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# *Virginia's Pharmacist Workforce: 2023*

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Healthcare Workforce Data Center

February 2024

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

*15,384 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 their ongoing cooperation.*

***Thank You!***

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# The Pharmacist Workforce: At a Glance:

## The Workforce

Licensees:	16,841
Virginia's Workforce:	9,047
FTEs:	7,266

## Background

Rural Childhood:	31%
HS Degree in VA:	47%
Prof. Degree in VA:	49%

## Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	74%
Satisfied?:	87%

## Survey Response Rate

All Licensees:	91%
Renewing Practitioners:	97%

## Education

Baccalaureate:	27%
Pharm.D./Professional:	73%

## Job Turnover

Switched Jobs in 2022:	6%
Employed over 2 yrs.:	58%

## Demographics

Female:	68%
Diversity Index:	55%
Median Age:	44

## Finances

Median Inc.:	\$130k-\$140k
Health Benefits:	64%
Under 40 w/ Ed debt:	69%

## Primary Roles

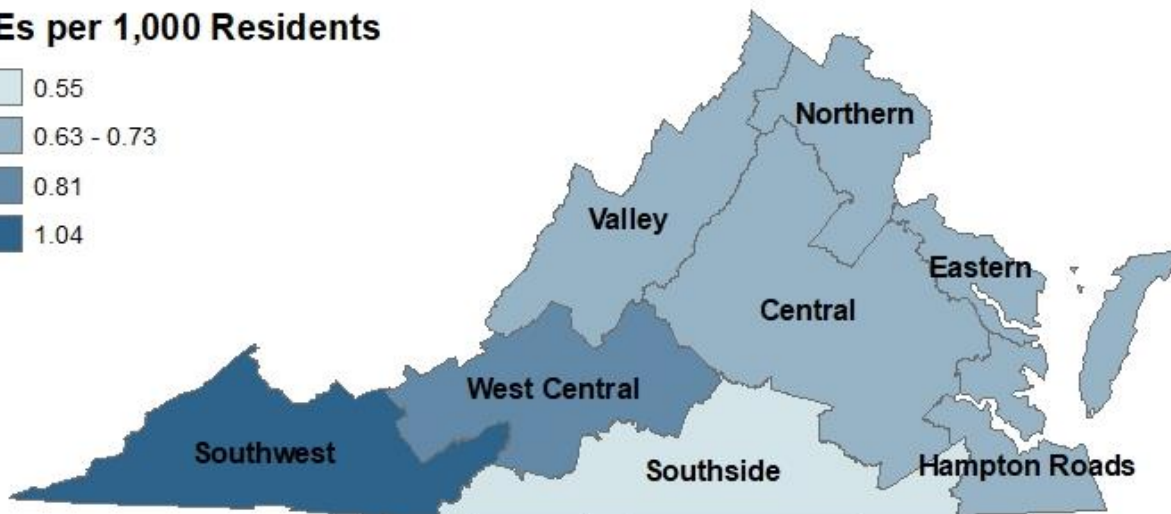
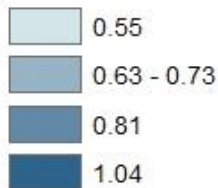
Patient Care:	73%
Administration:	8%
Education:	1%

Source: Va. Healthcare Workforce Data Center

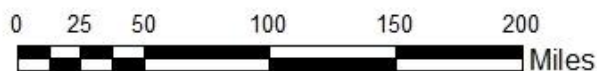
## Full Time Equivalency Units Provided by Pharmacists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



## Results in Brief

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A total of 15,384 pharmacists voluntarily took part in the 2023 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 16,841 pharmacists who are licensed in the state and 97% of renewing practitioners. The HWDC estimates that the 9,047 pharmacists in the Virginia's workforce during the survey period provided 7,266 full-time equivalency units (FTE).

The majority of Virginia's pharmacists are female, and the median age among those in the workforce is 44. Almost one-third of pharmacists grew up in a rural area, and close to one-quarter of these professionals currently work in non-metro areas of the state. Overall, 10% of Virginia's pharmacists work in a non-metro area. 73% of Virginia's pharmacist workforce have earned a doctorate or other professional degree as their highest educational attainment. Further, 41% of pharmacists currently carry educational debt. Nearly seven out of ten of those under the age of 40 carry education debt. The median debt for those pharmacists with educational debt is between \$120,000 and \$130,000.

More than nine out of every ten pharmacists are currently employed in the profession, with 74% holding one full-time position. Over the past year, 1% of pharmacists were involuntarily unemployed, while another 2% were underemployed. The typical pharmacist earned between \$130,000 and \$140,000 in 2023. Around 87% of all pharmacists are satisfied with their current employment situation, including 44% who indicated that they are "very satisfied".

About 91% of all pharmacists work in the private sector, including 62% who work at a for-profit organization. Hospital health systems were the most common working establishment type for Virginia's pharmacist workforce, employing 26% of all professionals. Large chain pharmacies (i.e., pharmacies with more than 11 stores) also were common employers. About 47% of 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 2048.

## Summary of Trends

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The total number of licensed pharmacists has grown by almost 32% since 2013. Of these, the number working in the state workforce has also increased, but only by 14%. Additionally, the 6% increase in FTE provided in state by pharmacists between 2013 and 2023 is an even more modest increase.

The diversity index of Virginia's pharmacists increased from 47% in 2013 to 55% in 2023. The percentage of pharmacists who are female also increased, from 62% in 2013 to 68% in 2023. Median age has been relatively stable between 44 and 45 years in the 10 years. The percent under age 40, increased slightly from 37% in 2013 to 38% in 2023.

Educational attainment, specifically those who reported a PharmD, continues to increase in the pharmacist workforce, from 51% in 2013 to 73% in 2023. The percent reporting educational debt has also increased from 35% in 2013 to 41% in 2023. Median educational debt also increased from \$90K-\$100K in 2013 to \$120K-\$130K in 2023.

Around 91% of pharmacists reported being employed in the profession, compared to 93% in 2013. Median income increased from \$110K-\$120K in 2013 to \$130K-\$140K in 2023. Job satisfaction has decreased from 93% in 2013 to 91% in 2023. Pharmacists intending to retire within 10 years increased from 22% in 2013 to 25% in 2023. Regarding future plans, only 6% intended to increase patient care hours in 2023 compared to 12% in 2013.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	15,179	90%
<b>New Licensees</b>	778	5%
<b>Non-Renewals</b>	884	5%
<b>All Licensees</b>	<b>16,841</b>	<b>100%</b>

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 2023.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	96	621	87%
<b>30 to 34</b>	202	2,086	91%
<b>35 to 39</b>	224	2,750	93%
<b>40 to 44</b>	171	2,336	93%
<b>45 to 49</b>	152	1,888	93%
<b>50 to 54</b>	124	1,772	94%
<b>55 to 59</b>	129	1,462	92%
<b>60 and Over</b>	359	2,469	87%
<b>Total</b>	<b>1,457</b>	<b>15,384</b>	<b>91%</b>
<b>New Licenses</b>			
<b>Issued in 2023</b>	232	546	70%
<b>Metro Status</b>			
<b>Non-Metro</b>	101	1,043	91%
<b>Metro</b>	596	8,277	93%
<b>Not in Virginia</b>	760	6,064	89%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Pharmacists**

Number:	16,841
New:	5%
Not Renewed:	5%

**Survey Response Rates**

All Licensees:	91%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	15,384
<b>Response Rate, all licensees</b>	91%
<b>Response Rate, Renewals</b>	97%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- The Survey Period:** The survey was conducted in December 2023.
- Target Population:** All pharmacists who held a Virginia license at some point in 2023.
- 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 2023.

## At a Glance:

### Workforce

Pharmacist Workforce: 9,047  
 FTEs: 7,266

### Utilization Ratios

Licensees in VA Workforce: 54%  
 Licensees per FTE: 2.32  
 Workers per FTE: 1.25

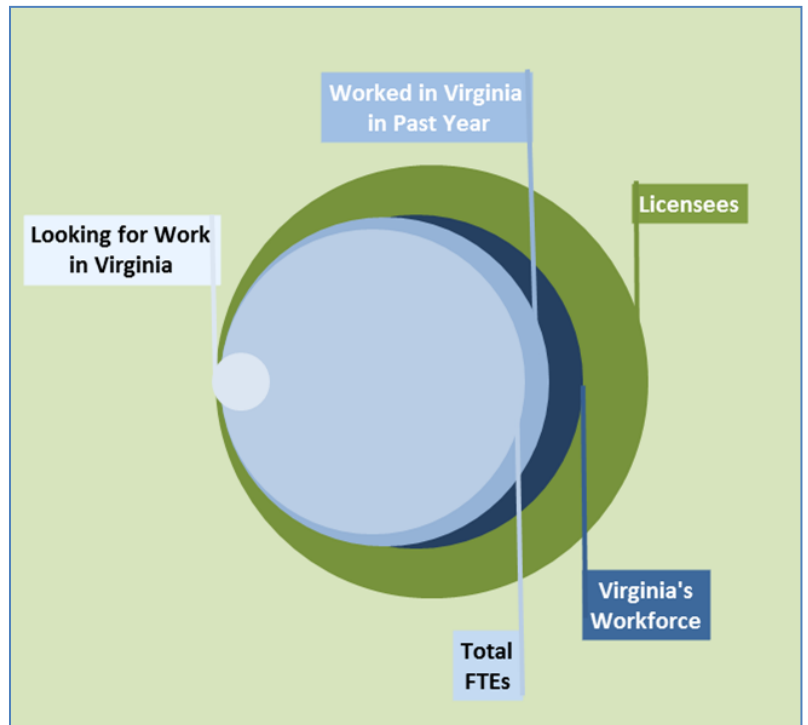
Source: Va. Healthcare Workforce Data Center

## 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 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.

Virginia's Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	8,832	98%
Looking for Work in Virginia	216	2%
Virginia's Workforce	9,047	100%
Total FTEs	7,266	
Licensees	16,841	

Source: Va. Healthcare Workforce Data Center



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](http://www.dhp.virginia.gov/hwdc)



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	108	23%	361	77%	469	7%
30 to 34	295	29%	737	71%	1,031	14%
35 to 39	385	32%	830	68%	1,214	17%
40 to 44	274	28%	695	72%	969	14%
45 to 49	238	29%	572	71%	810	11%
50 to 54	215	27%	569	73%	784	11%
55 to 59	227	32%	483	68%	710	10%
60 +	532	46%	631	54%	1,163	16%
<b>Total</b>	<b>2,274</b>	<b>32%</b>	<b>4,877</b>	<b>68%</b>	<b>7,151</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	59%	4,465	63%	1,561	58%
Black	18%	869	12%	331	12%
Asian	7%	1,432	20%	648	24%
Other Race	1%	103	1%	37	1%
Two or more races	5%	139	2%	71	3%
Hispanic	10%	133	2%	66	2%
<b>Total</b>	<b>100%</b>	<b>7,141</b>	<b>100%</b>	<b>2,714</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, 2022.

