
Virginia's Occupational Therapy Workforce: 2020

Healthcare Workforce Data Center

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More than 3,800 Occupational 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 Occupational Therapy Workforce At a Glance:

The Workforce

Licensees:	5,075
Virginia's Workforce:	4,317
FTEs:	3,365

Background

Rural Childhood:	29%
HS Degree in VA:	42%
Prof. Degree in VA:	42%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	61%
Satisfied?:	95%

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	93%

Education

Masters:	68%
Baccalaureate:	26%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	57%

Demographics

% Female:	92%
Diversity Index:	26%
Median Age:	38

Finances

Median Income:	\$70k-\$80k
Health Benefits:	65%
Under 40 w/ Ed. Debt:	63%

Primary Roles

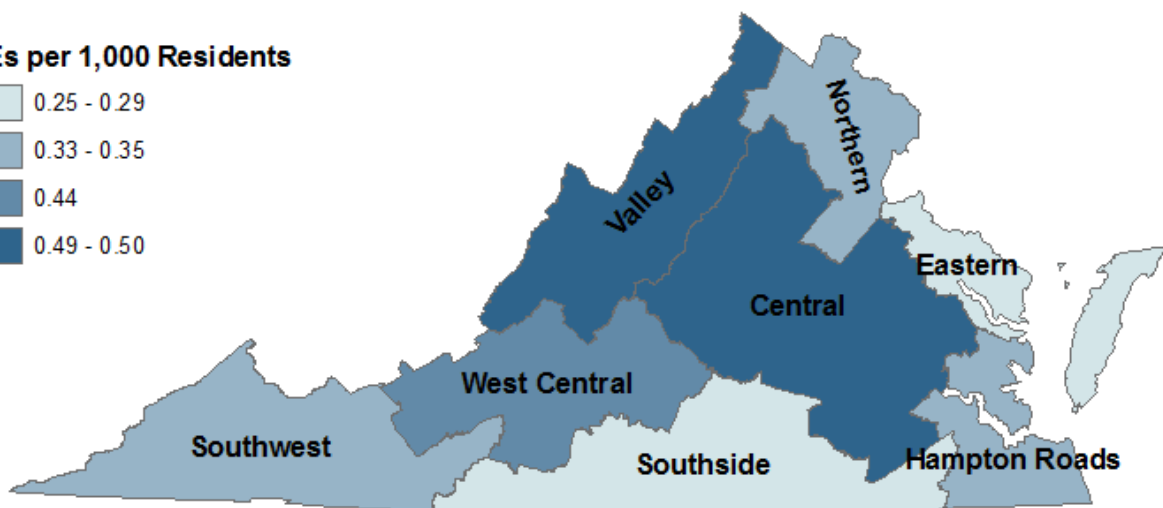
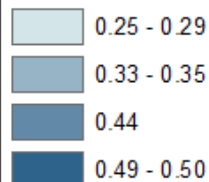
Patient Care:	83%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center

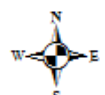
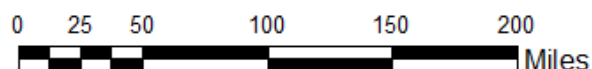
Full-Time Equivalency Units Provided by Occupational Therapists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



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



Results in Brief

This report contains the results of the 2020 Occupational Therapy (OT) Workforce survey. More than 3,800 OTs voluntarily participated 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 on even-numbered years during the birth month of each OT. These survey respondents represent 75% of the 5,075 OTs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 4,317 OTs participated in Virginia's workforce during the survey period, which is defined as those OTs 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 an OT at some point in the future. This workforce provided 3,365 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 90% of all OTs are female, including 93% of those OTs who are under the age of 40. Overall, the median age of this workforce is 38. In a random encounter between two OTs, there is a 26% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those OTs who are under the age of 40, this diversity index increases to 27%. However, these values are considerably below the comparable diversity index of 57% for Virginia's population as a whole. Nearly 30% of all OTs grew up in rural areas, and 19% of these professionals currently work in non-metro areas of the state. In total, 10% of all OTs currently work in non-metro areas of Virginia.

Among all OTs, 95% are currently employed in the profession, 61% hold one full-time job, and 45% work between 40 and 49 hours per week. Meanwhile, 9% of OTs have experienced involuntary unemployment at some point in the past year, and 6% have experienced underemployment. More than 80% of all OTs work in the private sector, including 52% who are employed in for-profit establishments. The median annual income for OTs is between \$70,000 and \$80,000. In addition, nearly 80% of all OTs receive at least one employer-sponsored benefit, including 65% who have access to health insurance. Overall, 95% of OTs indicated that they are satisfied with their current employment situation, including 61% who indicated that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 Occupational Therapy workforce. The number of licensed OTs has increased by 33% (5,075 vs. 3,826). In addition, the size of Virginia's OT workforce has increased by 34% (4,317 vs. 3,231), and the number of FTEs provided by this workforce has increased by 29% (3,365 vs. 2,602). Virginia's renewing OTs are more likely to respond to this survey (93% vs. 80%).

The percentage of Virginia's OT workforce that is female has fallen slightly (92% vs. 93%), and the median age of this workforce has also declined (38 vs. 41). Meanwhile, the diversity index of Virginia's OTs has increased (26% vs. 23%) at a time when the state's overall population is also becoming more diverse (57% vs. 54%). OTs are less likely to have grown up in rural areas (29% vs. 31%), but this group of professionals is slightly more likely to be employed in non-metro areas of Virginia (19% vs. 18%). Overall, Virginia's OTs are more likely to work in non-metro areas of the state (10% vs. 9%).

Although Virginia's OTs are less likely to work between 40 and 49 hours per week (45% vs. 49%), they are more likely to hold one full-time job (61% vs. 58%). At the same time, the rates of involuntary unemployment (9% vs. 1%) and underemployment (6% vs. 3%) in the past year have both increased significantly. Virginia's OT workforce is more likely to be employed in the private sector (82% vs. 77%), including those who work in the for-profit sector (52% vs. 50%).

Virginia's OTs are considerably more likely to receive a Master's degree as their highest professional degree (68% vs. 56%) instead of a baccalaureate degree (26% vs. 41%). In addition, OTs are more likely to carry education debt (45% vs. 43%), and the median debt amount among those OTs with education debt has increased (\$60k-\$70k vs. \$40k-\$50k). Meanwhile, the median annual income of Virginia's OT workforce has also increased (\$70k-\$80k vs. \$60k-\$70k). However, the percentage of OTs who indicated that they are satisfied with their current work situation has fallen (95% vs. 97%), and this decline was even larger among OTs who indicated that they are "very satisfied" (61% vs. 68%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,112	81%
New Licensees	432	9%
Non-Renewals	531	10%
All Licensees	5,075	100%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2020.
- 2. Target Population:** All OTs who held a Virginia license at some point in 2020.
- 3. Survey Population:** The survey was available to OTs who renewed their licenses online. It was not available to those who did not renew, including all OTs newly licensed in 2020.

HWDC surveys tend to achieve very high response rates. More than 90% of all renewing OTs submitted a survey. These represent 75% of OTs who held a license at some point in 2020.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	556	461	45%
30 to 34	230	667	74%
35 to 39	128	562	81%
40 to 44	79	491	86%
45 to 49	49	456	90%
50 to 54	48	429	90%
55 to 59	46	333	88%
60 and Over	135	405	75%
Total	1,271	3,804	75%
New Licenses			
Issued in Past Year	432	0	0%
Metro Status			
Non-Metro	80	235	75%
Metro	580	2,838	83%
Not in Virginia	611	731	54%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,804
Response Rate, All Licensees	75%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTs

Number: 5,075
 New: 9%
 Not Renewed: 10%

Response Rates

All Licensees: 75%
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2020 OT Workforce: 4,317
 FTEs: 3,365

Utilization Ratios

Licensees in VA Workforce: 85%
 Licensees per FTE: 1.51
 Workers per FTE: 1.28

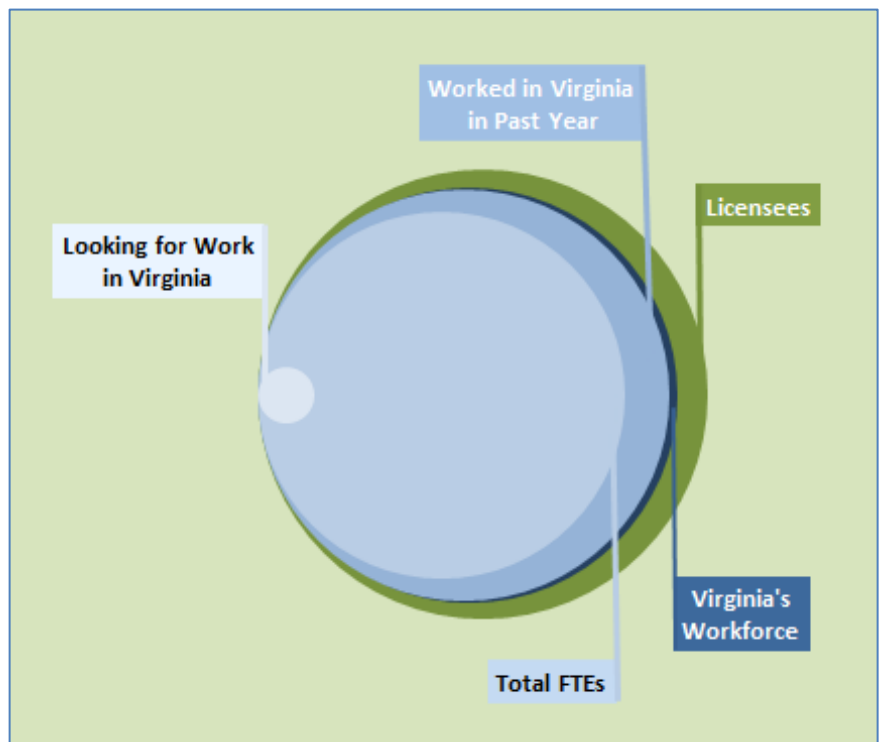
Source: Va. Healthcare Workforce Data Center

