
Virginia's Pharmacist Workforce: 2020

Healthcare Workforce Data Center

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14,771 Pharmacists voluntarily participated in this survey. Without their effort, 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:	16,205
Virginia's Workforce:	8,827
FTEs:	7,142

Background

Rural Childhood:	32%
HS Degree in VA:	48%
Prof. Degree in VA:	49%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-time Job:	72%
Satisfied?:	87%

Survey Response Rate

All Licensees:	91%
Renewing Practitioners:	97%

Education

Baccalaureate:	32%
Pharm.D./Professional:	68%

Job Turnover

Switched Jobs in 2020:	4%
Employed over 2 yrs:	63%

Demographics

Female:	66%
Diversity Index:	53%
Median Age:	44

Finances

Median Inc.:	\$120k-\$130k
Health Benefits:	70%
Under 40 w/ Ed debt:	72%

Primary Roles





Patient Care:	74%
Administration:	8%
Education:	1%

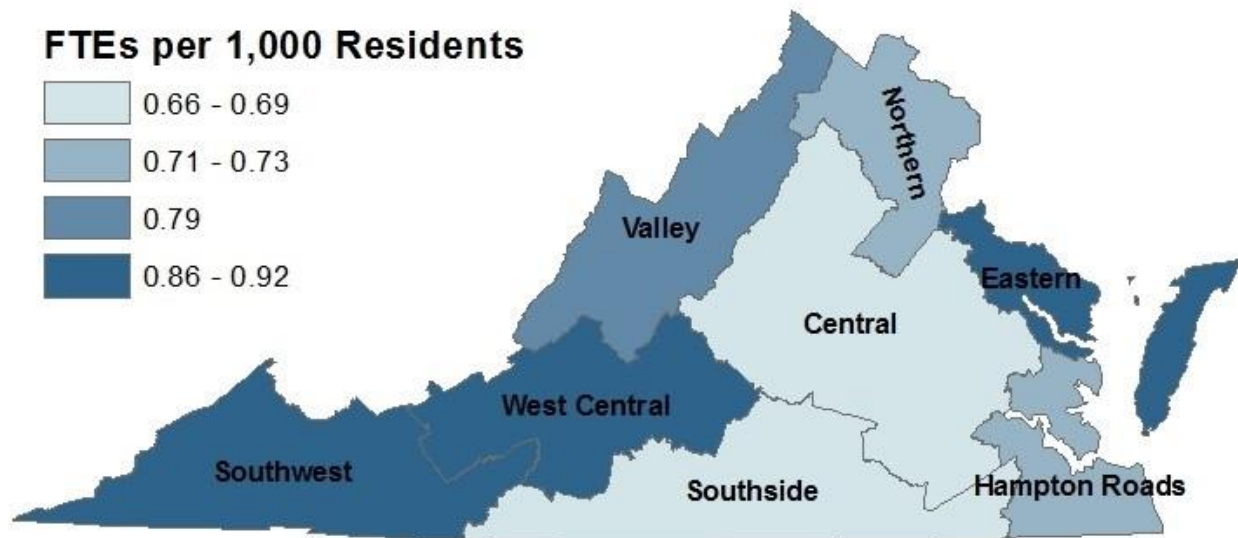
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units Provided by Pharmacists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

	0.66 - 0.69
	0.71 - 0.73
	0.79
	0.86 - 0.92



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



Results in Brief

A total of 14,771 pharmacists voluntarily took part in the 2020 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 91% of the 16,205 pharmacists who are licensed in the state and 97% of renewing practitioners. The HWDC estimates that 8,827 pharmacists participated in Virginia's workforce during the survey period and they provided 7,142 full-time equivalency units (FTE).

The majority of Virginia's pharmacists are female, and the median age among those in the workforce is 44. About 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. Overall, 11% of Virginia's pharmacists work in a non-metro area. Around 68% of Virginia's pharmacist workforce have earned a doctorate or other professional degree as their highest educational attainment. Further, 42% of pharmacists currently carry educational debt, including nearly three-quarters of those under the age of 40. The median debt for those pharmacists with educational debt is between \$120,000 and \$130,000.

Nine out of every ten pharmacists are currently employed in the profession, with 72% holding one full-time position. Over the past year, 3% of pharmacists were involuntarily unemployed, while another 4% were underemployed. The typical pharmacist earned between \$120,000 and \$130,000 in 2020. Around 87% of all pharmacists are satisfied with their current employment situation, including 47% who indicated that they are "very satisfied".

About 90% of all pharmacists work in the private sector, including 64% 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 27% of all professionals. Hospital systems and smaller pharmacies were also common employers. About 4 in 10 pharmacists expect to retire by the age of 65 and 7% of the current workforce expect to retire in the next two years. Half of the current workforce expect to retire by 2045.

Summary of Trends

The total number of licensed pharmacists has grown by 27% since 2013. Of these, the number working in the state workforce has also increased but the increase of 12% is modest by comparison. However, the 4% increase in FTE provided in state by pharmacists in the same period is even a more modest increase.

The diversity index of Virginia's pharmacists increased from 47% in 2013 to 53% in 2020. The percentage of pharmacists who are female also continued inching up by about one percent nearly every other year, from 62% in 2013 to 66% in 2020. Median age has been relatively stable between 44 to 45 years in the past eight surveys. Even the percent under age 40, which increased from 37% in 2013 to 40% in 2016, has stayed at 40% in the past four years.

Educational attainment continues to increase among the pharmacist workforce. In 2013, only 51% had a pharmacy doctorate compared to 68% in 2020. Not surprisingly, the percent reporting educational debt has also increased annually from 35% in 2013 to 42% in 2020. Further, the median educational debt, which increased from \$90K-\$100K in 2013 to \$110K-\$120K in 2018, is now \$120K-\$130K.

The labor market was a bit slack for pharmacists in the past year; 3% reported being involuntarily unemployed compared to the 1% involuntary employment rate in nearly all pre-2017 surveys. However, around 91% still reported being employed in the profession and the current involuntary unemployment rate in December 2020, when the survey took place, was 2%. Median income has been stable at \$120K to \$130K between 2016 and 2020 after increasing from \$110K-\$120K in 2013. However, the percent earning above \$140,000 increased from 17% in 2016 to 20% in 2020; only 12% were in that income range in 2013. Job satisfaction increased back to the 2018 level of 87% after dropping to 84% in 2019; this was driven by pharmacists who reported being very satisfied with their job who increased from 44% to 47%.

Pharmacists intending to retire in the next decade increased from 22% in the pre-2017 surveys to 23% in 2017 and have stayed at 23% since. The percent planning to retire in the next two years increased from 6% in 2013 to 7% in recent years. Regarding future plans, only 9% intended to pursue additional education in 2020 compared to 13% in 2013.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	14,588	90%
New Licensees	885	5%
Non-Renewals	732	5%
All Licensees	16,205	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 97% of renewing pharmacists submitted a survey. These represent 91% of pharmacists who held a license at some point in 2020.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	127	870	87%
30 to 34	214	2,309	92%
35 to 39	191	2,440	93%
40 to 44	150	1,957	93%
45 to 49	124	1,772	94%
50 to 54	138	1,677	92%
55 to 59	105	1,331	93%
60 and Over	385	2,415	86%
Total	1,434	14,771	91%
New Licenses			
Issued in 2020	295	590	67%
Metro Status			
Non-Metro	110	1,039	90%
Metro	613	8,039	93%
Not in Virginia	711	5,693	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	16,205
New:	5%
Not Renewed:	5%

Survey Response Rates

All Licensees:	91%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	14,771
Response Rate, all licensees	91%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2020.
- Target Population:** All pharmacists who held a Virginia license at some point in 2020.
- 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 2020.

At a Glance:

Workforce

Pharmacist Workforce: 8,827
 FTEs: 7,142

Utilization Ratios

Licensees in VA Workforce: 54%
 Licensees per FTE: 2.27
 Workers per FTE: 1.24

Source: Va. Healthcare Workforce Data Center

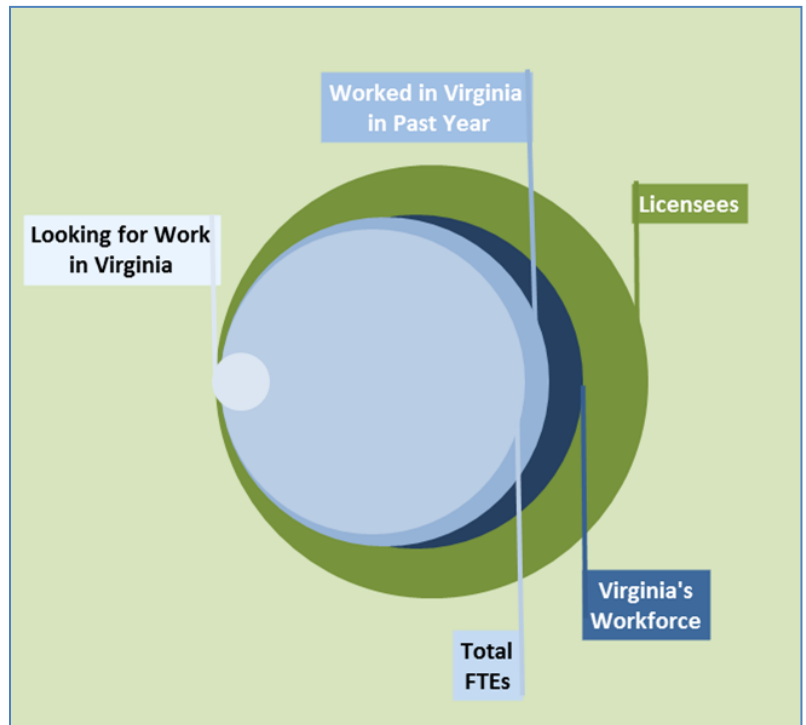
Virginia's Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	8,564	97%
Looking for Work in Virginia	263	3%
Virginia's Workforce	8,827	100%
Total FTEs	7,142	
Licensees	16,205	

