
Virginia's Radiologic Technologist Workforce: 2023

Healthcare Workforce Data Center

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Nearly 4,000 Radiologic Technologists 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 Radiologic Technologist Workforce At a Glance:

The Workforce

Licensees:	6,615
Virginia's Workforce:	5,295
FTEs:	4,343

Background

Rural Childhood:	42%
HS Degree in VA:	59%
Prof. Degree in VA:	69%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	70%
Satisfied?:	96%

Survey Response Rate

All Licensees:	59%
Renewing Practitioners:	87%

Education

Associate:	58%
RT Certificate:	21%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	58%

Demographics

Female:	81%
Diversity Index:	42%
Median Age:	43

Finances

Median Income:	\$60k-\$70k
Health Insurance:	65%
Under 40 w/ Ed. Debt:	43%

Primary Roles

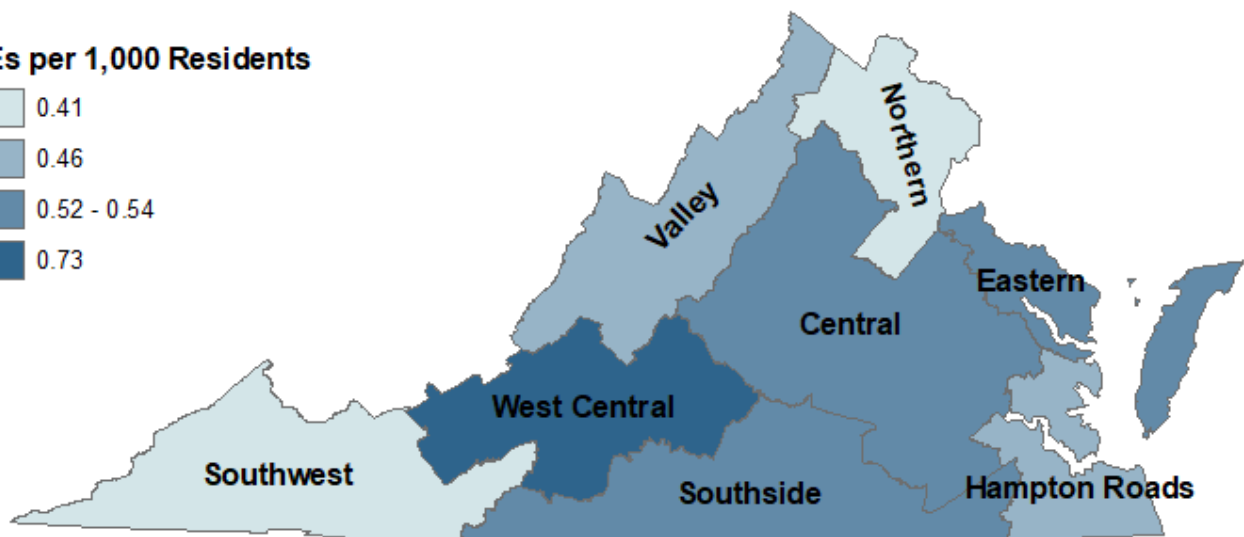
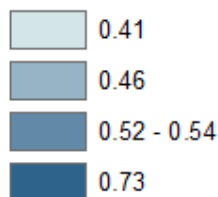
Patient Care:	81%
Administration:	9%
Education:	1%

Source: Va. Healthcare Workforce Data Center

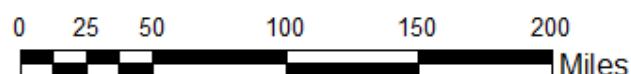
Full-Time Equivalency Units Provided by Radiologic Technologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Radiologic Technologist Workforce survey. Nearly 4,000 radiologic technologists (RTs) voluntarily took part 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 during the birth month of each RT on odd-numbered years. These survey respondents represent 59% of the 6,615 RTs who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 5,295 RTs participated in Virginia's workforce during the survey period, which is defined as those professionals 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 RTs provided 4,343 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

More than 80% of all RTs are female, and the median age of this workforce is 43. In a random encounter between two RTs, there is a 42% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index falls to 41% for those RTs who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. More than two out of every five RTs grew up in a rural area, and 19% of RTs who grew up in a rural area currently work in a non-metro area. In total, 10% of all RTs work in a non-metro area of Virginia.

Among all RTs, 91% are currently employed in the profession, 70% hold one full-time position, and 54% work between 40 and 49 hours per week. Nearly two-thirds of all RTs work in the for-profit sector, while another 29% work in the non-profit sector. The typical RT earns between \$60,000 and \$70,000 per year, and 81% of RTs receive this income in the form of an hourly wage. In addition, 82% of all RTs receive at least one employer-sponsored benefit, including 65% who have access to health insurance. Among all RTs, 96% indicated that they are satisfied with their current work situation, including 65% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to those of the 2015 RT workforce. The number of licensed RTs in the state has increased by 21% (6,615 vs. 5,462). In addition, the size of Virginia's RT workforce has increased by 13% (5,295 vs. 4,680), and the number of FTEs provided by this workforce has increased by 7% (4,343 vs. 4,070). Virginia's renewing RTs are considerably more likely to respond to this survey (87% vs. 46%).

The median age of the RT workforce has fallen slightly (43 vs. 44). At the same time, the diversity index of this workforce has increased (42% vs. 39%). Although the percentage of RTs who grew up in a rural area has not changed (42%), RTs who grew up in a rural area are less likely to work in a non-metro area of Virginia (19% vs. 23%). In addition, the percentage of all RTs who currently work in a non-metro area of the state has fallen (10% vs. 13%). Virginia's RTs are more likely to hold an associate degree (58% vs. 51%) than a RT certificate (21% vs. 35%) as their highest professional degree. RTs are slightly more likely to carry education debt (30% vs. 29%), and the median outstanding debt obligation among those RTs with education debt has increased (\$20k-\$30k vs. \$10k-\$20k).

RTs are more likely to be employed in the profession (91% vs. 85%), hold one full-time position (70% vs. 66%), and work between 40 and 49 hours per week (54% vs. 51%). RTs are more likely to have switched jobs (9% vs. 5%) and less likely to have been employed at their primary work location for more than two years (58% vs. 69%). RTs are relatively more likely to work in the non-profit sector (29% vs. 22%) than in the for-profit sector (65% vs. 71%). At the same time, RTs are more likely to work in the inpatient department of a general hospital (21% vs. 13%) or in an outpatient/community clinic (18% vs. 15%) than in a physician office (19% vs. 29%).

While the median annual income of Virginia's RT workforce has increased (\$60k-\$70k vs. \$40k-\$50k), RTs are less likely to receive at least one employer-sponsored benefit (82% vs. 87%). Virginia's RTs are more likely to indicate that they are satisfied with their current work situation (96% vs. 94%), including those RTs who indicated that they are "very satisfied" (65% vs. 62%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,539	69%
New Licensees	939	14%
Non-Renewals	1,137	17%
All Licensees	6,615	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing RTs, 87% submitted a survey. These represent 59% of the 6,615 RTs who held a license at some point in 2023.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	576	336	37%
30 to 34	442	436	50%
35 to 39	343	538	61%
40 to 44	310	520	63%
45 to 49	241	473	66%
50 to 54	233	561	71%
55 to 59	196	461	70%
60 and Over	341	608	64%
Total	2,682	3,933	60%
New Licenses			
Issued in 2023	939	0	0%
Metro Status			
Non-Metro	206	417	67%
Metro	1,391	2,666	66%
Not in Virginia	1,085	850	44%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2023 on the birth month of each practitioner.
- 2. Target Population:** All RTs who held a Virginia license at some point in 2023.
- 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 RTs newly licensed in 2023.

