
Virginia's Licensed Clinical Psychologist Workforce: 2016

Healthcare Workforce Data Center

August 2016

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2,814 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:	3,282
Virginia's Workforce:	2,440
FTEs:	2,191

Background

Rural Childhood:	19%
HS Degree in VA:	21%
Prof. Degree in VA:	29%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	56%
Satisfied?:	97%

Survey Response Rate

All Licensees:	86%
Renewing Practitioners:	93%

Education

Doctor of Psych.:	54%
Other Ph.D.:	46%

Job Turnover

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

Demographics

Female:	64%
Diversity Index:	27%
Median Age:	51

Finances

Median Income:	\$80k-\$90k
Health Benefits:	60%
Under 40 w/ Ed debt:	72%

Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	66%

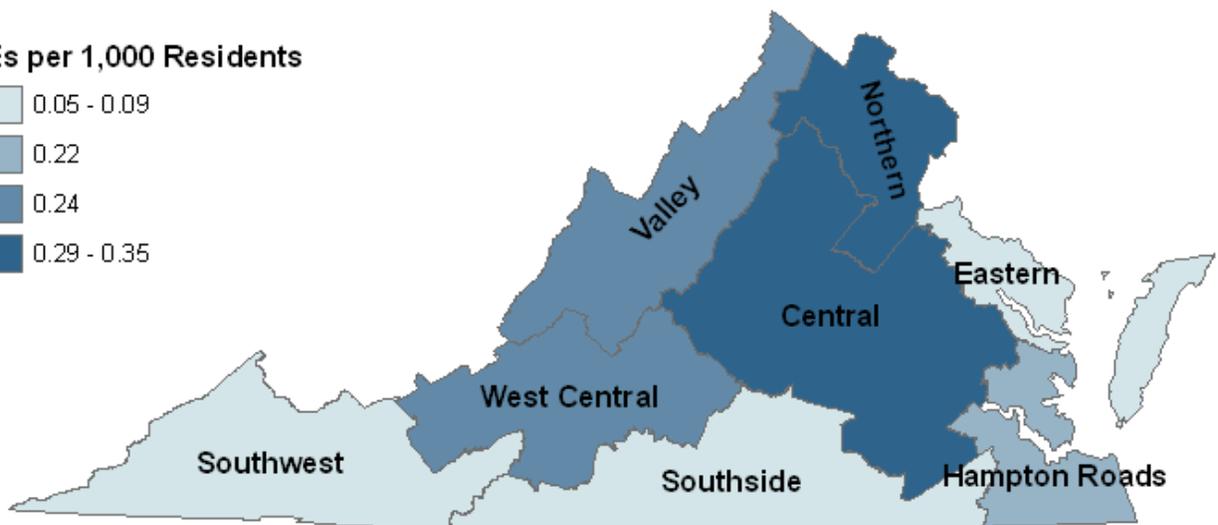
Source: Va. Healthcare Workforce Data Center

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

	0.05 - 0.09
	0.22
	0.24
	0.29 - 0.35



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



2,814 Licensed Clinical Psychologists (LCPs) voluntarily took part in the 2016 Licensed Clinical Psychologist 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 LCPs. These survey respondents represent 86% of the 3,282 LCPs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 2,440 LCPs 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 2015 and June 2016, Virginia's LCP workforce provided 2,191 "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 LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 27% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LCPs who are under the age of 40, however, this value increases to 37%. Regardless, Virginia's LCP workforce is still less diverse than Virginia's population as a whole, which has a diversity index of 55%.

19% of all LCPs grew up in a rural area of Virginia, but just 6% of these professionals currently work in non-Metro areas of the state. Overall, just 4% of Virginia's LCPs currently work in non-Metro areas of the state. Meanwhile, 21% of all LCPs graduated from high school in Virginia, while 29% earned their initial professional degree in the state.

54% of the state's LCP workforce earned a Doctorate of Psychology as their highest professional degree, while the remaining LCPs received some other doctorate. In addition, 30% of all LCPs have a primary specialty in mental health, while 15% have a primary specialty related to children's health. 38% of all LCPs currently carry educational debt, including 72% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$80,000 and \$90,000.

95% of LCPs are currently employed in the profession. 56% currently hold one full-time position, while another 24% hold multiple positions. Only 5% of LCPs have switched jobs over the past 12 months, while 74% have worked at the same primary work location for at least two years. In addition, involuntary unemployment among LCPs was nearly non-existent over the past year, while 4% became unemployed voluntarily.

The median annual income for LCPs is between \$80,000 and \$90,000. In addition, among those LCPs who receive either an hourly wage or a salary at their primary work location, 69% also receive at least one employer-sponsored benefit. This includes 60% who have access to employer-sponsored health insurance and 58% who have access to some form of a retirement plan. 97% of LCPs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

41% of all LCPs work in Northern Virginia, the most of any region in the state. In addition, another 24% of LCPs work in Central Virginia, while 16% work in Hampton Roads. 70% of all LCPs work in the private sector, including 58% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type in Virginia, employing 27% of state's LCP workforce. Another 22% of the state's LCP workforce is employed at private group practices.

A typical LCP spends approximately 75% of her time treating patients. In fact, 66% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical LCP treats between 1 and 24 patients per week at their primary work location, and approximately 58% of these patients are adults.

15% of all LCPs expect to retire by the age of 65. 26% 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, 11% of LCPs plan on increasing patient care activities, while 4% plan on pursuing additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,909	89%
New Licensees	228	7%
Non-Renewals	145	4%
All Licensees	3,282	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 93% of renewing LCPs submitted a survey. These represent 86% of LCPs who held a license at some point during the survey time period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 35	77	262	77%
35 to 39	88	361	80%
40 to 44	28	372	93%
45 to 49	45	367	89%
50 to 54	31	236	88%
55 to 59	32	259	89%
60 to 64	54	335	86%
65 and Over	113	622	85%
Total	468	2,814	86%
New Licenses			
Issued in Past Year	125	103	45%
Metro Status			
Non-Metro	16	83	84%
Metro	283	2,051	88%
Not in Virginia	169	680	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	3,282
New:	7%
Not Renewed:	4%

Response Rates

All Licensees:	86%
Renewing Practitioners:	93%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,814
Response Rate, all licensees	86%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2016.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2015 and June 2016.
- 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 2016.

At a Glance:

Workforce

Virginia's LCP Workforce: 2,440
 FTEs: 2,191

Utilization Ratios

Licensees in VA Workforce: 74%
 Licensees per FTE: 1.50
 Workers per FTE: 1.11

Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,406	99%
Looking for Work in Virginia	35	1%
Virginia's Workforce	2,440	100%
Total FTEs	2,191	
Licensees	3,282	

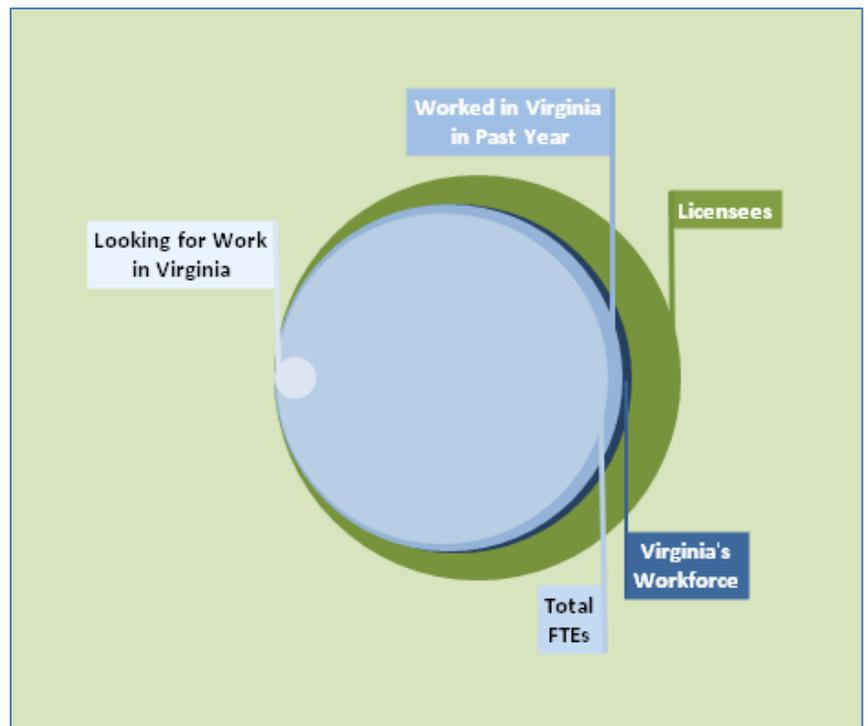
Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	29	13%	188	87%	217	10%
35 to 39	44	15%	240	85%	284	14%
40 to 44	59	23%	200	77%	259	12%
45 to 49	71	27%	190	73%	261	12%
50 to 54	44	27%	115	73%	159	8%
55 to 59	79	40%	121	61%	200	10%
60 to 64	140	56%	110	44%	250	12%
65 +	283	60%	187	40%	470	22%
Total	749	36%	1,353	64%	2,101	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	63%	1,792	85%	395	78%
Black	19%	126	6%	41	8%
Asian	6%	49	2%	20	4%
Other Race	0%	20	1%	6	1%
Two or more races	2%	41	2%	15	3%
Hispanic	9%	78	4%	27	5%
Total	100%	2,106	100%	504	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