Source: Va. Healthcare Workforce Data Center

38% of pharmacists are under the age of 40, and 71% of these professionals are female. In addition, pharmacists who are under the age of 40 are just as diverse as Virginia's overall population.

At a Glance:

**Gender**

% Female: 68%  
% Under 40 Female: 71%

**Age**

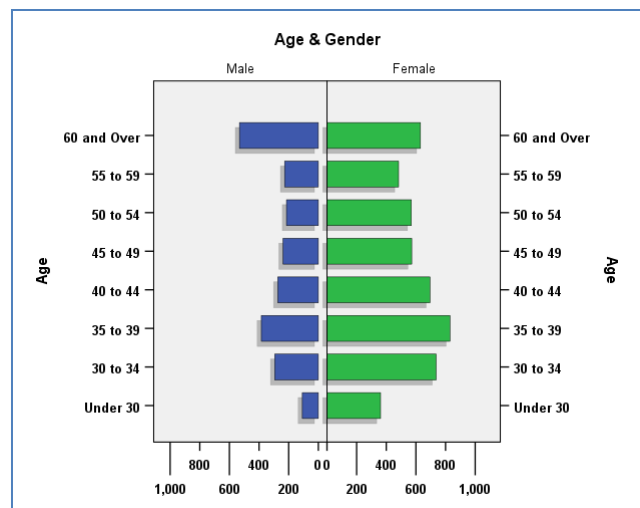
Median Age: 44  
% Under 40: 38%  
% 55+: 26%

**Diversity**

Diversity Index: 55%  
Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 55% 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 60%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 17%  
Rural Childhood: 31%

### Virginia Background

HS in Virginia: 47%  
Prof. Education in VA: 49%  
HS/Prof. Educ. in VA: 57%

### Location Choice

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

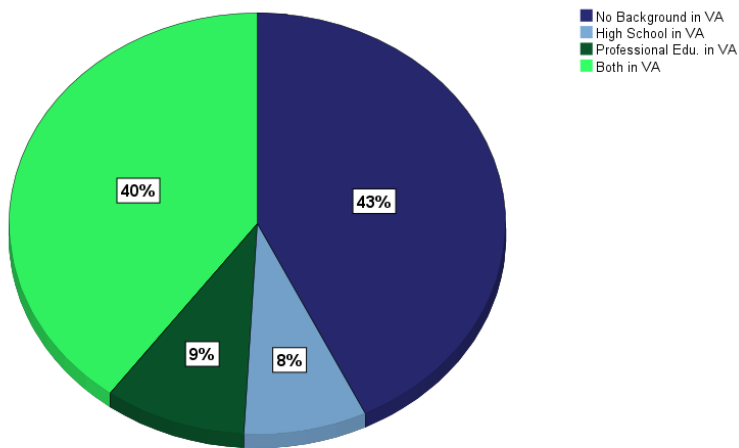
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	21%	59%	21%
2	Metro, 250,000 to 1 million	52%	41%	8%
3	Metro, 250,000 or less	40%	45%	15%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, metro adjacent	57%	32%	11%
6	Urban pop, 2,500-19,999, metro adjacent	64%	26%	10%
7	Urban pop, 2,500-19,999, non adjacent	88%	10%	2%
8	Rural, metro adjacent	53%	37%	9%
9	Rural, non adjacent	67%	22%	11%
<b>Overall</b>		<b>31%</b>	<b>51%</b>	<b>17%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

31% of pharmacists grew up in self-described rural areas, and 23% of these professionals currently work in non-metro counties. Overall, 10% of Virginia's pharmacist workforce currently work in non-metro counties.

## Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,292	Virginia	3,341
2	Outside U.S./Canada	910	Pennsylvania	460
3	Pennsylvania	406	Outside U.S./Canada	358
4	New York	304	North Carolina	332
5	Maryland	223	New York	239
6	North Carolina	199	Maryland	231
7	West Virginia	191	West Virginia	192
8	New Jersey	136	Massachusetts	189
9	Florida	119	Washington, D.C.	159
10	Ohio	109	Tennessee	137

Source: Va. Healthcare Workforce Data Center

*47% 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, 39% 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	612	Virginia	678
2	Outside U.S./Canada	215	North Carolina	108
3	Pennsylvania	84	Pennsylvania	101
4	Maryland	68	Outside U.S./Canada	81
5	North Carolina	64	Maryland	78
6	New York	63	Tennessee	76
7	Florida	41	West Virginia	55
8	West Virginia	38	New York	43
9	Texas	29	Massachusetts	39
10	New Jersey	27	Ohio	36

Source: Va. Healthcare Workforce Data Center

*46% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2023. 92% 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

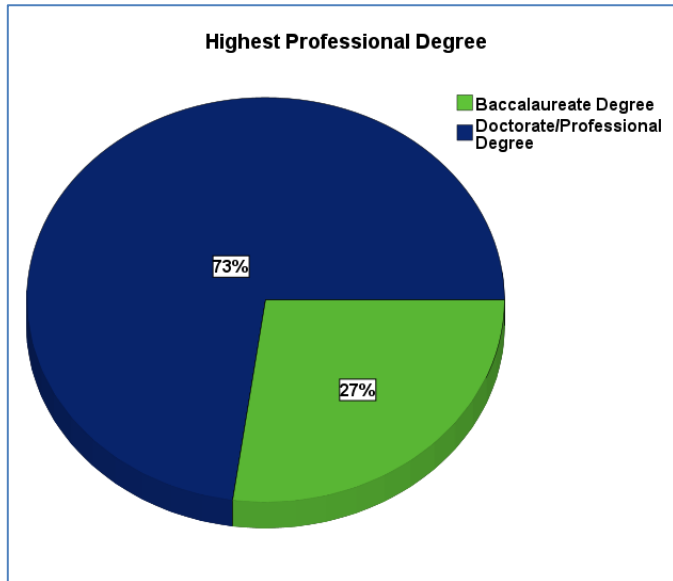
Total:	7,793
% of Licensees:	46%
Federal/Military:	8%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	1,854	27%
Pharm.D.	4,961	73%
<b>Total</b>	<b>6,815</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**

B.S. Pharmacy: 27%

Pharm.D.: 73%

**Educational Debt**

Carry debt: 41%

Under age 40 w/ debt: 69%

Median debt: \$120k-\$130k

Source: Va. Healthcare Workforce Data Center

73% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a Bachelor's degree in Pharmacy.

41% of pharmacists currently have educational debt, including 69% 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	
	#	%	#	%
<b>None</b>	3,209	59%	619	31%
<b>\$20,000 or less</b>	152	3%	53	3%
<b>\$20,001-\$40,000</b>	161	3%	54	3%
<b>\$40,001-\$60,000</b>	195	4%	90	4%
<b>\$60,001-\$80,000</b>	149	3%	67	3%
<b>\$80,001-100,000</b>	171	3%	96	5%
<b>\$100,001-\$120,000</b>	144	3%	91	5%
<b>\$120,001-\$140,000</b>	152	3%	98	5%
<b>\$140,001-\$160,000</b>	172	3%	134	7%
<b>\$160,001-\$180,000</b>	148	3%	111	6%
<b>\$180,001-\$200,000</b>	128	2%	98	5%
<b>Over \$200,000</b>	661	12%	503	25%
<b>Total</b>	<b>5,442</b>	<b>100%</b>	<b>2,014</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

**Top Specialties**

Immunization:	15%
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):	12%
Community Pharmacy:	5%
Pharmacy Practice (Pre 1993):	3%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
<b>Pharmacy Practice (Post 1993)</b>	1047	12%
<b>Community Pharmacy</b>	432	5%
<b>Pharmacy Practice (Pre 1993)</b>	254	3%
<b>Managed Care Pharmacy</b>	32	<1%
<b>Total</b>	<b>1,765</b>	<b>20%</b>
PGY2		
<b>Ambulatory Care</b>	105	1%
<b>Critical Care</b>	78	1%
<b>Internal Medicine/Cardiology</b>	54	1%
<b>Oncology</b>	35	<1%
<b>Infectious Disease</b>	32	<1%
<b>Health-system Pharmacy Administration</b>	32	<1%
<b>Pediatrics</b>	29	<1%
<b>Drug Information</b>	24	<1%
<b>Psychiatry</b>	23	<1%
<b>Emergency Medicine</b>	23	<1%
<b>Pharmacotherapy</b>	22	<1%
<b>Solid Organ Transplant</b>	20	<1%
<b>Geriatrics</b>	18	<1%
<b>Other</b>	150	2%
<b>At Least One</b>	<b>624</b>	<b>7%</b>

Source: Va. Healthcare Workforce Data Center

**Board Certifications**

Certification	#	%
<b>BPS-Pharmacotherapy</b>	550	6%
<b>BPS-Ambulatory Care</b>	105	1%
<b>BCGP-Geriatrics</b>	73	1%
<b>BPS-Oncology</b>	43	<1%
<b>BPS- Psychiatric</b>	26	<1%
<b>BPS-Nuclear Pharmacy</b>	10	<1%
<b>BPS- Nutrition</b>	8	<1%
<b>ABAT-Applied Toxicology</b>	2	<1%
<b>Other Board Certification</b>	294	3%
<b>At Least One Certification</b>	<b>1,011</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

11% of pharmacists hold a board certification, including 6% who hold a certification in Pharmacotherapy. 31% also have a self-designated specialty area, including 15% who have a specialization in immunization.

