Virginia's Licensed Professional Counselor Workforce: 2011

Healthcare Workforce Data Center

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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

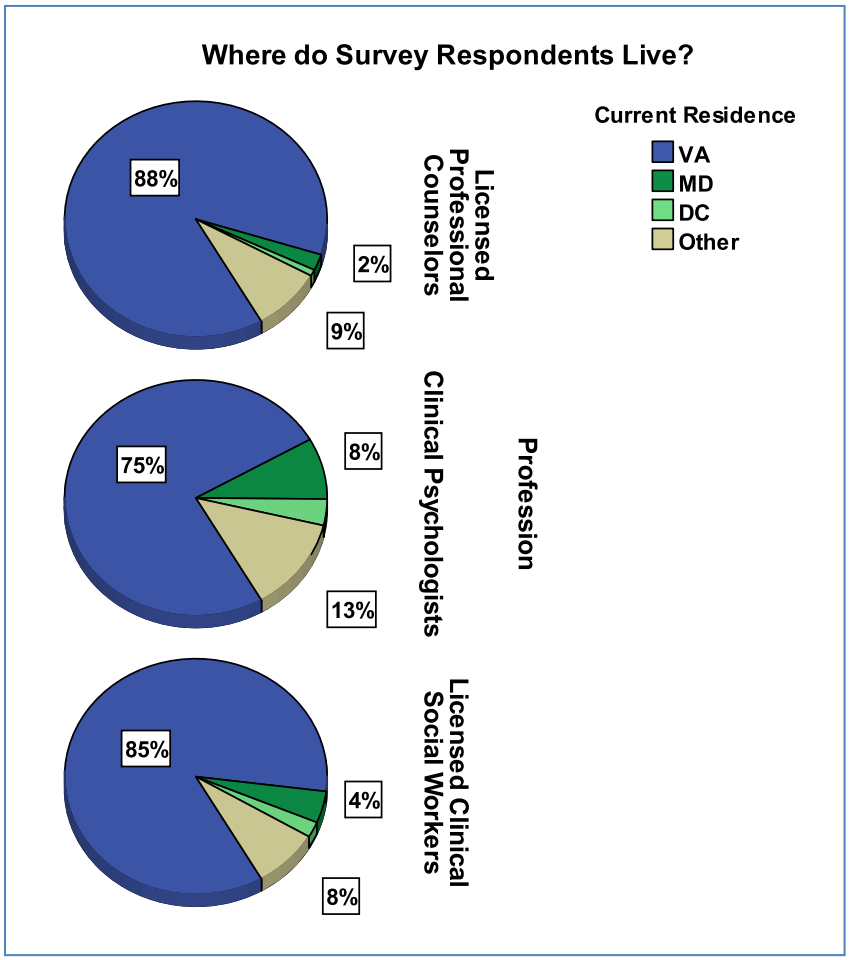
The survey's population is all licensees in Virginia. From this population, we are particularly interested in those working or available to work in Virginia: Virginia's Behavioral Science Workforce. Our sample is a convenience sample of licensed professionals who choose to renew online. This sampling 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.

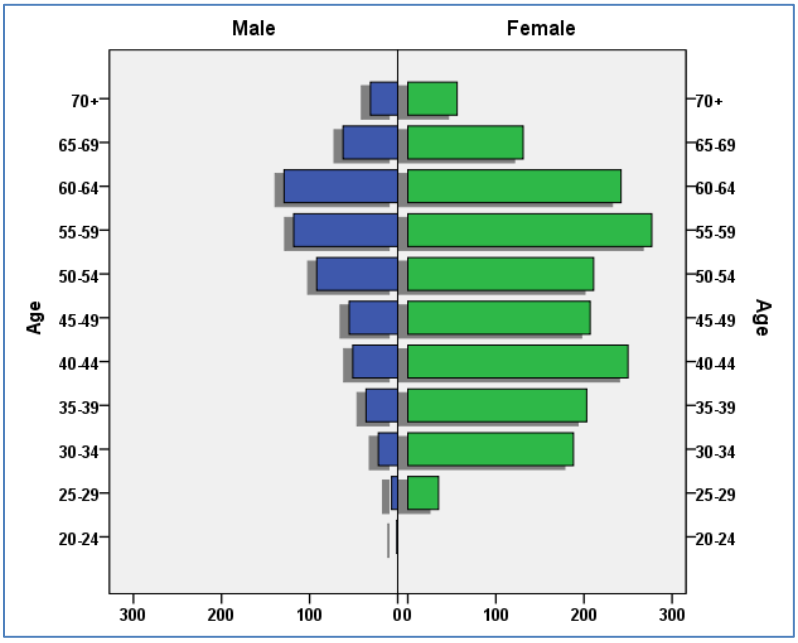
Counselors

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.



Diversity[3]

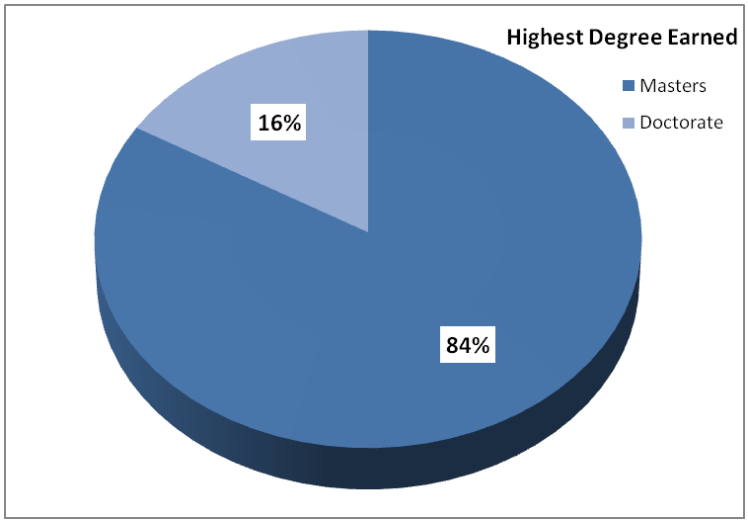
Non-Hispanic whites accounted for the bulk of Virginia's Counselors. Other racial and ethnic groups were underrepresented. Unlike with gender, underrepresented groups are making significant gains in younger cohorts. Among Counselors in their thirties, the proportion of both non-Hispanic blacks and Hispanics 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 many 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	

***Those with at least one location**

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.

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 Equivalency[4]

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

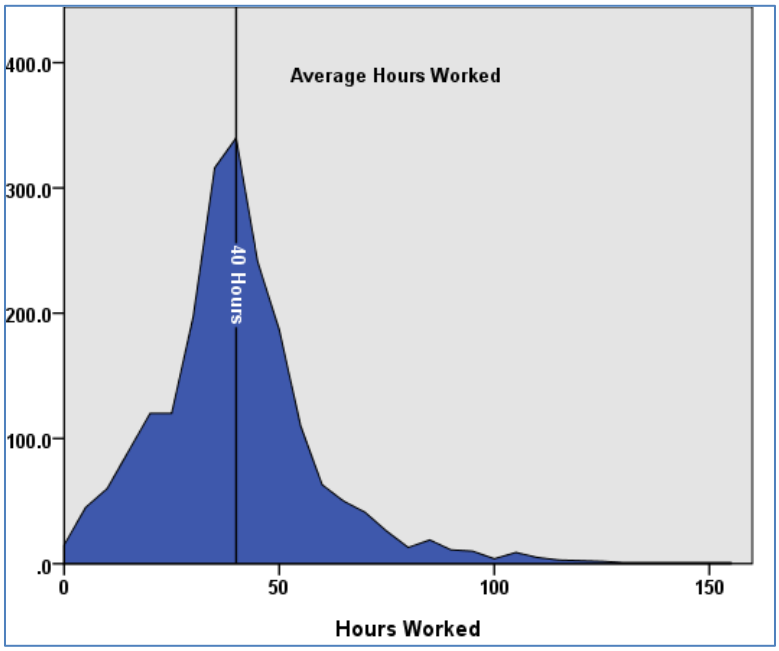
*73 reported no work. Average & total FTEs include only those who reported working.

