



COMMONWEALTH OF VIRGINIA

Meeting of the Board of Pharmacy

Perimeter Center, 9960 Mayland Drive, Third Floor
Henrico, Virginia 23233

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Tentative Agenda of Ad Hoc Committee on Health Data Meeting

January 21, 2026

1PM

TOPIC

Call to Order of Meeting: Wendy Nash, PharmD, Committee Chairman

- Welcome & Introductions

Call for Public Comment: The Committee will receive public comment at this time. The Committee will not receive comments on any regulation process for which a public comment period has closed or any pending disciplinary matters.

Discussion Topics:

- Review consultation role of the Board in establishing criteria to identify additional data elements deemed necessary for workforce and health planning purposes pursuant to Va. Code § 54.1-2506.1.
- Committee meetings and goals:
 - Inventory and review data currently being collected by the Board
 - Assess gaps in data collected to meet the needs of the Board
 - Identify additional data elements that the Board may recommend that the Department collect for workforce and health planning purposes. To the extent possible, identify alternative sources for collection of the data and provide rationale and assessment of the feasibility and any known constraints for collecting these additional data.
- To the extent feasible, explore other states' data collection and reporting initiatives to determine best practices with a goal towards consistent data collection for reporting across multiple states.

Adjourn

Members of the Ad Hoc Committee on Health Data

- Wendy Nash, PharmD, Committee Chairman
- Shannon Dowdy, PharmD
- Larry Kocot, JD
- Tim Robertson, RPh

§ 54.1-2506.1. Submission of required information.

A. The Department is authorized to require individuals applying for initial licensure, certification, or registration, and individuals who are licensed, certified, or registered by a health regulatory board to provide information in addition to that which is required to determine the individual's qualifications. Such additional information shall include identification of the individual's self-designated specialties and subspecialties; credentials and certifications issued by professional associations, institutions and boards; and locations of each practice site, number of hours spent practicing at each practice site location, and demographic information. The Department, in consultation with the health regulatory boards, may establish criteria to identify additional data elements deemed necessary for workforce and health planning purposes. Such information shall be collected and maintained by the Department for workforce and health planning purposes in cooperation with agencies and institutions of the Commonwealth and shall be released by the Department only in the aggregate without reference to any person's name or other individual identifiers; however, the Department may release any information that identifies specific individuals for the purpose of determining shortage designations and to qualified personnel if pertinent to an investigation, research, or study, provided a written agreement between such qualified personnel and the Department, which ensures that any person to whom such identities are divulged shall preserve the confidentiality of those identities, is executed. Prior to collecting any information described in this section from individuals, the Department shall first attempt to obtain from other sources information sufficient for workforce planning purposes.

B. For the purpose of expediting the dissemination of public health information, including notice about a public health emergency, the Department is authorized to require certain licensed, certified or registered persons to report any email address, telephone number and facsimile number that may be used to contact such person in the event of a public health emergency or to provide information related to serving during a public health emergency. In the event of an animal health emergency, the Department shall provide to the State Veterinarian the email addresses, telephone numbers and facsimile numbers that may be used to contact licensed veterinarians.

Such email addresses, telephone numbers and facsimile numbers shall not be published, released or made available for any other purpose by the Department, the Department of Health, or the State Veterinarian.

The Director, in consultation with the Department of Health and the Department of Emergency Management, shall adopt regulations that identify those licensed, certified or registered persons to which the requirement to report shall apply and the procedures for reporting.

1994, c. [853](#); 1997, c. [806](#); 2003, c. [602](#); 2005, c. [55](#); 2009, c. [382](#).

Data Collection

The healthcare workforce operates largely within a national market and the HWDC is working with HRSA's National Center for Health Workforce Analysis and the National Forum for State Nursing Workforce Centers as they develop supply and demand estimates, national standards, and minimum supply and demand datasets.


Healthcare Workforce Data Center
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4

Dashboards



Virginia's Behavioral Health Workforce



Supply and Demand of the Healthcare Workforce in Virginia



Virginia Healthcare Workforce: Gender and Racial/Ethnic Diversity



Virginia CareForce Snapshots



Regional CareForce Snapshot



Trends in Healthcare Workforce Full Time Equivalency (FTE)



Trends in Healthcare Employment in Virginia



Student Choice



Trends in Virginia Healthcare Workforce



Virginia Physician Board Certification Dashboard

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

HWDC Briefs

The Healthcare Workforce Data Center's *Virginia Healthcare Workforce Briefs* provide timely indicators of the strength of Virginia's healthcare labor market in an accessible format. Information in these briefs is based on data provided by the US Department of Labor, Bureau of Labor Statistics and the US Department of Commerce, Bureau of Economic Analysis.

The briefs consist of three series:

- Series 1: State & National Employment (Monthly)
- Series 2: Virginia Regional Employment (Monthly)
- Series 3: Income & Compensation (Quarterly)

December 2025

[Series 1, Issue 165: State & National Employment](#)

[Series 2, Issue 165: Regional & Sectoral Employment](#)

November 2025

[Series 1, Issue 164: State & National Employment](#)

[Series 2, Issue 164: Regional & Sectoral Employment](#)

October 2025

[Series 1, Issue 163: State & National Employment](#)

[Series 2, Issue 163: Regional & Sectoral Employment](#)

September 2025

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

Virginia's Pharmacist Workforce: 2024

Healthcare Workforce Data Center

February 2025

Virginia Department of Health Professions
Healthcare Workforce Data Center
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9960 Mayland Drive, Suite 300
Henrico, VA 23233
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Get a copy of this report from:

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

15,672 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 their ongoing cooperation.

Thank You!

Virginia Department of Health Professions

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The Pharmacist Workforce: At a Glance:

The Workforce

Licensees:	16,940
Virginia's Workforce:	9,068
FTEs:	7,435

Background

Rural Childhood:	31%
HS Degree in VA:	47%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	74%
Satisfied?:	90%

Survey Response Rate

All Licensees:	93%
Renewing Practitioners:	98%

Education

Baccalaureate:	25%
Pharm.D./Professional:	75%

Job Turnover

Switched Jobs in 2022:	5%
Employed over 2 yrs.:	61%

Demographics

Female:	69%
Diversity Index:	56%
Median Age:	45

Finances

Median Inc.: \$130k-\$140k
Health Benefits: 63%
Under 40 w/ Ed debt: 68%

Primary Roles

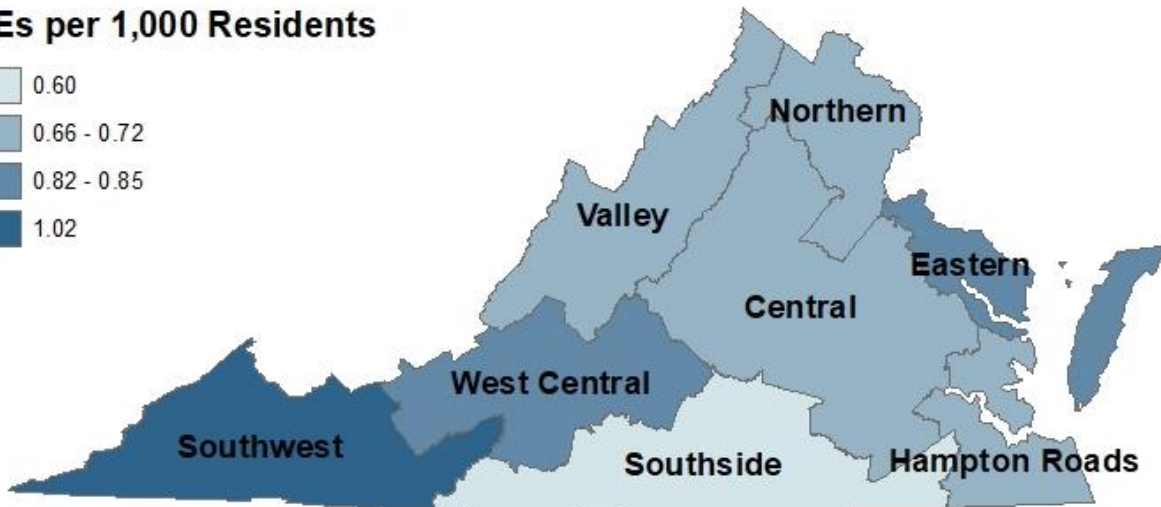
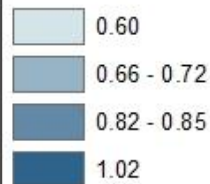
Patient Care:	74%
Administration:	8%
Education:	1%

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

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2023
Source: U.S. Census Bureau, Population Division



Results in Brief

A total of 15,672 pharmacists voluntarily took part in the 2023 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 93% of the 16,940 pharmacists who are licensed in the state and 98% of renewing practitioners. The HWDC estimates that the 9,068 pharmacists in the Virginia's workforce during the survey period provided 7,435 full-time equivalency units (FTE).

The majority of Virginia's pharmacists are female, and the median age among those in the workforce is 45. Almost one-third of pharmacists grew up in a rural area, and close to one-quarter of these professionals currently work in non-metro areas of the state. Overall, 10% of Virginia's pharmacists work in a non-metro area. 75% of Virginia's pharmacist workforce have earned a doctorate or other professional degree as their highest educational attainment. Further, 40% of pharmacists currently carry educational debt. Nearly seven out of ten of those under the age of 40 carry education debt. The median debt for those pharmacists with educational debt is between \$120,000 and \$140,000.

More than nine out of every ten pharmacists are currently employed in the profession, with 74% holding one full-time position. Over the past year, 1% of pharmacists were involuntarily unemployed, while another 2% were underemployed. The typical pharmacist earned between \$130,000 and \$140,000 in 2024. Around 90% of all pharmacists are satisfied with their current employment situation, including 48% who indicated that they are "very satisfied".

About 90% of all pharmacists work in the private sector, including 61% who work at a for-profit organization. Hospital health systems were the most common working establishment type for Virginia's pharmacist workforce, employing 25% of all professionals. Large chain pharmacies (i.e., pharmacies with more than 11 stores) also were common employers. About 47% of 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 2049.

Summary of Trends

The total number of licensed pharmacists has grown by 33% since 2013. Of these, the number working in the state workforce has also increased by approximately 15%. Additionally, there has been a 9% increase in FTE provided in state by pharmacists between 2013 and 2024.

The diversity index of Virginia's pharmacists increased from 47% in 2013 to 56% in 2024. The percentage of pharmacists who are female also increased, from 62% in 2013 to 69% in 2024. Median age has been relatively stable between 44 and 45 years since 2013. The percent under age 40, increased slightly from 37% in 2013 to 38% in 2023, and has decreased to 37% in 2024.

Educational attainment, specifically those who reported a PharmD, continues to increase in the pharmacist workforce, from 51% in 2013 to 75% in 2024. The percent reporting educational debt has also increased from 35% in 2013 to 40% in 2024. Median educational debt also increased from \$90K-\$100K in 2013 to \$140K-\$160K in 2024.

Around 92% of pharmacists reported being employed in the profession, compared to 93% in 2013. Median income increased from \$110K-\$120K in 2013 to \$130K-\$140K in 2024. Job satisfaction has decreased from 93% in 2013 to 90% in 2024. Pharmacists intending to retire within 10 years increased from 22% in 2013 to 26% in 2024. Regarding future plans, only 5% intended to increase patient care hours in 2024 compared to 12% in 2013.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	15,483	91%
New Licensees	758	4%
Non-Renewals	699	4%
All Licensees	16,940	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 98% of renewing pharmacists submitted a survey. These represent 93% of pharmacists who held a license at some point in 2023.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	94	548	85%
30 to 34	190	1,934	91%
35 to 39	181	2,796	94%
40 to 44	180	2,490	93%
45 to 49	117	1,944	94%
50 to 54	101	1,823	95%
55 to 59	110	1,596	94%
60 and Over	295	2,541	90%
Total	1,268	15,672	93%
New Licenses			
Issued in 2024	243	515	68%
Metro Status			
Non-Metro	80	1,053	93%
Metro	553	8,374	94%
Not in Virginia	636	6,245	91%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacists

Number:	16,940
New:	4%
Not Renewed:	4%

Survey Response Rates

All Licensees:	93%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	15,672
Response Rate, all licensees	93%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2024.
- Target Population:** All pharmacists who held a Virginia license at some point in 2024.
- 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 2024.

At a Glance:

Workforce

Pharmacist Workforce: 9,068
FTEs: 7,435

Utilization Ratios

Licensees in VA Workforce: 54%
Licensees per FTE: 2.28
Workers per FTE: 1.22

Source: Va. Healthcare Workforce Data Center

Virginia's Pharmacist Workforce		
Status	#	%
Worked in Virginia in Past Year	8,873	98%
Looking for Work in Virginia	195	2%
Virginia's Workforce	9,068	100%
Total FTEs	7,435	
Licensees	16,940	

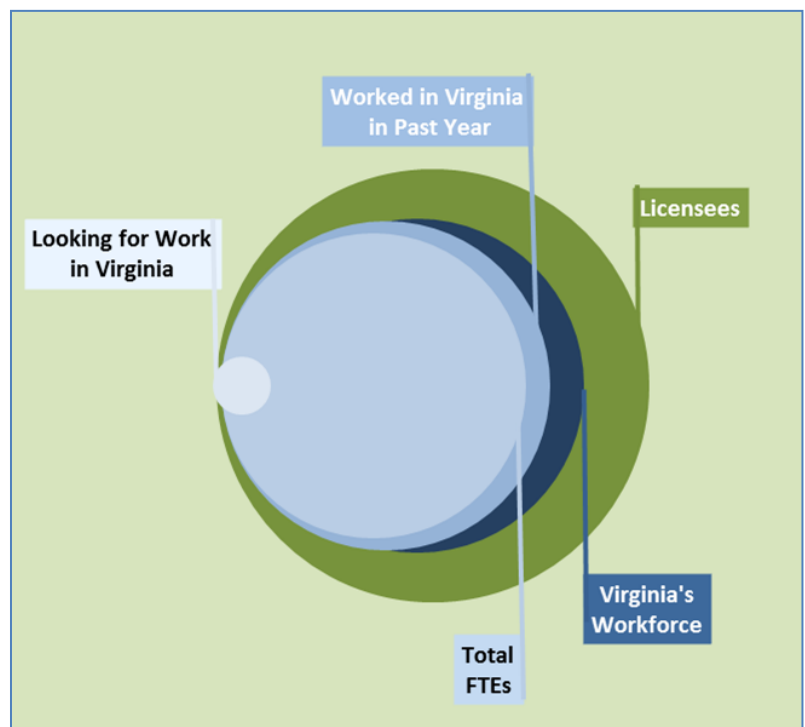
Source: Va. Healthcare Workforce Data Center

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

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	103	24%	324	76%	427	6%
30 to 34	269	27%	737	73%	1,006	14%
35 to 39	335	30%	796	70%	1,130	16%
40 to 44	298	30%	699	70%	997	14%
45 to 49	227	29%	551	71%	778	11%
50 to 54	203	27%	546	73%	749	11%
55 to 59	242	33%	490	67%	731	11%
60 +	513	45%	621	55%	1,134	16%
Total	2,190	32%	4,763	69%	6,953	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacists		Pharmacists Under 40	
	%	#	%	#	%
White	59%	4,276	61%	1,433	56%
Black	19%	878	13%	312	12%
Asian	7%	1,402	20%	623	24%
Other Race	0%	119	2%	46	2%
Two or more races	3%	151	2%	69	3%
Hispanic	11%	132	2%	64	3%
Total	100%	6,958	100%	2,547	100%

** Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2023.

Source: Va. Healthcare Workforce Data Center

37% of pharmacists are under the age of 40, and 72% of these professionals are female. In addition, pharmacists who are under the age of 40 have a diversity index of 61%, slightly higher than Virginia's population.

At a Glance:

Gender

% Female: 69%

% Under 40 Female: 72%

Age

Median Age: 45

% Under 40: 37%

% 55+: 27%

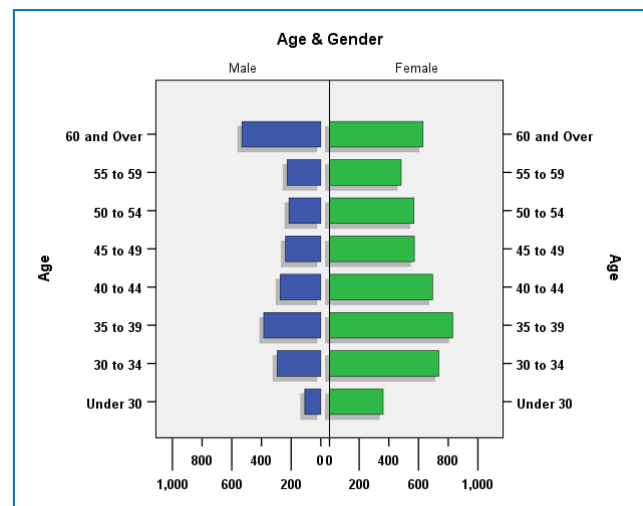
Diversity

Diversity Index: 56%

Under 40 Div. Index: 61%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two pharmacists, there is a 56% 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 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
Rural Childhood: 31%

Virginia Background

HS in Virginia: 47%
Prof. Education in VA: 48%
HS/Prof. Educ. in VA: 57%

Location Choice

% Rural to Non-Metro: 22%
% Urban/Suburban to Non-Metro: 5%

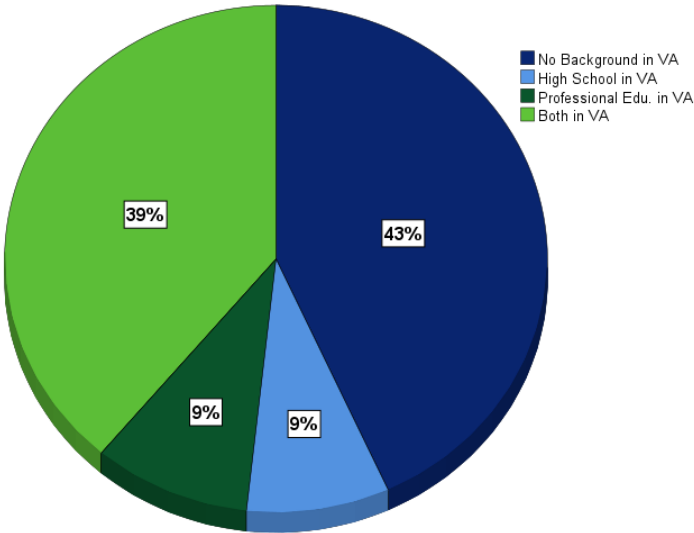
Source: Va. Healthcare Workforce Data Center

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+	20%	59%	20%
2	Metro, 250,000 to 1 million	52%	41%	7%
3	Metro, 250,000 or less	41%	45%	14%
Non-Metro Counties				
4	Urban pop 20,000+, metro adjacent	52%	35%	13%
6	Urban pop, 5,000-19,999, metro adjacent	59%	28%	14%
7	Urban pop, 5,000-19,999, non adjacent	91%	7%	2%
8	Rural, metro adjacent	58%	39%	3%
9	Rural, non adjacent	72%	19%	10%
Overall		31%	52%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

31% of pharmacists grew up in self-described rural areas, and 22% of these professionals currently work in non-metro counties. Overall, 10% of Virginia’s pharmacist workforce currently work in non-metro counties.

