Virginia's Respiratory Therapist Workforce: 2017

Healthcare Workforce Data Center

March 2018

3,204 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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Prof. Degree in VA:	64%

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Health Benefits:	69%
Under 40 w/ Ed debt:	55%

Current Employment
Employed in Prof.:	94%
Hold 1 Full-time Job:	67%
Satisfied?:	96%

Job Turnover
Switched Jobs in 2017:	6%
Employed over 2 yrs:	73%

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

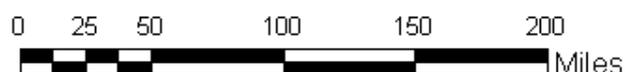*Source: Va. Healthcare Workforce Data Center*

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.21 - 0.24
- 0.41 - 0.42
- 0.45 - 0.47
- 0.63 - 0.67
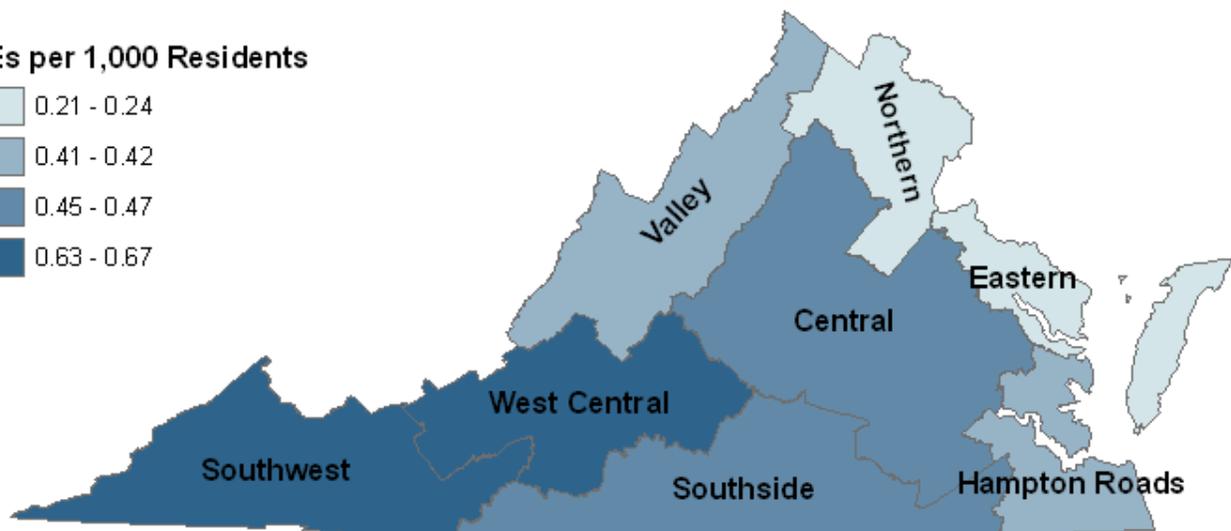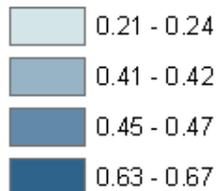
Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division

3,204 respiratory therapists (RTs) voluntarily took part in the 2017 Respiratory Therapist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every odd year on the birth month of each RT. These survey respondents represent 74% of the 4,327 respiratory therapists who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 3,675 RTs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a RT at some point in the future. In 2017, Virginia's RT workforce provided 3,321 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

71% of all RTs are female, including 76% of those RTs who are under the age of 40. The median age of Virginia's RT workforce is 46 years. In a random encounter between two RTs, there is a 43% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among RTs who are under the age of 40, this diversity index increases to 49%. Regardless, Virginia's overall RT workforce as well as the subset of professionals who are under the age of 40 are less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities.

44% of all RTs grew up in a rural area, but only 27% of these professionals currently work in non-metro areas of the state. Overall, 14% of Virginia's RTs work in rural areas of Virginia. 55% of Virginia's RTs graduated from high school in Virginia, and 64% earned their initial professional degree in the state. In total, 68% of Virginia's RTs have some educational background in the state, including 50% who received both their high school degree and initial professional degree in Virginia.

79% of all RTs hold an Associate degree as their highest professional degree, while another 16% hold a Bachelor's degree. 35% of RTs currently carry educational debt, including 55% of those under the age of 40. The median debt burden for those RTs with educational debt is between $20,000 and $30,000.

94% of RTs are currently employed in the profession. 67% of Virginia's RT workforce currently holds one full-time job, and 33% work between 40 and 49 hours per week. Only 1% of Virginia's RTs were involuntarily unemployed at some point in the past year, while 3% were underemployed. At the same time, just 6% of RTs switched jobs in 2017, while 73% of Virginia's RT workforce has been at the same primary work location for at least two years.

The typical RT earned between $50,000 and $60,000 in 2017. In addition, 83% of RTs who are compensated with either an hourly wage or salary at their primary work location received at least one employer-sponsored benefit, including 69% who received health insurance. 96% of all RTs are satisfied with their current employment situation, including 64% who indicate they are "very satisfied".

24% of RTs work in Central Virginia, the most of any region in the state. Another 21% of RTs work in Hampton Roads, while 18% of RTs are employed in Northern Virginia. Meanwhile, 51% of all RTs work in the non-profit sector, and another 40% work in the for-profit sector. 60% of Virginia's RTs are employed at inpatient departments of general hospitals. At the same time, another 8% of Virginia's RT workforce is employed at academic institutions.

 A typical RT spends nearly all of her time treating patients, although they also spend a small amount of time providing education to other professionals. In addition, 82% of RTs serve a client care role, meaning that at least 60% of their time is spent in client care activities. Another 8% of RTs also serve an administrative role, while just 1% serve an education role.

44% of all RTs expect to retire by the age of 65. Although just 6% of the current workforce expect to retire in the next two years, half of all RTs expect to retire by 2037. Over the next two years, 4% of Virginia's RT workforce plan on leaving the state to practice elsewhere, and 4% plan on leaving the profession entirely. At the same time, 26% of RTs plan on pursing additional educational opportunities, and 10% expect to increase patient care activities.

Summary of Trends

Over the past two years, Virginia experienced a small increase in the size of the number of licensed RTs in the state. In 2015, there were 4,291 licensed RTs in Virginia, but the number of licensees increased by 36 to 4,327 RTs in 2017. At the same time, Virginia's licensed RTs were considerably more likely to respond to the HWDC Respiratory Therapist survey. Among all licensees, the response rate increased from 68% in 2015 to 74% in 2017.

While there are more licensed RTs in the state in 2017, the size of Virginia's RT workforce actually declined slightly over the past two years. In 2015, there were 3,706 RTs in the state's workforce. However, Virginia's RT workforce only consisted of 3,675 professionals in 2017. Despite this decline, the number of FTEs furnished by Virginia's RT workforce still increased from 3,310 in 2015 to 3,321 in 2017.

Since 2015, the percentage of Virginia's RT workforce that is female has increased from 70% to 71%. At the same time, the percentage of RTs who are under the age of 40 has increased from 32% to 35%. The diversity index of Virginia's RT workforce also increased during this same time period from 41% to 43%.

Although there was no change in 2017 in the percentage of RTs in the state who grew up in a rural area, these professionals were somewhat more likely to work in non-metro areas of the state. While 24% of these RTs worked in non-metro areas in 2015, 27% did so in 2017. Meanwhile, the percentage of RTs who grew up in a self-reported urban area increased from 16% in 2015 to 17% in 2017.

Virginia's RTs were slightly less likely to hold an Associate degree as their highest professional degree this year. While 80% held such a degree in 2015, only 79% did so in 2017. Instead, these professionals were more likely to pursue additional education. The percentage of RTs who hold a bachelor's degree as their highest professional degree has increased from 15% to 16% over the past two years.

