
Virginia's Pharmacy Technician Workforce: 2017

Healthcare Workforce Data Center

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11,494 Pharmacy Technicians 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 Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Pharmacy Technician Workforce: At a Glance:

The Workforce

Licensees:	14,941
Virginia's Workforce:	13,967
FTEs:	10,390

Background

Rural Childhood:	41%
HS Degree in VA:	74%
% Work Non-Metro:	14%

Current Employment

Employed in Prof.:	79%
Hold 1 Full-time Job:	64%
Satisfied?:	90%

Survey Response Rate

All Licensees:	77%
Renewing Practitioners:	98%

Education

High School/GED:	59%
Associate Degree:	20%

Job Turnover

Switched Jobs in 2017:	5%
Employed over 2 yrs:	51%

Demographics

Female:	84%
Diversity Index:	59%
Median Age:	35

Finances

Median Inc.:	\$25k-\$30k
Health Benefits:	61%
Under 40 w/ Ed debt:	51%

Primary Roles

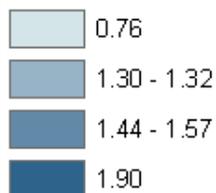
Medication Disp.:	60%
Administration:	4%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



11,494 pharmacy technicians voluntarily took part in the 2017 Pharmacy Technician 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 pharmacy technicians. These survey respondents represent 77% of the 14,941 pharmacy technicians who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 13,967 pharmacy technicians participated in Virginia's workforce during the survey 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 pharmacy technician workforce provided 10,390 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

84% of all pharmacy technicians are female, including 83% of those pharmacy technicians who are under the age of 40. In total, 63% of all pharmacy technicians are under the age of 40. In addition, Virginia's pharmacy technician workforce is more diverse than the state's overall population. In a random encounter between two pharmacy technicians, there is a 59% chance that they would be of a different race or ethnicity, a measure known as the diversity index. This diversity index increases to 63% for those pharmacy technicians who are under the age of 40. The overall diversity index for the state's total population is 56%.

41% of all pharmacy technicians grew up in a rural area, and 27% of these professionals currently work in non-Metro areas of the state. Overall, 14% of pharmacy technicians currently work in non-Metro areas of the state. 74% of pharmacy technicians earned their high school degree in the state, and this percentage does not change for those who graduated high school in the past five years.

59% of all pharmacy technicians earned a high school degree or GED as their highest professional degree, while another 20% have gone on to earn an Associate degree. In addition, 18% of all pharmacy technicians have also earned a baccalaureate degree as their highest professional degree. 40% of pharmacy technicians currently carry educational debt, including 51% of those who are under the age of 40. The median debt burden for those with educational debt is between \$16,000 and \$18,000.

79% of pharmacy technicians are currently employed in the profession, and only 1% of the pharmacy technician workforce is involuntarily unemployed at the moment. 51% of pharmacy technicians have been at their primary work location for at least two years, while 5% have switched jobs at some point in the past year. In addition, 74% of all pharmacy technicians work in the for-profit sector, while 4% work in the federal government. Large Chain Community Pharmacies (i.e. pharmacies with more than 10 locations) are the most common establishment type in the state, employing 34% of Virginia's pharmacy technician workforce.

92% of all pharmacy technicians receive an hourly wage at their primary work location. In total, the median annual income for a pharmacy technician in the state is between \$25,000 and \$30,000. In addition, 79% of Virginia's pharmacy technician workforce receive at least one employee-sponsored benefit, including 61% who receive health insurance. 90% of pharmacy technicians indicate they are satisfied with their current employment situation, including 49% who indicate they are "very satisfied".

A typical pharmacy technician spends approximately three-quarters of her time dispensing medication. In fact, 60% of all pharmacy technicians serve a medication dispensing role, meaning that at least 60% of their time is spent in such activities.

51% of pharmacy technicians expect to retire by the age of 65. 14% of the current workforce expect to retire in the next decade, while half of the current workforce expect to retire by 2042. Over the next two years, 22% of Virginia's pharmacy technician workforce expect to pursue additional educational opportunities, and 7% plan to increase their patient care activities.

Summary of Trends

In 2012, there were 13,610 licensed pharmacy technicians in Virginia. 9,597 of these pharmacy technicians voluntarily took part in the 2012 Pharmacy Technician Workforce Survey. Thus, 71% of all licensees and 88% of renewing practitioners took part in the 2012 survey. Five years later, the number of licensed pharmacy technicians in the state has increased to 14,941. In addition, 11,494 of these licensees voluntarily participated in the 2017 Pharmacy Technician Workforce Survey. Therefore, 77% of Virginia's licensed pharmacy technicians and 98% of all renewing practitioners responded to the 2017 survey.

Similarly, Virginia's pharmacy technician workforce has increased although the number of FTEs produced by these professionals actually decreased during this period. In 2012, 12,843 pharmacy technicians provided 10,568 FTEs. By contrast, 13,967 pharmacy technicians provided only 10,390 FTEs in 2017.

Virginia's pharmacy technicians also experienced small changes with respect to its gender and age distribution as well as its overall diversity. Although the percentage of female pharmacy technicians has stayed at 84% since 2012, the percentage of female pharmacy technicians who are under the age of 40 has increased slightly from 82% to 83%. Meanwhile, the median age of Virginia's pharmacy technician workforce has also increased slightly from 34 to 35 years old. Finally, the state's pharmacy technicians have become more diverse over the past five years. In 2012, the diversity index of Virginia's pharmacy technicians was 56%, a figure that increased to 60% among those pharmacy technicians who were under the age of 40. In 2017, these percentages increased to 59% and 63%, respectively.

There have also been small changes in the background of the state's pharmacy technician workforce. In particular, Virginia's pharmacy technicians are now slightly less likely to come from and work in rural areas of the state. In 2012, 42% of all pharmacy technicians had a rural childhood, and 28% of these professions worked in non-metro areas of the state. However, these percentages have fallen to 41% and 27%, respectively, in 2017. In addition, the percentage of pharmacy technicians who work in rural areas of the state has decreased from 15% to 14% over the past five years.

The state's pharmacy technicians have also experienced changes to their financial situation since 2012. Five years ago, 37% of all pharmacy technicians, including 49% of those who were under the age of 40, carried education debt. In addition, the median education debt among those who carried it was between \$10,000 and \$12,000. In 2017, 40% of all pharmacy technicians, including 51% of those who are under the age of 40, carry education debt. Among those professionals in Virginia's 2017 pharmacy technician workforce who carry education debt, the median amount was between \$16,000 and \$18,000.

Over the past five years, the overall employment situation of Virginia's pharmacy technician workforce has generally improved. For example, 62% of Virginia's pharmacy technician workforce held one full-time job in 2012, but this percentage increased to 64% in 2017. In addition, the percentage of pharmacy technicians who work less than 30 hours per week has fallen from 25% in 2012 to just 18% in 2017. Meanwhile, the percentage of pharmacy technicians who are involuntarily unemployed over the course of the prior year has fallen from 3% to 1%, and the percentage underemployed has decreased from 7% to 4%.

With respect to establishment types, Virginia's pharmacy technician workforce was somewhat less likely to work in the for-profit sector. 76% of all pharmacy technicians worked at a for-profit establishment in 2012, but only 74% did so in 2017. On the other hand, the percentage of pharmacy technicians who work at a non-profit establishment has increased over the past five years from 12% to 15%. Large chain pharmacies of 11 or more stores continue to be the largest employer of Virginia's pharmacy technician workforce. However, the percentage of pharmacy technicians employed at large chain pharmacies has fallen from 36% to 34% over the past five years.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	10,871	73%
New Licensees	1,907	13%
Non-Renewals	2,163	14%
All Licensees	14,941	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 98% of renewing pharmacy technicians submitted a survey. These represent 77% of pharmacy technicians who held a license at some point in 2017.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	1,621	3,309	67%
30 to 34	553	1,869	77%
35 to 39	349	1,508	81%
40 to 44	226	1,096	83%
45 to 49	205	1,068	84%
50 to 54	153	895	85%
55 to 59	136	771	85%
60 and Over	204	978	83%
Total	3,447	11,494	77%
New Licenses			
Issued in 2017	1,138	769	40%
Metro Status			
Non-Metro	408	1,712	81%
Metro	2,698	9,232	77%
Not in Virginia	341	550	62%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacy Tech.

Number:	14,941
New:	13%
Not Renewed:	14%

Survey Response Rates

All Licensees:	77%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	11,494
Response Rate, all licensees	77%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2017.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2017.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some professionals newly licensed in 2017.

