
Virginia's Pharmacy Technician Workforce: 2020

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

Registrants:	14,158
Virginia's Workforce:	13,021
FTEs:	10,203

Background

Rural Childhood:	40%
HS Degree in VA:	74%
% Work Non-Metro:	14%

Current Employment

Employed in Prof.:	81%
Hold 1 Full-Time Job:	68%
Satisfied?:	90%

Survey Response Rate

All Registrants:	77%
Renewing Practitioners:	98%

Education

High School/GED:	56%
Associate Degree:	21%

Job Turnover

Switched Jobs:	4%
Employed Over 2 Yrs.:	56%

Demographics

Female:	85%
Diversity Index:	60%
Median Age:	35

Finances

Median Income:	\$30k-\$35k
Health Insurance:	63%
Under 40 w/ Ed. Debt:	49%

Primary Roles

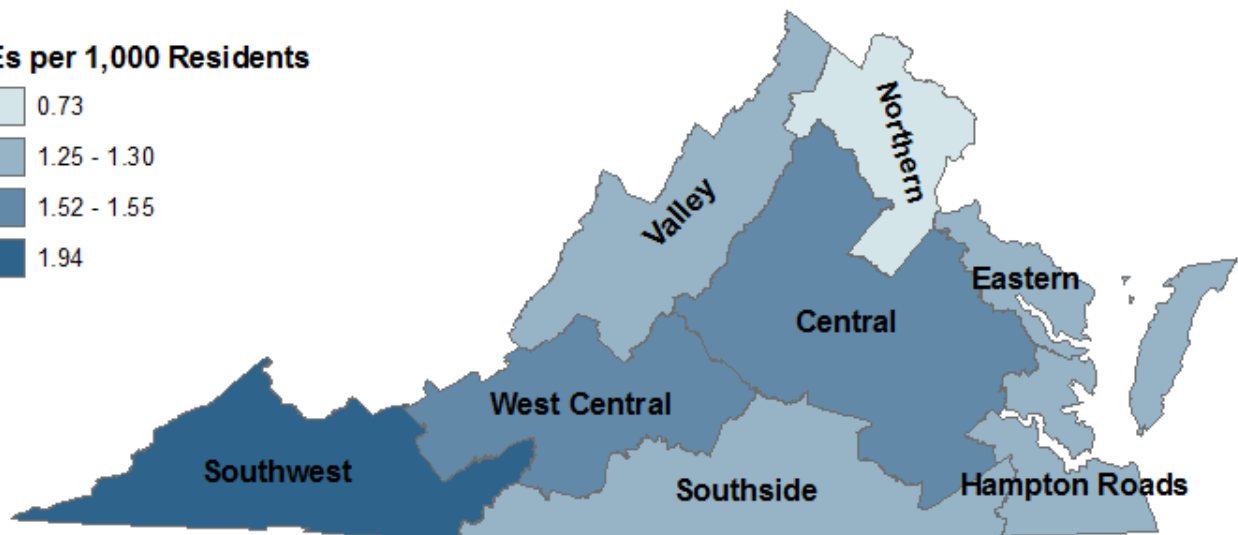
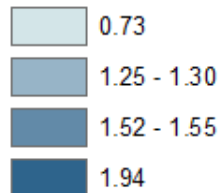
Medication Disp.:	57%
Administration:	5%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

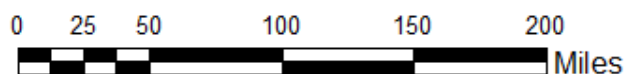
Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2020 Pharmacy Technician Workforce survey. Nearly 11,000 pharmacy technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the registration renewal process, which takes place every December for pharmacy technicians. These survey respondents represent 77% of the 14,158 pharmacy technicians who are registered in the state and 98% of renewing practitioners.

The HWDC estimates that 13,021 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 10,203 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than four out of every five pharmacy technicians are female, and the median age of this workforce is 35. In a random encounter between two pharmacy technicians, there is a 60% chance that they would be of different races or ethnicities, a measure known as the diversity index. For pharmacy technicians who are under the age of 40, the diversity index increases to 64%. Both of these values are above the comparable diversity index of 57% for Virginia's population as a whole. Two out of every five pharmacy technicians grew up in a rural area, and 27% of these professionals currently work in non-metro areas of Virginia. Overall, 14% of pharmacy technicians work in non-metro areas of the state.

More than 80% of all pharmacy technicians are currently employed in the profession, 68% hold one full-time job, and 46% work between 40 and 49 hours per week. Nine out of every ten pharmacy technicians work in the private sector, including 74% who work in for-profit establishments. The median annual income of pharmacy technicians is between \$30,000 and \$35,000. 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 indicated that they are satisfied with their current work situation, including nearly half who indicated that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 pharmacy technician workforce. The number of registered pharmacy technicians has fallen by 4% (14,158 vs. 14,710). In addition, the size of Virginia's pharmacy technician workforce has declined by 6% (13,021 vs. 13,834), and the number of FTEs provided by this workforce has fallen by 1% (10,203 vs. 10,327). However, renewing pharmacy technicians were more likely to respond to the survey (98% vs. 96%).

Virginia's pharmacy technicians are more likely to be female (85% vs. 84%), and the median age of this workforce has increased (35 vs. 34). At the same time, the diversity index of this workforce has increased (60% vs. 58%). This is also the case for those pharmacy technicians who are under the age of 40 (64% vs. 62%). There has been no change in the percentage of pharmacy technicians who grew up in a rural area (40%). Likewise, there has also been no change in the percentage of all pharmacy technicians who currently work in non-metro areas of the state (14%).

Pharmacy technicians are more likely to work in the profession (81% vs. 78%), hold one full-time job (68% vs. 62%), and work between 40 and 49 hours per week (46% vs. 41%). Pharmacy technicians are slightly more likely to work in the private sector (90% vs. 89%) and less likely to work for state or local governments (6% vs. 8%). As for establishment types, pharmacy technicians are relatively more likely to work in the inpatient department of hospitals (16% vs. 14%) instead of large chain community pharmacies (33% vs. 35%).

The median annual income of Virginia's pharmacy technician workforce has increased (\$30k-\$35k vs. \$20k-\$25k). In addition, pharmacy technicians are more likely to receive at least one employer-sponsored benefit (81% vs. 77%), including those who have access to health insurance (63% vs. 59%). Pharmacy technicians indicated that they are more likely to be satisfied with their current work situation (90% vs. 89%), and this also includes those pharmacy technicians who indicated that they are "very satisfied" (49% vs. 48%).

A Closer Look:

Registrant Counts		
Registration Status	#	%
Renewing Practitioners	10,606	75%
New Registrants	1,469	10%
Non-Renewals	2,083	15%
All Registrants	14,158	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 77% of all pharmacy technicians who were registered at some point in 2020.

Definitions

- The Survey Period:** The survey was conducted in December 2020.
- Target Population:** All professionals who held a Virginia registration at some point in 2020.
- Survey Population:** The survey was available to those who renewed their registration online. It was not available to those who did not renew, including some professionals newly registered in 2020.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,433	2,877	67%
30 to 34	541	1,823	77%
35 to 39	356	1,522	81%
40 to 44	256	1,131	82%
45 to 49	151	997	87%
50 to 54	152	943	86%
55 to 59	138	734	84%
60 and Over	235	869	79%
Total	3,262	10,896	77%
New Registrations			
Issued in 2020	1,065	404	28%
Metro Status			
Non-Metro	374	1,634	81%
Metro	2,329	8,603	79%
Not in Virginia	559	659	54%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,896
Response Rate, All Registrants	77%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Pharmacy Tech.

