
Virginia's Pharmacy Technician Workforce: 2021

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 their ongoing cooperation.

Thank You!

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The Pharmacy Technician Workforce At a Glance:

The Workforce

Registrants:	14,062
Virginia's Workforce:	13,017
FTEs:	9,971

Background

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

Current Employment

Employed in Prof.:	81%
Hold 1 Full-Time Job:	69%
Satisfied?:	88%

Survey Response Rate

All Registrants:	76%
Renewing Practitioners:	98%

Education

High School/GED:	56%
Associate Degree:	22%

Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	54%

Demographics

Female:	85%
Diversity Index:	60%
Median Age:	36

Finances

Median Income:	\$30k-\$35k
Health Insurance:	63%
Under 40 w/ Ed. Debt:	48%

Primary Roles

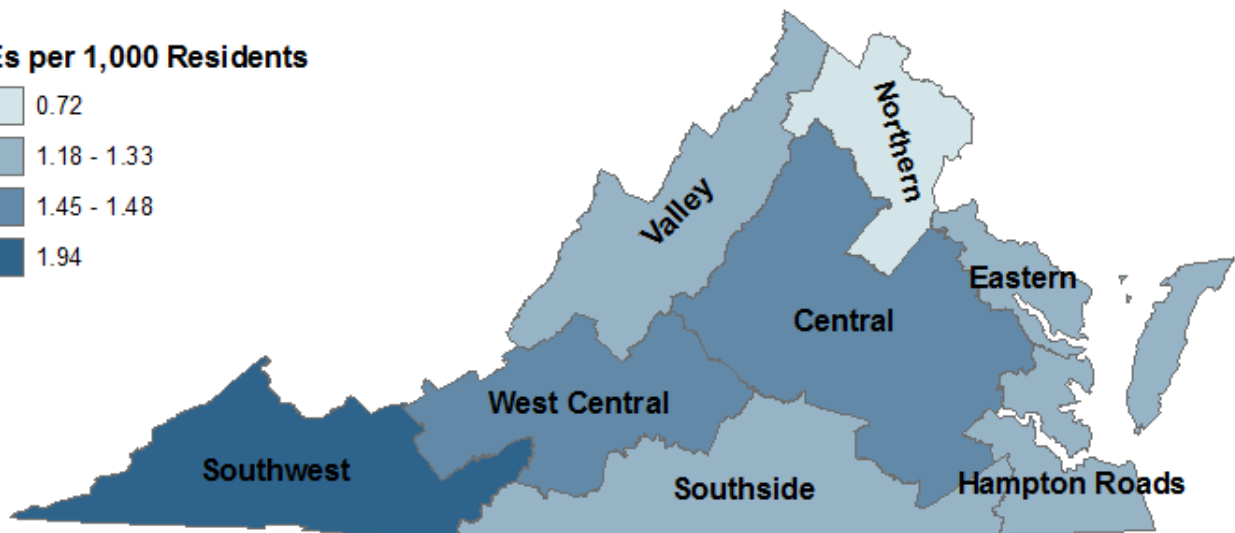
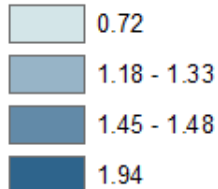
Medication Disp.:	57%
Administration:	4%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

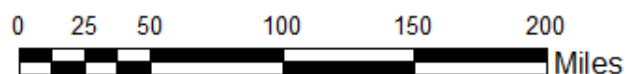
Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 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 76% of the 14,062 pharmacy technicians who are registered in the state and 98% of renewing practitioners.

The HWDC estimates that 13,017 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 9,971 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 60% of all pharmacy technicians are under the age of 40, and 84% of pharmacy technicians who are under the age of 40 are female. 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. This makes the pharmacy technician workforce equally diverse as the state's overall population, which also has a diversity index of 60%. Two out of every five pharmacy technicians grew up in a rural area, and 28% of pharmacy technicians who grew up in a rural area currently work in a non-metro area of Virginia. Overall, 14% of pharmacy technicians work in a non-metro area.

More than 80% of all pharmacy technicians are currently employed in the profession, 69% hold one full-time job, and 51% work between 40 and 49 hours per week. The median annual income for pharmacy technicians is between \$30,000 and \$35,000. In addition, 80% of all pharmacy technicians receive at least one employer-sponsored benefit, including 63% who have access to health insurance. Nearly 90% of 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 2016 pharmacy technician workforce. The number of registered pharmacy technicians has fallen by 5% (14,062 vs. 14,842). In addition, the size of Virginia's pharmacy technician workforce has declined by 6% (13,017 vs. 13,920), and the number of FTEs provided by this workforce has fallen by 5% (9,971 vs. 10,533). Renewing pharmacy technicians are slightly more likely to respond to the survey (98% vs. 97%).

The percentage of pharmacy technicians who are under the age of 40 has declined (61% vs. 64%), but the percentage among this group of professionals who are female has increased (84% vs. 82%). Overall, the median age of Virginia's pharmacy technician workforce has risen (36 vs. 34). The diversity index of this workforce has increased slightly (60% vs. 59%) during a time in which Virginia's overall population has diversified more rapidly (60% vs. 55%). The diversity index among pharmacy technicians who are under the age of 40 has also risen slightly (64% vs. 63%).

Pharmacy technicians are more likely to work in the profession (81% vs. 80%), hold one full-time job (69% vs. 63%), and work between 40 and 49 hours per week (51% vs. 43%). Pharmacy technicians are relatively more likely to work in the non-profit sector (16% vs. 15%) instead of the for-profit sector (73% vs. 75%). At the same time, 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 (80% vs. 77%), including those who have access to health insurance (63% vs. 60%) and a retirement plan (59% vs. 52%). The percentage of pharmacy technicians who indicated that they are satisfied with their current work situation has declined (88% vs. 90%), and this is also the case among those pharmacy technicians who indicated that they are "very satisfied" (47% vs. 49%).

A Closer Look:

Registrant Counts		
Registration Status	#	%
Renewing Practitioners	10,226	73%
New Registrants	1,520	11%
Non-Renewals	2,316	16%
All Registrants	14,062	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 were registered at some point in 2021.

Definitions

- The Survey Period:** The survey was conducted in December 2021.
- Target Population:** All professionals who held a Virginia registration at some point in 2021.
- 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 2021.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,431	2,723	66%
30 to 34	564	1,758	76%
35 to 39	355	1,556	81%
40 to 44	243	1,161	83%
45 to 49	172	952	85%
50 to 54	179	996	85%
55 to 59	151	710	83%
60 and Over	228	883	80%
Total	3,323	10,739	76%
New Registrations			
Issued in 2021	908	612	40%
Metro Status			
Non-Metro	375	1,621	81%
Metro	2,494	8,459	77%
Not in Virginia	454	659	59%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,739
Response Rate, All Registrants	76%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Pharmacy Tech.

