
Virginia's Pharmacist Workforce: 2015

Healthcare Workforce Data Center

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More than 12,000 Pharmacists 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 Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	13,998
Virginia's Workforce:	8,325
FTEs:	6,932

Background

Rural Childhood:	34%
HS Degree in VA:	47%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	72%
Satisfied?:	90%

Survey Response Rate

All Licensees:	89%
Renewing Practitioners:	98%

Education

Baccalaureate:	43%
Ph.D./Professional:	57%

Job Turnover

Switched Jobs in 2015:	5%
Employed over 2 yrs:	62%

Demographics

Female:	63%
Diversity Index:	48%
Median Age:	44

Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	72%
Under 40 w/ Ed debt:	77%

Primary Roles

Patient Care:	74%
Administration:	7%
Education:	1%

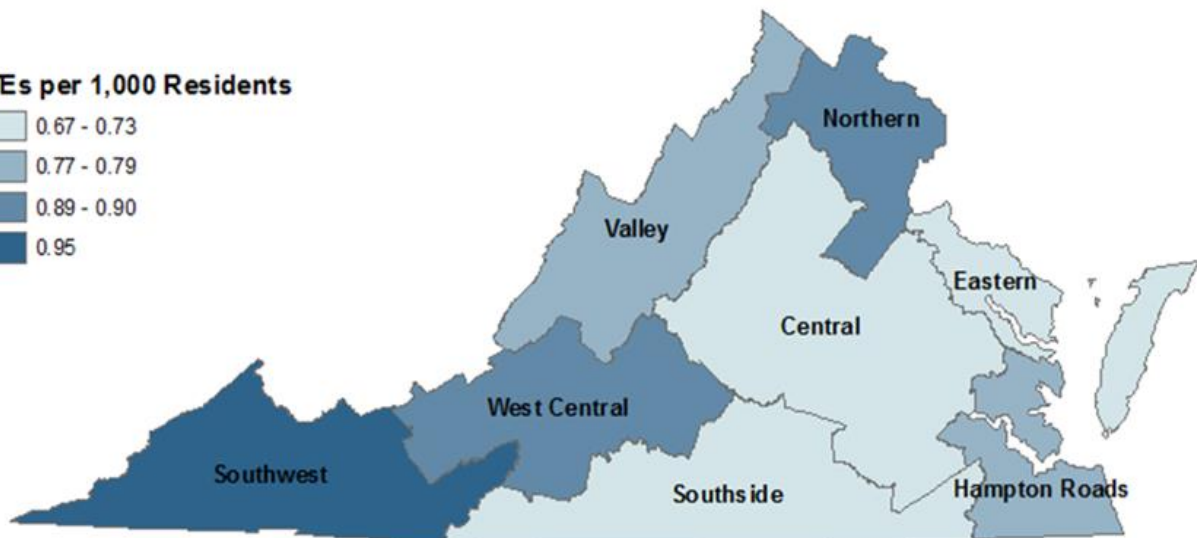
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

0.67 - 0.73
0.77 - 0.79
0.89 - 0.90
0.95



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



12,440 pharmacists voluntarily took part in the 2015 Pharmacist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for pharmacists. These survey respondents represent 89% of the 13,998 pharmacists who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 8,325 pharmacists participated in Virginia's workforce during the survey 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 as a pharmacist at some point in the future. During 2015, Virginia's pharmacists provided 6,932 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

A majority of pharmacists are female, and the median age among those in the workforce is 44. In a random encounter between two pharmacists, there is a nearly one-in-two chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's pharmacists slightly less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

More than one-third of pharmacists grew up in a rural area, and nearly one-quarter of these professionals currently work in non-Metro areas of the state. Meanwhile, 47% of Virginia's pharmacists graduated from high school in Virginia, and 48% of pharmacists earned their initial professional degree in the state. In total, 56% of Virginia's pharmacists has some educational background in the state.

A slight majority of Virginia's pharmacist workforce has earned a doctoral or other professional degree as their highest level of educational attainment. 40% of pharmacists currently carry educational debt, including more than three-quarters of those under the age of 40. The median debt burden for those pharmacists with educational debt is between \$90,000 and \$100,000.

92% of pharmacists are currently employed in the profession. 72% of all pharmacists hold one full-time position, and more than half of all professionals work between 40 and 49 hours per week. Over the past year, only 1% of pharmacists have been involuntarily unemployed, while another 3% have been underemployed.

The typical pharmacist earned between \$110,000 and \$120,000 last year. In addition, 86% of pharmacists who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 72% who receive health insurance. 90% of all pharmacists are satisfied with their current employment situation, including 49% who indicate they are "very satisfied".

More than 90% of all pharmacists work in the private sector, including 69% who work at a for-profit organization. Large community pharmacies (i.e. pharmacies with more than 10 locations) were the most common working establishment type for Virginia's pharmacist workforce, employing nearly one-third of all professionals. Hospital systems and smaller pharmacies were also common employers of Virginia's pharmacist workforce.

A typical pharmacist spends most of her time treating patients. Nearly three quarters of all pharmacists serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, another 7% of pharmacists served an administrative role at their primary work location.

40% of pharmacists expect to retire by the age of 65. Just 7% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2040. Over the next two years, only 1% of Virginia's current pharmacist workforce expects to leave the profession, while 3% expect to leave the state entirely. Meanwhile, 9% of pharmacists plan on increasing patient care activities over the next two years, and 10% expect to pursue additional educational opportunities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	12,581	90%
New Licensees	912	7%
Non-Renewals	505	4%
All Licensees	13,998	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 98% of renewing pharmacists submitted a survey. These represent 89% of pharmacists who held a license at some point in 2015.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	138	982	88%
30 to 34	212	1,890	90%
35 to 39	179	1,701	90%
40 to 44	164	1,641	91%
45 to 49	169	1,607	90%
50 to 54	129	1,331	91%
55 to 59	115	1,221	91%
60 and Over	452	2,067	82%
Total	1,558	12,440	89%
New Licenses			
Issued in 2015	265	695	218
Metro Status			
Non-Metro	147	951	87%
Metro	679	7,174	91%
Not in Virginia	733	4,315	85%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	13,998
New:	7%
Not Renewed:	4%

Survey Response Rates

All Licensees:	89%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	12,440
Response Rate, all licensees	89%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2015.
- 2. Target Population:** All pharmacists who held a Virginia license at some point in 2015.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some pharmacists newly licensed in 2015.

At a Glance:

Workforce

Pharmacist Workforce: 8,325
 FTEs: 6,932

Utilization Ratios

Licensees in VA Workforce: 59%
 Licensees per FTE: 2.02
 Workers per FTE: 1.20

Source: Va. Healthcare Workforce Data Center

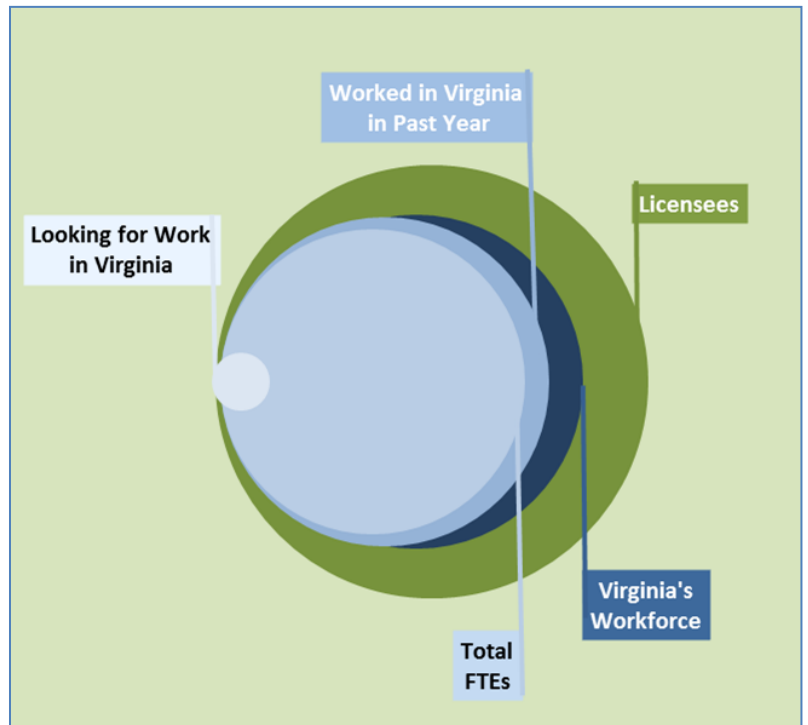
Virginia's Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	8,073	97%
Looking for Work in Virginia	252	3%
Virginia's Workforce	8,325	100%
Total FTEs	6,932	
Licensees	13,998	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: www.dhp.virginia.gov/hwdc

Definitions

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	224	30%	527	70%	751	10%
30 to 34	356	31%	807	69%	1,163	16%
35 to 39	269	28%	674	72%	943	13%
40 to 44	235	27%	644	73%	879	12%
45 to 49	264	30%	624	70%	888	12%
50 to 54	255	33%	513	67%	768	10%
55 to 59	268	40%	405	60%	673	9%
60 +	812	64%	451	36%	1,264	17%
Total	2,683	37%	4,646	63%	7,329	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	63%	5,083	69%	1,746	62%
Black	19%	752	10%	358	13%
Asian	6%	1,154	16%	559	20%
Other Race	0%	117	2%	57	2%
Two or more races	2%	112	2%	77	3%
Hispanic	9%	99	1%	42	1%
Total	100%	7,317	100%	2,839	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, 2014. Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 63%
% Under 40 Female: 70%

