
Virginia's Physician Workforce: 2020

Healthcare Workforce Data Center

January 2021

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Healthcare Workforce Data Center
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35,072 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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The Physician Workforce: At a Glance:

The Workforce

Licensees:	47,194
Virginia's Workforce:	26,593
FTEs:	26,122

Background

Rural Childhood:	18%
Med. School in VA:	22%
Residency in VA:	27%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	69%
Satisfied?:	93%

Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	89%

Top Certifications

Internal Medicine:	29%
Family Medicine:	15%

Job Turnover

Switched Jobs in 2020:	5%
Employed over 2 yrs:	70%

Demographics

% Female:	39%
Diversity Index:	54%
Median Age:	51

Finances

Median Inc.:	\$225k - \$250
Health Benefits:	69%
Median Ed Debt:	\$0k

Primary Roles

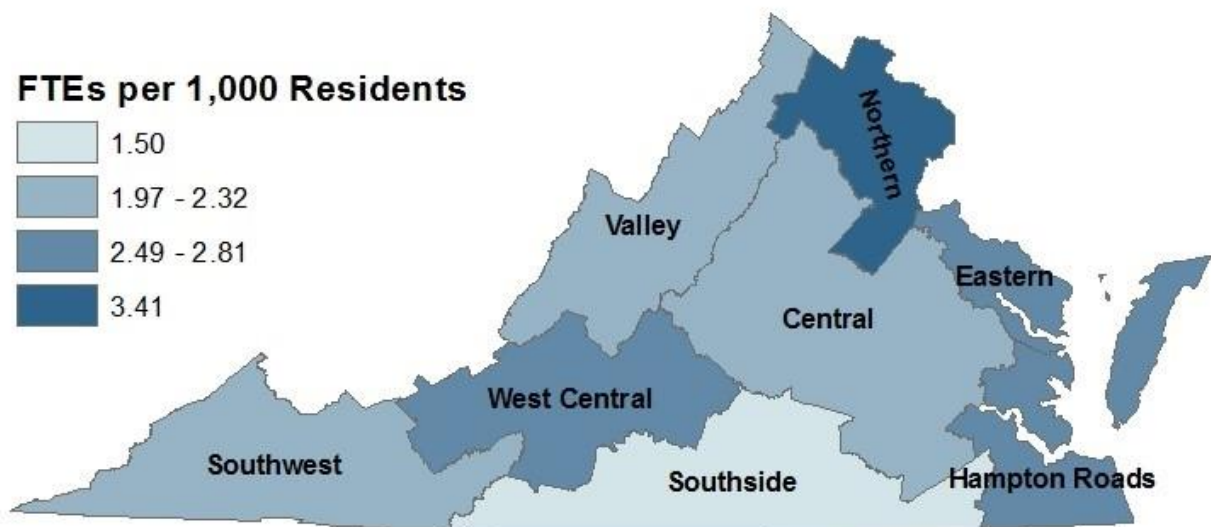
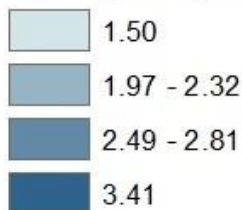
Patient Care:	82%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units Provided by Physicians per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



Results in Brief

A total of 35,072 physicians voluntarily took part in the 2020 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 47,194 physicians who are licensed in the state and 89% of renewing practitioners. The HWDC estimates that 26,593 physicians participated in Virginia's workforce during the survey period. Virginia's physician workforce provided 26,122 "full-time equivalency units" during the survey period.

Females are 39% of all physicians and 50% 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 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 \$225,000 and \$250,000. Ninety-five 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 59% who indicated they are "very satisfied".

Half of all physicians work at a for-profit establishment, while 10% work for the federal government. Group private practices currently employ 35% of all physicians in Virginia, the most of any establishment type in the state. The inpatient (16%) and outpatient (13%) 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 2040.

Summary of Trends

There were very few changes in survey results in the 2020 survey compared to the 2014 survey. However, Virginia's licensed physicians, physician workforce, and physician's FTE increased. A significant increase in the number of survey respondents was also noted.

The most recent survey results also indicate that there is more gender diversity among older Virginia physicians. The percent of physicians that were female increased from 36% in 2014 to 39% in 2020; the percent female for physicians under age 40 declined from 52% in 2014 to 50% in 2020. The racial and ethnic diversity index for all physicians, which had increased from 51% in 2014 to 54% in 2018, remained at 54%. The index, however, declined for those under age 40; the index, which had dropped from 60% in 2014 to 59% in 2016 and 2018, declined to 57% in 2020. This is still the same as the diversity index in Virginia though.

The educational and rural background results were nearly identical in the past four surveys. However, slightly more physicians reported board certification. For example, the percent reporting certification in Internal Medicine increased from 23% in 2014 to 29% in 2020. The geographical distribution of physicians was very similar in all the surveys as well, with the highest concentration in Northern Virginia followed by Central Virginia and Hampton Roads.

The median income for physicians increased in the 2020 survey; the median income, which increased from \$175k-\$200k in the 2014 survey to \$200k-\$225k in both the 2016 and 2018 surveys, is now \$225k-\$250k. There was a slight decline in the percent of physicians under age 40 reporting educational debt. The percent of physicians who were satisfied with their current employment situation stayed at 93% in 2020 after declining from 94% in 2014. A slightly higher percent of physicians reported working in the non-profit sector; 31% reported working in the non-profit sector in 2020 compared to 26% in 2014.

The number of physicians who reported using telemedicine has increased significantly, from 10% in 2016 to 36% in 2020. The percent with a collaborative practice agreement with a nurse practitioner and physician assistant also increased from 15% to 21% and 10% to 14%, respectively, between 2016 and 2020.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	39,629	84%
New Licensees	3,381	7%
Non-Renewals	4,184	9%
All Licensees	47,194	100%

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 2020.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2020 on the birth month of each respondent.
- 2. Target Population:** All physicians who held a Virginia license at some point in 2020.
- 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 2020.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	2,247	1,702	43%
35 to 39	2,223	3,809	63%
40 to 44	1,628	4,690	74%
45 to 49	1,169	4,716	80%
50 to 54	1,053	4,629	82%
55 to 59	901	4,110	82%
60 to 64	848	4,008	83%
65 and Over	2,053	7,408	78%
Total	12,122	35,072	74%
New Licenses			
Issued in 2020	3,381	0	0%
Metro Status			
Non-Metro	418	1,448	78%
Metro	4,755	19,976	81%
Not in Virginia	6,945	13,642	66%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	35,072
Response Rate, all licensees	74%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physicians

Number: 47,194
 New: 7%
 Not Renewed: 9%

Response Rates

All Licensees: 74%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2020 Physician Workforce: 26,593
 FTEs: 26,122

Utilization Ratios

Licensees in VA Workforce: 56%
 Licensees per FTE: 1.81
 Workers per FTE: 1.02

Source: Va. Healthcare Workforce Data Center

Definitions

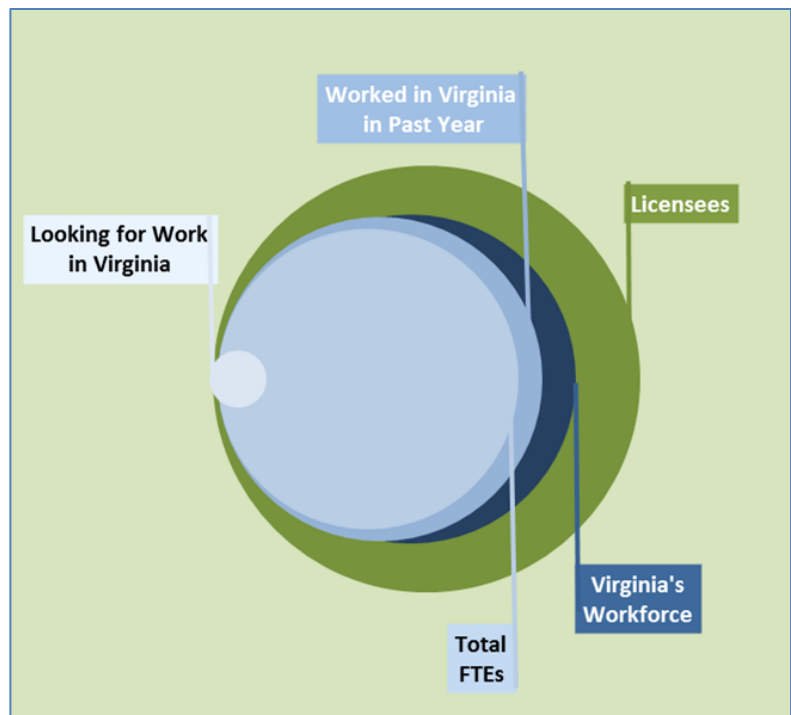
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	26,302	99%
Looking for Work in Virginia	291	1%
Virginia's Workforce	26,593	100%
Total FTEs	26,122	
Licensees	47,194	

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	911	48%	989	52%	1,900	8%
35 to 39	1,582	51%	1,523	49%	3,106	13%
40 to 44	1,630	52%	1,505	48%	3,135	14%
45 to 49	1,606	55%	1,320	45%	2,926	13%
50 to 54	1,668	60%	1,137	41%	2,806	12%
55 to 59	1,528	62%	933	38%	2,461	11%
60 to 64	1,649	69%	730	31%	2,379	10%
65 +	3,481	80%	854	20%	4,335	19%
Total	14,057	61%	8,990	39%	23,047	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity						
Race/Ethnicity	Virginia*		Physicians		Physicians Under 40	
	%	#	%	#	%	#
White	61%	14,577	65%	2,973	61%	2,973
Black	19%	1,664	7%	280	6%	280
Asian	7%	4,163	19%	1,111	23%	1,111
Other Race	0%	815	4%	171	4%	171
Two or more races	3%	419	2%	146	3%	146
Hispanic	10%	829	4%	199	4%	199
Total	100%	22,467	100%	4,879	100%	4,879

* 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 9, 2017.

