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# *Virginia's Physical Therapist Workforce: 2018*

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Healthcare Workforce Data Center

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*7,175 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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## The Physical Therapy Workforce: At a Glance:

### The Workforce

Licensees:	9,136
Virginia's Workforce:	7,639
FTEs:	6,586

### Background

Rural Childhood:	26%
HS Degree in VA:	40%
Prof. Degree in VA:	39%

### Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	67%
Satisfied?:	97%

### Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	96%

### Education

Doctorate:	65%
Masters:	18%

### Job Turnover

Switched Jobs in 2018:	9%
Employed over 2 yrs:	58%

### Demographics

% Female:	73%
Diversity Index:	32%
Median Age:	39

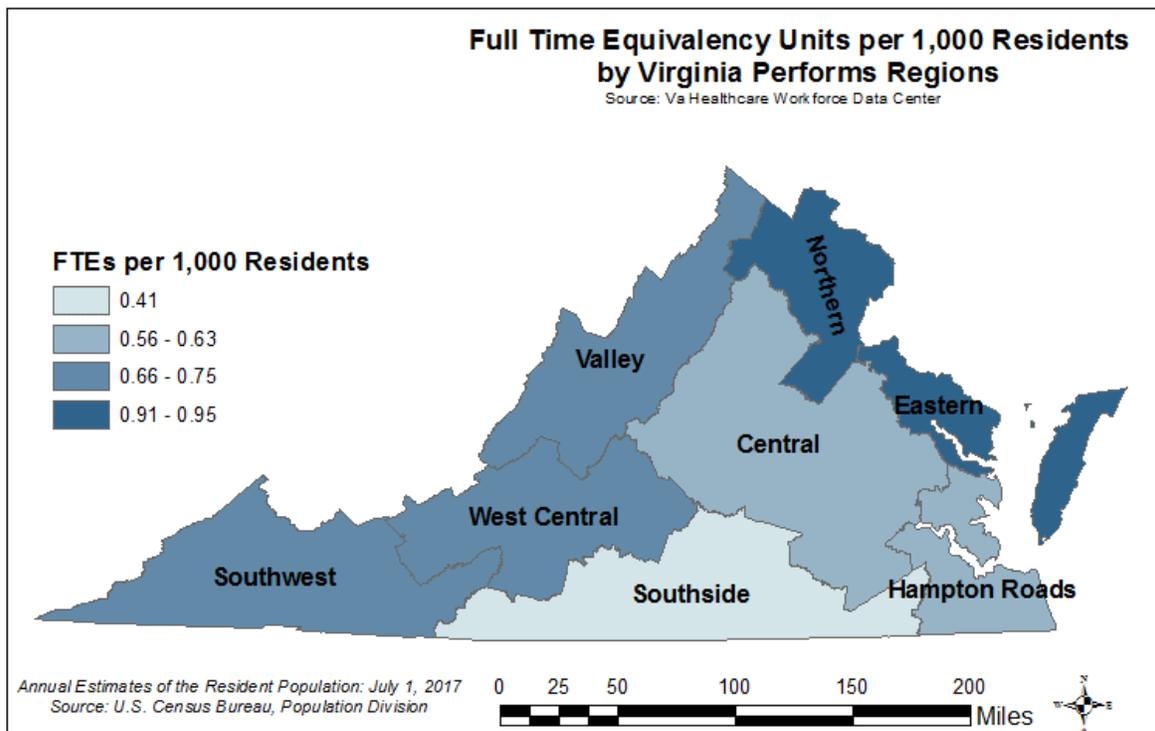
### Finances

Median Inc.:	\$70k-\$80k
Health Benefits:	68%
Under 40 w/ Ed debt:	67%

### Primary Roles

Patient Care:	86%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



## Results in Brief

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There were 7,175 physical therapist (PT) respondents in the 2018 Physical Therapist Workforce Survey. The survey occurs during PTs' license renewal period in December of even-numbered years. The respondents represent 79% of the 9,136 licensed PTs in the state and 96% of renewing practitioners. During the survey period, 7,639 PTs participated in Virginia's workforce, providing 6,586 "full-time equivalency units", equivalent to working 2,000 hours a year.

Nearly three-quarter of all PTs are female, and the median age of the PT workforce is 39. 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 56%. Further, eight percent of Virginia's PTs work in non-Metro areas of the state even though 26% of PTs grew up in a rural area.

Close to two-thirds of all PTs earned a Doctorate as their highest professional degree, while 18% of the PT workforce earned a Master's degree. Forty-five percent of all PTs currently have educational debt, including 67% of PTs under age 40. For those PTs with education debt, the median debt load is between \$70,000 and \$80,000. The median annual income for Virginia's PT workforce is also between \$70,000 and \$80,000. Ninety-seven percent of PTs indicate they are satisfied with their current employment situation, including 67% who indicate that they are "very satisfied".

In 2018, 97% of PTs were employed in the profession, and involuntarily unemployment was nearly nonexistent. Group Private Practices employ 17% 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.

Fifty percent of all PTs expect to retire by age 65. Although only 3% of the current workforce expect to retire in the next two years, half of the current workforce expect to retire by 2048. Meanwhile, over the next two years, 1% of all PTs expect to leave the profession, and 4% expect to leave the state. However, 28% of Virginia's PT workforce expect to pursue additional educational opportunities within the next two years.

## Summary of Trends

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Some significant changes have occurred in the PT workforce since 2014. Most notably the number of licensed PTs and PTs in the state workforce has increased by 20%. Further, the percent of the workforce with a doctorate increased from 51% to 65%, and resulted in declines in the percent with Master's and Baccalaureate degrees. The percent with APTA certifications and credentials also increased slightly. In 2018, 17% reported having at least one American Physical Therapy Association certification compared to 14% in 2014. Similarly, 29% reported at least one credential in 2018 compared to 23% in 2014. The areas in which they held certification or credentialing were relatively the same.

The percent of PTs with debt showed a 5% decline for those under age 40 but increased 1% in the overall population of PTs. The median educational debt also increased for the first time from between \$60,000 and \$70,000 to between \$70,000 and \$80,000. Median income, however, stayed the same at \$70,000 to \$80,000. The percent of PTs employed in the profession has ranged from 97% to 98% since 2014; and those involuntarily unemployed, though 0%, decreased to six respondents from 17 in 2014.

The PT workforce also became slightly more diverse. The percent female declined from 76% to 73% but the diversity index has stayed between 31% and 32% in the past four years. The percent under age 40 also increased from 49% in 2014 to 52% in 2018. This higher composition of younger workers likely contributed to the median age dropping to 39.

Retirement intention is another area that witnessed some change in 2018. Compared to 2014 when half of the workforce planned to retire in 25 years, half of the workforce population in 2018 intend to retire in 30 years. However, the percent who intend to retire at age 65, which declined from 51% in 2014 to 48% in 2016, is now back at 50%, a concerning trend for having a sufficient future PT workforce.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	7,007	77%
<b>New Licensees</b>	868	10%
<b>Non-Renewals</b>	1,261	14%
<b>All Licensees</b>	<b>9,136</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 96% of renewing PTs submitted a survey. These represent 79% of PTs who held a license at some point in 2018.*

**Definitions**

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

**Response Rates**

<b>Completed Surveys</b>	7,175
<b>Response Rate, all licensees</b>	79%
<b>Response Rate, Renewals</b>	96%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	732	665	48%
<b>30 to 34</b>	470	1,303	73%
<b>35 to 39</b>	212	1,091	84%
<b>40 to 44</b>	118	965	89%
<b>45 to 49</b>	98	926	90%
<b>50 to 54</b>	71	785	92%
<b>55 to 59</b>	72	638	90%
<b>60 and Over</b>	188	802	81%
<b>Total</b>	<b>1,961</b>	<b>7,175</b>	<b>79%</b>
<b>New Licenses</b>			
<b>Issued in 2018</b>	594	274	32%
<b>Metro Status</b>			
<b>Non-Metro</b>	117	481	80%
<b>Metro</b>	757	5,288	88%
<b>Not in Virginia</b>	1,087	1,404	56%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed PTs**

Number: 9,136  
 New: 10%  
 Not Renewed: 14%

**Response Rates**

All Licensees: 79%  
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

2018 PT Workforce: 7,639  
 FTEs: 6,586

### Utilization Ratios

Licensees in VA Workforce: 84%  
 Licensees per FTE: 1.39  
 Workers per FTE: 1.16

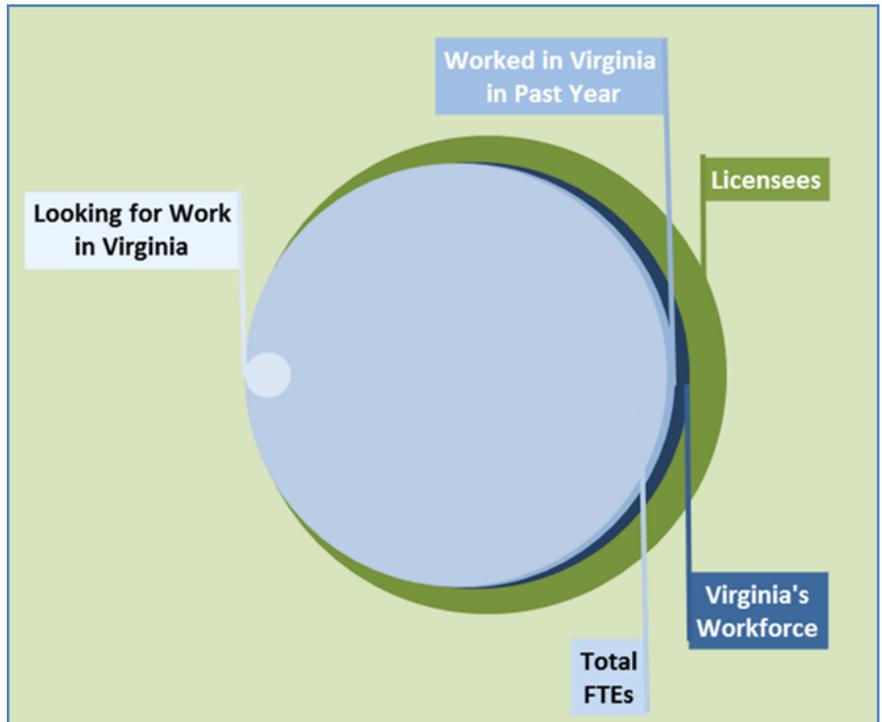
Source: Va. Healthcare Workforce Data Center

