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# *Virginia's Veterinary Technician Workforce: 2020*

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Healthcare Workforce Data Center

January 2021

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
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*Nearly 2,200 Veterinary 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 Veterinary Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Veterinary Technician Workforce At a Glance:

## The Workforce

|                       |       |
|-----------------------|-------|
| Licenses:             | 2,460 |
| Virginia's Workforce: | 2,214 |
| FTEs:                 | 1,882 |

## Background

|                     |     |
|---------------------|-----|
| Rural Childhood:    | 37% |
| HS Diploma in VA:   | 70% |
| Prof. Degree in VA: | 69% |

## Current Employment

|                       |     |
|-----------------------|-----|
| Employed in Prof.:    | 85% |
| Hold 1 Full-Time Job: | 67% |
| Satisfied?:           | 89% |

## Survey Response Rate

|                         |     |
|-------------------------|-----|
| All Licenses:           | 89% |
| Renewing Practitioners: | 98% |

## Education

|                |     |
|----------------|-----|
| Associate:     | 89% |
| Baccalaureate: | 9%  |

## Job Turnover

|                       |     |
|-----------------------|-----|
| Switched Jobs:        | 7%  |
| Employed Over 2 Yrs.: | 61% |

## Demographics

|                  |     |
|------------------|-----|
| Female:          | 96% |
| Diversity Index: | 19% |
| Median Age:      | 36  |

## Finances

|                       |             |
|-----------------------|-------------|
| Median Income:        | \$30k-\$40k |
| Retirement Benefits:  | 62%         |
| Under 40 w/ Ed. Debt: | 41%         |

## Time Allocation

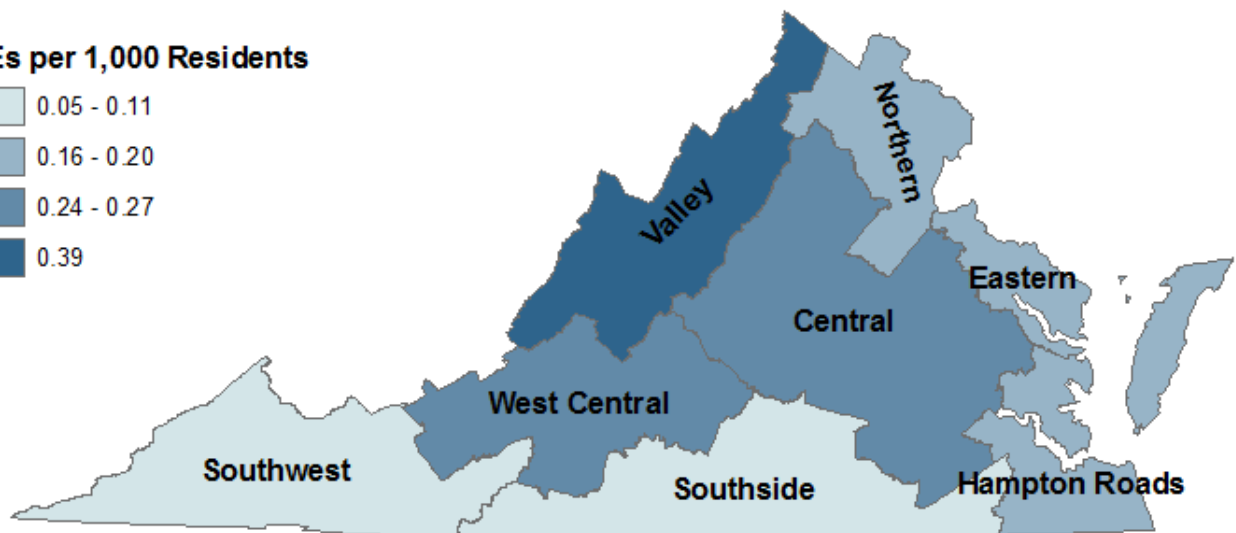
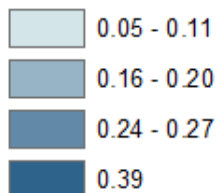
|                    |         |
|--------------------|---------|
| Patient Care:      | 80%-89% |
| Administration:    | 1%-9%   |
| Patient Care Role: | 73%     |

Source: Va. Healthcare Workforce Data Center

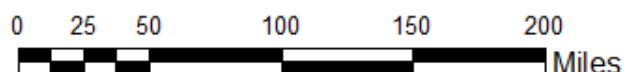
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2020 Veterinary Technician survey. Nearly 2,200 veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 89% of the 2,460 veterinary technicians licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 2,214 veterinary technicians participated in Virginia's workforce during the survey period, which is defined as those veterinary technicians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinary technician at some point in the future. During the past year, Virginia's veterinary technician workforce provided 1,882 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 95% of all veterinary technicians are female, and the median age of this workforce is 36. In a random encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities, a measure known as the diversity index. This value is well below the diversity index of 57% for Virginia's population as a whole. More than one-third of all veterinary technicians grew up in rural areas, and 11% of these professionals currently work in non-metro areas of Virginia. In total, 6% of all veterinary technicians currently work in non-metro areas of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time job, and 42% work between 40 and 49 hours per week. More than 90% of veterinary technicians work in the private sector, including 86% who are employed in for-profit enterprises. The median annual income for Virginia's veterinary technicians is between \$30,000 and \$40,000. In addition, more than four-fifths of all veterinary technicians receive at least one employer-sponsored benefit, including 60% who have access to health insurance. Nearly 90% of all veterinary technicians indicated that they are satisfied with their current work situation, including 51% who indicated that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2018 veterinary technician workforce. The number of licensed veterinary technicians in Virginia has increased by 5% (2,460 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 7% (2,214 vs. 2,060), and the number of FTEs provided by this workforce has grown by 8% (1,882 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (98% vs. 94%).

The diversity index of Virginia's veterinary technicians has increased (19% vs. 18%), and this is also the case among those veterinary technicians who are under the age of 40 (23% vs. 21%). There has been no change in the percentage of veterinary technicians who grew up in rural areas (37%), although these professionals are less likely to work in non-metro areas of the state (11% vs. 12%). Overall, a lower percentage of veterinary technicians work in non-metro areas of Virginia (6% vs. 7%).

Veterinary technicians are slightly less likely to be employed in the profession (85% vs. 86%), and they are also less likely to work between 40 and 49 hours per week (42% vs. 43%). Meanwhile, the rate of involuntary unemployment has increased (2% vs. 1%). At the same time, veterinary technicians are more likely to be employed at their primary work location for more than two years (61% vs. 60%).

There has been no change in the median annual income of Virginia's veterinary technician workforce (\$30k-\$40k), although these professionals are slightly less likely to receive at least one employer-sponsored benefit (83% vs. 84%). Veterinary technicians are less likely to indicate that they are satisfied with their current work circumstances (89% vs. 92%), including those who indicated that they are "very satisfied" (51% vs. 53%).

A Closer Look:

| Licensees              |              |             |
|------------------------|--------------|-------------|
| License Status         | #            | %           |
| Renewing Practitioners | 2,160        | 88%         |
| New Licensees          | 161          | 7%          |
| Non-Renewals           | 139          | 6%          |
| <b>All Licensees</b>   | <b>2,460</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 98% submitted a survey. These represent 89% of all veterinary technicians who held a license at some point in the past year.*

| Response Rates      |                 |              |               |
|---------------------|-----------------|--------------|---------------|
| Statistic           | Non Respondents | Respondents  | Response Rate |
| <b>By Age</b>       |                 |              |               |
| Under 30            | 102             | 364          | 78%           |
| 30 to 34            | 56              | 474          | 89%           |
| 35 to 39            | 31              | 436          | 93%           |
| 40 to 44            | 30              | 285          | 91%           |
| 45 to 49            | 17              | 195          | 92%           |
| 50 to 54            | 15              | 187          | 93%           |
| 55 to 59            | 11              | 117          | 91%           |
| 60 and Over         | 18              | 122          | 87%           |
| <b>Total</b>        | <b>280</b>      | <b>2,180</b> | <b>89%</b>    |
| <b>New Licenses</b> |                 |              |               |
| Issued in Past Year | 109             | 52           | 32%           |
| <b>Metro Status</b> |                 |              |               |
| Non-Metro           | 23              | 177          | 89%           |
| Metro               | 219             | 1,785        | 89%           |
| Not in Virginia     | 38              | 217          | 85%           |

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2020.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2020 and December 2020.
- Survey Population:** The survey was available to veterinary technicians who renewed their licenses online. It was not available to those who did not renew, including some veterinary technicians newly licensed in 2020.

| Response Rates               |              |
|------------------------------|--------------|
| Completed Surveys            | <b>2,180</b> |
| Response Rate, All Licensees | <b>89%</b>   |
| Response Rate, Renewals      | <b>98%</b>   |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,460  
 New: 7%  
 Not Renewed: 6%

Response Rates

All Licensees: 89%  
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,214  
 FTEs: 1,882

### Utilization Ratios

Licensees in VA Workforce: 90%  
 Licensees per FTE: 1.31  
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

## Definitions

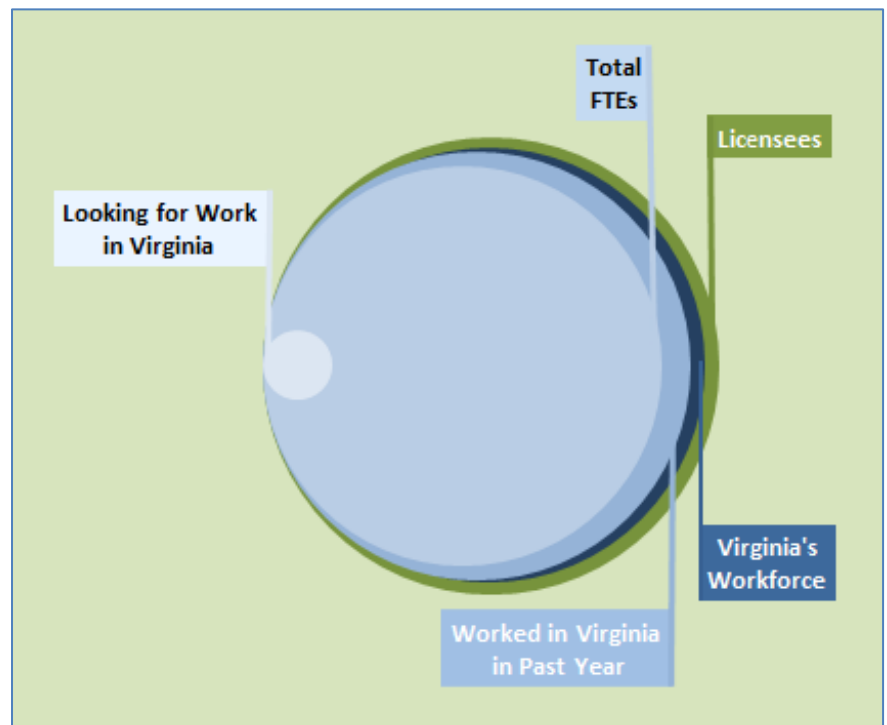
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2020 and December 2020 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