At a Glance:

Workforce

2017 Pharm. Tech. Workforce: 13,967
 FTEs: 10,390

Utilization Ratios

Licensees in VA Workforce: 93%
 Licensees per FTE: 1.44
 Workers per FTE: 1.34

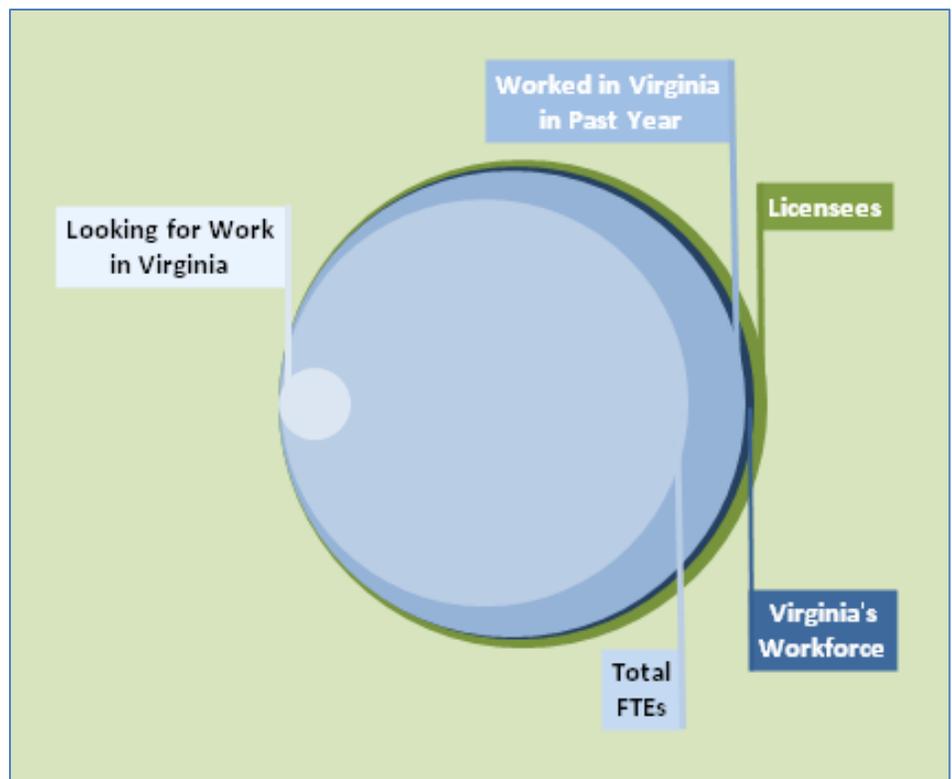
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,641	98%
Looking for Work in Virginia	327	2%
Virginia's Workforce	13,967	100%
Total FTEs	10,390	
Licensees	14,941	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	792	19%	3,501	82%	4,294	35%
30 to 34	315	16%	1,714	85%	2,029	16%
35 to 39	218	14%	1,299	86%	1,517	12%
40 to 44	175	17%	875	83%	1,050	8%
45 to 49	123	12%	918	88%	1,041	8%
50 to 54	120	14%	722	86%	842	7%
55 to 59	92	12%	656	88%	747	6%
60 +	120	13%	803	87%	923	7%
Total	1,956	16%	10,486	84%	12,442	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	63%	7,321	59%	4,277	54%
Black	19%	2,823	23%	1,923	24%
Asian	6%	1,101	9%	721	9%
Other Race	0%	192	2%	125	2%
Two or more races	3%	429	3%	339	4%
Hispanic	9%	604	5%	469	6%
Total	100%	12,470	100%	7,854	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

63% of all pharmacy technicians are under the age of 40, and 83% of these professionals are female. In addition, the diversity index among those professionals who are under the age of 40 is 63%.

At a Glance:

Gender

% Female: 84%
% Under 40 Female: 83%

Age

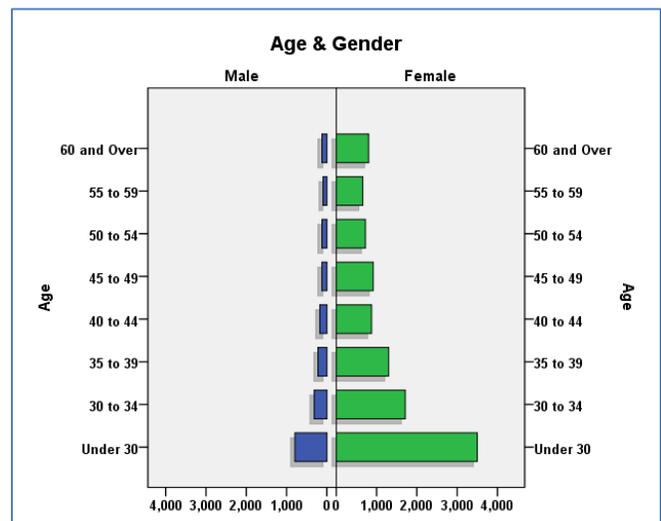
Median Age: 35
% Under 40: 63%
% 55+: 13%

Diversity

Diversity Index: 59%
Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 59% 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 56%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 41%

Virginia Background

HS in Virginia: 74%
 HS in Va., Past 5 Years: 74%

Location Choice

% Work Non-Metro: 14%
 % Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 5%

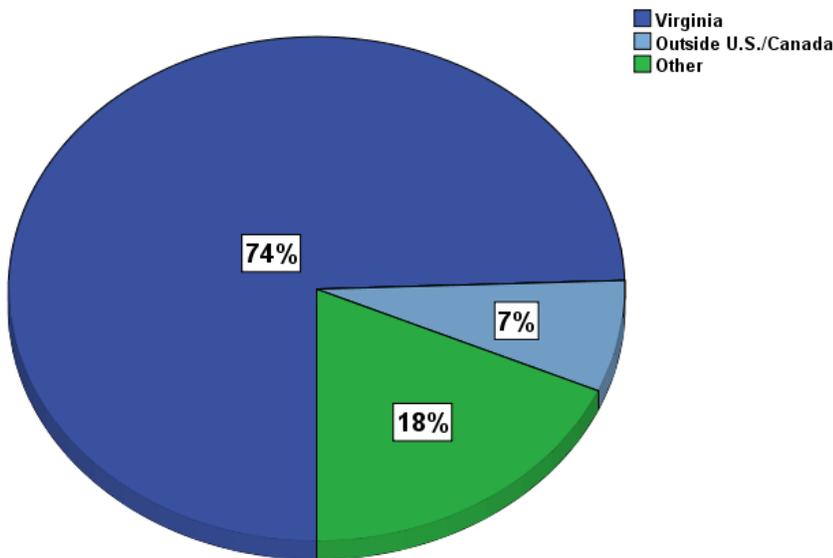
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	49%	26%
2	Metro, 250,000 to 1 million	58%	29%	13%
3	Metro, 250,000 or less	65%	26%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	67%	20%	12%
6	Urban pop, 2,500-19,999, Metro adj	79%	13%	8%
7	Urban pop, 2,500-19,999, nonadj	92%	5%	3%
8	Rural, Metro adj	82%	11%	6%
9	Rural, nonadj	69%	22%	9%
Overall		41%	40%	20%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

41% of pharmacy technicians grew up in self-described rural areas, and 27% of these professionals currently work in non-metro counties. Overall, 14% of Virginia's pharmacy technician workforce is employed in non-metro areas of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	9,164	Virginia	4,179
2	Outside U.S./Canada	881	Outside U.S./Canada	371
3	New York	243	New York	111
4	North Carolina	204	North Carolina	104
5	Maryland	167	Maryland	98
6	West Virginia	155	Florida	72
7	Pennsylvania	153	Pennsylvania	63
8	Florida	149	West Virginia	59
9	New Jersey	110	California	52
10	California	110	New Jersey	52

Source: Va. Healthcare Workforce Data Center

74% of Virginia's pharmacy technician workforce received their high school diploma in Virginia.

Among those pharmacy technicians who received their initial license in the past five years, 74% have also received their high school degree in the state.

7% of Virginia's licensed pharmacy technicians did not participate in the state's workforce in 2017. 79% of these professionals worked at some point in the past year, including 56% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

Total:	973
% of Licensees:	7%
Federal/Military:	5%
VA Border State/DC:	39%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	7,154	59%
Associate	2,459	20%
Baccalaureate	2,204	18%
Masters	351	3%
PhD	32	< 1%
Total	12,200	100%

Source: Va. Healthcare Workforce Data Center

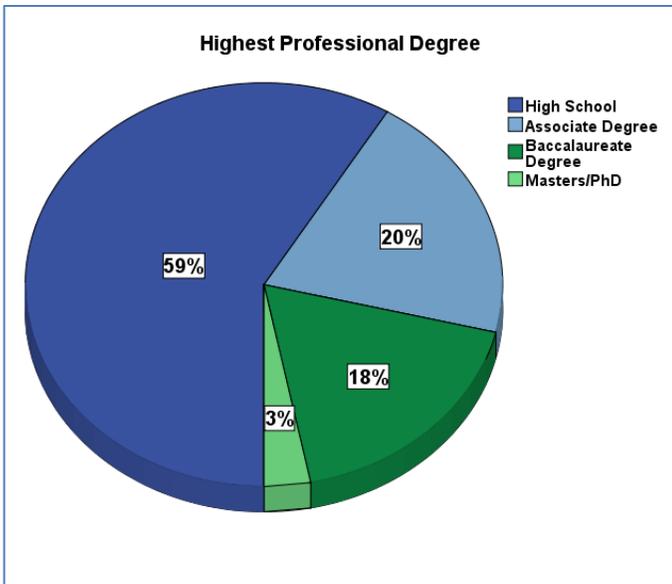
At a Glance:

Education
 High School/GED: 59%
 Associate Degree: 20%

Educational Debt
 Carry debt: 40%
 Under age 40 w/ debt: 51%
 Median debt: \$16k-\$18k

Source: Va. Healthcare Workforce Data Center

59% of all pharmacy technicians hold either a high school degree or a GED as their highest professional degree.



