
Virginia's Pharmacy Technician Workforce: 2023

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:	13,659
Virginia's Workforce:	12,535
FTEs:	9,754

Background

Rural Childhood:	40%
HS Degree in VA:	74%
% Work Non-Metro:	13%

Current Employment

Employed in Prof.:	82%
Hold 1 Full-Time Job:	70%
Satisfied?:	90%

Survey Response Rate

All Registrants:	79%
Renewing Practitioners:	99%

Education

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

Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	52%

Demographics

Female:	85%
Diversity Index:	61%
Median Age:	37

Finances

Median Income:	\$35k-\$40k
Health Insurance:	59%
Under 40 w/ Ed. Debt:	46%

Primary Roles

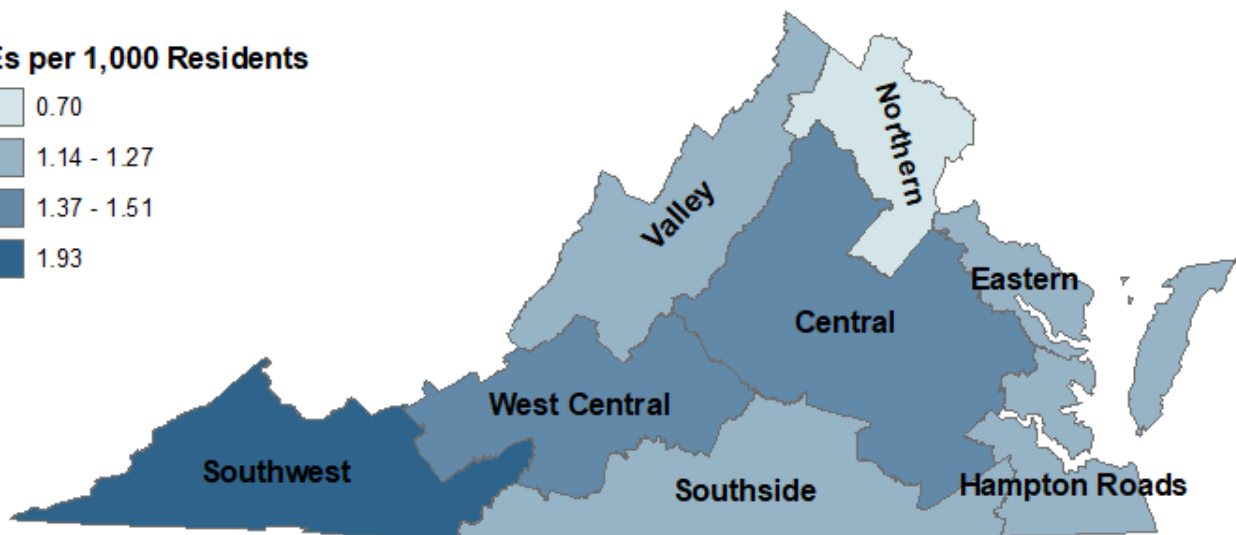
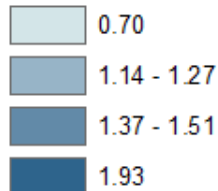
Medication Disp.:	54%
Administration:	6%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

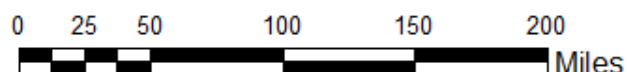
Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Pharmacy Technician Workforce survey. A total of 10,854 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 79% of the 13,659 pharmacy technicians who are registered in the state and 99% of renewing practitioners.

The HWDC estimates that 12,535 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 9,754 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Among all pharmacy technicians, 85% are female. In addition, the median age of this workforce is 37. 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 diversity index increases to 65% for those pharmacy technicians who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. Two out of every five pharmacy technicians grew up in a rural area, and 27% of pharmacy technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 13% of all pharmacy technicians work in a non-metro area.

More than four out of every five pharmacy technicians are currently employed in the profession, 70% hold one full-time position, and 52% work between 40 and 49 hours per week. More than seven out of every ten pharmacy technicians work in the for-profit sector, and another 17% are employed in the non-profit sector. The median annual income for pharmacy technicians is between \$35,000 and \$40,000, and 90% of pharmacy technicians receive this income in the form of an hourly wage. 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 2013 pharmacy technician workforce. The number of registered pharmacy technicians has decreased by 4% (13,659 vs. 14,262). The size of Virginia's pharmacy technician workforce has fallen by 6% (12,535 vs. 13,404), while the number of FTEs provided by this workforce has fallen by 9% (9,754 vs. 10,703). Renewing pharmacy technicians are more likely to respond to the survey (99% vs. 91%).

The percentage of pharmacy technicians who are female has increased (85% vs. 84%), and the median age of this workforce has risen (37 vs. 34). The diversity index of this workforce has increased as well (61% vs. 57%), a trend that has also occurred among those who are under the age of 40 (65% vs. 61%). The percentage of pharmacy technicians who grew up in a rural area has declined (40% vs. 41%), and pharmacy technicians who grew up in a rural area are less likely to work in a non-metro area (27% vs. 28%). In total, the percentage of all pharmacy technicians who work in a non-metro county has declined (13% vs. 15%). Pharmacy technicians are relatively more likely to hold either an associate degree (21% vs. 20%) or a baccalaureate degree (19% vs. 18%) as their highest professional degree than a high school degree/GED (56% vs. 59%). Although pharmacy technicians are less likely to hold education debt (36% vs. 38%), the median outstanding balance among those with education debt has increased (\$18k-\$20k vs. \$10k-\$12k).

Pharmacy technicians are more likely to work in the profession (82% vs. 79%), hold one full-time position (70% vs. 61%), and work between 40 and 49 hours per week (52% vs. 39%). Pharmacy technicians are relatively more likely to work in the non-profit sector (17% vs. 13%) than in the for-profit sector (72% vs. 76%). In addition, pharmacy technicians are relatively more likely to work in the inpatient or outpatient department of a hospital (25% vs. 18%) than in a large chain community pharmacy (29% vs. 35%). The median annual income of pharmacy technicians has increased (\$35k-\$40k vs. \$20k-\$22.5k), and pharmacy technicians are also more likely to receive at least one employer-sponsored benefit (78% vs. 74%). Pharmacy technicians are more likely to indicate that they are satisfied with their current work situation (90% vs. 89%), including those who indicated that they are "very satisfied" (49% vs. 47%).

A Closer Look:

Registrant Counts		
Registration Status	#	%
Renewing Practitioners	10,370	76%
New Registrants	1,346	10%
Non-Renewals	1,943	14%
All Registrants	13,659	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing pharmacy technicians, 99% submitted a survey. These represent 79% of the 13,659 pharmacy technicians who were registered at some point in 2023.

Definitions

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

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,155	2,615	69%
30 to 34	449	1,669	79%
35 to 39	360	1,546	81%
40 to 44	243	1,291	84%
45 to 49	166	1,019	86%
50 to 54	148	1,009	87%
55 to 59	100	758	88%
60 and Over	184	947	84%
Total	2,805	10,854	80%
New Registrations			
Issued in 2023	784	562	42%
Metro Status			
Non-Metro	332	1,608	83%
Metro	2,038	8,471	81%
Not in Virginia	435	775	64%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,854
Response Rate, All Registrants	79%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Pharmacy Tech.

