
Virginia's Respiratory Therapist Workforce: 2021

Healthcare Workforce Data Center

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Nearly 3,400 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 their ongoing cooperation.

Thank You!

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Contents

Results in Brief	2
Summary of Trends	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Specializations & Credentials	9
Current Employment Situation	10
Employment Quality	11
2021 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Virginia Performs Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts.....	24
Appendix	25
Weights	25

The Respiratory Therapist Workforce At a Glance:

The Workforce

Licensees:	4,568
Virginia's Workforce:	3,759
FTEs:	3,269

Background

Rural Childhood:	44%
HS Degree in VA:	53%
Prof. Degree in VA:	61%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-Time Job:	68%
Satisfied?:	93%

Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	93%

Education

Associate:	75%
Baccalaureate:	20%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	69%

Demographics

Female:	72%
Diversity Index:	46%
Median Age:	46

Finances

Median Income:	\$50k-\$60k
Health Benefits:	72%
Under 40 w/ Ed. Debt:	54%

Primary Roles

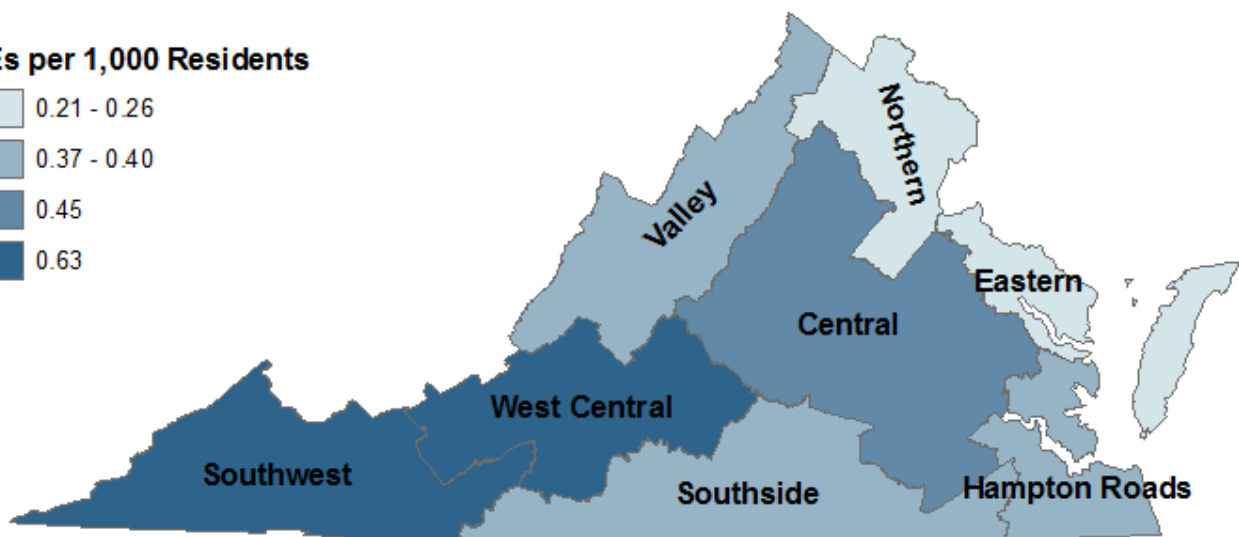
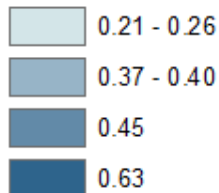
Patient Care:	82%
Administration:	7%
Education:	1%

Source: Va. Healthcare Workforce Data Center

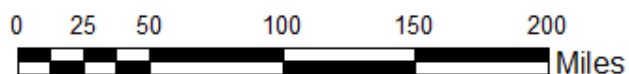
Full-Time Equivalency Units Provided by Respiratory Therapists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Respiratory Therapist Workforce survey. Nearly 3,400 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 74% of the 4,568 RTs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 3,759 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 3,269 "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 78% of those RTs who are under the age of 40. In a random encounter between two RTs, there is a 46% chance that they would be of different races or ethnicities, a measure known as the diversity index. For RTs who are under the age of 40, this diversity index increases to 49%. Both of these values are below the comparable diversity index of 60% for Virginia's population as a whole. More than 40% of all RTs grew up in a rural area, and nearly one-quarter of these professionals currently work in a non-metro area of Virginia. In total, 13% of all RTs work in a non-metro area of the state.

Among all RTs, 93% are currently employed in the profession, 68% hold one full-time job, and 34% work between 40 and 49 hours per week. More than 90% of all RTs work in the private sector, including 54% who work in the non-profit sector. The typical RT earns between \$50,000 and \$60,000 per year. In addition, 87% of RTs receive at least one employer-sponsored benefit, including 72% who have access to health insurance. More than 90% of all RTs indicated that they are satisfied with their current work situation, including 60% who indicated that they are "very satisfied."

Summary of Trends

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 6% (4,568 vs. 4,291). At the same time, the size of Virginia's RT workforce has increased by 1% (3,759 vs. 3,706), but the number of FTEs provided by this workforce has fallen by 1% (3,269 vs. 3,310). Virginia's renewing RTs are more likely to respond to this survey (93% vs. 84%).

Virginia's RT workforce is more likely to be female (72% vs. 70%), a trend that also holds true among those RTs who are under the age of 40 (78% vs. 75%). The diversity index of Virginia's RT workforce has increased as well (46% vs. 41%). This has also occurred among those RTs who are under the age of 40 (49% vs. 48%). This increase in the diversity of Virginia's RT workforce has come during a time in which the state's overall population has also become more diverse (60% vs. 55%). There has been no change in either the percentage of RTs who grew up in a rural area (44%) or the percentage of RTs who work in a non-metro area of the state (13%).

Virginia's RTs are relatively more likely to earn a baccalaureate degree (20% vs. 15%) instead of an associate degree (75% vs. 80%) as their highest professional degree. Virginia RTs are more likely to carry education debt (38% vs. 34%), but the median debt amount among those RTs with education debt has remained constant (\$20k-\$30k). Likewise, there has been no change in the median annual income of Virginia's RTs (\$50k-\$60k). However, RTs are slightly more likely to receive at least one employer-sponsored benefit (87% vs. 86%), including those RTs who have access to health insurance (72% vs. 69%).

Virginia's RTs are slightly less likely to be employed in the profession (93% vs. 94%) or hold one full-time job (68% vs. 70%). At the same time, the annual rates of underemployment (3% vs. 4%) and involuntary unemployment (1% vs. 2%) for Virginia's RN workforce have both fallen. RTs are more likely to work in the non-profit sector (54% vs. 51%) instead of the for-profit sector (36% vs. 40%). Virginia's RTs are less likely to indicate that they are satisfied with their current work situation (93% vs. 95%), including those RTs who indicated that they are "very satisfied" (60% vs. 67%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	3,657	80%
New Licensees	346	8%
Non-Renewals	565	12%
All Licensees	4,568	100%

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 74% of all RTs who held a license at some point in 2021.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2021 on the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2021.
- 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 2021.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	197	192	49%
30 to 34	163	338	68%
35 to 39	162	425	72%
40 to 44	127	444	78%
45 to 49	118	450	79%
50 to 54	99	496	83%
55 to 59	88	464	84%
60 and Over	226	579	72%
Total	1,180	3,388	74%
New Licenses			
Issued in 2021	346	0	0%
Metro Status			
Non-Metro	114	472	81%
Metro	496	2,218	82%
Not in Virginia	570	698	55%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,388
Response Rate, All Licensees	74%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs

Number: 4,568
 New: 8%
 Not Renewed: 12%

Survey Response Rates

All Licensees: 74%
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2021 RT Workforce: 3,759
 FTEs: 3,269

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.40
 Workers per FTE: 1.15

Source: Va. Healthcare Workforce Data Center

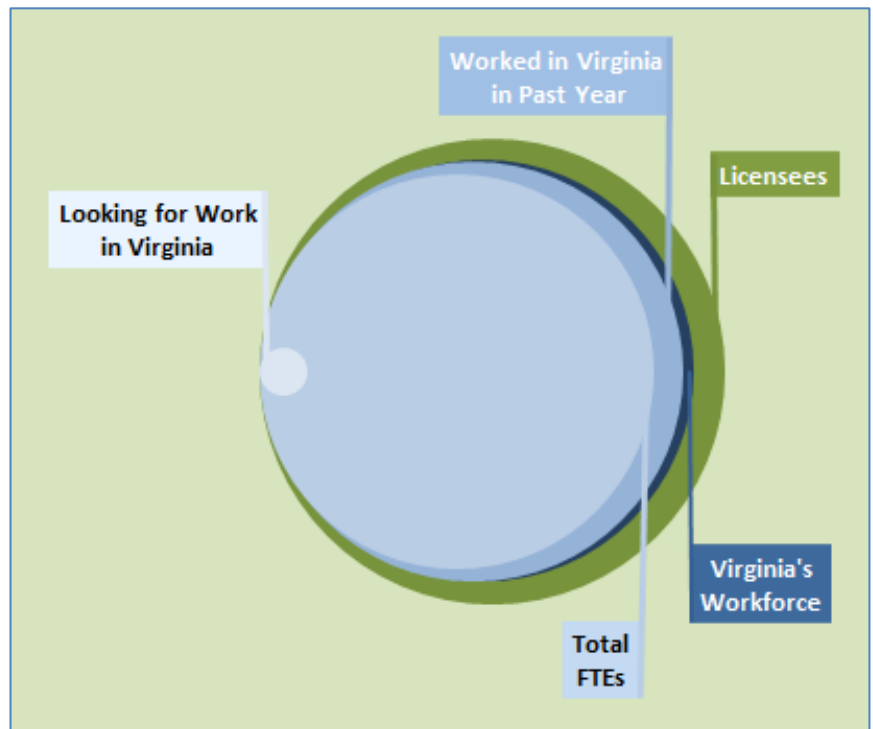
Definitions

- 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	3,709	99%
Looking for Work in Virginia	50	1%
Virginia's Workforce	3,759	100%
Total FTEs	3,269	
Licensees	4,568	

