

---

# *Virginia's Physician Workforce: 2016*

---

Healthcare Workforce Data Center

January 2017

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](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

*31,504 Physicians 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*

**Lisa R. Hahn, MPA**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

Dr. Elizabeth Carter, Ph.D.  
*Executive Director*

Yetty Shobo, Ph.D.  
*Deputy Director*

Laura Jackson  
*Operations Manager*

Christopher Coyle  
*Research Assistant*

# Virginia Board of Medicine

## ***President***

Barbara Allison-Bryan, MD  
*North*

## ***Vice-President***

Kevin O'Connor, MD  
*Leesburg*

## ***Secretary-Treasurer***

Nathaniel Ray Tuck, Jr., DC  
*Blacksburg*

## ***Members***

Syed Salman Ali, MD  
*Vienna*

Jane Hickey, JD  
*Richmond*

David Archer, MD  
*Norfolk*

Isaac Koziol, MD.  
*Manakin Sabot*

J. Randolph Clements, DPM  
*Roanoke*

Maxine M. Lee, MD  
*Roanoke*

Lori D. Conklin, MD  
*Charlottesville*

Wayne Reynolds, DO  
*Gloucester Point*

Deborah DeMoss Fonseca  
*Springfield*

David Tamingier, MD  
*Midlothian*

Alvin Edwards, Ph.D.  
*Charlottesville*

Svinder Toor, MD  
*Norfolk*

David C. Giammittorio, MD  
*Lorton*

Kenneth Walker, MD  
*Pearisburg*

The Honorable Jasmine Gore  
*Hopewell*

## **Executive Director**

William L. Harp, MD

## Contents

---

<b>At a Glance</b> .....	<b>1</b>
<b>Results in Brief</b> .....	<b>2</b>
<b>Summary of Trends</b> .....	<b>3</b>
<b>Survey Response Rates</b> .....	<b>4</b>
<b>The Workforce</b> .....	<b>5</b>
<b>Demographics</b> .....	<b>6</b>
<b>Background</b> .....	<b>7</b>
<b>Education</b> .....	<b>9</b>
<b>Medical Services</b> .....	<b>10</b>
<b>Current Employment Situation</b> .....	<b>11</b>
<b>Employment Quality</b> .....	<b>12</b>
<b>2016 Labor Market</b> .....	<b>13</b>
<b>Work Site Distribution</b> .....	<b>14</b>
<b>Establishment Type</b> .....	<b>15</b>
<b>Time Allocation</b> .....	<b>17</b>
<b>Patients</b> .....	<b>18</b>
<b>Retirement &amp; Future Plans</b> .....	<b>20</b>
<b>Full-Time Equivalency Units</b> .....	<b>22</b>
<b>Maps</b> .....	<b>23</b>
Council on Virginia’s Future Regions .....	23
Area Health Education Center Regions .....	24
Workforce Investment Areas .....	25
Health Services Areas .....	26
Planning Districts .....	27
<b>Appendices</b> .....	<b>28</b>
Weights .....	28

## The Physician Workforce: At a Glance:

### The Workforce

Licensees:	43,089
Virginia's Workforce:	25,060
FTEs:	25,389

### Background

Rural Childhood:	18%
Med. School in VA:	21%
Residency in VA:	27%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	70%
Satisfied?:	93%

### Survey Response Rate

All Licensees:	73%
Renewing Practitioners:	86%

### Top Certifications

Internal Medicine:	28%
Family Medicine:	15%

### Job Turnover

Switched Jobs in 2016:	5%
Employed over 2 yrs:	72%

### Demographics

% Female:	37%
Diversity Index:	53%
Median Age:	51

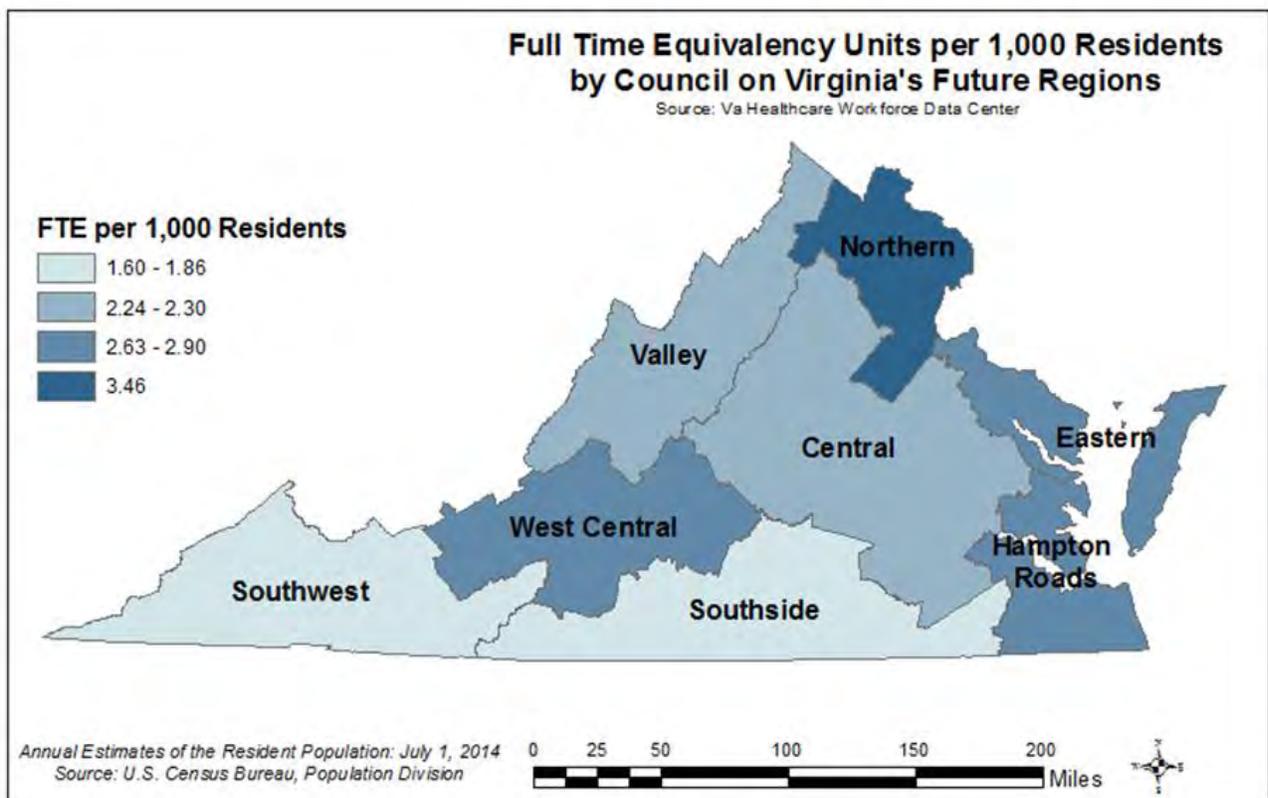
### Finances

Median Inc.:	\$200k-\$225k
Health Benefits:	68%
Median Ed Debt:	\$0k

### Primary Roles

Patient Care:	83%
Administration:	5%
Education:	1%

Source: Va. Healthcare Workforce Data Center



31,504 physicians voluntarily took part in the 2016 Physician 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 a respondent's birth month during even-numbered years for physicians. These survey respondents represent 73% of the 43,089 physicians who are licensed in the state and 86% of renewing practitioners.

The HWDC estimates that 25,060 physicians 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 physician workforce provided 25,389 "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).

37% of all physicians are female, although this percentage increases to 51% among physicians who are under the age of 40. Overall, the median age of the physician workforce is 51. In a random encounter between two physicians, there is a 53% chance that they would be of different races or ethnicities, a measure known as the diversity index. This percentage is just slightly below the statewide average of 55%. Meanwhile, the physician workforce who are under the age of 40 is actually more diverse than Virginia's overall population.

18% of all physicians grew up in a rural area, but only 15% of these professionals currently work in non-Metro areas of the state. Overall, just 7% of Virginia's physicians work in non-Metro areas of the state. 21% of the physician workforce went to medical school in Virginia, while 27% undertook their initial residency in the state.

Virginia Commonwealth University, the University of Virginia, and the Eastern Virginia Medical School were the three most common medical schools attended by Virginia's physician workforce. The majority of all physicians carry no educational debt. However, the median debt load among those professionals who are under the age of 40 is between \$70,000 and \$80,000.

95% of physicians are currently employed in the profession, and involuntary unemployment is nearly nonexistent at the moment. Nearly three-quarters of Virginia's physicians hold one full-time position, while another 13% hold multiple positions. 72% of physicians have been at their primary work location for at least two years, while 15% of all physicians started work at a new location at some point in the past year.

The median annual income for Virginia's physician workforce is between \$200,000 and \$225,000. 63% of Virginia's physician workforce receives a salary at their primary work location, while 19% earn their income from the proceeds of their own business or practice. 93% of physicians indicated they are satisfied with their current employment situation, including 61% who indicated they are "very satisfied".

54% of all physicians work at a for-profit establishment, while 10% work for the federal government. Group private practices currently employ 38% of all physicians in Virginia, the most of any establishment type in the state. The inpatient departments of hospitals (15%) and solo private practices (12%) are also common establishment types for Virginia's physician workforce.

83% of all physicians serve a patient care role, meaning that they spend at least 60% of their time in this activity. The typical physician treats approximately 50 to 75 patients per week at their primary work location, and 59% of all physicians are currently accepting new patients at their primary work location.

One-third of all physicians expect to retire by the age of 65. 8% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2036. Over the next two years, just 1% of all physicians expect to leave the profession, and 3% expect to leave the state to practice medicine elsewhere. Meanwhile, 9% of Virginia's physician workforce expects to increase patient care within the next two years, and 4% expect to pursue additional educational opportunities.

## Summary of Trends

---

There were very few changes in survey results in the 2016 survey compared to the 2014 survey. However, there was a significant increase in the number and percent of survey respondents, indicating more physicians are seeing the value in this report. Virginia's licensed physicians and workforce also increased; there were 1,046 more licensed physicians in 2016 and 855 more physicians in the Virginia workforce. Although there are more licensed physicians, slightly lower full time equivalency (FTE) units were reported. 25,704 FTEs were reported in 2014 compared to 25,389 FTEs reported in 2016. This decline is due to slightly lower hours of work reported by physicians in the survey. For example, 15% of physicians reported working 60 to 69 hours in 2016 compared to 16% in the 2014 survey.

The most recent survey results also indicate there is slightly more gender and racial diversity among Virginia's physician population. The percent of physicians that was female increased from 36% to 37%, a trend that is likely to continue as females become the majority in the field in the future as indicated by physicians under age 40 who are 51% female. The racial and ethnic diversity index also increased from 51% to 53% for all physicians although it dropped slightly from 60% to 59% for those under age 40.