Number:	14,158
New:	10%
Not Renewed:	15%

Survey Response Rates

All Registrants:	77%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 13,021
 FTEs: 10,203

Utilization Ratios

Registrants in VA Workforce: 92%
 Registrant per FTE: 1.39
 Workers per FTE: 1.28

Source: Va. Healthcare Workforce Data Center

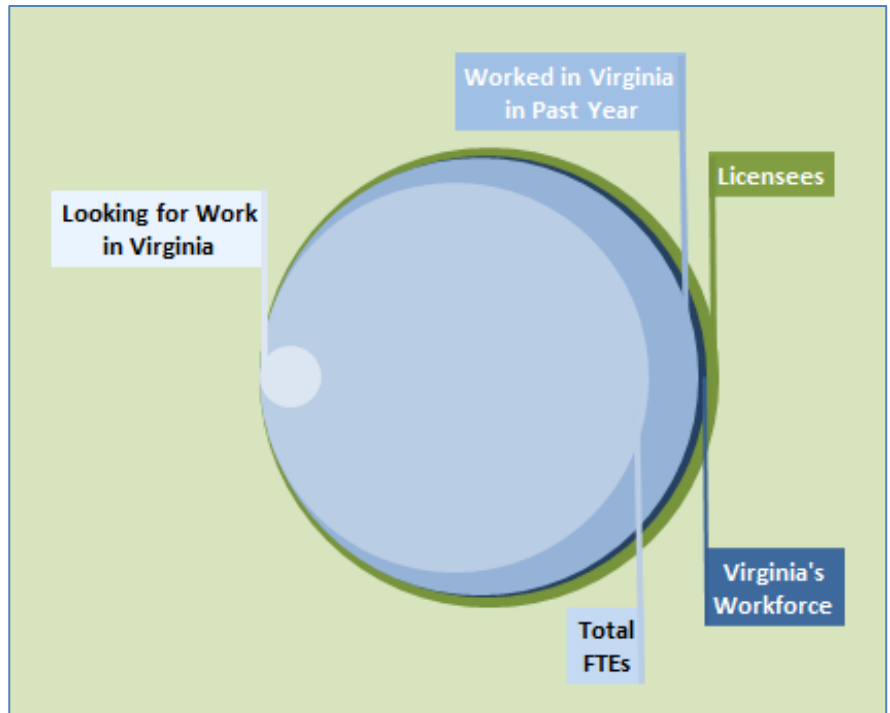
Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,766	98%
Looking for Work in Virginia	256	2%
Virginia's Workforce	13,021	100%
Total FTEs	10,203	
Registrants	14,158	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A registrant 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. Registrant in VA Workforce:** The proportion of registrants in Virginia's Workforce.
- 4. Registrants per FTE:** An indication of the number of registrants needed to create 1 FTE. Higher numbers indicate lower registrant 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.

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	603	17%	2,943	83%	3,546	32%
30 to 34	288	16%	1,535	84%	1,824	17%
35 to 39	196	14%	1,226	86%	1,422	13%
40 to 44	153	14%	917	86%	1,071	10%
45 to 49	111	13%	754	87%	864	8%
50 to 54	109	13%	713	87%	822	7%
55 to 59	87	14%	561	87%	648	6%
60 and Over	103	13%	700	87%	803	7%
Total	1,650	15%	9,350	85%	10,999	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	61%	6,418	58%	3,688	54%
Black	19%	2,455	22%	1,635	24%
Hispanic	10%	645	6%	499	7%
Asian	7%	959	9%	587	9%
Two or More Races	3%	430	4%	339	5%
Other Race	0%	167	2%	105	2%
Total	100%	11,074	100%	6,853	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, 2019.

Source: Va. Healthcare Workforce Data Center

Among the 62% of pharmacy technicians who are under the age of 40, 84% are female. In addition, the diversity index among these professionals is 64%.

At a Glance:

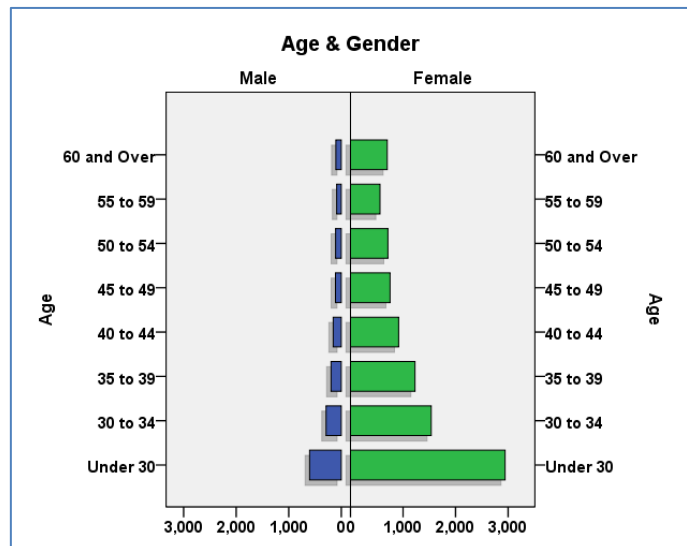
Gender
 % Female: 85%
 % Under 40 Female: 84%

Age
 Median Age: 35
 % Under 40: 62%
 % 55 and Over: 13%

Diversity
 Diversity Index: 60%
 Under 40 Div. Index: 64%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 60% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the diversity index is 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 40%

Virginia Background

HS in Virginia: 74%
 HS in Va., Past 5 Years: 72%

Location Choice

% Work Non-Metro: 14%
 % Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 4%

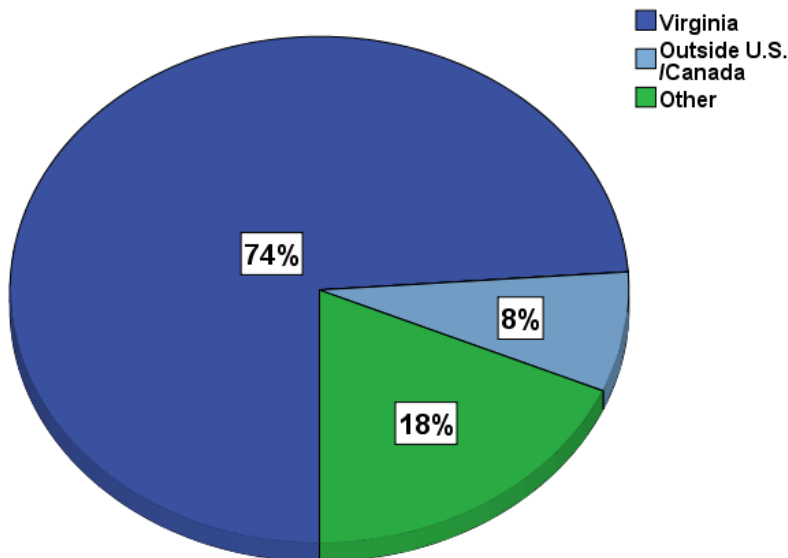
Source: Va. Healthcare Workforce Data Center

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%	52%	25%
2	Metro, 250,000 to 1 Million	58%	31%	11%
3	Metro, 250,000 or Less	63%	27%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	67%	23%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	82%	10%	8%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	3%	4%
8	Rural, Metro Adjacent	86%	8%	6%
9	Rural, Non-Adjacent	68%	25%	7%
Overall		40%	41%	19%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 40% grew up in self-described rural areas, and 27% 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	#	Registered in the Past Five Years	#
1	Virginia	8,057	Virginia	2,995
2	Outside U.S./Canada	836	Outside U.S./Canada	303
3	New York	180	North Carolina	85
4	North Carolina	170	Maryland	79
5	Maryland	162	New York	66
6	West Virginia	138	Florida	62
7	Pennsylvania	138	Pennsylvania	58
8	Florida	134	West Virginia	56
9	California	113	Texas	47
10	New Jersey	109	New Jersey	43

Source: Va. Healthcare Workforce Data Center

Nearly three-fourths of all pharmacy technicians received their high school diploma in Virginia. Among those pharmacy technicians who obtained their initial registration in the past five years, 72% also received their high school degree in the state.

Among all of Virginia's registered pharmacy technicians, 8% did not participate in the state's workforce in 2020. However, 79% of these professionals worked at some point in the past year, including 60% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

Total:	1,130
% of Registrants:	8%
Federal/Military:	4%
Va. Border State/D.C.:	34%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	6,026	56%
Associate	2,301	21%
Baccalaureate	2,079	19%
Masters	350	3%
PhD	34	0%
Total	10,791	100%

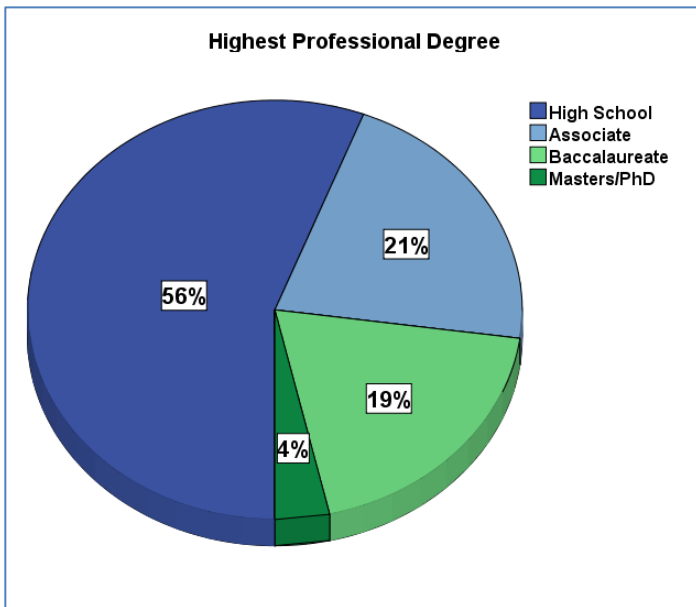
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 High School/GED: 56%
 Associate Degree: 21%

Education Debt
 Carry Debt: 38%
 Under Age 40 w/ Debt: 49%
 Median Debt: \$18k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all pharmacy technicians hold either a high school degree or a GED as their highest professional degree.