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 the 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	55	16%	283	84%	338	10%
30 to 34	94	25%	289	75%	383	12%
35 to 39	103	24%	335	76%	439	13%
40 to 44	113	27%	311	73%	423	13%
45 to 49	119	30%	280	70%	399	12%
50 to 54	126	29%	305	71%	431	13%
55 to 59	119	32%	254	68%	373	11%
60 and Over	196	36%	342	64%	538	16%
Total	926	28%	2,399	72%	3,325	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	59%	2,410	71%	812	69%
Black	18%	582	17%	181	15%
Asian	7%	166	5%	79	7%
Other Race	1%	37	1%	11	1%
Two or More Races	5%	70	2%	35	3%
Hispanic	11%	114	3%	55	5%
Total	100%	3,379	100%	1,173	100%

*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, 2020.

Source: Va. Healthcare Workforce Data Center

More than one-third of RTs are under the age of 40, and 78% 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: 78%

Age

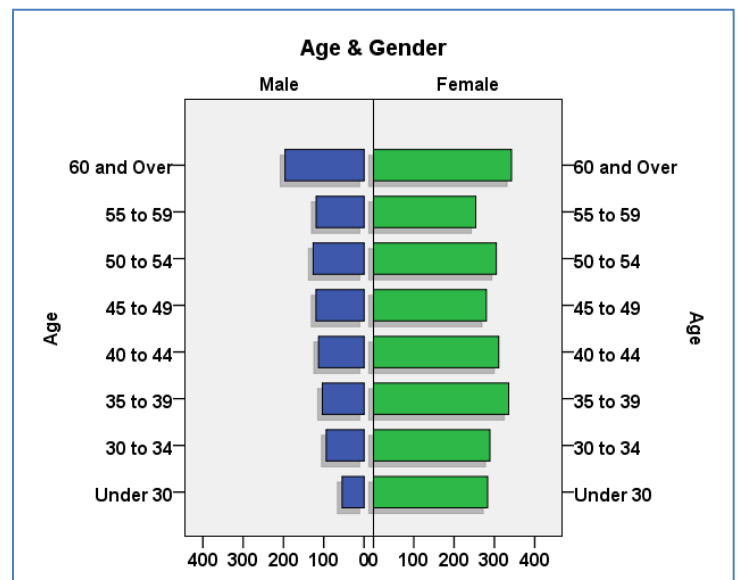
Median Age: 46
% Under 40: 35%
% 55 and Over: 27%

Diversity

Diversity Index: 46%
Under 40 Div. Index: 49%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 46% 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 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
 Rural Childhood: 44%

Virginia Background

HS in Virginia: 53%
 Prof. Education in VA: 61%
 HS/Prof. Edu. in VA: 66%

Location Choice

% Rural to Non-Metro: 24%
 % Urban/Suburban to Non-Metro: 5%

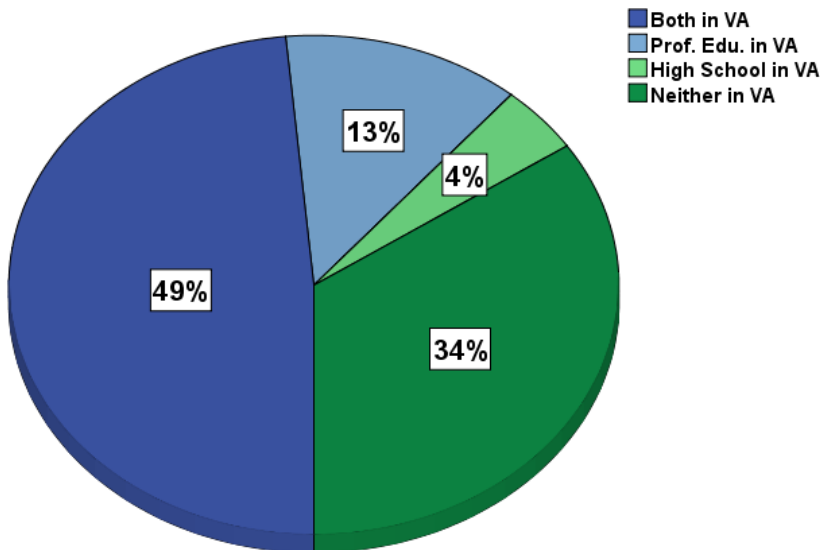
Source: Va. Healthcare Workforce Data Center

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+	27%	51%	22%
2	Metro, 250,000 to 1 Million	60%	31%	9%
3	Metro, 250,000 or Less	60%	30%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	74%	14%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	68%	27%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	4%	4%
8	Rural, Metro Adjacent	85%	15%	0%
9	Rural, Non-Adjacent	73%	27%	0%
Overall		44%	40%	16%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than 40% of RTs grew up in a rural area, and 24% of these professionals currently work in a non-metro county. In total, 13% of all RTs currently work in a non-metro county.

Top Ten States for Respiratory Therapist Recruitment

Rank	All Respiratory Therapist			
	High School	#	Professional School	#
1	Virginia	1,785	Virginia	2,039
2	Outside U.S./Canada	213	Maryland	185
3	Maryland	148	California	132
4	Pennsylvania	142	North Carolina	104
5	New York	135	Pennsylvania	97
6	West Virginia	107	Texas	74
7	North Carolina	107	West Virginia	61
8	California	69	New York	60
9	Ohio	64	Florida	58
10	Florida	58	Ohio	50

Source: Va. Healthcare Workforce Data Center

More than half of all licensed RTs received their high school degree in Virginia, and 61% received their initial professional degree in the state.

Among those RTs who have obtained their license in the past five years, 42% received their high school degree in Virginia, while 50% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	299	Virginia	353
2	Outside U.S./Canada	61	Maryland	62
3	Maryland	51	North Carolina	34
4	North Carolina	33	California	30
5	California	29	Pennsylvania	22
6	Pennsylvania	26	Texas	17
7	West Virginia	23	Florida	16
8	Florida	15	Utah	16
9	Michigan	13	Tennessee	13
10	Ohio	13	Georgia	11

Source: Va. Healthcare Workforce Data Center

Nearly 20% of all licensed RTs did not participate in Virginia's workforce in 2021. More than 90% of these RTs worked at some point in the past year, including 86% who are currently employed as RTs.

At a Glance:

Not in VA Workforce

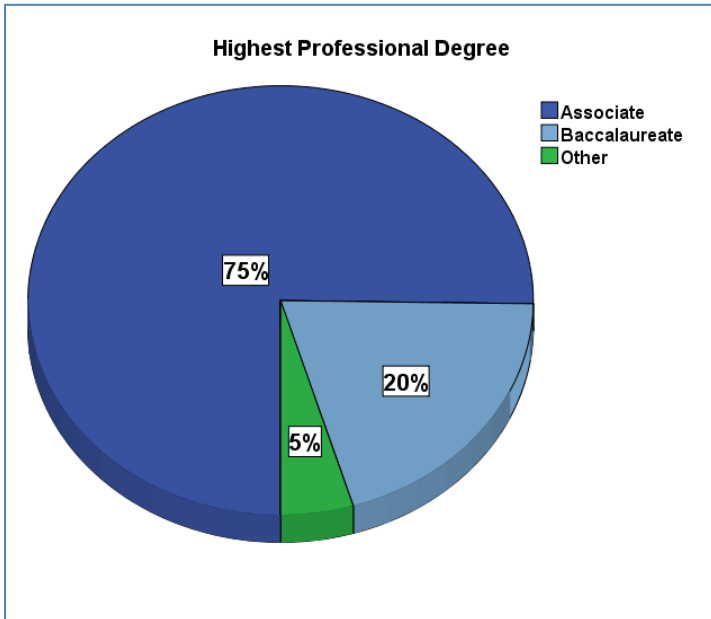
Total:	810
% of Licenses:	18%
Federal/Military:	5%
VA Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate	2,472	75%
Baccalaureate	661	20%
Post-Graduate Certificate	76	2%
Master's	70	2%
Doctoral	7	0%
Total	3,286	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 40% of all RTs carry education debt, including 54% of those RTs who are under the age of 40. For those RTs with education debt, the median debt amount is between \$20,000 and \$30,000.

