
Virginia's Occupational Therapy Assistant Workforce: 2014

Healthcare Workforce Data Center

May 2015

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

841 Occupational Therapy Assistants 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 Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Jaime H. Hoyle, J.D.
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Occupational Therapy Advisory Board

Chair

Mitch Lovinger, OT
Bridgewater

Vice-Chair

Kathleen C. Smith, OT
McLean

Members

Karen Lebo
Richmond

Eugenio Monasterio, MD
Mechanicsville

Kathryn Skibek, OT
Woodbridge

Contents

At a Glance	1
Results in Brief	2
Survey Response Rates	3
The OTA Workforce	4
Demographics	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality	11
2014 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Council on Virginia’s Future Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts.....	24
Appendices	25
Weights	25

The Occupational Therapy Assistant Workforce: At a Glance:

The Workforce

Licensees:	1,270
Virginia's Workforce:	1,125
FTEs:	898

Background

Rural Childhood:	50%
HS Degree in VA:	53%
Prof. Degree in VA:	63%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	63%
Satisfied?:	97%

Survey Response Rate

All Licensees:	66%
Renewing Practitioners:	83%

Education

Associate:	98%
Baccalaureate:	1%

Job Turnover

Switched Jobs in 2014:	11%
Employed over 2 yrs:	51%

Demographics

% Female:	89%
Diversity Index:	29%
Median Age:	42

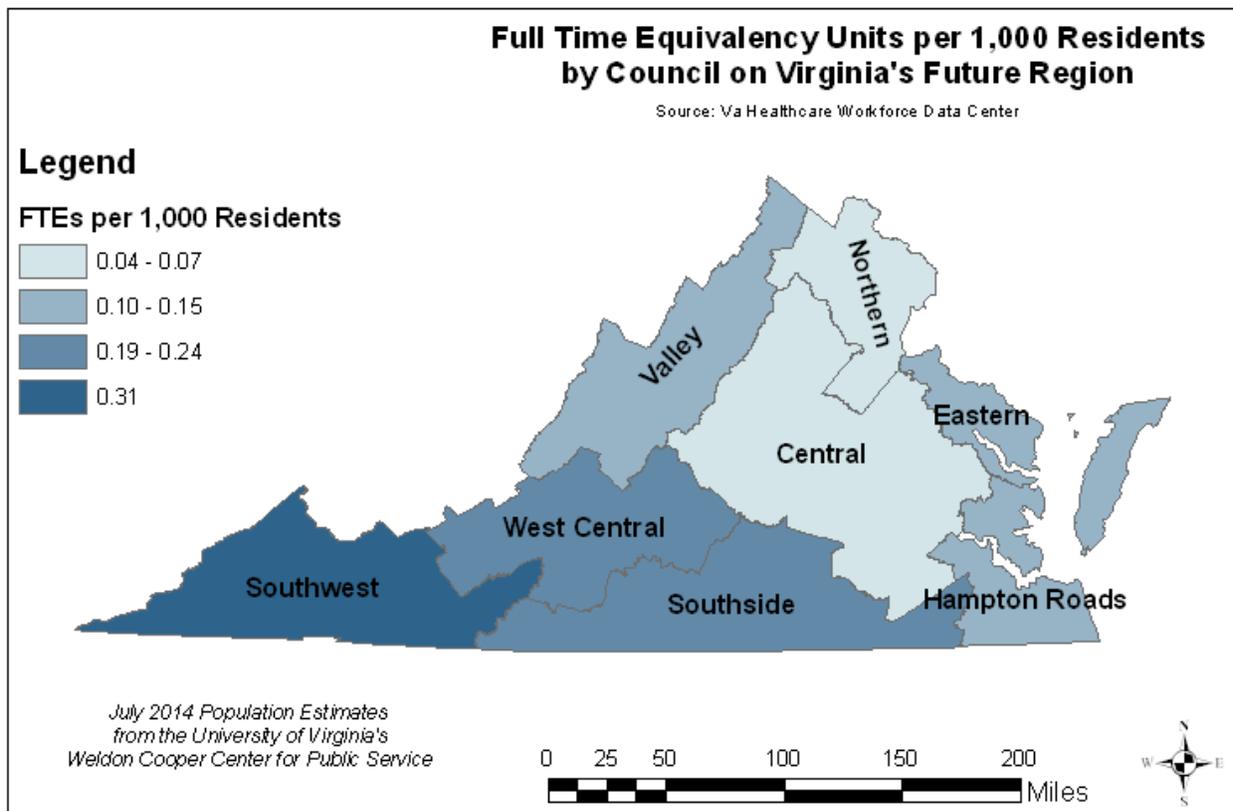
Finances

Median Inc.:	\$45k-\$50k
Health Benefits:	61%
Under 40 w/ Ed debt:	54%

Primary Roles

Patient Care:	92%
Administration:	2%
Education:	1%

Source: Va. Healthcare Workforce Data Center



841 occupational therapy assistants (OTAs) voluntarily took part in the 2014 Occupational Therapy Assistant Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on even-numbered years during the birth month of each OTA. These survey respondents represent 66% of the 1,270 OTAs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 1,125 OTAs 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 OTA workforce provided 898 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

89% of all OTAs are female, while the median age of the OTA workforce is 42. In a random encounter between two OTAs, there is 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, this same probability is 54%.

One-half of Virginia's OTA workforce grew up in a rural area, and 38% of these professionals currently work in non-Metro areas of the state. Overall, more than one-quarter of Virginia's OTAs currently work in non-Metro areas of the state. Meanwhile, 53% of OTAs went to high school in Virginia, and 63% also received their professional degree in the state. In total, two-thirds of all OTAs received some form of education in the state.

Nearly all OTAs in the state have obtained an Associate degree, but very few have pursued more advanced diplomas. In fact, only 2% of OTAs have earned either a Baccalaureate or Masters degree. 42% of the OTA workforce currently has educational debt, including 54% of those professionals who are under the age of 40. For those OTAs with education debt, the median debt load is between \$12,000 and \$15,000.

97% of all OTAs are currently employed in the profession, and only 1% of OTAs are involuntarily unemployed at the moment. 63% of Virginia's OTAs hold one full-time position, while 21% currently have multiple positions. Just over half of all OTAs have been at their primary work location for at least two years, while 28% went to work at a new location at some point in the past year.

More than three-quarters of Virginia's OTA workforce receives an hourly wage at their primary work location, while just 13% work on salary or commission. The median annual income for Virginia's OTA workforce is between \$45,000 and \$50,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 81% receive at least one employer-sponsored benefit, including 61% who receive health insurance. 97% of OTAs indicate they are satisfied with their current employment situation, including 73% who indicate they are "very satisfied".

70% of all OTAs work at a for-profit establishment, while 15% work at a non-profit organization. Skilled Nursing Facilities were the most common establishment type in the state, employing more than half of Virginia's OTA workforce. Residential/Inpatient Rehabilitation Facilities and K-12 School Systems were also common establishment types for Virginia's OTA workforce.

A typical OTA spends a majority of her time caring for patients. In fact, 92% of all OTAs serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, 2% of Virginia's OTA workforce served an administrative role, while just 1% served in an educational role at their primary work location.

46% of all OTAs expect to retire by the age of 65. Within the next ten years, 17% of the current workforce expects to retire, while half of the current workforce plans on retiring by 2039. During the next two years, 22% of Virginia's OTA workforce expects to pursue education related to Occupational Therapy, while 13% plan on pursuing education in order to actually become Occupational Therapists. In addition, 15% of Virginia's OTA workforce expect to increase their patient care activities within the next two years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,014	80%
New Licensees	133	10%
Non-Renewals	123	10%
All Licensees	1,270	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 83% of renewing OTAs submitted a survey. These represent 66% of OTAs who held a license at some point in 2014.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	123	104	46%
30 to 34	63	113	64%
35 to 39	42	118	74%
40 to 44	44	122	74%
45 to 49	40	130	77%
50 to 54	42	95	69%
55 to 59	34	72	68%
60 and Over	41	87	68%
Total	429	841	66%
New Licenses			
Issued in 2014	133	0	0%
Metro Status			
Non-Metro	71	172	71%
Metro	211	571	73%
Not in Virginia	146	98	40%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTAs

Number:	1,270
New:	10%
Not Renewed:	10%

Response Rates

All Licensees:	66%
Renewing Practitioners:	83%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	841
Response Rate, all licensees	66%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2014.
- 2. Target Population:** All OTAs who held a Virginia license at some point in 2014.
- 3. Survey Population:** The survey was available to OTAs who renewed their licenses online. It was not available to those who did not renew, including all OTAs newly licensed in 2014.