The educational and rural background results were nearly identical in both surveys. However, slightly more physicians reported certification. For example, the percent reporting certification in Internal Medicine increased from 23% in 2014 to 28% in 2016.

The median income increased slightly for physicians; the median income was \$175k-\$200k in the 2014 survey whereas it was \$200k-\$225k in the 2016 survey. Although the median income increased, there was a 1% drop in the percent of physicians who reported they were at least satisfied with their current employment situation, from 94% in 2014 to 93% in 2016. A slightly higher percent of physicians reported working in the non-profit sector; 28% work in the non-profit sector in 2016 compared to 26% in 2014.

The geographical distribution of physicians was very similar in the two surveys. Additionally, retirement and future plans of physicians were very similar in both surveys.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	36,640	85%
<b>New Licensees</b>	2,444	6%
<b>Non-Renewals</b>	4,005	9%
<b>All Licensees</b>	<b>43,089</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 86% of renewing physicians submitted a survey. These represent 73% of physicians who held a license at some point in 2016.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	1,871	1,647	47%
<b>35 to 39</b>	1,942	3,711	66%
<b>40 to 44</b>	1,432	4,218	75%
<b>45 to 49</b>	1,209	4,415	79%
<b>50 to 54</b>	995	3,992	80%
<b>55 to 59</b>	975	3,826	80%
<b>60 to 64</b>	958	3,919	80%
<b>65 and Over</b>	2,203	5,776	72%
<b>Total</b>	<b>11,585</b>	<b>31,504</b>	<b>73%</b>
<b>New Licenses</b>			
<b>Issued in 2016</b>	2,444	0	0%
<b>Metro Status</b>			
<b>Non-Metro</b>	428	1,423	77%
<b>Metro</b>	5,520	18,221	77%
<b>Not in Virginia</b>	5,636	11,853	68%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Physicians**

Number:	43,089
New:	6%
Not Renewed:	9%

**Response Rates**

All Licensees:	73%
Renewing Practitioners:	86%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	31,504
<b>Response Rate, all licensees</b>	73%
<b>Response Rate, Renewals</b>	86%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted throughout 2016 on the birth month of each respondent.
- 2. Target Population:** All physicians who held a Virginia license at some point in 2016.
- 3. Survey Population:** The survey was available to physicians who renewed their license online. It was not available to those who did not renew, including physicians newly licensed in 2016.

## At a Glance:

### Workforce

2016 Physician Workforce: 25,060  
 FTEs: 25,389

### Utilization Ratios

Licensees in VA Workforce: 58%  
 Licensees per FTE: 1.70  
 Workers per FTE: 0.99

Source: Va. Healthcare Workforce Data Center

## Definitions

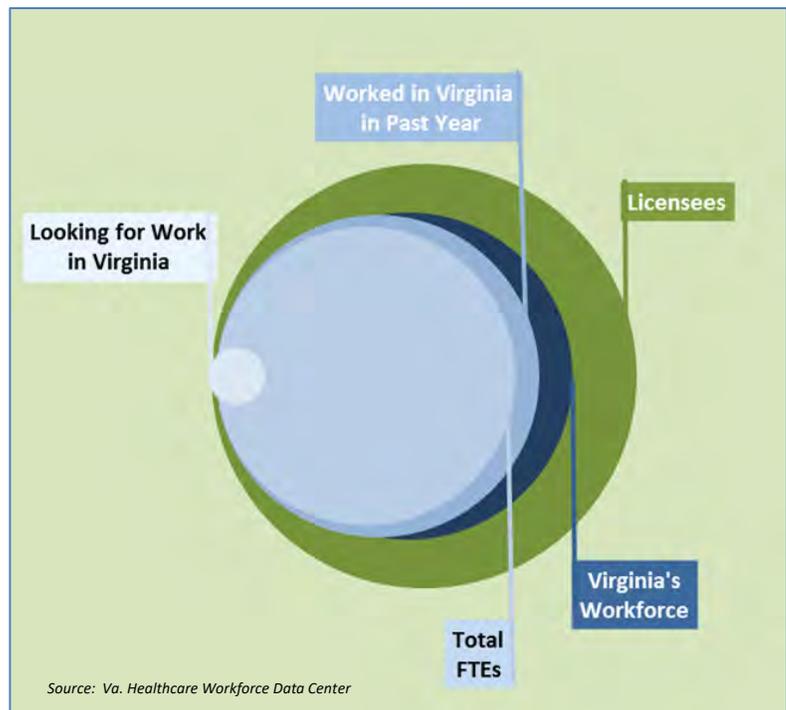
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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 Physician Workforce		
Status	#	%
Worked in Virginia in Past Year	24,775	99%
Looking for Work in Virginia	285	1%
Virginia's Workforce	25,060	100%
Total FTEs	25,389	
Licensees	43,089	

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](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 35	809	49%	830	51%	1,639	7%
35 to 39	1,559	49%	1,651	51%	3,209	14%
40 to 44	1,705	53%	1,496	47%	3,201	14%
45 to 49	1,732	57%	1,287	43%	3,020	13%
50 to 54	1,633	61%	1,033	39%	2,666	12%
55 to 59	1,713	67%	839	33%	2,551	11%
60 to 64	1,900	73%	718	27%	2,618	11%
65 +	3,283	84%	642	16%	3,924	17%
<b>Total</b>	<b>14,332</b>	<b>63%</b>	<b>8,497</b>	<b>37%</b>	<b>22,829</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Physicians		Physicians Under 40	
	%	#	%	#	%
White	63%	14,797	66%	2,836	59%
Black	19%	1,652	7%	351	7%
Asian	6%	3,989	18%	1,048	22%
Other Race	0%	870	4%	227	5%
Two or more races	2%	341	2%	124	3%
Hispanic	9%	813	4%	188	4%
<b>Total</b>	<b>100%</b>	<b>22,461</b>	<b>100%</b>	<b>4,774</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

21% of all physicians are under the age of 40, and more than half of these professionals are female. In addition, there is a 59% chance that two randomly chosen physicians from this group would be of a different race or ethnicity.

At a Glance:

**Gender**

% Female: 37%  
% Under 40 Female: 51%

**Age**

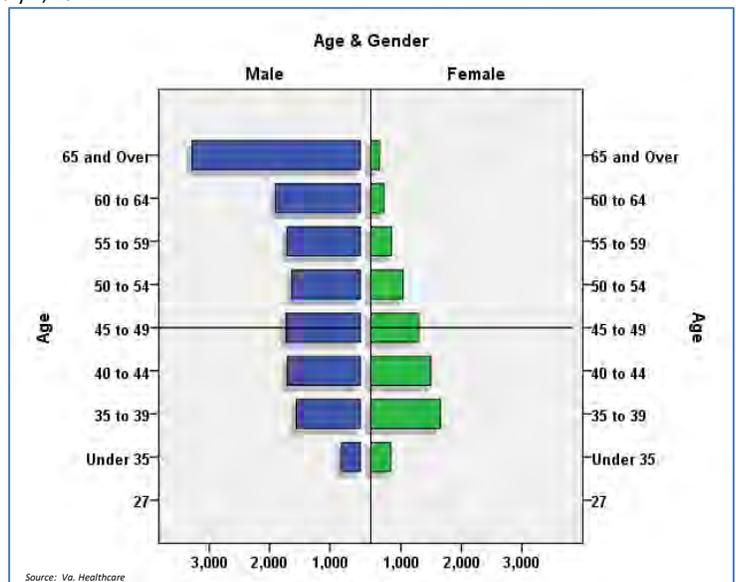
Median Age: 51  
% Under 40: 21%  
% 55+: 40%

**Diversity**

Diversity Index: 53%  
Under 40 Div. Index: 59%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physicians, there is a 53% 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: 25%  
 Rural Childhood: 18%

### Virginia Background

HS in Virginia: 21%  
 Med. School in VA: 21%  
 Init. Residency in VA: 27%

### Location Choice

% Rural to Non-Metro: 15%  
 % Urban/Suburban to Non-Metro: 6%

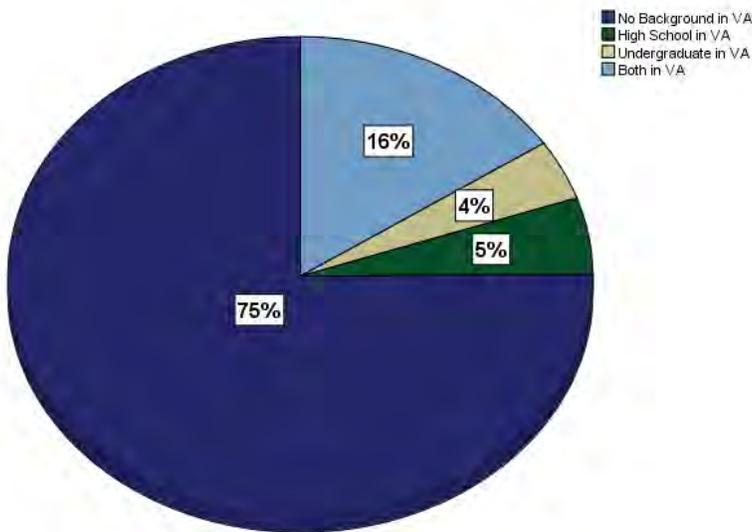
Source: Va. Healthcare Workforce Data Center

## 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+	14%	59%	26%
2	Metro, 250,000 to 1 million	25%	51%	24%
3	Metro, 250,000 or less	22%	58%	20%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	29%	45%	26%
6	Urban pop, 2,500-19,999, Metro adj	33%	44%	23%
7	Urban pop, 2,500-19,999, nonadj	42%	35%	23%
8	Rural, Metro adj	36%	42%	23%
9	Rural, nonadj	32%	40%	28%
<b>Overall</b>		<b>18%</b>	<b>57%</b>	<b>25%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

18% of physicians grew up in self-described rural areas, and 15% of these professionals currently work in Non-Metro counties. Overall, 7% of Virginia's physician workforce work in non-metro counties of the state.

