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# *Virginia's Optometrist Workforce: 2023*

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Healthcare Workforce Data Center

April 2023

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

*More than 1,500 Optometrists 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 Optometry express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

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# The Optometrist Workforce At a Glance:

## The Workforce

Licenses:	1,809
Virginia's Workforce:	1,297
FTEs:	1,063

## Background

Rural Childhood:	25%
HS Degree in VA:	35%
UG Degree in VA:	33%

## Current Employment

Employed in Prof.:	96%
Hold 1 Full-Time Job:	70%
Satisfied?:	95%

## Survey Response Rate

All Licenses:	83%
Renewing Practitioners:	94%

## Residency Program

Ocular Disease:	9%
Primary Eye Care:	6%

## Job Turnover

Switched Jobs:	3%
Employed Over 2 Yrs.:	70%

## Demographics

% Female:	55%
Diversity Index:	52%
Median Age:	47

## Finances

Median Inc.:	\$130k-\$140k
Health Benefits:	58%
Under 40 w/ Ed. Debt:	75%

## Time Allocation

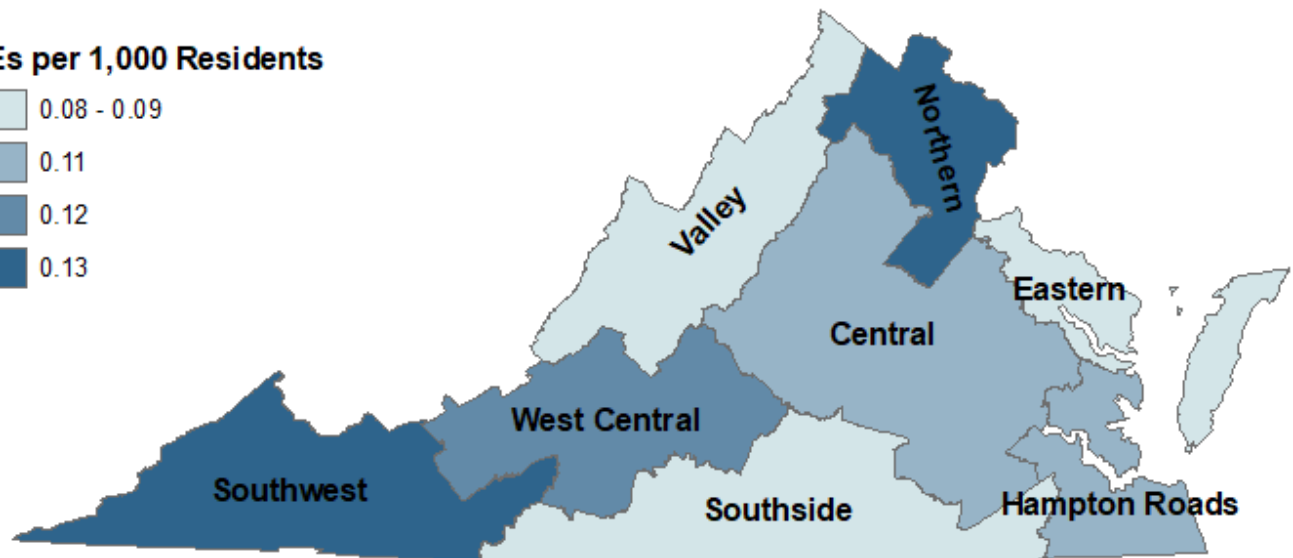
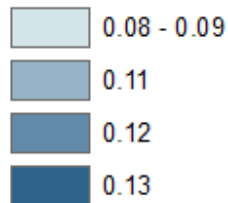
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	94%

Source: Va. Healthcare Workforce Data Center

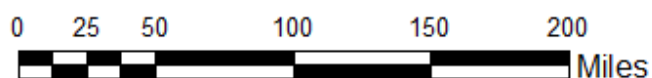
## Full-Time Equivalency Units Provided by Optometrists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Optometrist Workforce survey. Among all optometrists, 1,507 voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every March for optometrists. These respondents represent 83% of the 1,809 optometrists licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 1,297 optometrists participated in Virginia's workforce during the survey time period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's optometrist workforce provided 1,063 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than half of Virginia's optometrists are female, including 74% of those who are under the age of 40. In a random encounter between two optometrists, there is a 52% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 59% for those optometrists who are under the age of 40. For Virginia's population as a whole, the comparable diversity index is 58%. One-quarter of all optometrists grew up in a rural area, and 21% of optometrists who grew up in a rural area currently work in a non-metro area of the state. In total, 10% of all optometrists work in a non-metro area of Virginia.

Among all optometrists, 96% are currently employed in the profession, 70% hold one full-time job, and 43% work between 40 and 49 hours per week. More than 90% of all optometrists are employed in the for-profit sector, while 5% work for the federal government. More than two out of every five optometrists work in a group private practice, while another 20% work in a solo private practice. The typical optometrist earns between \$130,000 and \$140,000 per year, and 57% of optometrists earn this income in the form of a salary or commission. In addition, 77% of wage or salaried optometrists receive at least one employer-sponsored benefit. Among all optometrists, 95% are satisfied with their current work situation, including 60% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for this year are compared to the 2018 optometrist workforce. The number of licensed optometrists has increased by 13% (1,809 vs. 1,597). In addition, the size of the optometrist workforce has increased by 8% (1,297 vs. 1,205), and the number of FTEs provided by this workforce has increased by 4% (1,063 vs. 1,026). Virginia's renewing optometrists are more likely to respond to this survey (94% vs. 89%).

The percentage of Virginia's optometrists who are female has increased (55% vs. 53%). In addition, the diversity index of this workforce has increased (52% vs. 47%), a trend that has also occurred among optometrists who are under the age of 40 (59% vs. 57%). This has taken place during a time in which Virginia's overall population has also become more diverse (58% vs. 56%). Optometrists are slightly more likely to have grown up in a rural area (25% vs. 24%), but optometrists who grew up in a rural area are less likely to work in a non-metro area of Virginia (21% vs. 23%). The percentage of all optometrists who work in a non-metro area of the state has increased (10% vs. 8%).

Although optometrists are less likely to carry education debt (43% vs. 46%), those optometrists with education debt have seen their median debt amount increase (\$120k-\$140k vs. \$100k-\$110k). Optometrists are less likely to be currently employed in the profession (96% vs. 98%), hold one full-time job (70% vs. 71%), or work between 40 and 49 hours per week (43% vs. 47%). Although private practices continue to employ the majority of all optometrists, they are relatively less likely to work in either group (41% vs. 43%) or solo (20% vs. 23%) private practices.

The median annual income of Virginia's optometrists has increased (\$130k-\$140k vs. \$100k-\$110k), and more optometrists receive this income in the form of a salary (57% vs. 55%) instead of from a business or practice (24% vs. 29%). In addition, wage and salaried optometrists are more likely to have access to health insurance (58% vs. 54%) and a retirement plan (60% vs. 55%). Optometrists are slightly less likely to indicate that they are satisfied with their current work situation (95% vs. 96%), including those optometrists who indicated that they are "very satisfied" (60% vs. 64%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,534	85%
New Licensees	121	7%
Non-Renewals	154	9%
<b>All Licensees</b>	<b>1,809</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. More than nine out of every ten renewing optometrists submitted a survey. These represent 83% of the 1,809 optometrists who held a license at some point in the past year.*

At a Glance:

**Licensed Optometrists**

Number: 1,809  
 New: 7%  
 Not Renewed: 9%

**Response Rates**

All Licensees: 83%  
 Renewing Practitioners: 94%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

Completed Surveys	<b>1,507</b>
Response Rate, All Licensees	<b>83%</b>
Response Rate, Renewals	<b>94%</b>

Source: Va. Healthcare Workforce Data Center

**Response Rates**

Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	30	57	66%
30 to 34	59	201	77%
35 to 39	30	186	86%
40 to 44	32	194	86%
45 to 49	28	177	86%
50 to 54	29	205	88%
55 to 59	18	152	89%
60 and Over	76	335	82%
<b>Total</b>	<b>302</b>	<b>1,507</b>	<b>83%</b>
<b>New Licenses</b>			
Issued in Past Year	59	62	51%
<b>Metro Status</b>			
Non-Metro	25	98	80%
Metro	142	928	87%
Not in Virginia	135	481	78%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2023.
- 2. Target Population:** All optometrists who held a Virginia license at some point between April 2022 and March 2023.
- 3. Survey Population:** The survey was available to optometrists who renewed their licenses online. It was not available to those who did not renew, including some optometrists newly licensed in the past year.

