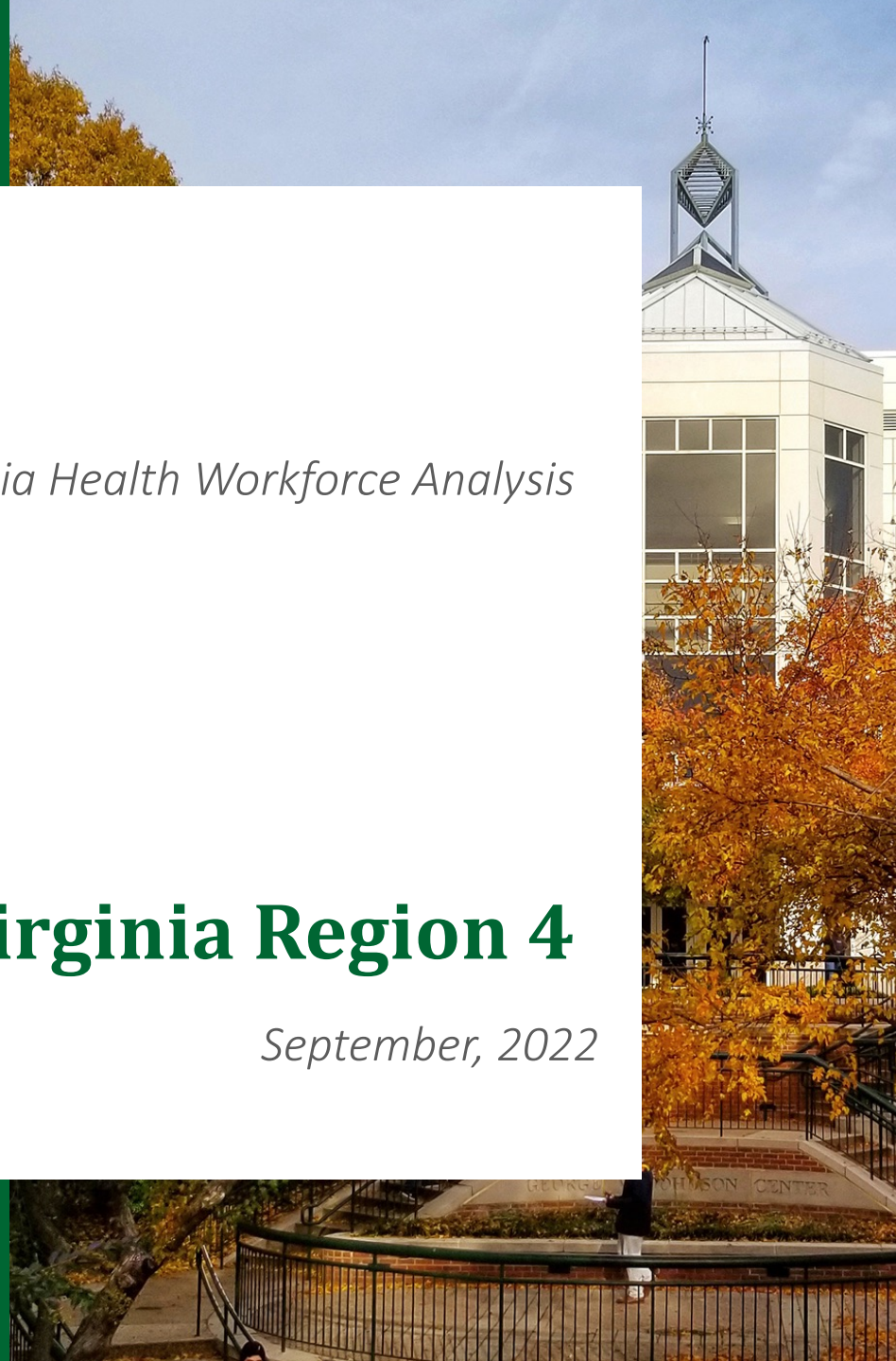




Virginia Health Workforce Analysis

GO Virginia Region 4

September, 2022



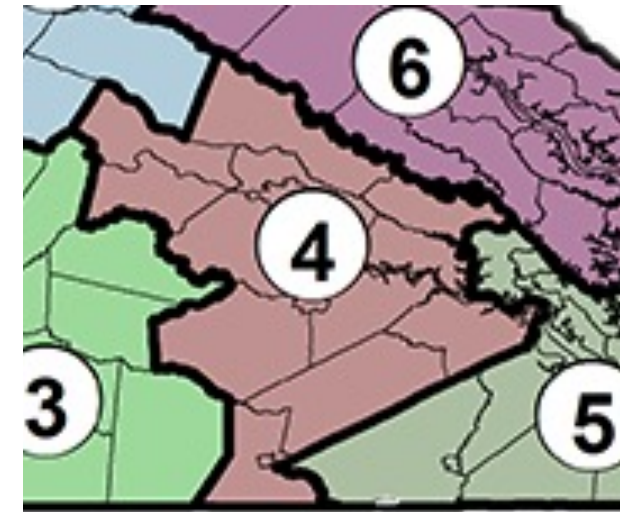
Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 4**, via a review of:

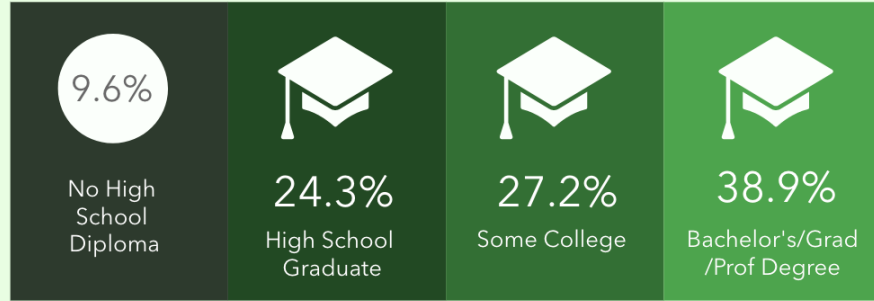
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
 - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
 - Healthcare Support Occupations (SOC 31-0000)
 - Community & Social Service Occupations (SOC 21-0000)
 - Life, Physical, and Social Science Occupations (SOC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

Stakeholder Region

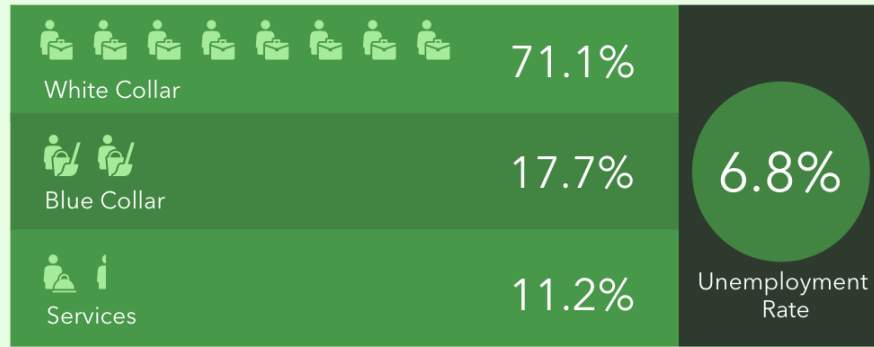
County	Workforce Development Area (WDA)	WDA
Charles City	Capital Region Workforce Partnership	9
Chesterfield	Capital Region Workforce Partnership	9
Goochland	Capital Region Workforce Partnership	9
Hanover	Capital Region Workforce Partnership	9
Henrico	Capital Region Workforce Partnership	9
New Kent	Capital Region Workforce Partnership	9
Powhatan	Capital Region Workforce Partnership	9
Richmond City	Capital Region Workforce Partnership	9
Colonial Heights	Crater Area	15
Dinwiddie	Crater Area	15
Emporia	Crater Area	15
Greensville	Crater Area	15
Hopewell	Crater Area	15
Petersburg	Crater Area	15
Prince George	Crater Area	15
Surry	Crater Area	15
Sussex	Crater Area	15



