
Virginia's Physical Therapist Assistant Workforce: 2016

Healthcare Workforce Data Center

February 2017

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2,726 Physical Therapist Assistants 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 PTA Workforce: At a Glance:

The Workforce

Licensees:	3,385
Virginia's Workforce:	3,040
FTEs:	2,028

Background

Rural Childhood:	45%
HS Degree in VA:	62%
Prof. Degree in VA:	75%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	65%
Satisfied?:	97%

Survey Response Rate

All Licensees:	81%
Renewing Practitioners:	94%

Education

Associate or Higher:	98%
Bachelors:	1%

Job Turnover

Switched Jobs in 2016:	10%
Employed over 2 yrs:	56%

Demographics

% Female:	77%
Diversity Index:	30%
Median Age:	41

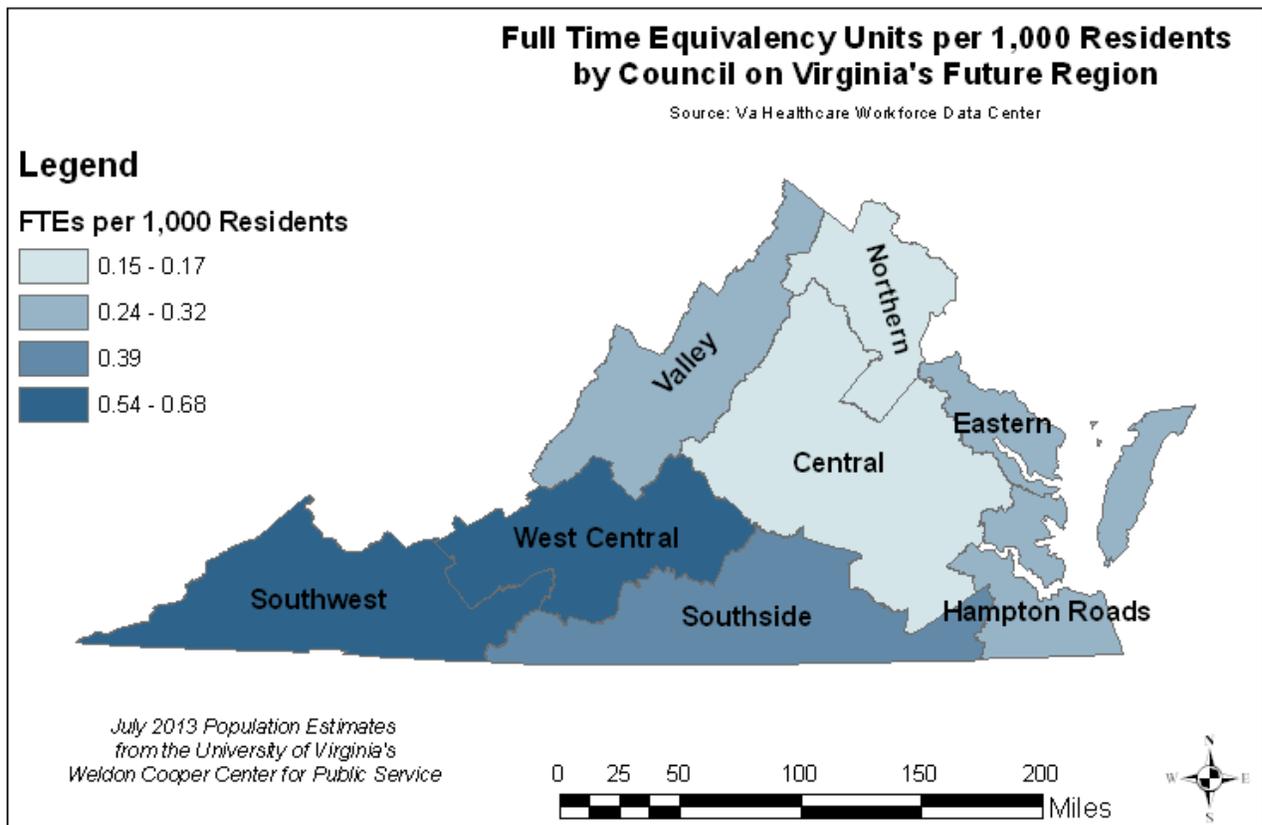
Finances

Median Inc.:	\$50k-\$60k
Health Benefits:	60%
Under 40 w/ Ed debt:	57%

Primary Roles

Patient Care:	89%
Administration:	3%
Other:	1%

Source: Va. Healthcare Workforce Data Center



2,726 physical therapist assistants (PTAs) voluntarily took part in the 2016 Physical Therapist Assistant 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 on even-numbered years for PTAs. These survey respondents represent 81% of the 3,385 PTAs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 3,040 PTAs 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 PTA workforce provided 2,028 "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).

Nearly 80% of PTAs are female, and the median age of all PTAs is 41. In a random encounter between two PTAs, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 55%.

Nearly half of all PTAs grew up in a rural area, and approximately one-third of these professionals currently work in non-Metro areas of the state. Overall, 19% of PTAs work in non-Metro areas of the state. Meanwhile, 62% of PTAs went to high school in Virginia, and 75% also received their professional degree in the state.

Eighty-two percent of all PTAs in the state earned an Associate of Applied Science degree as their highest professional degree. 37% of all PTAs currently have educational debt, including 57% of those PTAs who are under the age of 40. For those PTAs with education debt, the median debt load is between \$18,000 and \$20,000.

Ninety-six percent of PTAs are currently employed in the profession, and less than 1% are involuntarily unemployed at the moment. About two-thirds of Virginia's PTAs hold one full-time position, while 18% have multiple positions. 56% of PTAs have been at their primary work location for at least two years, while more than one-quarter of all PTAs began work at a new location in 2016.

Three-quarters of Virginia's PTAs receive an hourly wage at their primary work location, while 15% receive a salary. The median annual income for PTAs is between \$50,000 and \$60,000. Among professionals who receive an hourly wage or salary at their primary work location, 82% receive at least one employer-sponsored benefit, including 60% who receive employer-sponsored health insurance. 97% of PTAs indicate they are satisfied with their current employment situation, including 71% who indicate they are "very satisfied".

More than 90% of all PTAs work in the private sector, including 71% who work at a for-profit establishment. About 60% of all PTAs worked at one of three establishment types during the past year: Skilled Nursing Facilities, Home Health Care Organizations, and Outpatient Rehabilitation Facilities.

A typical PTA spends nearly all of her time in caring for patients. In fact, 89% of all PTAs serve a patient care role, meaning that at least 60% of their time is spent in that activity. However, the typical PTA also spends a limited amount of time in administrative tasks, and 3% of all PTAs also serve an administration role at their jobs.

Less than half of all PTAs 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 expects to retire by 2041. Over the next two years, just 2% of all PTAs expect to leave the profession, while 4% expect to move outside Virginia. However, 27% of Virginia's PTA workforce expects to pursue additional educational opportunities within the next two years, and 14% expect to increase their patient care activities.

Summary of Trends

There are few trends worth noting when comparing the 2014 Physical Therapist Assistant Survey to the 2016 survey. First, the survey response rate increased significantly between the two surveys. 76% of all and 90% of renewing licensees responded in the 2014 survey whereas 81% and 94%, respectively, responded in 2016. Although there were more licensees in 2016 and 90% of all licensees in 2016 work in the state compared to 89% in 2014, lower full time equivalency units were provided by the workforce. PTAs provided 2,264 FTEs in 2014 whereas they only provided 2,028 FTEs in 2016. This is likely due to PTAs working for fewer hours. For example, 1% (20) worked 80 or more hours in 2014 whereas 0% (12) did in 2016.

The PTA workforce has become a little bit more diverse. The diversity index was 29% in 2014 whereas it was 30% in 2016. The workforce also witnessed a 2% increase in its male composition. In 2014, female constituted 79% of the workforce compared to 77% in 2016. This is even more the case for PTAs under age 40 as the percent female declined from 77% to 74% for those under age 40. The percent under age 40 also increased from 45% to 47%. Consequently, the average age is now 41 instead of 42 in 2014. PTAs, however, seem less spread out in metro versus non-metro counties. Twenty-one percent of PTAs worked in non-metro areas of the state in 2014 compared to 19% now.

Although both the median education debt and the median education income did not increase, the percent of PTAs with education debt increased. In 2014, 35% of all PTAs had education debt compared to 37% in 2016. The same increase was recorded for PTAs under age 40; 54% had education debt in 2014 and 57% did in 2016.

There were no significant changes in the future plans of PTAs. Half still plan to retire 25 years from the year of the survey. However, those retiring two years from the survey increased from 2% to 3%. Additionally, 1% planned to leave the profession within two years of 2014 whereas 2% plan to leave the profession within two years of 2016.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,799	83%
New Licensees	284	8%
Non-Renewals	302	9%
All Licensees	3,385	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 94% of renewing PTAs submitted a survey. These represent 81% of PTAs who held a license at some point in 2016.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	167	351	68%
30 to 34	123	435	78%
35 to 39	68	376	85%
40 to 44	70	356	84%
45 to 49	58	424	88%
50 to 54	43	295	87%
55 to 59	56	259	82%
60 and Over	74	230	76%
Total	659	2,726	81%
New Licenses			
Issued in 2016	185	99	35%
Metro Status			
Non-Metro	76	446	85%
Metro	355	2,011	85%
Not in Virginia	228	269	54%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed PTAs

Number:	3,385
New:	8%
Not Renewed:	9%

Response Rates

All Licensees:	81%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,726
Response Rate, all licensees	81%
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 PTAs who held a Virginia license at some point in 2016.
- 3. Survey Population:** The survey was available to PTAs who renewed their licenses online. It was not available to those who did not renew, including some PTAs newly licensed in 2016.