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 hours (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.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	163	28%	426	72%	590	8%
30 to 34	371	31%	821	69%	1,192	16%
35 to 39	333	30%	764	70%	1,096	15%
40 to 44	253	28%	635	72%	888	12%
45 to 49	211	28%	543	72%	754	10%
50 to 54	250	31%	557	69%	807	11%
55 to 59	234	35%	431	65%	665	9%
60 +	654	53%	583	47%	1,237	17%
Total	2,470	34%	4,760	66%	7,230	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	61%	4,710	65%	1,704	60%
Black	19%	822	11%	356	12%
Asian	7%	1,328	18%	641	22%
Other Race	0%	118	2%	41	1%
Two or more races	3%	120	2%	66	2%
Hispanic	10%	114	2%	53	2%
Total	100%	7,212	100%	2,861	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, 2018. Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 66%
% Under 40 Female: 70%

Age

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

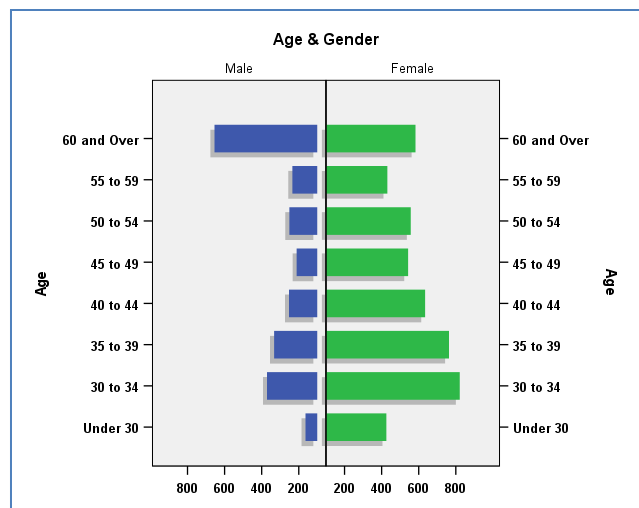
Diversity

Diversity Index: 53%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 53% 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 57%.

40% 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: 32%

Virginia Background

HS in Virginia: 48%
 Prof. Education in VA: 49%
 HS/Prof. Educ. in VA: 57%

Location Choice

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

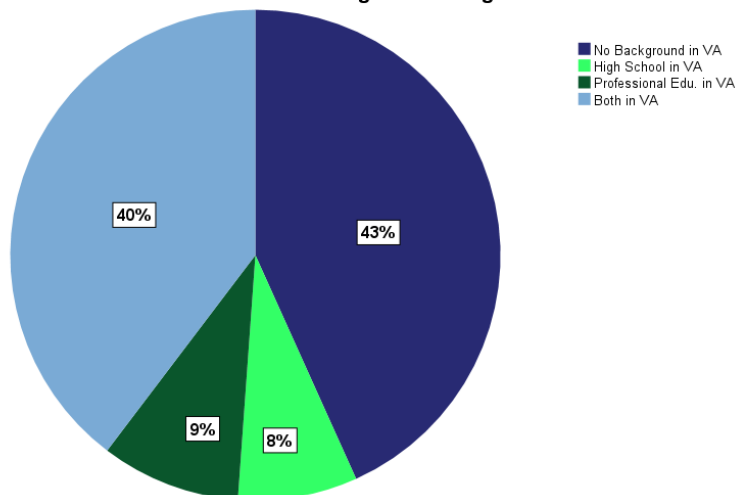
Source: Va. Healthcare Workforce Data Center

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+	21%	58%	20%
2	Metro, 250,000 to 1 million	51%	42%	7%
3	Metro, 250,000 or less	40%	47%	13%
Non-Metro Counties				
4	Urban pop 20,000+, metro adjacent	56%	35%	9%
6	Urban pop, 2,500-19,999, metro adjacent	60%	30%	11%
7	Urban pop, 2,500-19,999, non adjacent	89%	6%	5%
8	Rural, metro adjacent	54%	37%	9%
9	Rural, non adjacent	60%	27%	13%
Overall		32%	51%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



32% 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 work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,377	Virginia	3,429
2	Outside U.S./Canada	830	Pennsylvania	466
3	Pennsylvania	419	North Carolina	315
4	New York	338	Outside U.S./Canada	308
5	Maryland	227	New York	256
6	North Carolina	200	Maryland	228
7	West Virginia	179	Washington, D.C.	196
8	New Jersey	158	Massachusetts	192
9	Ohio	138	West Virginia	181
10	Florida	126	Ohio	137

Source: Va. Healthcare Workforce Data Center

48% of Virginia's pharmacists received their high school degree in Virginia, and 49% received their initial professional degree in the state.

Among pharmacists who have been licensed in the past five years, 42% received their high school degree in Virginia, and 45% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	740	Virginia	760
2	Outside U.S./Canada	207	Pennsylvania	111
3	Pennsylvania	101	North Carolina	90
4	New York	85	Maryland	78
5	Maryland	75	Tennessee	64
6	North Carolina	63	Outside U.S./Canada	60
7	Florida	49	New York	52
8	New Jersey	38	Florida	49
9	Ohio	35	West Virginia	44
10	Georgia	35	Massachusetts	41

Source: Va. Healthcare Workforce Data Center

46% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2020. 90% of these professionals worked at some point in the past year, including 82% who currently work as pharmacists.

At a Glance:

Not in VA Workforce

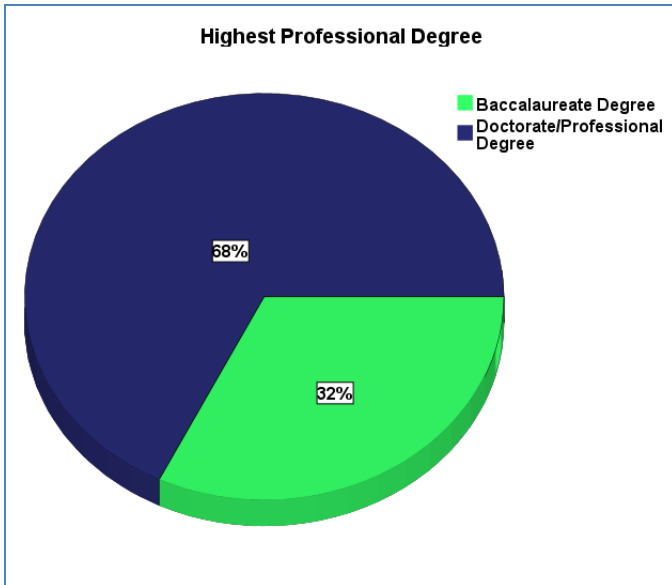
Total:	7,377
% of Licensees:	46%
Federal/Military:	7%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	2,235	32%
Pharm.D.	4,701	68%
Total	6,936	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

B.S. Pharmacy:	32%
Pharm.D.:	68%

Educational Debt

Carry debt:	42%
Under age 40 w/ debt:	72%
Median debt:	\$120k-\$130k

Source: Va. Healthcare Workforce Data Center

68% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a Bachelor's degree in Pharmacy.

42% of pharmacists currently have educational debt, including 72% of those under the age of 40. For those with educational debt, the median debt is between \$120,000 and \$130,000. Among those under the age of 40 with debt, median is \$150,000 to \$160,000.

Educational Debt				
Amount Carried	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	3,368	58%	647	28%
\$20,000 or less	166	3%	72	3%
\$20,001-\$40,000	195	3%	87	4%
\$40,001-\$60,000	217	4%	99	4%
\$60,001-\$80,000	213	4%	107	5%
\$80,001-100,000	201	3%	115	5%
\$100,001-\$120,000	206	4%	144	6%
\$120,001-\$140,000	152	3%	110	5%
\$140,001-\$160,000	195	3%	158	7%
\$160,001-\$180,000	153	3%	128	5%
\$180,001-\$200,000	147	3%	124	5%
Over \$200,000	643	11%	554	24%
Total	5,856	100%	2,345	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Top Specialties

Immunization:	16%
Community Pharmacy:	8%
Ambulatory Care:	4%

Top Board Certifications

BPS - Pharmacotherapy:	6%
BPS - Ambulatory Care:	1%
BCGP - Geriatrics:	1%

Top Residencies (PGY1)

Pharmacy Practice (Post 1993):	11%
Community Pharmacy:	5%
Pharmacy Practice (Pre 1993):	3%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	938	11%
Community Pharmacy	412	5%
Pharmacy Practice (Pre 1993)	288	3%
Managed Care Pharmacy	38	0%
Other	0	0%
Total	1,676	19%
PGY2		
Ambulatory Care	109	1%
Critical Care	66	1%
Internal Medicine/Cardiology	40	<1%
Drug Information	37	<1%
Health-system Pharmacy Administration	33	<1%
Infectious Disease	32	<1%
Pediatrics	29	<1%
Psychiatry	28	<1%
Oncology	25	<1%
Pharmacotherapy	21	<1%
Geriatrics	21	<1%
Informatics	14	<1%
Solid Organ Transfer	13	<1%
Other	148	2%
At Least One	616	7%

Source: Va. Healthcare Workforce Data Center

Board Certifications		
Certification	#	%
BPS-Pharmacotherapy	503	6%
BPS-Ambulatory Care	99	1%
BCGP-Geriatrics	84	1%
BPS-Oncology	43	<1%
BPS- Psychiatric	23	<1%
BPS- Nutrition	13	<1%
BPS-Nuclear Pharmacy	7	<1%
ABAT-Applied Toxicology	2	0%
Other Board Certification	229	2%
At Least One Certification	912	10%

Source: Va. Healthcare Workforce Data Center

10% of pharmacists hold a board certification, including 6% who hold a certification in Pharmacotherapy. 33% also have a self-designated specialty area, including 16% who have a specialization in immunization.

