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# *Virginia's Respiratory Therapist Workforce: 2019*

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Healthcare Workforce Data Center

February 2020

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*Nearly 3,300 Respiratory Therapists voluntarily participated in this survey. Without their efforts, the work of the Center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Respiratory Therapist Workforce: At a Glance:

### The Workforce

Licenses:	4,344
Virginia's Workforce:	3,709
FTEs:	3,196

### Background

Rural Childhood:	43%
HS Degree in VA:	54%
Prof. Degree in VA:	63%

### Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	68%
Satisfied?:	95%

### Survey Response Rate

All Licenses:	76%
Renewing Practitioners:	93%

### Education

Associate:	77%
Baccalaureate:	18%

### Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	73%

### Demographics

Female:	72%
Diversity Index:	44%
Median Age:	47

### Finances

Median Income:	\$50k-\$60k
Health Benefits:	70%
Under 40 w/ Ed. Debt:	56%

### Primary Roles

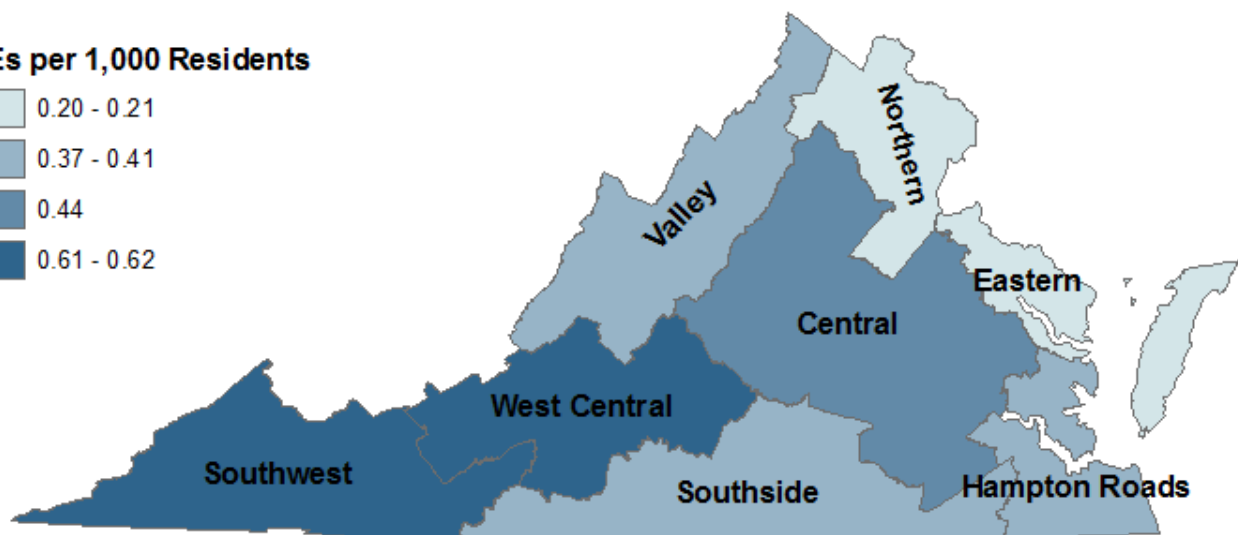
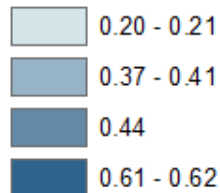
Client Care:	82%
Administration:	8%
Education:	1%

Source: Va. Healthcare Workforce Data Center

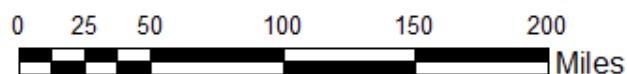
## Full-Time Equivalency Units Provided by Respiratory Therapists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2019 Respiratory Therapist Workforce Survey. Nearly 3,300 respiratory therapists (RTs) voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during the birth month of each RT on odd-numbered years. These survey respondents represent 76% of the 4,344 RTs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 3,709 RTs participated in Virginia's workforce during the survey period, which is defined as those professionals who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's RTs provided 3,196 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

More than 70% of all RTs are female, including 77% of those RTs who are under the age of 40. In a random encounter between two RTs, there is a 44% chance that they would be of different races or ethnicities, a measure known as the diversity index. This is below the diversity index of 57% for Virginia's population as a whole. More than 40% of all RTs grew up in a rural area, and more than one-quarter of these professionals currently work in non-metro areas of Virginia. In total, 14% of all RTs work in non-metro areas of the state.

More than 90% of all RTs are currently employed in the profession, 68% hold one full-time job, and 32% work between 40 and 49 hours per week. More than 90% of all RTs work in the private sector, including 53% who are employed in the non-profit sector. With respect to establishment types, 61% of RTs work in the inpatient department of hospitals, while another 7% work at academic institutions. The typical RT earns between \$50,000 and \$60,000 per year. In addition, 86% of RTs receive at least one employer-sponsored benefit, including 70% who have access to health insurance. Nearly all RTs indicate that they are satisfied with their current work situation, including 64% who indicate that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to those of the 2015 respiratory therapist workforce. The number of licensed RTs in Virginia has increased by 1% (4,344 vs. 4,291). In addition, Virginia's licensed RTs are more likely to respond to this survey (76% vs. 68%). On the other hand, the size of Virginia's RT workforce has remained essentially flat (3,709 vs. 3,706), and the number of FTEs provided by this workforce has fallen by 3% (3,196 vs. 3,310).

Virginia's RT workforce is more likely to be female (72% vs. 70%). This is also true among those RTs who are under the age of 40 (77% vs. 75%). Virginia's RTs have also become more diverse. The diversity index of Virginia's RT workforce has increased (44% vs. 41%). This increase has come at a time when the diversity index of the state's overall population has increased as well (57% vs. 55%). Virginia's RT workforce is slightly less likely to have grown up in a rural area (43% vs. 44%). However, those RTs who grew up in rural areas are now more likely to work in non-metro areas of Virginia (26% vs. 24%). Overall, RTs are slightly more likely to work in non-metro areas of the state (14% vs. 13%).

Virginia's RTs are relatively more likely to earn a baccalaureate degree (18% vs. 15%) instead of an associate degree (77% vs. 80%) as their highest professional degree. At the same time, Virginia RTs are more likely to carry education debt (36% vs. 34%). This is also the case among those RTs who are under the age of 40 (56% vs. 55%). However, the median debt amount among those RTs with education debt has remained constant at between \$20,000 and \$30,000.

Although RTs in the state are just as likely to be employed in the profession, they are somewhat less likely to hold one full-time job (68% vs. 70%) or work between 40 and 49 hours per week (32% vs. 33%). At the same time, RTs are less likely to be either underemployed (2% vs. 4%) or involuntarily unemployed (1% vs. 2%). The median annual income of this workforce has not changed, but these professionals are more likely to receive health insurance (70% vs. 69%) and retirement benefits (68% vs. 66%) from their employers. Virginia's RTs are just as satisfied with their current work situation as before, but fewer RTs indicate that they are "very satisfied" (64% vs. 67%).

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,535	81%
<b>New Licensees</b>	224	5%
<b>Non-Renewals</b>	585	13%
<b>All Licensees</b>	<b>4,344</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. More than 90% of renewing RTs submitted a survey. These represent 76% of all RTs who held a license at some point in 2019.*

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2019 on the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2019.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some RTs newly licensed in 2019.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
<b>Under 30</b>	139	225	62%
<b>30 to 34</b>	163	353	68%
<b>35 to 39</b>	123	392	76%
<b>40 to 44</b>	107	415	80%
<b>45 to 49</b>	110	449	80%
<b>50 to 54</b>	94	464	83%
<b>55 to 59</b>	82	450	85%
<b>60 and Over</b>	233	545	70%
<b>Total</b>	<b>1,051</b>	<b>3,293</b>	<b>76%</b>
<b>New Licenses</b>			
<b>Issued in 2019</b>	224	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	99	473	83%
<b>Metro</b>	546	2,221	80%
<b>Not in Virginia</b>	406	599	60%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	<b>3,293</b>
<b>Response Rate, All Licensees</b>	<b>76%</b>
<b>Response Rate, Renewals</b>	<b>93%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed RTs**

Number: 4,344  
 New: 5%  
 Not Renewed: 13%

**Survey Response Rates**

All Licensees: 76%  
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

2019 RT Workforce: 3,709  
 FTEs: 3,196

### Utilization Ratios

Licensees in VA Workforce: 85%  
 Licensees per FTE: 1.36  
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

