylvania	458
4	Pennsylvania	450	Outside U.S./Canada	416
5	Maryland	376	North Carolina	291
6	New Jersey	175	Florida	241
7	North Carolina	158	Washington, D.C.	191
8	Ohio	135	Massachusetts	189
9	Florida	113	Maryland	158
10	Massachusetts	107	California	99

39% of PTs received their high school degree in Virginia, while 38% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	PT School	#
1	Virginia	898	Virginia	870
2	Outside U.S./Canada	184	Pennsylvania	176
3	New York	184	New York	169
4	Pennsylvania	175	Outside U.S./Canada	140
5	Maryland	141	Florida	114
6	North Carolina	77	North Carolina	95
7	Ohio	49	Washington, D.C.	95
8	Mississippi	44	Tennessee	49
9	West Virginia	34	Maryland	45
10	New Jersey	33	West Virginia	38

Among PTs who have been licensed in the past five years, 40% received their high school degree in Virginia, while 39% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

21% of licensed PTs did not participate in Virginia's workforce in 2016. 96% of these PTs worked at some point in the past year, including 92% who currently work as PTs.

At a Glance:

Not in VA Workforce

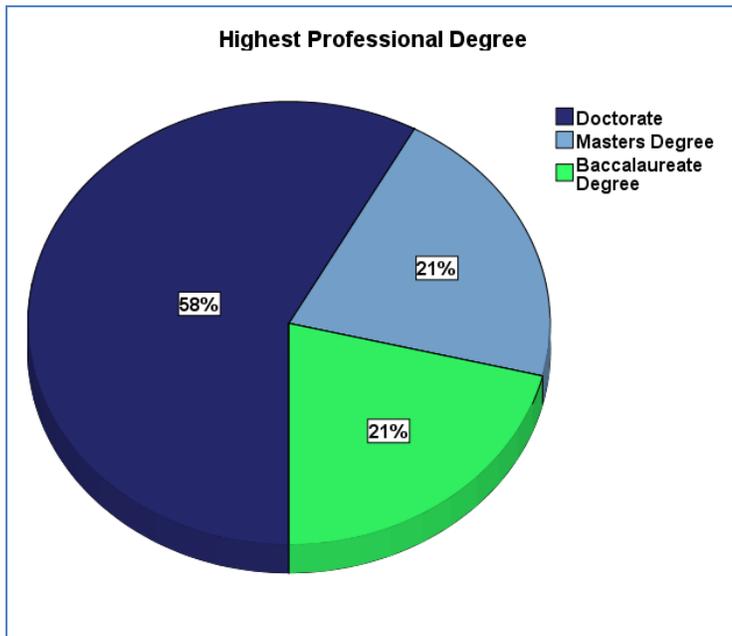
Total:	1,744
% of Licensees:	21%
Federal/Military:	9%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate Degree	1,315	21%
Master's Degree	1,294	21%
Doctorate	3,600	58%
Total	6,210	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Doctorate: 58%

Master's: 21%

Educational Debt

With debt: 45%

Under age 40 with debt: 70%

Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all PTs hold a Master's degree as their highest professional degree, while more than half have earned a Doctorate.

45% of PTs currently have educational debt, including 70% of those under the age of 40. For those PTs with educational debt, the median debt burden is between \$60,000 and \$70,000.

Educational Debt				
Amount Carried	All PTs		PTs under 40	
	#	%	#	%
None	3,170	55%	879	30%
Less than \$20,000	372	6%	218	7%
\$20,000-\$39,999	362	6%	237	8%
\$40,000-\$59,999	403	7%	298	10%
\$60,000-\$79,999	322	6%	284	10%
\$80,000-\$99,999	291	5%	261	9%
\$100,000-\$119,999	253	4%	238	8%
\$120,000 or More	565	10%	529	18%
Total	5,738	100%	2,944	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Top Certifications

Othopaedics: 5%
 Clinical Instructor (APTA): 5%
 At Least One Cert.: 15%

Top Credentials:

Dry Needling: 9%
 Exercise/Physical Ther.: 4%
 At Least One Cred.: 25%

Source: Va. Healthcare Workforce Data Center

APTA Recognition of Advanced Proficiency		
Proficiency Area	#	%
Orthopaedics	366	5%
Clinical Instructor (APTA)	344	5%
Sports	63	1%
Geriatrics	60	1%
Neurology	55	1%
Pediatrics	35	1%
Cardiovascular & Pulmonary	18	0%
Women’s Health	6	0%
Clinical Electrophysiology	4	0%
Other	181	3%
At Least 1 Certification	1,038	15%

Source: Va. Healthcare Workforce Data Center

Credentials		
Area	#	%
Dry Needling	616	9%
Exercise/Physical Therapy	237	4%
Athletic Training	194	3%
Lymphedema Therapy	173	3%
Early Intervention	143	2%
Massage Therapy	50	1%
Wound Care	42	1%
Orthotics	21	0%
Assistive Technology	18	0%
Art/Dance Therapy	9	0%
Occupational Therapy	6	0%
Credentials, Nursing	4	0%
Prosthetics	4	0%
Chiropractry	4	0%
Other	520	8%
At Least 1 Credential	1,689	25%

Source: Va. Healthcare Workforce Data Center

15% of all PTs hold at least one APTA certification, while one-quarter of Virginia’s PT workforce holds at least one credential. Clinical Instructor (APTA) was the most common certification proficiency area, while Dry Needling was the most common credentialed proficiency area.

At a Glance:

Employment

Employed in Profession: 98%
Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 63%
2 or more Positions: 18%

Weekly Hours:

40 to 49: 53%
60 or more: 3%
Less than 30: 17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a physical therapy related capacity	6,064	98%
Employed, NOT in a physical therapy related capacity	33	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	10	0%
Voluntarily unemployed	79	1%
Retired	24	0%
Total	6,211	100%

Source: Va. Healthcare Workforce Data Center

98% of licensed PTs are currently employed in the profession, and involuntarily unemployed is nearly nonexistent at the moment. 63% of all PTs currently hold one full-time job, while 18% have multiple positions. 53% of PTs work between 40 and 49 hours per week, while just 3% of PTs work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	113	2%
One Part-Time Position	1,074	17%
Two Part-Time Positions	318	5%
One Full-Time Position	3,903	63%
One Full-Time Position & One Part-Time Position	632	10%
Two Full-Time Positions	3	0%
More than Two Positions	115	2%
Total	6,159	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	113	2%
1 to 9 hours	153	3%
10 to 19 hours	359	6%
20 to 29 hours	523	9%
30 to 39 hours	1,014	17%
40 to 49 hours	3,230	53%
50 to 59 hours	557	9%
60 to 69 hours	113	2%
70 to 79 hours	32	1%
80 or more hours	19	0%
Total	6,113	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	15	0%
Less than \$30,000	317	6%
\$30,000-\$39,999	214	4%
\$40,000-\$49,999	259	5%
\$50,000-\$59,999	442	8%
\$60,000-\$69,999	914	17%
\$70,000-\$79,999	1,060	20%
\$80,000-\$89,999	801	15%
\$90,000-\$99,999	574	11%
\$100,000-\$109,999	357	7%
\$110,000-\$119,999	139	3%
\$120,000 or more	194	4%
Total	5,285	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,280	70%
Somewhat Satisfied	1,610	26%
Somewhat Dissatisfied	157	3%
Very Dissatisfied	31	1%
Total	6,078	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$70k-\$80k

