
Virginia's Occupational Therapy Assistant Workforce: 2018

Healthcare Workforce Data Center

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1,228 Occupational Therapy Assistants 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 Assistant Workforce: At a Glance:

The Workforce

Licensees:	1,765
Virginia's Workforce:	1,593
FTEs:	1,196

Background

Rural Childhood:	50%
HS Degree in VA:	59%
Prof. Degree in VA:	67%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	59%
Satisfied?:	96%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	89%

Education

Associate:	96%
Baccalaureate:	3%

Job Turnover

Switched Jobs in 2018:	10%
Employed over 2 yrs:	51%

Demographics

% Female:	89%
Diversity Index:	30%
Median Age:	40

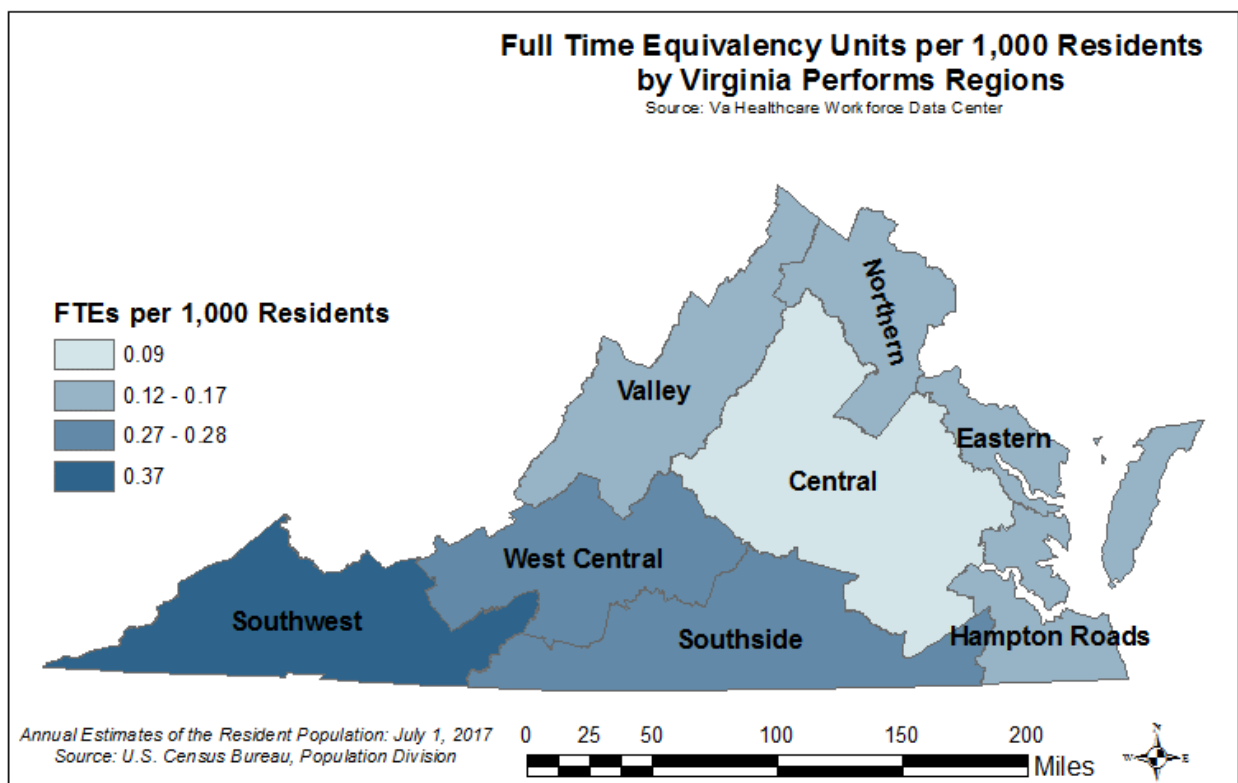
Finances

Median Inc.:	\$45k-\$50k
Health Benefits:	60%
Under 40 w/ Ed debt:	59%

Primary Roles

Patient Care:	90%
Administration:	3%
Education:	1%

Source: Va. Healthcare Workforce Data Center



There were 1,228 occupational therapy assistants (OTAs) in the 2018 Occupational Therapy Assistant Workforce 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 OTA. The respondents represent 70% of the 1,765 licensed OTAs in the state and 89% of renewing practitioners. The HWDC estimates that 1,593 OTAs participated in Virginia's workforce during the survey period and provided 1,196 "full-time equivalency units", which the HWDC defines as working 2,000 hours a year.

Close to 90% of all OTAs are female, including 93% of OTAs who are under age 40. In a random encounter between two OTAs, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index. For OTAs under age 40, the diversity index is 28% whereas Virginia's diversity index is 56%. Half of Virginia's OTA workforce grew up in a rural area, and 34% of these professionals currently work in non-Metro areas of the state. Overall, 23% of Virginia's OTAs work in non-Metro areas of the state. Close to half of the OTA workforce have educational debt, including 59% of those under age 40. The median debt is between \$20,000 and \$25,000.

Ninety-six percent of all OTAs are currently employed in the profession. The median annual income for Virginia's OTA workforce is between \$45,000 and \$50,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 78% receive at least one employer-sponsored benefit, including 60% who receive health insurance. Ninety-six percent of OTAs indicate they are satisfied with their current employment situation, including 68% who indicate they are "very satisfied".

Nearly nine of every 10 OTAs work in the private sector, including 71% who work at a for-profit establishment. Skilled nursing facilities were the most common establishment type in the state, employing 46% of Virginia's OTA workforce. Home health care centers and residential/inpatient rehabilitation facilities are also commonly reported work establishments. Forty-seven percent of all OTAs expect to retire by age 65. Within the next ten years, 15% of the current workforce expect to retire, whereas half of the current workforce plan to retire by 2048.

Summary of Trends

In the past four years, the number of licensed OTAs and the number of licensed OTAs in the state workforce has grown by 39% and 42%, respectively. The FTE units provided by Virginia's OTA workforce also increased by 33%. The OTA workforce has also become slightly younger. In 2018, the median age of all OTAs declined to 40 from 42 in 2014. In addition, the percent of OTAs who are under age 40 increased from 44% to 50%.

Virginia's OTA workforce is considerably less diverse than the state's overall population, with its diversity index declining from 31% in 2016 to 30% currently compared to the state's 56% diversity index. OTAs were considerably less likely to work in non-Metro areas of the state than in prior years. In 2014, 26% of OTAs worked in non-Metro areas of the state compared to 23% in 2018.

Although an Associate degree remains the most reported among Virginia's OTAs, these professionals were somewhat more likely to pursue more advanced degrees in 2018. Although only 1% of OTAs had earned a Baccalaureate degree as their highest professional degree in 2014, this percentage increased to 3% in 2018. The percentage of OTAs with educational debt increased from 42% in 2014 to 47% in 2018; for OTAs under age 40, the percentage with debt increased from 54% to 59%. The median debt also increased. In 2014, the typical OTA with education debt owed between \$12,000 and \$15,000, but the typical professional now owes between \$20,000 and \$25,000. By contrast, median income has not changed in the past four years; it remains between \$45,000 and \$50,000.

Virginia's OTAs appear to be delaying their retirement expectations. The percent of OTAs who expect to retire by the age of 65 increased from 46% in 2014 to 47% in 2018; the percent expecting to retire within the next ten years declined slightly from 17% to 15%. However, the percent retiring in the next two years increased from 2% in 2014 to 4% in 2018.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,378	78%
New Licensees	181	10%
Non-Renewals	206	12%
All Licensees	1,765	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 89% of renewing OTAs submitted a survey. These represent 70% of OTAs who held a license at some point in 2018.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2018.
- 2. Target Population:** All OTAs who held a Virginia license at some point in 2018.
- 3. Survey Population:** The survey was available to OTAs who renewed their licenses online. It was not available to those who did not renew, including all OTAs newly licensed in 2018.

Response Rates

Completed Surveys	1,228
Response Rate, all licensees	70%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	188	180	49%
30 to 34	93	191	67%
35 to 39	59	142	71%
40 to 44	41	162	80%
45 to 49	36	159	82%
50 to 54	43	148	78%
55 to 59	23	103	82%
60 and Over	54	143	73%
Total	537	1,228	70%
New Licenses			
Issued in 2018	181	0	0%
Metro Status			
Non-Metro	82	263	76%
Metro	284	812	74%
Not in Virginia	171	153	47%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTAs

Number: 1,765
 New: 10%
 Not Renewed: 12%

Response Rates

All Licensees: 70%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2018 OTA Workforce: 1,593
 FTEs: 1,196

Utilization Ratios

Licensees in VA Workforce: 90%
 Licensees per FTE: 1.48
 Workers per FTE: 1.33

Source: Va. Healthcare Workforce Data Center

Virginia's OTA Workforce		
Status	#	%
Worked in Virginia in Past Year	1,583	99%
Looking for Work in Virginia	10	1%
Virginia's Workforce	1,593	100%
Total FTEs	1,196	
Licensees	1,765	