94% of all RTs were employed in the profession in 2015 at the time of the survey, and this percentage remained unchanged in 2017. However, there was a slight decrease in the percentage of RTs who were involuntarily unemployed or underemployed. While 2% of RTs were involuntarily unemployed at some point in 2015, only 1% was involuntarily unemployed in 2017. In addition, the rate of underemployment fell from 4% in 2015 to 3% in 2017. On the other hand, the percentage of RTs who hold one full-time job fell over the past two years from 70% to 67%, while the percentage who have worked at their primary work location for at least two years has also declined from 75% to 73%.

There was no change in the median annual income of Virginia's RT workforce, which remained at between $50,000 and $60,000. However, the percentage of wage and salaried employees who receive at least one employer-sponsored benefit declined over the past two years from 86% to 83%. In addition, Virginia's RT workforce was slightly more likely to carry education debt. The percentage of RTs with educational debt has increased from 34% in 2015 to 35% in 2017, but the median debt burden among these professionals remains unchanged at between $20,000 and $30,000.

There have also been changes with respect to the retirement expectations of Virginia's RT workforce. In 2015, 46% of all RTs expected to retire by the age of 65, but this percentage fell to 44% in 2017. Even among those RTs who are already age 50 or over, the percentage who expects to retire by the age of 65 has fallen from 36% in 2015 to 35% in 2017. In addition, the percentage of Virginia's RT workforce that expect to retire within the next ten years has fallen from 26% in 2015 to 24% in 2017.

Although there were no changes in the percentages of Virginia's RTs who expect to decrease participation in the state's workforce over the next two years, there were some changes among those who expect to increase participation. For example, although 28% of RTs planned on pursing additional educational opportunities in 2015, only 26% had the same expectation in 2017. In addition, the percentage of RTs who expect to increase client care hours decreased from 12% in 2015 to 10% in 2017.

A Closer Look:

Licensee Counts		
License Status	**#**	**%**
Renewing Practitioners	3,537	82%
New Licensees	283	7%
Non-Renewals	507	12%
All Licensees	**4,327**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 91% of renewing RTs submitted a survey. These represent 74% of RTs who held a license at some point in 2017.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	198	232	54%
30 to 34	156	357	70%
35 to 39	153	373	71%
40 to 44	124	387	76%
45 to 49	108	456	81%
50 to 54	110	470	81%
55 to 59	105	438	81%
60 and Over	169	491	74%
Total	**1,123**	**3,204**	**74%**
New Licenses			
Issued in 2017	283	0	0%
Metro Status			
Non-Metro	110	475	81%
Metro	600	2,260	79%
Not in Virginia	413	469	53%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs
Number: 4,327
New: 7%
Not Renewed: 12%

Survey Response Rates
All Licensees: 74%
Renewing Practitioners: 91%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,204
Response Rate, all licensees	74%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted throughout 2017 on the birth month of each practitioner.
2. **Target Population:** All RTs who held a Virginia license at some point in 2017.
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 2017.

At a Glance:

Workforce
2017 RTs Workforce:	3,675
FTEs:	3,321

Utilization Ratios
Licensees in VA Workforce:	85%
Licensees per FTE:	1.30
Workers per FTE:	1.11

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 RTs Workforce
Status	#	%
Worked in Virginia in Past Year	3,644	99%
Looking for Work in Virginia	31	1%
Virginia's Workforce	3,675	100%
Total FTEs	3,321	
Licensees	4,327	
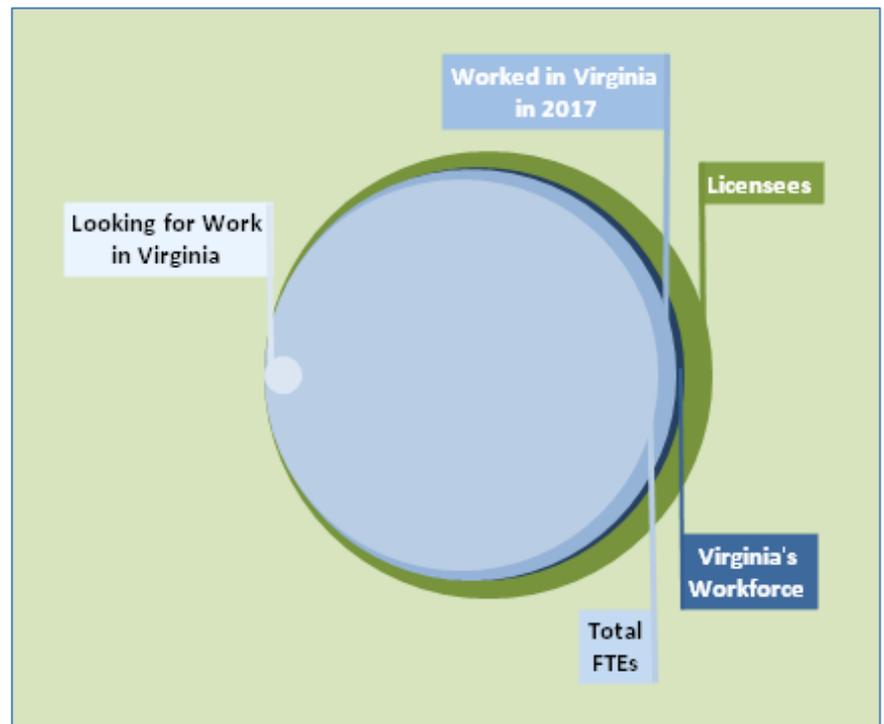
Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	81	23%	268	77%	349	10%
30 to 34	113	27%	312	74%	424	12%
35 to 39	95	23%	326	77%	421	12%
40 to 44	125	31%	279	69%	404	12%
45 to 49	129	29%	315	71%	445	13%
50 to 54	129	29%	313	71%	442	13%
55 to 59	120	28%	303	72%	423	12%
60 +	213	41%	307	59%	520	15%
Total	1,005	29%	2,423	71%	3,428	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	63%	2,551	74%	833	69%
Black	19%	538	16%	194	16%
Asian	6%	159	5%	70	6%
Other Race	< 1%	48	1%	19	2%
Two or more races	3%	69	2%	40	3%
Hispanic	9%	99	3%	48	4%
Total	100%	3,464	100%	1,204	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 1, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
% Female:	71%
% Under 40 Female:	76%

Age
Median Age:	46
% Under 40:	35%
% 55+:	28%

Diversity
Diversity Index:	43%
Under 40 Div. Index:	49%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 43% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index. For Virginia's population as a whole, the comparable number is 56%.

35% of RTs are under the age of 40, and 76% of these professionals are female. In addition, the diversity index among RTs who are under the age of 40 is 49%.

Age & Gender
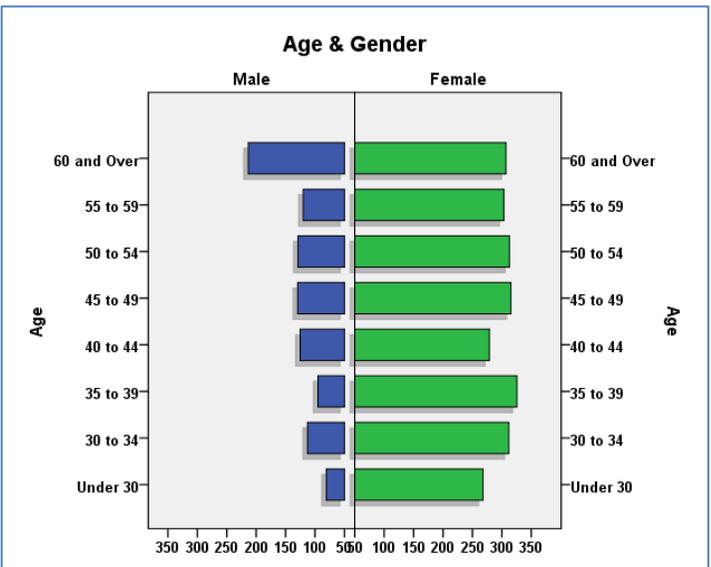
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood:	17%
Rural Childhood:	44%