Source: Va. Healthcare Workforce Data Center

22% of all physicians are under the age of 40, and half of these professionals are female. In addition, there is a 57% chance that two randomly chosen physicians from this group would be of a different race or ethnicity.

At a Glance:

Gender

% Female: 39%
% Under 40 Female: 50%

Age

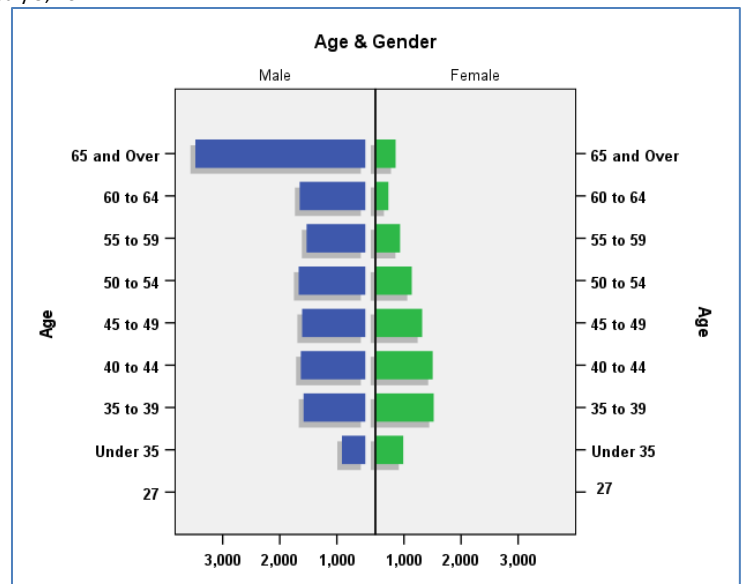
Median Age: 51
% Under 40: 22%
% 55+: 40%

Diversity

Diversity Index: 54%
Under 40 Div. Index: 57%

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 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 23%
 Rural Childhood: 18%

Virginia Background

HS in Virginia: 22%
 Med. School in VA: 22%
 Init. Residency in VA: 27%

Location Choice

% Rural to Non-Metro: 14%
 % Urban/Suburban to Non-Metro: 6%

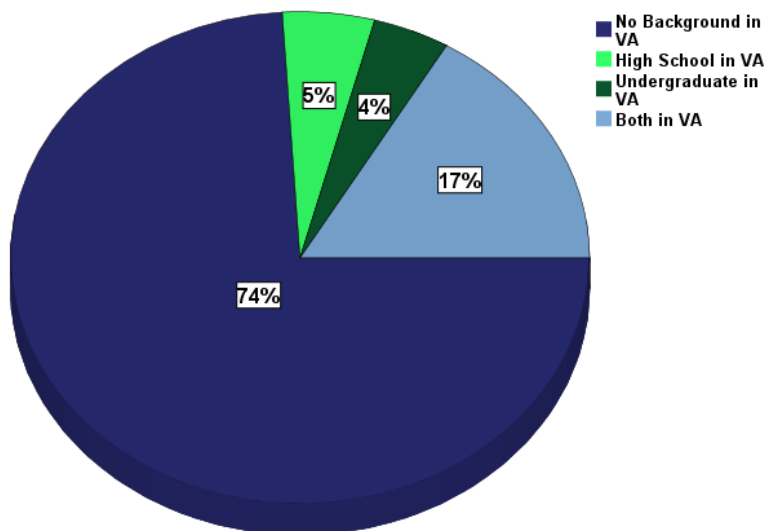
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	15%	61%	24%
2	Metro, 250,000 to 1 million	26%	54%	20%
3	Metro, 250,000 or less	23%	60%	17%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	31%	44%	25%
6	Urban pop, 2,500-19,999, Metro adjacent	34%	44%	22%
7	Urban pop, 2,500-19,999, non adjacent	40%	37%	23%
8	Rural, Metro adjacent	40%	42%	18%
9	Rural, non adjacent	29%	45%	26%
Overall		18%	59%	23%

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 14% of these professionals currently work in non-metro counties. Overall, 7% of Virginia's physician workforce work in non-metro areas of the state.

Top Ten States for Physician Recruitment

Rank	All Physicians			
	Medical School	#	Initial Residency	#
1	Virginia	4,735	Virginia	5,929
2	Outside U.S./Canada	4,537	New York	2,067
3	Pennsylvania	1,547	Washington, D.C.	1,828
4	Washington, D.C.	1,210	Pennsylvania	1,539
5	New York	1,177	Maryland	1,156
6	Maryland	912	North Carolina	927
7	North Carolina	719	Ohio	741
8	Ohio	544	California	633
9	Tennessee	456	Michigan	592
10	Texas	451	Texas	554

22% 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, 22% received their medical degree in Virginia, while 27% completed their initial residency in the state.

Rank	Licensed in the Past 5 Years			
	Medical School	#	Initial Residency	#
1	Outside U.S./Canada	1,125	Virginia	1,392
2	Virginia	922	New York	518
3	Pennsylvania	368	Pennsylvania	352
4	New York	235	Maryland	279
5	Washington, D.C.	224	Washington, D.C.	277
6	Maryland	211	North Carolina	189
7	Florida	147	Ohio	175
8	West Virginia	147	Michigan	169
9	Tennessee	140	Texas	140
10	Ohio	140	Illinois	128

Source: Va. Healthcare Workforce Data Center

44% of licensed physicians did not participate in Virginia's workforce in 2020. 93% of these physicians worked at some point in the past year, including 89% who currently work as physicians.

At a Glance:

Not in VA Workforce

Total:	20,681
% of Licensees:	44%
Federal/Military:	29%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Medical Schools		
School	#	%
Virginia Commonwealth	2,415	12%
University of Virginia	1,548	8%
Eastern VA Medical School	1,173	6%
Georgetown University	654	3%
George Washington Univ.	546	3%
Uniformed Services Univ. of the Health Sciences	522	3%
Virginia College of Osteopathic Medicine	483	2%
University of Maryland	391	2%
Drexel University	329	2%
Jefferson Medical College	320	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: 29%

Family Medicine: 15%

Pediatrics: 12%

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, 59% carry education debt. The median debt is between \$200,000 and \$210,000.

Top 10 Board Certifications		
Area	#	%
Internal Medicine	6,433	29%
Family Medicine	3,393	15%
Pediatrics	2,624	12%
Surgery	2,051	9%
Psychiatry/Neurology	1,705	8%
Emergency Medicine	1,444	6%
Anesthesiology	1,142	5%
Obstetrics/Gynecology	1,090	5%
Radiology	1,002	4%
Orthopedic surgery	591	3%
At Least One Certification	22,314	85%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Physicians		Physicians under 40	
	#	%	#	%
None	13,136	70%	1,589	41%
\$50,000 or less	1,248	7%	279	7%
\$50,001-\$100,000	1,060	6%	287	7%
\$100,001-\$150,000	868	5%	245	6%
\$150,001-\$200,000	574	3%	259	7%
\$200,001-\$250,000	531	3%	300	8%
More than \$250,000	1,244	7%	955	24%
Total	18,661	100%	3,914	100%

Source: Va. Healthcare Workforce Data Center

Over one-quarter of Virginia's physician workforce holds a board certification in Internal Medicine. Overall, 85% of Virginia's physician workforce report at least one board certification.