## 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 hours (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	7,574	99%
Looking for Work in Virginia	65	1%
Virginia's Workforce	7,639	100%
Total FTEs	6,586	
Licensees	9,136	

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](http://www.dhp.virginia.gov/hwdc)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	341	28%	872	72%	1,214	17%
30 to 34	401	28%	1,016	72%	1,417	20%
35 to 39	250	24%	790	76%	1,040	15%
40 to 44	208	25%	611	75%	819	12%
45 to 49	209	28%	532	72%	741	11%
50 to 54	151	26%	435	74%	586	8%
55 to 59	116	23%	399	77%	515	7%
60 +	194	28%	490	72%	684	10%
<b>Total</b>	<b>1,870</b>	<b>27%</b>	<b>5,147</b>	<b>73%</b>	<b>7,016</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	PTs		PTs under 40	
	%	#	%	#	%
White	62%	5,706	82%	2,979	82%
Black	19%	277	4%	136	4%
Asian	6%	614	9%	315	9%
Other Race	0%	79	1%	26	1%
Two or more races	3%	160	2%	93	3%
Hispanic	9%	163	2%	96	3%
<b>Total</b>	<b>100%</b>	<b>6,998</b>	<b>100%</b>	<b>3,645</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

At a Glance:

**Gender**

% Female: 73%  
% Under 40 Female: 73%

**Age**

Median Age: 39  
% Under 40: 52%  
% 55+: 17%

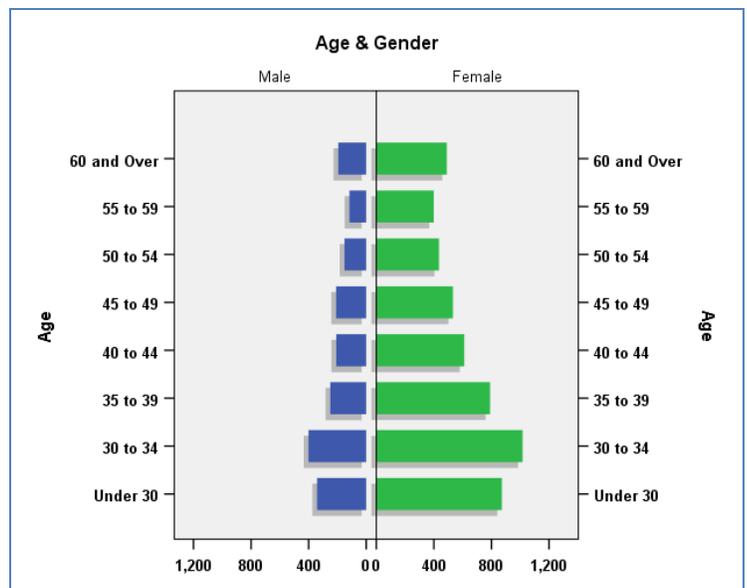
**Diversity**

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

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 56%.*

*Half of all PTs are under the age of 39, and 73% of these professionals are female. In addition, there is a 32% 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: 11%  
 Rural Childhood: 26%

### Virginia Background

HS in Virginia: 40%  
 Prof. Education in VA: 39%  
 HS/Prof. Edu. in VA: 48%

### Location Choice

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

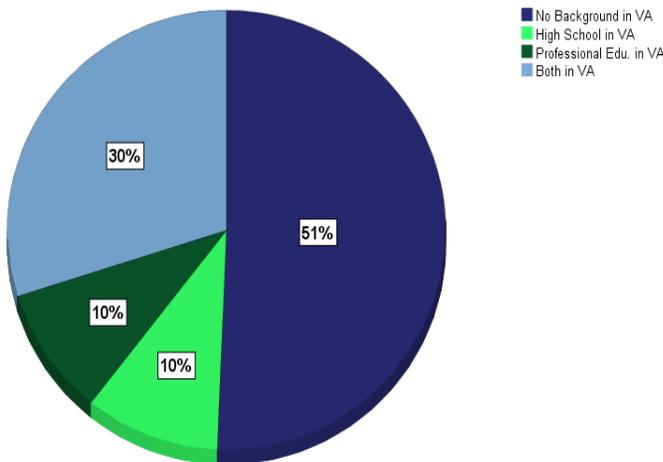
Source: Va. Healthcare Workforce Data Center

## 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+	21%	68%	12%
2	Metro, 250,000 to 1 million	38%	52%	10%
3	Metro, 250,000 or less	36%	55%	9%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adjacent	53%	35%	11%
6	Urban pop, 2,500-19,999, Metro adjacent	53%	36%	11%
7	Urban pop, 2,500-19,999, non adjacent	61%	30%	8%
8	Rural, Metro adjacent	38%	45%	17%
9	Rural, non adjacent	37%	48%	15%
<b>Overall</b>		<b>26%</b>	<b>62%</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*26% of PTs grew up in self-described rural areas, and 15% of these professionals currently work in non-metro counties. Overall, 8% of Virginia's PT workforce work in non-metro counties of the state.*

## Top Ten States for PT Recruitment

Rank	All PTs			
	High School	#	PT School	#
1	Virginia	2,776	Virginia	2,713
2	Outside U.S./Canada	597	Pennsylvania	560
3	New York	536	New York	521
4	Pennsylvania	523	Outside U.S./Canada	446
5	Maryland	394	North Carolina	330
6	New Jersey	223	Florida	281
7	North Carolina	185	Washington, D.C.	202
8	Ohio	151	Massachusetts	190
9	Florida	137	Maryland	160
10	Massachusetts	110	California	123

*40% of PTs received their high school degree in Virginia, while 39% 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	1,060	Virginia	870
2	Outside U.S./Canada	206	Pennsylvania	176
3	New York	191	New York	169
4	Pennsylvania	149	Outside U.S./Canada	140
5	Maryland	142	Florida	114
6	North Carolina	80	North Carolina	95
7	Ohio	69	Washington, D.C.	95
8	Mississippi	64	Tennessee	49
9	West Virginia	60	Maryland	45
10	New Jersey	44	West Virginia	38

*Among PTs who have been licensed in the past five years, 41% received their high school degree in Virginia, while 40% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*17% of licensed PTs did not participate in Virginia's workforce in 2018. 95% of these PTs worked at some point in the past year, including 91% who currently work as PTs.*

### At a Glance:

#### Not in VA Workforce

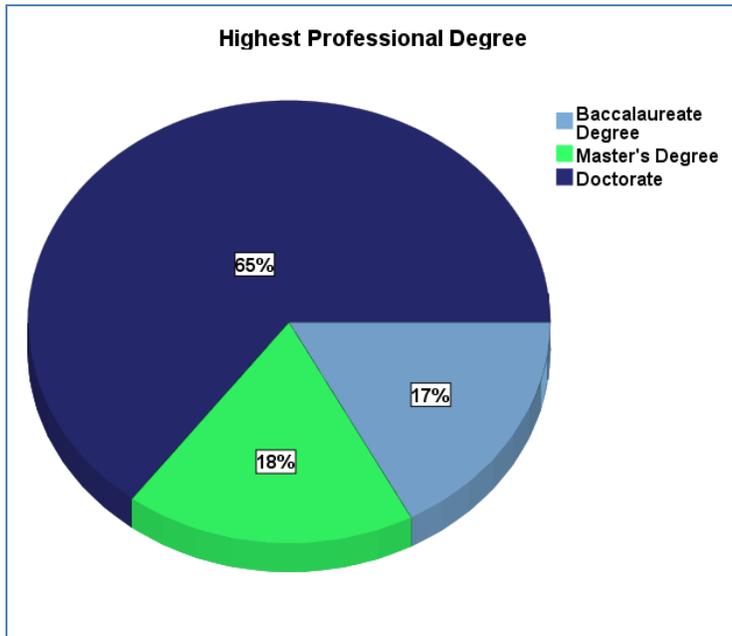
Total:	1,535
% of Licensees:	17%
Federal/Military:	7%
VA Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate Degree	1,195	17%
Master's Degree	1,253	18%
Doctorate	4,486	65%
<b>Total</b>	<b>6,933</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Doctorate: 65%  
 Master's: 18%

**Educational Debt**  
 With debt: 45%  
 Under age 40 with debt: 67%  
 Median debt: \$70k-\$80k

Source: Va. Healthcare Workforce Data Center

18% of all PTs hold a Master's degree as their highest professional degree, while close to two thirds have earned a Doctorate.

45% of PTs currently have educational debt, including 67% of those under the age of 40. For those PTs with educational debt, the median debt burden is between \$70,000 and \$80,000.

