
Virginia's Licensed Professional Counselor Workforce: 2011

Healthcare Workforce Data Center

March 2012

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Healthcare Workforce Data Center

Overview

The Virginia Department of Health Professions Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia’s licensed healthcare practitioners. The 2007 report of the Governor’s Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the “Current Collection” in the HWDC Survey Timetable below. Beginning in winter 2012, HWDC began development of audiology & speech language pathology surveys and long term care administrator surveys which are poised for rollout later this fiscal year.

HWDC Survey Timetable

In Current Collection:

Medical Doctors
Doctors of Osteopathy
Registered Nurses and
Licensed Practical Nurses
Certified Nurse Aides
Physician Assistants
Nurse Practitioners
Licensed Professional Counselors
Clinical Psychologists
Licensed Clinical Social Workers
Pharmacists
Pharmacy Technicians
Dentists
Dental Hygienists

Projected 2012 Rollout:

Speech-Language Pathologists
Audiologists
Long-Term Care Administrators

Proposed:

Physical Therapists
Physical Therapy Assistants
Occupational Therapists
Occupational Therapy Assistants

Methodology

The Behavioral Sciences Workforce Survey is administered to Licensed Professional Counselors (LPCs), Licensed Clinical Psychologists (LCPs), and Licensed Clinical Social Workers (LCSWs) through the Department of Health Professions online renewal process. The Board of Counseling, the Board of Psychology and the Board of Social Work have a two-month renewal cycle, during the months of May and June each year. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.¹ Additionally, paper renewals were available. The survey was not offered to students or new applicants. This survey was conducted during the 2011 renewal period ending June 30, 2011. The survey text is available in Appendix A.

Response Rates

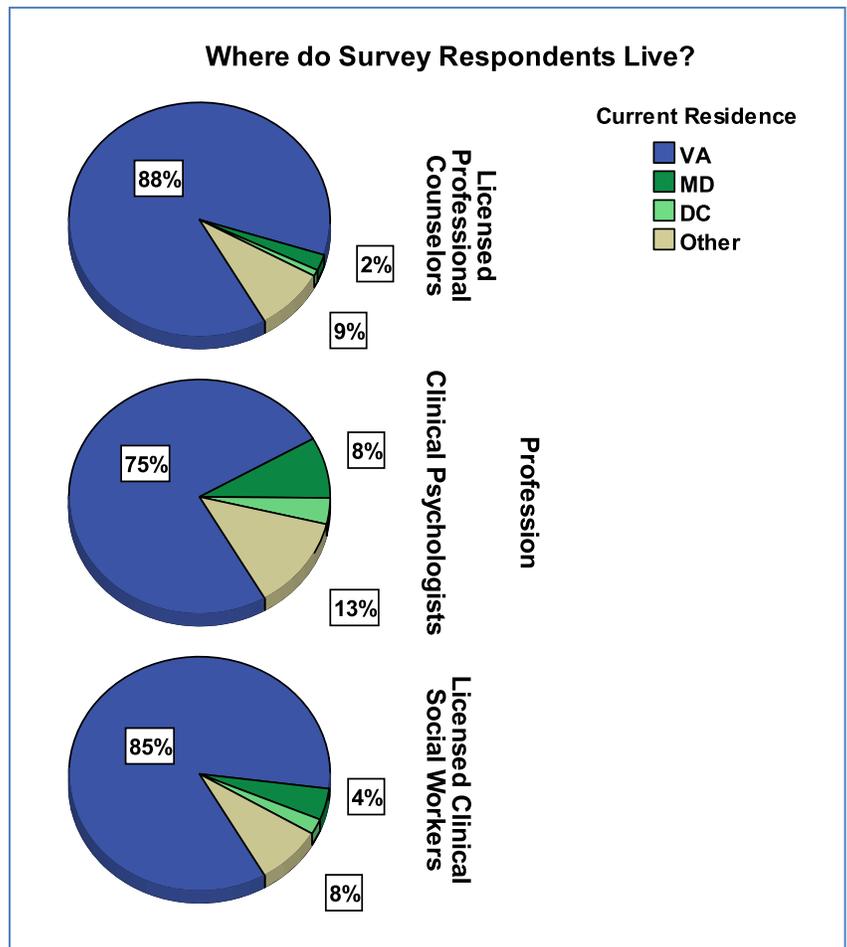
The survey's population is all licensees in Virginia. From this population, we are particularly interested in those working or available to work in Virginia: Virginia's Behavioral Science Workforce. Our sample is a convenience sample of licensed professionals who choose to renew online. This sampling methodology excludes all new licensees. The methodology also excludes practitioners who choose to renew using paper renewals. These practitioners may be older, less technologically savvy or, importantly, lack access to high speed internet (e.g., rural practitioners). Despite this, our surveys attain a very high response rate, both among renewing practitioners and the total population of licensees (see Table above).

| Statistic | Licensed Professional Counselors | Licensed Psychologists | Licensed Clinical Social Workers |
|---|----------------------------------|------------------------|----------------------------------|
| Renewing Practitioners, 2011 | 3,304 | 2,528 | 4,982 |
| Total Licensees on June 30, 2011 | 3,510 | 2,709 | 5,468 |
| Completed Surveys | 3,041 | 2,329 | 4,547 |
| Proportion of all licensees who completed a survey. | 87% | 86% | 83% |
| Response Rate, Renewing Practitioners | 92% | 92% | 91% |

Virginia's Behavioral Sciences Licensees

Not all of Virginia's licensed practitioners live or work in the state. Practitioners maintain licenses in state for a variety of reasons. Those serving in the military or working for the federal government must maintain a license, but may do so in any state. Retired practitioners may maintain their licenses for prestige or occasional practice. Practitioners may consult or occasionally travel to Virginia to care for their patients, particularly those practicing in Virginia's border jurisdictions.

Almost 90 percent of LPCs reside in Virginia, along with 85 percent of LCSWs. Only 75 percent of LCPs reside in Virginia. However, about 12 percent of Virginia's LCPs reside in either Maryland or the District of Columbia, accounting for much of the difference in the Virginia residency proportion. Only eleven percent of LCPs, ten percent of LCSWs, and eight percent of LPCs reside in a state that does not border Virginia.



Virginia's Behavioral Sciences Workforce

Virginia's workforce consists of respondents who reported having at least one practice location and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, state of residence was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military.

| Statistic | Licensed Professional Counselors | Licensed Psychologists | Licensed Clinical Social Workers |
|--|----------------------------------|------------------------|----------------------------------|
| Working, Virginia Work Location. | 2,430 | 1,710 | 3,520 |
| Working, Work location not listed, Resides in Virginia. | 82 | 71 | 142 |
| Not currently working, Plans to return to work, Resides in Virginia. | 73 | 29 | 150 |
| Total | 2,585 | 1,810 | 3,812 |

The remainder of this report covers Virginia's Licensed Professional Counselor workforce. Data on Virginia's psychologist and social work workforce appear in separate reports.

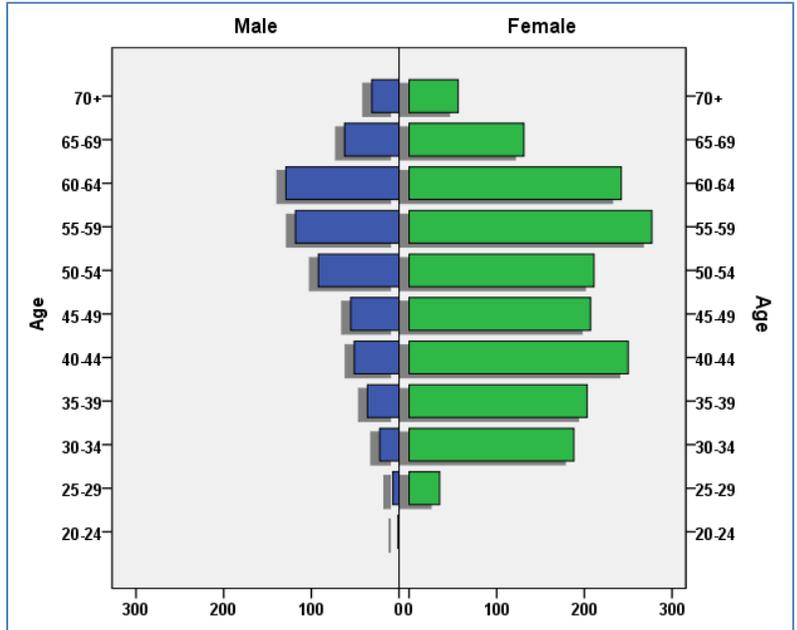
Counselors

Demographics

Age & Gender

The median age of Virginia’s LPC workforce, as of June 30, 2011 was 52. For both the nation as a whole and the Commonwealth of Virginia, the median age of the civilian labor force was 42 years of age in 2010.² Over 40 percent are age 55 and over, the point where weekly work hours begins to decline. Fewer than 25 percent were under age 40. The survey excludes new applicants and interns, so the LPC workforce was likely somewhat younger than the survey results indicate.

Just over 75 percent of Virginia’s LPCs were female, compared to about 51 percent of Virginia’s population. Additionally, men appear to be making up a declining share of the LPC workforce. Among LPCs under age 50, only 16 percent were male.



Diversity³

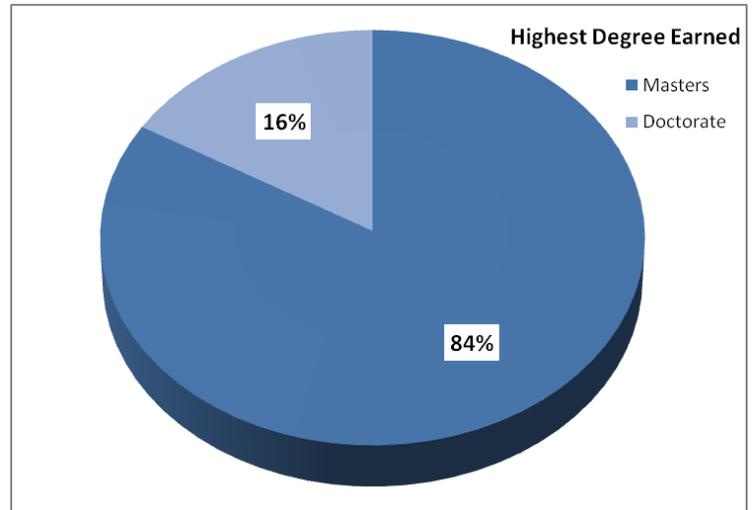
Non-Hispanic whites accounted for the bulk of Virginia’s Counselors. Other racial and ethnic groups were underrepresented. Unlike with gender, underrepresented groups are making significant gains in younger cohorts. Among Counselors in their thirties, the proportion of both non-Hispanic blacks and Hispanics of any race doubled, from seven percent to thirteen percent and from three percent to six percent respectively. Non-Hispanic whites, however, remained overrepresented in this age cohort as well.

| Race/ Ethnicity | 2010 Virginia Population | | Virginia Counselors | | Virginia Counselors Age 30 to 39 | |
|--|--------------------------|-----|---------------------|-----|----------------------------------|-----|
| | Count | % | Count | % | Count | % |
| White, non-Hispanic | 5,186,450 | 65% | 1,720 | 88% | 310 | 84% |
| Black, non-Hispanic | 1,523,704 | 19% | 133 | 7% | 48 | 13% |
| Hispanic of any race | 631,825 | 8% | 67 | 3% | 22 | 6% |
| Asian or Pacific Islander | 441,359 | 6% | 18 | 1% | 3 | 1% |
| Native American or Alaskan Native | 20,679 | 0% | 1 | 0% | 1 | 0% |
| Other Race | 15,338 | 0% | 1 | 0% | 0 | 0% |
| Two or more races | 181,669 | 2% | 19 | 1% | 5 | 1% |

Percentages may not add to 100% due to rounding.
 Missing/Prefer not to Respond, Total (Age 30 to 39):
 Ethnicity Question: 618 (64)
 Race Question: 141 (16)

Education

Sixteen percent of LPCs reported having obtained a Doctorate. The remaining 84 percent listed a Masters degree as the highest degree earned.



Employment characteristics

Number of Work Locations

| Locations | Count | % |
|-----------|-------|-----|
| 0 | 73 | 3% |
| 1 | 1,663 | 64% |
| 2 | 654 | 25% |
| 3 | 141 | 5% |
| 4 | 24 | 1% |
| 5 | 4 | 0% |
| 6 or more | 26 | 1% |
| Average* | 1.46 | |

About two-thirds of Virginia's LPCs had only one work location, while another 25 percent had two work locations, accounting for 90 percent of LPCs combined. Three percent were not working. Only 54 LPCs, or about two percent, reported having four or more work locations, and three percent reported having no work location.

*Those with at least one location

Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia’s Future to give a general idea of how Virginia’s LPC workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website:

<http://vaperforms.virginia.gov/extras/regions.php>).

Almost all LPCs reported a primary work location in Virginia. The rest reported either a secondary or tertiary work location in Virginia. Most work locations were in Virginia’s major metropolitan regions: Northern Virginia, Hampton Roads and Central Virginia (which includes both the Richmond and Charlottesville metro areas). A total of 49 LPCs in Virginia’s Workforce listed at least one work location in another state in addition to Virginia, including 22 with at least one work location in one of Virginia’s border states or the District of Columbia.

| COVF Region | Primary Work Location | | Secondary Work Location | | Tertiary Work Location | |
|--------------------------|-----------------------|-------------|-------------------------|-------------|------------------------|-------------|
| | Count | Percent | Count | Percent | Count | Percent |
| Central | 454 | 19% | 142 | 19% | 24 | 19% |
| Eastern | 33 | 1% | 7 | 1% | 3 | 2% |
| Hampton Roads | 473 | 20% | 141 | 19% | 26 | 21% |
| Northern | 740 | 31% | 215 | 28% | 27 | 22% |
| Southside | 79 | 3% | 33 | 4% | 6 | 5% |
| South-west | 70 | 3% | 36 | 5% | 7 | 6% |
| Valley | 197 | 8% | 57 | 7% | 9 | 7% |
| West Central | 341 | 14% | 91 | 12% | 14 | 11% |
| Virginia | 2387 | 99% | 722 | 95% | 116 | 93% |
| Several | 7 | 0% | 15 | 2% | 4 | 3% |
| Border State/DC | 6 | 0% | 15 | 2% | 1 | 1% |
| Other US State | 12 | 0% | 15 | 2% | 3 | 2% |
| Outside of the US | 0 | 0% | 0 | 0% | 1 | 1% |
| Total | 2412 | 100% | 767 | 100% | 125 | 100% |

Percentages may not add to 100% due to rounding

Licenses in Other States

| Also licensed In: | Count |
|-----------------------|-------|
| DC | 64 |
| Maryland | 69 |
| North Carolina | 45 |
| Kentucky | 0 |
| Tennessee | 9 |
| West Virginia | 13 |
| Other US State | 209 |

Over seven percent, or 182, of Virginia’s LPCs had a license in one or more of Virginia’s border jurisdictions. Additionally, 209 Virginia LPCs reported holding a license in one or more other US states. Overall, 378 LPCs, or almost 15 percent, held a license in at least one other US jurisdiction.

| Number of Border State Licenses held | Count |
|--------------------------------------|------------|
| 1 | 165 |
| 2 | 16 |
| 3 | 1 |
| Total | 182 |

Full-Time Equivalency⁴

There are several methods of evaluating the level of participation of members of the workforce. One method used in the HWDC’s Behavioral Sciences survey was to ask respondents whether they work part-time (less than 30 hours per week) or full-time (30 or more hours per week) at their primary, secondary and tertiary work locations. Other work locations were not considered.

This method allows us to determine the number of “full-time equivalency units”, or FTEs, provided by each counselor, and to distribute them by work location. Respondents reported providing 2,581 FTEs, or 1.042 FTES per respondent.

| Reported FTEs Supplied | Persons | Total Reported FTEs Supplied |
|------------------------|--------------|------------------------------|
| 0 | 73 | 0.0 |
| 0.5 | 467 | 233.5 |
| 1 | 1440 | 1440.0 |
| 1.5 | 464 | 696.0 |
| 2 | 102 | 204.0 |
| 2.5 | 3 | 7.5 |
| Total | 2476* | 2581.0 |
| Average* | | 1.042 |

*73 reported no work. Average & total FTEs include only those who reported working.