Age

Median Age: 44
% Under 40: 39%
% 55+: 26%

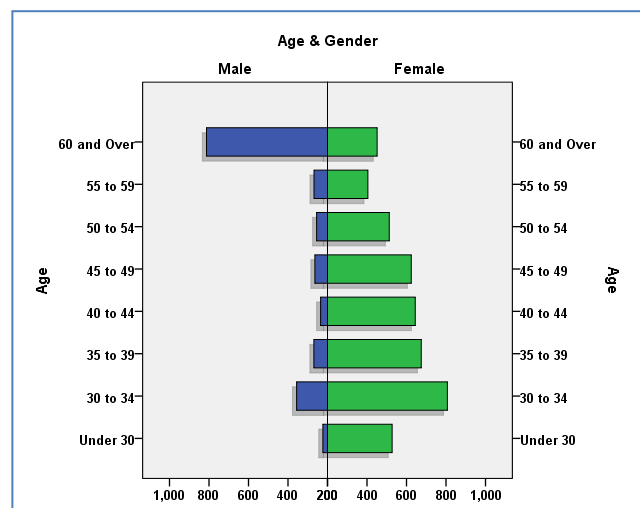
Diversity

Diversity Index: 48%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 48% 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 55%.

39% of pharmacists are under the age of 40, and 70% of these professionals are female. In addition, pharmacists who are under the age of 40 are slightly more diverse than Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 34%

Virginia Background

HS in Virginia: 47%
 Prof. Education in VA: 48%
 HS/Prof. Educ. in VA: 56%

Location Choice

% Rural to Non-Metro: 23%
 % Urban/Suburban to Non-Metro: 5%

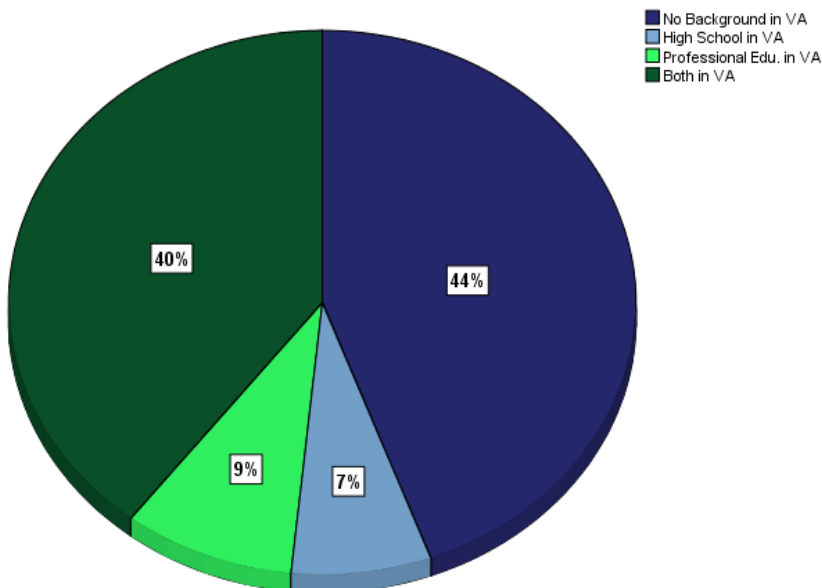
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	23%	56%	21%
2	Metro, 250,000 to 1 million	52%	41%	8%
3	Metro, 250,000 or less	43%	43%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	49%	35%	15%
6	Urban pop, 2,500-19,999, Metro adj	65%	26%	9%
7	Urban pop, 2,500-19,999, nonadj	86%	8%	5%
8	Rural, Metro adj	59%	33%	8%
9	Rural, nonadj	63%	24%	12%
Overall		34%	49%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

34% of pharmacists grew up in self-described rural areas, and 23% of these professionals currently work in non-Metro counties. Overall, 11% of Virginia's pharmacist workforce currently works in non-Metro counties.

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,397	Virginia	3,482
2	Outside U.S./Canada	800	Pennsylvania	528
3	Pennsylvania	468	Outside U.S./Canada	315
4	New York	357	North Carolina	298
5	Maryland	221	New York	280
6	West Virginia	213	Massachusetts	214
7	North Carolina	201	Maryland	211
8	New Jersey	159	Washington, D.C.	205
9	Ohio	155	West Virginia	192
10	Florida	114	Ohio	155

Source: Va. Healthcare Workforce Data Center

47% of Virginia's pharmacists received their high school degree in Virginia, and 48% received their initial professional degree in the state.

Among pharmacists who have been licensed in the past five years, 37% received their high school degree in Virginia, and 42% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	718	Virginia	807
2	Outside U.S./Canada	231	Pennsylvania	147
3	Pennsylvania	147	North Carolina	99
4	New York	115	New York	95
5	North Carolina	75	Maryland	85
6	Maryland	73	Outside U.S./Canada	77
7	New Jersey	52	Massachusetts	59
8	West Virginia	48	Tennessee	56
9	Florida	45	West Virginia	56
10	Ohio	43	Florida	48

Source: Va. Healthcare Workforce Data Center

Nearly 41% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2015. 91% of these professionals worked at some point in the past year, including 84% who currently work as pharmacists.

At a Glance:

Not in VA Workforce

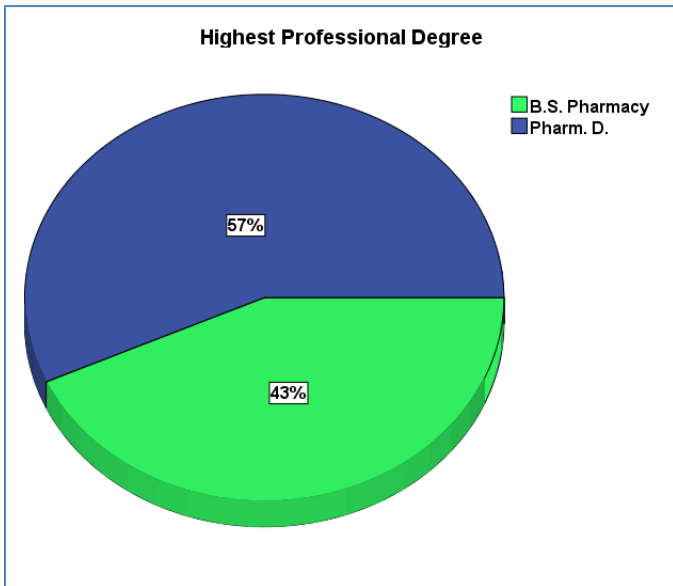
Total:	5,672
% of Licensees:	41%
Federal/Military:	7%
Va Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	3,076	43%
Pharm.D.	4,042	57%
Total	7,118	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of pharmacists currently have educational debt, including 77% of those under the age of 40. For those with educational debt, the median debt load is between \$90,000 and \$100,000.

At a Glance:

Education
 B.S. Pharmacy: 43%
 Pharm.D.: 57%

Educational Debt
 Carry debt: 40%
 Under age 40 w/ debt: 77%
 Median debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center

57% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a bachelor's degree in Pharmacy.

Educational Debt				
Amount Carried	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	3,691	60%	556	23%
\$20,000 or less	198	3%	95	4%
\$20,001-\$40,000	207	3%	130	5%
\$40,001-\$60,000	238	4%	157	7%
\$60,001-\$80,000	249	4%	162	7%
\$80,001-100,000	273	4%	195	8%
\$100,001-\$120,000	262	4%	198	8%
\$120,001-\$140,000	185	3%	153	6%
\$140,001-\$160,000	203	3%	183	8%
\$160,001-\$180,000	158	3%	143	6%
\$180,001-\$200,000	102	2%	90	4%
Over \$200,000	361	6%	330	14%
Total	6,126	100%	2,393	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Immunization:	21%
Community Pharmacy:	9%
Ambulatory Care:	4%

Top Board Certifications

BPS - Pharmacotherapy:	5%
CCGP - Geriatrics:	1%
BPS - Ambulatory Care:	1%

Top Residencies (PGY1)

Pharmacy Practice (Post 1993):	9%
Community Pharmacy:	5%
Pharmacy Practice (Pre 1993):	5%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	736	9%
Community Pharmacy	420	5%
Pharmacy Practice (Pre 1993)	393	5%
Managed Care Pharmacy	19	0%
Other	0	0%
Total	1,568	19%
PGY2		
Ambulatory Care	101	1%
Drug Information	51	1%
Internal Medicine/Cardiology	47	1%
Critical Care	44	1%
Health-system Pharmacy Administration	38	0%
Pharmacotherapy	28	0%
Oncology	26	0%
Psychiatry	25	0%
Pediatrics	23	0%
Geriatrics	22	0%
Infectious Disease	20	0%
Managed Care Pharmacy Systems	18	0%
Emergency Medicine	8	0%
Other	153	2%
Total	604	7%

Source: Va. Healthcare Workforce Data Center

Board Certifications		
Certification	#	%
BPS-Pharmacotherapy	415	5%
CCGP-Geriatrics	56	1%
BPS-Ambulatory Care	55	1%
BPS-Oncology	32	0%
BPS- Psychiatric	24	0%
BPS- Nutrition	19	0%
BPS-Nuclear Pharmacy	11	0%
ABAT-Applied Toxicology	2	0%
Other Board Certification	124	1%
At Least One Certification	683	8%

Source: Va. Healthcare Workforce Data Center

8% of pharmacists hold a board certification, including 5% who hold a certification in Pharmacotherapy. 39% also have a self-designated specialty area, including 21% who have a specialization in immunization.