At a Glance:

Gender

% Female: 64%
% Under 40 Female: 85%

Age

Median Age: 51
% Under 40: 24%
% 55+: 44%

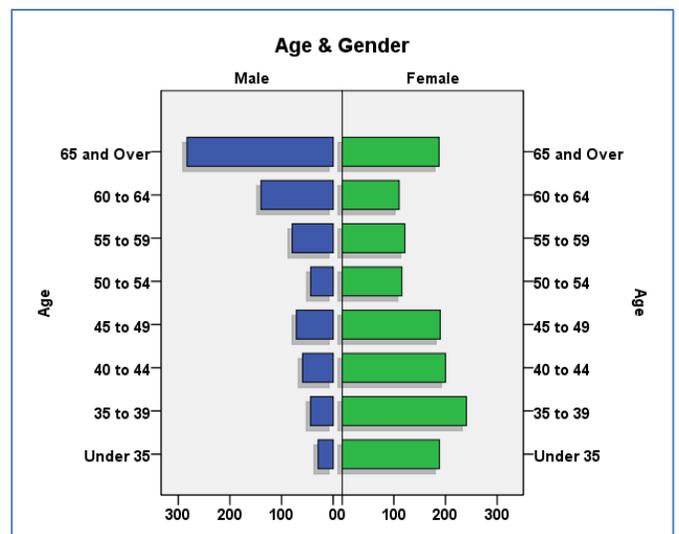
Diversity

Diversity Index: 27%
Under 40 Div. Index: 37%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 27% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

24% 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 37%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 21%
 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%

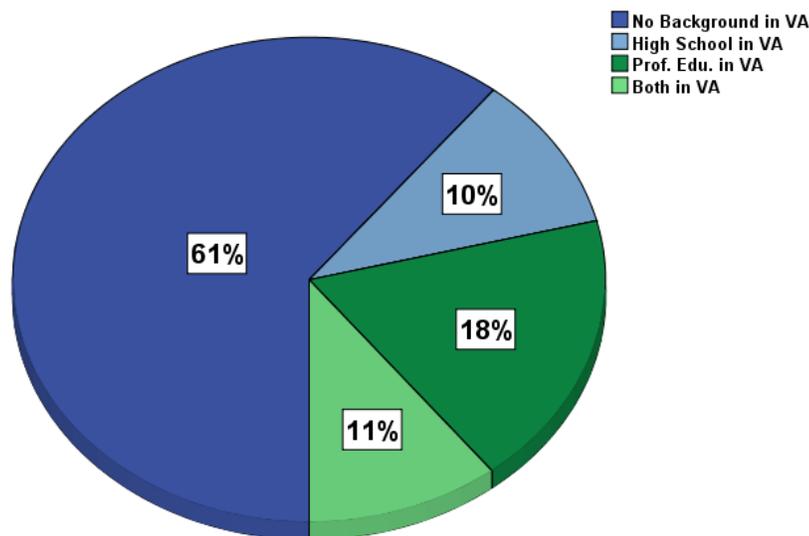
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	16%	65%	19%
2	Metro, 250,000 to 1 million	28%	60%	12%
3	Metro, 250,000 or less	24%	56%	20%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	18%	55%	27%
6	Urban pop, 2,500-19,999, Metro adj	34%	43%	23%
7	Urban pop, 2,500-19,999, nonadj	36%	64%	0%
8	Rural, Metro adj	14%	71%	14%
9	Rural, nonadj	14%	71%	14%
Overall		19%	63%	19%

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, and 6% of these professionals currently work in non-metro counties. Overall, 4% 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	434	Virginia	599
2	New York	260	Washington, D.C.	190
3	Pennsylvania	158	California	159
4	Maryland	136	Florida	120
5	New Jersey	104	New York	101
6	California	76	Illinois	84
7	Outside U.S./Canada	76	Ohio	78
8	North Carolina	66	Pennsylvania	75
9	Ohio	62	Texas	58
10	Florida	57	Georgia	52

Source: Va. Healthcare Workforce Data Center

21% 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, 21% received their high school degree in Virginia, while 33% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	118	Virginia	185
2	New York	70	Washington, D.C.	46
3	Maryland	37	California	43
4	Pennsylvania	30	New York	30
5	Outside U.S./Canada	25	Florida	29
6	North Carolina	23	Pennsylvania	27
7	New Jersey	21	Illinois	27
8	California	21	Tennessee	16
9	Ohio	18	Ohio	14
10	Florida	14	Georgia	11

Source: Va. Healthcare Workforce Data Center

26% of Virginia's licensees did not participate in the state's LCP workforce during the past year. 91% of these professional worked at some point in the past year, including 85% who worked in a job related to behavioral sciences.

At a Glance:

Not in VA Workforce

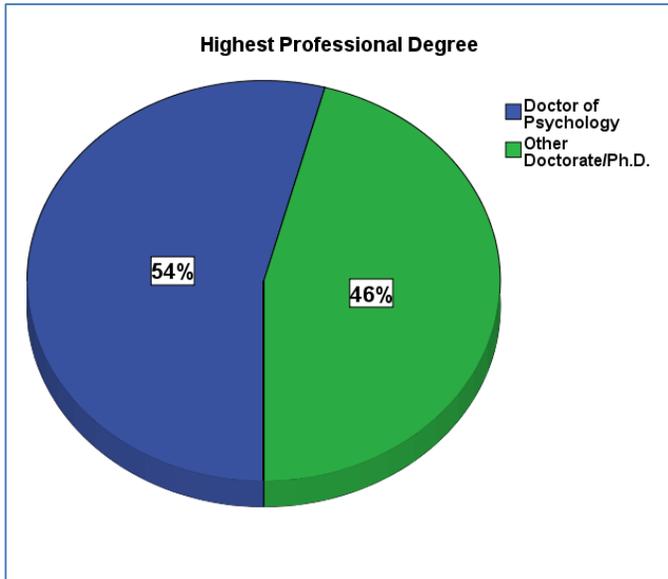
Total:	842
% of Licensees:	26%
Federal/Military:	33%
Va. Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	0	0%
Doctor of Psychology	1,114	54%
Other Doctorate	942	46%
Total	2,056	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

54% of LCPs hold a Doctorate of Psychology as their highest professional degree. 38% of LCPs carry educational debt, including 72% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$80,000 and \$90,000.

At a Glance:

Education
 Doctor of Psychology: 54%
 Other Doctorate/Ph.D.: 46%

Educational Debt
 Carry debt: 38%
 Under age 40 w/ debt: 72%
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,158	62%	126	28%
Less than \$10,000	43	2%	16	4%
\$10,000-\$19,999	37	2%	9	2%
\$20,000-\$29,999	40	2%	15	3%
\$30,000-\$39,999	50	3%	17	4%
\$40,000-\$49,999	30	2%	10	2%
\$50,000-\$59,999	50	3%	21	5%
\$60,000-\$69,999	29	2%	13	3%
\$70,000-\$79,999	30	2%	15	3%
\$80,000-\$89,999	39	2%	12	3%
\$90,000-\$99,999	28	2%	12	3%
\$100,000-\$109,999	45	2%	19	4%
\$110,000-\$119,999	19	1%	10	2%
\$120,000-\$129,999	23	1%	14	3%
\$130,000-\$139,999	15	1%	6	1%
\$140,000-\$149,999	15	1%	10	2%
\$150,000 or More	202	11%	124	28%
Total	1,853	100%	449	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 30%
 Child: 15%
 Forensic: 7%

Secondary Specialty

Mental Health: 13%
 Child: 9%
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

30% of all LCPs have a primary specialty in mental health. Another 15% have a primary specialty in children’s health, while 7% have a primary specialty in forensic science.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Mental Health	619	30%	230	13%
Child	314	15%	155	9%
Forensic	134	7%	114	6%
Neurology/Neuropsychology	110	5%	53	3%
Behavioral Disorders	78	4%	140	8%
Health/Medical	69	3%	117	7%
Family	42	2%	136	8%
School/Educational	34	2%	78	4%
Rehabilitation	23	1%	26	1%
Marriage	22	1%	75	4%
Gerontologic	20	1%	27	2%
Substance Abuse	15	1%	37	2%
Experimental or Research	13	1%	16	1%
Vocational/Work Environment	9	0%	10	1%
Industrial-Organizational	8	0%	11	1%
Sex Offender Treatment	5	0%	18	1%
Public Health	2	0%	12	1%
Social	0	0%	4	0%
Other Specialty Area	132	6%	140	8%
General Practice (Non-Specialty)	400	20%	395	22%
Total	2,048	100%	1,795	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-time: 56%
2 or More Positions: 24%

Weekly Hours:

40 to 49: 42%
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	1,973	95%
Employed, NOT in a behavioral sciences-related capacity	38	2%
Not working, reason unknown	1	0%
Involuntarily unemployed	3	0%
Voluntarily unemployed	29	1%
Retired	33	2%
Total	2,078	100%

