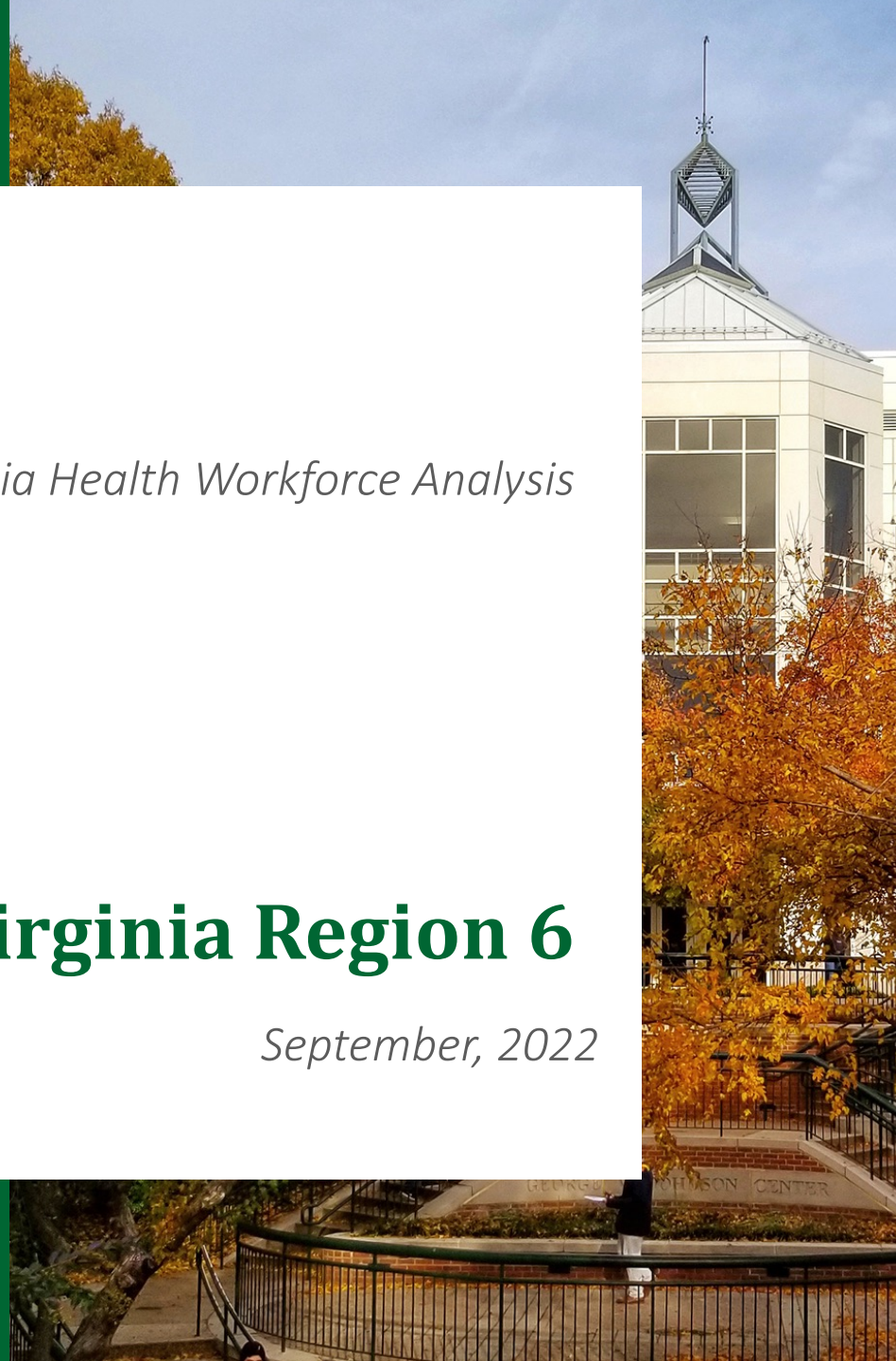




*Virginia Health Workforce Analysis*

# **GO Virginia Region 6**

*September, 2022*



# Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 6**, via a review of:

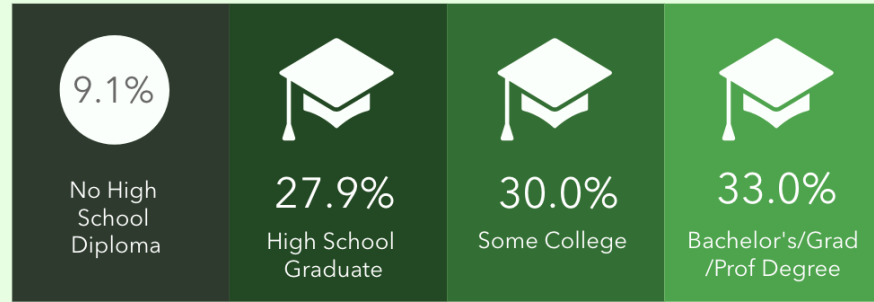
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
  - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
  - Healthcare Support Occupations (SOC 31-0000)
  - Community & Social Service Occupations (SOC 21-0000)
  - Life, Physical, and Social Science Occupations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

# Stakeholder Region

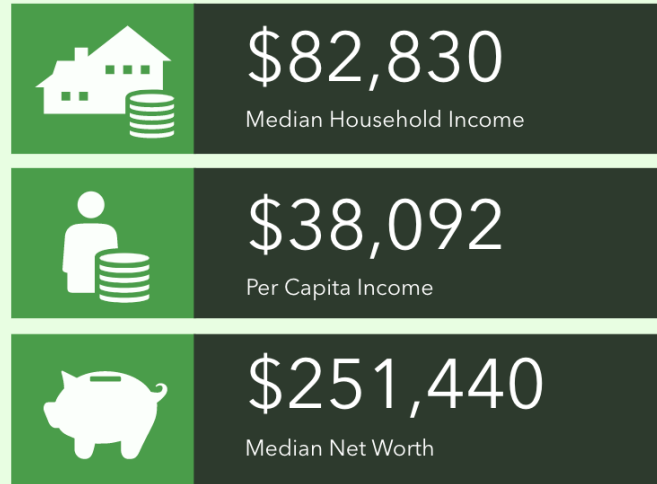
County	Workforce Development Area (WDA) Region	WDA Region
Caroline	Bay Consortium	13
Essex	Bay Consortium	13
Fredericksburg	Bay Consortium	13
King and Queen	Bay Consortium	13
King George	Bay Consortium	13
King William	Bay Consortium	13
Lancaster	Bay Consortium	13
Mathews	Bay Consortium	13
Middlesex	Bay Consortium	13
Northumberland	Bay Consortium	13
Richmond County	Bay Consortium	13
Spotsylvania	Bay Consortium	13
Stafford	Bay Consortium	13
Westmoreland	Bay Consortium	13
Gloucester	Greater Peninsula	14



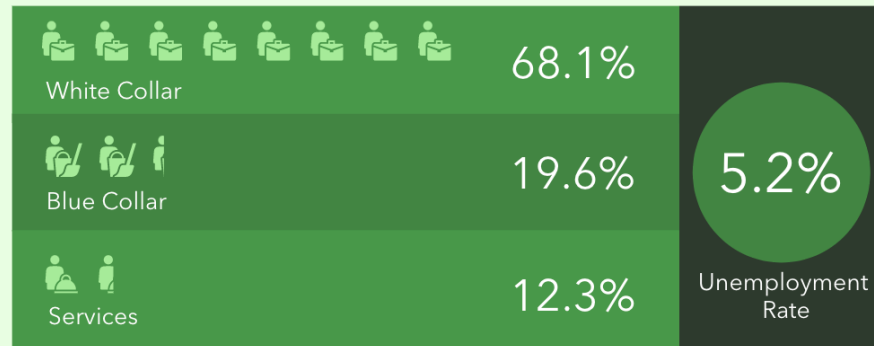
EDUCATION



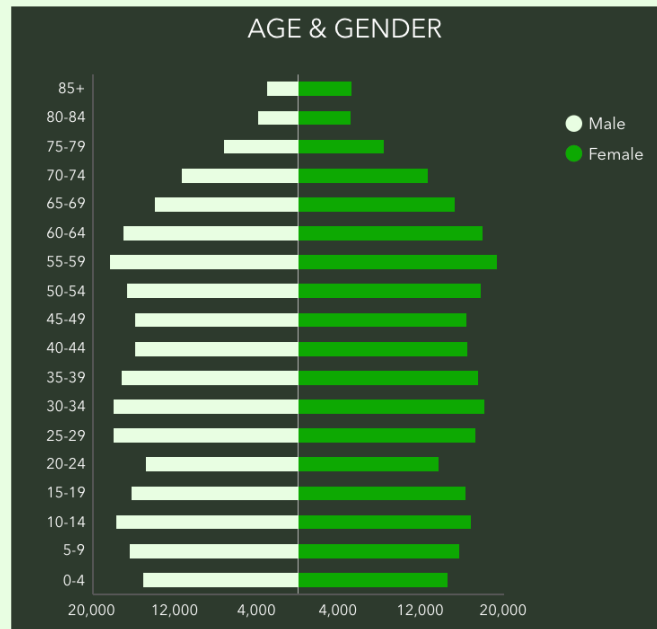
INCOME



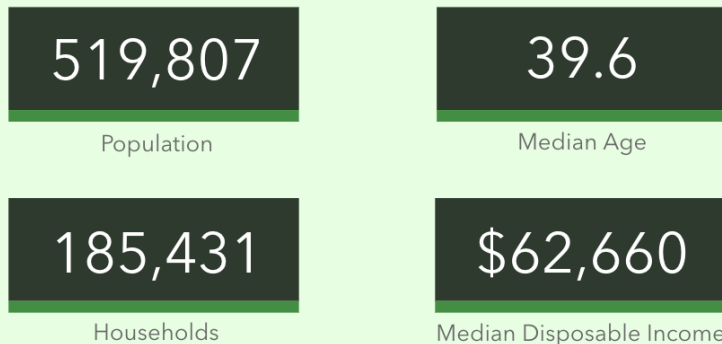
EMPLOYMENT



AGE & GENDER



KEY FACTS



Between **19-34%** of each county population has a **HS diploma**

**4 of 15** counties have approximately 10-13% of a population with an **education less than HS**

Median age between **32** and **58** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **9 of 15** counties