More than one-third of all pharmacy technicians currently carry education debt, including 49% of those under the age of 40. For those with education debt, the median amount is between \$18,000 and \$20,000.

Education Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	5,375	62%	2,751	51%
Less than \$10,000	1,023	12%	803	15%
\$10,000-\$19,999	704	8%	560	10%
\$20,000-\$29,999	537	6%	438	8%
\$30,000 or More	1,052	12%	796	15%
Total	8,691	100%	5,348	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	64%
ExCPT:	10%
Total w/ Cert.:	75%

National Certifications

Required:	56%
Pay Raise w/ Cert.:	43%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification Board (PTCB)	8,396	64%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,351	10%
Total with Certification	9,747	75%

Source: Va. Healthcare Workforce Data Center

Three out of every four of Virginia's pharmacy technicians hold a professional certification, including 64% who have a Pharmacy Technician Certification Board (PTCB) credential.

More than half of all pharmacy technicians work for an employer that requires a national certification as a condition of employment. Meanwhile, 43% of pharmacy technicians work for an employer that offers a pay raise for those who have obtained a national certification.

National Certifications

Required for Employment?	#	%
Yes	5,930	56%
No	4,690	44%
Pay Raise with Certification?	#	%
Yes	4,136	43%
No	4,684	49%
No Certification Held	723	8%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 81%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 68%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 46%
60 or More: 3%
Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	25	0%
Employed in a Pharmacy Technician-Related Capacity	8,667	81%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,604	15%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	115	1%
Voluntarily Unemployed	280	3%
Retired	62	1%
Total	10,753	100%

Source: Va. Healthcare Workforce Data Center

More than 80% of all pharmacy technicians are currently employed in the profession, 68% hold one full-time job, and 46% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	457	4%
One Part-Time Position	2,012	19%
Two Part-Time Positions	140	1%
One Full-Time Position	7,199	68%
One Full-Time Position & One Part-Time Position	682	6%
Two Full-Time Positions	30	0%
More than Two Positions	34	0%
Total	10,554	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	457	4%
1 to 9 Hours	346	3%
10 to 19 Hours	494	5%
20 to 29 Hours	856	8%
30 to 39 Hours	2,770	27%
40 to 49 Hours	4,704	46%
50 to 59 Hours	373	4%
60 to 69 Hours	100	1%
70 to 79 Hours	81	1%
80 or More Hours	117	1%
Total	10,298	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	93	2%
Less than \$10,000	470	10%
\$10,000-\$14,999	277	6%
\$15,000-\$19,999	335	7%
\$20,000-\$24,999	559	11%
\$25,000-\$29,999	646	13%
\$30,000-\$34,999	854	18%
\$35,000-\$39,999	556	11%
\$40,000-\$44,999	495	10%
\$45,000-\$49,999	244	5%
\$50,000 or More	353	7%
Total	4,882	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$30k-\$35k

Benefits
Health Insurance: 63%
Retirement: 58%

Satisfaction
Satisfied: 90%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,147	49%
Somewhat Satisfied	4,325	41%
Somewhat Dissatisfied	717	7%
Very Dissatisfied	339	3%
Total	10,527	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$30,000 and \$35,000 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	5,739	66%	60%
Health Insurance	5,464	63%	57%
Dental Insurance	5,231	60%	55%
Retirement	5,023	58%	53%
Group Life Insurance	3,096	36%	33%
Signing/Retention Bonus	355	4%	4%
At Least One Benefit	7,037	81%	74%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	1,209	9%
Switch Employers or Practices?	472	4%
Experience Voluntary Unemployment?	442	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	429	3%
Experience Involuntary Unemployment?	223	2%
Experienced At Least One	2,300	18%

Source: Va. Healthcare Workforce Data Center

Only 2% of pharmacy technicians were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 6.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	275	3%	178	11%
Less than 6 Months	751	8%	218	13%
6 Months to 1 Year	863	9%	168	10%
1 to 2 Years	2,448	25%	354	21%
3 to 5 Years	2,593	26%	336	20%
6 to 10 Years	1,257	13%	179	11%
More than 10 Years	1,746	18%	239	14%
Subtotal	9,932	100%	1,672	100%
Did Not Have Location	580		11,104	
Item Missing	2,509		245	
Total	13,021		13,021	

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: 2%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 4%
New Location: 20%
Over 2 Years: 56%
Over 2 Yrs., 2nd Location: 45%

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	8,464	91%
Salary/Commission	738	8%
By Contract/Per Diem	44	0%
Unpaid	25	0%
Business/Practice Income	13	0%
Subtotal	9,283	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 2.8% and a high of 10.8%. The unemployment rate from December 2020 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	68%
Lowest Region:	2%

Locations

2 or More (Past Year):	19%
2 or More (Now*):	15%

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,420	25%	436	24%
Northern	2,137	22%	411	23%
Hampton Roads	2,096	21%	372	21%
West Central	1,137	12%	193	11%
Southwest	711	7%	102	6%
Valley	647	7%	83	5%
Southside	423	4%	86	5%
Eastern	183	2%	34	2%
Virginia Border State/D.C.	29	0%	31	2%
Other U.S. State	19	0%	51	3%
Outside of the U.S.	3	0%	7	0%
Total	9,805	100%	1,806	100%
Item Missing	2,636		112	

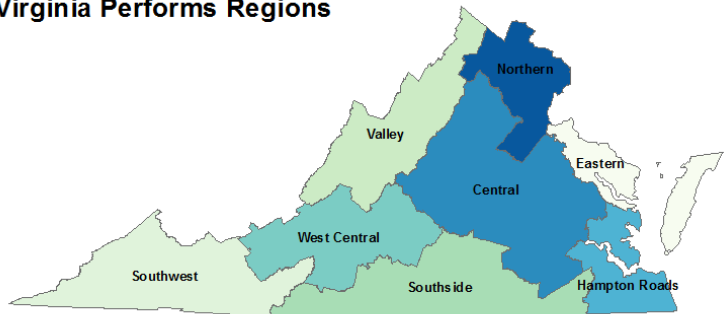
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	253	3%	453	5%
1	7,992	79%	8,132	80%
2	1,184	12%	1,009	10%
3	590	6%	492	5%
4	40	0%	14	0%
5	21	0%	12	0%
6 or More	48	1%	17	0%
Total	10,129	100%	10,129	100%

*At the time of survey completion, December 2020.

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Among all pharmacy technicians, 15% currently have multiple work locations, while 19% have had multiple work locations at some point in the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,866	74%	1,134	73%
Non-Profit	1,512	16%	232	15%
State/Local Government	577	6%	102	7%
Veterans Administration	49	1%	5	0%
U.S. Military	180	2%	43	3%
Other Federal Gov't	124	1%	27	2%
Total	9,308	100%	1,543	100%
Did Not Have Location	580		11,104	
Item Missing	3,133		375	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

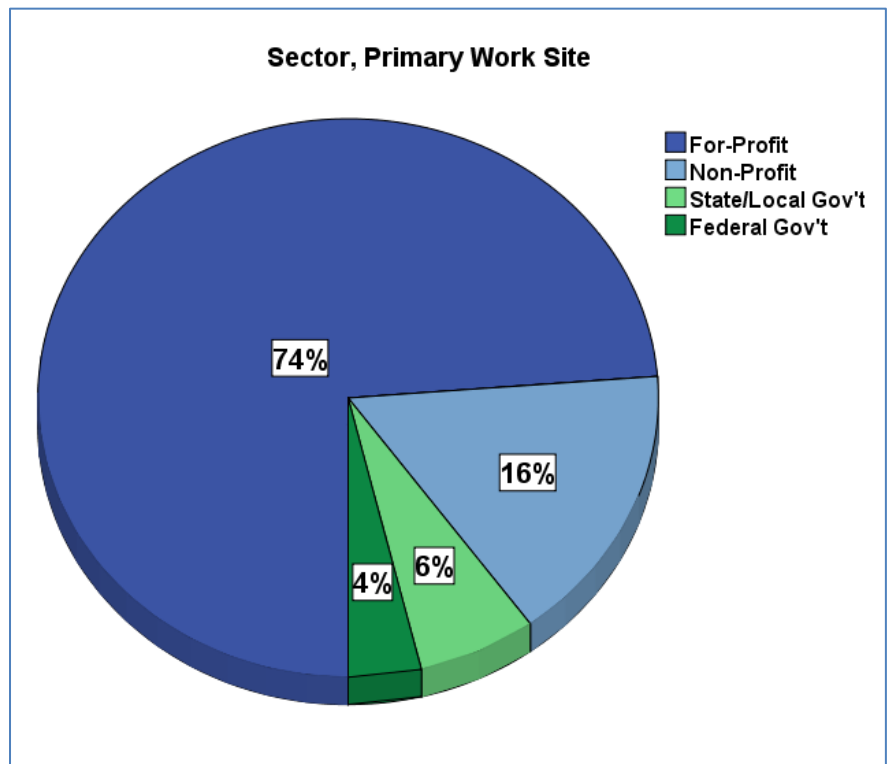
For-Profit:	74%
Federal:	4%

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 74% who work in a for-profit establishment. Another 6% of pharmacy technicians work for a state or local government.