Source: Va. Healthcare Workforce Data Center

95% of LCPs are currently employed in their profession. 56% of LCPs hold one full-time job, and 42% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	66	3%
1 to 9 hours	52	3%
10 to 19 hours	144	7%
20 to 29 hours	186	9%
30 to 39 hours	299	15%
40 to 49 hours	848	42%
50 to 59 hours	320	16%
60 to 69 hours	104	5%
70 to 79 hours	15	1%
80 or more hours	6	0%
Total	2,040	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	66	3%
One Part-Time Position	352	17%
Two Part-Time Positions	136	7%
One Full-Time Position	1,142	56%
One Full-Time Position & One Part-Time Position	296	14%
Two Full-Time Positions	12	1%
More than Two Positions	43	2%
Total	2,047	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	12	1%
Less than \$40,000	192	12%
\$40,000-\$49,999	75	5%
\$50,000-\$59,999	98	6%
\$60,000-\$69,999	186	11%
\$70,000-\$79,999	194	12%
\$80,000-\$89,999	179	11%
\$90,000-\$99,999	165	10%
\$100,000-109,999	163	10%
\$110,000-\$119,999	97	6%
\$120,000-\$129,999	75	5%
\$130,000 or More	212	13%
Total	1,649	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,430	70%
Somewhat Satisfied	536	26%
Somewhat Dissatisfied	50	3%
Very Dissatisfied	16	1%
Total	2,032	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary & Wage Employees only)
Health Insurance: 60%
Retirement: 58%

Satisfaction
Satisfied: 97%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

The typical LCP earned between \$80,000 and \$90,000 per year. Among LCPs who received either an hourly wage or salary as compensation at the primary work location, 60% received health insurance and 58% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	793	40%	60%
Retirement	774	39%	58%
Paid Vacation	755	38%	59%
Paid Sick Leave	725	37%	58%
Dental Insurance	662	34%	52%
Group Life Insurance	548	28%	44%
Signing/Retention Bonus	43	2%	3%
At Least One Benefit	948	48%	69%

*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?	10	0%
Experience Voluntary Unemployment?	89	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	34	1%
Work two or more positions at the same time?	541	22%
Switch employers or practices?	126	5%
Experienced at least one	697	29%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia's LCPs 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.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	33	2%	19	3%
Less than 6 Months	65	3%	41	7%
6 Months to 1 Year	141	7%	50	9%
1 to 2 Years	279	14%	99	17%
3 to 5 Years	436	22%	126	22%
6 to 10 Years	340	17%	83	14%
More than 10 Years	708	35%	160	28%
Subtotal	2,002	100%	579	100%
Did not have location	37		1,836	
Item Missing	402		25	
Total	2,440		2,440	

Source: Va. Healthcare Workforce Data Center

50% of LCPs are salaried employees, while 31% receive income from their own business/practice.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: < 1%
 Underemployed: 1%

Turnover & Tenure
 Switched Jobs: 5%
 New Location: 15%
 Over 2 years: 74%
 Over 2 yrs, 2nd location: 64%

Employment Type
 Salary/Commission: 50%
 Business/Practice Income: 31%

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 during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/Commission	846	50%
Business/Practice Income	518	31%
Hourly Wage	195	12%
By Contract	120	7%
Unpaid	9	1%
Subtotal	1,688	100%
Did Not Have Location	37	
Item Missing	715	

Source: Va. Healthcare Workforce Data Center

¹ 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:	41%
Top 3 Regions:	81%
Lowest Region:	< 1%

Locations

2 or more (Past Year):	30%
2 or more (Now*):	28%

Source: Va. Healthcare Workforce Data Center

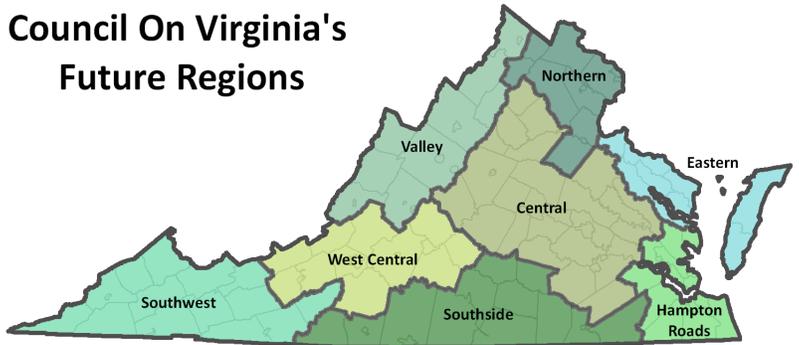
41% of LCPs work in Northern Virginia, the most of any region in the state. Another 24% work in Central Virginia, while 16% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	486	24%	119	20%
Eastern	9	0%	4	1%
Hampton Roads	329	16%	89	15%
Northern	815	41%	208	35%
Southside	30	1%	10	2%
Southwest	23	1%	10	2%
Valley	96	5%	25	4%
West Central	159	8%	39	7%
Virginia Border State/DC	42	2%	39	7%
Other US State	19	1%	46	8%
Outside of the US	0	0%	3	1%
Total	2,008	100%	592	100%
Item Missing	397		11	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



28% of all LCPs currently have multiple work locations, while 30% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	35	2%	63	3%
1	1,395	69%	1,404	69%
2	294	14%	299	15%
3	263	13%	234	12%
4	24	1%	14	1%
5	6	0%	6	0%
6 or More	17	1%	15	1%
Total	2,034	100%	2,034	100%

*At the time of survey completion, June 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,081	58%	385	72%
Non-Profit	227	12%	64	12%
State/Local Government	330	18%	64	12%
Veterans Administration	108	6%	4	1%
U.S. Military	69	4%	8	1%
Other Federal Government	49	3%	9	2%
Total	1,864	100%	534	100%
Did not have location	37		1836	
Item Missing	540		71	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

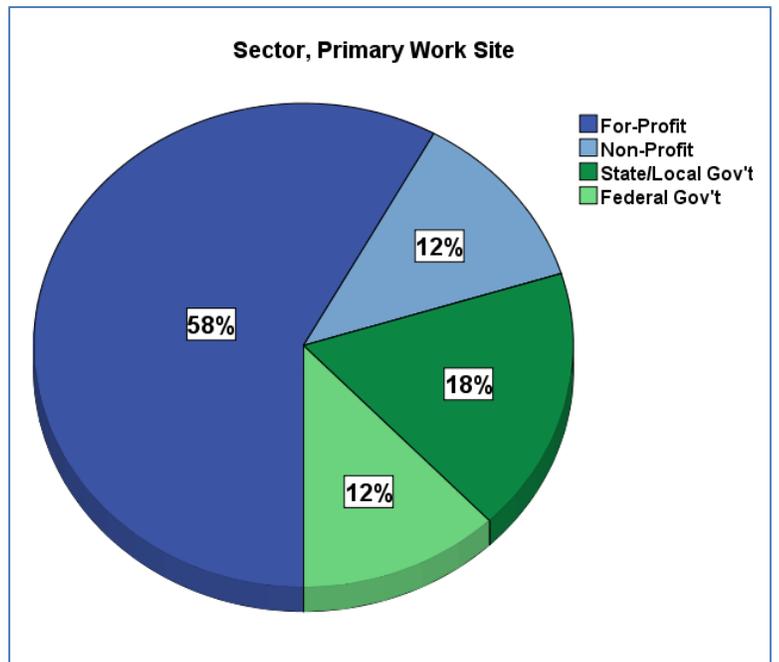
For Profit:	58%
Federal:	12%

Top Establishments

Private Practice, Solo:	27%
Private Practice, Group:	22%
Academic Institution:	9%

Source: Va. Healthcare Workforce Data Center

70% of LCPs work in the private sector, including 58% who work at for-profit establishments. Another 18% of LCPs work for state or local governments.