Hours Worked

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

*Working LPCs only

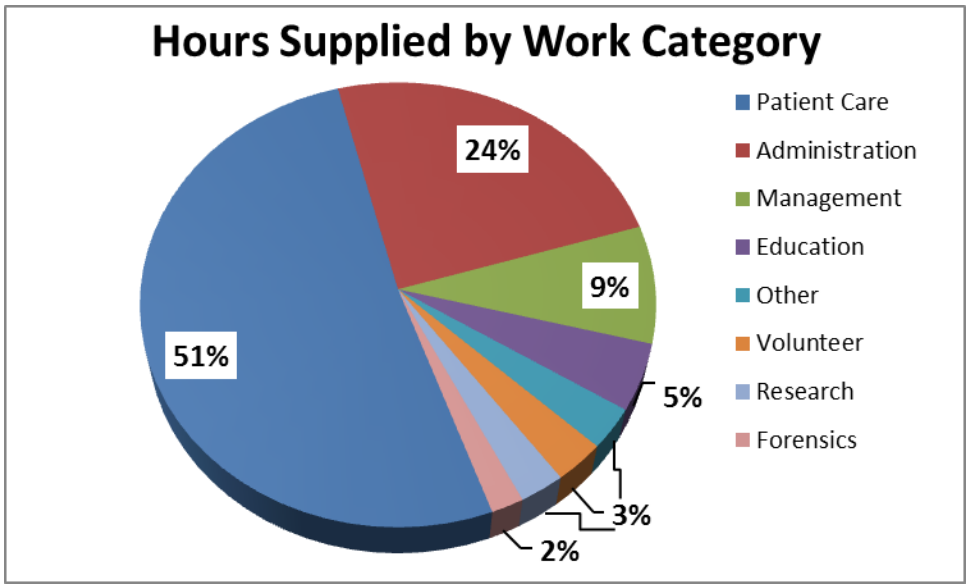
The HWDC Behavioral Sciences survey also asked respondents to provide estimates of hours worked (in eight categories, see next section). Data was collected in categories consisting of five hour increments starting with "none" and ending with "46+". By taking the center of these categories (e.g. '3' for '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

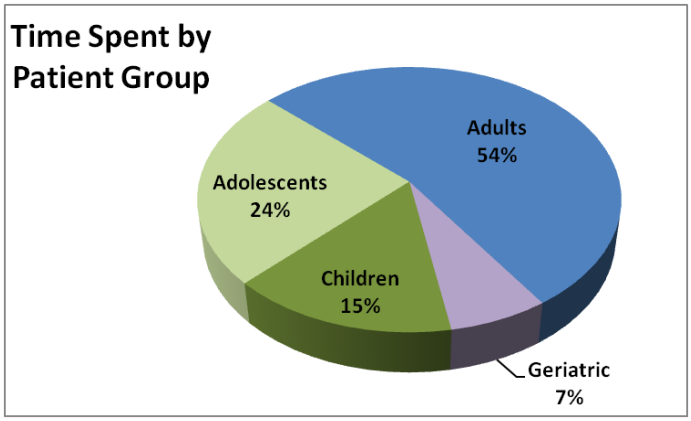
Virginia's LPCs predominantly listed mental health as their specialty at all work locations, accounting for over 50 percent of primary locations and 49 and 45 percent of secondary and tertiary work locations, respectively. Substance abuse and child specialties came in a distant third, accounting for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

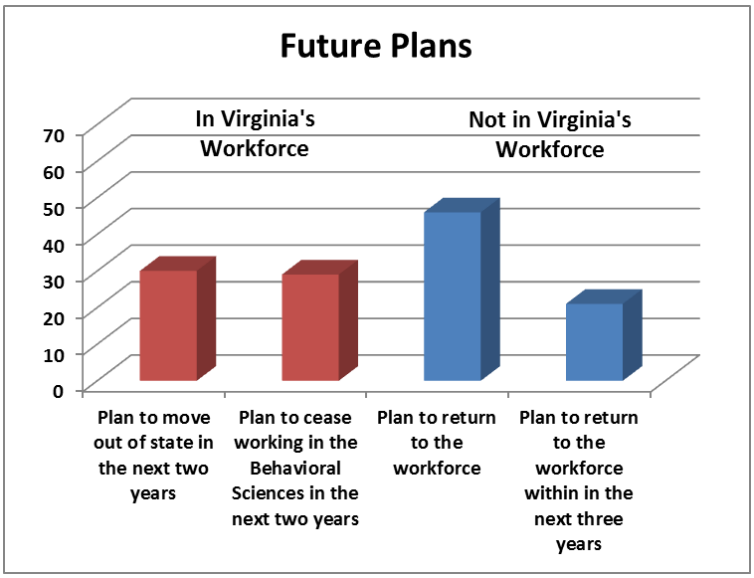
Patients

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.



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.

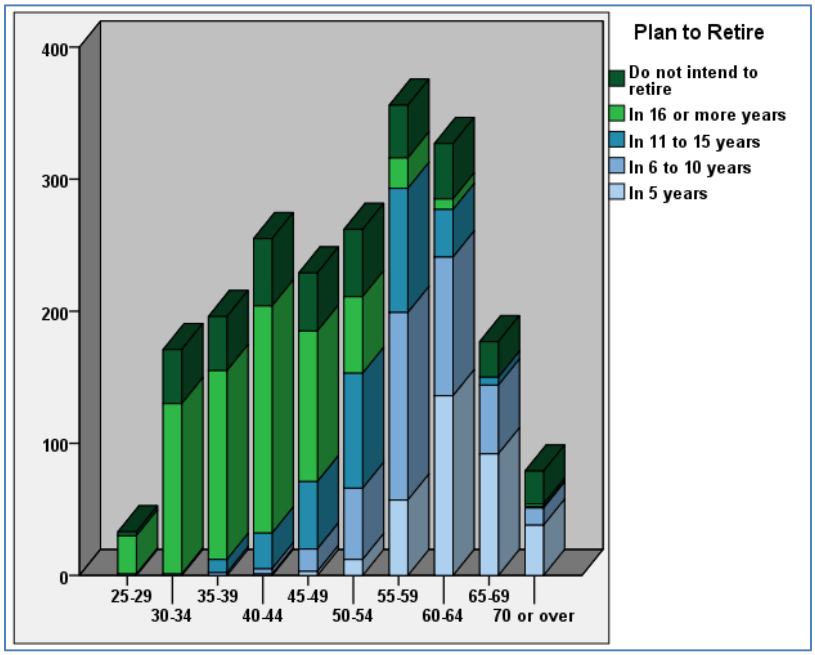


Plans to Retire

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.

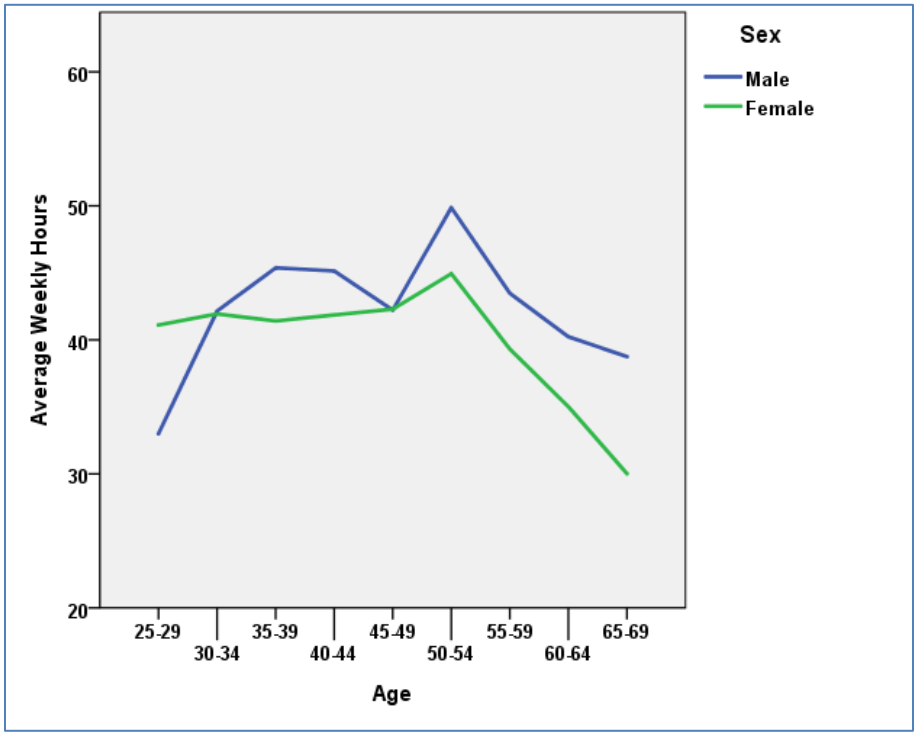
As expected, older respondents tended to expect to retire sooner than younger respondents. However, fewer than half of those aged 60-64 intended to retire in the next five years, indicating most intend to work into their late 60s or 70s. The results of future surveys may provide some insight into how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

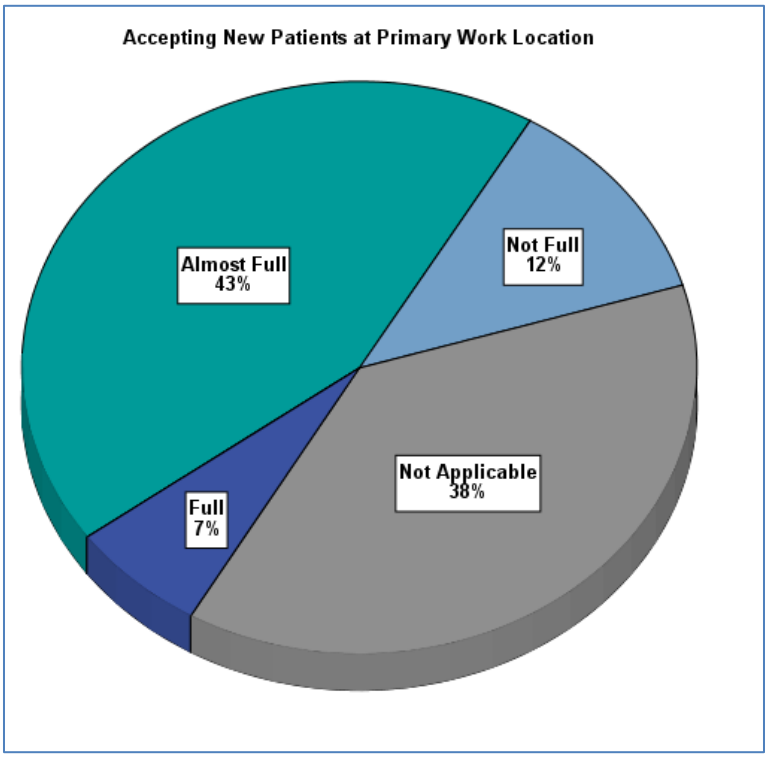


Age	Male			Female			Total		
	Ave. Hours	Ave. Hours, Patient Care	Count	Ave. Hours	Ave. Hours, Patient Care	Count	Ave. Hours	Ave. Hours, Patient Care	Count
25-29	33	26	7	41	19	35	40	20	42
30-34	42	22	22	42	21	188	42	21	210
35-39	45	23	36	41	20	203	42	21	239
40-44	45	24	51	42	22	250	42	22	301
45-49	42	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.