## Definitions

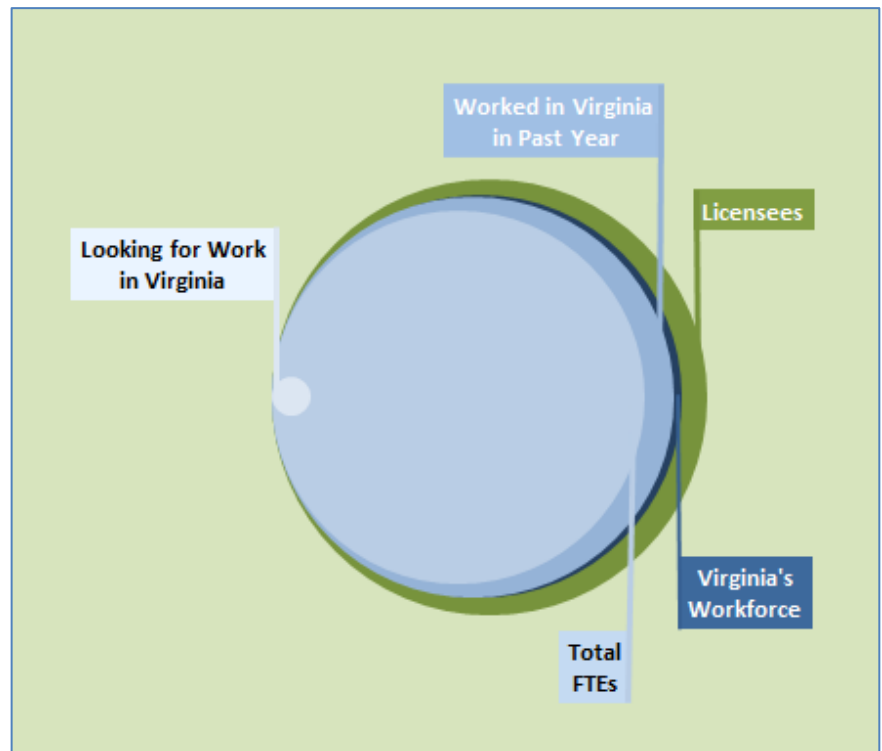
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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 RT Workforce

Status	#	%
Worked in Virginia in Past Year	3,674	99%
Looking for Work in Virginia	35	1%
Virginia's Workforce	3,709	100%
Total FTEs	3,196	
Licensees	4,344	

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: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>*



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	48	16%	255	84%	303	9%
30 to 34	110	26%	311	74%	421	13%
35 to 39	105	25%	317	75%	422	13%
40 to 44	100	26%	289	74%	388	12%
45 to 49	124	29%	305	71%	430	13%
50 to 54	144	35%	266	65%	410	13%
55 to 59	107	28%	271	72%	379	12%
60 and Over	197	38%	328	62%	525	16%
<b>Total</b>	<b>935</b>	<b>29%</b>	<b>2,342</b>	<b>72%</b>	<b>3,277</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	61%	2,408	73%	789	69%
Black	19%	530	16%	189	17%
Asian	7%	154	5%	72	6%
Other Race	0%	52	2%	18	2%
Two or More Races	3%	67	2%	27	2%
Hispanic	10%	104	3%	48	4%
<b>Total</b>	<b>100%</b>	<b>3,315</b>	<b>100%</b>	<b>1,143</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

More than one-third of RTs are under the age of 40, and 77% of these professionals are female. In addition, the diversity index among RTs who are under the age of 40 is 49%.

At a Glance:

**Gender**

% Female: 72%  
% Under 40 Female: 77%

**Age**

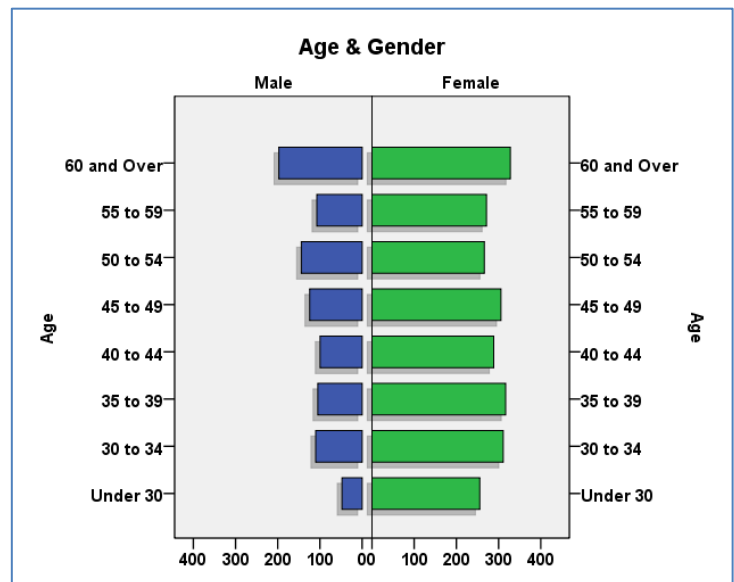
Median Age: 47  
% Under 40: 35%  
% 55 and Over: 28%

**Diversity**

Diversity Index: 44%  
Under 40 Div. Index: 49%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 44% chance that they would be of different races or ethnicities (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: 17%  
 Rural Childhood: 43%

### Virginia Background

HS in Virginia: 54%  
 Prof. Education in VA: 63%  
 HS/Prof. Edu. in VA: 67%

### Location Choice

% Rural to Non-Metro: 26%  
 % Urban/Suburban to Non-Metro: 4%

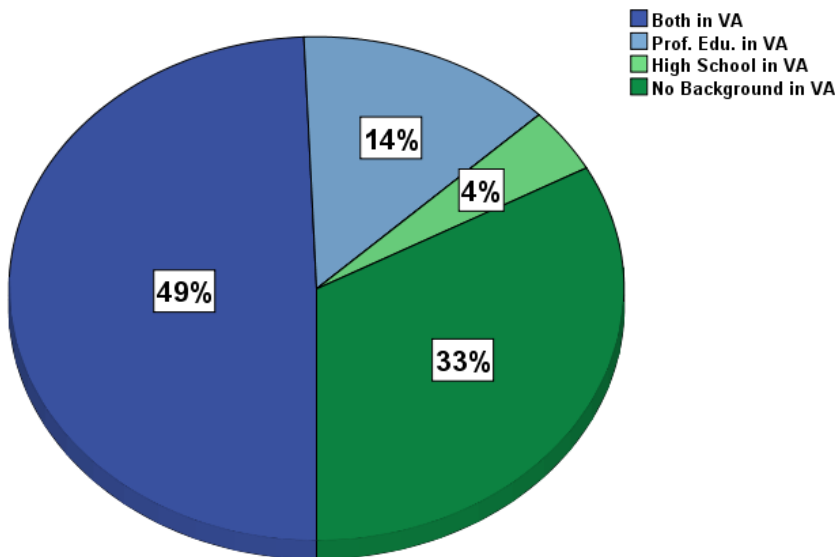
Source: Va. Healthcare Workforce Data Center

## 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+	26%	51%	23%
2	Metro, 250,000 to 1 Million	59%	32%	9%
3	Metro, 250,000 or Less	55%	35%	10%
<b>Non-Metro Counties</b>				
4	Urban Pop., 20,000+, Metro Adjacent	74%	17%	10%
6	Urban Pop., 2,500-19,999, Metro Adjacent	74%	17%	10%
7	Urban Pop., 2,500-19,999, Non-Adjacent	93%	4%	3%
8	Rural, Metro Adjacent	74%	24%	3%
9	Rural, Non-Adjacent	86%	14%	0%
<b>Overall</b>		<b>43%</b>	<b>40%</b>	<b>17%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*More than 40% of RTs grew up in rural areas, and 26% of these professionals currently work in non-metro counties. Overall, 14% of all RTs currently work in non-metro counties.*

## Top Ten States for Respiratory Therapist Recruitment

All Respiratory Therapists				
Rank	High School	#	Professional School	#
1	Virginia	1,780	Virginia	2,067
2	Outside U.S./Canada	206	Maryland	156
3	New York	137	California	138
4	Maryland	134	North Carolina	97
5	Pennsylvania	129	Pennsylvania	78
6	West Virginia	108	Texas	68
7	North Carolina	100	New York	67
8	California	75	West Virginia	64
9	Ohio	73	Florida	63
10	Florida	69	Ohio	52

Source: Va. Healthcare Workforce Data Center

*More than half of all licensed RTs received their high school degree in Virginia, and 63% received their initial professional degree in the state.*

Licensed in the Past Five Years				
Rank	High School	#	Professional School	#
1	Virginia	290	Virginia	357
2	Outside U.S./Canada	55	North Carolina	46
3	North Carolina	41	Maryland	44
4	Maryland	32	California	34
5	California	30	Texas	19
6	West Virginia	22	West Virginia	18
7	Florida	20	Pennsylvania	15
8	Pennsylvania	19	Florida	14
9	New York	18	New York	11
10	Ohio	15	New Jersey	11

Source: Va. Healthcare Workforce Data Center

*Among those RTs who received their license in the past five years, 43% received their high school degree in Virginia, while 53% received their initial professional degree in the state.*

*More than one out of every ten licensed RTs did not participate in Virginia's workforce in 2019. More than 90% of these RTs worked at some point in the past year, including 87% who are currently employed as RTs.*

### At a Glance:

#### Not in VA Workforce

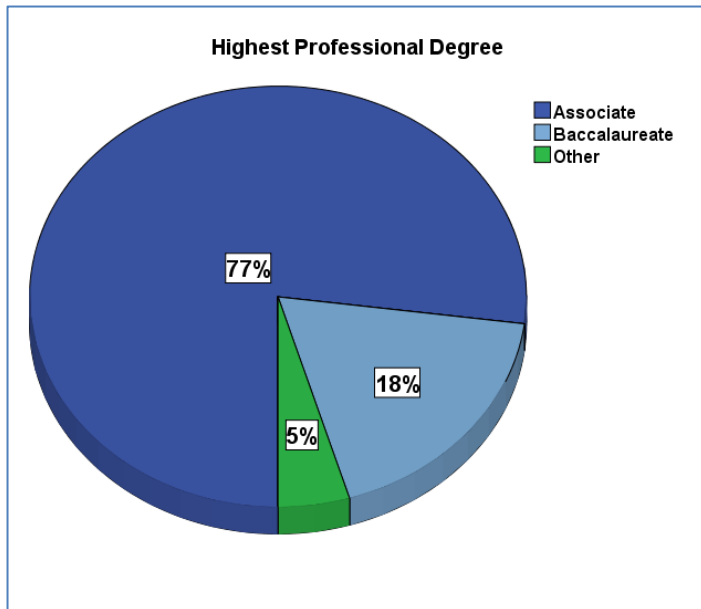
Total:	635
% of Licensees:	15%
Federal/Military:	5%
Va. Border State/D.C.:	24%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Professional Degree		
Degree	#	%
Associate	2,467	77%
Baccalaureate	586	18%
Post-Graduate Certificate	90	3%
Master's	52	2%
Doctoral	6	0%
<b>Total</b>	<b>3,202</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than one-third of all RTs carry education debt, including 56% of those under the age of 40. For those with education debt, the median amount is between \$20,000 and \$30,000.*