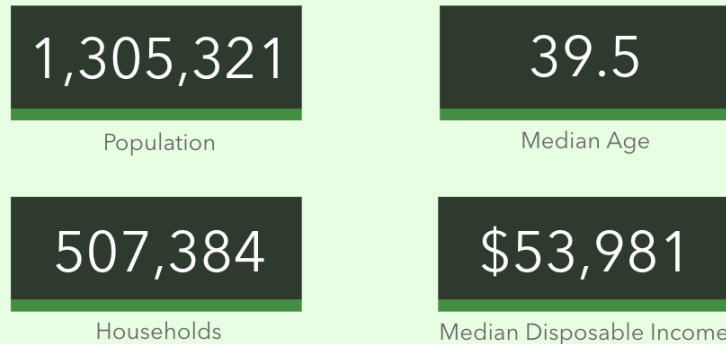
EDUCATION



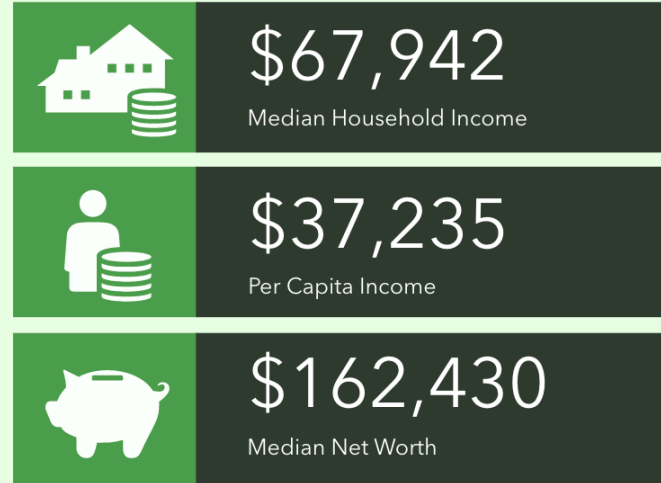
EMPLOYMENT



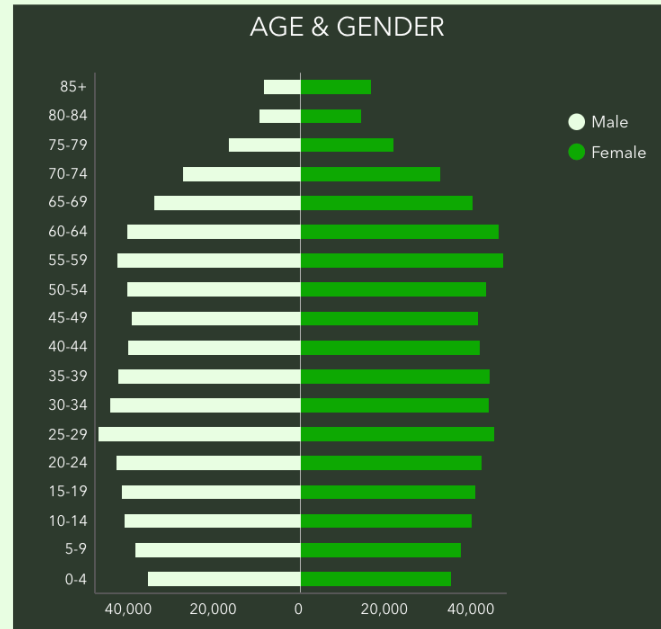
KEY FACTS



INCOME



AGE & GENDER



Between **17-35%** of each county population has **HS diploma**

9 of 17 counties have approximately more than 10% of a population with an **education less than HS**

Median age between **34** and **51** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **10 of 17** counties

Median HH income ranges from **\$34,573** and **\$108,050**

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

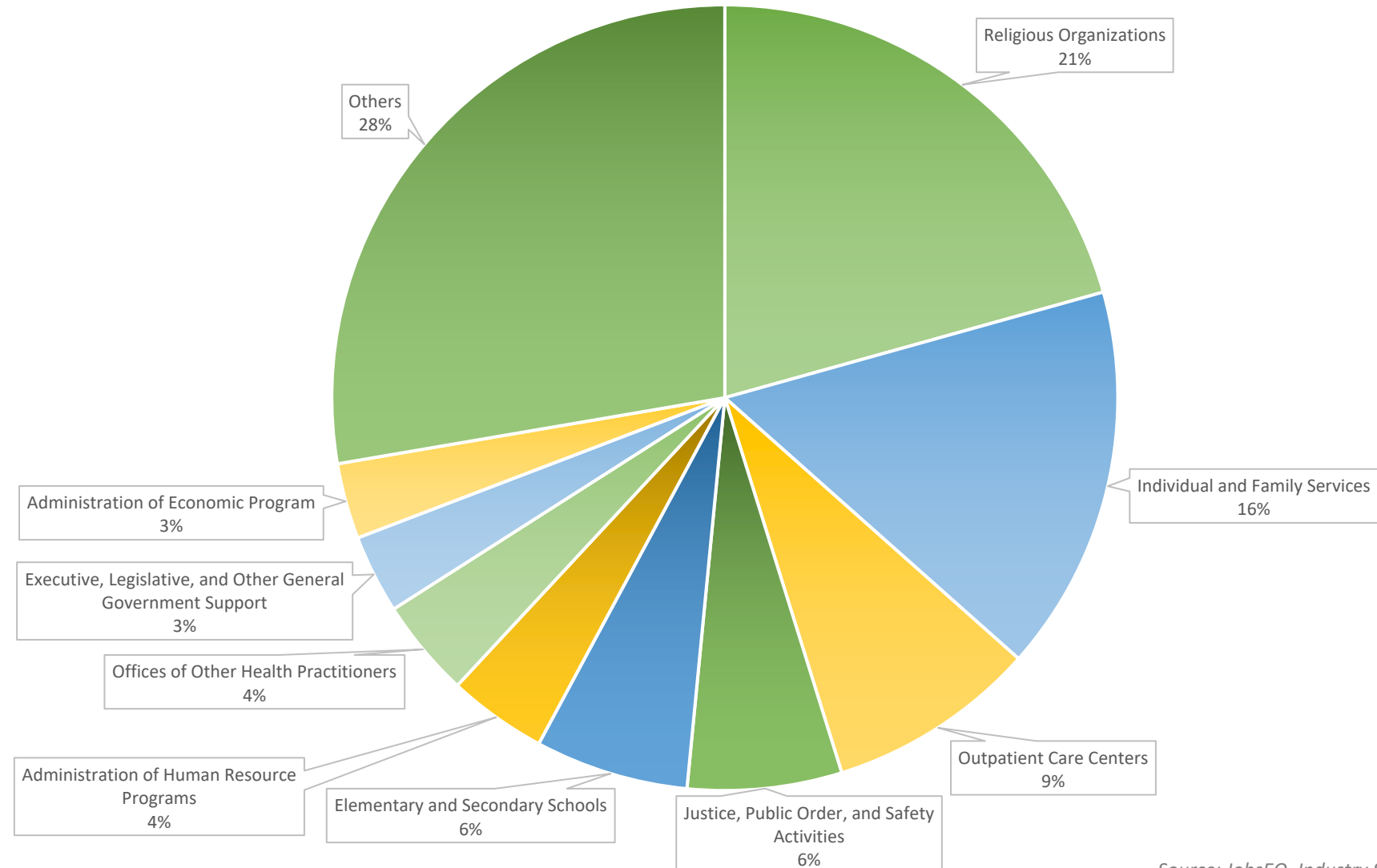
Community & Social Services Occupations (SOC 21-0000)

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

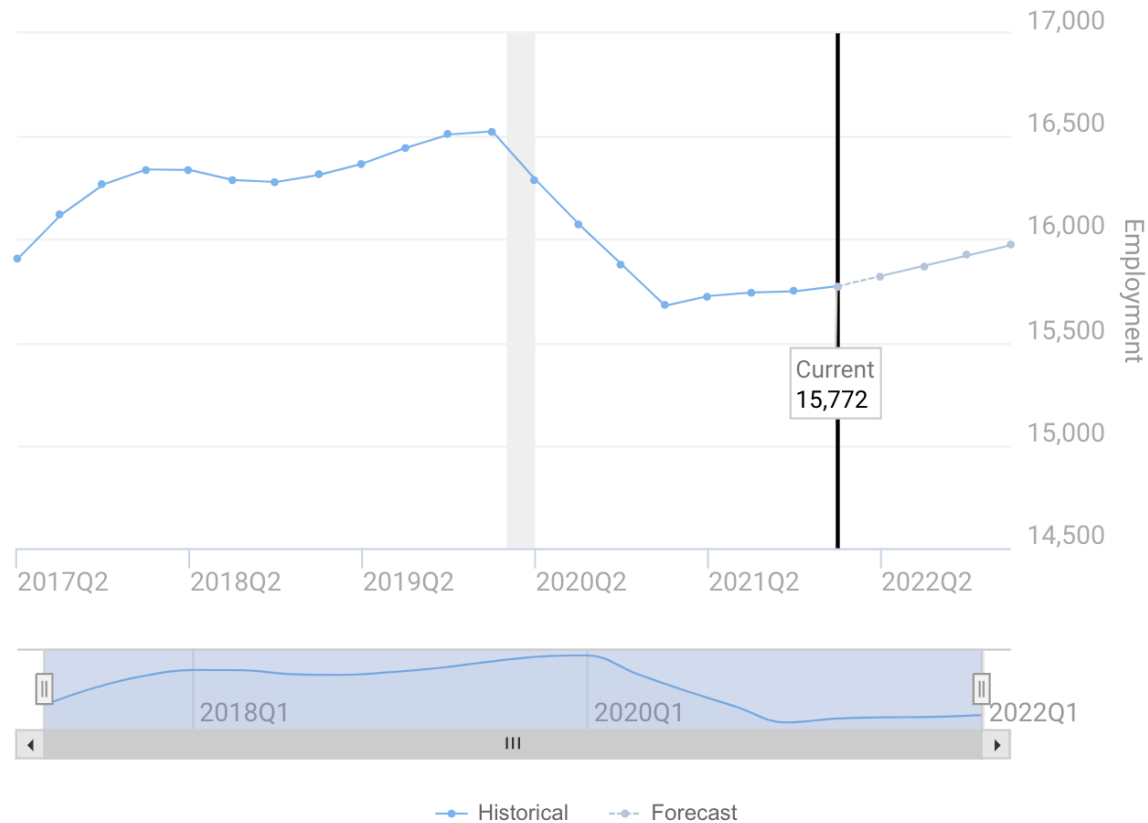
Employment by Industry

% of Occupational Employment



Community & Social Service Specialists

Occupation Projections



Employed	15,772
5-Year Empl Change	67
5-Year Ann % Change	0.1%
1-Year Demand	1,816
1-Year Exits (left occupation)	564
1-Year Transfers (new job)	1,055
1-Year Net Growth	197
1-Year Ann % Growth	1.2%
Online Job Ads (last 30 days)	1,073