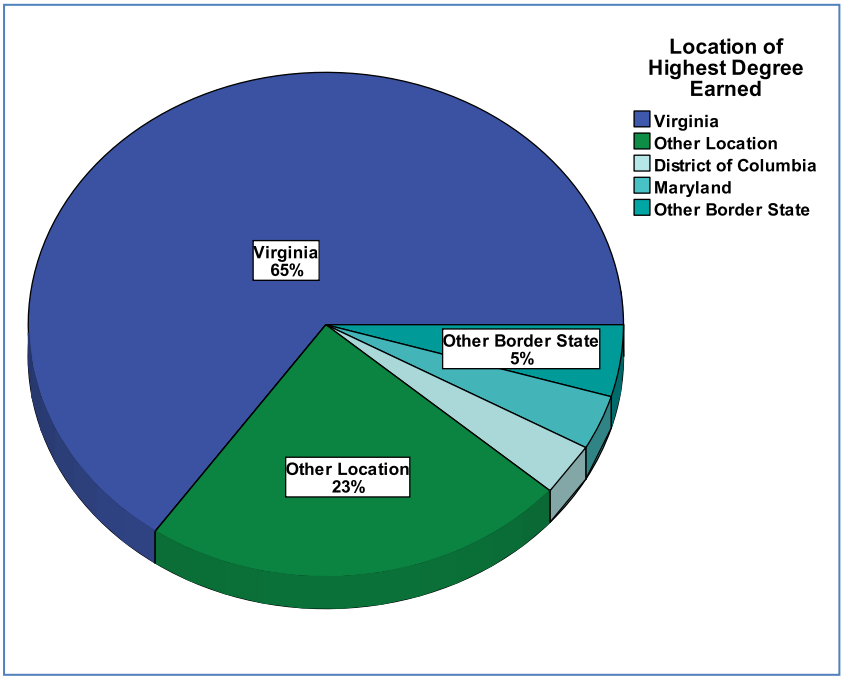
If not applicable responses are removed, only eleven percent reported their practices were full, while another 70 percent indicated their practices were almost full.



Recruitment and Retention

Highest Degree

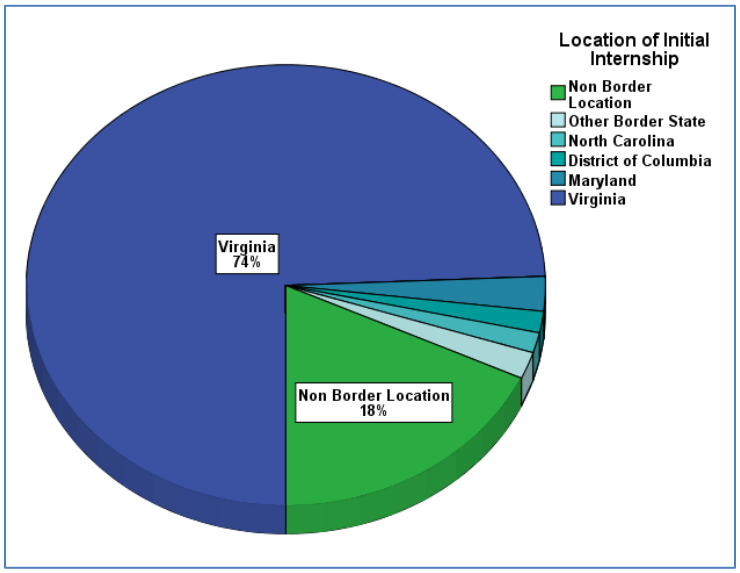
About 65 percent of Virginia's LPCs earned their highest degree in Virginia. Another 12 percent earned their highest degree from one of Virginia's bordering jurisdictions. Only 23 percent earned their highest degree in a non-bordering jurisdiction. Among these, California is the highest listed state,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