Number: 14,062
 New: 11%
 Not Renewed: 16%

Survey Response Rates

All Registrants: 76%
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 13,017
 FTEs: 9,971

Utilization Ratios

Registrants in VA Workforce: 93%
 Registrants per FTE: 1.41
 Workers per FTE: 1.31

Source: Va. Healthcare Workforce Data Center

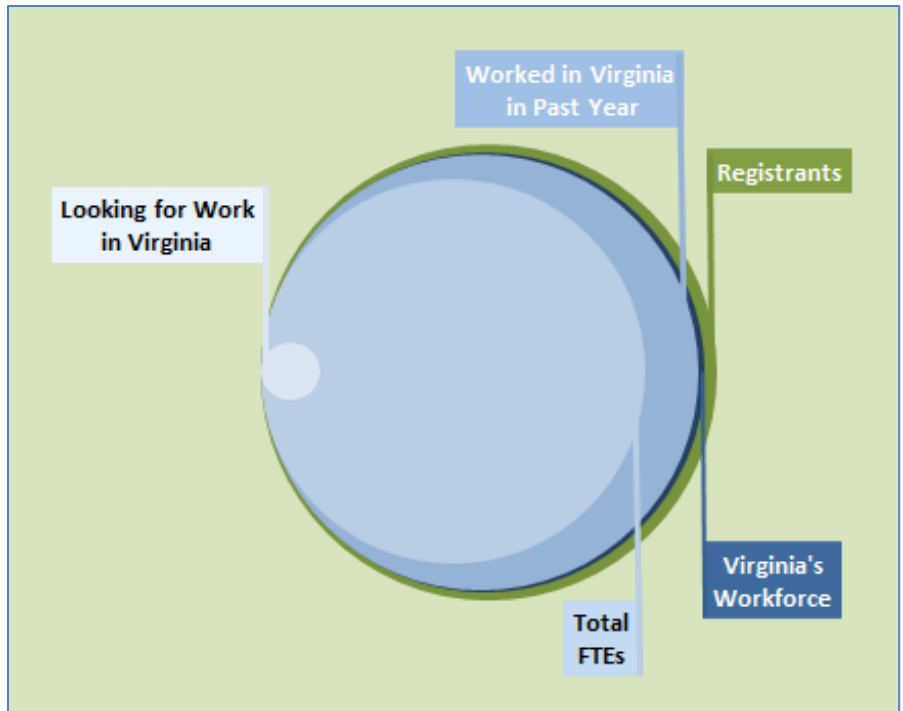
Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,789	98%
Looking for Work in Virginia	229	2%
Virginia's Workforce	13,017	100%
Total FTEs	9,971	
Registrants	14,062	

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. Registrants 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	589	17%	2,879	83%	3,467	32%
30 to 34	281	16%	1,505	84%	1,786	16%
35 to 39	191	13%	1,249	87%	1,439	13%
40 to 44	162	15%	915	85%	1,076	10%
45 to 49	123	15%	715	85%	838	8%
50 to 54	111	13%	772	88%	883	8%
55 to 59	79	12%	560	88%	639	6%
60 and Over	98	13%	682	87%	781	7%
Total	1,632	15%	9,276	85%	10,909	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	59%	6,334	58%	3,635	54%
Black	18%	2,415	22%	1,548	23%
Asian	7%	958	9%	586	9%
Other Race	1%	144	1%	90	1%
Two or More Races	5%	422	4%	323	5%
Hispanic	11%	676	6%	529	8%
Total	100%	10,949	100%	6,711	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, 2020.

Source: Va. Healthcare Workforce Data Center

Among the 61% of pharmacy technicians who are under the age of 40, 84% are female. In addition, the diversity index among pharmacy technicians who are under the age of 40 is 64%.

At a Glance:

Gender

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

Age

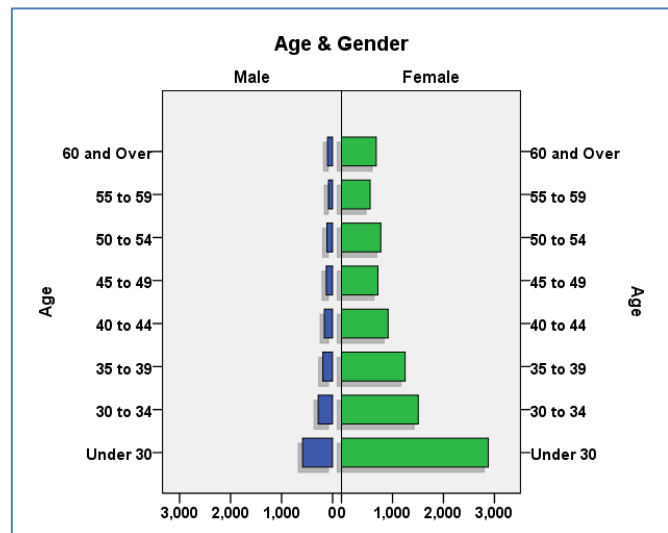
Median Age: 36
% Under 40: 61%
% 55 and Over: 13%

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 also 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 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: 4%

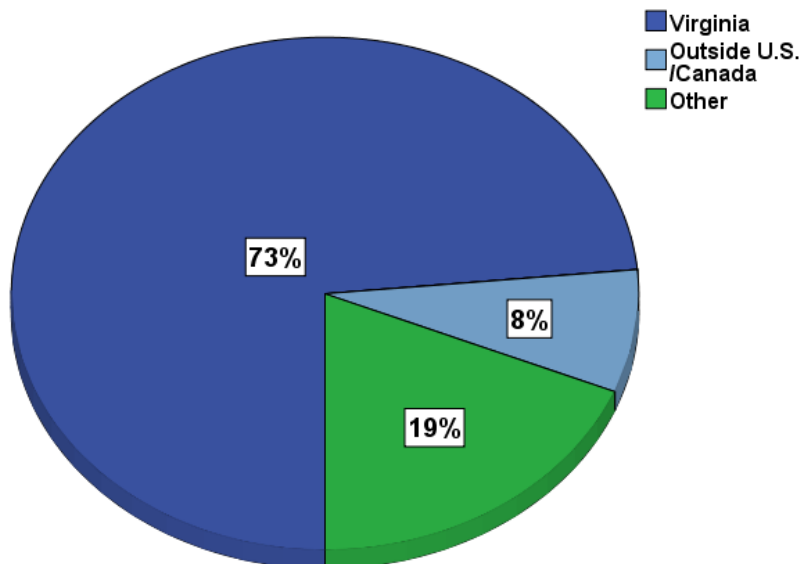
Source: Va. Healthcare Workforce Data Center

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%	51%	25%
2	Metro, 250,000 to 1 Million	57%	31%	12%
3	Metro, 250,000 or Less	64%	27%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	66%	22%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	82%	13%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	95%	2%	3%
8	Rural, Metro Adjacent	88%	8%	5%
9	Rural, Non-Adjacent	71%	20%	9%
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 a self-described rural area, and 28% of pharmacy technicians who grew up in a rural area currently work in a non-metro county. Overall, 14% of pharmacy technicians are employed in a non-metro area 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	7,896	Virginia	2,957
2	Outside U.S./Canada	832	Outside U.S./Canada	305
3	New York	172	Maryland	84
4	North Carolina	172	North Carolina	75
5	Maryland	163	Florida	67
6	Florida	142	New York	65
7	Pennsylvania	140	Pennsylvania	63
8	West Virginia	136	New Jersey	50
9	New Jersey	113	West Virginia	46
10	California	111	California	41

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, 71% also received their high school degree in the state.

Among all of Virginia's registered pharmacy technicians, 7% did not participate in the state's workforce in 2021. However, 81% 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

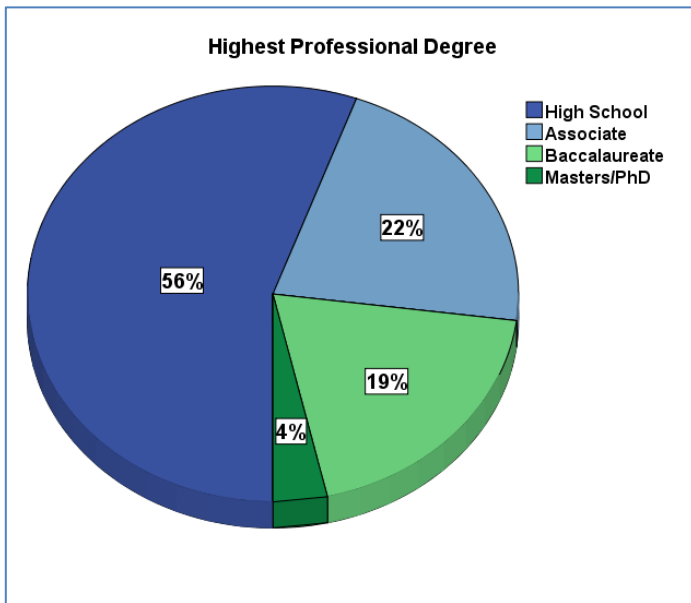
Total:	1,039
% of Registrants:	7%
Federal/Military:	5%
VA Border State/DC:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	5,896	56%
Associate	2,285	22%
Baccalaureate	2,059	19%
Masters	338	3%
PhD	41	0%
Total	10,619	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly two out of every five pharmacy technicians currently carry education debt, including 48% of those pharmacy technicians who are under the age of 40. For those pharmacy technicians with education debt, the median debt amount is between \$18,000 and \$20,000.