Number: 13,659
 New: 10%
 Not Renewed: 14%

Survey Response Rates

All Registrants: 79%
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 12,535
 FTEs: 9,754

Utilization Ratios

Registrants in VA Workforce: 92%
 Registrants per FTE: 1.40
 Workers per FTE: 1.29

Source: Va. Healthcare Workforce Data Center

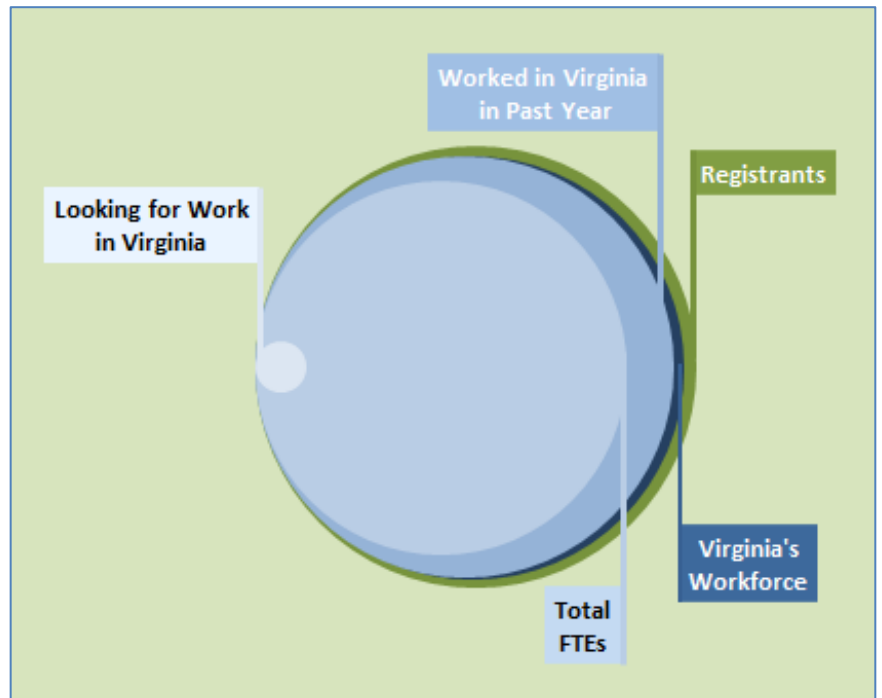
Pharmacy Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,343	98%
Looking for Work in Virginia	191	2%
Virginia's Workforce	12,535	100%
Total FTEs	9,754	
Registrants	13,659	

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	558	18%	2,610	82%	3,168	30%
30 to 34	264	16%	1,356	84%	1,620	16%
35 to 39	187	13%	1,220	87%	1,407	14%
40 to 44	136	12%	958	88%	1,094	11%
45 to 49	138	16%	723	84%	860	8%
50 to 54	98	12%	739	88%	837	8%
55 to 59	81	13%	549	87%	629	6%
60 and Over	97	12%	686	88%	783	8%
Total	1,557	15%	8,840	85%	10,398	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
 Median Age: 37
 % Under 40: 60%
 % 55 and Over: 14%

Diversity
 Diversity Index: 61%
 Under 40 Div. Index: 65%

Source: Va. Healthcare Workforce Data Center

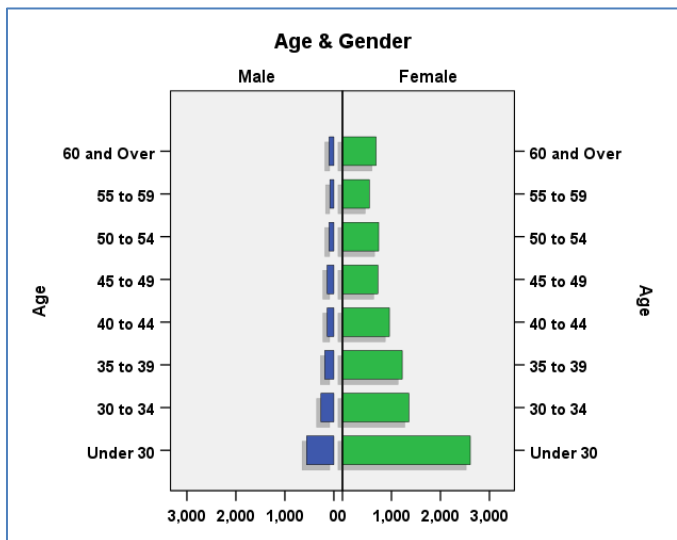
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	59%	5,949	57%	3,288	53%
Black	18%	2,342	22%	1,453	23%
Asian	7%	958	9%	556	9%
Other Race	1%	132	1%	76	1%
Two or More Races	5%	443	4%	340	5%
Hispanic	10%	668	6%	510	8%
Total	100%	10,492	100%	6,223	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, 2022.

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 overall population, the comparable diversity index is 60%.

Among the 60% 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 65%.



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: 71%

Location Choice

% Work Non-Metro: 13%
 % Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 4%

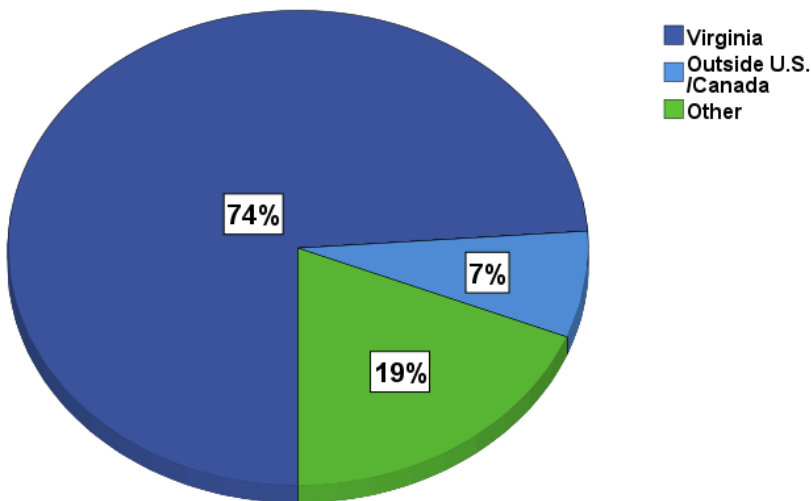
Source: Va. Healthcare Workforce Data Center

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%	30%	12%
3	Metro, 250,000 or Less	63%	28%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	64%	24%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	78%	17%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	6%	1%
8	Rural, Metro Adjacent	87%	8%	5%
9	Rural, Non-Adjacent	75%	18%	8%
Overall		40%	42%	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 27% of pharmacy technicians who grew up in a rural area currently work in a non-metro county. In total, 13% 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	7,598	Virginia	2,801
2	Outside U.S./Canada	746	Outside U.S./Canada	273
3	Maryland	213	Maryland	118
4	North Carolina	166	North Carolina	87
5	New York	146	Florida	69
6	Florida	137	West Virginia	51
7	West Virginia	133	New York	51
8	Pennsylvania	118	California	46
9	California	111	Pennsylvania	46
10	New Jersey	85	Texas	45

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, 71% 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 2023. However, 81% of these professionals worked at some point in the past year, including 63% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

Total:	1,121
% of Registrants:	8%
Federal/Military:	4%
VA Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	5,715	56%
Associate	2,091	21%
Baccalaureate	1,944	19%
Masters	348	3%
PhD	43	0%
Total	10,141	100%

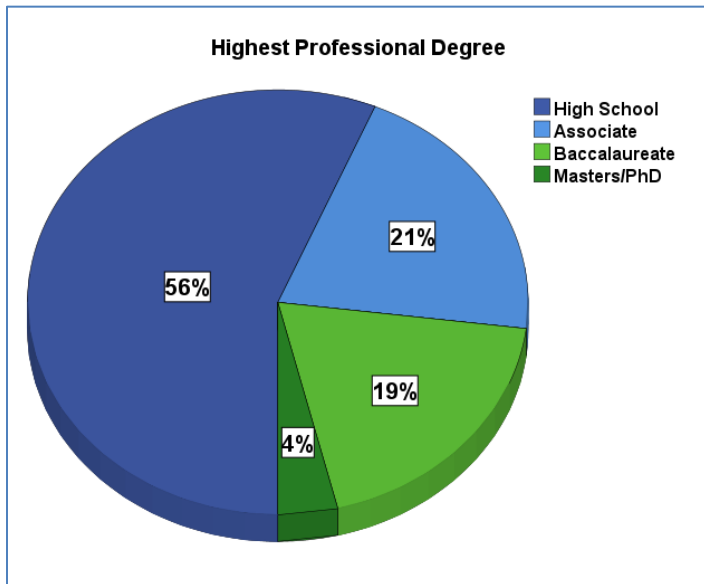
Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Education Debt
 Carry Debt: 36%
 Under Age 40 w/ Debt: 46%
 Median Debt: \$18k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 56% 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 46% of those pharmacy technicians who are under the age of 40. For those pharmacy technicians with education debt, the median outstanding balance is between \$18,000 and \$20,000.

Amount Carried	Education Debt			
	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	4,951	64%	2,488	54%
Less than \$10,000	877	11%	687	15%
\$10,000-\$19,999	575	7%	433	9%
\$20,000-\$29,999	424	5%	324	7%
\$30,000 or More	917	12%	636	14%
Total	7,744	100%	4,568	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

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

National Certifications

Required:	63%
Pay Raise w/ Cert.:	46%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Professional Certifications		
Certification	#	% of Workforce
Pharmacy Technician Certification Board (PTCB)	7,974	64%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,500	12%
Total with Certification	9,474	76%

Source: Va. Healthcare Workforce Data Center

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

Among all pharmacy technicians, 63% work for an employer that requires a national certification as a condition of employment. In addition, 46% of pharmacy technicians have received an increase in pay after having obtained a national certification.

