
Virginia's Pharmacy Technician Workforce: 2022

Healthcare Workforce Data Center

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More than 10,000 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:	13,893
Virginia's Workforce:	12,819
FTEs:	9,881

Background

Rural Childhood:	39%
HS Degree in VA:	74%
% Work Non-Metro:	14%

Current Employment

Employed in Prof.:	81%
Hold 1 Full-Time Job:	69%
Satisfied?:	90%

Survey Response Rate

All Registrants:	77%
Renewing Practitioners:	99%

Education

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

Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	53%

Demographics

Female:	85%
Diversity Index:	61%
Median Age:	36

Finances

Median Income:	\$30k-\$35k
Health Insurance:	62%
Under 40 w/ Ed. Debt:	47%

Primary Roles

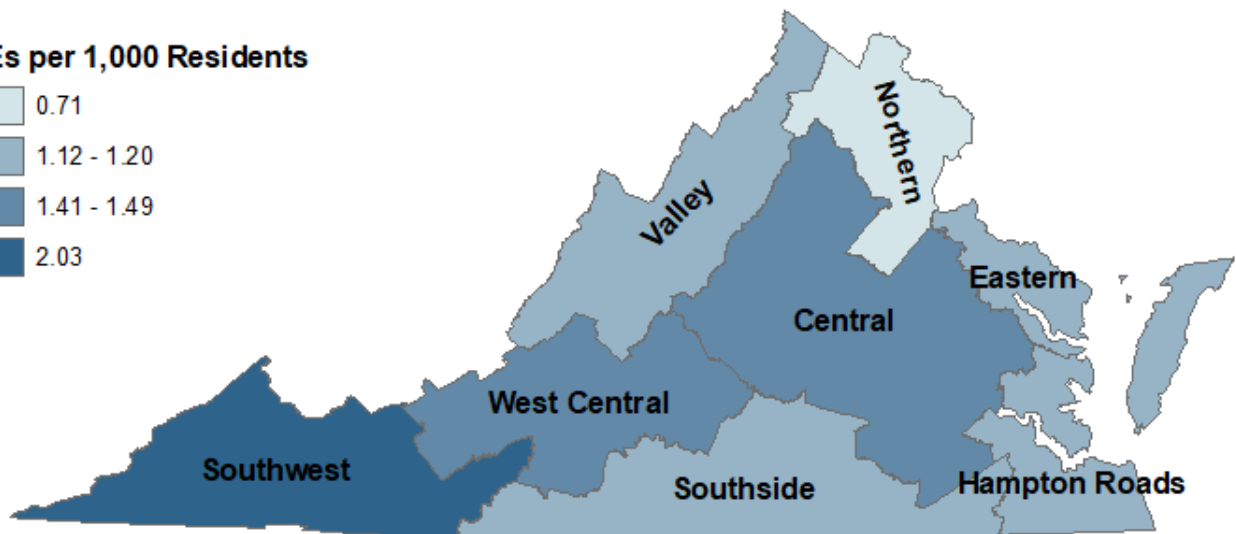
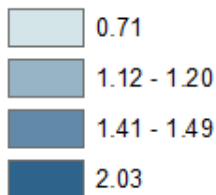
Medication Disp.:	57%
Administration:	5%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

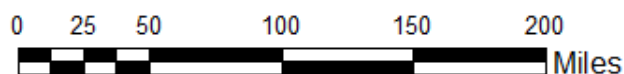
Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2022 Pharmacy Technician Workforce survey. A total of 10,673 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 13,893 pharmacy technicians who are registered in the state and 99% of renewing practitioners.

The HWDC estimates that 12,819 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 9,881 "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 36. In a random encounter between two pharmacy technicians, there is a 61% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the pharmacy technician workforce more diverse than the state's overall population, which has a comparable diversity index of 58%. Nearly 40% of 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. In total, 14% of all 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. Nine out of every ten pharmacy technicians work in the private sector, including 73% who work in the for-profit sector. The median annual income for pharmacy technicians is between \$30,000 and \$35,000. In addition, 81% of all pharmacy technicians receive at least one employer-sponsored benefit, including 62% who have access to health insurance. Nine out of every ten pharmacy technicians indicated that they are satisfied with their current work situation, including 49% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2012 pharmacy technician workforce. The number of registered pharmacy technicians has increased by 2% (13,893 vs. 13,610). However, the size of Virginia's pharmacy technician workforce has remained essentially constant (12,819 vs. 12,843), while the number of FTEs provided by this workforce has fallen by 7% (9,881 vs. 10,568). Renewing pharmacy technicians are more likely to respond to the survey (99% vs. 88%).

The percentage of pharmacy technicians who are female has increased slightly (85% vs. 84%), and the median age of this workforce has risen (36 vs. 34). The diversity index of this workforce has also risen (61% vs. 56%) during a time in which Virginia's overall population has also become more diverse (58% vs. 54%). The percentage of pharmacy technicians who grew up in a rural area has declined (39% vs. 42%). In addition, the percentage of all pharmacy technicians who work in a non-metro county has fallen slightly (14% vs. 15%).

Pharmacy technicians are more likely to work in the profession (81% vs. 79%), hold one full-time job (69% vs. 62%), and work between 40 and 49 hours per week (51% vs. 39%). The one-year rates of involuntary unemployment (1% vs. 3%) and underemployment (3% vs. 7%) have both declined. Pharmacy technicians are relatively more likely to work in the non-profit sector (17% vs. 12%) instead of the for-profit sector (73% vs. 76%). Although the percentage of pharmacy technicians who work in large chain community pharmacies has fallen (31% vs. 36%), they remain the most common establishment type in the state for this workforce.

Pharmacy technicians are more likely to receive at least one employer-sponsored benefit (81% vs. 73%), including those pharmacy technicians who have access to health insurance (62% vs. 58%). The percentage of pharmacy technicians who indicated that they are satisfied with their current work situation has increased (90% vs. 88%), and this is also the case among those pharmacy technicians who indicated that they are "very satisfied" (49% vs. 46%).

A Closer Look:

Registrant Counts		
Registration Status	#	%
Renewing Practitioners	10,202	73%
New Registrants	1,567	11%
Non-Renewals	2,124	15%
All Registrants	13,893	100%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2022.
- Target Population:** All professionals who held a Virginia registration at some point in 2022.
- 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 2022.

HWDC surveys tend to achieve very high response rates. Among all renewing pharmacy technicians, 99% submitted a survey. These represent 77% of all pharmacy technicians who were registered at some point in 2022.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,393	2,564	65%
30 to 34	506	1,732	77%
35 to 39	380	1,563	80%
40 to 44	246	1,219	83%
45 to 49	189	962	84%
50 to 54	171	1,014	86%
55 to 59	123	715	85%
60 and Over	212	904	81%
Total	3,220	10,673	77%
New Registrations			
Issued in 2022	1,035	532	34%
Metro Status			
Non-Metro	391	1,594	80%
Metro	2,356	8,363	78%
Not in Virginia	473	716	60%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,673
Response Rate, All Registrants	77%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Pharmacy Tech.

Number: 13,893
 New: 11%
 Not Renewed: 15%

Survey Response Rates

All Registrants: 77%
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 12,819
 FTEs: 9,881

Utilization Ratios

Registrants in VA Workforce: 92%
 Registrants per FTE: 1.41
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

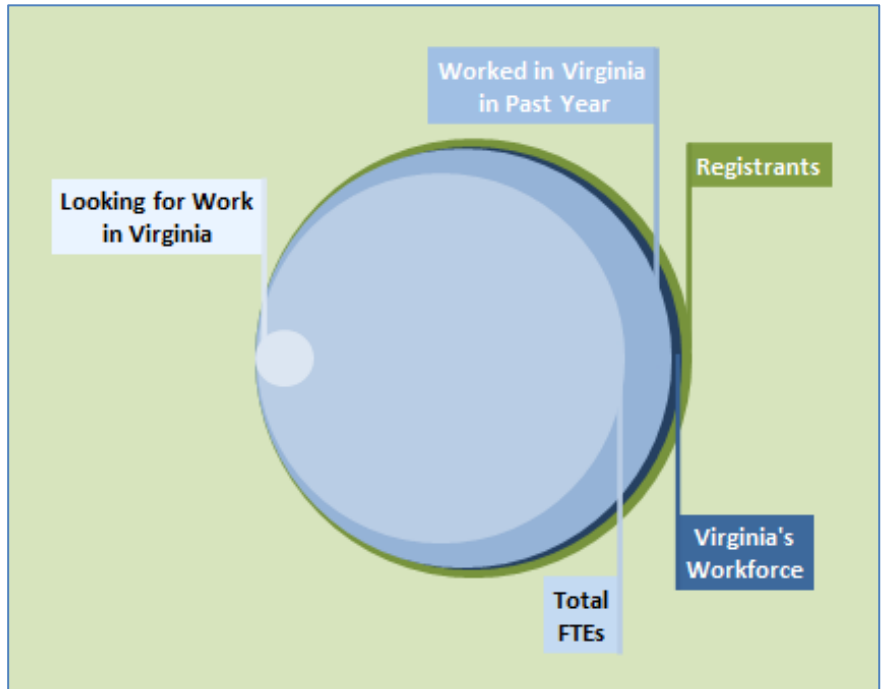
Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,575	98%
Looking for Work in Virginia	244	2%
Virginia's Workforce	12,819	100%
Total FTEs	9,881	
Registrants	13,893	

