
Virginia's Radiologic Technologist Workforce: 2021

Healthcare Workforce Data Center

February 2022

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4434 (fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

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

More than 3,700 Radiologic Technologists 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Radiologic Technology Advisory Board

Chair

Joyce O. Hawkins, RT
Mechanicsville

Vice-Chair

Uma Prasad, MD
Midlothian

Members

Rebecca Keith, RT
Hampton

David Roberts, RT
Palmyra

Executive Director

William L. Harp, MD

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 Radiologic Technologist Workforce At a Glance:

The Workforce

Licensees:	5,835
Virginia's Workforce:	4,908
FTEs:	4,148

Background

Rural Childhood:	42%
HS Degree in VA:	60%
Prof. Degree in VA:	71%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	71%
Satisfied?:	96%

Survey Response Rate

All Licensees:	65%
Renewing Practitioners:	89%

Education

Associate:	59%
RT Certificate:	23%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	64%

Demographics

Female:	81%
Diversity Index:	41%
Median Age:	43

Finances

Median Income:	\$50k-\$60k
Health Insurance:	67%
Under 40 w/ Ed. Debt:	42%

Primary Roles

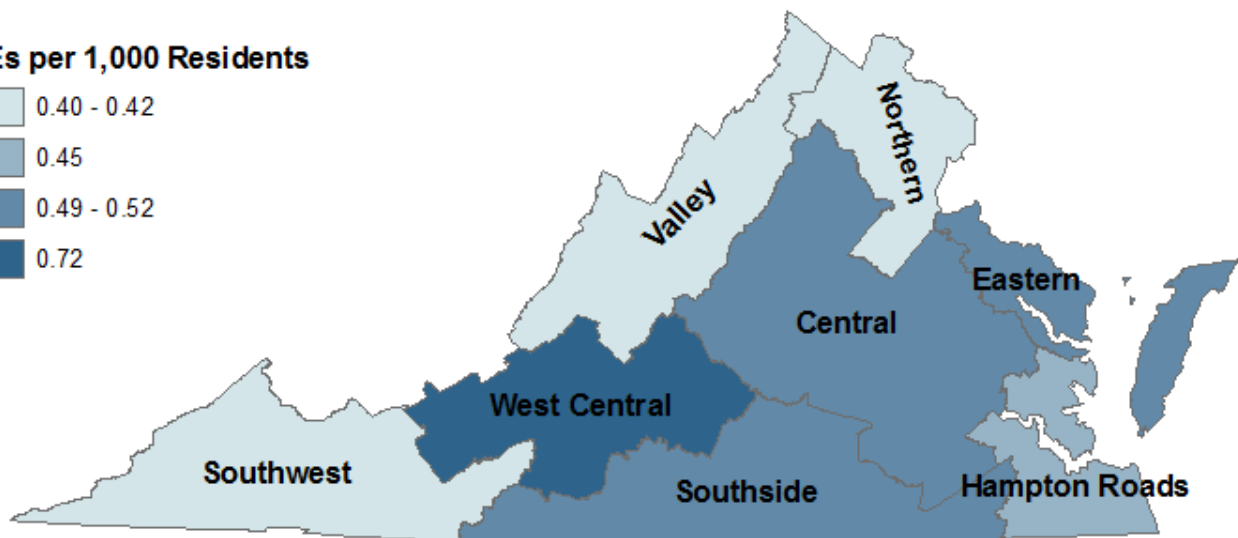
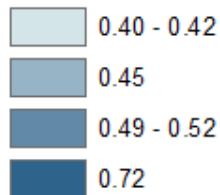
Patient Care:	79%
Administration:	10%
Education:	1%

Source: Va. Healthcare Workforce Data Center

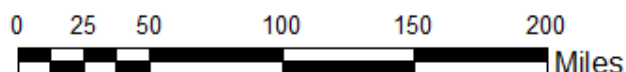
Full-Time Equivalency Units Provided by Radiologic Technologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2021 Radiologic Technologist Workforce survey. More than 3,700 radiologic technologists (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 65% of the 5,835 RTs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 4,908 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 4,148 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

More than 80% of all RTs are female, including 84% of those RTs who are under the age of 40. In a random encounter between two RTs, there is a 41% 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 falls to 39%. 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 19% of these professionals currently work in a non-metro area of the state. In total, 11% of all RTs work in a non-metro area of Virginia.

Among all RTs, 90% are currently employed in the profession, 71% hold one full-time job, and 54% work between 40 and 49 hours per week. More than nine out of every ten RTs work in the private sector, including 67% who work in the for-profit sector. The typical RT earns between \$50,000 and \$60,000 per year. In addition, 87% of all RTs receive at least one employer-sponsored benefit, including 67% who have access to health insurance. More than 95% of RTs indicated that they are satisfied with their current work situation, including 63% 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 RT workforce. The number of licensed RTs in the state has increased by 7% (5,835 vs. 5,462). In addition, the size of Virginia's RT workforce has increased by 5% (4,908 vs. 4,680), and the number of FTEs provided by this workforce has increased by 2% (4,148 vs. 4,070). Virginia's renewing RTs are considerably more likely to respond to this survey (89% vs. 46%).

The percentage of RTs who are under the age of 40 has increased (43% vs. 40%). The diversity index of the RT workforce has also increased (41% vs. 39%). However, the diversity index among RTs who are under the age of 40 has fallen (39% vs. 41%). This has occurred during a time in which Virginia's overall population has become more diverse (60% vs. 55%). Although RTs are no more likely to have grown up in a rural area (42%), RTs who grew up in a rural area are less likely to work in a non-metro area of Virginia (19% vs. 23%). The percentage of all RTs who currently work in a non-metro area of the state has fallen as well (11% vs. 13%).

Virginia's RTs are more likely to hold an associate degree (59% vs. 51%) as their highest professional degree instead of an RT certificate (23% vs. 35%). At the same time, RTs are slightly more likely to carry education debt (30% vs. 29%), although the opposite is the case for those RTs who are under the age of 40 (42% vs. 47%). The median debt amount among those RTs with education debt has not changed (\$10k-\$20k).

RTs are more likely to be employed in the profession (90% vs. 85%), hold one full-time job (71% vs. 66%), and work between 40 and 49 hours per week (54% vs. 51%). However, the annual rate of involuntary unemployment has also increased (5% vs. 2%). RTs are relatively more likely to work in the non-profit sector (27% vs. 22%) instead of the for-profit sector (67% vs. 71%). The median annual income of RTs has increased (\$50k-\$60k vs. \$40k-\$50k). Although RTs are no more likely to receive at least one employer-sponsored benefit (87%), the percentage of RTs who have access to health insurance has increased (67% vs. 59%). Virginia's RTs are more likely to indicate that they are satisfied with their current work situation (96% vs. 94%), including those RTs who indicated that they are "very satisfied" (63% vs. 62%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,220	72%
New Licensees	518	9%
Non-Renewals	1,097	19%
All Licensees	5,835	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 90% of renewing RTs submitted a survey. These represent 65% 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	452	321	42%
30 to 34	333	468	58%
35 to 39	280	499	64%
40 to 44	216	458	68%
45 to 49	173	474	73%
50 to 54	175	514	75%
55 to 59	158	478	75%
60 and Over	281	555	66%
Total	2,068	3,767	65%
New Licenses			
Issued in 2021	518	0	0%
Metro Status			
Non-Metro	191	405	68%
Metro	1,241	2,663	68%
Not in Virginia	636	699	52%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,767
Response Rate, All Licensees	65%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs

Number:	5,835
New:	9%
Not Renewed:	19%

Survey Response Rates

All Licensees:	65%
Renewing Practitioners:	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2021 RT Workforce: 4,908
 FTEs: 4,148

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.41
 Workers per FTE: 1.18

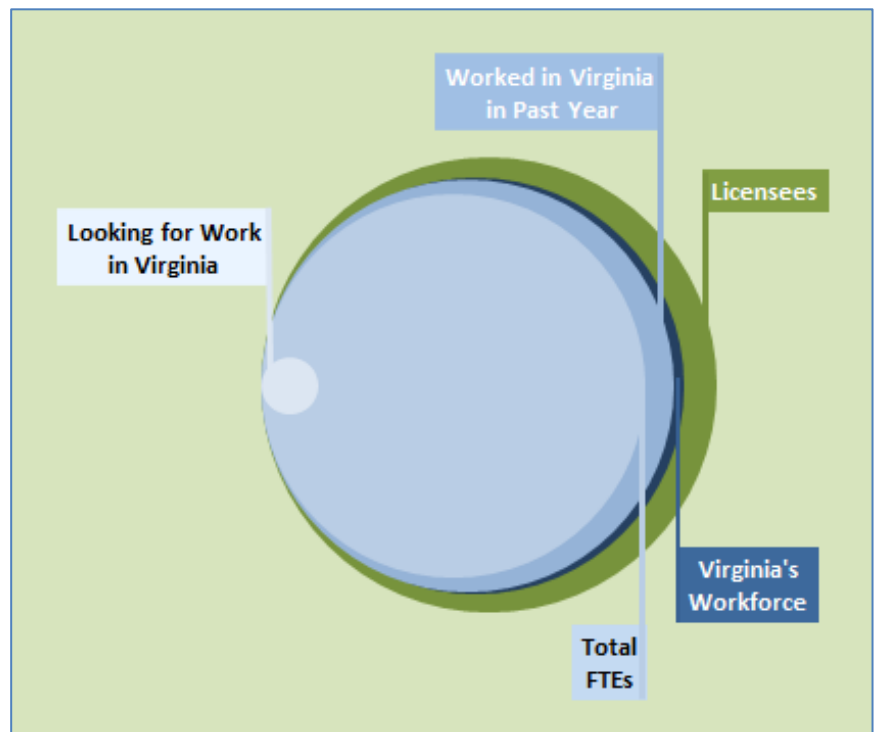
Source: Va. Healthcare Workforce Data Center

Virginia's RT Workforce		
Status	#	%
Worked in Virginia in Past Year	4,810	98%
Looking for Work in Virginia	97	2%
Virginia's Workforce	4,908	100%
Total FTEs	4,148	
Licensees	5,835	

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.