At a Glance:

Workforce

2016 PTA Workforce: 3,040
 FTEs: 2,028

Utilization Ratios

Licensees in VA Workforce: 90%
 Licensees per FTE: 1.35
 Workers per FTE: 1.21

Source: Va. Healthcare Workforce Data Center

Virginia's PTA Workforce		
Status	#	%
Worked in Virginia in Past Year	3,014	99%
Looking for Work in Virginia	26	1%
Virginia's Workforce	3,040	100%
Total FTEs	2,508	
Licensees	3,385	

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.

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

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	115	25%	344	75%	459	16%
30 to 34	132	26%	367	74%	498	17%
35 to 39	100	26%	284	74%	384	13%
40 to 44	85	23%	284	77%	369	13%
45 to 49	92	23%	300	77%	392	14%
50 to 54	51	18%	230	82%	281	10%
55 to 59	45	17%	214	83%	259	9%
60 +	56	24%	181	76%	237	8%
Total	676	23%	2,204	77%	2,880	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	PTAs		PTAs under 40	
	%	#	%	#	%
White	63%	2,404	83%	1,075	80%
Black	19%	190	7%	102	8%
Asian	6%	89	3%	52	4%
Other Race	0%	26	1%	11	1%
Two or more races	2%	74	3%	44	3%
Hispanic	9%	103	4%	58	4%
Total	100%	2,887	100%	1,343	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: 77%
% Under 40 Female: 74%

Age

Median Age: 41
% Under 40: 47%
% 55+: 17%

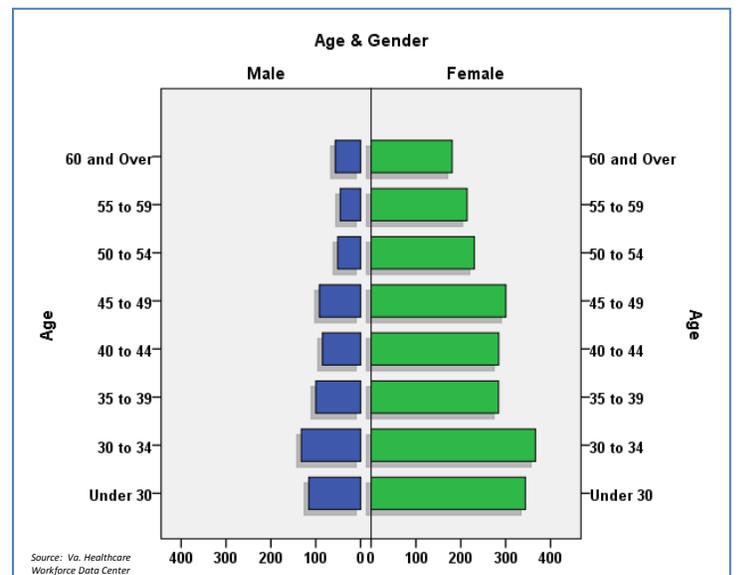
Diversity

Diversity Index: 30%
Under 40 Div. Index: 35%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two PTAs, there is a 30% 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%.

47% of all PTAs are under the age of 40, and 74% of these professionals are female. In addition, there is a 35% chance that two randomly chosen PTAs 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: 45%

Virginia Background

HS in Virginia: 62%
 Prof. Education in VA: 75%
 HS/Prof. Edu. in VA: 78%

Location Choice

% Rural to Non-Metro: 34%
 % Urban/Suburban to Non-Metro: 7%

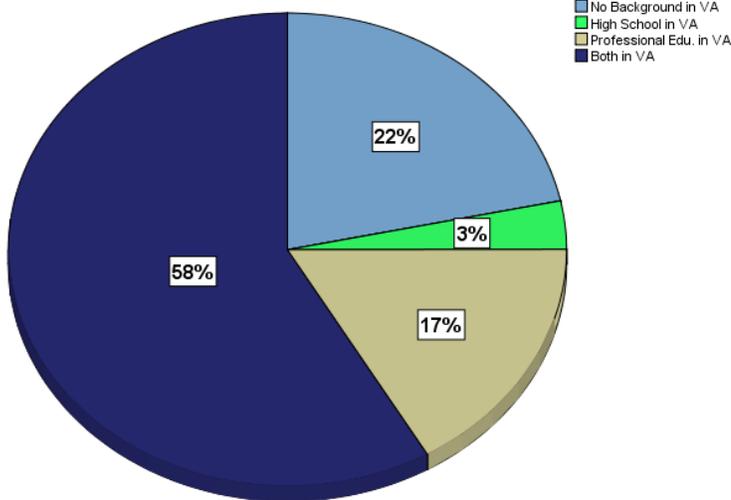
Source: Va. Healthcare Workforce Data Center

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+	27%	59%	14%
2	Metro, 250,000 to 1 million	57%	35%	9%
3	Metro, 250,000 or less	61%	30%	10%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	74%	15%	11%
6	Urban pop, 2,500-19,999, Metro adj	78%	18%	4%
7	Urban pop, 2,500-19,999, nonadj	88%	7%	5%
8	Rural, Metro adj	72%	27%	2%
9	Rural, nonadj	71%	22%	7%
Overall		45%	44%	11%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

45% of PTAs grew up in self-described rural areas, and 34% of these professionals currently work in Non-Metro counties. Overall, 19% of Virginia's PTA workforce works in non-Metro counties of the state.

Top Ten States for PTA Recruitment

Rank	All PTAs			
	High School	#	PTA School	#
1	Virginia	1,768	Virginia	2,098
2	Pennsylvania	142	Pennsylvania	83
3	New York	121	New York	71
4	Outside U.S./Canada	106	North Carolina	64
5	West Virginia	70	West Virginia	57
6	North Carolina	68	Florida	50
7	Ohio	57	Ohio	48
8	Maryland	48	Maryland	45
9	Florida	43	Massachusetts	31
10	New Jersey	39	Tennessee	26

Source: Va. Healthcare Workforce Data Center

62% of PTAs received their high school degree in Virginia, while 75% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	PTA School	#
1	Virginia	632	Virginia	733
2	Pennsylvania	47	West Virginia	34
3	Outside U.S./Canada	47	Pennsylvania	28
4	New York	28	North Carolina	27
5	West Virginia	26	Ohio	23
6	North Carolina	23	Florida	22
7	Ohio	23	Maryland	20
8	Florida	18	New York	18
9	Maryland	17	Tennessee	11
10	Mississippi	15	Massachusetts	11

Source: Va. Healthcare Workforce Data Center

Among PTAs who have been licensed in the past five years, 61% received their high school degree in Virginia, while 72% received their initial professional degree in the state.

10% of licensed PTAs did not participate in Virginia's workforce in 2016. 93% of these PTAs worked at some point in the past year, including 85% who currently work as PTAs.

At a Glance:

Not in VA Workforce

Total:	345
% of Licensees:	10%
Federal/Military:	8%
VA Border State/DC:	12%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate of Applied Sci.: 82%

Associate of Science: 16%

Educational Debt

With debt: 37%

Under age 40 with debt: 57%

Median debt: \$18k-\$20k

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Certificate	11	0%
Associate of Applied Science	2,346	82%
Associate of Science	460	16%
Baccalaureate	34	1%
Other	25	1%
Total	2,876	100%

Source: Va. Healthcare Workforce Data Center

Highest Non-Professional Degree		
Degree	#	%
Certificate	234	10%
Associate of Applied Science	576	24%
Associate of Science	246	10%
Baccalaureate	935	39%
Masters	107	4%
Doctorate/Professional	11	0%
Other	293	12%
Total	2,402	100%

Source: Va. Healthcare Workforce Data Center

82% of PTAs have an Associate of Applied Science as their highest professional degree, while 39% have earned a Baccalaureate as their highest non-professional degree.

37% of PTAs currently have educational debt, including 57% of those under the age of 40. For those PTAs with educational debt, the median debt burden is between \$18,000 and \$20,000.

