

---

# *Virginia's Optometrist Workforce: 2024*

---

Healthcare Workforce Data Center

April 2024

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4434 (fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

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

Get a copy of this report from:

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

*More than 1,500 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 their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

**Arne W. Owens, MS**  
*Director*

**James L. Jenkins, Jr., RN**  
*Chief Deputy Director*

***Healthcare Workforce Data Center Staff:***

**Yetty Shobo, PhD**  
*Director*

**Barbara Hodgdon, PhD**  
*Deputy Director*

**Rajana Siva, MBA**  
*Data Analyst*

**Christopher Coyle, BA**  
*Research Assistant*

# **Virginia Board of Optometry**

## ***President***

Gerald R. Neidigh, Jr., OD  
*Powhatan*

## ***Vice President***

Evan J. Kaufman, OD  
*Charlottesville*

## ***Members***

Corliss V. Booker, PhD, APRN, FNP-BC  
*Chester*

Fred E. Goldberg, OD  
*McLean*

Shawn H. Hobbs, OD  
*Richmond*

Clifford A. Roffis, OD  
*Richmond*

## ***Executive Director***

Leslie L. Knachel

## Contents

---

Results in Brief.....	2
Summary of Trends .....	2
Survey Response Rates .....	3
The Workforce.....	4
Demographics.....	5
Background .....	6
Education .....	8
Current Employment Situation .....	9
Employment Quality.....	10
2024 Labor Market .....	11
Work Site Distribution .....	12
Establishment Type .....	13
Languages.....	15
Time Allocation .....	16
Retirement & Future Plans .....	17
Full-Time Equivalency Units.....	19
Maps .....	20
Virginia Performs Regions .....	20
Area Health Education Center Regions .....	21
Workforce Investment Areas .....	22
Health Services Areas .....	23
Planning Districts.....	24
Appendices.....	25
Weights .....	25

## The Optometrist Workforce At a Glance:

### The Workforce

Licensees:	1,879
Virginia's Workforce:	1,297
FTEs:	1,139

### Background

Rural Childhood:	24%
HS Degree in VA:	35%
UG Degree in VA:	33%

### Current Employment

Employed in Prof.:	97%
Hold 1 Full-Time Job:	71%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	94%

### Residency Program

Ocular Disease:	10%
Primary Eye Care:	7%

### Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	67%

### Demographics

% Female:	59%
Diversity Index:	51%
Median Age:	47

### Finances

Median Inc.:	\$130k-\$140k
Health Benefits:	60%
Under 40 w/ Ed. Debt:	80%

### Time Allocation

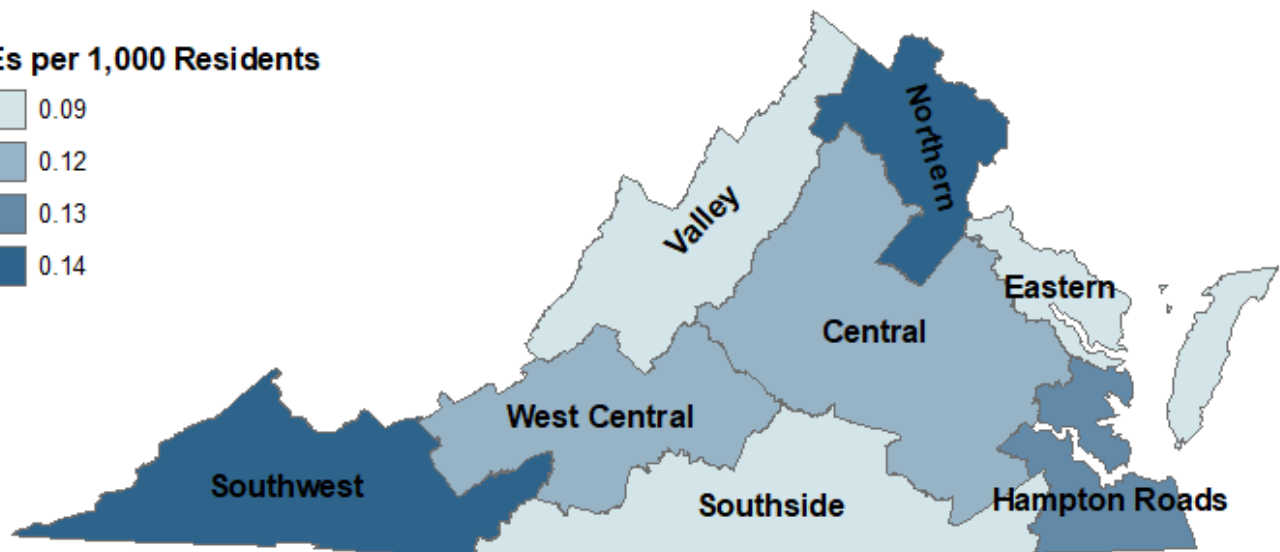
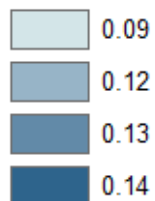
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	94%

Source: Va. Healthcare Workforce Data Center

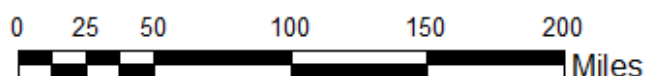
## Full-Time Equivalency Units Provided by Optometrists per 1,000 Residents by Virginia Performs Region

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 2024 Optometrist Workforce survey. Among all optometrists, 1,585 voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every March for optometrists. These respondents represent 84% of the 1,879 optometrists licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 1,297 optometrists participated in Virginia's workforce during the survey time period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's optometrist workforce provided 1,139 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly three out of every five optometrists are female, including 73% of those optometrists who are under the age of 40. In a random encounter between two optometrists, there is a 51% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 56% for those optometrists who are under the age of 40. The comparable diversity index for Virginia's overall population is 60%. Nearly one out of every four optometrists grew up in a rural area, and 21% of optometrists who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all optometrists work in a non-metro area of Virginia.

Among all optometrists, 97% are currently employed in the profession, 71% hold one full-time job, and 43% work between 40 and 49 hours per week. Two-thirds of optometrists work in a private practice, including 45% who work in a group private practice. The typical optometrist earns between \$130,000 and \$140,000 per year, and 61% of optometrists earn this income in the form of a salary or commission. In addition, 78% of wage or salaried optometrists receive at least one employer-sponsored benefit, including 60% with access to health insurance. Among all optometrists, 96% are satisfied with their current work situation, including 60% who indicated that they are "very satisfied."

## Summary of Trends

---

In this section, all statistics for this year are compared to the 2014 optometrist workforce. The number of licensed optometrists has increased by 22% (1,879 vs. 1,542). In addition, the size of the optometrist workforce has increased by 10% (1,297 vs. 1,179), and the number of FTEs provided by this workforce has increased by 12% (1,139 vs. 1,019). Virginia's renewing optometrists are more likely to respond to this survey (94% vs. 76%).

The percentage of Virginia's optometrists who are female has increased (59% vs. 49%), a trend that has also occurred among optometrists who are under the age of 40 (73% vs. 70%). At the same time, the diversity index of this workforce has increased as well (51% vs. 42%). However, the diversity index among those optometrists who are under the age of 40 has fallen (56% vs. 58%). Optometrists are less likely to have grown up in a rural area (24% vs. 26%), but optometrists who grew up in a rural area are more likely to work in a non-metro area of Virginia (21% vs. 19%). The percentage of all optometrists who work in a non-metro area of the state has not changed (9%).

The percentage of all optometrists who carry education debt has increased slightly (46% vs. 45%), although the opposite is true among those optometrists who are under the age of 40 (80% vs. 89%). Among all optometrists with education debt, the median outstanding balance has increased (\$120k-\$140k vs. \$100k-\$110k). Optometrists are more likely to work in group private practices (45% vs. 42%) than in solo private practices (21% vs. 24%). At the same time, optometrists are less likely to have worked at their primary work location for more than two years (67% vs. 70%).

The median annual income of Virginia's optometrists has increased (\$130k-\$140k vs. \$100k-\$110k), and more optometrists receive this income in the form of a salary (61% vs. 50%) than as income from a business or practice (23% vs. 32%). In addition, wage and salaried optometrists are more likely to receive at least one employer-sponsored benefit (78% vs. 70%), including access to health insurance (60% vs. 48%). Although there was no change in the percentage of optometrists who indicated that they are satisfied with their current work situation (96%), the percentage who indicated that they are "very satisfied" has fallen (60% vs. 63%).

