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# *Virginia's Optometrist Workforce: 2015*

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Healthcare Workforce Data Center

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**1,247 Optometrists 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 Optometry express our sincerest appreciation for your ongoing cooperation.

**Thank You!**

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## The Optometrist Workforce: At a Glance:

### The Workforce

Licensees:	1,571
Virginia's Workforce:	1,165
FTEs:	1,003

### Background

Rural Childhood:	24%
HS Degree in VA:	30%
UG Degree in VA:	28%

### Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	69%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	85%

### Residency Program

Ocular Disease:	6%
Primary Eye Care:	5%

### Job Turnover

Switched Jobs in 2015:	7%
Employed over 2 yrs:	71%

### Demographics

% Female:	51%
Diversity Index:	43%
Median Age:	46

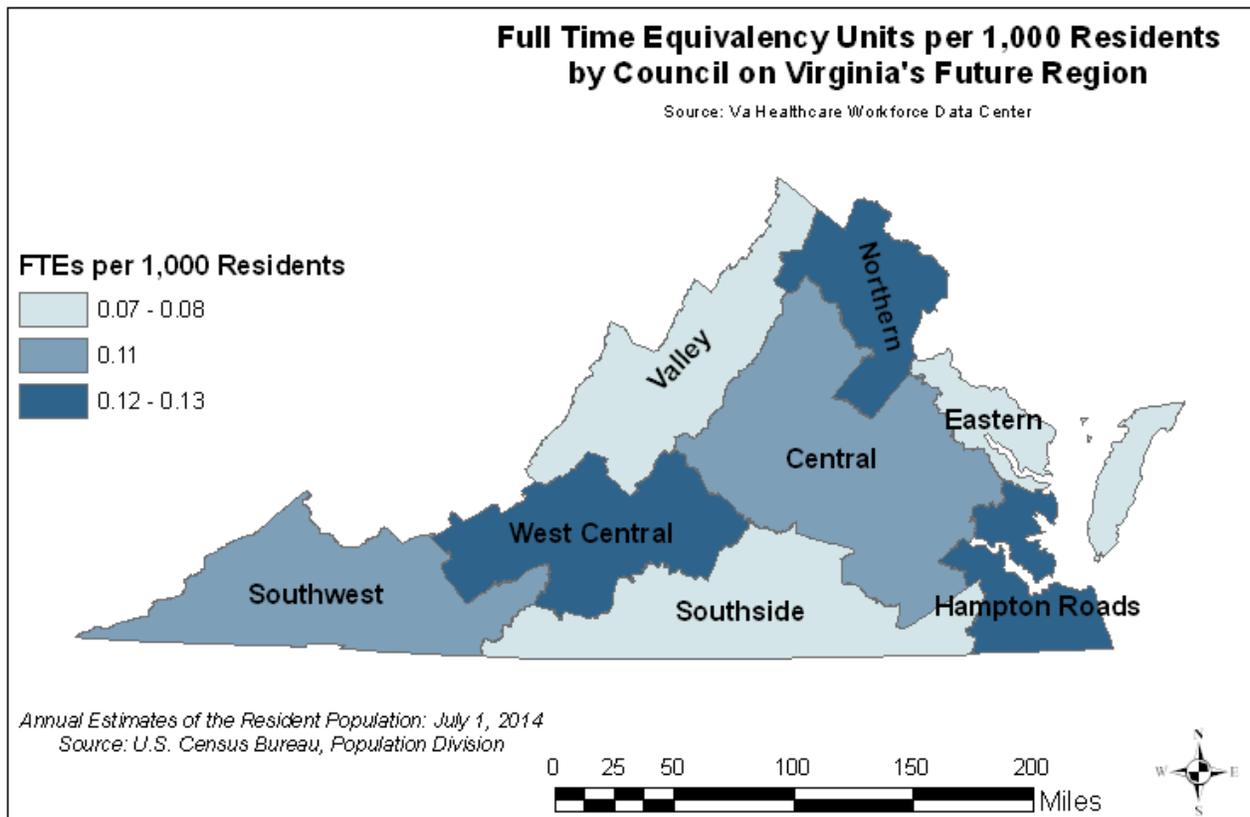
### Finances

Median Inc.:	\$100k-\$110k
Health Benefits:	47%
Under 40 w/ Ed debt:	89%

### Primary Roles

Patient Care:	91%
Administration:	1%
Other:	1%

Source: Va. Healthcare Workforce Data Center



1,247 optometrists voluntarily took part in the 2015 Optometrist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December. These survey respondents represent 79% of the 1,571 optometrists who are licensed in the state and 85% of renewing practitioners.

The HWDC estimates that 1,165 optometrists 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 optometrist workforce provided 1,003 "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).

51% of all optometrists are female, including nearly three-quarters of those optometrists who are under the age of 40. Overall, the median age of Virginia's optometrists is 46. In a random encounter between two optometrists, there is a 43% 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 55%.

24% of Virginia's optometrist workforce grew up in a rural area, and 19% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of Virginia's optometrists currently work in non-Metro areas of the state. Meanwhile, 30% of all optometrists went to high school in Virginia.

14% of Virginia's optometrists have completed a residency program. Ocular Diseases, Primary Eye Care, and Low Vision Rehabilitation were the most commonly completed residency programs. 47% of Virginia's optometrist workforce has educational debt, including 89% of those professionals who are under the age of 40. For those optometrists with education debt, the median debt load is between \$100,000 and \$110,000.

97% of all optometrists are currently employed in the profession. 69% of these professionals hold one full-time position, while 15% currently have multiple positions. During the past year, only 1% of Virginia's optometrists have been involuntarily unemployed, while 3% of all optometrists have considered themselves underemployed. 20% of Virginia's optometrists began work at a new location at some point in the past year, while 71% have been at their primary work location for at least two years.

The median annual income for Virginia's optometrist workforce is between \$100,000 and \$110,000. Among those optometrists who receive either a salary or an hourly wage, 70% receive at least one employer-sponsored benefit, including 47% who receive health insurance. 96% of optometrists indicate they are satisfied with their current employment situation, including 66% who indicate they are "very satisfied".

92% of all optometrists work at a for-profit establishment, while 6% work for the federal government. Private group practices employ 39% of Virginia's optometrist workforce, the most of any establishment type in the state. Private solo practices and optical good stores are also common establishment types that employ Virginia's optometrists.

A typical optometrist spends nearly all of her time treating patients. In fact, 91% of optometrists serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, the typical optometrist also spent a small amount of his time engaged in administrative activities.

38% of all optometrists expect to retire by the age of 65. Within the next ten years, 22% of the current workforce expects to retire, while half of the current workforce plans on retiring by 2040. During the next two years, 1% of Virginia's optometrists plan on leaving the profession, while 2% of all optometrists expect to leave the state in order to practice optometry elsewhere. At the same time, 13% of optometrists hope to increase their patient care hours, while 5% plan to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,400	89%
New Licensees	87	6%
Non-Renewals	84	5%
All Licensees	1,571	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Optometrists

Number:	1,571
New:	6%
Not Renewed:	5%

Response Rates

All Licensees:	79%
Renewing Practitioners:	85%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 85% of renewing optometrists submitted a survey. These represent 79% of optometrists who held a license at some point in 2015.*

Response Rates

Completed Surveys	1,247
Response Rate, All Licensees	79%
Response Rate, Renewals	85%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	22	62	74%
30 to 34	54	167	76%
35 to 39	47	171	78%
40 to 44	33	165	83%
45 to 49	42	170	80%
50 to 54	29	144	83%
55 to 59	27	125	82%
60 and Over	70	243	78%
<b>Total</b>	<b>324</b>	<b>1,247</b>	<b>79%</b>
<b>New Licenses</b>			
Issued in 2015	34	53	61%
<b>Metro Status</b>			
Non-Metro	13	89	87%
Metro	212	866	80%
Not in Virginia	99	292	75%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2015.
- Target Population:** All optometrists who held a Virginia license at some point in 2015.
- Survey Population:** The survey was available to optometrists who renewed their licenses online. It was not available to those who did not renew, including some optometrists newly licensed in 2015.

