
Virginia's Occupational Therapy Assistant Workforce: 2020

Healthcare Workforce Data Center

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More than 1,400 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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Contents

At a Glance	1
Results in Brief	2
Summary of Trends	2
Survey Response Rates	3
The OTA Workforce	4
Demographics	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality	11
2020 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
Appendices	25
Weights	25

The Occupational Therapy Assistant Workforce At a Glance:

The Workforce

Registrants:	1,888
Virginia's Workforce:	1,710
FTEs:	1,212

Background

Rural Childhood:	49%
HS Degree in VA:	60%
Prof. Degree in VA:	69%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	60%
Satisfied?:	92%

Survey Response Rate

All Registrants:	75%
Renewing Practitioners:	92%

Education

Associate:	95%
Baccalaureate:	4%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	55%

Demographics

% Female:	90%
Diversity Index:	34%
Median Age:	38

Finances

Median Income:	\$45k-\$50k
Health Insurance:	56%
Under 40 w/ Ed. Debt:	55%

Primary Roles

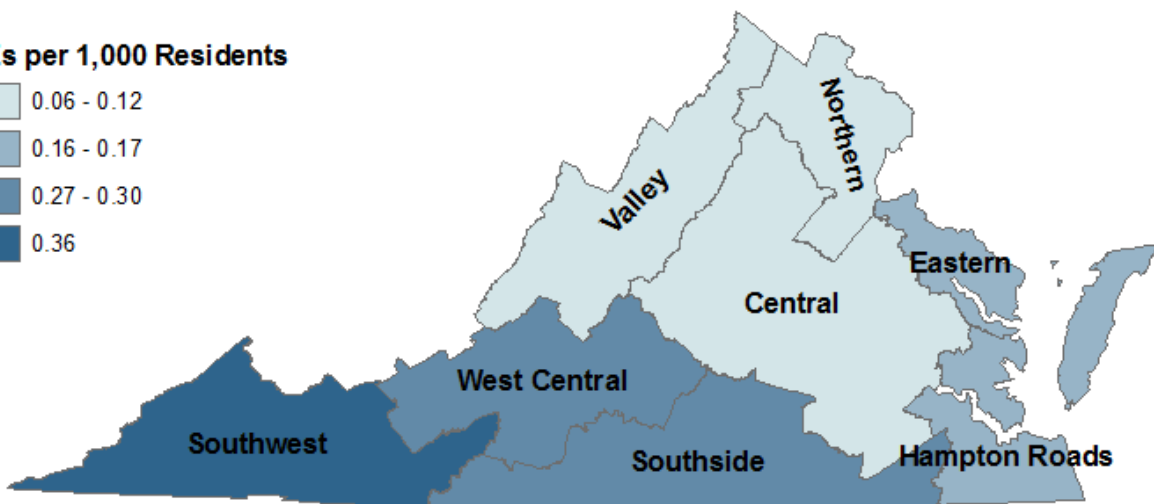
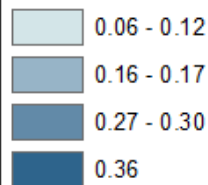
Patient Care:	86%
Administration:	4%
Education:	1%

Source: Va. Healthcare Workforce Data Center

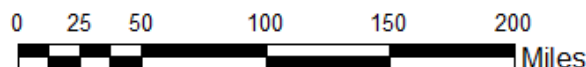
Full-Time Equivalency Units Provided by Occupational Therapy Assistants per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2020 Occupational Therapy Assistant (OTA) workforce survey. More than 1,400 OTAs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the registration renewal process, which takes place on even-numbered years during the birth month of each OTA. These survey respondents represent 75% of the 1,888 OTAs who are registered in the state and 92% of renewing practitioners.

The HWDC estimates that 1,710 OTAs participated in Virginia's workforce during the survey period, which is defined as those OTAs 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 OTA at some point in the future. This workforce provided 1,212 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

Nine out of every ten OTAs are female, including 93% of those OTAs who are under the age of 40. Overall, the median age of this workforce is 38. In a random encounter between two OTAs, there is a 34% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those OTAs who are under the age of 40, this diversity index increases to 36%. However, both of these values are well below the comparable diversity index of 57% for Virginia's population as a whole. Nearly half of all OTAs grew up in rural areas, and one-third of these professionals currently work in non-metro areas of the state. In total, 22% of all OTAs currently work in non-metro areas of Virginia.

More than 90% of all OTAs are currently employed in the profession, 60% hold one full-time job, and 31% work between 40 and 49 hours per week. Meanwhile, 12% of OTAs have experienced involuntary unemployment at some point in the past year, and 12% have also experienced underemployment. Nearly 90% of all OTAs work in the private sector, including 70% who are employed in for-profit establishments. The median annual income for Virginia's OTAs is between \$45,000 and \$50,000. In addition, more than three-fourths of all OTAs receive at least one employer-sponsored benefit, including 56% who have access to health insurance. More than 90% of all OTAs indicated that they are satisfied with their current work situation, including 60% who indicated that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 Occupational Therapy Assistant workforce. The number of registered OTAs has increased by 49% (1,888 vs. 1,270). In addition, the size of Virginia's OTA workforce has increased by 52% (1,710 vs. 1,125), and the number of FTEs provided by this workforce has increased by 35% (1,212 vs. 898). Virginia's renewing OTAs are more likely to respond to this survey (92% vs. 83%).

The percentage of OTAs who are female has increased slightly (90% vs. 89%). At the same time, the median age of this workforce has fallen considerably (38 vs. 42). The diversity index of Virginia's OTAs has increased (34% vs. 29%), and this increase in the diversity index is even greater among OTAs who are under the age of 40 (36% vs. 29%). Meanwhile, Virginia's OTAs are slightly less likely to have grown up in rural areas (49% vs. 50%), and this group of professionals is less likely to be employed in non-metro areas of the state (33% vs. 38%). In total, the percentage of all OTAs who work in non-metro areas of Virginia has declined (22% vs. 26%).

OTAs are less likely to be employed in the profession (91% vs. 97%), hold one full-time job (60% vs. 63%), or work between 40 and 49 hours per week (31% vs. 40%). Meanwhile, the rates of involuntary unemployment (12% vs. 3%) and underemployment (12% vs. 7%) in the past year have both increased. OTAs are more likely to be employed in the private sector (88% vs. 85%), and this increase comes from those OTAs who work in the non-profit sector (18% vs. 15%).

Virginia's OTAs are relatively more likely to obtain a baccalaureate degree as their highest professional degree (4% vs. 1%) instead of an associate degree (95% vs. 98%). At the same time, Virginia's OTAs are more likely to carry education debt (45% vs. 42%), and the median debt amount among these professionals has increased (\$20k-\$25k vs. \$12k-\$15k). OTAs indicated that they are satisfied with their current work situation (92% vs. 97%), including those who indicated that they are "very satisfied" (60% vs. 73%).

A Closer Look:

Registrants		
Status	#	%
Renewing Practitioners	1,531	81%
New Registrants	121	6%
Non-Renewals	236	13%
All Registrations	1,888	100%

Source: Va. Healthcare Workforce Data Center

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

Definitions

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

Response Rates

Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	155	250	62%
30 to 34	85	245	74%
35 to 39	52	180	78%
40 to 44	45	156	78%
45 to 49	37	166	82%
50 to 54	29	163	85%
55 to 59	28	116	81%
60 and Over	48	133	74%
Total	479	1,409	75%
New Registrants			
Registered in Past Year	121	0	0%
Metro Status			
Non-Metro	66	292	82%
Metro	262	940	78%
Not in Virginia	151	177	54%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	1,409
Response Rate, All Registrants	75%
Response Rate, Renewals	92%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered OTAs

Number: 1,888
 New: 6%
 Not Renewed: 13%

Response Rates

All Registrants: 75%
 Renewing Practitioners: 92%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2020 OTA Workforce: 1,710
 FTEs: 1,212

Utilization Ratios

Registrants in VA Workforce: 91%
 Registrants per FTE: 1.56
 Workers per FTE: 1.41

