
Virginia's Pharmacy Technician Workforce: 2015

Healthcare Workforce Data Center

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11,035 Pharmacy Technicians voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Pharmacy Technician Workforce: At a Glance:

The Workforce

Licensees:	14,710
Virginia's Workforce:	13,834
FTEs:	10,327

Background

Rural Childhood:	40%
HS Degree in VA:	75%
% Work Rural:	14%

Current Employment

Employed in Prof.:	78%
Hold 1 Full-time Job:	62%
Satisfied?:	89%

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	96%

Education

High School/GED:	59%
Associate Degree:	20%

Job Turnover

Switched Jobs in 2015:	4%
Employed over 2 yrs:	54%

Demographics

Female:	84%
Diversity Index:	58%
Median Age:	34

Finances

Median Inc.:	\$20k-\$25k
Health Benefits:	52%
Under 40 w/ Ed debt:	52%

Primary Roles

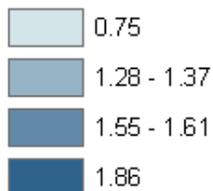
Medication Disp.:	62%
Administration:	4%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



11,035 pharmacy technicians voluntarily took part in the 2015 Pharmacy Technician 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 for pharmacy technicians. These survey respondents represent 75% of the 14,710 pharmacy technicians who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 13,834 pharmacy technicians participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,327 "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).

84% of all pharmacy technicians are female, and nearly two-thirds of the pharmacy technician workforce is under the age of 40. Meanwhile, in a random encounter between two pharmacy technicians, there is a 58% chance that they would be of a different race or ethnicity, a measure known as the diversity index. This makes Virginia's pharmacy technician workforce more diverse than the state's general population.

40% of all pharmacy technicians grew up in a rural area, and 27% of these professionals currently work in non-Metro areas of the state. Overall, just 14% of pharmacy technicians currently work in non-Metro areas of the state. Most pharmacy technicians grew up in the state as three-quarters of them earned their high school degree here.

59% of pharmacy technicians earned a high school degree or GED as their highest professional degree, while another 20% have gone on to earn an Associate degree. 40% of pharmacy technicians currently carry educational debt, including 52% of those who are under the age of 40. The median debt burden for those with educational debt is between \$14,000 and \$16,000.

78% of pharmacy technicians are currently employed in the profession, while only 2% are involuntarily unemployed. 54% of pharmacy technicians have been at their primary work location for at least two years, while just 4% have switched jobs at some point in the past 12 months.

92% of all pharmacy technicians receive an hourly wage at their primary work location. In total, the median annual income for a pharmacy technician is between \$20,000 and \$25,000. 89% of pharmacy technicians indicate they are satisfied with their current employment situation, including 48% who indicate they are "very satisfied".

Three-quarters of all pharmacy technicians work in the for-profit sector, and another 14% work in the non-profit sector. Large Chain Community Pharmacies (i.e. pharmacies with more than 10 locations) are the most common establishment type in the state, employing more than one-third of Virginia's pharmacy technician workforce. The inpatient departments of hospitals and independent community pharmacies are also common establishment types among the state's pharmacy technicians.

A typical pharmacy technician spends approximately three-quarters of her time dispensing medication. In fact, 62% of all pharmacy technicians serve a medication dispensing role, meaning that at least 60% of their time is spent in such activities. The typical pharmacy technician also spends a small portion of her time performing administrative and teaching activities.

52% of pharmacy technicians expect to retire by the age of 65. 14% of the current workforce expects to retire in the next decade, while half of the current workforce expects to retire by 2045. Over the next two years, 7% of all pharmacy technicians expect to leave the profession, while 4% expect to leave the state entirely in order to practice elsewhere. At the same time, however, 23% of Virginia's pharmacy technician workforce expects to pursue additional educational opportunities, and 7% plan to increase their patient care activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	10,697	73%
New Licensees	1,890	13%
Non-Renewals	2,123	14%
All Licensees	14,710	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 96% of renewing pharmacy technicians submitted a survey. These represent 75% of pharmacy technicians who held a license at some point in 2015.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	1,732	3,431	67%
30 to 34	584	1,797	76%
35 to 39	351	1,347	79%
40 to 44	237	994	81%
45 to 49	197	1,036	84%
50 to 54	165	823	83%
55 to 59	159	784	83%
60 and Over	250	823	77%
Total	3,675	11,035	75%
New Licenses			
Issued in 2015	1,172	718	38%
Metro Status			
Non-Metro	445	1,669	79%
Metro	2,907	8,904	75%
Not in Virginia	323	462	59%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacy Tech.

Number:	14,710
New:	13%
Not Renewed:	14%

Survey Response Rates

All Licensees:	75%
Renewing Practitioners:	96%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	11,035
Response Rate, all licensees	75%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

Definitions

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

At a Glance:

Workforce

2015 Pharm. Tech. Workforce: 13,834
 FTEs: 10,327

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 1.42
 Workers per FTE: 1.34

Source: Va. Healthcare Workforce Data Center

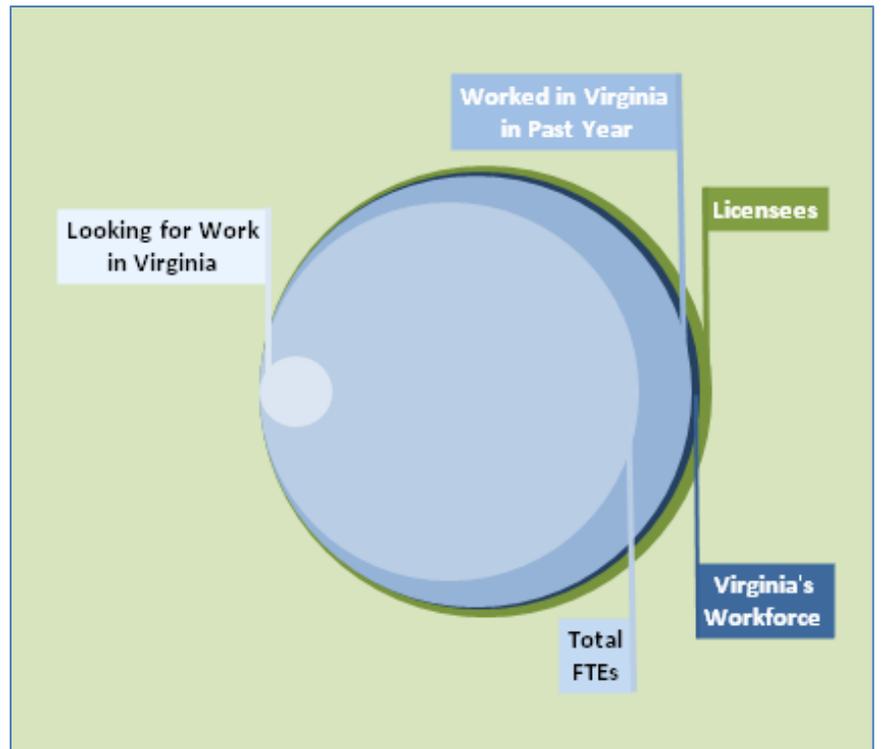
Definitions

- 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.

Virginia's Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,464	97%
Looking for Work in Virginia	370	3%
Virginia's Workforce	13,834	100%
Total FTEs	10,327	
Licensees	14,710	

Source: Va. Healthcare Workforce Data Center

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	902	20%	3,634	80%	4,536	36%
30 to 34	297	15%	1,727	85%	2,024	16%
35 to 39	230	16%	1,205	84%	1,435	12%
40 to 44	147	14%	874	86%	1,021	8%
45 to 49	128	12%	900	88%	1,027	8%
50 to 54	108	13%	717	87%	825	7%
55 to 59	93	12%	664	88%	757	6%
60 +	123	15%	715	85%	838	7%
Total	2,027	16%	10,436	84%	12,463	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	63%	7,430	60%	4,429	55%
Black	19%	2,773	22%	1,895	24%
Asian	6%	1,156	9%	804	10%
Other Race	0%	154	1%	102	1%
Two or more races	2%	392	3%	316	4%
Hispanic	9%	577	5%	454	6%
Total	100%	12,482	100%	8,000	100%

* 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

64% of all pharmacy technicians are under the age of 40, and 82% of these professionals are female. In addition, the diversity index among those professional who are under the age of 40 is 62%.