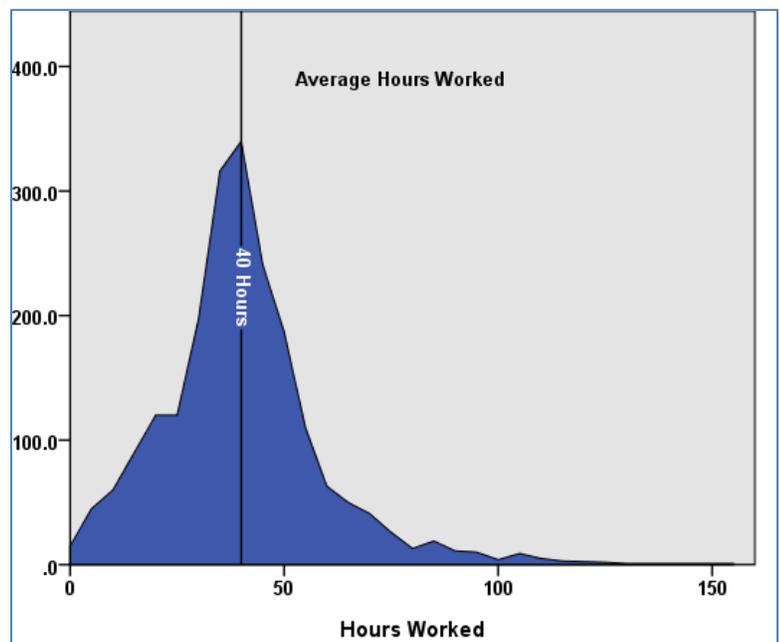
Hours Worked

| Weekly Hours* | |
|----------------------|--------|
| Minimum | 3.0 |
| Maximum | 156 |
| Average | 40.34 |
| Total Hours Supplied | 84,108 |
| Std. Deviation | 18.29 |

*Working LPCs only

The HWDC Behavioral Sciences survey also asked respondents to provide estimates of hours worked (in eight categories, see next section). Data

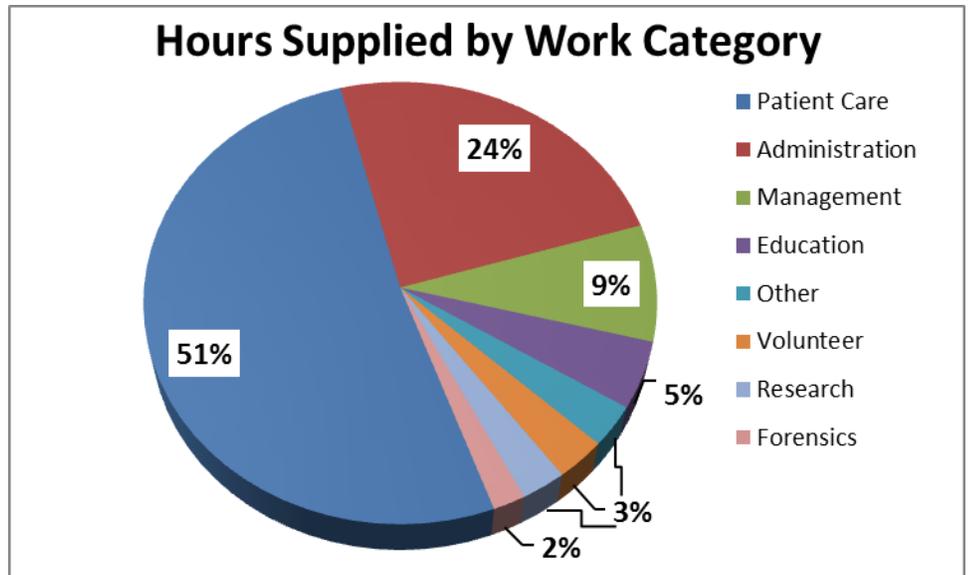
was collected in categories consisting of five hour increments starting with “none” and ending with “46+”. By taking the center of these categories (e.g. ‘3’ for ‘1-5’; for 46+ we used 48) we can estimate the hours supplied by each respondent in each category. By adding them together, we arrive at a total hours figure. This method assumes uniform distribution of respondent parameters within each category, and that few respondents work much more than 48 hours in any particular category. For some respondents this figure resulted in extremely high figures, either due to misreporting by respondents or to persistent overestimation of hours, or both. These outliers had negligible effect on statistical results.



Using this method, LPCs in Virginia’s workforce reported working an average of 40.34 hours per week, for a total of 84,108 hours.

Distribution of Hours

Across all respondents in Virginia's workforce, just over half of hours reported were devoted to patient care. A quarter were devoted to administration and another nine percent to management. All other categories accounted for five percent or less of reported hours.



J-1 Visa Status

Foreign LPCs may work in the United States without immigrating through a J-1 Visa issued by the US State Department. Of those LPCs in Virginia's workforce, 92 or 3.6 percent were here on J-1 Visas.

Practice Characteristics

Practice Type

Most respondents categorized their primary work location as private solo or group practices, or as Community Service Boards. Proportions were similar in secondary and tertiary practice locations, although the proportion of those reporting CSBs as a secondary or tertiary work location declined.

A large proportion (11 percent) chose the “other” category as their primary practice type. This proportion was even larger for secondary and tertiary locations. Respondents who chose “other” were asked to provide a brief description. Work with the military, in Employee Assistance Programs, churches, in-home agencies and with local, state or federal agencies were prominent responses.

| Practice Type | Primary Practice Type | | Secondary Practice Type | | Tertiary Practice Type | |
|--------------------------------------|-----------------------|-----|-------------------------|-----|------------------------|-----|
| | # | % | # | % | # | % |
| Solo Practice | 557 | 23% | 218 | 29% | 27 | 22% |
| Community Service Board | 467 | 19% | 36 | 5% | 4 | 3% |
| Group Practice | 342 | 14% | 134 | 18% | 8 | 6% |
| Other | 278 | 11% | 113 | 15% | 26 | 21% |
| Mental Health Facility, Outpatient | 231 | 9% | 79 | 11% | 17 | 14% |
| Non-Profit, non-CSB | 142 | 6% | 51 | 7% | 12 | 10% |
| Higher Education | 135 | 5% | 46 | 6% | 11 | 9% |
| K-12 School | 90 | 4% | 14 | 2% | 1 | 1% |
| Mental Health Facility, Inpatient | 72 | 3% | 14 | 2% | 4 | 3% |
| Correctional Facility | 56 | 2% | 16 | 2% | 4 | 3% |
| Substance Abuse | 44 | 2% | 14 | 2% | 9 | 7% |
| Hospital | 36 | 1% | 14 | 2% | 0 | 0% |
| Veteran's Administration, Inpatient | 3 | 0% | 0 | 0% | 0 | 0% |
| LTC Facility | 1 | 0% | 2 | 0% | 1 | 1% |
| Veteran's Administration, Outpatient | 1 | 0% | 0 | 0% | 0 | 0% |
| Dialysis Center | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 2455 | | 751 | | 124 | |

Practice Specialty

Virginia’s LPCs predominantly listed mental health as their specialty at all work locations, accounting for over 50 percent of primary locations and 49 and 45 percent of secondary and tertiary work locations, respectively. Substance abuse and child specialties came in a distant third, accounting for nine percent of specialties listed for primary work locations.

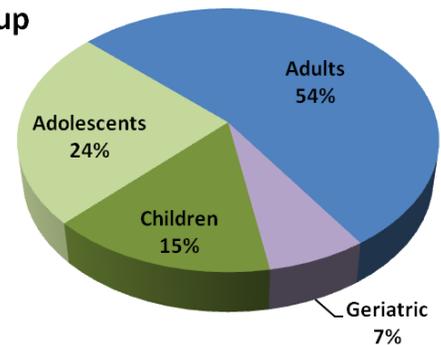
Among primary work locations, nine percent of respondents chose the “other specialty” response, increasing to 12 and 18 percent in secondary and tertiary locations respectively. Those who chose the other specialty category were asked to provide a brief description. Although responses were diverse, crisis and emergency services, co-occurring disorders, sexual abuse/health, military and pastoral care were prominent responses.

| Specialty | Primary Work Location | | Secondary Work Location | | Tertiary Work Location | |
|--|-----------------------|-------------|-------------------------|-------------|------------------------|-------------|
| | # | % | # | % | # | % |
| Mental Health | 1222 | 51% | 359 | 49% | 56 | 45% |
| Child | 221 | 9% | 52 | 7% | 8 | 6% |
| Other Specialty | 207 | 9% | 86 | 12% | 22 | 18% |
| Substance Abuse | 205 | 9% | 48 | 7% | 13 | 10% |
| Family | 142 | 6% | 53 | 7% | 4 | 3% |
| Public Health | 87 | 4% | 25 | 3% | 4 | 3% |
| Marriage | 82 | 3% | 24 | 3% | 0 | 0% |
| Educational | 70 | 3% | 34 | 5% | 4 | 3% |
| School | 50 | 2% | 5 | 1% | 0 | 0% |
| Sex Offender Treatment | 32 | 1% | 15 | 2% | 4 | 3% |
| Rehabilitation | 24 | 1% | 9 | 1% | 3 | 2% |
| Vocational | 23 | 1% | 7 | 1% | 1 | 1% |
| Work Environment | 12 | 1% | 4 | 1% | 2 | 2% |
| Forensic-Court Ordered Treatment | 8 | 0% | 3 | 0% | 1 | 1% |
| Human Factors | 6 | 0% | 4 | 1% | 0 | 0% |
| Medical | 6 | 0% | 2 | 0% | 0 | 0% |
| Gerontologic | 6 | 0% | 3 | 0% | 1 | 1% |
| Industrial-Organizational | 5 | 0% | 2 | 0% | 1 | 1% |
| Health | 5 | 0% | 1 | 0% | 0 | 0% |
| Social | 5 | 0% | 1 | 0% | 0 | 0% |
| Experimental or Research | 3 | 0% | 2 | 0% | 0 | 0% |
| Forensic-Assessment of Competency | 1 | 0% | 0% | 0% | 1 | 1% |
| Total | 2422 | 100% | 739 | 100% | 125 | 100% |

Patients

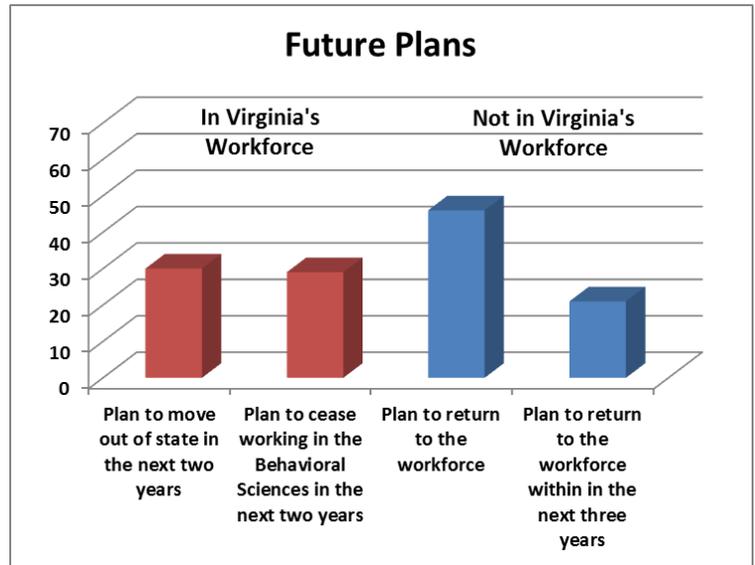
Respondents were asked to estimate the proportion of time they spent with children, adolescents, adults and geriatric patients. Virginia’s counselors spent, on average, over half of their time with adults. Adolescents and children combined accounted for 39 percent and only seven percent was spent with geriatric patients.

Time Spent by Patient Group



Future Plans

Thirty of Virginia’s LPCs reported plans to move out of state by 2013, and 29 reported plans to cease work in the Behavioral Sciences. Meanwhile, 46 LPCs not in Virginia’s 2011 workforce planned to return to Virginia’s workforce at some point, including 21 who planned to return by 2014.

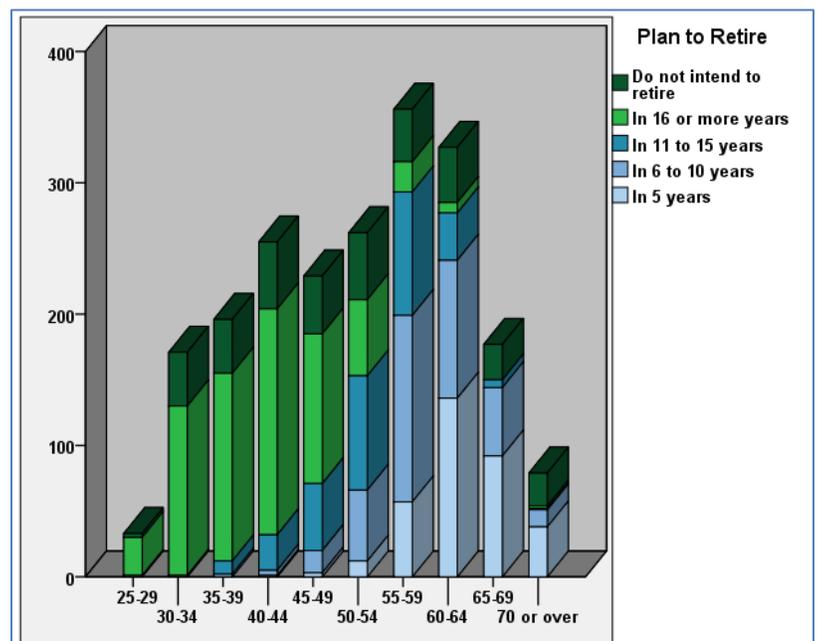


Plans to Retire

| Plan to retire: | Count | % | Cumulative % |
|-------------------------|-------|-------|--------------|
| In 5 years | 370 | 16.8% | 16.8% |
| In 6 to 10 years | 406 | 18.4% | 35.2% |
| In 11 to 15 years | 329 | 14.9% | 50.1% |
| In 16 or more years | 719 | 32.6% | 82.7% |
| Do not intend to retire | 382 | 17.3% | 100% |
| Total | 2206 | 100 | |
| No Response | 379 | | |
| Total | 2585 | | |

Over one third of respondents indicated plans to retire by 2021, including 16.8 percent who intended to retire by 2016. 382 die-hards, or 17.3 percent of Virginia’s workforce, indicated they do not intend to retire.

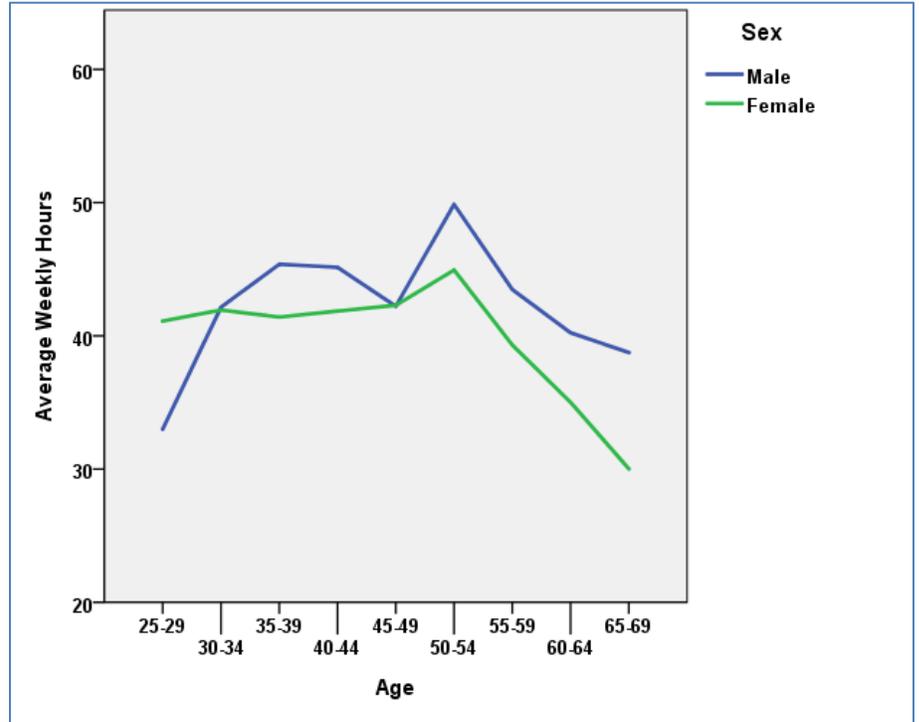
As expected, older respondents tended to expect to retire sooner than younger respondents. However, fewer than half of those aged 60-64 intended to retire in the next five years, indicating most intend to work into their late 60s or 70s. The results of future surveys may provide some insight into how the economy affects Counselors’ retirement plans.