At a Glance:

Top Services

Immunization: 32%
 Medication Management: 29%
 Compounding: 24%

Disease Management

Anticoagulation: 20%
 Diabetes: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Disease Management in Collaborative Practice		
	#	%
Anticoagulation	69	20%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Anticoagulation, Diabetes	34	10%
Hypertension, Hypercholesterolemia, Diabetes	24	7%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Travel medications, Anticoagulation, Diabetes	23	7%
Travel medications	21	6%
Anticoagulation, Diabetes	19	5%
Hypertension, Hypercholesterolemia, Tobacco cessation, Diabetes	19	5%
Hypertension, Hypercholesterolemia, Asthma, Anticoagulation, Diabetes	17	5%
Hypertension, Hypercholesterolemia, Tobacco cessation, Anticoagulation, Diabetes	13	4%
Hypertension, Hypercholesterolemia, Anticoagulation, Diabetes	12	3%
Tobacco cessation	12	3%
Hypertension, Diabetes	11	3%
Hypertension, Hypercholesterolemia, Asthma, Tobacco cessation, Diabetes	11	3%
Diabetes	10	3%
Hypertension, Anticoagulation, Diabetes	8	2%
Hypertension, Hypercholesterolemia, Asthma, Diabetes	4	1%
Hypertension	3	1%
Hypertension, Asthma, Anticoagulation, Diabetes	3	1%
Hypertension, Asthma, Diabetes	3	1%
Hypertension, Tobacco cessation, Anticoagulation, Diabetes	3	1%
Other	30	9%
Total	349	100%

Source: Va. Healthcare Workforce Data Center

Services Provided				
Services	Primary		Secondary	
	#	%	#	%
Primary Service, Immunization	2,862	32%	2,862	32%
Primary Service, Medication Therapy Management	2,533	29%	310	4%
Primary Service, Compounding	2,102	24%	214	2%
Primary Service, Central Filling	1,140	13%	143	2%
Primary Service, Remote Order Processing	1,004	11%	95	1%
Primary Service, Collaborative Practice Agreement	587	7%	68	1%
At Least One	4,625	52%	3,086	35%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 91%
Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 72%
2 or More Positions: 8%

Weekly Hours:

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	7	0%
Employed in a pharmacy-related capacity	6,335	91%
Employed, NOT in a pharmacy-related capacity	254	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	105	2%
Voluntarily unemployed	151	2%
Retired	119	2%
Total	6,970	100%

Source: Va. Healthcare Workforce Data Center

91% of Virginia's pharmacists are currently employed in the profession, and 2% of all pharmacy professionals are involuntarily unemployed at the moment. 72% of the state's pharmacist workforce have one full-time job, while 8% of pharmacists have multiple positions. 49% 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	375	5%
One Part-Time Position	992	15%
Two Part-Time Positions	158	2%
One Full-Time Position	4,917	72%
One Full-Time Position & One Part-Time Position	349	5%
Two Full-Time Positions	9	0%
More than Two Positions	40	1%
Total	6,840	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	375	6%
1 to 9 hours	189	3%
10 to 19 hours	242	4%
20 to 29 hours	472	7%
30 to 39 hours	1,432	21%
40 to 49 hours	3,310	49%
50 to 59 hours	477	7%
60 to 69 hours	170	3%
70 to 79 hours	77	1%
80 or more hours	42	1%
Total	6,786	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	46	1%
\$50,000 or less	449	9%
\$50,001-\$60,000	133	3%
\$60,001-\$70,000	98	2%
\$70,001-\$80,000	149	3%
\$80,001-\$90,000	199	4%
\$90,001-\$100,000	257	5%
\$100,001-\$110,000	541	10%
\$110,001-\$120,000	601	12%
\$120,001-\$130,000	806	16%
\$130,001-\$140,000	716	14%
\$140,001-\$150,000	464	9%
More than \$150,000	730	14%
Total	5,189	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$120k-130k

Benefits
Employer Retirement: 71%
Employer Health Insrnce: 70%

Satisfaction
Satisfied: 87%
Very Satisfied: 47%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,155	47%
Somewhat Satisfied	2,698	40%
Somewhat Dissatisfied	571	9%
Very Dissatisfied	311	5%
Total	6,735	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacist earned between \$120,000 and \$130,000 in 2020. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 70% received health insurance and 70% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	4,839	76%	80%
Retirement	4,317	68%	71%
Health Insurance	4,263	67%	70%
Dental Insurance	4,122	65%	68%
Paid Sick Leave	3,818	60%	63%
Group Life Insurance	3,089	49%	52%
Signing/Retention Bonus	372	6%	6%
Received At Least One Benefit	5,169	82%	85%

*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?	235	3%
Experience Voluntary Unemployment?	246	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	332	4%
Work two or more positions at the same time?	662	7%
Switch employers or practices?	355	4%
Experienced at least 1	1,464	17%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 3%
 Underemployed: 4%

Stability
 Switched: 4%
 New Location: 20%
 Over 2 years: 63%
 Over 2 yrs, 2nd location: 49%

Employment Type
 Salary or Wage: 93%

Source: Va. Healthcare Workforce Data Center

3% of Virginia's pharmacists were involuntary unemployed at some point in 2020. By comparison, Virginia's average monthly unemployment rate was 6.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	140	2%	59	7%
Less than 6 Months	525	8%	123	15%
6 Months to 1 Year	540	8%	99	12%
1 to 2 Years	1,201	19%	152	18%
3 to 5 Years	1,408	22%	175	21%
6 to 10 Years	1,012	16%	97	11%
More than 10 Years	1,637	25%	139	16%
Subtotal	6,463	100%	845	100%
Did not have location	328		7,940	
Item Missing	2,036		42	
Total	8,827		8,827	

Source: Va. Healthcare Workforce Data Center

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

63% 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	2,909	50%
Hourly Wage	2,535	43%
By Contract	84	1%
Business/ Practice Income	284	5%
Unpaid	29	0%
Subtotal	5,842	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate rose from 2.8% in February 2020 to a high of 10.8% in April 2020. More recently, it fell to 4.6% in November 2020 and this rate was preliminary at the time of publication. December's unemployment rate was not available at the time of this publication.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	70%
Lowest Region:	2%

Locations

2 or more (2020):	10%
2 or more (Now*):	12%

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

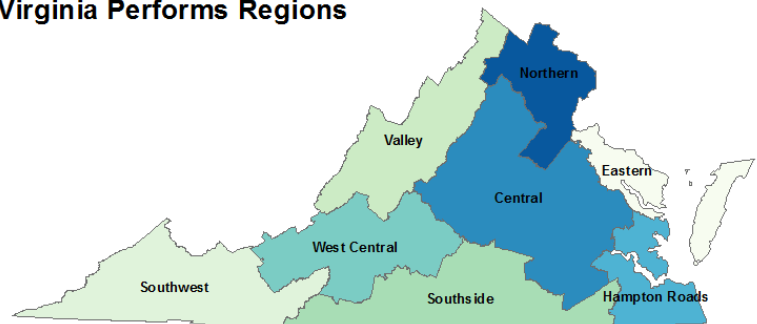
Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,721	27%	158	18%
Eastern	110	2%	20	2%
Hampton Roads	1,185	18%	144	17%
Northern	1,610	25%	203	23%
Southside	212	3%	26	3%
Southwest	358	6%	84	10%
Valley	387	6%	67	8%
West Central	731	11%	76	9%
Virginia Border State/DC	45	1%	30	3%
Other US State	47	1%	52	6%
Outside of the US	2	0%	4	0%
Total	6,408	100%	864	100%
Item Missing	2,091		22	

Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in 2020		Work Locations Now*	
	#	%	#	%
0	325	4%	363	5%
1	7,619	86%	5,534	83%
2	450	5%	441	7%
3	279	3%	263	4%
4	32	0%	15	0%
5	19	0%	13	0%
6 or More	104	1%	67	1%
Total	8,827	100%	6,696	100%

*At the time of survey completion, December 2020. Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Over the past year, 10% of Virginia's pharmacists worked at multiple locations.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,832	64%	560	70%
Non-Profit	1,568	26%	174	22%
State/Local Government	231	4%	34	4%
Veterans Administration	129	2%	5	1%
U.S. Military	134	2%	18	2%
Other Federal Gov't	78	1%	7	1%
Total	5,972	100%	798	100%
Did not have location	328		7,940	
Item Missing	2,529		88	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

