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# *Virginia's Licensed Professional Counselor Workforce: 2016*

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Healthcare Workforce Data Center

August 2016

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](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

*3,905 Licensed Professional Counselors 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 Counseling 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:*

**Elizabeth Carter, Ph.D.**

*Executive Director*

**Yetty Shobo, Ph.D.**

*Deputy Director*

**Laura Jackson**

*Operations Manager*

**Christopher Coyle**

*Research Assistant*

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Jaime H. Hoyle, J.D.

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## The Licensed Professional Counselor Workforce: At a Glance:

### The Workforce

Licensees:	4,575
Virginia's Workforce:	3,973
FTEs:	3,404

### Background

Rural Childhood:	30%
HS Degree in VA:	46%
Prof. Degree in VA:	66%

### Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	53%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	85%
Renewing Practitioners:	94%

### Education

Masters:	85%
Ph.D.:	15%

### Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	71%

### Demographics

Female:	79%
Diversity Index:	30%
Median Age:	51

### Finances

Median Income:	\$50k-\$60k
Health Benefits:	60%
Under 40 w/ Ed debt:	70%

### Time Allocation

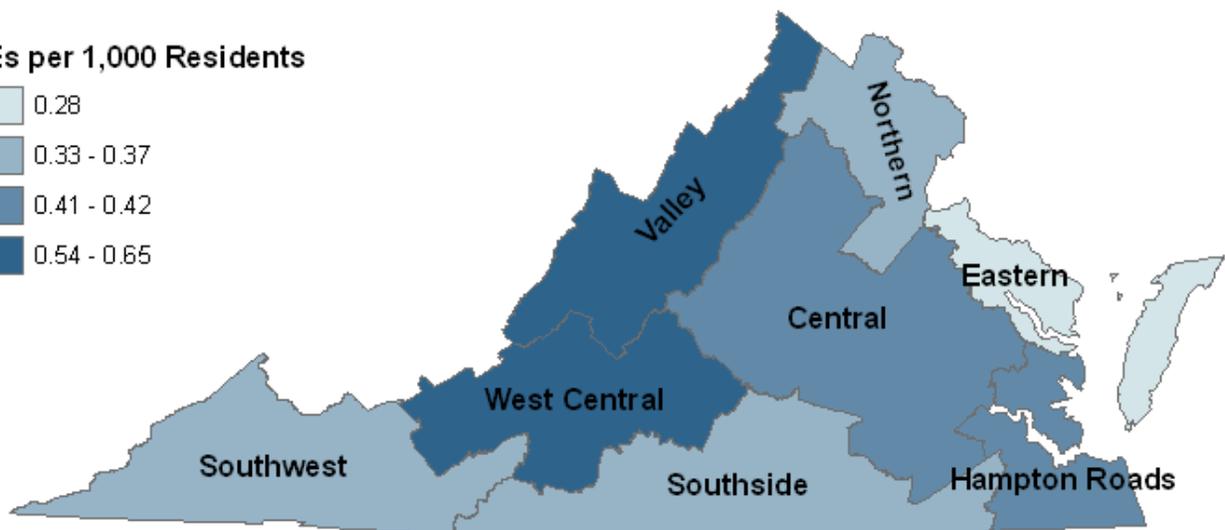
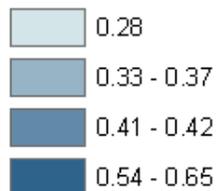
Patient Care:	60%-69%
Administration:	10%-19%
Patient Care Role:	57%

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



3,905 Licensed Professional Counselors (LPCs) voluntarily took part in the 2016 Licensed Professional Counselor Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LPCs. These survey respondents represent 85% of the 4,575 LPCs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 3,973 LPCs 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 as an LPC at some point in the future. Between July 2015 and June 2016, Virginia's LPC workforce provided 3,404 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

79% of all LPCs are female, including 86% of those LPCs who are under the age of 40. In a random encounter between two LPCs, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LPCs who are under the age of 40, however, this value increases to 38%. Regardless, Virginia's LPC workforce is less diverse than Virginia's population as a whole, which has a diversity index of 55%.

30% of all LPCs grew up in a rural area of Virginia, but just 21% of these professionals currently work in non-Metro areas of the state. Overall, 10% of Virginia's LPCs currently work in non-Metro areas of the state. Meanwhile, 46% of all LPCs graduated from high school in Virginia, while 66% earned their initial professional degree in the state.

85% of the state's LPC workforce has a Master's degree as their highest professional degree, while the remainder has gone on to earn a doctorate. In addition, 52% of all LPCs have a primary specialty in mental health. 39% of all LPCs currently carry educational debt, including 70% of those under the age of 40. The median debt burden for those LPCs with educational debt is between \$50,000 and \$60,000.

93% of LPCs are currently employed in the profession. 53% currently hold one full-time position, while another 25% hold multiple positions. Only 6% of LPCs have switched jobs over the past 12 months, while 71% have worked at the same work location for at least two years. In addition, only 1% of Virginia's LPCs have experienced involuntary unemployment at some point in the past year.

The median annual income for LPCs is between \$50,000 and \$60,000. In addition, among those LPCs who receive either an hourly wage or a salary at their primary work location, 72% also receive at least one employer-sponsored benefit. This includes 60% who have access to employer-sponsored health insurance and 57% who have access to some form of a retirement plan. 96% of LPCs indicate they are satisfied with their current employment situation, including 71% who indicate they are "very satisfied".

28% of all LPCs work in Northern Virginia, the most of any region in the state. In addition, another 20% of LPCs work in Hampton Roads, while 19% work in Central Virginia. 73% of all LPCs work in the private sector, including 54% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type in Virginia, employing 19% of state's LPC workforce.

A typical LPC spends approximately two-thirds of her time treating patients. In fact, 57% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical LPC treats between 1 and 24 patients per week at their primary work location, and approximately 75% of these patients are adults.

24% of all LPCs expect to retire by the age of 65. 24% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2041. Over the next two years, 15% of LPCs plan on increasing patient care activities, and 12% plan on pursuing additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,944	86%
New Licensees	435	10%
Non-Renewals	196	4%
All Licensees	4,575	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 94% of renewing LPCs submitted a survey. These represent 85% of LPCs who held a license at some point during the survey time period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 35	124	346	74%
35 to 39	78	479	86%
40 to 44	69	462	87%
45 to 49	82	473	85%
50 to 54	52	432	89%
55 to 59	70	455	87%
60 to 64	70	499	88%
65 and Over	125	759	86%
<b>Total</b>	<b>670</b>	<b>3,905</b>	<b>85%</b>
<b>New Licenses</b>			
Issued in Past Year	252	183	42%
<b>Metro Status</b>			
Non-Metro	38	298	89%
Metro	476	3,163	87%
Not in Virginia	156	444	74%

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Licensed LPCs**

Number:	4,575
New:	10%
Not Renewed:	4%

**Response Rates**

All Licensees:	85%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

Completed Surveys	3,905
Response Rate, all licensees	85%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2016.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2015 and June 2016.
- 3. Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2016.

## At a Glance:

### Workforce

Virginia's LPC Workforce: 3,973  
 FTEs: 3,404

### Utilization Ratios

Licensees in VA Workforce: 87%  
 Licensees per FTE: 1.34  
 Workers per FTE: 1.17

Source: Va. Healthcare Workforce Data Center

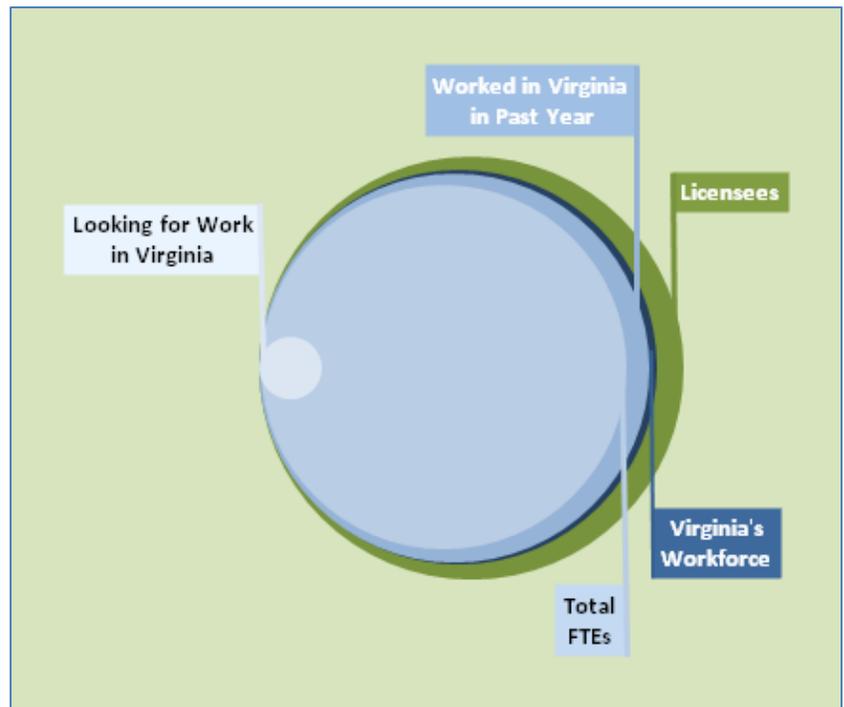
Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	3,873	97%
Looking for Work in Virginia	100	3%
Virginia's Workforce	3,973	100%
Total FTEs	3,404	
Licensees	4,575	

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 during the survey timeframe 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. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees 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.