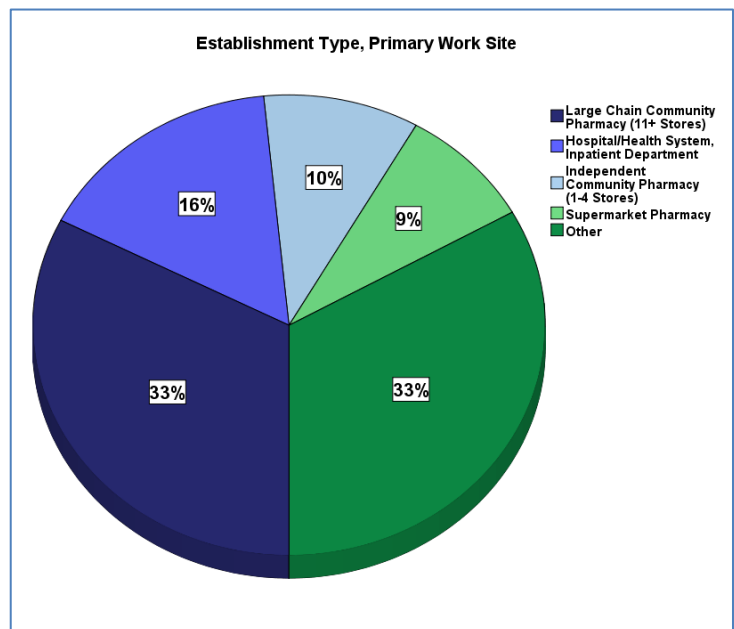
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,972	33%	534	36%
Hospital/Health System, Inpatient Department	1,452	16%	174	12%
Independent Community Pharmacy (1-4 Stores)	900	10%	112	7%
Supermarket Pharmacy	783	9%	110	7%
Hospital/Health System, Outpatient Department	632	7%	65	4%
Nursing Home/Long-Term Care	399	4%	49	3%
Mass Merchandiser (i.e. Big Box Store)	356	4%	48	3%
Clinic-Based Pharmacy	263	3%	41	3%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	212	2%	18	1%
Home Health/Infusion	130	1%	12	1%
Mail Service Pharmacy	110	1%	16	1%
Small Chain Community Pharmacy (5-10 Stores)	104	1%	38	3%
Academic Institution	49	1%	32	2%
Wholesale Distributor	43	0%	12	1%
Manufacturer	28	0%	16	1%
Other	703	8%	219	15%
Total	9,136	100%	1,496	100%
Did Not Have Location	580		11,104	

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, 36% are employed by large chain community pharmacies, while 12% 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

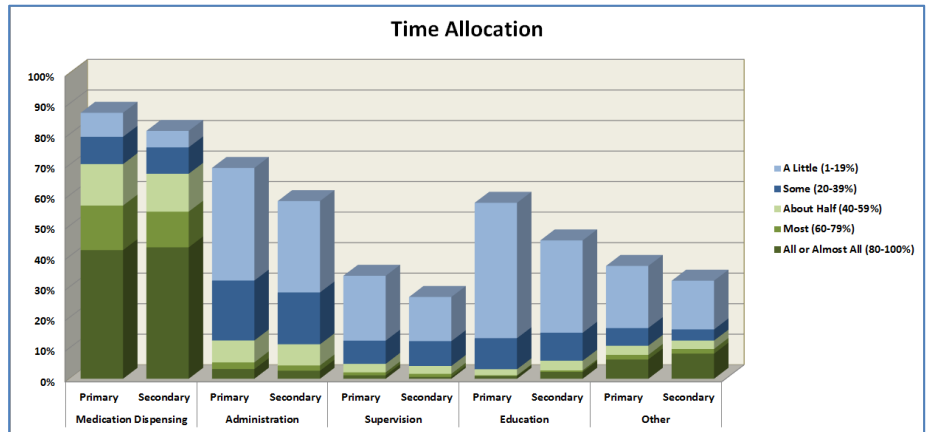
Medication Disp.: 57%
Administration: 5%
Supervision: 2%
Education: 1%

Patient Care Pharm. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

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		
	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%)	42%	43%	3%	3%	1%	1%	1%	2%	6%	8%	
Most (60-79%)	15%	12%	2%	2%	1%	1%	0%	1%	1%	2%	
About Half (40-59%)	14%	12%	7%	7%	3%	3%	2%	3%	3%	3%	
Some (20-39%)	9%	9%	20%	17%	8%	8%	10%	9%	6%	4%	
A Little (1-19%)	8%	5%	37%	30%	21%	14%	44%	30%	20%	16%	
None (0%)	13%	19%	31%	42%	66%	73%	42%	55%	63%	68%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	2,050	24%	-	-
50 to 54	457	5%	39	2%
55 to 59	531	6%	96	5%
60 to 64	1,409	17%	413	24%
65 to 69	2,093	25%	750	43%
70 to 74	520	6%	220	13%
75 to 79	130	2%	36	2%
80 and Over	116	1%	24	1%
I Do Not Intend to Retire	1,131	13%	175	10%
Total	8,437	100%	1,753	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 53%

Under 60: 36%

Pharm. Tech. 50 and Over

Under 65: 31%

Under 60: 8%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 14%

Half the Workforce: By 2045

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

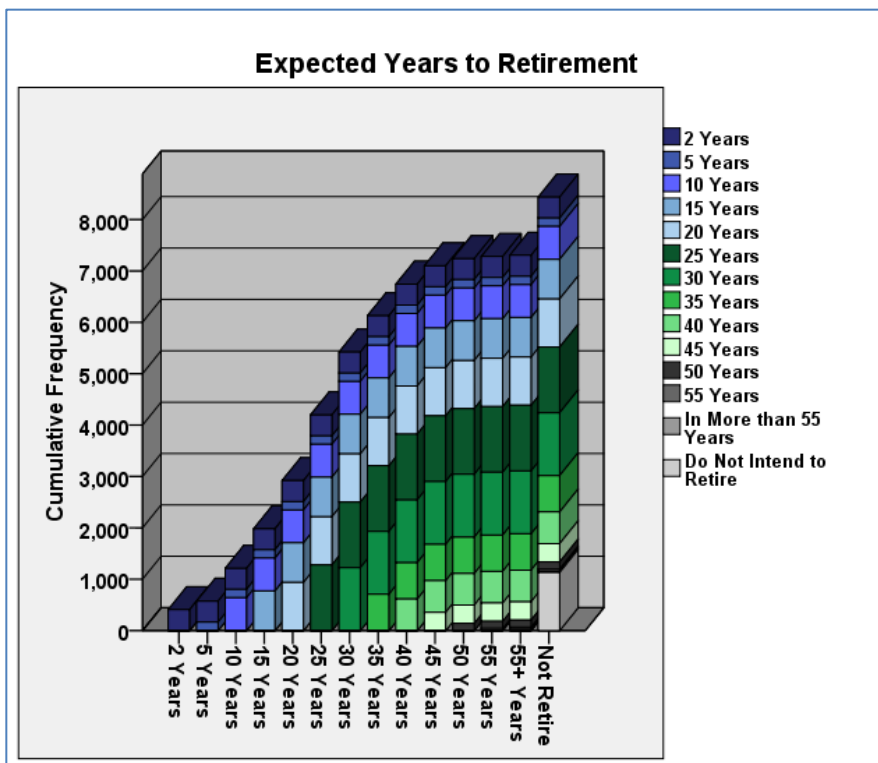
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	1,130	9%
Leave Virginia	522	4%
Decrease Patient Care Hours	204	2%
Decrease Teaching Hours	88	1%
Increase Participation		
Pursue Additional Education	2,610	20%
Increase Patient Care Hours	949	7%
Increase Teaching Hours	704	5%
Return to the Workforce	137	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 5% 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 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	409	5%	5%
5 Years	163	2%	7%
10 Years	639	8%	14%
15 Years	771	9%	23%
20 Years	937	11%	35%
25 Years	1,278	15%	50%
30 Years	1,223	14%	64%
35 Years	707	8%	73%
40 Years	616	7%	80%
45 Years	356	4%	84%
50 Years	140	2%	86%
55 Years	41	0%	86%
In More than 55 Years	25	0%	87%
Do Not Intend to Retire	1,131	13%	100%
Total	8,437	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 every five years by 2040. Retirement will peak at 15% of the current workforce around 2045 before declining to below 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 10,203
 FTEs/1,000 Residents²: 1.195
 Average: 0.82

