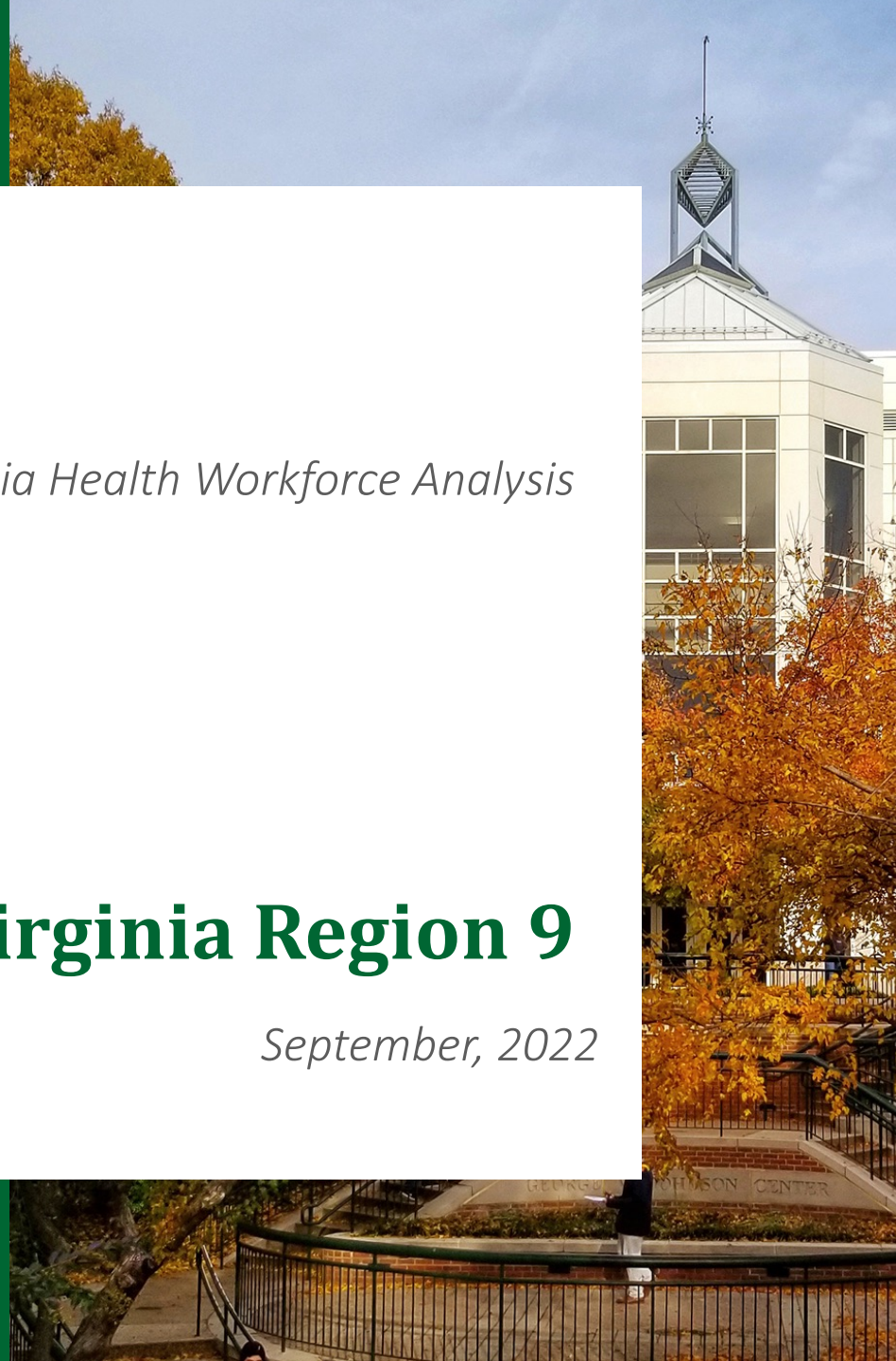




*Virginia Health Workforce Analysis*

# **GO Virginia Region 9**

*September, 2022*



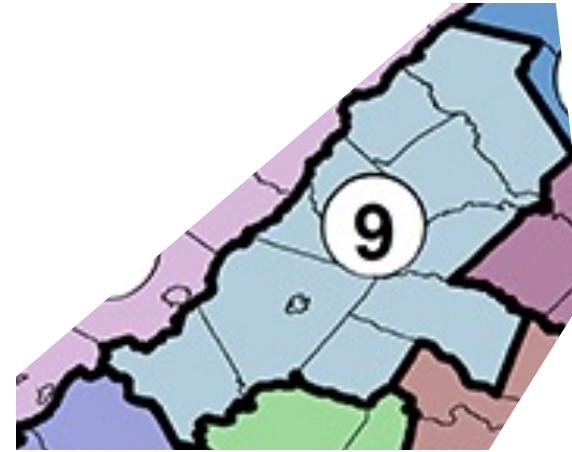
# Purpose

Provide a regional workforce analysis on health and human services related occupations in **GO Virginia Region 9**, via a review of:

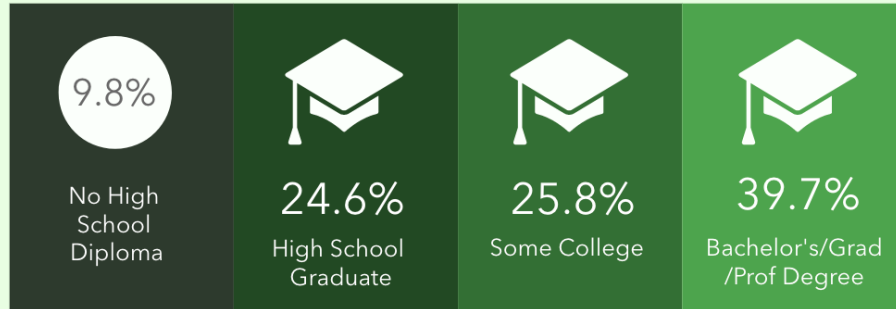
- Regional demographic profile
- Health workforce demand with 2022 Q1 estimates
  - Healthcare Practitioners & Technical Occupations (SOC 29-0000)
  - Healthcare Support Occupations (SOC 31-0000)
  - Community & Social Service Occupations (SOC 21-0000)
  - Life, Physical, and Social Science Occupations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

# Stakeholder Region

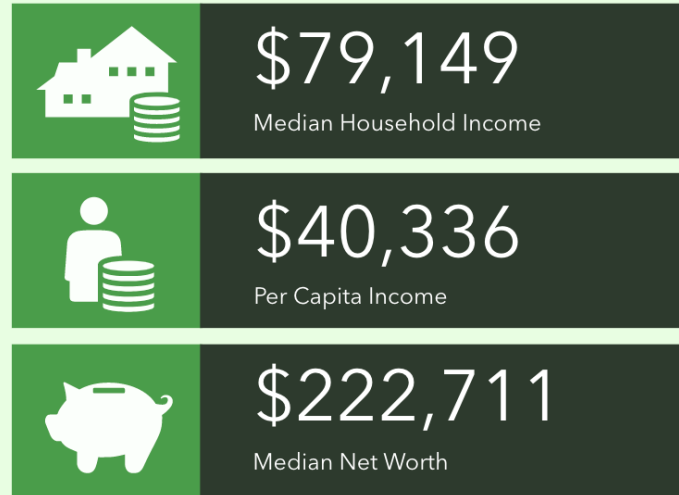
County	Workforce Development Area (WDA) Region	WDA Region
Albemarle	Piedmont Workforce Network	6
Charlottesville	Piedmont Workforce Network	6
Culpeper	Piedmont Workforce Network	6
Fauquier	Piedmont Workforce Network	6
Fluvanna	Piedmont Workforce Network	6
Greene	Piedmont Workforce Network	6
Louisa	Piedmont Workforce Network	6
Madison	Piedmont Workforce Network	6
Nelson	Piedmont Workforce Network	6
Orange	Piedmont Workforce Network	6
Rappahannock	Piedmont Workforce Network	6