*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](http://www.dhp.virginia.gov/hwdc)*



Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	54	13%	357	87%	411	12%
35 to 39	63	14%	388	86%	451	13%
40 to 44	65	16%	357	85%	423	12%
45 to 49	77	18%	349	82%	426	12%
50 to 54	67	18%	300	82%	367	11%
55 to 59	98	27%	270	73%	367	11%
60 to 64	118	28%	309	72%	427	12%
65 +	185	31%	414	69%	599	17%
<b>Total</b>	<b>727</b>	<b>21%</b>	<b>2,743</b>	<b>79%</b>	<b>3,471</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	63%	2,896	83%	667	77%
Black	19%	359	10%	125	15%
Asian	6%	39	1%	10	1%
Other Race	0%	19	1%	5	1%
Two or more races	2%	65	2%	23	3%
Hispanic	9%	105	3%	32	4%
<b>Total</b>	<b>100%</b>	<b>3,483</b>	<b>100%</b>	<b>862</b>	<b>100%</b>

\*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

**At a Glance:**

**Gender**

% Female: 79%  
% Under 40 Female: 86%

**Age**

Median Age: 51  
% Under 40: 25%  
% 55+: 40%

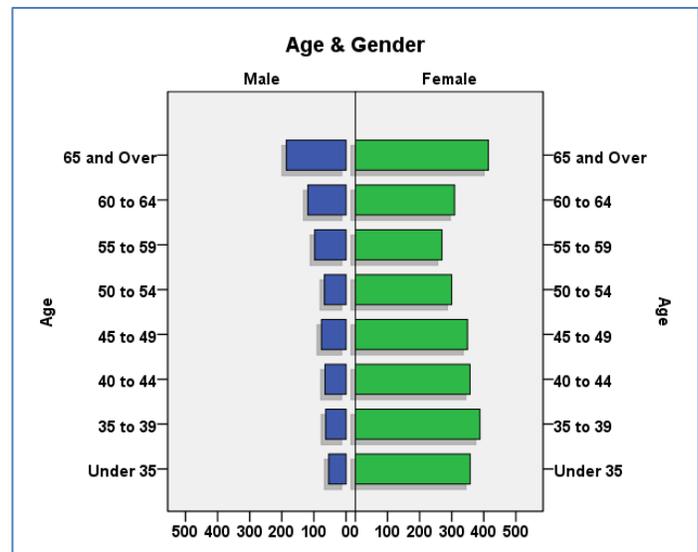
**Diversity**

Diversity Index: 30%  
Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LPCs, there is a 30% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*25% of all LPCs are under the age of 40, and 86% of these professionals are female. In addition, the diversity index among LPCs who are under the age of 40 is 38%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
 Rural Childhood: 30%

### Virginia Background

HS in Virginia: 46%  
 Prof. Ed. in VA: 66%  
 HS or Prof. Ed. in VA: 73%

### Location Choice

% Rural to Non-Metro: 21%  
 % Urban/Suburban to Non-Metro: 4%

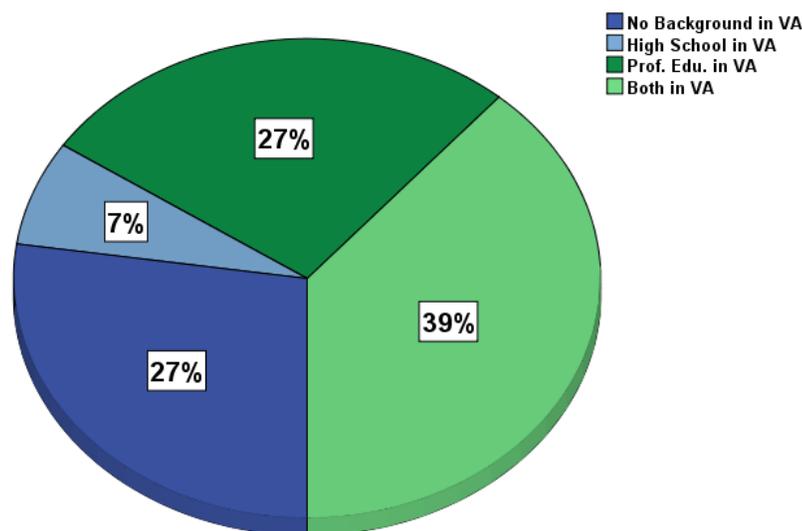
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	21%	63%	16%
2	Metro, 250,000 to 1 million	39%	49%	12%
3	Metro, 250,000 or less	39%	51%	10%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	66%	26%	9%
6	Urban pop, 2,500-19,999, Metro adj	64%	28%	8%
7	Urban pop, 2,500-19,999, nonadj	86%	9%	5%
8	Rural, Metro adj	67%	21%	13%
9	Rural, nonadj	33%	42%	25%
<b>Overall</b>		<b>30%</b>	<b>56%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

30% of LPCs grew up in self-described rural areas, and 21% of these professionals currently work in non-metro counties. Overall, 10% of all LPCs in the state currently work in non-metro counties.

## Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	1,579	Virginia	2,262
2	New York	220	Maryland	108
3	Pennsylvania	197	Washington, D.C.	100
4	Maryland	139	North Carolina	93
5	Outside U.S./Canada	125	Ohio	76
6	North Carolina	114	Florida	62
7	New Jersey	107	Pennsylvania	61
8	Ohio	100	New York	54
9	Florida	83	Texas	54
10	California	57	Massachusetts	45

Source: Va. Healthcare Workforce Data Center

*46% of licensed LPCs received their high school degree in Virginia, and 66% received their initial professional degree in the state.*

*Among LPCs who received their initial license in the past five years, 46% received their high school degree in Virginia, while 63% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	524	Virginia	702
2	New York	60	North Carolina	37
3	Maryland	50	Ohio	33
4	Pennsylvania	50	Maryland	32
5	North Carolina	49	Florida	31
6	Outside U.S./Canada	48	Washington, D.C.	28
7	Ohio	34	Minnesota	22
8	New Jersey	33	Texas	21
9	Florida	27	New York	17
10	Texas	21	Georgia	17

Source: Va. Healthcare Workforce Data Center

*13% of Virginia's licensees did not participate in the state's LPC workforce during the past year. 79% of these professionals worked at some point in the past year, including 68% who worked in a job related to behavioral sciences.*

### At a Glance:

#### Not in VA Workforce

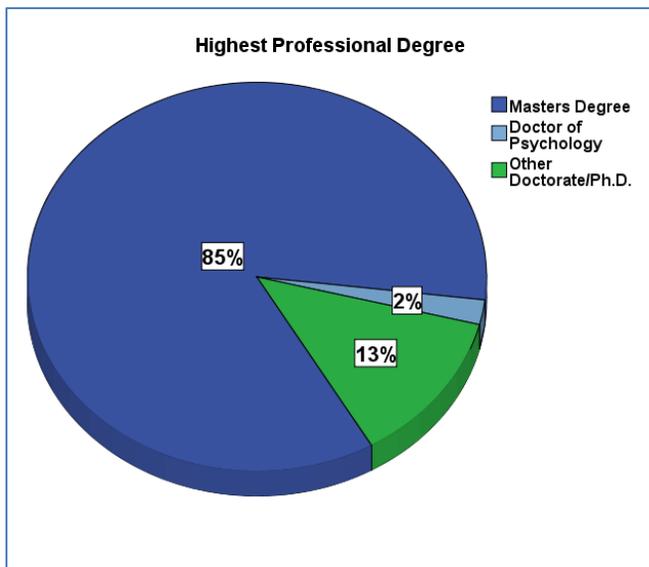
Total:	602
% of Licensees:	13%
Federal/Military:	8%
Va. Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	1	0%
Master's Degree	2,905	85%
Doctor of Psychology	69	2%
Other Doctorate	434	13%
<b>Total</b>	<b>3,409</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

85% of LPCs hold a Master's degree as their highest professional degree. 39% of LPCs carry educational debt, including 70% of those under the age of 40. The median debt burden among LPCs with educational debt is between \$50,000 and \$60,000.

## At a Glance:

**Education**  
 Master's Degree: 85%  
 Doctorate: 15%

**Educational Debt**  
 Carry debt: 39%  
 Under age 40 w/ debt: 70%  
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
None	1,879	61%	230	30%
Less than \$10,000	151	5%	60	8%
\$10,000-\$19,999	142	5%	60	8%
\$20,000-\$29,999	94	3%	41	5%
\$30,000-\$39,999	113	4%	47	6%
\$40,000-\$49,999	80	3%	39	5%
\$50,000-\$59,999	70	2%	44	6%
\$60,000-\$69,999	70	2%	36	5%
\$70,000-\$79,999	74	2%	44	6%
\$80,000-\$89,999	53	2%	32	4%
\$90,000-\$99,999	38	1%	14	2%
\$100,000-\$109,999	79	3%	31	4%
\$110,000-\$119,999	42	1%	21	3%
\$120,000-\$129,999	22	1%	11	1%
\$130,000-\$139,999	26	1%	13	2%
\$140,000-\$149,999	15	0%	5	1%
\$150,000 or More	115	4%	48	6%
<b>Total</b>	<b>3,063</b>	<b>100%</b>	<b>776</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**

Mental Health: 52%  
 Child: 9%  
 Substance Abuse: 7%

**Secondary Specialty**

Mental Health: 15%  
 Substance Abuse: 14%  
 Family: 12%

Source: Va. Healthcare Workforce Data Center

*52% of all LPCs have a primary specialty in mental health. Another 9% have a primary specialty in children, while 7% have a primary specialty in substance abuse.*