Median HH income ranges from **\$53,504** and **\$117,090**

# 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

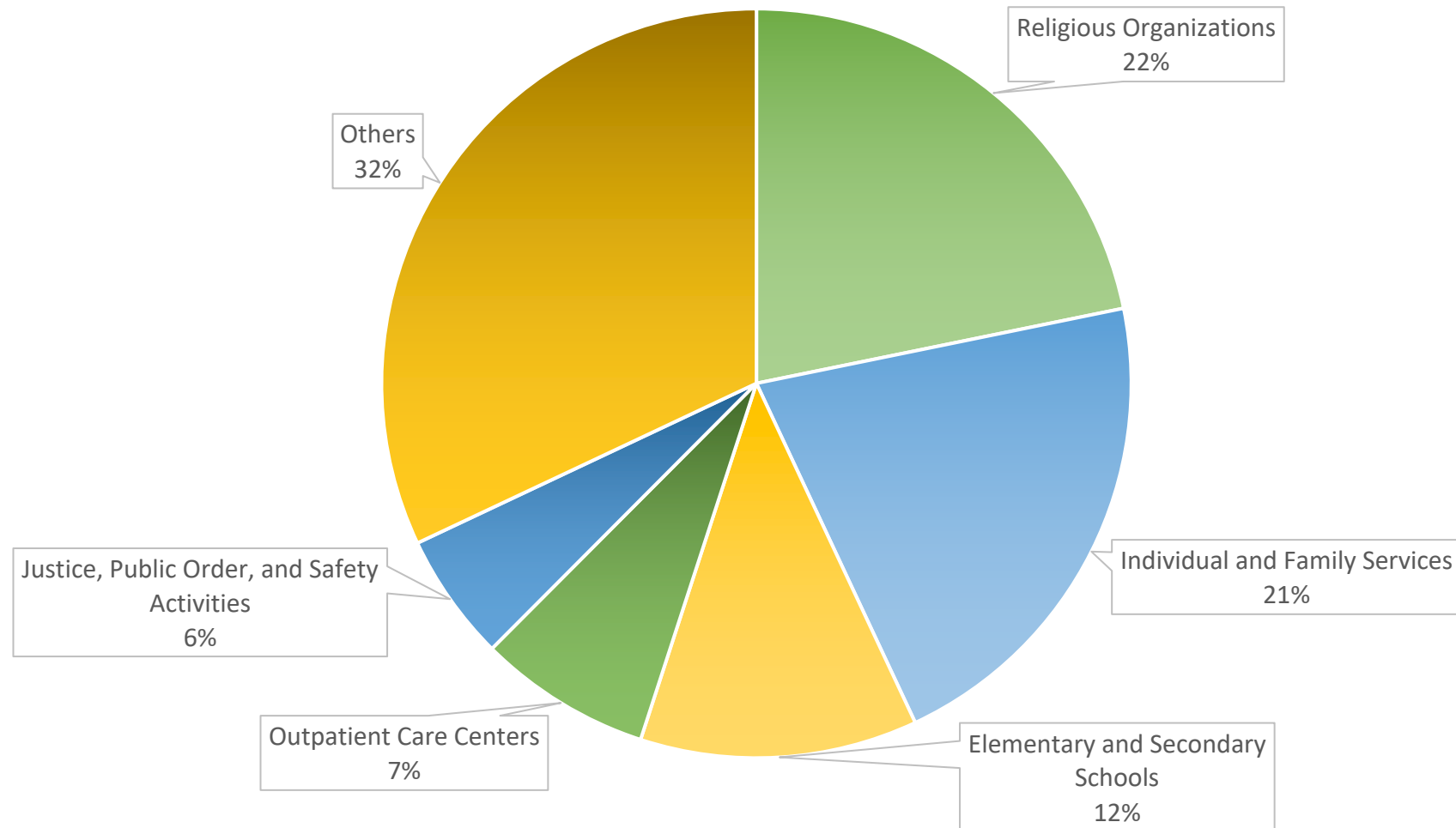
# Community & Social Services Occupations (SOC 21-0000)

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

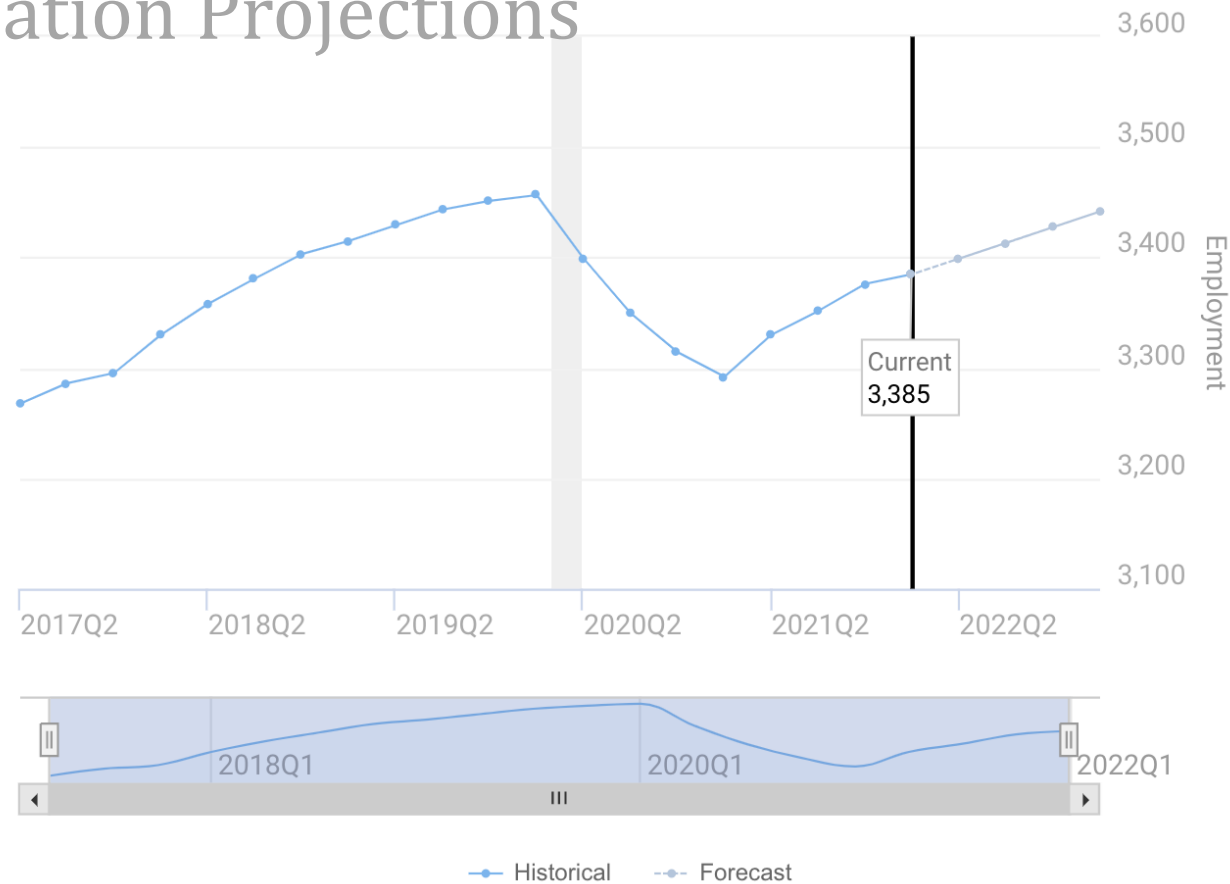
## Employment by Industry

% Occupational Employment



# Community & Social Service Specialists

## Occupation Projections



Employed	<b>3,385</b>
5-Year Empl Change	<b>124</b>
5-Year Ann % Change	<b>0.8%</b>
1-Year Demand	<b>411</b>
1-Year Exits (left occupation)	<b>124</b>
1-Year Transfers (new job)	<b>230</b>
1-Year Net Growth	<b>57</b>
1-Year Ann % Growth	<b>1.7%</b>
Online Job Ads (last 30 days)	<b>414</b>