Source: Va. Healthcare Workforce Data Center

40% of pharmacy technicians currently carry educational debt, including 51% of those under the age of 40. For those with educational debt, the median amount is between \$16,000 and \$18,000.

Educational Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	5,920	60%	3,054	49%
Less than \$10,000	1,316	13%	1,042	17%
\$10,000-\$19,999	842	9%	709	11%
\$20,000-\$29,999	654	7%	538	9%
\$30,000 or more	1,115	11%	847	14%
Total	9,847	100%	6,190	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	65%
ExCPT:	9%
Total w/ Cert.:	74%

Nat'l Certifications

Required:	45%
Pay Raise w/ Cert.:	39%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification (PTCB)	9,074	65%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,255	9%
Total	10,329	74%

Source: Va. Healthcare Workforce Data Center

74% of Virginia's pharmacy workforce holds a professional certification, including 65% who have a Pharmacy Technician Certification (PTCB).

45% of pharmacy technicians work for an employer that requires a national certification as a condition of employment. In addition, 39% of employers offer a pay raise for those pharmacy technicians that have earned a national certification.

National Certifications

Required for Employment?	#	%
Yes	5,353	45%
No	6,627	55%
Pay Raise with Certification?	#	%
Yes	3,969	39%
No	4,880	48%
No Certification Held	1,277	13%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 79%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 64%
 2 or More Positions: 9%

Weekly Hours:

40 to 49: 44%
 60 or more: 3%
 Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	26	< 1%
Employed in a pharmacy technician-related capacity	9,585	79%
Employed, NOT in a pharmacy technician-related capacity	1,974	16%
Not working, reason unknown	0	0%
Involuntarily unemployed	160	1%
Voluntarily unemployed	391	3%
Retired	54	< 1%
Total	12,189	100%

Source: Va. Healthcare Workforce Data Center

79% of Virginia's pharmacy technicians are currently employed in the profession, while only 1% are involuntarily unemployed at the moment. 64% of all pharmacy technicians currently hold one full-time job, and 44% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	605	5%
One Part-Time Position	2,583	21%
Two Part-Time Positions	232	2%
One Full-Time Position	7,698	64%
One Full-Time Position & One Part-Time Position	813	7%
Two Full-Time Positions	37	< 1%
More than Two Positions	57	< 1%
Total	12,025	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	605	5%
1 to 9 hours	419	4%
10 to 19 hours	644	6%
20 to 29 hours	1,007	9%
30 to 39 hours	3,184	27%
40 to 49 hours	5,106	44%
50 to 59 hours	362	3%
60 to 69 hours	158	1%
70 to 79 hours	95	1%
80 or more hours	115	1%
Total	11,695	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	136	3%
Less than \$10,000	705	13%
\$10,000-\$14,999	459	9%
\$15,000-\$19,999	472	9%
\$20,000-\$24,999	806	15%
\$25,000-\$29,999	768	14%
\$30,000-\$34,999	744	14%
\$35,000-\$39,999	499	9%
\$40,000-\$44,999	330	6%
\$45,000-\$49,999	166	3%
\$50,000 or more	264	5%
Total	5,348	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$25k-30k

Benefits

Employer Health Ins.: 61%

Employer Retirement: 54%

Satisfaction

Satisfied: 90%

Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,834	49%
Somewhat Satisfied	4,953	42%
Somewhat Dissatisfied	801	7%
Very Dissatisfied	346	3%
Total	11,935	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$25,000 and \$30,000 per year. Among pharmacy technicians who receive either an hourly wage or a salary as compensation at their primary work location, 54% receive health insurance and 48% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	5,865	61%	54%
Health Insurance	5,865	61%	54%
Dental Insurance	5,543	58%	51%
Retirement	5,199	54%	48%
Group Life Insurance	3,274	34%	30%
Signing/Retention Bonus	346	4%	3%
Received At Least One Benefit	7,576	79%	70%

*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?	173	1%
Experience Voluntary Unemployment?	450	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	589	4%
Work two or more positions at the same time?	1,567	11%
Switch employers or practices?	642	5%
Experienced at least One	2,818	20%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	393	4%	251	11%
Less than 6 Months	1,029	9%	368	16%
6 Months to 1 Year	1,169	10%	250	11%
1 to 2 Years	2,890	26%	477	21%
3 to 5 Years	2,432	22%	410	18%
6 to 10 Years	1,404	13%	241	11%
More than 10 Years	1,891	17%	257	11%
Subtotal	11,208	100%	2,254	100%
Did not have location	734		11,383	
Item Missing	2,025		330	
Total	13,967		13,967	

Source: Va. Healthcare Workforce Data Center

92% of pharmacy technicians receive an hourly wage at their primary work location, while most remaining pharmacy technicians receive a salary or commission.

At a Glance:

Unemployment Experience 2017

Involuntarily Unemployed: 1%
Underemployed: 4%

Stability

Switched: 5%
New Location: 25%
Over 2 years: 51%
Over 2 yrs, 2nd location: 40%

Employment Type

Hourly Wage: 92%

Source: Va. Healthcare Workforce Data Center

51% of pharmacy technicians 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	#	%
Hourly Wage	9,760	92%
Salary/ Commission	716	7%
By Contract/Per Diem	47	< 1%
Unpaid	44	< 1%
Business/ Practice Income	24	< 1%
Subtotal	10,591	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.2% in January to 3.4% in December. At the time of publication, results from December were still preliminary.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	68%
Lowest Region:	2%

Locations

2 or more (Past Year):	22%
2 or more (Now*):	18%

Source: Va. Healthcare Workforce Data Center

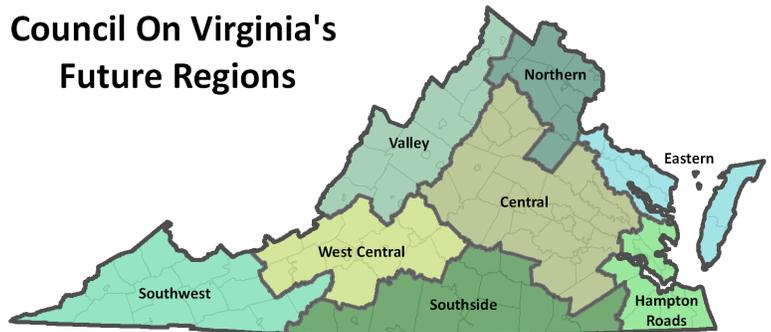
Central Virginia, Hampton Roads, and Northern Virginia employ 68% of all pharmacy technicians in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region ²	Primary Location		Secondary Location	
	#	%	#	%
Central	2,754	25%	607	25%
Eastern	218	2%	43	2%
Hampton Roads	2,402	22%	564	23%
Northern	2,396	22%	551	22%
Southside	505	5%	100	4%
Southwest	765	7%	123	5%
Valley	733	7%	125	5%
West Central	1,251	11%	249	10%
Virginia Border State/DC	32	< 1%	45	2%
Other US State	17	< 1%	43	2%
Outside of the US	1	< 1%	6	< 1%
Total	11,074	100%	2,456	100%
Item Missing	2,159		128	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



18% of all pharmacy technicians currently have multiple work locations, while 22% had multiple work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	323	3%	599	5%
1	8,584	75%	8,820	77%
2	1,575	14%	1,287	11%
3	835	7%	696	6%
4	60	1%	33	< 1%
5	24	< 1%	7	< 1%
6 or More	64	1%	23	< 1%
Total	11,465	100%	11,465	100%

*At the time of survey completion, December 2017.

Source: Va. Healthcare Workforce Data Center

² These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	7,794	74%	1,510	73%
Non-Profit	1,572	15%	307	15%
State/Local Government	761	7%	162	8%
Veterans Administration	53	1%	5	< 1%
U.S. Military	194	2%	43	2%
Other Federal Gov't	139	1%	49	2%
Total	10,513	100%	2,076	100%
Did not have location	734		11,383	
Item Missing	2,719		508	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

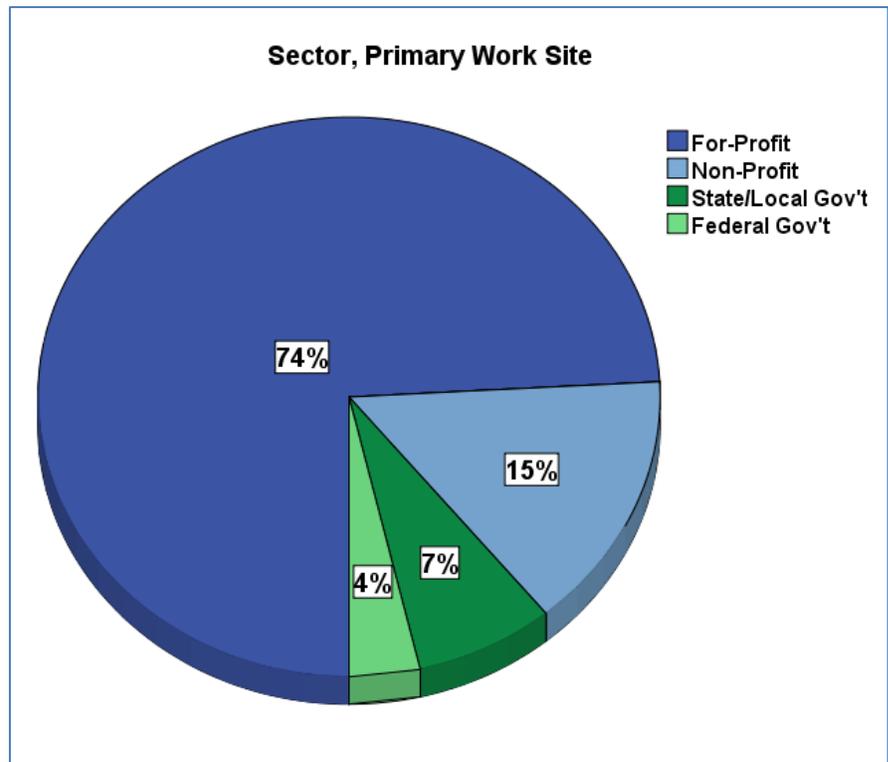
For Profit:	74%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	34%
Hospital/Health System: (Inpatient)	14%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

89% of Virginia's pharmacy technicians work in the private sector, including 74% who work in a for-profit establishment. Another 7% of pharmacy technicians work for a state or local government.



