
Virginia's Occupational Therapy Workforce: 2022

Healthcare Workforce Data Center

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More than 4,000 Occupational Therapists 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 their ongoing cooperation.

Thank You!

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The Occupational Therapy Workforce At a Glance:

The Workforce

Licensees:	5,503
Virginia's Workforce:	4,634
FTEs:	3,688

Background

Rural Childhood:	29%
HS Degree in VA:	43%
Prof. Degree in VA:	44%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	60%
Satisfied?:	95%

Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	93%

Education

Masters:	67%
Baccalaureate:	22%

Job Turnover

Switched Jobs:	11%
Employed Over 2 Yrs.:	57%

Demographics

% Female:	92%
Diversity Index:	29%
Median Age:	38

Finances

Median Income:	\$70k-\$80k
Health Benefits:	58%
Under 40 w/ Ed. Debt:	65%

Primary Roles

Patient Care:	80%
Administration:	5%
Education:	1%

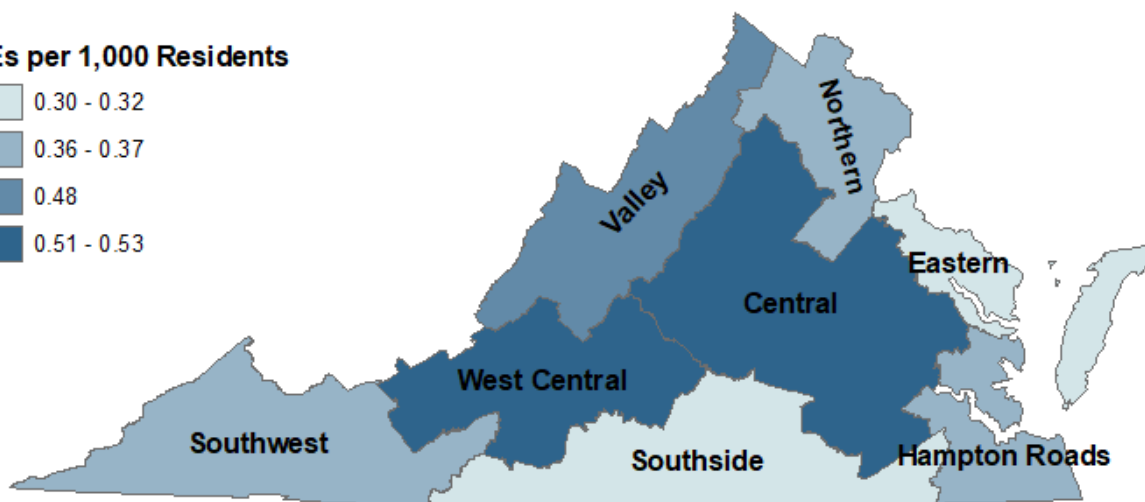
Source: Va. Healthcare Workforce Data Center

Full-Time Equivalency Units Provided by Occupational Therapists per 1,000 Residents by Virginia Performs Region

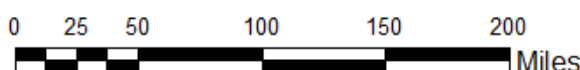
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.30 - 0.32
0.36 - 0.37
0.48
0.51 - 0.53



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Occupational Therapy (OT) Workforce survey. More than 4,000 OTs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on even-numbered years during the birth month of each OT. These survey respondents represent 74% of the 5,503 OTs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 4,634 OTs participated in Virginia's workforce during the survey period, which is defined as those OTs who worked at least a portion of the year in the state or who live in the state and intend to return to work as an OT at some point in the future. This workforce provided 3,688 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 90% of all OTs are female, and the median age of this workforce is 38. In a random encounter between two OTs, there is a 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those OTs who are under the age of 40, this diversity index increases slightly to 30%. However, these values remain well below the comparable diversity index of 58% for Virginia's overall population. Nearly 30% of all OTs grew up in a rural area, and 17% of all OTs who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all OTs currently work in a non-metro area of Virginia.

Among all OTs, 94% are currently employed in the profession, 60% hold one full-time job, and 47% work between 40 and 49 hours per week. One-half of all OTs are employed in the for-profit sector, while another 31% of OTs work in the non-profit sector. The median annual income for OTs is between \$70,000 and \$80,000, and nearly half of OTs receive this income in the form of a salary. In addition, more than three-quarters of all OTs receive at least one employer-sponsored benefit, including 58% who have access to health insurance. Overall, 95% of OTs indicated that they are satisfied with their current employment situation, including 59% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 Occupational Therapy workforce. The number of licensed OTs has increased by 44% (5,503 vs. 3,826). In addition, the size of Virginia's OT workforce has increased by 43% (4,634 vs. 3,231), and the number of FTEs provided by this workforce has increased by 42% (3,688 vs. 2,602). Virginia's renewing OTs are more likely to respond to this survey (93% vs. 80%).

The percentage of Virginia's OT workforce that is under the age of 40 has increased significantly (55% vs. 47%). The diversity index of Virginia's OTs has increased (29% vs. 23%), a trend that has also occurred among OTs who are under the age of 40 (30% vs. 25%). This has taken place at a time during which the diversity index of the state's overall population has also increased (58% vs. 54%). OTs are less likely to have grown up in a rural area (29% vs. 31%), and OTs who grew up in a rural area are also slightly less likely to be employed in a non-metro area of Virginia (17% vs. 18%).

Virginia's OTs are considerably more likely to receive a Master's degree as their highest professional degree (67% vs. 56%) instead of a baccalaureate degree (22% vs. 41%). In addition, OTs are more likely to carry education debt (46% vs. 43%), and the median debt amount among those OTs with education debt has increased as well (\$60k-\$70k vs. \$40k-\$50k). The median annual income of Virginia's OT workforce has also increased (\$70k-\$80k vs. \$60k-\$70k), and OTs are more likely to receive this income in the form of a salary (47% vs. 43%) instead of an hourly wage (41% vs. 45%).

The one-year rates of involuntary unemployment (2% vs. 1%) and underemployment (4% vs. 3%) have both risen slightly. Although half of OTs continue to work in the for-profit sector, there has been a shift away from state/local governments (16% vs. 20%) and toward the non-profit sector (31% vs. 27%). The most common establishment type among OTs has changed from skilled nursing facilities (11% vs. 19%) to the inpatient department of general hospitals (17% vs. 13%). OTs are less likely to indicate that they are satisfied with their current work situation (95% vs. 97%), and this decline is particularly acute among those OTs who indicated that they are "very satisfied" (59% vs. 68%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,392	80%
New Licensees	467	8%
Non-Renewals	644	12%
All Licensees	5,503	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing OTs, 93% submitted a survey. These represent 74% of all OTs who held a license at some point in 2022.

Definitions

- The Survey Period:** The survey was conducted throughout 2022.
- Target Population:** All OTs who held a Virginia license at some point in 2022.
- Survey Population:** The survey was available to OTs who renewed their licenses online. It was not available to those who did not renew, including all OTs newly licensed in 2022.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	545	550	50%
30 to 34	266	748	74%
35 to 39	156	624	80%
40 to 44	88	509	85%
45 to 49	78	429	85%
50 to 54	70	460	87%
55 to 59	60	348	85%
60 and Over	143	429	75%
Total	1,406	4,097	75%
New Licenses			
Issued in Past Year	467	0	0%
Metro Status			
Non-Metro	86	266	76%
Metro	660	2,979	82%
Not in Virginia	660	852	56%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	4,097
Response Rate, All Licensees	74%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTs

Number:	5,503
New:	8%
Not Renewed:	12%

Response Rates

All Licensees:	74%
Renewing Practitioners:	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2022 OT Workforce: 4,634
FTEs: 3,688