Virginia Background
HS in Virginia:	55%
Prof. Education in VA:	64%
HS/Prof. Educ. in VA:	68%

Location Choice
% Rural to Non-Metro:	27%
% Urban/Suburban to Non-Metro:	5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

		Rural	Suburban	Urban
Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	**Description**	**Rural**	**Suburban**	**Urban**
Metro Counties				
1	Metro, 1 million+	27%	49%	24%
2	Metro, 250,000 to 1 million	57%	35%	9%
3	Metro, 250,000 or less	59%	32%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	69%	20%	11%
6	Urban pop, 2,500-19,999, Metro adj	71%	16%	13%
7	Urban pop, 2,500-19,999, nonadj	91%	4%	5%
8	Rural, Metro adj	86%	11%	3%
9	Rural, nonadj	94%	0%	6%
	Overall	**44%**	**39%**	**17%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

- No Background in VA — 32%
- High School in VA — 5%
- Prof. Edu. in VA — 14%
- Both in VA — 50%
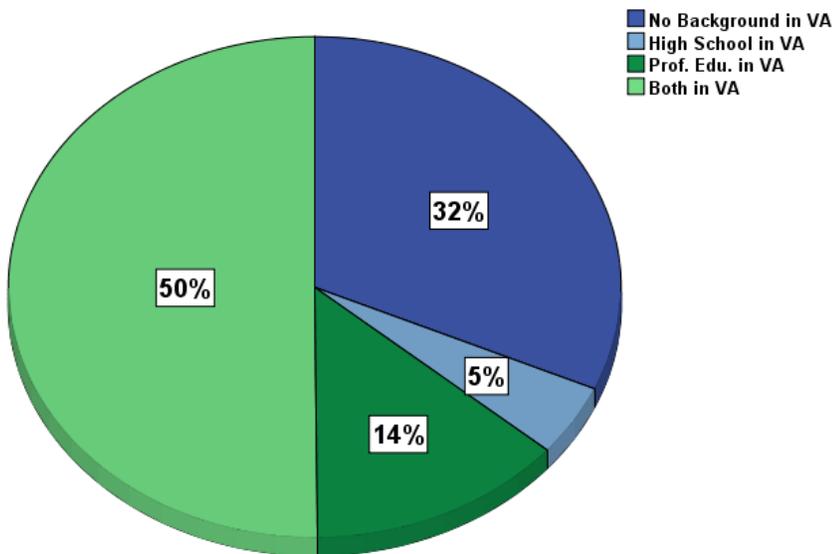
Source: Va. Healthcare Workforce Data Center

44% of RTs grew up in self-described rural areas, and 27% 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

Rank	All Professionals			
	High School	**#**	**Professional School**	**#**
1	Virginia	1,894	Virginia	2,189
2	Outside U.S./Canada	194	Maryland	175
3	Maryland	155	California	140
4	Pennsylvania	141	Pennsylvania	94
5	New York	141	North Carolina	92
6	West Virginia	116	Texas	70
7	North Carolina	101	West Virginia	65
8	Ohio	78	New York	62
9	California	68	Florida	51
10	Florida	54	Ohio	48

Source: Va. Healthcare Workforce Data Center

55% of licensed RTs received their high school degree in Virginia, and 64% received their initial professional degree in the state.

Among RTs who received their license in the past five years, 49% received their high school degree in Virginia, while 59% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	**#**	**Professional School**	**#**
1	Virginia	319	Virginia	387
2	Outside U.S./Canada	47	Maryland	53
3	Maryland	44	North Carolina	31
4	North Carolina	29	California	24
5	California	25	Pennsylvania	16
6	West Virginia	24	West Virginia	15
7	Pennsylvania	20	Texas	15
8	Ohio	19	Tennessee	11
9	New York	16	Florida	11
10	Florida	12	Kentucky	10

Source: Va. Healthcare Workforce Data Center

15% of licensed RTs did not participate in Virginia's workforce in 2017. 96% of these RTs worked at some point in the past year, including 90% are currently employed as RTs.

At a Glance:

Not in VA Workforce

Total:	651
% of Licensees:	15%
Federal/Military:	6%
Va Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	2,637	79%
Bachelor's Degree	523	16%
Post-Graduate Certificate	121	4%
Master's Degree	47	1%
Doctoral Degree	2	< 1%
Total	3,330	100%

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
Associate Degree: 79%
Bachelor's Degree: 16%

Educational Debt
Carry debt: 35%
Under age 40 w/ debt: 55%
Median debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

79% of all RTs have an Associate Degree as their highest professional degree.
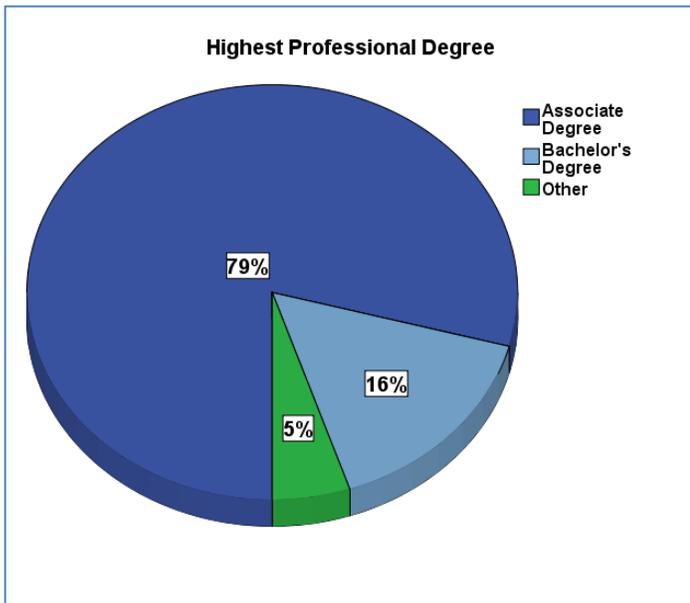
35% of RTs currently have educational debt, including 55% of those under the age of 40. For those with educational debt, the median outstanding balance on their loans is between $20,000 and $30,000.

Educational Debt				
	All RTs		RTs Under 40	
Amount Carried	#	%	#	%
None	1,967	65%	480	45%
Less than $10,000	269	9%	137	13%
$10,000-$19,999	215	7%	124	12%
$20,000-$29,999	164	5%	104	10%
$30,000-$39,999	119	4%	63	6%
$40,000-$49,999	83	3%	54	5%
$50,000-$59,999	62	2%	33	3%
$60,000-$69,999	41	1%	26	2%
$70,000-$79,999	34	1%	13	1%
$80,000-$89,999	31	1%	16	1%
$90,000-$99,999	12	< 1%	1	< 1%
$100,000 or more	46	2%	19	2%
Total	3,043	100%	1,069	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Critical Care:	53%
Neonatal-Pediatrics:	27%
Long-Term Care:	21%

Top Certifications

Registered RT:	72%
Certified RT:	50%
Neonatal/Pediatric:	8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Respiratory Therapist (RRT)	2,648	72%
Certified Respiratory Therapist (CRT)	1,843	50%
Neonatal/Pediatric Specialty (NPS)	298	8%
Certified Pulmonary Function Technologist (CPFT)	171	5%
Adult Critical Care Specialty (ACCS)	150	4%
Registered Pulmonary Function Technologist (RPFT)	84	2%
Registered Polysomnographic Technologist (RPSGT)	81	2%
Certified Asthma Educator (AE-C)	42	1%
Sleep Disorders Specialty (SDS)	11	< 1%
Other	53	1%
At Least One Certification	**3,401**	**93%**

Source: Va. Healthcare Workforce Data Center

Self-Designated Specialties		
Specialty	#	% of Workforce
Critical Care	1,936	53%
Neonatal-Pediatrics	980	27%
Long-Term Care	786	21%
Home Care	636	17%
Education	487	13%
Pulmonary Diagnostics	435	12%
Pulmonary Rehab	387	11%
Polysomnography/Sleep Disorders	230	6%
Surface & Air Transport	168	5%
ECMO/ECLS	116	3%
Case Management	85	2%
Other	152	4%
At Least One Specialty	**2,759**	**75%**

Source: Va. Healthcare Workforce Data Center

93% of all RTs have at least one certification, while 75% have at least one self-designated specialty as well. Registered Respiratory Therapists is the most common certification, while Critical Care is the most common self-designated specialty.

