
Virginia's Physician Workforce: 2022

Healthcare Workforce Data Center

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<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

36,806 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 their ongoing cooperation.

Thank You!

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The Physician Workforce: At a Glance:

The Workforce

Licensees:	51,082
Virginia's Workforce:	28,051
FTEs:	26,810

Background

Rural Childhood:	19%
Med. School in VA:	21%
Residency in VA:	27%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	68%
Satisfied?:	92%

Survey Response Rate

All Licensees:	72%
Renewing Practitioners:	88%

Top Certifications

Internal Medicine:	29%
Family Medicine:	16%

Job Turnover

Switched Jobs in 2022:	5%
Employed over 2 yrs:	69%

Demographics

% Female:	40%
Diversity Index:	55%
Median Age:	51

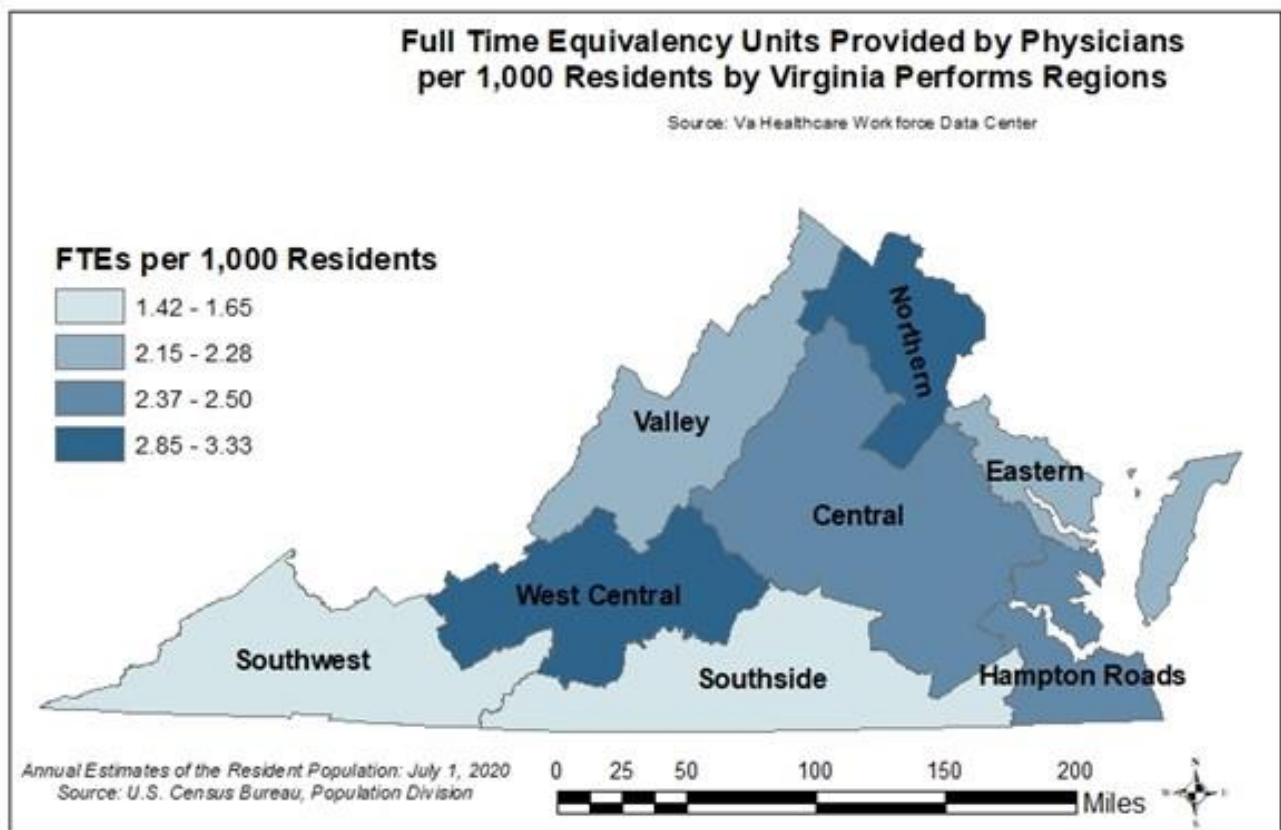
Finances

Median Inc.:	\$225k - \$250
Health Benefits:	71%
Median Ed Debt:	\$0k

Primary Roles

Patient Care:	81%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



Results in Brief

A total of 36,806 physicians voluntarily took part in the 2022 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 72% of the 51,082 physicians who are licensed in the state and 88% of renewing practitioners. The HWDC estimates that 28,051 physicians participated in Virginia's workforce during the survey period. Virginia's physician workforce provided 26,810 "full-time equivalency units" during the survey period.

Females are 40% of all physicians and 49% of female 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 55% 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 \$130,000 and \$140,000. 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 56% who indicated they are "very satisfied".

Nearly 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 (17%) and outpatient (13%) departments of hospitals are also common establishment types for Virginia's physician workforce. Over one-third of all physicians expect to retire by the age of 65; 11% of the current workforce expect to retire in the next two years, while half of the current workforce expect to retire by 2042.

Summary of Trends

There were some key changes in survey results in the 2022 survey compared to the 2014 survey. Virginia's licensed physicians, physician workforce, and physicians' FTE increased. However, a considerable proportion of these may be exiting soon as retirement intentions increased this year. The percent intending to retire within 2 years increased for the first time since 2014 from 9% to 11%. The percent of physicians who intend to retire by age 65 also increased from between 33% to 34% in the past years to 39% in 2022.

Gender and racial/ethnic diversity also increased for older physicians. The percent of physicians that were female increased from 36% in 2014 to 40% in 2022 even though the percent female for physicians under age 40 declined from 52% in 2014 to 49% in 2022. The racial and ethnic diversity index for physicians also increased from 51% in 2014 to 55% in 2022. The index, however, declined for those under age 40 from 60% in 2014 to 57% in 2022.

The educational and rural background results were nearly identical in the past four surveys. However, slightly fewer physicians reported board certification. This is likely due to changes in licensing procedure which now require only 12 months of postgraduate training after medical school for physicians to be issued a full license. However, the percent reporting certain certifications increased. For example, 29% reported board certification in internal medicine compared to 23% in 2014. A slightly higher percent of physicians reported working in the non-profit sector; 33% reported working in the non-profit sector in 2022 compared to 26% in 2014.

The median education debt reported by physicians increased by \$30,000 to \$130,000-\$140,000 between 2014 and 2022; \$20,000 of the increase occurred in 2022. The median income for physicians increased from \$175k-\$200k in the 2014 survey to \$200k-\$225k in both the 2016 and 2018 surveys, is now \$225k-\$250k. The percent of physicians who were satisfied with their current employment situation declined to 92% from 94% in 2014.

The number of physicians who reported using telemedicine has increased significantly, from 10% in 2016 to 42% in 2022. The percent with a collaborative practice agreement with a nurse practitioner and physician assistant also increased from 15% to 22% and 10% to 16%, respectively, between 2016 and 2022.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	41,880	82%
New Licensees	4,226	8%
Non-Renewals	4,976	10%
All Licensees	51,082	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 88% of renewing physicians submitted a survey. These represent 72% of physicians who held a license at some point in 2022.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2022 on the birth month of each respondent.
- 2. Target Population:** All physicians who held a Virginia license at some point in 2022.
- 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 2022.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	2,422	1,700	41%
35 to 39	2,724	4,066	60%
40 to 44	1,984	4,956	71%
45 to 49	1,422	4,967	78%
50 to 54	1,198	4,929	80%
55 to 59	1,013	4,300	81%
60 to 64	938	3,982	81%
65 and Over	2,575	7,906	75%
Total	14,276	36,806	72%
New Licenses			
Issued in 2022	4,226	0	0%
Metro Status			
Non-Metro	550	1,466	73%
Metro	5,287	20,499	80%
Not in Virginia	8,436	14,839	64%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	36,806
Response Rate, all licensees	72%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physicians

Number: 51,082
 New: 8%
 Not Renewed: 10%

Response Rates

All Licensees: 72%
 Renewing Practitioners: 88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2022 Physician Workforce: 28,051
 FTEs: 26,810

Utilization Ratios

Licensees in VA Workforce: 55%
 Licensees per FTE: 1.91
 Workers per FTE: 1.05

Source: Va. Healthcare Workforce Data Center

Virginia's Physician Workforce		
Status	#	%
Worked in Virginia in Past Year	27,705	99%
Looking for Work in Virginia	346	1%
Virginia's Workforce	28,051	100%
Total FTEs	26,810	
Licensees	51,082	