At a Glance:

Education
 High School/GED: 56%
 Associate Degree: 22%

Education Debt
 Carry Debt: 37%
 Under Age 40 w/ Debt: 48%
 Median Debt: \$18k-\$20k

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five 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	5,282	63%	2,694	52%
Less than \$10,000	954	11%	756	15%
\$10,000-\$19,999	646	8%	503	10%
\$20,000-\$29,999	540	6%	414	8%
\$30,000 or More	1,025	12%	769	15%
Total	8,447	100%	5,136	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	65%
ExCPT:	10%
Total w/ Cert.:	75%

National Certifications

Required:	60%
Pay Raise w/ Cert.:	46%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Professional Certifications		
Certification	#	% of Workforce
Pharmacy Technician Certification Board (PTCB)	8,412	65%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,366	10%
Total with Certification	9,778	75%

Source: Va. Healthcare Workforce Data Center

Three out of every four of Virginia's pharmacy technicians hold a professional certification, including 65% who hold a Pharmacy Technician Certification Board (PTCB) credential.

Three out of every five pharmacy technicians work for an employer that requires a national certification as a condition of employment. Meanwhile, 46% 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	6,229	60%
No	4,234	40%
Pay Raise with Certification?	#	%
Yes	4,407	46%
No	4,649	48%
No Certification Held	536	6%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 81%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 69%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 51%
60 or More: 3%
Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	18	< 1%
Employed in a Pharmacy Technician-Related Capacity	8,532	81%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,619	15%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	71	1%
Voluntarily Unemployed	291	3%
Retired	46	< 1%
Total	10,576	100%

Source: Va. Healthcare Workforce Data Center

More than 80% of all pharmacy technicians are currently employed in the profession, 69% hold one full-time job, and 51% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	408	4%
One Part-Time Position	1,871	18%
Two Part-Time Positions	137	1%
One Full-Time Position	7,167	69%
One Full-Time Position & One Part-Time Position	713	7%
Two Full-Time Positions	34	0%
More than Two Positions	46	0%
Total	10,376	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	408	4%
1 to 9 Hours	268	3%
10 to 19 Hours	452	4%
20 to 29 Hours	815	8%
30 to 39 Hours	2,294	23%
40 to 49 Hours	5,135	51%
50 to 59 Hours	444	4%
60 to 69 Hours	147	1%
70 to 79 Hours	72	1%
80 or More Hours	123	1%
Total	10,158	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	103	2%
Less than \$10,000	422	9%
\$10,000-\$14,999	245	5%
\$15,000-\$19,999	253	5%
\$20,000-\$24,999	431	9%
\$25,000-\$29,999	513	11%
\$30,000-\$34,999	800	17%
\$35,000-\$39,999	665	14%
\$40,000-\$44,999	564	12%
\$45,000-\$49,999	320	7%
\$50,000 or More	445	9%
Total	4,761	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 63%
Retirement: 59%

Satisfaction
Satisfied: 88%
Very Satisfied: 47%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,884	47%
Somewhat Satisfied	4,203	41%
Somewhat Dissatisfied	849	8%
Very Dissatisfied	401	4%
Total	10,337	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$30,000 and \$35,000 per year. In addition, four-fifths 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	5,633	66%	60%
Health Insurance	5,349	63%	57%
Dental Insurance	5,178	61%	55%
Retirement	5,046	59%	54%
Group Life Insurance	3,095	36%	33%
Signing/Retention Bonus	552	6%	6%
At Least One Benefit	6,848	80%	73%

*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 . . . ?	#	%
Experience Involuntary Unemployment?	156	1%
Experience Voluntary Unemployment?	418	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	362	3%
Work Two or More Positions at the Same Time?	1,327	10%
Switch Employers or Practices?	642	5%
Experience At Least One?	2,415	19%

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 4.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	270	3%	202	11%
Less than 6 Months	1,016	10%	274	15%
6 Months to 1 Year	926	9%	197	11%
1 to 2 Years	2,236	23%	308	17%
3 to 5 Years	2,329	24%	383	21%
6 to 10 Years	1,292	13%	178	10%
More than 10 Years	1,697	17%	252	14%
Subtotal	9,766	100%	1,794	100%
Did Not Have Location	563		10,948	
Item Missing	2,688		275	
Total	13,017		13,017	

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: 3%

Turnover & Tenure

Switched Jobs: 5%
New Location: 25%
Over 2 Years: 54%
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	#	%
Salary/Commission	766	8%
Hourly Wage	8,249	91%
By Contract/Per Diem	43	0%
Business/Practice Income	9	0%
Unpaid	29	0%
Subtotal	9,095	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 2.7% and a high of 5.7%. The unemployment rate from December 2021 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*):	16%

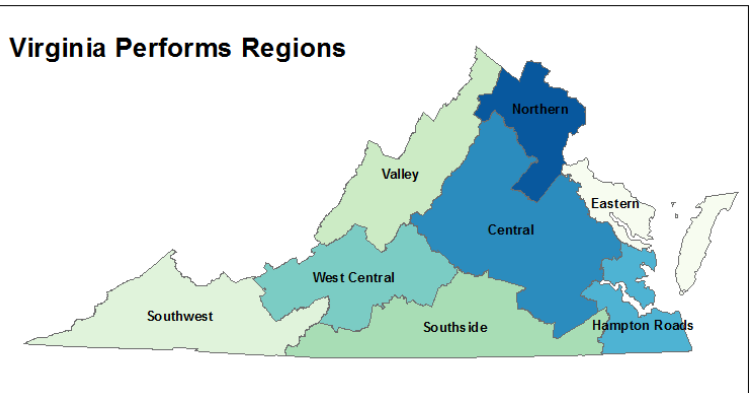
Source: Va. Healthcare Workforce Data Center

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	2,355	24%	456	23%
Eastern	190	2%	38	2%
Hampton Roads	2,045	21%	419	22%
Northern	2,153	22%	426	22%
Southside	416	4%	65	3%
Southwest	716	7%	110	6%
Valley	627	6%	113	6%
West Central	1,098	11%	225	12%
Virginia Border State/D.C.	27	0%	34	2%
Other U.S. State	25	0%	55	3%
Outside of the U.S.	0	0%	4	0%
Total	9,652	100%	1,945	100%
Item Missing	2,801		123	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 16% currently have multiple work locations, while 21% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	229	2%	400	4%
1	7,654	77%	7,932	80%
2	1,282	13%	993	10%
3	643	7%	544	6%
4	57	1%	27	0%
5	22	0%	15	0%
6 or More	49	1%	25	0%
Total	9,936	100%	9,936	100%

*At the time of survey completion, December 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,626	73%	1,191	72%
Non-Profit	1,487	16%	246	15%
State/Local Government	607	7%	124	8%
Veterans Administration	52	1%	3	0%
U.S. Military	165	2%	48	3%
Other Federal Gov't	116	1%	35	2%
Total	9,053	100%	1,647	100%
Did Not Have Location	563		10,948	
Item Missing	3,401		422	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