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 hours (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 OT Workforce		
Status	#	%
Worked in Virginia in Past Year	4,236	98%
Looking for Work in Virginia	81	2%
Virginia's Workforce	4,317	100%
Total FTEs	3,365	
Licensees	5,075	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Weighting is used 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/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	38	4%	860	96%	898	22%
30 to 34	57	8%	680	92%	737	18%
35 to 39	45	9%	477	91%	523	13%
40 to 44	34	8%	405	92%	439	11%
45 to 49	33	9%	344	91%	377	9%
50 to 54	46	13%	316	87%	361	9%
55 to 59	31	11%	260	89%	291	7%
60 and Over	26	7%	353	93%	379	9%
Total	310	8%	3,694	92%	4,005	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	OTs		OTs Under 40	
	%	#	%	#	%
White	61%	3,495	85%	1,868	85%
Black	19%	208	5%	105	5%
Hispanic	10%	95	2%	56	3%
Asian	7%	181	4%	102	5%
Two or More Races	3%	73	2%	51	2%
Other Race	0%	37	1%	10	0%
Total	100%	4,089	100%	2,192	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, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 92%
 % Under 40 Female: 93%

Age

Median Age: 38
 % Under 40: 54%
 % 55 and Over: 17%

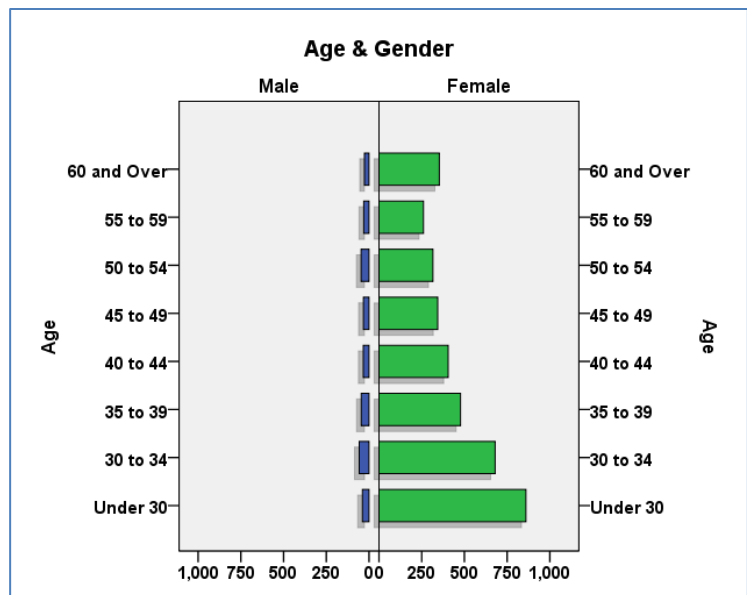
Diversity

Diversity Index: 26%
 Under 40 Div. Index: 27%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTs, there is a 26% 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%.

More than half of all OTs are under the age of 40, and 93% of these professionals are female. In addition, there is a 27% chance that two randomly chosen OTs from this group would be of different races or ethnicities.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 29%

Virginia Background

HS in Virginia: 42%
 Professional Edu. in VA: 42%
 HS/Prof. Edu. in VA: 52%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 6%

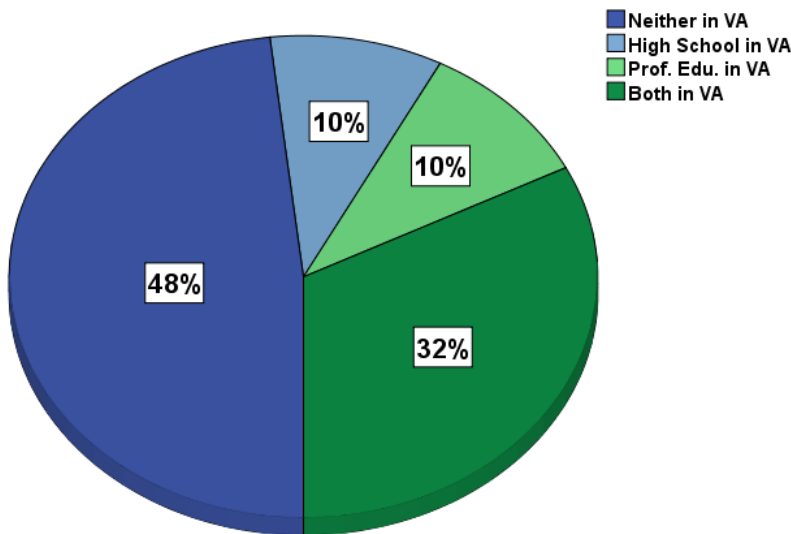
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	22%	69%	9%
2	Metro, 250,000 to 1 Million	35%	58%	7%
3	Metro, 250,000 or Less	42%	51%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	61%	32%	7%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	59%	32%	10%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	73%	20%	7%
8	Rural, Metro Adjacent	50%	43%	7%
9	Rural, Non-Adjacent	32%	52%	16%
Overall		29%	62%	9%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly 30% of OTs grew up in self-described rural areas, and 19% of these professionals currently work in non-metro counties. In total, 10% of all OTs work in non-metro counties of Virginia.

Top Ten States for Occupational Therapist Recruitment

Rank	All Occupational Therapists			
	High School	#	Professional School	#
1	Virginia	1,717	Virginia	1,716
2	Pennsylvania	350	Pennsylvania	415
3	New York	290	New York	272
4	Maryland	192	North Carolina	157
5	Outside U.S./Canada	178	Massachusetts	140
6	New Jersey	139	Florida	125
7	North Carolina	117	Outside U.S./Canada	105
8	Ohio	92	Washington, D.C.	104
9	West Virginia	90	Tennessee	88
10	Florida	76	Maryland	85

Source: Va. Healthcare Workforce Data Center

Among all OTs, 42% received their high school degree in Virginia, and 42% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	600	Virginia	603
2	Pennsylvania	111	Pennsylvania	153
3	New York	94	New York	92
4	Maryland	70	North Carolina	62
5	North Carolina	66	Massachusetts	53
6	New Jersey	59	Florida	52
7	Ohio	47	Washington, D.C.	44
8	Florida	35	Tennessee	39
9	West Virginia	31	Ohio	30
10	Outside U.S./Canada	30	Missouri	29

Source: Va. Healthcare Workforce Data Center

Among OTs who were licensed in the past five years, 42% received their high school degree in Virginia, and 42% also received their initial professional degree in the state.

In total, 16% of licensed OTs did not participate in Virginia's workforce in 2020. Among these licensees, 94% worked at some point in the past year, including 88% who currently work as OTs.

At a Glance:

Not in VA Workforce

Total:	792
% of Licensees:	16%
Federal/Military:	6%
VA Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate	1,035	26%
Masters	2,739	68%
Doctorate	265	7%
Total	4,038	100%

Source: Va. Healthcare Workforce Data Center

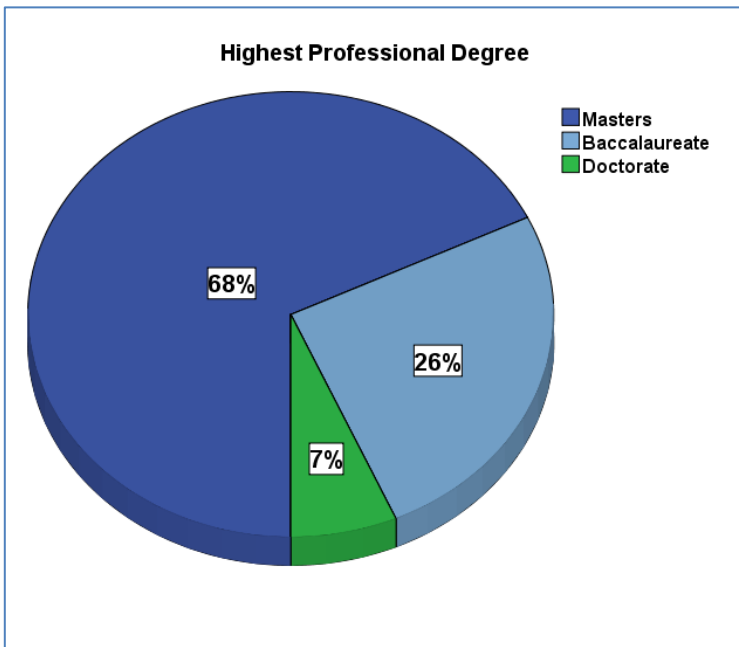
At a Glance:

Education
 Masters: 68%
 Baccalaureate: 26%

Education Debt
 With Debt: 45%
 Under Age 40 w/ Debt: 63%
 Median Debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all OTs hold a Master's degree as their highest professional degree.