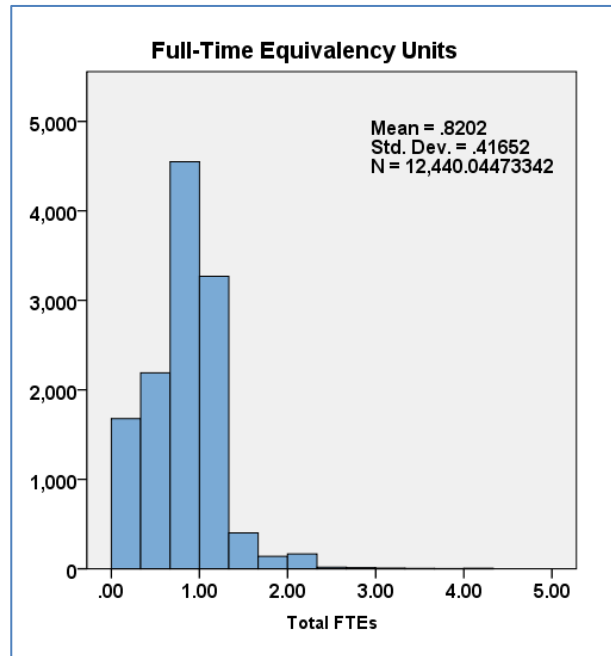
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

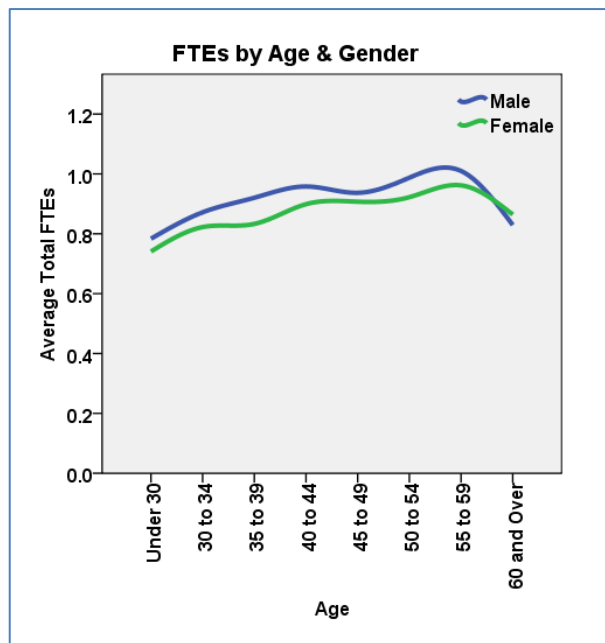


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.89 FTEs in 2020, or approximately 36 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	0.76	0.89
30 to 34	0.80	0.82
35 to 39	0.82	0.80
40 to 44	0.86	0.91
45 to 49	0.85	0.89
50 to 54	0.90	0.92
55 to 59	0.97	0.97
60 and Over	0.83	0.80
Gender		
Male	0.87	0.96
Female	0.83	0.91

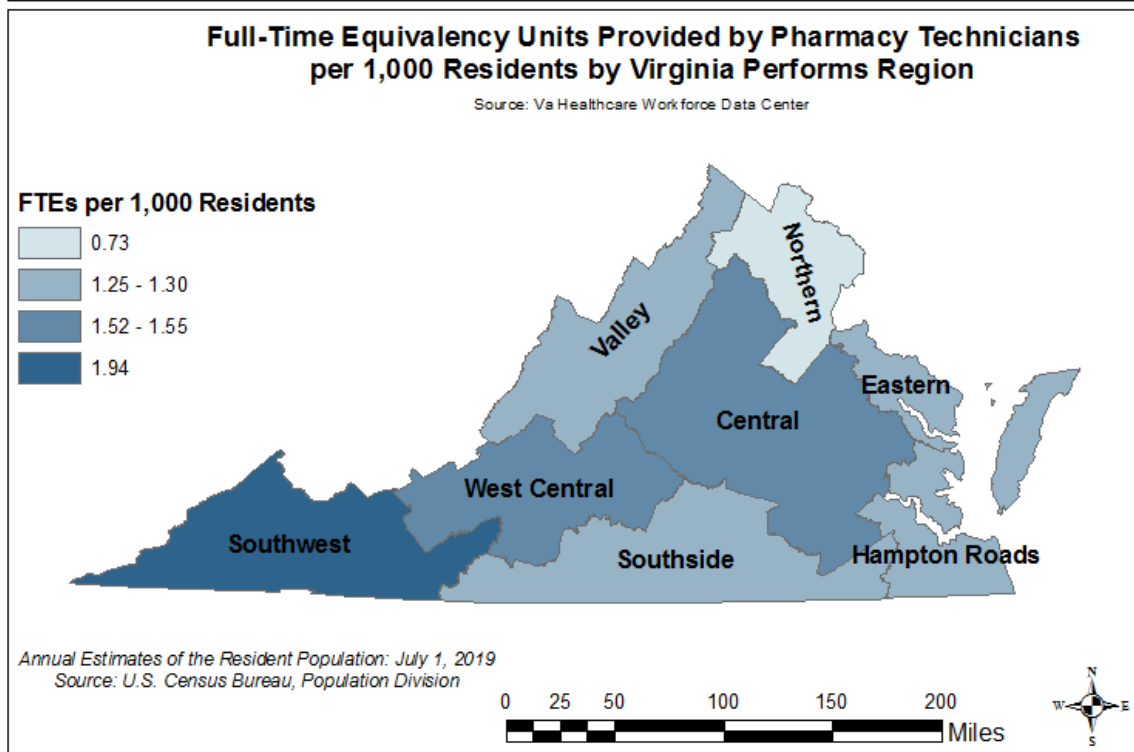
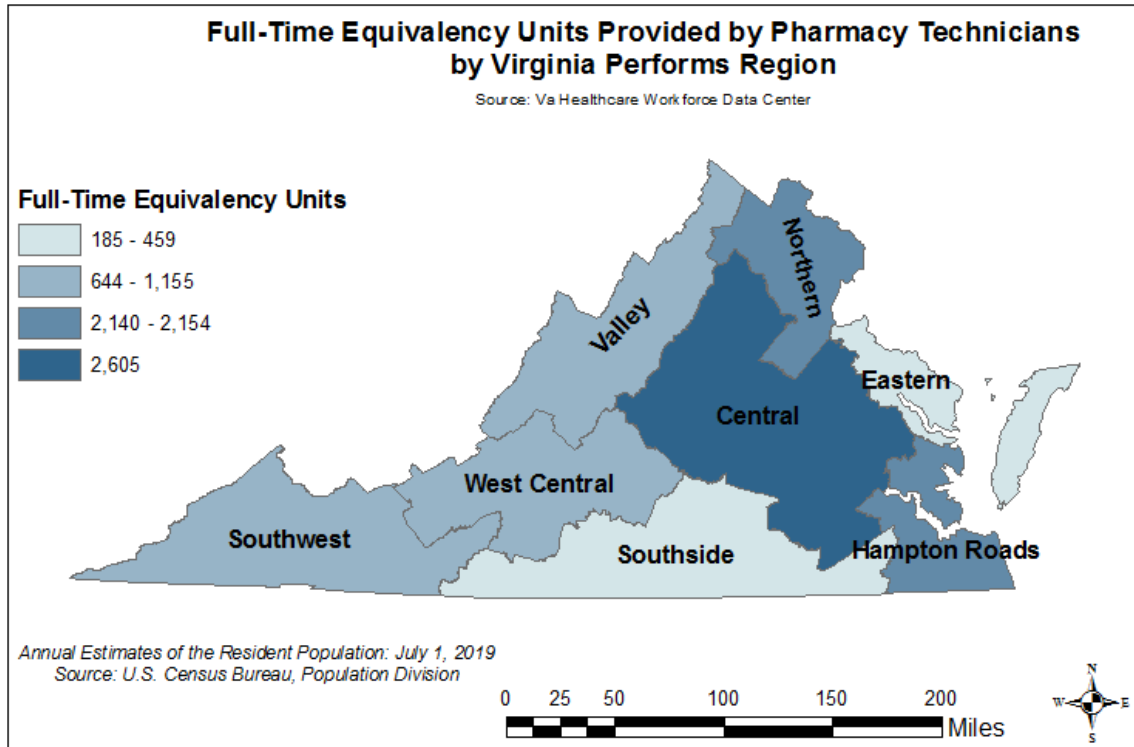
Source: Va. Healthcare Workforce Data Center