Work Hours

Virginia's LPCs reported working an average of 40 hours per week, including an average of 21 hours per week spent on patient care. Weekly hours in both categories peaked in the 50 to 54 age categories at 46 hours per week.

Work hours also varied by sex, with female LPCs reporting working four fewer hours per week with one less hour per week spent on patient care. Overall, males reported working fewer hours in the 25 to 29 age range, but overall females reported working fewer hours. Although statistical tests showed this difference to be valid across age categories, age and sex explained little of the variation in hours worked. The effect was small, with age having a greater, but still small, effect on hours worked.⁵

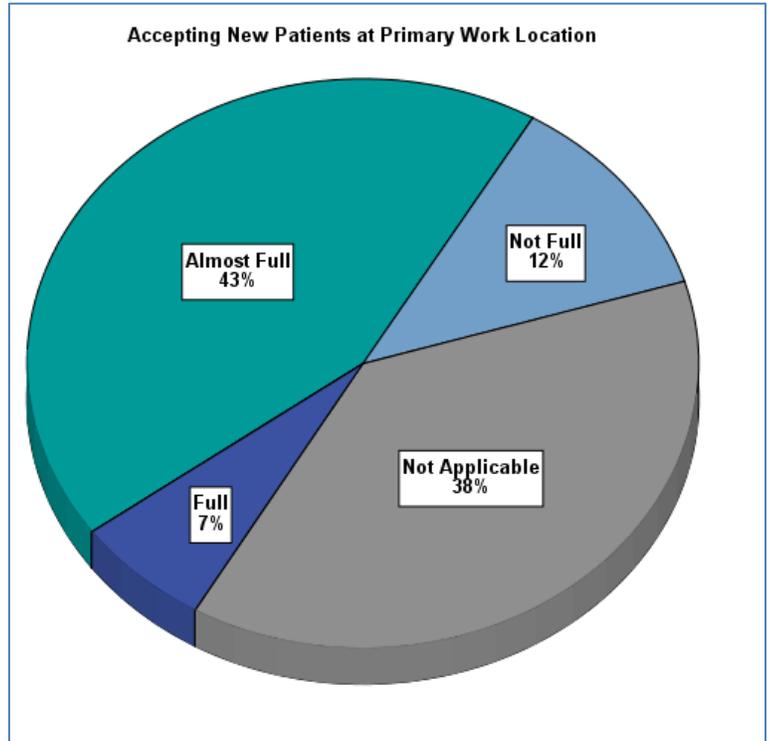


| Age | Male | | | Female | | | Total | | |
|-------------------|------------|--------------------------|------------|------------|--------------------------|-------------|------------|--------------------------|-------------|
| | Ave. Hours | Ave. Hours, Patient Care | Count | Ave. Hours | Ave. Hours, Patient Care | Count | Ave. Hours | Ave. Hours, Patient Care | Count |
| 25-29 | 33 | 26 | 7 | 41 | 19 | 35 | 40 | 20 | 42 |
| 30-34 | 42 | 22 | 22 | 42 | 21 | 188 | 42 | 21 | 210 |
| 35-39 | 45 | 23 | 36 | 41 | 20 | 203 | 42 | 21 | 239 |
| 40-44 | 45 | 24 | 51 | 42 | 22 | 250 | 42 | 22 | 301 |
| 45-49 | 42 | 22 | 55 | 42 | 22 | 207 | 42 | 22 | 262 |
| 50-54 | 50 | 23 | 92 | 45 | 24 | 211 | 46 | 24 | 303 |
| 55-59 | 43 | 23 | 118 | 39 | 21 | 277 | 41 | 22 | 395 |
| 60-64 | 40 | 22 | 129 | 35 | 20 | 242 | 37 | 21 | 371 |
| 65-69 | 39 | 20 | 62 | 30 | 17 | 131 | 33 | 18 | 193 |
| 70 or over | 36 | 17 | 31 | 24 | 16 | 56 | 29 | 16 | 87 |
| Total | 43 | 22 | 603 | 39 | 21 | 1800 | 40 | 21 | 2403 |

Accepting Patients

Only seven percent of Virginia's LPCs reported they were unable to accept new patients. However, 43 percent indicated their practices were almost full and only 12 percent indicated their practices were far from full. Thirty-eight percent of LPCs indicated the question was not applicable. This may be because they did not see patients or did not control their patient load at this location. This will be explored in future surveys.

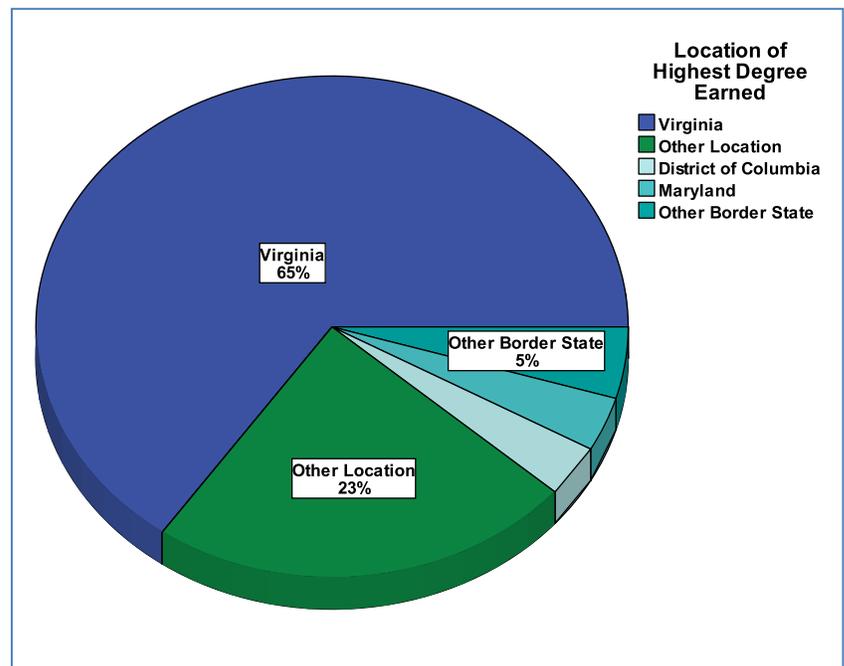
If not applicable responses are removed, only eleven percent reported their practices were full, while another 70 percent indicated their practices were almost full.



Recruitment and Retention

Highest Degree

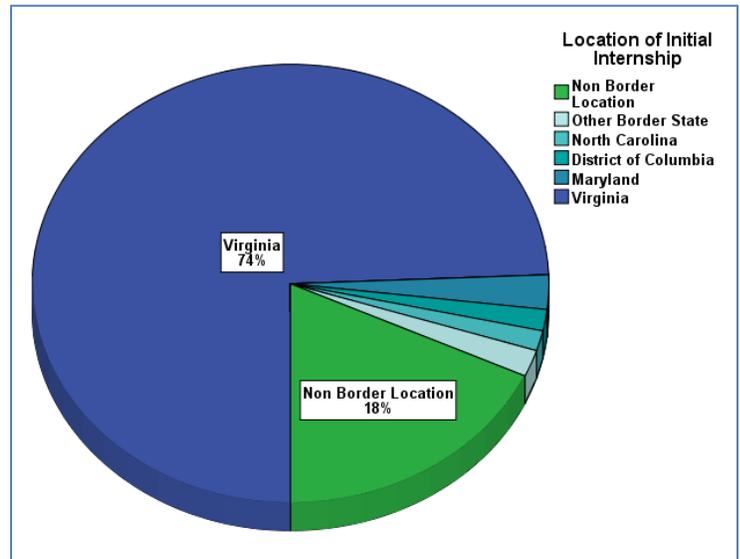
About 65 percent of Virginia's LPCs earned their highest degree in Virginia. Another 12 percent earned their highest degree from one of Virginia's bordering jurisdictions. Only 23 percent earned their highest degree in a non-bordering jurisdiction. Among these, California is the highest listed state, having provided a highest degree to two percent of Virginia's LPCs.



Location of Initial Internship

Almost 75 percent of Virginia’s LPCs completed their initial internship in Virginia. Another eight percent completed their internships in one of Virginia’s border jurisdictions.

When both variables are considered (highest degree and initial internship), almost 78 percent of Virginia’s LPCs completed either their initial internship or highest degree in Virginia, and 84 percent completed either their initial internship or highest degree in Virginia or a border jurisdiction.



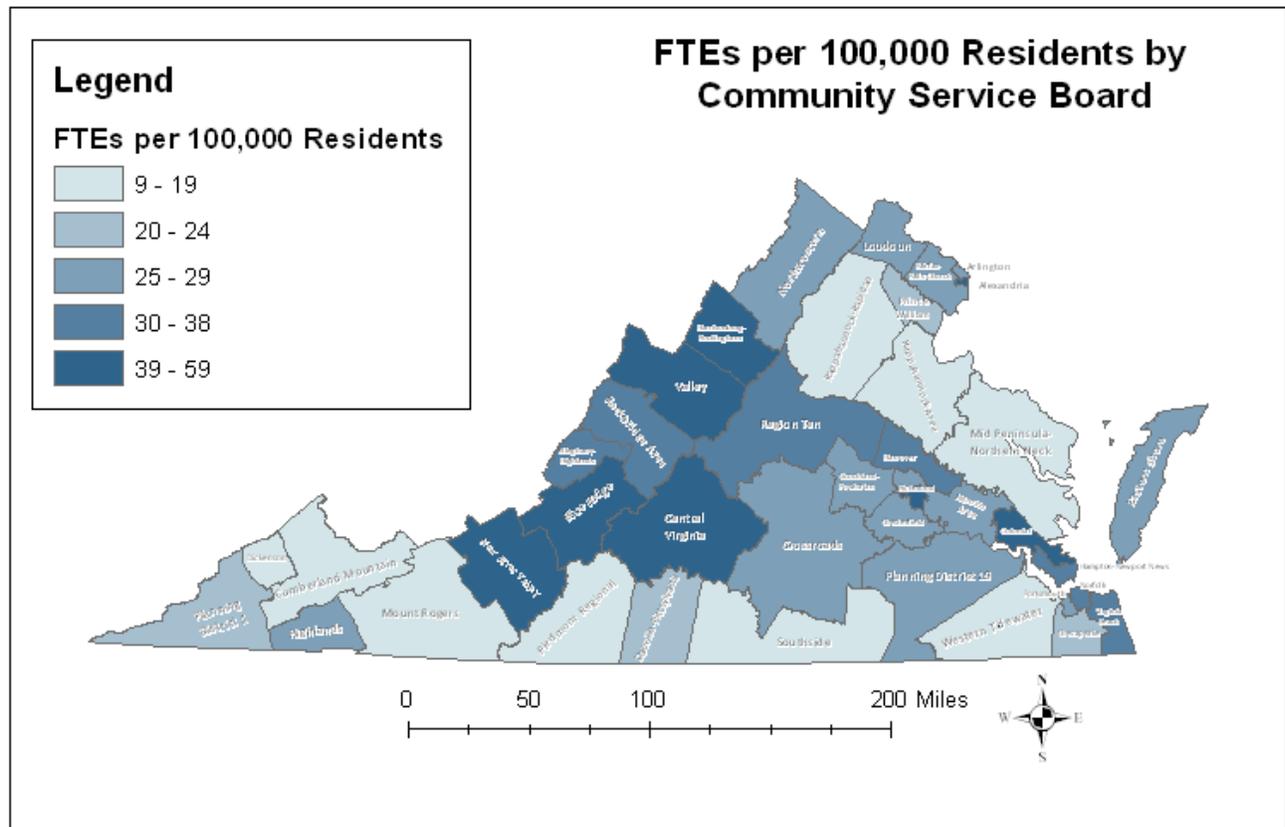
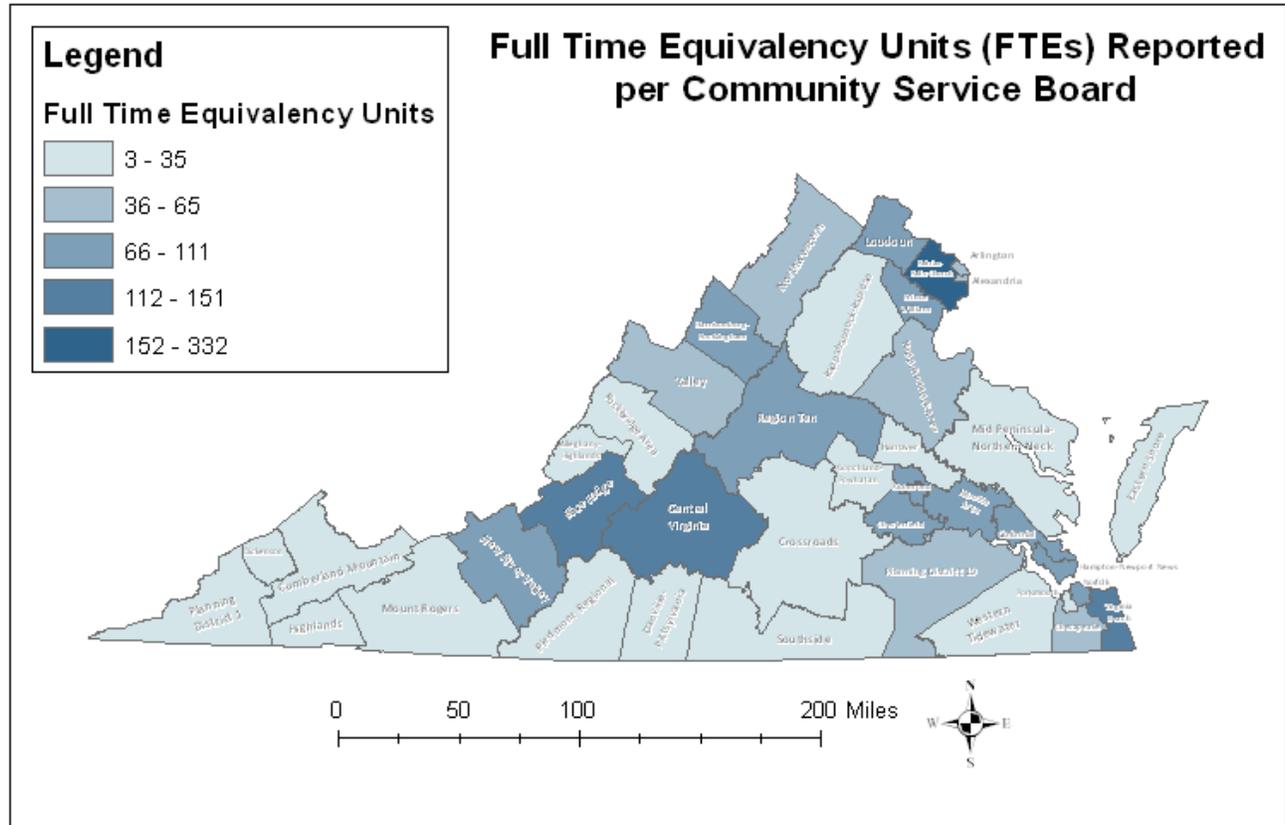
Maps