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/HealthcareW
 orkforceDataCenter/](https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	85	13%	579	87%	664	15%
30 to 34	88	14%	544	86%	632	14%
35 to 39	120	20%	477	80%	598	14%
40 to 44	115	22%	409	78%	524	12%
45 to 49	107	22%	378	78%	484	11%
50 to 54	116	24%	371	76%	487	11%
55 to 59	79	17%	376	83%	456	10%
60 and Over	135	24%	417	76%	552	13%
Total	845	19%	3,551	81%	4,396	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	59%	3,371	76%	1,482	78%
Black	18%	472	11%	149	8%
Asian	7%	200	5%	90	5%
Other Race	1%	59	1%	15	1%
Two or More Races	5%	123	3%	51	3%
Hispanic	11%	212	5%	124	6%
Total	100%	4,437	100%	1,911	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

At a Glance:

Gender

% Female: 81%
% Under 40 Female: 84%

Age

Median Age: 43
% Under 40: 43%
% 55 and Over: 23%

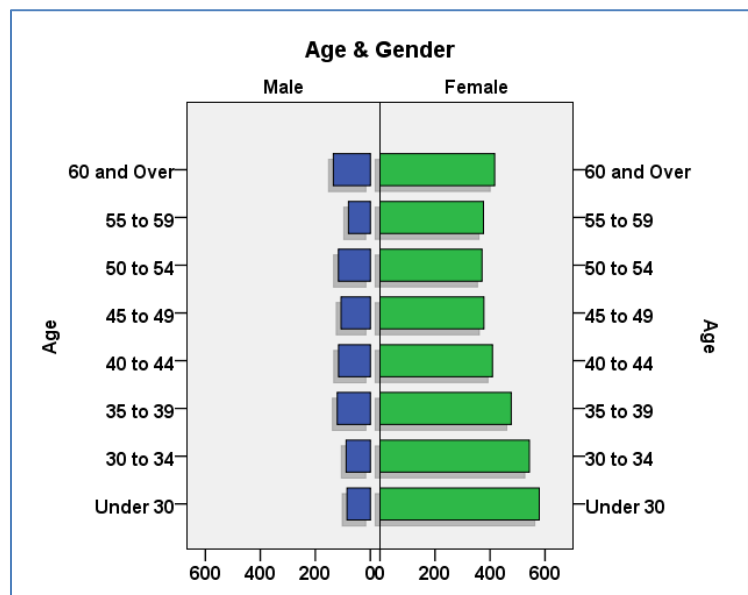
Diversity

Diversity Index: 41%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 41% 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%.

More than 40% of RTs are under the age of 40, and 84% of these professionals are female. In addition, the diversity index among RTs who are under the age of 40 is 39%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 42%

Virginia Background

HS in Virginia: 60%
 Prof. Education in VA: 71%
 HS/Prof. Edu. in VA: 74%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 5%

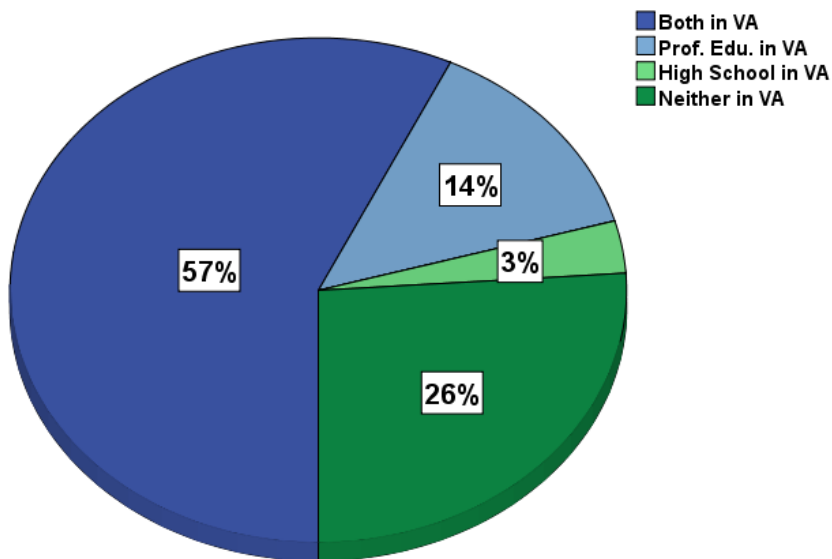
Source: Va. Healthcare Workforce Data Center

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+	31%	52%	18%
2	Metro, 250,000 to 1 Million	57%	36%	7%
3	Metro, 250,000 or Less	60%	30%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	72%	18%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	81%	15%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	86%	12%	3%
8	Rural, Metro Adjacent	73%	16%	11%
9	Rural, Non-Adjacent	47%	37%	16%
Overall		42%	44%	15%

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 self-described rural area, and 19% of these professionals currently work in a non-metro county. In total, 11% of all RTs currently work in a non-metro county.

Top Ten States for Radiologic Technologist Recruitment

Rank	All Radiologic Technologists			
	High School	#	Professional School	#
1	Virginia	2,670	Virginia	3,092
2	Outside U.S./Canada	234	Maryland	208
3	Maryland	200	West Virginia	128
4	Pennsylvania	177	Pennsylvania	115
5	New York	166	North Carolina	95
6	West Virginia	138	New York	92
7	North Carolina	94	Florida	78
8	Florida	76	Texas	54
9	New Jersey	69	Washington, D.C.	52
10	Ohio	62	Ohio	43

Source: Va. Healthcare Workforce Data Center

Three out of every five RTs received their high school degree in Virginia, and 71% received their initial professional degree in the state.

Among RTs who obtained their license in the past five years, 58% received their high school degree in Virginia, while 65% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	737	Virginia	816
2	Pennsylvania	59	Maryland	62
3	Maryland	59	West Virginia	50
4	Outside U.S./Canada	51	Pennsylvania	47
5	New York	51	North Carolina	39
6	West Virginia	42	Florida	37
7	North Carolina	25	New York	29
8	Florida	25	Ohio	13
9	California	20	Illinois	13
10	Ohio	19	Washington, D.C.	12

Source: Va. Healthcare Workforce Data Center

More than 15% of licensed RTs did not participate in Virginia's workforce in 2021. Nearly 90% of these RTs worked at some point in the past year, including 82% who are currently employed as RTs.

At a Glance:

Not in VA Workforce

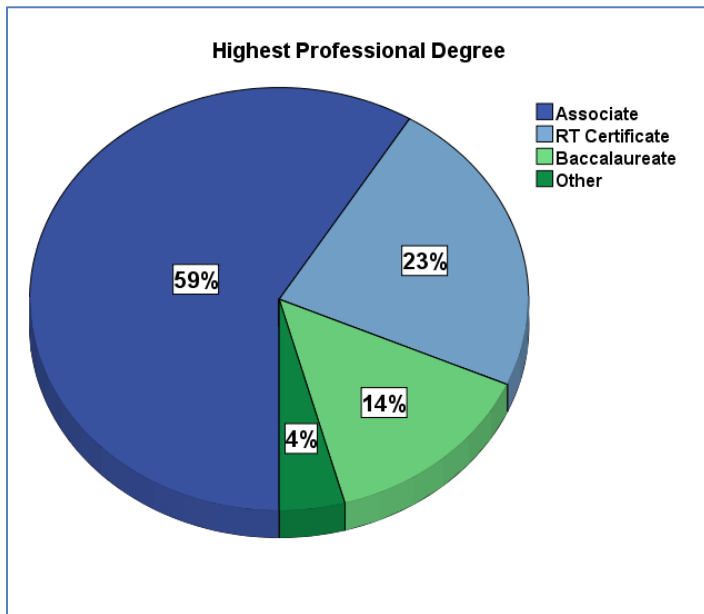
Total:	923
% of Licensees:	16%
Federal/Military:	2%
VA Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
RT Certificate	984	23%
Associate	2,529	59%
Baccalaureate	609	14%
Post-Graduate Certificate	105	2%
Masters	73	2%
Doctorate	4	0%
Total	4,304	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly one-third of all RTs carry education debt, including 42% of those RTs who are under the age of 40. For those RTs with education debt, the median amount is between \$10,000 and \$20,000.