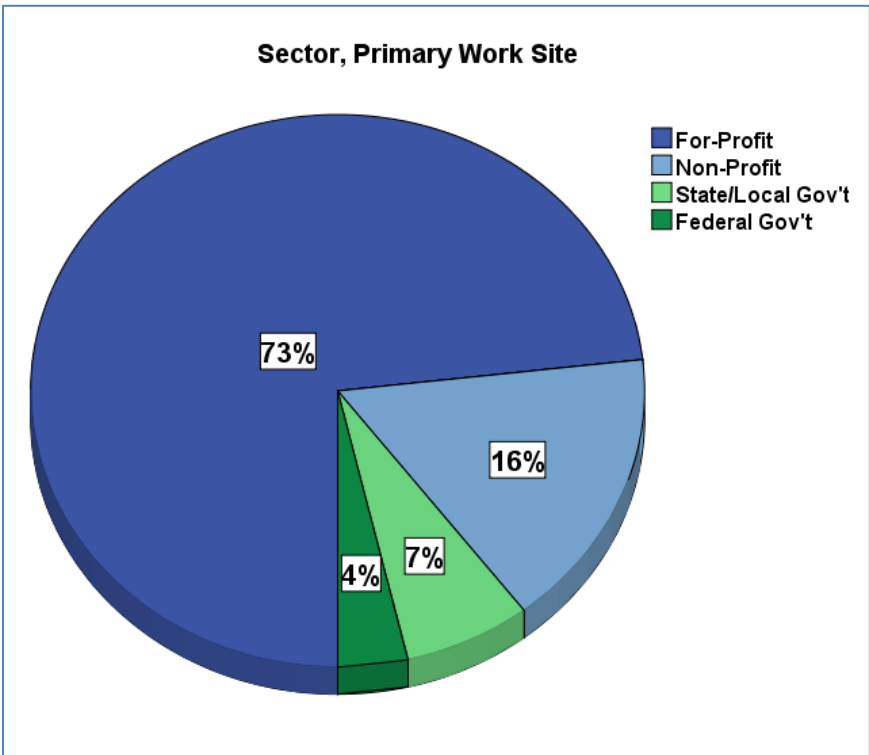
For-Profit:	73%
Federal:	4%

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

Nearly 90% of all 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.



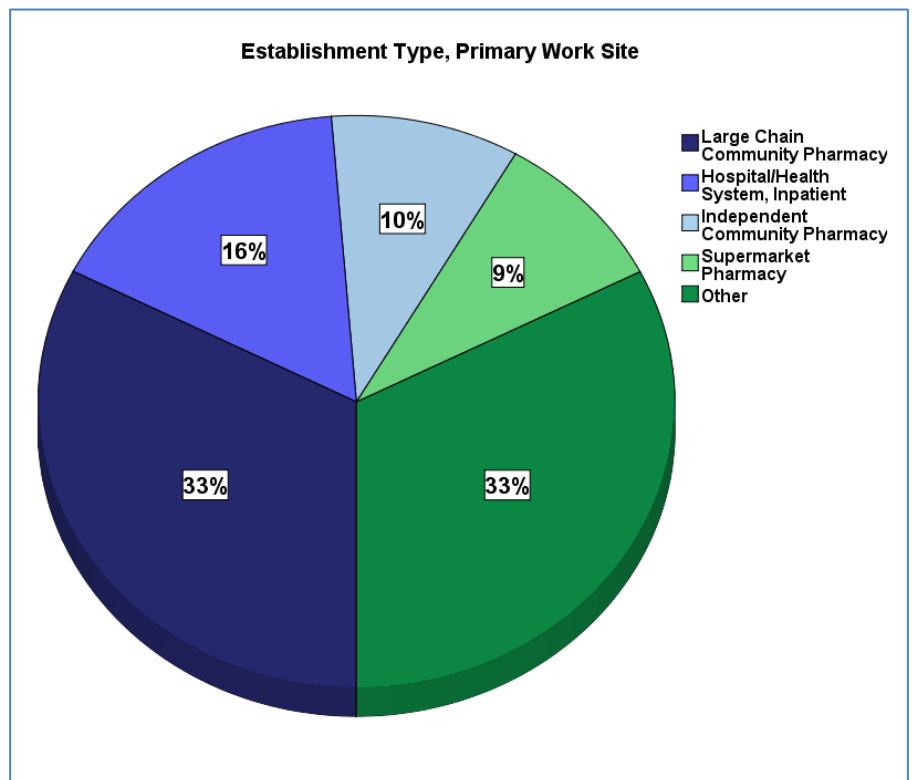
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,894	33%	505	31%
Hospital/Health System, Inpatient Department	1,440	16%	249	15%
Independent Community Pharmacy (1-4 Stores)	853	10%	140	9%
Supermarket Pharmacy	815	9%	145	9%
Hospital/Health System, Outpatient Department	589	7%	72	4%
Mass Merchandiser (i.e. Big Box Store)	365	4%	60	4%
Nursing Home/Long-Term Care	326	4%	24	1%
Clinic-Based Pharmacy	243	3%	33	2%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	207	2%	21	1%
Other	1,161	13%	366	23%
Total	8,893	100%	1,615	100%
Did Not Have Location	563		10,948	

Source: Va. Healthcare Workforce Data Center

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

For pharmacy technicians who also have a secondary work location, 31% work in large chain community pharmacies, while 15% work in 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

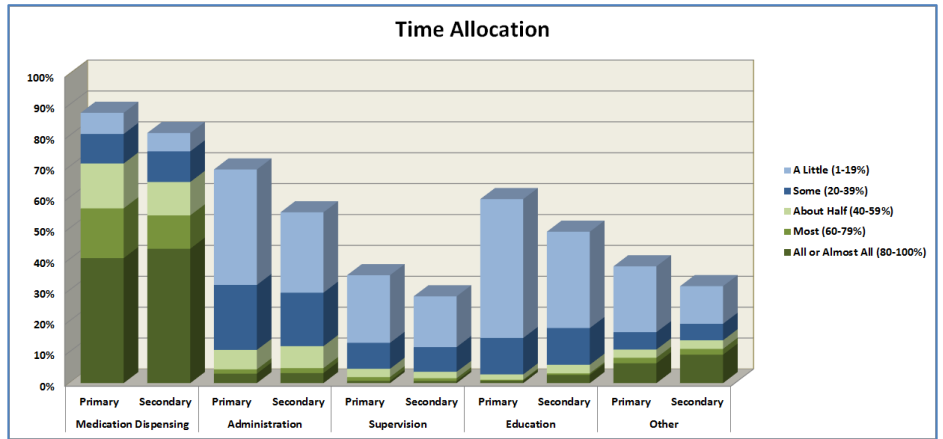
Medication Disp.: 57%
Administration: 4%
Supervision: 2%
Education: 1%

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%)	40%	43%	3%	3%	1%	1%	1%	3%	6%	9%	
Most (60-79%)	16%	11%	1%	2%	1%	1%	0%	0%	2%	2%	
About Half (40-59%)	15%	11%	6%	7%	3%	2%	2%	3%	3%	3%	
Some (20-39%)	10%	10%	21%	17%	8%	8%	12%	12%	6%	5%	
A Little (1-19%)	7%	6%	37%	26%	22%	16%	45%	31%	21%	12%	
None (0%)	13%	19%	31%	45%	65%	72%	40%	51%	62%	69%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	2,022	25%	-	-
50 to 54	457	6%	48	3%
55 to 59	544	7%	121	7%
60 to 64	1,272	16%	411	23%
65 to 69	2,044	25%	712	41%
70 to 74	537	7%	219	13%
75 to 79	125	2%	49	3%
80 and Over	87	1%	22	1%
I Do Not Intend to Retire	1,017	13%	169	10%
Total	8,106	100%	1,751	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 53%

Under 60: 37%

Pharm. Tech. 50 and Over

Under 65: 33%

Under 60: 10%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 15%

Half the Workforce: By 2046

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, one-third expect to retire by the age of 65.

Within the next two years, 19% of all pharmacy technicians expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.

