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# *Virginia's Licensed Clinical Psychologist Workforce: 2015*

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Healthcare Workforce Data Center

February 2016

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*2,612 Licensed Clinical Psychologists 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 Psychology express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Licensed Clinical Psychologist Workforce: At a Glance:

## The Workforce

Licensees:	3,167
Virginia's Workforce:	2,395
FTEs:	2,158

## Background

Rural Childhood:	19%
HS Degree in VA:	20%
Prof. Degree in VA:	29%

## Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	54%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	89%

## Education

Doctor of Psych.:	55%
Other Ph.D.:	45%

## Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	74%

## Demographics

Female:	64%
Diversity Index:	26%
Median Age:	52

## Finances

Median Income:	\$80k-\$90k
Health Benefits:	60%
Under 40 w/ Ed debt:	74%

## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

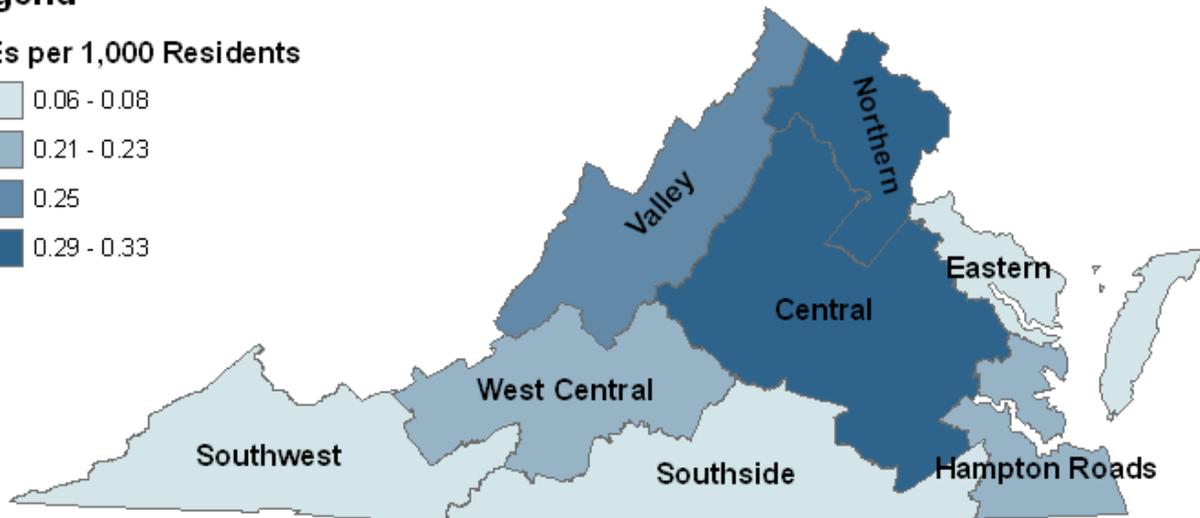
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.06 - 0.08
	0.21 - 0.23
	0.25
	0.29 - 0.33



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



Source: Va. Healthcare Workforce Data Center

2,612 Licensed Clinical Psychologists (LCPs) voluntarily took part in the 2015 Licensed Clinical Psychologist Workforce 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 Licensed Clinical Psychologists. These survey respondents represent 82% of the 3,167 Licensed Clinical Psychologists who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 2,395 Licensed Clinical Psychologists 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 LCP at some point in the future. Between July 2014 and June 2015, Virginia's Licensed Clinical Psychologist workforce provided 2,158 "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).

64% of all LCPs are female, including 85% of those LCP who are under the age of 40. In a random encounter between two LCPs, there is a 26% chance that they would be of different races or ethnicities, a measure known as the diversity index. However, this value goes up to 38% for those LCPs who are under the age of 40. Regardless, Virginia's Licensed Clinical Psychologist workforce is less diverse than Virginia's population as a whole, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

19% of all LCPs grew up in a rural area, but just 6% of these professionals currently work in non-Metro areas of the state. Overall, only 3% of Virginia's LCPs work in rural areas of the state. With respect to education, 20% of Virginia's LCPs graduated from high school in the state, while 29% earned their initial professional degree here.

55% of all LCPs have a Doctor of Psychology as their highest professional degree. In addition, 31% of all LCPs have a primary specialty in mental health, while another 16% specialize in children. 37% of all LCPs currently carry education debt, including 74% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$80,000 and \$90,000.

94% of LCPs are currently employed in the profession. 54% currently hold one full-time position, while another 25% hold two or more positions simultaneously. Meanwhile, whereas 74% of all LCPs have been at their primary work location for more than two years, 5% of the workforce has switched jobs in the past 12 months. Another 2% of LCPs have been underemployed, while 1% have experienced involuntary unemployment.

The median annual income for LCPs is between \$80,000 and \$90,000. In addition, nearly half of all LCPs receive at least one employer-sponsored benefit, including 70% of those LCPs who work as a wage or salaried employee. 96% of LCPs indicate they are satisfied with their current employment situation, including 72% who indicate they are "very satisfied".

39% of all LCPs work in Northern Virginia, while 24% work in Central Virginia. In addition, 32% of LCPs worked at two or more locations in the past year. Nearly 70% of LCPs work in the private sector, including 58% who work at a for-profit company. 48% of all LCPs work in either a solo or group private practice at their primary work location.

A typical LCP spends approximately three-quarters of her time treating patients. 64% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Approximately 75% of patients seen by the typical LCP are adults, and 58% of LCPs serve an adult patient care role, meaning that at least 60% of their patients were adults.

16% of LCPs expect to retire by the age of 65. In addition, 28% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2040. Over the next two years, only 2% of LCPs plan on leaving the state and just 1% plan on leaving the profession entirely. Meanwhile, 13% of LCPs plan on increasing patient care activities, and 5% plan on pursuing additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	2,837	90%
<b>New Licensees</b>	208	7%
<b>Non-Renewals</b>	122	4%
<b>All Licensees</b>	3,167	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 89% of renewing LCPs submitted a survey. These represent 82% of LCPs who held a license at some point during the survey time period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	71	168	70%
<b>35 to 39</b>	67	337	83%
<b>40 to 44</b>	52	340	87%
<b>45 to 49</b>	59	352	86%
<b>50 to 54</b>	42	227	84%
<b>55 to 59</b>	45	246	85%
<b>60 to 64</b>	67	328	83%
<b>65 and Over</b>	152	614	80%
<b>Total</b>	555	2,612	83%
<b>New Licenses</b>			
<b>Issued Since June 2014</b>	119	89	43%
<b>Metro Status</b>			
<b>Non-Metro</b>	15	80	84%
<b>Metro</b>	338	1,928	85%
<b>Not in Virginia</b>	202	604	75%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCPs**

Number:	3,167
New:	7%
Not Renewed:	4%

**Response Rates**

All Licensees:	82%
Renewing Practitioners:	89%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	2,612
<b>Response Rate, all licensees</b>	82%
<b>Response Rate, Renewals</b>	89%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2015.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2014 and June 2015.
- 3. Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2015.

## At a Glance:

### Workforce

Virginia's LCP Workforce: 2,395  
 FTEs: 2,158

### Utilization Ratios

Licensees in VA Workforce: 76%  
 Licensees per FTE: 1.47  
 Workers per FTE: 1.11

Source: Va. Healthcare Workforce Data Center

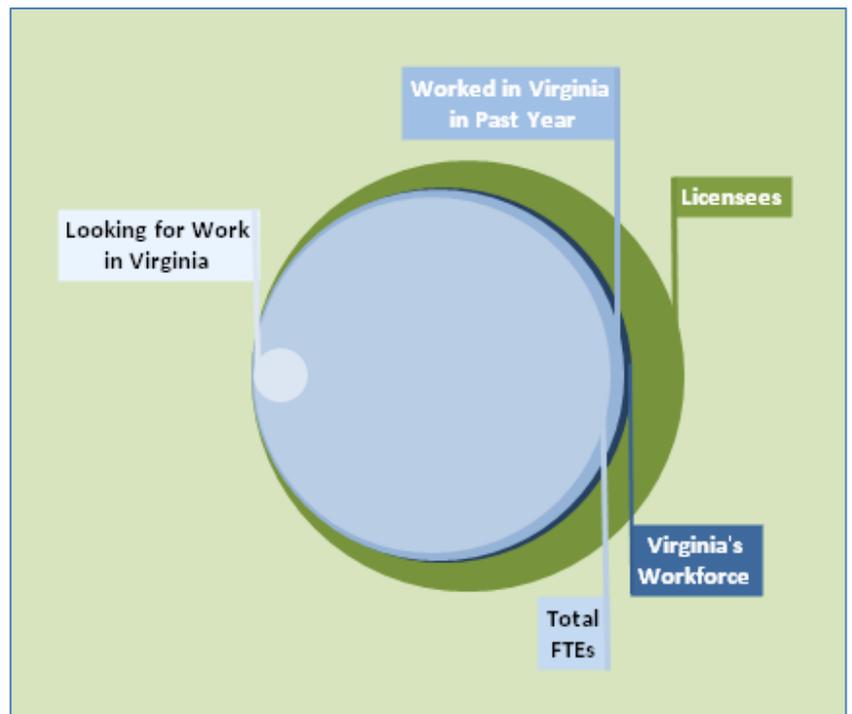
Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,345	98%
Looking for Work in Virginia	50	2%
Virginia's Workforce	2,395	100%
Total FTEs	2,158	
Licensees	3,167	