## At a Glance:

### Workforce

Optometrist Workforce: 1,297  
 FTEs: 1,063

### Utilization Ratios

Licensees in VA Workforce: 72%  
 Licensees per FTE: 1.70  
 Workers per FTE: 1.22

Source: Va. Healthcare Workforce Data Center

## Definitions

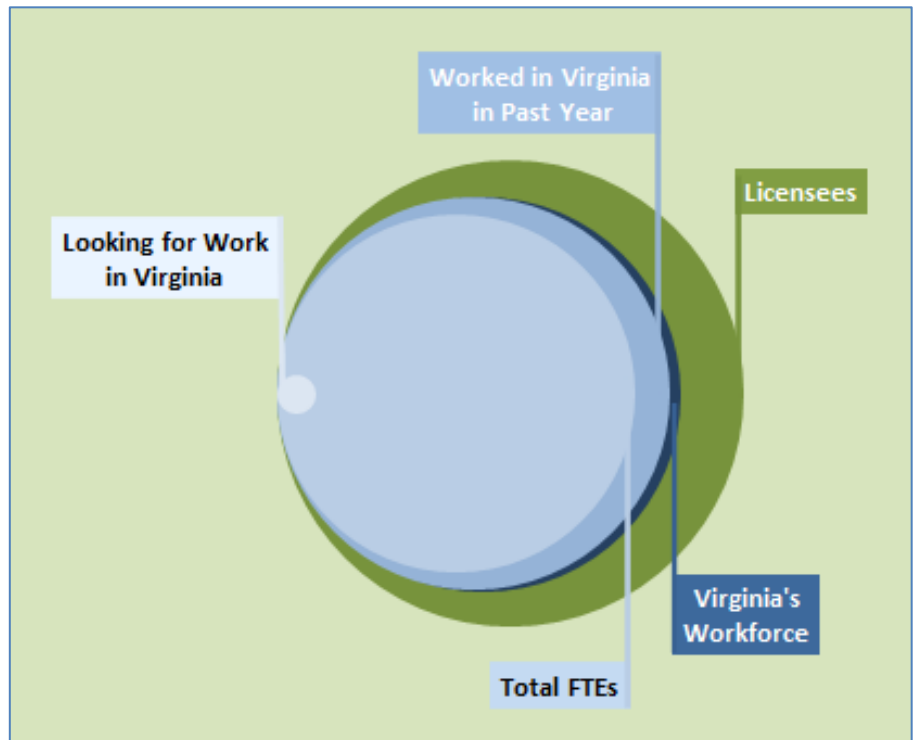
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks with 2 weeks off) 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.

### Optometrist Workforce

Status	#	%
<b>Worked in Virginia in Past Year</b>	1,283	99%
<b>Looking for Work in Virginia</b>	13	1%
<b>Virginia's Workforce</b>	<b>1,297</b>	<b>100%</b>
<b>Total FTEs</b>	<b>1,063</b>	
<b>Licensees</b>	<b>1,809</b>	

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	16	25%	48	75%	64	7%
30 to 34	40	26%	111	74%	151	16%
35 to 39	26	26%	76	74%	101	11%
40 to 44	43	34%	83	66%	126	13%
45 to 49	41	42%	56	58%	97	10%
50 to 54	40	37%	67	63%	107	11%
55 to 59	42	52%	38	48%	80	8%
60 and Over	173	80%	44	20%	216	23%
<b>Total</b>	<b>420</b>	<b>45%</b>	<b>523</b>	<b>55%</b>	<b>942</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	60%	612	66%	176	57%
Black	19%	52	6%	21	7%
Asian	7%	203	22%	87	28%
Other Race	0%	26	3%	7	2%
Two or More Races	3%	19	2%	9	3%
Hispanic	10%	18	2%	8	3%
<b>Total</b>	<b>100%</b>	<b>932</b>	<b>100%</b>	<b>309</b>	<b>100%</b>

\*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, 2021.

Source: Va. Healthcare Workforce Data Center

More than one-third of all optometrists are under the age of 40, and 74% of this group of professionals are female. In addition, there is a 59% chance that two randomly chosen optometrists from this age group would be of different races or ethnicities.

At a Glance:

Gender

% Female: 55%  
% Under 40 Female: 74%

Age

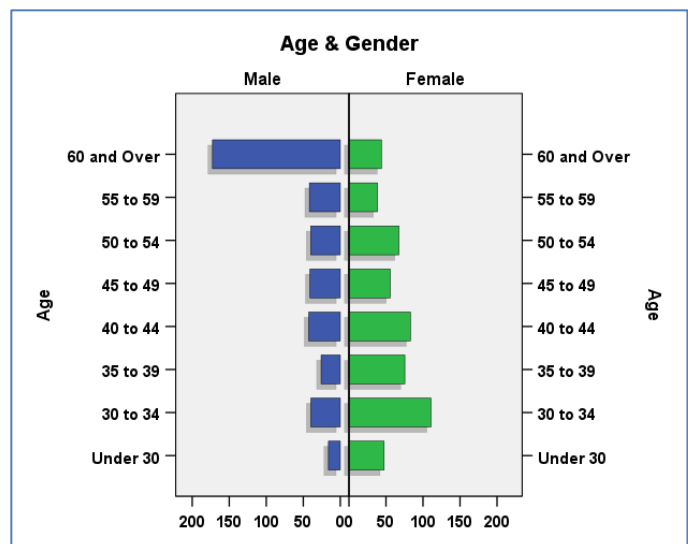
Median Age: 47  
% Under 40: 34%  
% 55 and Over: 31%

Diversity

Diversity Index: 52%  
Under 40 Div. Index: 59%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two optometrists, there is a 52% 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 58%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 12%  
Rural Childhood: 25%

### Virginia Background

HS in Virginia: 35%  
UG Education in VA: 33%  
HS/UG Edu. in VA: 39%

### Location Choice

% Rural to Non-Metro: 21%  
% Urban/Suburban to Non-Metro: 6%

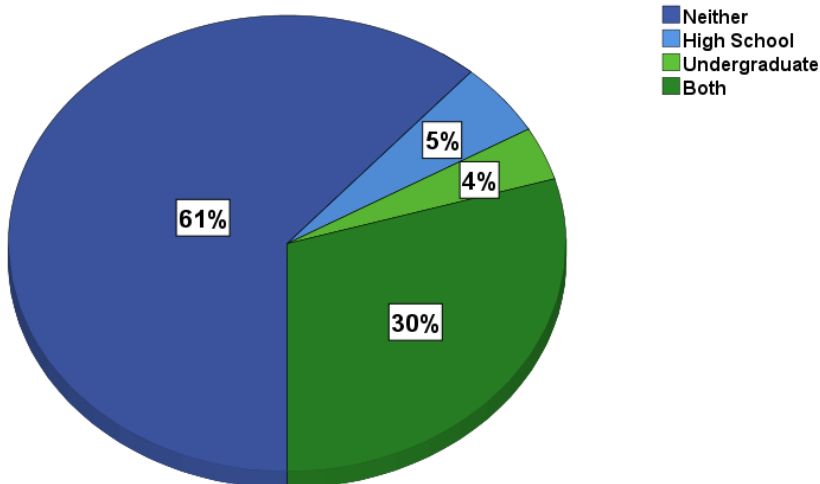
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
<b>1</b>	Metro, 1 Million+	19%	69%	12%
<b>2</b>	Metro, 250,000 to 1 Million	35%	52%	14%
<b>3</b>	Metro, 250,000 or Less	33%	59%	8%
<b>Non-Metro Counties</b>				
<b>4</b>	Urban, Pop. 20,000+, Metro Adjacent	30%	45%	25%
<b>6</b>	Urban, Pop. 2,500-19,999, Metro Adjacent	40%	53%	7%
<b>7</b>	Urban, Pop. 2,500-19,999, Non-Adjacent	89%	11%	0%
<b>8</b>	Rural, Metro Adjacent	50%	42%	8%
<b>9</b>	Rural, Non-Adjacent	0%	100%	0%
<b>Overall</b>		<b>25%</b>	<b>64%</b>	<b>12%</b>

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



*One-quarter of all optometrists grew up in a self-described rural area, and 21% of optometrists who grew up in a rural area currently work in a non-metro county. In total, 10% of all optometrists work in a non-metro county of Virginia.*

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	317	Pennsylvania	305
2	Pennsylvania	82	Tennessee	135
3	New York	66	Massachusetts	79
4	Maryland	61	Illinois	50
5	North Carolina	33	Ohio	48
6	Ohio	31	New York	40
7	Florida	30	Florida	39
8	Outside U.S./Canada	28	Alabama	38
9	New Jersey	26	Texas	34
10	California	23	Indiana	33

Source: Va. Healthcare Workforce Data Center

Among all optometrists, 35% received their high school degree in Virginia, while 34% received their Doctorate of Optometry in Pennsylvania. Virginia does not currently have a professional school for optometrists.

Among optometrists who have been licensed in the past five years, 37% received their high school degree in Virginia, while 35% received their Doctorate of Optometry in Pennsylvania.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	91	Pennsylvania	85
2	Pennsylvania	22	Massachusetts	24
3	Maryland	18	Tennessee	23
4	New York	9	Texas	15
5	California	9	Illinois	12
6	Ohio	7	California	12
7	Texas	7	Florida	10
8	Florida	7	Ohio	9
9	North Carolina	6	Alabama	9
10	Illinois	6	New York	8

Source: Va. Healthcare Workforce Data Center

Along all licensed optometrists, 28% did not participate in Virginia's workforce in the past year. Among these optometrists, 94% worked at some point in the past year, including 90% who currently work as optometrists.