Benefits

Employer Health Ins.: 65%

Employer Retirement: 66%

Satisfaction

Satisfied 97%

Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

The typical PT earned between \$70,000 and \$80,000 in 2016. In addition, among PTs who received either an hourly wage or a salary at their primary work location, 65% received health insurance and 66% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	4,238	70%	77%
Retirement	3,697	61%	66%
Health Insurance	3,693	61%	65%
Dental Insurance	3,364	55%	60%
Paid Sick Leave	3,070	51%	57%
Group Life Insurance	2,459	41%	45%
Signing/Retention Bonus	750	12%	14%
Total	4,813	79%	85%

*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?	68	1%
Experience Voluntary Unemployment?	296	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	101	2%
Work two or more positions at the same time?	1,272	19%
Switch employers or practices?	665	10%
Experienced at least 1	1,978	29%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s PTs experienced involuntary unemployment at some point in 2016. By comparison, Virginia’s average monthly unemployment rate was 4.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	108	2%	120	7%
Less than 6 Months	533	9%	268	16%
6 Months to 1 Year	553	9%	230	14%
1 to 2 Years	1,417	23%	338	21%
3 to 5 Years	1,337	22%	355	22%
6 to 10 Years	911	15%	169	10%
More than 10 Years	1,204	20%	158	10%
Subtotal	6,063	100%	1,638	100%
Did not have location	63		5,069	
Item Missing	599		19	
Total	6,726		6,726	

Source: Va. Healthcare Workforce Data Center

51% of all PTs received a salary at their primary work location, while 36% received an hourly wage.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 10%
New Location: 26%
Over 2 years: 57%
Over 2 yrs, 2nd location: 42%

Employment Type

Salary/Commission: 36%
Hourly Wage: 51%

Source: Va. Healthcare Workforce Data Center

57% of PTs 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	2,638	51%
Hourly Wage	1,846	36%
By Contract	433	8%
Business/ Practice Income	227	4%
Unpaid	20	0%
Subtotal	5,163	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 3.9% in December 2015 to 4.0% in November 2016. November’s rate is from preliminary data.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	75%
Lowest Region:	2%

Locations

2 or more (2016):	27%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

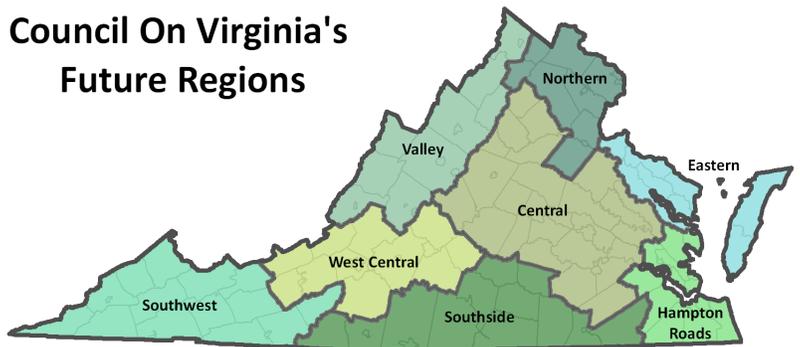
Nearly three-quarters of all PTs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,404	23%	320	19%
Eastern	81	1%	20	1%
Hampton Roads	1,124	19%	269	16%
Northern	1,980	33%	474	29%
Southside	181	3%	60	4%
Southwest	193	3%	54	3%
Valley	409	7%	113	7%
West Central	568	9%	149	9%
Virginia Border State/DC	32	1%	69	4%
Other US State	76	1%	114	7%
Outside of the US	2	0%	4	0%
Total	6,050	100%	1,646	100%
Item Missing	612		11	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



25% of all PTs currently have multiple work locations, while 27% of PTs have had at least two work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in 2016		Work Locations Now*	
	#	%	#	%
0	54	1%	110	2%
1	4,395	72%	4,478	73%
2	1,039	17%	998	16%
3	420	7%	407	7%
4	80	1%	39	1%
5	40	1%	32	1%
6 or More	70	1%	34	1%
Total	6,098	100%	6,098	100%

*At the time of survey completion, December 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,622	61%	1,130	71%
Non-Profit	1,840	31%	374	24%
State/Local Government	297	5%	70	4%
Veterans Administration	62	1%	2	0%
U.S. Military	61	1%	6	0%
Other Federal Government	10	0%	9	1%
Total	5,892	100%	1,592	100%
Did not have location	63		5,069	
Item Missing	770		64,4735	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

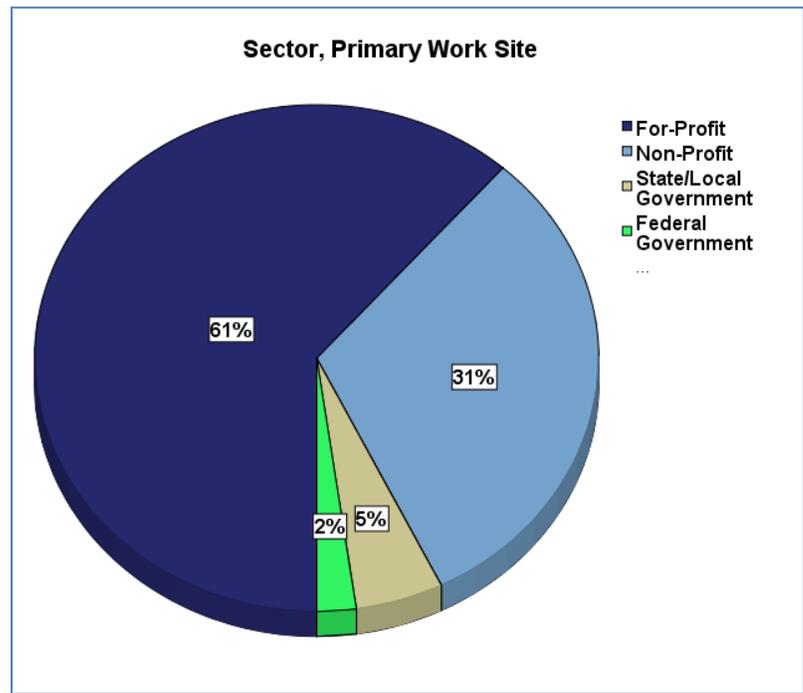
For Profit:	61%
Federal:	2%

Top Establishments

Group Private Practice:	16%
Outpatient Rehab.:	15%
Home Health Care:	14%

Source: Va. Healthcare Workforce Data Center

More than 90% of all PTs work in the private sector, including 61% who work at for-profit establishments. Another 5% of Virginia's PT workforce worked for either state or local governments.

