
Virginia's Optometrist Workforce: 2018

Healthcare Workforce Data Center

February 2019

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1,354 Optometrists 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 Optometry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Optometrist Workforce: At a Glance:

The Workforce

Licenses:	1,597
Virginia's Workforce:	1,205
FTEs:	1,026

Background

Rural Childhood:	24%
HS Degree in VA:	32%
UG Degree in VA:	28%

Current Employment

Employed in Prof.:	98%
Hold 1 Full-time Job:	71%
Satisfied:	96%

Survey Response Rate

All Licenses:	85%
Renewing Practitioners:	89%

Residency Program

Ocular Disease:	6%
Primary Eye Care:	6%

Job Turnover

Switched Jobs in 2018:	4%
Employed over 2 yrs.:	71%

Demographics

% Female:	53%
Diversity Index:	47%
Median Age:	47

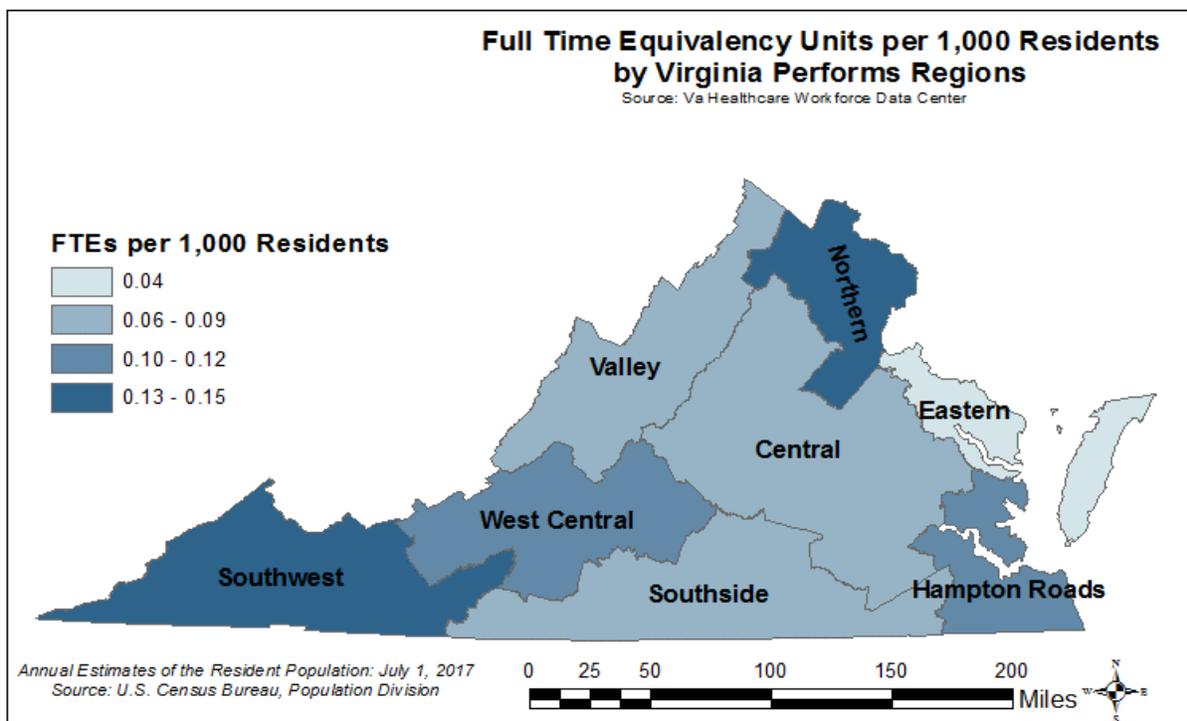
Finances

Median Inc.:	\$100k-\$110k
Health Benefits:	54%
Under 40 w/ Ed debt:	80%

Primary Roles

Patient Care:	93%
Administration:	1%

Source: Va. Healthcare Workforce Data Center



A total of 1,354 optometrists took part in the 2018 Optometrist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the optometrist license renewal process in December. Starting in 2020, license renewal will take place in March which is when the next survey will occur. The survey respondents represent 85% of the 1,597 optometrists who are licensed in the state and 89% of renewing practitioners. The HWDC estimates that 1,205 optometrists participated in Virginia's workforce during the survey period. Virginia's optometrist workforce provided 1,026 "full-time equivalency units (FTE)" during the period.

Fifty-three percent of all optometrists are female, including nearly three-quarters of those optometrists who are under the age of 40. Overall, the median age of Virginia's optometrists is 47. In a random encounter between two optometrists, there is a 47% 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 index is 56%. Although close to a quarter of Virginia's optometrist workforce grew up in a rural area, only 8% of Virginia's optometrists currently work in non-metro areas.

Thirteen percent of Virginia's optometrists have completed a residency program. Ocular Diseases and Primary Eye Care were the most commonly completed residency programs. Forty-six percent of Virginia's optometrist workforce have educational debt, including 80% of those professionals who are under the age of 40. For those optometrists with education debt, the median debt is between \$100,000 and \$110,000.

Ninety-eight percent of all optometrists are currently employed in the profession. The median annual income for Virginia's optometrist workforce is between \$100,000 and \$110,000. Ninety-six percent of optometrists indicate that they are satisfied with their current employment situation. Nine of every 10 optometrists work at a for-profit establishment, while 4% work for the federal government. Private group practices employ 43% of Virginia's optometrist workforce, the most of any establishment type in the state. Private solo practices and independent practices adjacent to optical stores are also common employers. Thirty-seven percent of all optometrists expect to retire by the age of 65. Within the next ten years, 23% of the current workforce expect to retire, while half of the current workforce plan to retire by 2043.

Summary of Trends

Few changes have occurred in the optometrist workforce since first surveyed in 2014. There has been a slight increase in the number of licensed optometrists in the state. The number of licensed optometrists increased from 1,542 in 2014 to 1,597 in 2018. The number in the state's workforce and the full time equivalency (FTE) units provided also increased slightly.

The results from the 2018 survey paint an unclear financial picture of the state's optometrist workforce. The percent of optometrists with education debt declined for those under age 40 but increased from 44% in 2017 to 46% in 2018 for the overall population of optometrists; 45% reported education debt in 2014. Their median educational debt, however, has stayed at \$100,000-\$110,000 since 2014. Median income, by contrast, stayed at the 2014 level of \$100,000-\$110,000 in 2018 after increasing to \$110,000 to \$120,000 for the first time in 2016.

The geographical distribution of the state's optometrist workforce remains stable. Further, the percent working in non-metro areas of the state has not changed much. Eight percent worked in non-metro areas in 2017 and 2018, an increase from 7% in 2016 but still below the 9% of optometrists who worked in non-metro areas of the state in 2014.

Retirement intentions did not change significantly among optometrists but some trends are noteworthy. The percent intending to retire within two years of the survey declined to 5% from 6% in 2017. Twenty-three percent also plan to retire in the next decade compared to a quarter in 2017 and 21% in 2014. The percent planning to retire by age 65 also increased back to the 2014 level of 37% after declining from 39% in 2016 to 36% in 2017.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,434	90%
New Licensees	93	6%
Non-Renewals	70	4%
All Licensees	1,597	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Optometrists

Number:	1,597
New:	6%
Not Renewed:	4%

Response Rates

All Licensees:	85%
Renewing Practitioners:	89%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 89% of renewing optometrists submitted a survey. These represent 85% of optometrists who held a license at some point in 2018.

Response Rates

Completed Surveys	1,354
Response Rate, All Licensees	85%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	32	48	60%
30 to 34	33	167	84%
35 to 39	27	188	87%
40 to 44	35	163	82%
45 to 49	31	192	86%
50 to 54	20	150	88%
55 to 59	17	144	89%
60 and Over	48	302	86%
Total	243	1,354	85%
New Licenses			
Issued in 2018	50	43	46%
Metro Status			
Non-Metro	13	88	87%
Metro	147	903	86%
Not in Virginia	83	363	81%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2018.
- 2. Target Population:** All optometrists who held a Virginia license at some point in 2018.
- 3. Survey Population:** The survey was available to optometrists who renewed their licenses online. It was not available to those who did not renew, including some optometrists newly licensed in 2018.