## Top Ten States for Physician Recruitment

Rank	All Physicians			
	Medical School	#	Initial Residency	#
1	Virginia	4,551	Virginia	5,828
2	Outside U.S./Canada	4,447	Washington, D.C.	2,056
3	Pennsylvania	1,496	New York	2,000
4	Washington, D.C.	1,273	Pennsylvania	1,493
5	New York	1,256	Maryland	1,151
6	Maryland	891	North Carolina	920
7	North Carolina	745	Ohio	740
8	Ohio	552	California	675
9	Illinois	514	Michigan	528
10	Texas	449	Texas	518

Source: Va. Healthcare Workforce Data Center

*21% of physicians went to medical school in Virginia, while 27% completed their initial residency in the state.*

Rank	Licensed in the Past 5 Years			
	Medical School	#	Initial Residency	#
1	Outside U.S./Canada	1,139	Virginia	1,322
2	Virginia	795	New York	467
3	Pennsylvania	363	Pennsylvania	365
4	Maryland	238	Washington, D.C.	325
5	New York	227	Maryland	277
6	Washington, D.C.	219	North Carolina	198
7	North Carolina	154	Ohio	192
8	Texas	136	Texas	152
9	Illinois	135	Michigan	148
10	Ohio	129	California	144

Source: Va. Healthcare Workforce Data Center

*Among physicians who have been licensed in the past five years, 16% received their medical degree in Virginia, while 27% completed their initial residency in the state.*

*42% of licensed physicians did not participate in Virginia's workforce in 2016. 94% of these physicians worked at some point in the past year, including 91% who currently work as physicians.*

### At a Glance:

#### Not in VA Workforce

Total:	18,063
% of Licensees:	42%
Federal/Military:	29%
VA Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Medical Schools		
School	#	%
Virginia Commonwealth	2,385	12%
University of Virginia	1,527	8%
Eastern VA Medical School	1,088	6%
Georgetown University	622	3%
George Washington Univ.	548	3%
Uniformed Services Univ. of the Health Sciences	482	2%
Drexel University	347	2%
University of Maryland	346	2%
Jefferson Medical College	318	2%
University of North Carolina	283	1%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Medical Schools

VCU:	12%
UVA:	8%
East. Va. Med. School:	6%

### Top Certifications

Internal Medicine:	28%
Family Medicine:	15%
Surgery:	14%

Source: Va. Healthcare Workforce Data Center

Over two-thirds of physicians do not carry any educational debt. For those with debt, median is \$100K to \$110K. However, among physicians who are under the age of 40, two-thirds do. Their median debt burden is between \$70,000 and \$80,000.

Board Certifications		
Area	#	%
Internal Medicine	5,975	28%
Family Medicine	3,236	15%
Pediatrics	2,530	12%
Surgery <sup>1</sup>	1,952	9%
Psychiatry/Neurology	1,680	8%
Emergency Medicine	1,293	6%
Obstetrics/Gynecology	1,080	5%
Anesthesiology	1,073	5%
Radiology	1,051	5%
Ophthalmology	468	2%
<b>At Least One Credential</b>	<b>21,272</b>	<b>85%</b>

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Physicians		Physicians under 40	
	#	%	#	%
None	12,915	70%	1,309	33%
\$50,000 or less	1,389	8%	427	11%
\$50,001-\$100,000	1,154	6%	440	11%
\$100,001-\$150,000	951	5%	415	11%
\$150,001-\$200,000	751	4%	408	10%
\$200,001-\$250,000	599	3%	406	10%
More than \$250,000	727	4%	524	13%
<b>Total</b>	<b>18,485</b>	<b>100%</b>	<b>3,929</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Over one-quarter of Virginia's physician workforce holds a board certification in Internal Medicine. Overall, 85% of Virginia's physician workforce holds at least one board certification.

<sup>1</sup> Includes multiple board certifications: Surgery, Colon and Rectal Surgery, Neurological Surgery, Orthopedic Surgery, Plastic Surgery, and Thoracic and Cardiac Surgery.

A Closer Look:

At a Glance:

**Gov't Programs**

Medicare Participant: 17%  
 Medicare Non-Participating Provider: 66%  
 Medicaid Participant: 63%

**Medical Services**

Meaningful Use of EHRs: 32%  
 CPA - NP: 15%  
 CPA - PA: 10%

Source: Va. Healthcare Workforce Data Center

Admitting Privileges		
Number of Facilities	#	%
Zero	9,274	43%
One	7,485	35%
Two	2,635	12%
Three	1,145	5%
Four or more	1,046	5%
<b>Total</b>	<b>21,585</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

17% of Virginia's physician workforce participates in the Medicare program, while 66% are non-participating Medicare providers, that is, they do not accept Medicare reimbursement across all services but do so on a case-by-case basis. In addition, 63% of physicians participate in Virginia's Medicaid program.

Medical Services/Activities		
Service	#	%
Achieve Meaningful Use of EHRs	7,973	32%
Collaborative Practice Agreement – Nurse Practitioner	3,838	15%
Collaborative Practice Agreement – Physician Assistant	2,495	10%
Telemedicine or Remote Consulting	2,388	10%
Participate in an Accountable Care Organization	2,334	9%
Collaborative Practice Agreement - Pharmacist	490	2%
<b>At least One Service</b>	<b>10,723</b>	<b>43%</b>

Source: Va. Healthcare Workforce Data Center

Gov't Program Participation		
<b>Medicare Participating Provider</b>		
Yes	4,098	17%
No	20,558	83%
<b>Total</b>	<b>24,656</b>	<b>100%</b>
<b>Medicare Non-Participating Provider</b>		
Yes	16,348	66%
No	8,307	34%
<b>Total</b>	<b>24,656</b>	<b>100%</b>
<b>Medicaid Participating Provider</b>		
Yes	15,432	63%
No	9,223	37%
<b>Total</b>	<b>24,656</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 95%  
Involuntarily Unemployed: <1%

### Positions Held

1 Full-Time: 70%  
2 or more Positions: 13%

### Weekly Hours:

40 to 49: 30%  
60 or more: 25%  
Less than 30: 9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	71	<1%
Employed in a medicine or osteopathy related capacity	21,059	95%
Employed, NOT in a medicine or osteopathy related capacity	209	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	25	<1%
Voluntarily unemployed	246	1%
Retired	465	2%
<b>Total</b>	<b>22,074</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*95% of physicians are currently employed in the profession, and less than 1% are involuntarily unemployed. Nearly three-quarters of all physicians currently hold one full-time job, while 13% have multiple positions. Just 30% of physicians work between 40 and 49 hours per week, while one-quarter work at least 60 hours per week.*

Current Positions		
Positions	#	%
No Positions	735	3%
One Part-Time Position	2,863	13%
Two Part-Time Positions	704	3%
One Full-Time Position	15,145	70%
One Full-Time Position & One Part-Time Position	1,702	8%
Two Full-Time Positions	70	0%
More than Two Positions	377	2%
<b>Total</b>	<b>21,595</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	735	3%
1 to 9 hours	422	2%
10 to 19 hours	529	2%
20 to 29 hours	1,036	5%
30 to 39 hours	2,178	10%
40 to 49 hours	6,311	30%
50 to 59 hours	4,681	22%
60 to 69 hours	3,287	15%
70 to 79 hours	1,059	5%
80 or more hours	1,024	5%
<b>Total</b>	<b>21,261</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	331	2%
<b>Less than \$50,000</b>	690	4%
<b>\$50,000-\$99,999</b>	1,594	10%
<b>\$100,000-\$149,999</b>	2,120	13%
<b>\$150,000-\$199,999</b>	2,915	18%
<b>\$200,000-\$249,999</b>	3,122	19%
<b>\$250,000-\$299,999</b>	1,980	12%
<b>\$300,000-\$349,999</b>	1,488	9%
<b>\$350,000-\$399,999</b>	864	5%
<b>\$400,000 or more</b>	1,503	9%
<b>Total</b>	<b>16,608</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Earnings**

Median Income: \$200k-\$225k

**Benefits**

Employer Health Ins.: 68%

Employer Retirement: 64%

**Satisfaction**

Satisfied 93%

Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	13,106	61%
<b>Somewhat Satisfied</b>	6,851	32%
<b>Somewhat Dissatisfied</b>	1,143	5%
<b>Very Dissatisfied</b>	337	2%
<b>Total</b>	<b>21,438</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical physician earned between \$200,000 and \$225,000 in 2016. In addition, among physicians who received either an hourly wage or a salary at their primary work location, 68% received health insurance and 64% had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Health Insurance</b>	12,415	59%	68%
<b>Retirement</b>	11,864	56%	64%
<b>Paid Vacation</b>	11,180	53%	63%
<b>Dental Insurance</b>	10,334	49%	59%
<b>Group Life Insurance</b>	8,581	41%	50%
<b>Paid Sick Leave</b>	8,383	40%	48%
<b>Signing/Retention Bonus</b>	2,804	13%	17%
<b>At Least One Benefit</b>	<b>14,865</b>	<b>71%</b>	<b>80%</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?	117	<1%
Experience Voluntary Unemployment?	735	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	307	1%
Work two or more positions at the same time?	3,230	13%
Switch employers or practices?	1,256	5%
<b>Experienced at least one</b>	<b>4,996</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

*Less than 1% of Virginia’s physicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 4%.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	499	2%	277	5%
<b>Less than 6 Months</b>	748	4%	488	9%
<b>6 Months to 1 Year</b>	1,339	6%	598	11%
<b>1 to 2 Years</b>	3,385	16%	1,090	19%
<b>3 to 5 Years</b>	4,523	22%	1,182	21%
<b>6 to 10 Years</b>	3,434	16%	798	14%
<b>More than 10 Years</b>	7,091	34%	1,211	21%
<b>Subtotal</b>	<b>21,020</b>	<b>100%</b>	<b>5,645</b>	<b>100%</b>
<b>Did not have location</b>	314		19,254	
<b>Item Missing</b>	3,726		162	
<b>Total</b>	<b>25,060</b>		<b>25,060</b>	

Source: Va. Healthcare Workforce Data Center

*63% of physicians received a salary at their primary work location, while 19% earned income from their own business or practice.*

**At a Glance:**

**Unemployment Experience 2016**

Involuntarily Unemployed: <1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 15%  
Over 2 years: 72%  
Over 2 yrs, 2<sup>nd</sup> location: 57%

**Employment Type**

Salary/Commission: 63%  
Business/Pract. Income: 19%

Source: Va. Healthcare Workforce Data Center

*72% of physicians 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	#	%
<b>Salary/ Commission</b>	10,883	63%
<b>Business/ Practice Income</b>	3,253	19%
<b>Hourly Wage</b>	2,110	12%
<b>By Contract</b>	799	5%
<b>Unpaid</b>	287	2%
<b>Subtotal</b>	<b>17,332</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 3.9% in December 2015 to 4.0% in November 2016. November’s rate is from preliminary data.