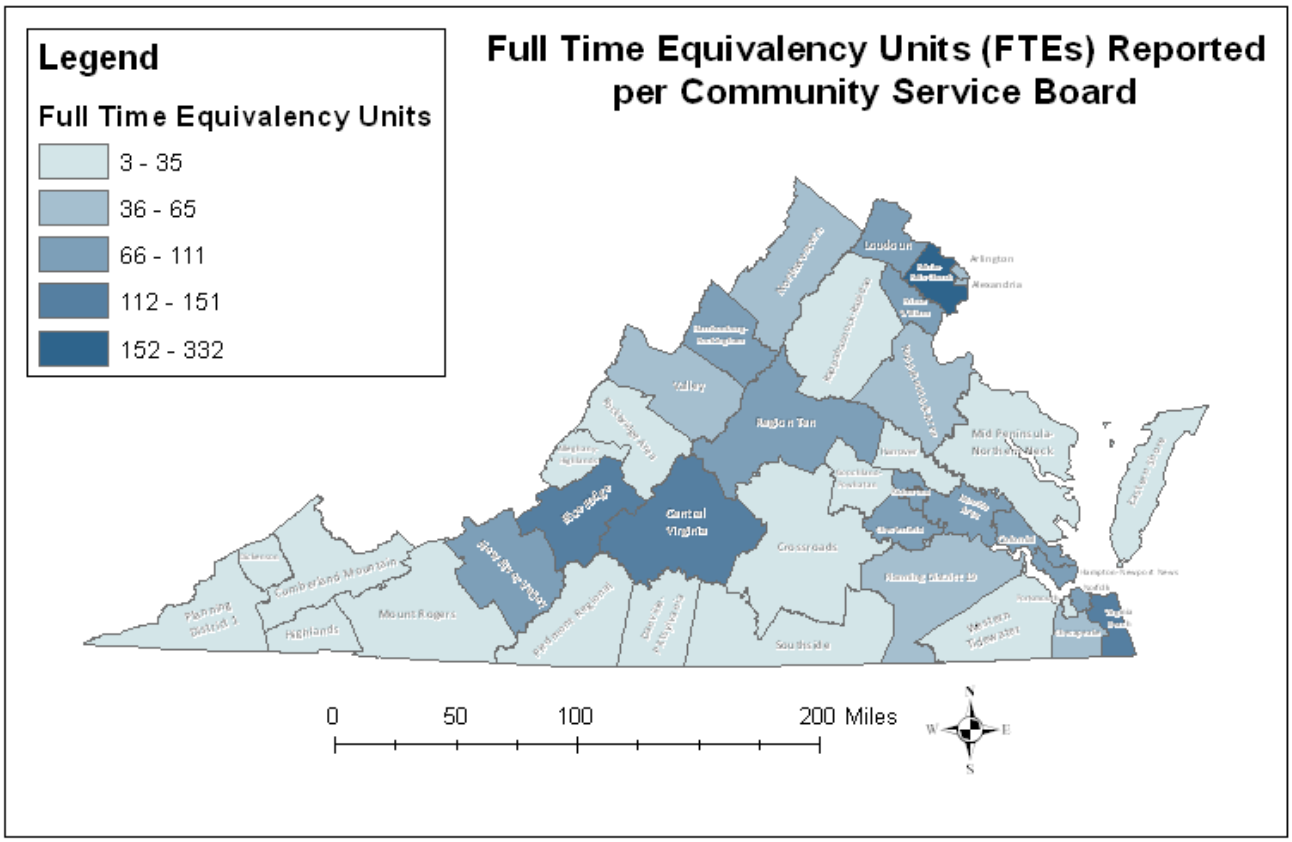
Maps

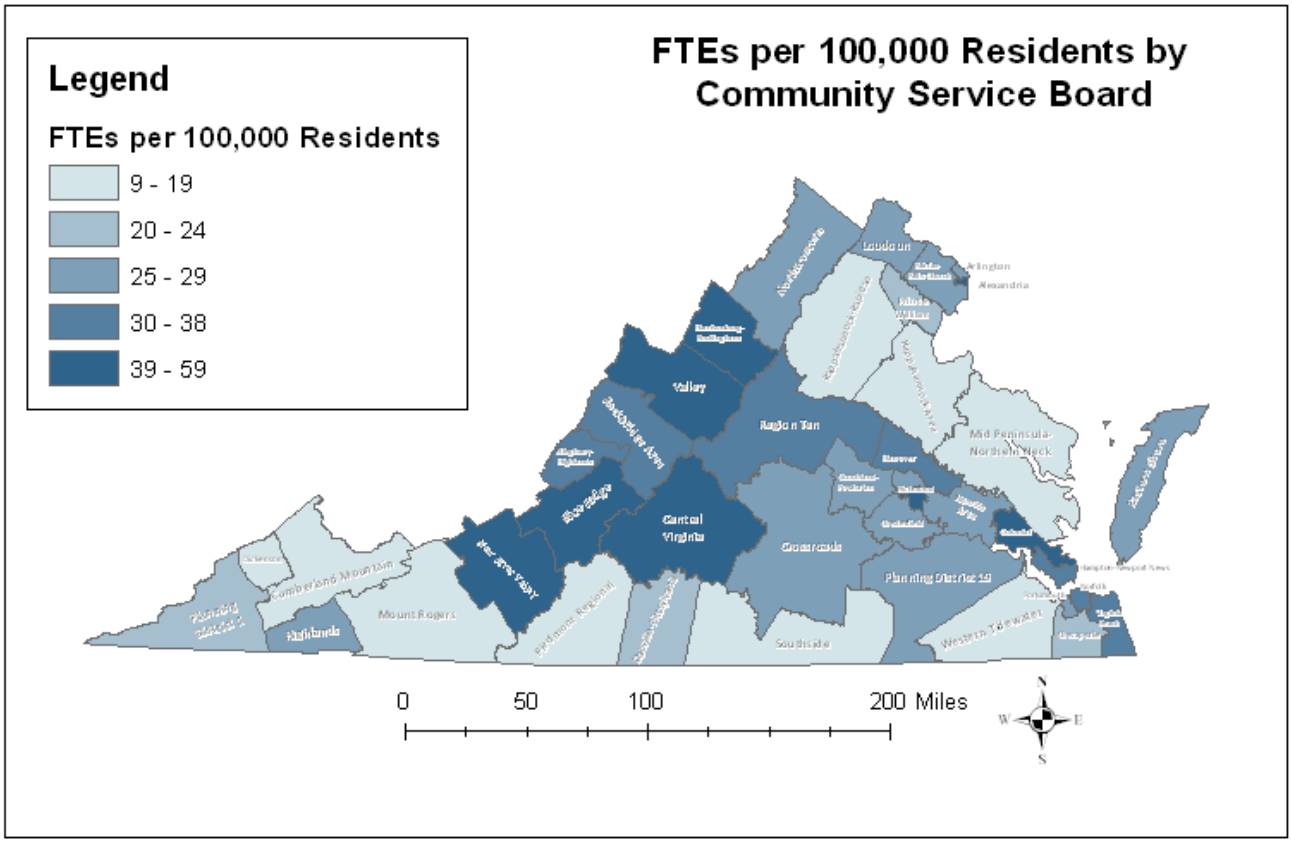
The Virginia Department of Health Profession's Healthcare Workforce Data Center collects information on work hours by practice location. Location addresses are not collected. Rather, the HWDC asks respondents to report the locality (city or county) of their work locations in Virginia or whether the location 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.

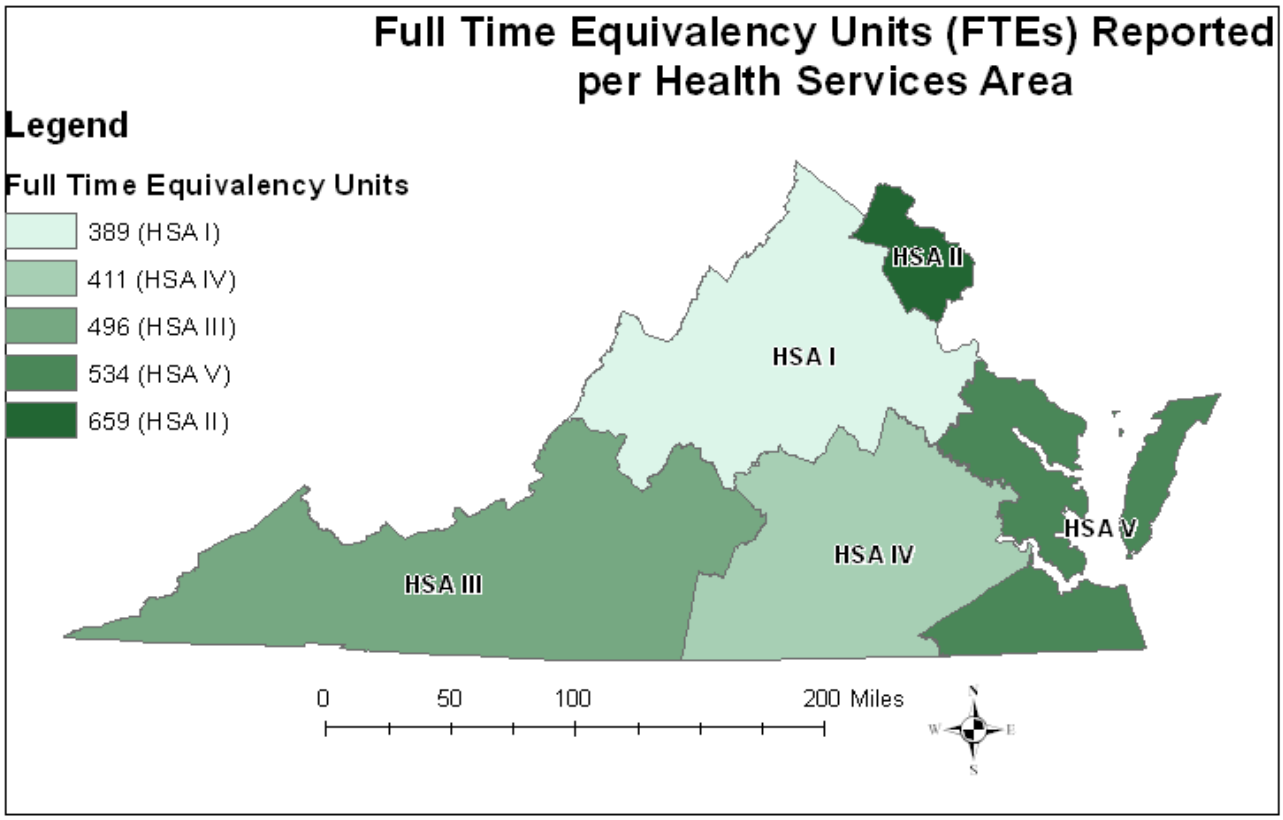
This first iteration of the Behavioral Sciences survey asked counselors to indicate whether they worked part-time (less than 30 hours a week) or full-time (30 or more hours per week) at up to three work locations. Full-time work was counted as one FTE, while part-time work was counted as one half of 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.

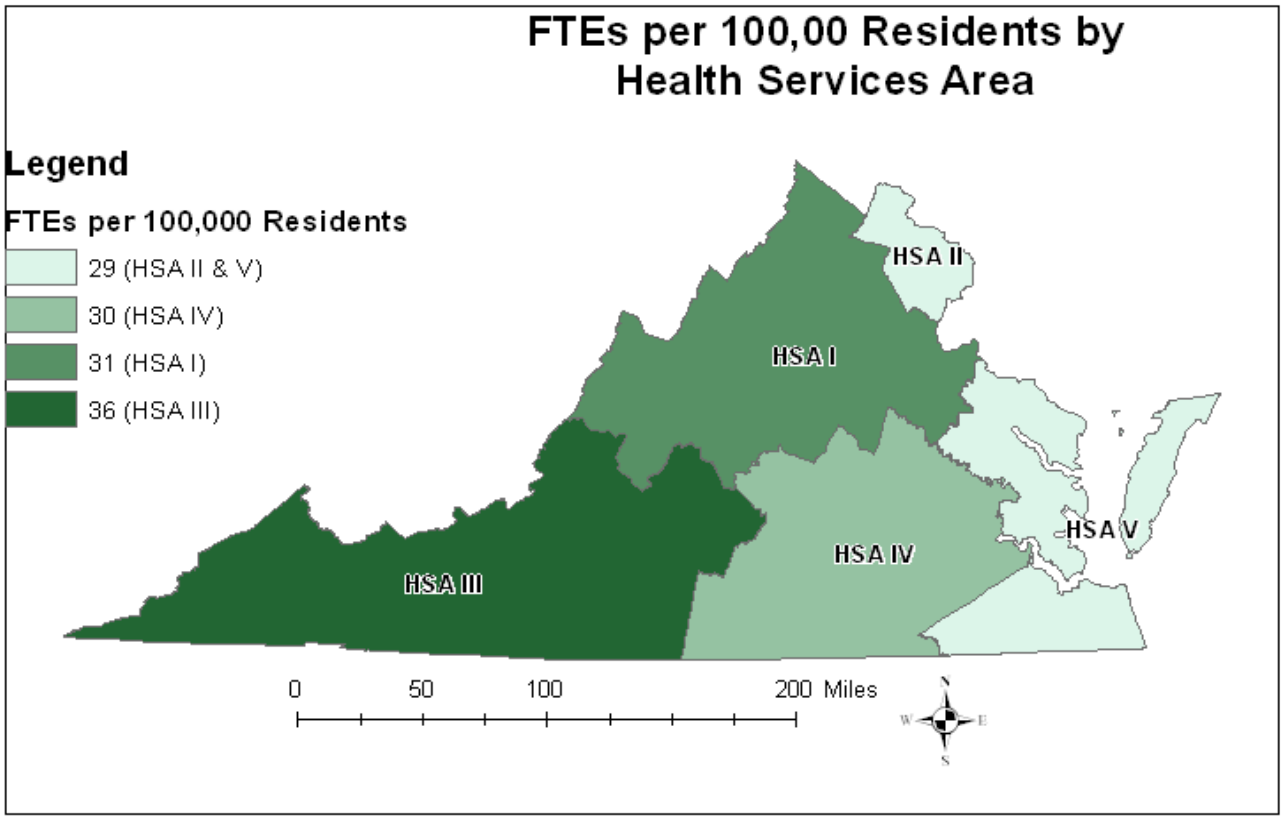
The FTEs reported in the maps over the next several pages use the method noted above. For persons who listed a work location, but did not indicate a work participation rate, we imputed the mean FTEs for that location. Among primary locations the mean FTE was 0.86, among secondary locations it was 0.52 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.