## At a Glance:

**Education**  
 Associate: 77%  
 Baccalaureate: 18%

**Education Debt**  
 Carry Debt: 36%  
 Under Age 40 w/ Debt: 56%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

*More than three-quarters of all RTs hold an associate degree as their highest professional degree.*

Education Debt				
Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	1,859	64%	446	44%
Less than \$10,000	208	7%	97	10%
\$10,000-\$19,999	232	8%	140	14%
\$20,000-\$29,999	158	5%	85	8%
\$30,000-\$39,999	119	4%	61	6%
\$40,000-\$49,999	90	3%	54	5%
\$50,000-\$59,999	59	2%	35	3%
\$60,000-\$69,999	62	2%	35	3%
\$70,000-\$79,999	43	1%	27	3%
\$80,000-\$89,999	19	1%	8	1%
\$90,000-\$99,999	13	0%	6	1%
\$100,000 or More	63	2%	25	2%
<b>Total</b>	<b>2,927</b>	<b>100%</b>	<b>1,019</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Critical Care:	52%
Neonatal-Pediatrics:	27%
Long-Term Care:	21%

### Top Certifications

Registered RT:	70%
Certified RT:	49%
Neonatal/Pediatric:	8%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Certifications		
Certification	#	% of Workforce
<b>Registered Respiratory Therapist (RRT)</b>	2,589	70%
<b>Certified Respiratory Therapist (CRT)</b>	1,832	49%
<b>Neonatal/Pediatric Specialty (NPS)</b>	312	8%
<b>Adult Critical Care Specialty (ACCS)</b>	251	7%
<b>Certified Pulmonary Function Technologist (CPFT)</b>	148	4%
<b>Registered Pulmonary Function Technologist (RPFT)</b>	75	2%
<b>Registered Polysomnographic Technologist (RPSGT)</b>	69	2%
<b>Certified Asthma Educator (AE-C)</b>	50	1%
<b>Sleep Disorders Specialty (SDS)</b>	14	0%
<b>Other</b>	63	2%
<b>At Least One Certification</b>	<b>3,271</b>	<b>88%</b>

Source: Va. Healthcare Workforce Data Center

## Self-Designated Specialties

Specialty	#	% of Workforce
<b>Critical Care</b>	1,923	52%
<b>Neonatal-Pediatrics</b>	988	27%
<b>Long-Term Care</b>	773	21%
<b>Home Care</b>	607	16%
<b>Education</b>	461	12%
<b>Pulmonary Diagnostics</b>	451	12%
<b>Pulmonary Rehab</b>	370	10%
<b>Polysomnography/Sleep Disorders</b>	216	6%
<b>Surface &amp; Air Transport</b>	163	4%
<b>ECMO/ECLS</b>	118	3%
<b>Case Management</b>	95	3%
<b>Other</b>	138	4%
<b>At Least One Specialization</b>	<b>2,720</b>	<b>73%</b>

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all RTs have at least one certification, including 70% who are certified as Registered Respiratory Therapists. Nearly three-quarters of RTs have at least one specialization, including 52% who specialize in critical care.

## At a Glance:

### Employment

Employed in Profession: 94%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 68%  
 2 or More Positions: 17%

### Weekly Hours:

40 to 49: 32%  
 60 or More: 4%  
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an RT-Related Capacity	3,134	94%
Employed, NOT in an RT-Related Capacity	124	4%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	11	< 1%
Voluntarily Unemployed	44	1%
Retired	16	1%
<b>Total</b>	<b>3,329</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than 90% of RTs are currently employed in the profession, 68% have one full-time job, and 32% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	71	2%
One Part-Time Position	443	13%
Two Part-Time Positions	83	3%
One Full-Time Position	2,222	68%
One Full-Time Position & One Part-Time Position	392	12%
Two Full-Time Positions	15	0%
More than Two Positions	58	2%
<b>Total</b>	<b>3,284</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	71	2%
1 to 9 Hours	29	1%
10 to 19 Hours	113	3%
20 to 29 Hours	251	8%
30 to 39 Hours	1,386	43%
40 to 49 Hours	1,041	32%
50 to 59 Hours	210	6%
60 to 69 Hours	55	2%
70 to 79 Hours	38	1%
80 or More Hours	47	1%
<b>Total</b>	<b>3,241</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	9	0%
Less than \$30,000	155	6%
\$30,000-\$39,999	210	9%
\$40,000-\$49,999	528	21%
\$50,000-\$59,999	569	23%
\$60,000-\$69,999	456	18%
\$70,000-\$79,999	263	11%
\$80,000-\$89,999	130	5%
\$90,000-\$99,999	62	3%
\$100,000-\$109,999	38	2%
\$110,000-\$119,999	20	1%
\$120,000 or More	37	2%
<b>Total</b>	<b>2,476</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Annual Income**  
Median Income: \$50k-\$60k

**Benefits**  
Health Insurance: 70%  
Retirement: 68%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,097	64%
Somewhat Satisfied	1,008	31%
Somewhat Dissatisfied	122	4%
Very Dissatisfied	36	1%
<b>Total</b>	<b>3,263</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

The typical RT earns between \$50,000 and \$60,000 per year. In addition, 86% of RTs receive at least one employer-sponsored benefit, including 70% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,425	77%	78%
Health Insurance	2,194	70%	69%
Dental Insurance	2,178	69%	68%
Retirement	2,123	68%	67%
Paid Sick Leave	1,970	63%	62%
Group Life Insurance	1,611	51%	52%
Signing/Retention Bonus	138	4%	4%
<b>At Least One Benefit</b>	<b>2,694</b>	<b>86%</b>	<b>85%</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 . . . ?	#	%
Work Two or More Positions at the Same Time?	676	18%
Switch Employers or Practices?	181	5%
Experience Voluntary Unemployment?	117	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	88	2%
Experience Involuntary Unemployment?	33	1%
<b>Experienced At Least One</b>	<b>958</b>	<b>26%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of RTs were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 2.8%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	54	2%	68	9%
Less than 6 Months	135	4%	90	12%
6 Months to 1 Year	151	5%	98	14%
1 to 2 Years	530	16%	124	17%
3 to 5 Years	665	21%	145	20%
6 to 10 Years	551	17%	101	14%
More than 10 Years	1,136	35%	98	14%
<b>Subtotal</b>	<b>3,222</b>	<b>100%</b>	<b>722</b>	<b>100%</b>
Did Not Have Location	60		2,941	
Item Missing	427		46	
<b>Total</b>	<b>3,709</b>		<b>3,709</b>	

Source: Va. Healthcare Workforce Data Center

*More than four out of every five RTs receive an hourly wage at their primary work location, while 12% either receive a salary or work on commission.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched: 5%  
New Location: 15%  
Over 2 Years: 73%  
Over 2 Yrs., 2<sup>nd</sup> Location: 48%

**Employment Type**

Hourly Wage: 85%  
Salary/Commission: 12%

Source: Va. Healthcare Workforce Data Center

*Nearly three-fourths of all RTs have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
Hourly Wage	2,079	85%
Salary/Commission	291	12%
By Contract/Per Diem	64	3%
Business/Practice Income	5	0%
Unpaid	5	0%
<b>Subtotal</b>	<b>2,444</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.2%. The unemployment rate from December 2019 was still preliminary at the time of publication.



## At a Glance:

### Concentration

Top Region:	24%
Top 3 Regions:	63%
Lowest Region:	1%

### Locations

2 or More (2019):	23%
2 or More (Now*):	21%

Source: Va. Healthcare Workforce Data Center

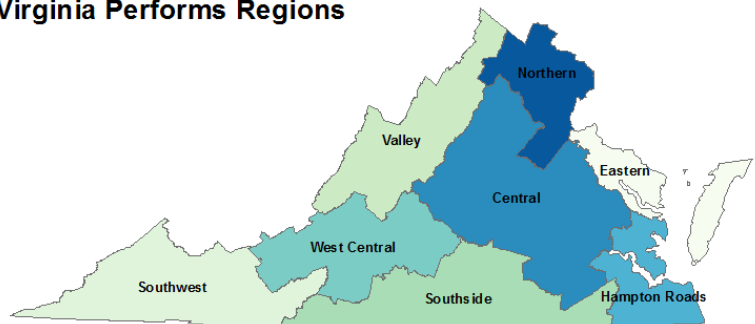
Nearly two-thirds of all RTs work in Central Virginia, Hampton Roads, and Northern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	771	24%	152	20%
Hampton Roads	659	21%	144	19%
Northern	607	19%	148	20%
West Central	461	14%	94	13%
Southwest	253	8%	61	8%
Valley	210	7%	34	5%
Southside	147	5%	28	4%
Eastern	31	1%	6	1%
Virginia Border State/D.C.	29	1%	30	4%
Other U.S. State	40	1%	51	7%
Outside of the U.S.	0	0%	1	0%
<b>Total</b>	<b>3,208</b>	<b>100%</b>	<b>749</b>	<b>100%</b>
Item Missing	440		19	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



More than 20% of all RTs currently have multiple work locations, while 23% have had multiple work locations in the past year.

