

Advisory Board on Occupational Therapy

Virginia Board of Medicine

June 6, 2017

10:00 a.m.

ADVISORY BOARD ON OCCUPATIONAL THERAPY
BOARD OF MEDICINE
Tuesday, June 6, 2017, 10:00 a.m.
9960 Mayland Drive, Suite 201
Richmond, Virginia

Call to Order – Kathryn Skibek, OT, Chairperson

Emergency Egress Procedures – Alan Heaberlin i

Roll Call – ShaRon Clanton

Approval of Minutes of January 31, 2017 1-3

Adoption of the Agenda

Public Comment on Agenda Items

New Business

1. Virginia Occupational Therapy Workforce 2016
Elizabeth Carter, PhD 4-33

2. Request for Guidance Document Regarding Supervisory Responsibilities of an
Occupational Therapist
Dr. Harp 34-35

Announcements:

Next Meeting Date: October 3, 2017, 10:00 a.m.

Adjournment

ADVISORY BOARD ON OCCUPATIONAL THERAPY

Board of Medicine

Tuesday, January 31, 2017, 10:00 a.m.

9960 Mayland Drive, Suite 201

Training Room 2

Richmond, Virginia,

MEMBERS PRESENT: Kathryn Skibek, OT, Chair
Breshae Bedward, OT, Vice-Chair
Dwayne Pitre, OT
Eugenio Monasterio, M.D

MEMBERS ABSENT: Karen Lebo

STAFF PRESENT: William L. Harp, MD, Executive Director
Alan Heaberlin, Deputy Director for Licensure
Colanthia D. Morton-Opher, Operations Manager
Elaine Yeatts, DHP Senior Policy Analyst
ShaRon Clanton, Licensing Specialist

GUESTS PRESENT: Lindsay Walton, VOTA

CALL TO ORDER

Kathryn Skibek called the meeting to order at 10:00 a.m.

EMERGENCY EGRESS PROCEDURES

Alan Heaberlin announced the Emergency Egress Instructions.

ROLL CALL

Roll was called, and a quorum was declared.

APPROVAL OF MINUTES DATED JUNE 7, 2016

Dr. Monasterio moved to approve the minutes dated October 4, 2016. The motion was seconded and carried.

ADOPTION OF AGENDA

Ms. Bedward moved to approve the agenda. The motion was seconded and carried.

PUBLIC COMMENT ON AGENDA ITEMS (15 minutes)

None

NEW BUSINESS

1. Legislative Update-Elaine Yeatts

Ms. Yeatts informed the Advisory Board about bills of interest from the 2017 Session of the General Assembly. No action was required.

2. HB1483 Qualified Mental Health Professional-Elaine Yeatts

Ms. Yeatts informed the Advisory Board that HB 1483 includes Occupational Therapists with training in providing psychiatric or mental health services as a “Qualified Mental Health Professional-Adult.” Ms. Yeatts further informed the Advisory Board that HB 1484 would prevent the “Regulations Governing the Practice of Occupational Therapy” from accepting NBCOT certification as evidence of continuing education for licensure renewal. No action was required.

3. Regulatory Action-NBCOT Certification as Option for CE

Mrs. Yeatts reviewed the two regulatory actions currently underway for Occupational Therapy. No action was required.

Announcements:

Mr. Heaberlin stated that there are currently 3,745 Occupational Therapists and 1,368 Occupational Therapy Assistants licensed in Virginia.

Next Meeting Date: June 6, 2017, 10:00 a.m.

Adjournment

Kathryn Skibek adjourned the meeting at 11:00 a.m.

Kathryn Skibek, Chair

William L. Harp, M.D., Executive Director

ShaRon Clanton, Licensing Specialist

Virginia's Occupational Therapy Workforce: 2016

Healthcare Workforce Data Center

February 2017

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

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3,010 Occupational Therapists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Occupational Therapy Advisory Board

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Kathryn Skibek, OT
Woodbridge

Vice-Chair

Breshae Bedward, OT
Charles City

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Karen Lebo
Richmond

Eugenio Monasterio, MD
Mechanicsville

Dwayne Pitre, OT
Charlottesville

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The Occupational Therapy Workforce: At a Glance:

The Workforce

Licensees:	4,170
Virginia's Workforce:	3,517
FTEs:	2,884

Background

Rural Childhood:	30%
HS Degree in VA:	41%
Prof. Degree in VA:	41%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	58%
Satisfied?:	97%

Survey Response Rate

All Licensees:	72%
Renewing Practitioners:	90%

Education

Masters:	60%
Baccalaureate:	36%

Job Turnover

Switched Jobs in 2016:	11%
Employed over 2 yrs:	60%

Demographics

% Female:	92%
Diversity Index:	24%
Median Age:	41

Finances

Median Inc.:	\$60k-\$70k
Health Benefits:	63%
Under 40 w/ Ed debt:	69%

Primary Roles

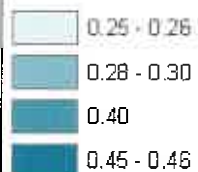
Patient Care:	82%
Administration:	5%
Education:	1%

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



3,010 occupational therapists (OTs) voluntarily took part in the 2016 Occupational Therapy Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on even-numbered years during the birth month of each OT. These survey respondents represent 72% of the 4,170 OTs who are licensed in the state and 90% of renewing practitioners.

The HWDC estimates that 3,517 OTs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's OT workforce provided 2,884 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

92% of all OTs are female, including 94% of those OTs who are under the age of 40. Overall, the median age of the OT workforce is 41. In a random encounter between two OTs, there is a 24% chance that they would be of different races or ethnicities, a measure known as the diversity index. This index increases to 26% among those OTs who are under the age of 40. For Virginia's population as a whole, this same probability is 55%.

30% of Virginia's OT workforce grew up in a rural area, and 19% of these professionals currently work in non-Metro areas of the state. Overall, however, just 9% of Virginia's OTs currently work in non-Metro areas of the state. Meanwhile, 41% of OTs went to high school in Virginia. The same percentage received their professional degree in the state. In total, one-half of all OTs received some form of education in the state.

60% of Virginia's OT workforce has earned a Masters as their highest professional degree, while 36% has earned only a baccalaureate degree. 45% of the OT workforce currently has educational debt, including 69% of those professionals who are under the age of 40. For those OTs with education debt, the median debt load is between \$40,000 and \$50,000.

97% of all OTs are currently employed in the profession. 58% of these professionals hold one full-time position, while 21% have multiple positions at the moment. In addition, 48% of Virginia's OTs work between 40 and 49 hours per week. 60% of all OTs have been at their primary work location for at least two years, while 23% went to work at a new location at some point during the year.

44% of Virginia's OT workforce receives a salary at their primary work location, which is also the same percentage that receives an hourly wage. The median annual income for Virginia's OT workforce is between \$60,000 and \$70,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 82% receive at least one employer-sponsored benefit, including 63% who receive health insurance. 97% of OTs indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

51% of all OTs work at a for-profit establishment, while 27% work at a non-profit institution. Skilled Nursing Facilities is the most common establishment type in the state, employing 19% of Virginia's OT workforce. The K-12 School System and the Inpatient Department of General Hospitals are also common establishment types for Virginia's OT workforce.

A typical OT spends a majority of her time caring for patients. In fact, 82% of all OTs serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, 5% of Virginia's OT workforce served an administrative role, while just 1% served in an educational role at their primary work location.

45% of all OTs expect to retire by the age of 65. Although only 16% of the current workforce expects to retire in the next ten years, half of the current workforce plans on retiring by 2041. Over the next two years, 9% of all OTs expect to decrease their teaching hours, while 4% plan on leaving the state in order to practice their profession elsewhere. Meanwhile, 23% plan on pursuing additional educational opportunities, and 12% expect to increase the amount of time they spend treating patients.

Summary of Trends

There was a substantial increase in the number of OT licensees who chose to complete the 2016 survey. An additional 524 OTs completed this year's survey, even though there were only 344 additional licensees in 2016. Thus, the response rate among all OT licensees increased from 65% to 72%. The increase in the response rate among renewing practitioners was even more impressive, rising from 80% to 90%.

The HWDC estimates that there were an additional 286 OTs in Virginia's workforce in 2016 and that Virginia's OT workforce contributed an additional 282 FTEs during the year. The typical OT in the state provided 0.90 FTEs in 2016, which is up slightly from the 0.89 FTEs that were provided in 2014. This represents an approximate increase of 24 minutes of work per week for the typical OT over the course of a 50-week work year.

Although the percentage of female OTs actually declined slightly in 2016 from 93% to 92%, Virginia's OT workforce did become slightly more diverse during the year. In 2014, the diversity index among Virginia's OTs was 23%, but percentage increased to 24% in 2016. Regardless, Virginia's OT workforce remains significantly less diverse than the state's overall population.

Relative to 2014, there was a marked increase in the percentage of OTs who have earned their Master's degree. In 2014, 56% of all OTs had earned a Master's degree as their highest professional degree, but this percentage jumped to 60% in 2016. This increase came at the expense of baccalaureate degrees, which became relatively less popular in 2016. In 2014, 41% of all OTs held a baccalaureate as their highest professional degree, but only 36% did so in 2016.

Although there was no change in the median debt level among those OTs who hold educational debt, there was an increase in the percentage of OTs who held such debt. Overall, 43% of Virginia's OT workforce held educational debt in 2014, including 65% of those who were age 40 or under. However, in 2016, these percentages increased to 45% and 69%, respectively.

The median annual income of Virginia's OT workforce remained unchanged in 2016 at \$60,000 to \$70,000, but OTs are more likely to receive employer-sponsored benefits this year. In 2014, 81% of OTs who earned either a salary or an hourly wage at their primary work location also received at least one employer-sponsored benefit, but this percentage inched up to 82% in 2016. The increase is even more dramatic with respect to certain benefits. For instance, while only 62% of OTs had access to a retirement account in 2014, 66% had access to one in 2016. The percentage of OTs who received health insurance from their employer also increased slightly in 2016 from 62% to 63%.