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

- 1-year projected growth almost **0.7%** more than all other occupations (1.0%)
- Job ads represent about **12%** 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	\$52,000	559	1.43	71
Social and Human Service Assistants	\$36,300	438	0.94	63
Child, Family, and School Social Workers	\$54,300	429	1.13	50
Educational, Guidance, and Career Counselors and Advisors	\$63,900	348	1.02	38
Clergy	\$48,500	344	1.19	39
Directors, Religious Activities and Education	\$56,800	303	1.65	39
Mental Health and Substance Abuse Social Workers	\$53,600	148	1.13	17
Healthcare Social Workers	\$57,200	147	0.73	16
Probation Officers and Correctional Treatment Specialists	\$46,900	116	1.16	10
Community and Social Service Specialists, All Other	\$50,000	102	0.99	13
Remaining Component Occupations	\$49,000	454	0.84	55
Community and Social Service Occupations	\$51,200	3,385	1.09	411

**Top requested occupational certifications:** Licensed Professional Counselor, Registered Behavior Technician, Licensed Master Social Worker, Certification in Cardiopulmonary Resuscitation, Board Certified Assistant Behavior Analyst, Licensed Clinical Social Worker, Certified Rehabilitation Counselor, Basic Life Support, Certified Nursing Assistant, Advanced Cardiac Life Support

**Top requested hard skills:** Bilingual, Personal Computers, Calculators, Spanish, Working with Children, Report Writing/Report Preparation, Microsoft Excel, Microsoft Outlook, Mental Health, Electronic Health Record

# Community & Social Service Specialists

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Health Education Specialists	\$73,500	\$72,200	\$41,900	\$89,400
Educational, Guidance, and Career Counselors and Advisors	\$63,900	\$61,900	\$44,900	\$73,400
Social Workers, All Other	\$60,200	\$60,500	\$40,900	\$69,800
Healthcare Social Workers	\$57,200	\$56,900	\$39,400	\$66,100
Directors, Religious Activities and Education	\$56,800	\$49,400	\$32,200	\$69,100
Child, Family, and School Social Workers	\$54,300	\$49,100	\$38,100	\$62,400
Mental Health and Substance Abuse Social Workers	\$53,600	\$49,600	\$35,400	\$62,600
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$52,000	\$49,800	\$36,100	\$60,000
Community and Social Service Specialists, All Other	\$50,000	\$50,100	\$35,800	\$57,200
Community Health Workers	\$48,900	\$46,000	\$34,300	\$56,300

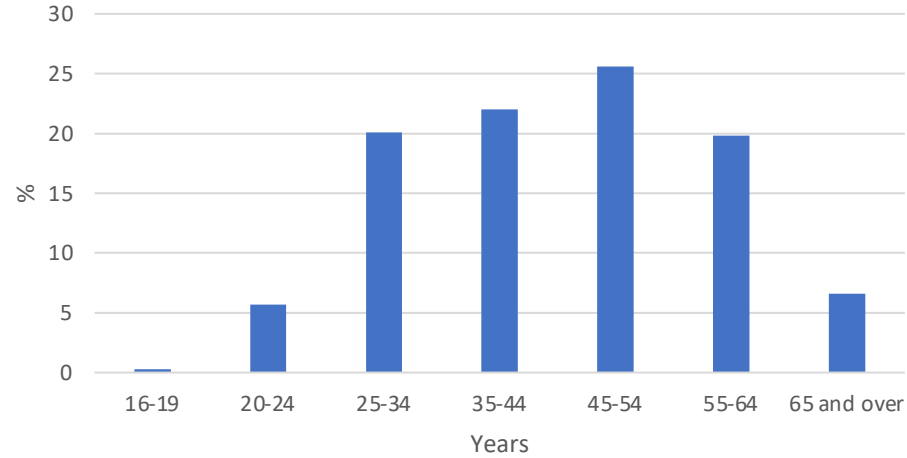
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

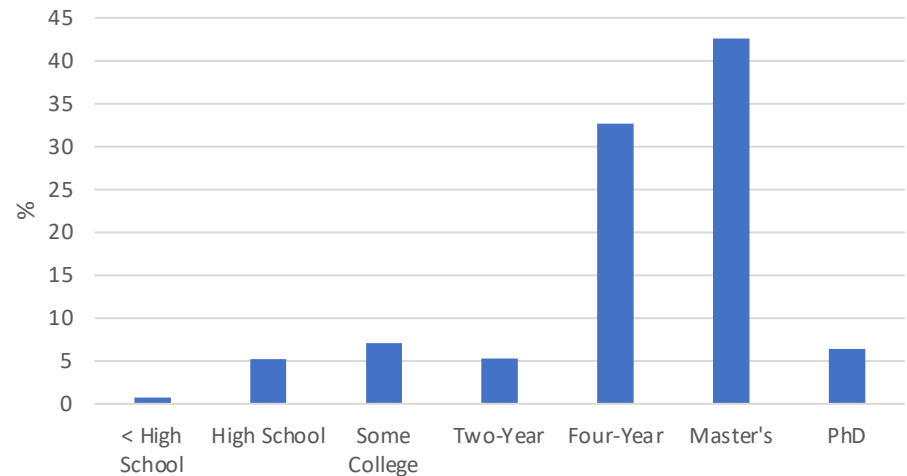
# Community & Social Service Specialists

## Demographic Characteristics

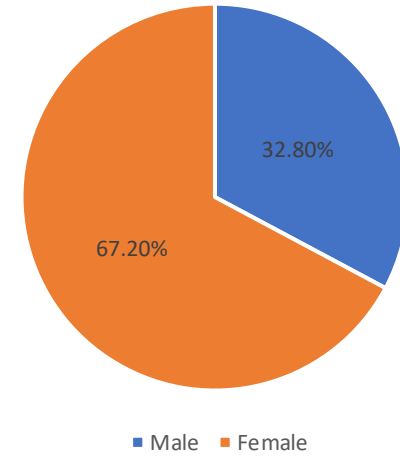
Age Distribution



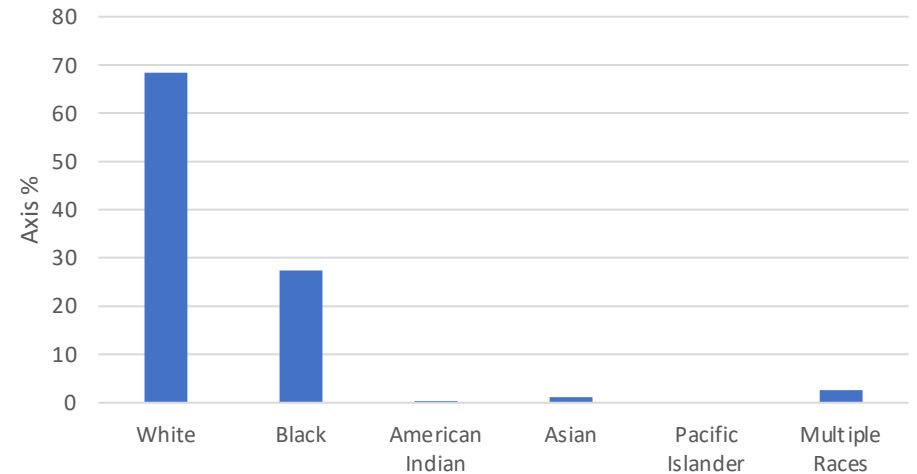
Educational Attainment



Gender Distribution



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

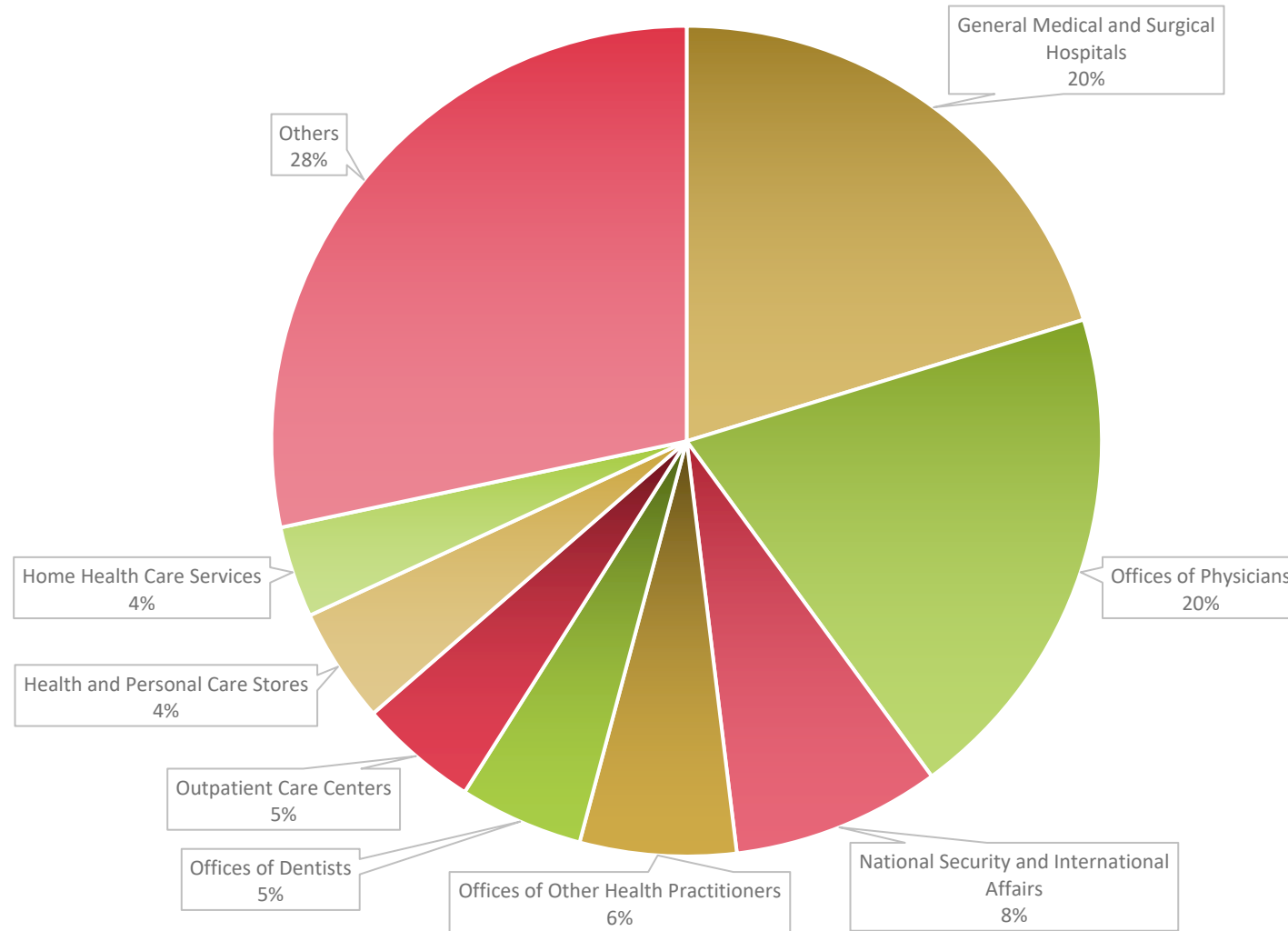
# Healthcare Practitioners & Technical Occupations (SOC 29-0000)