Top Ten States for Pharmacy Recruitment

Rank	All Pharmacists			
	High School	#	Professional School	#
1	Virginia	3,206	Virginia	3,229
2	Outside U.S./Canada	868	Pennsylvania	434
3	Pennsylvania	388	Outside U.S./Canada	338
4	New York	287	North Carolina	329
5	Maryland	228	New York	228
6	North Carolina	197	Maryland	220
7	West Virginia	182	West Virginia	180
8	New Jersey	131	Massachusetts	179
9	Florida	121	Washington, D.C.	164
10	Ohio	120	Tennessee	146

Source: Va. Healthcare Workforce Data Center

47% of Virginia's pharmacists received their high school degree in Virginia, and 48% received their initial professional degree in the state.

Among pharmacists who have been licensed in the past five years, 39% received their high school degree in Virginia, and 41% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	566	Virginia	588
2	Outside U.S./Canada	223	North Carolina	102
3	Pennsylvania	70	Outside U.S./Canada	95
4	Maryland	63	Pennsylvania	84
5	North Carolina	60	Maryland	61
6	New York	42	Tennessee	60
7	Florida	41	West Virginia	46
8	West Virginia	39	Florida	44
9	Texas	28	New York	39
10	Ohio	24	South Carolina	32

Source: Va. Healthcare Workforce Data Center

46% of Virginia's licensed pharmacists did not participate in Virginia's workforce in 2024. 92% of these professionals worked at some point in the past year, including 84% who currently work as pharmacists.

At a Glance:

Not in VA Workforce

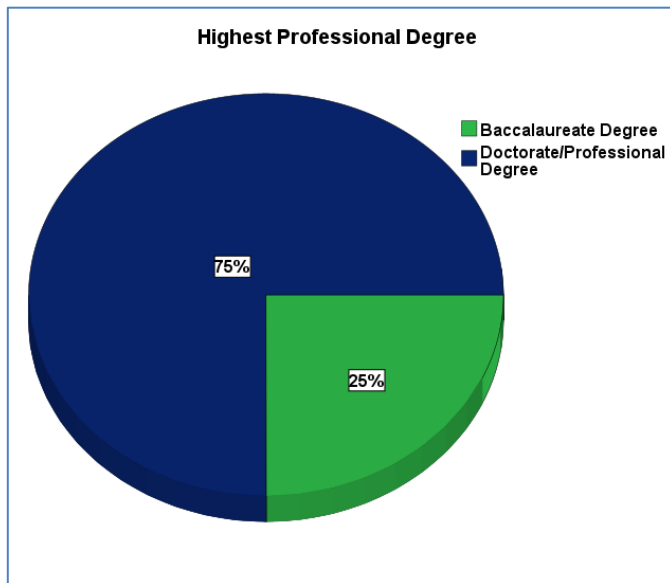
Total:	7,871
% of Licensees:	46%
Federal/Military:	8%
VA Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
B.S. Pharmacy	1,653	25%
Pharm.D.	4,963	75%
Total	6,615	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of pharmacists currently have educational debt, including 68% of those under the age of 40. For those with educational debt, the median debt is between \$110,000 and \$140,000. Among those under the age of 40 with debt, median is \$140,000 to \$180,000.

At a Glance:

Education

B.S. Pharmacy:	25%
Pharm.D.:	75%

Educational Debt

Carry debt:	40%
Under age 40 w/ debt:	68%
Median debt:	\$140k-\$160k

Source: Va. Healthcare Workforce Data Center

75% of pharmacists hold a Doctorate in Pharmacy as their highest professional degree, while all remaining professionals have earned a Bachelor's degree in Pharmacy.

Educational Debt				
Amount Carried	All Pharmacists		Pharmacists Under 40	
	#	%	#	%
None	3,137	60%	586	32%
\$30,000 or less	223	4%	76	4%
\$30,001-\$49,999	169	3%	58	3%
\$50,000-\$69,999	154	3%	71	4%
\$70,001-\$89,999	144	3%	66	4%
\$90,000-109,999	152	3%	84	5%
\$110,000-\$139,999	186	4%	131	7%
\$140,000-\$179,999	290	6%	216	12%
\$180,000-\$219,999	289	6%	214	12%
\$220,000-\$259,999	202	4%	156	8%
\$260,000-\$299,999	106	2%	81	4%
\$300,000 or more	165	3%	116	6%
Total	5,217	100%	1,855	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Top Specialties

Immunization:	14%
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):	12%
Community Pharmacy:	5%
Pharmacy Practice (Pre 1993):	2%

Source: Va. Healthcare Workforce Data Center

PGY1		
Residency	#	%
Pharmacy Practice (Post 1993)	1117	12%
Community Pharmacy	431	5%
Pharmacy Practice (Pre 1993)	208	2%
Managed Care Pharmacy	36	<1%
Total	1,792	20%
PGY2		
Ambulatory Care	111	1%
Critical Care	70	1%
Internal Medicine/Cardiology	54	1%
Oncology	41	<1%
Pediatrics	37	<1%
Health-system Pharmacy Administration	36	<1%
Infectious Disease	35	<1%
Drug Information	28	<1%
Pharmacotherapy	28	<1%
Psychiatry	27	<1%
Geriatrics	22	<1%
Emergency Medicine	21	<1%
Solid Organ Transplant	17	<1%
Other	140	2%
At Least One	667	7%

Source: Va. Healthcare Workforce Data Center

Board Certifications		
Certification	#	%
BPS-Pharmacotherapy	534	6%
BPS-Ambulatory Care	105	1%
BCGP-Geriatrics	73	1%
BPS-Oncology	57	1%
BPS- Psychiatric	23	<1%
BPS-Nuclear Pharmacy	13	<1%
BPS- Nutrition	13	<1%
ABAT-Applied Toxicology	4	<1%
Other Board Certification	278	3%
At Least One Certification	994	11%

Source: Va. Healthcare Workforce Data Center

11% of pharmacists hold a board certification, including 6% who hold a certification in Pharmacotherapy. 32% also have a self-designated specialty area, including 14% who have a specialization in immunization.

At a Glance:

Top Services

Immunization:	27%
Medication Management:	25%
Compounding:	17%

Disease Management

Anticoagulation:	40%
Diabetes:	40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Disease Management in Collaborative Practice

	#	%
Anticoagulation	298	40%
Diabetes	293	40%
Hypertension	264	36%
Hypercholesterolemia	234	32%
Tobacco Cessation	174	24%
Asthma	147	20%
Travel Medications	87	12%
At least one	425	64%

Source: Va. Healthcare Workforce Data Center

64% of the 406 pharmacists with a collaborative practice agreement were involved in providing at least one disease management service; anticoagulation and diabetes were the most commonly reported by 40% of those with the agreement. 24% of pharmacists in the state workforce also utilized at least one of the listed statewide protocols.

Services Provided

Services	Primary		Secondary	
	#	%	#	%
Primary Service, Immunization	2,477	27%	2,477	27%
Primary Service, Medication Therapy Management	2,231	25%	285	3%
Primary Service, Compounding	1,582	17%	176	2%
Primary Service, Central Filling	1,103	12%	159	2%
Primary Service, Remote Order Processing	992	11%	116	1%
Primary Service, Collaborative Practice Agreement	666	7%	73	1%
At Least One	4,174	46%	2,734	30%

Source: Va. Healthcare Workforce Data Center

Statewide Protocols

	#	%
Immunization	1,779	20%
Naloxone	1,543	17%
Coronavirus Testing	1,124	12%
Hormonal Contraception	532	6%
Epinephrine	374	4%
Lowering Out-of-Pocket Expenses	345	4%
Emergency Contraception	305	3%
Prenatal Vitamins	188	2%
HIV Pre-Exposure Prophylaxis	109	1%
Tuberculin Skin Testing	47	1%
HIV Post-Exposure Prophylaxis	25	0%
At Least One	2,170	24%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 74%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 54%
60 or more: 4%
Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	8	<1%
Employed in a pharmacy-related capacity	6,124	92%
Employed, NOT in a pharmacy-related capacity	264	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	26	<1%
Voluntarily unemployed	153	2%
Retired	99	2%
Total	6,674	100%

Source: Va. Healthcare Workforce Data Center

92% of Virginia's pharmacists are currently employed in the profession, and less than 1% of all pharmacy professionals are involuntarily unemployed at the survey period. 74% of the state's pharmacist workforce have one full-time job, while 9% of pharmacists have multiple positions. 54% 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	278	4%
One Part-Time Position	833	13%
Two Part-Time Positions	128	2%
One Full-Time Position	4,799	74%
One Full-Time Position & One Part-Time Position	432	7%
Two Full-Time Positions	14	0%
More than Two Positions	35	1%
Total	6,519	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	278	4%
1 to 9 hours	171	3%
10 to 19 hours	214	3%
20 to 29 hours	393	6%
30 to 39 hours	1,279	20%
40 to 49 hours	3,474	54%
50 to 59 hours	411	6%
60 to 69 hours	138	2%
70 to 79 hours	61	1%
80 or more hours	42	1%
Total	6,461	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	40	1%
\$50,000 or less	281	6%
\$50,001-\$60,000	111	2%
\$60,001-\$70,000	83	2%
\$70,001-\$80,000	79	2%
\$80,001-\$90,000	104	2%
\$90,001-\$100,000	138	3%
\$100,001-\$110,000	296	6%
\$110,001-\$120,000	338	7%
\$120,001-\$130,000	589	12%
\$130,001-\$140,000	550	12%
\$140,001-\$150,000	607	13%
More than \$150,000	1,497	32%
Total	4,713	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,081	48%
Somewhat Satisfied	2,676	42%
Somewhat Dissatisfied	495	8%
Very Dissatisfied	175	3%
Total	6,427	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation Leave	4,421	72%	77%
Retirement	3,909	64%	69%
Health Insurance	3,885	63%	68%
Dental Insurance	3,767	62%	66%
Paid Sick Leave	3,261	53%	57%
Group Life Insurance	2,674	44%	48%
Signing/Retention Bonus	617	10%	11%
Received At Least One Benefit	4,691	77%	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$130k-140k

Benefits

Employer Retirement: 69%
Employer Health Insurance: 68%

Satisfaction

Satisfied: 90%
Very Satisfied: 48%

Source: Va. Healthcare Workforce Data Center

The typical pharmacist earned between \$130,000 and \$140,000 in 2024. Among pharmacists who received either an hourly wage or a salary as compensation at their primary work location, 68% received health insurance and 69% also had access to a retirement plan.

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	76	1%
Experience Voluntary Unemployment?	205	2%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	139	2%
Work two or more positions at the same time?	715	8%
Switch employers or practices?	409	5%
Experienced at least 1	1,312	14%

Source: Va. Healthcare Workforce Data Center

1% of Virginia’s pharmacists experienced involuntary unemployment at some point in 2024. By comparison, Virginia’s average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	109	2%	56	7%
Less than 6 Months	479	8%	101	12%
6 Months to 1 Year	513	8%	95	12%
1 to 2 Years	1,338	22%	153	19%
3 to 5 Years	1,336	22%	150	18%
6 to 10 Years	900	15%	106	13%
More than 10 Years	1,513	24%	160	19%
Subtotal	6,187	100%	822	100%
Did not have location	262		8,217	
Item Missing	2,619		30	
Total	9,068		9,068	

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: 1%
Underemployed: 2%

Stability

Switched: 5%
New Location: 19%
Over 2 years: 61%
Over 2 yrs, 2nd location: 51%

Employment Type

Salary or Wage: 94%

Source: Va. Healthcare Workforce Data Center

61% 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	#	%
Salary/ Commission	2,469	50%
Hourly Wage	2,198	44%
By Contract	50	1%
Business/ Practice Income	226	5%
Unpaid	43	1%
Subtotal	4,986	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.3% and a high of 3.5%. The unemployment rate from December 2024 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more (2023):	9%
2 or more (Now*):	12%

Source: Va. Healthcare Workforce Data Center

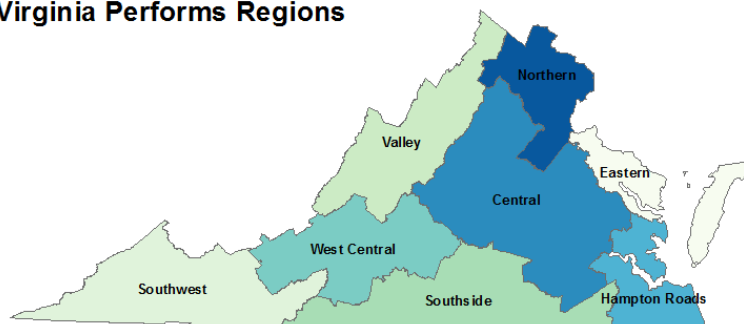
Over half of all pharmacists in the state work in either Northern Virginia or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,659	27%	163	20%
Eastern	86	1%	22	3%
Hampton Roads	1,087	18%	152	18%
Northern	1,679	27%	188	23%
Southside	190	3%	27	3%
Southwest	357	6%	55	7%
Valley	339	5%	42	5%
West Central	679	11%	103	12%
Virginia Border State/DC	51	1%	25	3%
Other US State	37	1%	52	6%
Outside of the US	0	0%	0	0%
Total	6,164	100%	829	100%
Item Missing	2,641		23	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Over the past year, 9% of Virginia's pharmacists worked at multiple locations.

Number of Work Locations				
Locations	Work Locations in 2023		Work Locations Now*	
	#	%	#	%
0	261	3%	267	4%
1	7,957	88%	5,340	84%
2	524	6%	485	8%
3	192	2%	182	3%
4	25	<1%	11	<1%
5	18	<1%	15	<1%
6 or More	91	1%	67	1%
Total	9,068	100%	6,366	100%

*At the time of survey completion, December 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,466	61%	536	71%
Non-Profit	1,663	29%	174	23%
State/Local Government	201	4%	17	2%
Veterans Administration	161	3%	7	1%
U.S. Military	100	2%	8	1%
Other Federal Gov't	98	2%	13	2%
Total	5,689	100%	755	100%
Did not have location	262		8,217	
Item Missing	3,118		98	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	61%
Federal:	6%

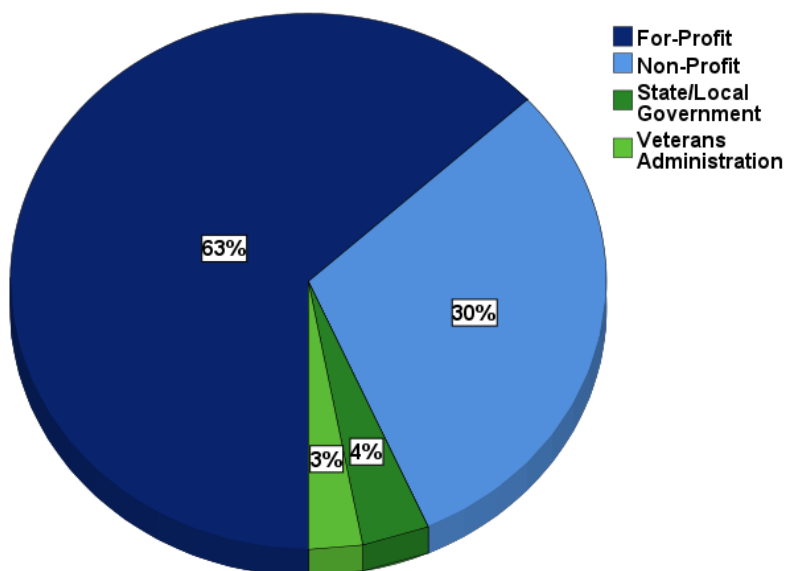
Top Establishments

Hospital/Health System: (Inpatient)	26%
Large Chain Pharmacy: (11+ Stores)	24%
Independent Pharmacy: (1-4 Stores)	9%

Source: Va. Healthcare Workforce Data Center

9% of all pharmacists work in the private sector, including 61% who work at a for-profit company. Another 6% of pharmacists work for the federal government, while 4% work for a state or local government.

Sector, Primary Work Site



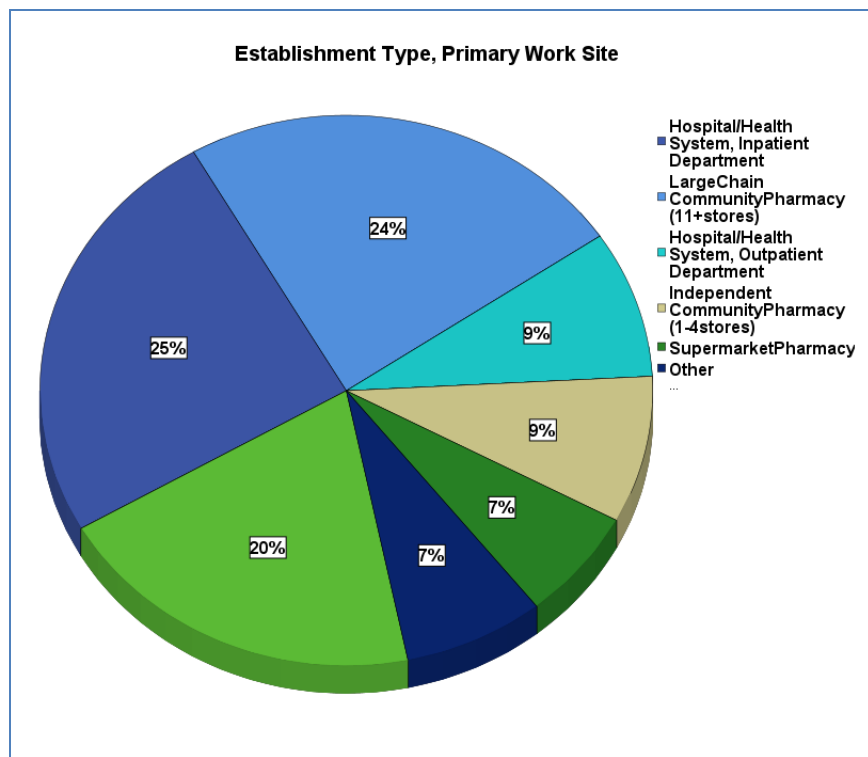
Source: Va. Healthcare Workforce Data Center

Top Location Types				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital/Health System, Inpatient Department	1,403	25%	138	19%
Large Chain Community Pharmacy	1,336	24%	208	28%
Hospital/Health System, Outpatient Department	485	9%	30	4%
Independent Community Pharmacy	484	9%	91	12%
Supermarket Pharmacy	366	7%	47	6%
Clinic-Based Pharmacy	237	4%	45	6%
Mass Merchandiser (i.e., Big Box Store)	177	3%	33	4%
Benefit Administration	176	3%	8	1%
Nursing Home/Long-Term Care	156	3%	24	3%
Academic Institution	122	2%	24	3%
Mail Service Pharmacy	83	1%	10	1%
Home Health/Infusion	69	1%	4	1%
Manufacturer	51	1%	4	1%
Small Chain Community Pharmacy	36	1%	8	1%
Wholesale Distributor	8	0%	0	0%
Other	417	7%	68	9%
Total	5,606	100%	742	100%
Did Not Have a Location	262		8,217	

Hospital, health system, inpatient department is the most common establishment type in Virginia, employing a quarter of the state's pharmacist workforce.