In 2014, 59% of Virginia's OT workforce had remained at their primary work location for at least two years, and this percentage increased slightly to 60% in 2016. Meanwhile, Virginia's OTs were slightly more likely to receive a salary this year. 43% of OTs received a salary at their primary work location in 2014, but this percentage moved up to 44% in 2016. At the same time, the percentage of OTs who received an hourly wage at their primary work location fell from 45% to 44%.

Skilled nursing facilities remained the single largest employer of Virginia's OT workforce in 2016. In addition, there was no change in the share of Virginia's OT workforce that was employed there. However, these professionals were slightly less likely to work at K-12 school systems and the inpatient departments of general hospitals. In 2014, these establishments employed 14% and 13% of Virginia's OT workforce, respectively, but these percentages fell to 14% and 13% in 2016. At the same time, the percentage of OTs working at a home health care establishment increased slightly from 11% to 12% during the year.

There were some changes with respect to the retirement expectations of Virginia's OTs. In 2014, 49% of all OTs expected to retire by the age of 65, but this percentage fell to just 45% in 2016. A similar trend can be observed among those OTs who are age 50 or over. While 35% of these professionals still expected to retire by the age of 65 in the 2014 survey, only 33% indicated such an expectation in this year's survey.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,360	81%
New Licensees	360	9%
Non-Renewals	450	11%
All Licensees	4,170	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTs

Number:	4,170
New:	9%
Not Renewed:	11%

Response Rates

All Licensees:	72%
Renewing Practitioners:	90%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 90% of renewing OTs submitted a survey. These represent 72% of OTs who held a license at some point in 2016.

Response Rates	
Completed Surveys	3,010
Response Rate, all licensees	72%
Response Rate, Renewals	90%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	331	213	39%
30 to 34	249	526	68%
35 to 39	135	443	77%
40 to 44	97	415	81%
45 to 49	83	440	84%
50 to 54	79	344	81%
55 to 59	62	282	82%
60 and Over	124	347	74%
Total	1,160	3,010	72%
New Licenses			
Issued in 2016	360	0	0%
Metro Status			
Non-Metro	74	190	72%
Metro	635	2,410	79%
Not in Virginia	451	410	48%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted throughout 2016.
2. **Target Population:** All OTs who held a Virginia license at some point in 2016.
3. **Survey Population:** The survey was available to OTs who renewed their licenses online. It was not available to those who did not renew, including all OTs newly licensed in 2016.

At a Glance:

Workforce

2016 OT Workforce: 3,517
 FTEs: 2,884

Utilization Ratios

Licenses in VA Workforce: 84%
 Licenses per FTE: 1.45
 Workers per FTE: 1.22

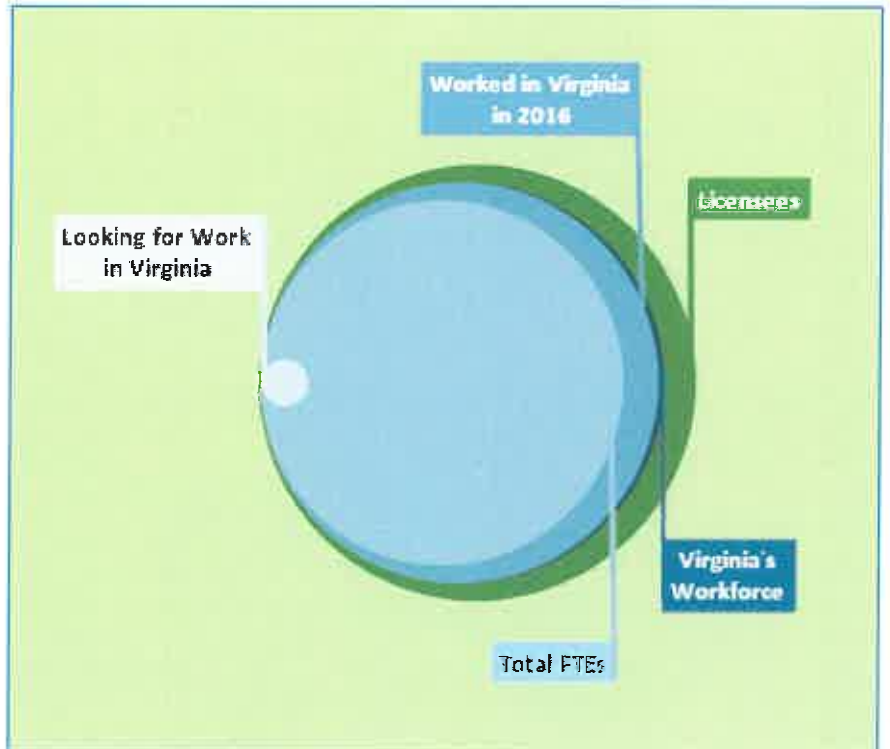
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's OT Workforce		
Status	#	%
Worked in Virginia in Past Year	3,468	99%
Looking for Work in Virginia	49	1%
Virginia's Workforce	3,517	100%
Total FTEs	2,884	
Licenses	4,170	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	16	4%	446	96%	463	15%
30 to 34	30	5%	570	95%	600	19%
35 to 39	46	10%	413	90%	459	14%
40 to 44	25	7%	341	93%	366	12%
45 to 49	43	12%	329	88%	372	12%
50 to 54	38	12%	274	88%	313	10%
55 to 59	18	7%	233	93%	251	8%
60 +	34	9%	324	91%	358	11%
Total	250	8%	2,931	92%	3,182	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 92%
 % Under 40 Female: 94%

Age
 Median Age: 41
 % Under 40: 48%
 % 55+: 19%

Diversity
 Diversity Index: 24%
 Under 40 Div. Index: 26%

Source: Va. Healthcare Workforce Data Center

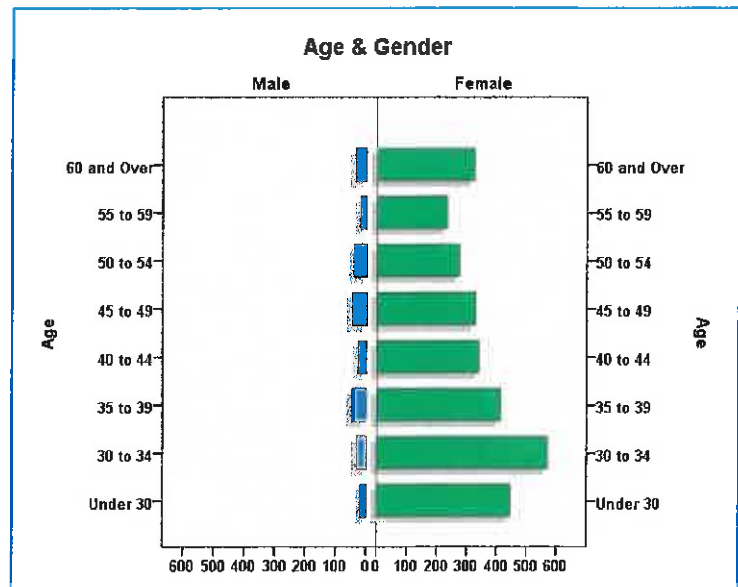
In a chance encounter between two OTs, there is a 24% chance that they would be of a different race/ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 55%.

Race & Ethnicity					
Race/Ethnicity	Virginia*	OTs		OTs under 40	
	%	#	%	#	%
White	63%	2,821	87%	1,331	86%
Black	19%	152	5%	75	5%
Asian	6%	126	4%	65	4%
Other Race	0%	24	1%	7	0%
Two or more races	2%	46	1%	21	1%
Hispanic	9%	78	2%	54	3%
Total	100%	3,246	100%	1,553	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

48% of all OTs are under the age of 40, and 94% of these professionals are female. In addition, there is a 26% chance that two randomly chosen OTs from this group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 11%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 41%
 Prof. Education in VA: 41%
 HS/Prof. Edu. in VA: 50%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 5%

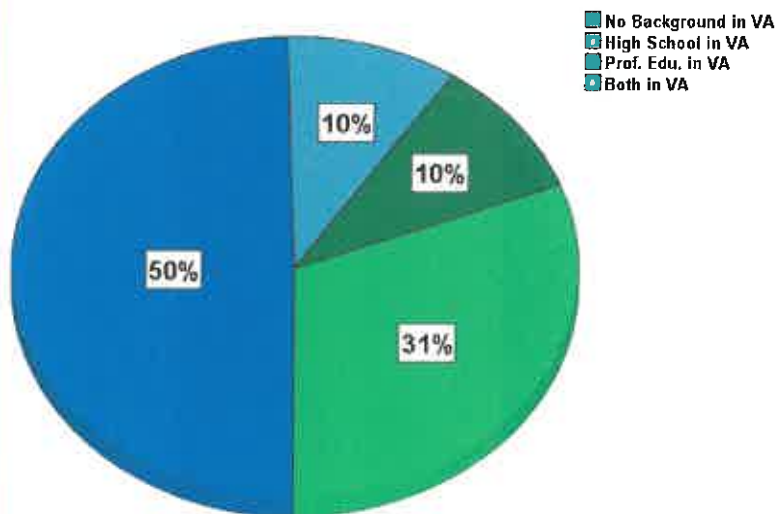
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	22%	66%	12%
2	Metro, 250,000 to 1 million	38%	52%	11%
3	Metro, 250,000 or less	45%	47%	8%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	51%	42%	7%
6	Urban pop, 2,500-19,999, Metro adj	61%	34%	5%
7	Urban pop, 2,500-19,999, nonadj	74%	21%	5%
8	Rural, Metro adj	63%	20%	17%
9	Rural, nonadj	41%	47%	13%
Overall		30%	59%	11%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

30% of OTs grew up in self-described rural areas, and 19% of these professionals currently work in Non-Metro counties. Overall, 9% of Virginia's OT workforce works in non-Metro counties of the state.