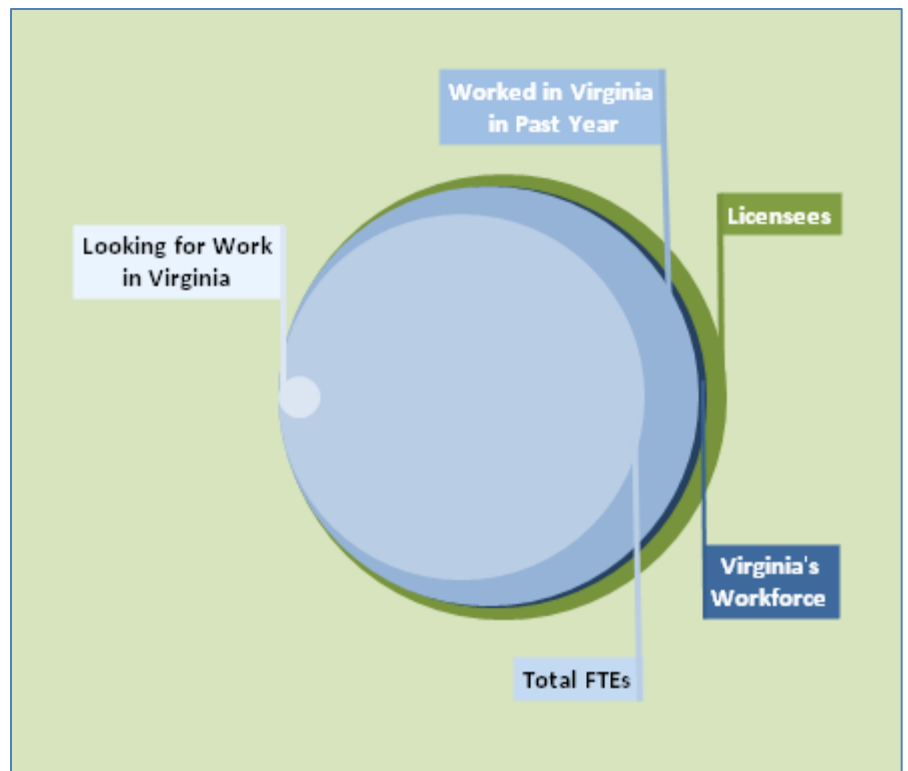
Source: Va. Healthcare Workforce Data Center

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.

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						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	13	4%	313	96%	325	22%
30 to 34	22	9%	221	91%	243	17%
35 to 39	20	12%	144	88%	164	11%
40 to 44	23	13%	149	87%	172	12%
45 to 49	27	17%	136	84%	163	11%
50 to 54	26	18%	119	82%	145	10%
55 to 59	8	8%	89	92%	97	7%
60 +	18	13%	129	88%	148	10%
Total	157	11%	1,301	89%	1,457	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTAs		OTAs under 40	
	%	#	%	#	%
White	62%	1,231	83%	629	84%
Black	19%	147	10%	56	7%
Asian	6%	20	1%	11	1%
Other Race	0%	15	1%	4	1%
Two or more races	3%	33	2%	21	3%
Hispanic	9%	41	3%	27	4%
Total	100%	1,487	100%	748	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, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 89%
% Under 40 Female: 93%

Age

Median Age: 40
% Under 40: 50%
% 55+: 17%

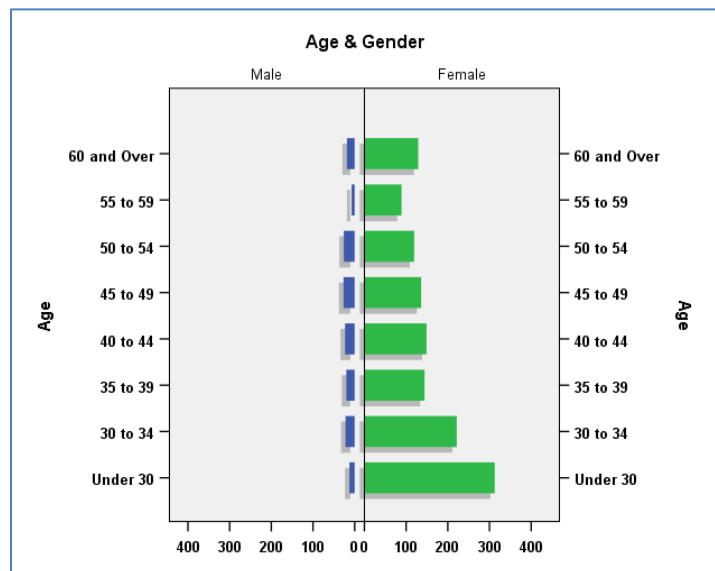
Diversity

Diversity Index: 30%
Under 40 Div. Index: 28%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTAs, there is a 30% 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%.

50% of all OTAs are under the age of 40, and 93% of these professionals are female. In addition, there is a 28% chance that two randomly chosen OTAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 50%

Virginia Background

HS in Virginia: 59%
 Prof. Education in VA: 67%
 HS/Prof. Edu. in VA: 70%

Location Choice

% Rural to Non-Metro: 34%
 % Urban/Suburban to Non-Metro: 13%

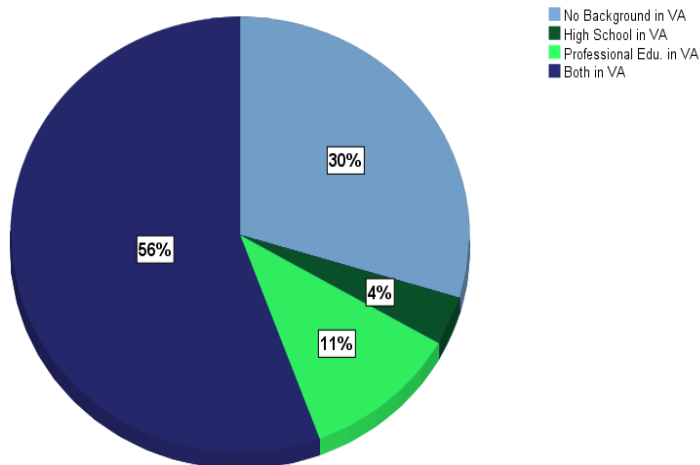
Source: Va. Healthcare Workforce Data Center

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+	37%	48%	15%
2	Metro, 250,000 to 1 million	54%	37%	9%
3	Metro, 250,000 or less	59%	30%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	70%	19%	11%
6	Urban pop, 2,500-19,999, Metro adj	63%	31%	7%
7	Urban pop, 2,500-19,999, nonadj	86%	10%	3%
8	Rural, Metro adj	73%	9%	18%
9	Rural, nonadj	72%	25%	3%
Overall		50%	38%	12%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

50% of OTAs grew up in self-described rural areas, and 34% of these professionals currently work in non-metro counties. Overall, 23% of Virginia's OTA workforce works in non-metro counties of the state.

Top Ten States for OTA Recruitment

Rank	All OTAs			
	High School	#	OTA School	#
1	Virginia	876	Virginia	978
2	Pennsylvania	84	Pennsylvania	63
3	New York	73	New York	53
4	West Virginia	58	West Virginia	41
5	Ohio	41	North Carolina	34
6	North Carolina	36	Texas	31
7	Florida	34	Florida	29
8	Outside of US/Canada	24	Maryland	29
9	Connecticut	21	Ohio	22
10	Maryland	21	Minnesota	19

Source: Va. Healthcare Workforce Data Center

59% of OTAs received their high school degree in Virginia, while 67% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	OTA School	#
1	Virginia	486	Virginia	527
2	Pennsylvania	39	Pennsylvania	30
3	West Virginia	37	Florida	25
4	Florida	26	West Virginia	25
5	New York	22	Maryland	19
6	North Carolina	19	Texas	14
7	Outside of US/Canada	16	New York	14
8	Ohio	16	North Carolina	14
9	Connecticut	12	Minnesota	12
10	New Jersey	10	Ohio	12

Source: Va. Healthcare Workforce Data Center

Among OTAs who were licensed in the past five years, 61% received their high school degree in Virginia, while 67% received their initial professional degree in the state.

10% of licensed OTAs did not participate in Virginia's workforce in the past year. 87% of these OTAs worked at some point in the past year, including 78% who currently work as OTAs.

At a Glance:

Not in VA Workforce

Total:	171
% of Licensees:	10%
Federal/Military:	2%
VA Border State/DC:	9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,407	96%
Baccalaureate Degree	46	3%
Master's Degree	6	0%
Doctoral Degree	1	0%
Total	1,460	100%

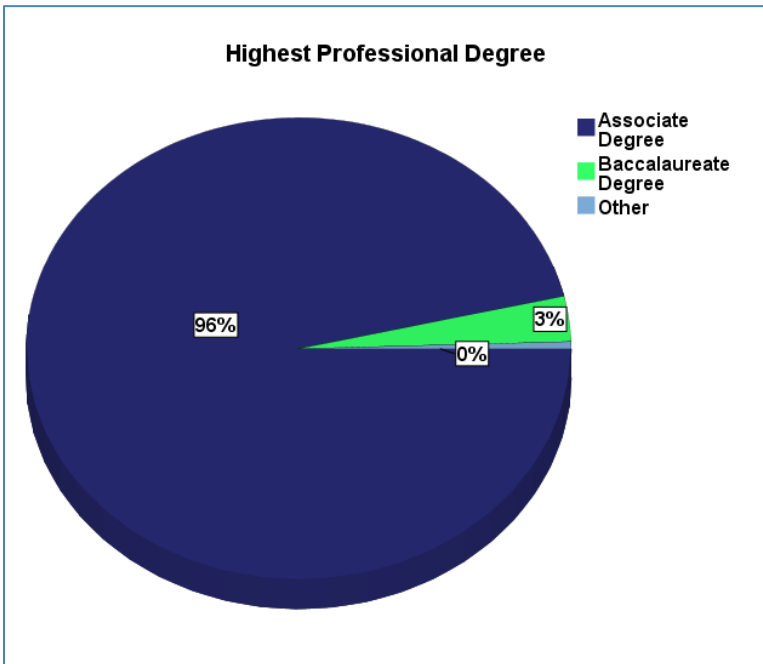
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate: 96%
 Baccalaureate: 3%

Educational Debt
 With debt: 47%
 Under age 40 with debt: 59%
 Median debt: \$20k-\$25k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia's OTA have pursued additional education beyond an Associate degree.