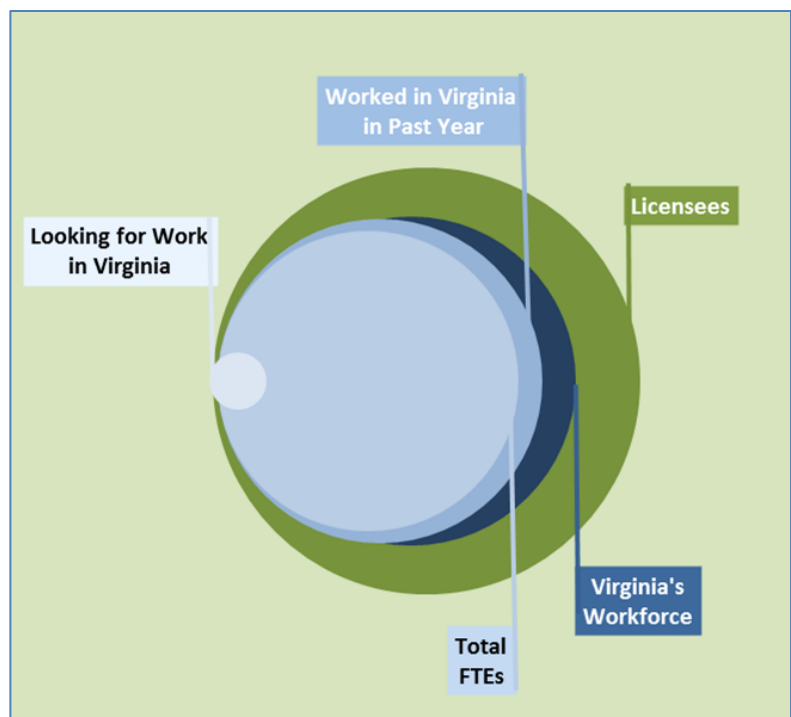
Source: Va. Healthcare Workforce Data Center

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

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.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	935	50%	929	50%	1,864	8%
35 to 39	1,756	51%	1,687	49%	3,442	14%
40 to 44	1,705	51%	1,649	49%	3,353	14%
45 to 49	1,603	54%	1,387	46%	2,990	12%
50 to 54	1,606	56%	1,286	45%	2,891	12%
55 to 59	1,569	63%	935	37%	2,504	10%
60 to 64	1,560	67%	770	33%	2,330	10%
65 +	3,682	78%	1,015	22%	4,697	20%
Total	14,415	60%	9,657	40%	24,072	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Physicians		Physicians Under 40	
	%	#	%	#	%
White	60%	15,045	64%	3,177	61%
Black	19%	1,768	8%	317	6%
Asian	7%	4,450	19%	1,112	21%
Other Race	0%	794	3%	149	3%
Two or more races	3%	558	2%	202	4%
Hispanic	10%	908	4%	220	4%
Total	100%	23,523	100%	5,176	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 9, 2021.

Source: Va. Healthcare Workforce Data Center

22% of all physicians are under the age of 40, and about 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:

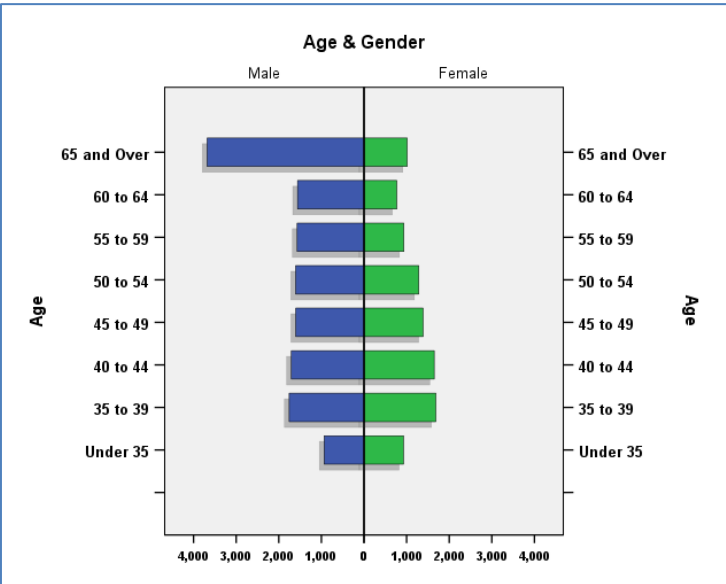
Gender
 % Female: 40%
 % Under 40 Female: 49%

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

Diversity
 Diversity Index: 55%
 Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physicians, there is a 55% 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 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 22%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 22%
 Med. School in VA: 21%
 Init. Residency in VA: 27%

Location Choice

% Rural to Non-Metro: 12%
 % Urban/Suburban to Non-Metro: 5%

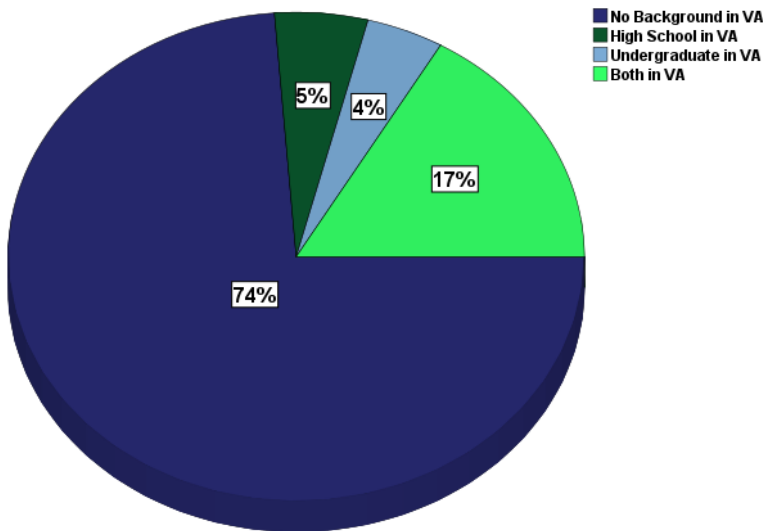
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	15%	62%	24%
2	Metro, 250,000 to 1 million	28%	53%	19%
3	Metro, 250,000 or less	23%	61%	16%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	29%	43%	28%
6	Urban pop, 2,500-19,999, Metro adjacent	31%	50%	19%
7	Urban pop, 2,500-19,999, non adjacent	43%	33%	24%
8	Rural, Metro adjacent	41%	45%	14%
9	Rural, non adjacent	29%	45%	26%
Overall		19%	60%	22%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

19% of physicians grew up in self-described rural areas, and 12% 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	4,837	Virginia	6,020
2	Outside U.S./Canada	4,606	New York	2,125
3	New York	1,594	Pennsylvania	1,842
4	Pennsylvania	1,255	Washington, D.C.	1,609
5	Washington, D.C.	1,235	Maryland	1,233
6	Maryland	1,014	North Carolina	964
7	North Carolina	757	Ohio	787
8	Ohio	606	California	661
9	West Virginia	481	Texas	619
10	Florida	478	Michigan	591

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, 21% received their medical degree in Virginia, while 25% completed their initial residency in the state.

Rank	Licensed in the Past 5 Years			
	Medical School	#	Initial Residency	#
1	Outside U.S./Canada	1,132	Virginia	1,349
2	Virginia	923	New York	515
3	Pennsylvania	321	Pennsylvania	379
4	New York	260	Maryland	324
5	Maryland	235	Washington, D.C.	287
6	Washington, D.C.	234	North Carolina	212
7	Ohio	175	Ohio	203
8	North Carolina	167	Texas	184
9	Florida	161	Michigan	176
10	West Virginia	151	California	158

Source: Va. Healthcare Workforce Data Center

45% of licensed physicians did not participate in Virginia's workforce in 2022. 94% of these physicians worked at some point in the past year, including 90% who currently work as physicians.

At a Glance:

Not in VA Workforce

Total:	23,136
% of Licensees:	45%
Federal/Military:	30%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Medical Schools		
School	#	%
Virginia Commonwealth	2,390	11%
University of Virginia	1,576	7%
Eastern VA Medical School	1,223	6%
Georgetown University	710	3%
Uniformed Services Univ. of the Health Sciences	652	3%
Virginia College of Osteopathic Medicine	614	3%
George Washington Univ.	574	3%
University of Maryland	398	2%
Drexel University	353	2%
Philadelphia College of Osteopathic Medicine	321	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Medical Schools

VCU: 11%
 UVA: 7%
 East. Va. Med. School: 6%

Top Certifications

Internal Medicine: 29%
 Family Medicine: 16%
 Pediatrics: 12%

Source: Va. Healthcare Workforce Data Center

Seven of every ten physicians do not carry any educational debt. For those with debt, median is \$130K to \$140K. However, among physicians who are under the age of 40, 59% carry education debt. The median debt is between \$220,000 and \$230,000.

Top 10 Board Certifications		
Area	#	%
Internal Medicine	4,460	29%
Family Medicine	2,404	16%
Pediatrics	1,793	12%
Surgery	1,378	9%
Psychiatry/Neurology	1,197	8%
Emergency Medicine	876	6%
Anesthesiology	818	5%
Obstetrics/Gynecology	761	5%
Radiology	751	5%
Orthopedic surgery	448	3%
At Least One Certification	15,458	56%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Physicians		Physicians under 40	
	#	%	#	%
None	13,580	70%	1,731	41%
\$50,000 or less	1,299	7%	297	7%
\$50,001-\$100,000	1,018	5%	242	6%
\$100,001-\$150,000	713	4%	229	5%
\$150,001-\$200,000	529	3%	250	6%
\$200,001-\$250,000	571	3%	347	8%
More than \$250,000	1,578	8%	1,085	26%
Total	19,288	100%	4,181	100%

Source: Va. Healthcare Workforce Data Center

Over one-quarter of Virginia's physician workforce hold a board certification in internal medicine. Overall, 56% of Virginia's physician workforce report at least one board certification.