Top Ten States for OT Recruitment

Rank	All OTs			
	High School	#	OT School	#
1	Virginia	1,318	Virginia	1,313
2	Pennsylvania	291	Pennsylvania	321
3	New York	230	New York	206
4	Maryland	157	North Carolina	123
5	Outside U.S./Canada	145	Florida	116
6	New Jersey	100	Massachusetts	110
7	West Virginia	81	Outside U.S./Canada	94
8	North Carolina	70	Maryland	74
9	Florida	67	Michigan	66
10	Ohio	66	Texas	63

Source: Va. Healthcare Workforce Data Center

41% of OTs received their high school degree in Virginia, while 41% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	OT School	#
1	Virginia	448	Virginia	439
2	Pennsylvania	108	Pennsylvania	133
3	New York	68	New York	59
4	New Jersey	39	Florida	51
5	Maryland	38	North Carolina	34
6	West Virginia	31	Tennessee	31
7	Massachusetts	29	Massachusetts	31
8	Florida	28	West Virginia	29
9	North Carolina	27	Kentucky	22
10	Outside U.S./Canada	25	Maryland	20

Source: Va. Healthcare Workforce Data Center

Among OTs who have been licensed in the past five years, 42% received their high school degree in Virginia, while 41% received their initial professional degree in the state.

16% of licensed OTs did not participate in Virginia's workforce in 2016. 98% of these OTs worked at some point in the past year, including 93% who currently work as OTs.

At a Glance:

Not in VA Workforce

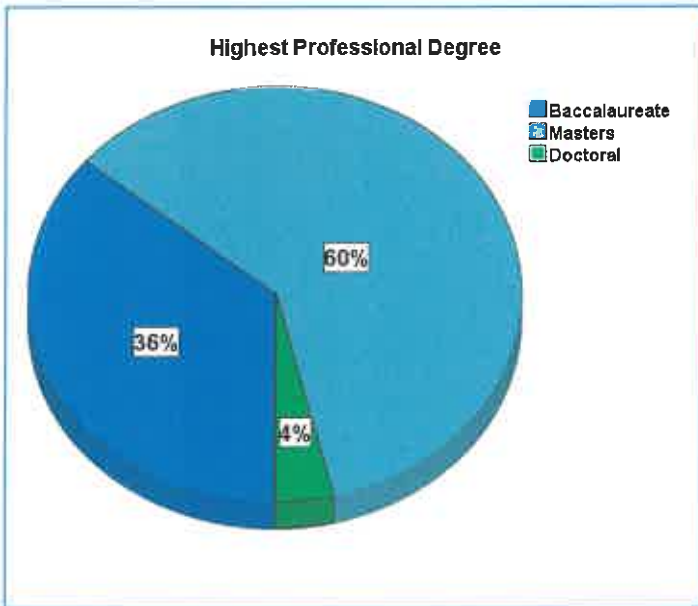
Total:	664
% of Licensees:	16%
Federal/Military:	9%
Va Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Baccalaureate Degree	1,160	36%
Masters Degree	1,932	60%
Doctorate	123	4%
Total	3,214	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Masters: 60%

Baccalaureate: 36%

Educational Debt

With debt: 45%

Under age 40 with debt: 69%

Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

60% of all OTs hold a Master's degree as their highest professional degree, while 4% have gone on to earn a Doctorate as well.

45% of OTs currently have educational debt, including 69% of those under the age of 40. For those OTs with educational debt, the median debt burden is between \$40,000 and \$50,000.

Amount Carried	All OTs		OTs under 40	
	#	%	#	%
None	1,634	55%	441	31%
\$20,000 or less	280	9%	173	12%
\$20,001-\$40,000	256	9%	183	13%
\$40,001-\$60,000	239	8%	180	13%
\$60,001-\$80,000	183	6%	145	10%
\$80,001-\$100,000	125	4%	103	7%
\$100,001-\$120,000	123	4%	105	7%
More than \$120,000	120	4%	103	7%
Total	2,960	100%	1,432	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Top Specializations
 Physical Rehabilitation: 25%
 Pediatrics: 24%
 Gerontology: 23%

Top Certifications:
 Cert. Hand Therapist: 3%
 Lymphedema Therapist: 2%
 School Systems: 1%

Source: Va. Healthcare Workforce Data Center

Specializations		
Area	#	% of Workforce
Physical Rehabilitation	878	25%
Pediatrics	833	24%
Gerontology	804	23%
Neurorehabilitation	572	16%
Sensory Processing	560	16%
School Systems	559	16%
Home Health	481	14%
Developmental Disabilities	452	13%
Acute Care	445	13%
Early Intervention	314	9%
Hand Therapy	266	8%
Feeding, Eating, Swallowing	215	6%
Mental Health	212	6%
Environmental Modification	194	6%
Low Vision	125	4%
Driving and Community Mobility	55	2%
Industrial/Workplace	41	1%
Other	178	5%
At Least One Specialty	2629	75%

Source: Va. Healthcare Workforce Data Center

75% of Virginia's OT workforce has at least one specialization. Physical Rehabilitation is the most common specialization among Virginia's OTs.

14% of Virginia's OT workforce holds at least one certification. Certified Hand Therapist (CHT) is the most common certification among Virginia's OTs.

Certifications		
Proficiency Area	#	% of Workforce
Certified Hand Therapist (CHT)	100	3%
Certified Lymphedema Therapist	73	2%
School Systems	51	1%
Dementia Care Specialist	37	1%
Pediatrics (BCP)	26	1%
Physical Rehabilitation (BCPR)	19	1%
Other	233	7%
At Least One Certification	483	14%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 97%
 Involuntarily Unemployed: < 0%

Positions Held

1 Full-Time: 58%
 2 or more Positions: 21%

Weekly Hours:

40 to 49: 48%
 60 or more: 3%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an occupational therapy related capacity	3,146	97%
Employed, NOT in an occupational therapy related capacity	22	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	0%
Voluntarily unemployed	61	2%
Retired	18	1%
Total	3,252	100%

Source: Va. Healthcare Workforce Data Center

97% of licensed OTs are currently employed in the profession. 58% of all OTs currently hold one full-time job, and 48% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	84	3%
One Part-Time Position	593	19%
Two Part-Time Positions	166	5%
One Full-Time Position	1,866	58%
One Full-Time Position & One Part-Time Position	402	13%
Two Full-Time Positions	2	0%
More than Two Positions	87	3%
Total	3,200	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	84	3%
1 to 9 hours	76	2%
10 to 19 hours	206	6%
20 to 29 hours	308	10%
30 to 39 hours	719	23%
40 to 49 hours	1,529	48%
50 to 59 hours	169	5%
60 to 69 hours	48	2%
70 to 79 hours	6	0%
80 or more hours	31	1%
Total	3,176	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	5	0%
Less than \$30,000	198	8%
\$30,000-\$39,999	130	5%
\$40,000-\$49,999	195	7%
\$50,000-\$59,999	321	12%
\$60,000-\$69,999	512	19%
\$70,000-\$79,999	500	19%
\$80,000-\$89,999	372	14%
\$90,000-\$99,999	240	9%
\$100,000-\$109,999	101	4%
\$110,000-\$119,999	36	1%
\$120,000 or more	33	1%
Total	2,643	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Employer Health Ins.: 63%
Employer Retirement: 66%

Satisfaction
Satisfied: 97%
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,178	69%
Somewhat Satisfied	902	28%
Somewhat Dissatisfied	85	3%
Very Dissatisfied	11	0%
Total	3,176	100%

Source: Va. Healthcare Workforce Data Center

The typical OT earned between \$60,000 and \$70,000 in 2016. In addition, among OTs who received either an hourly wage or a salary at their primary work location, 82% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,045	65%	71%
Retirement	1,923	61%	66%
Health Insurance	1,839	58%	63%
Dental Insurance	1,767	56%	61%
Paid Sick Leave	1,680	53%	58%
Group Life Insurance	1,208	38%	42%
Signing/Retention Bonus	285	9%	10%
At Least One Benefit	2,441	78%	82%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	35	1%
Experience Voluntary Unemployment?	194	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	98	3%
Work two or more positions at the same time?	769	22%
Switch employers or practices?	374	11%
Experienced at least 1	1,167	33%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's OTs experienced involuntary unemployment at some point in 2016. By comparison, Virginia's average monthly unemployment rate was 4.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	65	2%	74	8%
Less than 6 Months	160	5%	147	15%
6 Months to 1 Year	271	9%	138	14%
1 to 2 Years	781	25%	240	25%
3 to 5 Years	724	23%	188	19%
6 to 10 Years	502	16%	122	13%
More than 10 Years	658	21%	64	7%
Subtotal	3,163	100%	973	100%
Did not have location	52		2,516	
Item Missing	303		29	
Total	3,517		3,517	

Source: Va. Healthcare Workforce Data Center

Nearly 90% of Virginia's OT workforce receives either a salary or an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 11%
New Location: 23%
Over 2 years: 60%
Over 2 yrs, 2nd location: 38%

Employment Type

Salary/Commission: 44%
Hourly Wage: 44%

Source: Va. Healthcare Workforce Data Center

60% of OTs have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,173	44%
Hourly Wage	1,166	44%
By Contract	271	10%
Business/ Practice Income	33	1%
Unpaid	7	0%
Subtotal	2,651	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 4.4% in January to 3.8% in December. At the time of publication, December's unemployment rate was still preliminary.

