

# Health Care Workforce Census

## Occupational Therapists, 2024

April 2025

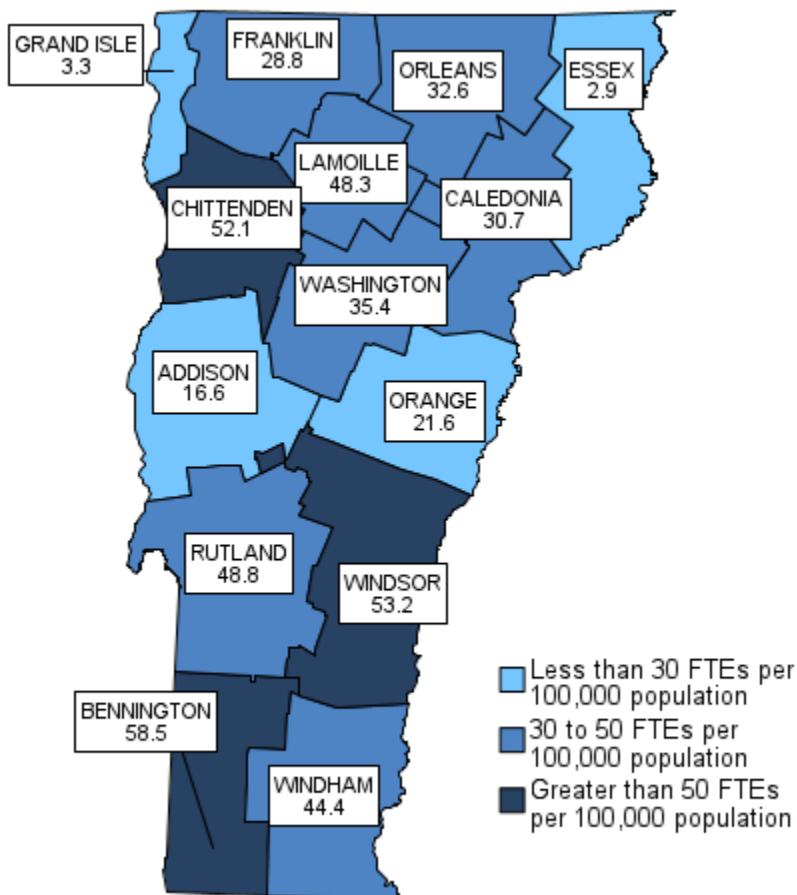
### Overview

This Occupational Therapist census is part of the Vermont Department of Health's health care provider data program, which is used to monitor and measure the supply of health care providers in Vermont over time.

Vermont professionals are relicensed every two years. Data for this report were obtained during the May 2024 relicensing period and represent a snapshot of the profession at that time.

Occupational Therapists (OTs) promote independence, meaningful occupations, and patients' functional ability. They assist individuals in regaining skills as well as in increasing their abilities and decreasing limitations or disabilities. They recommend, as needed, adaptive equipment and training in its use, guidance, and education for family members and caregivers.

### OT Full-Time equivalents per 100,000 population by County



### In Brief

#### Workforce

Survey period: May 2024  
Response Rate: 99.8%  
Licenses renewed: 476  
Active in VT: 366  
Full-time Equivalents: 270.9

#### Demographics

% Female: 89.1%  
Median Age: 42  
% 60 or older: 10.1%

#### Education and Training

% educated in VT: 2.2%  
% educated in Northeast: 76.2%

#### Main Settings

School or college system: 28.7%  
Skilled nursing facility: 14.8%  
Home health: 14.5%

#### Current Employment

Full time hours at main site: 29.5%  
Full time hours (all sites): 31.4%  
Plans to reduce hours: 2.7%  
Plans to stop working as OT in Vermont: 2.7%

#### Geographic Distribution

FTEs per 100,000 population:  
Statewide: 41.9  
Highest: 58.5, Bennington County  
Lowest: 2.9, Essex County

#### Trends in Statewide FTEs

2018: 215.5  
2020: 216.9  
2022: 230.2  
2024: 270.9

## Workforce

- 476 Occupational Therapists renewed their Vermont license in 2024.
- Data were obtained for 475 OTs for a 99.8% response rate, and 366 (77.1%) indicated that they are active and provide direct patient care in Vermont.
- Of the 109 who renewed but are not active in Vermont, 46 (42.2%) said they expect to start or resume provide direct patient care in Vermont in the next 12 months.
- The remainder of this report is based on the 366 OTs active in Vermont.

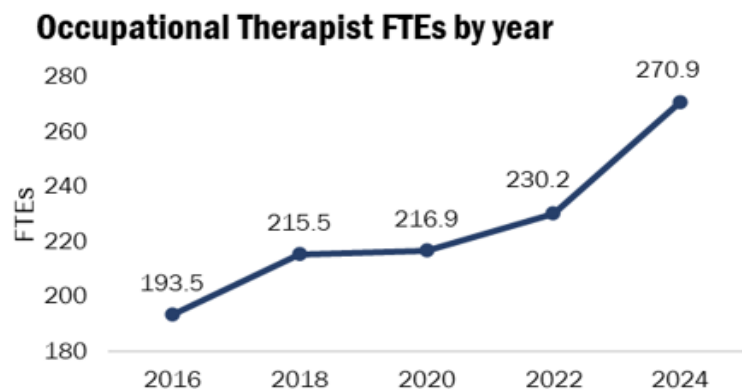
## Full Time Equivalents (FTEs)