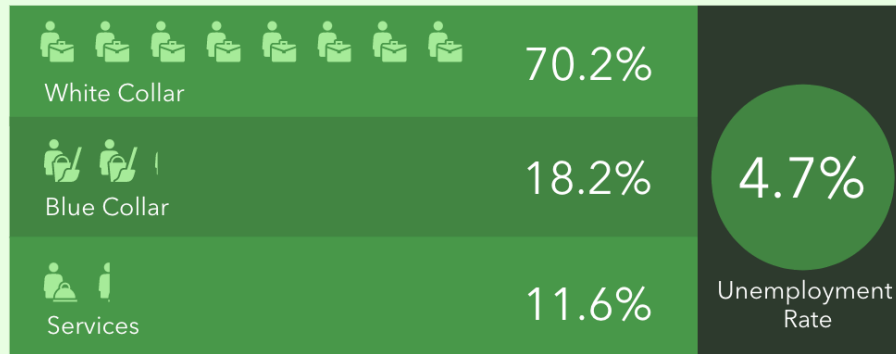
EDUCATION



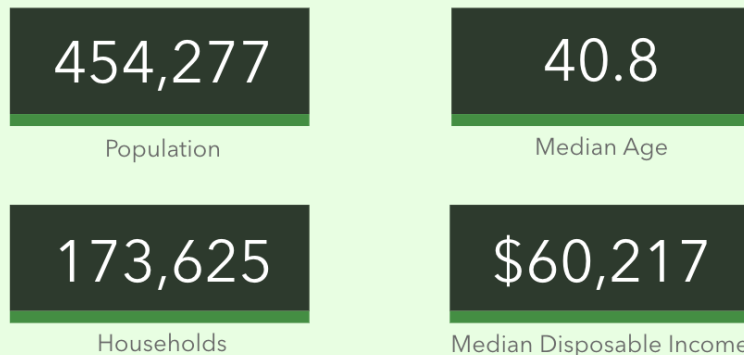
INCOME



EMPLOYMENT



KEY FACTS



AGE & GENDER



Between **12-31%** of each county population has **HS diploma**

**5 of 11** counties have approximately 4-5% of a population with an **education less than HS**

Median age between **29** and **51** years old

Median HH income is **BELOW** Virginia median (\$74,222) in **4 of 11** counties

Median HH income ranges from **\$61,663** and **\$110,753**

# Major Occupation Groups

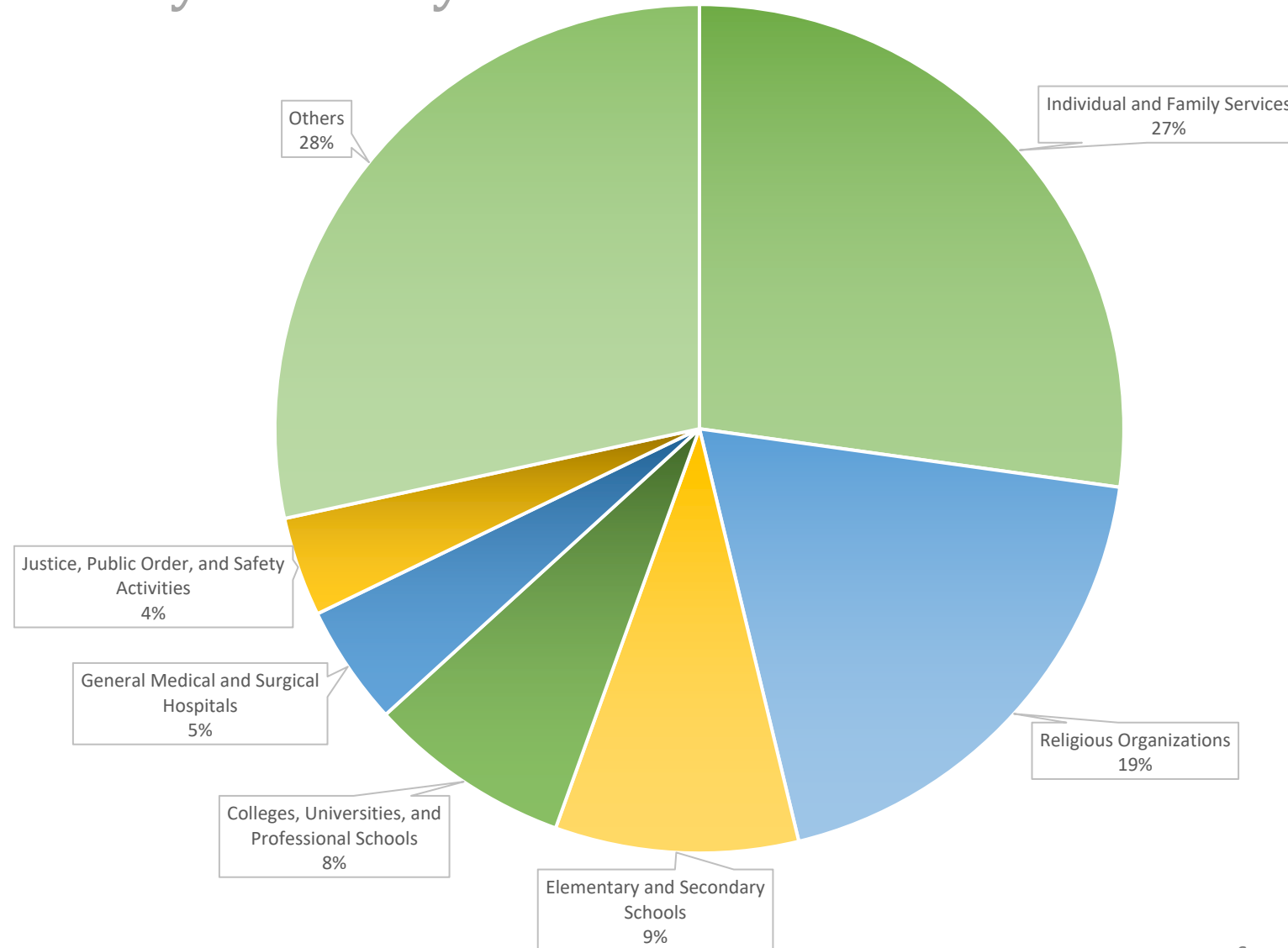
- Community and Social Service Occupations (SOC 21-0000)
  - Community health workers, counselors, social workers, social and human services assistants
- Healthcare Practitioners and Technical Occupations (SOC 29-0000)
  - Practitioners: physicians, nurse practitioners, and physician assistants
  - Technical: 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

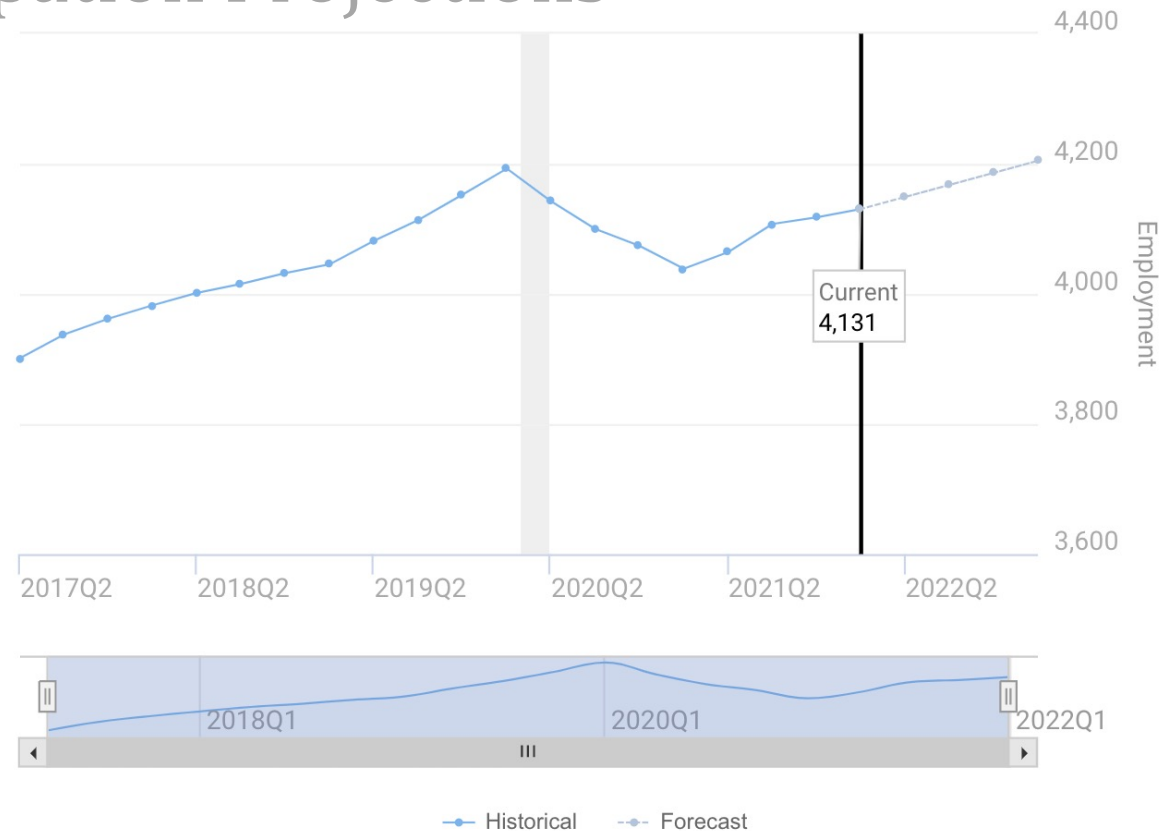
# Community & Social Service Specialists

## 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	<b>4,131</b>
5-Year Empl Change	<b>256</b>
5-Year Ann % Change	<b>1.3%</b>
1-Year Demand	<b>508</b>
1-Year Exits (left occupation)	<b>152</b>
1-Year Transfers (new job)	<b>283</b>
1-Year Net Growth	<b>74</b>
1-Year Ann % Growth	<b>1.8%</b>
Online Job Ads (last 30 days)	<b>434</b>

- 1-year projected growth almost **0.9%** more than all other occupations (0.9%)
- 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
Social and Human Service Assistants	\$37,500	602	1.22	89
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$51,600	588	1.41	79
Educational, Guidance, and Career Counselors and Advisors	\$62,800	565	1.56	62
Child, Family, and School Social Workers	\$54,700	556	1.37	67
Clergy	\$49,900	372	1.21	41
Directors, Religious Activities and Education	\$55,700	326	1.67	41
Healthcare Social Workers	\$62,300	233	1.09	24
Mental Health and Substance Abuse Social Workers	\$48,100	149	1.07	17
Community and Social Service Specialists, All Other	\$51,200	139	1.28	18
Probation Officers and Correctional Treatment Specialists	\$46,200	117	1.11	11
Remaining Component Occupations	\$48,500	482	0.84	59
Community and Social Service Occupations	\$51,600	4,131	1.25	508