Source: Va. Healthcare Workforce Data Center

Definitions

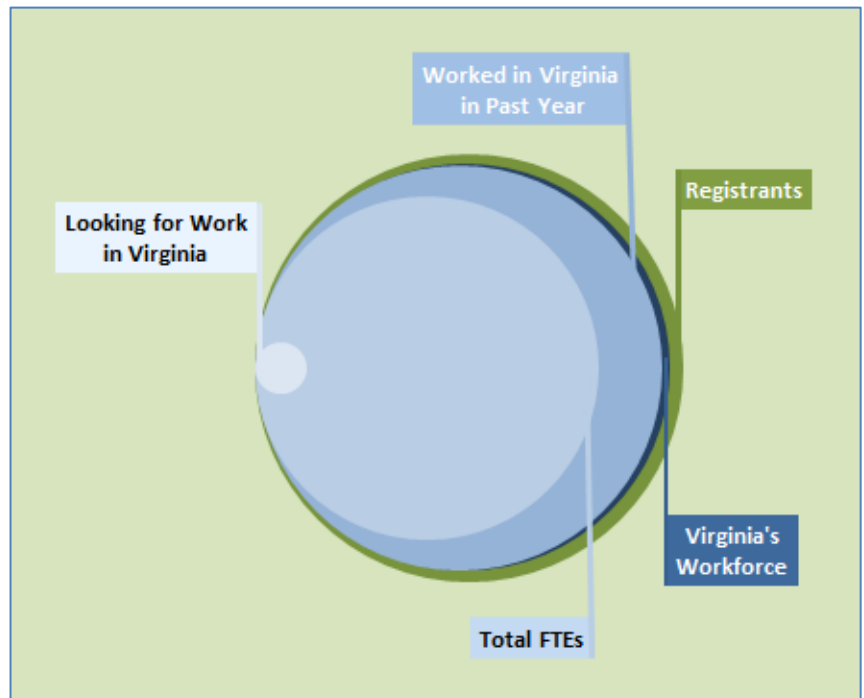
- 1. Virginia’s Workforce:** A registrant with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Registrants in VA Workforce:** The proportion of registrants in Virginia’s Workforce.
- 4. Registrants per FTE:** An indication of the number of registrants needed to create 1 FTE. Higher numbers indicate lower registrant 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 OTA Workforce

Status	#	%
Worked in Virginia in Past Year	1,683	98%
Looking for Work in Virginia	28	2%
Virginia's Workforce	1,710	100%
Total FTEs	1,212	
Registrants	1,888	

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/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	18	5%	334	95%	352	22%
30 to 34	16	5%	282	95%	298	19%
35 to 39	26	13%	180	87%	206	13%
40 to 44	23	13%	153	87%	176	11%
45 to 49	14	9%	147	91%	162	10%
50 to 54	30	19%	128	81%	157	10%
55 to 59	14	12%	96	88%	110	7%
60 and Over	13	11%	105	89%	118	7%
Total	154	10%	1,425	90%	1,579	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	OTAs		OTAs Under 40	
	%	#	%	#	%
White	61%	1,292	80%	693	79%
Black	19%	166	10%	75	9%
Hispanic	10%	56	3%	40	5%
Asian	7%	39	2%	30	3%
Two or More Races	3%	44	3%	31	4%
Other Race	0%	16	1%	3	0%
Total	100%	1,612	100%	873	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: 90%
 % Under 40 Female: 93%

Age

Median Age: 38
 % Under 40: 54%
 % 55 and Over: 14%

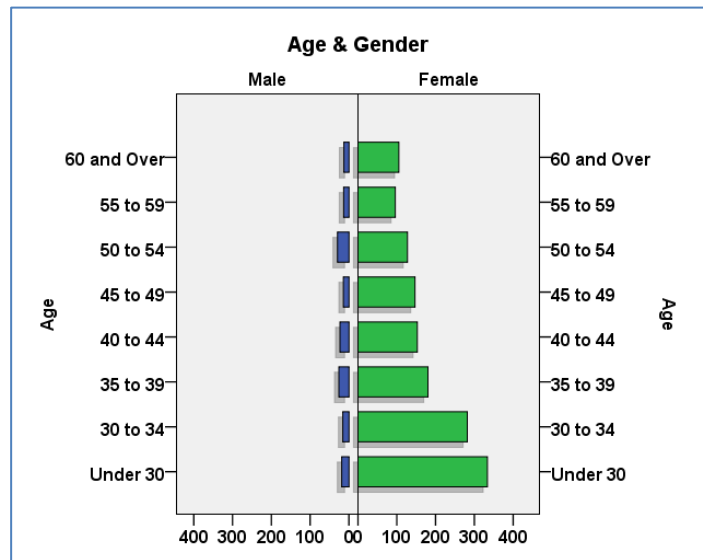
Diversity

Diversity Index: 34%
 Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTAs, there is a 34% 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 OTAs are under the age of 40, and 93% of these professionals are female. In addition, there is a 36% chance that two randomly chosen OTAs from this age group would be of different races or ethnicities.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 11%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 60%
 Professional Edu. in VA: 69%
 HS/Prof. Edu. in VA: 72%

Location Choice

% Rural to Non-Metro: 33%
 % Urban/Suburban to Non-Metro: 12%

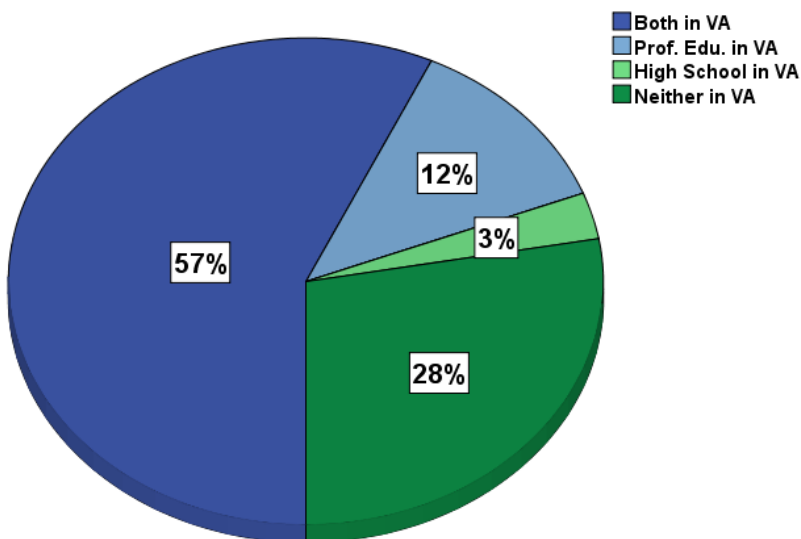
Source: Va. Healthcare Workforce Data Center

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+	32%	55%	13%
2	Metro, 250,000 to 1 Million	59%	30%	10%
3	Metro, 250,000 or Less	67%	25%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	69%	18%	13%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	57%	29%	14%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	85%	12%	3%
8	Rural, Metro Adjacent	90%	10%	0%
9	Rural, Non-Adjacent	60%	23%	17%
Overall		49%	40%	11%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of OTAs grew up in self-described rural areas, and one-third of these professionals currently work in non-metro counties. Overall, 22% of Virginia's OTAs work in non-metro counties of the state.

Top Ten States for Occupational Therapy Assistant Recruitment

Rank	All Occupational Therapy Assistants			
	High School	#	Professional School	#
1	Virginia	968	Virginia	1,112
2	Pennsylvania	81	Pennsylvania	60
3	New York	75	New York	51
4	West Virginia	56	West Virginia	46
5	Florida	41	Florida	37
6	Ohio	38	North Carolina	34
7	North Carolina	34	Minnesota	32
8	Outside U.S./Canada	34	Maryland	28
9	Maryland	26	Texas	26
10	New Jersey	23	Ohio	20

Source: Va. Healthcare Workforce Data Center

Among all OTAs, 60% received their high school degree in Virginia, and 69% received their initial professional degree in the state.

Among OTAs who were registered in the past five years, 61% received their high school degree in Virginia, and 70% received their initial professional degree in the state.

Rank	Registered in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	389	Virginia	448
2	Pennsylvania	25	Minnesota	26
3	New York	22	Pennsylvania	23
4	Florida	21	Florida	23
5	Outside U.S./Canada	21	West Virginia	19
6	West Virginia	20	New York	11
7	California	13	Texas	10
8	Illinois	12	California	9
9	Maryland	12	Maryland	8
10	Ohio	10	North Carolina	6

Source: Va. Healthcare Workforce Data Center

Nearly 10% of registered OTAs did not participate in Virginia's workforce in the past year. Nearly 90% of these professionals worked at some point in the past year, including 74% who currently work as OTAs.

At a Glance:

Not in VA Workforce

Total:	178
% of Registrants:	9%
Federal/Military:	3%
VA Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,509	95%
Baccalaureate Degree	63	4%
Master's Degree	6	0%
Doctoral Degree	4	0%
Total	1,582	100%

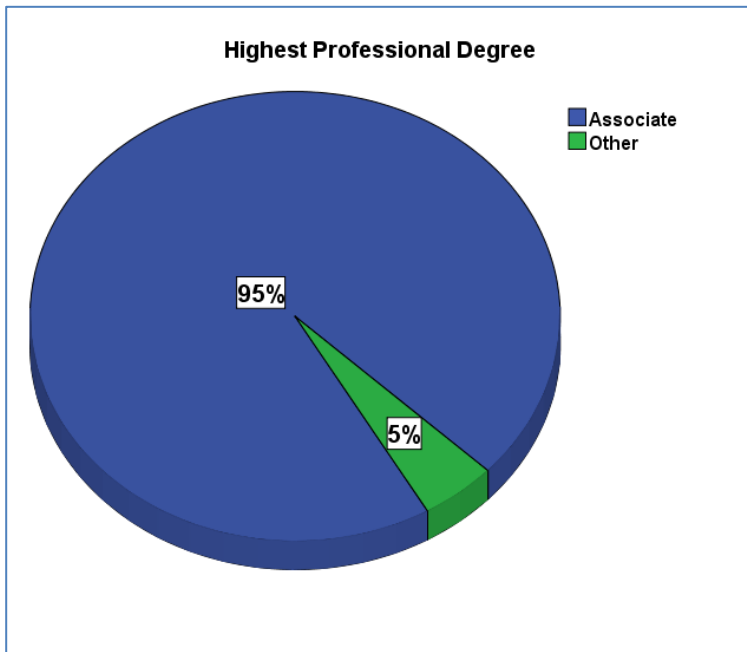
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate: 95%
 Baccalaureate: 4%

Education Debt
 With Debt: 45%
 Under Age 40 w/ Debt: 55%
 Median Debt: \$20k-\$25k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than nine out of every ten OTAs hold an associate degree as their highest professional degree.