At a Glance:

Gender

% Female: 84%
% Under 40 Female: 82%

Age

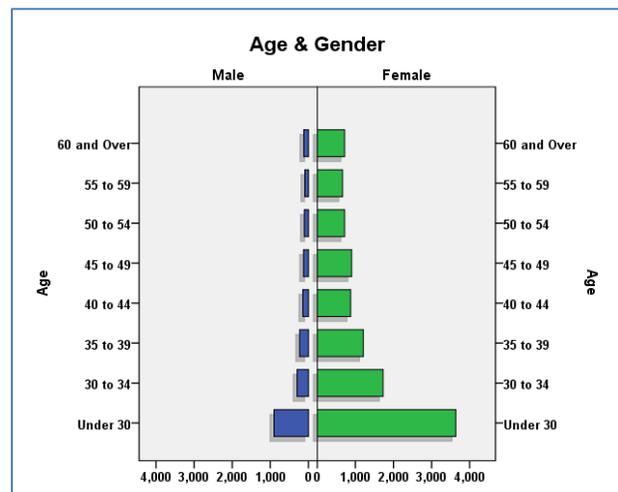
Median Age: 34
% Under 40: 64%
% 55+: 13%

Diversity

Diversity Index: 58%
Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 58% 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 55%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 40%

Virginia Background

HS in Virginia: 75%
 HS in Va., Past 5 Years: 75%

Location Choice

% Work Rural: 14%
 % Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 5%

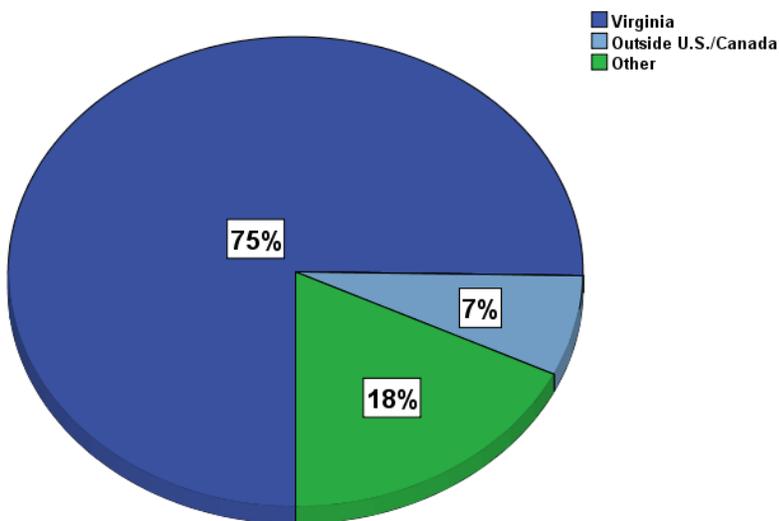
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	49%	26%
2	Metro, 250,000 to 1 million	57%	32%	11%
3	Metro, 250,000 or less	66%	26%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	70%	18%	12%
6	Urban pop, 2,500-19,999, Metro adj	78%	15%	7%
7	Urban pop, 2,500-19,999, nonadj	89%	7%	4%
8	Rural, Metro adj	81%	8%	10%
9	Rural, nonadj	68%	22%	10%
Overall		40%	40%	20%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

40% of pharmacy technicians grew up in self-described rural areas, and 27% of these professionals currently work in non-Metro counties. Overall, 14% of Virginia's pharmacy technician workforce are employed in non-Metro areas of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	9,282	Virginia	4,425
2	Outside U.S./Canada	854	Outside U.S./Canada	387
3	New York	223	North Carolina	95
4	North Carolina	182	Maryland	89
5	Maryland	153	New York	86
6	West Virginia	152	California	62
7	Pennsylvania	144	Florida	60
8	Florida	136	Pennsylvania	57
9	California	116	West Virginia	56
10	New Jersey	105	New Jersey	47

Source: Va. Healthcare Workforce Data Center

Three-quarters of Virginia's pharmacy technician workforce received their high school diploma in Virginia. Among those pharmacy technicians who received their initial license in the past five years, 75% have also received their high school degree in the state.

6% of Virginia's licensed pharmacy technicians did not participate in the state's workforce in 2015. 77% of these professionals worked at some point in the past year, including 54% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

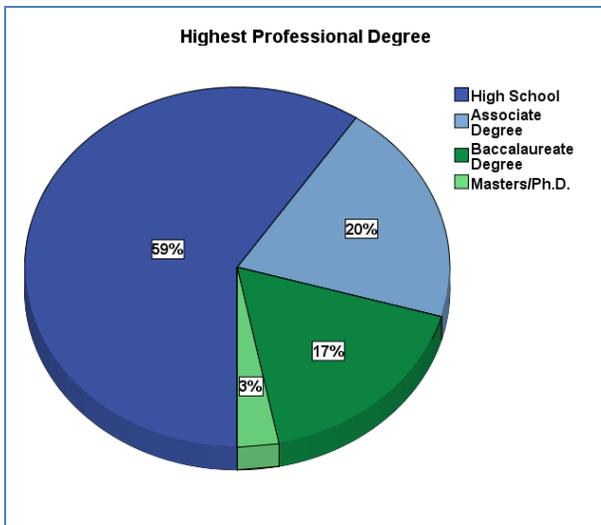
Total:	876
% of Licensees:	6%
Federal/Military:	5%
VA Border State/DC:	38%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	7,263	59%
Associate	2,423	20%
Baccalaureate	2,188	18%
Masters	308	3%
Ph.D.	26	0%
Total	12,208	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of pharmacy technicians currently carry educational debt, including 52% of those under the age of 40. For those with educational debt, the median amount is between \$14,000 and \$16,000.

At a Glance:

Education
 High School/GED: 59%
 Associate Degree: 20%

Educational Debt
 Carry debt: 40%
 Under age 40 w/ debt: 52%
 Median debt: \$14k-\$16k

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all pharmacy technicians hold either a high school degree or a GED as their highest professional degree.

Educational Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	5,889	60%	3,051	48%
Less than \$10,000	1,478	15%	1,210	19%
\$10,000-\$19,999	898	9%	751	12%
\$20,000-\$29,999	587	6%	497	8%
\$30,000 or more	1,021	10%	818	13%
Total	9,873	100%	6,327	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	66%
ExCPT:	8%
Total w/ Cert.:	74%

Nat'l Certifications

Required:	42%
Pay Raise w/ Cert.:	36%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification	9,093	66%
Exam for Certification of Pharmacy Technicians	1,167	8%
Total	10,260	74%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all pharmacy technicians in Virginia's workforce hold a professional certification, including 66% who have a Pharmacy Technician Certification (PTCB).

42% of pharmacy technicians work for an employer that requires a national certification as a condition of employment. In addition, 36% of employers offer a pay raise for those pharmacy technicians that have earned a national certification.

National Certifications

Required for Employment?	#	%
Yes	5,030	42%
No	6,992	58%
Pay Raise with Certification?	#	%
Yes	3,704	36%
No	5,209	51%
No Certification Held	1,353	13%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 78%
Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 62%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 41%
60 or more: 3%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	19	0%
Employed in a pharmacy technician-related capacity	9,530	78%
Employed, NOT in a pharmacy technician-related capacity	2,004	16%
Not working, reason unknown	0	0%
Involuntarily unemployed	211	2%
Voluntarily unemployed	384	3%
Retired	54	0%
Total	12,202	100%

Source: Va. Healthcare Workforce Data Center

78% of Virginia's pharmacy technicians are currently employed in the profession, while only 2% are involuntarily unemployed at the moment. 62% of all pharmacy technicians currently hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	649	5%
One Part-Time Position	2,858	24%
Two Part-Time Positions	230	2%
One Full-Time Position	7,440	62%
One Full-Time Position & One Part-Time Position	747	6%
Two Full-Time Positions	34	0%
More than Two Positions	51	0%
Total	12,009	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	649	6%
1 to 9 hours	419	4%
10 to 19 hours	704	6%
20 to 29 hours	1,094	9%
30 to 39 hours	3,301	28%
40 to 49 hours	4,738	41%
50 to 59 hours	411	4%
60 to 69 hours	120	1%
70 to 79 hours	84	1%
80 or more hours	130	1%
Total	11,650	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	150	3%
Less than \$10,000	734	14%
\$10,000-\$14,999	623	12%
\$15,000-\$19,999	575	11%
\$20,000-\$24,999	858	16%
\$25,000-\$29,999	748	14%
\$30,000-\$34,999	697	13%
\$35,000-\$39,999	422	8%
\$40,000-\$44,999	264	5%
\$45,000-\$49,999	144	3%
\$50,000 or more	192	4%
Total	5,407	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
Median Income: \$20k-25k