**Top requested occupational certifications:** Licensed Professional Counselor, Licensed Clinical Social Worker, Qualified Development Disability Professionals, Licensed Master Social Worker, Registered Behavior Technician, AED Essentials, Certified Lactation Consultant, Board Certified Assistant Behavior Analyst, Accredited Case Manager, Certified Case Manager

**Top requested hard skills:** Microsoft Office, Bilingual, Working with Children, Mental Health, Spanish, Microsoft Outlook, Personal Computers, Microsoft Excel, Word Processing, Report Writing/Report Preparation

# Community & Social Service Specialists

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Health Education Specialists	\$67,100	\$66,800	\$48,300	\$76,400
Social Workers, All Other	\$65,700	\$67,500	\$43,300	\$76,900
Educational, Guidance, and Career Counselors and Advisors	\$62,800	\$62,400	\$46,800	\$70,800
Healthcare Social Workers	\$62,300	\$62,400	\$46,600	\$70,200
Directors, Religious Activities and Education	\$55,700	\$48,600	\$32,200	\$67,400
Child, Family, and School Social Workers	\$54,700	\$50,700	\$40,800	\$61,700
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$51,600	\$49,700	\$33,100	\$60,800
Community and Social Service Specialists, All Other	\$51,200	\$49,500	\$34,800	\$59,500
Clergy	\$49,900	\$51,700	\$31,100	\$59,300
Marriage and Family Therapists	\$49,800	\$45,200	\$36,800	\$56,200

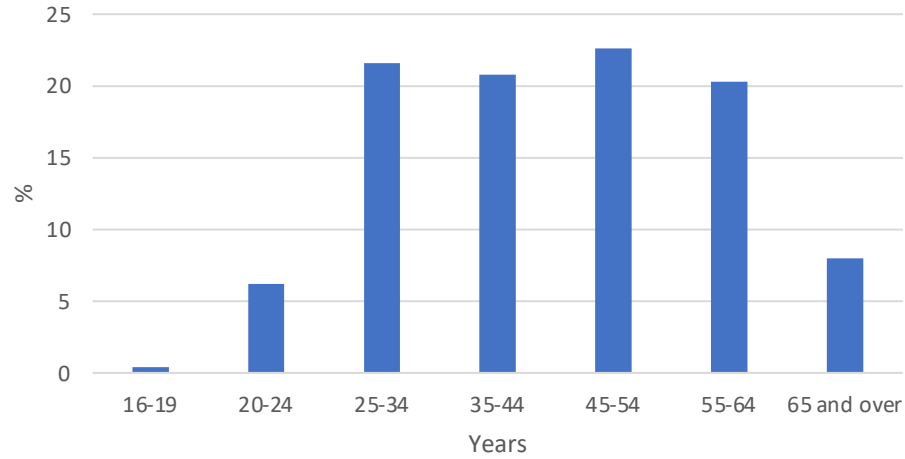
Virginia Minimum Wage 2022 is \$11 per hour or \$22,880 annually (2,080 hours worked)

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

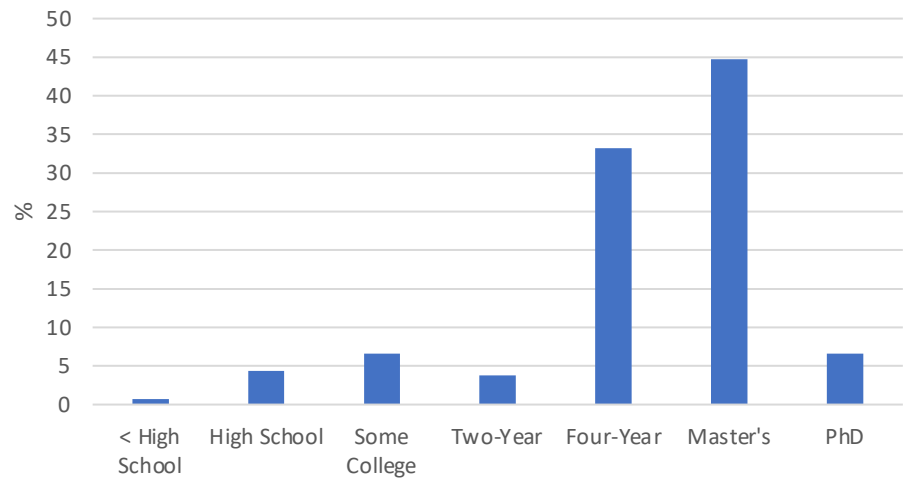
# Community & Social Service Specialists

## Demographic Characteristics

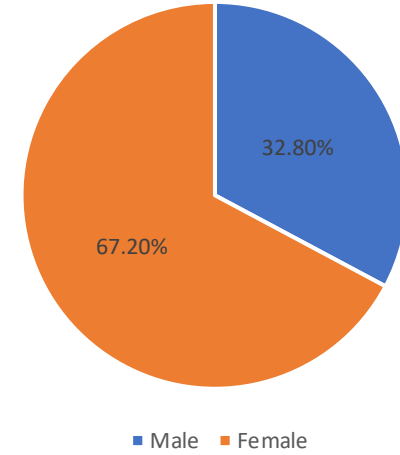
Age Distribution



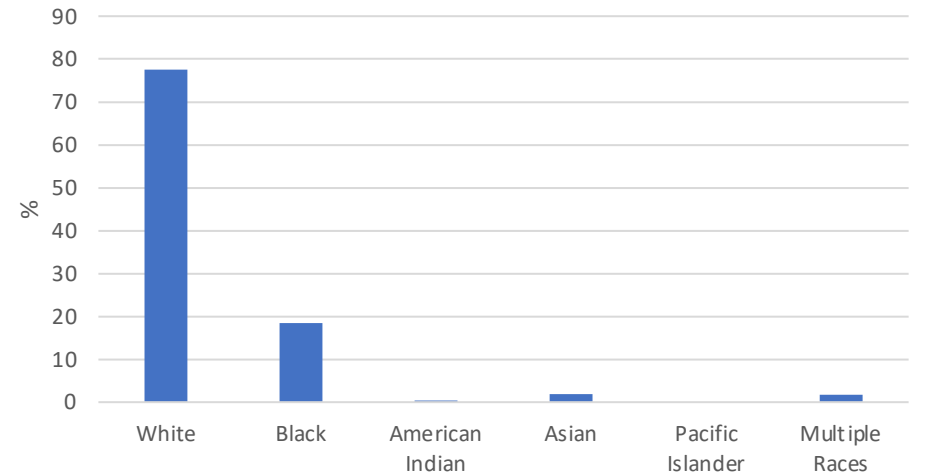
Educational Attainment



Gender Distribution



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

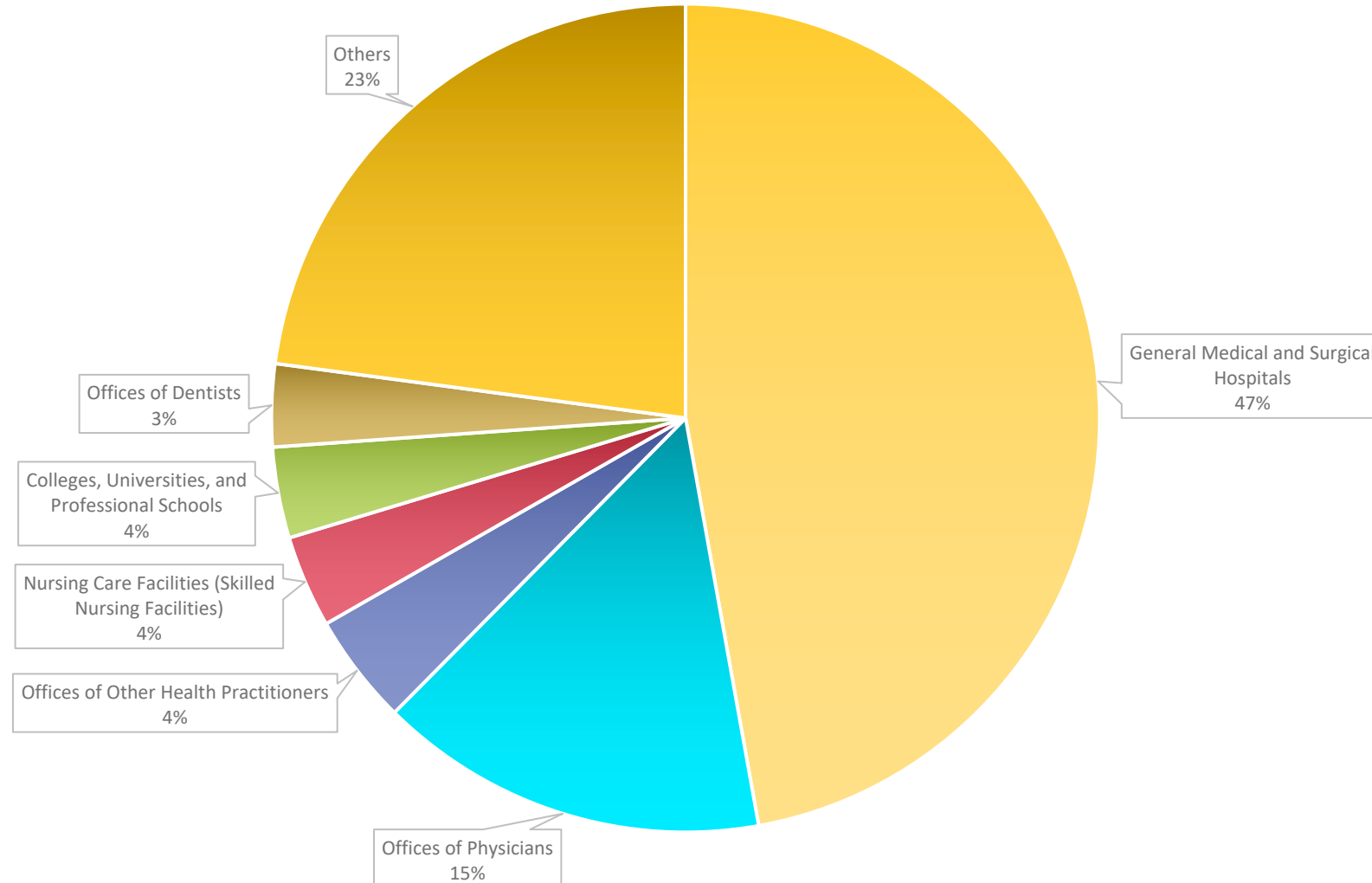
# Healthcare Practitioners & Technical Occupations (SOC 29-0000)