At a Glance:

Concentration

Top Region:	30%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (2016):	31%
2 or more (Now*):	28%

Source: Va. Healthcare Workforce Data Center

71% of all OTs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

COVF Region	Regional Distribution of Work Locations			
	Primary Location		Secondary Location	
	#	%	#	%
Central	803	25%	218	22%
Eastern	42	1%	16	2%
Hampton Roads	509	16%	145	15%
Northern	953	30%	304	31%
Southside	108	3%	29	3%
Southwest	121	4%	40	4%
Valley	243	8%	73	7%
West Central	324	10%	102	10%
Virginia Border State/DC	27	1%	23	2%
Other US State	34	1%	44	4%
Outside of the US	4	0%	2	0%
Total	3,168	100%	996	100%
Item Missing	297		5	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



28% of all OTs had multiple work locations at the time of the survey, while 31% of OTs had at least two work locations over the previous year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	49	2%	83	3%
1	2,145	67%	2,207	69%
2	585	18%	546	17%
3	289	9%	270	9%
4	50	2%	36	1%
5	23	1%	24	1%
6 or More	50	2%	27	1%
Total	3,193	100%	3,193	100%

*At the time of survey completion: 2016 (continual renewal cycle).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,564	51%	678	72%
Non-Profit	841	27%	187	20%
State/Local Government	585	19%	68	7%
Veterans Administration	44	1%	2	0%
U.S. Military	15	0%	3	0%
Other Federal Government	19	1%	3	0%
Total	3,068	100%	941	100%
Did not have location	52		2,516	
Item Missing	397		61	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

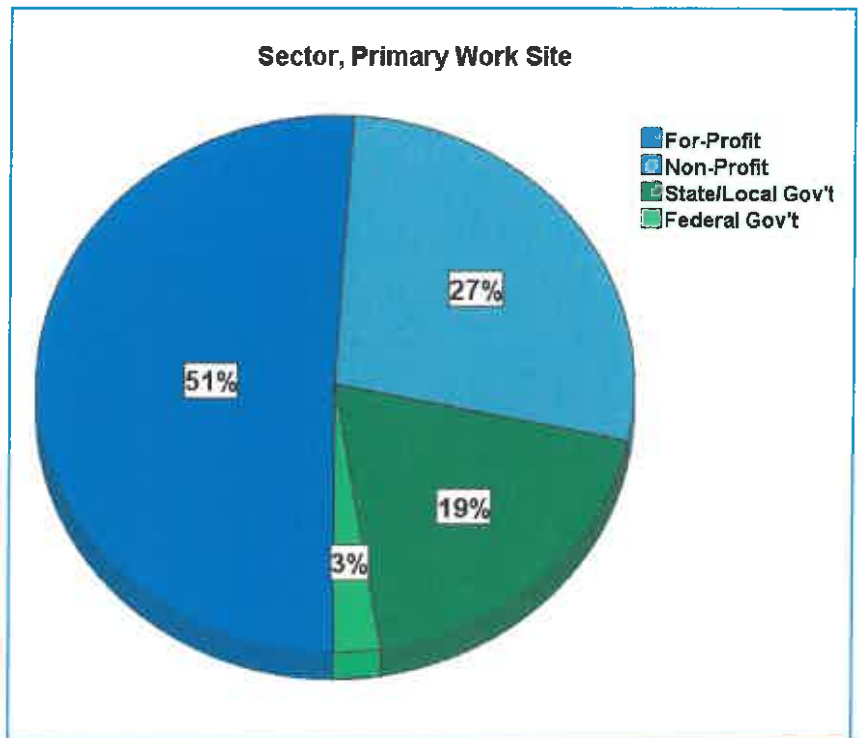
For Profit:	51%
Federal:	3%

Top Establishments

Skilled Nursing Facility:	19%
K-12 School System:	14%
Hospital, Inpatient:	13%

Source: Va. Healthcare Workforce Data Center

78% of all OTs work in the private sector, including 51% who work at for-profit establishments. Another 19% of Virginia's OT workforce worked for either state or local governments.

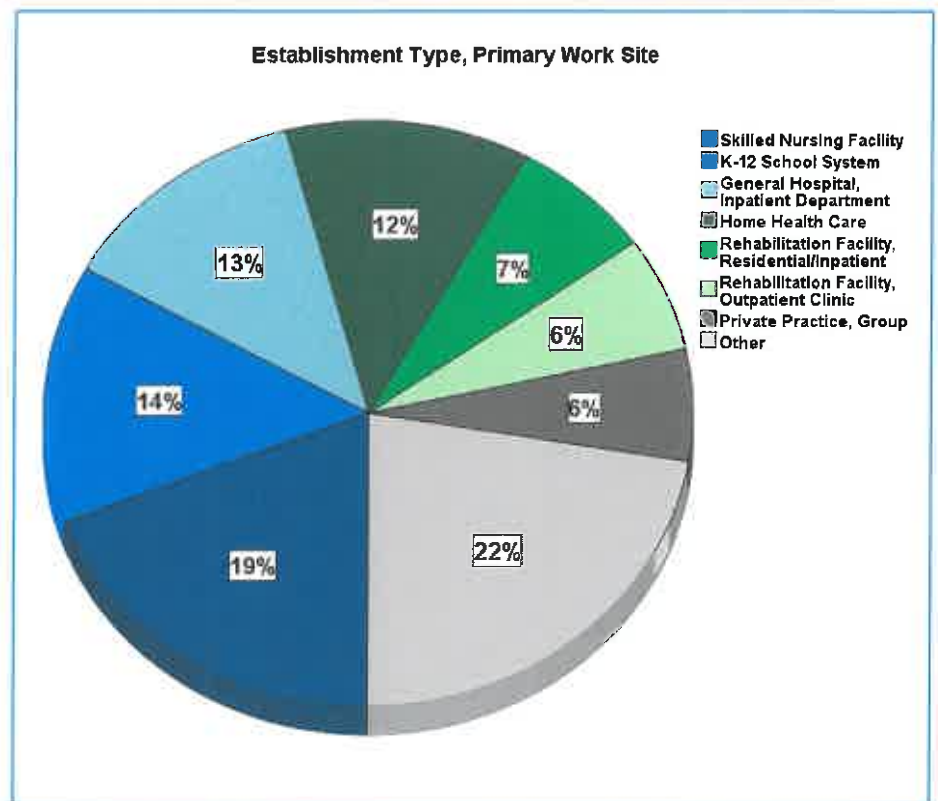


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	562	19%	223	24%
K-12 School System	422	14%	52	6%
General Hospital, Inpatient Department	374	13%	91	10%
Home Health Care	359	12%	163	18%
Rehabilitation Facility, Residential/Inpatient	212	7%	70	8%
Rehabilitation Facility, Outpatient Clinic	188	6%	36	4%
Private Practice, Group	183	6%	65	7%
General Hospital, Outpatient Department	139	5%	29	3%
Assisted living or continuing care facility	110	4%	60	7%
Academic Institution	95	3%	33	4%
Private Practice, Solo	91	3%	27	3%
Other	229	8%	72	8%
Total	2,964	100%	921	100%
Did Not Have a Location	52		2,516	

Source: Va. Healthcare Workforce Data Center

Skilled Nursing Facilities were the most common establishment type in Virginia, employing 19% of the state's OT workforce. K-12 School Systems and the Inpatient Department of Hospitals were also typical primary establishment types.



Skilled Nursing Facilities were also the most common establishment type among OTs who also had a secondary work location. This establishment employed nearly one-quarter of all OTs with a secondary work location.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical OTs Time

Patient Care: 80%-89%
Administration: 1%-9%
Education: 1%-9%

Roles

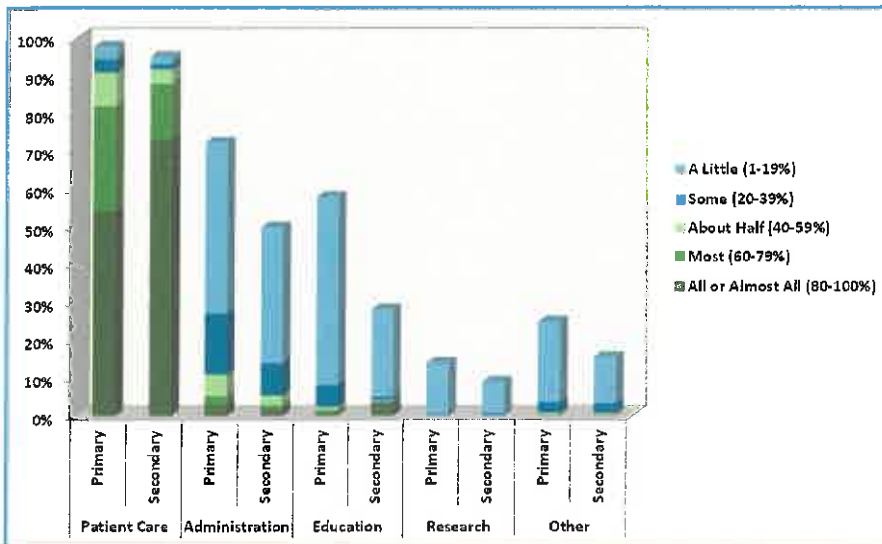
Patient Care: 82%
Administrative: 5%
Education: 1%

Patient Care OTs

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical OT spends most of her time in patient care activities. In fact, 82% of all OTs fill a patient care role, defined as spending at least 60% of her time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	54%	73%	3%	2%	1%	4%	0%	0%	0%	0%
Most (60-79%)	28%	15%	2%	1%	1%	0%	0%	0%	0%	0%
About Half (40-59%)	9%	4%	6%	3%	1%	0%	0%	0%	1%	0%
Some (20-39%)	4%	1%	16%	9%	6%	1%	0%	0%	3%	3%
A Little (1-19%)	3%	2%	45%	36%	50%	23%	14%	8%	21%	12%
None (0%)	2%	5%	28%	50%	42%	72%	86%	91%	75%	84%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All OTs		OTs over 50	
	#	%	#	%
Under age 50	60	2%	-	-
50 to 54	114	4%	10	1%
55 to 59	302	11%	51	6%
60 to 64	810	28%	208	26%
65 to 69	1,115	39%	344	43%
70 to 74	280	10%	133	16%
75 to 79	47	2%	23	3%
80 or over	10	0%	4	0%
I do not intend to retire	108	4%	34	4%
Total	2,845	100%	807	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All OTs	
Under 65:	45%
Under 60:	17%
OTs 50 and over	
Under 65:	33%
Under 60:	8%

Time until Retirement

Within 2 years:	4%
Within 10 years:	16%
Half the workforce:	by 2041

Source: Va. Healthcare Workforce Data Center

45% all OTs expect to retire before the age of 65, while 16% plan on working until at least age 70. Among OTs who are age 50 and over, 33% still expect to retire by age 65, while 24% plan on working until at least age 70.