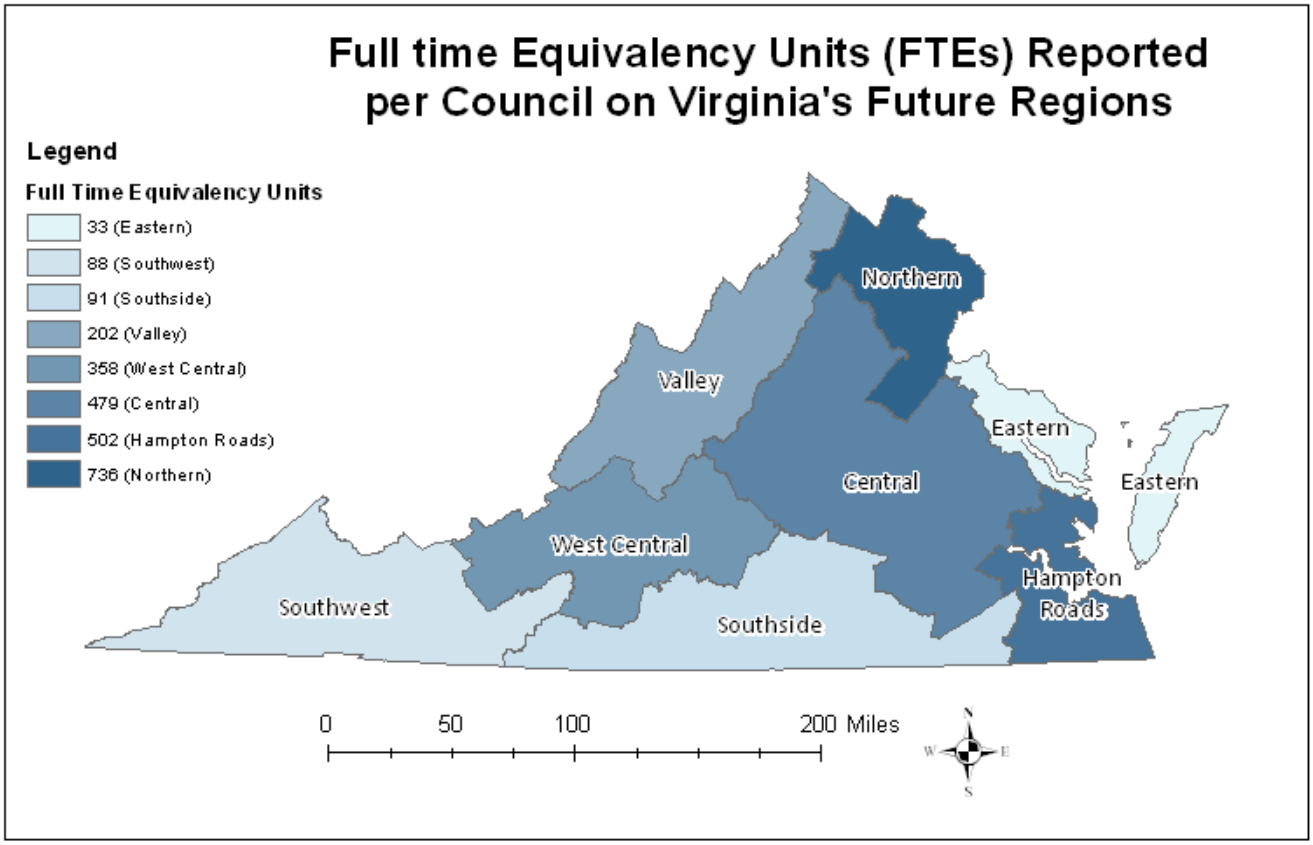
Work Location	Total with Location	Locality Provided	Missing Locality	Several Localities	Border State or DC	Other Location	Mean FTEs
Primary	2512	2412	100	7	6	12	0.86
Secondary	849	767	82	15	15	15	0.53
Tertiary	195	125	70	4	1	4	0.51

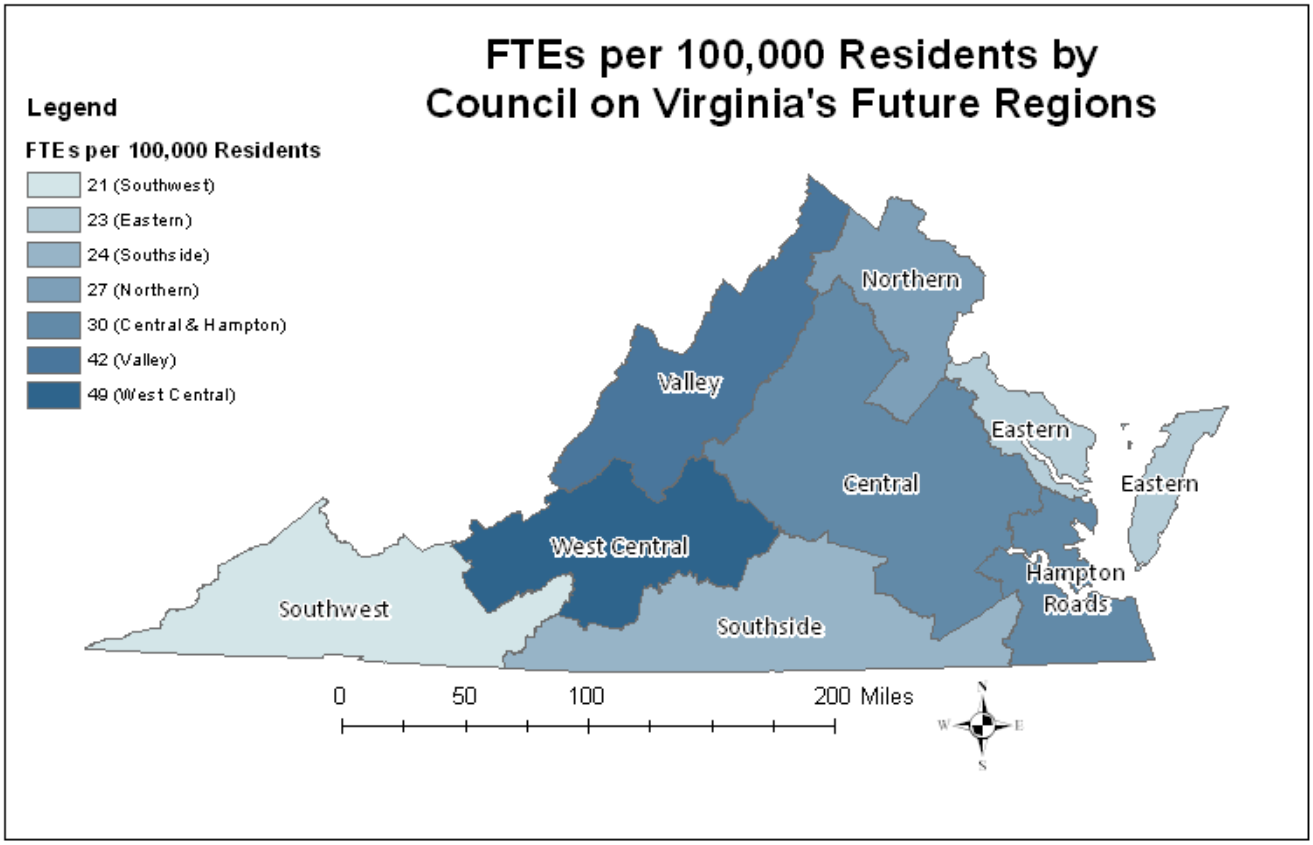

Legend
Full Time Equivalency Units
3 - 35
36 - 65
66 - 111
112 - 151
152 - 332
Full Time Equivalency Units (FTEs) Reported per Community Service Board
Loudoun
Arlington
Alexandria
Valley
Region Ten
Mid Peninsula-Northern Neck
Central Virginia
Crossroads
Southside
Mount Rogers
Highlands
Cumberland Mountain
Western Tidewater
0
50
100
200 Miles
N
W
E
S