A Closer Look:

At a Glance:

Gov't Programs

Medicare Participant: 19%
 Medicare Non-Participating Provider: 66%
 Medicaid Participant: 63%

Medical Services

Telemedicine: 42%
 Meaningful Use of EHRs: 30%
 CPA - NP: 22%

Source: Va. Healthcare Workforce Data Center

Admitting Privileges		
Number of Facilities	#	%
Zero	9,960	45%
One	7,307	33%
Two	2,394	11%
Three	1,041	5%
Four or more	1,257	6%
Total	21,959	100%

Source: Va. Healthcare Workforce Data Center

19% 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	11,918	42%
Achieve Meaningful Use of EHRs	8,403	30%
Collaborative Practice Agreement – Nurse Practitioner	6,203	22%
Collaborative Practice Agreement – Physician Assistant	4,371	16%
Participate in an Accountable Care Organization	3,517	13%
Collaborative Practice Agreement - Pharmacist	1,053	4%
At least One Service	15,545	55%

Source: Va. Healthcare Workforce Data Center

Gov't Program Participation		
Medicare Participating Provider		
Yes	5,145	19%
No	22,278	81%
Total	27,423	100%
Medicare Non-Participating Provider		
Yes	18,121	66%
No	9,302	34%
Total	27,423	100%
Medicaid Participating Provider		
Yes	17,266	63%
No	10,157	37%
Total	27,423	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-Time: 68%
2 or more Positions: 14%

Weekly Hours:

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	56	<1%
Employed in a medicine or osteopathy related capacity	21,973	95%
Employed, NOT in a medicine or osteopathy related capacity	227	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	26	<1%
Voluntarily unemployed	304	1%
Retired	648	3%
Total	23,232	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 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	978	4%
One Part-Time Position	3,022	13%
Two Part-Time Positions	772	3%
One Full-Time Position	15,444	68%
One Full-Time Position & One Part-Time Position	1,880	8%
Two Full-Time Positions	116	1%
More than Two Positions	421	2%
Total	22,633	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	978	5%
1 to 9 hours	424	2%
10 to 19 hours	609	3%
20 to 29 hours	1,130	5%
30 to 39 hours	2,386	11%
40 to 49 hours	6,507	30%
50 to 59 hours	4,467	21%
60 to 69 hours	2,974	14%
70 to 79 hours	884	4%
80 or more hours	1,008	5%
Total	21,367	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	421	2%
Less than \$50,000	586	3%
\$50,000-\$99,999	1,240	7%
\$100,000-\$149,999	1,677	10%
\$150,000-\$199,999	2,122	12%
\$200,000-\$249,999	3,171	18%
\$250,000-\$299,999	2,139	12%
\$300,000-\$349,999	1,939	11%
\$350,000-\$399,999	1,226	7%
\$400,000 or more	2,727	16%
Total	17,248	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Employer Health Ins.: 71%
Employer Retirement: 71%

Satisfaction
Satisfied: 92%
Very Satisfied: 56%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	12,650	56%
Somewhat Satisfied	8,244	36%
Somewhat Dissatisfied	1,416	6%
Very Dissatisfied	421	2%
Total	22,731	100%

Source: Va. Healthcare Workforce Data Center

The typical physician earned between \$225,000 and \$250,000 in 2022. In addition, among physicians who received either an hourly wage or a salary at their primary work location, 71% received health insurance and 71% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	13,517	62%	71%
Retirement	13,533	62%	71%
Paid Vacation	11,464	52%	62%
Dental Insurance	12,129	55%	66%
Group Life Insurance	9,542	43%	53%
Paid Sick Leave	9,131	42%	50%
Signing/Retention Bonus	3,757	17%	22%
At Least One Benefit	15,929	72%	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?	159	1%
Experience Voluntary Unemployment?	1,000	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	449	2%
Work two or more positions at the same time?	3,618	13%
Switch employers or practices?	1,365	5%
Experienced at least one	5,712	20%

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 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	768	4%	316	6%
Less than 6 Months	851	4%	498	9%
6 Months to 1 Year	1,441	7%	549	10%
1 to 2 Years	3,711	17%	1,097	19%
3 to 5 Years	4,451	20%	1,174	21%
6 to 10 Years	3,550	16%	817	14%
More than 10 Years	7,136	33%	1,252	22%
Subtotal	21,908	100%	5,702	100%
Did not have location	380		22,197	
Item Missing	5,762		151	
Total	28,051		28,051	

Source: Va. Healthcare Workforce Data Center

65% of physicians received a salary at their primary work location, while 15% earned income from their own business or practice.

At a Glance:

Unemployment Experience 2022

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 15%
Over 2 years: 69%
Over 2 yrs, 2nd location: 57%

Employment Type

Salary/Commission: 65%
Business/Pract. Income: 15%
Hourly Wage: 13%

Source: Va. Healthcare Workforce Data Center

69% 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	10,842	65%
Business/Practice Income	2,573	15%
Hourly Wage	2,224	13%
By Contract	869	5%
Unpaid	294	2%
Subtotal	16,802	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.4%. The unemployment rate from December 2022 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	31%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

2 or more (2022):	26%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

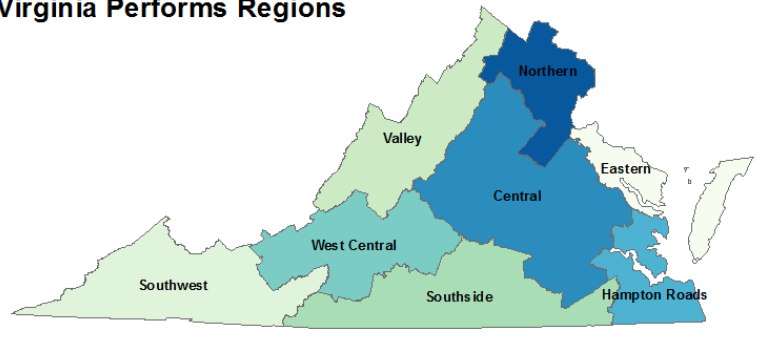
31% of all physicians work in Northern Virginia, the most of any region in the state. In addition, one-quarter of all physicians work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	5,406	25%	1,064	19%
Eastern	247	1%	88	2%
Hampton Roads	4,144	19%	966	17%
Northern	6,603	31%	1,702	30%
Southside	466	2%	146	3%
Southwest	608	3%	213	4%
Valley	1,144	5%	255	5%
West Central	2,324	11%	467	8%
Virginia Border State/DC	261	1%	239	4%
Other US State	342	2%	450	8%
Outside of the US	8	0%	17	0%
Total	21,553	100%	5,607	100%
Item Missing	5,817		98	

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.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	342	2%	885	4%
1	15,932	72%	15,750	71%
2	2,192	10%	2,199	10%
3	2,769	13%	2,593	12%
4	401	2%	326	2%
5	195	1%	152	1%
6 or More	262	1%	187	1%
Total	22,092	100%	22,092	100%

*At the time of survey completion, December 2022.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	9,602	48%	2,962	57%
Non-Profit	6,572	33%	1,658	32%
State/Local Government	1,596	8%	319	6%
Veterans Administration	602	3%	86	2%
U.S. Military	1,270	6%	148	3%
Other Federal Government	170	1%	31	1%
Total	19,812	100%	5,204	100%
Did not have location	380		22,197	
Item Missing	7,857		650	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

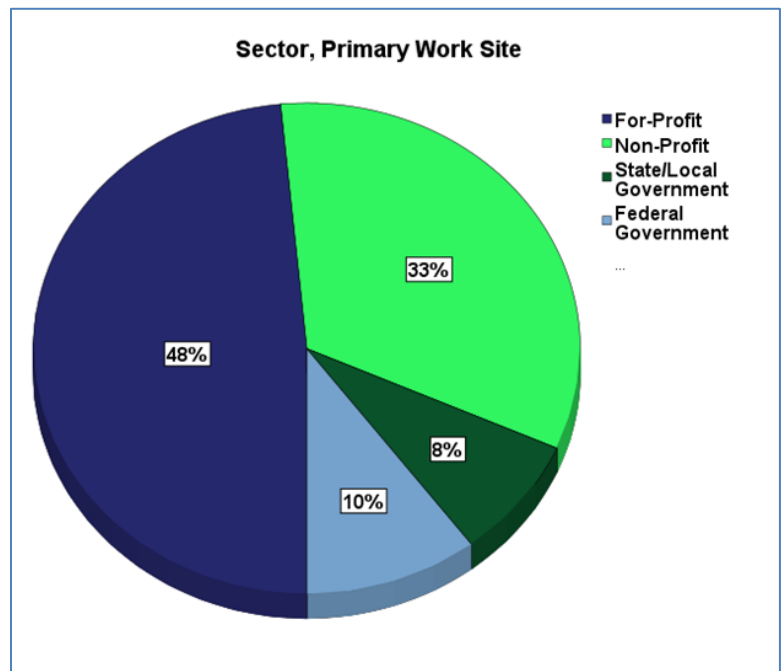
For Profit:	48%
Federal:	10%

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 48% who work at for-profit establishments. Another 10% of Virginia’s physician workforce work for the federal government.



