
Virginia's Pharmacy Technician Workforce: 2019

Healthcare Workforce Data Center

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Nearly 11,000 Pharmacy Technicians 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 Pharmacy Technician Workforce: At a Glance:

The Workforce

Licensees:	14,419
Virginia's Workforce:	13,366
FTEs:	10,277

Background

Rural Childhood:	40%
HS Degree in VA:	73%
% Work Non-Metro:	14%

Current Employment

Employed in Prof.:	81%
Hold 1 Full-Time Job:	67%
Satisfied?:	90%

Survey Response Rate

All Licensees:	76%
Renewing Practitioners:	98%

Education

High School/GED:	57%
Associate Degree:	21%

Job Turnover

Switched Jobs:	4%
Employed over 2 Yrs.:	55%

Demographics

Female:	85%
Diversity Index:	59%
Median Age:	35

Finances

Median Inc.:	\$25k-\$30k
Health Insurance:	63%
Under 40 w/ Ed. Debt:	50%

Primary Roles

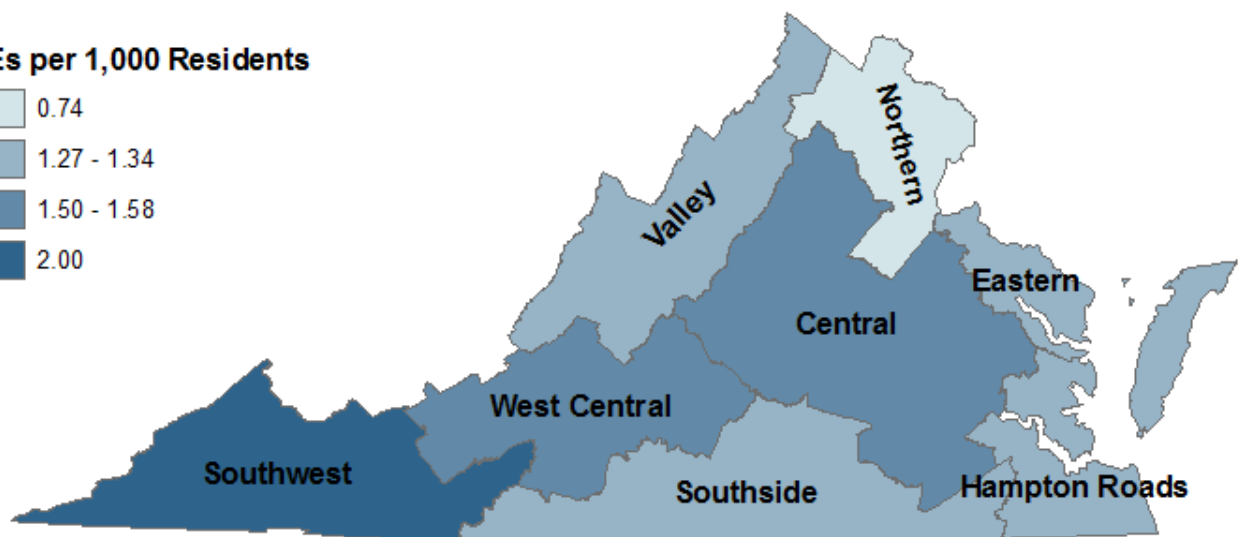
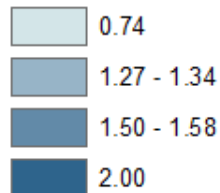
Medication Disp.:	57%
Administration:	5%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

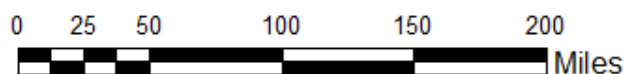
Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2019 Pharmacy Technician Workforce Survey. Nearly 11,000 pharmacy technicians voluntarily took part in this 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 pharmacy technicians. These survey respondents represent 76% of the 14,419 pharmacy technicians who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 13,366 pharmacy technicians 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 in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,277 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 80% of all pharmacy technicians are female, and the median age of this workforce is 35. In a random encounter between two pharmacy technicians, there is a 59% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the pharmacy technician workforce slightly more diverse than the state's overall population, which has a diversity index of 57%. Two out of every five pharmacy technicians grew up in a rural area, and 28% of these professionals currently work in non-metro areas of Virginia. Overall, 14% of Virginia's pharmacy technicians work in non-metro areas of the state.

More than 80% of all pharmacy technicians are currently employed in the profession, two-thirds have one full-time job, and 46% work between 40 and 49 hours per week. As their primary work location, one-third of all pharmacy technicians work at large chain community pharmacies, while another 16% work at the inpatient department of hospitals. The median annual income of pharmacy technicians is between \$25,000 and \$30,000. In addition, 81% of all pharmacy technicians receive at least one employer-sponsored benefit, including 63% who have access to health insurance. Nine out of every ten pharmacy technicians indicate that they are satisfied with their current work situation, including 47% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 pharmacy technician workforce. Overall, the pharmacy technician workforce has not experienced significant changes. Compared to 2014, the number of licensed pharmacy technicians has fallen by 2% (14,419 vs. 14,686). In addition, the size of Virginia's pharmacy technician workforce has fallen by 3% (13,366 vs. 13,783), and the number of FTEs provided by this workforce has fallen by 2% (10,277 vs. 10,487). However, 2019 licensees are more likely to respond to the survey (76% vs. 71%).

Virginia's pharmacy technicians are slightly more likely to be female (85% vs. 84%). At the same time, the diversity index of the state's pharmacy technicians has increased (59% vs. 58%) as well as the median age of this workforce (35 vs. 34). Although pharmacy technicians are slightly less likely to have grown up in a rural area (40% vs. 41%), there has been no change in the percentage of all pharmacy technicians who work in non-metro areas of the state.

Pharmacy technicians are more likely to work in the profession (81% vs. 78%), hold one full-time job (67% vs. 62%), and work between 40 and 49 hours per week (46% vs. 40%). In addition, the rate of underemployment (4% vs. 5%) and involuntary unemployment (1% vs. 2%) have both fallen. Pharmacy technicians are relatively more likely to work in the non-profit sector (17% vs. 13%) relative to the for-profit sector (73% vs. 76%). With respect to establishment types, pharmacy technicians are relatively more likely to work at the inpatient department of hospitals (16% vs. 13%) relative to large chain community pharmacies (33% vs. 36%).

The median annual income of Virginia's pharmacy technician workforce has increased (\$25k-\$30k vs. \$20k-\$25k). In addition, pharmacy technicians are more likely to receive at least one employer-sponsored benefit (81% vs. 76%), including those who have access to health insurance (63% vs. 59%). Pharmacy technicians indicate that they are more satisfied with their current work situation (90% vs. 89%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	10,533	73%
New Licensees	1,665	12%
Non-Renewals	2,221	15%
All Licensees	14,419	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing pharmacy technicians submitted a survey. These represent 76% of all pharmacy technicians who held a license at some point in 2019.

Definitions

- 1. The Survey Period:** The survey was conducted in December 2019.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2019.
- 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 professionals newly licensed in 2019.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,565	3,049	66%
30 to 34	549	1,839	77%
35 to 39	399	1,458	79%
40 to 44	261	1,100	81%
45 to 49	199	1,009	84%
50 to 54	157	882	85%
55 to 59	129	749	85%
60 and Over	220	854	80%
Total	3,479	10,940	76%
New Licenses			
Issued in 2019	1,119	546	33%
Metro Status			
Non-Metro	385	1,649	81%
Metro	2,506	8,695	78%
Not in Virginia	588	596	50%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,940
Response Rate, All Licensees	76%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacy Tech.