At a Glance:

Employment

Employed in Profession: 92%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 72%
 2 or More Positions: 9%

Weekly Hours:

40 to 49: 53%
 60 or more: 4%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	10	0%
Employed in a pharmacy-related capacity	6,599	92%
Employed, NOT in a pharmacy-related capacity	182	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	87	1%
Voluntarily unemployed	179	2%
Retired	126	2%
Total	7,183	100%

Source: Va. Healthcare Workforce Data Center

92% of Virginia’s pharmacists are currently employed in the profession, and only 1% of all pharmacy professionals are involuntarily unemployed at the moment. 72% of the state’s pharmacist workforce has one full-time job, while just 9% of pharmacists have multiple positions. 53% of pharmacists work between 40 and 49 hours per week, while 4% of pharmacy professionals work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	392	6%
One Part-Time Position	954	14%
Two Part-Time Positions	153	2%
One Full-Time Position	5,098	72%
One Full-Time Position & One Part-Time Position	414	6%
Two Full-Time Positions	8	0%
More than Two Positions	32	0%
Total	7,051	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	392	6%
1 to 9 hours	173	2%
10 to 19 hours	256	4%
20 to 29 hours	451	6%
30 to 39 hours	1,206	17%
40 to 49 hours	3,735	53%
50 to 59 hours	527	8%
60 to 69 hours	157	2%
70 to 79 hours	78	1%
80 or more hours	44	1%
Total	7,018	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	53	1%
\$50,000 or less	466	8%
\$50,001-\$60,000	123	2%
\$60,001-\$70,000	133	2%
\$70,001-\$80,000	137	2%
\$80,001-\$90,000	161	3%
\$90,001-\$100,000	271	5%
\$100,001-\$110,000	668	12%
\$110,001-\$120,000	778	14%
\$120,001-\$130,000	1,081	20%
\$130,001-\$140,000	777	14%
\$140,001-\$150,000	395	7%
More than \$150,000	469	9%
Total	5,511	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,362	49%
Somewhat Satisfied	2,835	41%
Somewhat Dissatisfied	521	8%
Very Dissatisfied	193	3%
Total	6,911	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$110k-120k

Benefits
Employer Health Insurance: 72%
Employer Retirement: 73%

Satisfaction
Satisfied: 90%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

The typical pharmacist earned between \$110,000 and \$120,000 in 2015. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 72% received health insurance and 73% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	5,170	78%	82%
Retirement	4,609	70%	73%
Health Insurance	4,552	69%	72%
Dental Insurance	4,348	66%	70%
Paid Sick Leave	4,067	62%	65%
Group Life Insurance	3,439	52%	55%
Signing/Retention Bonus	494	7%	8%
Received At Least One Benefit	5,500	83%	86%

*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?	152	2%
Experience Voluntary Unemployment?	281	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	216	3%
Work two or more positions at the same time?	718	9%
Switch employers or practices?	421	5%
Experienced at least 1	1,499	18%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacists were involuntary unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	160	2%	81	8%
Less than 6 Months	642	10%	156	16%
6 Months to 1 Year	570	8%	102	10%
1 to 2 Years	1,181	18%	165	17%
3 to 5 Years	1,402	21%	212	21%
6 to 10 Years	1,065	16%	133	13%
More than 10 Years	1,688	25%	144	15%
Subtotal	6,708	100%	992	100%
Did not have location	293		7,289	
Item Missing	1,325		44	
Total	8,325		8,325	

Source: Va. Healthcare Workforce Data Center

Nearly half of all pharmacists receive a salary or commission at their primary work location, while 43% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 3%

Stability

Switched: 5%
New Location: 22%
Over 2 years: 62%
Over 2 yrs, 2nd location: 49%

Employment Type

Salary or Wage: 92%

Source: Va. Healthcare Workforce Data Center

62% of pharmacists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	3,140	51%
Hourly Wage	2,591	42%
By Contract	76	1%
Business/ Practice Income	347	6%
Unpaid	44	1%
Subtotal	6,198	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.1% in January to 3.9% in December 2015.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or more (2015):	12%
2 or more (Now*):	13%

Source: Va. Healthcare Workforce Data Center

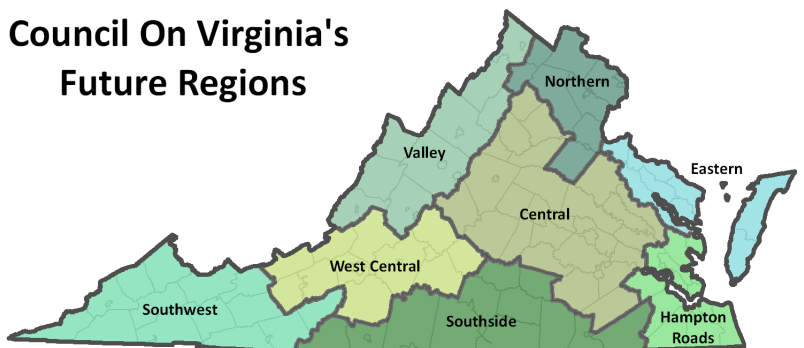
Approximately half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,649	25%	199	20%
Eastern	111	2%	19	2%
Hampton Roads	1,276	19%	168	17%
Northern	1,679	25%	225	23%
Southside	244	4%	37	4%
Southwest	395	6%	87	9%
Valley	414	6%	63	6%
West Central	775	12%	113	11%
Virginia Border State/DC	40	1%	38	4%
Other US State	53	1%	47	5%
Outside of the US	1	0%	1	0%
Total	6,637	100%	997	100%
Item Missing	1,395		39	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Over the past year, 12% of Virginia's pharmacists have worked at multiple locations.

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
0	291	3%	371	5%
1	6,998	84%	5,648	81%
2	555	7%	520	7%
3	308	4%	292	4%
4	43	1%	19	0%
5	20	0%	20	0%
6 or More	110	1%	66	1%
Total	8,325	100%	6,936	100%

*At the time of survey completion, December 2015.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,351	69%	665	71%
Non-Profit	1,378	22%	213	23%
State/Local Government	219	3%	27	3%
Veterans Administration	127	2%	3	0%
U.S. Military	126	2%	17	2%
Other Federal Gov't	60	1%	7	1%
Total	6,260	100%	932	100%
Did not have location	293		7,289	
Item Missing	1,772		105	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

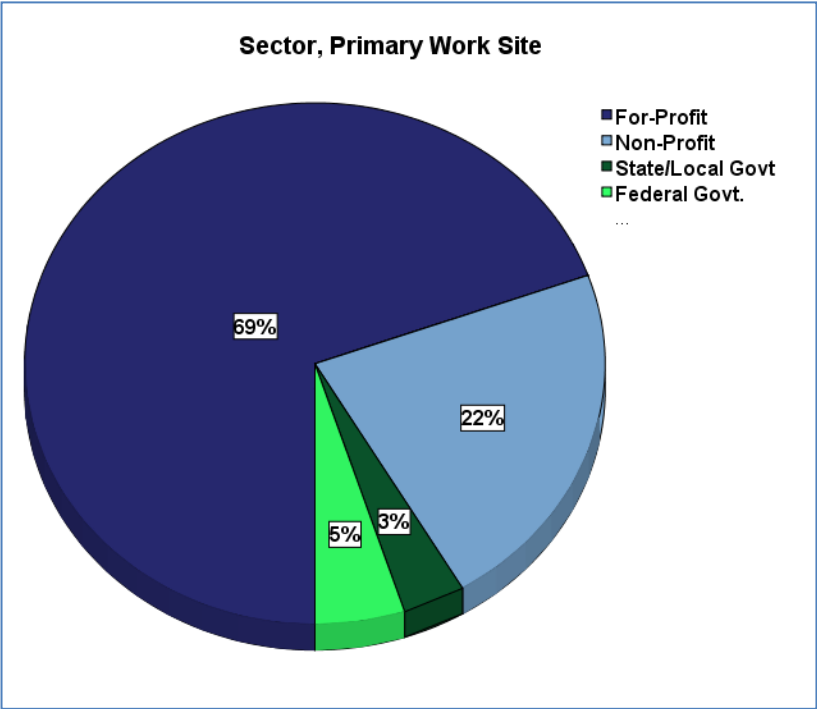
For Profit:	69%
Federal:	5%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	30%
Hospital/Health System: (Inpatient)	23%
Independent Pharmacy: (1-4 Stores)	9%

Source: Va. Healthcare Workforce Data Center

More than 90% of all pharmacists work in the private sector, including 69% who work at a for-profit company. Another 5% of pharmacists work for the federal government, while 3% work for a state or local government.