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

- 1-year projected growth almost **0.4%** more than all other occupations (0.8%)
- Job ads represent about **7%** 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	\$52,700	2,684	1.80	326
Social and Human Service Assistants	\$34,000	2,097	1.19	285
Child, Family, and School Social Workers	\$52,300	1,961	1.35	211
Clergy	\$48,400	1,503	1.36	164
Directors, Religious Activities and Education	\$52,000	1,346	1.93	167
Educational, Guidance, and Career Counselors and Advisors	\$61,600	1,224	0.94	132
Probation Officers and Correctional Treatment Specialists	\$46,100	881	2.32	71
Mental Health and Substance Abuse Social Workers	\$50,600	798	1.59	86
Healthcare Social Workers	\$55,200	741	0.97	78
Rehabilitation Counselors	\$40,600	625	1.60	63
Remaining Component Occupations	\$53,000	1,911	0.91	230

Top requested occupational certifications: Licensed Clinical Social Worker, Licensed Practical Nurse, Basic Life Support, Registered Behavior Technician, Certified Case Manager, Certified Nursing Assistant, Accredited Case Manager, Certified Social Worker, Commercial Driver's License, Advanced Cardiac Life Support Certification,

Top requested hard skills: Bilingual, Home Health Care, Mental Health, Microsoft Office, Electronic Health Record, Presentation, Microsoft Outlook, Spanish, Report Writing/Report Preparation, Personal Computers

Community & Social Service Specialists

Wages

Occupation	Mean	Median	Entry Level	Experienced
Social Workers, All Other	\$72,500	\$78,100	\$46,500	\$85,500
Health Education Specialists	\$65,100	\$60,100	\$40,800	\$77,200
Educational, Guidance, and Career Counselors and Advisors	\$61,600	\$61,900	\$42,700	\$71,000
Community and Social Service Specialists, All Other	\$60,800	\$60,200	\$42,300	\$70,000
Healthcare Social Workers	\$55,200	\$52,800	\$33,700	\$66,000
Community Health Workers	\$53,100	\$49,200	\$36,100	\$61,500
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$52,700	\$49,400	\$38,000	\$60,100
Child, Family, and School Social Workers	\$52,300	\$49,400	\$40,000	\$58,400
Directors, Religious Activities and Education	\$52,000	\$48,700	\$26,700	\$64,700
Mental Health and Substance Abuse Social Workers	\$50,600	\$47,400	\$35,300	\$58,200

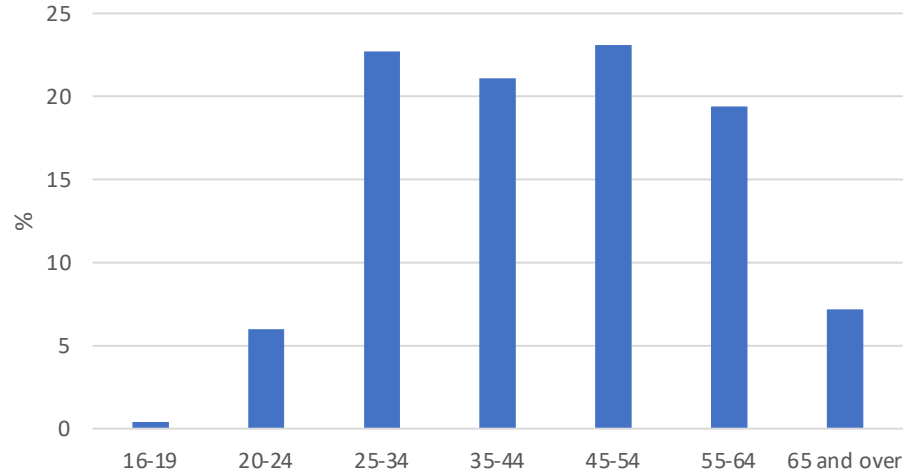
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