47% of OTAs currently have educational debt, including 59% of those under the age of 40. For those OTAs with educational debt, the median debt is between \$20,000 and \$25,000.

Educational Debt				
Amount Carried	All OTAs		OTAs under 40	
	#	%	#	%
None	713	53%	278	41%
\$2,000 or Less	31	2%	21	3%
\$2,001-\$4,000	30	2%	16	2%
\$4,001-\$6,000	41	3%	30	4%
\$6,001-\$8,000	40	3%	29	4%
\$8,001-\$10,000	41	3%	23	3%
\$10,001-\$12,000	30	2%	16	2%
\$12,001-\$15,000	26	2%	13	2%
\$15,001-\$20,000	62	5%	44	6%
\$20,001-\$25,000	83	6%	49	7%
More than \$25,000	244	18%	158	23%
Total	1,341	100%	677	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties:

Gerontology:	30%
Physical Rehabilitation:	22%
Home Health:	19%

Top Certifications

Dementia Care:	2%
Lymphedema Therapist:	1%
School Systems:	1%

Source: Va. Healthcare Workforce Data Center

68% of Virginia's OTA workforce have at least one self-designated specialization. Gerontology was the most common specialty among Virginia's OTAs.

A Closer Look:

Specializations		
Area	#	% of Workforce
Gerontology	483	30%
Physical Rehabilitation	344	22%
Home Health	297	19%
School Systems	210	13%
Pediatrics	207	13%
Acute Care	190	12%
Neurorehabilitation	187	12%
Developmental Disabilities	140	9%
Sensory Processing	128	8%
Environmental Modification	120	8%
Mental Health	100	6%
Feeding, Eating, Swallowing	90	6%
Hand Therapy	83	5%
Early Intervention	70	4%
Low Vision	63	4%
Driving and Community Mobility	12	1%
Industrial/Workplace	7	0%
Other	105	7%
At Least One Specialty	1,084	68%

Source: Va. Healthcare Workforce Data Center

Certifications

Proficiency Area	#	% of Workforce
Dementia Care Specialist	33	2%
Certified Lymphedema Therapist	21	1%
School Systems	18	1%
Environmental Modification (SCAEM)	6	0%
Feeding, Eating, Swallowing (SCAFES)	3	0%
Certification, Other	96	6%
At Least One	161	10%

Source: Va. Healthcare Workforce Data Center

10% of Virginia's OTA workforce have at least one certification. Dementia Care Specialist was the most common certification among Virginia's OTAs.

At a Glance:

Employment

Employed in Profession: 96%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 59%
 2 or more Positions: 23%

Weekly Hours:

40 to 49: 36%
 60 or more: 1%
 Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in an occupational-therapy related capacity	1,427	96%
Employed, NOT in an occupational-therapy related capacity	24	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	0%
Voluntarily unemployed	25	2%
Retired	5	0%
Total	1,489	100%

Source: Va. Healthcare Workforce Data Center

96% of licensed OTAs are currently employed in the profession. 59% of all OTAs currently hold one full-time job, and 36% of all OTAs work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	36	2%
One Part-Time Position	224	15%
Two Part-Time Positions	77	5%
One Full-Time Position	866	59%
One Full-Time Position & One Part-Time Position	207	14%
Two Full-Time Positions	0	0%
More than Two Positions	59	4%
Total	1,469	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	36	3%
1 to 9 hours	52	4%
10 to 19 hours	84	6%
20 to 29 hours	129	9%
30 to 39 hours	557	39%
40 to 49 hours	512	36%
50 to 59 hours	54	4%
60 to 69 hours	6	0%
70 to 79 hours	3	0%
80 or more hours	6	0%
Total	1,439	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	4	0%
\$30,000 or less	137	12%
\$30,001-\$35,000	66	6%
\$35,001-\$40,000	117	10%
\$40,001-\$45,000	122	10%
\$45,001-\$50,000	162	14%
\$50,001-\$55,000	133	11%
\$55,001-\$60,000	154	13%
\$60,001-\$65,000	113	10%
\$65,001-\$70,000	56	5%
\$70,001-\$75,000	42	4%
\$75,001-\$80,000	36	3%
More than \$80,000	32	3%
Total	1,176	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	975	68%
Somewhat Satisfied	406	28%
Somewhat Dissatisfied	49	3%
Very Dissatisfied	15	1%
Total	1,445	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$45k-\$50k

Benefits
Employer Health Ins.: 60%
Employer Retirement: 51%

Satisfaction
Satisfied 96%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

The typical OTA earned between \$45,000 and \$50,000 in the past year. In addition, among OTAs who received either an hourly wage or a salary at their primary work location, 78% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	926	65%	69%
Health Insurance	815	57%	60%
Dental Insurance	789	55%	58%
Retirement	723	51%	51%
Paid Sick Leave	705	49%	53%
Group Life Insurance	481	34%	36%
Signing/Retention Bonus	46	3%	3%
At Least One Benefit	1,078	76%	78%

*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?	27	2%
Experience Voluntary Unemployment?	77	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	99	6%
Work two or more positions at the same time?	399	25%
Switch employers or practices?	161	10%
Experienced at least one	605	38%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's OTAs experienced involuntary unemployment at some point in 2018. By comparison, Virginia's average monthly unemployment rate was 3.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	46	3%	37	7%
Less than 6 Months	99	7%	75	14%
6 Months to 1 Year	171	12%	94	18%
1 to 2 Years	396	27%	151	29%
3 to 5 Years	357	25%	95	18%
6 to 10 Years	208	14%	36	7%
More than 10 Years	176	12%	30	6%
Subtotal	1,452	100%	518	100%
Did not have location	20		1,056	
Item Missing	121		18	
Total	1,593		1,593	

Source: Va. Healthcare Workforce Data Center

76% of Virginia's OTA workforce received an hourly wage at their primary work location, while 14% received a salary or commission.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 6%

Turnover & Tenure

Switched Jobs: 10%
New Location: 30%
Over 2 years: 51%
Over 2 yrs., 2nd location: 31%

Employment Type

Hourly Wage: 76%
Salary/Commission: 14%

Source: Va. Healthcare Workforce Data Center

51% of OTAs have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Hourly Wage	885	76%
Salary/Commission	158	14%
By Contract	115	10%
Business/Practice Income	1	0%
Unpaid	4	0%
Subtotal	1,164	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate for December 2018 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	55%
Lowest Region:	2%

Locations

2 or more (2018):	37%
2 or more (Now*):	34%

Source: Va. Healthcare Workforce Data Center

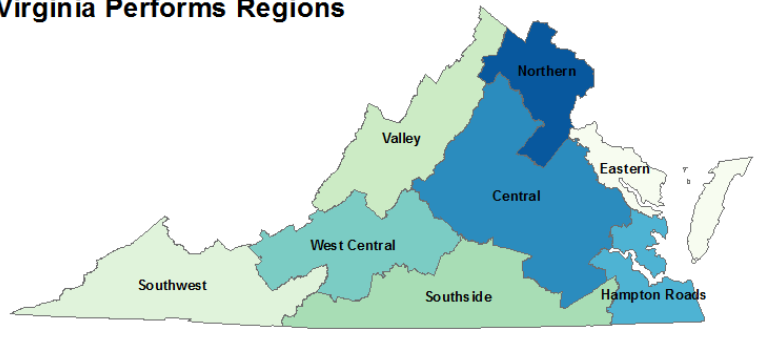
55% of all OTAs work in one of three regions of the state: Hampton Roads, West Central Virginia, or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	199	14%	80	15%
Eastern	25	2%	5	1%
Hampton Roads	344	24%	106	20%
Northern	195	13%	70	13%
Southside	140	10%	42	8%
Southwest	196	14%	67	13%
Valley	80	6%	21	4%
West Central	251	17%	99	19%
Virginia Border State/DC	3	0%	8	2%
Other US State	14	1%	33	6%
Outside of the US	1	0%	0	0%
Total	1,448	100%	531	100%
Item Missing	126		5	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



34% of all OTAs had multiple work locations at the time of the survey, while 37% of OTAs had at least two work locations during the previous year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	10	1%	37	3%
1	908	63%	917	63%
2	260	18%	282	19%
3	191	13%	173	12%
4	42	3%	26	2%
5	22	2%	5	0%
6 or More	17	1%	10	1%
Total	1,450	100%	1,450	100%

*At the time of survey completion: throughout 2018 on the birth month of each respondent.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	986	71%	386	78%
Non-Profit	225	16%	66	13%
State/Local Government	147	11%	36	7%
Veterans Administration	3	0%	0	0%
U.S. Military	11	1%	4	1%
Other Federal Government	8	1%	6	1%
Total	1,380	100%	498	100%
Did not have location	20		1,056	
Item Missing	193		39	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

