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# *Virginia's Physician Workforce: 2018*

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Healthcare Workforce Data Center

January 2019

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*33,347 Physicians 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 Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## Contents

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<b>At a Glance</b> .....	<b>1</b>
<b>Results in Brief</b> .....	<b>2</b>
<b>Summary of Trends</b> .....	<b>2</b>
<b>Survey Response Rates</b> .....	<b>3</b>
<b>The Workforce</b> .....	<b>4</b>
<b>Demographics</b> .....	<b>5</b>
<b>Background</b> .....	<b>6</b>
<b>Education</b> .....	<b>8</b>
<b>Medical Services</b> .....	<b>9</b>
<b>Current Employment Situation</b> .....	<b>10</b>
<b>Employment Quality</b> .....	<b>11</b>
<b>2018 Labor Market</b> .....	<b>12</b>
<b>Work Site Distribution</b> .....	<b>13</b>
<b>Establishment Type</b> .....	<b>14</b>
<b>Time Allocation</b> .....	<b>16</b>
<b>Patients</b> .....	<b>17</b>
<b>Retirement &amp; Future Plans</b> .....	<b>19</b>
<b>Full-Time Equivalency Units</b> .....	<b>21</b>
<b>Maps</b> .....	<b>22</b>
Virginia Performs Regions .....	22
Area Health Education Center Regions .....	23
Workforce Investment Areas .....	24
Health Services Areas .....	25
Planning Districts.....	26
<b>Appendices</b> .....	<b>27</b>
Weights .....	27

## The Physician Workforce: At a Glance:

### The Workforce

Licensees:	44,844
Virginia's Workforce:	25,977
FTEs:	25,888

### Background

Rural Childhood:	18%
Med. School in VA:	21%
Residency in VA:	27%

### Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	70%
Satisfied?:	93%

### Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	89%

### Top Certifications

Internal Medicine:	28%
Family Medicine:	15%

### Job Turnover

Switched Jobs in 2018:	5%
Employed over 2 yrs:	71%

### Demographics

% Female:	38%
Diversity Index:	54%
Median Age:	51

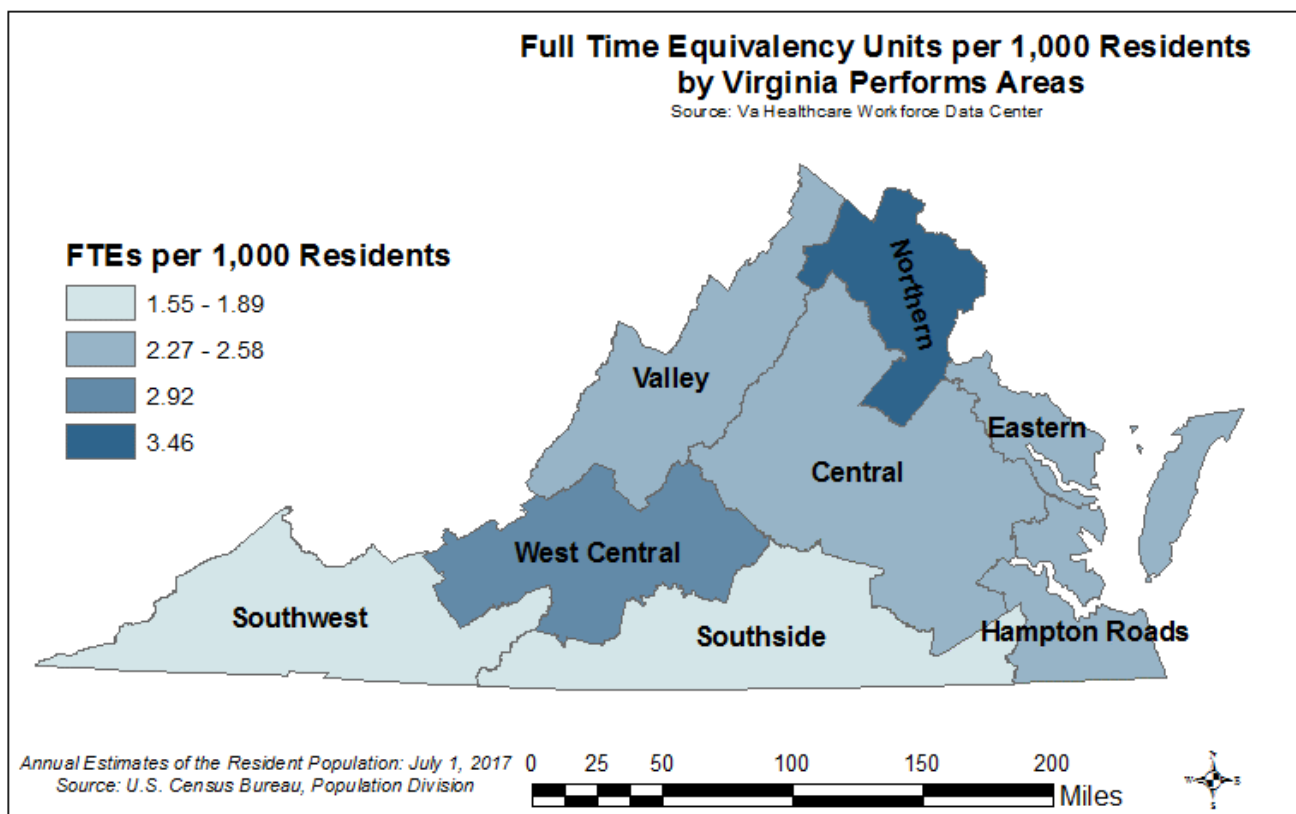
### Finances

Median Inc.:	\$200k-\$225k
Health Benefits:	69%
Median Ed Debt:	\$0k

### Primary Roles

Patient Care:	83%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



## Results in Brief

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33,347 physicians voluntarily took part in the 2018 Physician Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on a respondent's birth month during even-numbered years for physicians. These survey respondents represent 74% of the 44,844 physicians who are licensed in the state and 89% of renewing practitioners. The HWDC estimates that 25,977 physicians participated in Virginia's workforce during the survey period. Virginia's physician workforce provided 25,888 "full-time equivalency units" during the survey period.

Females are 38% of all physicians and 51% of physicians under the age of 40. The median age of the physician workforce is 51. In a random encounter between two physicians, there is a 54% chance that they would be of different races or ethnicities. Overall, 7% of Virginia's physicians work in non-metro areas of the state.

The majority of all physicians carry no educational debt. However, the median debt among those who do is between \$110,000 and \$120,000. The median annual income of physicians is between \$200,000 and \$225,000. Ninety-six percent of physicians are currently employed in the profession, and involuntary unemployment is nearly nonexistent. More than 9 out of 10 physicians indicated that they are satisfied with their current employment situation, including 61% who indicated they are "very satisfied".

Over half of all physicians work at a for-profit establishment, while 10% work for the federal government. Group private practices currently employ 36% of all physicians in Virginia, the most of any establishment type in the state. The inpatient (16%) and outpatient (11%) departments of hospitals are also common establishment types for Virginia's physician workforce. One-third of all physicians expect to retire by the age of 65; 9% of the current workforce expect to retire in the next two years, while half of the current workforce expect to retire by 2038.

## Summary of Trends

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There were very few changes in survey results in the 2018 survey compared to the 2014 survey. However, there was a significant increase in the number and percent of survey respondents. Virginia's licensed physicians, physician workforce, and physician's FTE also increased.

The most recent survey results also indicate that there is slightly more gender and racial diversity among Virginia's physician population. The percent of physicians that was female increased from 36% in 2014 to 38% in 2018, a trend that is likely to continue as females become the majority in the field in the future as indicated by physicians under age 40 who are 51% female. The racial and ethnic diversity index also increased from 51% to 54% for all physicians although it dropped slightly from 60% to 59% for those under age 40.

The educational and rural background results were nearly identical in the 2014, 2016, and 2018 surveys. However, slightly more physicians reported certification. For example, the percent reporting certification in Internal Medicine increased from 23% in 2014 to 28% in both 2016 and 2018. The geographical distribution of physicians was very similar in the two surveys.

The median income for physicians did not change in the 2018 survey; the median income was \$175k-\$200k in the 2014 survey whereas it was \$200k-\$225k in both the 2016 and 2018 survey. However, there was a slight decline in the percent of physicians reporting debt. The percent of physicians who were satisfied with their current employment situation stayed at 93% in 2018 after declining from 94% in 2014. A slightly higher percent of physicians reported working in the non-profit sector; 30% reported working in the non-profit sector in 2018 compared to 26% in 2014.

There were some concerning changes in the retirement plans of physicians. Nine percent plan to retire in the next two years compared to 8% in 2014 and 2016. Additionally, 32% plan to retire in the next decade compared to 29% in 2014.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	37,634	84%
<b>New Licensees</b>	2,685	6%
<b>Non-Renewals</b>	4,525	10%
<b>All Licensees</b>	<b>44,844</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 89% of renewing physicians submitted a survey. These represent 74% of physicians who held a license at some point in 2018.*

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2018 on the birth month of each respondent.
- 2. Target Population:** All physicians who held a Virginia license at some point in 2018.
- 3. Survey Population:** The survey was available to physicians who renewed their license online. It was not available to those who did not renew, including physicians newly licensed in 2018.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	1,928	1,757	48%
<b>35 to 39</b>	1,933	3,829	67%
<b>40 to 44</b>	1,403	4,394	76%
<b>45 to 49</b>	1,193	4,545	79%
<b>50 to 54</b>	1,043	4,226	80%
<b>55 to 59</b>	860	3,997	82%
<b>60 to 64</b>	913	4,058	82%
<b>65 and Over</b>	2,224	6,541	75%
<b>Total</b>	<b>11,497</b>	<b>33,347</b>	<b>74%</b>
<b>New Licenses</b>			
<b>Issued in 2018</b>	2,685	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	457	1,401	75%
<b>Metro</b>	5,002	19,193	79%
<b>Not in Virginia</b>	6,037	12,742	68%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	33,347
<b>Response Rate, all licensees</b>	74%
<b>Response Rate, Renewals</b>	89%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Physicians**

Number: 44,844  
 New: 6%  
 Not Renewed: 10%

**Response Rates**

All Licensees: 74%  
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

2018 Physician Workforce: 25,977  
 FTEs: 25,888

### Utilization Ratios

Licensees in VA Workforce: 58%  
 Licensees per FTE: 1.73  
 Workers per FTE: 1.00