### Veterinary Technician Workforce

| Status                          | #     | %    |
|---------------------------------|-------|------|
| Worked in Virginia in Past Year | 2,158 | 97%  |
| Looking for Work in Virginia    | 56    | 3%   |
| Virginia's Workforce            | 2,214 | 100% |
| Total FTEs                      | 1,882 |      |
| Licensees                       | 2,460 |      |

Source: Va. Healthcare Workforce Data Center

*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     | 11        | 3%        | 334          | 97%        | 345          | 21%            |
| 30 to 34     | 15        | 4%        | 365          | 96%        | 379          | 23%            |
| 35 to 39     | 14        | 4%        | 303          | 96%        | 317          | 19%            |
| 40 to 44     | 10        | 5%        | 194          | 95%        | 203          | 12%            |
| 45 to 49     | 4         | 4%        | 122          | 97%        | 126          | 8%             |
| 50 to 54     | 5         | 4%        | 127          | 96%        | 133          | 8%             |
| 55 to 59     | 3         | 4%        | 81           | 96%        | 84           | 5%             |
| 60 and Over  | 2         | 3%        | 79           | 97%        | 81           | 5%             |
| <b>Total</b> | <b>65</b> | <b>4%</b> | <b>1,604</b> | <b>96%</b> | <b>1,669</b> | <b>100%</b>    |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity   |             |                        |             |                     |             |
|--------------------|-------------|------------------------|-------------|---------------------|-------------|
| Race/<br>Ethnicity | Virginia*   | Veterinary Technicians |             | Vet. Tech. Under 40 |             |
|                    | %           | #                      | %           | #                   | %           |
| White              | 61%         | 1,516                  | 90%         | 924                 | 88%         |
| Black              | 19%         | 30                     | 2%          | 26                  | 2%          |
| Hispanic           | 10%         | 66                     | 4%          | 53                  | 5%          |
| Asian              | 7%          | 16                     | 1%          | 10                  | 1%          |
| Two or More Races  | 3%          | 52                     | 3%          | 39                  | 4%          |
| Other Race         | 0%          | 8                      | 0%          | 4                   | 0%          |
| <b>Total</b>       | <b>100%</b> | <b>1,688</b>           | <b>100%</b> | <b>1,056</b>        | <b>100%</b> |

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 96%  
% Under 40 Female: 96%

**Age**

Median Age: 36  
% Under 40: 62%  
% 55+: 10%

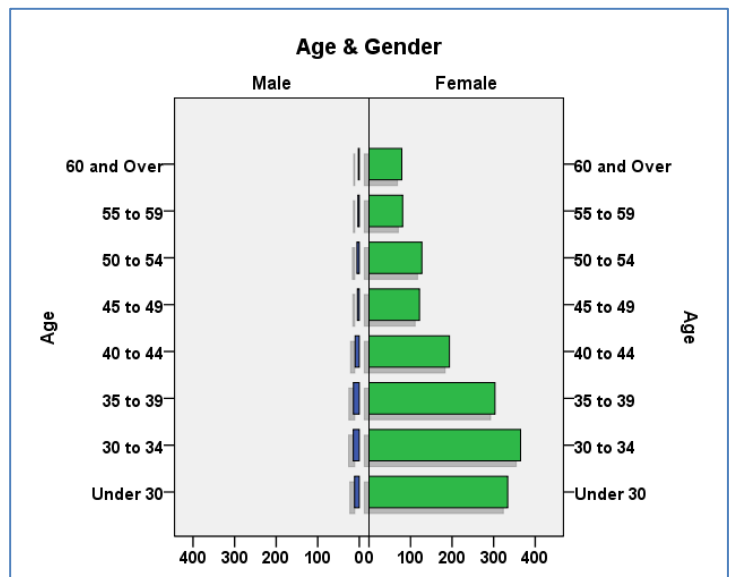
**Diversity**

Diversity Index: 19%  
Under 40 Div. Index: 23%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities (a measure known as the diversity index).*

*Among the 62% of veterinary technicians who are under the age of 40, 96% are female. In addition, the diversity index among these professionals is 23%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 6%  
 Rural Childhood: 37%

### Virginia Background

HS in Virginia: 70%  
 Prof. Edu. in Virginia: 69%  
 HS or Prof. Edu. in VA: 80%

### Location Choice

% Rural to Non-Metro: 11%  
 % Urban/Suburban to Non-Metro: 2%

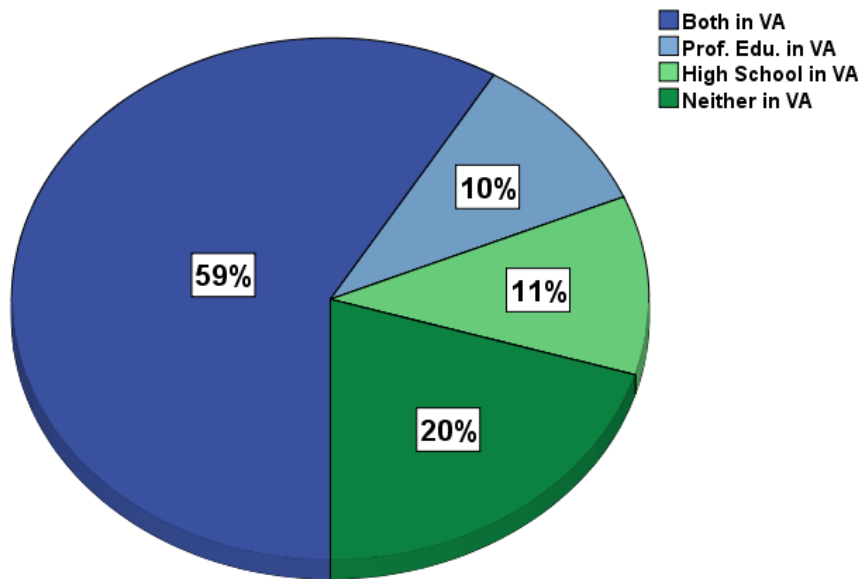
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Primary Location:<br>USDA Rural Urban Continuum |  | Rural Status of Childhood<br>Location |            |           |
|---|--|---------------------------------------|------------|-----------|
| Code  | Description                              | Rural                                 | Suburban   | Urban     |
| <b>Metro Counties</b>                           |  |                                       |            |           |
| 1   | Metro, 1 Million+                        | 29%                                   | 65%        | 6%        |
| 2   | Metro, 250,000 to 1 Million              | 53%                                   | 46%        | 1%        |
| 3   | Metro, 250,000 or Less                   | 54%                                   | 42%        | 5%        |
| <b>Non-Metro Counties</b>                       |  |                                       |            |           |
| 4   | Urban, Pop. 20,000+, Metro Adjacent      | 80%                                   | 0%         | 20%       |
| 6   | Urban, Pop. 2,500-19,999, Metro Adjacent | 65%                                   | 29%        | 7%        |
| 7   | Urban, Pop. 2,500-19,999, Non-Adjacent   | 92%                                   | 8%         | 0%        |
| 8   | Rural, Metro Adjacent                    | 71%                                   | 29%        | 0%        |
| 9   | Rural, Non-Adjacent                      | 80%                                   | 20%        | 0%        |
| <b>Overall</b>                                  |  | <b>37%</b>                            | <b>58%</b> | <b>6%</b> |

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Among the 37% of veterinary technicians who grew up in a rural area, 11% currently work in non-metro areas of the state. Overall, 6% of veterinary technicians currently work in non-metro areas of Virginia.*

## Top Ten States for Veterinary Technician Recruitment

| Rank | All Veterinary Technicians |       |                     |       |
|------|----------------------------|-------|---------------------|-------|
|      | High School                | #     | Professional School | #     |
| 1    | Virginia                   | 1,175 | Virginia            | 1,138 |
| 2    | New York                   | 65    | Pennsylvania        | 80    |
| 3    | Pennsylvania               | 55    | Texas               | 66    |
| 4    | Maryland                   | 41    | Colorado            | 44    |
| 5    | West Virginia              | 25    | New York            | 39    |
| 6    | North Carolina             | 22    | New Mexico          | 32    |
| 7    | California                 | 22    | Florida             | 29    |
| 8    | Florida                    | 21    | California          | 22    |
| 9    | New Jersey                 | 19    | North Carolina      | 21    |
| 10   | Ohio                       | 19    | Arizona             | 19    |

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 70% received their high school degree in Virginia, and 69% received their initial professional degree in the state.*

*Among veterinary technicians who have obtained their initial license in the past five years, 64% received their high school degree in Virginia, while 56% received their initial professional degree in the state.*

| Rank | Licensed in the Past Five Years |     |                     |     |
|------|---------------------------------|-----|---------------------|-----|
|      | High School                     | #   | Professional School | #   |
| 1    | Virginia                        | 370 | Virginia            | 315 |
| 2    | Pennsylvania                    | 24  | Pennsylvania        | 40  |
| 3    | New York                        | 23  | Texas               | 29  |
| 4    | Maryland                        | 13  | New Mexico          | 24  |
| 5    | Outside U.S./Canada             | 11  | Colorado            | 16  |
| 6    | California                      | 11  | California          | 16  |
| 7    | Illinois                        | 10  | Arizona             | 13  |
| 8    | Texas                           | 10  | New York            | 13  |
| 9    | New Jersey                      | 8   | Florida             | 9   |
| 10   | Florida                         | 7   | Indiana             | 7   |

Source: Va. Healthcare Workforce Data Center

*One out of every ten of Virginia's licensees did not participate in the state's veterinary technician workforce. Among these licensees, 81% worked at some point in the past year, and 53% currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

|                        |     |
|------------------------|-----|
| Total:                 | 246 |
| % of Licensees:        | 10% |
| Federal/Military:      | 5%  |
| Va. Border State/D.C.: | 16% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Professional Degree |              |             |
|-----------------------------|--------------|-------------|
| Degree                      | #            | %           |
| Associate Degree            | 1,478        | 89%         |
| Baccalaureate Degree        | 154          | 9%          |
| Other                       | 27           | 2%          |
| <b>Total</b>                | <b>1,659</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

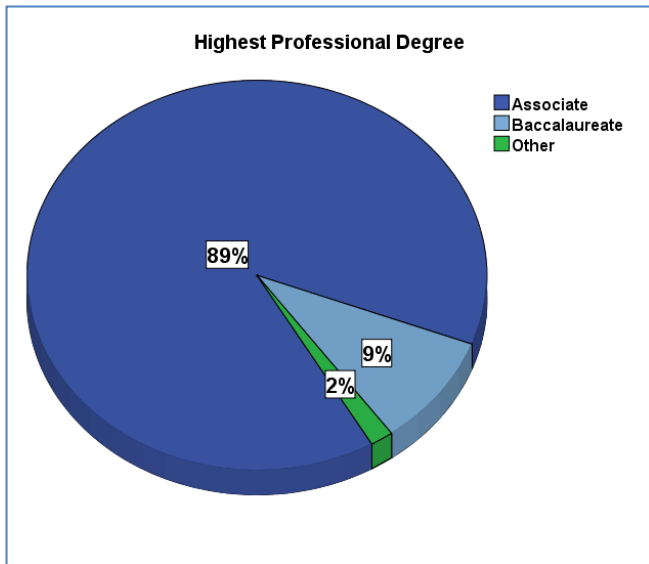
Nearly one-third of veterinary technicians carry education debt, including 41% of those under the age of 40. For those with education debt, their median debt burden is between \$10,000 and \$20,000.