## At a Glance:

### Workforce

2015 Optometrist Workforce: 1,165  
FTEs: 1,003

### Utilization Ratios

Licensees in VA Workforce: 74%  
Licensees per FTE: 1.57  
Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Virginia's Optometrist Workforce		
Status	#	%
Worked in Virginia in Past Year	1,155	99%
Looking for Work in Virginia	10	1%
Virginia's Workforce	1,165	100%
Total FTEs	1,003	
Licensees	1,571	

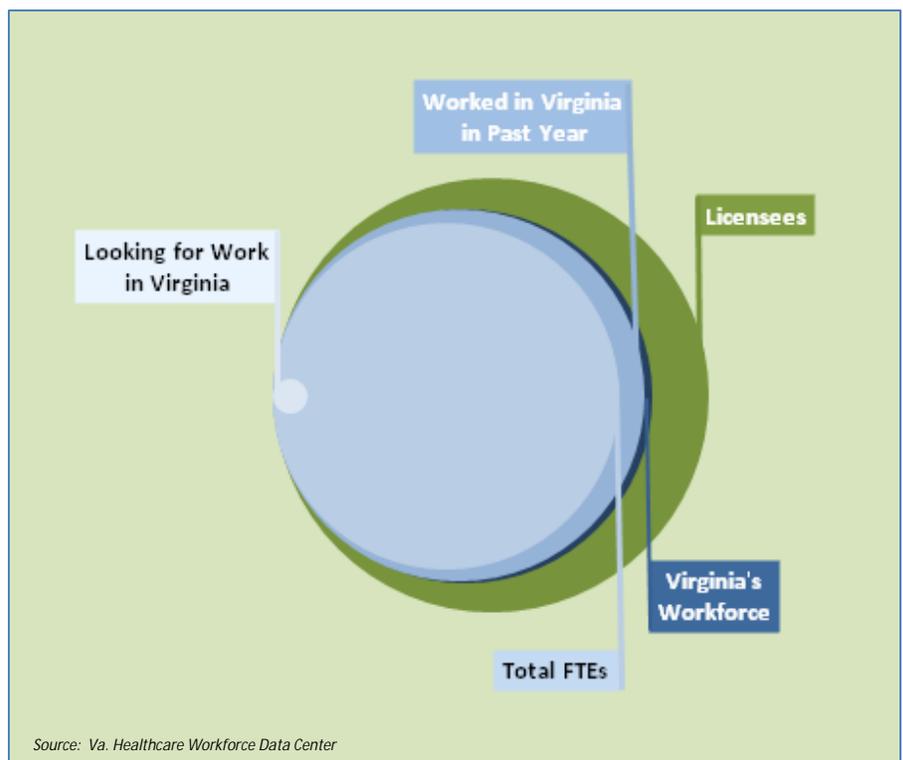
Source: Va. Healthcare Workforce Data Center

## Definitions

- 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.
- Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 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](http://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	13	22%	46	78%	59	6%
30 to 34	36	25%	111	76%	148	15%
35 to 39	43	30%	98	70%	140	14%
40 to 44	57	44%	71	56%	128	13%
45 to 49	55	39%	86	61%	141	14%
50 to 54	57	53%	51	47%	107	11%
55 to 59	63	73%	23	27%	86	9%
60 +	170	85%	29	15%	199	20%
<b>Total</b>	<b>494</b>	<b>49%</b>	<b>515</b>	<b>51%</b>	<b>1,009</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	63%	728	73%	190	56%
Black	19%	43	4%	19	6%
Asian	6%	182	18%	107	32%
Other Race	0%	24	2%	14	4%
Two or more races	2%	4	0%	1	0%
Hispanic	9%	17	2%	7	2%
<b>Total</b>	<b>100%</b>	<b>998</b>	<b>100%</b>	<b>338</b>	<b>100%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 51%  
% Under 40 Female: 73%

**Age**

Median Age: 46  
% Under 40: 34%  
% 55+: 28%

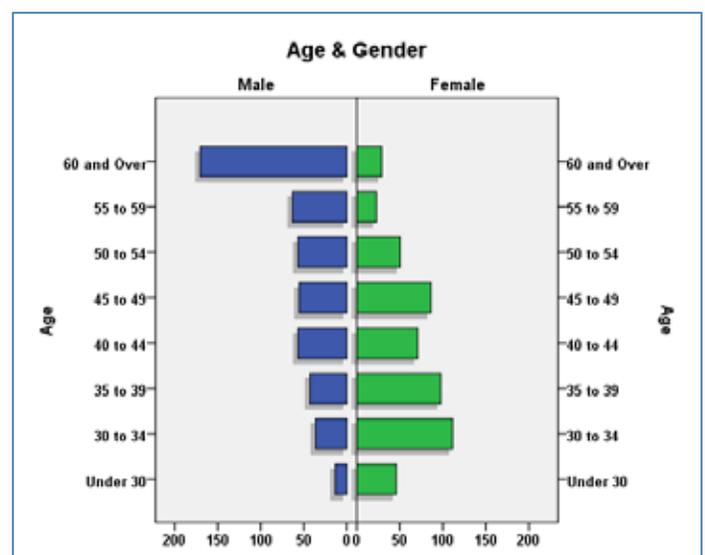
**Diversity**

Diversity Index: 43%  
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two optometrists, there is a 43% chance that they would be of a different race/ethnicity (a measure known as the diversity index).*

*34% of all optometrists are under the age of 40, and 73% of these professionals are female. In addition, there is a 58% chance that two randomly chosen optometrists from this age group would be of a different race or ethnicity.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
 Rural Childhood: 24%

### Virginia Background

HS in Virginia: 30%  
 UG Education in VA: 28%  
 HS/UG Edu. in VA: 33%

### Location Choice

% Rural to Non-Metro: 19%  
 % Urban/Suburban to Non-Metro: 6%

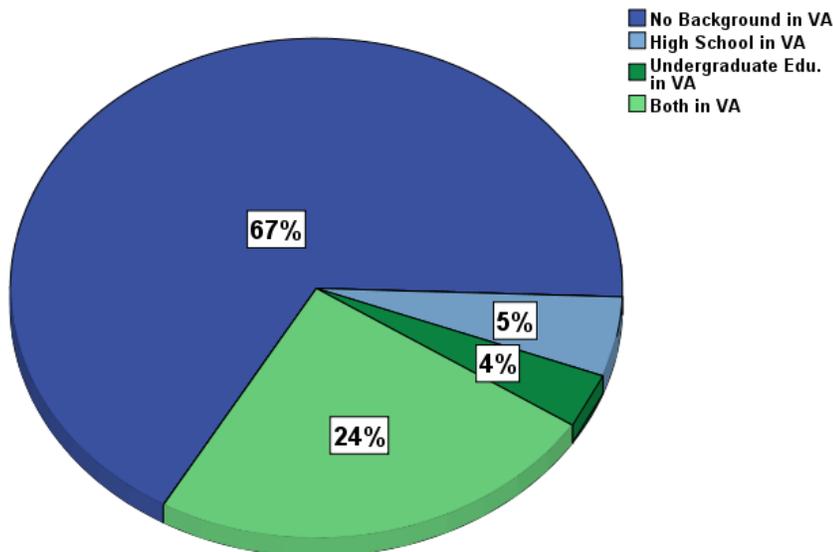
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	19%	69%	13%
2	Metro, 250,000 to 1 million	36%	43%	21%
3	Metro, 250,000 or less	33%	47%	21%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	33%	33%	33%
6	Urban pop, 2,500-19,999, Metro adj	38%	63%	0%
7	Urban pop, 2,500-19,999, nonadj	72%	21%	7%
8	Rural, Metro adj	67%	17%	17%
9	Rural, nonadj	33%	33%	33%
<b>Overall</b>		<b>24%</b>	<b>62%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*24% of all optometrist grew up in self-described rural areas, and 19% of these professionals currently work in Non-Metro counties. Overall, just 9% of Virginia's optometrist workforce works in non-Metro counties of the state.*

## Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	290	Pennsylvania	330
2	New York	88	Tennessee	148
3	Pennsylvania	87	Massachusetts	72
4	Maryland	69	Florida	68
5	North Carolina	47	Illinois	62
6	Florida	45	Ohio	51
7	Ohio	35	Alabama	48
8	New Jersey	31	Indiana	45
9	Outside U.S./Canada	26	New York	41
10	West Virginia	26	Texas	35