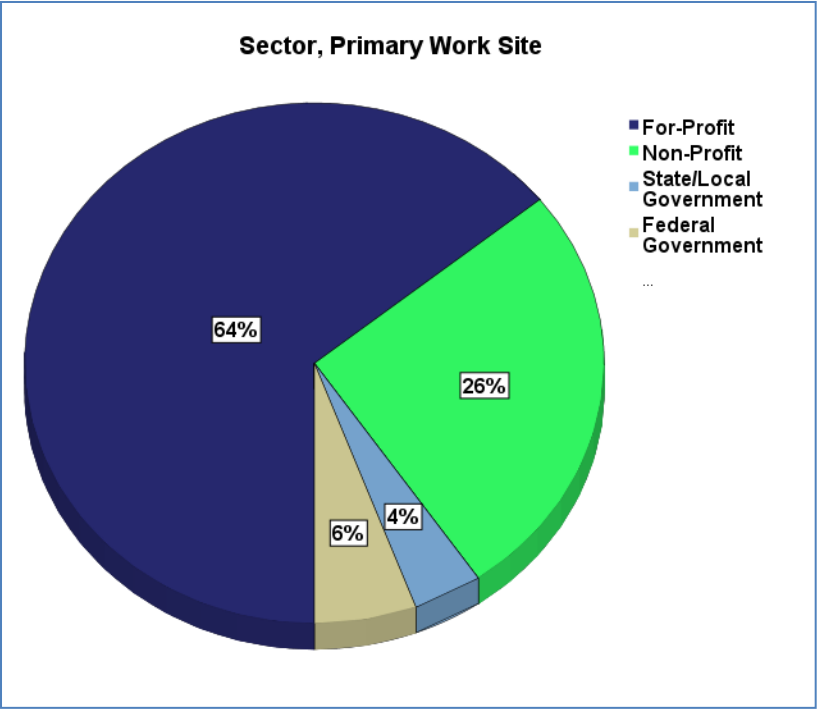
For Profit:	64%
Federal:	6%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	27%
Hospital/Health System: (Inpatient)	25%
Independent Pharmacy: (1-4 Stores)	9%

Source: Va. Healthcare Workforce Data Center

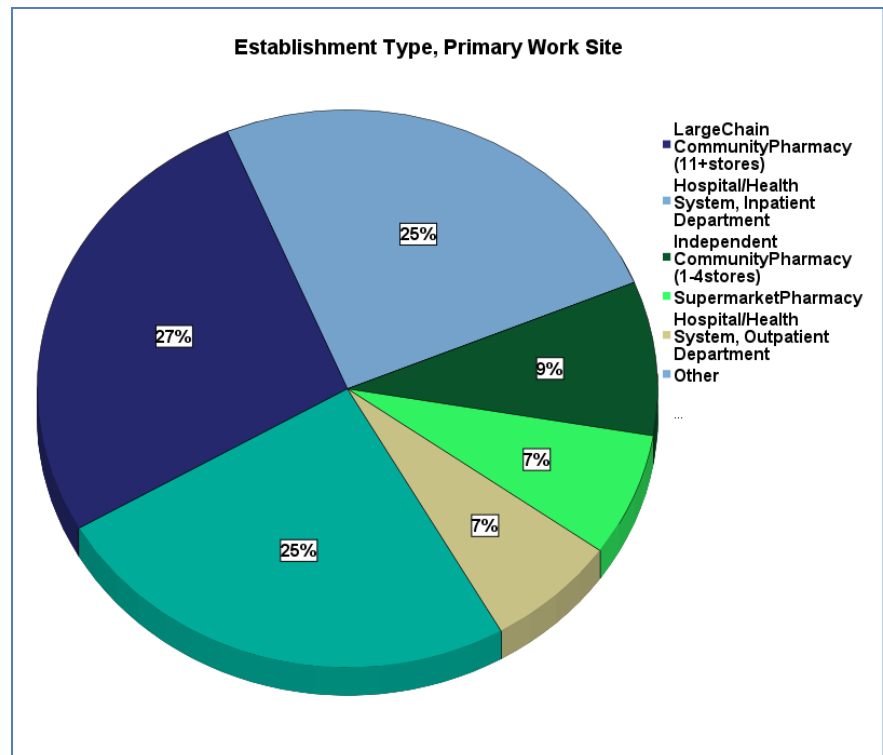
91% of all pharmacists work in the private sector, including 64% who work at a for-profit company. Another 5% of pharmacists work for the federal government, while 4% work for a state or local government.



Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy	1,583	27%	197	25%
Hospital/Health System, Inpatient Department	1,473	25%	140	18%
Independent Community Pharmacy	523	9%	105	13%
Supermarket Pharmacy	420	7%	32	4%
Hospital/Health System, Outpatient Department	405	7%	32	4%
Mass Merchandiser (i.e. Big Box Store)	238	4%	29	4%
Clinic-Based Pharmacy	210	4%	73	9%
Nursing Home/Long-Term Care	176	3%	30	4%
Benefit Administration	151	3%	11	1%
Academic Institution	113	2%	36	5%
Home Health/Infusion	69	1%	5	1%
Mail Service Pharmacy	68	1%	7	1%
Manufacturer	52	1%	3	0%
Small Chain Community Pharmacy	28	0%	5	1%
Wholesale Distributor	10	0%	1	0%
Other	346	6%	72	9%
Total	5,865	100%	778	100%
Did Not Have a Location	328		7,940	

Large chain community pharmacies of more than 10 stores are the most common establishment type in Virginia, employing over a quarter 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 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%

Roles

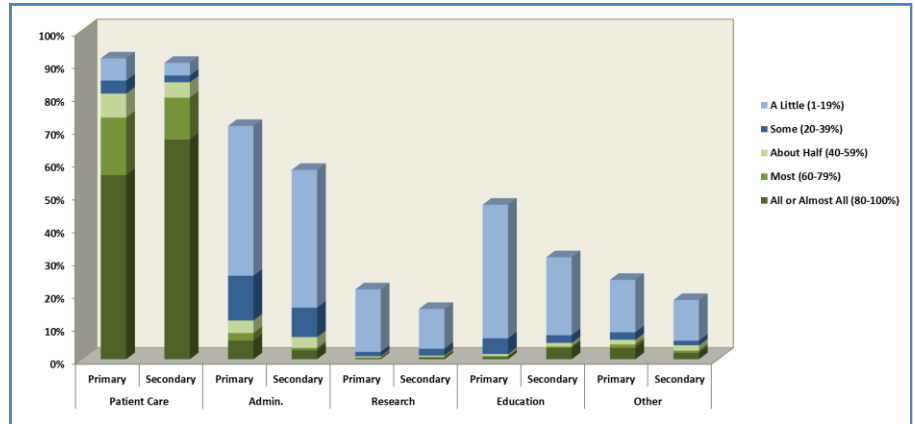
Patient Care: 74%
Administration: 8%
Education: 1%

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, about 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%)	56%	67%	6%	3%	0%	1%	1%	3%	3%	2%
Most (60-79%)	18%	13%	2%	1%	0%	0%	0%	0%	1%	1%
About Half (40-59%)	7%	5%	4%	3%	0%	0%	1%	1%	1%	2%
Some (20-39%)	4%	2%	14%	9%	1%	2%	5%	2%	2%	1%
A Little (1-20%)	7%	4%	46%	42%	19%	12%	41%	24%	16%	12%
None (0%)	8%	10%	29%	42%	79%	84%	53%	69%	76%	82%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	220	4%	-	-
50 to 54	241	4%	0	0%
55 to 59	628	11%	122	6%
60 to 64	1,431	26%	549	26%
65 to 69	1,931	35%	859	41%
70 to 74	572	10%	315	15%
75 to 79	155	3%	91	4%
80 or over	87	2%	44	2%
I do not intend to retire	318	6%	117	6%
Total	5,582	100%	2,097	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 45%

Under 60: 20%

Pharmacists 50 and over

Under 65: 32%

Under 60: 6%

Time until Retirement

Within 2 years: 7%

Within 10 years: 23%

Half the workforce: By 2045

Source: Va. Healthcare Workforce Data Center

45% of Virginia’s pharmacists expect to retire before the age of 65, while 21% plan on working until at least age 70. Among pharmacists who are age 50 and over, 32% still plan on retiring by age 65, while over a quarter expect to work until at least age 70.

Within the next two years, 2% of Virginia’s pharmacists plan on leaving the profession and 3% expect to leave the state. Meanwhile, 9% of pharmacists expect to pursue additional educational opportunities, and 8% plan on increasing the number of hours that they devote to patients.