### A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,587	84%
New Licensees	159	8%
Non-Renewals	133	7%
All Licensees	1,879	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing optometrists, 94% submitted a survey. These represent 84% of the 1,879 optometrists who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	32	56	64%
30 to 34	70	213	75%
35 to 39	31	208	87%
40 to 44	25	206	89%
45 to 49	30	185	86%
50 to 54	26	204	89%
55 to 59	19	159	89%
60 and Over	61	354	85%
Total	294	1,585	84%
New Licenses			
Issued in Past Year	84	75	47%
Metro Status			
Non-Metro	25	105	81%
Metro	131	964	88%
Not in Virginia	138	516	79%

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Licensed Optometrists

Number:	1,879
New:	8%
Not Renewed:	7%

#### Response Rates

All Licensees:	84%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

### Response Rates

Completed Surveys	1,585
Response Rate, All Licensees	84%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

### Definitions

- The Survey Period:** The survey was conducted in March 2024.
- Target Population:** All optometrists who held a Virginia license at some point between April 2023 and March 2024.
- 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 the past year.

## At a Glance:

### Workforce

Optometrist Workforce:	1,297
FTEs:	1,139

### Utilization Ratios

Licensees in VA Workforce:	69%
Licensees per FTE:	1.65
Workers per FTE:	1.14

Source: Va. Healthcare Workforce Data Center

## Definitions

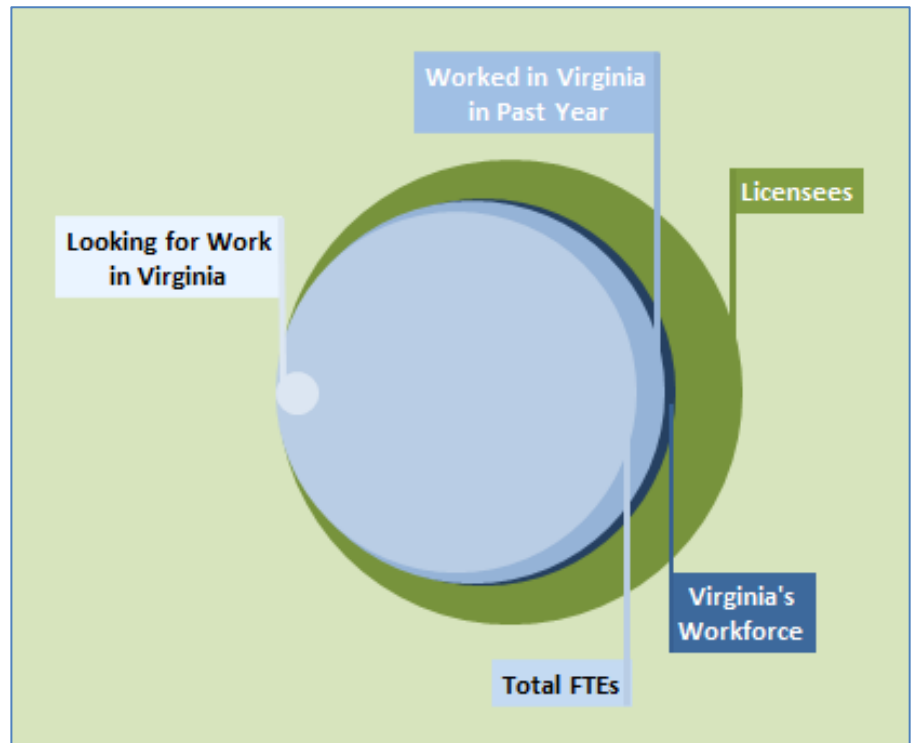
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks with 2 weeks 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.

### Optometrist Workforce

Status	#	%
Worked in Virginia in Past Year	1,281	99%
Looking for Work in Virginia	16	1%
Virginia's Workforce	1,297	100%
Total FTEs	1,139	
Licensees	1,879	

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	14	22%	50	78%	64	7%
30 to 34	45	29%	111	71%	156	17%
35 to 39	28	29%	71	71%	99	11%
40 to 44	40	33%	79	67%	119	13%
45 to 49	30	33%	61	67%	91	10%
50 to 54	40	39%	61	61%	101	11%
55 to 59	33	39%	51	61%	83	9%
60 and Over	141	75%	47	25%	188	21%
Total	370	41%	532	59%	902	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Optometrists		Optometrists Under 40	
	%	#	%	#	%
White	59%	598	66%	192	61%
Black	18%	42	5%	13	4%
Asian	7%	197	22%	83	26%
Other Race	1%	23	3%	4	1%
Two or More Races	5%	22	2%	12	4%
Hispanic	10%	21	2%	13	4%
Total	100%	903	100%	317	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

More than one-third of all optometrists are under the age of 40, and 73% of this group of professionals are female. In addition, there is a 56% chance that two randomly chosen optometrists from this age group would be of different races or ethnicities.

### At a Glance:

#### Gender

% Female: 59%  
% Under 40 Female: 73%

#### Age

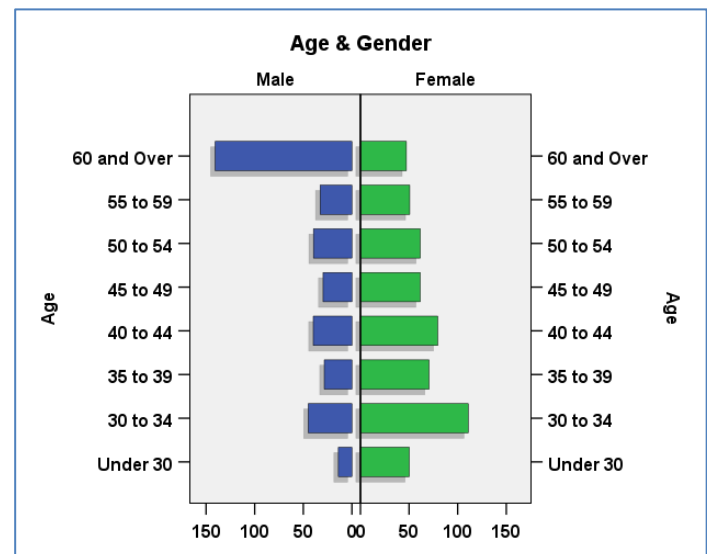
Median Age: 47  
% Under 40: 35%  
% 55 and Over: 30%

#### Diversity

Diversity Index: 51%  
Under 40 Div. Index: 56%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two optometrists, there is a 51% 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 60%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 12%  
Rural Childhood: 24%

### Virginia Background

HS in Virginia: 35%  
UG Education in VA: 33%  
HS/UG Edu. in VA: 38%

### Location Choice

% Rural to Non-Metro: 21%  
% Urban/Suburban to Non-Metro: 6%

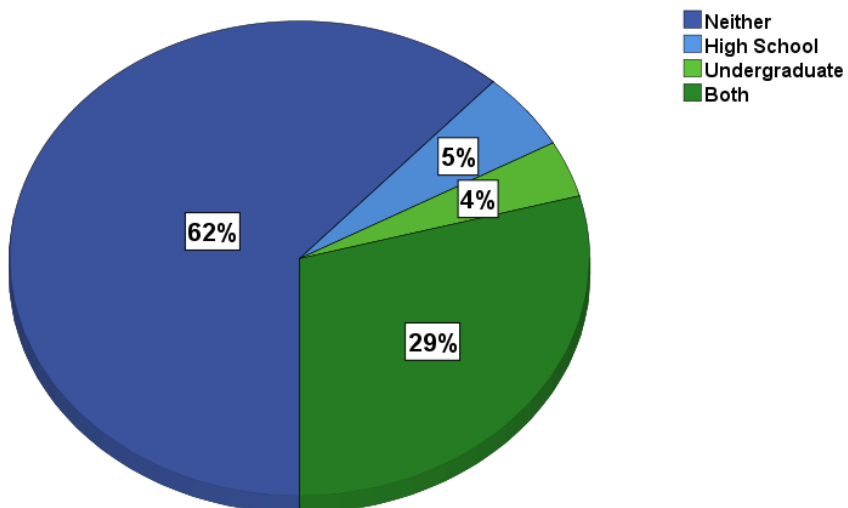
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
<b>1</b>	Metro, 1 Million+	18%	69%	13%
<b>2</b>	Metro, 250,000 to 1 Million	38%	50%	12%
<b>3</b>	Metro, 250,000 or Less	33%	59%	8%
<b>Non-Metro Counties</b>				
<b>4</b>	Urban, Pop. 20,000+, Metro Adjacent	29%	35%	35%
<b>6</b>	Urban, Pop. 2,500-19,999, Metro Adjacent	35%	59%	6%
<b>7</b>	Urban, Pop. 2,500-19,999, Non-Adjacent	89%	11%	0%
<b>8</b>	Rural, Metro Adjacent	50%	33%	17%
<b>9</b>	Rural, Non-Adjacent	25%	75%	0%
<b>Overall</b>		<b>24%</b>	<b>63%</b>	<b>12%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one out of every four optometrists grew up in a self-described rural area, and 21% of optometrists who grew up in a rural area currently work in a non-metro county. In total, 9% of all optometrists work in a non-metro county of Virginia.