Source: Va. Healthcare Workforce Data Center

Nearly half of all OTs carry education debt, including 63% of those who are under the age of 40. For those with education debt, the median debt amount is between \$60,000 and \$70,000.

Education Debt				
Amount Carried	All OTs		OTs Under 40	
	#	%	#	%
None	2,039	55%	736	37%
\$20,000 or Less	282	8%	157	8%
\$20,001-\$40,000	299	8%	209	10%
\$40,001-\$60,000	251	7%	189	9%
\$60,001-\$80,000	206	6%	167	8%
\$80,001-\$100,000	196	5%	166	8%
\$100,001-\$120,000	178	5%	154	8%
More than \$120,000	253	7%	218	11%
Total	3,702	100%	1,994	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specializations

Physical Rehabilitation: 25%
 Pediatrics: 23%
 Gerontology: 22%

Top Certifications:

Cert. Hand Therapist: 3%
 Lymphedema Therapist: 2%
 Dementia Care: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specializations		
Area	#	% of Workforce
Physical Rehabilitation	1,095	25%
Pediatrics	999	23%
Gerontology	930	22%
Neurorehabilitation	721	17%
Sensory Processing	661	15%
Home Health	639	15%
School Systems	635	15%
Acute Care	564	13%
Developmental Disabilities	545	13%
Early Intervention	394	9%
Environmental Modification	300	7%
Hand Therapy	297	7%
Feeding, Eating, Swallowing	271	6%
Mental Health	266	6%
Low Vision	122	3%
Driving and Community Mobility	57	1%
Industrial/Workplace	48	1%
Other	210	5%
At Least One Specialization	3,254	75%

Source: Va. Healthcare Workforce Data Center

Three-quarters of all OTs have at least one specialization, including 25% who have a specialization in Physical Rehabilitation.

Certifications

Proficiency Area	#	% of Workforce
Certified Hand Therapist (CHT)	128	3%
Certified Lymphedema Therapist	100	2%
Dementia Care Specialist	59	1%
School Systems	51	1%
Pediatrics (BCP)	26	1%
Other	340	8%
At Least One Certification	638	15%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 15% hold at least one certification, including 3% who have a certification as a Certified Hand Therapist (CHT).

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 61%
 2 or More Positions: 18%

Weekly Hours:

40 to 49: 45%
 60 or More: 1%
 Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an Occupational Therapy-Related Capacity	3,865	95%
Employed, NOT in an Occupational Therapy-Related Capacity	45	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	45	1%
Voluntarily Unemployed	103	3%
Retired	25	1%
Total	4,084	100%

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten OTs are currently employed in the profession, 61% hold one full-time job, and 45% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	173	4%
One Part-Time Position	674	17%
Two Part-Time Positions	200	5%
One Full-Time Position	2,438	61%
One Full-Time Position & One Part-Time Position	435	11%
Two Full-Time Positions	1	0%
More than Two Positions	99	2%
Total	4,020	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	173	4%
1 to 9 Hours	127	3%
10 to 19 Hours	219	6%
20 to 29 Hours	353	9%
30 to 39 Hours	1,043	26%
40 to 49 Hours	1,801	45%
50 to 59 Hours	199	5%
60 to 69 Hours	35	1%
70 to 79 Hours	7	0%
80 or More Hours	17	0%
Total	3,974	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	10	0%
\$30,000 or Less	221	7%
\$30,001-\$40,000	153	5%
\$40,001-\$50,000	202	6%
\$50,001-\$60,000	361	11%
\$60,001-\$70,000	574	17%
\$70,001-\$80,000	713	22%
\$80,001-\$90,000	545	16%
\$90,001-\$100,000	306	9%
\$100,001-\$110,000	144	4%
\$110,001-\$120,000	43	1%
More than \$120,000	49	2%
Total	3,320	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$70k-\$80k

Benefits
Health Insurance: 65%
Retirement: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,424	61%
Somewhat Satisfied	1,347	34%
Somewhat Dissatisfied	148	4%
Very Dissatisfied	51	1%
Total	3,971	100%

Source: Va. Healthcare Workforce Data Center

The typical OT earns between \$70,000 and \$80,000 per year. In addition, nearly 80% of OTs receive at least one employer-sponsored benefit, including 65% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,588	67%	73%
Retirement	2,485	64%	69%
Health Insurance	2,327	65%	65%
Dental Insurance	2,225	58%	63%
Paid Sick Leave	1,965	51%	55%
Group Life Insurance	1,453	38%	41%
Signing/Retention Bonus	278	7%	8%
Total	3,042	79%	84%

*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 . . . ?	#	%
Work Two or More Positions at the Same Time?	900	21%
Experience Involuntary Unemployment?	396	9%
Switch Employers or Practices?	350	8%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	271	6%
Experience Voluntary Unemployment?	264	6%
Experienced At Least One	1,634	38%

Source: Va. Healthcare Workforce Data Center

Nearly 10% of OTs experienced involuntary unemployment in the past year. By comparison, Virginia's average monthly unemployment rate was 6.0% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	120	3%	123	11%
Less than 6 Months	179	5%	128	12%
6 Months to 1 Year	365	9%	151	14%
1 to 2 Years	1,048	27%	236	22%
3 to 5 Years	913	23%	231	21%
6 to 10 Years	528	13%	113	10%
More than 10 Years	788	20%	107	10%
Subtotal	3,941	100%	1,089	100%
Did Not Have Location	88		3,191	
Item Missing	287		37	
Total	4,317		4,317	

Source: Va. Healthcare Workforce Data Center

Nearly nine out of every ten OTs receive either a salary or an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 9%
Underemployed: 6%

Turnover & Tenure

Switched Jobs: 8%
New Location: 21%
Over 2 Years: 57%
Over 2 Yrs., 2nd Location: 41%

Employment Type

Salary/Commission: 47%
Hourly Wage: 43%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 57% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,492	47%
Hourly Wage	1,362	43%
By Contract	300	9%
Business/Practice Income	44	1%
Unpaid	6	0%
Subtotal	3,204	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 2.8% and a high of 10.8%. The unemployment rate from December 2020 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	30%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or More (Past Year):	28%
2 or More (Now*):	24%

Source: Va. Healthcare Workforce Data Center

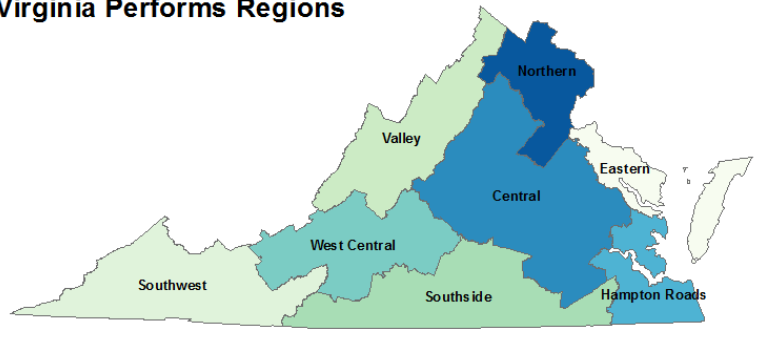
Nearly three-quarters of all OTs work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	1,196	30%	292	26%
Central	1,016	26%	256	23%
Hampton Roads	651	17%	164	15%
West Central	379	10%	97	9%
Valley	272	7%	78	7%
Southwest	163	4%	52	5%
Southside	136	3%	27	2%
Eastern	51	1%	19	2%
Virginia Border State/D.C.	25	1%	50	4%
Other U.S. State	46	1%	76	7%
Outside of the U.S.	3	0%	1	0%
Total	3,938	100%	1,112	100%
Item Missing	289		15	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While nearly one-quarter of OTs currently have multiple work locations, 28% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	81	2%	171	4%
1	2,811	70%	2,869	72%
2	643	16%	581	15%
3	352	9%	325	8%
4	54	1%	34	1%
5	39	1%	14	0%
6 or More	33	1%	17	0%
Total	4,011	100%	4,011	100%

*At the time of survey completion: 2020 (continual renewal cycle).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,958	52%	679	64%
Non-Profit	1,140	30%	265	25%
State/Local Government	612	16%	97	9%
Veterans Administration	51	1%	2	0%
U.S. Military	13	0%	4	0%
Other Federal Government	10	0%	7	1%
Total	3,784	100%	1,054	100%
Did Not Have Location	88		3,191	
Item Missing	445		73	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