At a Glance:

Employment

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

Positions Held

1 Full-time:	67%
2 or More Positions:	16%

Weekly Hours:

40 to 49:	33%
60 or more:	5%
Less than 30:	11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an RT-related capacity	3,268	94%
Employed, NOT in an RT-related capacity	119	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	10	< 1%
Voluntarily unemployed	59	2%
Retired	9	< 1%
Total	**3,465**	**100%**

Source: Va. Healthcare Workforce Data Center

94% of Virginia's RTs are currently employed in the profession, and less than 1% are involuntarily unemployed at the moment. 67% of all RTs have one full-time job, and 33% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	78	2%
One Part-Time Position	491	14%
Two Part-Time Positions	81	2%
One Full-Time Position	2,295	67%
One Full-Time Position & One Part-Time Position	397	12%
Two Full-Time Positions	13	< 1%
More than Two Positions	59	2%
Total	**3,414**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	78	2%
1 to 9 hours	38	1%
10 to 19 hours	93	3%
20 to 29 hours	254	8%
30 to 39 hours	1,435	43%
40 to 49 hours	1,127	33%
50 to 59 hours	174	5%
60 to 69 hours	61	2%
70 to 79 hours	57	2%
80 or more hours	49	1%
Total	**3,366**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	**#**	**%**
Volunteer Work Only	18	1%
Less than $30,000	184	7%
$30,000-$39,999	300	12%
$40,000-$49,999	526	21%
$50,000-$59,999	589	23%
$60,000-$69,999	461	18%
$70,000-$79,999	229	9%
$80,000-$89,999	129	5%
$90,000-$99,999	55	2%
$100,000-$109,999	38	2%
$110,000-$119,999	17	1%
$120,000 or more	25	1%
Total	**2,571**	**100%**

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	2,192	64%
Somewhat Satisfied	1,070	31%
Somewhat Dissatisfied	108	3%
Very Dissatisfied	42	1%
Total	**3,413**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings
Median Income: $50k-60k

Benefits
Health Insurance: 69%
Retirement: 67%

Satisfaction
Satisfied: 96%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

The typical RT earned between $50,000 and $60,000 in the past year. Among RTs who received either an hourly wage or salary as compensation at their primary work location, 83% also received at least one employee-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	**#**	**%**	**% of Wage/Salary Employees**
Paid Vacation	2,475	76%	76%
Health Insurance	2,256	69%	69%
Dental Insurance	2,223	68%	68%
Retirement	2,203	67%	67%
Paid Sick Leave	2,047	63%	62%
Group Life Insurance	1,721	53%	53%
Signing/Retention Bonus	148	5%	4%
At Least One Benefit	**2,741**	**84%**	**83%**

*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?	38	1%
Experience Voluntary Unemployment?	127	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	123	3%
Work two or more positions at the same time?	683	19%
Switch employers or practices?	204	6%
Experienced at least 1	**1,011**	**28%**

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's RTs were involuntary unemployed at some point in 2017. For comparison, Virginia's average monthly unemployment rate was 3.8%.[1]

Location Tenure				
Tenure	Primary		Secondary	
	#	**%**	**#**	**%**
Not Currently Working at this Location	60	2%	76	9%
Less than 6 Months	133	4%	82	10%
6 Months to 1 Year	192	6%	114	14%
1 to 2 Years	542	16%	171	21%
3 to 5 Years	631	19%	160	20%
6 to 10 Years	611	18%	109	13%
More than 10 Years	1,202	36%	102	13%
Subtotal	**3,371**	**100%**	**813**	**100%**
Did not have location	45		2,808	
Item Missing	259		54	
Total	3,675		3,675	

Source: Va. Healthcare Workforce Data Center

85% of 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: 15%
Over 2 years: 73%
Over 2 yrs, 2nd location: 46%

Employment Type
Hourly Wage: 85%
Salary/Commission: 12%

Source: Va. Healthcare Workforce Data Center

73% of RTs 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	**#**	**%**
Hourly Wage	2,175	85%
Salary/Commission	318	12%
By Contract/Per Diem	55	2%
Unpaid	6	< 1%
Business/Practice Income	4	< 1%
Subtotal	**2,557**	**100%**

Source: Va. Healthcare Workforce Data Center

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[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.2% in January to 3.4% in December. At the time of publication, results from December were still preliminary.

At a Glance:

Concentration

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

Locations

2 or more (2017):	25%
2 or more (Now*):	22%

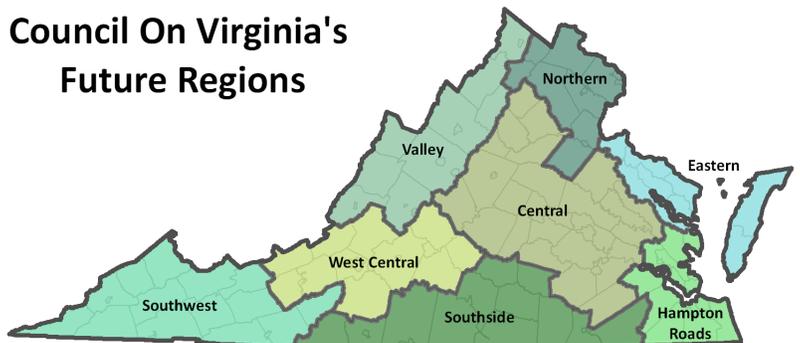*Source: Va. Healthcare Workforce Data Center*

24% of RTs work in Central Virginia, the most of any region in the state. In addition, another 21% of RTs work in Hampton Roads, and 18% work in Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	**Primary Location**		**Secondary Location**	
	#	%	#	%
Central	791	24%	159	19%
Eastern	30	1%	11	1%
Hampton Roads	717	21%	181	22%
Northern	604	18%	146	18%
Southside	172	5%	35	4%
Southwest	285	8%	77	9%
Valley	218	6%	45	5%
West Central	469	14%	94	11%
Virginia Border State/DC	25	1%	23	3%
Other US State	43	1%	60	7%
Outside of the US	1	< 1%	3	< 1%
Total	3,355	100%	834	100%
Item Missing	274		33	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions

Number of Work Locations				
Locations	**Work Locations in 2017**		**Work Locations Now***	
	#	%	#	%
0	30	1%	78	2%
1	2,503	74%	2,570	76%
2	550	16%	492	15%
3	276	8%	237	7%
4	8	0%	5	0%
5	4	0%	0	0%
6 or More	26	1%	15	1%
Total	3,397	100%	3,397	100%

*At the time of survey completion, January-December 2017.

