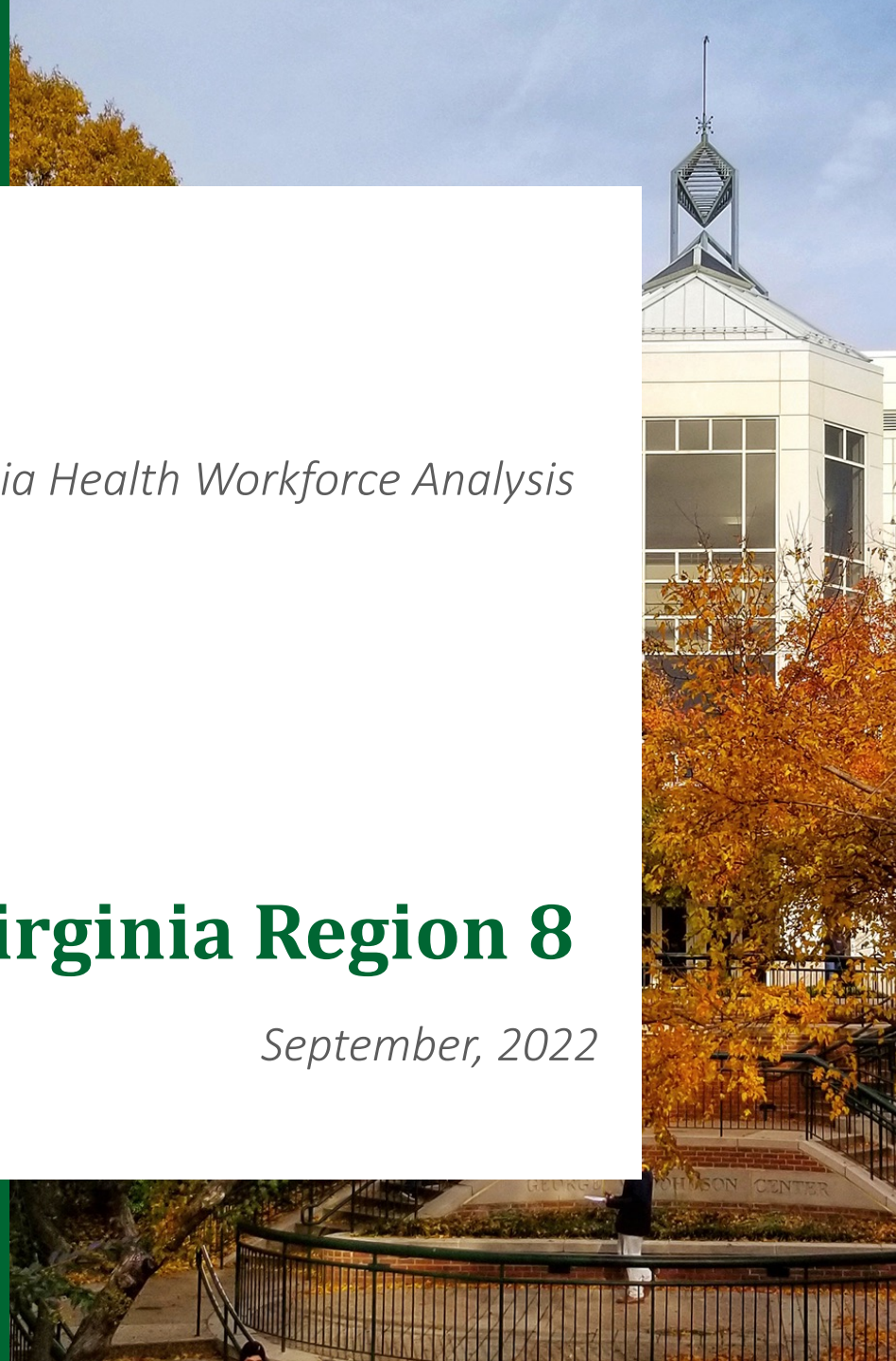




Virginia Health Workforce Analysis

GO Virginia Region 8

September, 2022



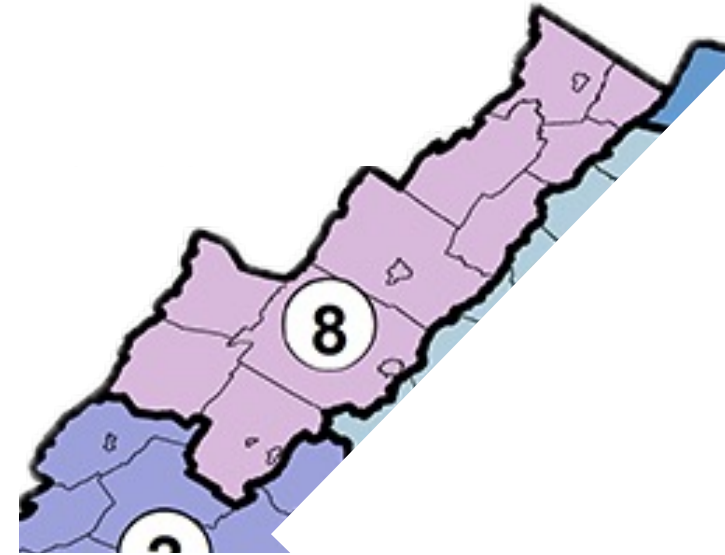
Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 8**, via a review of:

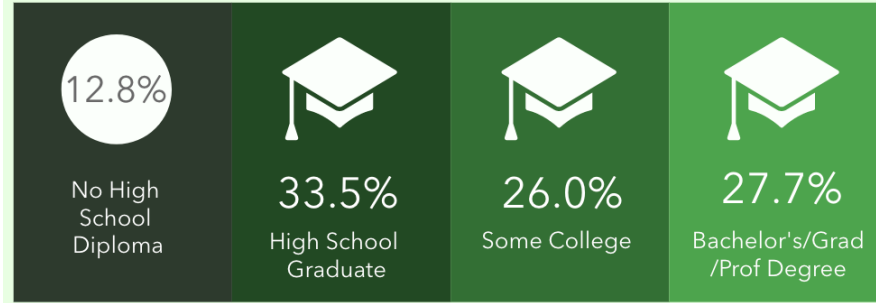
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
 - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
 - Healthcare Support Occupations (SOC 31-0000)
 - Community & Social Service Occupations (SOC 21-0000)
 - Life, Physical, and Social Science Occupations (SOC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

Stakeholder Region

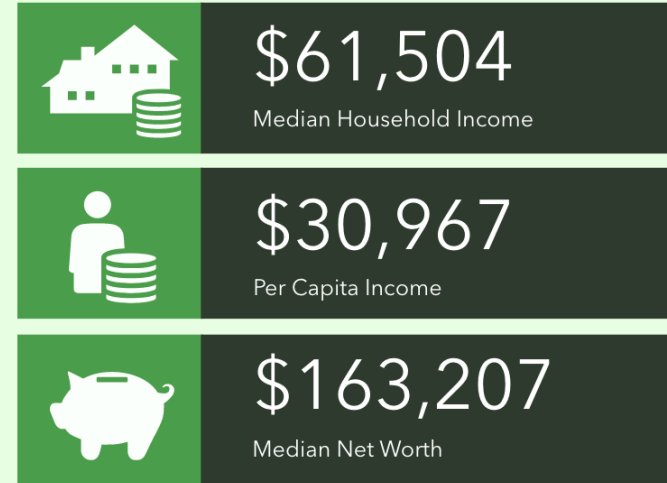
County	Workforce Development Area (WDA) Region	WDA Region
Augusta	Shenandoah Valley	4
Bath	Shenandoah Valley	4
Buena Vista	Shenandoah Valley	4
Clarke	Shenandoah Valley	4
Frederick	Shenandoah Valley	4
Harrisonburg	Shenandoah Valley	4
Highland	Shenandoah Valley	4
Lexington	Shenandoah Valley	4
Page	Shenandoah Valley	4
Rockbridge	Shenandoah Valley	4
Rockingham	Shenandoah Valley	4
Shenandoah	Shenandoah Valley	4
Staunton	Shenandoah Valley	4
Warren	Shenandoah Valley	4
Waynesboro	Shenandoah Valley	4
Winchester	Shenandoah Valley	4