Educational Debt				
Amount Carried	All PTs		PTs under 40	
	#	%	#	%
<b>None</b>	3,569	55%	1,132	33%
<b>Less than \$20,000</b>	374	6%	192	6%
<b>\$20,000-\$39,999</b>	449	7%	282	8%
<b>\$40,000-\$59,999</b>	350	5%	246	7%
<b>\$60,000-\$79,999</b>	335	5%	266	8%
<b>\$80,000-\$99,999</b>	274	4%	242	7%
<b>\$100,000-\$119,999</b>	298	5%	276	8%
<b>\$120,000 or More</b>	798	12%	752	22%
<b>Total</b>	<b>6,447</b>	<b>100%</b>	<b>3,388</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Top Certifications**

Othopaedics: 6%  
 Clinical Instructor (APTA): 5%  
 At Least One Cert.: 17%

**Top Credentials:**

Dry Needling: 13%  
 Exercise/Physical Ther.: 4%  
 At Least One Cred.: 29%

Source: Va. Healthcare Workforce Data Center

**APTA Recognition of Advanced Proficiency**

Proficiency Area	#	%
<b>Orthopaedics</b>	461	6%
<b>Clinical Instructor (APTA)</b>	402	5%
<b>Geriatrics</b>	103	1%
<b>Neurology</b>	94	1%
<b>Sports</b>	72	1%
<b>Pediatrics</b>	47	1%
<b>Women’s Health</b>	23	0%
<b>Cardiovascular &amp; Pulmonary</b>	13	0%
<b>Clinical Electrophysiology</b>	7	0%
<b>Other</b>	206	3%
<b>At Least 1 Certification</b>	<b>1,300</b>	<b>17%</b>

Source: Va. Healthcare Workforce Data Center

**Credentials**

Area	#	%
<b>Dry Needling</b>	991	13%
<b>Exercise/Physical Therapy</b>	277	4%
<b>Athletic Training</b>	234	3%
<b>Lymphedema Therapy</b>	182	2%
<b>Early Intervention</b>	176	2%
<b>Massage Therapy</b>	41	1%
<b>Wound Care</b>	34	0%
<b>Assistive Technology</b>	29	0%
<b>Orthotics</b>	21	0%
<b>Art/Dance Therapy</b>	12	0%
<b>Occupational Therapy</b>	9	0%
<b>Credentials, Nursing</b>	7	0%
<b>Prosthetics</b>	5	0%
<b>Chiropractry</b>	2	0%
<b>Other</b>	647	8%
<b>At Least 1 Credential</b>	<b>2,204</b>	<b>29%</b>

Source: Va. Healthcare Workforce Data Center

*17% of all PTs hold at least one APTA certification, while 29% of Virginia’s PT workforce hold at least one credential. Orthopaedics (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: 97%  
Involuntarily Unemployed: <1%

### Positions Held

1 Full-Time: 67%  
2 or more Positions: 17%

### Weekly Hours:

40 to 49: 54%  
60 or more: 3%  
Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a physical therapy related capacity	6,804	97%
Employed, NOT in a physical therapy related capacity	53	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	<1%
Voluntarily unemployed	106	2%
Retired	23	0%
<b>Total</b>	<b>6,993</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*97% of licensed PTs are currently employed in the profession, and involuntarily unemployment is nearly nonexistent. 67% of all PTs currently hold one full-time job, while 17% have multiple positions. 54% of PTs work between 40 and 49 hours per week, while 3% of PTs work at least 60 hours per week.*

Current Positions		
Positions	#	%
No Positions	135	2%
One Part-Time Position	1,133	16%
Two Part-Time Positions	314	5%
One Full-Time Position	4,495	65%
One Full-Time Position & One Part-Time Position	661	10%
Two Full-Time Positions	14	0%
More than Two Positions	137	2%
<b>Total</b>	<b>6,889</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	135	2%
1 to 9 hours	164	2%
10 to 19 hours	337	5%
20 to 29 hours	609	9%
30 to 39 hours	1,131	16%
40 to 49 hours	3,693	54%
50 to 59 hours	587	9%
60 to 69 hours	134	2%
70 to 79 hours	29	0%
80 or more hours	37	1%
<b>Total</b>	<b>6,856</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	18	0%
Less than \$30,000	337	6%
\$30,000-\$39,999	193	3%
\$40,000-\$49,999	291	5%
\$50,000-\$59,999	372	6%
\$60,000-\$69,999	881	15%
\$70,000-\$79,999	1,324	22%
\$80,000-\$89,999	975	16%
\$90,000-\$99,999	688	12%
\$100,000-\$109,999	477	8%
\$110,000-\$119,999	175	3%
\$120,000 or more	234	4%
<b>Total</b>	<b>5,965</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,564	67%
Somewhat Satisfied	2,036	30%
Somewhat Dissatisfied	189	3%
Very Dissatisfied	42	1%
<b>Total</b>	<b>6,830</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Earnings**

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

**Benefits**

Employer Health Ins.: 68%

Employer Retirement: 70%

**Satisfaction**

Satisfied 97%

Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

The typical PT earned between \$70,000 and \$80,000 in 2018. In addition, among PTs who received either an hourly wage or a salary at their primary work location, 68% received health insurance and 70% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	4,893	72%	79%
Retirement	4,359	64%	70%
Health Insurance	4,267	63%	68%
Dental Insurance	3,902	57%	62%
Paid Sick Leave	3,482	51%	56%
Group Life Insurance	2,725	40%	45%
Signing/Retention Bonus	858	13%	14%
<b>Total</b>	<b>5,430</b>	<b>80%</b>	<b>86%</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?	71	1%
Experience Voluntary Unemployment?	294	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	154	2%
Work two or more positions at the same time?	1,339	18%
Switch employers or practices?	724	9%
<b>Experienced at least 1</b>	<b>2,146</b>	<b>28%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's PTs experienced involuntary unemployment at some point in 2018. By comparison, Virginia's average monthly unemployment rate was 3.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	99	1%	130	7%
<b>Less than 6 Months</b>	525	8%	294	16%
<b>6 Months to 1 Year</b>	631	9%	244	14%
<b>1 to 2 Years</b>	1,623	24%	408	23%
<b>3 to 5 Years</b>	1,512	22%	344	19%
<b>6 to 10 Years</b>	1,010	15%	177	10%
<b>More than 10 Years</b>	1,395	21%	187	10%
<b>Subtotal</b>	<b>6,795</b>	<b>100%</b>	<b>1,784</b>	<b>100%</b>
<b>Did not have location</b>	82		5,816	
<b>Item Missing</b>	762		40	
<b>Total</b>	<b>7,639</b>		<b>7,639</b>	

Source: Va. Healthcare Workforce Data Center

*53% of all PTs received a salary at their primary work location, while 35% received an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 9%  
New Location: 25%  
Over 2 years: 58%  
Over 2 yrs, 2<sup>nd</sup> location: 40%

**Employment Type**

Salary/Commission: 53%  
Hourly Wage: 35%

Source: Va. Healthcare Workforce Data Center

*58% 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	#	%
<b>Salary/ Commission</b>	3,110	53%
<b>Hourly Wage</b>	2,034	35%
<b>By Contract</b>	426	7%
<b>Business/ Practice Income</b>	258	4%
<b>Unpaid</b>	19	0%
<b>Subtotal</b>	<b>5,848</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 for December 2018 was still preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	33%
Top 3 Regions:	75%
Lowest Region:	1%

### Locations

2 or more (2018):	27%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

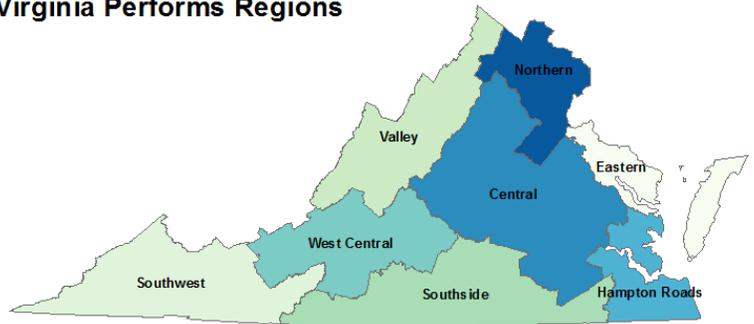
Three-quarters of all PTs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,606	24%	314	17%
Eastern	97	1%	35	2%
Hampton Roads	1,241	18%	316	18%
Northern	2,239	33%	535	30%
Southside	166	2%	58	3%
Southwest	220	3%	90	5%
Valley	436	6%	119	7%
West Central	635	9%	178	10%
Virginia Border State/DC	52	1%	45	2%
Other US State	83	1%	111	6%
Outside of the US	4	0%	2	0%
<b>Total</b>	<b>6,779</b>	<b>100%</b>	<b>1,803</b>	<b>100%</b>
Item Missing	778		22	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



24% 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 2018		Work Locations Now*	
	#	%	#	%
0	65	1%	131	2%
1	4,965	73%	5,044	74%
2	1,019	15%	1,017	15%
3	608	9%	544	8%
4	80	1%	46	1%
5	43	1%	19	0%
6 or More	70	1%	49	1%
<b>Total</b>	<b>6,849</b>	<b>100%</b>	<b>6,849</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>	4,039	62%	1,237	71%
<b>Non-Profit</b>	2,066	31%	401	23%
<b>State/Local Government</b>	336	5%	83	5%
<b>Veterans Administration</b>	59	1%	4	0%
<b>U.S. Military</b>	59	1%	14	1%
<b>Other Federal Government</b>	8	0%	2	0%
<b>Total</b>	<b>6,567</b>	<b>100%</b>	<b>1,741</b>	<b>100%</b>
<b>Did not have location</b>	82		5,816	
<b>Item Missing</b>	989		82	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