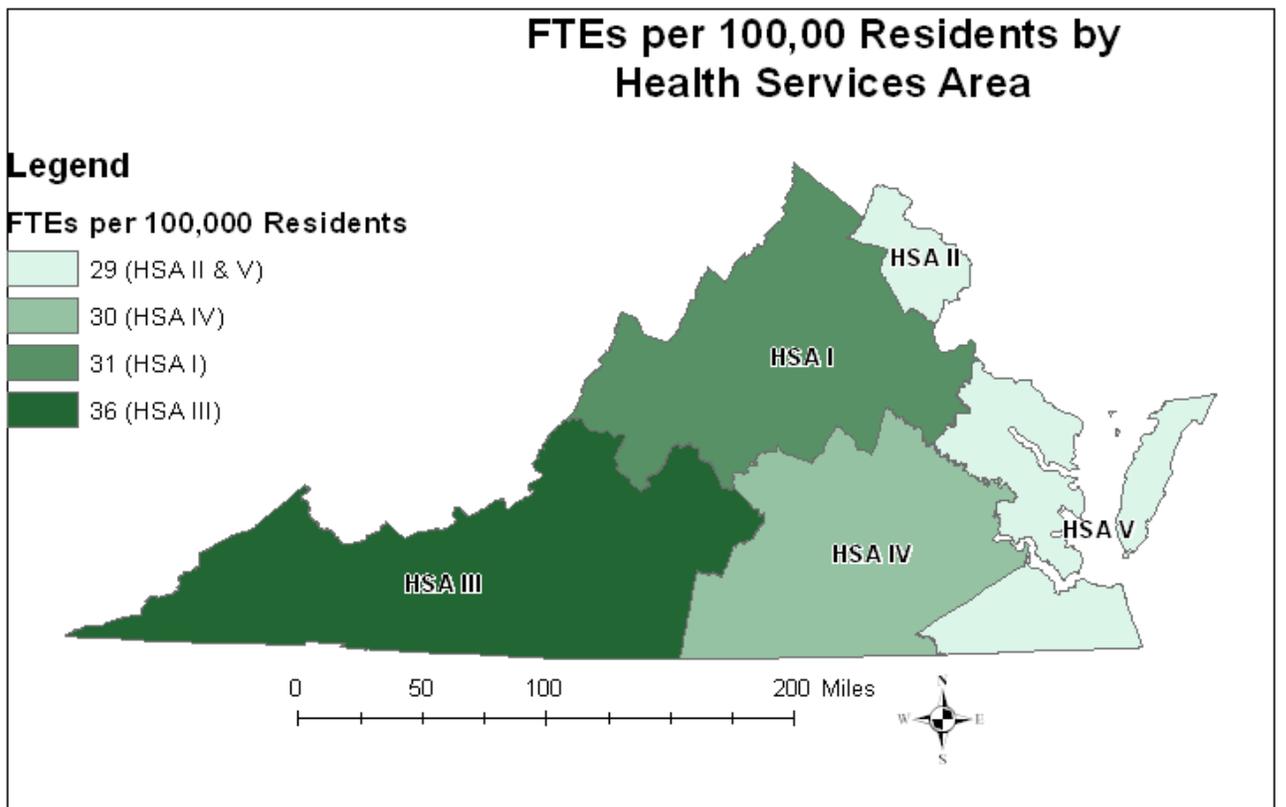
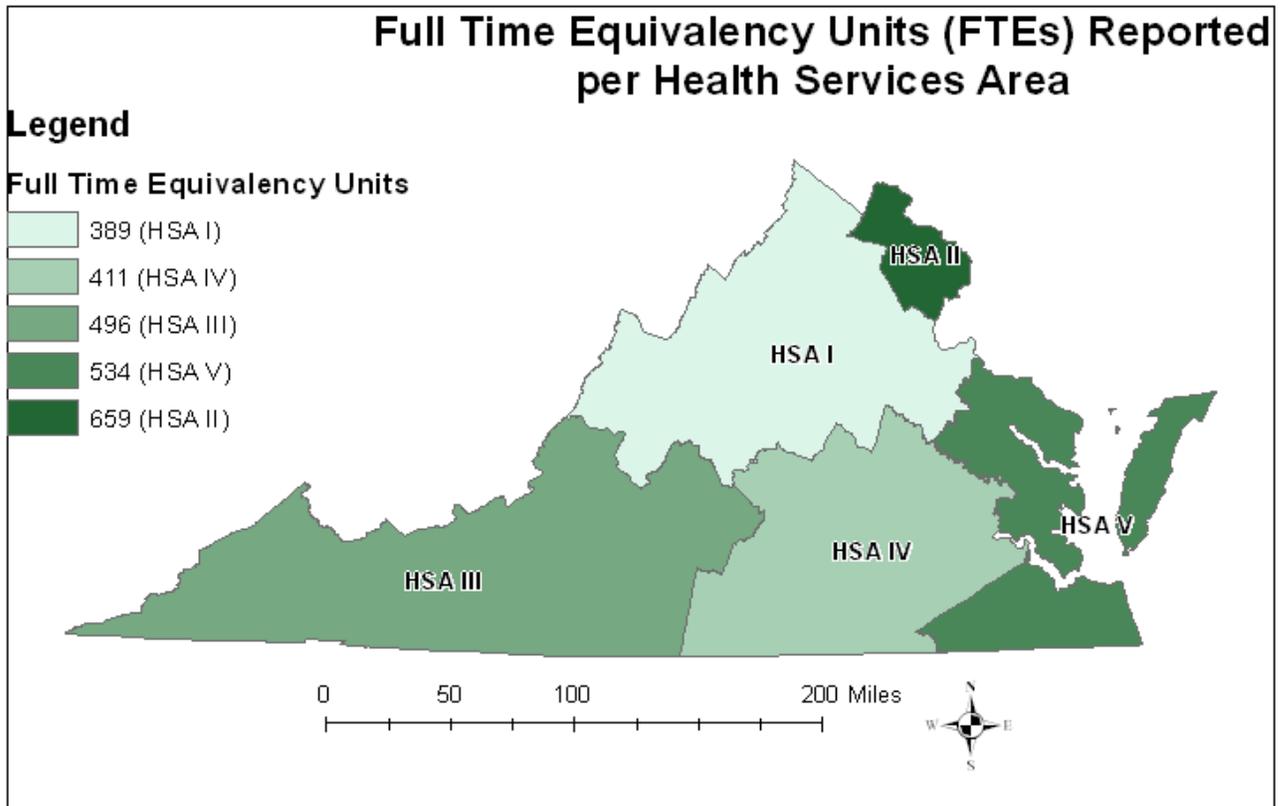
The Virginia Department of Health Profession’s Healthcare Workforce Data Center collects information on work hours by practice location. Location addresses are not collected. Rather, the HWDC asks respondents to report the locality (city or county) of their work locations in Virginia or whether the location is in a jurisdiction bordering Virginia, another US state or outside of the US. Work hours are converted to full-time equivalency units (FTEs). This is a different measure than simple counts of practitioners. For small areas, particularly areas that may be served periodically by some practitioners, this method gives a more precise assessment of the actual availability of services.

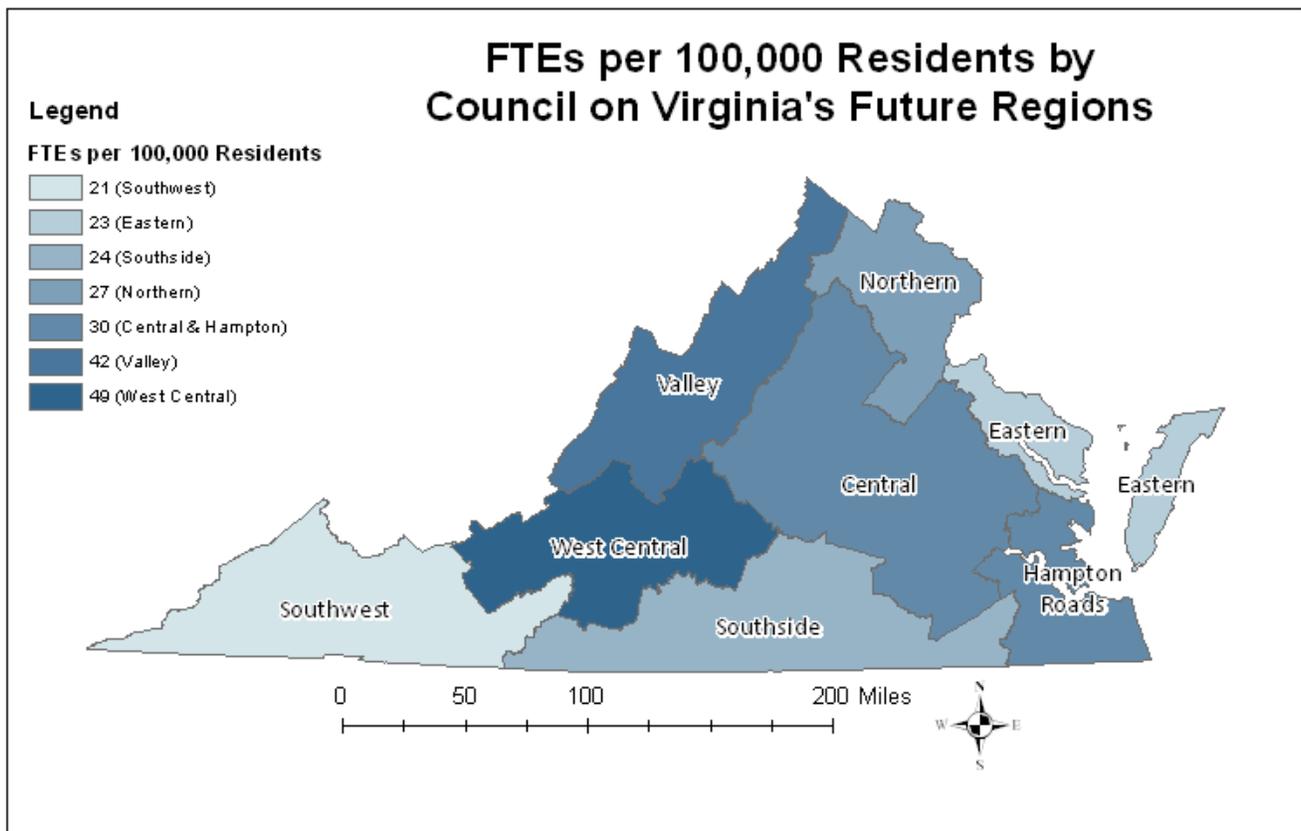
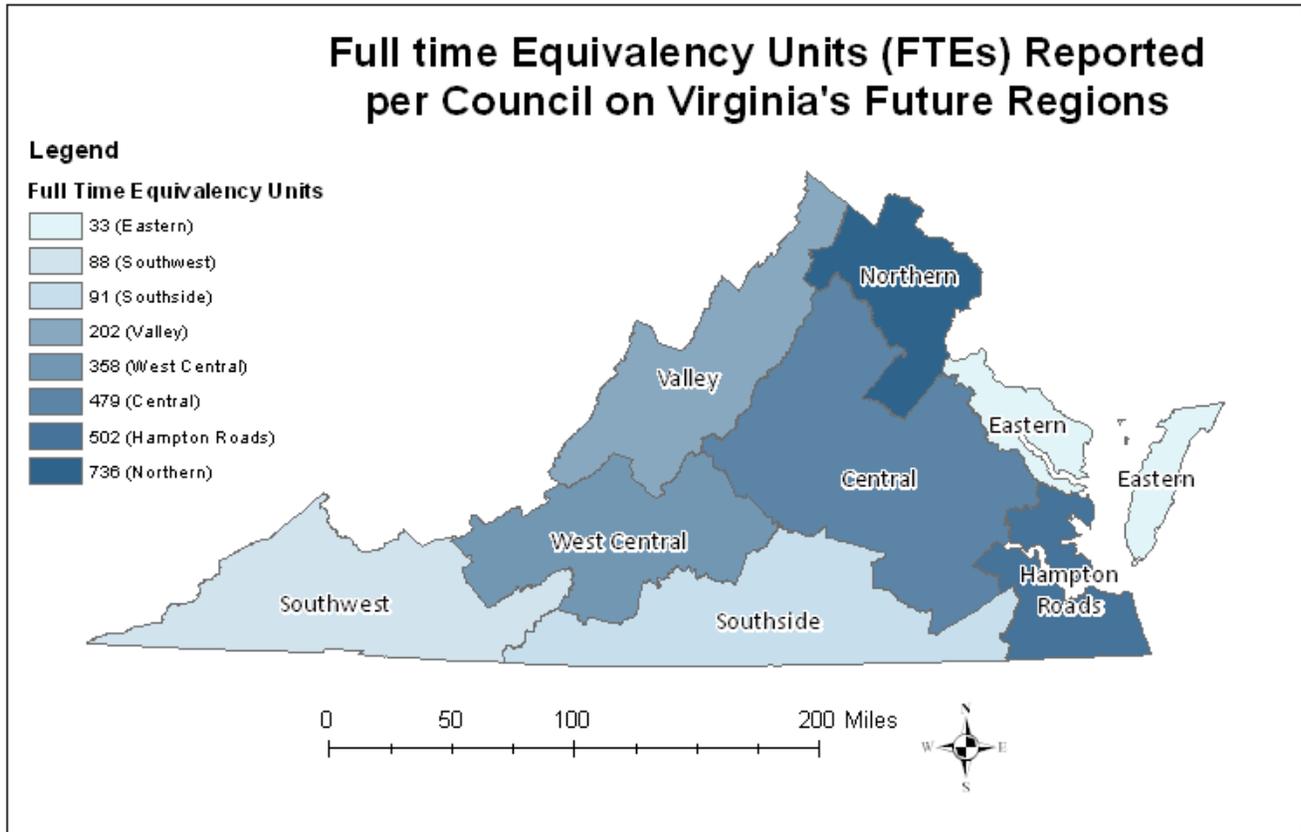
This first iteration of the Behavioral Sciences survey asked counselors to indicate whether they worked part-time (less than 30 hours a week) or full-time (30 or more hours per week) at up to three work locations. Full-time work was counted as one FTE, while part-time work was counted as one half of an FTE. This measure distorts hours worked. Depending on the number of locations, and how hours are distributed among locations, someone working 60 hours per week could be counted as one FTE, 1.5 FTEs, or 2 FTEs. Future iterations will ask directly for hours worked at each location and derive equivalency units from that measure.