At a Glance:

Education
 Associate Degree: 59%
 RT Certificate: 23%

Education Debt
 Carry Debt: 30%
 Under Age 40 w/ Debt: 42%
 Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all RTs hold an associate degree as their highest professional degree.

Education Debt				
Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	2,650	70%	957	58%
Less than \$10,000	302	8%	186	11%
\$10,000-\$19,999	273	7%	191	12%
\$20,000-\$29,999	171	5%	103	6%
\$30,000-\$39,999	126	3%	70	4%
\$40,000-\$49,999	80	2%	54	3%
\$50,000-\$59,999	61	2%	33	2%
\$60,000-\$69,999	30	1%	14	1%
\$70,000-\$79,999	22	1%	5	0%
\$80,000-\$89,999	22	1%	7	0%
\$90,000-\$99,999	15	0%	9	1%
\$100,000 or More	43	1%	21	1%
Total	3,794	100%	1,650	100%

Source: Va. Healthcare Workforce Data Center

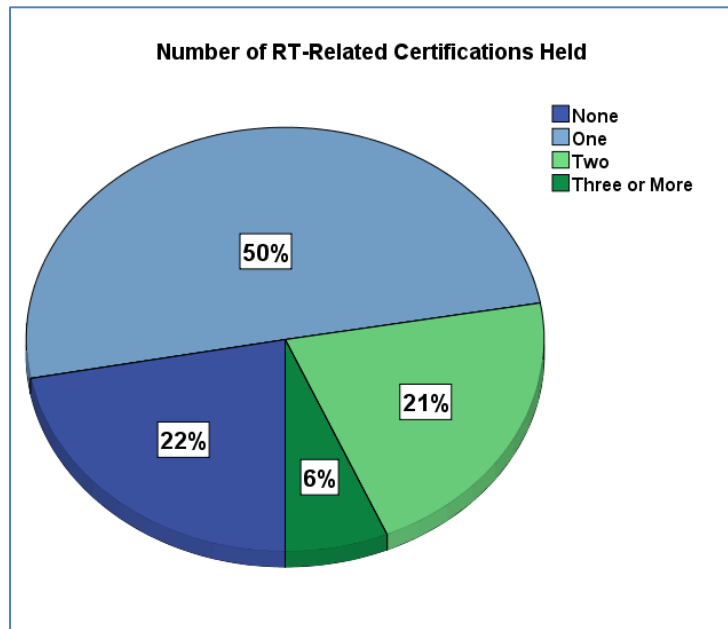
At a Glance:

Top Certifications

Radiography:	67%
Tomography:	14%
Mammography:	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Top Ten Certifications

Certification	#	% of Workforce
Radiography	3,308	67%
Tomography	693	14%
Mammography	672	14%
Magnetic Resonance Imaging	279	6%
Radiation Therapy	124	3%
Bone Densitometry	113	2%
Nuclear Medicine Technology	90	2%
Vascular Interventional	71	1%
Nuclear Medicine	48	1%
Diagnostic Medical Sonography	38	1%
At Least One Certification	3,824	78%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all RTs have at least one certification, including two-thirds who hold a certification in radiography.

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 71%
 2 or More Positions: 13%

Weekly Hours:

40 to 49: 54%
 60 or More: 4%
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in an RT-Related Capacity	3,989	90%
Employed, NOT in an RT-Related Capacity	299	7%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	35	1%
Voluntarily Unemployed	83	2%
Retired	29	1%
Total	4,436	100%

Source: Va. Healthcare Workforce Data Center

Among all RTs, 90% are currently employed in the profession, 71% have one full-time job, and 54% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	147	3%
One Part-Time Position	556	13%
Two Part-Time Positions	93	2%
One Full-Time Position	3,090	71%
One Full-Time Position & One Part-Time Position	414	10%
Two Full-Time Positions	19	0%
More than Two Positions	31	1%
Total	4,350	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	147	3%
1 to 9 Hours	80	2%
10 to 19 Hours	144	3%
20 to 29 Hours	259	6%
30 to 39 Hours	1,029	24%
40 to 49 Hours	2,285	54%
50 to 59 Hours	166	4%
60 to 69 Hours	62	1%
70 to 79 Hours	24	1%
80 or More Hours	66	2%
Total	4,262	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	18	1%
Less than \$30,000	286	9%
\$30,000-\$39,999	392	12%
\$40,000-\$49,999	671	20%
\$50,000-\$59,999	601	18%
\$60,000-\$69,999	511	15%
\$70,000-\$79,999	324	10%
\$80,000-\$89,999	224	7%
\$90,000-\$99,999	111	3%
\$100,000-\$109,999	88	3%
\$110,000-\$119,999	37	1%
\$120,000 or More	52	2%
Total	3,314	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 67%
Retirement: 69%

Satisfaction
Satisfied: 96%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,727	63%
Somewhat Satisfied	1,405	33%
Somewhat Dissatisfied	151	4%
Very Dissatisfied	37	1%
Total	4,320	100%

Source: Va. Healthcare Workforce Data Center

The typical RT earns between \$50,000 and \$60,000 per year. In addition, 87% of RTs also receive at least one employer-sponsored benefit, including 67% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,136	79%	78%
Retirement	2,734	69%	67%
Health Insurance	2,673	67%	66%
Dental Insurance	2,544	64%	63%
Paid Sick Leave	2,307	58%	57%
Group Life Insurance	1,864	47%	46%
Signing/Retention Bonus	241	6%	6%
At Least One Benefit	3,486	87%	85%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the Past Year, Did You . . .?	#	%
Experience Involuntary Unemployment?	257	5%
Experience Voluntary Unemployment?	218	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	184	4%
Work Two or More Positions at the Same Time?	757	15%
Switch Employers or Practices?	367	7%
Experience at Least One?	1,483	30%

Source: Va. Healthcare Workforce Data Center

Among all RTs, 5% 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	67	2%	99	10%
Less than 6 Months	278	7%	105	11%
6 Months to 1 Year	322	8%	101	10%
1 to 2 Years	834	20%	186	19%
3 to 5 Years	1,026	24%	217	22%
6 to 10 Years	638	15%	128	13%
More than 10 Years	1,038	25%	139	14%
Subtotal	4,203	100%	976	100%
Did Not Have Location	157		3,881	
Item Missing	548		51	
Total	4,908		4,908	

Source: Va. Healthcare Workforce Data Center

More than four out of every five RTs receive an hourly wage at their primary work location, while 11% either receive a salary or work on commission.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 5%
Underemployed: 4%

Turnover & Tenure

Switched: 7%
New Location: 19%
Over 2 Years: 64%
Over 2 Yrs., 2nd Location: 50%

Employment Type

Hourly Wage: 86%
Salary/Commission: 11%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	344	11%
Hourly Wage	2,763	86%
By Contract/Per Diem	81	3%
Business/Practice Income	12	0%
Unpaid	4	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 2.7% 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:	28%
Top 3 Regions:	70%
Lowest Region:	2%

Locations

2 or More (Past Year):	24%
2 or More (Now*):	21%

Source: Va. Healthcare Workforce Data Center

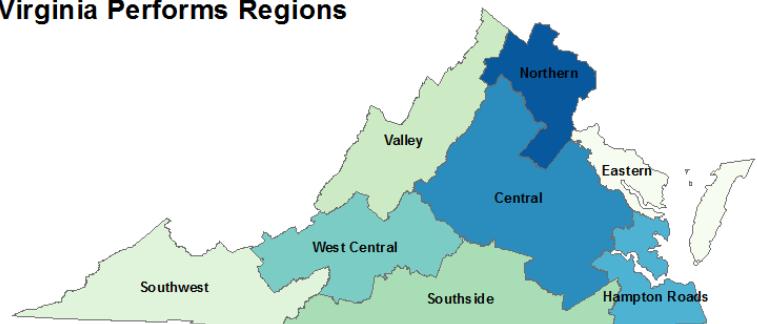
Seven out of every ten RTs work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	953	23%	218	22%
Eastern	75	2%	12	1%
Hampton Roads	801	19%	161	16%
Northern	1,182	28%	323	32%
Southside	189	4%	37	4%
Southwest	171	4%	31	3%
Valley	216	5%	44	4%
West Central	549	13%	103	10%
Virginia Border State/D.C.	25	1%	16	2%
Other U.S. State	49	1%	51	5%
Outside of the U.S.	0	0%	0	0%
Total	4,210	100%	996	100%
Item Missing	542		30	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

