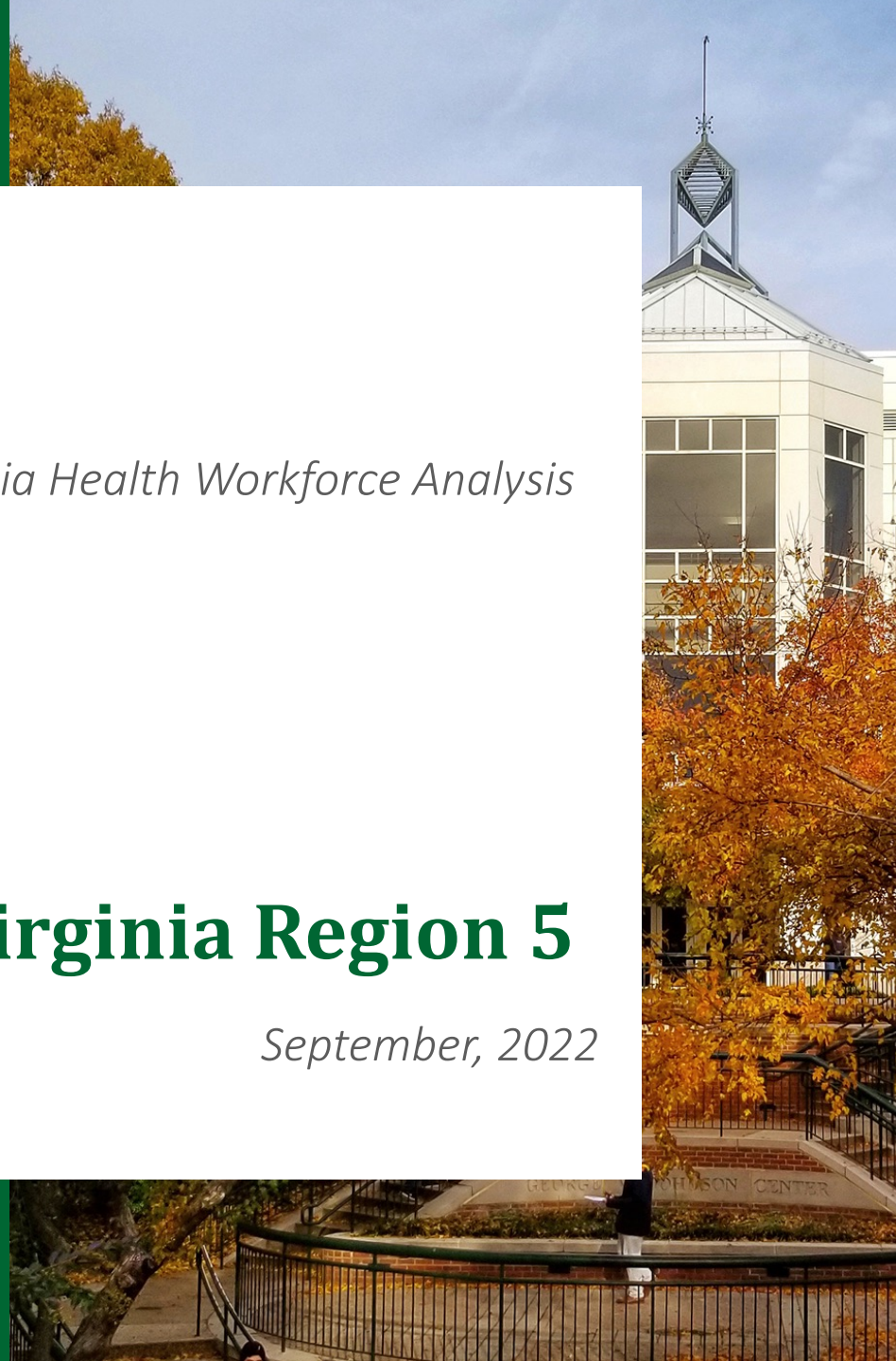




Virginia Health Workforce Analysis

GO Virginia Region 5

September, 2022



Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 5**, via a review of:

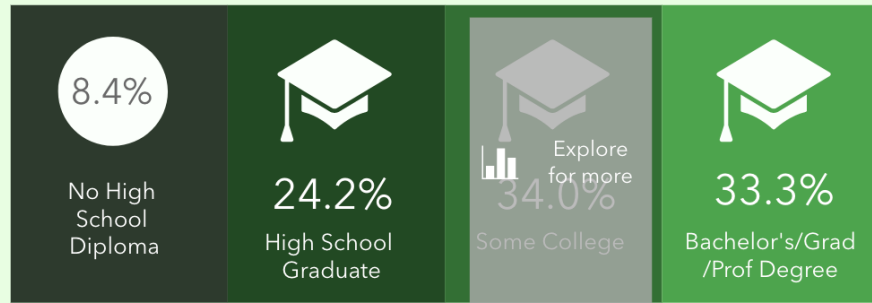
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
 - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
 - Healthcare Support Occupations (SOC 31-0000)
 - Community & Social Service Occupations (SOC 21-0000)
 - Life, Physical, and Social Science Occupations (SOC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

Stakeholder Region

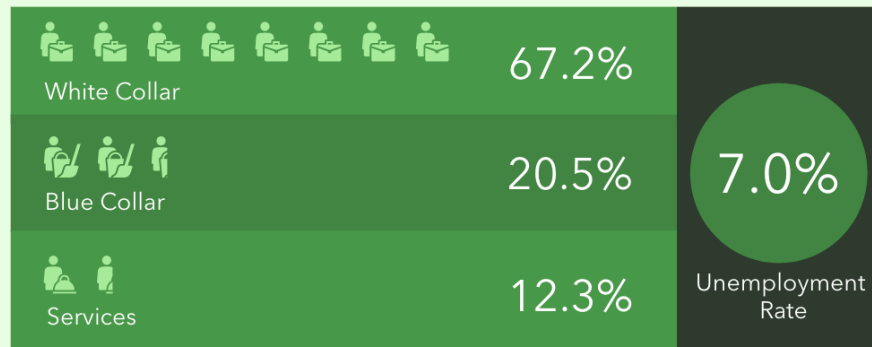
County	Workforce Development Area (WDA) Region	WDA Region
Accomack	Bay Consortium	13
Northampton	Bay Consortium	13
Hampton	Greater Peninsula	14
James City	Greater Peninsula	14
Newport News	Greater Peninsula	14
Poquoson	Greater Peninsula	14
Williamsburg	Greater Peninsula	14
York	Greater Peninsula	14
Chesapeake	Hampton Roads	16
Franklin City	Hampton Roads	16
Isle of Wight	Hampton Roads	16
Norfolk	Hampton Roads	16
Portsmouth	Hampton Roads	16
Southampton	Hampton Roads	16
Suffolk	Hampton Roads	16
Virginia Beach	Hampton Roads	16



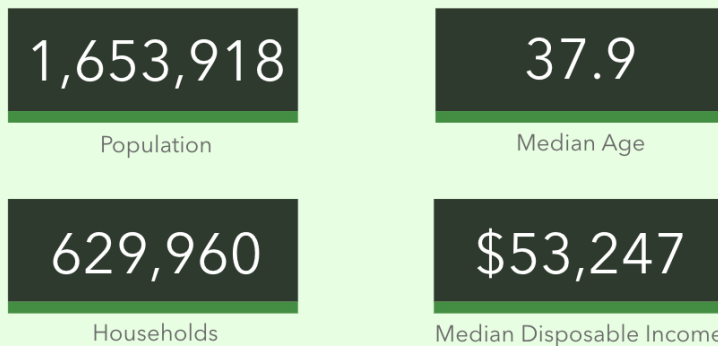
EDUCATION



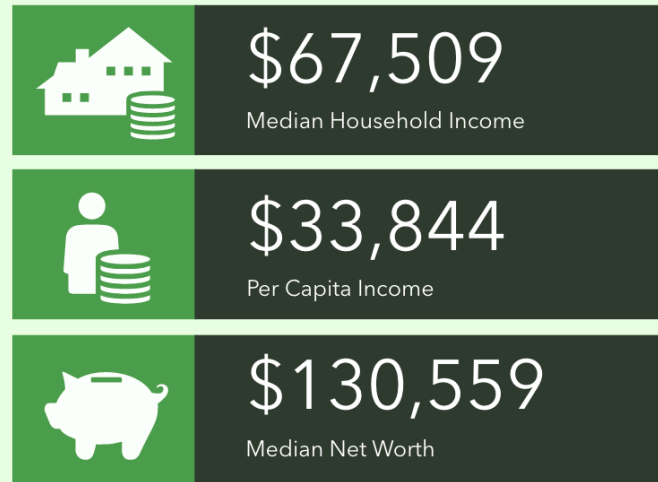
EMPLOYMENT



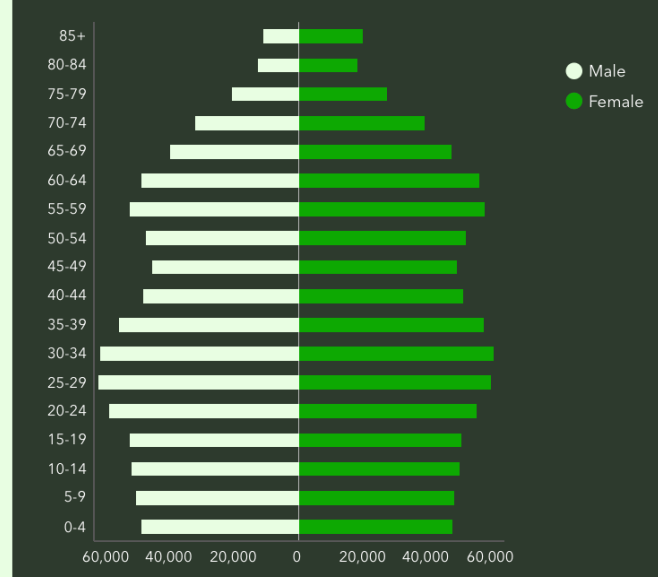
KEY FACTS



INCOME



AGE & GENDER



Between **13-32%** of each county population has **HS diploma**

2 of 16 counties have approximately 5% of a population with an **education less than HS**