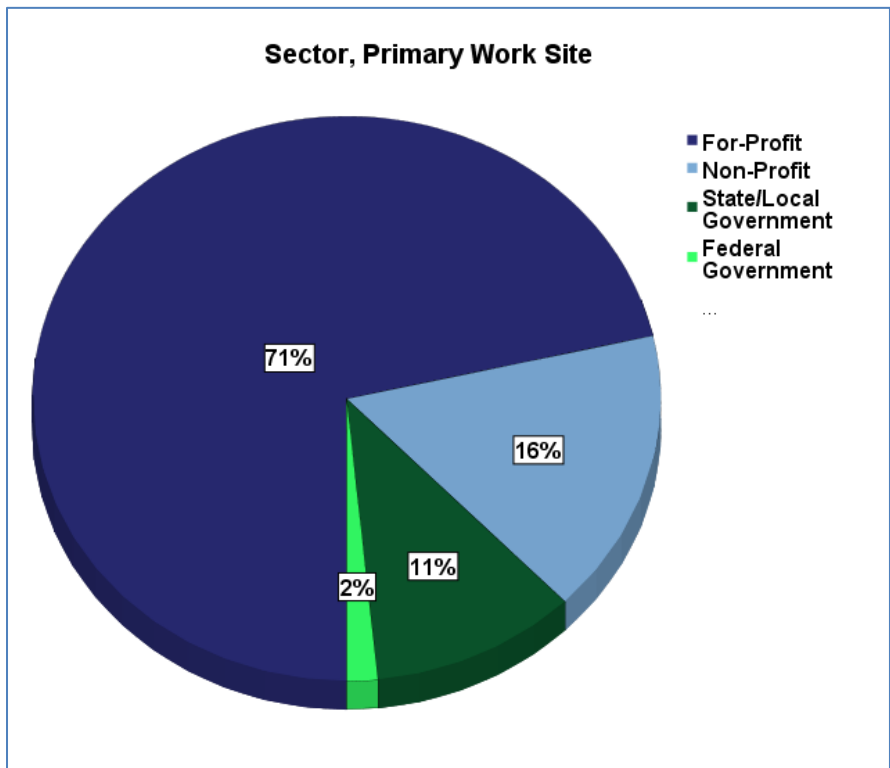
For Profit:	71%
Federal:	2%

Top Establishments

Skilled Nursing Facility:	46%
Home Health Care:	12%
Rehabilitation Facility:	10%

Source: Va. Healthcare Workforce Data Center

87% of all OTAs work in the private sector, including 71% who work at for-profit establishments. Another 11% of Virginia's OTAs work for either state or local governments.

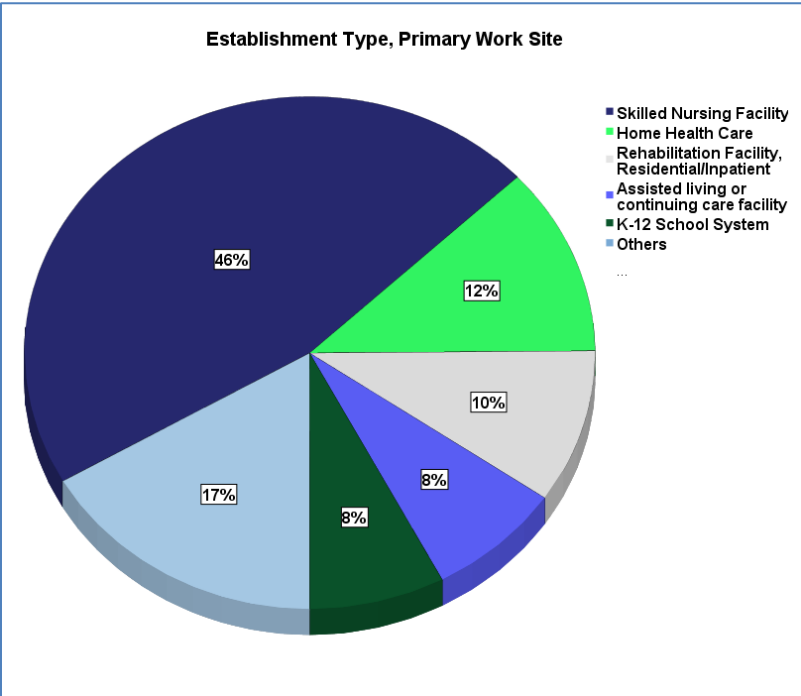


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	614	46%	209	44%
Home Health Care	158	12%	88	19%
Rehabilitation Facility, Residential/Inpatient	129	10%	42	9%
Assisted Living or Continuing Care Facility	102	8%	43	9%
K-12 School System	102	8%	9	2%
Rehabilitation Facility, Outpatient Clinic	54	4%	23	5%
General Hospital, Inpatient Department	36	3%	20	4%
Private Practice, Group	27	2%	1	0%
General Hospital, Outpatient Department	20	2%	2	0%
Private Practice, Solo	16	1%	5	1%
Academic Institution	14	1%	13	3%
PACE Center	8	1%	4	1%
Mental Health, Inpatient	7	1%	0	0%
Employment Services/Vocational Facility	5	0%	5	1%
Mental Health, Outpatient	1	0%	1	0%
Other	31	2%	10	2%
Total	1,324	100%	475	100%
Did Not Have a Location	20		1,056	

Skilled nursing facilities are the most primary common establishment type in Virginia, employing 46% of the state's OTA workforce.

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among those OTAs who also had a secondary work location, 44% work at a skilled nursing facility as well.

At a Glance: (Primary Locations)

A Typical OTA's Time

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

Roles

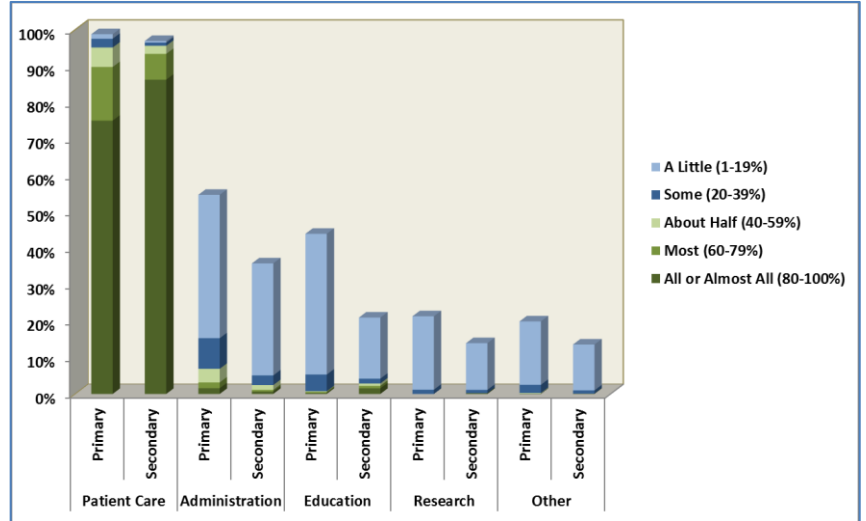
Patient Care: 90%
Administrative: 3%
Education: 1%

Patient Care OTAs

Median Admin Time: 0%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical OTA spends most of her time in patient care activities. In fact, 90% of all OTAs fill a patient care role, defined as spending at least 60% of her time in that activity.

Time Allocation											
Time Spent	Patient Care		Admin.		Education		Research		Other		
	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%)	75%	86%	2%	1%	0%	2%	0%	0%	0%	0%	
Most (60-79%)	15%	7%	2%	0%	0%	1%	0%	0%	0%	0%	
About Half (40-59%)	5%	2%	4%	1%	0%	1%	0%	0%	0%	0%	
Some (20-39%)	2%	1%	8%	3%	5%	1%	1%	1%	2%	1%	
A Little (1-19%)	1%	0%	39%	31%	39%	17%	20%	13%	17%	13%	
None (0%)	1%	3%	45%	64%	56%	79%	79%	86%	80%	86%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTAs		OTAs over 50	
	#	%	#	%
Under age 50	58	5%	-	-
50 to 54	63	5%	4	1%
55 to 59	125	10%	18	5%
60 to 64	355	28%	88	26%
65 to 69	391	31%	126	38%
70 to 74	144	11%	55	16%
75 to 79	44	3%	18	5%
80 or over	12	1%	3	1%
I do not intend to retire	85	7%	23	7%
Total	1,276	100%	335	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTAs

Under 65: 47%

Under 60: 19%

OTAs 50 and over

Under 65: 33%

Under 60: 7%

Time until Retirement

Within 2 years: 4%

Within 10 years: 15%

Half the workforce: By 2048

Source: Va. Healthcare Workforce Data Center

47% of all OTAs expect to retire before the age of 65, while 22% plan on working until at least age 70. Among OTAs who are age 50 and over, 33% expect to retire by age 65, while 29% plan on working until at least age 70.

Within the next two years, 13% of Virginia's OTA workforce plan on pursuing education in order to become an occupational therapist, while 20% plan on pursuing other OT-related educational opportunities.