Utilization Ratios

Licensees in VA Workforce: 84%
Licensees per FTE: 1.49
Workers per FTE: 1.26

Source: Va. Healthcare Workforce Data Center

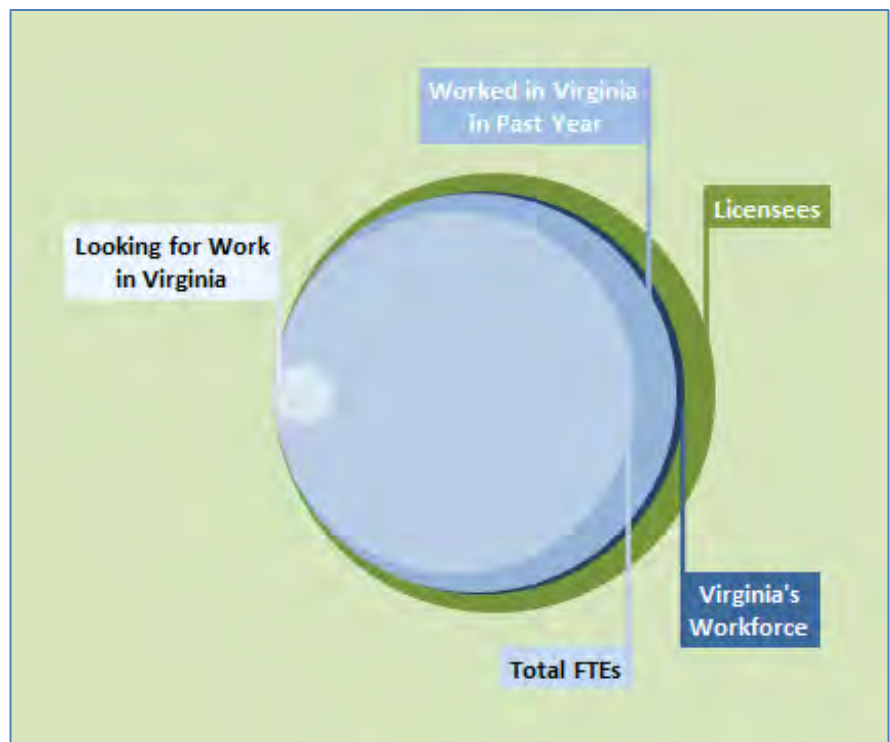
Definitions

- 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 hours (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 OT Workforce		
Status	#	%
Worked in Virginia in Past Year	4,532	98%
Looking for Work in Virginia	102	2%
Virginia's Workforce	4,634	100%
Total FTEs	3,688	
Licensees	5,503	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	29	3%	922	97%	951	22%
30 to 34	72	9%	737	91%	809	19%
35 to 39	52	9%	550	91%	602	14%
40 to 44	45	10%	418	90%	463	11%
45 to 49	32	9%	336	91%	368	9%
50 to 54	49	12%	346	88%	395	9%
55 to 59	42	14%	263	86%	305	7%
60 and Over	33	9%	347	91%	380	9%
Total	355	8%	3,918	92%	4,273	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTs		OTs Under 40	
	%	#	%	#	%
White	60%	3,642	84%	1,996	83%
Black	19%	253	6%	142	6%
Asian	7%	220	5%	123	5%
Other Race	0%	43	1%	14	1%
Two or More Races	3%	82	2%	51	2%
Hispanic	10%	113	3%	71	3%
Total	100%	4,353	100%	2,399	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2021.

Source: Va. Healthcare Workforce Data Center

Among all OTs, 55% are under the age of 40, and 94% of OTs who are under the age of 40 are female. In addition, there is a 30% chance that two randomly chosen OTs among those who are under the age of 40 would be of different races or ethnicities.

At a Glance:

Gender

% Female: 92%
% Under 40 Female: 94%

Age

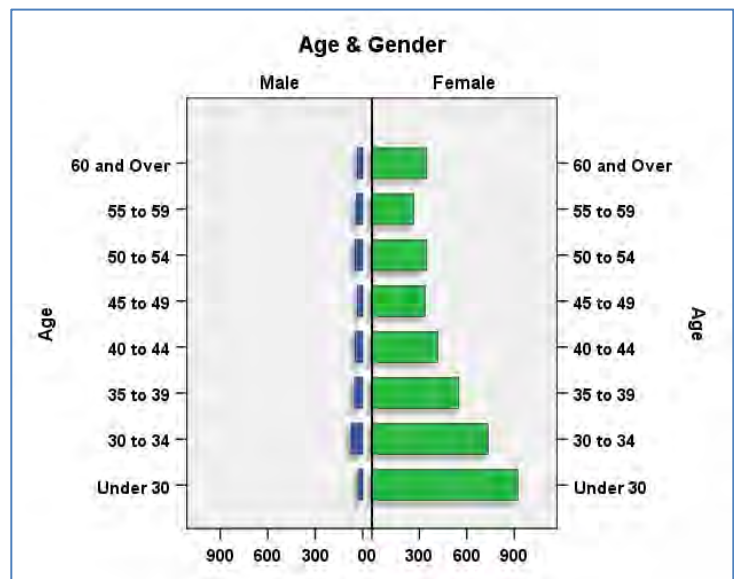
Median Age: 38
% Under 40: 55%
% 55 and Over: 16%

Diversity

Diversity Index: 29%
Under 40 Div. Index: 30%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTs, there is a 29% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
Rural Childhood: 29%

Virginia Background

HS in Virginia: 43%
Professional Edu. in VA: 44%
HS/Prof. Edu. in VA: 53%

Location Choice

% Rural to Non-Metro: 17%
% Urban/Suburban
to Non-Metro: 5%

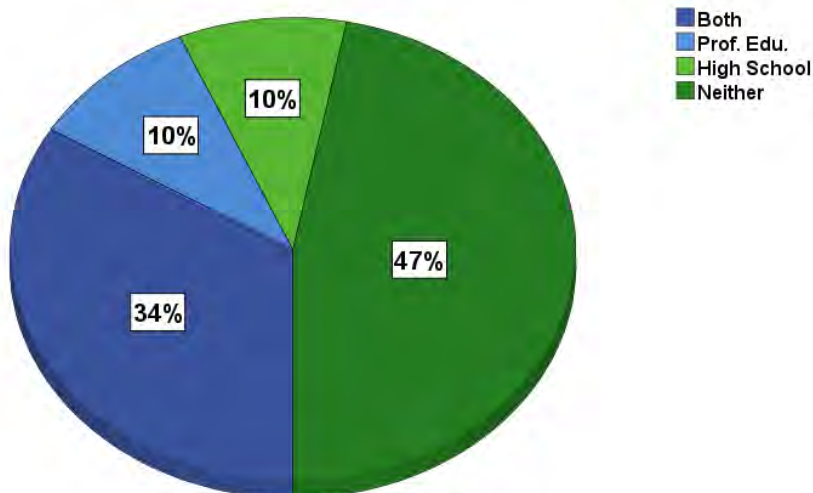
Source: Va. Healthcare Workforce Data Center

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+	22%	68%	10%
2	Metro, 250,000 to 1 Million	38%	49%	13%
3	Metro, 250,000 or Less	42%	52%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	58%	30%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	59%	37%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	74%	19%	7%
8	Rural, Metro Adjacent	50%	44%	6%
9	Rural, Non-Adjacent	47%	47%	5%
Overall		29%	61%	9%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly 30% of OTs grew up in a self-described rural area, and 17% of OTs who grew up in a rural area currently work in a non-metro county. In total, 9% of all OTs work in a non-metro county of Virginia.

Top Ten States for Occupational Therapist Recruitment

Rank	All Occupational Therapists			
	High School	#	Professional School	#
1	Virginia	1,880	Virginia	1,870
2	Pennsylvania	353	Pennsylvania	447
3	New York	281	New York	281
4	Maryland	237	Florida	149
5	Outside U.S./Canada	185	North Carolina	146
6	New Jersey	181	Massachusetts	141
7	North Carolina	116	Washington, D.C.	107
8	Florida	91	Outside U.S./Canada	104
9	Ohio	89	Tennessee	97
10	West Virginia	85	Maryland	91

Source: Va. Healthcare Workforce Data Center

Among all OTs, 43% received their high school degree in Virginia, and 44% also received their initial professional degree in the state.

Among OTs who were licensed in the past five years, 44% received their high school degree in Virginia, and 45% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	632	Virginia	646
2	Pennsylvania	101	Pennsylvania	165
3	Maryland	100	New York	86
4	New Jersey	82	Florida	68
5	New York	77	Tennessee	46
6	North Carolina	45	Washington, D.C.	45
7	Florida	39	Massachusetts	41
8	Ohio	35	Maryland	28
9	Tennessee	33	Texas	24
10	Outside U.S./Canada	29	Missouri	22

Source: Va. Healthcare Workforce Data Center

In total, 16% of licensed OTs did not participate in Virginia's workforce in 2022. Among these licensees, 93% worked at some point in the past year, including 87% who currently work as OTs.