Number:	14,419
New:	12%
Not Renewed:	15%

Survey Response Rates

All Licensees:	76%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 13,366
 FTEs: 10,277

Utilization Ratios

Licensees in VA Workforce: 93%
 Licensees per FTE: 1.40
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,144	98%
Looking for Work in Virginia	222	2%
Virginia's Workforce	13,366	100%
Total FTEs	10,277	
Licensees	14,419	

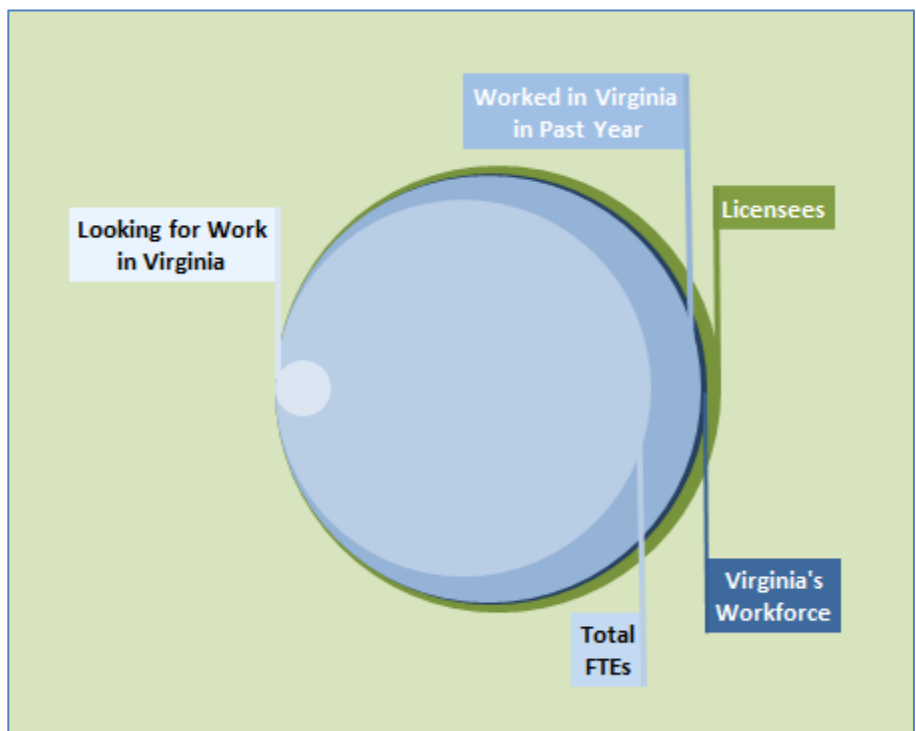
Source: Va. Healthcare Workforce Data Center

Definitions

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

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:

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	698	18%	3,134	82%	3,832	34%
30 to 34	274	15%	1,601	85%	1,876	17%
35 to 39	200	14%	1,208	86%	1,407	12%
40 to 44	155	15%	897	85%	1,052	9%
45 to 49	106	11%	828	89%	934	8%
50 to 54	112	14%	686	86%	798	7%
55 to 59	90	13%	596	87%	686	6%
60 and Over	95	12%	686	88%	781	7%
Total	1,730	15%	9,637	85%	11,366	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Techs.		Pharmacy Techs. Under 40	
	%	#	%	#	%
White	61%	6,737	59%	3,961	55%
Black	19%	2,585	23%	1,720	24%
Asian	7%	982	9%	612	9%
Other Race	0%	155	1%	100	1%
Two or More Races	3%	364	3%	288	4%
Hispanic	10%	593	5%	459	6%
Total	100%	11,416	100%	7,140	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

Among the 63% of pharmacy technicians who are under the age of 40, 84% are female. In addition, the diversity index among these professionals is 62%.

At a Glance:

Gender

% Female: 85%
% Under 40 Female: 84%

Age

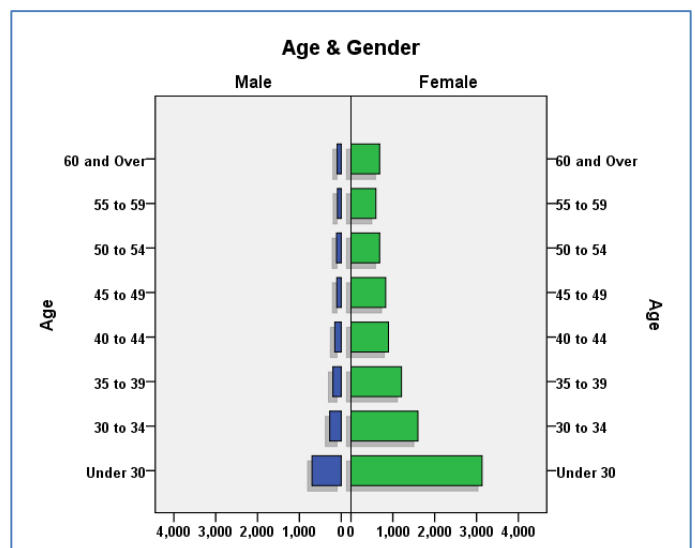
Median Age: 35
% Under 40: 63%
% 55 and Over: 13%

Diversity

Diversity Index: 59%
Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 59% chance that they would be of a different race or ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the diversity index is 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 40%

Virginia Background

HS in Virginia: 73%
 HS in Va., Past 5 Years: 71%

Location Choice

% Work Non-Metro: 14%
 % Rural to Non-Metro: 28%
 % Urban/Suburban to Non-Metro: 5%

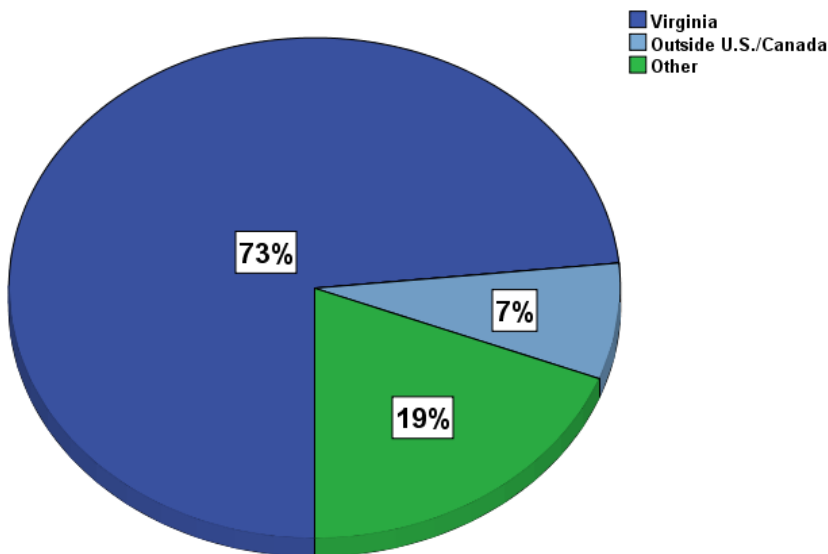
Source: Va. Healthcare Workforce Data Center

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+	24%	50%	26%
2	Metro, 250,000 to 1 Million	59%	30%	11%
3	Metro, 250,000 or Less	62%	28%	10%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	64%	27%	9%
6	Urban Pop., 2,500-19,999, Metro Adjacent	81%	11%	8%
7	Urban Pop., 2,500-19,999, Non-Adjacent	92%	5%	3%
8	Rural, Metro Adjacent	84%	13%	3%
9	Rural, Non-Adjacent	75%	19%	7%
Overall		40%	40%	20%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

Two out of every five pharmacy technicians grew up in self-described rural areas, and 28% of these professionals currently work in non-metro counties. Overall, 14% of pharmacy technicians are employed in non-metro areas of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians	#	Licensed in Past 5 Years	#
1	Virginia	8,264	Virginia	3,228
2	Outside U.S./Canada	844	Outside U.S./Canada	315
3	New York	196	North Carolina	98
4	North Carolina	191	Maryland	84
5	Maryland	171	New York	82
6	West Virginia	149	Florida	70
7	Florida	148	New Jersey	64
8	Pennsylvania	142	Pennsylvania	59
9	New Jersey	125	West Virginia	58
10	California	109	California	50

Source: Va. Healthcare Workforce Data Center

Nearly 75% of pharmacy technicians received their high school diploma in Virginia. Among those pharmacy technicians who received their initial license in the past five years, 71% also received their high school degree in the state.

Among all Virginia's licensed pharmacy technicians, 7% did not participate in the state's workforce in 2019. However, 84% of these professionals worked at some point in the past year, including 65% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

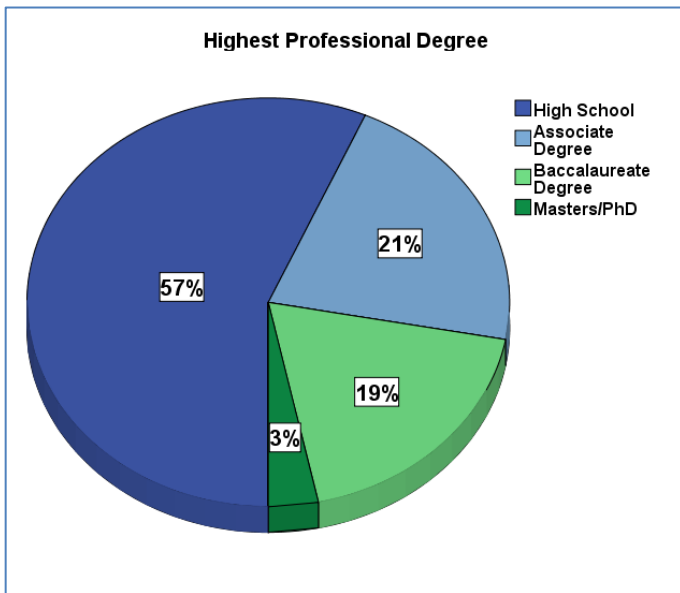
Total:	1,045
% of Licensees:	7%
Federal/Military:	5%
Va. Border State/D.C.:	37%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	6,287	57%
Associate	2,370	21%
Baccalaureate	2,083	19%
Masters	342	3%
PhD	28	0%
Total	11,111	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 40% of all pharmacy technicians currently carry education debt, including 50% of those under the age of 40. For those with education debt, the median amount is between \$16,000 and \$18,000.