## At a Glance:

**Education**  
 Associate: 89%  
 Baccalaureate: 9%

**Education Debt**  
 Carry Debt: 32%  
 Under Age 40 w/ Debt: 41%  
 Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

| Amount Carried     | All Vet. Tech. |             | Veterinary Tech. Under 40 |             |
|--------------------|----------------|-------------|---------------------------|-------------|
|                    | #              | %           | #                         | %           |
| None               | 941            | 68%         | 526                       | 59%         |
| Less than \$10,000 | 135            | 10%         | 116                       | 13%         |
| \$10,000-\$19,999  | 94             | 7%          | 81                        | 9%          |
| \$20,000-\$29,999  | 68             | 5%          | 55                        | 6%          |
| \$30,000-\$39,999  | 39             | 3%          | 31                        | 3%          |
| \$40,000-\$49,999  | 42             | 3%          | 37                        | 4%          |
| \$50,000-\$59,999  | 23             | 2%          | 16                        | 2%          |
| \$60,000-\$69,999  | 9              | 1%          | 8                         | 1%          |
| \$70,000-\$79,999  | 11             | 1%          | 9                         | 1%          |
| \$80,000-\$89,999  | 6              | 0%          | 5                         | 1%          |
| \$90,000-\$99,999  | 2              | 0%          | 2                         | 0%          |
| \$100,000 or More  | 12             | 1%          | 8                         | 1%          |
| <b>Total</b>       | <b>1,383</b>   | <b>100%</b> | <b>895</b>                | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Certifications                                     |           |           |
|--|-----------|-----------|
| Certification                                      | #         | %         |
| Veterinary Emergency and Critical Care Technicians | 15        | 1%        |
| Veterinary Technicians in Anesthesia and Analgesia | 11        | 0%        |
| Internal Medicine for Veterinary Technicians       | 7         | 0%        |
| Veterinary Dental Technicians                      | 6         | 0%        |
| <b>At Least One Certification</b>                  | <b>42</b> | <b>2%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 85%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 67%  
2 or More Positions: 13%

### Weekly Hours:

40 to 49: 42%  
60 or More: 3%  
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Current Work Status                                       |              |             |
|---|--------------|-------------|
| Status  | #            | %           |
| Employed, Capacity Unknown                                | 0            | 0%          |
| Employed in a Veterinary Technician-Related Capacity      | 1,421        | 85%         |
| Employed, NOT in a Veterinary Technician-Related Capacity | 119          | 7%          |
| Not Working, Reason Unknown                               | 0            | 0%          |
| Involuntarily Unemployed                                  | 18           | 1%          |
| Voluntarily Unemployed                                    | 99           | 6%          |
| Retired   | 16           | 1%          |
| <b>Total</b>  | <b>1,673</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time job, and 42% work between 40 and 49 hours per week.*

| Current Positions                               |              |             |
|---|--------------|-------------|
| Positions                                       | #            | %           |
| No Positions                                    | 133          | 8%          |
| One Part-Time Position                          | 194          | 12%         |
| Two Part-Time Positions                         | 32           | 2%          |
| One Full-Time Position                          | 1,096        | 67%         |
| One Full-Time Position & One Part-Time Position | 168          | 10%         |
| Two Full-Time Positions                         | 7            | 0%          |
| More than Two Positions                         | 13           | 1%          |
| <b>Total</b>                                    | <b>1,643</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Current Weekly Hours |              |             |
|----------------------|--------------|-------------|
| Hours                | #            | %           |
| 0 Hours              | 133          | 8%          |
| 1 to 9 Hours         | 36           | 2%          |
| 10 to 19 Hours       | 62           | 4%          |
| 20 to 29 Hours       | 81           | 5%          |
| 30 to 39 Hours       | 493          | 30%         |
| 40 to 49 Hours       | 689          | 42%         |
| 50 to 59 Hours       | 97           | 6%          |
| 60 to 69 Hours       | 28           | 2%          |
| 70 to 79 Hours       | 10           | 1%          |
| 80 or More Hours     | 3            | 0%          |
| <b>Total</b>         | <b>1,632</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Income              |              |             |
|---------------------|--------------|-------------|
| Annual Income       | #            | %           |
| Volunteer Work Only | 23           | 2%          |
| Less than \$20,000  | 136          | 11%         |
| \$20,000-\$29,999   | 168          | 13%         |
| \$30,000-\$39,999   | 361          | 29%         |
| \$40,000-\$49,999   | 333          | 27%         |
| \$50,000-\$59,999   | 133          | 11%         |
| \$60,000 or More    | 94           | 8%          |
| <b>Total</b>        | <b>1,249</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction      |              |             |
|-----------------------|--------------|-------------|
| Level                 | #            | %           |
| Very Satisfied        | 838          | 51%         |
| Somewhat Satisfied    | 611          | 38%         |
| Somewhat Dissatisfied | 131          | 8%          |
| Very Dissatisfied     | 50           | 3%          |
| <b>Total</b>          | <b>1,630</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Earnings**

Median Income: \$30k-\$40k

**Benefits**

Health Insurance: 60%

Retirement: 62%

**Satisfaction**

Satisfied: 89%

Very Satisfied: 51%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$30,000 and \$40,000 per year. In addition, 83% of all veterinary technicians receive at least one employer-sponsored benefit, including 60% who receive health insurance.*

| Employer-Sponsored Benefits |              |            |                            |
|-----------------------------|--------------|------------|----------------------------|
| Benefit                     | #            | %          | % of Wage/Salary Employees |
| Paid Vacation               | 1,090        | 77%        | 75%                        |
| Retirement                  | 887          | 62%        | 61%                        |
| Health Insurance            | 859          | 60%        | 59%                        |
| Paid Sick Leave             | 774          | 54%        | 53%                        |
| Dental Insurance            | 703          | 49%        | 48%                        |
| Group Life Insurance        | 402          | 28%        | 28%                        |
| Signing/Retention Bonus     | 105          | 7%         | 7%                         |
| <b>At Least One Benefit</b> | <b>1,173</b> | <b>83%</b> | <b>80%</b>                 |

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Employment Instability in the Past Year   |            |            |
|---|------------|------------|
| In The Past Year, Did You . . . ?   | #          | %          |
| Work Two or More Positions at the Same Time?  | 288        | 13%        |
| Switch Employers or Practices?  | 159        | 7%         |
| Experience Voluntary Unemployment?  | 155        | 7%         |
| Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position? | 55         | 2%         |
| Experience Involuntary Unemployment?  | 54         | 2%         |
| <b>Experienced At Least One</b>   | <b>574</b> | <b>26%</b> |

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia's veterinary technicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 6.0% during the same time period.<sup>1</sup>*

| Location Tenure                        |              |             |              |             |
|--|--------------|-------------|--------------|-------------|
| Tenure                                 | Primary      |             | Secondary    |             |
|  | #            | %           | #            | %           |
| Not Currently Working at this Location | 85           | 5%          | 35           | 11%         |
| Less than 6 Months                     | 108          | 7%          | 50           | 16%         |
| 6 Months to 1 Year                     | 125          | 8%          | 42           | 13%         |
| 1 to 2 Years                           | 295          | 19%         | 58           | 18%         |
| 3 to 5 Years                           | 360          | 23%         | 52           | 16%         |
| 6 to 10 Years                          | 260          | 17%         | 43           | 13%         |
| More than 10 Years                     | 322          | 21%         | 40           | 12%         |
| <b>Subtotal</b>                        | <b>1,555</b> | <b>100%</b> | <b>322</b>   | <b>100%</b> |
| Did Not Have Location                  | 83           |             | 1,860        |             |
| Item Missing                           | 577          |             | 33           |             |
| <b>Total</b>                           | <b>2,214</b> |             | <b>2,214</b> |             |

Source: Va. Healthcare Workforce Data Center

*More than 80% of all veterinary technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 21%  
Over 2 Years: 61%  
Over 2 Yrs., 2<sup>nd</sup> Location: 42%

**Employment Type**

Hourly Wage: 81%  
Salary/Commission: 17%

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 61% have worked at their primary work location for more than two years.*

| Employment Type          |              |             |
|--------------------------|--------------|-------------|
| Primary Work Site        | #            | %           |
| Hourly Wage              | 1,024        | 81%         |
| Salary/Commission        | 209          | 17%         |
| Business/Practice Income | 13           | 1%          |
| By Contract/Per Diem     | 8            | 1%          |
| Unpaid                   | 6            | 0%          |
| <b>Subtotal</b>          | <b>1,260</b> | <b>100%</b> |
| Did Not Have Location    | 83           |             |
| Item Missing             | 871          |             |

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.8% and a high of 10.8%. At the time of publication, the unemployment rate from December 2020 was still preliminary.

## At a Glance:

### Concentration

|                |     |
|----------------|-----|
| Top Region:    | 33% |
| Top 3 Regions: | 78% |
| Lowest Region: | 1%  |

### Locations

|                        |     |
|------------------------|-----|
| 2 or More (Past Year): | 22% |
| 2 or More (Now*):      | 18% |

Source: Va. Healthcare Workforce Data Center

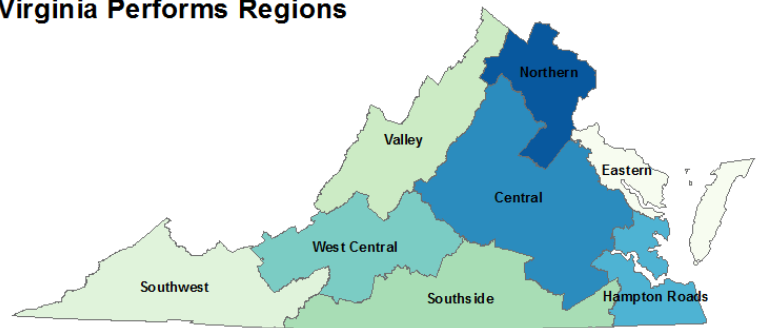
## A Closer Look:

| Regional Distribution of Work Locations |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| Virginia Performs Region                | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Northern                                | 512              | 33%         | 111                | 32%         |
| Central                                 | 380              | 25%         | 99                 | 28%         |
| Hampton Roads                           | 304              | 20%         | 55                 | 16%         |
| Valley                                  | 145              | 9%          | 27                 | 8%          |
| West Central                            | 129              | 8%          | 27                 | 8%          |
| Southwest                               | 33               | 2%          | 10                 | 3%          |
| Eastern                                 | 16               | 1%          | 4                  | 1%          |
| Southside                               | 10               | 1%          | 5                  | 1%          |
| Virginia Border State/D.C.              | 7                | 0%          | 2                  | 1%          |
| Other U.S. State                        | 4                | 0%          | 8                  | 2%          |
| Outside of the U.S.                     | 1                | 0%          | 1                  | 0%          |
| <b>Total</b>                            | <b>1,541</b>     | <b>100%</b> | <b>349</b>         | <b>100%</b> |
| Item Missing                            | 591              |             | 6                  |             |

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.