Median age between **25** and **50** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **9 of 16** counties

Median HH income ranges from **\$41,952** and **\$106,022**

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

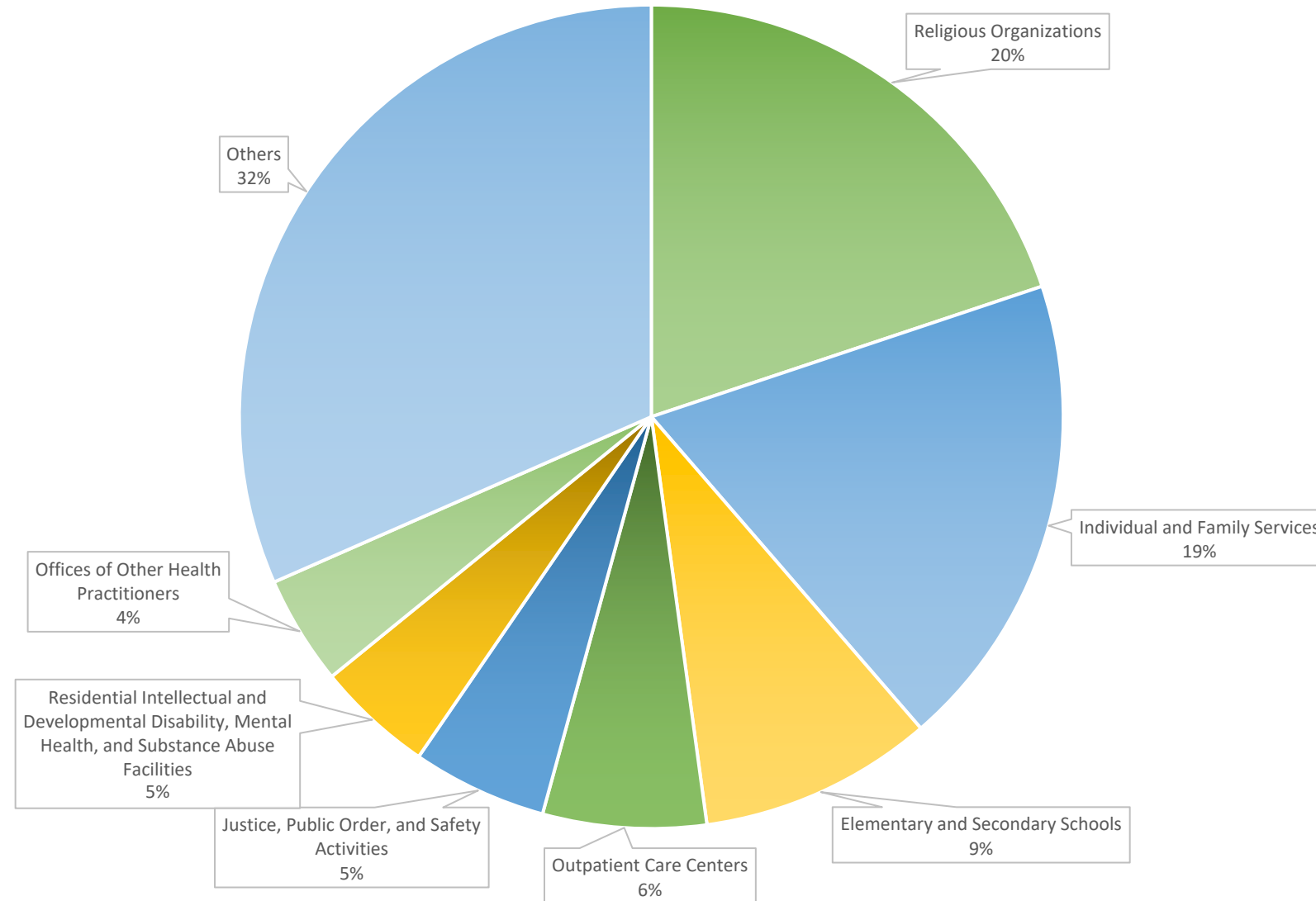
Community & Social Services Occupations (SOC 21-0000)

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

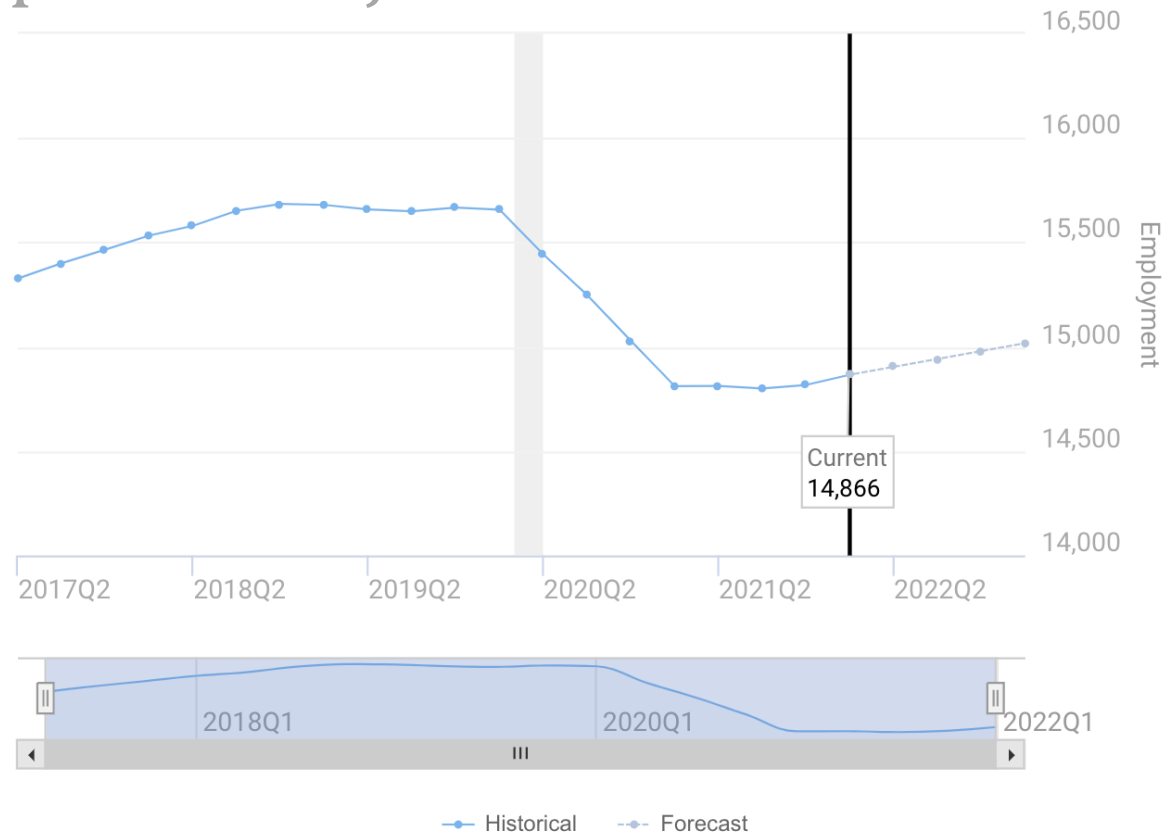
Employment by Industry

% Occupational Employment



Community & Social Service Specialists

Occupation Projections



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

Employed	14,866
5-Year Empl Change	-377
5-Year Ann % Change	-0.5%
1-Year Demand	1,664
1-Year Exits (left occupation)	530
1-Year Transfers (new job)	985
1-Year Net Growth	150
1-Year Ann % Growth	1%
Online Job Ads (last 30 days)	1,569

- 1-year projected growth almost **0.8%** more than all other occupations (0.2%)
- Job ads represent about **11%** 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	\$51,400	2,558	1.47	304
Social and Human Service Assistants	\$34,300	1,992	0.97	267
Child, Family, and School Social Workers	\$53,800	1,729	1.02	187
Educational, Guidance, and Career Counselors and Advisors	\$63,300	1,463	0.96	145
Clergy	\$50,400	1,411	1.09	146
Directors, Religious Activities and Education	\$45,600	1,222	1.50	144
Healthcare Social Workers	\$54,500	817	0.91	83
Mental Health and Substance Abuse Social Workers	\$47,300	705	1.20	74
Rehabilitation Counselors	\$40,200	581	1.28	55
Probation Officers and Correctional Treatment Specialists	\$45,600	455	1.03	36
Remaining Component Occupations	\$50,100	1,932	0.81	221