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	1769	52%	442	15%
<b>Child</b>	299	9%	270	9%
<b>Substance Abuse</b>	225	7%	425	14%
<b>Behavioral Disorders</b>	198	6%	337	11%
<b>Family</b>	182	5%	353	12%
<b>Marriage</b>	117	3%	243	8%
<b>School/Educational</b>	81	2%	128	4%
<b>Sex Offender Treatment</b>	34	1%	46	2%
<b>Rehabilitation</b>	24	1%	33	1%
<b>Vocational/Work Environment</b>	23	1%	30	1%
<b>Forensic</b>	16	0%	33	1%
<b>Health/Medical</b>	14	0%	19	1%
<b>Neurology/Neuropsychology</b>	5	0%	8	0%
<b>Social</b>	3	0%	10	0%
<b>Gerontologic</b>	1	0%	10	0%
<b>Public Health</b>	1	0%	5	0%
<b>Experimental or Research</b>	1	0%	3	0%
<b>Industrial-Organizational</b>	0	0%	6	0%
<b>Other Specialty Area</b>	129	4%	208	7%
<b>General Practice (Non-Specialty)</b>	254	8%	438	14%
<b>Total</b>	<b>3,376</b>	<b>100%</b>	<b>3047</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 93%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-time: 53%  
 2 or More Positions: 25%

### Weekly Hours:

40 to 49: 44%  
 60 or more: 6%  
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a behavioral sciences-related capacity	3,180	93%
Employed, NOT in a behavioral sciences-related capacity	99	3%
Not working, reason unknown	1	0%
Involuntarily unemployed	5	0%
Voluntarily unemployed	89	3%
Retired	59	2%
<b>Total</b>	<b>3,435</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*93% of LPCs are currently employed in their profession. 53% of LPCs hold one full-time job, and 44% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	154	5%
1 to 9 hours	130	4%
10 to 19 hours	201	6%
20 to 29 hours	317	9%
30 to 39 hours	477	14%
40 to 49 hours	1,488	44%
50 to 59 hours	419	12%
60 to 69 hours	152	4%
70 to 79 hours	28	1%
80 or more hours	14	0%
<b>Total</b>	<b>3,380</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	154	5%
One Part-Time Position	563	17%
Two Part-Time Positions	184	5%
One Full-Time Position	1,806	53%
One Full-Time Position & One Part-Time Position	565	17%
Two Full-Time Positions	18	1%
More than Two Positions	92	3%
<b>Total</b>	<b>3,382</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	39	1%
Less than \$20,000	239	9%
\$20,000-\$29,999	165	6%
\$30,000-\$39,999	220	8%
\$40,000-\$49,999	361	13%
\$50,000-\$59,999	475	17%
\$60,000-\$69,999	457	17%
\$70,000-\$79,999	264	10%
\$80,000-\$89,999	195	7%
\$90,000-\$99,999	131	5%
\$100,000-\$109,999	74	3%
\$110,000 or More	126	5%
<b>Total</b>	<b>2,748</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,347	71%
Somewhat Satisfied	829	25%
Somewhat Dissatisfied	114	3%
Very Dissatisfied	35	1%
<b>Total</b>	<b>3,325</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$50k-\$60k

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 60%  
Retirement: 57%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

*The typical LPC earned between \$50,000 and \$60,000 per year. Among LPCs who received either an hourly wage or salary as compensation at the primary work location, 60% received health insurance and 57% also had access to some form of a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,563	49%	66%
Paid Sick Leave	1,472	46%	62%
Health Insurance	1,442	45%	60%
Dental Insurance	1,359	43%	57%
Retirement	1,351	42%	57%
Group Life Insurance	1,090	34%	47%
Signing/Retention Bonus	77	2%	3%
<b>Received At Least One Benefit</b>	<b>1,760</b>	<b>55%</b>	<b>72%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	35	1%
Experience Voluntary Unemployment?	185	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	107	3%
Work two or more positions at the same time?	993	25%
Switch employers or practices?	247	6%
<b>Experienced at least one</b>	<b>1,331</b>	<b>34%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia’s average monthly unemployment rate was 4.1% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	61	2%	30	3%
<b>Less than 6 Months</b>	149	5%	78	9%
<b>6 Months to 1 Year</b>	232	7%	111	12%
<b>1 to 2 Years</b>	488	15%	160	17%
<b>3 to 5 Years</b>	778	24%	219	24%
<b>6 to 10 Years</b>	661	20%	166	18%
<b>More than 10 Years</b>	890	27%	153	17%
<b>Subtotal</b>	<b>3,260</b>	<b>100%</b>	<b>917</b>	<b>100%</b>
<b>Did not have location</b>	109		3,012	
<b>Item Missing</b>	604		44	
<b>Total</b>	<b>3,973</b>		<b>3,973</b>	

Source: Va. Healthcare Workforce Data Center

*58% of LPCs are salaried employees, while 20% receive income from their own business/practice.*

## At a Glance:

**Unemployment Experience**  
 Involuntarily Unemployed: 1%  
 Underemployed: 3%

**Turnover & Tenure**  
 Switched Jobs: 6%  
 New Location: 17%  
 Over 2 years: 71%  
 Over 2 yrs, 2<sup>nd</sup> location: 59%

**Employment Type**  
 Salary/Commission: 58%  
 Business/Practice Income: 20%

Source: Va. Healthcare Workforce Data Center

*71% of LPCs have worked at their primary location for more than two years, while 6% have switched jobs during the past 12 months.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	1,537	58%
<b>Business/ Practice Income</b>	539	20%
<b>Hourly Wage</b>	373	14%
<b>By Contract</b>	199	7%
<b>Unpaid</b>	21	1%
<b>Subtotal</b>	<b>2,669</b>	<b>100%</b>
<b>Did not have location</b>	109	
<b>Item Missing</b>	1,195	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.4% in April 2016 to 4.5% in July 2015.

## At a Glance:

### Concentration

Top Region:	28%
Top 3 Regions:	68%
Lowest Region:	1%

### Locations

2 or more (Past Year):	29%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

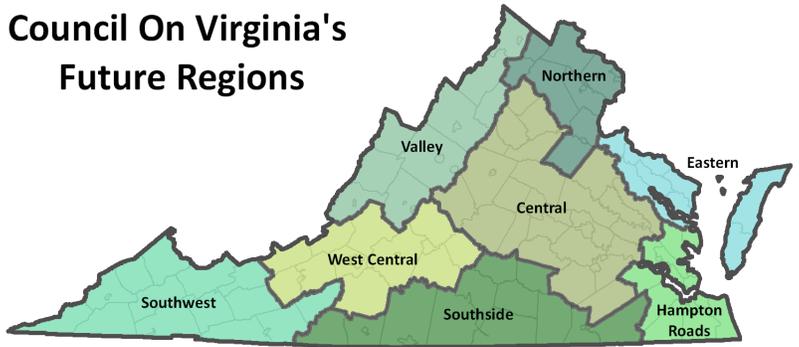
28% of LPCs work in Northern Virginia, the most of any region in the state. Another 20% work in Hampton Roads, while 19% work in Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	613	19%	182	19%
Eastern	40	1%	8	1%
Hampton Roads	659	20%	204	22%
Northern	920	28%	222	23%
Southside	119	4%	42	4%
Southwest	127	4%	49	5%
Valley	272	8%	76	8%
West Central	467	14%	122	13%
Virginia Border State/DC	16	0%	15	2%
Other US State	8	0%	25	3%
Outside of the US	1	0%	0	0%
<b>Total</b>	<b>3,242</b>	<b>100%</b>	<b>945</b>	<b>100%</b>
Item Missing	621		16	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



Source: Va. Healthcare Workforce Data Center

27% of all LPCs currently have multiple work locations, while 29% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	99	3%	147	4%
1	2,300	69%	2,317	69%
2	484	14%	469	14%
3	402	12%	382	11%
4	36	1%	19	1%
5	12	0%	8	0%
6 or More	24	1%	15	0%
<b>Total</b>	<b>3,357</b>	<b>100%</b>	<b>3,357</b>	<b>100%</b>

\*At the time of survey completion, June 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,662	54%	569	67%
<b>Non-Profit</b>	585	19%	153	18%
<b>State/Local Government</b>	719	24%	110	13%
<b>Veterans Administration</b>	6	0%	0	0%
<b>U.S. Military</b>	57	2%	10	1%
<b>Other Federal Government</b>	30	1%	7	1%
<b>Total</b>	<b>3,059</b>	<b>100%</b>	<b>849</b>	<b>100%</b>
<b>Did not have location</b>	109		3012	
<b>Item Missing</b>	805		112	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

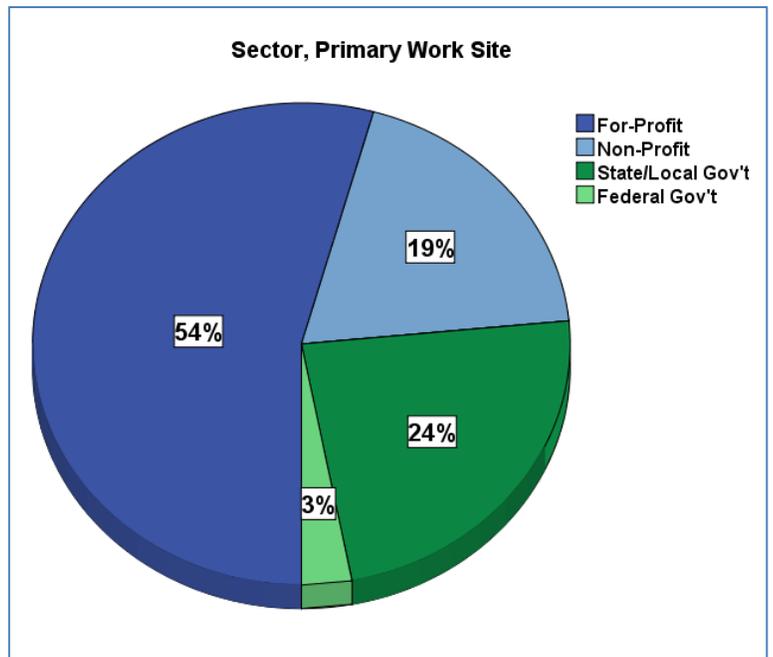
For Profit:	54%
Federal:	3%

**Top Establishments**

Private Practice, Solo:	19%
Private Practice, Group:	17%
Comm. Services Board:	16%

Source: Va. Healthcare Workforce Data Center

73% of LPCs work in the private sector, including 54% who work at for-profit establishments. Another 24% of LPCs work for state or local governments.