Benefits
Employer Health Ins.: 52%
Employer Retirement: 46%

Satisfaction
Satisfied: 89%
Very Satisfied: 48%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,771	48%
Somewhat Satisfied	4,908	41%
Somewhat Dissatisfied	892	8%
Very Dissatisfied	361	3%
Total	11,932	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$20,000 and \$25,000 per year. Among pharmacy technicians who receive either an hourly wage or a salary as compensation at the primary work location, 52% receive health insurance and 46% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	5,613	59%	52%
Paid Leave	5,610	59%	52%
Dental Insurance	5,286	55%	49%
Retirement	4,890	51%	46%
Group Life Insurance	3,143	33%	29%
Signing/Retention Bonus	295	3%	3%
Received At Least One Benefit	7,299	77%	68%

*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?	229	2%
Experience Voluntary Unemployment?	456	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	645	5%
Work two or more positions at the same time?	1,496	11%
Switch employers or practices?	620	4%
Experienced at least 1	2,857	21%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	370	3%	283	13%
Less than 6 Months	1,070	10%	324	15%
6 Months to 1 Year	1,156	10%	234	11%
1 to 2 Years	2,584	23%	419	19%
3 to 5 Years	2,556	23%	441	20%
6 to 10 Years	1,599	14%	262	12%
More than 10 Years	1,806	16%	258	12%
Subtotal	11,142	100%	2,221	100%
Did not have location	818		11,239	
Item Missing	1,875		374	
Total	13,834		13,834	

Source: Va. Healthcare Workforce Data Center

92% of pharmacy technicians receive an hourly wage at their primary work location, while most remaining pharmacy technicians receive a salary or commission.

At a Glance:

Unemployment Experience 2015

Involuntarily Unemployed: 2%
Underemployed: 5%

Stability

Switched: 4%
New Location: 25%
Over 2 years: 54%
Over 2 yrs, 2nd location: 43%

Employment Type

Hourly Wage: 92%

Source: Va. Healthcare Workforce Data Center

54% of pharmacy technicians have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Hourly Wage	9,661	92%
Salary/ Commission	731	7%
Unpaid	91	1%
By Contract	49	0%
Business/ Practice Income	15	0%
Subtotal	10,547	100%

Source: Va. Healthcare Workforce Data Center

¹ 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:	24%
Top 3 Regions:	67%
Lowest Region:	2%

Locations

2 or more (Past Year):	22%
2 or more (Now*):	17%

Source: Va. Healthcare Workforce Data Center

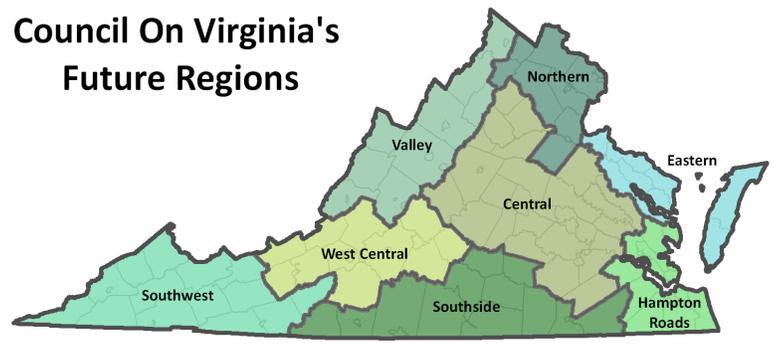
Nearly one-quarter of all pharmacy technicians work in Central Virginia, the most of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,680	24%	608	25%
Eastern	236	2%	59	2%
Hampton Roads	2,396	22%	561	23%
Northern	2,358	21%	554	23%
Southside	488	4%	86	4%
Southwest	796	7%	124	5%
Valley	790	7%	137	6%
West Central	1,224	11%	233	9%
Virginia Border State/DC	33	0%	44	2%
Other US State	27	0%	38	2%
Outside of the US	3	0%	11	0%
Total	11,031	100%	2,455	100%
Item Missing	1,987		142	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



17% of all pharmacy technicians currently have multiple work locations, while 22% had multiple work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	364	3%	633	6%
1	8,524	75%	8,818	77%
2	1,613	14%	1,254	11%
3	802	7%	666	6%
4	47	0%	32	0%
5	32	0%	19	0%
6 or More	65	1%	26	0%
Total	11,448	100%	11,448	100%

*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	7,840	75%	1,465	72%
Non-Profit	1,464	14%	285	14%
State/Local Government	791	8%	197	10%
Veterans Administration	47	0%	13	1%
U.S. Military	197	2%	26	1%
Other Federal Gov't	133	1%	39	2%
Total	10,472	100%	2,025	100%
Did not have location	818		11,239	
Item Missing	2,543		571	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

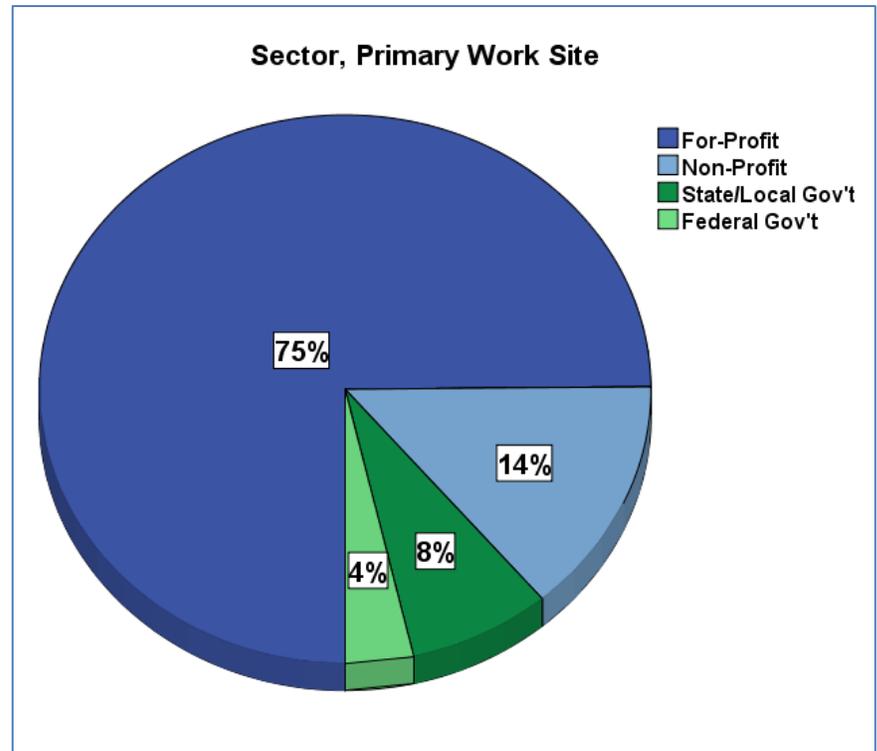
For Profit:	75%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	35%
Hospital/Health System: (Inpatient)	14%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

89% of Virginia's pharmacy technicians work in the private sector, including 75% who work in a for-profit establishment. Another 4% of pharmacy technicians work for the federal government.



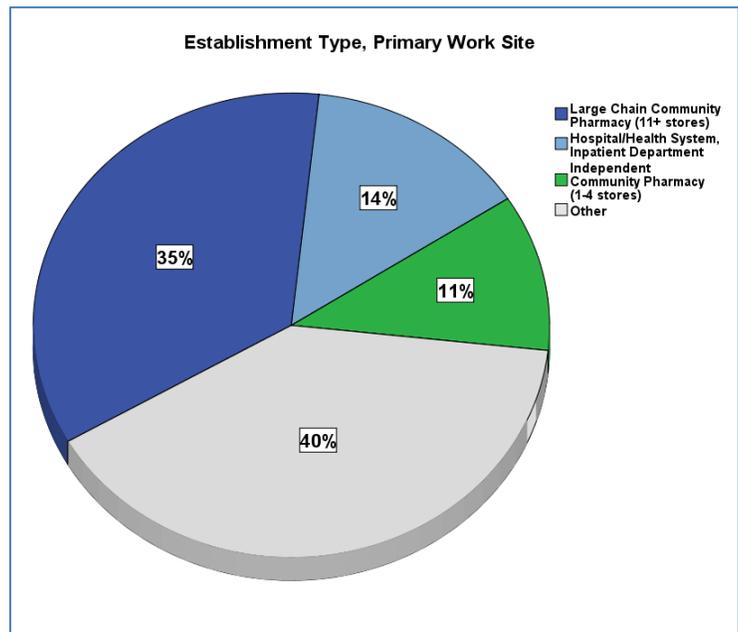
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ stores)	3,644	35%	642	33%
Hospital/Health System, Inpatient Department	1,467	14%	221	11%
Independent Community Pharmacy (1-4 stores)	1,135	11%	190	10%
Supermarket Pharmacy	923	9%	138	7%
Hospital/Health System, Outpatient Department	499	5%	80	4%
Nursing Home/Long-Term Care	492	5%	84	4%
Mass Merchandiser (i.e. Big Box Store)	457	4%	75	4%
Clinic-Based Pharmacy	259	2%	51	3%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	138	1%	20	1%
Home Health/Infusion	127	1%	28	1%
Small Chain Community Pharmacy (5-10 stores)	109	1%	31	2%
Academic Institution	93	1%	63	3%
Mail Service Pharmacy	68	1%	9	0%
Wholesale Distributor	45	0%	16	1%
Manufacturer	37	0%	6	0%
Other	904	9%	321	16%
Total	10,397	100%	1,975	100%
Did Not Have Location	818		11,239	