At a Glance:

Workforce

2018 Optometrist Workforce: 1,205
FTEs: 1,026

Utilization Ratios

Licensees in VA Workforce: 75%
Licensees per FTE: 1.56
Workers per FTE: 1.17

Source: Va. Healthcare Workforce Data Center

Virginia's Optometrist Workforce		
Status	#	%
Worked in Virginia in Past Year	1,198	99%
Looking for Work in Virginia	7	1%
Virginia's Workforce	1,205	100%
Total FTEs	1,026	
Licensees	1,597	

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 with 2 weeks off) 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.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	12	19%	48	81%	60	7%
30 to 34	35	31%	79	69%	115	13%
35 to 39	35	28%	91	72%	126	14%
40 to 44	39	33%	78	67%	117	13%
45 to 49	56	45%	69	55%	126	14%
50 to 54	35	38%	57	62%	92	10%
55 to 59	52	65%	28	35%	80	9%
60 +	155	85%	27	15%	183	20%
Total	419	47%	478	53%	897	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	63%	625	70%	176	59%
Black	19%	40	5%	12	4%
Asian	6%	171	19%	83	28%
Other Race	0%	27	3%	12	4%
Two or more races	3%	14	2%	7	2%
Hispanic	9%	20	2%	11	4%
Total	100%	897	100%	300	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

33% of all optometrists are under the age of 40, and 73% of these professionals are female. In addition, there is a 57% chance that two randomly chosen optometrists from this age group would be of a different race or ethnicity.

At a Glance:

Gender

% Female: 53%
% Under 40 Female: 73%

Age

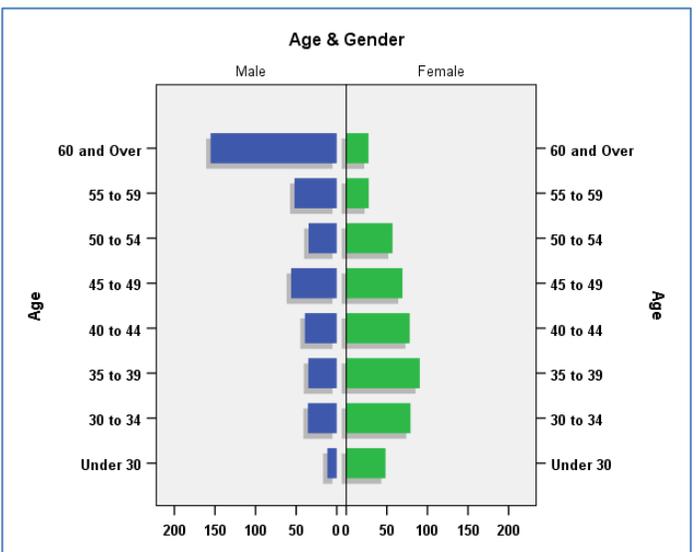
Median Age: 47
% Under 40: 33%
% 55+: 29%

Diversity

Diversity Index: 47%
Under 40 Div. Index: 57%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two optometrists, there is a 47% chance that they would be of a different race/ethnicity (a measure known as the diversity index).



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 24%

Virginia Background

HS in Virginia: 32%
 UG Education in VA: 28%
 HS/UG Edu. in VA: 35%

Location Choice

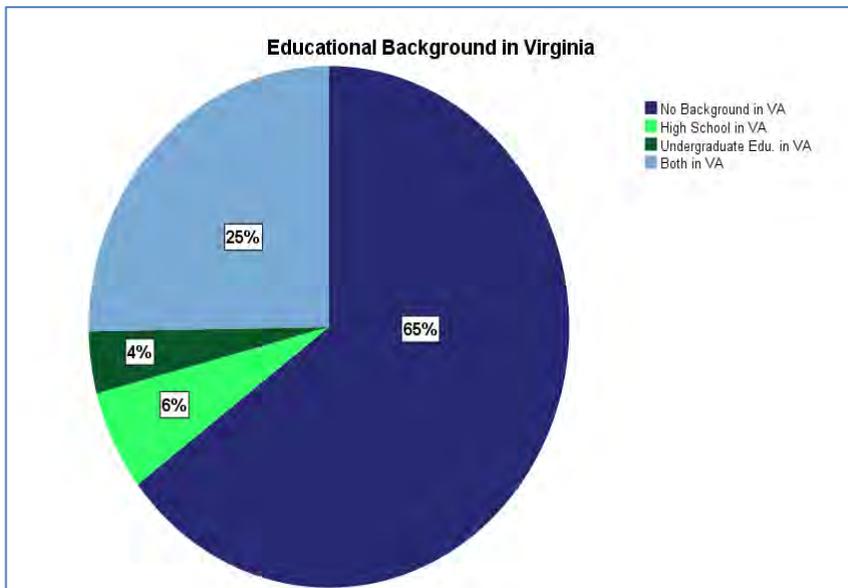
% Rural to Non-Metro: 23%
 % Urban/Suburban to Non-Metro: 4%

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+	18%	68%	14%
2	Metro, 250,000 to 1 million	36%	55%	9%
3	Metro, 250,000 or less	22%	67%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	27%	33%	40%
6	Urban pop, 2,500-19,999, metro adjacent	47%	53%	0%
7	Urban pop, 2,500-19,999, non adjacent	96%	4%	0%
8	Rural, metro adjacent	80%	0%	20%
9	Rural, non adjacent	50%	50%	0%
Overall		24%	63%	13%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

24% of all optometrists grew up in self-described rural areas, and 23% of these professionals currently work in non-metro counties. Overall, just 8% of Virginia's optometrist workforce work in non-metro counties of the state.

Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	275	Pennsylvania	283
2	Pennsylvania	80	Tennessee	130
3	New York	73	Massachusetts	75
4	Maryland	61	Illinois	64
5	North Carolina	35	Florida	55
6	Florida	34	Ohio	44
7	Ohio	32	Alabama	40
8	Outside U.S	27	Indiana	40
9	New Jersey	25	New York	37
10	California	23	Puerto Rico	30

32% of optometrists received their high school degree in Virginia, while 28% received their Doctorate of Optometry in Pennsylvania. Virginia does not currently have a professional school for optometrists.

Source: Va. Healthcare Workforce Data Center

Among optometrists who have been licensed in the past five years, 30% received their high school degree in Virginia, while 22% received their Doctorate of Optometry in Pennsylvania.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	82	Pennsylvania	60
2	New York	18	Tennessee	34
3	Pennsylvania	18	Massachusetts	34
4	California	14	Florida	26
5	Florida	14	Puerto Rico	24
6	North Carolina	12	Illinois	20
7	Outside U.S	11	New York	14
8	Maryland	11	Ohio	13
9	Indiana	9	Texas	12
10	Ohio	8	Indiana	11

Source: Va. Healthcare Workforce Data Center

25% of licensed optometrists did not participate in Virginia's workforce in the past year. 92% of these optometrists worked at some point in the past year, including 89% who currently work as optometrists.

At a Glance:

Not in VA Workforce

Total:	393
% of Licensees:	25%
Federal/Military:	20%
Va Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Residency Programs		
Area	#	% of Workforce
Ocular Disease	78	6%
Primary Eye Care	72	6%
Cornea and Contact Lenses	24	2%
Family Practice Optometry	23	2%
Low Vision Rehabilitation	22	2%
Pediatric Optometry	17	1%
Geriatric Optometry	16	1%
Vision Therapy and Rehabilitation	15	1%
Community Health Optometry	6	0%
Brain Injury Vision Rehabilitation	6	0%
Refractive and Ocular Surgery	6	0%
Other	9	1%
At Least One Res. Program	151	13%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Residency Programs
 Ocular Disease: 6%
 Primary Eye Care: 6%
 Low Vision Rehab.: 2%

Educational Debt
 With debt: 46%
 Under age 40 with debt: 80%
 Median debt: \$100k-\$110k

Source: Va. Healthcare Workforce Data Center

13% of Virginia's optometrist workforce has completed at least one residency program.

46% of optometrists currently have educational debt, including 80% of those under the age of 40. For those optometrists with educational debt, the median debt burden is between \$100,000 and \$110,000.

Educational Debt				
Amount Carried	All Optometrists		Optometrists under 40	
	#	%	#	%
None	405	54%	50	20%
Less than \$20,000	23	3%	6	2%
\$20,000-\$39,999	24	3%	10	4%
\$40,000-\$59,999	37	5%	11	4%
\$60,000-\$79,999	37	5%	17	7%
\$80,000-\$99,999	32	4%	16	6%
\$100,000-\$119,999	35	5%	12	5%
\$120,000 or More	155	21%	128	51%
Total	748	100%	250	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 98%
 Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 71%
 2 or more Positions: 13%

Weekly Hours:

40 to 49: 47%
 60 or more: 3%
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an optometry-related capacity	861	98%
Employed, NOT in an optometry-related capacity	6	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	0	0%
Voluntarily unemployed	12	1%
Retired	5	1%
Total	883	100%