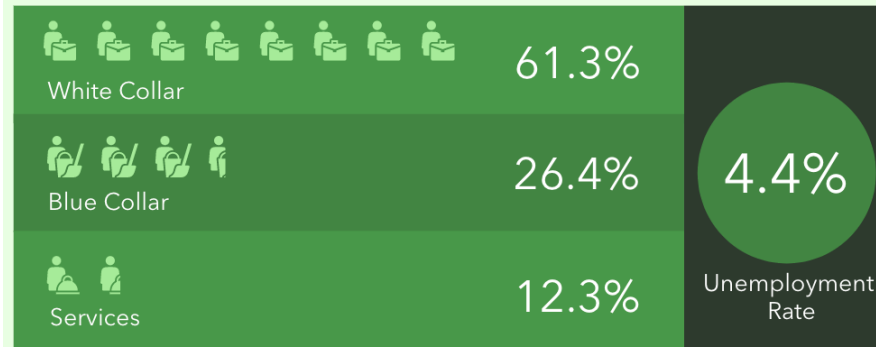
EDUCATION



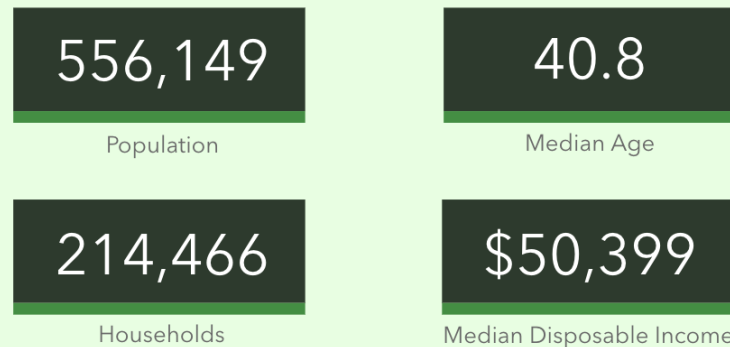
INCOME



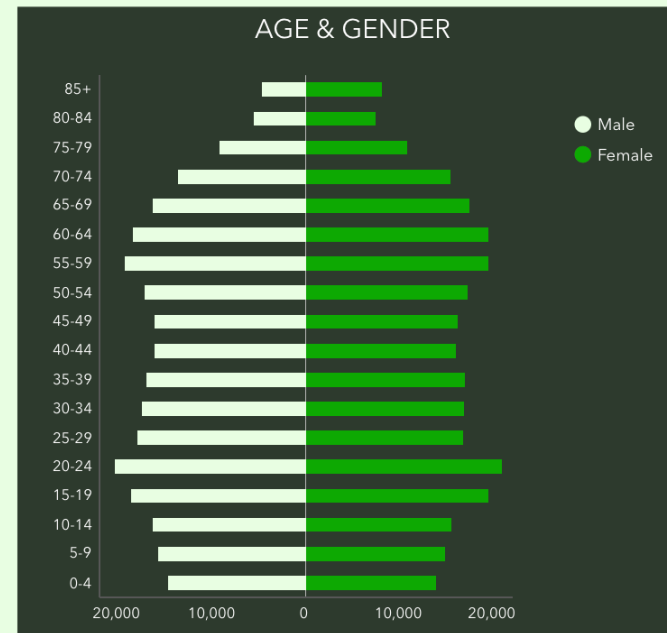
EMPLOYMENT



KEY FACTS



AGE & GENDER



Between **17-37%** of each county population has **HS diploma**

5 of 16 counties have approximately 5-7% of a population with an **education less than HS**

Median age between **24** and **57** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **13 of 16** counties

Median HH income ranges from **\$42,935** and **\$100,323**

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

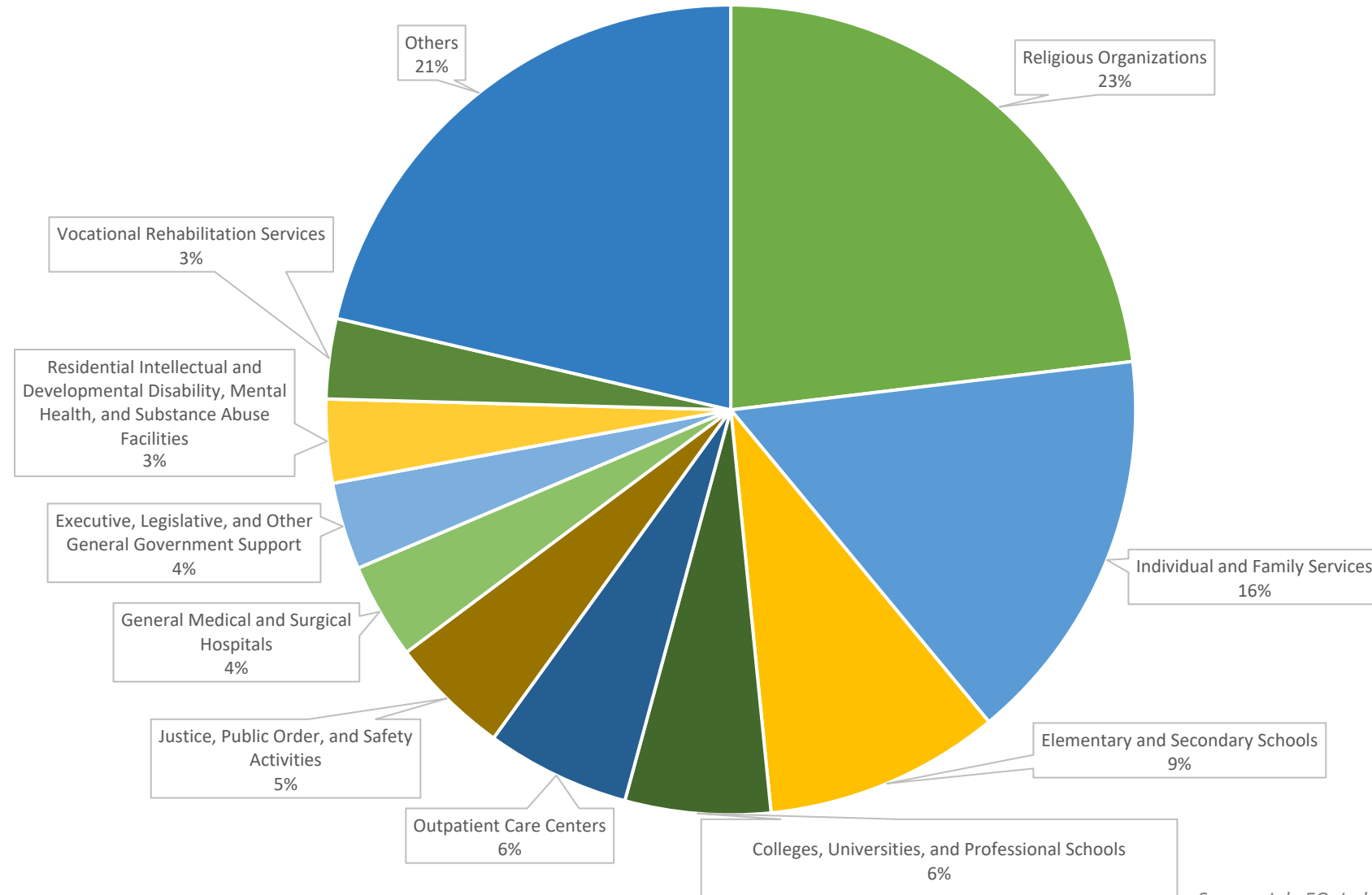
Community & Social Services Occupations (SOC 21-0000)

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

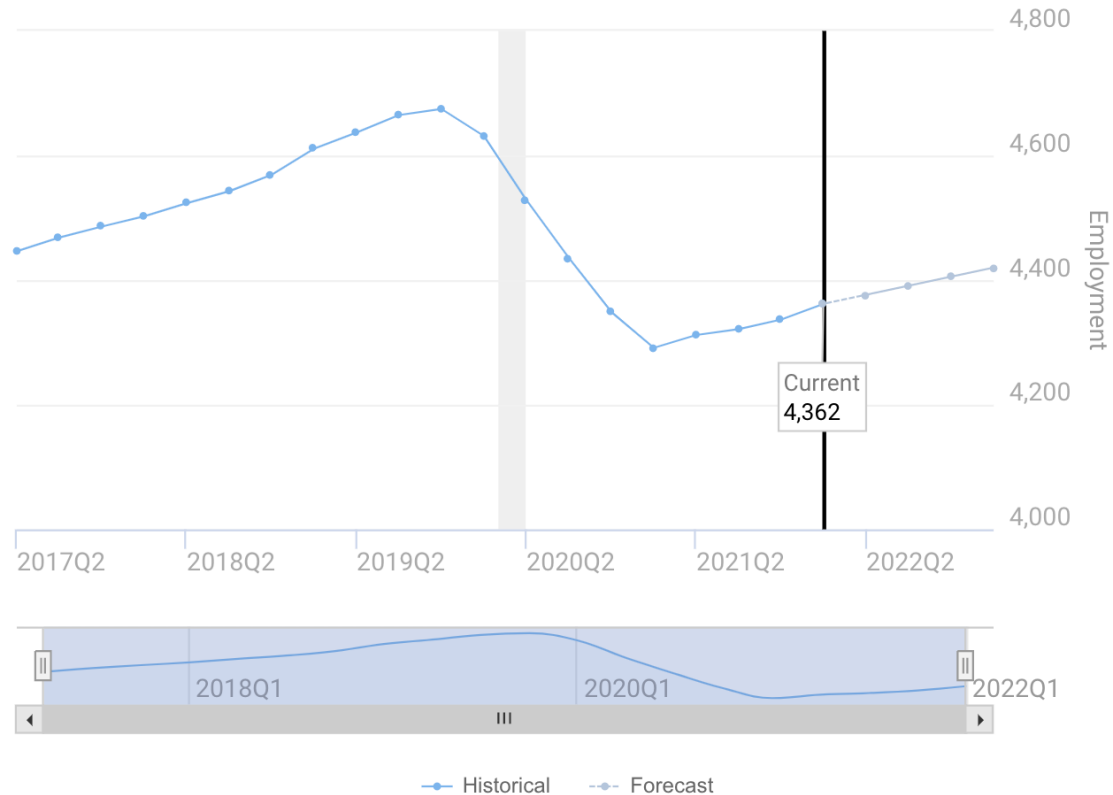
Employment by Industry

% Occupational Employment



Community & Social Service Specialists

Occupation Projections



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

Employed	4,362
5-Year Empl Change	-75
5-Year Ann % Change	-0.3%
1-Year Demand	509
1-Year Exits (left occupation)	159
1-Year Transfers (new job)	293
1-Year Net Growth	57
1-Year Ann % Growth	1.3%
Online Job Ads (last 30 days)	577