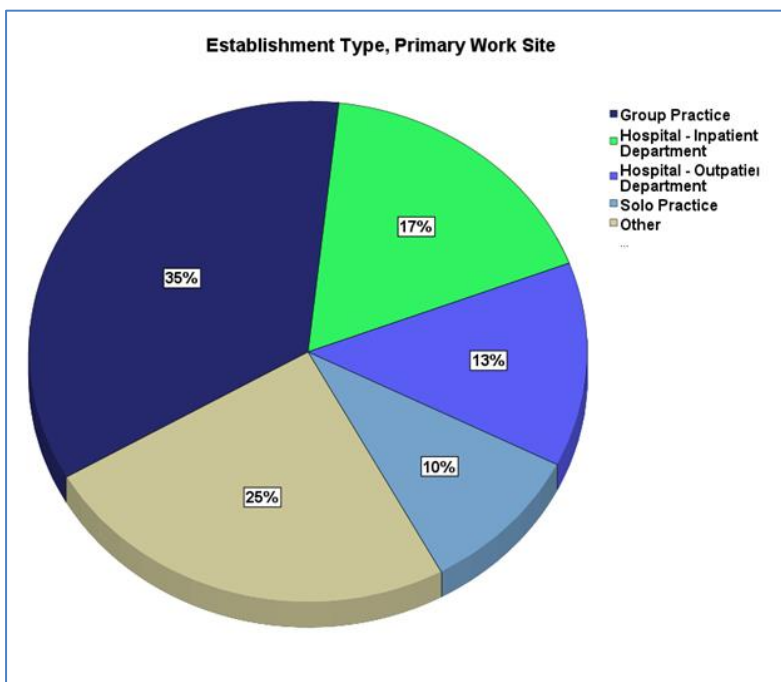
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	6,857	35%	1,666	32%
Hospital - Inpatient Department	3,412	17%	998	19%
Hospital - Outpatient Department	2,578	13%	547	11%
Solo Practice	1,884	10%	391	8%
Hospital - Emergency Department	1,262	6%	469	9%
Community Clinic/Outpatient Care Center	892	5%	258	5%
Medical/Osteopathic School or Parent University	603	3%	103	2%
Mental Health Facility	213	1%	66	1%
Insurance Organization	139	1%	38	1%
Outpatient Surgical Center	117	1%	68	1%
Nursing Home/Long-Term Care Facility	113	1%	76	1%
Supplier Organization	23	0%	15	0%
Other	1,443	7%	454	9%
Total	19,536	100%	5,149	100%
Did Not Have a Location	380		22,197	

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	17,870	93%
Cash/Self-Pay	16,330	85%
Medicare	16,174	85%
Medicaid	15,843	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

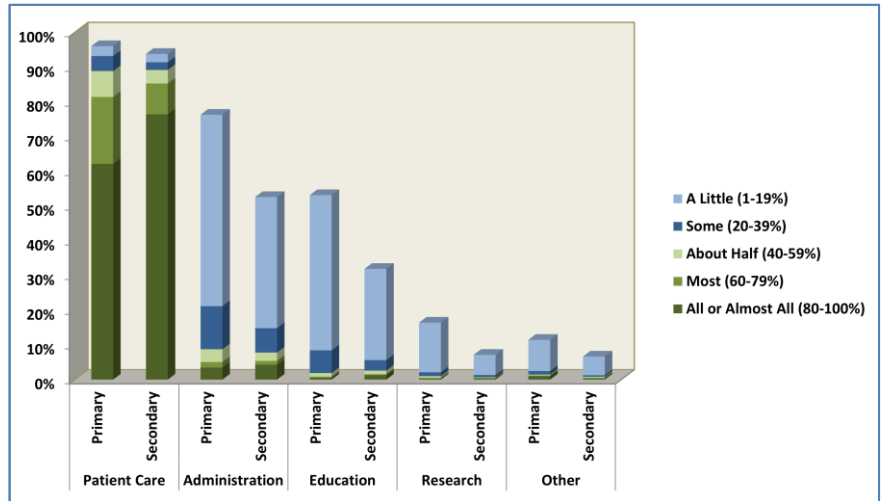
Patient Care: 81%
Administrative: 5%
Education: 1%

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, 81% 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%)	62%	76%	3%	4%	1%	1%	0%	0%	1%	0%
Most (60-79%)	19%	9%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	7%	4%	4%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	4%	2%	12%	7%	7%	3%	1%	1%	1%	0%
A Little (1-19%)	3%	2%	55%	38%	45%	26%	14%	6%	9%	5%
None (0%)	4%	6%	24%	47%	47%	68%	84%	93%	89%	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Number of Patients/Week

Primary (Median): 25-49
 Secondary (Median): 1-24

Accepts New Patients?

Primary: 56%
 Secondary: 46%

Medicare/Medicaid

New Medicare Patients: 67%
 New Medicaid Patients: 75%

Source: Va. Healthcare Workforce Data Center

56% 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	7,370	42%	1,527	36%
No	12,228	58%	3,542	64%
Total	19,598	100%	5,069	100%
Question Inapplicable to Respondent	1,761		22,617	

Source: Va. Healthcare Workforce Data Center

Accepting New Patients? Yes				
Response	Primary Location		Secondary Location	
	#	%	#	%
I can accept some additional patients	6,678	33%	1,136	21%
I can accept many additional patients	4,739	23%	1,328	25%
No/Not Applicable				
I do not manage my patient load at this location	5,975	29%	1,983	37%
I do not provide patient care at this location	1,996	10%	754	14%
I cannot accept any additional patients	1102	5%	166	3%
Total	20,490	100%	5,367	100%

Source: Va. Healthcare Workforce Data Center

Patients Visits Per Week				
Number of Visits	Primary Location		Secondary Location	
	#	%	#	%
None	1,958	10%	714	13%
1 to 24	3,613	18%	2,376	44%
25 to 49	4,466	22%	1,172	22%
50 to 74	4,133	20%	526	10%
75 to 99	2,978	14%	256	5%
100 to 124	1,930	9%	166	3%
125 to 149	636	3%	63	1%
150 or more	848	4%	130	2%
Total	20,562	100%	5,403	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	4,467	40%	1,005	41%
50 to 99	2,537	23%	593	24%
100 to 199	1,663	15%	339	14%
200 to 299	709	6%	153	6%
300 to 399	331	3%	62	3%
400 to 499	285	3%	62	3%
500 to 749	277	3%	42	2%
750 to 999	104	1%	12	0%
1,000 or more	658	6%	177	7%
Total	11,031	100%	2,445	100%

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 40% 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	8,468	75%	1,897	77%
No, I am not a Medicaid provider	2,126	19%	441	18%
No, I am a Medicaid Provider, but am not accepting new Medicaid patients	745	7%	132	5%
Total	11,339	100%	2,470	100%
Medicare				
Yes	12,348	67%	-	-
No	6,098	33%	-	-
Total	18,446	100%	-	-

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 75% are accepting new Medicaid patients and 67% are accepting new Medicare patients.

Status Change for New Medicaid Patients in Past Year?				
Response	Primary Location		Secondary Location	
	#	%	#	%
Yes	591	5%	164	7%
No	10,823	95%	2314	93%
Total	11,414	100%	2,478	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	330	2%	-	-
50 to 54	797	4%	83	1%
55 to 59	1,876	10%	474	5%
60 to 64	4,299	23%	1,885	19%
65 to 69	5,873	31%	3,345	34%
70 to 74	2,824	15%	2,028	21%
75 to 79	1,043	6%	848	9%
80 or over	465	2%	400	4%
I do not intend to retire	1,217	7%	754	8%
Total	18,723	100%	9,817	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Physicians

Under 65: 39%
Under 60: 16%

Physicians 50 and over

Under 65: 25%
Under 60: 6%

Time until Retirement

Within 2 years: 11%
Within 10 years: 33%
Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

Nearly four of every 10 physicians expect to retire before the age of 65, while about a third plan on working until at least age 70. Among physicians who are age 50 and over, 25% 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, 6% of physicians plan on increasing patient care hours, and 4% also plan to pursue additional educational opportunities.