Future Plans

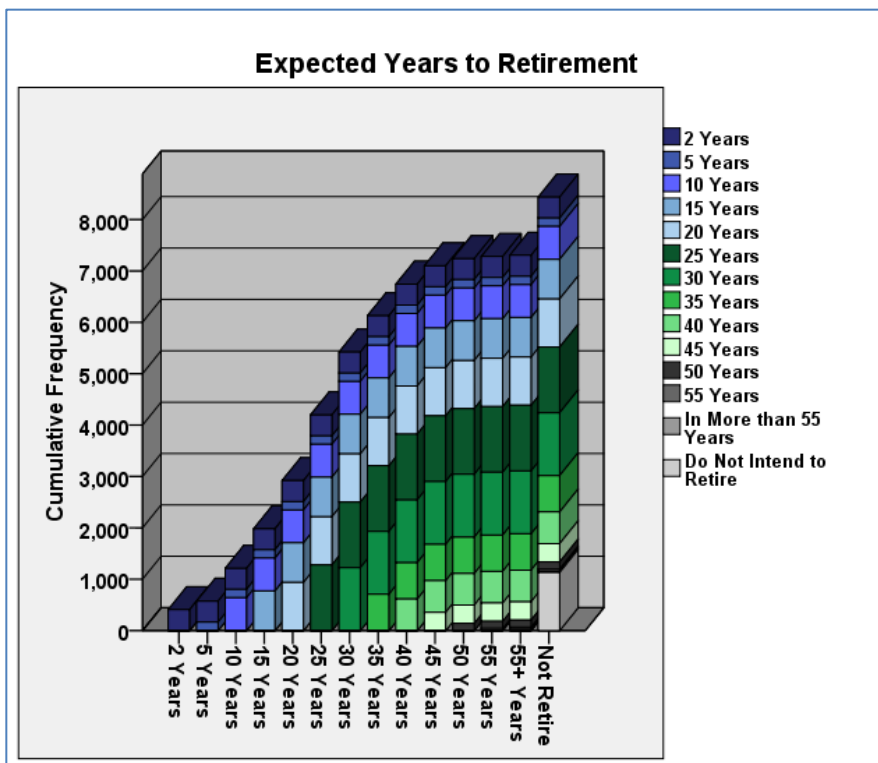
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	1,138	9%
Leave Virginia	511	4%
Decrease Patient Care Hours	226	2%
Decrease Teaching Hours	109	1%
Increase Participation		
Increase Patient Care Hours	845	6%
Increase Teaching Hours	673	5%
Pursue Additional Education	2,439	19%
Return to the Workforce	120	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 15% expect to retire within the next ten years. Half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	387	5%	5%
5 Years	177	2%	7%
10 Years	626	8%	15%
15 Years	777	10%	24%
20 Years	948	12%	36%
25 Years	1,193	15%	51%
30 Years	1,162	14%	65%
35 Years	719	9%	74%
40 Years	551	7%	81%
45 Years	334	4%	85%
50 Years	157	2%	87%
55 Years	40	0%	87%
In More than 55 Years	17	0%	87%
Do Not Intend to Retire	1,017	13%	100%
Total	8,106	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 2036. Retirement will peak at 15% of the current workforce around 2046 before declining to below 10% of the current workforce again around 2056.

At a Glance:

FTEs

Total: 9,971
 FTEs/1,000 Residents²: 1.155
 Average: 0.80

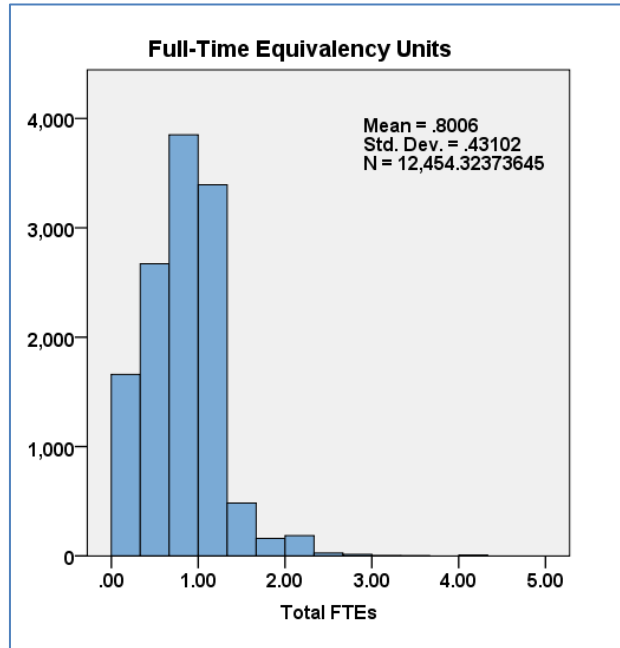
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Negligible

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

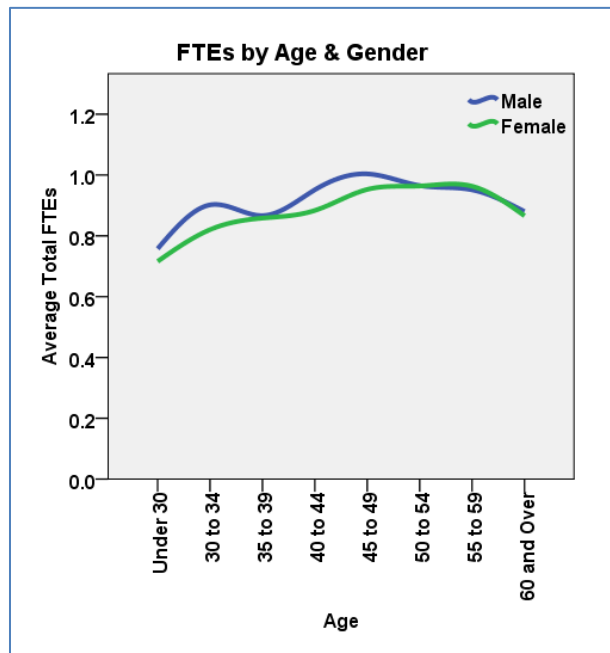


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.80 FTEs in 2021, 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	0.69	0.64
30 to 34	0.78	0.82
35 to 39	0.84	0.78
40 to 44	0.84	0.91
45 to 49	0.92	0.93
50 to 54	0.92	0.94
55 to 59	0.92	0.93
60 and Over	0.83	0.80
Gender		
Male	0.86	0.93
Female	0.83	0.93