- 1-year projected growth almost **0.6%** more than all other occupations (0.7%)
- Job ads represent about **13%** 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	\$50,500	635	1.18	76
Social and Human Service Assistants	\$34,800	576	0.90	80
Educational, Guidance, and Career Counselors and Advisors	\$63,100	520	1.11	55
Clergy	\$48,000	474	1.19	53
Child, Family, and School Social Workers	\$51,300	473	0.90	53
Directors, Religious Activities and Education	\$50,700	417	1.66	53
Mental Health and Substance Abuse Social Workers	\$47,400	217	1.20	22
Healthcare Social Workers	\$56,800	216	0.78	23
Rehabilitation Counselors	\$42,300	176	1.25	18
Probation Officers and Correctional Treatment Specialists	\$43,800	137	1.00	12
Remaining Component Occupations	\$48,800	521	0.69	63
Community and Social Service Occupations	\$49,200	4,362	1.02	509

Top requested occupational certifications: Licensed Professional Counselor, Basic Life Support, Registered Behavior Technician, Certified Rehabilitation Counselor, Licensed Master Social Worker, Board Certified Assistant Behavior Analyst, Certified Lactation Consultant, Accredited Case Manager, Certified Social Worker, Certified Health Education Specialist

Top requested hard skills: Microsoft Office, Personal Computers, Report Writing/Report Preparation, Bilingual, Microsoft Excel, Presentation, Mental Health, Spanish, Home Health Care, Word Processing

Community & Social Service Specialists

Wages

Occupation	Mean	Median	Entry Level	Experienced
Health Education Specialists	\$67,600	\$57,100	\$38,000	\$82,300
Educational, Guidance, and Career Counselors and Advisors	\$63,100	\$61,800	\$41,500	\$73,900
Social Workers, All Other	\$62,900	\$64,200	\$41,200	\$73,700
Healthcare Social Workers	\$56,800	\$56,600	\$41,100	\$64,700
Child, Family, and School Social Workers	\$51,300	\$51,300	\$39,700	\$57,000
Marriage and Family Therapists	\$50,700	\$45,400	\$35,800	\$58,200
Directors, Religious Activities and Education	\$50,700	\$44,700	\$29,900	\$61,000
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$50,500	\$48,800	\$34,300	\$58,600
Community and Social Service Specialists, All Other	\$50,500	\$50,600	\$36,100	\$57,700
Clergy	\$48,000	\$46,100	\$29,400	\$57,300

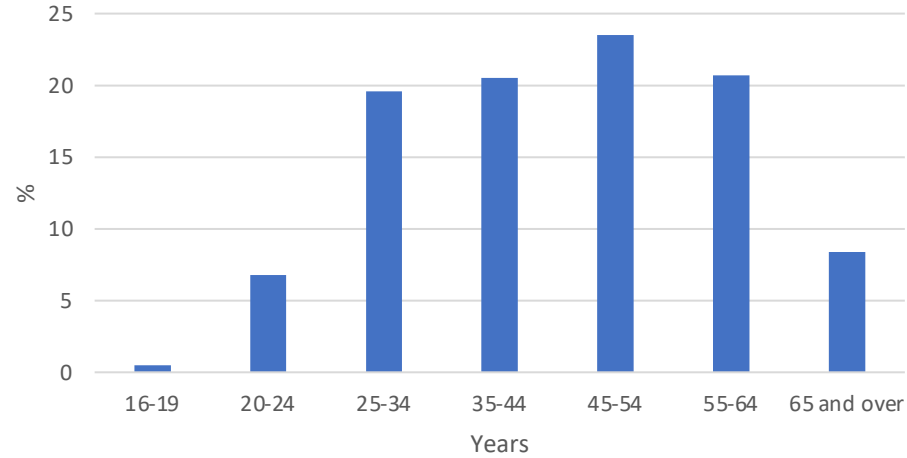
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