Future Plans

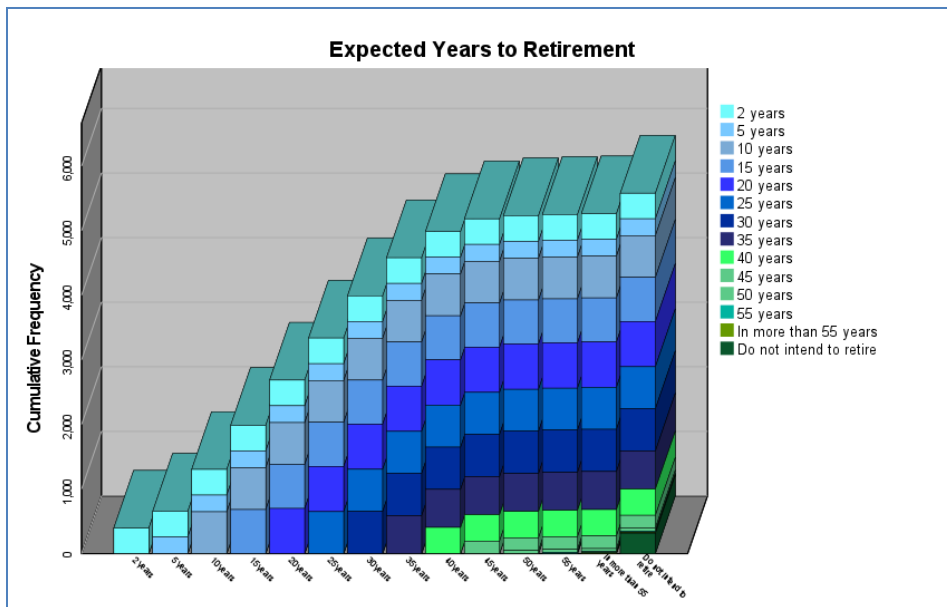
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	169	2%
Leave Virginia	229	3%
Decrease Patient Care Hours	249	3%
Decrease Teaching Hours	28	0%
Increase Participation		
Increase Patient Care Hours	705	8%
Increase Teaching Hours	418	5%
Pursue Additional Education	817	9%
Return to Virginia’s Workforce	120	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 23% plan on retiring in the next ten years. Half of the current pharmacist workforce expect to retire by 2045.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	396	7%	7%
5 years	261	5%	12%
10 years	647	12%	23%
15 years	682	12%	36%
20 years	700	13%	48%
25 years	651	12%	60%
30 years	655	12%	72%
35 years	588	11%	82%
40 years	407	7%	89%
45 years	196	4%	93%
50 years	49	1%	94%
55 years	18	0%	94%
In more than 55 years	13	0%	94%
Do not intend to retire	318	6%	100%
Total	5,582	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2030. Retirement will peak at 13% of the current workforce around 2040 before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 7,142
 FTEs/1,000 Residents²: 0.836
 Average: 0.85

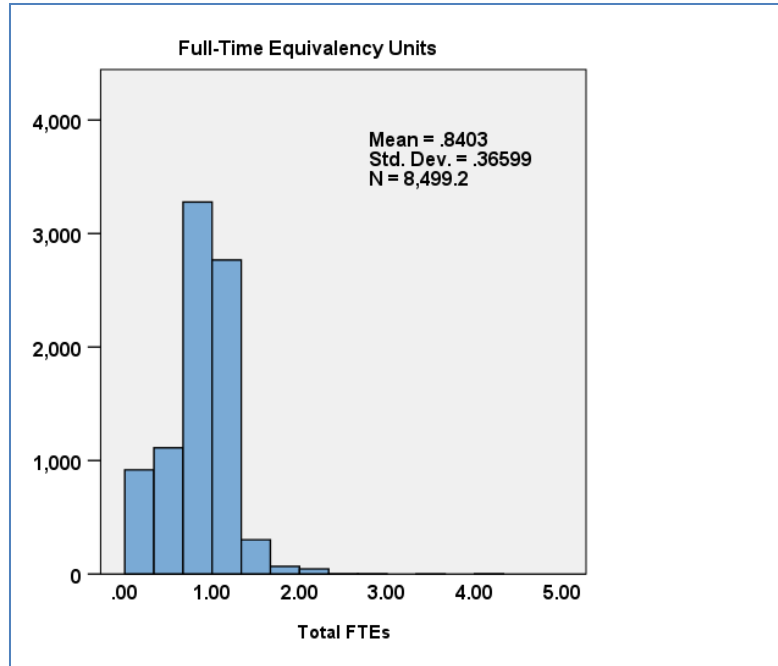
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

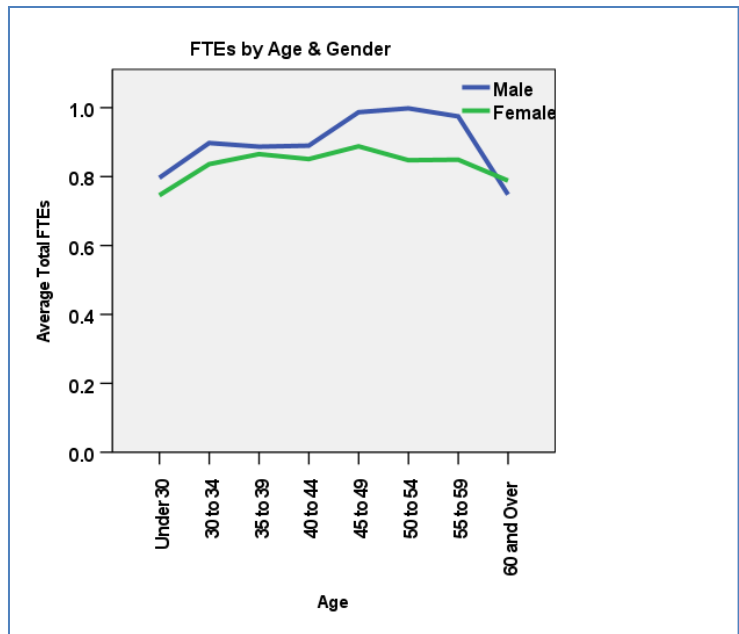


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.85 FTEs in 2020, or about 34 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.³

Full-Time Equivalency Units		
Age		
	Average	Median
Under 30	0.77	0.83
30 to 34	0.84	0.86
35 to 39	0.83	0.84
40 to 44	0.81	0.80
45 to 49	0.99	1.09
50 to 54	0.87	0.83
55 to 59	0.88	0.83
60 and Over	0.76	0.72
Gender		
Male	0.88	0.96
Female	0.84	0.93

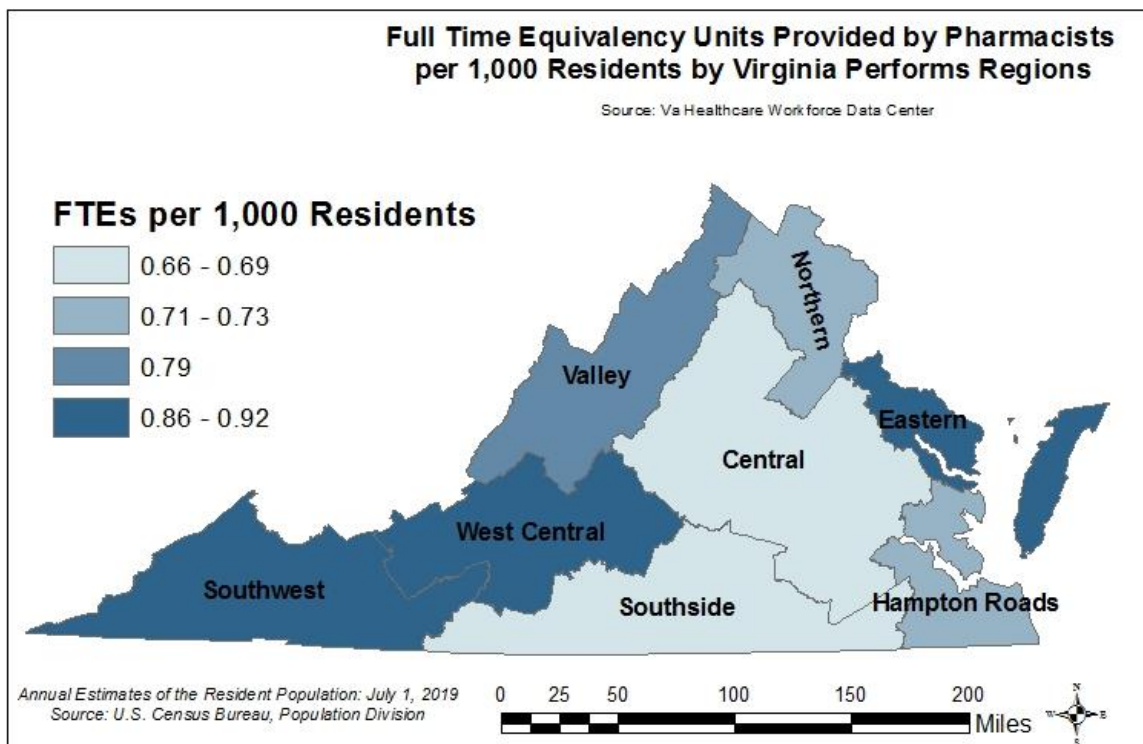
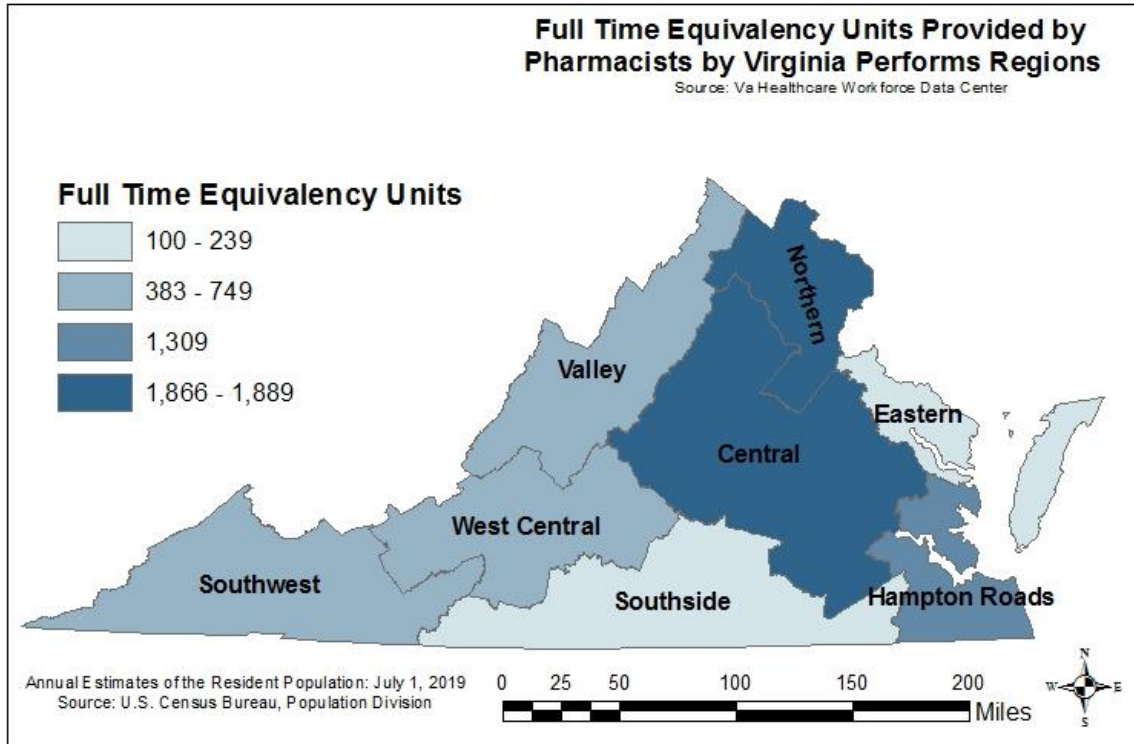
Source: Va. Healthcare Workforce Data Center