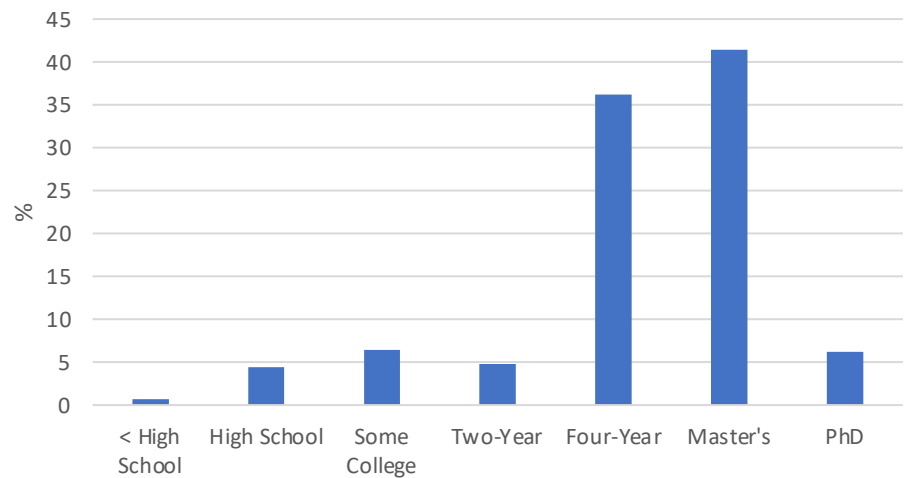
Community & Social Service Specialists

Demographic Characteristics

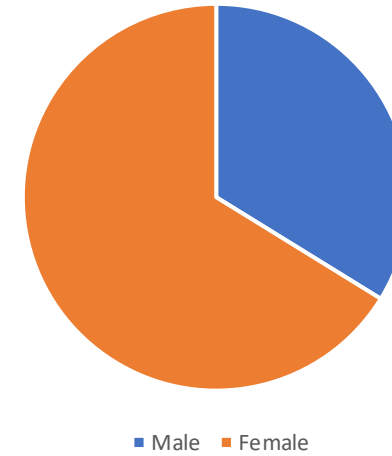
Age Distribution



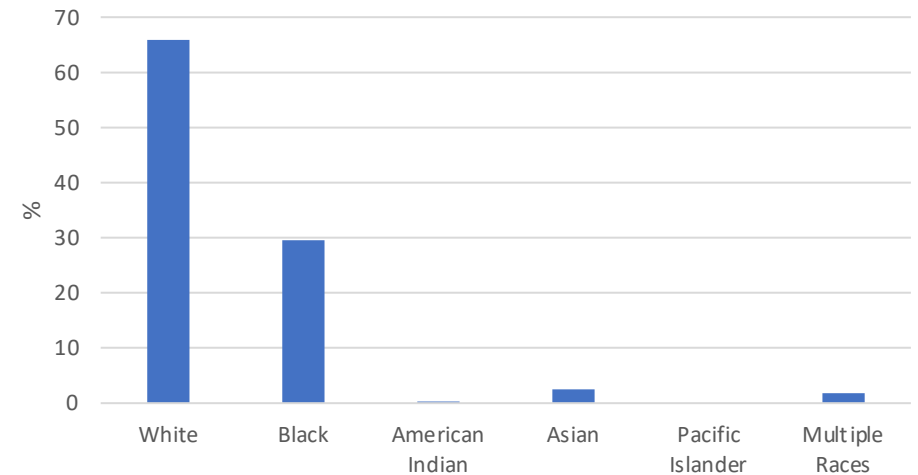
Educational Attainment



Gender Distribution



Race Distribution



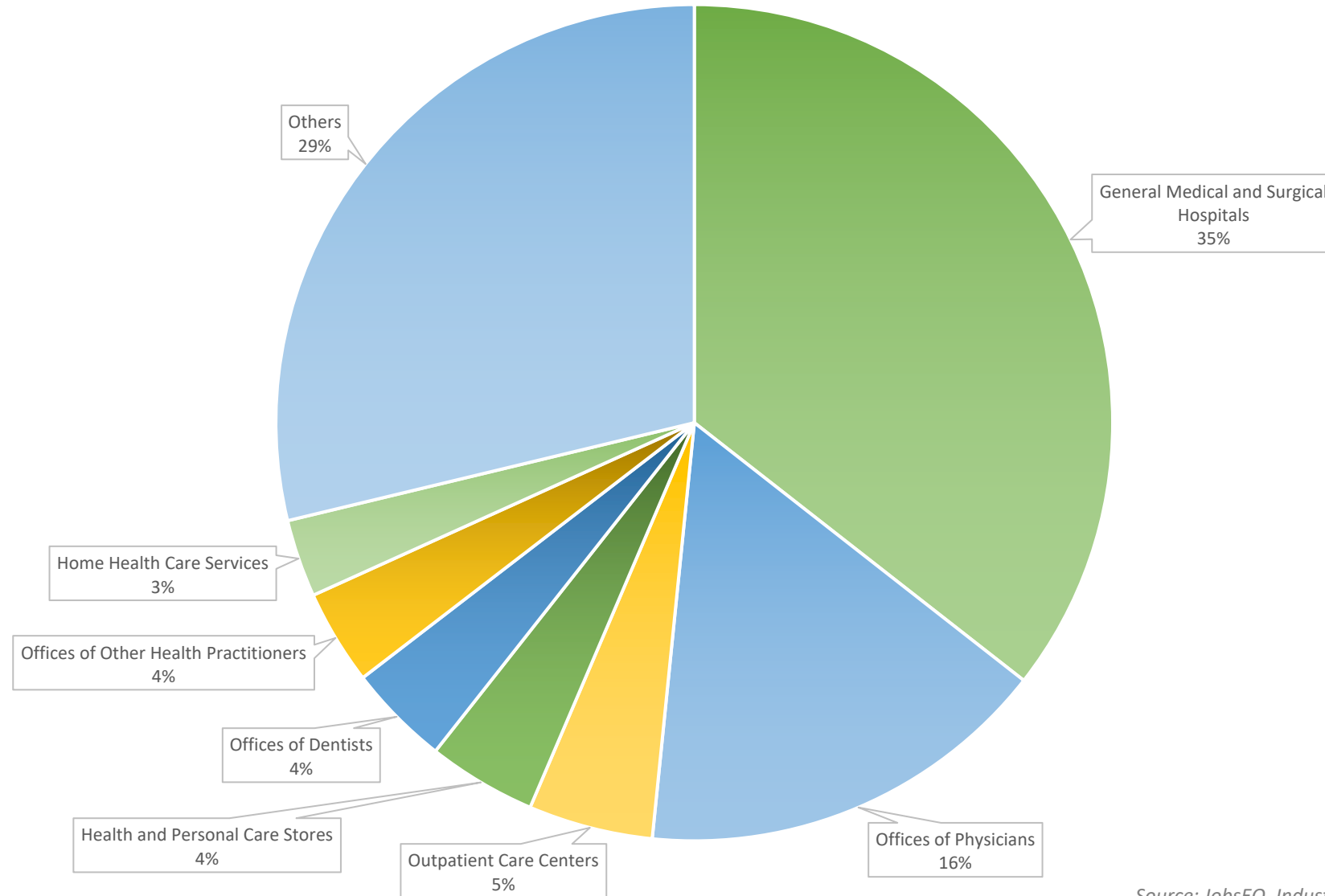
Source: JobsEQ, Data as of 2022Q1.

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 ¹³

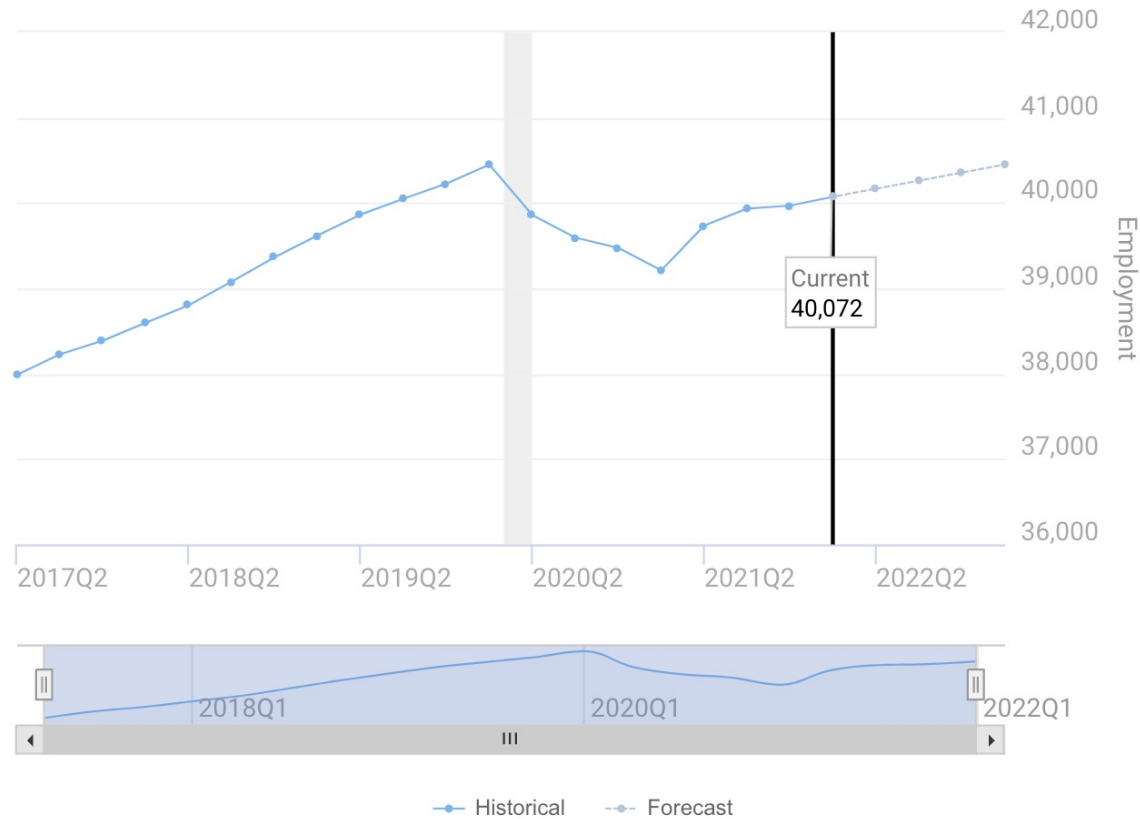
Employment by Industry % Occupational Employment



Source: JobsEQ, Industry Snapshot. Data as of 2022Q1.

Healthcare Practitioner & Technical Specialists¹⁴

Occupation Projections



Employed	40,072
5-Year Empl Change	2,380
5-Year Ann % Change	1.2%
1-Year Demand	2,646
1-Year Exits (left occupation)	1,046
1-Year Transfers (new job)	1,226
1-Year Net Growth	374
1-Year Ann % Growth	0.9%
Online Job Ads (last 30 days)	4,698

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

- 1-year projected growth almost **0.1%** more than all other occupations (0.8%)
- Job ads represent about **12%** of currently employed in occupation

Healthcare Practitioner & Technical Specialists¹⁵

Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Registered Nurses	\$76,900	13,274	1.00	794
Licensed Practical and Licensed Vocational Nurses	\$48,900	2,990	1.10	260
Pharmacy Technicians	\$36,200	1,883	1.00	138
Pharmacists	\$117,400	1,331	0.97	44
Physicians, All Other	\$190,400	1,233	1.04	40
Nurse Practitioners	\$113,400	1,172	1.12	120
Radiologic Technologists and Technicians	\$63,600	1,062	1.12	84
Physical Therapists	\$91,200	1,019	0.97	62
Medical Records Specialists	\$47,200	901	1.14	68
Dental Hygienists	\$84,600	879	0.97	65
Remaining Component Occupations	\$103,200	14,328	1.02	957

Top requested occupational certifications: Registered Nurse, Basic Life Support, Licensed Practical Nurse, Certified Nursing Assistant, Medical Technologist, Registered Veterinary Technician, Pediatric Advanced Life Support, Registered Health Information Administrator, Emergency Medical Technician, Certified Hemodialysis Technologist

Top requested hard skills: Home Health Care, Long-Term Care, Retail Sales, Epic Systems, Microsoft Office, Geriatric, Electronic Health Record, Microsoft Outlook, Physiology, Medical Terminology

Healthcare Practitioner & Technical Specialists ¹⁶

Wages

Occupation	Mean	Median	Entry Level	Experienced
Emergency Medicine Physicians	\$356,600	\$299,900	\$165,500	\$452,100
Cardiologists	\$350,300	\$326,200	\$199,400	\$425,800
Obstetricians and Gynecologists	\$339,400	\$285,900	\$164,700	\$426,700
Anesthesiologists	\$325,000	\$259,600	\$159,000	\$408,000
Orthodontists	\$320,200	\$246,300	\$137,400	\$411,600
Ophthalmologists, Except Pediatric	\$300,100	\$231,400	\$138,900	\$380,700
Radiologists	\$299,700	\$208,700	\$116,200	\$391,400
Dermatologists	\$292,700	\$208,900	\$124,900	\$376,500
Oral and Maxillofacial Surgeons	\$278,100	\$226,700	\$122,800	\$355,800
Pediatric Surgeons	\$274,700	\$207,500	\$124,000	\$350,100

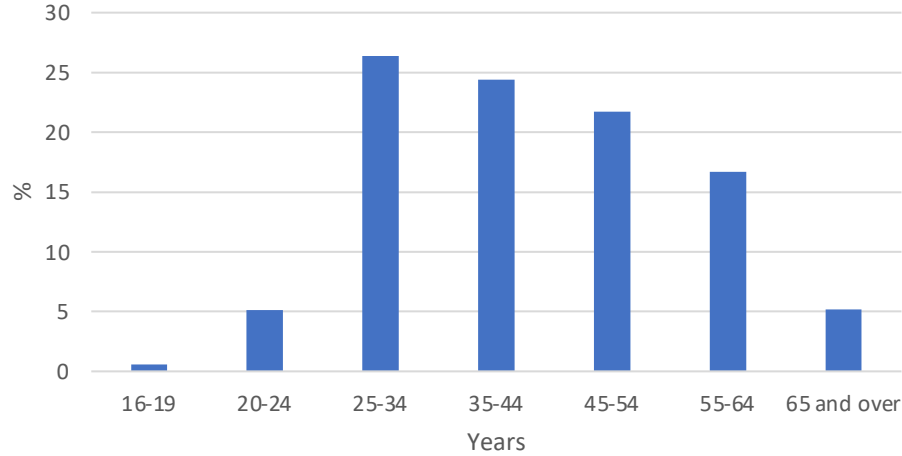
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