*30% of optometrists received their high school degree in Virginia, while 34% received their Doctorate of Optometry in Pennsylvania. Virginia does not currently have a professional school for optometrists.*

Source: Va. Healthcare Workforce Data Center

*Among optometrists who have been licensed in the past five years, 25% received their high school degree in Virginia, while 16% received their Doctorate of Optometry in Pennsylvania.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	54	Pennsylvania	35
2	Florida	17	Florida	31
3	New York	13	Tennessee	30
4	Ohio	13	Massachusetts	19
5	California	11	Puerto Rico	17
6	Pennsylvania	11	Ohio	15
7	North Carolina	10	Illinois	14
8	New Jersey	9	Indiana	13
9	Outside U.S./Canada	8	New York	12
10	Maryland	7	California	9

Source: Va. Healthcare Workforce Data Center

*26% of licensed optometrists did not participate in Virginia's workforce in the past year. 93% of these optometrists worked at some point in the past year, including 89% who currently work as optometrists.*

### At a Glance:

#### Not in VA Workforce

Total:	406
% of Licensees:	26%
Federal/Military:	24%
Va Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Residency Programs		
Area	#	% of Workforce
Ocular Disease	75	6%
Primary Eye Care	61	5%
Low Vision Rehabilitation	29	2%
Cornea and Contact Lenses	15	1%
Pediatric Optometry	13	1%
Family Practice Optometry	9	1%
Vision Therapy and Rehabilitation	8	1%
Refractive and Ocular Surgery	6	1%
Geriatric Optometry	5	0%
Brain Injury Vision Rehabilitation	5	0%
Community Health Optometry	2	0%
Other	9	1%
<b>At Least One Res. Program</b>	<b>165</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Residency Programs**  
 Ocular Disease: 6%  
 Primary Eye Care: 5%  
 Low Vision Rehab.: 2%

**Educational Debt**  
 With debt: 47%  
 Under age 40 with debt: 89%  
 Median debt: \$100k-\$110k

*Source: Va. Healthcare Workforce Data Center*

*14% of Virginia's optometrist workforce has completed at least one residency program.*

*47% of optometrists currently have educational debt, including 89% of those under the age of 40. For those optometrists with educational debt, the median debt burden is between \$100,000 and \$110,000.*

Educational Debt				
Amount Carried	All Optometrists		Optometrists under 40	
	#	%	#	%
None	443	54%	32	11%
Less than \$20,000	18	2%	8	3%
\$20,000-\$39,999	28	3%	13	5%
\$40,000-\$59,999	50	6%	19	7%
\$60,000-\$79,999	42	5%	16	6%
\$80,000-\$99,999	38	5%	24	9%
\$100,000-\$119,999	45	5%	31	11%
\$120,000 or More	164	20%	139	49%
<b>Total</b>	<b>826</b>	<b>100%</b>	<b>282</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 97%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 69%  
 2 or more Positions: 15%

### Weekly Hours:

40 to 49: 46%  
 60 or more: 4%  
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an optometry-related capacity	947	97%
Employed, NOT in an optometry-related capacity	12	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	0	0%
Voluntarily unemployed	14	2%
Retired	8	1%
<b>Total</b>	<b>981</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*97% of licensed optometrists are currently employed in the profession. 69% of all optometrists currently hold one full-time job, while 15% have multiple positions. Meanwhile, 46% of all optometrists work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	22	2%
One Part-Time Position	120	13%
Two Part-Time Positions	47	5%
One Full-Time Position	646	69%
One Full-Time Position & One Part-Time Position	75	8%
Two Full-Time Positions	6	1%
More than Two Positions	15	2%
<b>Total</b>	<b>931</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	22	2%
1 to 9 hours	7	1%
10 to 19 hours	53	6%
20 to 29 hours	62	7%
30 to 39 hours	240	26%
40 to 49 hours	432	46%
50 to 59 hours	80	9%
60 to 69 hours	22	2%
70 to 79 hours	3	0%
80 or more hours	10	1%
<b>Total</b>	<b>931</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	4	1%
Less than \$40,000	44	6%
\$40,000-\$59,999	46	6%
\$60,000-\$79,999	86	12%
\$80,000-\$99,999	95	13%
\$100,000-\$119,999	172	24%
\$120,000-\$139,999	106	15%
\$140,000-\$159,999	59	8%
\$160,000-\$179,999	29	4%
\$180,000-\$199,999	27	4%
\$200,000 or More	52	7%
<b>Total</b>	<b>720</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$100k-\$110k

**Benefits**  
Employer Health Ins.: 47%  
Employer Retirement: 48%

**Satisfaction**  
Satisfied 96%  
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	630	66%
Somewhat Satisfied	282	30%
Somewhat Dissatisfied	30	3%
Very Dissatisfied	10	1%
<b>Total</b>	<b>952</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical optometrist earned between \$100,000 and \$110,000 during the past year. In addition, 70% of wage or salaried optometrists earned at least one employer-sponsored benefit at their primary work location.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	415	44%	60%
Health Insurance	352	37%	47%
Retirement	349	37%	48%
Paid Sick Leave	268	28%	40%
Dental Insurance	205	22%	30%
Group Life Insurance	153	16%	23%
Signing/Retention Bonus	59	6%	8%
<b>* At Least One Benefit</b>	<b>524</b>	<b>55%</b>	<b>70%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	9	1%
Experience voluntary unemployment?	46	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	30	3%
Work two or more positions at the same time?	183	16%
Switch employers or practices?	76	7%
<b>Experienced at least 1</b>	<b>257</b>	<b>22%</b>

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's optometrists experienced involuntary unemployment at some point in 2015. By comparison, Virginia's average monthly unemployment rate was 4.4%.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	13	1%	23	8%
Less than 6 Months	89	10%	37	13%
6 Months to 1 Year	43	5%	20	7%
1 to 2 Years	128	14%	47	17%
3 to 5 Years	171	18%	57	21%
6 to 10 Years	144	15%	42	15%
More than 10 Years	348	37%	51	18%
<b>Subtotal</b>	<b>935</b>	<b>100%</b>	<b>278</b>	<b>100%</b>
Did not have location	10		881	
Item Missing	219		7	
<b>Total</b>	<b>1,165</b>		<b>1,165</b>	

Source: Va. Healthcare Workforce Data Center

51% of Virginia's optometrist workforce received either a salary or a commission at their primary work location, while 32% earned income from a business or practice.

At a Glance:

**Unemployment Experience 2015**

Involuntarily Unemployed: 1%  
Underemployed: 3%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 20%  
Over 2 years: 71%  
Over 2 yrs, 2<sup>nd</sup> location: 54%

**Employment Type**

Salary/Commission: 51%  
Business/Practice Inc.: 32%

Source: Va. Healthcare Workforce Data Center

71% of optometrists 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	#	%
Salary/Commission	392	51%
Business/Practice Income	243	32%
Hourly Wage	94	12%
By Contract	35	5%
Unpaid	2	0%
<b>Subtotal</b>	<b>767</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December to 5.1% in January.