### At a Glance:

#### Not in VA Workforce

Total:	513
% of Licensees:	28%
Federal/Military:	19%
VA Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Residency Programs		
Area	#	% of Workforce
Ocular Disease	114	9%
Primary Eye Care	82	6%
Low Vision Rehabilitation	19	1%
Cornea and Contact Lenses	18	1%
Family Practice Optometry	17	1%
Vision Therapy and Rehabilitation	17	1%
Pediatric Optometry	16	1%
Refractive and Ocular Surgery	13	1%
Geriatric Optometry	7	1%
Brain Injury Vision Rehabilitation	4	0%
Community Health Optometry	2	0%
Other	8	1%
<b>At Least One Program</b>	<b>201</b>	<b>15%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Residency Programs**

Ocular Disease: 9%  
 Primary Eye Care: 6%  
 Low Vision Rehab.: 1%

**Education Debt**

Carry Debt: 43%  
 Under Age 40 w/ Debt: 75%  
 Median Debt: \$120k-\$140k

Source: Va. Healthcare Workforce Data Center

Among all optometrists, 15% have completed at least one residency program, including 9% who have completed a residency program in ocular diseases.

More than two out of every five optometrists currently have education debt, including 75% of those who are under the age of 40. For those optometrists with education debt, the median debt amount is between \$120,000 and \$140,000.

Education Debt				
Amount Carried	All Optometrists		Optometrists Under 40	
	#	%	#	%
None	442	57%	64	25%
Less than \$40,000	47	6%	17	7%
\$40,000-\$59,999	33	4%	6	2%
\$60,000-\$79,999	25	3%	6	2%
\$80,000-\$99,999	28	4%	13	5%
\$100,000-\$119,999	22	3%	11	4%
\$120,000-\$139,999	20	3%	18	7%
\$140,000-\$159,999	16	2%	10	4%
\$160,000 or More	141	18%	114	44%
<b>Total</b>	<b>774</b>	<b>100%</b>	<b>259</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 96%  
 Involuntarily Unemployed: 0%

### Positions Held

1 Full-Time: 70%  
 2 or More Positions: 13%

### Weekly Hours:

40 to 49: 43%  
 60 or More: 4%  
 Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in an Optometry-Related Capacity	861	96%
Employed, NOT in an Optometry-Related Capacity	9	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	12	1%
Retired	12	1%
<b>Total</b>	<b>895</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all licensed optometrists, 96% are currently employed in the profession, 70% hold one full-time job, and 43% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	24	3%
One Part-Time Position	124	14%
Two Part-Time Positions	43	5%
One Full-Time Position	607	70%
One Full-Time Position & One Part-Time Position	54	6%
Two Full-Time Positions	3	0%
More than Two Positions	8	1%
<b>Total</b>	<b>863</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	24	3%
1 to 9 Hours	18	2%
10 to 19 Hours	42	5%
20 to 29 Hours	74	9%
30 to 39 Hours	238	27%
40 to 49 Hours	377	43%
50 to 59 Hours	63	7%
60 to 69 Hours	21	2%
70 to 79 Hours	7	1%
80 or More Hours	6	1%
<b>Total</b>	<b>870</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	6	1%
Less than \$40,000	32	5%
\$40,000-\$59,999	30	5%
\$60,000-\$79,999	34	5%
\$80,000-\$99,999	75	11%
\$100,000-\$119,999	91	14%
\$120,000-\$139,999	116	18%
\$140,000-\$159,999	114	17%
\$160,000-\$179,999	48	7%
\$180,000-\$199,999	27	4%
\$200,000 or More	88	13%
<b>Total</b>	<b>661</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$130k-\$140k

**Benefits**  
Health Insurance: 58%  
Retirement: 60%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	524	60%
Somewhat Satisfied	306	35%
Somewhat Dissatisfied	38	4%
Very Dissatisfied	7	1%
<b>Total</b>	<b>874</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical optometrist earns between \$130,000 and \$140,000 per year. In addition, 77% of all wage or salaried optometrists receive at least one employer-sponsored benefit at their primary work location.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	469	54%	68%
Retirement	434	50%	60%
Health Insurance	420	49%	58%
Dental Insurance	298	35%	44%
Paid Sick Leave	283	33%	39%
Group Life Insurance	203	24%	30%
Signing/Retention Bonus	96	11%	16%
<b>At Least One Benefit</b>	<b>574</b>	<b>67%</b>	<b>77%</b>

\*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 . . . ?	#	%
Experience Involuntary Unemployment?	3	< 1%
Experience Voluntary Unemployment?	40	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	22	2%
Work Two or More Positions at the Same Time?	121	9%
Switch Employers or Practices?	45	3%
Experience at Least One?	<b>204</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

Over the past year, less than 1% of optometrists have experienced involuntary unemployment. By comparison, Virginia’s average monthly unemployment rate was 2.9%.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	14	2%	14	6%
Less than 6 Months	44	5%	21	10%
6 Months to 1 Year	66	8%	19	9%
1 to 2 Years	135	16%	59	27%
3 to 5 Years	148	17%	35	16%
6 to 10 Years	135	16%	26	12%
More than 10 Years	316	37%	44	20%
Subtotal	<b>858</b>	<b>100%</b>	<b>219</b>	<b>100%</b>
Did Not Have Location	15		1,074	
Item Missing	423		3	
Total	<b>1,297</b>		<b>1,297</b>	

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five optometrists receive a salary or work on commission at their primary work location. Another 24% receive income from a business or practice.

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: < 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 3%  
New Location: 17%  
Over 2 Years: 70%  
Over 2 Yrs., 2<sup>nd</sup> Location: 48%

**Employment Type**

Salary/Commission: 57%  
Business/Practice Inc.: 24%

Source: Va. Healthcare Workforce Data Center

Seven out of every ten optometrists have been employed at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	369	57%
Hourly Wage	93	14%
By Contract	25	4%
Business/Practice Income	153	24%
Unpaid	4	1%
Subtotal	<b>643</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.3%. At the time of publication, the unemployment rate from February 2023 was still preliminary, and the unemployment rate from March 2023 had not yet been released.

## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	75%
Lowest Region:	1%

### Locations

2 or More (Past Year):	25%
2 or More (Now*):	23%

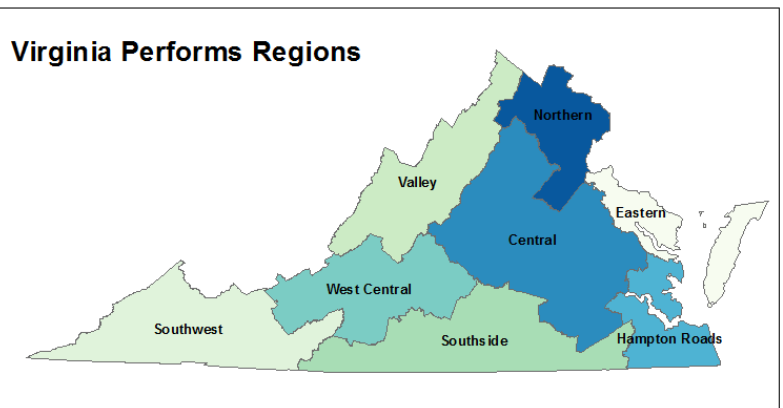
Source: Va. Healthcare Workforce Data Center

Three out of every four optometrists work in Northern Virginia, Hampton Roads, or Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	148	17%	39	18%
Eastern	10	1%	1	0%
Hampton Roads	165	19%	26	12%
Northern	333	39%	68	31%
Southside	31	4%	8	4%
Southwest	40	5%	13	6%
Valley	39	5%	12	5%
West Central	79	9%	23	10%
Virginia Border State/D.C.	10	1%	14	6%
Other U.S. State	5	1%	17	8%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>860</b>	<b>100%</b>	<b>221</b>	<b>100%</b>
Item Missing	421		1	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all optometrists, 23% currently have multiple work locations, while 25% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	13	2%	23	3%
1	637	73%	647	74%
2	151	17%	148	17%
3	50	6%	43	5%
4	10	1%	5	1%
5	3	0%	1	0%
6 or More	7	1%	6	1%
<b>Total</b>	<b>873</b>	<b>100%</b>	<b>873</b>	<b>100%</b>

\*At the time of survey completion: March 2023.

Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	739	91%	189	89%
<b>Non-Profit</b>	29	4%	5	2%
<b>State/Local Government</b>	3	0%	6	3%
<b>Veterans Administration</b>	15	2%	2	1%
<b>U.S. Military</b>	24	3%	6	3%
<b>Other Federal Government</b>	1	0%	4	2%
<b>Total</b>	<b>811</b>	<b>100%</b>	<b>212</b>	<b>100%</b>
<b>Did Not Have Location</b>	15		1,074	
<b>Item Missing</b>	469		11	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

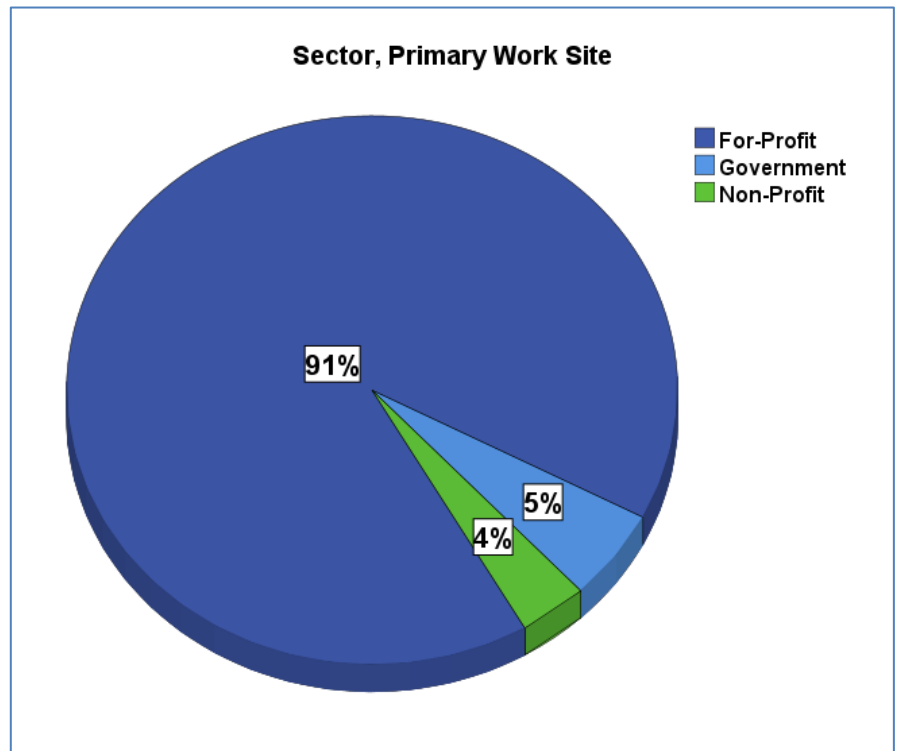
For-Profit:	91%
Federal:	5%

**Top Establishments**

Private Practice, Group:	41%
Private Practice, Solo:	20%
Optical Goods Store:	17%

Source: Va. Healthcare Workforce Data Center

Most optometrists work in the private sector, including 91% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	324	41%	89	44%
Private Practice, Solo	158	20%	32	16%
Optical Goods Store	134	17%	41	20%
Outpatient/Community Clinic	35	4%	9	4%
Physician Office	35	4%	1	0%
General Hospital, Outpatient Department	29	4%	4	2%
Academic Institution	1	0%	3	1%
Home Health Care	1	0%	0	0%
General Hospital, Inpatient Department	0	0%	1	0%
Other	66	8%	24	12%
<b>Total</b>	<b>783</b>	<b>100%</b>	<b>204</b>	<b>100%</b>
Did Not Have a Location	15		1,074	

Source: Va. Healthcare Workforce Data Center

*More than two out of every five optometrists work in a group private practice, while another 20% work in a solo private practice.*

*Nearly three out of every five optometrists work at an establishment that accepts cash/self-pay as a form of payment for services rendered. This makes cash/self-pay the most commonly accepted form of payment among Virginia's optometry workforce.*

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	768	59%
Private Insurance	733	57%
Medicare	662	51%
Medicaid	427	33%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	9%
Vietnamese:	1%
Korean:	1%

### Means of Communication

Other Staff Member:	54%
Respondent:	49%
Virtual Translation:	21%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	115	9%
Vietnamese	19	1%
Korean	18	1%
Persian	18	1%
Hindi	17	1%
Chinese	14	1%
French	13	1%
Arabic	12	1%
Tagalog/Filipino	9	1%
Urdu	8	1%
Pashto	5	0%
Amharic, Somali, or Other Afro-Asiatic Languages	4	0%
Others	11	1%
<b>At Least One Language</b>	<b>140</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

*Among all optometrists, 9% are employed at a primary work location that offers Spanish language services for patients.*

## Means of Language Communication

Provision	#	% of Workforce with Language Services
<b>Other Staff Member is Proficient</b>	76	54%
<b>Respondent is Proficient</b>	69	49%
<b>Virtual Translation Service</b>	29	21%
<b>Onsite Translation Service</b>	14	10%
<b>Other</b>	2	1%

Source: Va. Healthcare Workforce Data Center

*More than half of all optometrists who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

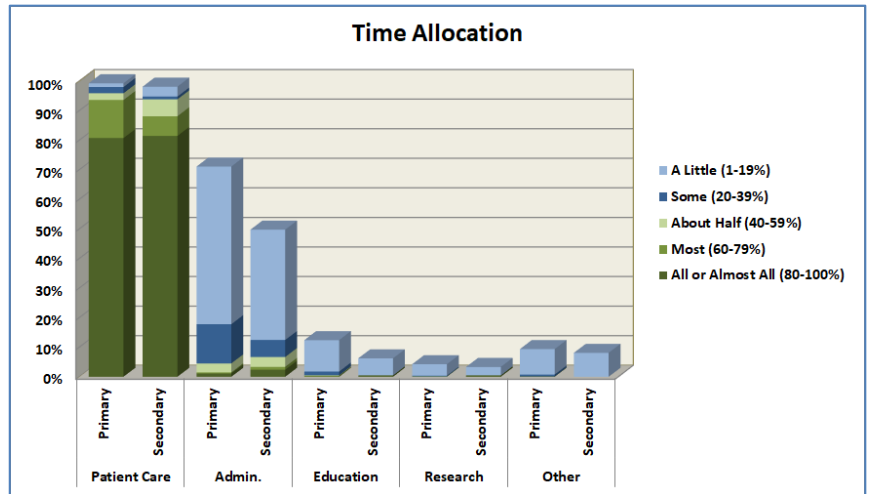
Patient Care: 94%  
Administration: 2%

### Patient Care Optometrists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*Optometrists typically spend most of their time treating patients. In fact, 94% of all optometrists 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
<b>All or Almost All (80-100%)</b>	81%	81%	1%	2%	0%	0%	0%	0%	0%	0%
<b>Most (60-79%)</b>	13%	7%	0%	1%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	2%	6%	3%	3%	0%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	2%	1%	13%	6%	1%	0%	0%	0%	1%	0%
<b>A Little (1-19%)</b>	1%	3%	53%	37%	11%	6%	4%	3%	9%	8%
<b>None (0%)</b>	1%	2%	29%	50%	88%	93%	96%	97%	91%	92%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	20	3%	-	-
<b>50 to 54</b>	28	4%	1	0%
<b>55 to 59</b>	73	10%	17	5%
<b>60 to 64</b>	178	24%	56	17%
<b>65 to 69</b>	257	34%	117	35%
<b>70 to 74</b>	104	14%	72	21%
<b>75 to 79</b>	42	6%	36	11%
<b>80 or Over</b>	14	2%	12	4%
<b>I Do Not Intend to Retire</b>	37	5%	25	7%
<b>Total</b>	<b>753</b>	<b>100%</b>	<b>336</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Optometrists**

Under 65: 40%  
Under 60: 16%

**Optometrists 50 and Over**

Under 65: 22%  
Under 60: 5%

**Time Until Retirement**

Within 2 Years: 7%  
Within 10 Years: 27%  
Half the Workforce: By 2043

Source: Va. Healthcare Workforce Data Center

*Two out of every five optometrists expect to retire before the age of 65. Among optometrists who are age 50 and over, 22% still expect to retire by the age of 65.*

*Within the next two years, 7% of Virginia's optometrists expect to increase their patient care hours, and 4% expect to pursue additional educational opportunities.*