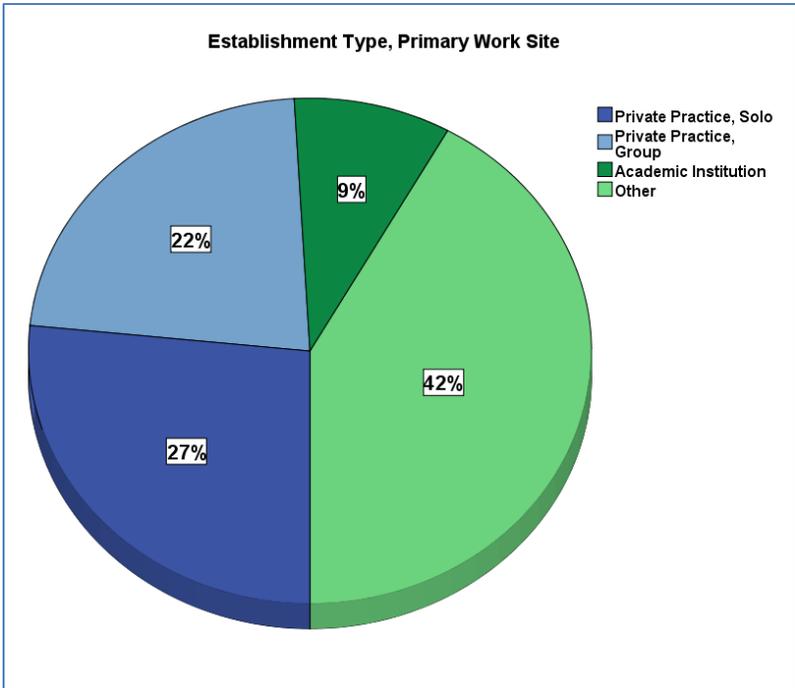


Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	467	27%	152	29%
Private Practice, Group	395	22%	124	24%
Academic Institution (Teaching Health Professions Students)	159	9%	67	13%
Mental Health Facility, Outpatient	116	7%	27	5%
Hospital, General	108	6%	10	2%
Hospital, Psychiatric	87	5%	13	2%
School (Providing Care to Clients)	87	5%	8	2%
Community-Based Clinic or Health Center	81	5%	15	3%
Community Services Board	39	2%	6	1%
Corrections/Jail	31	2%	9	2%
Residential Mental Health/Substance Abuse Facility	20	1%	6	1%
Rehabilitation Facility	20	1%	2	0%
Administrative or Regulatory	18	1%	9	2%
Physician Office	13	1%	12	2%
Other Practice Setting	115	7%	63	12%
Total	1,756	100%	523	100%
Did Not Have a Location	37		1836	

Nearly half of all LCPs work at either a solo or group private practice, while another 9% works at an academic institution.

Source: Va. Healthcare Workforce Data Center



Among those LCPs who also have a secondary work location, 53% work at either a solo or group private practice, while 13% work at an academic institution.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

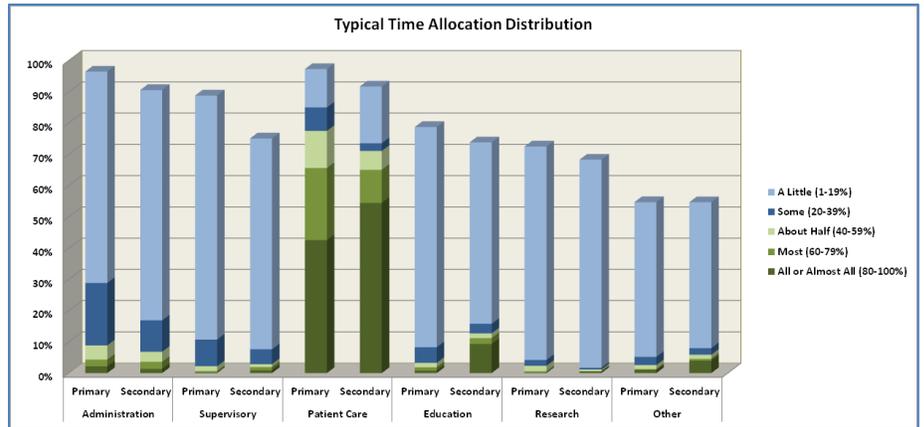
Patient Care: 66%
Administrative: 4%
Education: 2%

Patient Care LCPs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



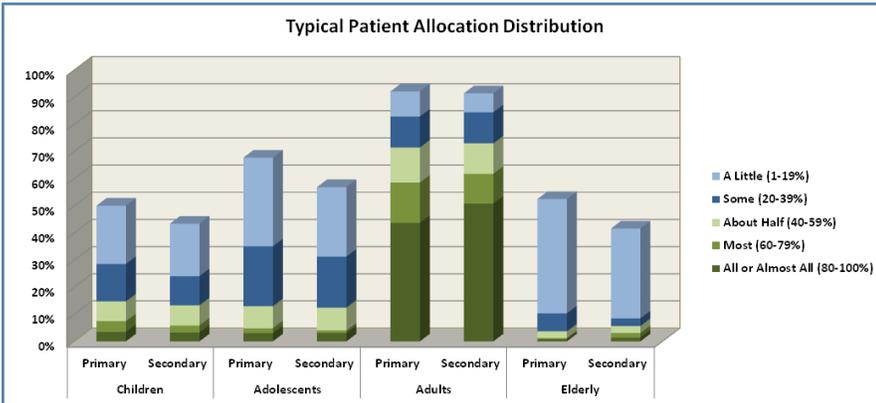
Source: Va. Healthcare Workforce Data Center

The typical LCP spends approximately 75% of her time treating patients. In fact, 6% of all LCPs 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	
All or Almost All (80-100%)	2%	1%	0%	1%	43%	55%	1%	9%	0%	1%	1%	4%	
Most (60-79%)	2%	2%	0%	1%	23%	11%	1%	2%	0%	0%	0%	1%	
About Half (40-59%)	5%	3%	2%	1%	12%	6%	1%	2%	2%	1%	1%	1%	
Some (20-39%)	20%	10%	9%	5%	7%	2%	5%	3%	2%	1%	3%	2%	
A Little (1-19%)	68%	74%	78%	67%	12%	18%	70%	58%	68%	66%	49%	47%	
None (0%)	4%	9%	11%	25%	3%	8%	21%	26%	28%	32%	45%	45%	

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 75% 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
All or Almost All (80-100%)	4%	3%	3%	3%	44%	51%	1%	1%
Most (60-79%)	4%	3%	2%	1%	15%	11%	0%	2%
About Half (40-59%)	7%	7%	8%	8%	13%	11%	2%	3%
Some (20-39%)	14%	11%	22%	19%	11%	11%	7%	3%
A Little (1-19%)	21%	19%	33%	25%	9%	7%	42%	33%
None (0%)	50%	57%	32%	43%	8%	9%	48%	58%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

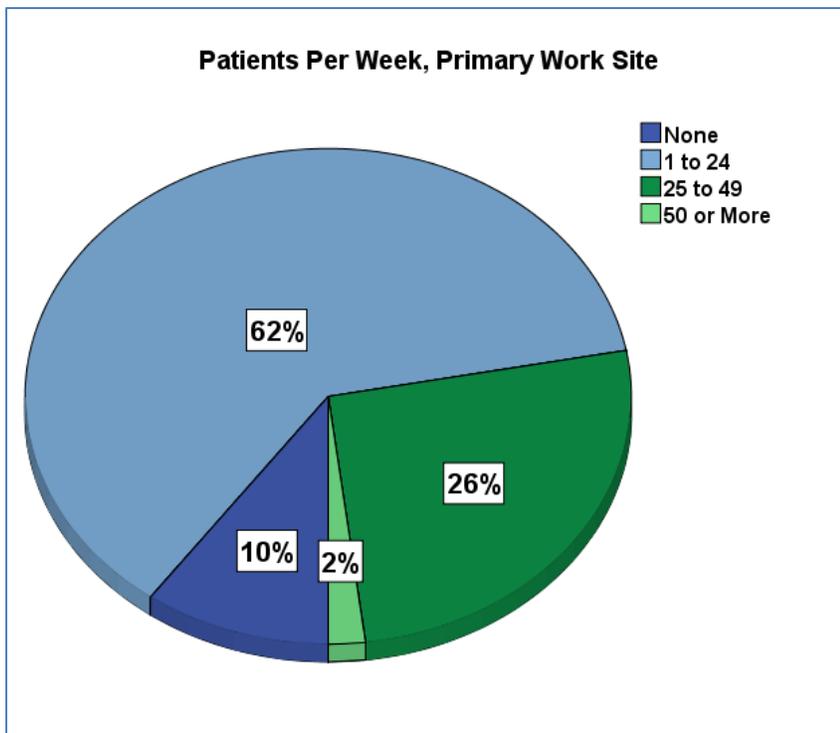
Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	188	10%	115	22%
1 to 24	1,172	62%	380	74%
25 to 49	491	26%	18	3%
50 to 74	24	1%	1	0%
75 or More	13	1%	1	0%
Total	1,889	100%	515	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

62% of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs who also have a secondary work location, 74% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
Under age 50	9	1%	-	-
50 to 54	6	0%	0	0%
55 to 59	63	4%	10	1%
60 to 64	192	11%	50	5%
65 to 69	542	30%	244	26%
70 to 74	473	27%	288	31%
75 to 79	206	12%	151	16%
80 or over	51	3%	32	3%
I do not intend to retire	240	13%	154	17%
Total	1,782	100%	929	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 15%

Under 60: 4%

LCPs 50 and over

Under 65: 6%

Under 60: 1%

Time until Retirement

Within 2 years: 7%

Within 10 years: 26%

Half the workforce: by 2041

Source: Va. Healthcare Workforce Data Center

4% of LCPs expect to retire no later than the age of 60, while 15% expect to retire by the age of 65. Among those LCPs who are ages 50 or over, 6% still expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LCPs plan on leaving the state to practice elsewhere, while 1% plans on leaving the profession entirely. Meanwhile, 11% plan on increasing patient care hours, and 4% expect to pursue additional educational opportunities.