Future Plans

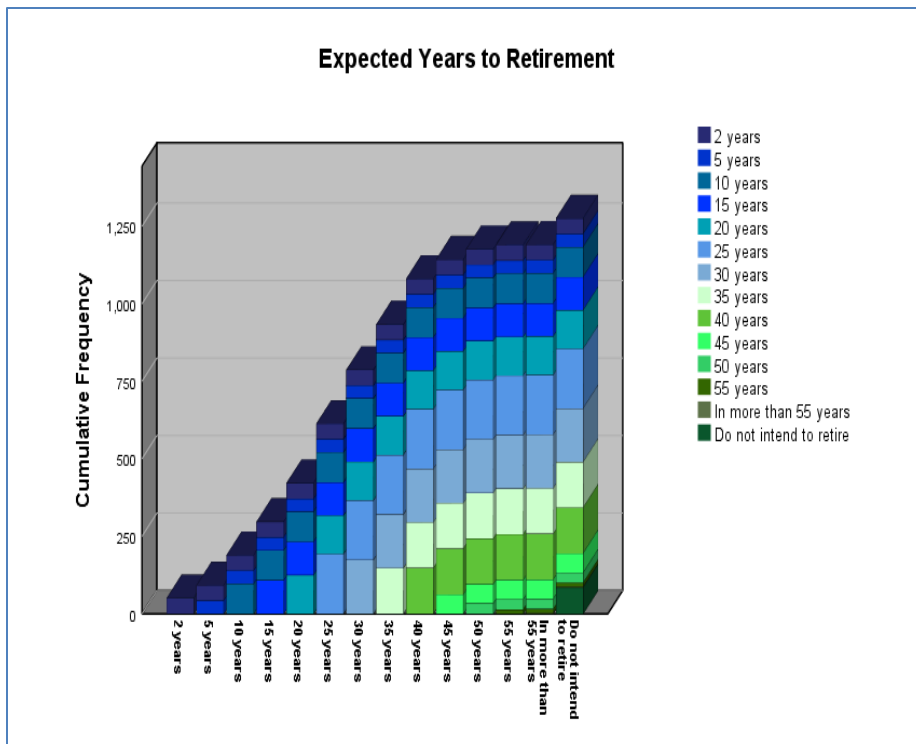
Two Year Plans:	#	%
Decrease Participation		
Leave Profession	28	2%
Leave Virginia	58	4%
Decrease Patient Care Hours	98	6%
Decrease Teaching Hours	3	0%
Increase Participation		
Increase Patient Care Hours	246	15%
Increase Teaching Hours	77	5%
Pursue Education to Become OT	205	13%
Pursue Other OT-Related Education	314	20%
Return to Virginia's Workforce	7	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for OTAs. Only 4% of OTAs expect to retire within the next two years, while 15% plan on retiring within the next ten years. Half of the current OTA workforce expect to be retired by 2048.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	50	4%	4%
5 years	42	3%	7%
10 years	97	8%	15%
15 years	107	8%	23%
20 years	125	10%	33%
25 years	192	15%	48%
30 years	173	14%	62%
35 years	147	12%	58%
40 years	147	12%	85%
45 years	62	5%	89%
50 years	33	3%	92%
55 years	14	1%	93%
In more than 55 years	1	0%	93%
Do not intend to retire	85	7%	100%
Total	1,276	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 2038. Retirement will peak at 15% of the current workforce around 2043 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 1,197
 FTEs/1,000 Residents²: 0.142
 Average: 0.76

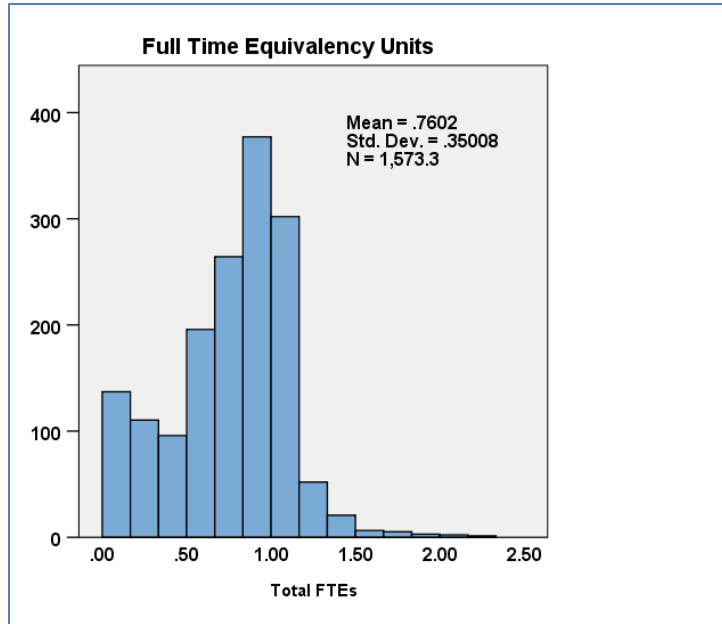
Age & Gender Effect

Age, Partial Eta³: Small
 Gender, Partial Eta³: Small

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

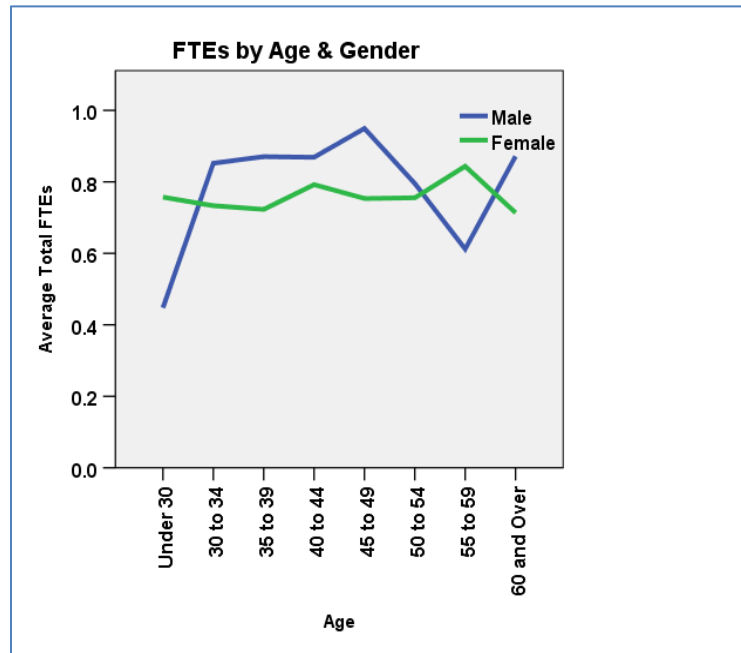


Source: Va. Healthcare Workforce Data Center

The typical OTA provided 0.83 FTEs in 2018, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.75	0.83
30 to 34	0.74	0.82
35 to 39	0.75	0.83
40 to 44	0.80	0.83
45 to 49	0.76	0.88
50 to 54	0.77	0.88
55 to 59	0.80	0.83
60 and Over	0.75	0.83
Gender		
Male	0.82	0.95
Female	0.75	0.83

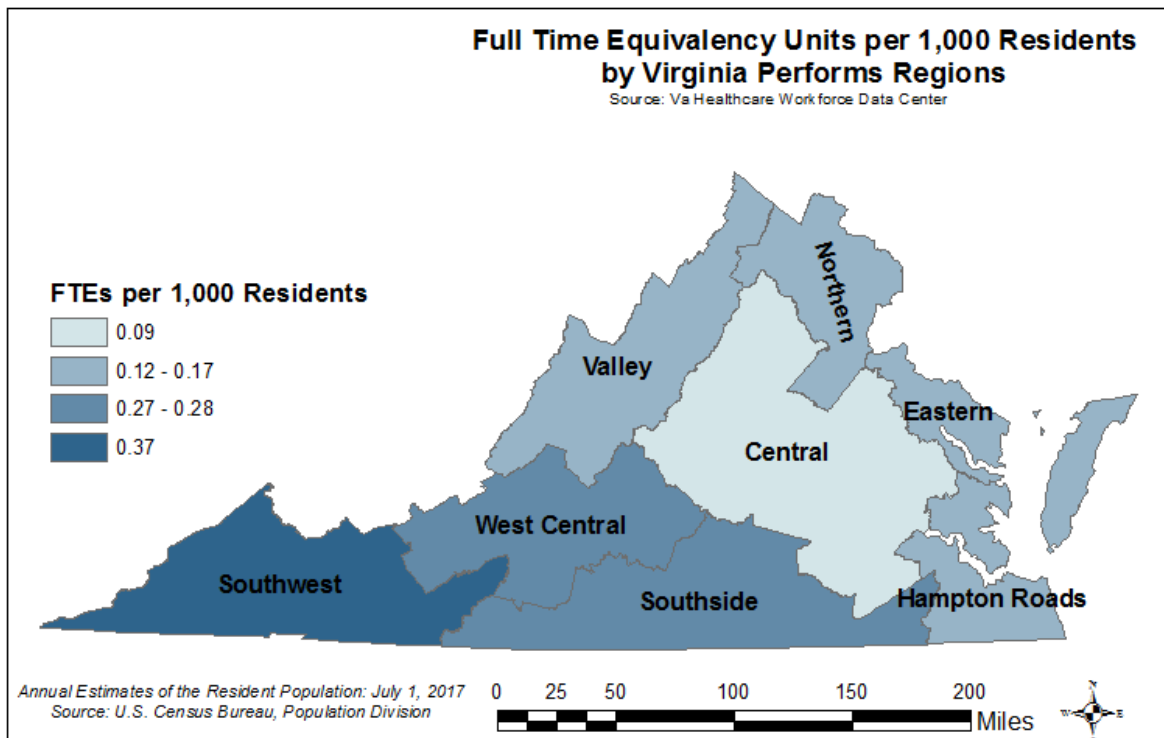
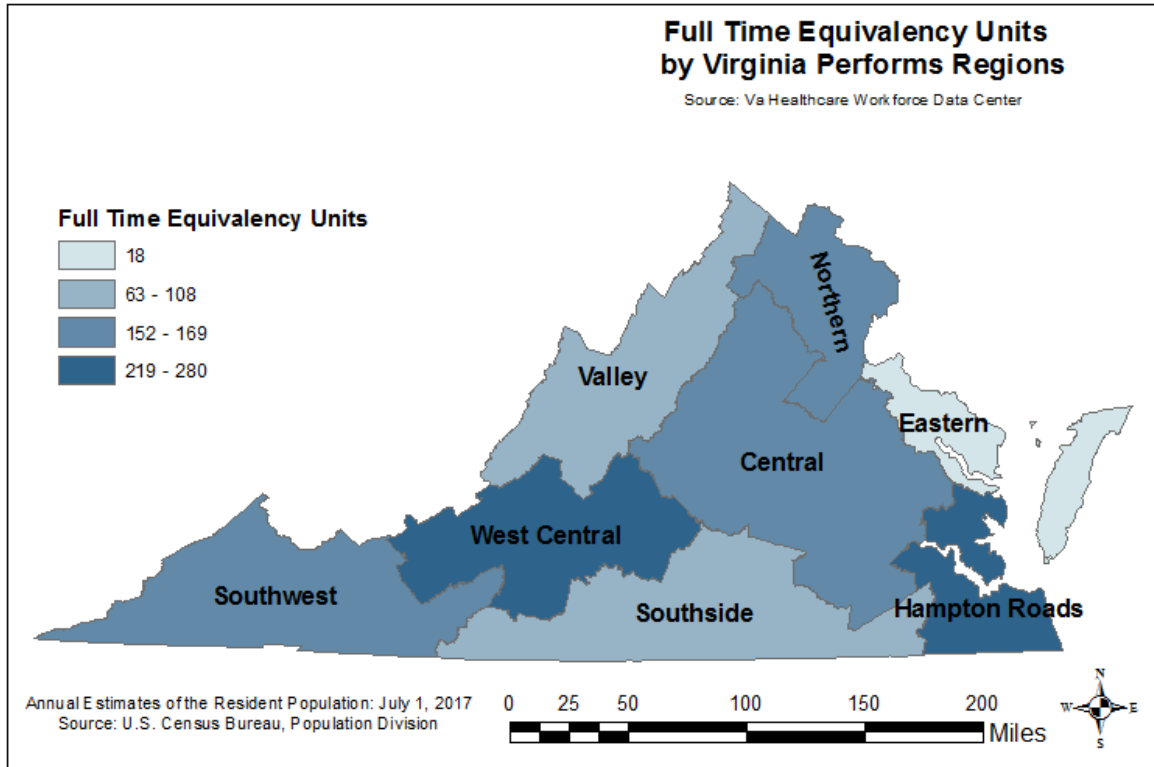
Source: Va. Healthcare Workforce Data Center