Within the next two years, 23% of all OTs plan on pursuing additional educational opportunities, while 12% also plan to increase patient care hours.

Future Plans

2 Year Plans:	#	%
Decrease Participation		
Leave Profession	28	1%
Leave Virginia	139	4%
Decrease Patient Care Hours	307	9%
Decrease Teaching Hours	13	0%
Increase Participation		
Increase Patient Care Hours	415	12%
Increase Teaching Hours	304	9%
Pursue Additional Education	796	23%
Return to Virginia's Workforce	26	1%

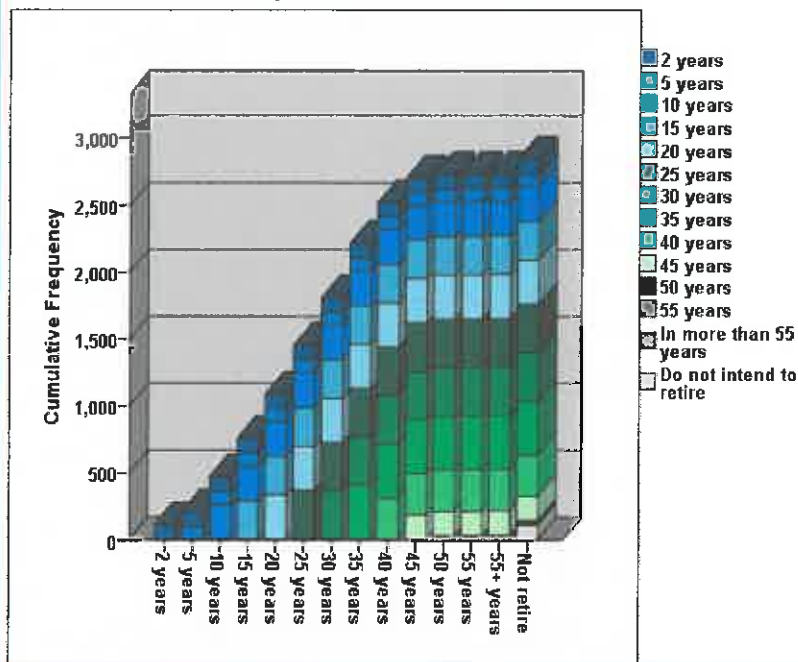
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for OTs. Only 4% of OTs expect to retire within the next two years, while 16% plan on retiring in the next ten years. Half of the current OT workforce expects to be retired by 2041.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	110	4%	4%
5 years	97	3%	7%
10 years	260	9%	16%
15 years	287	10%	27%
20 years	333	12%	38%
25 years	363	13%	51%
30 years	358	13%	64%
35 years	406	14%	61%
40 years	310	11%	89%
45 years	182	6%	95%
50 years	26	1%	96%
55 years	2	0%	96%
In more than 55 years	4	0%	96%
Do not intend to retire	108	4%	100%
Total	2,845	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2031. Retirements will peak at 14% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 2,884
 FTEs/1,000 Residents: 0.346
 Average: 0.83

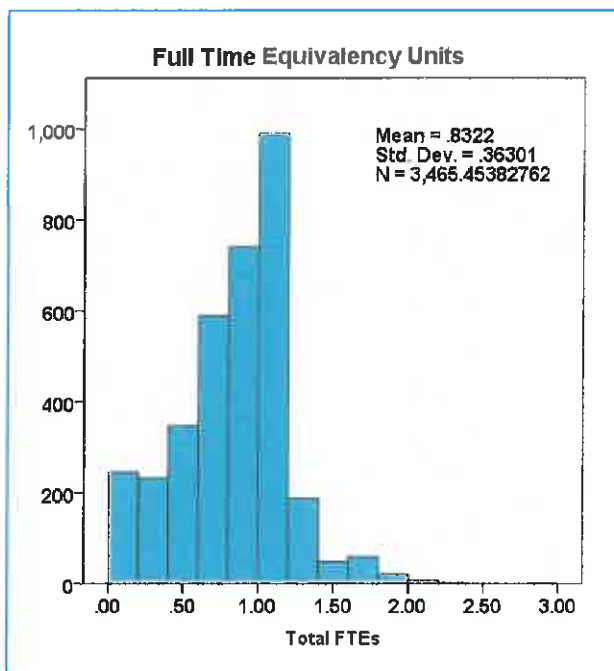
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

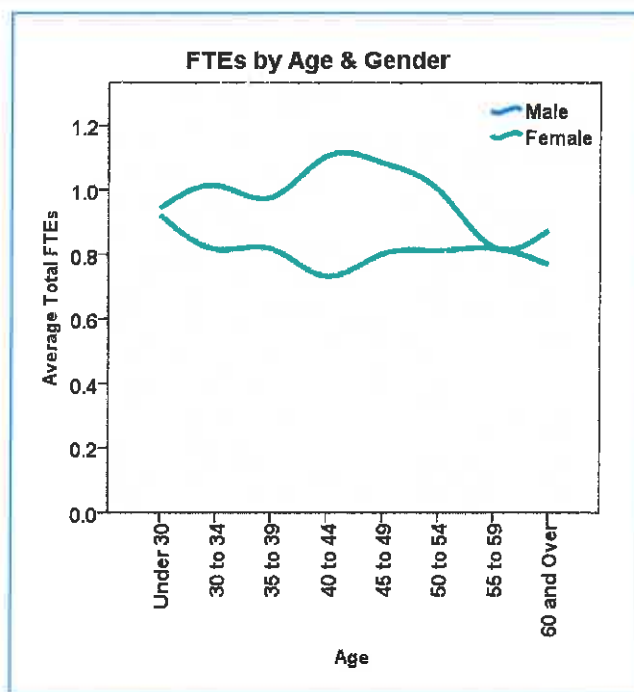


Source: Va. Healthcare Workforce Data Center

The typical OT provided 0.90 FTEs in 2016, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.²

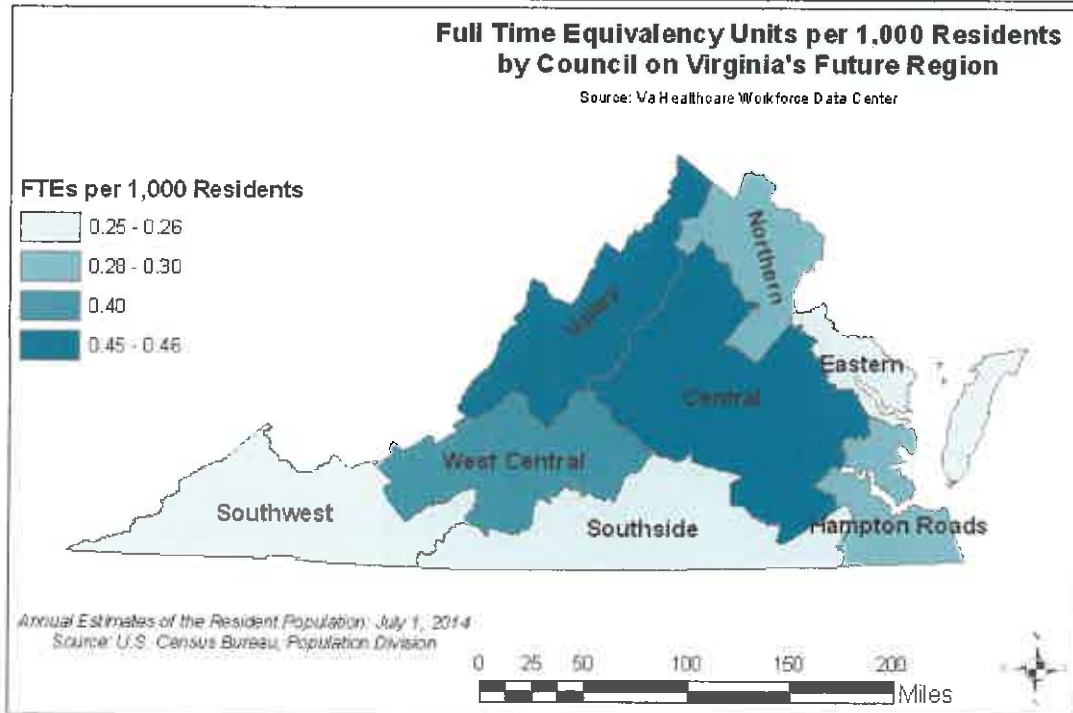
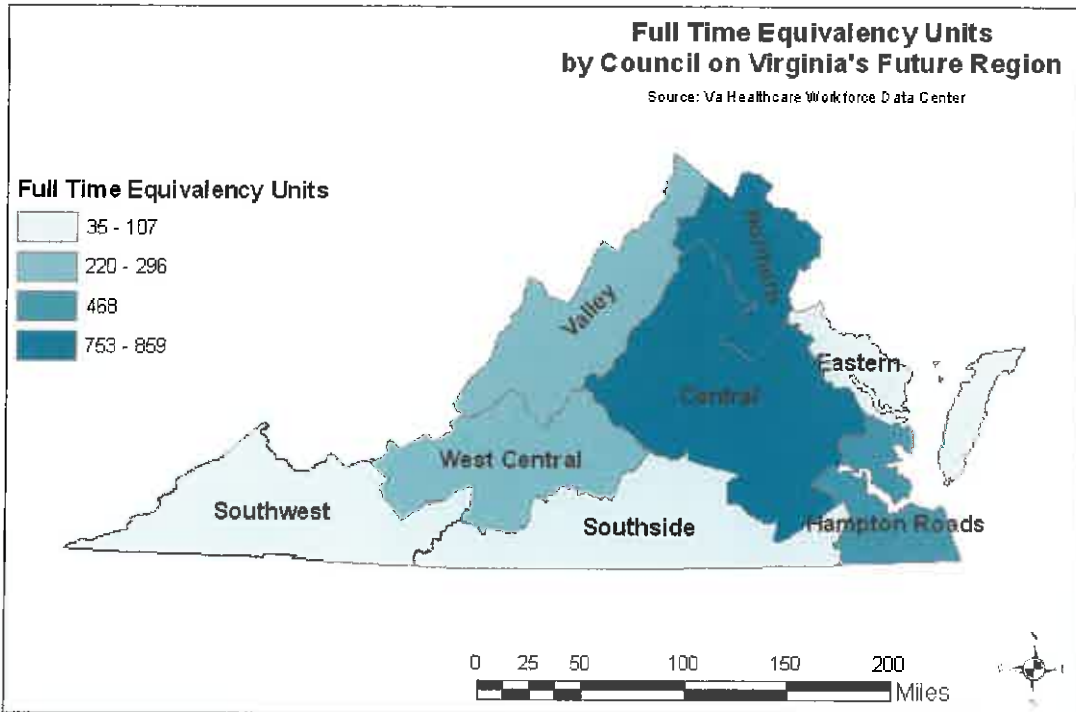
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.93	1.01
30 to 34	0.82	0.90
35 to 39	0.83	0.88
40 to 44	0.76	0.78
45 to 49	0.86	0.93
50 to 54	0.92	0.92
55 to 59	0.80	0.81
60 and Over	0.72	0.78
Gender		
Male	0.99	1.05
Female	0.82	0.89