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	566	17%	2,736	83%	3,302	31%
30 to 34	272	16%	1,472	84%	1,744	16%
35 to 39	192	13%	1,245	87%	1,437	13%
40 to 44	137	13%	924	87%	1,061	10%
45 to 49	133	15%	736	85%	869	8%
50 to 54	110	13%	770	88%	880	8%
55 to 59	72	12%	557	89%	630	6%
60 and Over	102	13%	678	87%	780	7%
Total	1,584	15%	9,118	85%	10,702	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	60%	6,192	57%	3,500	54%
Black	19%	2,373	22%	1,485	23%
Asian	7%	969	9%	568	9%
Other Race	0%	140	1%	89	1%
Two or More Races	3%	416	4%	327	5%
Hispanic	10%	707	7%	551	8%
Total	100%	10,797	100%	6,520	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, 2021.

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:

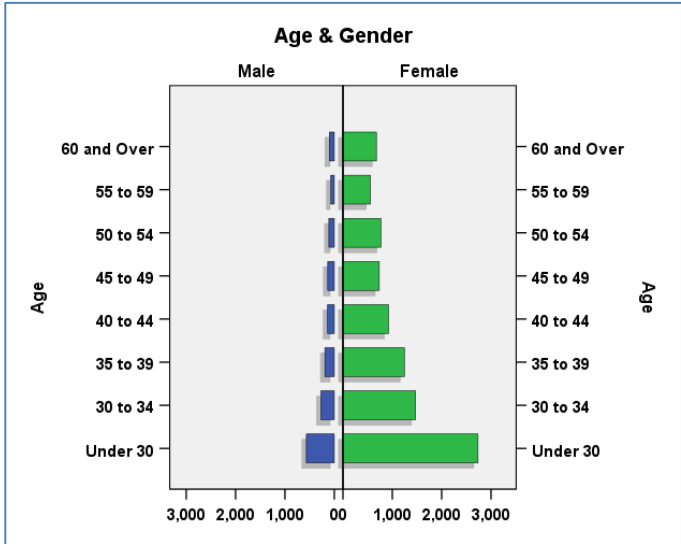
Gender
 % Female: 85%
 % Under 40 Female: 84%

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

Diversity
 Diversity Index: 61%
 Under 40 Div. Index: 64%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 61% 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 comparable diversity index is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 39%

Virginia Background

HS in Virginia: 74%
 HS in VA, Past 5 Years: 70%

Location Choice

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

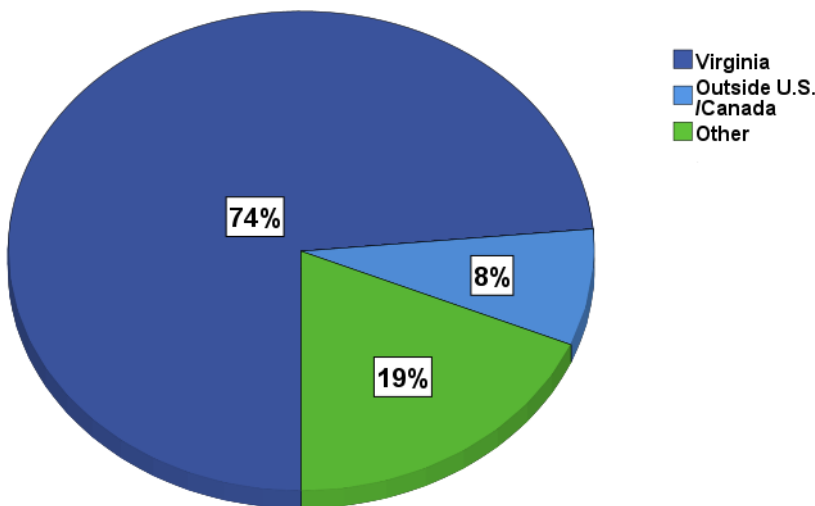
Source: Va. Healthcare Workforce Data Center

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+	22%	52%	26%
2	Metro, 250,000 to 1 Million	60%	30%	11%
3	Metro, 250,000 or Less	65%	25%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	61%	28%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	81%	14%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	5%	3%
8	Rural, Metro Adjacent	75%	16%	9%
9	Rural, Non-Adjacent	72%	18%	10%
Overall		39%	41%	20%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 39% 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. In total, 14% of all 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	7,801	Virginia	2,735
2	Outside U.S./Canada	833	Outside U.S./Canada	303
3	North Carolina	183	Maryland	87
4	Maryland	177	North Carolina	82
5	New York	159	Florida	66
6	Florida	143	Pennsylvania	62
7	West Virginia	131	New York	57
8	Pennsylvania	128	West Virginia	51
9	California	121	California	50
10	New Jersey	88	Tennessee	36

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 74% received their high school diploma in Virginia. Among those pharmacy technicians who obtained their initial registration in the past five years, 70% received their high school degree in the state.

In total, 8% of Virginia's registered pharmacy technicians did not participate in the state's workforce in 2022. However, 81% of these professionals worked at some point in the past year, including 62% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

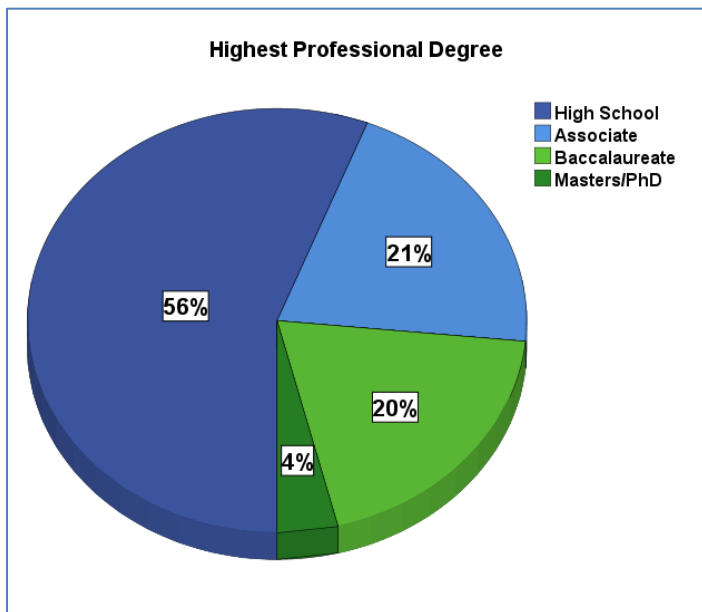
Total:	1,068
% of Registrants:	8%
Federal/Military:	6%
VA Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	5,842	56%
Associate	2,159	21%
Baccalaureate	2,040	20%
Masters	365	3%
PhD	46	0%
Total	10,453	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-third of all pharmacy technicians currently carry education debt, including 47% 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: 21%

Education Debt
 Carry Debt: 37%
 Under Age 40 w/ Debt: 47%
 Median Debt: \$18k-\$20k

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.

Education Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	5,153	63%	2,588	53%
Less than \$10,000	919	11%	716	15%
\$10,000-\$19,999	622	8%	493	10%
\$20,000-\$29,999	541	7%	413	8%
\$30,000 or More	956	12%	675	14%
Total	8,191	100%	4,885	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	64%
ExCPT:	12%
Total w/ Cert.:	76%

National Certifications

Required:	61%
Pay Raise w/ Cert.:	46%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Professional Certifications		
Certification	#	% of Workforce
Pharmacy Technician Certification Board (PTCB)	8,230	64%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,499	12%
Total with Certification	9,728	76%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of Virginia's pharmacy technicians hold a professional certification, including 64% who hold a Pharmacy Technician Certification Board (PTCB) credential.