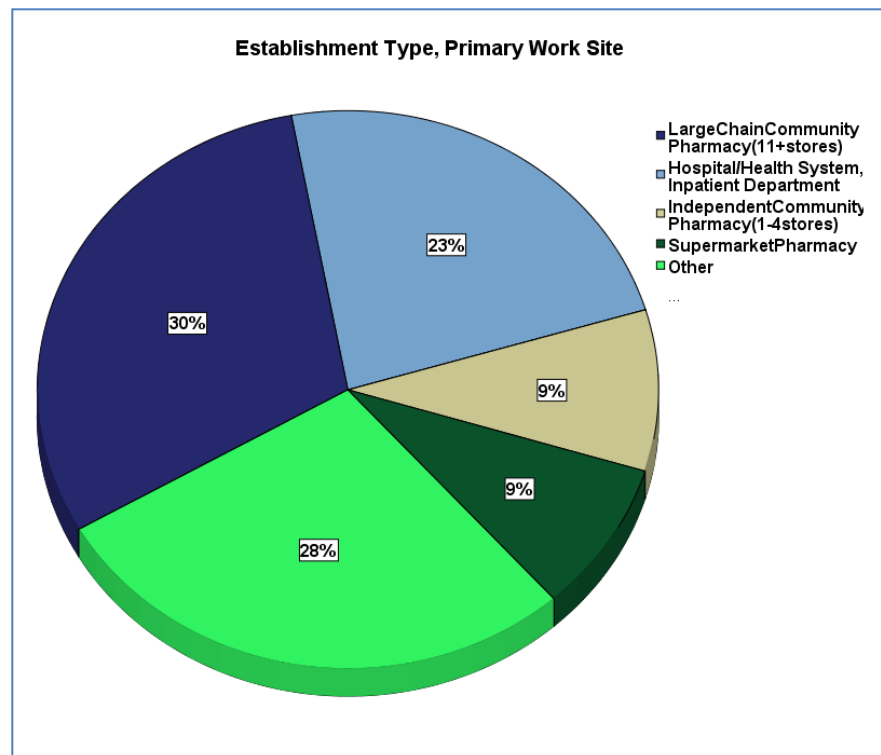


Source: Va. Healthcare Workforce Data Center

Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy	1,865	30%	223	25%
Hospital/Health System, Inpatient Department	1,428	23%	172	19%
Independent Community Pharmacy	573	9%	146	16%
Supermarket Pharmacy	537	9%	40	4%
Hospital/Health System, Outpatient Department	310	5%	46	5%
Mass Merchandiser (i.e. Big Box Store)	308	5%	46	5%
Nursing Home/Long-Term Care	190	3%	39	4%
Clinic-Based Pharmacy	165	3%	53	6%
Benefit Administration	131	2%	12	1%
Academic Institution	92	1%	36	4%
Home Health/Infusion	76	1%	13	1%
Mail Service Pharmacy	37	1%	7	1%
Manufacturer	37	1%	2	0%
Small Chain Community Pharmacy	28	0%	7	1%
Wholesale Distributor	12	0%	3	0%
Other	343	6%	63	7%
Total	6,132	100%	909	100%
Did Not Have a Location	293		7,289	

Large chain community pharmacies of more than 10 stores are the most common establishment type in Virginia, employing nearly one-third of the state's pharmacist workforce.

Source: Va. Healthcare Workforce Data Center



Large chain community pharmacies of more than 10 stores were also the most common establishment type among pharmacists who also had a secondary work location.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

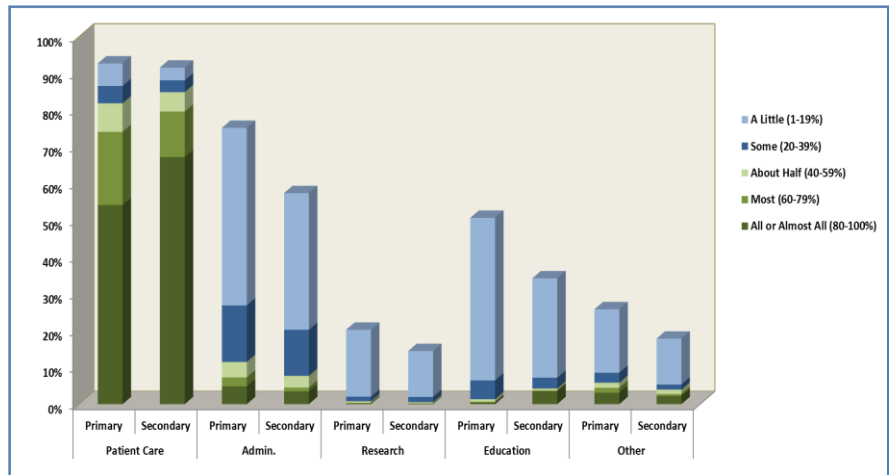
Patient Care: 74%
Administration: 7%
Education: 1%

Patient Care Pharmacists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical pharmacist spends most of her time in patient care activities. In fact, nearly three-quarters of pharmacists fill a patient care role, defined as spending at least 60% of her time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Research		Education		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%)	54%	67%	5%	3%	0%	0%	0%	4%	3%	2%
Most (60-79%)	20%	12%	2%	1%	0%	0%	0%	0%	1%	1%
About Half (40-59%)	8%	5%	4%	3%	0%	0%	1%	1%	1%	1%
Some (20-39%)	5%	3%	15%	13%	1%	1%	5%	3%	3%	1%
A Little (1-20%)	6%	3%	48%	37%	18%	12%	44%	27%	17%	12%
None (0%)	7%	8%	25%	43%	80%	86%	49%	66%	74%	82%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	119	2%	-	-
50 to 54	213	4%	0	0%
55 to 59	575	10%	121	6%
60 to 64	1,483	25%	482	22%
65 to 69	2,184	37%	929	42%
70 to 74	714	12%	353	16%
75 to 79	185	3%	99	5%
80 or over	96	2%	58	3%
I do not intend to retire	340	6%	146	7%
Total	5,910	100%	2,189	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 40%

Under 60: 15%

Pharmacists 50 and over

Under 65: 28%

Under 60: 6%

Time until Retirement

Within 2 years: 7%

Within 10 years: 22%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

40% of Virginia’s pharmacists expect to retire before the age of 65, while 23% plan on working until at least age 70. Among pharmacists who are age 50 and over, 28% still plan on retiring by age 65, while close to one-third expect to work until at least age 70.

Within the next two years, 1% of Virginia’s pharmacists plan on leaving the profession and 3% expect to leave the state. Meanwhile, 10% of pharmacists expect to pursue additional educational opportunities, and 9% also plan on increasing the number of hours that they devote to patients.

Future Plans

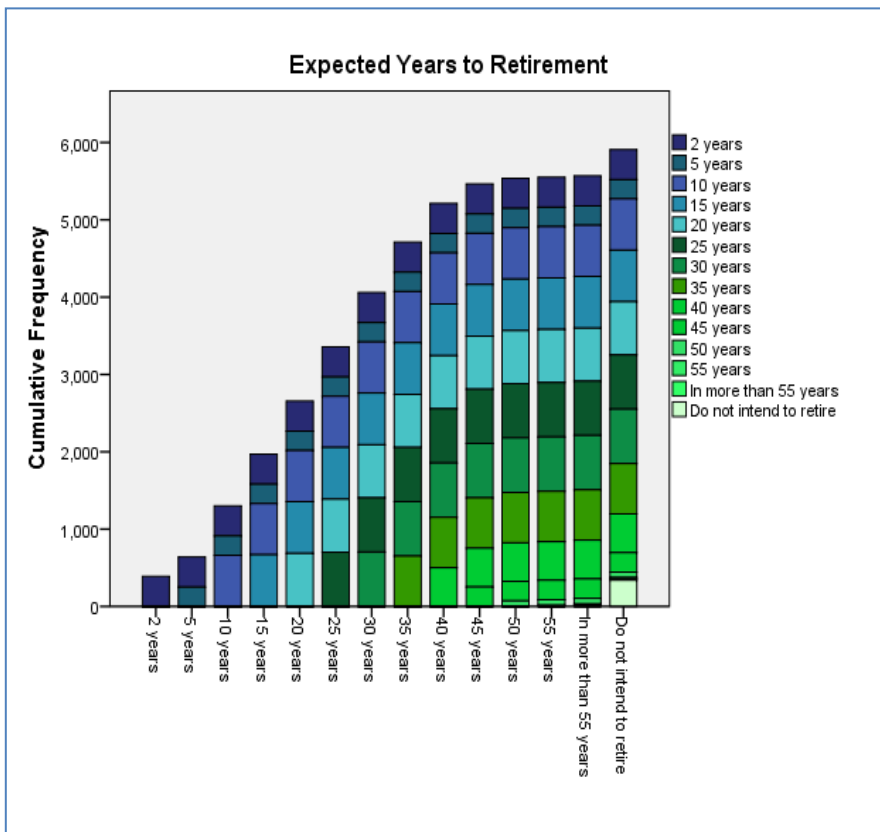
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	115	1%
Leave Virginia	255	3%
Decrease Patient Care Hours	221	3%
Decrease Teaching Hours	31	0%
Increase Participation		
Increase Patient Care Hours	719	9%
Increase Teaching Hours	464	6%
Pursue Additional Education	871	10%
Return to Virginia’s Workforce	92	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacists. Only 7% of pharmacists plan on retiring in the next two years, while 22% plan on retiring in the next ten years. Half of the current pharmacist workforce expects to be retired by 2040.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	389	7%	7%
5 years	250	4%	11%
10 years	662	11%	22%
15 years	668	11%	33%
20 years	686	12%	45%
25 years	702	12%	57%
30 years	704	12%	69%
35 years	651	11%	80%
40 years	500	8%	88%
45 years	252	4%	92%
50 years	71	1%	94%
55 years	15	0%	94%
In more than 55 years	19	0%	94%
Do not intend to retire	340	6%	100%
Total	5,910	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2025. Retirements will peak at 12% of the current workforce around 2035 before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 6,932
 FTEs/1,000 Residents: 0.832
 Average: .86