## At a Glance:

### Top Services

Immunization:	29%
Medication Management:	25%
Compounding:	19%

### Disease Management

Diabetes:	41%
Anticoagulation:	39%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

### Disease Management in Collaborative Practice

	#	%
Diabetes	291	41%
Anticoagulation	283	39%
Hypertension	264	37%
Hypercholesterolemia	223	31%
Tobacco Cessation	178	25%
Asthma	152	21%
Travel Medications	96	13%
<b>At least one</b>	<b>406</b>	<b>63%</b>

Source: Va. Healthcare Workforce Data Center

*63% of the 406 pharmacists with a collaborative practice agreement were involved in providing at least one disease management service; diabetes management was the most commonly reported by 41% of those with the agreement. 23% of pharmacists in the state workforce also utilized at least one of the listed statewide protocols.*

### Services Provided

Services	Primary		Secondary	
	#	%	#	%
Primary Service, Immunization	2,643	29%	2,643	29%
Primary Service, Medication Therapy Management	2,278	25%	272	3%
Primary Service, Compounding	1,703	19%	184	2%
Primary Service, Central Filling	1,155	13%	158	2%
Primary Service, Remote Order Processing	907	10%	108	1%
Primary Service, Collaborative Practice Agreement	644	7%	74	1%
<b>At Least One</b>	<b>4,353</b>	<b>48%</b>	<b>2,889</b>	<b>32%</b>

Source: Va. Healthcare Workforce Data Center

### Statewide Protocols

	#	%
Immunization	1,911	21%
Naloxone	1,667	18%
Lowering Out-of-Pocket Expenses	338	4%
Epinephrine	327	4%
Emergency Contraception	229	3%
Hormonal Contraception	200	2%
Prenatal Vitamins	149	2%
HIV Post-Exposure Prophylaxis	115	1%
HIV Pre-Exposure Prophylaxis	95	1%
Tuberculin Skin Testing	45	1%
<b>At Least One</b>	<b>2,043</b>	<b>23%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 92%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 74%  
2 or More Positions: 8%

### Weekly Hours:

40 to 49: 54%  
60 or more: 4%  
Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	3	<1%
Employed in a pharmacy-related capacity	6,284	92%
Employed, NOT in a pharmacy-related capacity	265	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	38	1%
Voluntarily unemployed	165	2%
Retired	109	2%
<b>Total</b>	<b>6,864</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

92% of Virginia's pharmacists are currently employed in the profession, and 1% of all pharmacy professionals are involuntarily unemployed at the survey period. 74% of the state's pharmacist workforce have one full-time job, while 8% of pharmacists have multiple positions. 54% 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	312	5%
One Part-Time Position	869	13%
Two Part-Time Positions	109	2%
One Full-Time Position	4,969	74%
One Full-Time Position & One Part-Time Position	408	6%
Two Full-Time Positions	12	0%
More than Two Positions	33	0%
<b>Total</b>	<b>6,712</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	312	5%
1 to 9 hours	176	3%
10 to 19 hours	228	3%
20 to 29 hours	407	6%
30 to 39 hours	1,247	19%
40 to 49 hours	3,571	54%
50 to 59 hours	448	7%
60 to 69 hours	139	2%
70 to 79 hours	67	1%
80 or more hours	58	1%
<b>Total</b>	<b>6,653</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
Volunteer Work Only	37	1%
\$50,000 or less	358	7%
\$50,001-\$60,000	99	2%
\$60,001-\$70,000	76	2%
\$70,001-\$80,000	95	2%
\$80,001-\$90,000	113	2%
\$90,001-\$100,000	166	3%
\$100,001-\$110,000	384	8%
\$110,001-\$120,000	434	9%
\$120,001-\$130,000	663	13%
\$130,001-\$140,000	645	13%
\$140,001-\$150,000	604	12%
More than \$150,000	1,240	25%
<b>Total</b>	<b>4,914</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Employer Retirement: 65%  
Employer Health Insurance: 64%

**Satisfaction**  
Satisfied: 87%  
Very Satisfied: 44%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,949	44%
Somewhat Satisfied	2,839	43%
Somewhat Dissatisfied	600	9%
Very Dissatisfied	260	4%
<b>Total</b>	<b>6,648</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical pharmacist earned between \$130,000 and \$140,000 in 2023. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 68% received health insurance and 70% also had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	4,616	73%	78%
Retirement	4,077	65%	70%
Health Insurance	4,021	64%	68%
Dental Insurance	3,934	63%	67%
Paid Sick Leave	3,396	54%	58%
Group Life Insurance	2,779	44%	48%
Signing/Retention Bonus	620	10%	10%
<b>Received At Least One Benefit</b>	<b>4,896</b>	<b>78%</b>	<b>83%</b>

\*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?	85	1%
Experience Voluntary Unemployment?	247	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	182	2%
Work two or more positions at the same time?	699	8%
Switch employers or practices?	520	6%
<b>Experienced at least 1</b>	<b>1,428</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

*1% of Virginia’s pharmacists experienced involuntary unemployment at some point in 2023. By comparison, Virginia’s average monthly unemployment rate was 2.9%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	126	2%	51	6%
<b>Less than 6 Months</b>	601	9%	127	15%
<b>6 Months to 1 Year</b>	635	10%	106	13%
<b>1 to 2 Years</b>	1,314	21%	151	18%
<b>3 to 5 Years</b>	1,190	19%	161	19%
<b>6 to 10 Years</b>	958	15%	107	13%
<b>More than 10 Years</b>	1,533	24%	130	16%
<b>Subtotal</b>	<b>6,357</b>	<b>100%</b>	<b>833</b>	<b>100%</b>
<b>Did not have location</b>	293		8,180	
<b>Item Missing</b>	2,397		35	
<b>Total</b>	<b>9,047</b>		<b>9,047</b>	

Source: Va. Healthcare Workforce Data Center

*Half of all pharmacists receive a salary or commission at their primary work location, while 44% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Stability**

Switched: 6%  
New Location: 23%  
Over 2 years: 58%  
Over 2 yrs, 2<sup>nd</sup> location: 49%

**Employment Type**

Salary or Wage: 94%

Source: Va. Healthcare Workforce Data Center

*58% 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	#	%
<b>Salary/ Commission</b>	2,571	50%
<b>Hourly Wage</b>	2,297	44%
<b>By Contract</b>	50	1%
<b>Business/ Practice Income</b>	218	4%
<b>Unpaid</b>	50	1%
<b>Subtotal</b>	<b>5,187</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.3%. The unemployment rate from December 2023 was still preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	27%
Top 3 Regions:	72%
Lowest Region:	1%

### Locations

2 or more (2023):	10%
2 or more (Now*):	12%

Source: Va. Healthcare Workforce Data Center

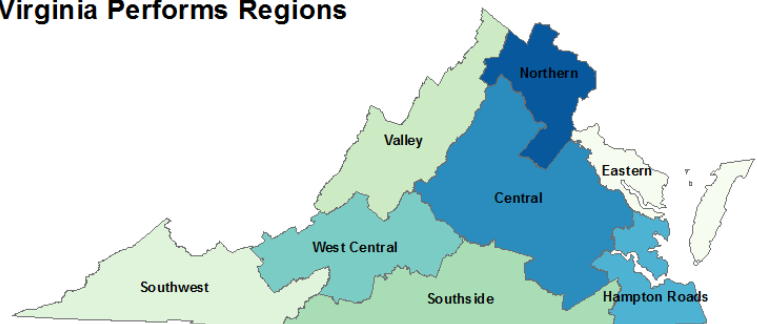
Over half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,690	27%	172	20%
Eastern	77	1%	18	2%
Hampton Roads	1,140	18%	145	17%
Northern	1,723	27%	206	24%
Southside	191	3%	28	3%
Southwest	361	6%	48	6%
Valley	362	6%	50	6%
West Central	687	11%	91	11%
Virginia Border State/DC	33	1%	38	4%
Other US State	49	1%	44	5%
Outside of the US	0	0%	5	1%
<b>Total</b>	<b>6,313</b>	<b>100%</b>	<b>845</b>	<b>100%</b>
Item Missing	2,442		22	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



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

Locations	Number of Work Locations			
	Work Locations in 2023		Work Locations Now*	
	#	%	#	%
0	293	3%	305	5%
1	7,887	87%	5,468	83%
2	530	6%	518	8%
3	213	2%	180	3%
4	23	0%	11	0%
5	15	0%	12	0%
6 or More	87	1%	62	1%
<b>Total</b>	<b>9,047</b>	<b>100%</b>	<b>6,555</b>	<b>100%</b>

\*At the time of survey completion, December 2023.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	3,641	62%	550	72%
<b>Non-Profit</b>	1,682	29%	174	23%
<b>State/Local Government</b>	198	3%	21	3%
<b>Veterans Administration</b>	153	3%	1	0%
<b>U.S. Military</b>	103	2%	11	1%
<b>Other Federal Gov't</b>	93	2%	10	1%
<b>Total</b>	<b>5,870</b>	<b>100%</b>	<b>767</b>	<b>100%</b>
<b>Did not have location</b>	293		8,180	
<b>Item Missing</b>	2,884		101	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

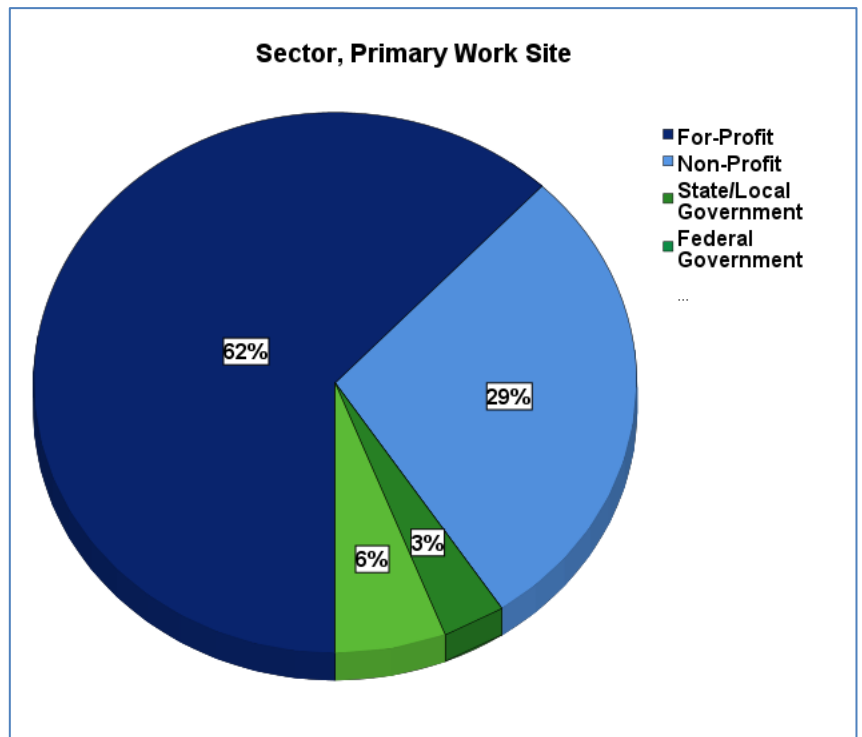
For Profit:	62%
Federal:	6%

**Top Establishments**

Hospital/Health System: (Inpatient)	26%
Large Chain Pharmacy: (11+ Stores)	25%
Independent Pharmacy: (1-4 Stores)	8%

Source: Va. Healthcare Workforce Data Center

91% of all pharmacists work in the private sector, including 62% who work at a for-profit company. Another 2% of pharmacists work for the federal government, while 3% work for a state or local government.