Source: Va. Healthcare Workforce Data Center

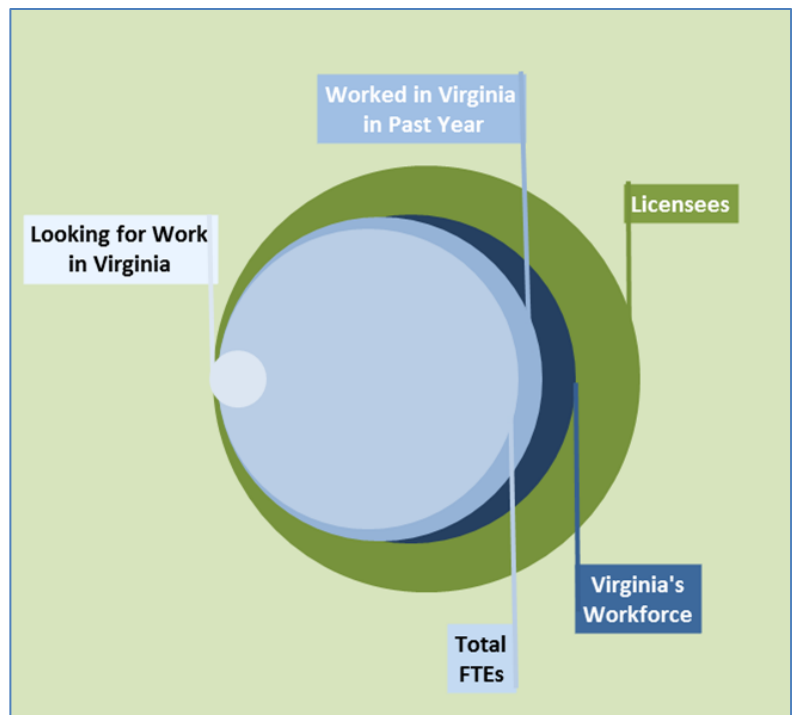
## Definitions

- 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 Physician Workforce		
Status	#	%
Worked in Virginia in Past Year	25,718	99%
Looking for Work in Virginia	258	1%
Virginia's Workforce	25,977	100%
Total FTEs	25,888	
Licensees	44,844	

Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC’s methodology visit: [www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)*



Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	871	50%	863	50%	1,733	8%
35 to 39	1,499	49%	1,566	51%	3,065	13%
40 to 44	1,645	53%	1,489	48%	3,134	14%
45 to 49	1,704	56%	1,361	44%	3,064	13%
50 to 54	1,667	61%	1,081	39%	2,747	12%
55 to 59	1,603	64%	897	36%	2,500	11%
60 to 64	1,788	70%	767	30%	2,555	11%
65 +	3,454	82%	774	18%	4,228	18%
<b>Total</b>	<b>14,230</b>	<b>62%</b>	<b>8,796</b>	<b>38%</b>	<b>23,026</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Physicians		Physicians Under 40	
	%	#	%	#	%
White	62%	14,636	65%	2,790	60%
Black	19%	1,698	8%	329	7%
Asian	6%	4,119	18%	1,022	22%
Other Race	1%	820	4%	191	4%
Two or more races	3%	435	2%	141	3%
Hispanic	9%	819	4%	204	4%
<b>Total</b>	<b>100%</b>	<b>22,529</b>	<b>100%</b>	<b>4,677</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

*21% of all physicians are under the age of 40, and more than half of these professionals are female. In addition, there is a 59% chance that two randomly chosen physicians from this group would be of a different race or ethnicity.*

### At a Glance:

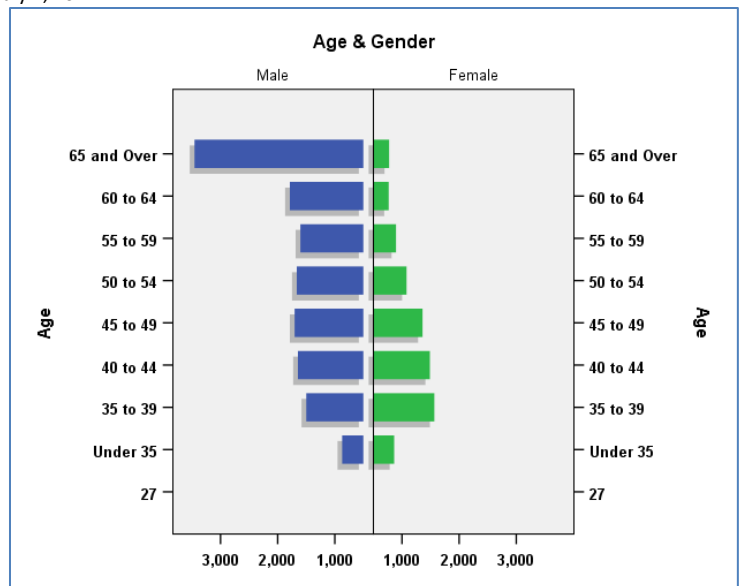
**Gender**  
 % Female: 38%  
 % Under 40 Female: 51%

**Age**  
 Median Age: 51  
 % Under 40: 21%  
 % 55+: 40%

**Diversity**  
 Diversity Index: 54%  
 Under 40 Div. Index: 59%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two physicians, there is a 54% chance that they would be of a different race/ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 56%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 24%  
 Rural Childhood: 18%

### Virginia Background

HS in Virginia: 21%  
 Med. School in VA: 21%  
 Init. Residency in VA: 27%

### Location Choice

% Rural to Non-Metro: 13%  
 % Urban/Suburban to Non-Metro: 6%

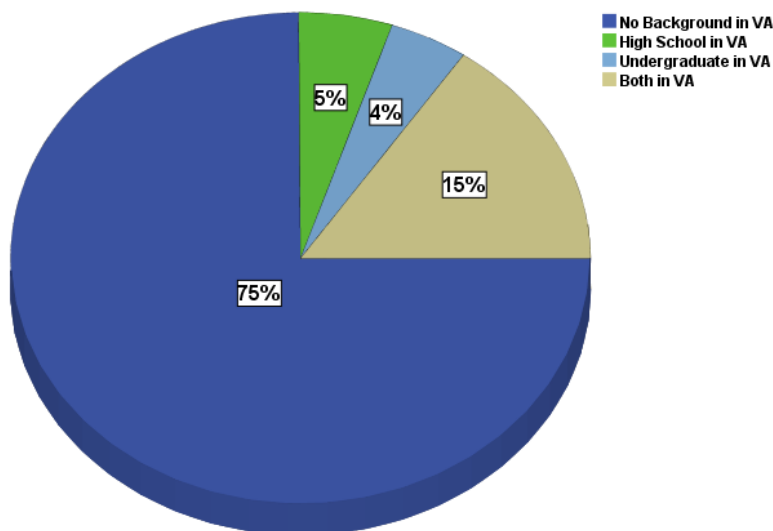
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	14%	60%	26%
2	Metro, 250,000 to 1 million	26%	52%	22%
3	Metro, 250,000 or less	21%	59%	19%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adjacent	27%	38%	35%
6	Urban pop, 2,500-19,999, Metro adjacent	30%	44%	26%
7	Urban pop, 2,500-19,999, non adjacent	41%	36%	24%
8	Rural, Metro adjacent	37%	47%	16%
9	Rural, non adjacent	28%	51%	21%
<b>Overall</b>		<b>18%</b>	<b>58%</b>	<b>24%</b>

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

18% of physicians grew up in self-described rural areas, and 13% of these professionals currently work in non-metro counties. Overall, 7% of Virginia's physician workforce work in non-metro counties of the state.

## Top Ten States for Physician Recruitment

Rank	All Physicians			
	Medical School	#	Initial Residency	#
1	Outside U.S./Canada	4,555	Virginia	5,745
2	Virginia	4,504	Washington, D.C.	2,081
3	Pennsylvania	1,526	New York	2,043
4	New York	1,287	Pennsylvania	1,530
5	Washington, D.C.	1,276	Maryland	1,193
6	Maryland	946	North Carolina	919
7	North Carolina	725	Ohio	716
8	Ohio	524	California	633
9	Illinois	481	Texas	588
10	Texas	458	Michigan	553

*21% of physicians went to medical school in Virginia, while 27% completed their initial residency in the state.*

Source: Va. Healthcare Workforce Data Center

*Among physicians who have been licensed in the past five years, 16% received their medical degree in Virginia, while 26% completed their initial residency in the state.*

Rank	Licensed in the Past 5 Years			
	Medical School	#	Initial Residency	#
1	Outside U.S./Canada	1,097	Virginia	1,254
2	Virginia	783	New York	474
3	Pennsylvania	398	Pennsylvania	365
4	New York	265	Washington, D.C.	325
5	Maryland	250	Maryland	304
6	Washington, D.C.	228	Texas	170
7	North Carolina	138	North Carolina	168
8	Tennessee	127	Ohio	153
9	Florida	125	Michigan	140
10	Texas	118	Massachusetts	133

Source: Va. Healthcare Workforce Data Center

*42% of licensed physicians did not participate in Virginia's workforce in 2018. 94% of these physicians worked at some point in the past year, including 91% who currently work as physicians.*

### At a Glance:

#### Not in VA Workforce

Total:	18,920
% of Licensees:	42%
Federal/Military:	30%
VA Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Medical Schools		
School	#	%
Virginia Commonwealth	2,366	12%
University of Virginia	1,552	8%
Eastern VA Medical School	1,117	6%
Georgetown University	649	3%
George Washington Univ.	554	3%
Uniformed Services Univ. of the Health Sciences	524	3%
University of Maryland	394	2%
Drexel University	344	2%
Jefferson Medical College	329	2%
Howard University	316	2%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Top Medical Schools**

VCU:	12%
UVA:	8%
East. Va. Med. School:	6%

**Top Certifications**

Internal Medicine:	28%
Family Medicine:	15%
Surgery:	15%

Source: Va. Healthcare Workforce Data Center

*Over two-thirds of physicians do not carry any educational debt. For those with debt, median is \$110K to \$120K. However, among physicians who are under the age of 40, 61% carry education debt. The median debt burden is between \$160,000 and \$170,000 for those with debt.*

Top 10 Board Certifications		
Area	#	%
Internal Medicine	6,238	28%
Family Medicine	3,303	15%
Pediatrics	2,564	12%
Surgery <sup>1</sup>	2,066	9%
Psychiatry/Neurology	1,733	8%
Emergency Medicine	1,381	6%
Obstetrics/Gynecology	1,115	5%
Anesthesiology	1,091	5%
Radiology	1,060	5%
Ophthalmology	646	3%
<b>At Least One Certification</b>	<b>22,022</b>	<b>86%</b>

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Physicians		Physicians under 40	
	#	%	#	%
None	13,237	71%	1,474	39%
\$50,000 or less	1,312	7%	366	10%
\$50,001-\$100,000	1,132	6%	306	8%
\$100,001-\$150,000	927	5%	362	9%
\$150,001-\$200,000	691	4%	329	9%
\$200,001-\$250,000	494	3%	292	8%
More than \$250,000	971	5%	702	18%
<b>Total</b>	<b>18,764</b>	<b>100%</b>	<b>3,831</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Over one-quarter of Virginia's physician workforce holds a board certification in Internal Medicine. Overall, 86% of Virginia's physician workforce report at least one board certification.*

<sup>1</sup> Includes multiple board certifications: Surgery, Colon and Rectal Surgery, Neurological Surgery, Orthopedic Surgery, Plastic Surgery, and Thoracic and Cardiac Surgery.