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

# Healthcare Practitioner & Technical Specialists

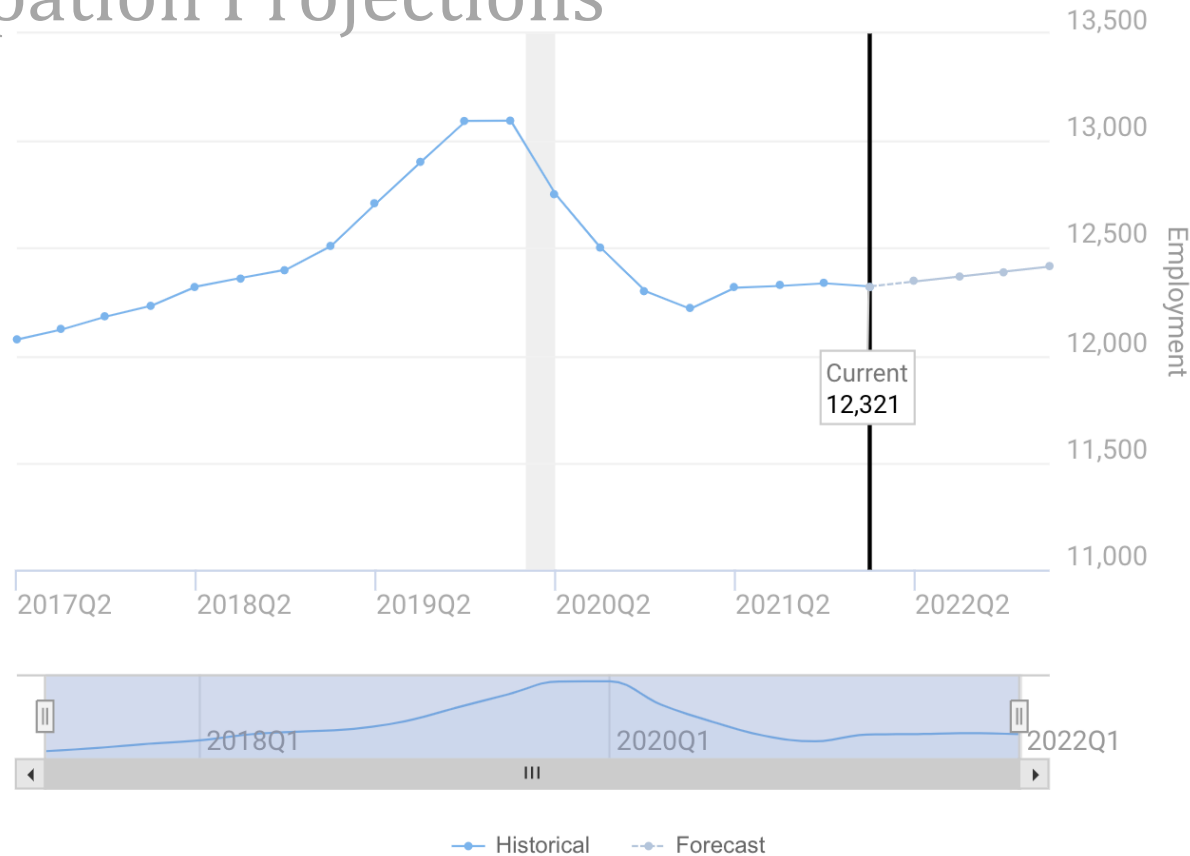
## Employment by Industry

% Occupational Employment



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

## Occupation Projections



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

Employed	<b>12,321</b>
5-Year Empl Change	<b>271</b>
5-Year Ann % Change	<b>0.4%</b>
1-Year Demand	<b>776</b>
1-Year Exits (left occupation)	<b>318</b>
1-Year Transfers (new job)	<b>367</b>
1-Year Net Growth	<b>91</b>
1-Year Ann % Growth	<b>0.7%</b>
Online Job Ads (last 30 days)	<b>2,784</b>

- 1-year projected growth almost **0.2%** less than all other occupations (0.9%)
- Job ads represent about **23%** 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	\$75,600	4,457	1.21	247
Licensed Practical and Licensed Vocational Nurses	\$49,700	854	1.12	74
Pharmacy Technicians	\$36,500	539	1.02	40
Physicians, All Other	\$127,100	400	1.21	12
Pharmacists	\$119,500	393	1.02	14
Physical Therapists	\$87,400	363	1.24	22
Nurse Practitioners	\$110,500	362	1.24	39
Radiologic Technologists and Technicians	\$65,600	295	1.12	22
Medical Records Specialists	\$51,100	238	1.08	17
Dental Hygienists	\$79,800	220	0.87	16
Remaining Component Occupations	\$103,300	4,201	1.09	270
Healthcare Practitioners and Technical Occupations	\$85,300	12,321	1.13	776

**Top requested occupational certifications:** Basic Life Support, Neonatal Resuscitation Program, Pediatric Advanced Life Support, Emergency Nursing Pediatric Course, Certified Registered Nurse Anesthetist, Medical Laboratory Technician, Certified Pharmacy Technician, Certified Nurse Midwife, Certified Radiologic Technologist, Certified Histotechnician

**Top requested hard skills:** Electronic Health Record, Microsoft Office, Keyboarding/Typing, ICD-10, Working with Children, Medication Administration, Data Entry, People Skills, Long-Term Care, Presentation

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

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Cardiologists	\$343,300	\$320,300	\$198,500	\$415,700
Emergency Medicine Physicians	\$319,900	\$271,200	\$152,900	\$403,400
Radiologists	\$317,400	\$220,100	\$120,700	\$415,700
Orthodontists	\$309,400	\$238,700	\$135,600	\$396,300
Ophthalmologists, Except Pediatric	\$289,700	\$224,000	\$136,500	\$366,300
Dermatologists	\$285,000	\$203,900	\$123,500	\$365,700
Anesthesiologists	\$277,600	\$224,100	\$138,400	\$347,100
Oral and Maxillofacial Surgeons	\$271,300	\$221,600	\$121,000	\$346,500
Pediatric Surgeons	\$267,600	\$202,600	\$122,500	\$340,200
Obstetricians and Gynecologists	\$254,800	\$218,700	\$128,700	\$317,900

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

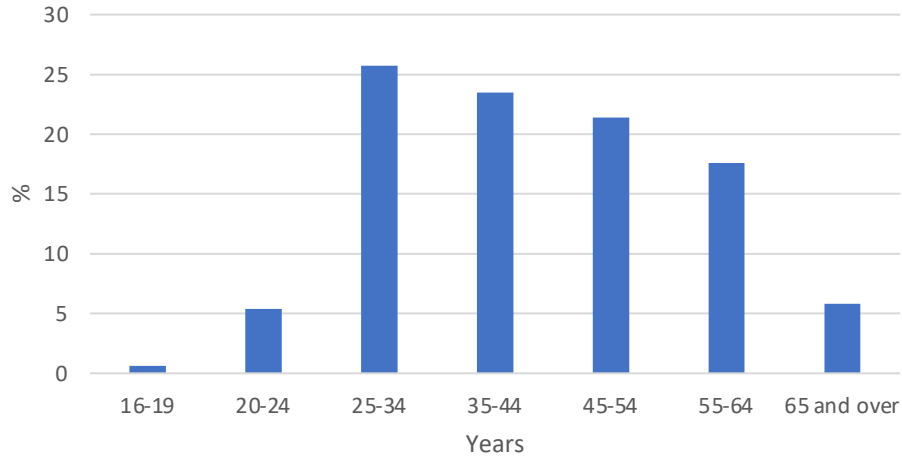
Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)