More than 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	6,331	61%
No	4,006	39%
Pay Raise with Certification?	#	%
Yes	4,431	46%
No	4,663	49%
No Certification Held	475	5%

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	19	< 1%
Employed in a Pharmacy Technician-Related Capacity	8,466	81%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,549	15%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	79	1%
Voluntarily Unemployed	281	3%
Retired	51	1%
Total	10,445	100%

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 81% 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	411	4%
One Part-Time Position	1,864	18%
Two Part-Time Positions	148	1%
One Full-Time Position	7,090	69%
One Full-Time Position & One Part-Time Position	684	7%
Two Full-Time Positions	38	0%
More than Two Positions	31	0%
Total	10,266	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	411	4%
1 to 9 Hours	289	3%
10 to 19 Hours	470	5%
20 to 29 Hours	758	8%
30 to 39 Hours	2,330	23%
40 to 49 Hours	5,044	51%
50 to 59 Hours	359	4%
60 to 69 Hours	111	1%
70 to 79 Hours	72	1%
80 or More Hours	132	1%
Total	9,976	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	78	2%
Less than \$10,000	347	8%
\$10,000-\$14,999	189	4%
\$15,000-\$19,999	228	5%
\$20,000-\$24,999	358	8%
\$25,000-\$29,999	418	9%
\$30,000-\$34,999	702	15%
\$35,000-\$39,999	641	14%
\$40,000-\$44,999	653	14%
\$45,000-\$49,999	430	9%
\$50,000 or More	591	13%
Total	4,636	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 62%
Retirement: 59%

Satisfaction
Satisfied: 90%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,013	49%
Somewhat Satisfied	4,176	41%
Somewhat Dissatisfied	711	7%
Very Dissatisfied	351	3%
Total	10,250	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 62% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	5,637	67%	61%
Health Insurance	5,261	62%	57%
Dental Insurance	5,086	60%	55%
Retirement	4,973	59%	54%
Group Life Insurance	3,042	36%	33%
Signing/Retention Bonus	699	8%	8%
At Least One Benefit	6,829	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 . . . ?	#	%
Experience Involuntary Unemployment?	100	1%
Experience Voluntary Unemployment?	382	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	361	3%
Work Two or More Positions at the Same Time?	1,192	9%
Switch Employers or Practices?	612	5%
Experience At Least One?	2,224	17%

Source: Va. Healthcare Workforce Data Center

Only 1% of pharmacy technicians were involuntarily unemployed at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	256	3%	173	11%
Less than 6 Months	920	10%	226	14%
6 Months to 1 Year	1,042	11%	179	11%
1 to 2 Years	2,257	24%	344	21%
3 to 5 Years	2,136	22%	314	19%
6 to 10 Years	1,294	14%	184	11%
More than 10 Years	1,591	17%	217	13%
Subtotal	9,497	100%	1,638	100%
Did Not Have Location	665		10,951	
Item Missing	2,658		231	
Total	12,819		12,819	

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: 53%
Over 2 Yrs., 2nd Location: 44%

Employment Type

Hourly Wage: 91%
Salary/Commission: 8%

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	744	8%
Hourly Wage	8,163	91%
By Contract/Per Diem	42	0%
Business/Practice Income	8	0%
Unpaid	16	0%
Subtotal	8,973	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 2.5% and a high of 3.4%. The unemployment rate from December 2022 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):	19%
2 or More (Now*):	15%

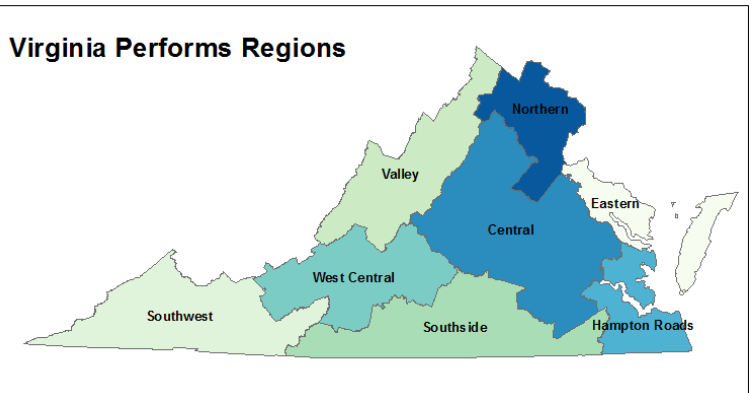
Source: Va. Healthcare Workforce Data Center

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	2,296	24%	414	23%
Eastern	177	2%	35	2%
Hampton Roads	2,029	22%	410	23%
Northern	2,112	22%	389	22%
Southside	388	4%	59	3%
Southwest	711	8%	90	5%
Valley	612	6%	93	5%
West Central	1,062	11%	205	12%
Virginia Border State/D.C.	17	0%	21	1%
Other U.S. State	15	0%	44	2%
Outside of the U.S.	0	0%	5	0%
Total	9,419	100%	1,765	100%
Item Missing	2,737		103	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 15% currently have multiple work locations, while 19% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	243	3%	408	4%
1	7,586	78%	7,791	81%
2	1,176	12%	929	10%
3	556	6%	486	5%
4	40	0%	27	0%
5	22	0%	13	0%
6 or More	56	1%	27	0%
Total	9,679	100%	9,679	100%

*At the time of survey completion, December 2022.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,485	73%	1,098	73%
Non-Profit	1,524	17%	244	16%
State/Local Government	562	6%	97	6%
Veterans Administration	54	1%	8	1%
U.S. Military	150	2%	31	2%
Other Federal Gov't	118	1%	36	2%
Total	8,893	100%	1,514	100%
Did Not Have Location	665		10,951	
Item Missing	3,262		355	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

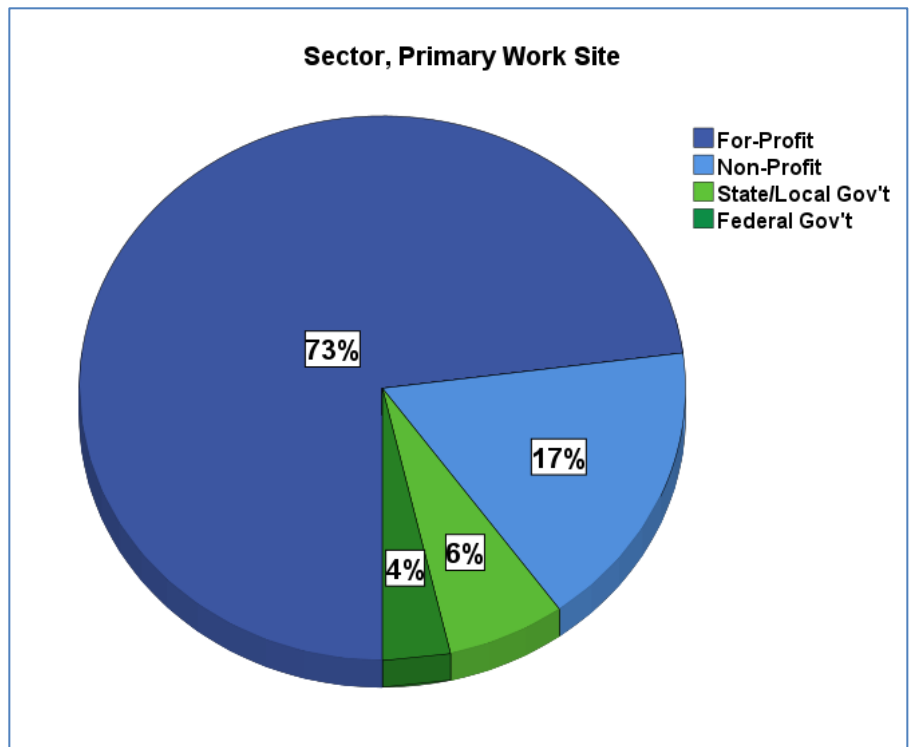
For-Profit:	73%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	31%
Hospital/Health System: (Inpatient)	16%
Supermarket Pharmacy:	10%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians work in the private sector, including 73% who work in the for-profit sector. Another 6% of pharmacy technicians work for a state or local government.