Source: Va. Healthcare Workforce Data Center

22% of RTs currently have multiple work locations, while 25% have had multiple work locations in 2017.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,274	40%	399	52%
Non-Profit	1,645	51%	309	40%
State/Local Government	186	6%	30	4%
Veterans Administration	40	1%	11	1%
U.S. Military	42	1%	7	1%
Other Federal Gov't	12	< 1%	7	1%
Total	**3,199**	**100%**	**763**	**100%**
Did not have location	45		2,808	
Item Missing	431		104	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
For Profit: 40%
Federal: 3%

Top Establishments
Hospital, Inpatient: 60%
Academic Institution: 8%
Home Health Care: 6%

Source: Va. Healthcare Workforce Data Center

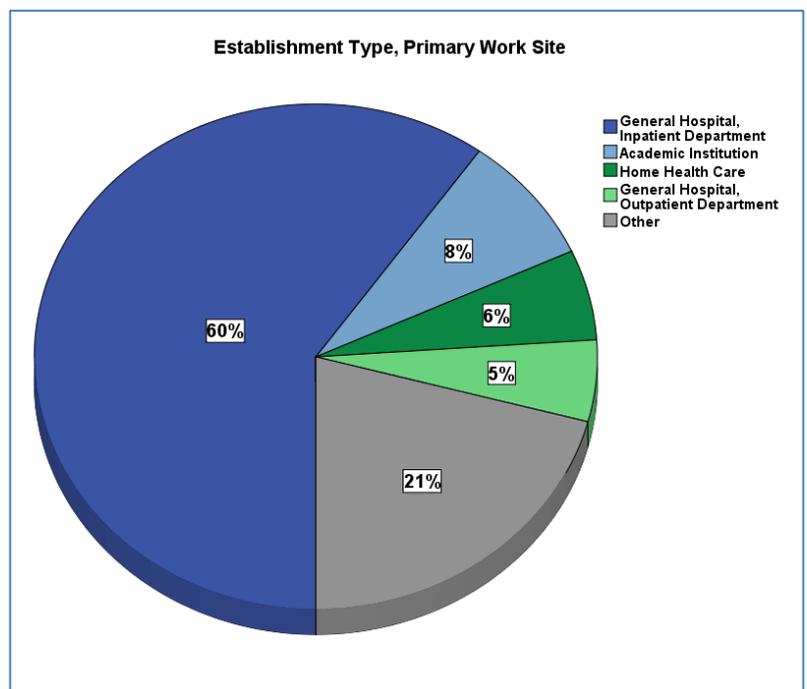*91% of Virginia's RTs work in the private sector, including 51% who work at non-profit establishments.*

Sector, Primary Work Site

- Non-Profit
- For-Profit
- State/Local Gov't
- Federal Gov't

51% 40% 3% 6%
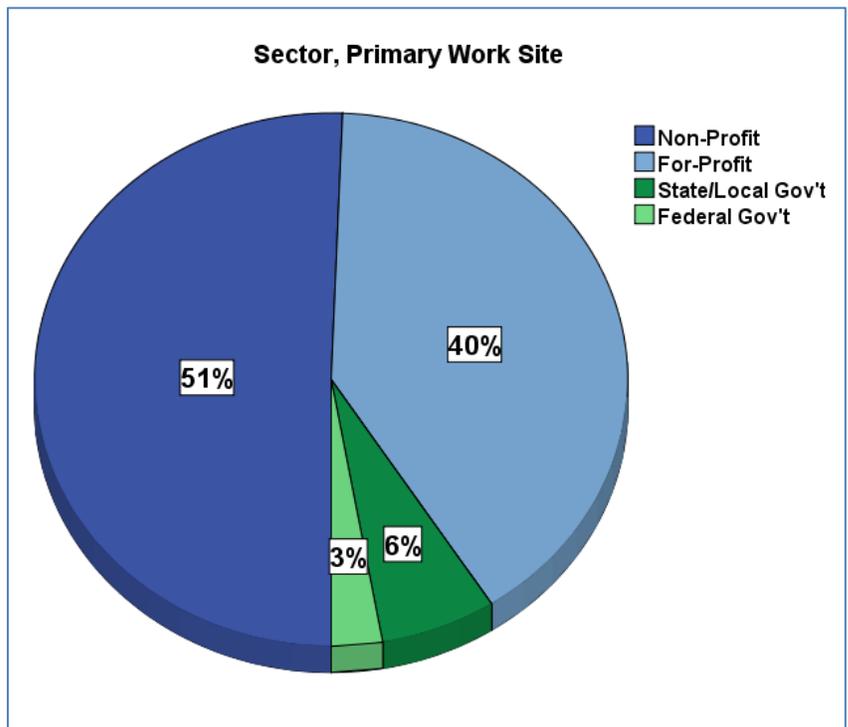
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
General Hospital, Inpatient Department	1,839	60%	334	45%
Academic Institution	254	8%	54	7%
Home Health Care	178	6%	86	12%
General Hospital, Outpatient Department	160	5%	28	4%
Children's Hospital	146	5%	30	4%
Health Equipment Rental Company	70	2%	24	3%
Rehabilitation Facility, Residential/Inpatient	68	2%	45	6%
Physician Office	68	2%	19	3%
Skilled Nursing Facility	49	2%	34	5%
Sleep Center, Hospital Based	37	1%	5	1%
Rehabilitation Facility, Outpatient Clinic	27	1%	8	1%
Sleep Center, Community Based	19	1%	8	1%
Assisted Living or Continuing Care Facility	15	< 1%	11	1%
Device Manufacturer/Distributor	11	< 1%	2	< 1%
Other	132	4%	50	7%
Total	**3,073**	**100%**	**738**	**100%**
Did Not Have a Location	45		2808	

60% of all RTs in Virginia are employed by the inpatient departments of general hospitals.

Among those RTs who also have a secondary work location, 45% were employed at the inpatient department of general hospitals.

Establishment Type, Primary Work Site

Legend:
- General Hospital, Inpatient Department
- Academic Institution
- Home Health Care
- General Hospital, Outpatient Department
- Other

Pie chart values: 60%, 8%, 6%, 5%, 21%

At a Glance:
(Primary Locations)

Typical Time Allocation

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

Roles

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

Patient Care RTs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:
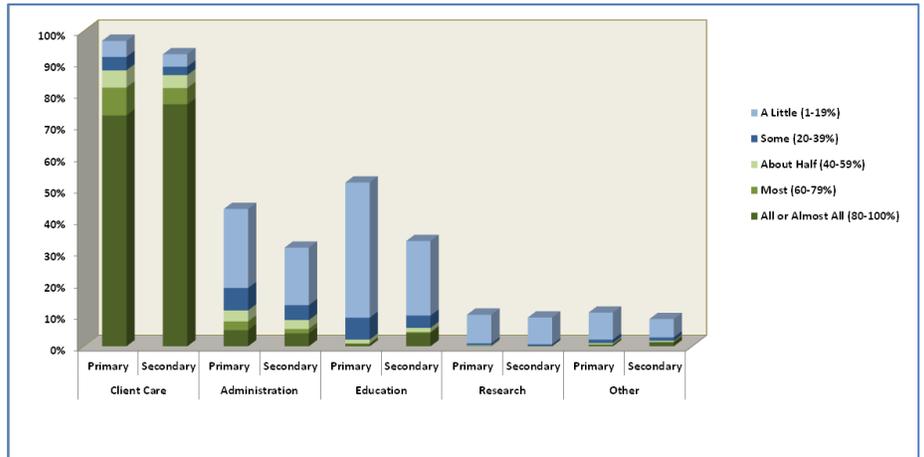
Source: Va. Healthcare Workforce Data Center

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										
	Client Care		Admin.		Education		Research		Other	
Time Spent	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%)	73%	77%	5%	4%	1%	4%	0%	0%	0%	1%
Most (60-79%)	9%	5%	3%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	4%	4%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	4%	3%	7%	5%	7%	4%	1%	0%	1%	1%
A Little (1-19%)	5%	4%	25%	18%	43%	24%	9%	8%	9%	6%
None (0%)	3%	7%	56%	69%	48%	67%	90%	91%	89%	91%

Source: Va. Healthcare Workforce Data Center

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A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	**%**	**#**	**%**
Under age 50	129	4%	-	-
50 to 54	108	4%	7	1%
55 to 59	253	9%	59	5%
60 to 64	828	28%	347	29%
65 to 69	1,162	39%	558	47%
70 to 74	246	8%	125	11%
75 to 79	55	2%	30	3%
80 or over	23	1%	10	1%
I do not intend to retire	167	6%	51	4%
Total	**2,972**	**100%**	**1,187**	**100%**

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:   35%
Under 60:   6%

Time until Retirement
Within 2 years: 6%
Within 10 years: 24%
Half the workforce: By 2037

Source: Va. Healthcare Workforce Data Center

44% of all RTs expect to retire by the age of 65, including 16% who plan on retiring by the age of 60. Among RTs who are age 50 and over, 35% still expect to retire by the age of 65.