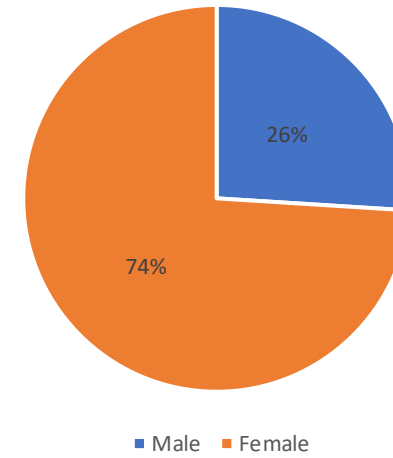
Healthcare Practitioner & Technical Specialists

Demographic Characteristics

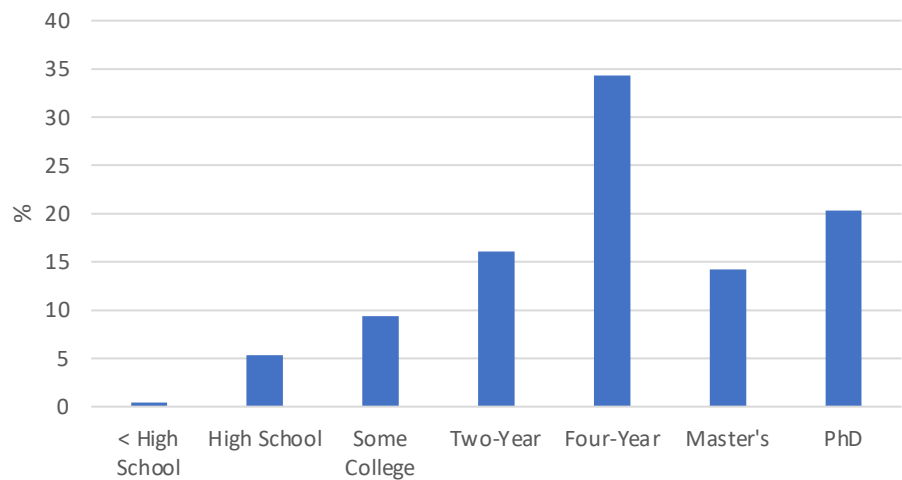
Age Distribution



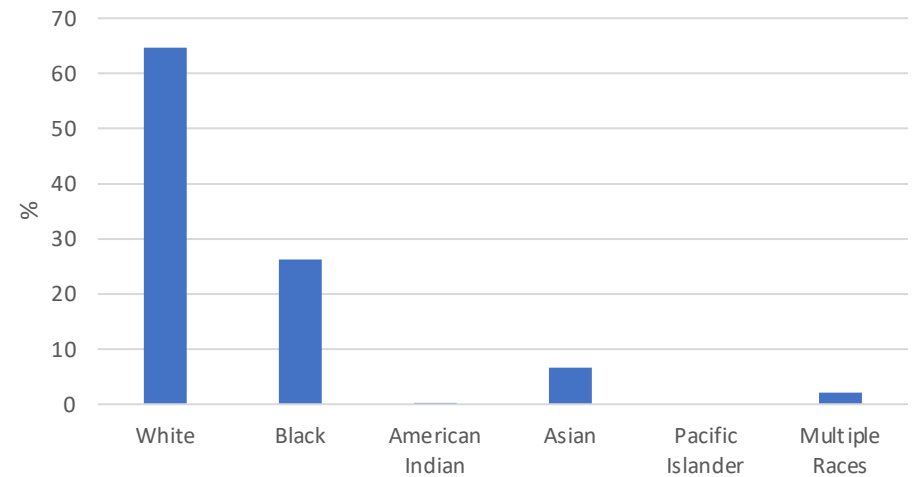
Gender Distribution



Educational Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

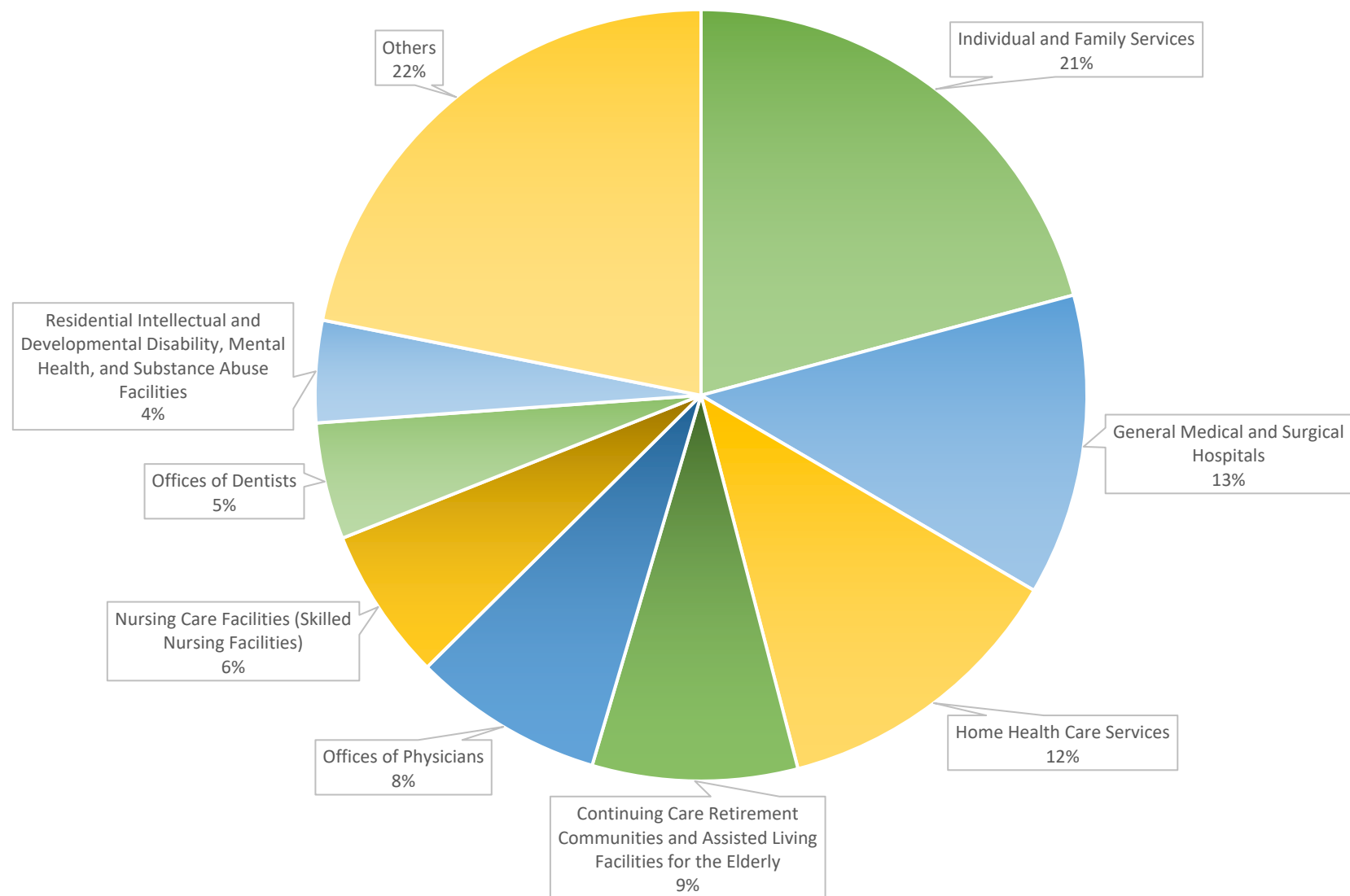
Health Support Occupations (SOC 31-000)