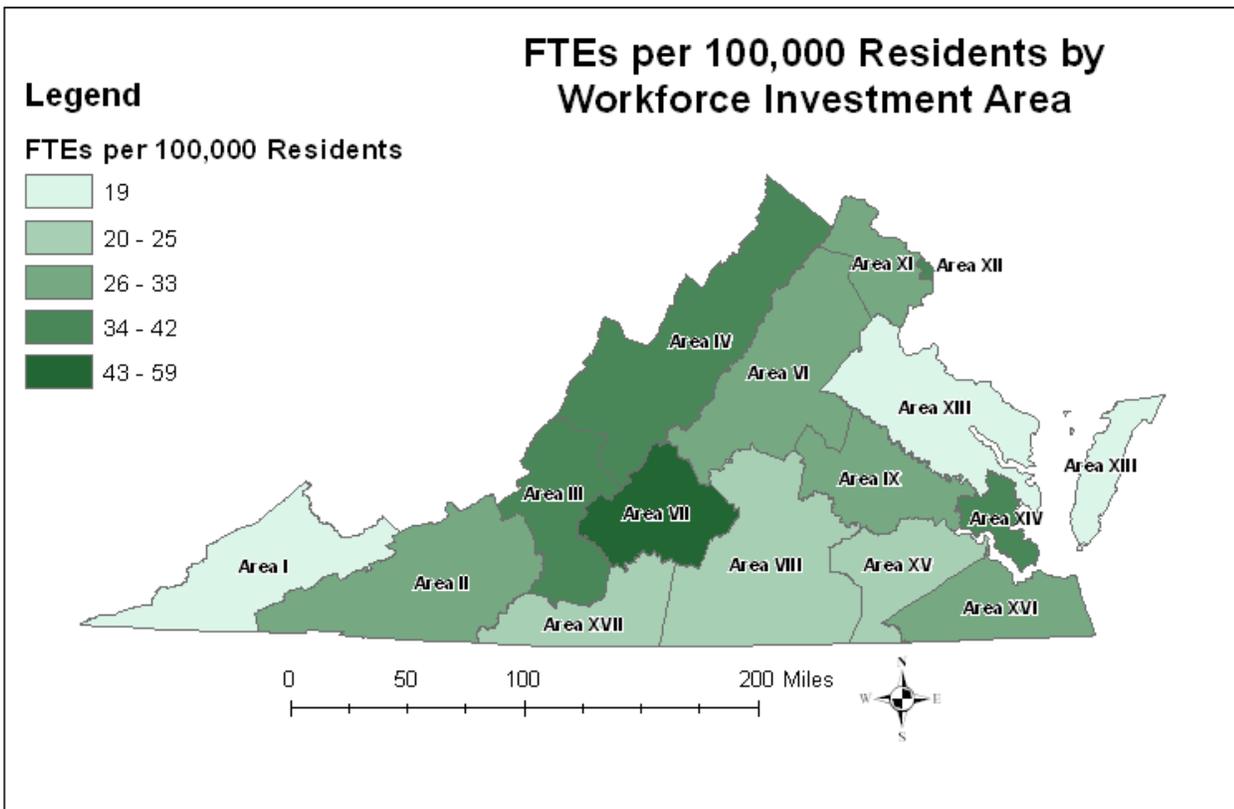
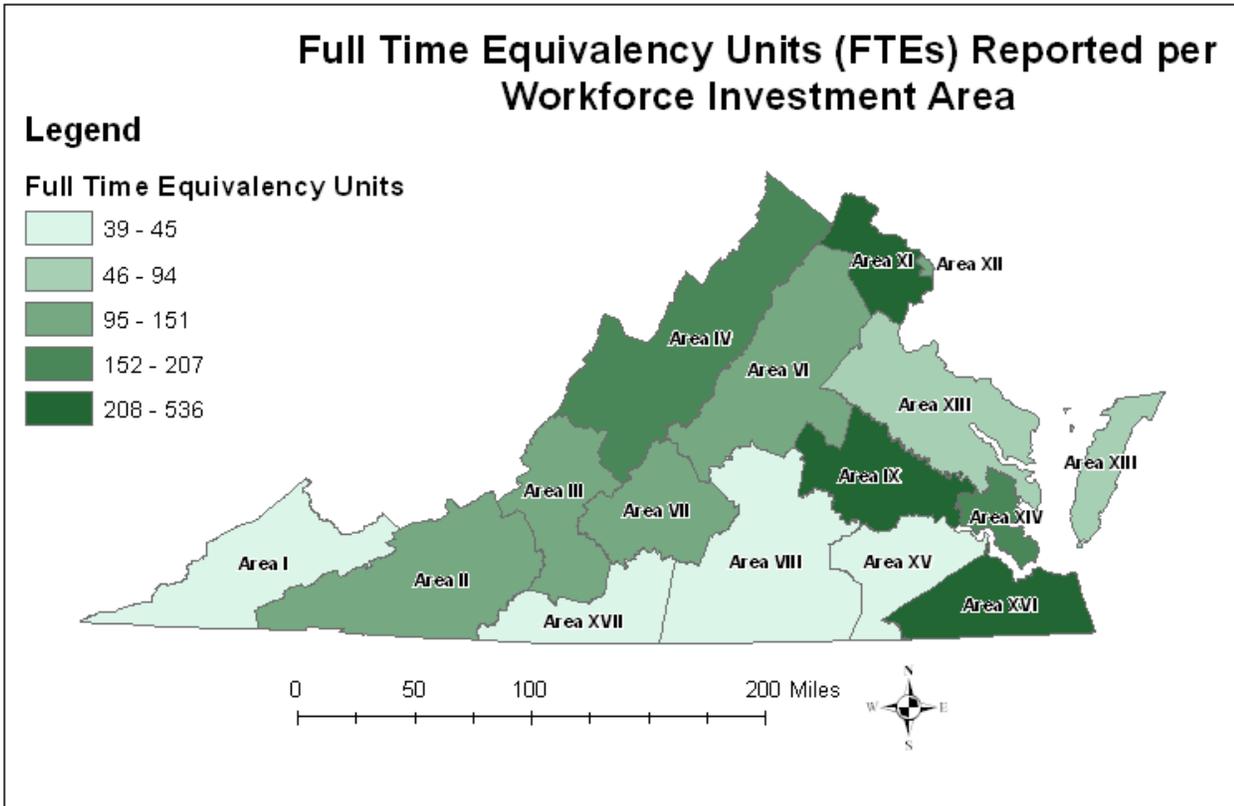
The FTEs reported in the maps over the next several pages use the method noted above. For persons who listed a work location, but did not indicate a work participation rate, we imputed the mean FTEs for that location. Among primary locations the mean FTE was 0.86, among secondary locations it was 0.52 and for tertiary locations it was 0.52. Respondents who indicated working, but did not indicate a locality or indicated having no set locality for the work location (e.g. temps, traveling) are not included. The maps show FTEs supplied, and FTE per 100,000 residents. Population data are from the July 1, 2011 estimates provided by the University of Virginia’s Weldon Cooper Center, Demographics & Workforce Group.

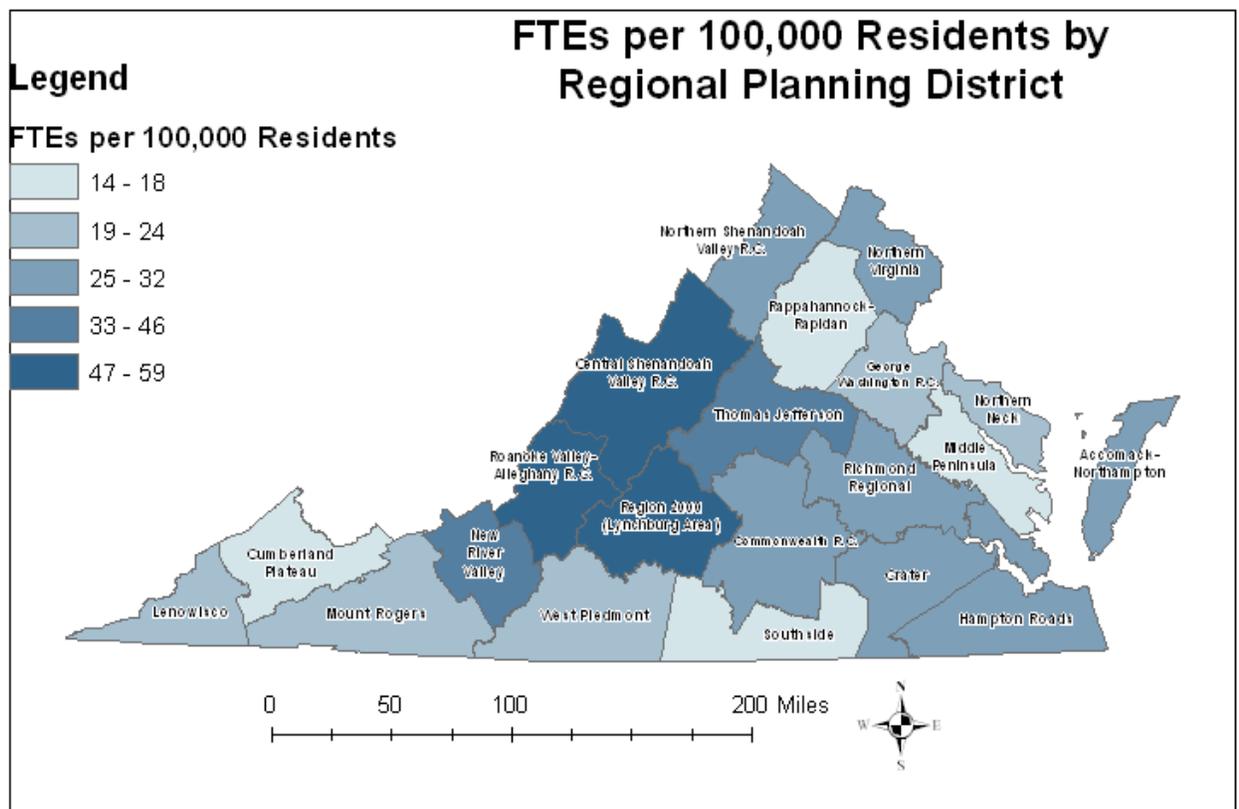
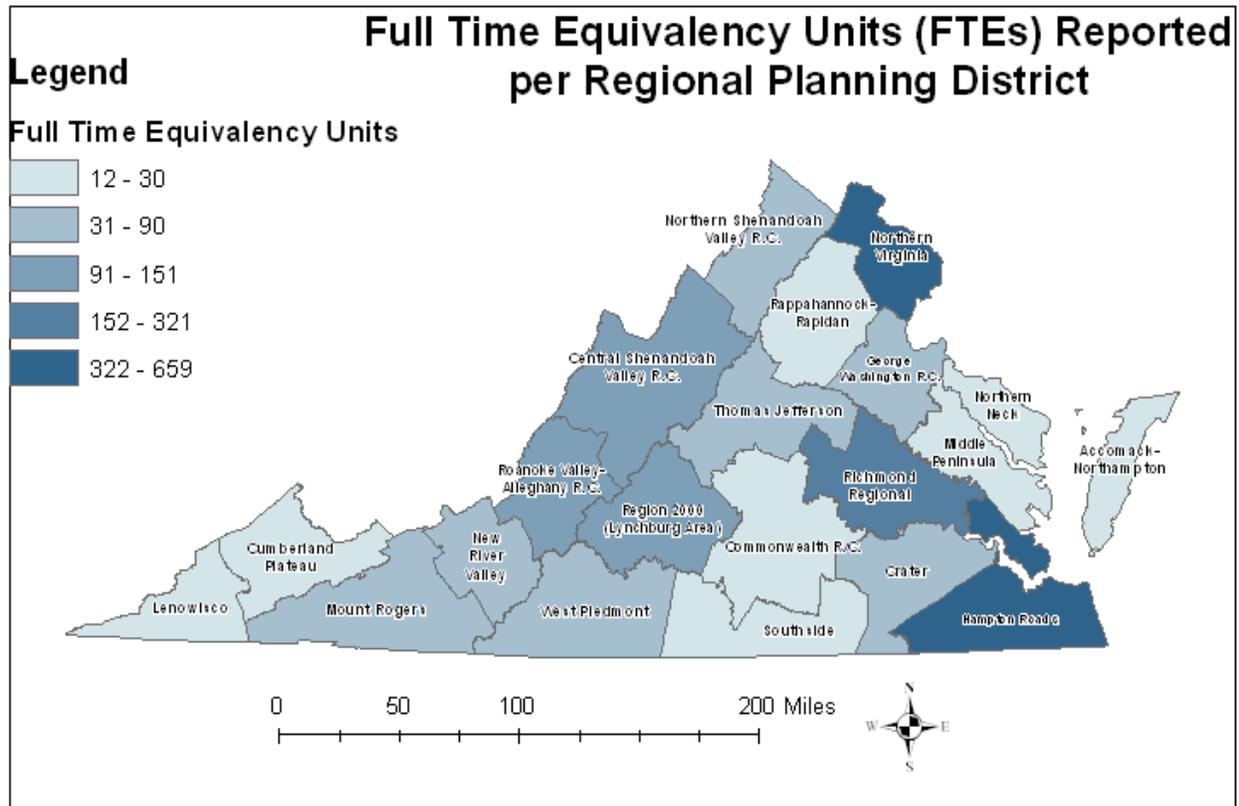
| Work Location | Total with Location | Locality Provided | Missing Locality | Several Localities | Border State or DC | Other Location | Mean FTEs |
|------------------|---------------------|-------------------|------------------|--------------------|--------------------|----------------|-----------|
| Primary | 2512 | 2412 | 100 | 7 | 6 | 12 | 0.86 |
| Secondary | 849 | 767 | 82 | 15 | 15 | 15 | 0.53 |
| Tertiary | 195 | 125 | 70 | 4 | 1 | 4 | 0.51 |