At a Glance:

Education
 Associate: 75%
 Baccalaureate: 20%

Education Debt
 Carry Debt: 38%
 Under Age 40 w/ Debt: 54%
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Three out of every four RTs hold an associate degree as their highest professional degree.

Education Debt				
Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	1,831	62%	479	46%
Less than \$10,000	229	8%	103	10%
\$10,000-\$19,999	236	8%	112	11%
\$20,000-\$29,999	172	6%	91	9%
\$30,000-\$39,999	124	4%	65	6%
\$40,000-\$49,999	95	3%	52	5%
\$50,000-\$59,999	60	2%	34	3%
\$60,000-\$69,999	53	2%	26	3%
\$70,000-\$79,999	43	1%	26	3%
\$80,000-\$89,999	36	1%	19	2%
\$90,000-\$99,999	12	0%	7	1%
\$100,000 or More	68	2%	26	3%
Total	2,959	100%	1,039	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Critical Care:	56%
Neonatal-Pediatrics:	25%
Long-Term Care:	20%

Top Certifications

Registered RT:	72%
Certified RT:	51%
Neonatal/Pediatric:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Respiratory Therapist (RRT)	2,696	72%
Certified Respiratory Therapist (CRT)	1,909	51%
Neonatal/Pediatric Specialty (NPS)	359	10%
Adult Critical Care Specialty (ACCS)	292	8%
Certified Pulmonary Function Technologist (CPFT)	145	4%
Registered Polysomnographic Technologist (RPSGT)	85	2%
Registered Pulmonary Function Technologist (RPFT)	83	2%
Certified Asthma Educator (AE-C)	48	1%
Sleep Disorders Specialty (SDS)	20	1%
Other	65	2%
At Least One Certification	3,328	89%

Source: Va. Healthcare Workforce Data Center

Self-Designated Specialties

Specialty	#	% of Workforce
Critical Care	2,093	56%
Neonatal-Pediatrics	955	25%
Long-Term Care	760	20%
Home Care	590	16%
Education	457	12%
Pulmonary Diagnostics	442	12%
Pulmonary Rehab	388	10%
Polysomnography/Sleep Disorders	228	6%
Surface & Air Transport	155	4%
ECMO/ECLS	139	4%
Case Management	104	3%
Other	138	4%
At Least One Specialty	2,824	75%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all RTs have at least one certification, including 72% who are certified as a Registered Respiratory Therapist. Three out of every four RTs have at least one specialization, including 56% who specialize in critical care.

At a Glance:

Employment

Employed in Profession: 93%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 68%
 2 or More Positions: 16%

Weekly Hours:

40 to 49: 34%
 60 or More: 5%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	6	< 1%
Employed in an RT-Related Capacity	3,129	93%
Employed, NOT in an RT-Related Capacity	144	4%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	11	< 1%
Voluntarily Unemployed	66	2%
Retired	24	1%
Total	3,380	100%

Source: Va. Healthcare Workforce Data Center

Among all RTs, 93% are currently employed in the profession, 68% have one full-time job, and 34% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	101	3%
One Part-Time Position	447	13%
Two Part-Time Positions	77	2%
One Full-Time Position	2,257	68%
One Full-Time Position & One Part-Time Position	399	12%
Two Full-Time Positions	8	0%
More than Two Positions	44	1%
Total	3,333	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	101	3%
1 to 9 Hours	35	1%
10 to 19 Hours	73	2%
20 to 29 Hours	274	8%
30 to 39 Hours	1,321	40%
40 to 49 Hours	1,123	34%
50 to 59 Hours	185	6%
60 to 69 Hours	80	2%
70 to 79 Hours	34	1%
80 or More Hours	65	2%
Total	3,291	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	21	1%
Less than \$30,000	121	5%
\$30,000-\$39,999	161	6%
\$40,000-\$49,999	430	17%
\$50,000-\$59,999	554	22%
\$60,000-\$69,999	494	20%
\$70,000-\$79,999	320	13%
\$80,000-\$89,999	178	7%
\$90,000-\$99,999	89	4%
\$100,000-\$109,999	66	3%
\$110,000-\$119,999	34	1%
\$120,000 or More	60	2%
Total	2,530	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 72%
Retirement: 70%

Satisfaction
Satisfied: 93%
Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,000	60%
Somewhat Satisfied	1,094	33%
Somewhat Dissatisfied	165	5%
Very Dissatisfied	57	2%
Total	3,317	100%

Source: Va. Healthcare Workforce Data Center

The typical RT earns between \$50,000 and \$60,000 per year. In addition, 87% of RTs receive at least one employer-sponsored benefit, including 72% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,405	77%	76%
Dental Insurance	2,248	72%	71%
Health Insurance	2,238	72%	70%
Retirement	2,182	70%	69%
Paid Sick Leave	1,933	62%	62%
Group Life Insurance	1,638	52%	52%
Signing/Retention Bonus	286	9%	9%
At Least One Benefit	2,708	87%	85%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	52	1%
Experience Voluntary Unemployment?	166	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	101	3%
Work Two or More Positions at the Same Time?	696	19%
Switch Employers or Practices?	237	6%
Experience at Least One?	1,080	29%

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 4.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	84	3%	82	10%
Less than 6 Months	185	6%	108	13%
6 Months to 1 Year	191	6%	100	12%
1 to 2 Years	539	17%	158	20%
3 to 5 Years	671	21%	148	18%
6 to 10 Years	482	15%	88	11%
More than 10 Years	1,107	34%	122	15%
Subtotal	3,258	100%	806	100%
Did Not Have Location	65		2,899	
Item Missing	436		55	
Total	3,759		3,759	

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: 3%

Turnover & Tenure

Switched: 6%
New Location: 18%
Over 2 Years: 69%
Over 2 Yrs., 2nd Location: 44%

Employment Type

Hourly Wage: 84%
Salary/Commission: 12%

Source: Va. Healthcare Workforce Data Center

More than 70% of all RTs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	292	12%
Hourly Wage	2,006	84%
By Contract/Per Diem	92	4%
Business/Practice Income	5	0%
Unpaid	4	0%
Subtotal	2,398	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 2.7% and a high of 5.7%. The unemployment rate from December 2021 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 (2021):	26%
2 or More (Now*):	22%

Source: Va. Healthcare Workforce Data Center

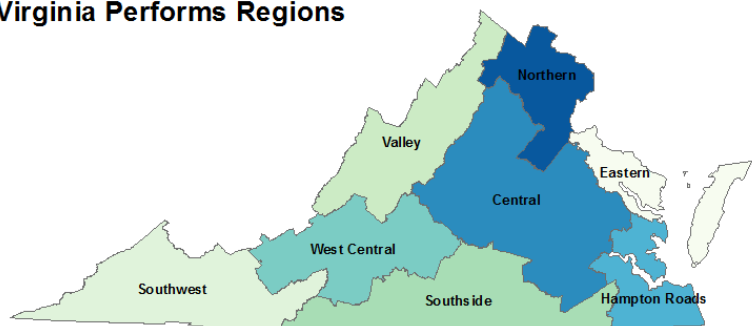
Nearly two-thirds of all RTs work in Central Virginia, Hampton Roads, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	774	24%	174	21%
Eastern	39	1%	9	1%
Hampton Roads	651	20%	136	17%
Northern	629	19%	155	19%
Southside	147	5%	35	4%
Southwest	255	8%	70	9%
Valley	204	6%	40	5%
West Central	471	14%	102	12%
Virginia Border State/D.C.	25	1%	17	2%
Other U.S. State	53	2%	80	10%
Outside of the U.S.	1	0%	0	0%
Total	3,249	100%	818	100%
Item Missing	446		43	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

More than one out of every five RTs currently have multiple work locations, while 26% have had multiple work locations in the past year.