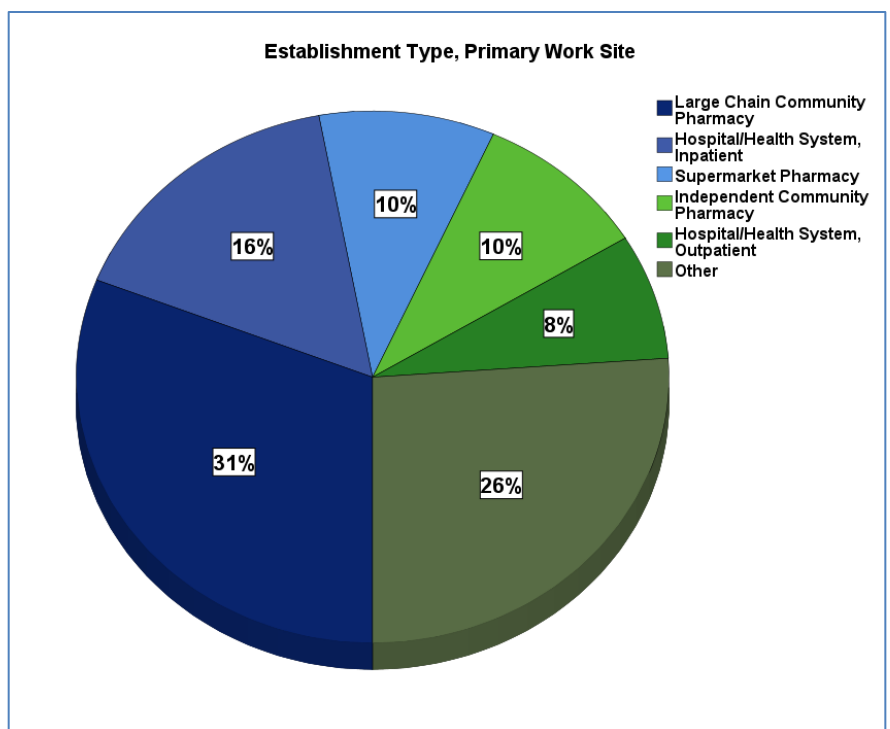
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,728	31%	481	33%
Hospital/Health System, Inpatient Department	1,423	16%	191	13%
Supermarket Pharmacy	845	10%	143	10%
Independent Community Pharmacy (1-4 Stores)	843	10%	135	9%
Hospital/Health System, Outpatient Department	672	8%	80	5%
Mass Merchandiser (i.e., Big Box Store)	349	4%	45	3%
Nursing Home/Long-Term Care	274	3%	43	3%
Clinic-Based Pharmacy	274	3%	33	2%
Pharmacy Benefit Administration (e.g., PBM, Managed Care)	265	3%	20	1%
Mail Service Pharmacy	148	2%	24	2%
Home Health/Infusion	138	2%	17	1%
Other	856	10%	263	18%
Total	8,815	100%	1,475	100%
Did Not Have Location	665		10,951	

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all pharmacy technicians in Virginia work in a large chain community pharmacy, while another 16% work in the inpatient department of a hospital.

For pharmacy technicians who also have a secondary work location, 33% work in a large chain community pharmacy, while 13% work in the inpatient department of a hospital.



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

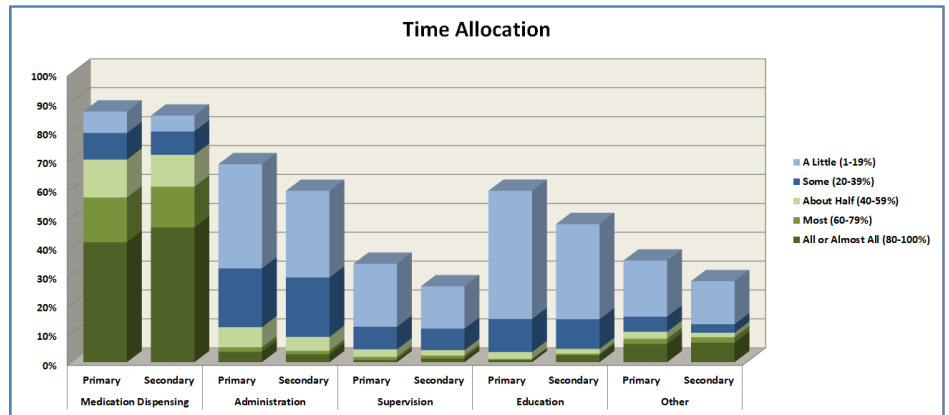
Medication Disp.: 57%
Administration: 5%
Supervision: 2%
Education: 1%

Patient Care Pharm. Tech.

Median Admin. Time: 1%-9%
Avg. Admin. Time: 10%-19%

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 and 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%	47%	4%	3%	1%	1%	1%	2%	6%	7%	
Most (60-79%)	15%	14%	2%	1%	1%	1%	0%	1%	2%	2%	
About Half (40-59%)	13%	11%	7%	5%	3%	2%	2%	2%	2%	2%	
Some (20-39%)	9%	8%	20%	21%	8%	7%	11%	10%	5%	3%	
A Little (1-19%)	7%	5%	36%	30%	22%	15%	44%	33%	19%	15%	
None (0%)	13%	15%	31%	41%	66%	74%	41%	52%	65%	72%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	1,816	23%	-	-
50 to 54	385	5%	40	2%
55 to 59	562	7%	123	7%
60 to 64	1,252	16%	384	22%
65 to 69	2,088	26%	726	42%
70 to 74	554	7%	240	14%
75 to 79	142	2%	58	3%
80 and Over	89	1%	27	2%
I Do Not Intend to Retire	1,010	13%	134	8%
Total	7,898	100%	1,732	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: 32%

Under 60: 9%

Time Until Retirement

Within 2 Years: 4%

Within 10 Years: 15%

Half the Workforce: By 2047

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, nearly 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

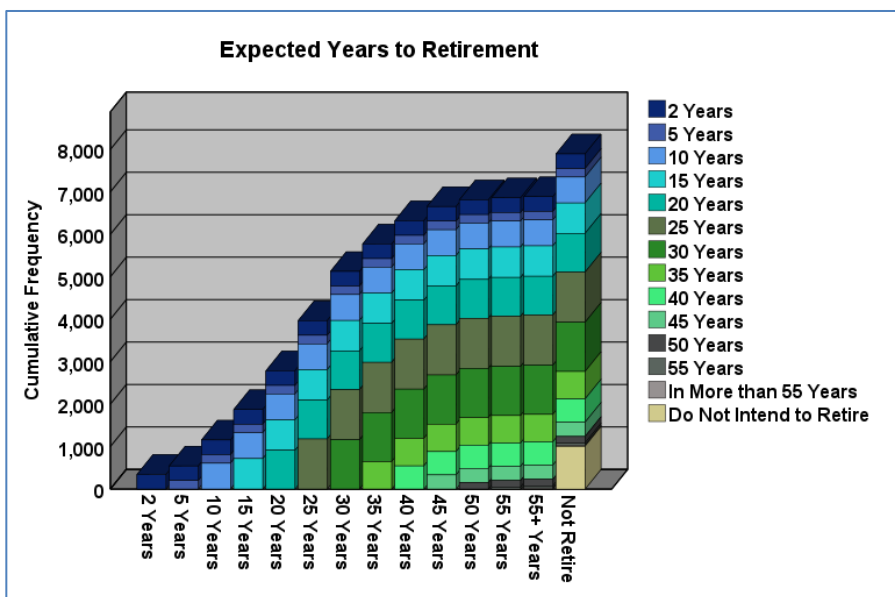
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	1,097	9%
Leave Virginia	441	3%
Decrease Patient Care Hours	218	2%
Decrease Teaching Hours	133	1%
Increase Participation		
Increase Patient Care Hours	833	6%
Increase Teaching Hours	757	6%
Pursue Additional Education	2,445	19%
Return to the Workforce	127	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. While 4% of pharmacy technicians expect to retire in the next two years, 15% expect to retire within the next ten years. Half of the current workforce expect to retire by 2047.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	346	4%	4%
5 Years	200	3%	7%
10 Years	611	8%	15%
15 Years	717	9%	24%
20 Years	914	12%	35%
25 Years	1,181	15%	50%
30 Years	1,159	15%	65%
35 Years	647	8%	73%
40 Years	549	7%	80%
45 Years	334	4%	84%
50 Years	155	2%	86%
55 Years	48	1%	87%
In More than 55 Years	27	0%	87%
Do Not Intend to Retire	1,010	13%	100%
Total	7,898	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 2042. Retirement will peak at 15% of the current workforce around 2047 before declining to below 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 9,881
 FTEs/1,000 Residents²: 1.143
 Average: 0.81