At a Glance:

Workforce

2014 OTA Workforce: 1,125
 FTEs: 898

Utilization Ratios

Licensees in VA Workforce: 89%
 Licensees per FTE: 1.41
 Workers per FTE: 1.25

Source: Va. Healthcare Workforce Data Center

Virginia's OTA Workforce		
Status	#	%
Worked in Virginia in Past Year	1,114	99%
Looking for Work in Virginia	11	1%
Virginia's Workforce	1,125	100%
Total FTEs	898	
Licensees	1,270	

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 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. 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.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	16	8%	179	92%	195	18%
30 to 34	14	10%	137	91%	151	14%
35 to 39	12	9%	125	91%	137	12%
40 to 44	19	13%	128	87%	147	13%
45 to 49	27	19%	114	81%	141	13%
50 to 54	10	8%	112	92%	122	11%
55 to 59	12	12%	88	88%	99	9%
60 +	15	14%	93	86%	108	10%
Total	125	11%	976	89%	1,101	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTAs		OTAs under 40	
	%	#	%	#	%
White	64%	928	83%	411	84%
Black	19%	122	11%	43	9%
Asian	6%	10	1%	6	1%
Other Race	0%	11	1%	4	1%
Two or more races	2%	17	2%	8	2%
Hispanic	8%	28	3%	18	4%
Total	100%	1,115	100%	490	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 89%
% Under 40 Female: 91%

Age

Median Age: 42
% Under 40: 44%
% 55+: 19%

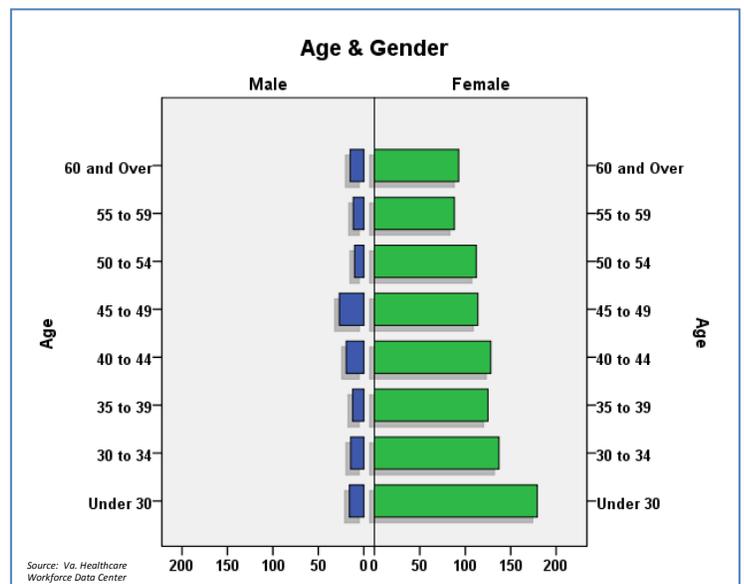
Diversity

Diversity Index: 29%
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTAs, there is a 29% chance that they would be of a different race/ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 54%.

44% of all OTAs are under the age of 40, and 91% of these professionals are female. In addition, there is a 29% chance that two randomly chosen OTAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 50%

Virginia Background

HS in Virginia: 53%
 Prof. Education in VA: 63%
 HS/Prof. Edu. in VA: 66%

Location Choice

% Rural to Non-Metro: 38%
 % Urban/Suburban to Non-Metro: 13%

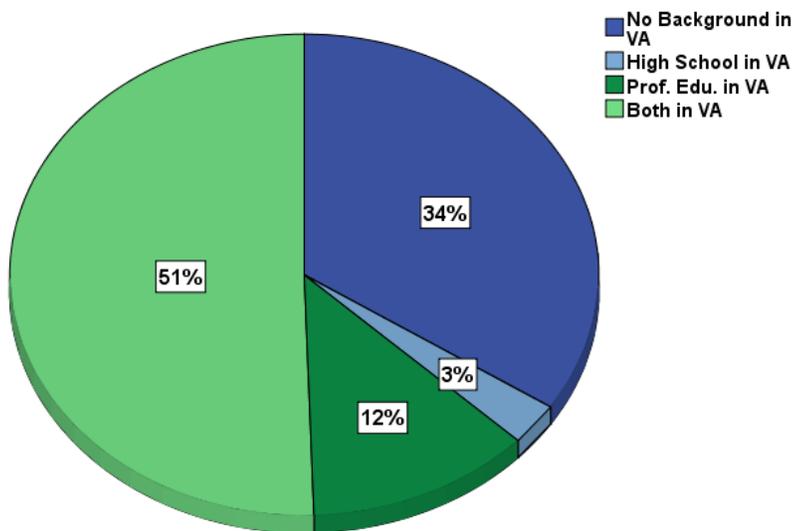
Source: Va. Healthcare Workforce Data Center

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+	34%	48%	18%
2	Metro, 250,000 to 1 million	53%	38%	9%
3	Metro, 250,000 or less	65%	27%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	74%	9%	17%
6	Urban pop, 2,500-19,999, Metro adj	62%	34%	4%
7	Urban pop, 2,500-19,999, nonadj	91%	6%	3%
8	Rural, Metro adj	67%	33%	0%
9	Rural, nonadj	73%	27%	0%
Overall		50%	38%	12%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

50% of OTAs grew up in self-described rural areas, and 38% of these professionals currently work in Non-Metro counties. Overall, 26% of Virginia's OTA workforce works in non-Metro counties of the state.

Top Ten States for OTA Recruitment

Rank	All OTAs			
	High School	#	OTA School	#
1	Virginia	592	Virginia	699
2	New York	73	New York	63
3	Pennsylvania	69	Pennsylvania	52
4	West Virginia	46	North Carolina	42
5	North Carolina	46	West Virginia	38
6	Ohio	37	Texas	24
7	Florida	23	Florida	21
8	Michigan	21	Maryland	19
9	Maryland	18	Minnesota	17
10	New Jersey	15	Ohio	16

Source: Va. Healthcare Workforce Data Center

53% of OTAs received their high school degree in Virginia, while 63% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	OTA School	#
1	Virginia	250	Virginia	293
2	Pennsylvania	36	West Virginia	25
3	North Carolina	27	Pennsylvania	22
4	West Virginia	24	North Carolina	20
5	New York	20	Florida	16
6	Ohio	19	Texas	15
7	Michigan	15	New York	15
8	Florida	15	Maryland	10
9	Georgia	8	Michigan	9
10	Outside U.S./Canada	7	Ohio	8

Source: Va. Healthcare Workforce Data Center

Among OTAs who have been licensed in the past five years, 51% received their high school degree in Virginia, while 60% received their initial professional degree in the state.

14% of licensed OTAs did not participate in Virginia's workforce in the past year. 94% of these OTAs worked at some point in the past year, including 91% who currently work as OTAs.

At a Glance:

Not in VA Workforce

Total:	147
% of Licensees:	12%
Federal/Military:	4%
Va Border State/DC:	6%

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,058	98%
Baccalaureate Degree	15	1%
Masters Degree	3	0%
Total	1,077	100%

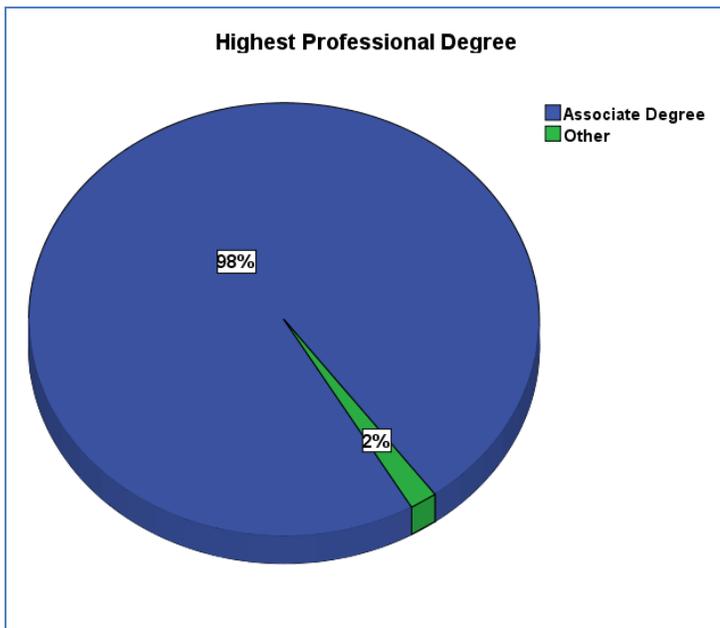
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate: 98%
 Baccalaureate: 1%

Educational Debt
 With debt: 42%
 Under age 40 with debt: 54%
 Median debt: \$12k-\$15k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's OTA have pursued additional education beyond an Associate degree.

42% of OTAs currently have educational debt, including 54% of those under the age of 40. For those OTAs with educational debt, the median debt burden is between \$12,000 and \$15,000.