### Virginia Performs Regions



While nearly 20% of veterinary technicians currently have multiple work locations, 22% of all veterinary technicians have had multiple work locations over the past year.

| Number of Work Locations |                             |             |                     |             |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations                | Work Locations in Past Year |             | Work Locations Now* |             |
|                          | #                           | %           | #                   | %           |
| 0                        | 56                          | 4%          | 136                 | 8%          |
| 1                        | 1,199                       | 75%         | 1,182               | 73%         |
| 2                        | 214                         | 13%         | 179                 | 11%         |
| 3                        | 125                         | 8%          | 107                 | 7%          |
| 4                        | 4                           | 0%          | 2                   | 0%          |
| 5                        | 4                           | 0%          | 1                   | 0%          |
| 6 or More                | 7                           | 0%          | 2                   | 0%          |
| <b>Total</b>             | <b>1,610</b>                | <b>100%</b> | <b>1,610</b>        | <b>100%</b> |

\*At the time of survey completion, Dec. 2020.  
Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

| Sector                          | Location Sector  |             |                    |             |
|---------------------------------|------------------|-------------|--------------------|-------------|
|                                 | Primary Location |             | Secondary Location |             |
|                                 | #                | %           | #                  | %           |
| <b>For-Profit</b>               | 1,238            | 86%         | 260                | 88%         |
| <b>Non-Profit</b>               | 79               | 6%          | 25                 | 8%          |
| <b>State/Local Government</b>   | 101              | 7%          | 10                 | 3%          |
| <b>Veterans Administration</b>  | 5                | 0%          | 0                  | 0%          |
| <b>U.S. Military</b>            | 4                | 0%          | 0                  | 0%          |
| <b>Other Federal Government</b> | 8                | 1%          | 1                  | 0%          |
| <b>Total</b>                    | <b>1,435</b>     | <b>100%</b> | <b>296</b>         | <b>100%</b> |
| <b>Did Not Have Location</b>    | 83               |             | 1,860              |             |
| <b>Item Missing</b>             | 697              |             | 59                 |             |

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

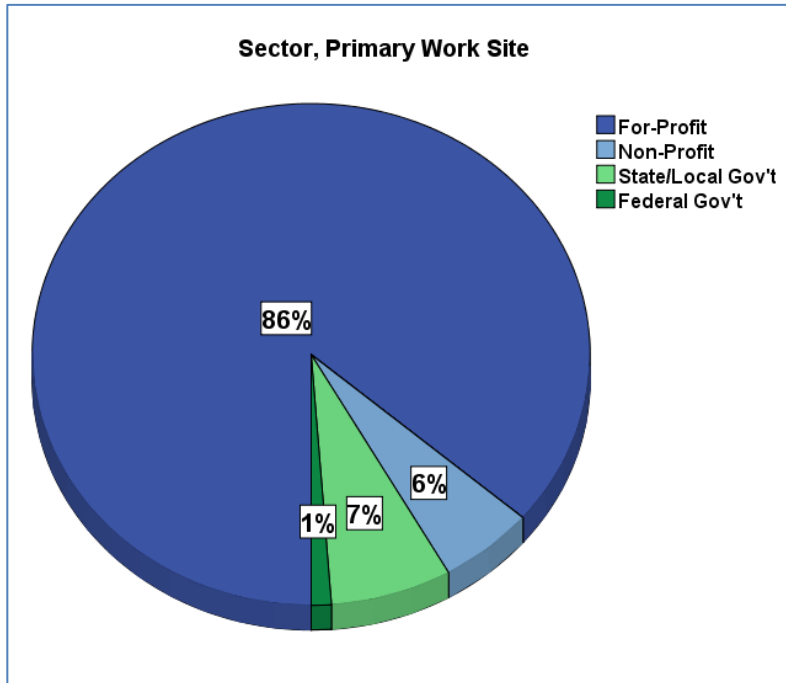
**Sector**

|             |     |
|-------------|-----|
| For-Profit: | 86% |
| Federal:    | 1%  |

**Top Establishments**

|                    |     |
|--------------------|-----|
| Solo Practice:     | 52% |
| Group Practice:    | 31% |
| Vet. Edu. Program: | 1%  |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

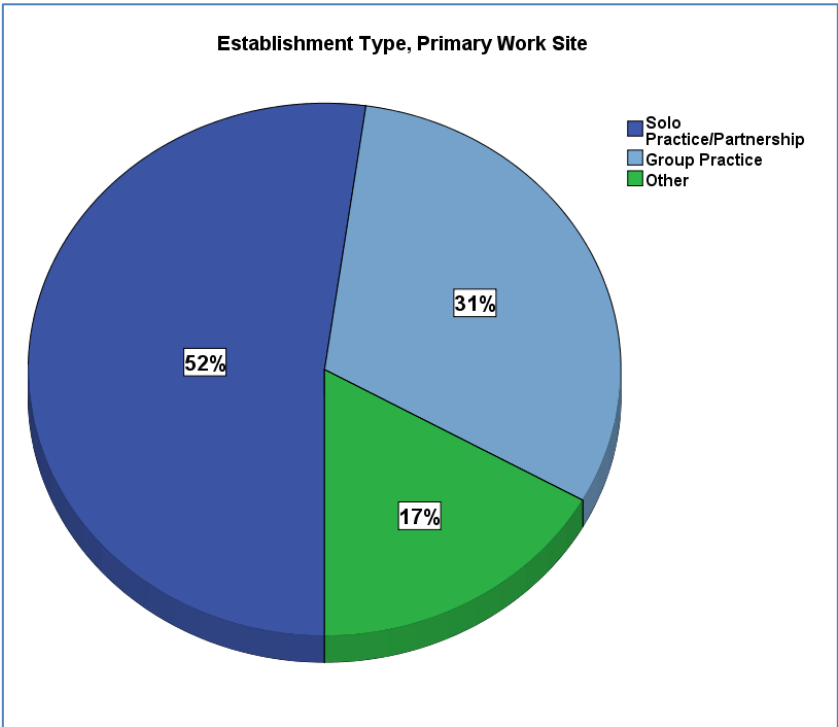
*More than 90% of all veterinary technicians work in the private sector, including 86% who are employed in for-profit institutions.*

| Location Type                                   |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| Establishment Type                              | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Solo Practice/Partnership                       | 727              | 52%         | 169                | 58%         |
| Group Practice                                  | 430              | 31%         | 71                 | 24%         |
| Veterinary Education Program, Community College | 11               | 1%          | 4                  | 1%          |
| Public Health Program                           | 11               | 1%          | 2                  | 1%          |
| Veterinary Technology Program, Technical School | 8                | 1%          | 1                  | 0%          |
| Supplier Organization                           | 6                | 0%          | 1                  | 0%          |
| Other Practice Setting                          | 198              | 14%         | 45                 | 15%         |
| <b>Total</b>                                    | <b>1,391</b>     | <b>100%</b> | <b>293</b>         | <b>100%</b> |
| Did Not Have a Location                         | 83               |             | 1,860              |             |

Source: Va. Healthcare Workforce Data Center

More than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 31% work at a group practice.

Among those veterinary technicians who also have a secondary work location, 58% work at a solo practice or partnership and 24% work at a group practice.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 80%-89%  
Administration: 1%-9%

### Roles

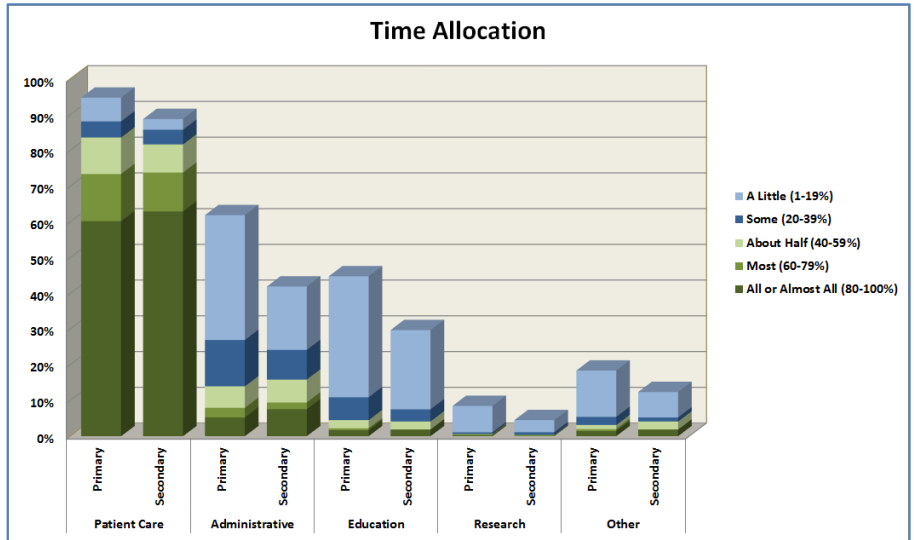
Patient Care: 73%  
Administration: 8%  
Education: 2%

### Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



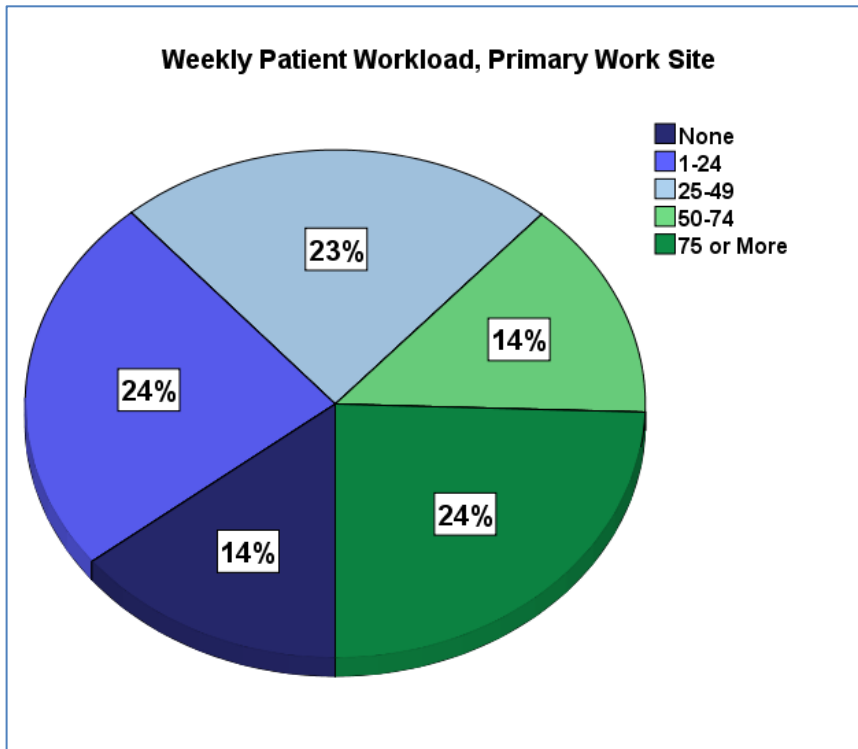
Source: Va. Healthcare Workforce Data Center