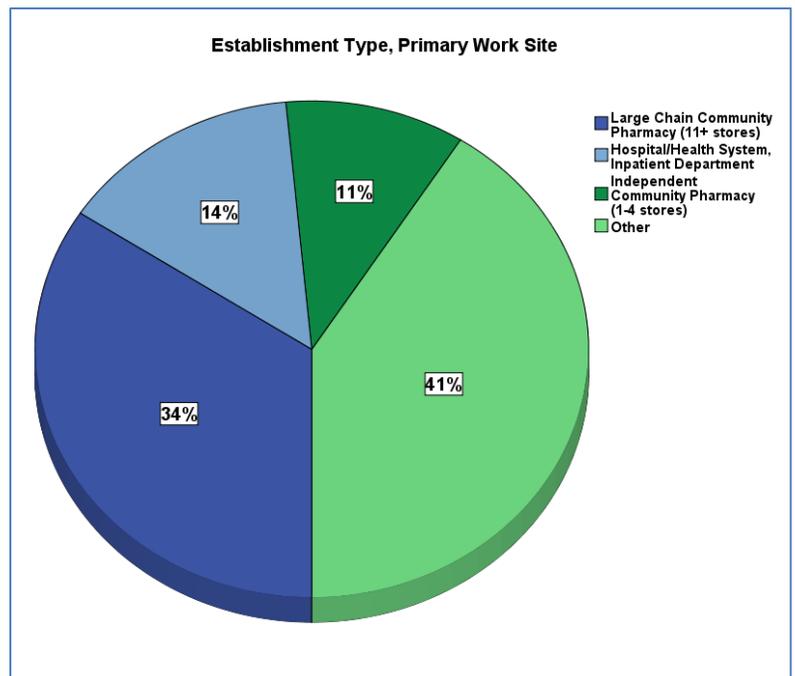
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ stores)	3,555	34%	672	33%
Hospital/Health System, Inpatient Department	1,482	14%	223	11%
Independent Community Pharmacy (1-4 stores)	1,093	11%	181	9%
Supermarket Pharmacy	839	8%	147	7%
Hospital/Health System, Outpatient Department	567	5%	85	4%
Nursing Home/Long-Term Care	503	5%	77	4%
Mass Merchandiser (i.e. Big Box Store)	473	5%	89	4%
Clinic-Based Pharmacy	292	3%	48	2%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	209	2%	24	1%
Home Health/Infusion	136	1%	34	2%
Small Chain Community Pharmacy (5-10 stores)	108	1%	23	1%
Mail Service Pharmacy	79	1%	11	1%
Academic Institution	76	1%	44	2%
Wholesale Distributor	56	1%	7	< 1%
Manufacturer	39	< 1%	12	1%
Other	879	8%	335	17%
Total	10,386	100%	2,012	100%
Did Not Have Location	734		11,383	

Large Chain Community Pharmacies (i.e. pharmacies with more than 10 stores) employ 34% of Virginia's pharmacy technician workforce, the most of any establishment type in the state.

Source: Va. Healthcare Workforce Data Center

For pharmacy technicians who also have a secondary work location, 33% are employed by large chain community pharmacies.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 1%-9%
Teaching 1%-9%

Roles

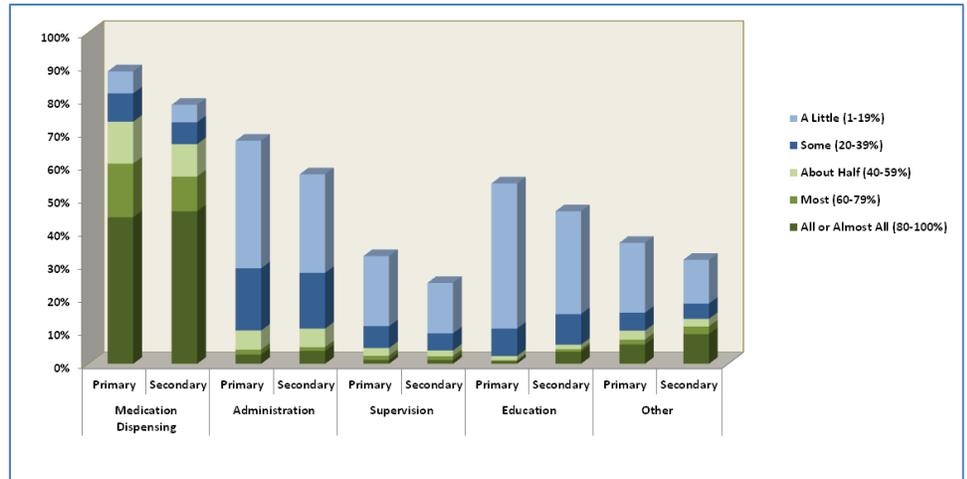
Medication Disp.: 60%
Administration: 4%
Supervision: 2%
Education: 1%

Patient Care Pharm. Techs.

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

60% of pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.

Time Allocation										
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	44%	46%	3%	4%	1%	1%	1%	4%	6%	9%
Most (60-79%)	16%	10%	2%	1%	1%	1%	0%	1%	1%	2%
About Half (40-59%)	13%	10%	6%	6%	2%	2%	1%	1%	3%	2%
Some (20-39%)	9%	7%	19%	17%	7%	5%	8%	9%	5%	5%
A Little (1-19%)	7%	5%	39%	30%	21%	15%	44%	31%	21%	13%
None (0%)	12%	22%	33%	43%	68%	76%	46%	54%	64%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	2,376	25%	-	-
50 to 54	418	4%	37	2%
55 to 59	615	7%	129	7%
60 to 64	1,417	15%	427	22%
65 to 69	2,304	24%	819	43%
70 to 74	618	7%	224	12%
75 to 79	154	2%	43	2%
80 or over	115	1%	19	1%
I do not intend to retire	1,443	15%	218	11%
Total	9,461	100%	1,916	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 51%

Under 60: 36%

Pharm. Tech. 50 and over

Under 65: 31%

Under 60: 9%

Time until Retirement

Within 2 years: 4%

Within 10 years: 14%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

51% of all pharmacy technicians expect to retire by the age of 65, including 36% who expect to retire no later than the age of 60. Among pharmacy technicians who are age 50 and over, 31% expect to retire by the age of 65.

Within the next two years, 22% of all pharmacy technicians expect to pursue additional educational opportunities, and 7% want to increase their patient care hours.