Educational Debt				
Amount Carried	All OTAs		OTAs under 40	
	#	%	#	%
None	586	58%	211	46%
\$2,000 or Less	38	4%	14	3%
\$2,001-\$4,000	28	3%	9	2%
\$4,001-\$6,000	15	1%	12	3%
\$6,001-\$8,000	23	2%	14	3%
\$8,001-\$10,000	30	3%	22	5%
\$10,001-\$12,000	41	4%	21	5%
\$12,001-\$15,000	51	5%	35	8%
\$15,001-\$20,000	46	5%	25	5%
\$20,001-\$25,000	53	5%	29	6%
More than \$25,000	103	10%	66	14%
Total	1,014	100%	457	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties:

Gerontology:	37%
Physical Rehabilitation:	26%
Home Health:	17%

Top Certifications

School Systems:	2%
Lymphedema Therapist:	1%
Dementia Care:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specializations		
Area	#	%
Gerontology	402	37%
Physical Rehabilitation	284	26%
Home Health	178	17%
Neurorehabilitation	177	16%
Acute Care	160	15%
School Systems	147	14%
Developmental Disabilities	142	13%
Pediatrics	132	12%
Sensory Processing	118	11%
Mental Health	90	8%
Environmental Modification	88	8%
Feeding, Eating, Swallowing	84	8%
Hand Therapy	67	6%
Early Intervention	54	5%
Low Vision	53	5%
Driving and Community Mobility	12	1%
Industrial/Workplace	6	1%
Other	45	4%
At Least One Spec.	765	71%

Source: Va. Healthcare Workforce Data Center

71% of all OTAs have at least one self-designated specialization, while 14% of Virginia's OTA workforce holds at least one certification.

Certifications		
Proficiency Area	#	%
School Systems	22	2%
Certified Lymphedema Therapist	10	1%
Dementia Care Specialist	7	1%
Driving and Community Mobility (SCADCM)	6	1%
Other	67	6%
At Least One Cert.	107	10%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 97%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 63%
2 or more Positions: 21%

Weekly Hours:

40 to 49: 40%
60 or more: 1%
Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an occupational-therapy related capacity	1,089	97%
Employed, NOT in an occupational-therapy related capacity	4	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	1%
Voluntarily unemployed	19	2%
Retired	1	0%
Total	1,120	100%

Source: Va. Healthcare Workforce Data Center

97% of licensed OTAs are currently employed in the profession, and only 1% of OTAs are involuntarily unemployed at the moment. 63% of all OTAs currently hold one full-time job, while 21% have multiple positions. 40% of all OTAs work between 40 and 49 hours per week, while just 1% of OTAs work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	26	2%
One Part-Time Position	149	13%
Two Part-Time Positions	62	6%
One Full-Time Position	697	63%
One Full-Time Position & One Part-Time Position	124	11%
Two Full-Time Positions	1	0%
More than Two Positions	48	4%
Total	1,107	100%

Current Weekly Hours		
Hours	#	%
0 hours	26	2%
1 to 9 hours	27	2%
10 to 19 hours	53	5%
20 to 29 hours	92	8%
30 to 39 hours	420	38%
40 to 49 hours	436	40%
50 to 59 hours	26	2%
60 to 69 hours	2	0%
70 to 79 hours	3	0%
80 or more hours	10	1%
Total	1,095	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	0	0%
\$30,000 or less	86	10%
\$30,001-\$35,000	68	8%
\$35,001-\$40,000	88	10%
\$40,001-\$45,000	99	11%
\$45,001-\$50,000	201	23%
\$50,001-\$55,000	0 ¹	0%
\$55,001-\$60,000	152	18%
\$60,001-\$65,000	60	7%
\$65,001-\$70,000	46	5%
\$70,001-\$75,000	39	5%
More than \$75,000	30	3%
Total	870	100%

At a Glance:

Earnings
Median Income: \$45k-\$50k

Benefits
Employer Health Ins.: 61%
Employer Retirement: 51%

Satisfaction
Satisfied 97%
Very Satisfied: 73%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	804	73%
Somewhat Satisfied	259	24%
Somewhat Dissatisfied	27	3%
Very Dissatisfied	10	1%
Total	1,100	100%

Source: Va. Healthcare Workforce Data Center

The typical OTA earned between \$45,000 and \$50,000 in the past year. In addition, among OTAs who received either an hourly wage or a salary at their primary work location, 61% received health insurance and 51% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	698	64%	69%
Health Insurance	614	56%	61%
Dental Insurance	575	53%	57%
Paid Sick Leave	548	50%	55%
Retirement	522	48%	51%
Group Life Insurance	415	38%	43%
Signing/Retention Bonus	78	7%	9%
At Least One Benefit	839	77%	81%

*From any employer at time of survey.

¹ Due to an error in the survey, there was no option available for those OTAs who wished to select “\$50,001-\$55,000” as their response to the question concerning annual income. As such, our income data should be considered less accurate than usual.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	29	3%
Experience Voluntary Unemployment?	50	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	80	7%
Work two or more positions at the same time?	287	26%
Switch employers or practices?	129	11%
Experienced at least 1	446	40%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s OTAs experienced involuntary unemployment at some point in 2014. By comparison, Virginia’s average monthly unemployment rate was 5.2%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	39	4%	55	14%
Less than 6 Months	79	7%	64	17%
6 Months to 1 Year	111	10%	55	14%
1 to 2 Years	308	28%	97	26%
3 to 5 Years	280	26%	63	17%
6 to 10 Years	174	16%	31	8%
More than 10 Years	105	10%	15	4%
Subtotal	1,097	100%	380	100%
Did not have location	13		728	
Item Missing	16		17	
Total	1,125		1,125	

Source: Va. Healthcare Workforce Data Center

77% of Virginia’s OTA workforce received an hourly wage at their primary work location, while just 13% received a salary or commission.

At a Glance:

Unemployment Experience 2014

Involuntarily Unemployed: 3%
Underemployed: 7%

Turnover & Tenure

Switched Jobs: 11%
New Location: 28%
Over 2 years: 51%
Over 2 yrs, 2nd location: 29%

Employment Type

Hourly Wage: 77%
Salary/Commission: 13%

Source: Va. Healthcare Workforce Data Center

51% of OTAs have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Hourly Wage	683	77%
Salary/Commission	112	13%
By Contract	82	9%
Business/Practice Income	3	0%
Unpaid	3	0%
Subtotal	882	100%

² As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 5.6% in January/February to 4.5% in December.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	57%
Lowest Region:	3%

Locations

2 or more (Last Year):	36%
2 or more (Now*):	31%

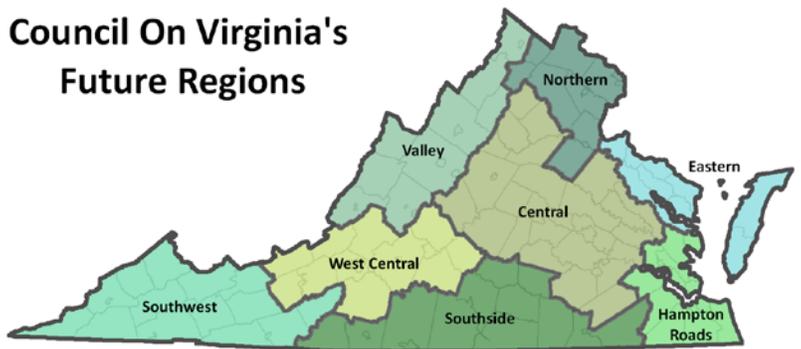
Source: Va. Healthcare Workforce Data Center

57% of all OTAs work in one of three regions of the state: Hampton Roads, West Central Virginia, or Southwest Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	153	14%	40	10%
Eastern	28	3%	13	3%
Hampton Roads	259	24%	92	23%
Northern	119	11%	34	9%
Southside	91	8%	29	7%
Southwest	166	15%	52	13%
Valley	61	6%	18	5%
West Central	200	18%	85	22%
Virginia Border State/DC	5	0%	5	1%
Other US State	14	1%	25	6%
Outside of the US	0	0%	0	0%
Total	1,096	100%	393	100%
Item Missing	15		4	

Council On Virginia's Future Regions



31% of all OTAs had multiple work locations at the time of the survey, while 36% of OTAs had at least two work locations during the previous year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	11	1%	27	3%
1	689	63%	732	67%
2	195	18%	172	16%
3	130	12%	129	12%
4	31	3%	20	2%
5	16	1%	7	1%
6 or More	20	2%	5	0%
Total	1,091	100%	1,091	100%

*At the time of survey completion: throughout 2014 on the birth month of each respondent.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	743	70%	306	83%
Non-Profit	153	15%	33	9%
State/Local Government	143	14%	29	8%
Veterans Administration	1	0%	0	0%
U.S. Military	8	1%	1	0%
Other Federal Government	6	1%	1	0%
Total	1,054	100%	370	100%
Did not have location	13		728	
Item Missing	58		27	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