*Veterinary technicians spend most of their time treating patients. In particular, 73% of veterinary technicians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

| Time Allocation                    |              |           |           |           |           |           |           |           |           |           |
|------------------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Time Spent                         | Patient Care |           | Admin.    |           | Education |           | Research  |           | Other     |           |
|                                    | Pri. Site    | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site |
| <b>All or Almost All (80-100%)</b> | 60%          | 63%       | 5%        | 7%        | 2%        | 2%        | 0%        | 0%        | 1%        | 2%        |
| <b>Most (60-79%)</b>               | 13%          | 11%       | 3%        | 2%        | 1%        | 0%        | 0%        | 0%        | 1%        | 0%        |
| <b>About Half (40-59%)</b>         | 10%          | 8%        | 6%        | 6%        | 2%        | 2%        | 0%        | 0%        | 1%        | 2%        |
| <b>Some (20-39%)</b>               | 5%           | 4%        | 13%       | 8%        | 6%        | 3%        | 0%        | 1%        | 2%        | 1%        |
| <b>A Little (1-19%)</b>            | 7%           | 3%        | 35%       | 18%       | 34%       | 22%       | 7%        | 3%        | 13%       | 7%        |
| <b>None (0%)</b>                   | 5%           | 11%       | 38%       | 58%       | 55%       | 70%       | 92%       | 96%       | 82%       | 88%       |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

Primary Location: 25-49  
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

*The median workload for veterinary technicians at their primary work location is between 25 and 49 patients per week. For veterinary technicians who also have a secondary work location, the median workload is between 1 and 24 patients per week.*

| Patient Care Visits    |              |             |            |             |
|------------------------|--------------|-------------|------------|-------------|
| # of Patients Per Week | Primary      |             | Secondary  |             |
|                        | #            | %           | #          | %           |
| <b>None</b>            | 205          | 14%         | 64         | 22%         |
| <b>1-24</b>            | 346          | 24%         | 99         | 34%         |
| <b>25-49</b>           | 329          | 23%         | 40         | 14%         |
| <b>50-74</b>           | 199          | 14%         | 30         | 10%         |
| <b>75-99</b>           | 79           | 6%          | 13         | 4%          |
| <b>100-124</b>         | 117          | 8%          | 22         | 7%          |
| <b>125-149</b>         | 36           | 3%          | 3          | 1%          |
| <b>150-174</b>         | 37           | 3%          | 5          | 2%          |
| <b>175-199</b>         | 13           | 1%          | 2          | 1%          |
| <b>200 or More</b>     | 67           | 5%          | 17         | 6%          |
| <b>Total</b>           | <b>1,428</b> | <b>100%</b> | <b>295</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Retirement Expectations          |                |             |                        |             |
|----------------------------------|----------------|-------------|------------------------|-------------|
| Expected Retirement Age          | All Vet. Tech. |             | Vet. Tech. 50 and Over |             |
|                                  | #              | %           | #                      | %           |
| <b>Under Age 50</b>              | 281            | 21%         | -                      | -           |
| <b>50 to 54</b>                  | 131            | 10%         | 5                      | 2%          |
| <b>55 to 59</b>                  | 166            | 12%         | 28                     | 12%         |
| <b>60 to 64</b>                  | 286            | 21%         | 73                     | 32%         |
| <b>65 to 69</b>                  | 240            | 18%         | 67                     | 30%         |
| <b>70 to 74</b>                  | 63             | 5%          | 25                     | 11%         |
| <b>75 to 79</b>                  | 11             | 1%          | 5                      | 2%          |
| <b>80 or Over</b>                | 10             | 1%          | 0                      | 0%          |
| <b>I Do Not Intend to Retire</b> | 152            | 11%         | 24                     | 11%         |
| <b>Total</b>                     | <b>1,339</b>   | <b>100%</b> | <b>227</b>             | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Retirement Expectations

**All Veterinary Technicians**

Under 65: 63%

Under 60: 43%

**Veterinary Tech. 50 and Over**

Under 65: 47%

Under 60: 15%

Time Until Retirement

Within 2 Years: 4%

Within 10 Years: 14%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

*Nearly two-thirds of all veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are already at least age 50, 47% still expect to retire by the age of 65.*

*Within the next two years, 17% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.*

**Future Plans**

| Two-Year Plans:                       | #   | %   |
|---------------------------------------|-----|-----|
| <b>Decrease Participation</b>         |     |     |
| <b>Decrease Patient Care Hours</b>    | 156 | 7%  |
| <b>Leave Profession</b>               | 130 | 6%  |
| <b>Leave Virginia</b>                 | 88  | 4%  |
| <b>Decrease Teaching Hours</b>        | 11  | 0%  |
| <b>Increase Participation</b>         |     |     |
| <b>Pursue Additional Education</b>    | 370 | 17% |
| <b>Increase Patient Care Hours</b>    | 124 | 6%  |
| <b>Increase Teaching Hours</b>        | 80  | 4%  |
| <b>Return to Virginia's Workforce</b> | 29  | 1%  |

Source: Va. Healthcare Workforce Data Center

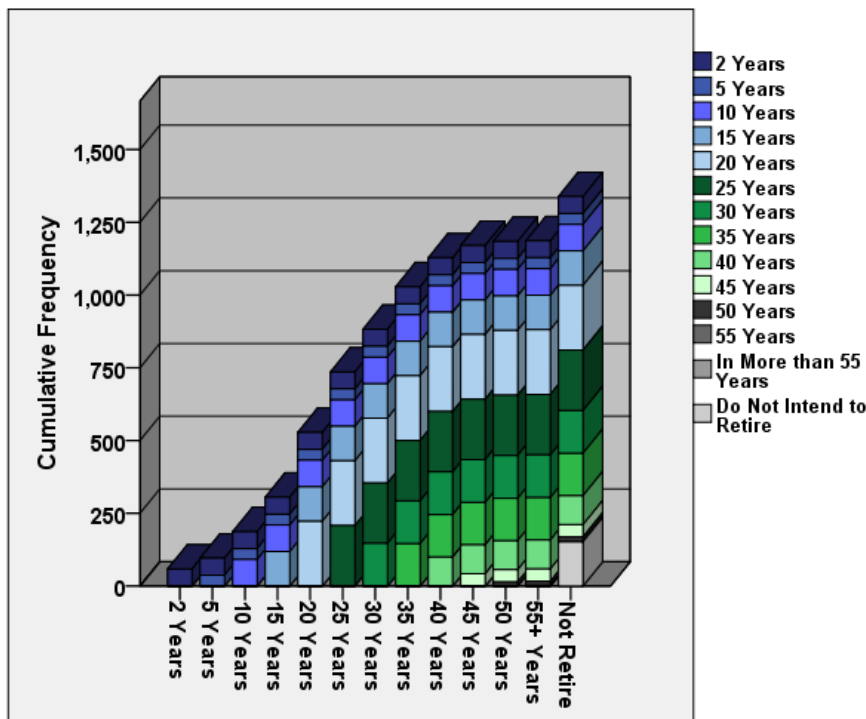
*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 4% of veterinary technicians expect to retire in the next two years, 14% plan to do so within the next decade. More than half of the current workforce expect to retire by 2045.*

### Time to Retirement

| Expect to Retire Within . . . | #            | %           | Cumulative % |
|-------------------------------|--------------|-------------|--------------|
| 2 Years                       | 58           | 4%          | 4%           |
| 5 Years                       | 37           | 3%          | 7%           |
| 10 Years                      | 91           | 7%          | 14%          |
| 15 Years                      | 118          | 9%          | 23%          |
| 20 Years                      | 223          | 17%         | 39%          |
| 25 Years                      | 208          | 16%         | 55%          |
| 30 Years                      | 147          | 11%         | 66%          |
| 35 Years                      | 146          | 11%         | 77%          |
| 40 Years                      | 100          | 7%          | 84%          |
| 45 Years                      | 42           | 3%          | 87%          |
| 50 Years                      | 14           | 1%          | 88%          |
| 55 Years                      | 0            | 0%          | 88%          |
| In More than 55 Years         | 2            | 0%          | 89%          |
| Do Not Intend to Retire       | 152          | 11%         | 100%         |
| <b>Total</b>                  | <b>1,339</b> | <b>100%</b> |              |

Source: Va. Healthcare Workforce Data Center

### Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2040. Retirement will peak at 17% of the current workforce around the same time before declining to under 10% of the current workforce again by 2060.*

## At a Glance:

### FTEs

Total: 1,882  
 FTEs/1,000 Residents<sup>2</sup>: 0.220  
 Average: 0.88

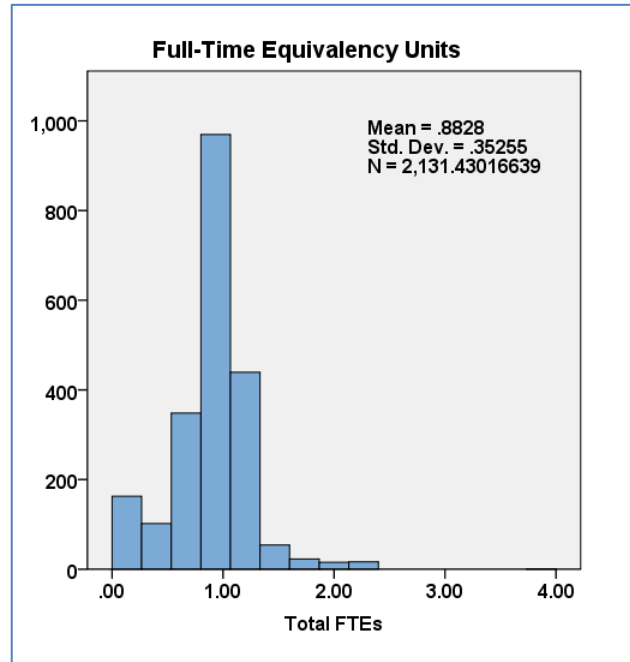
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Negligible  
 Gender, Partial Eta<sup>2</sup>: None