Amount Carried	All PTAs		PTA's under 40	
	#	%	#	%
None	1,646	63%	524	43%
Less than \$4,000	91	3%	40	3%
\$4,000-\$7,999	106	4%	79	6%
\$8,000-\$11,999	130	5%	92	7%
\$12,000-\$15,999	62	2%	41	3%
\$16,000-\$19,999	55	2%	40	3%
\$20,000-\$23,999	101	4%	74	6%
\$24,000-\$27,999	89	3%	67	5%
\$28,000 or more	348	13%	273	22%
Total	2,628	100%	1,230	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

Geriatrics:	4%
Women's Health:	2%
At Least One Cert.:	7%

Top Credentials:

Massage Therapy:	4%
Athletic Training:	2%
At Least One Cred.:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

APTA Recognition of Advanced Proficiency		
Proficiency Area	#	%
Geriatrics	101	3%
Women's Health	72	2%
Neuromuscular	41	1%
Education	36	1%
Acute Care	30	1%
Aquatic	29	1%
Cardiovascular & Pulmonary	25	1%
Pediatric	15	0%
Sports	12	0%
Oncology	8	0%
At least 1 Certification	197	6%

Source: Va. Healthcare Workforce Data Center

Credentials		
Area	#	%
Massage Therapy	94	3%
Exercise Physiology	45	1%
Athletic Training	44	1%
Nursing	19	1%
Kinesiotherapy	16	1%
Medical Assistant	9	0%
Occupational Therapy	6	0%
Orthopedic Technician	4	0%
Orthotic/Prosthetic Fitter	2	0%
Art/Dance Therapy	1	0%
Orthotic/Prosthetic Technician	1	0%
Other	281	9%
At least 1 Credential	490	16%

Source: Va. Healthcare Workforce Data Center

Only 6% of Virginia's PTAs currently hold at least one APTA certification, while 16% hold at least one credential. Geriatrics is the most common APTA certification, and Massage Therapy is the most common credential.

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: <1%

Positions Held

1 Full-Time: 65%
2 or more Positions: 18%

Weekly Hours:

40 to 49: 47%
60 or more: 1%
Less than 30: 15%

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	2,766	96%
Employed, NOT in a physical therapy related capacity	43	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	12	0%
Voluntarily unemployed	42	1%
Retired	6	0%
Total	2,869	100%

Source: Va. Healthcare Workforce Data Center

96% of licensed PTAs are currently employed in the profession, and involuntary unemployment is nearly non-existent at the moment. Nearly two-thirds of all PTAs currently hold one full-time job, while 18% have multiple positions. Nearly half of PTAs work between 40 and 49 hours per week, while just 1% of PTAs work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	60	2%
One Part-Time Position	430	15%
Two Part-Time Positions	142	5%
One Full-Time Position	1,843	65%
One Full-Time Position & One Part-Time Position	312	11%
Two Full-Time Positions	1	0%
More than Two Positions	58	2%
Total	2,846	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	60	2%
1 to 9 hours	67	2%
10 to 19 hours	135	5%
20 to 29 hours	223	8%
30 to 39 hours	865	31%
40 to 49 hours	1,314	47%
50 to 59 hours	104	4%
60 to 69 hours	21	1%
70 to 79 hours	9	0%
80 or more hours	12	0%
Total	2,809	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	5	0%
Less than \$10,000	69	3%
\$10,000-\$19,999	53	2%
\$20,000-\$29,999	134	6%
\$30,000-\$39,999	250	10%
\$40,000-\$49,999	567	23%
\$50,000-\$59,999	654	27%
\$60,000-\$69,999	429	18%
\$70,000-\$79,999	170	7%
\$80,000-\$89,999	68	3%
\$90,000-\$99,999	22	1%
\$100,000 or more	12	1%
Total	2,433	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,989	71%
Somewhat Satisfied	735	26%
Somewhat Dissatisfied	66	2%
Very Dissatisfied	18	1%
Total	2,808	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
Employer Health Ins.: 60%
Employer Retirement: 60%

Satisfaction
Satisfied 97%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

The typical PTA earned between \$50,000 and \$60,000 in 2016. In addition, among PTAs who received either a wage or a salary at their primary work location, 60% received health insurance and 60% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,016	73%	76%
Retirement	1,610	58%	60%
Health Insurance	1,587	57%	60%
Dental Insurance	1,510	55%	57%
Paid Sick Leave	1,467	53%	55%
Group Life Insurance	1,094	40%	41%
Signing/Retention Bonus	180	7%	7%
Receive At Least One Benefit	2,192	79%	82%

*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?	51	2%
Experience Voluntary Unemployment?	119	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	154	5%
Work two or more positions at the same time?	606	20%
Switch employers or practices?	300	10%
Experienced at least 1	967	32%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s PTAs 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	56	2%	61	8%
Less than 6 Months	199	7%	123	15%
6 Months to 1 Year	335	12%	134	17%
1 to 2 Years	652	23%	177	22%
3 to 5 Years	656	23%	145	18%
6 to 10 Years	443	16%	84	11%
More than 10 Years	464	17%	78	10%
Subtotal	2,804	100%	803	100%
Did not have location	36		2,211	
Item Missing	199		26	
Total	3,040		3,040	

Source: Va. Healthcare Workforce Data Center

Three-quarters of all PTAs receive an hourly wage at their primary work location, while 15% receive a salary or commission.

At a Glance:

Unemployment Experience 2016

Involuntarily Unemployed: 2%
Underemployed: 5%

Turnover & Tenure

Switched Jobs: 10%
New Location: 28%
Over 2 years: 56%
Over 2 yrs, 2nd location: 38%

Employment Type

Hourly Wage: 75%
Salary/Commission: 15%

Source: Va. Healthcare Workforce Data Center

56% of PTAs 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	361	15%
Hourly Wage	1,759	75%
By Contract	195	8%
Business/ Practice Income	13	1%
Unpaid	3	0%
Subtotal	2,332	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:	25%
Top 3 Regions:	59%
Lowest Region:	2%

Locations

2 or more (2014):	29%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

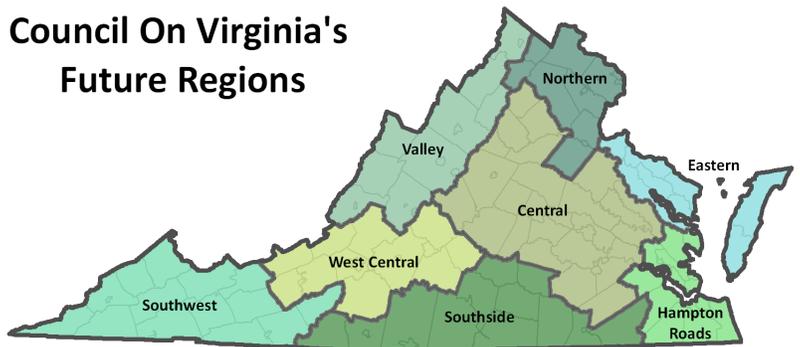
59% of all PTAs work in one of three regions of the state: Hampton Roads, Northern Virginia, and West Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	400	14%	119	15%
Eastern	44	2%	21	3%
Hampton Roads	700	25%	189	23%
Northern	514	18%	138	17%
Southside	178	6%	43	5%
Southwest	316	11%	96	12%
Valley	167	6%	44	5%
West Central	447	16%	128	16%
Virginia Border State/DC	4	0%	10	1%
Other US State	23	1%	33	4%
Outside of the US	0	0%	1	0%
Total	2,792	100%	822	100%
Item Missing	211		7	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



27% of all PTAs currently have multiple work locations, while 29% of PTAs have had at least two work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in 2016		Work Locations Now*	
	#	%	#	%
0	26	1%	60	2%
1	1,966	70%	1,997	71%
2	408	15%	409	15%
3	299	11%	290	10%
4	49	2%	23	1%
5	18	1%	12	0%
6 or More	49	2%	23	1%
Total	2,814	100%	2,814	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	1,915	71%	641	81%
Non-Profit	607	23%	116	15%
State/Local Government	98	4%	27	3%
Veterans Administration	16	1%	0	0%
U.S. Military	40	1%	0	0%
Other Federal Government	7	0%	3	0%
Total	2,683	100%	787	100%
Did not have location	36		2,211	
Item Missing	320		43	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

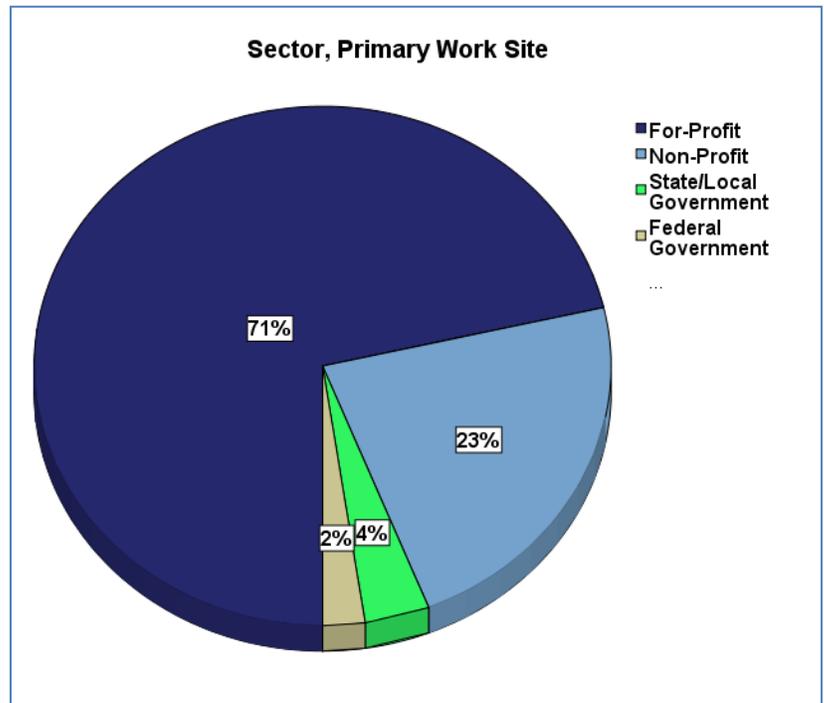
For Profit:	71%
Federal:	2%

Top Establishments

Skilled Nursing Facility:	24%
Home Health Care:	21%
Outpatient Rehab.:	15%

Source: Va. Healthcare Workforce Data Center

More than 90% of all PTAs work in the private sector, including 71% who work at for-profit establishments. Another 4% of Virginia's PTA workforce also worked for either state or local governments.