Response Rates	
Completed Surveys	3,933
Response Rate, All Licensees	59%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RTs

Number:	6,615
New:	14%
Not Renewed:	17%

Survey Response Rates

All Licensees:	59%
Renewing Practitioners:	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2023 RT Workforce: 5,295
FTEs: 4,343

Utilization Ratios

Licensees in VA Workforce: 80%
Licensees per FTE: 1.52
Workers per FTE: 1.22

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 RT Workforce

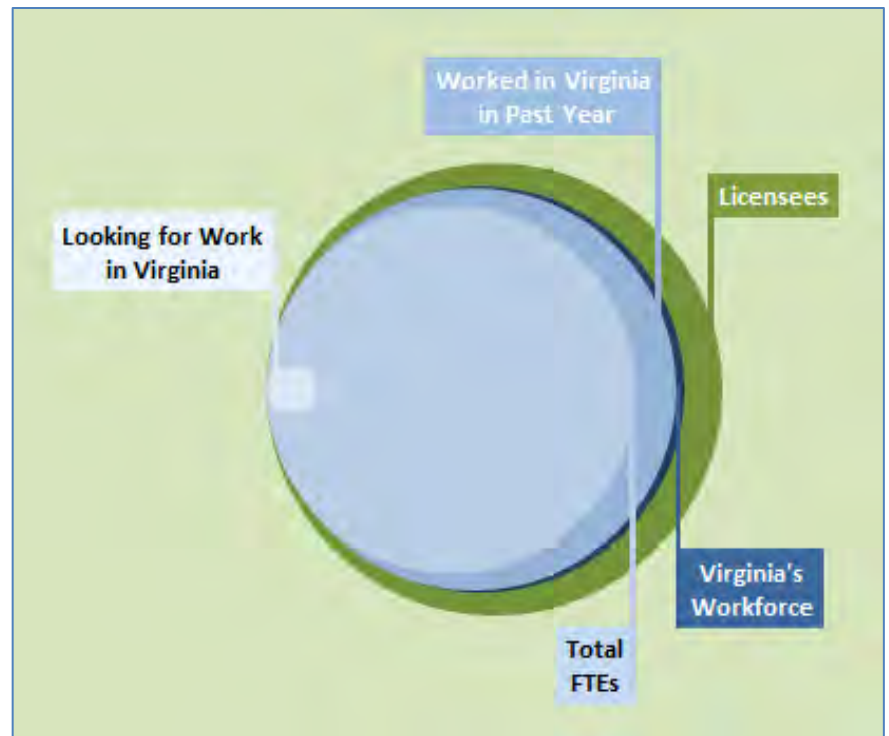
Status	#	%
Worked in Virginia in Past Year	5,218	99%
Looking for Work in Virginia	76	1%
Virginia's Workforce	5,295	100%
Total FTEs	4,343	
Licensees	6,615	

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	83	12%	636	89%	719	15%
30 to 34	104	16%	567	85%	671	14%
35 to 39	142	22%	502	78%	644	14%
40 to 44	143	24%	458	76%	602	13%
45 to 49	92	20%	376	80%	468	10%
50 to 54	122	23%	409	77%	532	11%
55 to 59	91	21%	354	80%	445	10%
60 and Over	123	22%	443	78%	566	12%
Total	900	19%	3,746	81%	4,646	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RTs		RTs Under 40	
	%	#	%	#	%
White	59%	3,539	75%	1,567	76%
Black	18%	513	11%	154	7%
Asian	7%	214	5%	93	4%
Other Race	1%	53	1%	16	1%
Two or More Races	5%	150	3%	77	4%
Hispanic	10%	272	6%	162	8%
Total	100%	4,741	100%	2,069	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, 2022.

Source: Va. Healthcare Workforce Data Center

Among all RTs, 44% are under the age of 40, and 84% of RTs who are under the age of 40 are female. In addition, the diversity index among RTs who are under the age of 40 is 41%.

At a Glance:

Gender

% Female: 81%

% Under 40 Female: 84%

Age

Median Age: 43

% Under 40: 44%

% 55 and Over: 22%

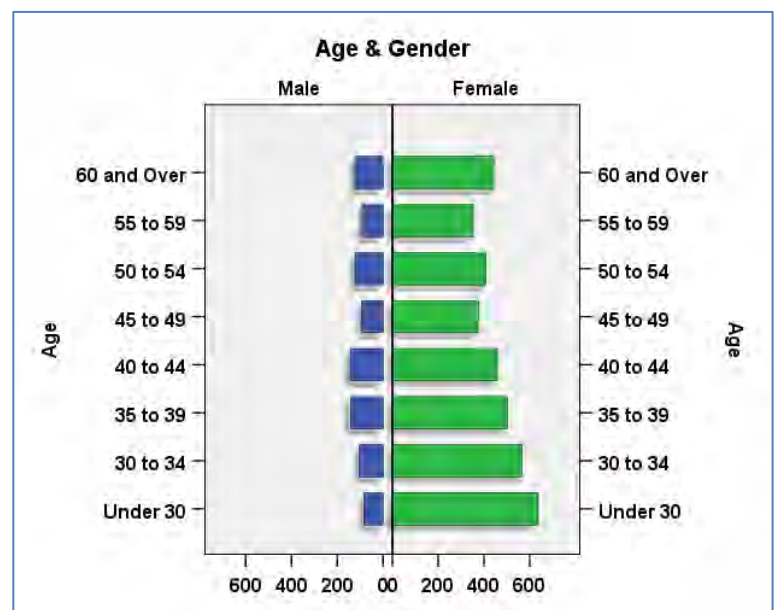
Diversity

Diversity Index: 42%

Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RTs, there is a 42% 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 diversity index is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
Rural Childhood: 42%

Virginia Background

HS in Virginia: 59%
Prof. Education in VA: 69%
HS/Prof. Edu. in VA: 72%

Location Choice

% Rural to Non-Metro: 19%
% Urban/Suburban to Non-Metro: 4%

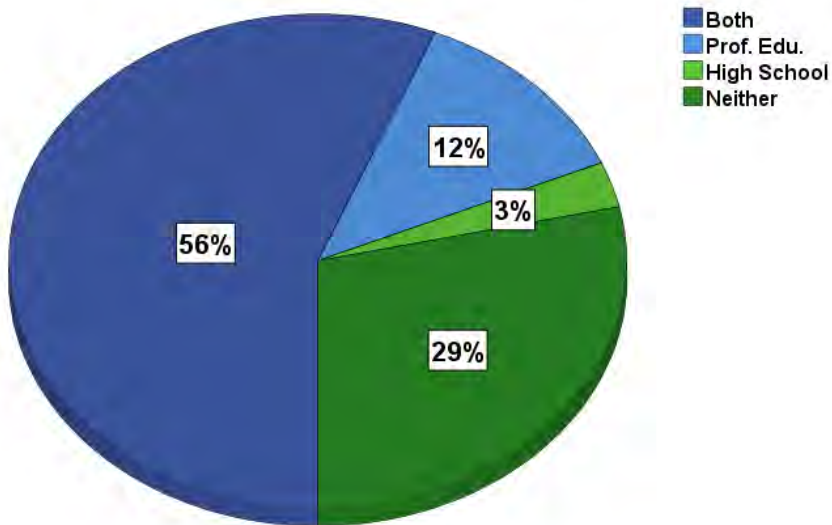
Source: Va. Healthcare Workforce Data Center

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+	29%	54%	17%
2	Metro, 250,000 to 1 Million	61%	30%	9%
3	Metro, 250,000 or Less	60%	32%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	75%	16%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	13%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	7%	0%
8	Rural, Metro Adjacent	85%	10%	6%
9	Rural, Non-Adjacent	51%	30%	19%
Overall		42%	44%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than two out of every five RTs grew up in a self-described rural area, and 19% of RTs who grew up in a rural area currently work in a non-metro county. In total, 10% of all RTs currently work in a non-metro county.

Top Ten States for Radiologic Technologist Recruitment

Rank	All Radiologic Technologists			
	High School	#	Professional School	#
1	Virginia	2,791	Virginia	3,205
2	Outside U.S./Canada	237	Maryland	249
3	Maryland	205	Pennsylvania	141
4	Pennsylvania	198	West Virginia	131
5	New York	150	North Carolina	121
6	West Virginia	149	Florida	103
7	North Carolina	109	New York	99
8	Florida	81	Texas	68
9	Ohio	68	Tennessee	51
10	New Jersey	66	Ohio	43

Source: Va. Healthcare Workforce Data Center

Among all RTs, 59% received their high school degree in Virginia, and 69% received their initial professional degree in the state.

Among RTs who obtained their license in the past five years, 55% received their high school degree in Virginia, while 61% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	767	Virginia	843
2	Pennsylvania	57	Maryland	68
3	Outside U.S./Canada	56	North Carolina	49
4	Maryland	52	Pennsylvania	49
5	West Virginia	48	Florida	48
6	New York	47	West Virginia	42
7	North Carolina	34	New York	33
8	California	31	Ohio	26
9	Ohio	26	Texas	21
10	Georgia	22	Georgia	20

Source: Va. Healthcare Workforce Data Center

One out of every five licensed RTs did not participate in Virginia's workforce in 2023. More than nine out of every ten of these RTs worked at some point in the past year, including 84% who are currently employed as RTs.