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

# Healthcare Practitioner & Technical Specialists

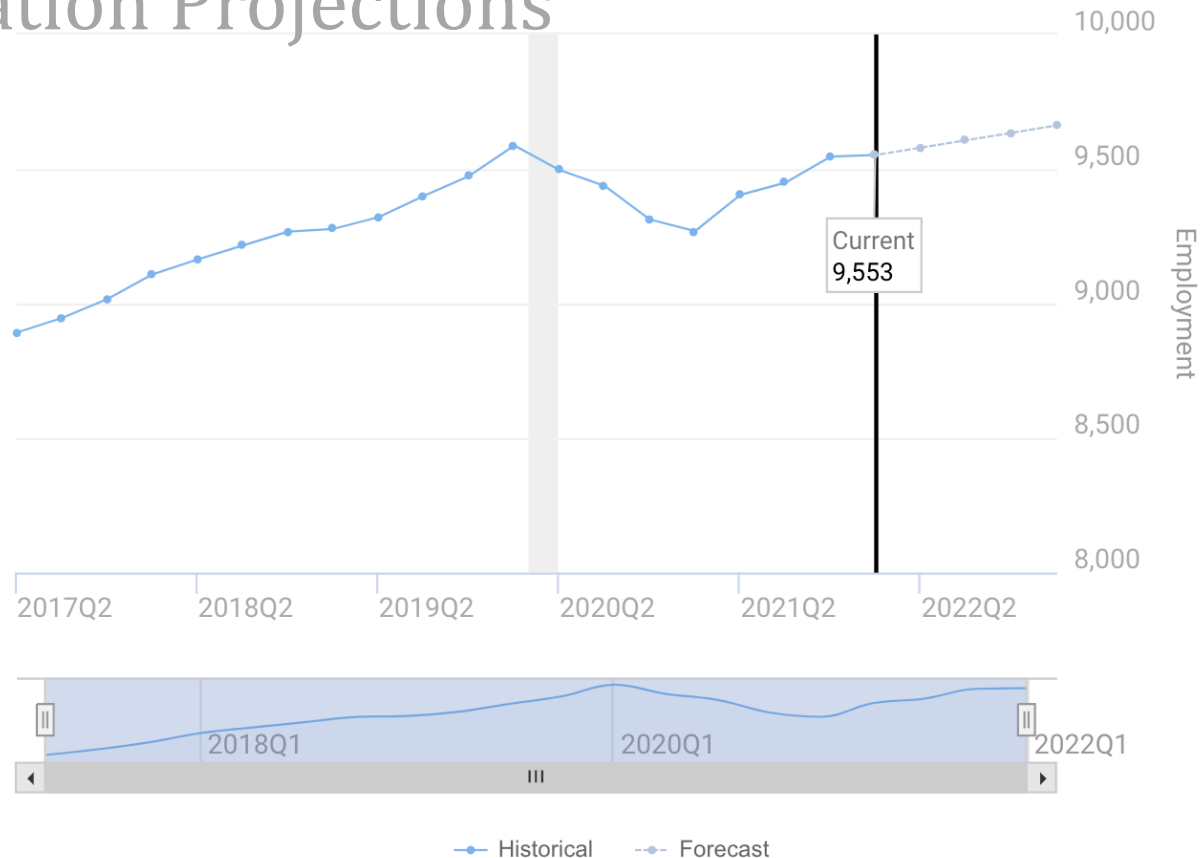
## Employment by Industry

% Occupational Employment



# Healthcare Practitioner & Technical Specialists <sup>14</sup>

## Occupation Projections



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

Employed	<b>9,553</b>
5-Year Empl Change	<b>712</b>
5-Year Ann % Change	<b>1.6%</b>
1-Year Demand	<b>650</b>
1-Year Exits (left occupation)	<b>249</b>
1-Year Transfers (new job)	<b>292</b>
1-Year Net Growth	<b>110</b>
1-Year Ann % Growth	<b>1.1%</b>
Online Job Ads (last 30 days)	<b>1,926</b>

- 1-year projected growth almost **0.1%** more than all other occupations (1.0%)
- Job ads represent about **20%** of currently employed in occupation

# Healthcare Practitioner & Technical Specialists <sup>15</sup>

## Employer Demand in Last 12 Months

Occupation	Avg Mean Wages	Mean Wages "n"	LQ	Annual Demand
Registered Nurses	\$73,200	2,666	0.77	166
Licensed Practical and Licensed Vocational Nurses	\$47,200	787	1.10	69
Pharmacy Technicians	\$34,300	491	0.99	36
Physicians, All Other	\$184,500	413	1.33	14
Pharmacists	\$109,600	324	0.90	11
Physical Therapists	\$83,800	312	1.13	21
Nurse Practitioners	\$104,000	274	1.00	30
Dental Hygienists	\$76,700	254	1.07	20
Emergency Medical Technicians	\$42,500	222	1.23	18
Radiologic Technologists and Technicians	\$63,900	215	0.87	17
Remaining Component Occupations	\$102,300	3,597	0.99	245
Healthcare Practitioners and Technical Occupations	\$86,500	9,553	0.93	650

**Top requested occupational certifications:** Certification in Cardiopulmonary Resuscitation, Basic Life Support, Registered Behavior Technician, Medical Laboratory Technician, Registered Dietitian, Registered Veterinary Technician, Certified Nursing Assistant, Emergency Medical Technician, Adult Nurse Practitioner, Registered Health Information Technician

**Top requested hard skills:** Cash Registers, Retail Sales, Medical Terminology, Epic Systems, Home Health Care, Working with Children, Microsoft Office, Pharmacy, Microsoft Word, Personal Computers

# Healthcare Practitioner & Technical Specialists <sup>16</sup>

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Cardiologists	\$345,700	\$323,300	\$203,500	\$416,800
Anesthesiologists	\$304,200	\$244,500	\$147,600	\$382,600
Orthodontists	\$296,700	\$228,800	\$132,400	\$378,900
Emergency Medicine Physicians	\$295,400	\$252,400	\$145,000	\$370,600
Neurologists	\$282,900	\$214,800	\$108,500	\$370,100
Dermatologists	\$281,300	\$202,000	\$124,000	\$359,900
Ophthalmologists, Except Pediatric	\$275,500	\$214,200	\$132,400	\$347,000
Oral and Maxillofacial Surgeons	\$271,100	\$221,900	\$120,700	\$346,300
Orthopedic Surgeons, Except Pediatric	\$267,900	\$216,500	\$126,800	\$338,400
Pediatric Surgeons	\$267,100	\$202,800	\$123,700	\$338,800

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

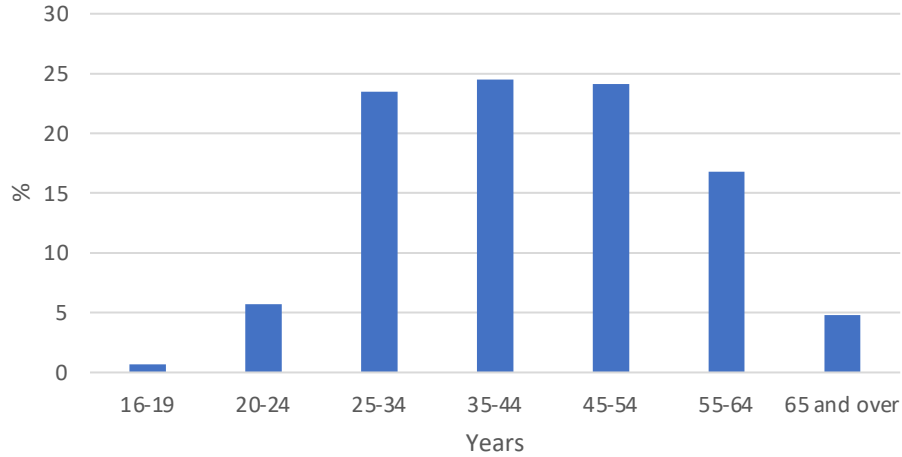
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)