A Closer Look:

At a Glance:

Gov't Programs

Medicare Participant: 18%
 Medicare Non-Participating Provider: 66%
 Medicaid Participant: 63%

Medical Services

Telemedicine: 36%
 Meaningful Use of EHRs: 32%
 CPA - NP: 21%

Source: Va. Healthcare Workforce Data Center

Admitting Privileges		
Number of Facilities	#	%
Zero	9,239	44%
One	7,073	34%
Two	2,417	12%
Three	1,136	5%
Four or more	1,139	5%
Total	21,004	100%

Source: Va. Healthcare Workforce Data Center

18% of Virginia's physician workforce participates in the Medicare program, while 66% 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	#	%
Telemedicine or Remote Consulting	9,614	36%
Achieve Meaningful Use of EHRs	8,406	32%
Collaborative Practice Agreement – Nurse Practitioner	5,453	21%
Collaborative Practice Agreement – Physician Assistant	3,625	14%
Participate in an Accountable Care Organization	3,289	12%
Collaborative Practice Agreement - Pharmacist	804	3%
At least One Service	14,262	54%

Source: Va. Healthcare Workforce Data Center

Gov't Program Participation		
Medicare Participating Provider		
Yes	4,702	18%
No	21,613	82%
Total	26,315	100%
Medicare Non-Participating Provider		
Yes	17,258	66%
No	9,058	34%
Total	26,316	100%
Medicaid Participating Provider		
Yes	16,461	63%
No	9,854	37%
Total	26,315	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
Involuntarily Unemployed: <1%

Positions Held

1 Full-Time: 69%
2 or more Positions: 14%

Weekly Hours:

40 to 49: 31%
60 or more: 23%
Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	45	0%
Employed in a medicine or osteopathy related capacity	21,257	95%
Employed, NOT in a medicine or osteopathy related capacity	185	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	39	<1%
Voluntarily unemployed	215	1%
Retired	584	3%
Total	22,325	100%

Source: Va. Healthcare Workforce Data Center

95% of physicians are currently employed in the profession, and less than 1% are involuntarily unemployed. Over two-thirds of all physicians currently hold one full-time job, while 14% have multiple positions. Just 31% 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	838	4%
One Part-Time Position	2,855	13%
Two Part-Time Positions	765	4%
One Full-Time Position	14,961	69%
One Full-Time Position & One Part-Time Position	1,810	8%
Two Full-Time Positions	94	0%
More than Two Positions	394	2%
Total	21,717	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	838	4%
1 to 9 hours	420	2%
10 to 19 hours	592	3%
20 to 29 hours	1,093	5%
30 to 39 hours	2,281	11%
40 to 49 hours	6,237	31%
50 to 59 hours	4,320	21%
60 to 69 hours	2,842	14%
70 to 79 hours	841	4%
80 or more hours	933	5%
Total	20,397	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	296	2%
Less than \$50,000	641	4%
\$50,000-\$99,999	1,398	8%
\$100,000-\$149,999	1,695	10%
\$150,000-\$199,999	2,383	14%
\$200,000-\$249,999	3,201	19%
\$250,000-\$299,999	2,077	12%
\$300,000-\$349,999	1,745	11%
\$350,000-\$399,999	1,117	7%
\$400,000 or more	2,098	13%
Total	16,651	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$225k-\$250k

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

Satisfaction
Satisfied 93%
Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	12,870	59%
Somewhat Satisfied	7,341	34%
Somewhat Dissatisfied	1,205	6%
Very Dissatisfied	364	2%
Total	21,779	100%

Source: Va. Healthcare Workforce Data Center

The typical physician earned between \$225,000 and \$250,000 in 2020. In addition, among physicians who received either an hourly wage or a salary at their primary work location, 69% received health insurance and 69% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	12,964	61%	69%
Retirement	12,957	61%	69%
Paid Vacation	11,350	53%	62%
Dental Insurance	11,401	54%	63%
Group Life Insurance	9,208	43%	51%
Paid Sick Leave	8,819	41%	49%
Signing/Retention Bonus	3,378	16%	20%
At Least One Benefit	15,501	73%	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?	315	1%
Experience Voluntary Unemployment?	833	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	559	2%
Work two or more positions at the same time?	3,454	13%
Switch employers or practices?	1,202	5%
Experienced at least one	5,501	21%

Source: Va. Healthcare Workforce Data Center

1% of Virginia's physicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 6.0%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	621	3%	273	5%
Less than 6 Months	777	4%	478	9%
6 Months to 1 Year	1,365	6%	486	9%
1 to 2 Years	3,477	16%	1,036	19%
3 to 5 Years	4,388	21%	1,205	22%
6 to 10 Years	3,449	16%	822	15%
More than 10 Years	7,075	33%	1,158	21%
Subtotal	21,152	100%	5,459	100%
Did not have location	323		20,994	
Item Missing	5,118		141	
Total	26,593		26,593	

Source: Va. Healthcare Workforce Data Center

63% of physicians received a salary at their primary work location, while 16% earned income from their own business or practice.

At a Glance:

Unemployment Experience 2020

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 15%
Over 2 years: 70%
Over 2 yrs, 2nd location: 58%

Employment Type

Salary/Commission: 63%
Business/Pract. Income: 16%
Hourly Wage: 14%

Source: Va. Healthcare Workforce Data Center

70% 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	#	%
Salary/ Commission	10,446	63%
Business/ Practice Income	2,616	16%
Hourly Wage	2,361	14%
By Contract	813	5%
Unpaid	276	2%
Subtotal	16,511	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate rose from 2.8% in February 2020 to a high of 10.8% in April 2020. More recently, it fell to 4.6% in November 2020 and this rate was preliminary at the time of publication. December's unemployment rate was not available at the time of this publication.

At a Glance:

Concentration

Top Region:	30%
Top 3 Regions:	74%
Lowest Region:	1%

Locations

2 or more (2020):	26%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

30% of all physicians work in Northern Virginia, the most of any region in the state. In addition, 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	5,216	25%	977	18%
Eastern	258	1%	91	2%
Hampton Roads	4,065	19%	924	17%
Northern	6,206	30%	1,684	31%
Southside	494	2%	148	3%
Southwest	658	3%	201	4%
Valley	1,120	5%	237	4%
West Central	2,301	11%	490	9%
Virginia Border State/DC	264	1%	226	4%
Other US State	293	1%	405	8%
Outside of the US	9	0%	17	0%
Total	20,884	100%	5,400	100%
Item Missing	5,172		102	

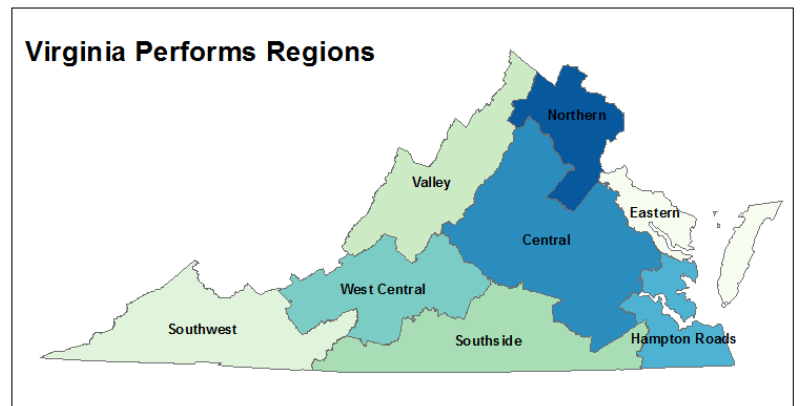
Source: Va. Healthcare Workforce Data Center

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	290	1%	756	4%
1	15,472	73%	15,308	72%
2	2,088	10%	2,155	10%
3	2,602	12%	2,452	12%
4	406	2%	300	1%
5	188	1%	149	1%
6 or More	283	1%	210	1%
Total	21,328	100%	21,328	100%

*At the time of survey completion, December 2020.

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



25% of all physicians currently have multiple work locations, while 26% of physicians have had at least two work locations over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	9,632	50%	2,940	58%
Non-Profit	6,031	31%	1,524	30%
State/Local Government	1,576	8%	294	6%
Veterans Administration	599	3%	112	2%
U.S. Military	1,179	6%	140	3%
Other Federal Government	163	1%	41	1%
Total	19,180	100%	5,051	100%
Did not have location	323		20,994	
Item Missing	7,090		547	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

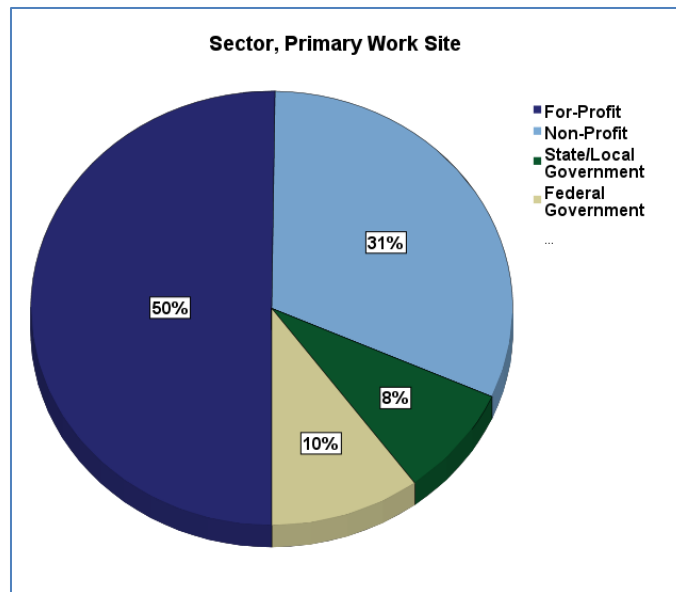
For Profit:	50%
Federal:	10%

Top Establishments

Group Private Practice:	35%
Hospital – Inpatient:	16%
Hospital – Outpatient:	13%

Source: Va. Healthcare Workforce Data Center

81% of all physicians work in the private sector, including 50% who work at for-profit establishments. Another 10% of Virginia’s physician workforce work for the federal government.