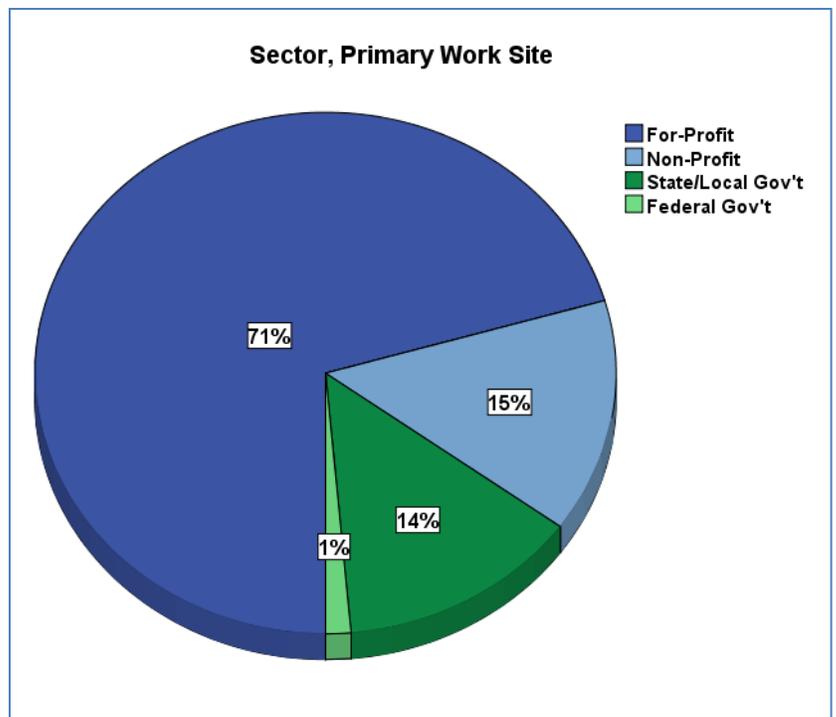
For Profit:	70%
Federal:	1%

Top Establishments

Skilled Nursing Facility:	51%
Rehabilitation Facility:	12%
K-12 School System:	9%

Source: Va. Healthcare Workforce Data Center

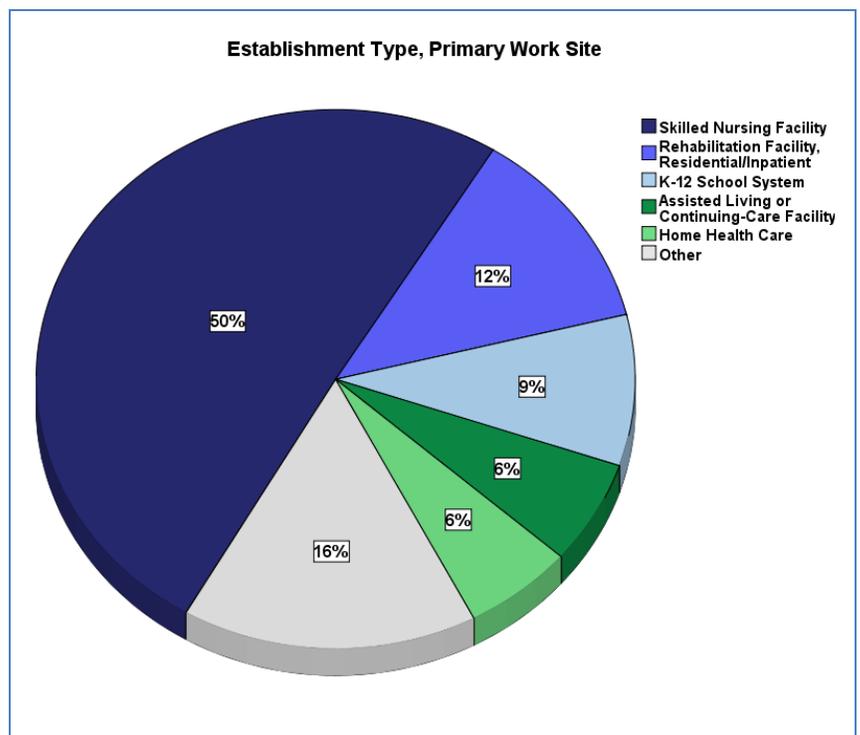
85% of all OTAs work in the private sector, including 70% who work at for-profit establishments. Another 14% of Virginia's OTAs work for either state or local governments.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	524	51%	169	47%
Rehabilitation Facility, Residential/Inpatient	128	12%	52	14%
K-12 School System	94	9%	11	3%
Assisted Living or Continuing-Care Facility	65	6%	29	8%
Home Health Care	61	6%	61	17%
General Hospital, Inpatient Department	43	4%	17	5%
Rehabilitation Facility, Outpatient Clinic	36	3%	7	2%
Private Practice, Group	13	1%	7	2%
Academic Institution	13	1%	1	0%
General Hospital, Outpatient Department	11	1%	0	0%
Private Practice, Solo	10	1%	0	0%
Mental Health, inpatient	8	1%	1	0%
Other	31	3%	7	2%
Total	1,037	100%	362	100%
Did Not Have a Location	13		728	

Skilled Nursing Facilities were the most common establishment type in Virginia, employing more than half of the state's entire OTA workforce. Residential/Inpatient Rehabilitation Facilities and K-12 School Systems were also typical primary establishment types.



Skilled Nursing Facilities were also the most common establishment type among OTAs who also had a secondary work location. Home Health Care and the Residential/Inpatient Rehabilitation Facilities were also common secondary establishment types.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical OTA's Time

Patient Care: 90%-99%
Administration: 1%-9%

Roles

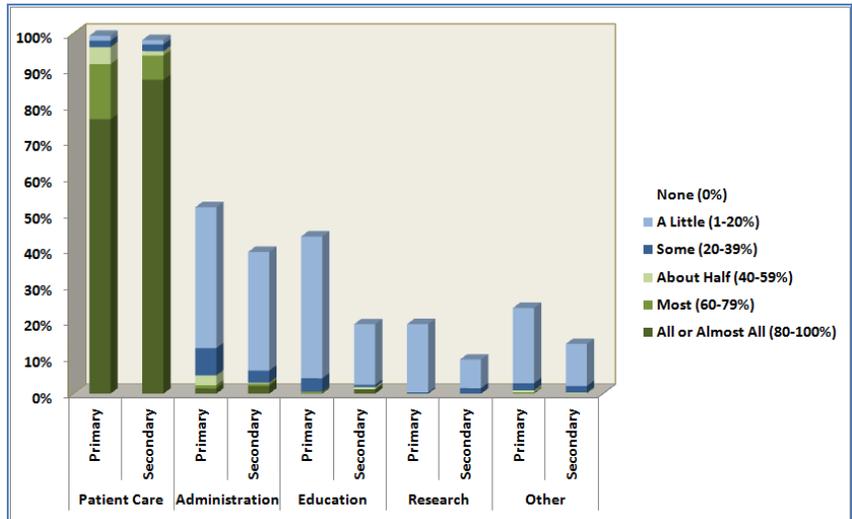
Patient Care: 92%
Administrative: 2%
Education: 1%

Patient Care OTAs

Median Admin Time: 0%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical OTA spends most of her time in patient care activities. In fact, 92% of all OTAs fill a patient care role, defined as spending at least 60% of her time in that activity. In addition, most OTAs also spent a small amount of time each week performing administrative tasks.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	76%	87%	1%	2%	0%	1%	0%	0%	0%	0%
Most (60-79%)	15%	7%	1%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	1%	3%	0%	0%	1%	0%	0%	1%	0%
Some (20-39%)	2%	2%	8%	3%	4%	1%	0%	2%	2%	2%
A Little (1-20%)	1%	1%	39%	33%	39%	17%	19%	8%	21%	12%
None (0%)	1%	2%	48%	61%	56%	81%	81%	91%	76%	86%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTAs		OTAs over 50	
	#	%	#	%
Under age 50	30	3%	-	-
50 to 54	36	4%	2	1%
55 to 59	108	11%	22	7%
60 to 64	272	28%	83	28%
65 to 69	345	35%	118	40%
70 to 74	92	9%	47	16%
75 to 79	20	2%	3	1%
80 or over	13	1%	6	2%
I do not intend to retire	57	6%	13	4%
Total	974	100%	294	100%

At a Glance:

Retirement Expectations

All OTAs

Under 65: 46%

Under 60: 18%

OTAs 50 and over

Under 65: 36%

Under 60: 8%

Time until Retirement

Within 2 years: 2%

Within 10 years: 17%

Half the workforce: by 2039

Source: Va. Healthcare Workforce Data Center

46% of all OTAs expect to retire before the age of 65, while 19% plan on working until at least age 70. Among OTAs who are age 50 and over, 36% still expect to retire by age 65, while 23% plan on working until at least age 70.

Within the next two years, just 1% of Virginia's OTAs expect to leave the profession and 4% plan on leaving the state. At the same time, 13% of Virginia's OTA workforce plan on pursuing education in order to become an Occupational Therapist, while 22% plan on pursuing other OT-related educational opportunities.