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	21	13%	147	88%	168	8%
35 to 39	48	17%	239	83%	288	14%
40 to 44	60	24%	193	76%	253	12%
45 to 49	75	29%	186	71%	261	12%
50 to 54	44	25%	135	76%	179	9%
55 to 59	81	41%	116	59%	196	9%
60 to 64	142	55%	118	45%	260	12%
65 +	295	59%	203	41%	498	24%
<b>Total</b>	<b>766</b>	<b>36%</b>	<b>1,337</b>	<b>64%</b>	<b>2,103</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	63%	1,827	86%	353	78%
Black	19%	125	6%	37	8%
Asian	6%	54	3%	22	5%
Other Race	0%	25	1%	7	2%
Two or more races	2%	32	2%	9	2%
Hispanic	9%	70	3%	26	6%
<b>Total</b>	<b>100%</b>	<b>2,133</b>	<b>100%</b>	<b>454</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: 64%  
 % Under 40 Female: 85%

**Age**

Median Age: 52  
 % Under 40: 22%  
 % 55+: 45%

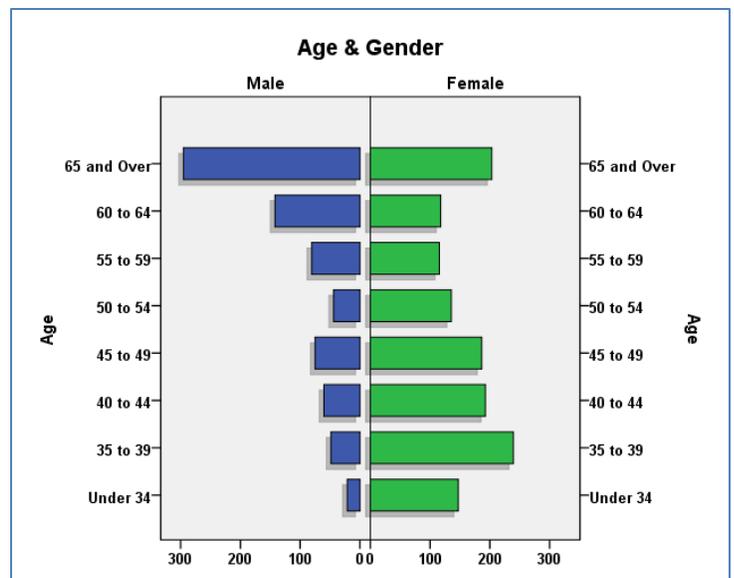
**Diversity**

Diversity Index: 26%  
 Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCPs, there is a 26% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable diversity index is 55%.*

*22% of all LCPs are under the age of 40, and 85% of these professionals are female. In addition, the diversity index among LCPs who are under the age of 40 is 38%, which is higher than the diversity index among all LCPs.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 19%  
 Rural Childhood: 19%

### Virginia Background

HS in Virginia: 20%  
 Prof. Ed. in VA: 29%  
 HS or Prof. Ed. in VA: 39%

### Location Choice

% Rural to Non-Metro: 6%  
 % Urban/Suburban to Non-Metro: 3%

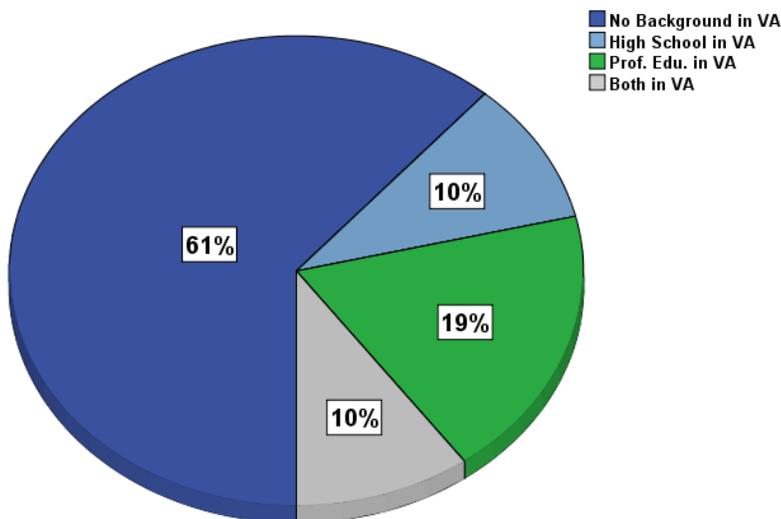
Source: Va. Healthcare Workforce Data Center

## 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+	17%	63%	20%
2	Metro, 250,000 to 1 million	27%	62%	11%
3	Metro, 250,000 or less	23%	54%	23%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	17%	58%	25%
6	Urban pop, 2,500-19,999, Metro adj	39%	58%	3%
7	Urban pop, 2,500-19,999, nonadj	50%	33%	17%
8	Rural, Metro adj	0%	86%	14%
9	Rural, nonadj	50%	50%	0%
<b>Overall</b>		<b>19%</b>	<b>62%</b>	<b>19%</b>

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*19% of LCPs grew up in self-described rural areas, but only 6% of these professionals currently work in non-Metro counties. Overall, just 3% of all LCPs in the state currently work in non-Metro counties.*

## Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	423	Virginia	612
2	New York	268	Washington, D.C.	196
3	Pennsylvania	163	California	145
4	Maryland	138	Florida	137
5	New Jersey	117	New York	106
6	Outside U.S./Canada	81	Ohio	82
7	California	77	Illinois	81
8	Ohio	62	Pennsylvania	70
9	North Carolina	61	Texas	66
10	Illinois	58	Georgia	50

Source: Va. Healthcare Workforce Data Center

*20% of licensed LCPs received their high school degree in Virginia, and 29% received their initial professional degree in the state.*

*Among LCPs who received their initial license in the past five years, 22% received their high school degree in Virginia, while 34% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	129	Virginia	201
2	New York	67	Washington, D.C.	47
3	Maryland	44	California	46
4	Pennsylvania	37	Florida	34
5	Outside U.S./Canada	32	New York	32
6	New Jersey	23	Pennsylvania	24
7	California	22	Illinois	21
8	North Carolina	22	Ohio	15
9	Ohio	16	Tennessee	14
10	Florida	15	Texas	13

Source: Va. Healthcare Workforce Data Center

*Nearly one-quarter of Virginia's licensees did not participate in Virginia's LCP workforce during the past year. 91% of these licensees worked at some point in the past year, including 85% who worked in a behavioral sciences-related job.*

### At a Glance:

#### Not in VA Workforce

Total:	772
% of Licensees:	24%
Federal/Military:	31%
Va. Border State/DC:	32%

A Closer Look:

Highest Degree		
Degree	#	%
Master's Degree	1	0%
Doctor of Psychology	1,158	55%
Other Doctorate	942	45%
<b>Total</b>	<b>2,101</b>	<b>100%</b>

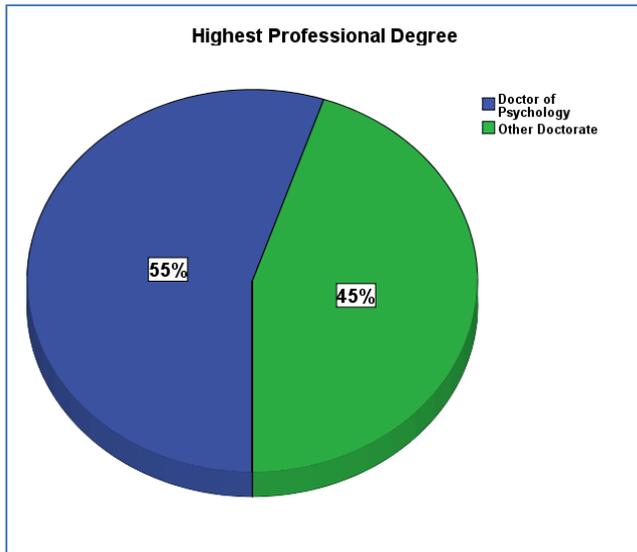
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Doctor of Psychology: 55%  
 Other Doctorate: 45%

**Educational Debt**  
 Carry debt: 35%  
 Under age 40 w/ debt: 74%  
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

55% of LCPs hold a Doctorate of Psychology as their highest professional degree. 35% of LCPs carry education debt, including 74% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$80,000 and \$90,000.

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,212	63%	107	26%
Less than \$10,000	47	2%	18	4%
\$10,000-\$19,999	37	2%	15	4%
\$20,000-\$29,999	43	2%	11	3%
\$30,000-\$39,999	37	2%	9	2%
\$40,000-\$49,999	41	2%	11	3%
\$50,000-\$59,999	44	2%	20	5%
\$60,000-\$69,999	36	2%	12	3%
\$70,000-\$79,999	24	1%	10	2%
\$80,000-\$89,999	48	3%	16	4%
\$90,000-\$99,999	31	2%	10	2%
\$100,000-\$109,999	37	2%	16	4%
\$110,000-\$119,999	26	1%	16	4%
\$120,000-\$129,999	30	2%	14	3%
\$130,000-\$139,999	16	1%	7	2%
\$140,000-\$149,999	24	1%	16	4%
\$150,000 or More	178	9%	108	26%
<b>Total</b>	<b>1,911</b>	<b>100%</b>	<b>416</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**

Mental Health: 29%  
 General Practice: 19%  
 Child: 16%

**Secondary Specialty**

General Practice: 20%  
 Mental Health: 12%  
 Child: 10%

Source: Va. Healthcare Workforce Data Center

*Nearly one third of all LCPs have a primary specialty in mental health. Another 16% have a primary specialty in children.*

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	648	31%	198	11%
<b>General Practice (Non-Specialty)</b>	411	20%	361	20%
<b>Child</b>	328	16%	184	10%
<b>Forensic</b>	131	6%	125	7%
<b>Neurology/Neuropsychology</b>	123	6%	57	3%
<b>Behavioral Disorders</b>	76	4%	174	10%
<b>Health/Medical</b>	70	3%	95	5%
<b>School/Educational</b>	32	2%	71	4%
<b>Family</b>	28	1%	151	8%
<b>Marriage</b>	26	1%	79	4%
<b>Rehabilitation</b>	24	1%	32	2%
<b>Substance Abuse</b>	23	1%	37	2%
<b>Gerontologic</b>	11	1%	31	2%
<b>Experimental or Research</b>	8	0%	18	1%
<b>Industrial-Organizational</b>	7	0%	11	1%
<b>Public Health</b>	5	0%	12	1%
<b>Sex Offender Treatment</b>	4	0%	19	1%
<b>Vocational/Work Environment</b>	4	0%	7	0%
<b>Social</b>	0	0%	2	0%
<b>Other Specialty Area</b>	137	7%	150	8%
<b>Total</b>	<b>2,094</b>	<b>100%</b>	<b>1811</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 94%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-time: 54%  
2 or More Positions: 25%