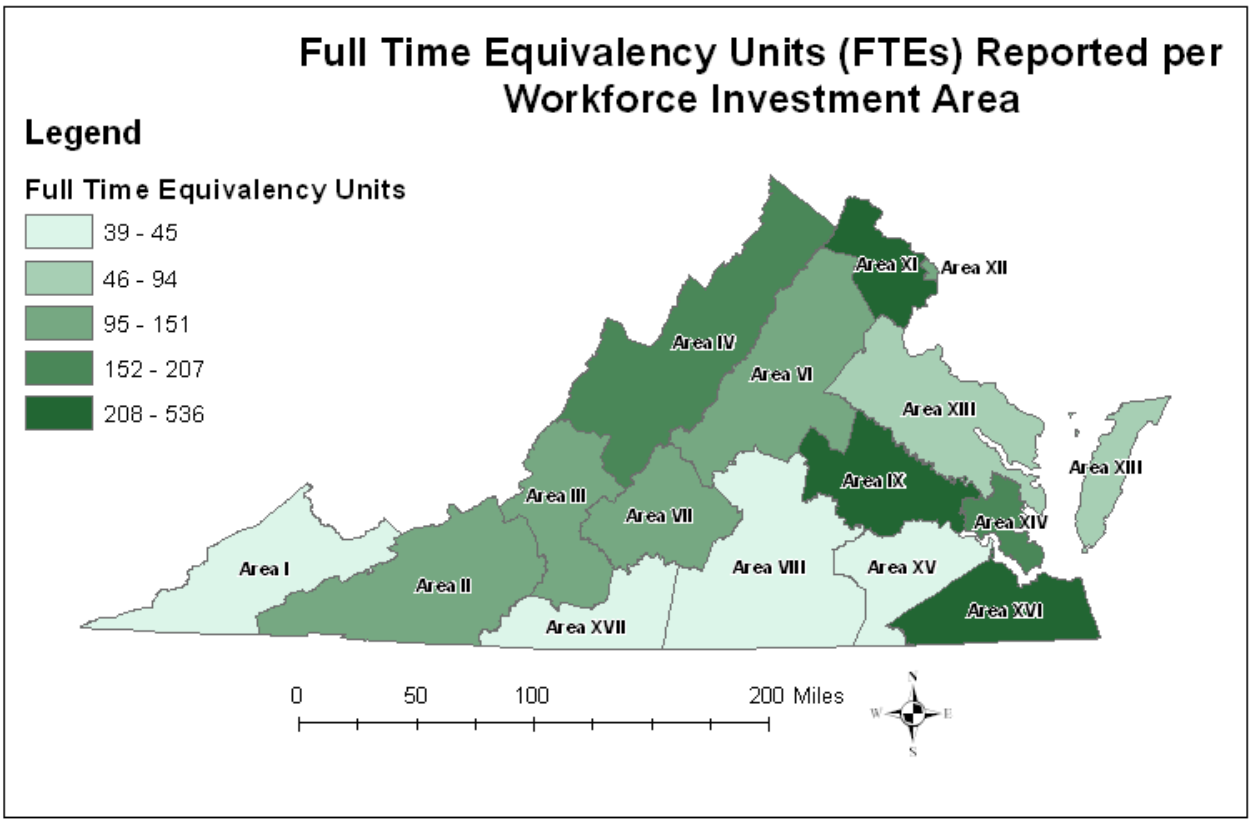

Legend
FTEs per 100,000 Residents
9 - 19
20 - 24
25 - 29
30 - 38
39 - 59
FTEs per 100,000 Residents by Community Service Board
Loudoun
Arlington
Alexandria
Valley
Region Ten
Mid Peninsula-Northern Neck
Central Virginia
Crossroads
Southside
Mount Rogers
Highlands
Cumberland Mountain
Western Tidewater
0
50
100
200 Miles
N
W
E
S

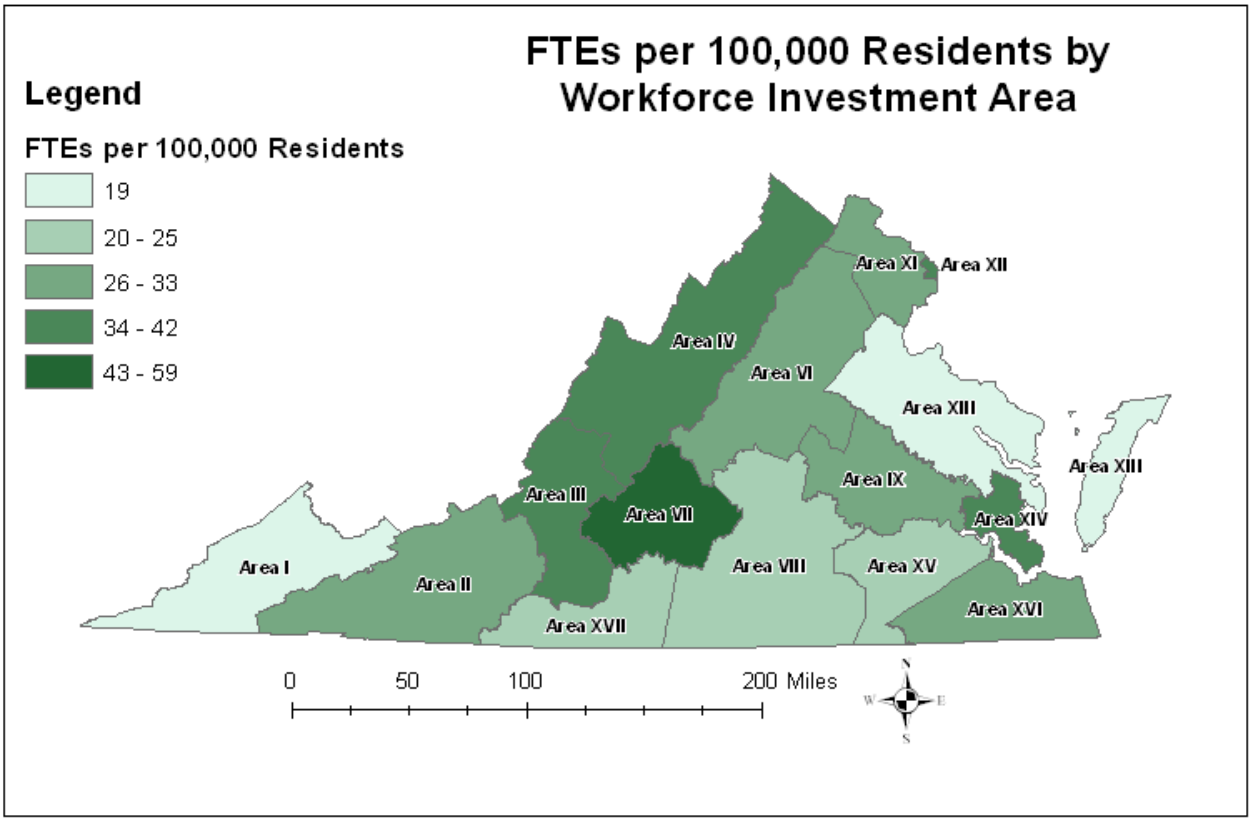

Full Time Equivalency Units (FTEs) Reported per Health Services Area
Legend
Full Time Equivalency Units
389 (HSA I)
411 (HSA IV)
496 (HSA III)
534 (HSA V)
659 (HSA II)
HSA I
HSA II
HSA III
HSA IV
HSA V
0
50
100
200 Miles