## Top Ten States for Optometrist Recruitment

Rank	All Optometrists			
	High School	#	Professional School	#
1	Virginia	307	Pennsylvania	288
2	Pennsylvania	82	Tennessee	136
3	New York	65	Massachusetts	73
4	Maryland	60	Illinois	50
5	North Carolina	38	Ohio	47
6	Ohio	32	Florida	46
7	California	30	Indiana	39
8	Florida	27	Alabama	39
9	New Jersey	24	New York	38
10	Outside U.S./Canada	23	Puerto Rico	30

Source: Va. Healthcare Workforce Data Center

*Among all optometrists, 35% received their high school degree in Virginia, while 32% received their Doctorate of Optometry in Pennsylvania. Virginia does not currently have a professional school for optometrists.*

*Among optometrists who have been licensed in the past five years, 38% received their high school degree in Virginia, while 26% received their Doctorate of Optometry in Pennsylvania.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	95	Pennsylvania	66
2	Maryland	18	Tennessee	34
3	Pennsylvania	14	Massachusetts	18
4	North Carolina	12	Puerto Rico	15
5	California	10	California	15
6	Florida	10	Florida	15
7	Ohio	8	Indiana	14
8	Outside U.S./Canada	7	Texas	12
9	Illinois	6	Illinois	12
10	Michigan	6	Kentucky	11

Source: Va. Healthcare Workforce Data Center

*Among all licensed optometrists, 31% did not participate in Virginia's workforce in the past year. Among these optometrists, 96% worked at some point in the past year, including 92% who currently work as optometrists.*

### At a Glance:

#### Not in VA Workforce

Total:	582
% of Licensees:	31%
Federal/Military:	16%
VA Border State/DC:	23%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Residency Programs		
Area	#	% of Workforce
Ocular Disease	135	10%
Primary Eye Care	90	7%
Cornea and Contact Lenses	29	2%
Family Practice Optometry	26	2%
Low Vision Rehabilitation	22	2%
Vision Therapy and Rehabilitation	19	1%
Pediatric Optometry	16	1%
Refractive and Ocular Surgery	13	1%
Geriatric Optometry	7	1%
Brain Injury Vision Rehabilitation	6	0%
Community Health Optometry	2	0%
Other	6	0%
<b>At Least One Program</b>	<b>229</b>	<b>18%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

Residency Programs

Ocular Disease: 10%  
 Primary Eye Care: 7%  
 Cornea/Contact Lens: 2%

Education Debt

Carry Debt: 46%  
 Under Age 40 w/ Debt: 80%  
 Median Debt: \$120k-\$140k

Source: Va. Healthcare Workforce Data Center

Among all optometrists, 18% have completed at least one residency program, including 10% who have completed a residency program in ocular diseases.

Close to half of all optometrists currently have education debt, including 80% of those who are under the age of 40. For those optometrists with education debt, the median outstanding balance is between \$120,000 and \$140,000.

Education Debt				
Amount Carried	All Optometrists		Optometrists Under 40	
	#	%	#	%
None	402	54%	53	20%
Less than \$40,000	45	6%	20	8%
\$40,000-\$59,999	38	5%	13	5%
\$60,000-\$79,999	26	3%	6	2%
\$80,000-\$99,999	17	2%	5	2%
\$100,000-\$119,999	25	3%	14	5%
\$120,000-\$139,999	21	3%	17	6%
\$140,000-\$159,999	11	1%	9	3%
\$160,000 or More	158	21%	127	48%
<b>Total</b>	<b>743</b>	<b>100%</b>	<b>264</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### Employment

Employed in Profession: 97%  
Involuntarily Unemployed: < 1%

#### Positions Held

1 Full-Time: 71%  
2 or More Positions: 12%

#### Weekly Hours:

40 to 49: 43%  
60 or More: 3%  
Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an Optometry-Related Capacity	862	97%
Employed, NOT in an Optometry-Related Capacity	5	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2	< 1%
Voluntarily Unemployed	12	1%
Retired	11	1%
<b>Total</b>	<b>893</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all licensed optometrists, 97% are currently employed in the profession, 71% hold one full-time job, and 43% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	25	3%
One Part-Time Position	125	15%
Two Part-Time Positions	45	5%
One Full-Time Position	603	71%
One Full-Time Position & One Part-Time Position	44	5%
Two Full-Time Positions	1	0%
More than Two Positions	10	1%
<b>Total</b>	<b>853</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	25	3%
1 to 9 Hours	17	2%
10 to 19 Hours	55	6%
20 to 29 Hours	61	7%
30 to 39 Hours	241	28%
40 to 49 Hours	364	43%
50 to 59 Hours	60	7%
60 to 69 Hours	18	2%
70 to 79 Hours	2	0%
80 or More Hours	4	0%
<b>Total</b>	<b>847</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	4	1%
Less than \$40,000	32	5%
\$40,000-\$59,999	28	4%
\$60,000-\$79,999	36	5%
\$80,000-\$99,999	46	7%
\$100,000-\$119,999	86	13%
\$120,000-\$139,999	127	19%
\$140,000-\$159,999	100	15%
\$160,000-\$179,999	77	12%
\$180,000-\$199,999	31	5%
\$200,000 or More	89	14%
<b>Total</b>	<b>656</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Earnings

Median Income: \$130k-\$140k

### Benefits

#### (Salary/Wage Employees Only)

Health Insurance: 60%

Retirement: 63%

### Satisfaction

Satisfied: 96%

Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	516	60%
Somewhat Satisfied	307	36%
Somewhat Dissatisfied	29	3%
Very Dissatisfied	4	0%
<b>Total</b>	<b>855</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical optometrist earns between \$130,000 and \$140,000 per year. In addition, 78% of all wage or salaried optometrists receive at least one employer-sponsored benefit at their primary work location.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	459	53%	70%
Retirement	428	50%	63%
Health Insurance	403	47%	60%
Dental Insurance	298	35%	46%
Paid Sick Leave	276	32%	42%
Group Life Insurance	208	24%	35%
Signing/Retention Bonus	111	13%	19%
<b>At Least One Benefit</b>	<b>557</b>	<b>65%</b>	<b>78%</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?	6	< 1%
Experience Voluntary Unemployment?	42	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	22	2%
Work Two or More Positions at the Same Time?	117	9%
Switch Employers or Practices?	64	5%
Experience at Least One?	210	16%

Source: Va. Healthcare Workforce Data Center

Over the past year, less than 1% of optometrists have experienced involuntary unemployment. By comparison, Virginia's average monthly unemployment rate was 2.9%.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	13	2%	13	6%
Less than 6 Months	46	5%	19	9%
6 Months to 1 Year	90	11%	22	11%
1 to 2 Years	132	16%	33	16%
3 to 5 Years	141	17%	43	21%
6 to 10 Years	120	14%	25	12%
More than 10 Years	304	36%	49	24%
Subtotal	846	100%	205	100%
Did Not Have Location	16		1,083	
Item Missing	435		9	
Total	1,297		1,297	

Source: Va. Healthcare Workforce Data Center

More than three out of every five optometrists receive a salary or work on commission at their primary work location. Another 23% receive income from a business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: < 1%  
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%  
New Location: 21%  
Over 2 Years: 67%  
Over 2 Yrs., 2<sup>nd</sup> Location: 57%

Employment Type

Salary/Commission: 61%  
Business/Practice Inc.: 23%

Source: Va. Healthcare Workforce Data Center

Two out of every three optometrists have been employed at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	361	61%
Hourly Wage	70	12%
By Contract	27	5%
Business/Practice Income	134	23%
Unpaid	2	0%
Subtotal	595	100%

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.2%. At the time of publication, the unemployment rate from February 2024 was still preliminary, and the unemployment rate from March 2024 had not yet been released.