### Weekly Hours:

40 to 49: 41%  
60 or more: 6%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a behavioral sciences-related capacity	1,993	94%
Employed, NOT in a behavioral sciences-related capacity	36	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	0%
Voluntarily unemployed	37	2%
Retired	42	2%
<b>Total</b>	<b>2,117</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*94% of LCPs are currently employed in their profession. 54% of LCPs hold one full-time job, while one-quarter currently have multiple positions. 41% of LCPs work between 40 and 49 hours per week, while another 6% work at least 60 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	85	4%
1 to 9 hours	54	3%
10 to 19 hours	137	7%
20 to 29 hours	196	9%
30 to 39 hours	307	15%
40 to 49 hours	858	41%
50 to 59 hours	331	16%
60 to 69 hours	87	4%
70 to 79 hours	29	1%
80 or more hours	3	0%
<b>Total</b>	<b>2,087</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	85	4%
One Part-Time Position	351	17%
Two Part-Time Positions	155	7%
One Full-Time Position	1,135	54%
One Full-Time Position & One Part-Time Position	304	15%
Two Full-Time Positions	11	1%
More than Two Positions	51	2%
<b>Total</b>	<b>2,092</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	11	1%
Less than \$40,000	217	13%
\$40,000-\$49,999	98	6%
\$50,000-\$59,999	139	8%
\$60,000-\$69,999	171	10%
\$70,000-\$79,999	214	13%
\$80,000-\$89,999	180	11%
\$90,000-\$99,999	154	9%
\$100,000-\$109,999	168	10%
\$110,000-\$119,999	91	5%
\$120,000-\$129,999	61	4%
\$130,000 or More	201	12%
<b>Total</b>	<b>1,706</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$80k-\$90k

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

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,475	72%
Somewhat Satisfied	486	24%
Somewhat Dissatisfied	58	3%
Very Dissatisfied	23	1%
<b>Total</b>	<b>2,042</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical LCP earned between \$80,000 and \$90,000 per year. Among LCPs who received either a wage or salary as compensation at their 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
Health Insurance	816	41%	60%
Paid Vacation	783	39%	61%
Retirement	781	39%	57%
Paid Leave	752	38%	59%
Dental Insurance	687	34%	52%
Group Life Insurance	578	29%	44%
Signing/Retention Bonus	46	2%	4%
<b>Receive at least one benefit</b>	<b>978</b>	<b>49%</b>	<b>70%</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?	14	1%
Experience Voluntary Unemployment?	90	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	42	2%
Work two or more positions at the same time?	583	24%
Switch employers or practices?	121	5%
<b>Experienced at least one</b>	<b>741</b>	<b>31%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s LCPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 4.5% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	36	2%	20	3%
<b>Less than 6 Months</b>	65	3%	48	8%
<b>6 Months to 1 Year</b>	126	6%	56	9%
<b>1 to 2 Years</b>	302	15%	80	13%
<b>3 to 5 Years</b>	414	20%	134	22%
<b>6 to 10 Years</b>	376	19%	104	17%
<b>More than 10 Years</b>	709	35%	174	28%
<b>Subtotal</b>	<b>2,028</b>	<b>100%</b>	<b>617</b>	<b>100%</b>
<b>Did not have location</b>	53		1,736	
<b>Item Missing</b>	314		42	
<b>Total</b>	<b>2,395</b>		<b>2,395</b>	

Source: Va. Healthcare Workforce Data Center

*52% of LCPs are salaried employees, while 30% receive income from their own business/practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 15%  
Over 2 years: 74%  
Over 2 yrs, 2<sup>nd</sup> location: 67%

**Employment Type**

Salary/Commission: 52%  
Business/Practice Income: 30%

Source: Va. Healthcare Workforce Data Center

*74% of LCPs have worked at their primary location for more than two years, while 5% have switched jobs.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	908	52%
<b>Hourly Wage</b>	188	11%
<b>By Contract</b>	120	7%
<b>Business/ Practice Income</b>	522	30%
<b>Unpaid</b>	4	0%
<b>Subtotal</b>	<b>1,741</b>	<b>100%</b>
<b>Did not have location</b>	53	
<b>Item Missing</b>	601	

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 5.0% in June 2015 to 3.9% in December 2015. December’s unemployment rate was still preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	81%
Lowest Region:	0%

### Locations

2 or more	
(Past Year):	32%
2 or more (Now*):	29%

Source: Va. Healthcare Workforce Data Center

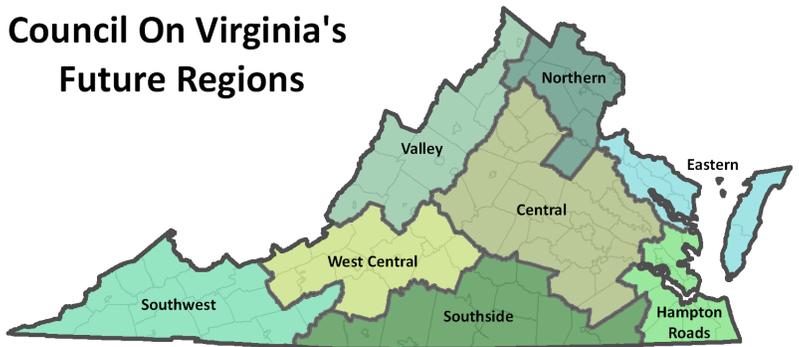
39% of LCPs work in Northern Virginia, the most of any region in the state. Another 24% work in Central Virginia, while 17% are employed in Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	499	24%	135	21%
Eastern	7	0%	5	1%
Hampton Roads	345	17%	97	15%
Northern	797	39%	216	33%
Southside	30	1%	9	1%
Southwest	28	1%	10	2%
Valley	110	5%	34	5%
West Central	164	8%	53	8%
Virginia Border State/DC	33	2%	42	7%
Other US State	22	1%	45	7%
Outside of the US	3	0%	0	0%
<b>Total</b>	<b>2,038</b>	<b>100%</b>	<b>646</b>	<b>100%</b>
Item Missing	305		13	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



29% of all LCPs current have multiple work locations, while 32% have had multiple work locations at some point in the past year

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	49	2%	82	4%
1	1,376	66%	1,394	67%
2	335	16%	322	16%
3	276	13%	247	12%
4	26	1%	22	1%
5	6	0%	2	0%
6 or More	14	1%	12	1%
<b>Total</b>	<b>2,082</b>	<b>100%</b>	<b>2,082</b>	<b>100%</b>

\*At the time of survey completion, June 2015.

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,120	58%	419	70%
<b>Non-Profit</b>	222	11%	75	13%
<b>State/Local Government</b>	377	19%	82	14%
<b>Veterans Administration</b>	107	6%	6	1%
<b>U.S. Military</b>	72	4%	6	1%
<b>Other Federal Government</b>	47	2%	8	1%
<b>Total</b>	<b>1,945</b>	<b>100%</b>	<b>596</b>	<b>100%</b>
<b>Did not have location</b>	53		1736	
<b>Item Missing</b>	396		63	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

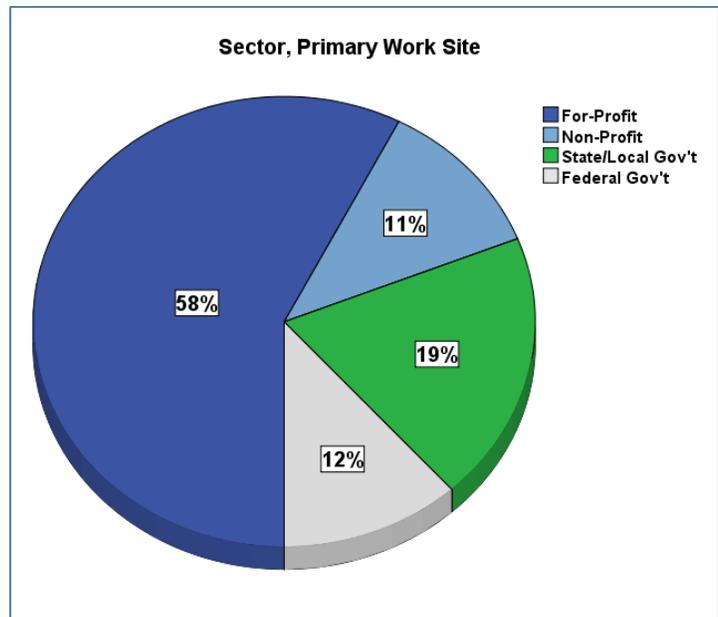
For Profit:	58%
Federal:	12%

**Top Establishments**

Private Practice, Solo:	27%
Private Practice, Group:	21%
Academic Institution:	9%