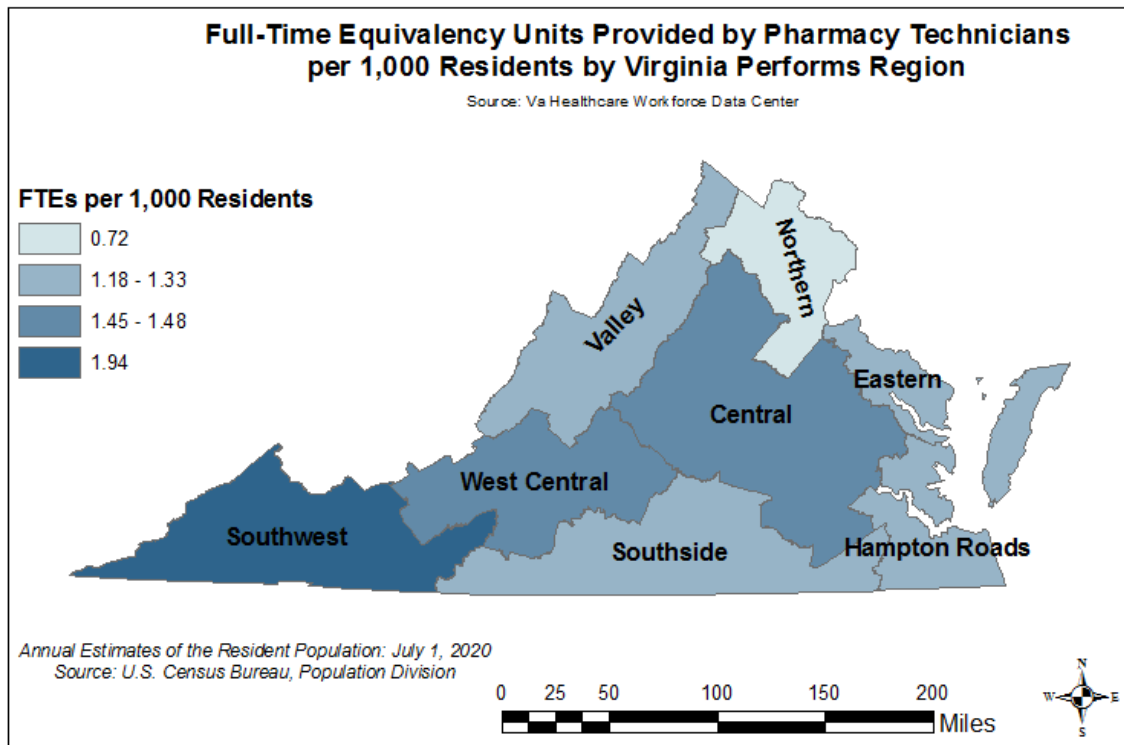
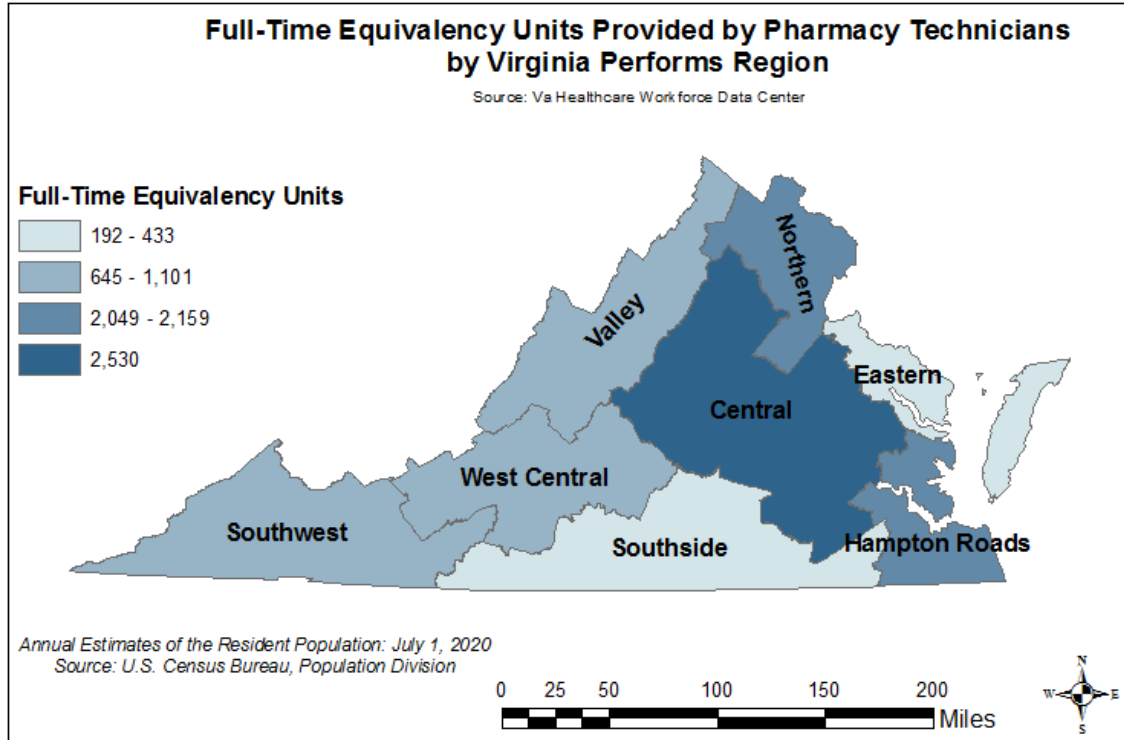
Source: Va. Healthcare Workforce Data Center

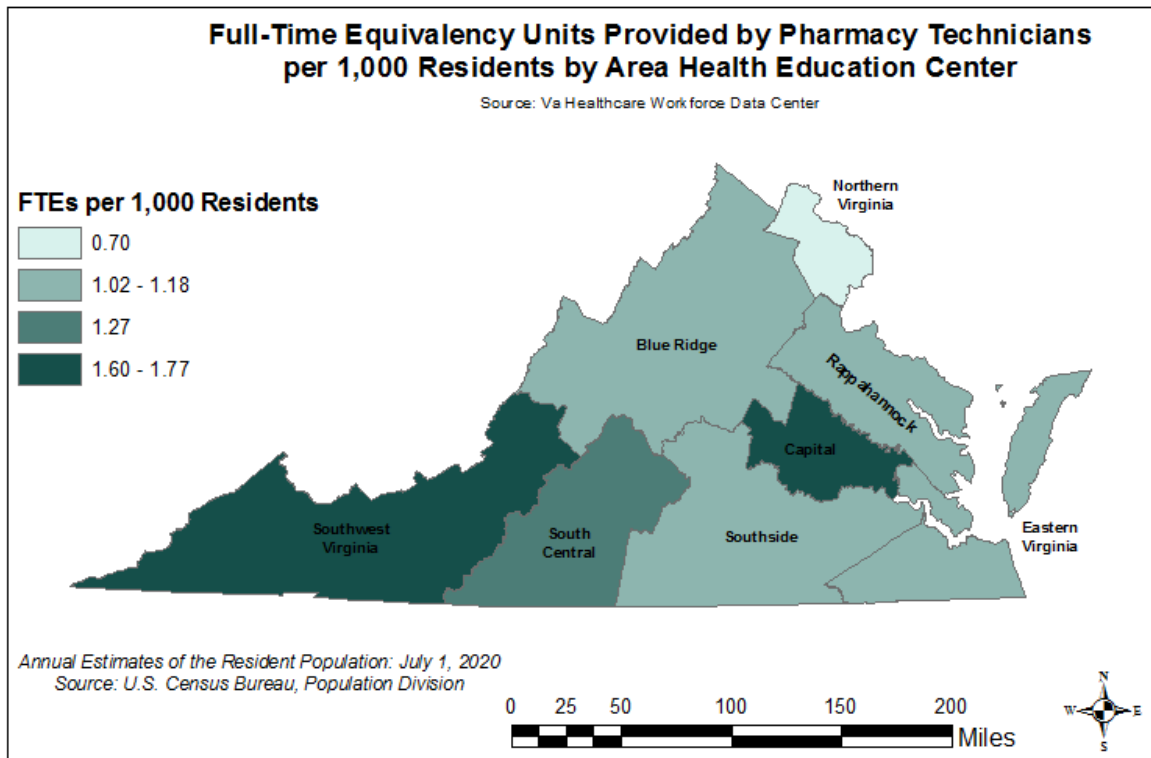
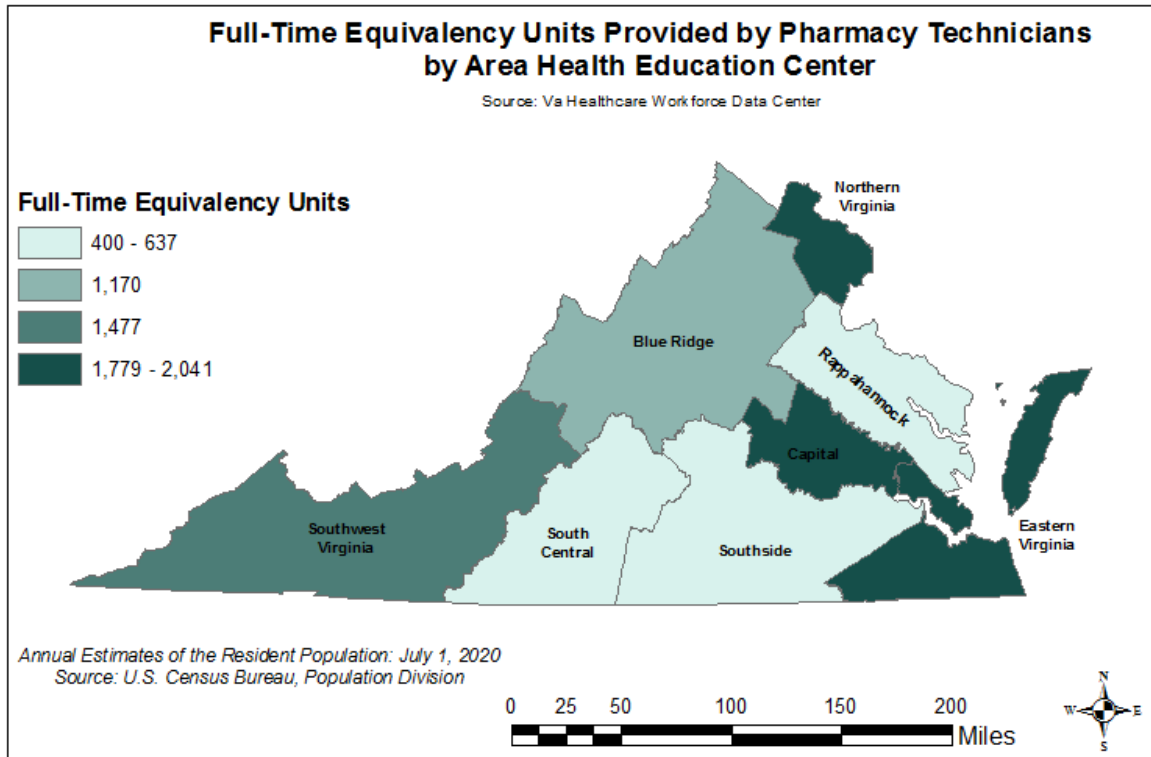