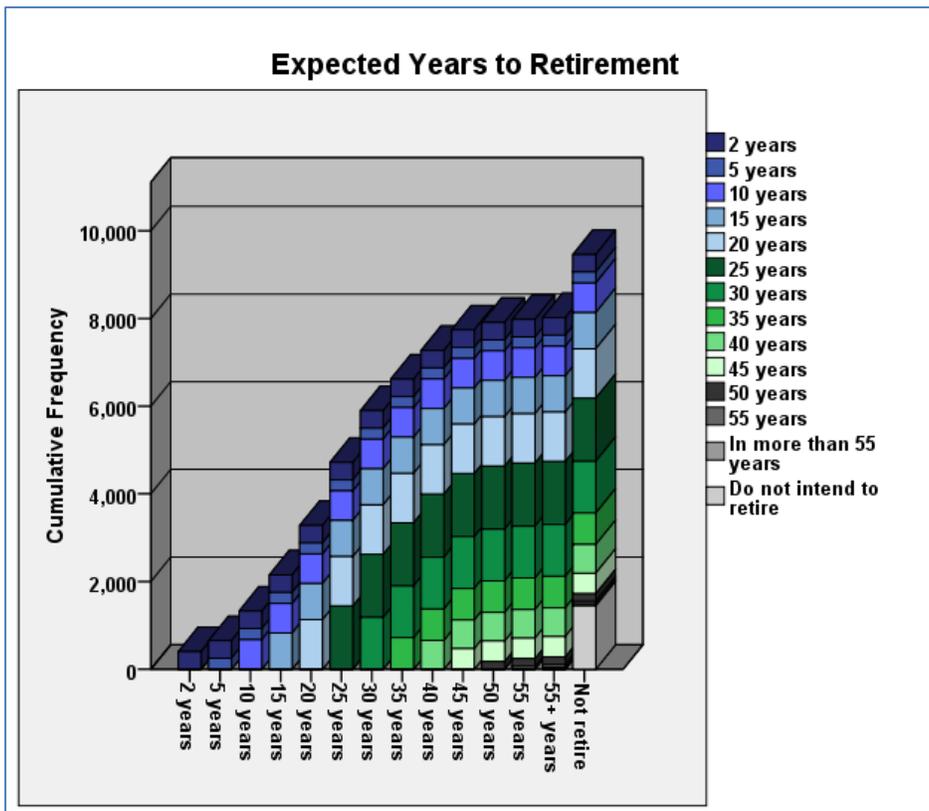
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,187	8%
Leave Virginia	537	4%
Decrease Patient Care Hours	181	1%
Decrease Teaching Hours	121	1%
Increase Participation		
Increase Patient Care Hours	1,003	7%
Increase Teaching Hours	670	5%
Pursue Additional Education	3,136	22%
Return to Virginia's Workforce	181	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 14% plan on retiring within the next ten years. Half of the current workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	400	4%	4%
5 years	251	3%	7%
10 years	675	7%	14%
15 years	825	9%	23%
20 years	1,129	12%	35%
25 years	1,439	15%	50%
30 years	1,180	12%	62%
35 years	719	8%	70%
40 years	654	7%	77%
45 years	468	5%	82%
50 years	173	2%	84%
55 years	67	1%	84%
In more than 55 years	38	< 1%	85%
Do not intend to retire	1,443	15%	100%
Total	9,461	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2037. Retirements will peak at 15% of the current workforce around 2042 before declining to below 10% of the current workforce again around 2052.

At a Glance:

FTEs

Total: 10,390
 FTEs/1,000 Residents: 1.239
 Average: 0.79

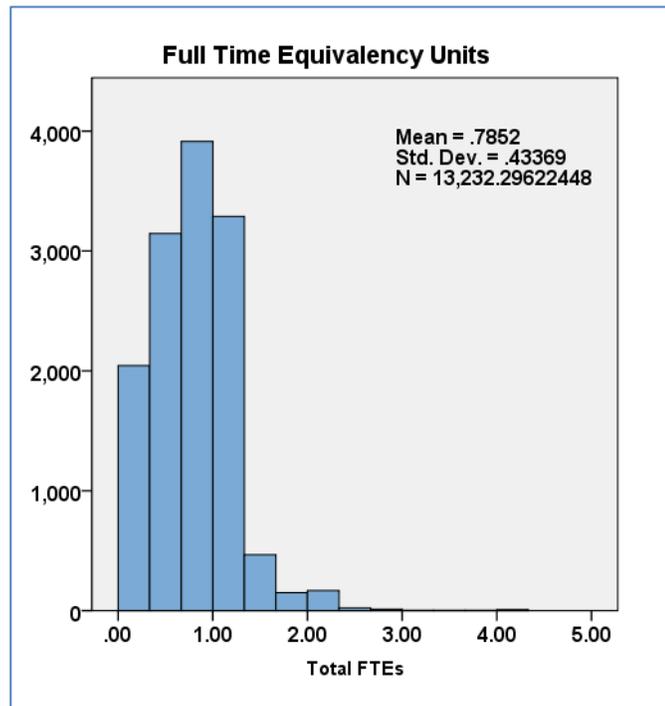
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

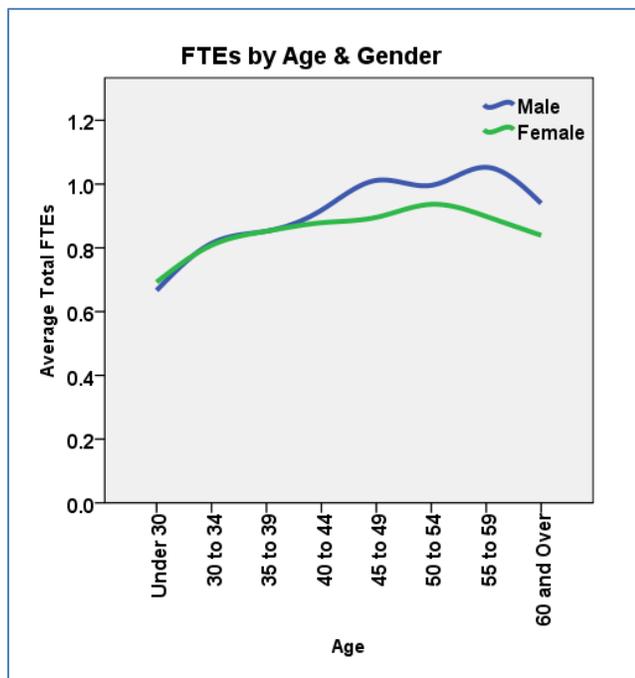


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.83 FTEs in 2017, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.³

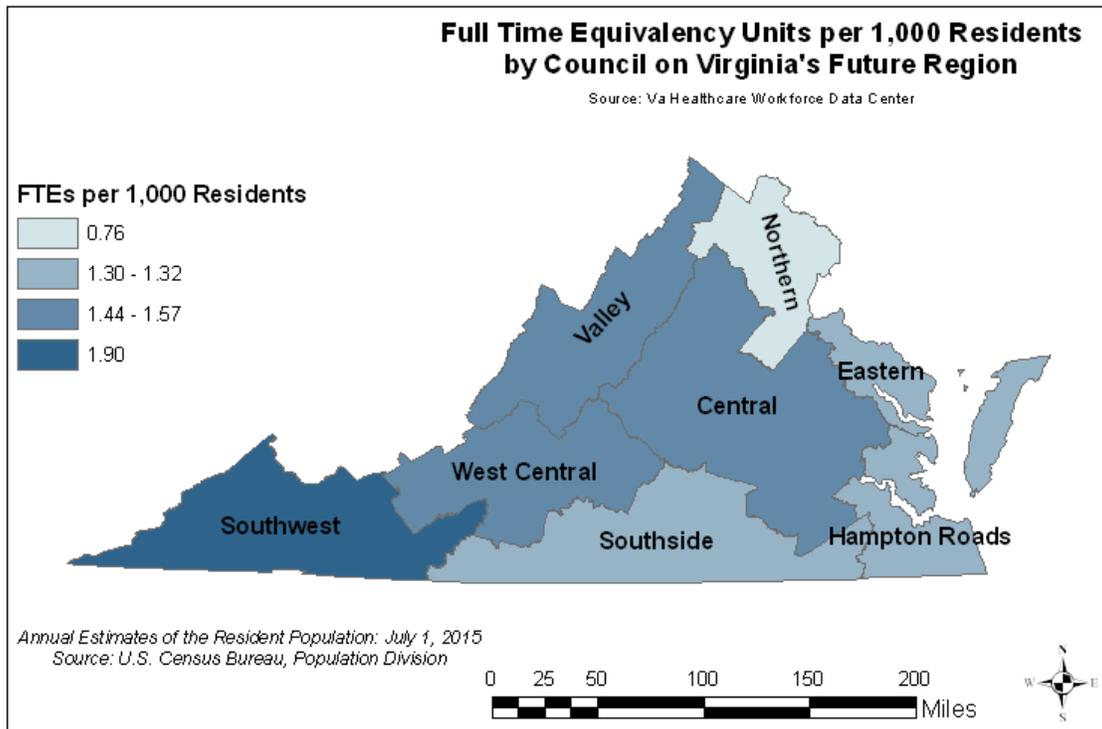
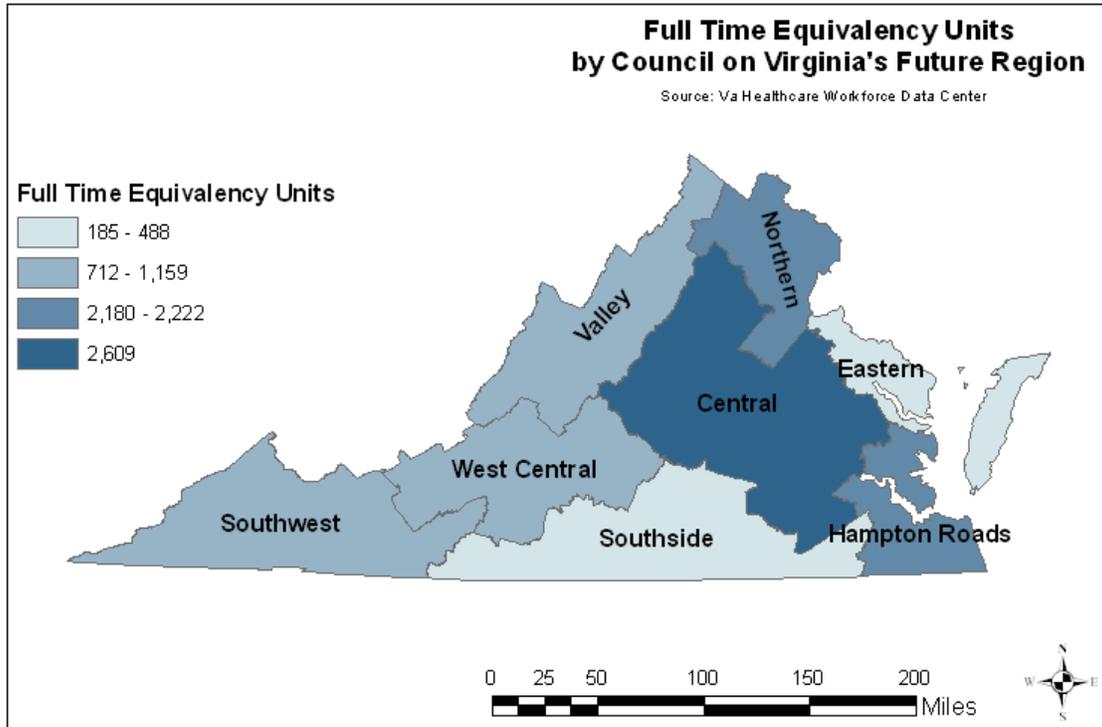
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.67	0.61
30 to 34	0.79	0.82
35 to 39	0.83	0.84
40 to 44	0.83	0.90
45 to 49	0.90	0.89
50 to 54	0.93	0.95
55 to 59	0.89	0.93
60 and Over	0.81	0.83
Gender		
Male	0.81	0.88
Female	0.81	0.89