- The 366 active OTs provide 270.9 total full-time equivalents (FTEs).
- 29.5% of OTs work 40 hours or more per week at their main site.
- 31.4% work 40 hours or more per week at all their work sites combined.
- 81.1% work at least 20 hours per week at all their work sites combined.
- OTs age 60 and older (37 individuals) account for 20.6 FTEs, or 7.6% of total FTEs.

| Average weekly hours – main site | Number | Percent |
|----------------------------------|--------|---------|
| Less than 20 hours               | 71     | 19.4%   |
| 20 to 39 hours                   | 187    | 51.1%   |
| 40 hours or more                 | 108    | 29.5%   |

## Trends in Statewide FTEs

- Between 2016 and 2022 the number of FTEs increased by 36.7.
- In the 2 years between 2022 and 2024 the number of FTEs increased by 40.7



## Demographics

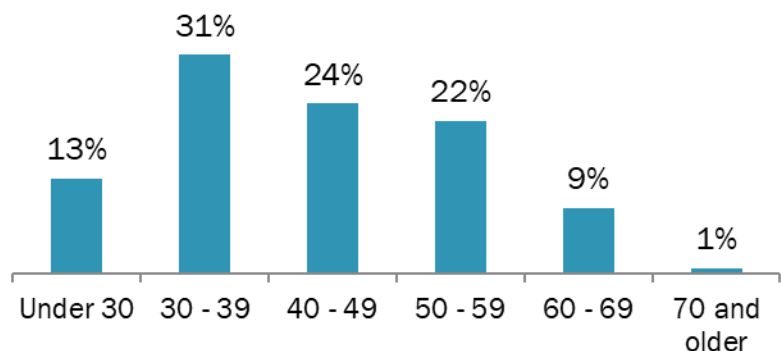
### Sex

- 89.1% of OTs (319) are female.
- 7.3% (26) are male.
- 3.7% preferred to self-describe or preferred not to answer.

### Age

- Half of OTs active in Vermont are younger than age 42.
- 54.9% of OTs were between the ages of 30 and 49.

## Age Distribution of VT Occupational Therapists



## Race and Ethnicity

OTs were asked to select their race and could select multiple responses or choose not to answer, so numbers may not equal the total number of OTs.

- 330 OTs are white (90.2%), 6 are Asian (1.6%), one (0.3%) is Black, one (0.3%) is Native Hawaiian or Pacific Islander, and none are American Indian or Alaska Native. Three OTs selected another race that was not listed (0.8%), and 27 preferred not to answer or did not answer.
- Five OTs (1.4%) are Hispanic, Latino/a, or of Spanish origin, and 334 OTs (91.3%) are not. Twenty-seven OTs preferred not to answer or were missing data for ethnicity.

## Education and Training

Most of the 366 OTs active in Vermont in 2024 completed their degrees in the Northeast (76.2%), including 2.2% in Vermont.

| Highest degree awarded in... | Number | Percent |
|------------------------------|--------|---------|
| Northeast                    | 246    | 76.2%   |
| South                        | 25     | 7.7%    |
| Midwest                      | 19     | 5.9%    |
| West                         | 18     | 5.6%    |
| Outside US                   | 15     | 4.6%    |

## Practice Characteristics

The most common employment arrangements are salaried (44.0%) and hourly (34.7%).

### Practice setting

For OTs' main practice location, the most common settings are:

- a school or college system (28.7%)
- a skilled nursing facility (14.8%)
- home health (14.5%)
- a hospital or medical center (12.8%)
- an outpatient clinic (10.9%)

### Number of sites

- 12.0% of OTs practiced at 2 or more locations.

## Current Experience and Future Plans

- Median time since first licensed as an occupational therapist: 15 years.
- 10 OTs (2.7%) plan to stop working as an OT in Vermont in the next 12 months.
- 10 (2.7%) plan to reduce their hours in the next 12 months.
- 20 (5.5%) plan to increase their hours, and 313 (85.5%) plan to continue as they are.

## Key Takeaways

- OTs have seen a 17.7% increase in the number of FTEs in the past two years, and a 40% increase in FTEs between 2016 and 2024, from 193.5 OT FTEs in 2016 to 270.9 FTEs in 2024.
- OTs in Vermont are predominantly female and relatively young, with a median age of 42.
- The most common settings for OTs are schools, skilled nursing facilities and home health.
- Relative to population, OTs are most common in Bennington, Windsor, and Chittenden Counties.

For more information, contact: [AHS.VDHPhysicianCensus@vermont.gov](mailto:AHS.VDHPhysicianCensus@vermont.gov)

## Appendix

### Active Occupational Therapist

An OT who reported working in Vermont as such (regardless of how many hours) is considered active.

### Census

The census was taken during the biennial OT relicensing process which ended on May 31, 2024. Census questions available upon request.

### Main Practice, Site, Setting, and Specialty

The main practice site, setting, or specialty of an individual refers to the practice site, setting, or specialty with the greatest number of reported annual hours.

### Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

### Maps

For county maps, colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color.

### Missing data

Unless otherwise noted, missing data are excluded from tables. Thus, totals may vary from table to table.

### Population Estimates

Population estimates are for July 2023 and were provided by the Department of Health.

### Weekly Hours

Average weekly hours is based on hours and weeks reported, adjusted to a full-time 48-week working year ( $\text{hours} * (\text{weeks}/48)$ ). Thus, the average weekly hours for an individual working 40 hours a week for half the year (24 weeks) is 20.