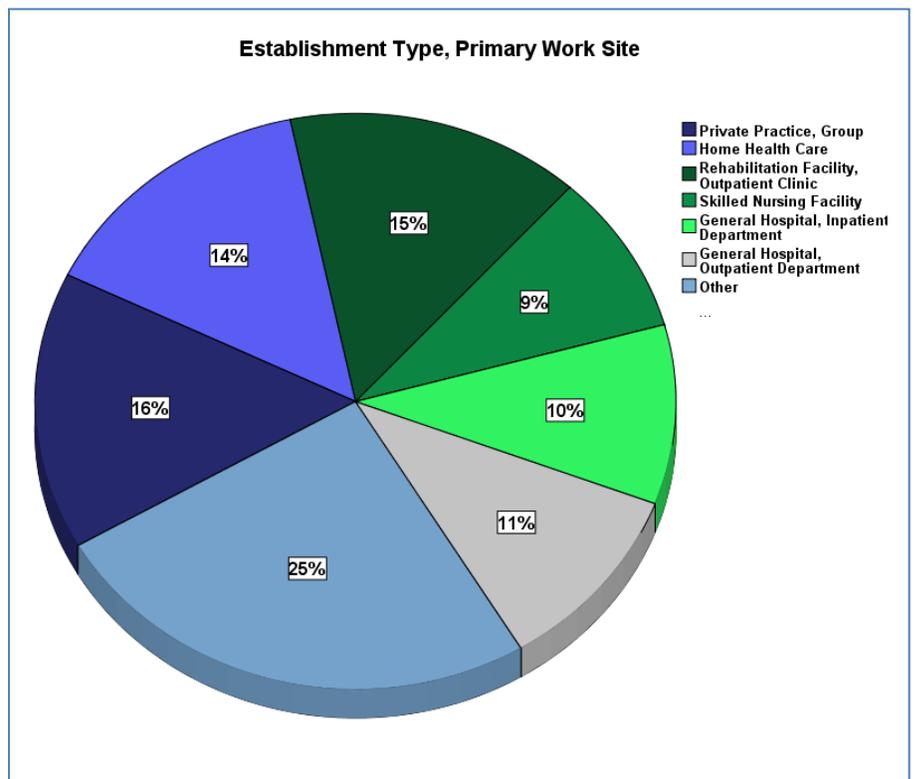


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	895	16%	144	9%
Rehabilitation Facility, Outpatient Clinic	858	15%	135	9%
Home Health Care	832	14%	271	18%
General Hospital, Outpatient Department	608	11%	78	5%
General Hospital, Inpatient Department	579	10%	180	12%
Skilled Nursing Facility	519	9%	264	17%
Private Practice, Solo	420	7%	92	6%
Rehabilitation Facility, Residential/Inpatient	231	4%	89	6%
K-12 School System	140	2%	28	2%
Academic Institution	139	2%	94	6%
Physician Office	133	2%	19	1%
Assisted Living or Continuing Care Facility	123	2%	43	3%
Other	267	5%	107	7%
Total	5,744	100%	1,547	100%
Did Not Have a Location	63		5,069	

Group Private Practices are the most common establishment type among Virginia's PTs with a primary work location. Home Health Care and Outpatient Rehabilitation Facilities were also typical primary establishment types.

Source: Va. Healthcare Workforce Data Center



Home Health Care was the most common establishment type among PTs who also had a secondary work location. Skilled Nursing Facilities and the Inpatient Department of Hospitals were also common secondary establishment types.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical PT's Time

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

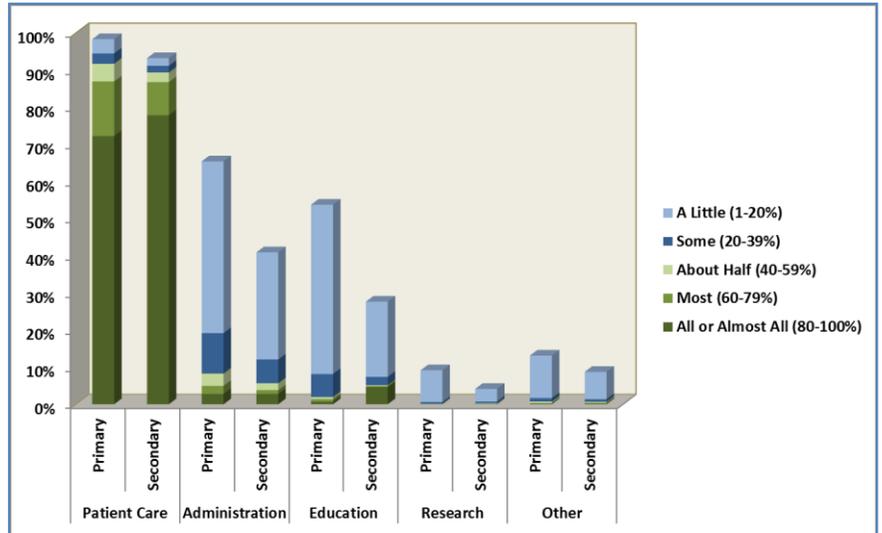
Patient Care: 87%
Administrative: 5%
Education: 1%

Patient Care PTs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical PTA spends most of her time in patient care activities. In fact, 87% of all PTs fill a patient care role, defined as spending at least 60% of her time in that activity. A small number of PTs also fill either an administrative or an educational role at their primary work location.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	72%	78%	3%	3%	1%	5%	0%	0%	0%	0%
Most (60-79%)	15%	9%	2%	1%	1%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	3%	2%	1%	0%	0%	0%	0%	0%
Some (20-39%)	3%	2%	11%	6%	6%	2%	0%	0%	1%	1%
A Little (1-20%)	4%	2%	46%	29%	46%	20%	9%	3%	11%	7%
None (0%)	2%	7%	35%	59%	46%	72%	91%	96%	87%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All PTs		PTs over 50	
	#	%	#	%
Under age 50	144	3%	-	-
50 to 54	287	5%	7	0%
55 to 59	694	12%	90	6%
60 to 64	1,576	28%	390	27%
65 to 69	1,973	35%	611	42%
70 to 74	514	9%	219	15%
75 to 79	78	1%	37	3%
80 or over	39	1%	5	0%
I do not intend to retire	281	5%	94	6%
Total	5,587	100%	1,454	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All PTAs

Under 65: 48%

Under 60: 20%

PTAs 50 and over

Under 65: 34%

Under 60: 7%

Time until Retirement

Within 2 years: 3%

Within 10 years: 15%

Half the workforce: By 2046

Source: Va. Healthcare Workforce Data Center

48% of all PTs expect to retire before the age of 65, while 16% plan on working until at least age 70. Among PTs who are age 50 and over, 35% still expect to retire by age 65, while 24% plan on working until at least age 70.

Within the next two years, just 1% of Virginia's PTs expect to leave the profession and 4% plan on leaving the state. Meanwhile, 30% of PTs plan on pursuing additional educational opportunities, and 11% also plan to increase patient care hours. In addition, 12% of PTs plan to certify/recertify for direct access.