Source: Va. Healthcare Workforce Data Center

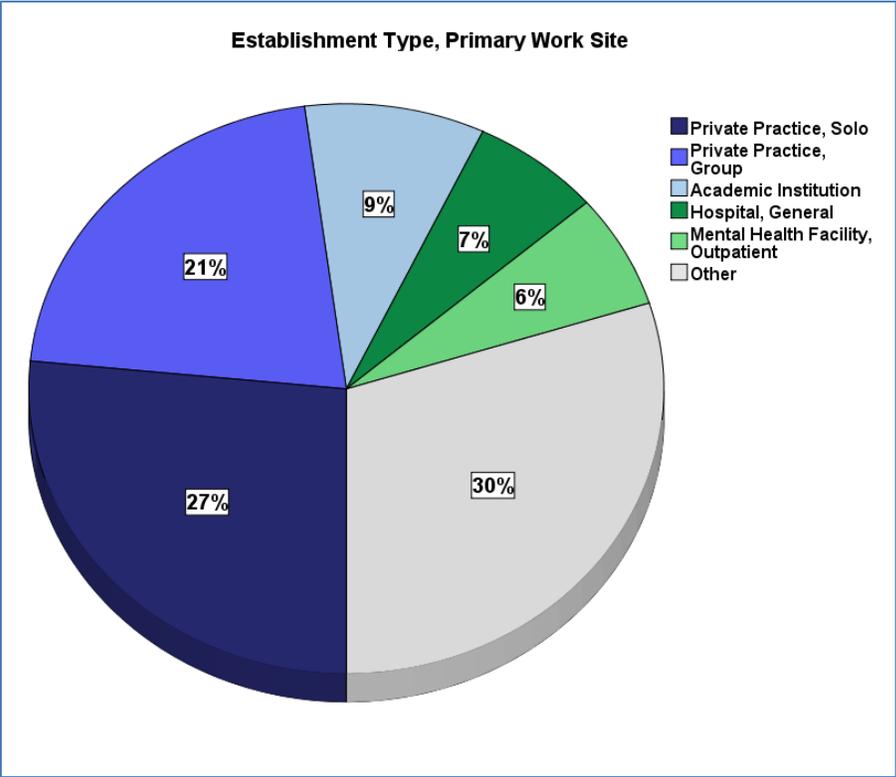
*69% of LCPs work in the private sector, including 58% who work at for-profit establishments. Meanwhile, 19% of LCPs work for state or local governments, and 12% work for the federal government.*



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	493	27%	168	29%
Private Practice, Group	396	21%	126	22%
Academic Institution (Teaching Health Professions Students)	171	9%	73	13%
Hospital, General	122	7%	14	2%
Mental Health Facility, Outpatient	120	6%	29	5%
Hospital, psychiatric	97	5%	25	4%
School (Providing Care to Clients)	89	5%	10	2%
Community-Based Clinic or Health Center	72	4%	24	4%
Community Services Board	51	3%	10	2%
Corrections/Jail	31	2%	7	1%
Rehabilitation Facility	29	2%	8	1%
Other Practice Setting	186	10%	77	13%
<b>Total</b>	<b>1,857</b>	<b>100%</b>	<b>571</b>	<b>100%</b>
<b>Did Not Have a Location</b>	53		1,736	

*27% of all LCPs work at a solo private practice, while another 21% work at a group private practice. Academic Institutions, General Hospitals and Outpatient Mental Health Facilities are also significant employers of Virginia's LCP workforce.*



*Among those LCPs who also have a secondary work location, nearly 30% work at a solo private practice, while 22% work at a group private practice.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 70%-79%  
Administration: 10%-19%

### Roles

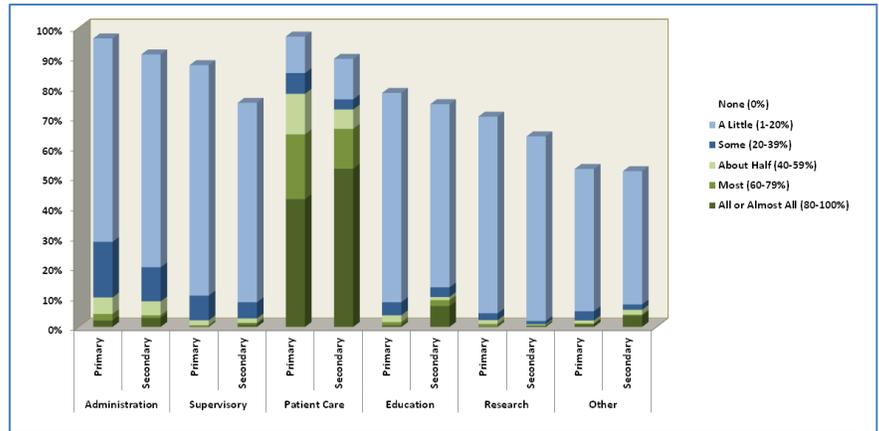
Patient Care: 64%  
Administrative: 4%  
Education: 2%

### Patient Care LCPs

Median Admin Time: 1%-9%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



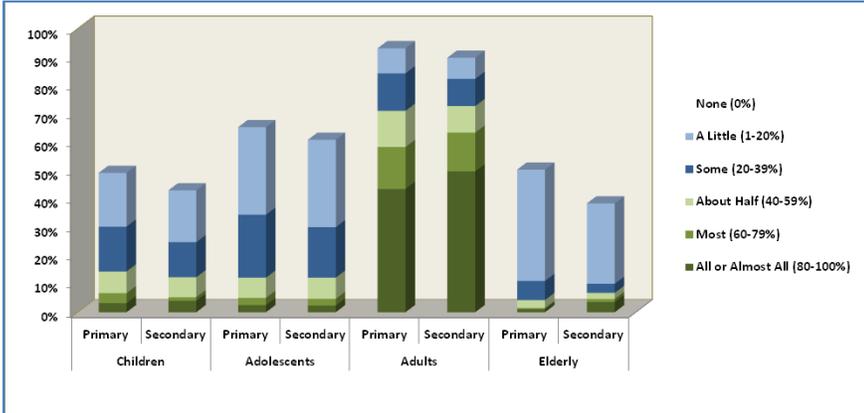
Source: Va. Healthcare Workforce Data Center

64% of all LCPs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Meanwhile, another 4% of LCPs fill an administrative role, and 2% fill an educational role.

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%	3%	0%	1%	43%	53%	1%	7%	0%	0%	1%	4%
<b>Most (60-79%)</b>	2%	1%	0%	1%	22%	13%	1%	2%	1%	0%	0%	0%
<b>About Half (40-59%)</b>	6%	5%	2%	1%	14%	6%	2%	1%	1%	0%	1%	2%
<b>Some (20-39%)</b>	19%	11%	8%	5%	7%	3%	4%	3%	2%	1%	3%	2%
<b>A Little (1-20%)</b>	68%	71%	77%	66%	12%	14%	70%	61%	66%	62%	48%	44%
<b>None (0%)</b>	4%	9%	12%	25%	3%	10%	22%	26%	30%	36%	47%	48%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

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

**Typical Patient Allocation**

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

**Roles**

Children: 7%  
 Adolescents: 5%  
 Adults: 58%  
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

*Approximately three-quarters of all patients seen by a typical LCP at her primary work location are adults. In addition, 58% of LCPs 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>	3%	4%	3%	2%	43%	50%	1%	4%
<b>Most (60-79%)</b>	4%	1%	3%	2%	15%	14%	0%	1%
<b>About Half (40-59%)</b>	8%	7%	7%	7%	13%	9%	3%	2%
<b>Some (20-39%)</b>	16%	12%	22%	18%	13%	10%	7%	3%
<b>A Little (1-20%)</b>	19%	18%	31%	31%	9%	7%	39%	28%
<b>None (0%)</b>	51%	57%	35%	39%	7%	10%	50%	62%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

Primary Location: 1-24

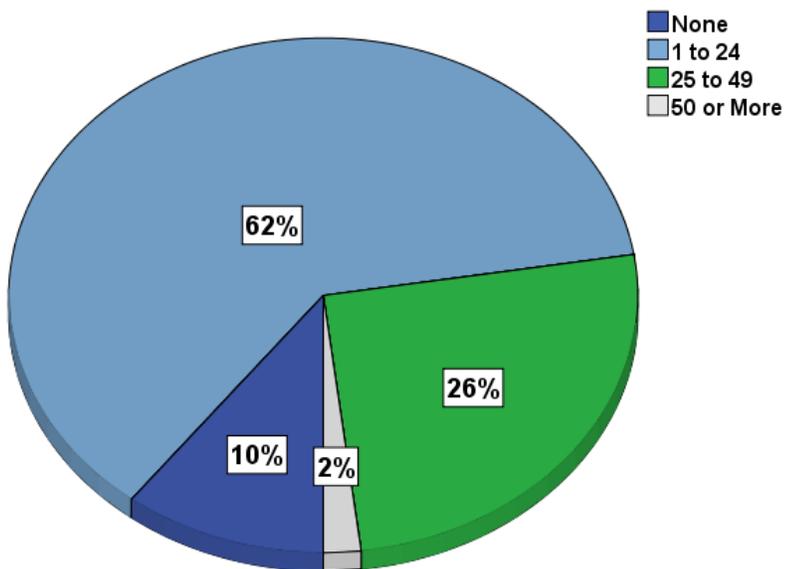
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	201	10%	108	19%
<b>1 to 24</b>	1,192	62%	418	75%
<b>25 to 49</b>	493	26%	23	4%
<b>50 to 74</b>	27	1%	5	1%
<b>75 or More</b>	6	0%	2	0%
<b>Total</b>	<b>1,919</b>	<b>100%</b>	<b>556</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

62% of all LCPs treat between 1 and 24 patients per week at their primary work location. Another 26% of LCPs treat between 25 and 49 patients per week.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
<b>Under age 50</b>	7	0%	-	-
<b>50 to 54</b>	19	1%	4	0%
<b>55 to 59</b>	52	3%	13	1%
<b>60 to 64</b>	209	11%	69	7%
<b>65 to 69</b>	612	33%	281	28%
<b>70 to 74</b>	490	27%	320	32%
<b>75 to 79</b>	160	9%	118	12%
<b>80 or over</b>	62	3%	41	4%
<b>I do not intend to retire</b>	229	12%	157	16%
<b>Total</b>	<b>1,840</b>	<b>100%</b>	<b>1,003</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCPs**