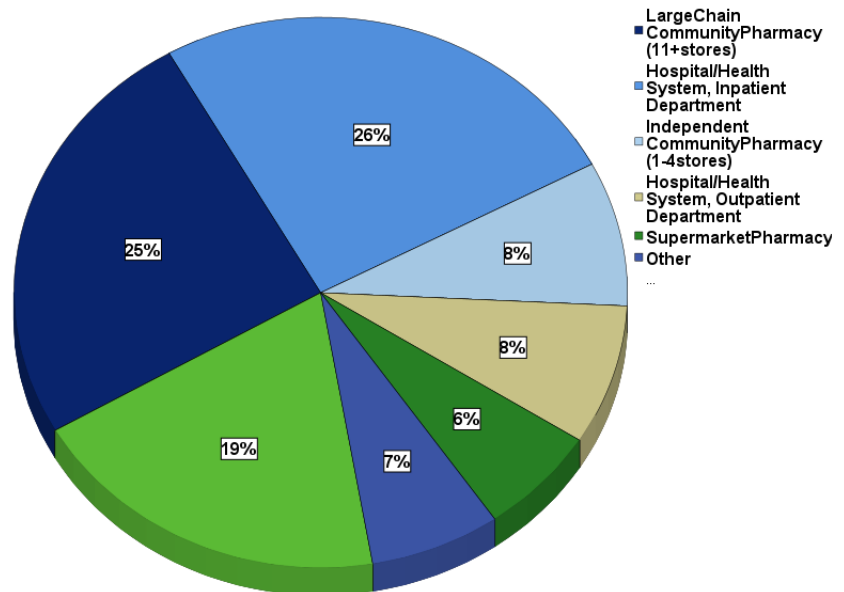
Source: Va. Healthcare Workforce Data Center

Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital/Health System, Inpatient Department	1,476	26%	147	19%
Large Chain Community Pharmacy	1,453	25%	230	30%
Independent Community Pharmacy	491	8%	86	11%
Hospital/Health System, Outpatient Department	476	8%	40	5%
Supermarket Pharmacy	369	6%	46	6%
Clinic-Based Pharmacy	215	4%	50	7%
Benefit Administration	186	3%	10	1%
Mass Merchandiser (i.e., Big Box Store)	181	3%	26	3%
Nursing Home/Long-Term Care	150	3%	22	3%
Academic Institution	114	2%	16	2%
Mail Service Pharmacy	92	2%	8	1%
Home Health/Infusion	84	1%	8	1%
Manufacturer	60	1%	4	1%
Small Chain Community Pharmacy	34	1%	13	2%
Wholesale Distributor	6	<1%	2	<1%
Other	399	7%	54	7%
<b>Total</b>	<b>5,786</b>	<b>100%</b>	<b>762</b>	<b>100%</b>
<b>Did Not Have a Location</b>	293		8,180	

*Hospital, health system, inpatient department is the most common establishment type in Virginia, employing over a quarter of the state's pharmacist workforce.*

Source: Va. Healthcare Workforce Data Center

Establishment Type, Primary Work Site



*Large chain community pharmacies of more than 10 stores were 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

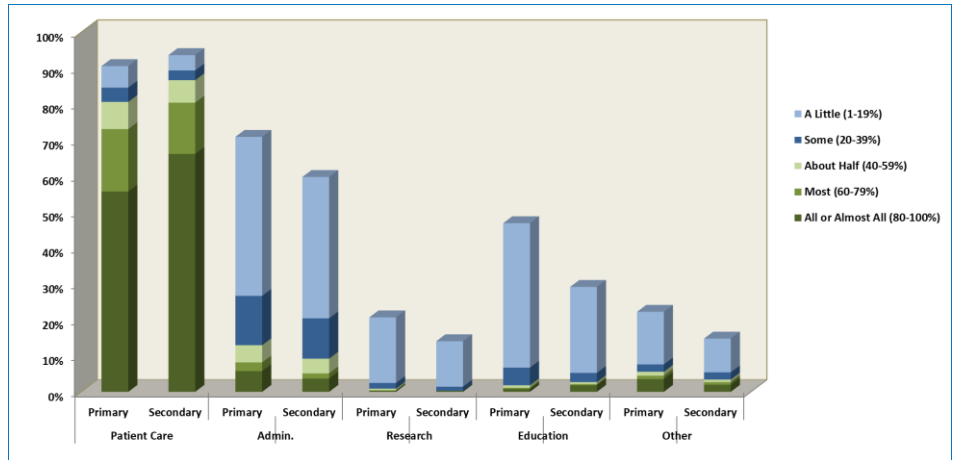
Patient Care: 73%  
Administration: 8%  
Education: 1%

### 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, almost three-quarters of pharmacists fill a patient care role, defined as spending at least 60% of their 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	
<b>All or Almost All (80-100%)</b>	56%	66%	6%	4%	0%	0%	1%	2%	4%	2%	
<b>Most (60-79%)</b>	17%	14%	2%	1%	0%	0%	0%	0%	1%	1%	
<b>About Half (40-59%)</b>	8%	6%	5%	4%	0%	0%	1%	1%	1%	1%	
<b>Some (20-39%)</b>	4%	3%	14%	11%	2%	1%	5%	3%	2%	2%	
<b>A Little (1-20%)</b>	6%	4%	44%	39%	18%	13%	40%	24%	15%	9%	
<b>None (0%)</b>	9%	6%	29%	40%	79%	86%	53%	71%	78%	85%	

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under age 50</b>	193	4%	-	-
<b>50 to 54</b>	259	5%	0	0%
<b>55 to 59</b>	607	12%	145	7%
<b>60 to 64</b>	1,408	27%	508	26%
<b>65 to 69</b>	1,803	35%	810	41%
<b>70 to 74</b>	461	9%	255	13%
<b>75 to 79</b>	137	3%	89	5%
<b>80 or over</b>	54	1%	34	2%
<b>I do not intend to retire</b>	288	6%	113	6%
<b>Total</b>	<b>5,211</b>	<b>100%</b>	<b>1,954</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Pharmacists**

Under 65: 47%

Under 60: 20%

**Pharmacists 50 and over**

Under 65: 33%

Under 60: 7%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 25%

Half the workforce: By 2048

Source: Va. Healthcare Workforce Data Center

47% of Virginia’s pharmacists expect to retire before the age of 65, while 19% plan on working until at least age 70. Among pharmacists who are age 50 and over, 33% still plan on retiring by age 65, while 26% expect to work until at least age 70.

Within the next two years, 3% of Virginia’s pharmacists plan on leaving the profession and 2% expect to leave the state. Meanwhile, 8% of pharmacists expect to pursue additional educational opportunities, and 6% plan on increasing the number of hours that they devote to patients.

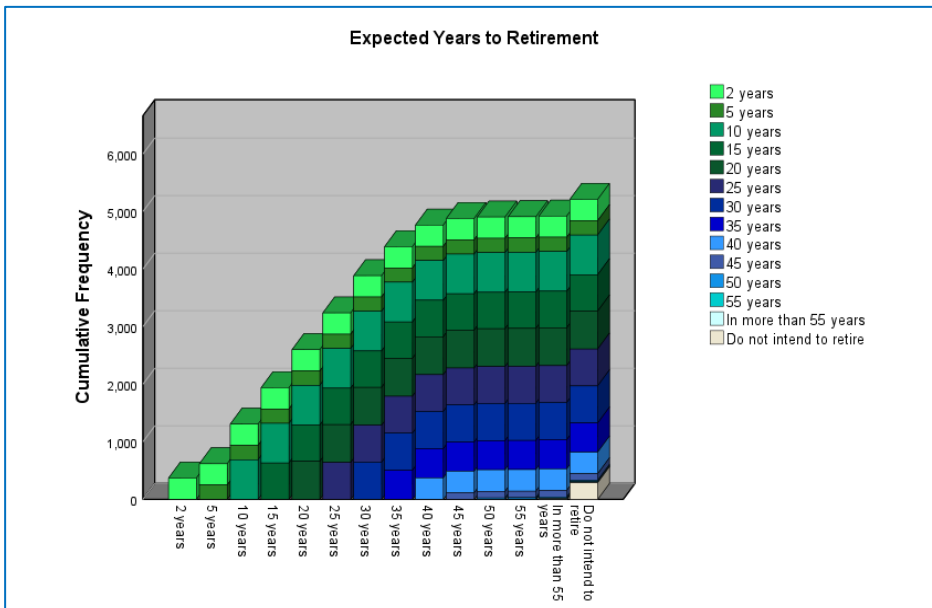
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	191	3%
<b>Leave Virginia</b>	187	2%
<b>Decrease Patient Care Hours</b>	298	3%
<b>Decrease Teaching Hours</b>	27	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	566	6%
<b>Increase Teaching Hours</b>	356	4%
<b>Pursue Additional Education</b>	682	8%
<b>Return to Virginia’s Workforce</b>	80	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 25% plan on retiring in the next ten years. More than half of the current pharmacist workforce is expected to retire by 2048.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
<b>2 years</b>	369	7%	7%
<b>5 years</b>	249	5%	12%
<b>10 years</b>	689	13%	25%
<b>15 years</b>	633	12%	37%
<b>20 years</b>	659	13%	50%
<b>25 years</b>	640	12%	62%
<b>30 years</b>	646	12%	75%
<b>35 years</b>	505	10%	84%
<b>40 years</b>	375	7%	91%
<b>45 years</b>	115	2%	94%
<b>50 years</b>	24	0%	94%
<b>55 years</b>	4	0%	94%
<b>In more than 55 years</b>	13	0%	94%
<b>Do not intend to retire</b>	288	6%	100%
<b>Total</b>	<b>5,211</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2033. Retirement will peak at 13% of the current workforce around 2043 before declining to under 10% of the current workforce again around 2063.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 7,394  
 FTEs/1,000 Residents<sup>2</sup>: 0.856  
 Average: 0.85