Nearly half of all OTAs carry education debt, including 55% of those who are under the age of 40. For those with education debt, the median debt amount is between \$20,000 and \$25,000.

Education Debt				
Amount Carried	All OTAs		OTAs Under 40	
	#	%	#	%
None	777	55%	342	45%
\$2,000 or Less	23	2%	21	3%
\$2,001-\$4,000	22	2%	8	1%
\$4,001-\$6,000	46	3%	28	4%
\$6,001-\$8,000	44	3%	29	4%
\$8,001-\$10,000	32	2%	22	3%
\$10,001-\$12,000	27	2%	16	2%
\$12,001-\$15,000	24	2%	15	2%
\$15,001-\$20,000	67	5%	41	5%
\$20,001-\$25,000	78	5%	48	6%
More than \$25,000	280	20%	195	25%
Total	1,421	100%	765	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Gerontology:	27%
Physical Rehabilitation:	24%
Home Health:	21%

Top Certifications

Dementia Care:	3%
School Systems:	2%
Lymphedema Therapist:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specializations		
Area	#	% of Workforce
Gerontology	460	27%
Physical Rehabilitation	405	24%
Home Health	362	21%
Pediatrics	210	12%
Neurorehabilitation	198	12%
School Systems	184	11%
Acute Care	172	10%
Environmental Modification	150	9%
Developmental Disabilities	139	8%
Sensory Processing	136	8%
Feeding, Eating, Swallowing	117	7%
Mental Health	110	6%
Hand Therapy	102	6%
Early Intervention	78	5%
Low Vision	76	4%
Driving and Community Mobility	6	0%
Industrial/Workplace	6	0%
Other	95	6%
At Least One Specialization	1,128	66%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all OTAs have at least one specialization, including 27% who have a specialization in Gerontology.

Certifications

Proficiency Area	#	% of Workforce
Dementia Care Specialist	47	3%
School Systems	35	2%
Certified Lymphedema Therapist	25	1%
Low Vision (SCALV)	7	0%
Feeding, Eating, Swallowing (SCAFES)	5	0%
Environmental Modification (SCAEM)	4	0%
Other	99	6%
At Least One Certification	195	11%

Source: Va. Healthcare Workforce Data Center

More than 10% of all OTAs hold at least one certification, including 3% who have been certified as Dementia Care Specialists.

At a Glance:

Employment

Employed in Profession: 91%
 Involuntarily Unemployed: 3%

Positions Held

1 Full-Time: 60%
 2 or More Positions: 18%

Weekly Hours:

40 to 49: 31%
 60 or More: 2%
 Less than 30: 20%

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	1,471	91%
Employed, NOT in an Occupational Therapy-Related Capacity	55	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	43	3%
Voluntarily Unemployed	39	2%
Retired	4	0%
Total	1,612	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of all OTAs are currently employed in the profession, 60% hold one full-time job, and 31% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	86	5%
One Part-Time Position	263	17%
Two Part-Time Positions	84	5%
One Full-Time Position	955	60%
One Full-Time Position & One Part-Time Position	149	9%
Two Full-Time Positions	1	0%
More than Two Positions	49	3%
Total	1,587	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	86	6%
1 to 9 Hours	68	4%
10 to 19 Hours	90	6%
20 to 29 Hours	158	10%
30 to 39 Hours	621	40%
40 to 49 Hours	473	31%
50 to 59 Hours	29	2%
60 to 69 Hours	7	0%
70 to 79 Hours	4	0%
80 or More Hours	14	1%
Total	1,550	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	5	0%
\$30,000 or Less	179	15%
\$30,001-\$35,000	55	5%
\$35,001-\$40,000	113	9%
\$40,001-\$45,000	128	11%
\$45,001-\$50,000	142	12%
\$50,001-\$55,000	159	13%
\$55,001-\$60,000	161	13%
\$60,001-\$65,000	101	8%
\$65,001-\$70,000	69	6%
\$70,001-\$75,000	49	4%
\$75,001-\$80,000	17	1%
More than \$80,000	36	3%
Total	1,214	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	945	60%
Somewhat Satisfied	499	32%
Somewhat Dissatisfied	86	6%
Very Dissatisfied	47	3%
Total	1,577	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 56%
Retirement: 53%

Satisfaction
Satisfied: 92%
Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

The typical OTA earns between \$45,000 and \$50,000 per year. In addition, more than three-quarters of all OTAs receive at least one employer-sponsored benefit, including 56% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	983	67%	69%
Health Insurance	823	56%	57%
Dental Insurance	795	54%	56%
Retirement	774	53%	53%
Paid Sick Leave	676	46%	46%
Group Life Insurance	480	33%	34%
Signing/Retention Bonus	32	2%	2%
At Least One Benefit	1,127	77%	77%

*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?	347	20%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	204	12%
Experience Involuntary Unemployment?	202	12%
Switch Employers or Practices?	147	9%
Experience Voluntary Unemployment?	113	7%
Experienced At Least One	714	42%

Source: Va. Healthcare Workforce Data Center

More than 10% of OTAs 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	68	4%	67	13%
Less than 6 Months	81	5%	68	14%
6 Months to 1 Year	152	10%	63	13%
1 to 2 Years	397	26%	128	25%
3 to 5 Years	437	28%	117	23%
6 to 10 Years	222	14%	44	9%
More than 10 Years	197	13%	15	3%
Subtotal	1,555	100%	502	100%
Did Not Have Location	38		1,189	
Item Missing	117		20	
Total	1,710		1,710	

Source: Va. Healthcare Workforce Data Center

More than three-quarters of Virginia's OTAs received an hourly wage at their primary work location, while another 15% either received a salary or worked on commission.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 12%
 Underemployed: 12%

Turnover & Tenure
 Switched Jobs: 9%
 New Location: 23%
 Over 2 Years: 55%
 Over 2 Yrs., 2nd Location: 35%

Employment Type
 Hourly Wage: 76%
 Salary/Commission: 15%

Source: Va. Healthcare Workforce Data Center

Among all OTAs, 55% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	923	76%
Salary/Commission	182	15%
By Contract	110	9%
Unpaid	5	0%
Business/Practice Income	0	0%
Subtotal	1,220	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:	24%
Top 3 Regions:	55%
Lowest Region:	2%

Locations

2 or More (Past Year):	33%
2 or More (Now*):	29%

Source: Va. Healthcare Workforce Data Center

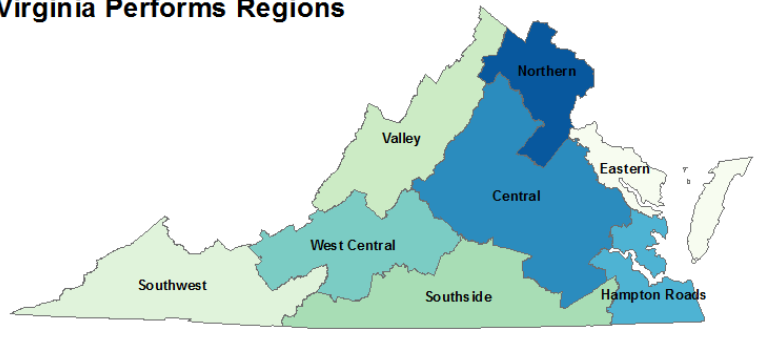
More than half of all OTAs work in Hampton Roads, West Central Virginia, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Hampton Roads	365	24%	108	21%
West Central	244	16%	79	16%
Northern	238	15%	65	13%
Central	231	15%	92	18%
Southwest	198	13%	61	12%
Southside	136	9%	35	7%
Valley	81	5%	28	6%
Eastern	34	2%	8	2%
Virginia Border State/D.C.	4	0%	3	1%
Other U.S. State	16	1%	28	6%
Outside of the U.S.	0	0%	2	0%
Total	1,547	100%	509	100%
Item Missing	124		14	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Nearly 30% of OTAs currently have multiple work locations, while one-third of all OTAs have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	28	2%	86	6%
1	1,030	65%	1,041	66%
2	308	20%	277	18%
3	151	10%	143	9%
4	37	2%	23	1%
5	12	1%	3	0%
6 or More	12	1%	5	0%
Total	1,577	100%	1,577	100%