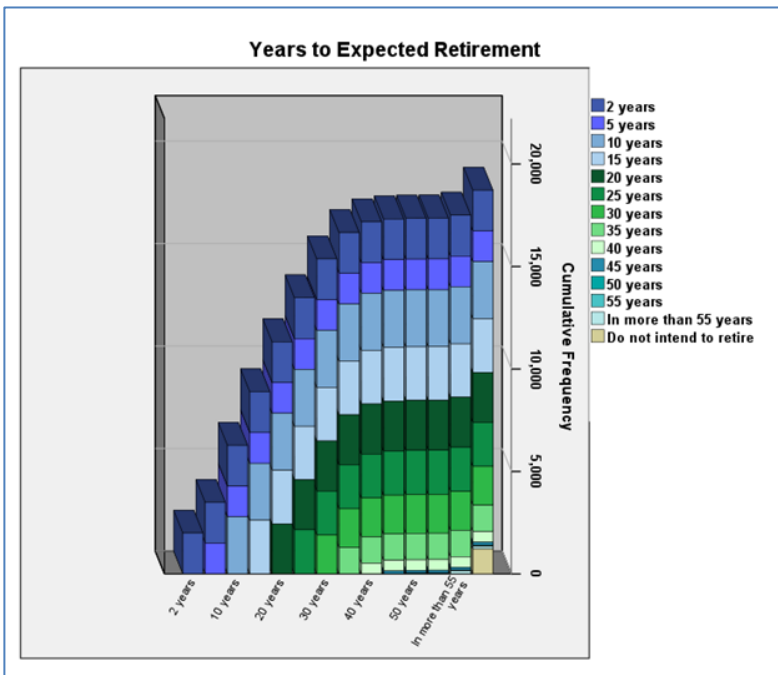
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	399	1%
Leave Virginia	803	3%
Decrease Patient Care Hours	3,401	12%
Decrease Teaching Hours	233	1%
Increase Participation		
Increase Patient Care Hours	1,749	6%
Increase Teaching Hours	1,773	6%
Pursue Additional Education	1,148	4%
Return to Virginia’s Workforce	90	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for physicians. 11% of physicians expect to retire within the next two years, while 33% plan on retiring in the next ten years. Half of the current physician workforce expect to be retired by 2042.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	1,990	11%	11%
5 years	1,500	8%	19%
10 years	2,781	15%	33%
15 years	2,617	14%	47%
20 years	2,437	13%	60%
25 years	2,152	11%	72%
30 years	1,897	10%	82%
35 years	1,286	7%	89%
40 years	522	3%	92%
45 years	139	1%	93%
50 years	34	0%	93%
55 years	5	0%	93%
In more than 55 years	145	1%	94%
Do not intend to retire	1,217	7%	100%
Total	18,723	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 2024. Retirement will peak at 15% of the workforce in 2032 before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 26,810
 FTEs/1,000 Residents³: 3.10
 Average: 0.97

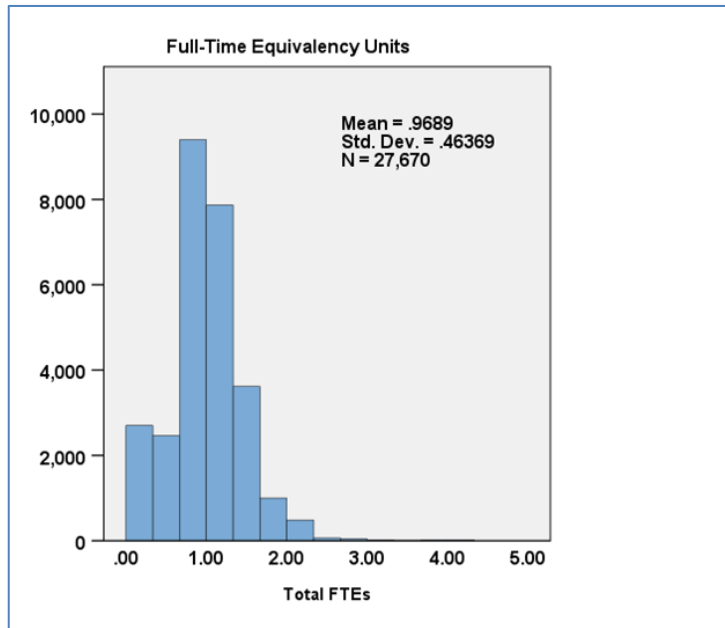
Age & Gender Effect

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:

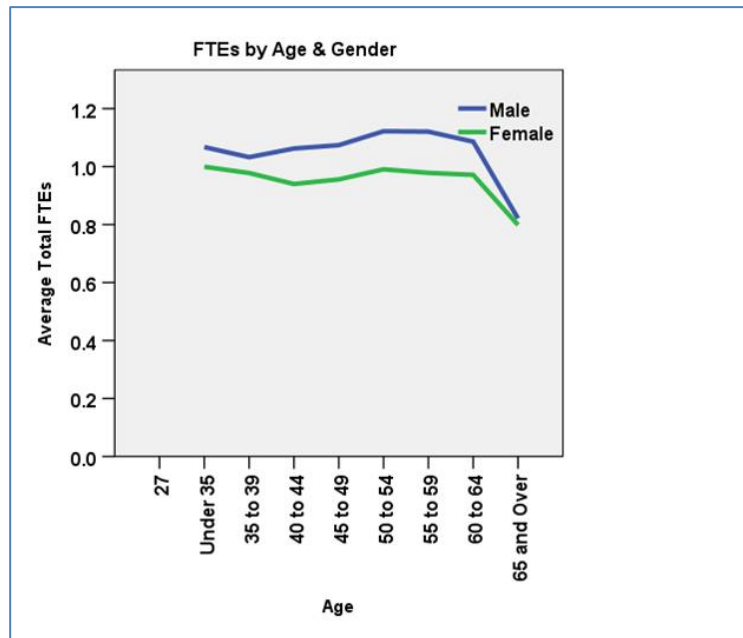


Source: Va. Healthcare Workforce Data Center

The typical physician provided 0.99 FTEs in 2022, 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	1.04	1.09
30 to 34	0.99	0.96
35 to 39	0.98	0.91
40 to 44	0.96	0.96
45 to 49	1.08	1.14
50 to 54	1.03	0.99
55 to 59	1.01	0.96
60 and Over	0.80	0.74
Gender		
Male	1.02	1.05
Female	0.92	0.97

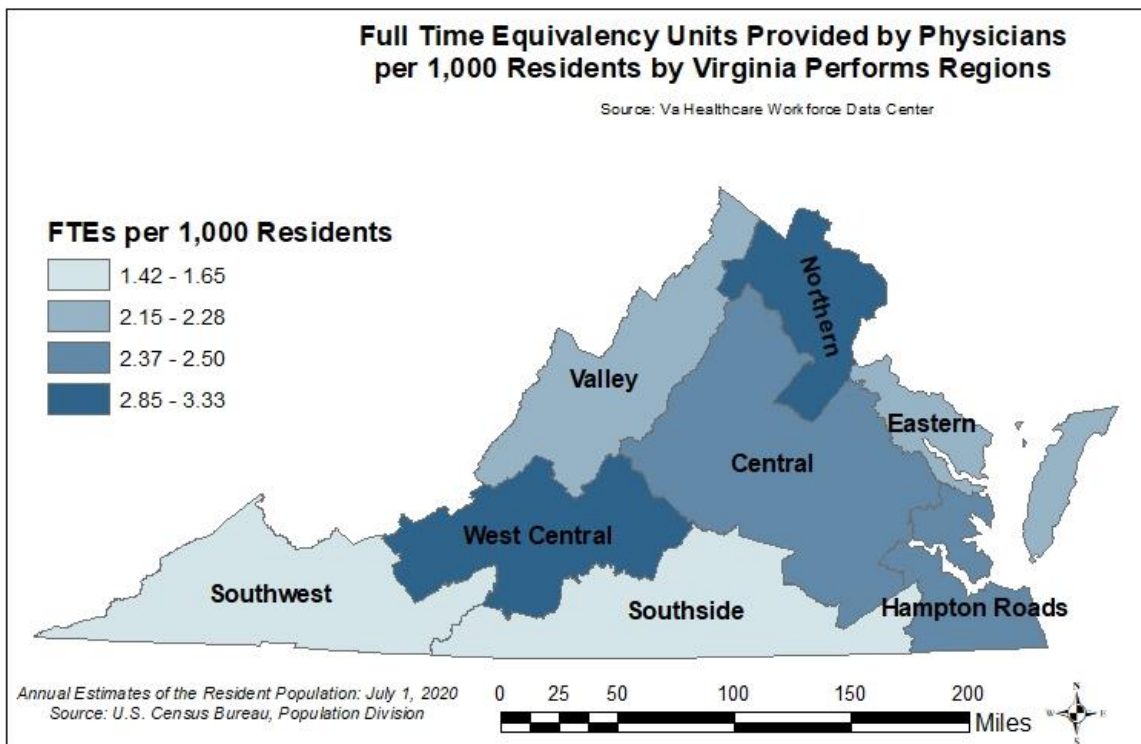
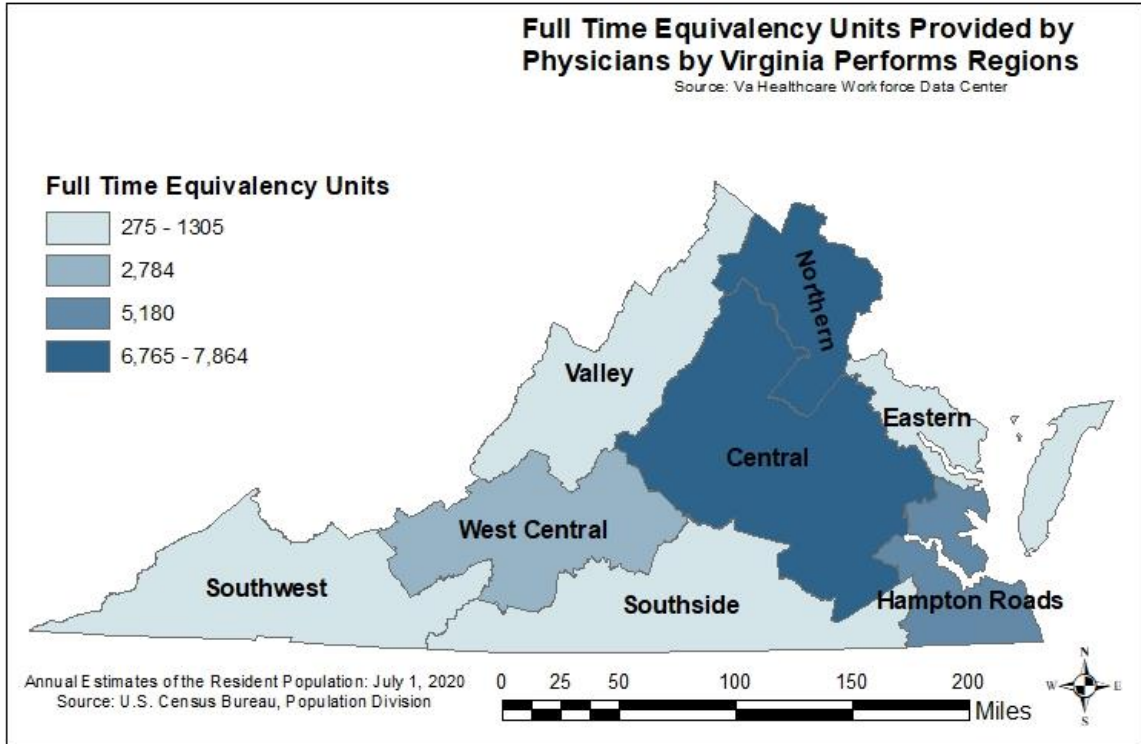
Source: Va. Healthcare Workforce Data Center