At a Glance:

Not in VA Workforce

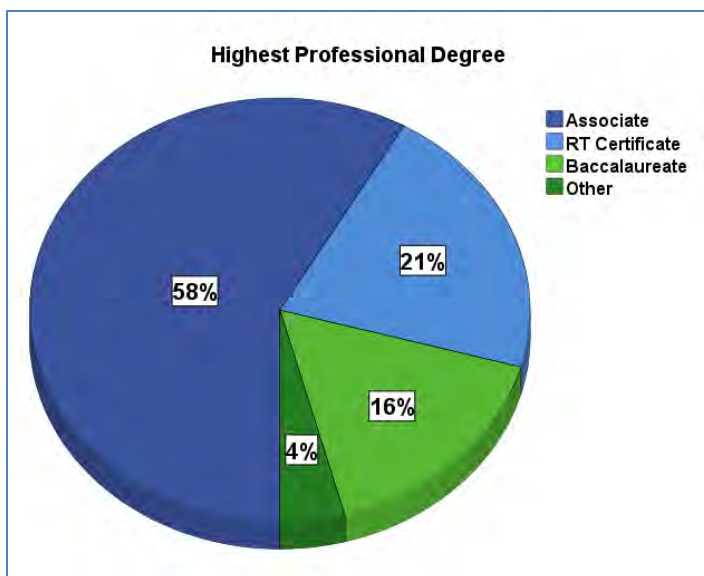
Total:	1,314
% of Licensees:	20%
Federal/Military:	3%
VA Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
RT Certificate	969	21%
Associate	2,678	58%
Baccalaureate	758	16%
Post-Graduate Certificate	99	2%
Masters	86	2%
Doctorate	7	<1%
Total	4,597	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Three out of every ten RTs carry education debt, including 43% of those RTs who are under the age of 40. For those RTs with education debt, the median outstanding balance is between \$20,000 and \$30,000.

At a Glance:

Education

Associate Degree: 58%
RT Certificate: 21%

Education Debt

Carry Debt: 30%
Under Age 40 w/ Debt: 43%
Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five RTs hold an associate degree as their highest professional degree.

Education Debt				
Amount Carried	All RTs		RTs Under 40	
	#	%	#	%
None	2,730	70%	994	57%
Less than \$10,000	290	7%	181	10%
\$10,000-\$19,999	262	7%	192	11%
\$20,000-\$29,999	174	4%	129	7%
\$30,000-\$39,999	146	4%	84	5%
\$40,000-\$49,999	88	2%	49	3%
\$50,000-\$59,999	79	2%	41	2%
\$60,000-\$69,999	35	1%	17	1%
\$70,000-\$79,999	29	1%	7	<1%
\$80,000-\$89,999	24	1%	12	1%
\$90,000-\$99,999	17	<1%	6	<1%
\$100,000 or More	37	1%	20	1%
Total	3,910	100%	1,733	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

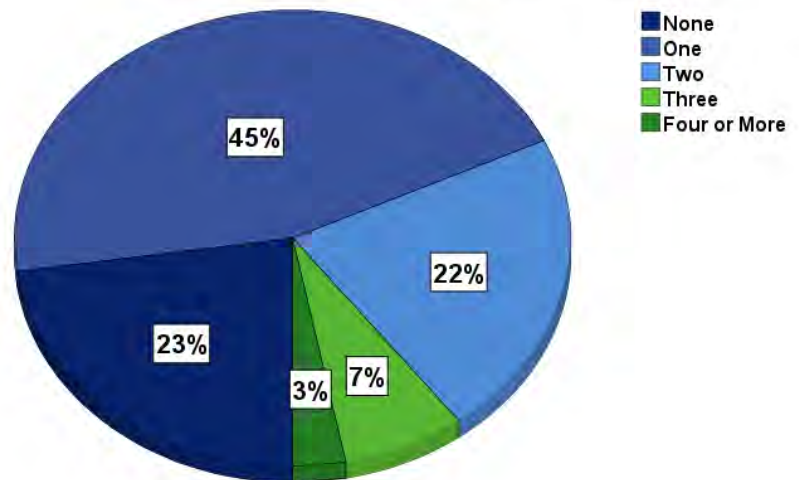
Top Certifications

Radiography:	66%
Tomography:	17%
Mammography:	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Number of RT-Related Certifications Held



Source: Va. Healthcare Workforce Data Center

Top Ten Certifications

Certification	#	% of Workforce
Radiography	3,514	66%
Tomography	879	17%
Mammography	718	14%
Magnetic Resonance Imaging	343	6%
Radiation Therapy	173	3%
Bone Densitometry	131	2%
Nuclear Medicine Technology	91	2%
Vascular Interventional	91	2%
Nuclear Medicine	54	1%
Diagnostic Medical Sonography	37	1%
At Least One Certification	4,094	77%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all RTs have at least one certification, including two-thirds who hold a certification in radiography.

At a Glance:

Employment

Employed in Profession: 91%

Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 70%

2 or More Positions: 14%

Weekly Hours:

40 to 49: 54%

60 or More: 4%

Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in an RT-Related Capacity	4,326	91%
Employed, NOT in an RT-Related Capacity	272	6%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	8	< 1%
Voluntarily Unemployed	104	2%
Retired	22	1%
Total	4,735	100%

Source: Va. Healthcare Workforce Data Center

Among all RTs, 91% are currently employed in the profession, 70% have one full-time job, and 54% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	134	3%
One Part-Time Position	600	13%
Two Part-Time Positions	91	2%
One Full-Time Position	3,274	70%
One Full-Time Position & One Part-Time Position	507	11%
Two Full-Time Positions	14	<1%
More than Two Positions	45	1%
Total	4,665	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	134	3%
1 to 9 Hours	89	2%
10 to 19 Hours	143	3%
20 to 29 Hours	273	6%
30 to 39 Hours	1,100	24%
40 to 49 Hours	2,440	54%
50 to 59 Hours	201	4%
60 to 69 Hours	70	2%
70 to 79 Hours	39	1%
80 or More Hours	65	1%
Total	4,554	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	23	1%
Less than \$30,000	237	7%
\$30,000-\$39,999	258	8%
\$40,000-\$49,999	411	12%
\$50,000-\$59,999	584	17%
\$60,000-\$69,999	565	16%
\$70,000-\$79,999	491	14%
\$80,000-\$89,999	345	10%
\$90,000-\$99,999	201	6%
\$100,000-\$109,999	160	5%
\$110,000-\$119,999	67	2%
\$120,000 or More	127	4%
Total	3,469	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,001	65%
Somewhat Satisfied	1,431	31%
Somewhat Dissatisfied	152	3%
Very Dissatisfied	56	1%
Total	4,640	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$60k-\$70k

Benefits

Health Insurance: 65%

Retirement: 65%

Satisfaction

Satisfied: 96%

Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

The typical RT earns between \$60,000 and \$70,000 per year. In addition, 82% of RTs also receive at least one employer-sponsored benefit, including 65% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,086	71%	73%
Retirement	2,810	65%	66%
Health Insurance	2,799	65%	64%
Dental Insurance	2,707	63%	62%
Paid Sick Leave	2,238	52%	52%
Group Life Insurance	1,801	42%	42%
Signing/Retention Bonus	452	10%	11%
At Least One Benefit	3,564	82%	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the Past Year, Did You . . .?	#	%
Experience Involuntary Unemployment?	42	1%
Experience Voluntary Unemployment?	235	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	124	2%
Work Two or More Positions at the Same Time?	878	17%
Switch Employers or Practices?	458	9%
Experience at Least One?	1,493	28%

Source: Va. Healthcare Workforce Data Center

Among all RTs, 1% were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	127	3%	141	12%
Less than 6 Months	374	8%	185	16%
6 Months to 1 Year	410	9%	151	13%
1 to 2 Years	977	22%	201	17%
3 to 5 Years	953	21%	234	20%
6 to 10 Years	650	14%	122	10%
More than 10 Years	1,004	22%	131	11%
Subtotal	4,495	100%	1,165	100%
Did Not Have Location	142		4,055	
Item Missing	657		74	
Total	5,295		5,295	

Source: Va. Healthcare Workforce Data Center

More than four out of every five RTs receive an hourly wage at their primary work location, while 11% either receive a salary or work on commission.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched: 9%
New Location: 25%
Over 2 Years: 58%
Over 2 Yrs., 2nd Location: 42%

Employment Type

Hourly Wage: 81%
Salary/Commission: 11%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five RTs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	326	11%
Hourly Wage	2,503	81%
By Contract/Per Diem	265	9%
Business/Practice Income	8	0%
Unpaid	3	0%
Subtotal	3,104	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 3.3%. The unemployment rate from December 2023 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or More (Past Year):	27%
2 or More (Now*):	23%

Source: Va. Healthcare Workforce Data Center

Nearly seven out of every ten RTs work in Northern Virginia, Central Virginia, and Hampton Roads.