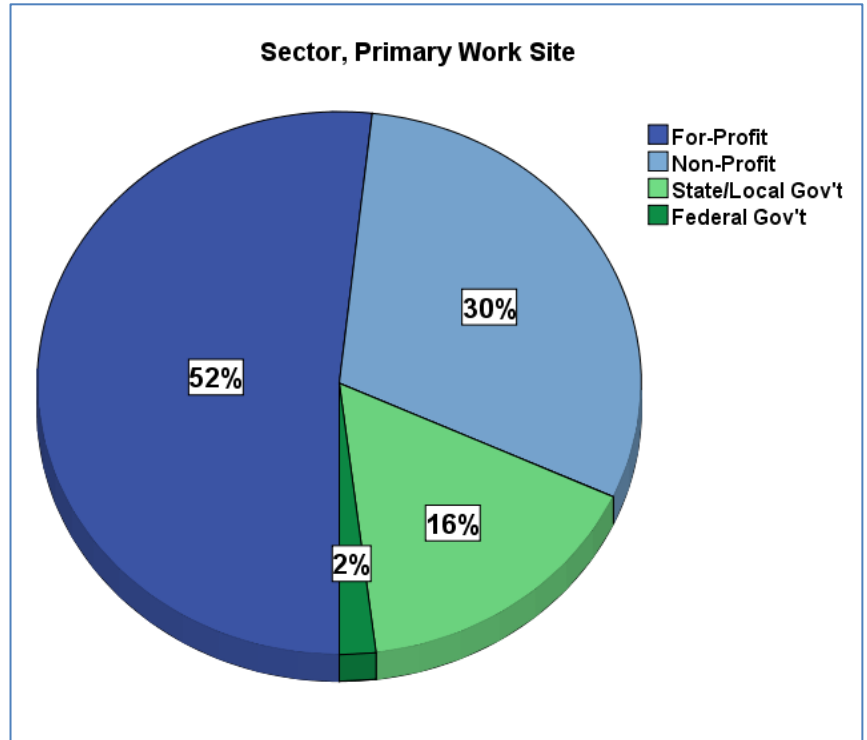
For-Profit:	52%
Federal:	2%

Top Establishments

Hospital, Inpatient:	15%
Skilled Nursing Facility:	14%
K-12 School System:	13%

Source: Va. Healthcare Workforce Data Center

More than four out of every five OTs work in the private sector, including 52% who work at for-profit establishments.



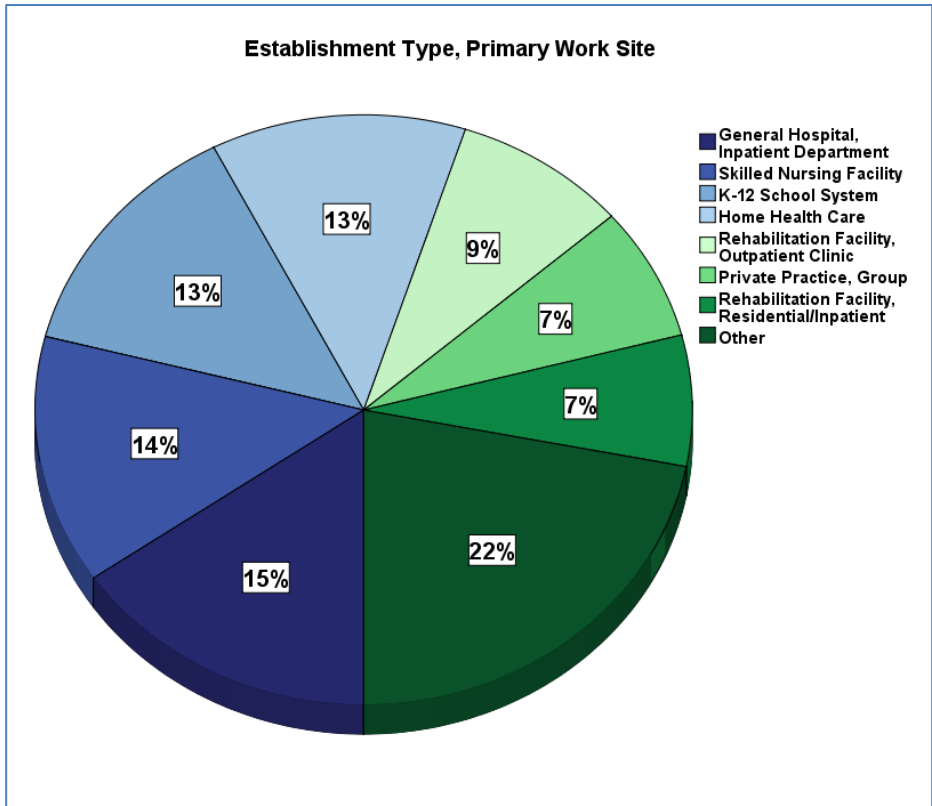
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient Department	564	15%	160	16%
Skilled Nursing Facility	501	14%	190	19%
K-12 School System	494	13%	53	5%
Home Health Care	461	13%	164	16%
Rehabilitation Facility, Outpatient Clinic	315	9%	51	5%
Private Practice, Group	268	7%	55	5%
Rehabilitation Facility, Residential/Inpatient	263	7%	99	10%
General Hospital, Outpatient Department	170	5%	28	3%
Assisted Living or Continuing Care Facility	131	4%	50	5%
Academic Institution	112	3%	56	5%
Private Practice, Solo	98	3%	39	4%
Mental Health, Inpatient	52	1%	5	0%
Other	241	7%	75	7%
Total	3,670	100%	1,025	100%
Did Not Have a Location	88		3,191	

Nearly 30% of all OTs work at either the inpatient department of general hospitals or skilled nursing facilities.

Source: Va. Healthcare Workforce Data Center

Among those OTs who also have a secondary work location, 35% work in either skilled nursing facilities or home health care establishments.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical OTs Time

Patient Care: 80%-89%
Administration: 1%-9%
Education: 1%-9%

Roles

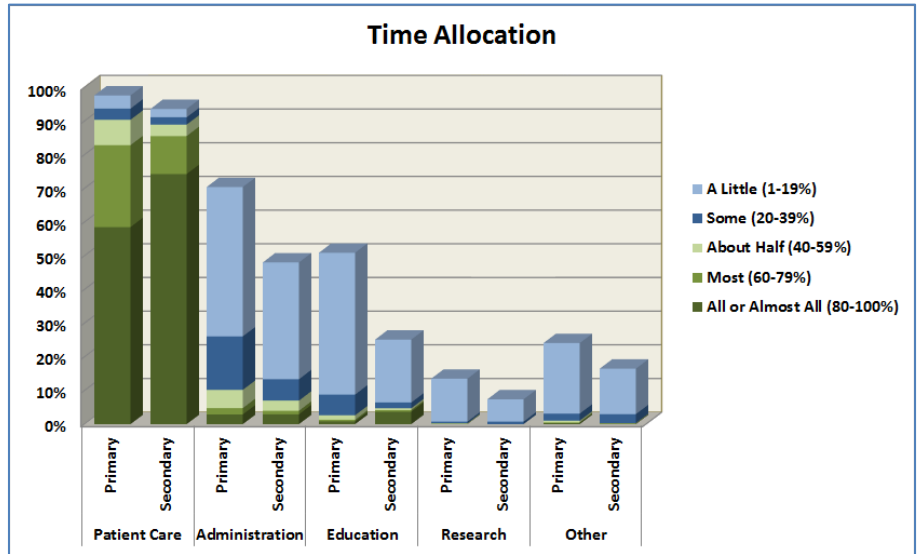
Patient Care: 83%
Administrative: 5%
Education: 1%

Patient Care OTs

Median Admin Time: 1%-9%
Avg. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

OTs spend most of their time performing patient care activities. In fact, 83% of all OTs 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%)	59%	74%	3%	3%	1%	4%	0%	0%	0%	0%
Most (60-79%)	24%	11%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	8%	3%	5%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	3%	2%	16%	6%	6%	2%	0%	1%	2%	3%
A Little (1-19%)	4%	2%	44%	35%	42%	19%	13%	7%	21%	13%
None (0%)	2%	6%	30%	52%	49%	75%	86%	93%	76%	83%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTs		OTs 50 and Over	
	#	%	#	%
Under Age 50	113	3%	-	-
50 to 54	162	5%	5	1%
55 to 59	369	11%	46	5%
60 to 64	993	28%	206	23%
65 to 69	1,357	39%	420	47%
70 to 74	308	9%	142	16%
75 to 79	63	2%	24	3%
80 or Over	19	1%	7	1%
I Do Not Intend to Retire	128	4%	43	5%
Total	3,512	100%	893	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTs

Under 65: 47%
Under 60: 18%

OTs 50 and Over

Under 65: 29%
Under 60: 6%

Time Until Retirement

Within 2 Years: 3%
Within 10 Years: 14%
Half the Workforce: By 2050

Source: Va. Healthcare Workforce Data Center

Nearly half of all OTs expect to retire by the age of 65. For those OTs who are age 50 and over, 29% still expect to retire by the age of 65.

Within the next two years, 19% of OTs expect to pursue additional educational opportunities, and 13% expect to increase their patient care hours.

