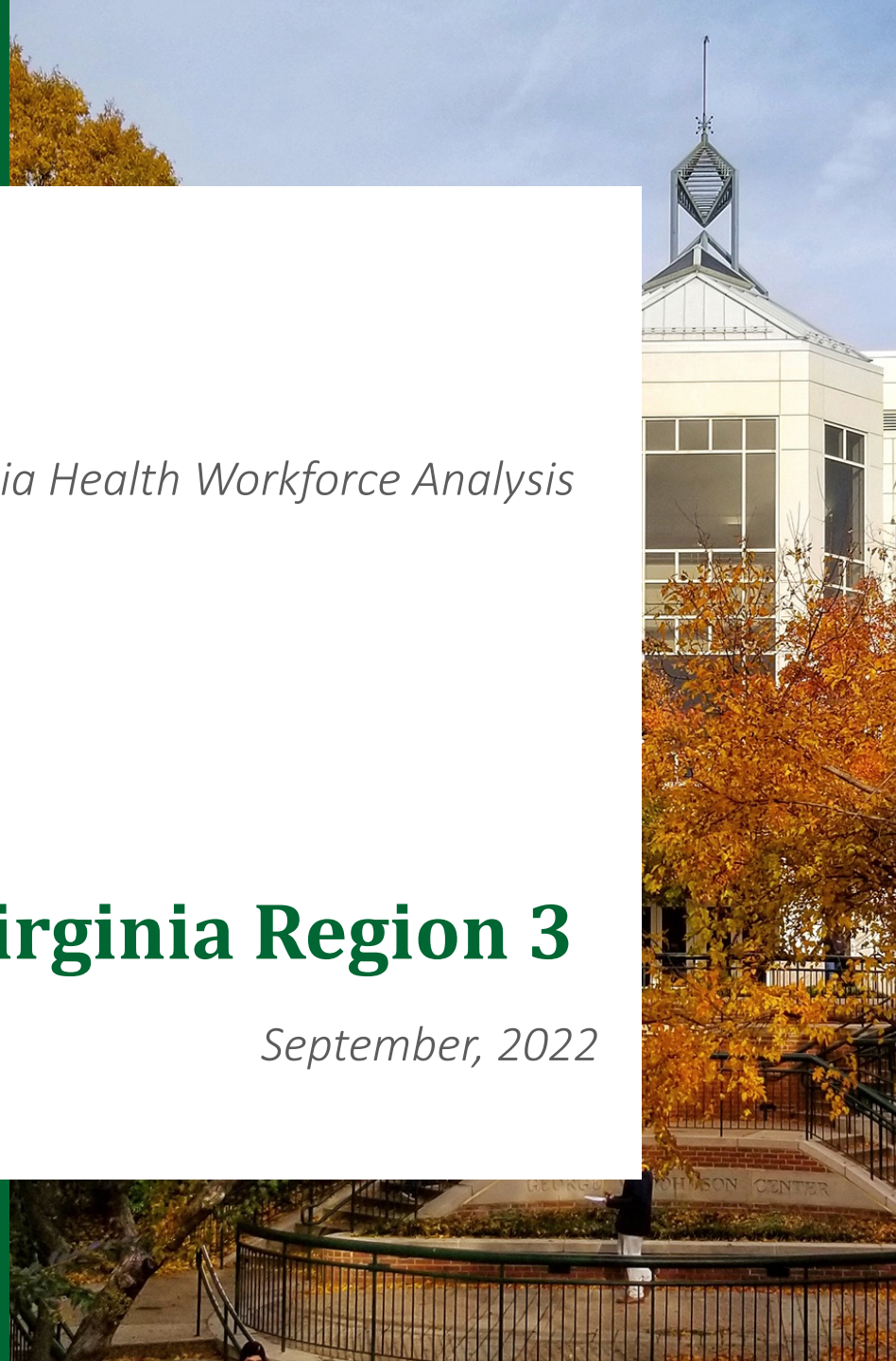




Virginia Health Workforce Analysis

GO Virginia Region 3

September, 2022



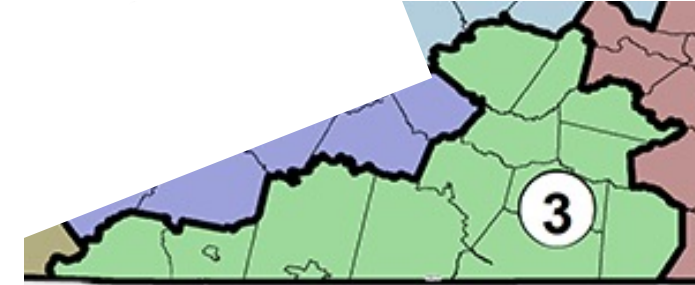
Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 3**, via a review of:

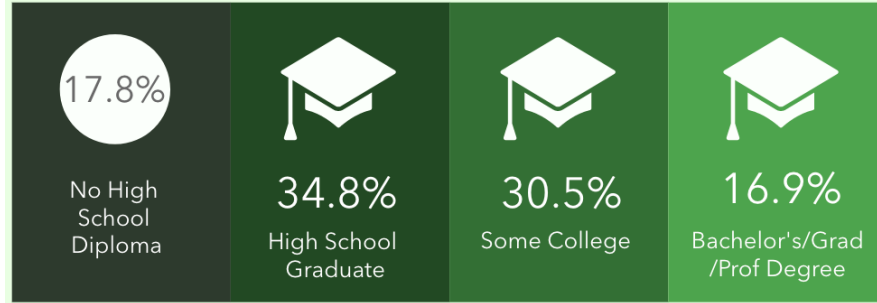
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
 - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
 - Healthcare Support Occupations (SOC 31-0000)
 - Community & Social Service Occupations (SOC 21-0000)
 - Life, Physical, and Social Science Occupations (SOC 19-0000)
- Health workforce supply
 - Career & Technical Education Programs in Health Science (secondary education)
 - 2-year & 4-year Institutions

Stakeholder Region

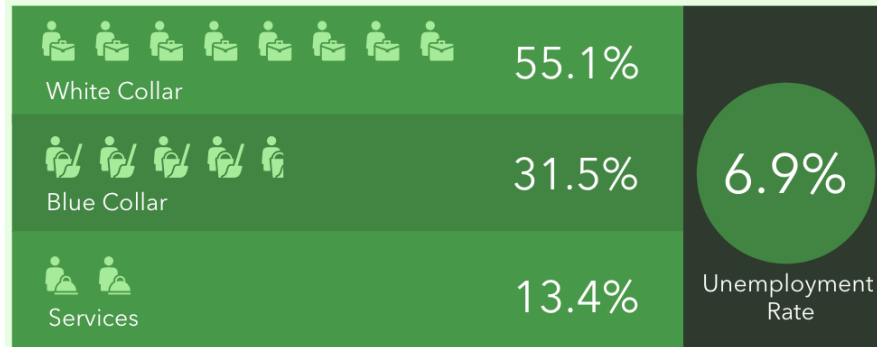
County	Workforce Development Area (WDA) Region	WDA Region
Amelia	South Central	8
Brunswick	South Central	8
Buckingham	South Central	8
Charlotte	South Central	8
Cumberland	South Central	8
Halifax	South Central	8
Lunenburg	South Central	8
Mecklenburg	South Central	8
Nottoway	South Central	8
Prince Edward	South Central	8
Danville	West Piedmont	17
Henry	West Piedmont	17
Martinsville	West Piedmont	17
Patrick	West Piedmont	17
Pittsylvania	West Piedmont	17



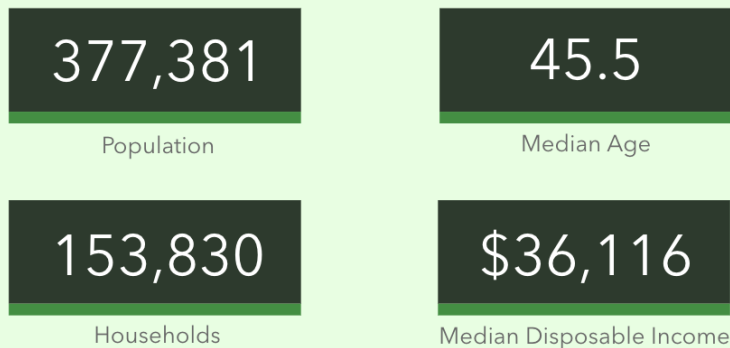
EDUCATION



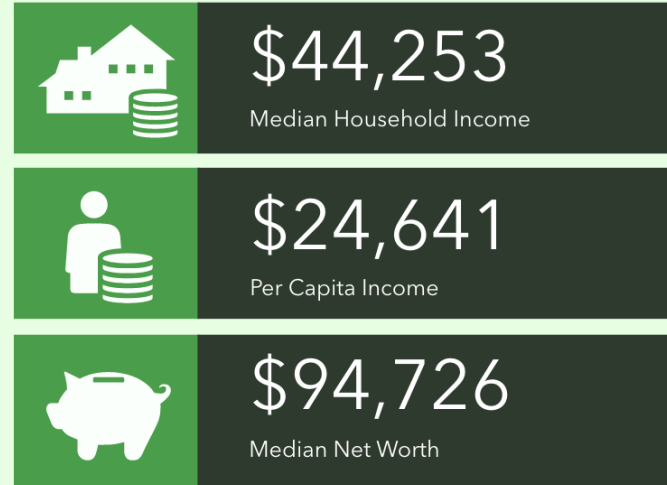
EMPLOYMENT



KEY FACTS



INCOME



AGE & GENDER



Between **22-34%** of each county population has a **HS diploma**

6 of 15 counties have approximately 6% of a population with an **education less than HS**