A Closer Look:

**At a Glance:**

**Gov't Programs**

Medicare Participant: 17%  
 Medicare Non-Participating Provider: 67%  
 Medicaid Participant: 63%

**Medical Services**

Meaningful Use of EHRs: 29%  
 CPA - NP: 16%  
 CPA - PA: 11%

Source: Va. Healthcare Workforce Data Center

Admitting Privileges		
Number of Facilities	#	%
<b>Zero</b>	9,534	44%
<b>One</b>	7,349	34%
<b>Two</b>	2,543	12%
<b>Three</b>	1,115	5%
<b>Four or more</b>	1,087	5%
<b>Total</b>	<b>21,628</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*17% of Virginia's physician workforce participates in the Medicare program, while 67% are non-participating Medicare providers, that is, they do not accept Medicare reimbursement across all services but do so on a case-by-case basis. In addition, 63% of physicians participate in Virginia's Medicaid program.*

Medical Services/Activities		
Service	#	%
<b>Achieve Meaningful Use of EHRs</b>	7,600	29%
<b>Collaborative Practice Agreement – Nurse Practitioner</b>	4,169	16%
<b>Telemedicine or Remote Consulting</b>	2,828	11%
<b>Collaborative Practice Agreement – Physician Assistant</b>	2,670	10%
<b>Participate in an Accountable Care Organization</b>	2,333	9%
<b>Collaborative Practice Agreement - Pharmacist</b>	587	2%
<b>At least One Service</b>	<b>10,811</b>	<b>42%</b>

Source: Va. Healthcare Workforce Data Center

Gov't Program Participation		
<b>Medicare Participating Provider</b>		
<b>Yes</b>	4,407	17%
<b>No</b>	20,954	83%
<b>Total</b>	<b>25,361</b>	<b>100%</b>
<b>Medicare Non-Participating Provider</b>		
<b>Yes</b>	16,921	67%
<b>No</b>	8,440	33%
<b>Total</b>	<b>25,361</b>	<b>100%</b>
<b>Medicaid Participating Provider</b>		
<b>Yes</b>	16,044	63%
<b>No</b>	9,317	37%
<b>Total</b>	<b>25,361</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 70%  
 2 or more Positions: 14%

### Weekly Hours:

40 to 49: 30%  
 60 or more: 24%  
 Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	37	0%
Employed in a medicine or osteopathy related capacity	21,205	96%
Employed, NOT in a medicine or osteopathy related capacity	202	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	26	0%
Voluntarily unemployed	227	1%
Retired	499	2%
<b>Total</b>	<b>22,197</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

96% of physicians are currently employed in the profession, and less than 1% are involuntarily unemployed. Nearly three-quarters of all physicians currently hold one full-time job, while 14% have multiple positions. Just 30% of physicians work between 40 and 49 hours per week, while slightly less than one-quarter work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	752	3%
One Part-Time Position	2,828	13%
Two Part-Time Positions	764	4%
One Full-Time Position	15,123	70%
One Full-Time Position & One Part-Time Position	1,797	8%
Two Full-Time Positions	84	0%
More than Two Positions	405	2%
<b>Total</b>	<b>21,753</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	752	4%
1 to 9 hours	429	2%
10 to 19 hours	579	3%
20 to 29 hours	1,066	5%
30 to 39 hours	2,378	11%
40 to 49 hours	6,436	30%
50 to 59 hours	4,507	21%
60 to 69 hours	3,119	15%
70 to 79 hours	986	5%
80 or more hours	1,036	5%
<b>Total</b>	<b>21,288</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	370	2%
<b>Less than \$50,000</b>	638	4%
<b>\$50,000-\$99,999</b>	1,439	8%
<b>\$100,000-\$149,999</b>	1,912	11%
<b>\$150,000-\$199,999</b>	2,697	16%
<b>\$200,000-\$249,999</b>	3,194	19%
<b>\$250,000-\$299,999</b>	2,027	12%
<b>\$300,000-\$349,999</b>	1,773	11%
<b>\$350,000-\$399,999</b>	1,052	6%
<b>\$400,000 or more</b>	1,883	11%
<b>Total</b>	<b>16,985</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$200k-\$225k

**Benefits**  
Employer Health Ins.: 69%  
Employer Retirement: 67%

**Satisfaction**  
Satisfied 93%  
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	13,253	61%
<b>Somewhat Satisfied</b>	6,897	32%
<b>Somewhat Dissatisfied</b>	1,147	5%
<b>Very Dissatisfied</b>	278	1%
<b>Total</b>	<b>21,575</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical physician earned between \$200,000 and \$225,000 in 2018. In addition, among physicians who received either an hourly wage or a salary at their primary work location, 69% received health insurance and 67% had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Health Insurance</b>	12,817	60%	69%
<b>Retirement</b>	12,553	59%	67%
<b>Paid Vacation</b>	11,287	53%	63%
<b>Dental Insurance</b>	10,959	52%	61%
<b>Group Life Insurance</b>	8,992	42%	51%
<b>Paid Sick Leave</b>	8,726	41%	49%
<b>Signing/Retention Bonus</b>	2,966	14%	18%
<b>At Least One Benefit</b>	<b>15,290</b>	<b>72%</b>	<b>81%</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?	105	0%
Experience Voluntary Unemployment?	784	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	314	1%
Work two or more positions at the same time?	3,422	13%
Switch employers or practices?	1,232	5%
<b>Experienced at least one</b>	<b>5,195</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

*Less than 1% of Virginia's physicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 3%.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	592	3%	285	5%
<b>Less than 6 Months</b>	736	3%	468	8%
<b>6 Months to 1 Year</b>	1,349	6%	590	10%
<b>1 to 2 Years</b>	3,369	16%	1,044	18%
<b>3 to 5 Years</b>	4,557	22%	1,386	24%
<b>6 to 10 Years</b>	3,365	16%	802	14%
<b>More than 10 Years</b>	7,202	34%	1,287	22%
<b>Subtotal</b>	<b>21,171</b>	<b>100%</b>	<b>5,862</b>	<b>100%</b>
<b>Did not have location</b>	294		19,938	
<b>Item Missing</b>	4,512		177	
<b>Total</b>	<b>25,977</b>		<b>25,977</b>	

Source: Va. Healthcare Workforce Data Center

*63% of physicians received a salary at their primary work location, while 17% earned income from their own business or practice.*

**At a Glance:**

**Unemployment Experience 2018**

Involuntarily Unemployed: <1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 15%  
Over 2 years: 71%  
Over 2 yrs, 2<sup>nd</sup> location: 59%

**Employment Type**

Salary/Commission: 63%  
Business/Pract. Income: 17%  
Hourly Wage: 72%

Source: Va. Healthcare Workforce Data Center

*71% of physicians 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>	10,973	63%
<b>Business/ Practice Income</b>	3,006	17%
<b>Hourly Wage</b>	2,223	13%
<b>By Contract</b>	858	5%
<b>Unpaid</b>	317	2%
<b>Subtotal</b>	<b>17,377</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>2</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. December 2018 unemployment rate was preliminary at the time of publication.



## At a Glance:

### Concentration

Top Region:	31%
Top 3 Regions:	74%
Lowest Region:	1%

### Locations

2 or more (2018):	28%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

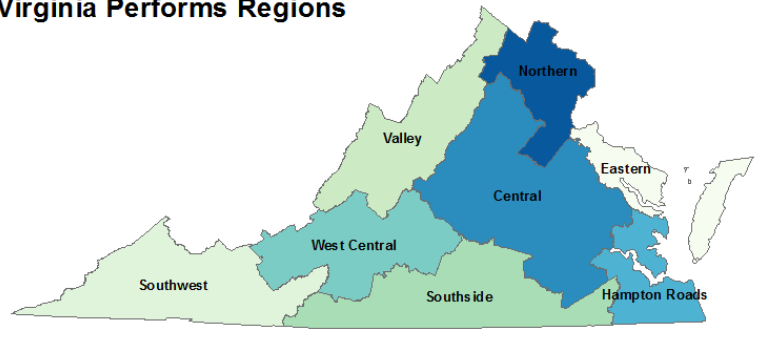
31% of all physicians work in Northern Virginia, the most of any region in the state. In addition, nearly one-quarter of all physicians work in Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	5,069	24%	1,093	19%
Eastern	273	1%	68	1%
Hampton Roads	3,963	19%	1,004	17%
Northern	6,489	31%	1,745	30%
Southside	476	2%	161	3%
Southwest	644	3%	243	4%
Valley	1,081	5%	279	5%
West Central	2,387	11%	537	9%
Virginia Border State/DC	274	1%	267	5%
Other US State	351	2%	439	7%
Outside of the US	22	0%	23	0%
<b>Total</b>	<b>21,029</b>	<b>100%</b>	<b>5,859</b>	<b>100%</b>
Item Missing	4,499		95	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



26% of all physicians currently have multiple work locations, while 28% of physicians have had at least two work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	257	1%	672	3%
1	15,080	71%	15,042	71%
2	2,290	11%	2,264	11%
3	2,779	13%	2,659	13%
4	427	2%	324	2%
5	219	1%	176	1%
6 or More	297	1%	211	1%
<b>Total</b>	<b>21,348</b>	<b>100%</b>	<b>21,348</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>	10,152	52%	3,118	58%
<b>Non-Profit</b>	5,779	30%	1,577	29%
<b>State/Local Government</b>	1,616	8%	357	7%
<b>Veterans Administration</b>	610	3%	124	2%
<b>U.S. Military</b>	1,196	6%	157	3%
<b>Other Federal Government</b>	165	1%	46	1%
<b>Total</b>	<b>19,518</b>	<b>100%</b>	<b>5,379</b>	<b>100%</b>
<b>Did not have location</b>	294		19,938	
<b>Item Missing</b>	<b>6,165</b>		<b>661</b>	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