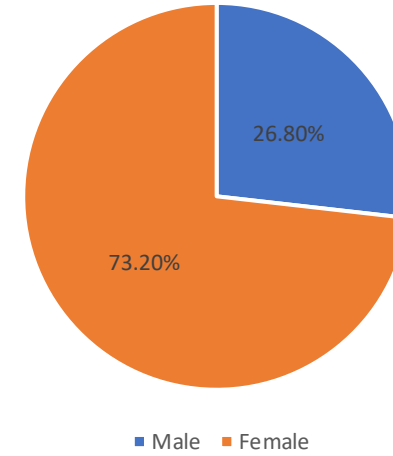
# Healthcare Practitioner & Technical Specialists

## Demographic Characteristics

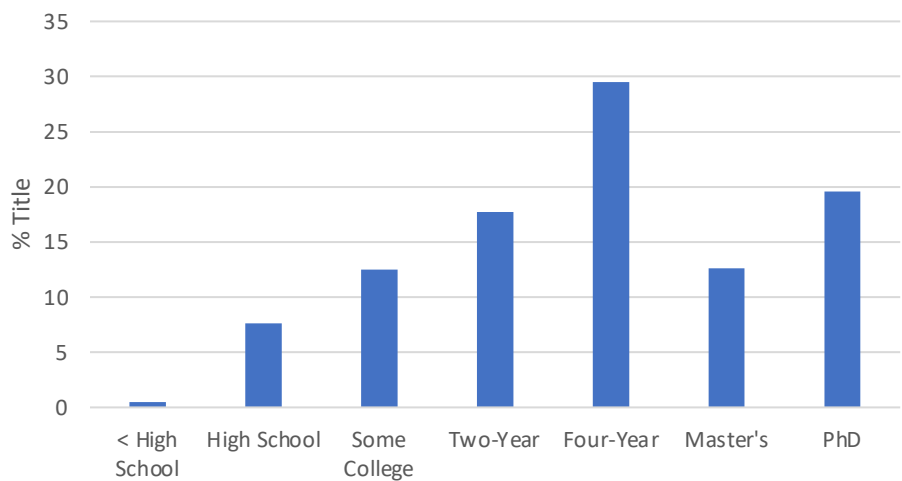
Age Distribution



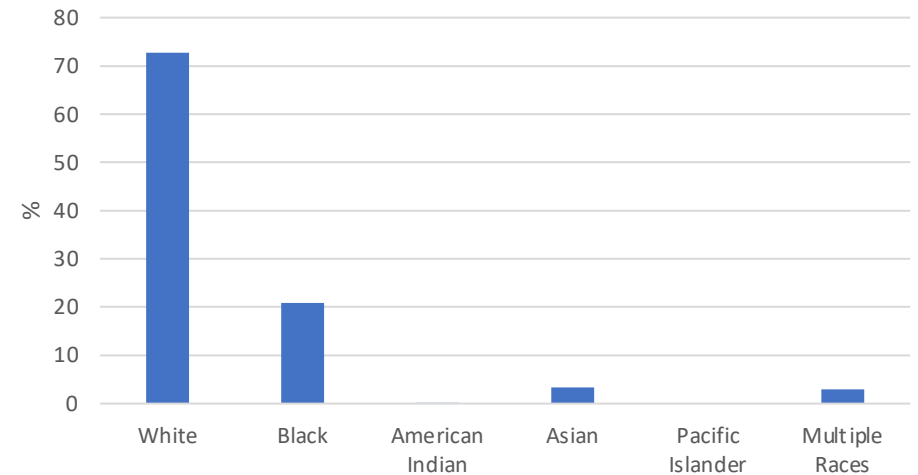
Gender Distribution



Educational Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

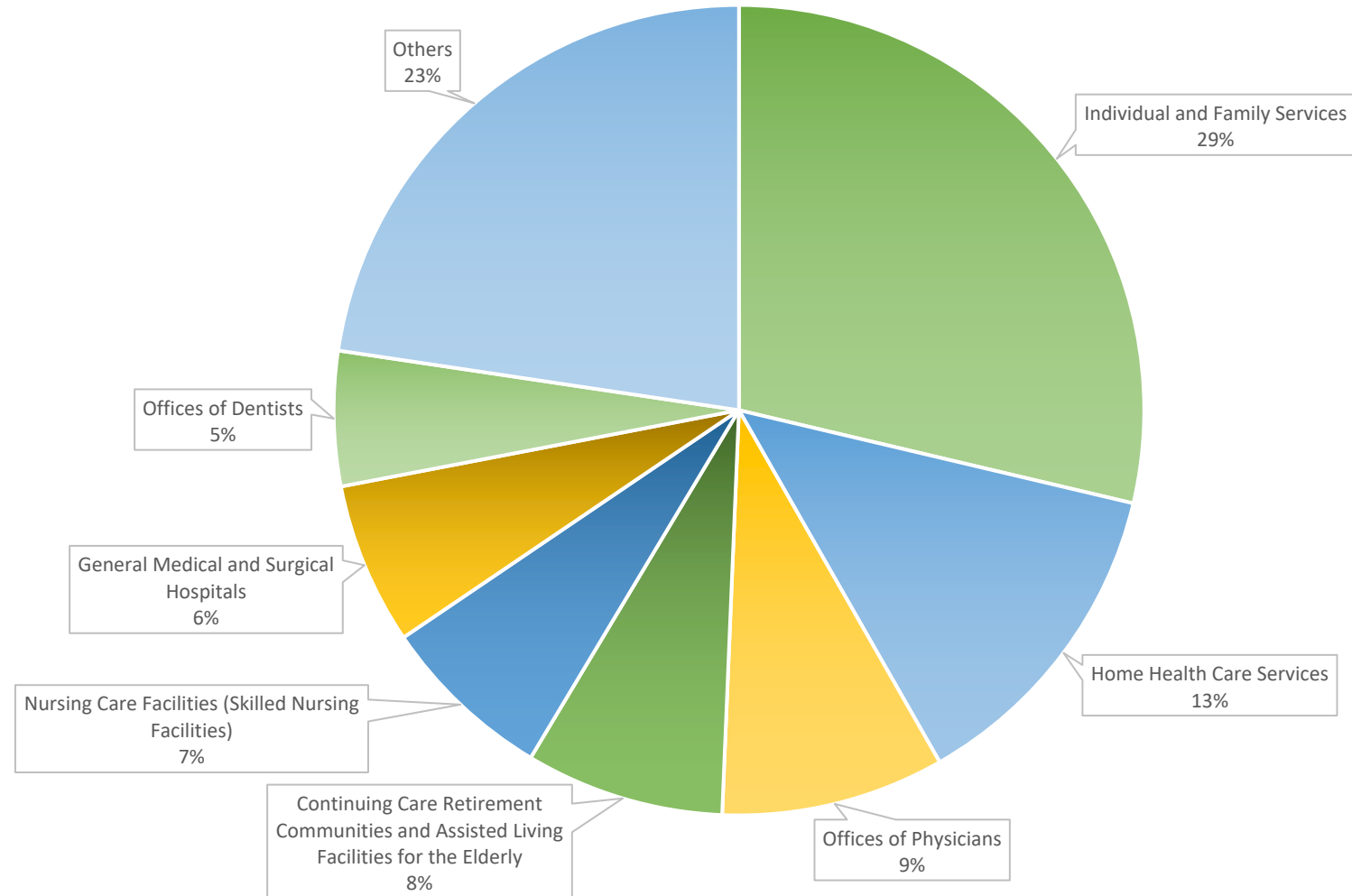
# Health Support Occupations (SOC 31-0000)