Median age between **34** and **50** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **15 of 15** counties

Median HH income ranges from **\$43,831** and **\$64,246**

Major Occupation Groups

- Community and Social Service Occupations (SOC 21-0000)
 - Community health workers, counselors, social workers, social and human services assistants
- Healthcare Practitioners and Technical Occupations (SOC 29-0000)
 - Practitioners: physicians, nurse practitioners, and physician assistants
 - Technical: registered nurses, diagnostic medical sonographers, radiologic technologists/technicians
- Healthcare Support Occupations (SOC 31-0000)
 - Home health and personal care aides, nursing assistants, psychiatric aides, occupational and physical therapy assistants, medical equipment preparers
- Life, Physical, and Social Science Occupations (SOC 19-0000)
 - Animal scientists, food scientists, soil and plant scientists, biochemists, microbiologists, conservation scientists, epidemiologists, physicists, chemists, hydrologists, economists, clinical and counseling psychologists, sociologists, anthropologists, political scientists, forensic science technicians, occupational health and safety specialists

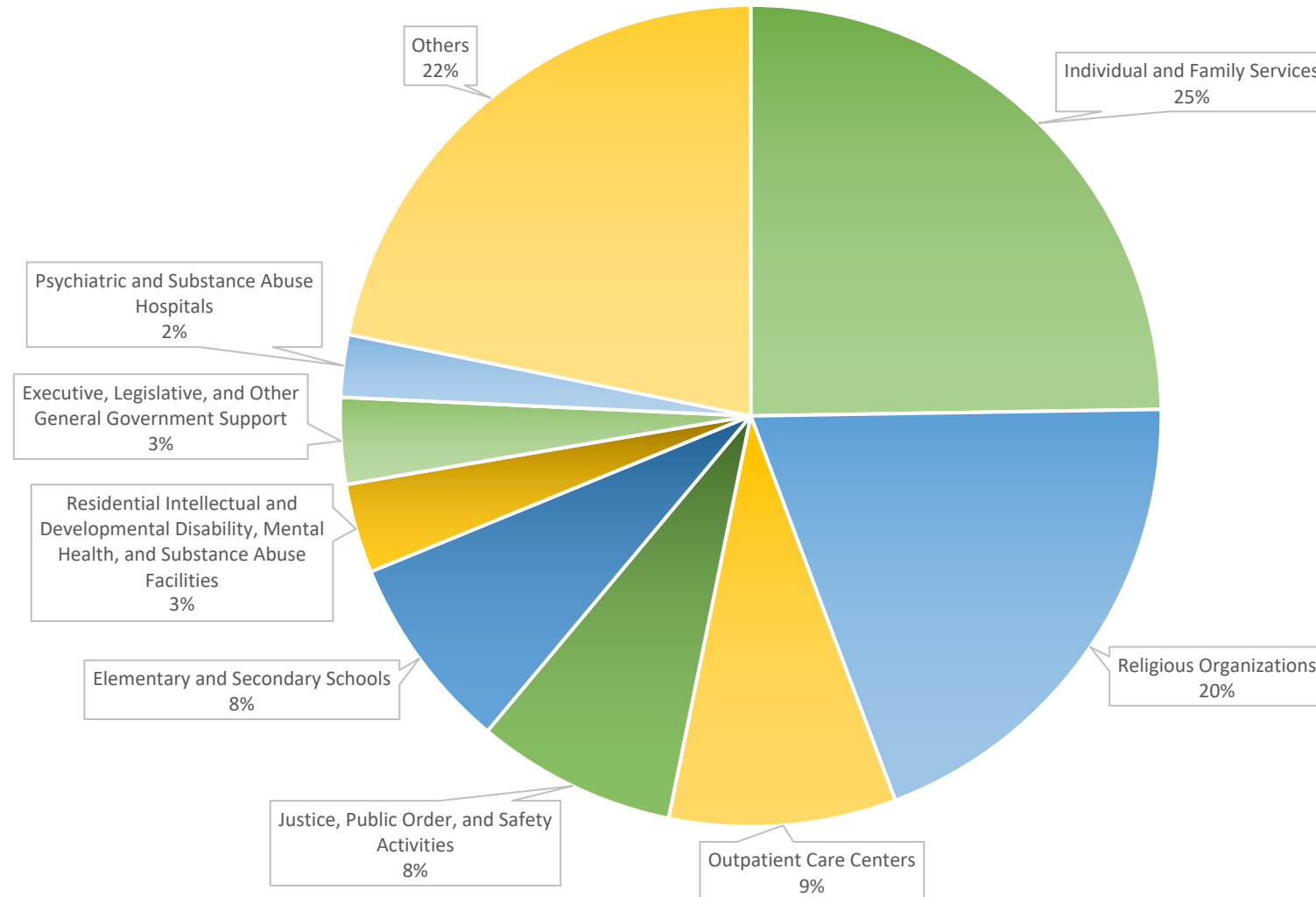
Community & Social Services Occupations (SOC 21-0000)

Includes: Counselors; Marriage and Family Therapists; Rehabilitation Counselors; Educational, Guidance, and Career Counselors and Advisors; Substance Abuse, Behavioral Disorder, and Mental Health Counselors; Social Workers; Mental Health and Substance Abuse Social Workers; Healthcare Social Workers; Child, Family, and School Social Workers; Community and Social Service Specialists; Health Education Specialists; Community Health Workers; Probation Officers and Correctional Treatment Specialists; Social and Human Service Assistants; Clergy; Directors, Religious Activities and Education; Religious Workers

Community & Social Service Specialists

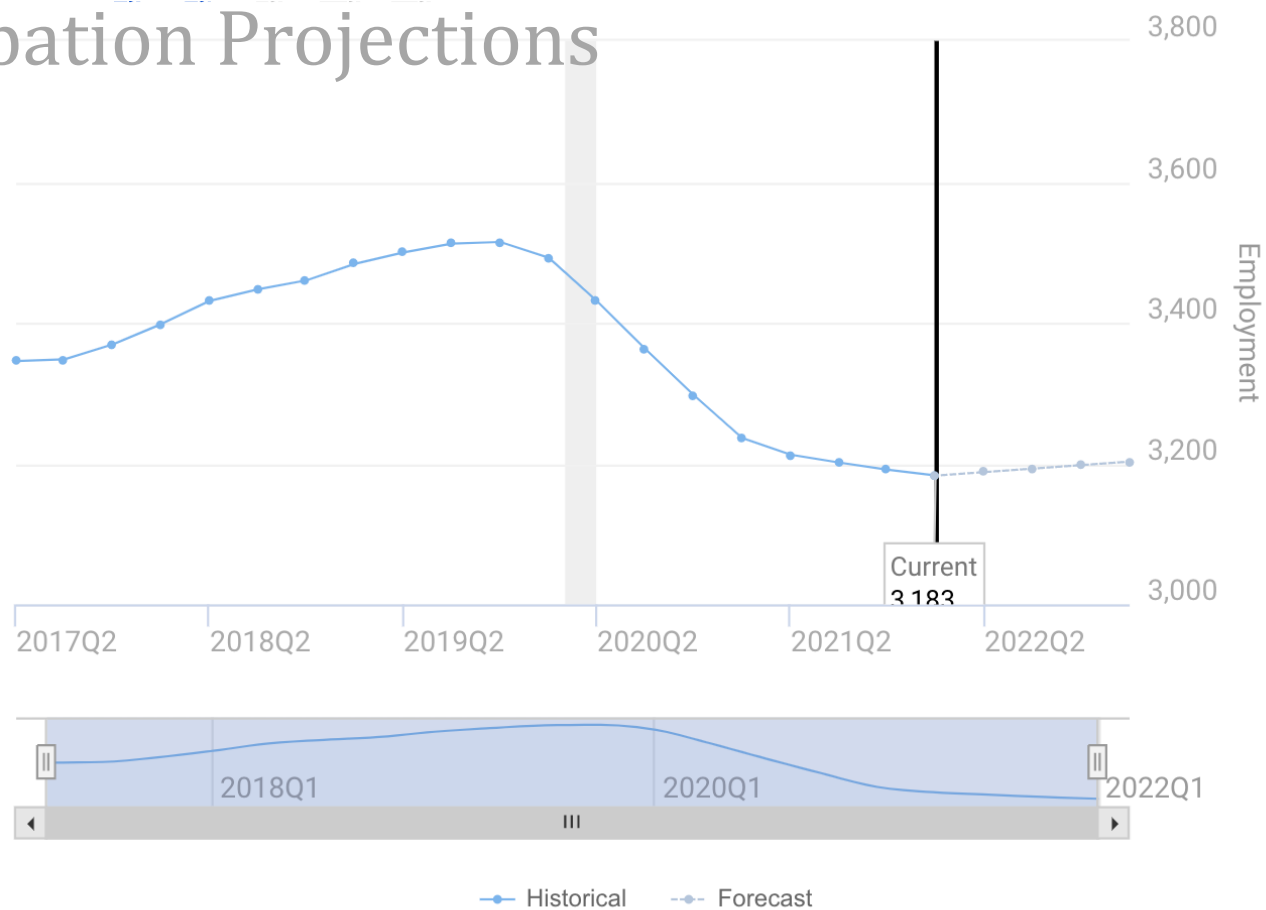
Employment by Industry

% Occupational Employment



Community & Social Service Specialists

Occupation Projections



Employed	3,183
5-Year Empl Change	-167
5-Year Ann % Change	-1.0%
1-Year Demand	339
1-Year Exits (left occupation)	111
1-Year Transfers (new job)	208
1-Year Net Growth	20
1-Year Ann % Growth	0.6%
Online Job Ads (last 30 days)	333

Source: JobsEQ®, Data as of 2022Q1, The shaded areas of the graph represent national recessions.