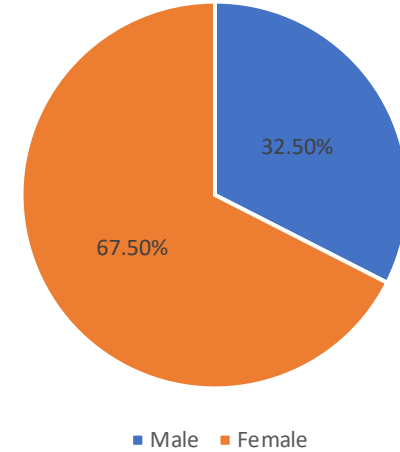
Community & Social Service Specialists

Demographic Characteristics

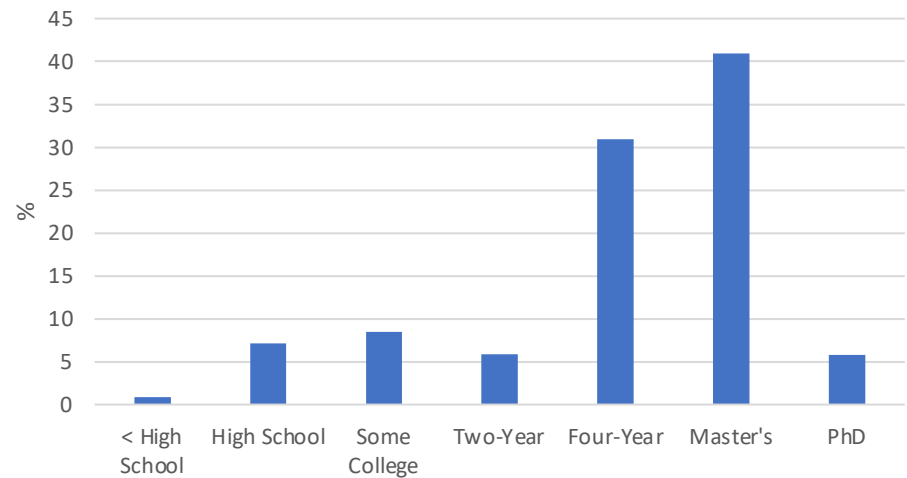
Age Distribution



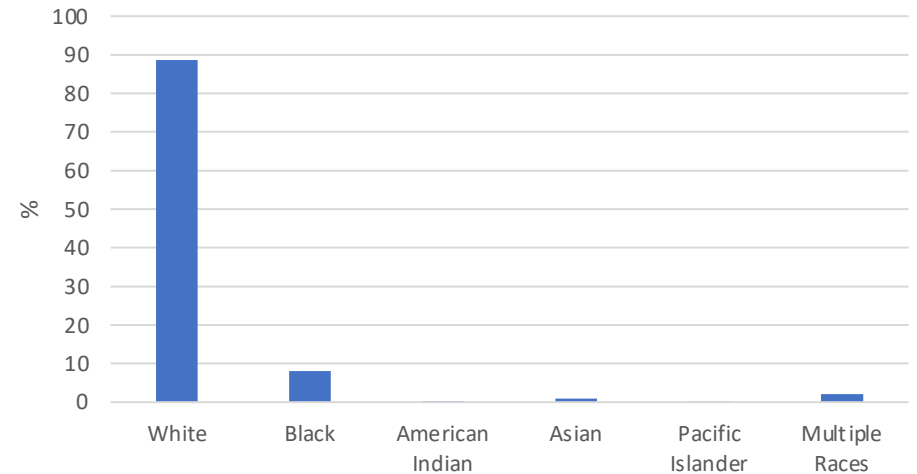
Gender Distribution



Educational Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

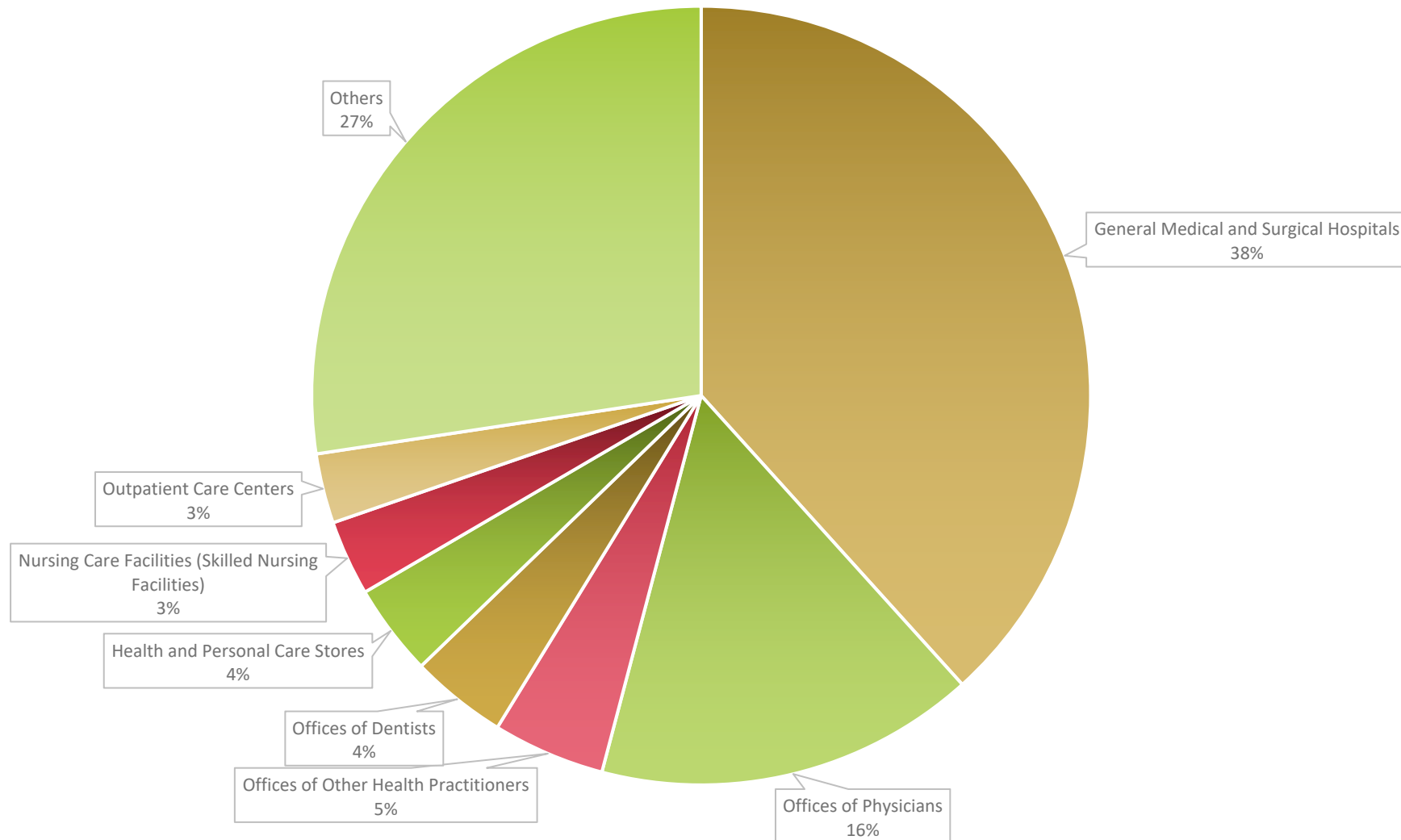
Healthcare Practitioners & Technical Occupations (SOC 29-0000)

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

Healthcare Practitioner & Technical Specialists

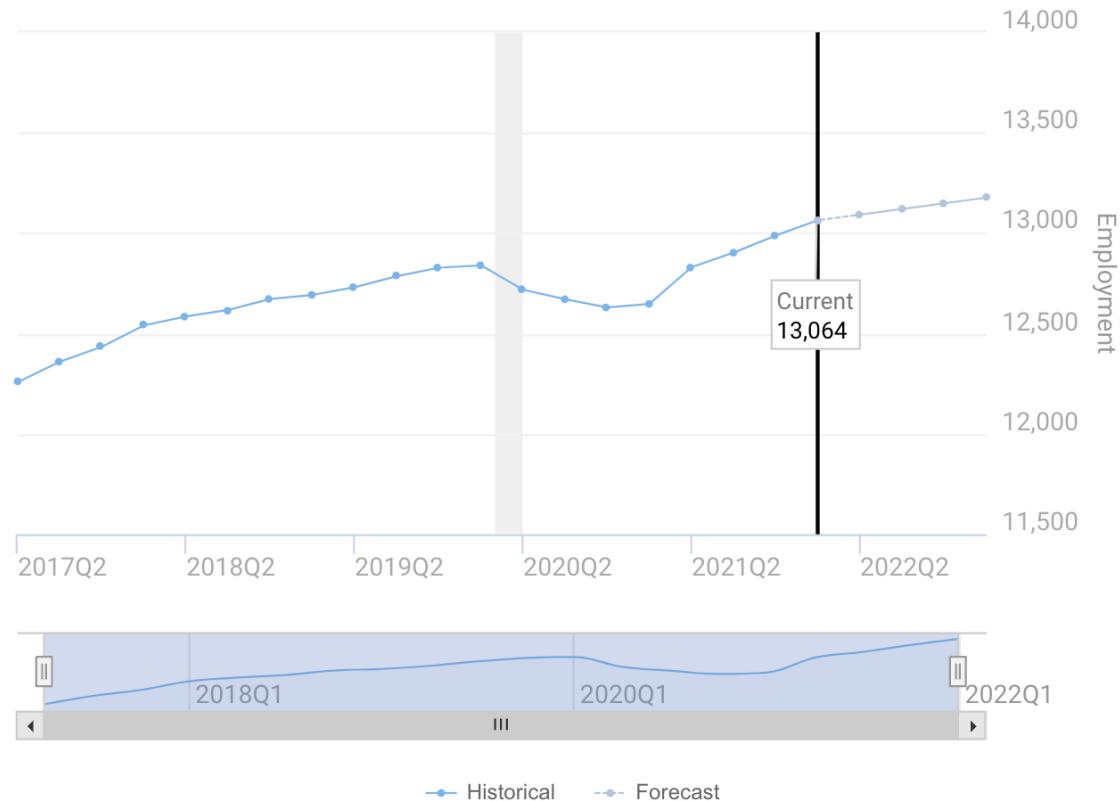
Employment by Industry

% Occupational Employment



Healthcare Practitioner & Technical Specialists¹⁴

Occupation Projections



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

Employed	13,064
5-Year Empl Change	915
5-Year Ann % Change	1.5%
1-Year Demand	847
1-Year Exits (left occupation)	339
1-Year Transfers (new job)	397
1-Year Net Growth	111
1-Year Ann % Growth	0.8%
Online Job Ads (last 30 days)	2,711

- 1-year projected growth almost **0.1%** more than all other occupations (0.7%)
- Job ads represent about **21%** 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	\$71,800	4,304	0.90	255
Licensed Practical and Licensed Vocational Nurses	\$47,000	1,037	1.05	89
Pharmacy Technicians	\$35,400	624	0.92	45
Pharmacists	\$124,500	439	0.88	14
Physical Therapists	\$87,800	400	1.06	25
Physicians, All Other	\$216,700	394	0.92	13
Nurse Practitioners	\$105,000	367	0.97	37
Radiologic Technologists and Technicians	\$59,600	314	0.92	24
Dental Hygienists	\$77,300	289	0.88	21
Medical Records Specialists	\$48,200	241	0.84	18
Remaining Component Occupations	\$100,600	4,654	0.93	301
Healthcare Practitioners and Technical Occupations	\$85,300	13,064	0.93	847

Top requested occupational certifications: Basic Life Support, Registered Nurse, Emergency Nursing Pediatric Course, Neonatal Resuscitation Program, Licensed Practical Nurse, Pediatric Advanced Life Support, American Registry of Radiologic Technologies Certification, Certified Hospice and Palliative Nurse, Medical Laboratory Technician, Registered Behavior Technician

Top requested hard skills: Long-Term Care, Cash Registers, Critical Care, Retail Sales, Working with Children, Spanish, Microsoft Word, Electronic Health Record, Pediatrics, Home Health Care

Healthcare Practitioner & Technical Specialists ¹⁶

Wages

Occupation	Mean	Median	Entry Level	Experienced
Cardiologists	\$332,800	\$311,100	\$192,800	\$402,800
Radiologists	\$322,200	\$223,300	\$122,200	\$422,200
Emergency Medicine Physicians	\$300,200	\$255,600	\$145,300	\$377,700
Orthodontists	\$286,100	\$221,800	\$126,300	\$365,900
Anesthesiologists	\$284,100	\$228,900	\$139,200	\$356,600
Dermatologists	\$280,400	\$200,800	\$121,400	\$359,800
Oral and Maxillofacial Surgeons	\$272,200	\$222,200	\$121,000	\$347,800
Ophthalmologists, Except Pediatric	\$271,600	\$210,900	\$128,500	\$343,100
Pediatric Surgeons	\$265,400	\$201,000	\$121,100	\$337,600
Obstetricians and Gynecologists	\$262,200	\$224,500	\$130,400	\$328,000

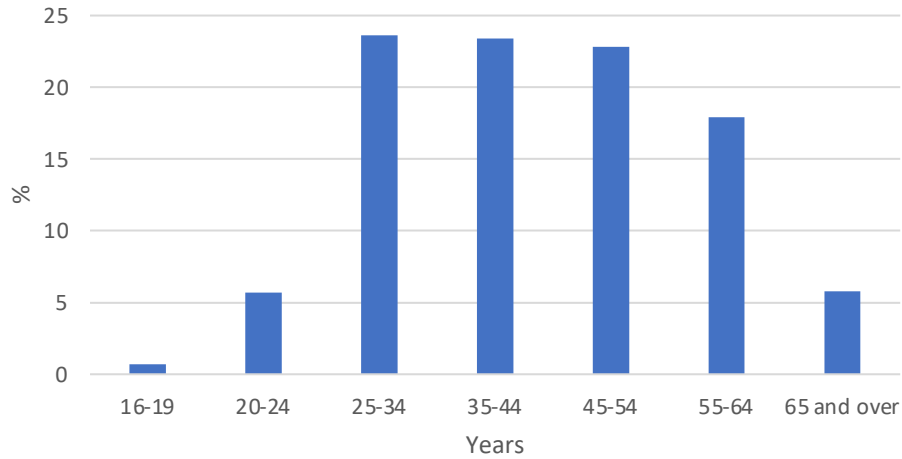
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