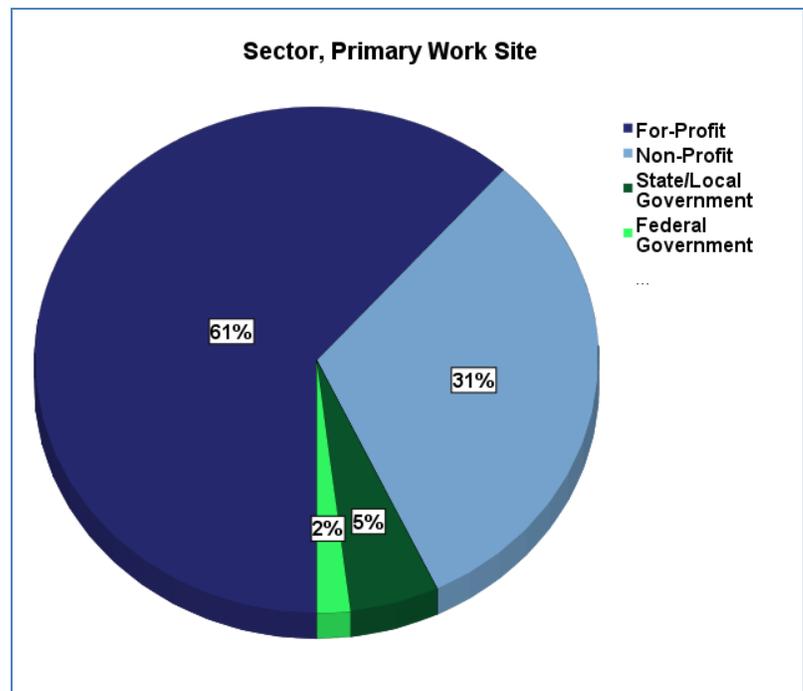
For Profit:	62%
Federal:	2%

**Top Establishments**

Group Private Practice:	17%
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 62% who work at for-profit establishments. Another 5% of Virginia's PT workforce worked for either state or local governments.

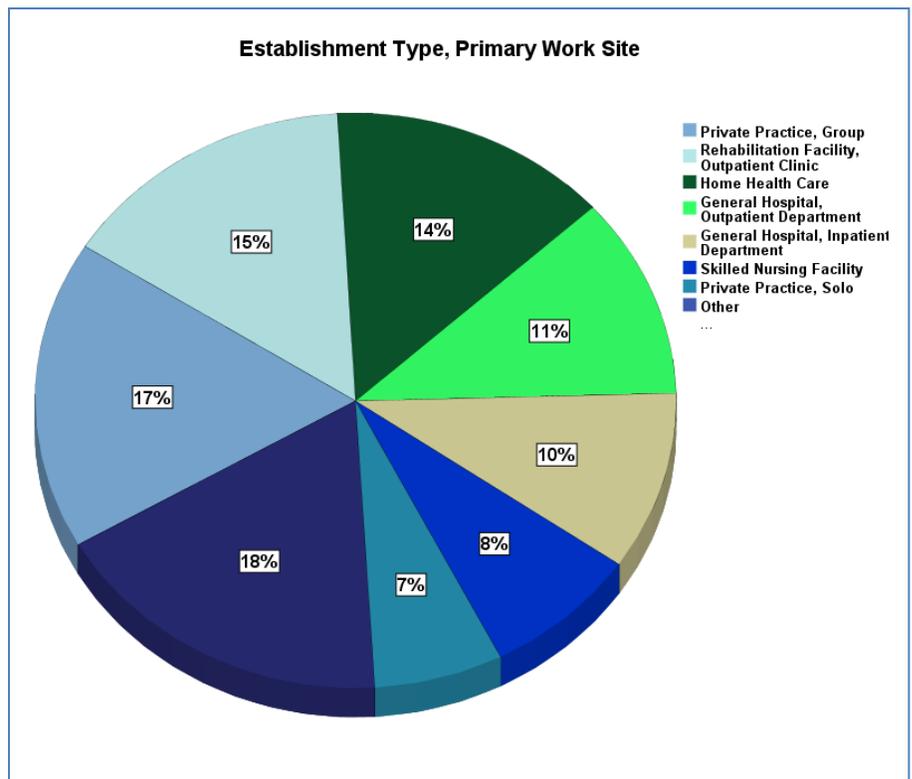


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	1,107	17%	177	11%
Rehabilitation Facility, Outpatient Clinic	961	15%	177	11%
Home Health Care	903	14%	284	17%
General Hospital, Outpatient Department	721	11%	78	5%
General Hospital, Inpatient Department	641	10%	193	12%
Skilled Nursing Facility	503	8%	266	16%
Private Practice, Solo	416	7%	113	7%
Rehabilitation Facility, Residential/Inpatient	231	4%	55	3%
Academic Institution	162	3%	94	6%
Physician Office	161	3%	18	1%
K-12 School System	160	3%	17	1%
Assisted Living or Continuing Care Facility	118	2%	51	3%
Other	292	5%	143	9%
<b>Total</b>	<b>6,376</b>	<b>100%</b>	<b>1,666</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>82</b>		<b>5,816</b>	

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

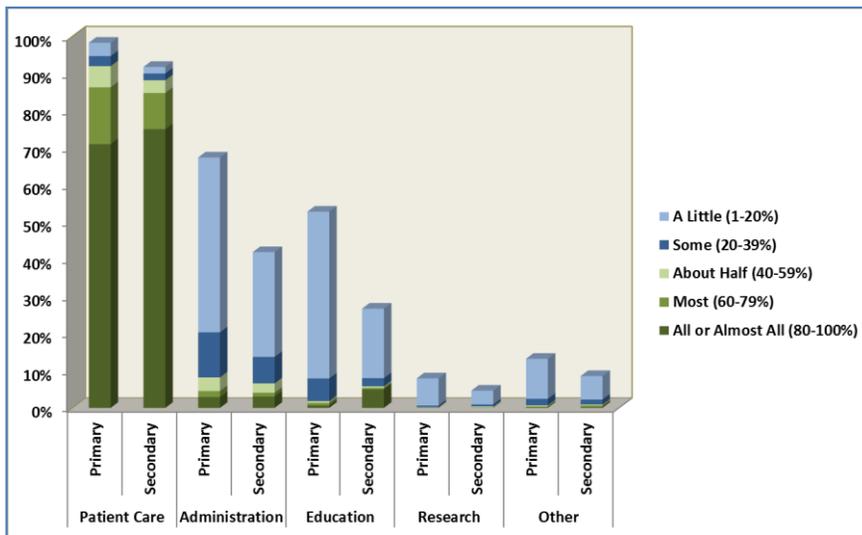
Patient Care: 86%  
Administrative: 5%  
Education: 1%

### 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 PT spends most of her time in patient care activities. In fact, 86% 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
<b>All or Almost All (80-100%)</b>	71%	75%	3%	3%	1%	5%	0%	0%	0%	0%
<b>Most (60-79%)</b>	15%	10%	2%	1%	1%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	6%	3%	4%	2%	0%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	3%	2%	12%	7%	6%	2%	0%	1%	2%	1%
<b>A Little (1-20%)</b>	4%	2%	47%	28%	45%	19%	7%	4%	11%	6%
<b>None (0%)</b>	2%	8%	33%	58%	47%	73%	92%	95%	87%	91%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All PTs		PTs over 50	
	#	%	#	%
<b>Under age 50</b>	168	3%	-	-
<b>50 to 54</b>	289	5%	5	0%
<b>55 to 59</b>	843	14%	98	6%
<b>60 to 64</b>	1,789	29%	442	28%
<b>65 to 69</b>	2,071	34%	636	40%
<b>70 to 74</b>	556	9%	245	16%
<b>75 to 79</b>	112	2%	49	3%
<b>80 or over</b>	58	1%	15	1%
<b>I do not intend to retire</b>	277	4%	86	5%
<b>Total</b>	<b>6,164</b>	<b>100%</b>	<b>1,576</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Retirement Expectations

**All PTAs**

Under 65: 50%  
Under 60: 21%

**PTAs 50 and over**

Under 65: 35%  
Under 60: 7%

Time until Retirement

Within 2 years: 3%  
Within 10 years: 15%  
Half the workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*50% 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% expect to retire by age 65, while 25% plan on working until at least age 70.*

*Within the next two years, 1% of Virginia's PTs expect to leave the profession and 4% plan on leaving the state. Meanwhile, 28% of PTs plan on pursuing additional educational opportunities, and 10% also plan to increase patient care hours. In addition, 9% of PTs plan to certify/recertify for direct access.*

