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# *Virginia's Pharmacist Workforce: 2019*

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Healthcare Workforce Data Center

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*14,415 Pharmacists voluntarily participated in this survey. Without their effort, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Pharmacy express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## Contents

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|  |    |
|--|----|
| Results in Brief.....                      | 2  |
| Summary of Trends .....                    | 2  |
| Survey Response Rates.....                 | 3  |
| The Workforce.....                         | 4  |
| Demographics.....                          | 5  |
| Background .....                           | 6  |
| Education .....                            | 8  |
| Credentials .....                          | 9  |
| Services and Disease Management.....       | 10 |
| Current Employment Situation .....         | 11 |
| Employment Quality.....                    | 12 |
| Labor Market.....                          | 13 |
| Work Site Distribution .....               | 14 |
| Establishment Type .....                   | 15 |
| Time Allocation .....                      | 17 |
| Retirement & Future Plans .....            | 18 |
| Full-Time Equivalency Units.....           | 20 |
| Maps .....                                 | 21 |
| Virginia Performs Regions .....            | 21 |
| Area Health Education Center Regions ..... | 22 |
| Workforce Investment Areas .....           | 23 |
| Health Services Areas .....                | 24 |
| Planning District .....                    | 25 |
| Appendix .....                             | 25 |
| Weights .....                              | 26 |

# The Pharmacist Workforce: At a Glance:

## The Workforce

|                       |        |
|-----------------------|--------|
| Licensees:            | 15,875 |
| Virginia's Workforce: | 8,734  |
| FTEs:                 | 7,137  |

## Background

|                     |     |
|---------------------|-----|
| Rural Childhood:    | 33% |
| HS Degree in VA:    | 48% |
| Prof. Degree in VA: | 49% |

## Current Employment

|                       |     |
|-----------------------|-----|
| Employed in Prof.:    | 91% |
| Hold 1 Full-time Job: | 71% |
| Satisfied?:           | 84% |

## Survey Response Rate

|                         |     |
|-------------------------|-----|
| All Licensees:          | 91% |
| Renewing Practitioners: | 97% |

## Education

|                        |     |
|------------------------|-----|
| Baccalaureate:         | 34% |
| Pharm.D./Professional: | 66% |

## Job Turnover

|                        |     |
|------------------------|-----|
| Switched Jobs in 2019: | 5%  |
| Employed over 2 yrs:   | 62% |

## Demographics

|                  |     |
|------------------|-----|
| Female:          | 66% |
| Diversity Index: | 52% |
| Median Age:      | 44  |

## Finances

|                      |               |
|----------------------|---------------|
| Median Inc.:         | \$120k-\$130k |
| Health Benefits:     | 70%           |
| Under 40 w/ Ed debt: | 74%           |

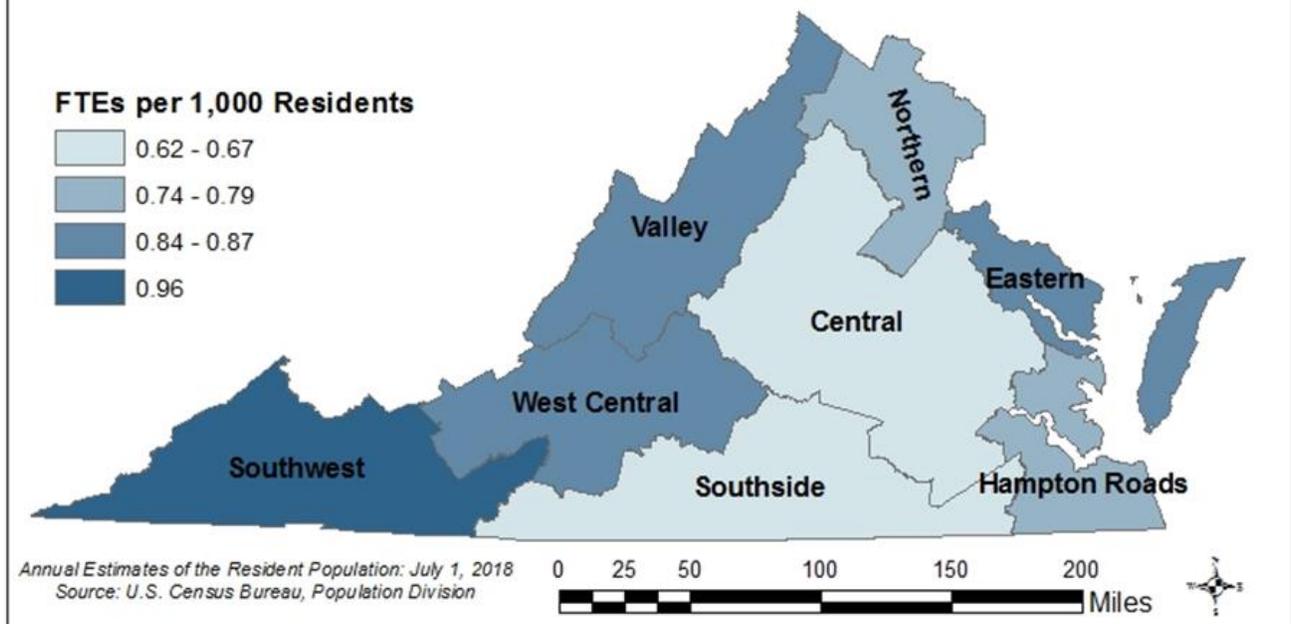
## Primary Roles

|                 |     |
|-----------------|-----|
| Patient Care:   | 75% |
| Administration: | 7%  |
| Education:      | 1%  |

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units Provided by Pharmacists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center



## Results in Brief

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A total of 14,415 pharmacists voluntarily took part in the 2019 Pharmacist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for pharmacists. These survey respondents represent 91% of the 15,875 pharmacists who are licensed in the state and 97% of renewing practitioners. The HWDC estimates that 8,734 pharmacists participated in Virginia's workforce during the survey period and they provided 7,137 full-time equivalency units (FTE).

The majority of Virginia's pharmacists are female, and the median age among those in the workforce is 44. About one-third of pharmacists grew up in a rural area, and nearly one-quarter of these professionals currently work in non-metro areas of the state. Overall, 11% of Virginia's pharmacists work in a non-metro area. Around 66% of Virginia's pharmacist workforce have earned a doctorate or other professional degree as their highest educational attainment. About 43% of pharmacists currently carry educational debt, including nearly three-quarters of those under the age of 40. The median debt for those pharmacists with educational debt is between \$110,000 and \$120,000.

Nine out of every ten pharmacists are currently employed in the profession, with 71% holding one full-time position. Over the past year, 3% of pharmacists were involuntarily unemployed, while another 3% were underemployed. The typical pharmacist earned between \$120,000 and \$130,000 in 2019. Around 84% of all pharmacists are satisfied with their current employment situation, including 44% who indicated that they are "very satisfied".

About 91% of all pharmacists work in the private sector, including 65% who work at a for-profit organization. Large community pharmacies (i.e. pharmacies with more than 10 locations) were the most common working establishment type for Virginia's pharmacist workforce, employing 27% of all professionals. Hospital systems and smaller pharmacies were also common employers. About 4 in 10 pharmacists expect to retire by the age of 65 and 7% of the current workforce expect to retire in the next two years. Half of the current workforce expect to retire by 2044.

## Summary of Trends

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The total number of licensed pharmacists has grown by 29% since 2013. Of these, the number working in the state workforce has also increased but the increase of 12% is more modest by comparison. However, the 1.2% increase in FTE provided by pharmacists in the same period is even a more modest increase.

The diversity index of Virginia's pharmacists increased from 47% in 2013 to 52% in 2019. The percentage of pharmacist who are female also continues to inch up by about one percent every year, from 62% in 2013 to 66% in the current report. Median age has been relatively stable between 44 to 45 years in the past seven surveys. Even the percent under age 40, which increased from 37% in 2013 to 40% in 2016, has stayed at 40% in the past three years.

Educational attainment continues to increase among the pharmacist workforce. In 2013, only 51% had a pharmacy doctorate compared to 66% in 2019. Not surprisingly, the percent reporting educational debt has also increased annually from 35% in 2013 to 43% in 2019. Meanwhile, the median educational debt, which increased from \$90K-\$100K in 2013 to \$110K-\$120K in 2018, stayed the same in 2019.

The labor market was a bit slack for pharmacists in the past year; 3% reported being involuntarily unemployed compared to the 1% involuntary employment rate in nearly all pre-2017 surveys. However, around 91% still reported being employed in the profession and the current involuntary unemployment rate in December 2019, when the survey took place, was 2%. Median income has been stable at \$120K to \$130K between 2016 and 2019 after increasing from \$110K-\$120K in 2013. However, the percent earning above \$140,000 increased from 17% in 2016 to 22% in 2019; only 12% earned in that income range in 2013. Job satisfaction dropped precipitously in the past year, from 87% in 2018 to 84% in 2019; pharmacists who reported being very satisfied with their job also declined from 47% to 44% in the period.

Pharmacists intending to retire in the next decade increased from 22% in the pre-2017 surveys to 23% in 2017; it has stayed at 23% since then. The percent planning to retire in the next two years increased from 6% in 2013 to 7% in recent years. Regarding future plans, only 10% intended to pursue additional education in 2019 compared to 13% in 2013.

**A Closer Look:**

| Licensee Counts               |               |             |
|-------------------------------|---------------|-------------|
| License Status                | #             | %           |
| <b>Renewing Practitioners</b> | 14,114        | 89%         |
| <b>New Licensees</b>          | 1,012         | 6%          |
| <b>Non-Renewals</b>           | 749           | 5%          |
| <b>All Licensees</b>          | <b>15,875</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 97% of renewing pharmacists submitted a survey. These represent 91% of pharmacists who held a license at some point in 2019.*

| Statistic              | Response Rates  |               | Response Rate |
|------------------------|-----------------|---------------|---------------|
|                        | Non Respondents | Respondent    |               |
| <b>By Age</b>          |                 |               |               |
| <b>Under 30</b>        | 149             | 895           | 86%           |
| <b>30 to 34</b>        | 205             | 2,327         | 92%           |
| <b>35 to 39</b>        | 206             | 2,259         | 92%           |
| <b>40 to 44</b>        | 165             | 1,831         | 92%           |
| <b>45 to 49</b>        | 142             | 1,768         | 93%           |
| <b>50 to 54</b>        | 123             | 1,635         | 93%           |
| <b>55 to 59</b>        | 118             | 1,287         | 92%           |
| <b>60 and Over</b>     | 352             | 2,413         | 87%           |
| <b>Total</b>           | <b>1,460</b>    | <b>14,415</b> | <b>91%</b>    |
| <b>New Licenses</b>    |                 |               |               |
| <b>Issued in 2019</b>  | 284             | 728           | 72%           |
| <b>Metro Status</b>    |                 |               |               |
| <b>Non-Metro</b>       | 103             | 1,040         | 91%           |
| <b>Metro</b>           | 589             | 7,925         | 93%           |
| <b>Not in Virginia</b> | 767             | 5,449         | 88%           |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Pharmacists**

|              |        |
|--------------|--------|
| Number:      | 15,875 |
| New:         | 6%     |
| Not Renewed: | 5%     |

**Survey Response Rates**

|                         |     |
|-------------------------|-----|
| All Licensees:          | 91% |
| Renewing Practitioners: | 97% |

Source: Va. Healthcare Workforce Data Center

**Response Rates**

|                                     |        |
|-------------------------------------|--------|
| <b>Completed Surveys</b>            | 14,415 |
| <b>Response Rate, all licensees</b> | 91%    |
| <b>Response Rate, Renewals</b>      | 97%    |

Source: Va. Healthcare Workforce Data Center

**Definitions**

- The Survey Period:** The survey was conducted in December 2019.
- Target Population:** All pharmacists who held a Virginia license at some point in 2019.
- Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some pharmacists newly licensed in 2019.