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

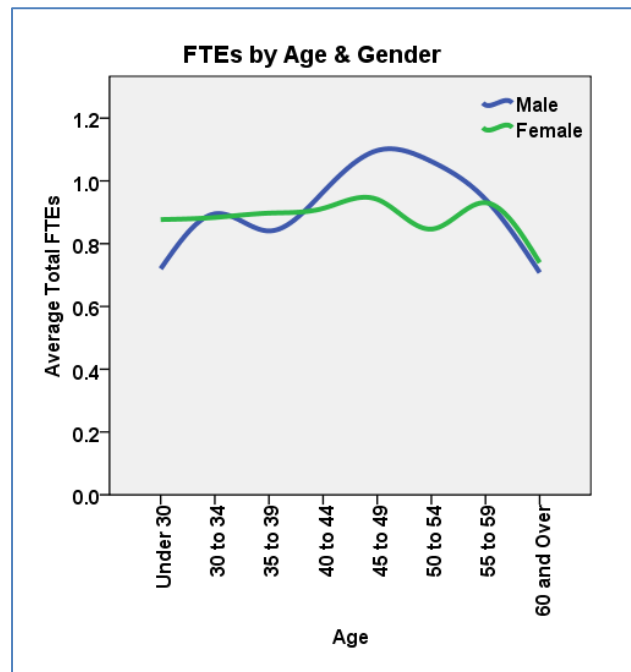


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.93 FTEs in the past year, or approximately 37 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender.*

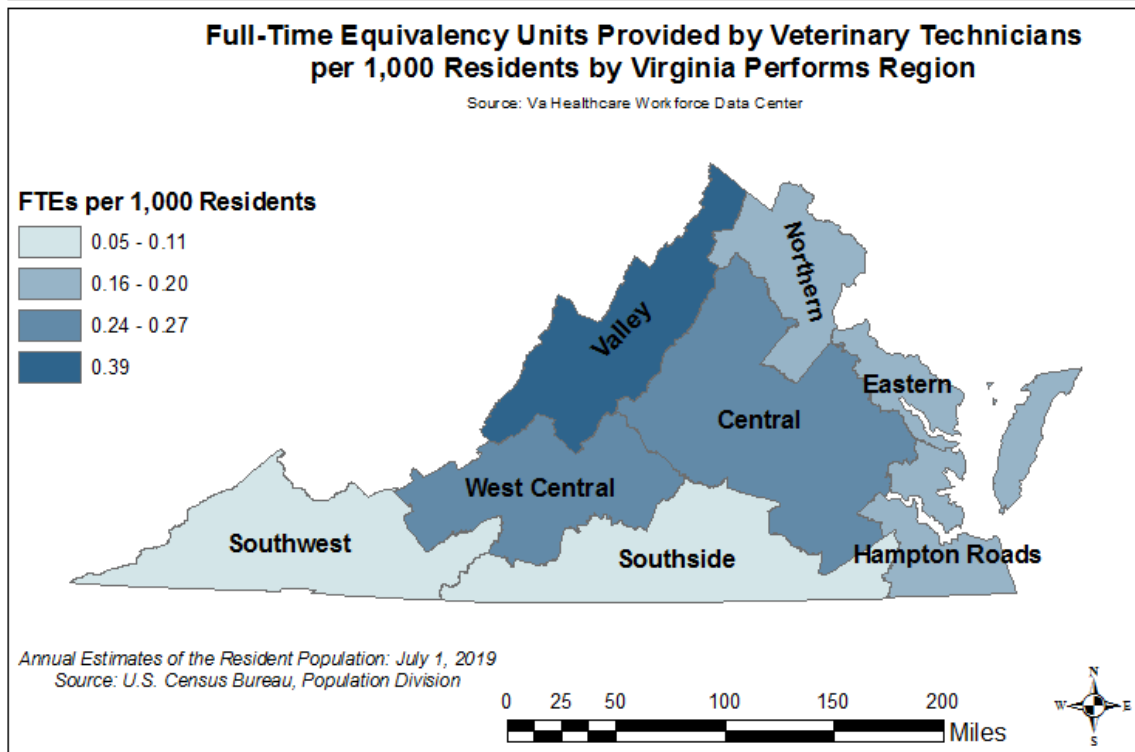
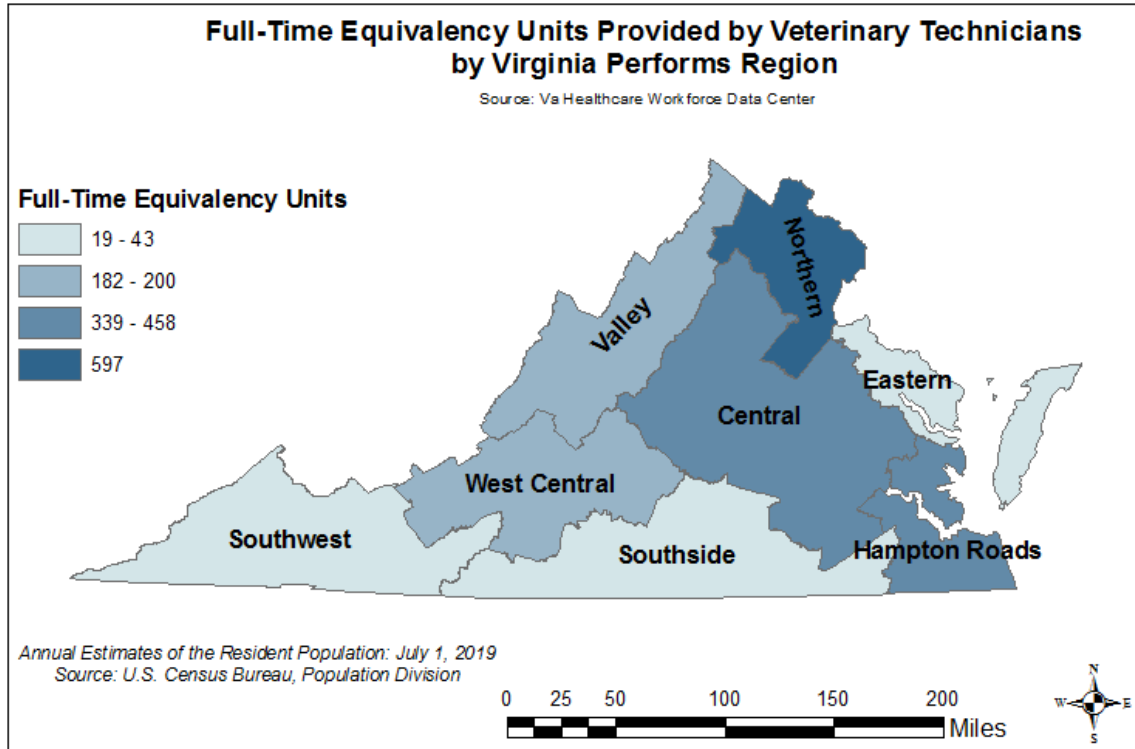
| Full-Time Equivalency Units |         |        |
|-----------------------------|---------|--------|
| Age                         | Average | Median |
| <b>Age</b>                  |         |        |
| Under 30                    | 0.91    | 1.01   |
| 30 to 34                    | 0.84    | 0.83   |
| 35 to 39                    | 0.90    | 0.93   |
| 40 to 44                    | 0.92    | 0.93   |
| 45 to 49                    | 0.91    | 0.81   |
| 50 to 54                    | 0.88    | 0.94   |
| 55 to 59                    | 0.88    | 0.80   |
| 60 and Over                 | 0.76    | 0.81   |
| <b>Gender</b>               |         |        |
| Male                        | 0.89    | 0.95   |
| Female                      | 0.89    | 0.95   |

Source: Va. Healthcare Workforce Data Center

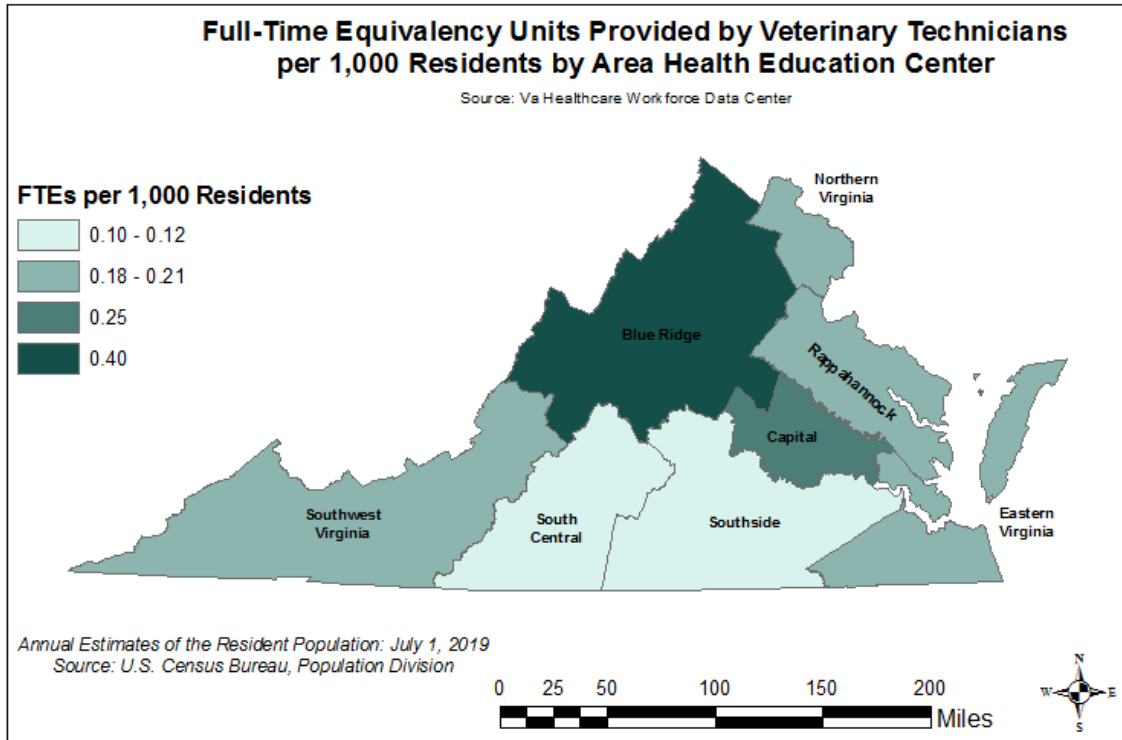
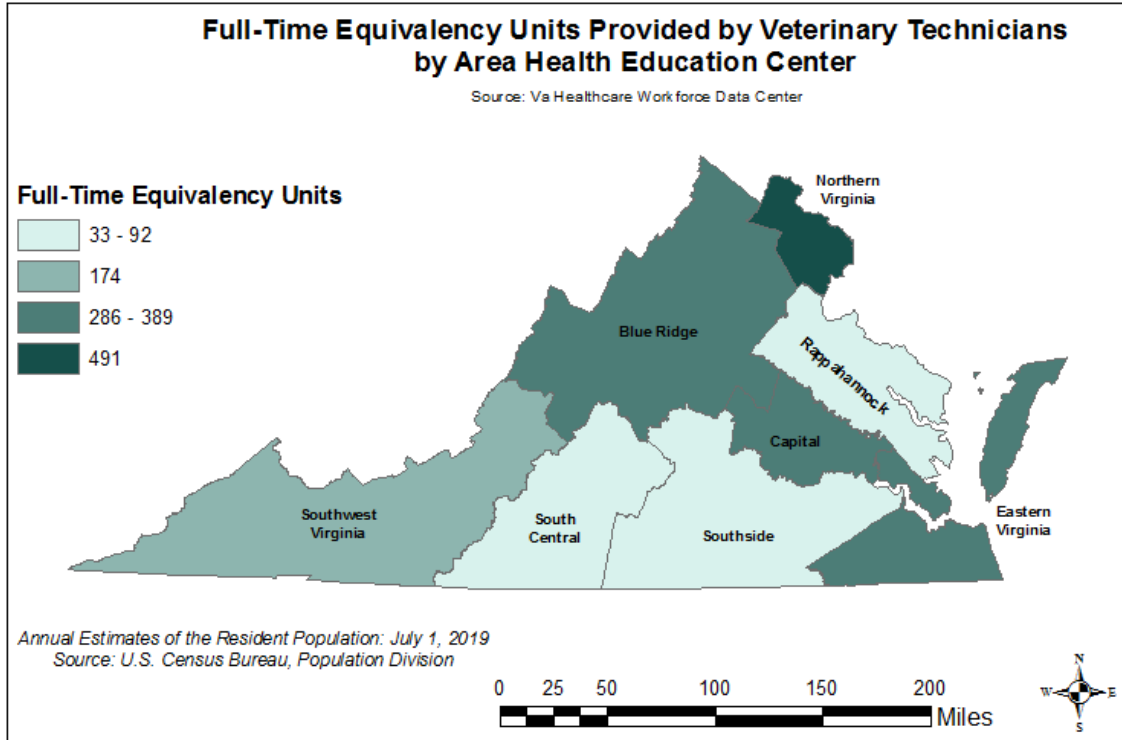