Source: Va. Healthcare Workforce Data Center

Large Chain Community Pharmacies (i.e. pharmacies with more than 10 stores) employ 35% of Virginia's pharmacy technician workforce, the most of any establishment type in the state.

For pharmacy technicians who also have a secondary work location, one-third are employed by large chain community pharmacies.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 1%-9%
Teaching 1%-9%

Roles

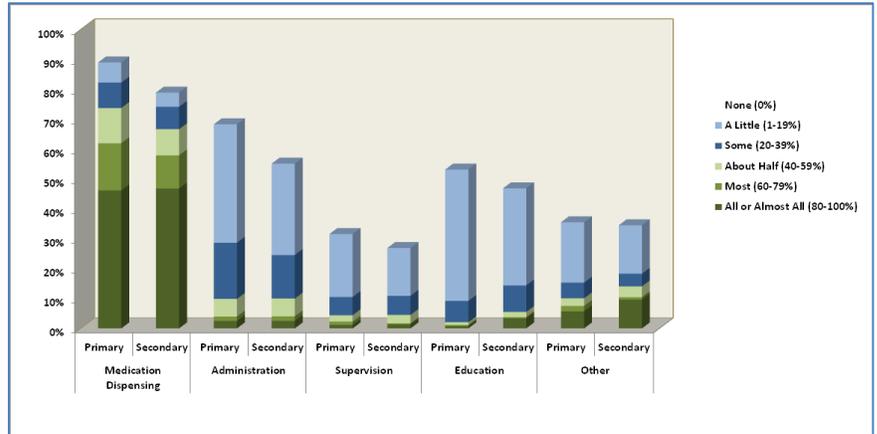
Medication Disp.: 62%
Administration: 4%
Supervision: 2%
Education: 1%

Patient Care Pharm. Techs.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

62% of pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.

Time Allocation										
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other	
	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%)	46%	47%	3%	3%	1%	1%	1%	3%	6%	10%
Most (60-79%)	16%	11%	1%	2%	1%	0%	0%	0%	2%	1%
About Half (40-59%)	12%	9%	6%	6%	2%	3%	1%	2%	3%	4%
Some (20-39%)	8%	7%	19%	15%	6%	6%	7%	9%	5%	4%
A Little (1-19%)	7%	5%	40%	31%	21%	16%	44%	32%	20%	16%
None (0%)	11%	21%	32%	45%	68%	73%	47%	53%	65%	65%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	2,395	25%	-	-
50 to 54	463	5%	32	2%
55 to 59	588	6%	127	7%
60 to 64	1,537	16%	476	26%
65 to 69	2,053	22%	718	39%
70 to 74	623	7%	198	11%
75 to 79	179	2%	59	3%
80 or over	161	2%	28	2%
I do not intend to retire	1,517	16%	226	12%
Total	9,517	100%	1,864	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 52%

Under 60: 36%

Pharm. Tech. 50 and over

Under 65: 34%

Under 60: 9%

Time until Retirement

Within 2 years: 4%

Within 10 years: 14%

Half the workforce: By 2045

Source: Va. Healthcare Workforce Data Center

52% of all pharmacy technicians expect to retire by the age of 65, including 36% who expect to retire no later than the age of 60. Among pharmacy technicians who are age 50 and over, 34% expect to retire by the age of 65.

Within the next two years, 7% of Virginia's pharmacy technician workforce expects to leave the profession and 4% expect to leave the state in order to practice elsewhere. Meanwhile, 23% of all pharmacy technicians expect to pursue additional educational opportunities within the next two years.

Future Plans

2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,036	7%
Leave Virginia	580	4%
Decrease Patient Care Hours	173	1%
Decrease Teaching Hours	108	1%
Increase Participation		
Increase Patient Care Hours	984	7%
Increase Teaching Hours	678	5%
Pursue Additional Education	3,218	23%
Return to Virginia's Workforce	215	2%

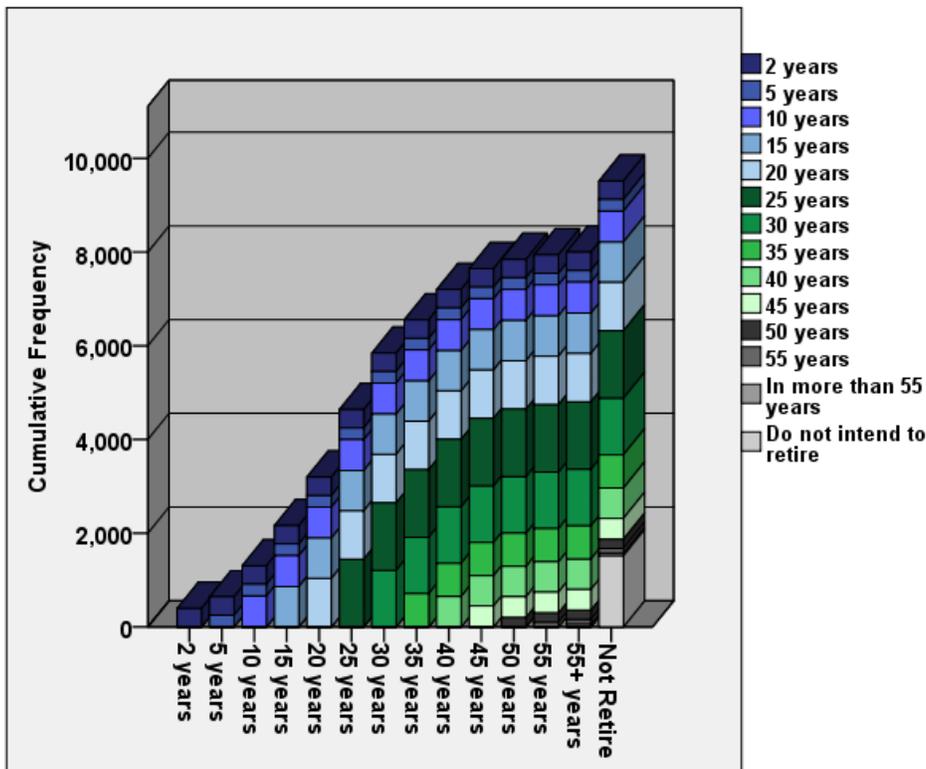
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 14% plan on retiring within the next ten years. Half of the current workforce expects to retire by 2045.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	393	4%	4%
5 years	248	3%	7%
10 years	662	7%	14%
15 years	860	9%	23%
20 years	1,035	11%	34%
25 years	1,441	15%	49%
30 years	1,204	13%	61%
35 years	709	7%	69%
40 years	647	7%	76%
45 years	446	5%	80%
50 years	197	2%	82%
55 years	97	1%	83%
In more than 55 years	59	1%	84%
Do not intend to retire	1,517	16%	100%
Total	9,517	100%	

Source: Va. Healthcare Workforce Data Center

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 2035. Retirements will peak at 15% of the current workforce around 2040 before declining to below 10% of the current workforce again around 2050.