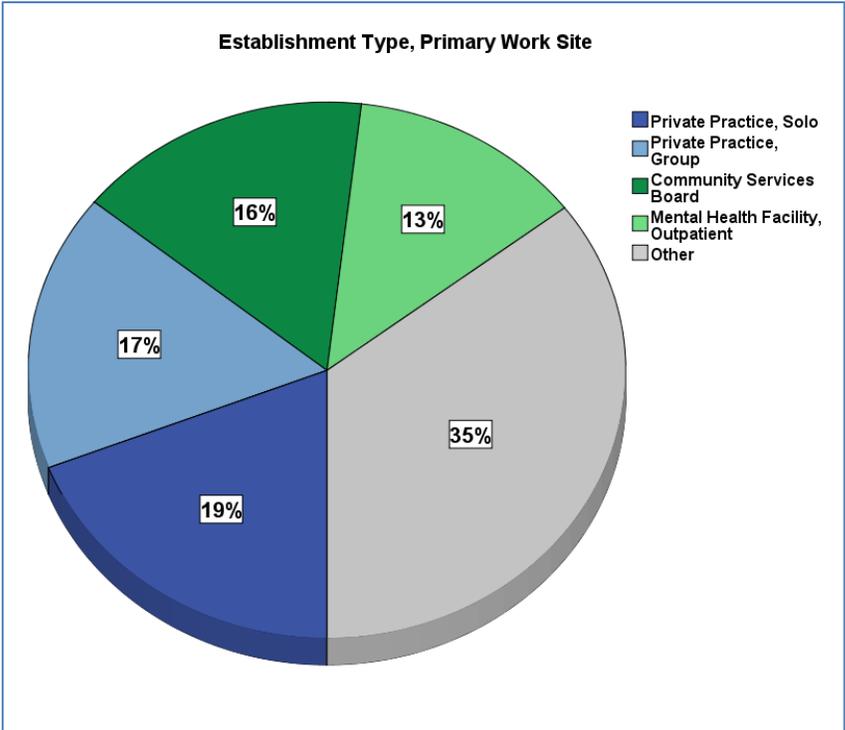
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	553	19%	171	21%
Private practice, group	484	17%	163	20%
Community Services Board	465	16%	54	7%
Mental health facility, outpatient	370	13%	106	13%
Community-based clinic or health center	254	9%	68	8%
School (providing care to clients)	152	5%	18	2%
Academic institution (teaching health professions students)	106	4%	72	9%
Residential mental health/substance abuse facility	55	2%	16	2%
Corrections/Jail	55	2%	13	2%
Hospital, psychiatric	52	2%	19	2%
Hospital, general	38	1%	17	2%
Administrative or regulatory	37	1%	7	1%
Rehabilitation facility	25	1%	3	0%
Other practice setting	250	9%	101	12%
<b>Total</b>	<b>2,896</b>	<b>100%</b>	<b>828</b>	<b>100%</b>
Did Not Have a Location	109		3012	

36% of all LPCs work at either a solo or group private practice, while another 16% works at a community services board.

Source: Va. Healthcare Workforce Data Center

Among those LPCs who also have a secondary work location, 40% work at either a solo or group private practice, while 13% work at an outpatient mental health facility.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 60%-69%  
Administration: 10%-19%

### Roles

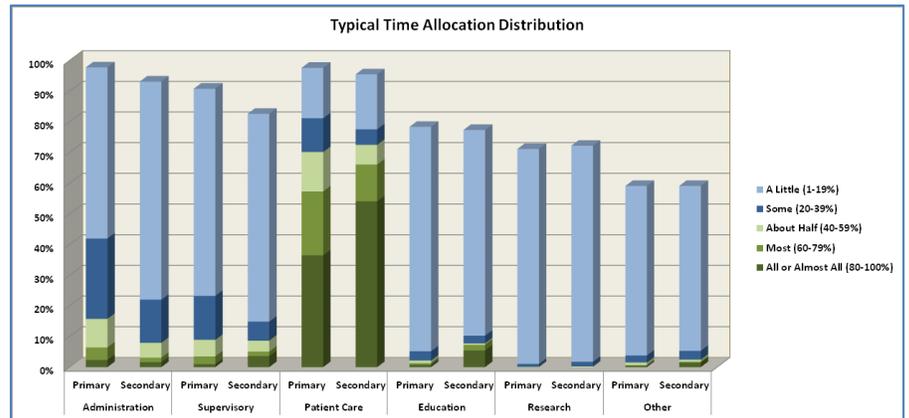
Patient Care: 57%  
Administrative: 6%  
Supervisory: 4%

### Patient Care LPCs

Median Admin Time: 10%-19%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



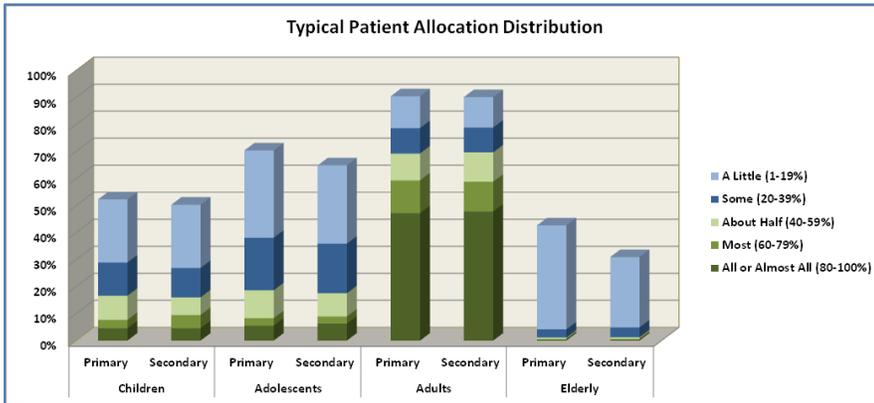
Source: Va. Healthcare Workforce Data Center

*The typical LPC spends approximately two-thirds of her time treating patients. In fact, 57% of all LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation													
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other		
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	
<b>All or Almost All (80-100%)</b>	2%	2%	1%	4%	36%	54%	1%	5%	0%	0%	0%	1%	
<b>Most (60-79%)</b>	4%	1%	3%	1%	21%	12%	1%	2%	0%	0%	0%	0%	
<b>About Half (40-59%)</b>	9%	5%	5%	4%	13%	6%	1%	0%	0%	0%	1%	1%	
<b>Some (20-39%)</b>	26%	14%	14%	6%	11%	5%	3%	2%	1%	1%	2%	3%	
<b>A Little (1-19%)</b>	56%	71%	68%	68%	16%	18%	73%	67%	70%	70%	55%	54%	
<b>None (0%)</b>	2%	7%	9%	17%	2%	5%	22%	23%	29%	28%	41%	41%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**  
(Primary Locations)

**Typical Patient Allocation**

Children:	1%-9%
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	None

**Roles**

Children:	8%
Adolescents:	8%
Adults:	59%
Elderly:	1%

Source: Va. Healthcare Workforce Data Center

*Approximately three-quarters of all patients seen by a typical LPC at her primary work location are adults. In addition, 59% of LPCs serve an adult patient care role, meaning that at least 60% of their patients are adults.*

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	5%	5%	6%	6%	47%	48%	0%	0%
<b>Most (60-79%)</b>	3%	5%	3%	3%	12%	11%	0%	0%
<b>About Half (40-59%)</b>	9%	7%	10%	9%	10%	11%	1%	1%
<b>Some (20-39%)</b>	12%	11%	19%	18%	9%	9%	3%	4%
<b>A Little (1-19%)</b>	23%	23%	32%	29%	12%	11%	38%	26%
<b>None (0%)</b>	48%	50%	30%	35%	10%	10%	57%	69%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

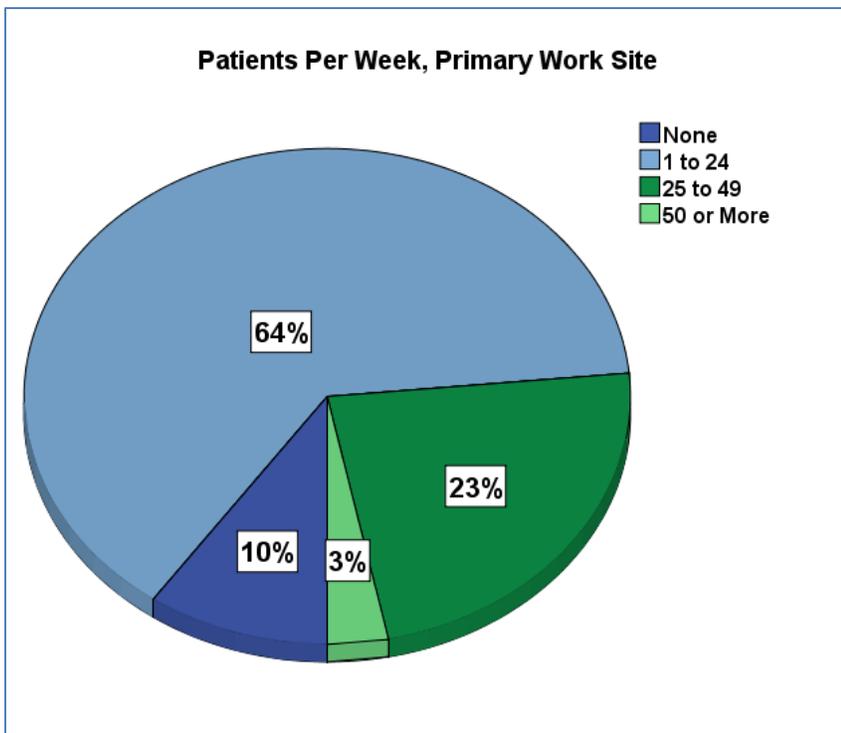
Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