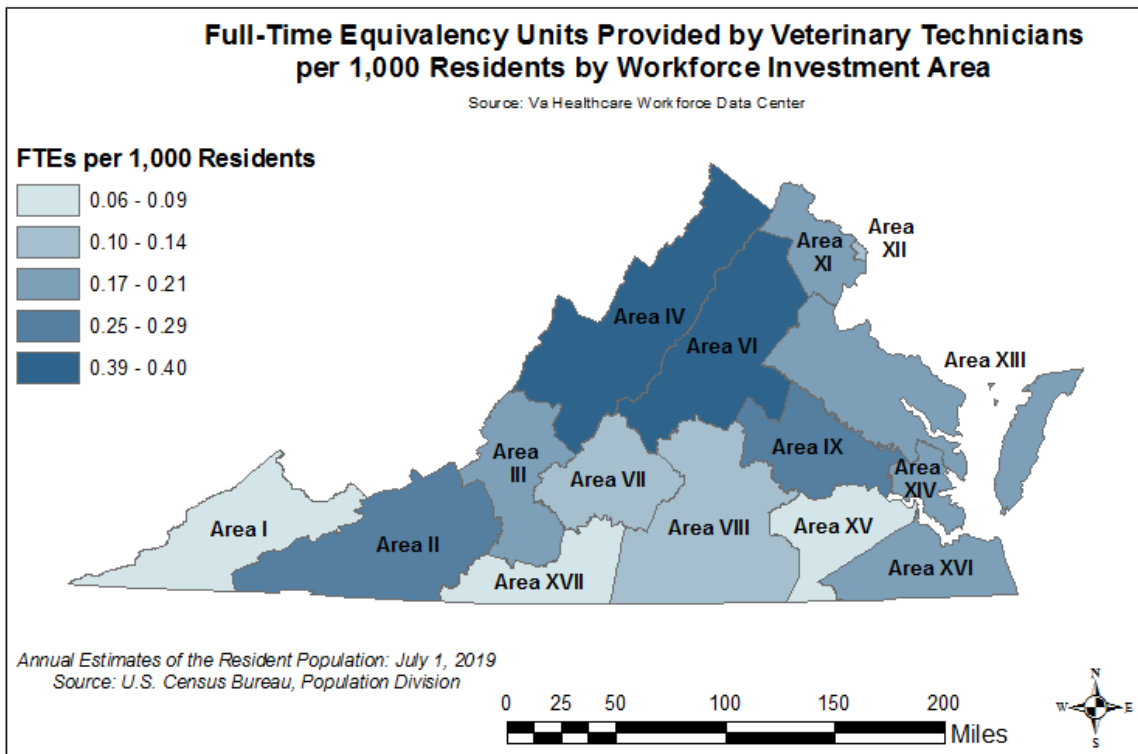
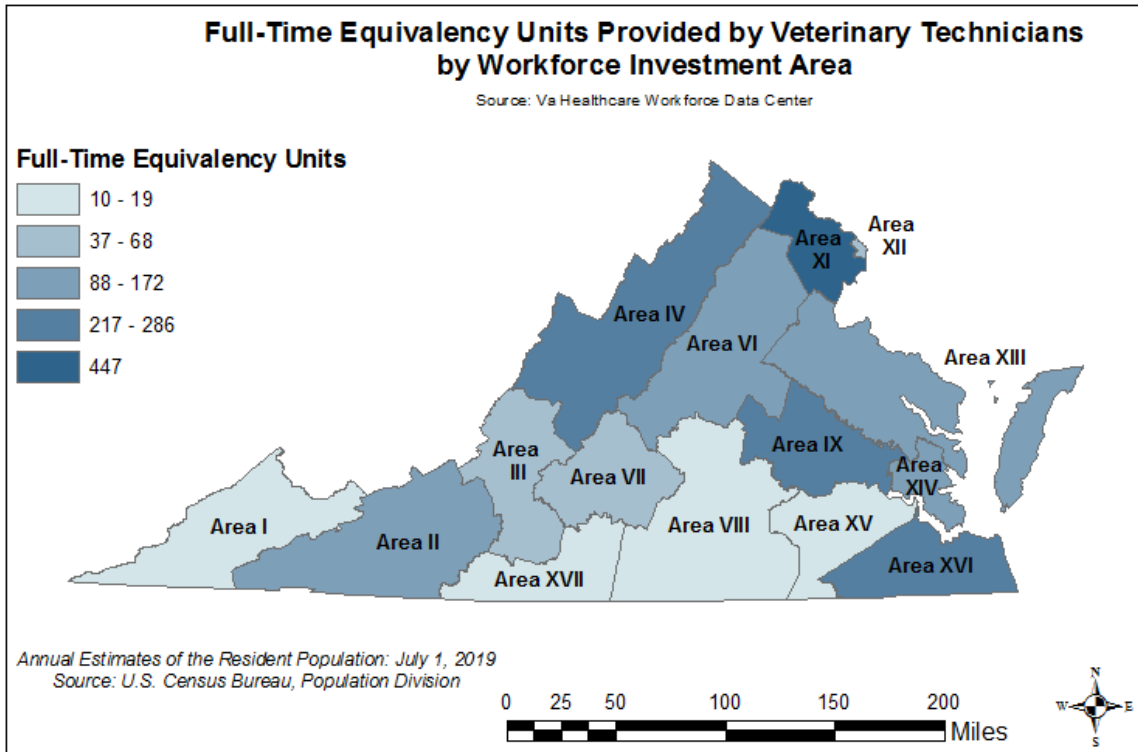
Source: Va. Healthcare Workforce Data Center

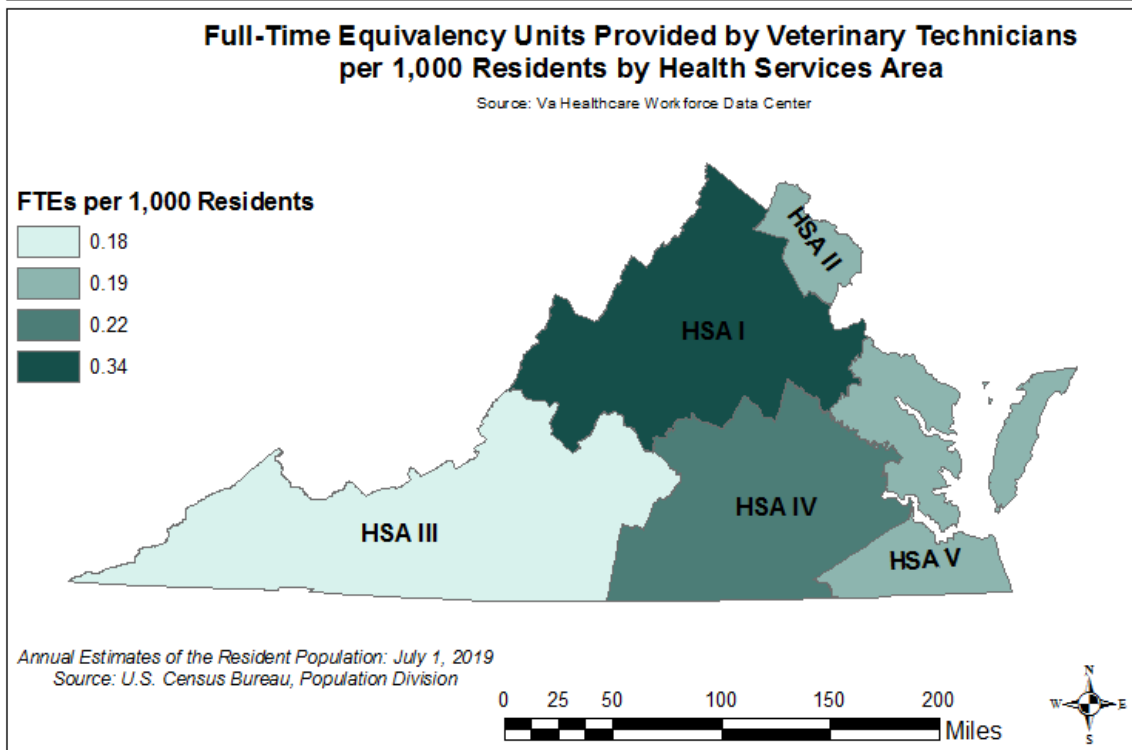
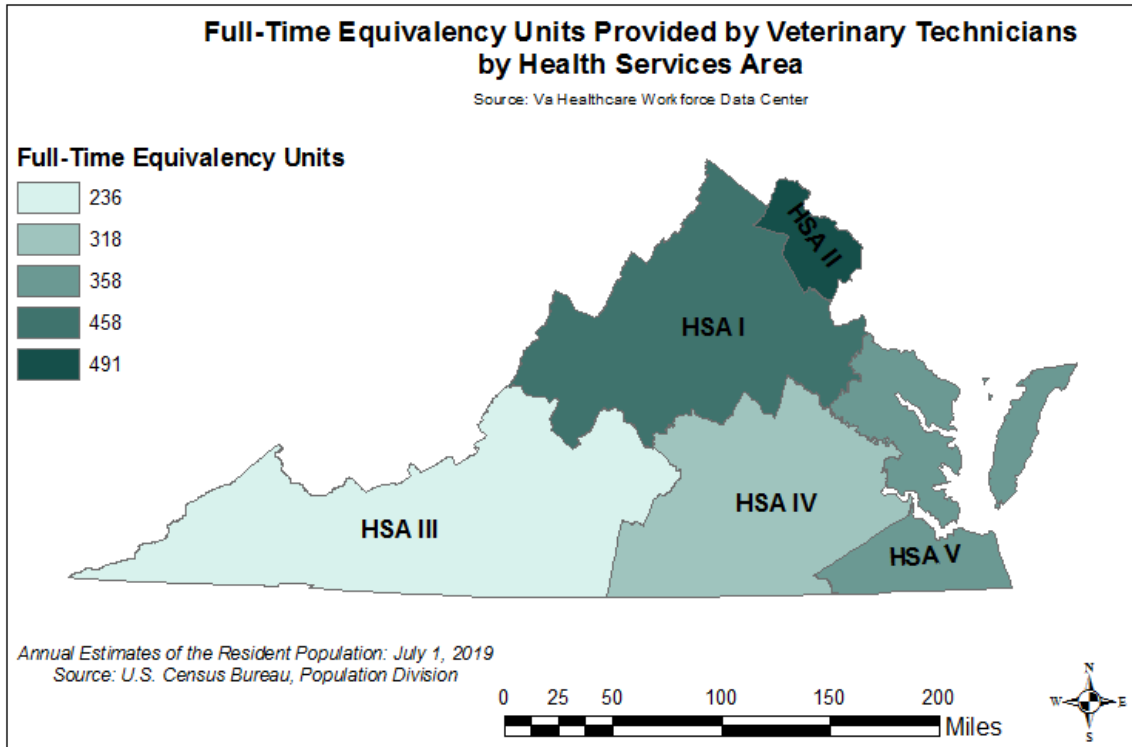
<sup>2</sup> Number of residents in 2019 was used as the denominator.