Future Plans

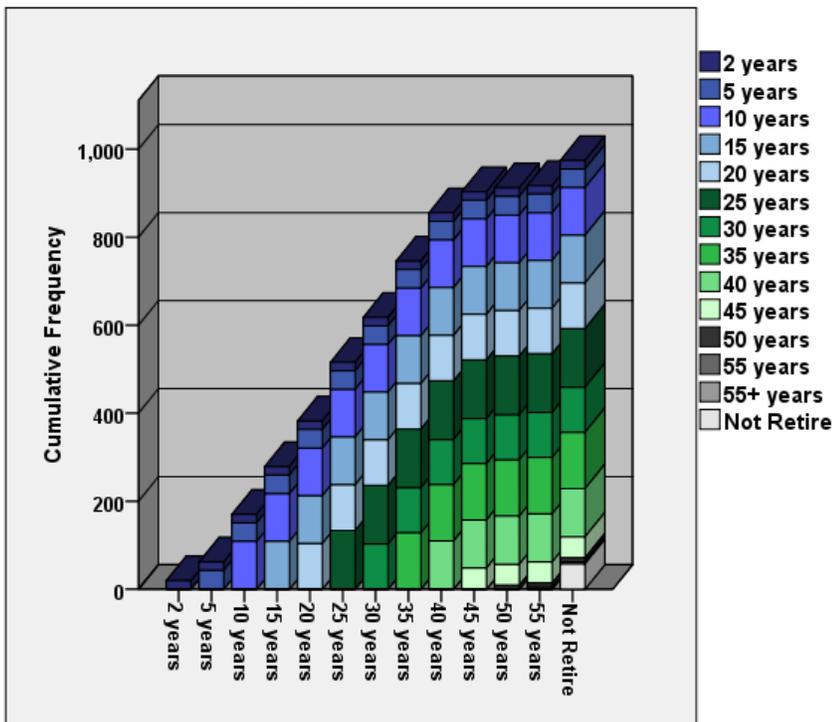
Two Year Plans:	#	%
Decrease Participation		
Leave Profession	9	1%
Leave Virginia	41	4%
Decrease Patient Care Hours	60	5%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Patient Care Hours	172	15%
Increase Teaching Hours	54	5%
Pursue Education to Become OT	144	13%
Pursue Other OT-Related Education	253	22%
Return to Virginia's Workforce	7	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for OTAs. Only 2% of OTAs expect to retire within the next two years, while 17% plan on retiring within the next ten years. Half of the current OTA workforce expects to be retired by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	19	2%	2%
5 years	43	4%	6%
10 years	108	11%	17%
15 years	109	11%	29%
20 years	104	11%	39%
25 years	133	14%	53%
30 years	102	10%	63%
35 years	128	13%	59%
40 years	110	11%	88%
45 years	48	5%	93%
50 years	9	1%	94%
55 years	5	1%	94%
In more than 55 years	0	0%	94%
Do not intend to retire	57	6%	100%
Total	974	100%	

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2024. Retirements will peak at 14% of the current workforce around 2039 before declining to under 10% of the current workforce again around 2059.

At a Glance:

FTEs

Total: 898
 FTEs/1,000 Residents: 0.108
 Average: 0.81

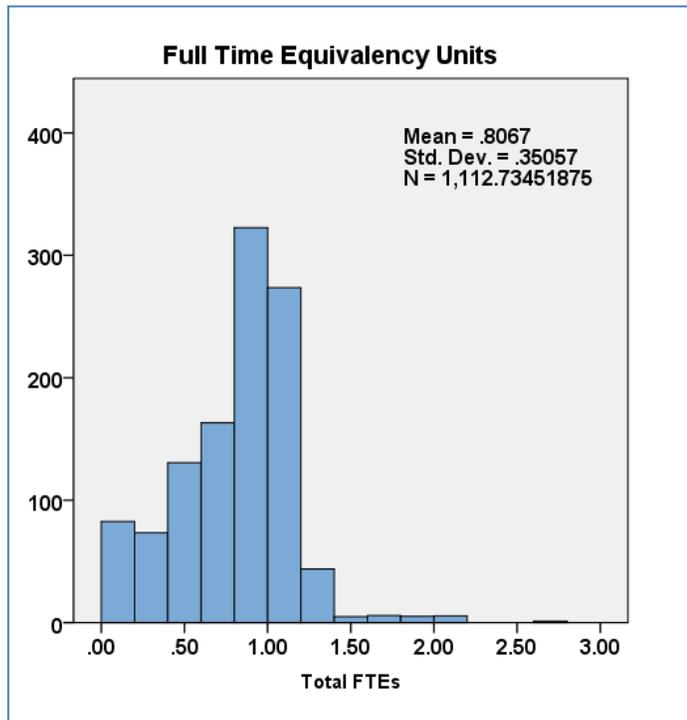
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

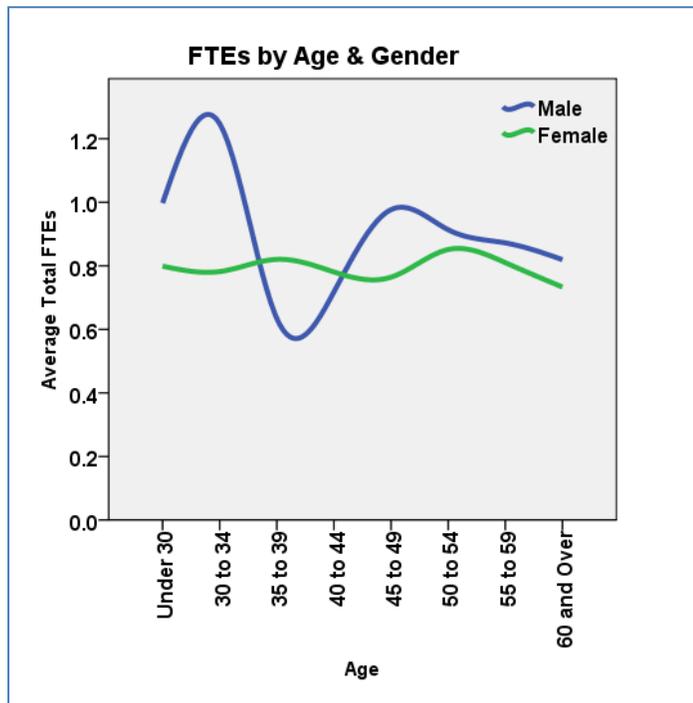


Source: Va. Healthcare Workforce Data Center

The typical OTA provided 0.89 FTEs in 2014, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.³

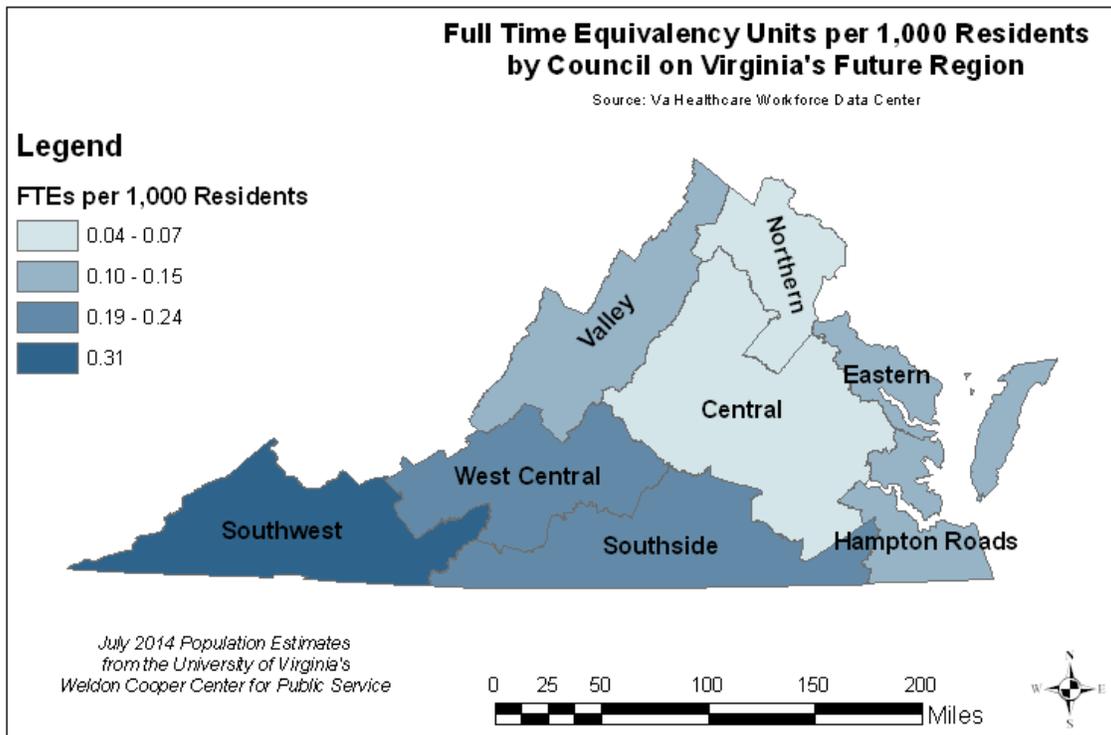
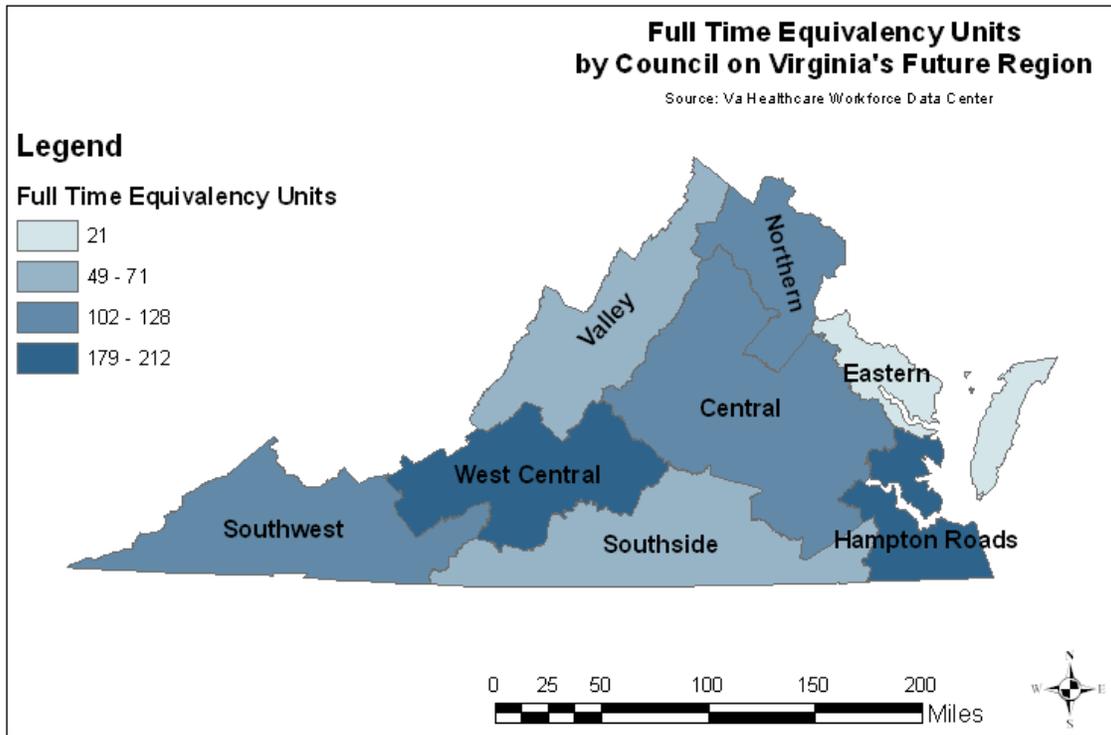
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.82	0.93
30 to 34	0.82	0.88
35 to 39	0.80	0.91
40 to 44	0.77	0.83
45 to 49	0.81	0.87
50 to 54	0.86	0.93
55 to 59	0.82	0.85
60 and Over	0.74	0.80
Gender		
Male	0.90	0.96
Female	0.79	0.88