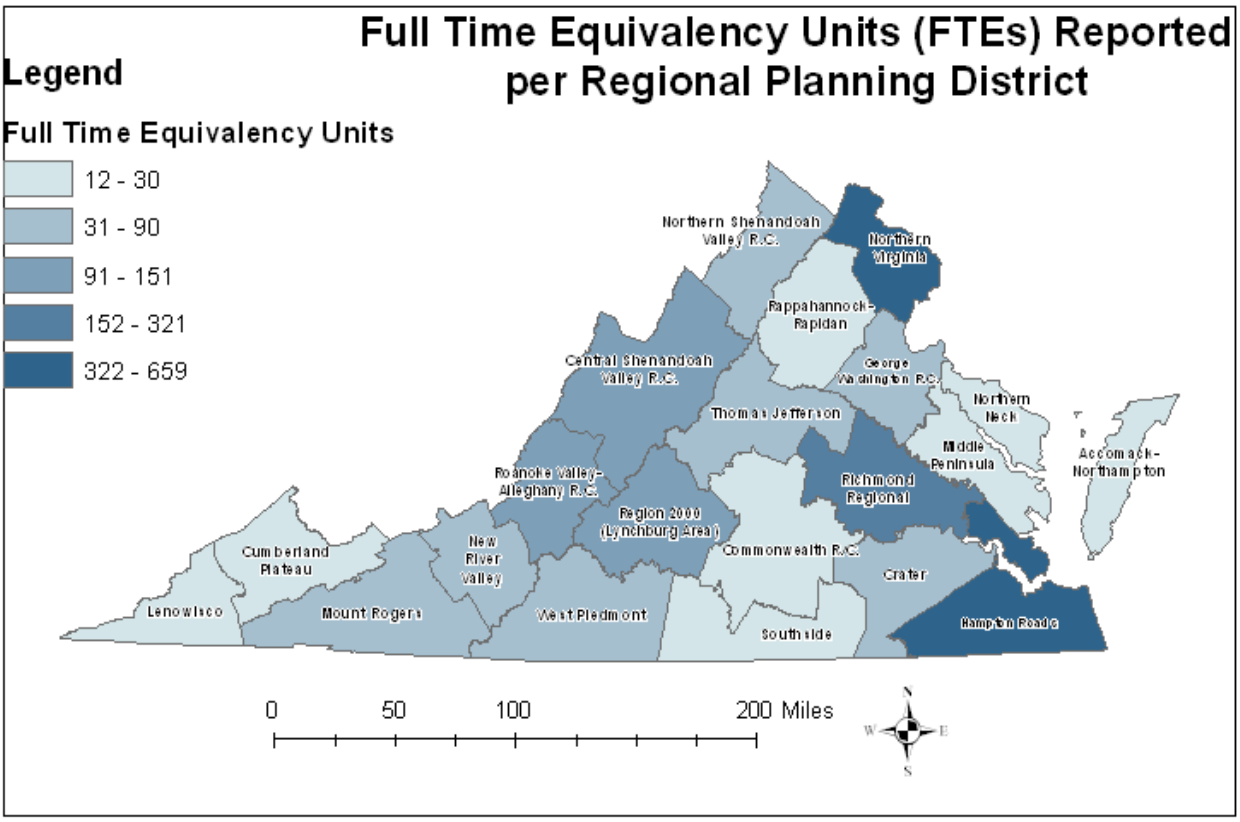

FTEs per 100,00 Residents by Health Services Area
Legend
FTEs per 100,000 Residents
29 (HSA II & V)
30 (HSA IV)
31 (HSA I)
36 (HSA III)
HSA I
HSA II
HSA III
HSA IV
HSA V
0
50
100
200 Miles

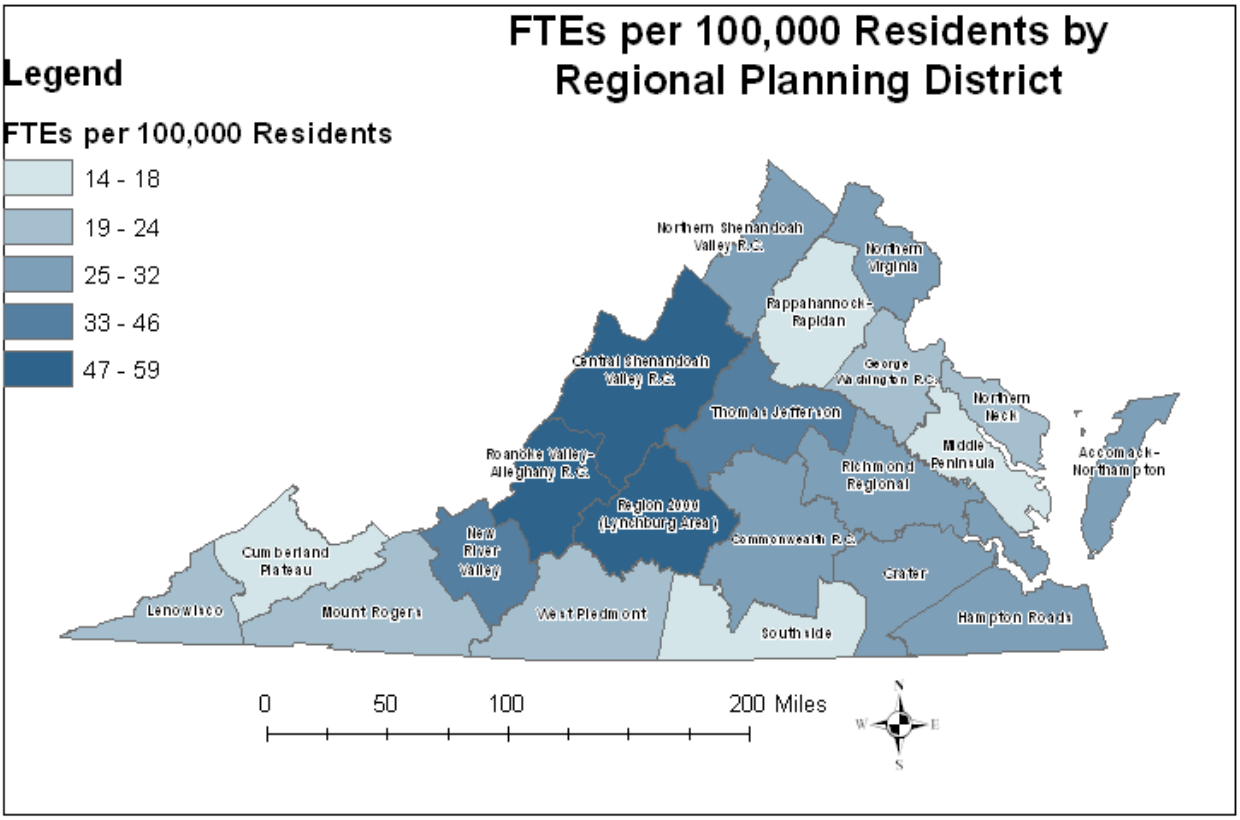

Full time Equivalency Units (FTEs) Reported per Council on Virginia's Future Regions
Legend
Full Time Equivalency Units
33 (Eastern)
88 (Southwest)
91 (Southside)
202 (Valley)
358 (West Central)
479 (Central)
502 (Hampton Roads)
736 (Northern)
Northern
Valley
Eastern
Central
Eastern
West Central
Hampton Roads
Southwest
Southside
0
50
100
200 Miles

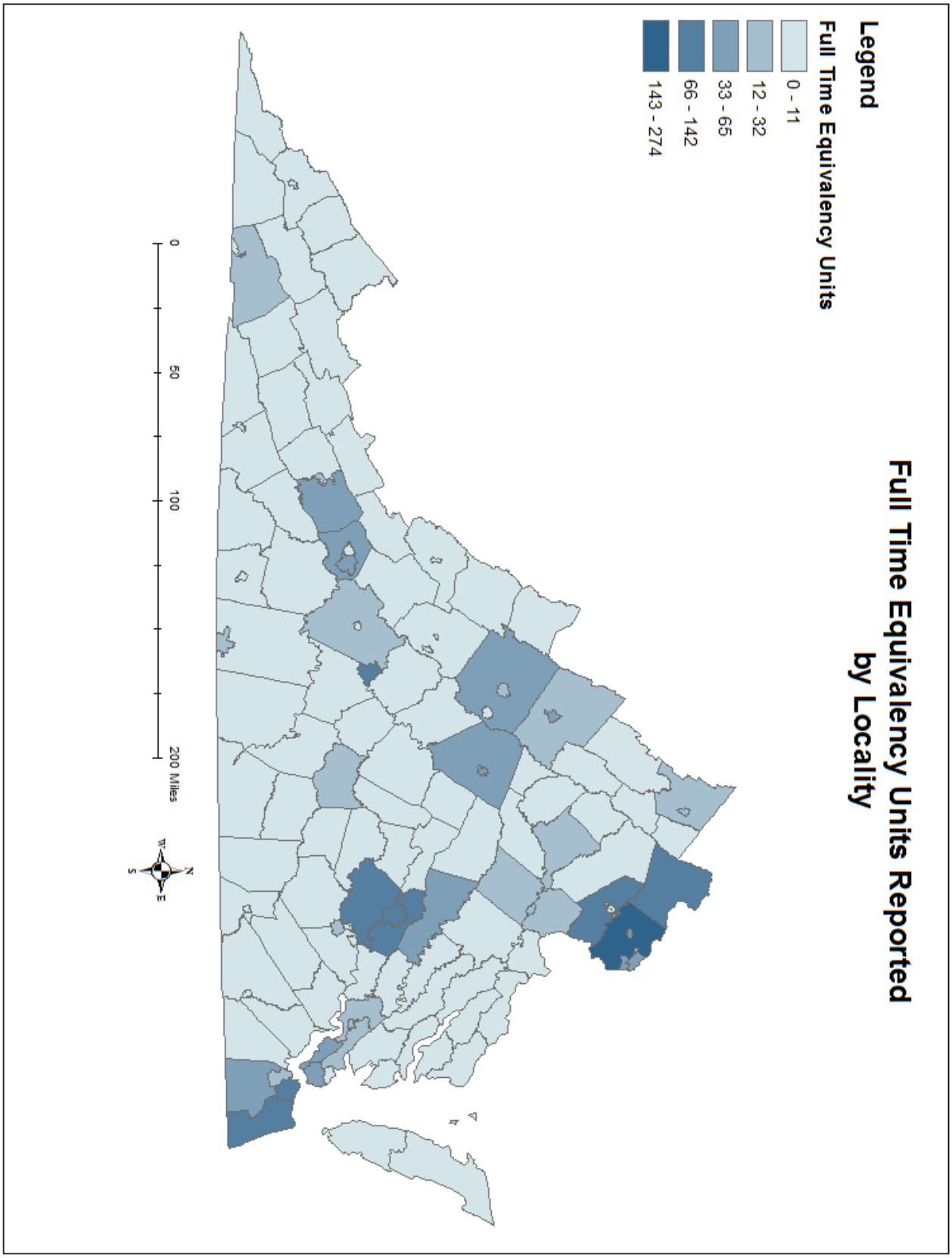

FTEs per 100,000 Residents by Council on Virginia's Future Regions
Legend
FTEs per 100,000 Residents
21 (Southwest)
23 (Eastern)
24 (Southside)
27 (Northern)
30 (Central & Hampton)
42 (Valley)
49 (West Central)
Northern
Valley
Eastern
Central
Eastern
West Central
Hampton Roads
Southwest
Southside
0
50
100
200 Miles