# of Patients	Patients Per Week			
	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	298	10%	124	15%
<b>1 to 24</b>	1,950	64%	647	77%
<b>25 to 49</b>	711	23%	54	6%
<b>50 to 74</b>	73	2%	4	0%
<b>75 or More</b>	25	1%	5	1%
<b>Total</b>	<b>3,058</b>	<b>100%</b>	<b>835</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*64% of all LPCs treat between 1 and 24 patients per week at their primary work location. Among those LPCs who also have a secondary work location, 77% treat between 1 and 24 patients per week.*

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs over 50	
	#	%	#	%
<b>Under age 50</b>	31	1%	-	-
<b>50 to 54</b>	54	2%	2	0%
<b>55 to 59</b>	189	6%	49	3%
<b>60 to 64</b>	431	15%	139	9%
<b>65 to 69</b>	901	31%	441	30%
<b>70 to 74</b>	599	21%	388	26%
<b>75 to 79</b>	247	8%	158	11%
<b>80 or over</b>	87	3%	60	4%
<b>I do not intend to retire</b>	375	13%	229	16%
<b>Total</b>	<b>2,913</b>	<b>100%</b>	<b>1,466</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LPCs**

Under 65: 24%

Under 60: 9%

**LPCs 50 and over**

Under 65: 13%

Under 60: 3%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 24%

Half the workforce: by 2041

Source: Va. Healthcare Workforce Data Center

*9% of LPCs expect to retire no later than the age of 60, while 24% expect to retire by the age of 65. Among those LPCs who are ages 50 or over, 13% still expect to retire by the age of 65.*

*Within the next two years, only 2% of Virginia’s LPCs plan on leaving the state to practice elsewhere, while 1% plan on leaving the profession entirely. Meanwhile, 15% plan on increasing patient care hours, and 12% expect to pursue additional educational opportunities.*

Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	45	1%
<b>Leave Virginia</b>	65	2%
<b>Decrease Patient Care Hours</b>	317	8%
<b>Decrease Teaching Hours</b>	21	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	589	15%
<b>Increase Teaching Hours</b>	299	8%
<b>Pursue Additional Education</b>	488	12%
<b>Return to Virginia’s Workforce</b>	36	1%

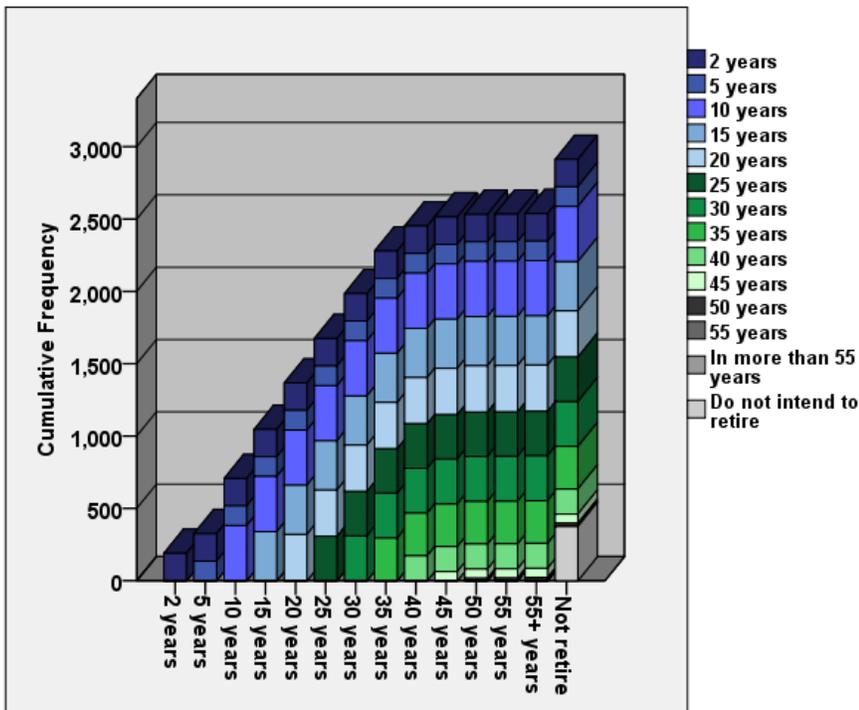
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 7% of LPCs expect to retire in the next two years, while 24% plan on retiring in the next ten years. More than half of the current LPC workforce expects to retire by 2041.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	190	7%	7%
<b>5 years</b>	136	5%	11%
<b>10 years</b>	381	13%	24%
<b>15 years</b>	340	12%	36%
<b>20 years</b>	321	11%	47%
<b>25 years</b>	307	11%	58%
<b>30 years</b>	310	11%	68%
<b>35 years</b>	295	10%	78%
<b>40 years</b>	173	6%	84%
<b>45 years</b>	63	2%	86%
<b>50 years</b>	18	1%	87%
<b>55 years</b>	1	0%	87%
<b>In more than 55 years</b>	4	0%	87%
<b>Do not intend to retire</b>	375	13%	100%
<b>Total</b>	<b>2,913</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center

**Expected Years to Retirement**



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2026. Retirements will peak at 13% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2056.

## At a Glance:

### FTEs

Total: 3,404  
 FTEs/1,000 Residents: 0.409  
 Average: 0.88

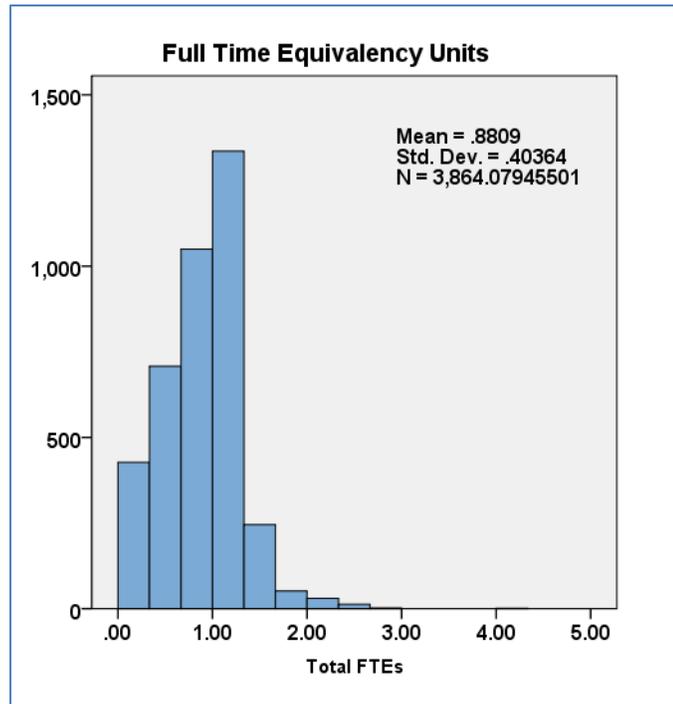
### Age & Gender Effect

Age, Partial  $\eta^2$ : Medium  
 Gender, Partial  $\eta^2$ : Small

*Partial  $\eta^2$  Explained:*  
 Partial  $\eta^2$  is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

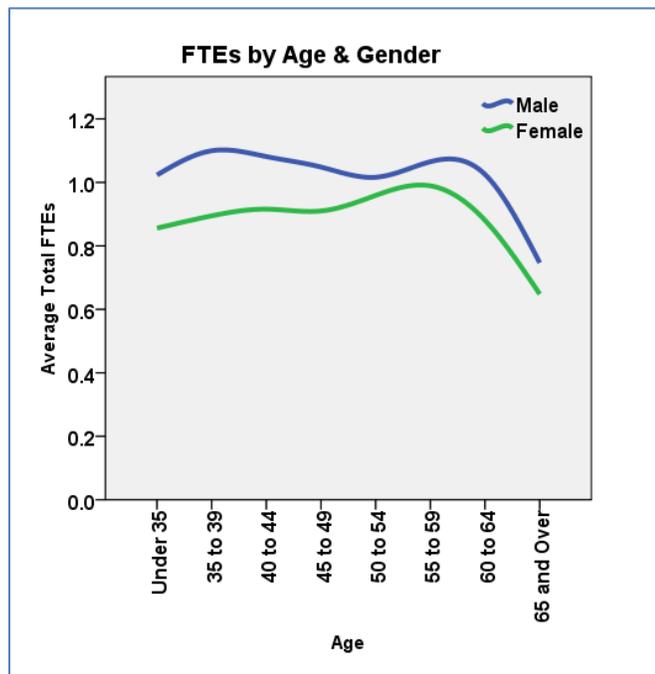


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.92 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>