## At a Glance:

### Concentration

Top Region:	30%
Top 3 Regions:	73%
Lowest Region:	1%

### Locations

2 or more (2016):	27%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

*30% of all physicians work in Northern Virginia, the most of any region in the state. In addition, nearly one-quarter of all physicians work in Central Virginia.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	4,950	24%	1,035	18%
Eastern	279	1%	75	1%
Hampton Roads	4,059	19%	974	17%
Northern	6,349	30%	1,766	31%
Southside	526	3%	166	3%
Southwest	685	3%	224	4%
Valley	1,091	5%	261	5%
West Central	2,318	11%	523	9%
Virginia Border State/DC	302	1%	231	4%
Other US State	327	2%	351	6%
Outside of the US	11	0%	15	0%
<b>Total</b>	<b>20,895</b>	<b>100%</b>	<b>5,622</b>	<b>100%</b>
Item Missing	1,898		126	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*26% of all physicians currently have multiple work locations, while 27% of physicians have had at least two work locations over the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	283	1%	637	3%
1	15,173	71%	15,140	71%
2	2,175	10%	2,170	10%
3	2,663	13%	2,547	12%
4	443	2%	355	2%
5	235	1%	185	1%
6 or More	261	1%	198	1%
<b>Total</b>	<b>21,232</b>	<b>100%</b>	<b>21,232</b>	<b>100%</b>

\*At the time of survey completion, December 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	10,374	54%	3,165	61%
<b>Non-Profit</b>	5,440	28%	1,410	27%
<b>State/Local Government</b>	1,633	8%	351	7%
<b>Veterans Administration</b>	516	3%	101	2%
<b>U.S. Military</b>	1,235	6%	143	3%
<b>Other Federal Government</b>	153	1%	44	1%
<b>Total</b>	<b>19,350</b>	<b>100%</b>	<b>5,215</b>	<b>100%</b>
<b>Did not have location</b>	314		19,254	
<b>Item Missing</b>	5,396		592.091	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

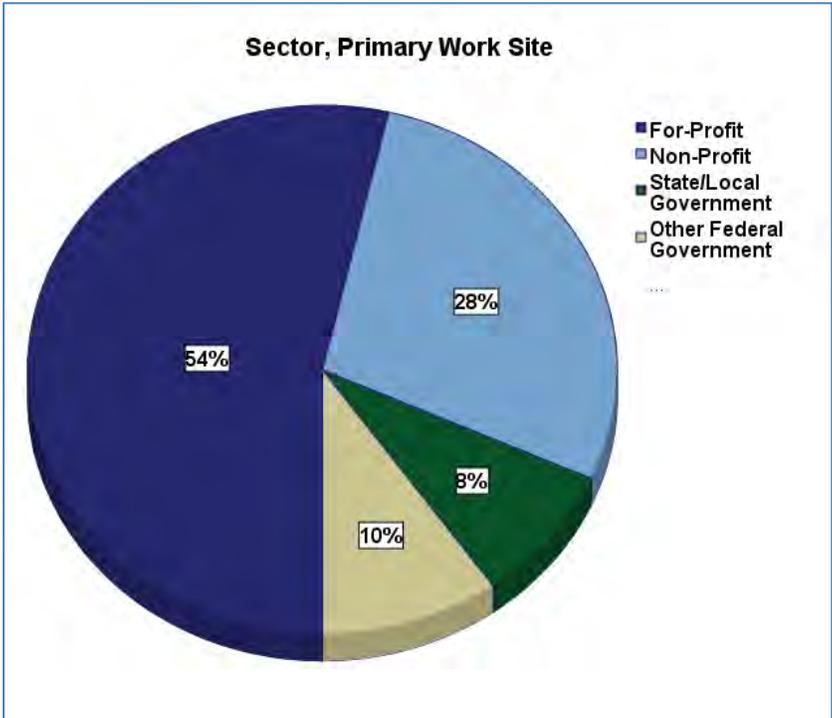
For Profit:	54%
Federal:	10%

**Top Establishments**

Group Private Practice:	38%
Hospital – Inpatient:	15%
Solo Private Practice:	12%

Source: Va. Healthcare Workforce Data Center

82% of all physicians work in the private sector, including 54% who work at for-profit establishments. Another 10% of Virginia’s physician workforce work for the federal government.

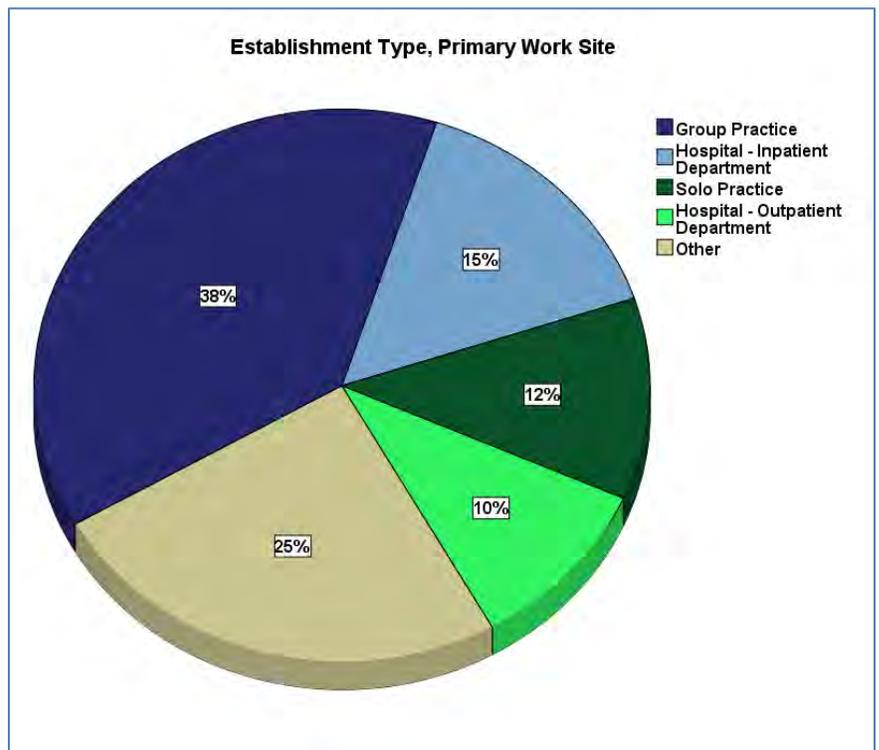


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	7,372	38%	1,785	34%
Hospital - Inpatient Department	2,868	15%	866	17%
Solo Practice	2,269	12%	462	9%
Hospital - Outpatient Department	1,965	10%	443	9%
Hospital - Emergency Department	1,175	6%	414	8%
Community Clinic/Outpatient Care Center	786	4%	273	5%
Medical/Osteopathic School or Parent University	667	3%	107	2%
Insurance Organization	253	1%	62	1%
Mental Health Facility	212	1%	51	1%
Nursing Home/Long-Term Care Facility	131	1%	95	2%
Outpatient Surgical Center	88	0%	75	1%
Supplier Organization	20	0%	9	0%
Other	1,437	7%	546	11%
<b>Total</b>	<b>19,245</b>	<b>100%</b>	<b>5,189</b>	<b>100%</b>
<b>Did Not Have a Location</b>	314		19,254	

*Group private practices are the most common establishment type among Virginia's physicians with a primary work location. The inpatient departments of hospitals and solo private practices are also typical primary establishment types.*

Source: Va. Healthcare Workforce Data Center



*Group Private Practices are also the most common establishment type among physicians with a secondary work location.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### A Typical Physician's Time

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

### Roles

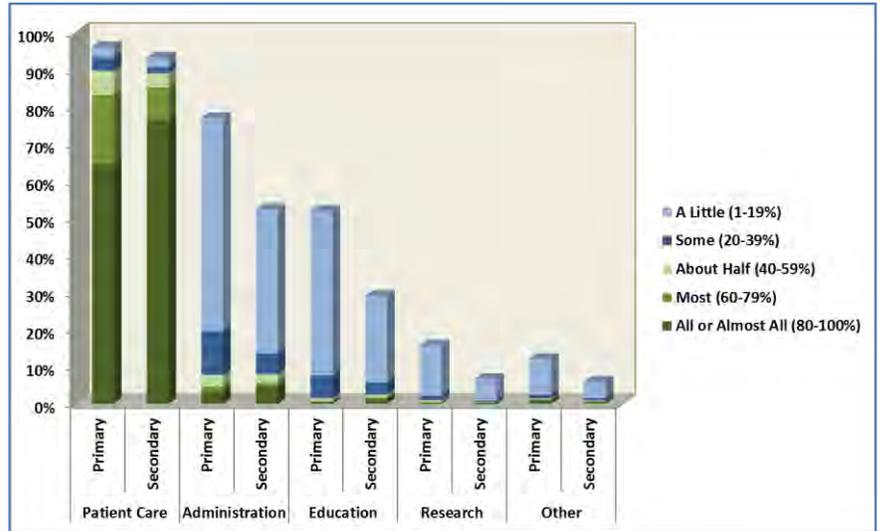
Patient Care: 83%  
Administrative: 5%  
Education: 1%

### Patient Care Physicians

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

*The typical physician spends most of their time in patient care activities. In fact, 83% of all physicians fill a patient care role, defined as spending at least 60% of their time in that activity. Another 5% of physicians fill an administrative role.*

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>	65%	76%	3%	5%	0%	1%	0%	0%	1%	0%
<b>Most (60-79%)</b>	19%	9%	1%	1%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	7%	4%	3%	2%	1%	1%	0%	0%	0%	0%
<b>Some (20-39%)</b>	3%	2%	12%	6%	6%	3%	1%	0%	1%	1%
<b>A Little (1-20%)</b>	3%	3%	57%	39%	44%	23%	14%	6%	10%	4%
<b>None (0%)</b>	4%	7%	23%	47%	48%	71%	84%	93%	88%	93%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Number of Patients/Week

Primary (Median): 50-75  
 Secondary (Median): 1-25

### Accepts New Patients?

Primary: 59%  
 Secondary: 49%

### Medicare/Medicaid

New Medicare Patients: 68%  
 New Medicaid Patients: 71%

Source: Va. Healthcare Workforce Data Center

*59% of physicians are accepting new patients at their primary work location.*

## A Closer Look:

Patient Care Activities Predominantly Primary Care?				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Yes</b>	7,643	42%	1,636	36%
<b>No</b>	11,341	58%	3,364	64%
<b>Total</b>	<b>18,984</b>	<b>100%</b>	<b>5,000</b>	<b>100%</b>
<b>Question Inapplicable to Respondent</b>	1,693		19,743	