## At a Glance:

### Workforce

Pharmacist Workforce: 8,734  
 FTEs: 7,137

### Utilization Ratios

Licensees in VA Workforce: 55%  
 Licensees per FTE: 2.22  
 Workers per FTE: 1.22

Source: Va. Healthcare Workforce Data Center

| Virginia's Pharmacist Workforce |               |             |
|---------------------------------|---------------|-------------|
| Status                          | #             | %           |
| Worked in Virginia in Past Year | 8,466         | 97%         |
| Looking for Work in Virginia    | 269           | 3%          |
| Virginia's Workforce            | <b>8,734</b>  | <b>100%</b> |
| Total FTEs                      | <b>7,137</b>  |             |
| Licensees                       | <b>15,875</b> |             |

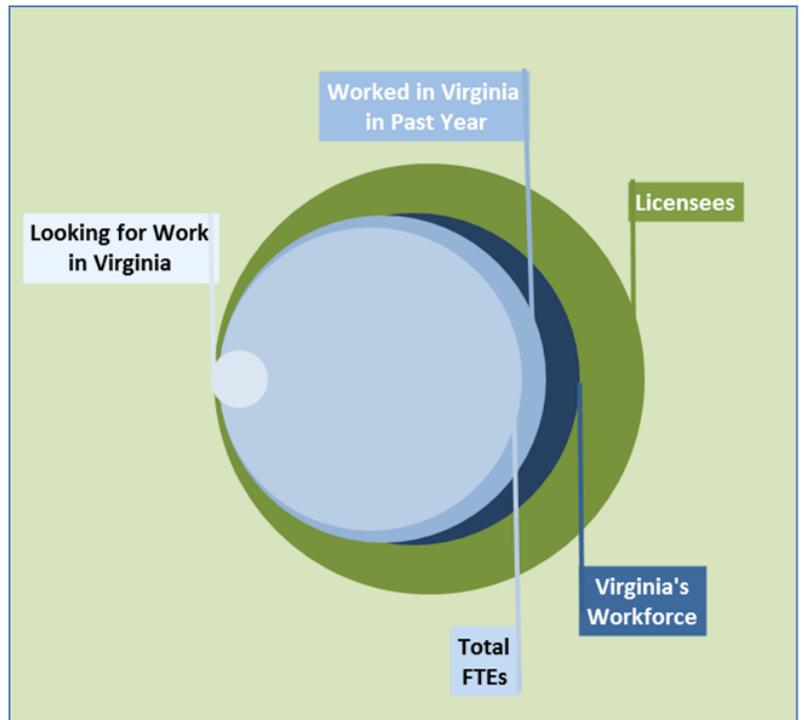
Source: Va. Healthcare Workforce Data Center

*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](http://www.dhp.virginia.gov/hwdc)

## Definitions

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender |              |            |              |            |              |                |
|--------------|--------------|------------|--------------|------------|--------------|----------------|
| Age          | Male         |            | Female       |            | Total        |                |
|              | #            | % Male     | #            | % Female   | #            | % in Age Group |
| Under 30     | 176          | 28%        | 448          | 72%        | 624          | 9%             |
| 30 to 34     | 385          | 31%        | 842          | 69%        | 1,227        | 17%            |
| 35 to 39     | 283          | 28%        | 727          | 72%        | 1,010        | 14%            |
| 40 to 44     | 252          | 30%        | 594          | 70%        | 846          | 12%            |
| 45 to 49     | 210          | 26%        | 593          | 74%        | 803          | 11%            |
| 50 to 54     | 256          | 33%        | 533          | 68%        | 789          | 11%            |
| 55 to 59     | 208          | 34%        | 411          | 66%        | 619          | 9%             |
| 60 +         | 693          | 56%        | 548          | 44%        | 1,241        | 17%            |
| <b>Total</b> | <b>2,464</b> | <b>34%</b> | <b>4,696</b> | <b>66%</b> | <b>7,160</b> | <b>100%</b>    |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity   |             |              |             |                      |             |
|--------------------|-------------|--------------|-------------|----------------------|-------------|
| Race/<br>Ethnicity | Virginia*   | Pharmacists  |             | Pharmacists Under 40 |             |
|                    | %           | #            | %           | #                    | %           |
| White              | 61%         | 4,732        | 66%         | 1,717                | 60%         |
| Black              | 19%         | 816          | 11%         | 373                  | 13%         |
| Asian              | 7%          | 1,275        | 18%         | 606                  | 21%         |
| Other Race         | 0%          | 106          | 1%          | 39                   | 1%          |
| Two or more races  | 3%          | 108          | 2%          | 71                   | 2%          |
| Hispanic           | 10%         | 112          | 2%          | 57                   | 2%          |
| <b>Total</b>       | <b>100%</b> | <b>7,149</b> | <b>100%</b> | <b>2,863</b>         | <b>100%</b> |

\*\* 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, 2018. Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 66%  
% Under 40 Female: 70%

**Age**

Median Age: 44  
% Under 40: 40%  
% 55+: 26%

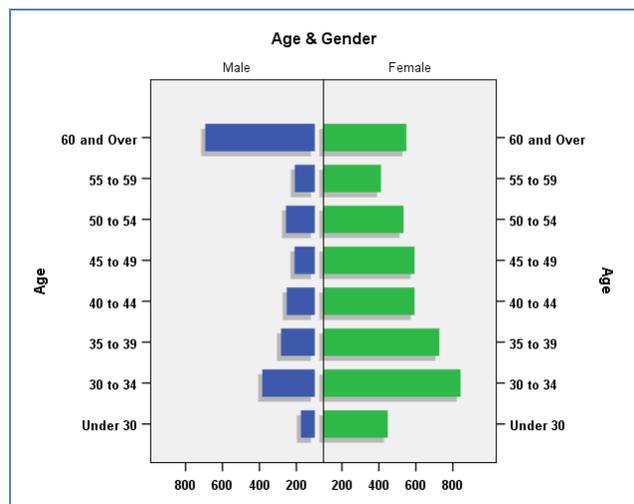
**Diversity**

Diversity Index: 52%  
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two pharmacists, there is a 52% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.*

*40% of pharmacists are under the age of 40, and 70% of these professionals are female. In addition, pharmacists who are under the age of 40 are slightly more diverse than Virginia's overall population.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 17%  
 Rural Childhood: 33%

### Virginia Background

HS in Virginia: 48%  
 Prof. Education in VA: 49%  
 HS/Prof. Educ. in VA: 57%

### Location Choice

% Rural to Non-Metro: 23%  
 % Urban/Suburban to Non-Metro: 5%

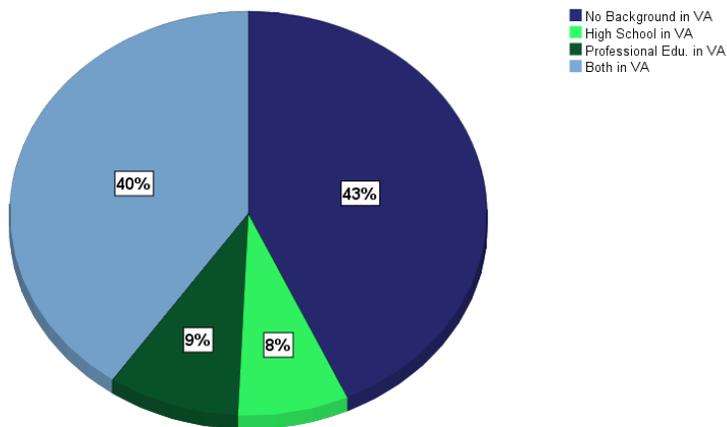
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Primary Location:<br>USDA Rural Urban Continuum |   | Rural Status of Childhood<br>Location |            |            |
|---|---|---------------------------------------|------------|------------|
| Code  | Description                             | Rural                                 | Suburban   | Urban      |
| <b>Metro Counties</b>                           |   |                                       |            |            |
| 1   | Metro, 1 million+                       | 22%                                   | 58%        | 20%        |
| 2   | Metro, 250,000 to 1 million             | 53%                                   | 40%        | 8%         |
| 3   | Metro, 250,000 or less                  | 42%                                   | 45%        | 13%        |
| <b>Non-Metro Counties</b>                       |   |                                       |            |            |
| 4   | Urban pop 20,000+, metro adjacent       | 56%                                   | 32%        | 13%        |
| 6   | Urban pop, 2,500-19,999, metro adjacent | 63%                                   | 26%        | 11%        |
| 7   | Urban pop, 2,500-19,999, non adjacent   | 90%                                   | 8%         | 2%         |
| 8   | Rural, metro adjacent                   | 54%                                   | 43%        | 4%         |
| 9   | Rural, non adjacent                     | 57%                                   | 31%        | 12%        |
| <b>Overall</b>                                  |   | <b>33%</b>                            | <b>51%</b> | <b>17%</b> |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



*33% of pharmacists grew up in self-described rural areas, and 23% of these professionals currently work in non-metro counties. Overall, 11% of Virginia's pharmacist workforce currently work in non-metro counties.*

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Pharmacy Recruitment

| Rank | All Pharmacists     |       |                     |       |
|------|---------------------|-------|---------------------|-------|
|      | High School         | #     | Professional School | #     |
| 1    | Virginia            | 3,375 | Virginia            | 3,434 |
| 2    | Outside U.S./Canada | 776   | Pennsylvania        | 471   |
| 3    | Pennsylvania        | 435   | North Carolina      | 300   |
| 4    | New York            | 355   | Outside U.S./Canada | 291   |
| 5    | Maryland            | 223   | New York            | 269   |
| 6    | North Carolina      | 189   | Maryland            | 234   |
| 7    | West Virginia       | 186   | West Virginia       | 193   |
| 8    | New Jersey          | 148   | Massachusetts       | 188   |
| 9    | Ohio                | 131   | Washington, D.C.    | 186   |
| 10   | Florida             | 116   | Ohio                | 133   |

Source: Va. Healthcare Workforce Data Center

*48% of Virginia's pharmacists received their high school degree in Virginia, and 49% received their initial professional degree in the state.*

*Among pharmacists who have been licensed in the past five years, 42% received their high school degree in Virginia, and 45% received their initial professional degree in the state.*

| Rank | Licensed in the Past 5 Years |     |                     |     |
|------|------------------------------|-----|---------------------|-----|
|      | High School                  | #   | Professional School | #   |
| 1    | Virginia                     | 769 | Virginia            | 814 |
| 2    | Outside U.S./Canada          | 198 | Pennsylvania        | 114 |
| 3    | Pennsylvania                 | 115 | North Carolina      | 99  |
| 4    | New York                     | 111 | Maryland            | 92  |
| 5    | Maryland                     | 75  | New York            | 78  |
| 6    | North Carolina               | 71  | Tennessee           | 62  |
| 7    | Florida                      | 47  | Outside U.S./Canada | 56  |
| 8    | New Jersey                   | 34  | West Virginia       | 48  |
| 9    | Ohio                         | 32  | Florida             | 43  |
| 10   | West Virginia                | 29  | Massachusetts       | 42  |

Source: Va. Healthcare Workforce Data Center

*45% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2019. 90% of these professionals worked at some point in the past year, including 83% who currently work as pharmacists.*

### At a Glance:

#### Not in VA Workforce

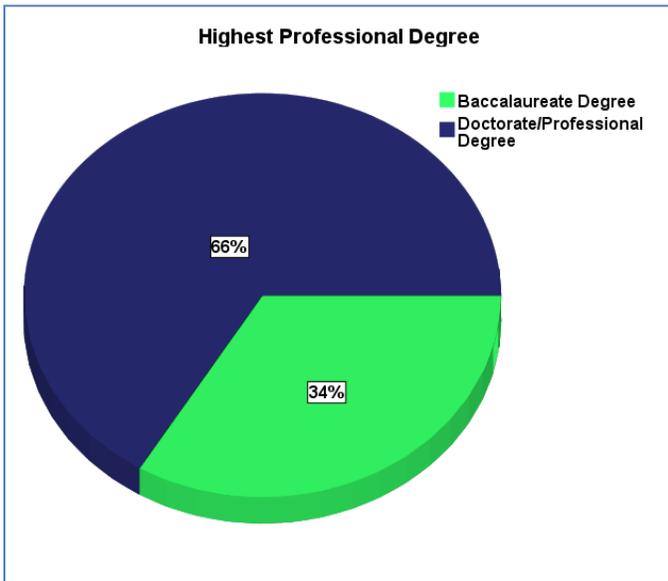
|                     |       |
|---------------------|-------|
| Total:              | 7,139 |
| % of Licensees:     | 45%   |
| Federal/Military:   | 7%    |
| VA Border State/DC: | 19%   |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Professional Degree |              |             |
|-----------------------------|--------------|-------------|
| Degree                      | #            | %           |
| B.S. Pharmacy               | 2,322        | 34%         |
| Pharm.D.                    | 4,581        | 66%         |
| <b>Total</b>                | <b>6,903</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**

B.S. Pharmacy: 34%

Pharm.D.: 66%

**Educational Debt**

Carry debt: 43%

Under age 40 w/ debt: 74%

Median debt: \$110k-\$120k

Source: Va. Healthcare Workforce Data Center

66% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a Bachelor's degree in Pharmacy.