Top requested occupational certifications: Licensed Clinical Social Worker, Licensed Professional Counselor, Registered Behavior Technician, Accredited Case Manager, Certified Case Manager, Certified Lactation Consultant, Board Certified Assistant Behavior Analyst, First Aid Certification, Certified Health Education Specialist, Clinical Nurse Specialist

Top requested hard skills: Social Media, Change Management, Marketing, Presentation, Public Relations, Working with Children, Personal Computers, Calculators, Report Writing/Report Preparation, Mathematics

Community & Social Service Specialists

Wages

Occupation	Mean	Median	Entry Level	Experienced
Social Workers, All Other	\$69,800	\$75,500	\$44,300	\$82,500
Educational, Guidance, and Career Counselors and Advisors	\$63,300	\$62,300	\$42,500	\$73,700
Health Education Specialists	\$57,000	\$49,200	\$37,900	\$66,500
Healthcare Social Workers	\$54,500	\$51,900	\$36,500	\$63,400
Child, Family, and School Social Workers	\$53,800	\$48,900	\$41,100	\$60,100
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$51,400	\$48,600	\$37,100	\$58,600
Community and Social Service Specialists, All Other	\$50,900	\$49,600	\$36,800	\$57,900
Clergy	\$50,400	\$49,300	\$29,800	\$60,700
Marriage and Family Therapists	\$50,000	\$47,100	\$37,900	\$56,100
Community Health Workers	\$49,900	\$48,500	\$35,700	\$57,000

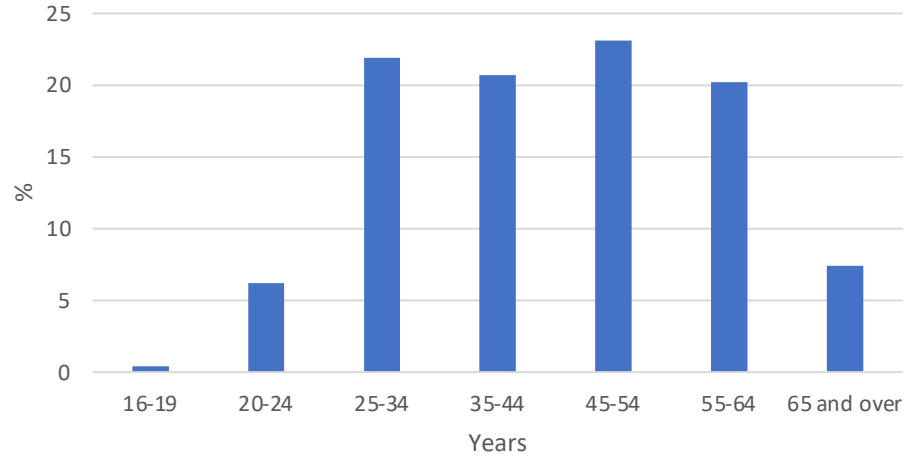
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

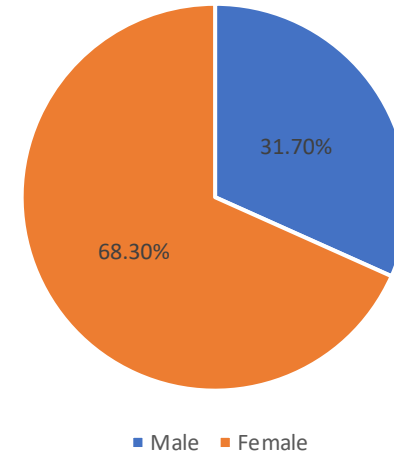
Community & Social Service Specialists

Demographic Characteristics

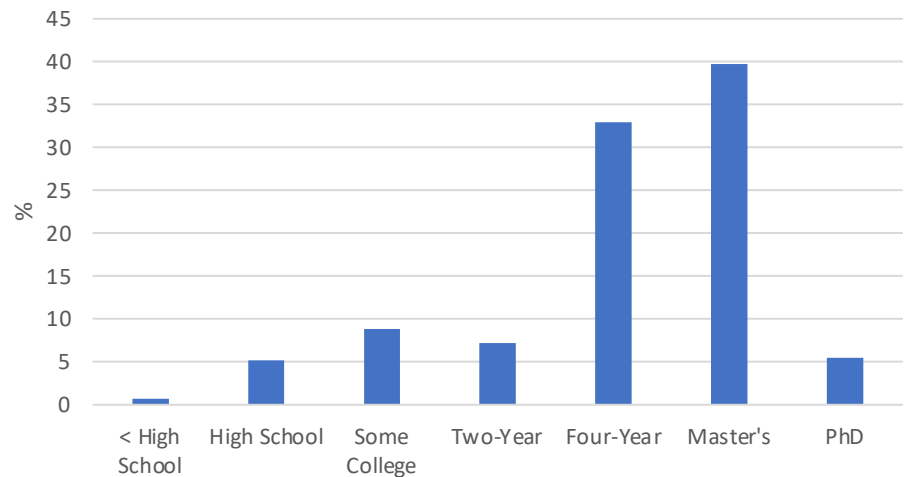
Age Distribution



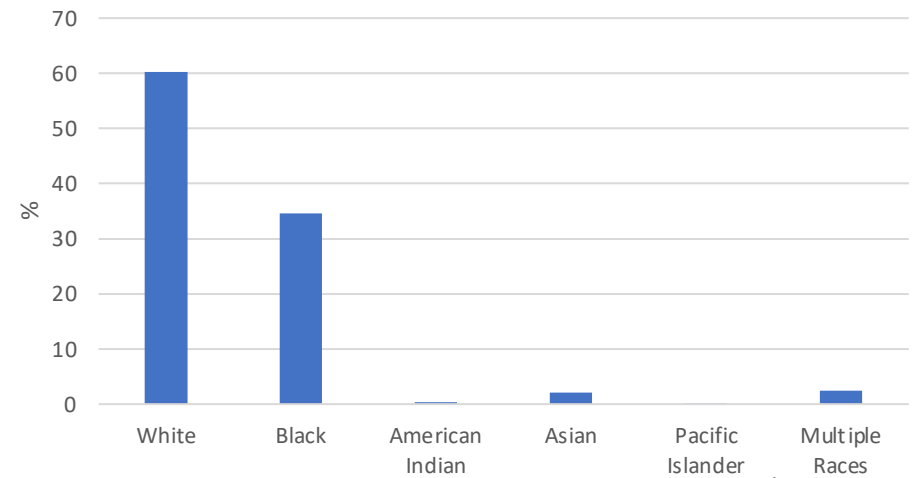
Gender Distribution



Educational Attainment



Race Distribution



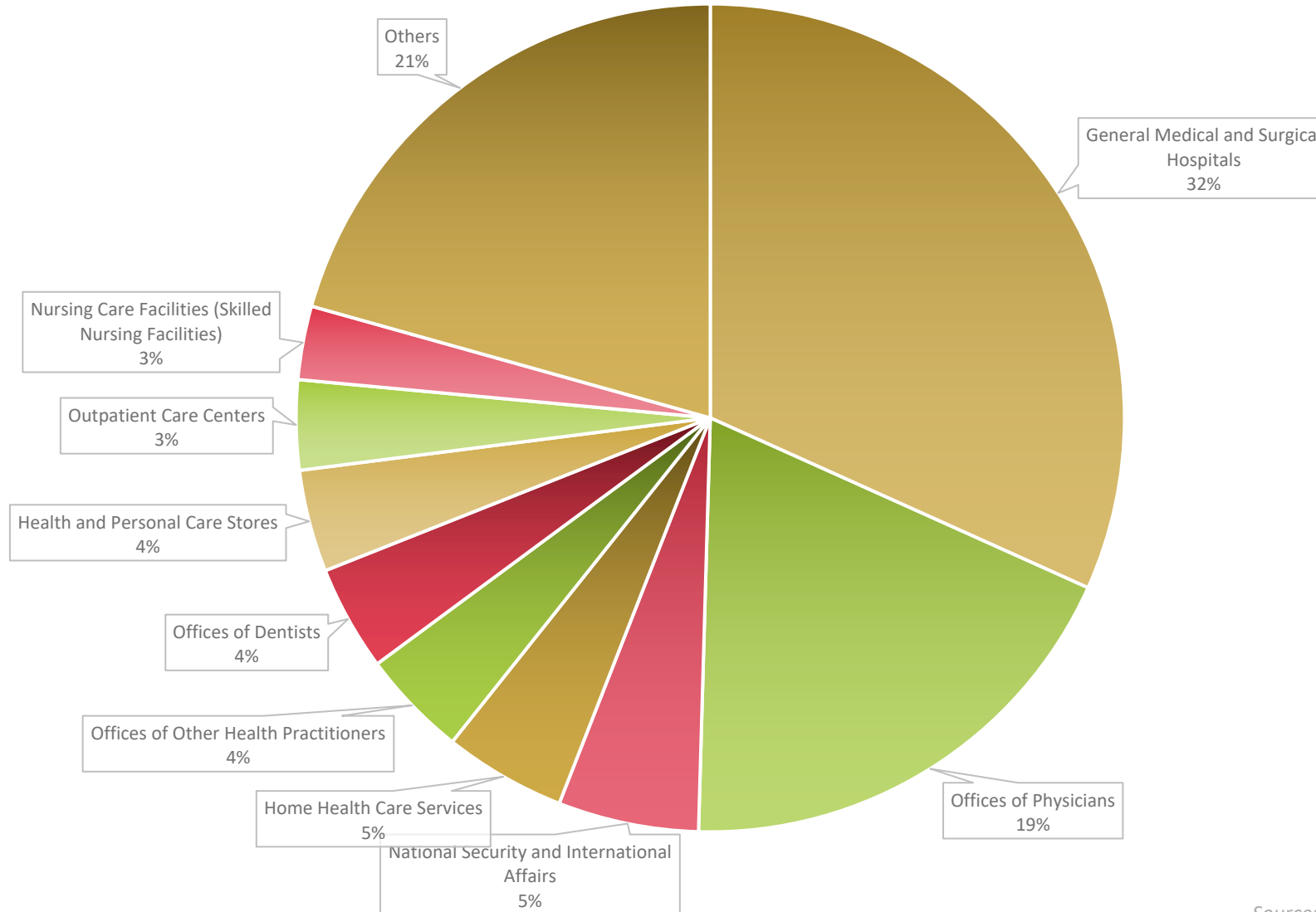
Source: JobsEQ, Data as of 2022Q1.