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

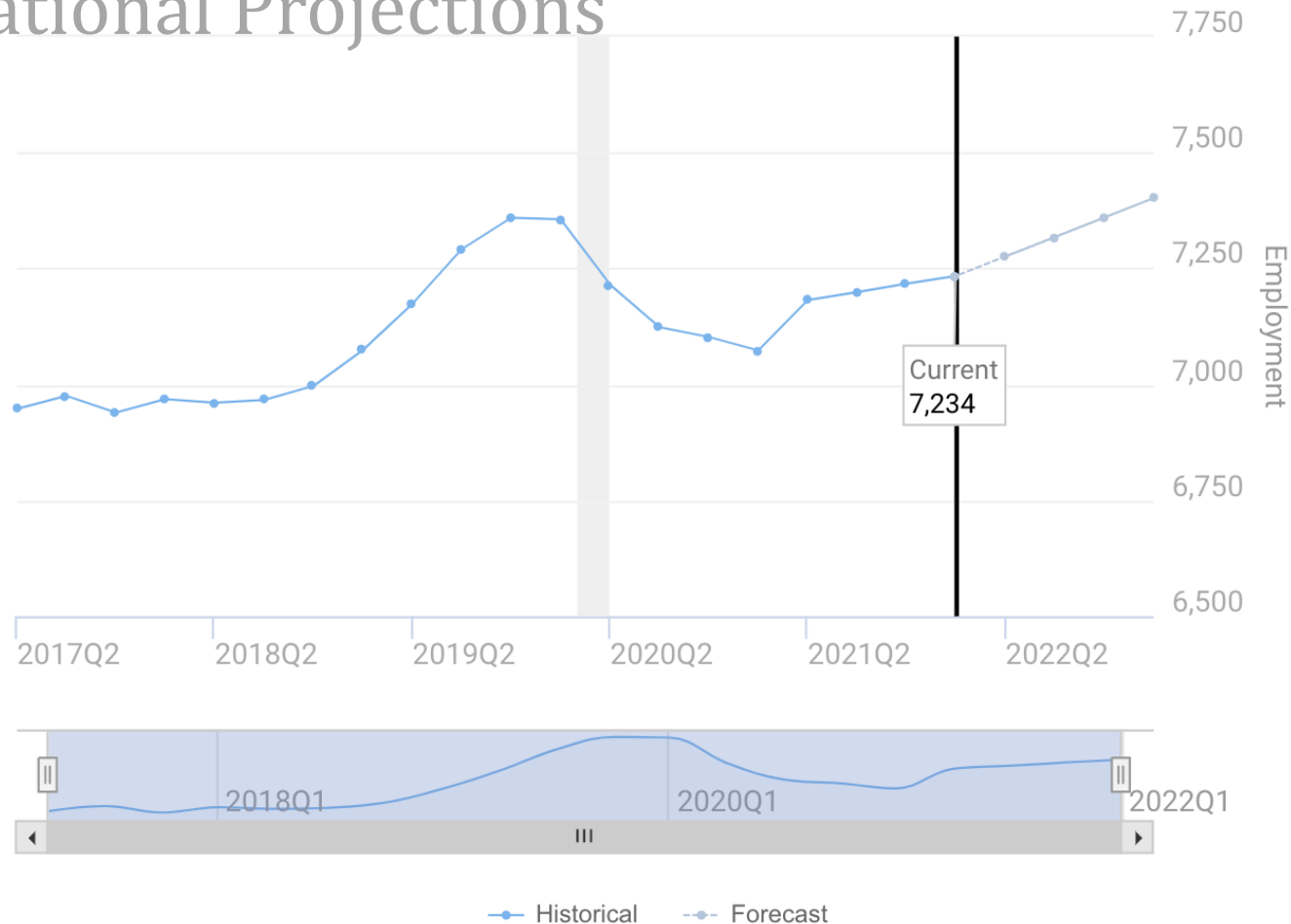
## Employment by Industry

% Occupational Employment



# Health Support Occupations

## Occupational Projections



Employed	<b>7,234</b>
5-Year Empl Change	<b>225</b>
5-Year Ann % Change	<b>0.6%</b>
1-Year Demand	<b>1,160</b>
1-Year Exits (left occupation)	<b>481</b>
1-Year Transfers (new job)	<b>512</b>
1-Year Net Growth	<b>168</b>
1-Year Ann % Growth	<b>2.3%</b>
Online Job Ads (last 30 days)	<b>614</b>

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

- 1-year projected growth almost **1.3%** more than all other occupations (1.0%)
- Job ads represent about **8.5%** 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	\$24,900	2,759	0.93	510
Nursing Assistants	\$29,200	1,388	0.94	186
Home Health Aides	\$24,900	971	0.93	150
Medical Assistants	\$36,000	739	0.89	104
Dental Assistants	\$40,900	418	1.05	56
Veterinary Assistants and Laboratory Animal Caretakers	\$29,600	194	1.67	36
Massage Therapists	\$47,500	156	0.97	24
Physical Therapist Assistants	\$56,100	136	1.29	23
Phlebotomists	\$37,200	108	0.70	15
Healthcare Support Workers, All Other	\$41,000	72	0.60	10
Remaining Component Occupations	\$37,400	294	0.87	41
<b>Healthcare Support Occupations</b>	<b>\$29,800</b>	<b>7,234</b>	<b>0.93</b>	<b>1,160</b>

**Top requested occupational certifications:** Certified Nursing Assistant, Medical Assistant Certification, Registered Dental Assistant, Registered Medical Assistant, State Tested Nursing Assistant, Nationally Certified Medical Assistant, Assistant Laboratory Animal Technician, Patient Care Technician, Laboratory Animal Technician, National Phlebotomist Association Certified Phlebotomist

**Top requested hard skills:** Caregiving, Home Health Care, Henry Schein Dentrux Software, Microsoft Office, Sterilization, Microsoft Excel, Personal Computers, Food Preparation, Dental Software, Working with Children

# Health Support Occupations

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$61,900	\$63,000	\$47,800	\$69,000
Physical Therapist Assistants	\$56,100	\$56,000	\$36,500	\$66,000
Massage Therapists	\$47,500	\$41,900	\$26,800	\$57,800
Healthcare Support Workers, All Other	\$41,000	\$39,100	\$28,800	\$47,100
Dental Assistants	\$40,900	\$39,200	\$32,000	\$45,300
Phlebotomists	\$37,200	\$37,800	\$30,800	\$40,400
Medical Assistants	\$36,000	\$33,800	\$28,700	\$39,600
Medical Equipment Preparers	\$35,700	\$33,100	\$27,700	\$39,700
Occupational Therapy Aides	\$34,300	\$32,400	\$26,600	\$38,100
Medical Transcriptionists	\$34,200	\$31,900	\$21,800	\$40,400

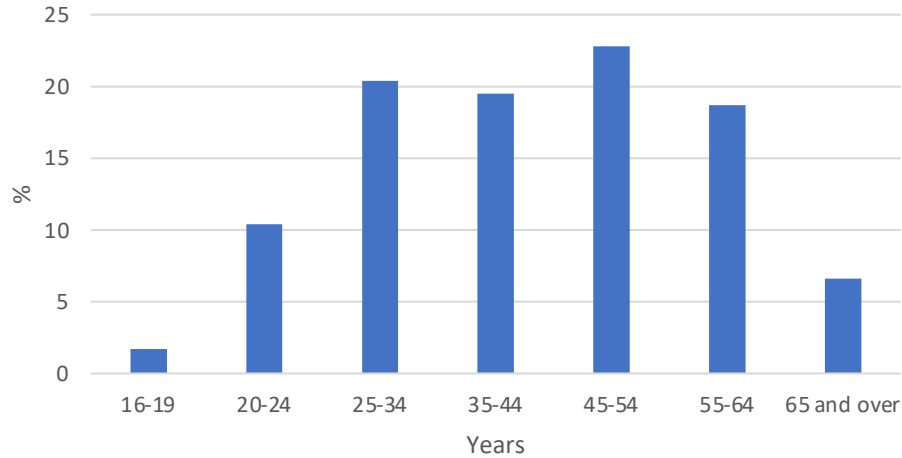
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Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)