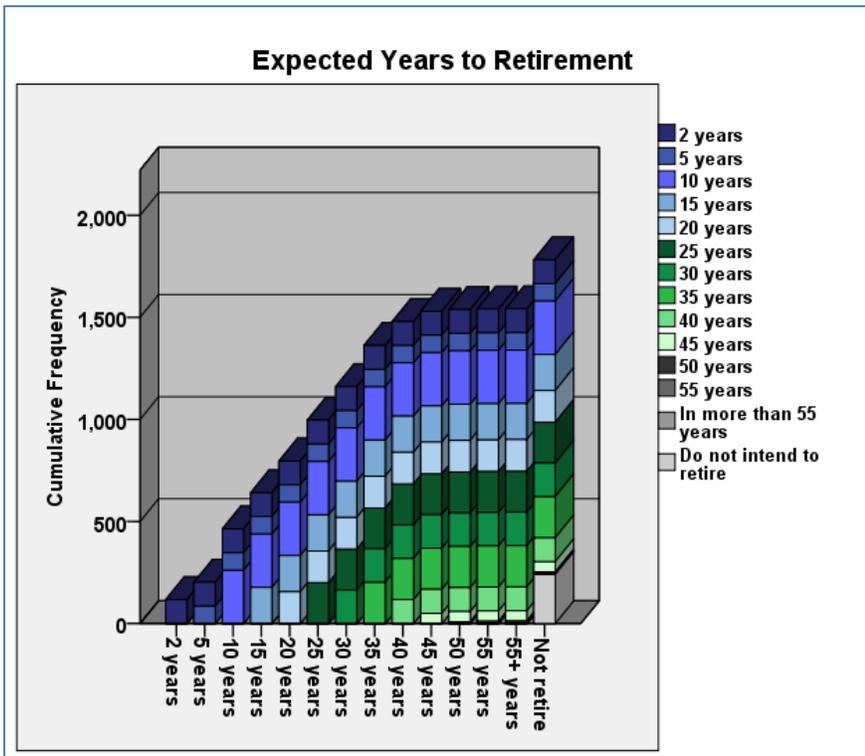
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	19	1%
Leave Virginia	51	2%
Decrease Patient Care Hours	221	9%
Decrease Teaching Hours	24	1%
Increase Participation		
Increase Patient Care Hours	277	11%
Increase Teaching Hours	154	6%
Pursue Additional Education	108	4%
Return to Virginia’s Workforce	13	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 26% plan on retiring in the next ten years. More than half of the current LCP workforce expects to retire by 2041.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	117	7%	7%
5 years	85	5%	11%
10 years	261	15%	26%
15 years	177	10%	36%
20 years	156	9%	45%
25 years	200	11%	56%
30 years	164	9%	65%
35 years	202	11%	76%
40 years	117	7%	83%
45 years	50	3%	86%
50 years	9	1%	86%
55 years	3	0%	86%
In more than 55 years	1	0%	87%
Do not intend to retire	240	13%	100%
Total	1,782	100%	

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 five years by 2026. 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 2056.

At a Glance:

FTEs

Total: 2,191
 FTEs/1,000 Residents: 0.263
 Average: 0.91

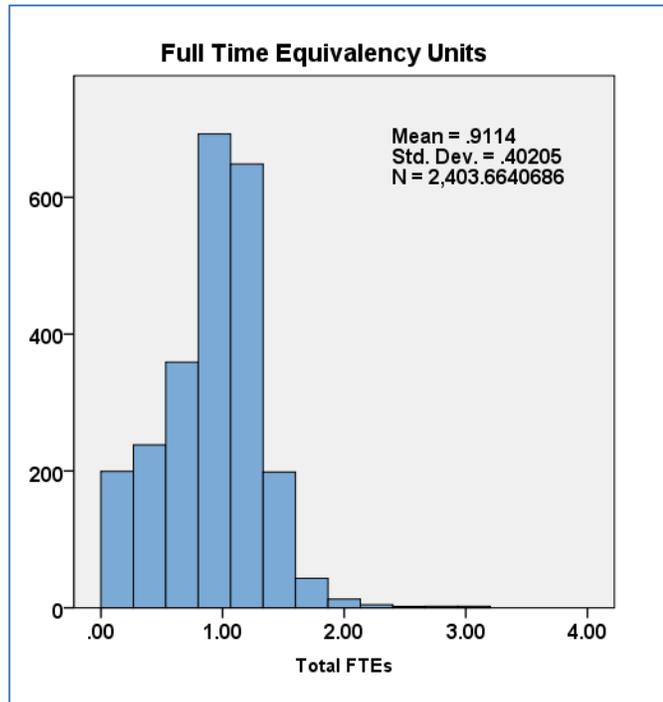
Age & Gender Effect

Age, Partial Eta²: Medium
 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:

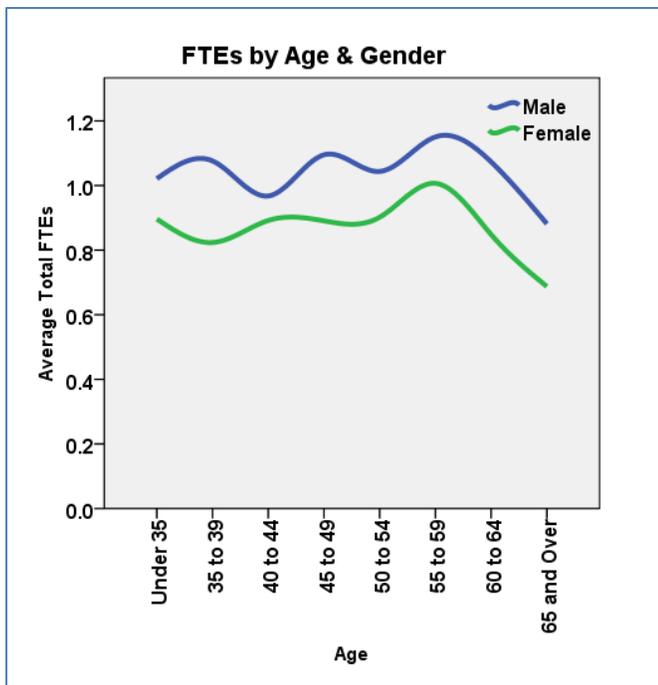


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.98 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.²

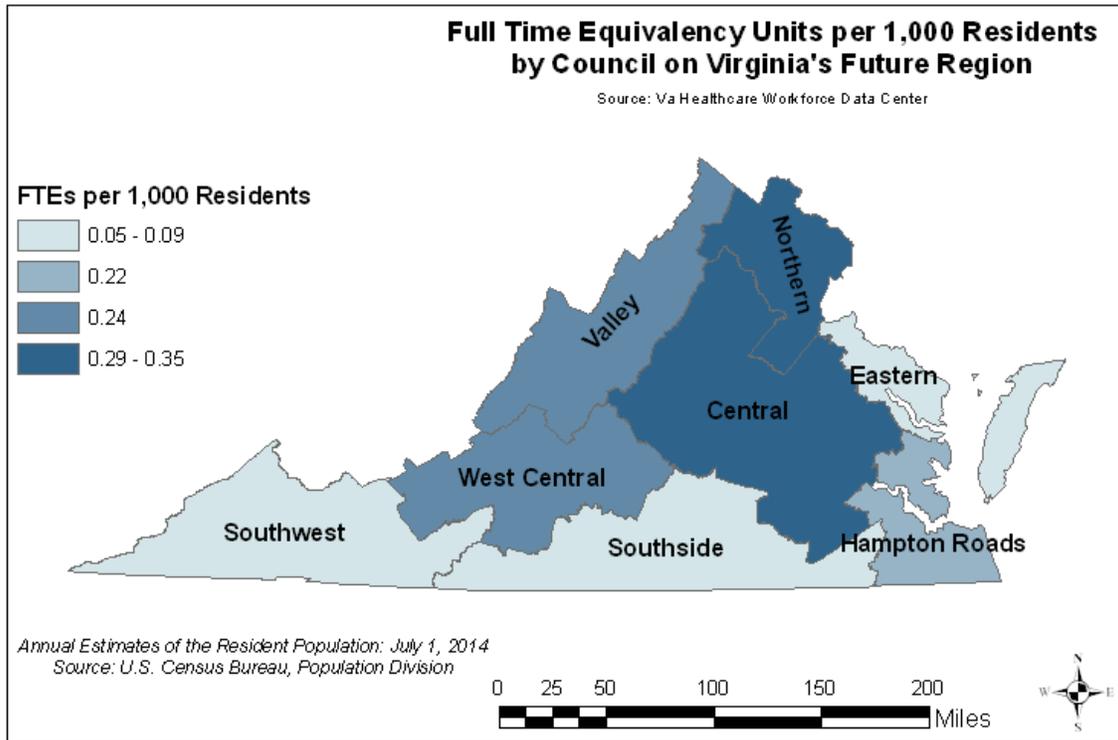
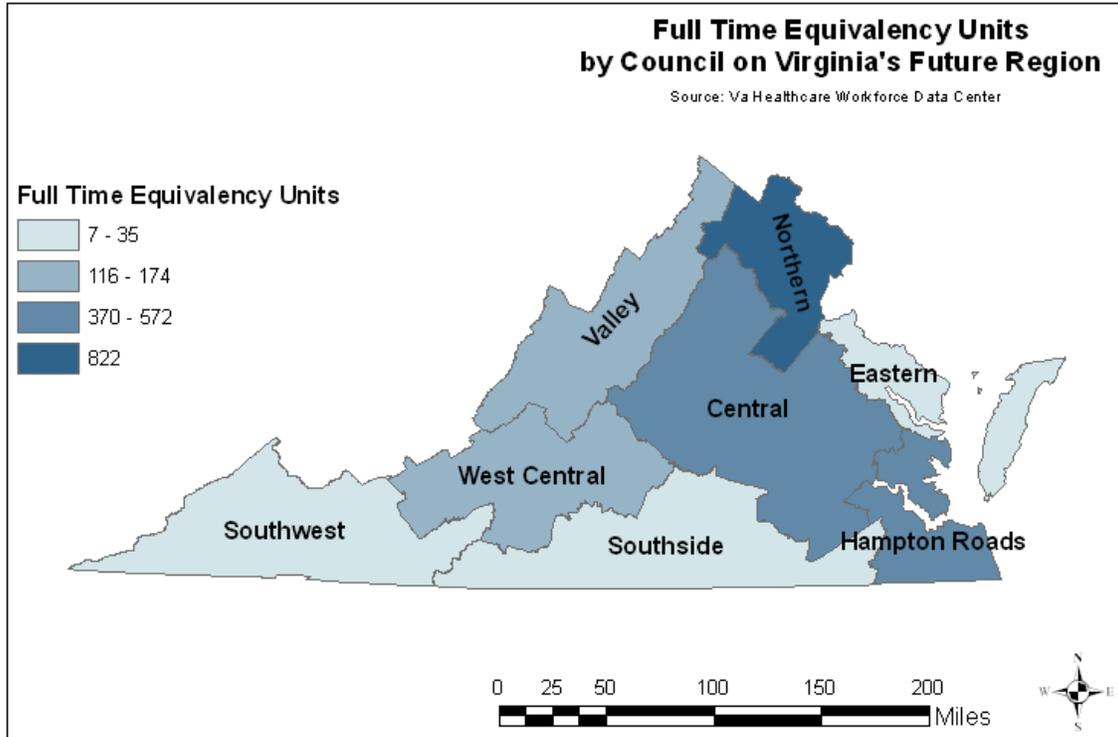
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.93	1.01
35 to 39	0.77	0.83
40 to 44	0.86	0.93
45 to 49	1.00	1.07
50 to 54	0.94	0.93
55 to 59	1.10	1.09
60 to 64	0.97	0.96
65 and Over	0.85	0.96
Gender		
Male	1.00	1.05
Female	0.86	0.93