Under 65: 16%

Under 60: 4%

**LCPs 50 and over**

Under 65: 9%

Under 60: 2%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 28%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

*Although 16% of all LCPs expect to retire by the age of 65, this percentage falls to 9% for those LCPs who are already at least 50 years old. Meanwhile, 51% of LCPs plan to work until at least age 70, including 12% who don't plan on retiring at all.*

*Within the next two years, only 2% of Virginia's LCPs plan on leaving the state and just 1% plan on leaving the profession entirely. Meanwhile, 13% plan on increasing patient care hours, and 5% expect to pursue additional educational opportunities.*

**Future Plans**

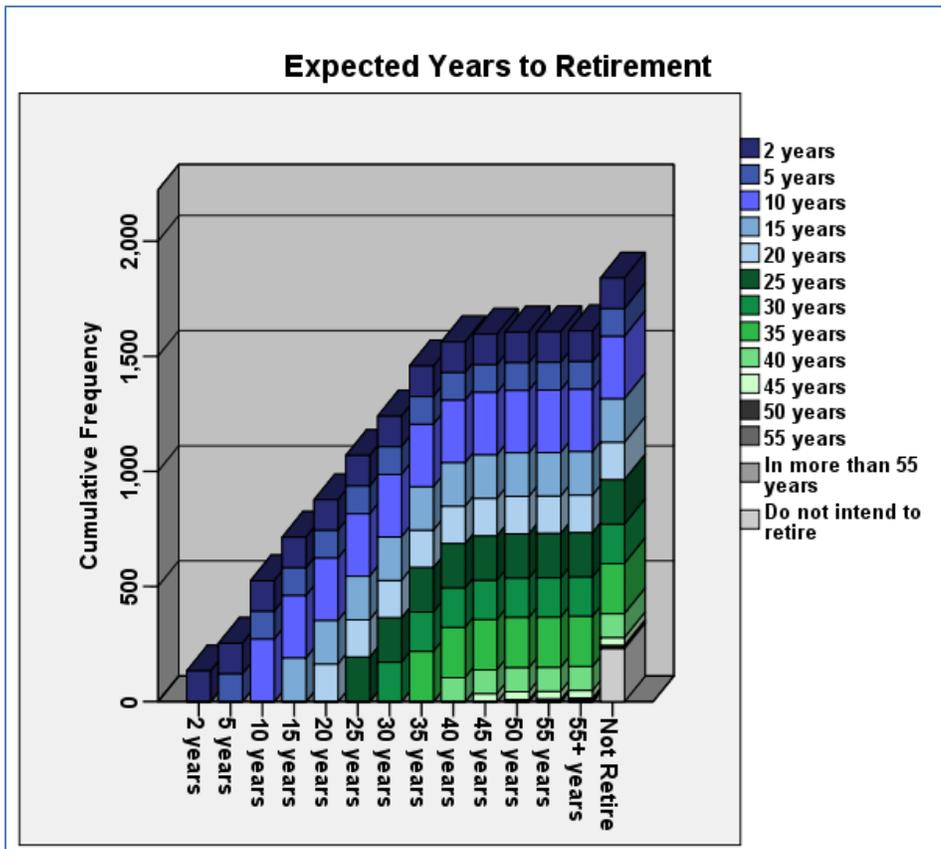
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	28	1%
<b>Leave Virginia</b>	48	2%
<b>Decrease Patient Care Hours</b>	221	9%
<b>Decrease Teaching Hours</b>	35	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	302	13%
<b>Increase Teaching Hours</b>	141	6%
<b>Pursue Additional Education</b>	116	5%
<b>Return to Virginia's Workforce</b>	20	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. 7% of LCPs expect to retire in the next two years, while 28% plan on retiring in the next 10 years. More than half of the current LCP workforce expects to retire by 2040.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	133	7%	7%
<b>5 years</b>	120	7%	14%
<b>10 years</b>	271	15%	28%
<b>15 years</b>	189	10%	39%
<b>20 years</b>	163	9%	48%
<b>25 years</b>	193	10%	58%
<b>30 years</b>	171	9%	67%
<b>35 years</b>	218	12%	79%
<b>40 years</b>	104	6%	85%
<b>45 years</b>	34	2%	87%
<b>50 years</b>	9	0%	87%
<b>55 years</b>	1	0%	87%
<b>In more than 55 years</b>	4	0%	88%
<b>Do not intend to retire</b>	229	12%	100%
<b>Total</b>	<b>1,840</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2025. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2055.

## At a Glance:

### FTEs

Total: 2,158  
 FTEs/1,000 Residents: 0.259  
 Average: 0.92

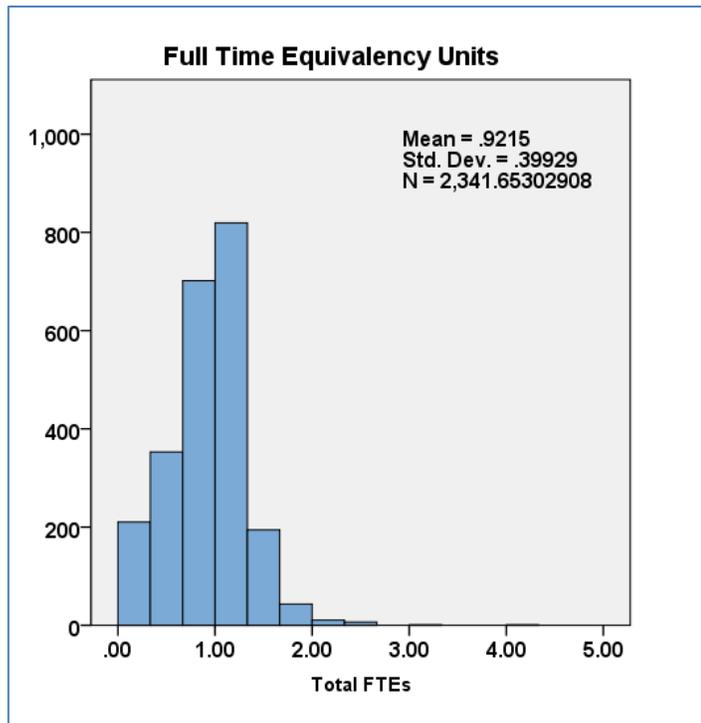
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

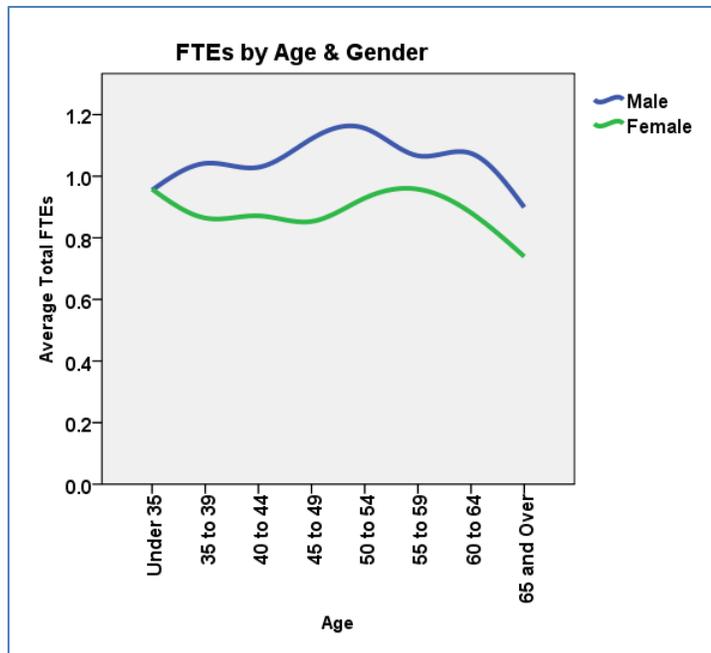


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCP provided 0.97 FTEs, or approximately 39 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>*