More than 20% of all RTs currently have multiple work locations, while 24% have had multiple work locations in the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	97	2%	147	3%
1	3,174	74%	3,245	76%
2	604	14%	558	13%
3	294	7%	257	6%
4	42	1%	26	1%
5	26	1%	21	1%
6 or More	55	1%	39	1%
Total	4,292	100%	4,293	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	2,663	67%	664	72%
Non-Profit	1,087	27%	207	22%
State/Local Government	111	3%	22	2%
Veterans Administration	25	1%	6	1%
U.S. Military	61	2%	18	2%
Other Federal Government	30	1%	9	1%
Total	3,977	100%	926	100%
Did Not Have Location	157		3,881	
Item Missing	773		102	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

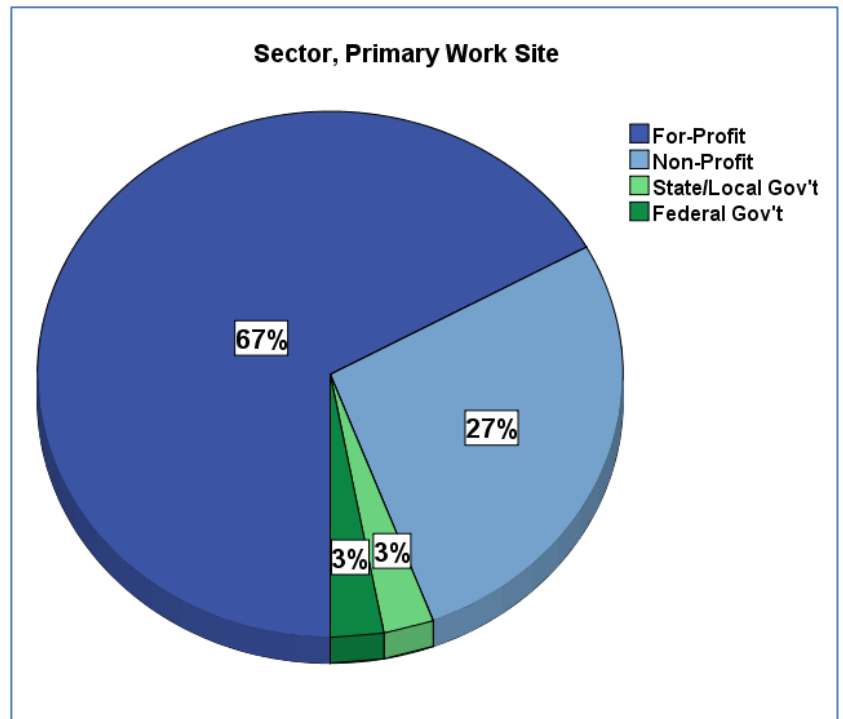
For-Profit:	67%
Federal:	3%

Top Establishments

Physician Office:	21%
Outpatient/Community Clinic:	19%
General Hospital, Inpatient:	17%

Source: Va. Healthcare Workforce Data Center

More than 90% of Virginia's RTs work in the private sector, including 67% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

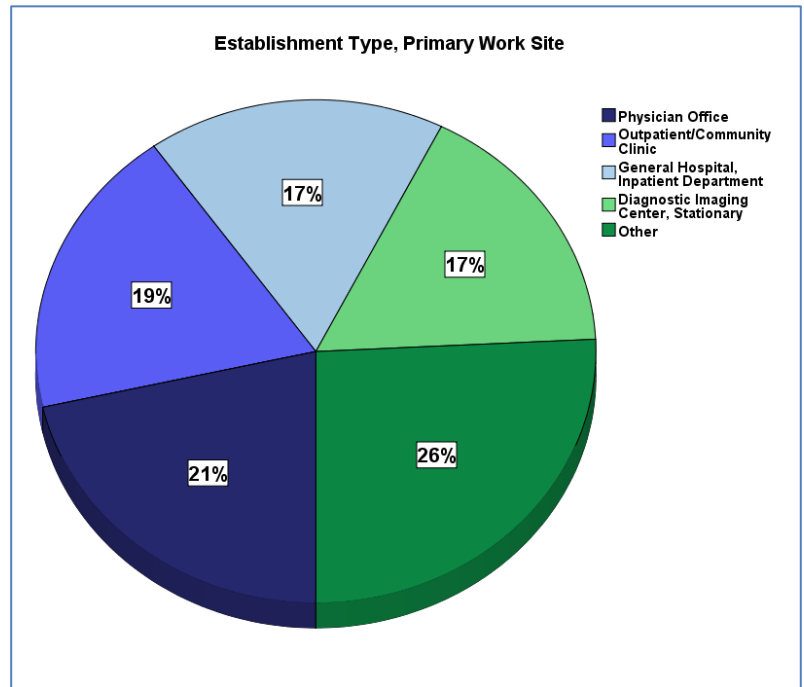
Top Ten Location Types

Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Physician Office	827	21%	134	15%
Outpatient/Community Clinic	722	19%	189	21%
General Hospital, Inpatient Department	664	17%	176	20%
Diagnostic Imaging Center, Stationary	649	17%	144	16%
General Hospital, Outpatient Department	388	10%	99	11%
Diagnostic Imaging Center, Mobile	114	3%	53	6%
Academic Institution	82	2%	12	1%
Skilled Nursing Facility	13	0%	6	1%
Device Manufacturer/Distributor	9	0%	4	0%
Dentist Office	1	0%	0	0%
Other Practice Setting	386	10%	76	9%
Total	3,855	100%	893	100%
Did Not Have a Location	157		3,881	

Source: Va. Healthcare Workforce Data Center

More than 20% of all RTs work in a physician's office, while another 19% work in an outpatient or community clinic.

For RTs who also have a secondary work location, 21% work at an outpatient or community clinic, while another 20% work at the inpatient department of a general hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

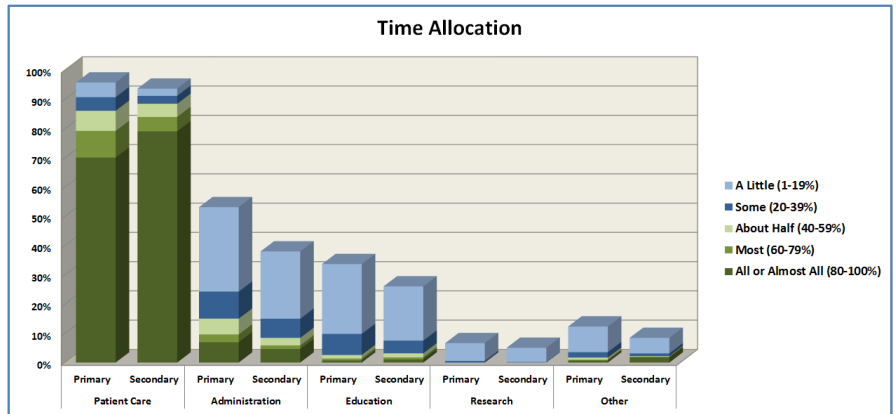
Patient Care: 79%
Administration: 10%
Education: 1%

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, 79% 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%)	70%	79%	7%	5%	1%	1%	0%	0%	1%	2%
Most (60-79%)	9%	5%	3%	1%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	7%	4%	5%	3%	1%	1%	0%	0%	1%	0%
Some (20-39%)	5%	3%	9%	7%	7%	4%	1%	0%	2%	1%
A Little (1-19%)	5%	2%	29%	23%	24%	19%	6%	5%	9%	5%
None (0%)	4%	6%	47%	62%	66%	74%	93%	95%	88%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	144	4%	-	-
50 to 54	176	5%	11	1%
55 to 59	395	11%	65	5%
60 to 64	978	27%	304	26%
65 to 69	1,420	39%	584	49%
70 to 74	278	8%	149	13%
75 to 79	38	1%	20	2%
80 and Over	19	1%	6	1%
I Do Not Intend to Retire	159	4%	51	4%
Total	3,607	100%	1,190	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RTs

Under 65: 47%

Under 60: 20%

RTs 50 and Over

Under 65: 32%

Under 60: 6%

Time Until Retirement

Within 2 Years: 6%

Within 10 Years: 20%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Nearly half of all RTs expect to retire by the age of 65. Among RTs who are age 50 and over, 32% expect to retire by the age of 65.

Within the next two years, 17% of all RTs expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.