National Certifications		
Required for Employment?	#	%
Yes	6,281	63%
No	3,766	37%
Pay Raise with Certification?	#	%
Yes	4,291	46%
No	4,634	50%
No Certification Held	423	5%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 82%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 70%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 52%
60 or More: 3%
Less than 30: 14%

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	8,321	82%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,472	15%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	73	1%
Voluntarily Unemployed	245	2%
Retired	38	< 1%
Total	10,167	100%

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 82% are currently employed in the profession, 70% hold one full-time job, and 52% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	356	4%
One Part-Time Position	1,710	17%
Two Part-Time Positions	136	1%
One Full-Time Position	7,010	70%
One Full-Time Position & One Part-Time Position	705	7%
Two Full-Time Positions	27	0%
More than Two Positions	34	0%
Total	9,978	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	356	4%
1 to 9 Hours	242	2%
10 to 19 Hours	475	5%
20 to 29 Hours	689	7%
30 to 39 Hours	2,260	23%
40 to 49 Hours	5,036	52%
50 to 59 Hours	358	4%
60 to 69 Hours	103	1%
70 to 79 Hours	68	1%
80 or More Hours	151	2%
Total	9,738	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	77	2%
Less than \$10,000	314	7%
\$10,000-\$14,999	170	4%
\$15,000-\$19,999	183	4%
\$20,000-\$24,999	282	6%
\$25,000-\$29,999	353	8%
\$30,000-\$34,999	568	13%
\$35,000-\$39,999	613	14%
\$40,000-\$44,999	641	15%
\$45,000-\$49,999	454	10%
\$50,000 or More	722	17%
Total	4,377	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$35k-\$40k

Benefits
Health Insurance: 59%
Retirement: 56%

Satisfaction
Satisfied: 90%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,880	49%
Somewhat Satisfied	4,093	41%
Somewhat Dissatisfied	719	7%
Very Dissatisfied	288	3%
Total	9,980	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$35,000 and \$40,000 per year. In addition, 78% of all pharmacy technicians receive at least one employer-sponsored benefit, including 59% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	5,356	64%	61%
Health Insurance	4,945	59%	56%
Dental Insurance	4,819	58%	54%
Retirement	4,699	56%	53%
Group Life Insurance	2,875	35%	32%
Signing/Retention Bonus	695	8%	8%
At Least One Benefit	6,472	78%	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?	106	1%
Experience Voluntary Unemployment?	378	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	309	2%
Work Two or More Positions at the Same Time?	1,210	10%
Switch Employers or Practices?	627	5%
Experience At Least One?	2,225	18%

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	244	3%	211	13%
Less than 6 Months	873	9%	216	13%
6 Months to 1 Year	1,145	12%	225	13%
1 to 2 Years	2,252	24%	335	20%
3 to 5 Years	2,117	23%	299	18%
6 to 10 Years	1,238	13%	182	11%
More than 10 Years	1,524	16%	205	12%
Subtotal	9,394	100%	1,674	100%
Did Not Have Location	538		10,639	
Item Missing	2,603		222	
Total	12,535		12,535	

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 26%
Over 2 Years: 52%
Over 2 Yrs., 2nd Location: 41%

Employment Type

Hourly Wage: 90%
Salary/Commission: 9%

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	694	9%
Hourly Wage	7,311	90%
By Contract/Per Diem	46	1%
Business/Practice Income	12	0%
Unpaid	55	1%
Subtotal	8,118	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 3.3%. The unemployment rate from December 2023 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):	20%
2 or More (Now*):	16%

Source: Va. Healthcare Workforce Data Center

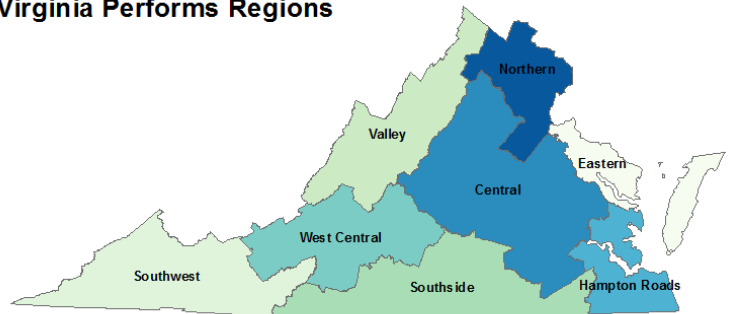
More than two-thirds of all pharmacy technicians work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,257	24%	364	20%
Eastern	184	2%	40	2%
Hampton Roads	2,027	22%	424	24%
Northern	2,057	22%	415	23%
Southside	384	4%	70	4%
Southwest	673	7%	108	6%
Valley	590	6%	85	5%
West Central	1,068	11%	216	12%
Virginia Border State/D.C.	22	0%	22	1%
Other U.S. State	30	0%	48	3%
Outside of the U.S.	1	0%	2	0%
Total	9,293	100%	1,794	100%
Item Missing	2,704		102	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 16% currently have multiple work locations, while 20% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	190	2%	355	4%
1	7,473	78%	7,687	81%
2	1,228	13%	1,005	11%
3	525	6%	429	5%
4	41	0%	25	0%
5	18	0%	11	0%
6 or More	56	1%	21	0%
Total	9,532	100%	9,532	100%

*At the time of survey completion, December 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,391	72%	1,119	73%
Non-Profit	1,514	17%	256	17%
State/Local Government	588	7%	101	7%
Veterans Administration	81	1%	9	1%
U.S. Military	147	2%	31	2%
Other Federal Gov't	108	1%	23	1%
Total	8,829	100%	1,539	100%
Did Not Have Location	538		10,639	
Item Missing	3,168		358	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

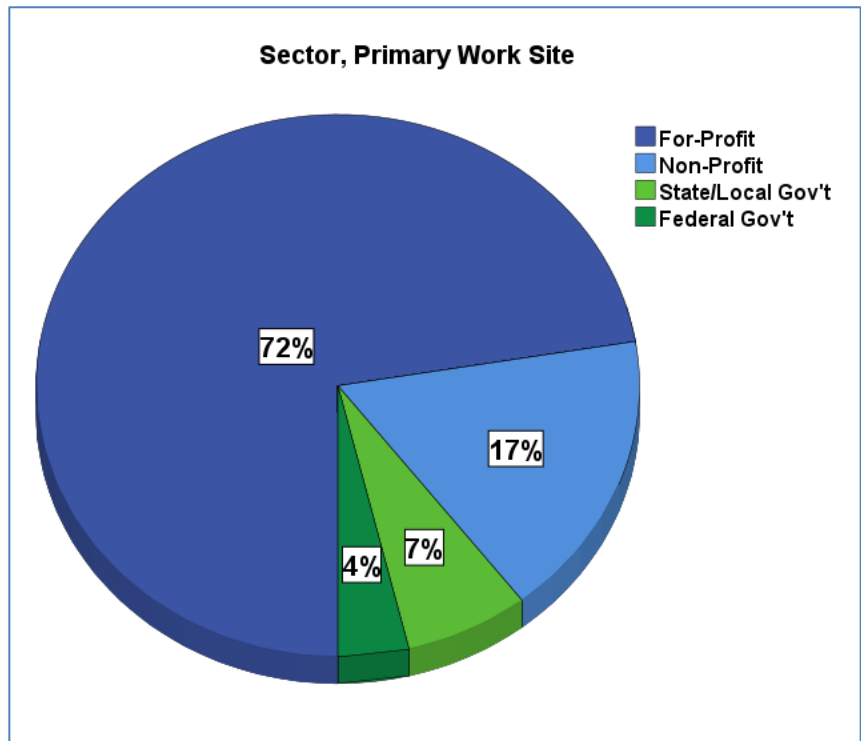
For-Profit:	72%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	29%
Hospital/Health System: (Inpatient)	16%
Independent Community Pharmacy (1-4 Stores):	10%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians work in the private sector, including 72% who work in the for-profit sector. Another 7% of pharmacy technicians work for a state or local government.