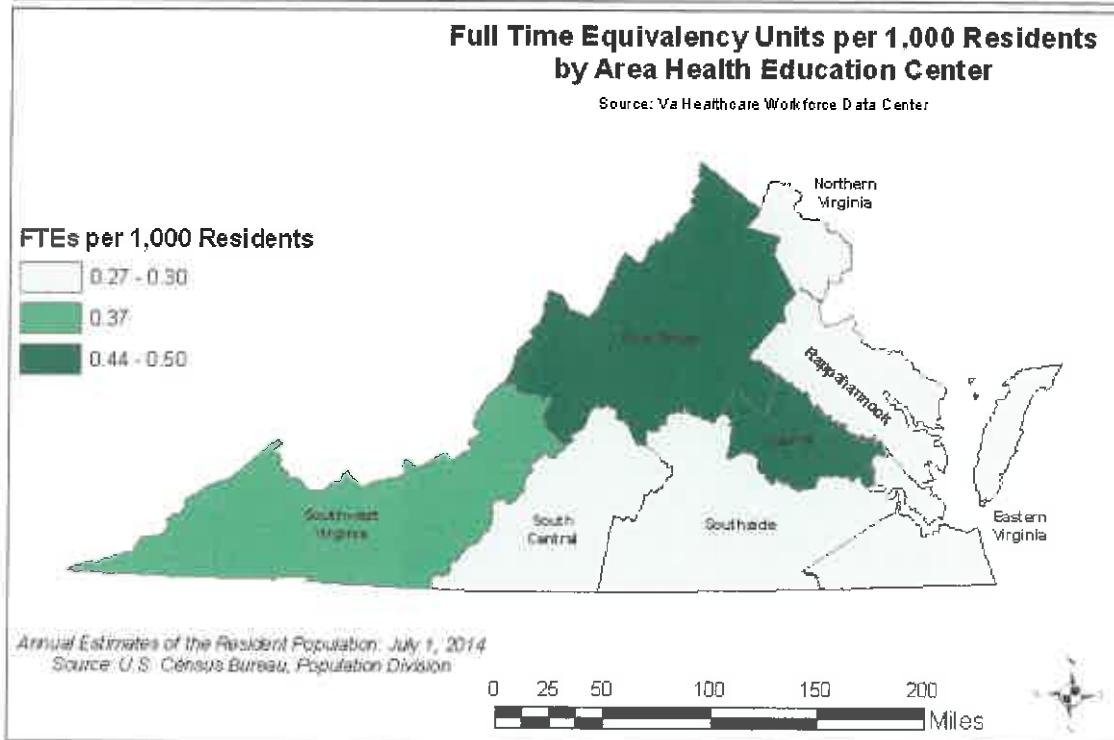
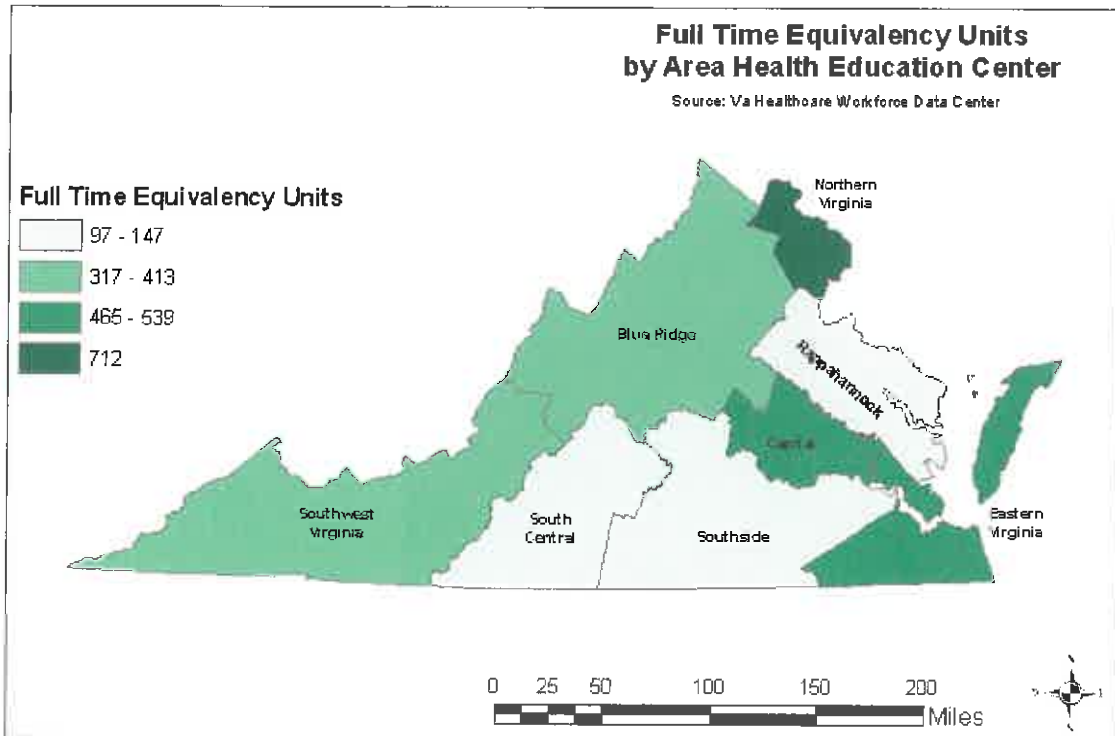
Source: Va. Healthcare Workforce Data Center