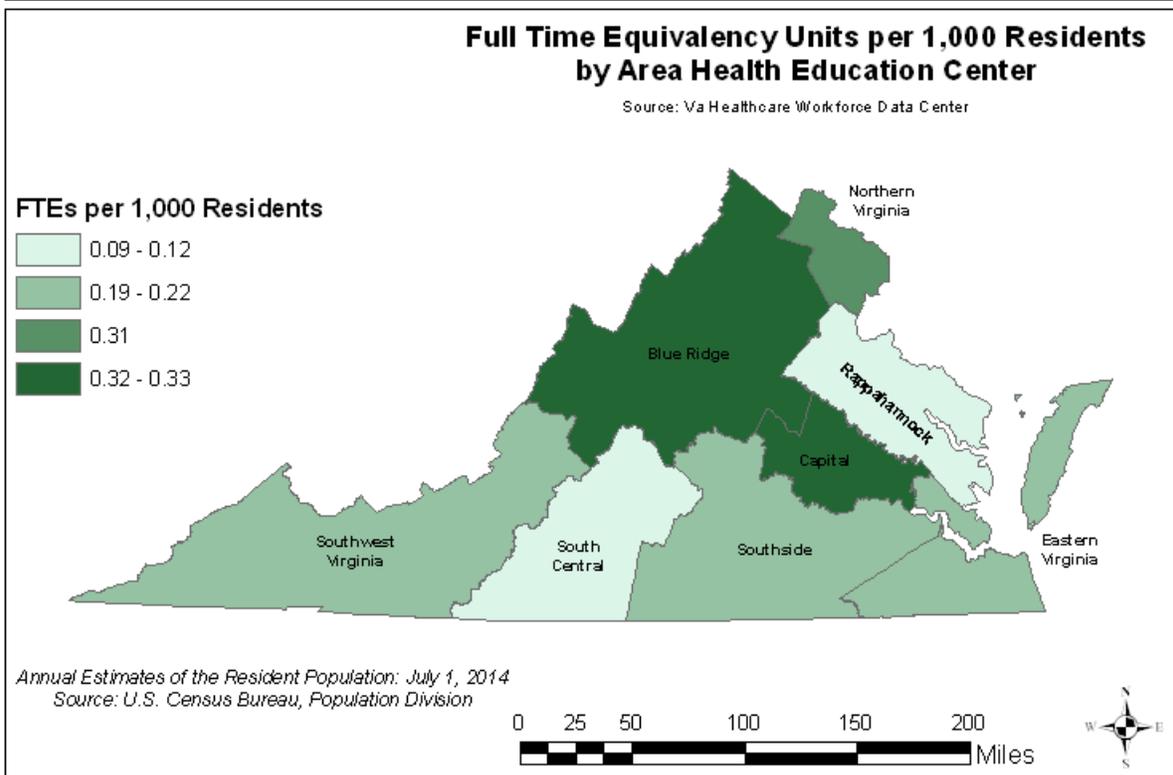
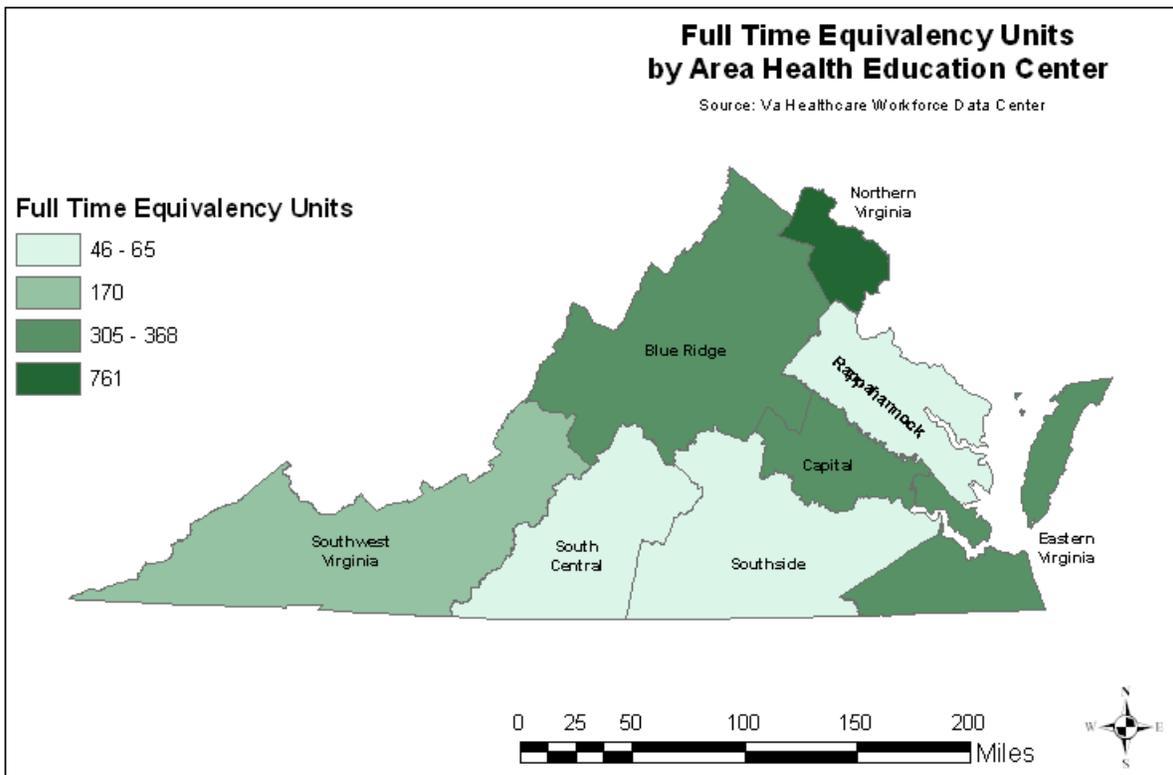
Source: Va. Healthcare Workforce Data Center