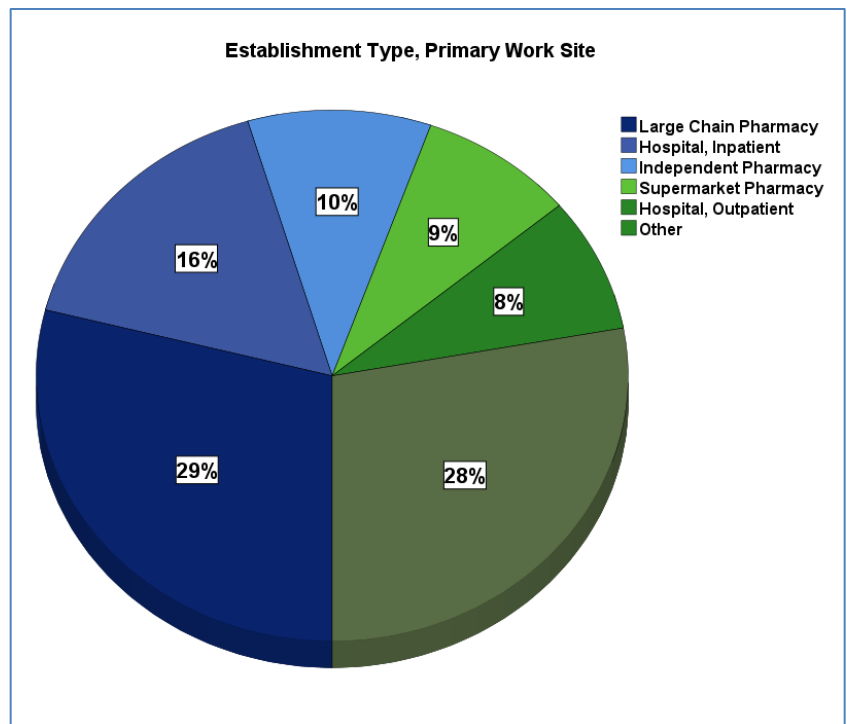
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,537	29%	504	34%
Hospital/Health System, Inpatient Department	1,435	16%	200	14%
Independent Community Pharmacy (1-4 Stores)	877	10%	130	9%
Supermarket Pharmacy	745	9%	131	9%
Hospital/Health System, Outpatient Department	717	8%	74	5%
Mass Merchandiser (i.e., Big Box Store)	320	4%	54	4%
Nursing Home/Long-Term Care	316	4%	45	3%
Pharmacy Benefit Administration (e.g., PBM, Managed Care)	280	3%	17	1%
Clinic-Based Pharmacy	263	3%	37	2%
Mail Service Pharmacy	168	2%	29	2%
Home Health/Infusion	133	2%	17	1%
Small Chain Community Pharmacy (5-10 Stores)	102	1%	21	1%
Academic Institution	72	1%	27	2%
Other	786	9%	195	13%
Total	8,751	100%	1,481	100%
Did Not Have Location	538		10,639	

Nearly three out of every ten pharmacy technicians in Virginia work in a large chain community pharmacy, while another 16% work in the inpatient department of a hospital.

Source: Va. Healthcare Workforce Data Center

For pharmacy technicians who also have a secondary work location, 34% work in a large chain community pharmacy, while 14% work in the inpatient department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	17%
Arabic:	8%
Vietnamese:	7%

Means of Communication

Virtual Translation:	38%
Other Staff Member:	32%
Respondent:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	2,093	17%
Arabic	954	8%
Vietnamese	905	7%
Hindi	849	7%
Chinese	848	7%
Korean	838	7%
French	826	7%
Tagalog/Filipino	813	6%
Persian	648	5%
Urdu	645	5%
Amharic, Somali, or Other Afro-Asiatic Languages	534	4%
Pashto	532	4%
Others	413	3%
At Least One Language	2,867	23%

Source: Va. Healthcare Workforce Data Center

Nearly one out of every five pharmacy technicians are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Service	1,078	38%
Other Staff Member is Proficient	915	32%
Respondent is Proficient	906	32%
Onsite Translation Service	617	22%
Other	201	7%

Source: Va. Healthcare Workforce Data Center

Nearly two out of every five pharmacy technicians who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 60%-69%
Administration: 10%-19%
Teaching: 1%-9%

Roles

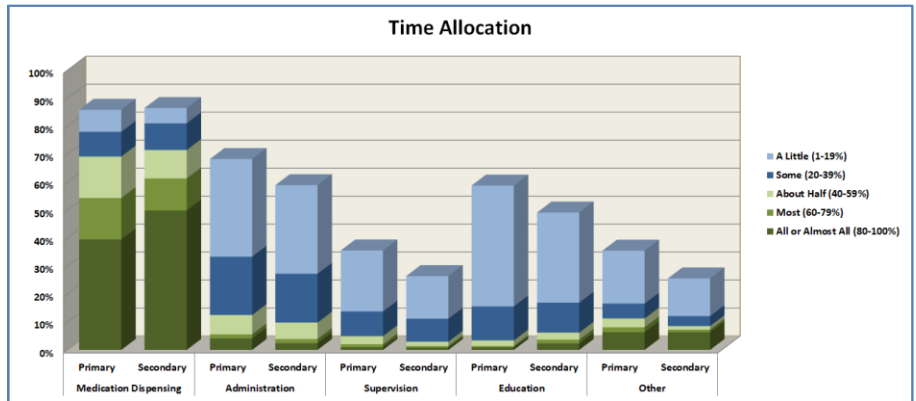
Medication Disp.: 54%
Administration: 6%
Supervision: 2%
Education: 1%

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

More than half 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%)	40%	50%	4%	2%	1%	1%	1%	2%	6%	6%
Most (60-79%)	15%	11%	1%	1%	1%	1%	0%	1%	2%	1%
About Half (40-59%)	15%	10%	7%	6%	3%	2%	2%	3%	3%	1%
Some (20-39%)	9%	10%	21%	17%	9%	8%	12%	11%	5%	4%
A Little (1-19%)	8%	5%	35%	32%	22%	15%	43%	32%	19%	13%
None (0%)	14%	14%	32%	41%	64%	74%	41%	51%	64%	74%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	1,685	22%	-	-
50 to 54	404	5%	23	1%
55 to 59	448	6%	104	6%
60 to 64	1,234	16%	395	23%
65 to 69	1,973	26%	695	41%
70 to 74	536	7%	234	14%
75 to 79	145	2%	52	3%
80 and Over	105	1%	28	2%
I Do Not Intend to Retire	999	13%	150	9%
Total	7,529	100%	1,681	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 50%

Under 60: 34%

Pharm. Tech. 50 and Over

Under 65: 31%

Under 60: 8%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 15%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

One 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, 19% of all pharmacy technicians expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.

Future Plans

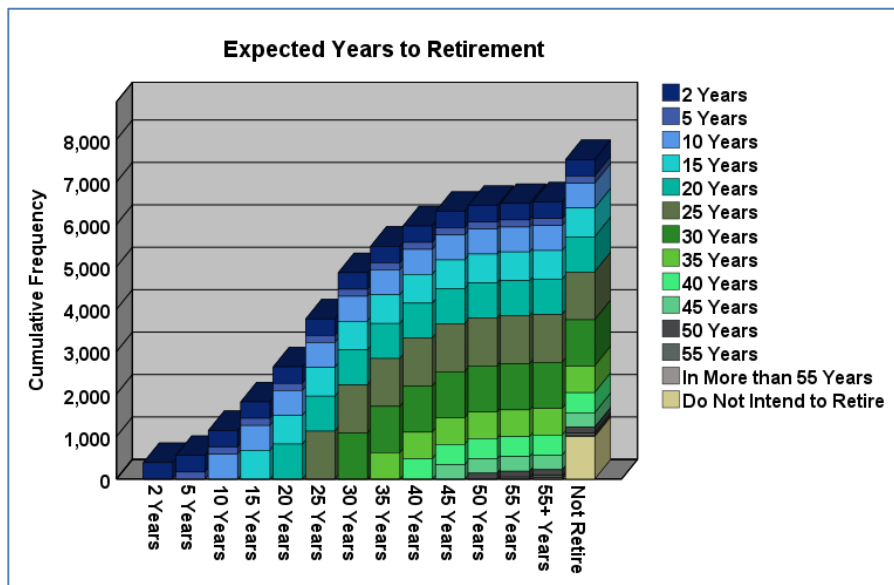
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	991	8%
Leave Virginia	462	4%
Decrease Patient Care Hours	224	2%
Decrease Teaching Hours	134	1%
Increase Participation		
Increase Patient Care Hours	803	6%
Increase Teaching Hours	699	6%
Pursue Additional Education	2,410	19%
Return to the Workforce	103	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 5% 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 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	388	5%	5%
5 Years	167	2%	7%
10 Years	587	8%	15%
15 Years	679	9%	24%
20 Years	825	11%	35%
25 Years	1,129	15%	50%
30 Years	1,089	14%	65%
35 Years	626	8%	73%
40 Years	478	6%	79%
45 Years	340	5%	84%
50 Years	138	2%	86%
55 Years	49	1%	86%
In More than 55 Years	34	0%	87%
Do Not Intend to Retire	999	13%	100%
Total	7,529	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 2043. Retirement will peak at 15% of the current workforce around 2048 before declining to below 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 9,754
 FTEs/1,000 Residents²: 1.123
 Average: 0.81