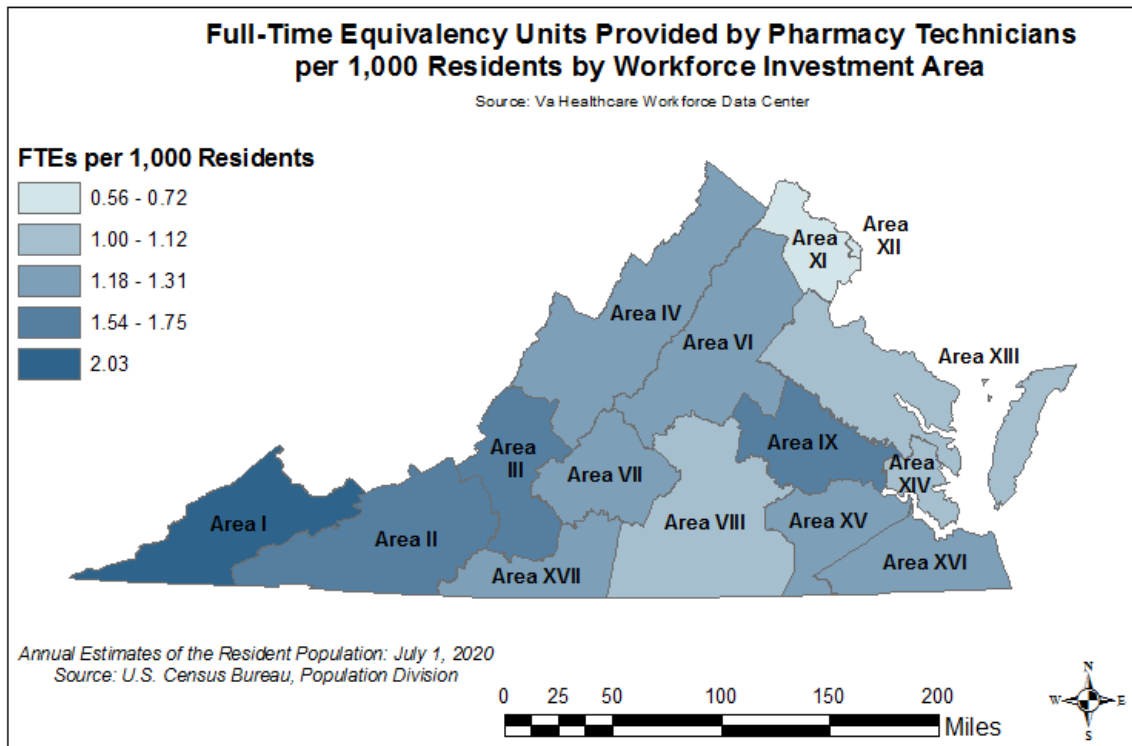
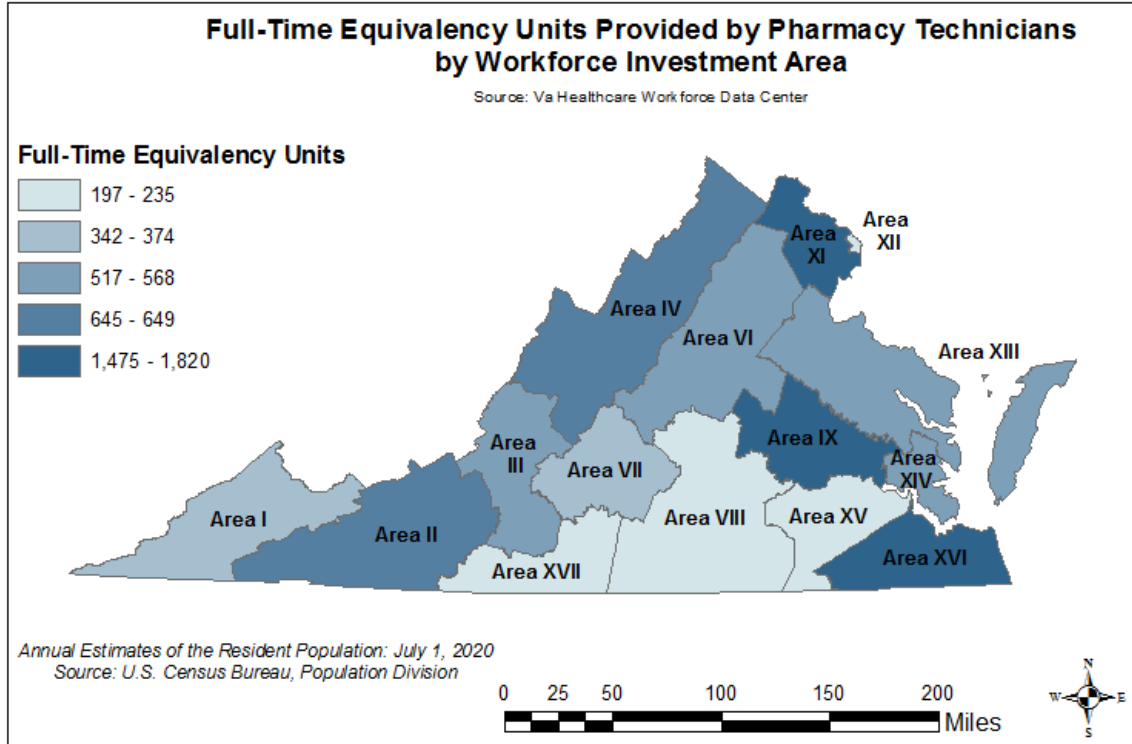
Source: Va. Healthcare Workforce Data Center