Within the next two years, 26% of RTs expect to pursue additional educational opportunities, and 10% plan on increasing client care hours.

Future Plans		
2 Year Plans:	**#**	**%**
Decrease Participation		
Leave Profession	134	4%
Leave Virginia	145	4%
Decrease Client Care Hours	254	7%
Decrease Teaching Hours	22	1%
Increase Participation		
Increase Client Care Hours	356	10%
Increase Teaching Hours	249	7%
Pursue Additional Education	946	26%
Return to Virginia's Workforce	20	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. Only 6% of RTs plan on retiring in the next two years, while 24% plan on retiring in the next ten years. Half of the current RT workforce expects to be retired by 2037.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	172	6%	6%
5 years	125	4%	10%
10 years	426	14%	24%
15 years	398	13%	38%
20 years	368	12%	50%
25 years	354	12%	62%
30 years	347	12%	74%
35 years	301	10%	84%
40 years	181	6%	90%
45 years	96	3%	93%
50 years	27	1%	94%
55 years	5	< 1%	94%
In more than 55 years	5	< 1%	94%
Do not intend to retire	167	6%	100%
Total	2,972	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement
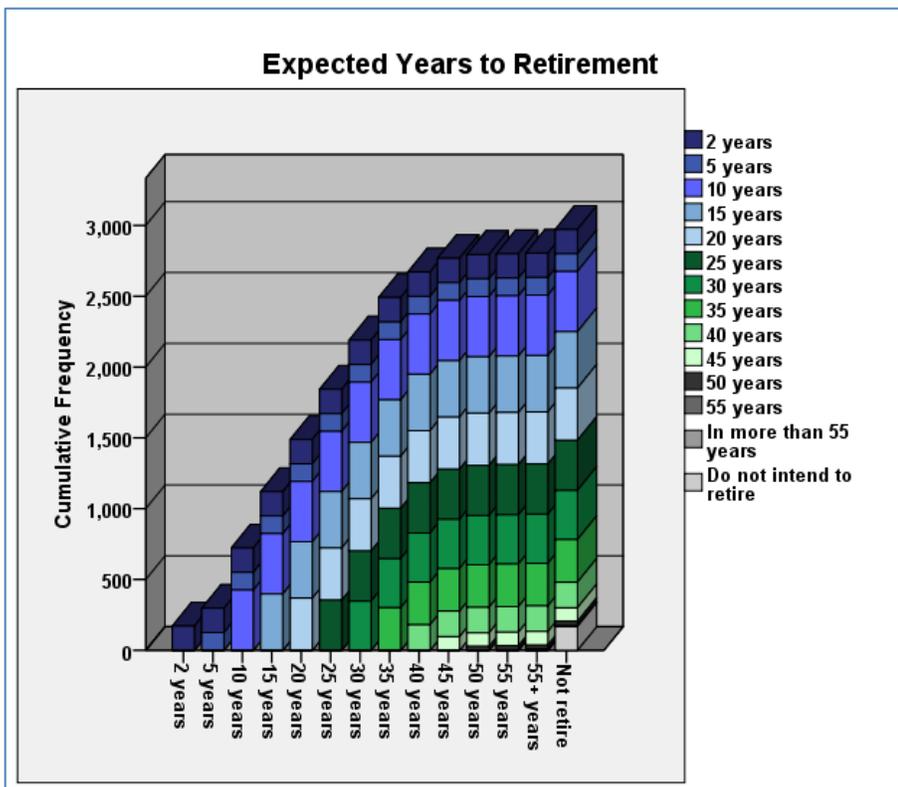
Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce every five years starting in 2027. Retirements will peak at 14% of the current workforce around the same time before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs
Total: 3,321
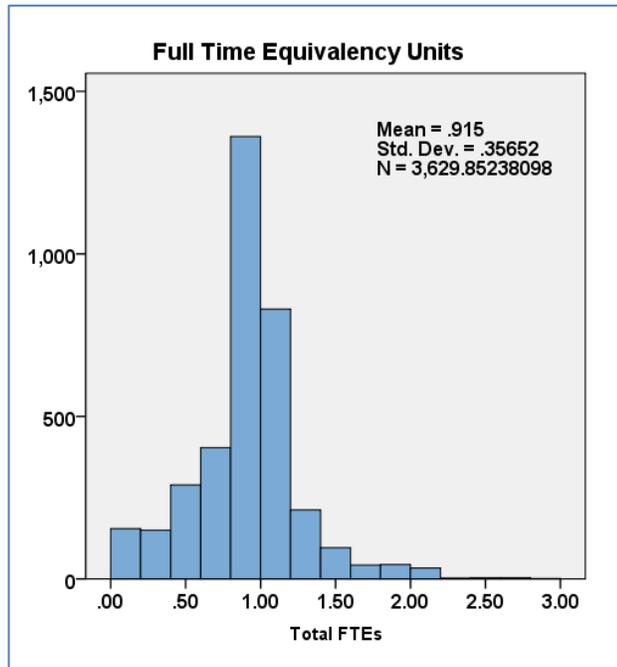FTEs/1,000 Residents: 0.396
Average: 0.92

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:

Full Time Equivalency Units

Mean = .915
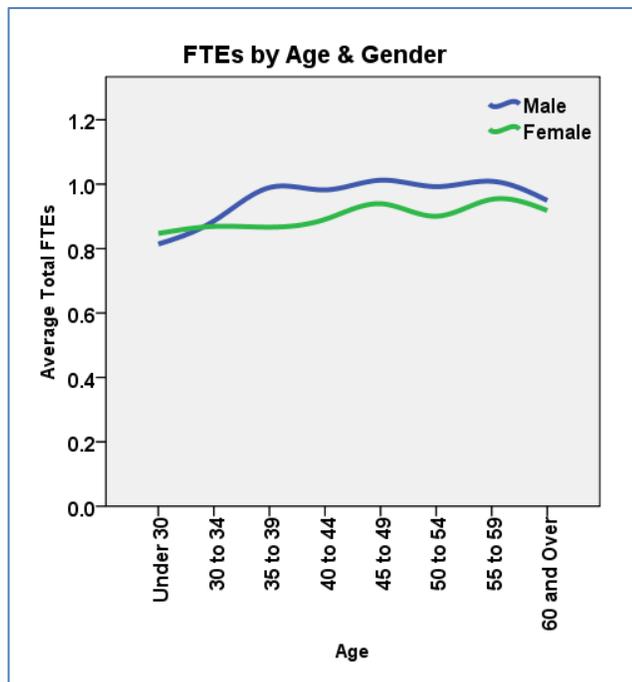Std. Dev. = .35652
N = 3,629.85238098

Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.96 FTEs in 2017, 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.[2]

Full-Time Equivalency Units		
	Average	**Median**
Age		
Under 30	0.85	0.93
30 to 34	0.87	0.93
35 to 39	0.90	0.96
40 to 44	0.93	0.96
45 to 49	0.95	0.96
50 to 54	0.92	0.96
55 to 59	0.95	0.96
60 and Over	0.94	0.96
Gender		
Male	0.96	0.96
Female	0.90	0.94

Source: Va. Healthcare Workforce Data Center

FTEs by Age & Gender

— Male
— Female

Source: Va. Healthcare Workforce Data Center

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

Council on Virginia's Future Regions

**Full Time Equivalency Units
by Council on Virginia's Future Region**

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 35
- 167 - 274
- 470 - 591
- 722 - 777

Northern

Valley

Eastern

Central

West Central

Southwest

Southside

Hampton Roads

0 25 50 100 150 200 Miles

**Full Time Equivalency Units per 1,000 Residents
by Council on Virginia's Future Region**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.21 - 0.24
- 0.41 - 0.42
- 0.45 - 0.47
- 0.63 - 0.67