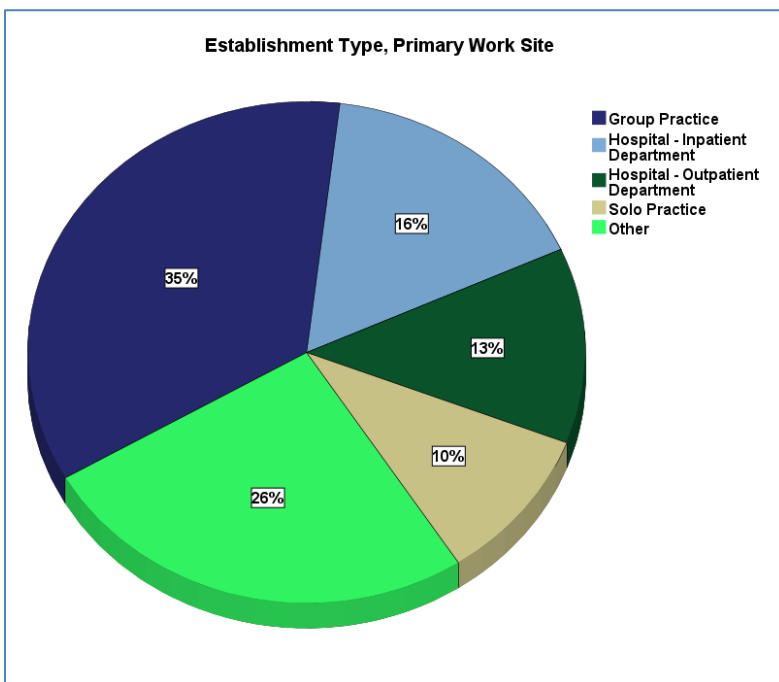
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	6,663	35%	1,573	32%
Hospital - Inpatient Department	3,091	16%	900	18%
Hospital - Outpatient Department	2,383	13%	519	10%
Solo Practice	1,884	10%	396	8%
Hospital - Emergency Department	1,331	7%	443	9%
Community Clinic/Outpatient Care Center	854	5%	266	5%
Medical/Osteopathic School or Parent University	667	4%	103	2%
Mental Health Facility	208	1%	69	1%
Insurance Organization	169	1%	45	1%
Nursing Home/Long-Term Care Facility	140	1%	79	2%
Outpatient Surgical Center	110	1%	68	1%
Supplier Organization	18	0%	17	0%
Other	1,390	7%	503	10%
Total	18,908	100%	4,981	100%
Did Not Have a Location	323		20,994	

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

Private insurance is the most accepted payment type among Virginia physicians.



Source: Va. Healthcare Workforce Data Center

Accepted Forms of Payment		
Payment	#	%
Private Insurance	17,301	93%
Cash/Self-Pay	15,822	85%
Medicare	15,685	85%
Medicaid	15,452	83%

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

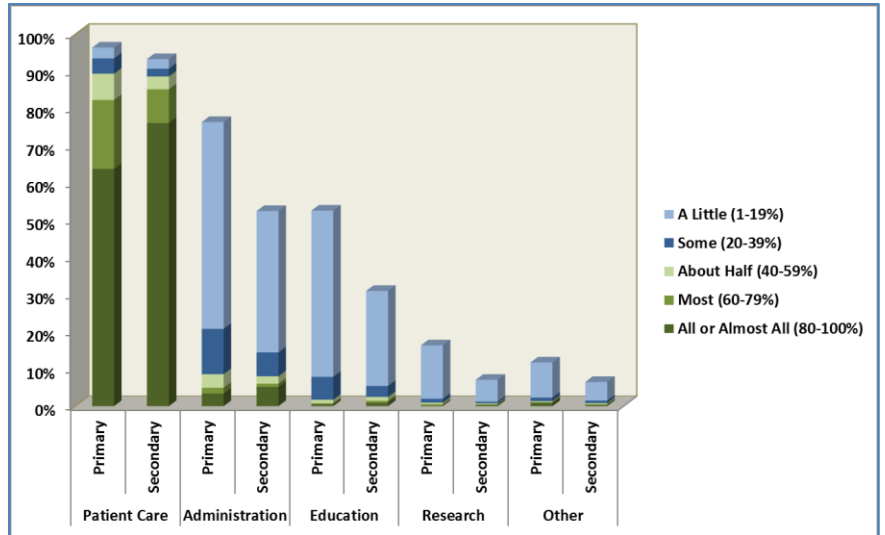
Patient Care: 82%
Administrative: 5%
Education: 1%

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, 82% 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
All or Almost All (80-100%)	64%	76%	3%	5%	0%	1%	0%	0%	1%	0%
Most (60-79%)	18%	9%	2%	1%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	7%	3%	4%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	4%	2%	12%	6%	6%	3%	1%	0%	1%	1%
A Little (1-20%)	3%	3%	56%	38%	45%	26%	14%	6%	9%	5%
None (0%)	4%	7%	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: 59%
 Secondary: 49%

Medicare/Medicaid

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

Source: Va. Healthcare Workforce Data Center

59% 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	
	#	%	#	%
Yes	7,234	42%	1,452	36%
No	11,782	58%	3,444	64%
Total	19,016	100%	4,896	100%
Question Inapplicable to Respondent	1,607		21,383	

Source: Va. Healthcare Workforce Data Center

Accepting New Patients? Yes				
Response	Primary Location		Secondary Location	
	#	%	#	%
I can accept some additional patients	6,077	31%	1,035	20%
I can accept many additional patients	5,573	28%	1,516	29%
No/Not Applicable				
I do not manage my patient load at this location	5,563	28%	1,824	35%
I do not provide patient care at this location	1,790	9%	685	13%
I cannot accept any additional patients	829	4%	147	3%
Total	19,832	100%	5,207	100%

Source: Va. Healthcare Workforce Data Center

Patients Visits Per Week				
Number of Visits	Primary Location		Secondary Location	
	#	%	#	%
None	1,792	9%	660	13%
1 to 24	3,427	17%	2,408	46%
25 to 49	4,424	22%	1,073	21%
50 to 74	4,140	21%	516	10%
75 to 99	2,836	14%	225	4%
100 to 124	1,882	9%	176	3%
125 to 149	639	3%	45	1%
150 or more	758	4%	107	2%
Total	19,898	100%	5,210	100%

Source: Va. Healthcare Workforce Data Center

The typical physician treats between 25 and 49 patients per week at their primary work location.

New Patient Capacity				
Number of Patients	Primary Location		Secondary Location	
	#	%	#	%
Less than 50	4,100	36%	1,021	41%
50 to 99	2,581	23%	542	22%
100 to 199	1,820	16%	366	15%
200 to 299	786	7%	138	5%
300 to 399	350	3%	68	3%
400 to 499	318	3%	66	3%
500 to 749	364	3%	51	2%
750 to 999	119	1%	25	1%
1,000 or more	838	7%	238	9%
Total	11,276	100%	2,515	100%

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 36% 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	
	#	%	#	%
Medicaid				
Yes	8,622	74%	1,979	77%
No, I am not a Medicaid provider	2,174	19%	437	17%
No, I am a Medicaid Provider, but am not accepting new Medicaid patients	780	7%	143	6%
Total	11,576	100%	2,559	100%
Medicare				
Yes	15,602	59%	-	-
No	10,713	41%	-	-
Total	26,315	100%	-	-

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 74% are accepting new Medicaid patients and 59% are accepting new Medicare patients.

Status Change for New Medicaid Patients in Past Year?				
Response	Primary Location		Secondary Location	
	#	%	#	%
Yes	537	5%	159	6%
No	11,090	95%	2,409	94%
Total	11,627	100%	2,568	100%

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	
	#	%	#	%
Under age 50	208	1%	-	-
50 to 54	548	3%	51	1%
55 to 59	1,504	8%	372	4%
60 to 64	3,788	21%	1,570	16%
65 to 69	6,200	34%	3,441	36%
70 to 74	3,005	17%	2,140	22%
75 to 79	1,012	6%	793	8%
80 or over	462	3%	385	4%
I do not intend to retire	1,267	7%	777	8%
Total	17,994	100%	9,529	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Physicians

Under 65: 34%
Under 60: 14%

Physicians 50 and over

Under 65: 21%
Under 60: 4%

Time until Retirement

Within 2 years: 9%
Within 10 years: 31%
Half the workforce: By 2040

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, 21% still expect to retire by age 65, while 42% 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.