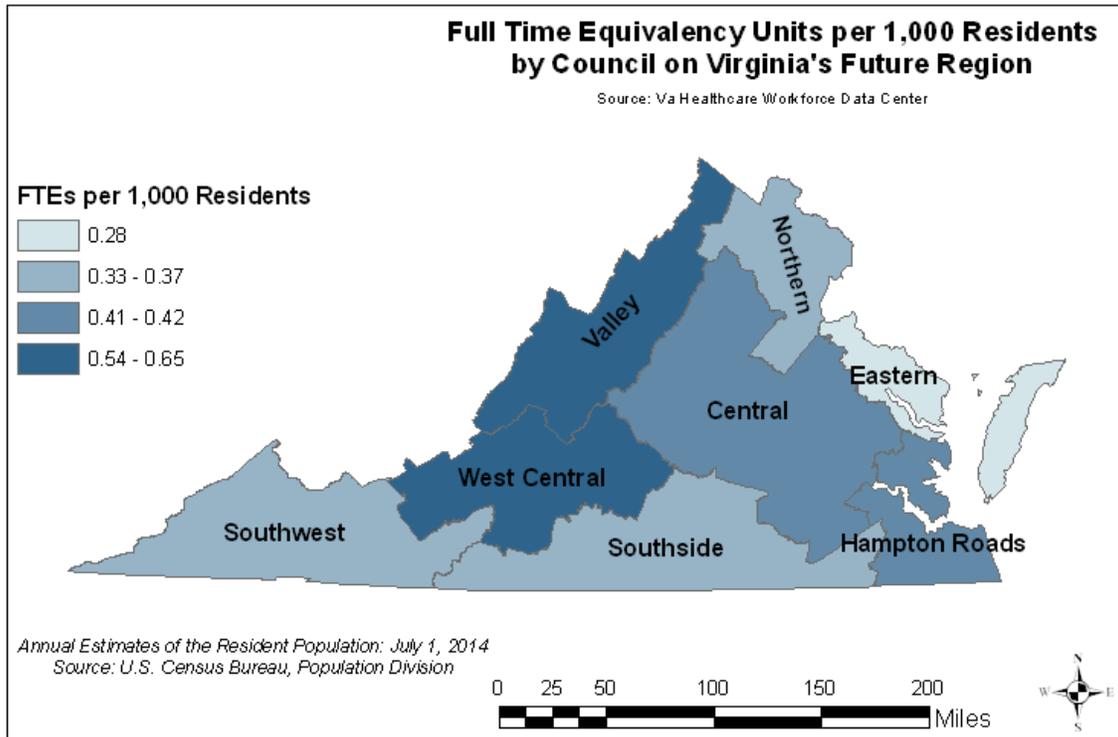
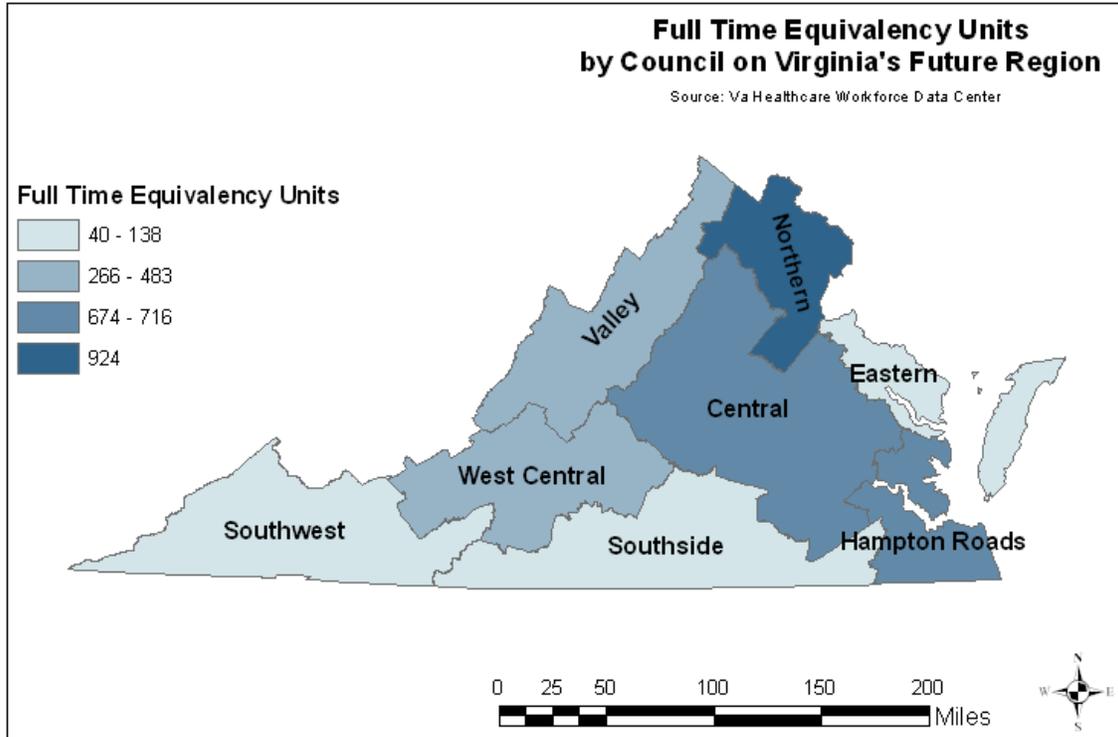
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
<b>Under 35</b>	0.86	0.93
<b>35 to 39</b>	0.95	1.03
<b>40 to 44</b>	0.95	1.05
<b>45 to 49</b>	0.92	0.93
<b>50 to 54</b>	0.92	0.94
<b>55 to 59</b>	0.98	0.97
<b>60 to 64</b>	0.91	0.89
<b>65 and Over</b>	0.67	0.59
<b>Gender</b>		
<b>Male</b>	0.97	1.05
<b>Female</b>	0.87	0.93

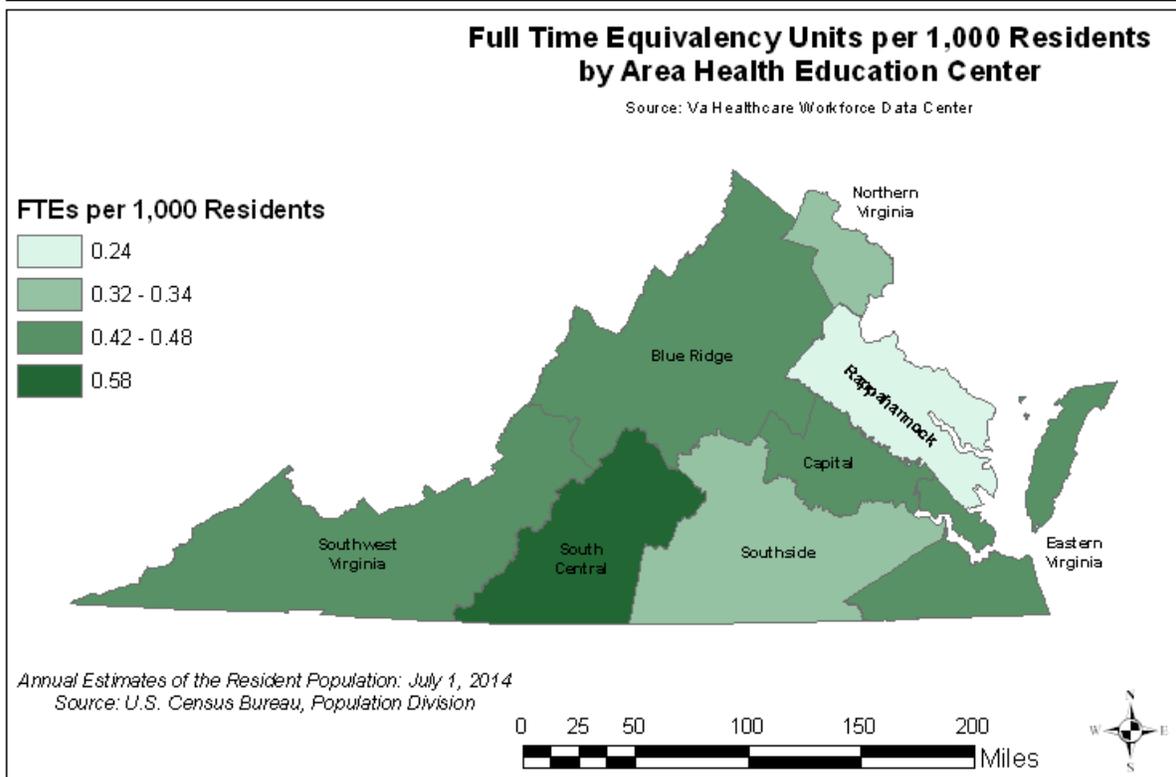
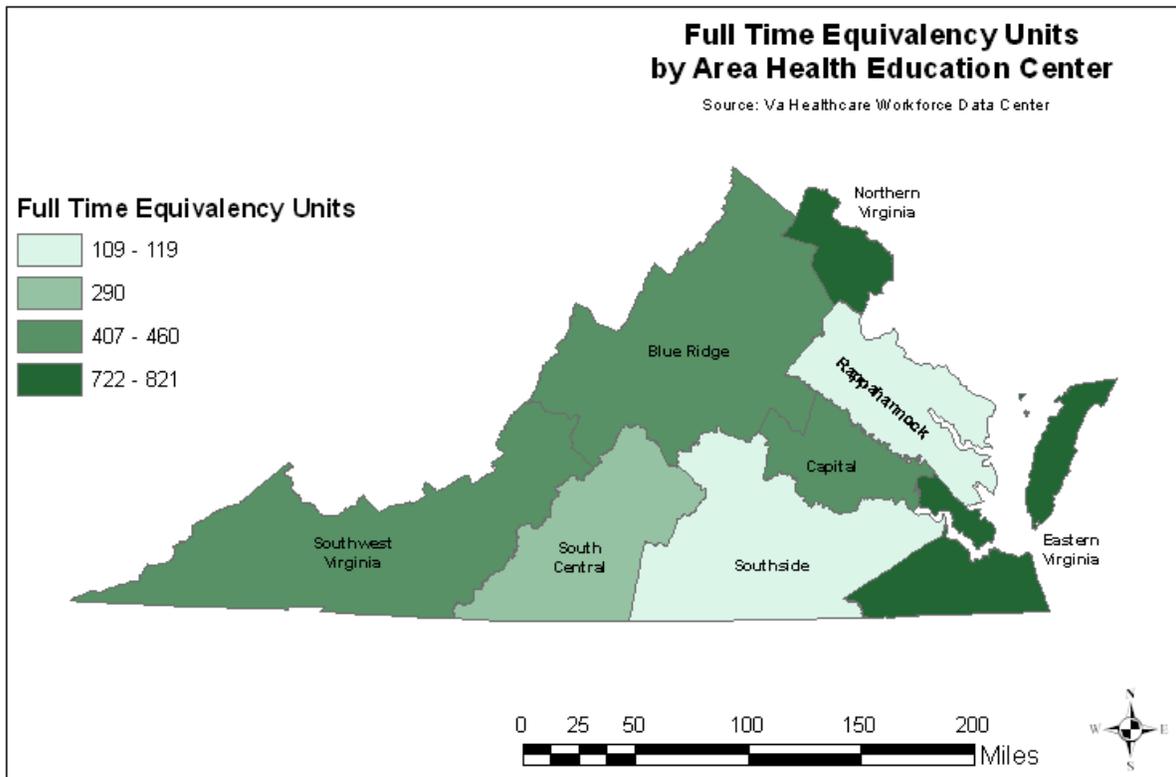
Source: Va. Healthcare Workforce Data Center