## At a Glance:

### Concentration

Top Region:	38%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or more (2015):	30%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

*38% of optometrists work in Northern Virginia, the most of any region in the state. Hampton Roads and Central Virginia are also common employment locations for Virginia's optometrist workforce.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	159	17%	43	15%
Eastern	7	1%	6	2%
Hampton Roads	196	21%	47	17%
Northern	355	38%	88	31%
Southside	31	3%	8	3%
Southwest	43	5%	19	7%
Valley	34	4%	16	6%
West Central	89	10%	26	9%
Virginia Border State/DC	9	1%	18	6%
Other US State	8	1%	11	4%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>931</b>	<b>100%</b>	<b>282</b>	<b>100%</b>
Item Missing	223		3	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*27% of all optometrists currently have multiple work locations, while 30% of optometrists had at least two work locations in 2015.*

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
0	10	1%	21	2%
1	652	69%	667	71%
2	172	18%	161	17%
3	69	7%	75	8%
4	13	1%	8	1%
5	16	2%	7	1%
6 or More	11	1%	6	1%
<b>Total</b>	<b>945</b>	<b>100%</b>	<b>945</b>	<b>100%</b>

\*At the time of survey completion: December 2015.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	795	92%	253	95%
Non-Profit	20	2%	2	1%
State/Local Government	5	1%	4	2%
Veterans Administration	19	2%	2	1%
U.S. Military	23	3%	1	0%
Other Federal Government	6	1%	4	2%
<b>Total</b>	<b>868</b>	<b>100%</b>	<b>266</b>	<b>100%</b>
Did not have location	10		881	
Item Missing	285		19	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

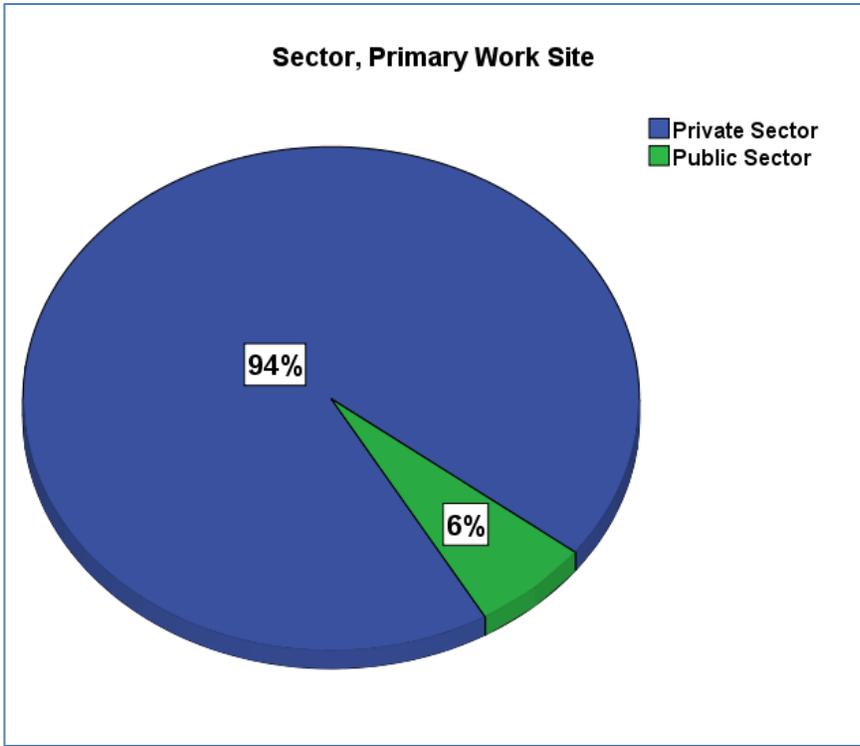
For Profit:	92%
Federal:	6%

**Top Establishments**

Private Practice, Group:	39%
Private Practice, Solo:	25%
Optical Goods Store:	19%

Source: Va. Healthcare Workforce Data Center

92% of all optometrists work in the private sector, while 6% work for the federal government.

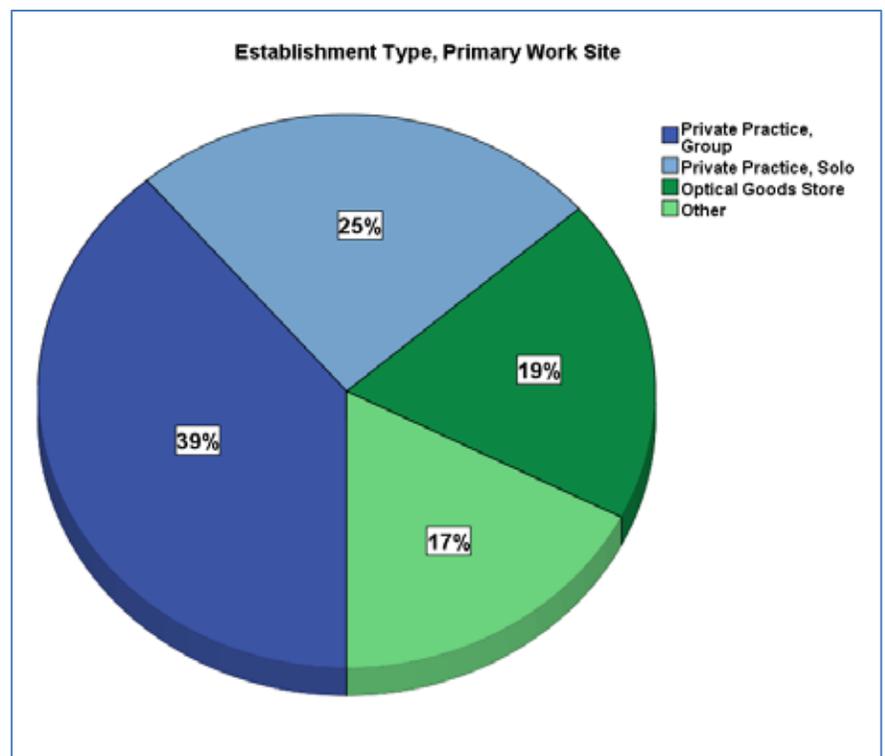


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	327	39%	101	40%
Private Practice, Solo	209	25%	51	20%
Optical Goods Store	160	19%	66	26%
Outpatient/Community clinic	27	3%	3	1%
Physician Office	26	3%	6	2%
General Hospital, Outpatient Department	24	3%	2	1%
Academic Institution	3	0%	1	0%
General Hospital, Inpatient Department	2	0%	3	1%
Home Health Care	1	0%	1	0%
Other	63	7%	19	8%
<b>Total</b>	<b>842</b>	<b>100%</b>	<b>253</b>	<b>100%</b>
Did Not Have a Location	10		881	

*Private group practices are the most common establishment type in Virginia, employing 39% of all optometrists.*

Source: Va. Healthcare Workforce Data Center



*40% of Virginia's optometrists who have a secondary work location are also employed by a private group practice.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

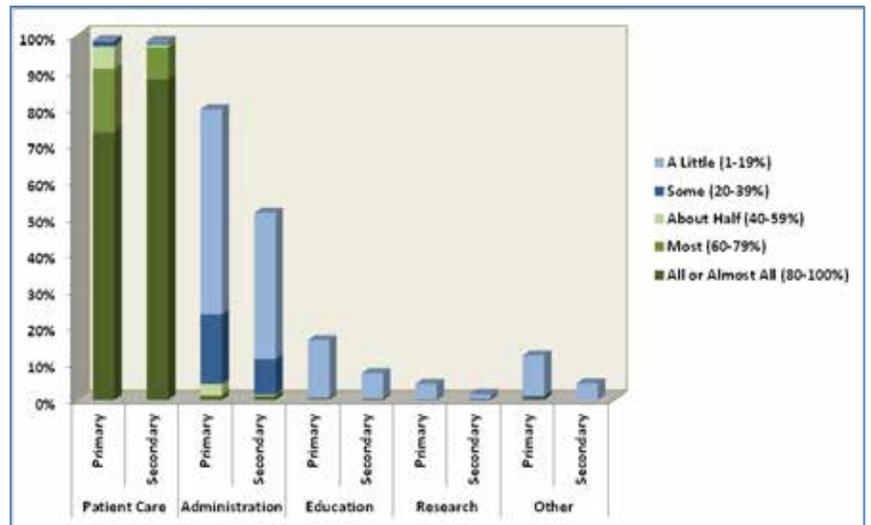
Patient Care: 91%  
Administrative: 1%  
Other: 1%

### Patient Care Optometrists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*The typical optometrist spends most of her time caring for patients. In fact, 91% of all optometrists fill a patient care role, defined as spending at least 60% of her time in that activity.*

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
<b>All or Almost All (80-100%)</b>	73%	87%	1%	1%	0%	0%	0%	0%	1%	0%
<b>Most (60-79%)</b>	17%	9%	0%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	6%	1%	3%	0%	0%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	1%	0%	19%	10%	0%	0%	0%	0%	1%	0%
<b>A Little (1-20%)</b>	0%	0%	56%	40%	16%	7%	4%	1%	11%	5%
<b>None (0%)</b>	1%	2%	20%	48%	84%	92%	96%	98%	88%	96%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists over 50	
	#	%	#	%
Under age 50	17	2%	-	-
50 to 54	23	3%	2	1%
55 to 59	84	10%	13	4%
60 to 64	182	23%	58	18%
65 to 69	255	32%	109	34%
70 to 74	122	15%	67	21%
75 to 79	33	4%	24	7%
80 or over	28	3%	17	5%
I do not intend to retire	58	7%	32	10%
<b>Total</b>	<b>801</b>	<b>100%</b>	<b>322</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Optometrists

Under 65: 38%

Under 60: 15%

Optometrists 50 and over

Under 65: 23%

Under 60: 5%

Time until Retirement

Within 2 years: 5%

Within 10 years: 22%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

38% of optometrists expect to retire before the age of 65. Among optometrists who are age 50 and over, 23% still plan on retiring by age 65.