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

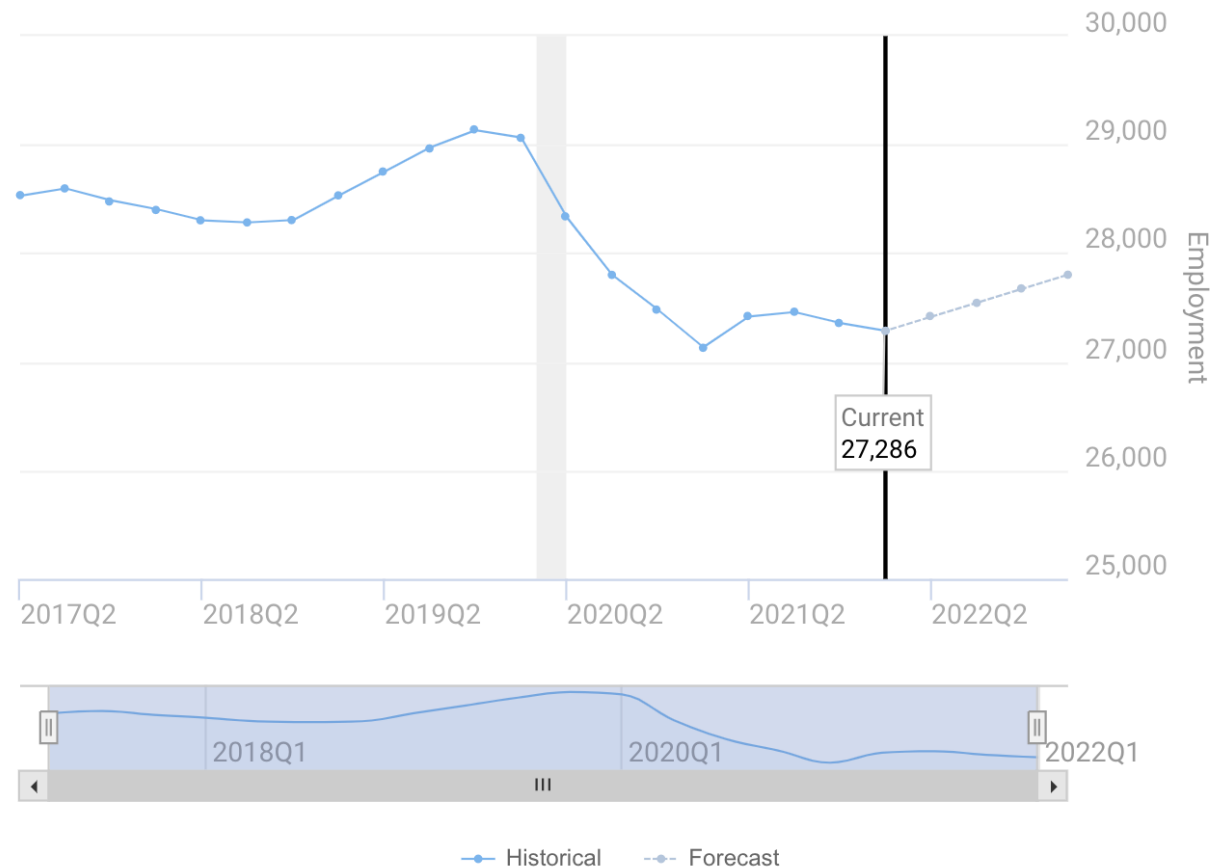
Employment by Industry

% Occupational Employment



Health Support Occupations

Occupational Projections



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

Employed	27,286
5-Year Empl Change	-1,280
5-Year Ann % Change	-0.9%
1-Year Demand	4,176
1-Year Exits (left occupation)	1,775
1-Year Transfers (new job)	1,889
1-Year Net Growth	512
1-Year Ann % Growth	1.9%
Online Job Ads (last 30 days)	1,705

- 1-year projected growth almost **1.1%** more than all other occupations (0.8%)
- Job ads represent about **6.2%** 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	\$24,000	9,514	0.84	1,687
Nursing Assistants	\$30,800	6,188	1.10	818
Home Health Aides	\$24,000	3,352	0.84	496
Medical Assistants	\$36,400	2,885	0.91	397
Dental Assistants	\$40,200	1,425	0.94	187
Phlebotomists	\$37,500	794	1.35	115
Veterinary Assistants and Laboratory Animal Caretakers	\$29,200	535	1.21	98
Massage Therapists	\$48,700	520	0.84	80
Physical Therapist Assistants	\$58,200	425	1.05	68
Medical Transcriptionists	\$37,300	316	1.29	43
Remaining Component Occupations	\$38,400	1,333	0.92	178

Top requested occupational certifications: Certified Nursing Assistance, National Phlebotomy Association Certified Phlebotomist, Certified Dental Assistant, First Aid Certification, AED Essentials, State Tested Nursing Assistant, Licensed Practical Nurse, Registered Medical Assistant, Registered Dental Assistant, Certified Home Health Aide

Top requested hard skills: Caregiving, Medication Administration, Food Preparation, Microsoft Office, Microsoft Excel, Personal Computers, Massage Therapy, Geriatric, Dental Software, Working with Children

Health Support Occupations

Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$65,600	\$63,900	\$52,100	\$72,300
Physical Therapist Assistants	\$58,200	\$63,100	\$33,300	\$70,700
Massage Therapists	\$48,700	\$41,000	\$25,900	\$60,100
Healthcare Support Workers, All Other	\$42,100	\$39,400	\$29,300	\$48,500
Dental Assistants	\$40,200	\$37,900	\$32,900	\$43,900
Occupational Therapy Aides	\$38,000	\$28,600	\$28,500	\$42,800
Phlebotomists	\$37,500	\$37,700	\$29,500	\$41,500
Medical Transcriptionists	\$37,300	\$29,300	\$22,600	\$44,700
Medical Assistants	\$36,400	\$37,000	\$29,700	\$39,700
Medical Equipment Preparers	\$36,000	\$36,600	\$30,100	\$39,000

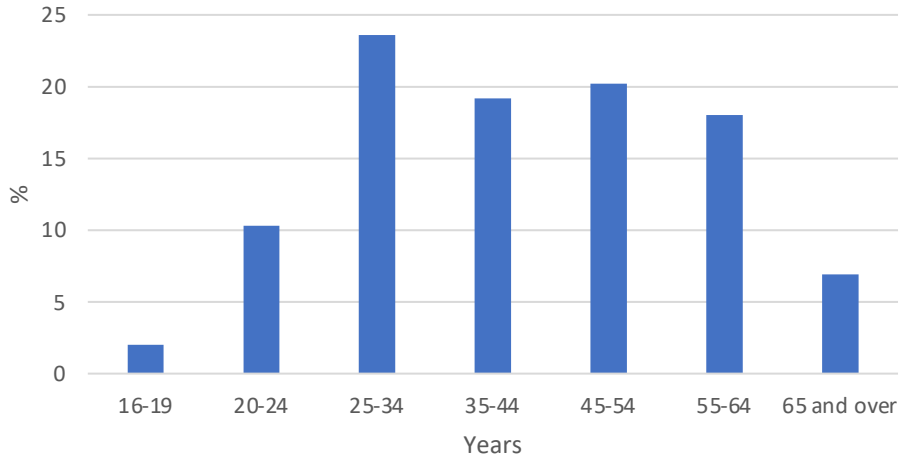
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