Northern

Valley

Eastern

Central

West Central

Southwest

Southside

Hampton Roads

*Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division*

0 25 50 100 150 200 Miles

**Full Time Equivalency Units
by Area Health Education Center**

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units
- 113 - 126
- 233
- 457 - 485
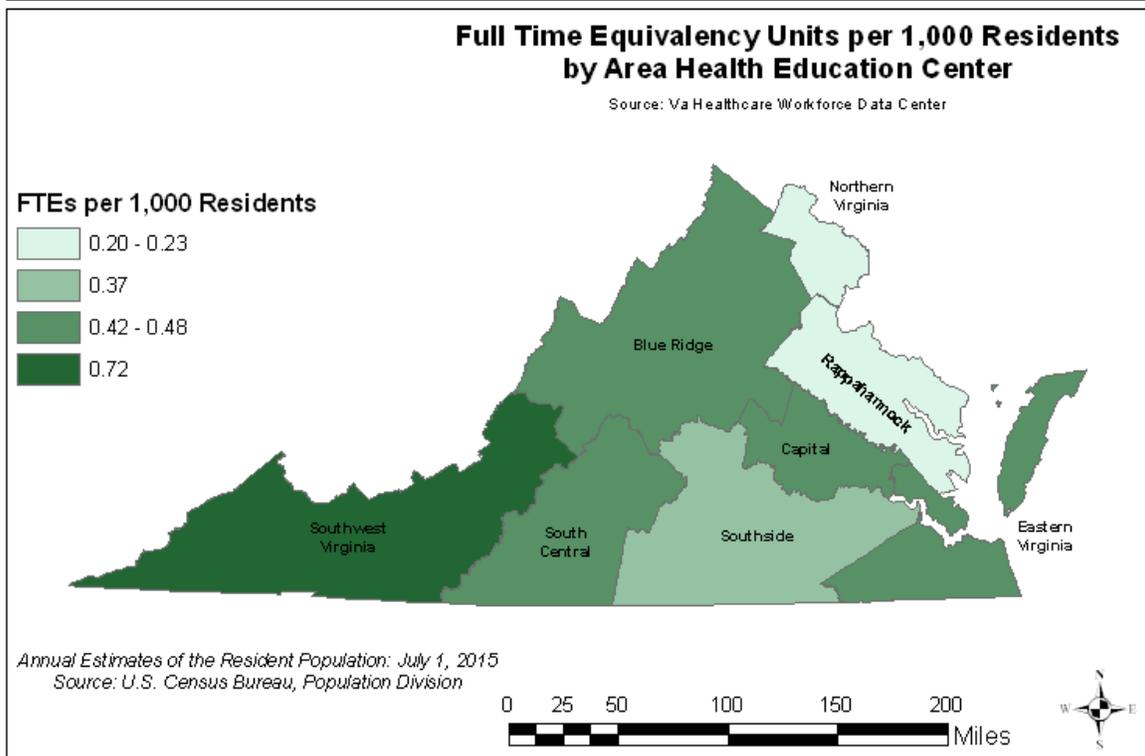- 614 - 726

**Full Time Equivalency Units per 1,000 Residents
by Area Health Education Center**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.20 - 0.23
- 0.37
- 0.42 - 0.48
- 0.72

Annual Estimates of the Resident Population: July 1, 2015
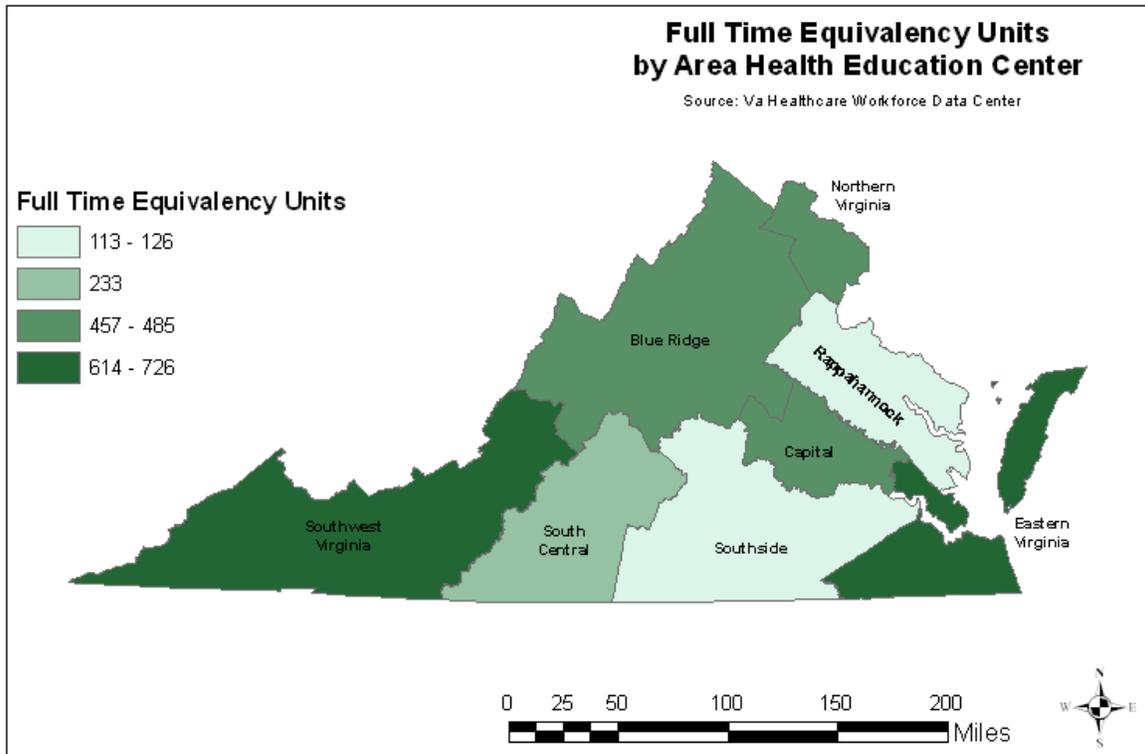Source: U.S. Census Bureau, Population Division

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Full Time Equivalency Units by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units
- 59 - 92
- 114 - 132
- 165 - 195
- 261 - 393
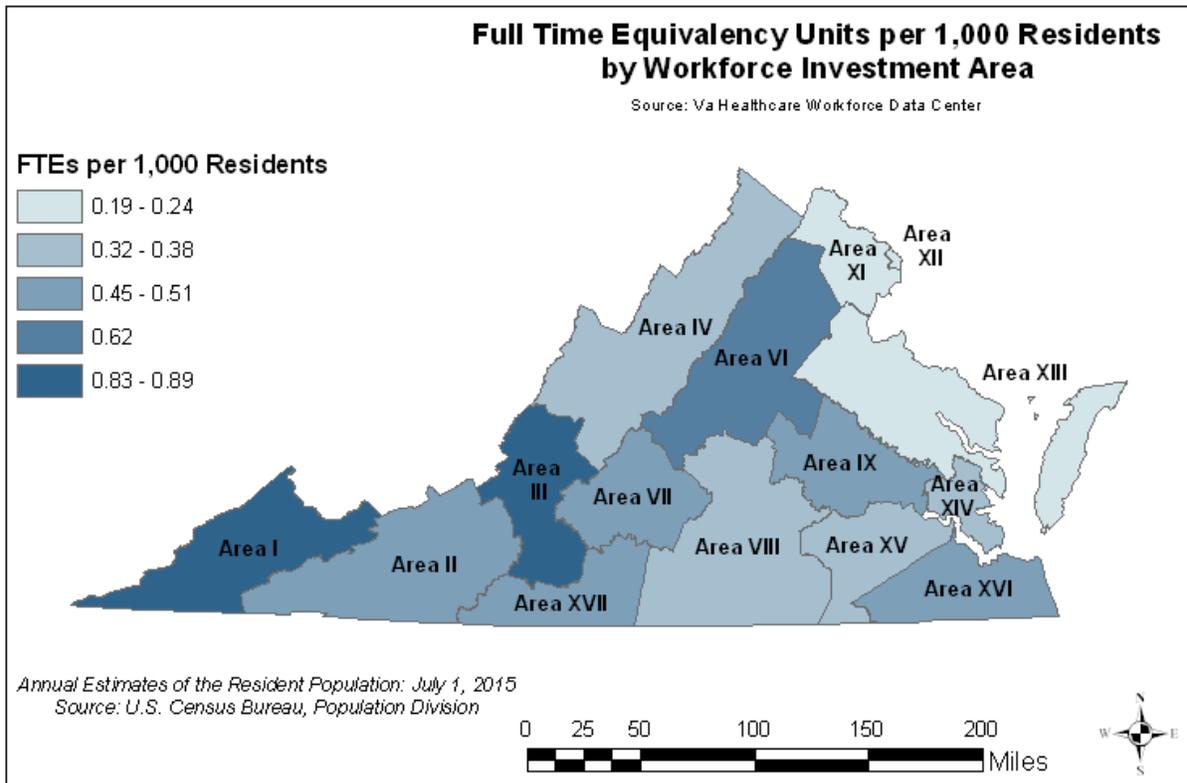- 483 - 558