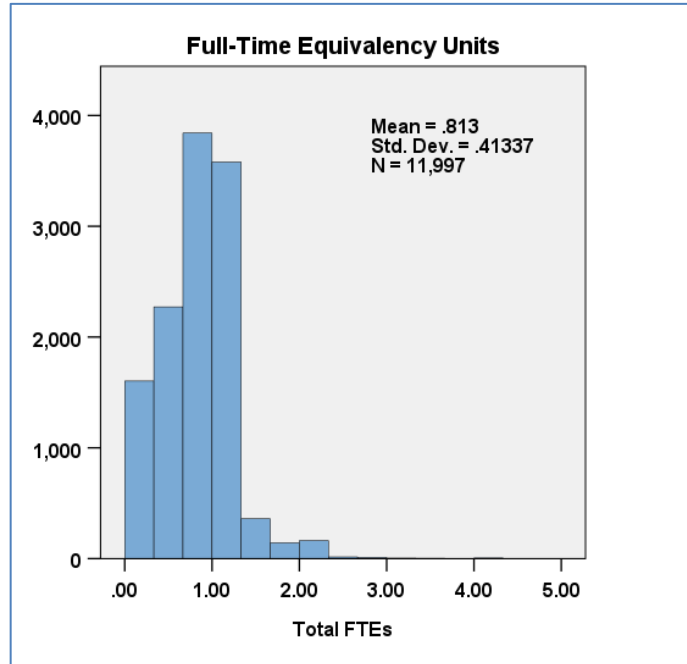
Age & Gender Effect

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:

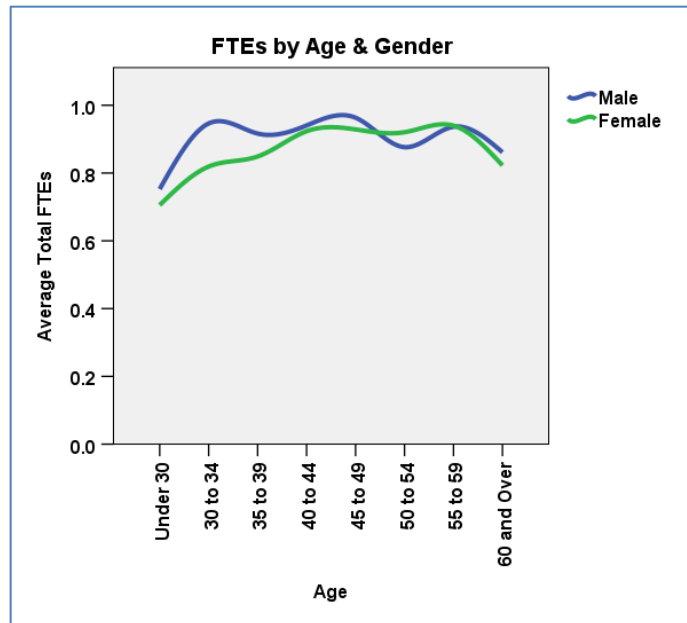


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.83 FTEs in 2023, or approximately 33 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	0.70	0.63
30 to 34	0.82	0.77
35 to 39	0.83	0.78
40 to 44	0.94	1.01
45 to 49	0.86	0.91
50 to 54	0.87	0.90
55 to 59	0.92	0.93
60 and Over	0.80	0.74
Gender		
Male	0.86	0.93
Female	0.83	0.91

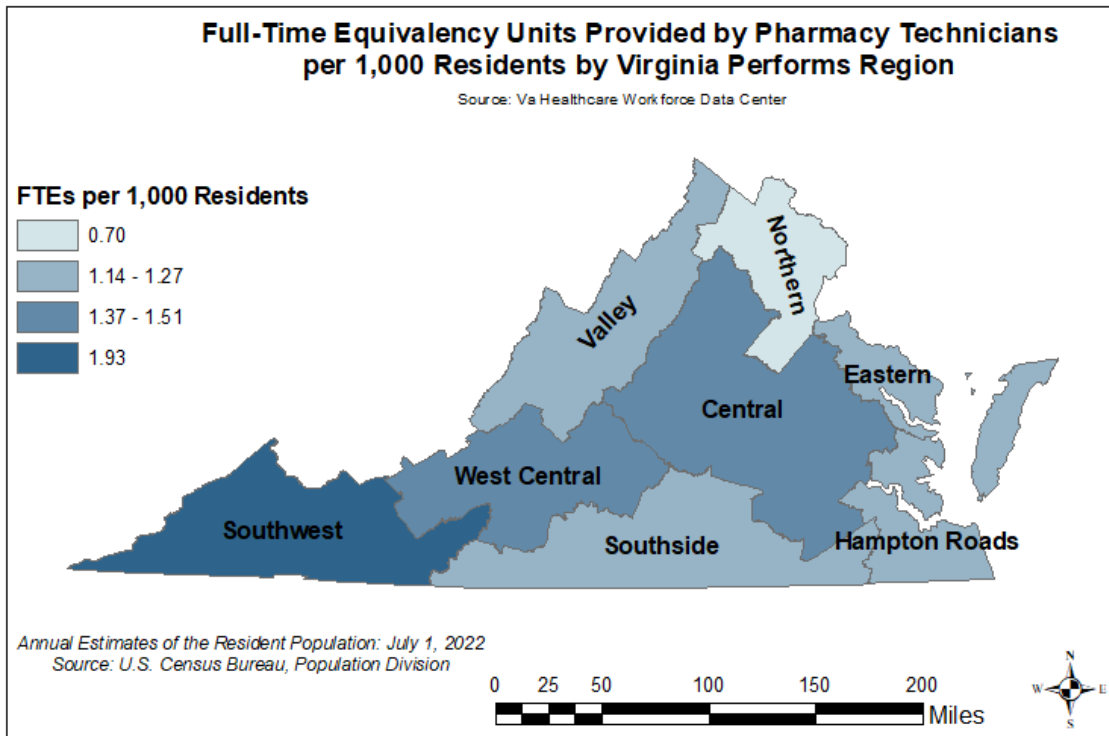
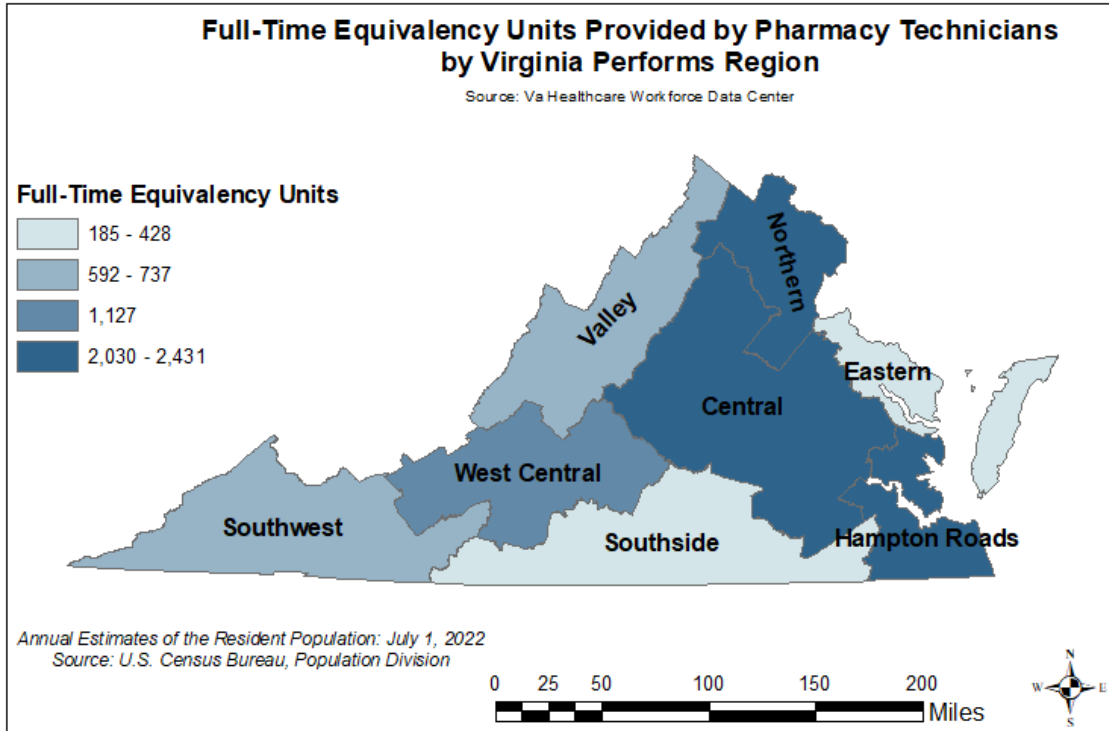
Source: Va. Healthcare Workforce Data Center