At a Glance:

Not in VA Workforce

Total:	893
% of Licensees:	16%
Federal/Military:	5%
VA Border State/DC:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate	959	22%
Masters	2,865	67%
Doctorate	450	11%
Total	4,274	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

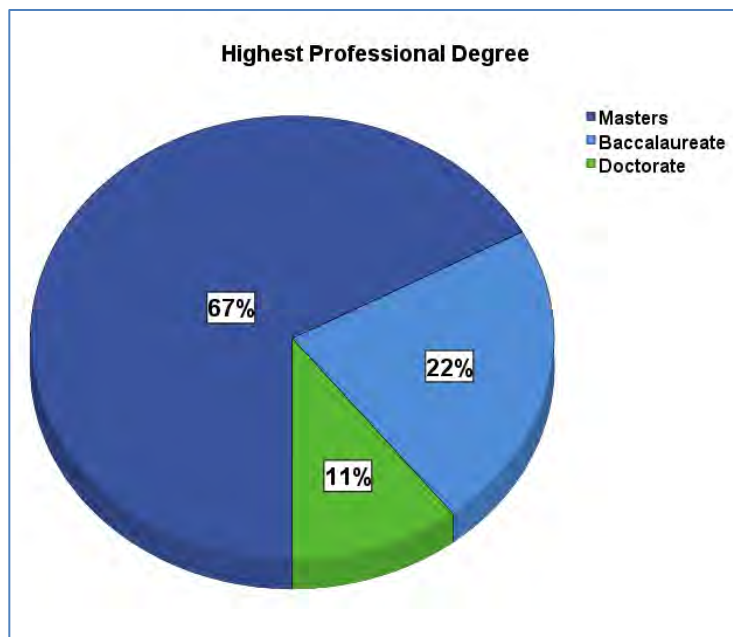
Education

Masters: 67%
Baccalaureate: 22%

Education Debt

With Debt: 46%
Under Age 40 w/ Debt: 65%
Median Debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Two-thirds of all OTs hold a Master's degree as their highest professional degree.

Nearly half of all OTs carry education debt, including 65% of those who are under the age of 40. For those with education debt, the median debt amount is between \$60,000 and \$70,000.

Education Debt				
Amount Carried	All OTs		OTs Under 40	
	#	%	#	%
None	2,097	54%	760	35%
\$20,000 or Less	259	7%	153	7%
\$20,001-\$40,000	293	8%	209	10%
\$40,001-\$60,000	229	6%	179	8%
\$60,001-\$80,000	246	6%	208	10%
\$80,001-\$100,000	211	5%	182	8%
\$100,001-\$120,000	232	6%	191	9%
More than \$120,000	313	8%	274	13%
Total	3,879	100%	2,157	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specializations

Pediatrics:	25%
Physical Rehabilitation:	25%
Gerontology:	20%

Top Certifications:

Cert. Hand Therapist:	3%
Lymphedema Therapist:	3%
School Systems:	1%

Source: Va. Healthcare Workforce Data Center

Both Pediatrics and Physical Rehabilitation are areas of specialization among one-quarter of Virginia's OT workforce. In total, three-quarters of all OTs have at least one specialization.

A Closer Look:

Specializations		
Area	#	% of Workforce
Pediatrics	1,150	25%
Physical Rehabilitation	1,137	25%
Gerontology	905	20%
Neurorehabilitation	787	17%
Sensory Processing	679	15%
Acute Care	648	14%
Home Health	644	14%
School Systems	642	14%
Developmental Disabilities	606	13%
Early Intervention	393	8%
Hand Therapy	347	7%
Environmental Modification	305	7%
Feeding, Eating, Swallowing	298	6%
Mental Health	279	6%
Low Vision	144	3%
Driving and Community Mobility	57	1%
Industrial/Workplace	41	1%
Other	211	5%
At Least One Specialization	3,477	75%

Source: Va. Healthcare Workforce Data Center

Certifications

Proficiency Area	#	% of Workforce
Certified Hand Therapist (CHT)	129	3%
Certified Lymphedema Therapist	125	3%
School Systems	63	1%
Dementia Care Specialist	58	1%
Pediatrics (BCP)	32	1%
Other	366	8%
At Least One Certification	703	15%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 15% hold at least one certification, including 3% who have a certification as a Certified Hand Therapist (CHT). In addition, 3% also have a certification as a Certified Lymphedema Therapist.

At a Glance:

Employment

Employed in Profession: 94%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 60%
2 or More Positions: 18%

Weekly Hours:

40 to 49: 47%
60 or More: 2%
Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in an Occupational Therapy-Related Capacity	4,101	94%
Employed, NOT in an Occupational Therapy-Related Capacity	70	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	149	3%
Retired	22	1%
Total	4,349	100%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 94% are currently employed in the profession, 60% hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	177	4%
One Part-Time Position	769	18%
Two Part-Time Positions	210	5%
One Full-Time Position	2,596	60%
One Full-Time Position & One Part-Time Position	433	10%
Two Full-Time Positions	4	0%
More than Two Positions	107	2%
Total	4,296	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	177	4%
1 to 9 Hours	147	3%
10 to 19 Hours	219	5%
20 to 29 Hours	377	9%
30 to 39 Hours	1,069	25%
40 to 49 Hours	2,002	47%
50 to 59 Hours	180	4%
60 to 69 Hours	40	1%
70 to 79 Hours	13	0%
80 or More Hours	19	0%
Total	4,243	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	8	0%
\$30,000 or Less	241	7%
\$30,001-\$40,000	132	4%
\$40,001-\$50,000	203	6%
\$50,001-\$60,000	347	10%
\$60,001-\$70,000	501	15%
\$70,001-\$80,000	728	21%
\$80,001-\$90,000	582	17%
\$90,001-\$100,000	344	10%
\$100,001-\$110,000	196	6%
\$110,001-\$120,000	88	3%
More than \$120,000	66	2%
Total	3,437	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$70k-\$80k

Benefits

Health Insurance: 58%

Retirement: 64%

Satisfaction

Satisfied 95%

Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,505	59%
Somewhat Satisfied	1,517	36%
Somewhat Dissatisfied	190	5%
Very Dissatisfied	36	1%
Total	4,249	100%

Source: Va. Healthcare Workforce Data Center

The typical OT earns between \$70,000 and \$80,000 per year. In addition, 77% of OTs receive at least one employer-sponsored benefit, including 58% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,656	65%	70%
Retirement	2,620	64%	69%
Health Insurance	2,399	58%	62%
Dental Insurance	2,283	56%	60%
Paid Sick Leave	1,969	48%	52%
Group Life Insurance	1,492	36%	39%
Signing/Retention Bonus	298	7%	8%
At Least One Benefit	3,165	77%	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	81	2%
Experience Voluntary Unemployment?	328	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	186	4%
Work Two or More Positions at the Same Time?	921	20%
Switch Employers or Practices?	501	11%
Experience At Least One?	1,584	34%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 2% experienced involuntary unemployment in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	100	2%	111	10%
Less than 6 Months	259	6%	172	16%
6 Months to 1 Year	463	11%	171	15%
1 to 2 Years	987	24%	234	21%
3 to 5 Years	959	23%	208	19%
6 to 10 Years	577	14%	104	9%
More than 10 Years	820	20%	108	10%
Subtotal	4,165	100%	1,109	100%
Did Not Have Location	117		3,497	
Item Missing	352		28	
Total	4,634		4,634	

Source: Va. Healthcare Workforce Data Center

Among all OTs, 47% receive a salary at their primary work location, while 41% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 11%
New Location: 26%
Over 2 Years: 57%
Over 2 Yrs., 2nd Location: 38%

Employment Type

Salary/Commission: 47%
Hourly Wage: 41%

Source: Va. Healthcare Workforce Data Center

Among all OTs, 57% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,524	47%
Hourly Wage	1,334	41%
By Contract	321	10%
Business/Practice Income	66	2%
Unpaid	7	0%
Subtotal	3,252	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.4%. The unemployment rate from December 2022 was still preliminary at the time of publication.

At a Glance:

Concentration

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

Locations

2 or More (Past Year):	27%
2 or More (Now*):	24%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all OTs work in Northern Virginia, Central Virginia, and Hampton Roads.

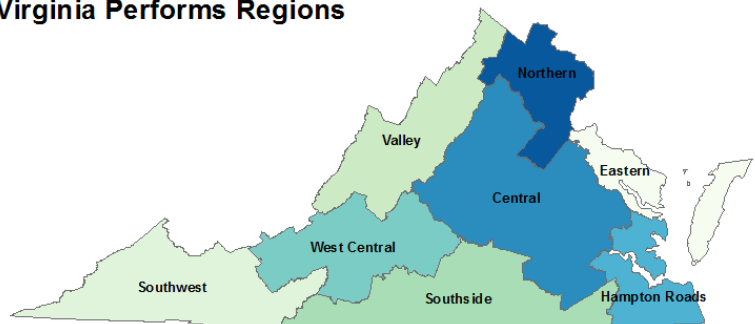
A Closer Look:

Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,068	26%	230	20%
Eastern	53	1%	24	2%
Hampton Roads	715	17%	175	16%
Northern	1,251	30%	291	26%
Southside	118	3%	40	4%
Southwest	174	4%	36	3%
Valley	290	7%	89	8%
West Central	426	10%	128	11%
Virginia Border State/D.C.	31	1%	38	3%
Other U.S. State	39	1%	70	6%
Outside of the U.S.	1	0%	1	0%
Total	4,166	100%	1,122	100%
Item Missing	350		13	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While nearly one-quarter of OTs currently have multiple work locations, 27% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	102	2%	173	4%
1	3,015	71%	3,076	72%
2	731	17%	654	15%
3	279	7%	263	6%
4	59	1%	36	1%
5	22	1%	15	0%
6 or More	41	1%	33	1%
Total	4,250	100%	4,250	100%