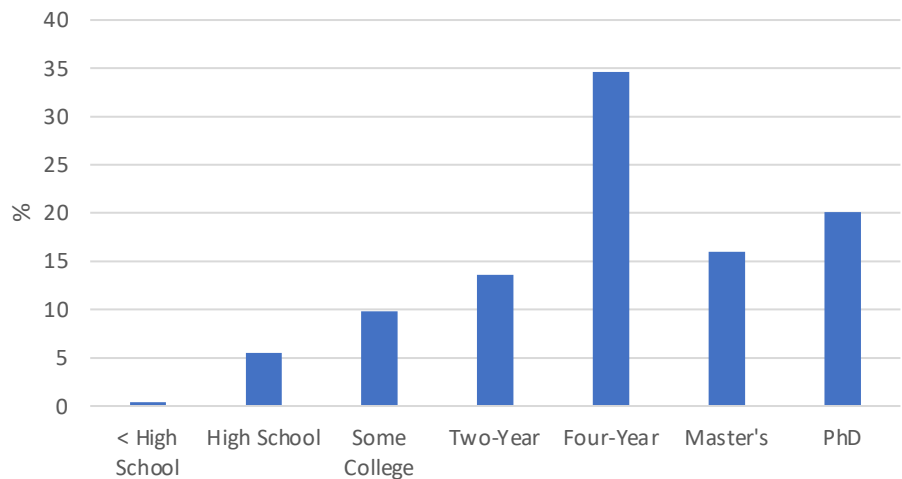
# Healthcare Practitioner & Technical Specialists

## Demographic Characteristics

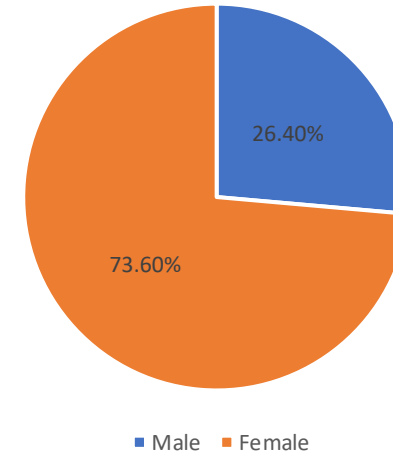
Age Distribution



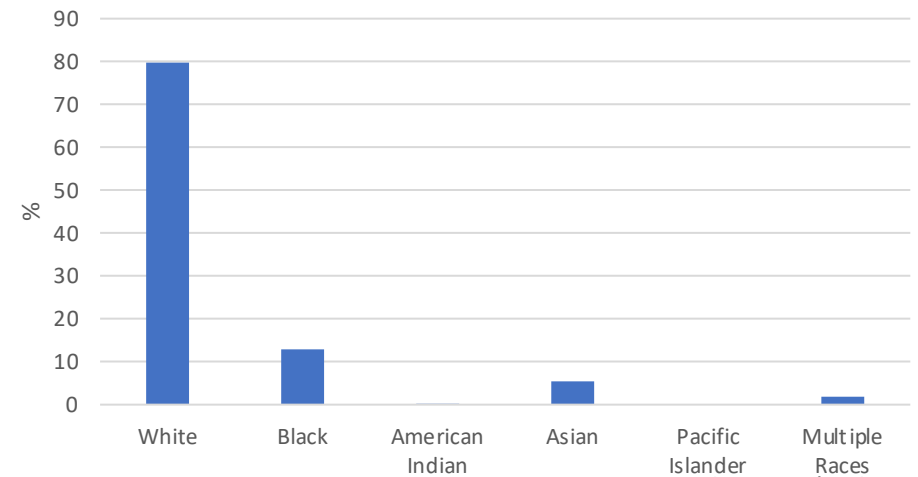
Educational Attainment



Gender Distribution



Race Distribution



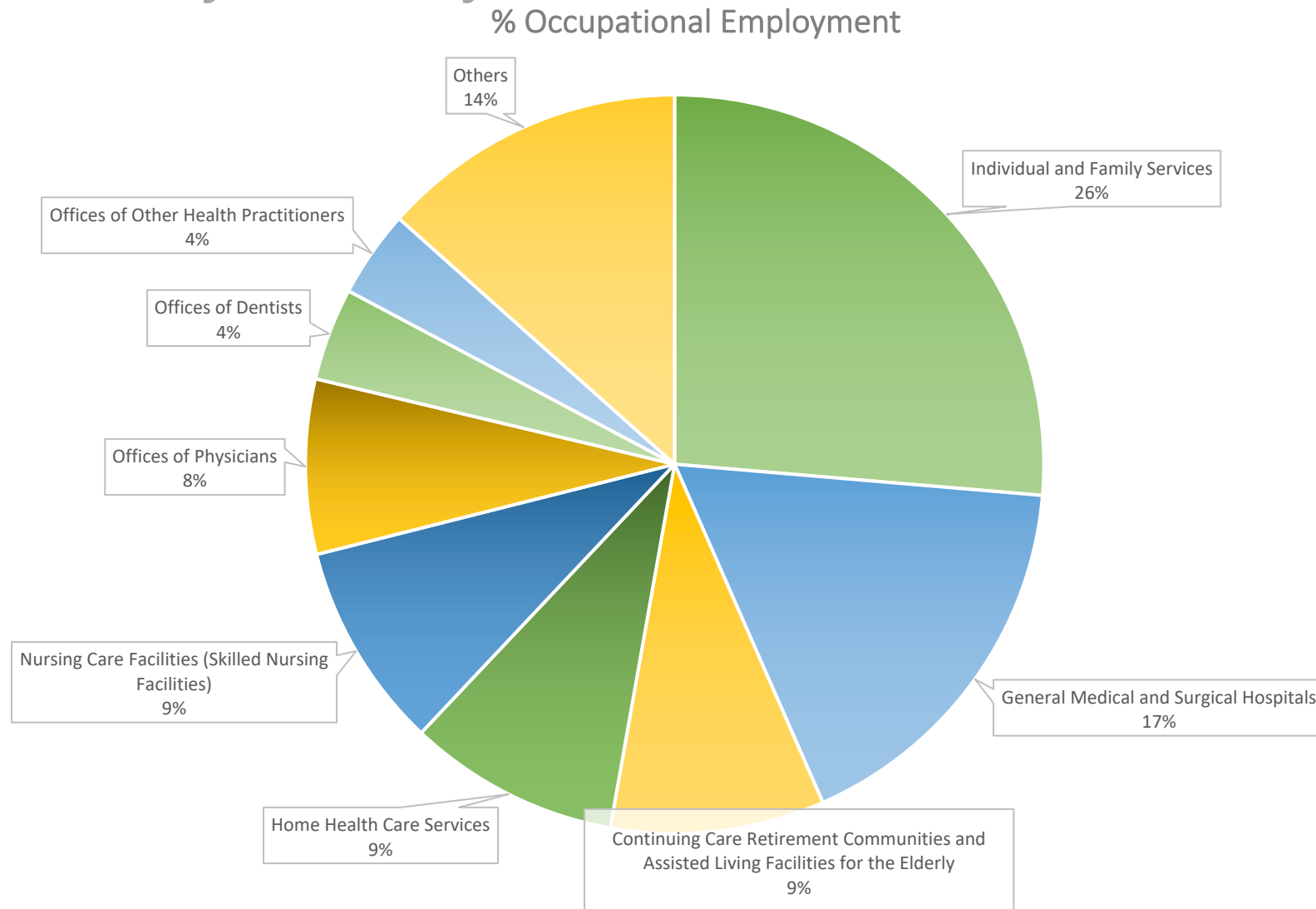
Source: JobsEQ, Data as of 2022Q1.