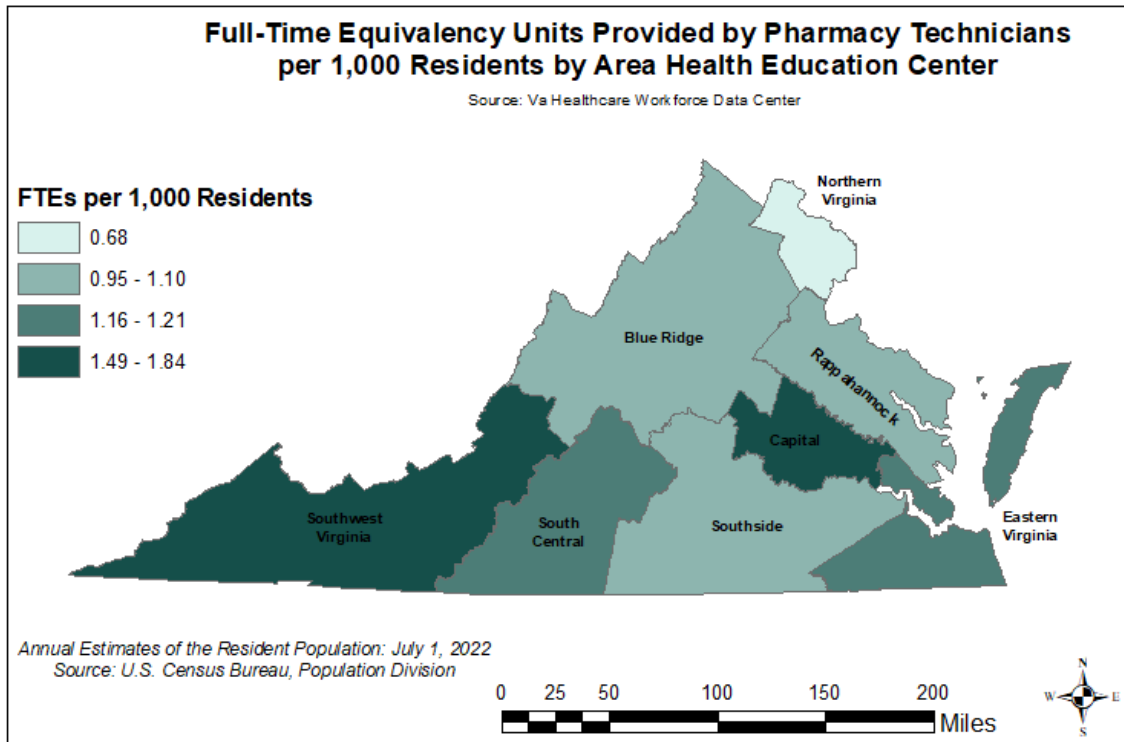
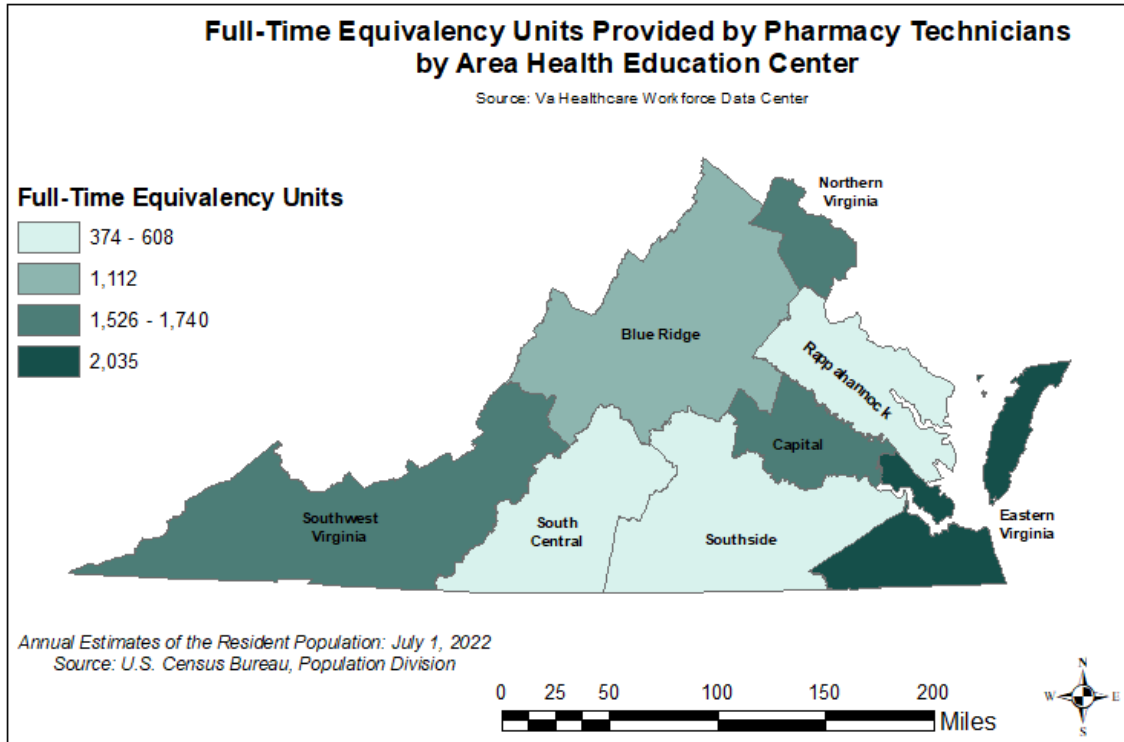