*At the time of survey completion: 2022 (continual renewal cycle).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,011	50%	782	73%
Non-Profit	1,245	31%	206	19%
State/Local Government	647	16%	76	7%
Veterans Administration	56	1%	3	0%
U.S. Military	14	0%	4	0%
Other Federal Government	25	1%	3	0%
Total	3,998	100%	1,074	100%
Did Not Have Location	117		3,497	
Item Missing	518		62	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	50%
Federal:	2%

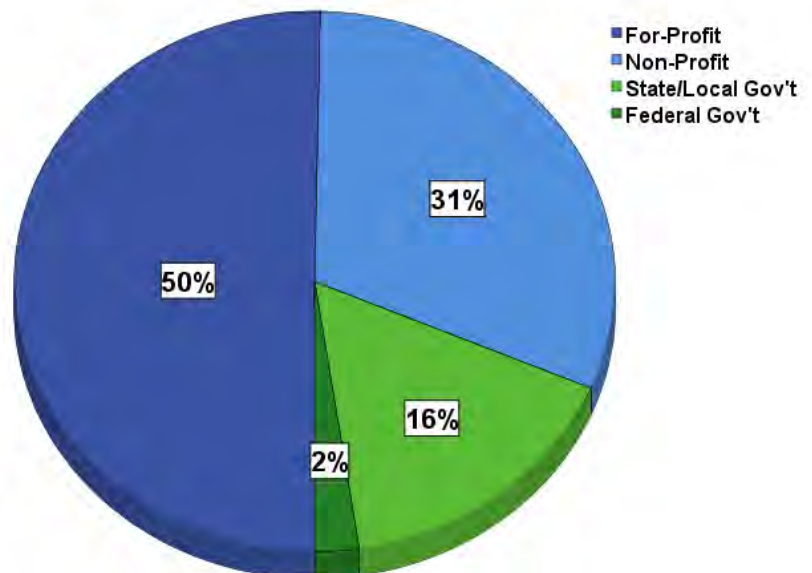
Top Establishments

Hospital, Inpatient:	17%
K-12 School System:	14%
Home Health Care:	12%

Source: Va. Healthcare Workforce Data Center

One-half of all OTs work in the for-profit sector, while 31% work in the non-profit sector.

Sector, Primary Work Site



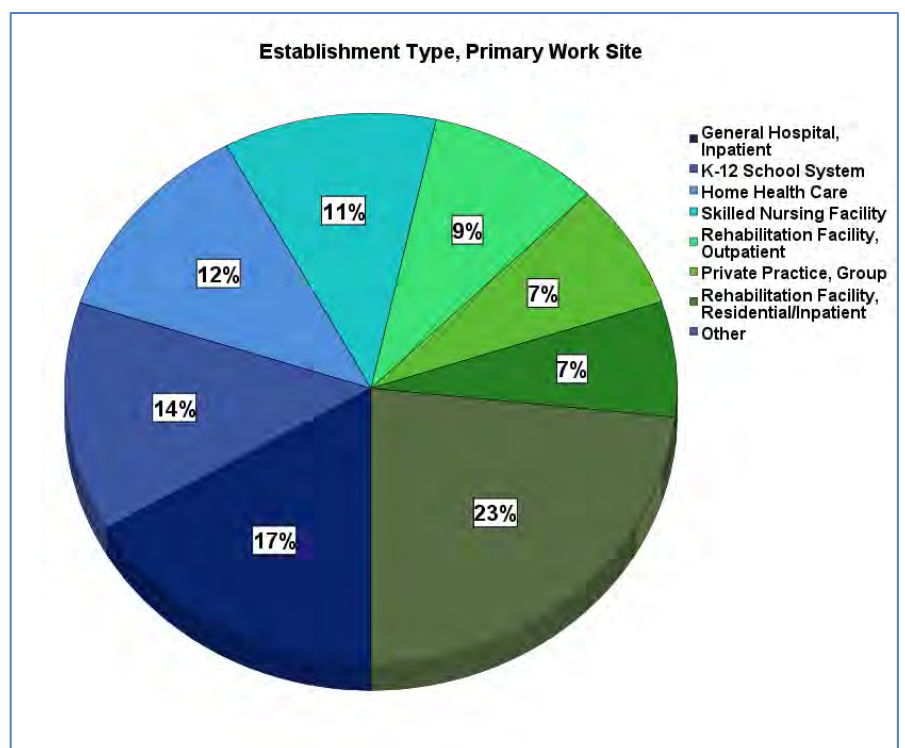
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient Department	643	17%	136	13%
K-12 School System	525	14%	38	4%
Home Health Care	472	12%	150	14%
Skilled Nursing Facility	438	11%	192	18%
Rehabilitation Facility, Outpatient Clinic	353	9%	56	5%
Private Practice, Group	288	7%	84	8%
Rehabilitation Facility, Residential/Inpatient	263	7%	115	11%
General Hospital, Outpatient Department	200	5%	20	2%
Assisted Living or Continuing Care Facility	144	4%	64	6%
Academic Institution	123	3%	49	5%
Private Practice, Solo	109	3%	55	5%
Mental Health, Inpatient	47	1%	1	0%
Physician Office	23	1%	3	0%
Other	260	7%	93	9%
Total	3,888	100%	1,056	100%
Did Not Have a Location	117		3,497	

Source: Va. Healthcare Workforce Data Center

Among all OTs, 17% work in the inpatient department of a general hospital, while another 14% work in a K-12 school system.

Among those OTs who also have a secondary work location, 18% work in a skilled nursing facility, and another 14% work in a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical OTs Time

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

Roles

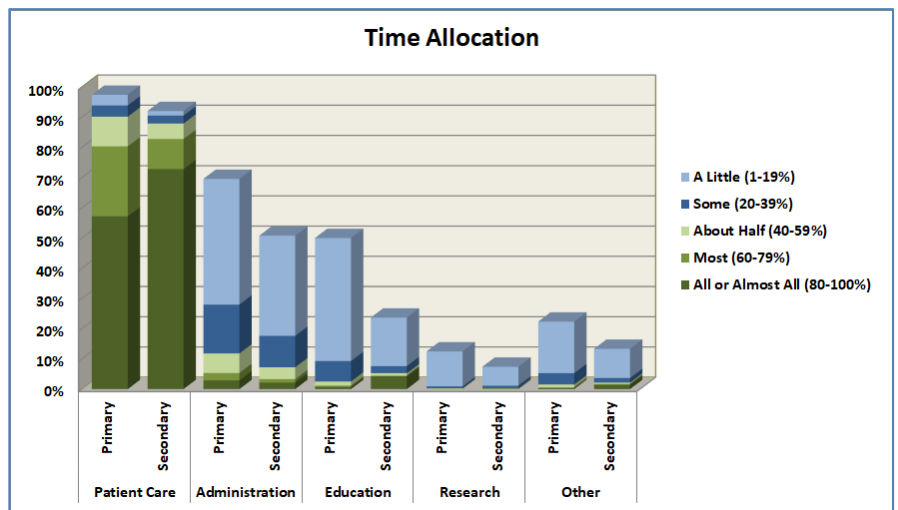
Patient Care:	80%
Administrative:	5%
Education:	1%

Patient Care OTs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

OTs spend most of their time performing patient care activities. In fact, four out of every five OTs fill a patient care role, defined as spending at least 60% of their time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	57%	73%	3%	2%	1%	4%	0%	0%	0%	1%
Most (60-79%)	23%	10%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	10%	5%	7%	4%	1%	1%	0%	0%	1%	0%
Some (20-39%)	4%	3%	16%	10%	7%	2%	1%	1%	4%	1%
A Little (1-19%)	4%	1%	42%	33%	41%	16%	12%	6%	17%	10%
None (0%)	3%	8%	30%	49%	50%	76%	88%	93%	78%	87%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTs		OTs 50 and Over	
	#	%	#	%
Under Age 50	205	6%	-	-
50 to 54	211	6%	7	1%
55 to 59	441	12%	52	6%
60 to 64	1,111	30%	271	29%
65 to 69	1,259	34%	406	44%
70 to 74	277	8%	121	13%
75 to 79	53	1%	32	3%
80 or Over	17	0%	6	1%
I Do Not Intend to Retire	114	3%	30	3%
Total	3,688	100%	925	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTs

Under 65: 53%

Under 60: 23%

OTs 50 and Over

Under 65: 36%

Under 60: 6%

Time Until Retirement

Within 2 Years: 3%

Within 10 Years: 15%

Half the Workforce: By 2052

Source: Va. Healthcare Workforce Data Center

More than half of all OTs expect to retire by the age of 65. For those OTs who are age 50 and over, 36% still expect to retire by the age of 65.