## At a Glance:

### Concentration

Top Region:	38%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or More (Past Year):	24%
2 or More (Now*):	22%

Source: Va. Healthcare Workforce Data Center

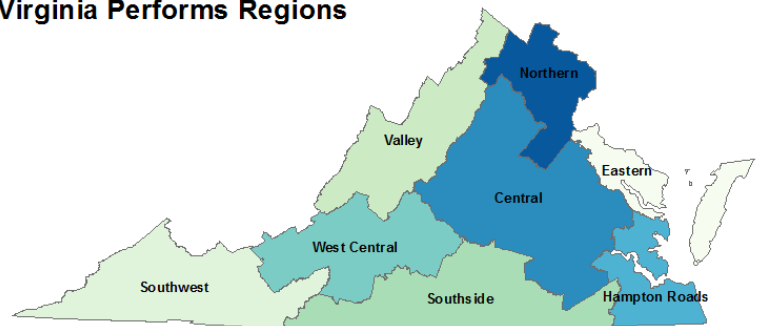
More than three out of every four optometrists work in Northern Virginia, Hampton Roads, or Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	156	18%	32	15%
Eastern	9	1%	4	2%
Hampton Roads	164	19%	42	20%
Northern	325	38%	70	33%
Southside	25	3%	11	5%
Southwest	40	5%	15	7%
Valley	35	4%	6	3%
West Central	71	8%	20	9%
Virginia Border State/D.C.	9	1%	10	5%
Other U.S. State	11	1%	4	2%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>845</b>	<b>100%</b>	<b>214</b>	<b>100%</b>
Item Missing	435		1	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all optometrists, 22% currently have multiple work locations, while 24% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	16	2%	24	3%
1	631	74%	644	75%
2	155	18%	140	16%
3	39	5%	39	5%
4	7	1%	4	0%
5	2	0%	1	0%
6 or More	7	1%	6	1%
<b>Total</b>	<b>858</b>	<b>100%</b>	<b>858</b>	<b>100%</b>

\*At the time of survey completion: March 2024.

Source: Va. Healthcare Workforce Data Center



## A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	719	92%	171	90%
Non-Profit	31	4%	8	4%
State/Local Government	5	1%	6	3%
Veterans Administration	13	2%	2	1%
U.S. Military	15	2%	1	1%
Other Federal Government	1	0%	3	2%
<b>Total</b>	<b>784</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Did Not Have Location	16		1,083	
Item Missing	497		22	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Sector

For-Profit:	92%
Federal:	4%

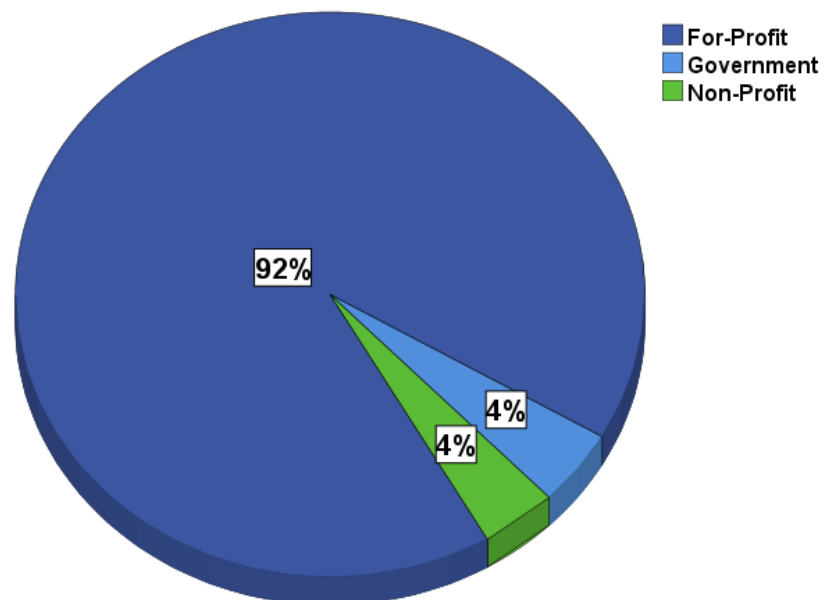
### Top Establishments

Private Practice, Group:	45%
Private Practice, Solo:	21%
Optical Goods Store:	15%

Source: Va. Healthcare Workforce Data Center

*Most optometrists work in the private sector, including 92% who work in the for-profit sector.*

Sector, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	350	45%	78	44%
Private Practice, Solo	165	21%	30	17%
Optical Goods Store	114	15%	33	18%
Outpatient/Community Clinic	31	4%	4	2%
Physician Office	30	4%	1	1%
General Hospital, Outpatient Department	29	4%	3	2%
Academic Institution	3	0%	0	0%
General Hospital, Inpatient Department	2	0%	1	1%
Home Health Care	0	0%	1	1%
Other	49	6%	28	16%
<b>Total</b>	<b>773</b>	<b>100%</b>	<b>179</b>	<b>100%</b>
Did Not Have a Location	16		1,083	

Source: Va. Healthcare Workforce Data Center

*Close to half of all optometrists work in a group private practice, while another 21% work in a solo private practice.*

*Three out of every five optometrists work at an establishment that accepts cash/self-pay as a form of payment for services rendered. This makes cash/self-pay the most commonly accepted form of payment among Virginia's optometry workforce.*

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	781	60%
Private Insurance	745	57%
Medicare	666	51%
Medicaid	438	34%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	27%
Vietnamese:	6%
Hindi:	5%

### Means of Communication

Other Staff Member:	61%
Respondent:	45%
Virtual Translation:	20%

Source: Va. Healthcare Workforce Data Center

*Among all optometrists, 27% are employed at a primary work location that offers Spanish language services for patients.*

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	345	27%
Vietnamese	79	6%
Hindi	70	5%
Persian	69	5%
Chinese	60	5%
Korean	57	4%
Arabic	52	4%
French	52	4%
Urdu	52	4%
Tagalog/Filipino	49	4%
Pashto	30	2%
Amharic, Somali, or Other Afro-Asiatic Languages	27	2%
Others	55	4%
<b>At Least One Language</b>	<b>436</b>	<b>34%</b>

Source: Va. Healthcare Workforce Data Center

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	268	61%
Respondent is Proficient	198	45%
Virtual Translation Service	88	20%
Onsite Translation Service	29	7%
Other	3	1%

Source: Va. Healthcare Workforce Data Center

*More than three out of every five optometrists who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

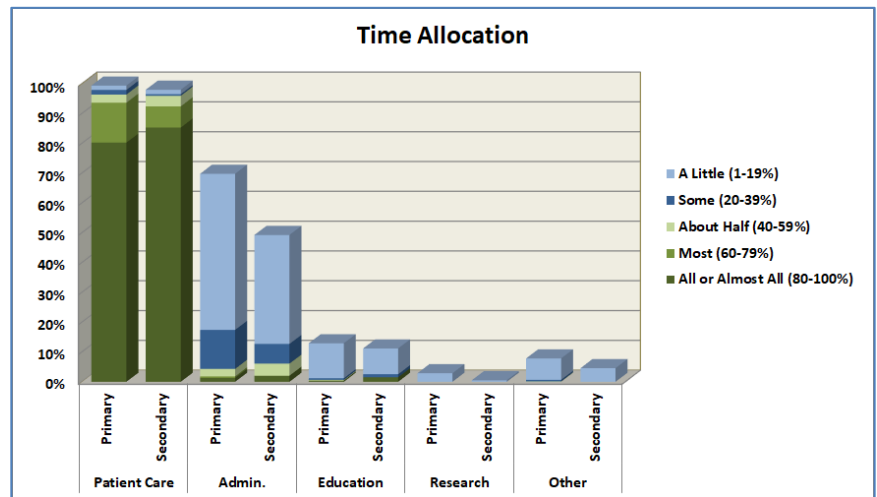
Patient Care: 94%  
Administration: 2%

### Patient Care Optometrists

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

*Optometrists typically spend most of their time treating patients. In fact, 94% of all optometrists 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%)	80%	85%	1%	2%	0%	2%	0%	0%	0%	0%
Most (60-79%)	13%	7%	1%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	3%	4%	2%	4%	0%	0%	0%	0%	0%	0%
Some (20-39%)	2%	1%	13%	7%	1%	1%	0%	0%	1%	0%
A Little (1-19%)	1%	2%	52%	37%	12%	9%	3%	1%	7%	5%
None (0%)	1%	2%	30%	51%	87%	89%	97%	99%	92%	95%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Optometrists		Optometrists 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	18	2%	-	-
<b>50 to 54</b>	37	5%	3	1%
<b>55 to 59</b>	92	13%	19	6%
<b>60 to 64</b>	176	24%	57	19%
<b>65 to 69</b>	215	29%	89	29%
<b>70 to 74</b>	99	14%	67	22%
<b>75 to 79</b>	37	5%	30	10%
<b>80 or Over</b>	13	2%	11	4%
<b>I Do Not Intend to Retire</b>	45	6%	32	10%
<b>Total</b>	<b>731</b>	<b>100%</b>	<b>308</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Retirement Expectations

#### All Optometrists

Under 65: 44%

Under 60: 20%

#### Optometrists 50 and Over

Under 65: 26%

Under 60: 7%

### Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 25%

Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

More than two out of every five optometrists expect to retire before the age of 65. Among optometrists who are age 50 and over, 26% expect to retire by the age of 65.

Within the next two years, 6% of Virginia's optometrists expect to increase their patient care hours, and 3% expect to pursue additional educational opportunities.