Healthcare Practitioners & Technical Occupations (SOC 29-0000)

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

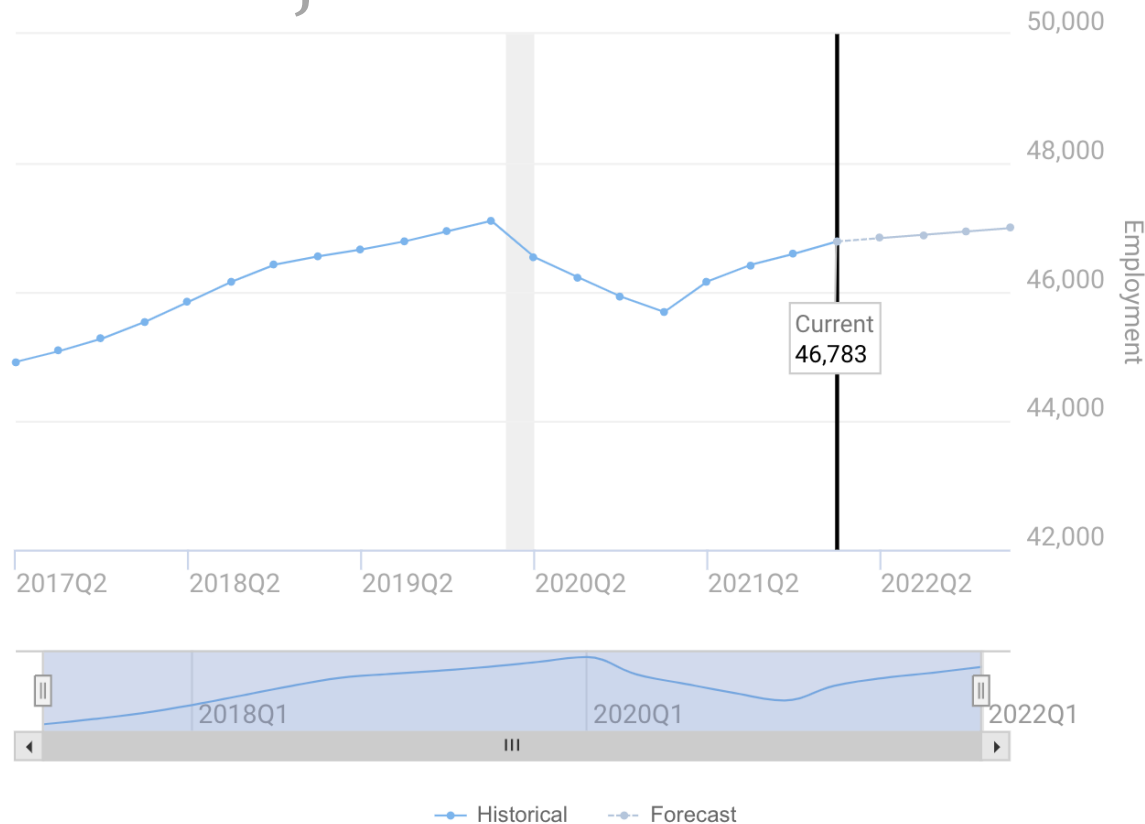
Healthcare Practitioner & Technical Specialists

Employment by Industry % Occupational Employment



Healthcare Practitioner & Technical Specialists¹⁴

Occupation Projections



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

Employed	46,783
5-Year Empl Change	2,076
5-Year Ann % Change	0.9%
1-Year Demand	2,783
1-Year Exits (left occupation)	1,194
1-Year Transfers (new job)	1,389
1-Year Net Growth	201
1-Year Ann % Growth	0.4%
Online Job Ads (last 30 days)	6,086

- 1-year projected growth almost **0.2%** more than all other occupations (0.2%)
- Job ads represent about **13%** 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	\$75,200	15,173	0.98	818
Licensed Practical and Licensed Vocational Nurses	\$46,500	3,825	1.20	311
Pharmacy Technicians	\$35,900	2,196	1.00	144
Physicians, All Other	\$207,800	1,751	1.26	44
Pharmacists	\$127,800	1,514	0.94	40
Nurse Practitioners	\$109,300	1,423	1.16	141
Physical Therapists	\$86,800	1,299	1.06	72
Radiologic Technologists and Technicians	\$61,100	1,103	1.00	78
Dental Hygienists	\$80,100	1,077	1.01	73
Medical Records Specialists	\$47,500	974	1.05	68
Remaining Component Occupations	\$109,600	16,444	1.03	975
Healthcare Practitioners and Technical Occupations	\$90,300	46,783	1.03	2,783

Top requested occupational certifications: Emergency Nursing Pediatric Course, Pediatric Advanced Life Support, Neonatal Resuscitation Program, Advanced Cardiac Life Support Certification, Registered Nurse, Certification in Cardiopulmonary Resuscitation, Basic Life Support, Emergency Medical Technician – Paramedic, Emergency Medical Technician – Basic, Registered Veterinary Technician

Top requested hard skills: Critical Care, Pediatrics, Working with Children, Electrocardiogram, Mathematics, Geriatric, Cash Registers, Retail Sales, Epic Systems, Teaching/Training

Healthcare Practitioner & Technical Specialists ¹⁶

Wages

Occupation	Mean	Median	Entry Level	Experienced
Cardiologists	\$331,900	\$310,400	\$192,200	\$401,800
Anesthesiologists	\$309,300	\$247,600	\$146,300	\$390,700
Surgeons, All Other	\$307,600	\$214,300	\$99,400	\$411,600
Radiologists	\$295,000	\$205,600	\$112,800	\$386,000
Orthopedic Surgeons, Except Pediatric	\$292,800	\$235,000	\$126,100	\$376,200
Emergency Medicine Physicians	\$292,000	\$249,100	\$140,500	\$367,800
Oral and Maxillofacial Surgeons	\$291,700	\$236,900	\$125,400	\$374,800
General Internal Medicine Physicians	\$288,300	\$244,800	\$101,500	\$381,700
Dermatologists	\$283,700	\$203,000	\$122,300	\$364,400
Obstetricians and Gynecologists	\$277,000	\$236,300	\$134,700	\$348,200

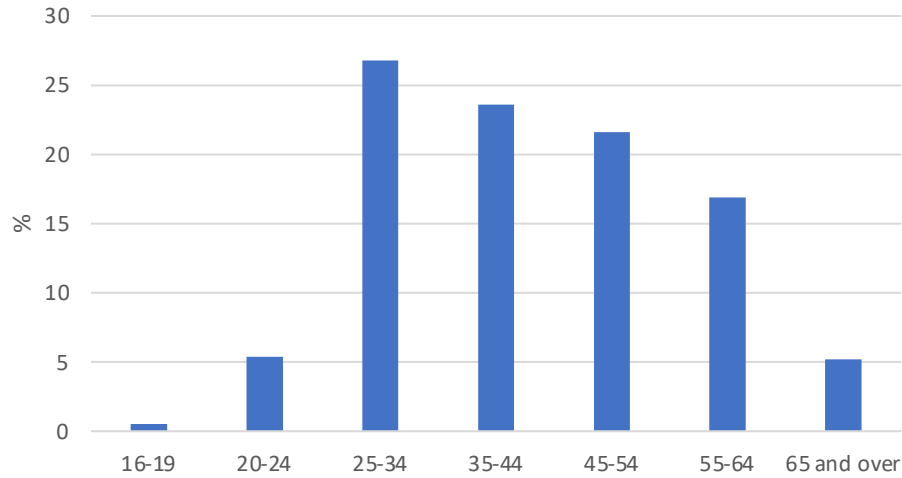
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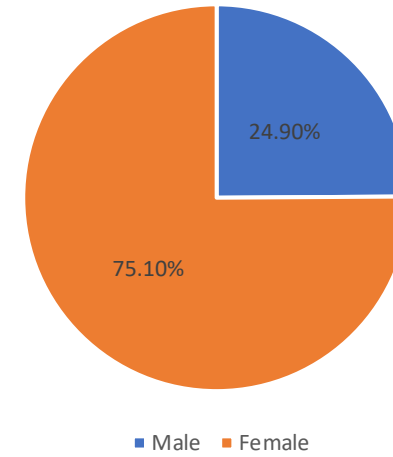
Healthcare Practitioner & Technical Specialists¹⁷