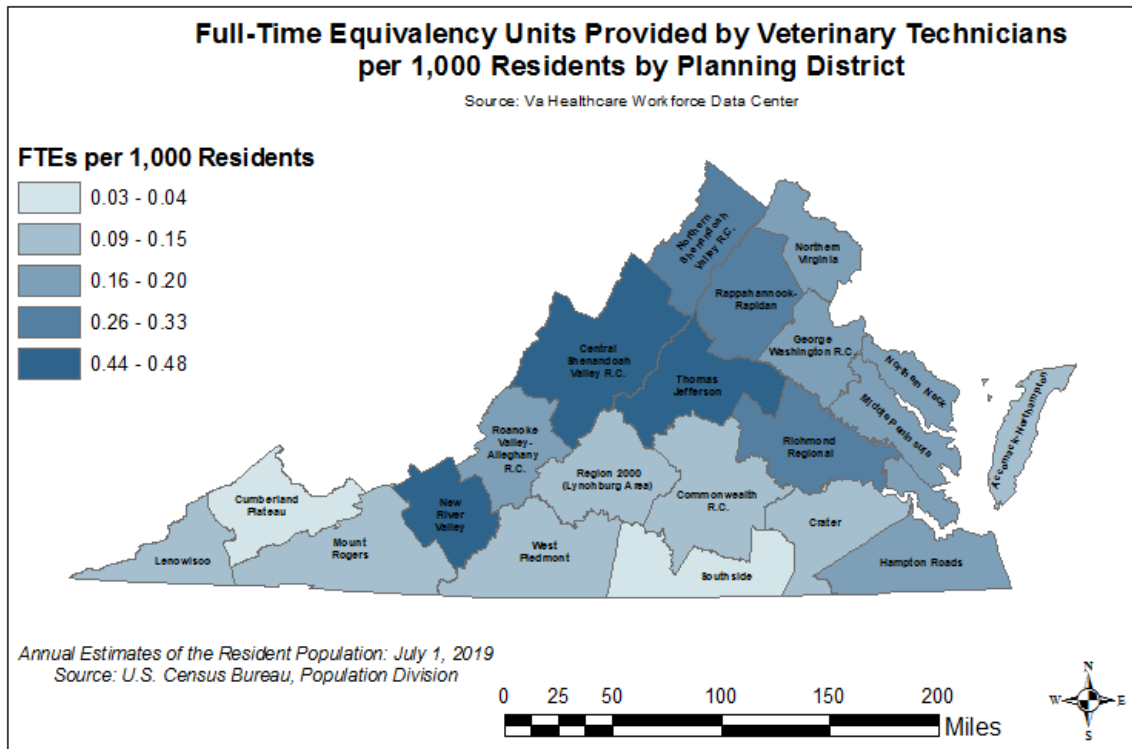
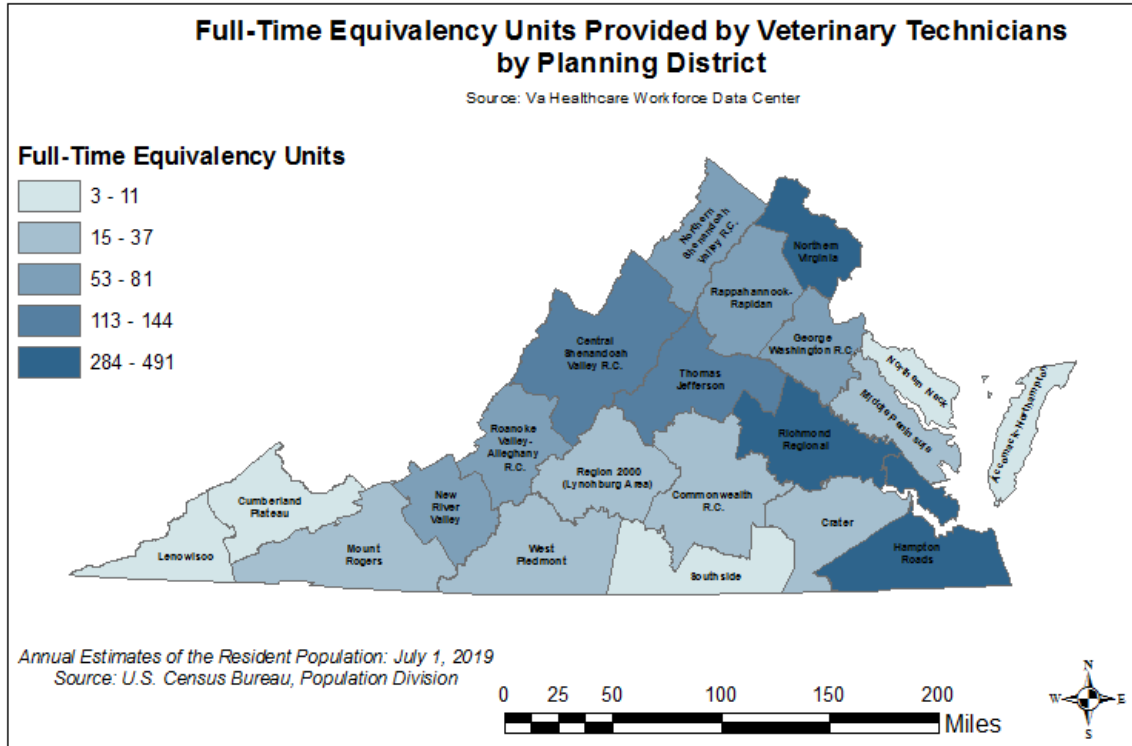












## Appendices

### Appendix A: Weights

| Rural Status                                | Location Weight |         |        | Total Weight |       |
|---|-----------------|---------|--------|--------------|-------|
|   | #               | Rate    | Weight | Min.         | Max.  |
| <b>Metro, 1 Million+</b>                    | 1,465           | 88.67%  | 1.128  | 1.070        | 1.279 |
| <b>Metro, 250,000 to 1 Million</b>          | 142             | 91.55%  | 1.092  | 1.037        | 1.239 |
| <b>Metro, 250,000 or Less</b>               | 397             | 89.67%  | 1.115  | 1.059        | 1.265 |
| <b>Urban, Pop. 20,000+, Metro Adj.</b>      | 10              | 70.00%  | 1.429  | 1.356        | 1.621 |
| <b>Urban, Pop. 20,000+, Non-Adj.</b>        | 0               | NA      | NA     | NA           | NA    |
| <b>Urban, Pop. 2,500-19,999, Metro Adj.</b> | 102             | 91.18%  | 1.097  | 1.041        | 1.244 |
| <b>Urban, Pop. 2,500-19,999, Non-Adj.</b>   | 19              | 94.74%  | 1.056  | 1.002        | 1.198 |
| <b>Rural, Metro Adj.</b>                    | 62              | 83.87%  | 1.192  | 1.132        | 1.353 |
| <b>Rural, Non-Adj.</b>                      | 7               | 100.00% | 1.000  | 0.963        | 1.135 |
| <b>Virginia Border State/D.C.</b>           | 157             | 87.26%  | 1.146  | 1.088        | 1.300 |
| <b>Other U.S. State</b>                     | 98              | 81.63%  | 1.225  | 1.163        | 1.390 |

Source: Va. Healthcare Workforce Data Center

| Age                | Age Weight |        |        | Total Weight |       |
|--------------------|------------|--------|--------|--------------|-------|
|                    | #          | Rate   | Weight | Min.         | Max.  |
| <b>Under 30</b>    | 466        | 78.11% | 1.280  | 1.135        | 1.621 |
| <b>30 to 34</b>    | 530        | 89.43% | 1.118  | 0.991        | 1.416 |
| <b>35 to 39</b>    | 467        | 93.36% | 1.071  | 1.002        | 1.356 |
| <b>40 to 44</b>    | 315        | 90.48% | 1.105  | 1.034        | 1.399 |
| <b>45 to 49</b>    | 212        | 91.98% | 1.087  | 0.963        | 1.376 |
| <b>50 to 54</b>    | 202        | 92.57% | 1.080  | 1.010        | 1.173 |
| <b>55 to 59</b>    | 128        | 91.41% | 1.094  | 0.969        | 1.385 |
| <b>60 and Over</b> | 140        | 87.14% | 1.148  | 1.073        | 1.246 |

Source: Va. Healthcare Workforce Data Center

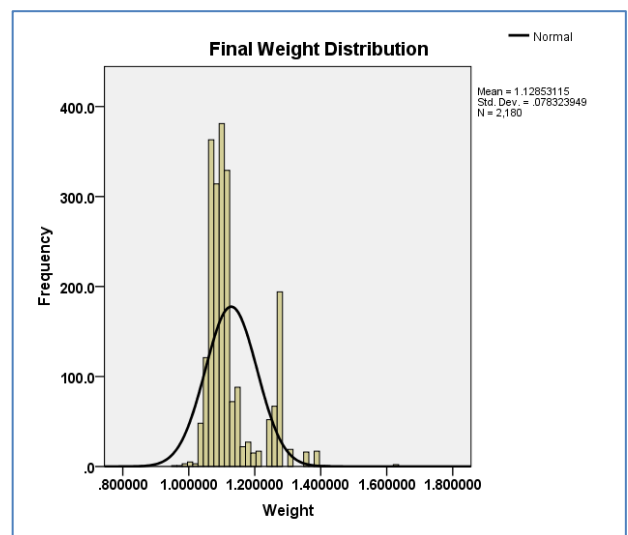
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.886179**



Source: Va. Healthcare Workforce Data Center