Source: Va. Healthcare Workforce Data Center

98% of licensed optometrists are currently employed in the profession. 71% of all optometrists currently hold one full-time job, while 13% have multiple positions. Meanwhile, 47% of all optometrists work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	17	2%
One Part-Time Position	119	14%
Two Part-Time Positions	30	4%
One Full-Time Position	593	71%
One Full-Time Position & One Part-Time Position	64	8%
Two Full-Time Positions	3	0%
More than Two Positions	9	1%
Total	835	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	17	2%
1 to 9 hours	16	2%
10 to 19 hours	39	5%
20 to 29 hours	66	8%
30 to 39 hours	224	27%
40 to 49 hours	393	47%
50 to 59 hours	63	7%
60 to 69 hours	14	2%
70 to 79 hours	5	1%
80 or more hours	8	1%
Total	845	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	2	0%
Less than \$40,000	42	6%
\$40,000-\$59,999	44	7%
\$60,000-\$79,999	48	7%
\$80,000-\$99,999	81	13%
\$100,000-\$119,999	130	20%
\$120,000-\$139,999	114	18%
\$140,000-\$159,999	68	10%
\$160,000-\$179,999	34	5%
\$180,000-\$199,999	21	3%
\$200,000 or More	64	10%
Total	648	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$100k-\$110k

Benefits

Employer Health Ins.: 54%

Employer Retirement: 55%

Satisfaction

Satisfied 96%

Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	546	64%
Somewhat Satisfied	269	32%
Somewhat Dissatisfied	28	3%
Very Dissatisfied	7	1%
Total	850	100%

Source: Va. Healthcare Workforce Data Center

The typical optometrist earned between \$100,000 and \$110,000 during the past year. In addition, 77% of wage or salaried optometrists received at least one employer-sponsored benefit at their primary work location.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	414	48%	67%
Retirement	358	42%	55%
Health Insurance	356	41%	54%
Paid Sick Leave	260	30%	43%
Dental Insurance	234	27%	39%
Group Life Insurance	174	20%	30%
Signing/Retention Bonus	65	8%	13%
*At Least One Benefit	516	60%	77%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	7	1%
Experience voluntary unemployment?	32	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	19	2%
Work two or more positions at the same time?	124	10%
Switch employers or practices?	46	4%
Experienced at least 1	195	16%

Source: Va. Healthcare Workforce Data Center

One percent of Virginia’s optometrists experienced involuntary unemployment at some point in 2018. By comparison, Virginia’s average monthly unemployment rate was 3.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	9	1%	7	3%
Less than 6 Months	57	7%	24	10%
6 Months to 1 Year	43	5%	25	10%
1 to 2 Years	133	16%	54	22%
3 to 5 Years	145	17%	41	17%
6 to 10 Years	127	15%	34	14%
More than 10 Years	318	38%	61	25%
Subtotal	830	100%	245	100%
Did not have location	8		950	
Item Missing	366		9	
Total	1,205		1,205	

Source: Va. Healthcare Workforce Data Center

55% of Virginia’s optometrist workforce received either a salary or a commission at their primary work location, while 29% earned income from a business or practice.

At a Glance:

Unemployment Experience 2018

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 18%
Over 2 years: 71%
Over 2 yrs., 2nd location: 56%

Employment Type

Salary/Commission: 55%
Business/Practice Inc.: 29%

Source: Va. Healthcare Workforce Data Center

71% of optometrists have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/Commission	383	55%
Business/Practice Income	198	29%
Hourly Wage	73	11%
By Contract	37	5%
Unpaid	2	0%
Subtotal	693	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. December 2018 unemployment rate from was preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	77%
Lowest Region:	1%

Locations

2 or more (2018):	30%
2 or more (Now*):	28%

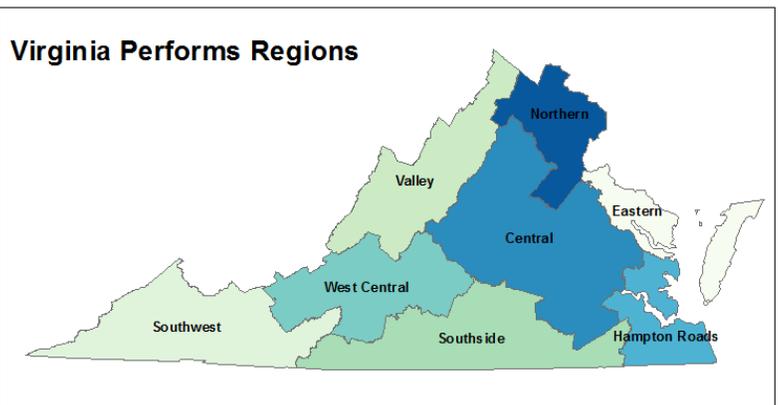
Source: Va. Healthcare Workforce Data Center

40% of optometrists work in Northern Virginia, the most of any region in the state. Hampton Roads and Central Virginia are also common employment locations for Virginia's optometrist workforce.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	156	19%	36	14%
Eastern	7	1%	1	0%
Hampton Roads	155	19%	38	15%
Northern	331	40%	89	35%
Southside	20	2%	2	1%
Southwest	41	5%	12	5%
Valley	28	3%	10	4%
West Central	74	9%	33	13%
Virginia Border State/DC	13	2%	20	8%
Other US State	9	1%	12	5%
Outside of the US	1	0%	0	0%
Total	835	100%	253	100%
Item Missing	363		1	

Source: Va. Healthcare Workforce Data Center



28% of all optometrists currently have multiple work locations, while 30% of optometrists had at least two work locations in 2018.

Locations	Number of Work Locations			
	Work Locations in 2018		Work Locations Now*	
	#	%	#	%
0	7	1%	14	2%
1	577	69%	587	70%
2	166	20%	152	18%
3	55	7%	59	7%
4	12	1%	10	1%
5	13	2%	9	1%
6 or More	8	1%	7	1%
Total	839	100%	839	100%

*At the time of survey completion: December 2018. Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	715	92%	223	96%
Non-Profit	25	3%	1	0%
State/Local Government	1	0%	3	1%
Veterans Administration	18	2%	1	0%
U.S. Military	14	2%	3	1%
Other Federal Government	1	0%	2	1%
Total	774	100%	233	100%
Did not have location	8		950	
Item Missing	422		20	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

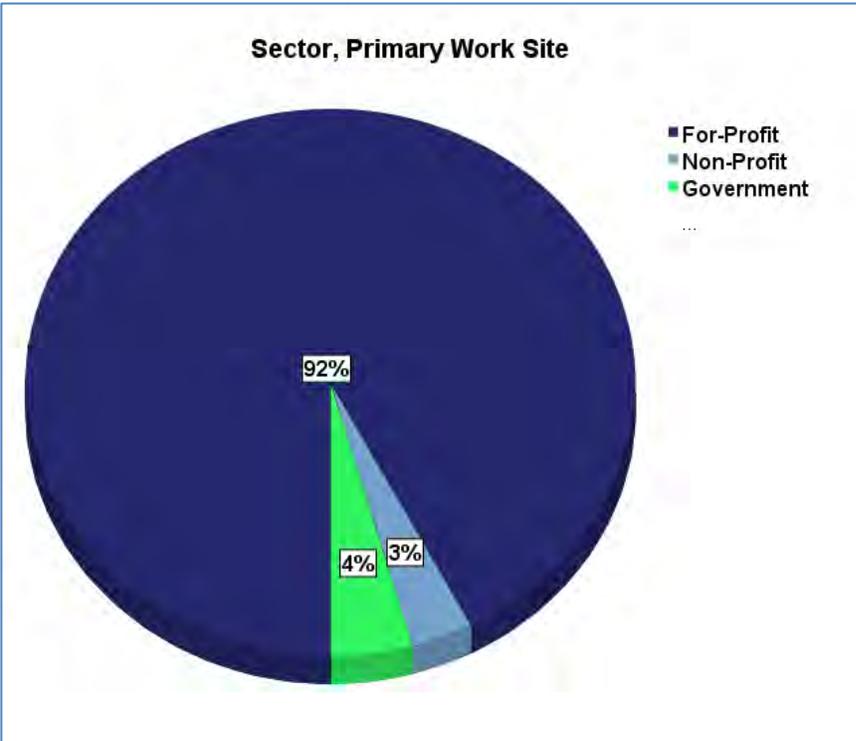
For Profit:	92%
Federal:	4%

Top Establishments

Private Practice, Group:	43%
Private Practice, Solo:	23%
Optical Goods Store:	17%

Source: Va. Healthcare Workforce Data Center

92% of all optometrists work in the private sector, while 4% work for the federal government in the military and veterans' administration.