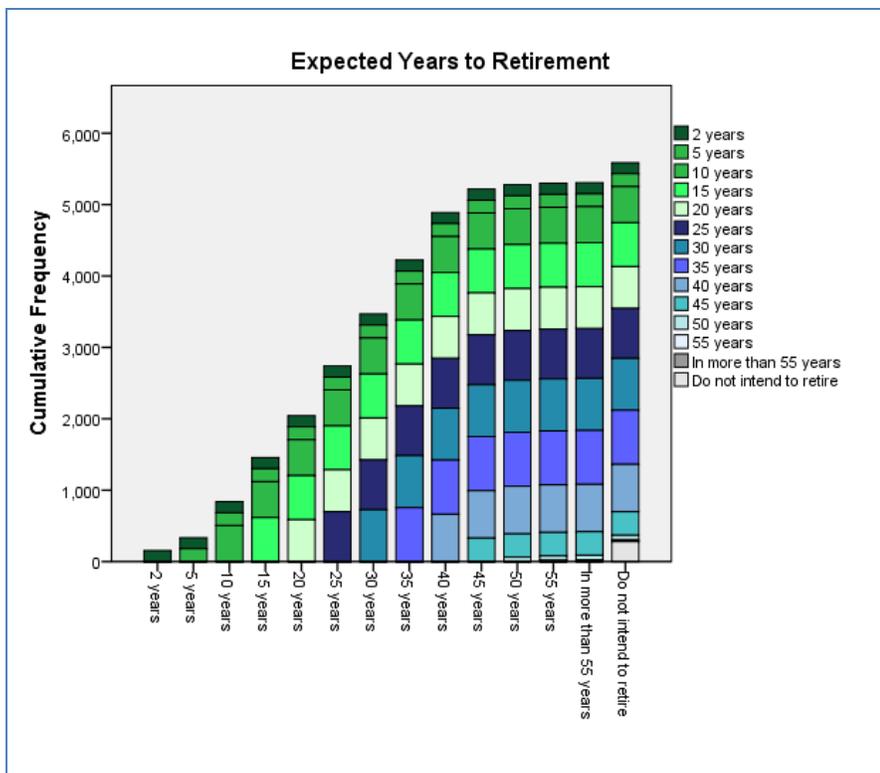
Future Plans		
1 Year Plans:	#	%
Decrease Participation		
Leave Profession	69	1%
Leave Virginia	280	4%
Decrease Patient Care Hours	694	10%
Decrease Teaching Hours	20	0%
Increase Participation		
Increase Patient Care Hours	722	11%
Increase Teaching Hours	703	10%
Pursue Additional Education	2,008	30%
Return to Virginia's Workforce	37	1%
Certify for Direct Access	810	12%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for PTs. Only 3% of PTs expect to retire within the next two years, while 15% plan on retiring in the next ten years. Half of the current PT workforce expects to be retired by 2046.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	156	3%	3%
5 years	180	3%	6%
10 years	504	9%	15%
15 years	616	11%	26%
20 years	587	11%	37%
25 years	697	12%	49%
30 years	727	13%	62%
35 years	756	14%	61%
40 years	665	12%	87%
45 years	329	6%	93%
50 years	61	1%	94%
55 years	20	0%	95%
In more than 55 years	8	0%	95%
Do not intend to retire	281	5%	100%
Total	5,587	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 2031. Retirements will peak at 14% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 5,649
 FTEs/1,000 Residents: 0.678
 Average: 0.85

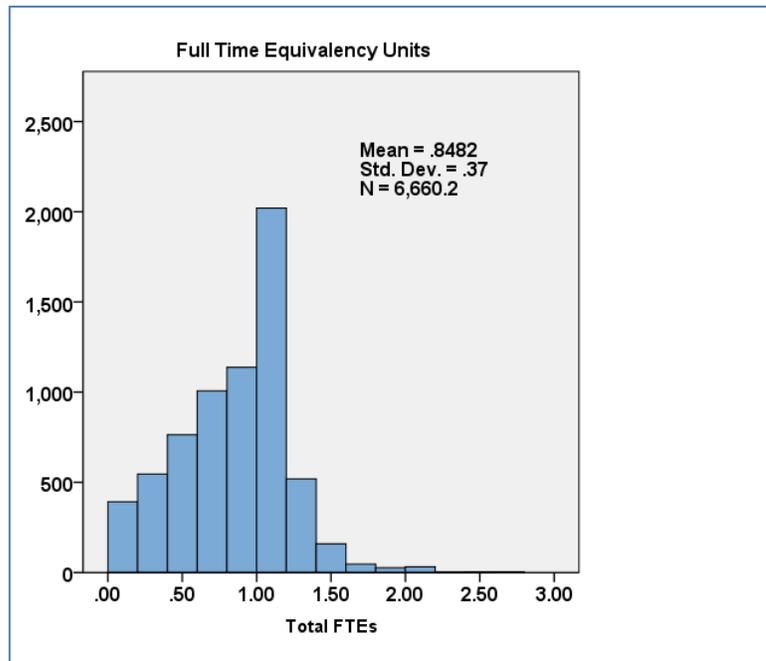
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

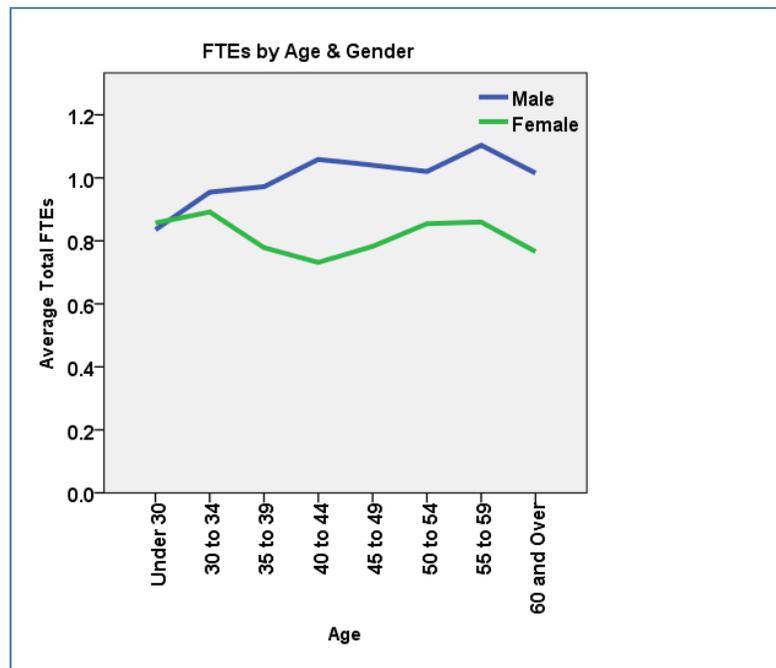


Source: Va. Healthcare Workforce Data Center

The average PT provided 0.92 FTEs in 2016, or approximately 37 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