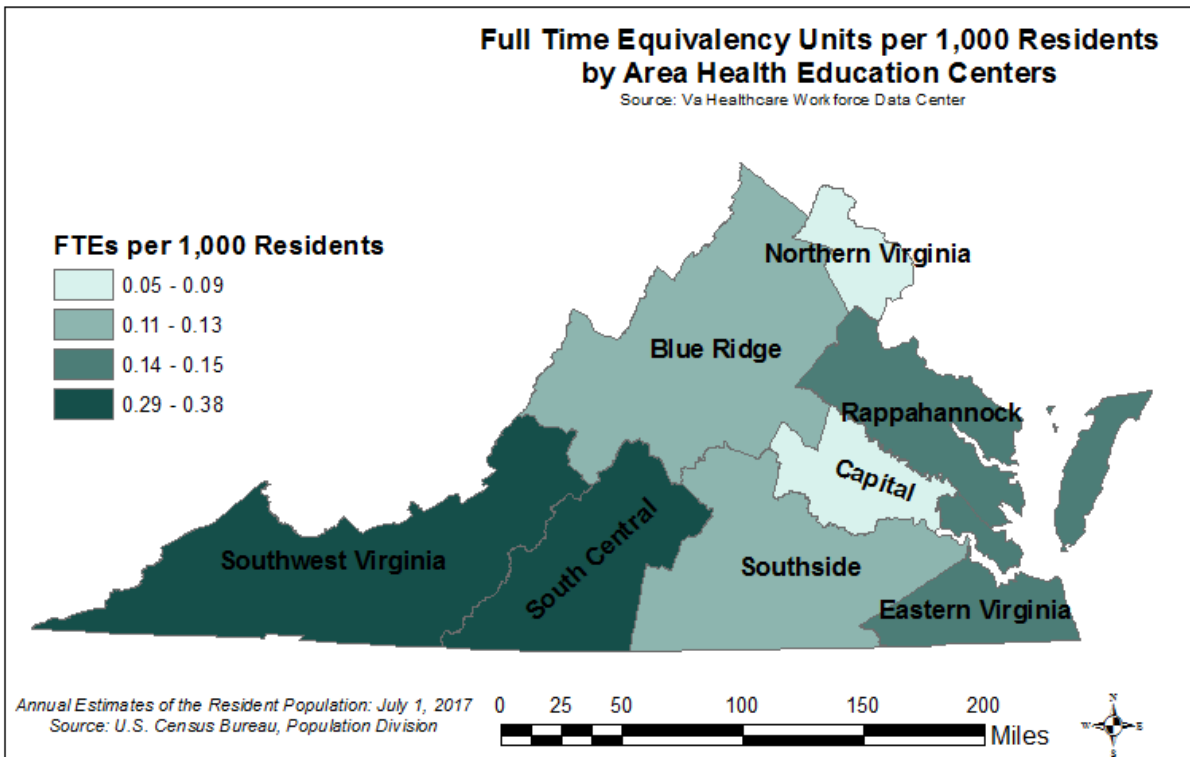
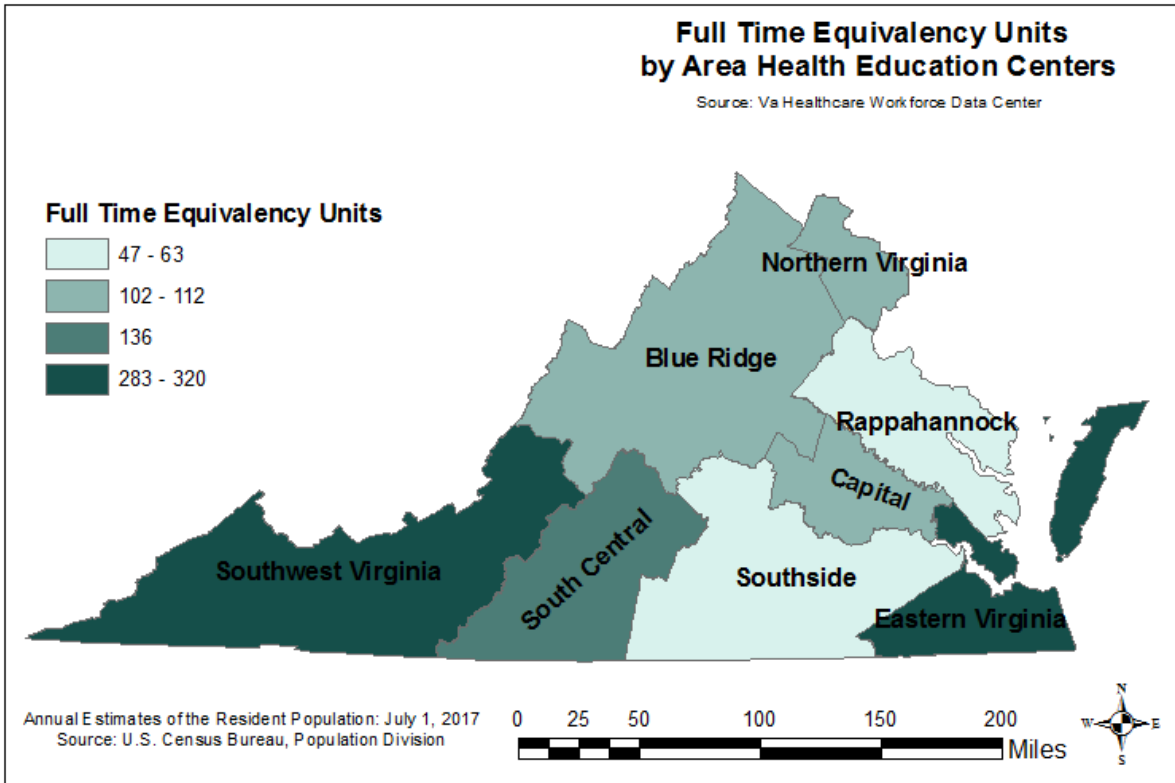