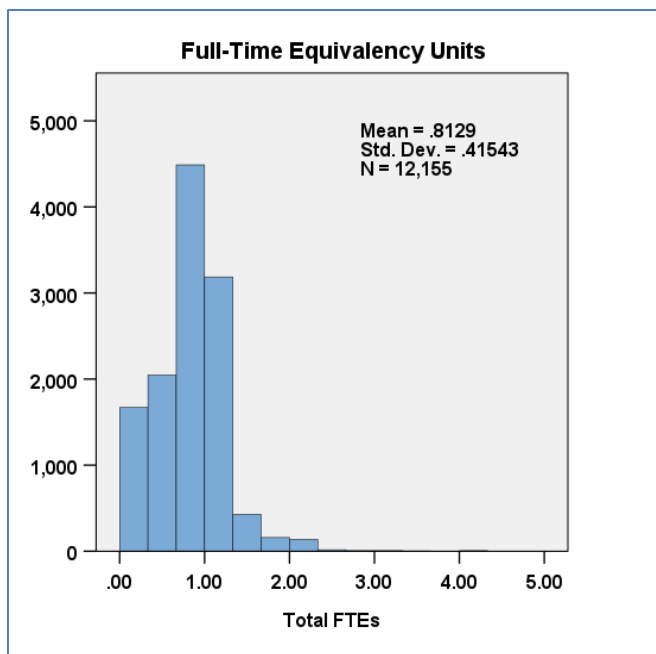
Age & Gender Effect

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:

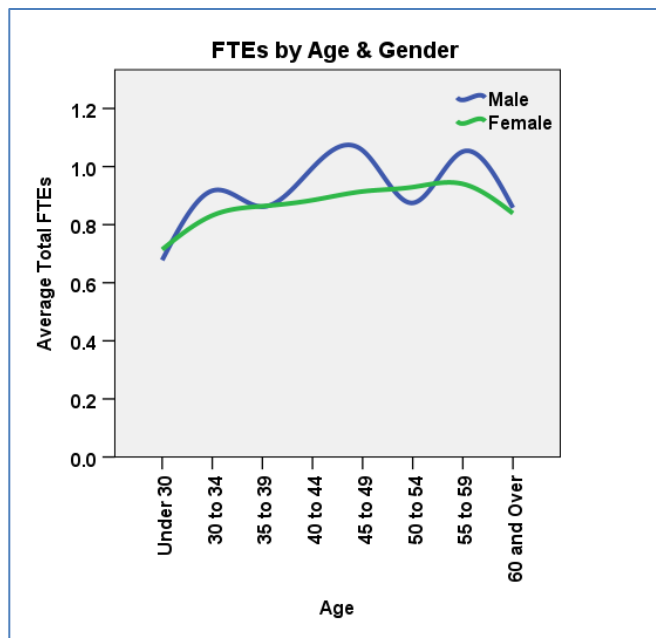


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.85 FTEs in 2022, or approximately 34 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	0.68	0.64
30 to 34	0.85	0.88
35 to 39	0.83	0.80
40 to 44	0.88	0.84
45 to 49	0.91	0.92
50 to 54	0.89	0.90
55 to 59	0.90	0.93
60 and Over	0.87	0.99
Gender		
Male	0.84	0.93
Female	0.83	0.91

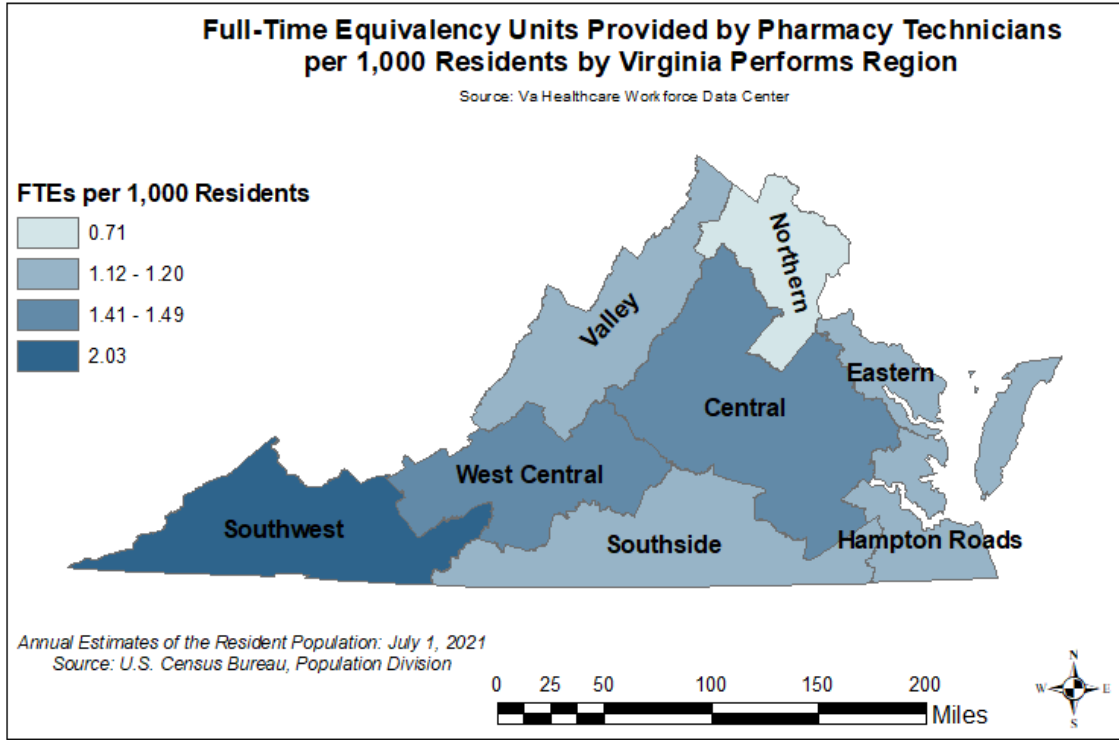
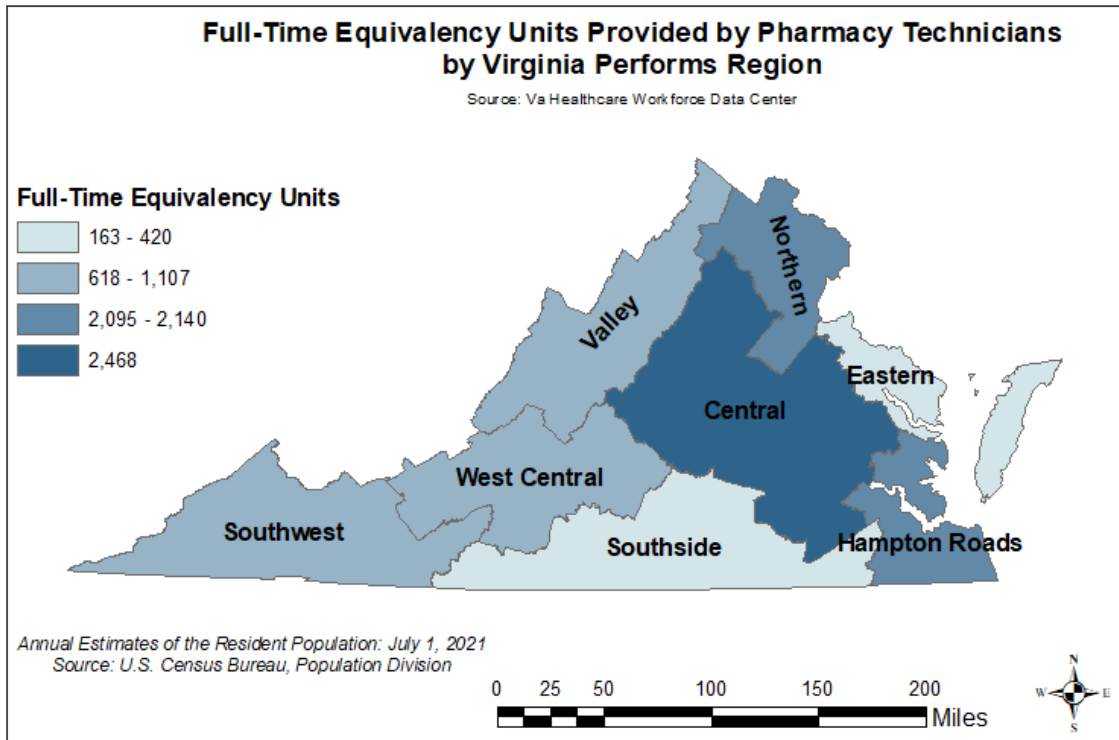
Source: Va. Healthcare Workforce Data Center