Within the next two years, 13% of Virginia's optometrist workforce plans on increasing their patient care hours, while 5% expect to pursue additional educational opportunities.

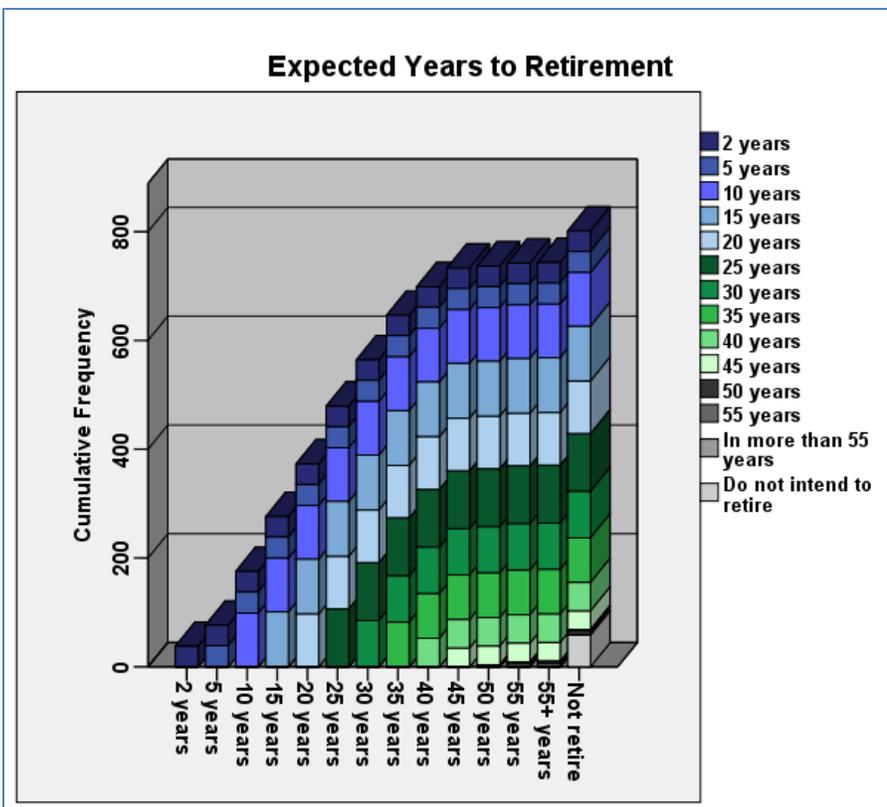
Future Plans		
Two Year Plans:	#	%
<b>Decrease Participation</b>		
Leave Profession	12	1%
Leave Virginia	25	2%
Decrease Patient Care Hours	112	10%
Decrease Teaching Hours	2	0%
<b>Increase Participation</b>		
Increase Patient Care Hours	148	13%
Increase Teaching Hours	29	2%
Pursue Additional Education	56	5%
Return to Virginia's Workforce	6	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for optometrists. Only 5% of optometrists expect to retire within the next two years, while 22% plan on retiring within the next ten years. Half of the current optometrist workforce expects to be retired by 2040.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	38	5%	5%
5 years	39	5%	10%
10 years	99	12%	22%
15 years	101	13%	35%
20 years	97	12%	47%
25 years	106	13%	60%
30 years	85	11%	71%
35 years	82	10%	59%
40 years	52	6%	87%
45 years	34	4%	92%
50 years	4	0%	92%
55 years	5	1%	93%
In more than 55 years	1	0%	93%
Do not intend to retire	58	7%	100%
<b>Total</b>	<b>801</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2025. Retirements will peak at 13% of the current workforce around 2040 before declining to under 10% of the current workforce again around 2055.*

## At a Glance:

### FTEs

Total: 1,003  
 FTEs/1,000 Residents: 0.120  
 Average: 0.87

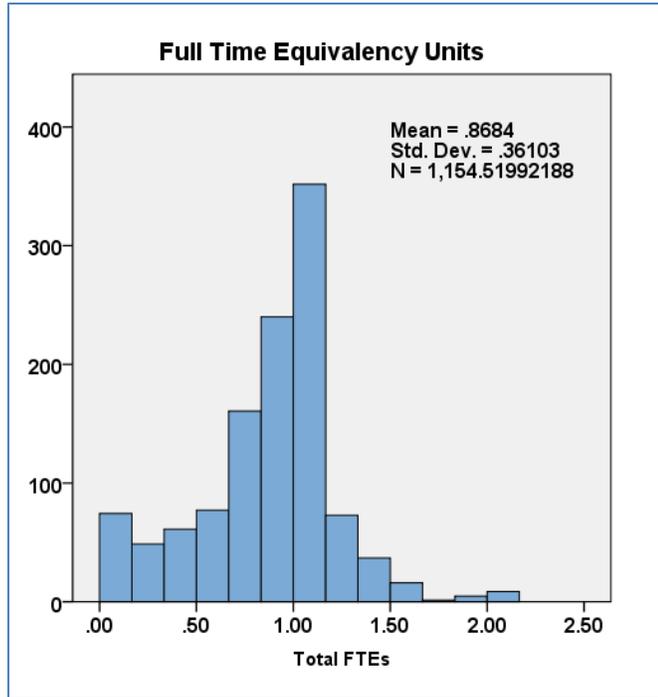
### Age & Gender Effect

Age, Partial  $\eta^2$ : Medium  
 Gender, Partial  $\eta^2$ : Medium

*Partial  $\eta^2$  Explained:*  
 Partial  $\eta^2$  is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

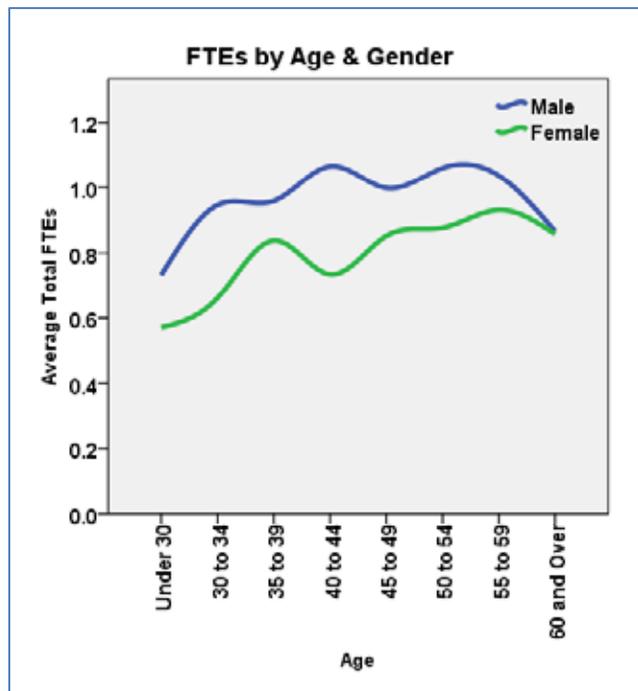


Source: Va. Healthcare Workforce Data Center

*The typical (median) optometrist provided 0.94 FTEs in 2015, or approximately 37 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.<sup>2</sup>*