*At the time of survey completion: 2020 (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	1,030	70%	371	79%
Non-Profit	258	18%	72	15%
State/Local Government	149	10%	24	5%
Veterans Administration	4	0%	1	0%
U.S. Military	13	1%	0	0%
Other Federal Gov't	7	0%	0	0%
Total	1,461	100%	468	100%
Did Not Have Location	38		1,189	
Item Missing	213		53	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

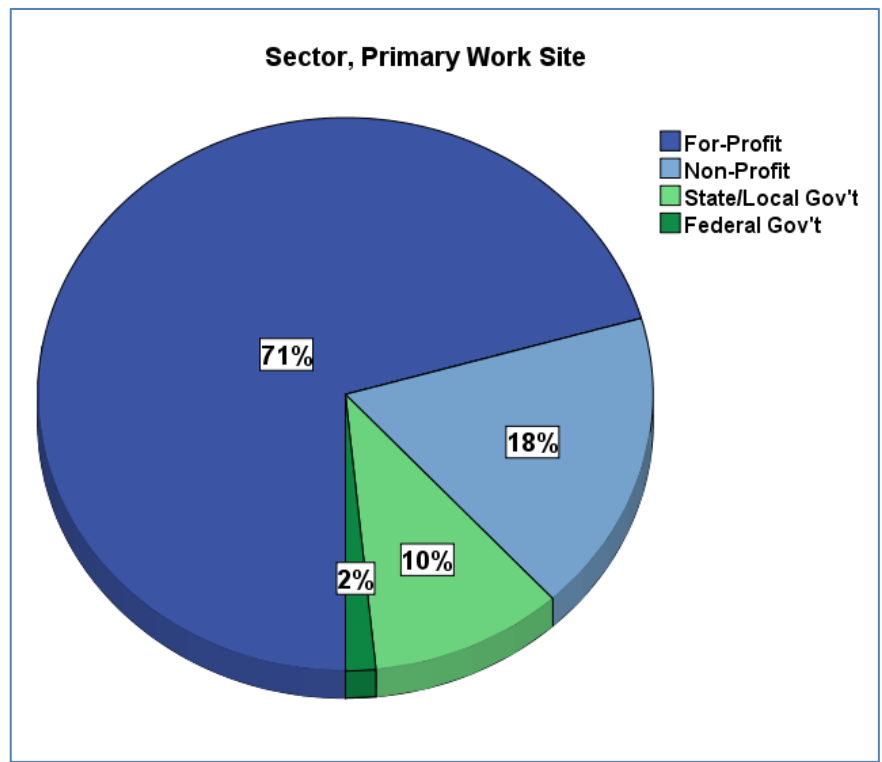
For-Profit:	70%
Federal:	2%

Top Establishments

Skilled Nursing Facility:	40%
Home Health Care:	15%
Assisted Living/ Continuing Care Facility:	9%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all OTAs work in the private sector, including 70% who work at for-profit establishments.



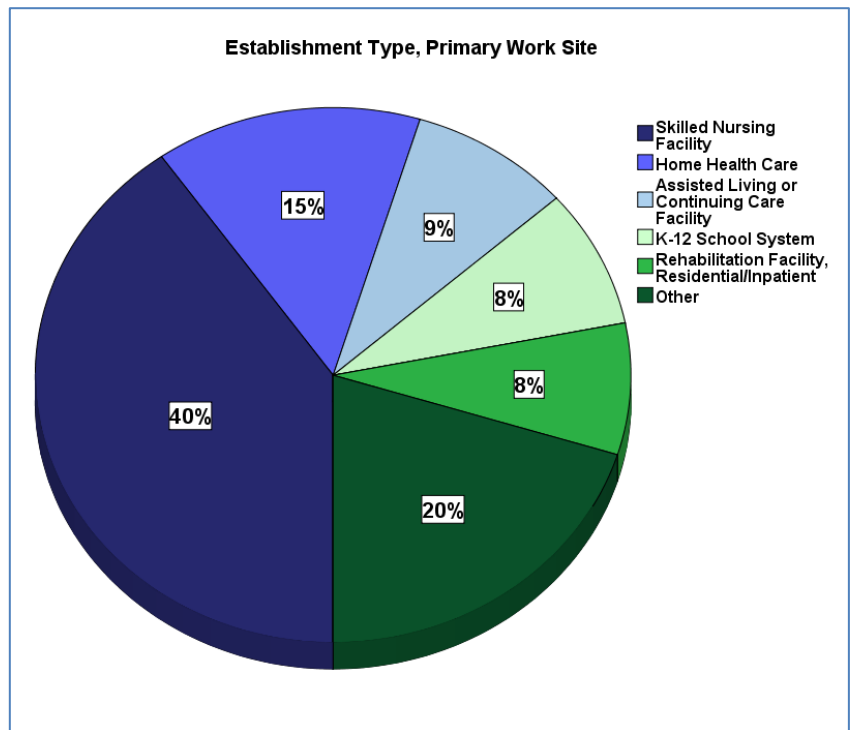
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	568	40%	199	42%
Home Health Care	205	15%	89	19%
Assisted Living or Continuing Care Facility	124	9%	45	10%
K-12 School System	118	8%	15	3%
Rehabilitation Facility, Residential/Inpatient	112	8%	43	9%
General Hospital, Inpatient Department	68	5%	14	3%
Rehabilitation Facility, Outpatient Clinic	58	4%	10	2%
Private Practice, Group	46	3%	12	3%
Private Practice, Solo	19	1%	6	1%
Academic Institution	16	1%	2	0%
General Hospital, Outpatient Department	10	1%	4	1%
Mental Health, Inpatient	9	1%	0	0%
Other	58	4%	30	6%
Total	1,411	100%	469	100%
Did Not Have a Location	38		1,189	

More than half of all OTAs work in either skilled nursing facilities or home health care establishments as their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those OTAs who also have a secondary work location, more than 60% work in either skilled nursing facilities or home health care establishments.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical OTA's Time

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

Roles

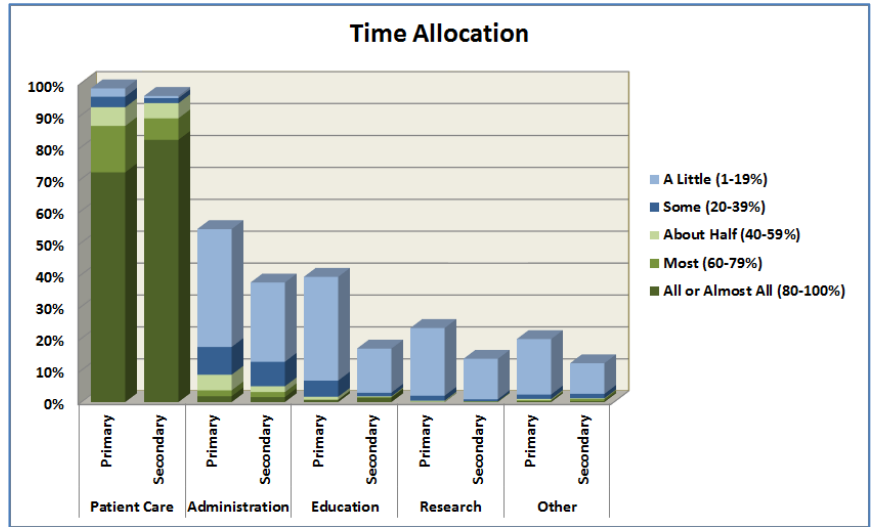
Patient Care: 86%
Administrative: 4%
Education: 1%

Patient Care OTAs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

OTAs spend most of their time performing patient care activities. In fact, 86% of all OTAs 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%)	72%	82%	2%	2%	1%	1%	0%	0%	0%	0%
Most (60-79%)	15%	7%	2%	2%	0%	0%	0%	0%	0%	1%
About Half (40-59%)	6%	5%	5%	2%	1%	0%	0%	0%	0%	0%
Some (20-39%)	3%	2%	9%	8%	5%	1%	2%	1%	1%	1%
A Little (1-19%)	3%	1%	37%	25%	32%	14%	21%	13%	17%	10%
None (0%)	2%	4%	46%	63%	61%	83%	77%	86%	80%	87%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTAs		OTAs 50 and Over	
	#	%	#	%
Under Age 50	78	6%	-	-
50 to 54	92	7%	4	1%
55 to 59	145	11%	17	5%
60 to 64	345	25%	81	24%
65 to 69	447	33%	156	46%
70 to 74	132	10%	52	15%
75 to 79	32	2%	7	2%
80 or Over	7	1%	2	1%
I Do Not Intend to Retire	95	7%	21	6%
Total	1,373	100%	340	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTAs

Under 65: 48%

Under 60: 23%

OTAs 50 and Over

Under 65: 30%

Under 60: 6%

Time Until Retirement

Within 2 Years: 3%

Within 10 Years: 13%

Half the Workforce: By 2050

Source: Va. Healthcare Workforce Data Center

Nearly half of all OTAs expect to retire by the age of 65. Among those OTAs who are age 50 and over, 30% still expect to retire by the age of 65.

Within the next two years, 18% of OTAs expect to pursue additional OT-related educational opportunities, and 17% expect to increase their patient care hours.

