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# *Virginia's Occupational Therapy Assistant Workforce: 2022*

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Healthcare Workforce Data Center

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

***More than 1,400 Occupational Therapy Assistants 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 Assistant Workforce At a Glance:

### The Workforce

Registrants:	2,036
Virginia's Workforce:	1,821
FTEs:	1,312

### Background

Rural Childhood:	50%
HS Degree in VA:	63%
Prof. Degree in VA:	73%

### Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	61%
Satisfied?:	93%

### Survey Response Rate

All Registrants:	71%
Renewing Practitioners:	92%

### Education

Associate:	94%
Baccalaureate:	5%

### Job Turnover

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

### Demographics

% Female:	91%
Diversity Index:	35%
Median Age:	38

### Finances

Median Income:	\$45k-\$50k
Health Insurance:	55%
Under 40 w/ Ed. Debt:	56%

### Primary Roles

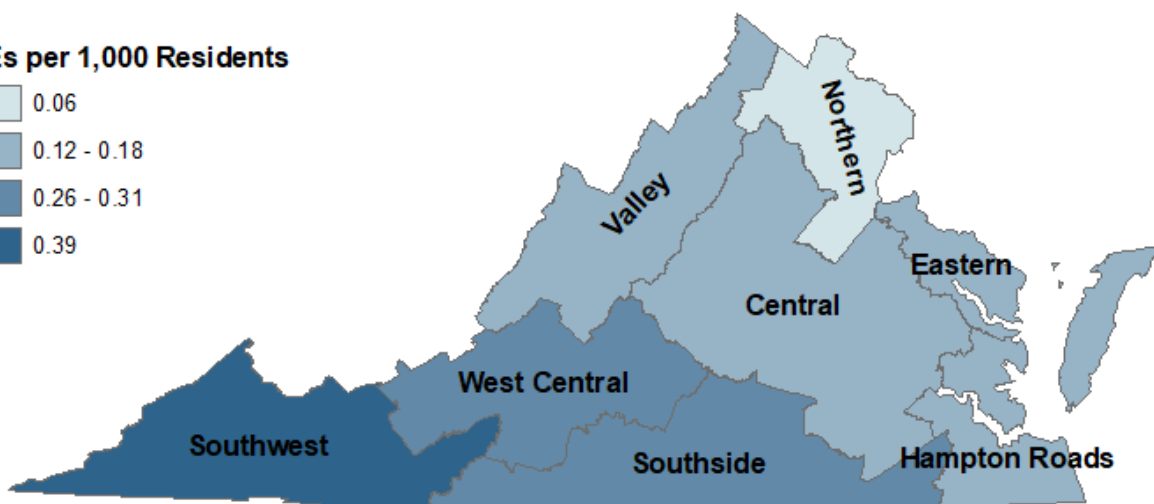
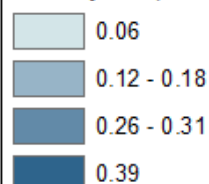
Patient Care:	85%
Administration:	4%
Education:	1%

Source: Va. Healthcare Workforce Data Center

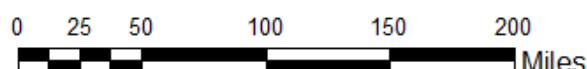
## Full-Time Equivalency Units Provided by Occupational Therapy Assistants per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2022 Occupational Therapy Assistant (OTA) workforce survey. More than 1,400 OTAs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the registration renewal process, which takes place on even-numbered years during the birth month of each OTA. These survey respondents represent 71% of the 2,036 OTAs who are registered in the state and 92% of renewing practitioners.

The HWDC estimates that 1,821 OTAs participated in Virginia's workforce during the survey period, which is defined as those OTAs 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 OTA at some point in the future. This workforce provided 1,312 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 90% of all OTAs are female, and the median age of the OTA workforce is 38. In a random encounter between two OTAs, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those OTAs who are under the age of 40, this diversity index decreases slightly to 34%. This makes Virginia's OTA workforce considerably less diverse than the state's overall population, which has a comparable diversity index of 58%. One-half of all OTAs grew up in a rural area, and 34% of OTAs who grew up in a rural area currently work in a non-metro area of the state. In total, 21% of all OTAs currently work in a non-metro area of Virginia.

Among all OTAs, 90% are currently employed in the profession, 61% hold one full-time job, and 33% work between 40 and 49 hours per week. Over the past year, 3% of OTAs have experienced involuntary unemployment, and 7% have also experienced underemployment. Two-thirds of all OTAs work in the for-profit sector, while another 20% are employed in the non-profit sector. The median annual income for Virginia's OTAs is between \$45,000 and \$50,000. In addition, nearly 80% of all OTAs receive at least one employer-sponsored benefit, including 55% who have access to health insurance. More than 90% of all OTAs indicated that they are satisfied with their current work situation, including 55% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2014 Occupational Therapy Assistant workforce. The number of registered OTAs has increased by 60% (2,036 vs. 1,270). In addition, the size of Virginia's OTA workforce has increased by 62% (1,821 vs. 1,125), and the number of FTEs provided by this workforce has increased by 46% (1,312 vs. 898). Virginia's renewing OTAs are more likely to respond to this survey (92% vs. 83%).

The percentage of OTAs who are female has increased (91% vs. 89%). At the same time, the percentage of OTAs who are under the age of 40 has also increased (54% vs. 44%), leading to a decline in the median age of this workforce (38 vs. 42). The diversity index of Virginia's OTAs has increased (35% vs. 29%) during a time in which Virginia's overall population has also become more diverse (58% vs. 54%). Although the percentage of OTAs who have grown up in a rural area did not change (50%), the percentage of all OTAs who work in a non-metro area of Virginia has fallen (21% vs. 26%).

OTAs are more likely to hold a baccalaureate degree as their highest professional degree (5% vs. 1%). OTAs are also more likely to carry education debt (44% vs. 42%), and the median debt amount among OTAs with education debt has increased (\$20k-\$25k vs. \$12k-\$15k). Although there has been no change in the median annual income of Virginia's OTAs (\$40k-\$45k), OTAs are slightly more likely to receive at least one employer-sponsored benefit (79% vs. 77%).

OTAs are less likely to be employed in the profession (90% vs. 97%), hold one full-time job (61% vs. 63%), or work between 40 and 49 hours per week (33% vs. 40%). Although skilled nursing facilities remain the most common establishment type among Virginia's OTAs, they employ a smaller percentage of this workforce (36% vs. 51%). Instead, OTAs are relatively more likely to be employed at home health care establishments (15% vs. 6%). The percentage of OTAs who indicated that they are satisfied with their current work situation has fallen (93% vs. 97%), and this decline is even larger among those OTAs who indicated that they are "very satisfied" (55% vs. 73%).

### A Closer Look:

Registrants		
Status	#	%
Renewing Practitioners	1,572	77%
New Registrants	168	8%
Non-Renewals	296	15%
All Registrations	2,036	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing OTAs, 92% submitted a survey. These represent 71% of all OTAs who held a registration at some point in 2022.*

### Definitions

- 1. The Survey Period:** The survey was conducted throughout 2022.
- 2. Target Population:** All OTAs who held a Virginia registration at some point in 2022.
- 3. Survey Population:** The survey was available to OTAs who renewed their registrations online. It was not available to those who did not renew, including all OTAs newly registered in 2022.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	184	236	56%
30 to 34	110	265	71%
35 to 39	78	212	73%
40 to 44	46	169	79%
45 to 49	42	153	79%
50 to 54	50	149	75%
55 to 59	29	133	82%
60 and Over	56	124	69%
Total	595	1,441	71%
New Registrants			
Registered in Past Year	168	0	0%
Metro Status			
Non-Metro	92	297	76%
Metro	376	958	72%
Not in Virginia	127	186	59%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	1,441
Response Rate, All Registrants	71%
Response Rate, Renewals	92%

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Registered OTAs

Number:	2,036
New:	8%
Not Renewed:	15%

#### Response Rates

All Registrants:	71%
Renewing Practitioners:	92%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