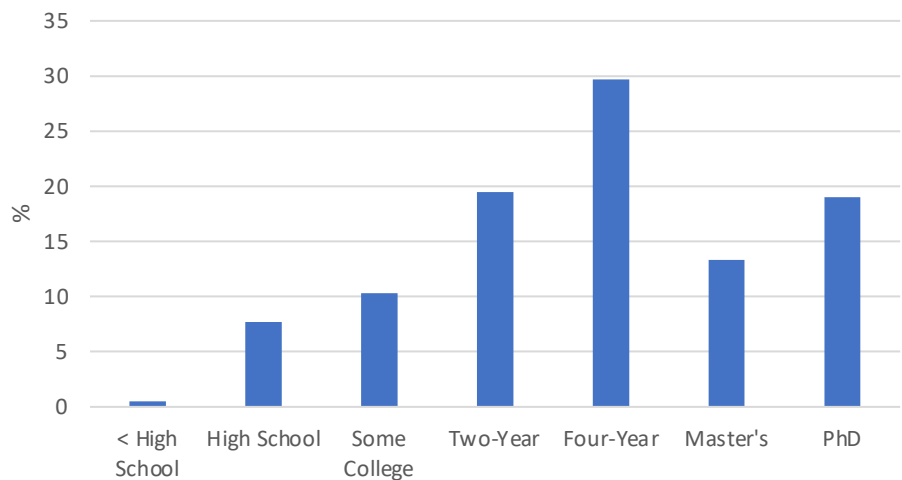
Healthcare Practitioner & Technical Specialists ¹⁷

Demographic Characteristics

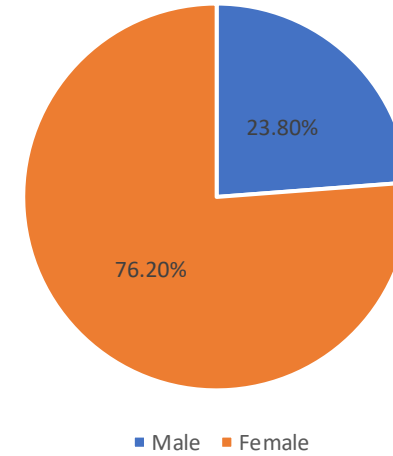
Age Distribution



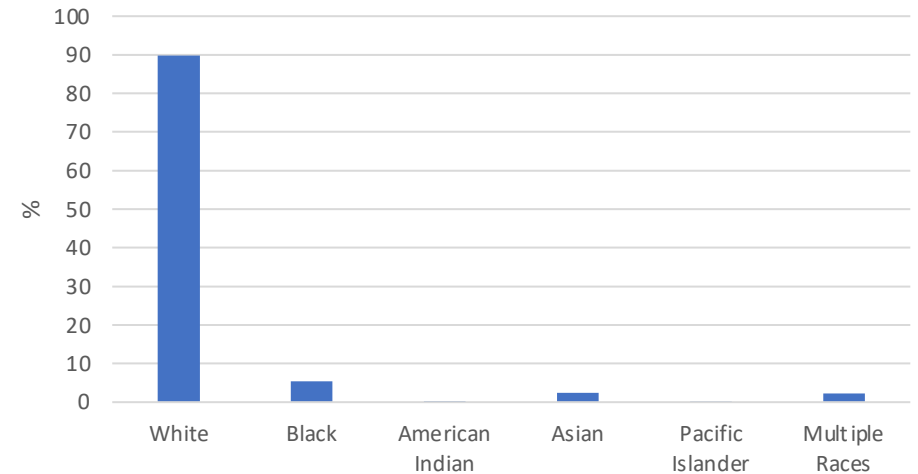
Educational Attainment



Gender Distribution



Race Distribution



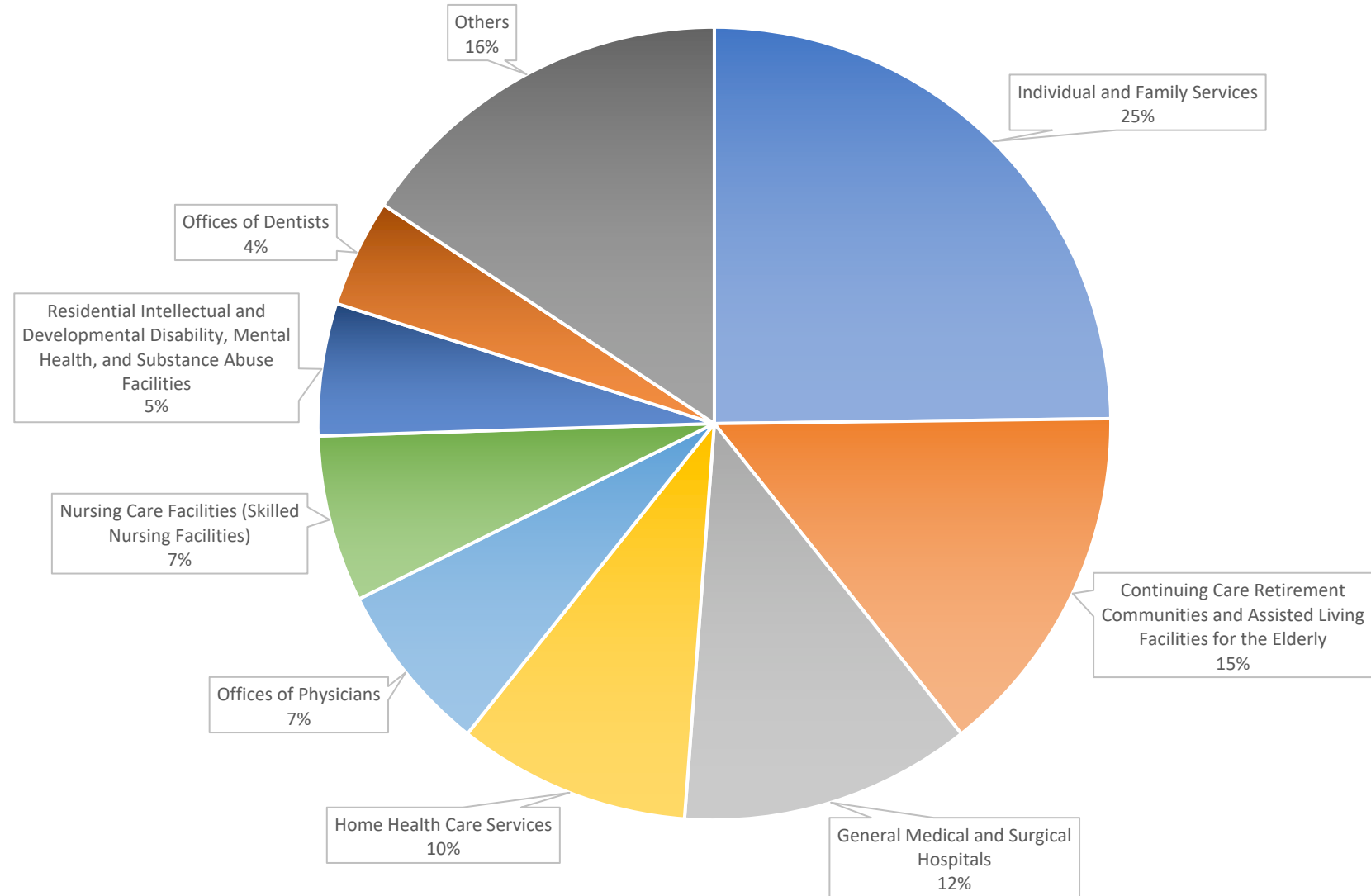
Source: JobsEQ, Data as of 2022Q1.