Demographic Characteristics

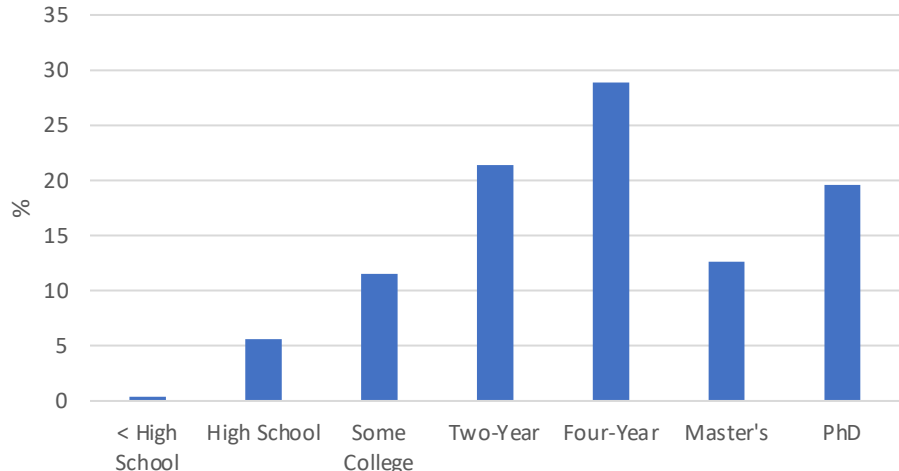
Age Distribution



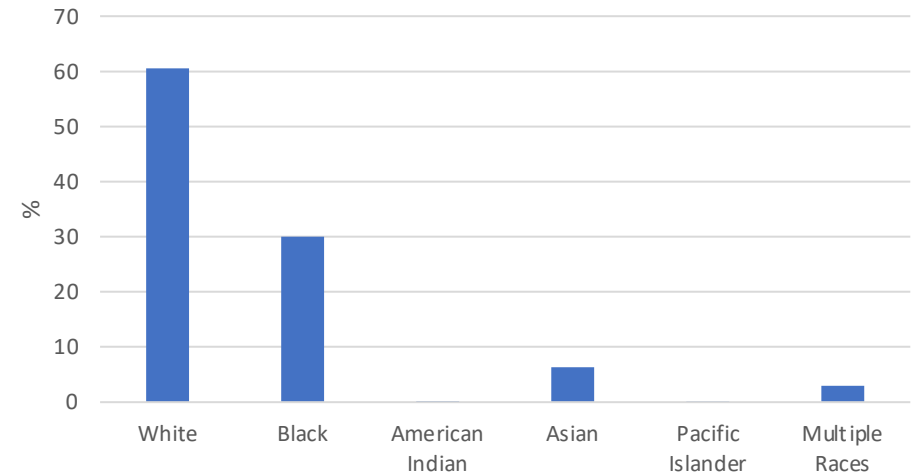
Gender Distribution



Educational Attainment



Race Distribution



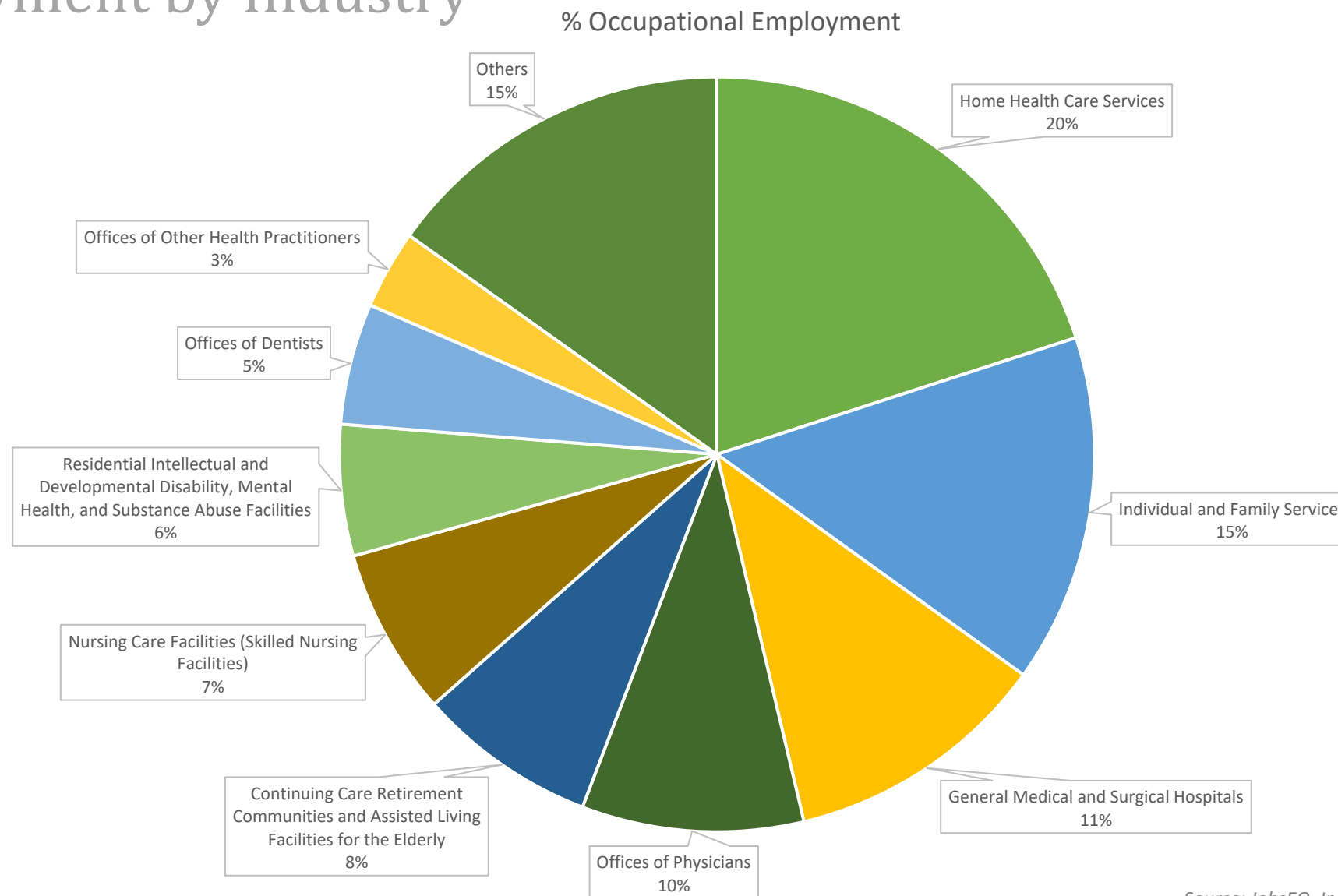
Source: JobsEQ, Data as of 2022Q1.