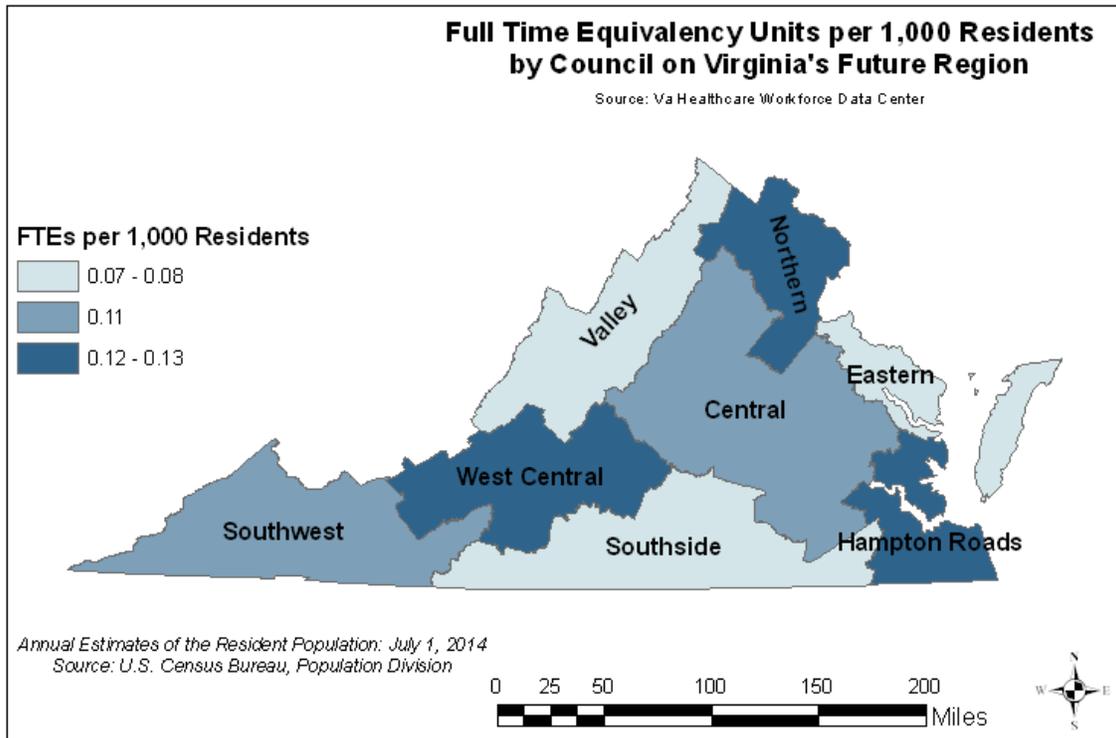
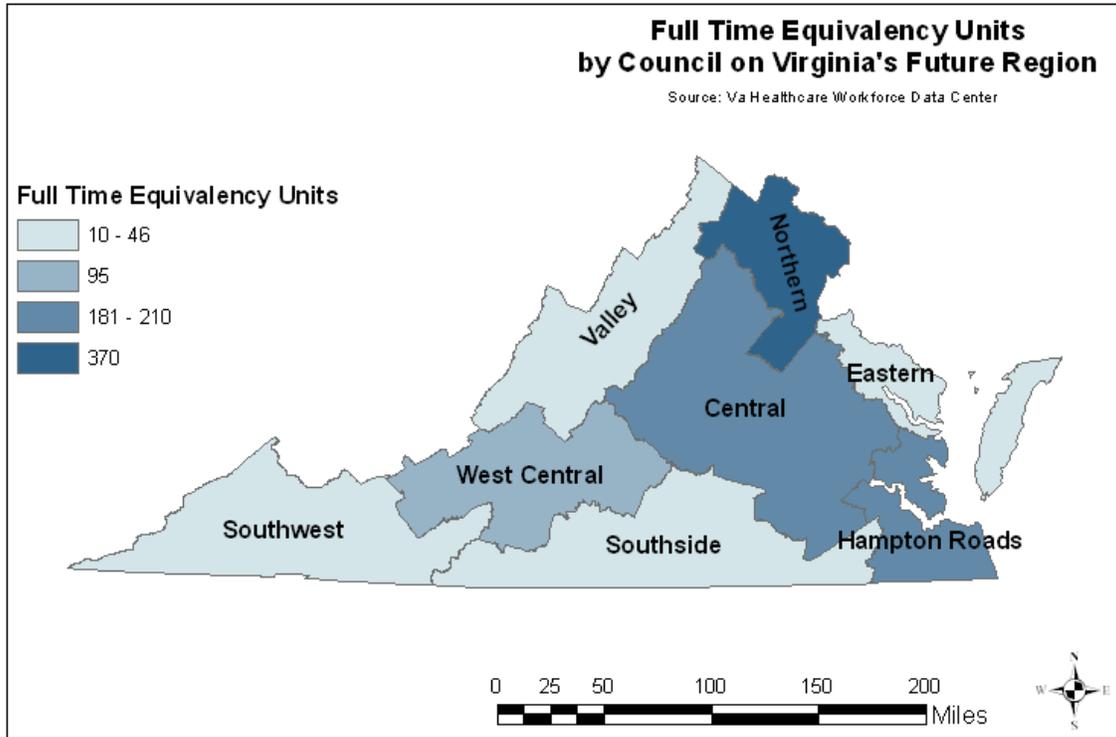
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.61	0.63
30 to 34	0.68	0.81
35 to 39	0.87	0.85
40 to 44	0.89	1.00
45 to 49	0.93	1.01
50 to 54	0.97	0.94
55 to 59	1.00	0.96
60 and Over	0.89	0.96
Gender		
Male	0.96	1.00
Female	0.77	0.85