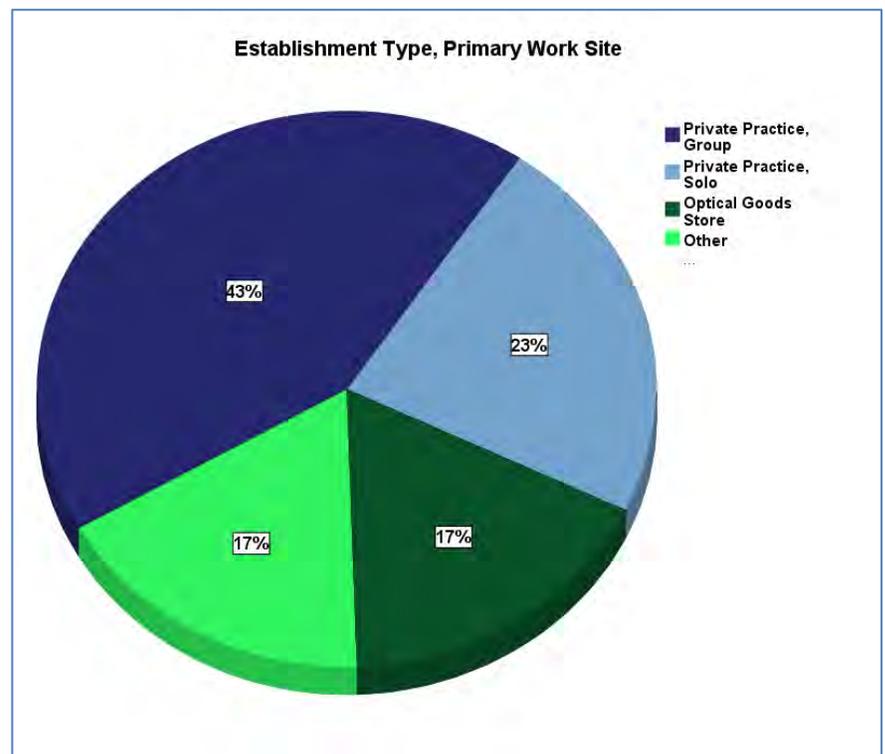


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	319	43%	107	47%
Private Practice, Solo	170	23%	31	14%
Optical Goods Store	129	17%	54	24%
General Hospital, Outpatient Department	27	4%	1	0%
Outpatient/Community clinic	24	3%	7	3%
Physician Office	23	3%	3	1%
General Hospital, Inpatient Department	2	0%	1	0%
Academic Institution	2	0%	2	1%
Home Health Care	0	0%	0	0%
Other	50	7%	22	10%
Total	746	100%	228	100%
Did Not Have a Location	8		950	

Private group practices are the most common establishment type in Virginia, employing 43% of all optometrists.

Source: Va. Healthcare Workforce Data Center



47% of Virginia's optometrists who have a secondary work location are also employed by a private group practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

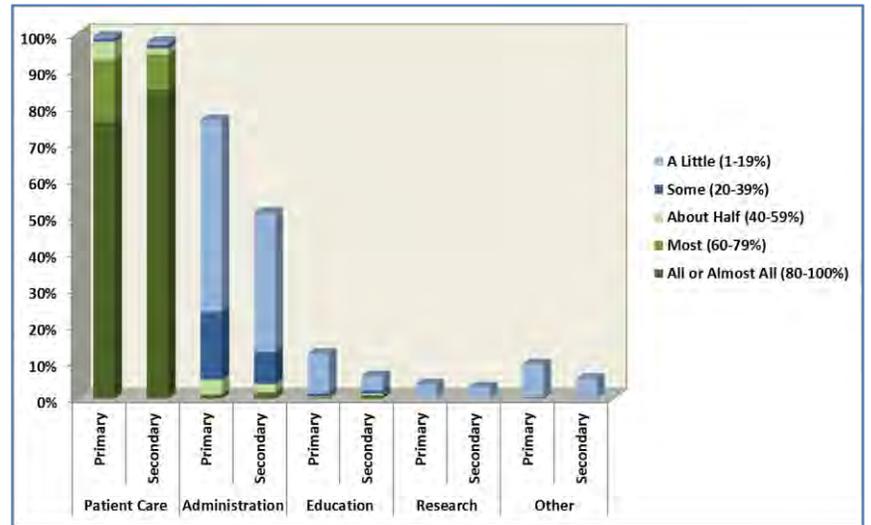
Patient Care: 93%
Administrative: 1%

Patient Care Optometrists

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical optometrist spends most of her time caring for patients. In fact, 93% of all optometrists fill a patient care role, defined as spending at least 60% of her time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	76%	85%	1%	1%	0%	1%	0%	0%	0%	0%
Most (60-79%)	17%	10%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	2%	4%	2%	0%	0%	0%	0%	0%	0%
Some (20-39%)	1%	1%	19%	9%	1%	1%	0%	0%	0%	0%
A Little (1-20%)	1%	1%	53%	38%	11%	4%	4%	3%	9%	5%
None (0%)	1%	2%	24%	49%	88%	93%	96%	97%	91%	94%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists over 50	
	#	%	#	%
Under age 50	13	2%	-	-
50 to 54	22	3%	0	0%
55 to 59	57	8%	11	4%
60 to 64	168	24%	45	16%
65 to 69	235	33%	104	36%
70 to 74	111	16%	62	22%
75 to 79	27	4%	18	6%
80 or over	18	3%	11	4%
I do not intend to retire	54	8%	33	12%
Total	705	100%	284	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Optometrists

Under 65: 37%
Under 60: 13%

Optometrists 50 and over

Under 65: 20%
Under 60: 4%

Time until Retirement

Within 2 years: 5%
Within 10 years: 23%
Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

37% of optometrists expect to retire before the age of 65. Among optometrists who are age 50 and over, 20% still plan on retiring by age 65.

Within the next two years, 8% of Virginia's optometrist workforce plan on increasing their patient care hours, while 5% expect to pursue additional educational opportunities.

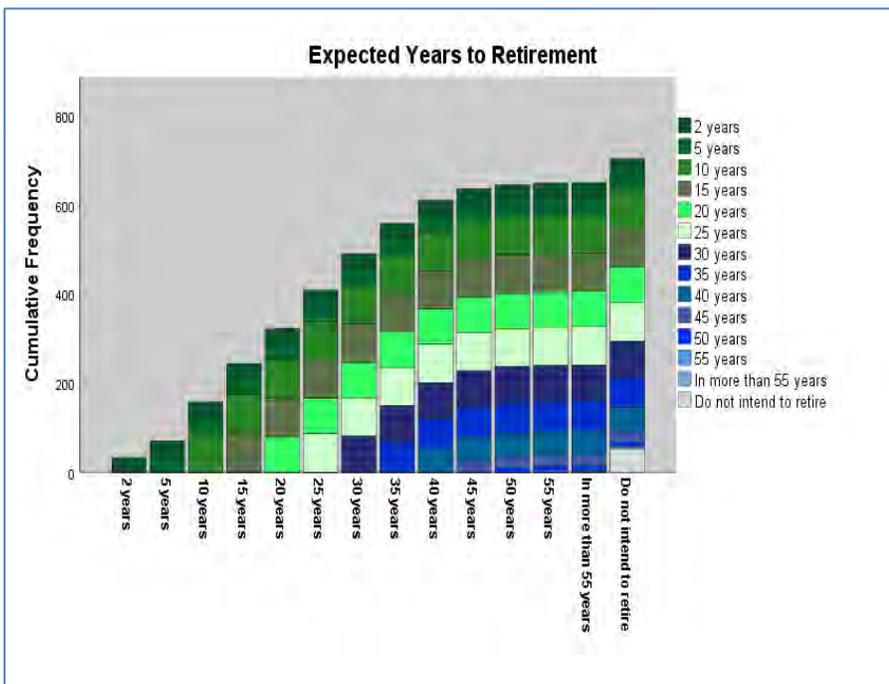
Future Plans		
Two Year Plans:	#	%
Decrease Participation		
Leave Profession	7	1%
Leave Virginia	25	2%
Decrease Patient Care Hours	71	6%
Decrease Teaching Hours	3	0%
Increase Participation		
Increase Patient Care Hours	102	8%
Increase Teaching Hours	18	1%
Pursue Additional Education	55	5%
Return to Virginia's Workforce	2	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for optometrists. Only 5% of optometrists expect to retire within the next two years, while 23% plan to retire within the next ten years. Half of the current optometrist workforce expect to be retired by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	33	5%	5%
5 years	38	5%	10%
10 years	88	12%	23%
15 years	86	12%	35%
20 years	79	11%	46%
25 years	86	12%	58%
30 years	81	11%	70%
35 years	68	10%	57%
40 years	52	7%	87%
45 years	26	4%	90%
50 years	9	1%	92%
55 years	3	0%	92%
In more than 55 years	1	0%	92%
Do not intend to retire	54	8%	100%
Total	705	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 2028. Retirements will peak at 12% of the current workforce around the same time before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 1,026
 FTEs/1,000 Residents²: 0.122
 Average: 0.86