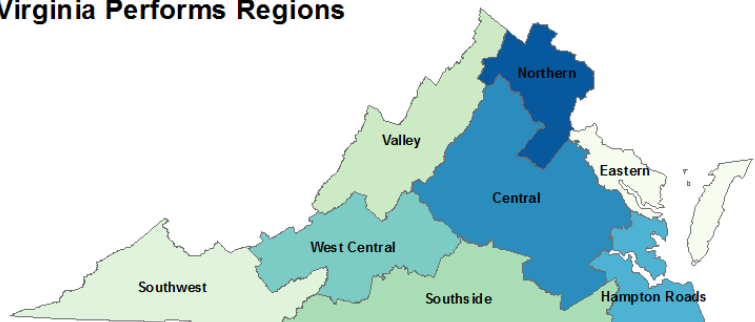
A Closer Look:

Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,025	23%	268	22%
Eastern	73	2%	21	2%
Hampton Roads	802	18%	203	17%
Northern	1,279	28%	349	29%
Southside	202	4%	39	3%
Southwest	176	4%	22	2%
Valley	273	6%	61	5%
West Central	552	12%	146	12%
Virginia Border State/D.C.	29	1%	26	2%
Other U.S. State	85	2%	79	7%
Outside of the U.S.	6	0%	1	0%
Total	4,502	100%	1,215	100%
Item Missing	650		23	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all RTs currently have multiple work locations, while 27% have had multiple work locations in the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	76	2%	133	3%
1	3,243	72%	3,363	74%
2	771	17%	693	15%
3	342	8%	287	6%
4	40	1%	14	0%
5	9	0%	10	0%
6 or More	52	1%	33	1%
Total	4,533	100%	4,533	100%

*At the time of survey completion, January-December 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,774	65%	737	66%
Non-Profit	1,251	29%	309	28%
State/Local Government	144	3%	48	4%
Veterans Administration	34	1%	6	1%
U.S. Military	54	1%	9	1%
Other Federal Government	31	1%	6	1%
Total	4,288	100%	1,115	100%
Did Not Have Location	142		4,055	
Item Missing	864		123	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

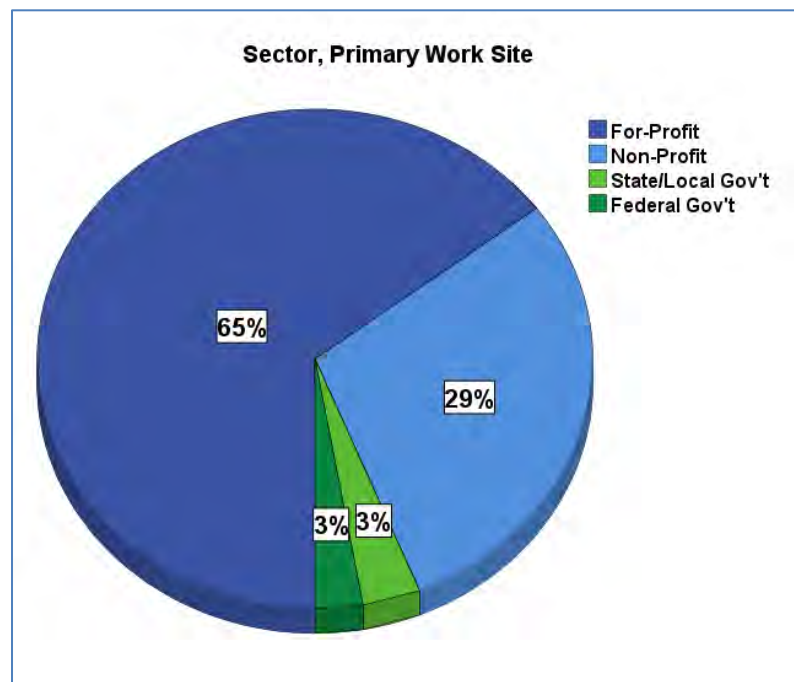
For-Profit:	65%
Federal:	3%

Top Establishments

General Hospital,	
Inpatient:	21%
Physician Office:	19%
Outpatient/Community	
Clinic:	18%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of Virginia's RTs work in the for-profit sector, while another 29% work in the non-profit sector.



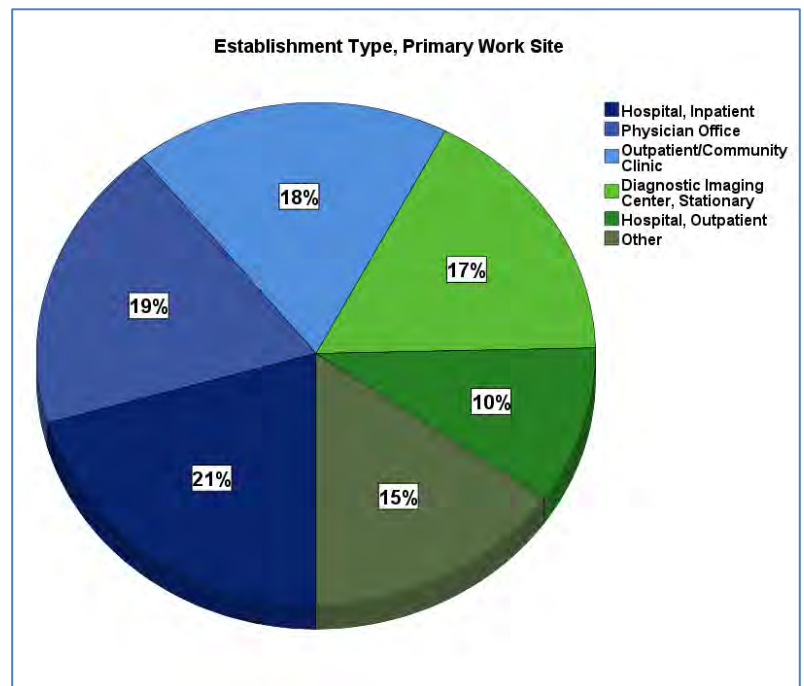
Source: Va. Healthcare Workforce Data Center

Top Ten Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
General Hospital, Inpatient Department	869	21%	262	24%
Physician Office	793	19%	124	11%
Outpatient/Community Clinic	778	18%	210	19%
Diagnostic Imaging Center, Stationary	720	17%	145	13%
General Hospital, Outpatient Department	429	10%	138	13%
Diagnostic Imaging Center, Mobile	124	3%	45	4%
Academic Institution	99	2%	37	3%
Skilled Nursing Facility	13	0%	8	1%
Device Manufacturer/Distributor	12	0%	4	0%
Dentist Office	1	0%	1	0%
Other Practice Setting	394	9%	110	10%
Total	4,232	100%	1,084	100%
Did Not Have a Location	142		4,055	

Source: Va. Healthcare Workforce Data Center

More than one out of every five RTs work in the inpatient department of a general hospital, while another 19% work in a physician's office.

For RTs who also have a secondary work location, 24% work in the inpatient department of a general hospital, while another 19% work in an outpatient or community clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	24%
Chinese:	14%
Korean:	14%

Means of Communication

Virtual Translation:	70%
Onsite Translation:	29%
Other Staff Member:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	1,264	24%
Chinese	730	14%
Korean	718	14%
Arabic	703	13%
French	698	13%
Vietnamese	698	13%
Hindi	628	12%
Tagalog/Filipino	613	12%
Persian	594	11%
Urdu	548	10%
Pashto	514	10%
Amharic, Somali, or Other Afro-Asiatic Languages	463	9%
Others	313	6%
At Least One Language	1,467	28%

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all RTs are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Services	1,029	70%
Onsite Translation Service	420	29%
Other Staff Member is Proficient	383	26%
Respondent is Proficient	177	12%
Other	70	5%

Source: Va. Healthcare Workforce Data Center

Seven out of every ten RTs who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

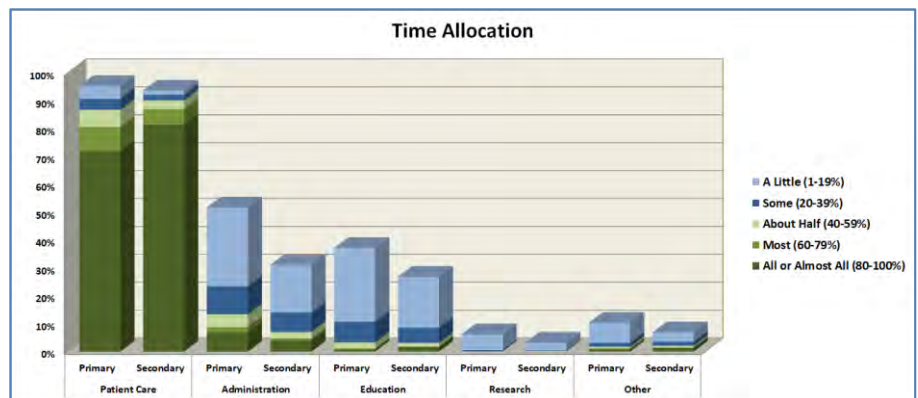
Patient Care: 81%
Administration: 9%
Education: 1%

Patient Care RTs

Median Admin. Time: None
Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

RTs typically spend most of their time in patient care activities. In fact, 81% of RTs 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%)	72%	81%	7%	4%	1%	2%	0%	0%	1%	1%
Most (60-79%)	9%	6%	2%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	6%	3%	5%	2%	2%	1%	0%	0%	1%	1%
Some (20-39%)	4%	2%	10%	7%	7%	5%	0%	0%	1%	1%
A Little (1-19%)	5%	2%	28%	17%	26%	18%	6%	3%	7%	3%
None (0%)	5%	6%	48%	69%	63%	73%	94%	97%	90%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	201	5%	-	-
50 to 54	215	6%	14	1%
55 to 59	352	9%	60	5%
60 to 64	1,118	30%	350	29%
65 to 69	1,293	35%	522	43%
70 to 74	284	8%	145	12%
75 to 79	42	1%	30	2%
80 and Over	41	1%	11	1%
I Do Not Intend to Retire	167	4%	73	6%
Total	3,712	100%	1,205	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RTs

Under 65: 51%

Under 60: 21%

RTs 50 and Over

Under 65: 35%

Under 60: 6%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 19%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

More than half of all RTs expect to retire by the age of 65. Among RTs who are age 50 and over, 35% expect to retire by the age of 65.