At a Glance:

FTEs

Total: 10,327
 FTEs/1,000 Residents: 1.240
 Average: 0.79

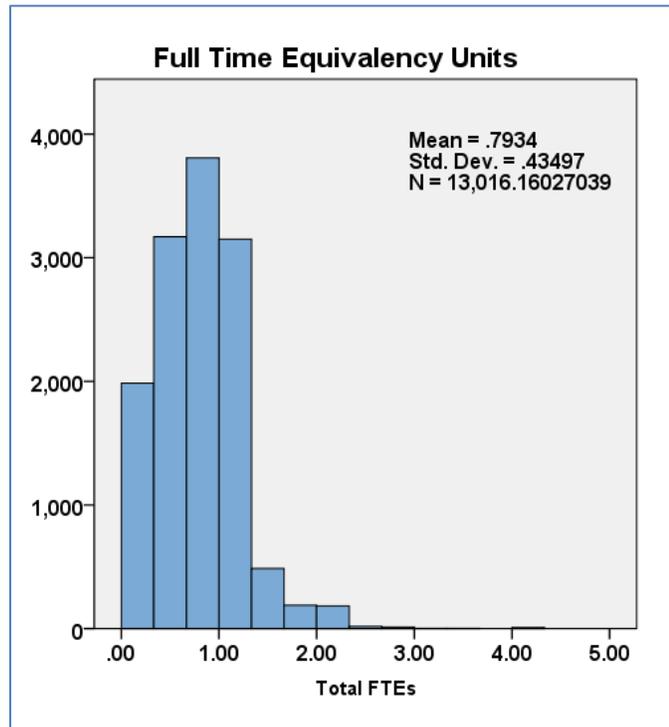
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

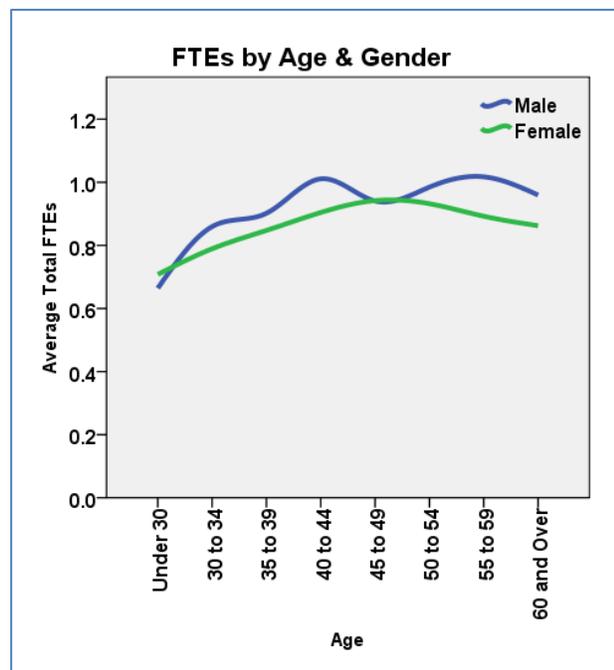


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.81 FTEs in 2015, or approximately 32 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.²

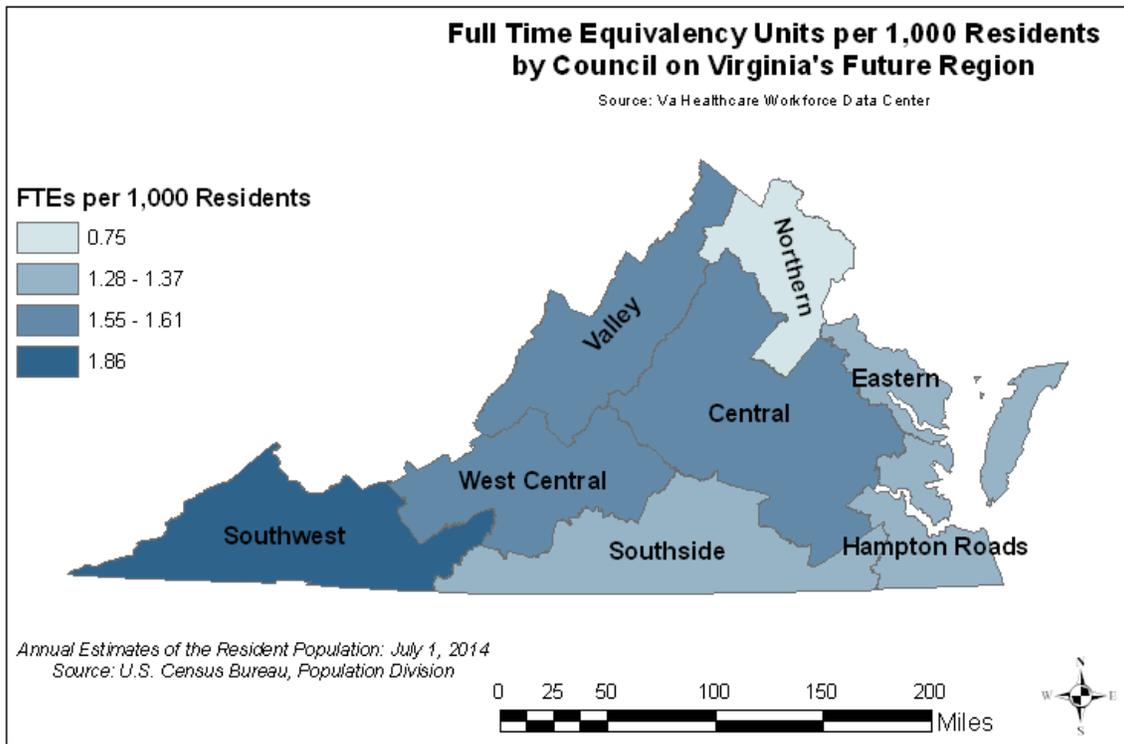
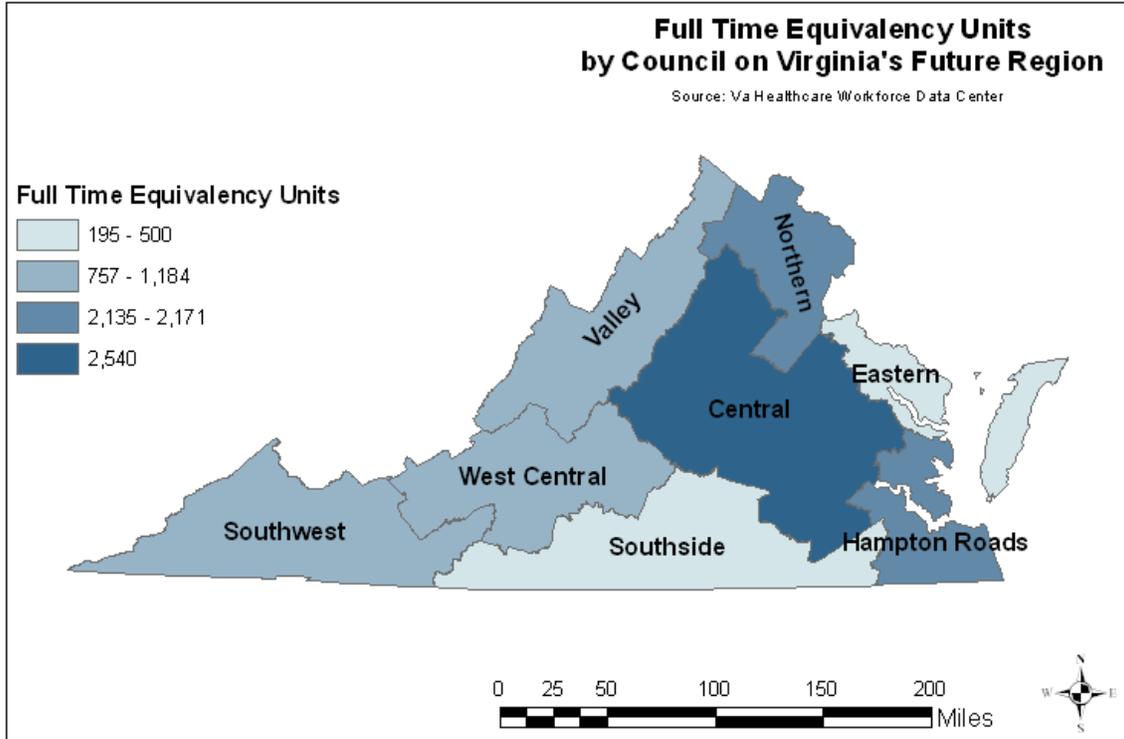
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.69	0.64
30 to 34	0.78	0.81
35 to 39	0.83	0.90
40 to 44	0.89	0.91
45 to 49	0.91	0.94
50 to 54	0.92	0.94
55 to 59	0.86	0.91
60 and Over	0.83	0.83
Gender		
Male	0.81	0.84
Female	0.81	0.89