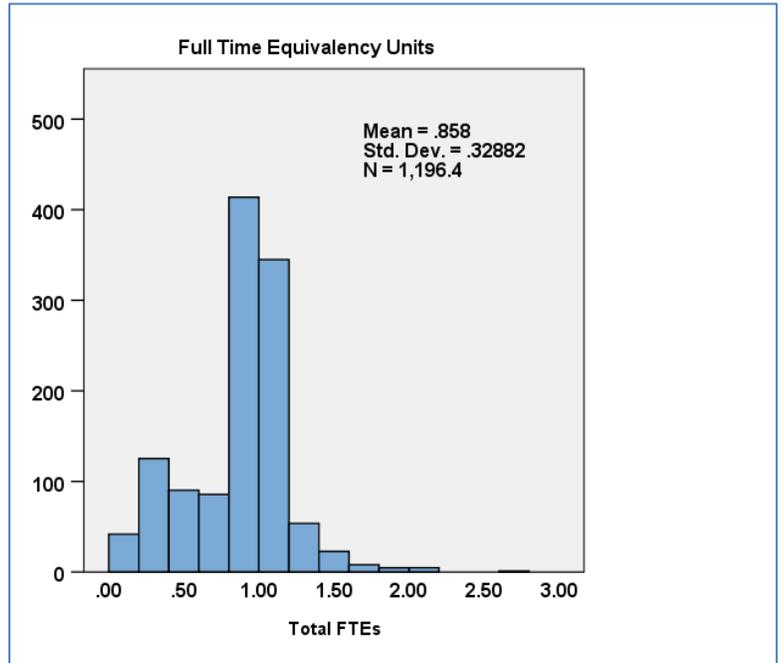
Age & Gender Effect

Age, Partial Eta³: Medium
 Gender, Partial Eta³: Medium

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

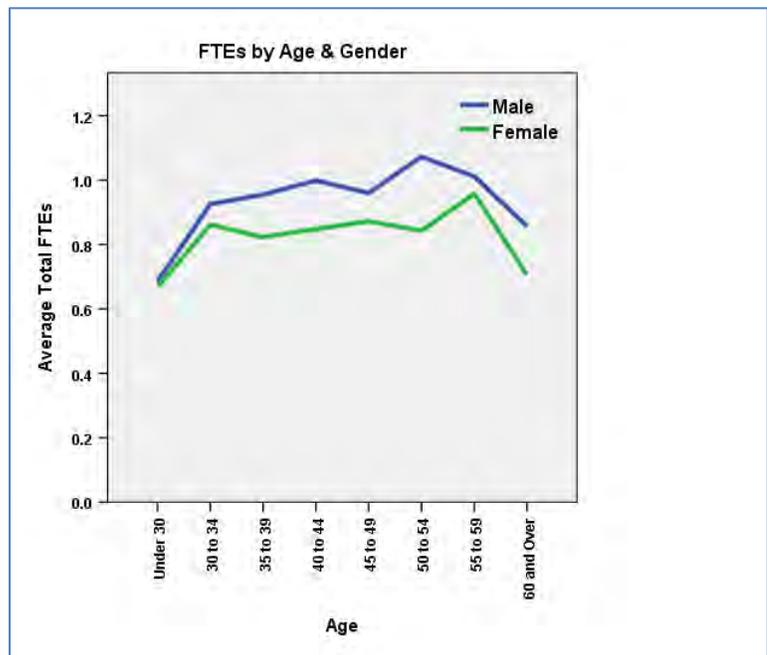


Source: Va. Healthcare Workforce Data Center

The typical (median) optometrist provided 0.86 FTEs in 2018, or approximately 34 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.69	0.68
30 to 34	0.87	0.85
35 to 39	0.86	0.85
40 to 44	0.89	0.85
45 to 49	0.96	1.09
50 to 54	0.91	0.85
55 to 59	1.01	1.05
60 and Over	0.71	0.70
Gender		
Male	0.93	0.96
Female	0.83	0.87

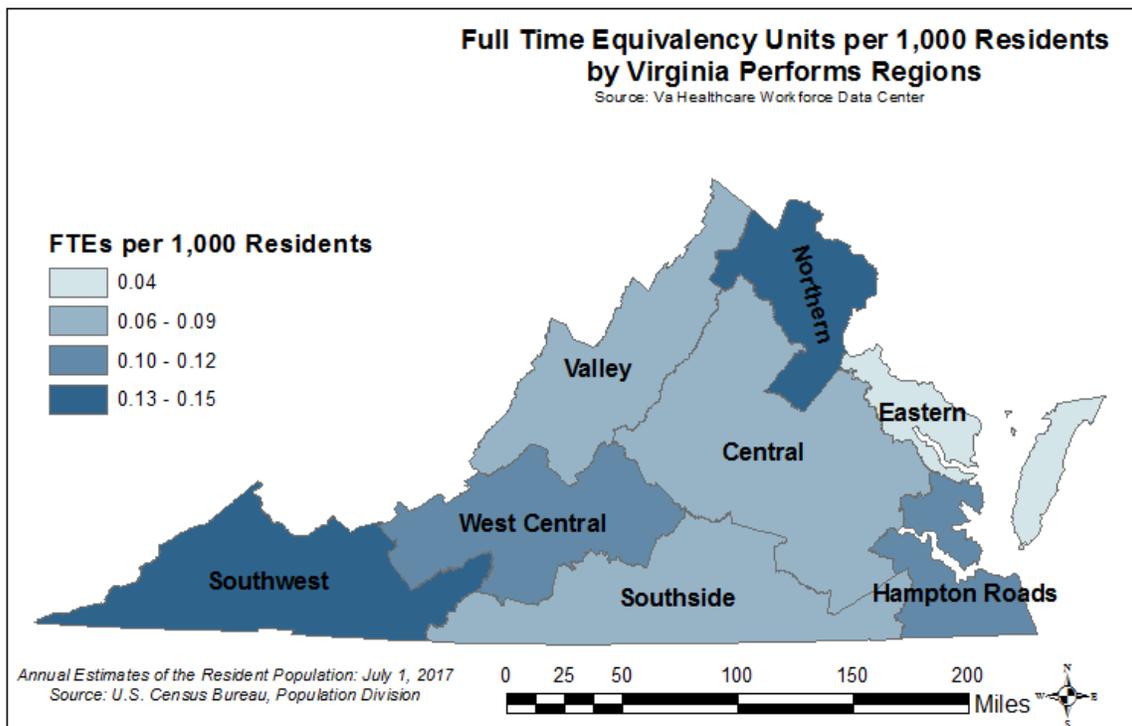
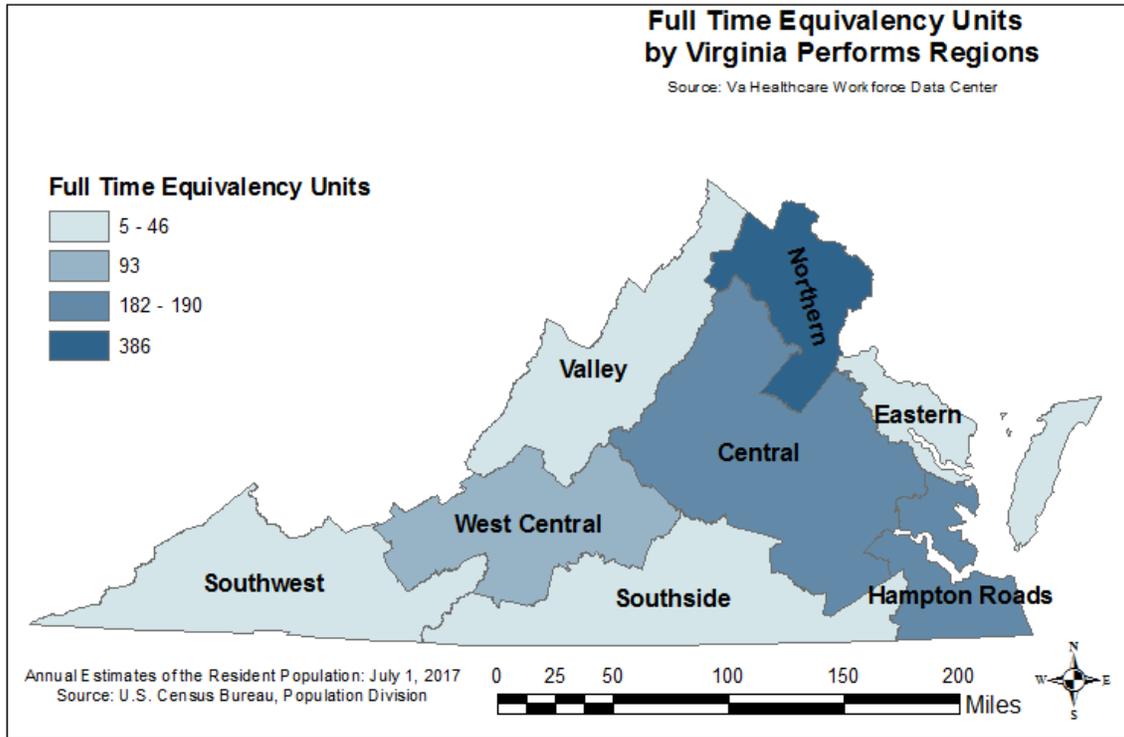
Source: Va. Healthcare Workforce Data Center