Source: Va. Healthcare Workforce Data Center

Accepting New Patients?				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Yes</b>				
<b>I can accept some additional patients</b>	6,307	32%	1,151	21%
<b>I can accept many additional patients</b>	5,404	27%	1,471	27%
<b>No/Not Applicable</b>				
<b>I do not manage my patient load at this location</b>	5,421	27%	1,829	34%
<b>I do not provide patient care at this location</b>	1,899	10%	781	15%
<b>I cannot accept any additional patients</b>	823	4%	146	3%
<b>Total</b>	<b>19,854</b>	<b>100%</b>	<b>5,378</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Patients Visits Per Week				
Number of Visits	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	1,787	9%	762	14%
<b>1 to 24</b>	3,119	16%	2,431	45%
<b>25 to 49</b>	4,087	20%	1,098	20%
<b>50 to 74</b>	4,036	20%	532	10%
<b>75 to 99</b>	3,101	15%	250	5%
<b>100 to 124</b>	2,287	11%	165	3%
<b>125 to 149</b>	749	4%	51	1%
<b>150 or more</b>	868	4%	117	2%
<b>Total</b>	<b>20,034</b>	<b>100%</b>	<b>5,406</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical physician treats between 50 and 75 patients per week at their primary work location*

New Patient Capacity				
Number of Patients	Primary Location		Secondary Location	
	#	%	#	%
Less than 50	4,023	35%	998	39%
50 to 99	2,594	23%	620	24%
100 to 199	1,852	16%	361	14%
200 to 299	892	8%	159	6%
300 to 399	405	4%	70	3%
400 to 499	342	3%	74	3%
500 to 749	346	3%	74	3%
750 to 999	111	1%	18	1%
1,000 or more	834	7%	214	8%
<b>Total</b>	<b>11,399</b>	<b>100%</b>	<b>2,588</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 35% can accept no more than 50 patients, while 23% can accept between 50 and 99 new patients.

Accepting New Medicare/Medicaid Patients?				
Response	Primary Location		Secondary Location	
	#	%	#	%
<b>Medicaid</b>				
Yes	8,324	71%	1,872	72%
No, I am not a Medicaid provider	2,431	21%	556	21%
No, I am a Medicaid Provider, but am not accepting new Medicaid patients	992	8%	190	7%
<b>Total</b>	<b>11,747</b>	<b>100%</b>	<b>2,618</b>	<b>100%</b>
<b>Medicare</b>				
Yes	11,312	68%	-	-
No	5,245	32%	-	-
<b>Total</b>	<b>16,557</b>	<b>100%</b>	-	-

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 71% are accepting new Medicaid patients and 68% are accepting new Medicare patients.

Status Change for New Medicaid Patients in Past Year?				
Response	Primary Location		Secondary Location	
	#	%	#	%
Yes	621	5%	143	5%
No	11,189	95%	2,507	95%
<b>Total</b>	<b>11,810</b>	<b>100%</b>	<b>2,650</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Among physicians who are accepting new patients at their primary work location, 95% have seen no change in their status concerning new Medicaid patients over the past 12 months.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Physicians		Physicians Over 50	
	#	%	#	%
<b>Under age 50</b>	207	1%	-	-
<b>50 to 54</b>	449	3%	45	<1%
<b>55 to 59</b>	1,308	7%	323	4%
<b>60 to 64</b>	3,842	22%	1,546	17%
<b>65 to 69</b>	6,057	34%	3,289	36%
<b>70 to 74</b>	3,035	17%	2,089	23%
<b>75 to 79</b>	947	5%	736	8%
<b>80 or over</b>	436	2%	353	4%
<b>I do not intend to retire</b>	1,342	8%	821	9%
<b>Total</b>	<b>17,622</b>	<b>100%</b>	<b>9,202</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Physicians**

Under 65: 33%  
Under 60: 11%

**Physicians 50 and over**

Under 65: 21%  
Under 60: 4%

**Time until Retirement**

Within 2 years: 8%  
Within 10 years: 30%  
Half the workforce: By 2036

Source: Va. Healthcare Workforce Data Center

*One-third of all physicians expect to retire before the age of 65, while another third plan on working until at least age 70. Among physicians who are age 50 and over, 21% still expect to retire by age 65, while 43% plan on working until at least age 70.*

*Within the next two years, just 1% of Virginia’s physicians expect to leave the profession and 3% plan on leaving the state to practice medicine elsewhere. Meanwhile, 9% of physicians plan on increasing patient care hours, and 4% also plan to pursue additional educational opportunities.*

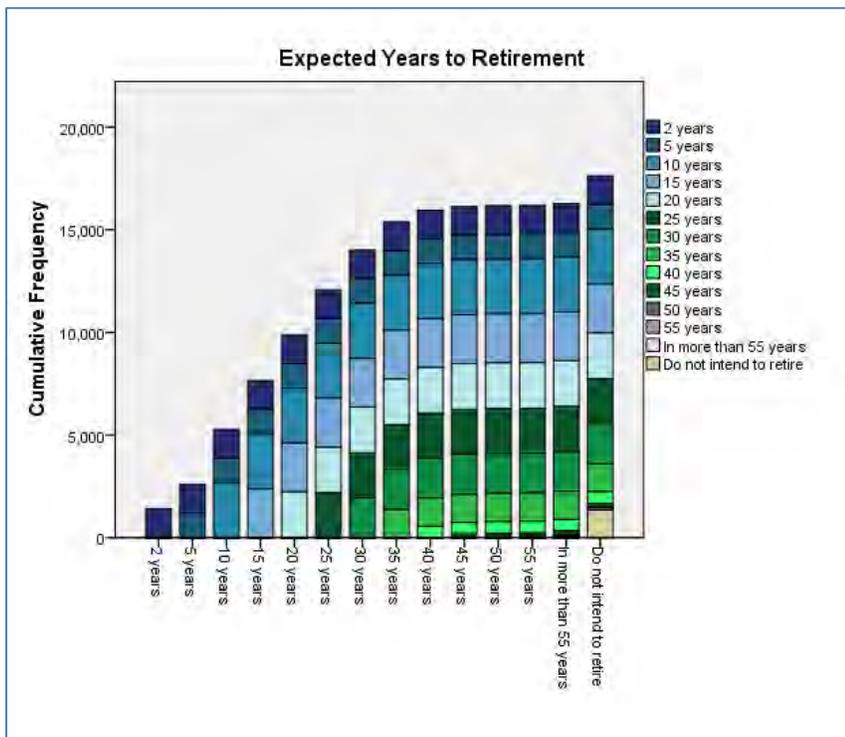
Future Plans		
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	297	1%
<b>Leave Virginia</b>	791	3%
<b>Decrease Patient Care Hours</b>	2,531	10%
<b>Decrease Teaching Hours</b>	166	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	2,183	9%
<b>Increase Teaching Hours</b>	1,755	7%
<b>Pursue Additional Education</b>	1,078	4%
<b>Return to Virginia’s Workforce</b>	97	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for physicians. 8% of physicians expect to retire within the next two years, while 30% plan on retiring in the next ten years. Half of the current physician workforce expects to be retired by 2036.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	1,408	8%	8%
<b>5 years</b>	1,189	7%	15%
<b>10 years</b>	2,681	15%	30%
<b>15 years</b>	2,381	14%	43%
<b>20 years</b>	2,226	13%	56%
<b>25 years</b>	2,187	12%	69%
<b>30 years</b>	1,943	11%	80%
<b>35 years</b>	1,372	8%	87%
<b>40 years</b>	562	3%	90%
<b>45 years</b>	183	1%	91%
<b>50 years</b>	44	0%	91%
<b>55 years</b>	13	0%	91%
<b>In more than 55 years</b>	92	1%	92%
<b>Do not intend to retire</b>	1,342	8%	100%
<b>Total</b>	<b>17,622</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 2026. Retirements will peak at 15% of the workforce around the same time before declining to under 10% of the current workforce again around 2052.

## At a Glance:

### FTEs

Total: 25,389  
 FTEs/1,000 Residents: 3.049  
 Average: 1.03

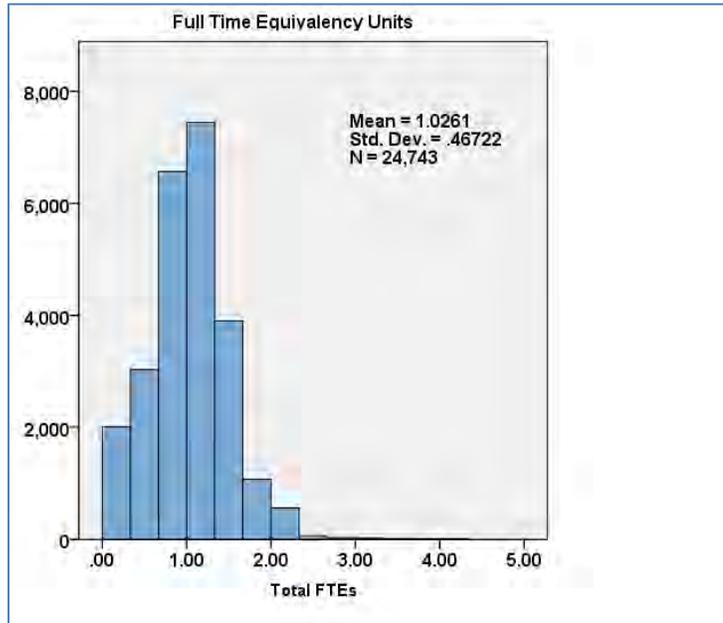
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

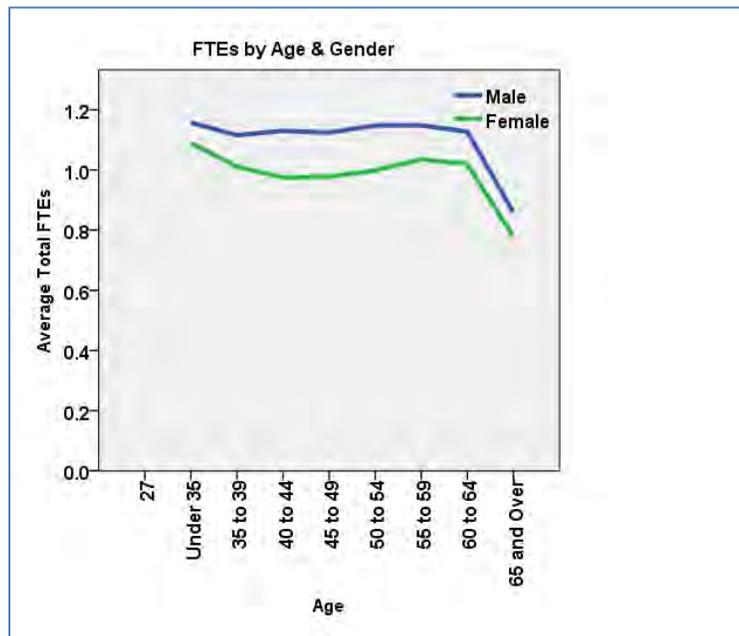


Source: Va. Healthcare Workforce Data Center

*The typical physician provided 1.03 FTEs in 2016, or approximately 42 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