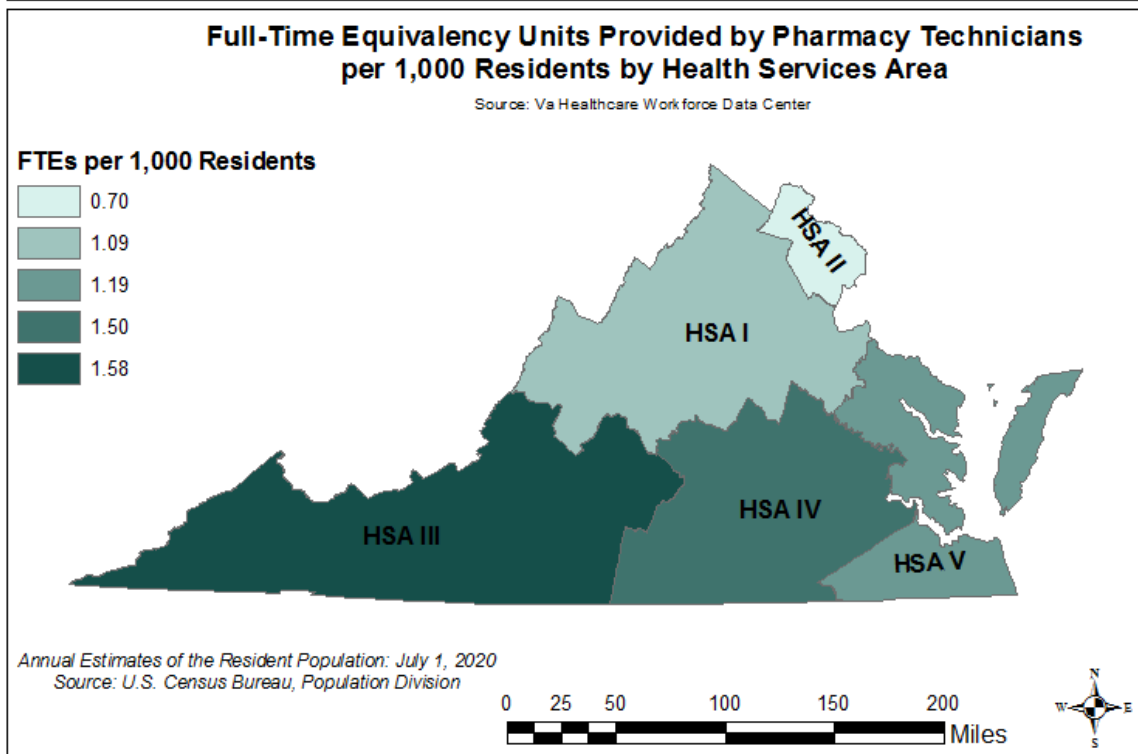
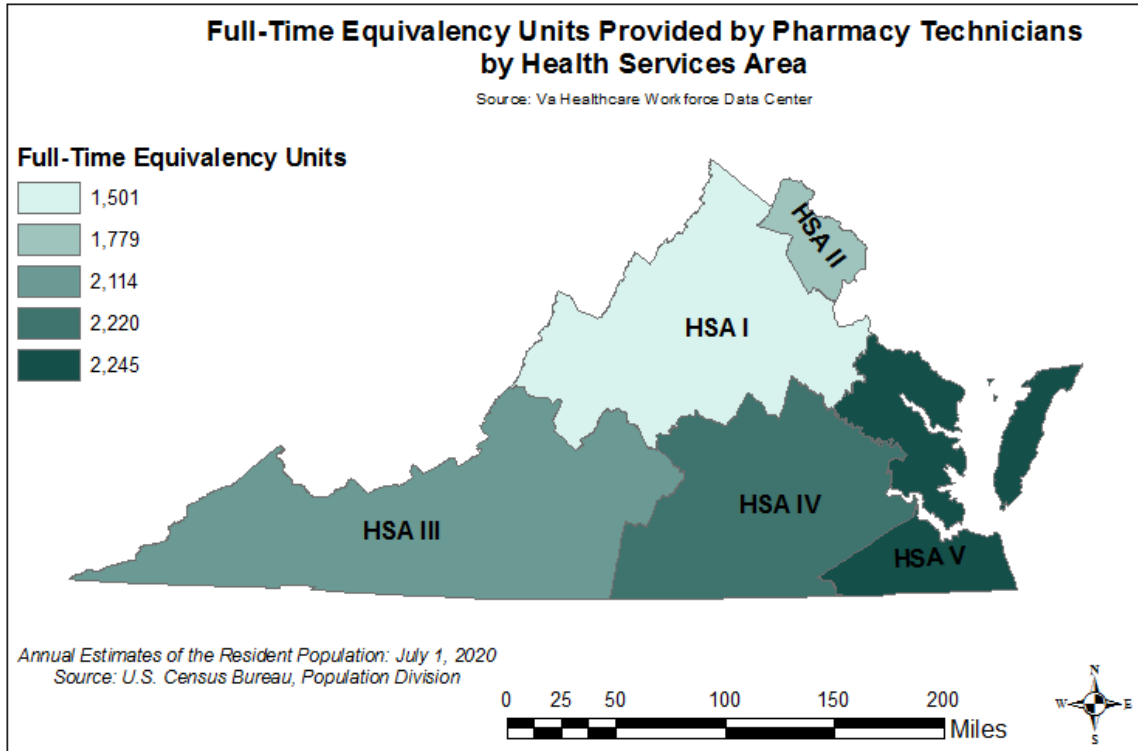
² Number of residents in 2020 was used as the denominator.

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+	8,410	76.65%	1.305	1.175	1.520
Metro, 250,000 to 1 Million	1,268	79.89%	1.252	1.128	1.458
Metro, 250,000 or Less	1,275	78.43%	1.275	1.149	1.485
Urban, Pop. 20,000+, Metro Adj.	293	81.91%	1.221	1.100	1.422
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	696	82.47%	1.213	1.092	1.413
Urban, Pop. 2,500-19,999, Non-Adj.	516	81.20%	1.232	1.110	1.435
Rural, Metro Adj.	291	80.07%	1.249	1.125	1.455
Rural, Non-Adj.	200	77.50%	1.290	1.163	1.503
Virginia Border State/D.C.	751	60.85%	1.643	1.481	1.915
Other U.S. State	362	55.80%	1.792	1.615	2.088

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	4,154	65.55%	1.526	1.413	2.088
30 to 34	2,322	75.71%	1.321	1.223	1.808
35 to 39	1,911	81.42%	1.228	1.137	1.681
40 to 44	1,404	82.69%	1.209	1.120	1.655
45 to 49	1,124	84.70%	1.181	1.093	1.616
50 to 54	1,175	84.77%	1.180	1.092	1.615
55 to 59	861	82.46%	1.213	1.123	1.660
60 and Over	1,111	79.48%	1.258	1.165	1.722

Source: Va. Healthcare Workforce Data Center

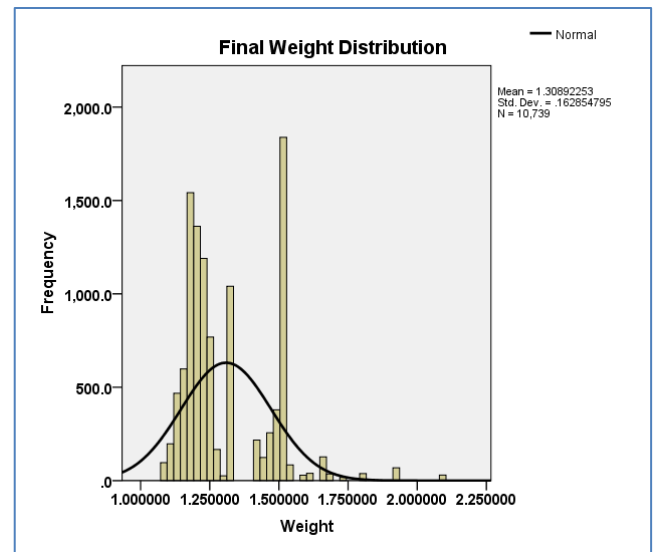
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.763689



Source: Va. Healthcare Workforce Data Center