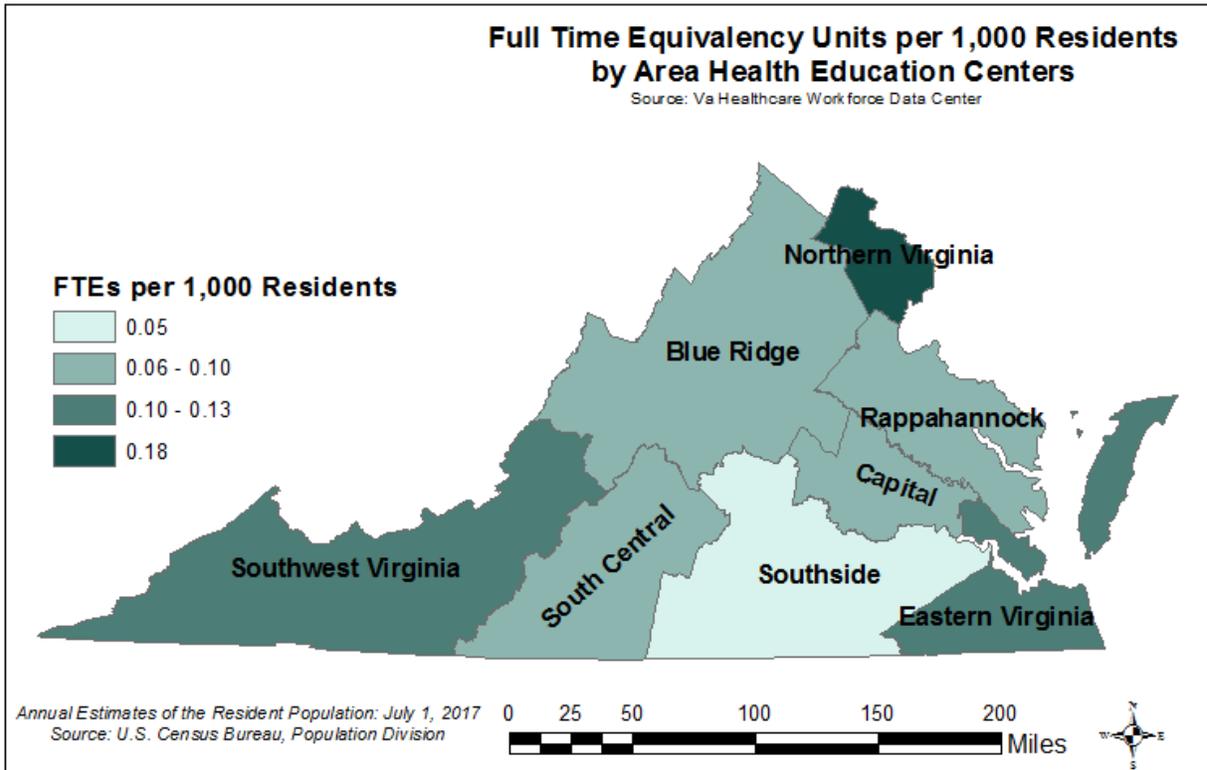
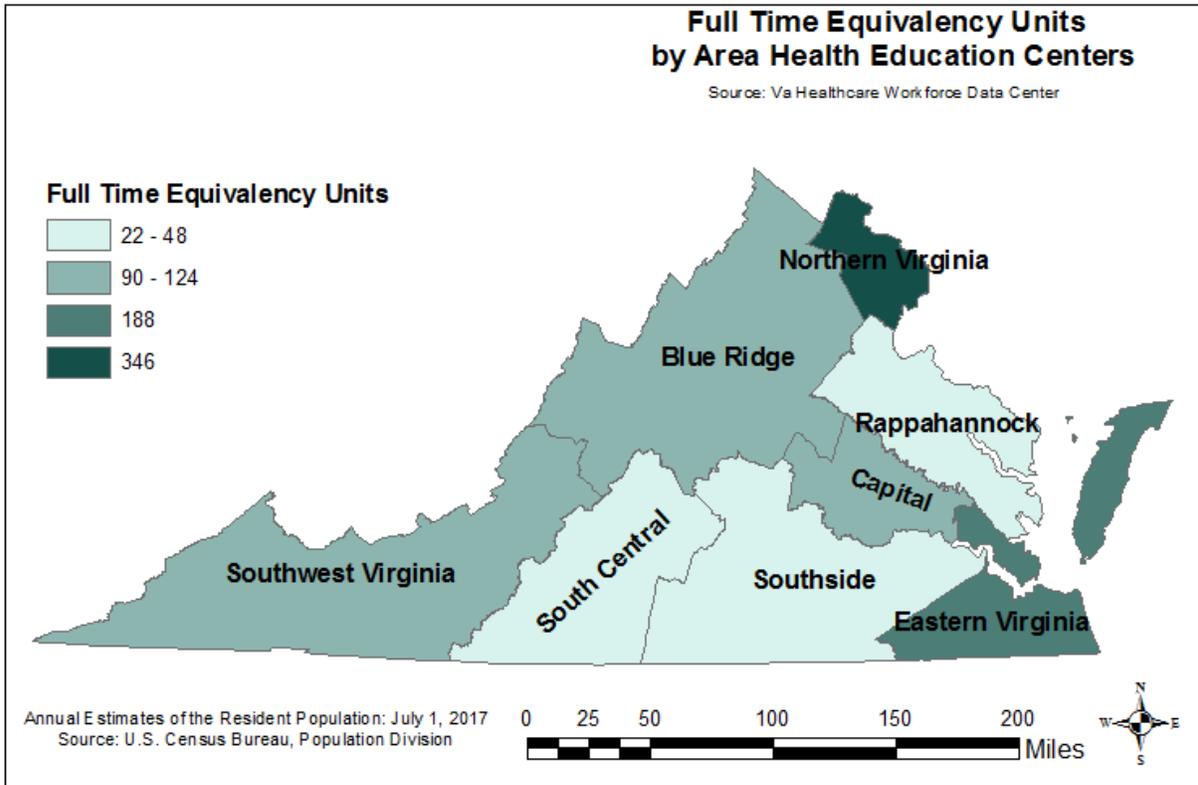