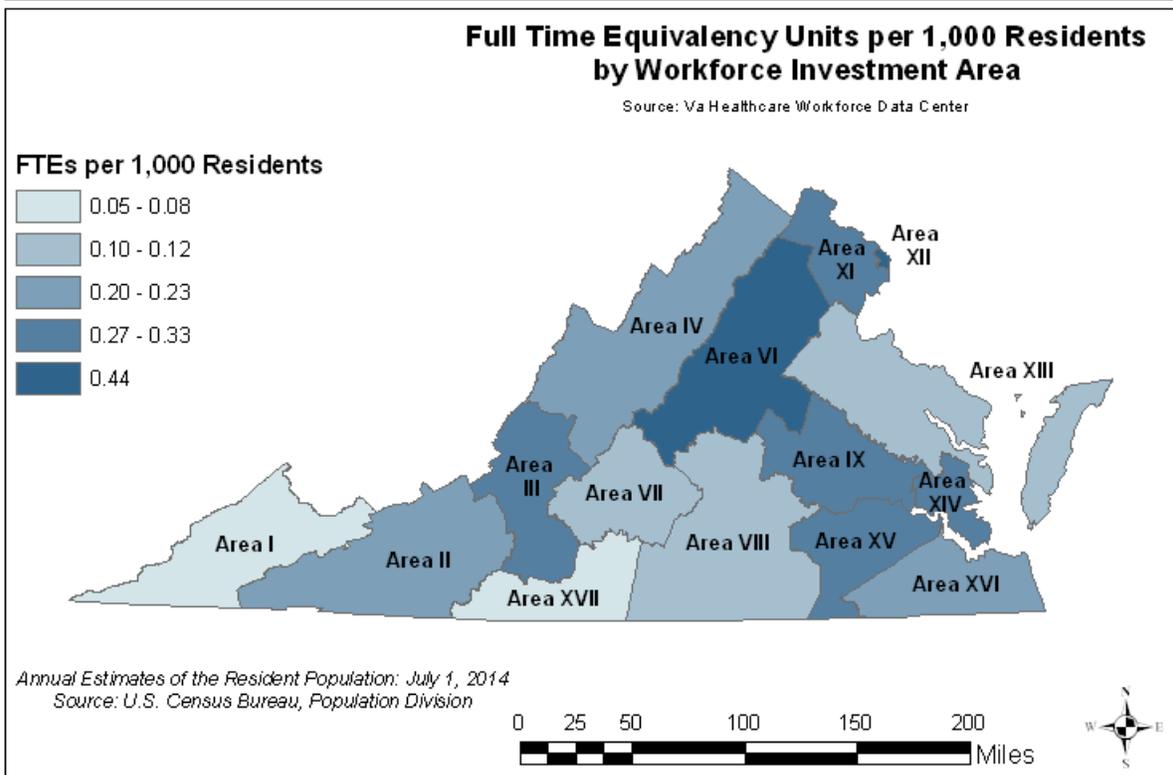
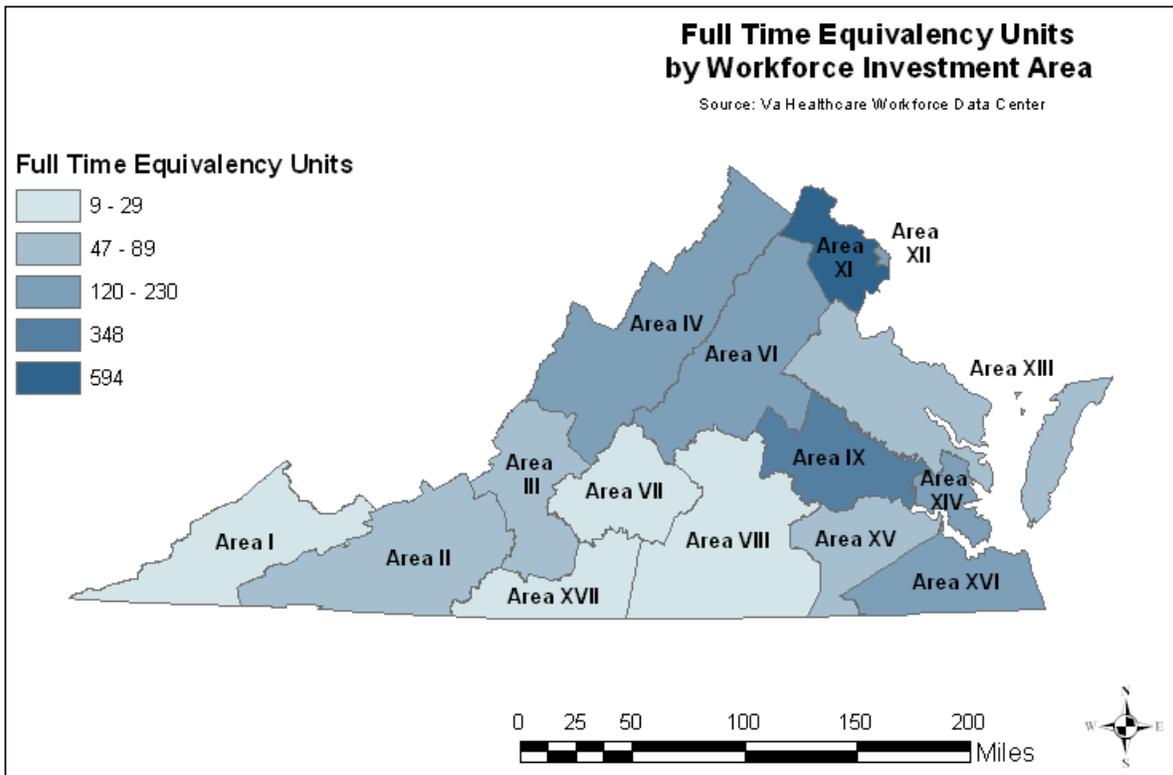


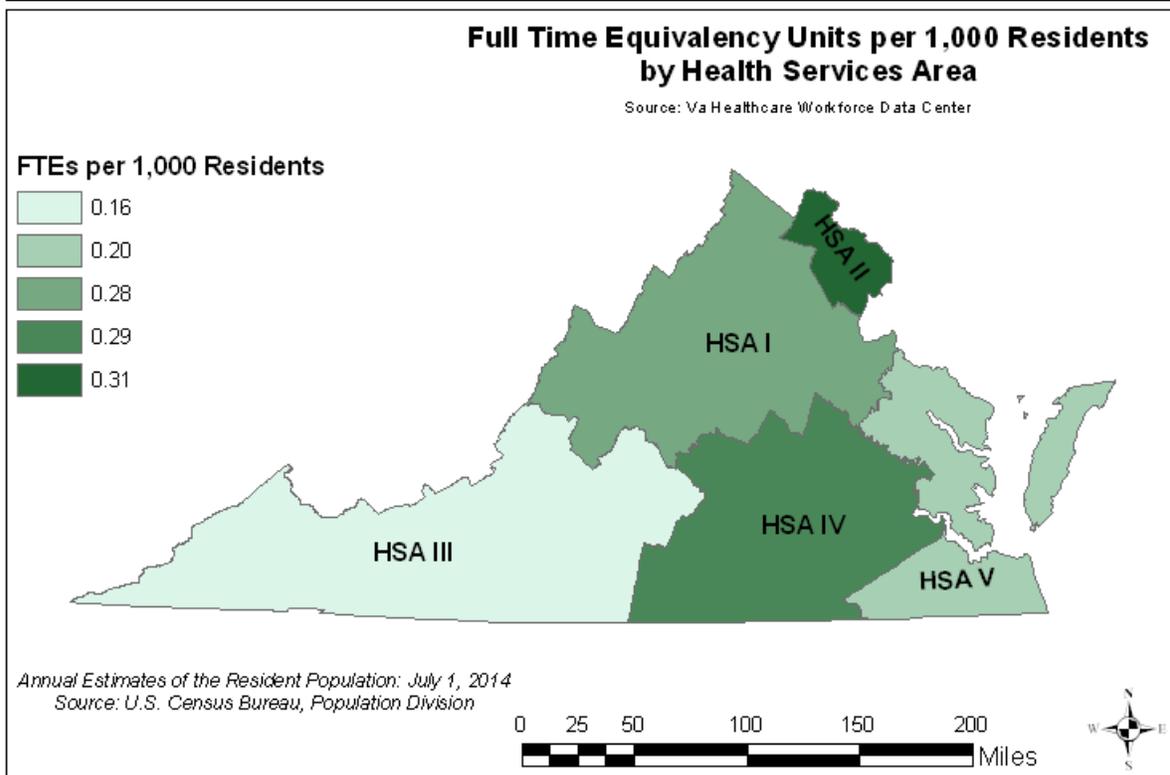
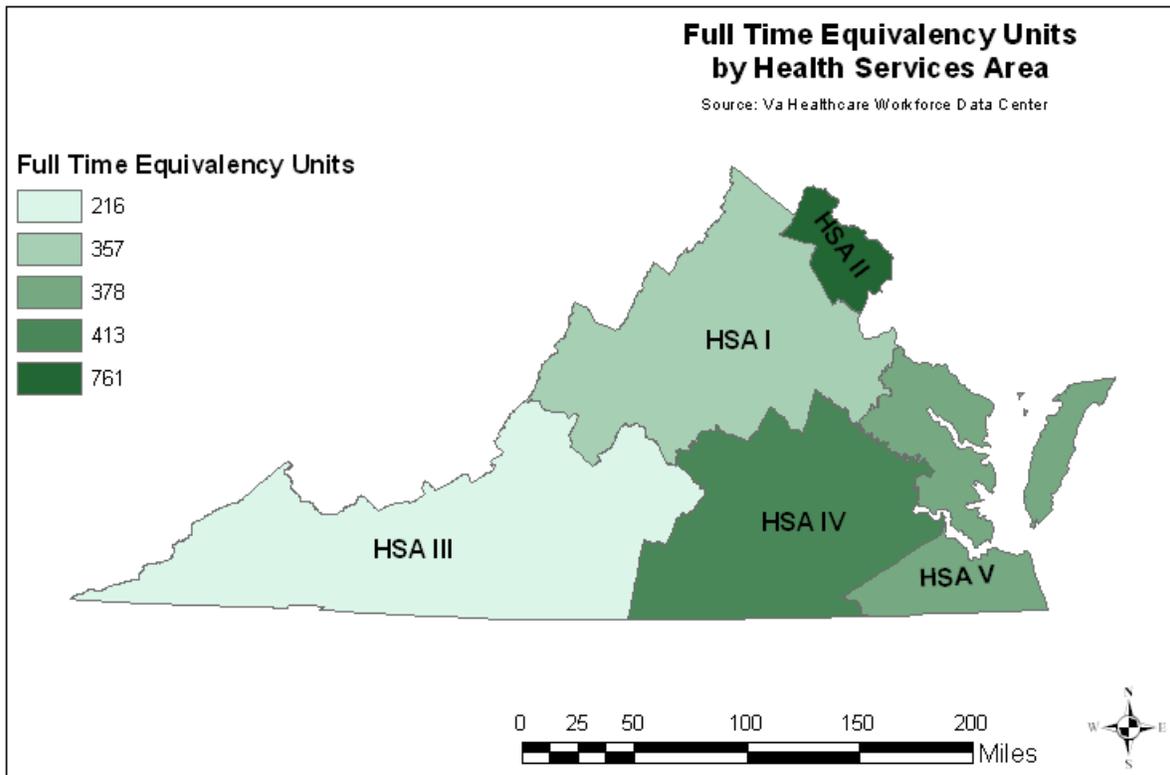
Source: Va. Healthcare Workforce Data Center