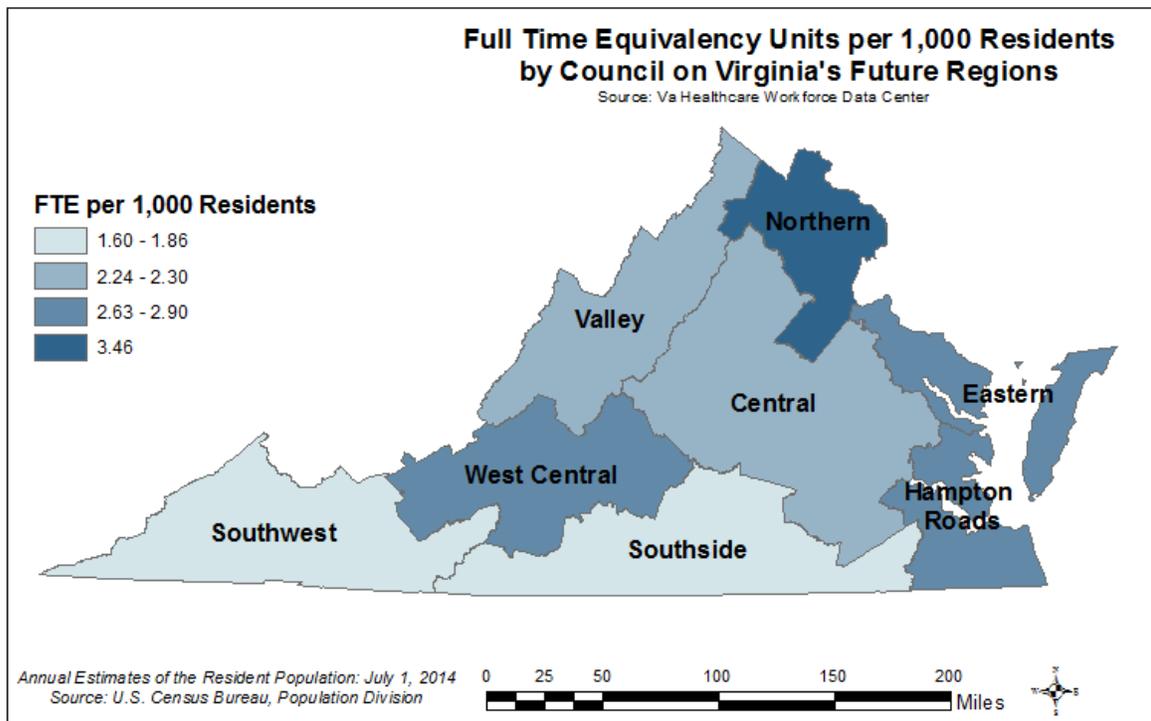
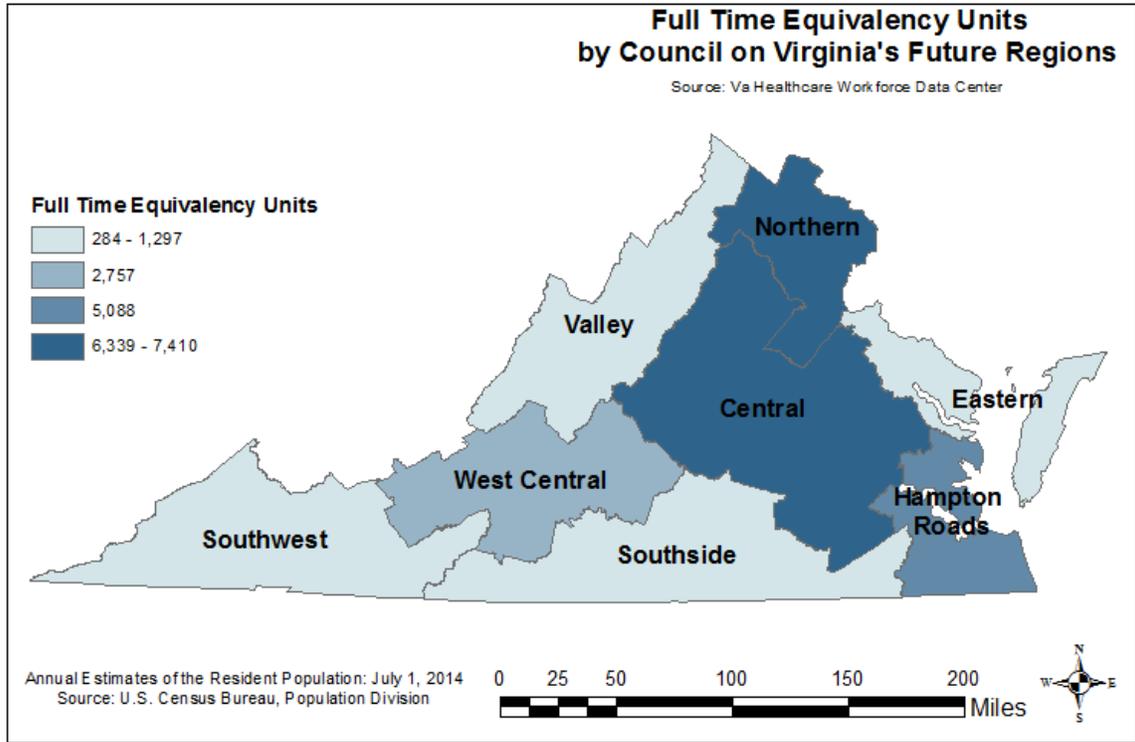
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	1.12	1.09
30 to 34	1.07	1.12
35 to 39	1.05	1.01
40 to 44	1.04	1.03
45 to 49	1.07	1.05
50 to 54	1.10	1.05
55 to 59	1.07	1.06
60 and Over	0.82	0.75
<b>Gender</b>		
Male	1.07	1.09
Female	0.99	1.01

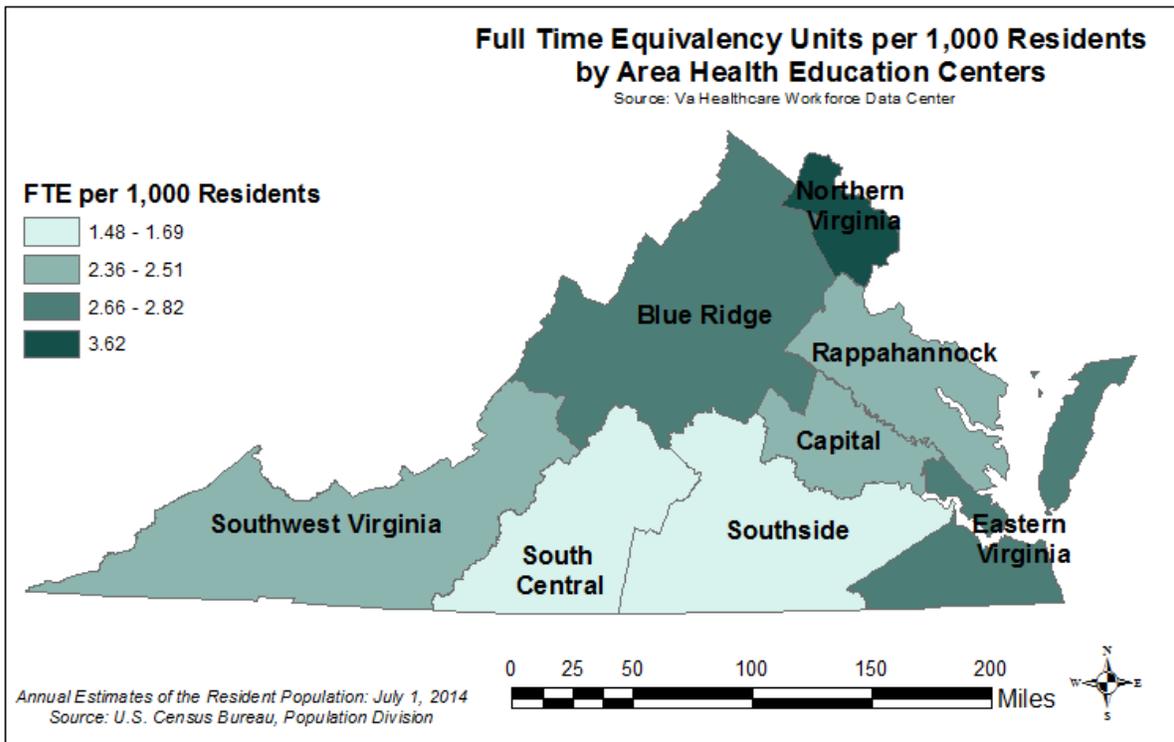
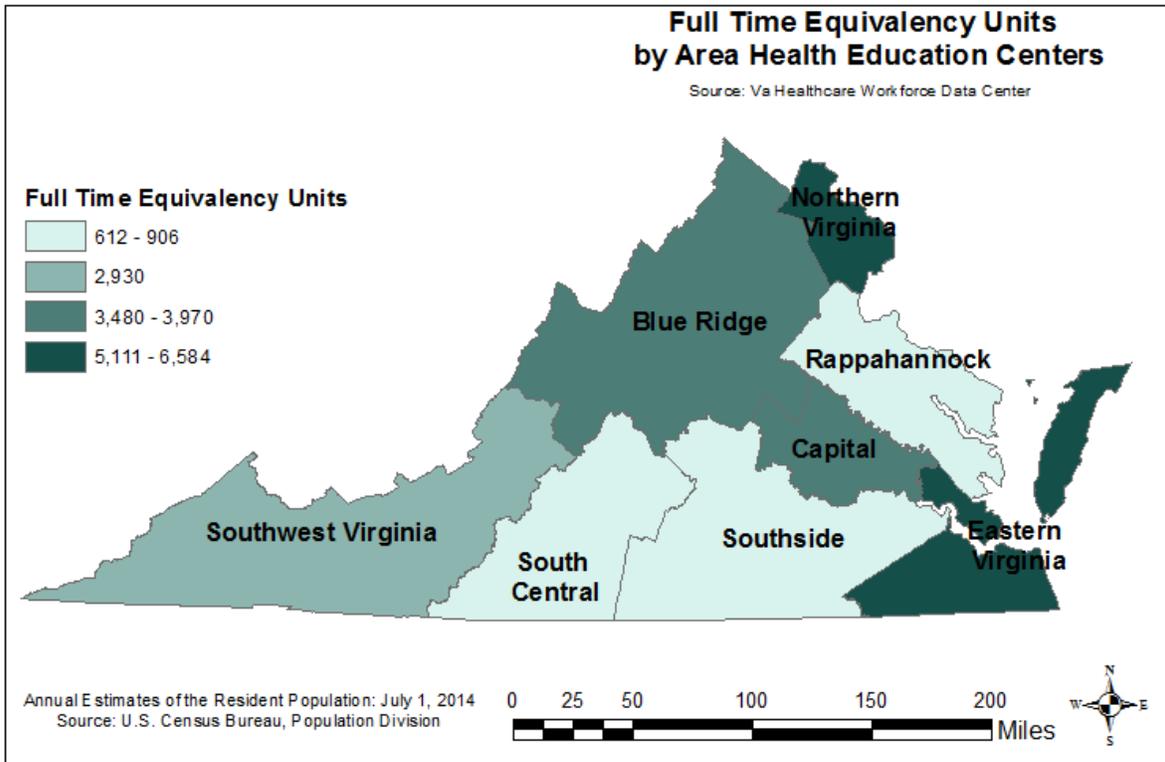
Source: Va. Healthcare Workforce Data Center