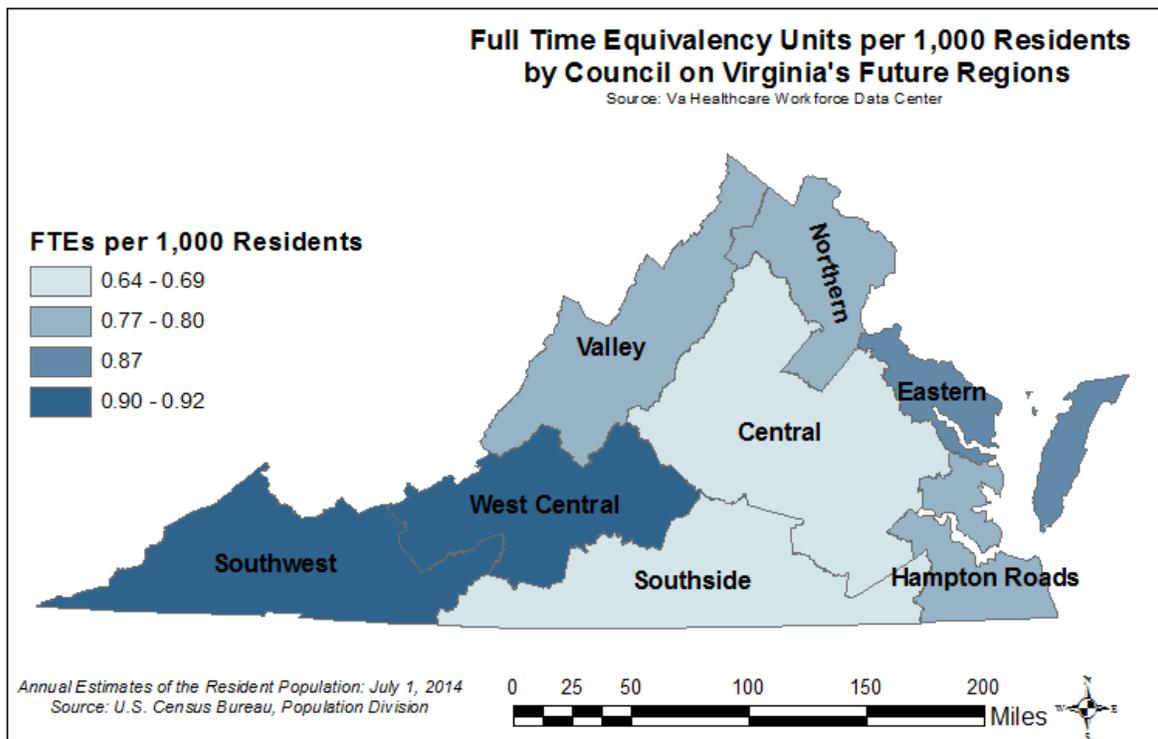
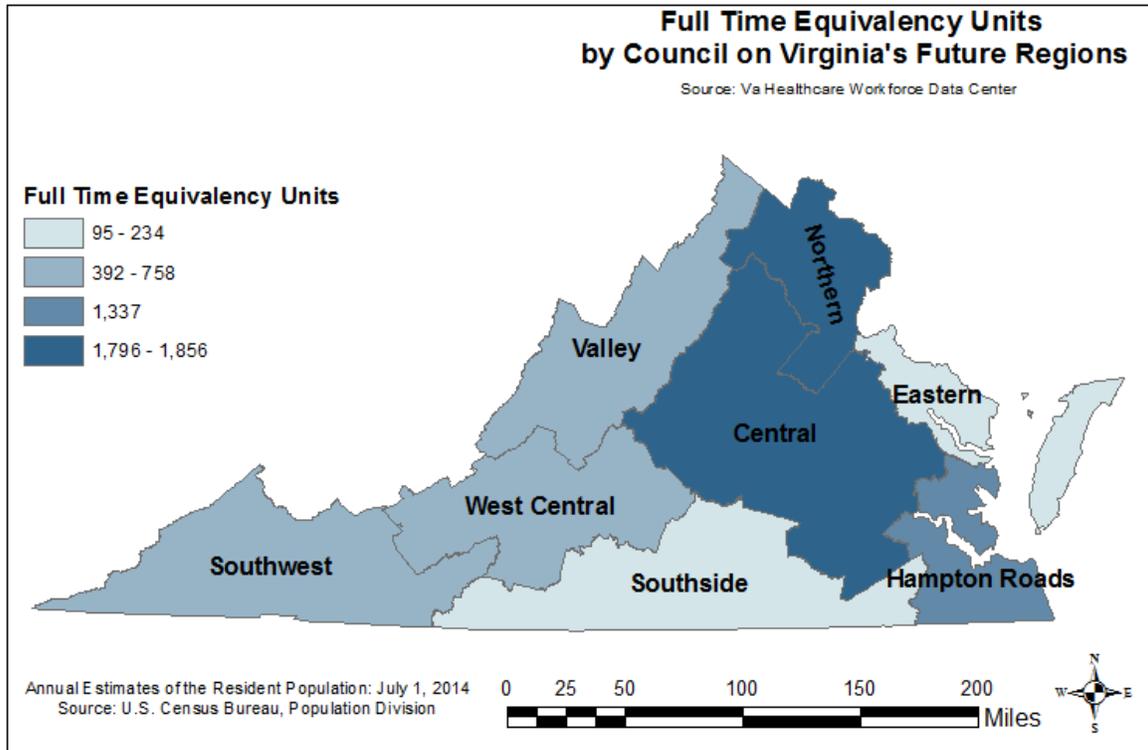
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.85	0.99
30 to 34	0.90	1.01
35 to 39	0.80	0.85
40 to 44	0.78	0.84
45 to 49	0.84	0.84
50 to 54	0.88	0.89
55 to 59	0.89	0.91
60 and Over	0.84	0.80
Gender		
Male	0.98	1.05
Female	0.82	0.90

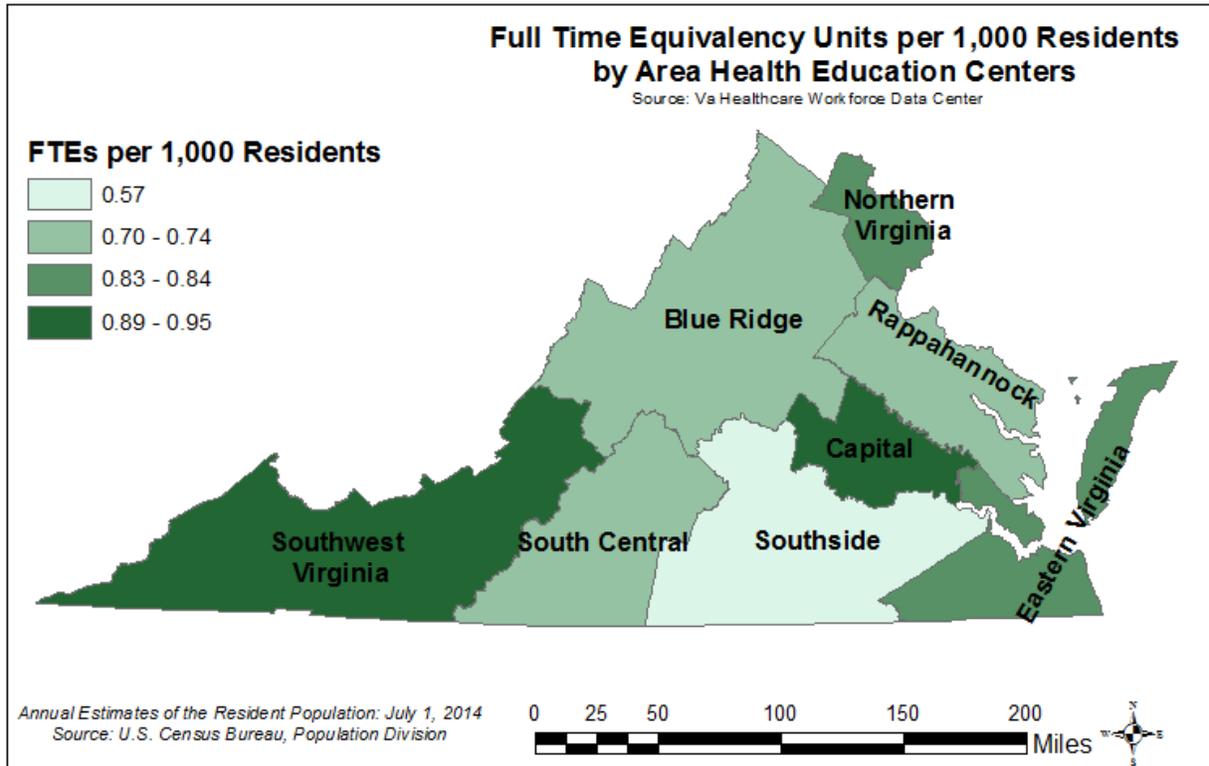
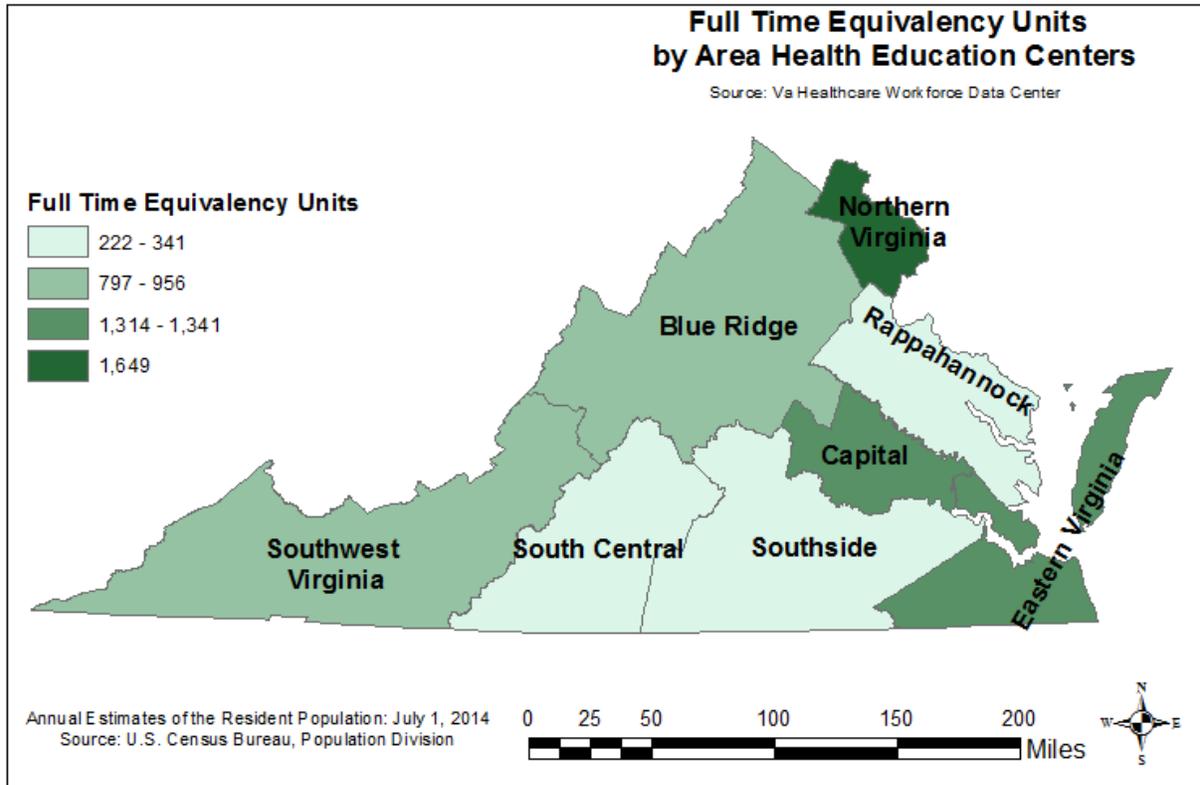
Source: Va. Healthcare Workforce Data Center