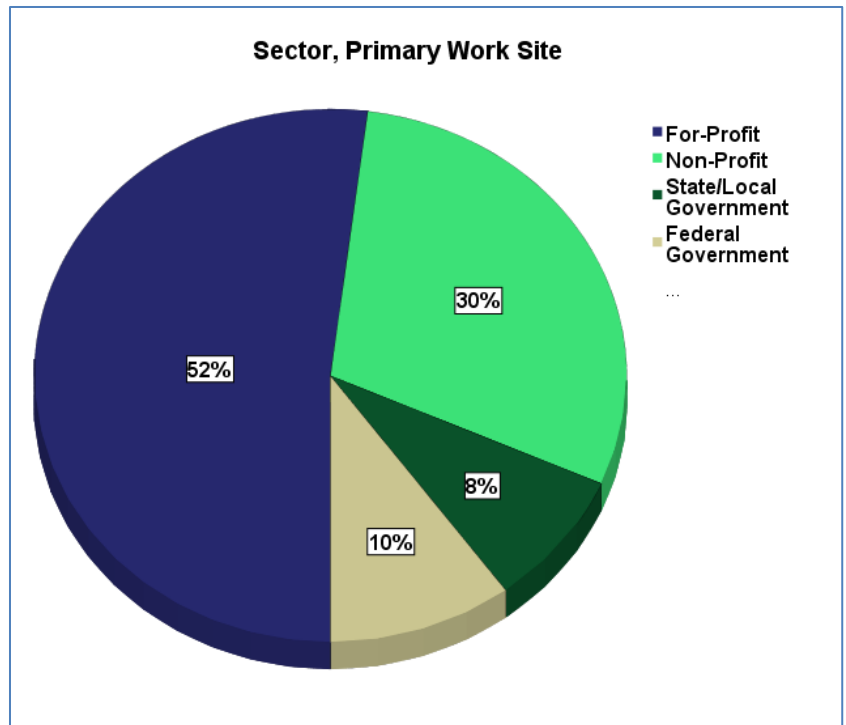
For Profit:	52%
Federal:	10%

**Top Establishments**

Group Private Practice:	32%
Hospital – Inpatient:	16%
Hospital – Outpatient:	11%

Source: Va. Healthcare Workforce Data Center

82% of all physicians work in the private sector, including 52% who work at for-profit establishments. Another 10% of Virginia’s physician workforce work for the federal government.

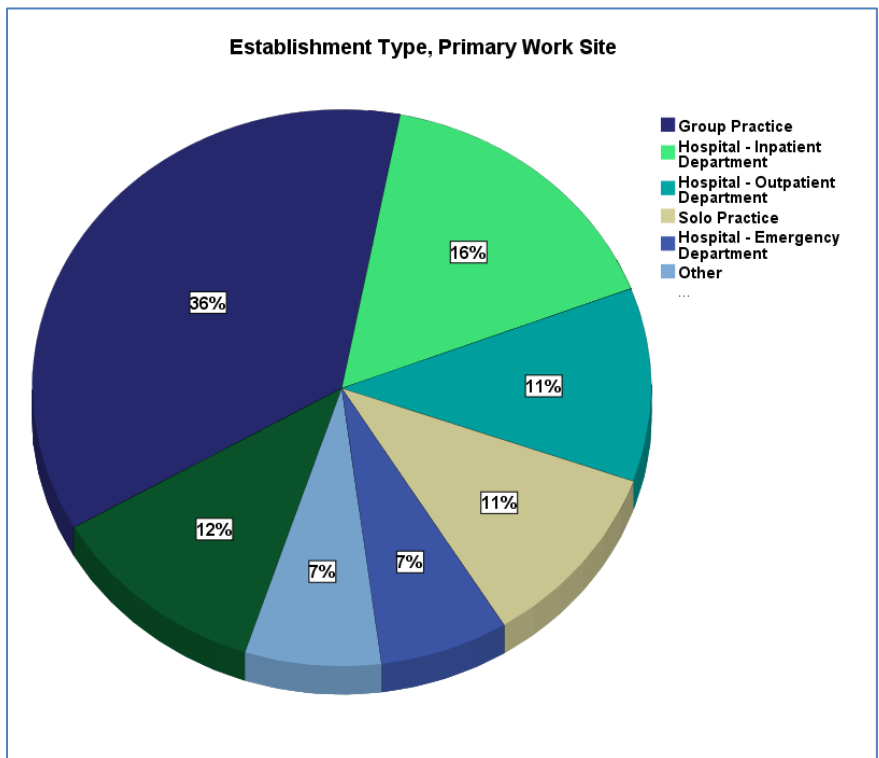


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	7,016	36%	1,712	32%
Hospital - Inpatient Department	3,116	16%	1,038	19%
Hospital - Outpatient Department	2,167	11%	506	9%
Solo Practice	2,081	11%	398	7%
Hospital - Emergency Department	1,300	7%	417	8%
Community Clinic/Outpatient Care Center	866	4%	266	5%
Medical/Osteopathic School or Parent University	639	3%	116	2%
Insurance Organization	312	2%	57	1%
Mental Health Facility	191	1%	82	2%
Nursing Home/Long-Term Care Facility	128	1%	90	2%
Outpatient Surgical Center	88	0%	79	1%
Supplier Organization	13	0%	11	0%
Other	1,376	7%	567	11%
<b>Total</b>	<b>19,293</b>	<b>100%</b>	<b>5,339</b>	<b>100%</b>
<b>Did Not Have a Location</b>	294		19,938	

*Group private practices are the most common establishment type among Virginia's physicians with a primary work location. The inpatient and outpatient departments of hospitals are also typical primary establishment types.*

Source: Va. Healthcare Workforce Data Center



*Group Private Practices are also the most common establishment type among physicians with a secondary work location.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### A Typical Physician's Time

Patient Care: 80%-89%  
Administration: 1%-9%  
Education: 1%-9%

### Roles

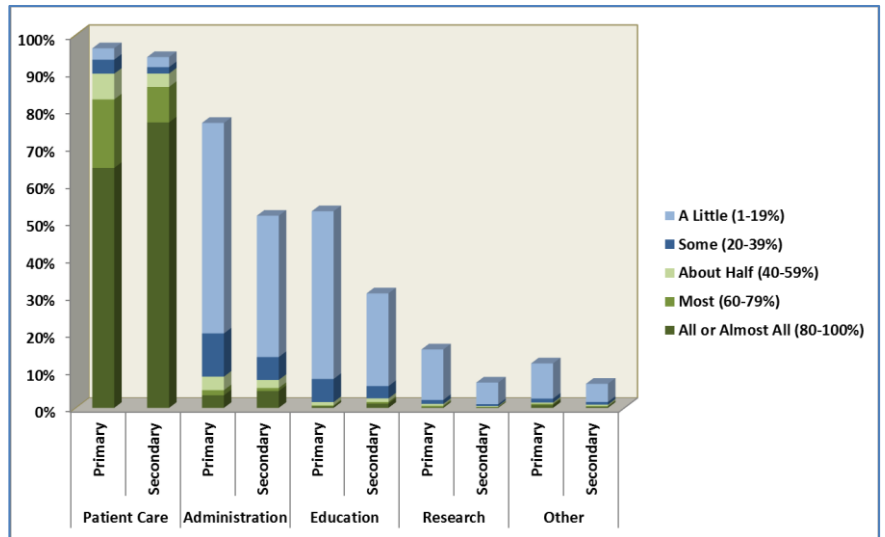
Patient Care: 83%  
Administrative: 5%  
Education: 1%

### Patient Care Physicians

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 physician spends most of their time in patient care activities. In fact, 83% of all physicians fill a patient care role, defined as spending at least 60% of their time in that activity. Another 5% of physicians fill an administrative role.*

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>	64%	77%	3%	5%	0%	1%	0%	0%	1%	0%
<b>Most (60-79%)</b>	18%	10%	1%	1%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	7%	4%	4%	2%	1%	1%	1%	0%	0%	0%
<b>Some (20-39%)</b>	4%	2%	12%	6%	6%	3%	1%	1%	1%	1%
<b>A Little (1-20%)</b>	3%	3%	56%	38%	45%	25%	14%	6%	9%	5%
<b>None (0%)</b>	4%	6%	24%	48%	47%	69%	84%	93%	88%	93%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Number of Patients/Week

Primary (Median): 50-75  
 Secondary (Median): 1-25

### Accepts New Patients?

Primary: 58%  
 Secondary: 47%

### Medicare/Medicaid

New Medicare Patients: 68%  
 New Medicaid Patients: 73%

Source: Va. Healthcare Workforce Data Center

*58% of physicians are accepting new patients at their primary work location.*

## A Closer Look:

Patient Care Activities Predominantly Primary Care?				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Yes</b>	7,454	42%	1,662	36%
<b>No</b>	11,777	58%	3,591	64%
<b>Total</b>	<b>19,231</b>	<b>100%</b>	<b>5,253</b>	<b>100%</b>
<b>Question Inapplicable to Respondent</b>	1,598		20,370	

Source: Va. Healthcare Workforce Data Center

Accepting New Patients? Yes				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>I can accept some additional patients</b>	6,231	31%	1,100	20%
<b>I can accept many additional patients</b>	5,311	26%	1,493	27%
No/Not Applicable				
<b>I do not manage my patient load at this location</b>	5,659	28%	2,009	36%
<b>I do not provide patient care at this location</b>	1,969	10%	762	14%
<b>I cannot accept any additional patients</b>	886	4%	176	3%
<b>Total</b>	<b>20,056</b>	<b>100%</b>	<b>5,540</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Patients Visits Per Week				
Number of Visits	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	1,877	9%	728	13%
<b>1 to 24</b>	3,196	16%	2,618	47%
<b>25 to 49</b>	4,320	21%	1,134	20%
<b>50 to 74</b>	4,093	20%	472	8%
<b>75 to 99</b>	3,147	16%	252	4%
<b>100 to 124</b>	2,118	10%	214	4%
<b>125 to 149</b>	658	3%	52	1%
<b>150 or more</b>	817	4%	131	2%
<b>Total</b>	<b>20,226</b>	<b>100%</b>	<b>5,601</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical physician treats between 50 and 75 patients per week at their primary work location.*

New Patient Capacity				
Number of Patients	Primary Location		Secondary Location	
	#	%	#	%
Less than 50	4,169	37%	1,077	42%
50 to 99	2,589	23%	562	22%
100 to 199	1,825	16%	342	13%
200 to 299	847	7%	155	6%
300 to 399	355	3%	89	3%
400 to 499	308	3%	77	3%
500 to 749	300	3%	45	2%
750 to 999	112	1%	21	1%
1,000 or more	809	7%	204	8%
<b>Total</b>	<b>11,314</b>	<b>100%</b>	<b>2,572</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 37% can accept no more than 50 patients, while 23% can accept between 50 and 99 new patients.