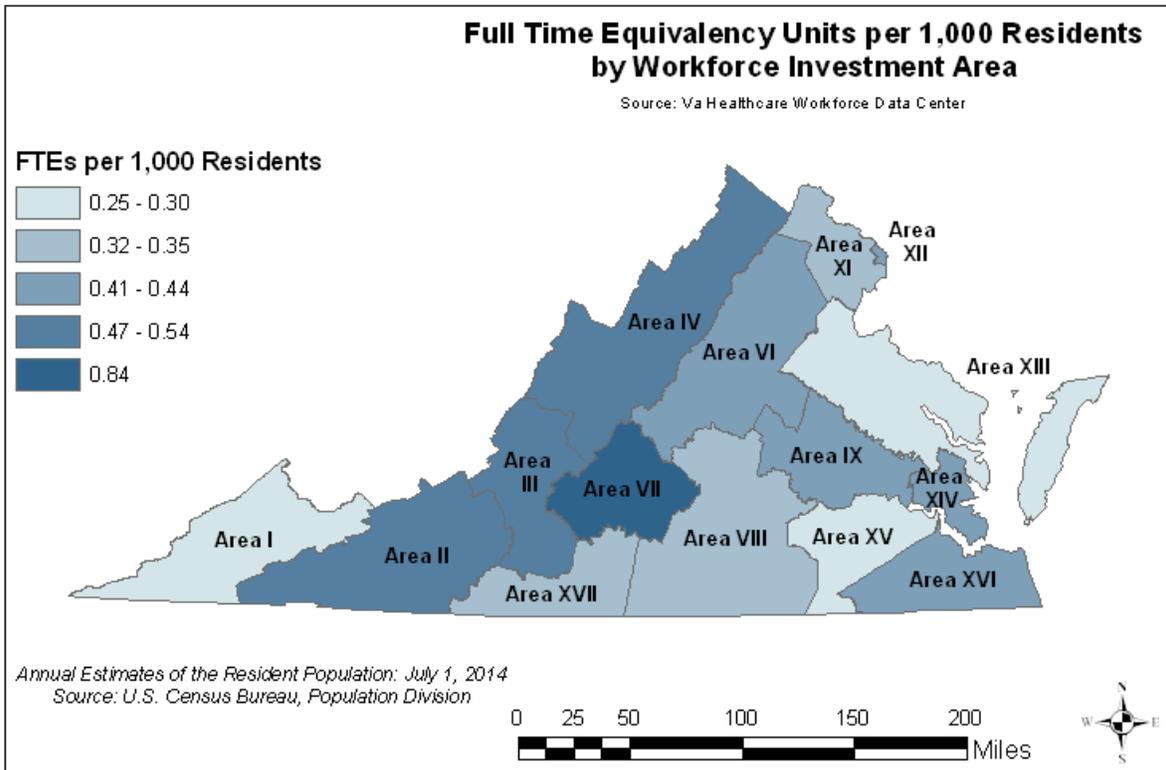
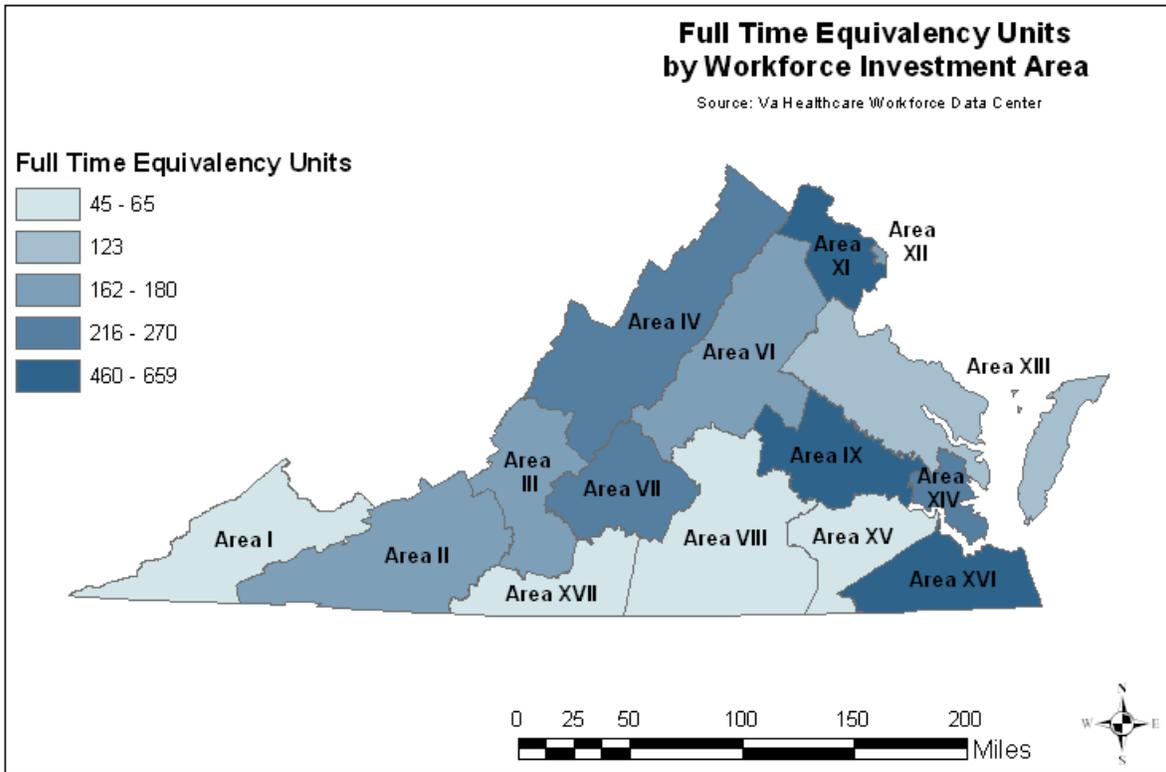


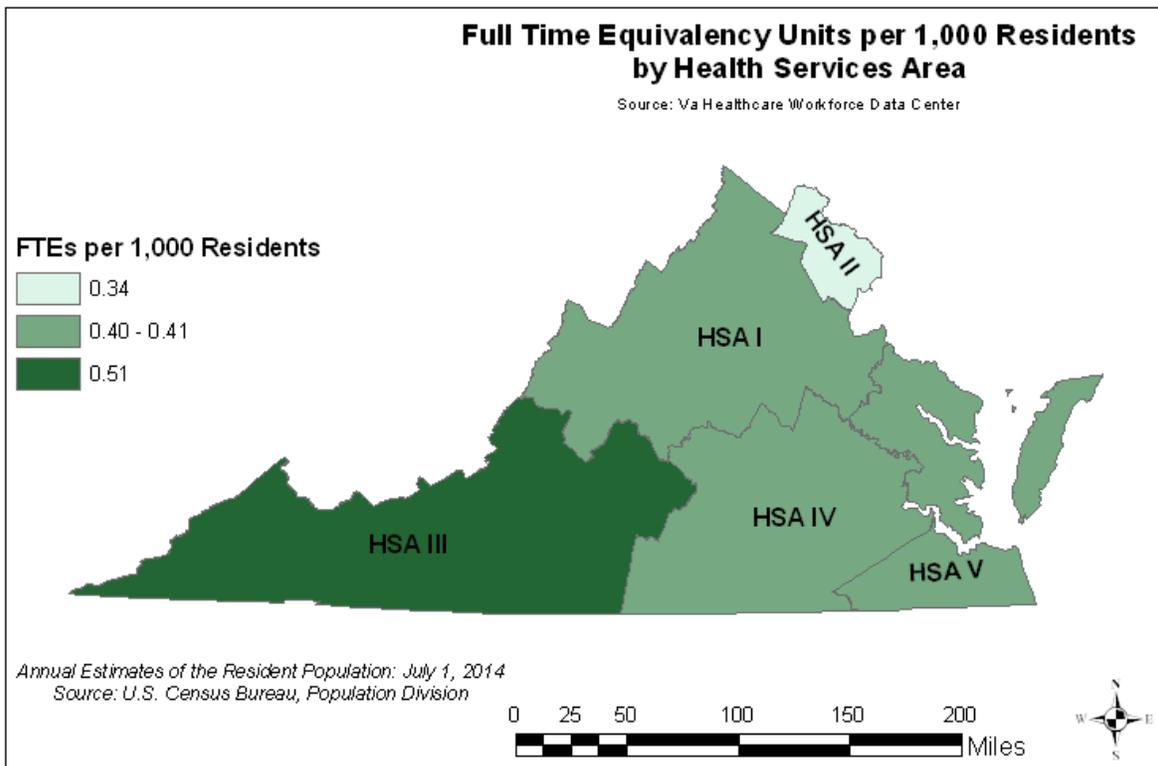
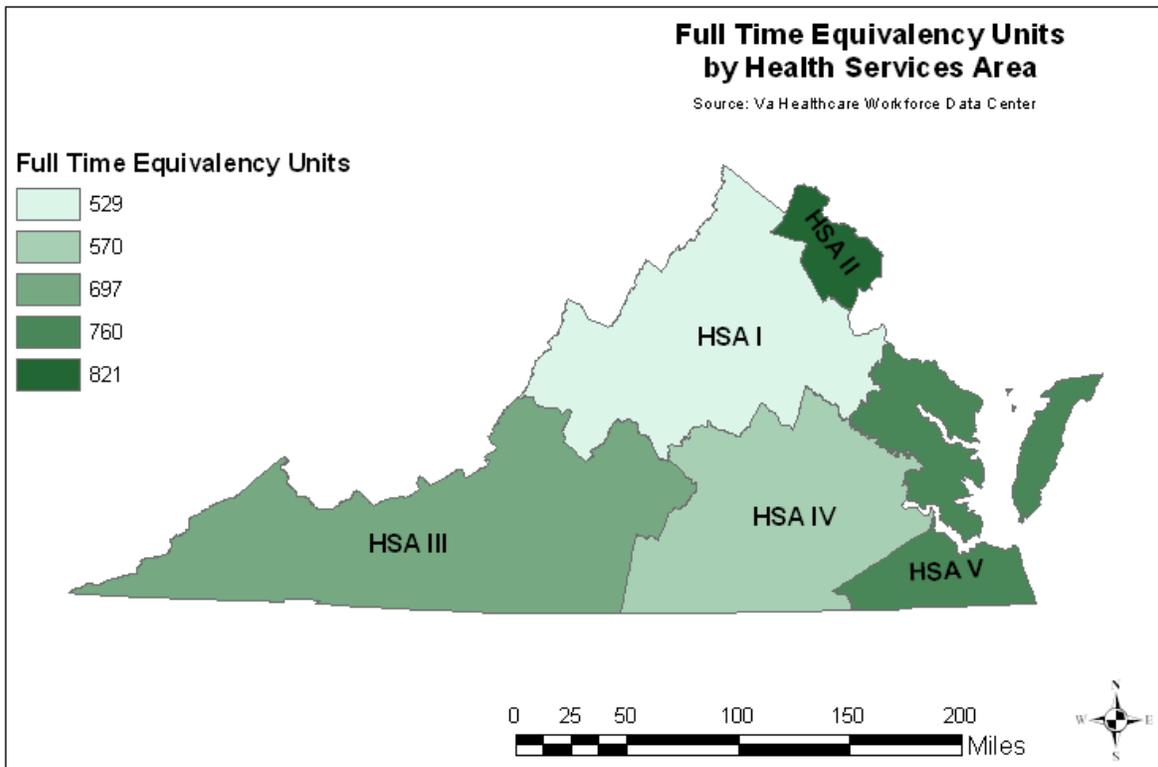
Source: Va. Healthcare Workforce Data Center