43% of pharmacists currently have educational debt, including 74% of those under the age of 40. For those with educational debt, the median debt is between \$110,000 and \$120,000. Among those under the age of 40 with debt, median is \$150,000 to \$160,000.

| Educational Debt           |                 |             |                      |             |
|----------------------------|-----------------|-------------|----------------------|-------------|
| Amount Carried             | All Pharmacists |             | Pharmacists Under 40 |             |
|                            | #               | %           | #                    | %           |
| <b>None</b>                | 3,373           | 57%         | 613                  | 26%         |
| <b>\$20,000 or less</b>    | 195             | 3%          | 77                   | 3%          |
| <b>\$20,001-\$40,000</b>   | 190             | 3%          | 83                   | 4%          |
| <b>\$40,001-\$60,000</b>   | 211             | 4%          | 103                  | 4%          |
| <b>\$60,001-\$80,000</b>   | 228             | 4%          | 112                  | 5%          |
| <b>\$80,001-100,000</b>    | 225             | 4%          | 146                  | 6%          |
| <b>\$100,001-\$120,000</b> | 211             | 4%          | 145                  | 6%          |
| <b>\$120,001-\$140,000</b> | 155             | 3%          | 116                  | 5%          |
| <b>\$140,001-\$160,000</b> | 164             | 3%          | 135                  | 6%          |
| <b>\$160,001-\$180,000</b> | 156             | 3%          | 133                  | 6%          |
| <b>\$180,001-\$200,000</b> | 144             | 2%          | 119                  | 5%          |
| <b>Over \$200,000</b>      | 621             | 11%         | 537                  | 23%         |
| <b>Total</b>               | <b>5,873</b>    | <b>100%</b> | <b>2,319</b>         | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

**Top Specialties**

|                     |     |
|---------------------|-----|
| Immunization:       | 16% |
| Community Pharmacy: | 8%  |
| Ambulatory Care:    | 4%  |

**Top Board Certifications**

|                        |    |
|------------------------|----|
| BPS - Pharmacotherapy: | 6% |
| BPS - Ambulatory Care: | 1% |
| BCGP - Geriatrics:     | 1% |

**Top Residencies (PGY1)**

|                                |     |
|--------------------------------|-----|
| Pharmacy Practice (Post 1993): | 10% |
| Community Pharmacy:            | 5%  |
| Pharmacy Practice (Pre 1993):  | 4%  |

Source: Va. Healthcare Workforce Data Center

| PGY1                                  |              |            |
|---------------------------------------|--------------|------------|
| Residency                             | #            | %          |
| Pharmacy Practice (Post 1993)         | 916          | 10%        |
| Community Pharmacy                    | 415          | 5%         |
| Pharmacy Practice (Pre 1993)          | 317          | 4%         |
| Managed Care Pharmacy                 | 40           | <1%        |
| Other                                 | 0            | 0%         |
| <b>Total</b>                          | <b>1,688</b> | <b>19%</b> |
| PGY2                                  |              |            |
| Ambulatory Care                       | 105          | 1%         |
| Critical Care                         | 64           | 1%         |
| Internal Medicine/Cardiology          | 44           | 1%         |
| Drug Information                      | 39           | <1%        |
| Infectious Disease                    | 32           | <1%        |
| Pediatrics                            | 28           | <1%        |
| Oncology                              | 27           | <1%        |
| Health-system Pharmacy Administration | 25           | <1%        |
| Geriatrics                            | 23           | <1%        |
| Psychiatry                            | 22           | <1%        |
| Managed Care Pharmacy Systems         | 16           | <1%        |
| Pharmacotherapy                       | 15           | <1%        |
| Informatics                           | 15           | <1%        |
| Other                                 | 167          | 2%         |
| <b>At Least One</b>                   | <b>622</b>   | <b>7%</b>  |

Source: Va. Healthcare Workforce Data Center

**Board Certifications**

| Certification                     | #          | %          |
|-----------------------------------|------------|------------|
| BPS-Pharmacotherapy               | 485        | 6%         |
| BPS-Ambulatory Care               | 93         | 1%         |
| BCGP-Geriatrics                   | 85         | 1%         |
| BPS-Oncology                      | 30         | <1%        |
| BPS- Psychiatric                  | 22         | <1%        |
| BPS- Nutrition                    | 12         | <1%        |
| BPS-Nuclear Pharmacy              | 12         | <1%        |
| ABAT-Applied Toxicology           | 1          | 0%         |
| Other Board Certification         | 211        | 2%         |
| <b>At Least One Certification</b> | <b>857</b> | <b>10%</b> |

Source: Va. Healthcare Workforce Data Center

10% of pharmacists hold a board certification, including 6% who hold a certification in Pharmacotherapy. 33% also have a self-designated specialty area, including 16% who have a specialization in immunization.

## At a Glance:

**Top Services**

Immunization: 32%  
 Medication Management: 29%  
 Compounding: 25%

**Disease Management**

Anticoagulation: 15%  
 Diabetes: 3%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

| Disease Management in Collaborative Practice                          |            |             |
|---|------------|-------------|
|   | #          | %           |
| Anticoagulation   | 79         | 15%         |
| Diabetes  | 16         | 3%          |
| Hypertension, Hypercholesterolemia, Anticoagulation, Diabetes         | 15         | 3%          |
| Anticoagulation, Diabetes   | 14         | 3%          |
| Hypertension, Hypercholesterolemia, Asthma, Anticoagulation, Diabetes | 13         | 2%          |
| Hypertension, Diabetes  | 11         | 2%          |
| Hypertension, Hypercholesterolemia, Asthma, Diabetes                  | 13         | 2%          |
| Hypertension, Anticoagulation   | 4          | 1%          |
| Hypertension, Asthma, Anticoagulation, Diabetes                       | 4          | 1%          |
| Hypertension  | 3          | 1%          |
| Hypertension, Hypercholesterolemia, Asthma                            | 3          | 1%          |
| Hypertension, Hypercholesterolemia                                    | 2          | 0%          |
| Asthma, Diabetes  | 1          | 0%          |
| Asthma, Tobacco cessation   | 1          | 0%          |
| Hypercholesterolemia  | 1          | 0%          |
| Hypercholesterolemia, Asthma  | 1          | 0%          |
| Hypertension, Asthma, Tobacco cessation, Diabetes                     | 1          | 0%          |
| Hypertension, Asthma, Tobacco cessation, Travel medications           | 1          | 0%          |
| Hypertension, Asthma, Travel medications, Diabetes                    | 1          | 0%          |
| Hypertension, Hypercholesterolemia, Anticoagulation                   | 1          | 0%          |
| <b>Other</b>  | <b>343</b> | <b>66%</b>  |
| <b>Total</b>  | <b>528</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Services Provided                                 |              |            |              |            |
|---|--------------|------------|--------------|------------|
| Services  | Primary      |            | Secondary    |            |
|   | #            | %          | #            | %          |
| Primary Service, Immunization                     | 2,800        | 32%        | 2,800        | 32%        |
| Primary Service, Medication Management            | 2,539        | 29%        | 274          | 3%         |
| Primary Service, Compounding                      | 2,225        | 25%        | 227          | 3%         |
| Primary Service, Central Filling                  | 1,188        | 14%        | 155          | 2%         |
| Primary Service, Remote Order Processing          | 937          | 11%        | 84           | 1%         |
| Primary Service, Collaborative Practice Agreement | 580          | 7%         | 74           | 1%         |
| <b>At Least One</b>                               | <b>4,679</b> | <b>54%</b> | <b>3,044</b> | <b>35%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 91%  
Involuntarily Unemployed: 2%

### Positions Held

1 Full-time: 71%  
2 or More Positions: 8%

### Weekly Hours:

40 to 49: 48%  
60 or more: 4%  
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Current Work Status                          |              |             |
|--|--------------|-------------|
| Status                                       | #            | %           |
| Employed, capacity unknown                   | 5            | 0%          |
| Employed in a pharmacy-related capacity      | 6,307        | 91%         |
| Employed, NOT in a pharmacy-related capacity | 208          | 3%          |
| Not working, reason unknown                  | 0            | 0%          |
| Involuntarily unemployed                     | 117          | 2%          |
| Voluntarily unemployed                       | 177          | 3%          |
| Retired                                      | 128          | 2%          |
| <b>Total</b>                                 | <b>6,941</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*91% of Virginia's pharmacists are currently employed in the profession, and 2% of all pharmacy professionals are involuntarily unemployed at the moment. 71% of the state's pharmacist workforce have one full-time job, while 8% of pharmacists have multiple positions. 48% of pharmacists work between 40 and 49 hours per week, while 4% of pharmacy professionals work at least 60 hours per week.*

| Current Positions                               |              |             |
|---|--------------|-------------|
| Positions                                       | #            | %           |
| No Positions                                    | 422          | 6%          |
| One Part-Time Position                          | 993          | 15%         |
| Two Part-Time Positions                         | 134          | 2%          |
| One Full-Time Position                          | 4,876        | 71%         |
| One Full-Time Position & One Part-Time Position | 349          | 5%          |
| Two Full-Time Positions                         | 8            | 0%          |
| More than Two Positions                         | 39           | 1%          |
| <b>Total</b>                                    | <b>6,821</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Current Weekly Hours |              |             |
|----------------------|--------------|-------------|
| Hours                | #            | %           |
| 0 hours              | 422          | 6%          |
| 1 to 9 hours         | 194          | 3%          |
| 10 to 19 hours       | 247          | 4%          |
| 20 to 29 hours       | 477          | 7%          |
| 30 to 39 hours       | 1,390        | 21%         |
| 40 to 49 hours       | 3,256        | 48%         |
| 50 to 59 hours       | 515          | 8%          |
| 60 to 69 hours       | 146          | 2%          |
| 70 to 79 hours       | 82           | 1%          |
| 80 or more hours     | 38           | 1%          |
| <b>Total</b>         | <b>6,767</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Income              |              |             |
|---------------------|--------------|-------------|
| Annual Income       | #            | %           |
| Volunteer Work Only | 55           | 1%          |
| \$50,000 or less    | 459          | 9%          |
| \$50,001-\$60,000   | 128          | 3%          |
| \$60,001-\$70,000   | 116          | 2%          |
| \$70,001-\$80,000   | 136          | 3%          |
| \$80,001-\$90,000   | 158          | 3%          |
| \$90,001-\$100,000  | 244          | 5%          |
| \$100,001-\$110,000 | 514          | 10%         |
| \$110,001-\$120,000 | 661          | 13%         |
| \$120,001-\$130,000 | 880          | 17%         |
| \$130,001-\$140,000 | 738          | 14%         |
| \$140,001-\$150,000 | 501          | 10%         |
| More than \$150,000 | 612          | 12%         |
| <b>Total</b>        | <b>5,204</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Annual Income**  
Median Income: \$120k-130k