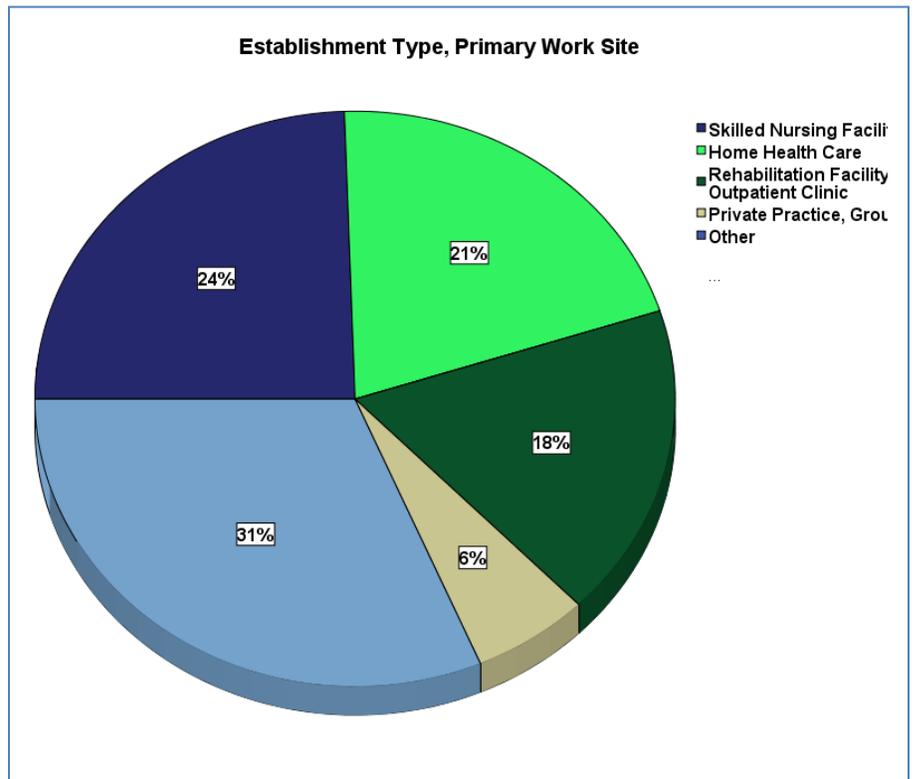
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	642	24%	244	32%
Home Health Care	540	21%	190	25%
Rehabilitation Facility, Outpatient Clinic	463	15%	63	8%
Private Practice, Group	155	7%	34	4%
Rehabilitation Facility, Residential/Inpatient	151	6%	69	9%
Assisted Living or Continuing Care Facility	143	6%	48	6%
General Hospital, Inpatient Department	143	6%	46	6%
General Hospital, Outpatient Department	133	5%	11	1%
Private Practice, Solo	85	3%	14	2%
Physician Office	34	2%	4	1%
K-12 School System	34	1%	6	1%
Academic Institution	15	1%	5	1%
Other	86	3%	30	4%
Total	2,624	100%	764	100%
Did Not Have a Location	36		2,211	

Skilled Nursing Facilities are the most common establishment type among Virginia's PTAs with a primary work location. Home Health Care and Rehabilitation Facilities were also typical primary establishment types.

Source: Va. Healthcare Workforce Data Center

About one-third of all PTAs with a secondary work location were employed at a Skilled Nursing Facility, while one-quarter worked at a Home Health Care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical PTA's Time

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

Roles

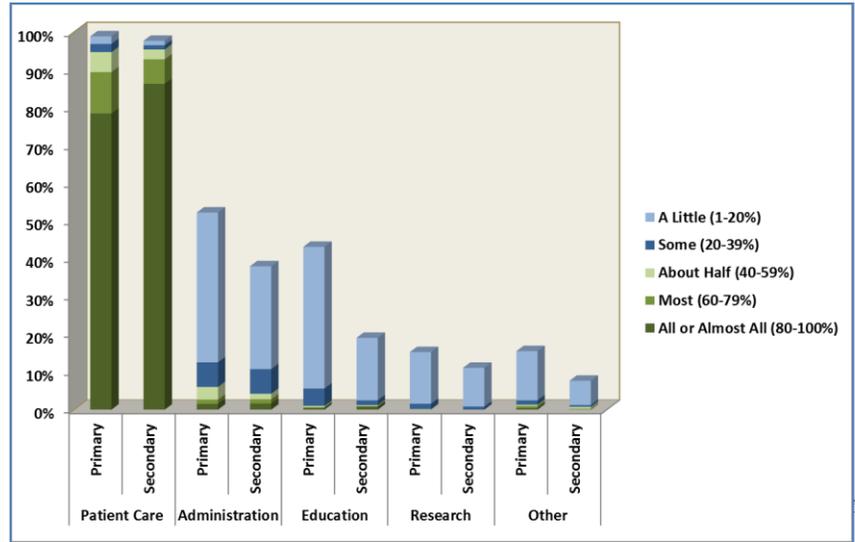
Patient Care: 89%
Administrative: 3%
Other: 1%

Patient Care PTAs

Median Admin Time: 0%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical PTA spends nearly all of her time in patient care activities. In fact, 89% of all PTAs fill a patient care role, defined as spending at least 60% of her time in that activity. The typical PTA also spends a small amount of time performing administrative duties during the course of her day.

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%)	78%	86%	2%	2%	1%	1%	0%	0%	0%	0%
Most (60-79%)	11%	6%	1%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	3%	1%	0%	0%	0%	0%	0%	1%
Some (20-39%)	2%	1%	7%	7%	5%	1%	1%	1%	1%	0%
A Little (1-20%)	2%	1%	40%	27%	38%	17%	14%	10%	13%	6%
None (0%)	1%	2%	48%	62%	57%	81%	85%	89%	85%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All PTAs		PTAs over 50	
	#	%	#	%
Under age 50	90	4%	-	-
50 to 54	121	5%	8	1%
55 to 59	270	11%	47	7%
60 to 64	730	29%	203	30%
65 to 69	881	35%	265	40%
70 to 74	200	8%	88	13%
75 to 79	35	1%	11	2%
80 or over	23	1%	8	1%
I do not intend to retire	165	7%	38	6%
Total	2,516	100%	667	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All PTAs

Under 65: 48%

Under 60: 19%

PTAs 50 and over

Under 65: 39%

Under 60: 8%

Time until Retirement

Within 2 years: 3%

Within 10 years: 15%

Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

Slightly less than half of all PTAs expect to retire before the age of 65, while 17% plan on working until at least age 70. Among PTAs who are age 50 and over, 39% still expect to retire by age 65, while 22% plan on working until at least age 70.

Within the next two years, just 2% of Virginia’s PTAs expect to leave the profession and 4% plan on leaving the state. Meanwhile, 27% of PTAs plan on pursuing additional educational opportunities, and 14% also plan to increase patient care hours.