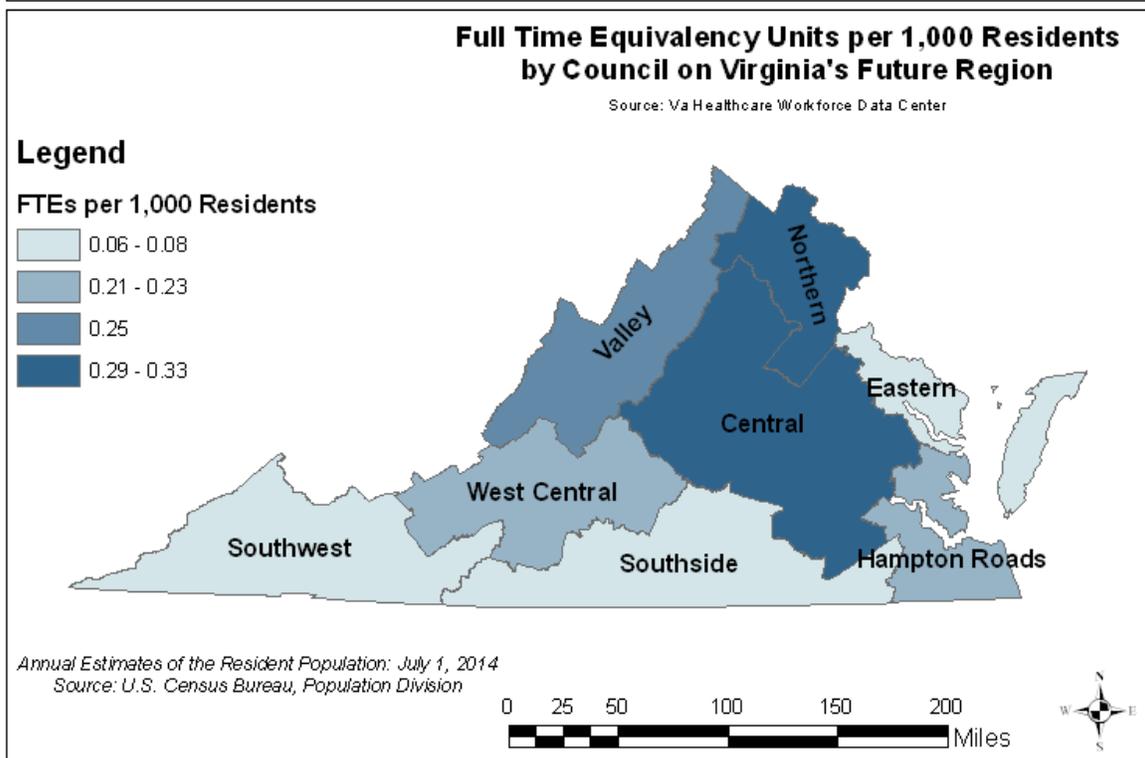
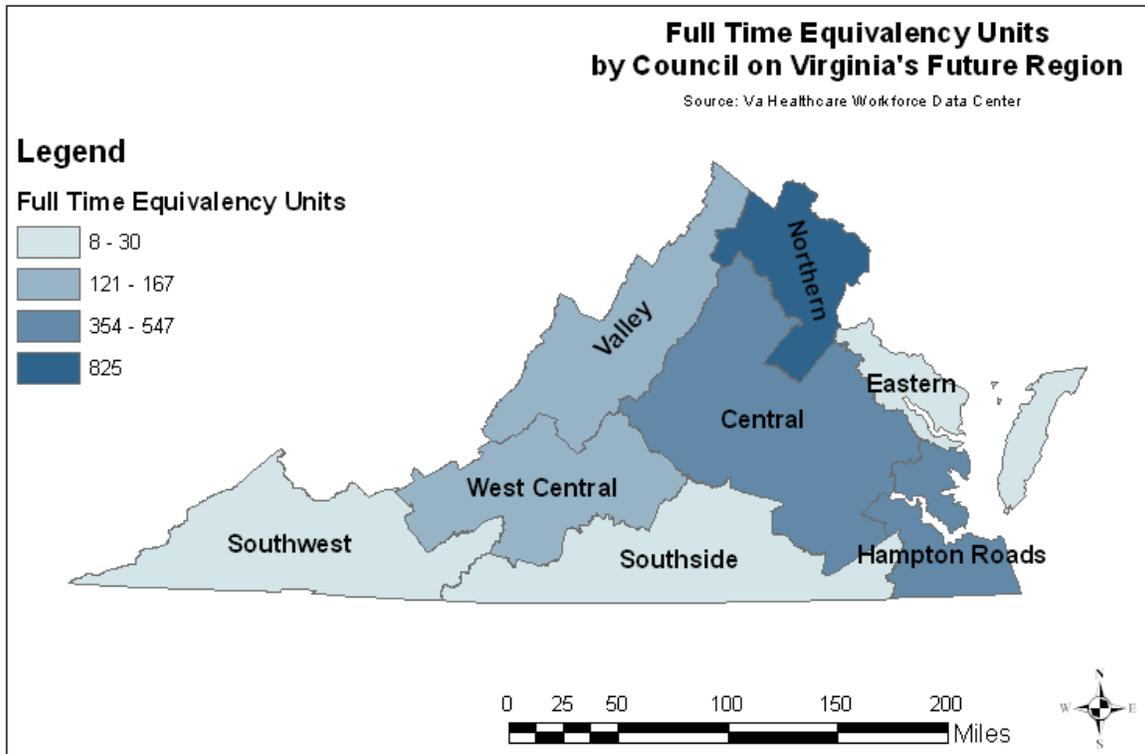
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
<b>Under 35</b>	0.96	0.99
<b>35 to 39</b>	0.91	0.96
<b>40 to 44</b>	0.90	0.93
<b>45 to 49</b>	0.94	0.99
<b>50 to 54</b>	1.00	1.06
<b>55 to 59</b>	0.94	1.01
<b>60 to 64</b>	0.99	1.03
<b>65 and Over</b>	0.85	0.94
<b>Gender</b>		
<b>Male</b>	1.01	1.05
<b>Female</b>	0.87	0.93

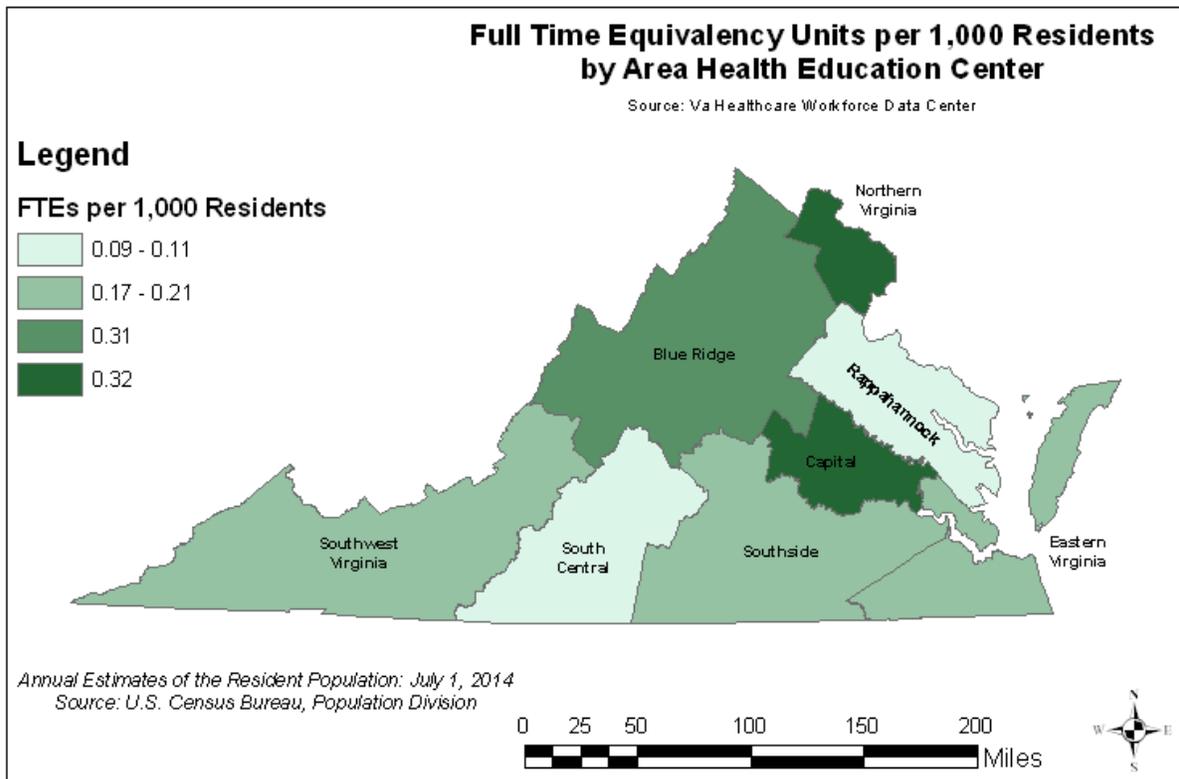
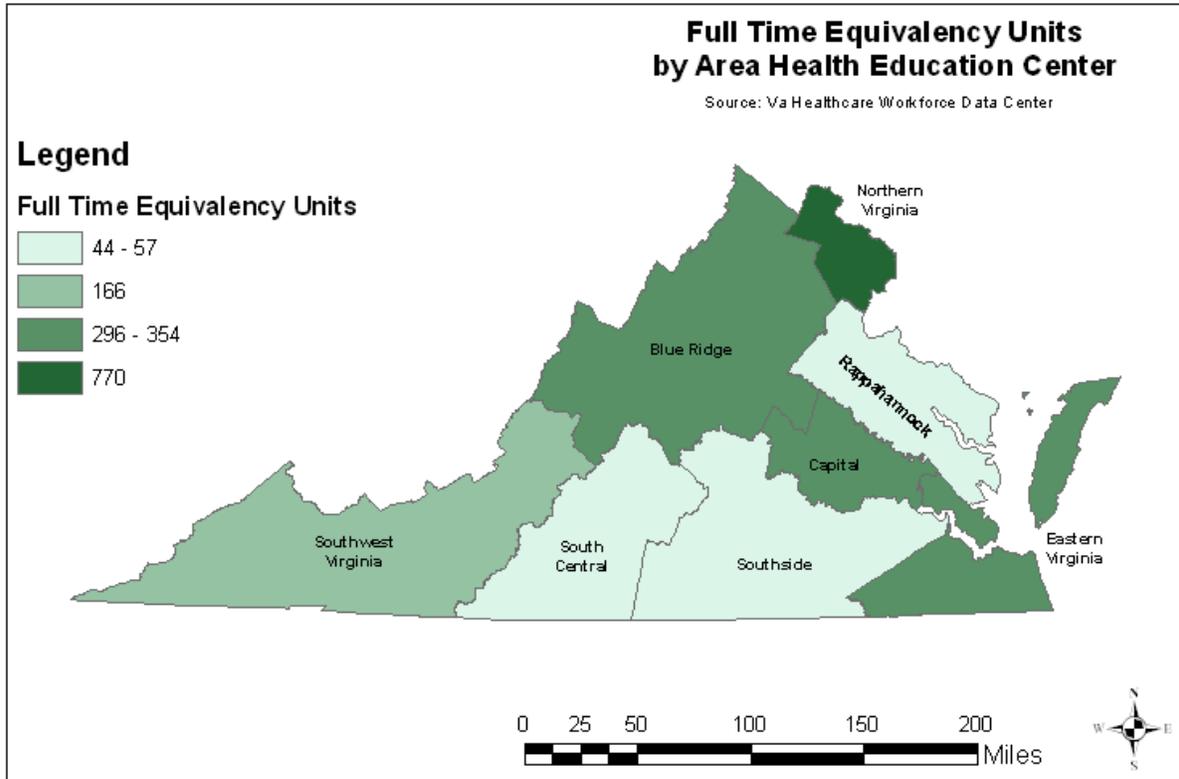
Source: Va. Healthcare Workforce Data Center