Source: Va. Healthcare Workforce Data Center

Large chain community pharmacies of more than 10 stores were 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

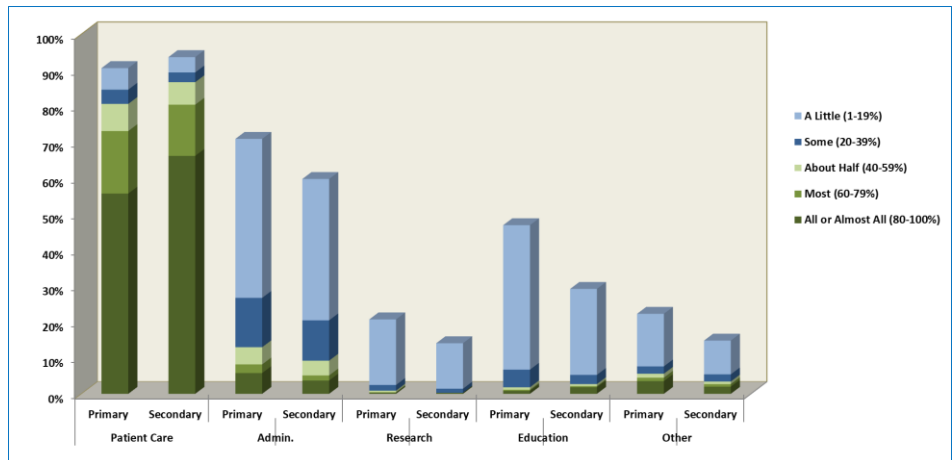
Patient Care: 74%
Administration: 8%
Education: 1%

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, almost three-quarters of pharmacists fill a patient care role, defined as spending at least 60% of their 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
All or Almost All (80-100%)	57%	69%	6%	4%	0%	1%	1%	2%	3%	2%
Most (60-79%)	17%	12%	3%	2%	0%	0%	0%	0%	1%	0%
About Half (40-59%)	7%	4%	4%	3%	0%	0%	1%	1%	1%	1%
Some (20-39%)	4%	3%	13%	9%	2%	1%	5%	2%	2%	2%
A Little (1-20%)	6%	3%	45%	43%	19%	12%	40%	27%	15%	11%
None (0%)	9%	9%	30%	40%	79%	85%	54%	68%	78%	85%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	188	4%	-	-
50 to 54	206	4%	0	0%
55 to 59	573	12%	142	8%
60 to 64	1,381	28%	533	28%
65 to 69	1,724	35%	732	39%
70 to 74	455	9%	234	12%
75 to 79	149	3%	103	5%
80 or over	62	1%	34	2%
I do not intend to retire	221	4%	98	5%
Total	4,958	100%	1,876	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacists

Under 65: 47%

Under 60: 20%

Pharmacists 50 and over

Under 65: 36%

Under 60: 8%

Time until Retirement

Within 2 years: 7%

Within 10 years: 26%

Half the workforce: By 2049

Source: Va. Healthcare Workforce Data Center

47% of Virginia’s pharmacists expect to retire before the age of 65, while 17% plan on working until at least age 70. Among pharmacists who are age 50 and over, 36% still plan on retiring by age 65, while 24% expect to work until at least age 70.

Within the next two years, 2% of Virginia’s pharmacists plan on leaving the profession and 2% expect to leave the state. Meanwhile, 6% of pharmacists expect to pursue additional educational opportunities, and 5% plan on increasing the number of hours that they devote to patients.

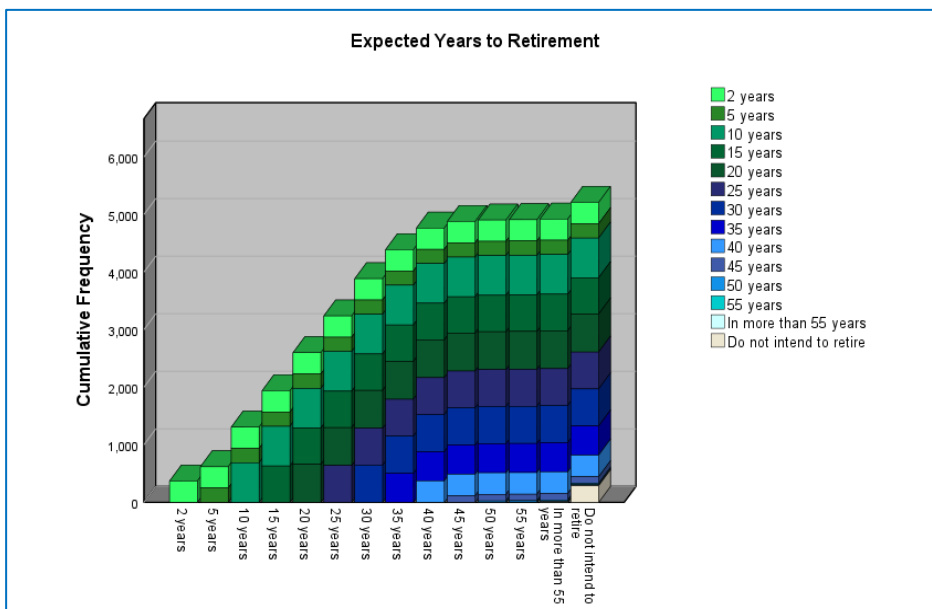
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	165	2%
Leave Virginia	183	2%
Decrease Patient Care Hours	269	3%
Decrease Teaching Hours	31	<1%
Increase Participation		
Increase Patient Care Hours	457	5%
Increase Teaching Hours	304	3%
Pursue Additional Education	565	6%
Return to Virginia’s Workforce	88	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 26% plan on retiring in the next ten years. More than half of the current pharmacist workforce is expected to retire by 2049.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	363	7%	7%
5 years	242	5%	12%
10 years	671	14%	26%
15 years	579	12%	37%
20 years	628	13%	50%
25 years	645	13%	63%
30 years	605	12%	75%
35 years	484	10%	85%
40 years	344	7%	92%
45 years	124	3%	94%
50 years	26	1%	95%
55 years	12	0%	95%
In more than 55 years	15	0%	96%
Do not intend to retire	221	4%	100%
Total	4,958	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2034. Retirement will peak at 13% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2064.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 7,435
FTEs/1,000 Residents²: 0.853
Average: 0.84

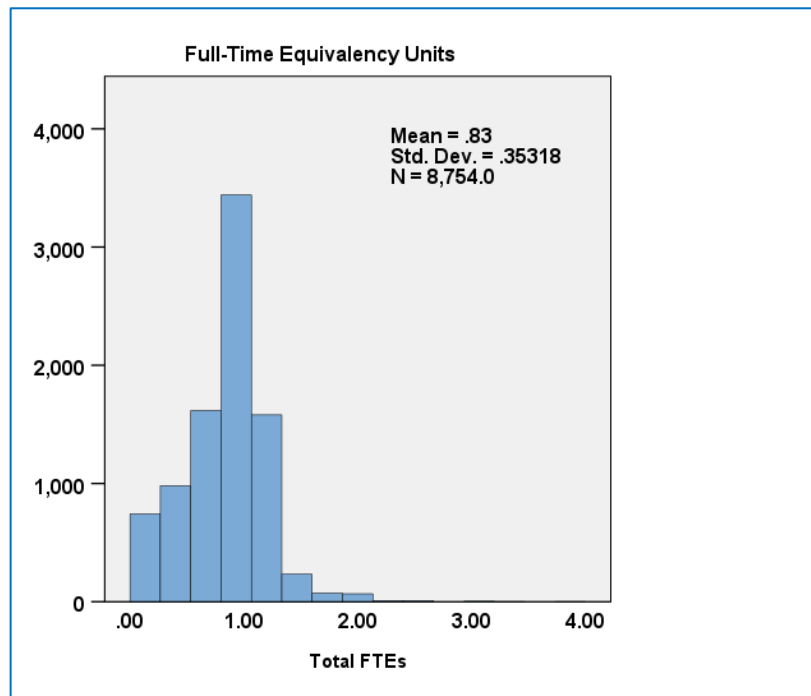
Age & Gender Effect

Age, Partial Eta³: Small
Gender, Partial Eta³: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

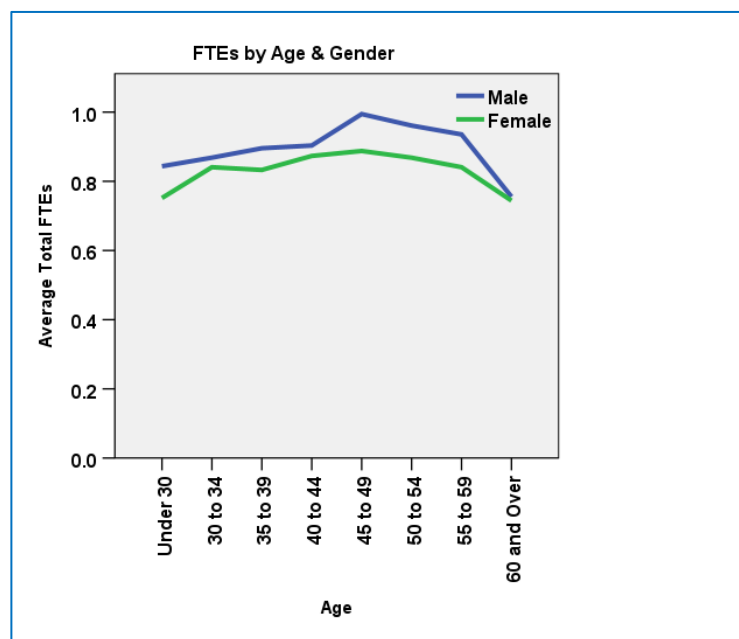


Source: Va. Healthcare Workforce Data Center

The typical pharmacist provided 0.85 FTEs in 2024, or about 34 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.³

Full-Time Equivalency Units		
	Average	Median
Under 30	0.72	0.71
30 to 34	0.83	0.84
35 to 39	0.86	0.85
40 to 44	0.85	0.78
45 to 49	0.90	0.88
50 to 54	0.91	0.88
55 to 59	0.92	0.99
60 and Over	0.74	0.67
Gender		
Male	0.89	0.98
Female	0.84	0.92

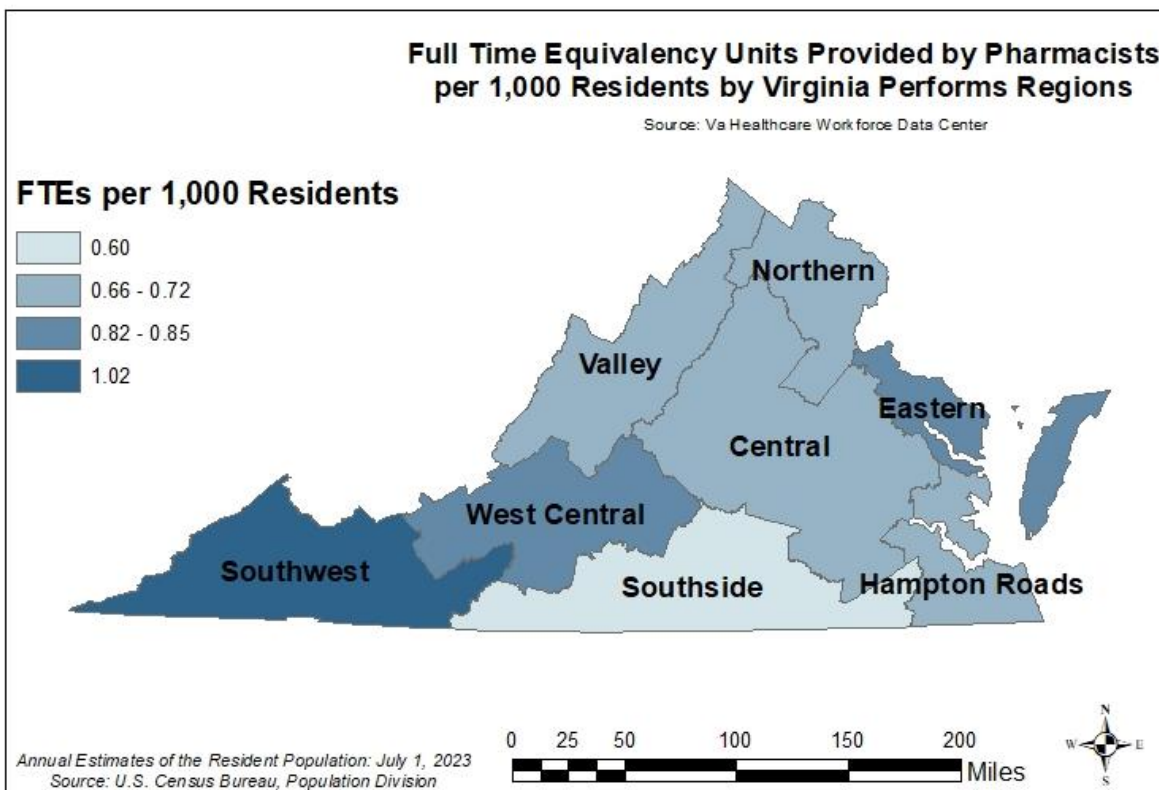
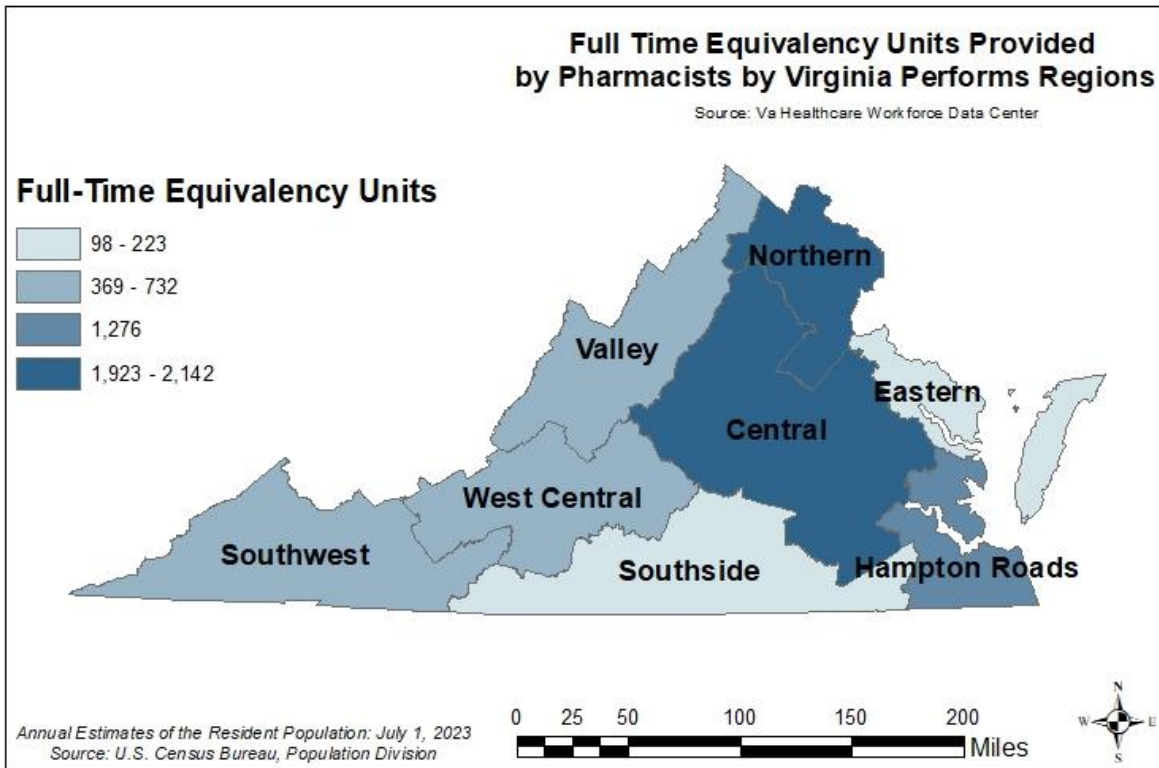
Source: Va. Healthcare Workforce Data Center



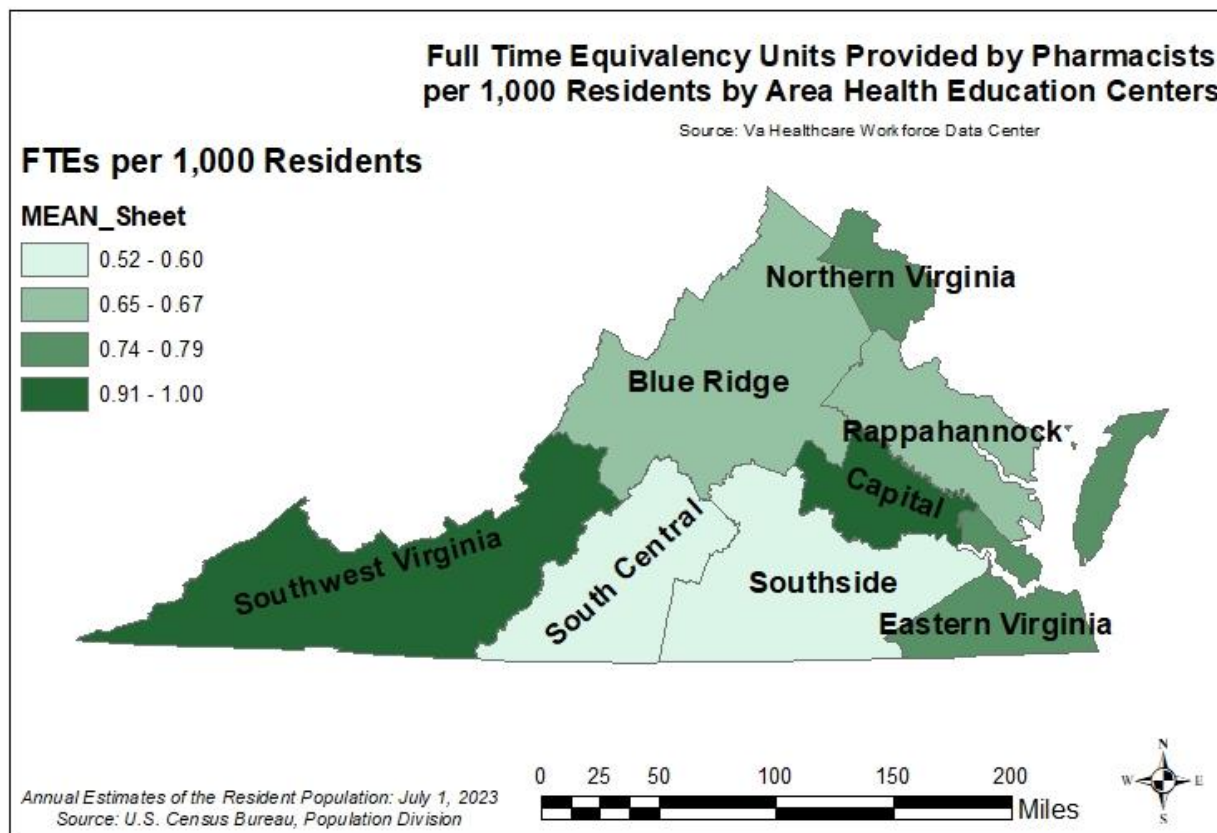
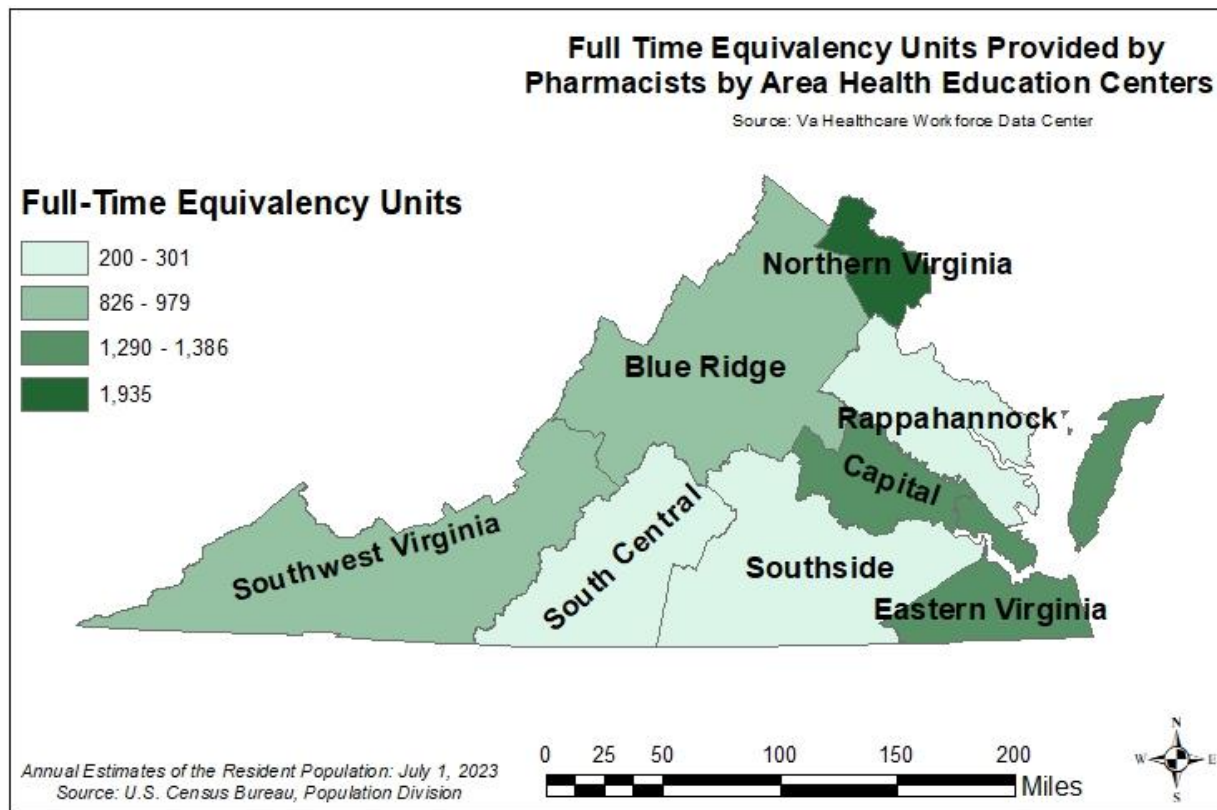
Source: Va. Healthcare Workforce Data Center