**Benefits**  
Employer Health Insurance: 66%  
Employer Retirement: 67%

**Satisfaction**  
Satisfied: 84%  
Very Satisfied: 44%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction      |              |             |
|-----------------------|--------------|-------------|
| Level                 | #            | %           |
| Very Satisfied        | 2,957        | 44%         |
| Somewhat Satisfied    | 2,641        | 39%         |
| Somewhat Dissatisfied | 718          | 11%         |
| Very Dissatisfied     | 384          | 6%          |
| <b>Total</b>          | <b>6,700</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*The typical pharmacist earned between \$120,000 and \$130,000 in 2019. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 70% received health insurance and 70% also had access to a retirement plan.*

| Employer-Sponsored Benefits          |              |            |                            |
|--------------------------------------|--------------|------------|----------------------------|
| Benefit                              | #            | %          | % of Wage/Salary Employees |
| Paid Vacation Leave                  | 4,750        | 75%        | 79%                        |
| Retirement                           | 4,235        | 67%        | 70%                        |
| Health Insurance                     | 4,191        | 66%        | 70%                        |
| Dental Insurance                     | 4,058        | 64%        | 68%                        |
| Paid Sick Leave                      | 3,643        | 58%        | 61%                        |
| Group Life Insurance                 | 3,068        | 49%        | 52%                        |
| Signing/Retention Bonus              | 394          | 6%         | 7%                         |
| <b>Received At Least One Benefit</b> | <b>5,051</b> | <b>80%</b> | <b>83%</b>                 |

\*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?  | 222          | 3%         |
| Experience Voluntary Unemployment?  | 269          | 3%         |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 299          | 3%         |
| Work two or more positions at the same time?  | 636          | 7%         |
| Switch employers or practices?  | 397          | 5%         |
| <b>Experienced at least 1</b>   | <b>1,486</b> | <b>17%</b> |

Source: Va. Healthcare Workforce Data Center

*3% of Virginia's pharmacists were involuntary unemployed at some point in 2019. For comparison, Virginia's average monthly unemployment rate was 2.8%.<sup>1</sup>*

| Location Tenure                               |              |             |              |             |
|---|--------------|-------------|--------------|-------------|
| Tenure  | Primary      |             | Secondary    |             |
|   | #            | %           | #            | %           |
| <b>Not Currently Working at this Location</b> | 168          | 3%          | 76           | 9%          |
| <b>Less than 6 Months</b>                     | 608          | 9%          | 128          | 15%         |
| <b>6 Months to 1 Year</b>                     | 523          | 8%          | 95           | 11%         |
| <b>1 to 2 Years</b>                           | 1,137        | 18%         | 157          | 18%         |
| <b>3 to 5 Years</b>                           | 1,411        | 22%         | 180          | 21%         |
| <b>6 to 10 Years</b>                          | 968          | 15%         | 109          | 12%         |
| <b>More than 10 Years</b>                     | 1,604        | 25%         | 129          | 15%         |
| <b>Subtotal</b>                               | <b>6,419</b> | <b>100%</b> | <b>874</b>   | <b>100%</b> |
| <b>Did not have location</b>                  | 320          |             | 7,822        |             |
| <b>Item Missing</b>                           | 1,995        |             | 39           |             |
| <b>Total</b>                                  | <b>8,734</b> |             | <b>8,734</b> |             |

Source: Va. Healthcare Workforce Data Center

*Half of all pharmacists receive a salary or commission at their primary work location, while 44% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 3%  
Underemployed: 3%

**Stability**

Switched: 5%  
New Location: 21%  
Over 2 years: 62%  
Over 2 yrs, 2<sup>nd</sup> location: 48%

**Employment Type**

Salary or Wage: 93%  
Hourly Wage: 72%

Source: Va. Healthcare Workforce Data Center

*62% of pharmacists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

| Employment Type                  |              |             |
|----------------------------------|--------------|-------------|
| Primary Work Site                | #            | %           |
| <b>Salary/ Commission</b>        | 2,888        | 50%         |
| <b>Hourly Wage</b>               | 2,550        | 44%         |
| <b>By Contract</b>               | 78           | 1%          |
| <b>Business/ Practice Income</b> | 279          | 5%          |
| <b>Unpaid</b>                    | 36           | 1%          |
| <b>Subtotal</b>                  | <b>5,832</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate fluctuated from a low of 2.4% to a high of 3.2%. At the time of publication, the unemployment rate from November 2019 was still preliminary, and the unemployment rate from December 2019 was not available.

## At a Glance:

### Concentration

|                |     |
|----------------|-----|
| Top Region:    | 26% |
| Top 3 Regions: | 70% |
| Lowest Region: | 2%  |

### Locations

|                   |     |
|-------------------|-----|
| 2 or more (2019): | 10% |
| 2 or more (Now*): | 12% |

Source: Va. Healthcare Workforce Data Center

Over half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

## A Closer Look:

| Regional Distribution of Work Locations |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| Virginia Performs Region                | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Central                                 | 1,661            | 26%         | 162                | 19%         |
| Eastern                                 | 116              | 2%          | 12                 | 1%          |
| Hampton Roads                           | 1,190            | 19%         | 155                | 18%         |
| Northern                                | 1,614            | 25%         | 194                | 22%         |
| Southside                               | 216              | 3%          | 27                 | 3%          |
| Southwest                               | 364              | 6%          | 68                 | 8%          |
| Valley                                  | 410              | 6%          | 60                 | 7%          |
| West Central                            | 724              | 11%         | 102                | 12%         |
| Virginia Border State/DC                | 32               | 1%          | 39                 | 4%          |
| Other US State                          | 42               | 1%          | 51                 | 6%          |
| Outside of the US                       | 0                | 0%          | 3                  | 0%          |
| <b>Total</b>                            | <b>6,369</b>     | <b>100%</b> | <b>873</b>         | <b>100%</b> |
| <b>Item Missing</b>                     | <b>2,045</b>     |             | <b>39</b>          |             |

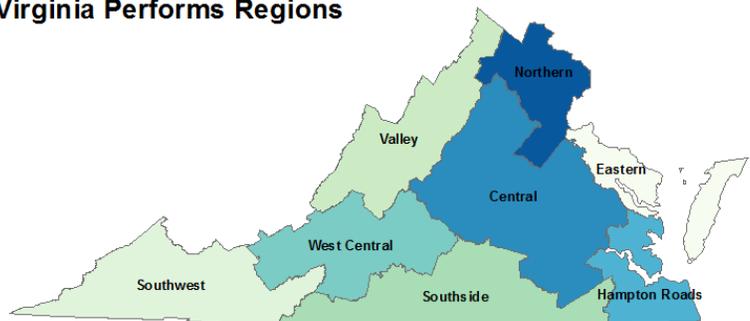
Source: Va. Healthcare Workforce Data Center

| Number of Work Locations |                        |             |                     |             |
|--------------------------|------------------------|-------------|---------------------|-------------|
| Locations                | Work Locations in 2019 |             | Work Locations Now* |             |
|                          | #                      | %           | #                   | %           |
| 0                        | 316                    | 4%          | 406                 | 6%          |
| 1                        | 7,508                  | 86%         | 5,461               | 82%         |
| 2                        | 465                    | 5%          | 436                 | 7%          |
| 3                        | 296                    | 3%          | 258                 | 4%          |
| 4                        | 28                     | 0%          | 25                  | 0%          |
| 5                        | 15                     | 0%          | 9                   | 0%          |
| 6 or More                | 105                    | 1%          | 80                  | 1%          |
| <b>Total</b>             | <b>8,734</b>           | <b>100%</b> | <b>6,675</b>        | <b>100%</b> |

\*At the time of survey completion, December 2019.

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Over the past year, 10% of Virginia's pharmacists worked at multiple locations.

**A Closer Look:**

| Sector                         | Location Sector  |             |                    |             |
|--------------------------------|------------------|-------------|--------------------|-------------|
|                                | Primary Location |             | Secondary Location |             |
|                                | #                | %           | #                  | %           |
| <b>For-Profit</b>              | 3,892            | 65%         | 572                | 70%         |
| <b>Non-Profit</b>              | 1,532            | 26%         | 188                | 23%         |
| <b>State/Local Government</b>  | 237              | 4%          | 35                 | 4%          |
| <b>Veterans Administration</b> | 131              | 2%          | 4                  | 0%          |
| <b>U.S. Military</b>           | 119              | 2%          | 17                 | 2%          |
| <b>Other Federal Gov't</b>     | 64               | 1%          | 6                  | 1%          |
| <b>Total</b>                   | <b>5,975</b>     | <b>100%</b> | <b>822</b>         | <b>100%</b> |
| <b>Did not have location</b>   | 320              |             | 7,822              |             |
| <b>Item Missing</b>            | 2,439            |             | 91                 |             |

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

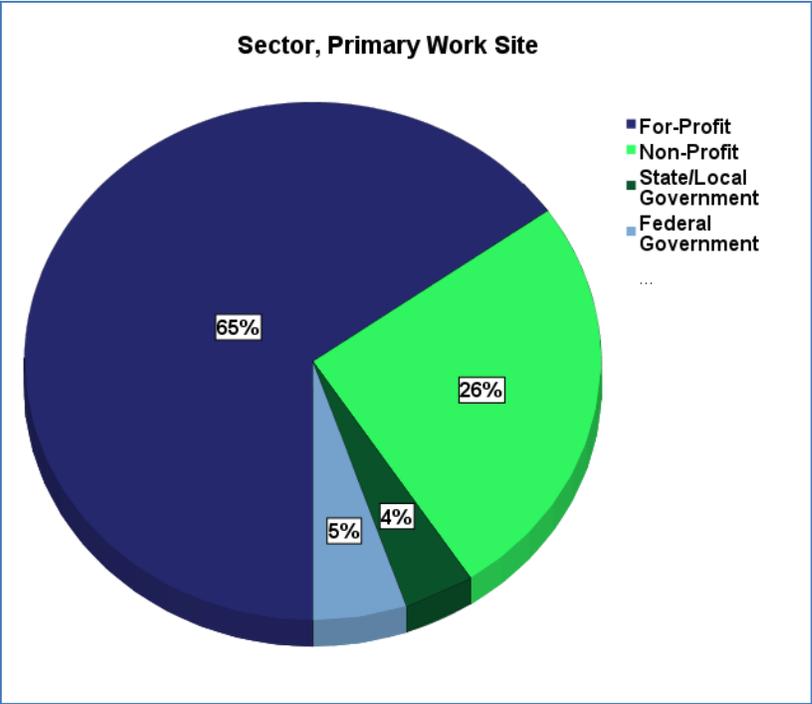
|             |     |
|-------------|-----|
| For Profit: | 65% |
| Federal:    | 5%  |

**Top Establishments**

|  |     |
|--|-----|
| Large Chain Pharmacy:<br>(11+ Stores)  | 27% |
| Hospital/Health System:<br>(Inpatient) | 25% |
| Independent Pharmacy:<br>(1-4 Stores)  | 9%  |

Source: Va. Healthcare Workforce Data Center

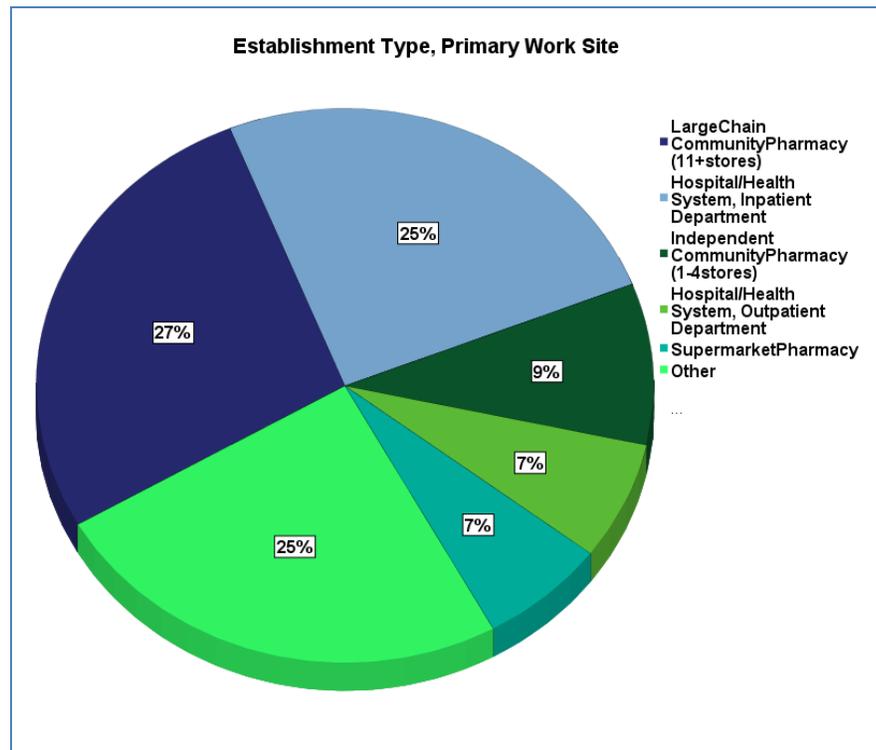
*91% of all pharmacists work in the private sector, including 65% who work at a for-profit company. Another 5% of pharmacists work for the federal government, while 4% work for a state or local government.*