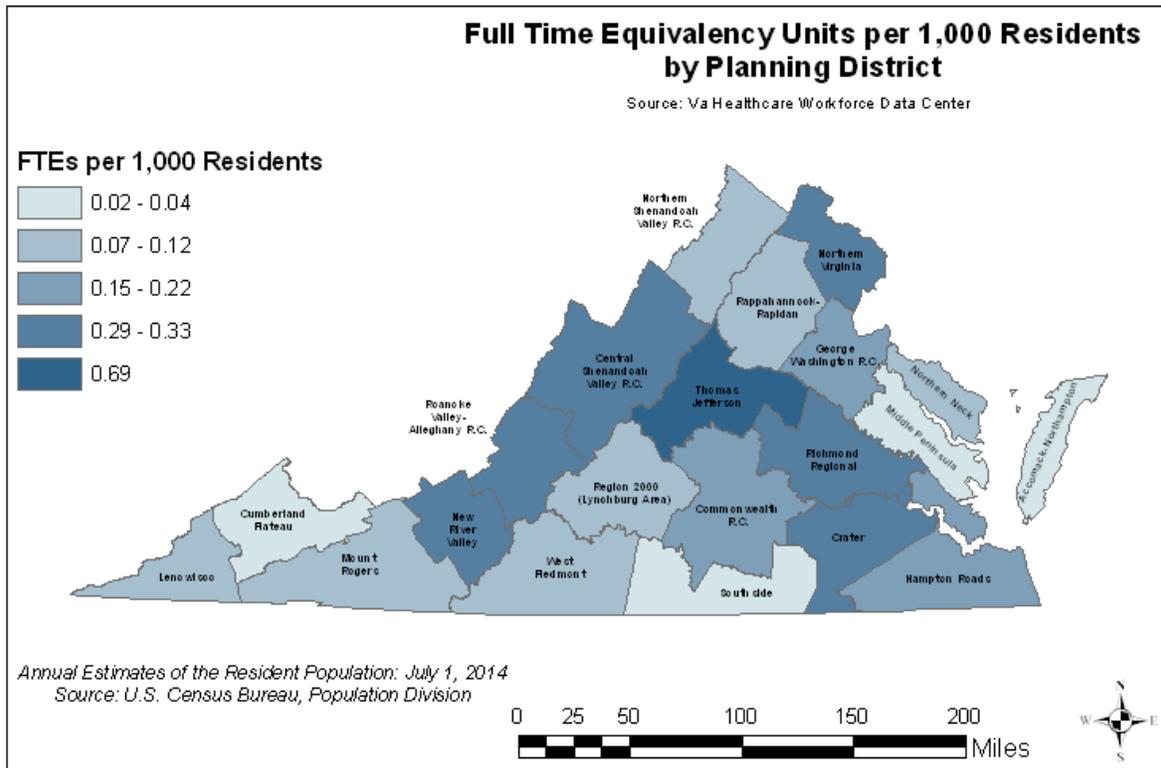
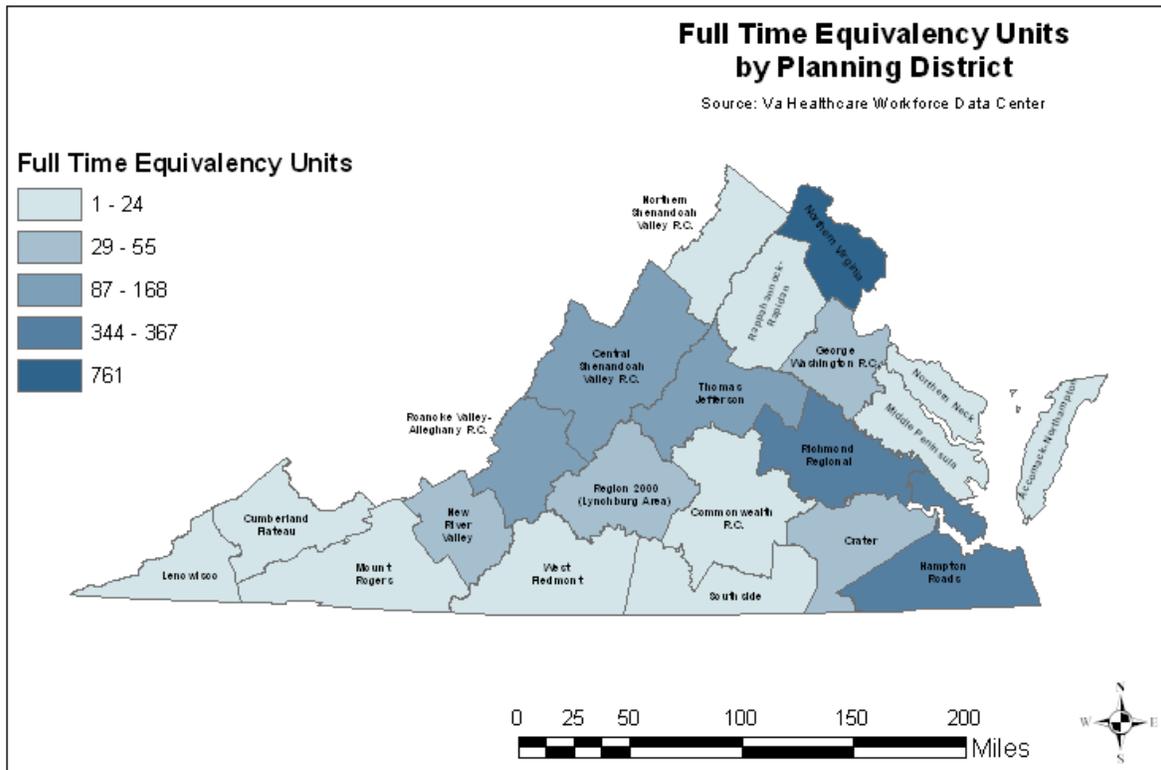
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,836	88.73%	1.127072	1.03909	1.25036
Metro, 250,000 to 1 million	132	91.67%	1.090909	1.00575	1.21024
Metro, 250,000 or less	366	82.24%	1.215947	1.12103	1.34896
Urban pop 20,000+, Metro adj	8	100.00%	1	0.92194	1.10939
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	42	85.71%	1.166667	1.0756	1.29429
Urban pop, 2,500-19,999, nonadj	13	92.31%	1.083333	1.04275	1.15528
Rural, Metro adj	29	68.97%	1.45	1.33681	1.5463
Rural, nonadj	7	100.00%	1	0.92194	1.06641
Virginia border state/DC	476	84.45%	1.18408	1.09165	1.31361
Other US State	373	74.53%	1.341727	1.23699	1.4885

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	339	77.29%	1.293893	1.10939	1.4885
35 to 39	449	80.40%	1.243767	1.06641	1.5463
40 to 44	400	93.00%	1.075269	0.92194	1.33681
45 to 49	412	89.08%	1.122616	1.04275	1.39568
50 to 54	267	88.39%	1.131356	0.97003	1.40654
55 to 59	291	89.00%	1.123552	0.96334	1.39684
60 to 64	389	86.12%	1.161194	0.99561	1.44364
65 and Over	735	84.63%	1.181672	1.01317	1.4691

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

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: 0.857404