- 1-year projected growth almost **0.9%** more than all other occupations (-0.3%)
- Job ads represent about **10%** of currently employed in occupation

Community & Social Service Specialists

Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$49,300	538	1.87	61
Social and Human Service Assistants	\$31,800	456	1.34	60
Child, Family, and School Social Workers	\$45,300	416	1.49	42
Clergy	\$47,000	294	1.39	28
Educational, Guidance, and Career Counselors and Advisors	\$56,100	262	1.05	24
Directors, Religious Activities and Education	\$47,000	253	1.89	28
Mental Health and Substance Abuse Social Workers	\$45,300	179	1.86	17
Probation Officers and Correctional Treatment Specialists	\$41,600	160	2.19	12
Healthcare Social Workers	\$49,300	151	1.03	15
Rehabilitation Counselors	\$40,300	117	1.56	11
Remaining Component Occupations	\$45,800	357	0.88	39
Community and Social Service Occupations	\$45,100	3,183	1.39	339

Top requested occupational certifications: Licensed Clinical Social Worker, Licensed Master Social Worker, Board Certified Behavior Analyst, Basic Life Support, Registered Behavior Technician, Certified Nursing Assistant, Certified Social Worker, Certified Lactation Consultant, Certified Case Manager, Board Certified Assistant Behavior Analyst

Top requested hard skills: Microsoft Excel, Personal Computers, Mental Health, Report Writing/Report Preparation, Counseling, Mental Health, Presentation, Bilingual, Microsoft Outlook, Microsoft PowerPoint, Microsoft Excel

Community & Social Service Specialists

Wages

Occupation	Mean	Median	Entry Level	Experienced
Social Workers, All Other	\$62,500	\$66,100	\$41,800	\$72,900
Health Education Specialists	\$61,200	\$55,600	\$37,800	\$72,900
Educational, Guidance, and Career Counselors and Advisors	\$56,100	\$51,400	\$41,200	\$63,500
Community and Social Service Specialists, All Other	\$49,700	\$46,900	\$37,100	\$56,000
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$49,300	\$46,800	\$36,100	\$55,800
Healthcare Social Workers	\$49,300	\$47,700	\$32,600	\$57,600
Clergy	\$47,000	\$46,000	\$30,600	\$55,200
Directors, Religious Activities and Education	\$47,000	\$41,800	\$27,900	\$56,600
Marriage and Family Therapists	\$46,200	\$43,100	\$33,400	\$52,700
Child, Family, and School Social Workers	\$45,300	\$44,900	\$35,600	\$50,200

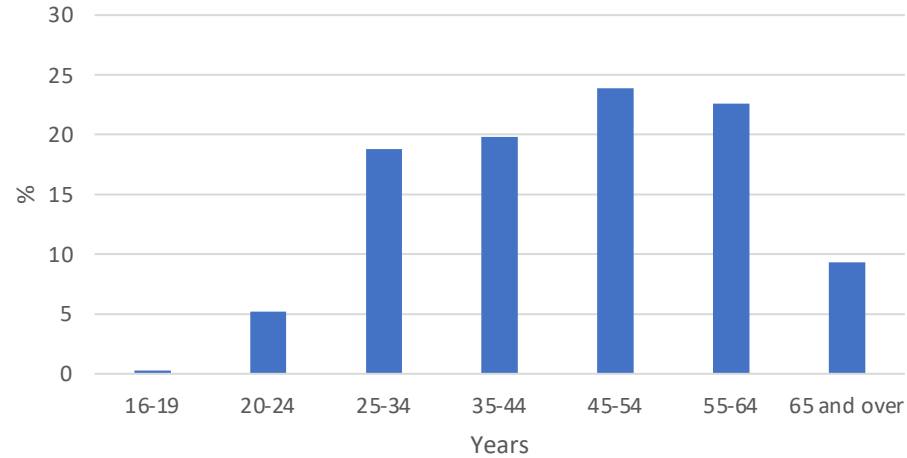
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)