² Number of residents in 2023 was used as the denominator.

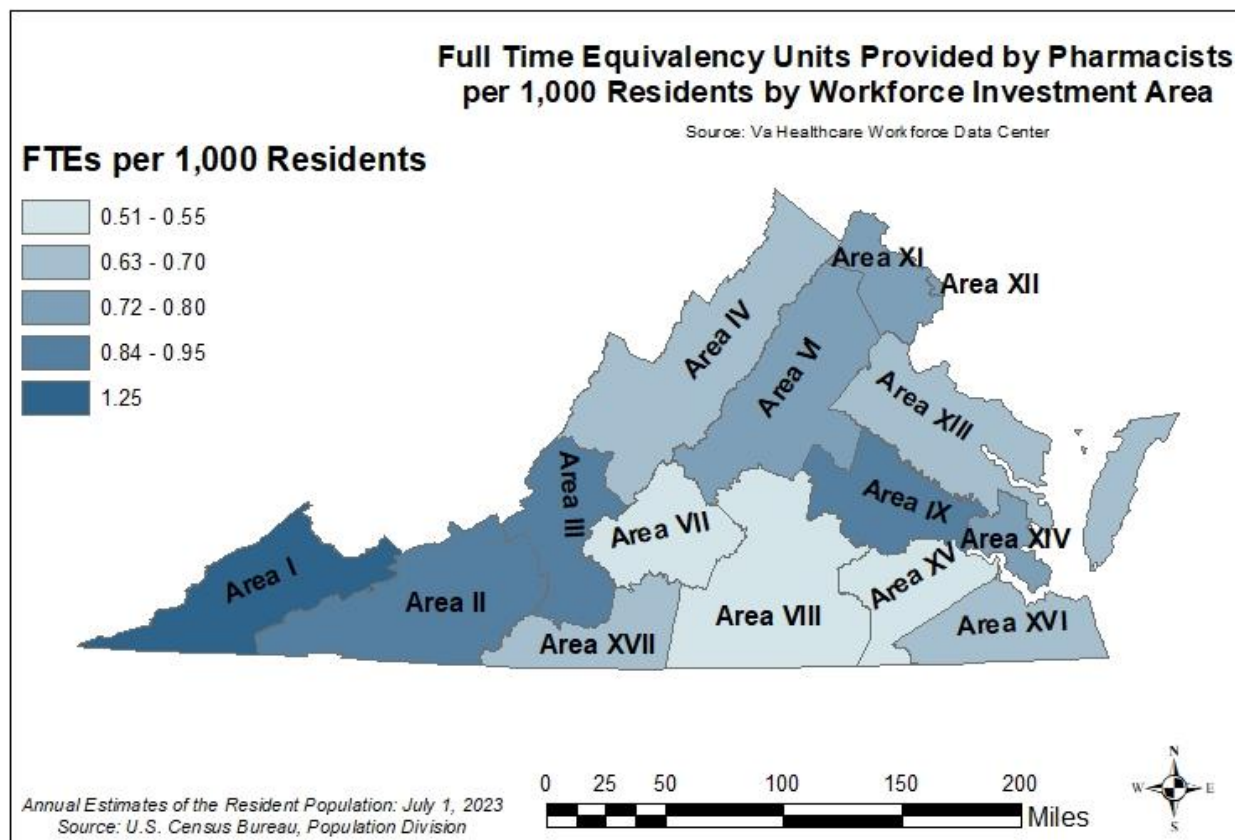
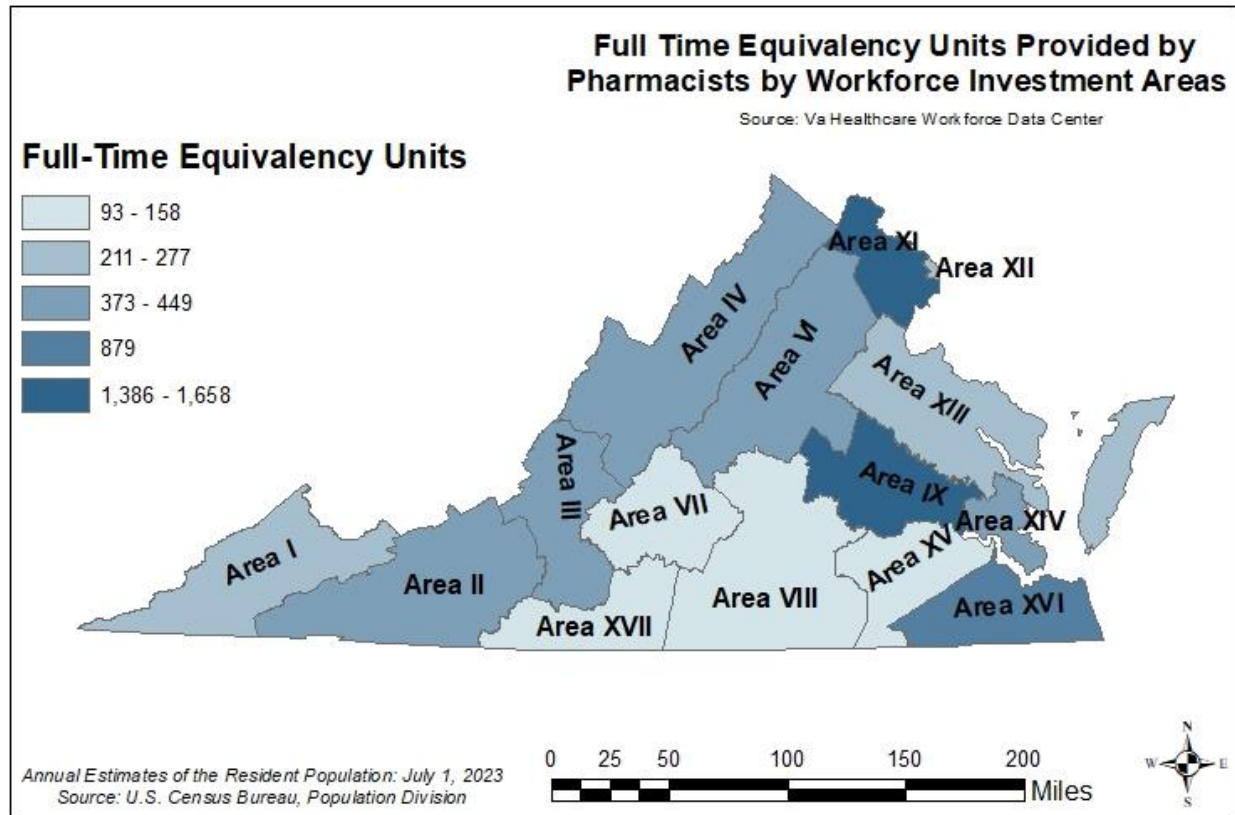
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).



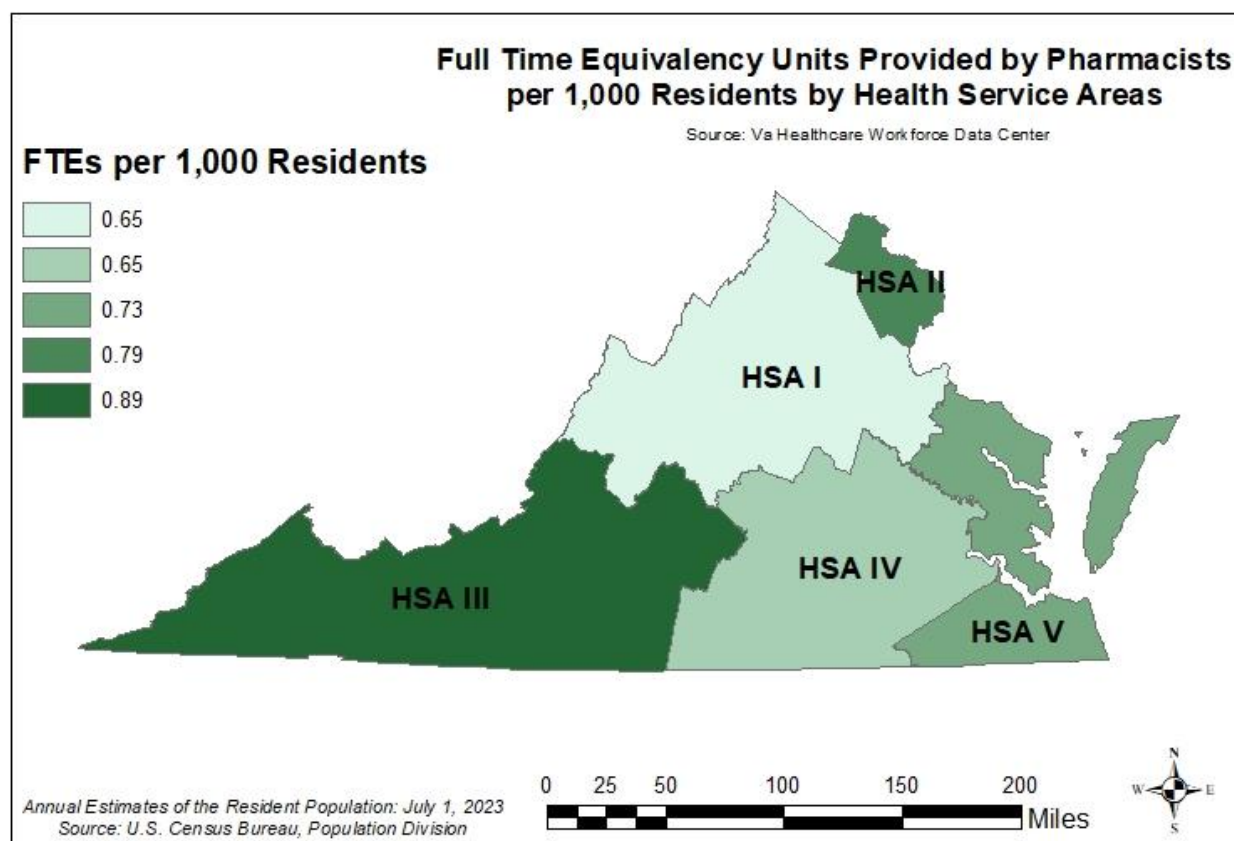
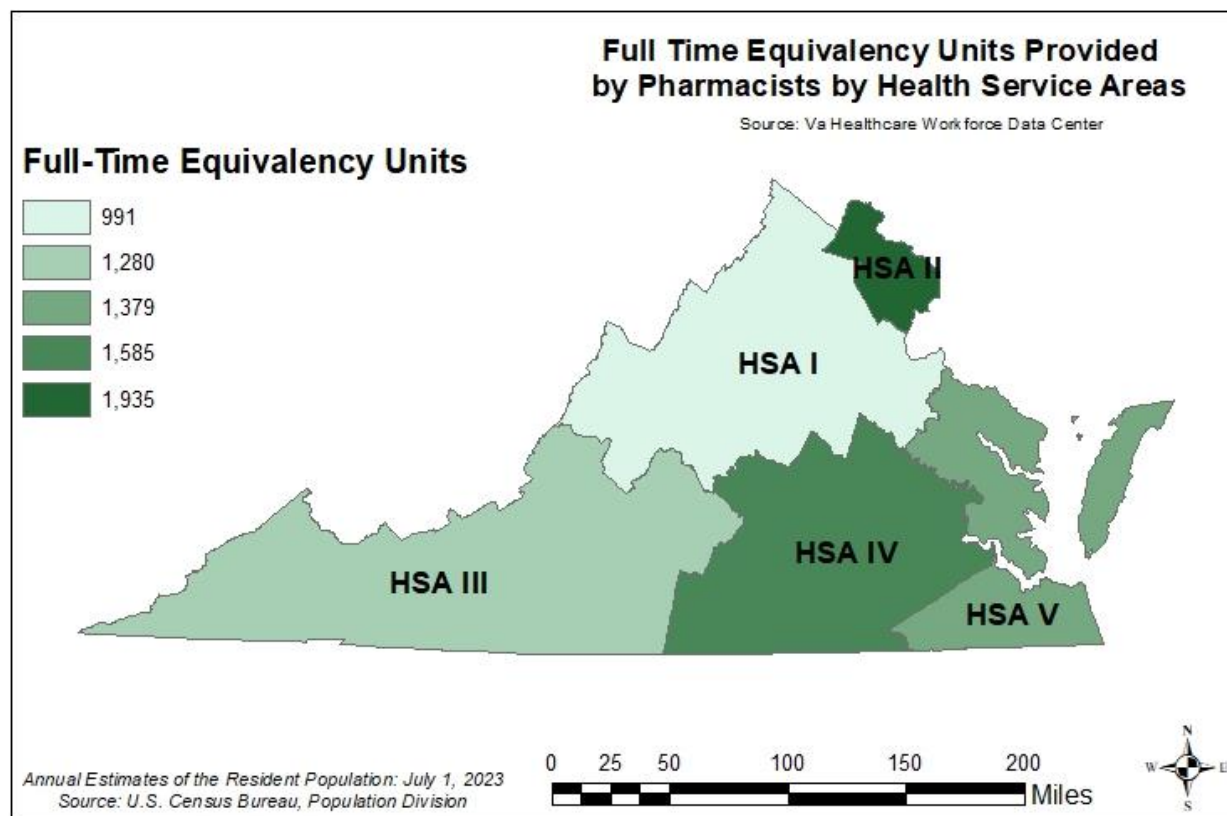
*Virginia performs regions are utilized across the state of Virginia by multiples stakeholders and state agencies.



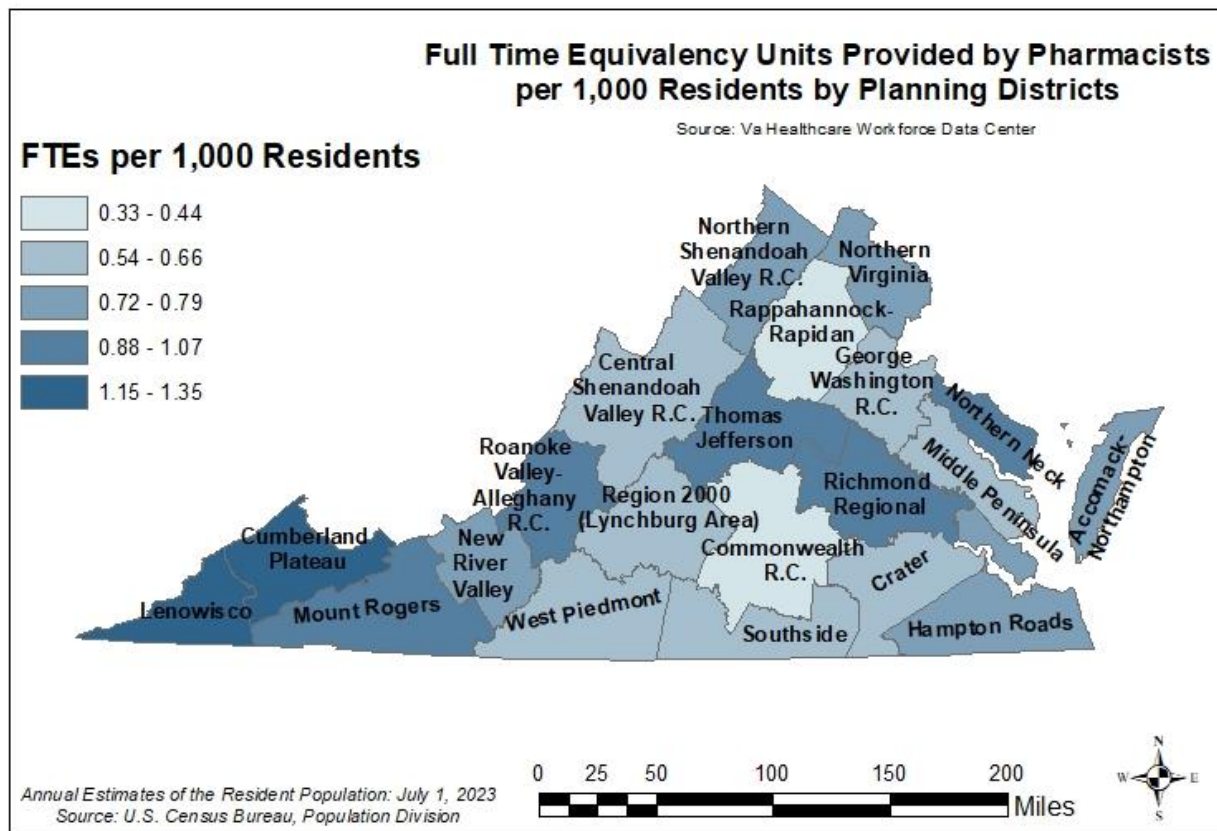
*The Virginia Area Health Education Center regions are utilized by the Virginia Department of Health to assess primary care access.