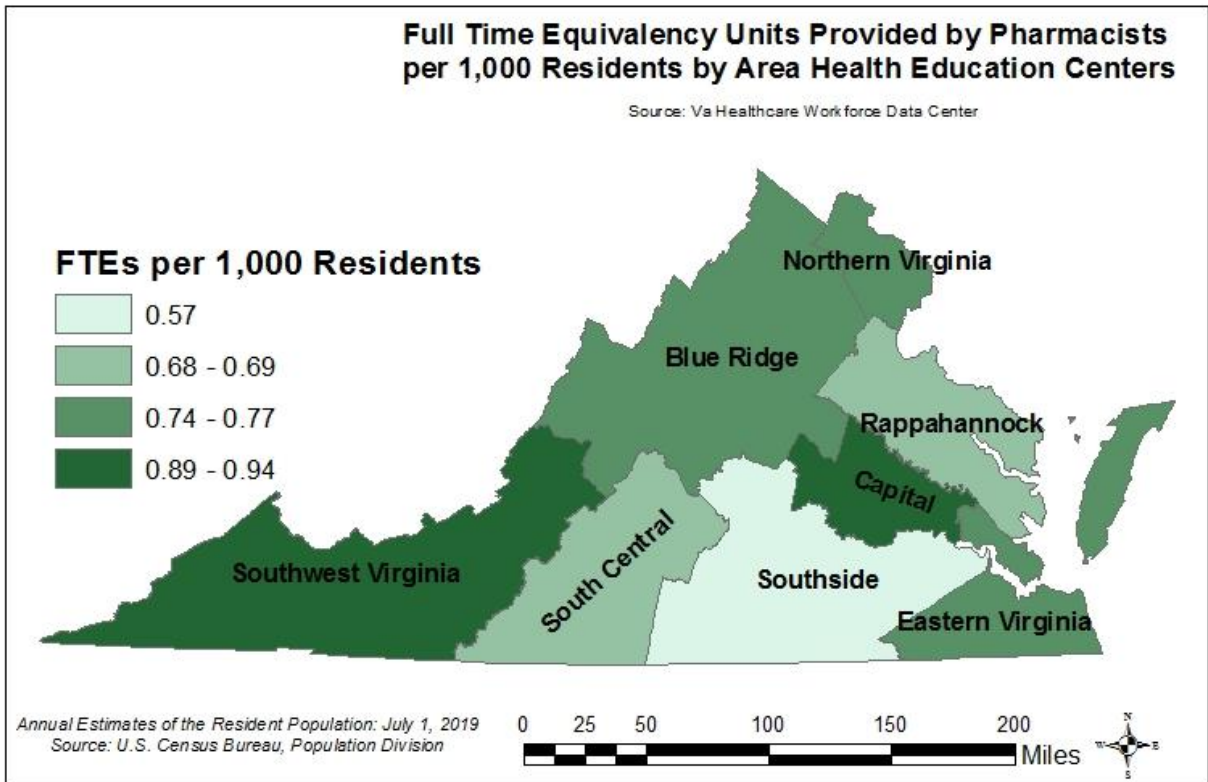
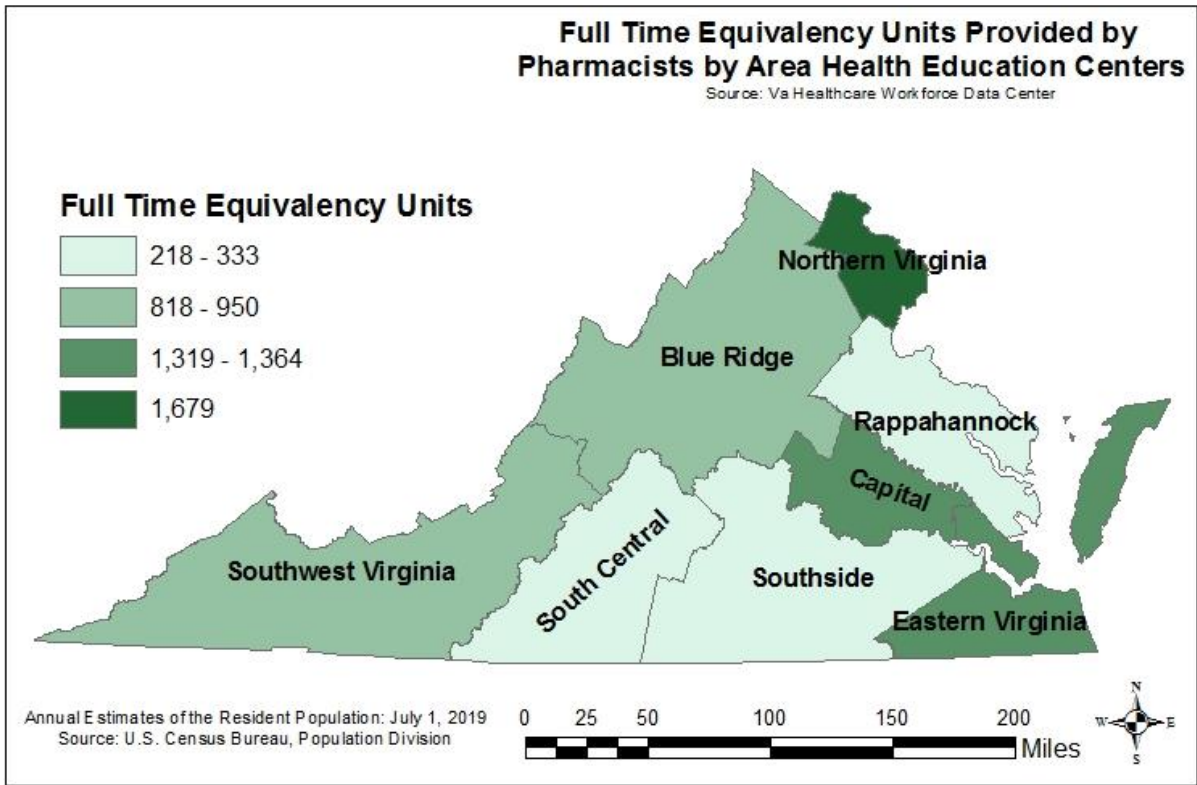