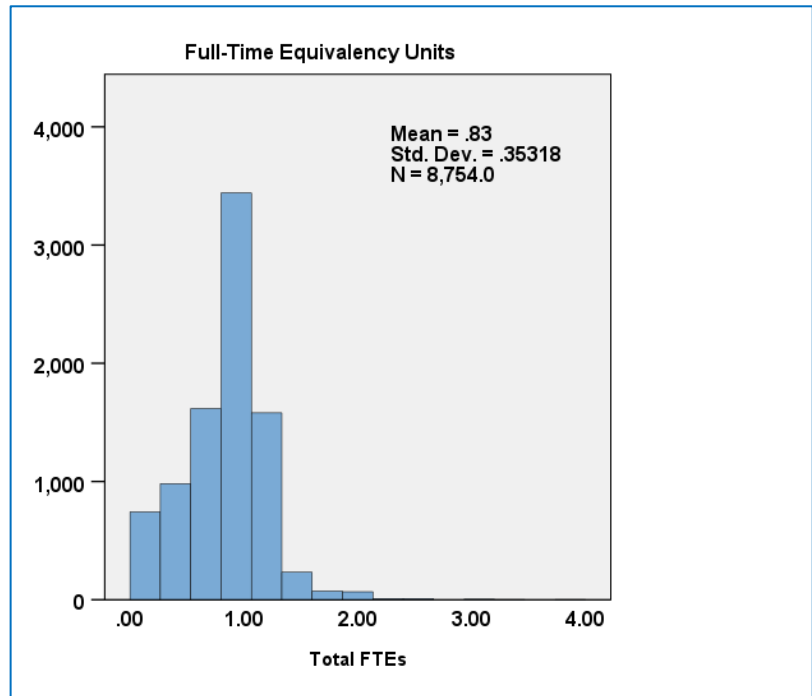
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Small  
 Gender, Partial Eta<sup>3</sup>: Negligible

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

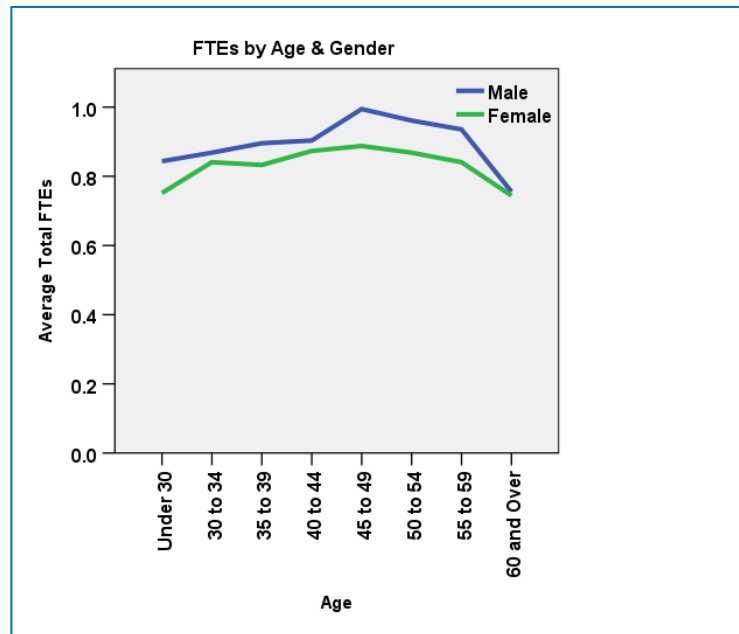


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.85 FTEs in 2023, 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.<sup>3</sup>

Full-Time Equivalency Units		
	Average	Median
<b>Under 30</b>	0.76	0.74
<b>30 to 34</b>	0.82	0.84
<b>35 to 39</b>	0.85	0.84
<b>40 to 44</b>	0.84	0.81
<b>45 to 49</b>	0.91	0.88
<b>50 to 54</b>	0.91	0.96
<b>55 to 59</b>	0.86	0.82
<b>60 and Over</b>	0.69	0.55
Gender		
<b>Male</b>	0.88	0.96
<b>Female</b>	0.83	0.91

Source: Va. Healthcare Workforce Data Center

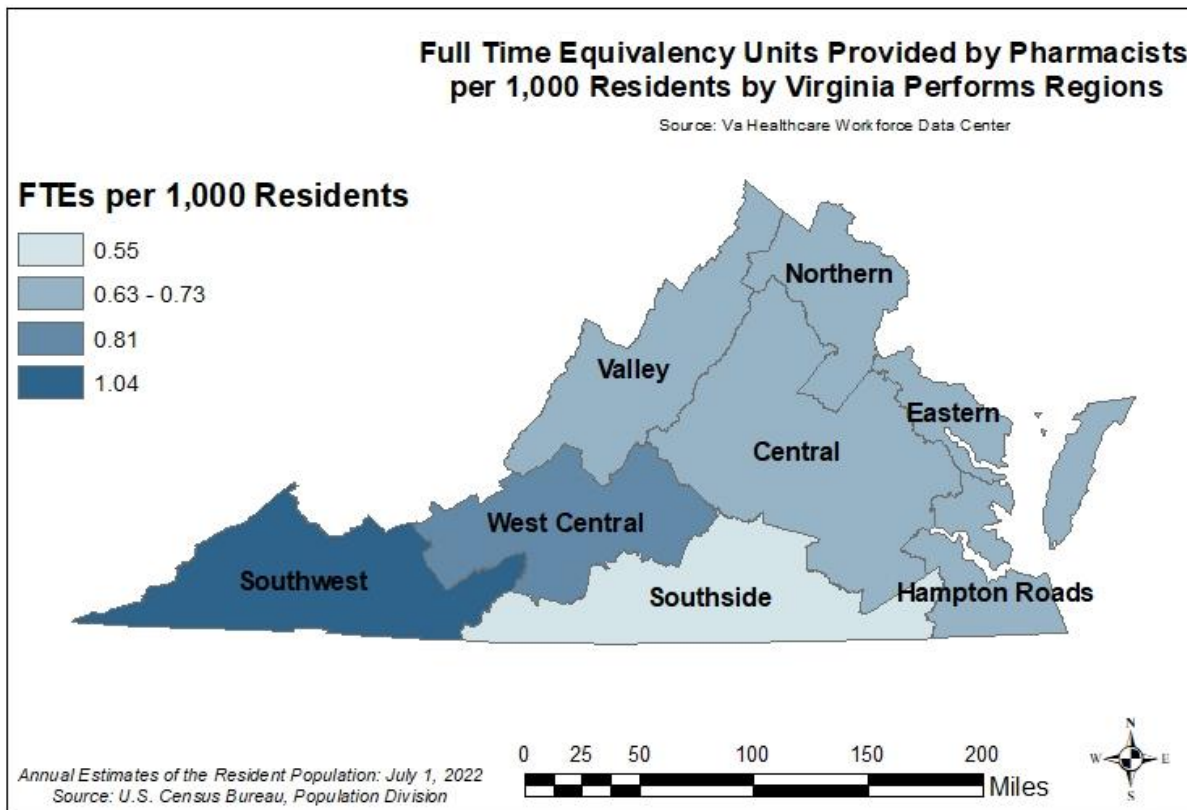
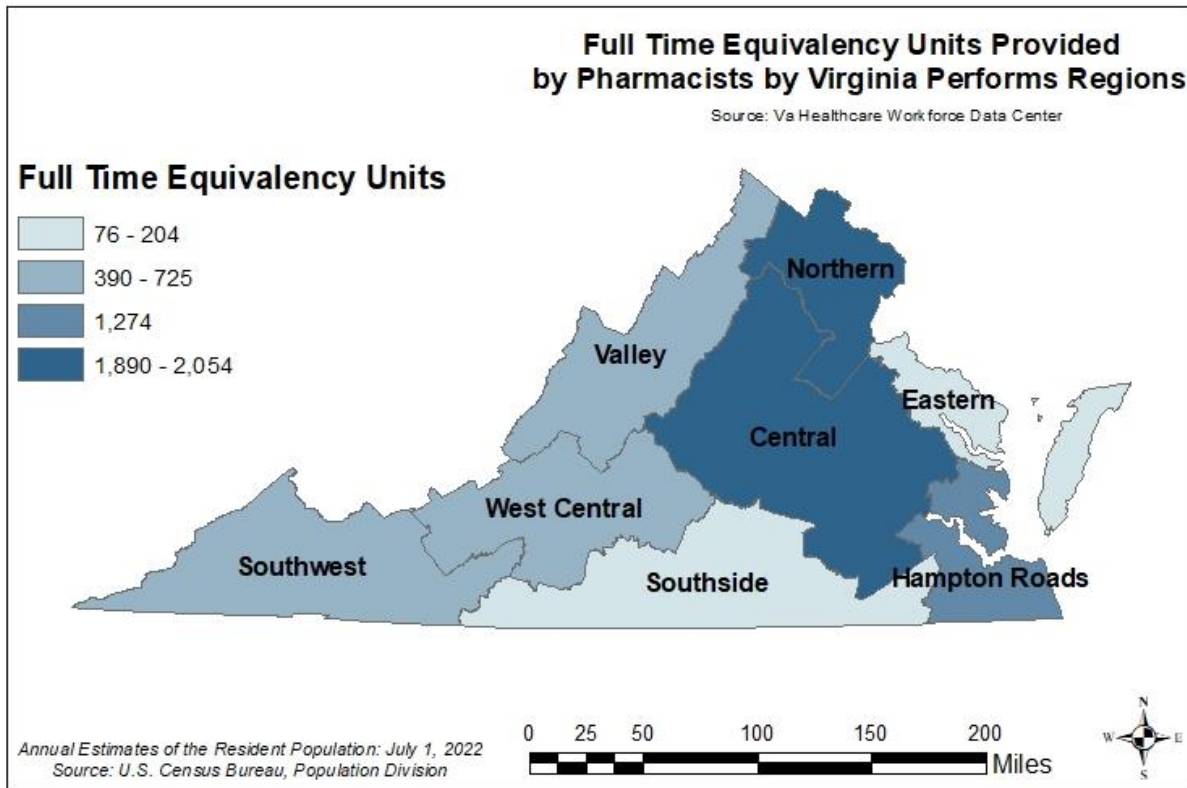