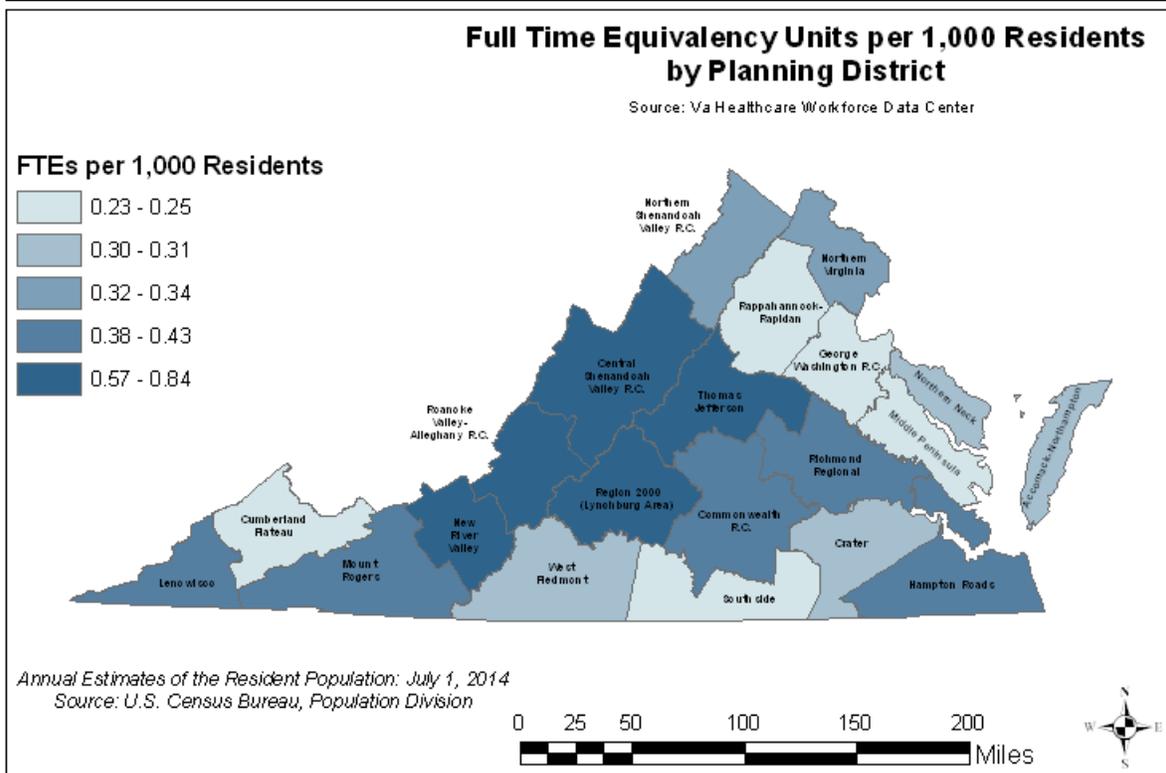
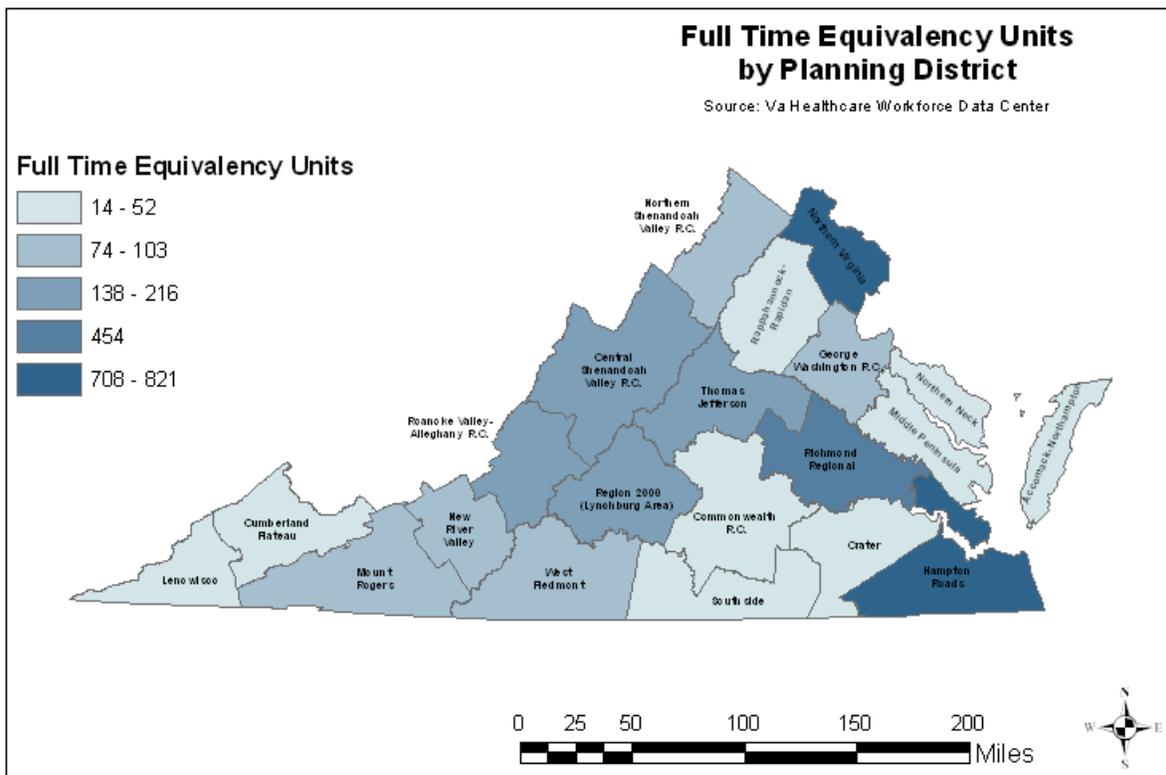
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,558	86.43%	1.156943	1.10638	1.34142
Metro, 250,000 to 1 million	496	87.30%	1.145497	1.09543	1.32815
Metro, 250,000 or less	585	88.72%	1.127168	1.0779	1.30689
Urban pop 20,000+, Metro adj	47	85.11%	1.175	1.12365	1.36235
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	141	91.49%	1.093023	1.04525	1.26731
Urban pop, 2,500-19,999, nonadj	67	94.03%	1.063492	1.01701	1.23307
Rural, Metro adj	57	84.21%	1.1875	1.1356	1.37685
Rural, nonadj	24	75.00%	1.333333	1.27506	1.54593
Virginia border state/DC	313	76.04%	1.315126	1.25765	1.52482
Other US State	287	71.78%	1.393204	1.33231	1.61535

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	470	73.62%	1.358382	1.23307	1.61535
35 to 39	557	86.00%	1.162839	1.05556	1.38282
40 to 44	531	87.01%	1.149351	1.04332	1.36678
45 to 49	555	85.23%	1.173362	1.06511	1.39533
50 to 54	484	89.26%	1.12037	1.01701	1.33231
55 to 59	525	86.67%	1.153846	1.0474	1.37212
60 to 64	569	87.70%	1.140281	1.03509	1.35599
65 and Over	884	85.86%	1.16469	1.05724	1.38502

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

[www.dhp.virginia.gov/hwdc/](http://www.dhp.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: 0.853552**