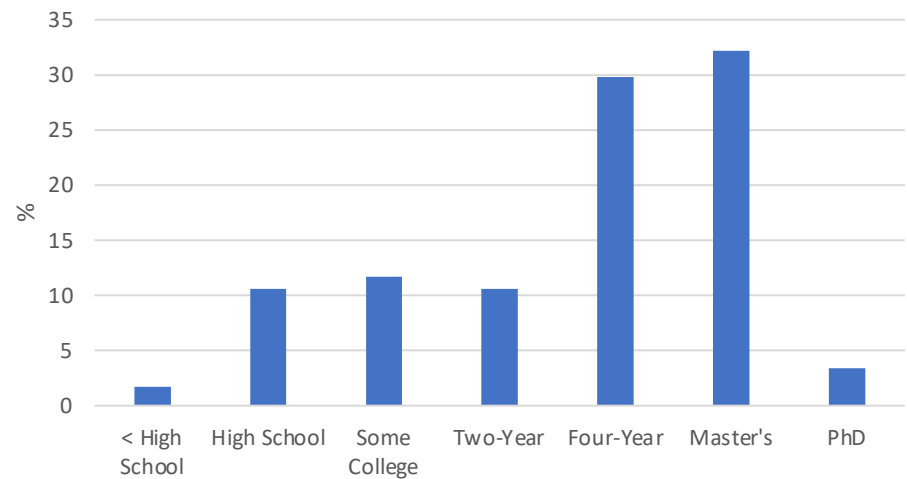
Community & Social Service Specialists

Demographic Characteristics

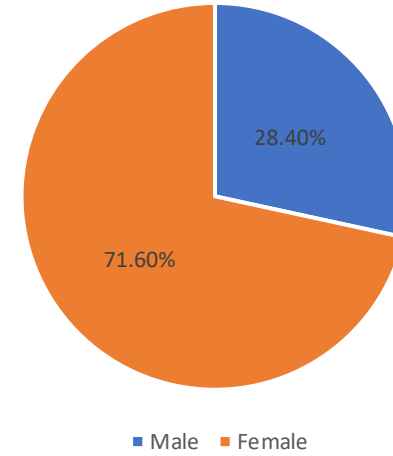
Age Distribution



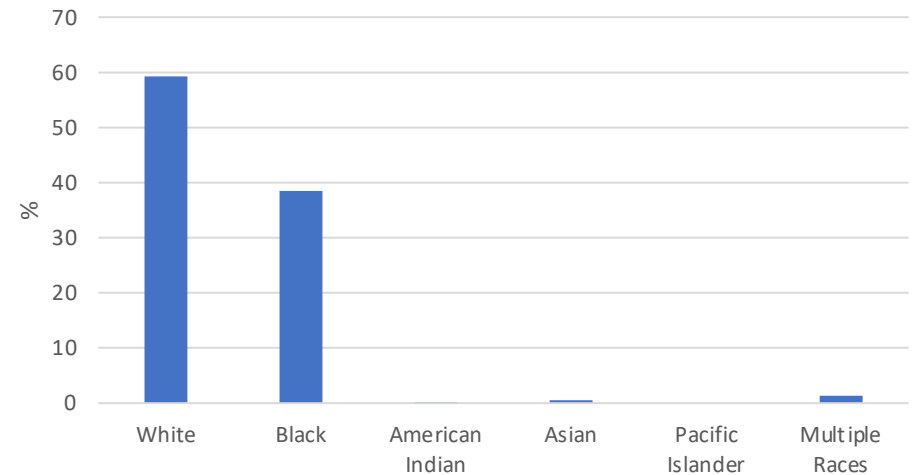
Educational Attainment



Gender Distribution



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

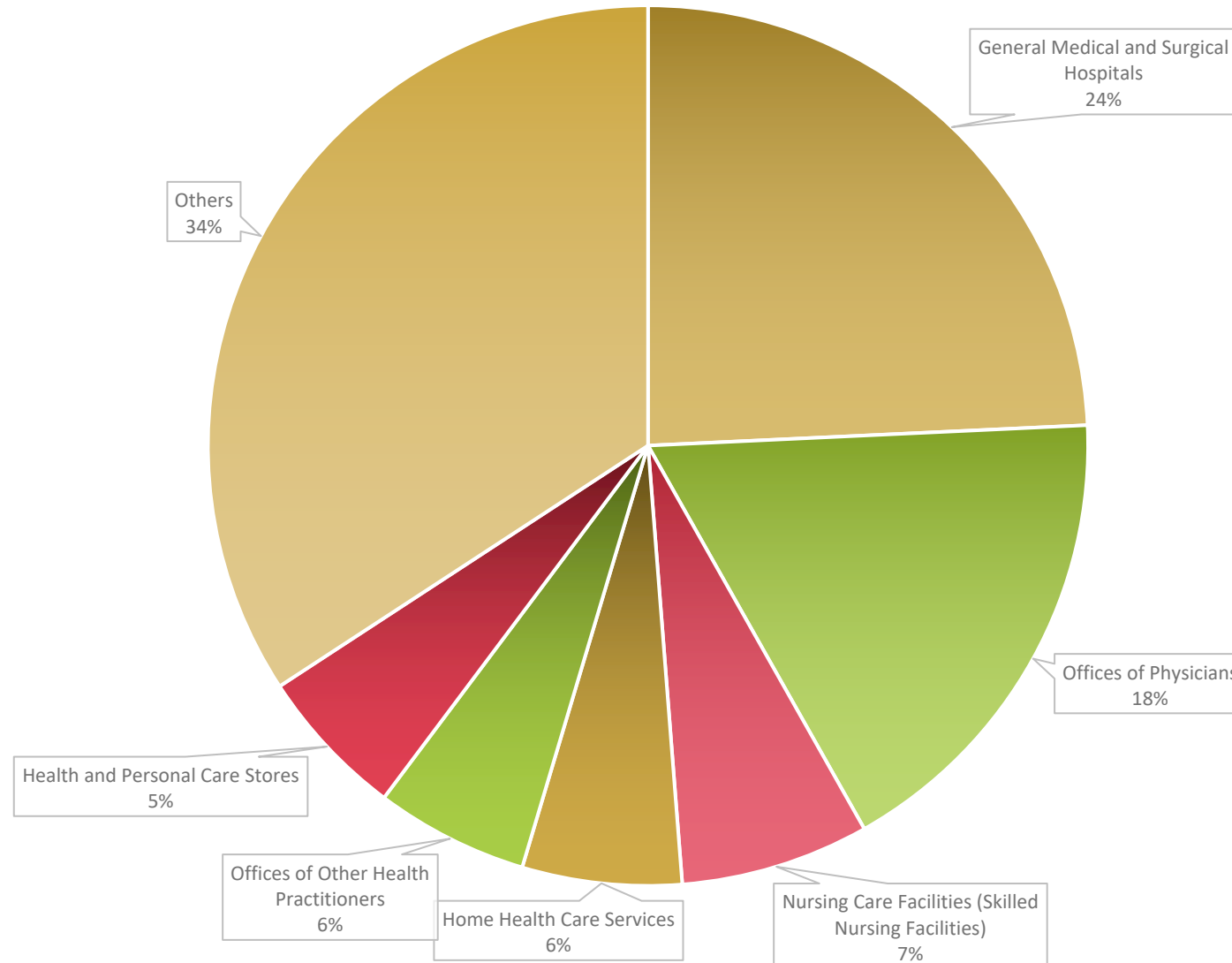
Healthcare Practitioners & Technical Occupations (SOC 29-0000)

Includes physicians, nurse practitioners, and physician assistants, registered nurses, diagnostic medical sonographers, radiologic technologists/technicians

Healthcare Practitioner & Technical Specialists

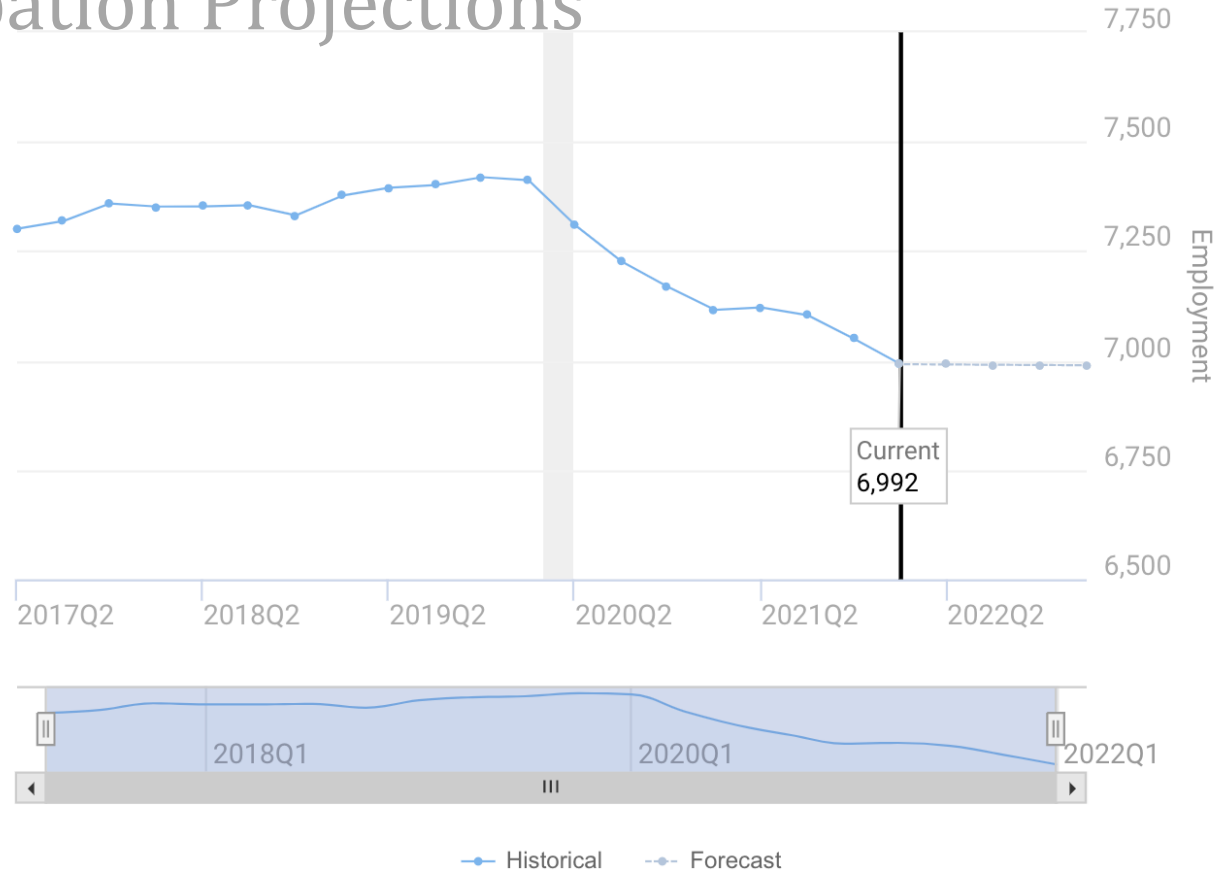
Employment by Industry

% Occupational Employment



Healthcare Practitioner & Technical Specialists ¹⁴

Occupation Projections



Employed	6,992
5-Year Empl Change	-303
5-Year Ann % Change	-0.8%
1-Year Demand	386
1-Year Exits (left occupation)	175
1-Year Transfers (new job)	213
1-Year Net Growth	-2
1-Year Ann % Growth	0.0%
Online Job Ads (last 30 days)	2,062

Source: JobsEQ@Data as of 2022Q1. The shaded areas of the graph represent national recessions.

- 1-year projected growth almost **0.3%** more than all other occupations (-0.3%)
- Job ads represent about **29%** of currently employed in occupation

Healthcare Practitioner & Technical Specialists ¹⁵

Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Registered Nurses	\$66,400	2,019	0.80	99
Licensed Practical and Licensed Vocational Nurses	\$45,100	744	1.42	55
Pharmacy Technicians	\$33,100	403	1.11	24
Pharmacists	\$122,200	255	0.96	5
Physical Therapists	\$86,800	241	1.20	13
Emergency Medical Technicians	\$33,300	238	1.80	16
Nurse Practitioners	\$104,600	199	0.99	18
Physicians, All Other	\$103,400	178	0.78	4
Psychiatric Technicians	\$29,200	149	1.94	10
Speech-Language Pathologists	\$83,400	136	1.05	11
Remaining Component Occupations	\$95,600	2,430	0.86	131
Healthcare Practitioners and Technical Occupations	\$75,500	6,992	0.93	386

Top requested occupational certifications: Healthcare Diagnosing or Treating Practitioners, Health Technologists and Technicians

Top requested hard skills: Electrocardiogram, Working with Children, Pharmacology, Medical Terminology, Home Health Care, Microsoft Office, Wound Care

Healthcare Practitioner & Technical Specialists ¹⁶

Wages

Occupation	Mean	Median	Entry Level	Experienced
Cardiologists	\$310,300	\$292,200	\$184,700	\$373,100
Emergency Medicine Physicians	\$297,300	\$253,700	\$146,300	\$372,700
Orthodontists	\$284,200	\$220,200	\$128,600	\$362,000
Radiologists	\$277,400	\$194,600	\$111,000	\$360,500
Ophthalmologists, Except Pediatric	\$265,600	\$207,000	\$128,700	\$334,100
Dermatologists	\$259,000	\$187,000	\$115,700	\$330,600
Oral and Maxillofacial Surgeons	\$247,000	\$203,600	\$114,600	\$313,200
Anesthesiologists	\$246,600	\$201,400	\$127,900	\$305,900
Pediatric Surgeons	\$244,300	\$186,600	\$115,200	\$308,900
Obstetricians and Gynecologists	\$236,800	\$204,800	\$123,100	\$293,600

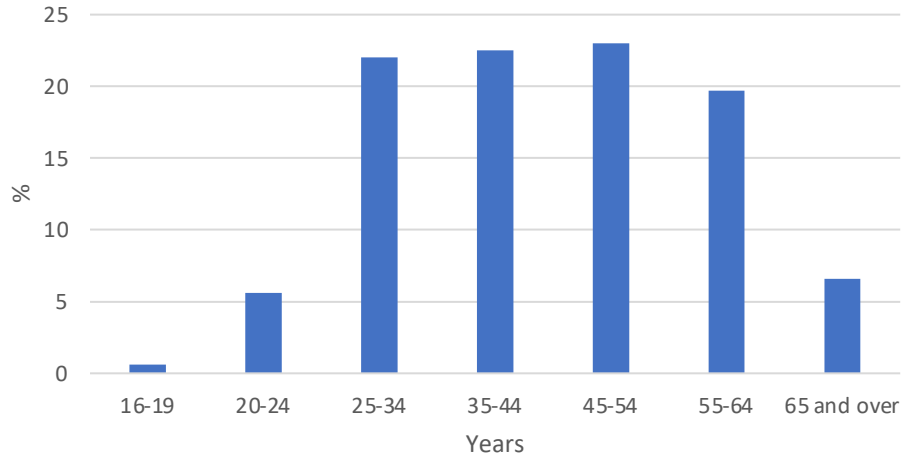
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Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)