*Workforce Investment Areas are utilized by the Virginia Department of Workforce Development and Advancement.



*Health Services Areas are utilized by the Virginia Department of Health and Virginia's Department to Medical Assistance Services to identify areas with a low concentration of healthcare professionals.



*Planning Districts are used by the Virginia Department of Housing and Community Development to assist local and state government collaboration.

Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,846	93.76%	1.0665	1.0413	1.1559
Metro, 250,000 to 1 million	927	93.64%	1.0680	1.0427	1.1574
Metro, 250,000 or less	1,154	94.19%	1.0616	1.0365	1.1506
Urban pop 20,000+, Metro adj	122	91.80%	1.0893	1.0635	1.1805
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	349	93.41%	1.0706	1.0452	1.1602
Urban pop, 2,500-19,999, nonadj	293	93.17%	1.0733	1.0479	1.1632
Rural, Metro adj	240	92.08%	1.0860	1.0603	1.1770
Rural, nonadj	129	93.80%	1.0661	1.0409	1.1554
Virginia border state/DC	2,973	91.46%	1.0934	1.0676	1.1850
Other US State	3,908	90.23%	1.1083	1.0821	1.2012

Source: Va. Healthcare Workforce Data Center

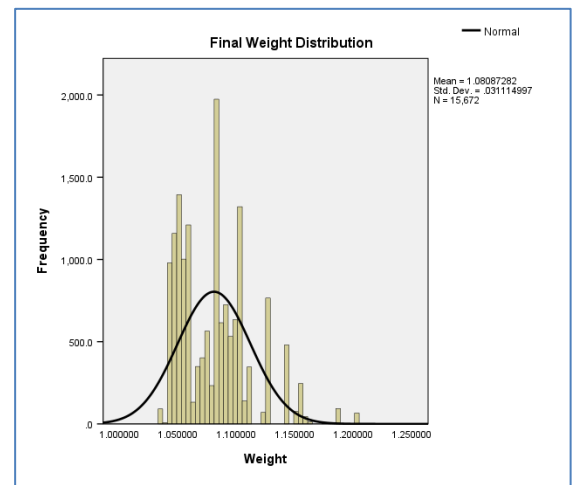
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

Age Weight x Rural Weight x Response Rate =
Final Weight.

Overall Response Rate: 0.92515



Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	642	85.36%	1.1715	1.1506	1.2012
30 to 34	2,124	91.05%	1.0982	1.0786	1.1260
35 to 39	2,977	93.92%	1.0647	1.0457	1.0917
40 to 44	2,670	93.26%	1.0723	1.0531	1.0994
45 to 49	2,061	94.32%	1.0602	1.0412	1.0870
50 to 54	1,924	94.75%	1.0554	1.0365	1.0821
55 to 59	1,706	93.55%	1.0689	1.0498	1.0960
60 and Over	2,836	89.60%	1.1161	1.0961	1.1444

Source: Va. Healthcare Workforce Data Center

Virginia's Pharmacy Technician Workforce: 2024

Healthcare Workforce Data Center

January 2025

Virginia Department of Health Professions
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<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

More than 11,000 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 their ongoing cooperation.

Thank You!

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The Pharmacy Technician Workforce At a Glance:

The Workforce

Registrants:	13,948
Virginia's Workforce:	12,793
FTEs:	10,010
Trainees*:	8,016

Background

Rural Childhood:	40%
HS Degree in VA:	74%
% Work Non-Metro:	13%

Current Employment

Employed in Prof.:	83%
Hold 1 Full-Time Job:	70%
Satisfied?:	91%

Survey Response Rate

All Registrants:	
Renewing Practitioners:	99%

Education

80%	High School/GED:
Associate Degree:	20%

Job Turnover

56%	Switched Jobs:	4%
Employed Over 2 Yrs.:	54%	

Demographics

Female:	85%
Diversity Index:	62%
Median Age:	37

Finances

Median Income:	\$35k-\$40k
Health Insurance:	60%
Under 40 w/ Ed. Debt:	46%

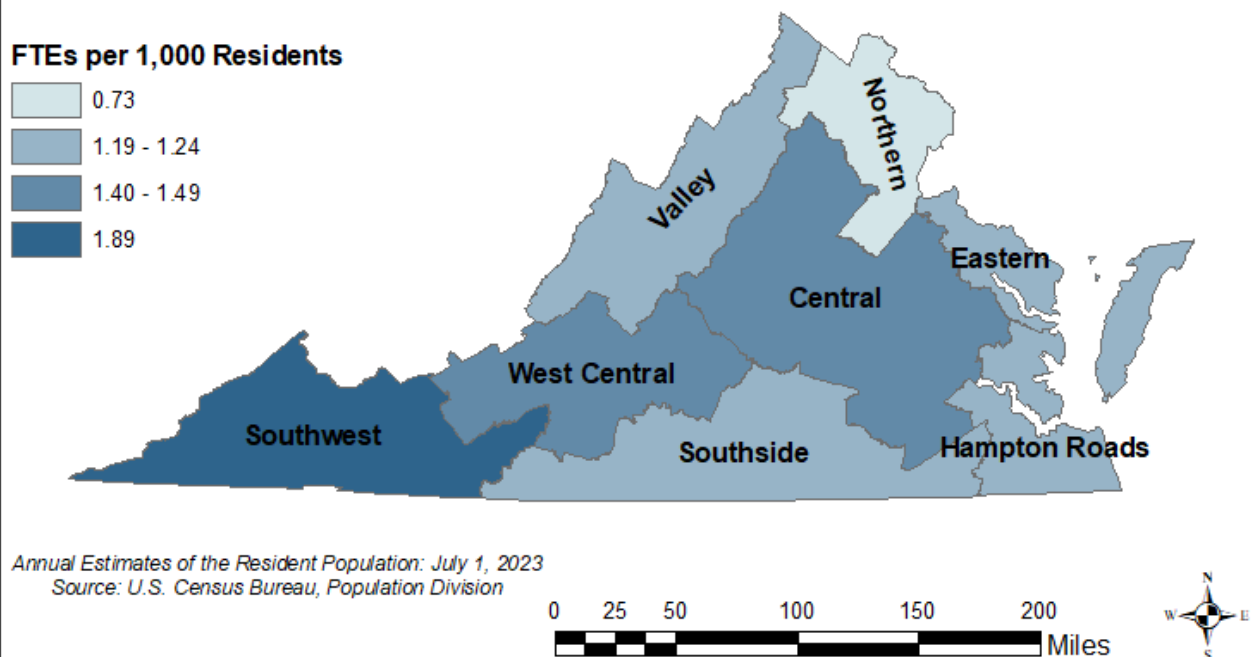
Primary Roles

Medication Disp.:	56%
Administration:	6%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

Full-Time Equivalency Units Provided by Pharmacy Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center



*The survey was not available to Pharmacy Technician Trainees.

Results in Brief

This report contains the results of the 2024 Pharmacy Technician Workforce survey. A total of 11,116 pharmacy technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the registration renewal process, which takes place every December for pharmacy technicians. These survey respondents represent 80% of the 13,948 pharmacy technicians who are registered in the state and 99% of renewing practitioners. Additionally, there were 8,016 pharmacy technician trainees registered with the department of health professions, which represents a 73% increase since 2021.

The HWDC estimates that 12,793 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 10,010 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Among all pharmacy technicians, 85% are female. In addition, the median age of this workforce is 37. In a random encounter between two pharmacy technicians, there is a 62% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those pharmacy technicians who are under the age of 40, this diversity index increases to 66%. The comparable diversity index for Virginia's overall population is 60%. Two out of every five pharmacy technicians grew up in a rural area, and 27% of pharmacy technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 13% of all pharmacy technicians work in a non-metro area.

Among all pharmacy technicians, 83% are currently employed in the profession, 70% hold one full-time position, and 50% work between 40 and 49 hours per week. Nearly three out of every four pharmacy technicians are employed in the for-profit sector, while another 18% of pharmacy technicians work in the non-profit sector. The median annual income for pharmacy technicians is between \$35,000 and \$40,000, and 90% receive this income as an hourly wage. More than nine out of every ten pharmacy technicians indicated that they are satisfied with their current work situation, including 50% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 pharmacy technician workforce. The number of registered pharmacy technicians has decreased by 5% (13,948 vs. 14,686). The size of Virginia's pharmacy technician workforce has fallen by 7% (12,793 vs. 13,783), while the number of FTEs provided by this workforce has fallen by 5% (10,010 vs. 10,487). Renewing pharmacy technicians are more likely to respond to the survey (99% vs. 95%).

The percentage of pharmacy technicians who are female has increased (85% vs. 84%), and the median age of this workforce has risen as well (37 vs. 34). At the same time, the diversity index of this workforce has increased (62% vs. 58%), a trend that has also occurred among those professionals who are under the age of 40 (66% vs. 62%). The percentage of pharmacy technicians who grew up in a rural area has declined slightly (40% vs. 41%), and pharmacy technicians who grew up in a rural area are also slightly less likely to work in a non-metro area (27% vs. 28%). In total, the percentage of all pharmacy technicians who work in a non-metro county has fallen (13% vs. 14%). Pharmacy technicians are relatively more likely to hold a baccalaureate degree (20% vs. 17%) as their highest professional degree than a high school degree/GED (56% vs. 59%). Although pharmacy technicians are less likely to hold education debt (36% vs. 39%), the median outstanding balance among those with education debt has increased (\$18k-\$20k vs. \$12k-\$14k).

Pharmacy technicians are more likely to work in the profession (83% vs. 78%), hold one full-time position (70% vs. 62%), and work between 40 and 49 hours per week (50% vs. 40%). In addition, pharmacy technicians are more likely to work for an employer that requires a national certification as a condition for employment (65% vs. 41%). At the same time, pharmacy technicians are also more likely to have received a pay raise after having earned a national certification (45% vs. 35%). Pharmacy technicians are relatively more likely to work in the non-profit sector (18% vs. 13%) than in the for-profit sector (72% vs. 76%). The median annual income of pharmacy technicians has increased (\$35k-\$40k vs. \$20k-\$25k). Pharmacy technicians are more likely to indicate that they are satisfied with their current work situation (91% vs. 89%), including those who indicated that they are "very satisfied" (50% vs. 46%).

A Closer Look:

Registrant Counts		
Registration Status	#	%
Renewing Practitioners	10,647	76%
New Registrants	1,675	12%
Non-Renewals	1,626	12%
All Registrants	13,948	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing pharmacy technicians, 99% submitted a survey. These represent 80% of the 13,948 pharmacy technicians who were registered at some point in 2024.

Definitions

- 1. **The Survey Period:** The survey was conducted in December 2024.
- 2. **Target Population:** All professionals who held a Virginia registration at some point in 2024.
- 3. **Survey Population:** The survey was available to those who renewed their registration online. It was not available to those who did not renew, including some professionals newly registered in 2024.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	1,279	2,668	68%
30 to 34	416	1,644	80%
35 to 39	330	1,597	83%
40 to 44	224	1,343	86%
45 to 49	152	1,096	88%
50 to 54	149	983	87%
55 to 59	97	788	89%
60 and Over	185	997	84%
Total	2,832	11,116	80%
New Registrations			
Issued in 2024	1,116	559	33%
Metro Status			
Non-Metro	330	1,608	83%
Metro	1,995	8,690	81%
Not in Virginia	507	818	62%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	11,116
Response Rate, All Registrants	80%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Pharmacy Tech.

Number: 13,948
New: 12%
Not Renewed: 12%

Survey Response Rates

All Registrants: 80%
Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Pharmacy Tech. Workforce: 12,793
FTEs: 10,010

Utilization Ratios

Registrants in VA Workforce: 92%
Registrants per FTE: 1.39
Workers per FTE: 1.28

Source: Va. Healthcare Workforce Data Center

Definitions

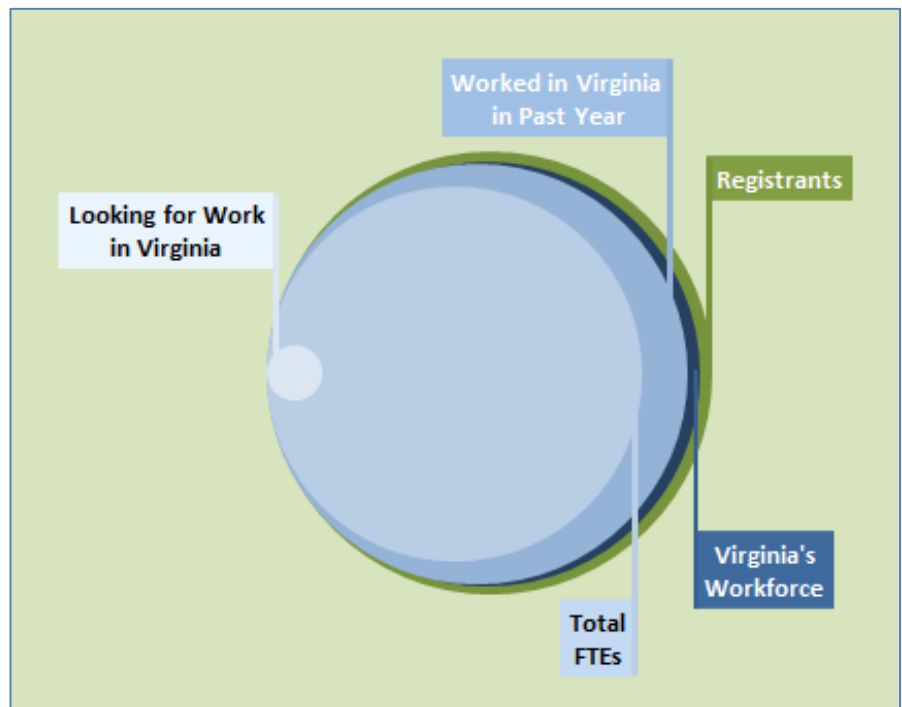
- 1. Virginia's Workforce:** A registrant with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline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

Pharmacy Tech. Workforce

Status	#	%
Worked in Virginia in Past Year	12,567	98%
Looking for Work in Virginia	227	2%
Virginia's Workforce	12,793	100%
Total FTEs	10,010	
Registrants	13,948	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	563	17%	2,738	83%	3,302	31%
30 to 34	244	16%	1,313	84%	1,557	15%
35 to 39	194	14%	1,217	86%	1,411	13%
40 to 44	162	15%	946	85%	1,108	11%
45 to 49	130	15%	758	85%	888	8%
50 to 54	80	10%	752	90%	832	8%
55 to 59	79	13%	541	87%	621	6%
60 and Over	109	13%	718	87%	827	8%
Total	1,562	15%	8,984	85%	10,546	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharmacy Tech. Under 40	
	%	#	%	#	%
White	59%	5,949	56%	3,286	52%
Black	19%	2,381	22%	1,463	23%
Asian	7%	971	9%	555	9%
Other Race	0%	157	1%	84	1%
Two or More Races	3%	438	4%	344	5%
Hispanic	11%	747	7%	590	9%
Total	100%	10,643	100%	6,322	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2023.

Source: Va. Healthcare Workforce Data Center

Among the 59% of pharmacy technicians who are under the age of 40, 84% are female. In addition, the diversity index among pharmacy technicians who are under the age of 40 is 66%.

At a Glance:

Gender

% Female: 85%

% Under 40 Female: 84%

Age

Median Age: 37

% Under 40: 59%

% 55 and Over: 14%

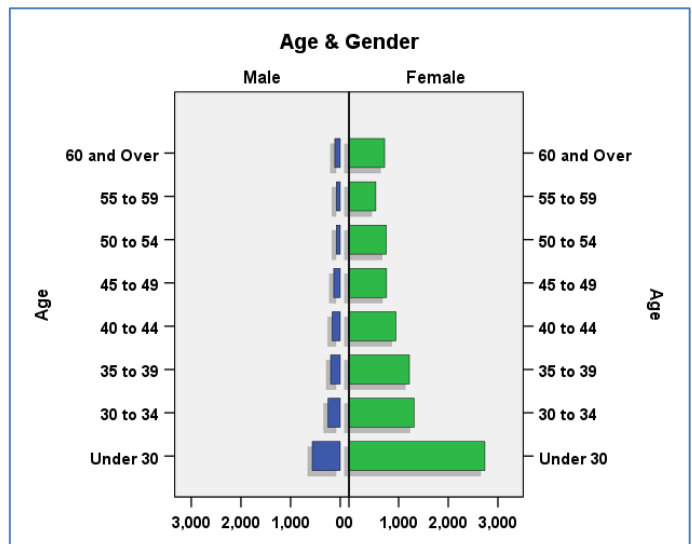
Diversity

Diversity Index: 62%

Under 40 Div. Index: 66%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 62% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's overall population, the comparable diversity index is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
Rural Childhood: 40%

Virginia Background

HS in Virginia: 74%
HS in VA, Past 5 Years: 72%

Location Choice

% Work Non-Metro: 13%
% Rural to Non-Metro: 27%
% Urban/Suburban to Non-Metro: 4%

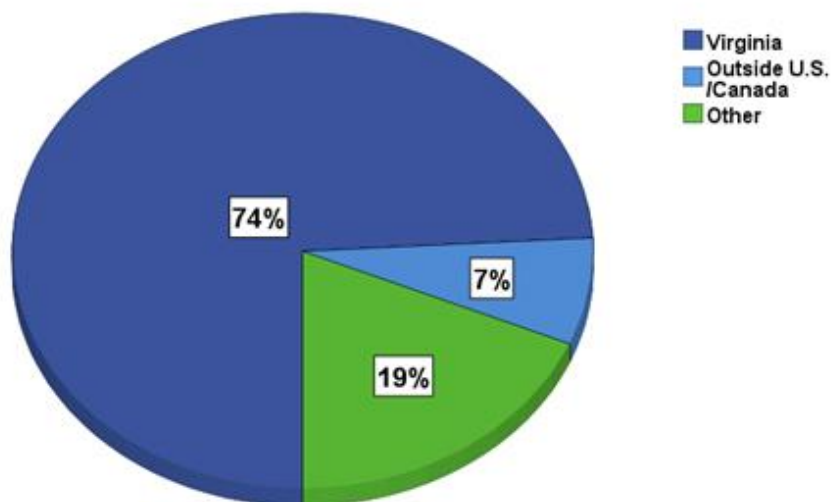
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	24%	51%	25%
2	Metro, 250,000 to 1 Million	57%	30%	13%
3	Metro, 250,000 or Less	64%	27%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	63%	25%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	17%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	3%	4%
8	Rural, Metro Adjacent	89%	9%	3%
9	Rural, Non-Adjacent	70%	22%	9%
Overall		40%	41%	19%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 40% grew up in a self-described rural area, and 27% of pharmacy technicians who grew up in a rural area currently work in a non-metro county. In total, 13% of all pharmacy technicians are employed in a non-metro area of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians	#	Registered in the Past Five Years	#
1	Virginia	7,710	Virginia	2,926
2	Outside U.S./Canada	757	Outside U.S./Canada	272
3	Maryland	196	Maryland	110
4	North Carolina	179	North Carolina	81
5	New York	157	Florida	69
6	Florida	132	New York	59
7	West Virginia	129	California	47
8	California	108	West Virginia	46
9	Pennsylvania	93	Tennessee	36
10	New Jersey	90	Pennsylvania	34

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 74% received their high school diploma in Virginia. Among those pharmacy technicians who obtained their initial registration in the past five years, 72% received their high school degree in the state.