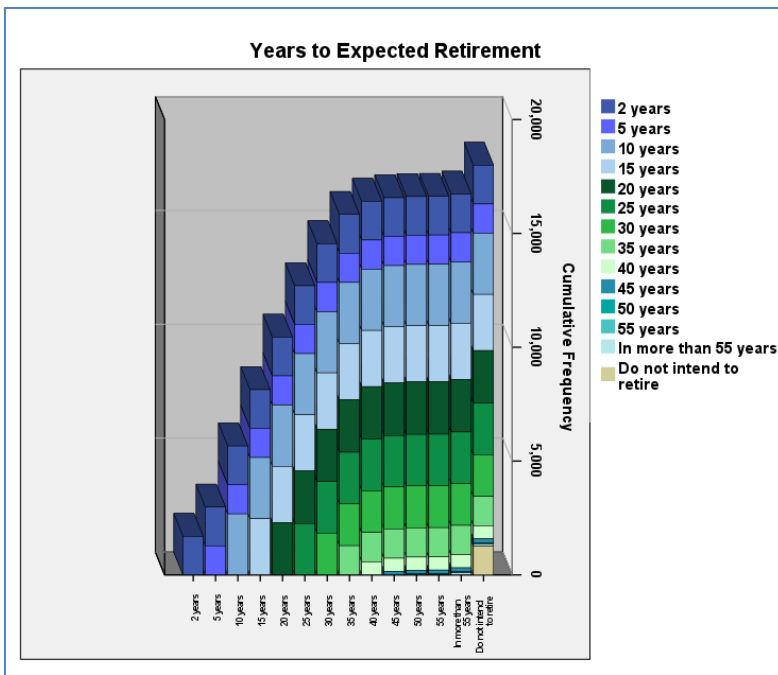
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	299	1%
Leave Virginia	724	3%
Decrease Patient Care Hours	2,561	10%
Decrease Teaching Hours	213	1%
Increase Participation		
Increase Patient Care Hours	2,115	8%
Increase Teaching Hours	1,731	7%
Pursue Additional Education	1,142	4%
Return to Virginia’s Workforce	86	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 31% plan on retiring in the next ten years. Half of the current physician workforce expect to be retired by 2040.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	1,696	9%	9%
5 years	1,285	7%	17%
10 years	2,686	15%	31%
15 years	2,471	14%	45%
20 years	2,304	13%	58%
25 years	2,261	13%	71%
30 years	1,841	10%	81%
35 years	1,288	7%	88%
40 years	577	3%	91%
45 years	160	1%	92%
50 years	50	0%	92%
55 years	6	0%	92%
In more than 55 years	99	1%	93%
Do not intend to retire	1,267	7%	100%
Total	17,994	100%	

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 2030. Retirement will peak at 15% of the workforce around the same time before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 26,122
 FTEs/1,000 Residents³: 3.06
 Average: 0.99

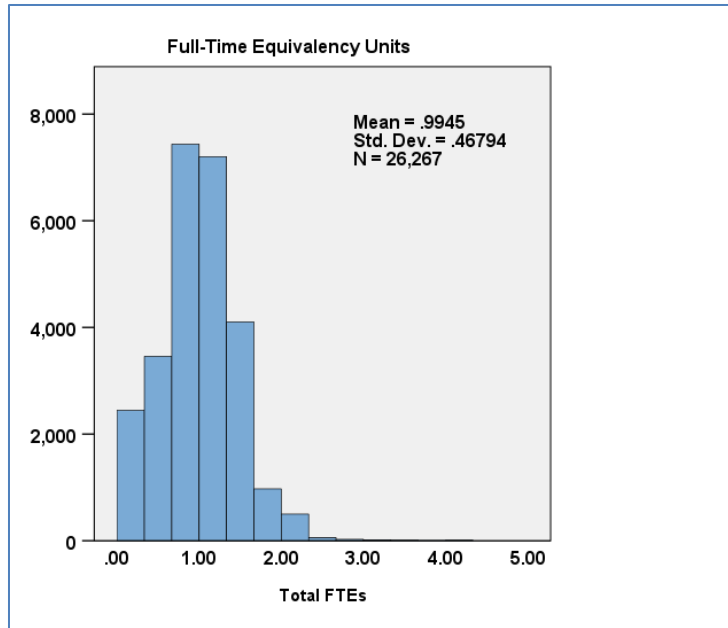
Age & Gender Effect

Age, Partial Eta⁴: Small
 Gender, Partial Eta⁴: Small

Partial Eta⁴ Explained:
 Partial Eta⁴ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

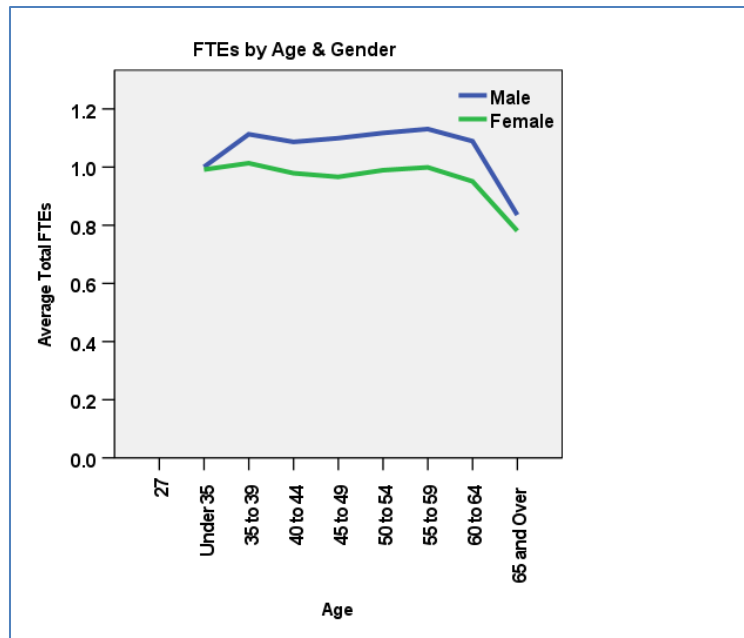


Source: Va. Healthcare Workforce Data Center

The typical physician provided 0.99 FTEs in 2020, or approximately 39.6 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.99	0.96
30 to 34	1.10	1.13
35 to 39	1.02	0.96
40 to 44	1.02	0.94
45 to 49	1.05	0.96
50 to 54	1.07	1.01
55 to 59	1.02	0.97
60 and Over	0.79	0.65
Gender		
Male	1.03	1.05
Female	0.97	0.97

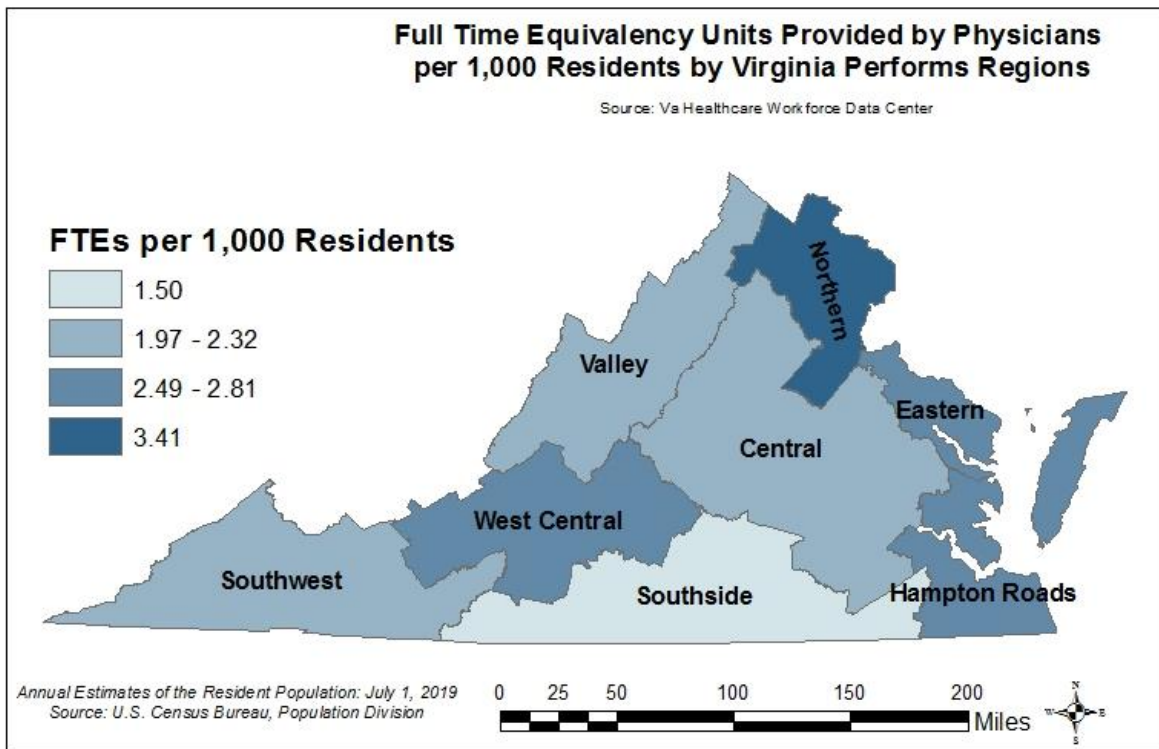
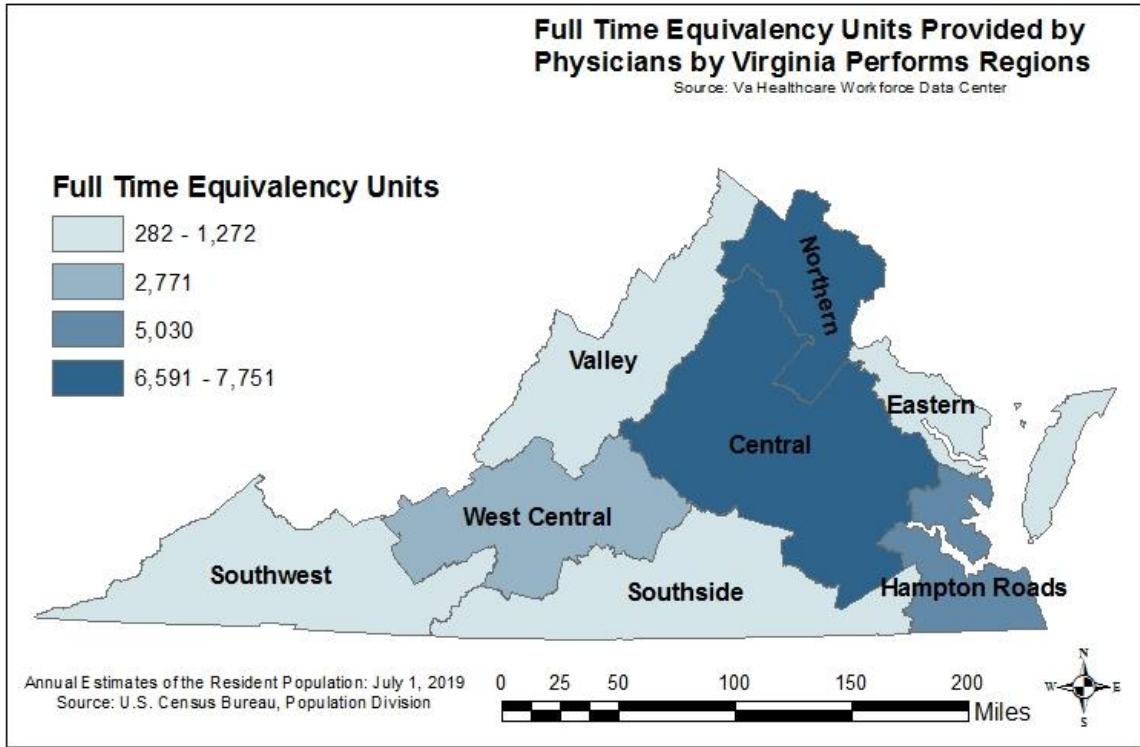
Source: Va. Healthcare Workforce Data Center