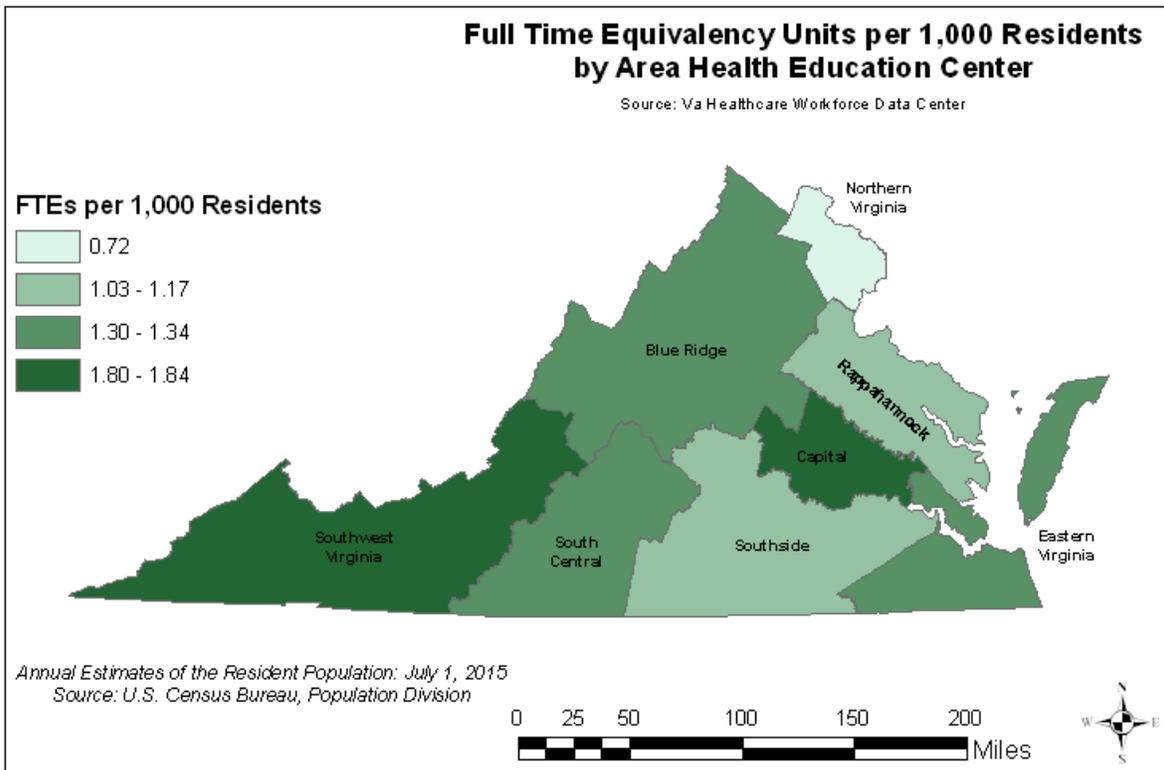
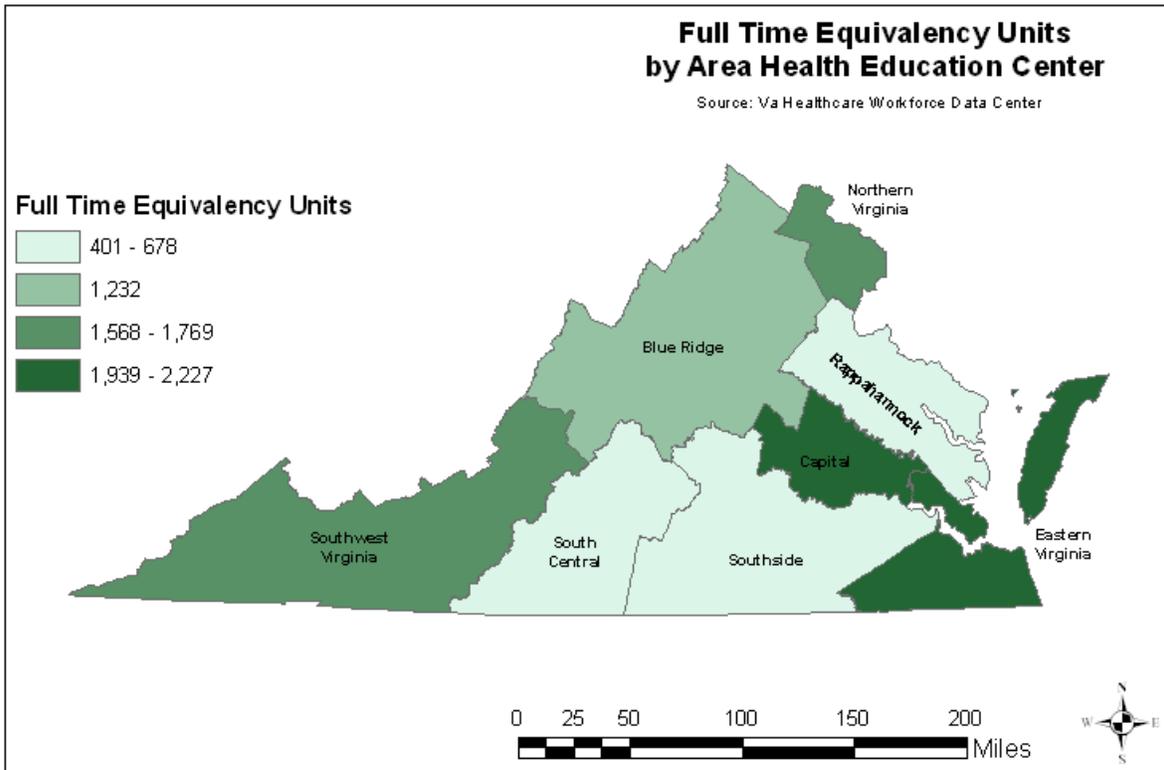
Source: Va. Healthcare Workforce Data Center