Future Plans

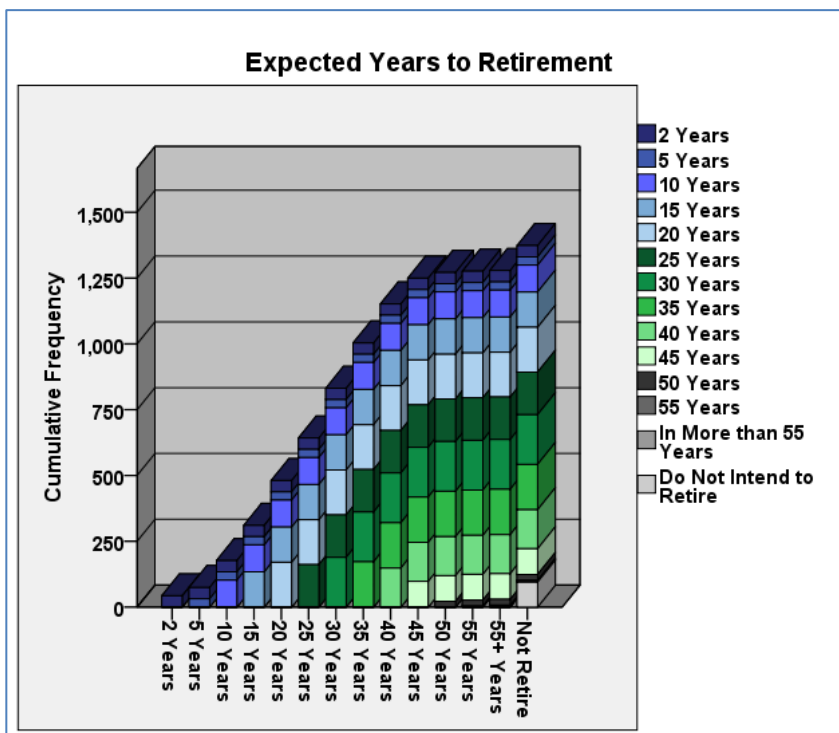
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	101	6%
Leave Profession	58	3%
Leave Virginia	55	3%
Decrease Teaching Hours	2	0%
Increase Participation		
Pursue Other OT-Related Education	311	18%
Increase Patient Care Hours	288	17%
Pursue Education to Become an OT	194	11%
Increase Teaching Hours	79	5%
Return to Virginia's Workforce	13	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for OTAs. While only 3% of OTAs expect to retire in the next two years, 13% 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	43	3%	3%
5 Years	31	2%	5%
10 Years	102	7%	13%
15 Years	134	10%	23%
20 Years	170	12%	35%
25 Years	162	12%	47%
30 Years	189	14%	61%
35 Years	172	13%	73%
40 Years	148	11%	84%
45 Years	98	7%	91%
50 Years	22	2%	93%
55 Years	5	0%	93%
In More than 55 Years	3	0%	93%
Do Not Intend to Retire	95	7%	100%
Total	1,373	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 14% of the current workforce in 2050 before declining to under 10% of the current workforce again around 2065.

At a Glance:

FTEs

Total: 1,212
 FTEs/1,000 Residents²: 0.142
 Average: 0.73

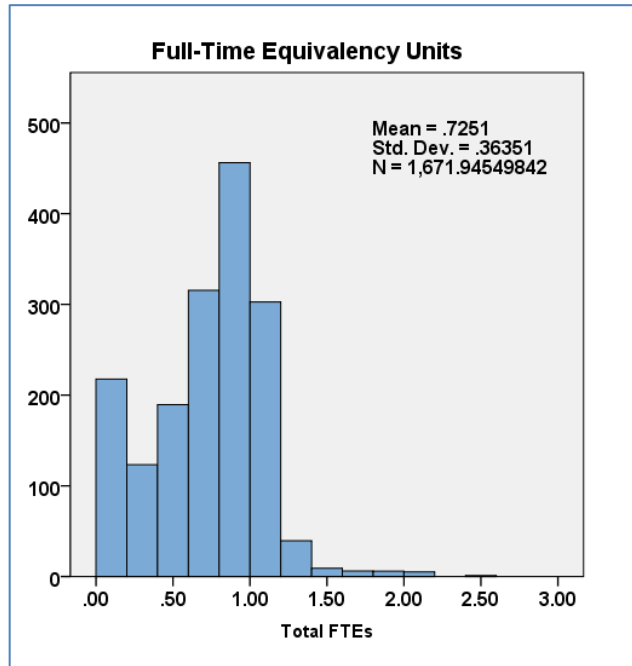
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

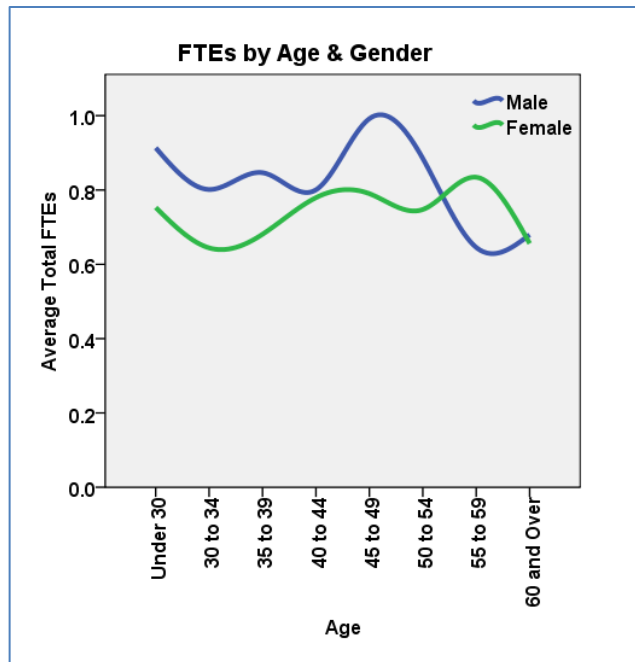


Source: Va. Healthcare Workforce Data Center

The typical OTA provided 0.80 FTEs in 2020, or approximately 32 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	0.76	0.80
30 to 34	0.66	0.72
35 to 39	0.68	0.77
40 to 44	0.77	0.83
45 to 49	0.79	0.83
50 to 54	0.77	0.83
55 to 59	0.79	0.87
60 and Over	0.58	0.63
Gender		
Male	0.83	0.93
Female	0.73	0.80