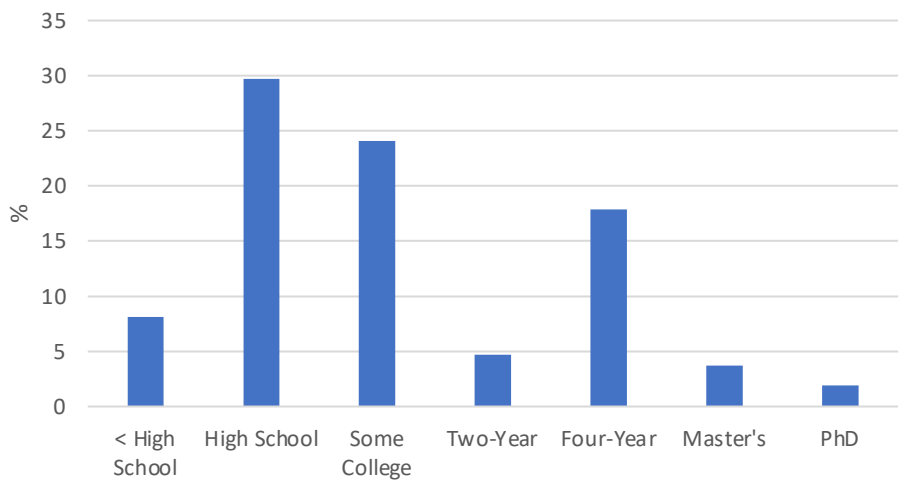
Health Support Occupations

Demographic Characteristics

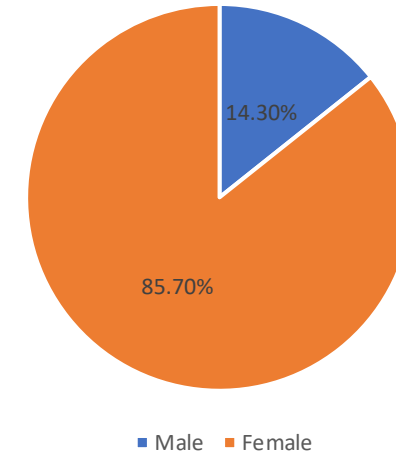
Age Distribution



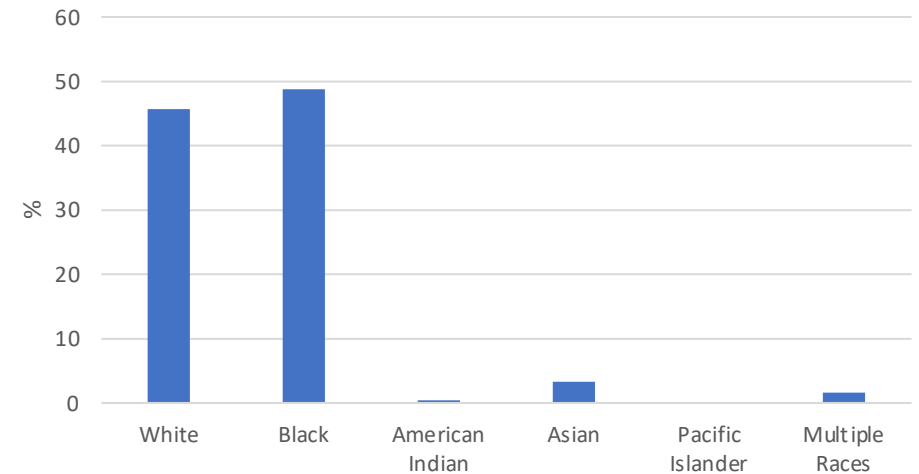
Educational Attainment



Gender Distribution



Race Distribution



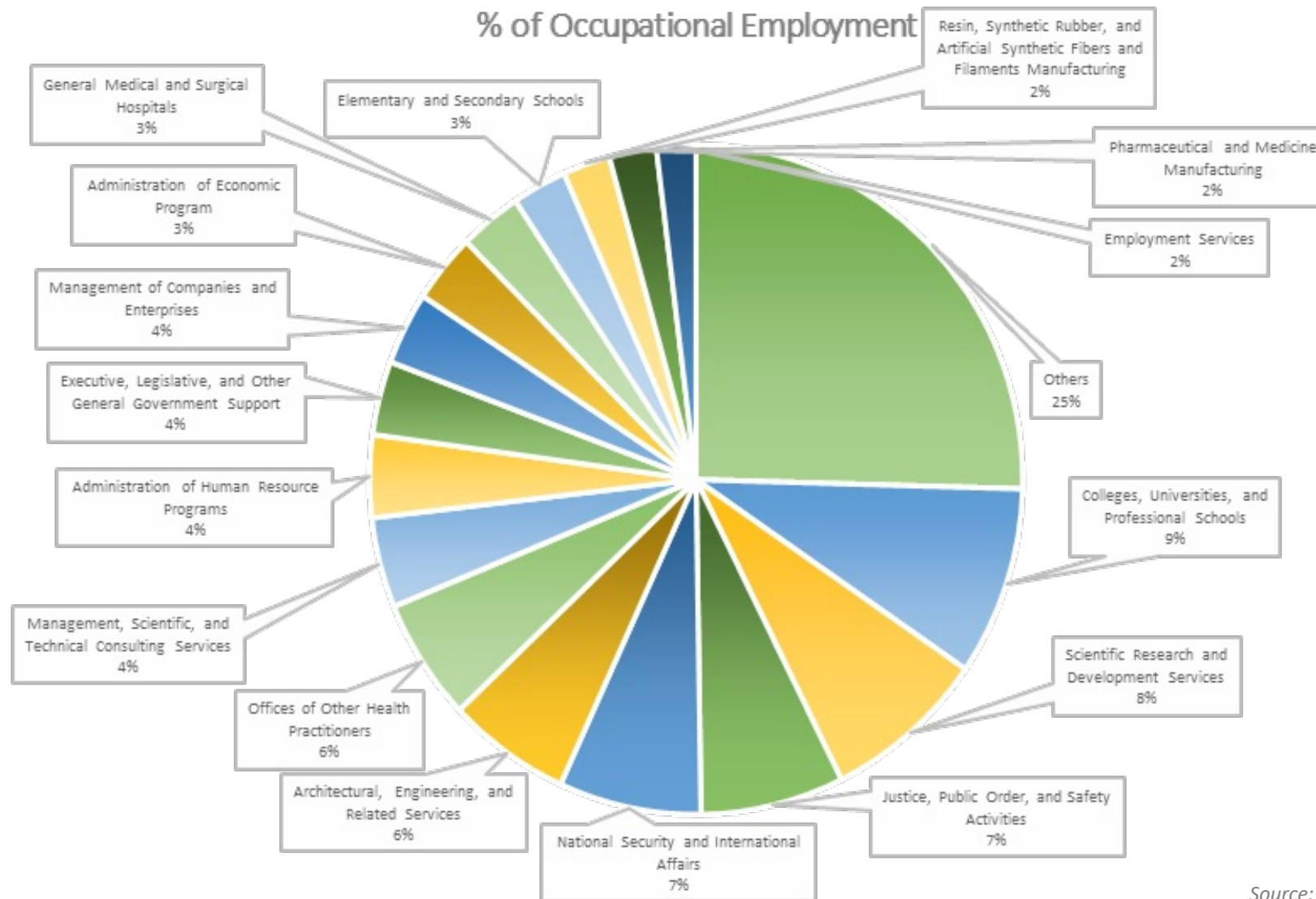
Source: JobsEQ, Data as of 2022Q1.

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

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

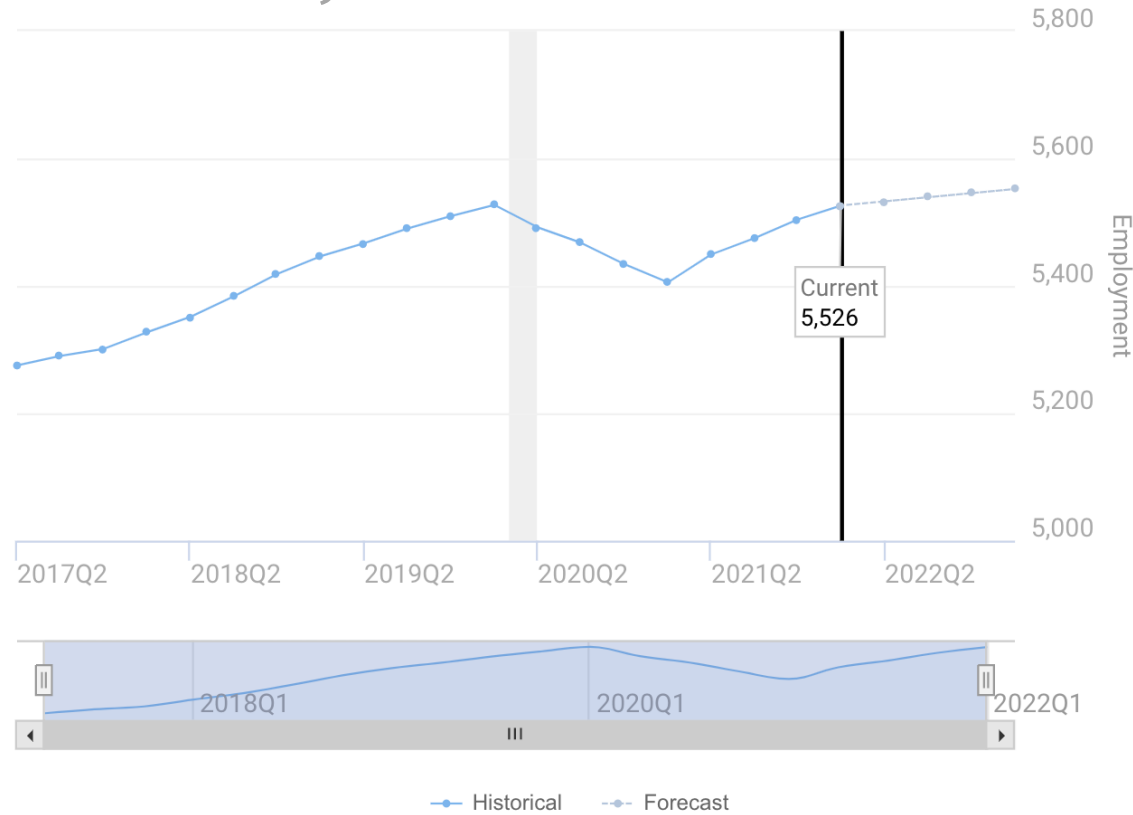
Life, Physical, & Social Sciences

Employment by Industry



Life, Physical, & Social Sciences

Occupation Projections



Employed	5,526
5-Year Empl Change	277
5-Year Ann % Change	1.0%
1-Year Demand	519
1-Year Exits (left occupation)	118
1-Year Transfers (new job)	376
1-Year Net Growth	26
1-Year Ann % Growth	0.5%
Online Job Ads (last 30 days)	735

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

- 1-year projected growth almost **0.3%** less than all other occupations (0.8%)
- 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	\$72,600	522	1.14	39
Environmental Scientists and Specialists, Including Health	\$76,800	407	1.24	41
Medical Scientists, Except Epidemiologists	\$97,500	392	0.80	33
Social Scientists and Related Workers, All Other	\$91,500	341	2.18	31
Clinical and Counseling Psychologists	\$101,000	330	1.22	25
Chemists	\$86,100	318	0.93	31
Biological Technicians	\$41,000	245	0.73	32
Psychologists, All Other	\$90,900	242	1.02	16
Chemical Technicians	\$52,800	221	0.87	23
Life, Physical, and Social Science Technicians, All Other	\$44,200	193	0.69	25
Remaining Component Occupations	\$77,200	2,314	0.94	222

Top requested occupational certifications: Certification in Cardiopulmonary Resuscitation, OSHA 30, Basic Life Support, First Aid Certification, Certified Arborist, Emergency Medical Technician, Licensed Professional Counselor, Certified Industrial Hygienist, Licensed Clinical Social Worker, OSHA 500