Locations	Number of Work Locations			
	Work Locations in 2021		Work Locations Now*	
	#	%	#	%
0	50	2%	101	3%
1	2,390	73%	2,467	75%
2	557	17%	495	15%
3	253	8%	206	6%
4	16	1%	11	0%
5	10	0%	6	0%
6 or More	19	1%	9	0%
Total	3,295	100%	3,295	100%

*At the time of survey completion, January-December 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,113	36%	368	50%
Non-Profit	1,668	54%	324	44%
State/Local Government	174	6%	44	6%
Veterans Administration	55	2%	1	0%
U.S. Military	37	1%	5	1%
Other Federal Government	14	0%	1	0%
Total	3,061	100%	743	100%
Did Not Have Location	65		2,899	
Item Missing	634		116	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

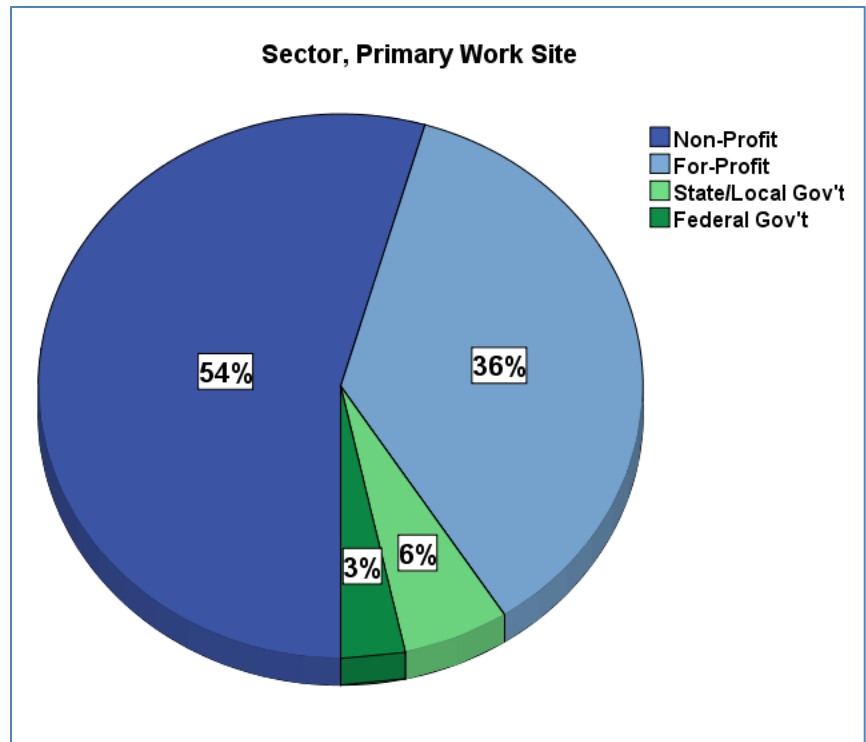
For-Profit:	36%
Federal:	3%

Top Establishments

Hospital, Inpatient:	60%
Academic Institution:	8%
Hospital, Outpatient:	6%

Source: Va. Healthcare Workforce Data Center

More than 90% of RTs work in the private sector, including 54% who work in the non-profit sector.



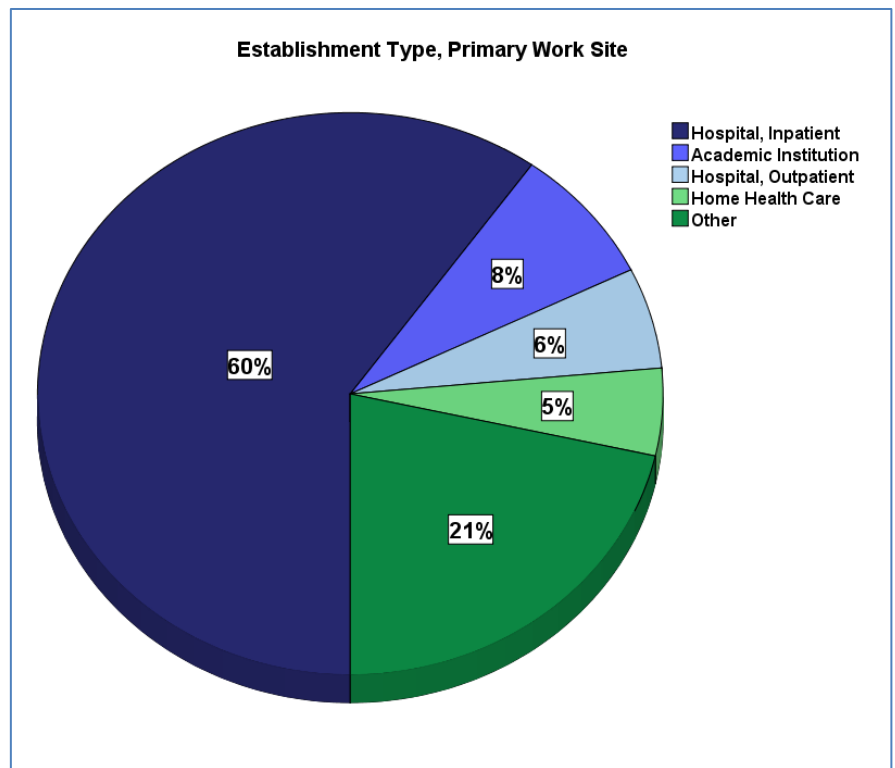
Source: Va. Healthcare Workforce Data Center

Top Ten Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient Department	1,755	60%	404	56%
Academic Institution	231	8%	46	6%
General Hospital, Outpatient Department	170	6%	23	3%
Home Health Care	147	5%	56	8%
Children's Hospital	137	5%	24	3%
Rehabilitation Facility, Residential/Inpatient	73	2%	33	5%
Health Equipment Rental Company	65	2%	19	3%
Physician Office	54	2%	11	2%
Skilled Nursing Facility	47	2%	24	3%
Sleep Center, Hospital Based	43	1%	12	2%
Other	211	7%	68	9%
Total	2,933	100%	720	100%
Did Not Have a Location	65		2,899	

Source: Va. Healthcare Workforce Data Center

Three out of every five RTs work at the inpatient department of a general hospital, while 8% work at an academic institution.

For RTs who also have a secondary work location, more than half work at the inpatient department of a general hospital, while another 8% work at a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

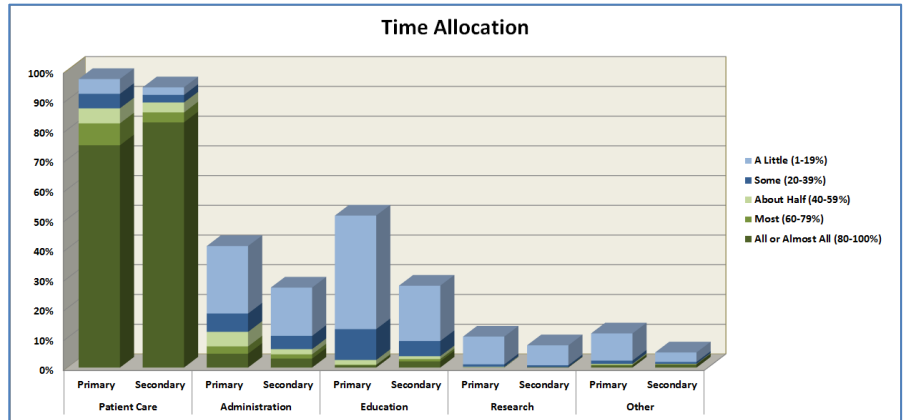
Patient Care: 82%
Administration: 7%
Education: 1%

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

RTs typically spend most of their time in patient care activities. In fact, 82% of RTs fill a patient care role, defined as spending at least 60% of their time in that activity.

Time Allocation										
Time Spent	Patient 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
All or Almost All (80-100%)	75%	82%	5%	3%	1%	2%	0%	0%	1%	1%
Most (60-79%)	7%	3%	2%	1%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	5%	2%	2%	1%	0%	0%	0%	0%
Some (20-39%)	5%	3%	6%	4%	10%	5%	1%	1%	1%	1%
A Little (1-19%)	5%	3%	23%	16%	38%	19%	9%	7%	9%	3%
None (0%)	3%	6%	59%	73%	49%	72%	90%	92%	88%	95%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	168	6%	-	-
50 to 54	127	4%	11	1%
55 to 59	289	10%	65	6%
60 to 64	894	31%	346	31%
65 to 69	1,003	35%	517	46%
70 to 74	191	7%	115	10%
75 to 79	33	1%	21	2%
80 and Over	18	1%	7	1%
I Do Not Intend to Retire	130	5%	46	4%
Total	2,851	100%	1,128	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RTs

Under 65:	52%
Under 60:	20%

RTs 50 and Over

Under 65:	37%
Under 60:	7%

Time Until Retirement

Within 2 Years:	8%
Within 10 Years:	27%
Half the Workforce:	By 2041

Source: Va. Healthcare Workforce Data Center

More than half of all RTs expect to retire by the age of 65. Among RTs who are age 50 and over, more than one-third expect to retire by the age of 65.

Within the next two years, 21% of all RTs expect to pursue additional educational opportunities, and 9% expect to increase their patient care hours.