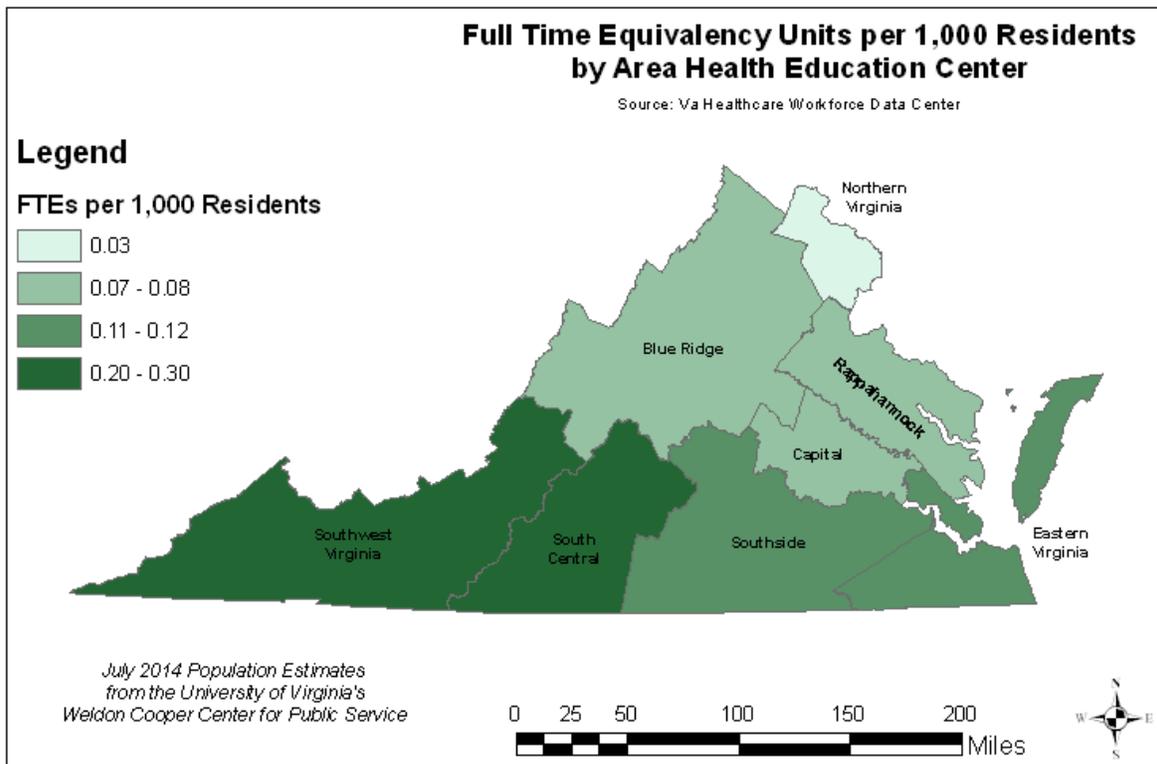
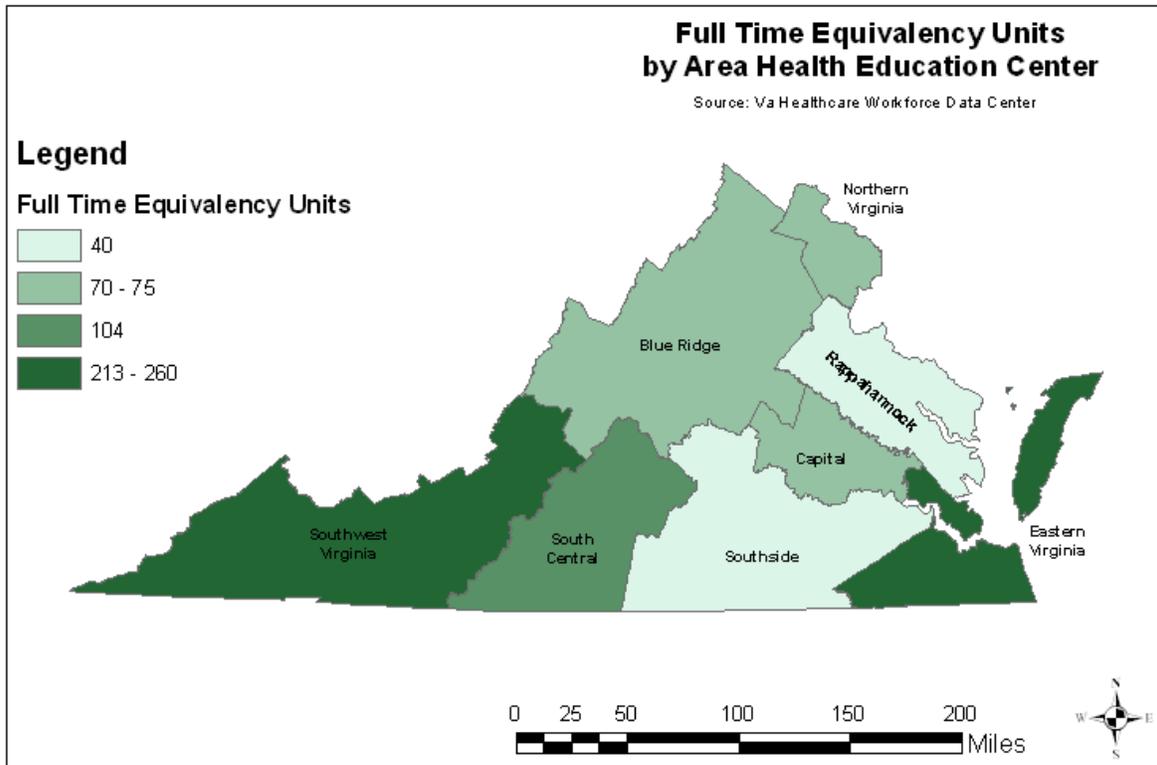
Source: Va. Healthcare Workforce Data Center