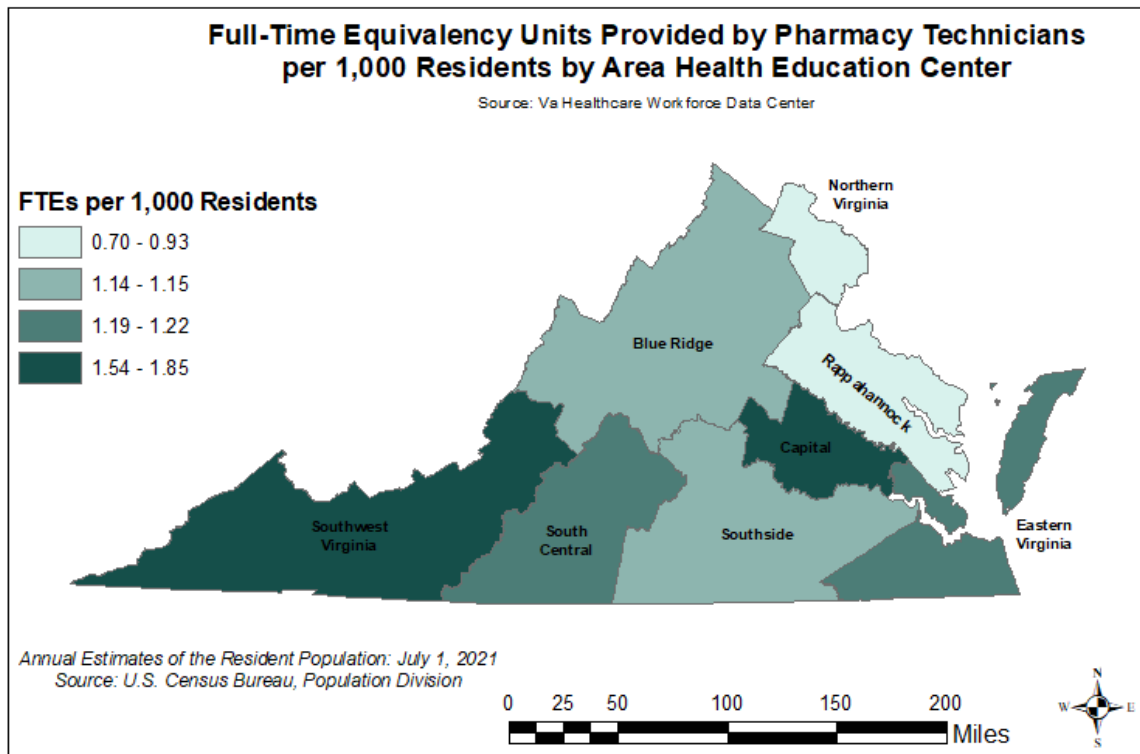
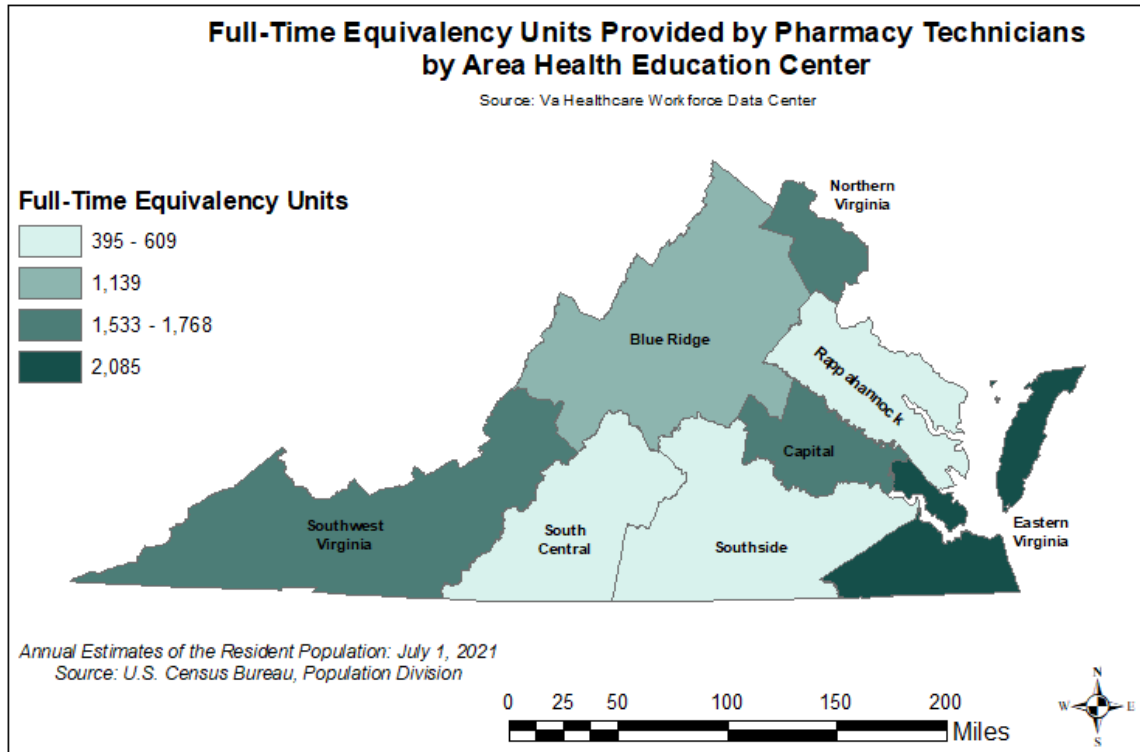