Top requested hard skills: Microsoft Excel, Microsoft Office, Ability to Lift 21-30 lbs., Microsoft Word, Technical Writing, Microsoft PowerPoint, Teaching/Training Job, Molecular Biology, Data Analysis, JavaScript

Life, Physical, & Social Sciences

Wages

Occupation	Mean	Median	Entry Level	Experienced
Biochemists and Biophysicists	\$131,600	\$120,400	\$74,300	\$160,300
Astronomers	\$129,300	\$119,300	\$65,800	\$161,000
Political Scientists	\$126,700	\$138,700	\$86,200	\$146,900
Physical Scientists, All Other	\$123,900	\$123,000	\$82,600	\$144,600
Economists	\$117,700	\$97,300	\$68,600	\$142,200
Physicists	\$114,600	\$115,400	\$75,800	\$134,100
Atmospheric and Space Scientists	\$110,300	\$102,000	\$69,700	\$130,600
Clinical and Counseling Psychologists	\$101,000	\$81,800	\$53,800	\$124,700
Medical Scientists, Except Epidemiologists	\$97,500	\$74,700	\$49,400	\$121,500
Industrial-Organizational Psychologists	\$96,300	\$77,500	\$60,000	\$114,400

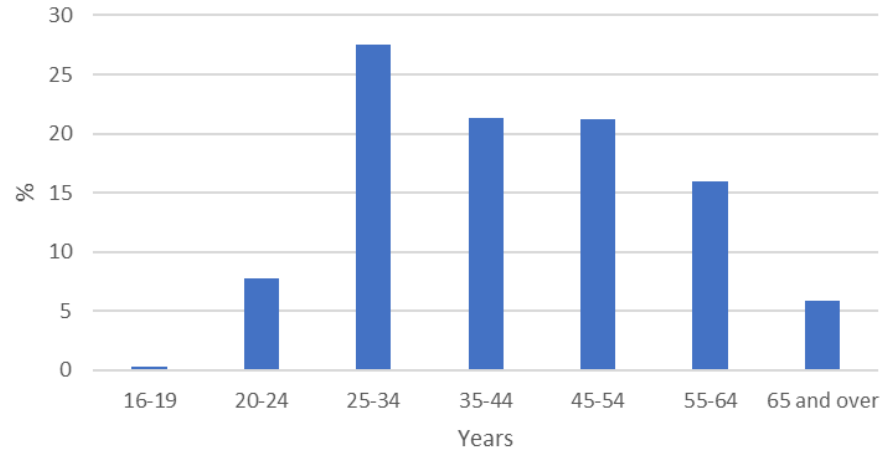
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

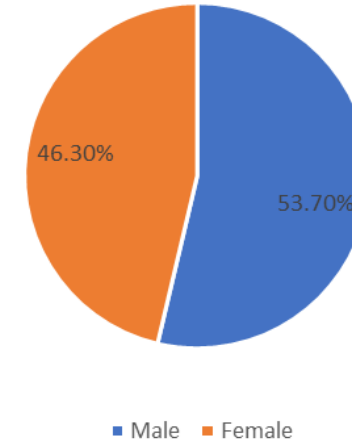
Life, Physical, & Social Sciences

Demographic Characteristics

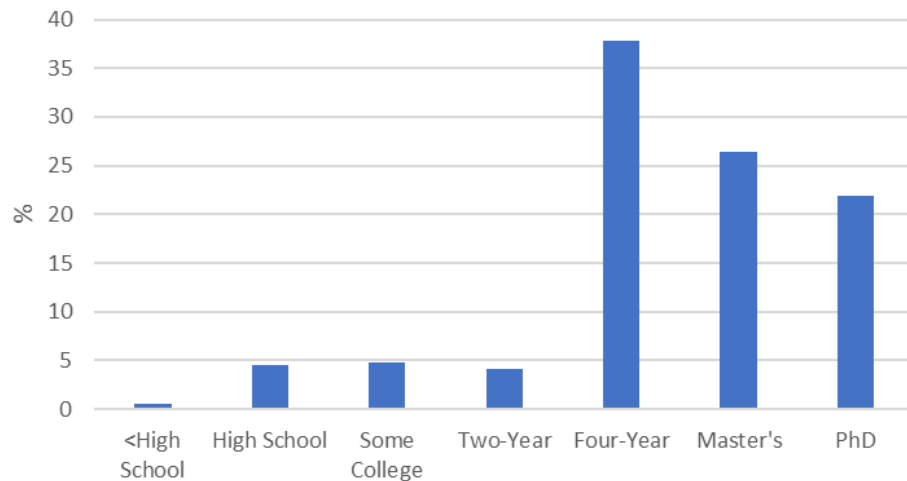
Age Distribution



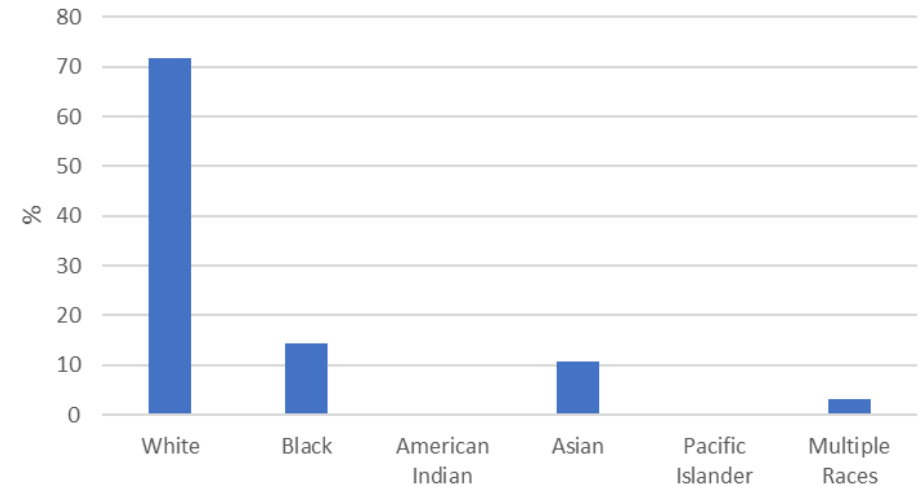
Gender Distribution



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	Emergency Medical Technician III	Emergency Medical Telecommunications	Health and Medical Sciences Exploratory	Health Assistant II	Health Assistant II (Psychiatric Aide)	Health Assisting Careers	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Mechanics I	Mechanics II	Medical Assistant I	Medical Assistant II	Medical Systems Administration	Medical Terminology	Mental Health Assisting	Nurse Aide I	Nurse Aide II	Patient Care Technology	Pharmacy Technician I	Pharmacy Technician II	Physical and Occupational Therapy	Practical Nursing I	Practical Nursing II	Sports Medicine II	Surgical Technologist I	
2019	# Courses																1				1									
	# Students																1				4									
2018	# Courses	2	1	2	1		1			1	1		1	2	1	1	3	2	1	8	8	1	1	2	1	2	2	2	2	
	# Students	49	2	16	49		2			1	42		17	29	68	27	56	137	15	150	218	7	4	46	126	2	23	48	11	
2017	# Courses	1	2	3	2					3	2				2	2	3	3		8	9		3	3	1	2	1	2	4	
	# Students	95	45	47	30					61	6				68	9	79	111		136	256		64	12	107	5	26	32	56	
2016	# Courses	1	2	4	2					3		3	2	1	1		2	1		6	9			3	1	1	2		3	
	# Students	55	21	14	48					43		19	15	7	74		54	53		58	255			73	48	5	77		57	
2015	# Courses	2	1	3	5					4		2			1	1	2	1	1	5	6			2	1		1		2	
	# Students	68	1	5	46					50		2			69	58	53	48	16	56	240			82	47		29		75	
2014	# Courses	2	3	4	2					3		4			2	1	4	1	1	9	4		2	2	1			3	3	
	# Students	51	23	23	65					48		14			94	49	92	36	12	280	69		87	22	40			55	39	
2013	# Courses	3	1	5						3		4					3	2	2	7	2		3	1		1		3	1	
	# Students	66	5	25						19		68					52	29	53	208	40		67	10		8		59	7	
2012	# Courses	2	1	1								2				1	5	1		2	3		1	2		2		1		
	# Students	19	1	7								33				46	70	15		31	116		2	53		11		7		
2011	# Courses	2		2	2		1		1		3				1	3	2			3	5		1	2			2	2	1	
	# Students	111		50	8		25		8		22				37	52	20			61	177		20	36			8	5	37	
2010	# Courses	1		1	2			4							1	3				4	2			1			1		1	
	# Students	50		13	6			32							37	75				63	91			37			1		42	
2009	# Courses	1		1	2	1		2							1	3				5	3		1	1			1		1	
	# Students	47		4	8	7		21							32	43				43	104		7	39			2		41	
2008	# Courses	1		3	1			1							1	3					6		1			1	1			
	# Students	49		22	24			12							19	54					110		45			11	5			

Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
Virginia Commonwealth University		216		\$20,566
Bon Secours Memorial College of Nursing		144		
John Tyler Community College	128			\$6,086
J Sargeant Reynolds Community College	126			\$6,303
Southside College of Health Sciences	50			
South University–Richmond		48		\$23,154
Fortis College-Richmond	18			\$20,686
Randolph-Macon College				\$26,061
Virginia State University				\$18,332
Total	322	408	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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