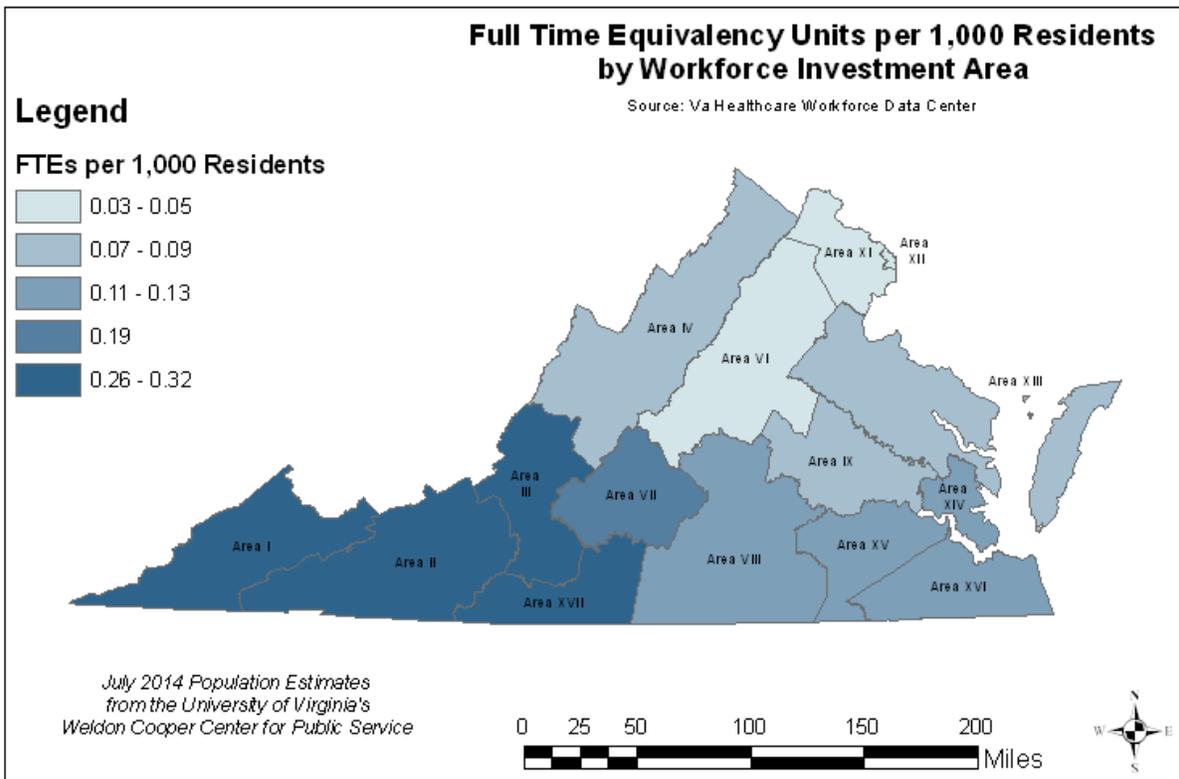
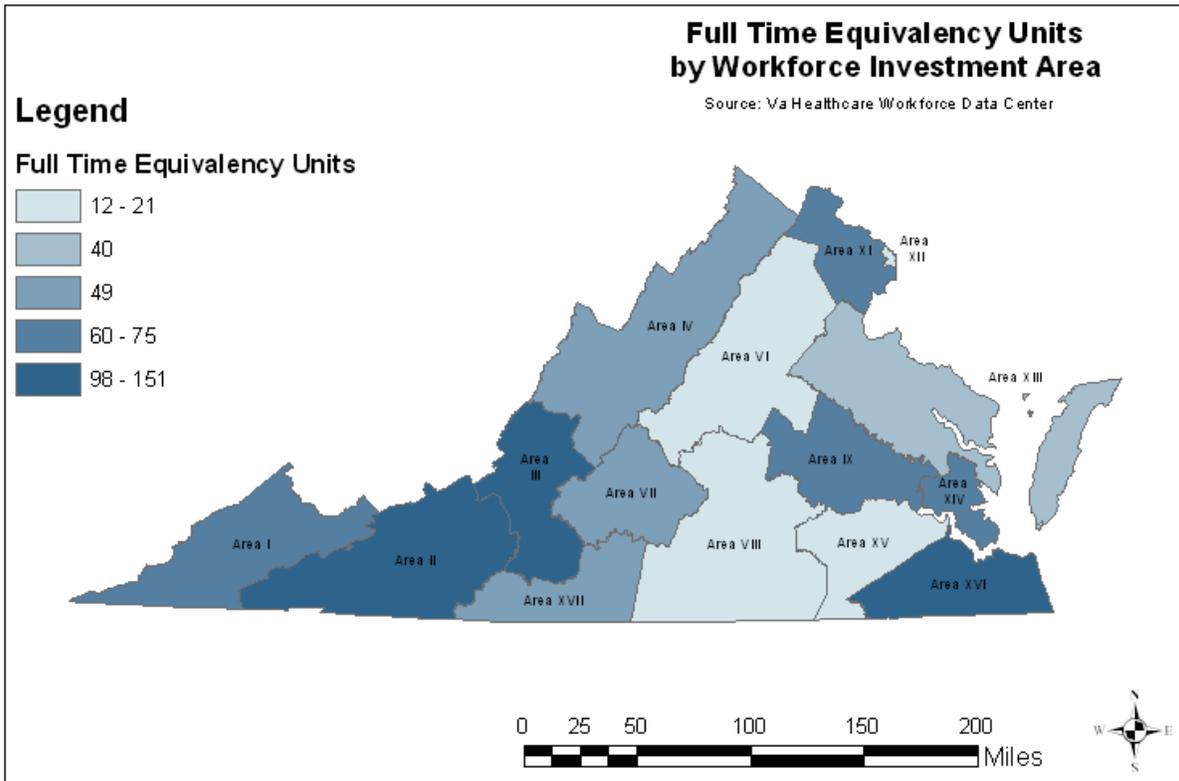


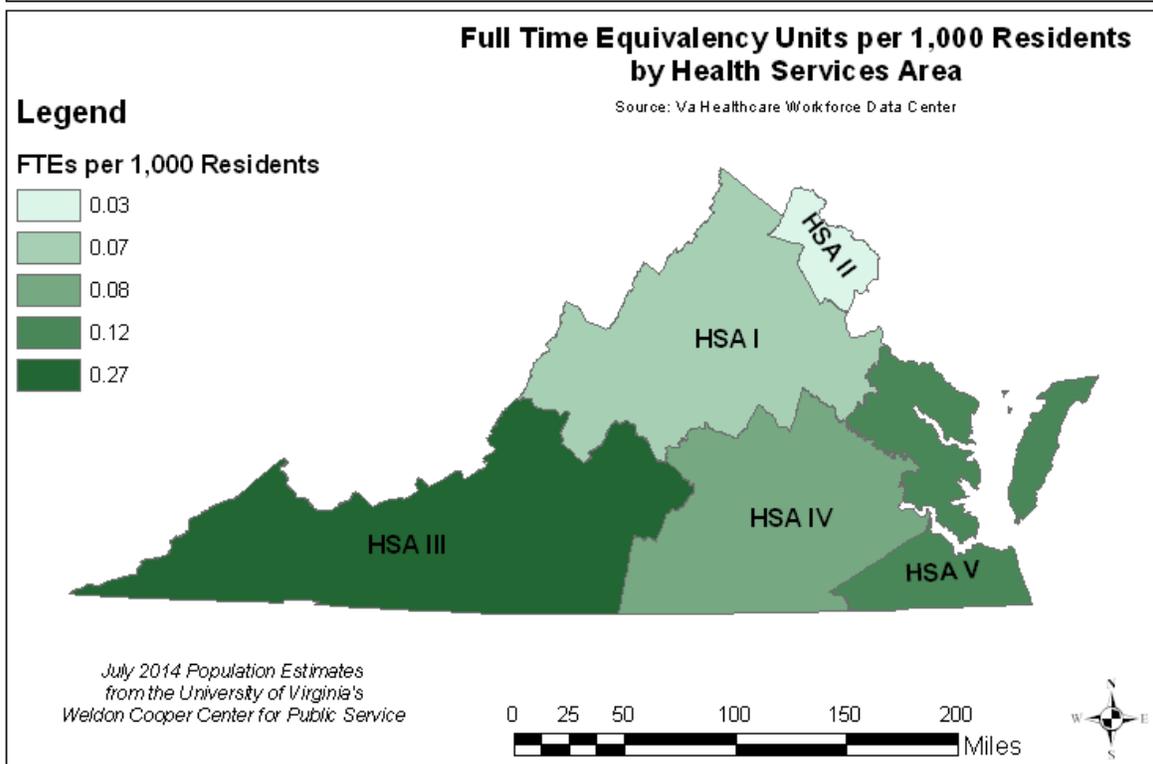
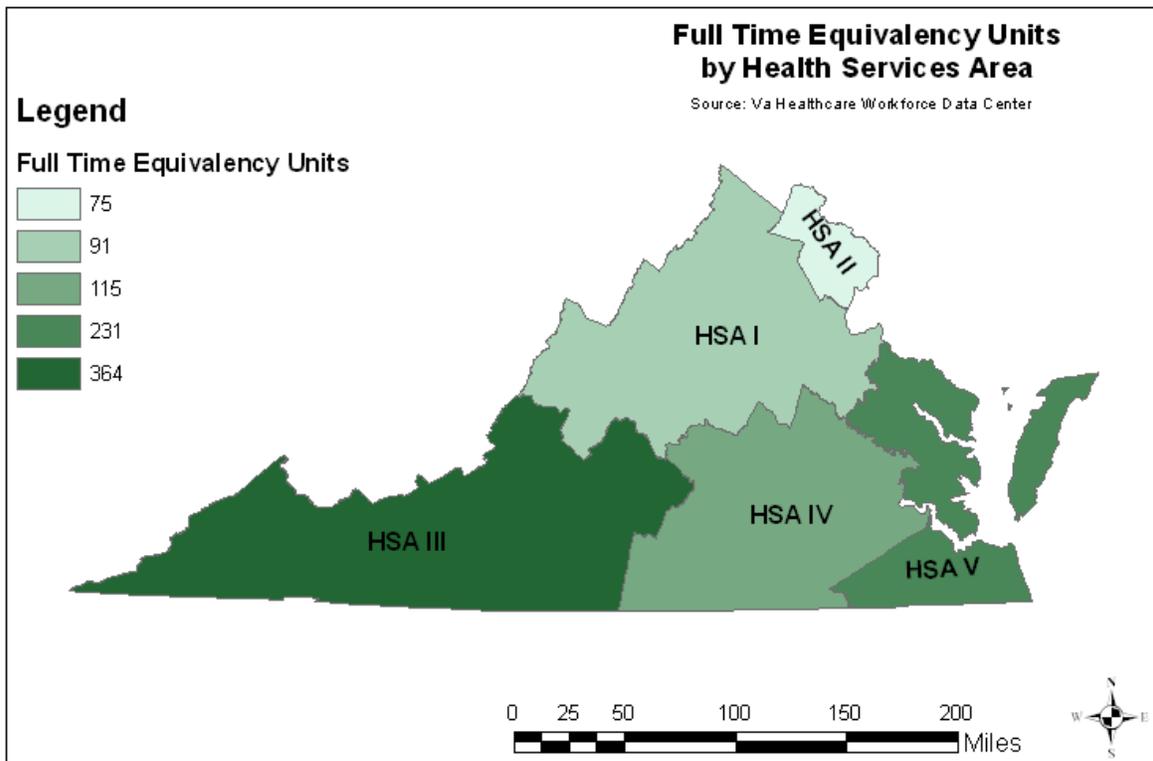
Source: Va. Healthcare Workforce Data Center