Accepting New Medicare/Medicaid Patients?				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Medicaid</b>				
Yes	8,445	73%	1,944	74%
No, I am not a Medicaid provider	2,387	21%	506	19%
No, I am a Medicaid Provider, but am not accepting new Medicaid patients	760	7%	167	6%
<b>Total</b>	<b>11,592</b>	<b>100%</b>	<b>2,617</b>	<b>100%</b>
<b>Medicare</b>				
Yes	11,641	68%	-	-
No	5,375	32%	-	-
<b>Total</b>	<b>17,016</b>	<b>100%</b>	-	-

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 73% are accepting new Medicaid patients and 68% are accepting new Medicare patients.

Status Change for New Medicaid Patients in Past Year?				
Response	Primary Location		Secondary Location	
	#	%	#	%
Yes	539	5%	177	7%
No	11,116	95%	2453	93%
<b>Total</b>	<b>11,655</b>	<b>100%</b>	<b>2,630</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 95% have seen no change in their status concerning new Medicaid patients over the past 12 months.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Physicians		Physicians Over 50	
	#	%	#	%
<b>Under age 50</b>	194	1%	-	-
<b>50 to 54</b>	480	3%	53	1%
<b>55 to 59</b>	1,360	8%	359	4%
<b>60 to 64</b>	3,999	22%	1,638	17%
<b>65 to 69</b>	6,062	34%	3,314	35%
<b>70 to 74</b>	3,065	17%	2,107	22%
<b>75 to 79</b>	921	5%	718	8%
<b>80 or over</b>	469	3%	360	4%
<b>I do not intend to retire</b>	1,294	7%	849	9%
<b>Total</b>	<b>17,845</b>	<b>100%</b>	<b>9,398</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Physicians**

Under 65: 34%  
Under 60: 11%

**Physicians 50 and over**

Under 65: 22%  
Under 60: 4%

**Time until Retirement**

Within 2 years: 9%  
Within 10 years: 32%  
Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

*One-third of all physicians expect to retire before the age of 65, while another third plan on working until at least age 70. Among physicians who are age 50 and over, 22% still expect to retire by age 65, while 43% plan on working until at least age 70.*

*Within the next two years, just 1% of Virginia’s physicians expect to leave the profession and 3% plan on leaving the state to practice medicine elsewhere. Meanwhile, 7% of physicians plan on increasing patient care hours, and 4% also plan to pursue additional educational opportunities.*

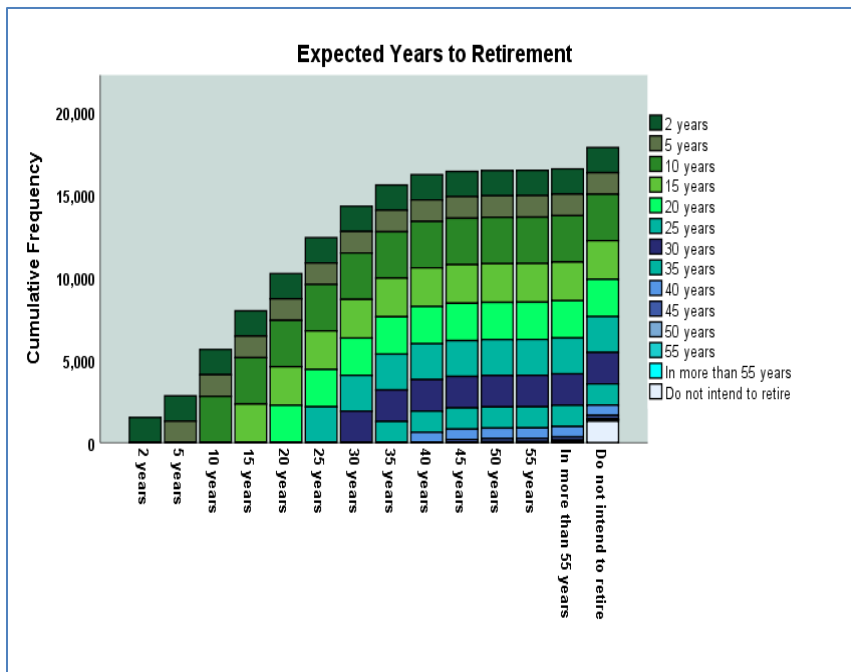
Future Plans		
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	302	1%
<b>Leave Virginia</b>	737	3%
<b>Decrease Patient Care Hours</b>	2,709	10%
<b>Decrease Teaching Hours</b>	214	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	1,946	7%
<b>Increase Teaching Hours</b>	1,754	7%
<b>Pursue Additional Education</b>	1,069	4%
<b>Return to Virginia’s Workforce</b>	74	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for physicians. 9% of physicians expect to retire within the next two years, while 32% plan on retiring in the next ten years. Half of the current physician workforce expect to be retired by 2038.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
<b>2 years</b>	1,526	9%	9%
<b>5 years</b>	1,302	7%	16%
<b>10 years</b>	2,804	16%	32%
<b>15 years</b>	2,336	13%	45%
<b>20 years</b>	2,255	13%	57%
<b>25 years</b>	2,168	12%	69%
<b>30 years</b>	1,901	11%	80%
<b>35 years</b>	1,283	7%	87%
<b>40 years</b>	625	4%	91%
<b>45 years</b>	195	1%	92%
<b>50 years</b>	58	0%	92%
<b>55 years</b>	10	0%	92%
<b>In more than 55 years</b>	87	0%	93%
<b>Do not intend to retire</b>	1,294	7%	100%
<b>Total</b>	<b>17,845</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 2028. Retirement will peak at 16% of the workforce around the same time before declining to under 10% of the current workforce again around 2053.



## At a Glance:

### FTEs

Total: 25,888  
 FTEs/1,000 Residents<sup>3</sup>: 3.078  
 Average: 1.01

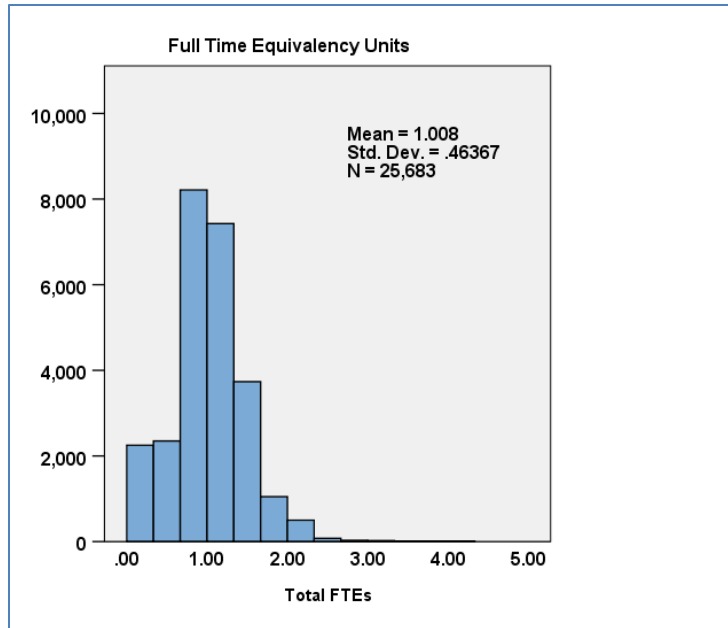
### Age & Gender Effect

Age, Partial Eta<sup>4</sup>: Small  
 Gender, Partial Eta<sup>4</sup>: Small

*Partial Eta<sup>4</sup> Explained:*  
 Partial Eta<sup>4</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

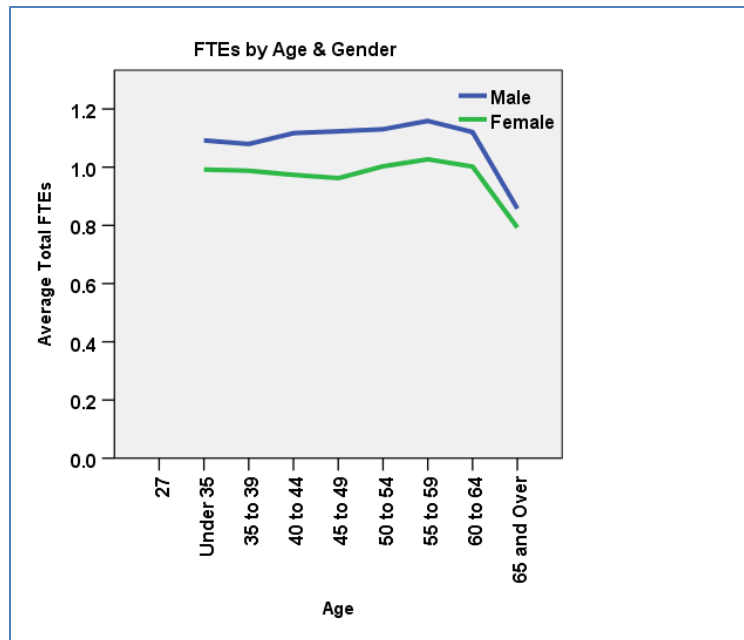


Source: Va. Healthcare Workforce Data Center

*The typical physician provided 1.03 FTEs in 2018, or approximately 42 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>4</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	1.04	1.05
30 to 34	1.03	0.99
35 to 39	1.04	1.00
40 to 44	1.03	0.96
45 to 49	1.05	1.01
50 to 54	1.09	1.05
55 to 59	1.08	1.03
60 and Over	0.82	0.68
<b>Gender</b>		
Male	1.06	1.07
Female	0.97	0.99