# 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

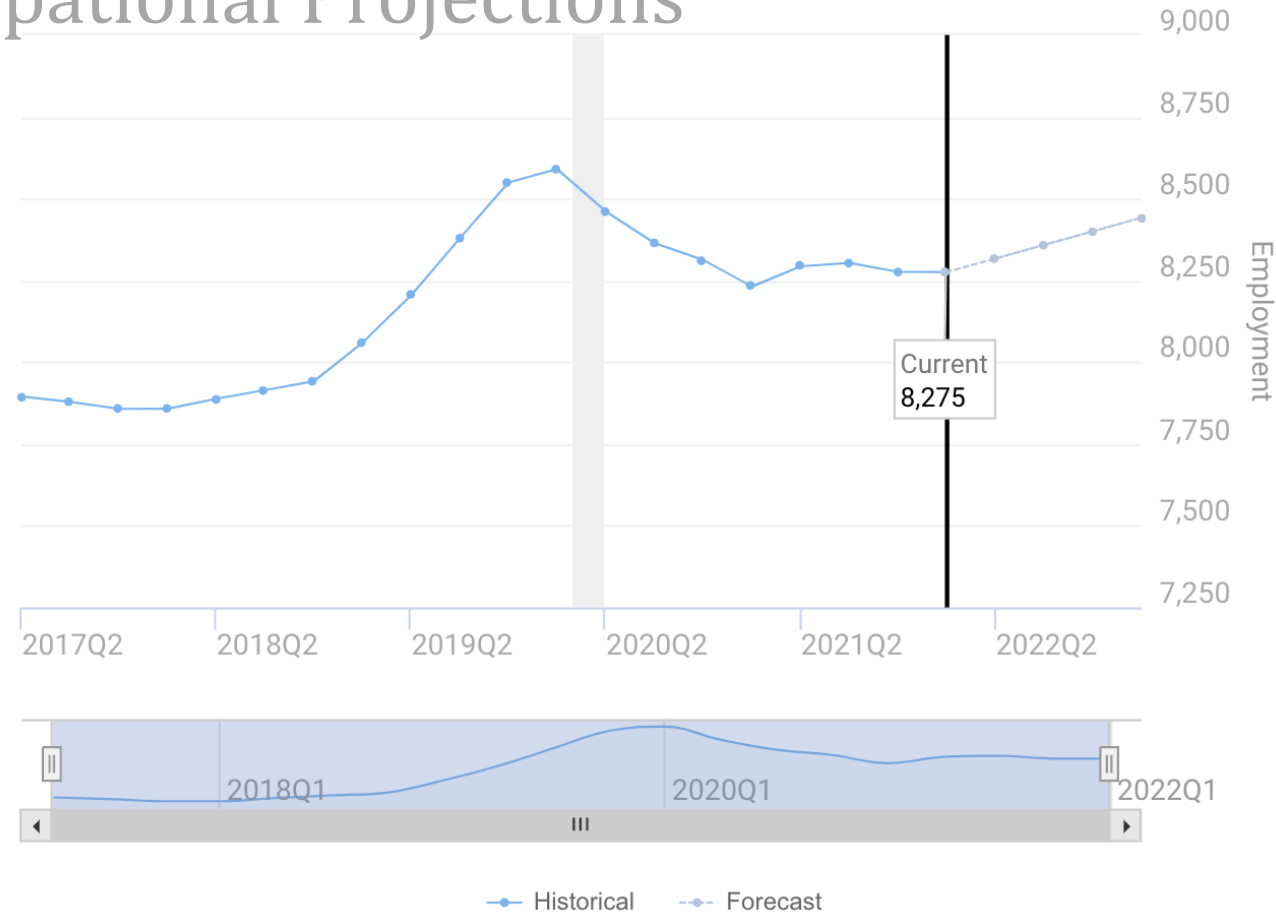
# Health Support Occupations

## Employment by Industry



# Health Support Occupations

## Occupational Projections



Employed	<b>8,275</b>
5-Year Empl Change	<b>303</b>
5-Year Ann % Change	<b>0.7%</b>
1-Year Demand	<b>1,284</b>
1-Year Exits (left occupation)	<b>542</b>
1-Year Transfers (new job)	<b>577</b>
1-Year Net Growth	<b>165</b>
1-Year Ann % Growth	<b>2.0%</b>
Online Job Ads (last 30 days)	<b>722</b>

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

- 1-year projected growth almost **1.1%** more than all other occupations (0.9%)
- Job ads represent about **9%** 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	\$24,500	2,749	0.87	508
Nursing Assistants	\$31,000	2,165	1.39	280
Home Health Aides	\$24,500	963	0.87	149
Medical Assistants	\$36,200	892	1.01	121
Dental Assistants	\$40,200	359	0.85	47
Veterinary Assistants and Laboratory Animal Caretakers	\$31,800	271	2.19	49
Massage Therapists	\$50,000	169	0.98	25
Physical Therapist Assistants	\$51,700	150	1.34	25
Phlebotomists	\$37,100	116	0.71	15
Medical Equipment Preparers	\$36,800	111	1.49	14
Remaining Component Occupations	\$39,900	331	0.86	47
<b>Healthcare Support Occupations</b>	<b>\$30,400</b>	<b>8,275</b>	<b>1.00</b>	<b>1,284</b>

**Top requested occupational certifications:** Certified Nursing Assistance, Basic Life Support, Emergency medical Technician, Certified Home Health Aide, Medical Assistant Certification, First Aid Certification, Certification in Cardiopulmonary Resuscitation, National Phlebotomy Association Certified Phlebotomist, Certified Registered Central Service Technician, Certified Sterile Processing and Distribution Technician

**Top requested hard skills:** Long-Term Care, Retail Sales, Microsoft Outlook, Wound Care, Teaching/Training, Keyboarding, Medical Transcribing, Microsoft Excel, Food Preparation, Animal Care/Handling

# Health Support Occupations

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Occupational Therapy Assistants	\$65,800	\$62,900	\$51,400	\$73,000
Physical Therapist Assistants	\$51,700	\$51,400	\$26,300	\$64,400
Massage Therapists	\$50,000	\$41,500	\$28,900	\$60,500
Dental Assistants	\$40,200	\$39,300	\$30,700	\$45,000
Healthcare Support Workers, All Other	\$40,100	\$38,600	\$29,700	\$45,300
Medical Transcriptionists	\$37,900	\$36,500	\$25,100	\$44,300
Phlebotomists	\$37,100	\$38,300	\$29,900	\$40,600
Medical Equipment Preparers	\$36,800	\$36,300	\$28,900	\$40,800
Medical Assistants	\$36,200	\$36,400	\$29,600	\$39,500
Occupational Therapy Aides	\$35,900	\$31,000	\$26,000	\$40,900

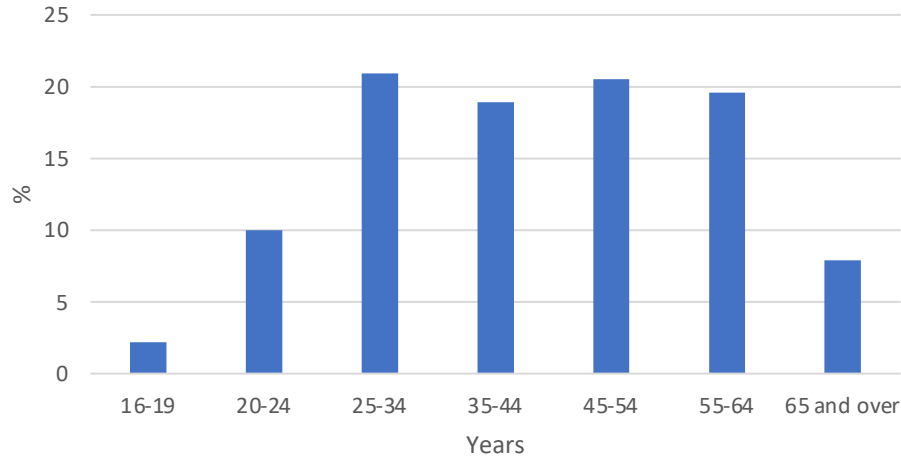
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Living wage for 1 adult 0 children \$19.40 per hour or \$40,352 annually (2,080 hours worked)

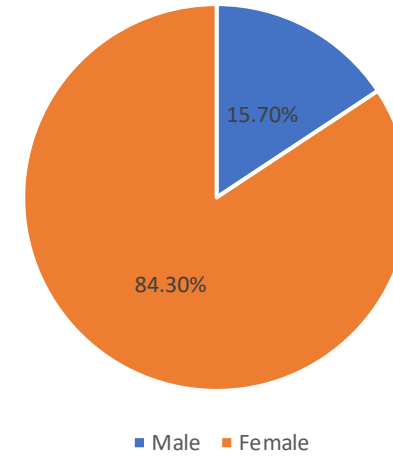
# Health Support Occupations

## Demographic Characteristics

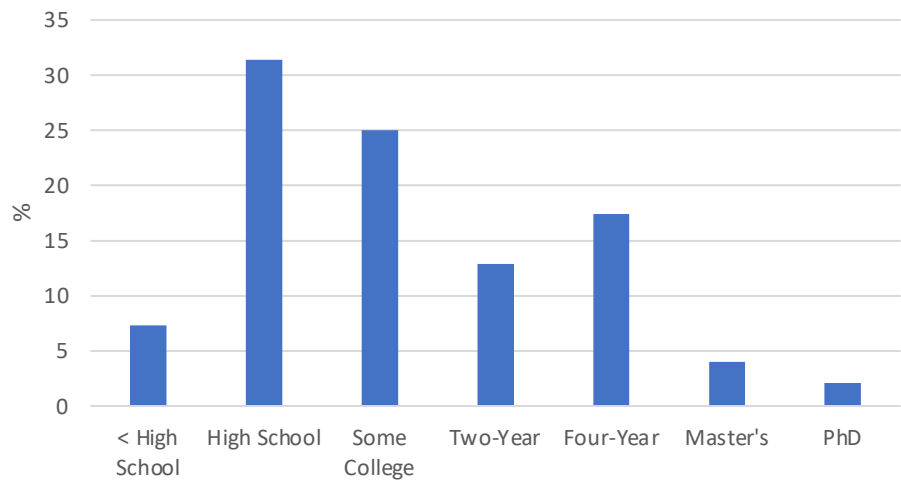
Age Distribution



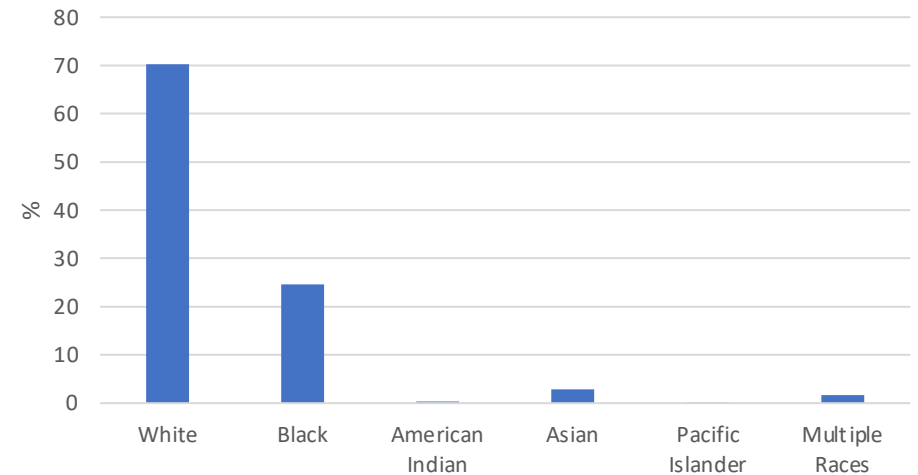
Gender Distribution



Educational Attainment



Race Distribution



Source: JobsEQ, Data as of 2022Q1.