Future Plans

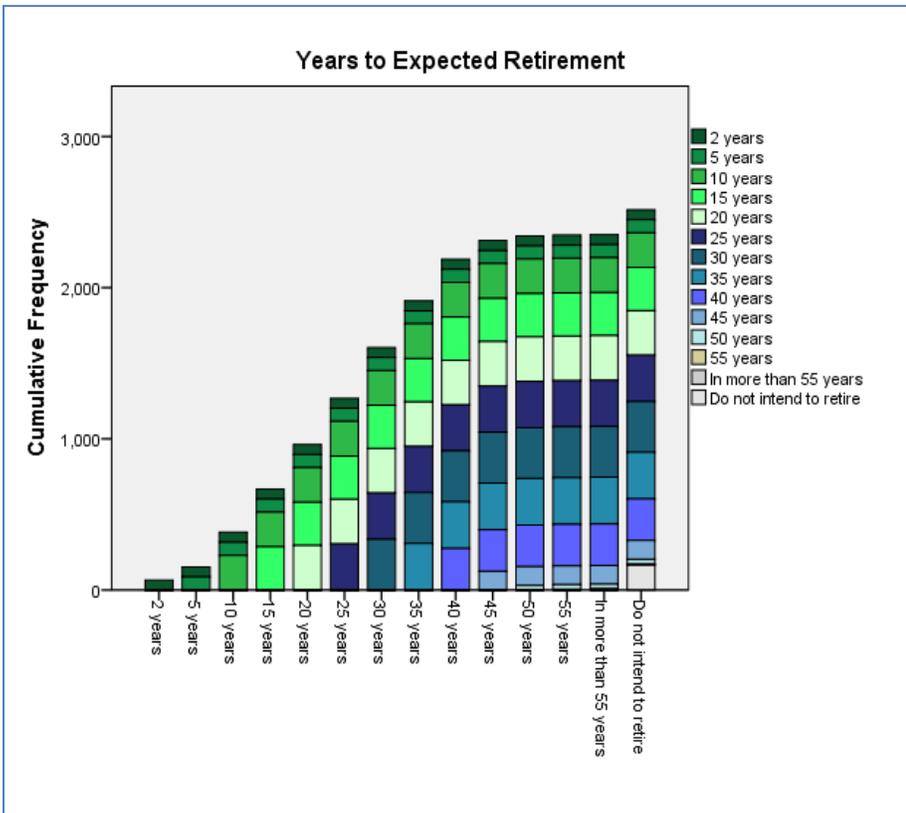
1 Year Plans:	#	%
Decrease Participation		
Leave Profession	47	2%
Leave Virginia	125	4%
Decrease Patient Care Hours	184	6%
Decrease Teaching Hours	8	0%
Increase Participation		
Increase Patient Care Hours	435	14%
Increase Teaching Hours	265	9%
Pursue Additional Education	830	27%
Return to Virginia’s Workforce	17	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for PTAs. Only 3% of PTAs expect to retire within the next two years, while 15% plan on retiring in the next ten years. Half of the current PTA workforce expects to be retired by 2041.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	66	3%	3%
5 years	86	3%	6%
10 years	230	9%	15%
15 years	286	11%	27%
20 years	295	12%	38%
25 years	305	12%	50%
30 years	336	13%	64%
35 years	309	12%	61%
40 years	275	11%	87%
45 years	124	5%	92%
50 years	30	1%	93%
55 years	5	0%	93%
In more than 55 years	3	0%	93%
Do not intend to retire	165	7%	100%
Total	2,516	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 13% of the current workforce around 2046 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 2,508
 FTEs/1,000 Residents: 0.30
 Average: 0.83

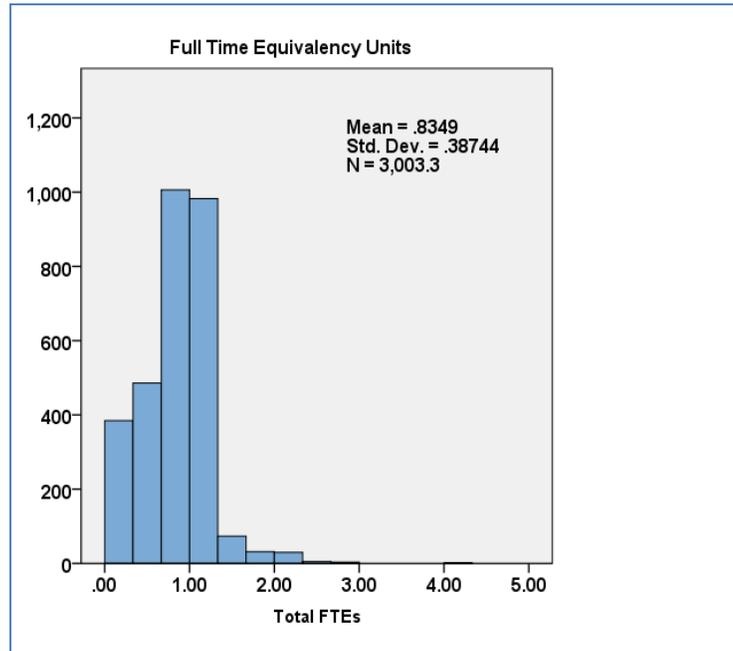
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

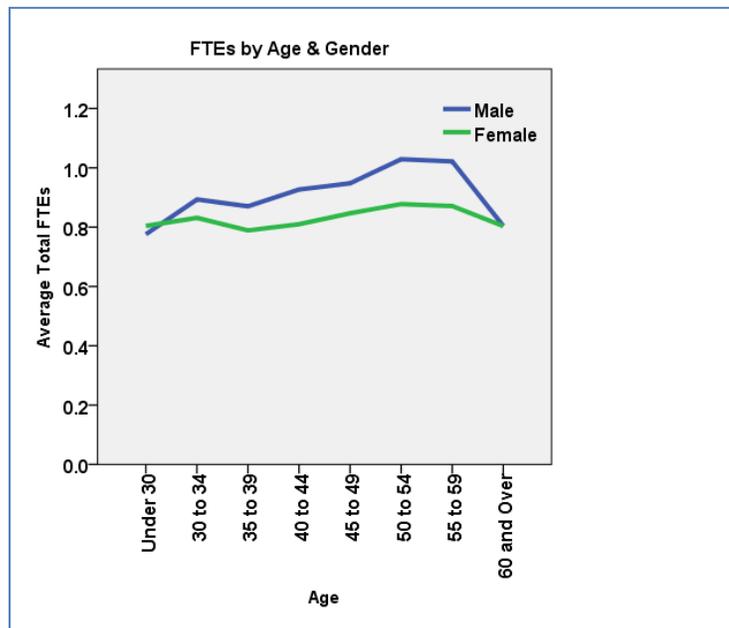


Source: Va. Healthcare Workforce Data Center

The typical PTA provided 0.924 FTEs in 2016, or approximately 33 hours per week for 52 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.²

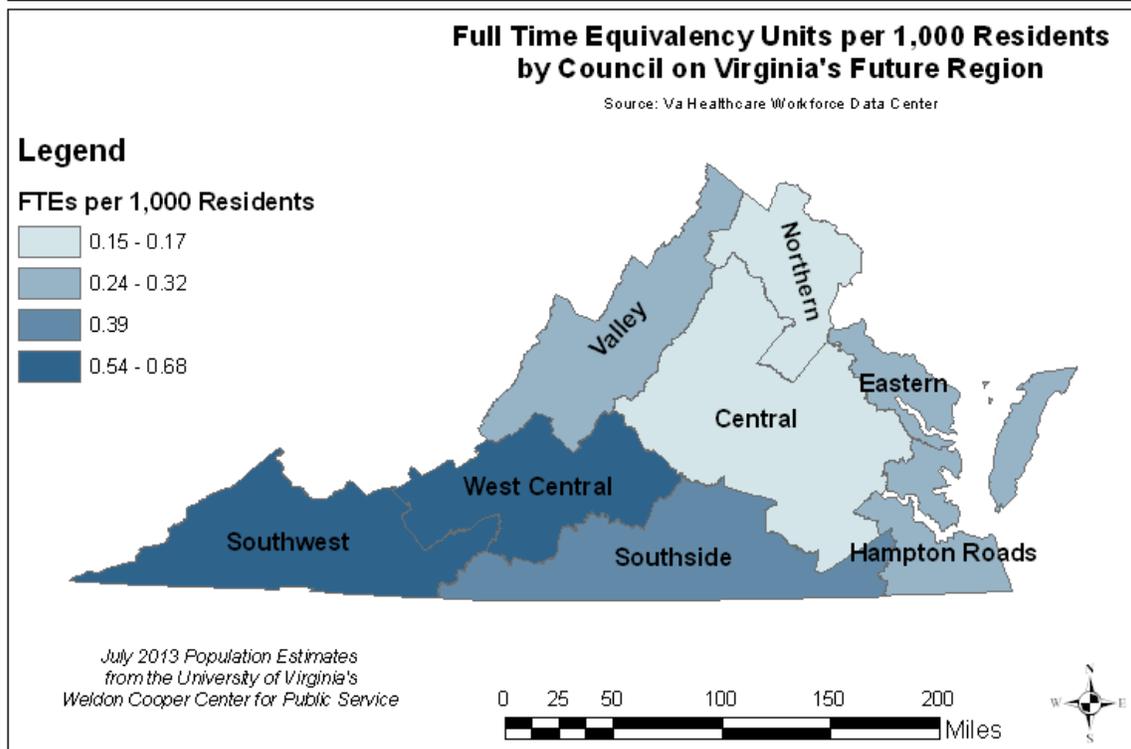
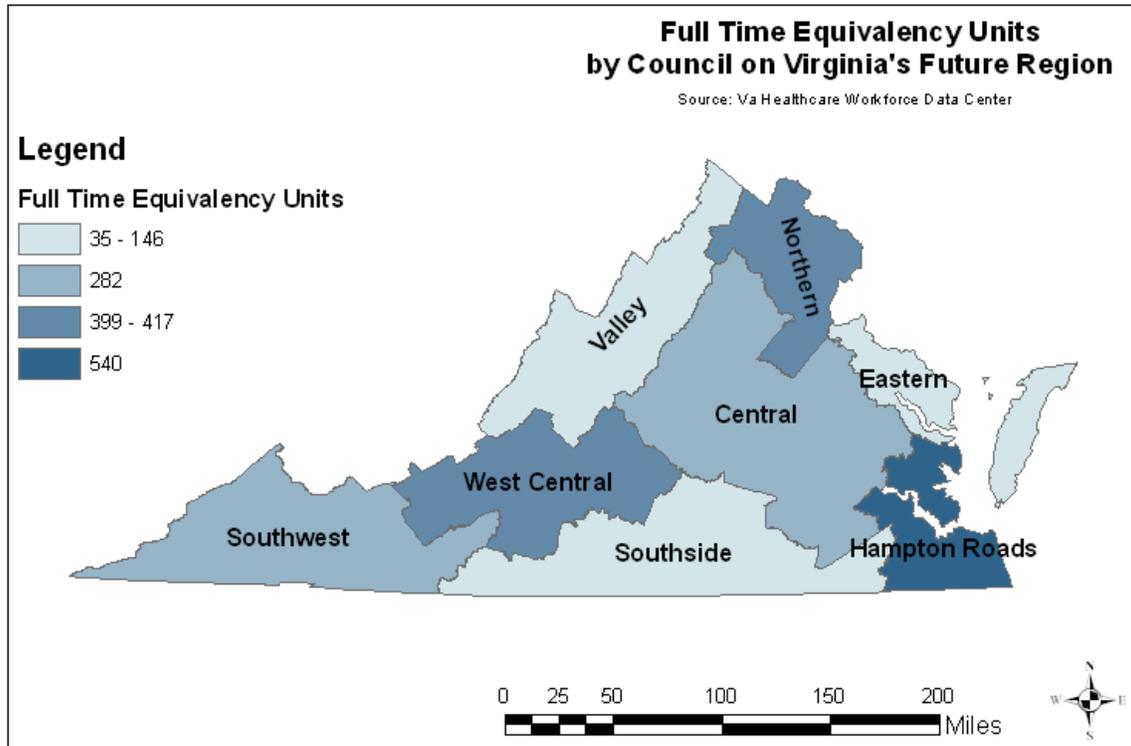
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.79	0.89
30 to 34	0.86	0.94
35 to 39	0.81	0.87
40 to 44	0.83	0.92
45 to 49	0.86	0.92
50 to 54	0.92	0.96
55 to 59	0.87	0.93
60 and Over	0.75	0.80
Gender		
Male	0.89	0.96
Female	0.83	0.91