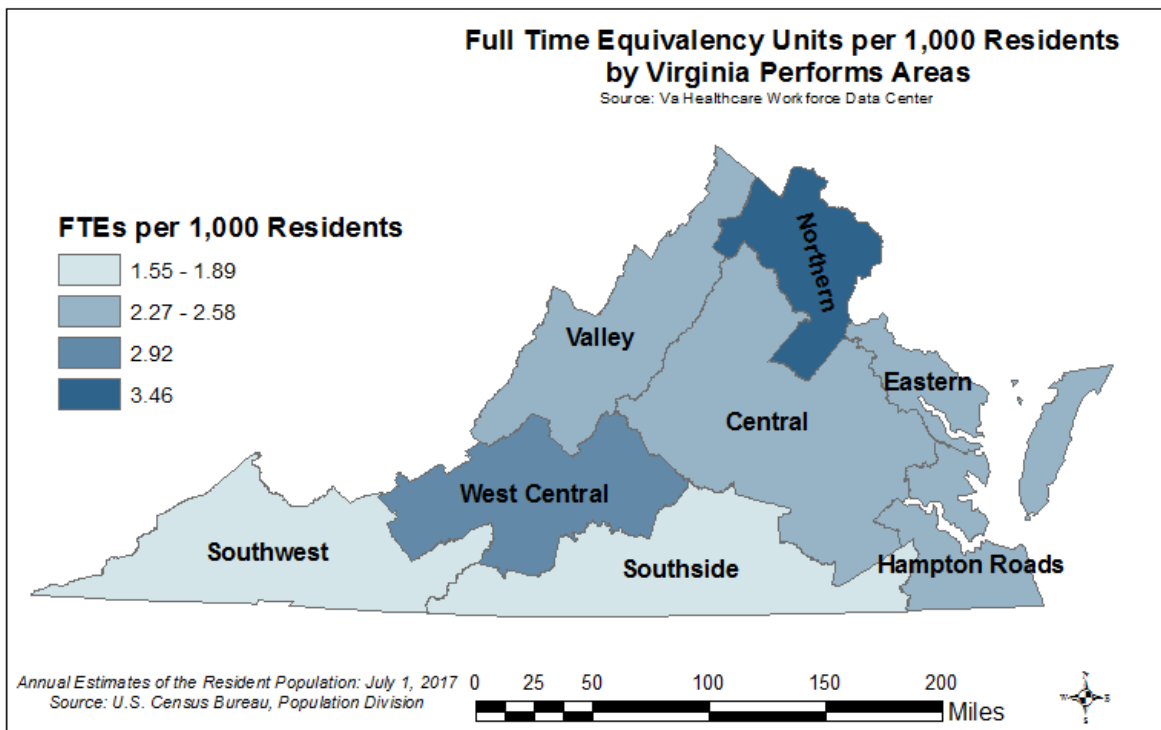
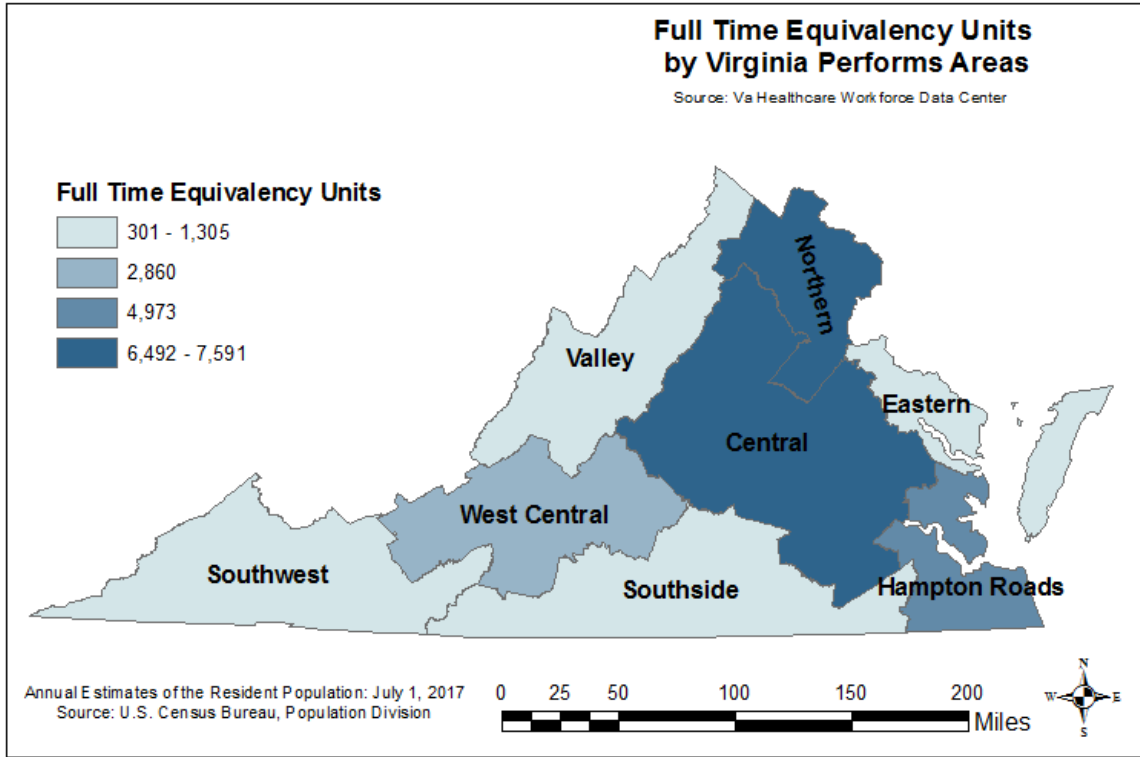
Source: Va. Healthcare Workforce Data Center

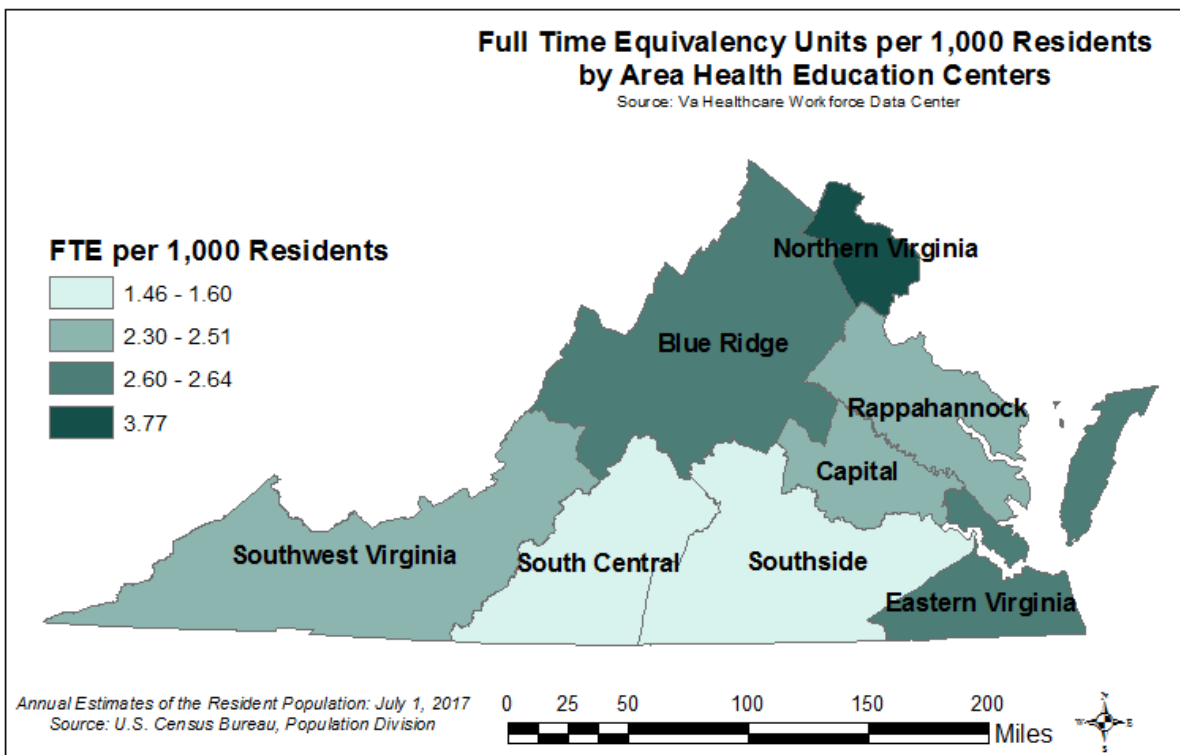
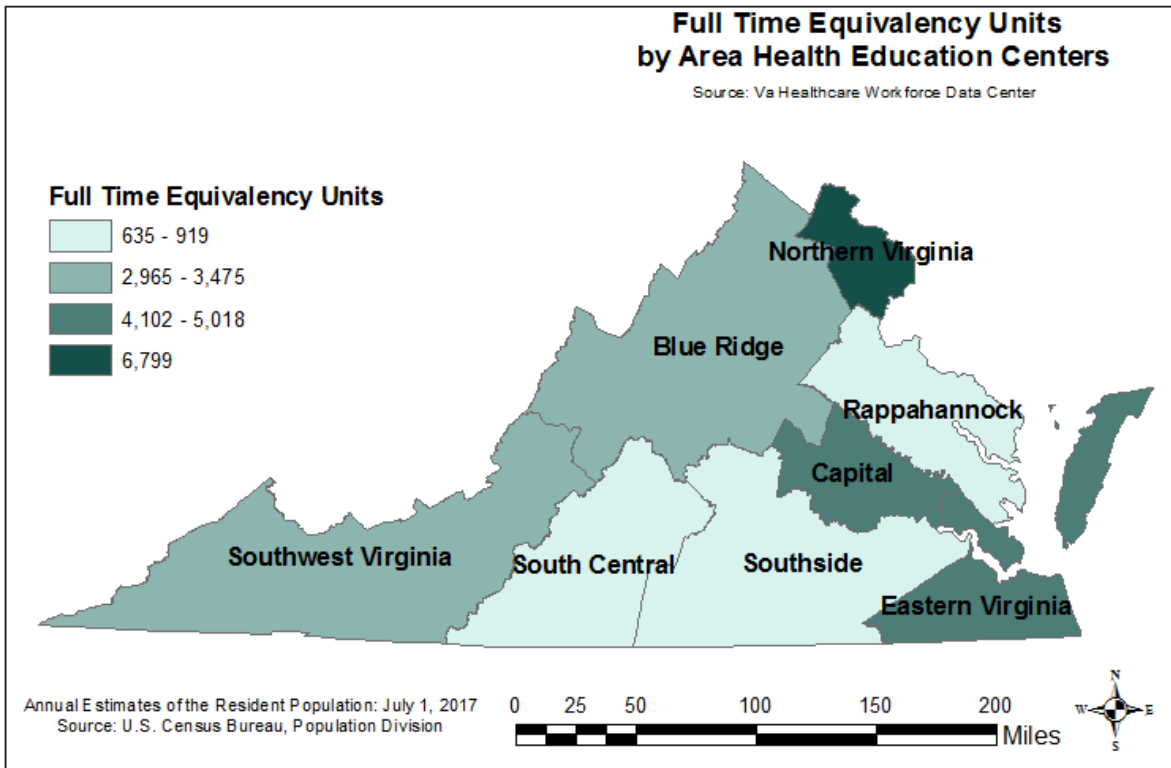