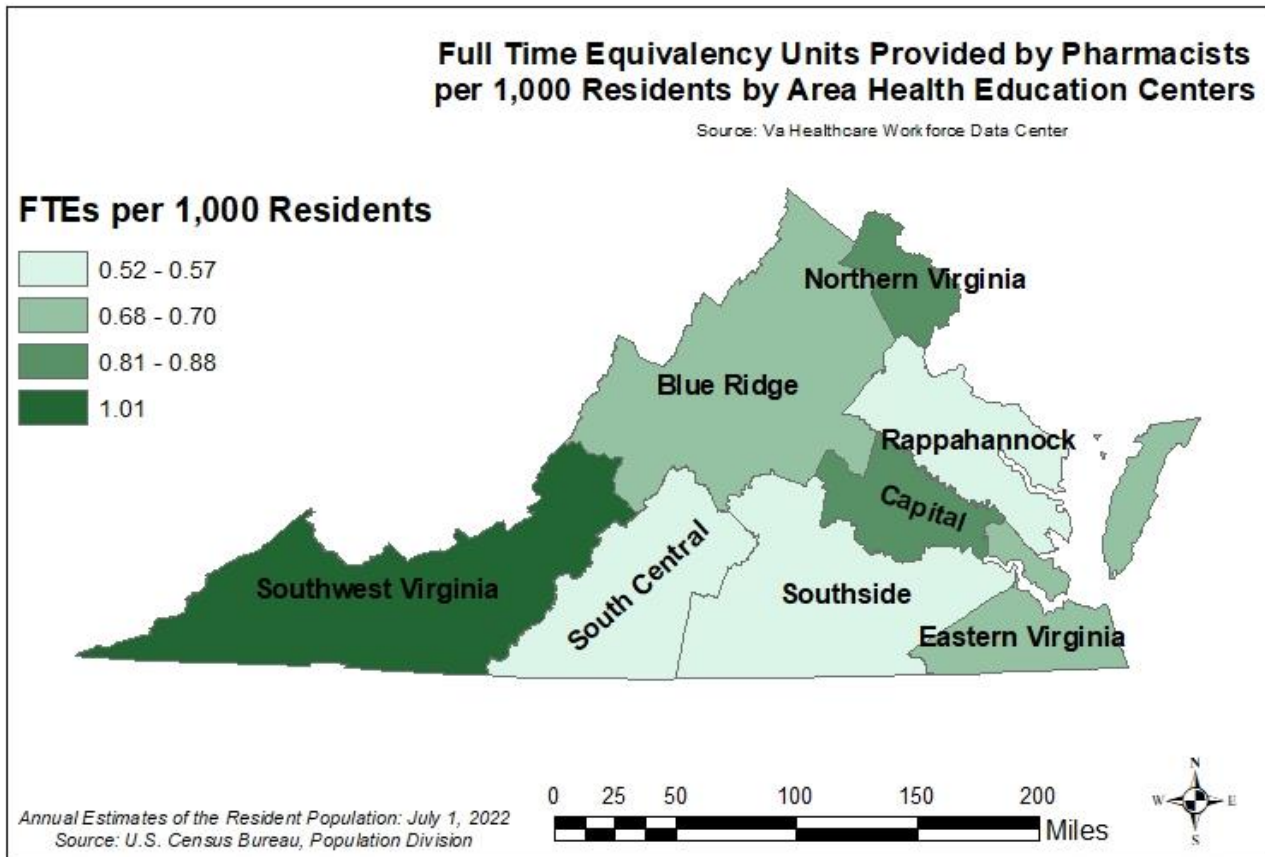
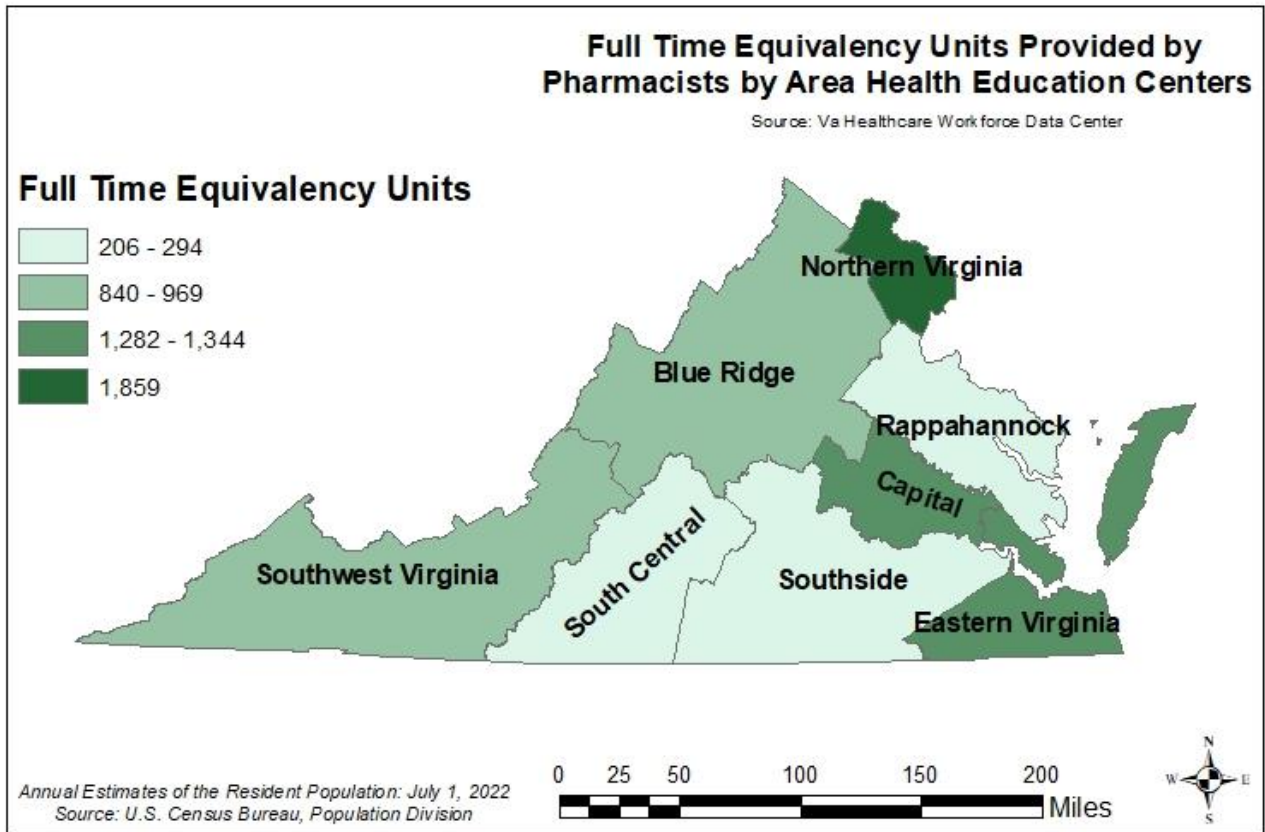
Source: Va. Healthcare Workforce Data Center