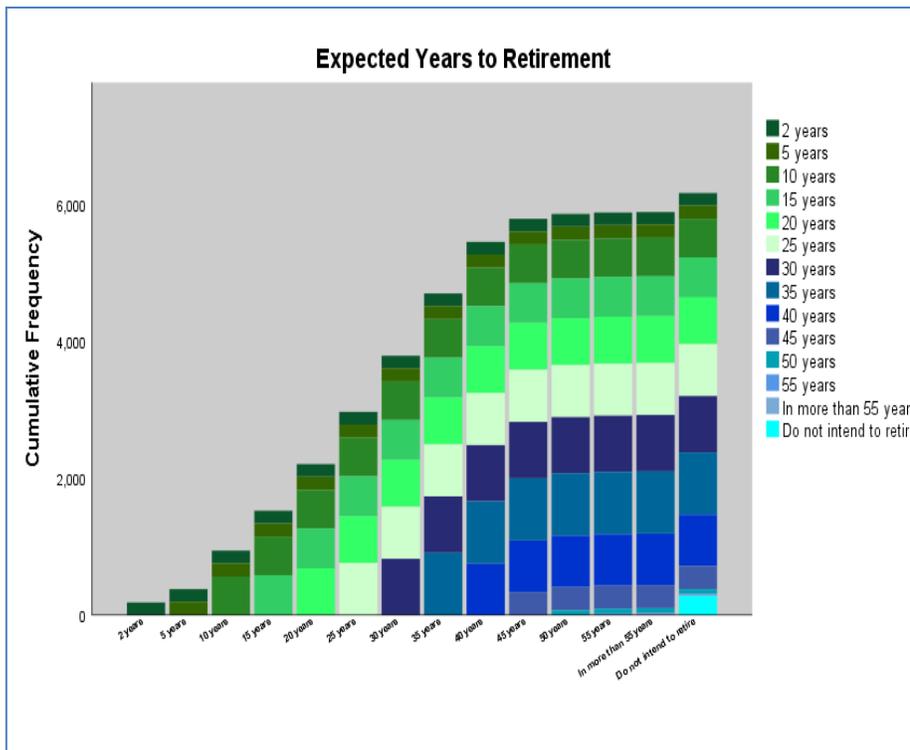
Future Plans		
1 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	79	1%
<b>Leave Virginia</b>	333	4%
<b>Decrease Patient Care Hours</b>	778	10%
<b>Decrease Teaching Hours</b>	20	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	766	10%
<b>Increase Teaching Hours</b>	813	11%
<b>Pursue Additional Education</b>	2,127	28%
<b>Return to Virginia's Workforce</b>	44	1%
<b>Certify for Direct Access</b>	656	9%

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 expect to retire by 2048.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	184	3%	3%
<b>5 years</b>	193	3%	6%
<b>10 years</b>	562	9%	15%
<b>15 years</b>	583	9%	25%
<b>20 years</b>	683	11%	36%
<b>25 years</b>	761	12%	48%
<b>30 years</b>	821	13%	61%
<b>35 years</b>	910	15%	61%
<b>40 years</b>	752	12%	88%
<b>45 years</b>	337	5%	94%
<b>50 years</b>	71	1%	95%
<b>55 years</b>	21	0%	95%
<b>In more than 55 years</b>	9	0%	96%
<b>Do not intend to retire</b>	277	4%	100%
<b>Total</b>	<b>6,164</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 15% of the current workforce around 2053 before declining to under 10% of the current workforce again around 2063.

## At a Glance:

### FTEs

Total: 6,586  
 FTEs/1,000 Residents<sup>2</sup>: 0.783  
 Average: 0.87

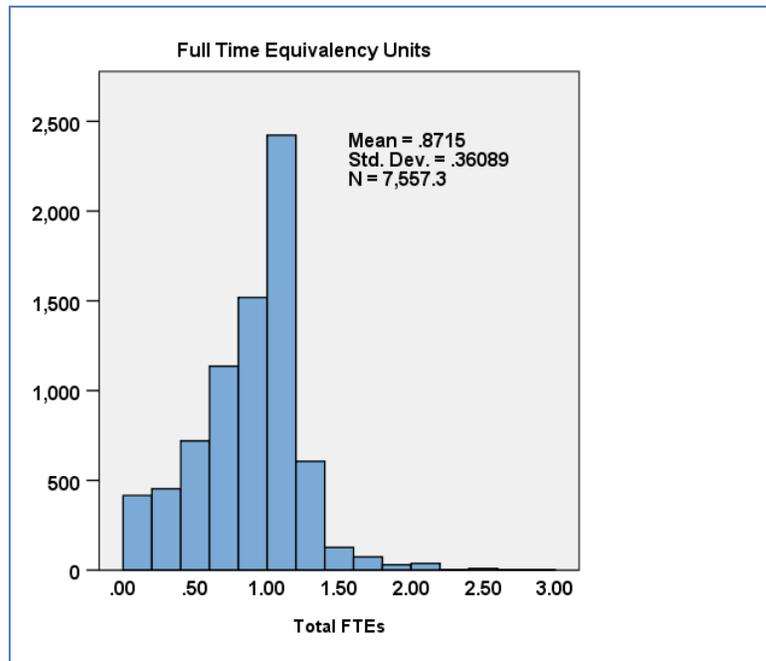
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Small  
 Gender, Partial Eta<sup>3</sup>: Medium

*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:

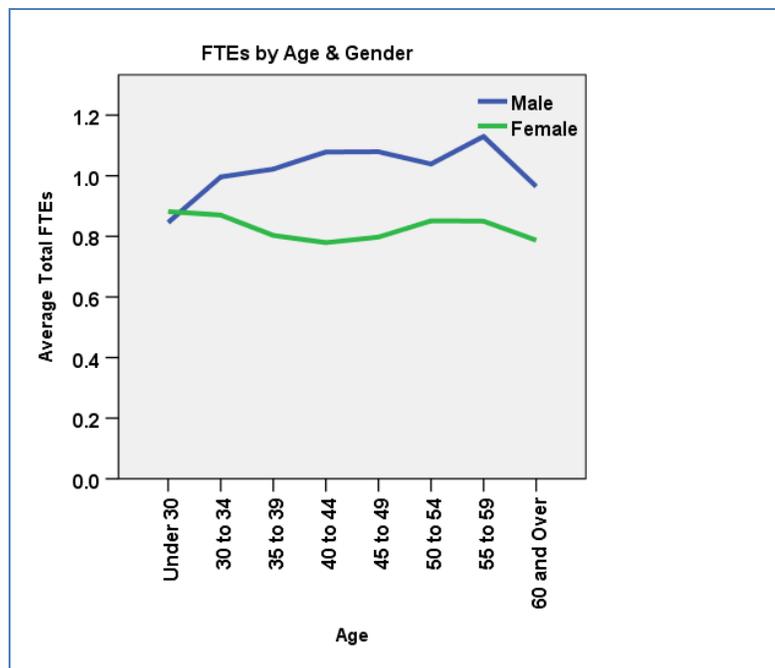


Source: Va. Healthcare Workforce Data Center

The typical PT provided 0.94 FTEs in 2018, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.87	0.98
30 to 34	0.91	0.97
35 to 39	0.84	0.91
40 to 44	0.87	0.96
45 to 49	0.88	0.89
50 to 54	0.89	0.88
55 to 59	0.88	0.89
60 and Over	0.82	0.81
<b>Gender</b>		
Male	1.00	1.05
Female	0.83	0.92

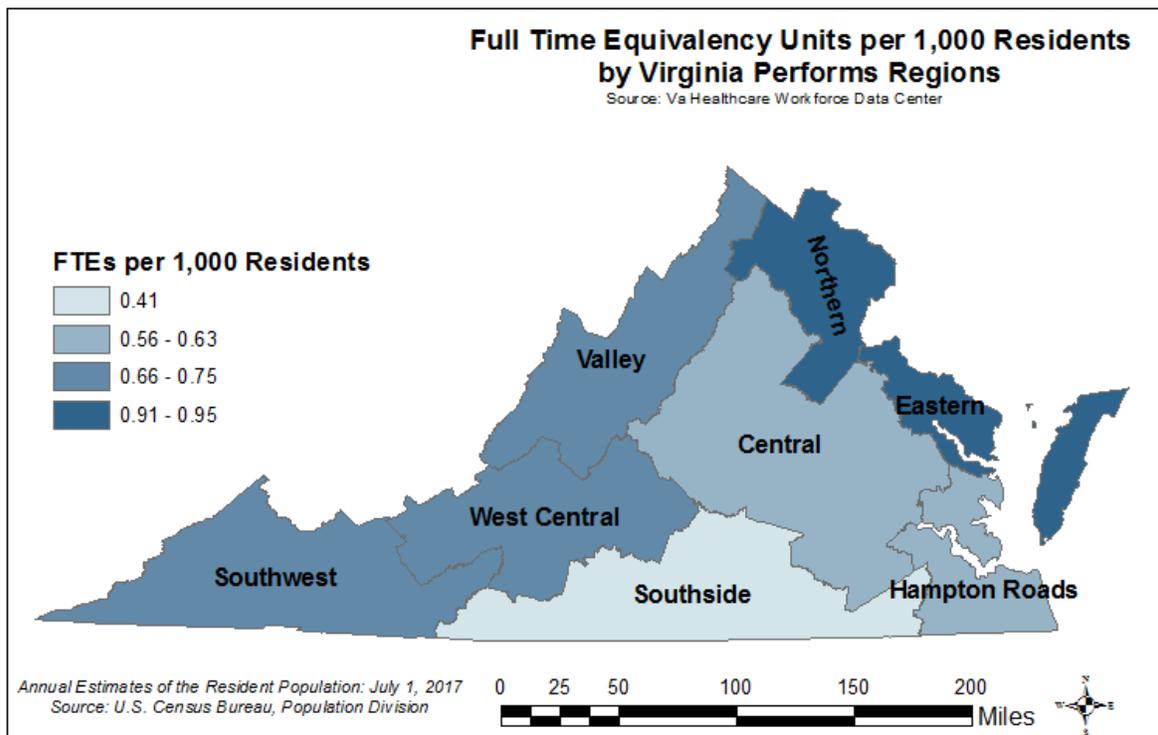
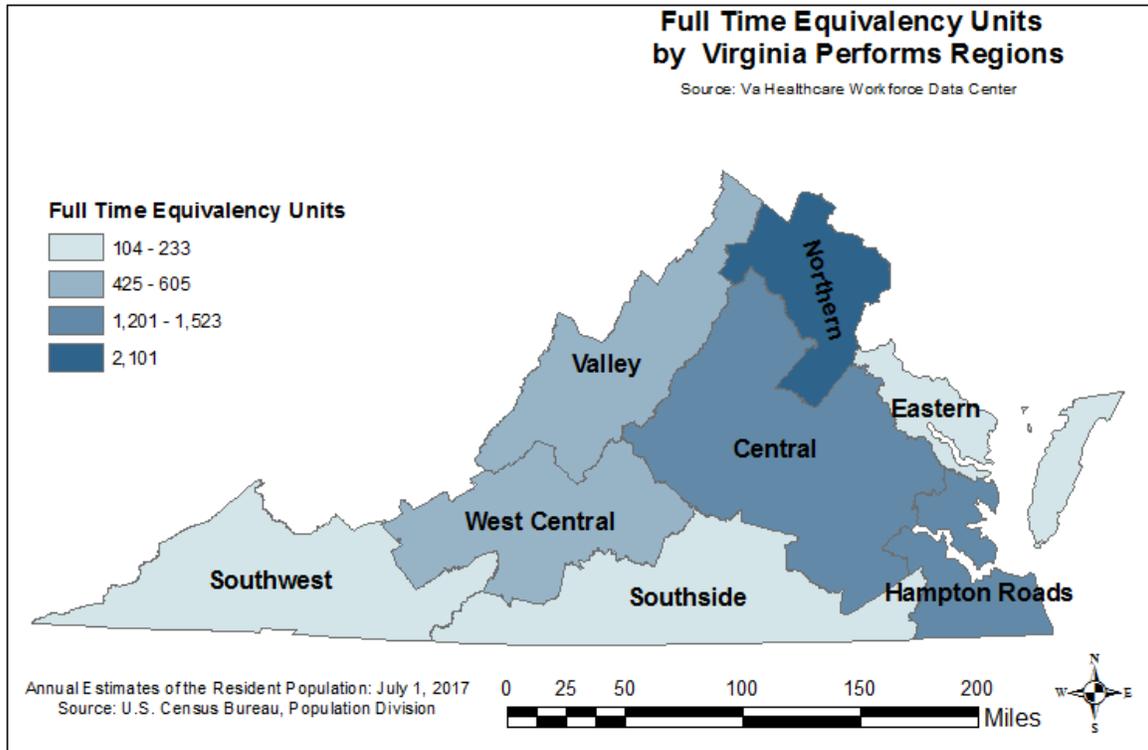
Source: Va. Healthcare Workforce Data Center