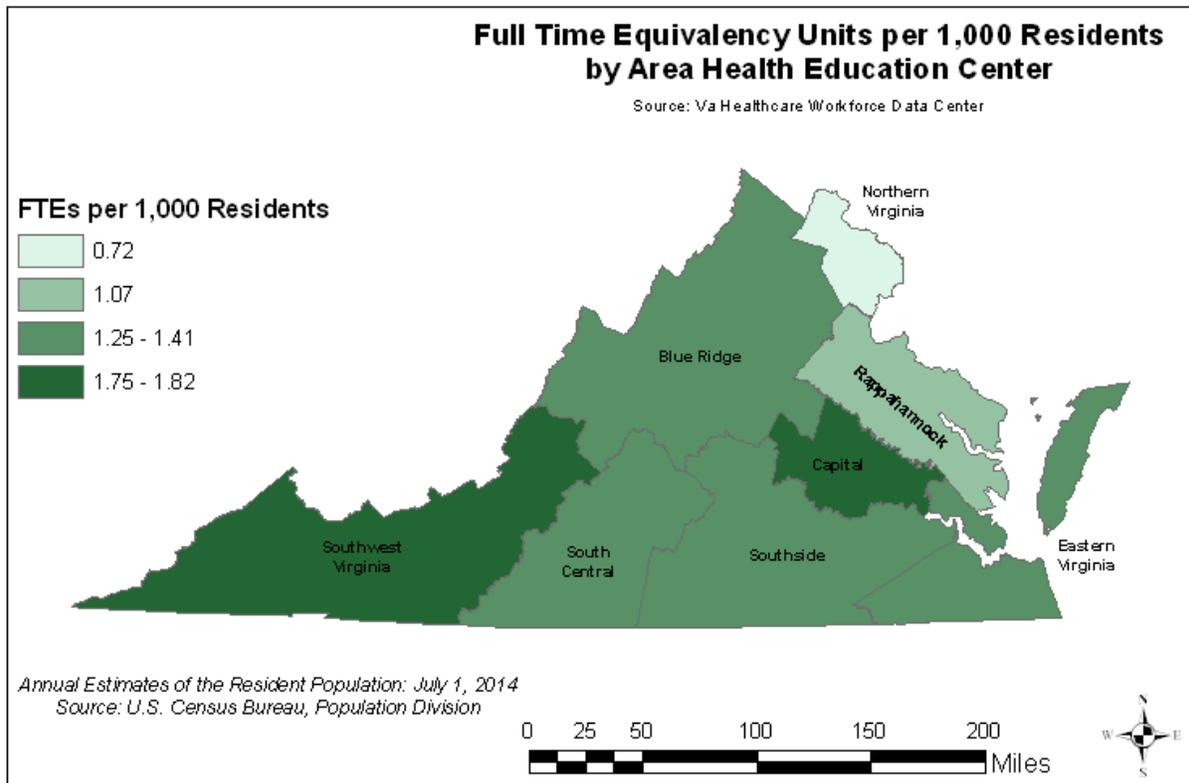
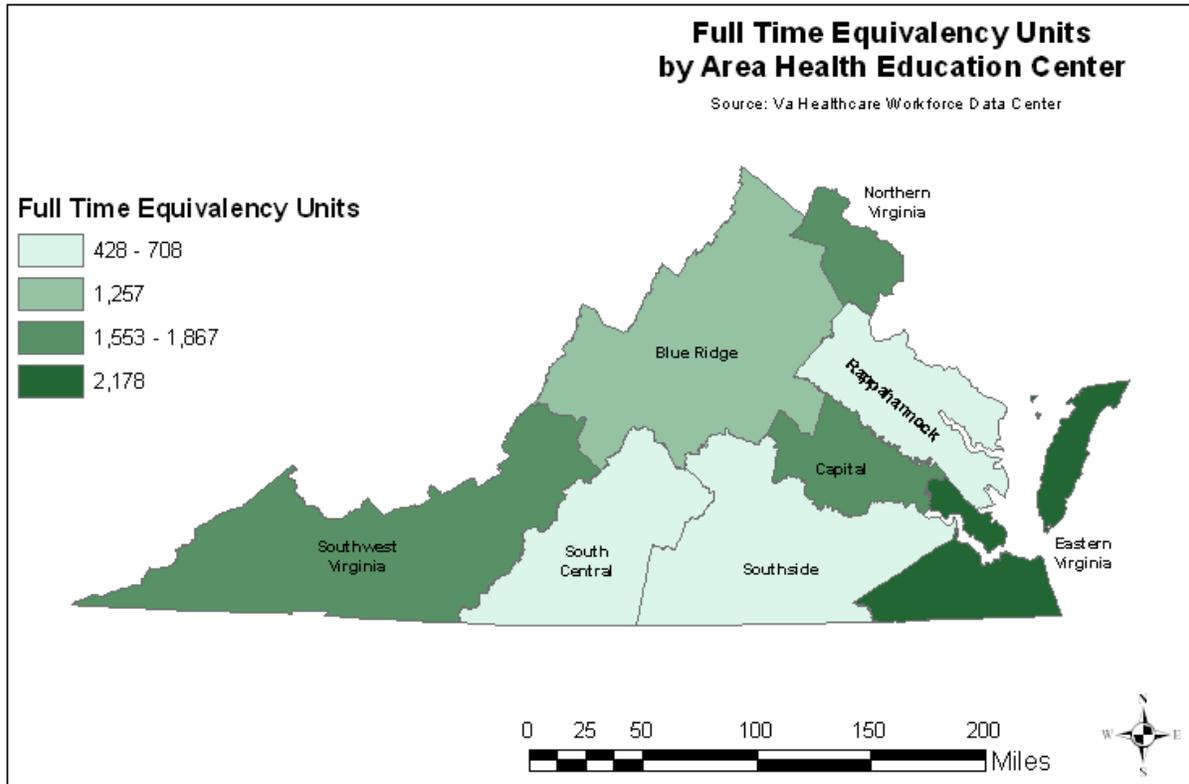
Source: Va. Healthcare Workforce Data Center