Within the next two years, 15% of all RTs expect to pursue additional educational opportunities, and 5% expect to increase their patient care hours.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	161	3%
Leave Virginia	195	4%
Decrease Patient Care Hours	347	7%
Decrease Teaching Hours	64	1%
Increase Participation		
Increase Patient Care Hours	290	5%
Increase Teaching Hours	136	3%
Pursue Additional Education	793	15%
Return to the Workforce	38	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RTs. While 5% of RTs expect to retire in the next two years, 19% expect to retire within the next ten years. Half of the current workforce expect to retire by 2048.

Time to Retirement

Expect to Retire Within. . .	#	%	Cumulative %
2 Years	179	5%	5%
5 Years	125	3%	8%
10 Years	419	11%	19%
15 Years	457	12%	32%
20 Years	425	11%	43%
25 Years	461	12%	56%
30 Years	484	13%	69%
35 Years	441	12%	81%
40 Years	328	9%	89%
45 Years	185	5%	94%
50 Years	37	1%	95%
55 Years	0	0%	95%
In More than 55 Years	4	0%	96%
Do Not Intend to Retire	167	4%	100%
Total	3,712	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2033. Retirement will peak at 13% of the current workforce around 2053 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 4,343
FTEs/1,000 Residents²: 0.500
Average: 0.84

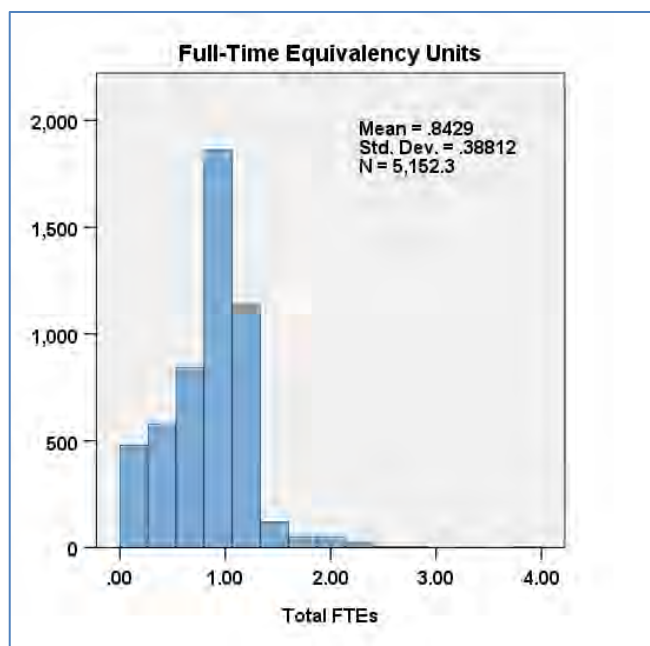
Age & Gender Effect

Age, *Partial Eta*²: Small
Gender, *Partial Eta*²: None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

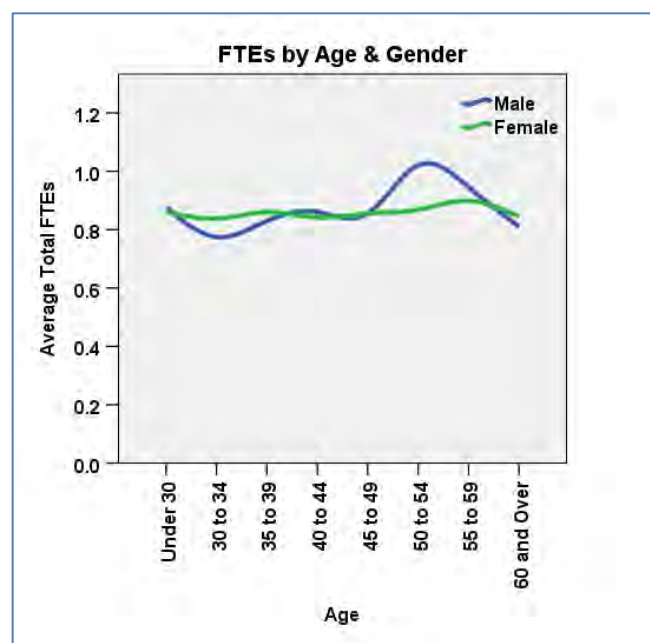


Source: Va. Healthcare Workforce Data Center

The typical RT provided 0.92 FTEs in the past year, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Under 30	0.86	0.92
30 to 34	0.80	0.90
35 to 39	0.85	0.88
40 to 44	0.81	0.91
45 to 49	0.79	0.89
50 to 54	0.89	0.93
55 to 59	0.93	1.03
60 and Over	0.84	0.84
Gender		
Male	0.87	0.99
Female	0.86	0.93

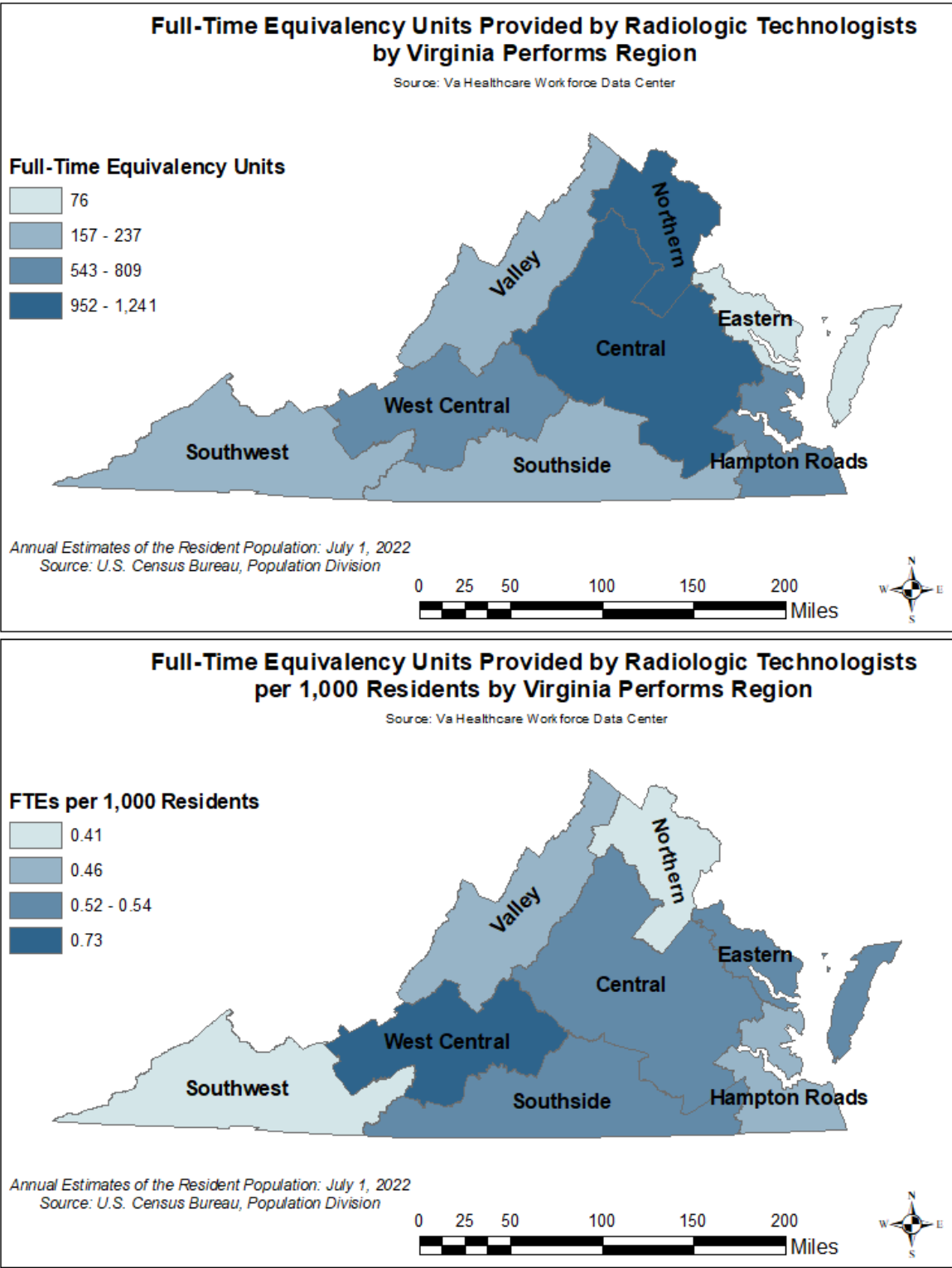
Source: Va. Healthcare Workforce Data Center