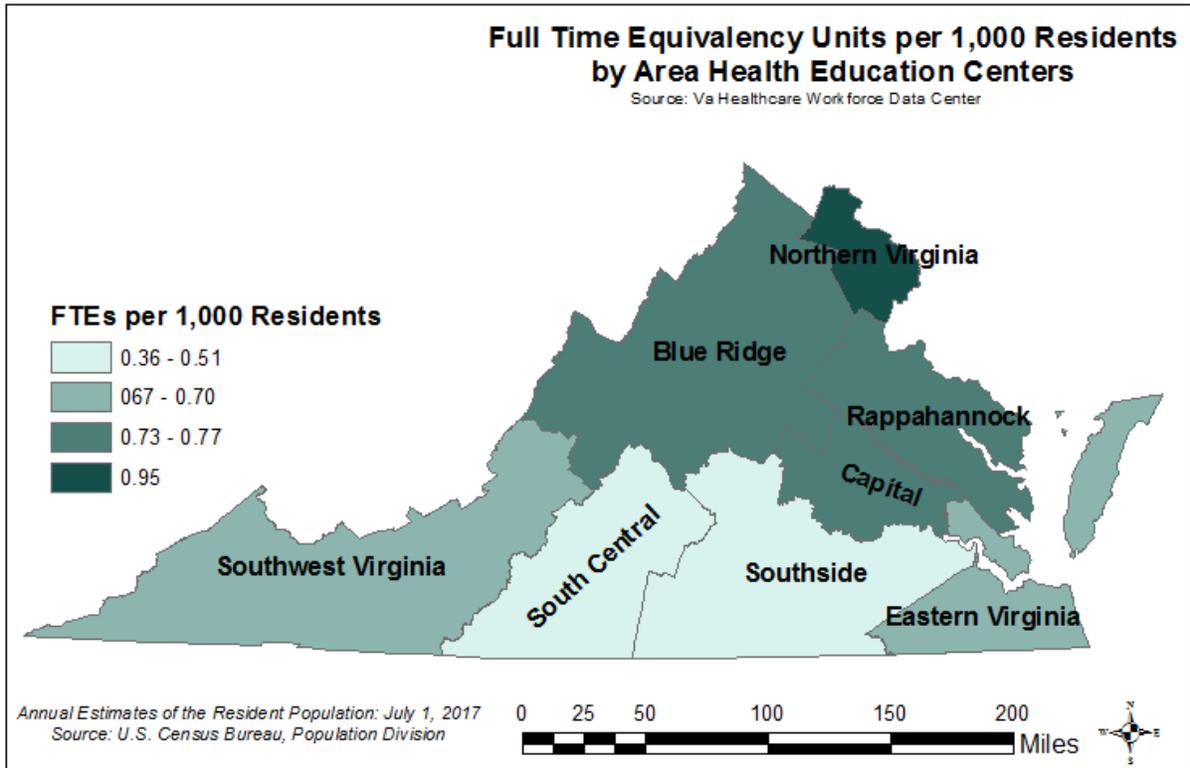
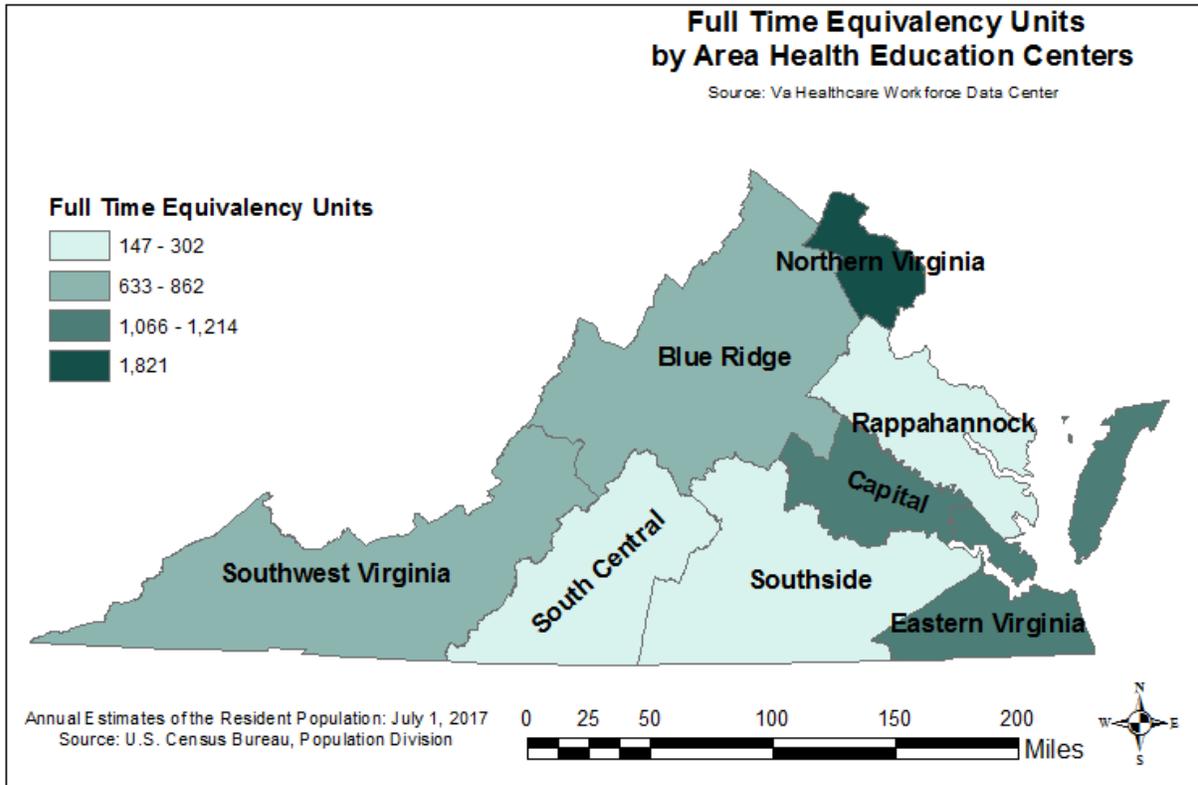