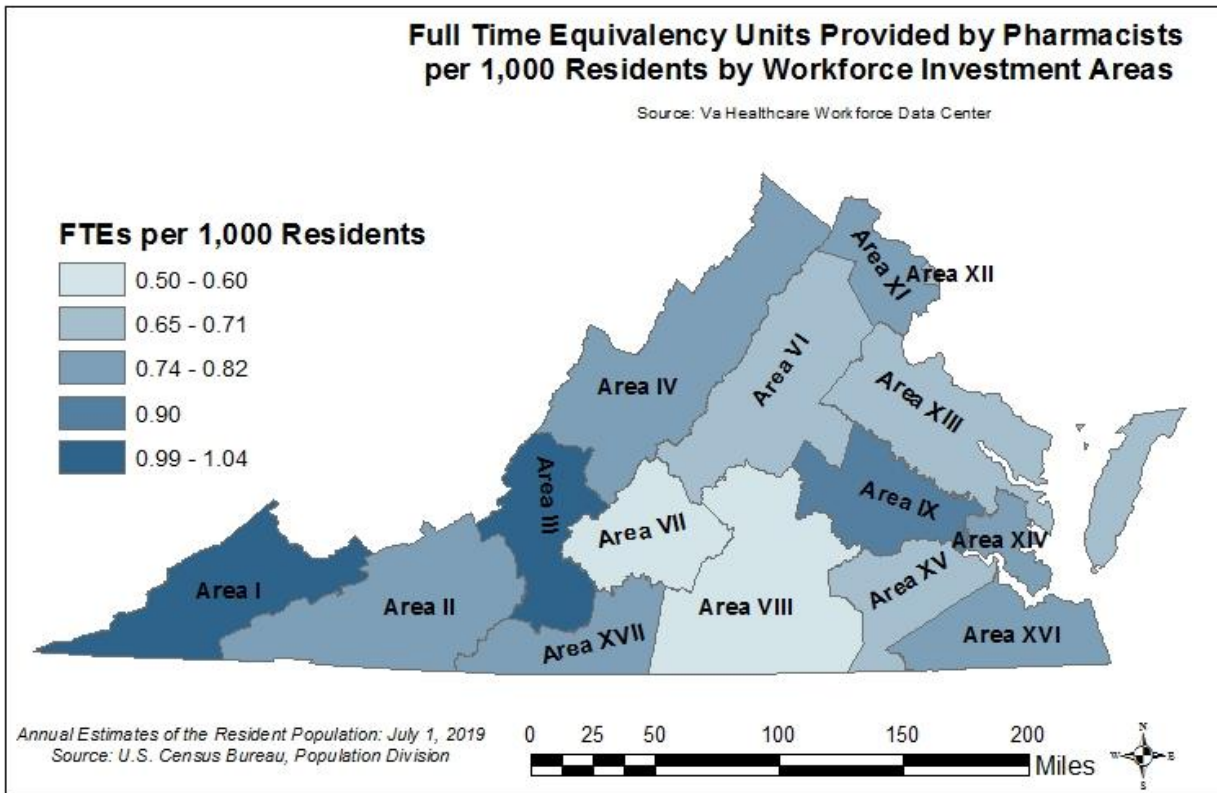
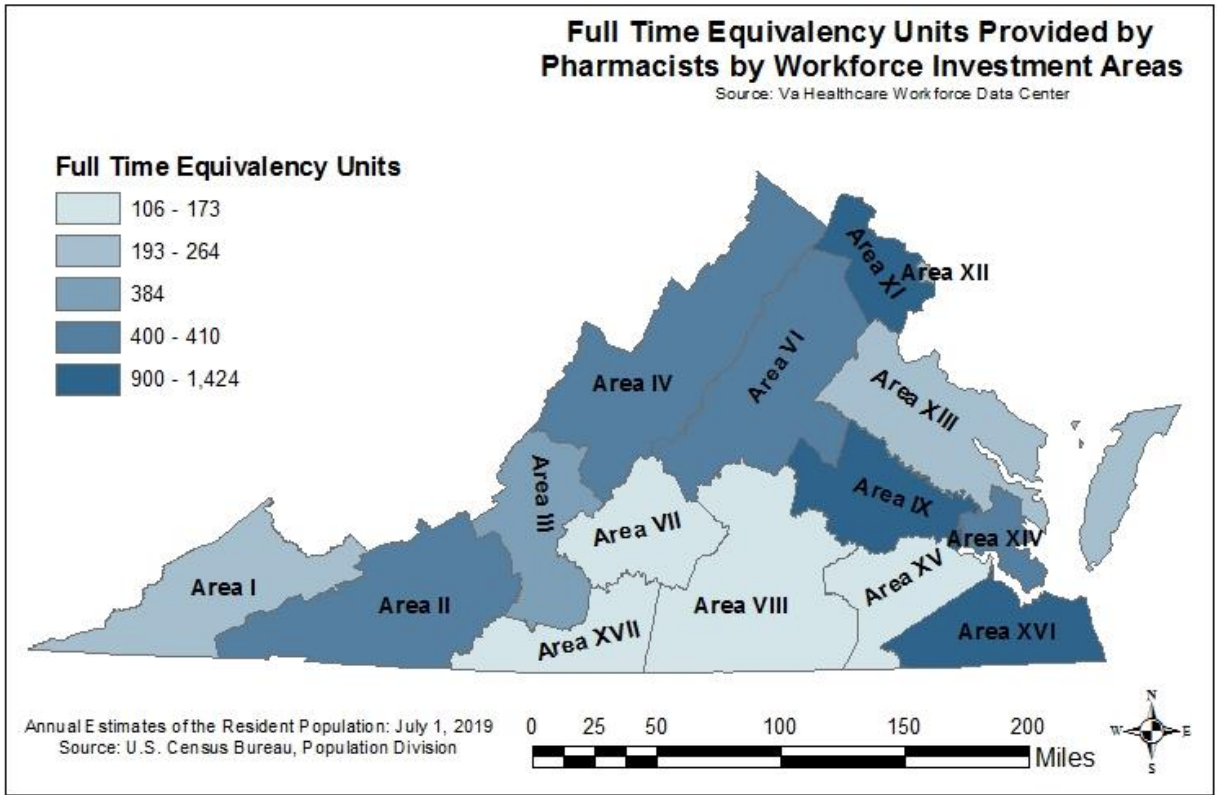
Source: Va. Healthcare Workforce Data Center

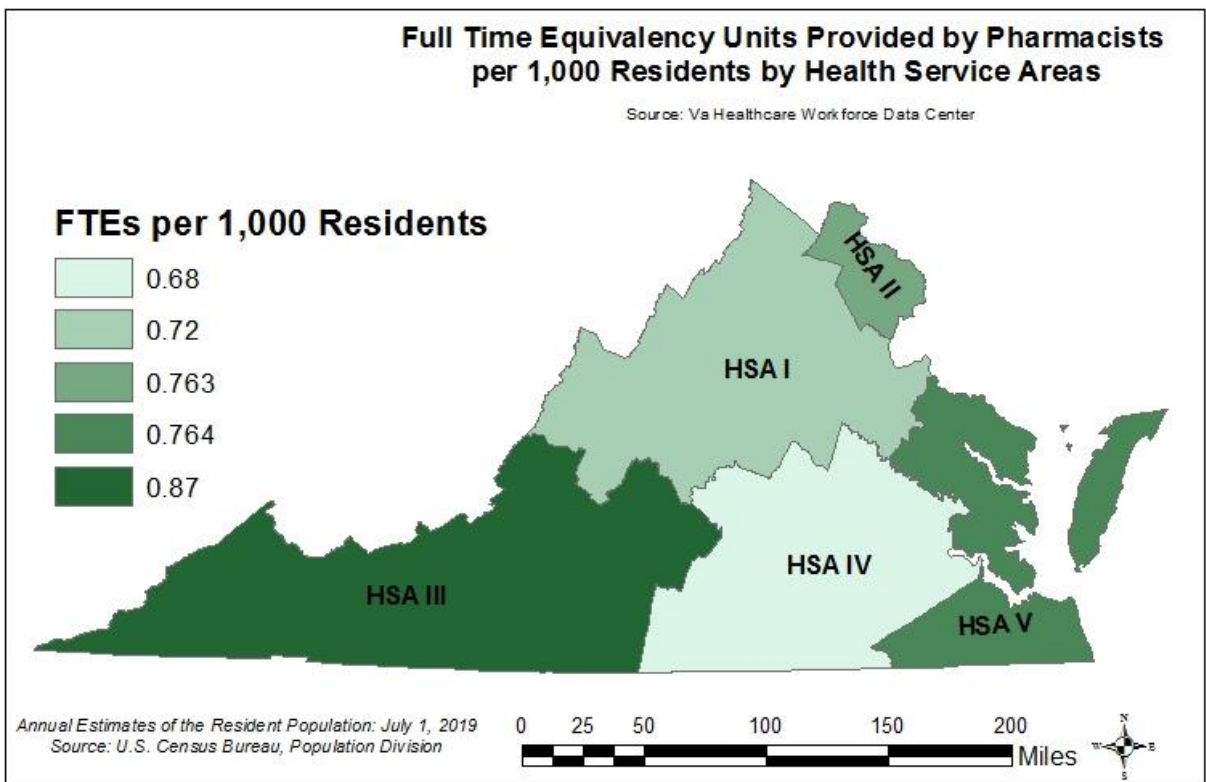
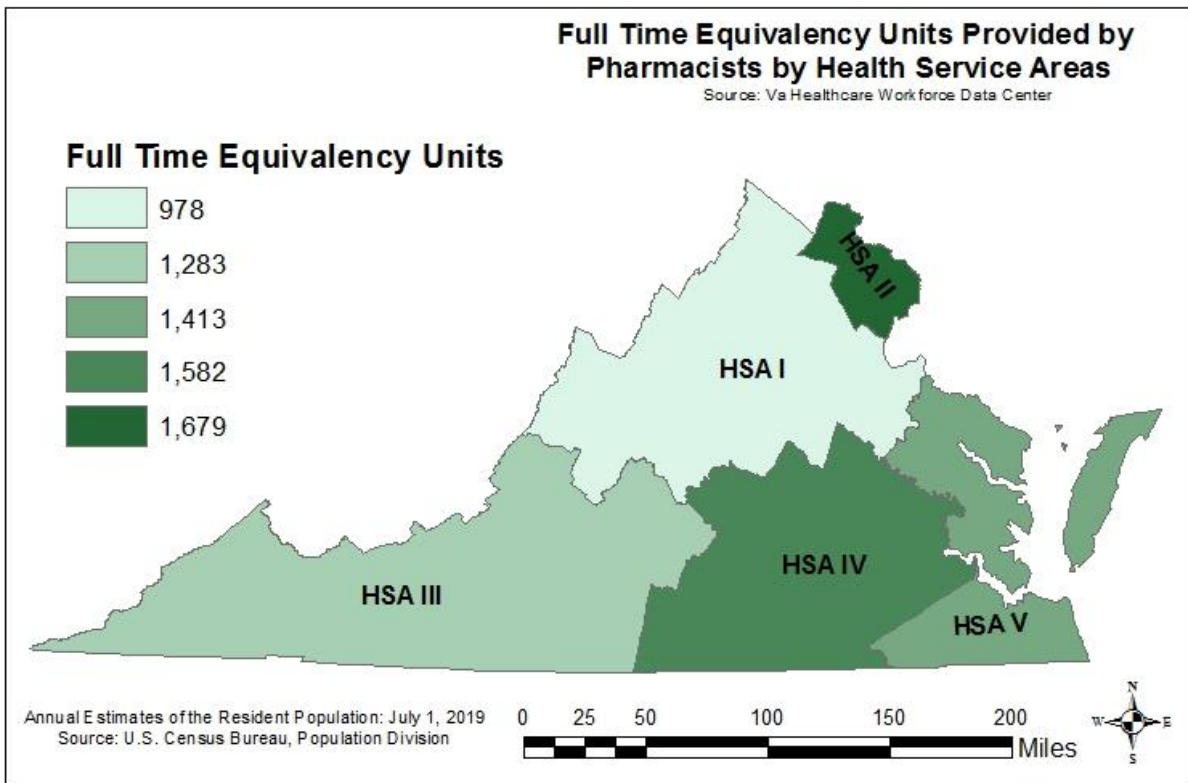
² Number of residents in 2019 was used as the denominator.