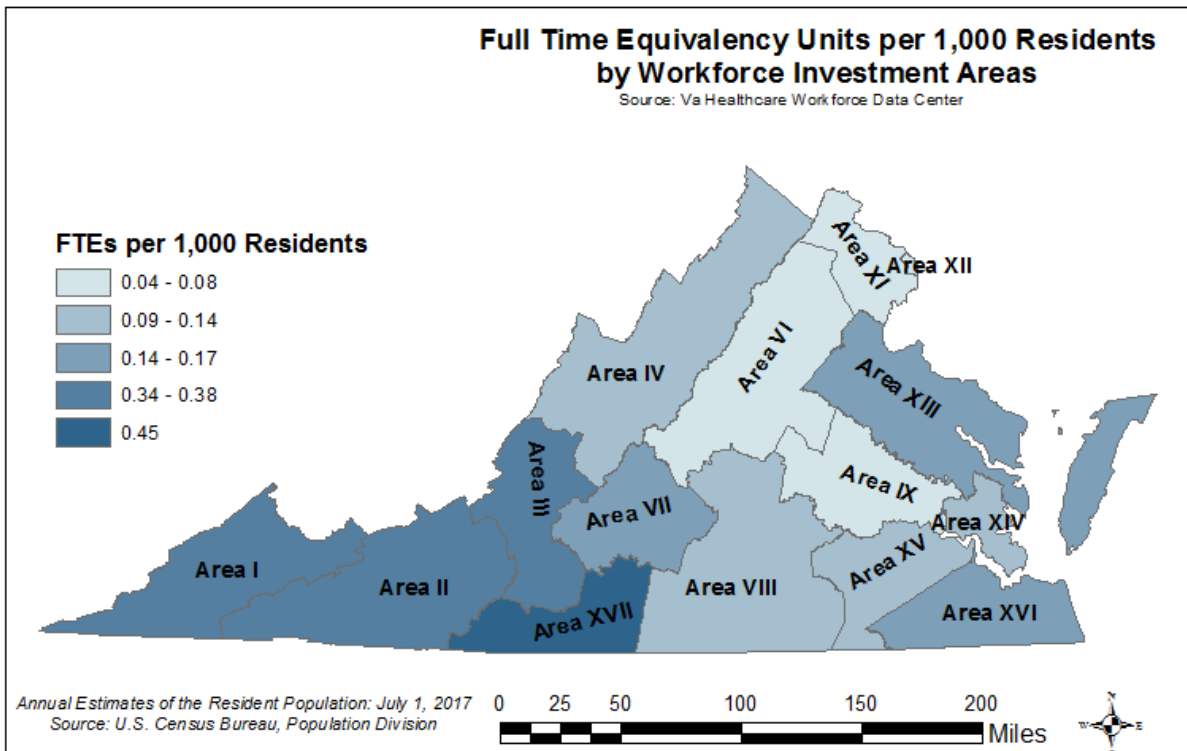
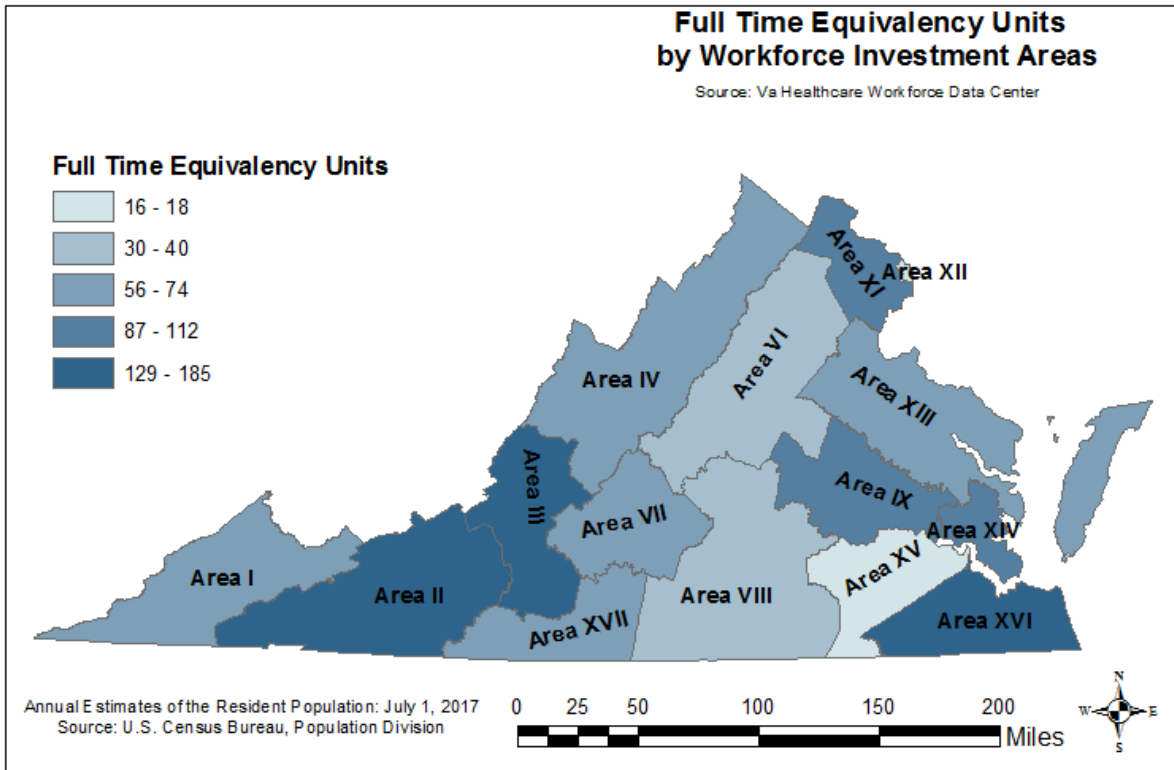
Source: Va. Healthcare Workforce Data Center

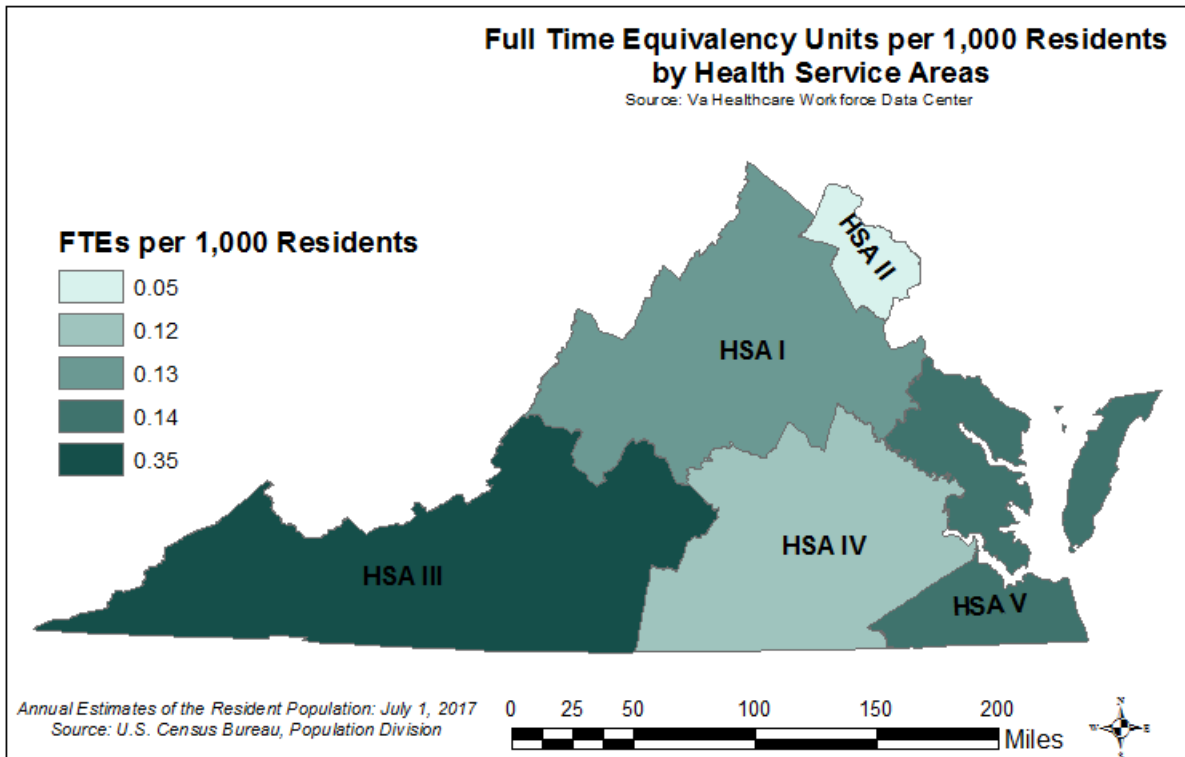
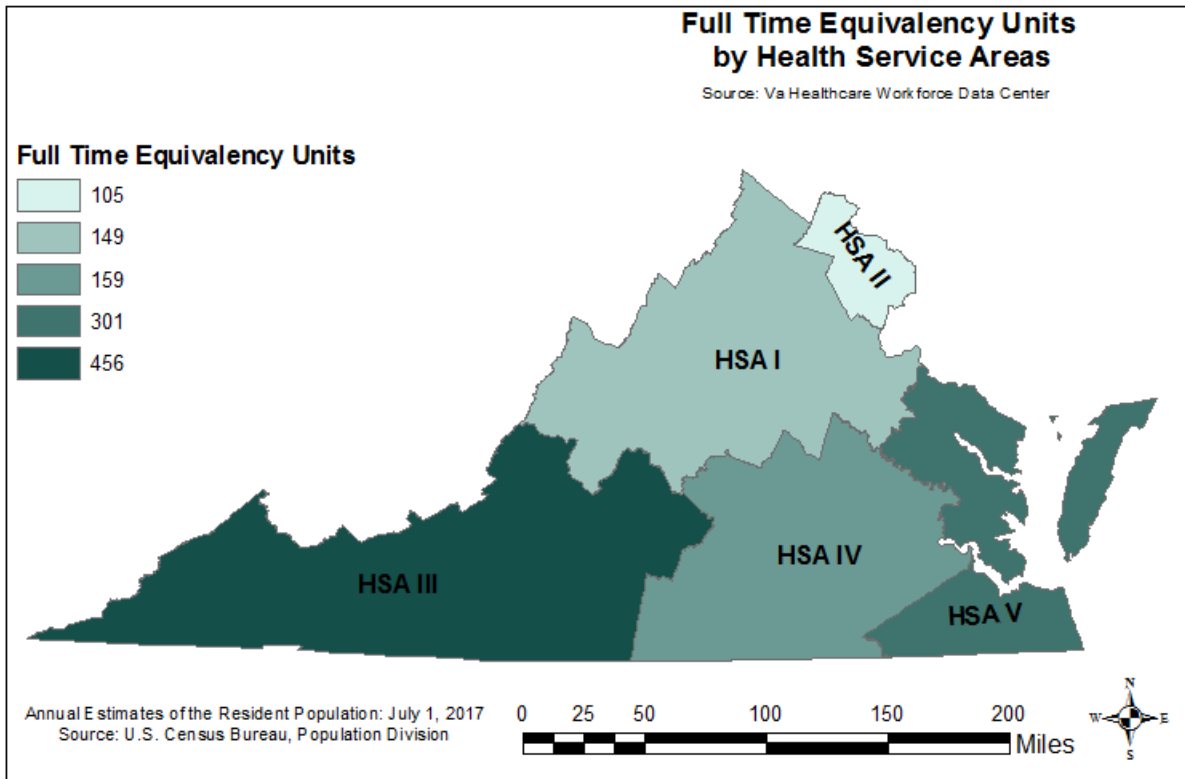
² Number of residents in 2017 was used as the denominator.