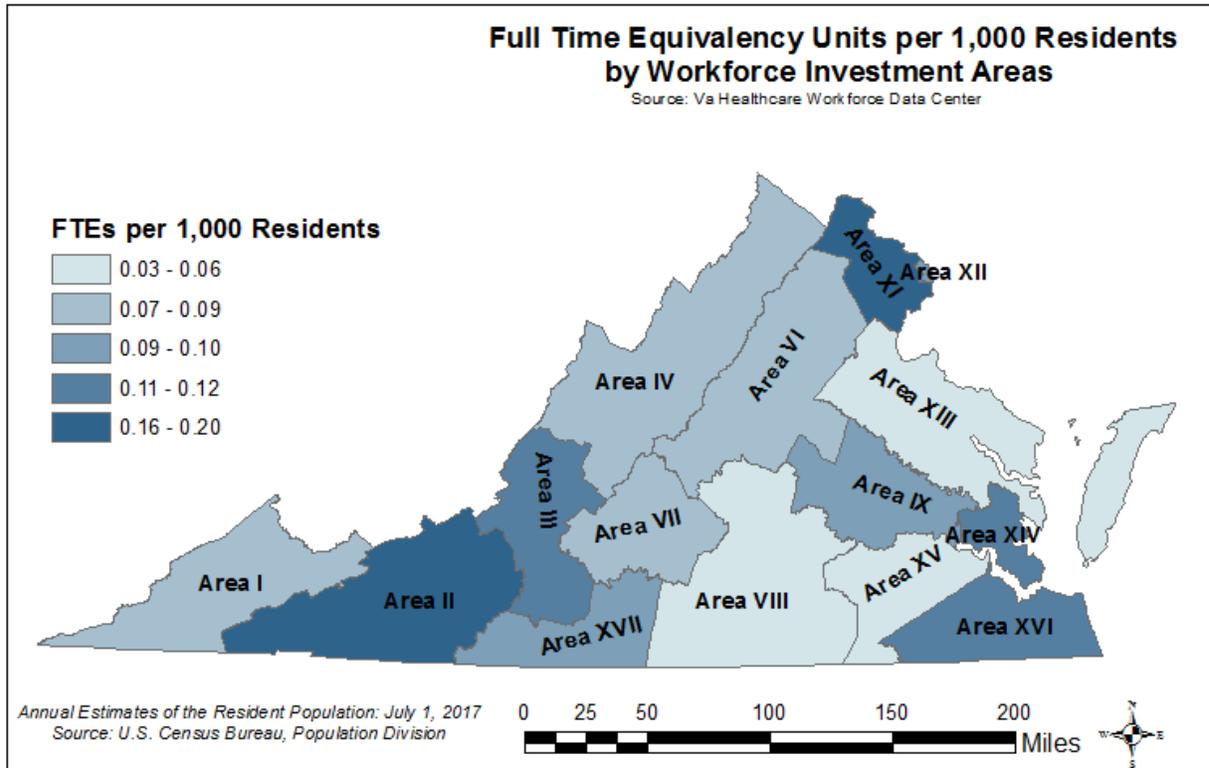
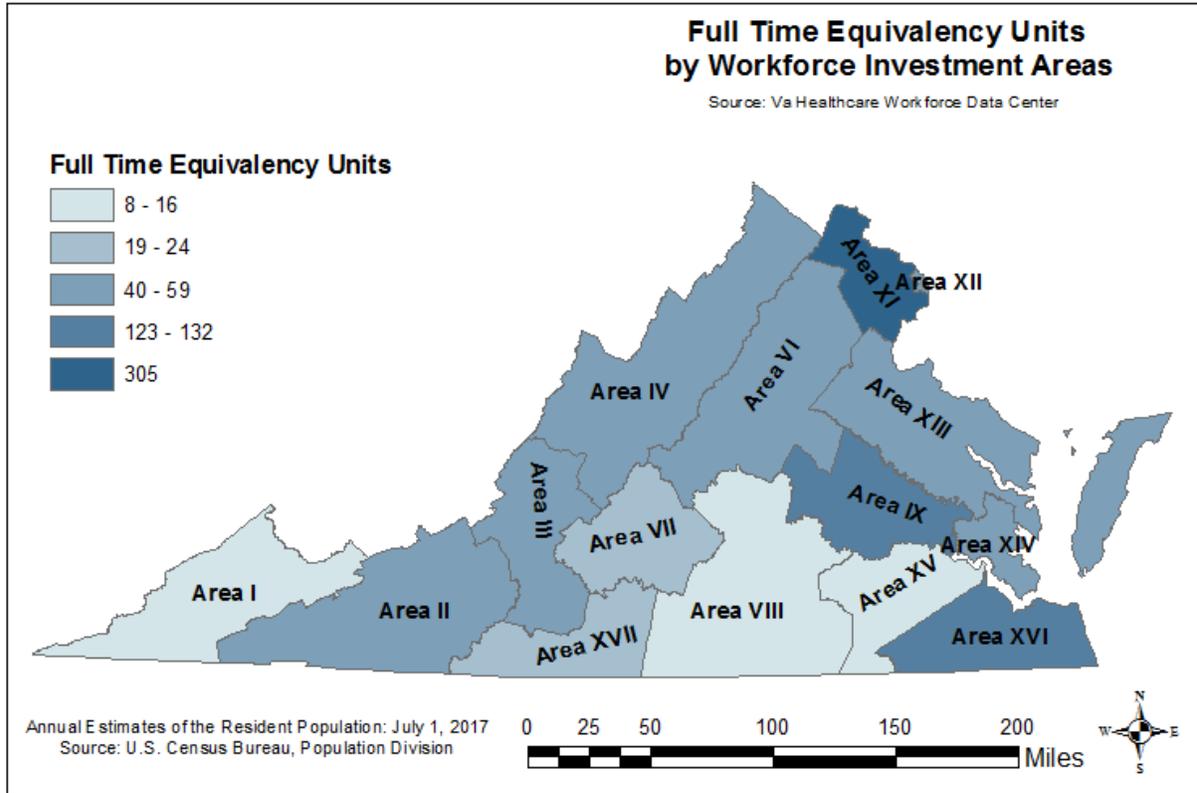
Source: Va. Healthcare Workforce Data Center

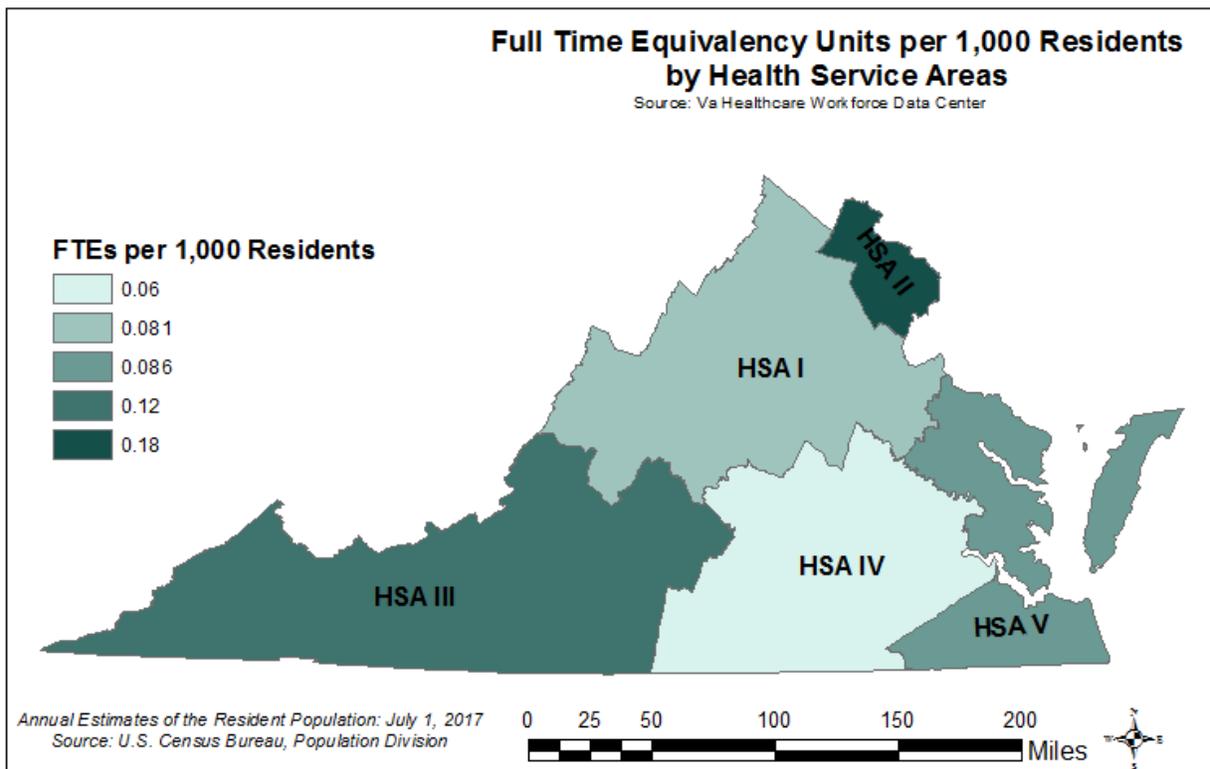
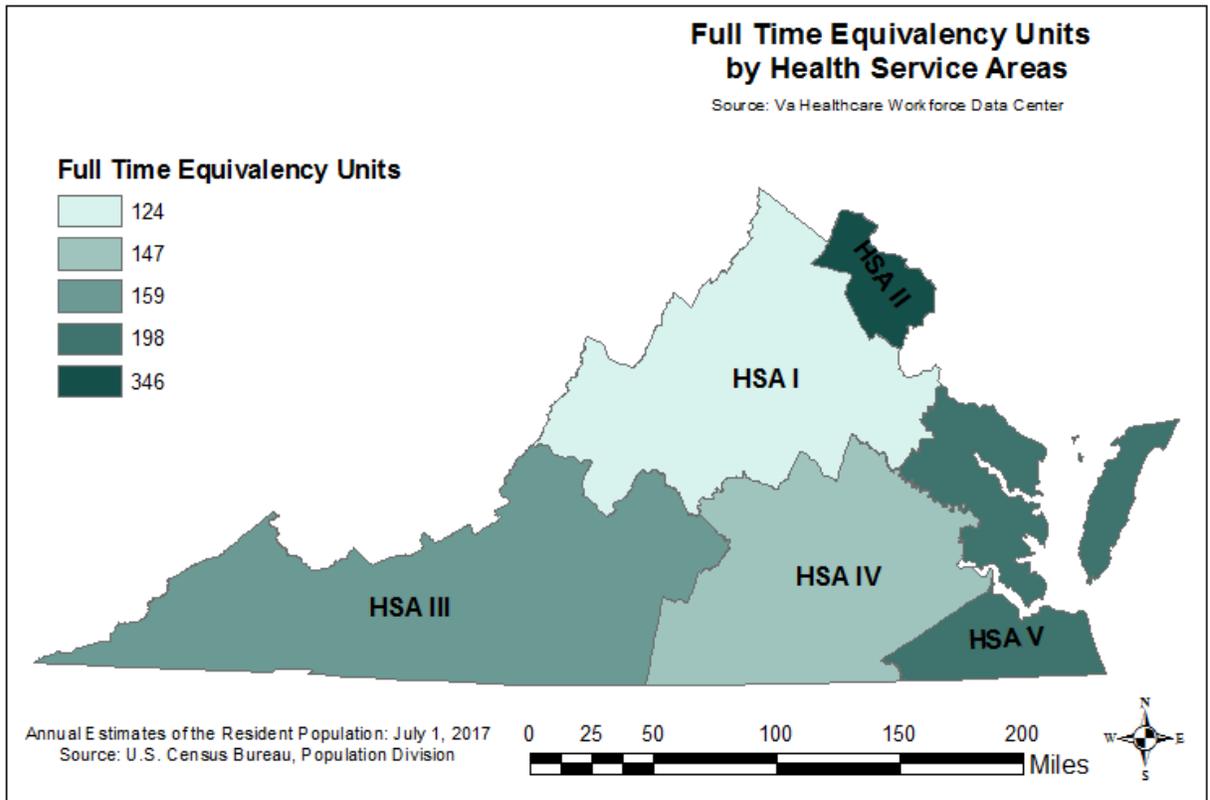
² Number of residents in 2017 was used as the denominator.