Within the next two years, 17% of OTs expect to pursue additional educational opportunities, and 11% expect to increase their patient care hours.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	99	2%
Leave Virginia	184	4%
Decrease Patient Care Hours	458	10%
Decrease Teaching Hours	18	0%
Increase Participation		
Increase Patient Care Hours	498	11%
Increase Teaching Hours	373	8%
Pursue Additional Education	770	17%
Return to the Workforce	50	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for OTs. While only 3% of OTs expect to retire in the next two years, 15% expect to retire within the next decade. More than half of the current workforce expect to retire by 2052.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	114	3%	3%
5 Years	117	3%	6%
10 Years	321	9%	15%
15 Years	382	10%	25%
20 Years	436	12%	37%
25 Years	450	12%	49%
30 Years	483	13%	62%
35 Years	533	14%	77%
40 Years	462	13%	89%
45 Years	230	6%	96%
50 Years	31	1%	97%
55 Years	10	0%	97%
In More than 55 Years	4	0%	97%
Do Not Intend to Retire	114	3%	100%
Total	3,688	100%	

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2037. Retirement will peak at 14% of the current workforce in 2057 before declining to under 10% of the current workforce again around 2067.



Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 3,688
 FTEs/1,000 Residents²: 0.427
 Average: 0.82

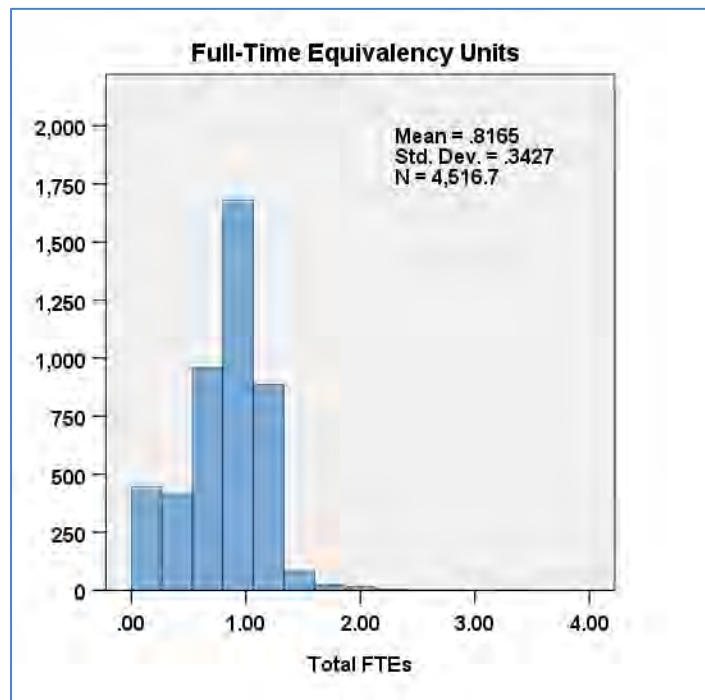
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Small

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

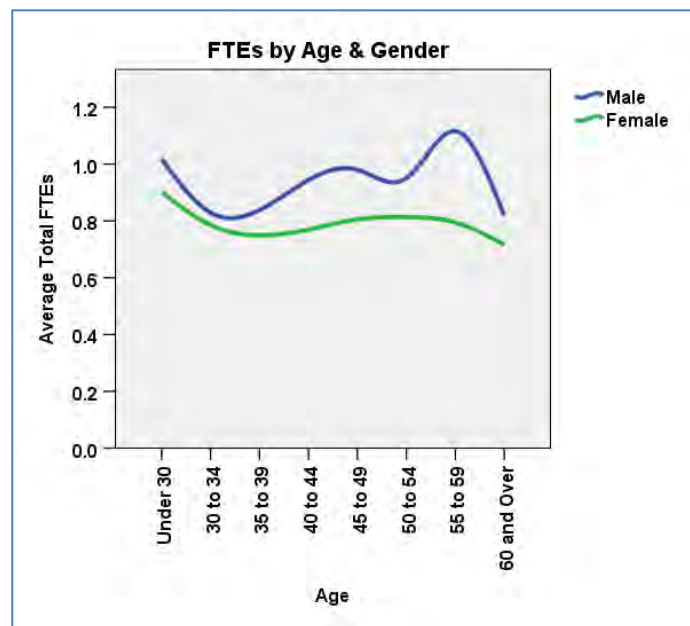


Source: Va. Healthcare Workforce Data Center

The typical OT provided 0.87 FTEs in 2022, or approximately 35 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.90	0.99
30 to 34	0.79	0.84
35 to 39	0.76	0.84
40 to 44	0.79	0.87
45 to 49	0.81	0.81
50 to 54	0.83	0.85
55 to 59	0.83	0.83
60 and Over	0.75	0.84
Gender		
Male	0.92	1.01
Female	0.81	0.87

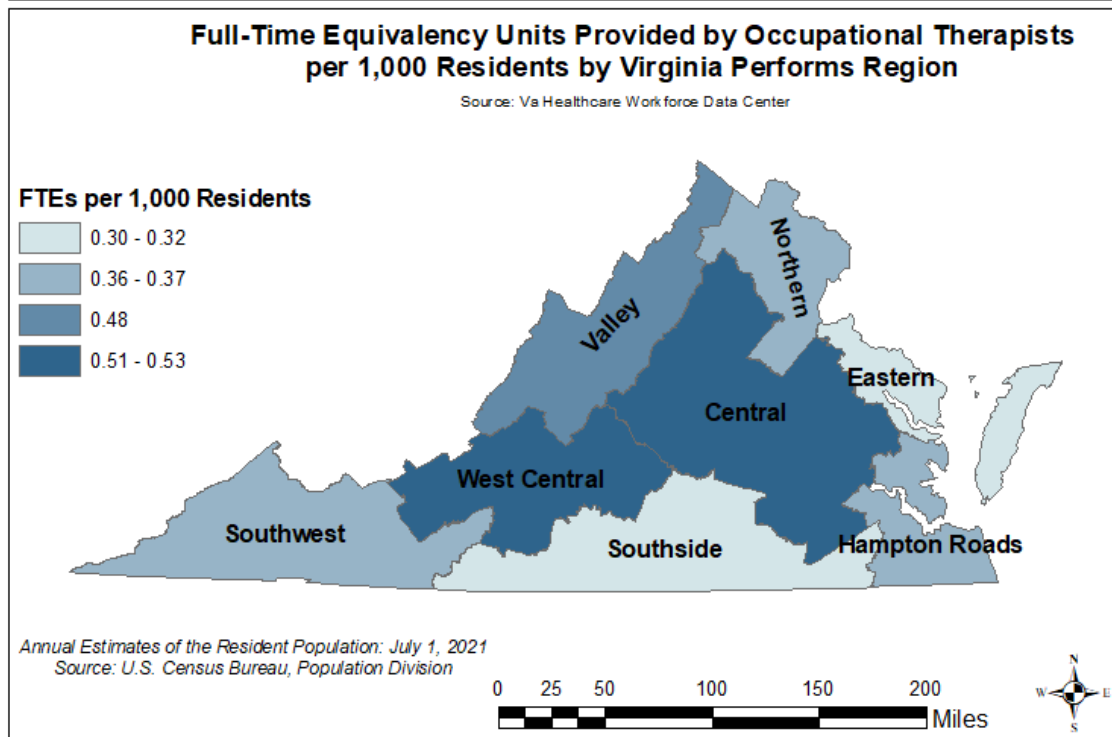
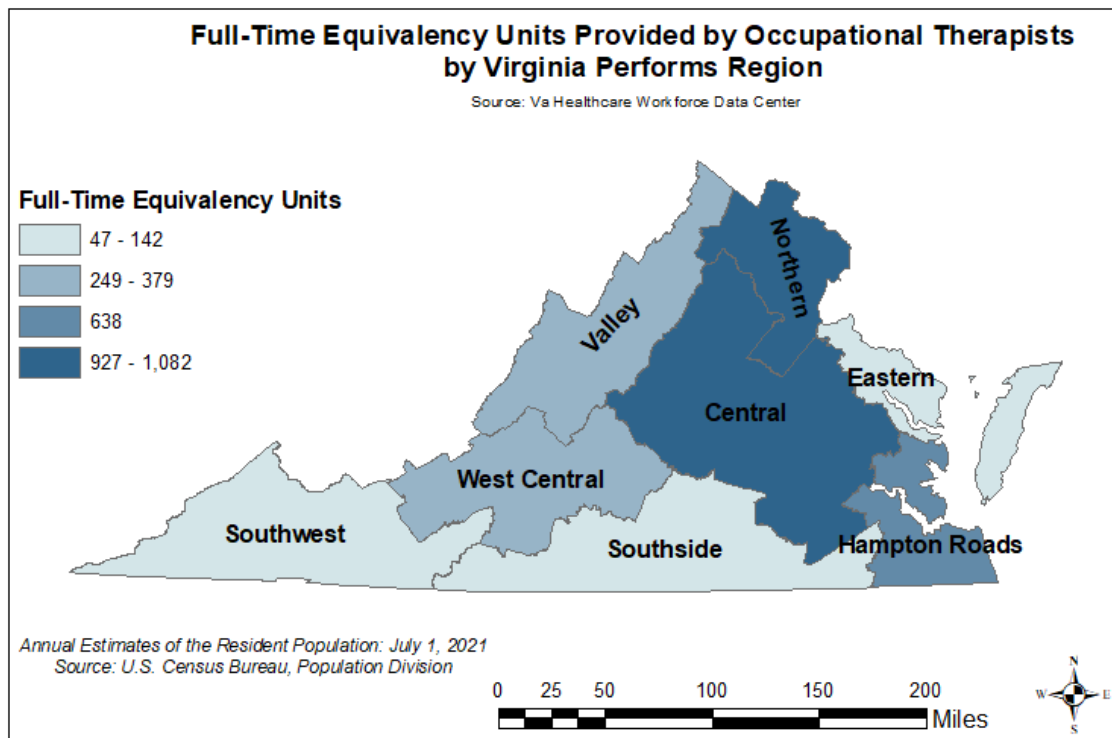
Source: Va. Healthcare Workforce Data Center