| Top Location Types                            |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| Establishment Type                            | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Large Chain Community Pharmacy                | 1,599            | 27%         | 172                | 21%         |
| Hospital/Health System, Inpatient Department  | 1,473            | 25%         | 156                | 19%         |
| Independent Community Pharmacy                | 552              | 9%          | 119                | 15%         |
| Hospital/Health System, Outpatient Department | 405              | 7%          | 46                 | 6%          |
| Supermarket Pharmacy                          | 391              | 7%          | 36                 | 4%          |
| Mass Merchandiser (i.e. Big Box Store)        | 253              | 4%          | 30                 | 4%          |
| Nursing Home/Long-Term Care                   | 205              | 3%          | 46                 | 6%          |
| Clinic-Based Pharmacy                         | 202              | 3%          | 61                 | 8%          |
| Benefit Administration                        | 147              | 3%          | 9                  | 1%          |
| Academic Institution                          | 106              | 2%          | 36                 | 4%          |
| Home Health/Infusion                          | 82               | 1%          | 12                 | 1%          |
| Mail Service Pharmacy                         | 61               | 1%          | 9                  | 1%          |
| Manufacturer                                  | 45               | 1%          | 4                  | 0%          |
| Small Chain Community Pharmacy                | 29               | 0%          | 5                  | 1%          |
| Wholesale Distributor                         | 4                | 0%          | 1                  | 0%          |
| Other   | 312              | 5%          | 65                 | 8%          |
| <b>Total</b>                                  | <b>5,866</b>     | <b>100%</b> | <b>807</b>         | <b>100%</b> |
| <b>Did Not Have a Location</b>                | <b>320</b>       |             | <b>7,822</b>       |             |

Large chain community pharmacies of more than 10 stores are the most common establishment type in Virginia, employing over a quarter of the state's pharmacist workforce.

Source: Va. Healthcare Workforce Data Center



Large chain community pharmacies of more than 10 stores were also the most common establishment type among pharmacists who had a secondary work location.

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

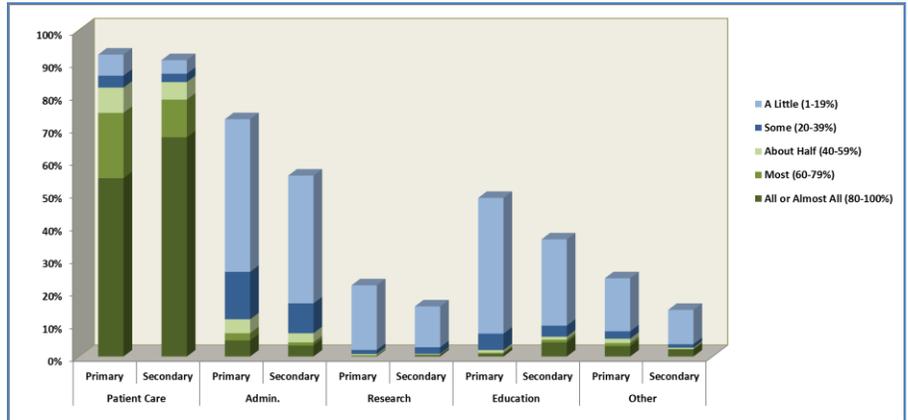
Patient Care: 75%  
Administration: 7%  
Education: 1%

### Patient Care Pharmacists

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical pharmacist spends most of her time in patient care activities. In fact, three-quarters of pharmacists fill a patient care role, defined as spending at least 60% of her time in that activity.*

| Time Allocation                    |              |           |           |           |           |           |           |           |           |           |
|------------------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Time Spent                         | Patient Care |           | Admin.    |           | Research  |           | Education |           | 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> | 55%          | 67%       | 5%        | 3%        | 0%        | 1%        | 1%        | 4%        | 3%        | 2%        |
| <b>Most (60-79%)</b>               | 20%          | 12%       | 2%        | 1%        | 0%        | 0%        | 0%        | 1%        | 1%        | 0%        |
| <b>About Half (40-59%)</b>         | 8%           | 5%        | 4%        | 3%        | 0%        | 0%        | 1%        | 1%        | 1%        | 0%        |
| <b>Some (20-39%)</b>               | 4%           | 3%        | 15%       | 9%        | 1%        | 2%        | 5%        | 3%        | 2%        | 1%        |
| <b>A Little (1-20%)</b>            | 6%           | 4%        | 47%       | 39%       | 20%       | 13%       | 42%       | 26%       | 16%       | 10%       |
| <b>None (0%)</b>                   | 8%           | 9%        | 27%       | 45%       | 78%       | 85%       | 51%       | 64%       | 76%       | 86%       |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Retirement Expectations          |              |             |              |             |
|----------------------------------|--------------|-------------|--------------|-------------|
| Expected Retirement Age          | All          |             | Over 50      |             |
|                                  | #            | %           | #            | %           |
| <b>Under age 50</b>              | 174          | 3%          | -            | -           |
| <b>50 to 54</b>                  | 206          | 4%          | 0            | 0%          |
| <b>55 to 59</b>                  | 589          | 11%         | 121          | 6%          |
| <b>60 to 64</b>                  | 1,356        | 25%         | 493          | 24%         |
| <b>65 to 69</b>                  | 1,996        | 36%         | 841          | 41%         |
| <b>70 to 74</b>                  | 600          | 11%         | 326          | 16%         |
| <b>75 to 79</b>                  | 176          | 3%          | 100          | 5%          |
| <b>80 or over</b>                | 80           | 1%          | 39           | 2%          |
| <b>I do not intend to retire</b> | 329          | 6%          | 136          | 7%          |
| <b>Total</b>                     | <b>5,506</b> | <b>100%</b> | <b>2,056</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Pharmacists**

Under 65: 42%

Under 60: 18%

**Pharmacists 50 and over**

Under 65: 30%

Under 60: 5%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 23%

Half the workforce: By 2044

Source: Va. Healthcare Workforce Data Center

42% of Virginia’s pharmacists expect to retire before the age of 65, while 21% plan on working until at least age 70. Among pharmacists who are age 50 and over, 30% still plan on retiring by age 65, while close to one-third expect to work until at least age 70.

Within the next two years, 2% of Virginia’s pharmacists plan on leaving the profession and 3% expect to leave the state. Meanwhile, 10% of pharmacists expect to pursue additional educational opportunities, and 8% plan on increasing the number of hours that they devote to patients.

**Future Plans**

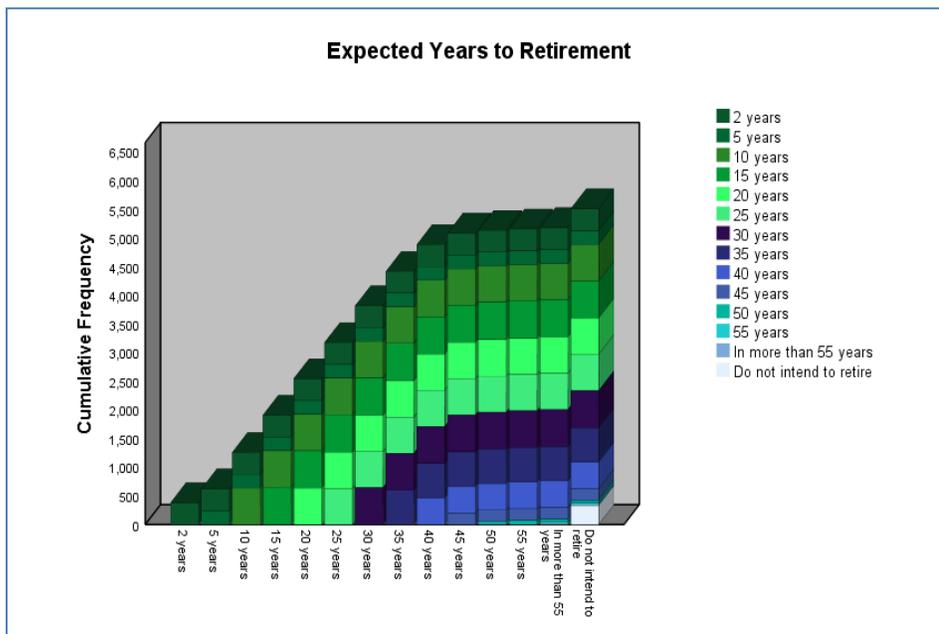
| 2 Year Plans:                         | #   | %   |
|---------------------------------------|-----|-----|
| <b>Decrease Participation</b>         |     |     |
| <b>Leave Profession</b>               | 169 | 2%  |
| <b>Leave Virginia</b>                 | 231 | 3%  |
| <b>Decrease Patient Care Hours</b>    | 224 | 3%  |
| <b>Decrease Teaching Hours</b>        | 28  | 0%  |
| <b>Increase Participation</b>         |     |     |
| <b>Increase Patient Care Hours</b>    | 678 | 8%  |
| <b>Increase Teaching Hours</b>        | 395 | 5%  |
| <b>Pursue Additional Education</b>    | 849 | 10% |
| <b>Return to Virginia’s Workforce</b> | 125 | 1%  |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacists. Only 7% of pharmacists plan on retiring in the next two years, while 23% plan on retiring in the next ten years. Half of the current pharmacist workforce expect to retire by 2044.

| Time to Retirement             |              |             |              |
|--------------------------------|--------------|-------------|--------------|
| Expect to retire within . . .  | #            | %           | Cumulative % |
| <b>2 years</b>                 | 379          | 7%          | 7%           |
| <b>5 years</b>                 | 242          | 4%          | 11%          |
| <b>10 years</b>                | 635          | 12%         | 23%          |
| <b>15 years</b>                | 652          | 12%         | 35%          |
| <b>20 years</b>                | 635          | 12%         | 46%          |
| <b>25 years</b>                | 630          | 11%         | 58%          |
| <b>30 years</b>                | 643          | 12%         | 69%          |
| <b>35 years</b>                | 601          | 11%         | 80%          |
| <b>40 years</b>                | 465          | 8%          | 89%          |
| <b>45 years</b>                | 201          | 4%          | 92%          |
| <b>50 years</b>                | 49           | 1%          | 93%          |
| <b>55 years</b>                | 24           | 0%          | 94%          |
| <b>In more than 55 years</b>   | 21           | 0%          | 94%          |
| <b>Do not intend to retire</b> | 329          | 6%          | 100%         |
| <b>Total</b>                   | <b>5,506</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 starting in 2029. Retirement will peak at 12% of the current workforce around the same time before declining to under 10% of the current workforce again around 2059.