Full Time Equivalency Units per 1,000 Residents by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.19 - 0.24
- 0.32 - 0.38
- 0.45 - 0.51
- 0.62
- 0.83 - 0.89

Annual Estimates of the Resident Population: July 1, 2015
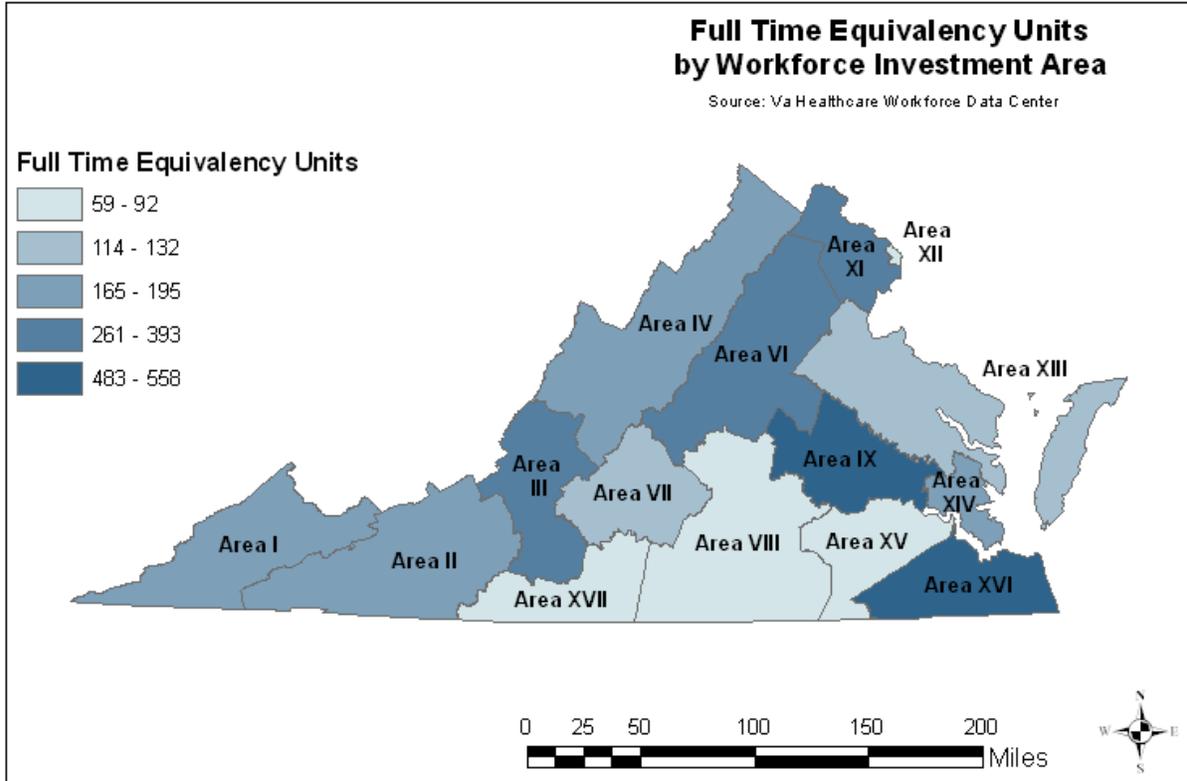Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units by Health Services Area
Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units
- 485
- 532
- 609
- 764
- 847

Full Time Equivalency Units per 1,000 Residents by Health Services Area
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.20
- 0.41
- 0.43
- 0.62

Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units by Planning District

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 13 - 45
- 58 - 87
- 100 - 132
- 226 - 283
- 480 - 713

Full Time Equivalency Units per 1,000 Residents by Planning District

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.20 - 0.22
- 0.26 - 0.35
- 0.41 - 0.48
- 0.51 - 0.57
- 0.80 - 1.01

Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division

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Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,979	78.42%	1.275129	1.16517	1.75001
Metro, 250,000 to 1 million	519	77.84%	1.284653	1.17388	1.76308
Metro, 250,000 or less	362	83.98%	1.190789	1.08811	1.63426
Urban pop 20,000+, Metro adj	88	80.68%	1.239437	1.13256	1.70102
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	159	81.76%	1.223077	1.11761	1.67857
Urban pop, 2,500-19,999, nonadj	202	80.69%	1.239264	1.1324	1.70079
Rural, Metro adj	78	74.36%	1.344828	1.22886	1.43094
Rural, nonadj	58	91.38%	1.09434	0.99997	1.16441
Virginia border state/DC	616	58.44%	1.711111	1.56356	2.34836
Other US State	266	40.98%	2.440367	2.22993	3.3492

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	430	53.95%	1.853448	1.63426	3.3492
30 to 34	513	69.59%	1.436975	1.16441	2.59663
35 to 39	526	70.91%	1.410188	1.14271	2.54822
40 to 44	511	75.73%	1.320413	1.06996	2.386
45 to 49	564	80.85%	1.236842	1.00224	2.23499
50 to 54	580	81.03%	1.234043	0.99997	2.22993
55 to 59	543	80.66%	1.239726	1.00458	2.2402
60 and Over	660	74.39%	1.344196	1.08923	2.42898

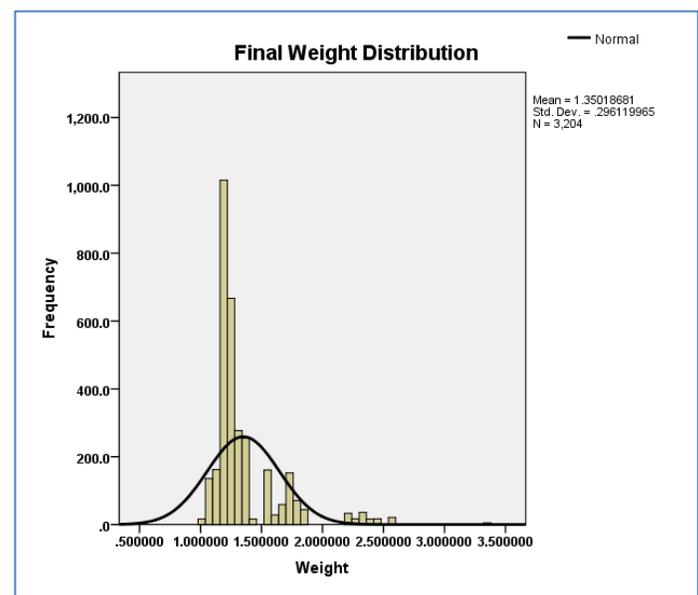*Source: Va. Healthcare Workforce Data Center*

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: 0.740467

Final Weight Distribution

Mean = 1.35018681
Std. Dev. = .296119965
N = 3,204

Source: Va. Healthcare Workforce Data Center