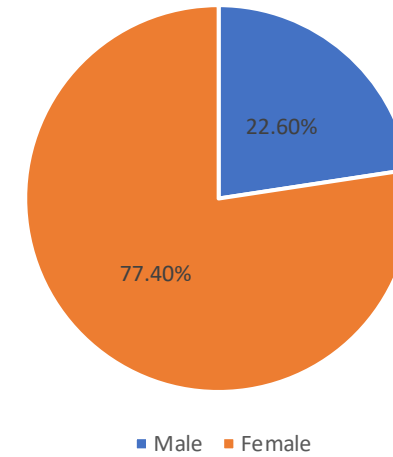
Healthcare Practitioner & Technical Specialists

Demographic Characteristics

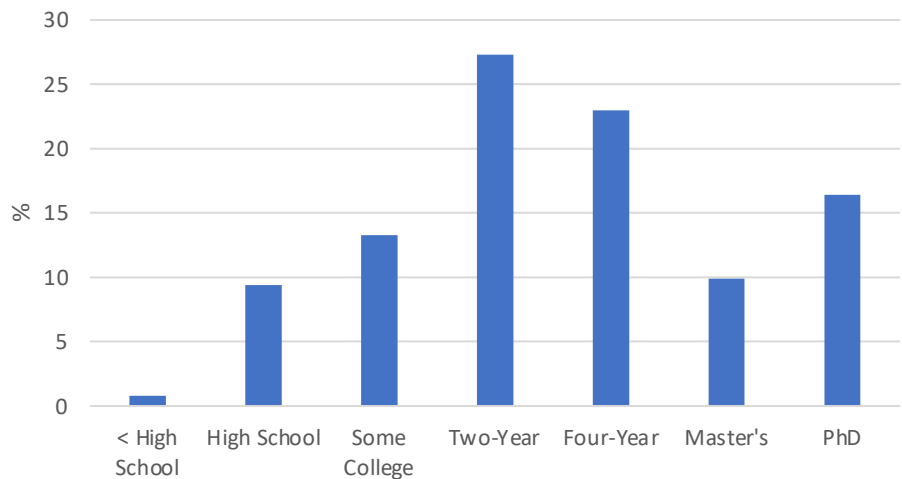
Age Distribution



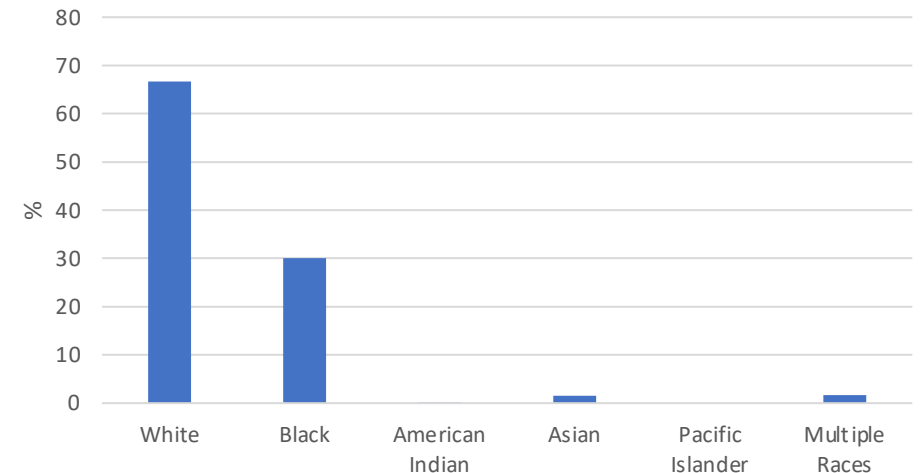
Gender Distribution



Educational Attainment



Race Distribution



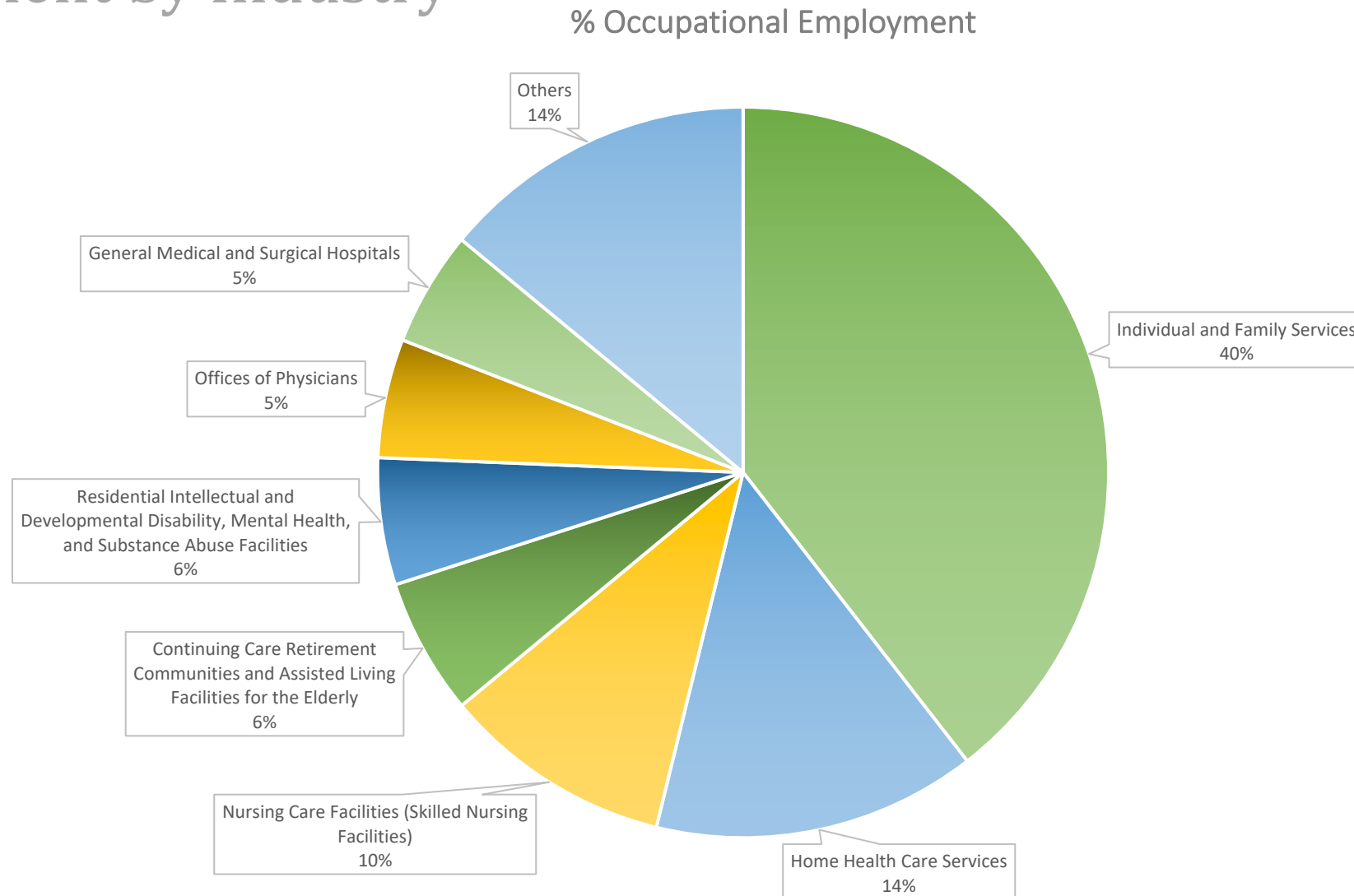
Source: JobsEQ, Data as of 2022Q1.