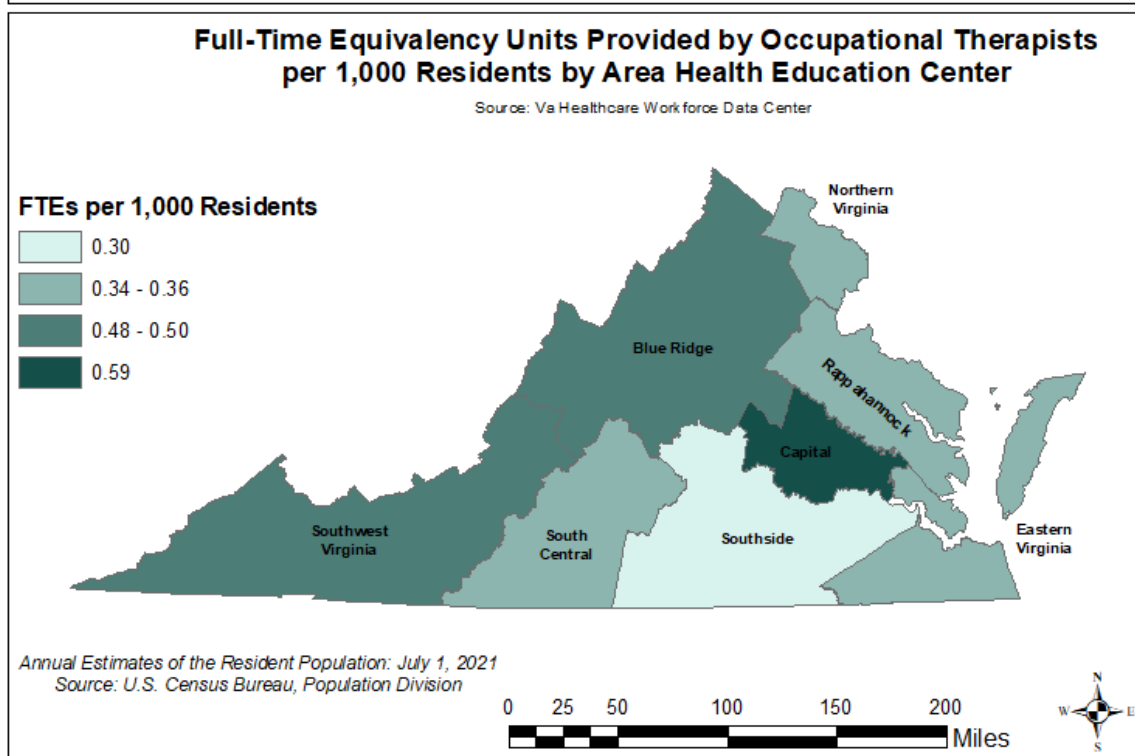
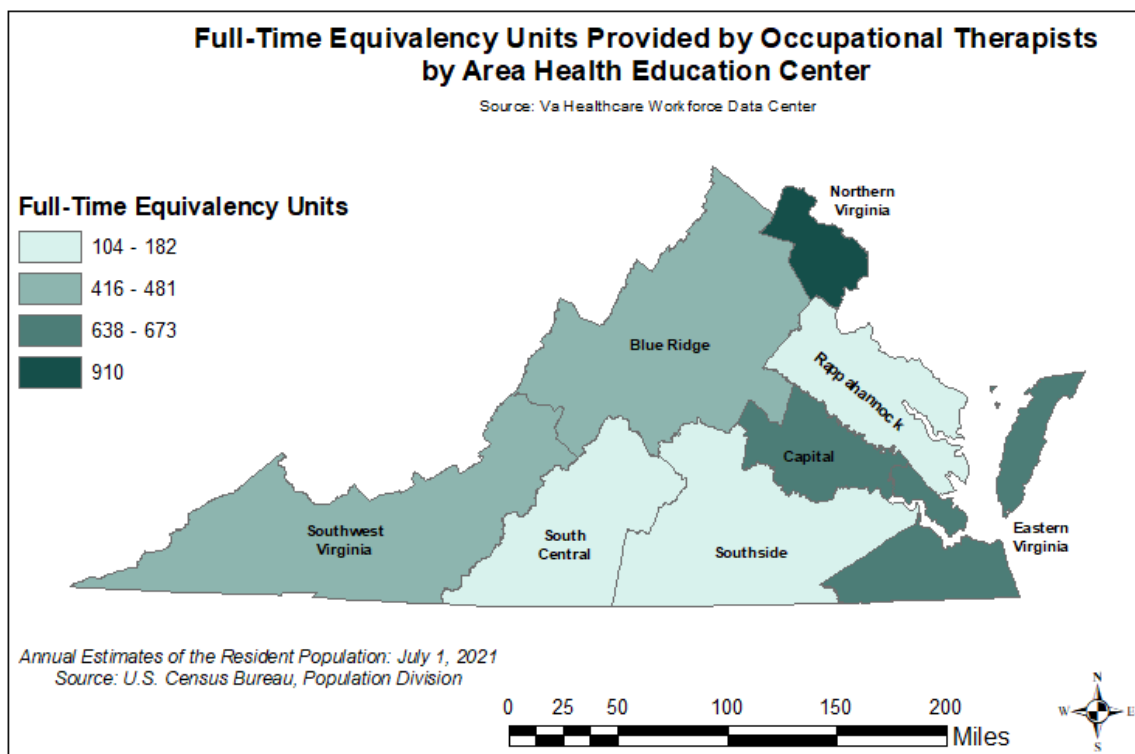