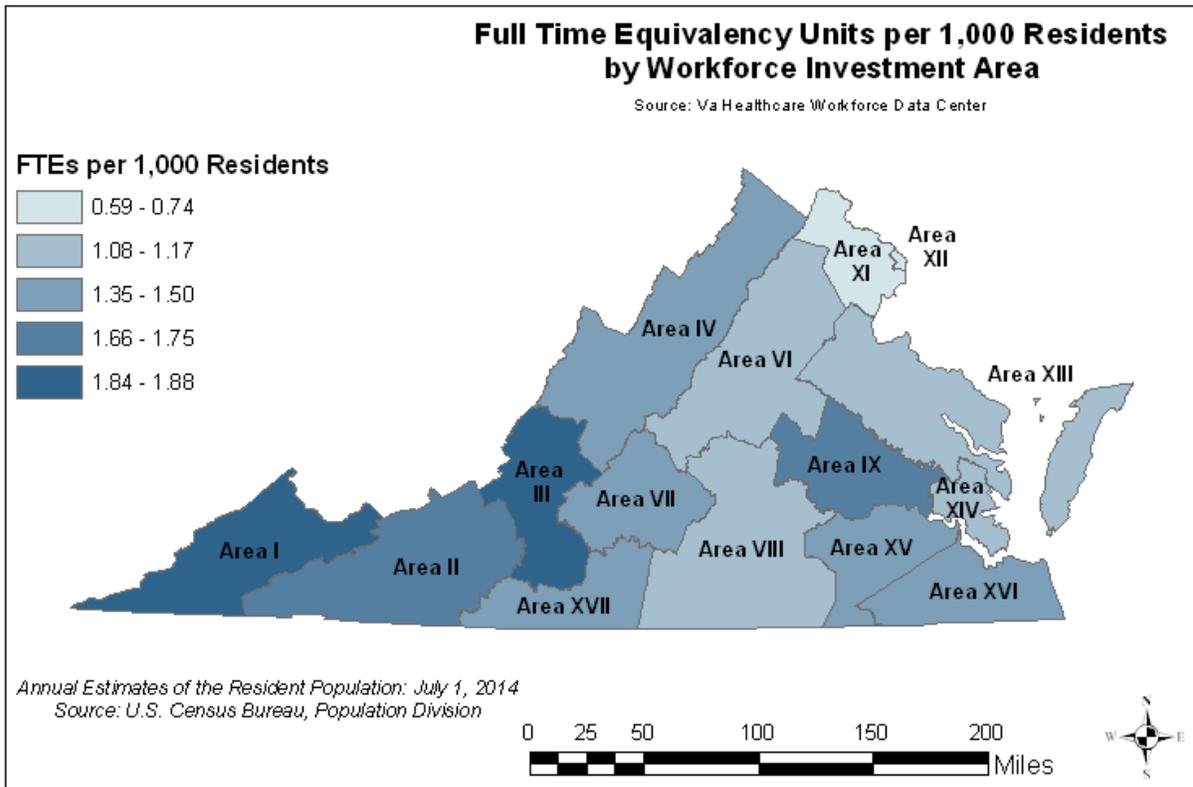
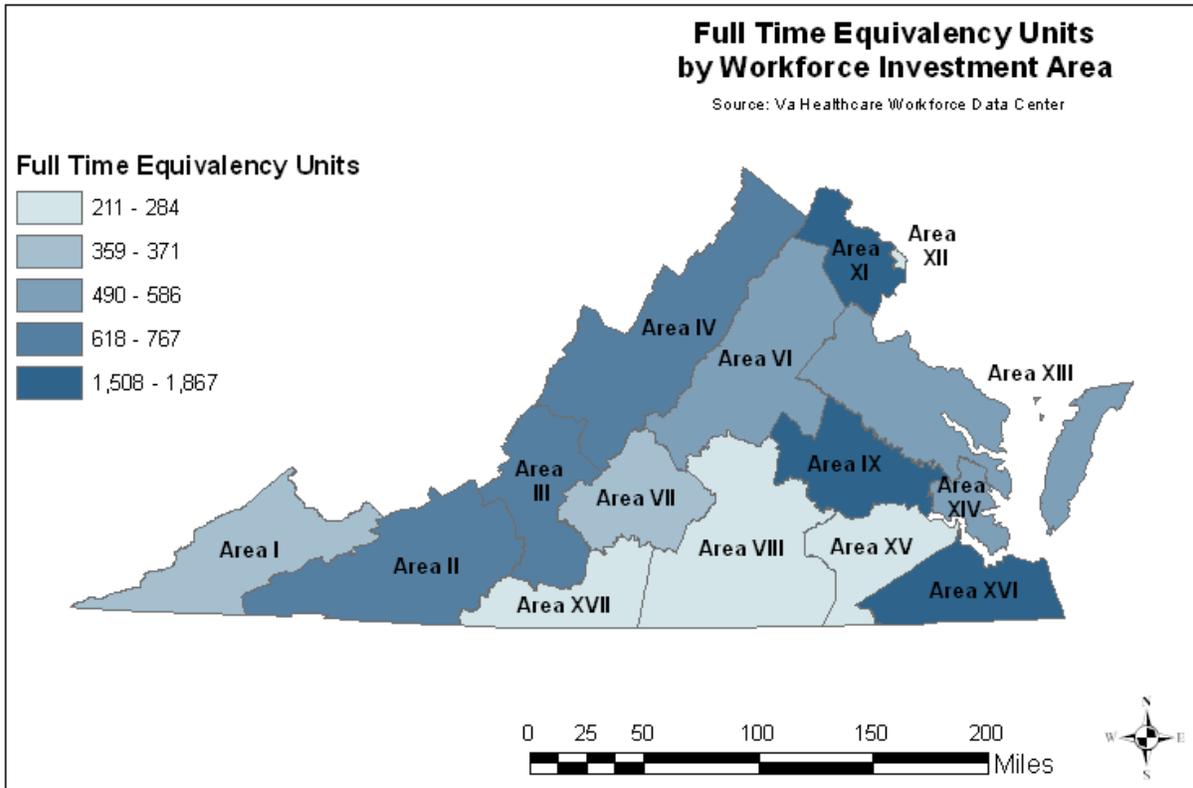


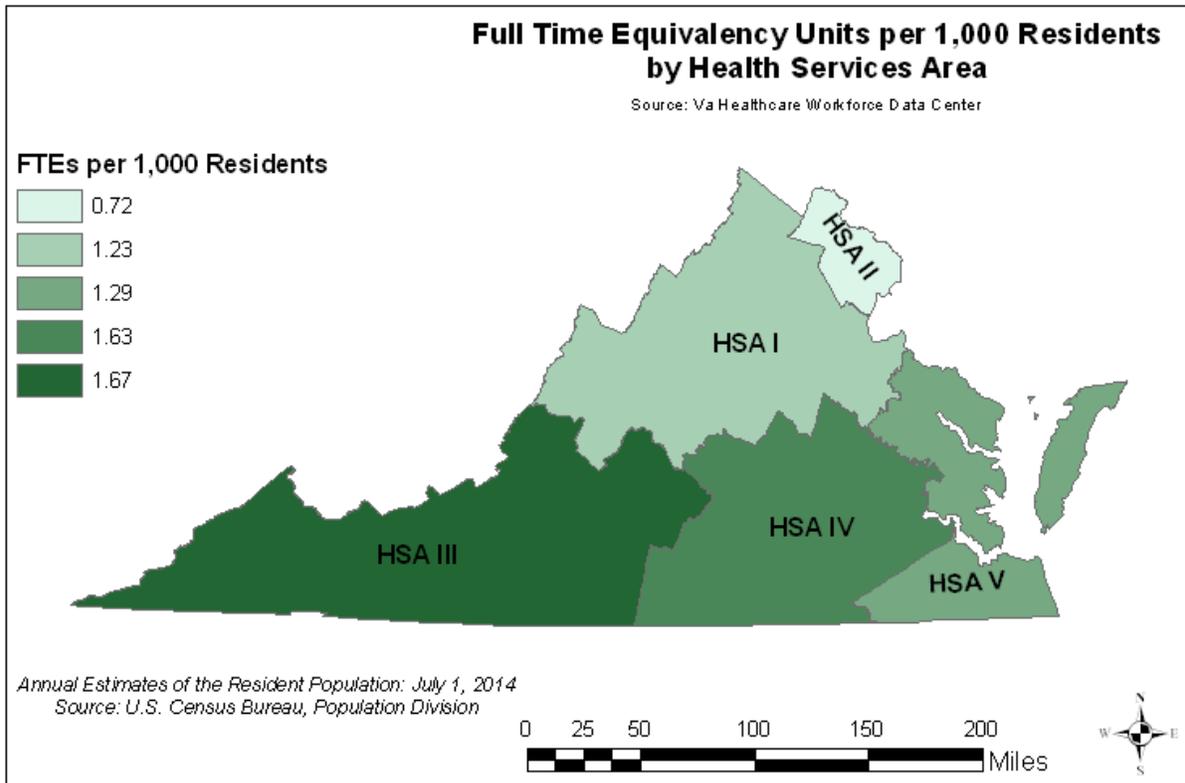
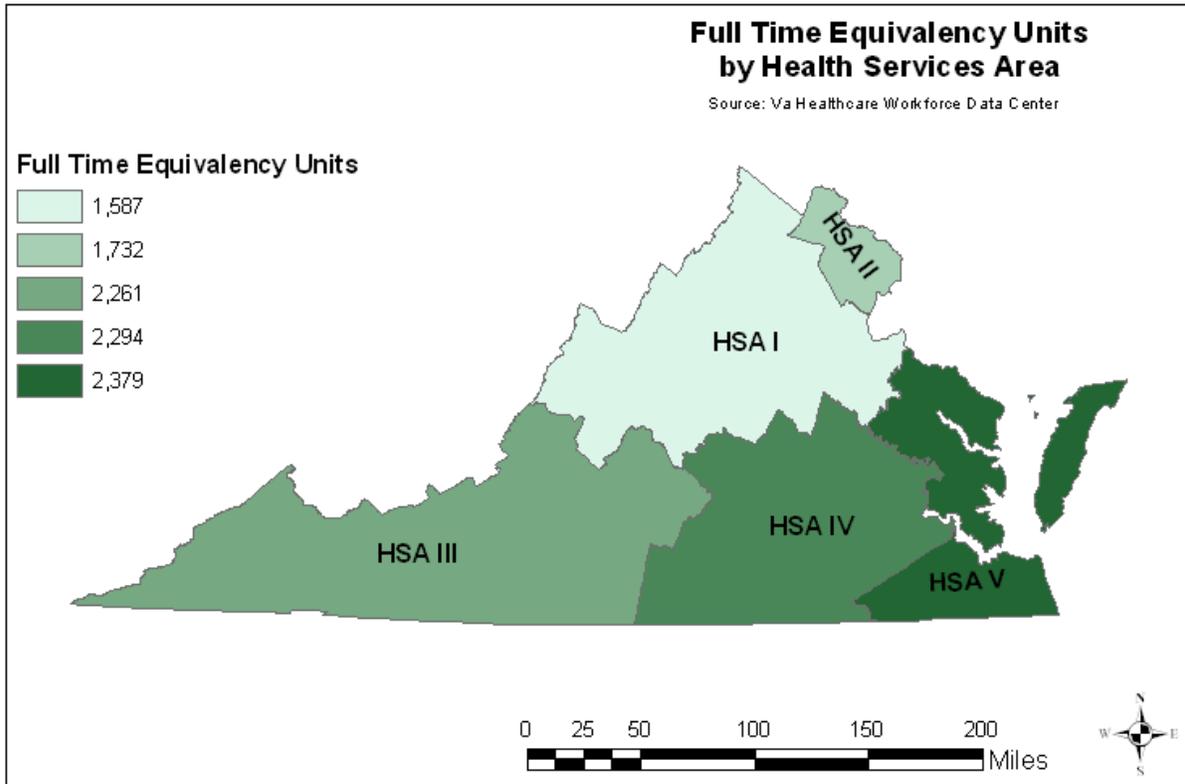
Source: Va. Healthcare Workforce Data Center