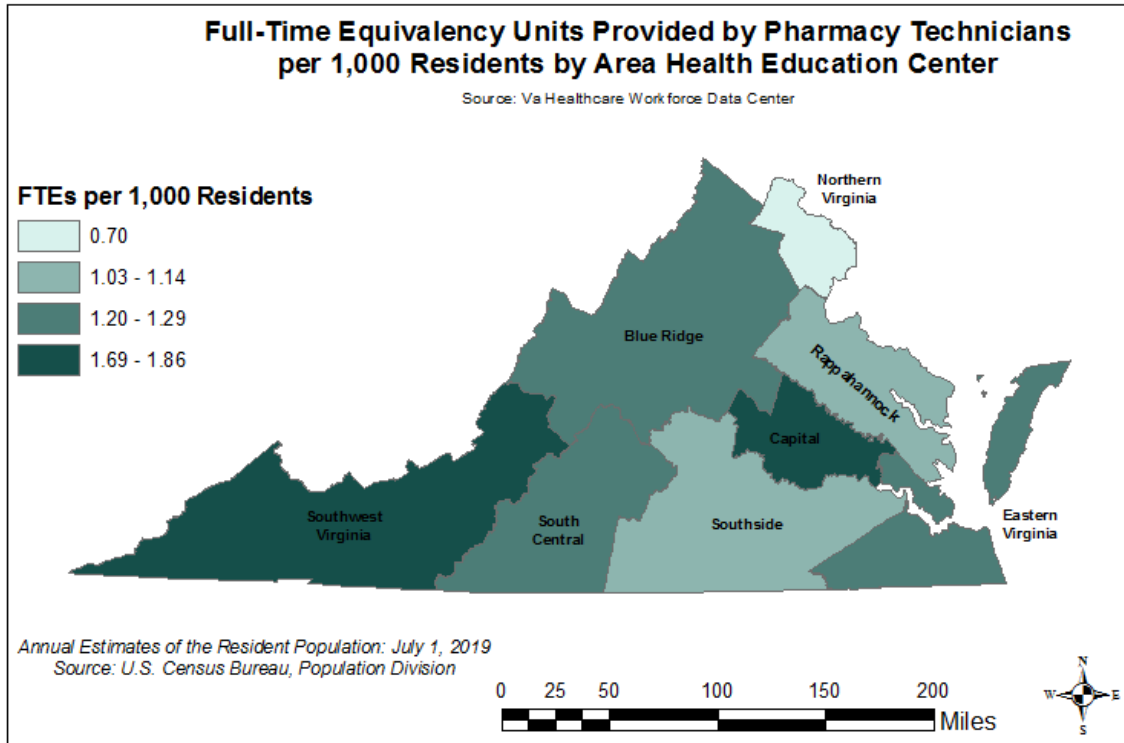
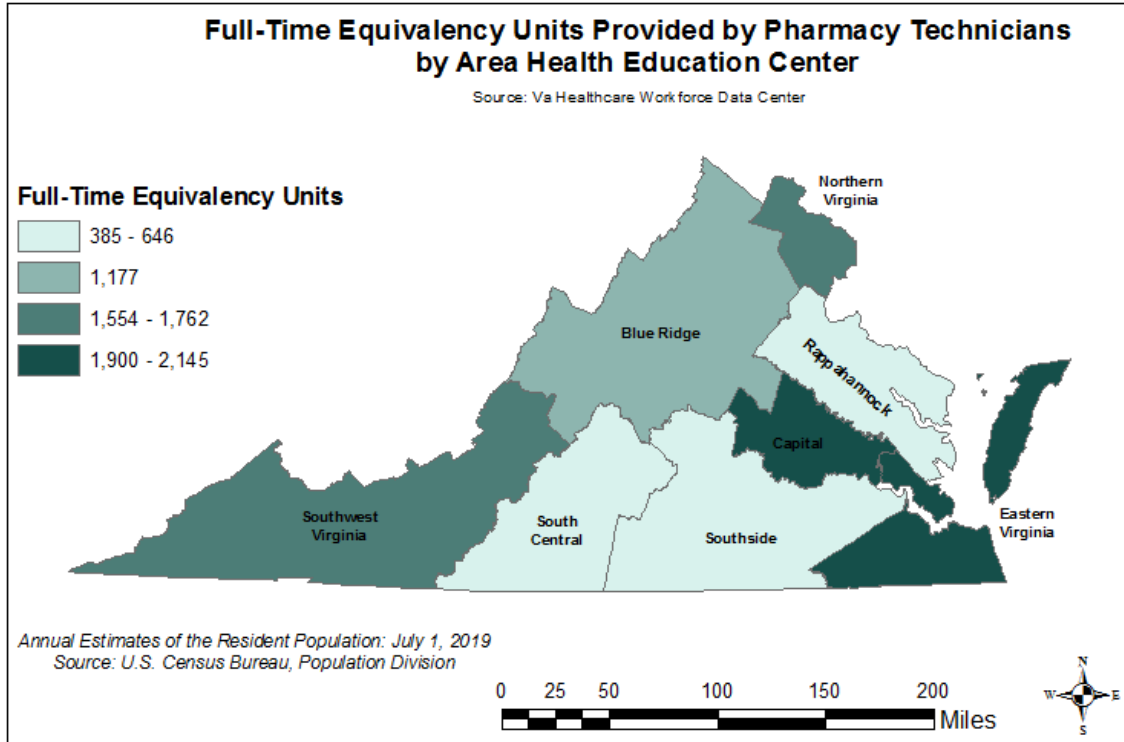