Future Plans

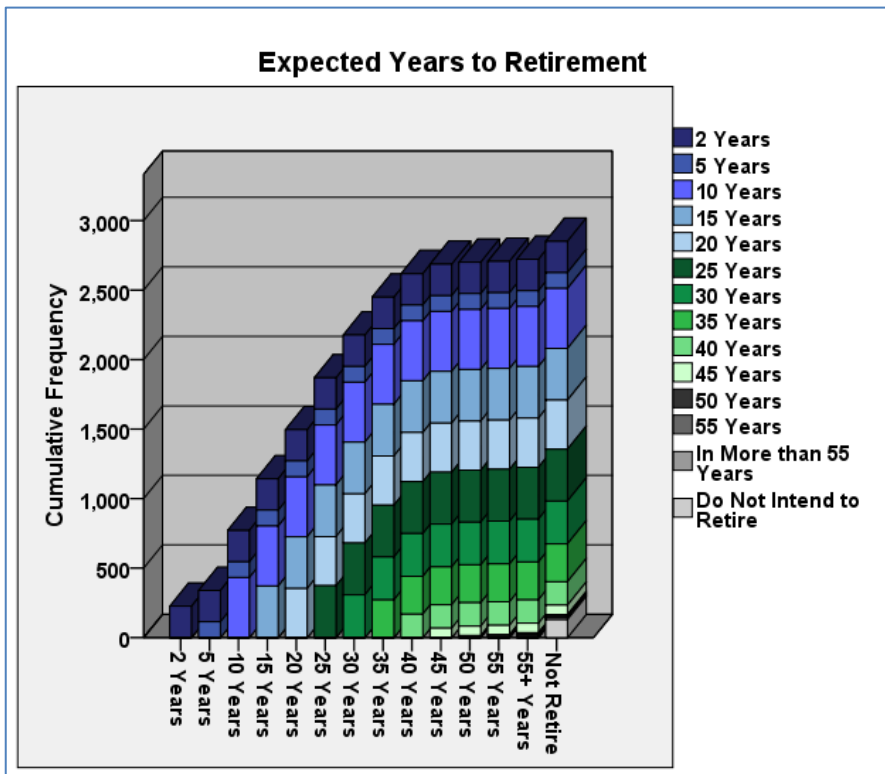
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	146	4%
Leave Virginia	168	4%
Decrease Patient Care Hours	322	9%
Decrease Teaching Hours	14	0%
Increase Participation		
Increase Patient Care Hours	356	9%
Increase Teaching Hours	233	6%
Pursue Additional Education	780	21%
Return to the Workforce	26	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. While 8% of RTs expect to retire in the next two years, 27% expect to retire within the next ten years. Half of the current workforce expect to retire by 2041.

Time to Retirement			
Expect to Retire Within . .	#	%	Cumulative %
2 Years	226	8%	8%
5 Years	114	4%	12%
10 Years	432	15%	27%
15 Years	372	13%	40%
20 Years	354	12%	53%
25 Years	373	13%	66%
30 Years	308	11%	76%
35 Years	272	10%	86%
40 Years	169	6%	92%
45 Years	68	2%	94%
50 Years	14	0%	95%
55 Years	7	0%	95%
In More than 55 Years	14	0%	96%
Do Not Intend to Retire	130	5%	100%
Total	2,851	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 2031. Retirement will peak at 15% of the current workforce around the same time before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 3,269
 FTEs/1,000 Residents²: 0.379
 Average: 0.89

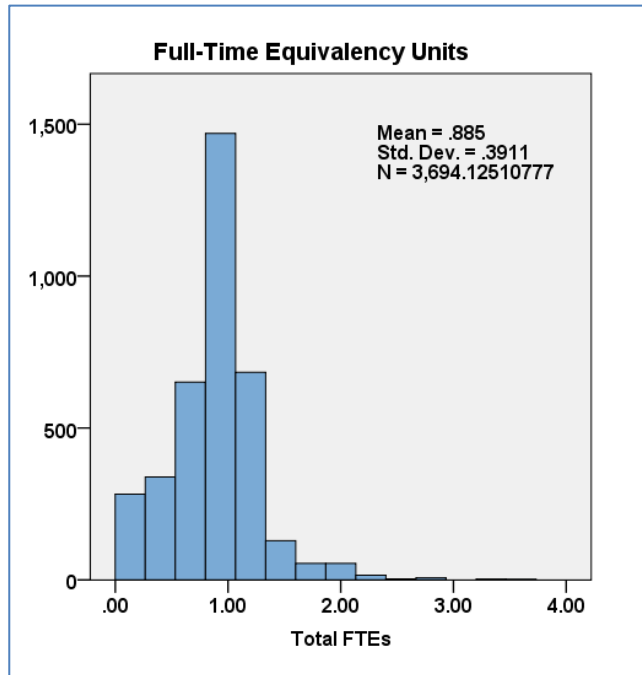
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Negligible

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

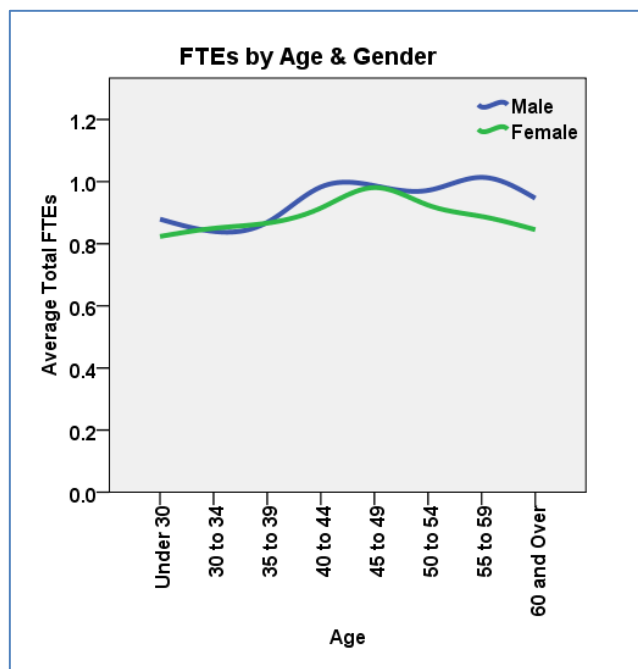


Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.94 FTEs in 2021, or about 38 hours per week for 50 weeks. Statistical tests indicate that FTEs vary by both age and gender.

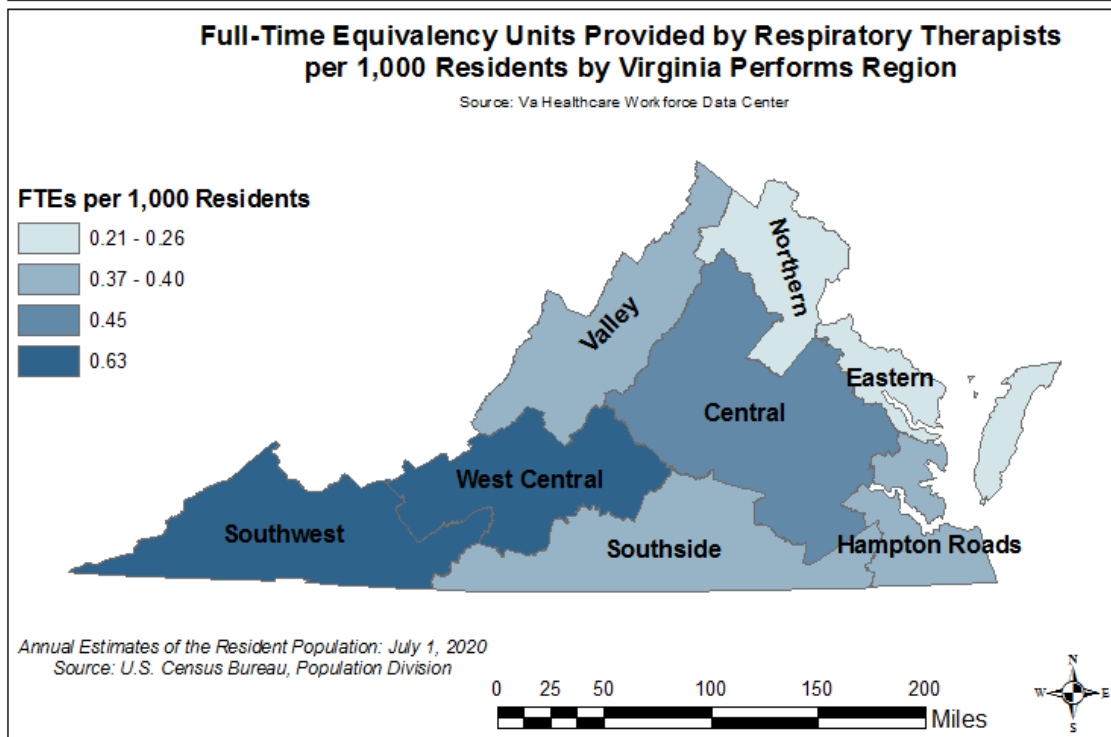
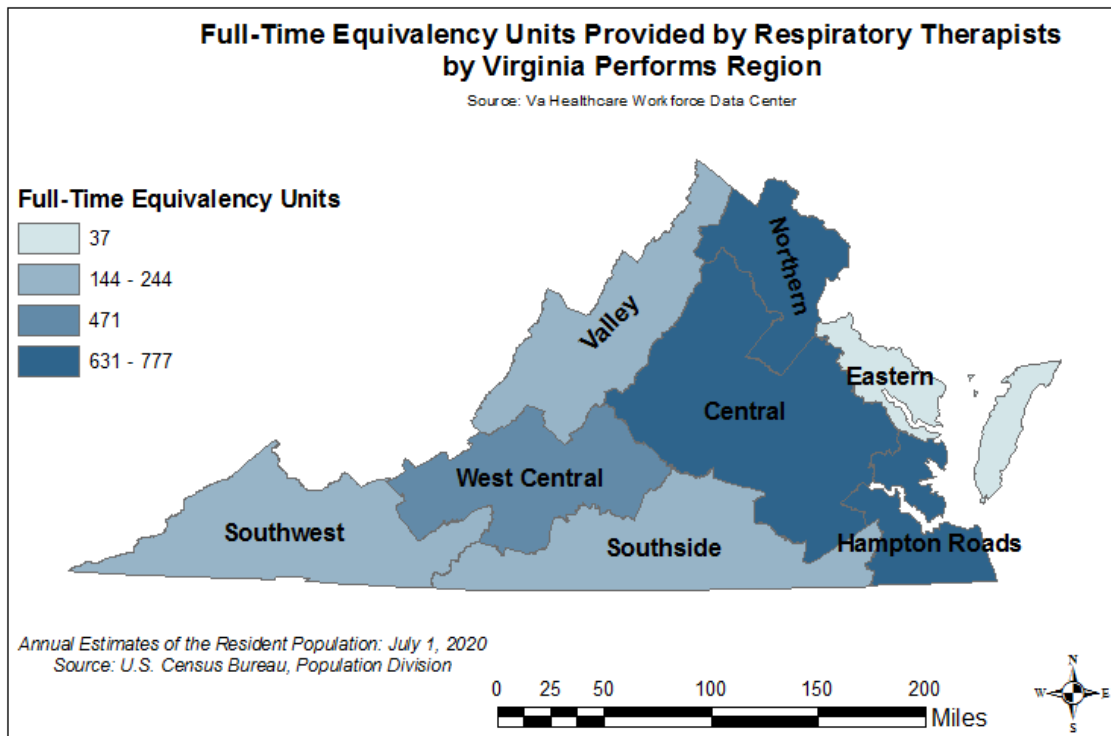
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.84	0.94
30 to 34	0.86	0.96
35 to 39	0.84	0.89
40 to 44	0.90	0.96
45 to 49	0.96	0.96
50 to 54	0.90	0.96
55 to 59	0.91	0.93
60 and Over	0.87	0.91
Gender		
Male	0.94	0.96
Female	0.89	0.96