2022 OTA Workforce:	1,821
FTEs:	1,312

### Utilization Ratios

Registrants in VA Workforce:	89%
Registrants per FTE:	1.55
Workers per FTE:	1.39

Source: Va. Healthcare Workforce Data Center

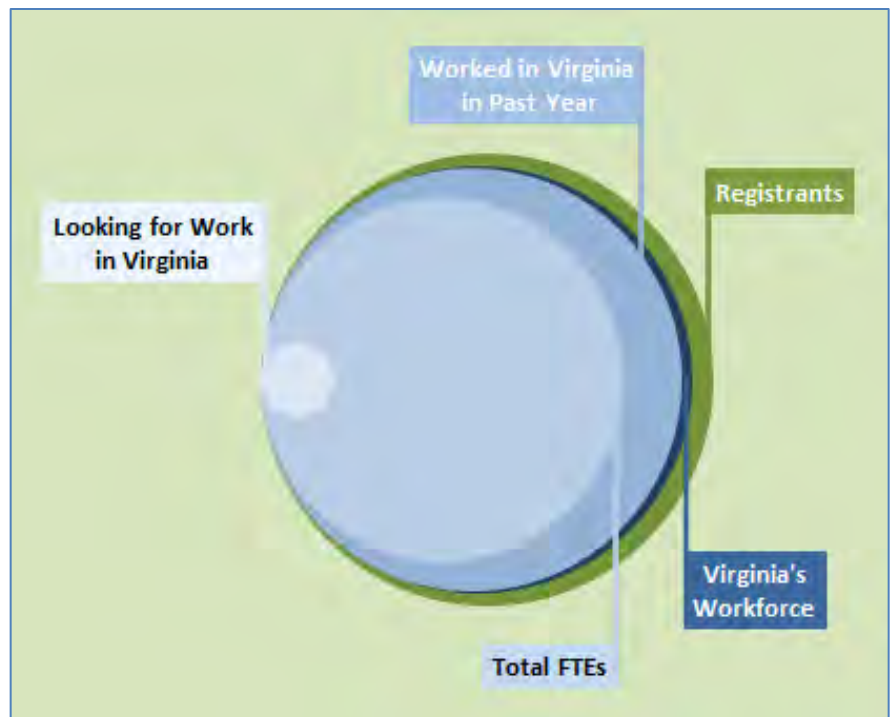
## Definitions

- 1. Virginia's Workforce:** A registrant 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. Registrants in VA Workforce:** The proportion of registrants in Virginia's Workforce.
- 4. Registrants per FTE:** An indication of the number of registrants needed to create 1 FTE. Higher numbers indicate lower registrant 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 OTA Workforce		
Status	#	%
Worked in Virginia in Past Year	1,770	97%
Looking for Work in Virginia	52	3%
Virginia's Workforce	1,821	100%
Total FTEs	1,312	
Registrants	2,036	

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	20	5%	352	95%	372	22%
30 to 34	18	6%	293	94%	311	18%
35 to 39	25	10%	216	90%	241	14%
40 to 44	24	14%	150	86%	174	10%
45 to 49	20	13%	133	87%	154	9%
50 to 54	24	14%	153	87%	176	10%
55 to 59	14	11%	115	89%	130	8%
60 and Over	16	12%	125	89%	141	8%
<b>Total</b>	<b>162</b>	<b>10%</b>	<b>1,536</b>	<b>91%</b>	<b>1,698</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTAs		OTAs Under 40	
	%	#	%	#	%
White	60%	1,387	80%	753	80%
Black	19%	185	11%	78	8%
Asian	7%	41	2%	30	3%
Other Race	0%	13	1%	4	0%
Two or More Races	3%	42	2%	29	3%
Hispanic	10%	68	4%	45	5%
<b>Total</b>	<b>100%</b>	<b>1,736</b>	<b>100%</b>	<b>938</b>	<b>100%</b>

\*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 OTAs, 54% are under the age of 40, and 93% of OTAs who are under the age of 40 are female. In addition, the diversity index among OTAs who are under the age of 40 is 34%.

### At a Glance:

#### Gender

% Female: 91%  
% Under 40 Female: 93%

#### Age

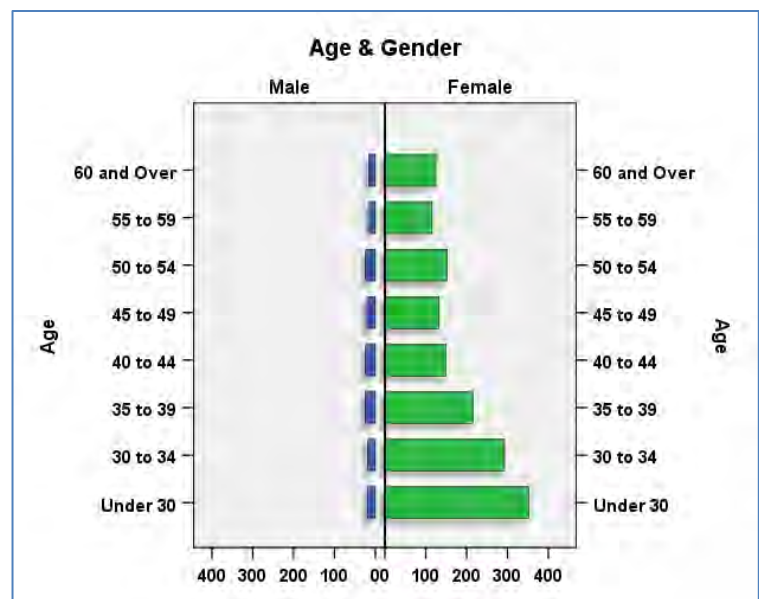
Median Age: 38  
% Under 40: 54%  
% 55 and Over: 16%

#### Diversity

Diversity Index: 35%  
Under 40 Div. Index: 34%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two OTAs, there is a 35% 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: 11%  
Rural Childhood: 50%

### Virginia Background

HS in Virginia: 63%  
Professional Edu. in VA: 73%  
HS/Prof. Edu. in VA: 77%

### Location Choice

% Rural to Non-Metro: 34%  
% Urban/Suburban  
to Non-Metro: 8%

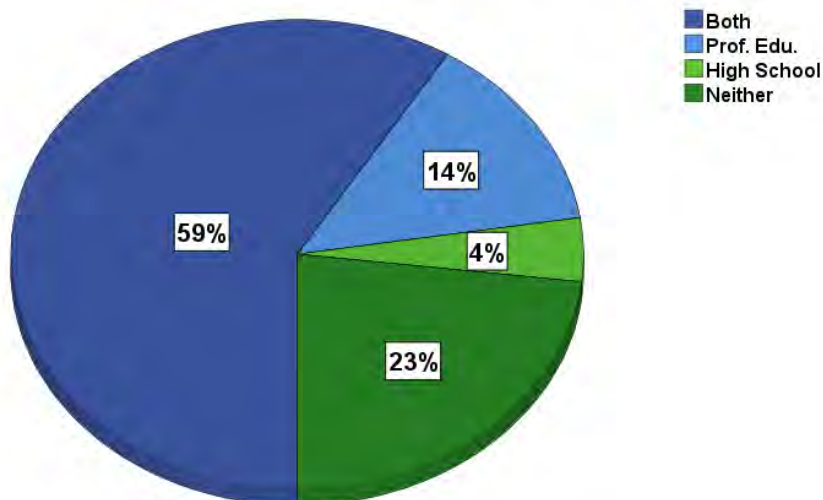
Source: Va. Healthcare Workforce Data Center

## 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+	33%	51%	16%
2	Metro, 250,000 to 1 Million	59%	33%	8%
3	Metro, 250,000 or Less	66%	26%	8%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	88%	11%	1%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	65%	27%	8%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	6%	2%
8	Rural, Metro Adjacent	88%	13%	0%
9	Rural, Non-Adjacent	67%	26%	8%
<b>Overall</b>		<b>50%</b>	<b>39%</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



*One-half of all OTAs grew up in a self-described rural area, and 34% of OTAs who grew up in a rural area currently work in a non-metro county. In total, 21% of all OTAs work in a non-metro county of the state.*

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Occupational Therapy Assistant Recruitment

Rank	All Occupational Therapy Assistants			
	High School	#	Professional School	#
1	Virginia	1,099	Virginia	1,239
2	New York	81	Pennsylvania	59
3	Pennsylvania	77	New York	55
4	West Virginia	58	Minnesota	47
5	North Carolina	42	West Virginia	39
6	Florida	41	North Carolina	33
7	Outside U.S./Canada	36	Florida	32
8	Ohio	32	Maryland	29
9	New Jersey	27	Texas	25
10	Maryland	25	California	14

Source: Va. Healthcare Workforce Data Center

*Among all OTAs, 63% received their high school degree in Virginia, and 73% received their initial professional degree in the state.*

*Among OTAs who were registered in the past five years, 63% received their high school degree in Virginia, and 71% received their initial professional degree in the state.*

Rank	Registered in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	352	Virginia	391
2	Florida	20	Minnesota	29
3	Pennsylvania	20	Pennsylvania	18
4	New York	18	West Virginia	17
5	West Virginia	15	Florida	15
6	Outside U.S./Canada	15	Maryland	13
7	California	14	New York	9
8	North Carolina	11	California	6
9	Illinois	10	Texas	6
10	Maryland	9	Delaware	6

Source: Va. Healthcare Workforce Data Center

*More than one out of every ten registered OTAs did not participate in Virginia's workforce in the past year. Among these OTAs, 86% worked at some point in the past year, including 75% who currently work as OTAs.*