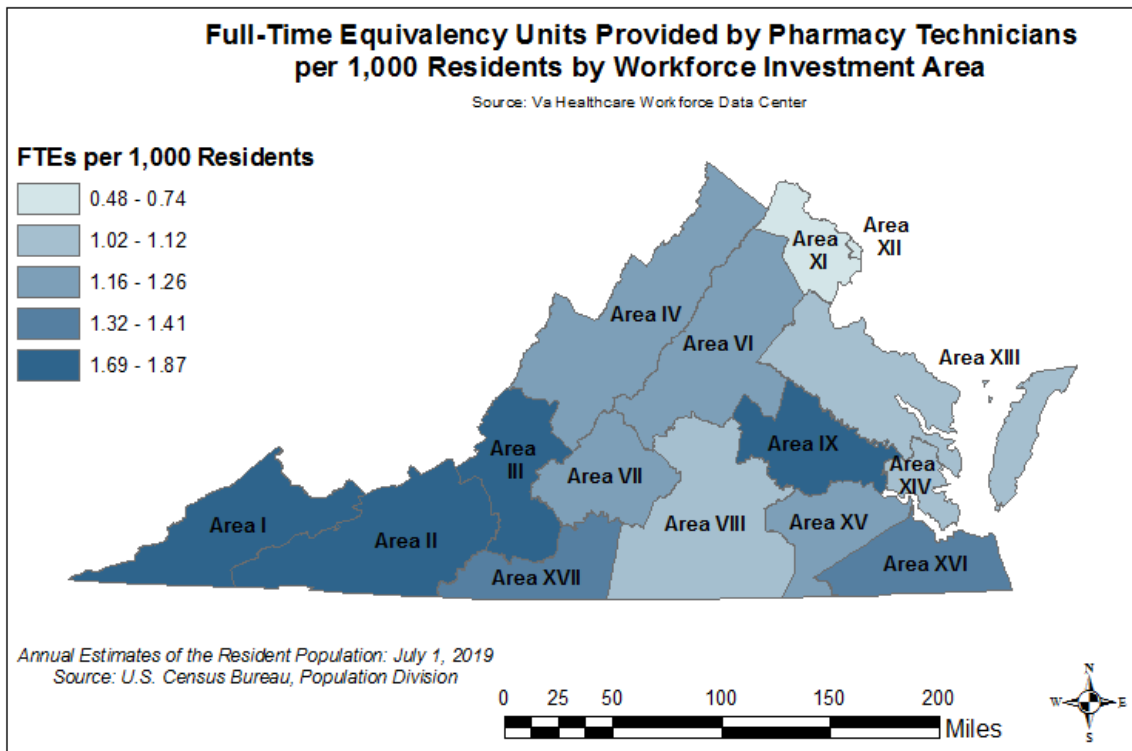
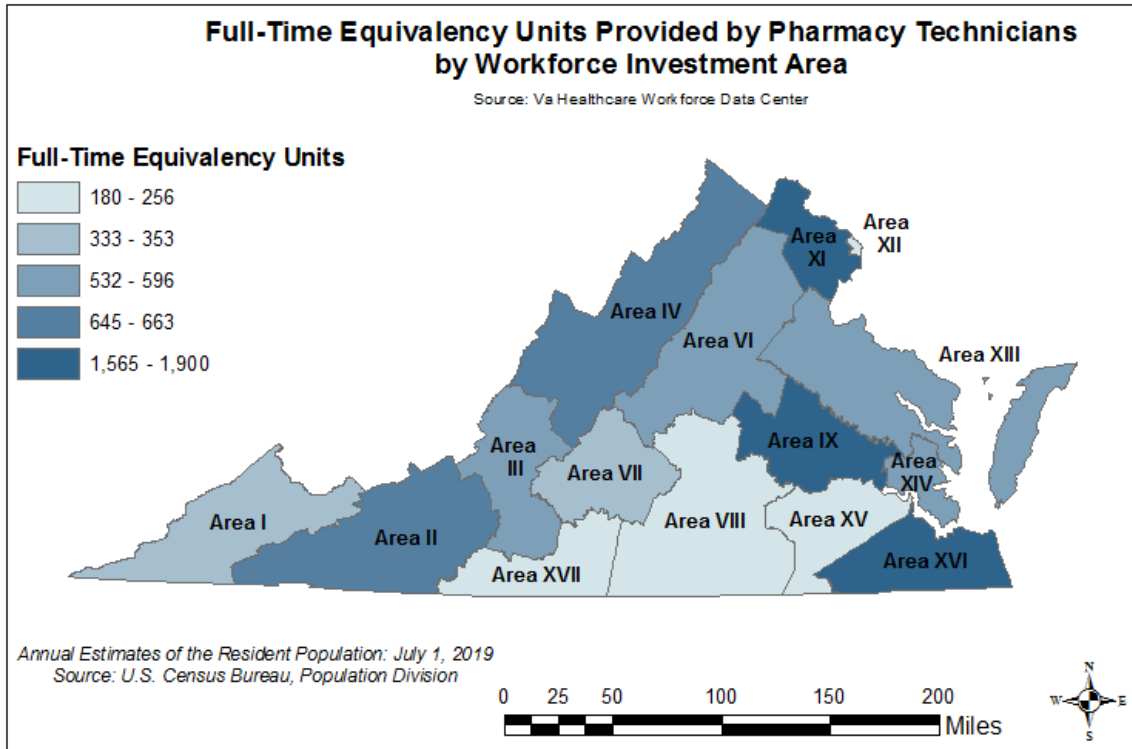
Source: Va. Healthcare Workforce Data Center

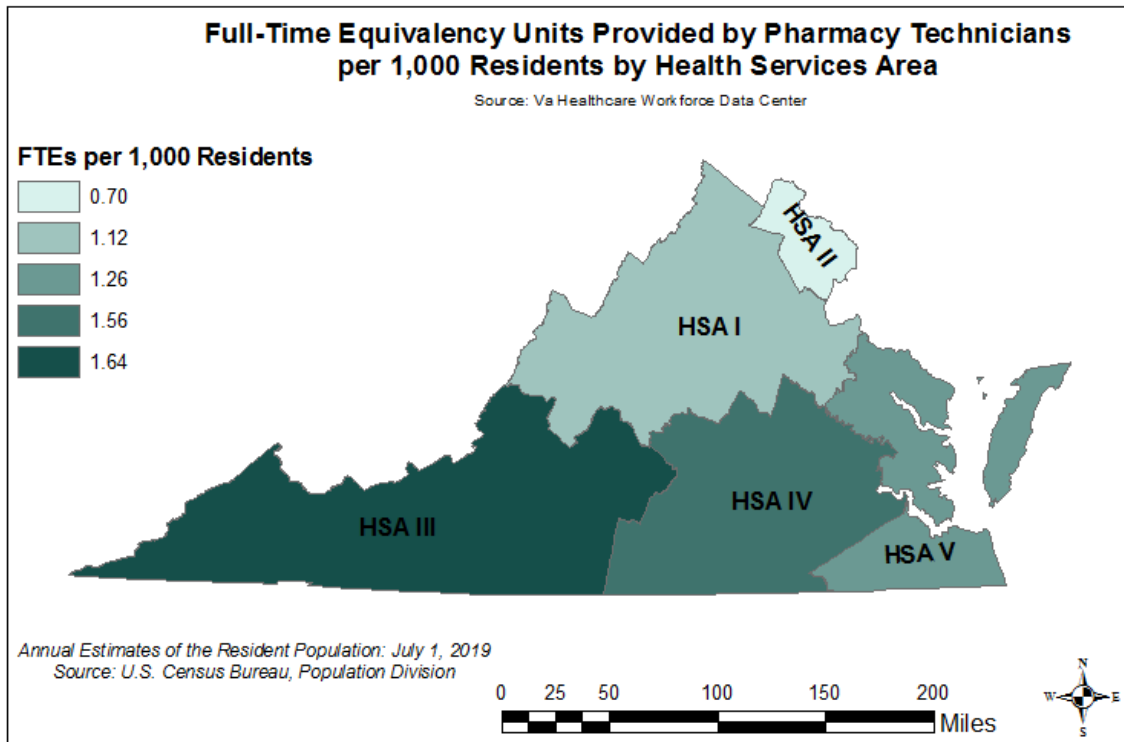
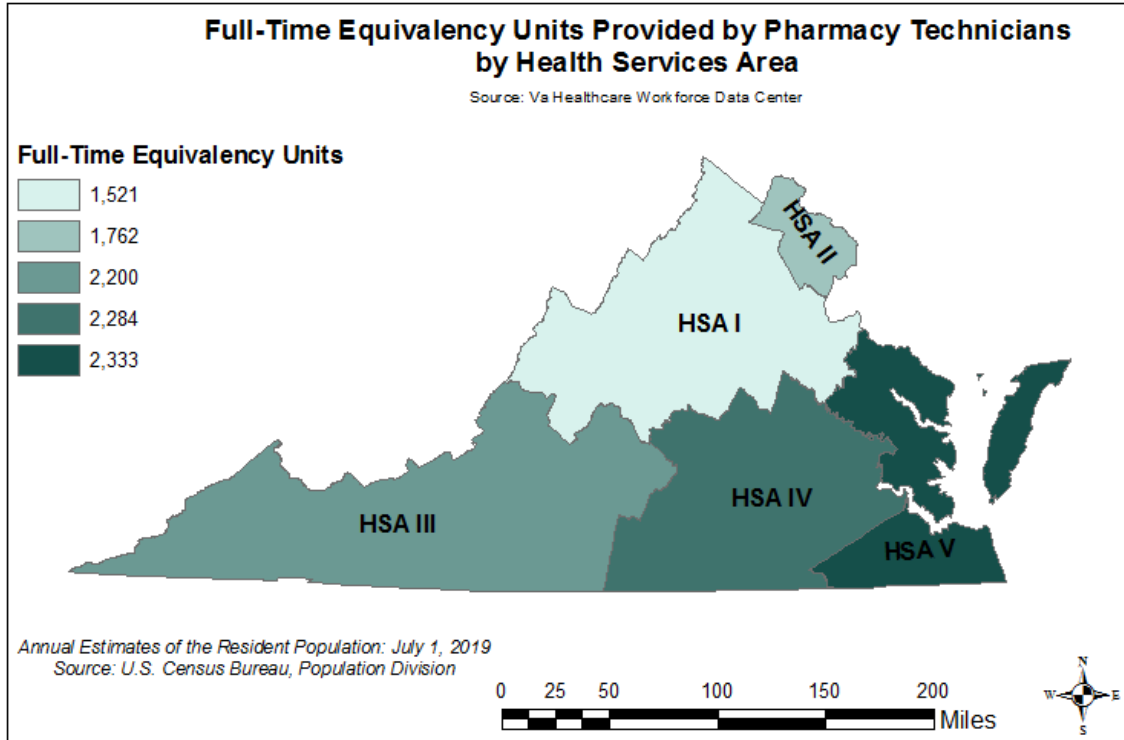
² Number of residents in 2019 was used as the denominator.