Future Plans

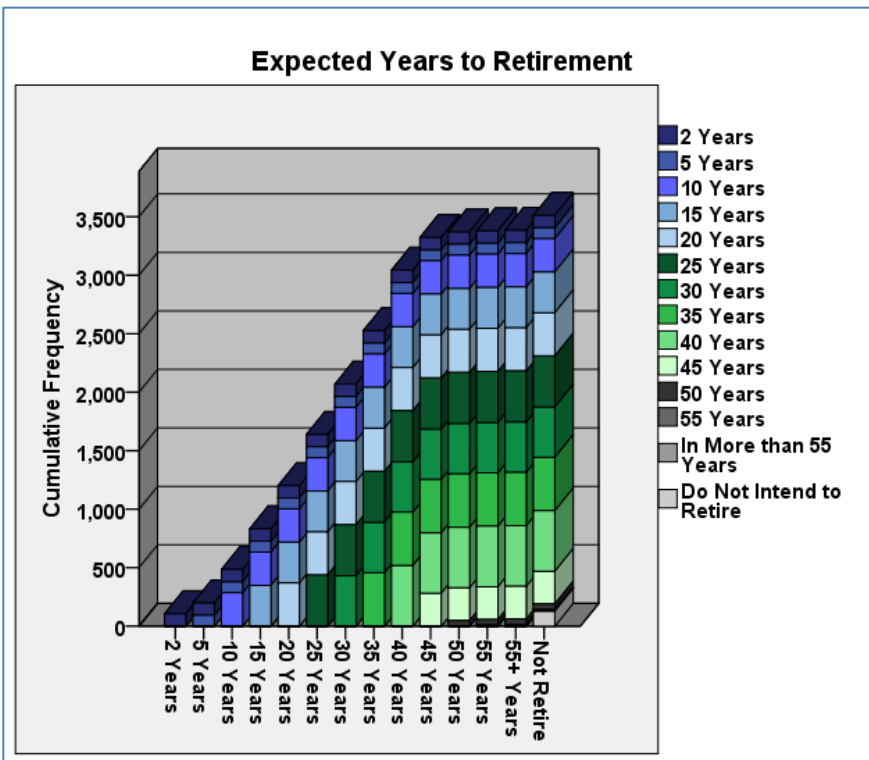
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	370	9%
Leave Virginia	186	4%
Leave Profession	56	1%
Decrease Teaching Hours	19	0%
Increase Participation		
Pursue Additional Education	825	19%
Increase Patient Care Hours	571	13%
Increase Teaching Hours	394	9%
Return to Virginia's Workforce	50	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for OTs. While only 3% of OTs expect to retire in the next two years, 14% expect to retire within the next decade. More than half of the current workforce expect to retire by 2050.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	106	3%	3%
5 Years	93	3%	6%
10 Years	285	8%	14%
15 Years	349	10%	24%
20 Years	369	11%	34%
25 Years	438	12%	47%
30 Years	430	12%	59%
35 Years	456	13%	72%
40 Years	518	15%	87%
45 Years	279	8%	95%
50 Years	48	1%	96%
55 Years	9	0%	96%
In More than 55 Years	4	0%	96%
Do Not Intend to Retire	128	4%	100%
Total	3,512	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 every five years by 2035. Retirement will peak at 15% of the current workforce in 2060 before declining to under 10% of the current workforce again around 2065.

At a Glance:

FTEs

Total: 3,365
 FTEs/1,000 Residents²: 0.394
 Average: 0.80

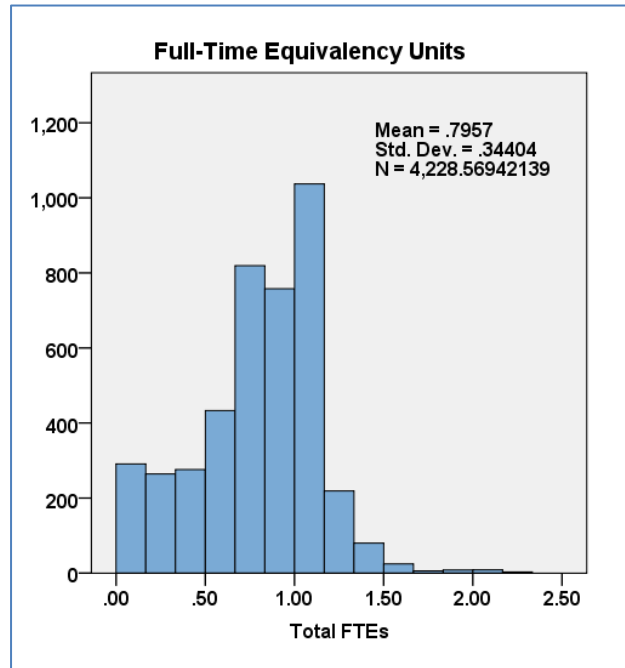
Age & Gender Effect

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

*Partial Eta*² Explained:
 Partial Eta² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

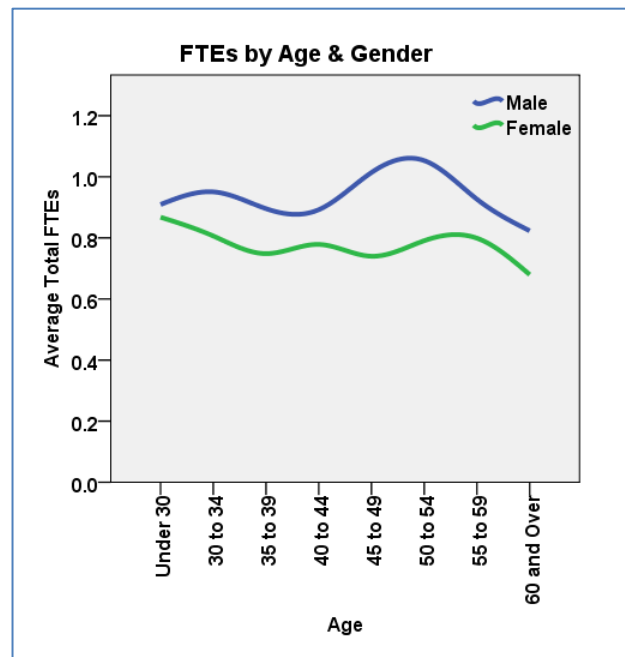


Source: Va. Healthcare Workforce Data Center

The typical OT provided 0.84 FTEs in 2020, or approximately 34 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.87	0.96
30 to 34	0.82	0.88
35 to 39	0.73	0.80
40 to 44	0.79	0.81
45 to 49	0.76	0.78
50 to 54	0.81	0.83
55 to 59	0.80	0.80
60 and Over	0.70	0.78
Gender		
Male	0.94	1.01
Female	0.79	0.84