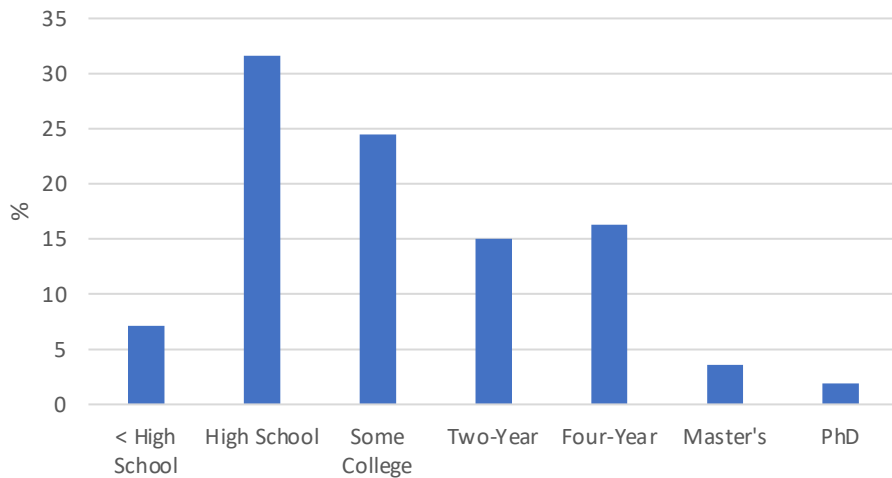
# Health Support Occupations

## Demographic Characteristics

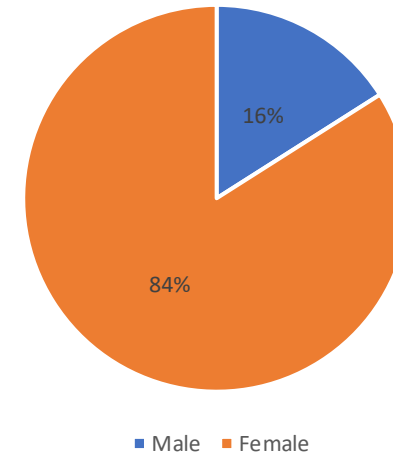
Age Distribution



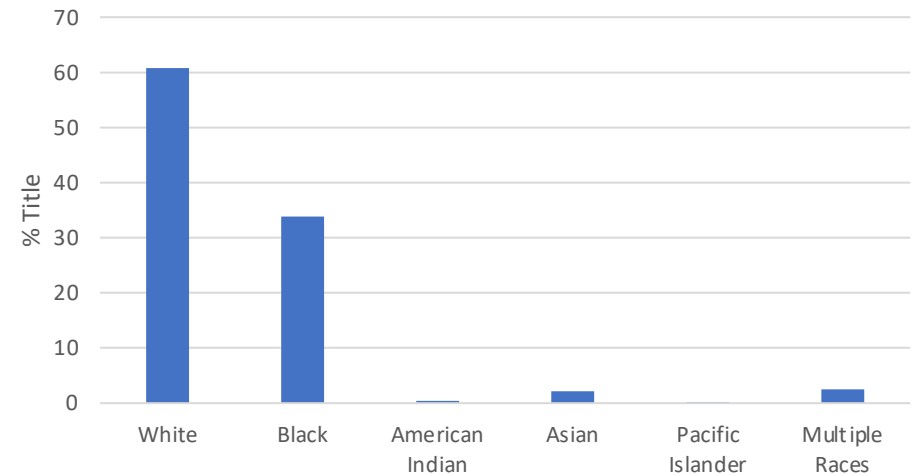
Educational Attainment



Gender Distribution



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

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

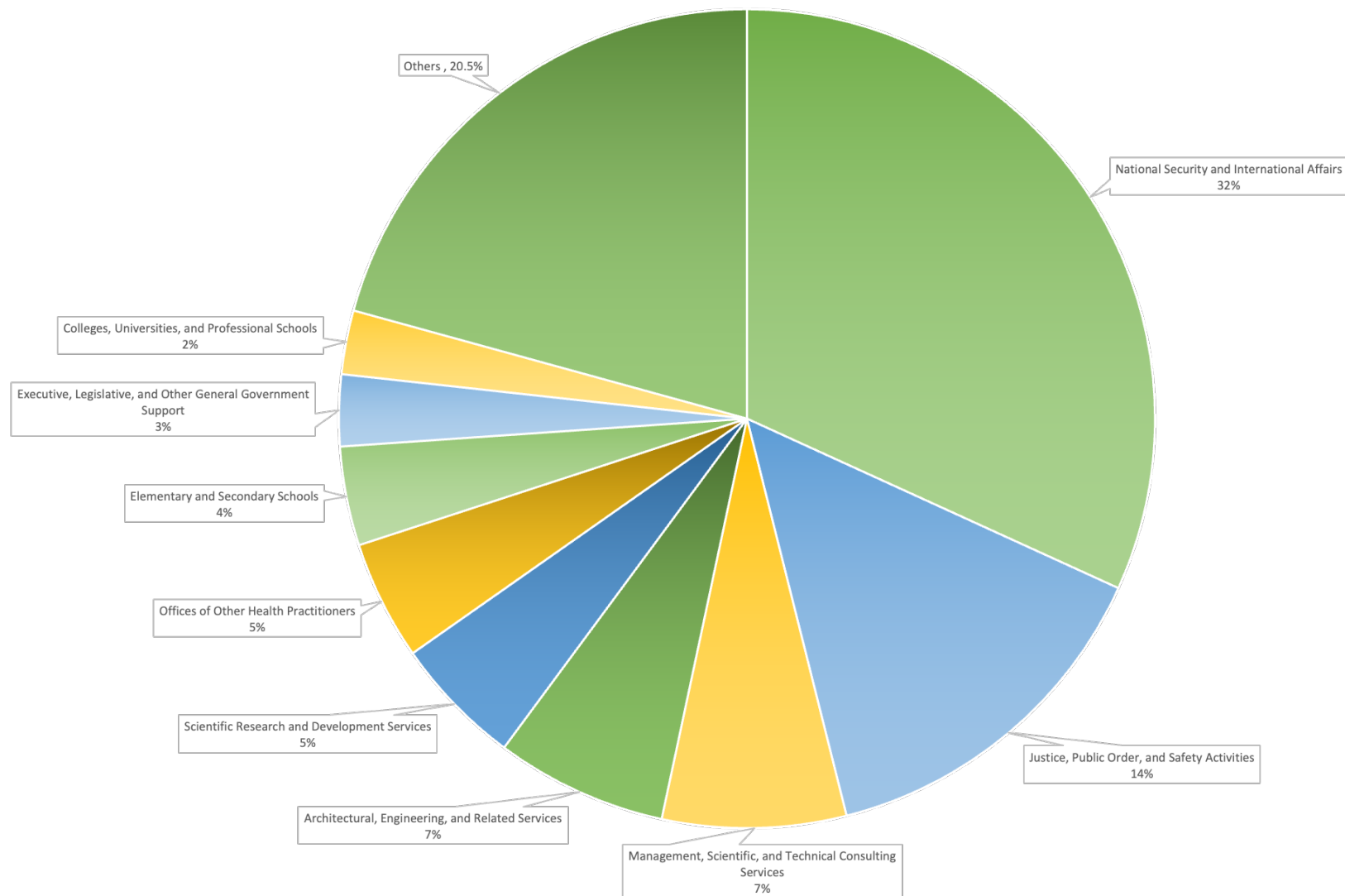
Includes: Medical scientists, conservationists, chemists, environmentalists, sociologists, social science researchers, occupational health and safety specialists



# Life, Physical, & Social Sciences

## Employment by Industry

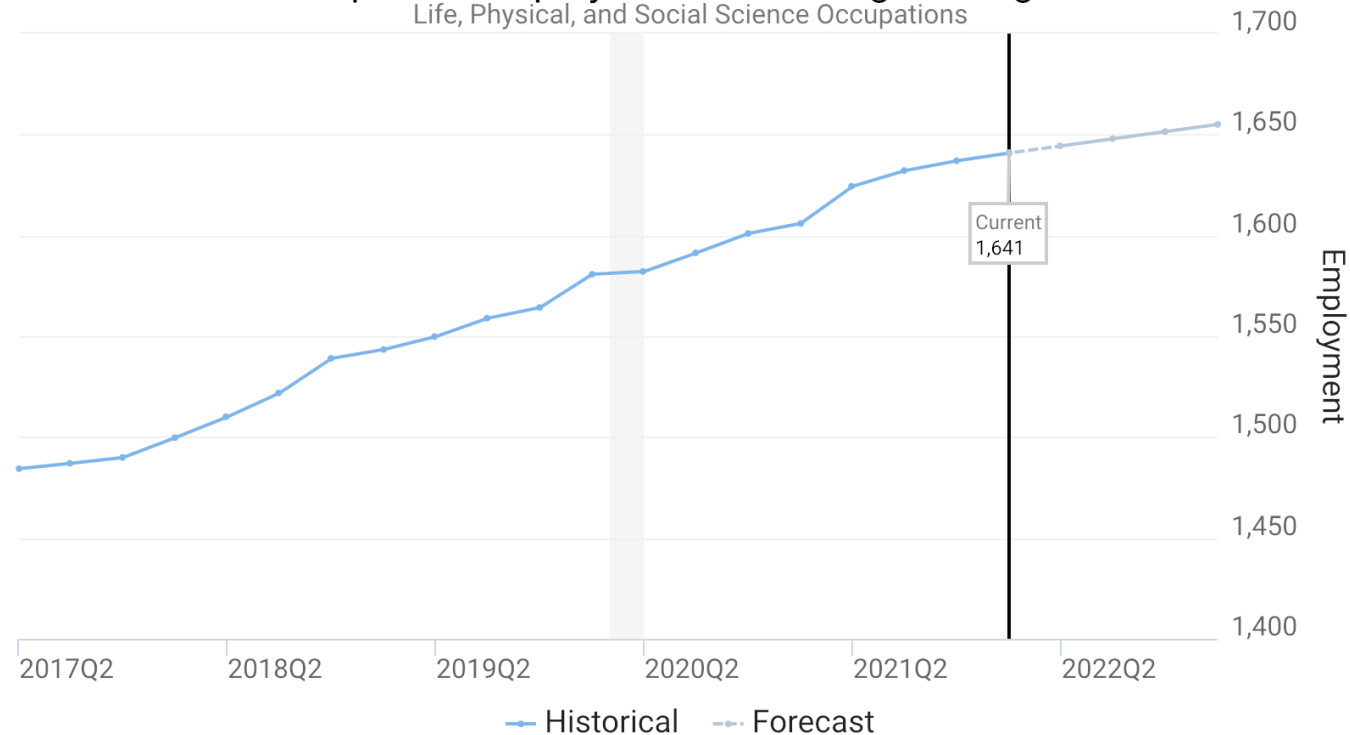
% of Occupational Employment



# Life, Physical, & Social Sciences

## Occupation Projections

Occupation Employment in GO Virginia Region 6  
Life, Physical, and Social Science Occupations



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

Employed	<b>1,641</b>
5-Year Empl Change	<b>157</b>
5-Year Ann % Change	<b>2.0</b>
1-Year Demand	<b>162</b>
1-Year Exits (left occupation)	<b>36</b>
1-Year Transfers (new job)	<b>112</b>
1-Year Net Growth	<b>14</b>
1-Year Ann % Growth	<b>0.9</b>
Online Job Ads (last 30 days)	<b>126</b>