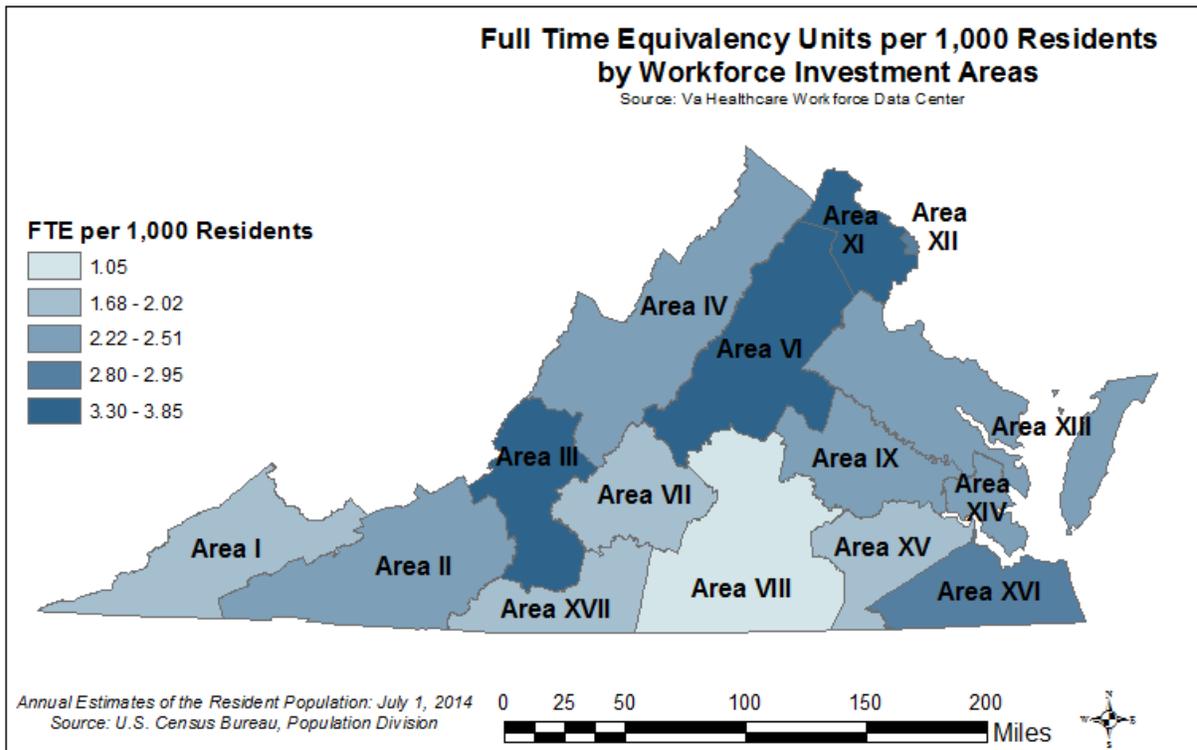
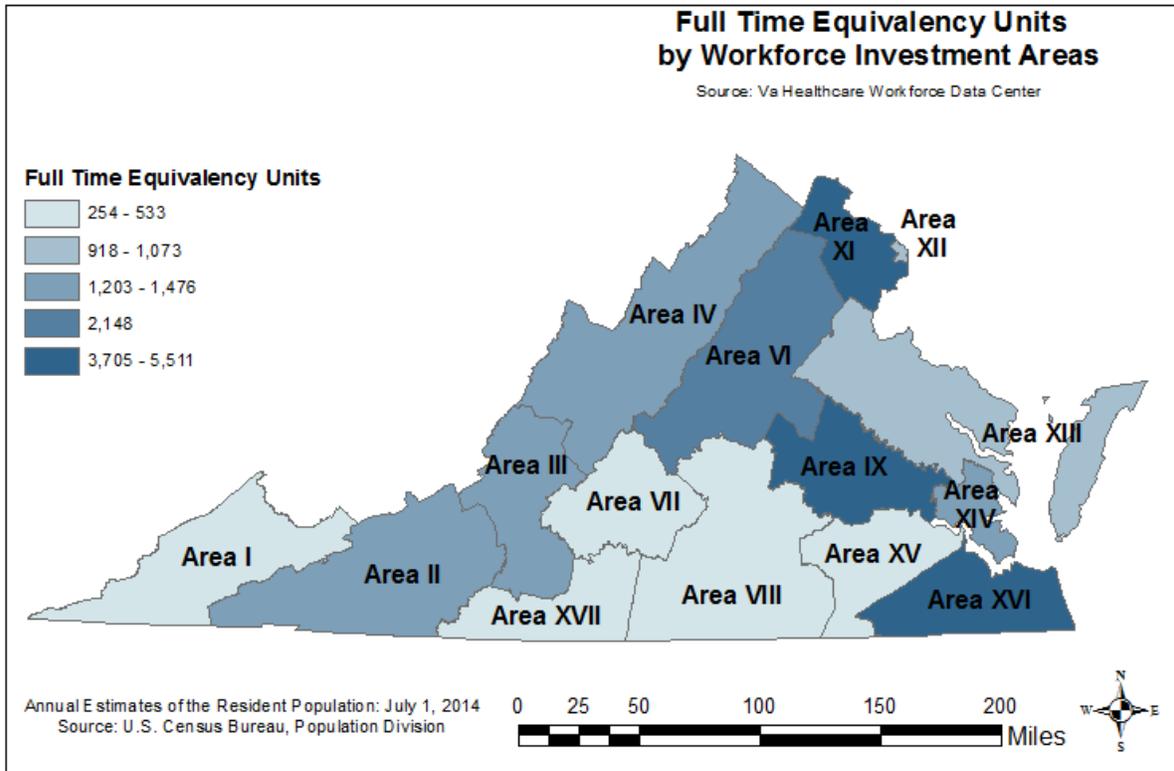


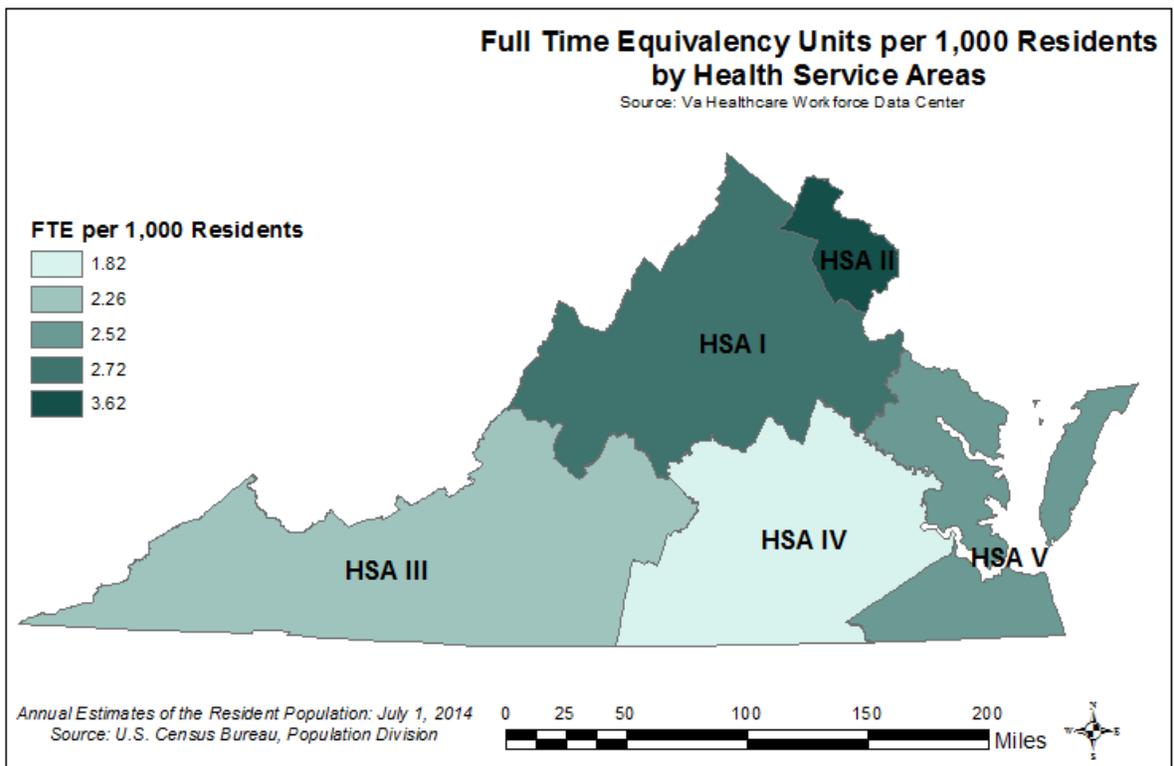
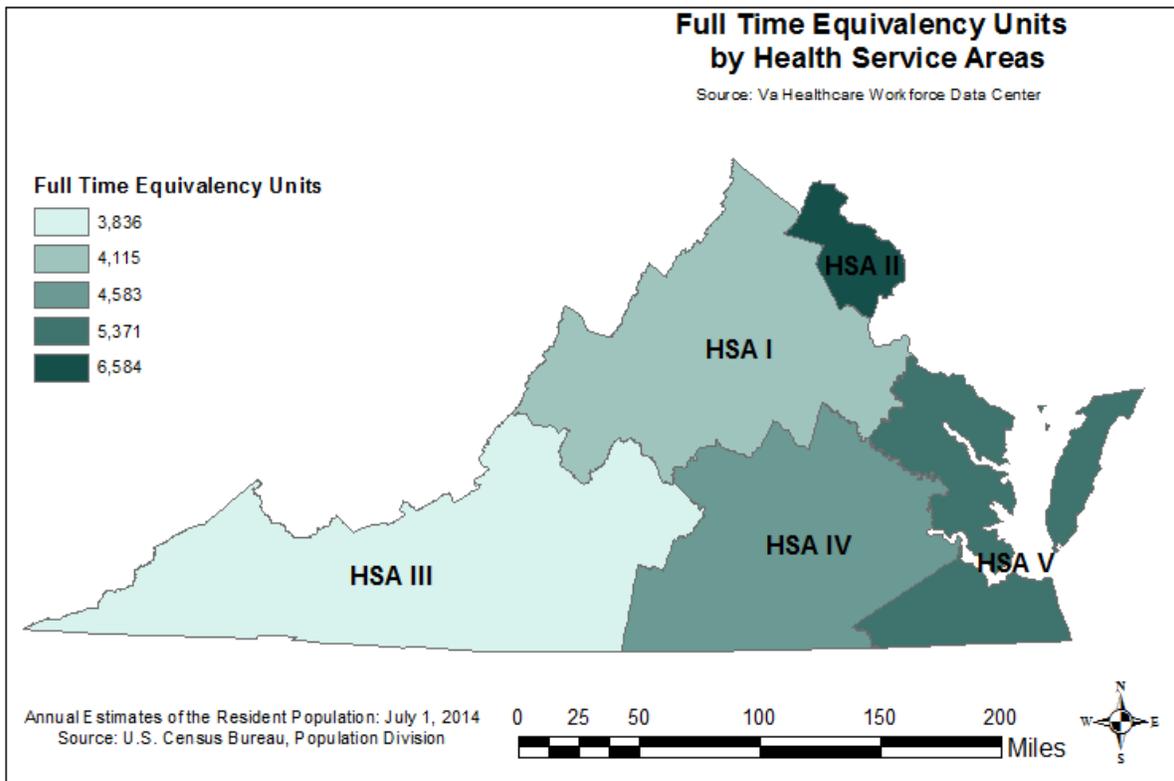
Source: Va. Healthcare Workforce Data Center