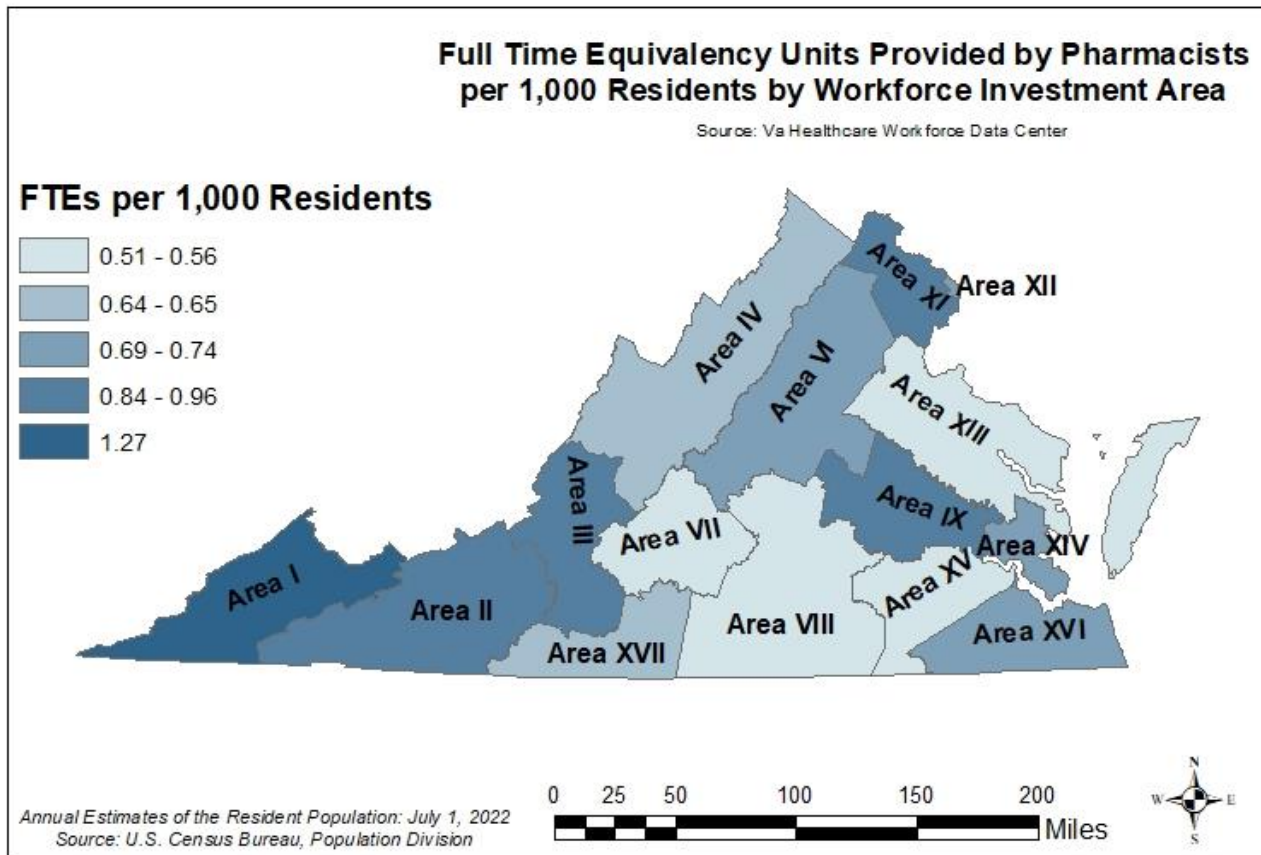
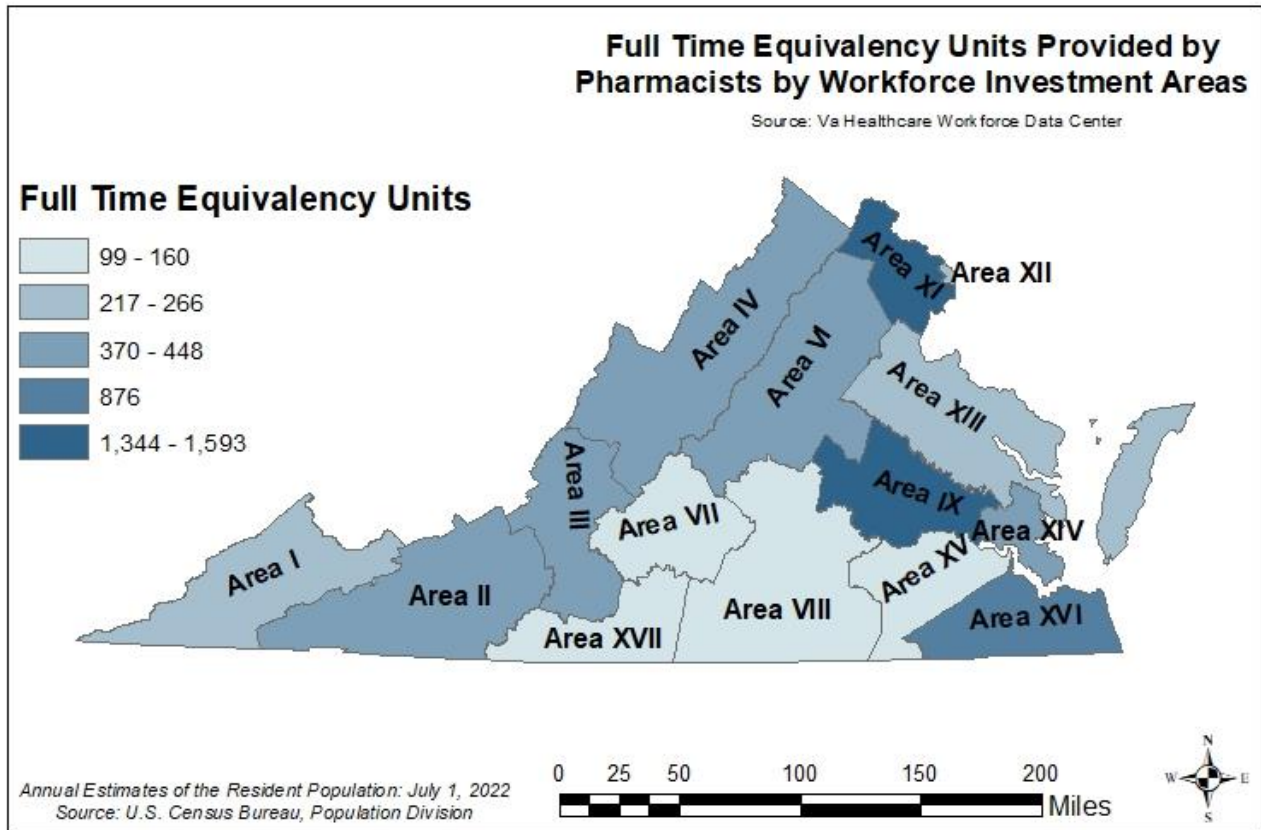
<sup>2</sup> Number of residents in 2022 was used as the denominator.

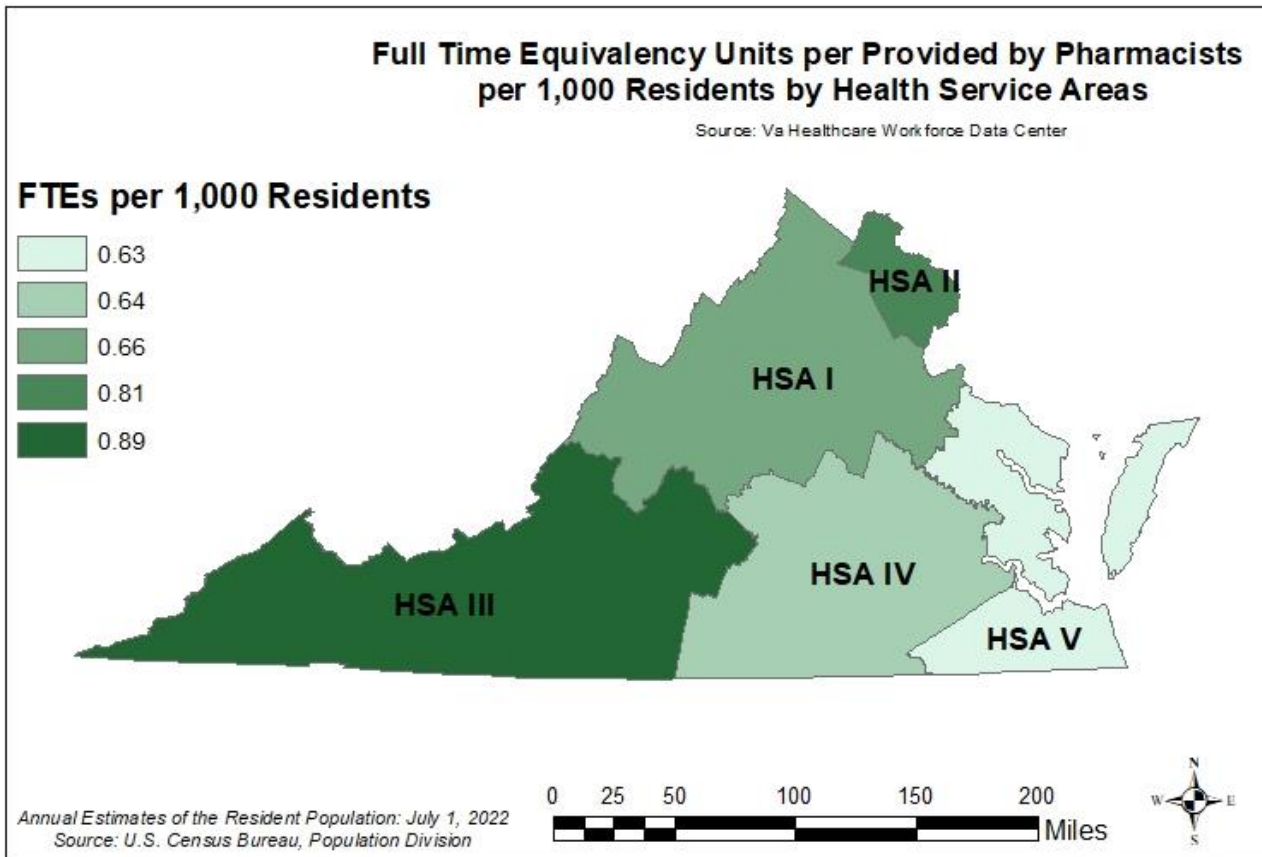
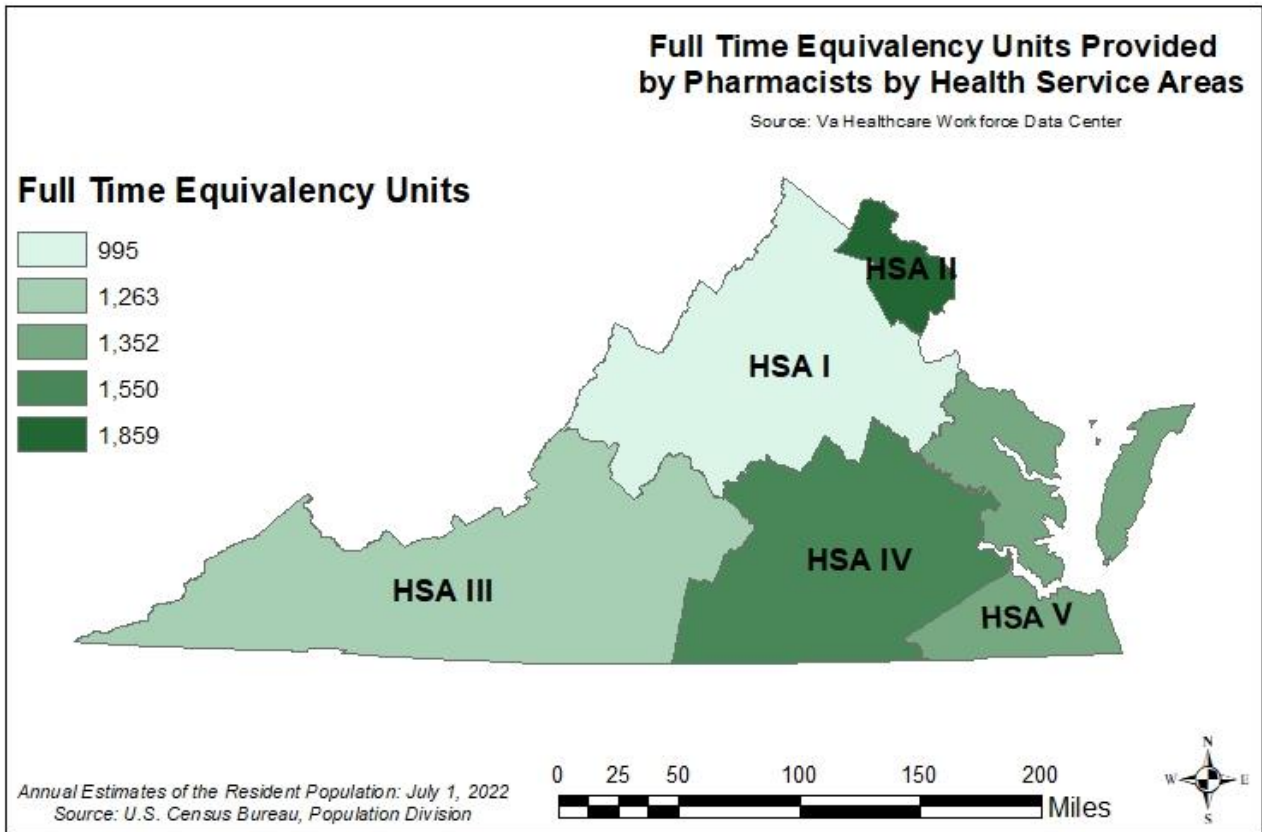
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).