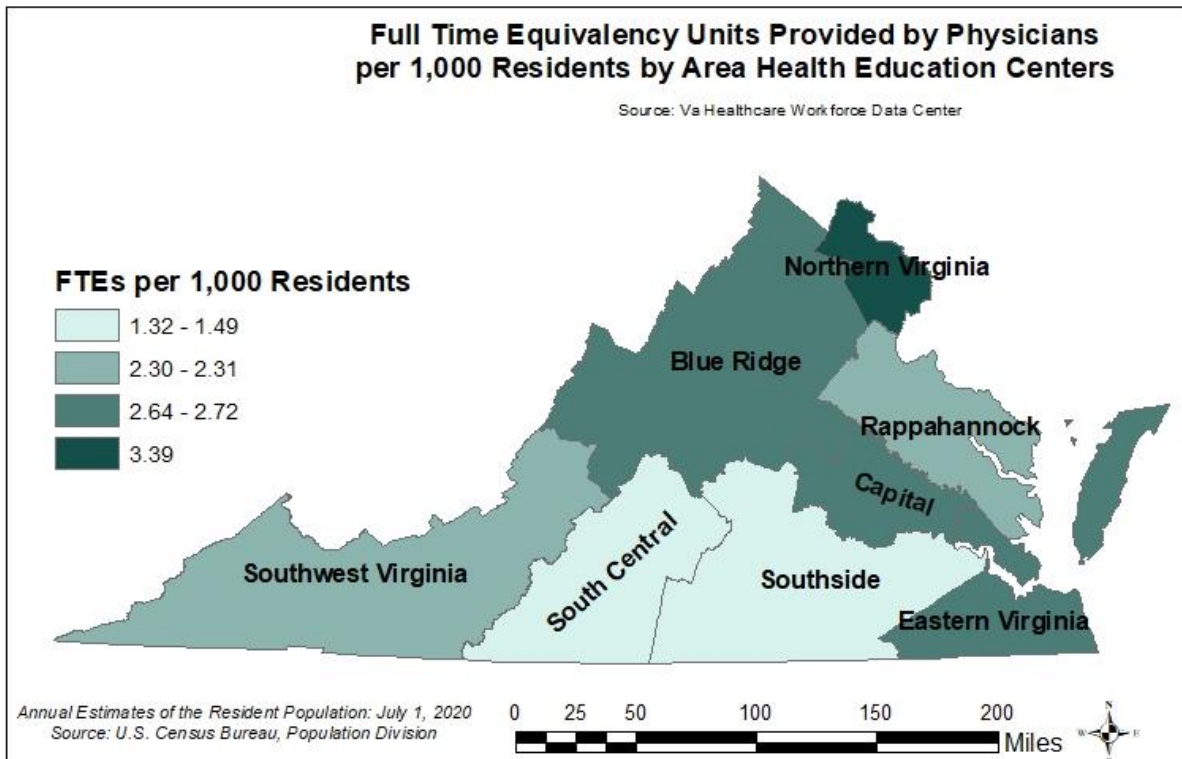
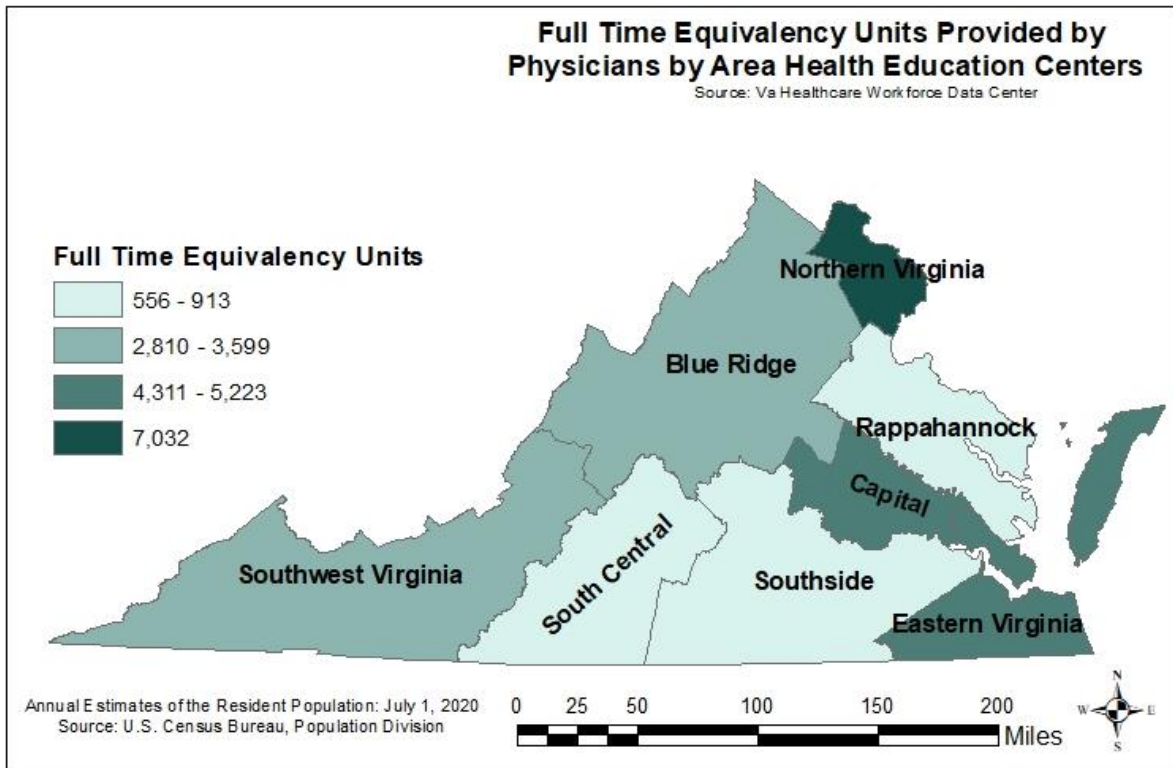