## At a Glance:

### FTEs

Total: 7,137  
 FTEs/1,000 Residents<sup>2</sup>: 0.838  
 Average: 0.85

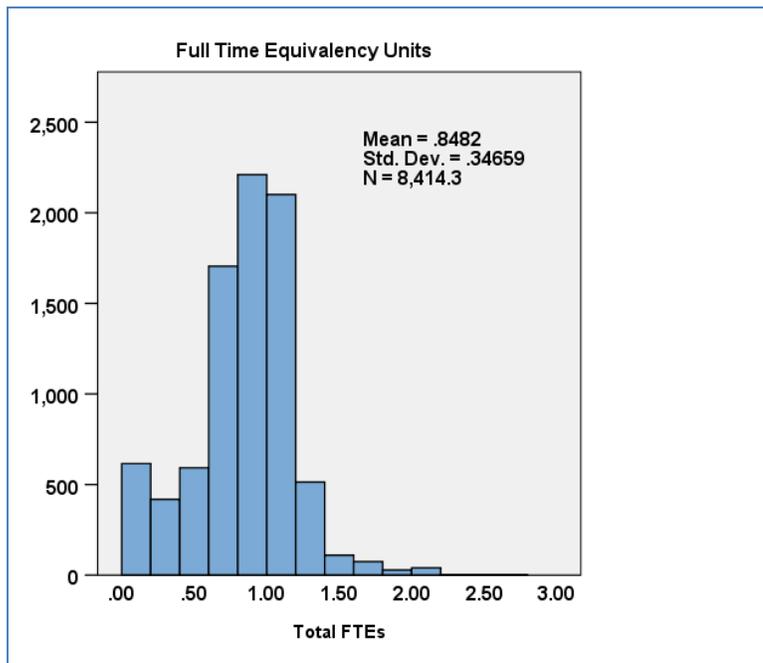
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Small  
 Gender, Partial Eta<sup>3</sup>: Negligible

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

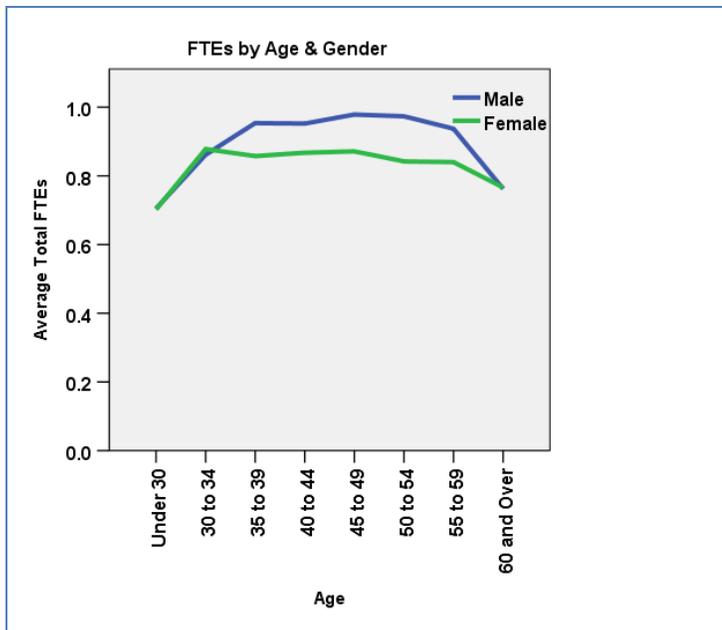


Source: Va. Healthcare Workforce Data Center

*The typical pharmacist provided 0.92 FTEs in 2019, or about 37 hours per week for 52 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

| Full-Time Equivalency Units |         |        |
|-----------------------------|---------|--------|
|                             | Average | Median |
| <b>Age</b>                  |         |        |
| <b>Under 30</b>             | 0.70    | 0.65   |
| <b>30 to 34</b>             | 0.88    | 0.95   |
| <b>35 to 39</b>             | 0.87    | 0.83   |
| <b>40 to 44</b>             | 0.90    | 0.92   |
| <b>45 to 49</b>             | 0.91    | 0.95   |
| <b>50 to 54</b>             | 0.86    | 0.84   |
| <b>55 to 59</b>             | 0.85    | 0.83   |
| <b>60 and Over</b>          | 0.77    | 0.80   |
| <b>Gender</b>               |         |        |
| <b>Male</b>                 | 0.87    | 0.96   |
| <b>Female</b>               | 0.84    | 0.93   |

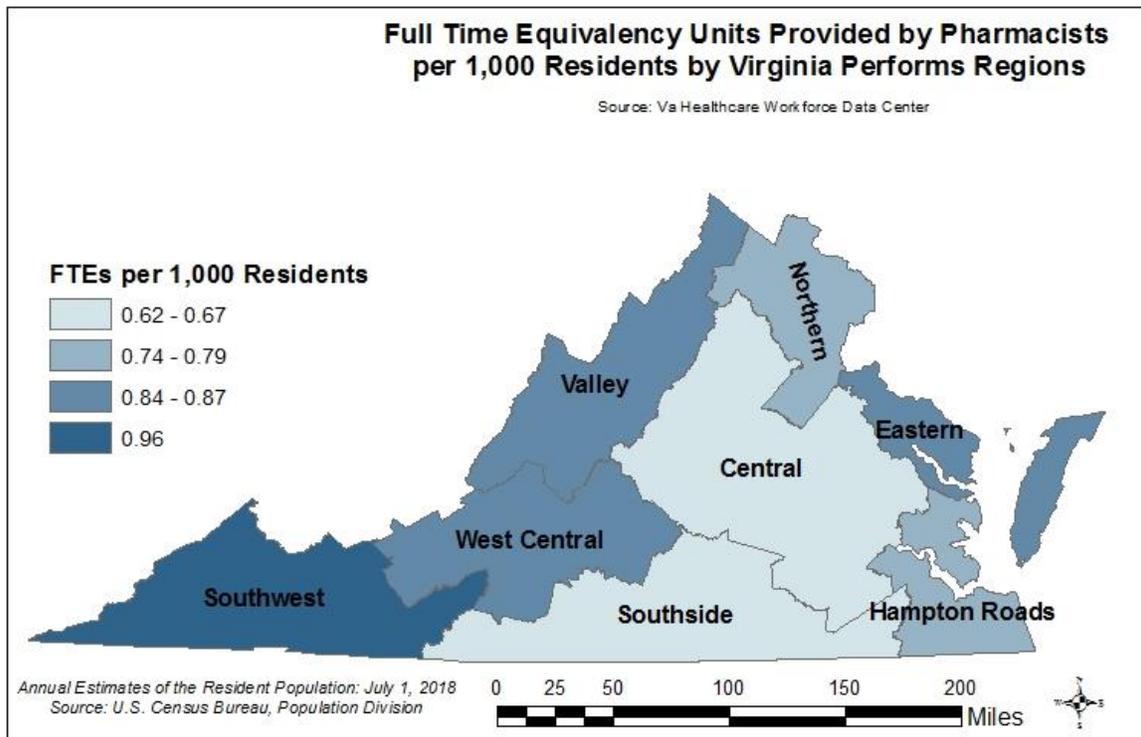
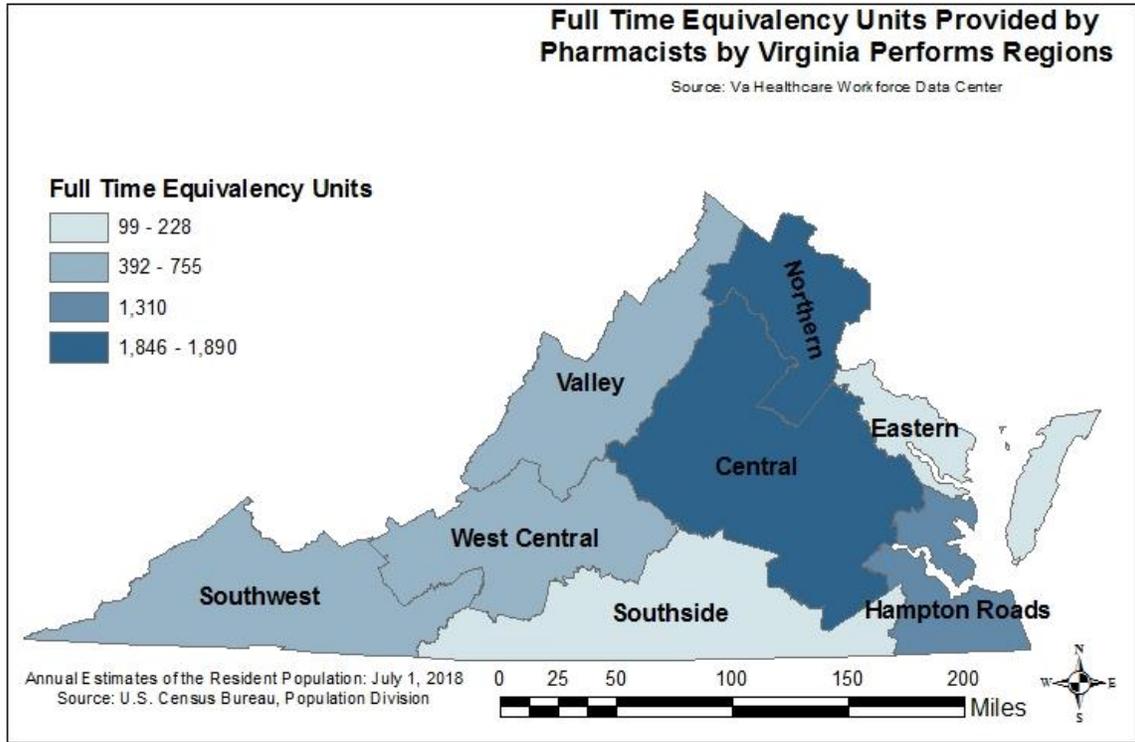
Source: Va. Healthcare Workforce Data Center

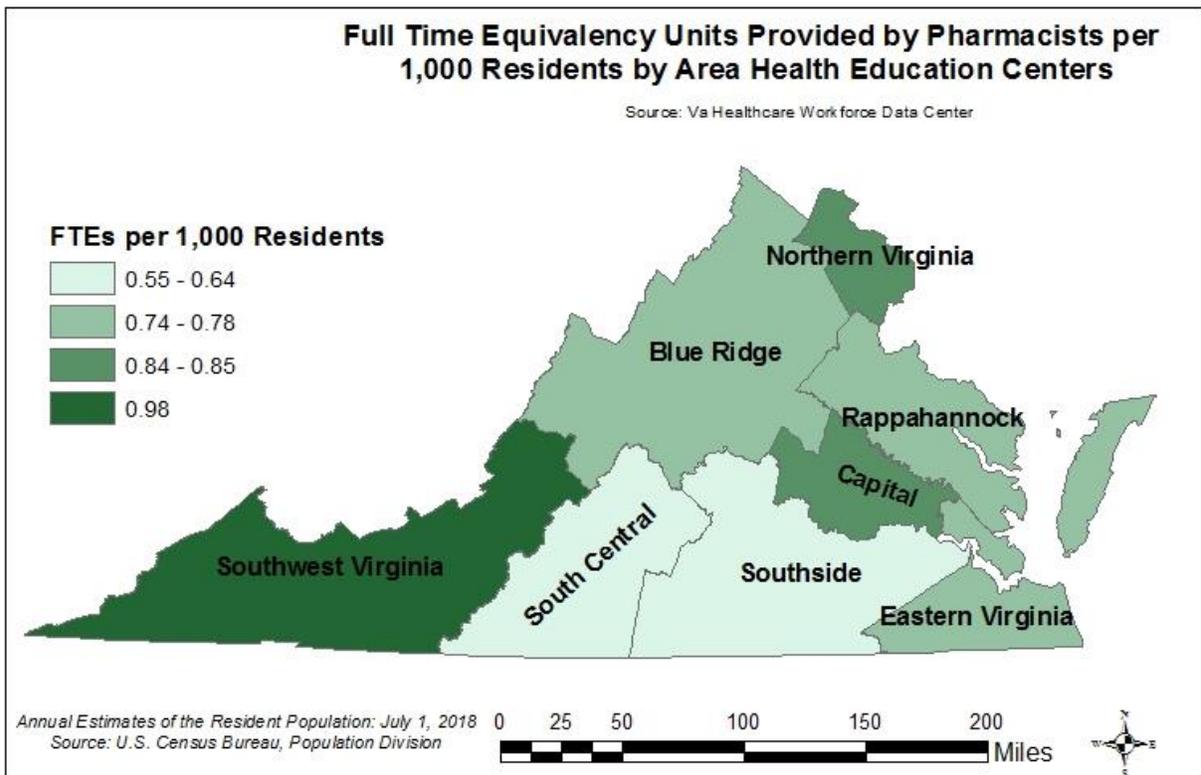
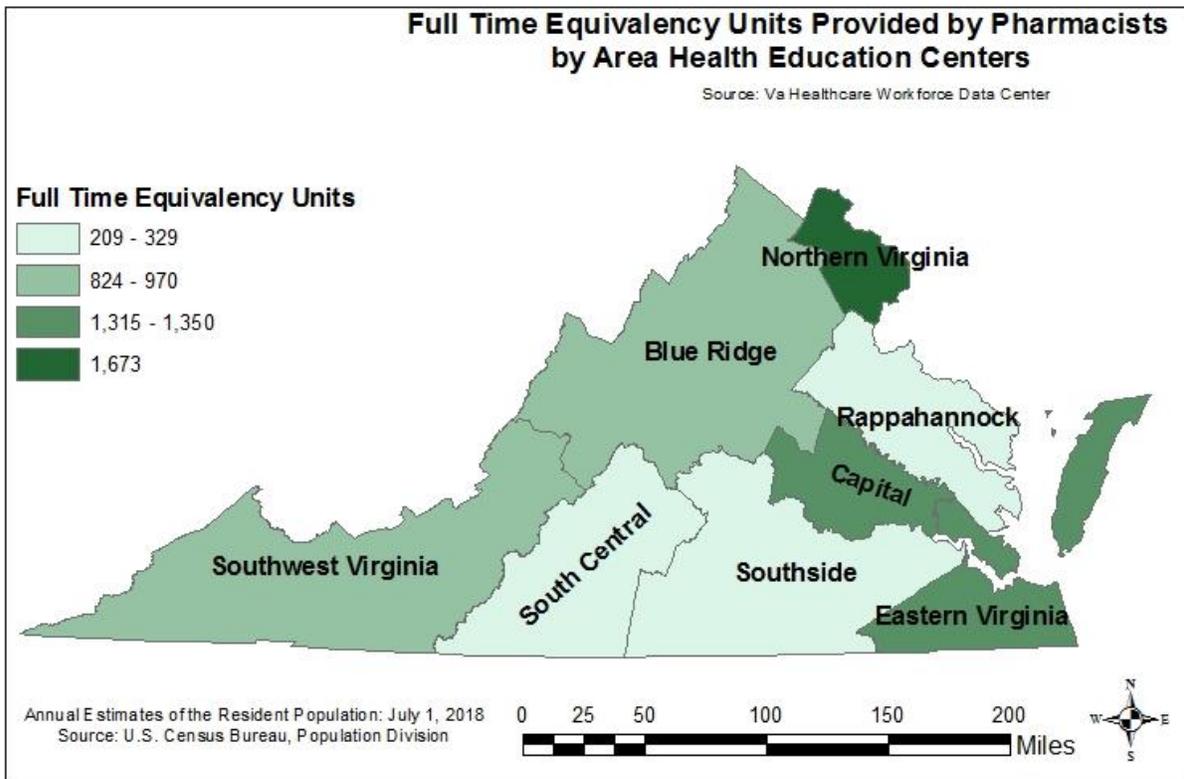