Locations	Number of Work Locations			
	Work Locations in 2019		Work Locations Now*	
	#	%	#	%
0	34	1%	71	2%
1	2,453	76%	2,503	77%
2	474	15%	434	13%
3	245	8%	214	7%
4	17	1%	9	0%
5	3	0%	3	0%
6 or More	23	1%	14	0%
<b>Total</b>	<b>3,248</b>	<b>100%</b>	<b>3,248</b>	<b>100%</b>

\*At the time of survey completion, January-December 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,198	39%	357	52%
<b>Non-Profit</b>	1,619	53%	277	41%
<b>State/Local Government</b>	155	5%	40	6%
<b>Veterans Administration</b>	51	2%	3	0%
<b>U.S. Military</b>	48	2%	5	1%
<b>Other Federal Government</b>	9	0%	1	0%
<b>Total</b>	<b>3,080</b>	<b>100%</b>	<b>683</b>	<b>100%</b>
<b>Did Not Have Location</b>	60		2,941	
<b>Item Missing</b>	569		85	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

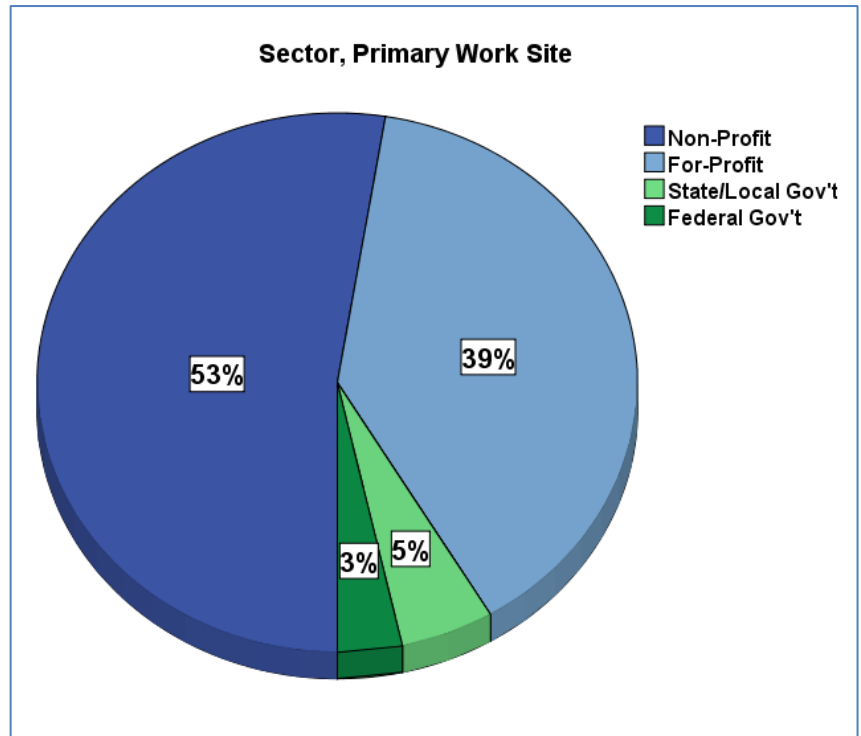
For-Profit:	39%
Federal:	4%

**Top Establishments**

Hospital, Inpatient:	61%
Academic Institution:	7%
Hospital, Outpatient:	6%

Source: Va. Healthcare Workforce Data Center

More than 90% of RTs work in the private sector, including 53% who work at non-profit establishments.



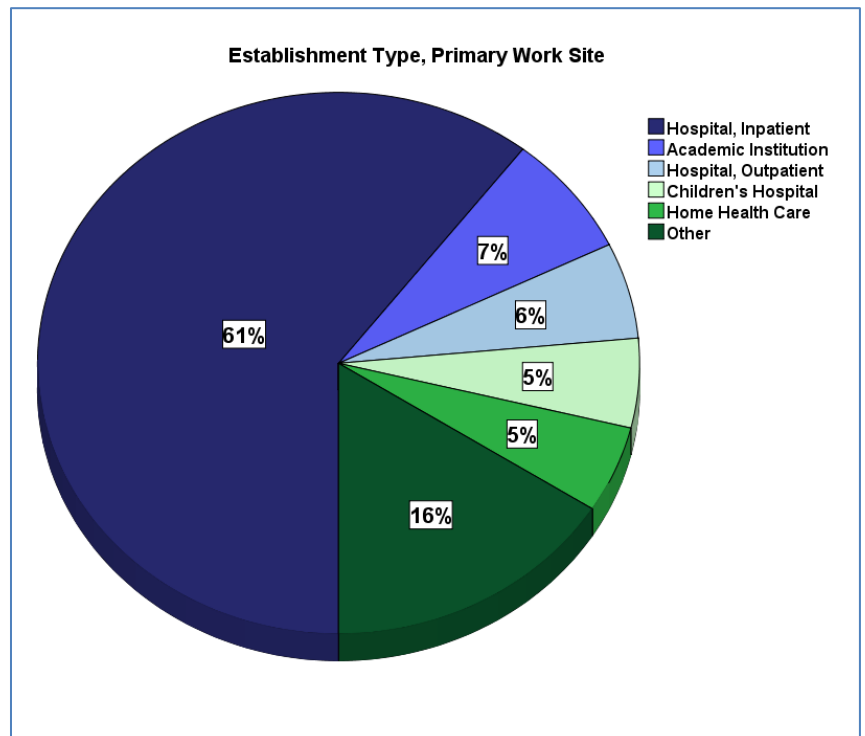
Source: Va. Healthcare Workforce Data Center

Top Ten Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient	1,796	61%	327	49%
Academic Institution	216	7%	39	6%
General Hospital, Outpatient	170	6%	30	5%
Children's Hospital	158	5%	27	4%
Home Health Care	154	5%	46	7%
Rehabilitation Facility, Residential/Inpatient	78	3%	49	7%
Health Equipment Rental Company	68	2%	17	3%
Physician Office	58	2%	14	2%
Skilled Nursing Facility	57	2%	21	3%
Sleep Center, Hospital-Based	44	1%	8	1%
Other	169	6%	83	13%
<b>Total</b>	<b>2,968</b>	<b>100%</b>	<b>661</b>	<b>100%</b>

*More than 60% of RTs work at the inpatient department of hospitals, while 7% work at academic institutions.*

Source: Va. Healthcare Workforce Data Center

*For RTs who also have a secondary work location, nearly half work at the inpatient department of hospitals, while 7% each work at either residential/inpatient rehabilitation facilities or home health care establishments.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Client Care: 90%-99%  
Education: 1%-9%

### Roles

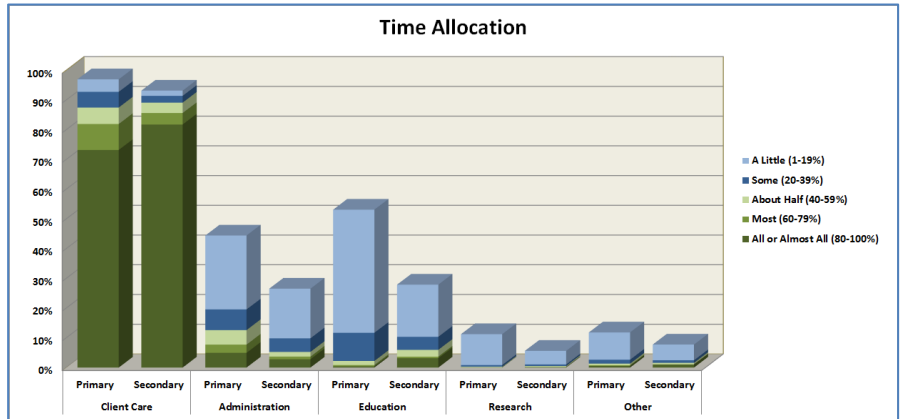
Client Care: 82%  
Administration: 8%  
Education: 1%

### Patient Care RTs

Median Admin. Time: None  
Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical RT spends most of her time in client care activities. In fact, 82% of RTs fill a client care role, defined as spending at least 60% of their time in that activity.*

Time Allocation										
Time Spent	Client Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	73%	82%	5%	3%	0%	3%	0%	0%	1%	1%
<b>Most (60-79%)</b>	9%	4%	3%	1%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	6%	4%	5%	2%	1%	2%	0%	0%	1%	1%
<b>Some (20-39%)</b>	5%	2%	7%	5%	9%	4%	1%	1%	1%	1%
<b>A Little (1-19%)</b>	4%	2%	25%	17%	41%	18%	10%	5%	9%	5%
<b>None (0%)</b>	3%	7%	56%	73%	47%	72%	89%	94%	88%	92%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
<b>Under Age 50</b>	110	4%	-	-
<b>50 to 54</b>	107	4%	11	1%
<b>55 to 59</b>	231	8%	51	5%
<b>60 to 64</b>	821	29%	299	27%
<b>65 to 69</b>	1,121	39%	542	48%
<b>70 to 74</b>	254	9%	138	12%
<b>75 to 79</b>	40	1%	24	2%
<b>80 and Over</b>	23	1%	9	1%
<b>I Do Not Intend to Retire</b>	146	5%	53	5%
<b>Total</b>	<b>2,853</b>	<b>100%</b>	<b>1,127</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All RTs**