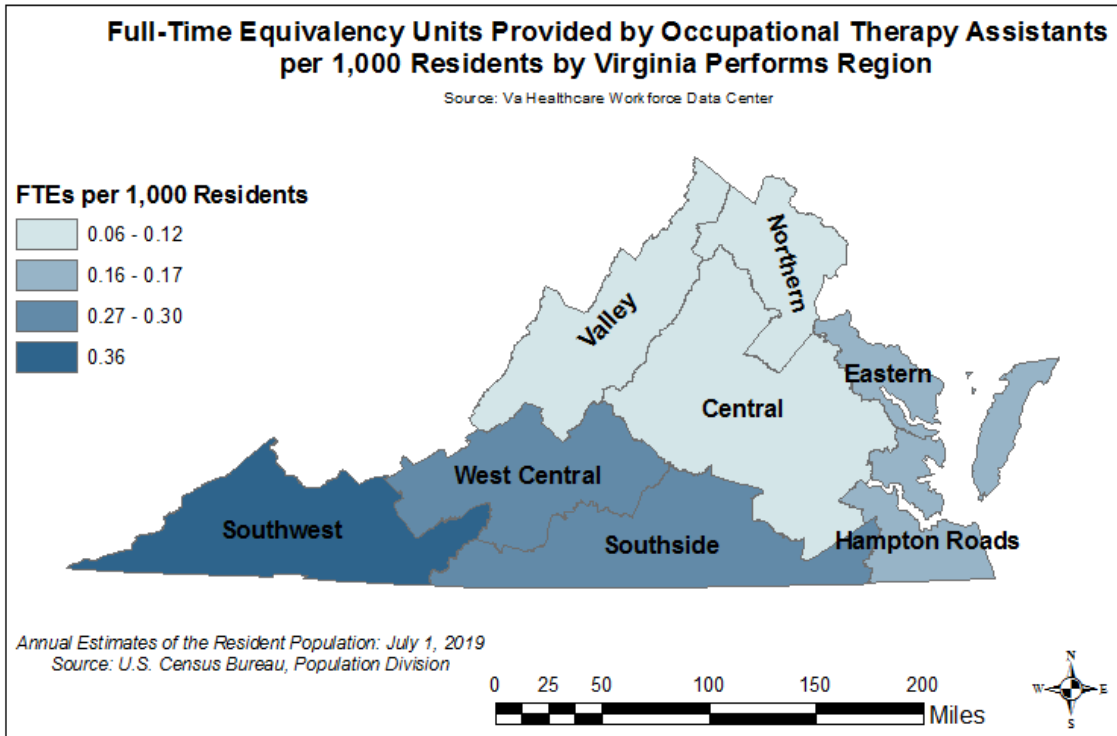
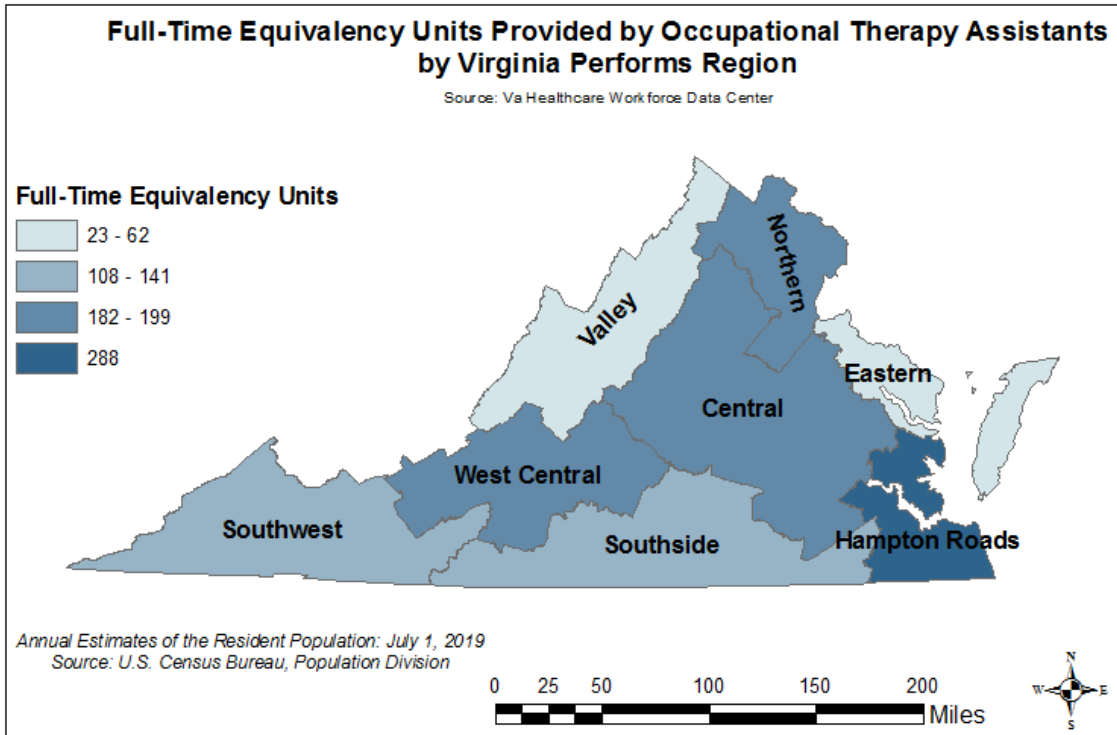
Source: Va. Healthcare Workforce Data Center

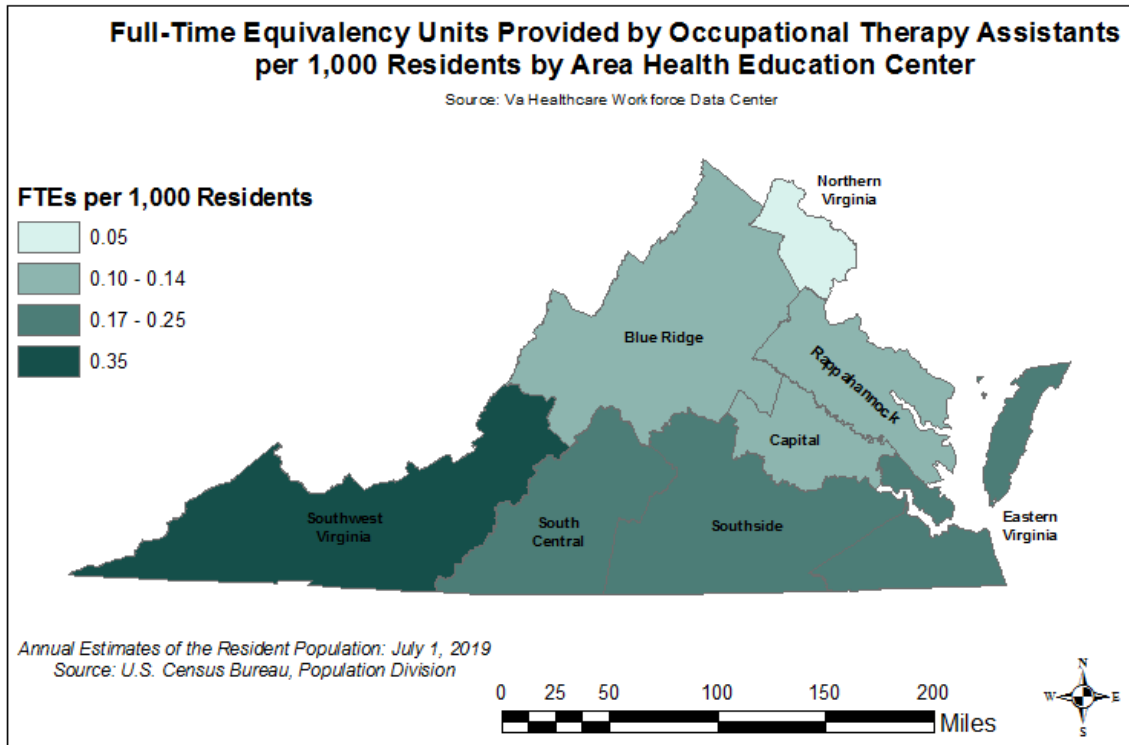
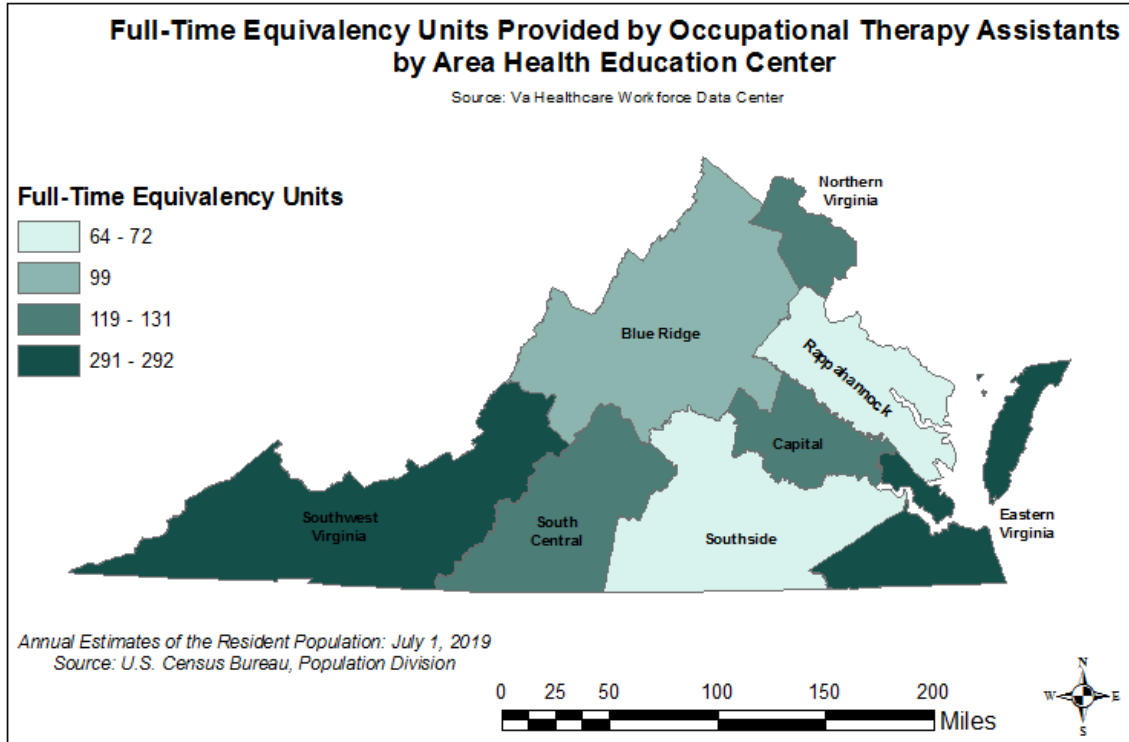