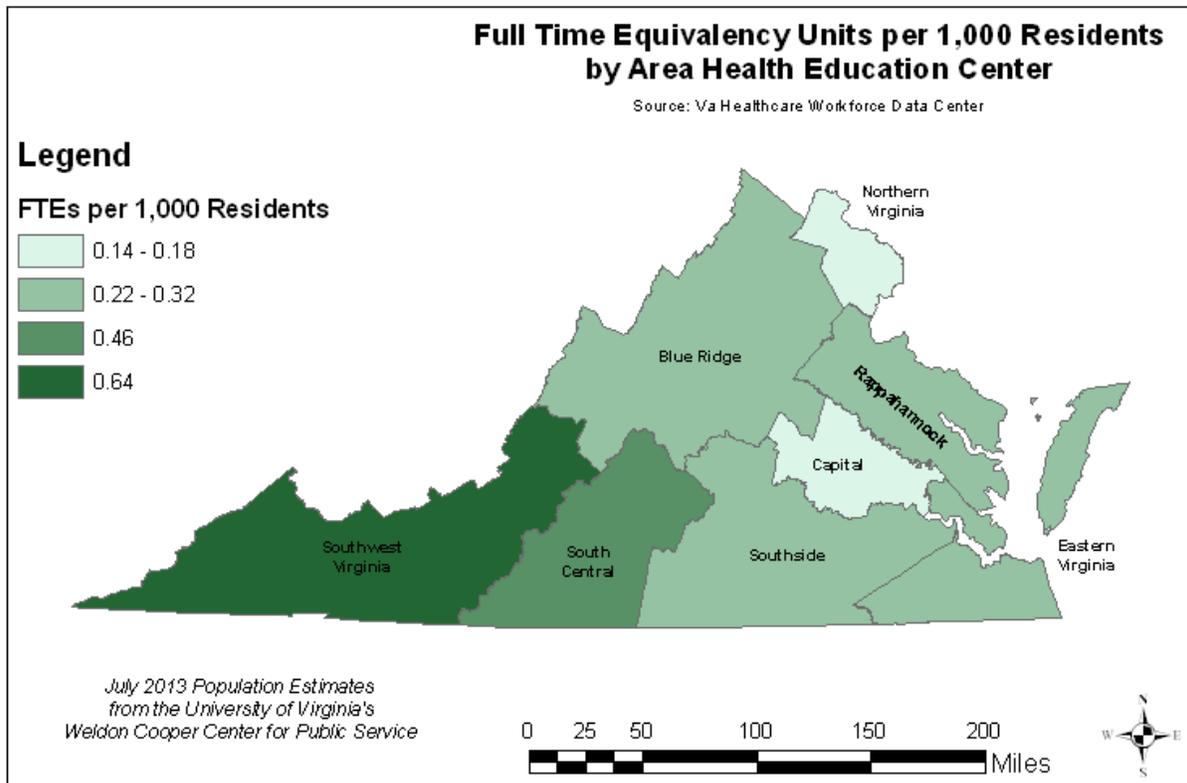
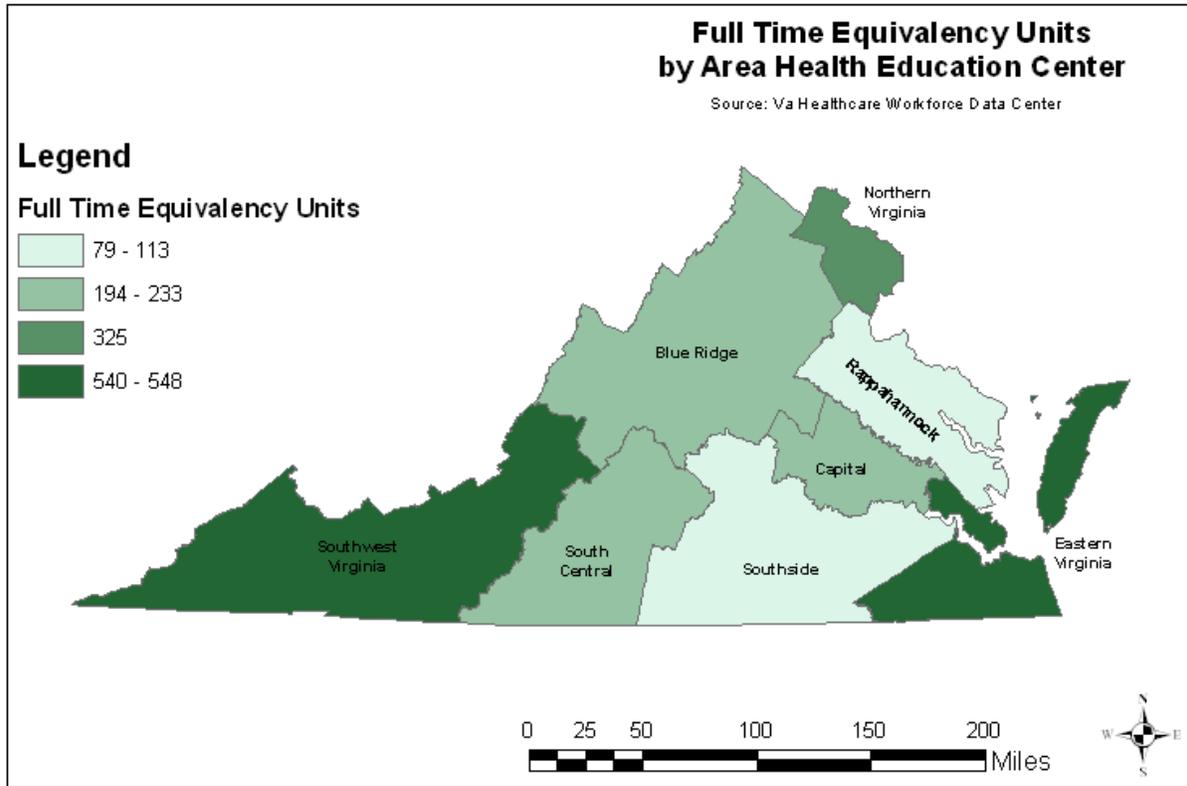
Source: Va. Healthcare Workforce Data Center