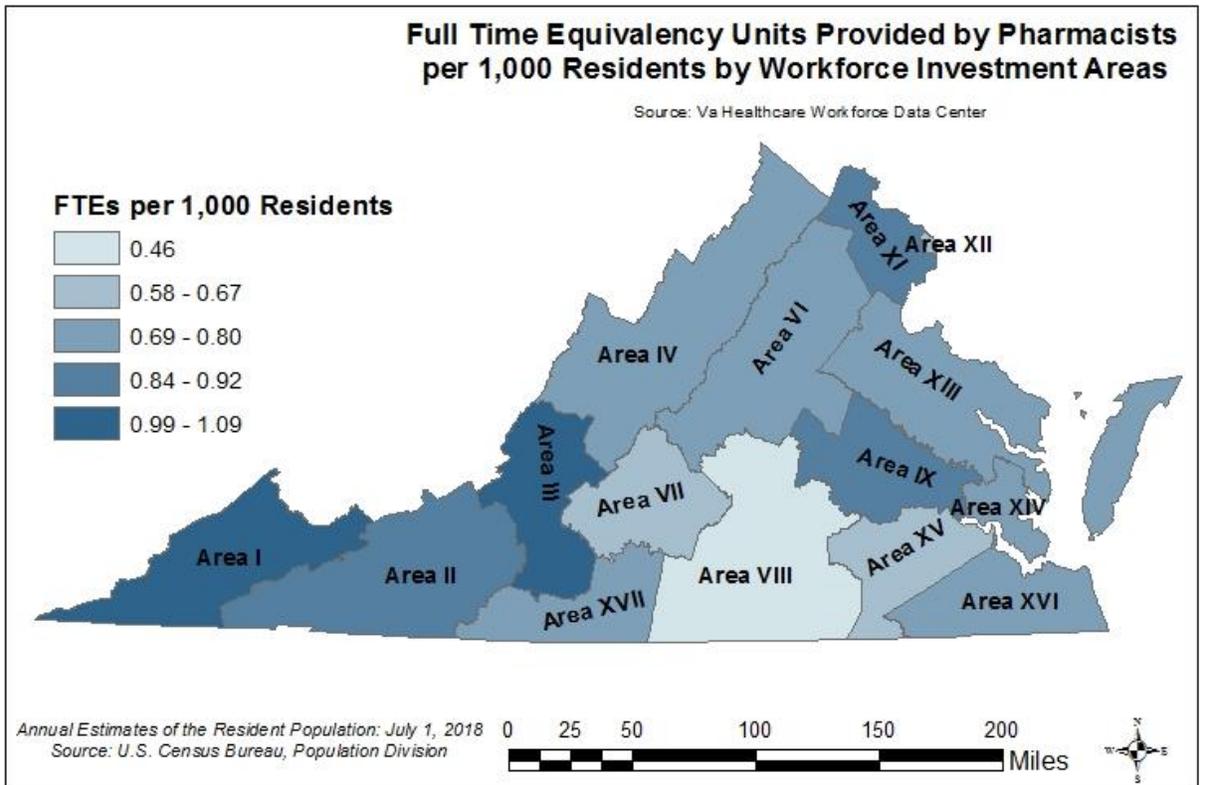
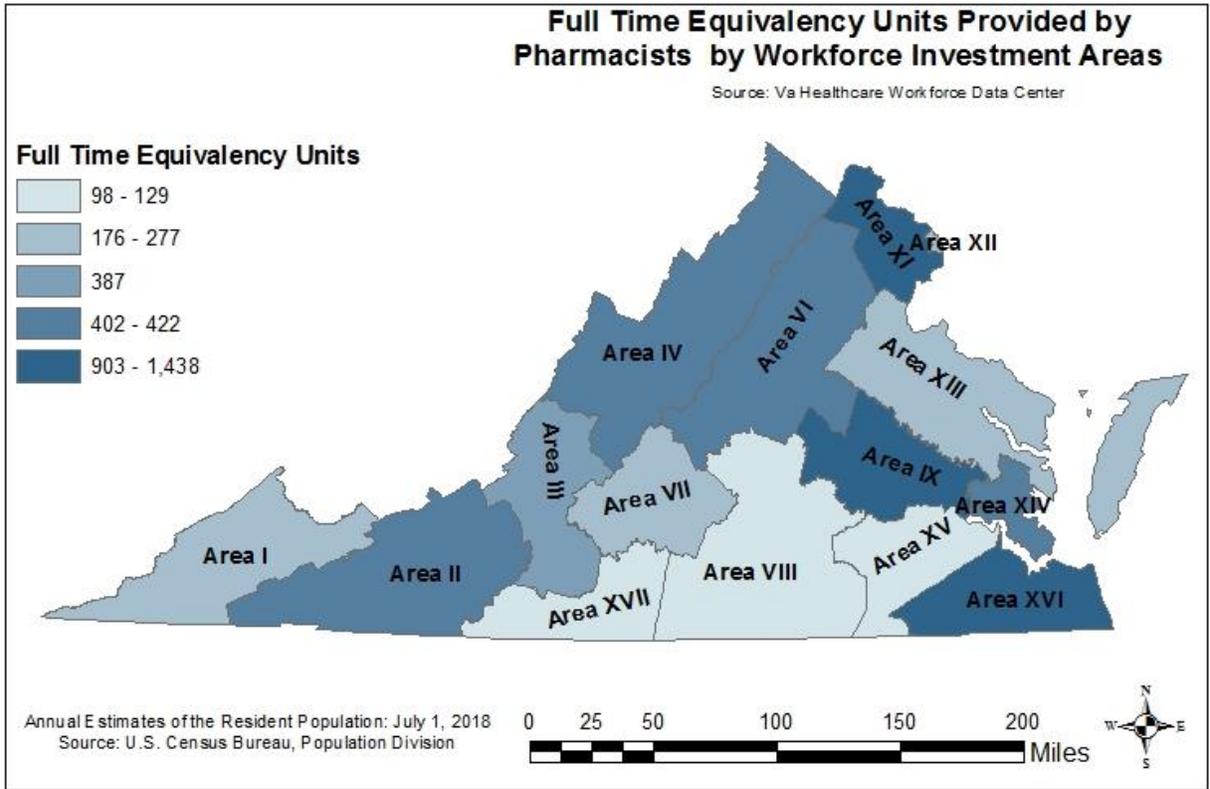
Source: Va. Healthcare Workforce Data Center

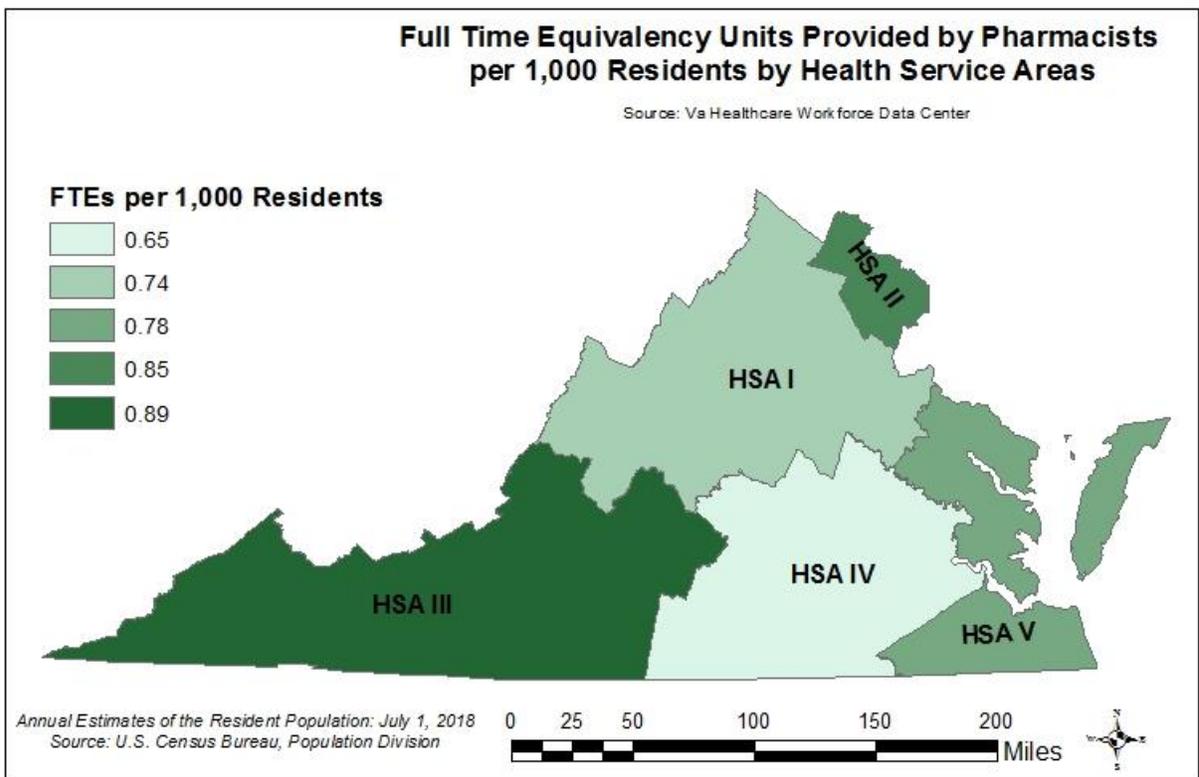
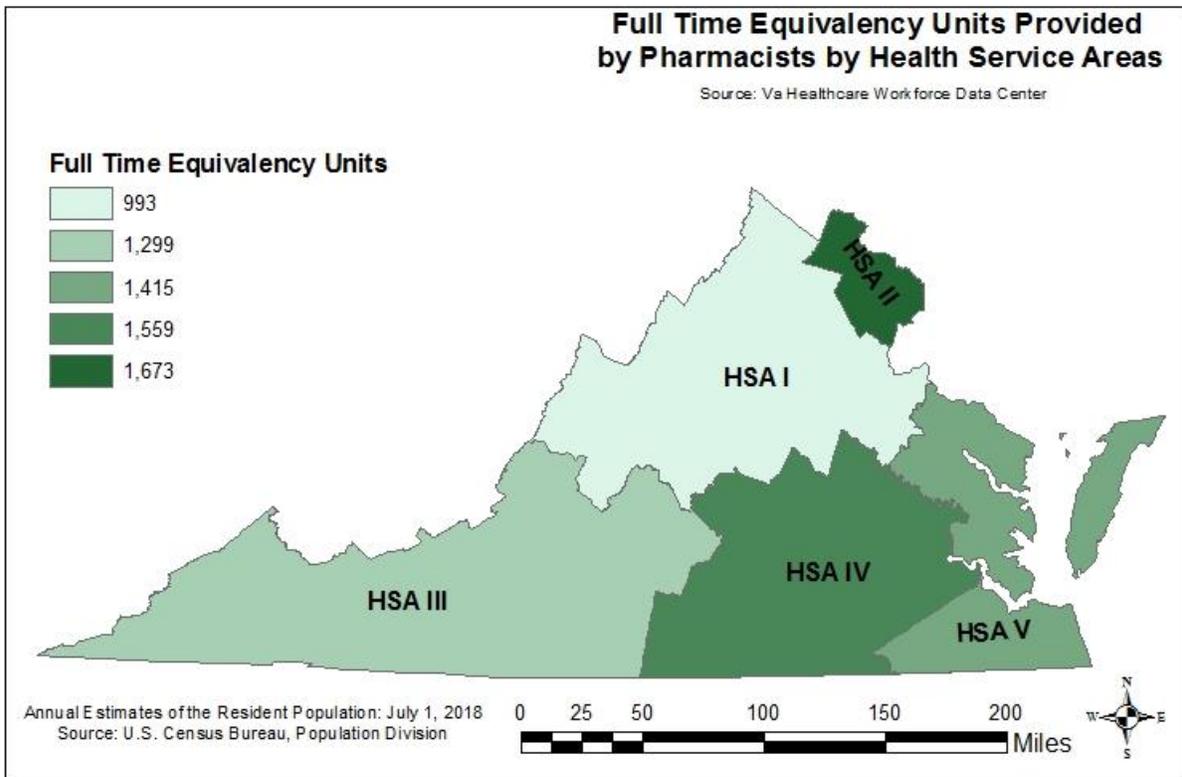
<sup>2</sup> Number of residents in 2018 was used as the denominator.