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

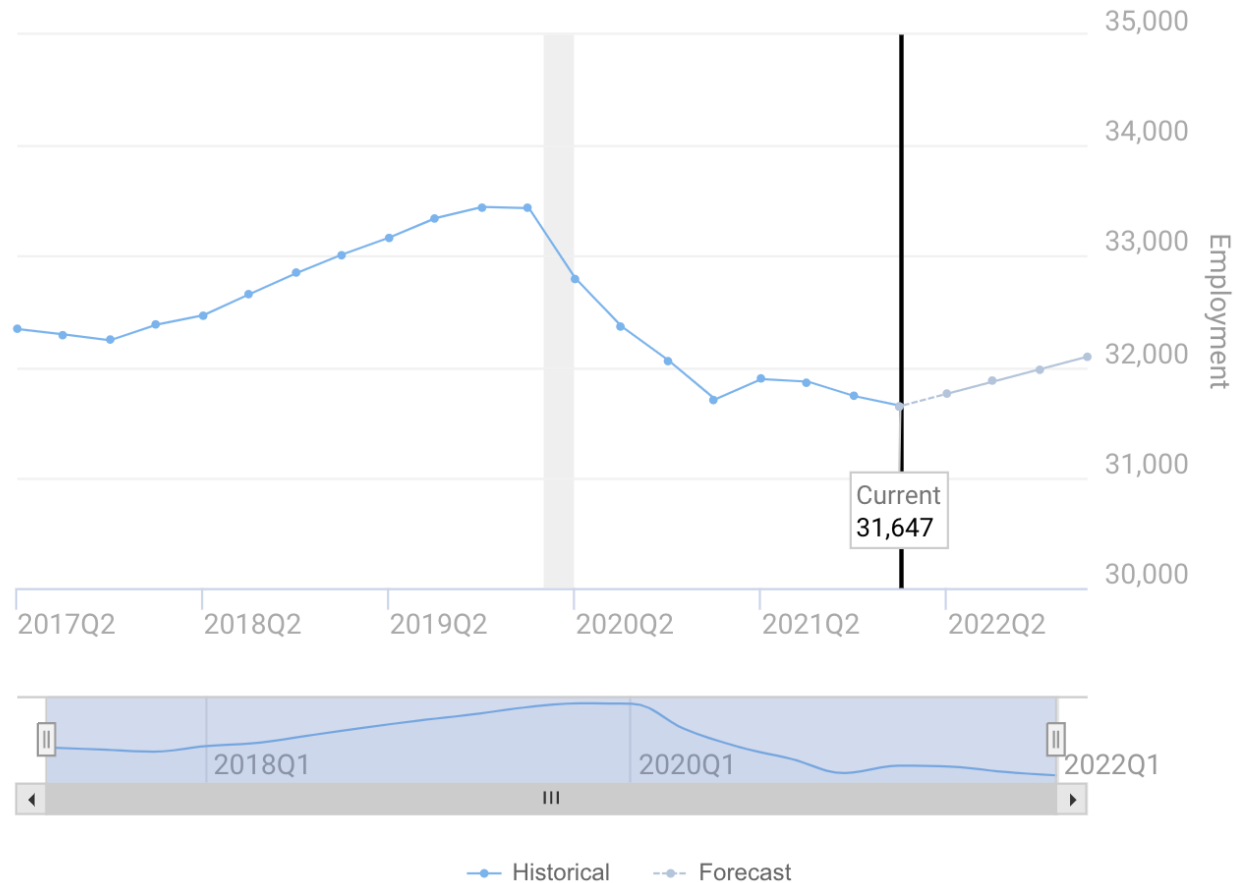
Employment by Industry



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

Health Support Occupations

Occupational Projections



Employed	31,647
5-Year Empl Change	-733
5-Year Ann % Change	-0.5%
1-Year Demand	4,611
1-Year Exits (left occupation)	2,104
1-Year Transfers (new job)	2,158
1-Year Net Growth	439
1-Year Ann % Growth	1.4%
Online Job Ads (last 30 days)	1,717

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

- 1-year projected growth almost **1.2%** more than all other occupations (0.2%)
- Job ads represent about **5.4%** 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	\$23,500	10,941	0.83	1,853
Nursing Assistants	\$29,700	7,099	1.08	886
Home Health Aides	\$23,500	3,852	0.83	541
Medical Assistants	\$35,400	3,621	0.98	476
Dental Assistants	\$40,100	1,755	0.99	216
Veterinary Assistants and Laboratory Animal Caretakers	\$28,000	744	1.44	129
Massage Therapists	\$44,100	673	0.94	98
Phlebotomists	\$32,800	641	0.94	89
Physical Therapist Assistants	\$54,800	547	1.16	86
Medical Transcriptionists	\$29,900	320	1.12	39
Remaining Component Occupations	\$38,100	1,455	0.85	189
Healthcare Support Occupations	\$29,200	31,647	0.92	4,611

Top requested occupational certifications: Certified Nursing Assistance, Certification in Cardiopulmonary Resuscitation, Emergency Medical Technician, Patient Care Technician, Certified Home Health Aide, Emergency Medical Technician, Registered Medical Assistant, Certified Dental Assistant, Basic Life Support, State Tested Nursing Assistant

Top requested hard skills: Caregiving, People Skills, Microsoft Excel, Food Preparation, Physiology, Electronic Health Record, Working with Children, Home Health Care, Geriatric, Electronic Medical Record System

Health Support Occupations

Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$64,800	\$62,500	\$52,600	\$71,000
Physical Therapist Assistants	\$54,800	\$61,100	\$26,600	\$69,000
Massage Therapists	\$44,100	\$40,000	\$22,200	\$55,000
Healthcare Support Workers, All Other	\$43,200	\$39,500	\$30,900	\$49,300
Dental Assistants	\$40,100	\$37,700	\$32,400	\$43,900
Medical Assistants	\$35,400	\$36,400	\$29,300	\$38,500
Occupational Therapy Aides	\$34,600	\$35,600	\$27,400	\$38,300
Medical Equipment Preparers	\$34,200	\$31,400	\$29,600	\$36,500
Phlebotomists	\$32,800	\$30,500	\$25,500	\$36,400
Psychiatric Aides	\$31,400	\$27,600	\$22,200	\$36,000

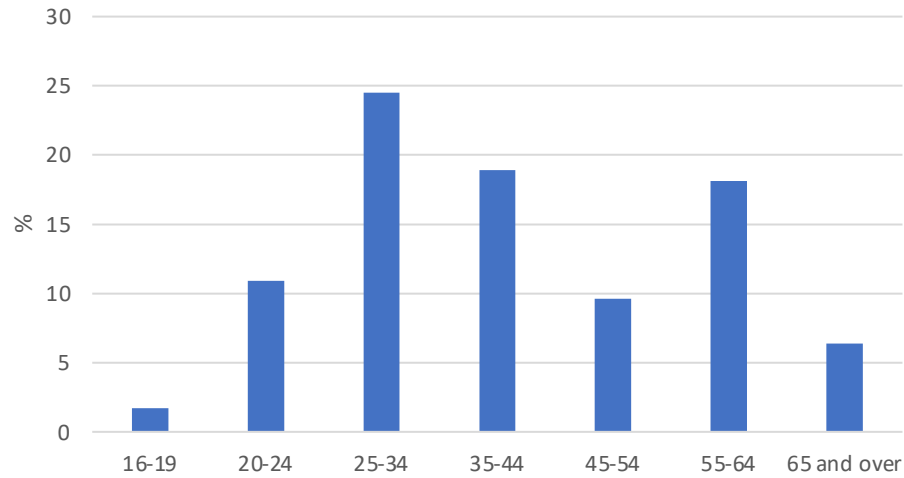
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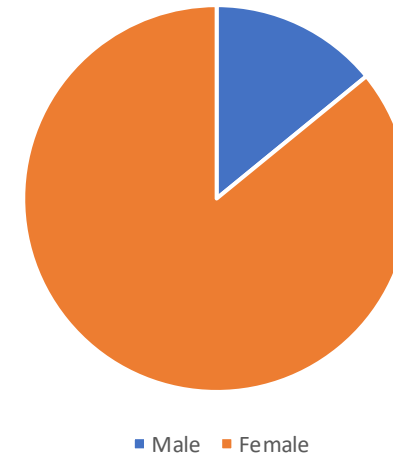
Health Support Occupations