At a Glance:

Education

High School/GED: 57%

Associate Degree: 21%

Education Debt

Carry Debt: 39%

Under Age 40 w/ Debt: 50%

Median Debt: \$16k-\$18k

Source: Va. Healthcare Workforce Data Center

Nearly 60% of pharmacy technicians hold either a high school degree or a GED as their highest professional degree.

Education Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	5,474	61%	2,801	50%
Less than \$10,000	1,142	13%	915	16%
\$10,000-\$19,999	742	8%	596	11%
\$20,000-\$29,999	560	6%	461	8%
\$30,000 or More	1,104	12%	843	15%
Total	9,022	100%	5,616	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	65%
ExCPT:	10%
Total w/ Cert.:	74%

National Certifications

Required:	53%
Pay Raise w/ Cert.:	44%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification (PTCB)	8,664	65%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,290	10%
Total with Certification	9,954	74%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of Virginia's pharmacy technician workforce hold a professional certification, including 65% who have a Pharmacy Technician Certification (PTCB).

More than half of all pharmacy technicians work for an employer that requires a national certification as a condition of employment. Meanwhile, 44% of pharmacy technicians work for an employer that offers a pay raise for those who have earned a national certification.

National Certifications

Required for Employment?	#	%
Yes	5,839	53%
No	5,128	47%
Pay Raise with Certification?	#	%
Yes	4,245	44%
No	4,668	48%
No Certification Held	818	8%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 81%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 67%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 46%
60 or More: 3%
Less than 30: 17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	9	< 1%
Employed in a Pharmacy Technician-Related Capacity	8,991	81%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,689	15%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	79	1%
Voluntarily Unemployed	286	3%
Retired	47	< 1%
Total	11,100	100%

Source: Va. Healthcare Workforce Data Center

More than 80% of all pharmacy technicians are currently employed in the profession, while only 1% are involuntarily unemployed. In addition, 67% of all pharmacy technicians currently hold one full-time job, and 46% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	412	4%
One Part-Time Position	2,206	20%
Two Part-Time Positions	166	2%
One Full-Time Position	7,336	67%
One Full-Time Position & One Part-Time Position	757	7%
Two Full-Time Positions	30	0%
More than Two Positions	37	0%
Total	10,944	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	412	4%
1 to 9 Hours	396	4%
10 to 19 Hours	542	5%
20 to 29 Hours	883	8%
30 to 39 Hours	2,830	26%
40 to 49 Hours	4,873	46%
50 to 59 Hours	425	4%
60 to 69 Hours	137	1%
70 to 79 Hours	63	1%
80 or More Hours	125	1%
Total	10,686	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	141	3%
Less than \$10,000	512	10%
\$10,000-\$14,999	351	7%
\$15,000-\$19,999	369	7%
\$20,000-\$24,999	682	14%
\$25,000-\$29,999	663	13%
\$30,000-\$34,999	794	16%
\$35,000-\$39,999	544	11%
\$40,000-\$44,999	444	9%
\$45,000-\$49,999	219	4%
\$50,000 or More	313	6%
Total	5,032	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$25k-30k

Benefits
Health Insurance: 63%
Retirement: 57%

Satisfaction
Satisfied: 90%
Very Satisfied: 47%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,140	47%
Somewhat Satisfied	4,632	43%
Somewhat Dissatisfied	785	7%
Very Dissatisfied	343	3%
Total	10,899	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$25,000 and \$30,000 per year. In addition, 81% of all pharmacy technicians receive at least one employer-sponsored benefit, including 63% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	5,797	64%	58%
Health Insurance	5,647	63%	57%
Dental Insurance	5,447	61%	55%
Retirement	5,132	57%	52%
Group Life Insurance	3,163	35%	32%
Signing/Retention Bonus	345	4%	3%
At Least One Benefit	7,257	81%	73%

*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 . . . ?	#	%
Work Two or More Positions at the Same Time?	1,394	10%
Switch Employers or Practices?	589	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	471	4%
Experience Voluntary Unemployment?	403	3%
Experience Involuntary Unemployment?	119	1%
Experienced At Least One	2,461	18%

Source: Va. Healthcare Workforce Data Center

Only 1% of pharmacy technicians were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 2.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	273	3%	216	11%
Less than 6 Months	927	9%	237	12%
6 Months to 1 Year	1,000	10%	246	13%
1 to 2 Years	2,380	23%	406	21%
3 to 5 Years	2,614	25%	385	20%
6 to 10 Years	1,288	13%	217	11%
More than 10 Years	1,798	17%	249	13%
Subtotal	10,280	100%	1,956	100%
Did Not Have Location	585		11,187	
Item Missing	2,502		224	
Total	13,366		13,366	

Source: Va. Healthcare Workforce Data Center

More than 90% of pharmacy technicians receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched: 4%
New Location: 23%
Over 2 Years: 55%
Over 2 Yrs., 2nd Location: 44%

Employment Type

Hourly Wage: 91%

Source: Va. Healthcare Workforce Data Center

More than half of all pharmacy technicians have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	8,852	91%
Salary/Commission	719	7%
By Contract/Per Diem	43	0%
Unpaid	43	0%
Business/Practice Income	20	0%
Subtotal	9,678	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.2%. The unemployment rate from December 2019 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	68%
Lowest Region:	2%

Locations

2 or More (Past Year):	21%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all pharmacy technicians work in either Central Virginia, Hampton Roads, or Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,462	24%	485	23%
Hampton Roads	2,229	22%	468	23%
Northern	2,214	22%	473	23%
West Central	1,139	11%	208	10%
Southwest	763	7%	135	7%
Valley	679	7%	113	5%
Southside	448	4%	67	3%
Eastern	203	2%	34	2%
Virginia Border State/D.C.	20	0%	29	1%
Other U.S. State	23	0%	45	2%
Outside of the U.S.	1	0%	10	0%
Total	10,181	100%	2,067	100%
Item Missing	2,601		113	

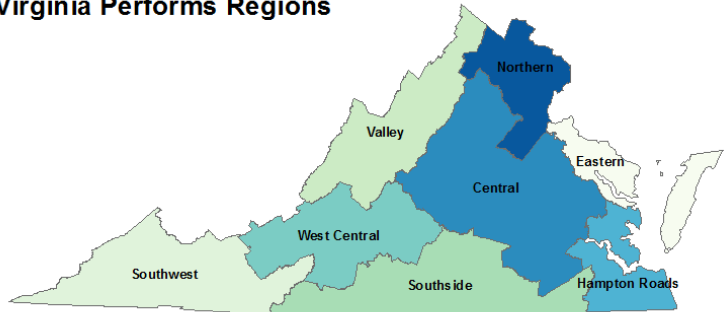
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	222	2%	404	4%
1	8,065	77%	8,250	79%
2	1,353	13%	1,148	11%
3	673	6%	576	6%
4	49	1%	28	0%
5	20	0%	10	0%
6 or More	59	1%	26	0%
Total	10,441	100%	10,441	100%

*At the time of survey completion, December 2019.

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Nearly one in five pharmacy technicians currently have multiple work locations, while 21% have had multiple work locations at some point in the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,991	73%	1,280	72%
Non-Profit	1,625	17%	276	16%
State/Local Government	631	7%	129	7%
Veterans Administration	51	1%	5	0%
U.S. Military	201	2%	43	2%
Other Federal Gov't	134	1%	33	2%
Total	9,633	100%	1,766	100%
Did Not Have Location	585		11,187	
Item Missing	3,148		413	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

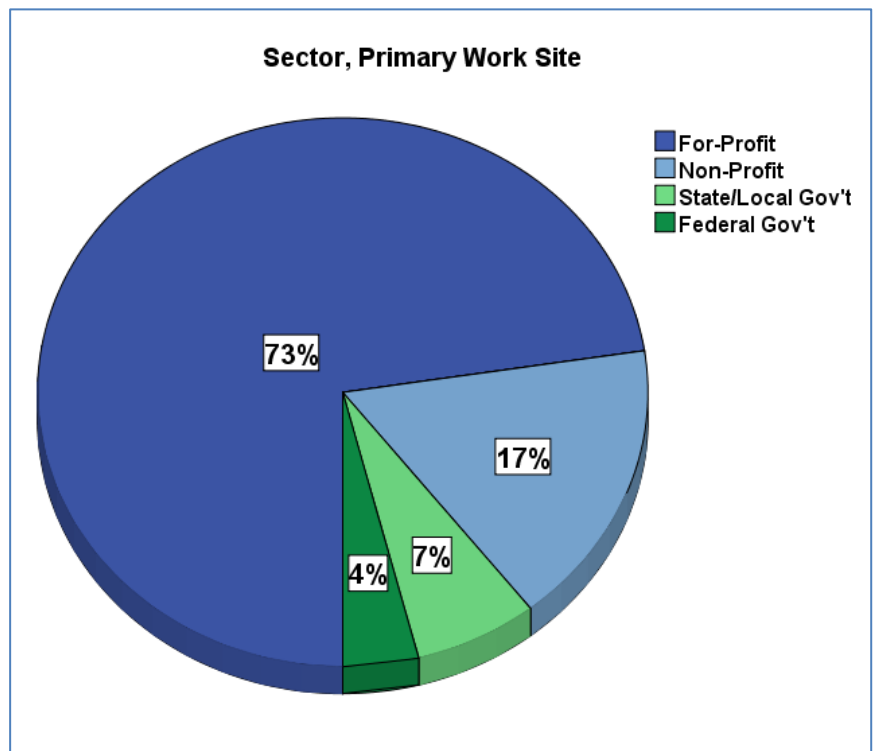
For Profit:	73%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	33%
Hospital/Health System: (Inpatient)	16%
Independent Pharmacy: (1-4 Stores)	10%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians work in the private sector, including 73% who work in a for-profit establishment. Another 7% of pharmacy technicians work for a state or local government.