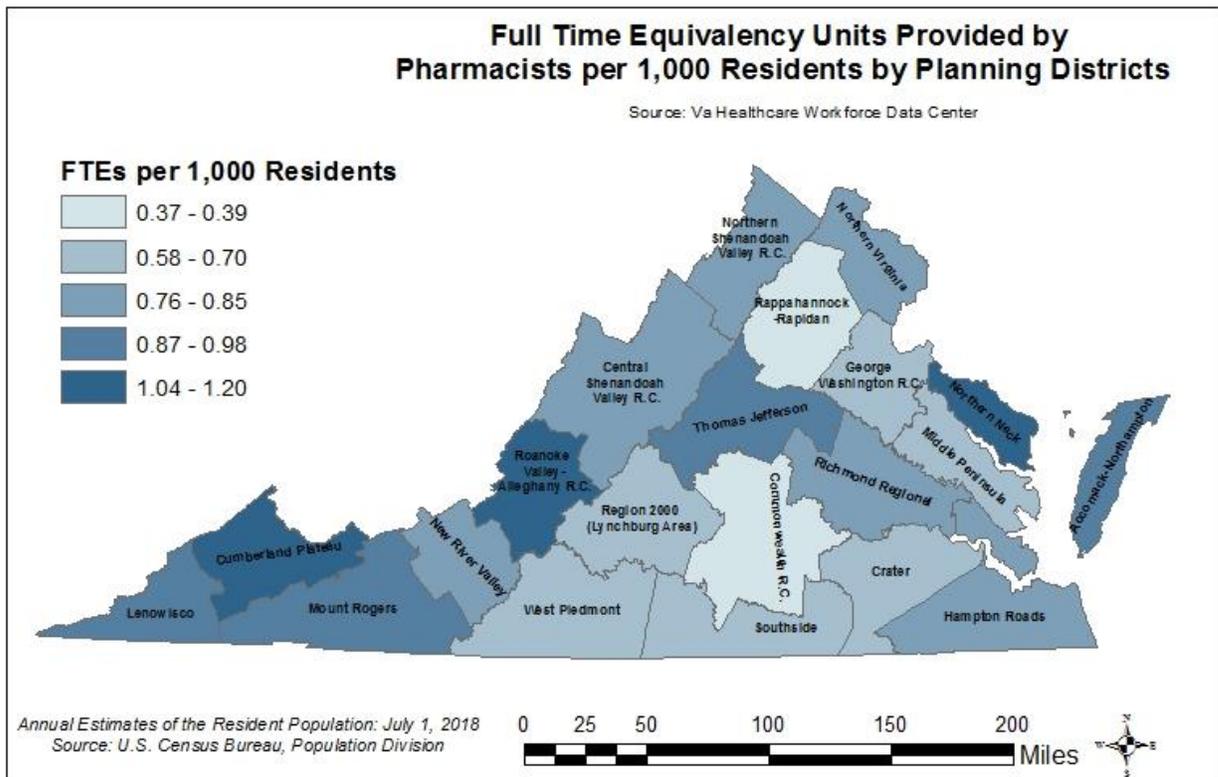
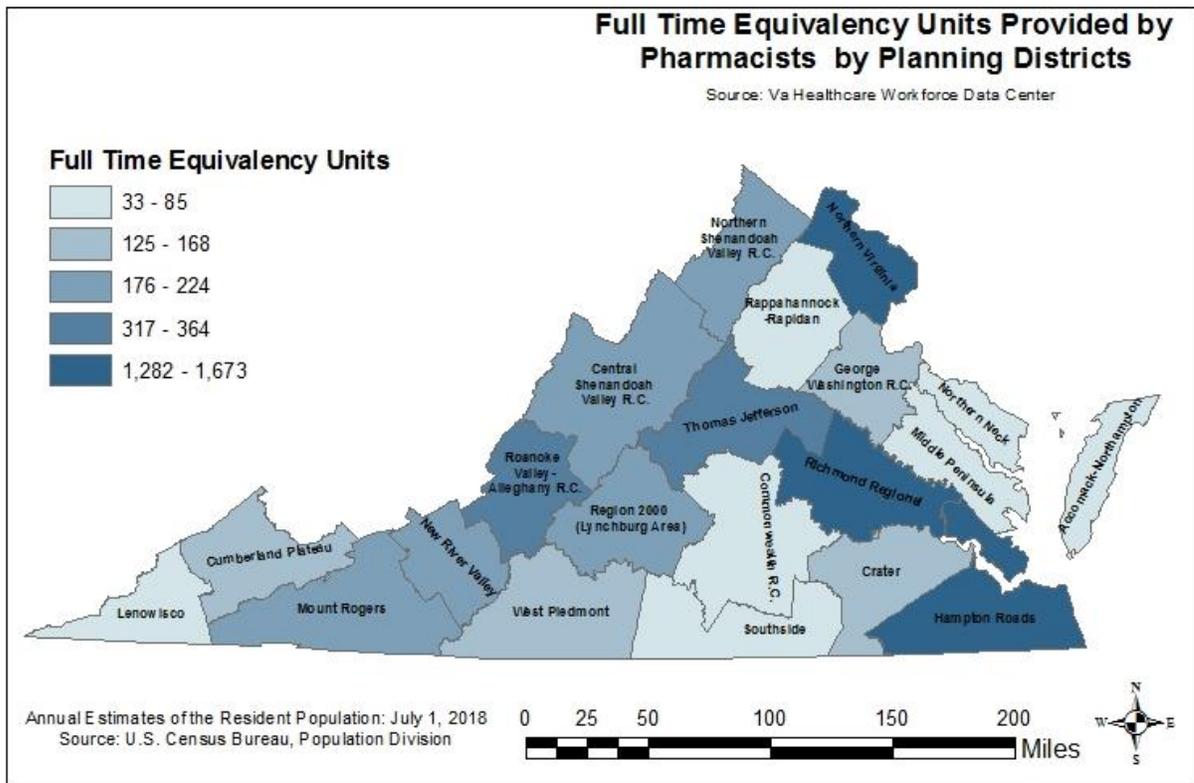
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











## Appendix

### Weights

| Rural Status                       | Location Weight |        |        | Total Weight |        |
|------------------------------------|-----------------|--------|--------|--------------|--------|
|                                    | #               | Rate   | Weight | Min          | Max    |
| Metro, 1 million+                  | 6,549           | 92.96% | 1.0757 | 1.0503       | 1.1394 |
| Metro, 250,000 to 1 million        | 921             | 93.05% | 1.0747 | 1.0493       | 1.1383 |
| Metro, 250,000 or less             | 1,044           | 93.87% | 1.0653 | 1.0401       | 1.1284 |
| Urban pop 20,000+, Metro adj       | 122             | 90.98% | 1.0991 | 1.0731       | 1.1642 |
| Urban pop 20,000+, nonadj          | 0               | NA     | NA     | NA           | NA     |
| Urban pop, 2,500-19,999, Metro adj | 365             | 88.77% | 1.1265 | 1.0999       | 1.1932 |
| Urban pop, 2,500-19,999, nonadj    | 292             | 94.18% | 1.0618 | 1.0367       | 1.1247 |
| Rural, Metro adj                   | 232             | 89.22% | 1.1208 | 1.0943       | 1.1871 |
| Rural, nonadj                      | 132             | 93.18% | 1.0732 | 1.0478       | 1.1367 |
| Virginia border state/DC           | 2,772           | 88.46% | 1.1305 | 1.1038       | 1.1974 |
| Other US State                     | 3,444           | 87.02% | 1.1491 | 1.1220       | 1.2172 |

Source: Va. Healthcare Workforce Data Center

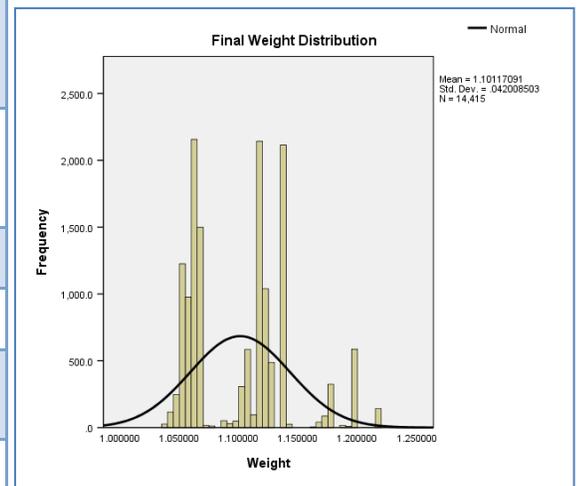
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://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: 0.90803**



Source: Va. Healthcare Workforce Data Center

| Age         | Age Weight |        |        | Total Weight |        |
|-------------|------------|--------|--------|--------------|--------|
|             | #          | Rate   | Weight | Min          | Max    |
| Under 30    | 1,044      | 85.73% | 1.1665 | 1.1247       | 1.2172 |
| 30 to 34    | 2,532      | 91.90% | 1.0881 | 1.0491       | 1.1354 |
| 35 to 39    | 2,465      | 91.64% | 1.0912 | 1.0521       | 1.1386 |
| 40 to 44    | 1,996      | 91.73% | 1.0901 | 1.0511       | 1.1375 |
| 45 to 49    | 1,910      | 92.57% | 1.0803 | 1.0416       | 1.1273 |
| 50 to 54    | 1,758      | 93.00% | 1.0752 | 1.0367       | 1.1220 |
| 55 to 59    | 1,405      | 91.60% | 1.0917 | 1.0526       | 1.1391 |
| 60 and Over | 2,765      | 87.27% | 1.1459 | 1.1048       | 1.1957 |

Source: Va. Healthcare Workforce Data Center