Under 65: 44%

Under 60: 16%

**RTs 50 and Over**

Under 65: 32%

Under 60: 6%

**Time Until Retirement**

Within 2 Years: 7%

Within 10 Years: 24%

Half the Workforce: By 2039

Source: Va. Healthcare Workforce Data Center

*More than 40% of all RTs expect to retire by the age of 65. Among RTs who are age 50 and over, nearly one in three expect to retire by the age of 65.*

*Within the next two years, nearly one-quarter of all RTs expect to pursue additional educational opportunities, and 9% expect to increase their client care hours.*

**Future Plans**

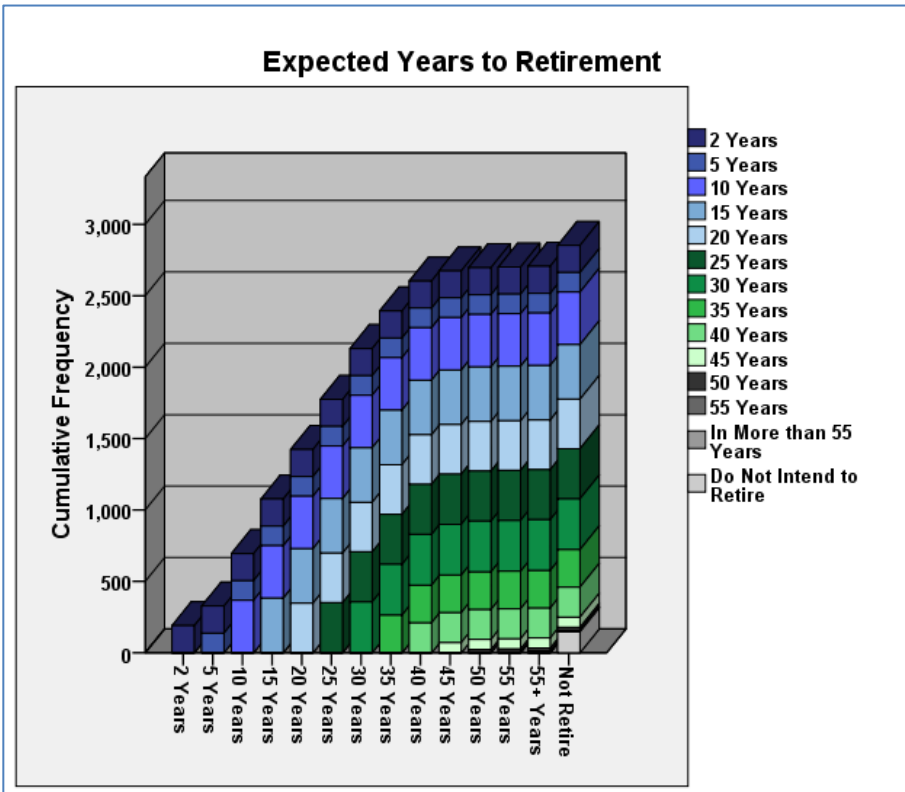
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Client Care Hours</b>	268	7%
<b>Leave Virginia</b>	132	4%
<b>Leave Profession</b>	124	3%
<b>Decrease Teaching Hours</b>	20	1%
<b>Increase Participation</b>		
<b>Pursue Additional Education</b>	888	24%
<b>Increase Client Care Hours</b>	351	9%
<b>Increase Teaching Hours</b>	248	7%
<b>Return to Virginia's Workforce</b>	18	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. While 7% of RTs expect to retire in the next two years, 24% expect to retire within the next ten years. Half of the current workforce expect to retire by 2039.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	190	7%	7%
5 Years	137	5%	11%
10 Years	368	13%	24%
15 Years	382	13%	38%
20 Years	347	12%	50%
25 Years	351	12%	62%
30 Years	356	12%	75%
35 Years	263	9%	84%
40 Years	210	7%	91%
45 Years	71	2%	94%
50 Years	22	1%	95%
55 Years	5	0%	95%
In More than 55 Years	6	0%	95%
Do Not Intend to Retire	146	5%	100%
<b>Total</b>	<b>2,853</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 2029. Retirement will peak at 13% of the current workforce around 2034 before declining to under 10% of the current workforce again around 2054.

## At a Glance:

### FTEs

Total: 3,196  
 FTEs/1,000 Residents<sup>2</sup>: 0.375  
 Average: 0.88

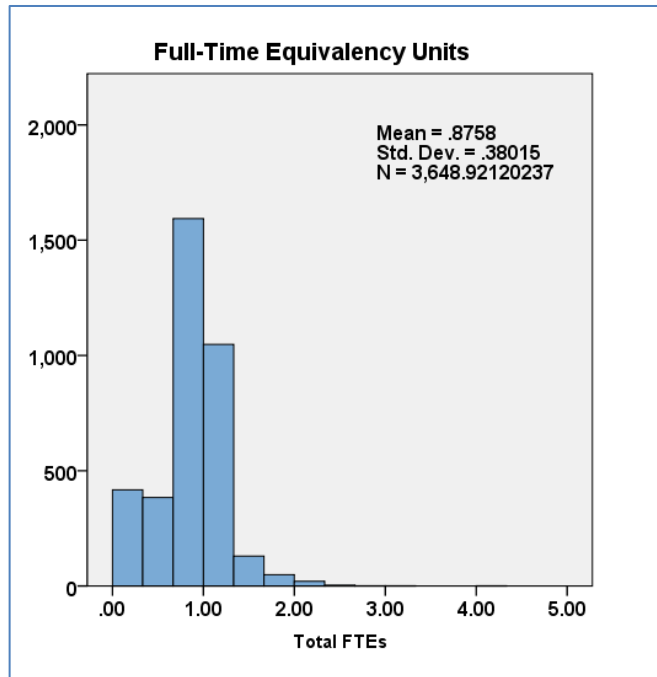
### Age & Gender Effect

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

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

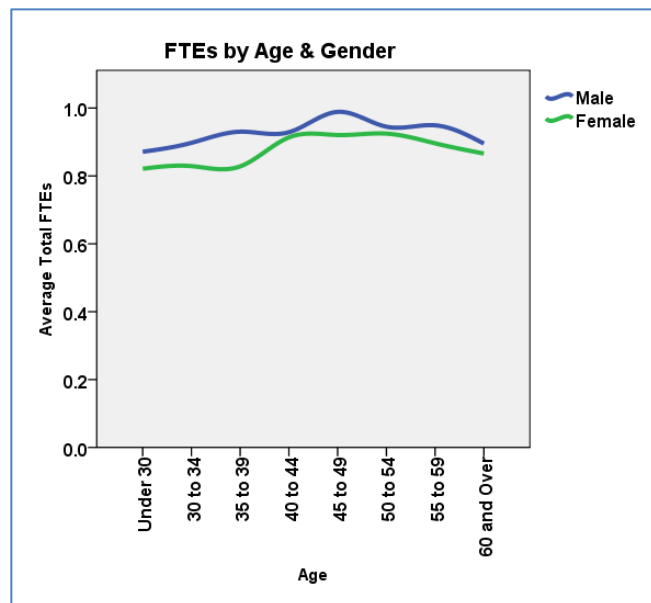


Source: Va. Healthcare Workforce Data Center

*The typical RT provided 0.96 FTEs in 2019, or about 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
	Average	Median
	Age	
Under 30	0.83	0.93
30 to 34	0.85	0.93
35 to 39	0.85	0.93
40 to 44	0.85	0.94
45 to 49	0.94	0.96
50 to 54	0.83	0.94
55 to 59	0.89	0.93
60 and Over	0.93	0.96
	Gender	
Male	0.93	0.96
Female	0.87	0.95