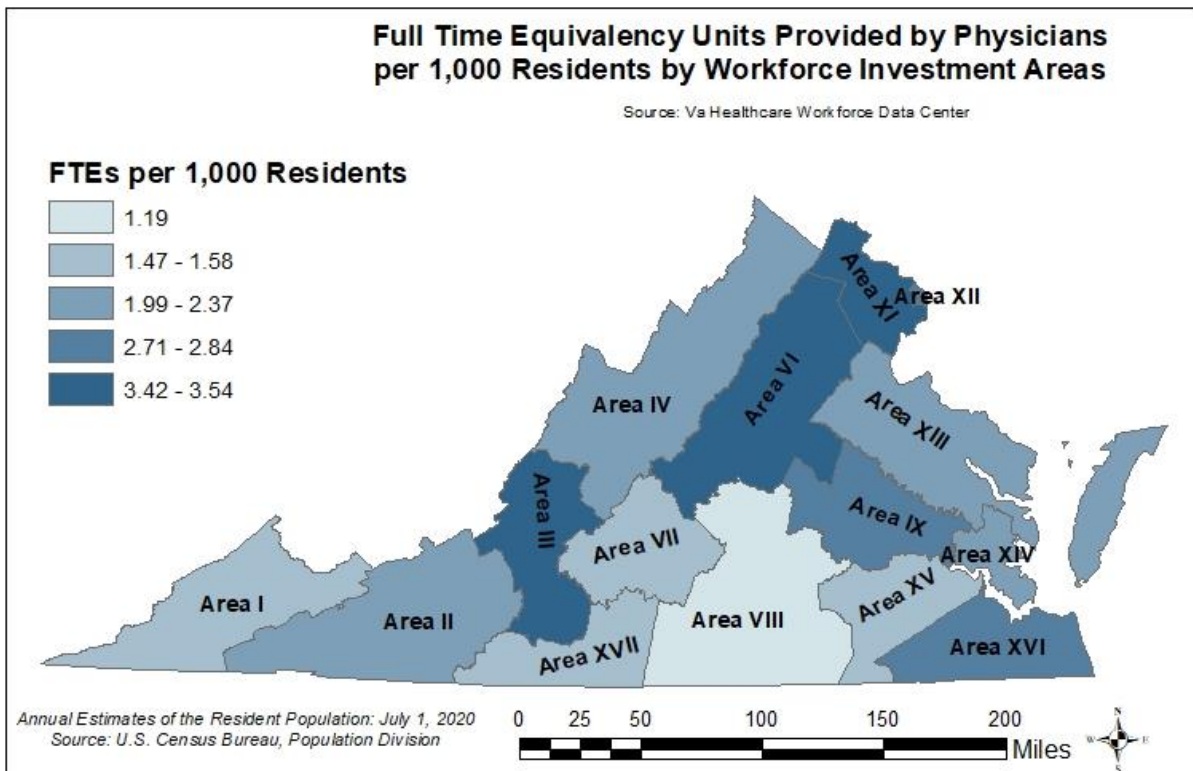
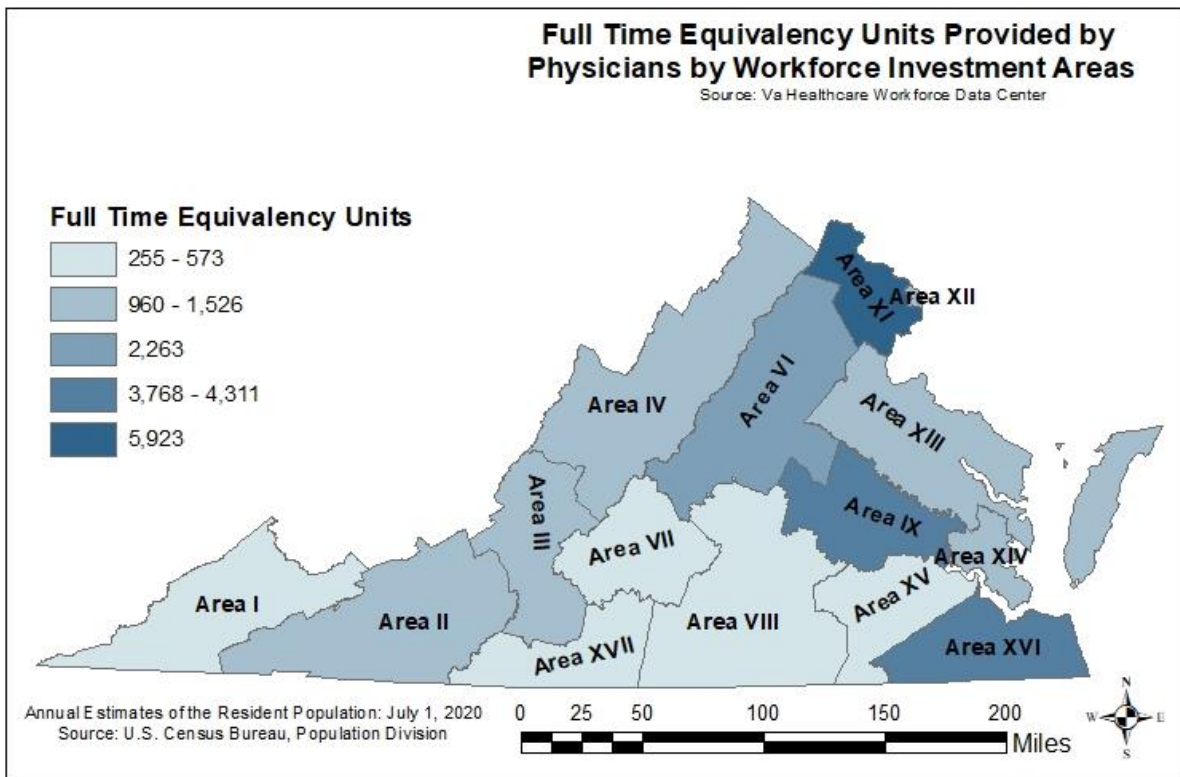
Source: Va. Healthcare Workforce Data Center

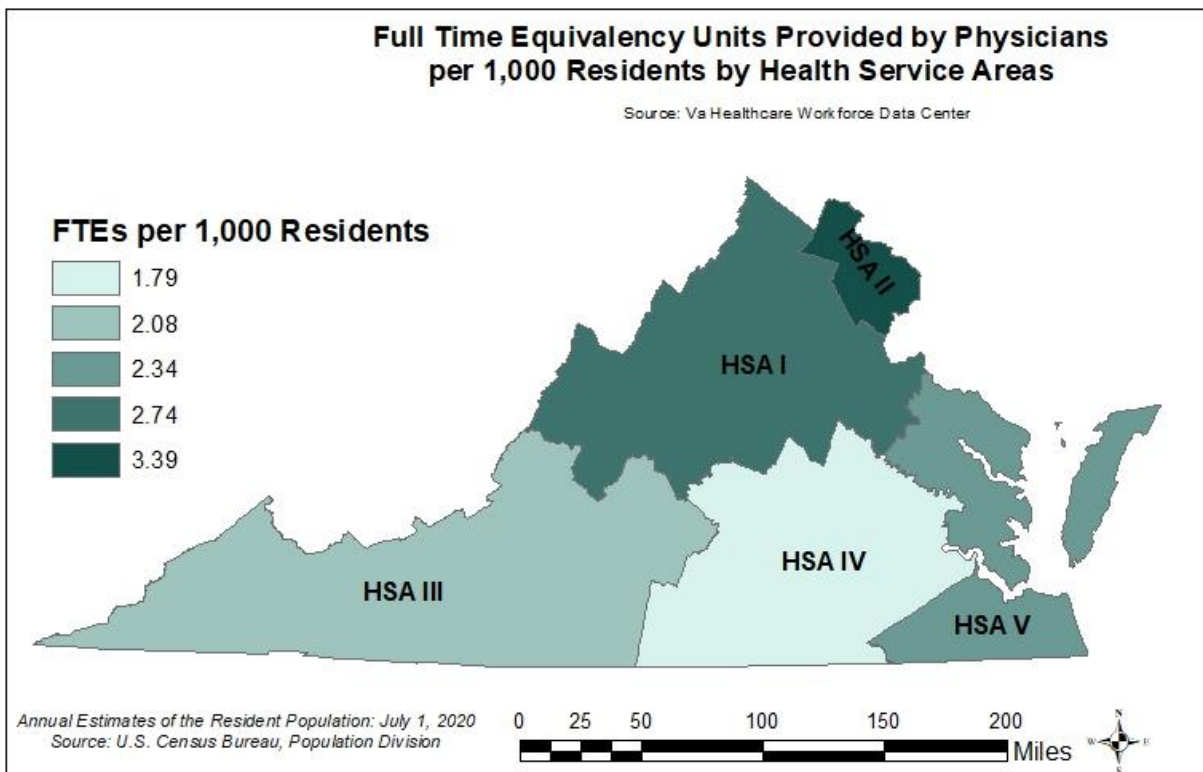
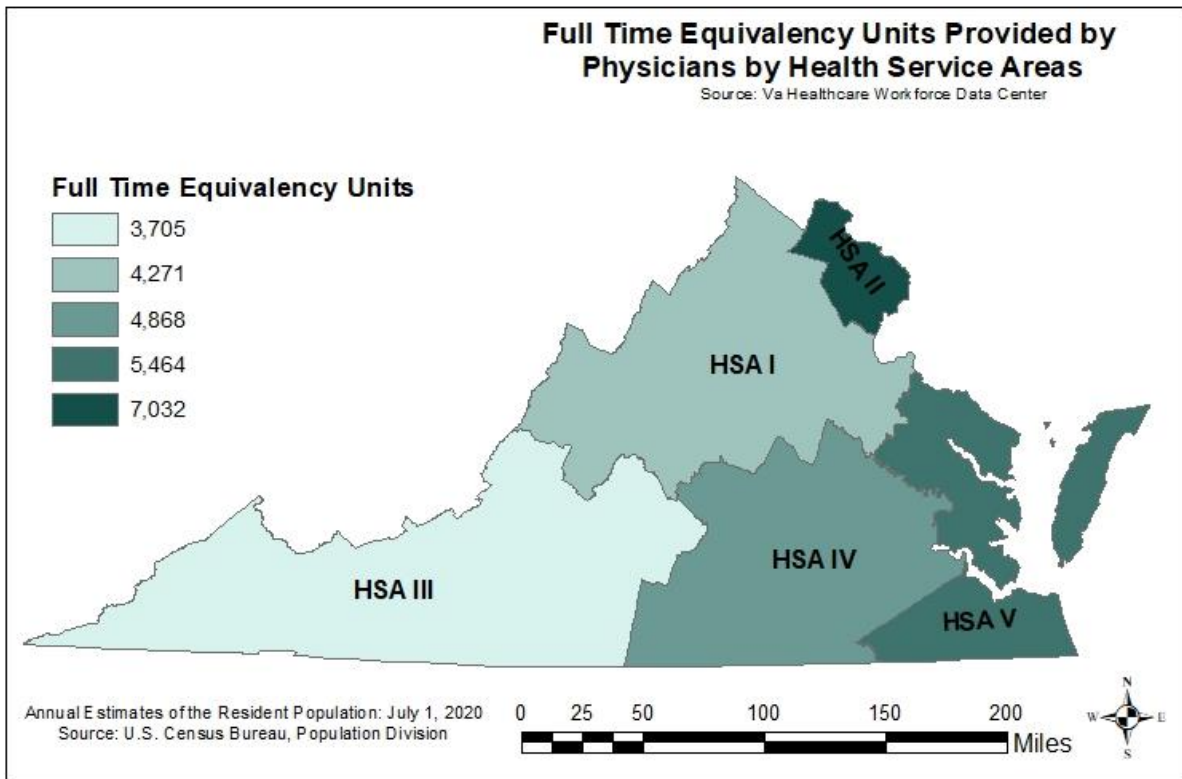
³ Number of residents in 2021 was used as the denominator.