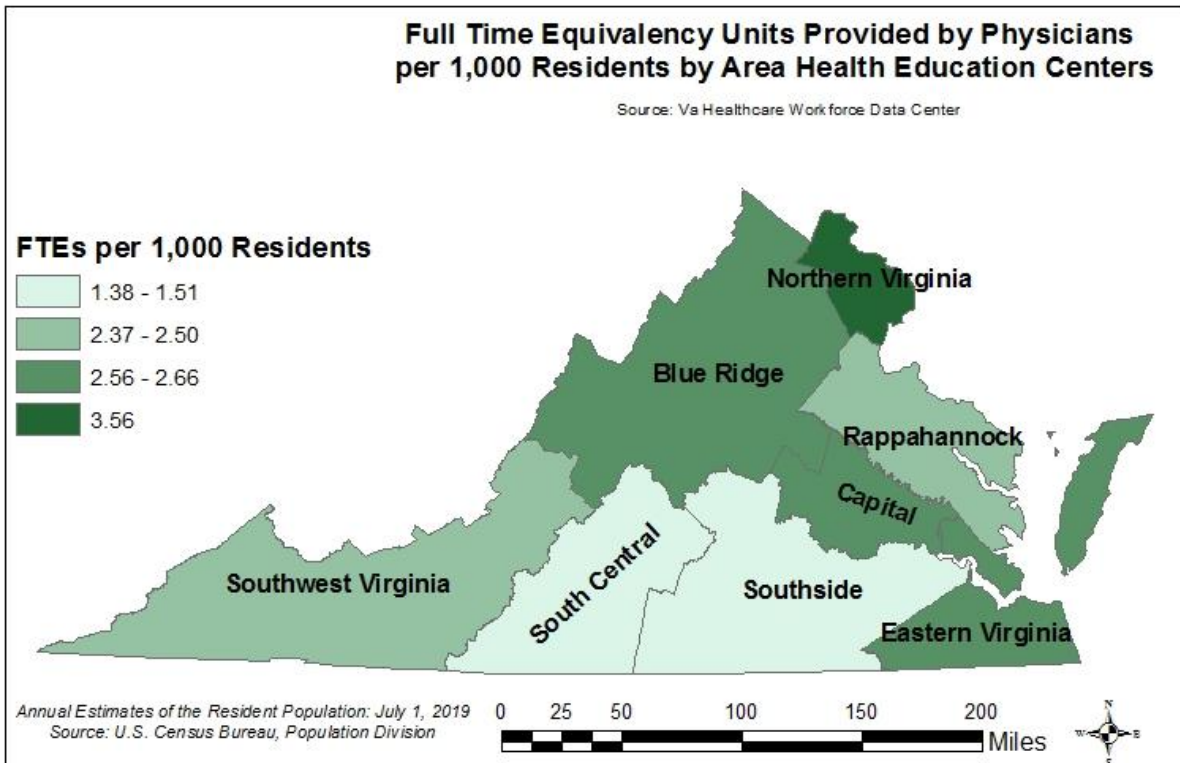
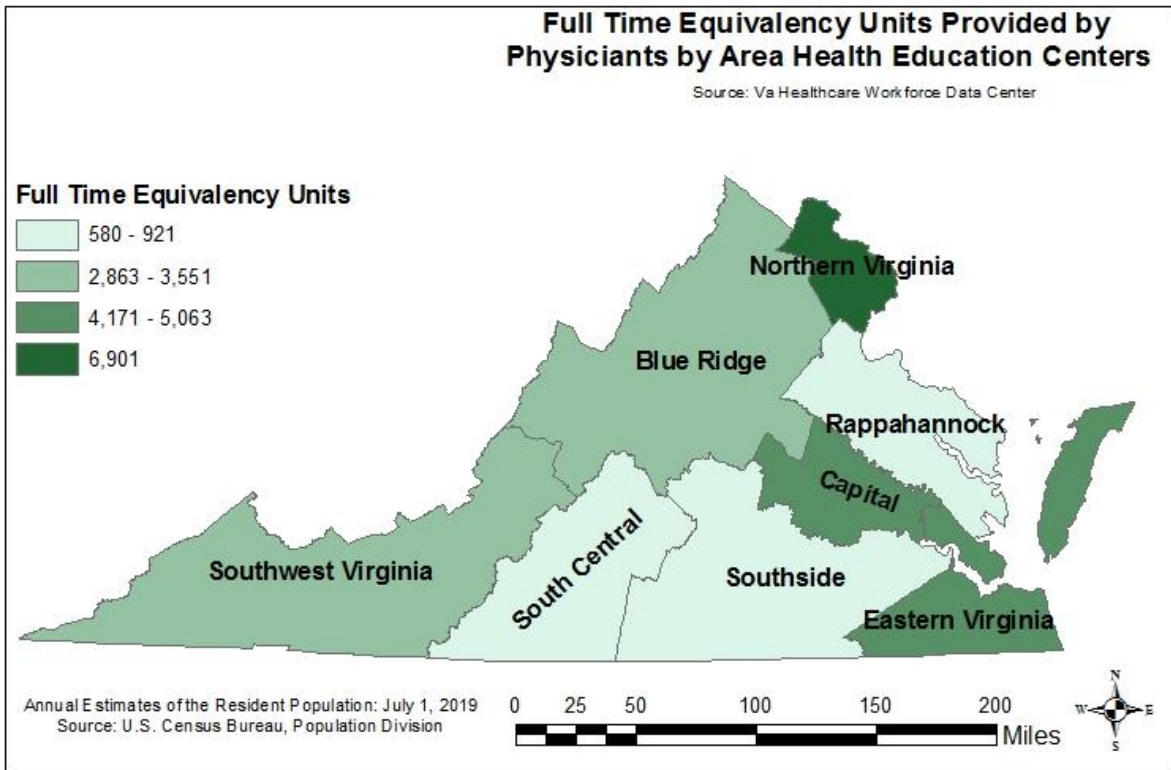