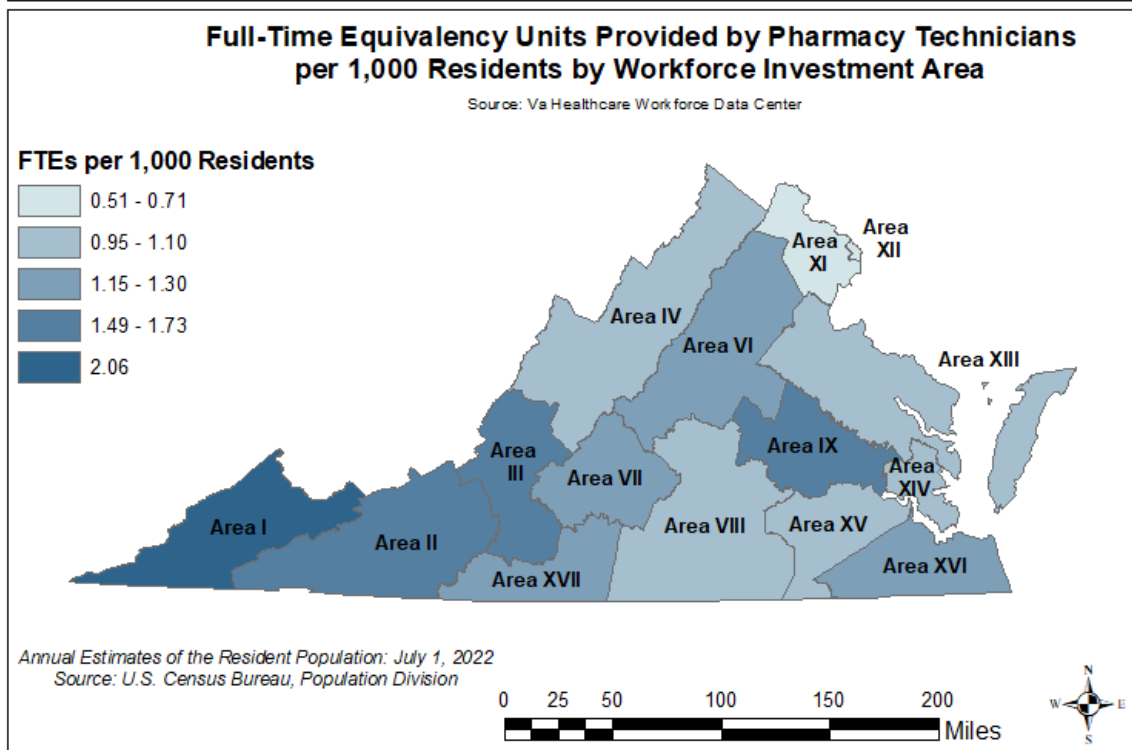
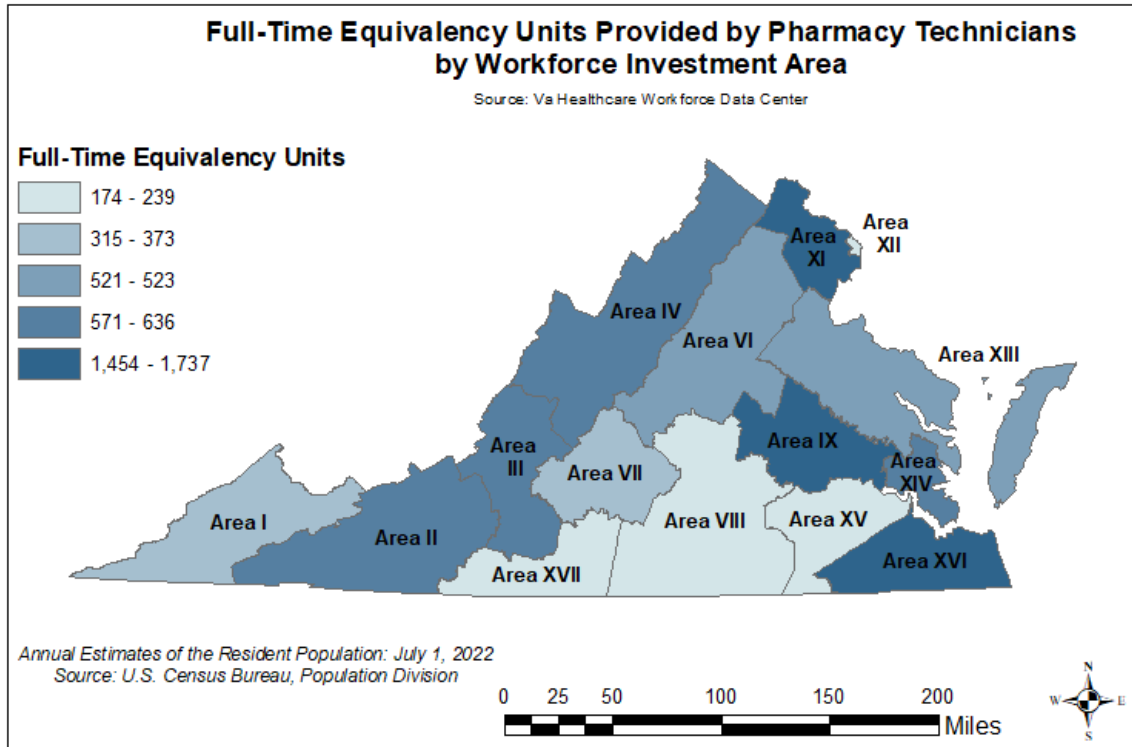
Source: Va. Healthcare Workforce Data Center

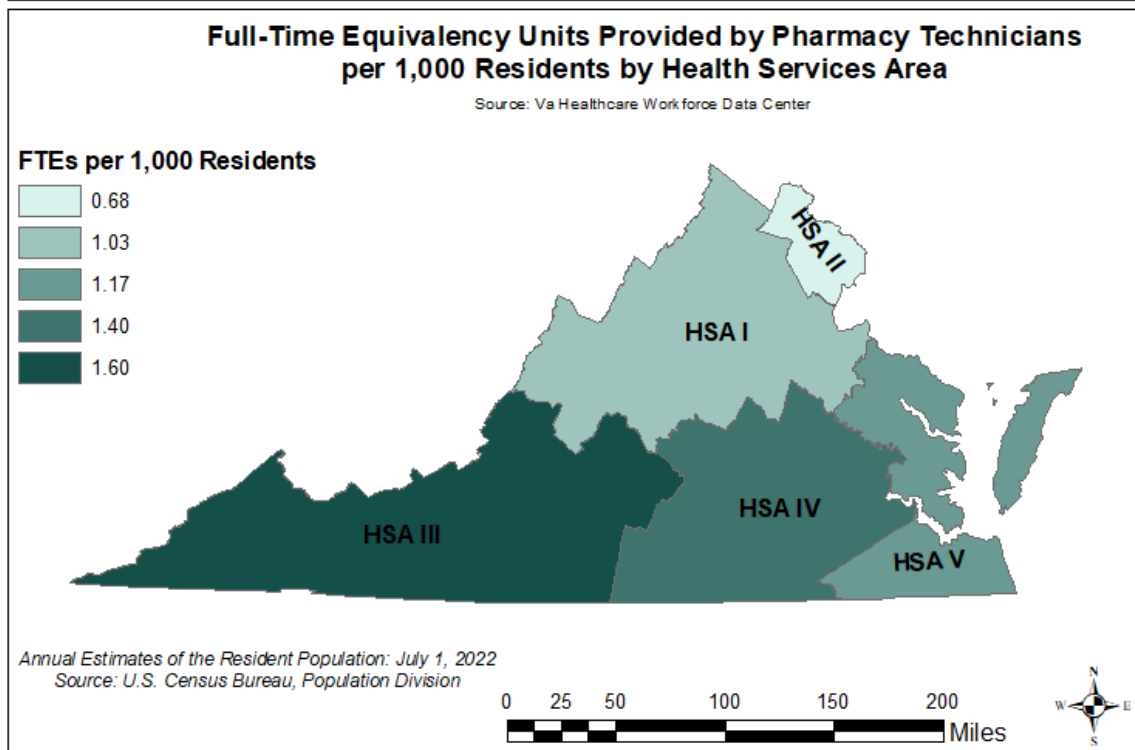
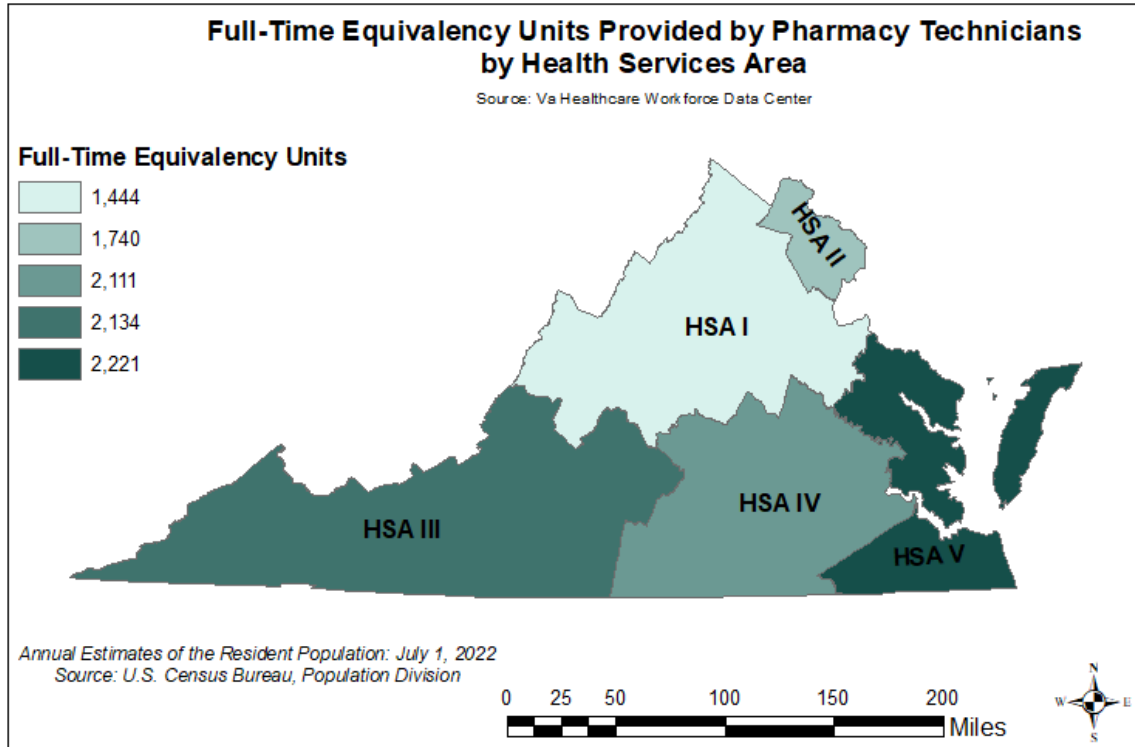
² Number of residents in 2022 was used as the denominator.