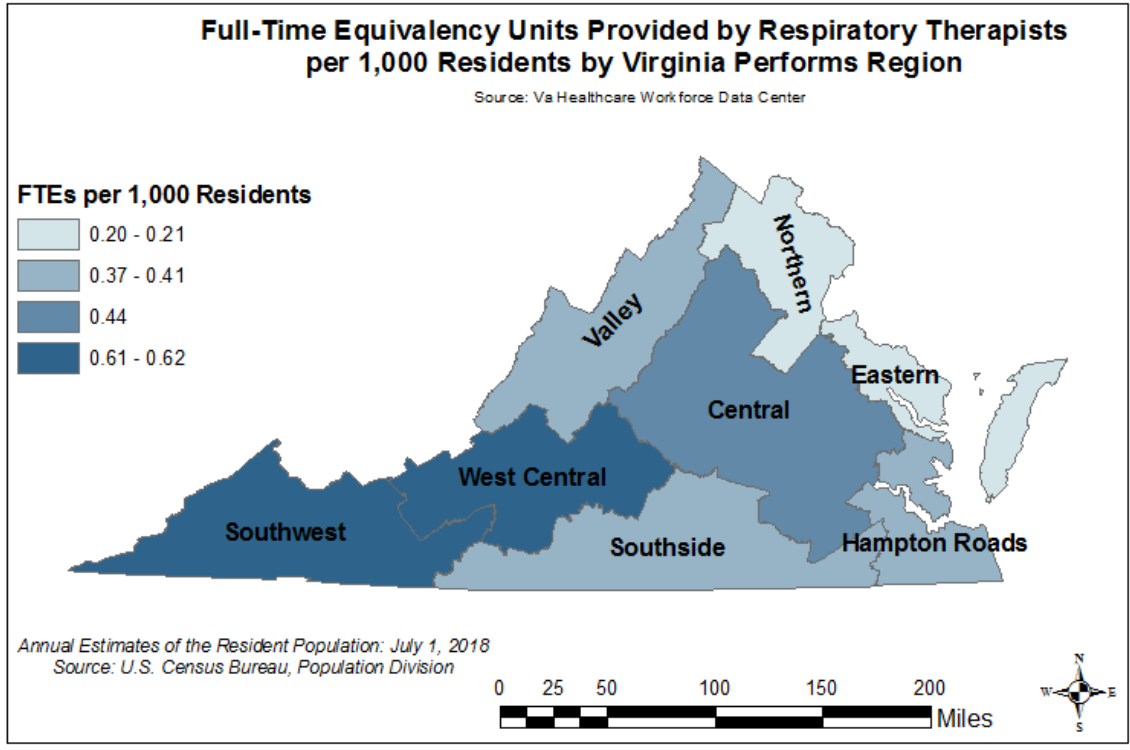
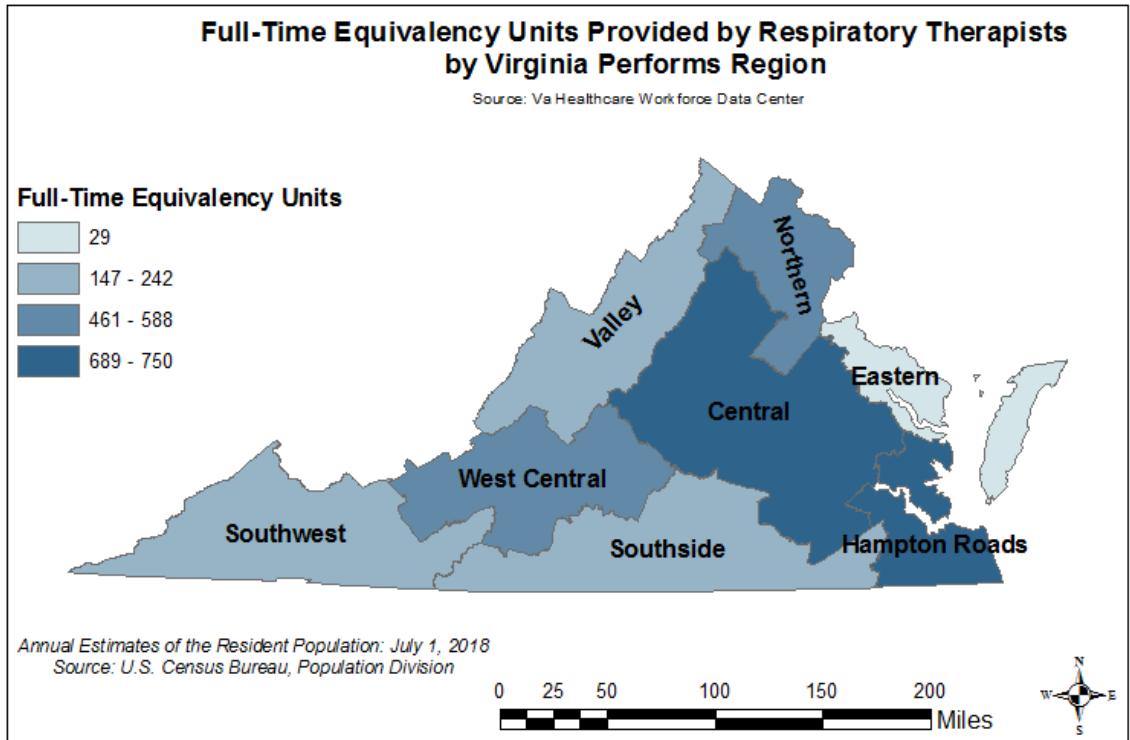
Source: Va. Healthcare Workforce Data Center



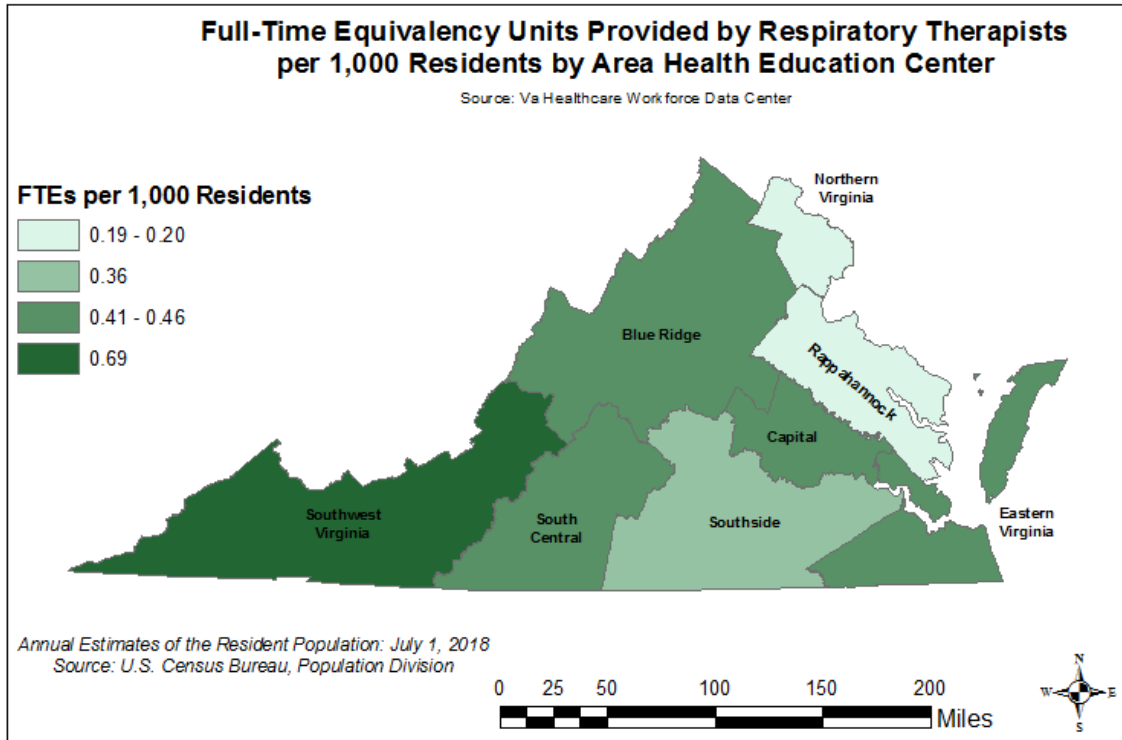
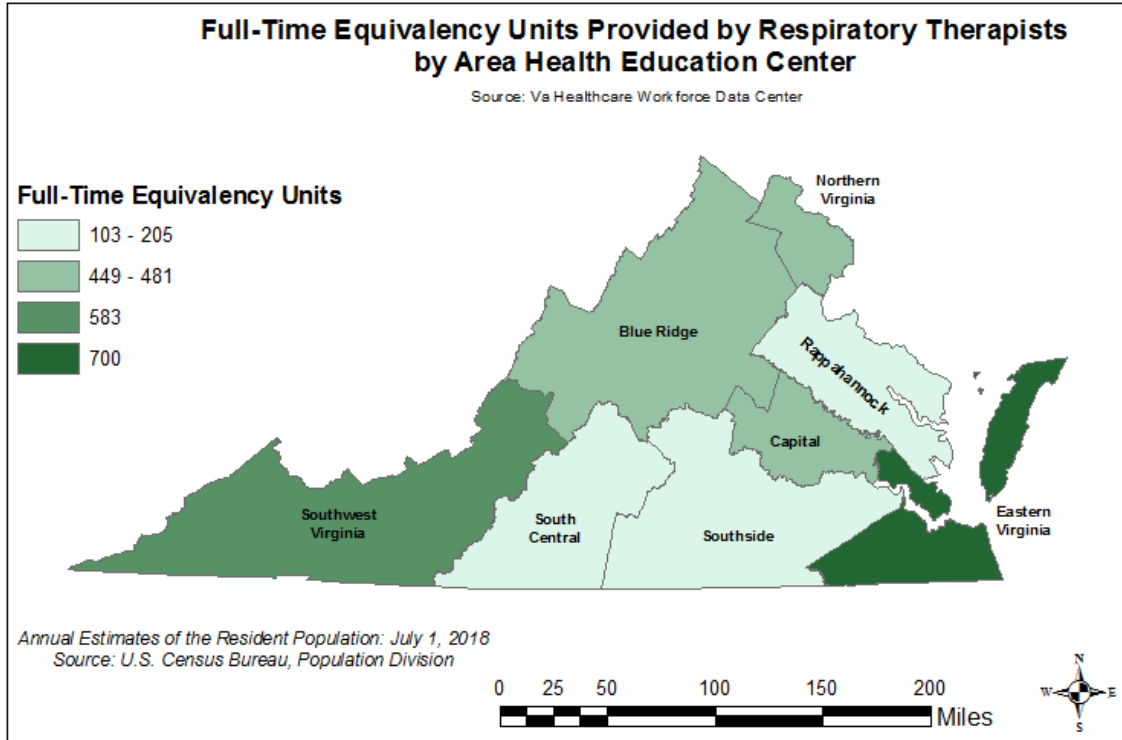
Source: Va. Healthcare Workforce Data Center