- 1-year projected growth almost **0.1%** less than all other occupations (1.0%)
- Job ads represent about **7%** 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
Social Scientists and Related Workers, All Other	\$110,700	\$110,200	6.00	24
Occupational Health and Safety Specialists	\$74,300	\$70,800	1.14	11
Environmental Scientists and Specialists, Including Health	\$88,700	\$83,300	1.28	12
Psychologists, All Other	\$99,100	\$101,600	1.37	6
Physical Scientists, All Other	\$137,500	\$138,000	2.93	6
School Psychologists	\$83,400	\$84,200	1.01	5
Clinical and Counseling Psychologists	\$98,400	\$85,600	0.94	5
Biological Technicians	\$55,300	\$52,500	0.74	9
Biological Technicians	\$107,900	\$99,200	0.43	5
Chemists	\$105,700	\$101,300	0.59	5
Remaining Component Occupations	\$81,100	\$75,400	1.09	73

**Top requested occupational certifications:** Certification in Cardiopulmonary Resuscitation, Certified Safety Professional, First Aid Certification, Certified Industrial Hygienist, OSHA 30, Certified Arborist, Construction Health and Safety Technician, Certified Planner, Secret Clearance, Basic Life Support

**Top requested hard skills:** Microsoft Excel, Microsoft Office, Microsoft PowerPoint, Mathematics, Teaching/Training, Python, Molecular Biology, Polymerase Chain Reaction, Statistical Analysis System, Presentation

# Life, Physical, & Social Sciences

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Astronomers	\$138,500	\$132,700	\$78,100	\$168,700
Physical Scientists, All Other	\$137,500	\$138,000	\$94,100	\$159,200
Political Scientists	\$128,400	\$137,700	\$85,400	\$149,900
Physicists	\$123,600	\$123,700	\$81,300	\$144,700
Economists	\$118,400	\$111,000	\$71,900	\$141,600
Atmospheric and Space Scientists	\$114,000	\$105,300	\$71,400	\$135,200
Industrial-Organizational Psychologists	\$112,000	\$98,300	\$70,400	\$132,800
Social Scientists and Related Workers, All Other	\$110,700	\$110,200	\$74,700	\$128,800
Hydrologists	\$110,100	\$100,900	\$75,900	\$127,100
Biochemists and Biophysicists	\$107,900	\$108,500	\$69,500	\$127,100

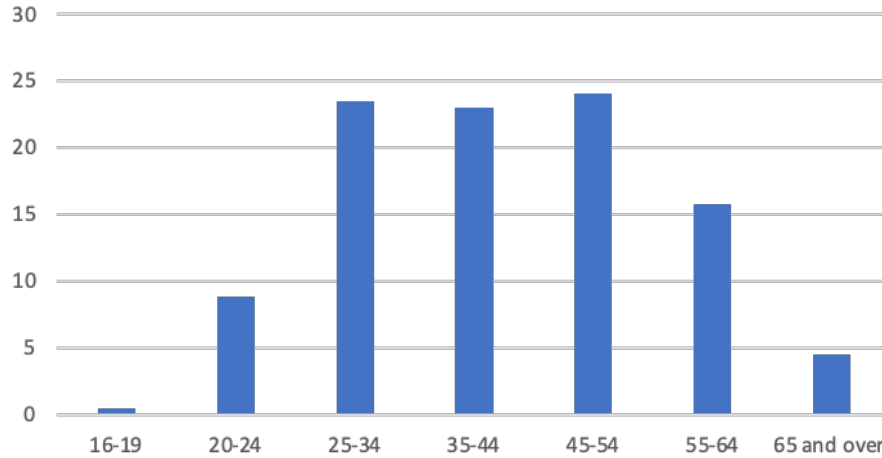
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

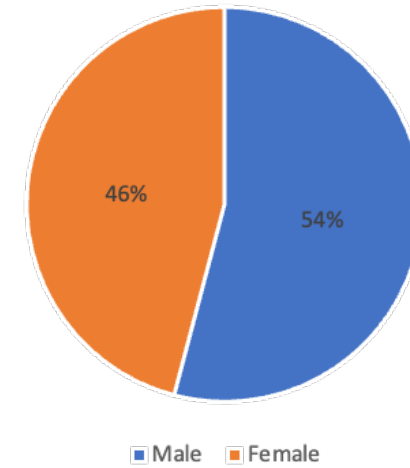
# Life, Physical, & Social Sciences

## Demographic Characteristics

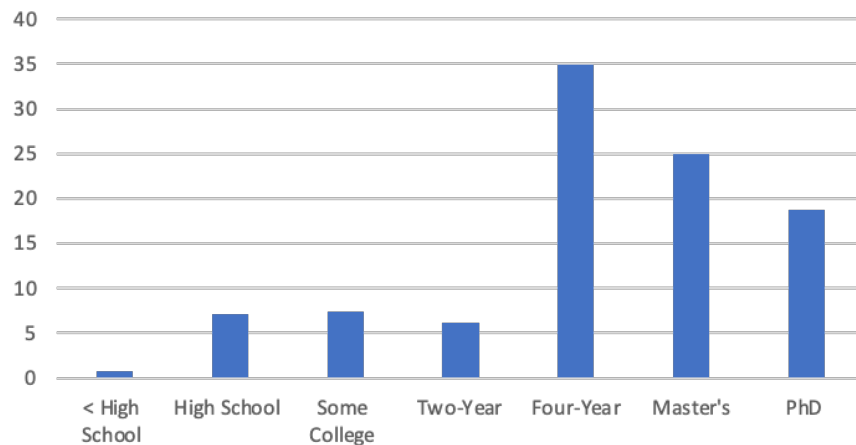
Age Distribution



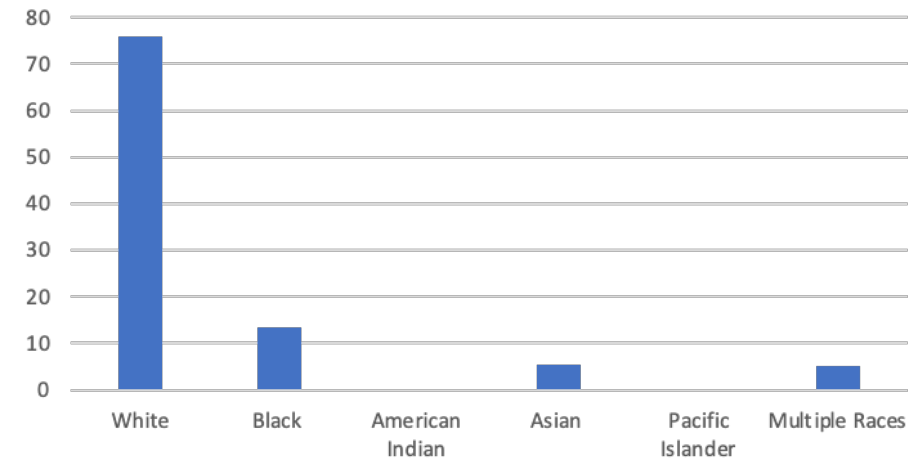
Gender Distribution



Educational Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

# Inventory of Health Science Program Offerings<sup>30</sup>

## 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	Health Assistant I	Health Assistant II	Health Assisting Careers	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Mechatronics II	Medical Assistant I	Medical Assistant II	Medical Interventions (PLTW)	Medical Laboratory Technology I	Medical Systems Administration	Medical Terminology	Mental Health Assisting Careers	Nurse Aide I	Nurse Aide II	Pharmacy Technician II	Practical Nursing I	Sports Medicine I	Sports Medicine II	
2019	# Courses		2	2	1							1	1												
	# Students		6	3	2							20	20												
2018	# Courses		1	2	2	1		2		3	1	2	1	1			1	1	3	6		4	1		
	# Students		9	5	24	10		19		149	2	47	27	13			2	2	37	35		46	4		
2017	# Courses	1	2	1	2			1		4		2	1	1				1	4	5	1	1	1	1	
	# Students	2	14	9	3			20		180		58	23	16				4	42	41	2	28	10	1	
2016	# Courses		1	3	2			3	5			1	2	1				1	3	8	1		1		
	# Students		11	26	8			24	159			20	22	19				2	18	55	1		28		
2015	# Courses		1	2	2			3	3			2		1			1	1	4	7	1				
	# Students		11	27	37			31	226			23		14			1	1	17	60	2				
2014	# Courses		1	2	2			2	3			1		1	2	2		1	6	7	1				
	# Students		1	42	38			17	146			17		12	23	10		5	44	43	1				
2013	# Courses		1	2	3			4	2			2		1	1	1		1	2	7	1		1		
	# Students		26	5	54			29	62			25		13	33	1		1	9		1		26		
2012	# Courses			2	5			1	1			3	1	1						40					
	# Students			2	47			18	3			20	2	8						7					
2011	# Courses	1	1	7	4		1		1			1		1		1		1	72						
	# Students	1	15	34	61		40		6			17		12		1			2	7					
2010	# Courses		1	1	5		1	1	1			1	1						5	66					
	# Students		30	12	72		19	1	1			11	4						18	2					
2009	# Courses		2	2	2		1												2	19					
	# Students		13	35	45		18												5	4					
2008	# Courses		1	5			1													29					
	# Students		10	46			18													9					
																				77					

# Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
Rappahannock Community College	115			\$7,188
University of Mary Washington		48		\$22,569
Eastern Virginia Career College	46			
<b>Total</b>	<b>161</b>	<b>48</b>	<b>0</b>	

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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