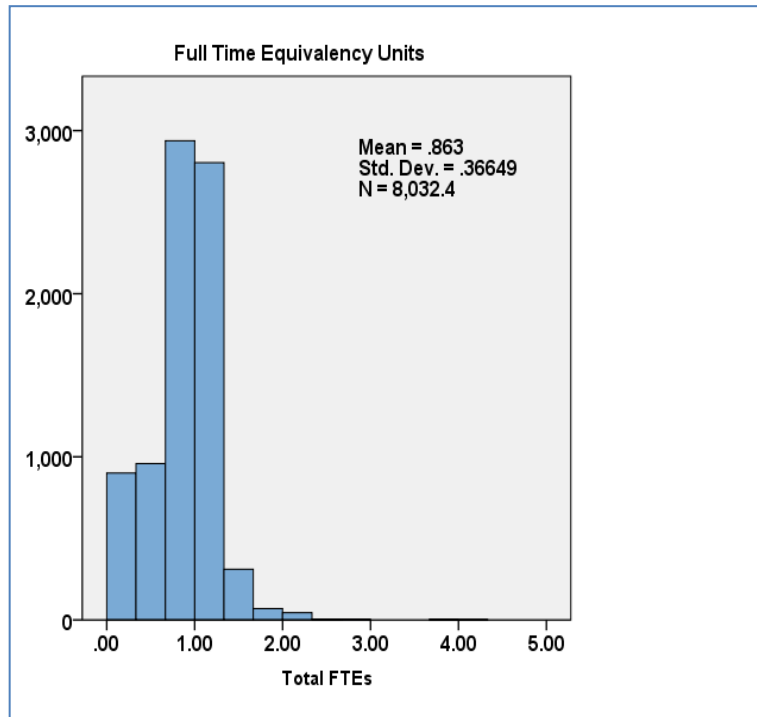
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

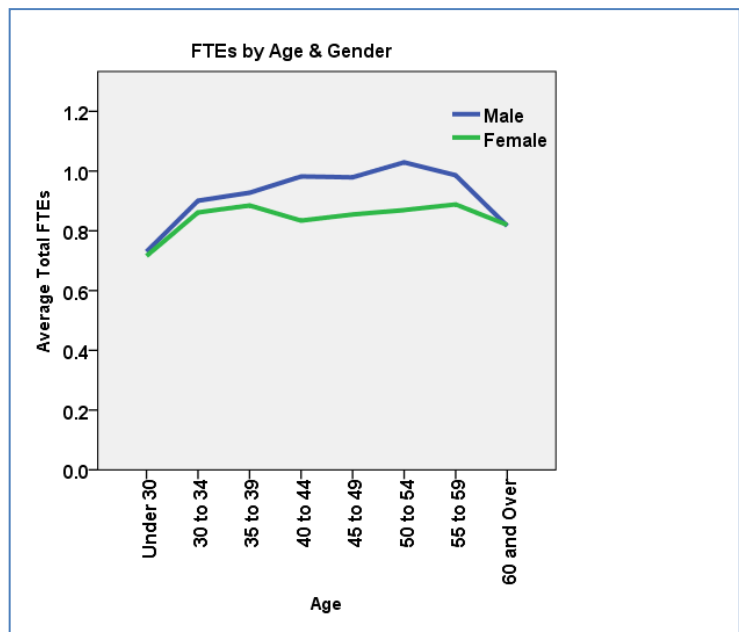


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.92 FTEs in 2015, or about 37 hours per week for 52 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.²

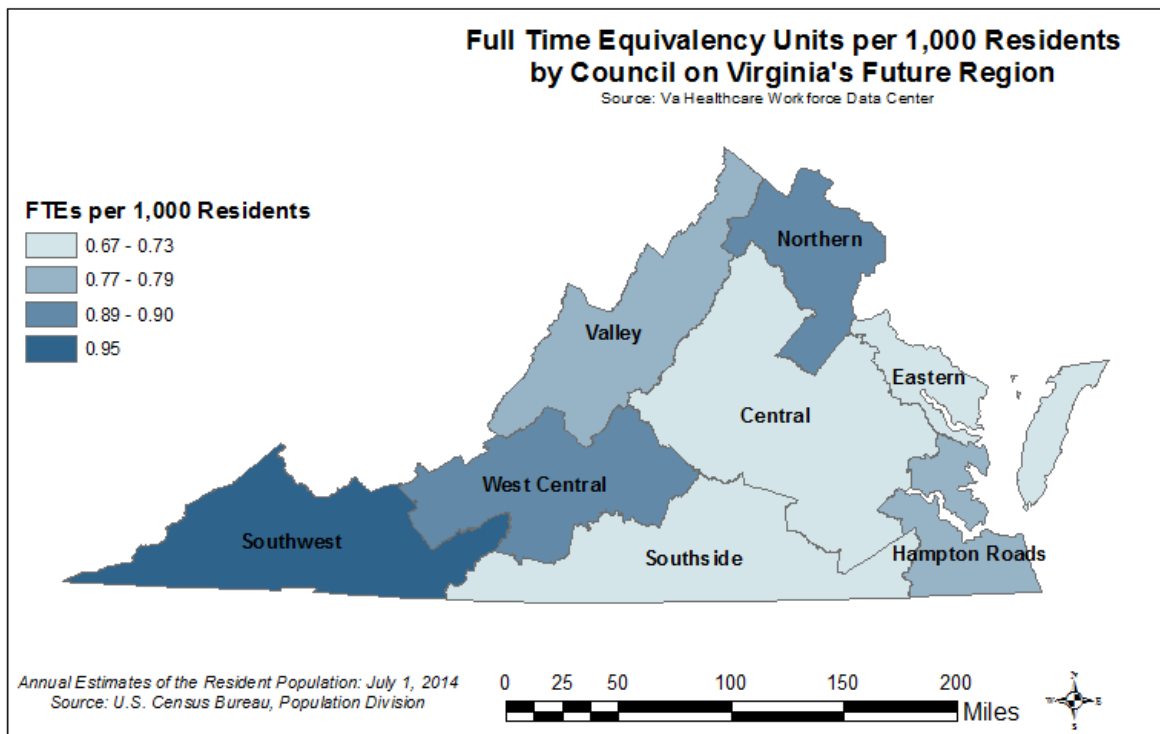
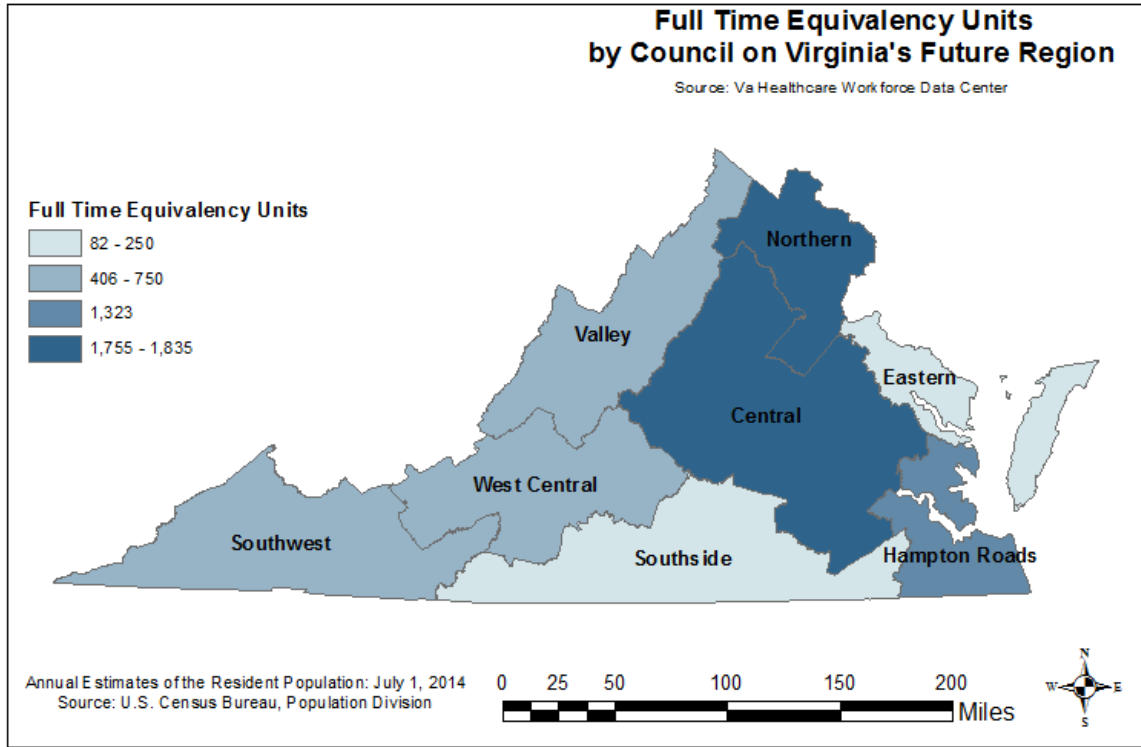
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.72	0.80
30 to 34	0.86	0.94
35 to 39	0.90	0.92
40 to 44	0.87	0.91
45 to 49	0.90	0.92
50 to 54	0.90	0.93
55 to 59	0.93	0.96
60 and Over	0.83	0.88
Gender		
Male	0.90	1.01
Female	0.84	0.93