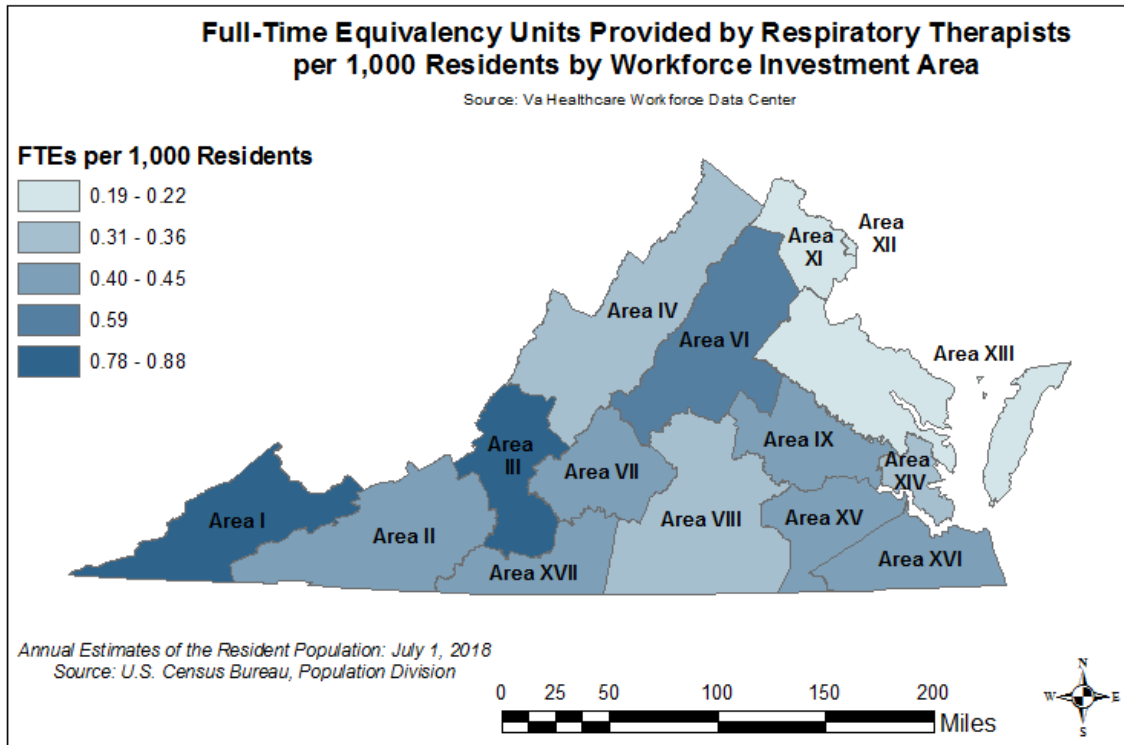
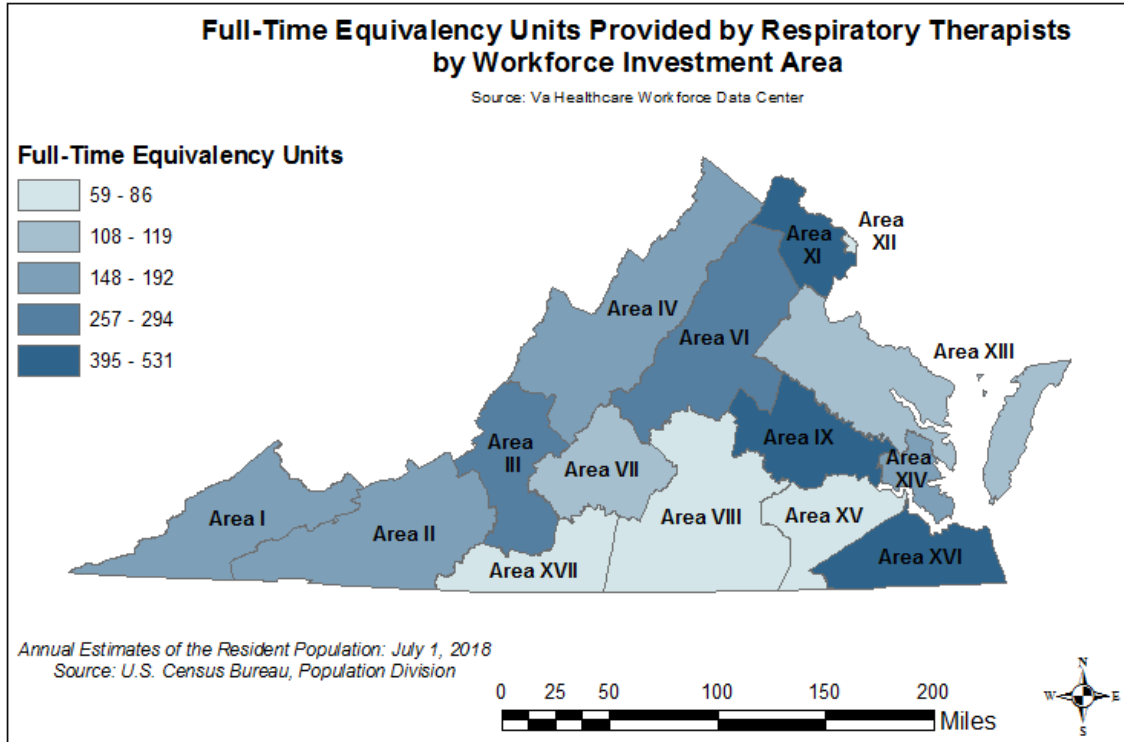
<sup>2</sup> Number of residents in 2018 was used as the denominator.

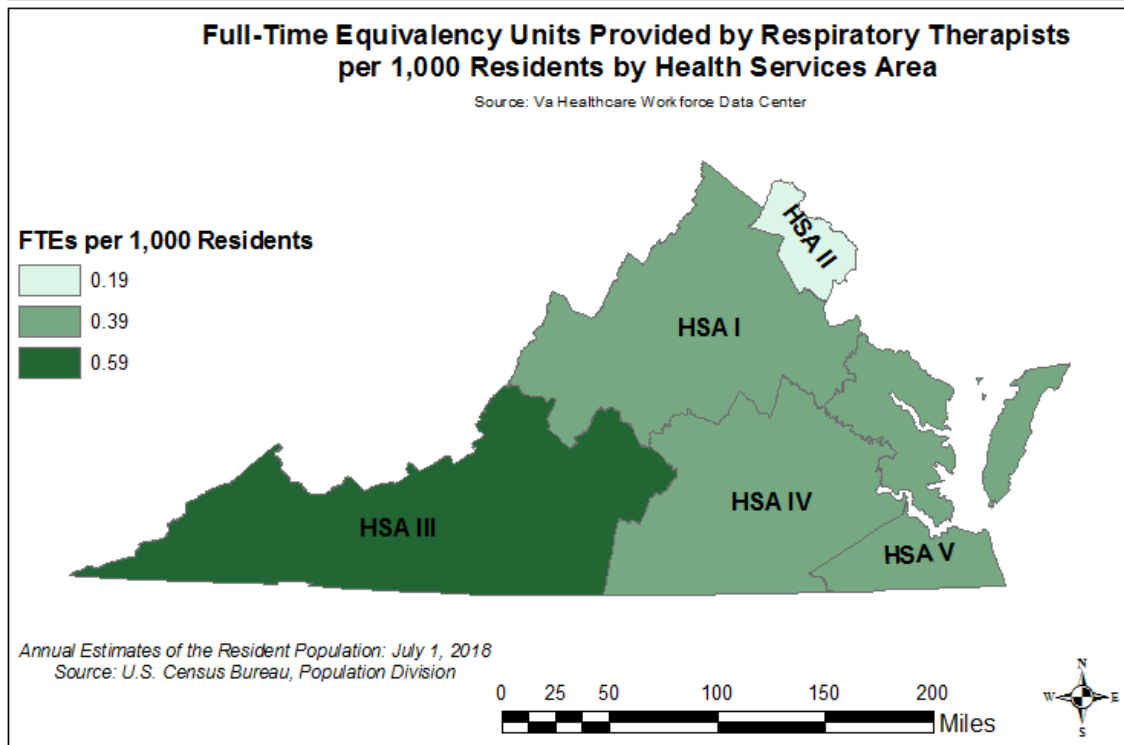
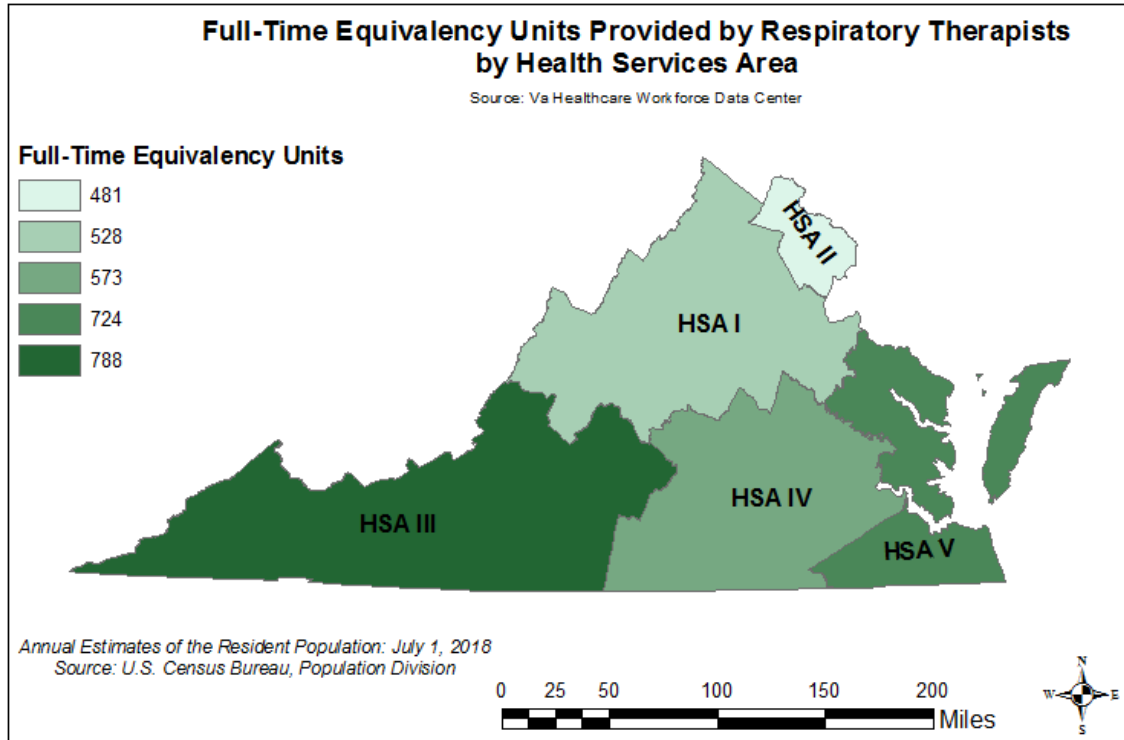
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