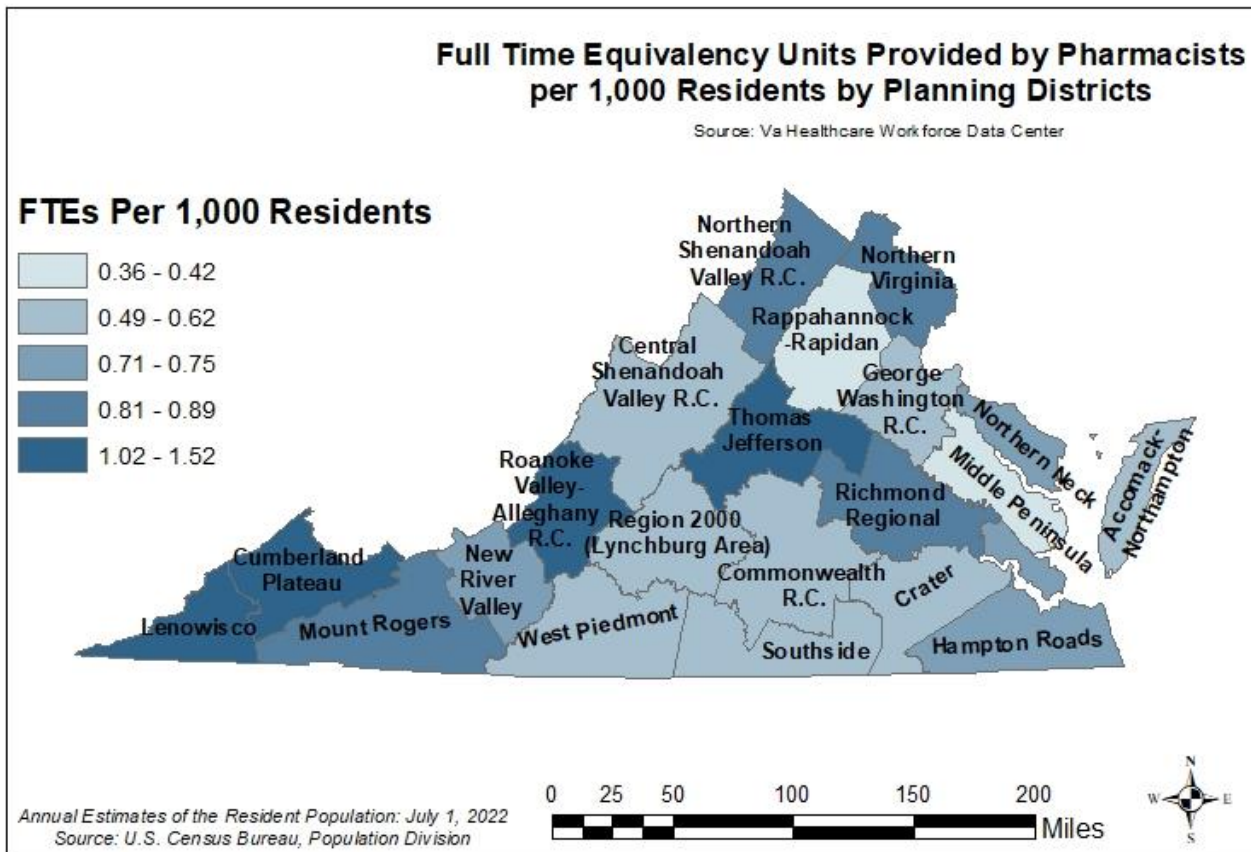
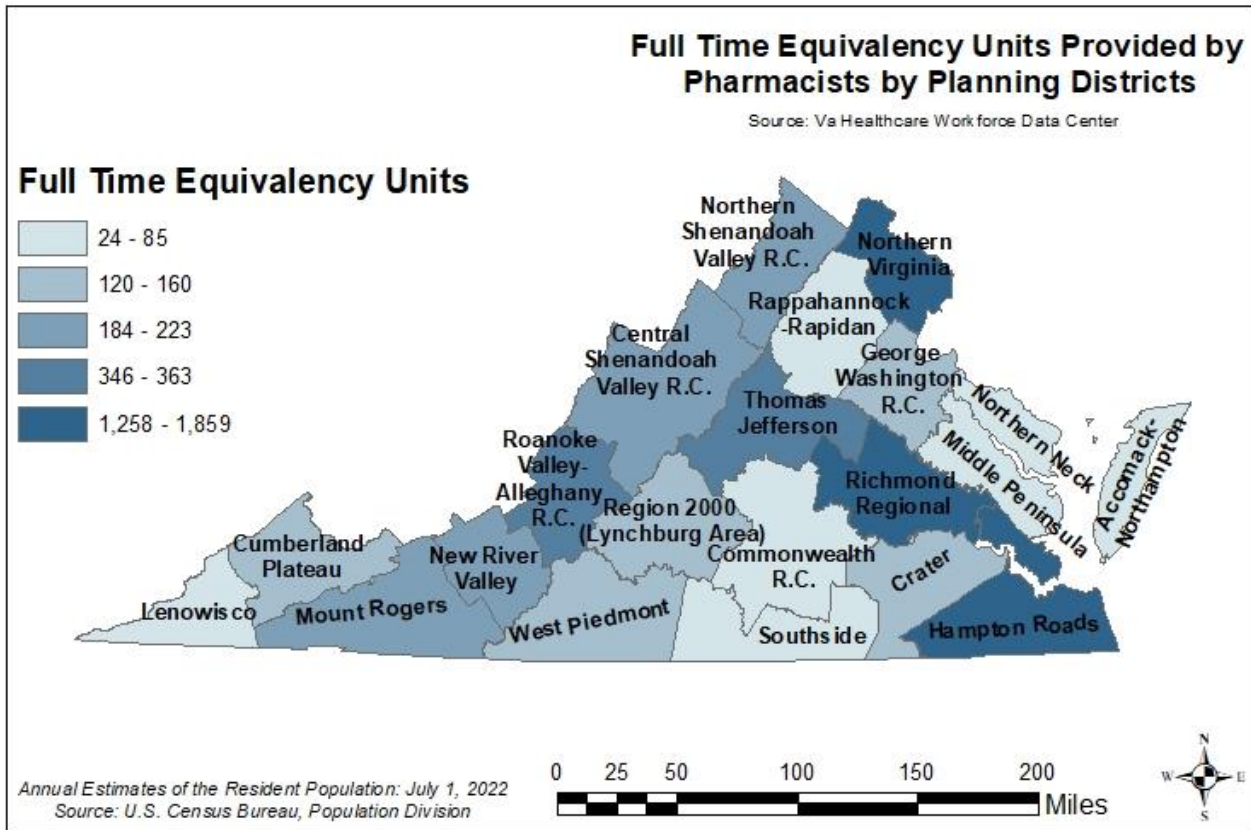












## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,760	93.43%	1.0703	1.0500	1.1241
Metro, 250,000 to 1 million	952	93.17%	1.0733	1.0529	1.1272
Metro, 250,000 or less	1,112	93.44%	1.0703	1.0499	1.1241
Urban pop 20,000+, Metro adj	119	94.12%	1.0625	1.0423	1.1159
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	358	92.74%	1.0783	1.0578	1.1325
Urban pop, 2,500-19,999, nonadj	302	92.05%	1.0863	1.0657	1.1409
Rural, Metro adj	242	90.91%	1.1000	1.0791	1.1553
Rural, nonadj	130	93.08%	1.0744	1.0540	1.1284
Virginia border state/DC	2,948	90.88%	1.1004	1.0795	1.1557
Other US State	3,748	88.37%	1.1316	1.1102	1.1885

Source: Va. Healthcare Workforce Data Center

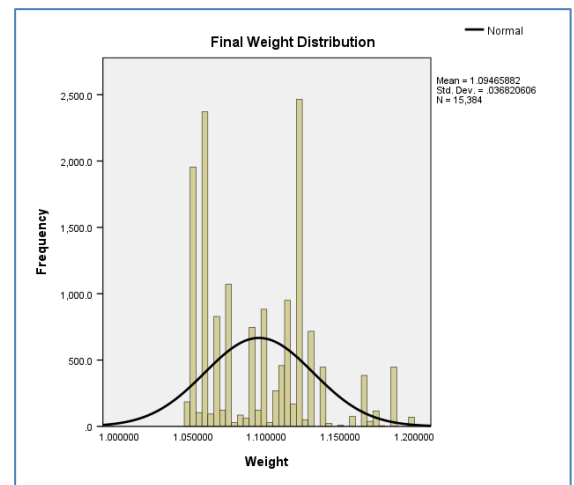
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://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: 0.9135**



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	807	87.36%	1.1447	1.1159	1.1885
30 to 34	2,448	92.03%	1.0866	1.0592	1.1282
35 to 39	2,906	93.22%	1.0727	1.0458	1.1138
40 to 44	2,354	92.69%	1.0788	1.0517	1.1202
45 to 49	1,956	93.25%	1.0724	1.0454	1.1134
50 to 54	1,888	93.27%	1.0721	1.0452	1.1132
55 to 59	1,514	93.53%	1.0692	1.0423	1.1102
60 and Over	2,798	87.42%	1.1439	1.1152	1.1877

Source: Va. Healthcare Workforce Data Center