In total, 8% of Virginia's registered pharmacy technicians did not participate in the state's workforce in 2024. However, 87% of these professionals worked at some point in the past year, including 68% who currently work as pharmacy technicians.

At a Glance:

Not in VA Workforce

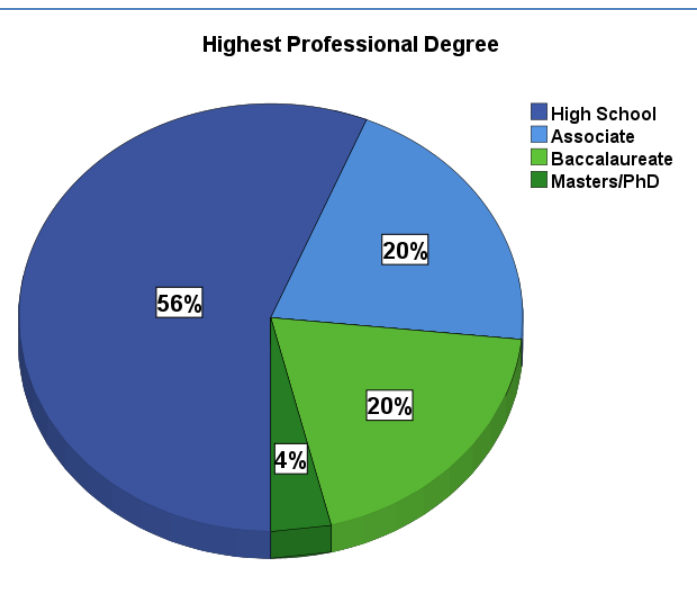
Total:	1,150
% of Registrants:	8%
Federal/Military:	6%
VA Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	5,766	56%
Associate	2,095	20%
Baccalaureate	2,002	20%
Masters	357	3%
PhD	39	0%
Total	10,259	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-third of all pharmacy technicians currently carry education debt, including 45% of those pharmacy technicians who are under the age of 40. For those pharmacy technicians with education debt, the median outstanding balance is between \$18,000 and \$20,000.

At a Glance:

Education

High School/GED: 56%

Associate Degree: 20%

Education Debt

Carry Debt: 36%

Under Age 40 w/ Debt: 45%

Median Debt: \$18k-\$20k

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 56% hold either a high school degree or a GED as their highest professional degree.

Education Debt

Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	4,949	64%	2,532	55%
Less than \$10,000	842	11%	634	14%
\$10,000-\$19,999	628	8%	483	11%
\$20,000-\$29,999	417	5%	304	7%
\$30,000 or More	892	12%	614	13%
Total	7,728	100%	4,567	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	64%
ExCPT:	11%
Total w/ Cert.:	75%

National Certifications

Required:	65%
Pay Raise w/ Cert.:	45%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Professional Certifications		
Certification	#	% of Workforce
Pharmacy Technician Certification Board (PTCB)	8,191	64%
Exam for Certification of Pharmacy Technicians (ExCPT)	1,457	11%
Total with Certification	9,648	75%

Source: Va. Healthcare Workforce Data Center

Three out of every four of Virginia’s pharmacy technicians hold a professional certification, including 64% who hold a Pharmacy Technician Certification Board (PTCB) credential.

Among all pharmacy technicians, 65% work for an employer that requires a national certification as a condition of employment. In addition, 45% of pharmacy technicians have received an increase in pay after having obtained a national certification.

National Certifications		
Required for Employment?	#	%
Yes	6,572	65%
No	3,592	35%
Pay Raise with Certification?	#	%
Yes	4,276	45%
No	4,887	51%
No Certification Held	384	4%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 83%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 70%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 50%
60 or More: 3%
Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	16	< 1%
Employed in a Pharmacy Technician-Related Capacity	8,530	83%
Employed, NOT in a Pharmacy Technician-Related Capacity	1,375	13%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	57	1%
Voluntarily Unemployed	244	2%
Retired	62	1%
Total	10,283	100%

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 83% are currently employed in the profession, 70% hold one full-time job, and 50% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	363	4%
One Part-Time Position	1,797	18%
Two Part-Time Positions	159	2%
One Full-Time Position	7,089	70%
One Full-Time Position & One Part-Time Position	661	7%
Two Full-Time Positions	24	0%
More than Two Positions	16	0%
Total	10,109	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	363	4%
1 to 9 Hours	277	3%
10 to 19 Hours	418	4%
20 to 29 Hours	734	7%
30 to 39 Hours	2,489	25%
40 to 49 Hours	4,889	50%
50 to 59 Hours	342	3%
60 to 69 Hours	80	1%
70 to 79 Hours	81	1%
80 or More Hours	156	2%
Total	9,829	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	74	2%
Less than \$15,000	416	9%
\$15,000-\$19,999	194	4%
\$20,000-\$24,999	289	7%
\$25,000-\$29,999	281	6%
\$30,000-\$34,999	524	12%
\$35,000-\$39,999	561	13%
\$40,000-\$44,999	677	15%
\$45,000-\$49,999	493	11%
\$50,000-\$69,999	749	17%
\$70,000 or More	215	5%
Total	4,474	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$35k-\$40k

Benefits

Health Insurance: 60%

Retirement: 57%

Satisfaction

Satisfied: 91%

Very Satisfied: 50%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,021	50%
Somewhat Satisfied	4,105	41%
Somewhat Dissatisfied	677	7%
Very Dissatisfied	254	3%
Total	10,056	100%

Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician earns between \$35,000 and \$40,000 per year. In addition, 77% of all pharmacy technicians receive at least one employer-sponsored benefit, including 60% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	5,409	63%	61%
Health Insurance	5,132	60%	58%
Dental Insurance	4,970	58%	56%
Retirement	4,847	57%	55%
Group Life Insurance	2,925	34%	33%
Signing/Retention Bonus	763	9%	9%
At Least One Benefit	6,587	77%	74%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	104	1%
Experience Voluntary Unemployment?	357	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	313	2%
Work Two or More Positions at the Same Time?	1,160	9%
Switch Employers or Practices?	557	4%
Experience At Least One?	2,089	16%

Source: Va. Healthcare Workforce Data Center

Only 1% of pharmacy technicians were involuntarily unemployed at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	190	2%	176	11%
Less than 6 Months	796	8%	181	11%
6 Months to 1 Year	964	10%	164	10%
1 to 2 Years	2,355	25%	339	21%
3 to 5 Years	2,434	26%	355	22%
6 to 10 Years	1,225	13%	160	10%
More than 10 Years	1,473	16%	205	13%
Subtotal	9,437	100%	1,580	100%
Did Not Have Location	589		11,001	
Item Missing	2,767		213	
Total	12,793		12,793	

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 22%
Over 2 Years: 54%
Over 2 Yrs., 2nd Location: 46%

Employment Type

Hourly Wage: 90%
Salary/Commission: 9%

Source: Va. Healthcare Workforce Data Center

More than half of all pharmacy technicians have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	745	9%
Hourly Wage	7,368	90%
By Contract/Per Diem	39	0%
Business/Practice Income	12	0%
Unpaid	38	0%
Subtotal	8,202	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.3% and a high of 3.5%. At the time of publication, the unemployment rate from November 2024 was still preliminary, and the unemployment rate from December 2024 had not yet been released.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	69%
Lowest Region:	2%

Locations

2 or More (Past Year):	18%
2 or More (Now*):	15%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all pharmacy technicians work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:

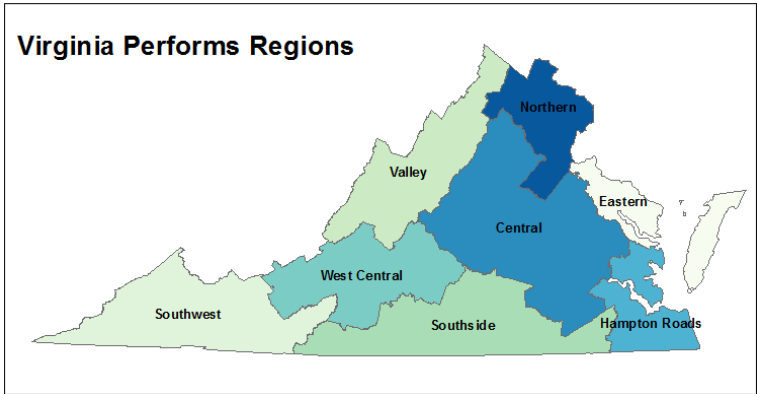
Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,234	24%	385	23%
Eastern	178	2%	32	2%
Hampton Roads	2,040	22%	386	23%
Northern	2,143	23%	374	22%
Southside	379	4%	53	3%
Southwest	684	7%	87	5%
Valley	578	6%	99	6%
West Central	1,067	11%	204	12%
Virginia Border State/D.C.	12	0%	24	1%
Other U.S. State	22	0%	48	3%
Outside of the U.S.	2	0%	3	0%
Total	9,339	100%	1,695	100%
Item Missing	2,865		98	

Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	227	2%	361	4%
1	7,639	79%	7,848	81%
2	1,200	13%	989	10%
3	464	5%	382	4%
4	41	0%	20	0%
5	20	0%	14	0%
6 or More	47	1%	22	0%
Total	9,637	100%	9,637	100%

*At the time of survey completion, December 2024.

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians, 15% currently have multiple work locations, while 18% have had multiple work locations over the past year.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	6,304	72%	1,079	75%
Non-Profit	1,546	18%	230	16%
State/Local Government	590	7%	77	5%
Veterans Administration	72	1%	10	1%
U.S. Military	166	2%	29	2%
Other Federal Gov't	103	1%	15	1%
Total	8,781	100%	1,440	100%
Did Not Have Location	589		11,001	
Item Missing	3,423		352	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

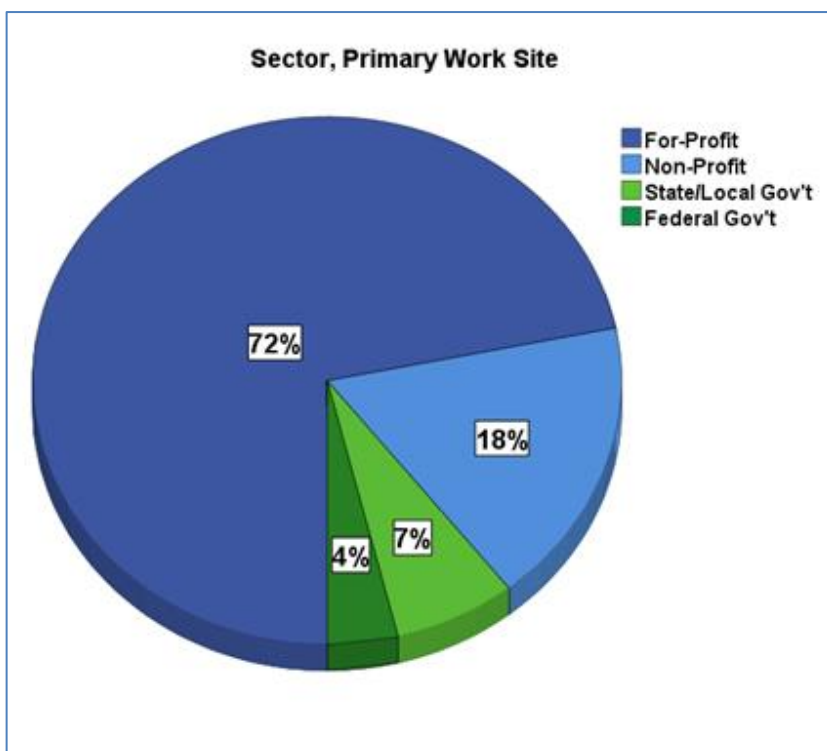
For-Profit:	72%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	30%
Hospital/Health System: (Inpatient)	16%
Independent Community Pharmacy (1-4 Stores):	9%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten pharmacy technicians work in the private sector, including 72% who work in the for-profit sector. Another 7% of pharmacy technicians work for a state or local government.



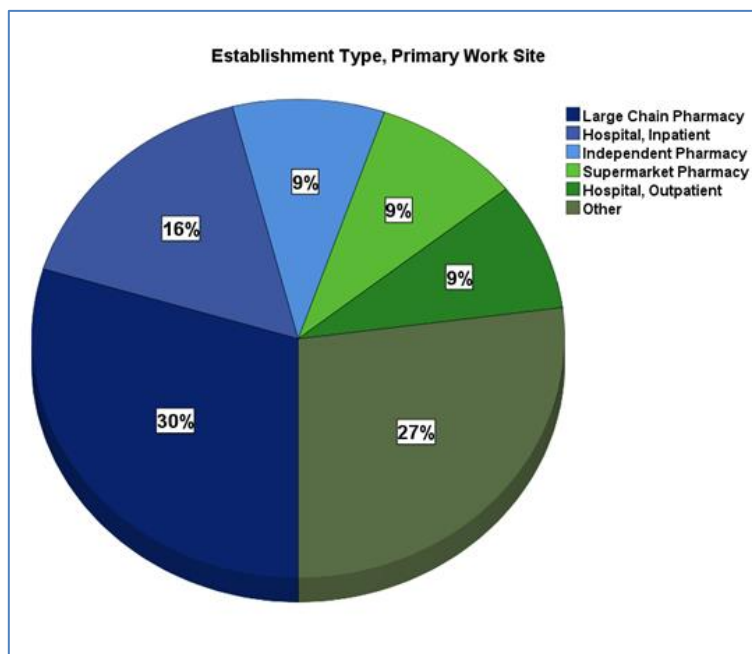
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	2,598	30%	459	33%
Hospital/Health System, Inpatient Department	1,426	16%	178	13%
Independent Community Pharmacy (1-4 Stores)	807	9%	132	10%
Supermarket Pharmacy	787	9%	122	9%
Hospital/Health System, Outpatient Department	758	9%	88	6%
Mass Merchandiser (i.e., Big Box Store)	316	4%	41	3%
Nursing Home/Long-Term Care	293	3%	44	3%
Clinic-Based Pharmacy	286	3%	41	3%
Pharmacy Benefit Administration (e.g., PBM, Managed Care)	253	3%	23	2%
Mail Service Pharmacy	189	2%	12	1%
Small Chain Community Pharmacy (5-10 Stores)	123	1%	34	2%
Home Health/Infusion	113	1%	17	1%
Academic Institution	80	1%	31	2%
Wholesale Distributor	35	0%	6	0%
Manufacturer	32	0%	6	0%
Other	647	7%	155	11%
Total	8,743	100%	1,389	100%
Did Not Have Location	589		11,001	

Source: Va. Healthcare Workforce Data Center

Three out of every ten pharmacy technicians in Virginia work in a large chain community pharmacy, while another 16% work in the inpatient department of a hospital.

For pharmacy technicians who also have a secondary work location, 33% work in a large chain community pharmacy, while 13% work in the inpatient department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	17%
Arabic:	8%
Vietnamese:	7%

Means of Communication

Virtual Translation:	40%
Other Staff Member:	32%
Respondent:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	2,202	17%
Arabic	1,002	8%
Vietnamese	953	7%
Chinese	906	7%
Korean	888	7%
French	884	7%
Hindi	881	7%
Tagalog/Filipino	836	7%
Persian	699	5%
Urdu	695	5%
Amharic, Somali, or Other Afro-Asiatic Languages	589	5%
Pashto	573	4%
Others	411	3%
At Least One Language	3,017	24%

Source: Va. Healthcare Workforce Data Center

Nearly one out of every five pharmacy technicians are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Service	1,205	40%
Other Staff Member is Proficient	959	32%
Respondent is Proficient	955	32%
Onsite Translation Service	655	22%
Other	174	6%

Source: Va. Healthcare Workforce Data Center

Two out of every five pharmacy technicians who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 10%-19%
Teaching: 1%-9%

Roles

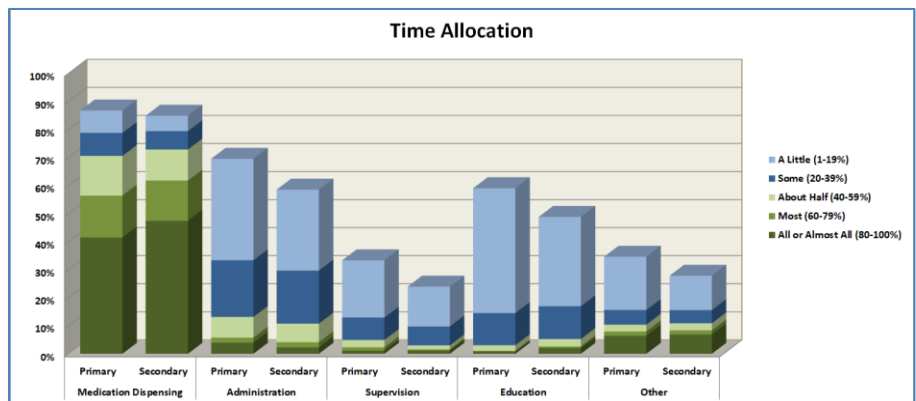
Medication Disp.: 56%
Administration: 6%
Supervision: 2%
Education: 1%

Patient Care Pharm. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



More than half of all pharmacy technicians fill a medication dispensing and 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	41%	47%	4%	2%	1%	1%	1%	2%	6%	7%
Most (60-79%)	15%	14%	2%	2%	1%	0%	0%	1%	2%	1%
About Half (40-59%)	14%	11%	7%	7%	3%	1%	2%	3%	2%	3%
Some (20-39%)	8%	7%	20%	19%	8%	7%	11%	12%	5%	5%
A Little (1-19%)	8%	5%	36%	29%	20%	14%	45%	32%	19%	12%
None (0%)	13%	15%	30%	41%	67%	76%	41%	51%	65%	72%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	1,728	23%	-	-
50 to 54	356	5%	22	1%
55 to 59	463	6%	92	6%
60 to 64	1,150	15%	346	21%
65 to 69	1,999	27%	677	42%
70 to 74	574	8%	242	15%
75 to 79	164	2%	68	4%
80 and Over	93	1%	26	2%
I Do Not Intend to Retire	986	13%	148	9%
Total	7,514	100%	1,621	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians	
Under 65:	49%
Under 60:	34%
Pharm. Tech. 50 and Over	
Under 65:	28%
Under 60:	7%

Time Until Retirement

Within 2 Years:	5%
Within 10 Years:	14%
Half the Workforce:	By 2054

Source: Va. Healthcare Workforce Data Center

Nearly half of all pharmacy technicians expect to retire by the age of 65. Among pharmacy technicians who are age 50 and over, 28% expect to retire by the age of 65.