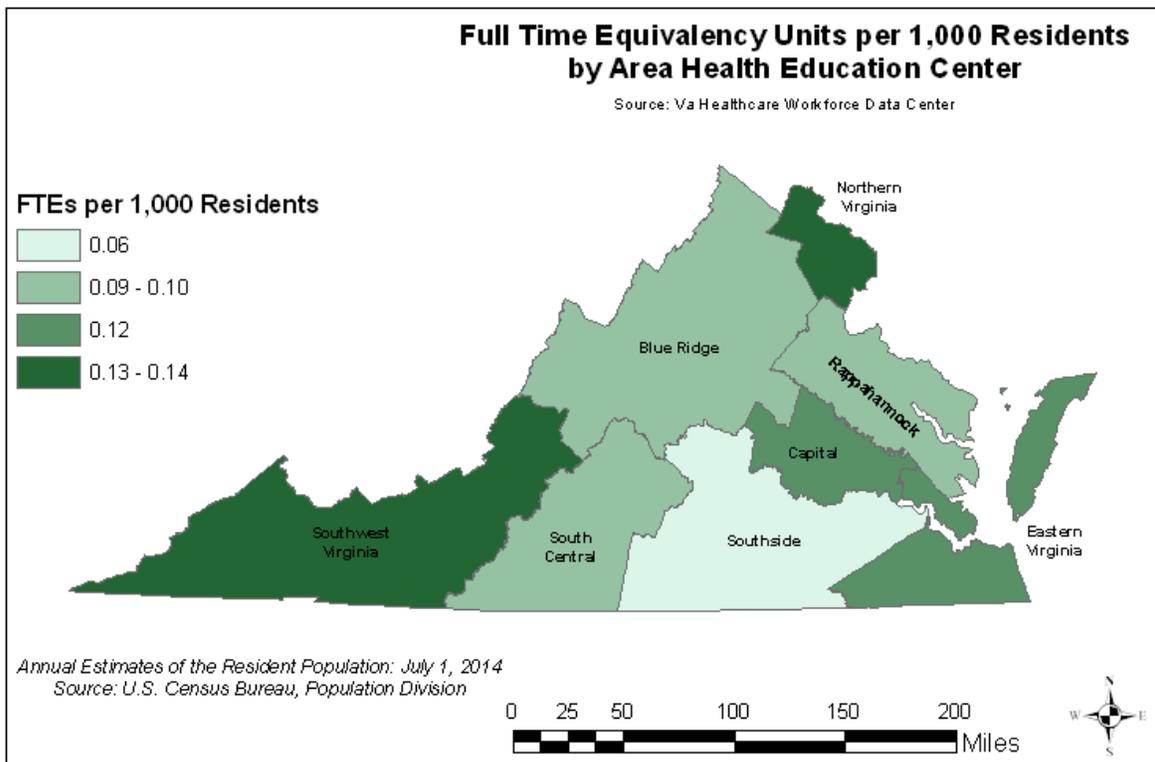
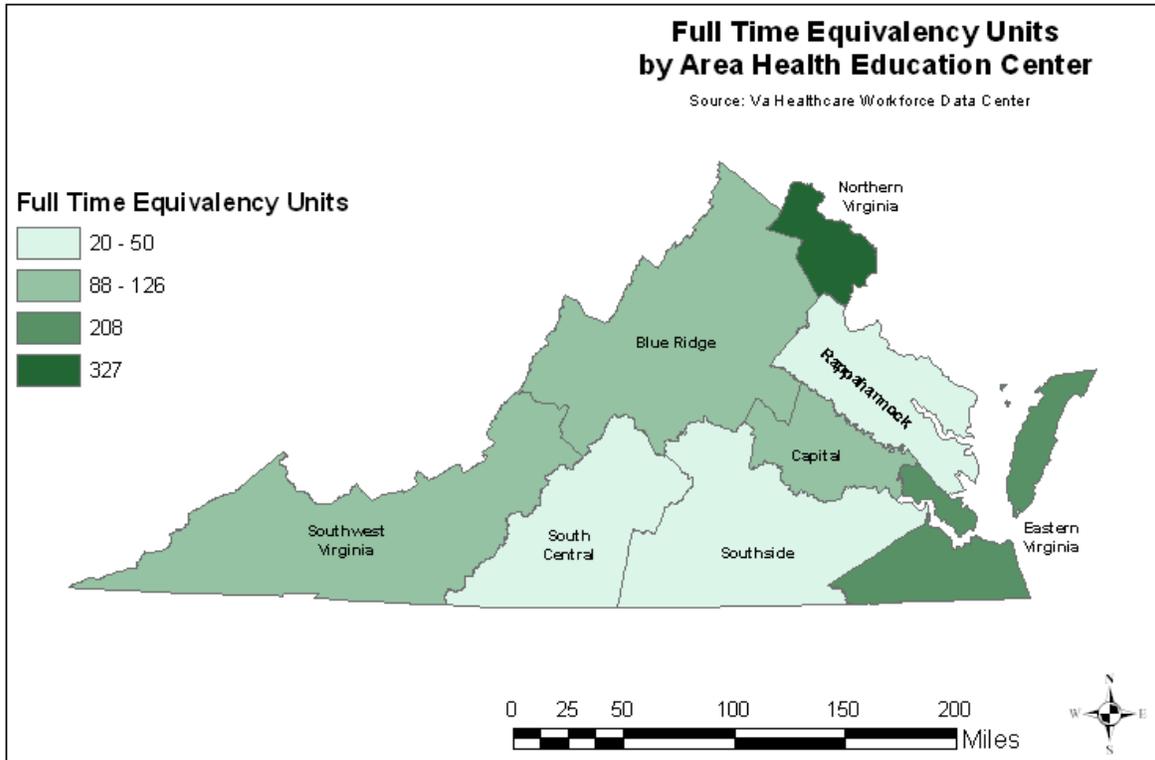
Source: Va. Healthcare Workforce Data Center

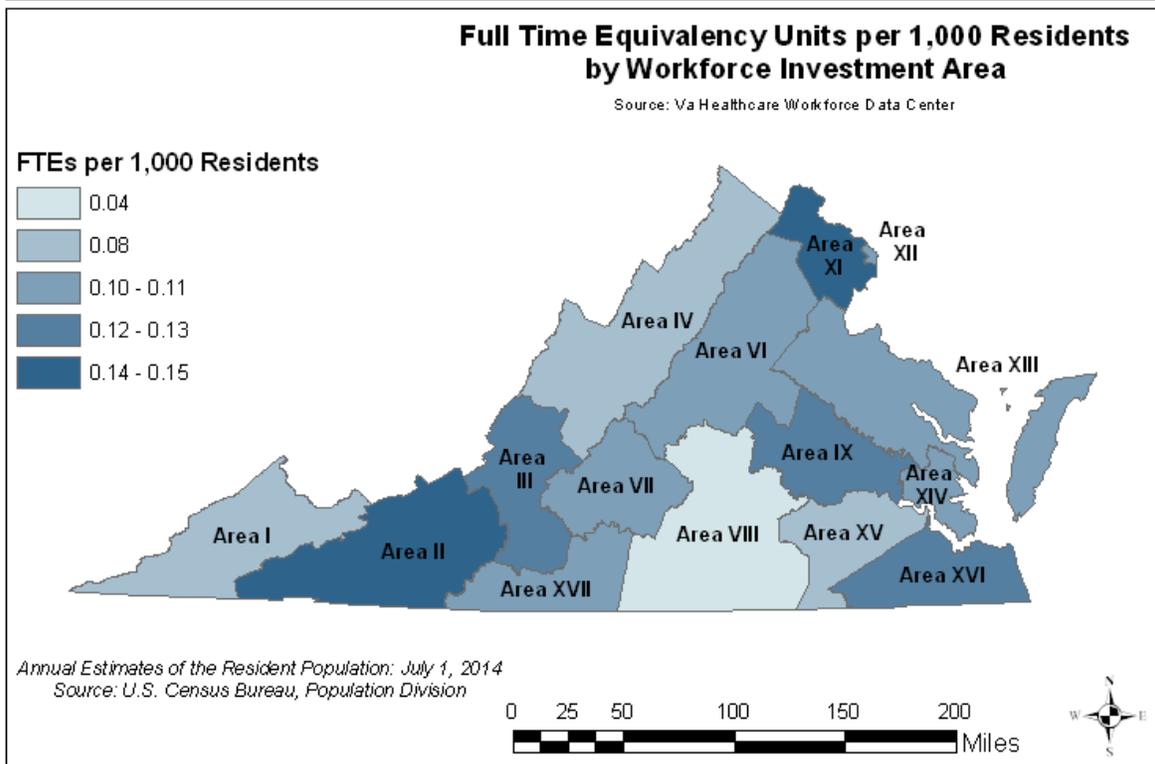
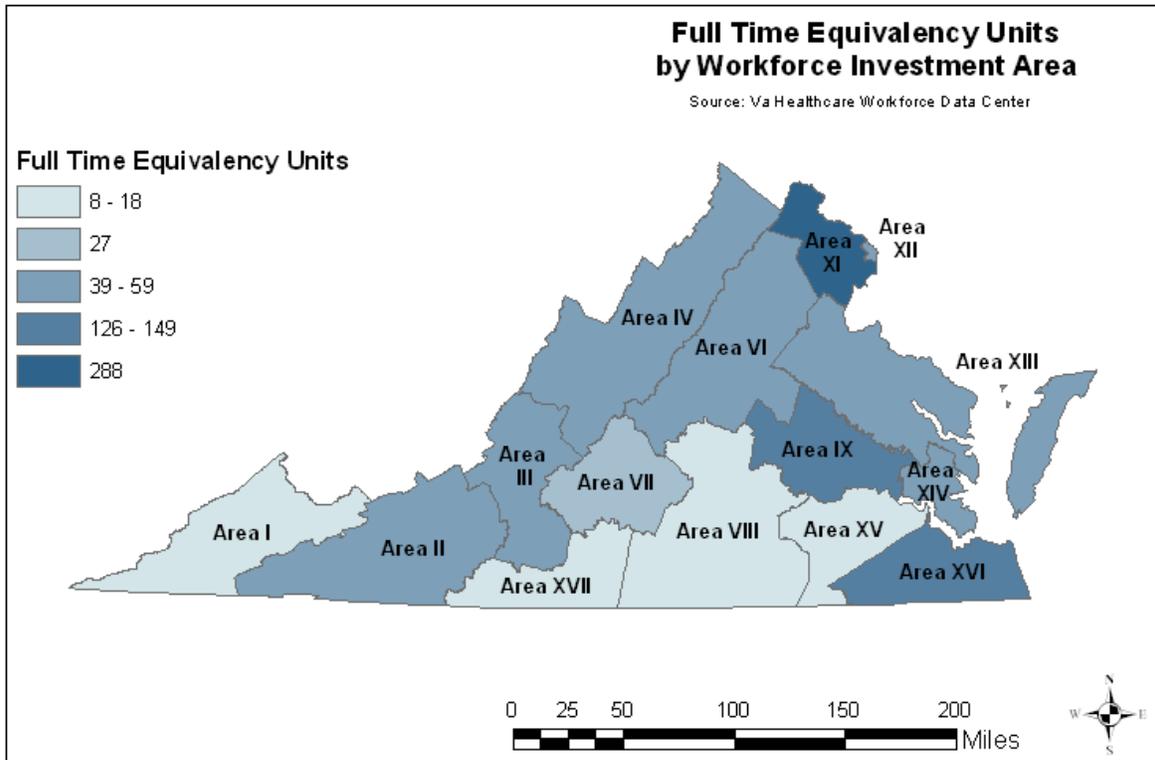