**Future Plans**

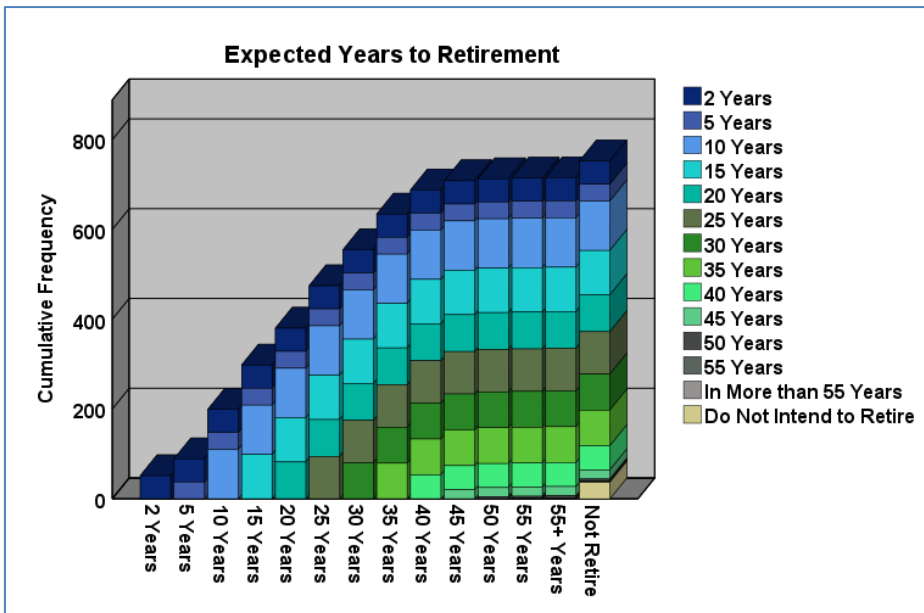
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	12	1%
<b>Leave Virginia</b>	26	2%
<b>Decrease Patient Care Hours</b>	121	9%
<b>Decrease Teaching Hours</b>	2	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	90	7%
<b>Increase Teaching Hours</b>	29	2%
<b>Pursue Additional Education</b>	58	4%
<b>Return to the Workforce</b>	6	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for optometrists. While only 7% of optometrists expect to retire in the next two years, 27% expect to retire within the next decade. More than half of the current workforce expect to retire by 2043.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	52	7%	7%
5 Years	38	5%	12%
10 Years	110	15%	27%
15 Years	99	13%	40%
20 Years	82	11%	51%
25 Years	95	13%	63%
30 Years	80	11%	74%
35 Years	80	11%	84%
40 Years	54	7%	92%
45 Years	20	3%	94%
50 Years	5	1%	95%
55 Years	1	0%	95%
In More than 55 Years	1	0%	95%
Do Not Intend to Retire	37	5%	100%
<b>Total</b>	<b>753</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2033. Retirement will peak at 15% of the current workforce around the same time before declining to under 10% again around 2063.

## At a Glance:

### FTEs

Total: 1,063  
 FTEs/1,000 Residents<sup>2</sup>: 0.123  
 Average: 0.83

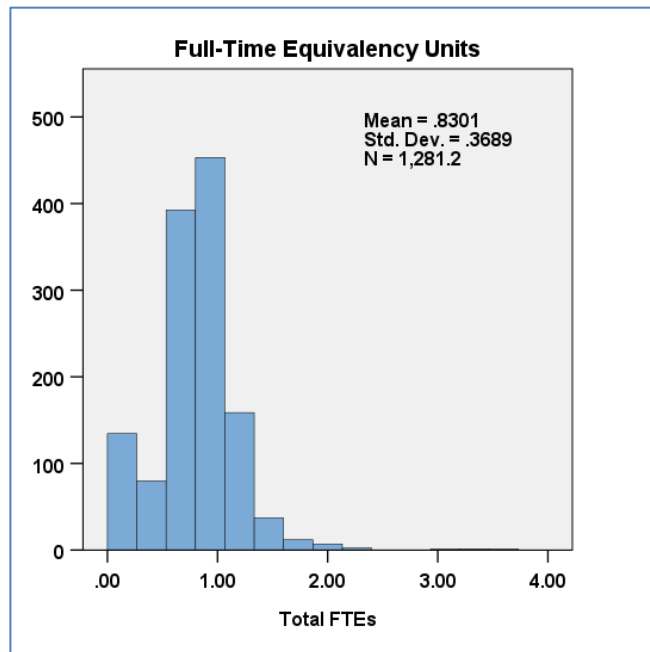
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small  
 Gender, *Partial Eta*<sup>2</sup>: Small

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

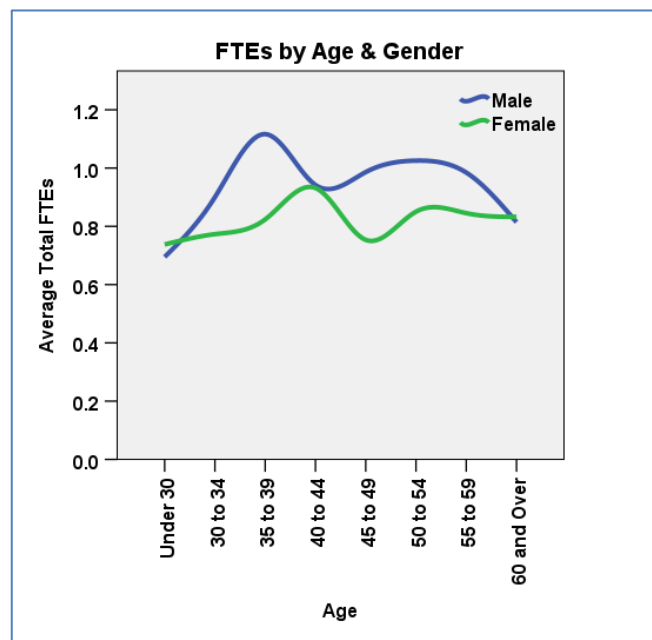


Source: Va. Healthcare Workforce Data Center

*The typical (median) optometrist provided 0.83 FTEs in the past year, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.73	0.74
30 to 34	0.67	0.76
35 to 39	0.94	1.05
40 to 44	0.92	0.84
45 to 49	0.83	0.78
50 to 54	0.86	0.78
55 to 59	0.92	0.91
60 and Over	0.80	0.78
<b>Gender</b>		
Male	0.90	0.96
Female	0.82	0.83

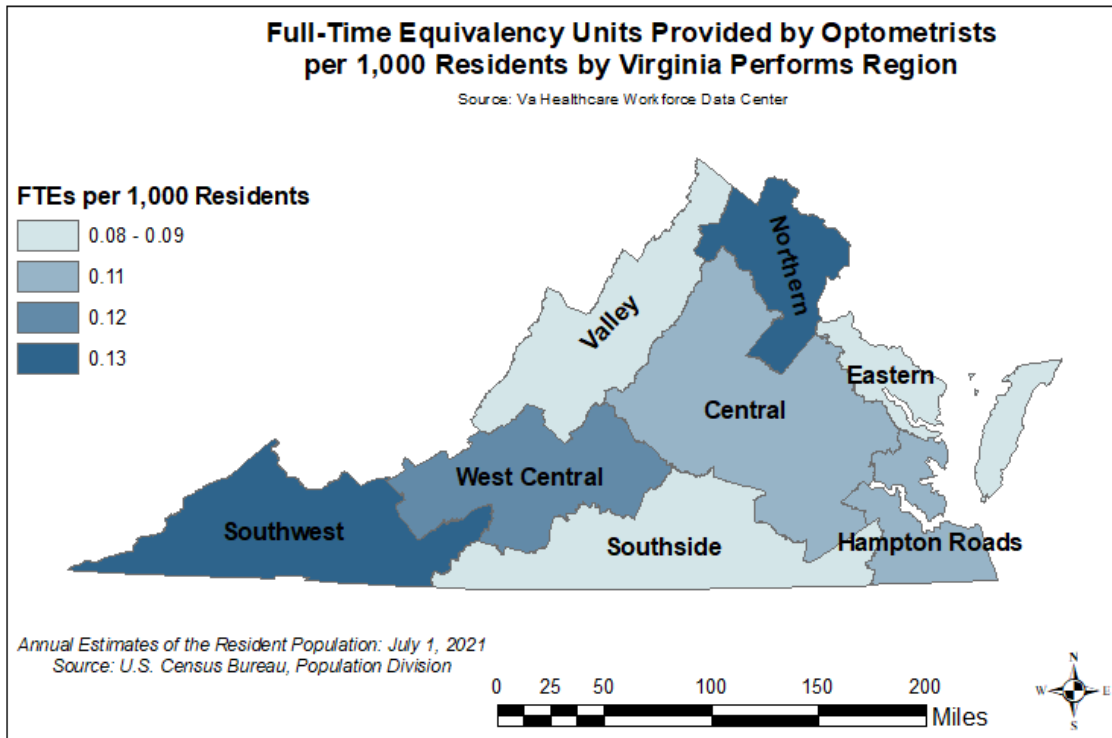
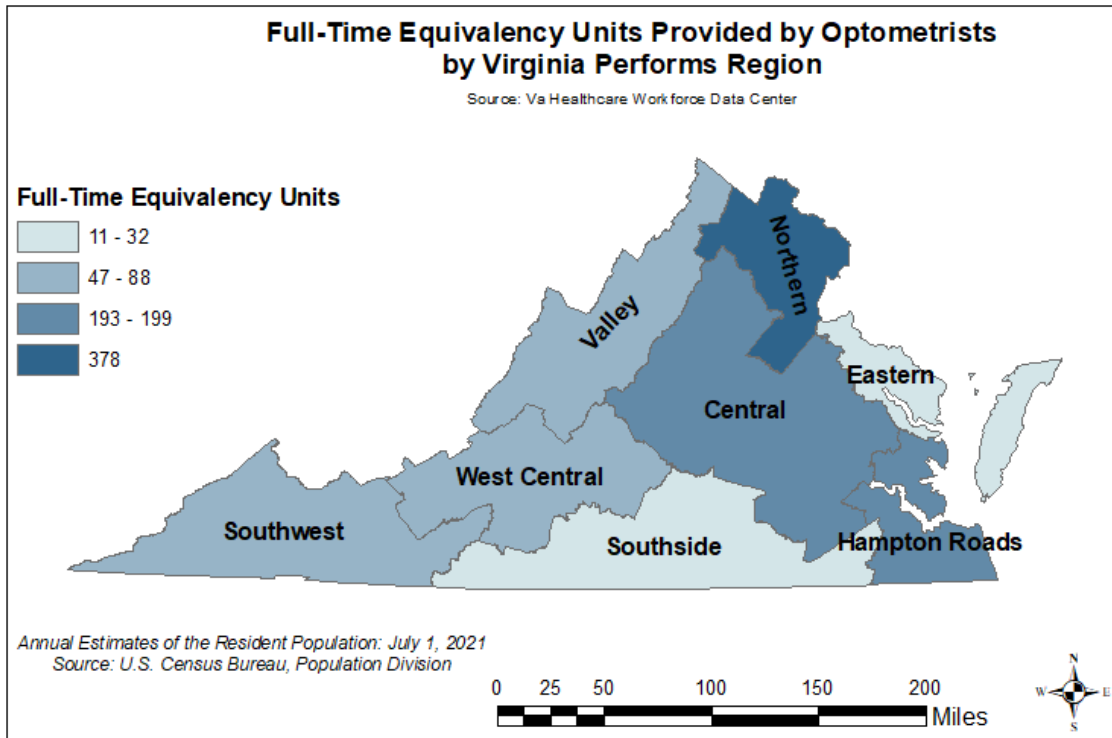
Source: Va. Healthcare Workforce Data Center