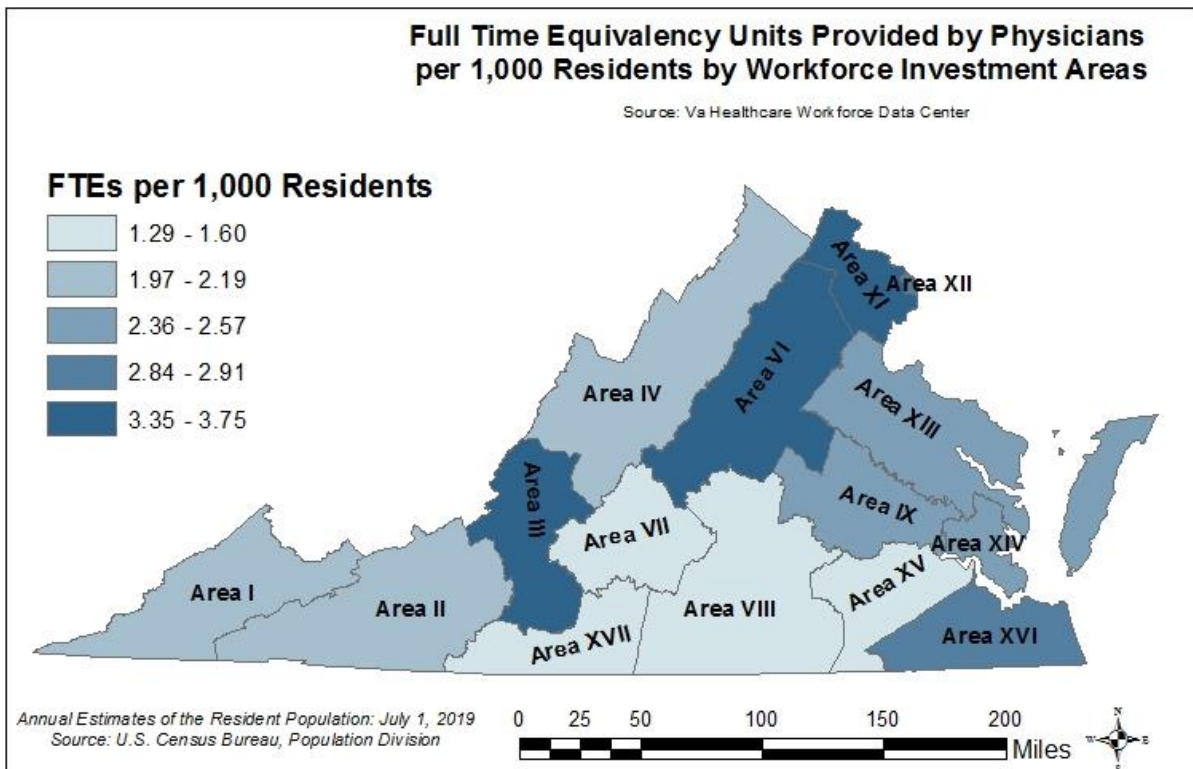
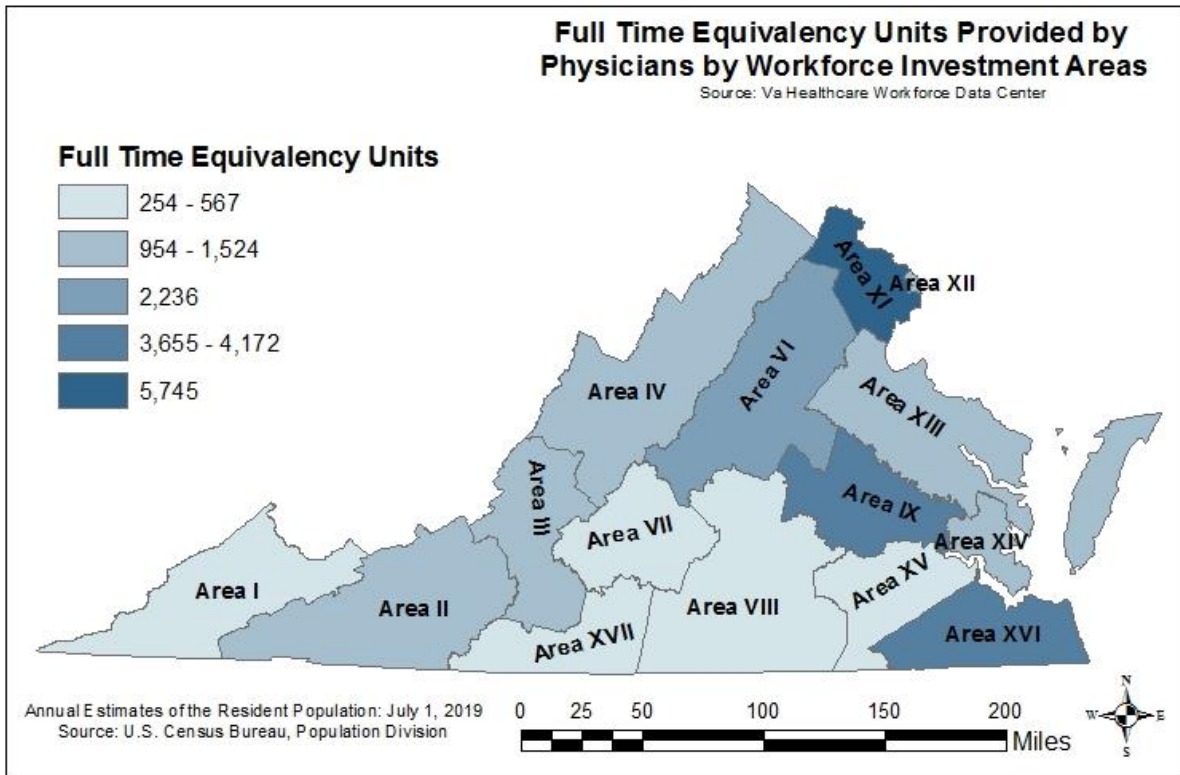
Source: Va. Healthcare Workforce Data Center

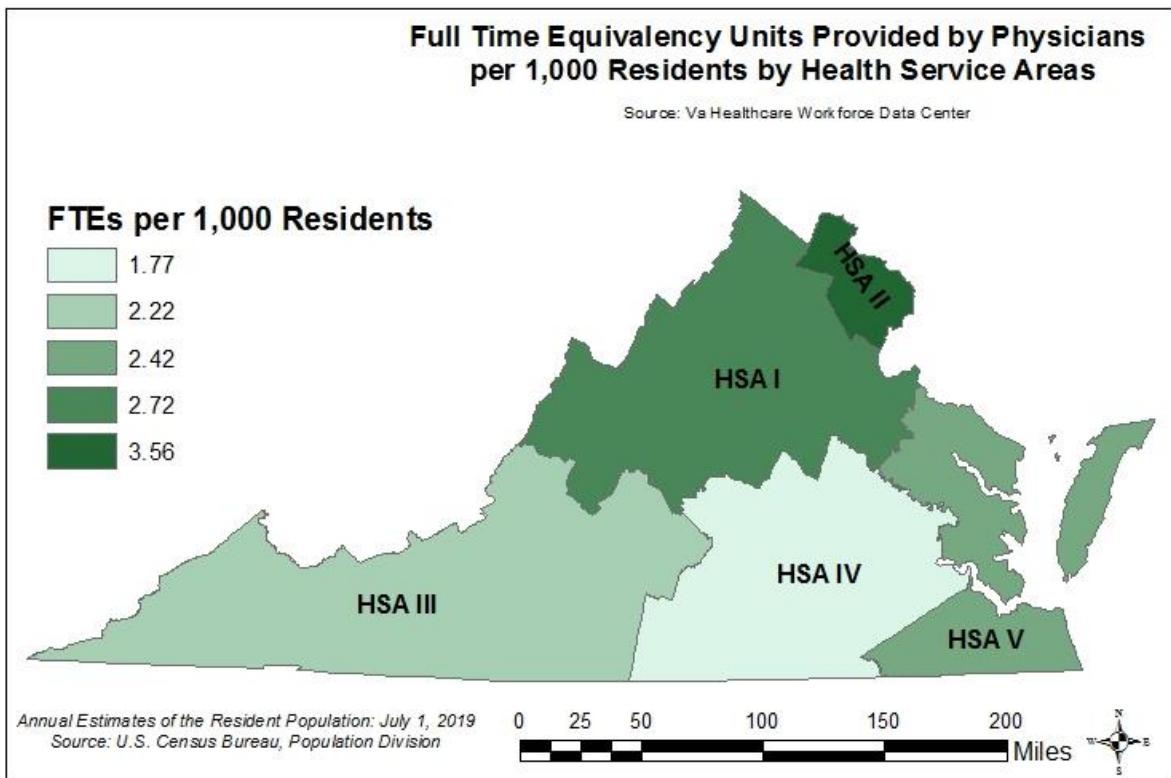
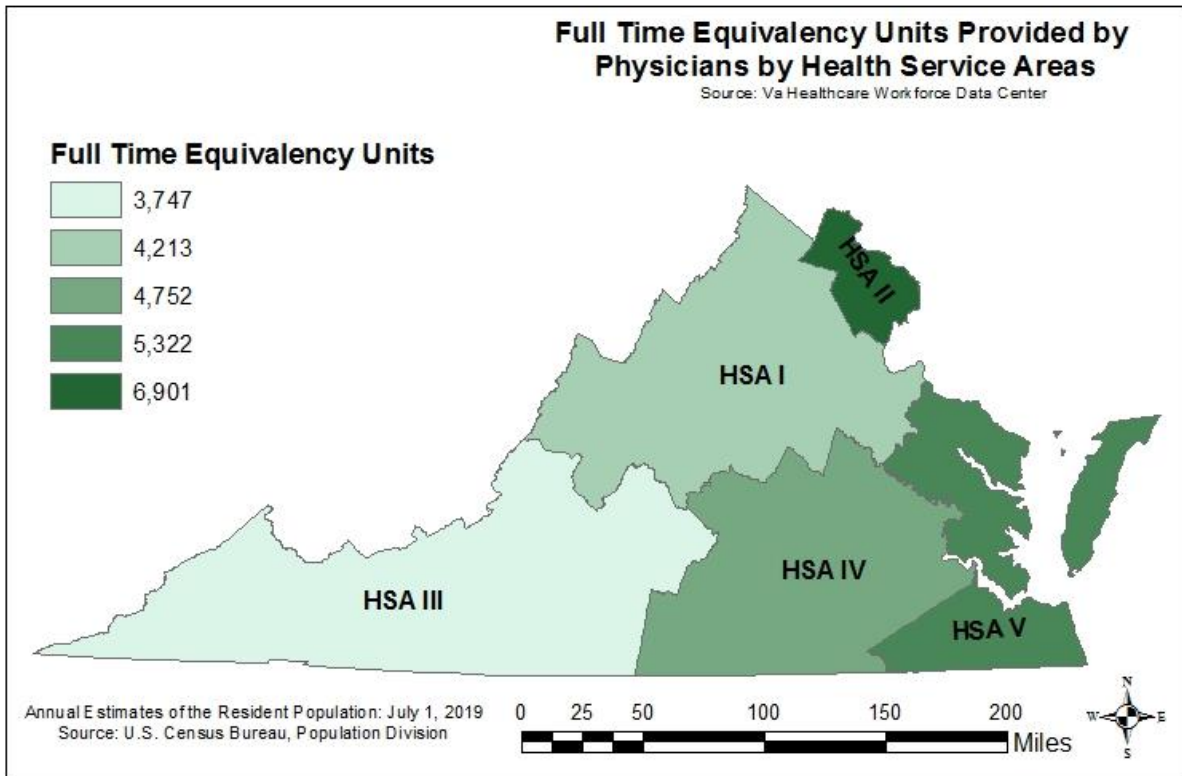
³ Number of residents in 2019 was used as the denominator.