Health Support Occupations (SOC 31-0000)

Includes: Home Health and Personal Care Aides; Psychiatric Aides; Orderlies; Nursing Assistants; Occupational Therapy Aides; Occupational Therapy Assistants; Physical Therapist Aides; Physical Therapist Assistants; Massage Therapists; Healthcare Support Workers; Pharmacy Aides; Medical Transcriptionists; Medical Equipment Preparers; Veterinary Assistants and Laboratory Animal Caretakers; Phlebotomists; Dental Assistants; Medical Assistants

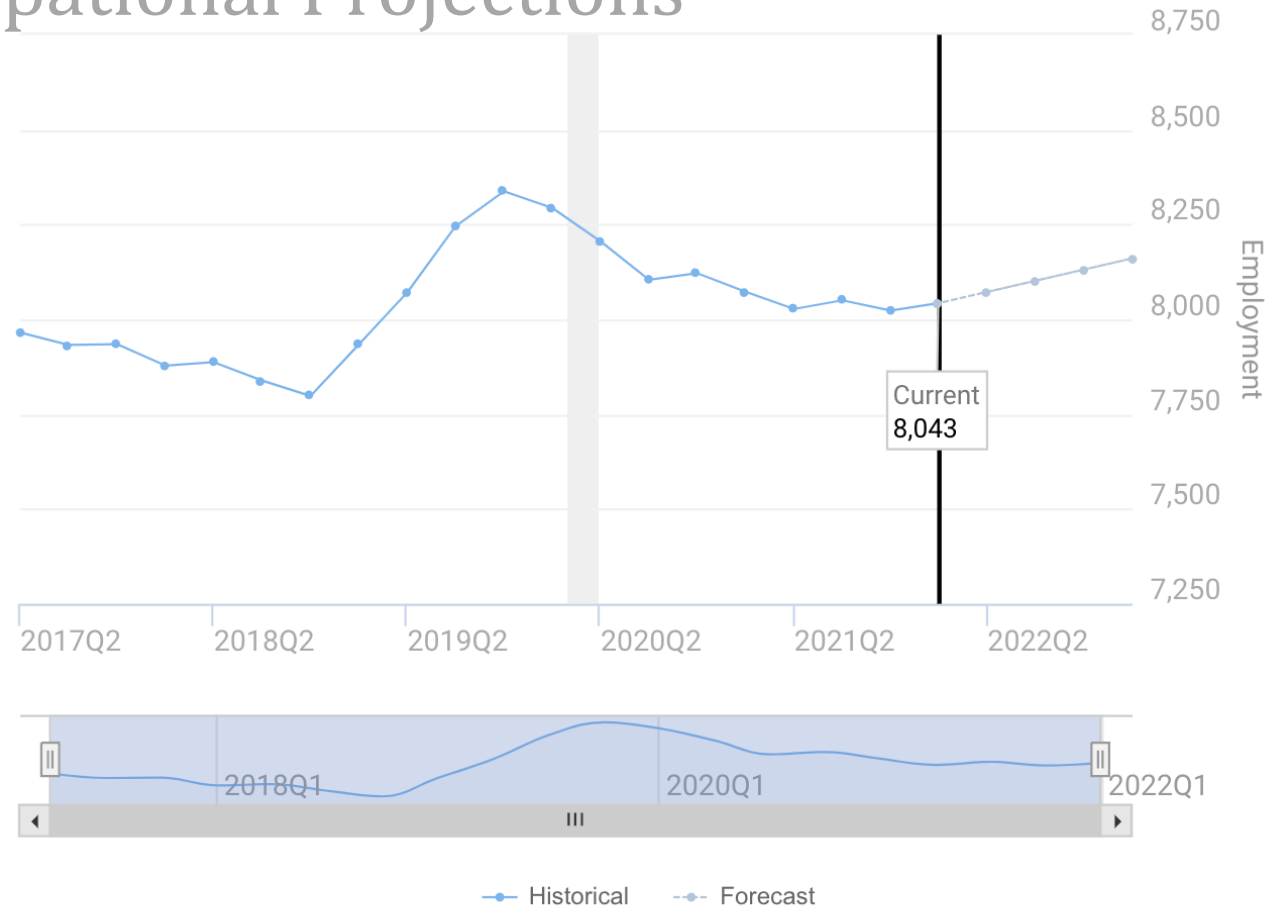
Health Support Occupations

Employment by Industry



Health Support Occupations

Occupational Projections



Employed	8,043
5-Year Empl Change	-35
5-Year Ann % Change	-0.1%
1-Year Demand	1,197
1-Year Exits (left occupation)	540
1-Year Transfers (new job)	1540
1-Year Net Growth	118
1-Year Ann % Growth	1.5%
Online Job Ads (last 30 days)	478

Source: JobsEQ®, Data as of 2022Q1, The shaded areas of the graph represent national recessions.

- 1-year projected growth almost **1.8%** more than all other occupations (-0.3%)
- Job ads represent about **6%** of currently employed in occupation

Health Support Occupations

Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Personal Care Aides	\$22,600	3,755	1.73	642
Nursing Assistants	\$27,700	1,540	1.43	180
Home Health Aides	\$22,600	1,329	1.74	189
Medical Assistants	\$33,100	503	0.82	62
Dental Assistants	\$36,200	204	0.70	23
Veterinary Assistants and Laboratory Animal Caretakers	\$27,500	132	1.55	22
Physical Therapist Assistants	\$58,600	113	1.46	17
Psychiatric Aides	\$31,300	74	2.09	8
Phlebotomists	\$31,800	68	0.60	9
Massage Therapists	\$43,200	59	0.50	8
Remaining Component Occupations	\$36,600	265	0.98	33
Healthcare Support Occupations	\$26,000	8,043	1.42	1,197

Top requested occupational certifications: Certified Nursing Assistant, Certification in Cardiopulmonary Resuscitation, Basic Life Support, Medical Assistant Certification, First Aid Certification, Emergency Medical Technician, Licensed Practical Nurse, Patient Care Technician, Registered Nurse, Certified Home Health Aide

Top requested hard skills: Home Health Care, Caregiving, Medication Administration, Patient Care, Medical Terminology, Food Preparation, Microsoft Excel, Electronic Health Record, Animal Care/Handling, Microsoft Office

Health Support Occupations

Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$62,700	\$61,600	\$47,700	\$70,200
Physical Therapist Assistants	\$58,600	\$60,600	\$37,500	\$69,200
Massage Therapists	\$43,200	\$41,700	\$23,900	\$52,800
Healthcare Support Workers, All Other	\$38,500	\$35,500	\$28,100	\$43,700
Dental Assistants	\$36,200	\$36,600	\$28,500	\$40,000
Medical Assistants	\$33,100	\$33,700	\$27,100	\$36,100
Medical Equipment Preparers	\$33,100	\$33,000	\$26,700	\$36,300
Occupational Therapy Aides	\$32,500	\$27,700	\$23,300	\$37,100
Phlebotomists	\$31,800	\$30,100	\$25,300	\$35,000
Psychiatric Aides	\$31,300	\$28,200	\$26,300	\$33,800

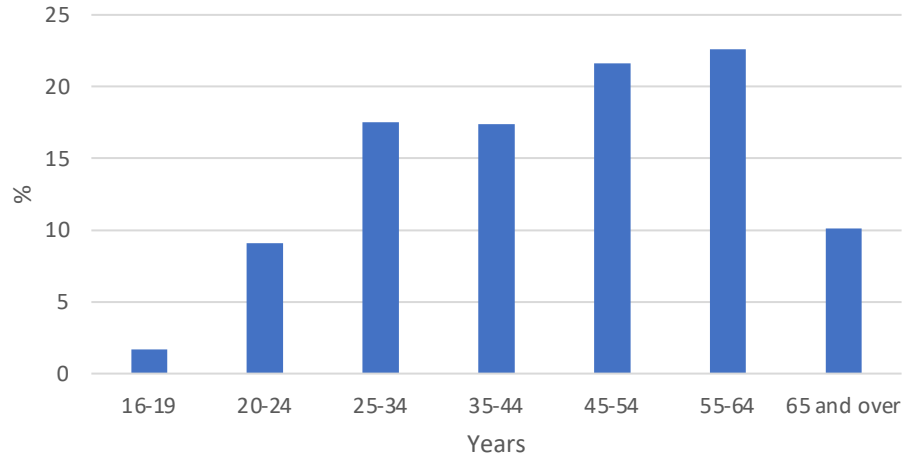
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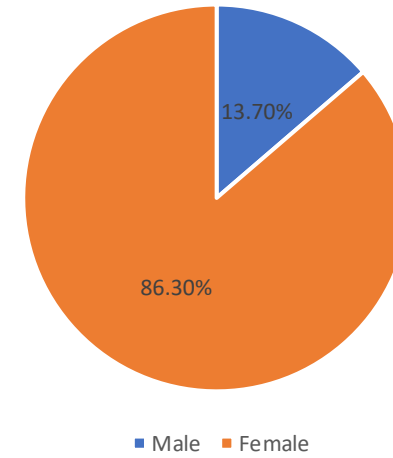
Health Support Occupations