### At a Glance:

#### Not in VA Workforce

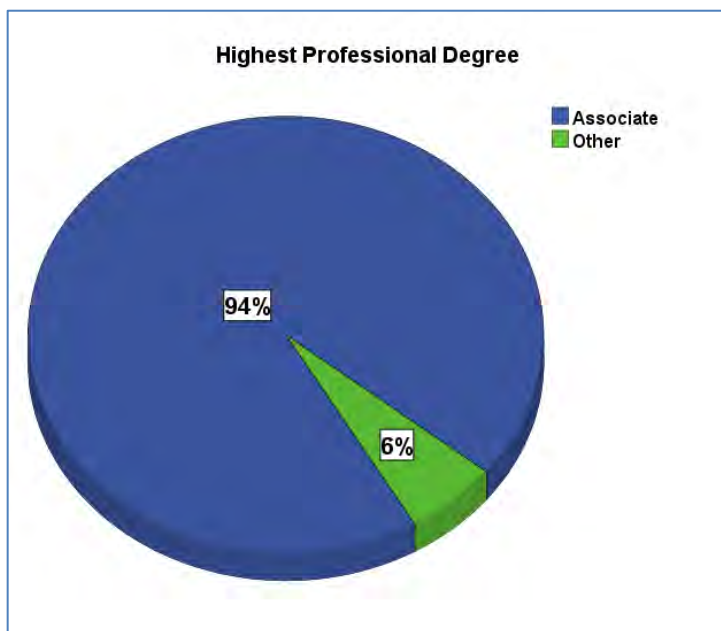
Total:	214
% of Registrants:	11%
Federal/Military:	3%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,592	94%
Baccalaureate Degree	89	5%
Master's Degree	9	1%
Doctoral Degree	1	0%
<b>Total</b>	<b>1,691</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Education

Associate: 94%  
Baccalaureate: 5%

### Education Debt

With Debt: 44%  
Under Age 40 w/ Debt: 56%  
Median Debt: \$20k-\$25k

Source: Va. Healthcare Workforce Data Center

*Among all OTAs, 94% hold an associate degree as their highest professional degree.*

*Close to half of all OTAs carry education debt, including 56% of those who are under the age of 40. For those with education debt, the median debt amount is between \$20,000 and \$25,000.*

Education Debt				
Amount Carried	All OTAs		OTAs Under 40	
	#	%	#	%
<b>None</b>	845	56%	361	44%
<b>\$2,000 or Less</b>	32	2%	23	3%
<b>\$2,001-\$4,000</b>	35	2%	21	3%
<b>\$4,001-\$6,000</b>	19	1%	14	2%
<b>\$6,001-\$8,000</b>	36	2%	26	3%
<b>\$8,001-\$10,000</b>	40	3%	26	3%
<b>\$10,001-\$12,000</b>	36	2%	20	2%
<b>\$12,001-\$15,000</b>	48	3%	27	3%
<b>\$15,001-\$20,000</b>	58	4%	32	4%
<b>\$20,001-\$25,000</b>	67	4%	40	5%
<b>More than \$25,000</b>	307	20%	228	28%
<b>Total</b>	<b>1,522</b>	<b>100%</b>	<b>819</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Gerontology:	26%
Physical Rehabilitation:	23%
Home Health:	21%

### Top Certifications

Dementia Care:	3%
Lymphedema Therapist:	2%
School Systems:	1%

Source: Va. Healthcare Workforce Data Center

*Two-thirds of all OTAs have at least one specialization, including 26% who have a specialization in gerontology.*

## A Closer Look:

Specializations		
Area	#	% of Workforce
Gerontology	474	26%
Physical Rehabilitation	426	23%
Home Health	380	21%
Pediatrics	249	14%
Acute Care	238	13%
Neurorehabilitation	222	12%
School Systems	193	11%
Sensory Processing	159	9%
Developmental Disabilities	158	9%
Mental Health	155	9%
Environmental Modification	139	8%
Hand Therapy	118	6%
Feeding, Eating, Swallowing	100	5%
Low Vision	91	5%
Early Intervention	85	5%
Driving and Community Mobility	13	1%
Industrial/Workplace	13	1%
Other	91	5%
<b>At Least One Specialization</b>	<b>1,208</b>	<b>66%</b>

Source: Va. Healthcare Workforce Data Center

Certifications		
Proficiency Area	#	% of Workforce
Dementia Care Specialist	47	3%
Certified Lymphedema Therapist	31	2%
School Systems	26	1%
Environmental Modification (SCAEM)	7	0%
Low Vision (SCALV)	5	0%
Driving and Community Mobility (SCADCM)	1	0%
Feeding, Eating, Swallowing (SCAFES)	1	0%
Other	120	7%
<b>At Least One Certification</b>	<b>215</b>	<b>12%</b>

Source: Va. Healthcare Workforce Data Center

*More than one out of every ten OTAs hold at least one certification, including 3% who have been certified as Dementia Care Specialists.*

### At a Glance:

#### Employment

Employed in Profession: 90%  
Involuntarily Unemployed: 1%

#### Positions Held

1 Full-Time: 61%  
2 or More Positions: 18%

#### Weekly Hours:

40 to 49: 33%  
60 or More: 2%  
Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an Occupational Therapy-Related Capacity	1,547	90%
Employed, NOT in an Occupational Therapy-Related Capacity	96	6%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	9	1%
Voluntarily Unemployed	71	4%
Retired	3	< 1%
<b>Total</b>	<b>1,726</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all OTAs, 90% are currently employed in the profession, 61% hold one full-time job, and 33% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	83	5%
One Part-Time Position	271	16%
Two Part-Time Positions	87	5%
One Full-Time Position	1,041	61%
One Full-Time Position & One Part-Time Position	179	11%
Two Full-Time Positions	0	0%
More than Two Positions	42	2%
<b>Total</b>	<b>1,703</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	83	5%
1 to 9 Hours	77	5%
10 to 19 Hours	100	6%
20 to 29 Hours	128	8%
30 to 39 Hours	663	39%
40 to 49 Hours	553	33%
50 to 59 Hours	49	3%
60 to 69 Hours	7	0%
70 to 79 Hours	5	0%
80 or More Hours	17	1%
<b>Total</b>	<b>1,682</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	7	1%
\$30,000 or Less	203	15%
\$30,001-\$35,000	87	7%
\$35,001-\$40,000	99	8%
\$40,001-\$45,000	117	9%
\$45,001-\$50,000	154	12%
\$50,001-\$55,000	163	12%
\$55,001-\$60,000	180	14%
\$60,001-\$65,000	109	8%
\$65,001-\$70,000	81	6%
\$70,001-\$75,000	65	5%
\$75,001-\$80,000	30	2%
More than \$80,000	28	2%
<b>Total</b>	<b>1,322</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	921	55%
Somewhat Satisfied	632	38%
Somewhat Dissatisfied	88	5%
Very Dissatisfied	22	1%
<b>Total</b>	<b>1,664</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Earnings

Median Income: \$45k-\$50k

### Benefits

Health Insurance: 55%

Retirement: 54%

### Satisfaction

Satisfied 93%

Very Satisfied: 55%

Source: Va. Healthcare Workforce Data Center

*The typical OTA earns between \$45,000 and \$50,000 per year. In addition, nearly 80% of all OTAs receive at least one employer-sponsored benefit, including 55% who have access to health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,007	65%	64%
Health Insurance	858	55%	54%
Retirement	839	54%	53%
Dental Insurance	821	53%	51%
Paid Sick Leave	694	45%	43%
Group Life Insurance	465	30%	30%
Signing/Retention Bonus	63	4%	4%
<b>At Least One Benefit</b>	<b>1,215</b>	<b>79%</b>	<b>77%</b>

\*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?	47	3%
Experience Voluntary Unemployment?	131	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	128	7%
Work Two or More Positions at the Same Time?	380	21%
Switch Employers or Practices?	166	9%
Experience At Least One?	674	37%

Source: Va. Healthcare Workforce Data Center

Over the past year, 3% of Virginia's OTAs have experienced involuntary unemployment. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	45	3%	49	10%
Less than 6 Months	100	6%	82	17%
6 Months to 1 Year	188	12%	78	16%
1 to 2 Years	347	21%	96	20%
3 to 5 Years	432	27%	104	22%
6 to 10 Years	262	16%	44	9%
More than 10 Years	243	15%	22	5%
Subtotal	1,617	100%	476	100%
Did Not Have Location	78		1,315	
Item Missing	127		30	
Total	1,821		1,821	

Source: Va. Healthcare Workforce Data Center

More than three-quarters of Virginia's OTAs received an hourly wage at their primary work location, while another 16% either received a salary or worked on commission.

## At a Glance:

## Unemployment Experience

Involuntarily Unemployed: 3%  
Underemployed: 7%

## Turnover &amp; Tenure

Switched Jobs: 9%  
New Location: 28%  
Over 2 Years: 58%  
Over 2 Yrs., 2<sup>nd</sup> Location: 36%

## Employment Type

Hourly Wage: 76%  
Salary/Commission: 16%

Source: Va. Healthcare Workforce Data Center

Among all OTAs, 58% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	195	16%
Hourly Wage	913	76%
By Contract	89	7%
Business/Practice Income	2	0%
Unpaid	7	1%
Subtotal	1,205	100%

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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:	24%
Top 3 Regions:	57%
Lowest Region:	1%

### Locations

2 or More (Past Year):	30%
2 or More (Now*):	26%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five OTAs work in Hampton Roads, West Central Virginia, and Central Virginia.