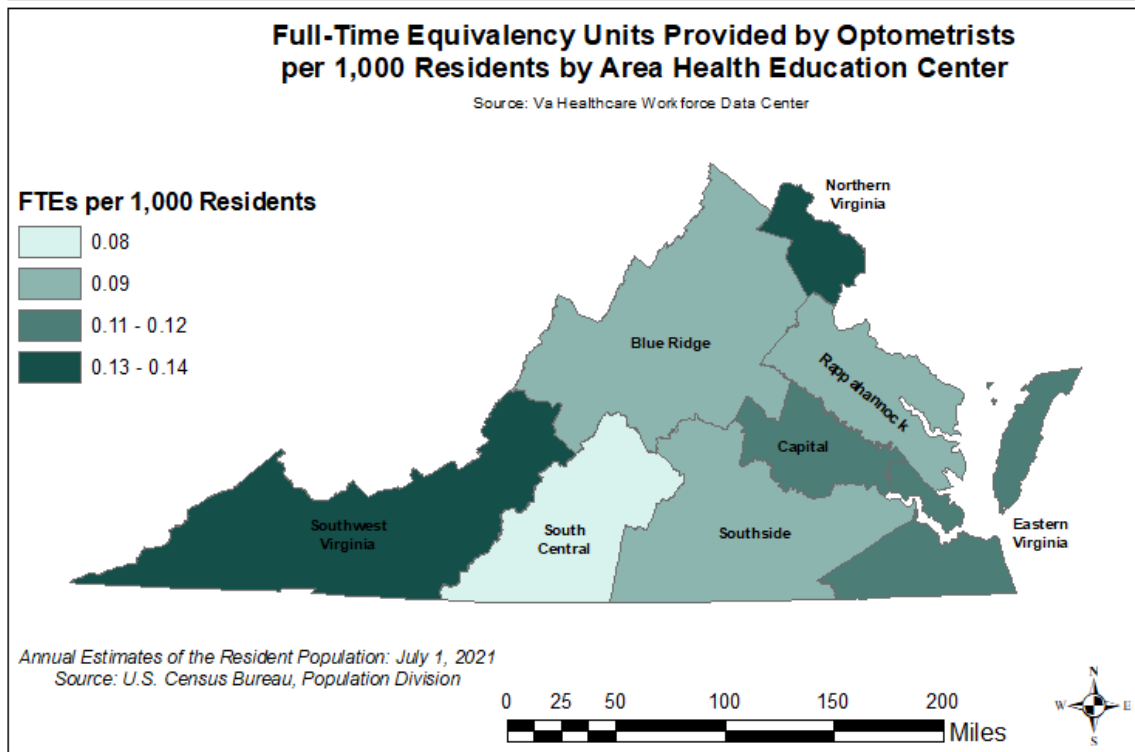
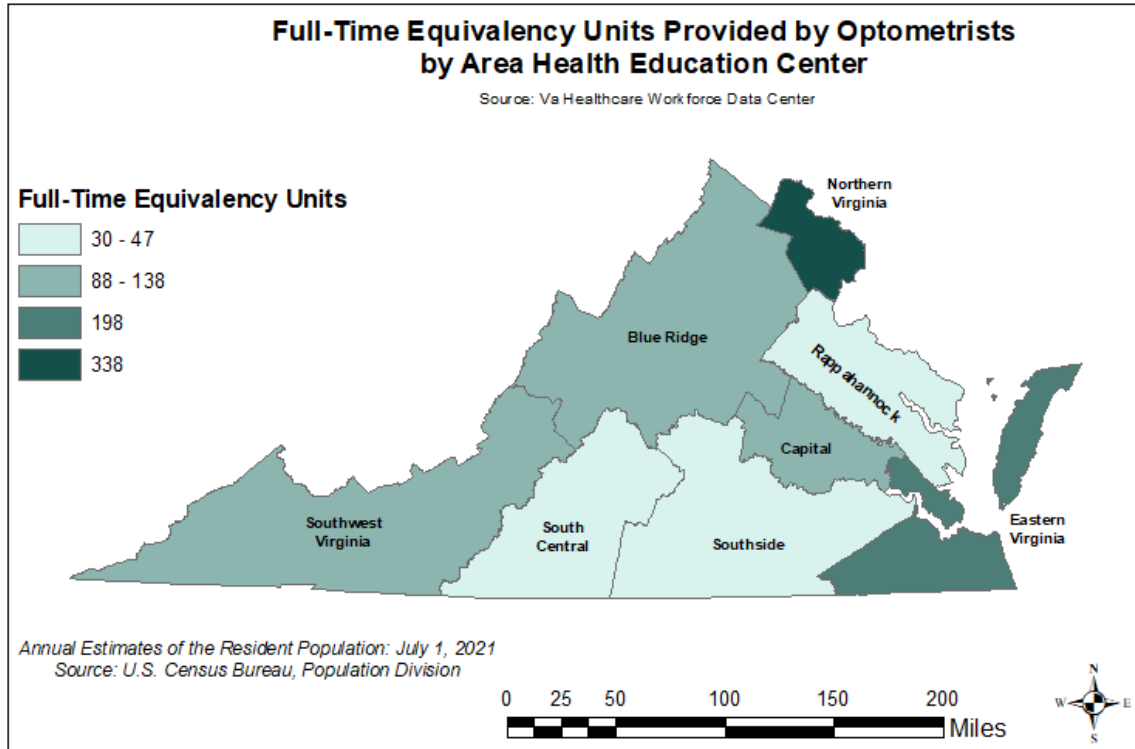
Source: Va. Healthcare Workforce Data Center