Future Plans

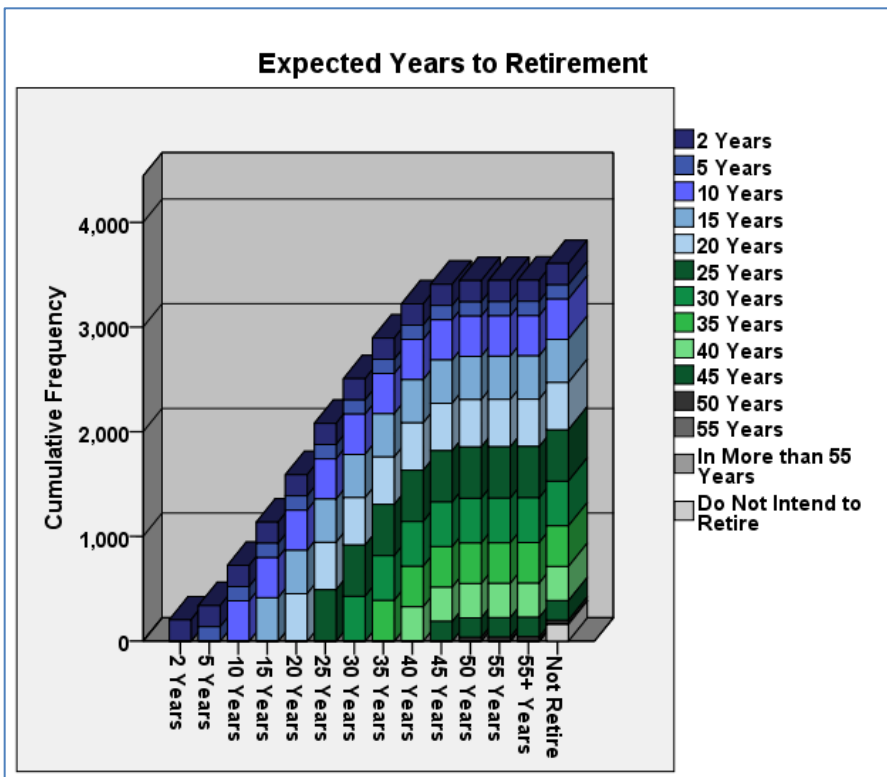
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	141	3%
Leave Virginia	174	4%
Decrease Patient Care Hours	282	6%
Decrease Teaching Hours	30	1%
Increase Participation		
Increase Patient Care Hours	296	6%
Increase Teaching Hours	152	3%
Pursue Additional Education	836	17%
Return to the Workforce	45	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. While 6% of RTs expect to retire in the next two years, 20% expect to retire within the next ten years. Half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within . .	#	%	Cumulative %
2 Years	203	6%	6%
5 Years	136	4%	9%
10 Years	384	11%	20%
15 Years	413	11%	31%
20 Years	453	13%	44%
25 Years	490	14%	58%
30 Years	427	12%	69%
35 Years	388	11%	80%
40 Years	326	9%	89%
45 Years	187	5%	94%
50 Years	35	1%	95%
55 Years	2	0%	95%
In More than 55 Years	3	0%	96%
Do Not Intend to Retire	159	4%	100%
Total	3,607	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 14% of the current workforce around 2046 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 4,148
 FTEs/1,000 Residents²: 0.481
 Average: 0.87

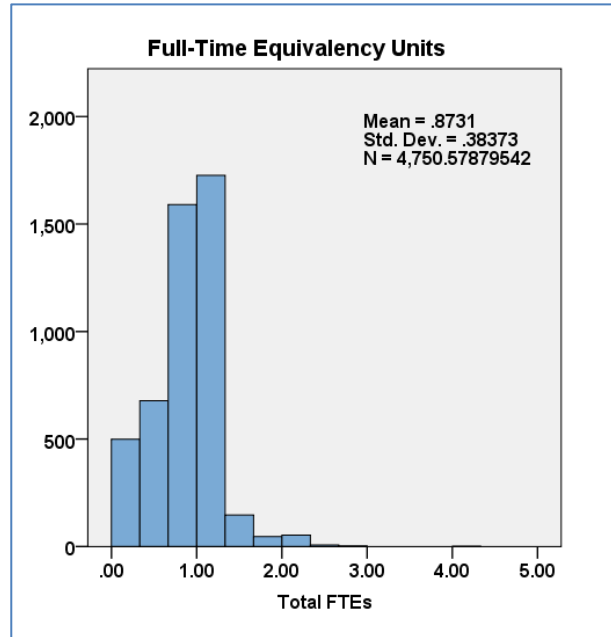
Age & Gender Effect

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:

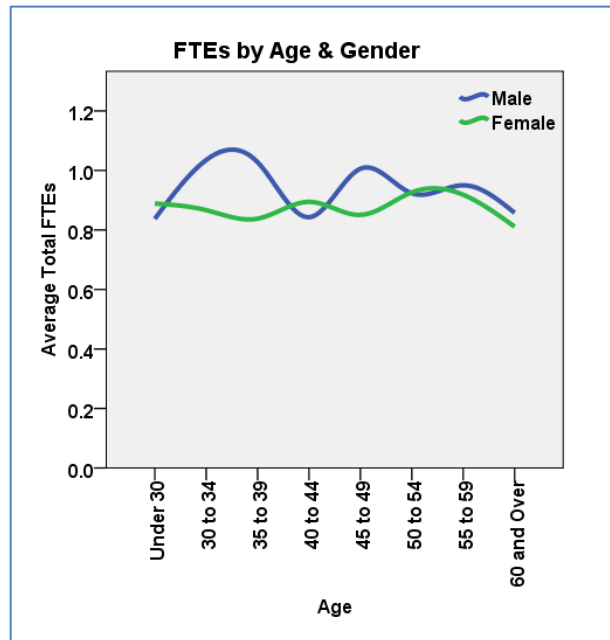


Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.95 FTEs in the past year, or approximately 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.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.88	0.96
30 to 34	0.91	0.97
35 to 39	0.86	0.93
40 to 44	0.87	0.93
45 to 49	0.87	0.93
50 to 54	0.92	0.96
55 to 59	0.91	0.96
60 and Over	0.76	0.84
Gender		
Male	0.93	1.02
Female	0.87	0.96

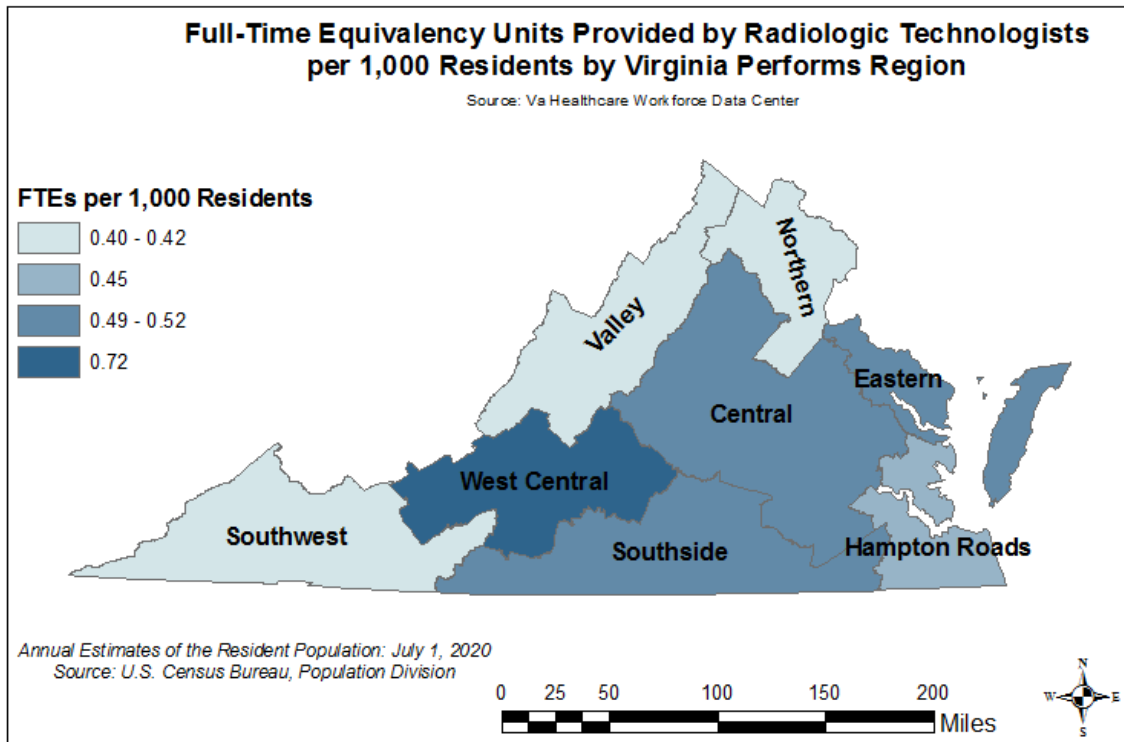
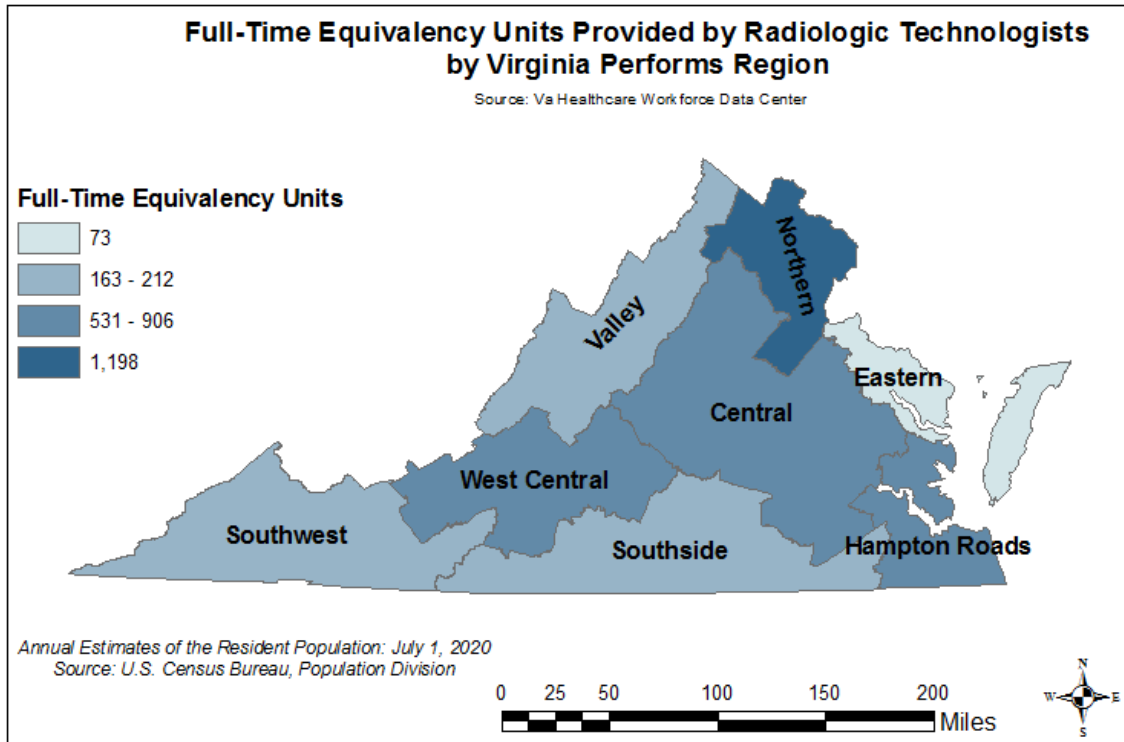
Source: Va. Healthcare Workforce Data Center