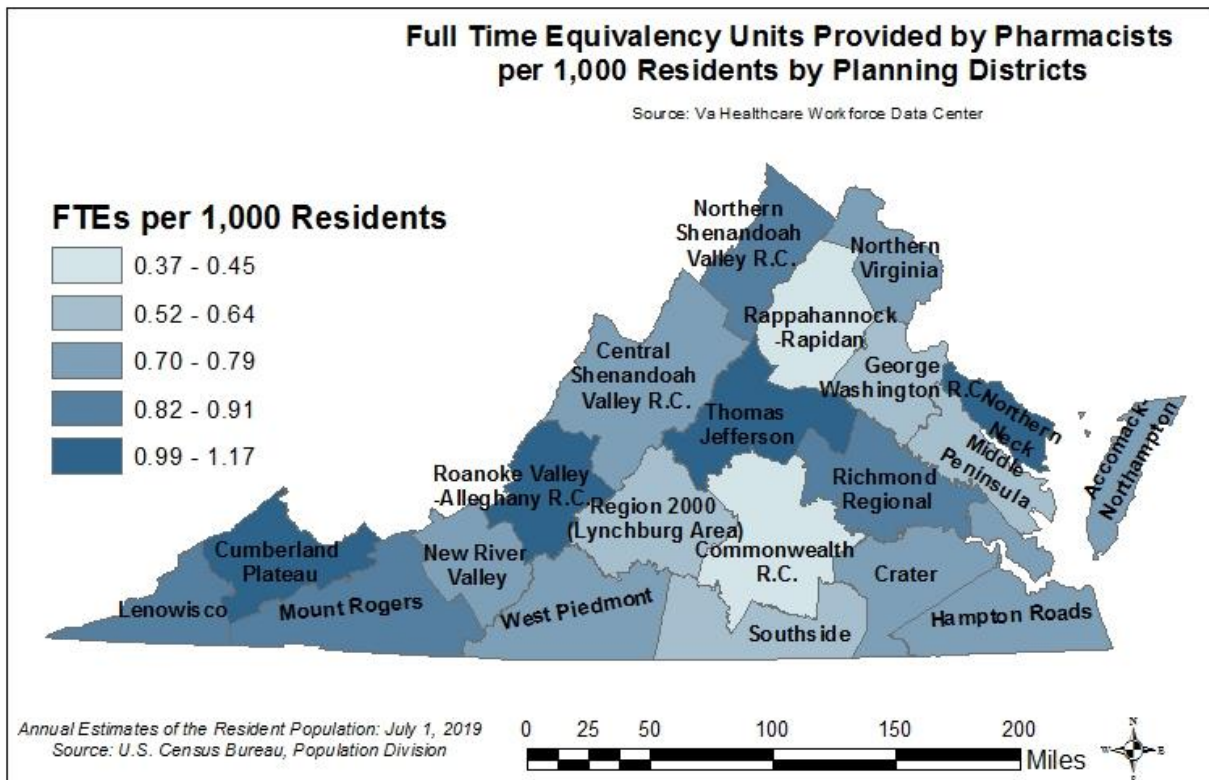
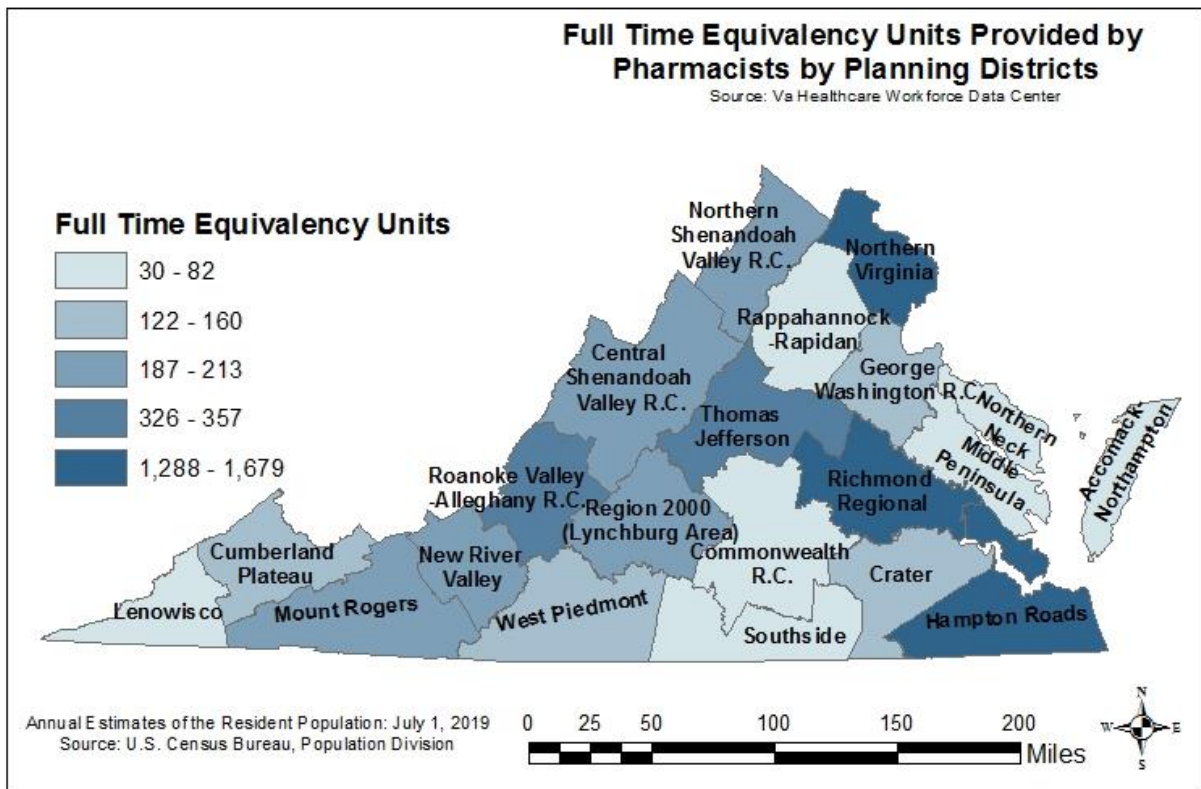
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,646	92.88%	1.0766	1.0500	1.1378
Metro, 250,000 to 1 million	936	92.84%	1.0771	1.0505	1.1383
Metro, 250,000 or less	1,070	93.18%	1.0732	1.0467	1.1342
Urban pop 20,000+, Metro adj	118	88.14%	1.1346	1.1066	1.1991
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	361	89.47%	1.1176	1.0900	1.1812
Urban pop, 2,500-19,999, nonadj	296	93.58%	1.0686	1.0422	1.1293
Rural, Metro adj	241	88.38%	1.1315	1.1035	1.1957
Rural, nonadj	133	91.73%	1.0902	1.0632	1.1521
Virginia border state/DC	2,857	90.34%	1.1069	1.0796	1.1698
Other US State	3,547	87.74%	1.1398	1.1116	1.2045

Source: Va. Healthcare Workforce Data Center

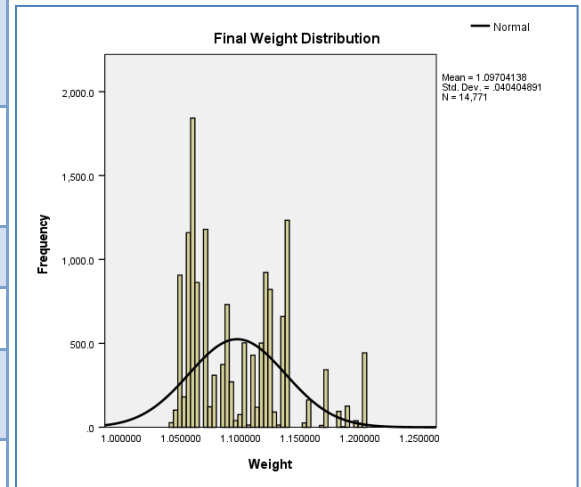
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.91151



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	997	87.26%	1.1460	1.1162	1.1906
30 to 34	2,523	91.52%	1.0927	1.0643	1.1352
35 to 39	2,631	92.74%	1.0783	1.0503	1.1202
40 to 44	2,107	92.88%	1.0766	1.0487	1.1186
45 to 49	1,896	93.46%	1.0700	1.0422	1.1116
50 to 54	1,815	92.40%	1.0823	1.0542	1.1244
55 to 59	1,436	92.69%	1.0789	1.0509	1.1209
60 and Over	2,800	86.25%	1.1594	1.1293	1.2045

Source: Va. Healthcare Workforce Data Center