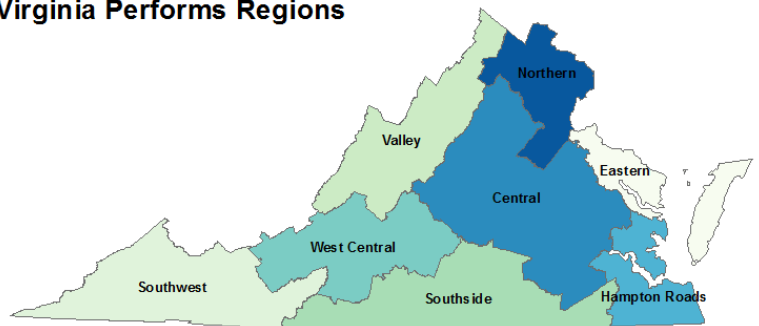
## A Closer Look:

### Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	268	17%	67	14%
Eastern	23	1%	6	1%
Hampton Roads	380	24%	109	22%
Northern	246	15%	93	19%
Southside	123	8%	38	8%
Southwest	201	12%	53	11%
Valley	82	5%	21	4%
West Central	269	17%	73	15%
Virginia Border State/D.C.	8	0%	9	2%
Other U.S. State	16	1%	23	5%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>1,616</b>	<b>100%</b>	<b>492</b>	<b>100%</b>
Item Missing	127		16	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all OTAs currently have multiple work locations, while 30% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	52	3%	79	5%
1	1,103	67%	1,147	69%
2	297	18%	256	15%
3	153	9%	144	9%
4	17	1%	12	1%
5	7	0%	9	1%
6 or More	29	2%	11	1%
<b>Total</b>	<b>1,658</b>	<b>100%</b>	<b>1,658</b>	<b>100%</b>

\*At the time of survey completion: 2022 (on the birth month of each respondent).

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,032	67%	366	80%
Non-Profit	302	20%	57	12%
State/Local Government	188	12%	26	6%
Veterans Administration	3	0%	0	0%
U.S. Military	11	1%	4	1%
Other Federal Gov't	8	1%	5	1%
Total	1,544	100%	458	100%
Did Not Have Location	78		1,315	
Item Missing	199		48	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Sector

For-Profit:	67%
Federal:	1%

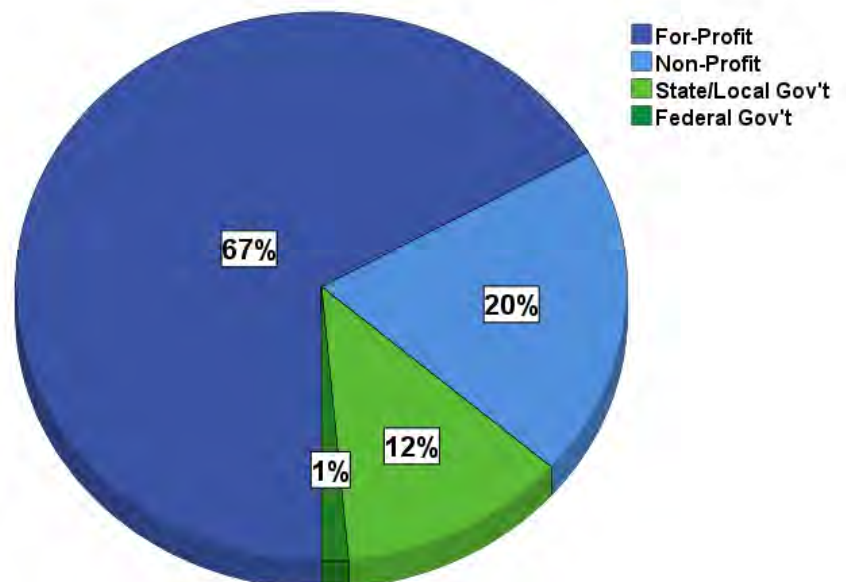
### Top Establishments

Skilled Nursing Facility:	36%
Home Health Care:	15%
K-12 School System:	9%

Source: Va. Healthcare Workforce Data Center

Close to nine out of every ten OTAs work in the private sector, including 67% who work at a for-profit establishment.

Sector, Primary Work Site



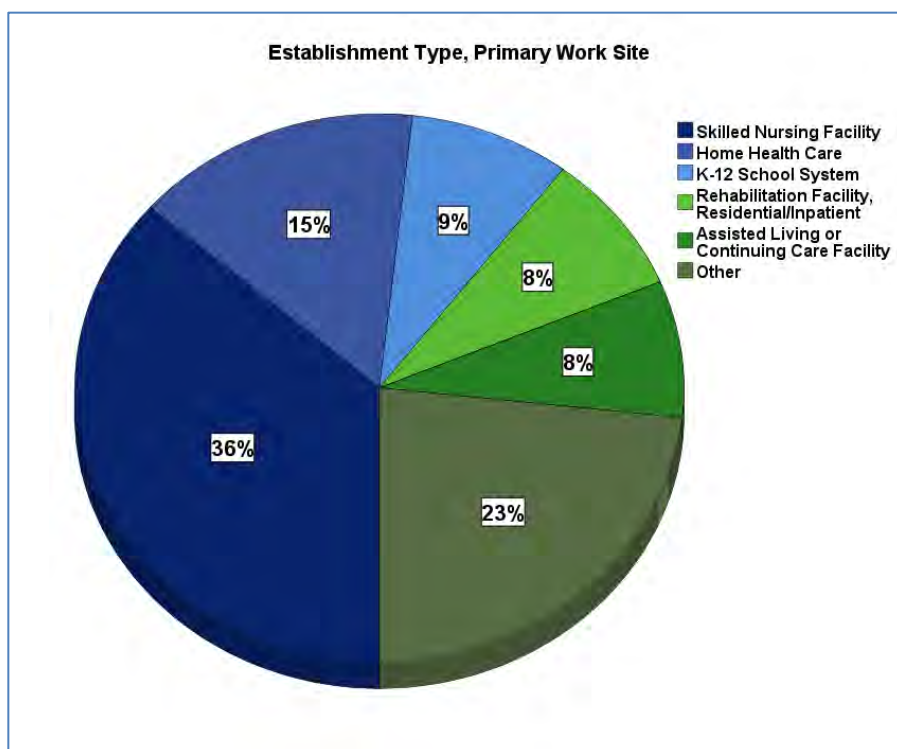
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	547	36%	181	41%
Home Health Care	230	15%	84	19%
K-12 School System	129	9%	6	1%
Rehabilitation Facility, Residential/Inpatient	126	8%	39	9%
Assisted Living or Continuing Care Facility	121	8%	38	9%
General Hospital, Inpatient Department	79	5%	15	3%
Rehabilitation Facility, Outpatient Clinic	71	5%	16	4%
Private Practice, Group	35	2%	17	4%
Academic Institution	31	2%	3	1%
General Hospital, Outpatient Department	24	2%	4	1%
Private Practice, Solo	23	2%	5	1%
Mental Health, Inpatient	14	1%	4	1%
Mental Health, Outpatient	8	1%	0	0%
Other	64	4%	25	6%
<b>Total</b>	<b>1,502</b>	<b>100%</b>	<b>437</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>78</b>		<b>1,315</b>	

Source: Va. Healthcare Workforce Data Center

*As their primary work location, more than one-third of all OTAs work in a skilled nursing facility, while another 15% work in a home health care establishment.*

*Among those OTAs who also have a secondary work location, 41% work in a skilled nursing facility, and another 19% work in a home health care establishment.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### A Typical OTA's Time

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

### Roles

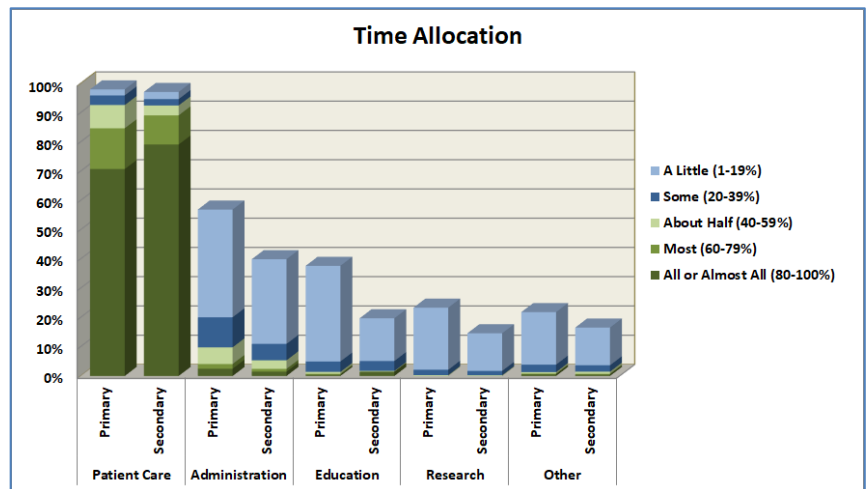
Patient Care: 85%  
Administration: 4%  
Education: 1%

### Patient Care OTAs

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

*OTAs spend most of their time performing patient care activities. In fact, 85% of all OTAs 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
<b>All or Almost All (80-100%)</b>	71%	79%	2%	1%	0%	1%	0%	0%	1%	0%
<b>Most (60-79%)</b>	14%	10%	2%	1%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	8%	3%	6%	3%	1%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	3%	2%	10%	6%	4%	3%	2%	1%	3%	2%
<b>A Little (1-19%)</b>	2%	2%	37%	29%	33%	15%	21%	13%	18%	13%
<b>None (0%)</b>	2%	3%	43%	60%	62%	80%	77%	85%	78%	83%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTAs		OTAs 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	98	7%	-	-
<b>50 to 54</b>	95	6%	1	0%
<b>55 to 59</b>	183	12%	29	7%
<b>60 to 64</b>	382	26%	99	25%
<b>65 to 69</b>	462	31%	165	42%
<b>70 to 74</b>	127	9%	61	16%
<b>75 to 79</b>	23	2%	11	3%
<b>80 or Over</b>	17	1%	4	1%
<b>I Do Not Intend to Retire</b>	92	6%	19	5%
<b>Total</b>	<b>1,479</b>	<b>100%</b>	<b>389</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Retirement Expectations

#### All OTAs

Under 65: 51%

Under 60: 25%

#### OTAs 50 and Over

Under 65: 33%

Under 60: 8%

### Time Until Retirement

Within 2 Years: 3%

Within 10 Years: 15%

Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

More than half of all OTAs expect to retire by the age of 65. Among those OTAs who are age 50 and over, one-third still expect to retire by the age of 65.