Demographic Characteristics

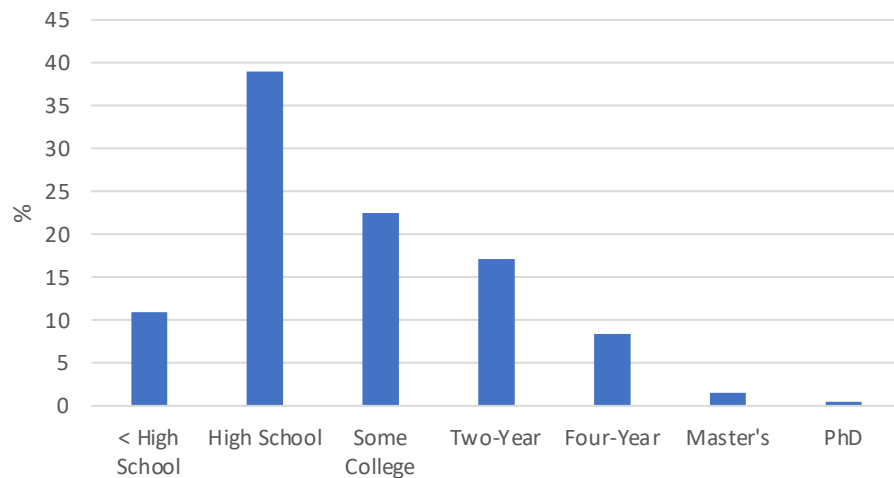
Age Distribution



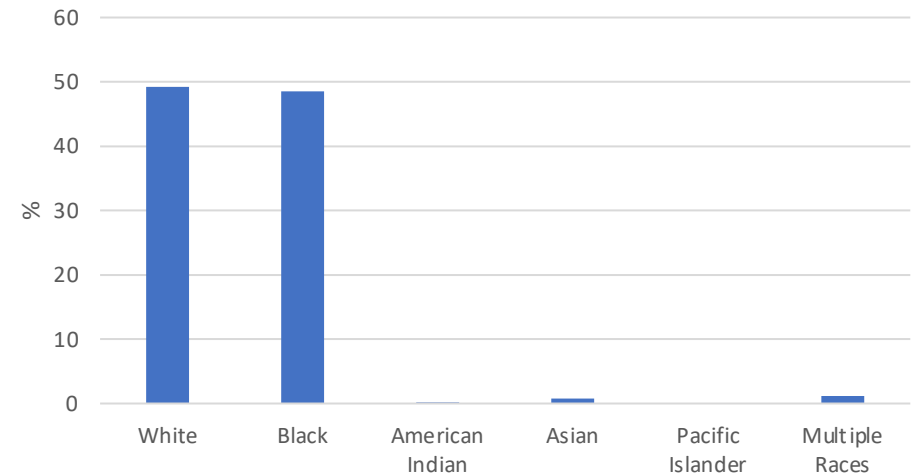
Gender Distribution



Educational Attainment



Race Distribution



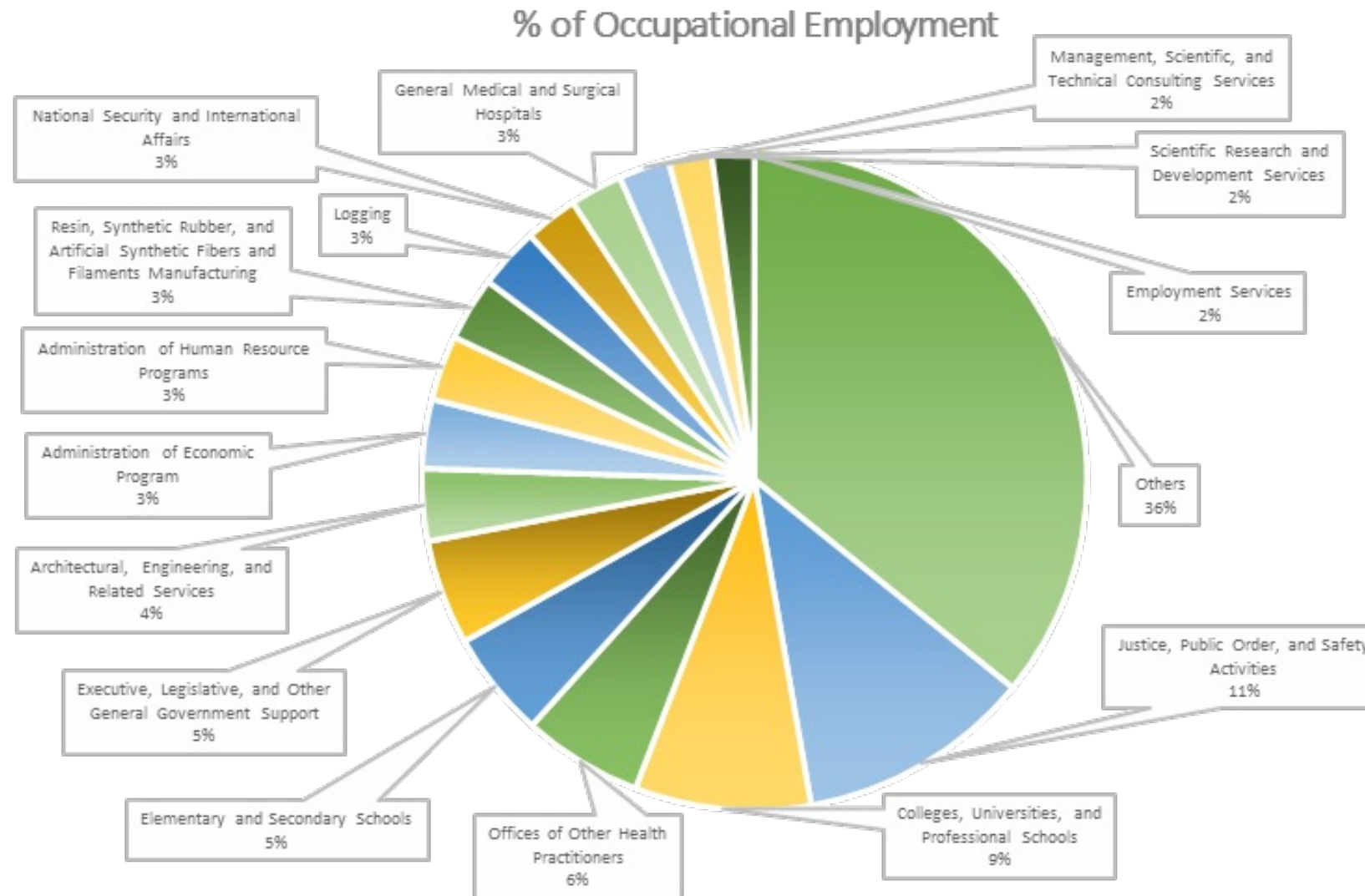
Source: JobsEQ, Data as of 2022Q1.

Life, Physical, and Social Sciences Occupations (SOC 19-0000)

Includes: Medical scientists, conservationists, chemists, environmentalists, sociologists, social science researchers, occupational health and safety specialists

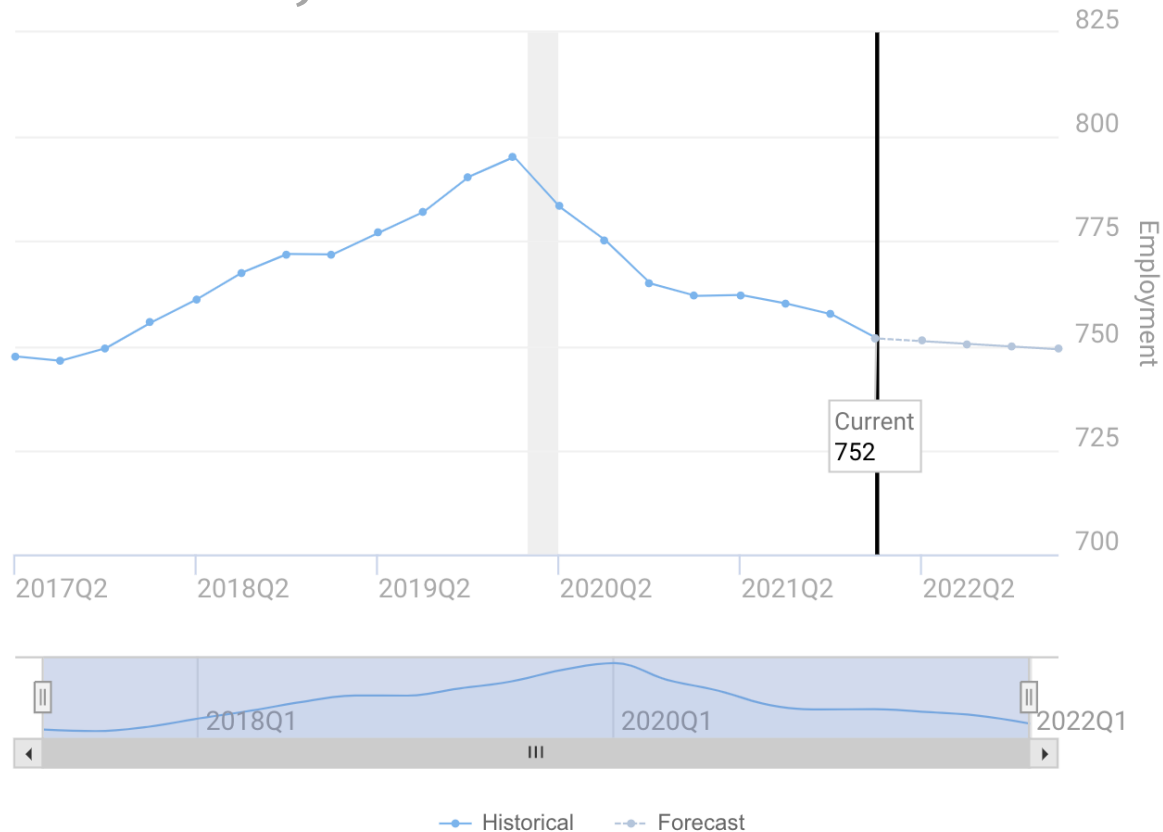
Life, Physical, & Social Sciences

Employment by Industry



Life, Physical, & Social Sciences

Occupation Projections



Source: JobsEQ®, Data as of 2022Q1, The shaded areas of the graph represent national recessions.