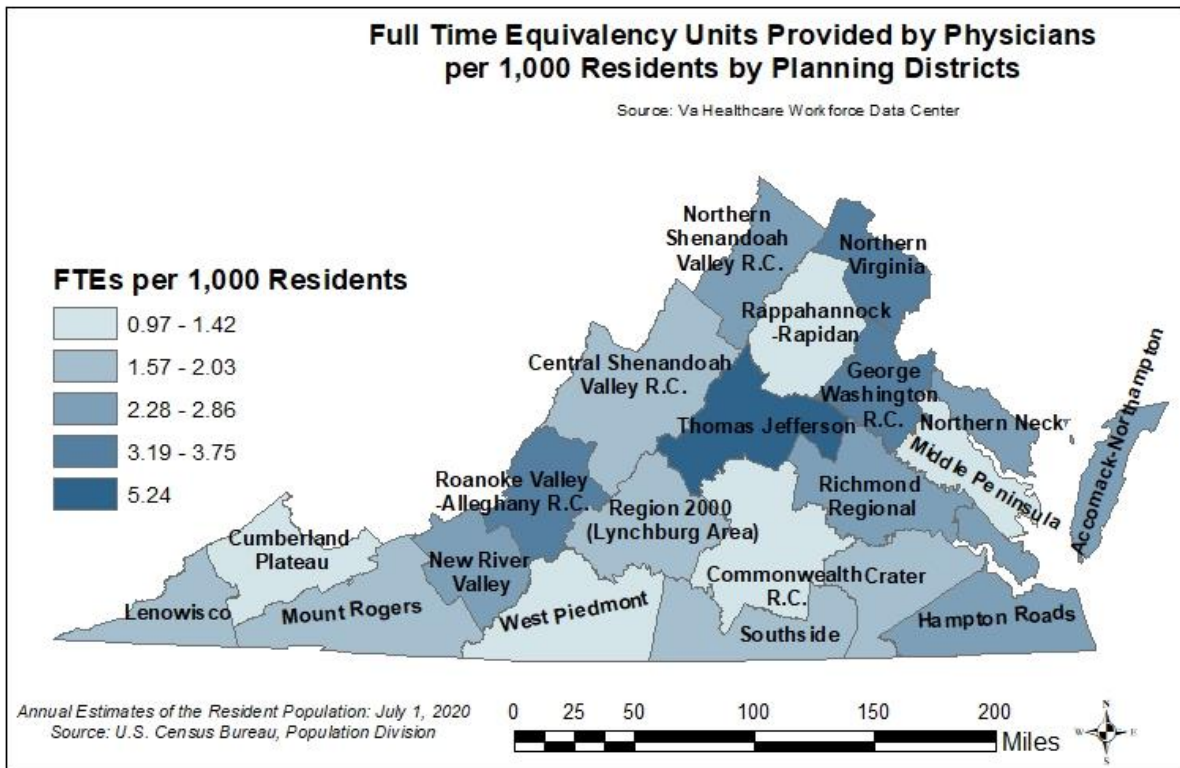
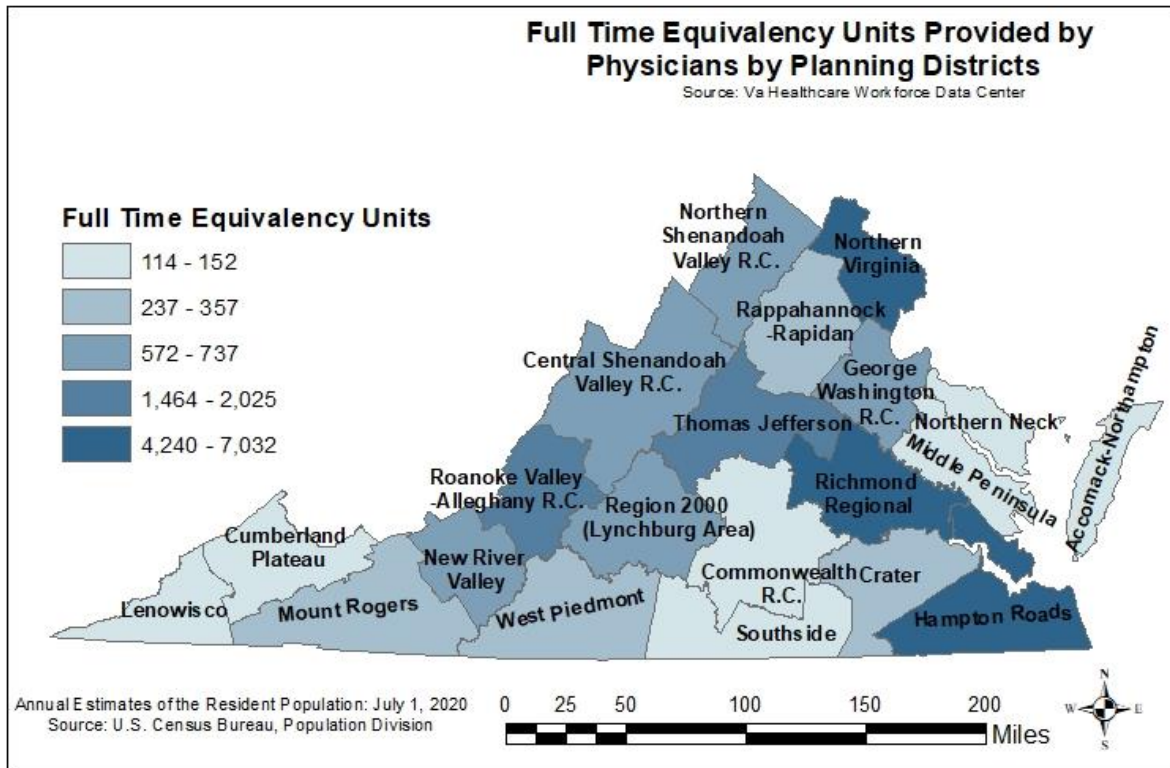
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	19,134	80.02%	1.24969	1.112543	2.183293
Metro, 250,000 to 1 million	2,433	78.26%	1.277836	1.1376	2.232467
Metro, 250,000 or less	4,219	77.84%	1.284714	1.143723	2.244482
Urban pop 20,000+, Metro adj	206	82.04%	1.218935	1.085163	2.129562
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	636	74.06%	1.350318	1.202128	2.359098
Urban pop, 2,500-19,999, nonadj	342	84.21%	1.1875	1.057178	2.074643
Rural, Metro adj	652	61.35%	1.63	1.451116	2.847721
Rural, nonadj	180	76.67%	1.304348	1.161203	2.278784
Virginia border state/DC	9,920	67.13%	1.489713	1.326225	2.60263
Other US State	13,355	61.25%	1.632641	1.453467	2.852334

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	4,122	41.24%	2.424706	2.074643	2.852334
35 to 39	6,790	59.88%	1.669946	1.42885	1.964462
40 to 44	6,940	71.41%	1.400323	1.198154	1.647288
45 to 49	6,389	77.74%	1.28629	1.100584	1.513143
50 to 54	6,127	80.45%	1.243051	1.063588	1.462279
55 to 59	5,313	80.93%	1.235581	1.057196	1.453492
60 to 64	4,920	80.93%	1.23556	1.057178	1.453467
65 and Over	10,481	75.43%	1.325702	1.134306	1.559507

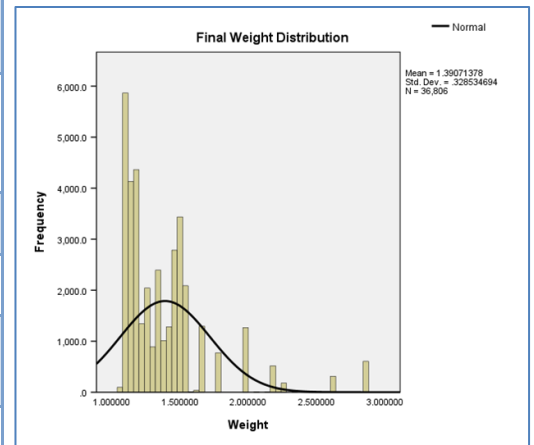
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.7205



Source: Va. Healthcare Workforce Data Center