Within the next two years, 18% of OTAs expect to pursue additional OT-related educational opportunities, and 15% expect to increase their patient care hours.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
<b>Leave Profession</b>	80	4%
<b>Leave Virginia</b>	61	3%
<b>Decrease Patient Care Hours</b>	140	8%
<b>Decrease Teaching Hours</b>	4	0%
Increase Participation		
<b>Increase Patient Care Hours</b>	267	15%
<b>Increase Teaching Hours</b>	88	5%
<b>Pursue Education to Become OT</b>	168	9%
<b>Pursue Other OT-Related Education</b>	320	18%
<b>Return to the Workforce</b>	33	2%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for OTAs. While only 3% of OTAs 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 2047.*

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	41	3%	3%
5 Years	44	3%	6%
10 Years	132	9%	15%
15 Years	158	11%	25%
20 Years	184	12%	38%
25 Years	185	13%	50%
30 Years	191	13%	63%
35 Years	210	14%	77%
40 Years	148	10%	87%
45 Years	67	5%	92%
50 Years	21	1%	93%
55 Years	1	0%	93%
In More than 55 Years	3	0%	94%
Do Not Intend to Retire	92	6%	100%
<b>Total</b>	<b>1,479</b>	<b>100%</b>	

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 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.*

## At a Glance:

### FTEs

Total: 1,312  
FTEs/1,000 Residents<sup>2</sup>: 0.152  
Average: 0.75

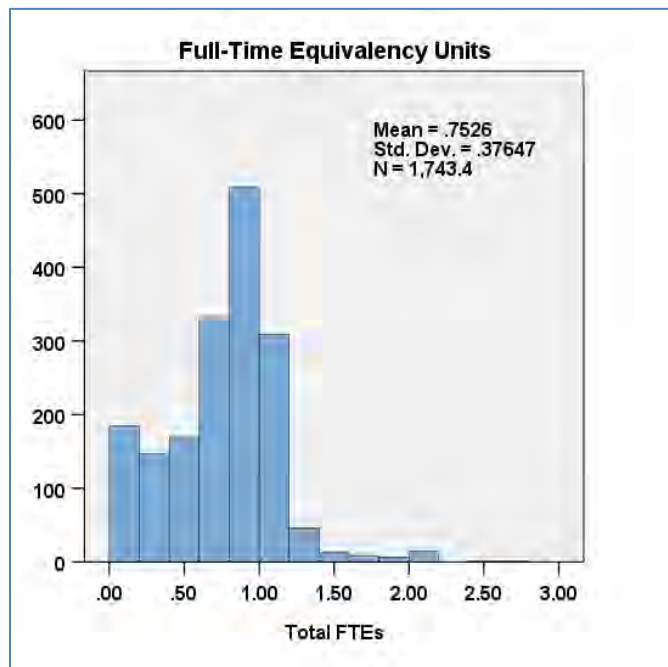
### Age & Gender Effect

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

*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:

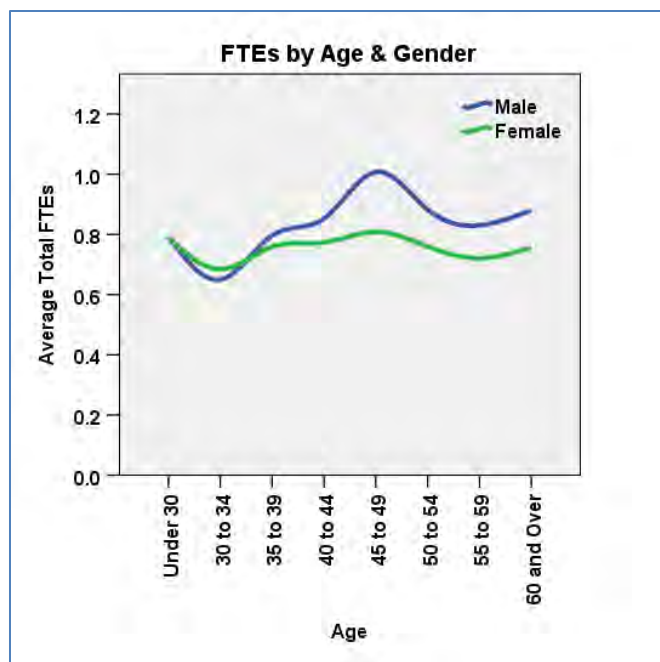


Source: Va. Healthcare Workforce Data Center

*The typical OTA provided 0.82 FTEs in 2022, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.78	0.84
30 to 34	0.68	0.74
35 to 39	0.76	0.80
40 to 44	0.79	0.93
45 to 49	0.83	0.83
50 to 54	0.78	0.77
55 to 59	0.68	0.80
60 and Over	0.72	0.77
Gender		
Male	0.84	0.95
Female	0.75	0.82

Source: Va. Healthcare Workforce Data Center

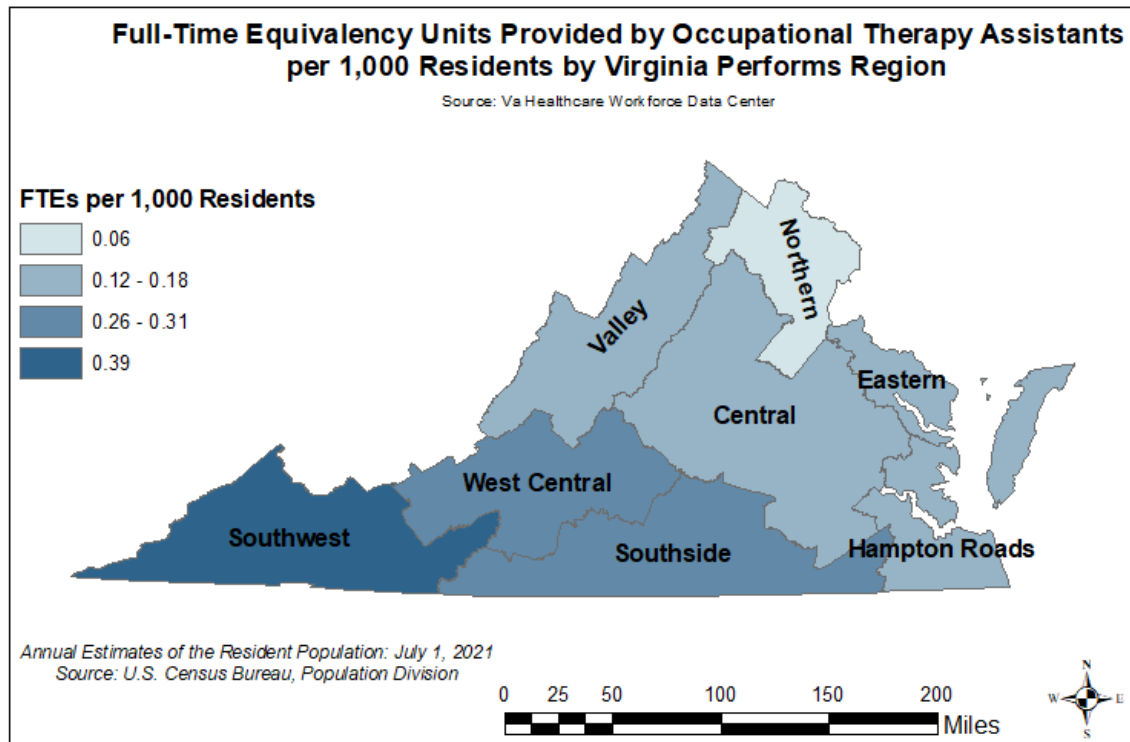
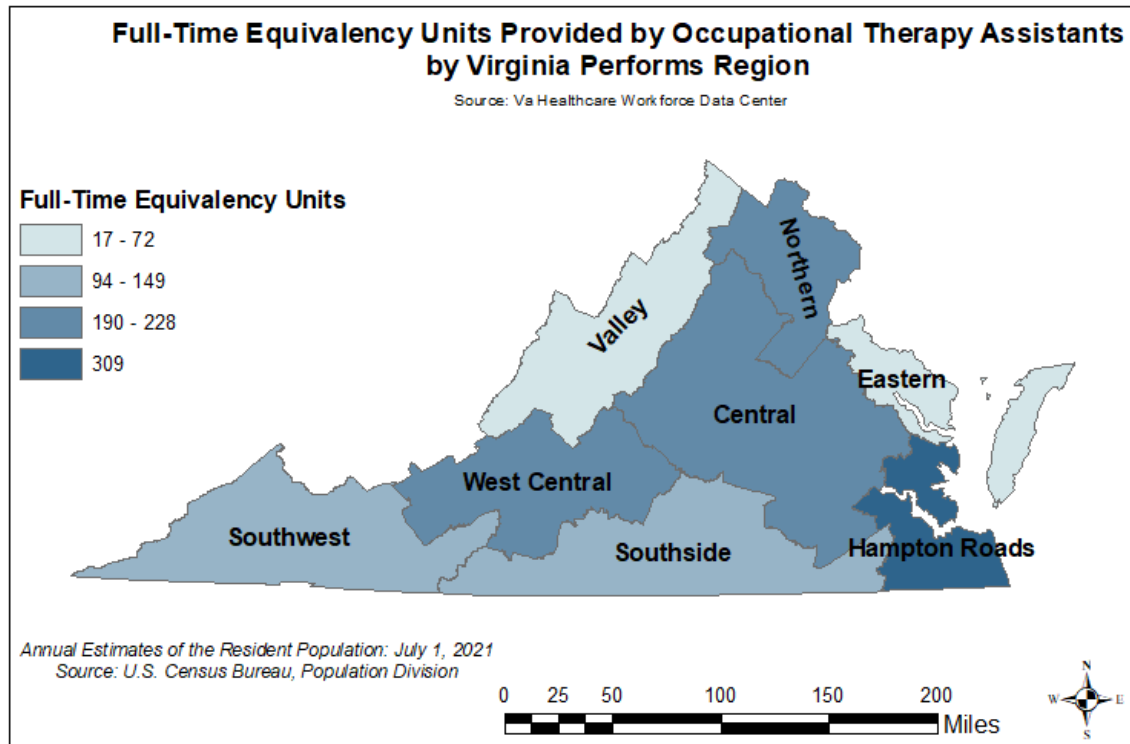