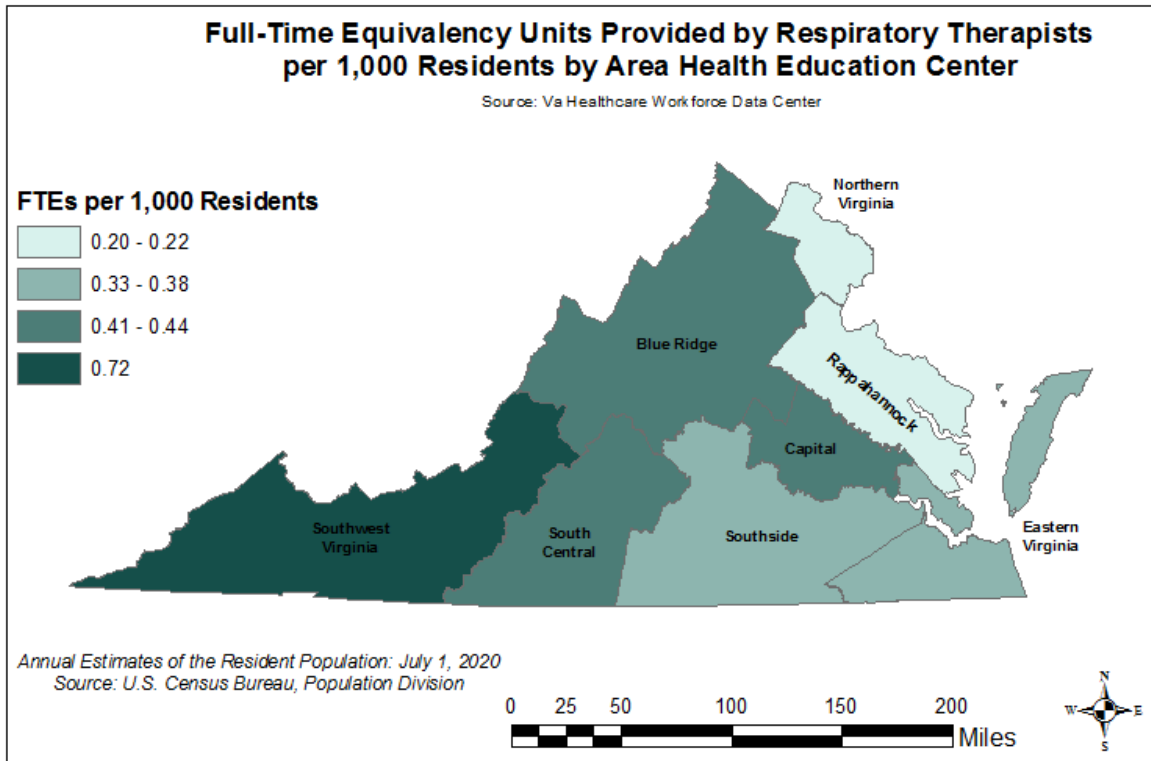
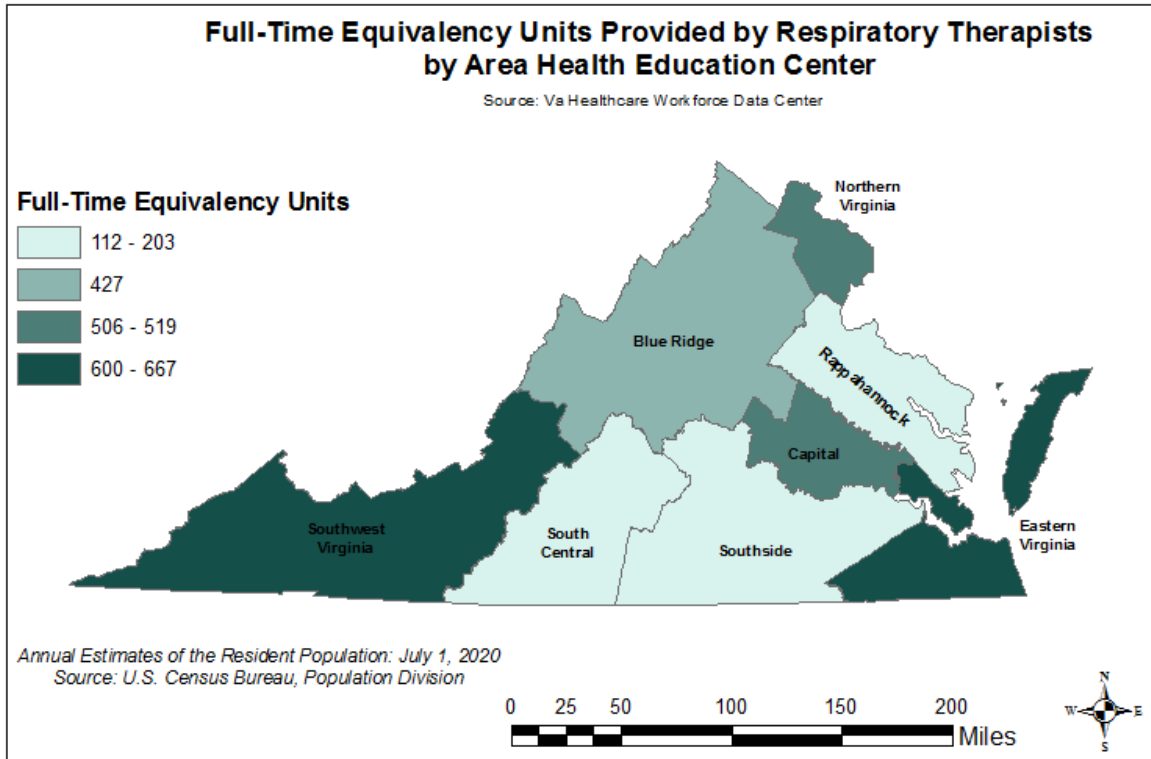
Source: Va. Healthcare Workforce Data Center