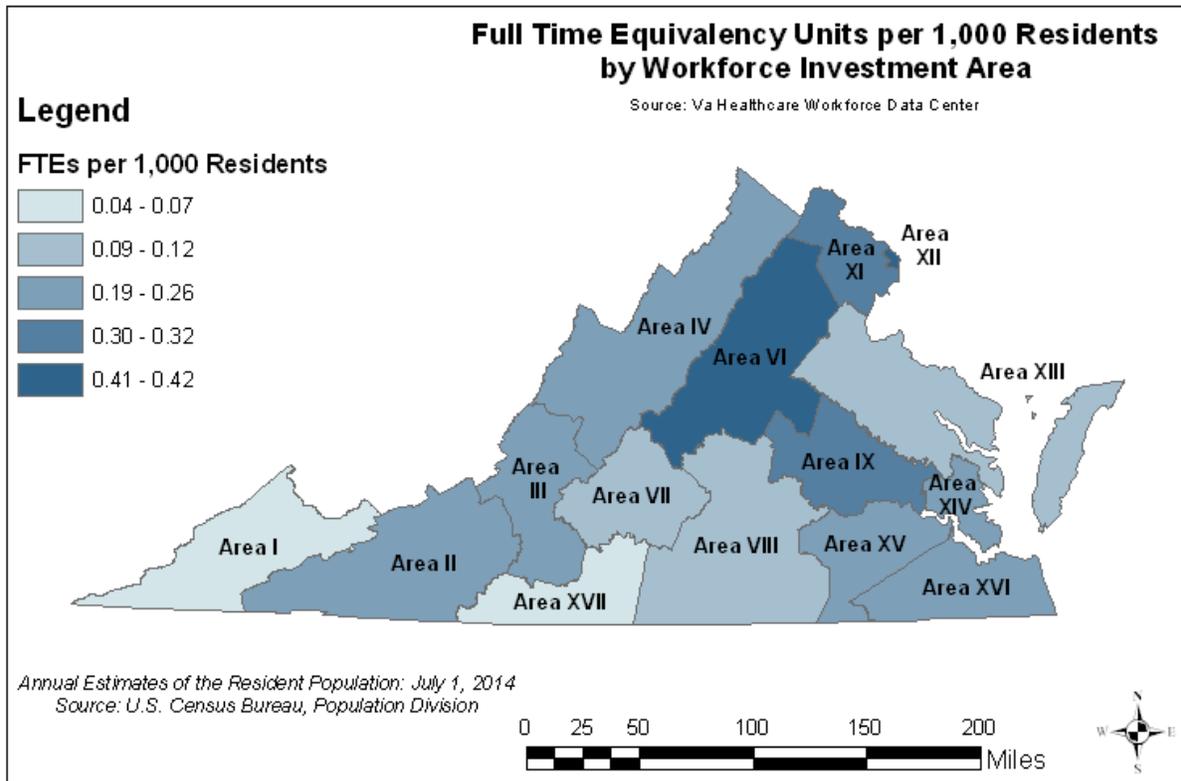
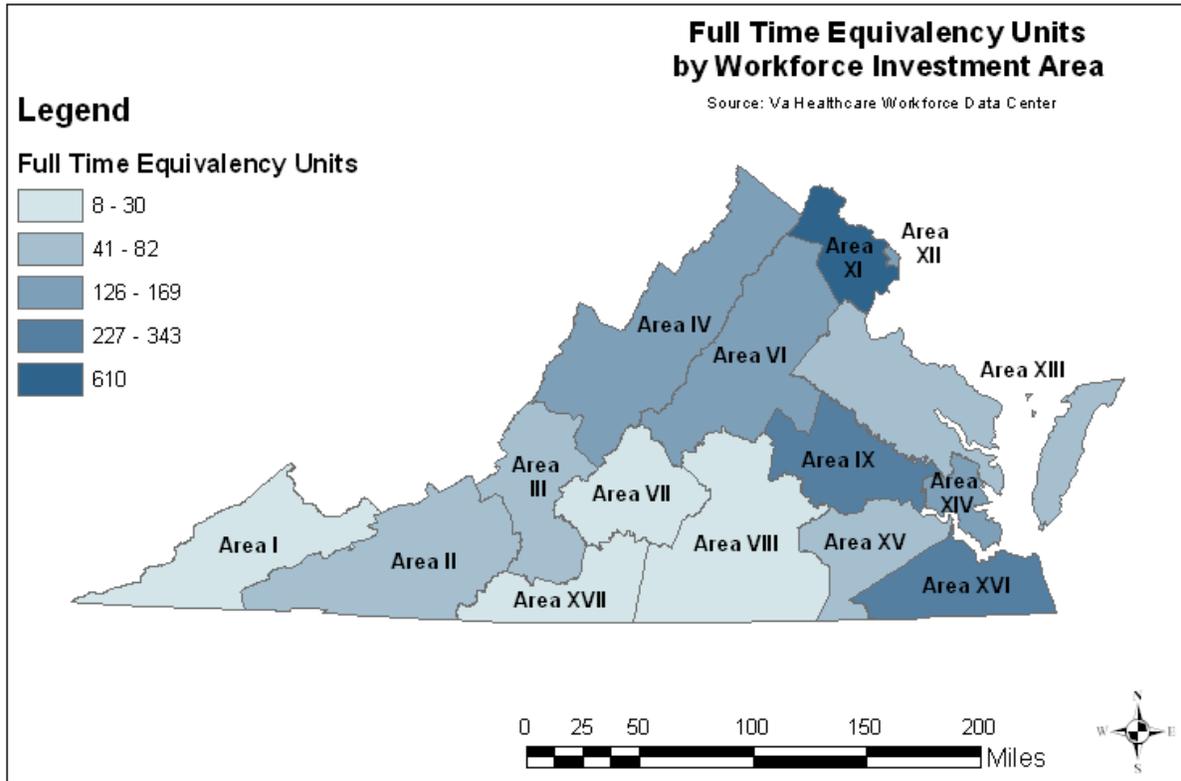


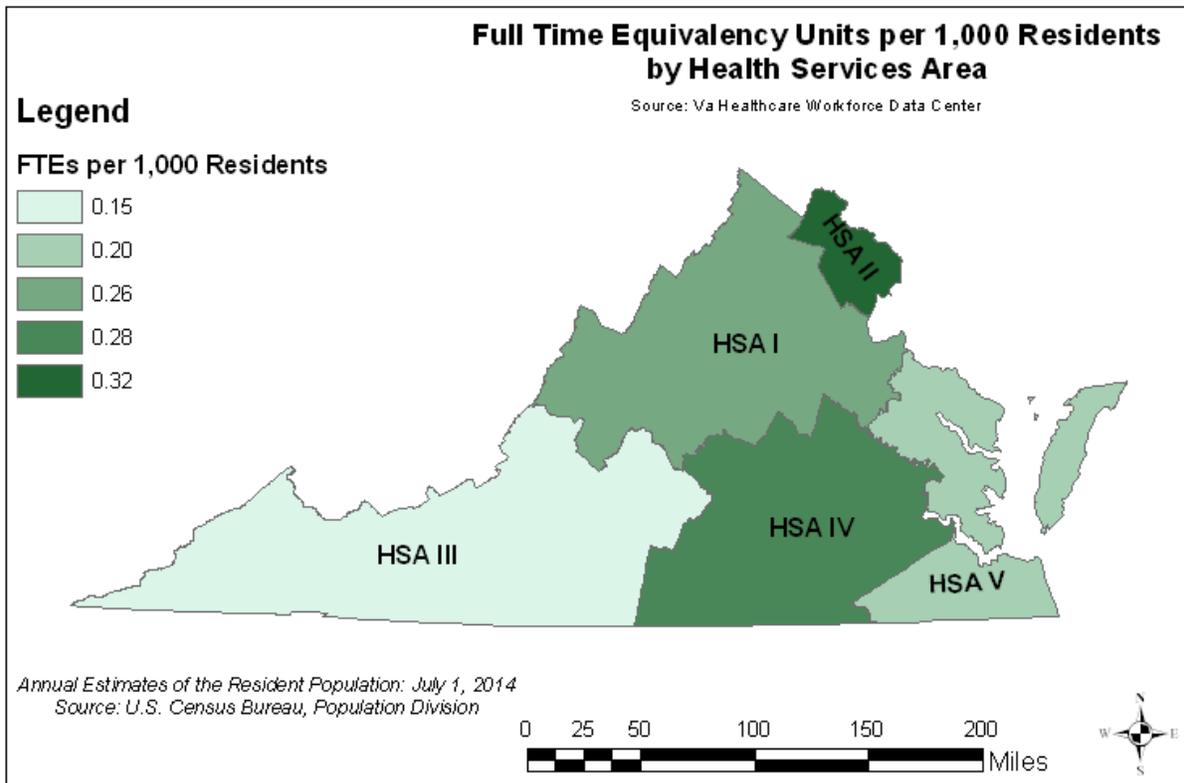
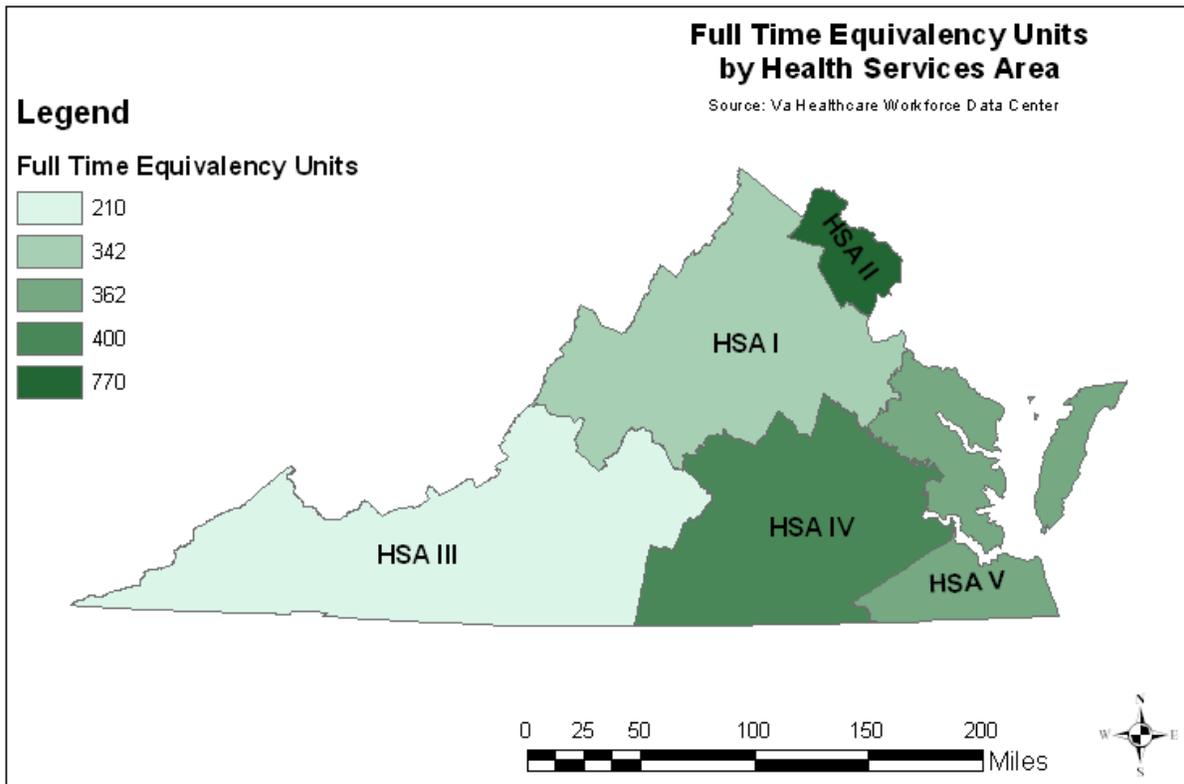
Source: Va. Healthcare Workforce Data Center