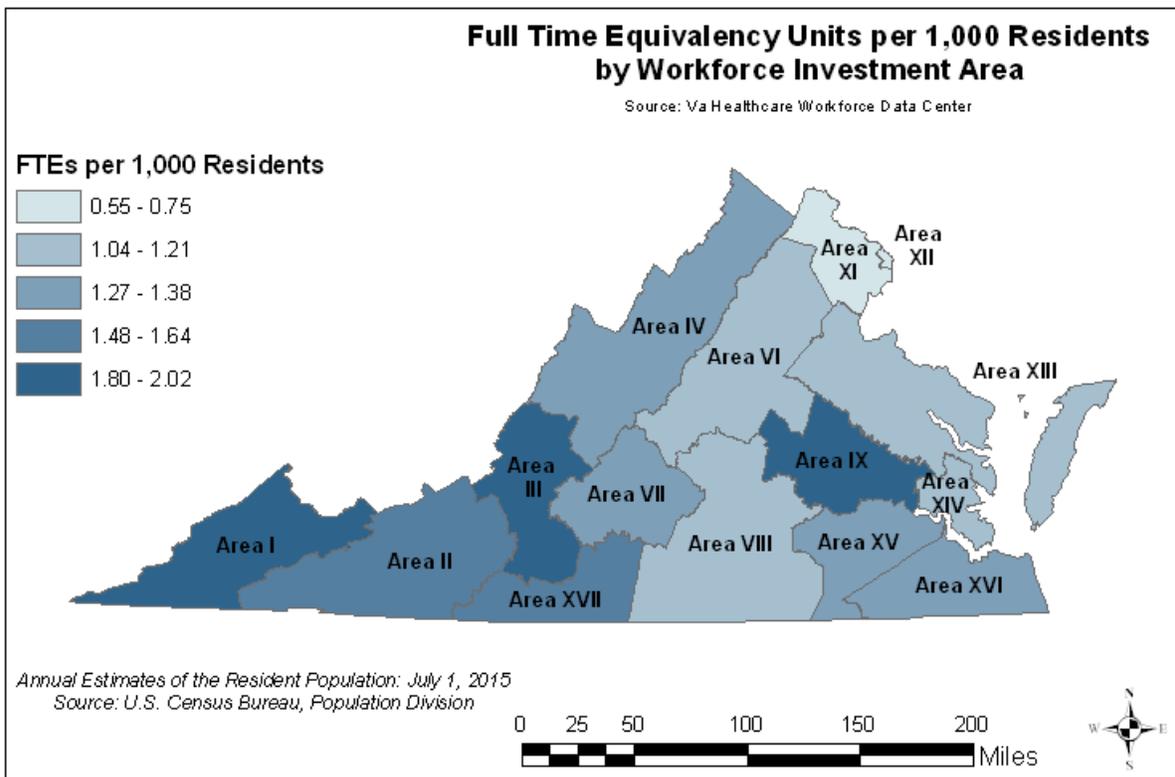
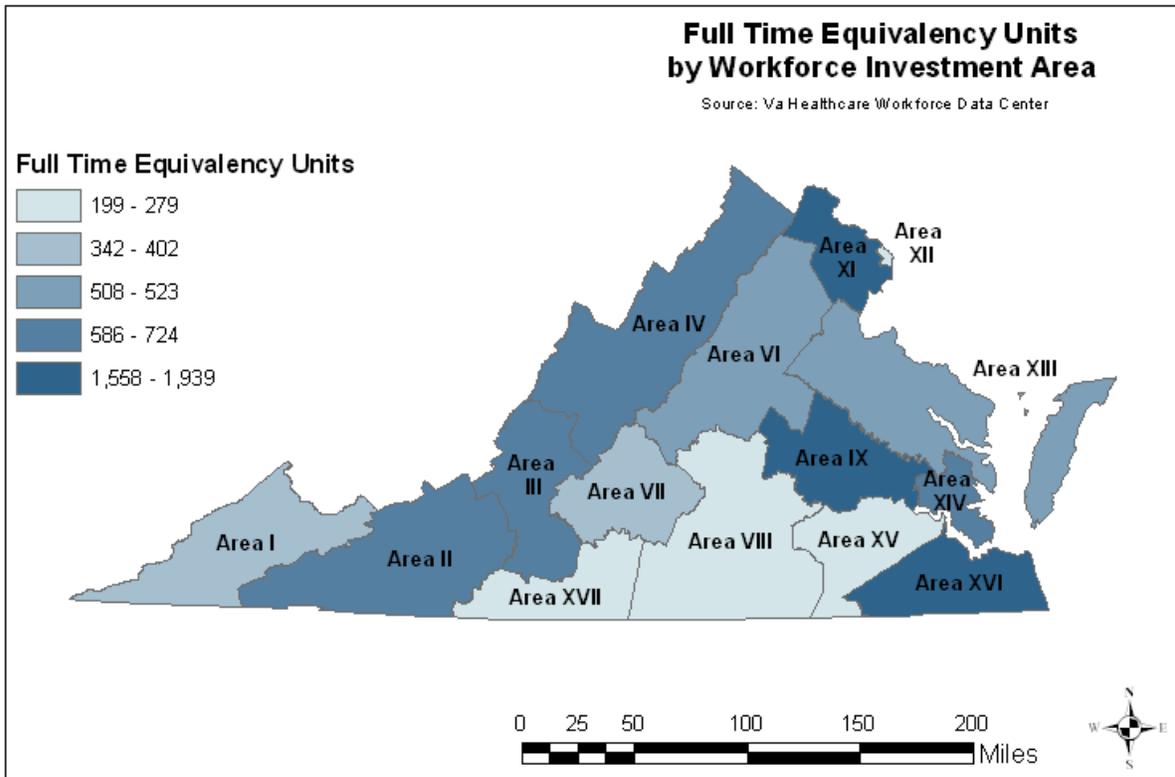


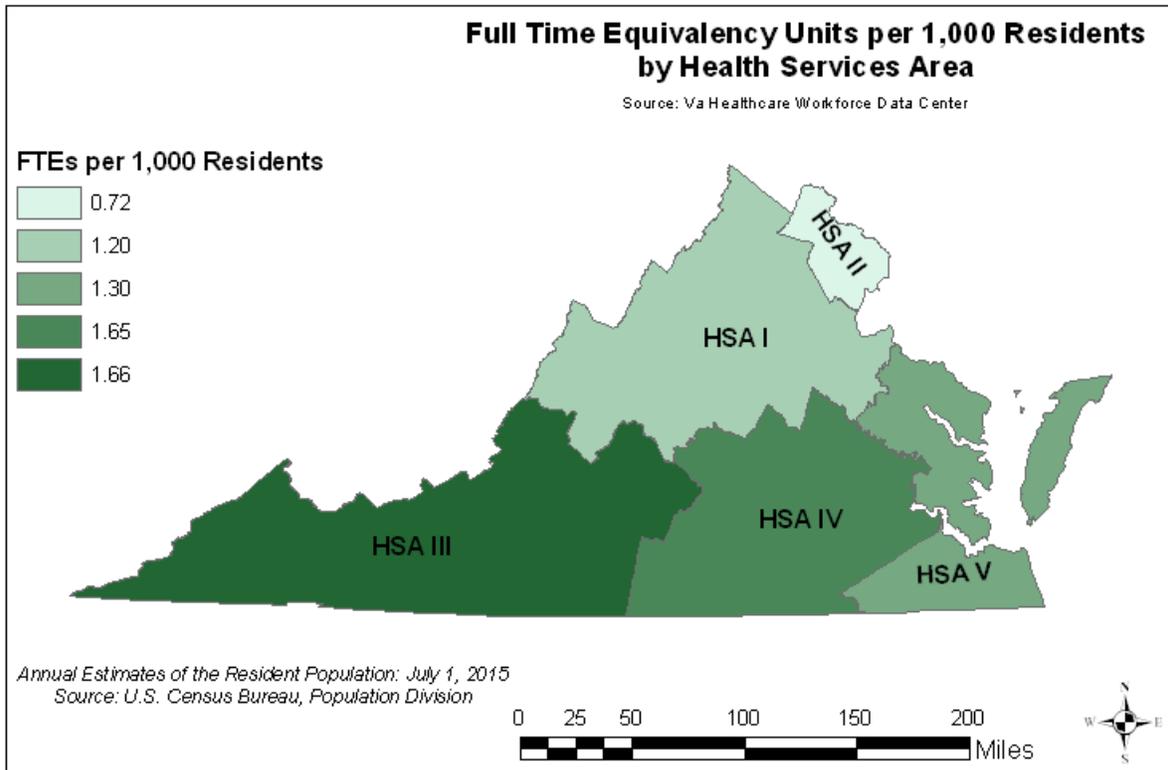
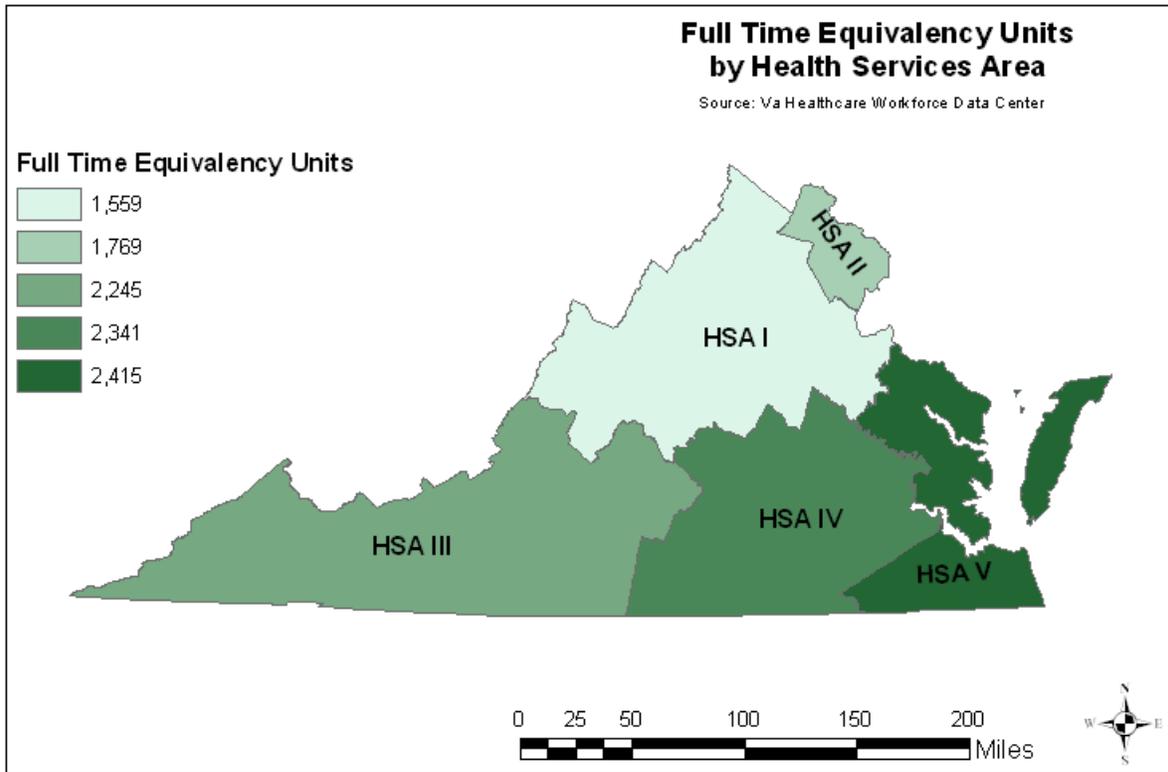
Source: Va. Healthcare Workforce Data Center