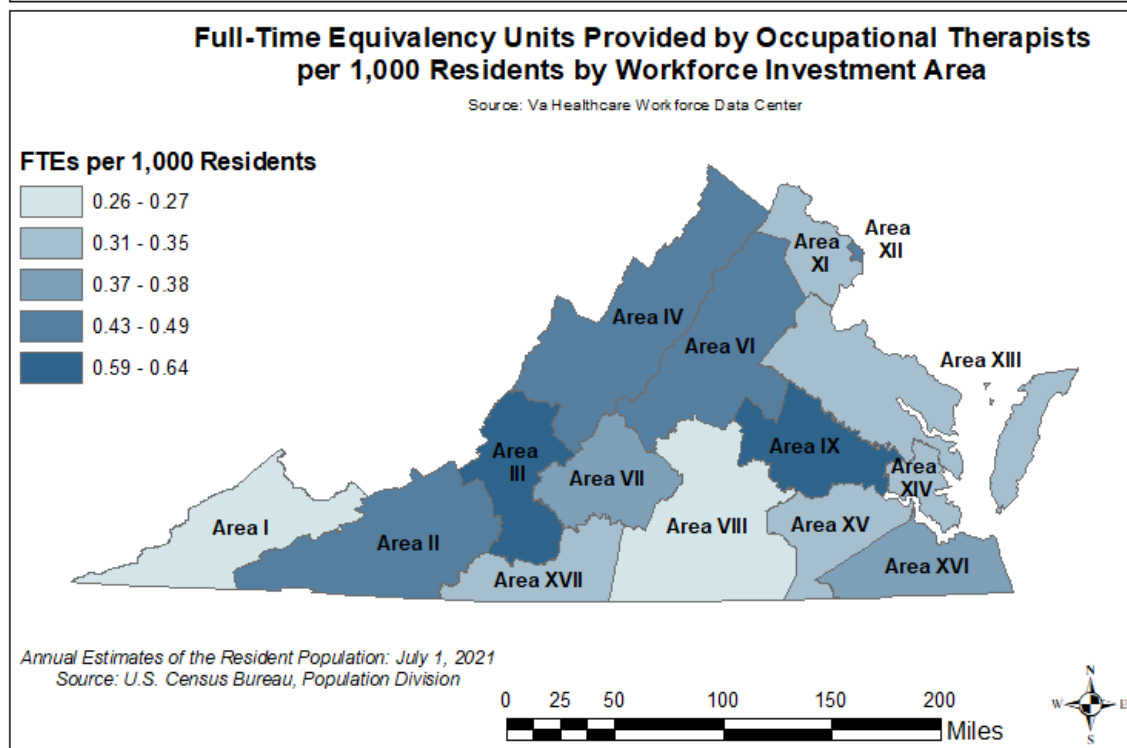
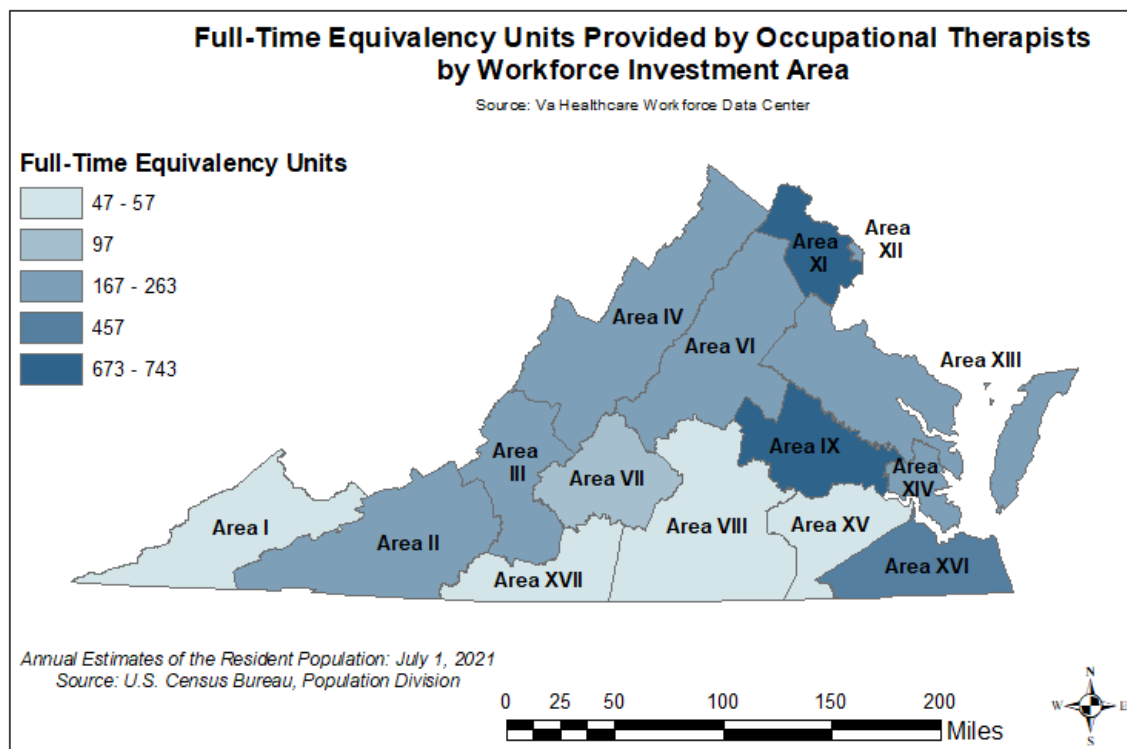
Source: Va. Healthcare Workforce Data Center

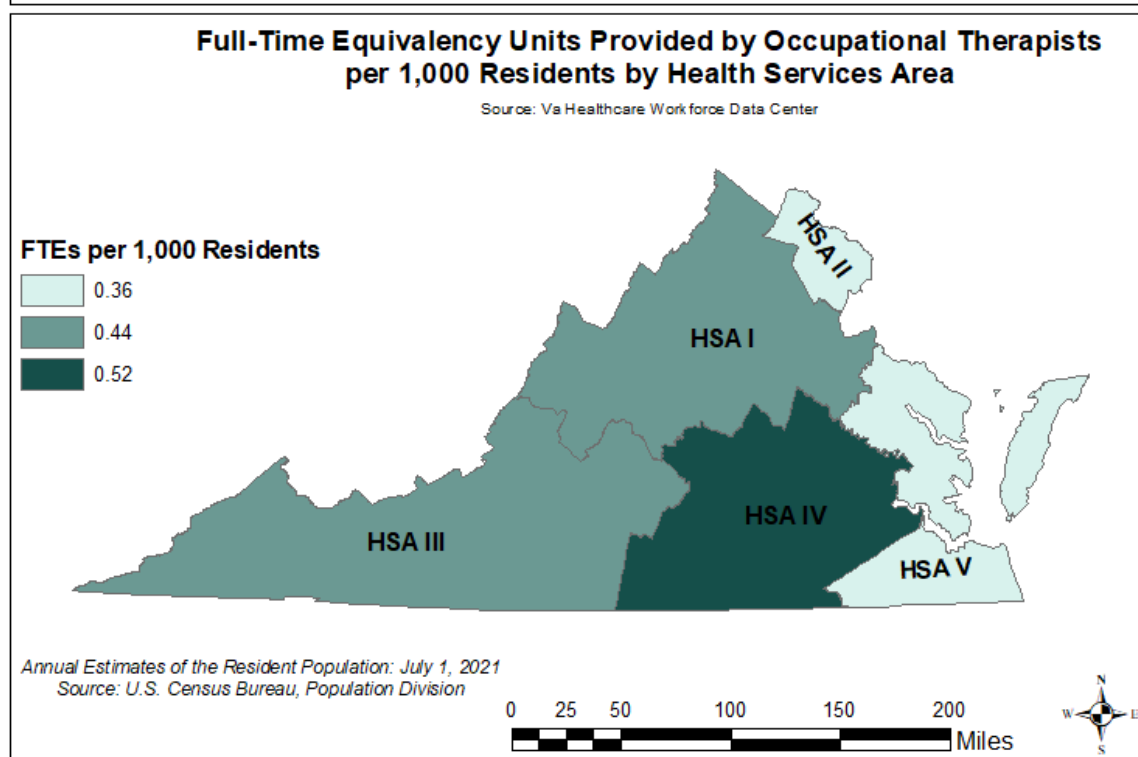
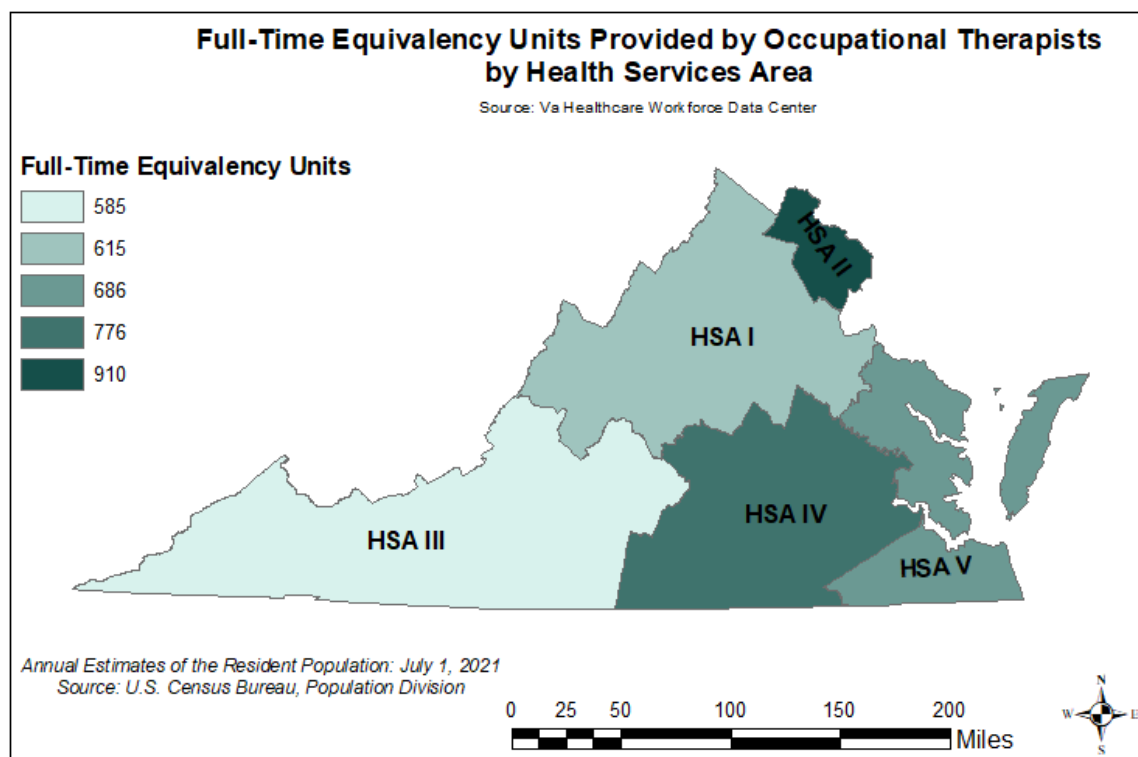
² Number of residents in 2021 was used as the denominator.