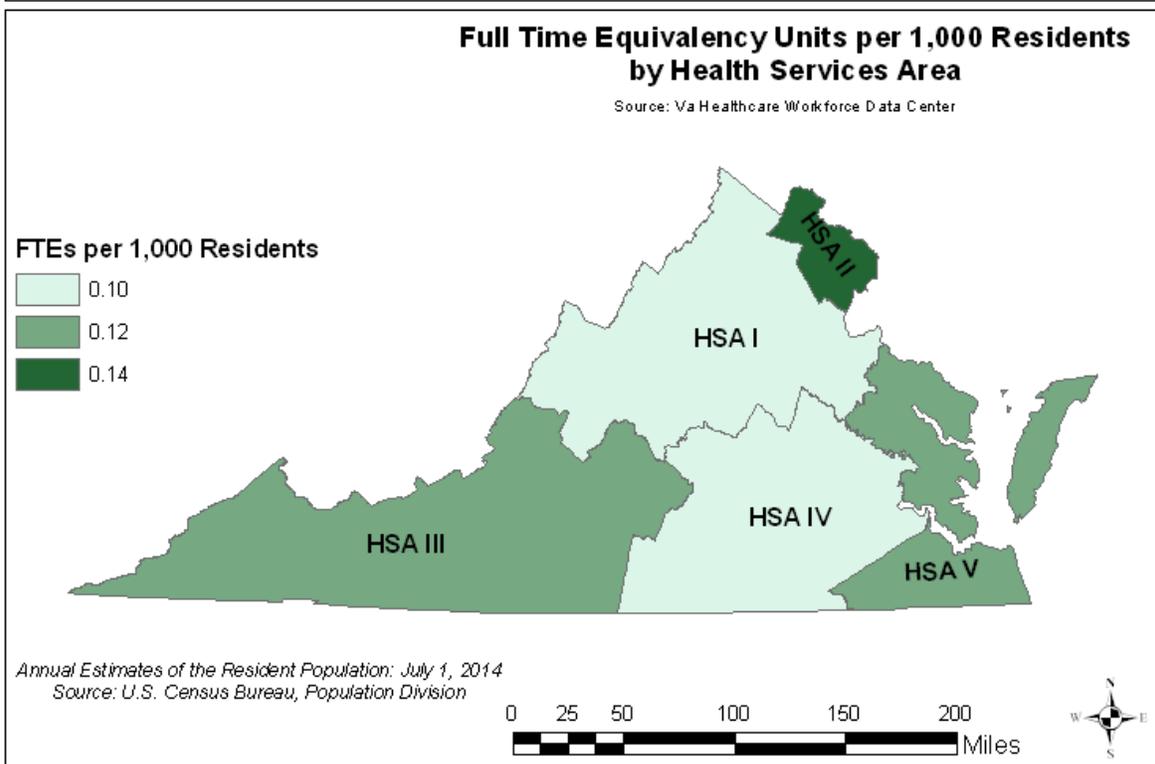
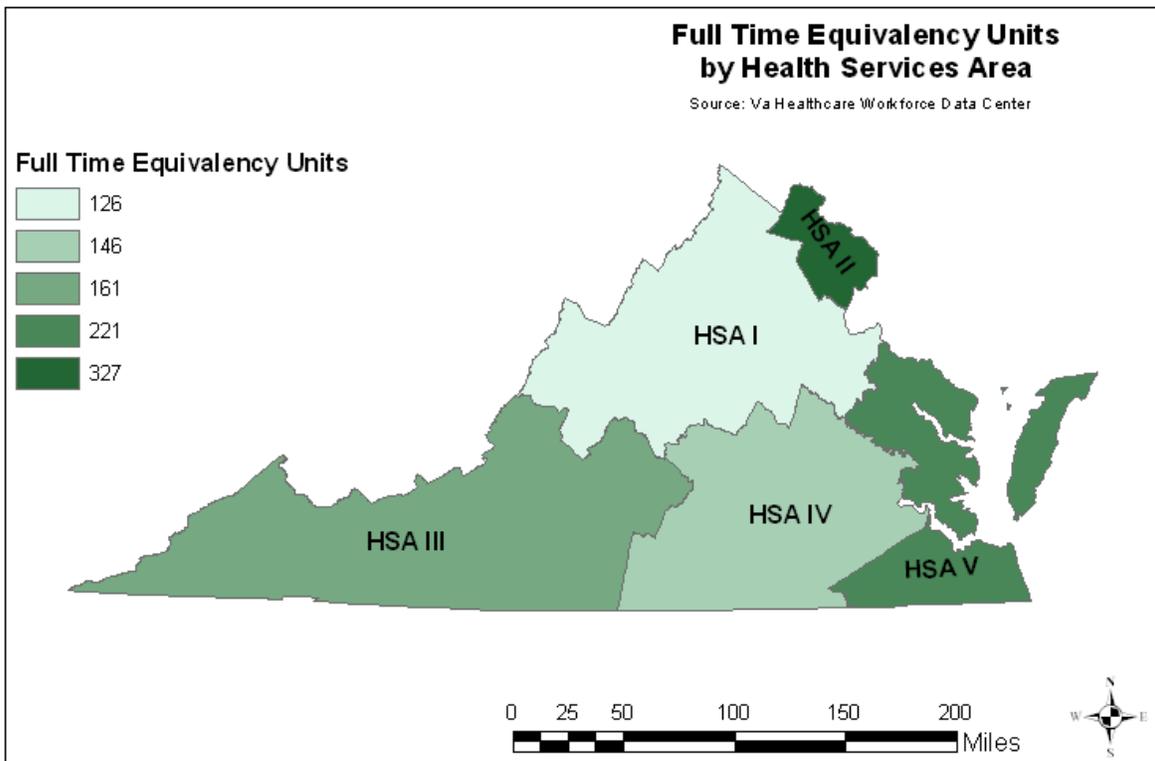
Source: Va. Healthcare Workforce Data Center

<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	883	80.63%	1.240169	1.181278	1.333701
Metro, 250,000 to 1 million	90	83.33%	1.2	1.143017	1.290503
Metro, 250,000 or less	105	75.24%	1.329114	1.266	1.429355
Urban pop 20,000+, Metro adj	18	94.44%	1.058824	1.008545	1.138679
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	40	82.50%	1.212121	1.154563	1.303539
Urban pop, 2,500-19,999, nonadj	25	92.00%	1.086957	1.035342	1.168934
Rural, Metro adj	17	82.35%	1.214286	1.157963	1.305866
Rural, nonadj	2	100.00%	1	0.965215	0.989868
Virginia border state/DC	220	80.00%	1.25	1.190643	1.344274
Other US State	171	67.84%	1.474138	1.404137	1.585317

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	84	73.81%	1.354839	1.138679	1.585317
30 to 34	221	75.57%	1.323353	1.112217	1.548475
35 to 39	218	78.44%	1.274854	1.071456	1.491725
40 to 44	198	83.33%	1.2	1.008545	1.404137
45 to 49	212	80.19%	1.247059	0.989868	1.459202
50 to 54	173	83.24%	1.201389	1.009712	1.405763
55 to 59	152	82.24%	1.216	0.965215	1.422859
60 and Over	313	77.64%	1.288066	1.08256	1.507185

See the Methods section on the HWDC website for details on HWDC Methods:  
[www.dhp.virginia.gov/hwdc/](http://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: 0.793762**