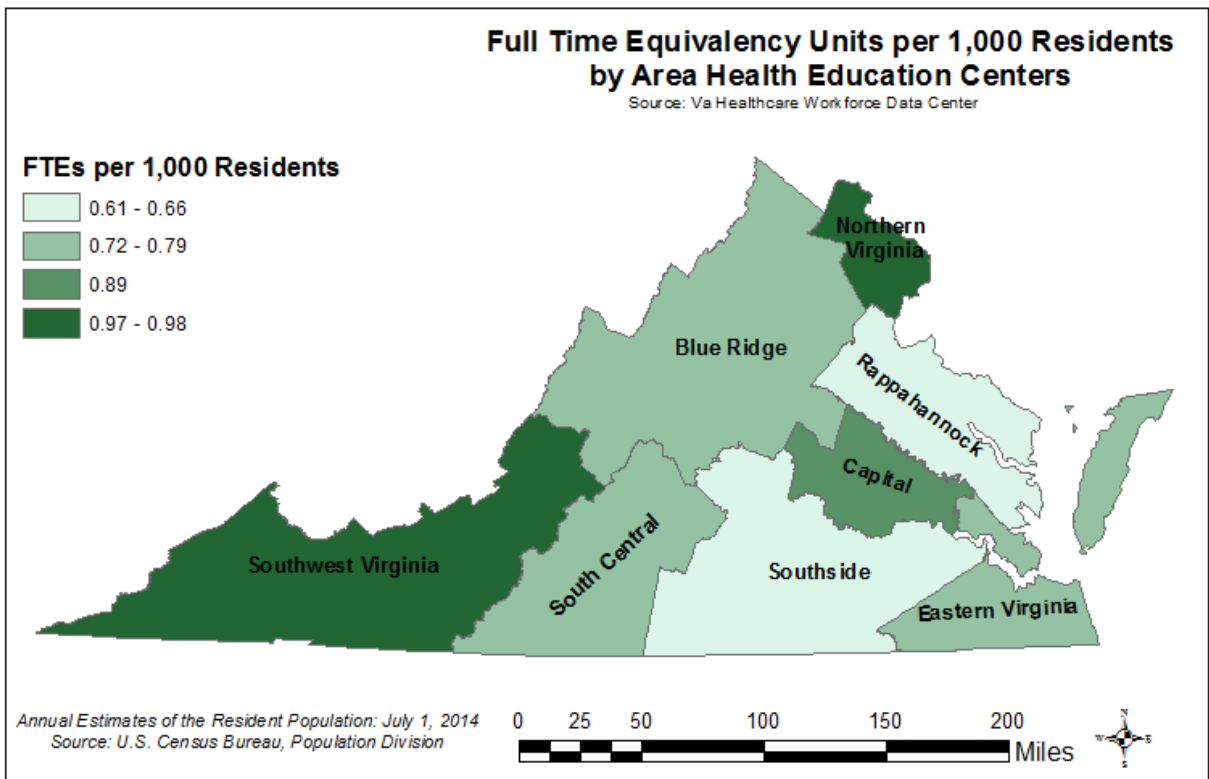
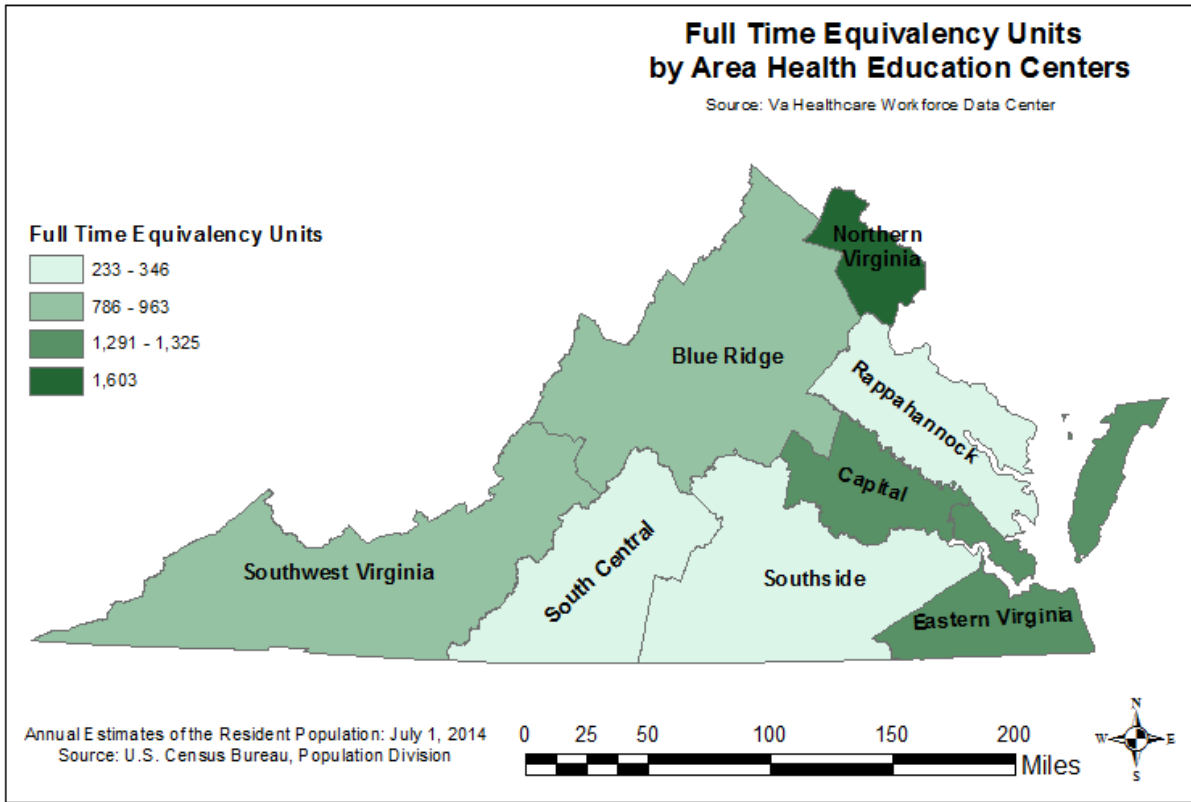
Source: Va. Healthcare Workforce Data Center