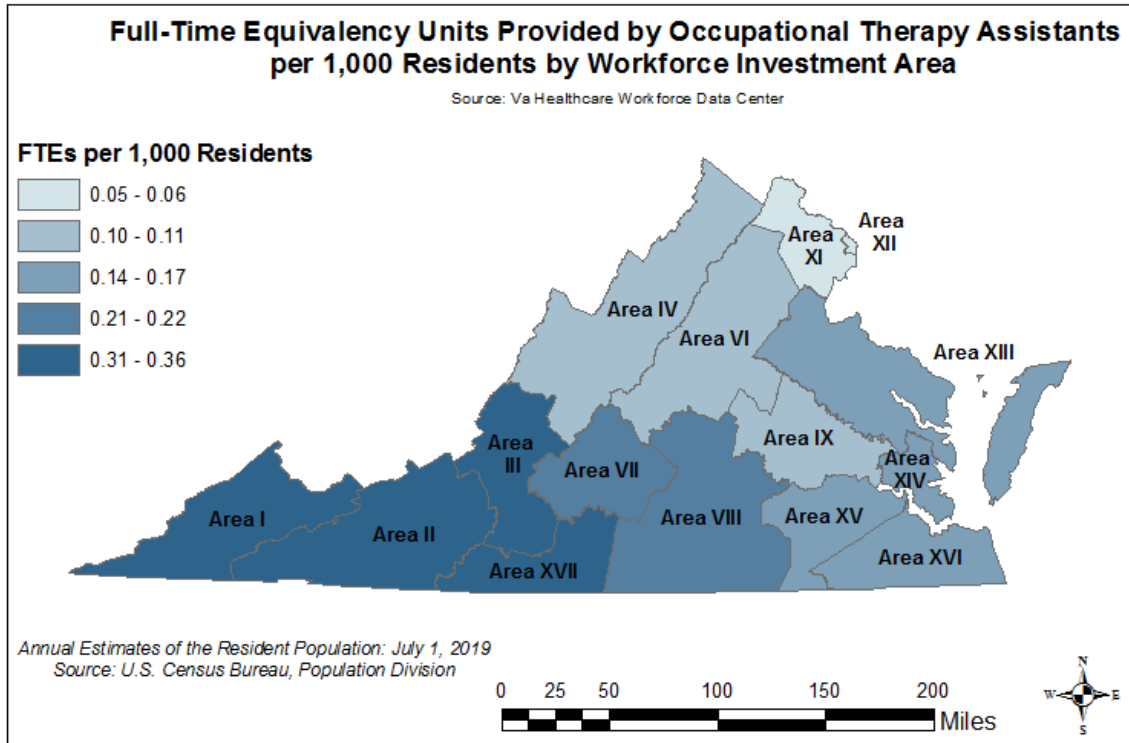
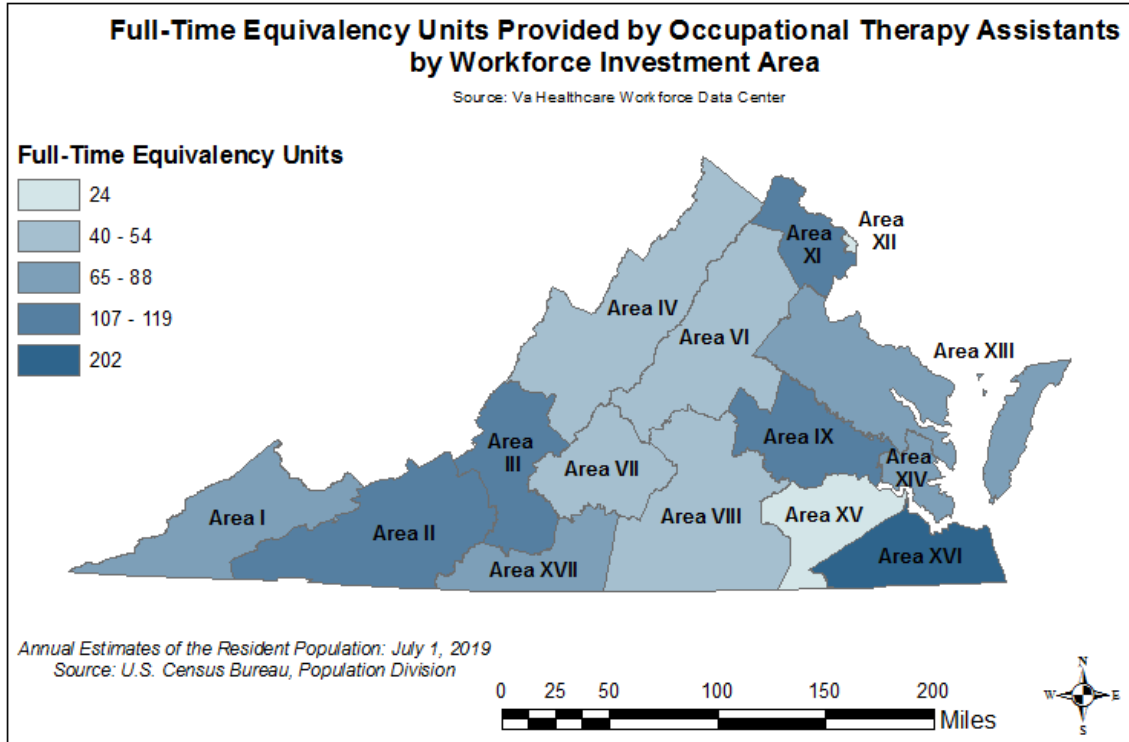
Source: Va. Healthcare Workforce Data Center

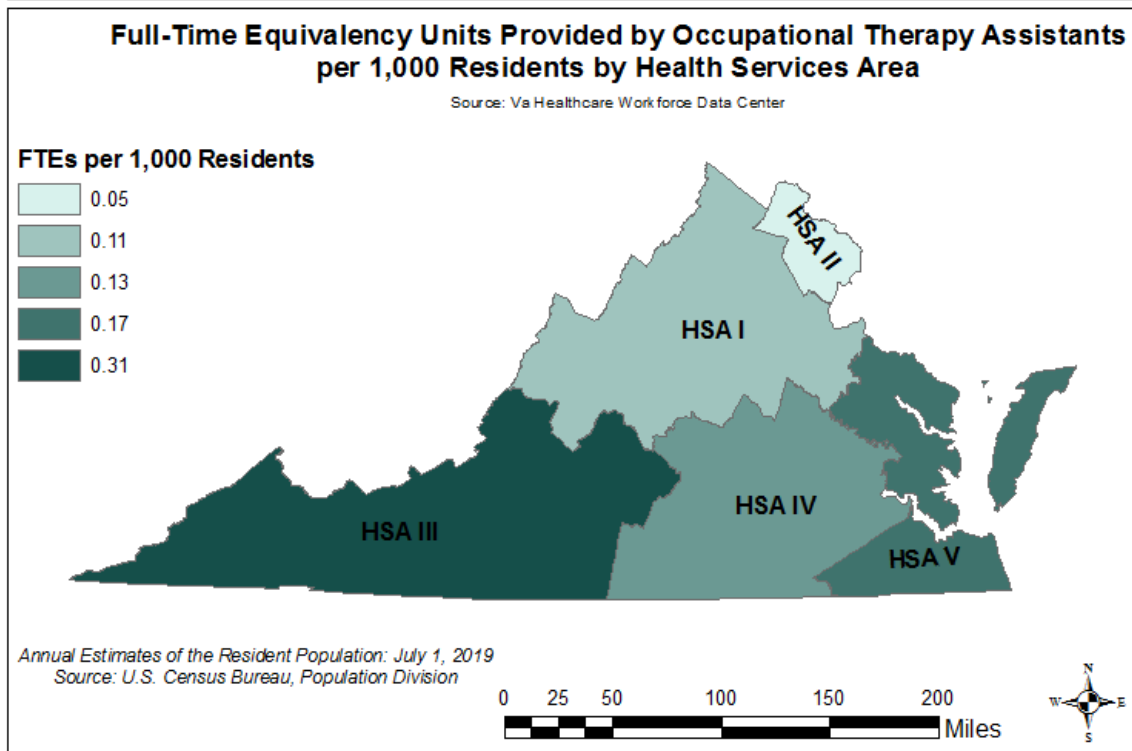
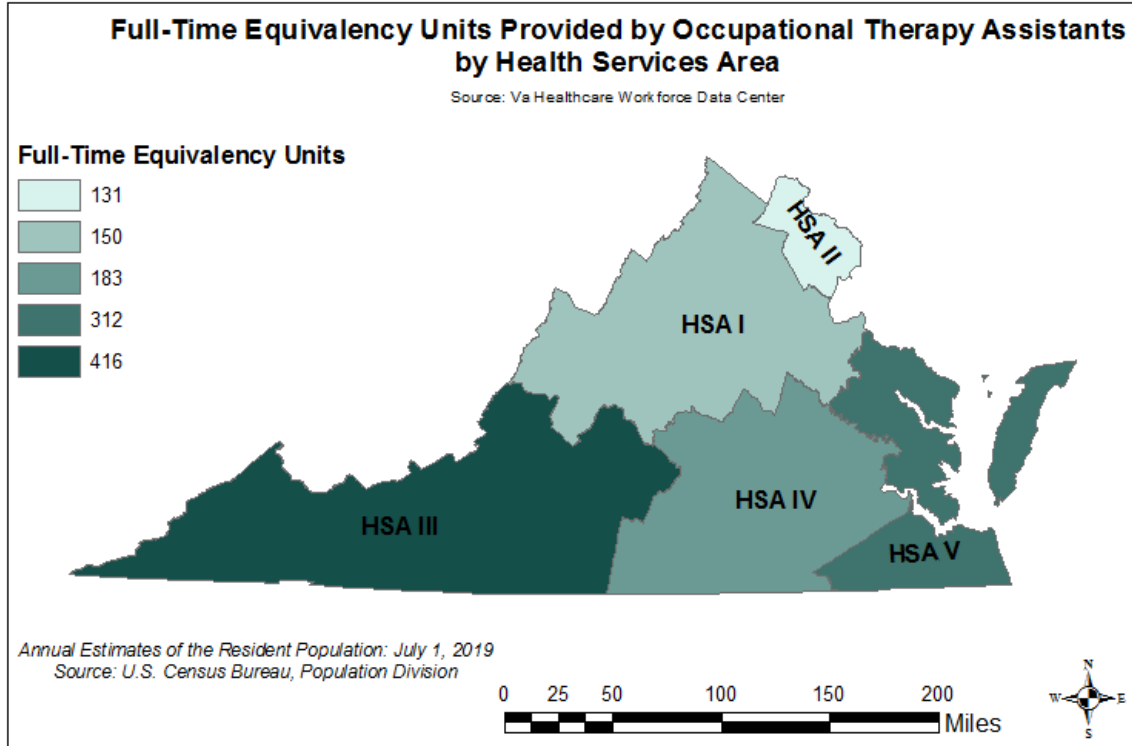
² Number of residents in 2019 was used as the denominator.