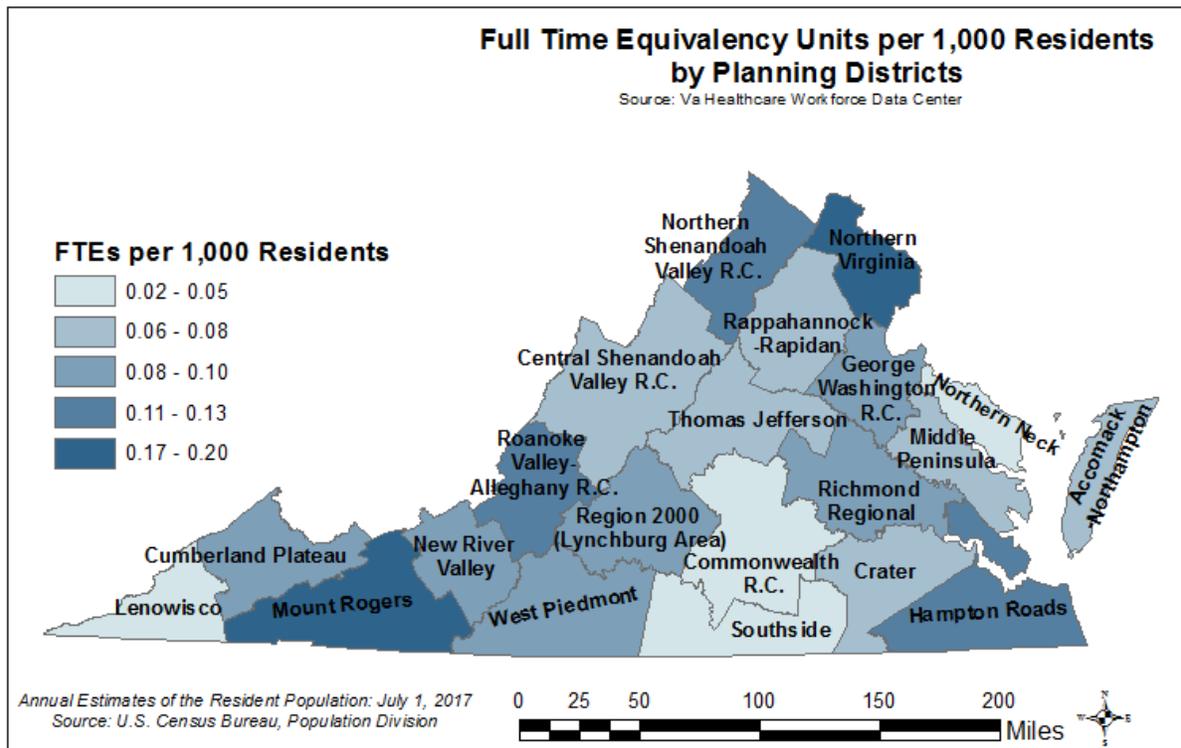
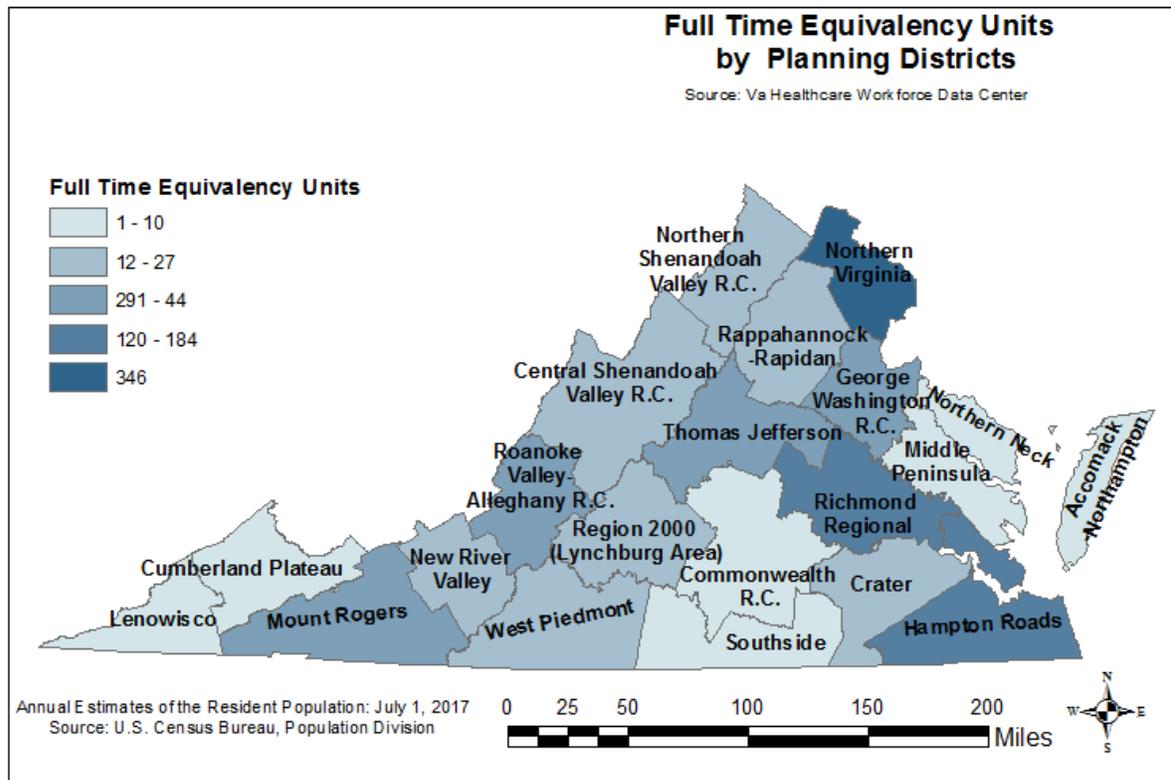
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	855	86.08%	1.162	1.101	1.642
Metro, 250,000 to 1 million	89	85.39%	1.171	1.110	1.655
Metro, 250,000 or less	106	85.85%	1.165	1.104	1.200
Urban pop 20,000+, Metro adj	15	86.67%	1.154	1.094	1.188
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	33	87.88%	1.138	1.079	1.608
Urban pop, 2,500-19,999, nonadj	29	82.76%	1.208	1.145	1.707
Rural, Metro adj	18	88.89%	1.125	1.066	1.590
Rural, nonadj	6	100.00%	1.000	0.948	1.413
Virginia border state/DC	214	86.45%	1.157	1.097	1.635
Other US State	232	76.72%	1.303	1.236	1.842

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	80	60.00%	1.667	1.413	1.842
30 to 34	200	83.50%	1.198	1.155	1.323
35 to 39	215	87.44%	1.144	0.970	1.264
40 to 44	198	82.32%	1.215	1.030	1.342
45 to 49	223	86.10%	1.161	0.985	1.283
50 to 54	170	88.24%	1.133	1.081	1.252
55 to 59	161	89.44%	1.118	0.948	1.236
60 and Over	350	86.29%	1.159	1.105	1.281

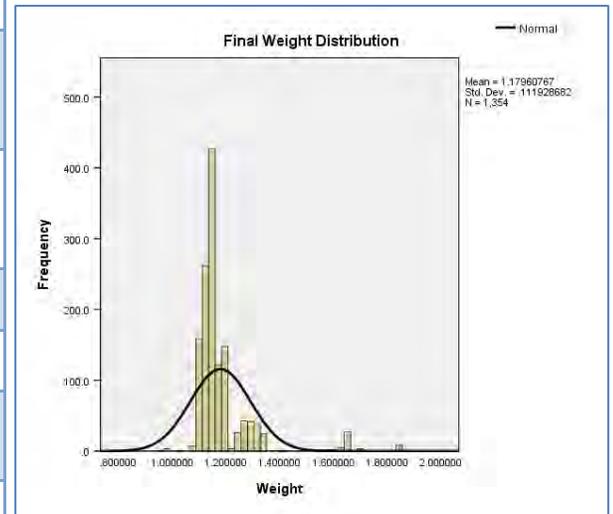
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods:
www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.84784



Source: Va. Healthcare Workforce Data Center