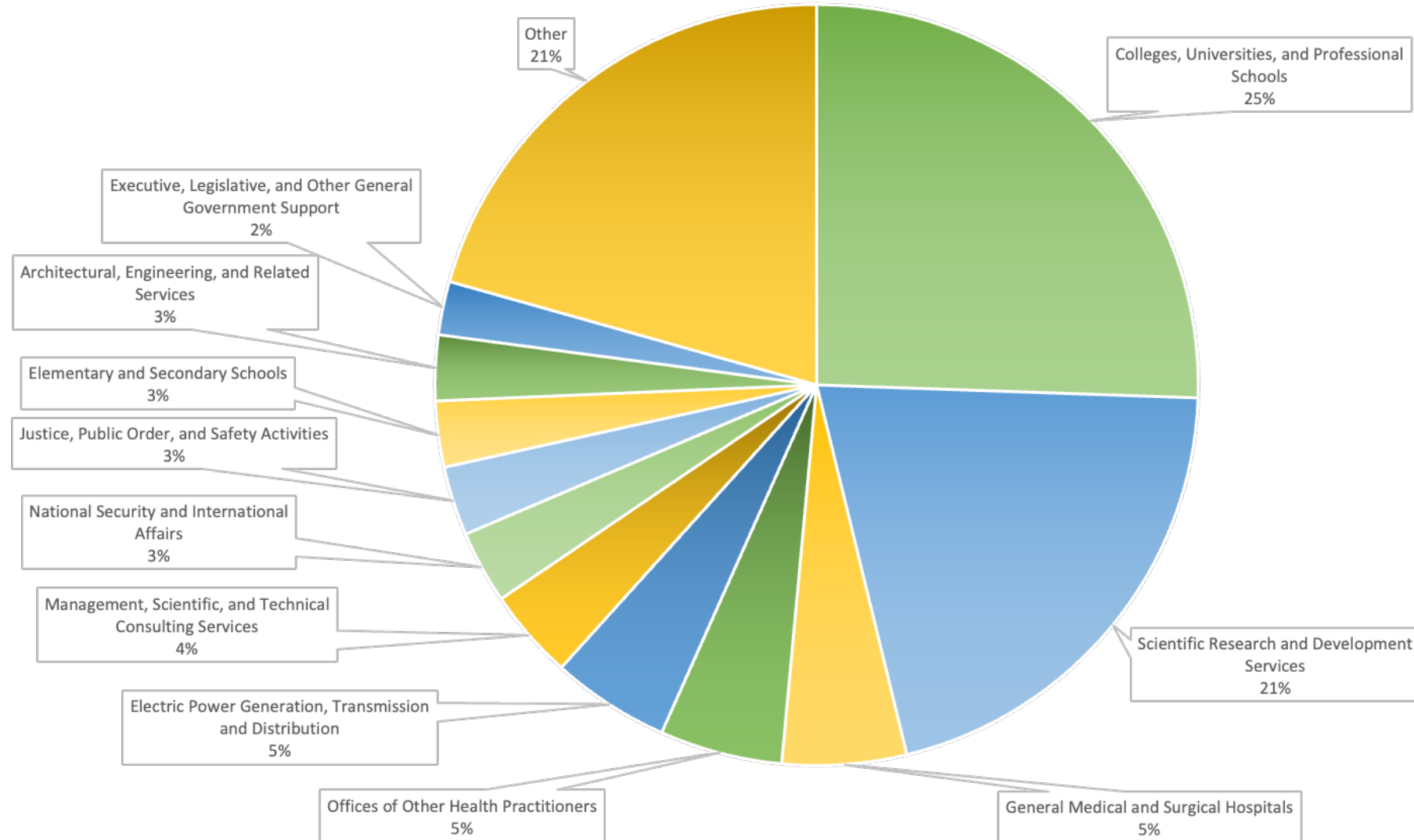
# Life, Physical, and Social Sciences Occupations (SOC 19-0000)

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



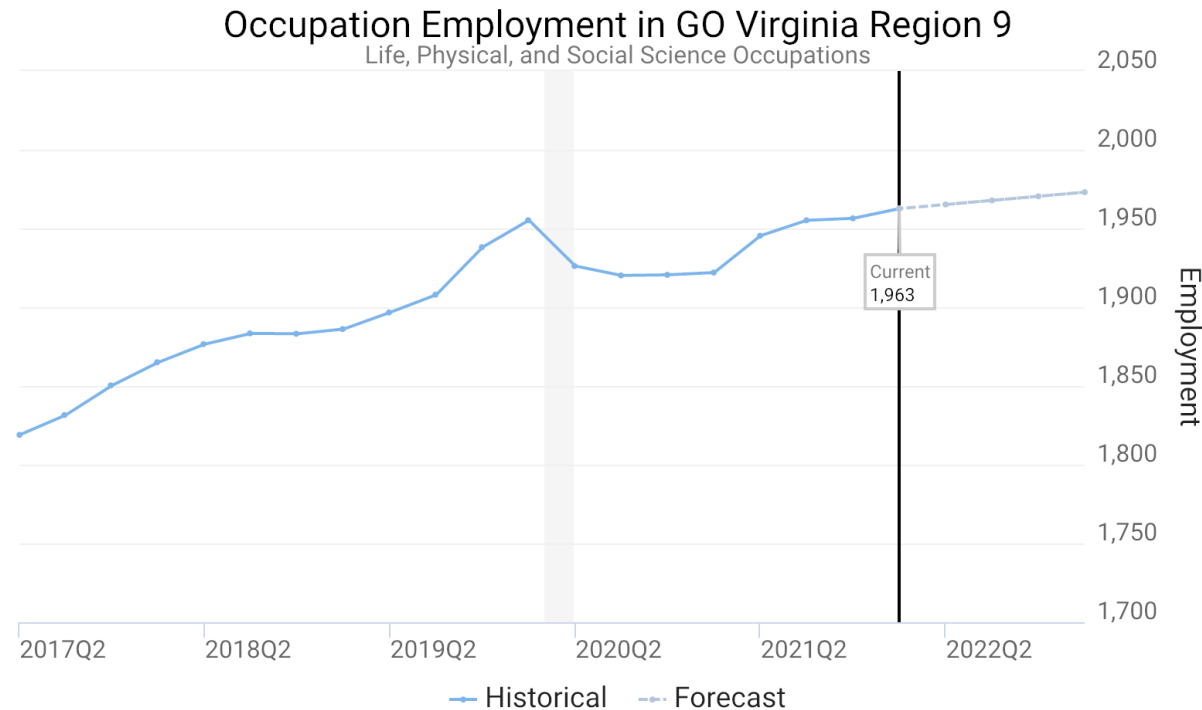
# Life, Physical, & Social Sciences

## Employment by Industry % of Occupational Employment



# Life, Physical, & Social Sciences

## Occupation Projections



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

Employed	<b>1,963</b>
5-Year Empl Change	<b>158</b>
5-Year Ann % Change	<b>1.7</b>
1-Year Demand	<b>190</b>
1-Year Exits (left occupation)	<b>42</b>
1-Year Transfers (new job)	<b>138</b>
1-Year Net Growth	<b>10</b>
1-Year Ann % Growth	<b>0.5</b>
Online Job Ads (last 30 days)	<b>320</b>

- 1-year projected growth almost **0.4%** more than all other occupations (0.9%)
- Job ads represent about **15.6%** 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
Medical Scientists, Except Epidemiologists	\$81,100	\$63,900	1.6	18
Biological Technicians	\$54,400	\$49,900	1.39	17
Occupational Health and Safety Specialists	\$70,200	\$65,700	0.97	9
Social Scientists and Related Workers, All Other	\$93,100	\$100,700	2.58	10
Social Science Research Assistants	\$43,000	\$38,300	2.6	13
Life, Physical, and Social Science Technicians, All Other	\$45,800	\$43,400	1.26	13
Psychologists, All Other	\$87,200	\$90,500	1.43	6
Environmental Scientists and Specialists, Including Health	\$94,100	\$81,600	0.93	9
Biochemists and Biophysicists	\$104,800	\$104,600	1.56	6
Clinical and Counseling Psychologists	\$89,500	\$81,200	0.91	5
Remaining Component Occupations	\$74,200	\$70,300	1.38	83

**Top requested occupational certifications:** Physiology, Pharmacology, Report Writing/Report Preparation, Polymerase Chain Reaction, Statistical Analysis System, Mathematics, Microsoft Word, Statistical Package for the Social Sciences

**Top requested hard skills:** Medical Physics, Secret Clearance, First Aid Certification, Basic Life Support, Certified Safety Professional, Licensed Clinical Social Worker, Licensed Professional Counselor, Certification in Cardiopulmonary Resuscitation, Certified Arborist, OSHA10