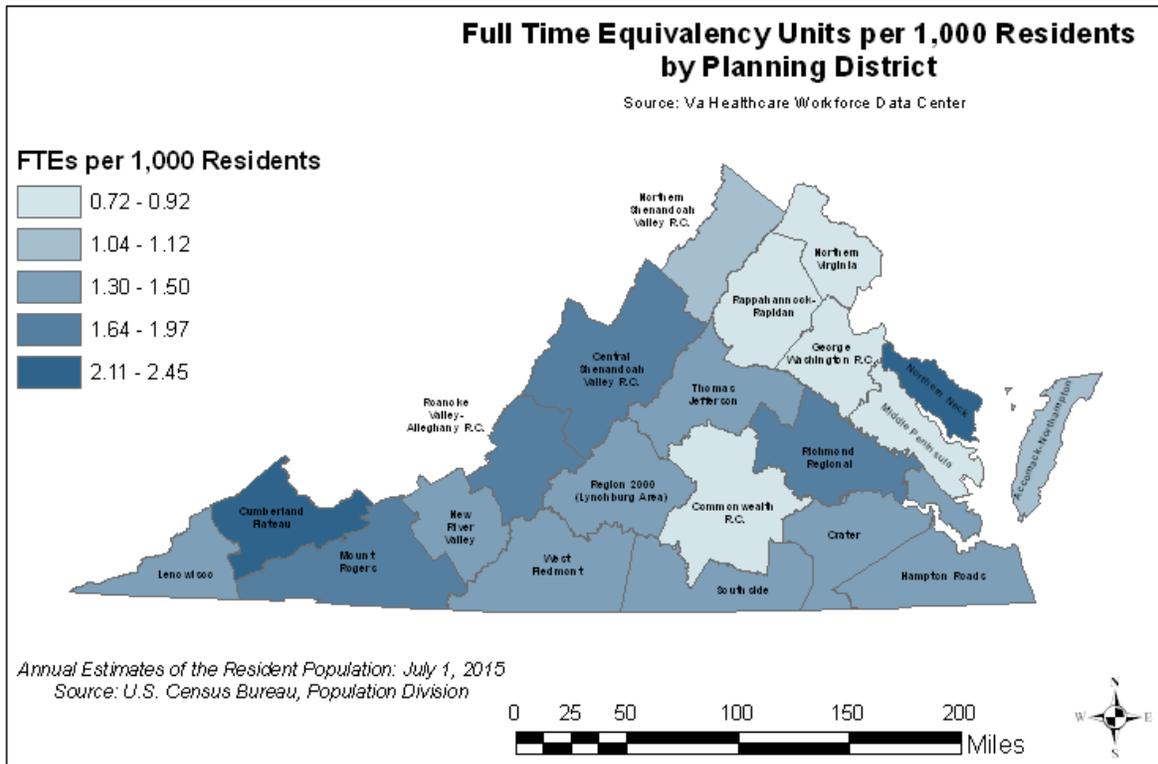
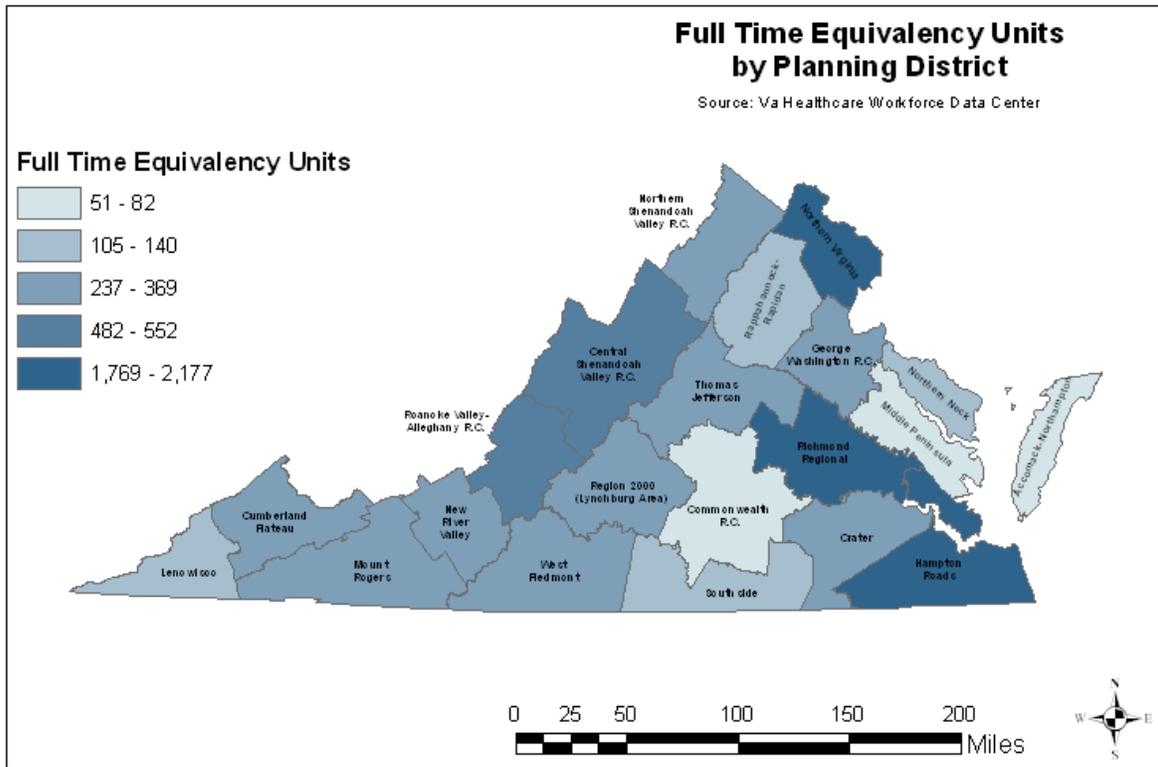
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	9,157	76.50%	1.307209	1.177538	1.498259
Metro, 250,000 to 1 million	1,380	80.29%	1.245487	1.121939	1.427516
Metro, 250,000 or less	1,393	80.33%	1.244861	1.121375	1.426799
Urban pop 20,000+, Metro adj	313	83.39%	1.199234	1.080273	1.374502
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	715	83.22%	1.201681	1.082477	1.377307
Urban pop, 2,500-19,999, nonadj	543	78.45%	1.274648	1.148207	1.460938
Rural, Metro adj	320	77.19%	1.295547	1.167032	1.484891
Rural, nonadj	229	79.91%	1.251366	1.127234	1.434254
Virginia border state/DC	642	66.36%	1.507042	1.357548	1.727297
Other US State	249	49.80%	2.008065	1.80887	2.301544

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	4,930	67.12%	1.489876	1.374502	2.301544
30 to 34	2,422	77.17%	1.29588	1.195529	2.001861
35 to 39	1,857	81.21%	1.231432	1.136072	1.902303
40 to 44	1,322	82.90%	1.206204	1.112798	1.863331
45 to 49	1,273	83.90%	1.191948	1.099645	1.841308
50 to 54	1,048	85.40%	1.17095	1.080273	1.80887
55 to 59	907	85.01%	1.176394	1.085296	1.817281
60 and Over	1,182	82.74%	1.208589	1.114998	1.867015

Source: Va. Healthcare Workforce Data Center

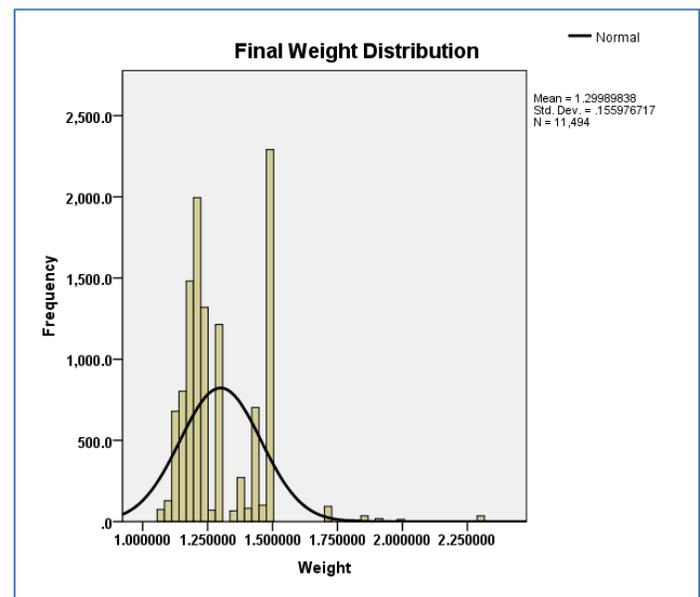
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.769293



Source: Va. Healthcare Workforce Data Center