Within the next two years, 18% of all pharmacy technicians expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.

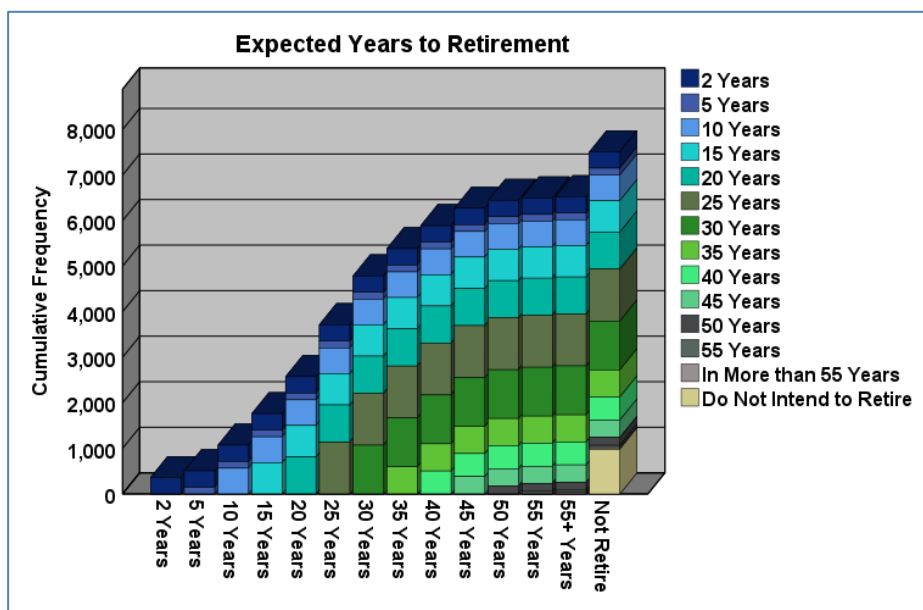
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	979	8%
Leave Virginia	412	3%
Decrease Patient Care Hours	232	2%
Decrease Teaching Hours	122	1%
Increase Participation		
Increase Patient Care Hours	802	6%
Increase Teaching Hours	626	5%
Pursue Additional Education	2,262	18%
Return to the Workforce	118	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. While 5% of pharmacy technicians expect to retire in the next two years, 14% expect to retire within the next ten years. Half of the current workforce expect to retire by 2054.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	360	5%	5%
5 Years	148	2%	7%
10 Years	565	8%	14%
15 Years	689	9%	23%
20 Years	813	11%	34%
25 Years	1,142	15%	49%
30 Years	1,072	14%	64%
35 Years	596	8%	72%
40 Years	505	7%	78%
45 Years	382	5%	83%
50 Years	174	2%	86%
55 Years	53	1%	86%
In More than 55 Years	28	0%	87%
Do Not Intend to Retire	986	13%	100%
Total	7,514	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2044. Retirement will peak at 15% of the current workforce around 2049 before declining to below 10% of the current workforce again around 2059.

At a Glance:

FTEs

Total: 10,010
FTEs/1,000 Residents²: 1.148
Average: 0.82

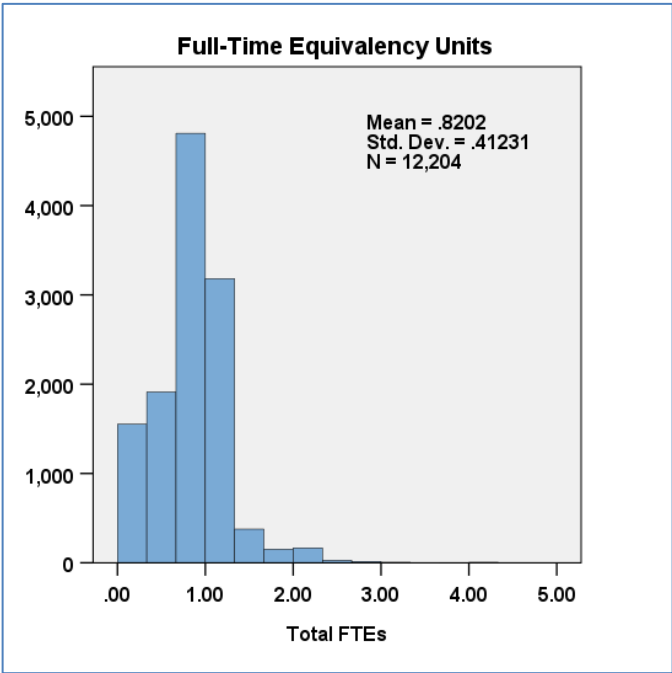
Age & Gender Effect

Age, *Partial Eta*²: Small
Gender, *Partial Eta*²: None

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

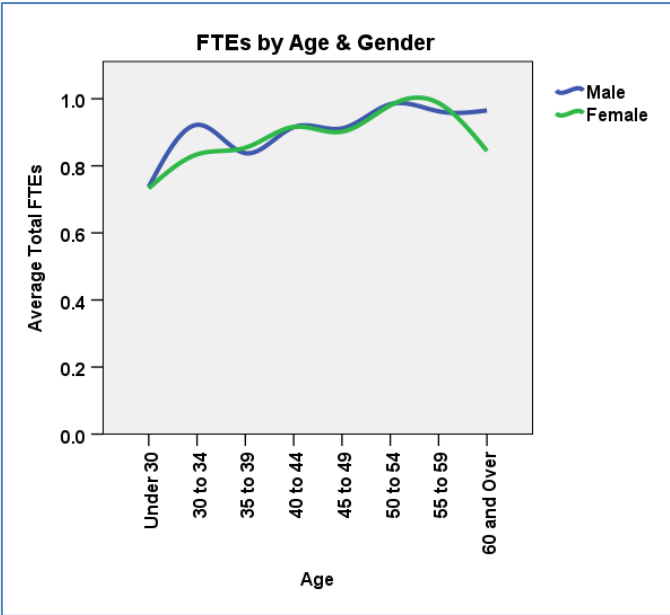


Source: Va. Healthcare Workforce Data Center

The typical pharmacy technician provided 0.84 FTEs in 2024, or approximately 34 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.73	0.68
30 to 34	0.82	0.83
35 to 39	0.77	0.83
40 to 44	0.90	0.84
45 to 49	0.85	0.84
50 to 54	0.95	0.94
55 to 59	0.92	0.91
60 and Over	0.89	0.99
Gender		
Male	0.85	0.93
Female	0.84	0.93

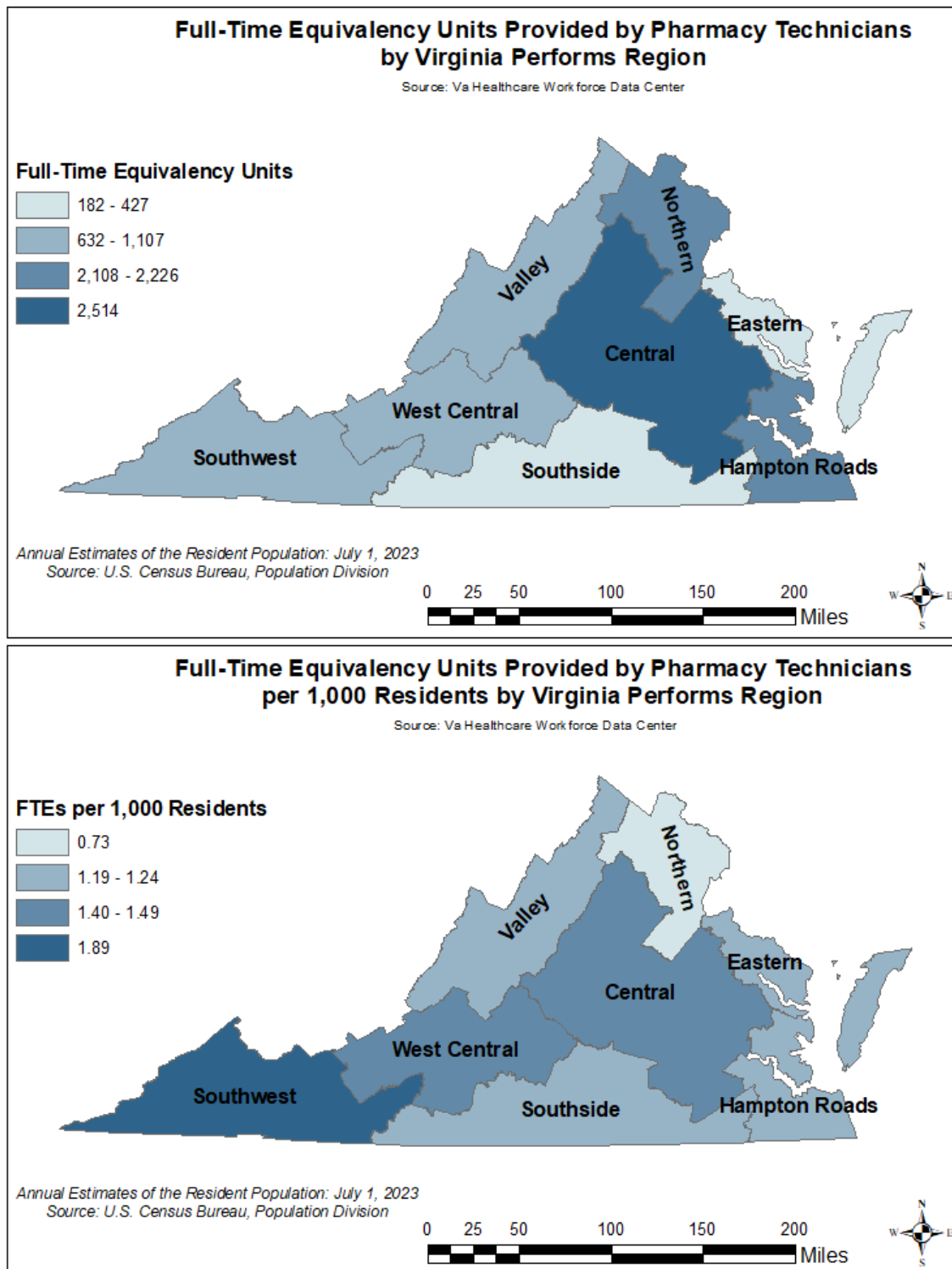
Source: Va. Healthcare Workforce Data Center



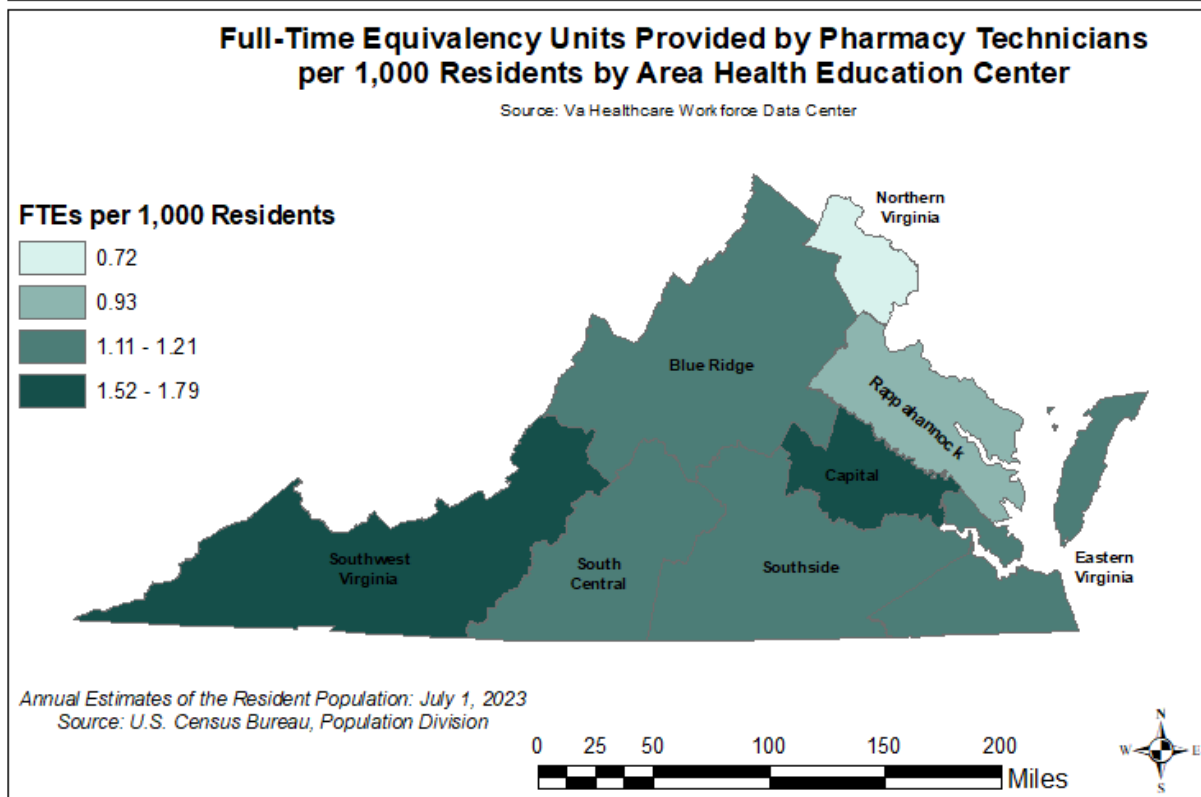
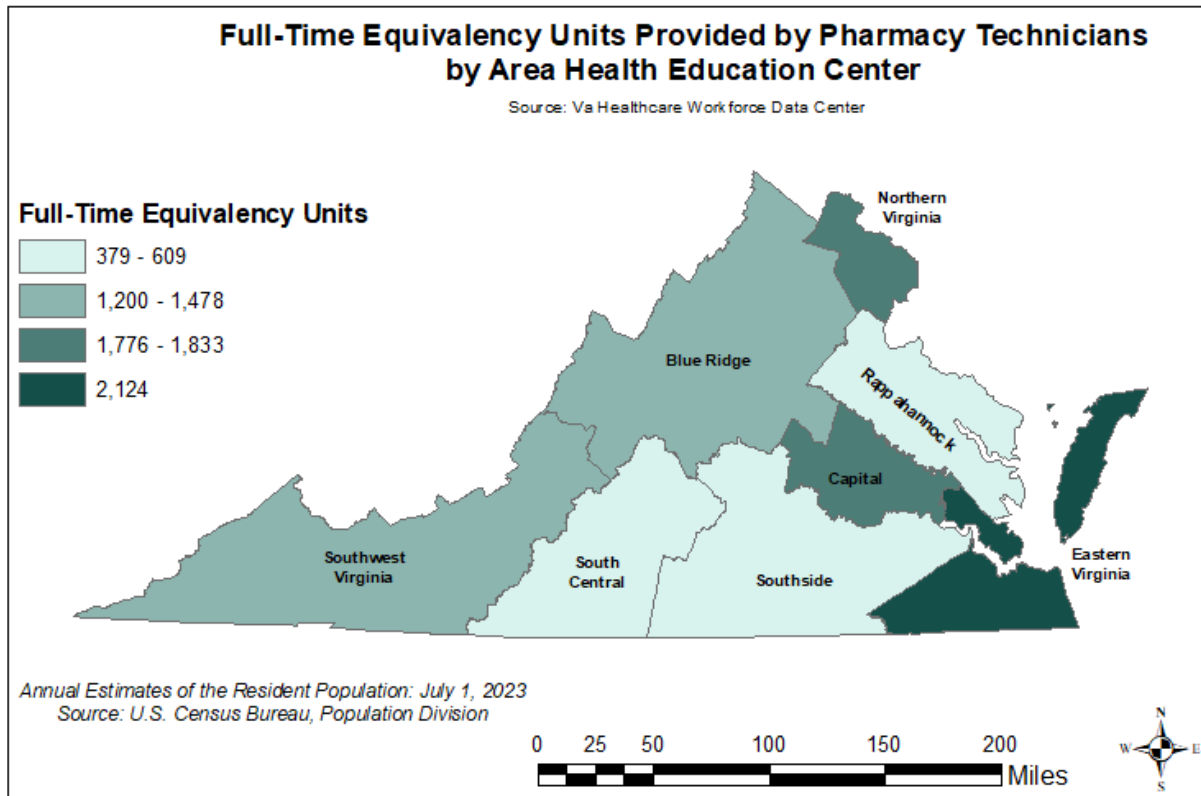
Source: Va. Healthcare Workforce Data Center

² Number of residents in 2023 was used as the denominator.