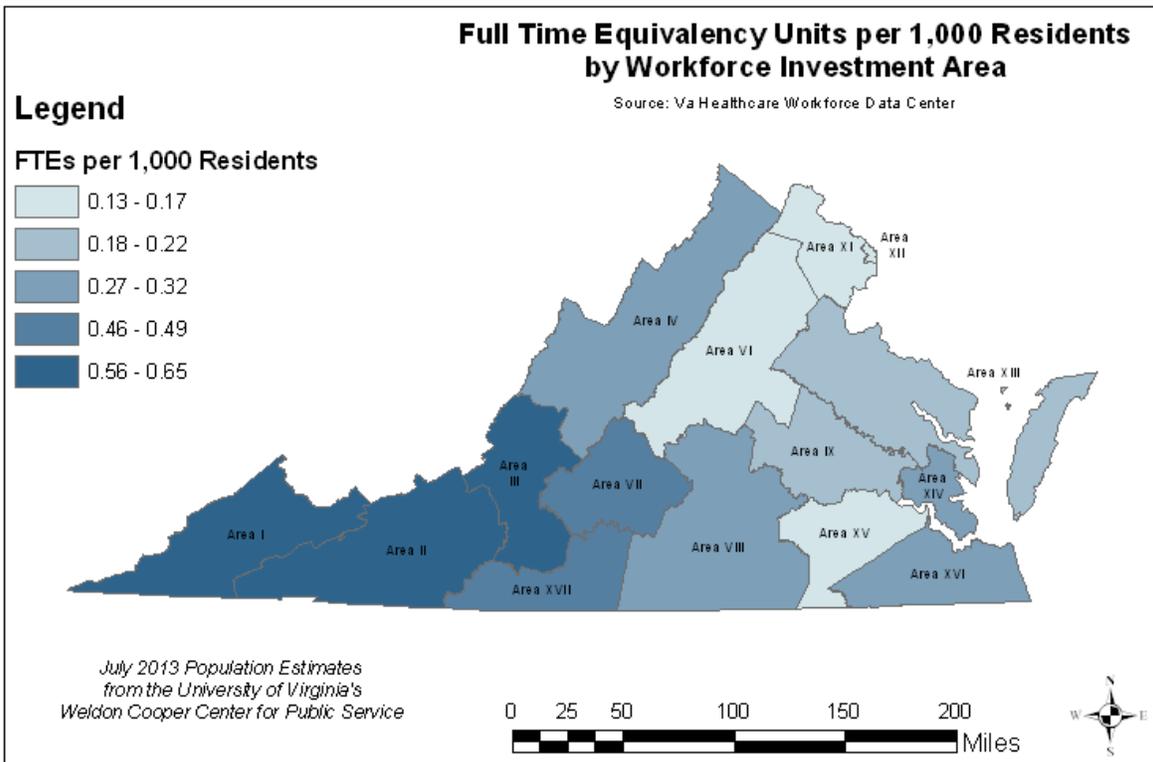
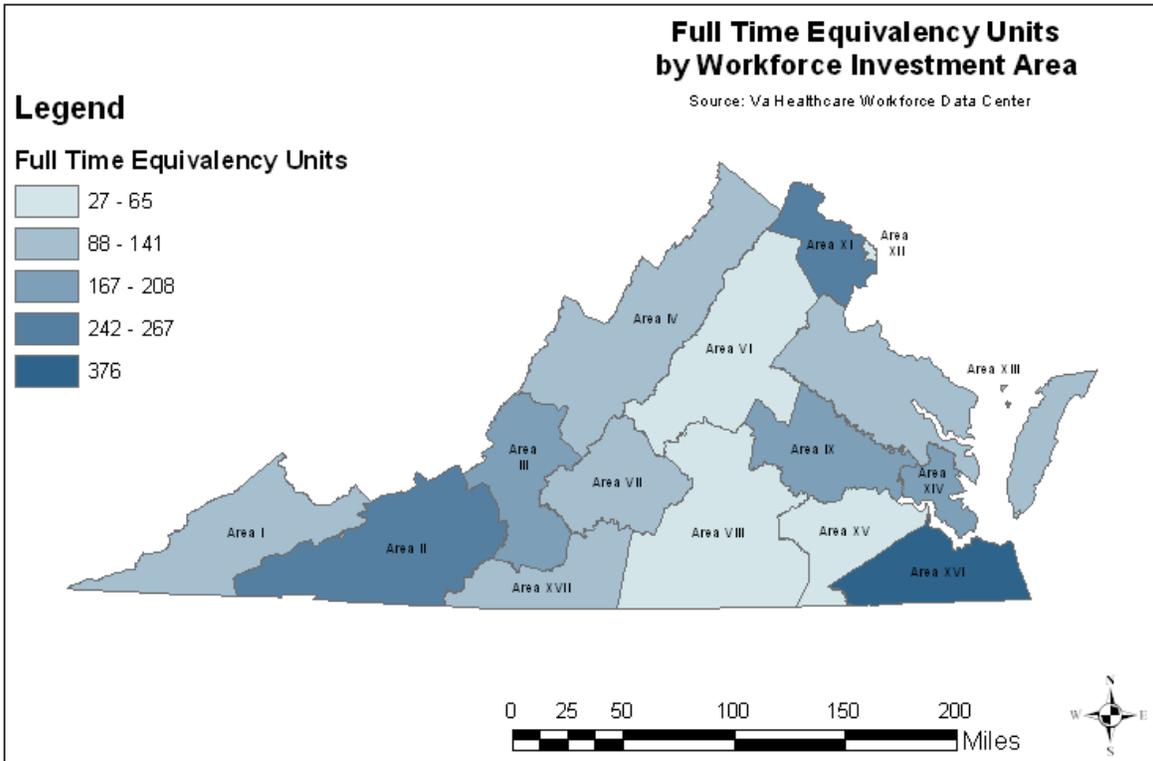


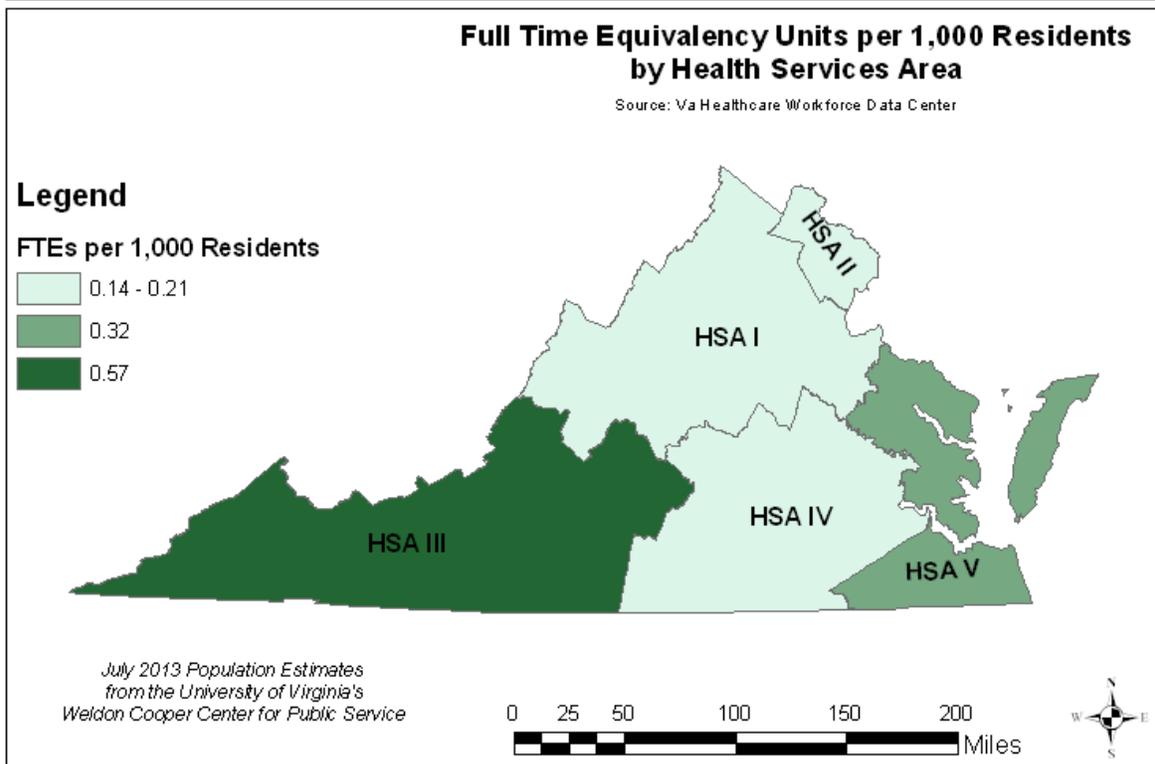
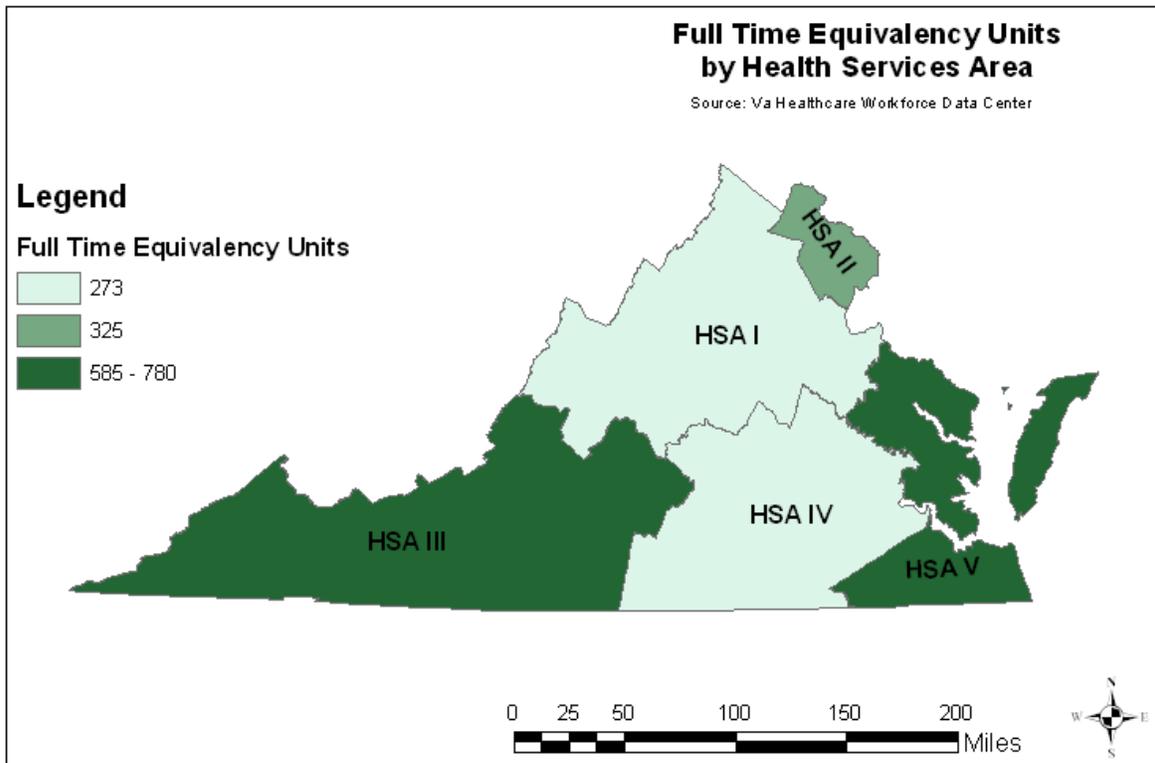
Source: Va. Healthcare Workforce Data Center