Source: Va. Healthcare Workforce Data Center

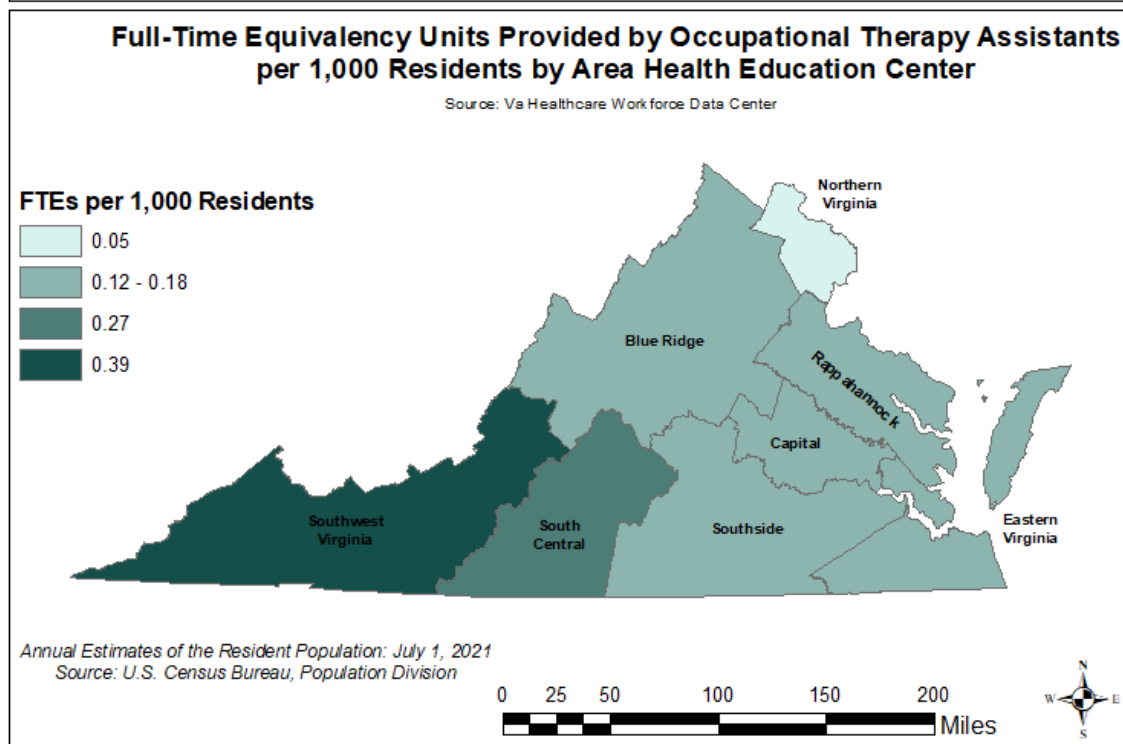
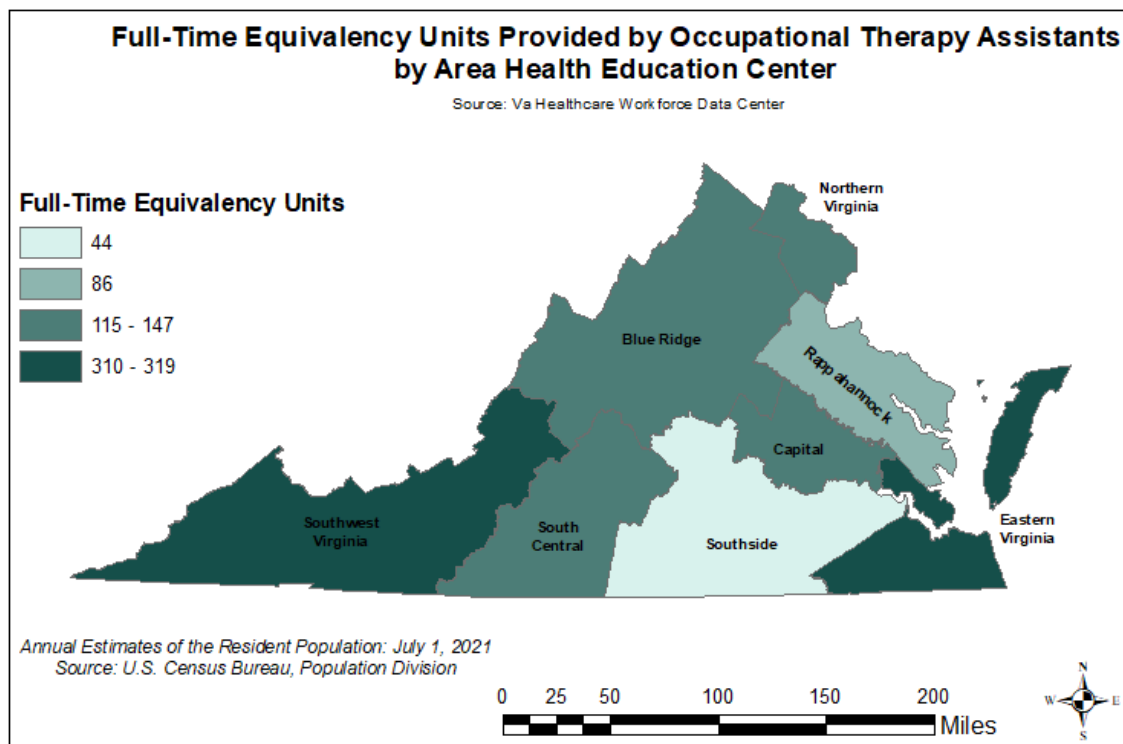
<sup>2</sup> Number of residents in 2021 was used as the denominator.