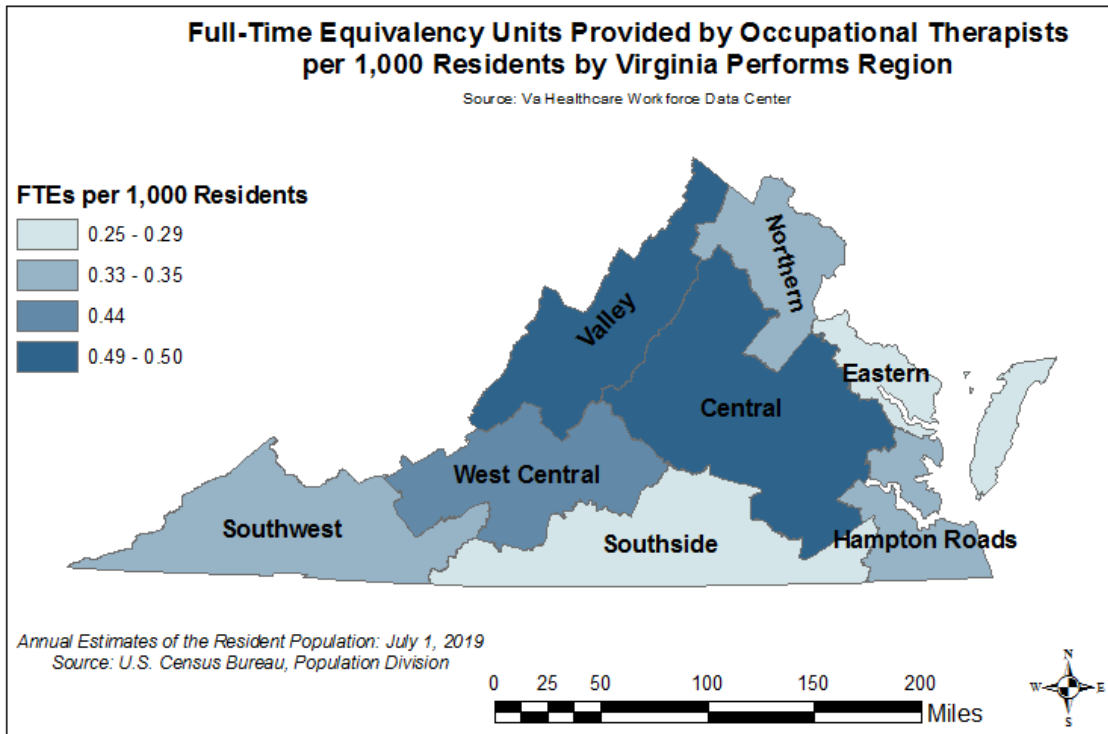
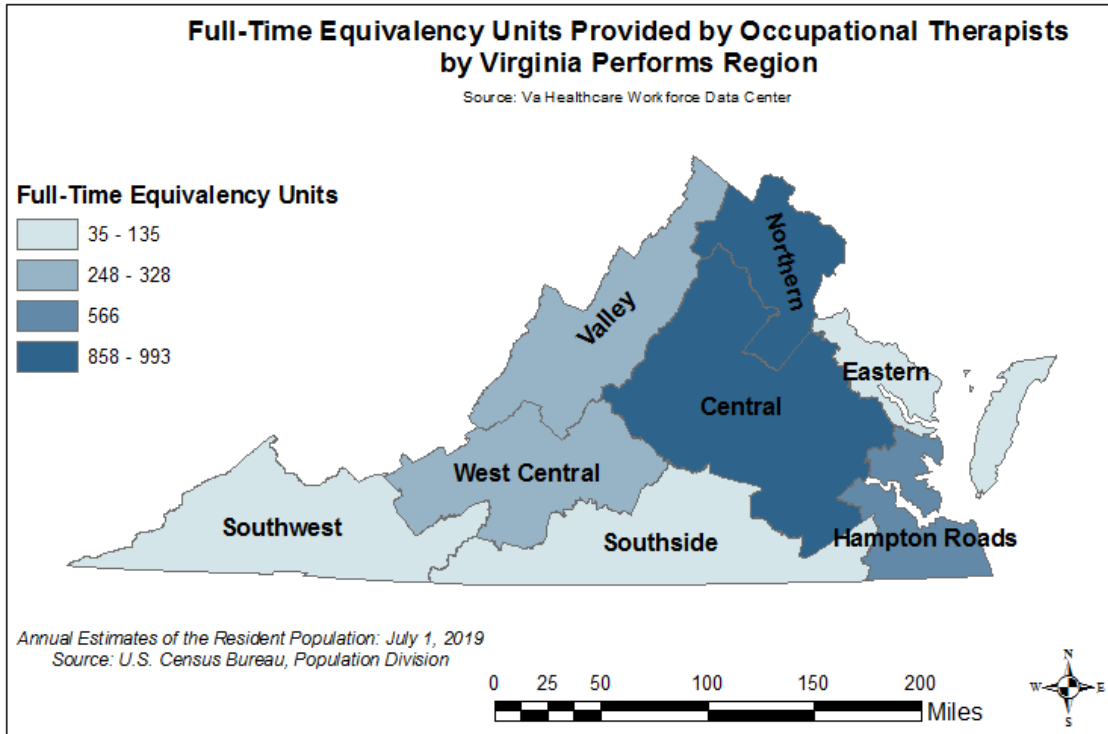
Source: Va. Healthcare Workforce Data Center

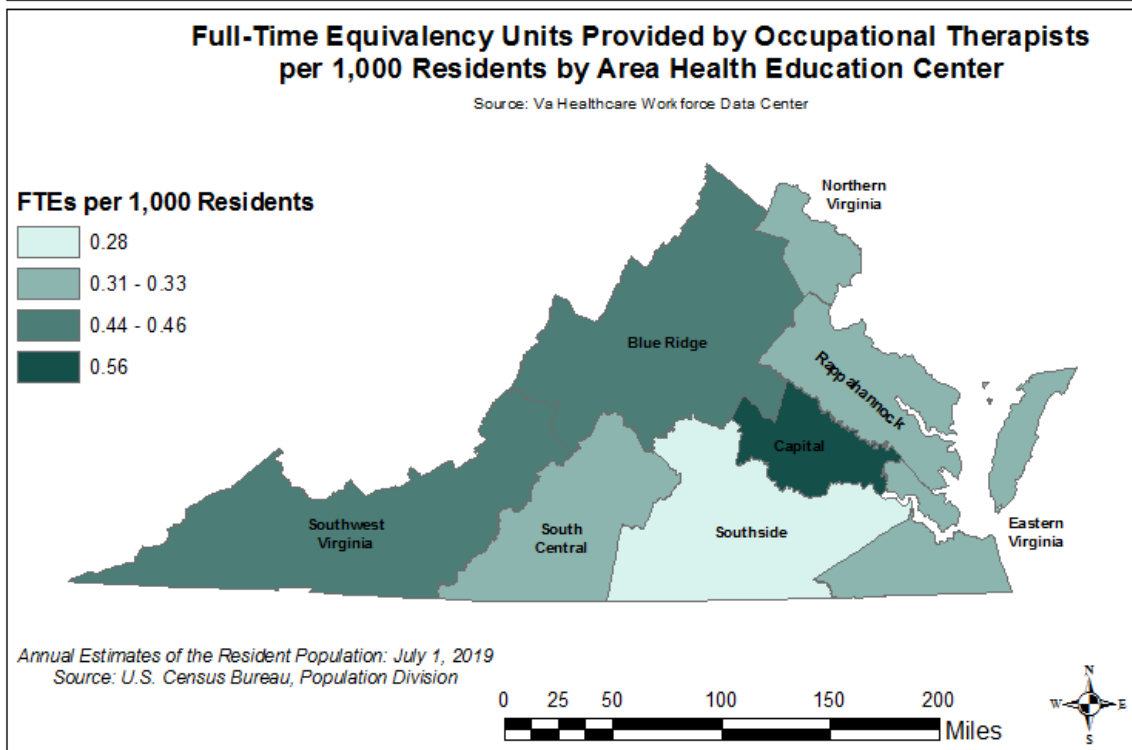
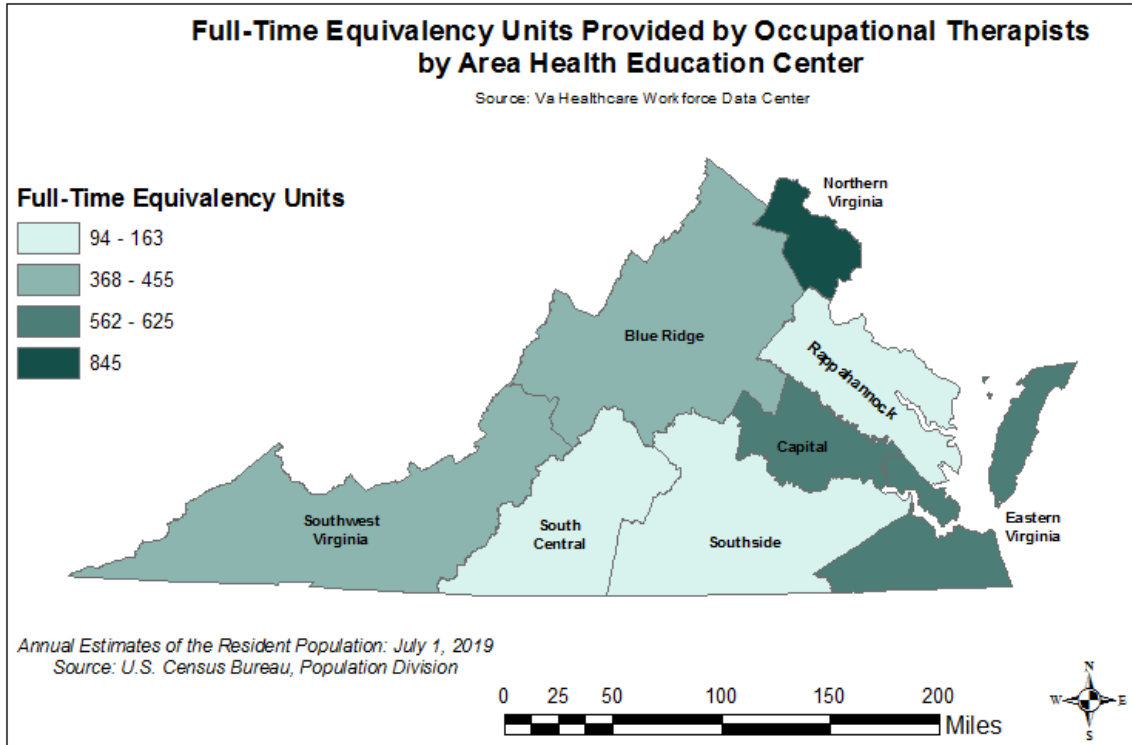