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

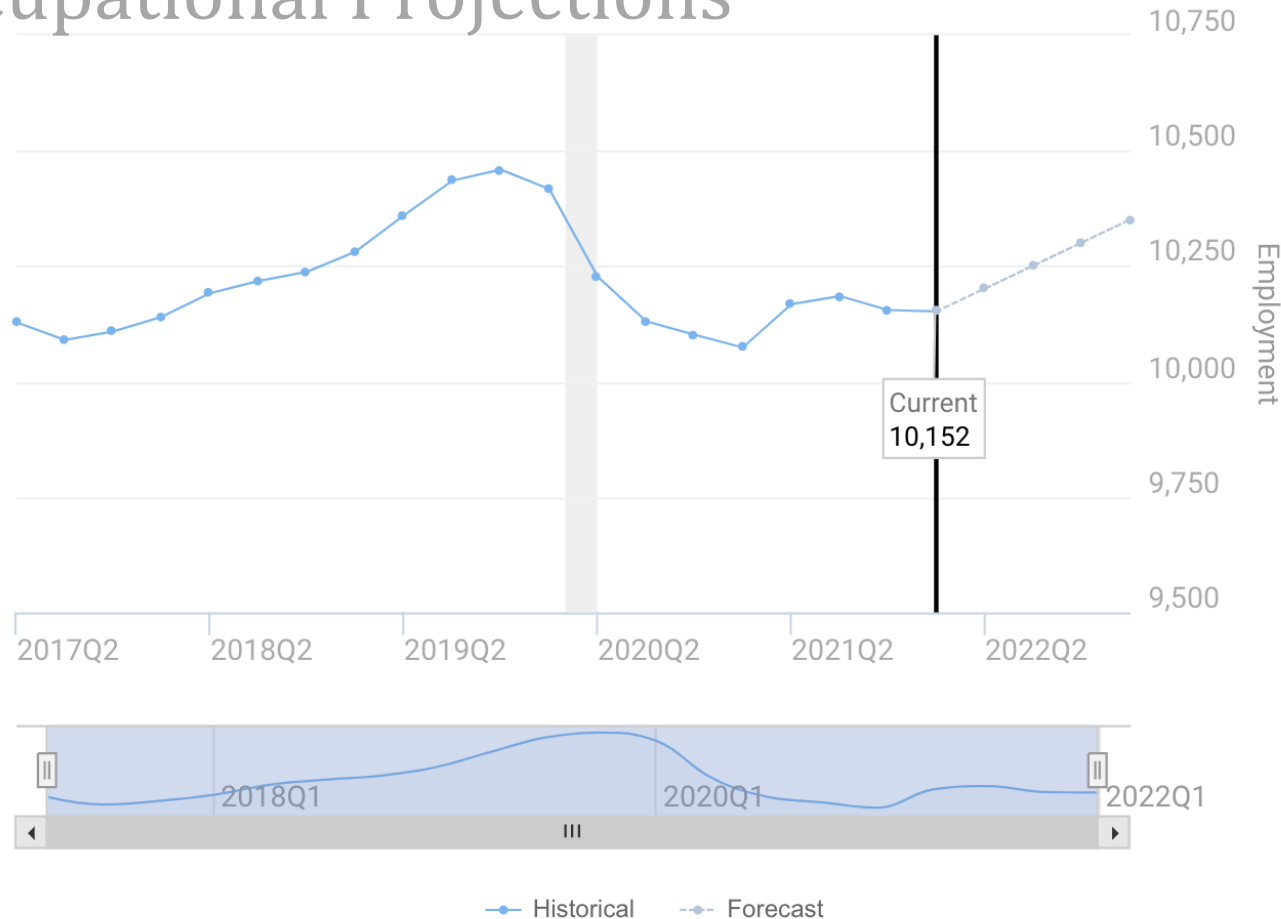
Health Support Occupations

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	10,152
5-Year Empl Change	-67
5-Year Ann % Change	-0.1%
1-Year Demand	1,570
1-Year Exits (left occupation)	672
1-Year Transfers (new job)	702
1-Year Net Growth	197
1-Year Ann % Growth	1.9%
Online Job Ads (last 30 days)	1,717

- 1-year projected growth almost **1.2%** more than all other occupations (0.7%)
- Job ads represent about **17%** 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	\$23,900	3,761	0.92	674
Nursing Assistants	\$29,900	2,372	1.17	314
Home Health Aides	\$23,900	1,325	0.92	199
Medical Assistants	\$35,100	911	0.79	124
Dental Assistants	\$39,400	470	0.86	60
Veterinary Assistants and Laboratory Animal Caretakers	\$28,100	257	1.60	47
Physical Therapist Assistants	\$54,700	180	1.24	29
Massage Therapists	\$45,200	160	0.72	24
Phlebotomists	\$34,700	149	0.70	21
Psychiatric Aides	\$33,500	109	1.64	12
Remaining Component Occupations	\$37,500	458	0.89	64
Healthcare Support Occupations	\$28,900	10,152	0.95	1,570

Top requested occupational certifications: Certified Nursing Assistance, Medical Assistant Certification, Basic Life Support, Certified Home Health Aide, Registered Nurse, Emergency Medical Technician, National Phlebotomy Association Certified Phlebotomist, Certified Dental Assistant, Registered Dental Assistant, Emergency Medical Technician

Top requested hard skills: Caregiving, Medication Administration, Microsoft Excel, Sales, Food Preparation, Medical Terminology, Bilingual, Electrocardiogram, JavaScript, Dental Assisting

Health Support Occupations

Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$61,500	\$59,300	\$48,100	\$68,200
Physical Therapist Assistants	\$54,700	\$56,700	\$34,300	\$64,800
Massage Therapists	\$45,200	\$42,600	\$25,300	\$55,200
Healthcare Support Workers, All Other	\$39,800	\$36,800	\$28,100	\$45,700
Dental Assistants	\$39,400	\$37,700	\$31,100	\$43,500
Medical Equipment Preparers	\$36,300	\$34,900	\$28,400	\$40,300
Medical Assistants	\$35,100	\$35,000	\$29,200	\$38,100
Occupational Therapy Aides	\$34,700	\$29,900	\$24,500	\$39,900
Phlebotomists	\$34,700	\$34,100	\$27,700	\$38,200
Psychiatric Aides	\$33,500	\$29,700	\$27,600	\$36,400

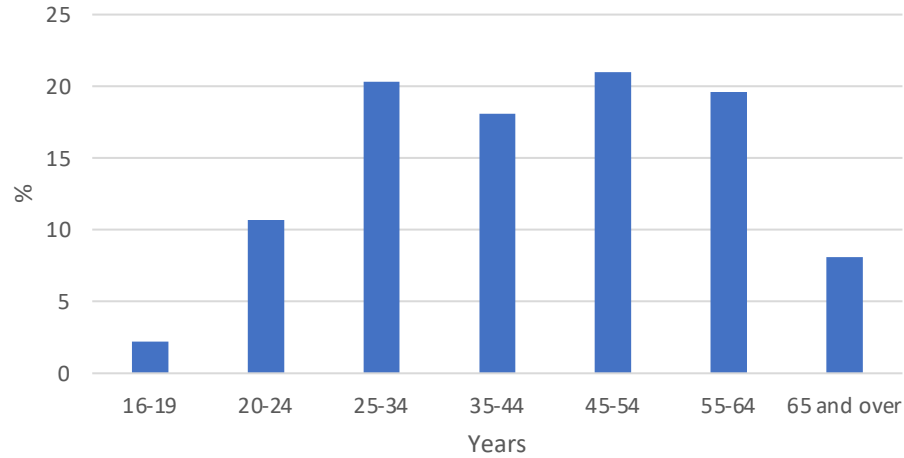
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