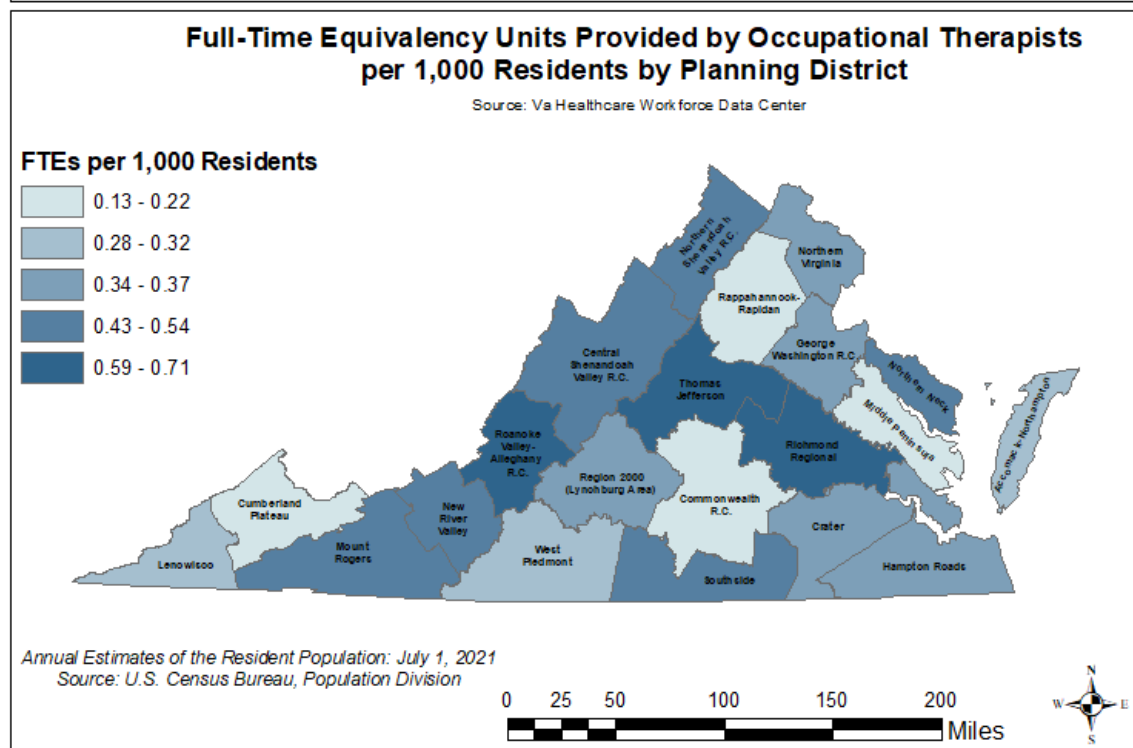
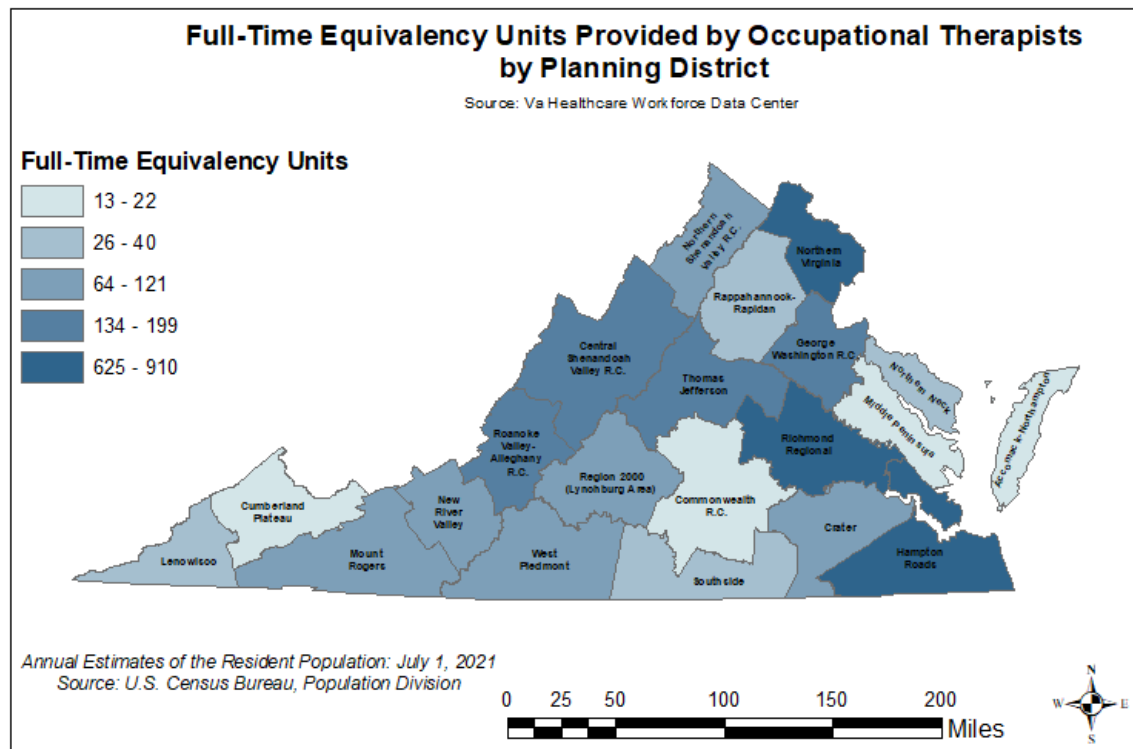
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,735	81.28%	1.230	1.055	1.824
Metro, 250,000 to 1 Million	377	86.21%	1.160	0.995	1.719
Metro, 250,000 or Less	527	81.78%	1.223	1.049	1.812
Urban, Pop. 20,000+, Metro Adj.	53	73.58%	1.359	1.166	2.014
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	129	77.52%	1.290	1.107	1.912
Urban, Pop. 2,500-19,999, Non-Adj.	60	80.00%	1.250	1.072	1.853
Rural, Metro Adj.	84	69.05%	1.448	1.242	2.147
Rural, Non-Adj.	26	80.77%	1.238	1.062	1.835
Virginia Border State/D.C.	627	60.13%	1.663	1.427	2.465
Other U.S. State	885	53.67%	1.863	1.598	2.762

Source: Va. Healthcare Workforce Data Center

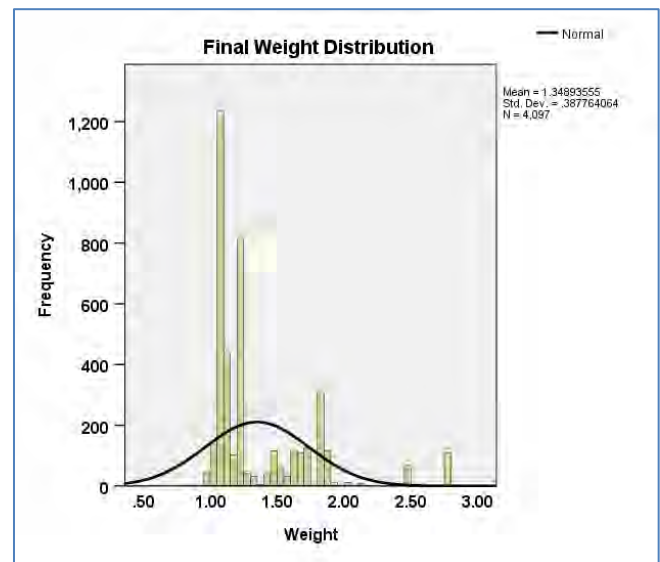
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate =
Final Weight.

Overall Response Rate: 0.744503



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	1,095	50.23%	1.991	1.719	2.762
30 to 34	1,014	73.77%	1.356	1.171	1.880
35 to 39	780	80.00%	1.250	1.080	1.734
40 to 44	597	85.26%	1.173	1.013	1.627
45 to 49	507	84.62%	1.182	1.021	1.639
50 to 54	530	86.79%	1.152	0.995	1.598
55 to 59	408	85.29%	1.172	1.013	1.626
60 and Over	572	75.00%	1.333	1.151	1.850

Source: Va. Healthcare Workforce Data Center