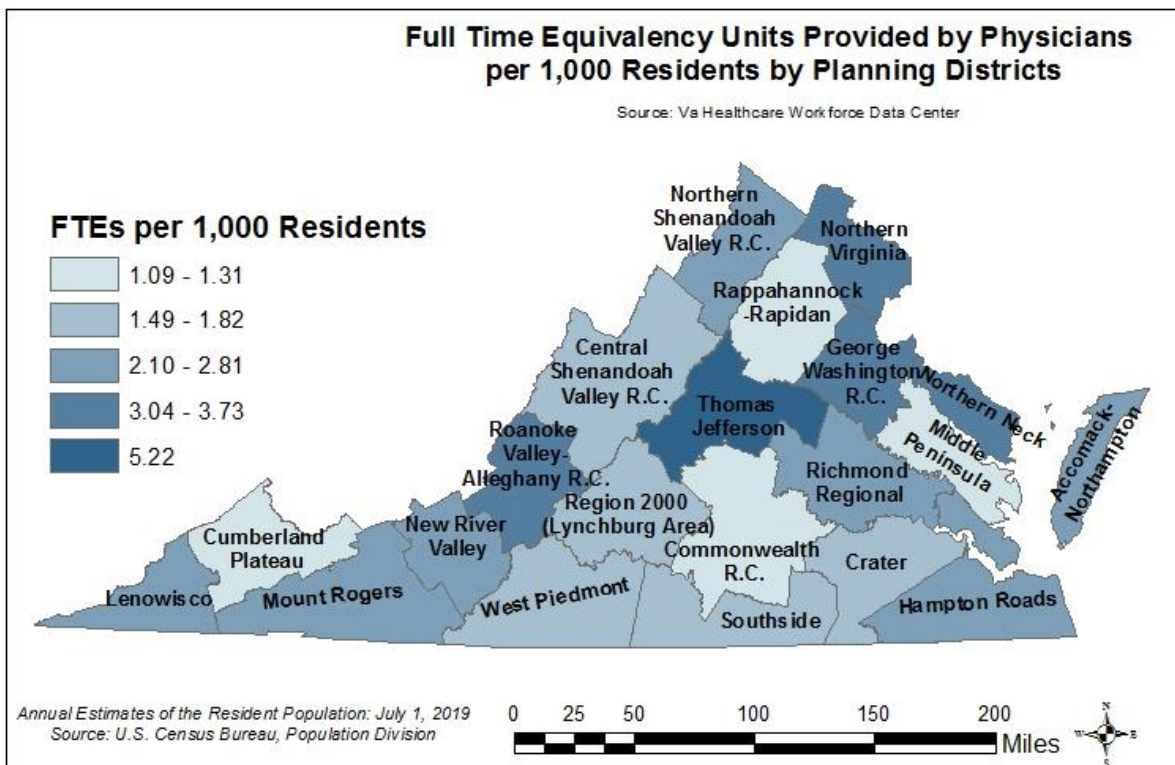
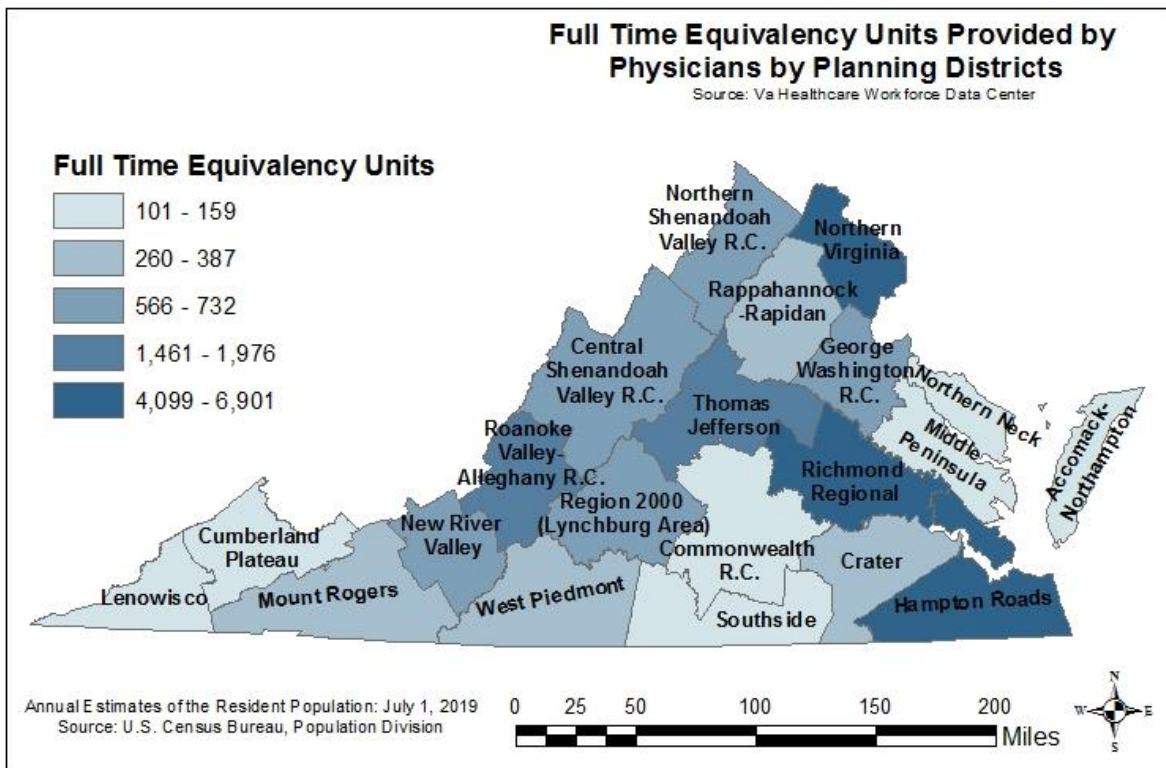
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

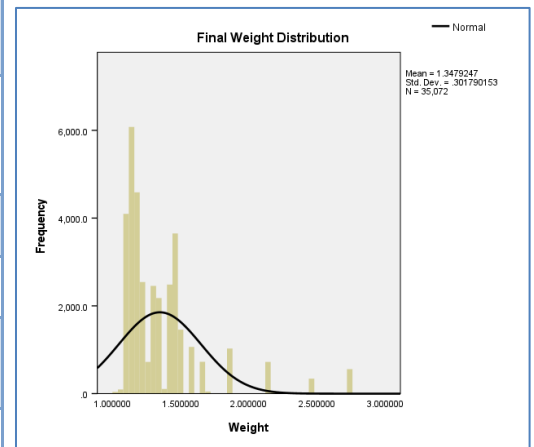
Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	18,507	81.10%	1.23306	1.11022	2.126109
Metro, 250,000 to 1 million	2,372	78.63%	1.27185	1.145145	2.192993
Metro, 250,000 or less	3,852	80.53%	1.241779	1.118071	2.141144
Urban pop 20,000+, Metro adj	223	82.96%	1.205405	1.08532	2.078425
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	593	78.75%	1.269807	1.143306	2.189471
Urban pop, 2,500-19,999, nonadj	362	87.02%	1.149206	1.03472	1.981524
Rural, Metro adj	509	69.55%	1.437853	1.294611	2.479224
Rural, nonadj	179	70.95%	1.409449	1.269036	2.430248
Virginia border state/DC	9,035	70.15%	1.425529	1.283514	2.457974
Other US State	11,552	63.23%	1.581599	1.424037	2.727079

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:

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

Overall Response Rate: 0.74315



Source: Va. Healthcare Workforce Data Center

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	3,949	43.10%	2.320212	1.981524	2.727079
35 to 39	6,032	63.15%	1.583618	1.352453	1.861318
40 to 44	6,318	74.23%	1.347122	1.150479	1.58335
45 to 49	5,885	80.14%	1.24788	1.065723	1.466705
50 to 54	5,682	81.47%	1.227479	1.048301	1.442727
55 to 59	5,011	82.02%	1.219221	1.041248	1.433022
60 to 64	4,856	82.54%	1.211577	1.03472	1.424037
65 and Over	9,461	78.30%	1.277133	1.090706	1.501088

Source: Va. Healthcare Workforce Data Center