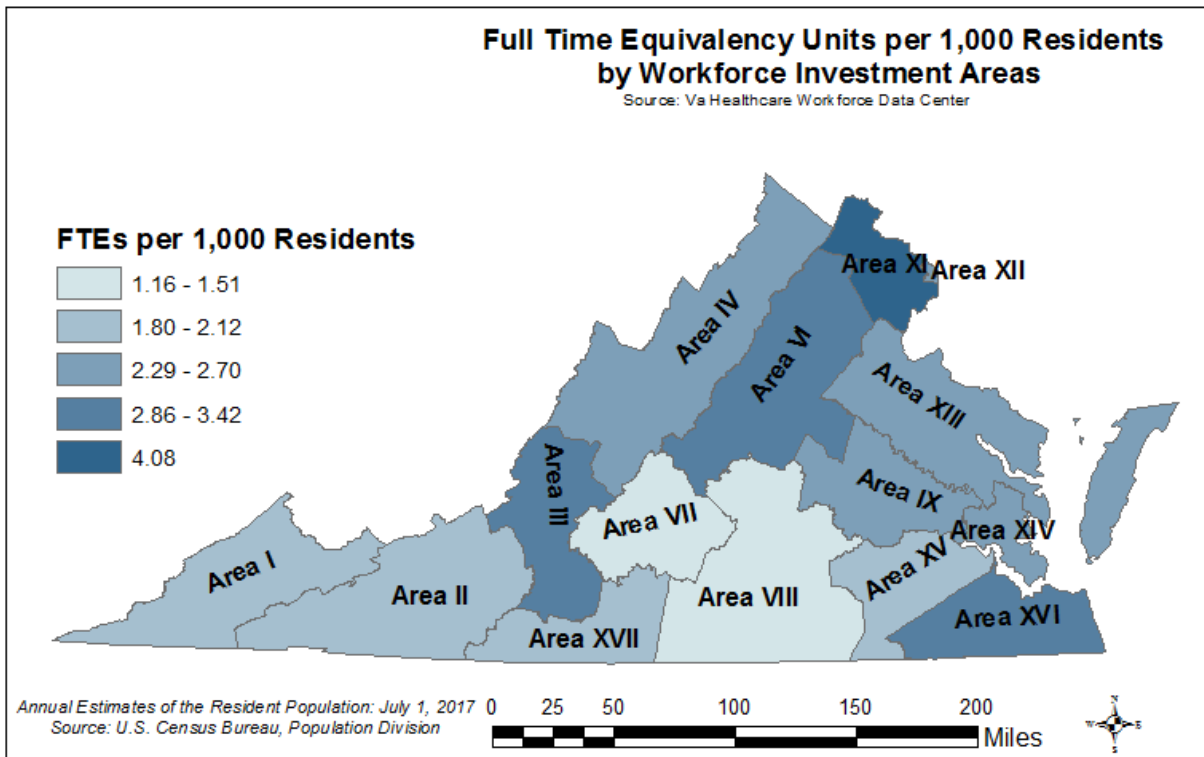
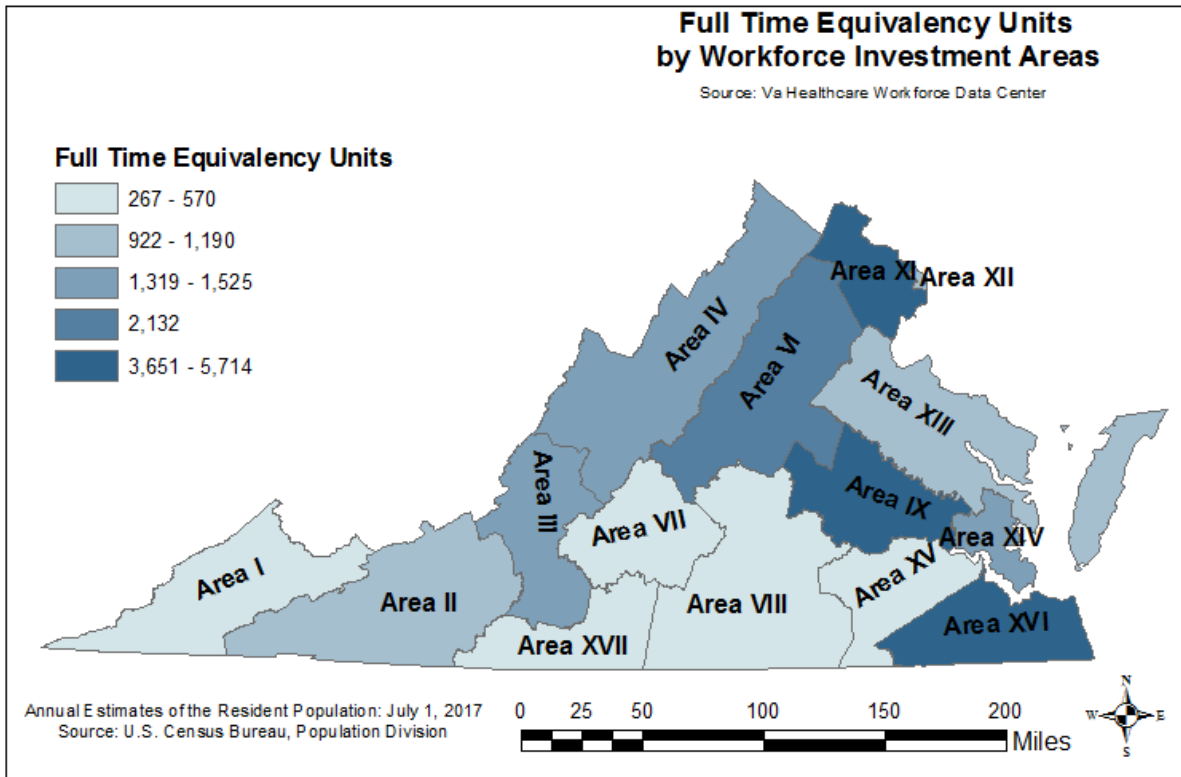
Source: Va. Healthcare Workforce Data Center

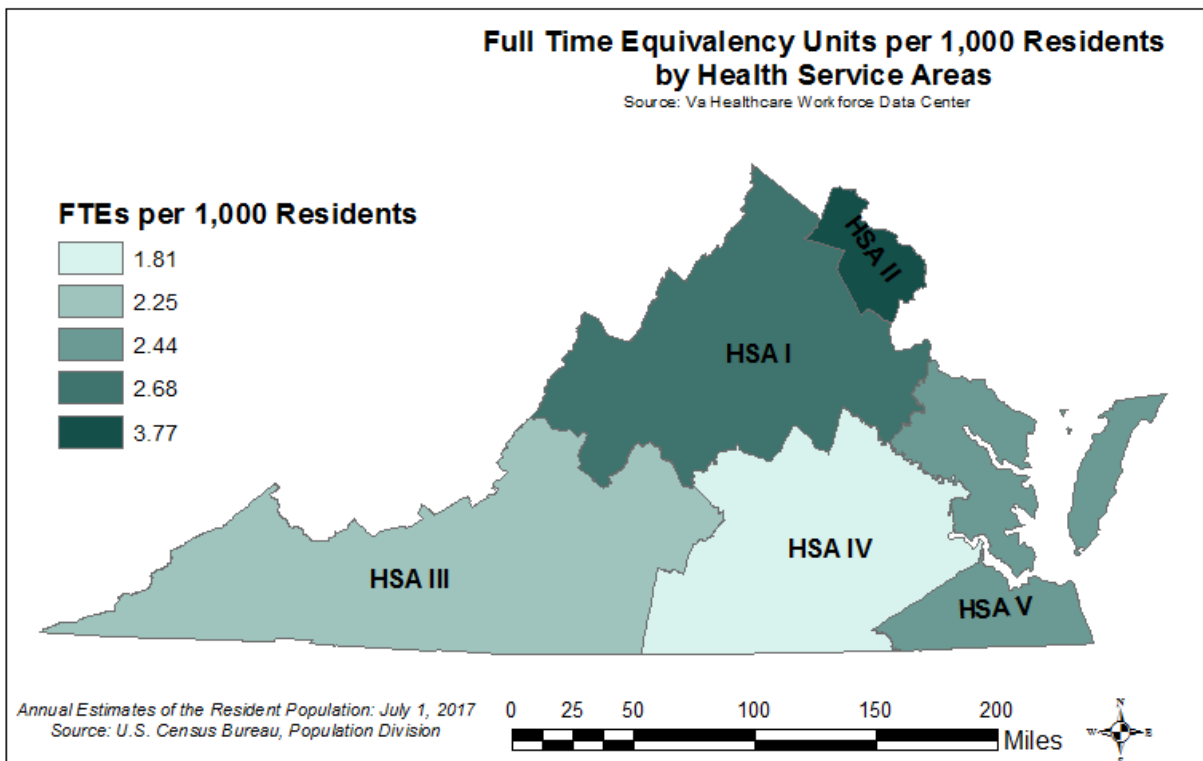
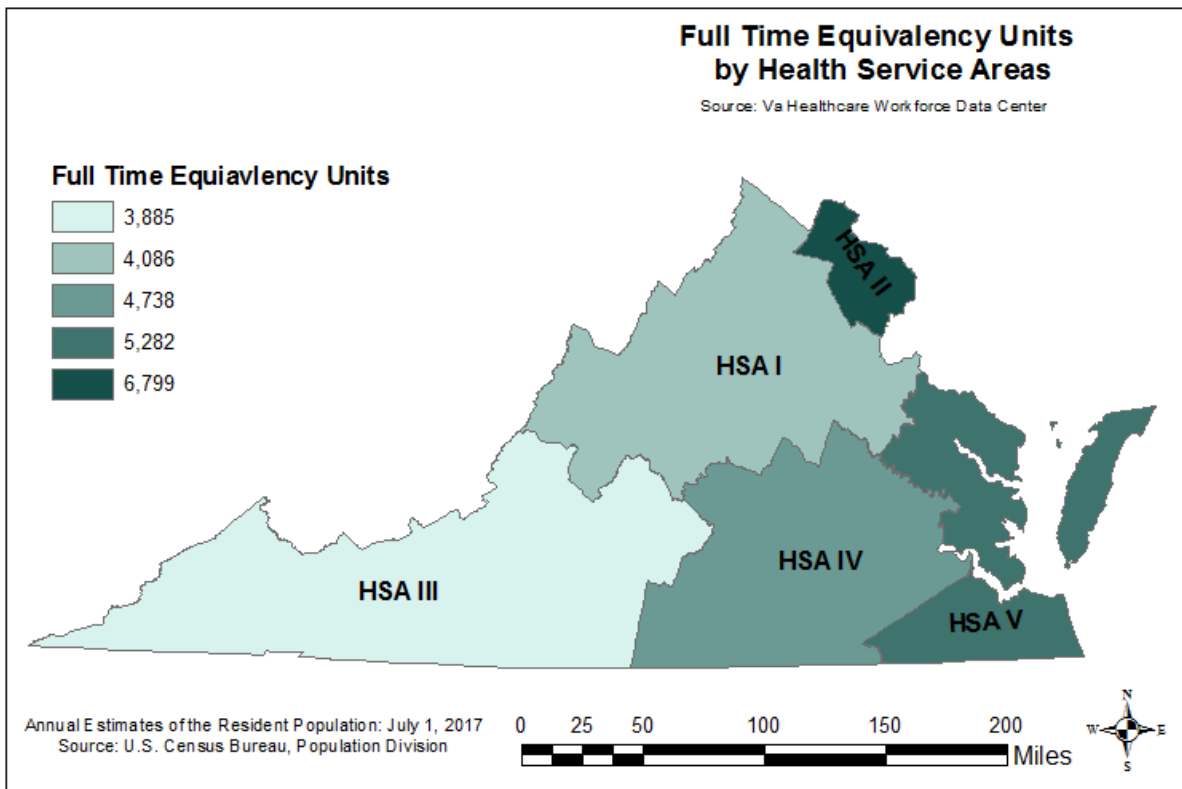
<sup>3</sup> Number of residents in 2017 was used as the denominator.