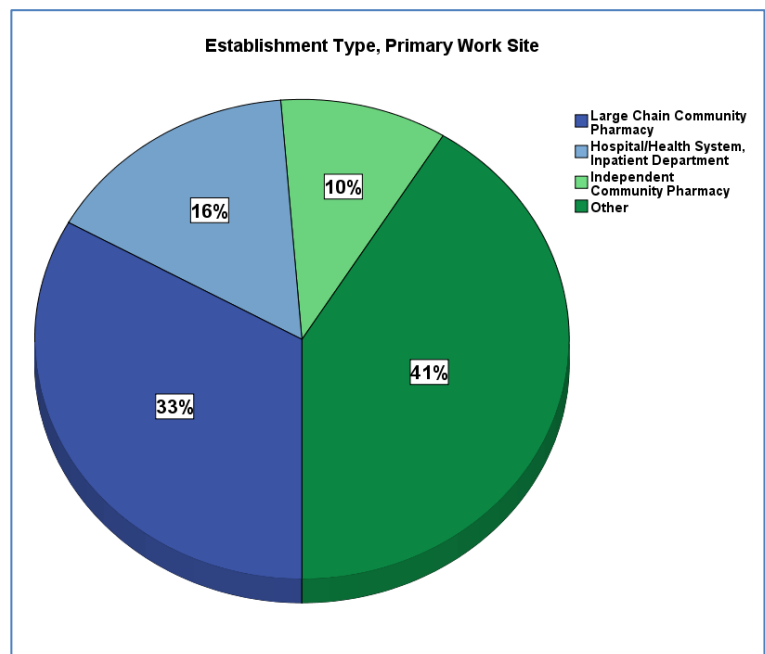
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	3,148	33%	606	35%
Hospital/Health System, Inpatient Department	1,487	16%	218	13%
Independent Community Pharmacy (1-4 Stores)	963	10%	150	9%
Supermarket Pharmacy	775	8%	119	7%
Hospital/Health System, Outpatient Department	607	6%	73	4%
Mass Merchandiser (i.e. Big Box Store)	365	4%	53	3%
Nursing Home/Long-Term Care	411	4%	48	3%
Clinic-Based Pharmacy	299	3%	55	3%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	217	2%	15	1%
Home Health/Infusion	122	1%	30	2%
Small Chain Community Pharmacy (5-10 Stores)	103	1%	30	2%
Mail Service Pharmacy	103	1%	13	1%
Academic Institution	64	1%	33	2%
Manufacturer	44	0%	7	0%
Wholesale Distributor	35	0%	2	0%
Other	769	8%	279	16%
Total	9,512	100%	1,731	100%
Did Not Have Location	585		11,187	

One-third of all pharmacy technicians in Virginia work in large chain community pharmacies, while another 16% work in the inpatient department of hospitals.

Source: Va. Healthcare Workforce Data Center

For pharmacy technicians who also have a secondary work location, 35% are employed by large chain community pharmacies, while 13% are employed at the inpatient department of hospitals.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 10%-19%
Teaching: 1%-9%

Roles

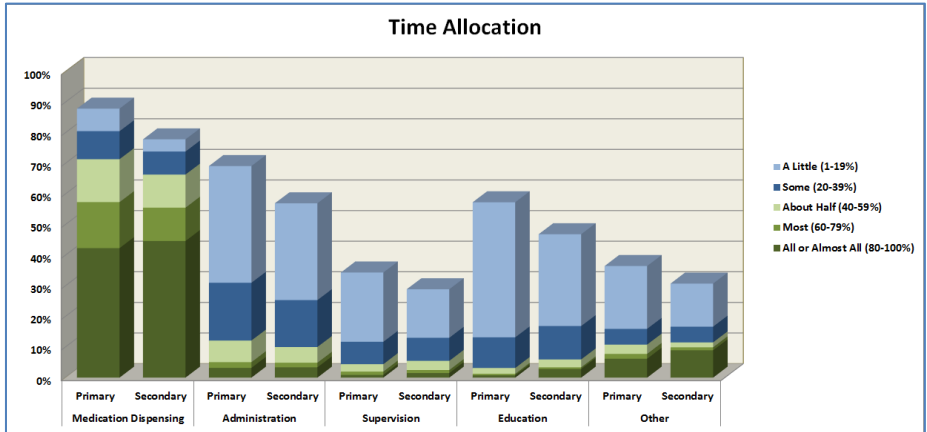
Medication Disp.: 57%
Administration: 5%
Supervision: 2%
Education: 1%

Patient Care Pharm. Techs.

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

Nearly 60% of all pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.

Time Allocation											
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other		
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	
All or Almost All (80-100%)	42%	45%	3%	3%	1%	2%	1%	3%	6%	9%	
Most (60-79%)	15%	11%	2%	2%	1%	1%	0%	1%	2%	1%	
About Half (40-59%)	14%	11%	7%	5%	2%	3%	2%	3%	3%	2%	
Some (20-39%)	9%	8%	19%	15%	7%	8%	10%	11%	5%	5%	
A Little (1-19%)	7%	4%	38%	32%	23%	16%	44%	30%	21%	14%	
None (0%)	12%	22%	31%	43%	66%	71%	43%	53%	64%	69%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	2,107	24%	-	-
50 to 54	417	5%	24	1%
55 to 59	508	6%	100	6%
60 to 64	1,411	16%	428	24%
65 to 69	2,205	25%	766	43%
70 to 74	554	6%	210	12%
75 to 79	142	2%	56	3%
80 and Over	115	1%	22	1%
I Do Not Intend to Retire	1,271	15%	178	10%
Total	8,730	100%	1,784	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 51%

Under 60: 35%

Pharm. Tech. 50 and Over

Under 65: 31%

Under 60: 7%

Time Until Retirement

Within 2 Years: 4%

Within 10 Years: 14%

Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

More than half of all pharmacy technicians expect to retire by the age of 65. Among pharmacy technicians who are age 50 and over, 31% expect to retire by the age of 65.

Within the next two years, 20% of all pharmacy technicians expect to pursue additional educational opportunities, and 7% expect to increase their patient care hours.

Future Plans

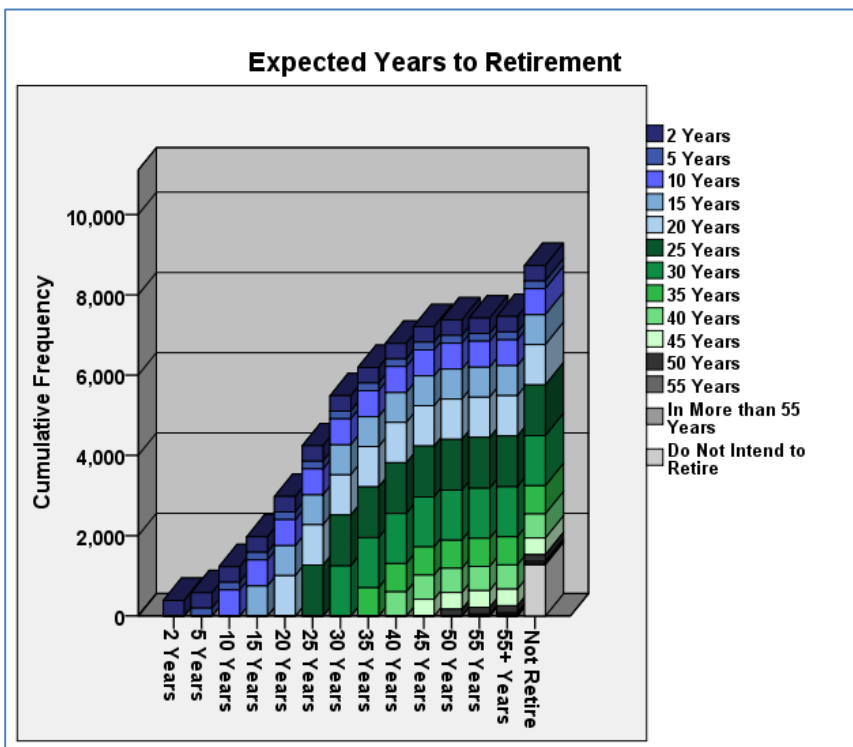
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	1,226	9%
Leave Virginia	516	4%
Decrease Patient Care Hours	203	2%
Decrease Teaching Hours	108	1%
Increase Participation		
Pursue Additional Education	2,608	20%
Increase Patient Care Hours	912	7%
Increase Teaching Hours	698	5%
Return to the Workforce	121	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians expect to retire in the next two years, while 14% expect to retire within the next ten years. Half of the current workforce expect to retire by 2049.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	385	4%	4%
5 Years	193	2%	7%
10 Years	648	7%	14%
15 Years	745	9%	23%
20 Years	1,005	12%	34%
25 Years	1,265	14%	49%
30 Years	1,247	14%	63%
35 Years	702	8%	71%
40 Years	602	7%	78%
45 Years	415	5%	83%
50 Years	168	2%	84%
55 Years	47	1%	85%
In More than 55 Years	37	0%	85%
Do Not Intend to Retire	1,271	15%	100%
Total	8,730	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 2039. Retirement will peak at 14% of the current workforce around 2044 before declining to below 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total: 10,277
 FTEs/1,000 Residents²: 1.207
 Average: 0.80