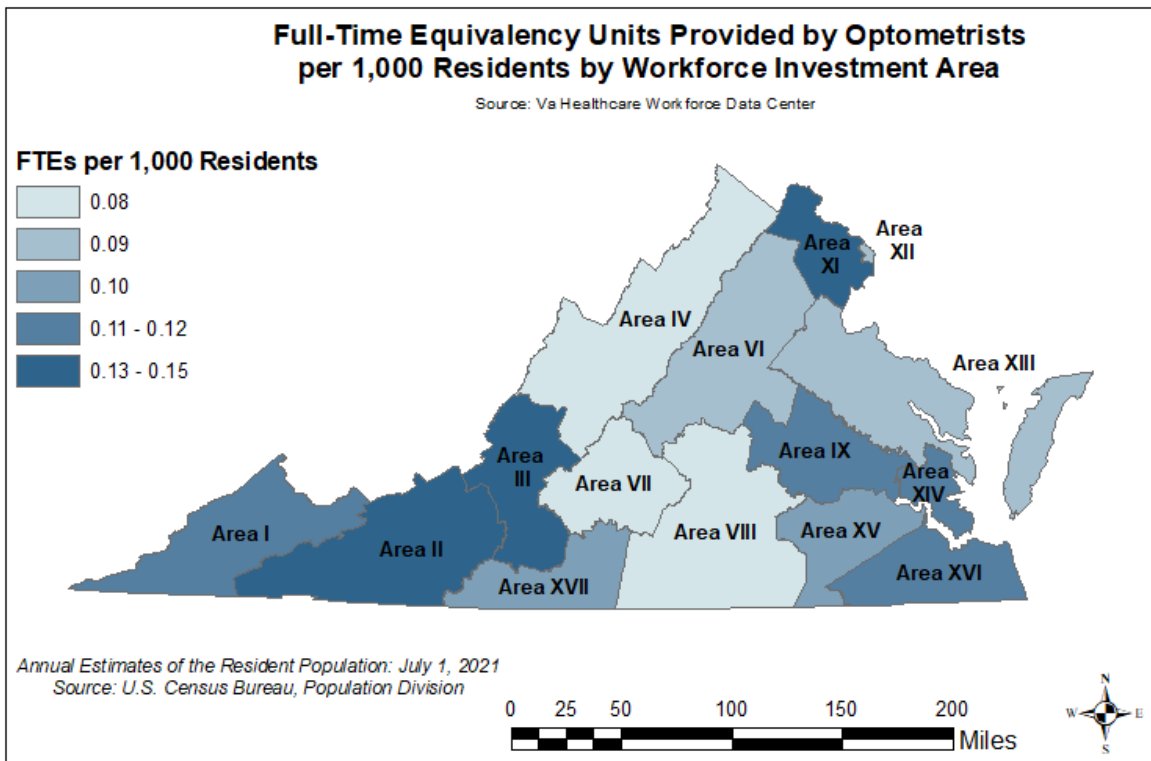
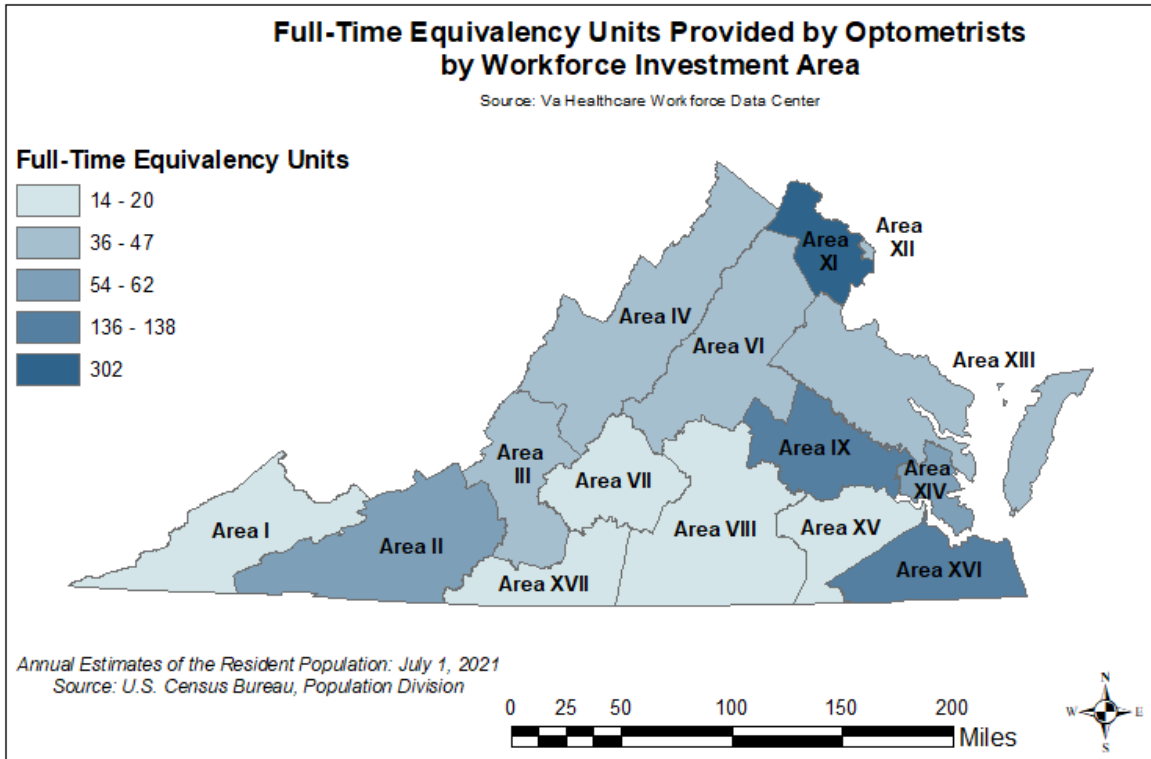
<sup>2</sup> Number of residents in 2021 was used as the denominator.

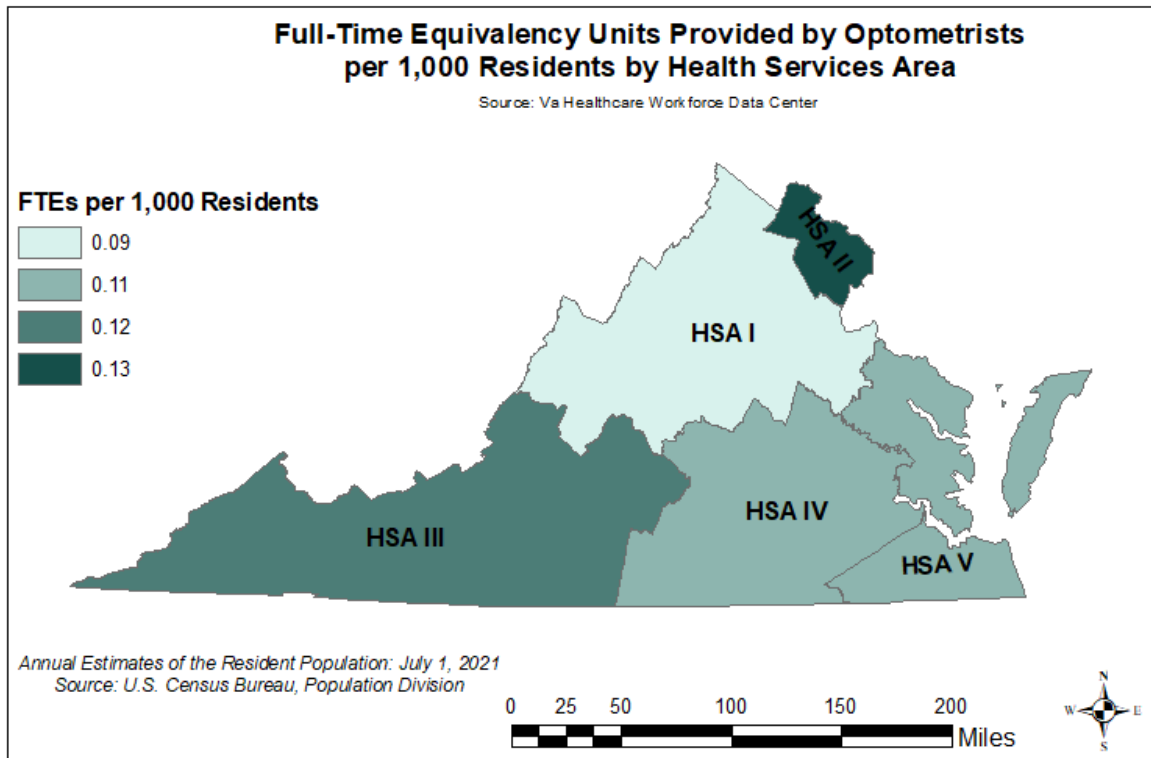
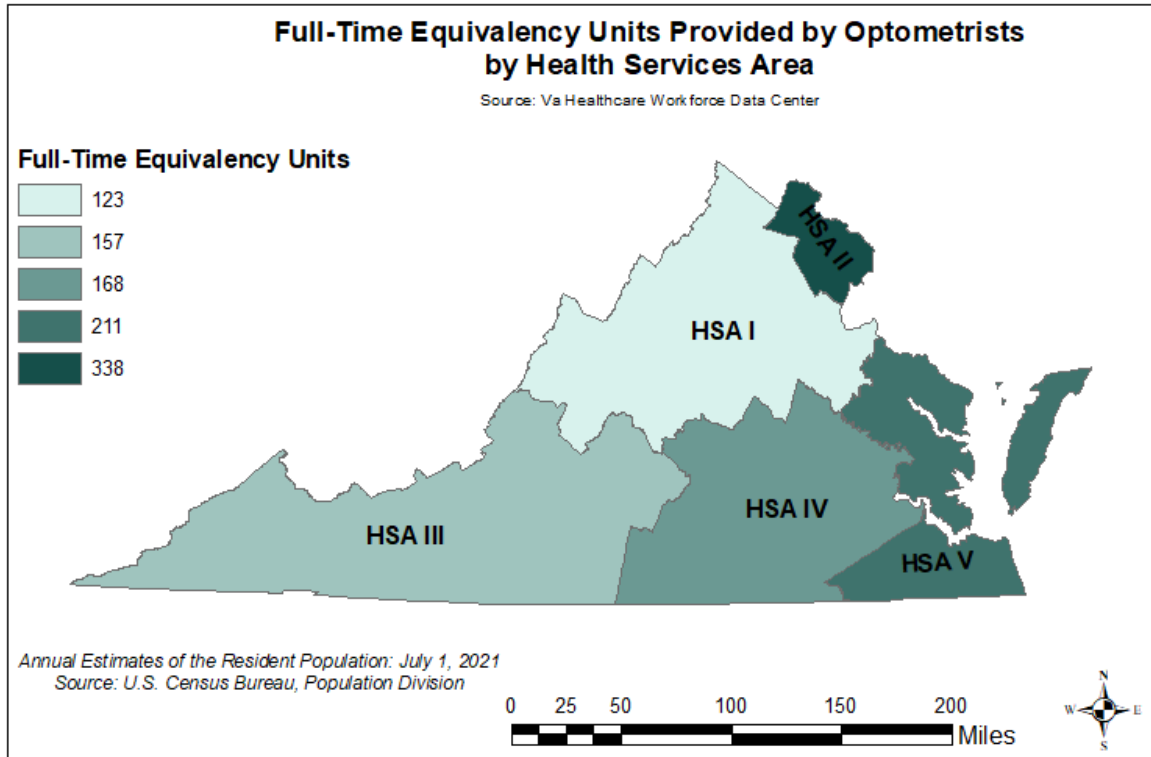
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