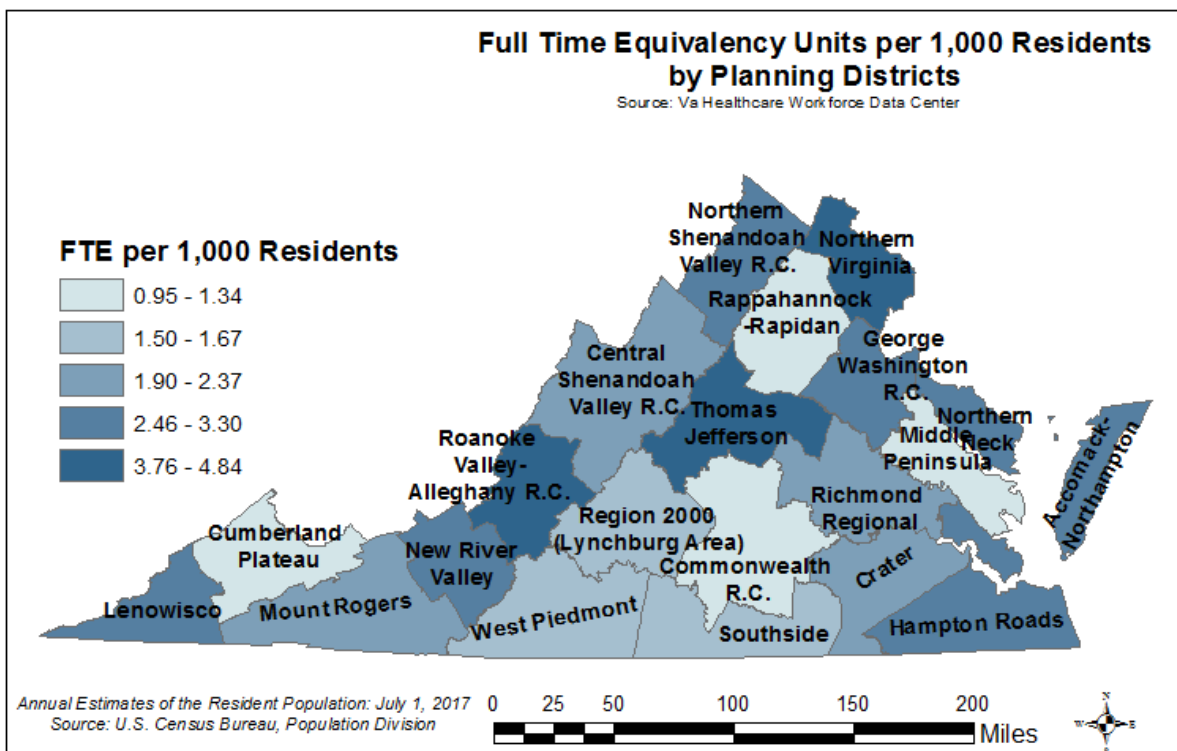
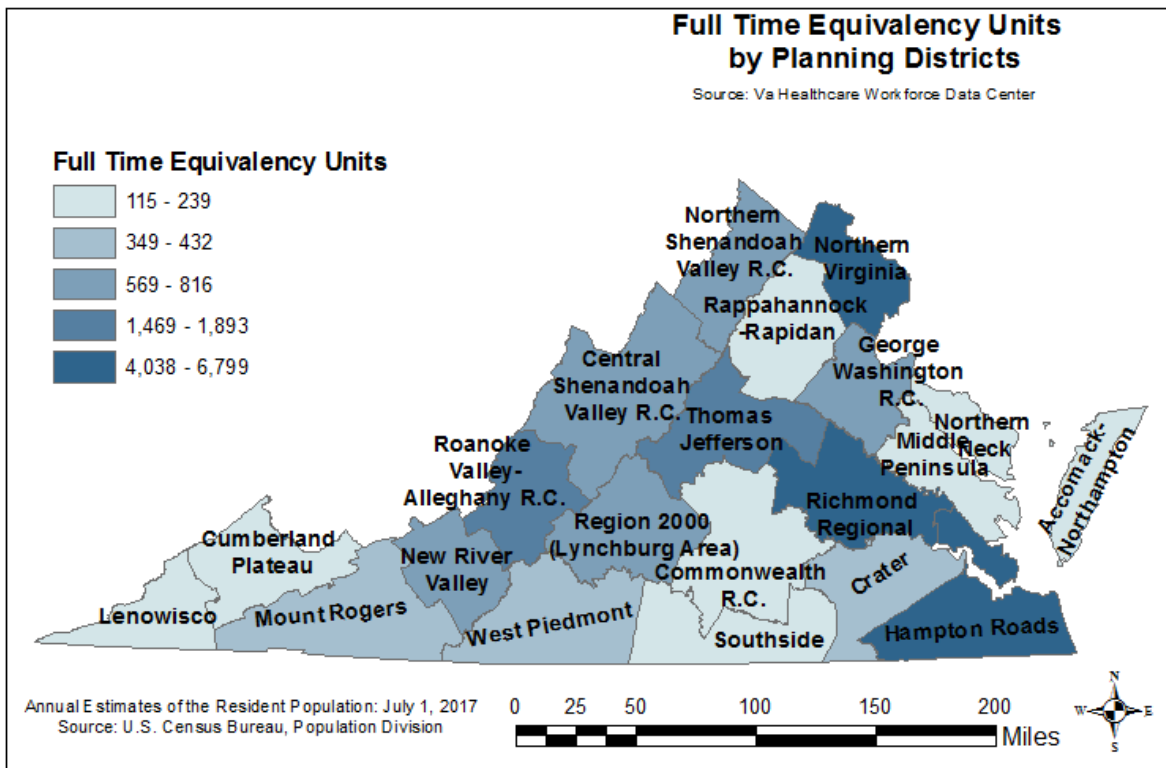
<sup>4</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	18,257	79.22%	1.262237	1.140584	1.968608
Metro, 250,000 to 1 million	2,278	80.99%	1.234688	1.11569	1.925642
Metro, 250,000 or less	3,660	78.80%	1.269071	1.146759	1.979265
Urban pop 20,000+, Metro adj	241	83.40%	1.199005	1.083446	1.869989
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	607	76.44%	1.30819	1.182108	2.040276
Urban pop, 2,500-19,999, nonadj	386	83.16%	1.202492	1.086597	1.875428
Rural, Metro adj	453	65.78%	1.520134	1.373625	2.370828
Rural, nonadj	171	68.42%	1.461538	1.320677	2.279441
Virginia border state/DC	8,482	70.74%	1.413667	1.277419	2.20478
Other US State	10,297	65.48%	1.527292	1.380093	2.381991

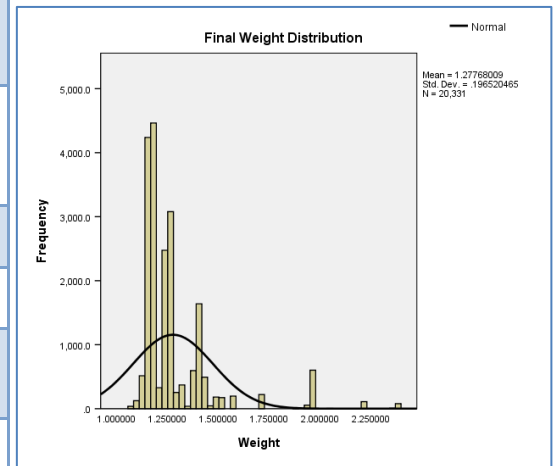
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate = Final Weight.

**Overall Response Rate: 0.74362**



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	3,685	47.68%	2.097324986	1.869989386	2.381991026
35 to 39	5,762	66.45%	1.504831549	1.341718161	1.709079551
40 to 44	5,797	75.80%	1.319299044	1.176296104	1.498365062
45 to 49	5,738	79.21%	1.262486249	1.125641425	1.433841171
50 to 54	5,269	80.20%	1.24680549	1.111660352	1.416032092
55 to 59	4,857	82.29%	1.215161371	1.083446238	1.380092976
60 to 64	4,971	81.63%	1.224987679	1.092207442	1.39125299
65 and Over	8,765	74.63%	1.340009173	1.194761397	1.521886139

Source: Va. Healthcare Workforce Data Center