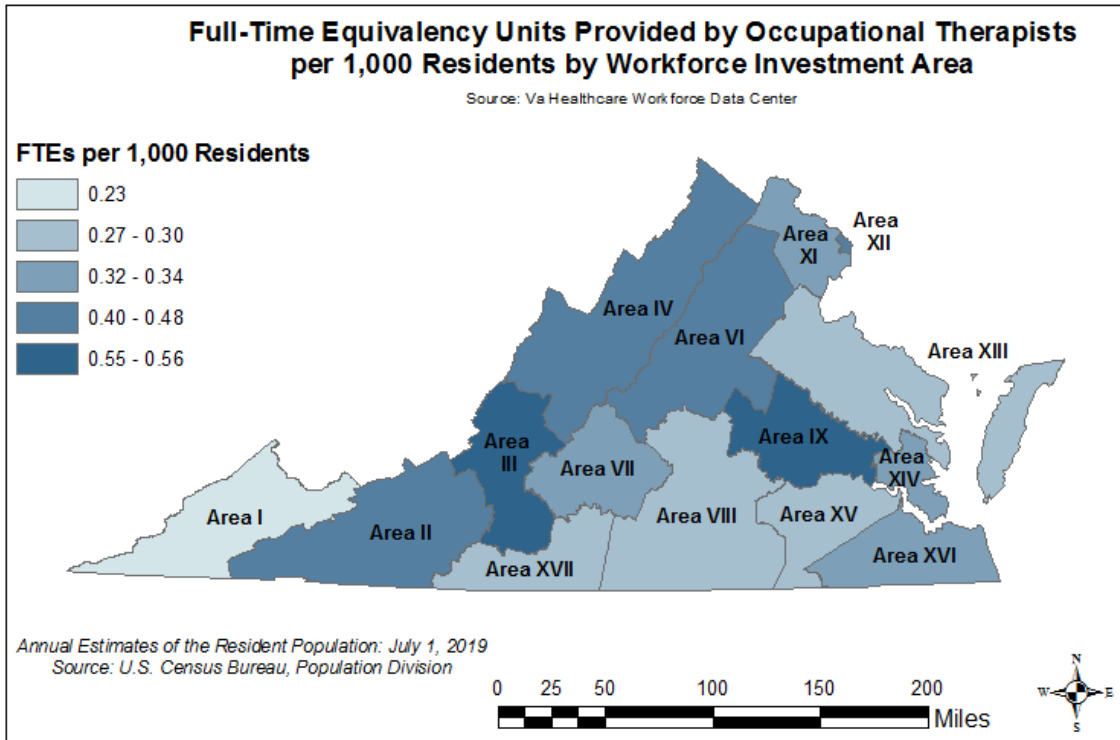
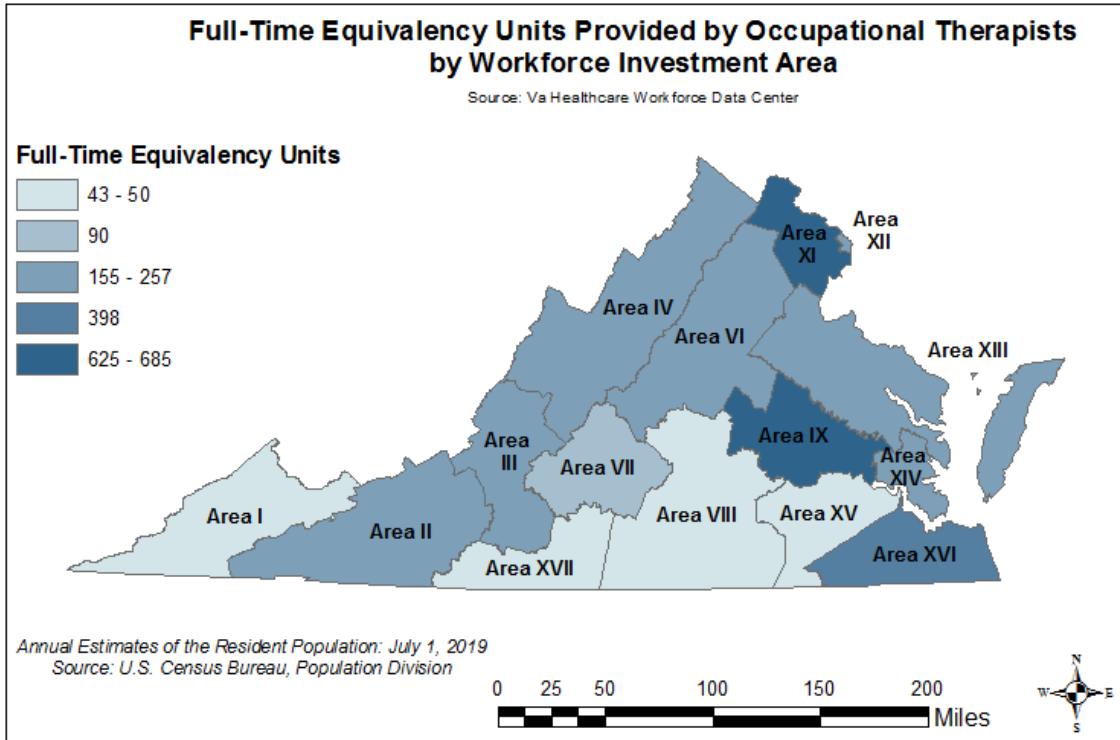
Source: Va. Healthcare Workforce Data Center

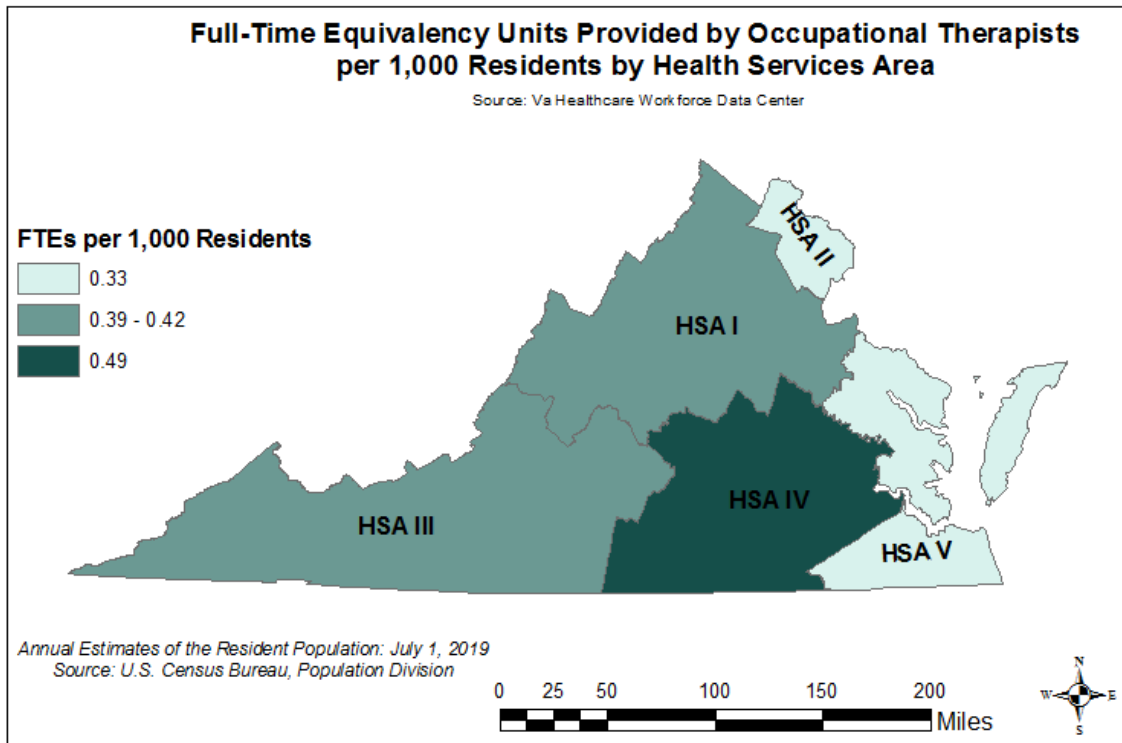
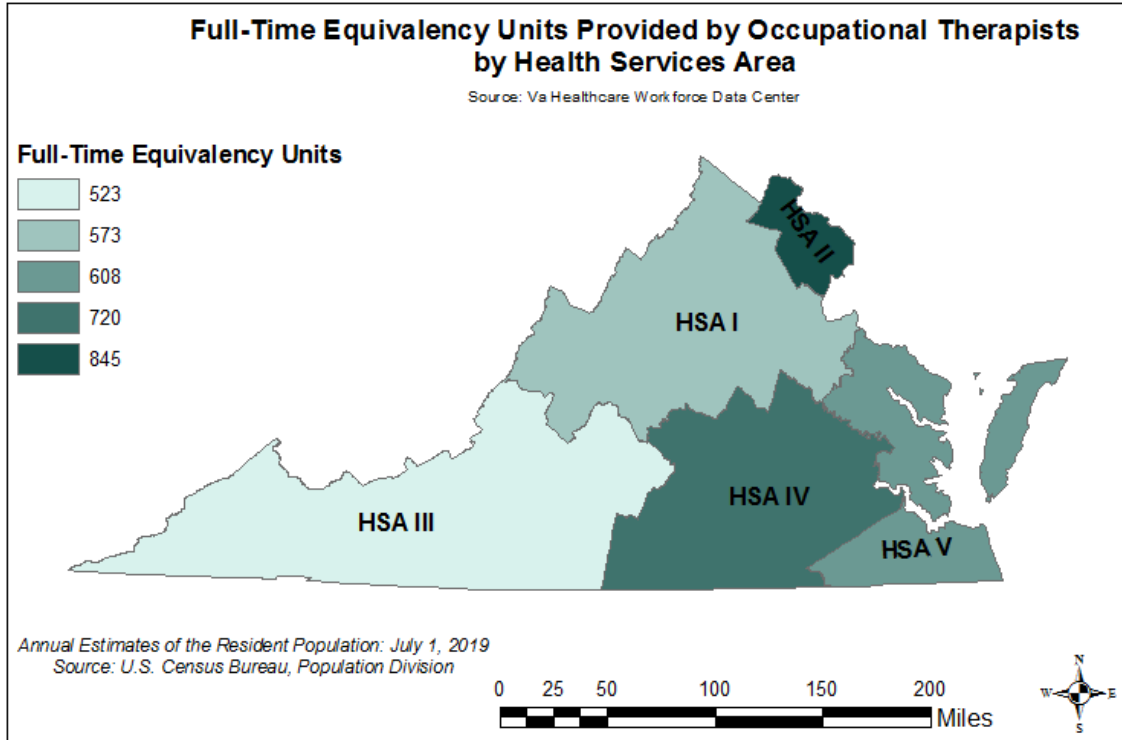
² Number of residents in 2019 was used as the denominator.