Demographic Characteristics

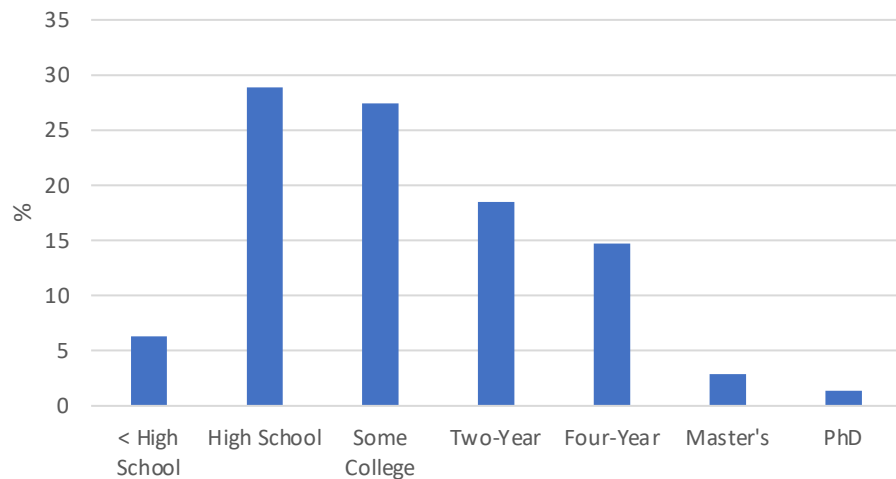
Age Distribution



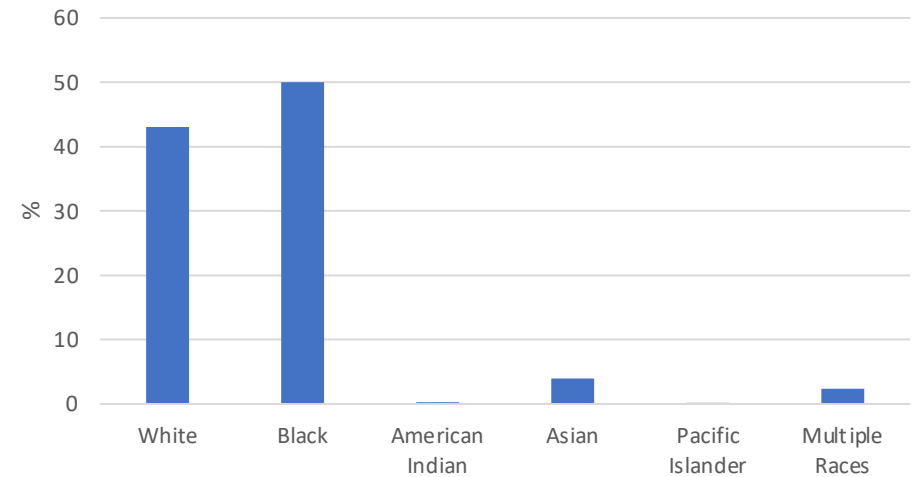
Gender Distribution



Educational Attainment



Race Distribution



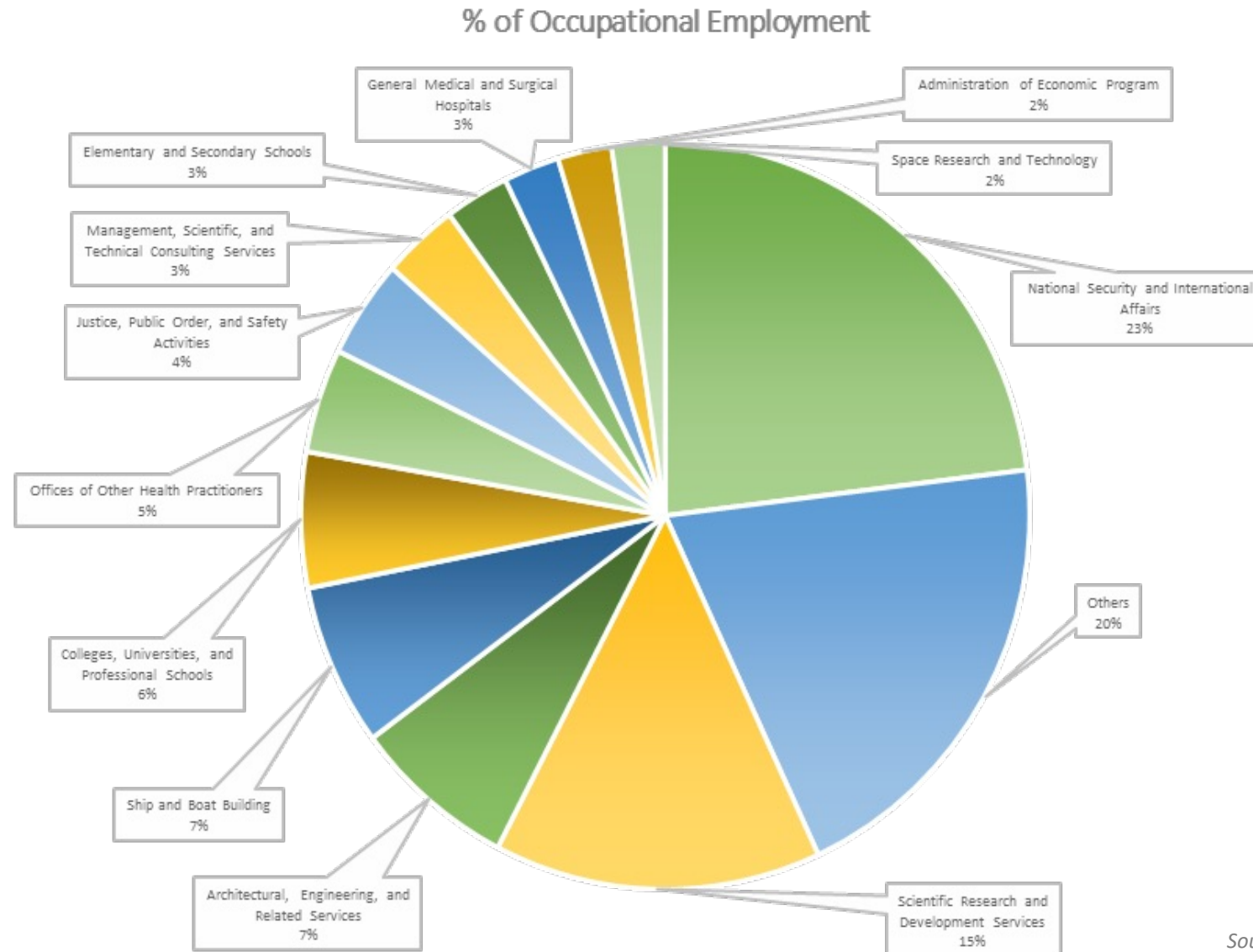
Source: JobsEQ, Data as of 2022Q1.

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

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

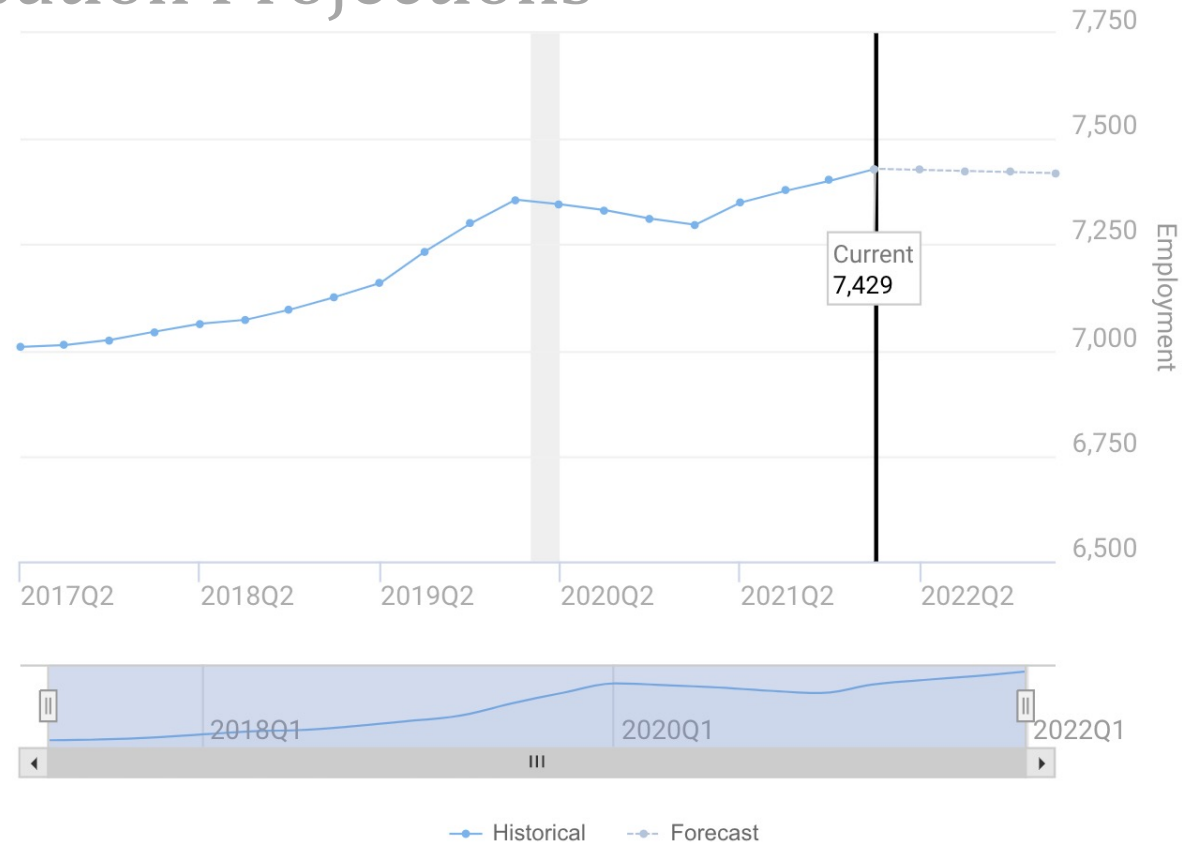
Life, Physical, & Social Sciences

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	7,429
5-Year Empl Change	434
5-Year Ann % Change	1.2%
1-Year Demand	625
1-Year Exits (left occupation)	156
1-Year Transfers (new job)	479
1-Year Net Growth	-10
1-Year Ann % Growth	-0.1%
Online Job Ads (last 30 days)	593

- 1-year projected growth almost **0.3%** more than all other occupations (0.2%)
- Job ads represent about **8%** 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	\$71,700	807	1.51	53
Social Scientists and Related Workers, All Other	\$103,400	745	4.07	59
Medical Scientists, Except Epidemiologists	\$111,900	476	0.84	40
Environmental Scientists and Specialists, Including Health	\$76,200	423	1.10	40
Physical Scientists, All Other	\$125,300	350	3.19	22
Biological Technicians	\$57,500	344	0.88	42
Psychologists, All Other	\$98,900	317	1.15	19
Clinical and Counseling Psychologists	\$110,200	309	0.98	22
Occupational Health and Safety Technicians	\$43,200	309	2.89	19
Chemists	\$78,200	270	0.67	23
Remaining Component Occupations	\$76,600	3,083	0.99	284