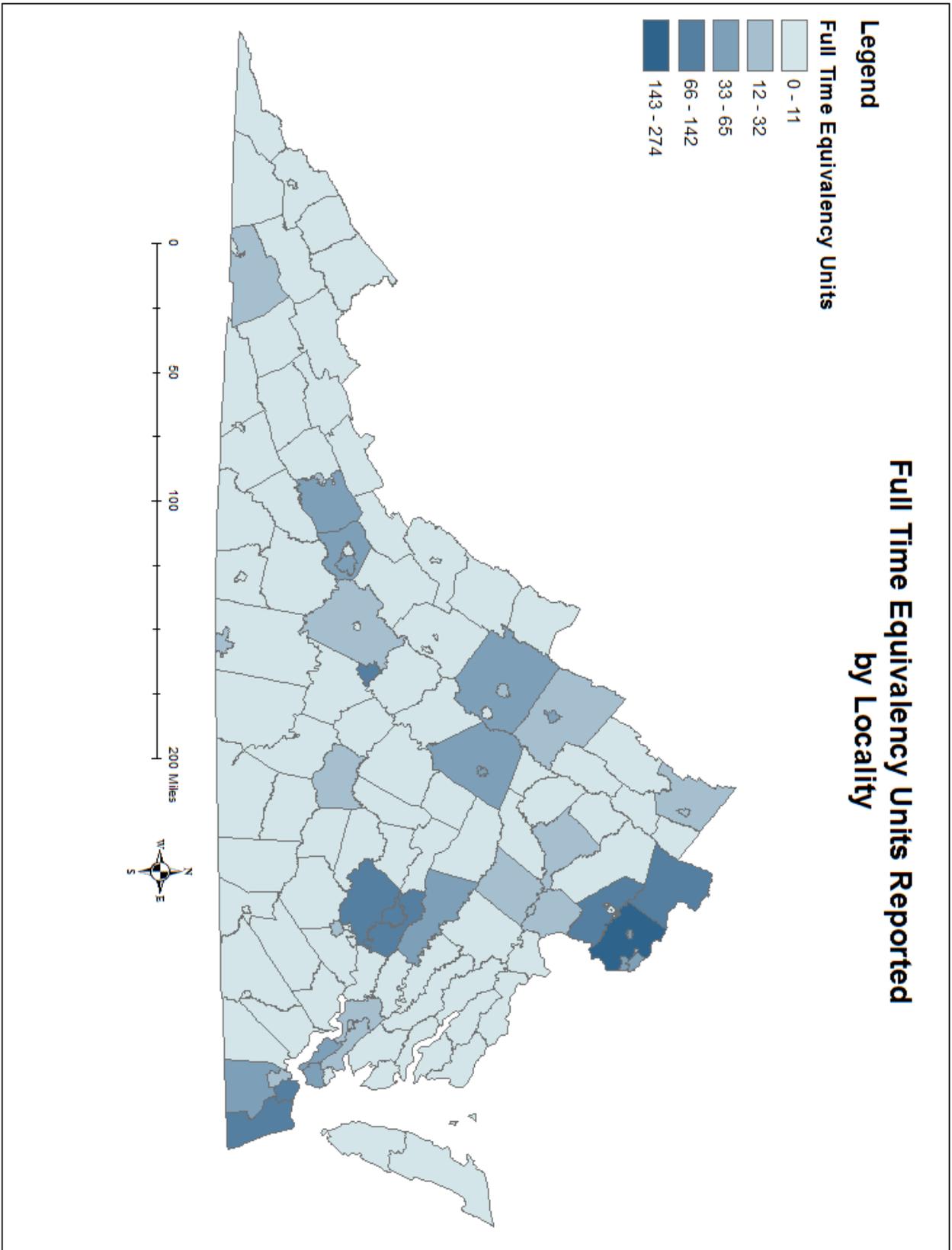








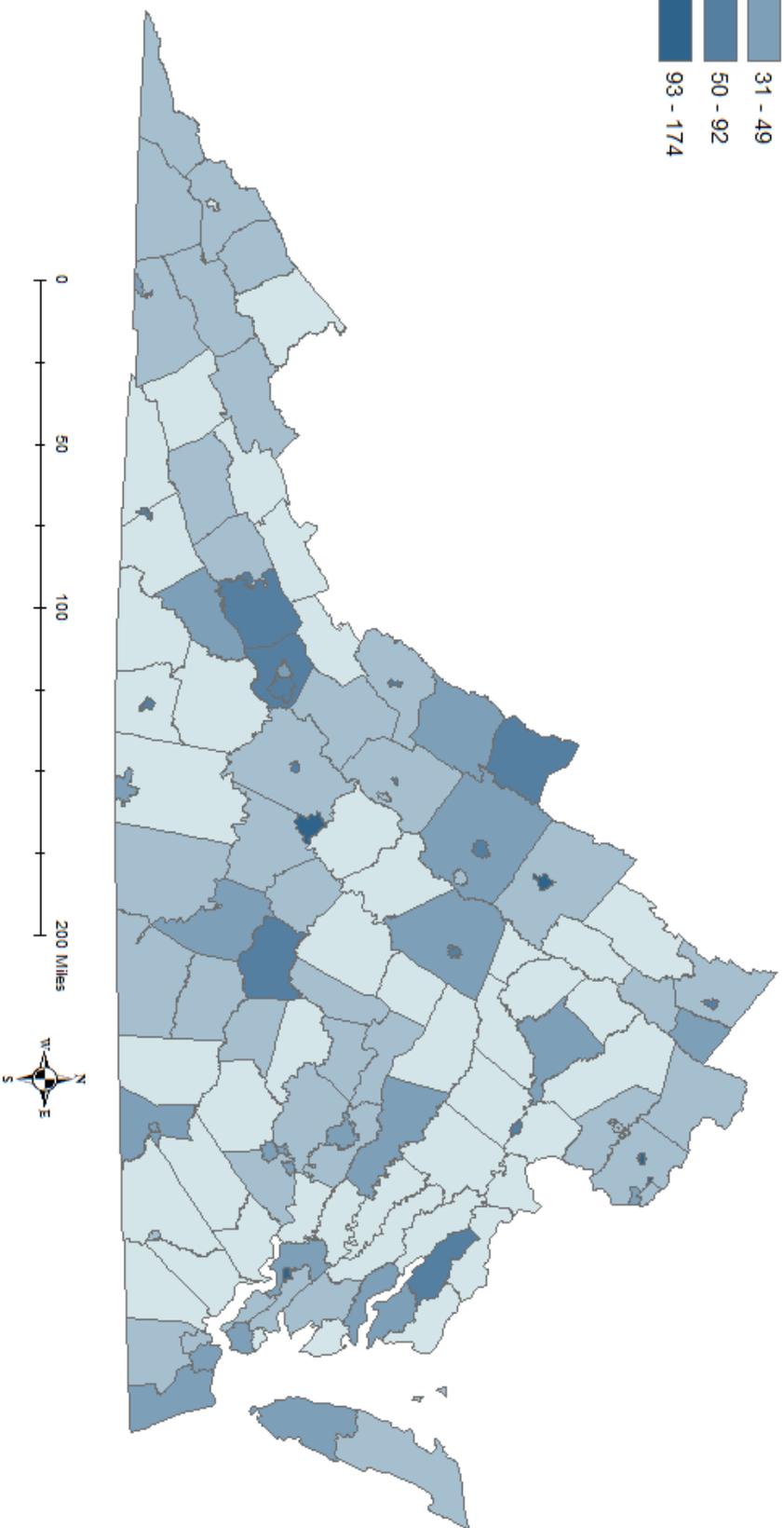
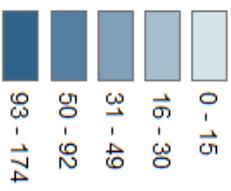




FTEs per 100,000 Residents by Locality

Legend

FTEs per 100,000 Residents



Endnotes

¹ Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

² National workforce information is provided by the Current Population Survey, administered by the US Bureau of Labor Statistics and the US Census Bureau. Age information appears in “Table 15: Employed persons by detailed occupation, sex and age, Annual Average 2010” for the 2010 Survey. Due to issues with sample size, median age information at the state level is not generally available, but was estimated at the request of the HWDC. Special thanks to Steve Hipple and Thomas Krolik of the Bureau of Labor Statistics for their assistance.

³ The Behavioral Sciences Workforce Survey follows Federal OMB standards for data collection on race and ethnicity. This allows valid comparisons with data collected by the US Census Bureau and other sources. For more information on these standards see: http://www.whitehouse.gov/omb/inforeg_statpolicy.

⁴ The two different measures for work participation correlate. Since the FTE questions are imprecise and the hours method uses ranges, we could not identify cases that were obviously incorrect. E.g., some responding with one “full-time” position would have one FTE but could work any number of hours over 30. Likewise, someone could report working three part time locations and work anywhere from 3 to 87 hours per week.

⁵ Two-way between groups ANOVA run in SPSS showed statistical significance for differences in hours worked for both categorical variables (sex and age category). However, these variables combined explained little of the variation in hours worked and had small effects based on partial Eta squared. Tests run using all data and by removing all cases reporting over 112 hours per week provided similar results.

Appendix A: The 2010 Behavioral Sciences Workforce Survey

2011 Behavioral Science Workforce Survey

| | Question | Answer |
|------|---|--|
| 1 | Please select your sex: | <i>Dropdown</i> |
| | | Male |
| | | Female |
| 2 | Please select the items that best describe your race/ethnicity. Please answer both question 2a about Hispanic origin and 2b about race/ethnicity. | |
| 2.a. | Select one: | <i>Check one</i> |
| | | Hispanic, Latino or Spanish Origin |
| | | Not Hispanic, Latino or Spanish Origin |
| | | Prefer not to respond |
| 2.b. | Select all that apply: | <i>Check all that apply</i> |
| | | White |
| | | Black or African American |
| | | American Indian or Alaska Native |
| | | Asian |
| | | Native Hawaiian or Pacific Islander |
| | | Some other race |
| | | Prefer not to respond |
| 2.c. | If some other race, please specify: | <i>Fill in the blank</i> |
| 3 | In which state did you do your internship? | <i>Dropdown: Listing of States (Virginia on top, 2nd response)</i> <i>Include: <Outside of the US> in dropdown (1st Response)</i> |

| | | |
|------|--|--|
| 4 | In which state was your most recent residency training? | <i>Dropdown: Listing of States (Virginia on top, 2nd response)</i> |
| | | <i>Include: <Outside of the US> in dropdown (1st Response)</i> |
| 5 | In which state did you get your highest degree? | <i>Dropdown: Listing of States (Virginia on top, 2nd response)</i> |
| | | <i>Include: <Outside of the US> in dropdown (1st Response)</i> |
| 5.a. | What is your highest degree? | <i>Dropdown:</i> |
| | | Bachelors |
| | | Masters |
| | | Doctorate / Ph.D. |
| | | Psy.D. |
| 6 | Are you in the USA on a J-1 visa? | <i>Dropdown Yes/No</i> |
| 7 | In which state do you currently reside? | <i>Dropdown: Listing of States (Virginia on top, 2nd response)</i> |
| | | <i>Include: <Outside of the US> in dropdown (1st Response)</i> |
| 8 | In which other state(s) are you licensed? | <i>Listing of States, check all that apply</i> |
| | | Maryland |
| | | West Virginia |
| | | Kentucky |
| | | Tennessee |
| | | North Carolina |
| | | District of Columbia |
| | | One or more other US states |
| | Work Information | |
| 9 | How many individual work or employment locations do you have? Please include locations where you provide volunteer or unpaid services. | <i>dropdown:</i> |

| | | |
|----|---|---|
| | | 0 |
| | | 1 |
| | | 2 |
| | | 3 |
| | | 4 |
| | | 5 |
| | | 6 or more |
| | | |
| | If you answered "0" to the previous question, please skip to question number 37. Thank You! | |
| | | |
| | | |
| | Primary Work Location | |
| | | |
| 10 | What is the locality of your current primary place of employment (this is the location where you work the most hours in a week)? | <i>Dropdown:</i> |
| | | <i>List of Virginia Cities and Counties</i> |
| | | <i>Several localities (Traveling, Temporary, etc)</i> |
| | | <i>Outside of the US</i> |
| | | <i>Virginia Border State/DC</i> |
| | | <i>Other US State</i> |
| | | |
| 11 | Type of work setting. | <i>Dropdown</i> |
| | | Corrections/Jail |
| | | Dialysis center |
| | | Group practice |
| | | Individual/Solo practice |
| | | Hospital-general |
| | | K-12 School system |
| | | Mental health facility-CSB |
| | | Mental health facility-inpatient |
| | | Mental health facility-outpatient |
| | | Non-profit agency (not CSB) |
| | | Nursing home / extended care facility |
| | | Substance Abuse |
| | | University/Higher education |
| | | Veterans administration-inpatient |

| | | |
|-------|---|---|
| | | Veterans administration-outpatient |
| | | Other work setting |
| | | |
| 11.a. | If Other client care practice setting was selected, please fill in the blank. | <i>Fill in the blank</i> |
| | | |
| 12 | What are your current total work hours for your primary work location? | <i>Dropdown</i> |
| | | Full-Time (30 hours or more per week) |
| | | Part-time (less than 30 hours per week) |
| | | |
| 13 | What percentage of these hours are patient or clinical care hours ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 14 | What is your specialty area at your primary work location? | <i>Dropdown:</i> |
| | | Behavioral Disorder |
| | | Child |
| | | Educational |
| | | Experimental or Research |
| | | Family |
| | | Forensic-Assessment of Competency |
| | | Forensic-Court Ordered Treatment |
| | | Gerontologic |
| | | Health |
| | | Human Factors |
| | | Industrial-Organizational |
| | | Marriage |
| | | Medical |

| | | |
|-------|---|---------------------------|
| | | Mental Health |
| | | Public Health |
| | | Rehabilitation |
| | | School |
| | | Sex Offender Treatment |
| | | Social |
| | | Substance Abuse |
| | | Vocational |
| | | Work Environment |
| | | Other Specialty Area |
| | | |
| 14.a. | If you selected other specialty area, please describe as briefly as possible: | <i>Fill in the blank:</i> |
| | | |
| 15 | What percentage of these hours are spent providing services in your specialty areas ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 16 | What percentage of your time is spent with the following age groups at your primary practice location? Total of 16.a. - 16.d. should equal 100%. | |
| | | |
| 16.a. | Adolescent | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |

| | | |
|-------|-----------|-----------------|
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 16.b. | Adults | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 16.c. | Children | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 16.d. | Geriatric | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |

| | | |
|----|---|---|
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 17 | Mark the response that best describes your current patient care practice status at your primary location. | <i>Dropdown</i> |
| | | I cannot accept new clients, my practice is full. |
| | | I can accept some new clients, my practice is nearly full. |
| | | I can accept many new clients my practice is far from full. |
| | | Not applicable. |
| | | |
| | If you have only one work location, please skip to question #35. | |
| | | |
| | Secondary Work Location | |
| | | |
| 18 | What is the locality of your current secondary place of employment (this is the location where you work the most hours in a week)? | <i>Dropdown:</i> |
| | | <i>List of Virginia Cities and Counties</i> |
| | | <i>Several localities (Traveling, Temporary, etc)</i> |
| | | <i>Outside of the US</i> |
| | | <i>Virginia Border State/DC</i> |
| | | <i>Other US State</i> |
| | | |
| 19 | Type of work setting. | <i>Dropdown</i> |
| | | Corrections/Jail |
| | | Dialysis center |
| | | Group practice |
| | | Individual/Solo practice |
| | | Hospital-general |
| | | K-12 School system |
| | | Mental health facility-CSB |
| | | Mental health facility-inpatient |

| | | |
|-------|--|---|
| | | Mental health facility-outpatient |
| | | Non-profit agency (not CSB) |
| | | Nursing home / extended care facility |
| | | Substance Abuse |
| | | University/Higher education |
| | | Veterans administration-inpatient |
| | | Veterans administration-outpatient |
| | | Other work setting |
| | | |
| 19.a. | If Other work setting was selected, please fill in the blank. | <i>Fill in the blank</i> |
| | | |
| 20 | What are your current total work hours for your secondary work location? | <i>Dropdown</i> |
| | | Full-Time (30 hours or more per week) |
| | | Part-time (less than 30 hours per week) |
| | | |
| 21 | What percentage of these hours are patient or clinical care hours ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 22 | What is your specialty area at your secondary work location? | <i>Dropdown:</i> |
| | | Behavioral Disorder |
| | | Child |
| | | Educational |
| | | Experimental or Research |
| | | Family |
| | | Forensic-Assessment of Competency |
| | | Forensic-Court Ordered Treatment |
| | | Gerontologic |

| | | |
|--------|---|---------------------------|
| | | Health |
| | | Human Factors |
| | | Industrial-Organizational |
| | | Marriage |
| | | Medical |
| | | Mental Health |
| | | Public Health |
| | | Rehabilitation |
| | | School |
| | | Sex Offender Treatment |
| | | Social |
| | | Substance Abuse |
| | | Vocational |
| | | Work Environment |
| | | Other Specialty Area |
| | | |
| 22.a. | If you selected other specialty area, please describe as briefly as possible: | <i>Fill in the blank:</i> |
| | | |
| 23 | What percentage of these hours are spent providing services in your specialty areas ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 24 | What percentage of your time is spent with the following age groups at your secondary practice location? Total of 24.a. - 24.d. should equal 100%. | |
| | | |
| 24.a.. | Adolescent | <i>Dropdown</i> |

| | | |
|-------|-----------|-----------------|
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 24.b. | Adults | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 24.c. | Children | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 24.d. | Geriatric | <i>Dropdown</i> |
| | | 0-10% |

| | | |
|----|---|---|
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 25 | Mark the response that best describes your current patient care practice status at your secondary location. | <i>Dropdown</i> |
| | | I cannot accept new clients, my practice is full. |
| | | I can accept some new clients, my practice is nearly full. |
| | | I can accept many new clients my practice is far from full. |
| | | Not applicable. |
| | | |
| | If you have no additional practice locations, please skip to question #35. | |
| | | |
| | Other Practice Location | |
| | | |
| 26 | What is the locality of your other place of employment (this is the location where you work the fewest hours in a week)? | <i>Dropdown:</i> |
| | | <i>List of Virginia Cities and Counties</i> |
| | | <i>Several localities (Traveling, Temporary, etc)</i> |
| | | <i>Outside of the US</i> |
| | | <i>Virginia Border State/DC</i> |
| | | <i>Other US State</i> |
| | | |
| 27 | Type of work setting. | <i>Dropdown</i> |
| | | Corrections/Jail |
| | | Dialysis center |
| | | Group practice |

| | | |
|-------|--|---|
| | | Individual/Solo practice |
| | | Hospital-general |
| | | K-12 School system |
| | | Mental health facility-CSB |
| | | Mental health facility-inpatient |
| | | Mental health facility-outpatient |
| | | Non-profit agency (not CSB) |
| | | Nursing home / extended care facility |
| | | Substance Abuse |
| | | University/Higher education |
| | | Veterans administration-inpatient |
| | | Veterans administration-outpatient |
| | | Other work setting |
| | | |
| 27.a. | If Other work setting was selected, please fill in the blank. | <i>Fill in the blank</i> |
| | | |
| 28 | What are your current total work hours for your other work location? | <i>Dropdown</i> |
| | | Full-Time (30 hours or more per week) |
| | | Part-time (less than 30 hours per week) |
| | | |
| 29 | What percentage of these hours are patient or clinical care hours ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 30 | What is your specialty area at your other work location? | <i>Dropdown:</i> |
| | | Behavioral Disorder |
| | | Child |
| | | Educational |

| | | |
|----|--|-----------------------------------|
| | | Experimental or Research |
| | | Family |
| | | Forensic-Assessment of Competency |
| | | Forensic-Court Ordered Treatment |
| | | Gerontologic |
| | | Health |
| | | Human Factors |
| | | Industrial-Organizational |
| | | Marriage |
| | | Medical |
| | | Mental Health |
| | | Public Health |
| | | Rehabilitation |
| | | School |
| | | Sex Offender Treatment |
| | | Social |
| | | Substance Abuse |
| | | Vocational |
| | | Work Environment |
| | | Other Specialty Area |
| | | |
| 31 | If you selected other specialty area, please describe as briefly as possible: | <i>Fill in the blank:</i> |
| | | |
| 32 | What percentage of these hours are spent providing services in your specialty areas ? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |