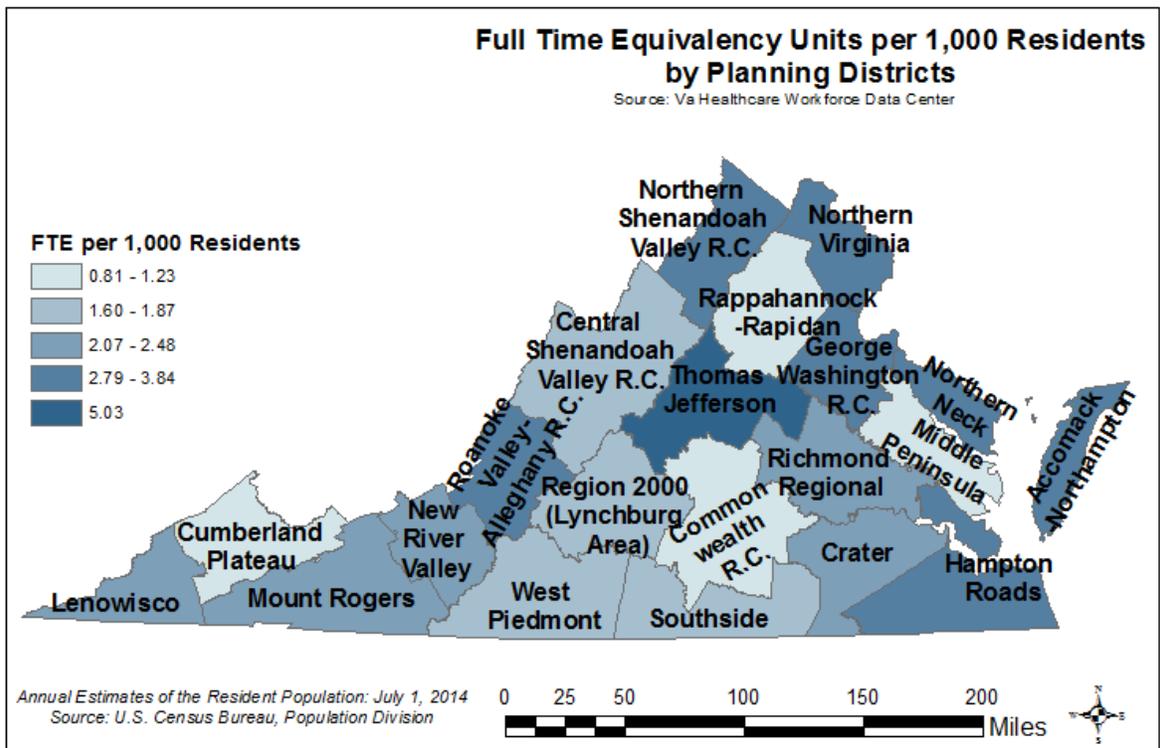
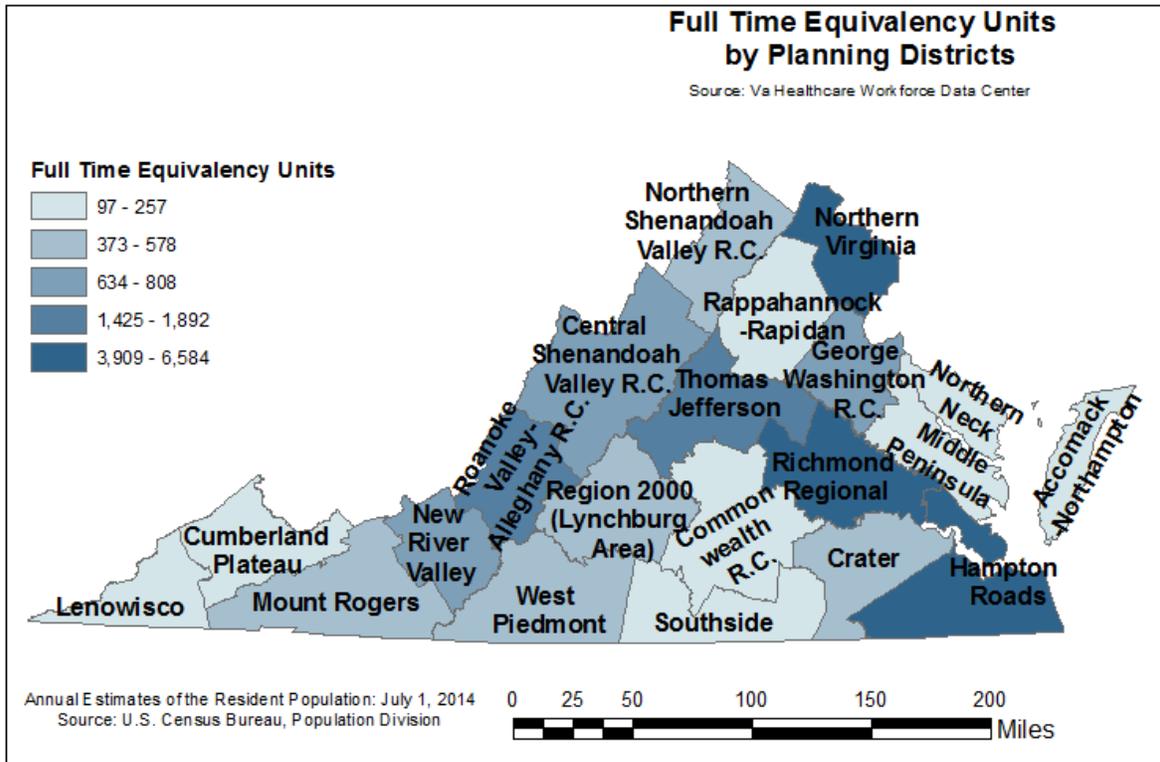
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

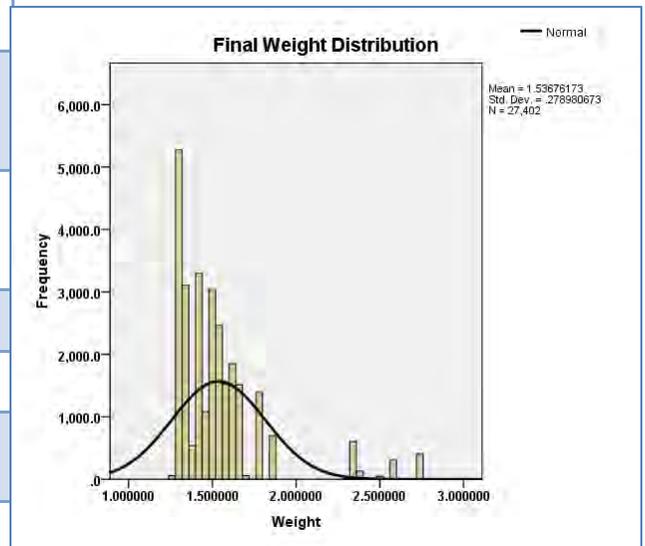
Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	18,066	76.79%	1.302336	1.184949	2.033876
Metro, 250,000 to 1 million	2,211	77.88%	1.283972	1.168241	2.005197
Metro, 250,000 or less	3,464	75.84%	1.318614	1.199761	2.059299
Urban pop 20,000+, Metro adj	251	79.68%	1.255	1.14188	1.959951
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	626	82.27%	1.215534	1.105971	1.898317
Urban pop, 2,500-19,999, nonadj	376	76.86%	1.301038	1.183768	2.031849
Rural, Metro adj	434	70.05%	1.427632	1.298951	2.229552
Rural, nonadj	164	70.12%	1.426087	1.297546	2.22714
Virginia border state/DC	8,072	69.87%	1.431206	1.302203	2.235134
Other US State	9,417	65.98%	1.515693	1.379075	2.367079

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: 0.7311379**



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	3,518	46.82%	2.136004857	1.898317	2.367079
35 to 39	5,653	65.65%	1.523309081	1.3538	1.688101
40 to 44	5,650	74.65%	1.339497392	1.190442	1.484405
45 to 49	5,624	78.50%	1.273839185	1.13209	1.411644
50 to 54	4,987	80.05%	1.249248497	1.110236	1.384393
55 to 59	4,801	79.69%	1.254835337	1.115201	1.390584
60 to 64	4,877	80.36%	1.244450115	1.105971	1.379075
65 and Over	7,979	72.39%	1.381405817	1.227687	1.530847

Source: Va. Healthcare Workforce Data Center