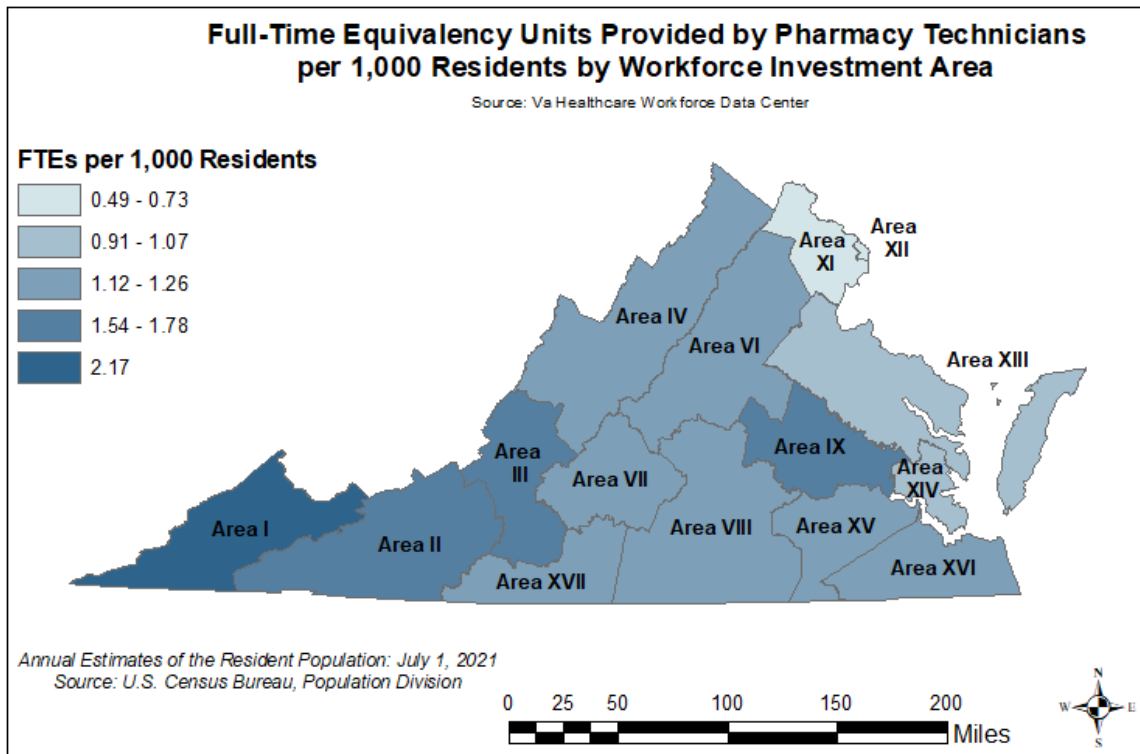
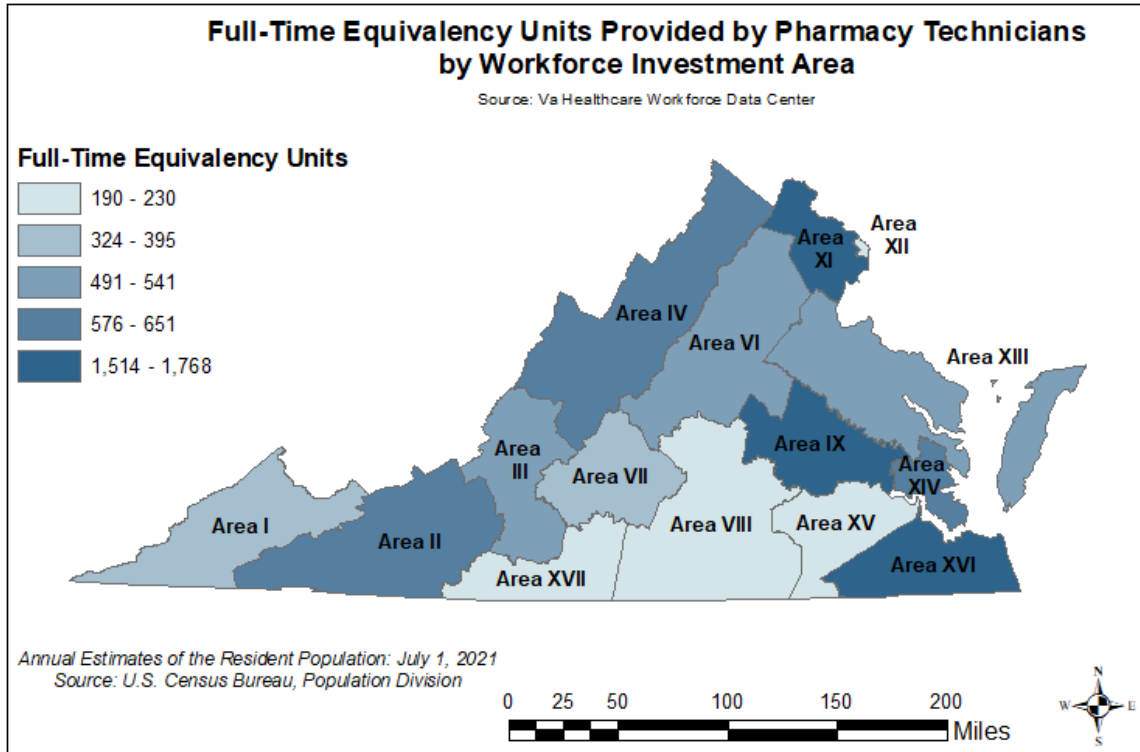
Source: Va. Healthcare Workforce Data Center

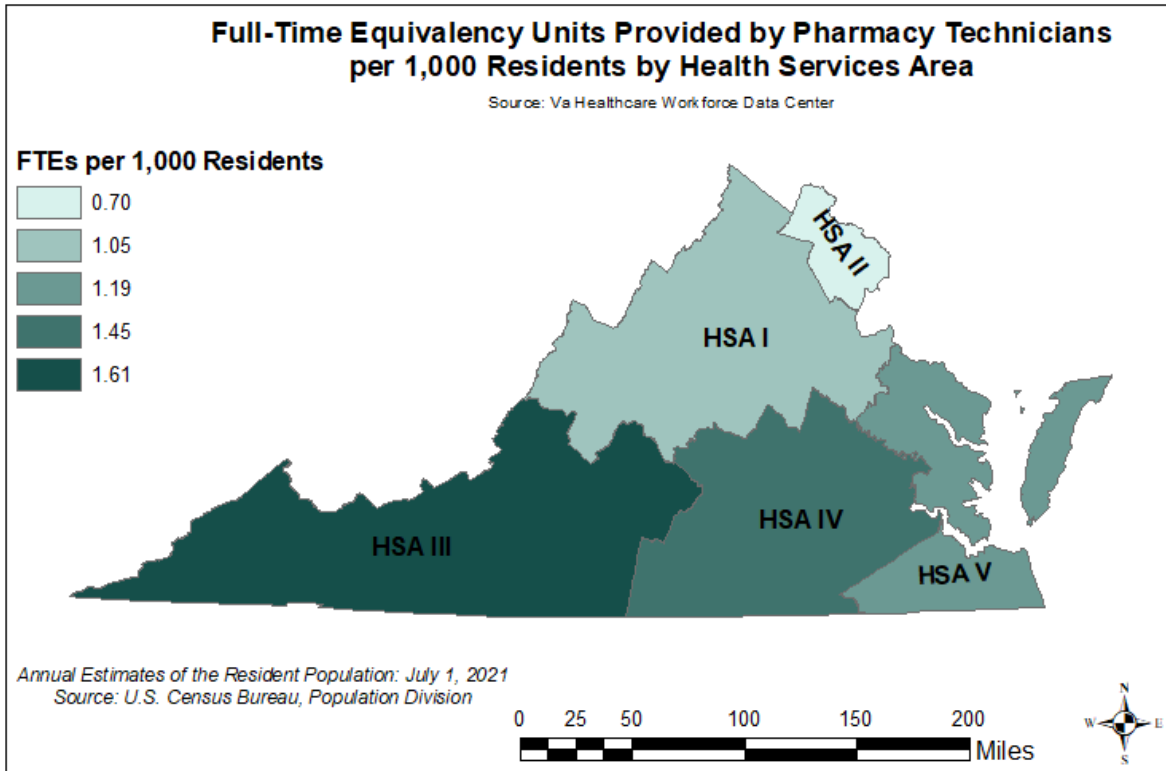
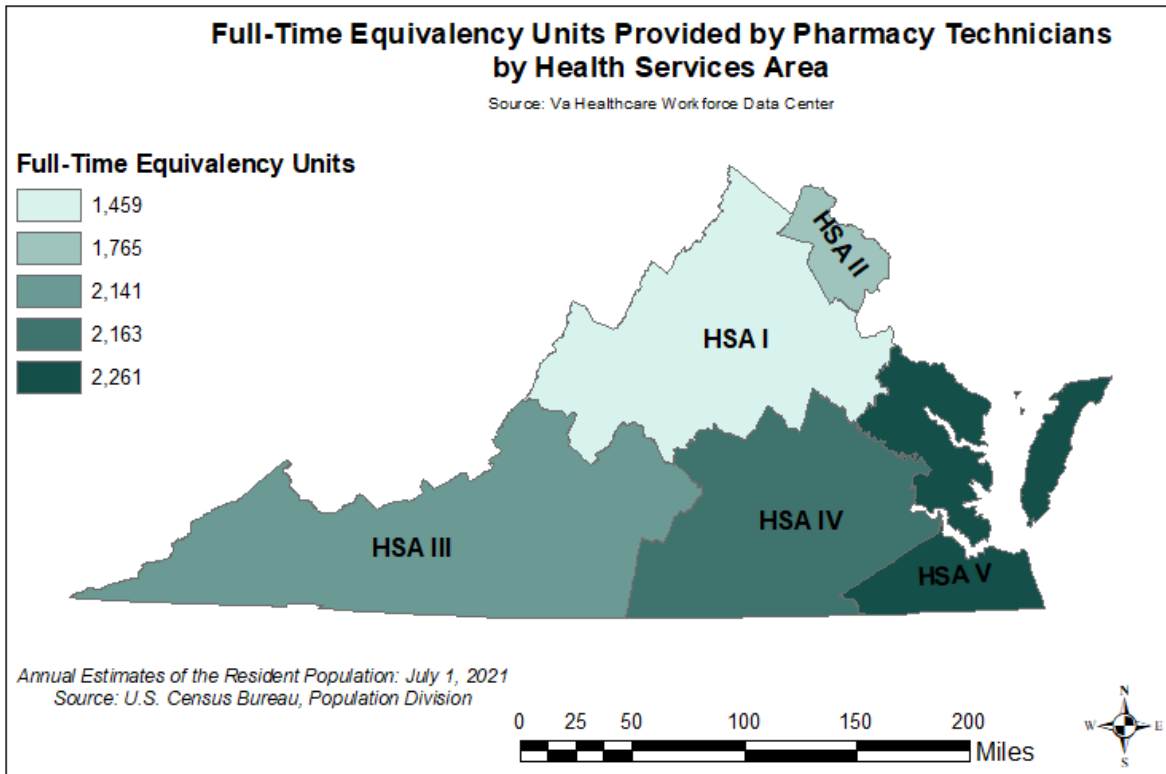
² Number of residents in 2021 was used as the denominator.