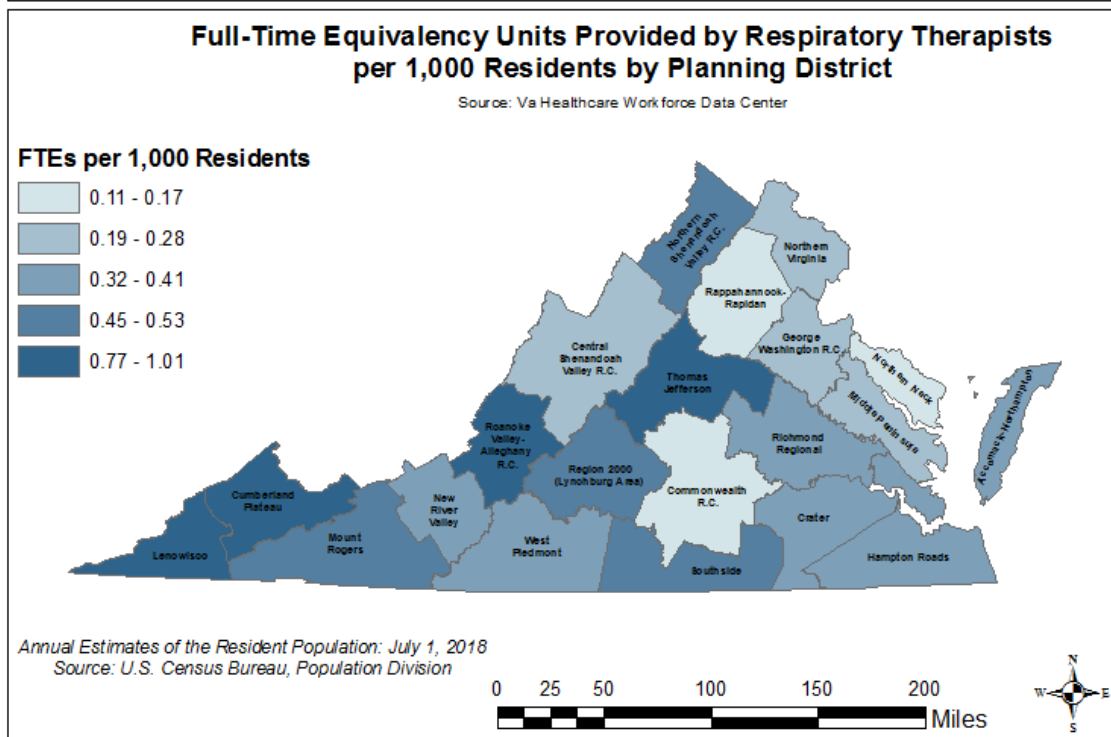
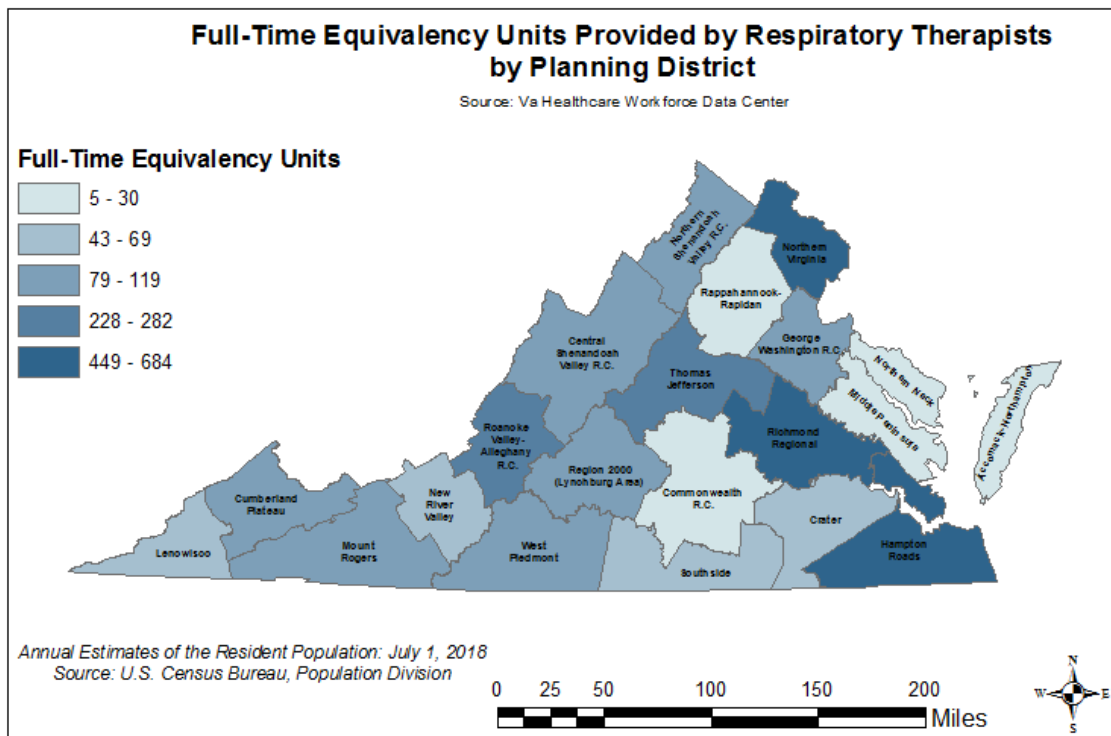












## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Metro, 1 Million+</b>	1,921	79.23%	1.262155	1.13113	1.54787
<b>Metro, 250,000 to 1 Million</b>	498	81.93%	1.220588	1.09388	1.49689
<b>Metro, 250,000 or Less</b>	348	83.62%	1.195876	1.07174	1.46658
<b>Urban Pop., 20,000+, Metro Adj.</b>	85	85.88%	1.164384	1.04351	1.42796
<b>Urban Pop., 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban Pop., 2,500-19,999, Metro Adj.</b>	153	79.74%	1.254098	1.12391	1.53799
<b>Urban Pop., 2,500-19,999, Non-Adj.</b>	195	83.08%	1.203704	1.07875	1.47618
<b>Rural, Metro Adj.</b>	76	77.63%	1.288136	1.15442	1.57973
<b>Rural, Non-Adj.</b>	63	90.48%	1.105263	0.99053	1.22474
<b>Virginia Border State/D.C.</b>	636	58.18%	1.718919	1.54048	2.10803
<b>Other U.S. State</b>	369	62.06%	1.611354	1.44408	1.97611

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	364	61.81%	1.617778	1.42796	2.10803
<b>30 to 34</b>	516	68.41%	1.461756	1.22474	1.90473
<b>35 to 39</b>	515	76.12%	1.313776	1.10075	1.71119
<b>40 to 44</b>	522	79.50%	1.257831	1.05388	1.639
<b>45 to 49</b>	559	80.32%	1.244989	1.04312	1.62227
<b>50 to 54</b>	558	83.15%	1.202586	1.00759	1.56702
<b>55 to 59</b>	532	84.59%	1.182222	0.99053	1.54048
<b>60 and Over</b>	778	70.05%	1.427523	1.19605	1.86012

Source: Va. Healthcare Workforce Data Center

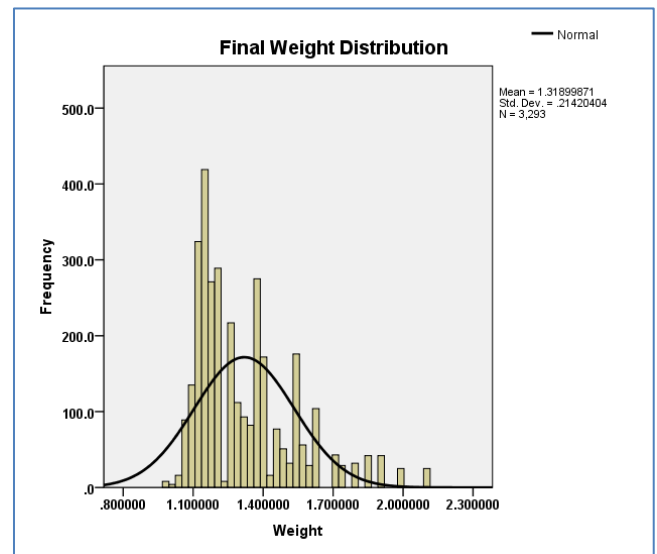
See the Methods section on the HWDC website for details on HWDC Methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

**Overall Response Rate: 0.758057**



Source: Va. Healthcare Workforce Data Center