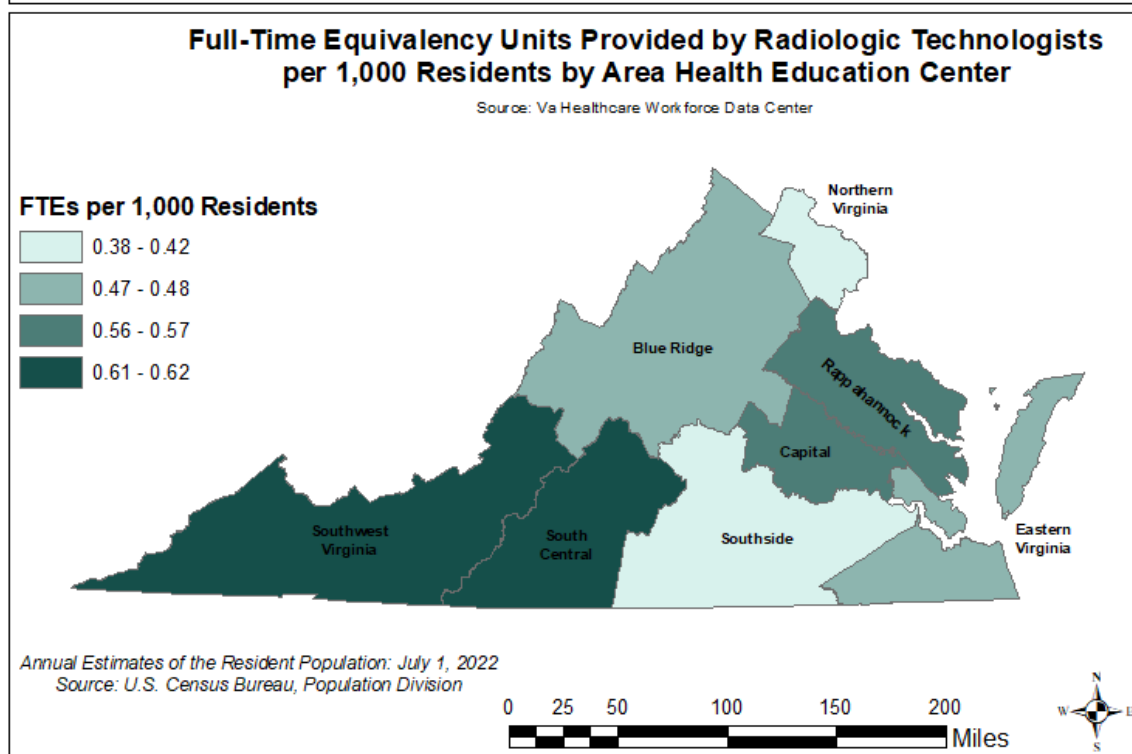
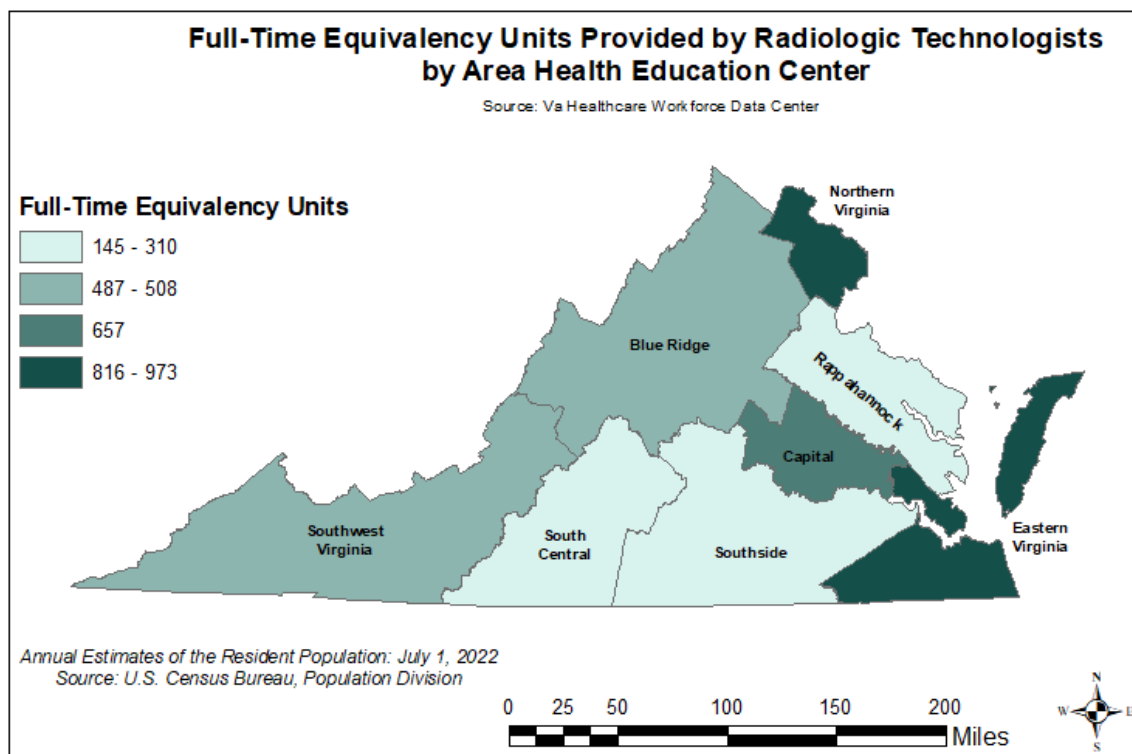