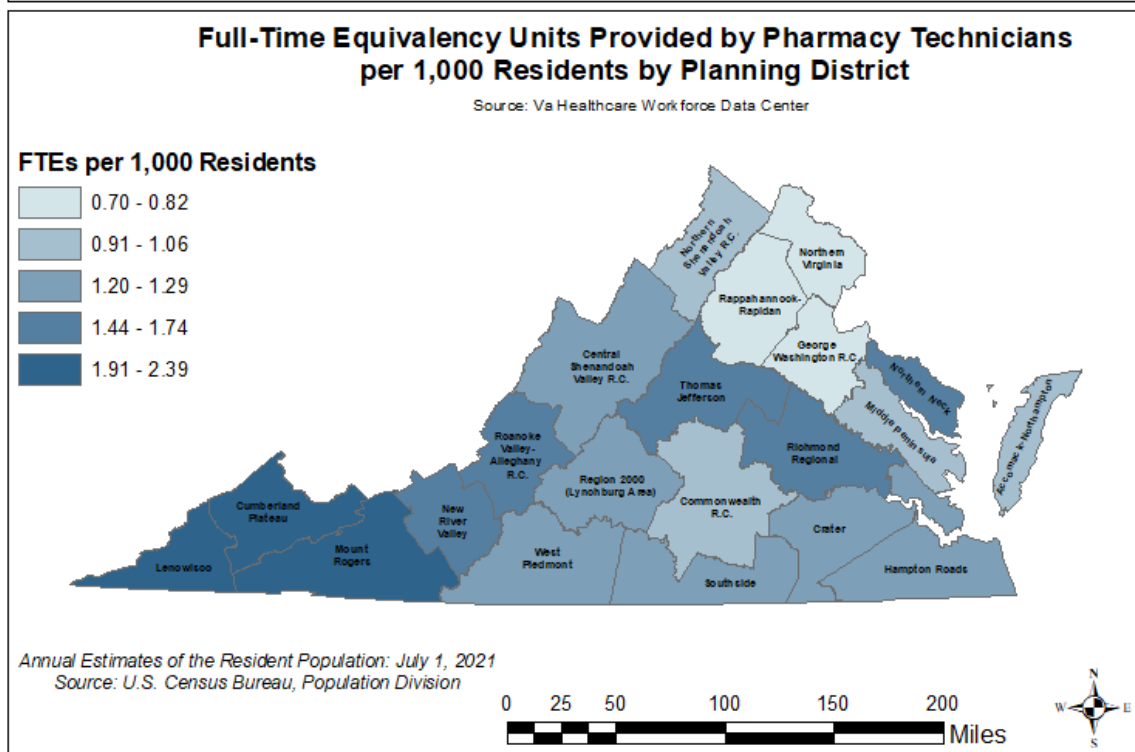
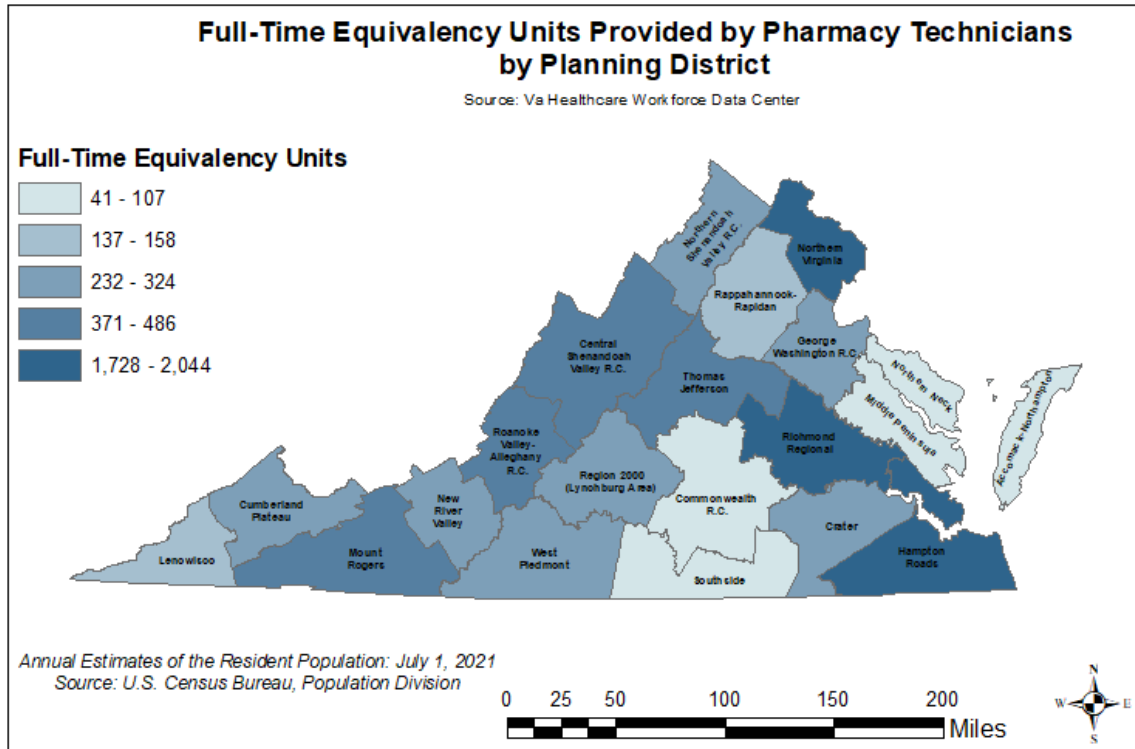
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	8,208	77.60%	1.289	1.157	1.528
Metro, 250,000 to 1 Million	1,243	80.37%	1.244	1.117	1.475
Metro, 250,000 or Less	1,268	78.47%	1.274	1.144	1.511
Urban, Pop. 20,000+, Metro Adj.	289	82.01%	1.219	1.095	1.446
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	683	82.28%	1.215	1.091	1.441
Urban, Pop. 2,500-19,999, Non-Adj.	526	78.14%	1.280	1.149	1.517
Rural, Metro Adj.	291	80.41%	1.244	1.116	1.474
Rural, Non-Adj.	196	76.53%	1.307	1.173	1.549
Virginia Border State/D.C.	797	62.99%	1.588	1.425	1.882
Other U.S. State	392	54.59%	1.832	1.645	2.172

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	3,957	64.80%	1.543	1.441	2.172
30 to 34	2,238	77.39%	1.292	1.206	1.818
35 to 39	1,943	80.44%	1.243	1.161	1.749
40 to 44	1,465	83.21%	1.202	1.122	1.691
45 to 49	1,151	83.58%	1.196	1.117	1.684
50 to 54	1,185	85.57%	1.169	1.091	1.645
55 to 59	838	85.32%	1.172	1.094	1.649
60 and Over	1,116	81.00%	1.235	1.153	1.737

Source: Va. Healthcare Workforce Data Center

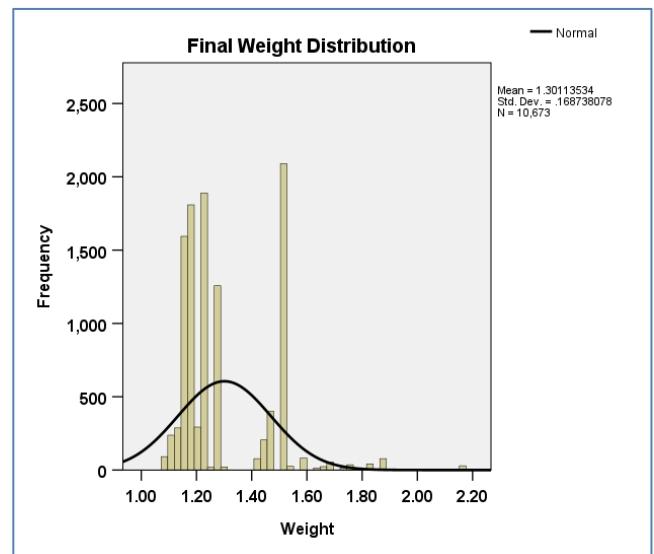
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.768229



Source: Va. Healthcare Workforce Data Center