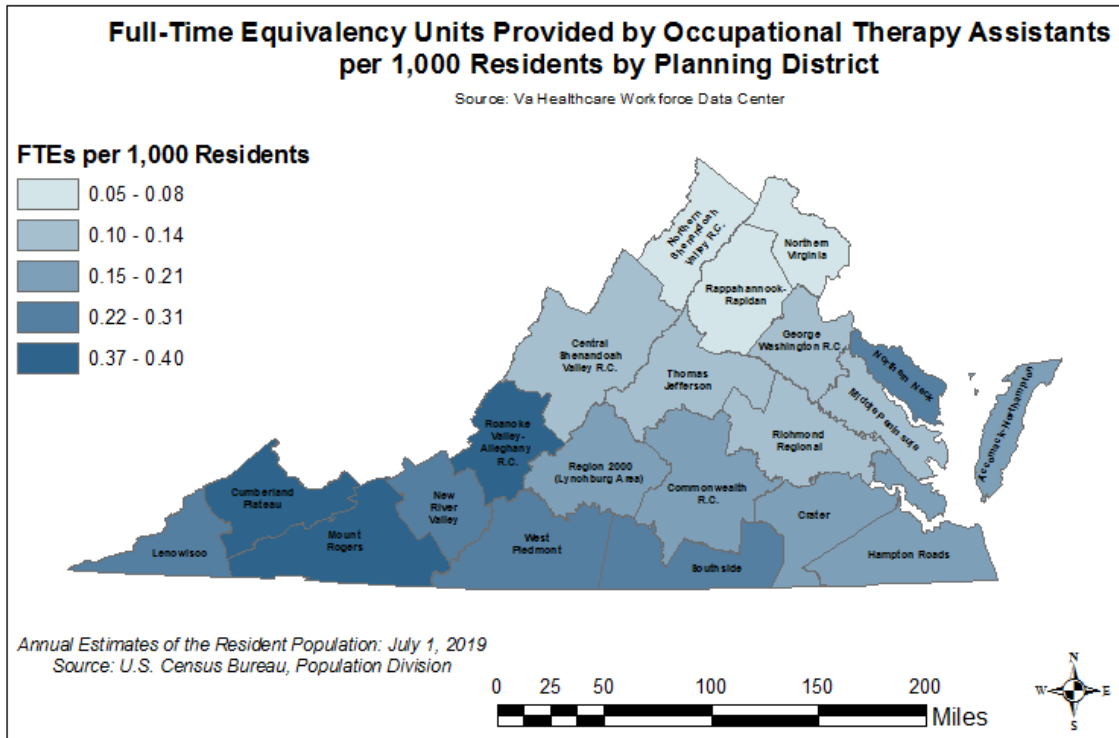
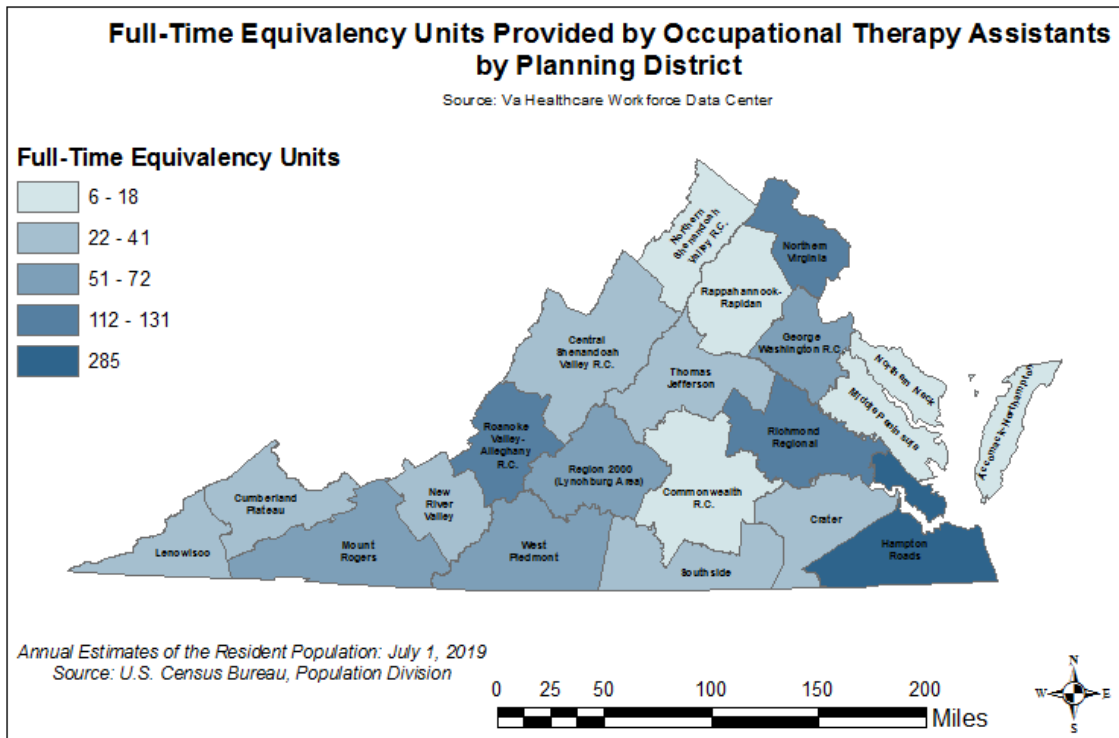
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	839	76.64%	1.305	1.147	1.578
Metro, 250,000 to 1 Million	258	83.72%	1.194	1.050	1.444
Metro, 250,000 or Less	105	77.14%	1.296	1.140	1.567
Urban, Pop. 20,000+, Metro Adj.	65	87.69%	1.140	1.002	1.379
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	80	82.50%	1.212	1.066	1.465
Urban, Pop. 2,500-19,999, Non-Adj.	115	78.26%	1.278	1.123	1.545
Rural, Metro Adj.	42	76.19%	1.313	1.154	1.587
Rural, Non-Adj.	56	83.93%	1.191	1.047	1.441
Virginia Border State/D.C.	150	58.00%	1.724	1.516	2.084
Other U.S. State	178	50.56%	1.978	1.739	2.391

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	405	61.73%	1.620	1.379	2.391
30 to 34	330	74.24%	1.347	1.146	1.988
35 to 39	232	77.59%	1.289	1.097	1.902
40 to 44	201	77.61%	1.288	1.097	1.902
45 to 49	203	81.77%	1.223	1.041	1.805
50 to 54	192	84.90%	1.178	1.002	1.739
55 to 59	144	80.56%	1.241	1.056	1.832
60 and Over	181	73.48%	1.361	1.158	2.009

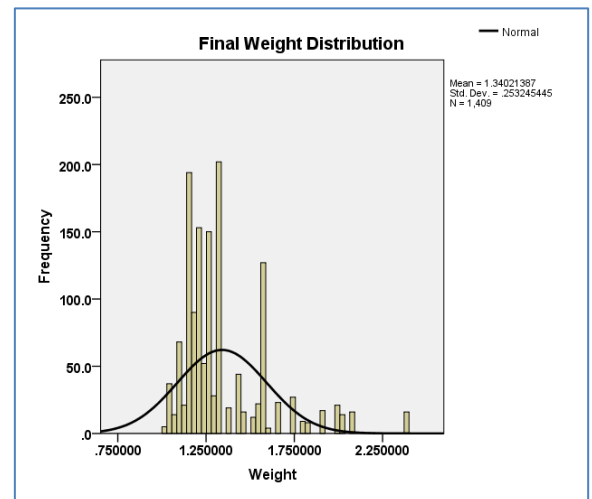
Source: Va. Healthcare Workforce Data Center

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:

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.746292



Source: Va. Healthcare Workforce Data Center