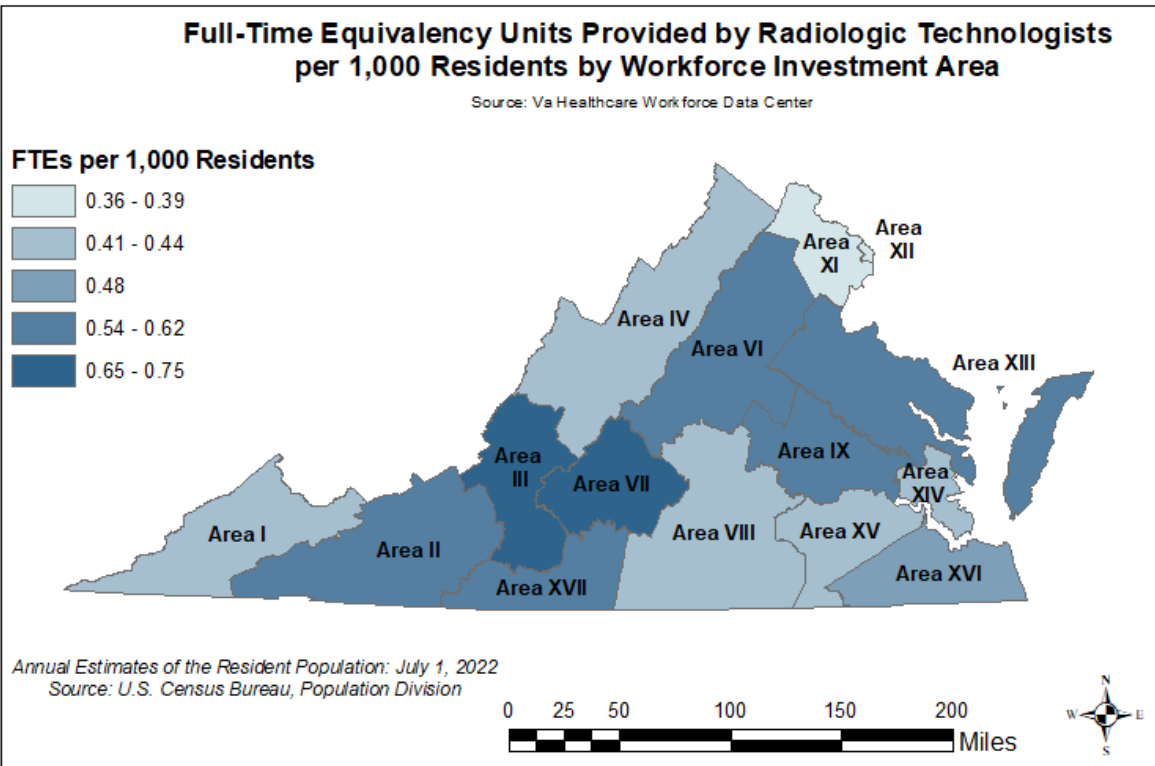
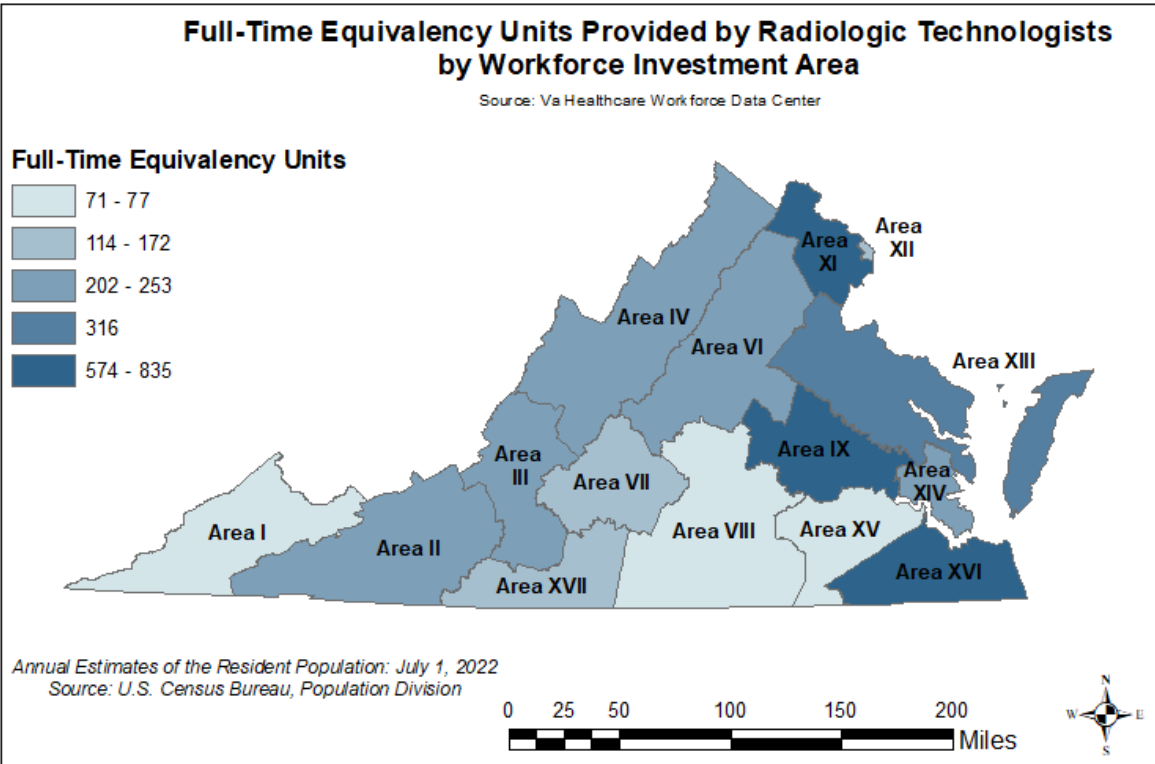
Source: Va. Healthcare Workforce Data Center

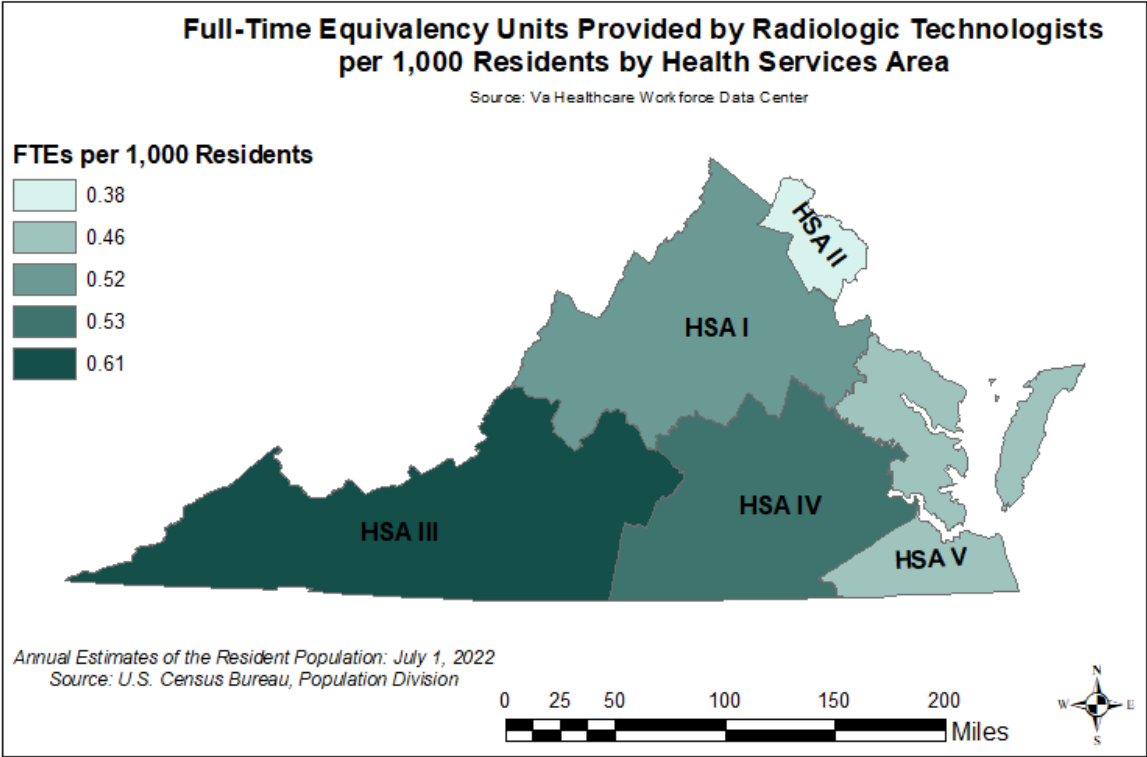
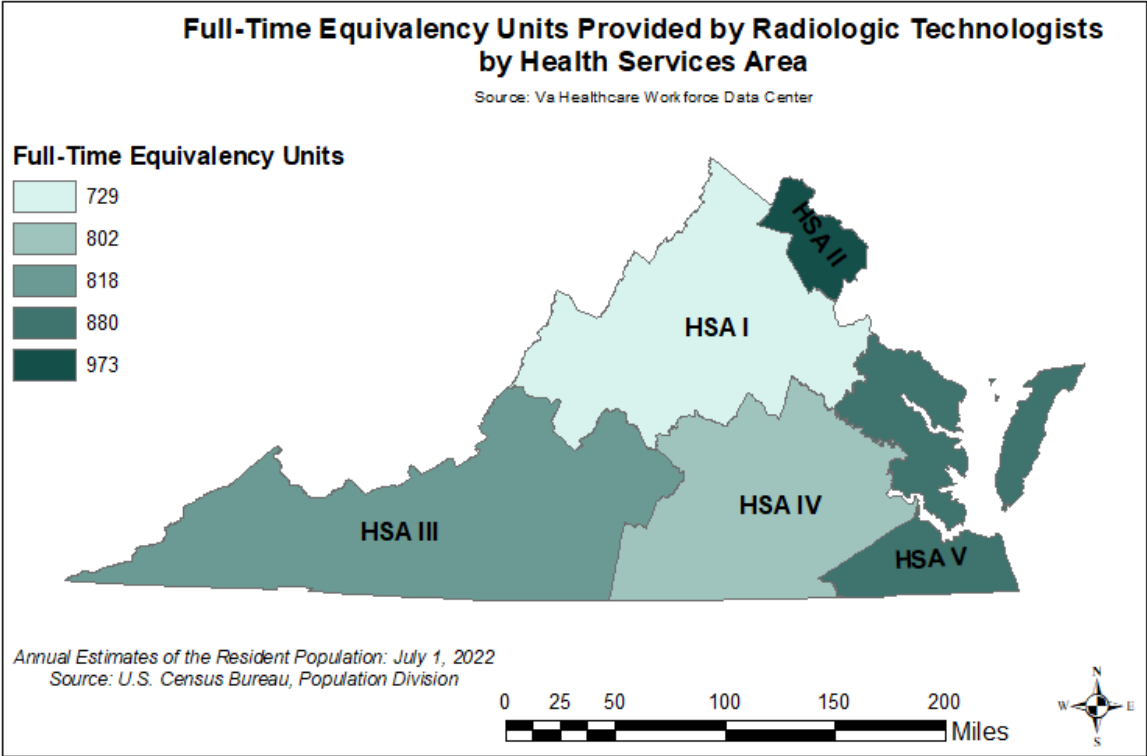
² Number of residents in 2022 was used as the denominator.