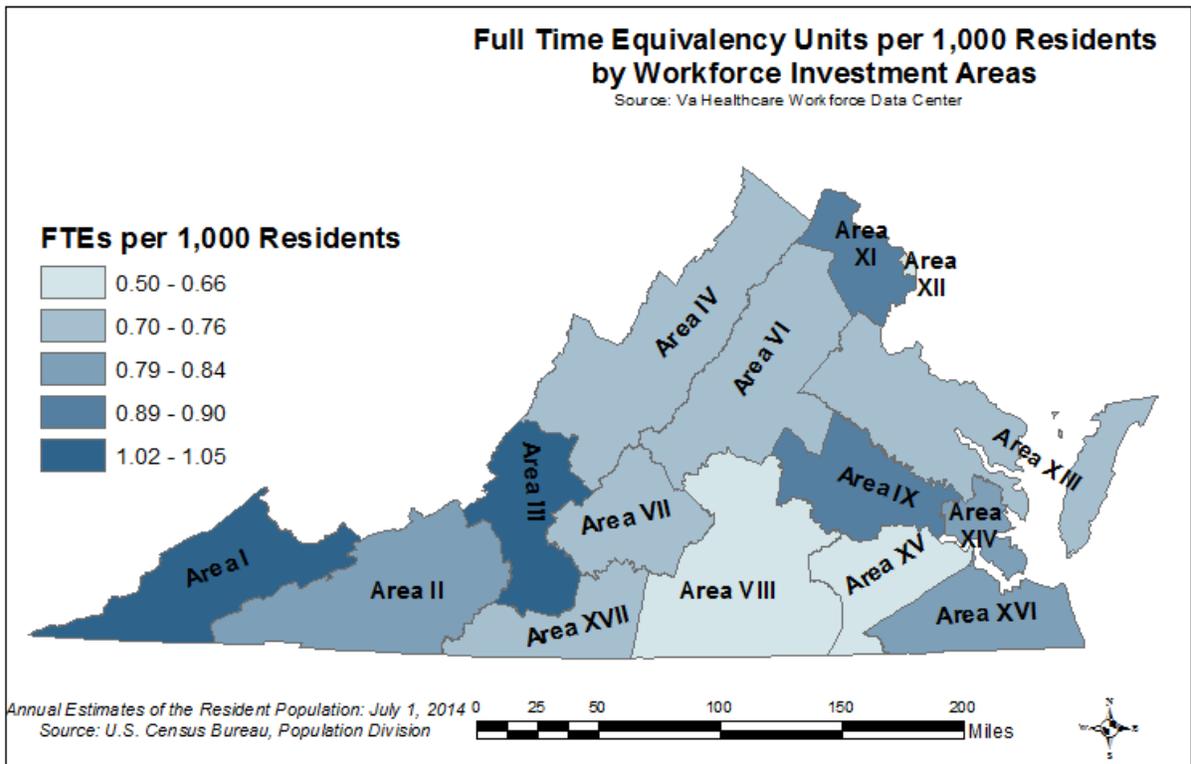
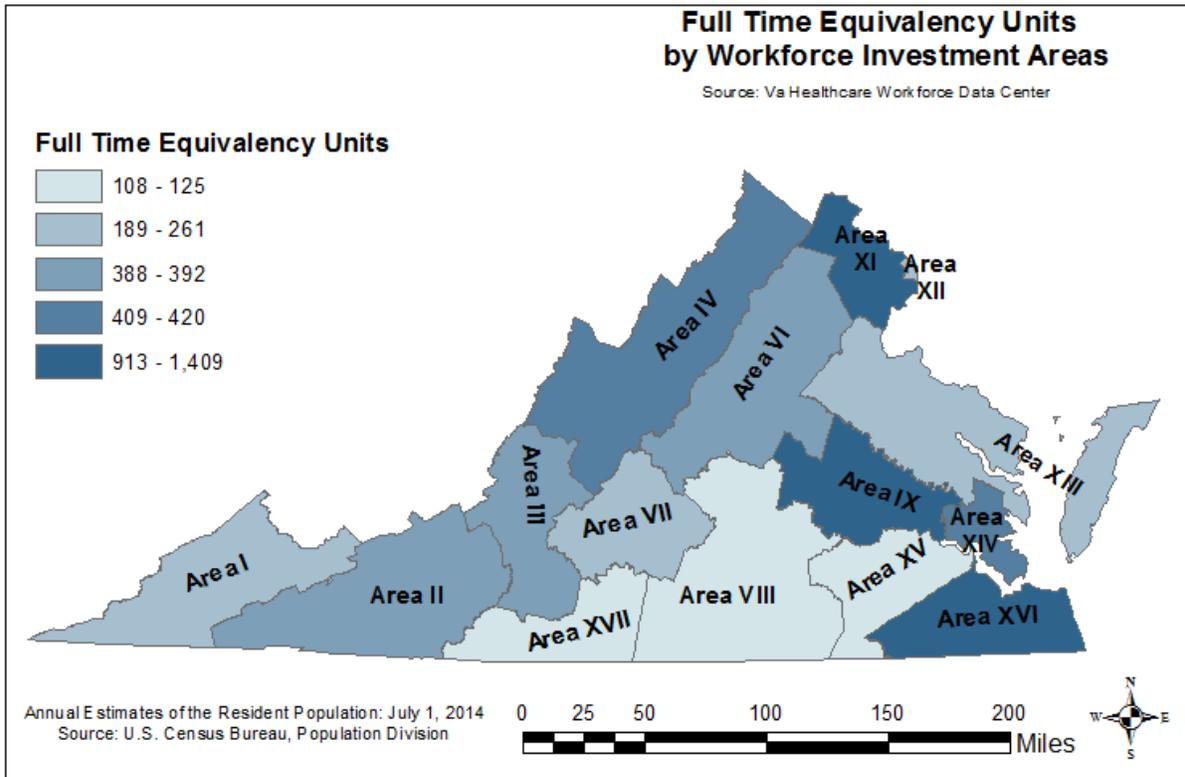