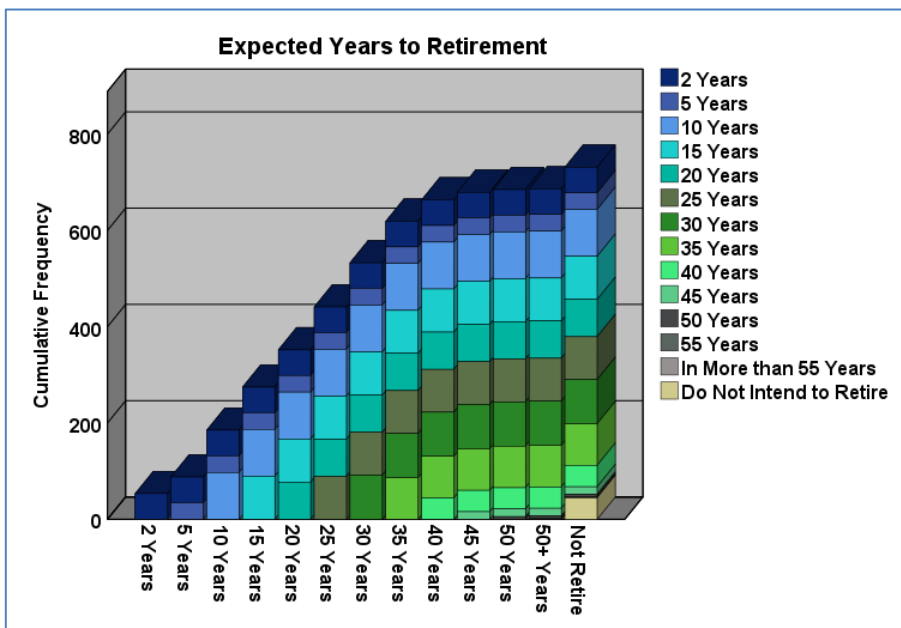
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
<b>Leave Profession</b>	10	1%
<b>Leave Virginia</b>	19	1%
<b>Decrease Patient Care Hours</b>	128	10%
<b>Decrease Teaching Hours</b>	0	0%
Increase Participation		
<b>Increase Patient Care Hours</b>	75	6%
<b>Increase Teaching Hours</b>	30	2%
<b>Pursue Additional Education</b>	44	3%
<b>Return to the Workforce</b>	5	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for optometrists. While only 7% of optometrists expect to retire in the next two years, 25% expect to retire within the next decade. More than half of the current workforce expect to retire by 2049.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	53	7%	7%
5 Years	35	5%	12%
10 Years	97	13%	25%
15 Years	89	12%	37%
20 Years	77	11%	48%
25 Years	89	12%	60%
30 Years	92	13%	73%
35 Years	86	12%	85%
40 Years	44	6%	91%
45 Years	16	2%	93%
50 Years	6	1%	94%
55 Years	2	0%	94%
In More than 55 Years	0	0%	94%
Do Not Intend to Retire	45	6%	100%
<b>Total</b>	<b>731</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2034. Retirement will peak at 13% of the current workforce around the same time before declining to under 10% again around 2064.

## At a Glance:

### FTEs

Total: 1,139  
FTEs/1,000 Residents<sup>2</sup>: 0.131  
Average: 0.89

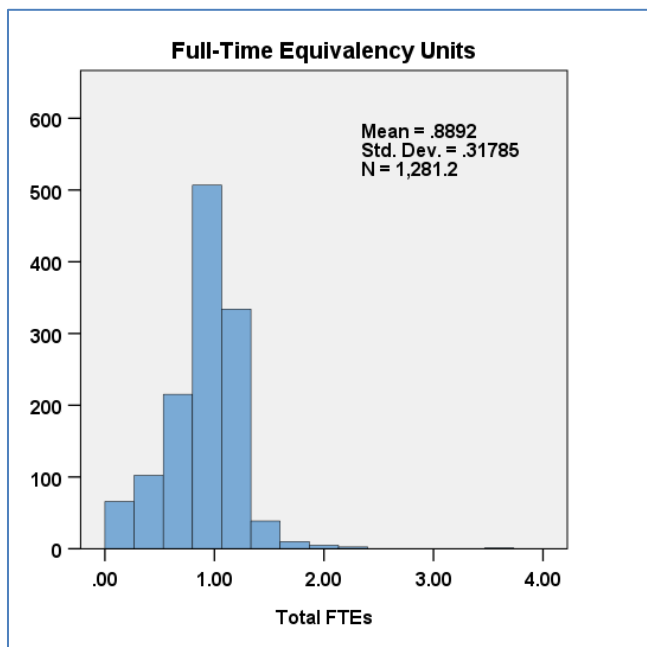
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

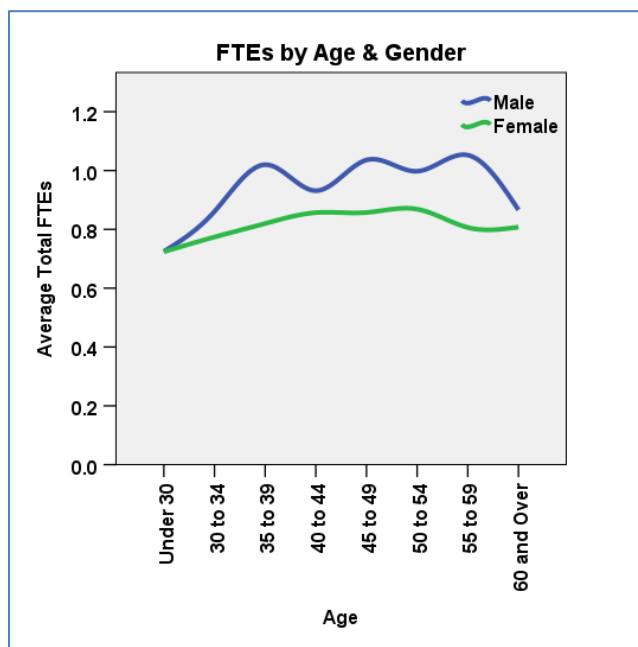


Source: Va. Healthcare Workforce Data Center

*The typical (median) optometrist provided 0.96 FTEs in the past year, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.73	0.67
30 to 34	0.84	0.97
35 to 39	0.87	0.83
40 to 44	0.91	1.03
45 to 49	0.89	0.83
50 to 54	0.98	1.09
55 to 59	0.87	0.80
60 and Over	0.92	1.07
Gender		
Male	0.92	0.96
Female	0.81	0.87

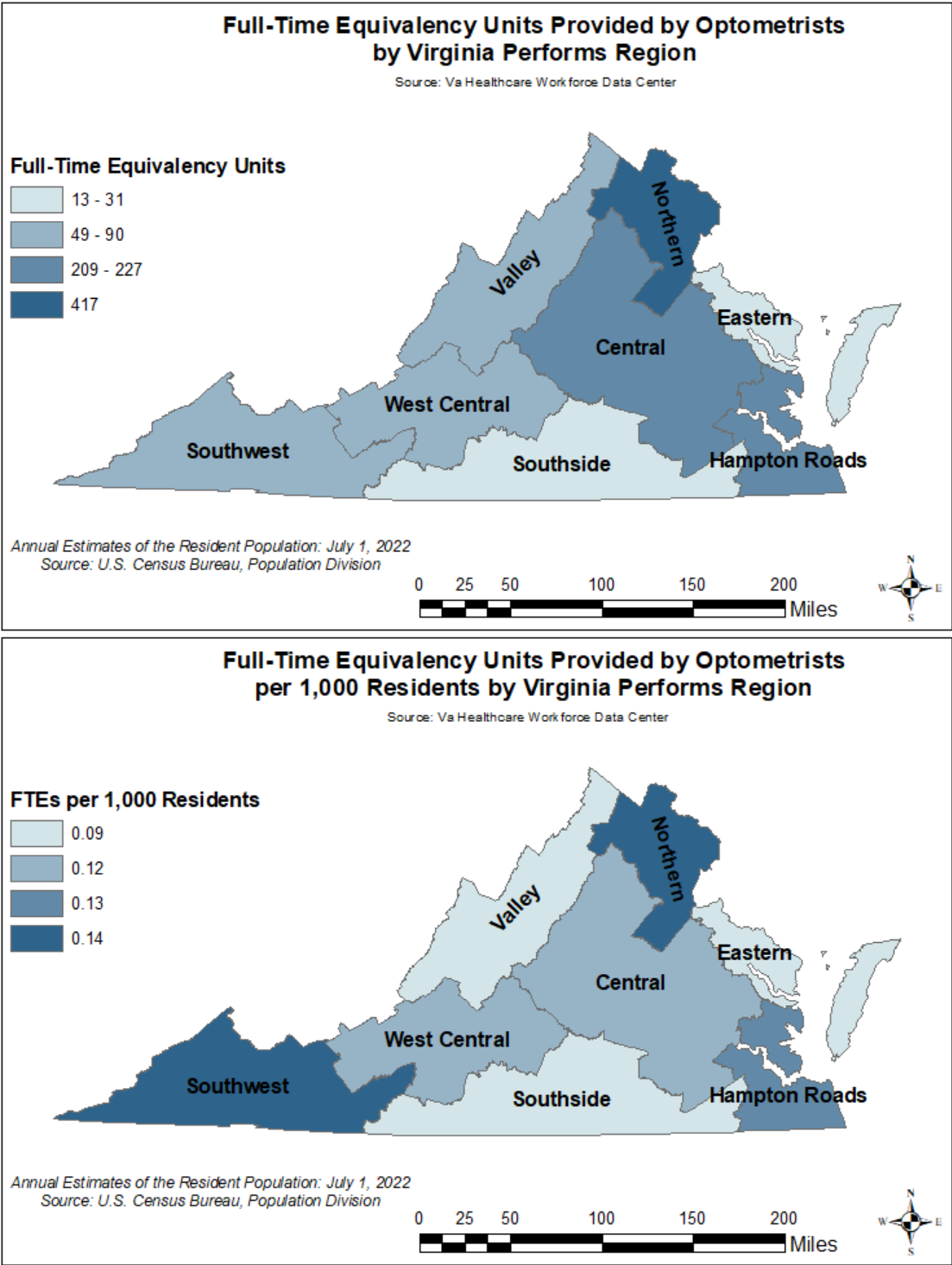
Source: Va. Healthcare Workforce Data Center