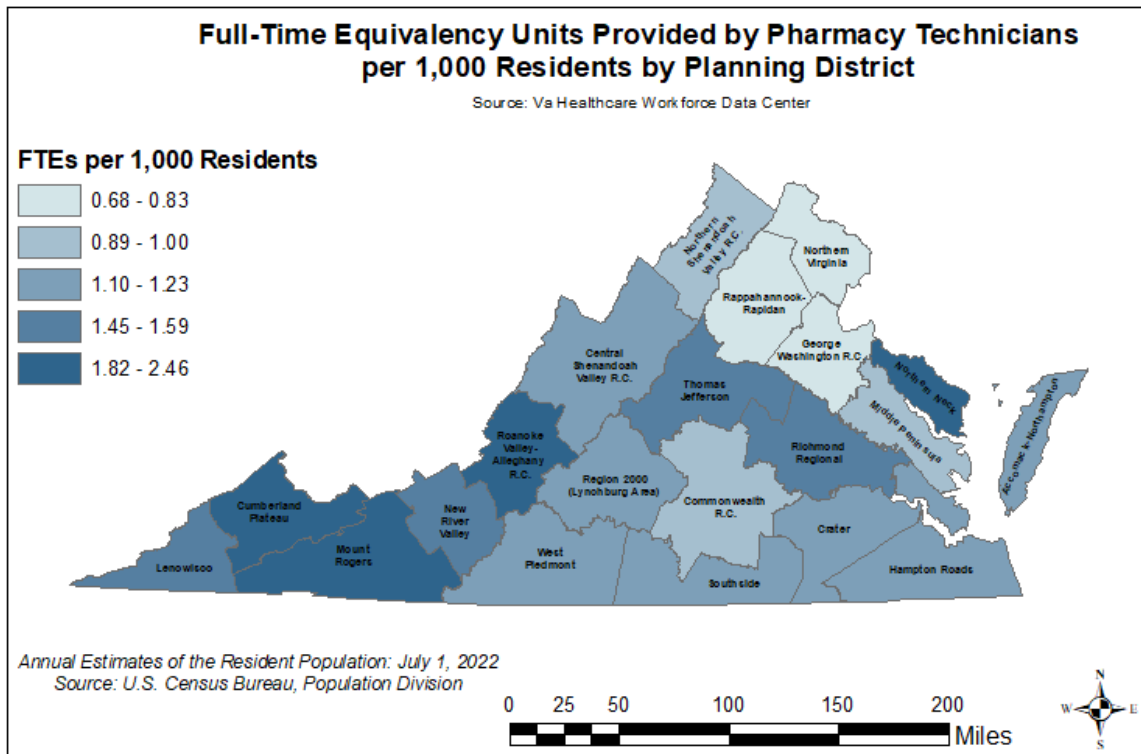
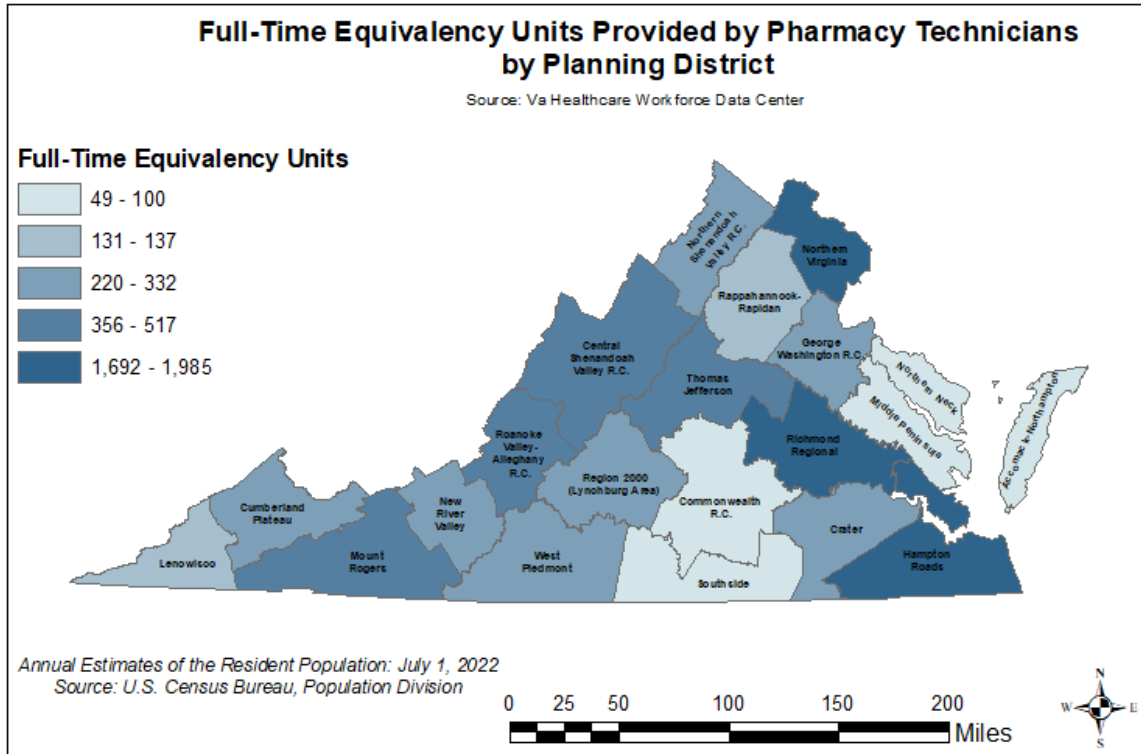
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	8,055	80.10%	1.248	1.123	1.430
Metro, 250,000 to 1 Million	1,222	82.82%	1.208	1.086	1.383
Metro, 250,000 or Less	1,232	81.74%	1.223	1.100	1.402
Urban, Pop. 20,000+, Metro Adj.	295	84.07%	1.190	1.070	1.363
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	661	84.72%	1.180	1.062	1.352
Urban, Pop. 2,500-19,999, Non-Adj.	499	80.76%	1.238	1.114	1.419
Rural, Metro Adj.	297	81.14%	1.232	1.108	1.412
Rural, Non-Adj.	188	82.98%	1.205	1.084	1.381
Virginia Border State/D.C.	791	67.64%	1.479	1.330	1.694
Other U.S. State	419	57.28%	1.746	1.570	2.000

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	3,770	69.36%	1.442	1.352	2.000
30 to 34	2,118	78.80%	1.269	1.190	1.761
35 to 39	1,906	81.11%	1.233	1.156	1.710
40 to 44	1,534	84.16%	1.188	1.115	1.648
45 to 49	1,185	85.99%	1.163	1.091	1.613
50 to 54	1,157	87.21%	1.147	1.076	1.591
55 to 59	858	88.34%	1.132	1.062	1.570
60 and Over	1,131	83.73%	1.194	1.120	1.657

Source: Va. Healthcare Workforce Data Center

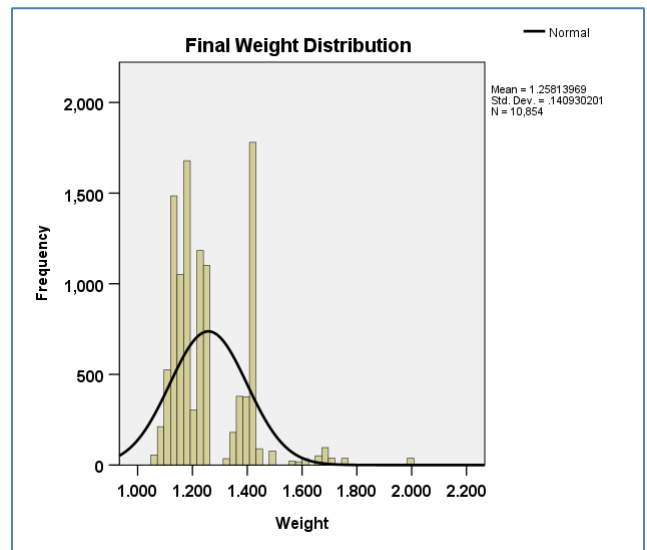
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.794641



Source: Va. Healthcare Workforce Data Center