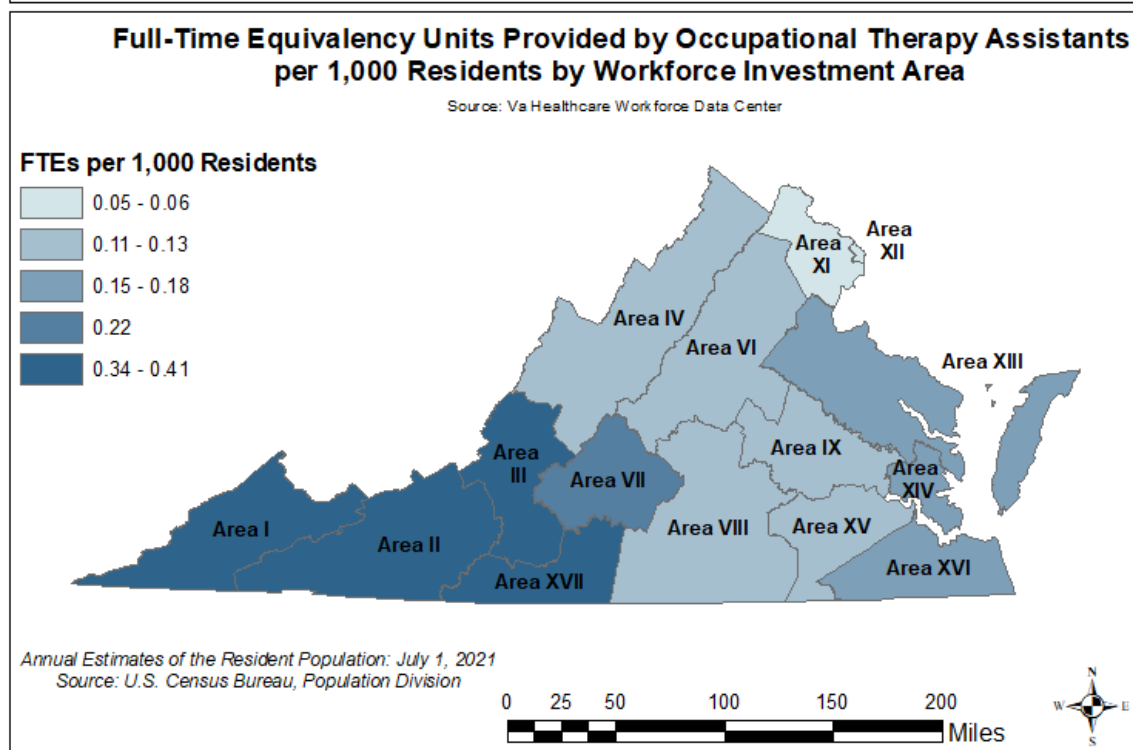
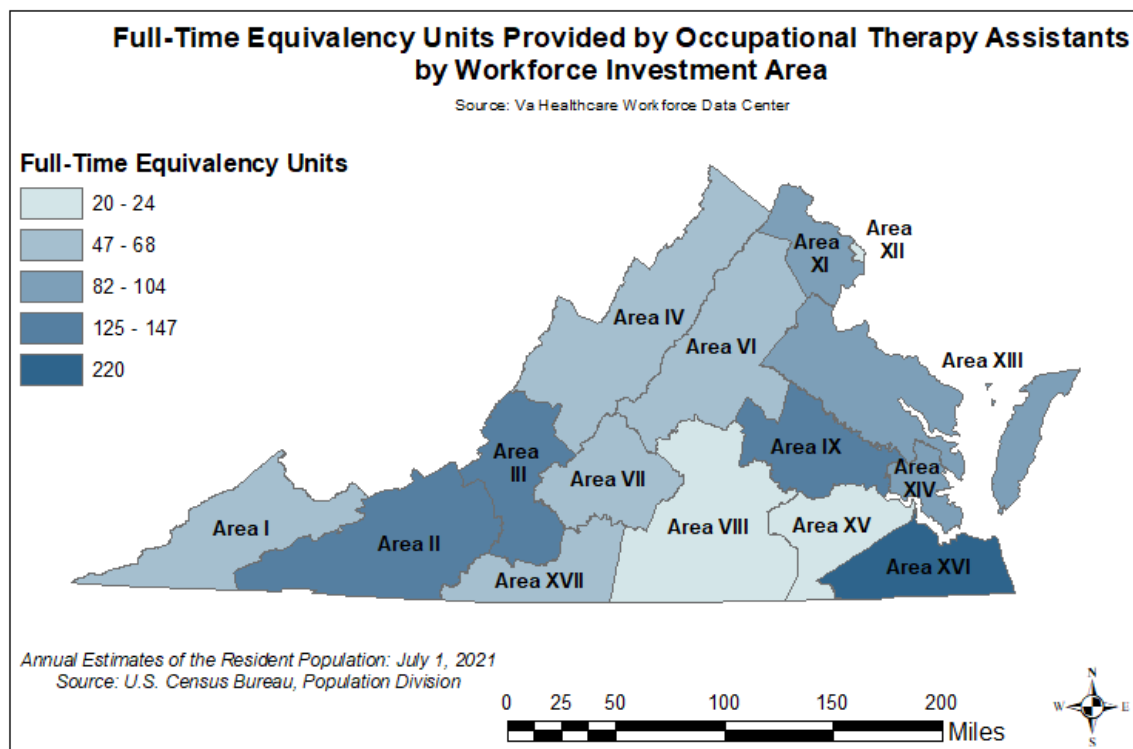
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

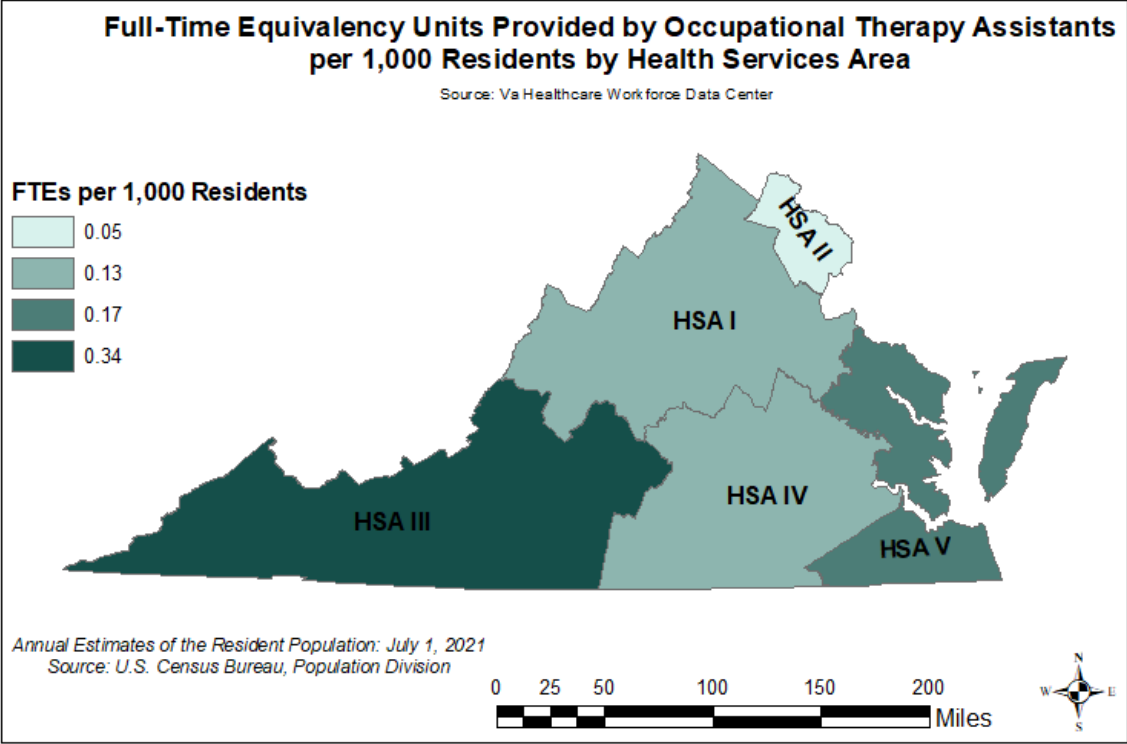
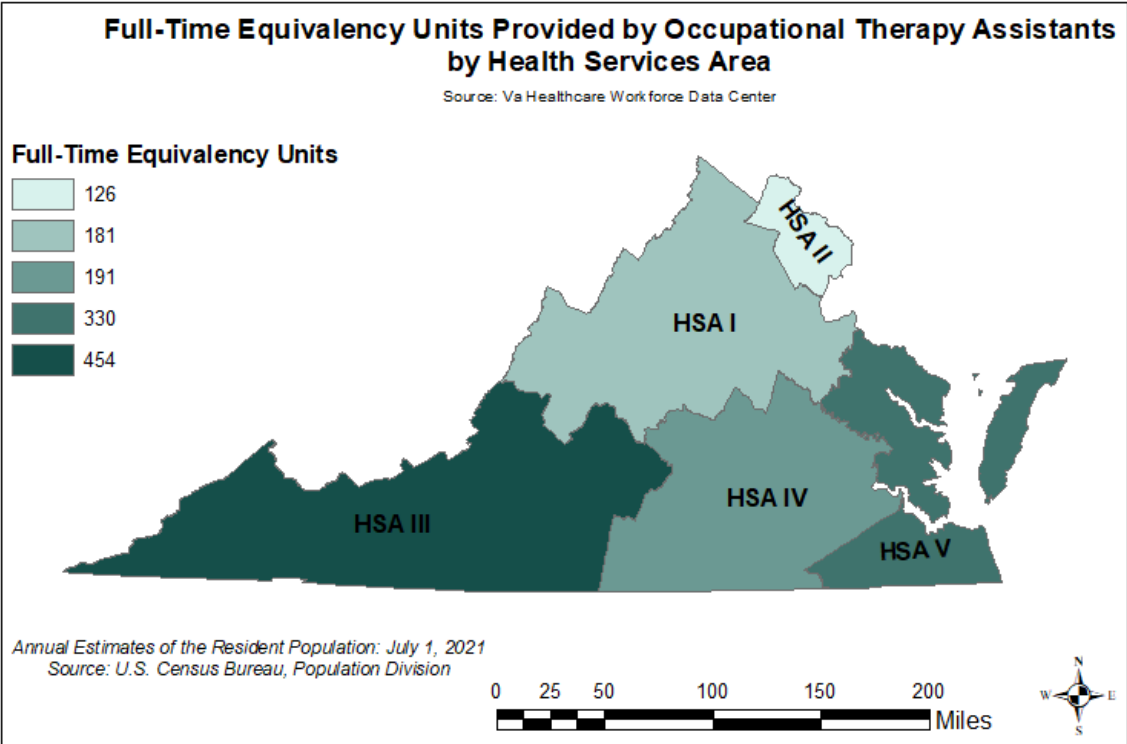