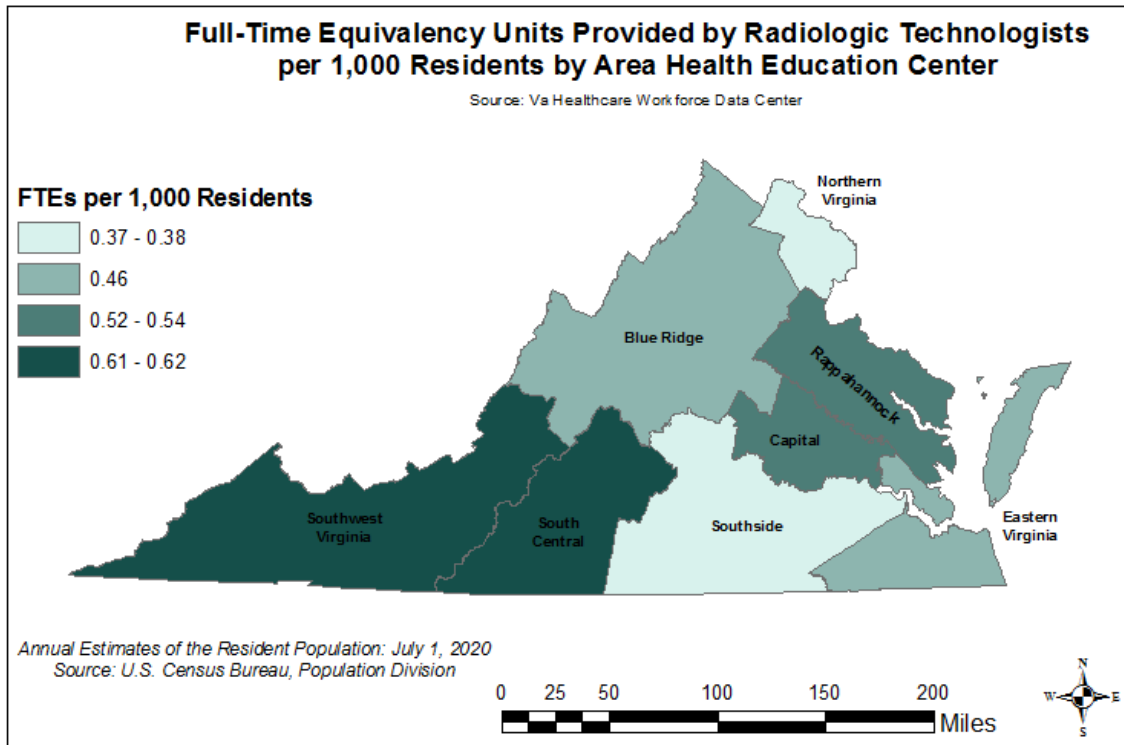
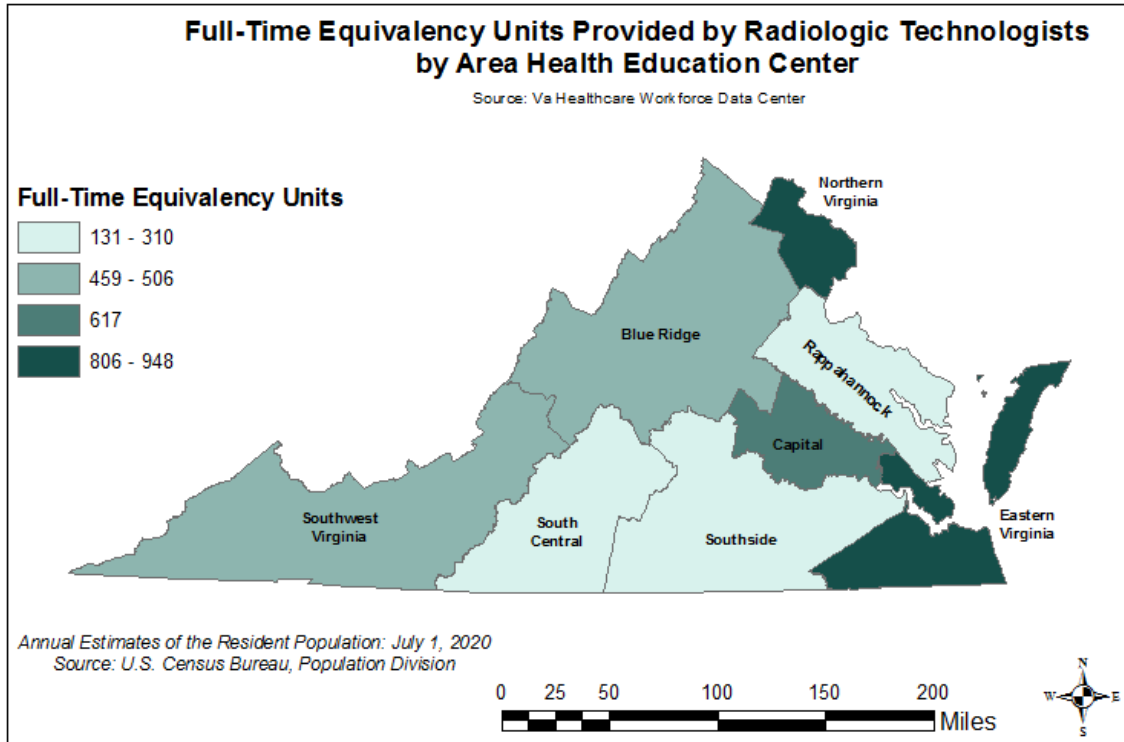