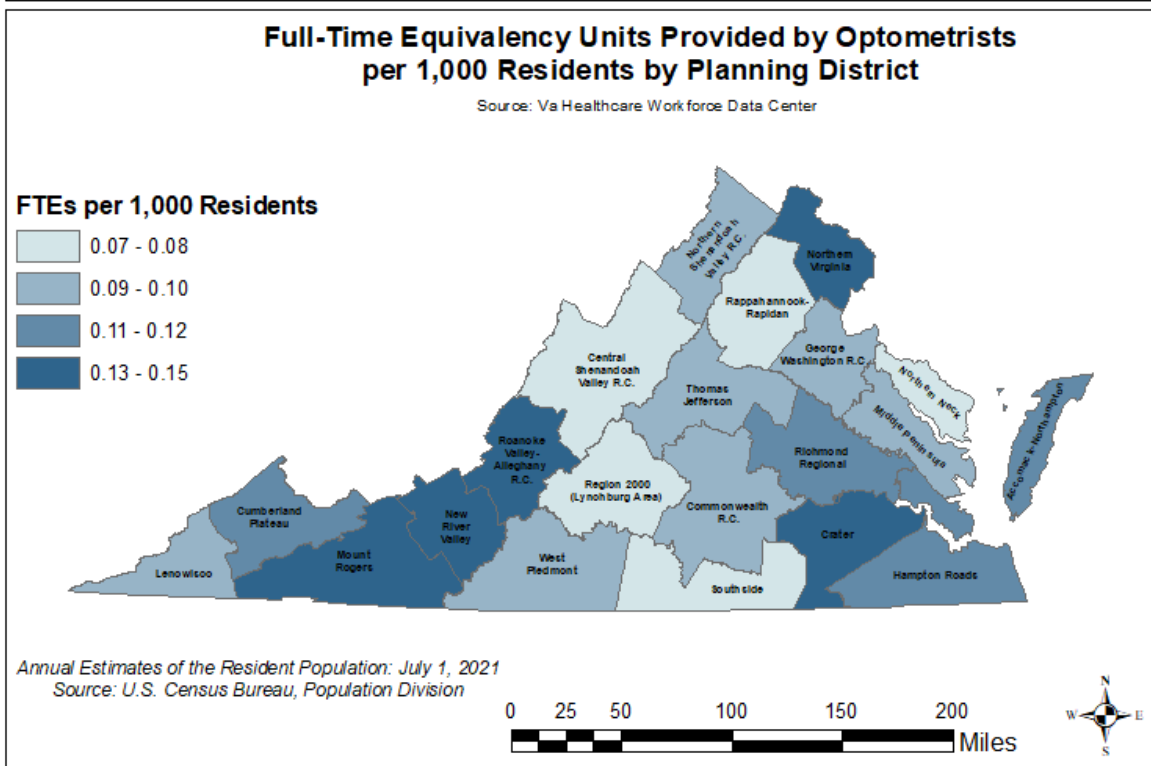
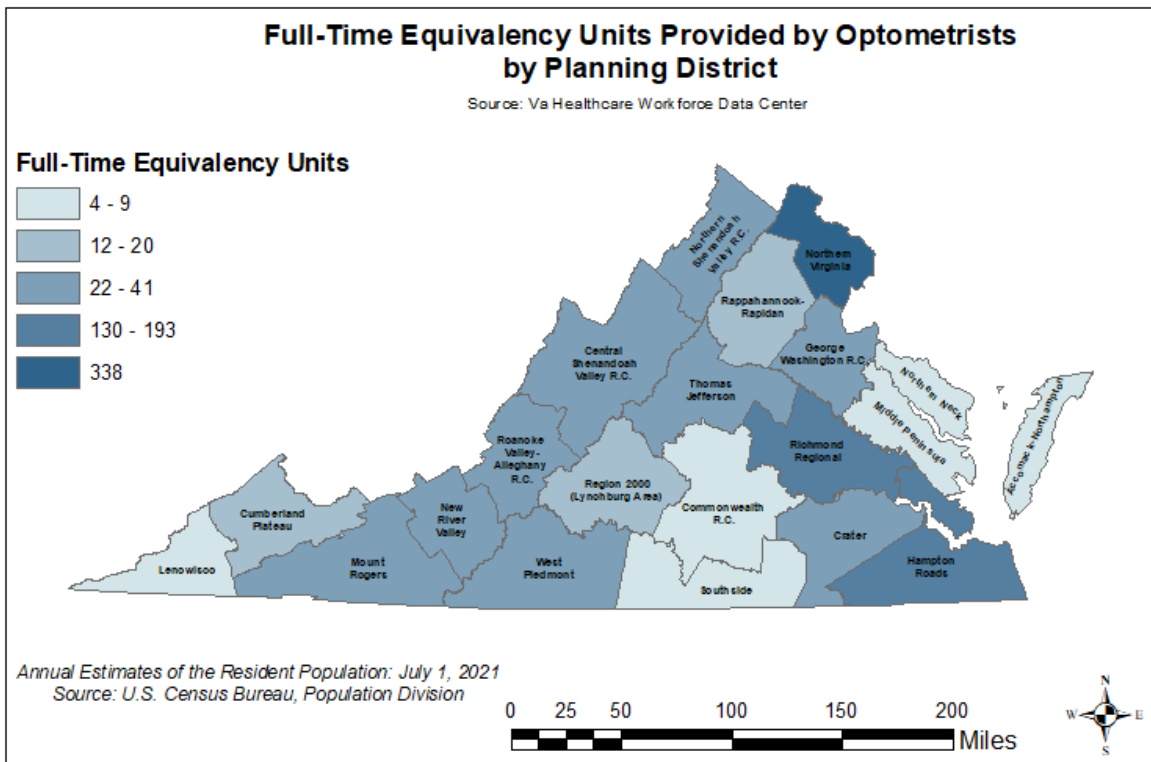












## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	873	86.03%	1.162	1.083	1.478
<b>Metro, 250,000 to 1 Million</b>	89	86.52%	1.156	1.077	1.470
<b>Metro, 250,000 or Less</b>	108	92.59%	1.080	1.006	1.373
<b>Urban, Pop. 20,000+, Metro Adj.</b>	12	83.33%	1.200	1.118	1.226
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	41	78.05%	1.281	1.194	1.629
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	38	73.68%	1.357	1.264	1.726
<b>Rural, Metro Adj.</b>	25	88.00%	1.136	1.059	1.445
<b>Rural, Non-Adj.</b>	7	85.71%	1.167	1.109	1.257
<b>Virginia Border State/D.C.</b>	246	81.71%	1.224	1.140	1.556
<b>Other U.S. State</b>	370	75.68%	1.321	1.231	1.680

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	87	65.52%	1.526	1.373	1.726
<b>30 to 34</b>	260	77.31%	1.294	1.164	1.462
<b>35 to 39</b>	216	86.11%	1.161	1.045	1.313
<b>40 to 44</b>	226	85.84%	1.165	1.048	1.317
<b>45 to 49</b>	205	86.34%	1.158	1.042	1.309
<b>50 to 54</b>	234	87.61%	1.141	1.027	1.291
<b>55 to 59</b>	170	89.41%	1.118	1.006	1.264
<b>60 and Over</b>	411	81.51%	1.227	1.104	1.387

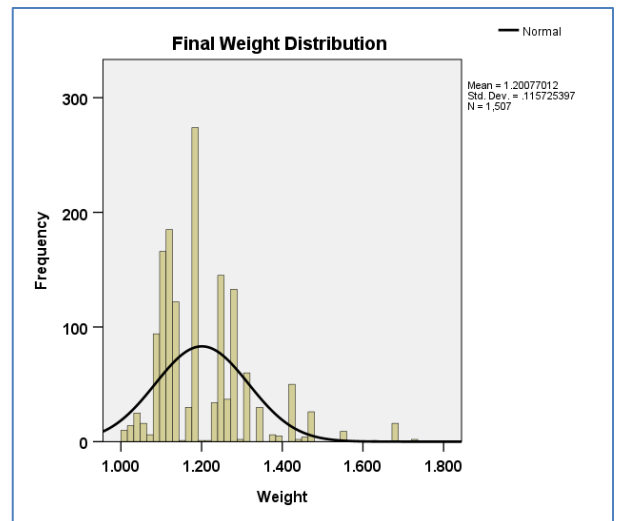
Source: Va. Healthcare Workforce Data Center

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: 0.833057**



Source: Va. Healthcare Workforce Data Center