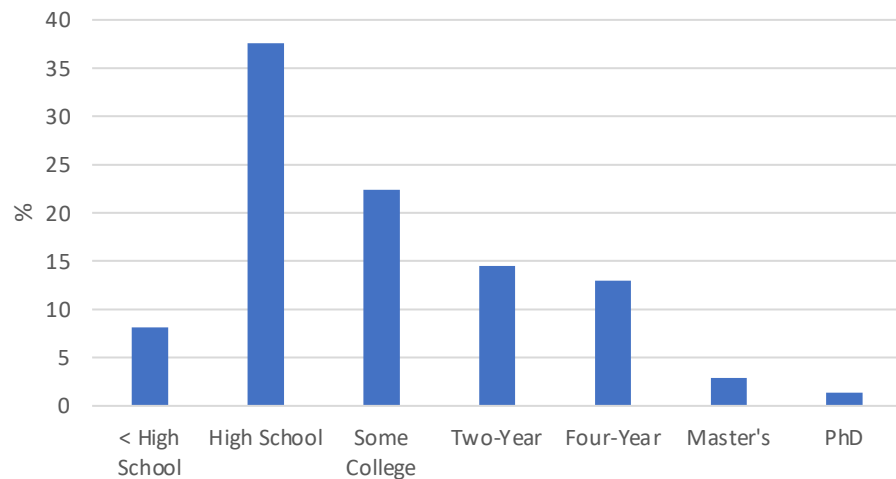
Health Support Occupations

Demographic Characteristics

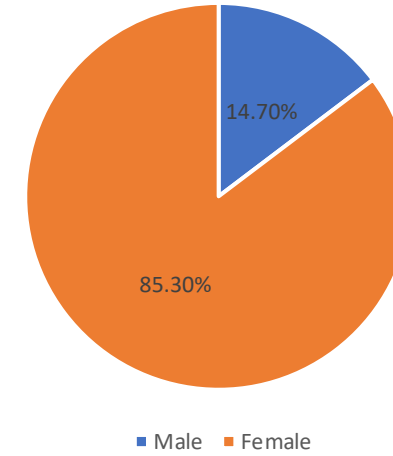
Age Distribution



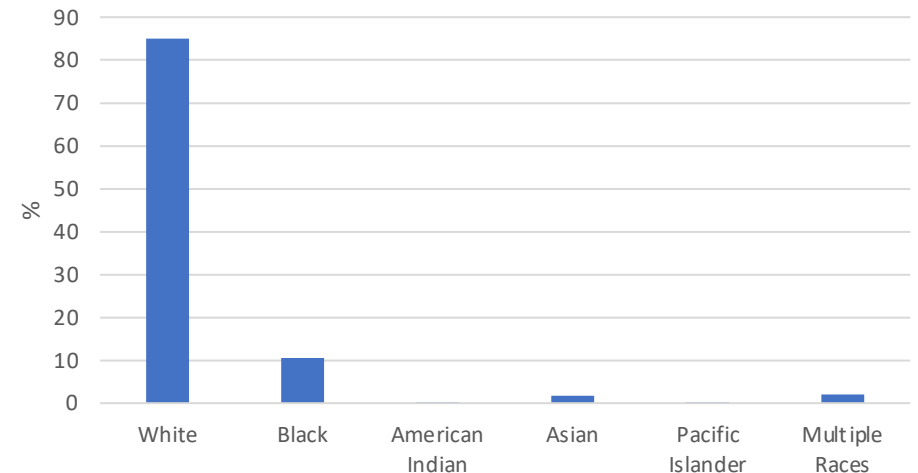
Educational Attainment



Gender Distribution



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

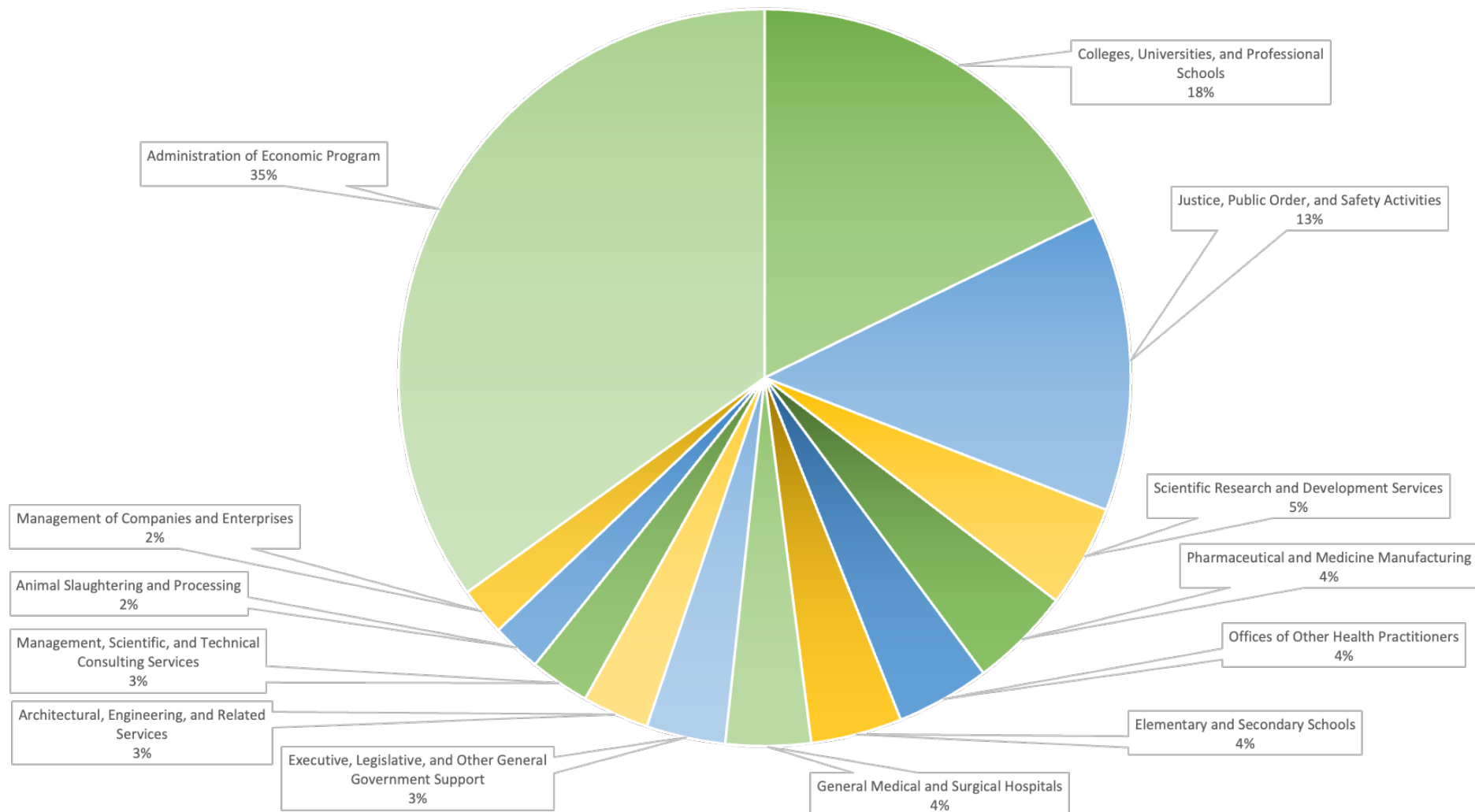
Life, Physical, and Social Sciences Occupations (SOC 19-0000)

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

Life, Physical, & Social Sciences

Employment by Industry

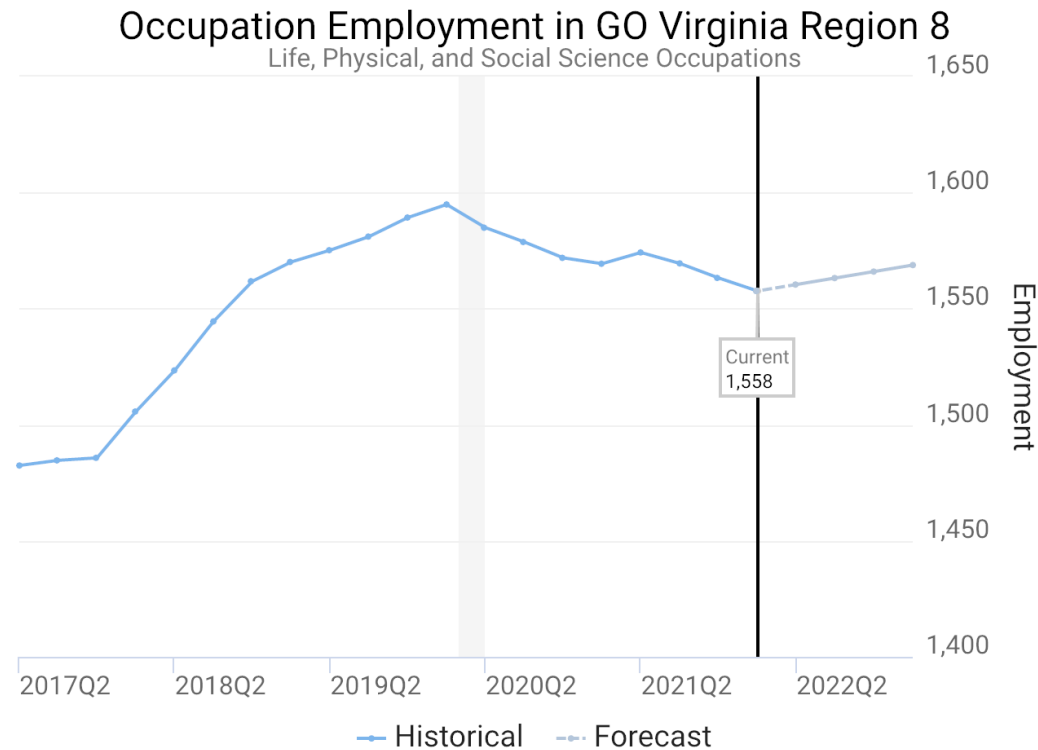
% of Occupational Employment



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

Life, Physical, & Social Sciences

Occupation Projections



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

Employed	1,558
5-Year Empl Change	75
5-Year Ann % Change	1.0
1-Year Demand	152
1-Year Exits (left occupation)	34
1-Year Transfers (new job)	107
1-Year Net Growth	11
1-Year Ann % Growth	0.7
Online Job Ads (last 30 days)	162

- 1-year projected growth **equal to** all other occupations (0.7%)
- Job ads represent about **9.7%** 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
Occupational Health and Safety Specialists	\$70,100	\$63,700	1.07	14
Medical Scientists, Except Epidemiologists	\$99,200	\$79,000	0.67	10
Social Scientists and Related Workers, All Other	\$91,800	\$89,900	1.66	9
Chemists	\$82,800	\$78,700	0.69	9
Clinical and Counseling Psychologists	\$96,700	\$85,000	0.83	6
Biological Technicians	\$46,400	\$42,700	0.61	10
Environmental Scientists and Specialists, Including Health	\$75,900	\$69,200	0.61	8
School Psychologists	\$79,800	\$74,100	0.74	5
Life, Physical, and Social Science Technicians, All Other	\$50,900	\$47,400	0.59	8
Psychologists, All Other	\$93,200	\$96,900	0.66	4
Remaining Component Occupations	\$72,900	\$68,600	0.74	68

Top requested occupational certifications: Certified Safety Professional, Certification in Cardiopulmonary Resuscitation, Secret Clearance, Basic Life Support, Clinical Chemistry, First Aid Certification, Licensed Clinical Social Worker, Licensed Professional Counselor, Medical Physics, Certified Arborist