# Life, Physical, & Social Sciences

## Wages

Occupation	Mean	Median	Entry Level	Experienced
Astronomers	\$116,600	\$109,000	\$62,700	\$143,600
Political Scientists	\$114,500	\$127,400	\$80,400	\$131,500
Physical Scientists, All Other	\$105,400	\$108,300	\$74,100	\$121,000
Biochemists and Biophysicists	\$104,800	\$104,600	\$73,800	\$120,300
Economists	\$100,200	\$93,900	\$61,200	\$119,700
Atmospheric and Space Scientists	\$99,300	\$92,400	\$65,100	\$116,400
Physicists	\$98,300	\$88,800	\$54,700	\$120,100
Environmental Scientists and Specialists, Including Health	\$94,100	\$81,600	\$51,600	\$115,300
Industrial-Organizational Psychologists	\$93,900	\$75,900	\$59,900	\$110,900
Social Scientists and Related Workers, All Other	\$93,100	\$100,700	\$54,100	\$112,500

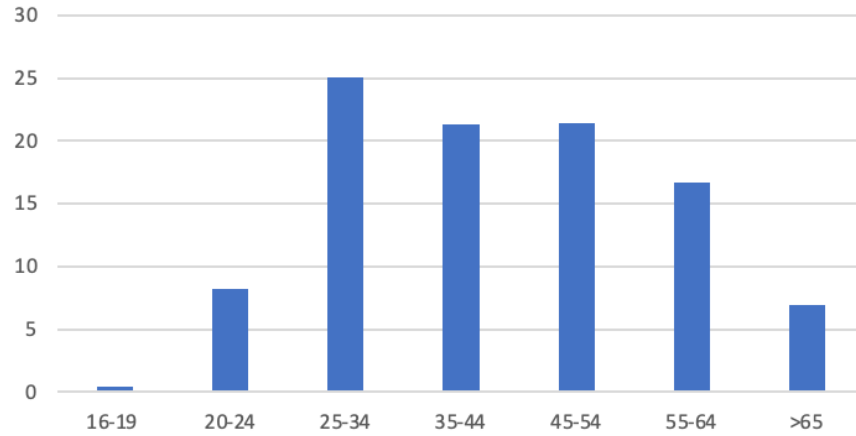
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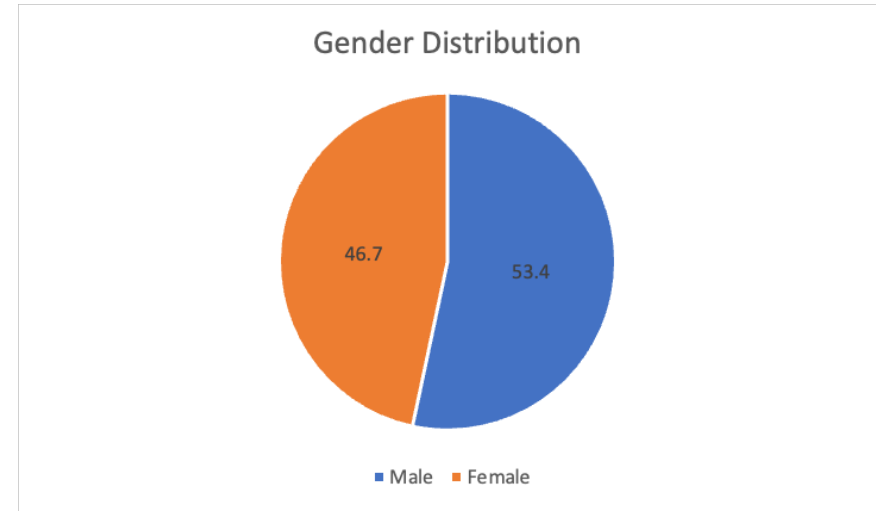
# Life, Physical, & Social Sciences

## Demographic Characteristics

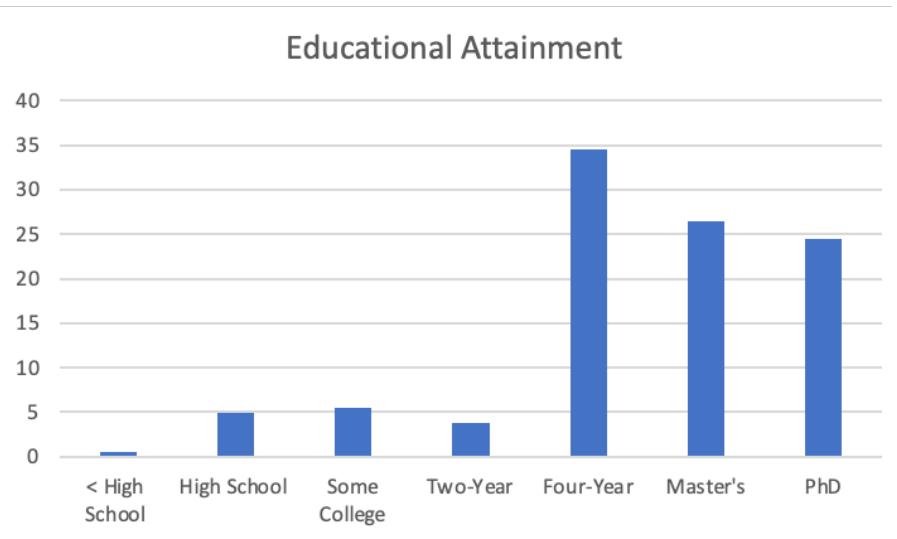
Age Distribution



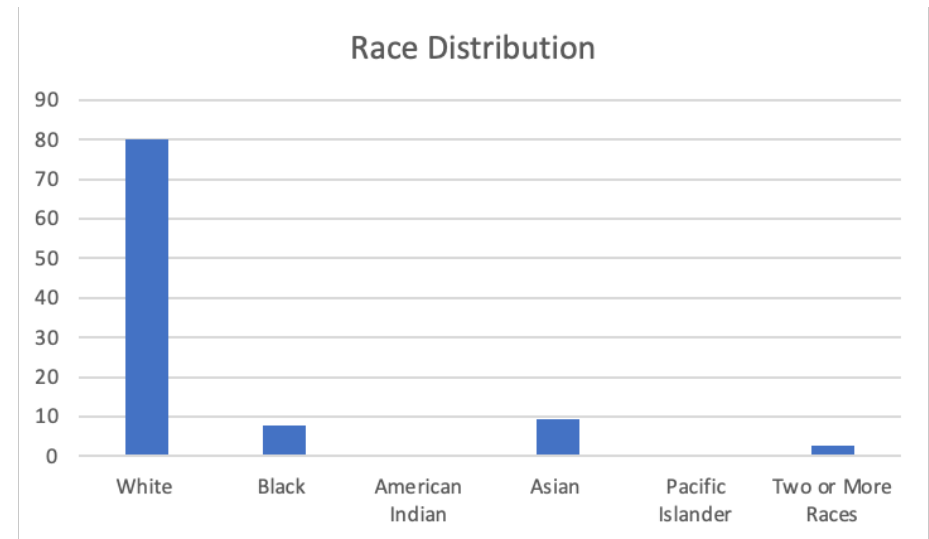
Gender Distribution



Educational Attainment



Race Distribution



# 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	Health & Medical Sciences Dual Enrollment	Health Assistant I	Health Assistant II	Health Assisting Careers	Home Health Aide	Intro to Health & Medical Sciences	Intro to Nutrition for Health & Medical Sciences	Medical Laboratory Technology I	Medical Terminology	Mental Health Assisting Careers	Nurse Aide I	Nurse Aide II	Pharmacy Technician I	Pharmacy Technician II	Practical Nursing I	Sports Medicine I	Sports Medicine II	
2019	# Courses							1			1					4						
2019	# Students							10			1					75						
2018	# Courses		4	1	1			1			5		1		7	7	2				1	
2018	# Students		42	7	1			19			80		19		113	127	16				5	
2017	# Courses	2	1	1				1			7		3		5	6	2	1			1	
2017	# Students	10	2	4				21			102		88		50	111	5	4			1	
2016	# Courses		2	1				1	1	4		1	3		2	7	2	2			1	1
2016	# Students		9	4				17	3	115		4	98		41	165	3	10			5	2
2015	# Courses		1	1						3			1		6	8		2			1	1
2015	# Students		6	1						26			16		80	150		8			7	6
2014	# Courses	1	2	1				1		3			2	1	2	8					1	1
2014	# Students	22	22	3				2		66			27	1	41	181					46	24
2013	# Courses		2		1					4			1		2	8					2	
2013	# Students		26		5					79			10		57	200					40	
2012	# Courses		1		2										1	7						
2012	# Students		2		9										41	115						
2011	# Courses	1	2		2		1	1		2					1	7					1	
2011	# Students	2	16		22		22	4		12					32	133		8				
2010	# Courses				1										1	5				1		
2010	# Students				12										41	107				5		
2009	# Courses		2													7		1				
2009	# Students		29													124		5				
2008	# Courses		2		1											9	1	2				
2008	# Students		10		8											187	1	6				

# Registered Nursing Programs

Schools	Certs & 2yr Awards	4yr Awards	Post-Grad Awards	Avg Net Price
University of Virginia-Main Campus		100	133	\$19,043
Germanna Community College	125			\$6,716
Piedmont Virginia Community College	69			\$6,700
<b>Total</b>	194	100	133	

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

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