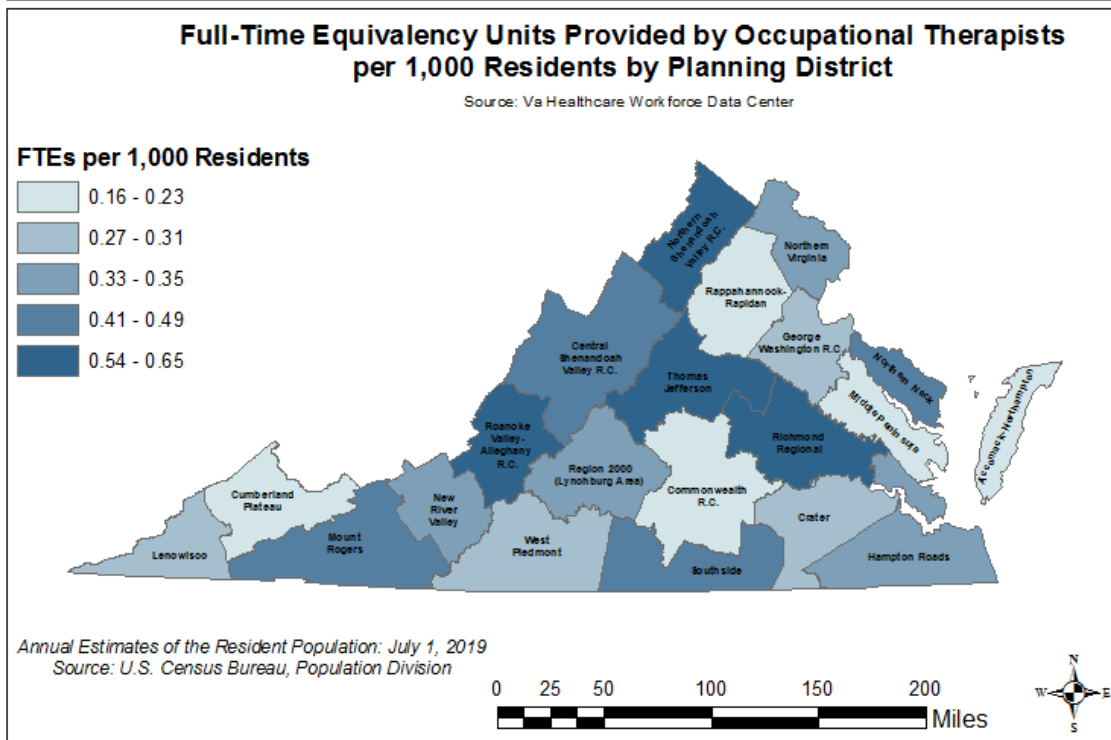
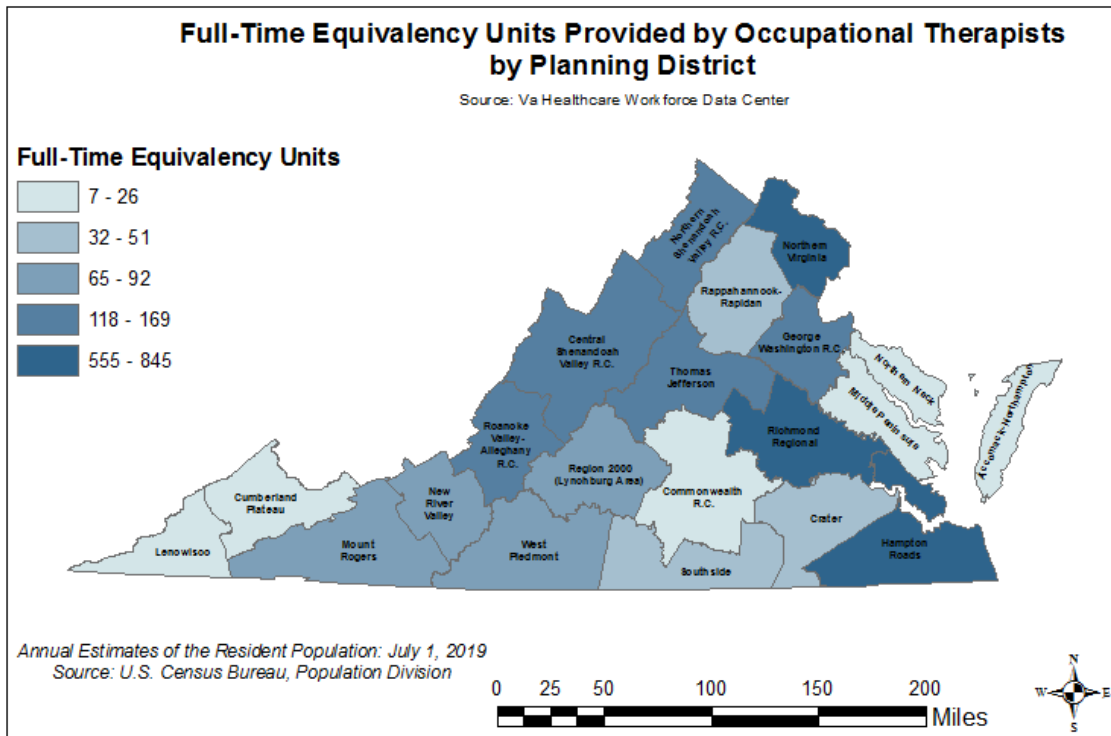
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,583	82.15%	1.217	1.010	2.013
Metro, 250,000 to 1 Million	351	85.75%	1.166	0.968	1.928
Metro, 250,000 or Less	484	85.74%	1.166	0.968	1.929
Urban, Pop. 20,000+, Metro Adj.	40	85.00%	1.176	0.977	1.945
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	120	73.33%	1.364	1.132	2.255
Urban, Pop. 2,500-19,999, Non-Adj.	55	74.55%	1.341	1.114	2.218
Rural, Metro Adj.	72	70.83%	1.412	1.172	2.334
Rural, Non-Adj.	28	75.00%	1.333	1.107	2.205
Virginia Border State/D.C.	554	60.83%	1.644	1.365	2.718
Other U.S. State	788	50.00%	2.000	1.660	3.307

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	1,017	45.33%	2.206	1.928	3.307
30 to 34	897	74.36%	1.345	1.175	2.016
35 to 39	690	81.45%	1.228	1.073	1.841
40 to 44	570	86.14%	1.161	1.015	1.740
45 to 49	505	90.30%	1.107	0.968	1.660
50 to 54	477	89.94%	1.112	0.972	1.667
55 to 59	379	87.86%	1.138	0.995	1.706
60 and Over	540	75.00%	1.333	1.165	1.999

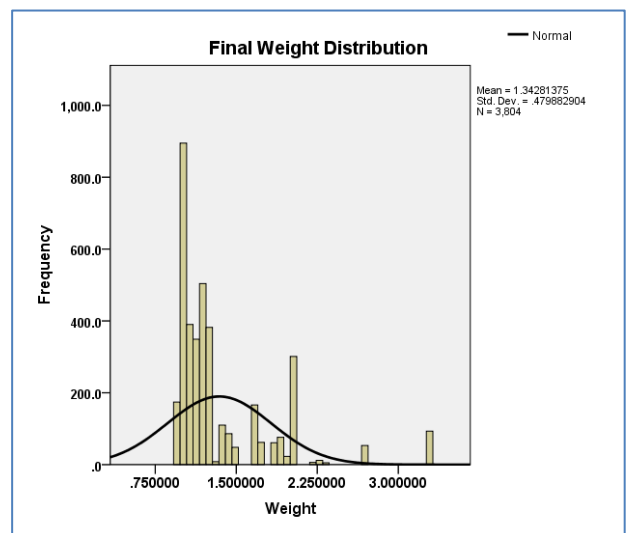
Source: Va. Healthcare Workforce Data Center

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: 0.749557



Source: Va. Healthcare Workforce Data Center