Top requested hard skills: Microsoft Office, Microsoft Excel, Microsoft PowerPoint, Microsoft Outlook, Data Analysis, High Pressure Liquid Chromatograph, Technical Writing, Teaching/Training, Presentation, Python

Life, Physical, & Social Sciences

Wages

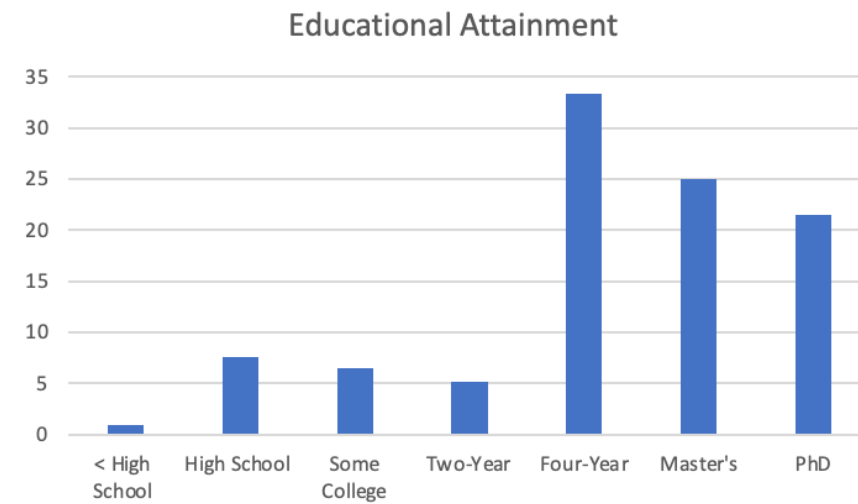
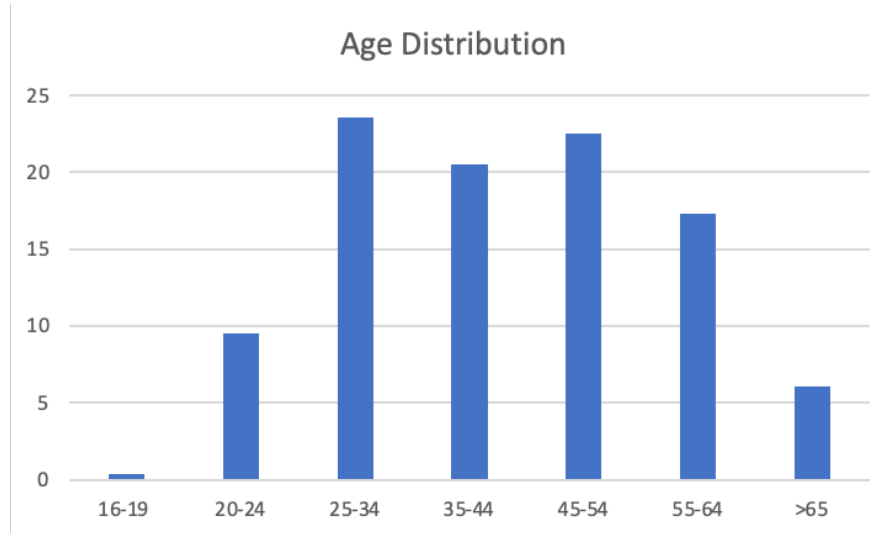
Occupation	Mean	Median	Entry Level	Experienced
Astronomers	\$129,700	\$120,200	\$65,900	\$161,500
Physicists	\$121,400	\$122,700	\$78,000	\$143,100
Physical Scientists, All Other	\$117,300	\$114,400	\$75,000	\$138,500
Political Scientists	\$116,000	\$124,300	\$74,300	\$136,900
Biochemists and Biophysicists	\$111,800	\$108,400	\$73,700	\$130,800
Economists	\$108,100	\$98,300	\$63,400	\$130,400
Atmospheric and Space Scientists	\$102,100	\$96,000	\$62,900	\$121,700
Industrial-Organizational Psychologists	\$102,000	\$82,900	\$63,900	\$121,100
Medical Scientists, Except Epidemiologists	\$99,200	\$79,000	\$51,500	\$123,000
Clinical and Counseling Psychologists	\$96,700	\$85,000	\$55,800	\$117,200

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

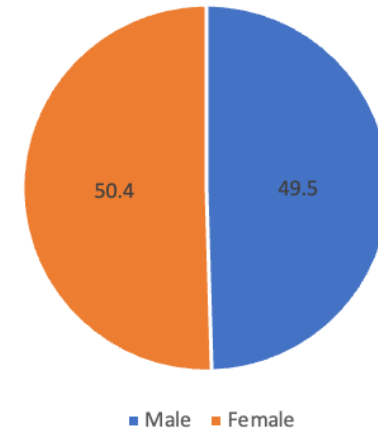
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)

Life, Physical, & Social Sciences

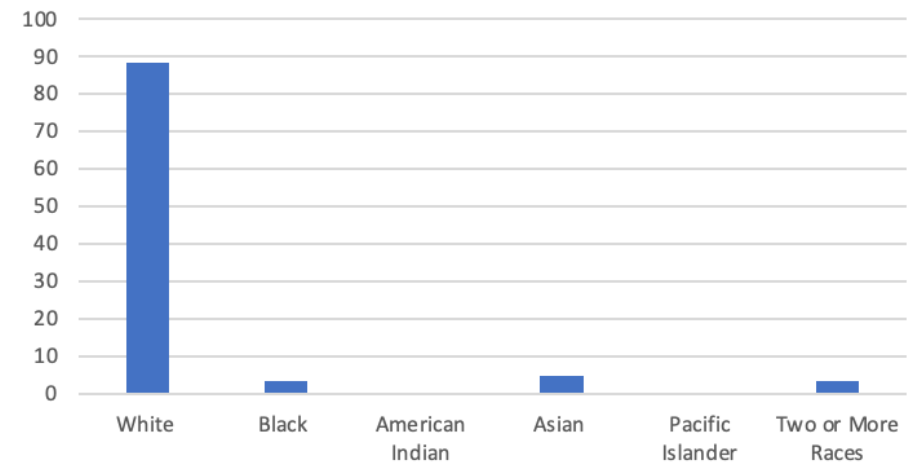
Demographic Characteristics



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	Health & Medical Sciences Dual Enrollment	Health and Medical Sciences Exploratory	Health Assistant I	Health Assistant II	Health Assistant II (Psychiatric Aide)	Health Assisting Careers	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Medical Assistant I	Medical Assistant II	Medical Interventions (PLTW)	Medical Laboratory Technology I	Medical Laboratory Technology II	Medical Systems Administration	Medical Terminology	Mental Health Assisting Careers	Nurse Aide I	Nurse Aide II	Patient Care Technician	Pharmacy Technician II	Practical Nursing II	Sports Medicine I	Sports Medicine II	
2019													1	29	1	1												
# Courses																												
# Students																												
2018			5	2	3								3	1	1	1		4	1	2	6	6		1		1	1	
# Courses																												
# Students			44	3	23								74	2		13	23		23	13	43	100	63		1		17	5
2017			4		3		1			1			6		2	1	1	4	1	2	3	6	1			1	1	
# Courses																												
# Students			32		15		4			1			82		24	19	12	13	12	30	79	103	3			32	1	
2016			5		3		2								2	2		2	2	1	3	7	1			2		
# Courses																												
# Students			45		18		7								33	23		3	12	19	69	84	8			3		
2015			4	1	3										1	1	2	2	2	3	2	5				1		
# Courses																												
# Students			34	1	13									8	15	8	8	13	18	35	66	75					1	
2014			4		3						1	3			1			2	1	3	3	5		2				
# Courses																												
# Students			40		29						9	44			15			23	26	39	64	49		6				
2013			4	1	3	2						4						2		3	2	4		3				
# Courses																												
# Students			35	7	4	10						154						113		32	63	46		6				
2012			4	1	1													2		2	2	5						
# Courses																												
# Students			35	10	5													112		30	60	43						
2011	3	2			2			1		3		1						3			2	5						
# Courses																												
# Students	35	19			26		19		24		33							200			55	54						
2010	2	3			4		2	1	3									5			3	4						
# Courses																												
# Students	31	27			20		3	33	20									121			56	42						
2009			3		4				3									3			2	3			1			
# Courses																												
# Students			30		34				21									60			57	52			1			
2008			2	1	3			1	2									2				5						
# Courses																												
# Students			17	1	27			18	41									20				72						

Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
James Madison University		252		\$18,592
Eastern Mennonite University		135		\$22,766
Lord Fairfax Community College	120			\$6,320
Shenandoah University		109		\$31,089
Blue Ridge Community College	77			\$9,942
Mary Baldwin University		18		\$18,741
Total	197	514	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:

P.J. Maddox, EdD, MSN, RN, Principal Investigator

Co-Director, Center for Health Workforce

Professor and Chair, Department of Health Administration

George Mason University

pmaddox@gmu.edu

Tammie M. Jones, PhD, Research Manager

Health Services Researcher, Center for Health Workforce

George Mason University

tjones48@gmu.edu

<https://vahlthwf.gmu.edu/>