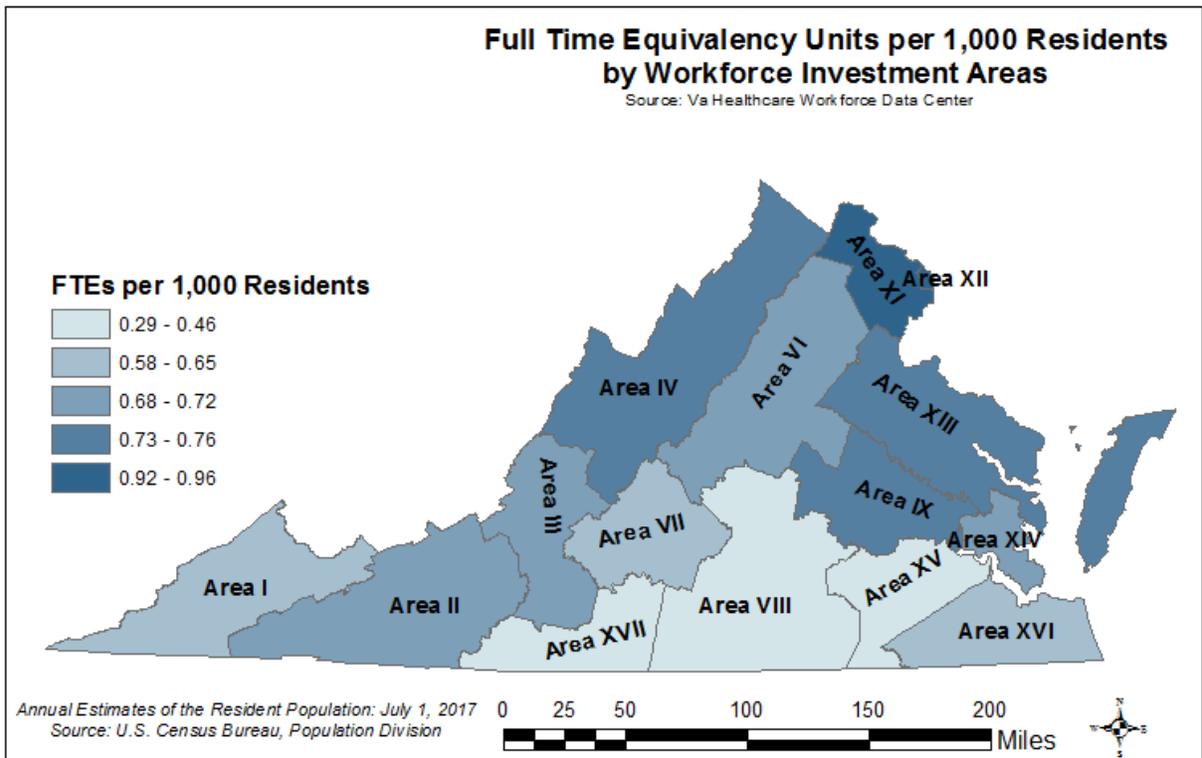
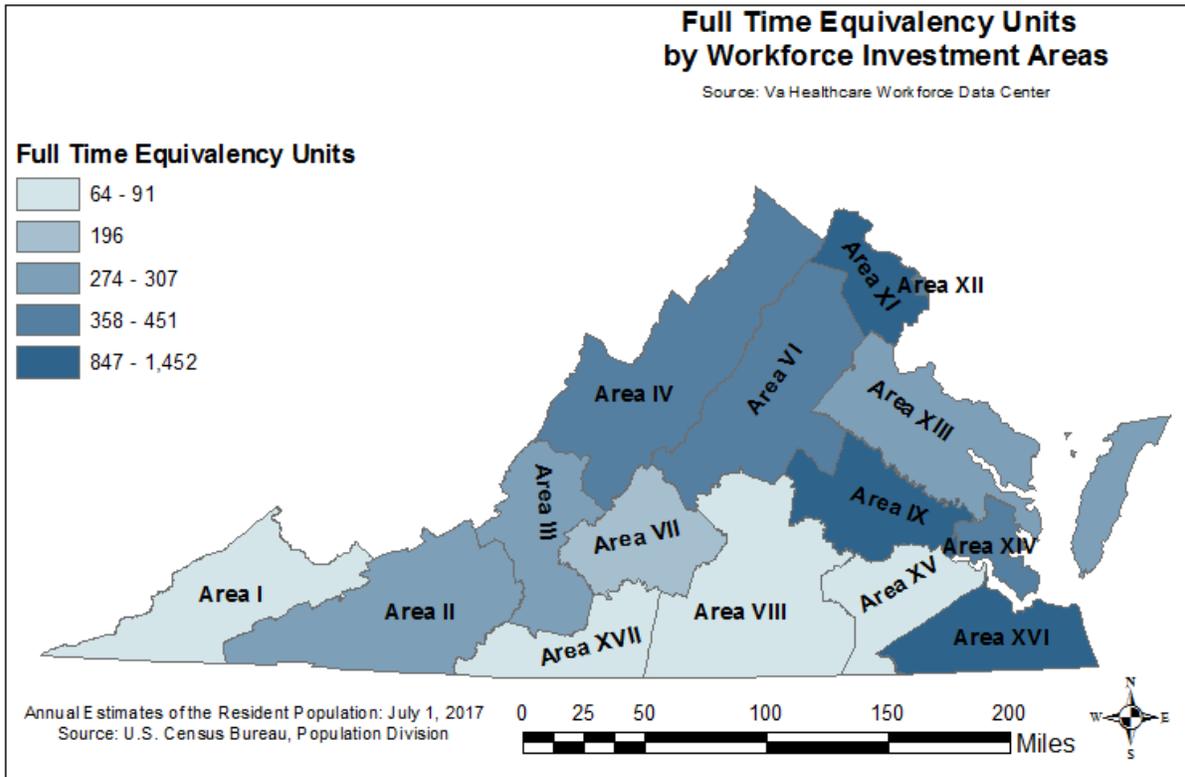
Source: Va. Healthcare Workforce Data Center

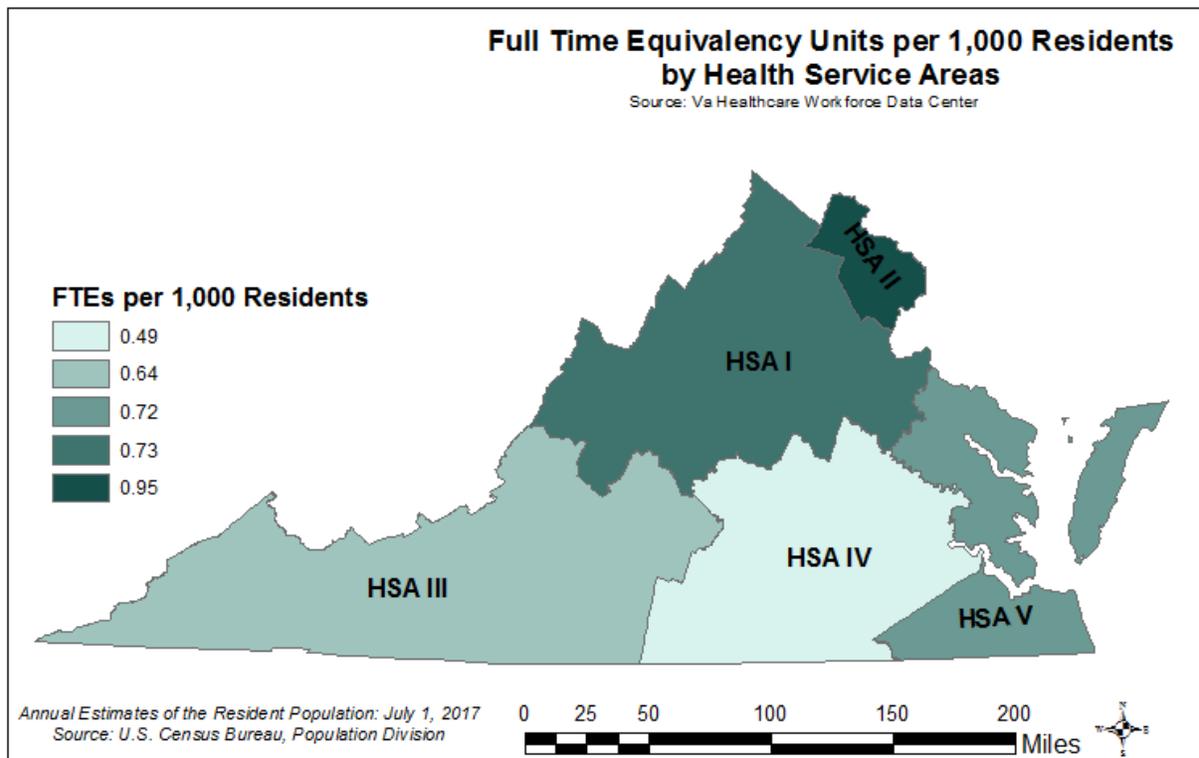
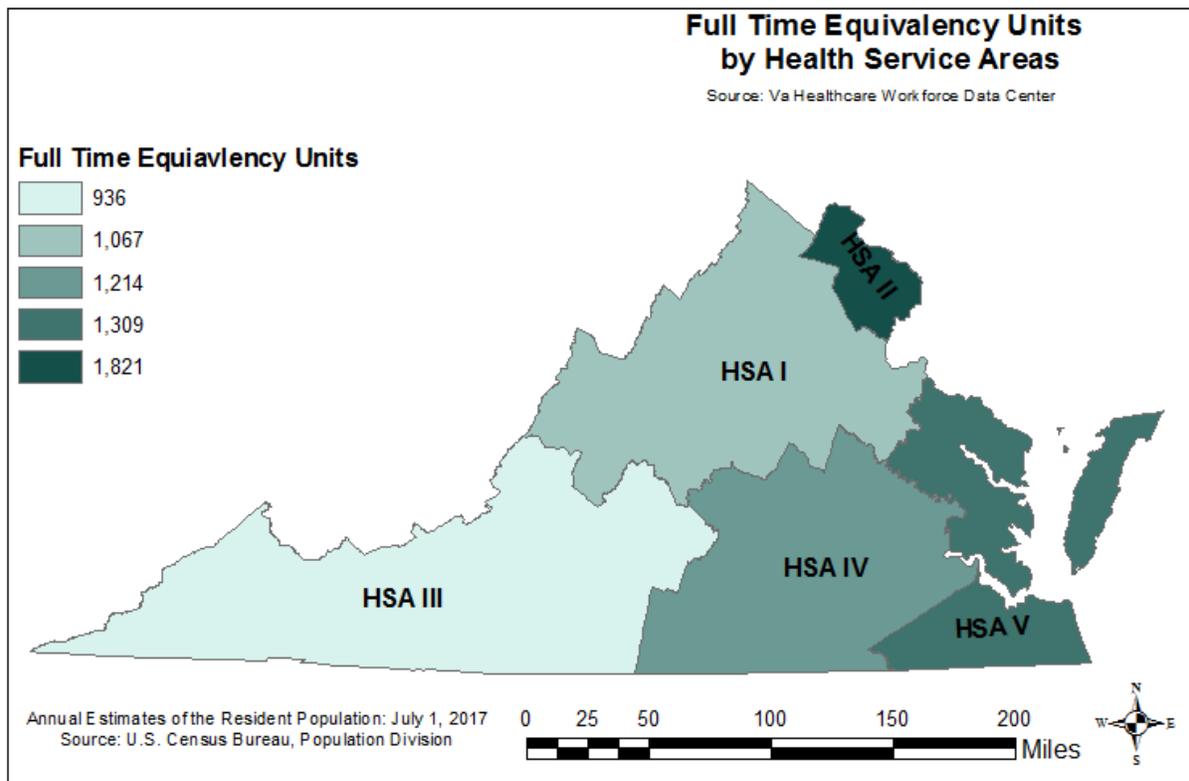
<sup>2</sup> Number of residents in 2017 was used as the denominator.