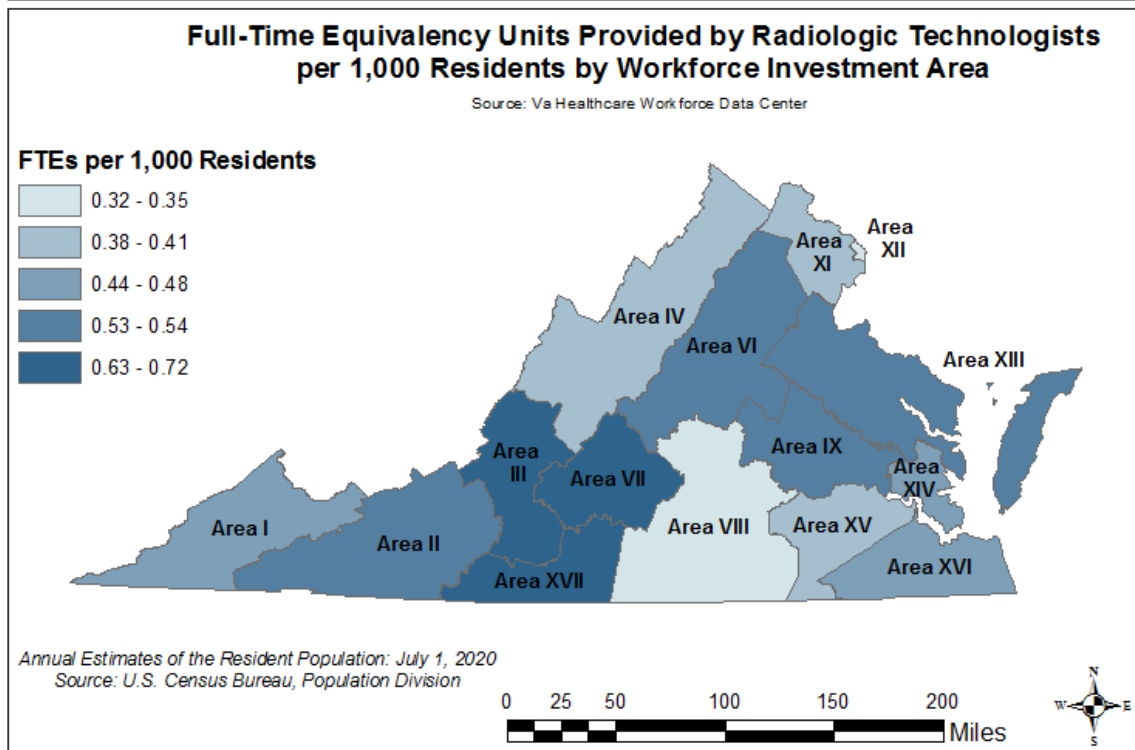
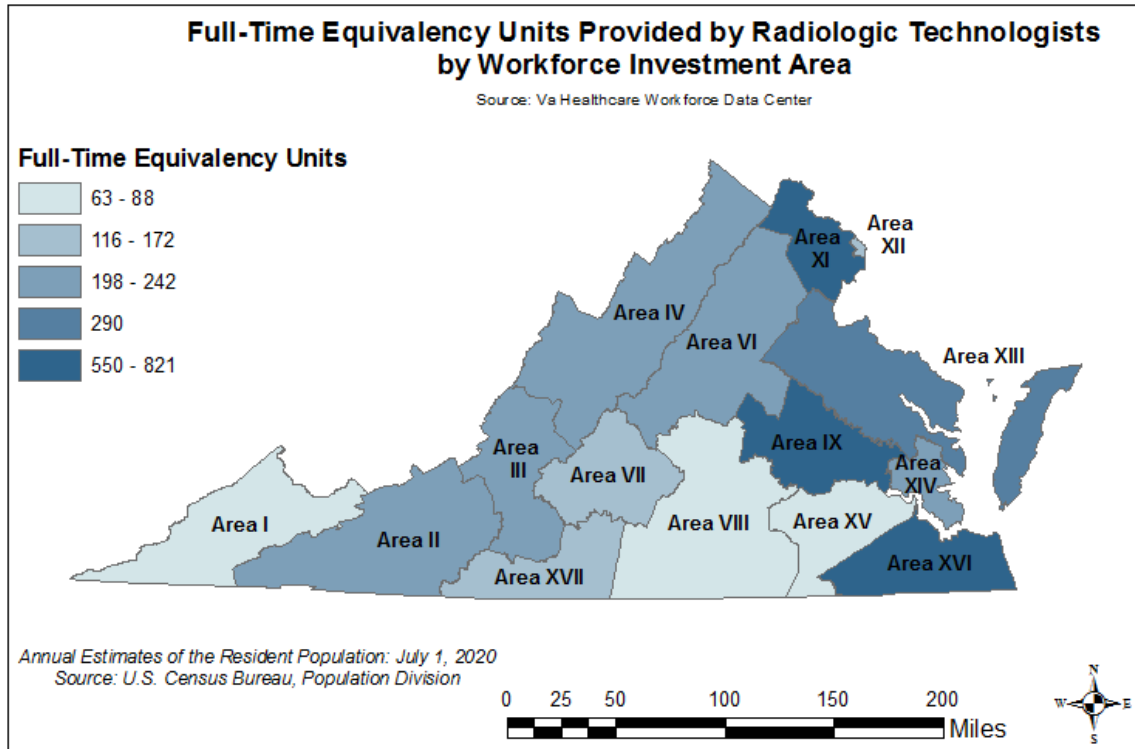
Source: Va. Healthcare Workforce Data Center

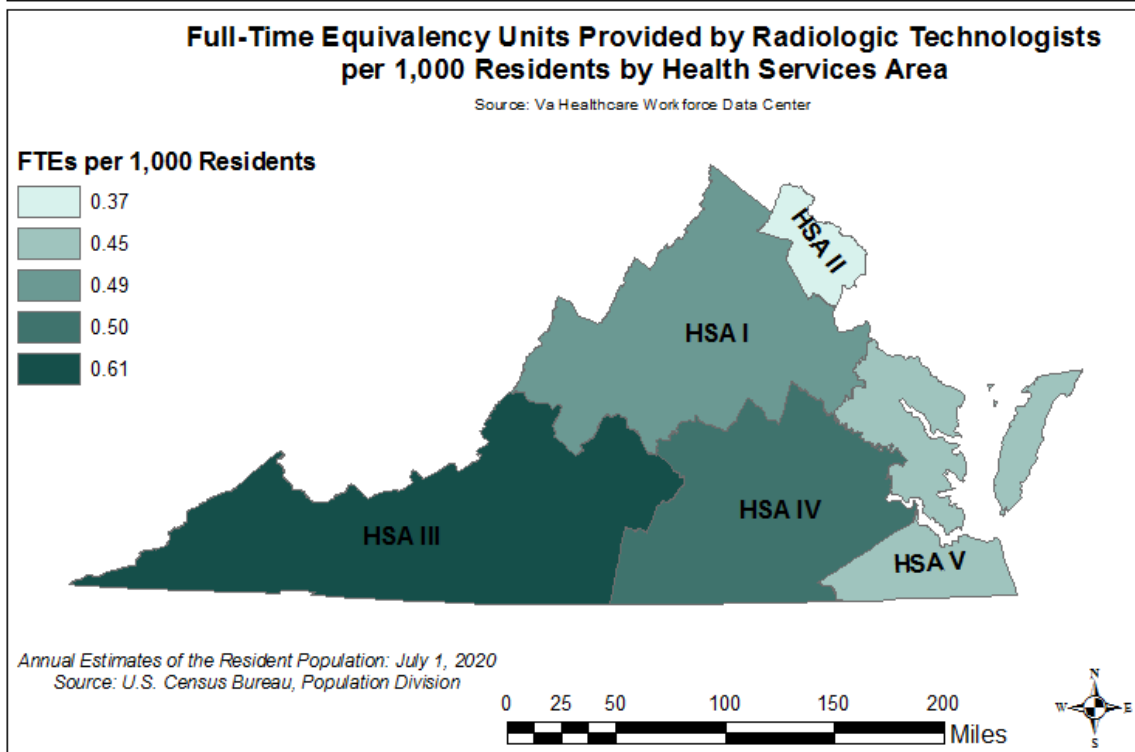
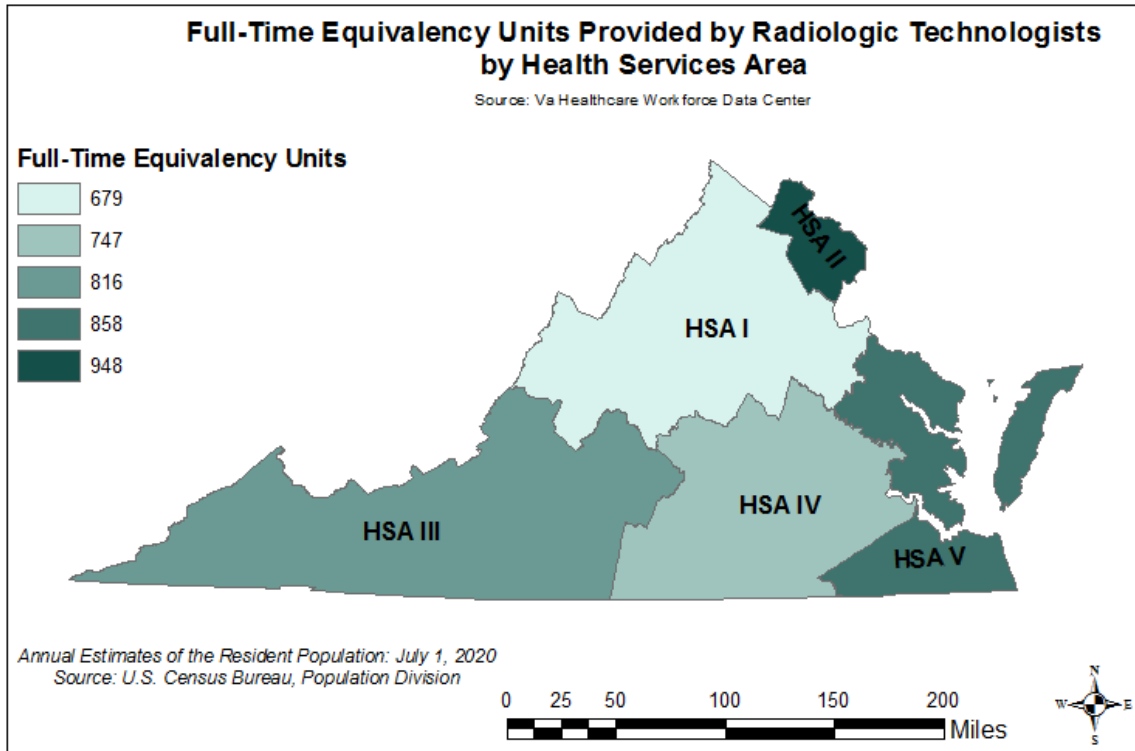
² Number of residents in 2020 was used as the denominator.