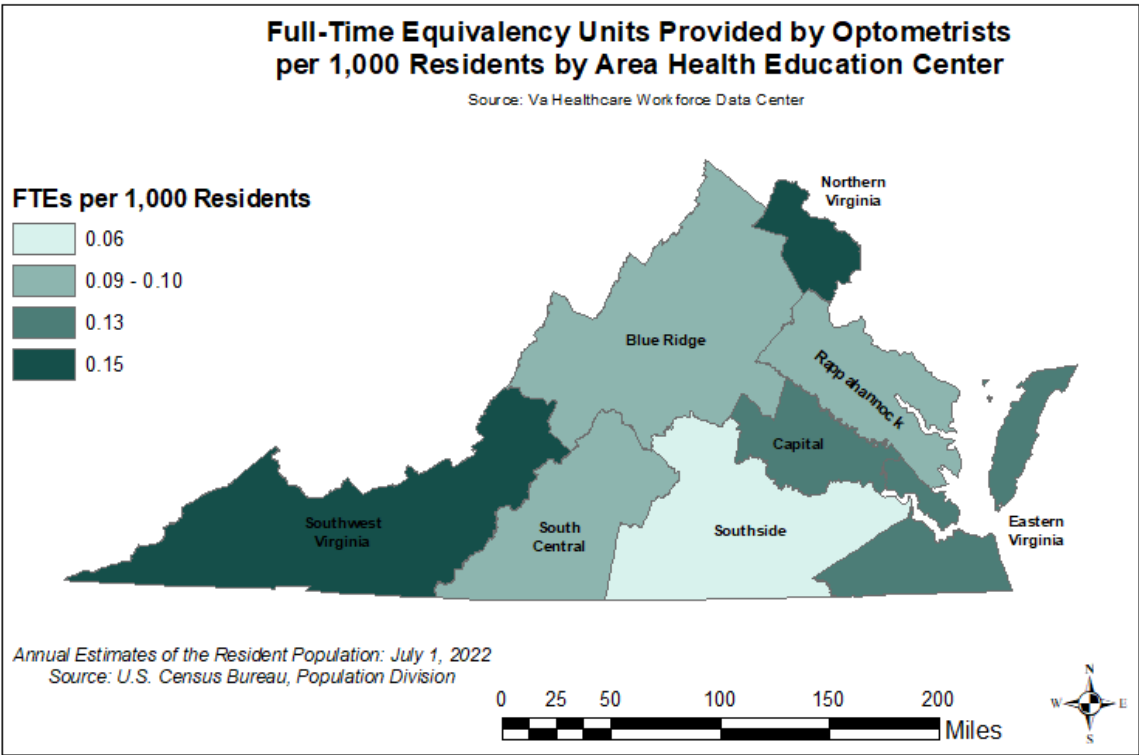
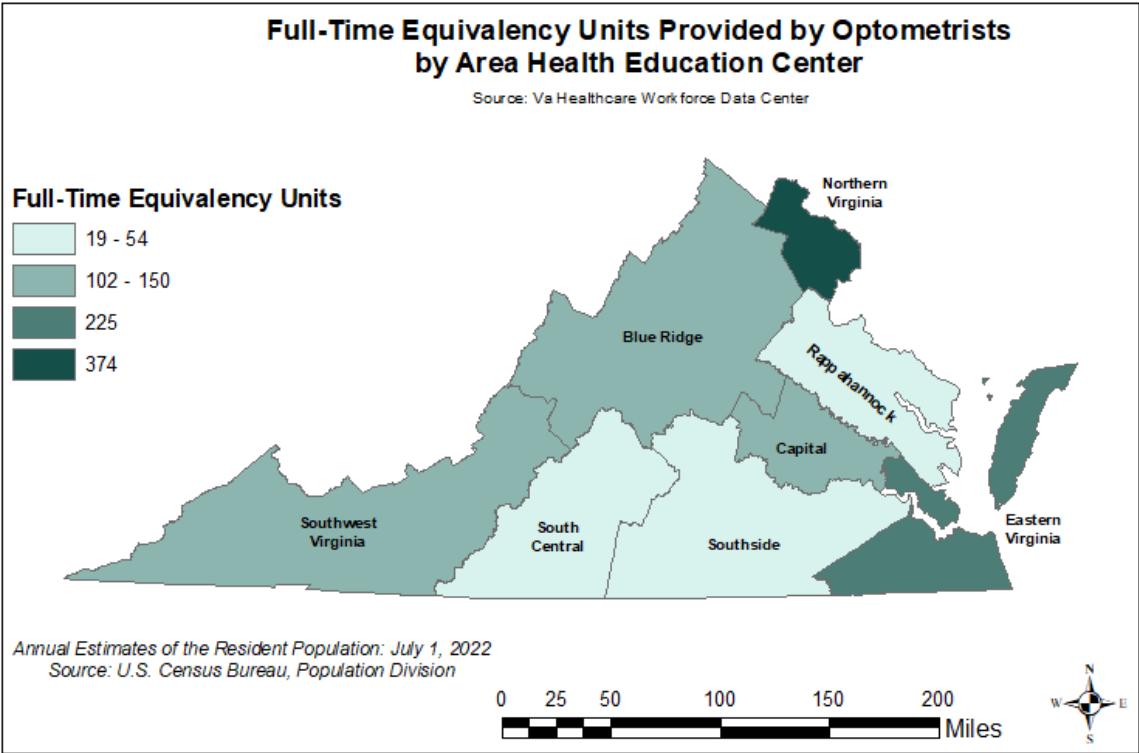
Source: Va. Healthcare Workforce Data Center