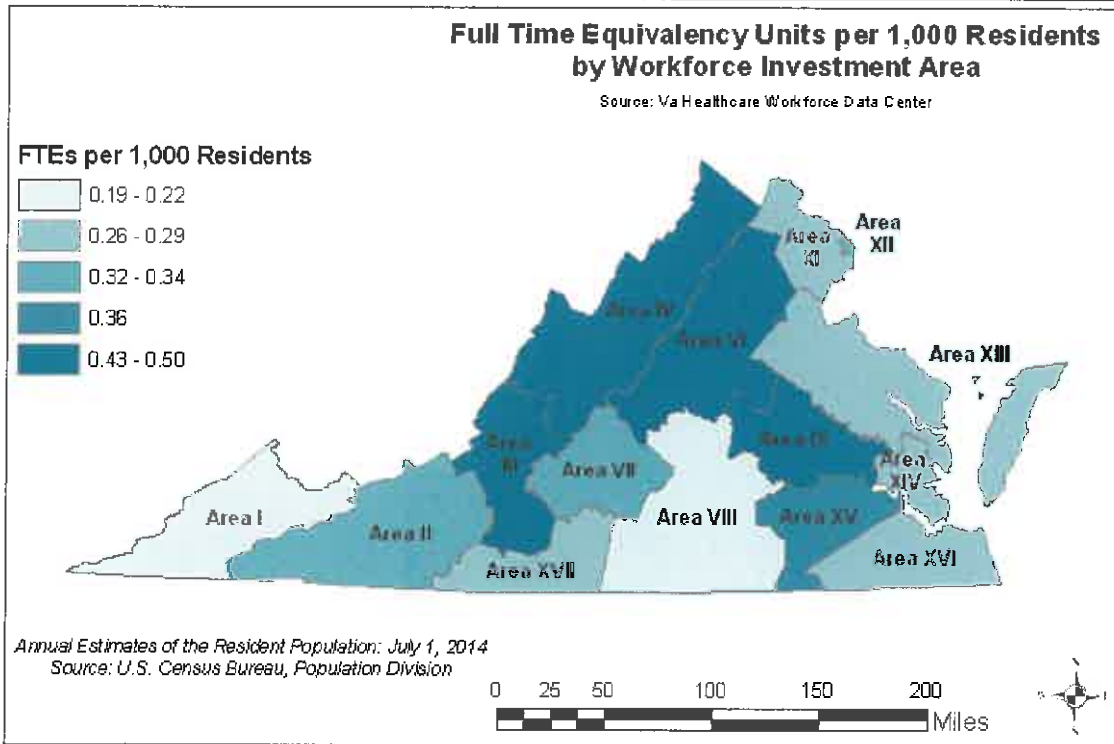
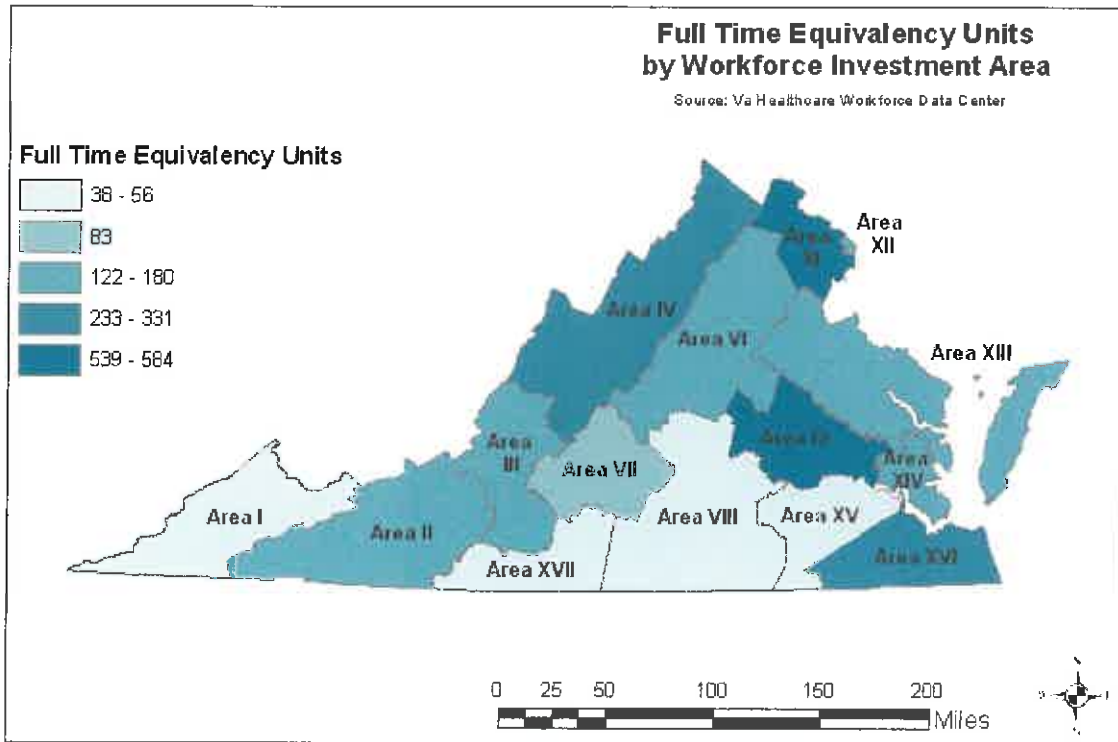


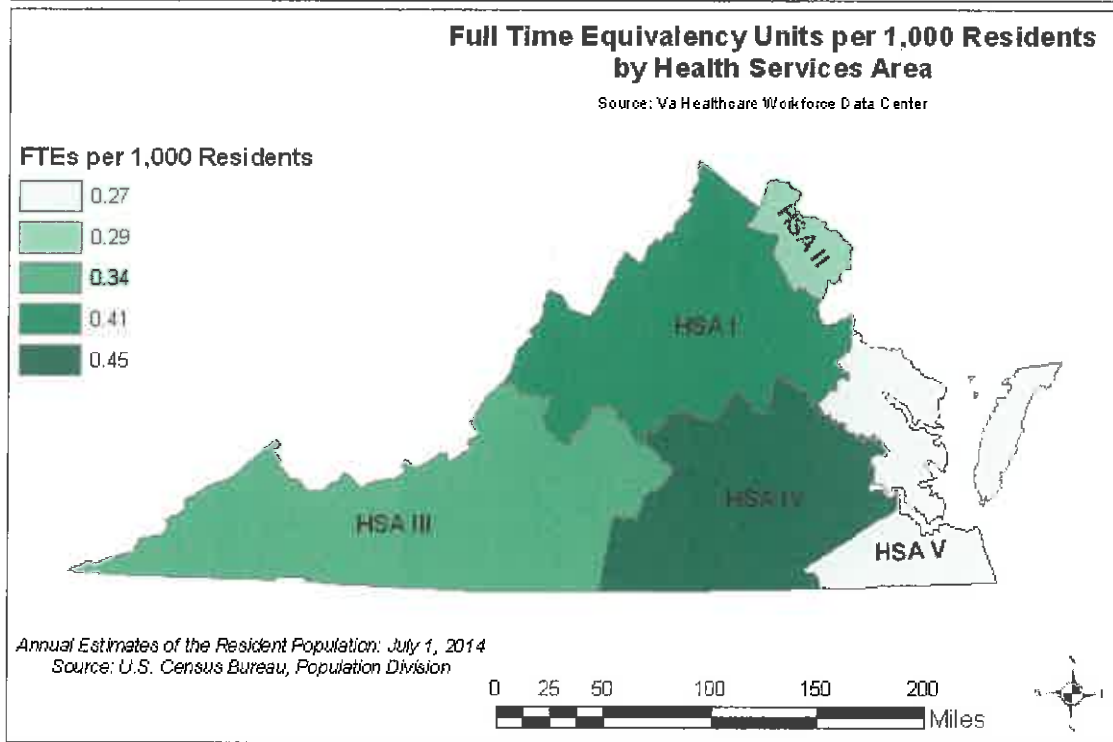
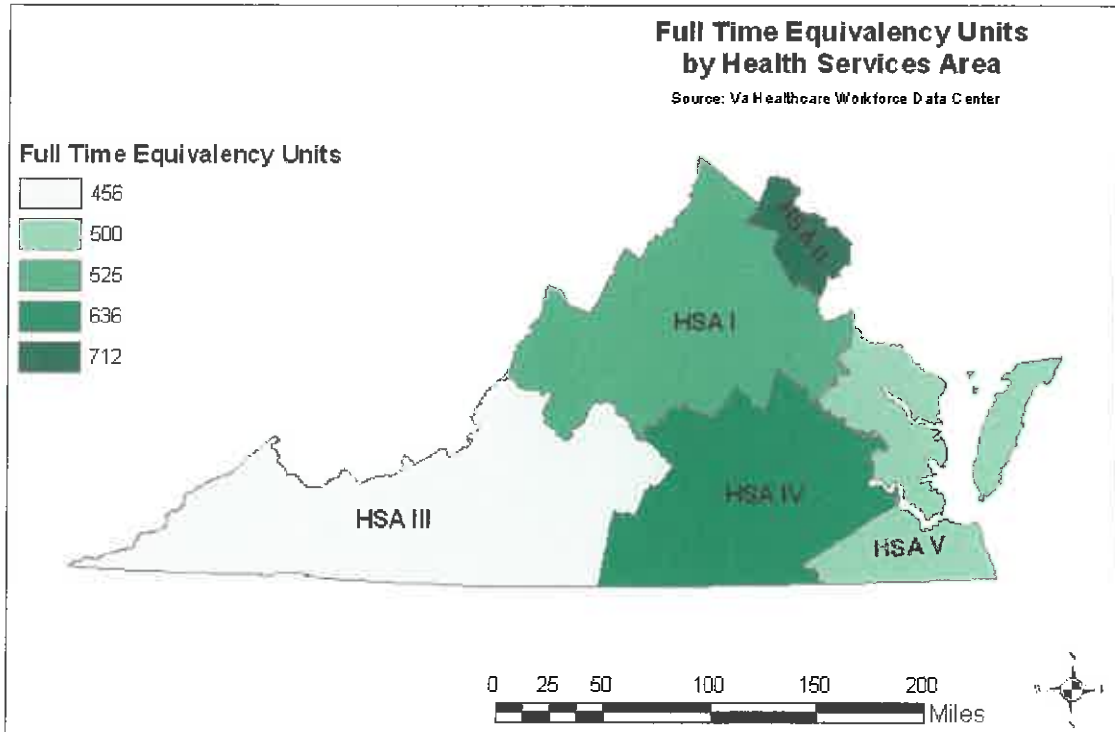
Source: Va. Healthcare Workforce Data Center