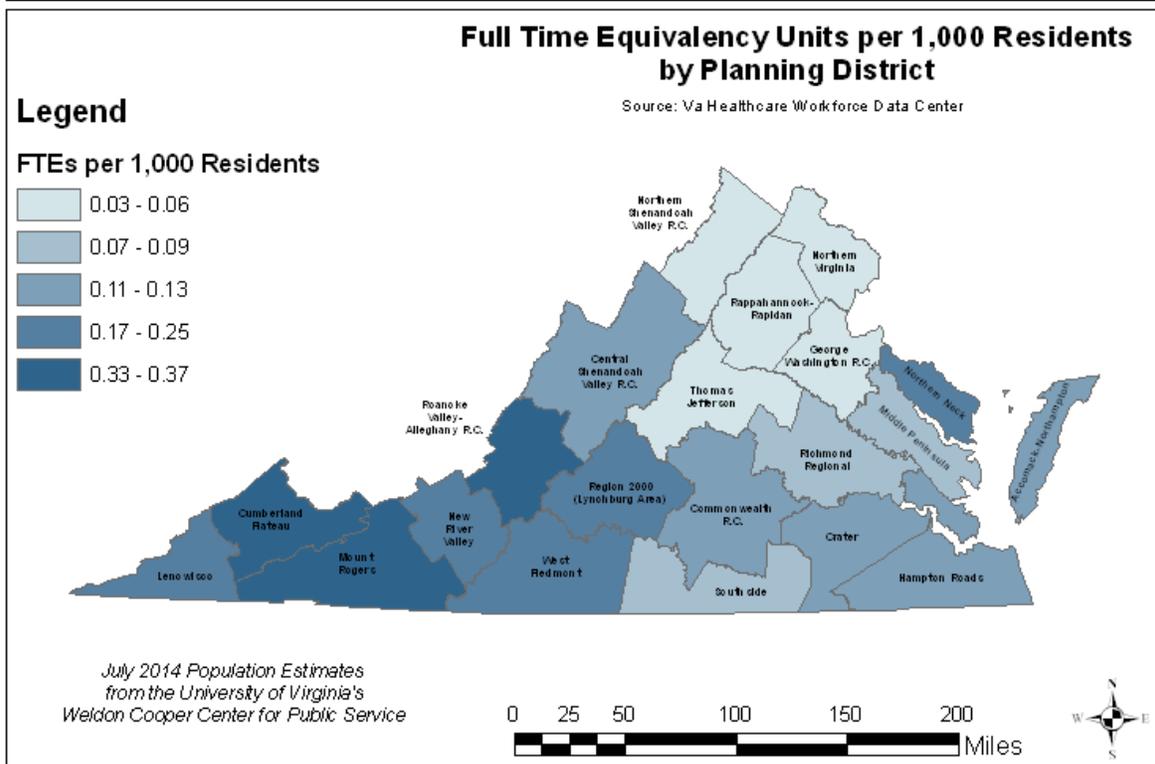
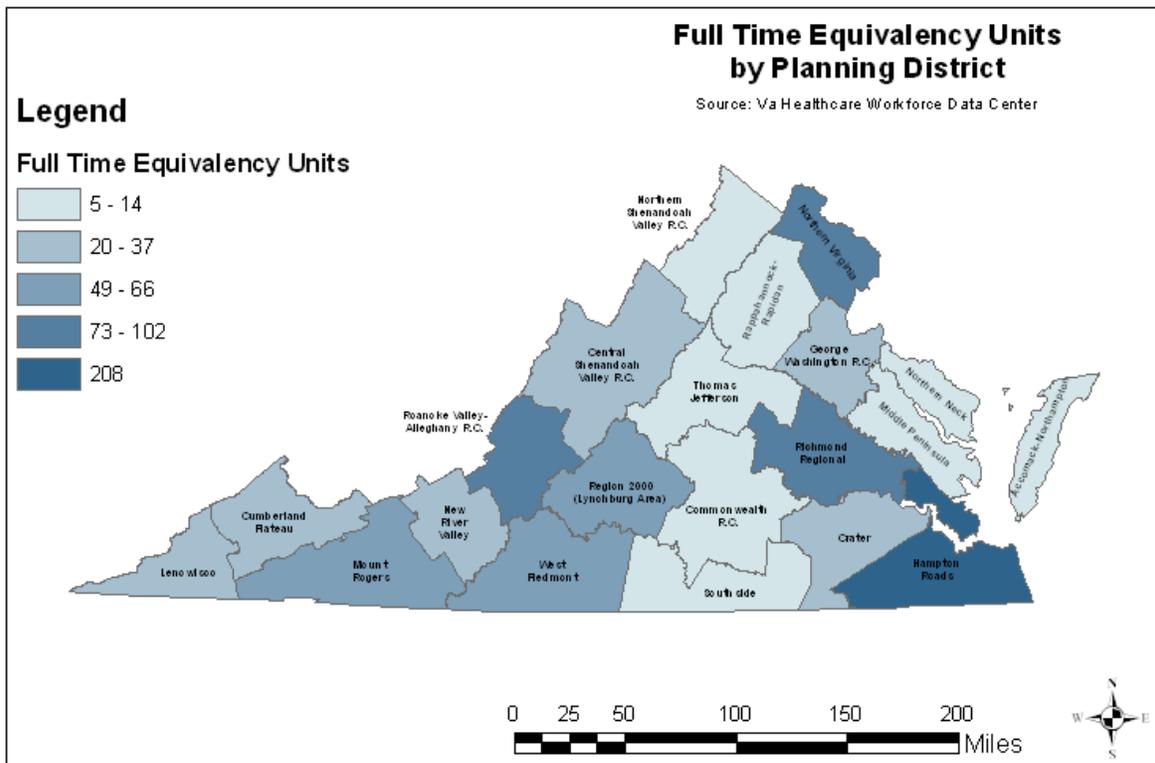
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	496	70.16%	1.425287	1.234242	2.060095
Metro, 250,000 to 1 million	201	76.12%	1.313725	1.137634	1.898845
Metro, 250,000 or less	85	82.35%	1.214286	1.051523	1.755115
Urban pop 20,000+, Metro adj	40	82.50%	1.212121	1.049649	1.751987
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	46	67.39%	1.483871	1.284973	2.144771
Urban pop, 2,500-19,999, nonadj	82	69.51%	1.438596	1.245767	2.079332
Rural, Metro adj	30	60.00%	1.666667	1.443267	2.408982
Rural, nonadj	45	73.33%	1.363636	1.180855	1.970985
Virginia border state/DC	113	54.87%	1.822581	1.578282	2.634338
Other US State	131	27.48%	3.638889	3.151132	5.259611

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	227	45.81%	2.182692	1.751987	5.259611
30 to 34	176	64.20%	1.557522	1.25018	3.753145
35 to 39	160	73.75%	1.355932	1.088369	3.267375
40 to 44	166	73.49%	1.360656	1.092161	3.278758
45 to 49	170	76.47%	1.307692	1.049649	3.151132
50 to 54	137	69.34%	1.442105	1.157538	3.475026
55 to 59	106	67.92%	1.472222	1.183822	3.547598
60 and Over	128	67.97%	1.471264	1.180943	3.54529

See the Methods section on the HWDC website for details on HWDC Methods:
www.dhp.virginia.gov/hwdc/

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: 0.662205