Employed	752
5-Year Empl Change	6
5-Year Ann % Change	0.1%
1-Year Demand	62
1-Year Exits (left occupation)	16
1-Year Transfers (new job)	48
1-Year Net Growth	-3
1-Year Ann % Growth	-0.3%
Online Job Ads (last 30 days)	100

- 1-year projected growth **equal to** all other occupations (-0.3%)
- Job ads represent about **13%** of currently employed in occupation

Life, Physical, & Social Sciences

Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Occupational Health and Safety Specialists	\$64,900	88	1.00	6
Clinical and Counseling Psychologists	\$94,000	56	1.08	4
Environmental Scientists and Specialists, Including Health	\$79,100	50	0.79	4
School Psychologists	\$77,900	41	0.85	3
Foresters	\$56,800	38	4.02	3
Chemists	\$86,700	38	0.57	3
Urban and Regional Planners	\$70,200	36	1.17	3
Psychologists, All Other	\$93,400	35	0.78	2
Medical Scientists, Except Epidemiologists	\$97,300	34	0.37	3
Chemical Technicians	\$45,000	30	0.60	3
Remaining Component Occupations	\$69,700	305	0.60	27

Top requested occupational certifications: Certified Arborist, Certified Safety Professional, Certification in Cardiopulmonary Resuscitation, First Aid Certification, Professional Wetland Scientist

Top requested hard skills: Microsoft Office, Microsoft Excel, Manufacturing, Microsoft Outlook, Microsoft PowerPoint, Spanish, Ability to Lift 41-50 lbs., Microsoft Word, Ability to Lift 51-100 lbs., Ability to Lift 1-10 lbs.

Life, Physical, & Social Sciences

Wages

Occupation	Mean	Median	Entry Level	Experienced
Astronomers	\$127,200	\$117,200	\$64,500	\$158,500
Political Scientists	\$125,900	\$137,200	\$85,200	\$146,300
Physical Scientists, All Other	\$121,500	\$120,400	\$80,200	\$142,200
Biochemists and Biophysicists	\$116,200	\$114,500	\$78,500	\$135,100
Physicists	\$110,400	\$111,300	\$72,700	\$129,300
Atmospheric and Space Scientists	\$110,400	\$101,900	\$69,400	\$130,900
Economists	\$105,800	\$98,200	\$60,900	\$128,200
Social Scientists and Related Workers, All Other	\$101,600	\$102,400	\$66,500	\$119,100
Medical Scientists, Except Epidemiologists	\$97,300	\$74,000	\$48,900	\$121,500
Industrial-Organizational Psychologists	\$95,900	\$77,800	\$59,200	\$114,300

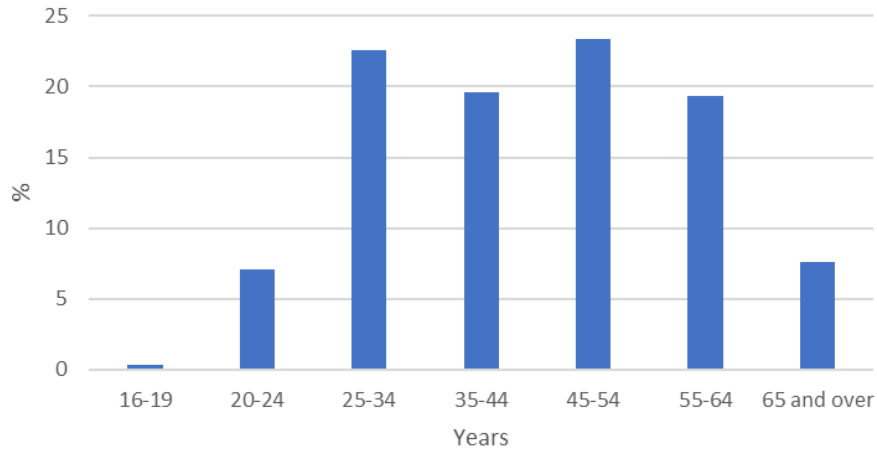
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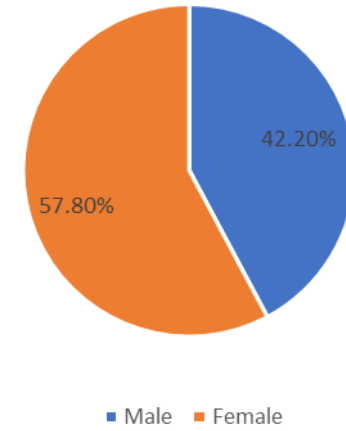
Life, Physical, & Social Sciences

Demographic Characteristics

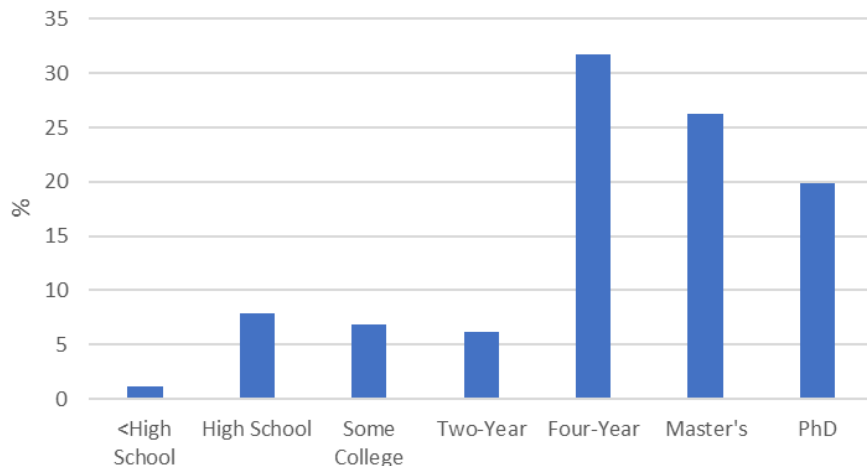
Age Distribution



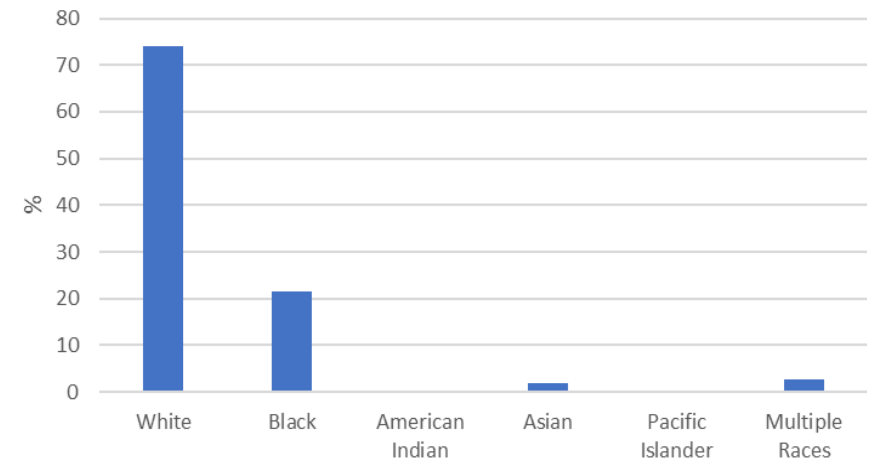
Gender Distribution



Education Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

Inventory of Health Science Program Offerings³⁰

CTE Programs in Health Sciences

School Year	Dental Assistant I	Dental Assistant II	Emergency Medical Technician I	Emergency Medical Technician II	Health & Medical Sciences Dual Enrollment	Health and Medical Sciences Exploratory	Health Assistant I	Health Assistant II	Health Assistant II (Psychiatric Aide)	Health Assisting Careers	Home Health Aide	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Mechatronics I	Mechatronics II	Medical Assistant I	Medical Assistant II	Medical Systems Administration	Medical Terminology	Mental Health Assisting Careers	Nurse Aide I	Nurse Aide II	Patient Care Technician	Pharmacy Technician I	Pharmacy Technician II	Sports Medicine I	Sports Medicine II
2019	# Courses	2								2			5	1	1	2	1	1	1		3	2				1	
2019	# Students	19								9			15	5	4	27	1	9	11		27	29				10	
2018	# Courses	2			1					1			5		1	2	1		3		6	10	1			1	
2018	# Students	16			14					4			89		20	3	2		27		39	149	4			7	
2017	# Courses	2		1	2					2	1		8					1	3		3	7					
2017	# Students	15		1	13					25	4		18					1	15		13	101					
2016	# Courses	1		1	2					1	1	3							1	2	4	6				1	
2016	# Students	24		1	6					6	7	6							14	38	66	95				27	
2015	# Courses		1	1	2					1	1	3							2		6	10				1	1
2015	# Students		27	1	14					36	2	7							17		32	134				17	9
2014	# Courses		1	2	1					1		3							3	2	5	10		1	1	2	1
2014	# Students		27	4	13					26		6							83	9	46	165		3	6	4	7
2013	# Courses		1	1	1	1				3		2						1	1	1	4	10			1	1	
2013	# Students		31	6	8	4				44		3						3	15	18	46	138			16	3	
2012	# Courses		1	2	2					1	1										1	10				1	
2012	# Students		15	10	8					20	6										11	136				13	
2011	# Courses		1	1	1	3			2			2									1	10				1	
2011	# Students		29	14	11	14			93			13									16	145				17	
2010	# Courses		1	2	2				1	2		1									2	7				1	
2010	# Students		27	12	9				18	56		13									20	76				17	
2009	# Courses		1	5	2				1	2								1			4	6		1			
2009	# Students		9	32	26				13	23									2		46	96			21		
2008	# Courses		1	5	1				2	2									1		7			1	1		
2008	# Students		16	49	9				20	31									2		94			19	7		

Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
Longwood University		54		\$21,446
Southside Virginia Community College	44			\$6,595
Patrick Henry Community College	31			\$5,761
Danville Community College	10			\$8,065
Total	85	54	0	

Average net price represents full-time beginning undergraduate students who paid the in-state or in-district tuition rate and were awarded grant or scholarship aid from federal, state or local governments, or the institution.

Data as of the 2019-2020 academic year

For questions regarding presentation content/data, please contact:

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