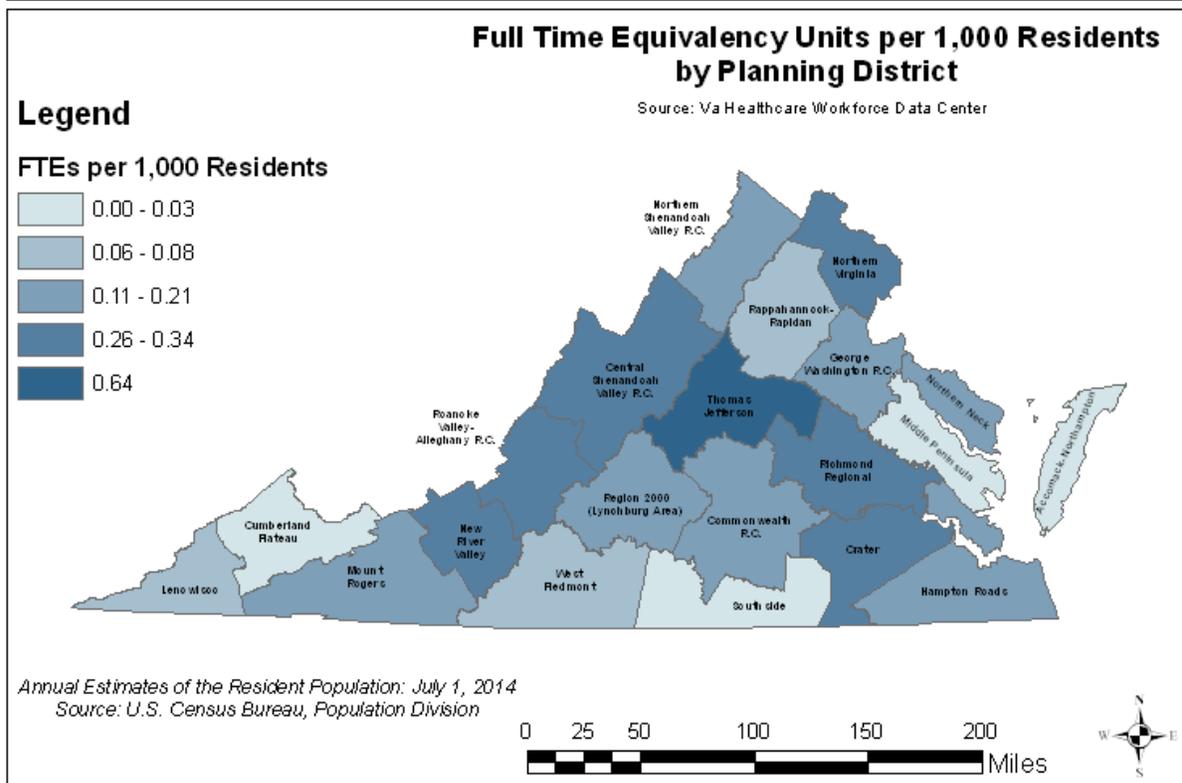
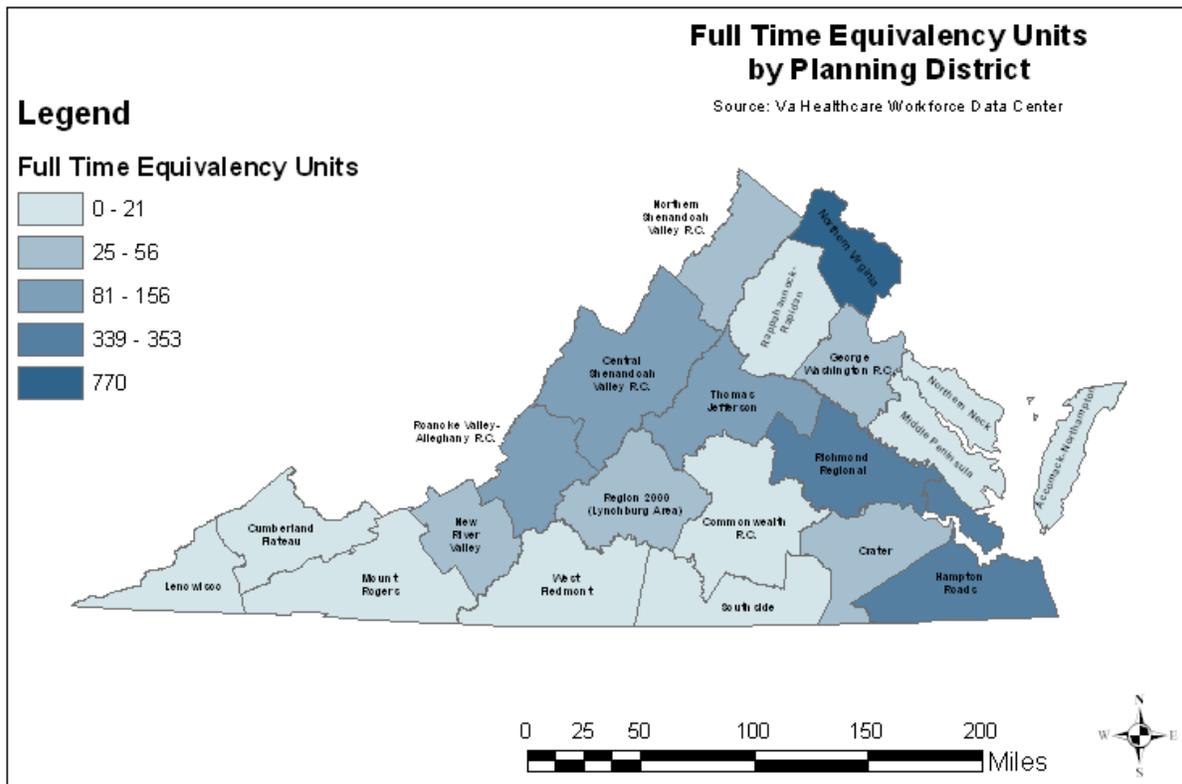
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,772	85.44%	1.17041	1.11294	1.37326
Metro, 250,000 to 1 million	131	94.66%	1.056452	1.00457	1.23955
Metro, 250,000 or less	363	79.89%	1.251724	1.19026	1.46866
Urban pop 20,000+, Metro adj	9	100.00%	1	0.95089	1.17331
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	41	80.49%	1.242424	1.18141	1.45775
Urban pop, 2,500-19,999, nonadj	12	91.67%	1.090909	1.05054	1.12247
Rural, Metro adj	24	83.33%	1.2	1.14107	1.23472
Rural, nonadj	9	77.78%	1.285714	1.22258	1.32291
Virginia border state/DC	453	79.47%	1.258333	1.19654	1.47642
Other US State	353	69.12%	1.446721	1.37568	1.69746

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	239	70.29%	1.422619	1.17331	1.69746
35 to 39	404	83.42%	1.198813	1.04454	1.43041
40 to 44	392	86.73%	1.152941	0.95089	1.37568
45 to 49	411	85.64%	1.167614	1.01736	1.39319
50 to 54	269	84.39%	1.185022	0.97735	1.41396
55 to 59	291	84.54%	1.182927	0.97563	1.41146
60 to 64	395	83.04%	1.204268	0.99323	1.43692
65 and Over	766	80.16%	1.247557	1.02893	1.48857

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: 0.824755**