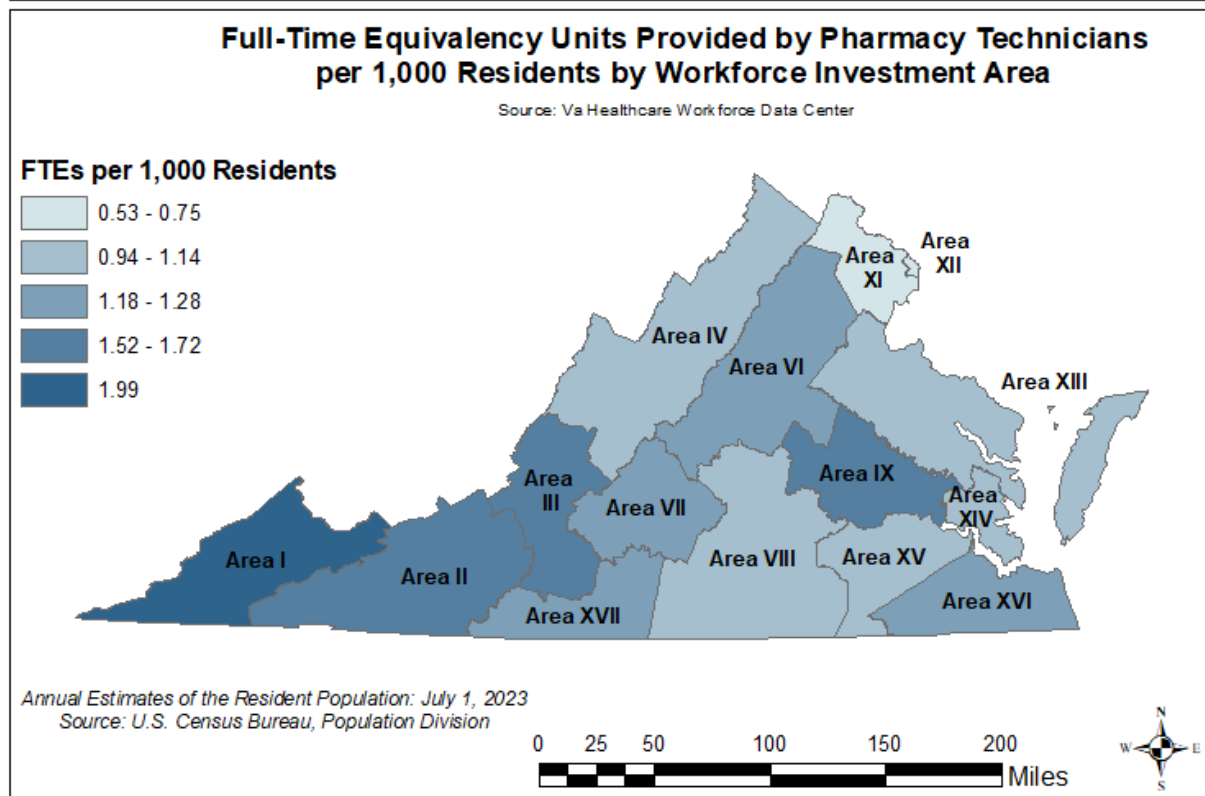
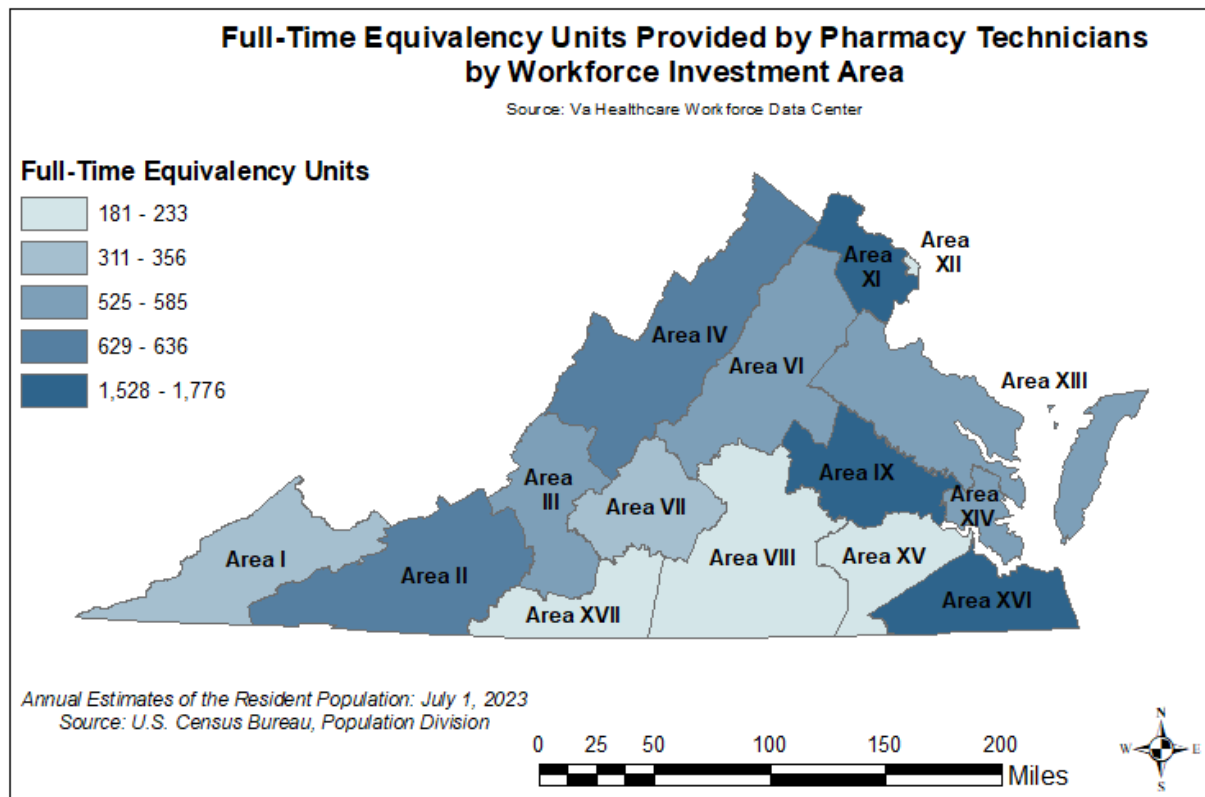
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).



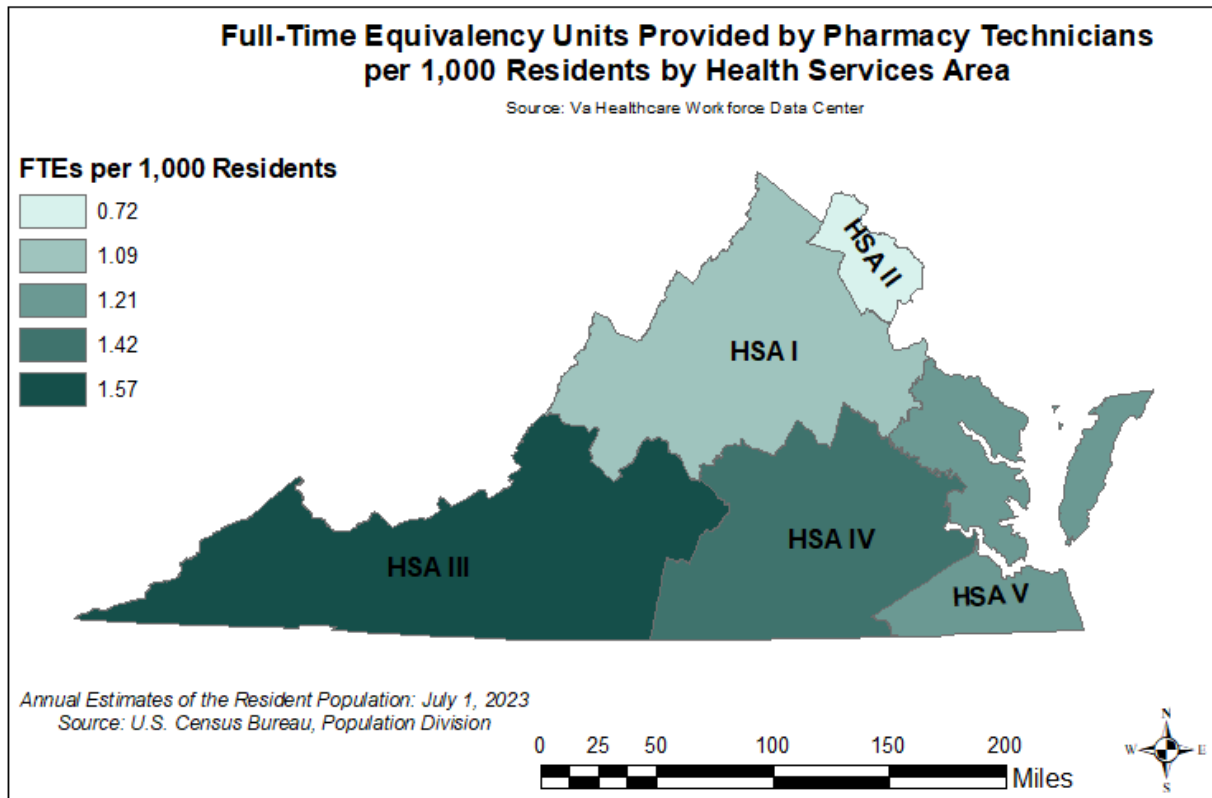
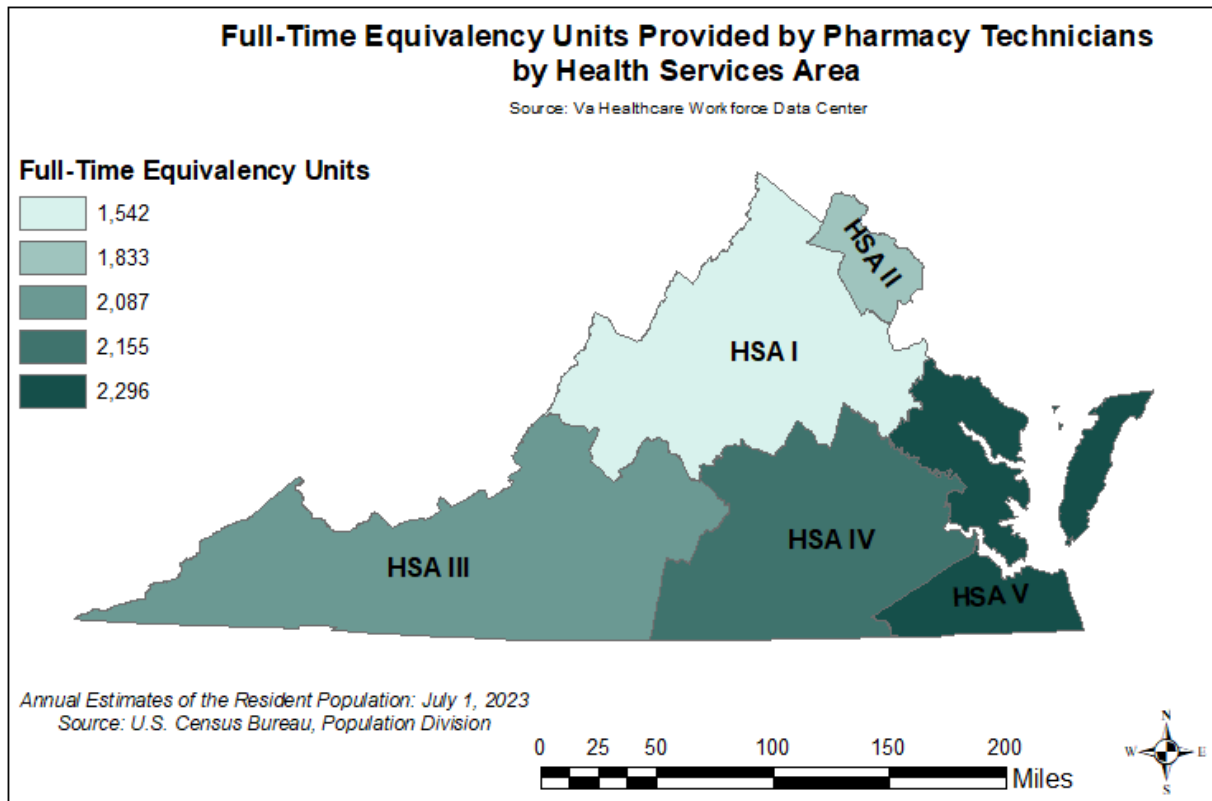
*Virginia performs regions are utilized across the state of Virginia by multiples stakeholders and state agencies.



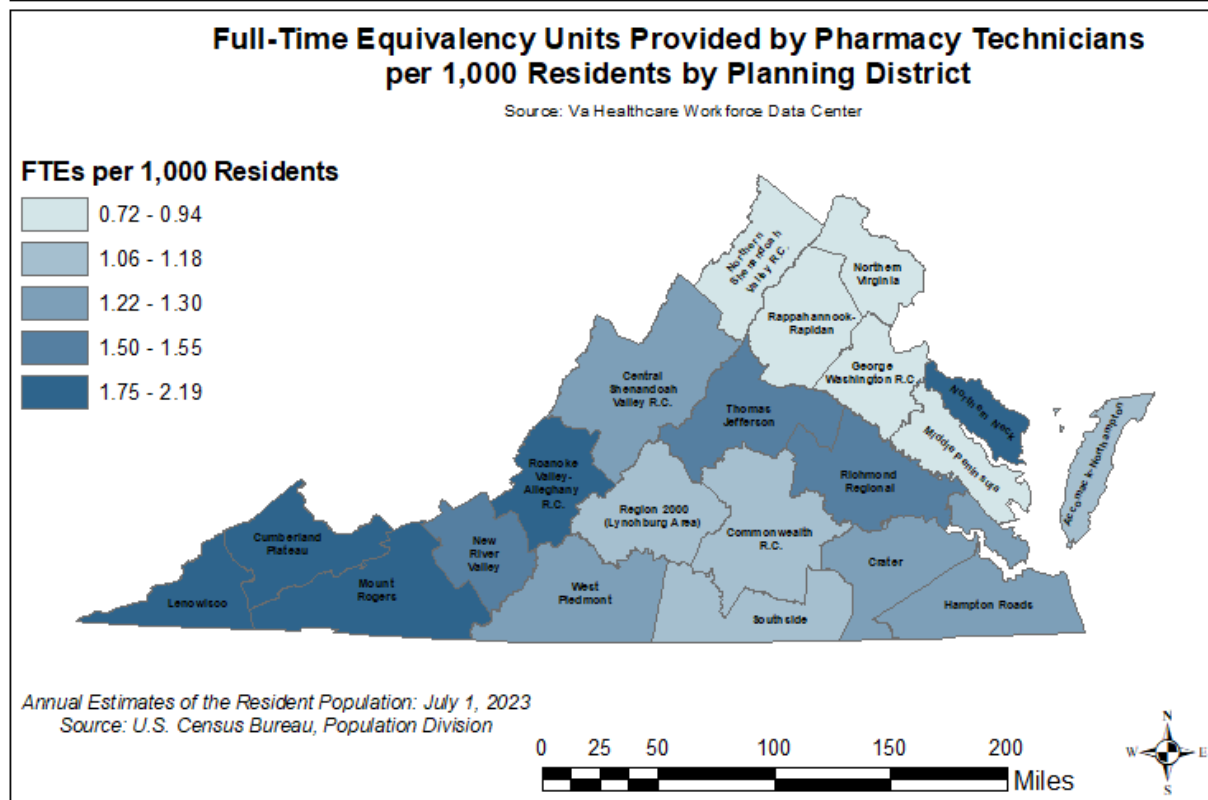
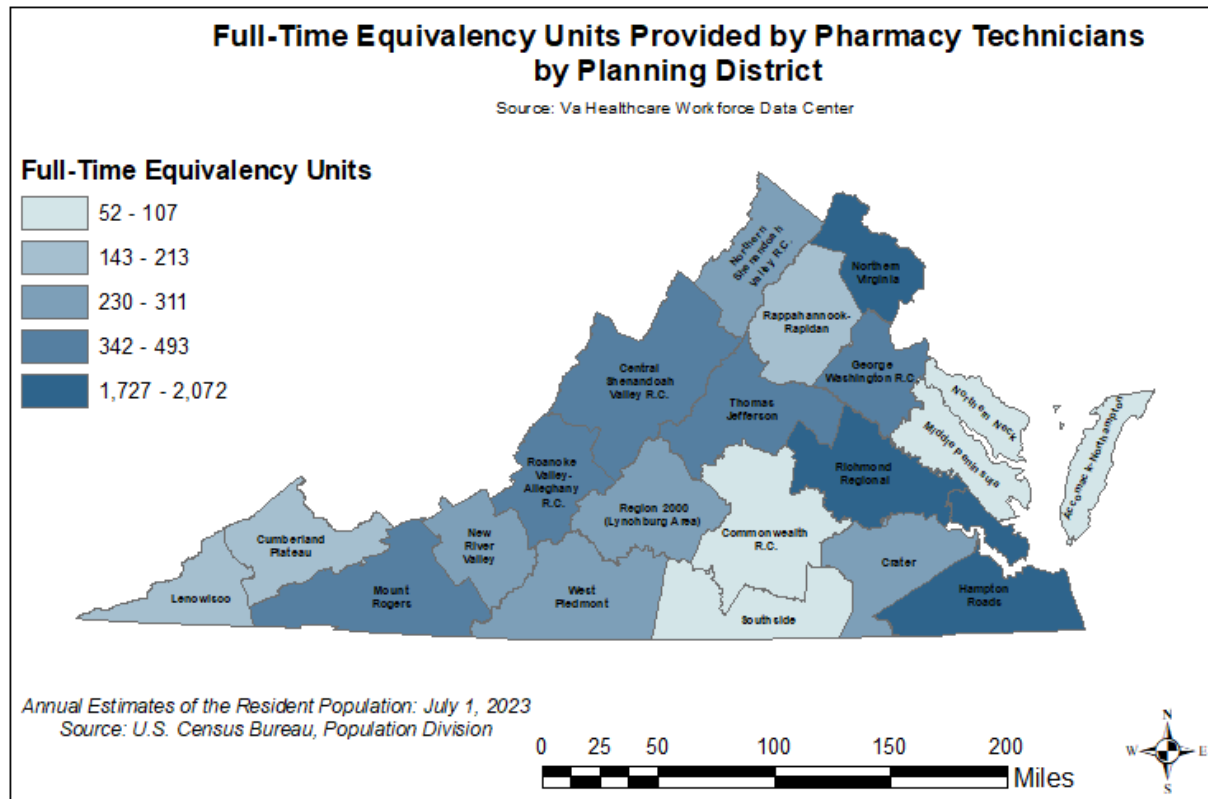
*The Virginia Area Health Education Centers regions are utilized by the Virginia Department of Health to assess primary care access.



*Workforce Investment Areas are utilized by the Virginia Department of Workforce Development and Advancement.



*Health Services Areas are utilized by the Virginia Department of Health and Virginia's Department of Medical Assistance Services to identify areas with a low concentration of healthcare professionals.



*Planning Districts are used by the Virginia Department of Housing and Community Development to assist local and state government collaboration.

Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	8,201	80.98%	1.235	1.105	1.456
Metro, 250,000 to 1 Million	1,232	83.52%	1.197	1.072	1.412
Metro, 250,000 or Less	1,252	81.47%	1.227	1.099	1.447
Urban, Pop. 20,000+, Metro Adj.	293	85.32%	1.172	1.049	1.382
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	670	83.43%	1.199	1.073	1.413
Urban, Pop. 2,500-19,999, Non-Adj.	477	81.76%	1.223	1.095	1.442
Rural, Metro Adj.	309	80.58%	1.241	1.111	1.463
Rural, Non-Adj.	189	84.66%	1.181	1.057	1.393
Virginia Border State/D.C.	845	65.33%	1.531	1.370	1.805
Other U.S. State	480	55.42%	1.805	1.615	2.128

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	3,947	67.60%	1.479	1.382	2.128
30 to 34	2,060	79.81%	1.253	1.170	1.802
35 to 39	1,927	82.87%	1.207	1.127	1.735
40 to 44	1,567	85.71%	1.167	1.090	1.678
45 to 49	1,248	87.82%	1.139	1.064	1.638
50 to 54	1,132	86.84%	1.152	1.076	1.656
55 to 59	885	89.04%	1.123	1.049	1.615
60 and Over	1,182	84.35%	1.186	1.107	1.705

Source: Va. Healthcare Workforce Data Center

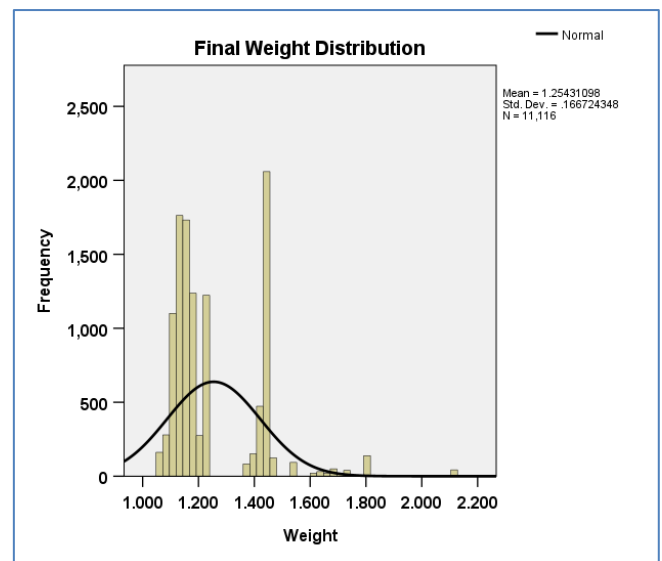
See the Methods section on the HWDC website for details on HWDC methods:

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

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

Age Weight x Rural Weight x Response Rate =
Final Weight.

Overall Response Rate: 0.796960



Source: Va. Healthcare Workforce Data Center