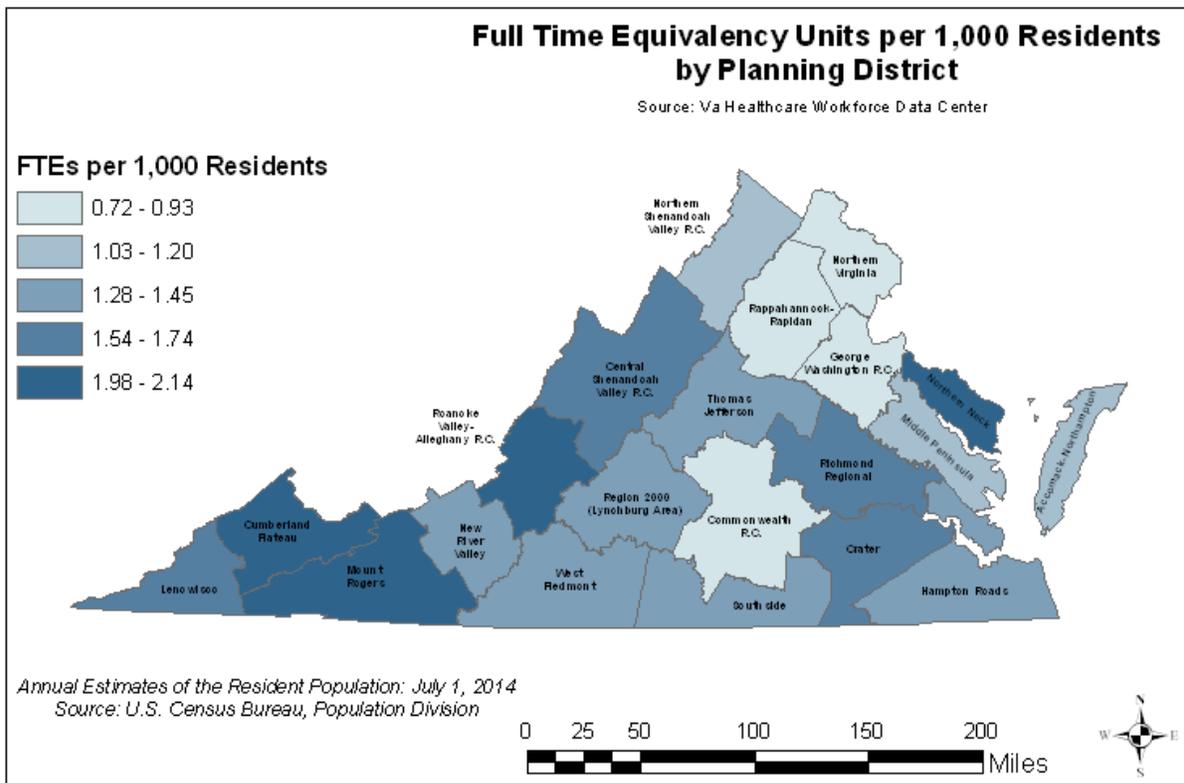
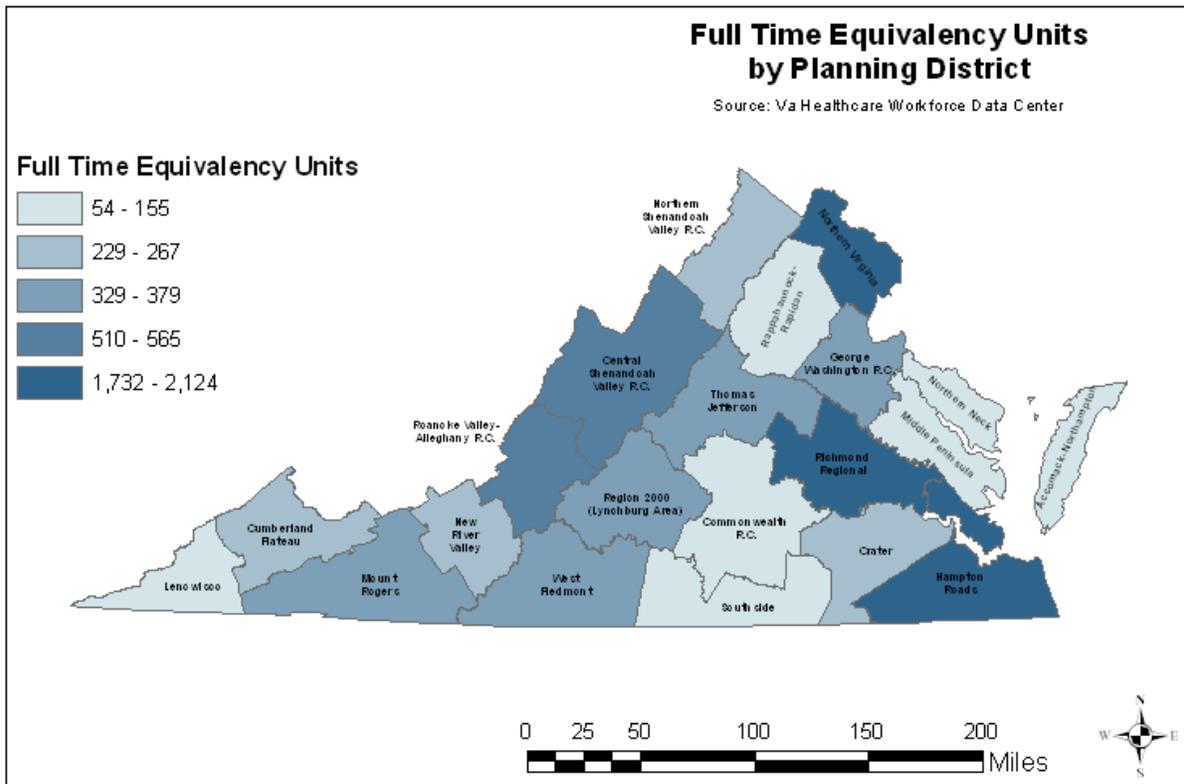
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	9,051	74.41%	1.343875	1.199836	1.51705
Metro, 250,000 to 1 million	1,371	79.07%	1.26476	1.129201	1.42774
Metro, 250,000 or less	1,389	78.11%	1.280184	1.142972	1.445152
Urban pop 20,000+, Metro adj	332	84.04%	1.189964	1.062422	1.343306
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	695	78.56%	1.272894	1.136463	1.436922
Urban pop, 2,500-19,999, nonadj	550	75.64%	1.322115	1.180409	1.492487
Rural, Metro adj	306	77.45%	1.291139	1.152752	1.457519
Rural, nonadj	231	82.68%	1.209424	1.079796	1.365274
Virginia border state/DC	569	63.80%	1.567493	1.399486	1.769484
Other US State	216	45.83%	2.181818	1.947967	2.462973

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	5,163	66.45%	1.504809	1.343306	2.462973
30 to 34	2,381	75.47%	1.324986	1.182782	2.16865
35 to 39	1,698	79.33%	1.260579	1.125288	2.063233
40 to 44	1,231	80.75%	1.238431	1.105516	2.026982
45 to 49	1,233	84.02%	1.190154	1.062422	1.947967
50 to 54	988	83.30%	1.200486	1.071644	1.964877
55 to 59	943	83.14%	1.202806	1.073715	1.968674
60 and Over	1,073	76.70%	1.303767	1.16384	2.13392

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: 0.750170