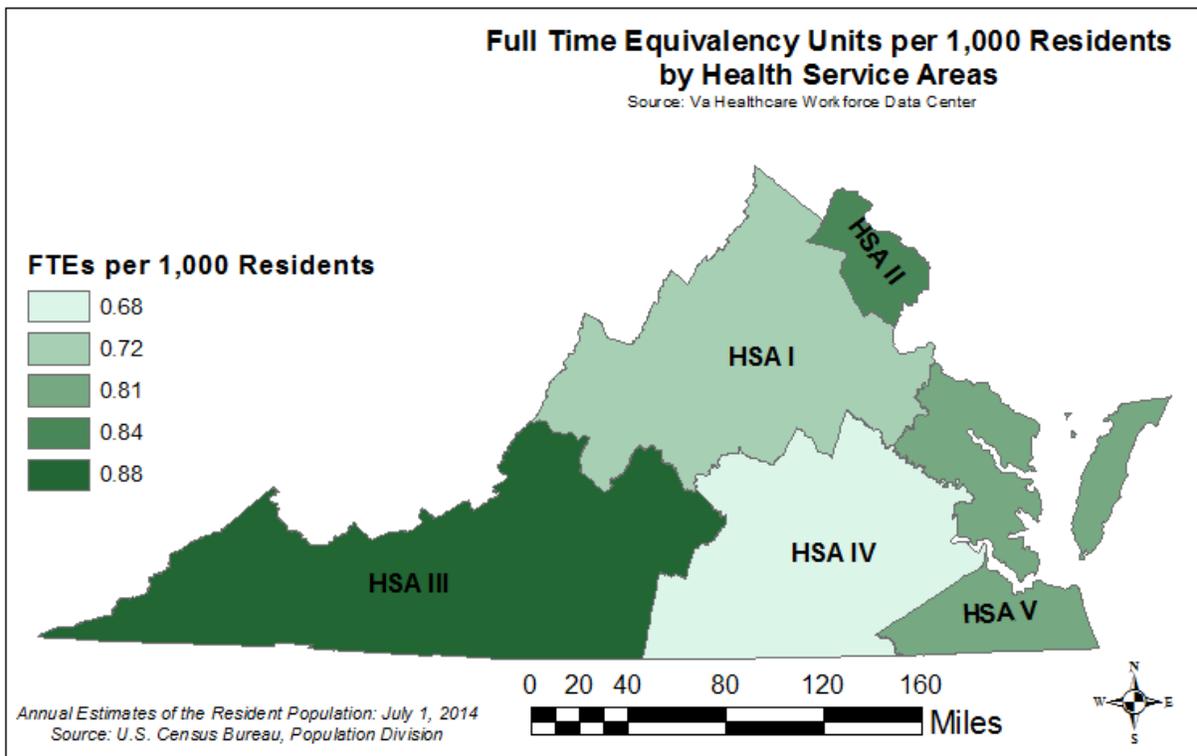
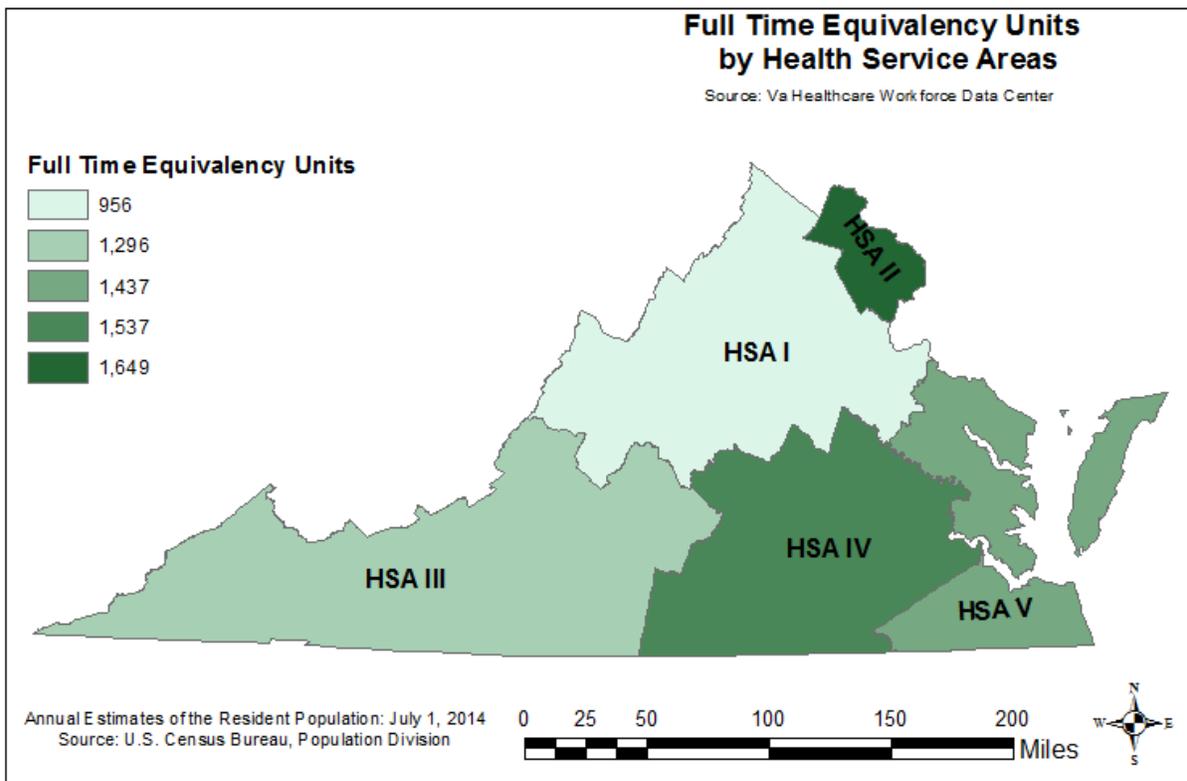
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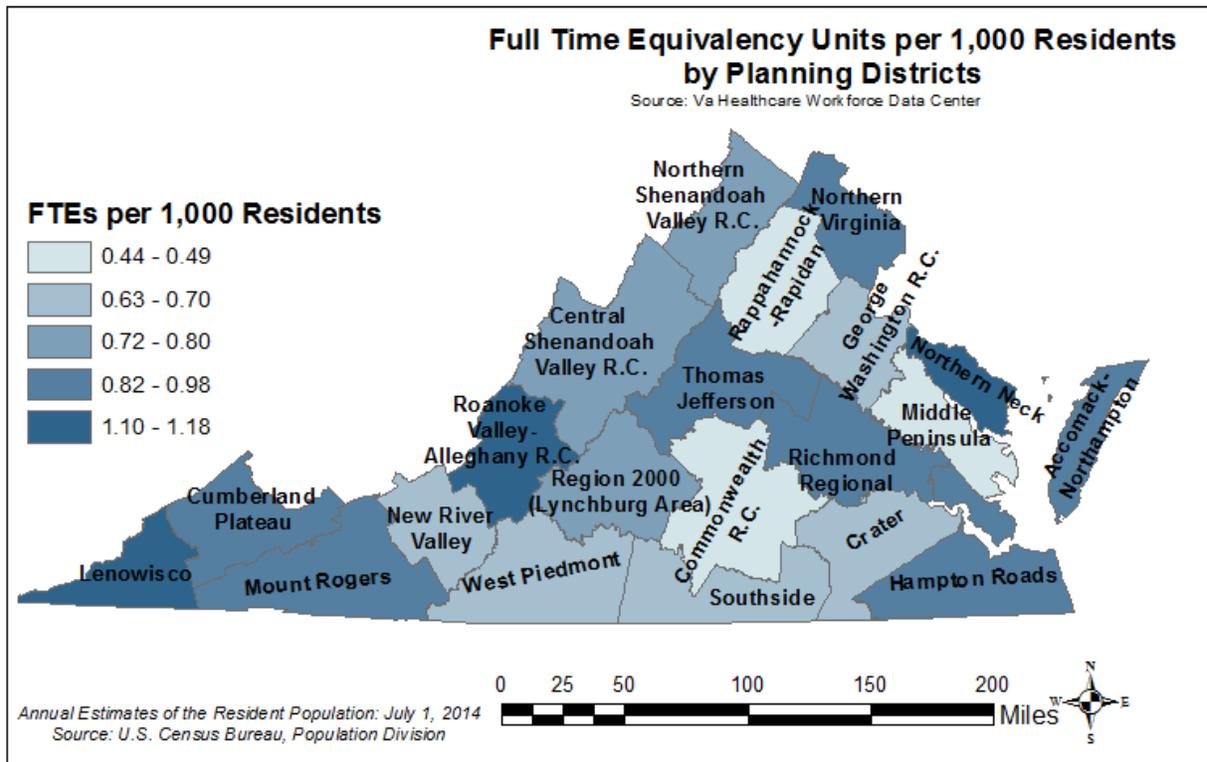
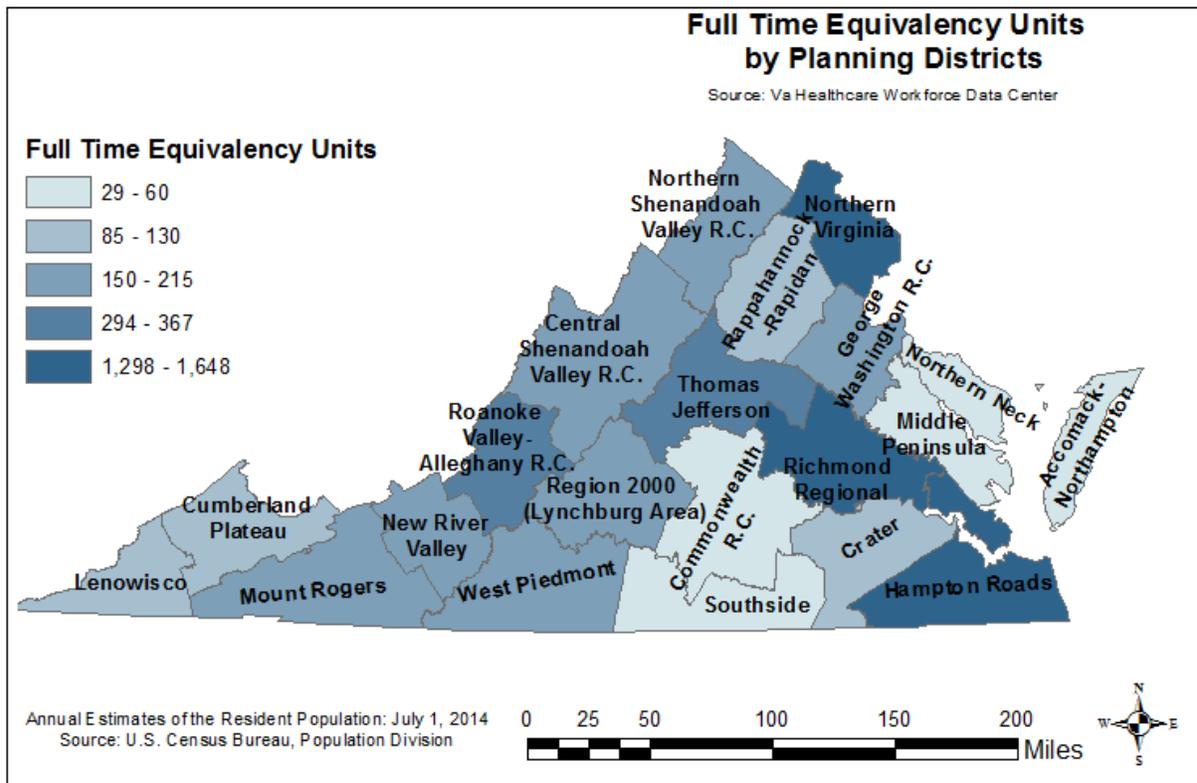
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,653	86.07%	1.161797753	0.995418	1.880691
Metro, 250,000 to 1 million	537	84.36%	1.185430464	1.015666	1.918947
Metro, 250,000 or less	778	87.15%	1.147492625	0.983161	1.857534
Urban pop 20,000+, Metro adj	76	90.79%	1.101449275	0.943712	1.783
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	187	77.01%	1.298611111	1.112638	2.102161
Urban pop, 2,500-19,999, nonadj	99	80.81%	1.2375	1.060279	2.003236
Rural, Metro adj	111	71.17%	1.405063291	1.203846	2.274484
Rural, nonadj	59	76.27%	1.311111111	1.123348	2.122396
Virginia border state/DC	744	60.48%	1.653333333	1.416561	2.676378
Other US State	1,208	37.50%	2.666666667	2.284776	4.316738

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,331	47.18%	2.119426752	1.783	4.316738
30 to 34	1,553	72.89%	1.371908127	1.154139	2.794231
35 to 39	1,229	82.02%	1.219246032	1.02571	2.483297
40 to 44	1,084	87.18%	1.147089947	0.965007	2.336333
45 to 49	971	86.71%	1.153206651	0.970153	2.348791
50 to 54	783	89.14%	1.121776504	0.943712	2.284776
55 to 59	646	85.76%	1.166064982	0.98097	2.37498
60 and Over	857	75.85%	1.318461538	1.109176	2.685374

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: 0.76378