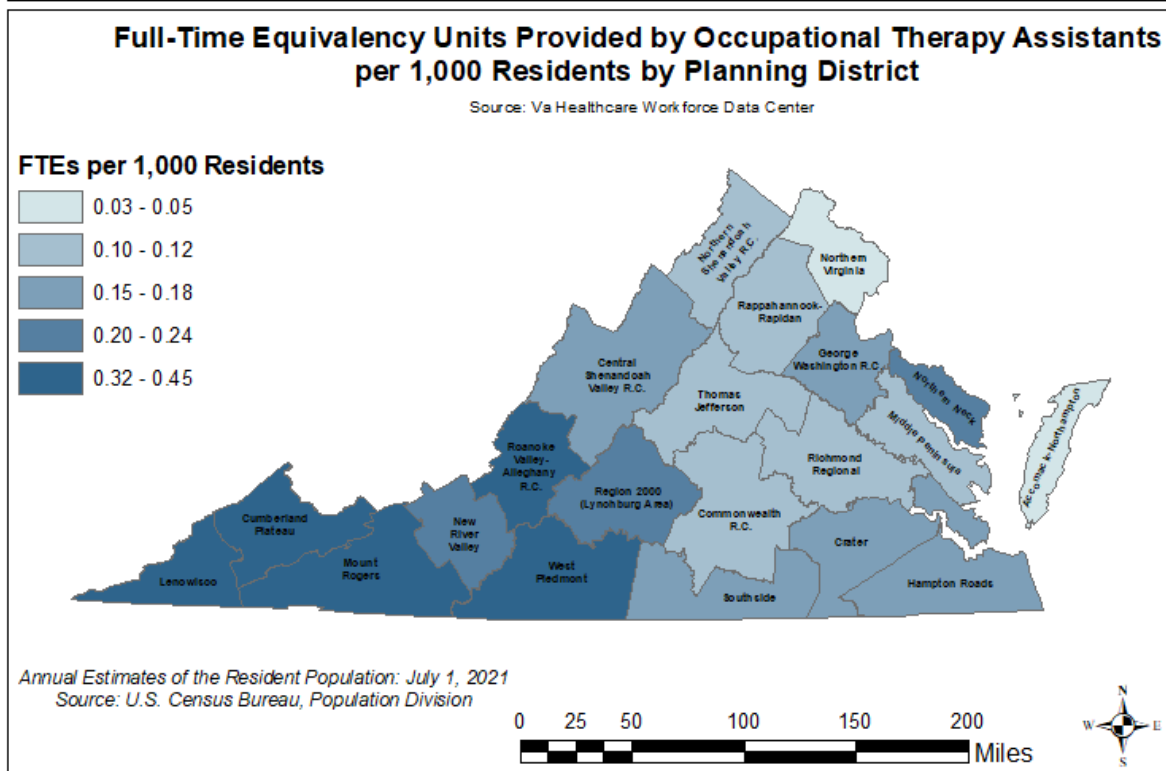
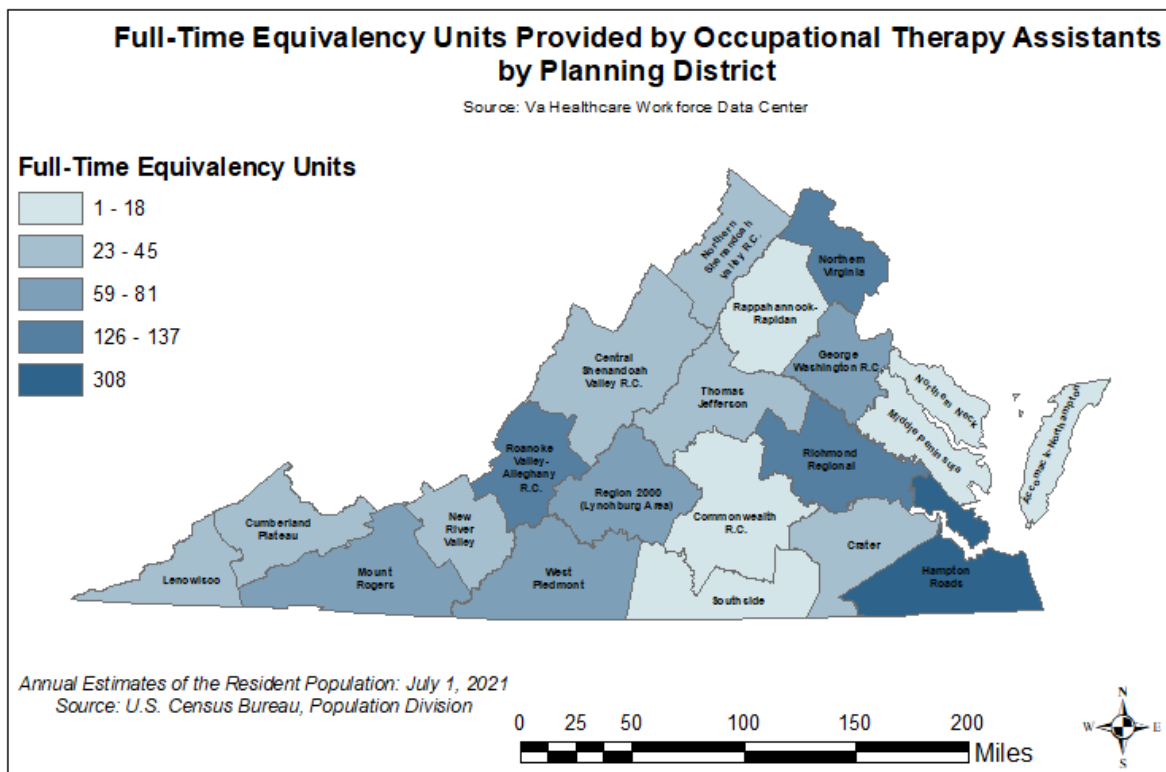












## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	944	70.34%	1.422	1.226	1.791
<b>Metro, 250,000 to 1 Million</b>	282	74.47%	1.343	1.158	1.691
<b>Metro, 250,000 or Less</b>	108	77.78%	1.286	1.108	1.619
<b>Urban, Pop. 20,000+, Metro Adj.</b>	79	78.48%	1.274	1.098	1.605
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	87	73.56%	1.359	1.172	1.712
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	122	77.87%	1.284	1.107	1.618
<b>Rural, Metro Adj.</b>	43	76.74%	1.303	1.123	1.641
<b>Rural, Non-Adj.</b>	58	74.14%	1.349	1.163	1.699
<b>Virginia Border State/D.C.</b>	159	56.60%	1.767	1.523	2.225
<b>Other U.S. State</b>	154	62.34%	1.604	1.383	2.021

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	420	56.19%	1.780	1.605	2.225
<b>30 to 34</b>	375	70.67%	1.415	1.276	1.769
<b>35 to 39</b>	290	73.10%	1.368	1.234	1.710
<b>40 to 44</b>	215	78.60%	1.272	1.147	1.591
<b>45 to 49</b>	195	78.46%	1.275	1.149	1.594
<b>50 to 54</b>	199	74.87%	1.336	1.204	1.670
<b>55 to 59</b>	162	82.10%	1.218	1.098	1.523
<b>60 and Over</b>	180	68.89%	1.452	1.309	1.815

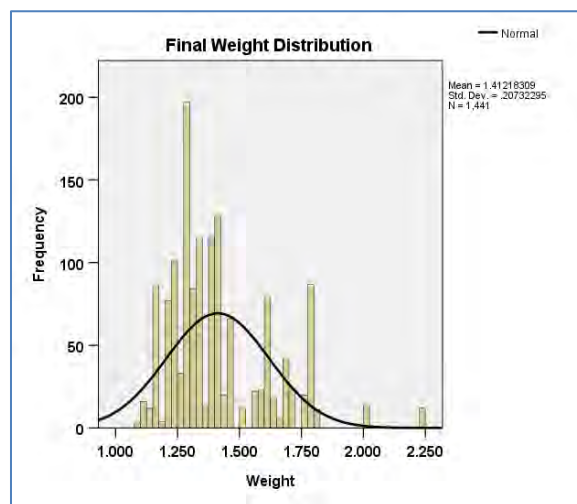
Source: Va. Healthcare Workforce Data Center

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: 0.707760**



Source: Va. Healthcare Workforce Data Center