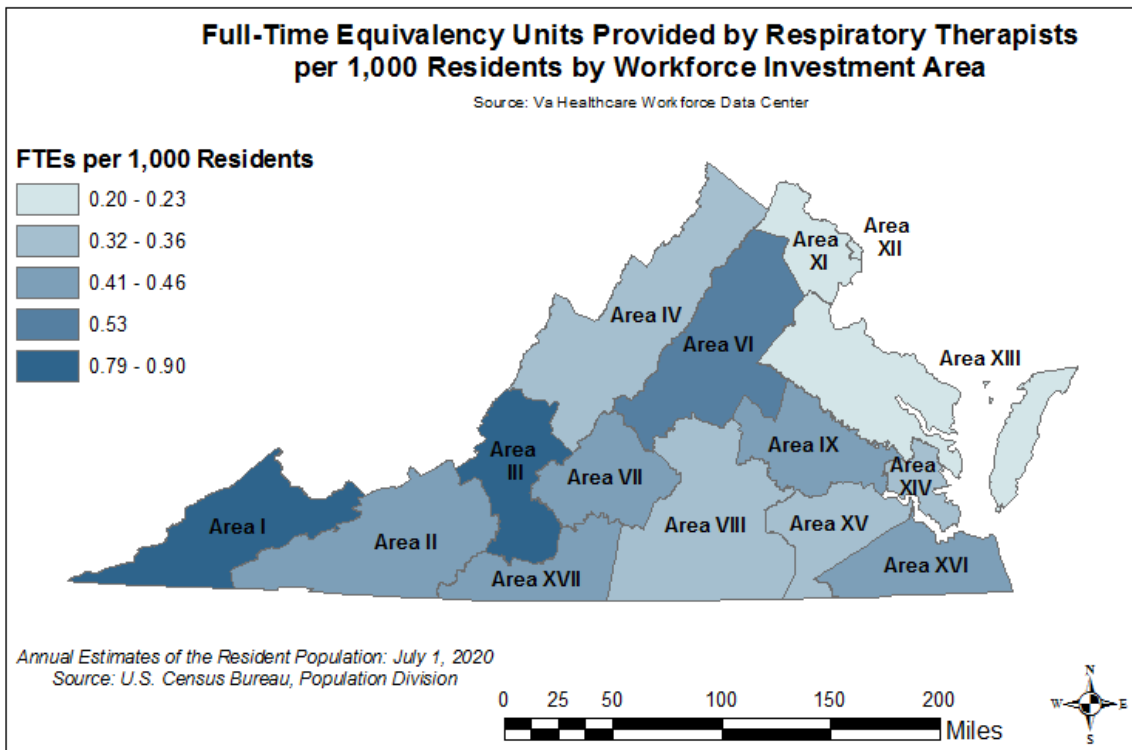
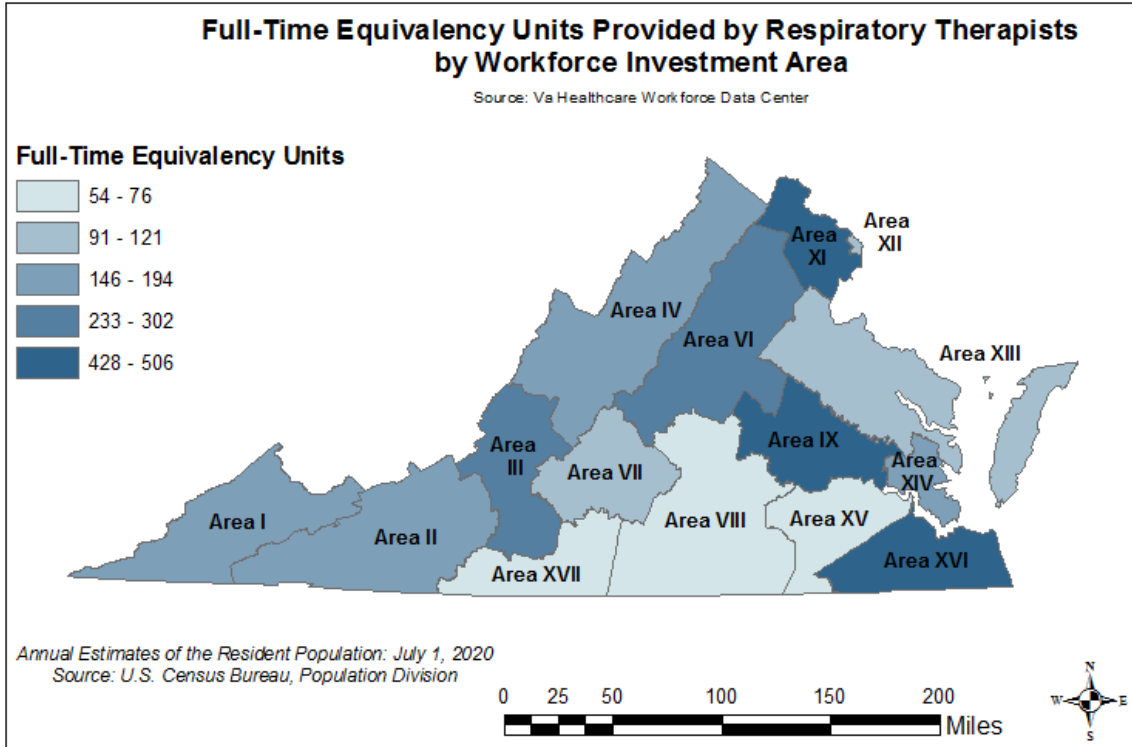


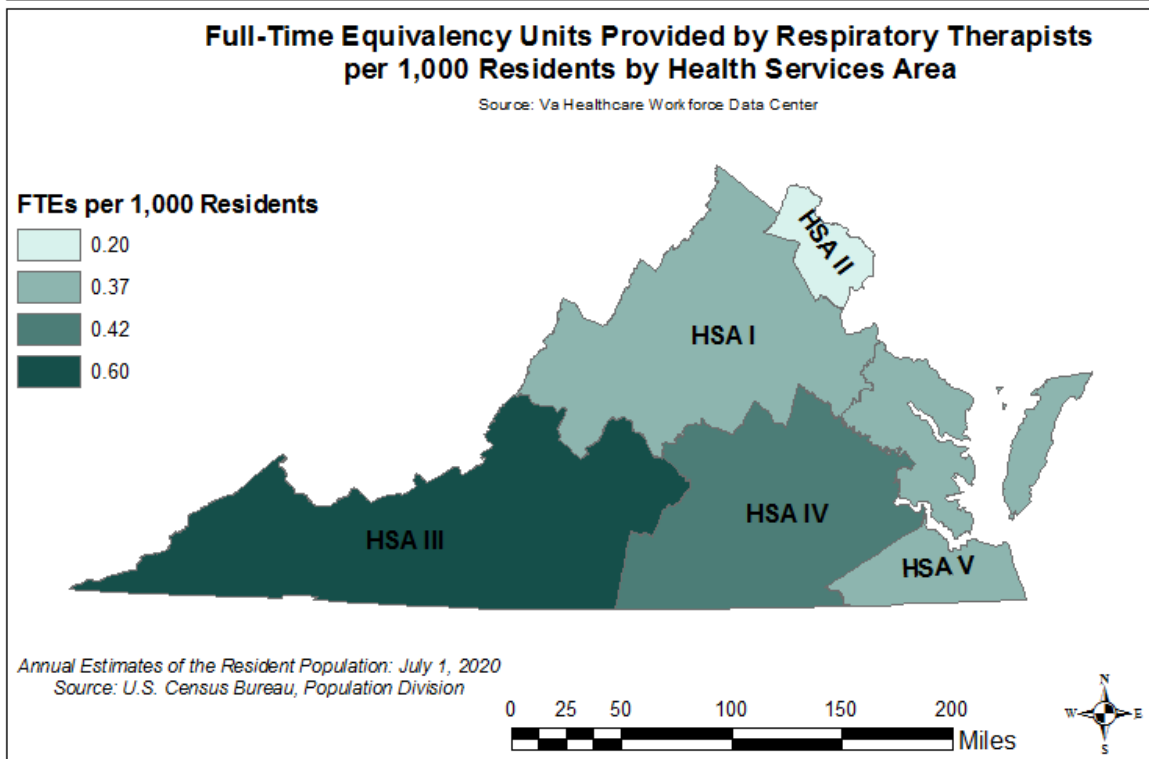
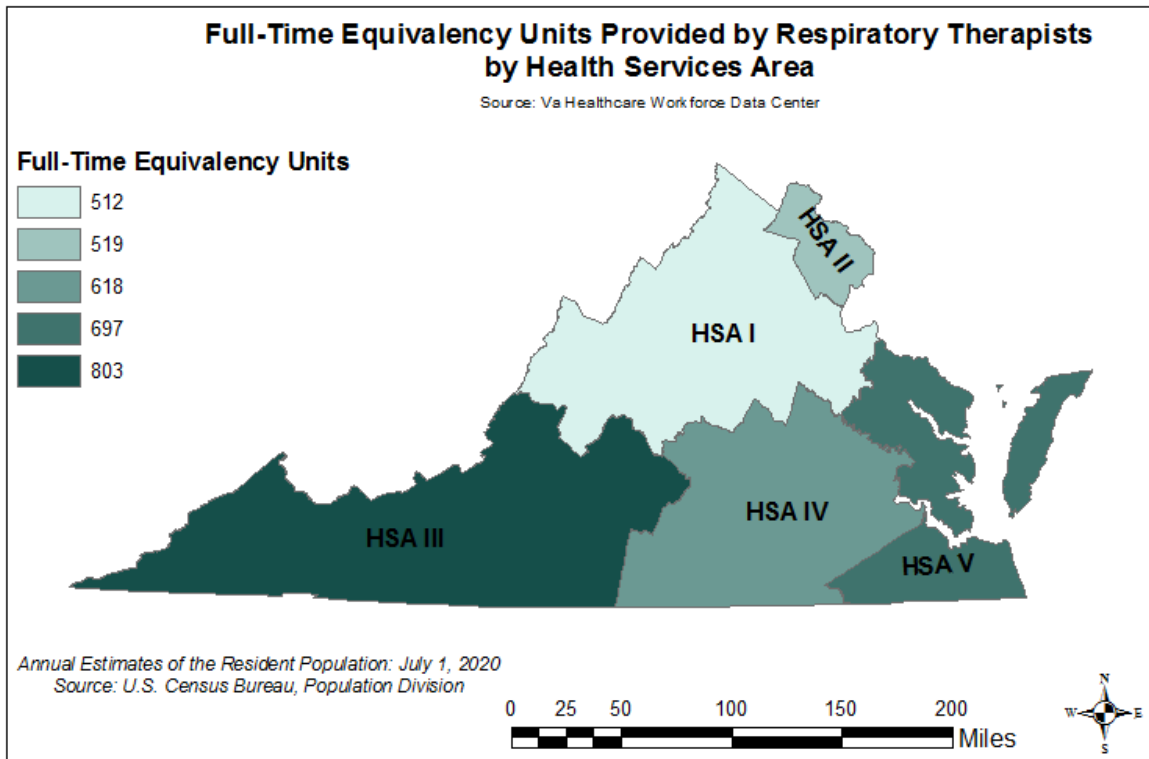
Source: Va. Healthcare Workforce Data Center