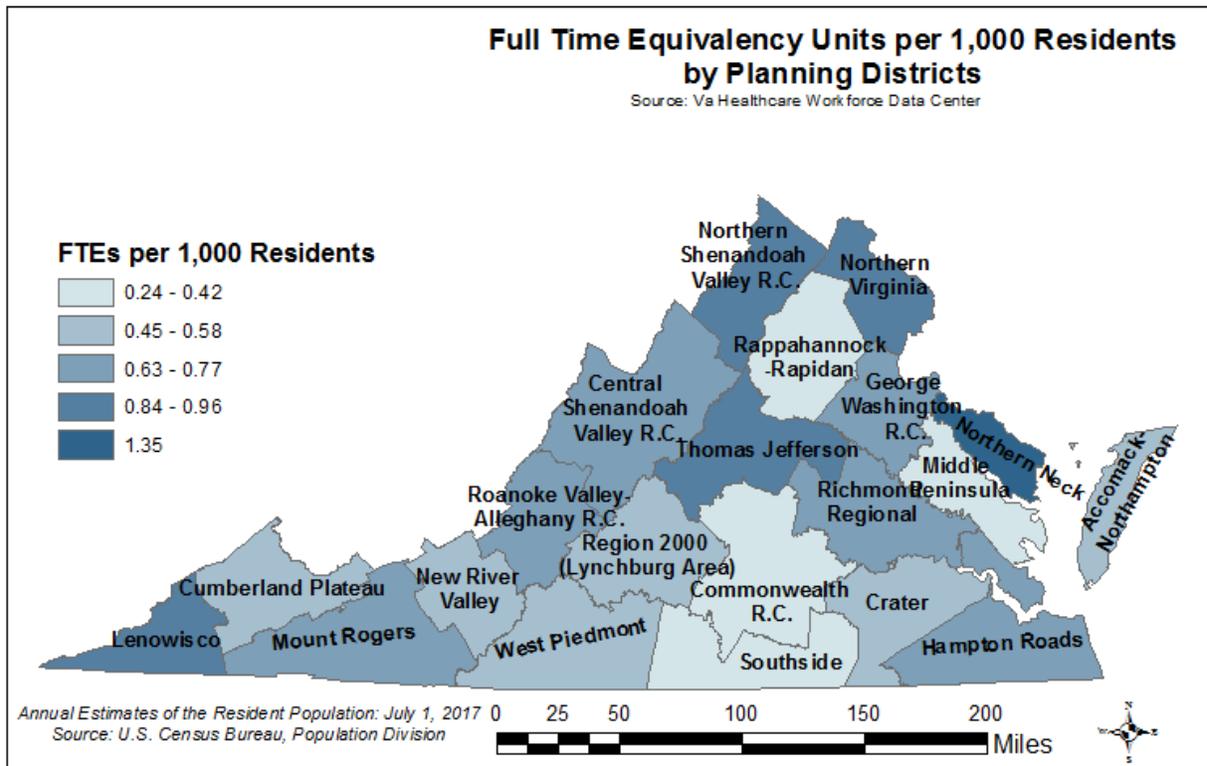
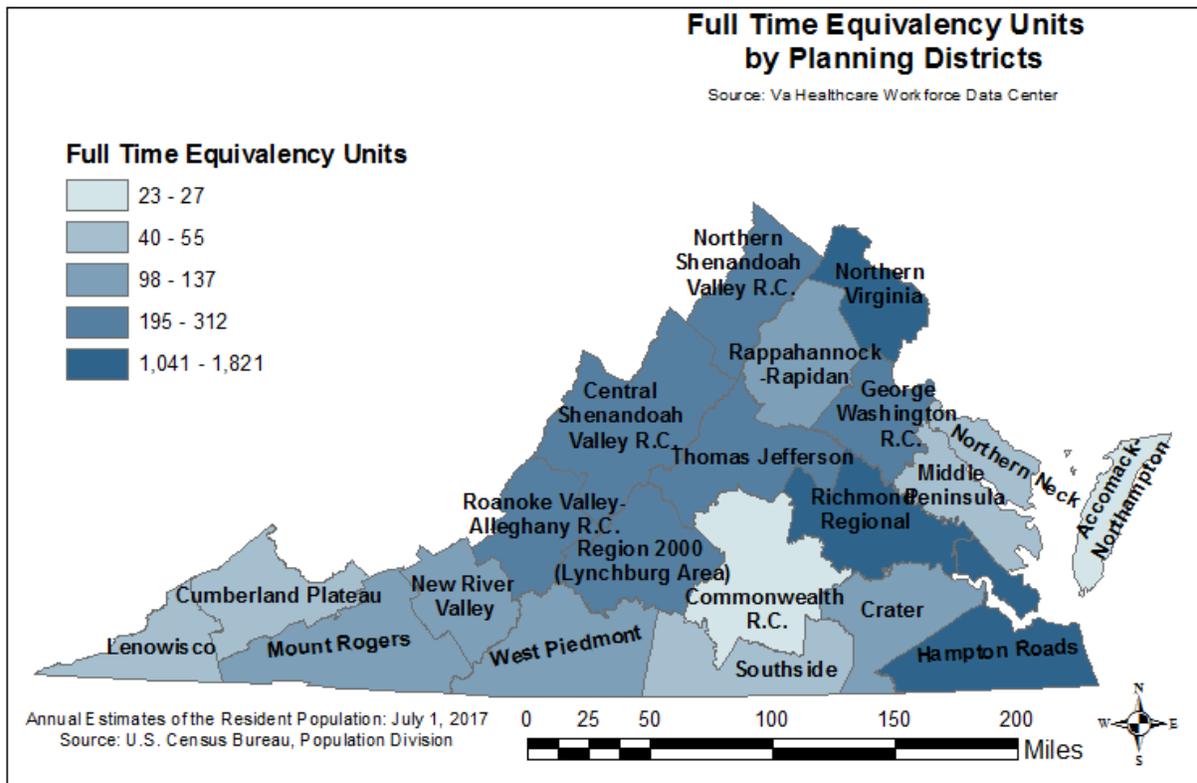
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,664	87.86%	1.1381	0.9747	1.8777
Metro, 250,000 to 1 million	568	84.86%	1.1784	1.0092	1.9442
Metro, 250,000 or less	813	87.08%	1.1483	0.9834	1.8945
Urban pop 20,000+, Metro adj	86	88.37%	1.1316	0.9691	1.8669
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	216	81.94%	1.2203	1.0451	2.0134
Urban pop, 2,500-19,999, nonadj	104	83.65%	1.1954	1.0237	1.9722
Rural, Metro adj	128	66.41%	1.5059	1.2896	2.4845
Rural, nonadj	64	87.50%	1.1429	0.9787	1.8855
Virginia border state/DC	872	58.94%	1.6965	1.4529	2.7989
Other US State	1,619	54.97%	1.8191	1.5579	3.0012

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,397	47.60%	2.1008	1.8669	3.0012
30 to 34	1,773	73.49%	1.3607	1.2092	1.9440
35 to 39	1,303	83.73%	1.1943	1.0614	1.7062
40 to 44	1,083	89.10%	1.1223	0.9974	1.6033
45 to 49	1,024	90.43%	1.1058	0.9827	1.5798
50 to 54	856	91.71%	1.0904	0.9691	1.5579
55 to 59	710	89.86%	1.1129	0.9890	1.5899
60 and Over	990	81.01%	1.2344	1.0970	1.7635

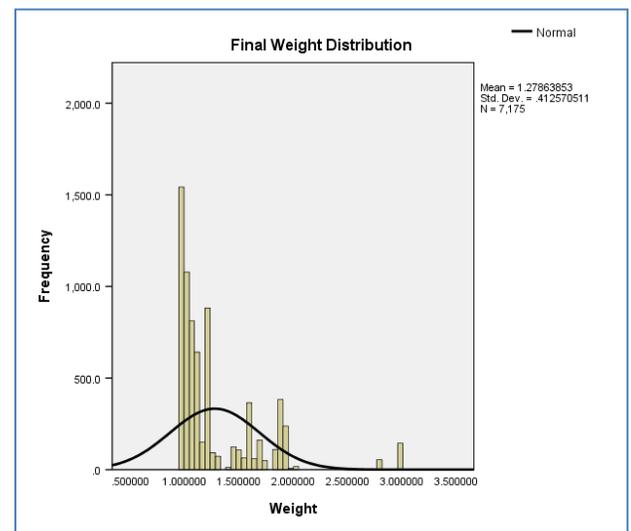
Source: Va. Healthcare Workforce Data Center

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:

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

**Overall Response Rate: 0.78535**



Source: Va. Healthcare Workforce Data Center