Top requested occupational certifications: Certification in Cardiopulmonary Resuscitation, Basic Life Support, First Aid Certification, HAZMAT, OSHA 30, Medical Physics, Certified Arborist, Emergency Medical Technician, Occupational Health and Safety Technologist, Licensed Professional Counselor

Top requested hard skills: Microsoft Office, Microsoft Excel, Teaching/Training Job, Microsoft PowerPoint, Microsoft Word, JavaScript, Mathematics, Ability to Lift 41-50 lbs., Data Analysis, Microsoft Outlook

Life, Physical, & Social Sciences

Wages

Occupation	Mean	Median	Entry Level	Experienced
Astronomers	\$139,900	\$128,300	\$66,800	\$176,500
Physical Scientists, All Other	\$125,300	\$121,700	\$89,500	\$143,300
Political Scientists	\$120,800	\$122,600	\$67,900	\$147,200
Atmospheric and Space Scientists	\$114,100	\$96,400	\$70,600	\$135,800
Biochemists and Biophysicists	\$114,000	\$103,000	\$66,900	\$137,600
Industrial-Organizational Psychologists	\$113,400	\$105,300	\$68,100	\$136,000
Medical Scientists, Except Epidemiologists	\$111,900	\$104,600	\$61,000	\$137,400
Clinical and Counseling Psychologists	\$110,200	\$99,800	\$65,600	\$132,500
Physicists	\$105,100	\$95,300	\$80,400	\$117,500
Materials Scientists	\$104,800	\$100,200	\$63,200	\$125,600

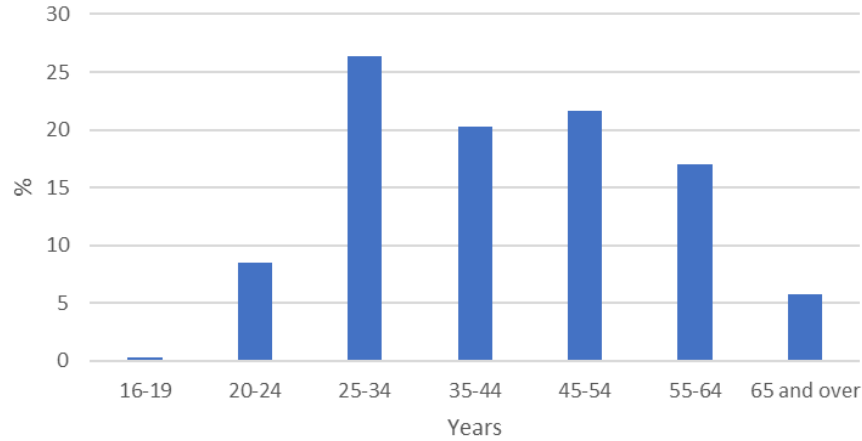
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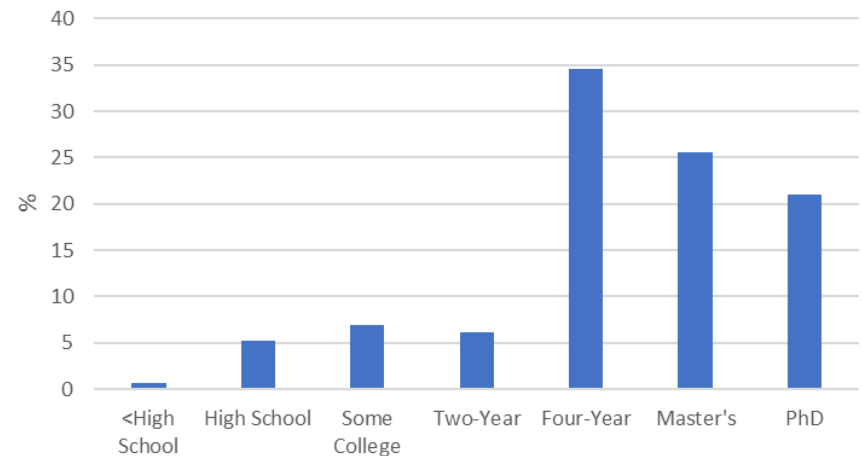
Life, Physical, & Social Sciences

Demographic Characteristics

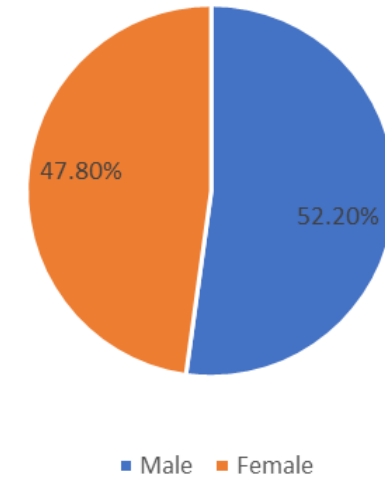
Age Distribution



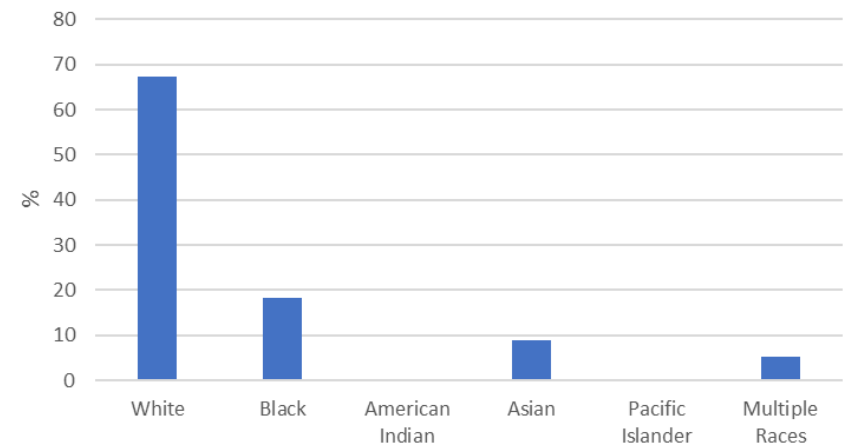
Education Attainment



Gender Distribution



Race Distribution



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	Home Health Aide	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Mechatronics II	Mechatronics III	Medical Assistant I	Medical Assistant II	Medical Coding & Billing II	Medical Interventions (PLTW)	Medical Laboratory Technology I	Medical Systems Administration	Medical Terminology	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	Practical Nursing III	Sports Medicine I	
2019	# Courses		3	4	1	1																1					1	4					
2019	# Students		16	43	3	3																8					10	42					
2018	# Courses	1	6	1	1		2			1			12	5		4	2		1			3	3	8	3	1	6	5	5	1	2		4
2018	# Students	21	76	12	42		37			64			294	13		57	15		16		85	68	98	75	4	30	55	43	38	19		24	
2017	# Courses	1	5	2	6					2			8	2	3		5		1		3	4	3	3			4		1	2		3	
2017	# Students	18	88	14	77					26			190	7	15		52		18		72	68	30	60			34		44	17		18	
2016	# Courses	1	5	6	1							5		4	5		4	1	1		1	2	3	4			4		1		1		
2016	# Students	18	66	51	1							145		11	13		66	1	14		35	2	59	60			56		14		4		
2015	# Courses	1	5	7	2					2		9				2	6				1	3	3	8		3	4			1			
2015	# Students	24	80	60	6					11		166				2	70				69	36	16	96		24	44			21			
2014	# Courses	1	6	2				1		1		5				4	4				1	3	1	7		1	4		1	1			
2014	# Students	19	74	5	50			9		8		82				53	23				35	38	2	71		20	35		15	13			
2013	# Courses	1	6	2	6					1		1				3	3			1	1			8		1	4		3				
2013	# Students	19	78	10	43					13		52				60	29			4	37			104		37	48		29				
2012	# Courses	1	6	1	5					1		2				3	4				1			8		1	5		1				
2012	# Students	1	80	2	20					15		32				48	39				15			97		31	31		10				
2011	# Courses		6	2	5			1				2				2	5				1		1	6		1			2				
2011	# Students		96	26	49			40				91				3	89				17		1	91		41			53				
2010	# Courses		6	4	7			2			1	2				4	1				2		1	6		1			2	4			
2010	# Students		86	45	62			49			10	18				7	8				34		36	88		35			25	21			
2009	# Courses		6	3	6						1	3					3				2		1	6		2			2	3			
2009	# Students		82	15	62						10	58					12				31		49	90		32			30	12			
2008	# Courses		6	10	1			1			1	1				3	3				2			8		2			4	1			
2008	# Students		48	96	12			10			17	51				15	13				29			98		31			31	5			

Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
ECPI University	504	152	1	\$22,072
Old Dominion University		196	60	\$17,162
Bryant & Stratton College-Virginia Beach	196			\$12,932
Tidewater Community College	118			\$7,141
Thomas Nelson Community College	104			\$6,506
Riverside College of Health Careers	85			\$14,585
Sentara College of Health Sciences		79		
South University–Virginia Beach		40		\$24,200
Norfolk State University		33		\$15,657
Fortis College-Norfolk	31			\$25,366
Hampton University		23	2	\$28,952
Paul D Camp Community College	21			\$4,319
Regent University		9		\$14,785

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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