| | | |
|-------|---|-----------------|
| 33 | What percentage of your time is spent with the following age groups at your other work location? Total of 33.a. - 33.d. should equal 100%. | |
| 33.a. | Adolescent | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| 33.b. | Adults | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| 33.c. | Children | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |

| | | |
|-------|--|---|
| | | 91-100% |
| 33.d | Geriatric | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 34 | Mark the response that best describes your current patient care practice status at this other location. | <i>Dropdown</i> |
| | | I cannot accept new clients, my practice is full. |
| | | I can accept some new clients, my practice is nearly full. |
| | | I can accept many new clients my practice is far from full. |
| | | Not applicable. |
| | | |
| | Combined Practice Locations | |
| | | |
| 35 | In your combined practice locations, please indicate the typical number of hours per week you spend in each of the following activities: (Enter a value of zero when appropriate.) | |
| | | |
| 35.a. | Administrative | <i>Dropdown</i> |
| | | 1-5 hours |
| | | 6-10 hours |
| | | 11-15 hours |
| | | 16-20 hours |
| | | 21-25 hours |
| | | 26-30 hours |

| | | |
|-------|-------------------------------------|-------------|
| | | 31-35 hours |
| | | 36-40 hours |
| | | 41-45 hours |
| | | 46+ hours |
| | | |
| 35.b. | Direct client services/Patient Care | Dropdown |
| | | 1-5 hours |
| | | 6-10 hours |
| | | 11-15 hours |
| | | 16-20 hours |
| | | 21-25 hours |
| | | 26-30 hours |
| | | 31-35 hours |
| | | 36-40 hours |
| | | 41-45 hours |
| | | 46+ hours |
| | | |
| 35.c. | Forensic | Dropdown |
| | | 1-5 hours |
| | | 6-10 hours |
| | | 11-15 hours |
| | | 16-20 hours |
| | | 21-25 hours |
| | | 26-30 hours |
| | | 31-35 hours |
| | | 36-40 hours |
| | | 41-45 hours |
| | | 46+ hours |
| | | |
| 35.d. | Research | Dropdown |
| | | 1-5 hours |
| | | 6-10 hours |
| | | 11-15 hours |
| | | 16-20 hours |
| | | 21-25 hours |
| | | 26-30 hours |
| | | 31-35 hours |

| | | |
|-------|----------------------|--------------------|
| | | <i>36-40 hours</i> |
| | | <i>41-45 hours</i> |
| | | <i>46+ hours</i> |
| | | |
| 35.e. | Supervision | <i>Dropdown</i> |
| | | <i>1-5 hours</i> |
| | | <i>6-10 hours</i> |
| | | <i>11-15 hours</i> |
| | | <i>16-20 hours</i> |
| | | <i>21-25 hours</i> |
| | | <i>26-30 hours</i> |
| | | <i>31-35 hours</i> |
| | | <i>36-40 hours</i> |
| | | <i>41-45 hours</i> |
| | | <i>46+ hours</i> |
| | | |
| 35.f. | Teaching | <i>Dropdown</i> |
| | | <i>1-5 hours</i> |
| | | <i>6-10 hours</i> |
| | | <i>11-15 hours</i> |
| | | <i>16-20 hours</i> |
| | | <i>21-25 hours</i> |
| | | <i>26-30 hours</i> |
| | | <i>31-35 hours</i> |
| | | <i>36-40 hours</i> |
| | | <i>41-45 hours</i> |
| | | <i>46+ hours</i> |
| | | |
| 35.g. | Volunteer (pro-bono) | <i>Dropdown</i> |
| | | <i>1-5 hours</i> |
| | | <i>6-10 hours</i> |
| | | <i>11-15 hours</i> |
| | | <i>16-20 hours</i> |
| | | <i>21-25 hours</i> |
| | | <i>26-30 hours</i> |
| | | <i>31-35 hours</i> |
| | | <i>36-40 hours</i> |

| | | |
|-------|---|-------------|
| | | 41-45 hours |
| | | 46+ hours |
| 35.h. | Other | Dropdown |
| | | 1-5 hours |
| | | 6-10 hours |
| | | 11-15 hours |
| | | 16-20 hours |
| | | 21-25 hours |
| | | 26-30 hours |
| | | 31-35 hours |
| | | 36-40 hours |
| | | 41-45 hours |
| | | 46+ hours |
| 36 | In your combined practice locations, please indicate the percentage of your current clients that are: | |
| 36.a. | "Self-pay" clients? | Dropdown |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| 36.b. | Medicaid clients? | Dropdown |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |

| | | |
|-------|---|-----------------|
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 36.c. | Medicare clients? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 36.d. | Private insurance clients? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 36.e. | In the next year, what percentage of your clients do you believe will be Medicare/Medicaid clients? | <i>Dropdown</i> |
| | | 0-10% |
| | | 11-20% |
| | | 21-30% |
| | | 31-40% |
| | | 41-50% |
| | | 51-60% |

| | | |
|-------|---|--|
| | | 61-70% |
| | | 71-80% |
| | | 81-90% |
| | | 91-100% |
| | | |
| 37 | In the next 24 months, do you plan to: (Choose one) | <i>Dropdown</i> |
| | | Remain in your current geographic location in Virginia |
| | | Move and work in another geographic location in Virginia |
| | | Move and work out of state |
| | | Cease working as a nurse practitioner |
| | | Not currently working in Virginia |
| | | |
| 38 | In the next 24 months, do you plan to: (Choose one) | <i>Dropdown</i> |
| | | Provide patient care at the same level |
| | | Provide patient care at an increased level |
| | | Provide patient care at a reduced level |
| | | Move to a non-patient care position |
| | | Retire from patient care |
| | | |
| 39 | When do you think you might retire? | <i>Dropdown</i> |
| | | In the next 5 years |
| | | In 6 - 10 years |
| | | In 11- 15 years |
| | | In 16 or more years |
| | | Do not intend to retire |
| | | |
| 40 | If you are Inactive or Retired do you plan to return to practice? | <i>Dropdown</i> |
| | | Yes |
| | | No |
| | | |
| 40.a. | If Yes, | <i>Dropdown</i> |
| | | Within the next 12 months |
| | | Within 13-24 months |
| | | Within 25-36 months |
| | | I don't know when |
| | | |

Appendix B: Restricted Data Set

| Variable Name | Variable Label | Response Code | Response Label | Calculation/ Definition | Source | Notes |
|---------------|---------------------------------|---------------|----------------------|-------------------------|----------|---|
| LicNum | License Number | | | | DHP | |
| DemSex | Sex | 0 | male | | survey | |
| | | 1 | female | | | |
| DemEth | Ethnicity | 1 | Hispanic | | survey | Some responses were manually adjusted based on DemRaceOth response |
| | | 0 | Not Hispanic | | | |
| | | 997 | PNR | | | |
| DemRaceOrg | Original Race Response | | | | survey | |
| DemRace | Race | 1 | White | Derived from DemRaceOrg | Adjusted | Some responses were manually adjusted based on response to DemRaceOth |
| | | 2 | Black | | | |
| | | 3 | Native | | | |
| | | 4 | Asian | | | |
| | | 5 | Islander | | | |
| | | 6 | Other | | | |
| | | 7 | Two or More | | | |
| DemRaceOth | Other Race | | | | Survey | |
| LocIntern1 | Initial Internship Location | States | States | | Survey | |
| LocInternLast | Most Recent Internship Location | States | States | | Survey | |
| LocHigh | Highest Degree Location | States | States | | Survey | |
| EdHighDeg | Highest Degree | 40 | Baccalaureate Degree | | Survey | |
| | | 60 | Master | | | |

| | | | | | |
|--------------|-----------------------------|----------------------|-----------------------------------|------------------|---|
| | | | Degree | | |
| | | 70 | Doctorate | | |
| | | 71 | Doctorate in Psychiatry | | |
| EmpJ1 | On J-1 Visa | 0 | No | Survey | |
| | | 1 | Yes | | |
| LocResCur | Current Residence | States | States | Survey | Old HWDC State Coding |
| LocLicOrigin | Original LocLic | | | Survey | Original answer for licensed check all that apply Answers to this question were used to determine eligibility to answer other questions related to primary & secondary practice locations. Some persons (about 75 of 9,917) who responded "0" continued to answer the questions related to primary & secondary practices in a logically consistent manner. To account for this, we created a new variable-EmpLocNumElg-to determine eligibility, in which we changed data for these persons. The original "EmpLocNum" did not change, and is used for analysis of this parameter alone, on the assumption that error in response was random. |
| EmpLocNum | Work Locations | 0 | 0 | Survey | |
| | | 1 | 1 | | |
| | | 2 | 2 | | |
| | | 3 | 3 | | |
| | | 4 | 4 | | |
| | | 5 | 5 | | |
| | | 6 | 6 or more | | |
| | | Same as EmpLocNum | Same as EmpLocNum | Manually changed | |
| EmpLocNumElg | Work Locations, Eligibility | Same as EmpLocNum | Same as EmpLocNum | Survey Analysis | Used to determine eligibility/filter to answer Primary & Secondary location questions |
| PriLoc | Primary Work Location | VA cities & counties | VA cities & counties | Survey | ANSI Standard Codes |
| PriType | Primary Work Type | 62 | Correctional Facility | Survey | |
| | | 83 | Dialysis Center | | |
| | | 12 | Group Practice | | |
| | | 11 | Solo Practice | | |
| | | 20 | Hospital | | |
| | | 61 | K-12 School | | |
| | | 51 | Community Service board | | |
| | | 52 | Mental Health Facility, Inpatient | | |

| | | | | |
|----------------|----------------------------------|-------|--------------------------------------|--------|
| | | 53 | Mental Health Facility, Outpatient | |
| | | 85 | Non-profit Agency (non-CSB) | |
| | | 30 | Long Term Care Facility | |
| | | 54 | Substance Abuse | |
| | | 40 | Higher Education | |
| | | 68 | Veteran's Administration, Inpatient | |
| | | 69 | Veteran's Administration, Outpatient | |
| | | 0 | Other | |
| PriTypeOth | Primary Work Type, Other | | | Survey |
| PriHourTotLev | Primary Work Hours | 2 | Full-time | Survey |
| | | 1 | Part-time | |
| PriHourCarePer | Patient Care Hours, Primary Work | 5 | 0-10% | Survey |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| PriSpec | Specialty, Primary Work | 10041 | Behavioral Disorder | Survey |
| | | 20000 | Child | |
| | | 10991 | Educational | |
| | | 10992 | Experimental or Research | |
| | | 10001 | Family | |
| | | 50101 | Forensic-Assessment of Competency | |
| | | 50102 | Forensic-Court Ordered Treatment | |
| | | 40000 | Gerontologic | |
| | | 10082 | Health Human Factors | |
| | | 10083 | Health Human Factors | |
| | | 10010 | Industrial-Organizational | |
| | | 10084 | Marriage | |
| | | 10085 | Medical | |

| | | | | |
|----------------------|--|-------|-----------------------------|--------|
| | | 10086 | Mental Health Public Health | |
| | | 10041 | Rehabilitation | |
| | | 10120 | School | |
| | | 22000 | Sex Offender Treatment | |
| | | 10087 | Social Substance Abuse | |
| | | 10088 | Vocational Work Environment | |
| | | 10089 | Other Specialty Area | |
| | | 10121 | | |
| | | 10012 | | |
| | | 90900 | | |
| PriSpecOth | Other Specialty, Primary Work % Time Specialty, Primary Work | | | Survey |
| PriHoursSpecPer | Primary Work | 05 | 0-10% | Survey |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| PriPatPopAdolTimePer | Time spent with Adolescents, Primary Work Location. | 05 | 0-10% | Survey |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| PriPatPopAdltTimePe | Time spent with | 05 | 0-10% | Survey |

| | | | | |
|-------------------------|---|-------------------------|---|--------|
| r | Adults, Primary Work Location. | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| | | PriPatPopPedTimePe r | Time spent with Children, Primary Work Location | 05 |
| 11 | 11-20% | | | |
| 21 | 21-30% | | | |
| 31 | 31-40% | | | |
| 41 | 41-50% | | | |
| 51 | 51-60% | | | |
| 61 | 61-70% | | | |
| 71 | 71-80% | | | |
| 81 | 81-90% | | | |
| 91 | 91-100% | | | |
| PriPatPopGerTimePe r | Time spent with Geriatrics, Primary Work Location | 05 | 0-10% | Survey |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| PriAcpt | Accepting, primary location | 0 | Full | Survey |
| | | 1 | Almost full | |
| | | 2 | Not Full | |
| | | | Not | |
| | | 998 | Applicable | |

| | | | | | |
|----------------|--|----------------------|--------------------------------------|--------|----------------|
| SecLoc | Secondary Work Location | VA cities & counties | VA cities & counties | Survey | ANSI Standards |
| SecType | Secondary Work Location Type | 62 | Correctional Facility | Survey | |
| | | 83 | Dialysis Center | | |
| | | 12 | Group Practice | | |
| | | 11 | Solo Practice | | |
| | | 20 | Hospital | | |
| | | 61 | K-12 School | | |
| | | 51 | Community Service board | | |
| | | 52 | Mental Health Facility, Inpatient | | |
| | | 53 | Mental Health Facility, Outpatient | | |
| | | 85 | Non-profit Agency (non-CSB) | | |
| | | 30 | Long Term Care Facility | | |
| | | 54 | Substance Abuse | | |
| | | 40 | Higher Education | | |
| | | 68 | Veteran's Administration, Inpatient | | |
| | | 69 | Veteran's Administration, Outpatient | | |
| | | 0 | Other | | |
| SecTypeOth | Secondary Work Location Type, Other | | | Survey | |
| SecHourTotLev | Secondary Work Location Hours | 2 | Full-time | | |
| | | 1 | Part-time | | |
| SecHourCarePer | Patient Care Hours, Secondary Location | 5 | 0-10% | Survey | |
| | | 11 | 11-20% | | |
| | | 21 | 21-30% | | |
| | | 31 | 31-40% | | |
| | | 41 | 41-50% | | |
| | | 51 | 51-60% | | |
| | | 61 | 61-70% | | |
| | | 71 | 71-80% | | |
| | | 81 | 81-90% | | |
| | | 91 | 91-100% | | |

| | | | | |
|-----------------|--|-------|-----------------------------------|--------|
| SecSpec | Specialty, Secondary Work Location | 10041 | Behavioral Disorders | Survey |
| | | 10000 | Child | |
| | | 10991 | Educational | |
| | | 10992 | Experimental or Research | |
| | | 10001 | Family | |
| | | 50101 | Forensic-Assessment of Competency | |
| | | 50102 | Forensic-Court Ordered Treatment | |
| | | 40000 | Gerontologic | |
| | | 10082 | Health | |
| | | | Human | |
| | | 10083 | Factors | |
| | | 10010 | Industrial-Organizational | |
| | | 10084 | Marriage | |
| | | 10085 | Medical | |
| | | | Mental | |
| | | 10086 | Health | |
| | | | Public | |
| | | 10041 | Health | |
| | | | Rehabilitatio n | |
| | | 10120 | School | |
| 22000 | School | | | |
| 10087 | Sex Offender Treatment | | | |
| 10088 | Social | | | |
| | Substance | | | |
| 10089 | Abuse | | | |
| 10121 | Vocational Work | | | |
| 10012 | Environment | | | |
| | Other | | | |
| | Specialty | | | |
| | Area | | | |
| 90900 | Other Specialty, Secondary Work | | | |
| SecSpecOth | Location | | | Survey |
| SecHoursSpecPer | Percentage of Hours Worked in Specialty, Secondary Work Location | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |

| | | | | |
|--------------------------|--|----|---------|--------|
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| SecPatPopAdolTimeP er | Time spent with Adolescents, Secondary Work Location. | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| SecPatPopAdltTimeP er | Time spent with Adults, Secondary Work Location. | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| SecPatPopPedTimeP er | Time spent with Children, Secondary Work Location | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| 85 | 81-90% | | | |