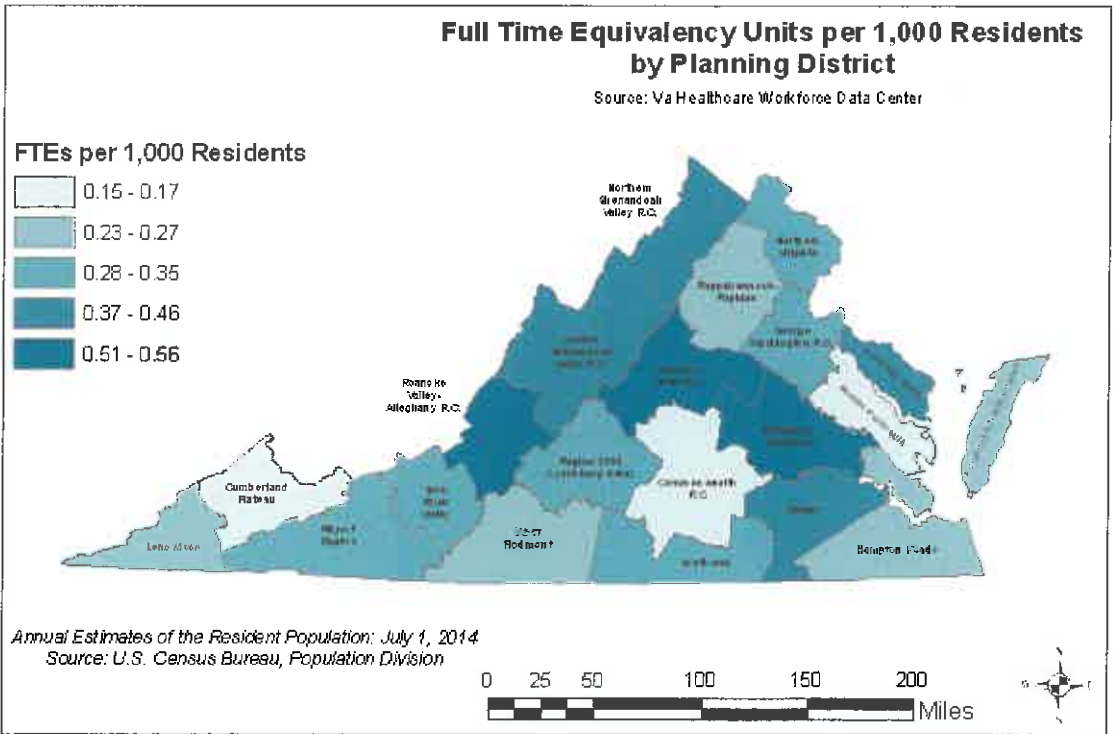
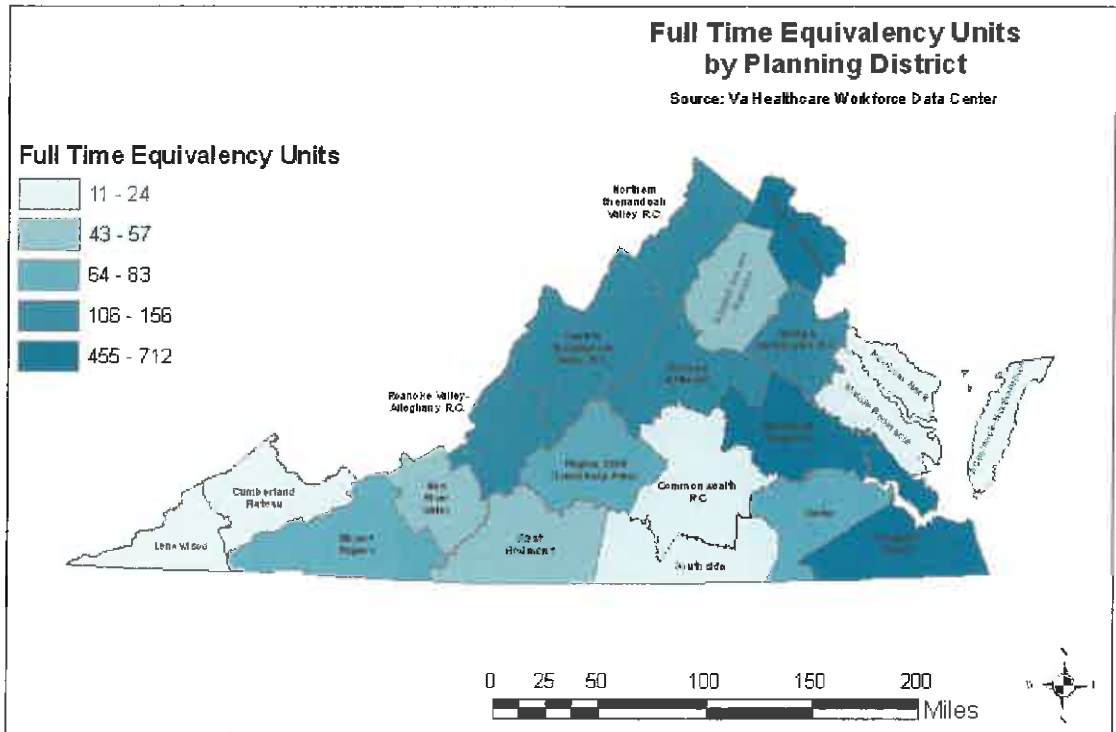
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).











Appendices

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,297	78.62%	1.271872	1.091246	2.344731
Metro, 250,000 to 1 million	311	84.24%	1.187023	1.018447	2.18831
Metro, 250,000 or less	437	78.26%	1.277778	1.096314	2.355619
Urban pop 20,000+, Metro adj	35	65.71%	1.521739	1.305629	1.618403
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	112	74.11%	1.349398	1.157762	2.487652
Urban pop, 2,500-19,999, nonadj	51	78.43%	1.275	1.09393	2.350498
Rural, Metro adj	50	66.00%	1.515152	1.299977	2.793224
Rural, nonadj	16	68.75%	1.454545	1.280758	2.681495
Virginia border state/DC	429	54.31%	1.841202	1.579723	3.394307
Other US State	432	40.97%	2.440678	2.094064	4.499458

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	544	39.15%	2.553991	2.18831	4.499458
30 to 34	775	67.87%	1.473384	1.262425	2.595714
35 to 39	578	76.64%	1.30474	1.117928	2.298609
40 to 44	512	81.05%	1.233735	1.057089	2.173516
45 to 49	523	84.13%	1.188636	1.018447	2.094064
50 to 54	423	81.32%	1.229651	1.05359	2.166321
55 to 59	344	81.98%	1.219858	1.045199	2.149068
60 and Over	471	73.67%	1.357349	1.163003	2.391291

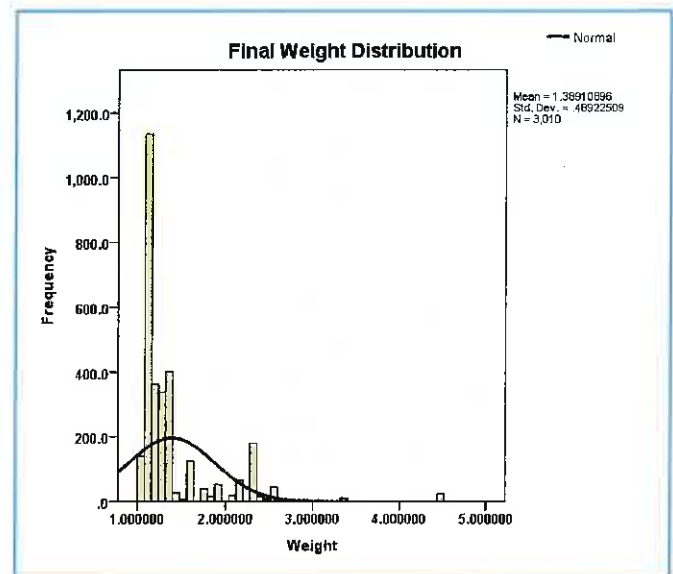
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhs.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.721823



Subject: FW: Request for interpretation of regulations

Hello,
My name is Eric Smith and I am a regional therapy director with LHC Group. We are a nationwide provider of home health services. We recently acquired agencies in Virginia. I am writing to request a written interpretation of a portion of the Occupational Therapy state regulation in regards to supervision of Occupational Therapy Assistants. I have attached the portion of the regulations in question:

18VAC85-80-110. Supervisory responsibilities of an occupational therapist.

A. Delegation to an occupational therapy assistant.

1. An occupational therapist shall be ultimately responsible and accountable for patient care and occupational therapy outcomes under his clinical supervision.

2. An occupational therapist shall not delegate the discretionary aspects of the initial assessment, evaluation or development of a treatment plan for a patient nor shall he delegate any task requiring a clinical decision or the knowledge, skills, and judgment of a licensed occupational therapist.

3. Delegation shall only be made if, in the judgment of the occupational therapist, the task or procedures do not require the exercise of professional judgment, can be properly and safely performed by an appropriately trained occupational therapy assistant, and the delegation does not jeopardize the health or safety of the patient.

4. Delegated tasks or procedures shall be communicated to an occupational therapy assistant on a patient-specific basis with clear, specific instructions for performance of activities, potential complications, and expected results.

B. The frequency, methods, and content of supervision are dependent on the complexity of patient needs, number and diversity of patients, demonstrated competency and experience of the assistant, and the type and requirements of the practice setting. The occupational therapist providing clinical supervision shall meet with the occupational therapy assistant to review and evaluate treatment and progress of the individual patients at least once every tenth treatment session or 30 calendar days, whichever occurs first. For the purposes of this subsection, group treatment sessions shall be counted the same as individual treatment sessions.

C. An occupational therapist may provide clinical supervision for up to six occupational therapy personnel, to include no more than three occupational therapy assistants at any one time.

D. The occupational therapy assistant shall document in the patient record any aspects of the initial evaluation, treatment plan, discharge summary, or other notes on patient care performed by the assistant. The supervising occupational therapist shall countersign such documentation in the patient record at the time of the review and evaluation required in subsection B of this section.

My questions are as follows:

1. Do OT's have to countersign the documentation of the COTAs?

2. If the OT's do have to counter sign the documentation of the COTAs, is it **all** documentation of the COTAs or only the documentation that was reviewed in the process of performing the supervision of the assistant (at least once every 10th visit or 30 calendar days, whichever comes first).

I appreciate your consideration of this matter.

Thank you,

Eric Smith



Eric Smith, PT

Regional Therapy Director

Coastal Division

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email: eric.smith@lhcgroupp.com

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