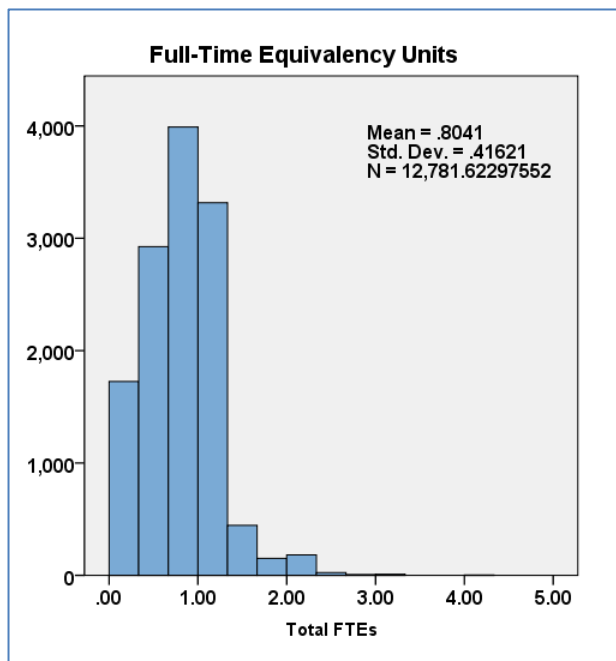
Age & Gender Effect

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:

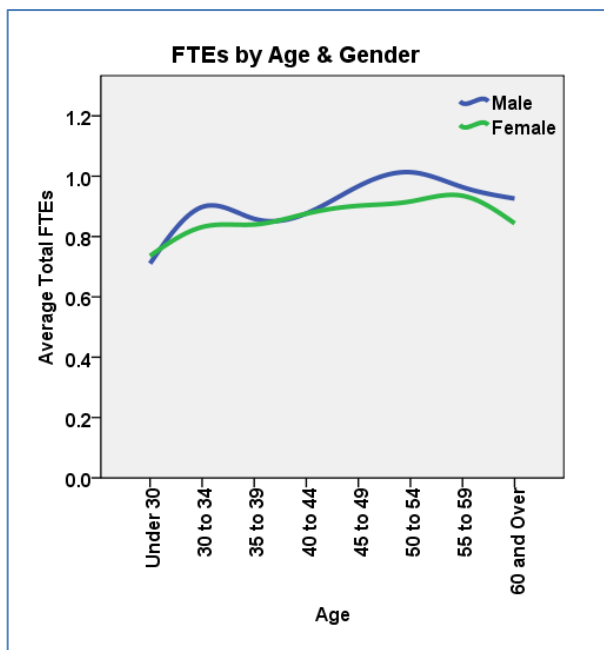


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.81 FTEs in 2019, or approximately 32 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.71	0.67
30 to 34	0.83	0.82
35 to 39	0.80	0.80
40 to 44	0.84	0.88
45 to 49	0.88	0.86
50 to 54	0.88	0.92
55 to 59	0.96	1.05
60 and Over	0.83	0.80
Gender		
Male	0.83	0.91
Female	0.82	0.89

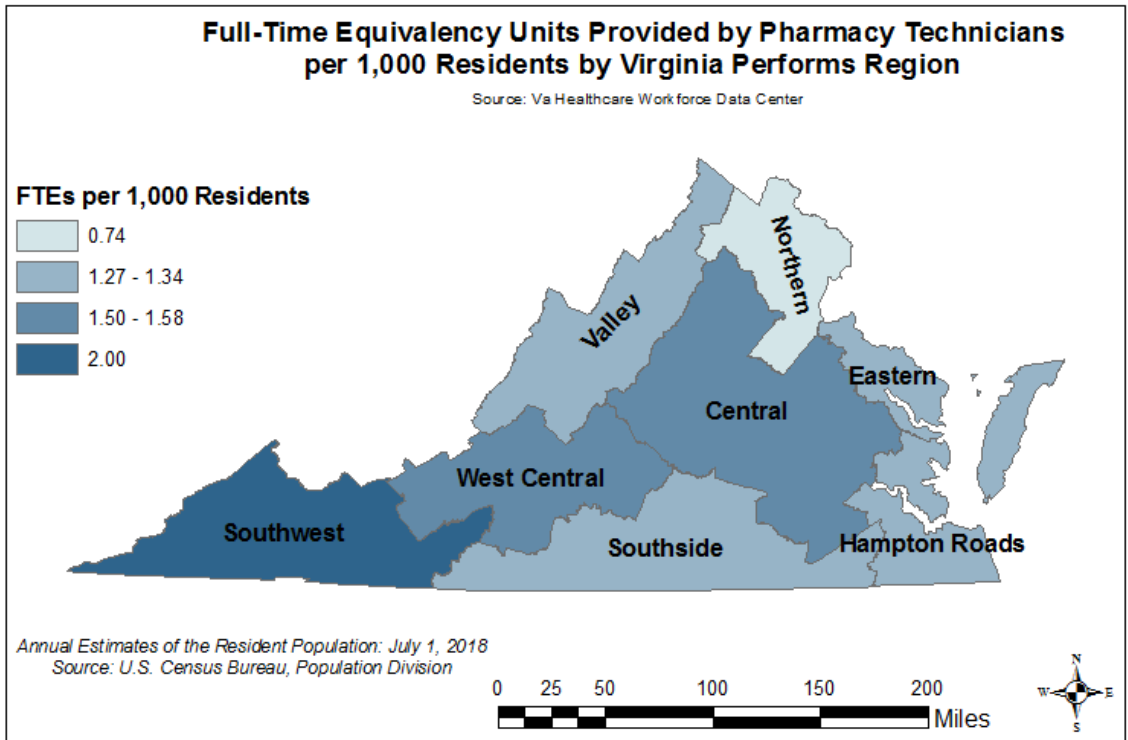
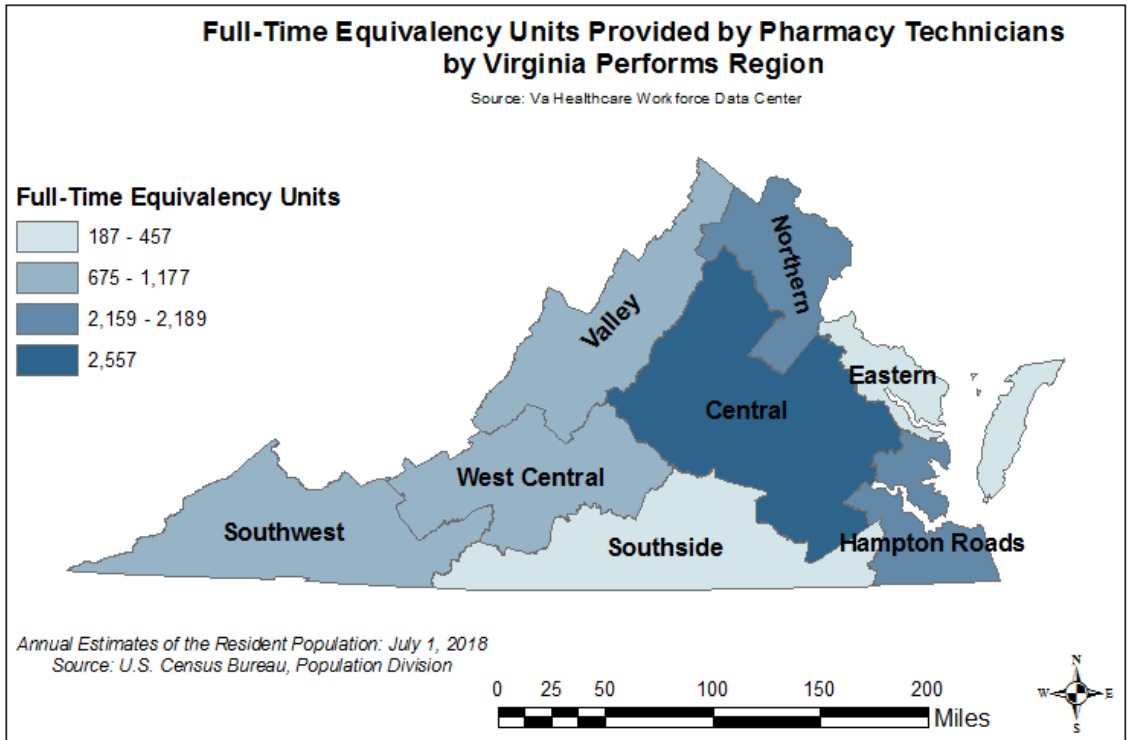
Source: Va. Healthcare Workforce Data Center