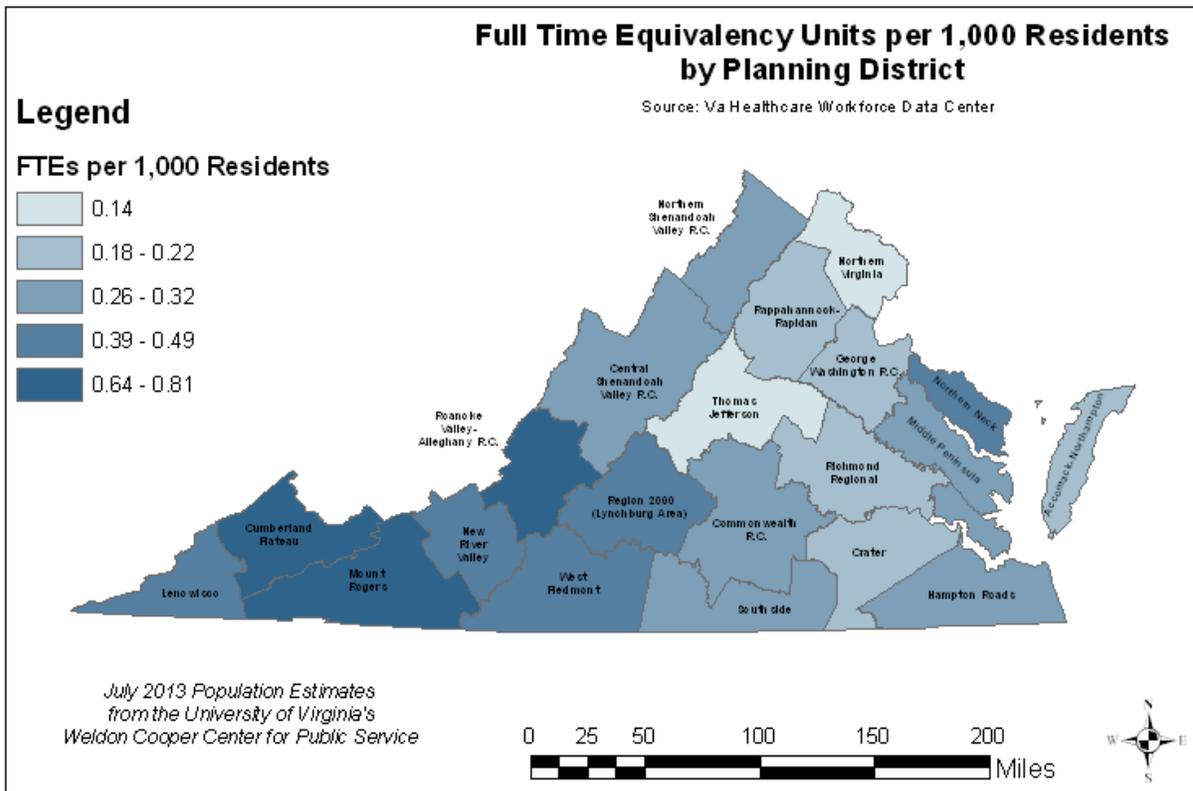
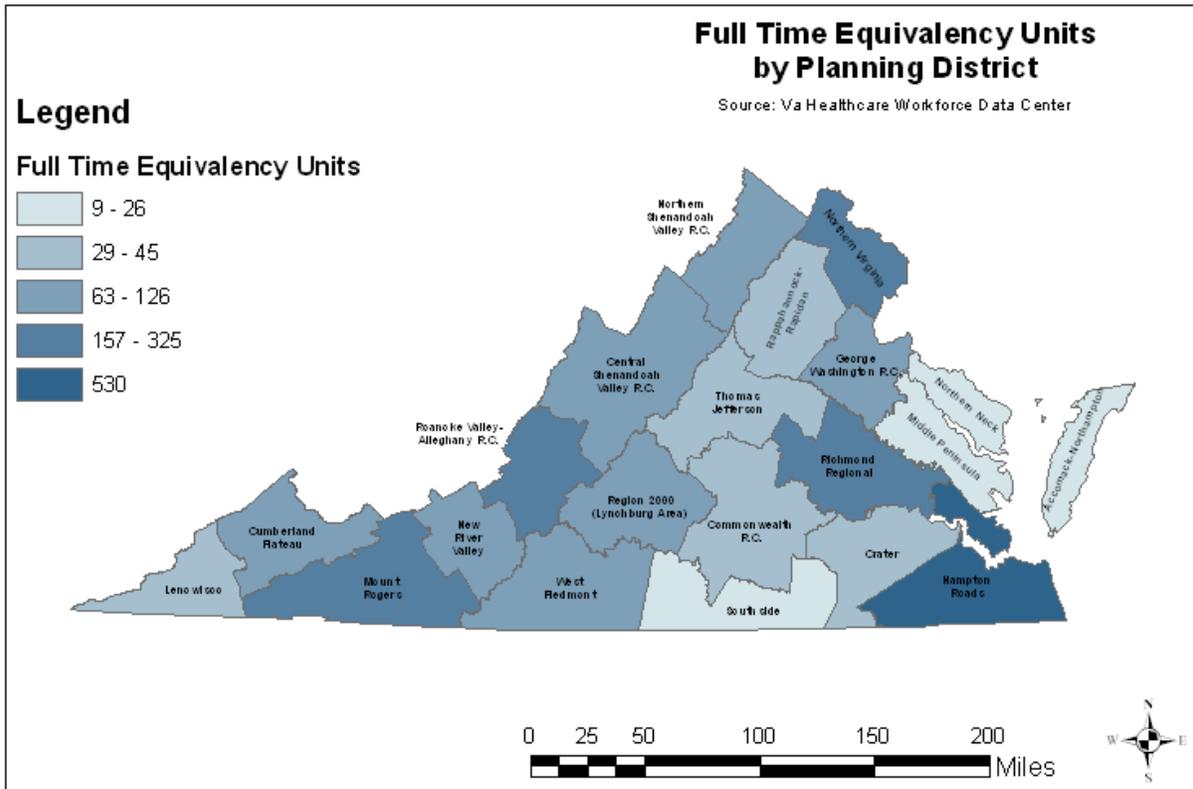
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1691	83.91%	1.191684285	1.090962	1.416286
Metro, 250,000 to 1 million	442	88.69%	1.12755102	1.032249	1.340065
Metro, 250,000 or less	233	85.84%	1.165	1.066533	1.384573
Urban pop 20,000+, Metro adj	82	89.02%	1.123287671	1.028346	1.334999
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	161	87.58%	1.141843972	1.045334	1.357052
Urban pop, 2,500-19,999, nonadj	160	81.25%	1.230769231	1.126743	1.462738
Rural, Metro adj	79	86.08%	1.161764706	1.063571	1.380728
Rural, nonadj	40	85.00%	1.176470588	1.077034	1.398205
Virginia border state/DC	293	60.75%	1.646067416	1.50694	1.956309
Other US State	204	44.61%	2.241758242	2.052282	2.664272

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	518	67.76%	1.475783476	1.334999	2.664272
30 to 34	558	77.96%	1.282758621	1.160388	2.315799
35 to 39	444	84.68%	1.180851064	1.068202	2.131823
40 to 44	426	83.57%	1.196629213	1.082475	2.160307
45 to 49	482	87.97%	1.136792453	1.028346	2.052282
50 to 54	338	87.28%	1.145762712	1.036461	2.068477
55 to 59	315	82.22%	1.216216216	1.100193	2.195668
60 and Over	304	75.66%	1.32173913	1.19565	2.386172

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: 0.80532