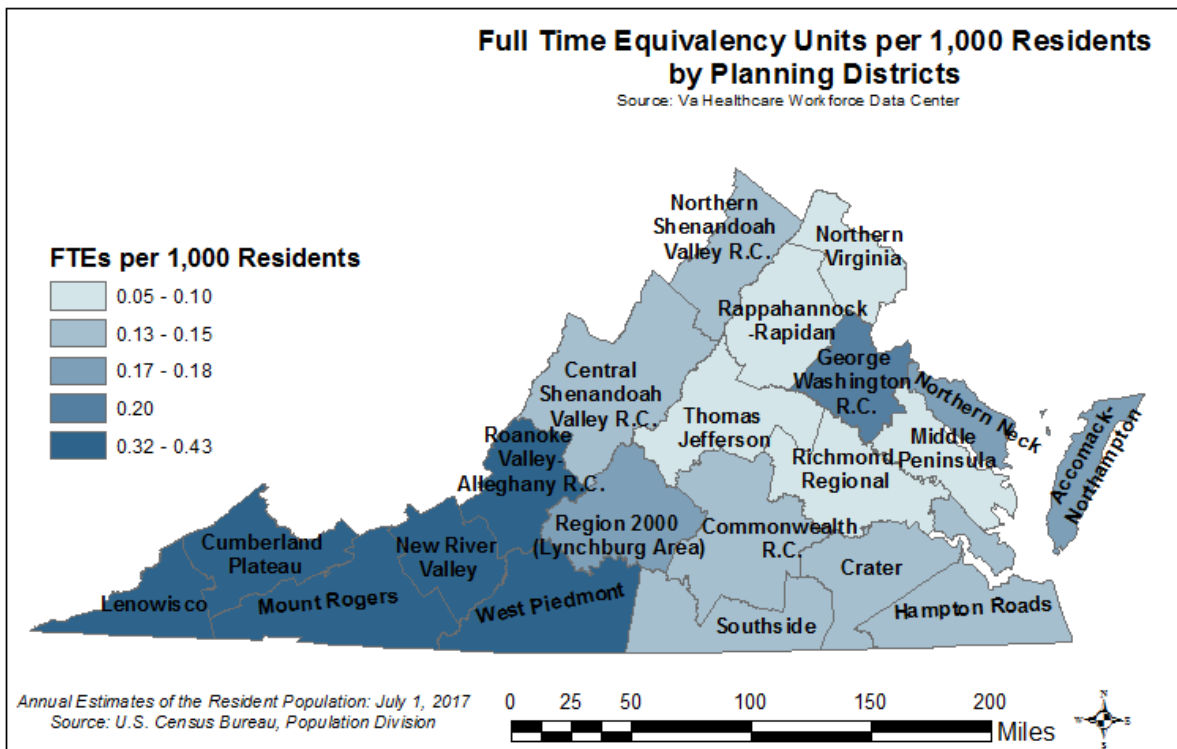
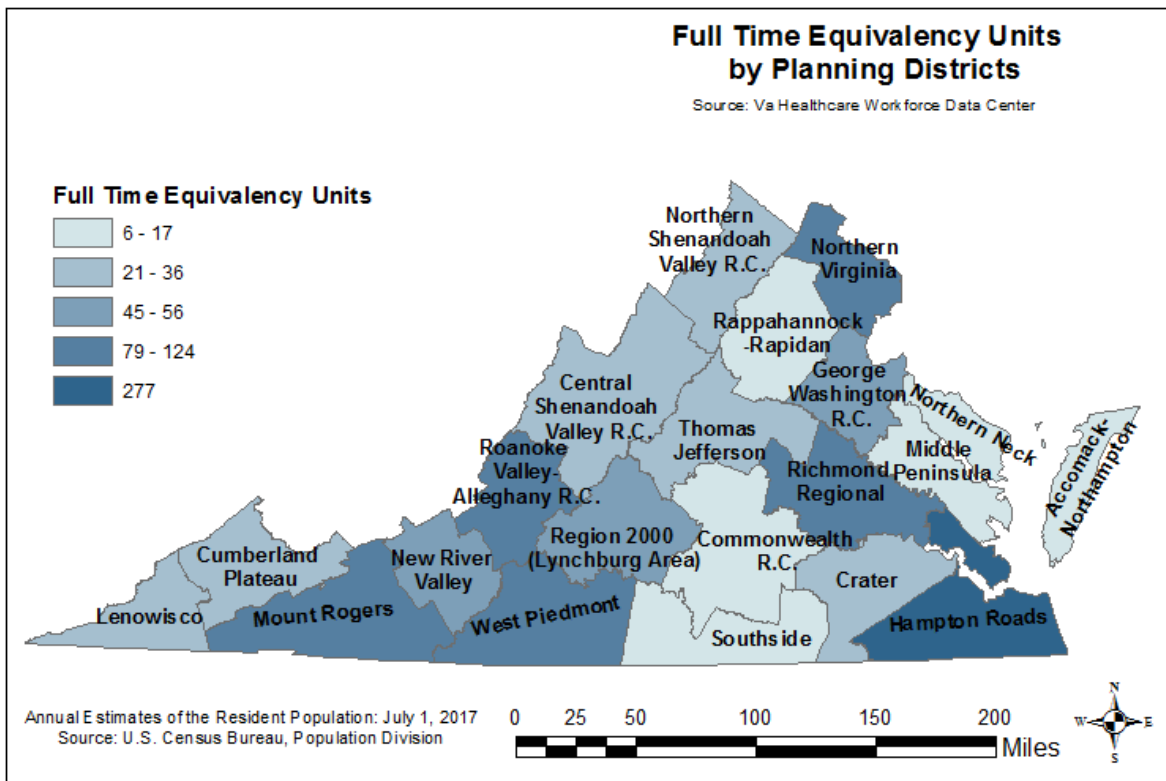
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	740	72.30%	1.3832	1.1772	1.9675
Metro, 250,000 to 1 million	257	77.04%	1.2980	1.1047	1.8463
Metro, 250,000 or less	99	79.80%	1.2532	1.0666	1.7825
Urban pop 20,000+, Metro adj	65	78.46%	1.2745	1.0848	1.8129
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	73	72.60%	1.3774	1.1723	1.9592
Urban pop, 2,500-19,999, nonadj	108	78.70%	1.2706	1.0814	1.8073
Rural, Metro adj	44	68.18%	1.4667	1.2483	2.0862
Rural, nonadj	55	80.00%	1.2500	1.0639	1.7780
Virginia border state/DC	154	51.95%	1.9250	1.6384	2.7382
Other US State	170	42.94%	2.3288	1.9820	3.3125

Source: Va. Healthcare Workforce Data Center

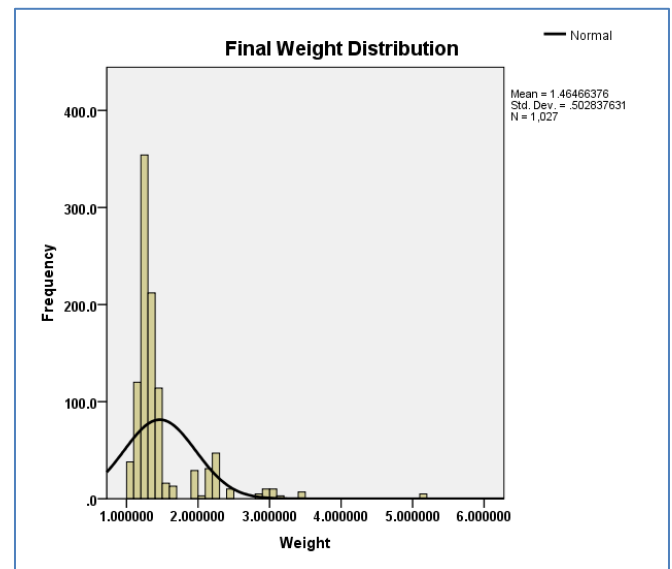
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.69575



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	368	48.91%	2.044	1.778	3.312
30 to 34	284	67.25%	1.487	1.293	2.409
35 to 39	201	70.65%	1.415	1.231	2.293
40 to 44	203	79.80%	1.253	1.090	2.030
45 to 49	195	81.54%	1.226	1.067	1.987
50 to 54	191	77.49%	1.291	1.122	2.091
55 to 59	126	81.75%	1.223	1.064	1.982
60 and Over	197	72.59%	1.378	1.198	2.232

Source: Va. Healthcare Workforce Data Center