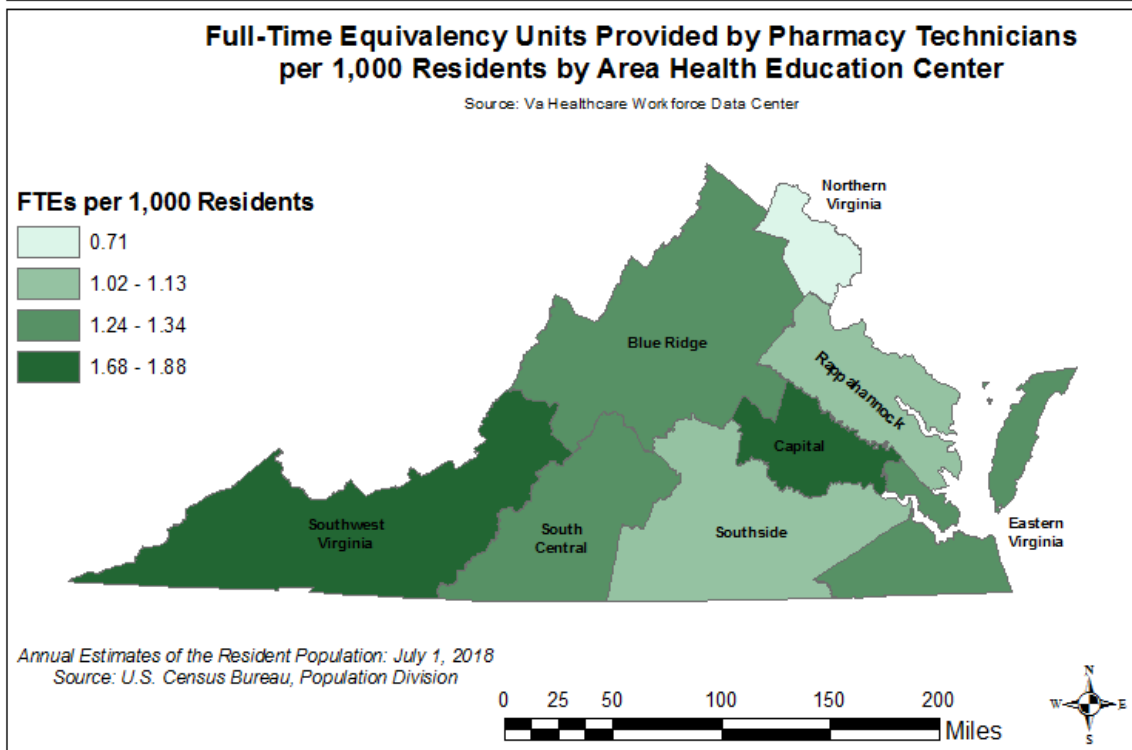
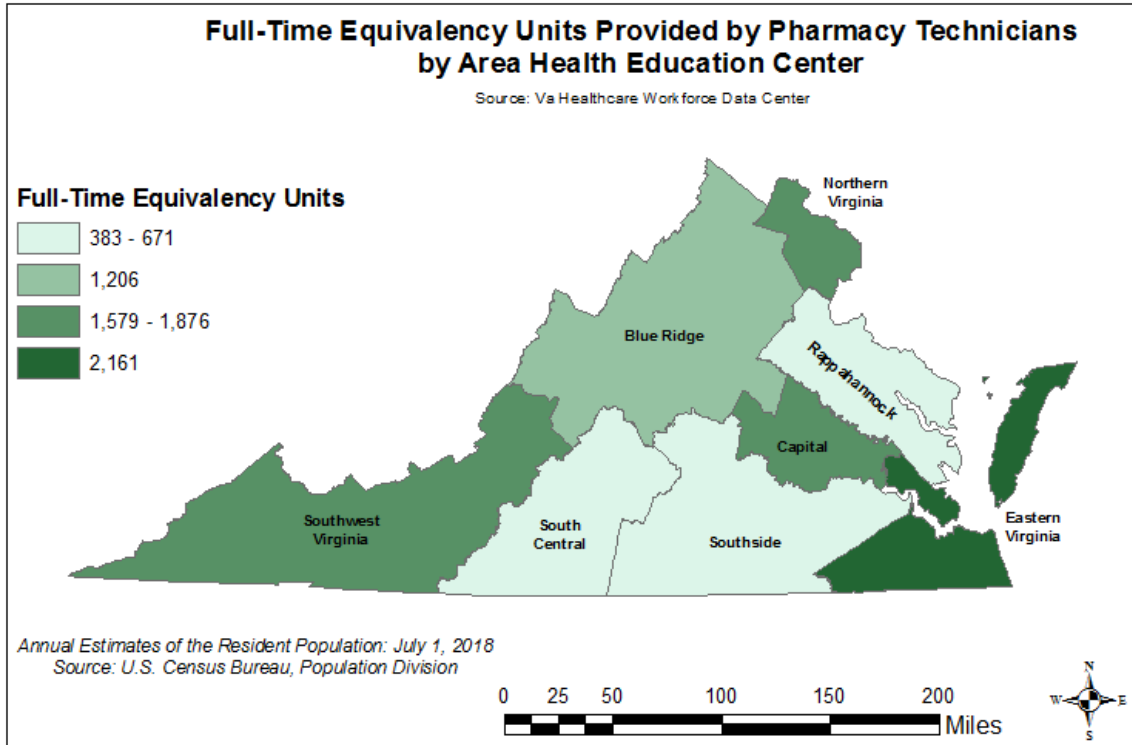