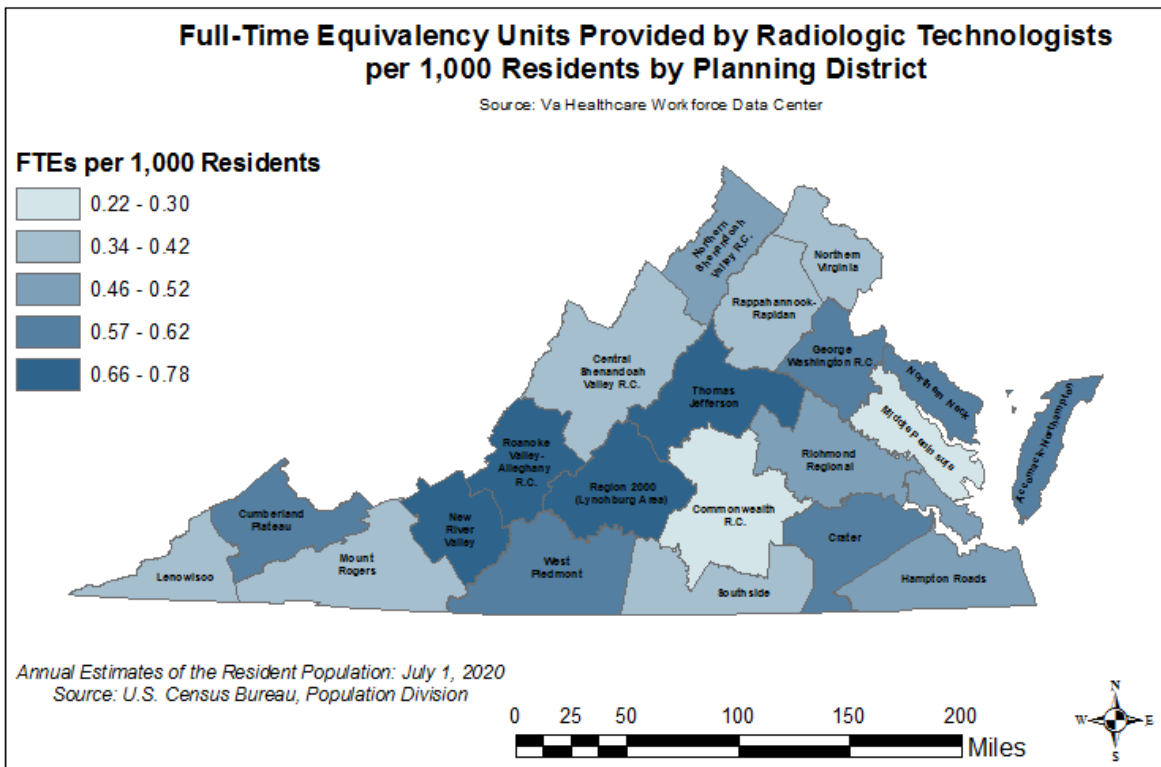
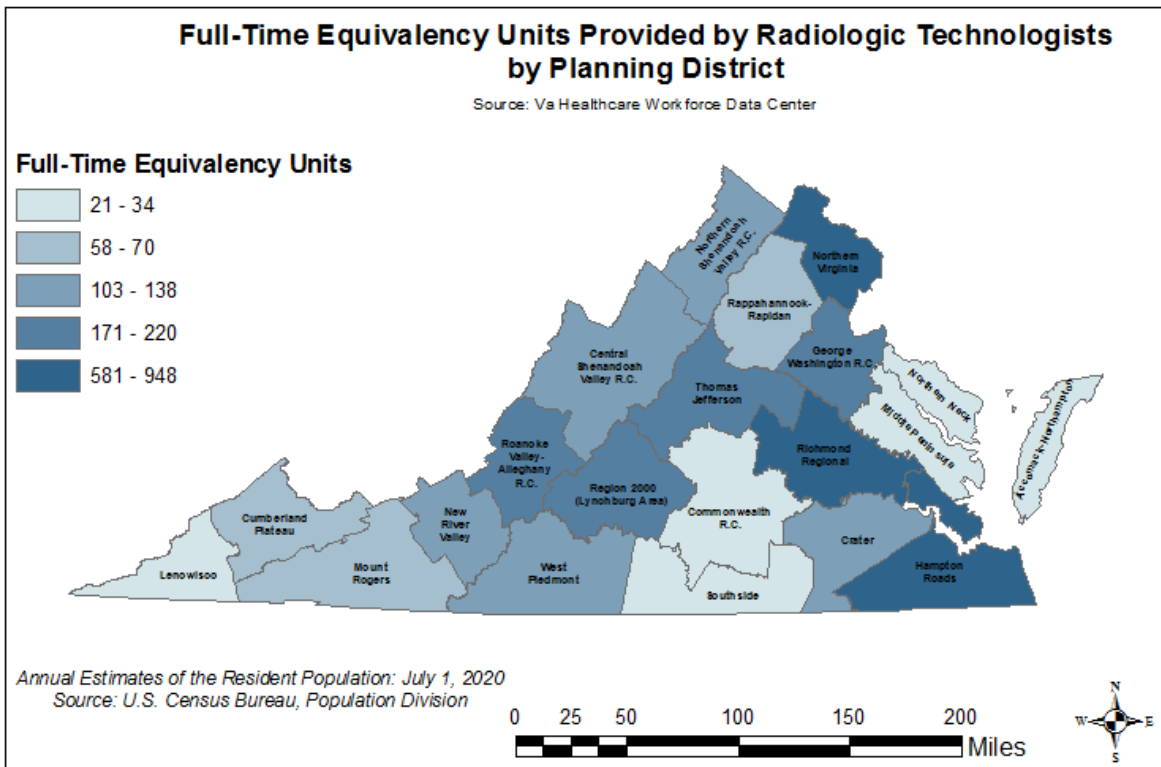
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,002	68.49%	1.460	1.254	2.270
Metro, 250,000 to 1 Million	464	66.59%	1.502	1.290	2.334
Metro, 250,000 or Less	438	68.04%	1.470	1.263	2.285
Urban, Pop. 20,000+, Metro Adj.	140	70.71%	1.414	1.215	2.198
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	173	68.79%	1.454	1.249	2.260
Urban, Pop. 2,500-19,999, Non-Adj.	104	69.23%	1.444	1.241	2.246
Rural, Metro Adj.	138	65.22%	1.533	1.317	2.384
Rural, Non-Adj.	41	60.98%	1.640	1.409	1.653
Virginia Border State/D.C.	739	58.32%	1.715	1.473	2.666
Other U.S. State	596	44.97%	2.224	1.910	3.457

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	773	41.53%	2.408	2.198	3.457
30 to 34	801	58.43%	1.712	1.563	2.457
35 to 39	779	64.06%	1.561	1.425	2.241
40 to 44	674	67.95%	1.472	1.344	2.113
45 to 49	647	73.26%	1.365	1.246	1.960
50 to 54	689	74.60%	1.340	1.224	1.925
55 to 59	636	75.16%	1.331	1.215	1.910
60 and Over	836	66.39%	1.506	1.375	2.163

Source: Va. Healthcare Workforce Data Center

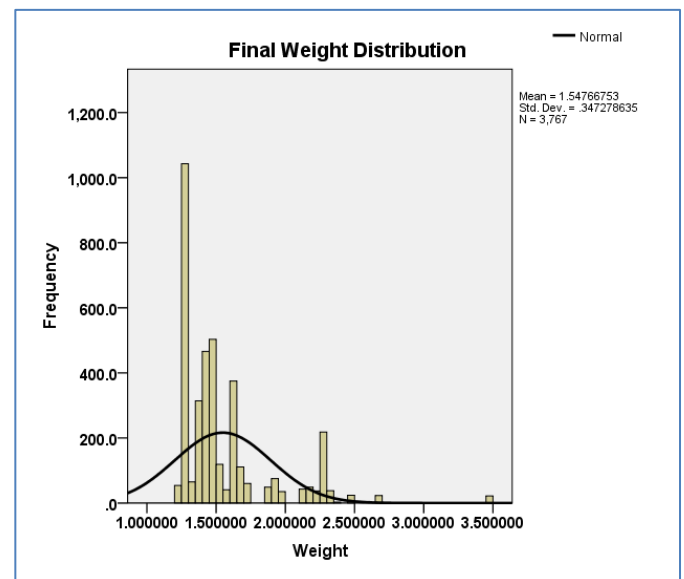
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.645587



Source: Va. Healthcare Workforce Data Center