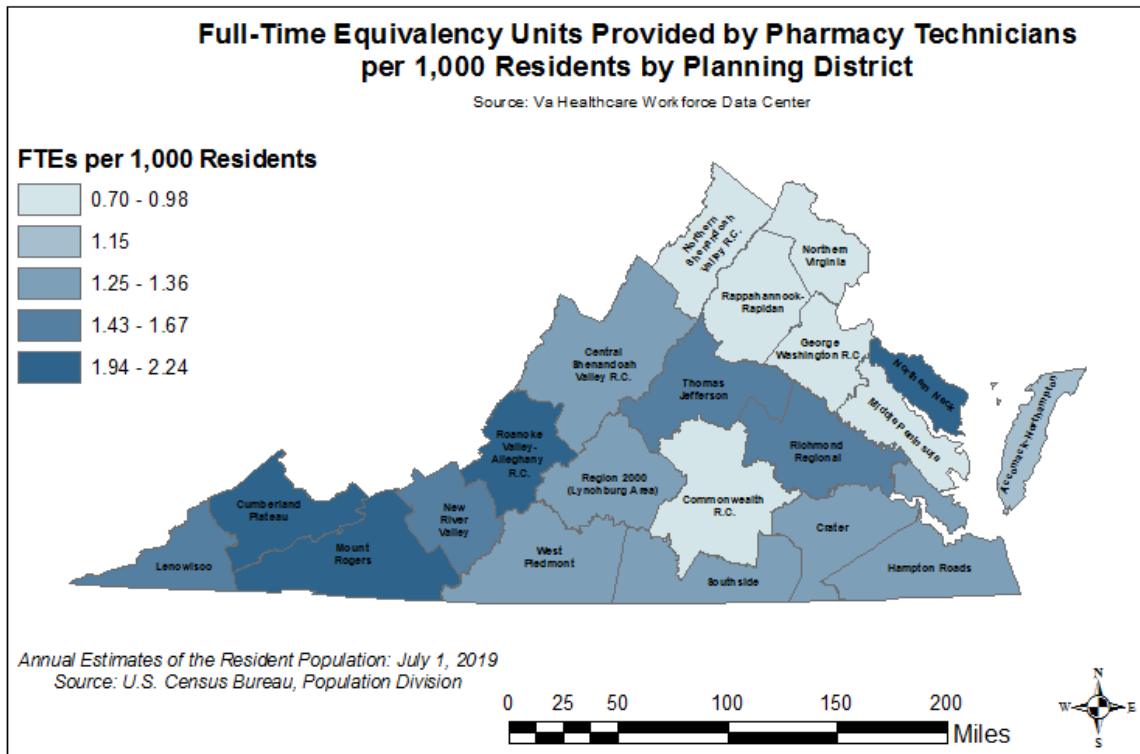
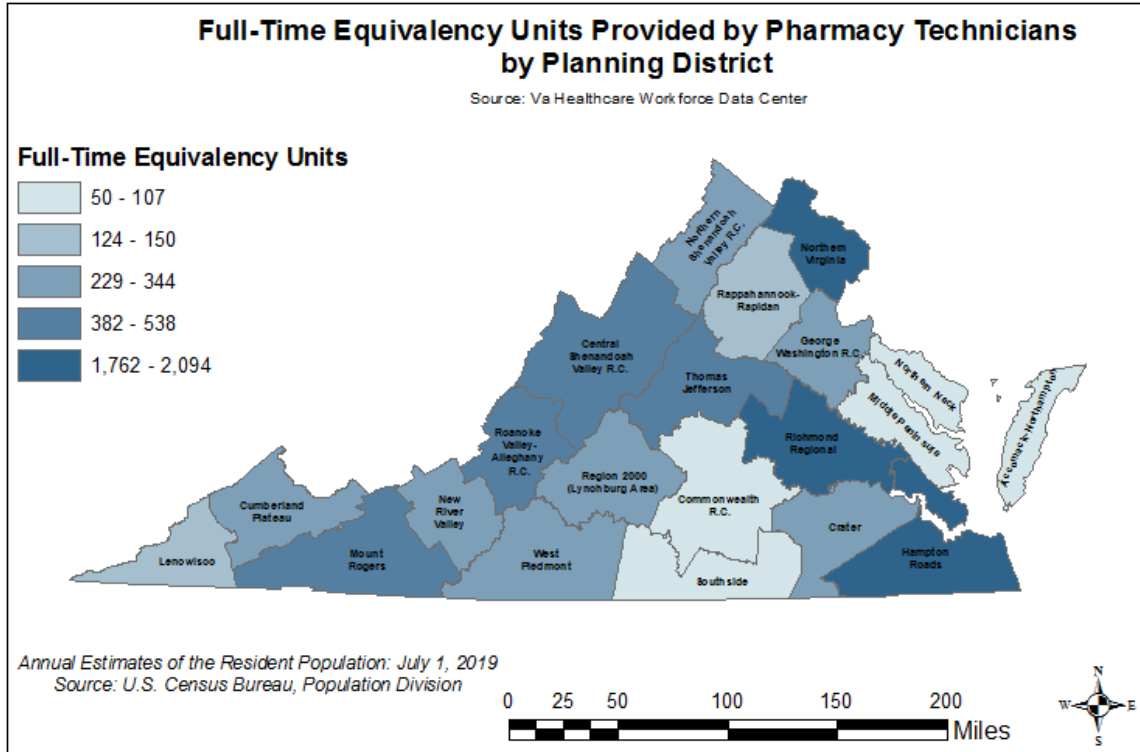
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	8,382	78.37%	1.276	1.131	1.471
Metro, 250,000 to 1 Million	1,286	79.63%	1.256	1.113	1.448
Metro, 250,000 or Less	1,264	79.91%	1.251	1.109	1.443
Urban, Pop. 20,000+, Metro Adj.	295	87.12%	1.148	1.017	1.323
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	708	79.66%	1.255	1.112	1.447
Urban, Pop. 2,500-19,999, Non-Adj.	513	80.51%	1.242	1.101	1.432
Rural, Metro Adj.	282	79.43%	1.259	1.116	1.451
Rural, Non-Adj.	210	83.81%	1.193	1.057	1.376
Virginia Border State/D.C.	767	60.63%	1.649	1.462	1.902
Other U.S. State	451	43.02%	2.325	2.060	2.680

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	4,310	66.75%	1.498	1.323	2.680
30 to 34	2,364	77.12%	1.297	1.146	2.320
35 to 39	1,878	81.04%	1.234	1.090	2.208
40 to 44	1,387	81.54%	1.226	1.083	2.194
45 to 49	1,148	86.85%	1.151	1.017	2.060
50 to 54	1,095	86.12%	1.161	1.026	2.078
55 to 59	872	84.17%	1.188	1.049	2.125
60 and Over	1,104	78.71%	1.270	1.122	2.273

Source: Va. Healthcare Workforce Data Center

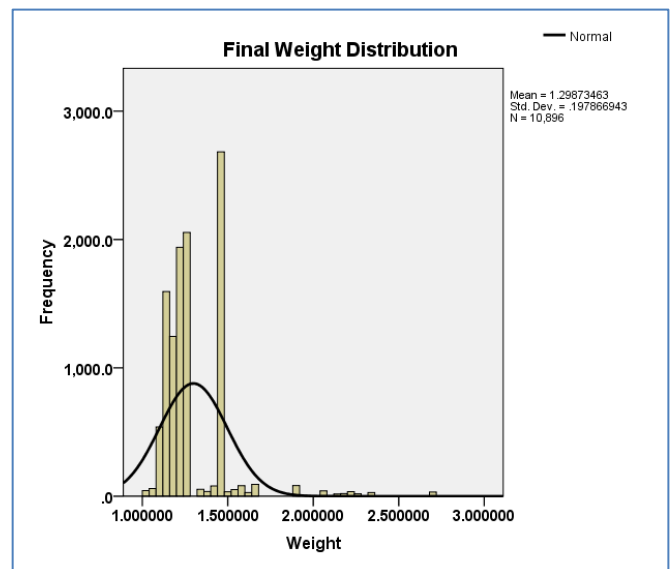
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.769600



Source: Va. Healthcare Workforce Data Center