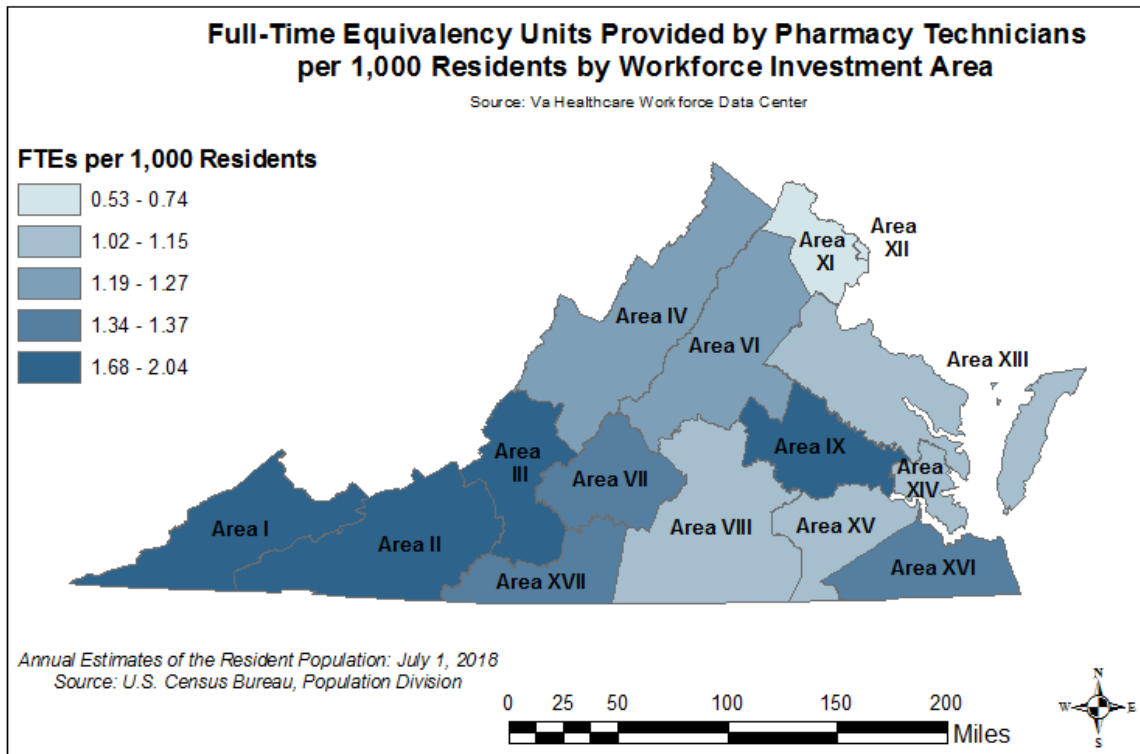
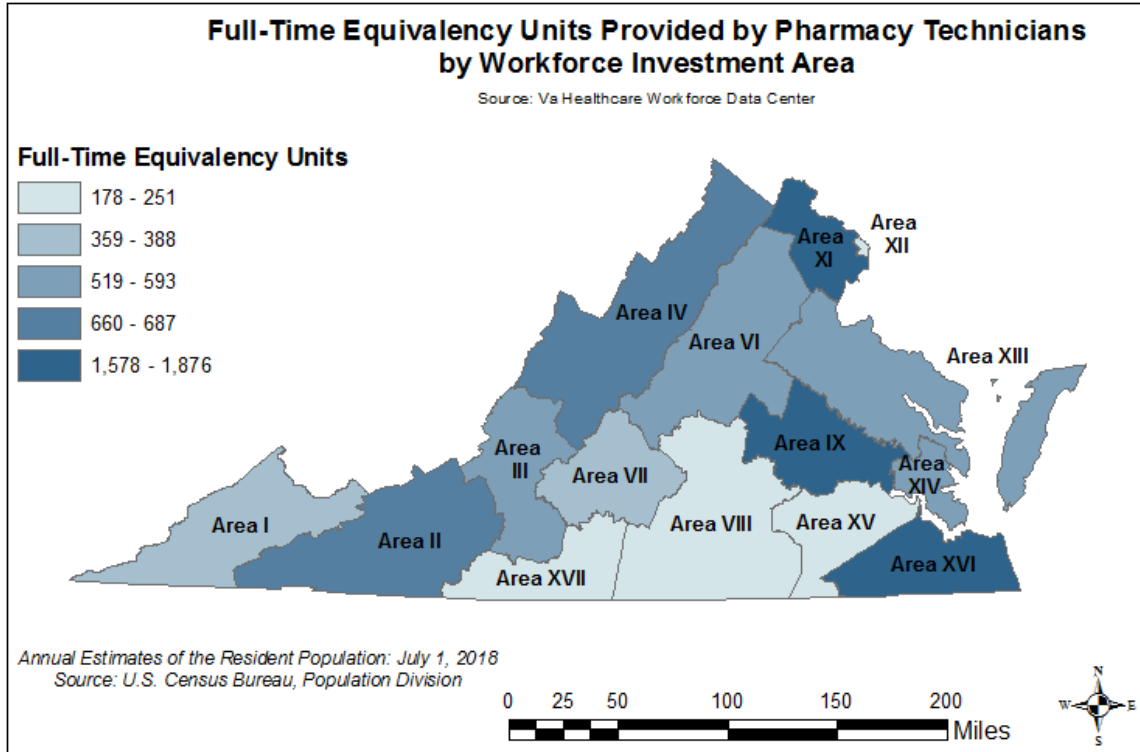
Source: Va. Healthcare Workforce Data Center

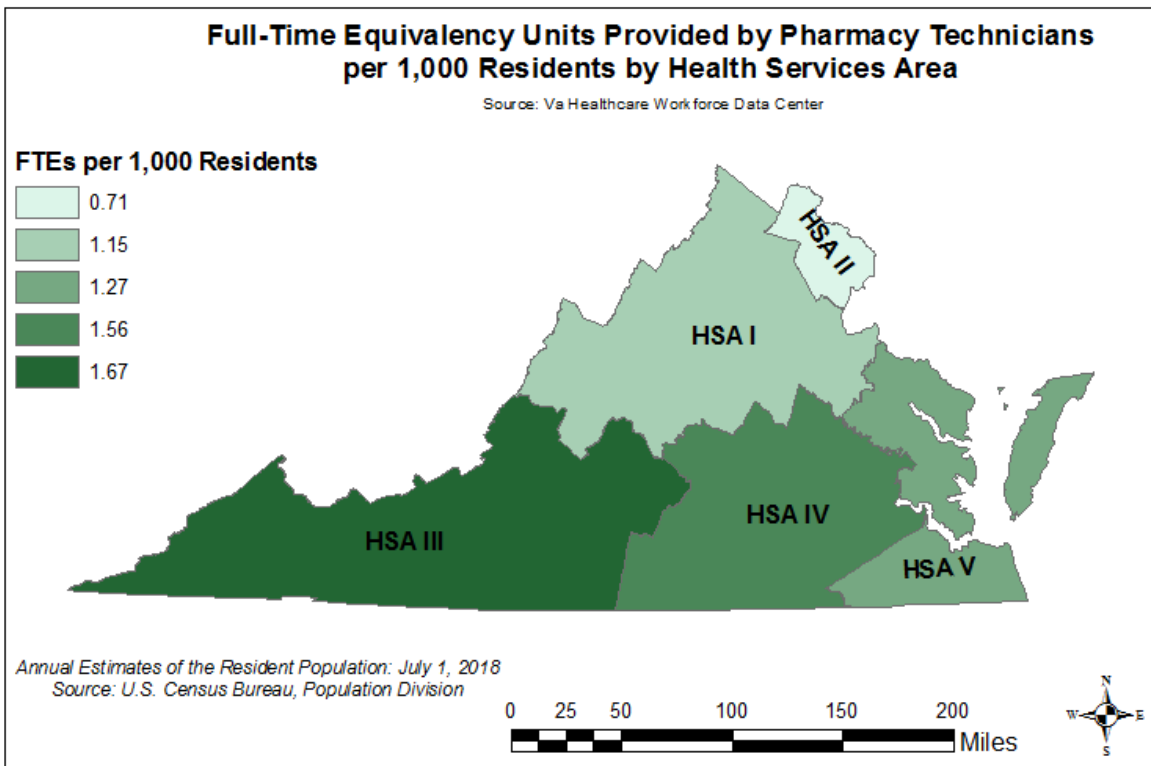
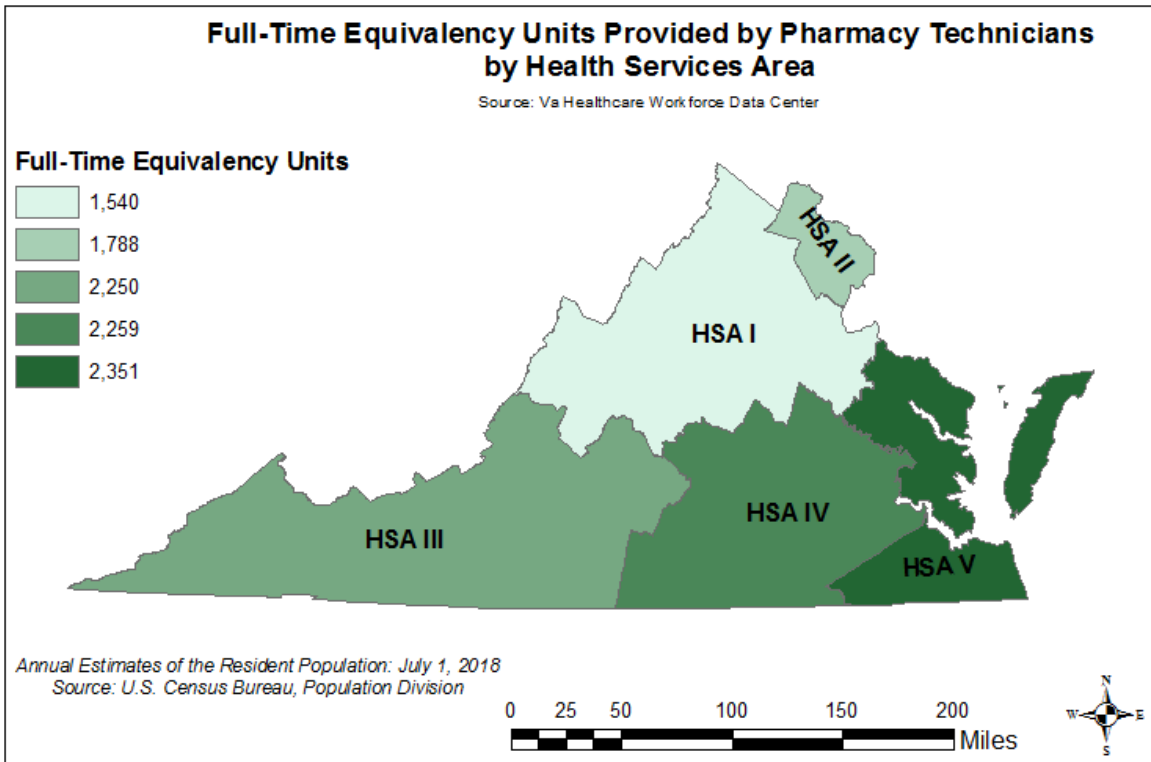
² Number of residents in 2018 was used as the denominator.