| | | | | |
|-------------------------|--|-------------------------|------------------------------------|--------|
| SecPatPopGerTimePe r | Time spent with Geriatrics, Secondary Work Location | 95 | 91-100% | Survey |
| | | 05 | 0-10% | |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| SecAccpt | Accepting, Secondary Location | 95 | 91-100% | Survey |
| | | 0 | Full | |
| | | 1 | Almost full | |
| | | 2 | Not Full Not Applicable | |
| | | 998 | | |
| TerLoc | Tertiary Work Location | VA cities & counties | VA cities & counties | Survey |
| TerType | Tertiary Work Location Type | 62 | Correctional Facility | Survey |
| | | 83 | Dialysis Center | |
| | | 12 | Group Practice | |
| | | 11 | Solo Practice | |
| | | 20 | Hospital | |
| | | 61 | K-12 School | |
| | | 51 | Community Service board | |
| | | 52 | Mental Health Facility, Inpatient | |
| | | 53 | Mental Health Facility, Outpatient | |
| | | 85 | Non-profit Agency (non-CSB) | |
| | | 30 | Long Term Care Facility | |
| | | 54 | Substance Abuse | |
| | | 40 | Higher Education | |
| 68 | Veteran's Administration, Inpatient | | | |

| | | | | |
|----------------|---------------------------------------|-------|--------------------------------------|--------|
| | | 69 | Veteran's Administration, Outpatient | |
| | | 0 | Other | |
| TerTypeOth | Tertiary Work Location Type, Other | | | Survey |
| TerHourTotLev | Tertiary Work Location Hours | 2 | Full-time | Survey |
| | | 1 | Part-time | |
| TerHourCarePer | Patient Care Hours, Tertiary Location | 5 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerSpec | Specialty, Tertiary Work Location | 10041 | Behavioral Disorders | Survey |
| | | 10000 | Child | |
| | | 10991 | Educational | |
| | | 10992 | Experimental or Research | |
| | | 10001 | Family | |
| | | 50101 | Forensic-Assessment of Competency | |
| | | 50102 | Forensic-Court Ordered Treatment | |
| | | 40000 | Gerontologic | |
| | | 10082 | Health Human Factors | |
| | | 10083 | Health Human Factors | |
| | | 10010 | Industrial-Organizational | |
| | | 10084 | Marriage | |
| | | 10085 | Medical Mental Health | |
| | | 10086 | Medical Mental Health | |
| | | 10041 | Public Health Rehabilitation | |
| | | 10120 | Public Health Rehabilitation | |
| | | 22000 | School | |
| | | 10087 | Sex Offender Treatment | |

| | | | | |
|--------------------------|--|-------|---|--------|
| | | 10088 | Social Substance | |
| | | 10089 | Abuse | |
| | | 10121 | Vocational Work | |
| | | 10012 | Environment Other Specialty Area | |
| TerSpecOth | Other Specialty, Tertiary Work Location | | | Survey |
| TerHoursSpecPer | Percentage of Hours Worked in Specialty, Tertiary Work Location | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerPatPopAdolTimeP er | Time spent with Adolescents, Tertiary Work Location. | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerPatPopAdltTimeP er | Time spent with Adults, Tertiary Work Location. | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |

| | | | | |
|-------------------------|---|-----|-------------------|--------|
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerPatPopPedTimePe r | Time spent with Children, Tertiary Work Location | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerPatPopGerTimePe r | Time spent with Geriatrics, Tertiary Work Location | 05 | 0-10% | Survey |
| | | 15 | 11-20% | |
| | | 25 | 21-30% | |
| | | 35 | 31-40% | |
| | | 45 | 41-50% | |
| | | 55 | 51-60% | |
| | | 65 | 61-70% | |
| | | 75 | 71-80% | |
| | | 85 | 81-90% | |
| | | 95 | 91-100% | |
| TerAccpt | Accepting, Tertiary Location | 0 | Full | Survey |
| | | 1 | Almost full | |
| | | 2 | Not Full | |
| | | 998 | Not Applicable | |
| TotHoursAdmCat5 | Total Hours, Administration | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |

| | | | | |
|------------------|------------------------------|----|-------------|--------|
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursCareCat5 | Total Hours, Patient Care | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursForCat5 | Total Hours,Forensics | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursRschCat5 | Total Hours, Research | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |

| | | | | |
|-----------------|----------------------------|----|-------------|--------|
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursMngCat5 | Total Hours, Management | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursEdCat5 | Total Hours, Education | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |
| TotHoursVolCat5 | Total Hours, Volunteer | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| | | 48 | 46+ hours | |

| | | | | |
|-----------------|--|----|-------------|--------|
| TotHoursOthCat5 | Total Hours, Other | 0 | None | Survey |
| | | 3 | 1-5 hours | |
| | | 8 | 6-10 hours | |
| | | 13 | 11-15 hours | |
| | | 18 | 16-20 hours | |
| | | 23 | 21-25 hours | |
| | | 28 | 26-30 hours | |
| | | 33 | 31-35 hours | |
| | | 38 | 36-40 hours | |
| | | 43 | 41-45 hours | |
| 48 | 46+ hours | | | |
| TotPatPaySlf | Percentage of Patients, Self Pay | 0 | None | Survey |
| | | 05 | 0-10% | |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| 91 | 91-100% | | | |
| TotPatPayMCaid | Percentage of Patients, Medicaid | 0 | None | Survey |
| | | 05 | 0-10% | |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| 91 | 91-100% | | | |
| TotPatPayMCare | Percentage of Patients, Medicare | 0 | None | Survey |
| | | 05 | 0-10% | |

| | | | | |
|-----------------|---|----|--------------------------------------|--------|
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| TotPatPayIns | Percentage of Patients, Private Insurance | 0 | None | Survey |
| | | 05 | 0-10% | |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| TotPatPayCMSFut | % Patients, Medicare/Medicaid next year | 0 | None | Survey |
| | | 05 | 0-10% | |
| | | 11 | 11-20% | |
| | | 21 | 21-30% | |
| | | 31 | 31-40% | |
| | | 41 | 41-50% | |
| | | 51 | 51-60% | |
| | | 61 | 61-70% | |
| | | 71 | 71-80% | |
| | | 81 | 81-90% | |
| | | 91 | 91-100% | |
| LocPlan2 | Location Plans, 2-Year | 0 | Stay | Survey |
| | | 1 | Move in-state | |
| | | 2 | Move out of state | |
| | | 4 | Cease working in Behavioral Sciences | |

| | | | | |
|---------------|---|------------|---|------------------------------|
| | | 3 | Not working in Virginia. | |
| EmpPlan2 | Patient Care Plans, 2-Year | 10 | Same level Increased Level | Survey |
| | | 31 | Level Reduced Level | |
| | | 21 | Level | |
| | | 41 | Move to non-patient care | |
| | | 45 | Retire from patient care Within 5 years | |
| EmpRetireWhen | Plan to Retire | 1 | In 6 to 10 years | Survey |
| | | 2 | years In 11 to 15 years | |
| | | 3 | years | |
| | | 4 | in 16+ years Do not intend to retire | |
| | | 5 | | |
| EmpRetPlan | Plan to Return to Workforce When Plan to Return | 0/1 | no/yes | Survey |
| EmpRetWhen | | 10 | within 1 year | Survey |
| | | 21 | In 13-24 months | |
| | | 31 | In 25-36 months | |
| | | 90 | Do not know | |
| LocAORAdd1 | AOR Address Line 1 | | | Licensee Records |
| LocAORAdd2 | AOR Address Line 2 | | | Licensee Records |
| LocAORAdd3 | AOR Address Line 3 | | | Licensee Records |
| LocAORSt | AOR State | | | Licensee Records |
| LocAORCity | AOR City | | | Licensee Records |
| LocAORZip | AOR Zip code | | | Licensee Records |
| EmpLicVStat | License Status | | | Licensee Records |
| DemDOBNum | Date of Birth, Numeric | | | Licensee Records |
| RefDate | Reference Date | 2011/06/30 | 30-Jun-11 | Reference Date |
| DemAge | Age at June 30, 2011 | | | RefDate-DemDOBNum Calculated |
| DemAgeCat5 | Age, 5-Years | 10 | 0-19 | Derived from DemAge Binned |

| | | | | | |
|--------------|-------------------------------------|----------------------|----------------------|---------------------|----------------------------|
| | | 20 | 20-24 | | |
| | | 25 | 25-29 | | |
| | | 30 | 30-34 | | |
| | | 35 | 35-39 | | |
| | | 40 | 40-44 | | |
| | | 45 | 45-49 | | |
| | | 50 | 50-54 | | |
| | | 55 | 55-59 | | |
| | | 60 | 60-64 | | |
| | | 65 | 65-69 | | |
| | | 70 | 70 or over | | |
| DemAgeCat10 | Age, 10 Year | 10 | 0-19 | Derived from DemAge | Binned |
| | | 20 | 20-29 | | |
| | | 30 | 30-39 | | |
| | | 40 | 40-49 | | |
| | | 50 | 50-59 | | |
| | | 60 | 60-69 | | |
| | | 70 | 70 and over | | |
| Profession | Profession | 7 | Counseling | From LicNum | Based on DHP coding system |
| | | 8 | Psychology | | |
| | | 9 | Social Work | | |
| LocLicMD | Licensed in Maryland | 0/1 | no/yes | From LocLicOrg | Created |
| LocLicDC | Licensed in DC | 0/1 | no/yes | | Created |
| LocLicNC | Licensed in N. Carolina | 0/1 | no/yes | | Created |
| LocLicKY | Licensed in Kentucky | 0/1 | no/yes | | Created |
| LocLicTN | Licensed in Tennessee | 0/1 | no/yes | | Created |
| LocLicWV | Licensed in West Virginia | 0/1 | no/yes | | Created |
| LocLicOth | Licensed in Other State | 0/1 | no/yes | | Created |
| LocLicNumBor | Count of Border States with License | Count | | | Created |
| | | See Geography Tables | See Geography Tables | | |
| PriLocBEA | Primary BEA FIPS | See Geography Tables | See Geography Tables | From PriLoc | Created |
| PriLocCOVF | Primary COVF Region | See Geography Tables | See Geography Tables | | Created |

| | | | | |
|------------|-------------------------------------|------------------|------------------|---------|
| | | See | See | |
| PriLocHSA | Primary Health Service Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| PriLocPD | Primary Planning District | Geography Tables | Geography Tables | Created |
| | | See | See | |
| PriLocCSB | Primary Community Service Board | Geography Tables | Geography Tables | Created |
| | | See | See | |
| PriLocWIA | Workforce Investment Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocBEA | Secondary BEA FIPS | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocCOVF | Secondary COVF Region | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocHSA | Secondary Health Services Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocPD | Secondary Planning District | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocCSB | Secondary Community Service Board | Geography Tables | Geography Tables | Created |
| | | See | See | |
| SecLocWIA | Secondary Workforce Investment Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocBEA | Tertiary BEA FIPS | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocCOVF | Tertiary COVF Region | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocHSA | Tertiary Health Services Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocPD | Tertiary Planning District | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocCSB | Tertiary Community Services Board | Geography Tables | Geography Tables | Created |
| | | See | See | |
| TerLocWIA | Tertiary Workforce Investment Area | Geography Tables | Geography Tables | Created |
| | | See | See | |
| PriMetro | Primary Metro Status | Geography Tables | Geography Tables | Created |

| | | | | | |
|-------------|-------------------------------------|----------------------|----------------------|---|---------|
| PriUrblnf | Primary Urban Influence | See Geography Tables | See Geography Tables | | Created |
| PriCont | Primary Rural/Urban Continuum | See Geography Tables | See Geography Tables | | Created |
| PriEcon | Primary Economic Dependency | See Geography Tables | See Geography Tables | | Created |
| SecMetro | Secondary Metro Status | See Geography Tables | See Geography Tables | | Created |
| SecUrblnf | Secondary Urban Influence | See Geography Tables | See Geography Tables | | Created |
| SecCont | Secondary Rural-Urban Continuum | See Geography Tables | See Geography Tables | | Created |
| SecEcon | Secondary Economic Dependency | See Geography Tables | See Geography Tables | | Created |
| TerMetro | Tertiary Metro Status | See Geography Tables | See Geography Tables | | Created |
| TerUrblnf | Tertiary Urban Influence | See Geography Tables | See Geography Tables | | Created |
| TerCont | Tertiary Rural/Urban Continuum | See Geography Tables | See Geography Tables | | Created |
| TerEcon | Tertiary Economic Dependency | See Geography Tables | See Geography Tables | | Created |
| PriLocNum | Primary Location Numeric | See Geography Tables | See Geography Tables | PriLoc | Created |
| SecLocNum | Secondary Work Location Numeric | See Geography Tables | See Geography Tables | SecLoc | Created |
| TerLocNum | Tertiary Location Numeric | See Geography Tables | See Geography Tables | TerLoc | Created |
| AORStateNum | AOR State Numeric | See Geography Tables | See Geography Tables | AORState | Created |
| VAWorking | Has Virginia Work Location | 0/1 | no/yes | Created ((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (PriLocNum <= 298 (PriLocNum > 400 & PriLocNum < 998)) (SecLocNum <= 298 (SecLocNum > 400 & SecLocNum < 998)) (TerLocNum <= 298 (TerLocNum > 400 & TerLocNum < 998))) | |
| VAReturning | Plan to Return, Resides in Virginia | 0/1 | no/yes | Created ((EmpLocNumElg = 0 MISSING(EmpLocNumElg) = 1) & (EmpRetPlan = 1) & (LocResCur = 1 (MISSING(LocResCur) = 1 & AORStateNum = 1))) | |
| VALiving | Missing Practice Location, Resides | 0/1 | no/yes | Created ((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (VALUE(PriLocNum) = 999 & MISSING(SecLocNum) = 1 & MISSING(TerLocNum) = 1) & (LocResCur = 1 (MISSING(LocResCur)=1 & AORStateNum = 1))) | |

| | in Virginia | | | | |
|--------------------|---|---------------------------|----------------------------|--|---------|
| VAWorkforce | Virginia Workforce | 0/1 | no/yes part-time/full-time | ((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (PriLocNum <= 298 (PriLocNum > 400 & PriLocNum < 998))) (SecLocNum <= 298 (SecLocNum > 400 & SecLocNum < 998)) (TerLocNum <= 298 (TerLocNum > 400 & TerLocNum < 998))) ((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (VALUE(PriLocNum) = 999 & MISSING(SecLocNum) = 1 & MISSING(TerLocNum) = 1) & (LocResCur = 1 (MISSING(LocResCur)=1 & AORStateNum = 1))) ((EmpLocNumElg = 0 MISSING(EmpLocNumElg) = 1) & (EmpRetPlan = 1) & (LocResCur = 1 (MISSING(LocResCur) = 1 & AORStateNum = 1))) | |
| PriFTE | Primary Location FTEs | .5/1 | part-time | From PriHourTotLev | Created |
| SecFTE | Secondary FTEs | .5/1 | part-time/full-time | From SecHourTotLev | Created |
| TerFTE | Tertiary FTEs | .5/1 | part-time/full-time | From TerHourTotLev | Created |
| EmpHours | Reported Hours | Reported w/code as number | | SUM(TotHoursAdmCat5,TotHoursCareCat5,TotHoursForCat5,TotHoursRschCat5,TotHoursMngCat5,TotHoursEdCat5,TotHoursVolCat5,TotHoursOthCat5) | |
| EmpFTE | Total FTEs | Total FTEs | | Sum(PriFTE,SecFTE,TerFTE) | |
| EmpHoursFTE | FTEs based on reported hours | | | Emphours/40 | Created |
| LocEdIntern1Bor | Initial Internship, Border States | | | Geography list for border states. 3="other location" Created | |
| LocEdInternLastBor | Latest Residency, Border State | | | Geography list for border states. 3="other location" Created | |
| LocEdHighBor | Location Education Highest Degree Border States | | | Geography list for border states. 3="other location" Created | |