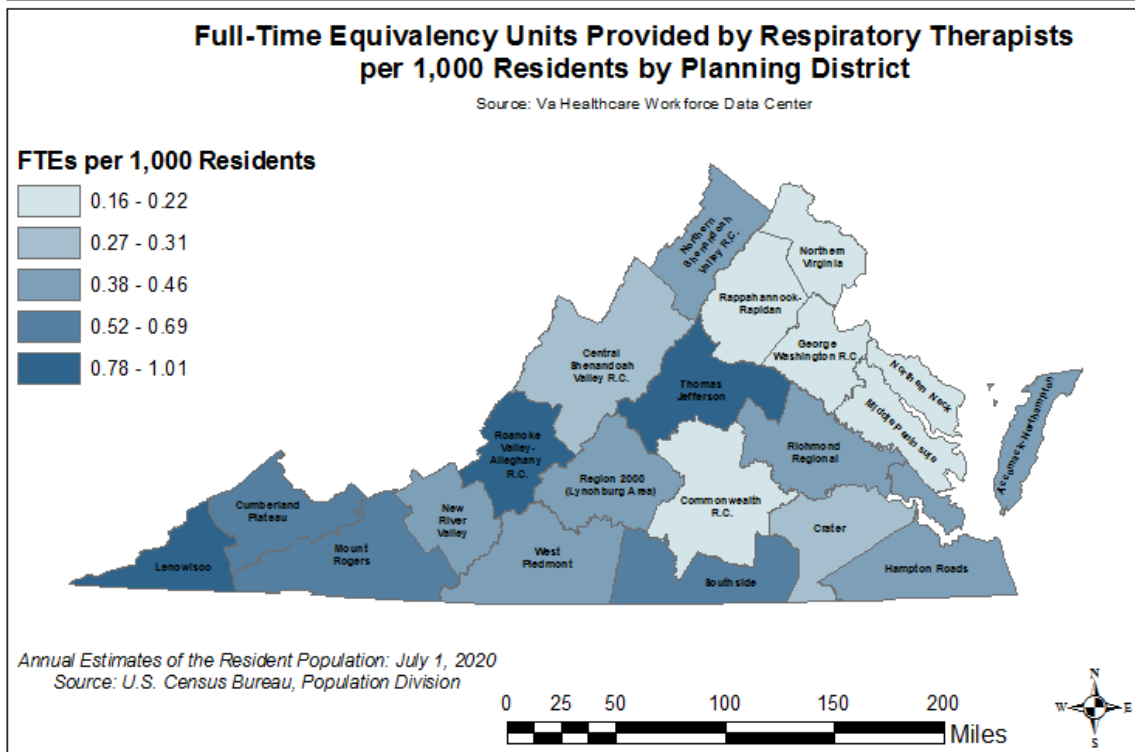
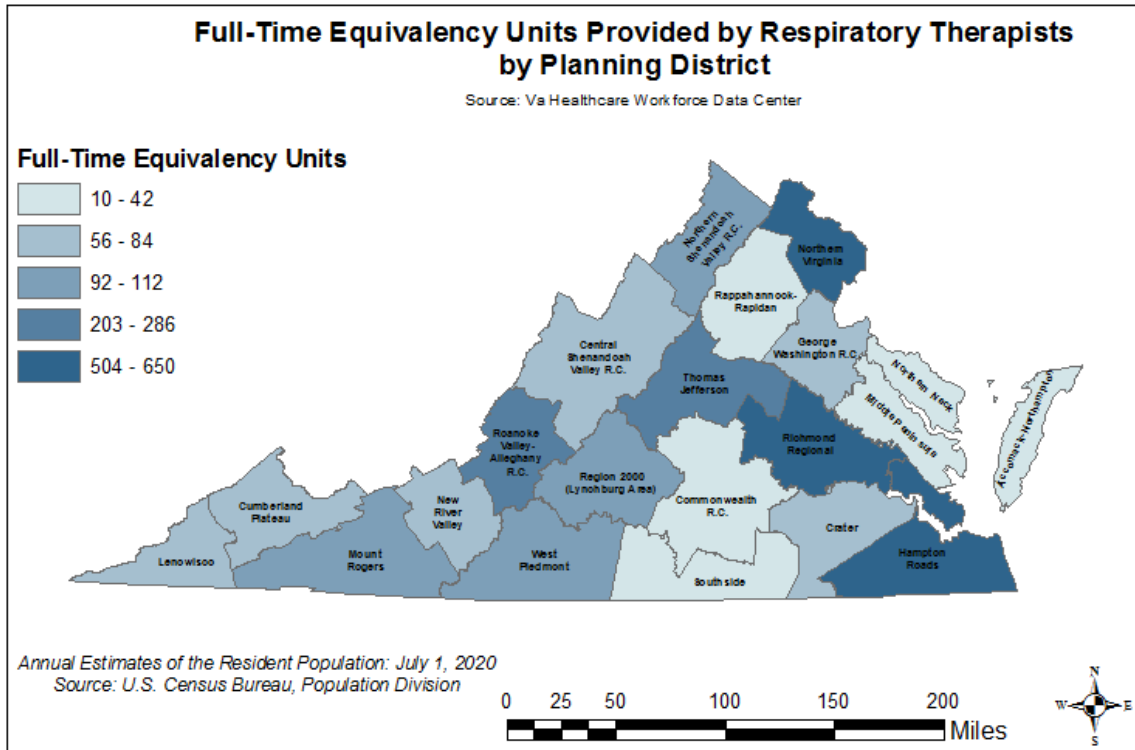
² Number of residents in 2020 was used as the denominator.











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	1,896	80.80%	1.238	1.092	1.860
Metro, 250,000 to 1 Million	484	84.92%	1.178	1.039	1.770
Metro, 250,000 or Less	334	82.34%	1.215	1.072	1.825
Urban, Pop. 20,000+, Metro Adj.	91	86.81%	1.152	1.016	1.731
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	148	80.41%	1.244	1.097	1.869
Urban, Pop. 2,500-19,999, Non-Adj.	189	83.07%	1.204	1.062	1.809
Rural, Metro Adj.	91	69.23%	1.444	1.274	2.171
Rural, Non-Adj.	67	80.60%	1.241	1.095	1.864
Virginia Border State/D.C.	721	58.95%	1.696	1.497	2.549
Other U.S. State	547	49.91%	2.004	1.768	3.011

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	389	49.36%	2.026	1.731	3.011
30 to 34	501	67.47%	1.482	1.266	2.203
35 to 39	587	72.40%	1.381	1.180	2.053
40 to 44	571	77.76%	1.286	1.099	1.911
45 to 49	568	79.23%	1.262	1.078	1.876
50 to 54	595	83.36%	1.200	1.025	1.783
55 to 59	552	84.06%	1.190	1.016	1.768
60 and Over	805	71.93%	1.390	1.188	2.066

Source: Va. Healthcare Workforce Data Center

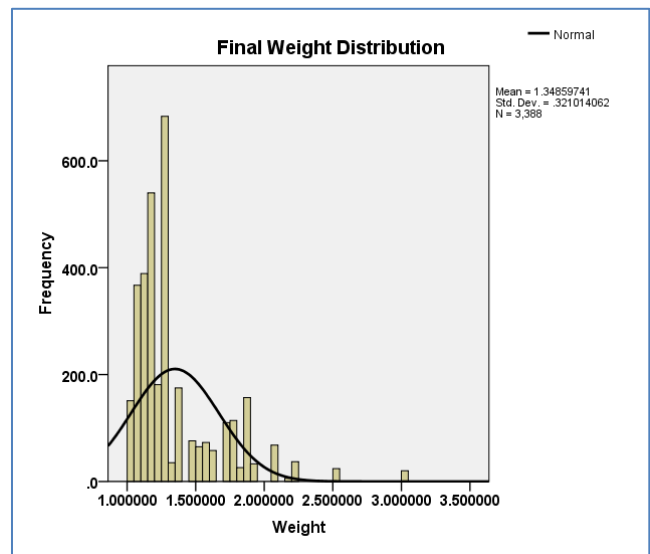
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.741681



Source: Va. Healthcare Workforce Data Center