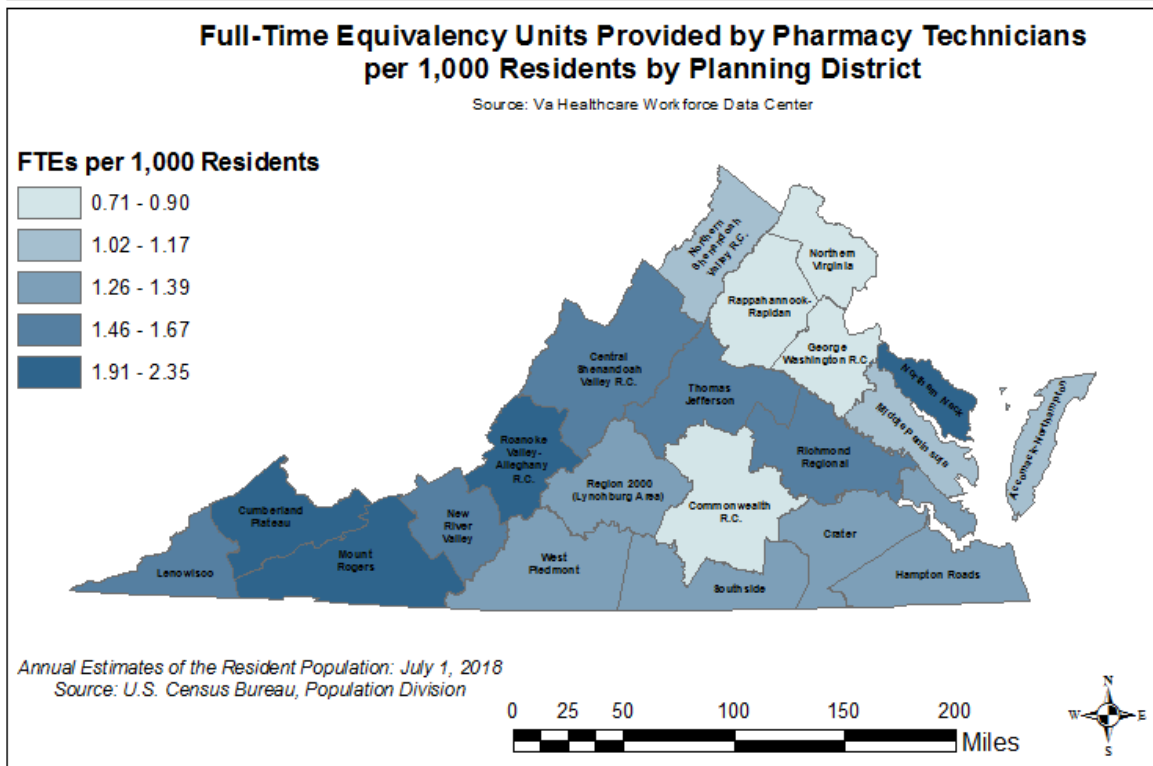
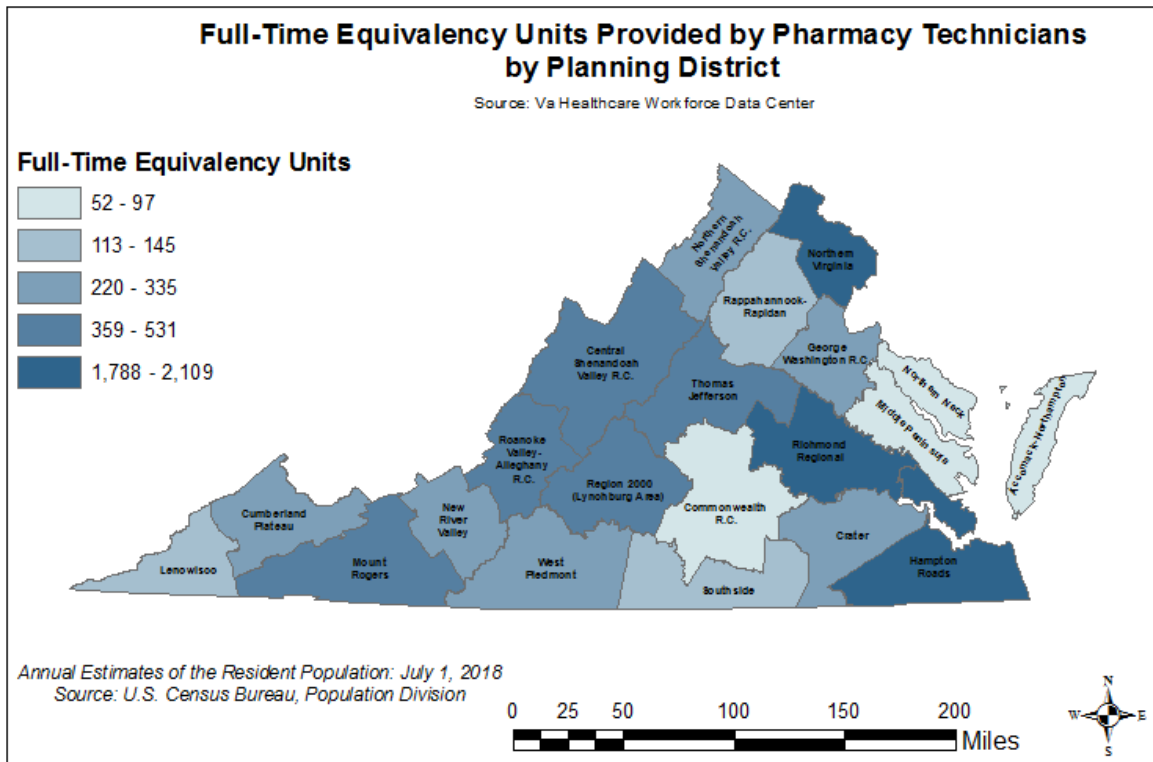
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	8,613	77.17%	1.295773	1.152454	1.487754
Metro, 250,000 to 1 Million	1,292	81.04%	1.234002	1.097516	1.416831
Metro, 250,000 or Less	1,296	77.24%	1.294705	1.151505	1.486529
Urban Pop., 20,000+, Metro Adj.	307	81.76%	1.223108	1.087826	1.404323
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	711	81.29%	1.230104	1.094049	1.412356
Urban Pop., 2,500-19,999, Non-Adj.	512	80.08%	1.24878	1.11066	1.4338
Rural, Metro Adj.	288	78.82%	1.268722	1.128396	1.456696
Rural, Non-Adj.	216	84.72%	1.180328	1.049778	1.355205
Virginia Border State/D.C.	755	57.35%	1.743649	1.550793	2.001988
Other U.S. State	429	38.00%	2.631902	2.340801	3.021844

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	4,614	66.08%	1.513283	1.355205	3.021844
30 to 34	2,388	77.01%	1.298532	1.162887	2.593012
35 to 39	1,857	78.51%	1.273663	1.140615	2.543351
40 to 44	1,361	80.82%	1.237273	1.108027	2.470685
45 to 49	1,208	83.53%	1.197225	1.072162	2.390714
50 to 54	1,039	84.89%	1.178005	1.05495	2.352333
55 to 59	878	85.31%	1.17223	1.049778	2.340801
60 and Over	1,074	79.52%	1.257611	1.126241	2.511298

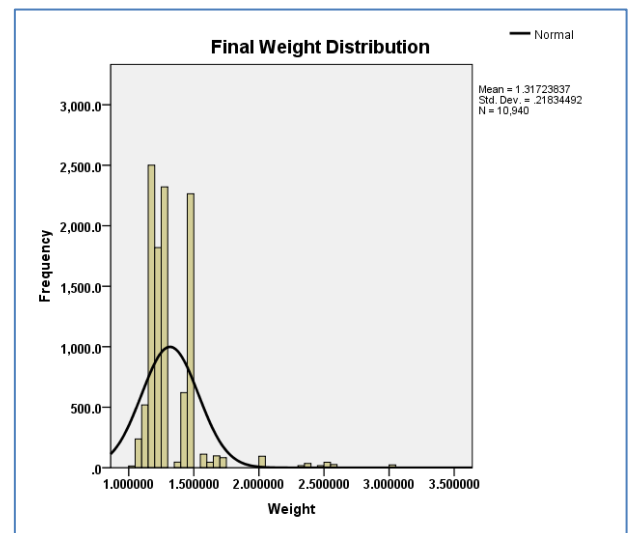
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods:
<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.758721



Source: Va. Healthcare Workforce Data Center