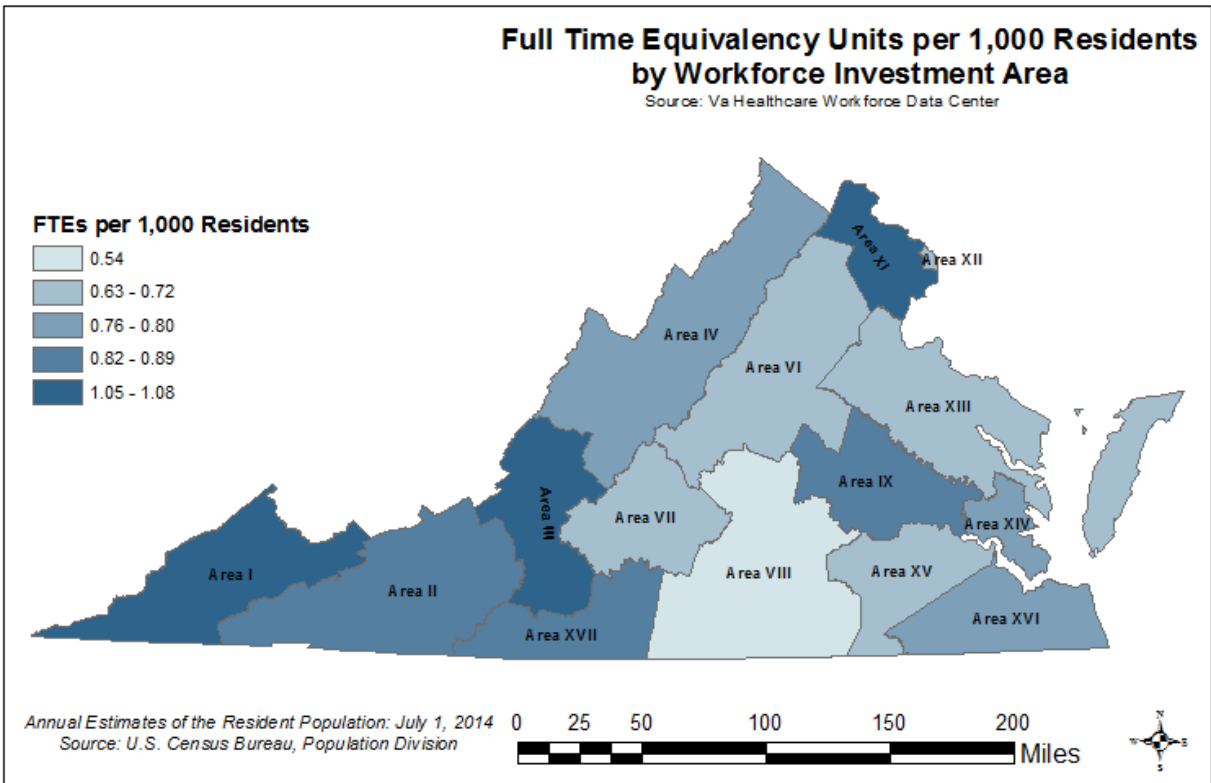
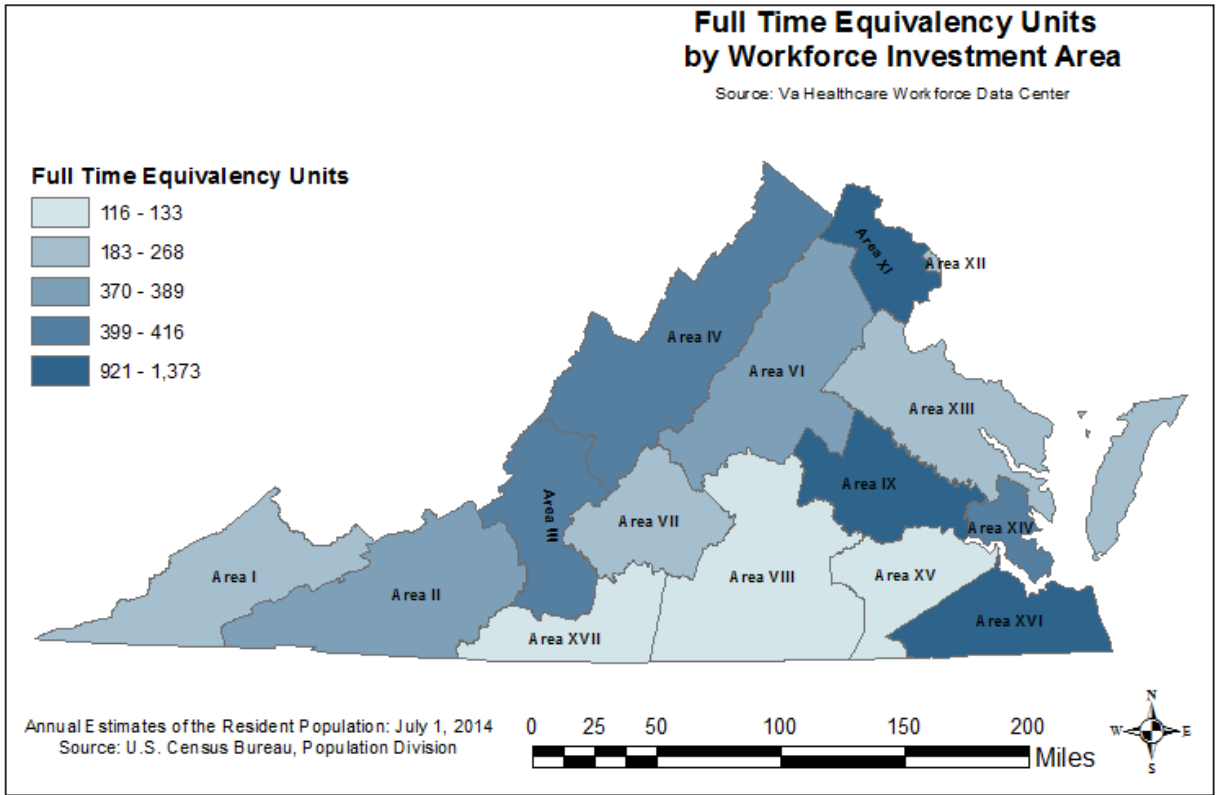


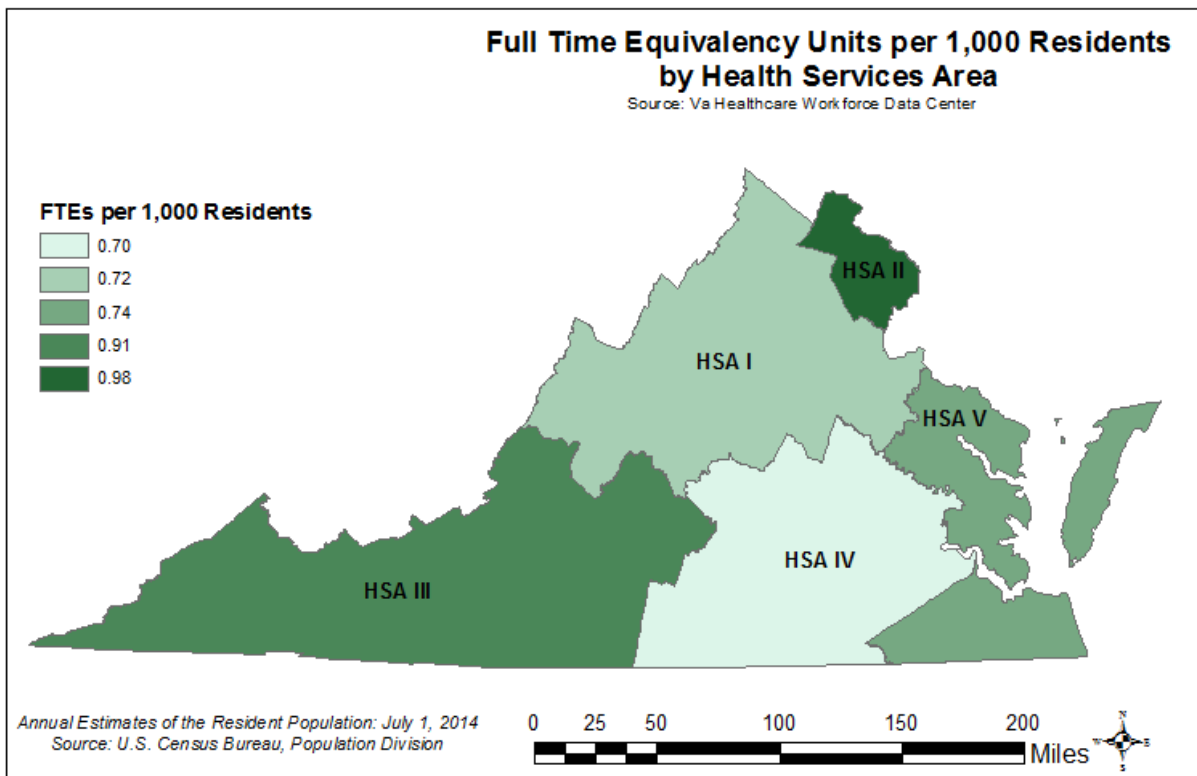
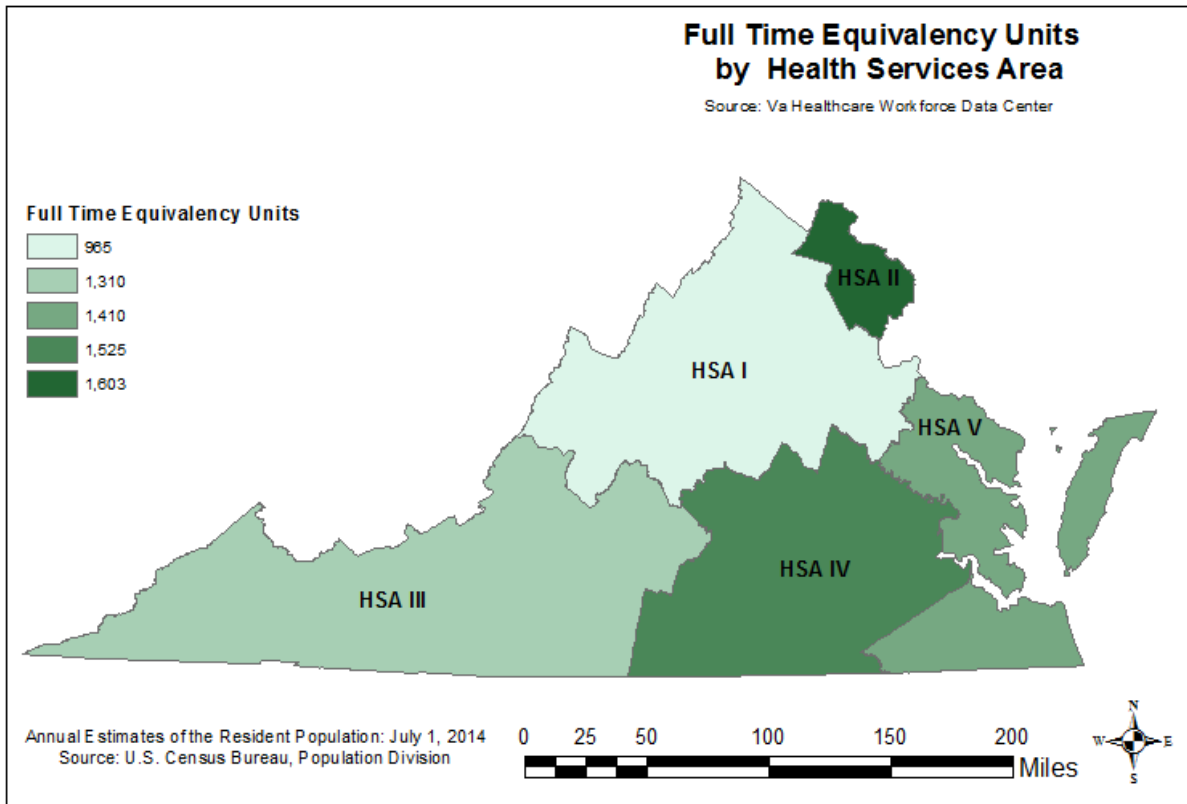
Source: Va. Healthcare Workforce Data Center