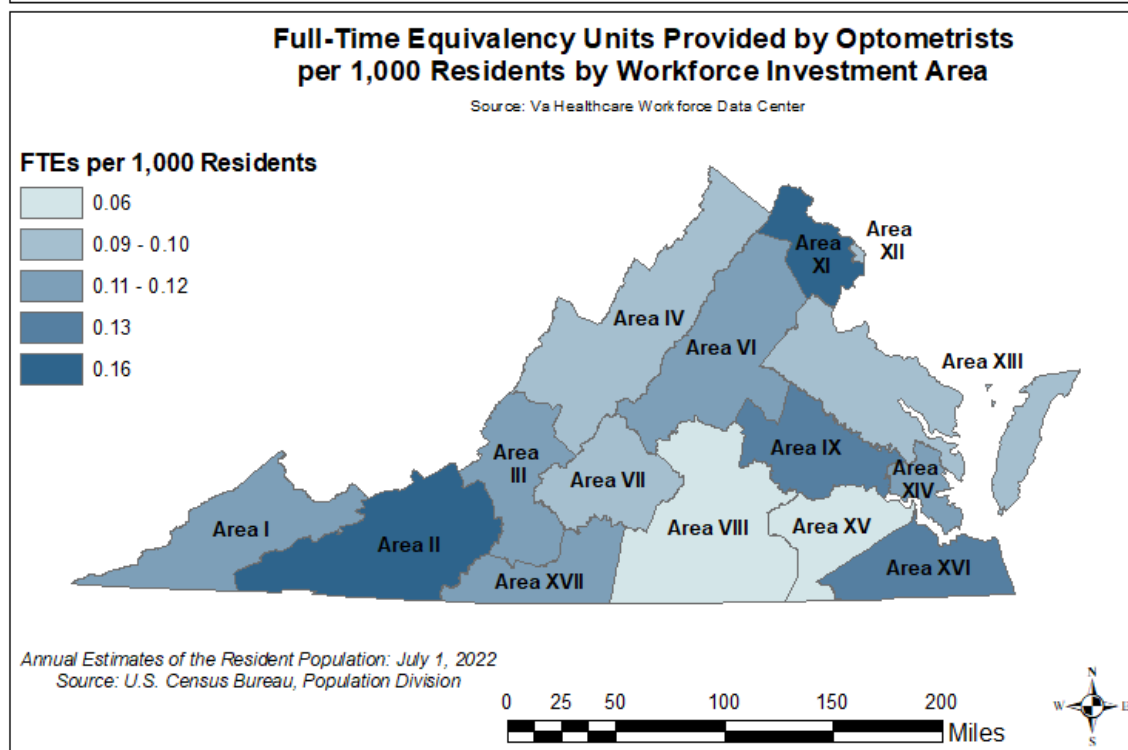
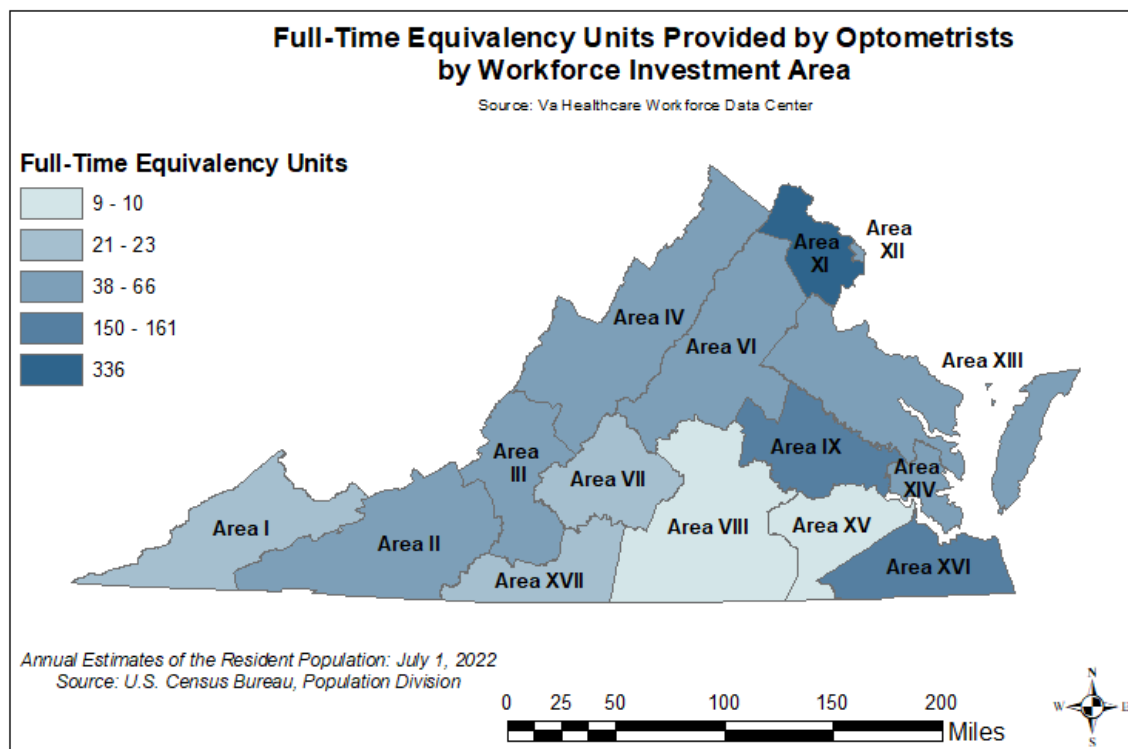
<sup>2</sup> Number of residents in 2022 was used as the denominator.

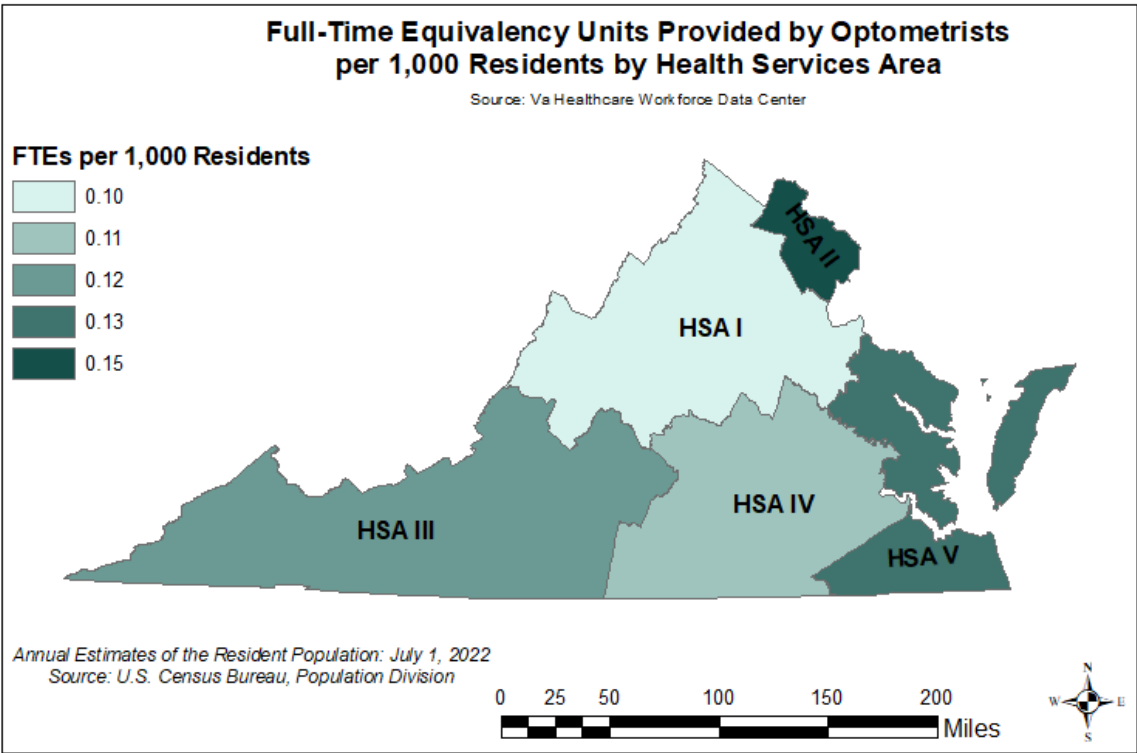
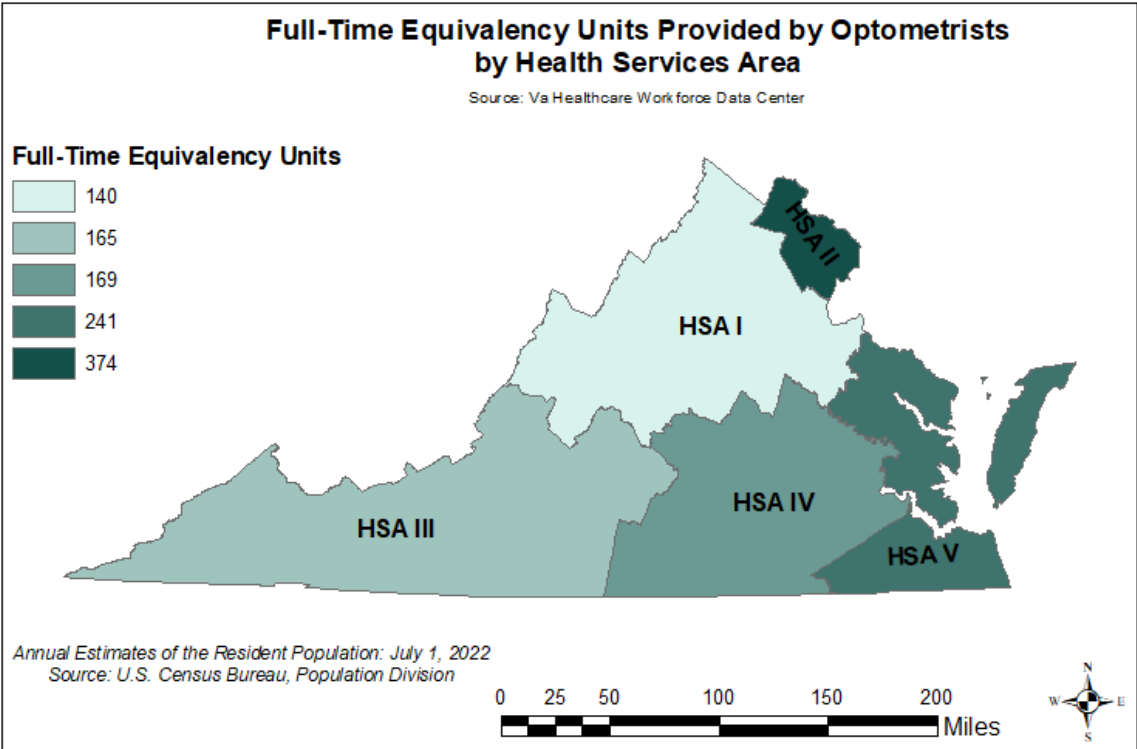
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