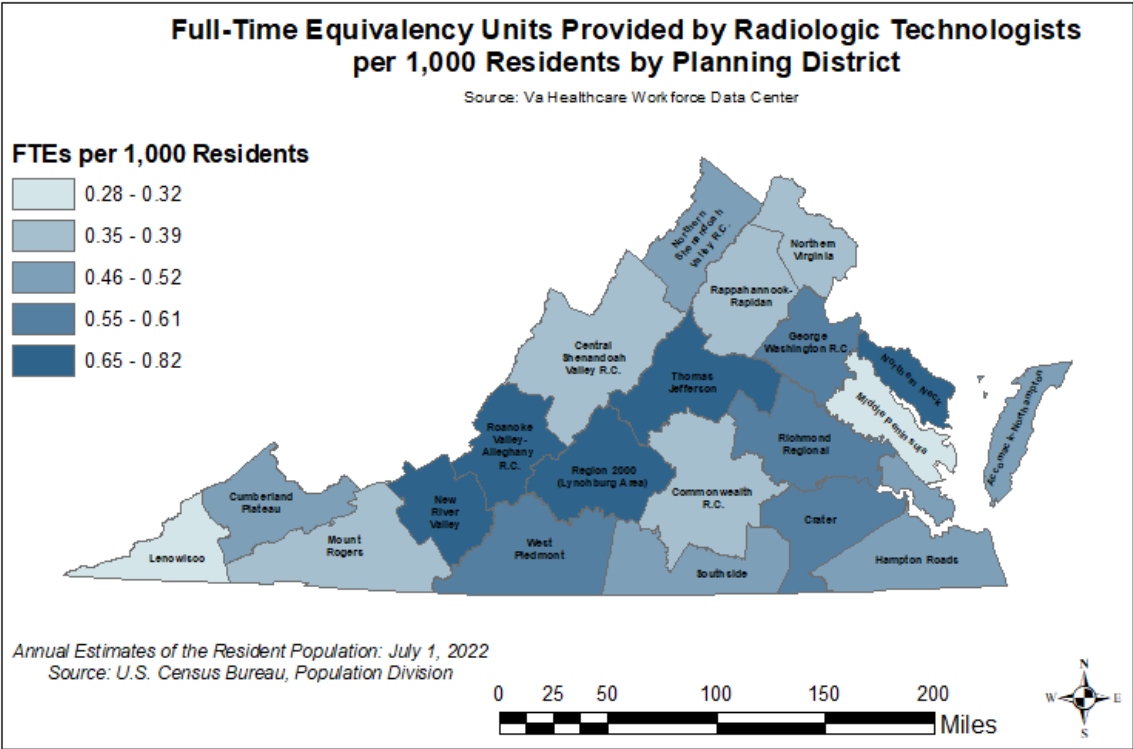
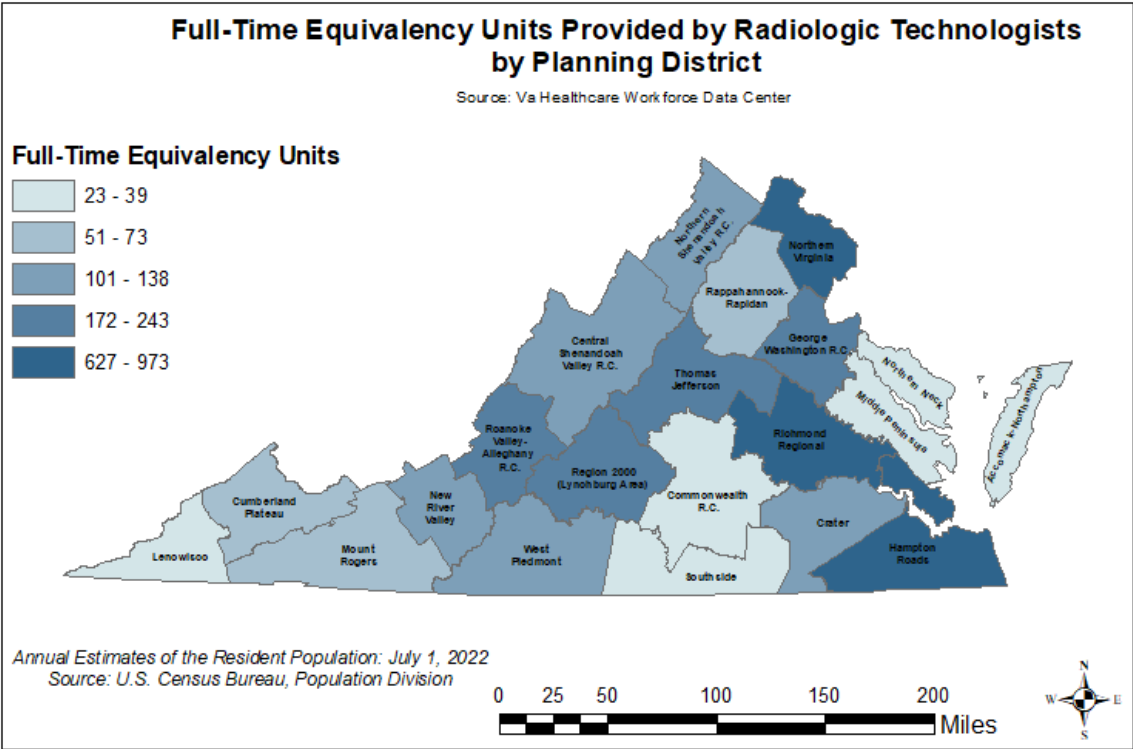
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,102	66.60%	1.501	1.263	2.423
Metro, 250,000 to 1 Million	469	65.88%	1.518	1.277	2.449
Metro, 250,000 or Less	486	59.88%	1.670	1.405	2.695
Urban, Pop. 20,000+, Metro Adj.	135	74.07%	1.350	1.136	2.179
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	193	63.73%	1.569	1.320	2.532
Urban, Pop. 2,500-19,999, Non-Adj.	100	72.00%	1.389	1.169	2.241
Rural, Metro Adj.	152	63.82%	1.567	1.319	2.529
Rural, Non-Adj.	43	58.14%	1.720	1.447	2.776
Virginia Border State/D.C.	997	49.85%	2.006	1.688	3.237
Other U.S. State	938	37.63%	2.657	2.236	4.288

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	912	36.84%	2.714	2.179	4.288
30 to 34	878	49.66%	2.014	1.616	3.181
35 to 39	881	61.07%	1.638	1.314	2.587
40 to 44	830	62.65%	1.596	1.281	2.522
45 to 49	714	66.25%	1.510	1.212	2.385
50 to 54	794	70.65%	1.415	1.136	2.236
55 to 59	657	70.17%	1.425	1.144	2.252
60 and Over	949	64.07%	1.561	1.253	2.466

Source: Va. Healthcare Workforce Data Center

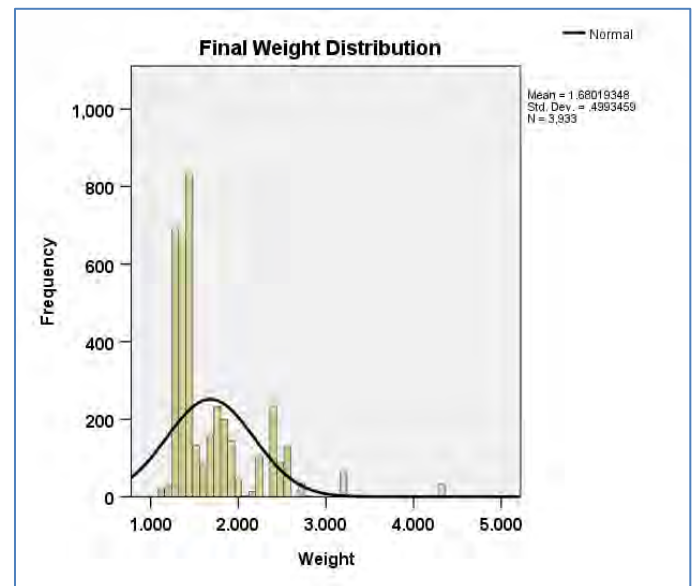
See the Methods section on the HWDC website for details on HWDC methods:

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

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.594558



Source: Va. Healthcare Workforce Data Center