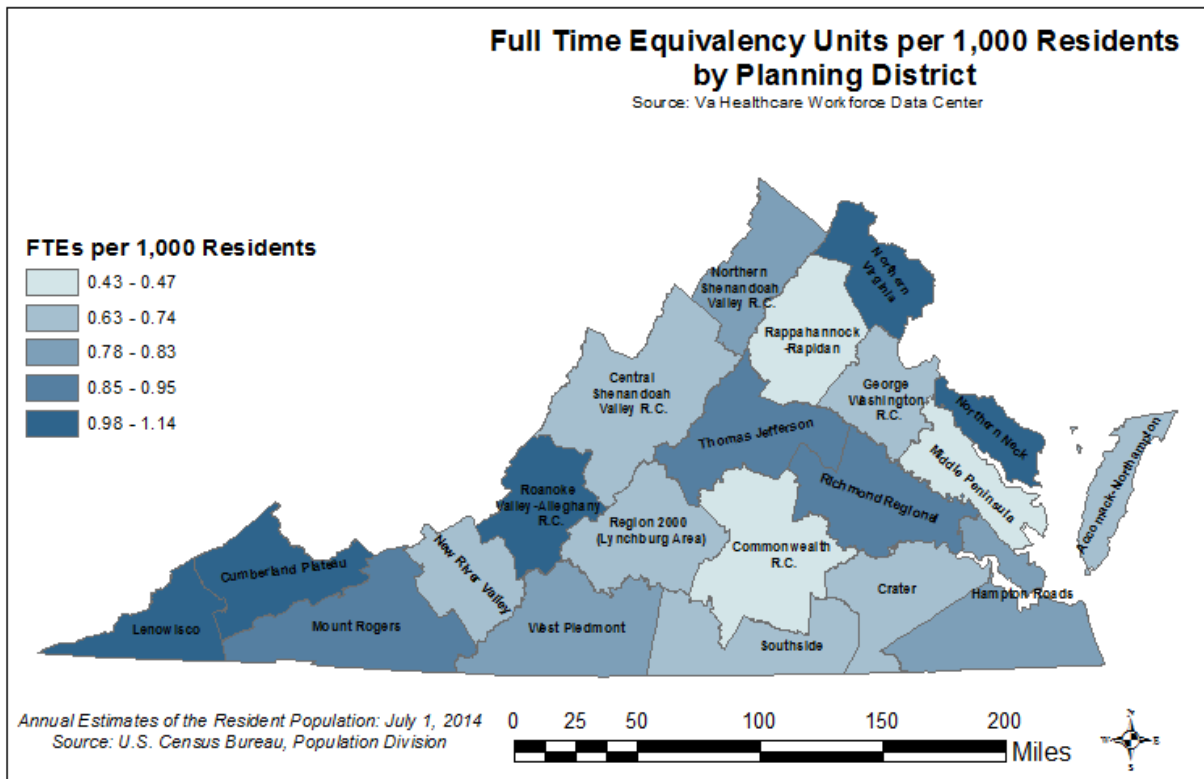
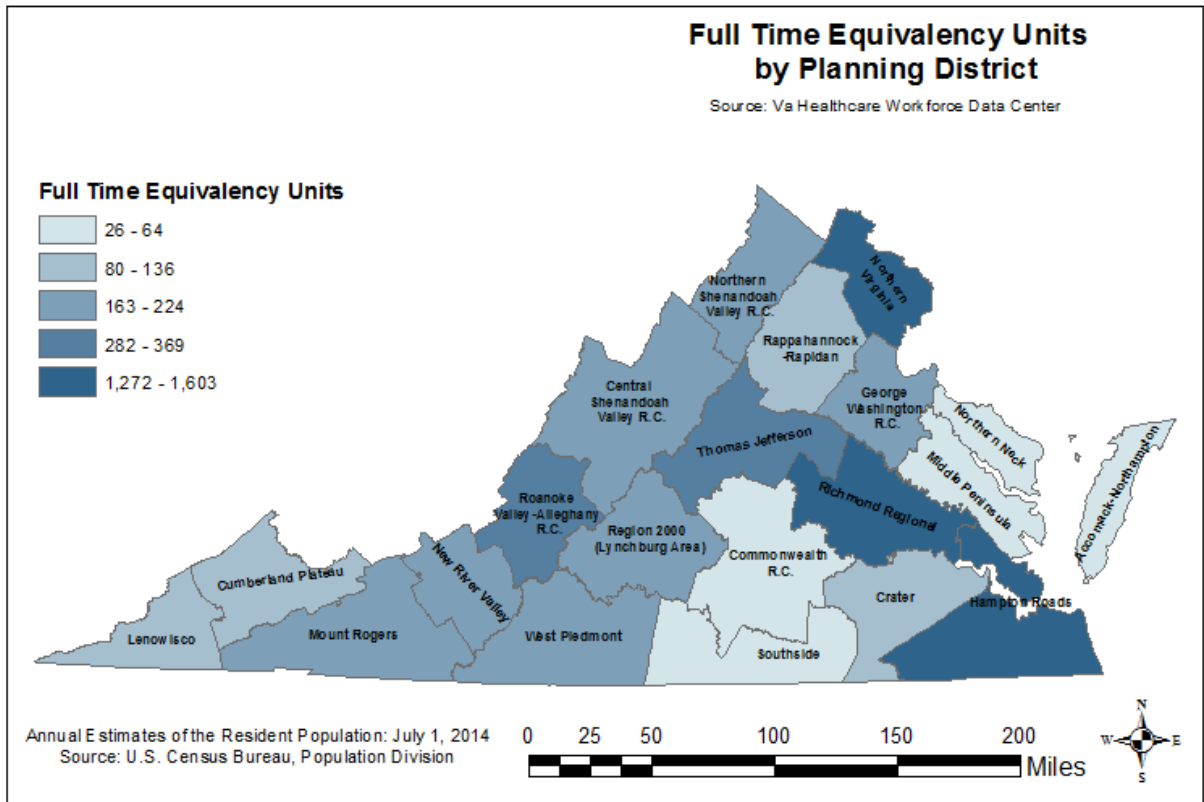
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,001	91.42%	1.093875319	1.063609	1.18462
Metro, 250,000 to 1 million	928	90.09%	1.110047847	1.079334	1.202134
Metro, 250,000 or less	924	92.21%	1.084507042	1.0545	1.174474
Urban pop 20,000+, Metro adj	120	90.83%	1.100917431	1.070456	1.192246
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	377	84.88%	1.178125	1.145528	1.275858
Urban pop, 2,500-19,999, nonadj	263	90.11%	1.109704641	1.079	1.201762
Rural, Metro adj	234	82.48%	1.212435233	1.178888	1.313015
Rural, nonadj	104	88.46%	1.130434783	1.099157	1.224212
Virginia border state/DC	2,166	85.96%	1.163265306	1.131079	1.259766
Other US State	2,882	85.11%	1.174887892	1.14238	1.272353

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	1,120	87.68%	1.140529532	1.099163	1.228821
30 to 34	2,102	89.91%	1.112169312	1.071832	1.198265
35 to 39	1,880	90.48%	1.105232216	1.065146	1.190791
40 to 44	1,805	90.91%	1.099939062	1.060045	1.185088
45 to 49	1,776	90.48%	1.105164904	1.065081	1.190718
50 to 54	1,460	91.16%	1.096919609	1.057135	1.181835
55 to 59	1,336	91.39%	1.094185094	1.0545	1.178888
60 and Over	2,519	82.06%	1.218674407	1.174474	1.313015

Source: Va. Healthcare Workforce Data Center

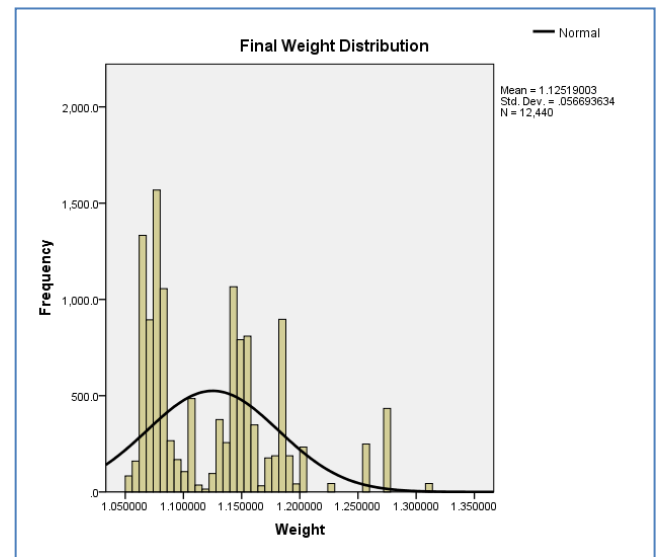
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.8887



Source: Va. Healthcare Workforce Data Center