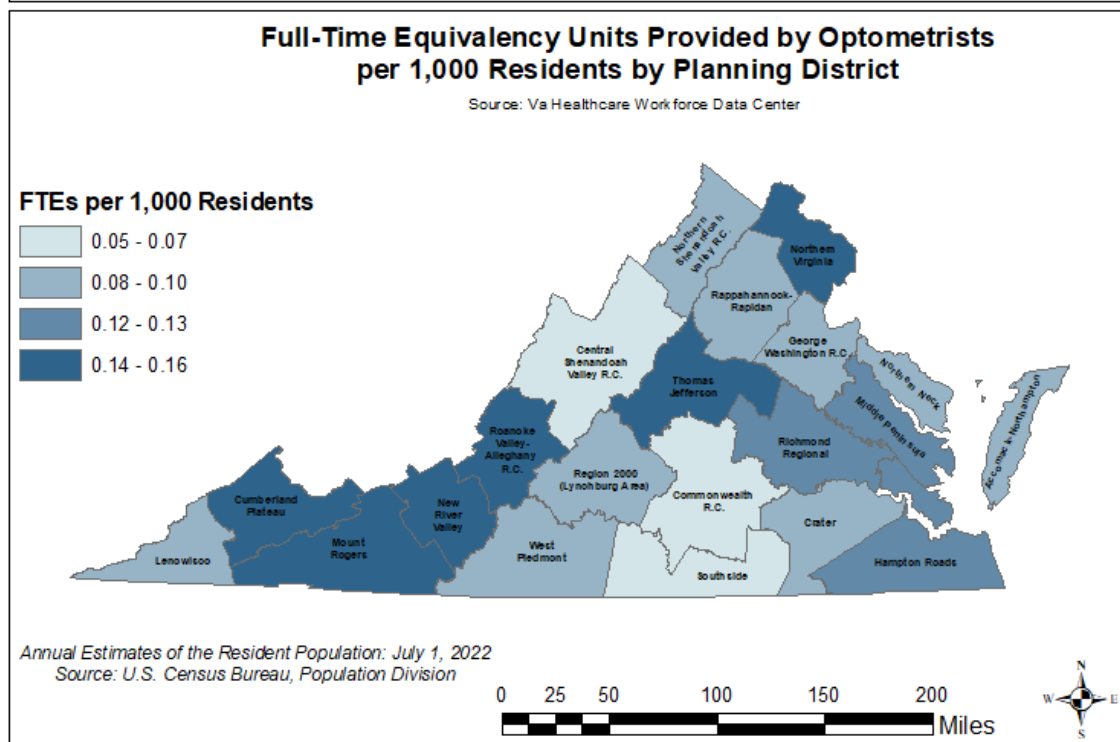
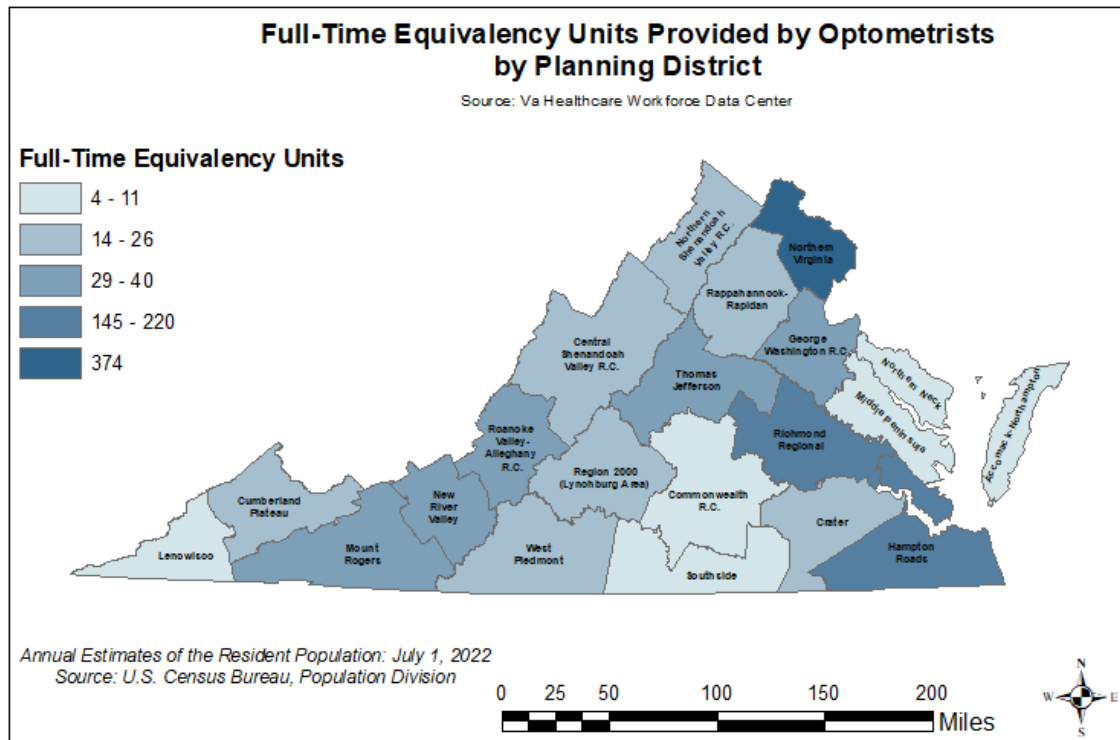












## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	896	88.06%	1.136	1.072	1.505
<b>Metro, 250,000 to 1 Million</b>	91	86.81%	1.152	1.088	1.527
<b>Metro, 250,000 or Less</b>	108	88.89%	1.125	1.062	1.491
<b>Urban, Pop. 20,000+, Metro Adj.</b>	13	76.92%	1.300	1.228	1.723
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	45	75.56%	1.324	1.250	1.754
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	35	85.71%	1.167	1.104	1.546
<b>Rural, Metro Adj.</b>	30	86.67%	1.154	1.090	1.529
<b>Rural, Non-Adj.</b>	7	71.43%	1.400	1.324	1.372
<b>Virginia Border State/D.C.</b>	249	81.93%	1.221	1.153	1.618
<b>Other U.S. State</b>	405	77.04%	1.298	1.226	1.721

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	88	63.64%	1.571	1.491	1.754
<b>30 to 34</b>	283	75.27%	1.329	1.261	1.483
<b>35 to 39</b>	239	87.03%	1.149	1.090	1.283
<b>40 to 44</b>	231	89.18%	1.121	1.064	1.324
<b>45 to 49</b>	215	86.05%	1.162	1.103	1.372
<b>50 to 54</b>	230	88.70%	1.127	1.070	1.331
<b>55 to 59</b>	178	89.33%	1.119	1.062	1.250
<b>60 and Over</b>	415	85.30%	1.172	1.113	1.309

Source: Va. Healthcare Workforce Data Center

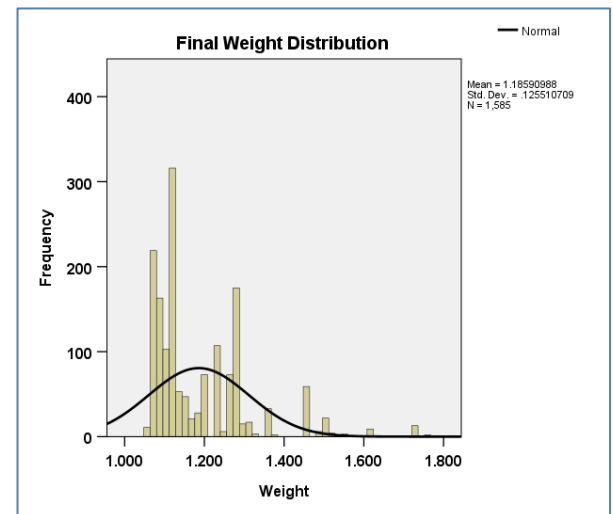
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.843534**



Source: Va. Healthcare Workforce Data Center