Full Time Equivalency Units (FTEs) Reported per Workforce Investment Area
Legend
Full Time Equivalency Units
39 - 45
46 - 94
95 - 151
152 - 207
208 - 536
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0
50
100
200 Miles

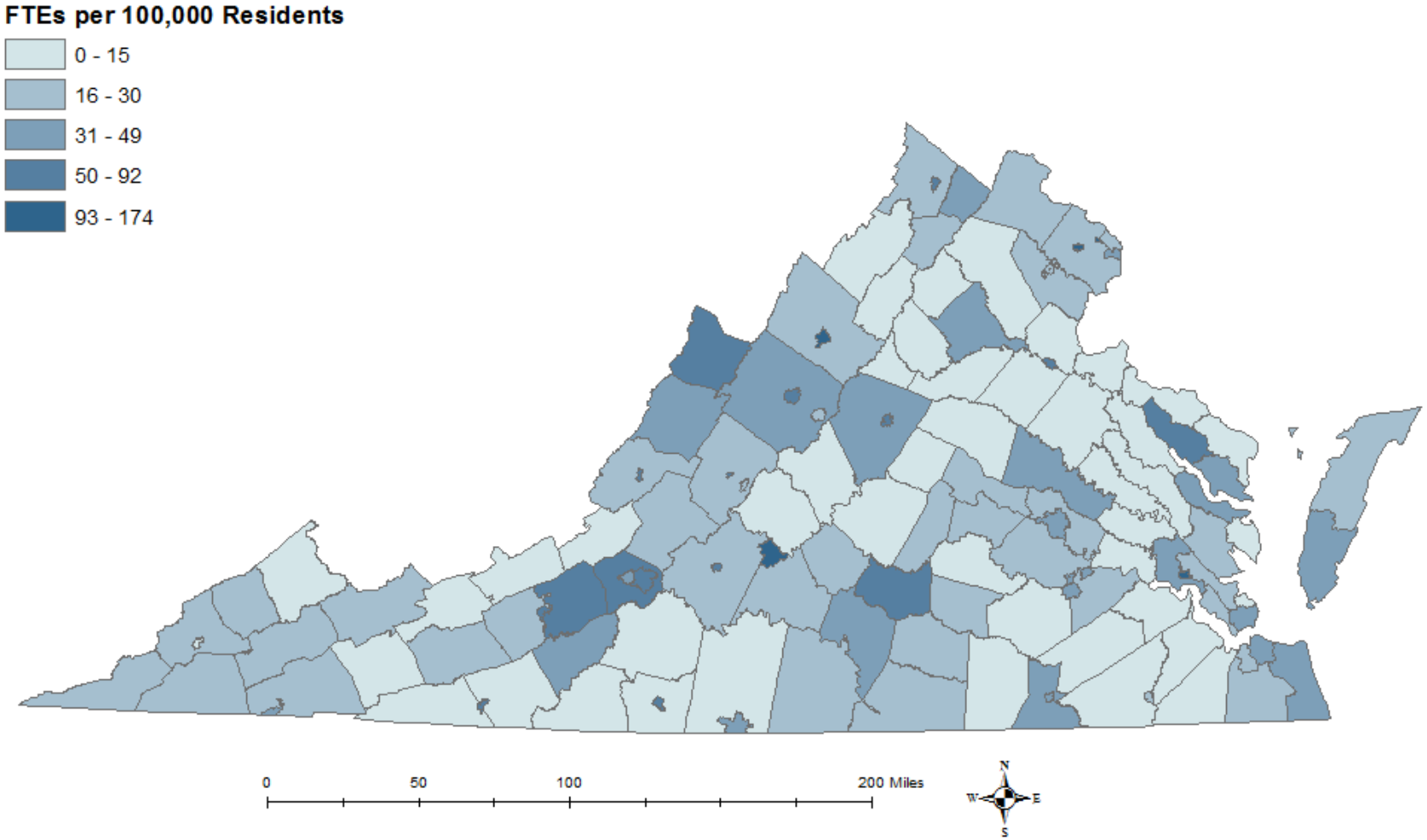

FTEs per 100,000 Residents by Workforce Investment Area
Legend
FTEs per 100,000 Residents
19
20 - 25
26 - 33
34 - 42
43 - 59
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0
50
100
200 Miles


Full Time Equivalency Units (FTEs) Reported per Regional Planning District
Legend
Full Time Equivalency Units
12 - 30
31 - 90
91 - 151
152 - 321
322 - 659
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Northern Neck
Thomas Jefferson
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Cumberland Plateau
New River Valley
Commonwealth R.C.
Crater
Lenowisco
Mount Rogers
West Piedmont
Southside
Hampton Roads
0
50
100
200 Miles


FTEs per 100,000 Residents by Regional Planning District
Legend
FTEs per 100,000 Residents
14 - 18
19 - 24
25 - 32
33 - 46
47 - 59
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Northern Neck
Thomas Jefferson
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Cumberland Plateau
New River Valley
Commonwealth R.C.
Crater
Lenowisco
Mount Rogers
West Piedmont
Southside
Hampton Roads
0
50
100
200 Miles


Full Time Equivalency Units Reported
by Locality
Legend
Full Time Equivalency Units
0 - 11
12 - 32
33 - 65
66 - 142
143 - 274
0
50
100
200 Miles
N
W
E
S

FTEs per 100,000 Residents by Locality



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:	*Dropdown*
		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:	*Check one*
		Hispanic, Latino or Spanish Origin
		Not Hispanic, Latino or Spanish Origin
		Prefer not to respond
2.b.	Select all that apply:	*Check all that apply*
		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:	*Fill in the blank*
3	In which state did you do your internship?	*Dropdown: Listing of States (Virginia on top, 2nd response)*
		Include: <Outside of the US> in dropdown (1st Response)

4	In which state was your most recent residency training?	*Dropdown: Listing of States (Virginia on top, 2nd response)*
		Include: <Outside of the US> in dropdown (1st Response)
5	In which state did you get your highest degree?	*Dropdown: Listing of States (Virginia on top, 2nd response)*
		Include: <Outside of the US> in dropdown (1st Response)
5.a.	What is your highest degree?	*Dropdown:*
		Bachelors
		Masters
		Doctorate / Ph.D.
		Psy.D.
6	Are you in the USA on a J-1 visa?	*Dropdown Yes/No*
7	In which state do you currently reside?	*Dropdown: Listing of States (Virginia on top, 2nd response)*
		Include: <Outside of the US> in dropdown (1st Response)
8	In which other state(s) are you licensed?	*Listing of States, check all that apply*
		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.	*dropdown:*

		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)?	*Dropdown:*
		List of Virginia Cities and Counties
		Several localities (Traveling, Temporary, etc)
		Outside of the US
		Virginia Border State/DC
		Other US State
11	Type of work setting.	*Dropdown*
		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.	*Fill in the blank*
12	What are your current total work hours for your primary work location?	*Dropdown*
		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**?	*Dropdown*
		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?	*Dropdown:*
		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:	*Fill in the blank:*
15	What percentage of these hours are spent providing services in your **specialty areas**?	*Dropdown*
		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	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%

		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.b.	Adults	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.c.	Children	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.d.	Geriatric	*Dropdown*
		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.	*Dropdown*
		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)?	*Dropdown:*
		List of Virginia Cities and Counties
		Several localities (Traveling, Temporary, etc)
		Outside of the US
		Virginia Border State/DC
		Other US State
19	Type of work setting.	*Dropdown*
		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.	*Fill in the blank*
20	What are your current total work hours for your secondary work location?	*Dropdown*
		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**?	*Dropdown*
		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?	*Dropdown:*
		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:	*Fill in the blank:*
23	What percentage of these hours are spent providing services in your **specialty areas**?	*Dropdown*
		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	*Dropdown*

		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24.b.	Adults	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24.c.	Children	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24.d.	Geriatric	*Dropdown*
		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.	*Dropdown*
		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)?	*Dropdown:*
		List of Virginia Cities and Counties
		Several localities (Traveling, Temporary, etc)
		Outside of the US
		Virginia Border State/DC
		Other US State
27	Type of work setting.	*Dropdown*
		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.	*Fill in the blank*
28	What are your current total work hours for your other work location?	*Dropdown*
		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**?	*Dropdown*
		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?	*Dropdown:*
		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:	*Fill in the blank:*
32	What percentage of these hours are spent providing services in your **specialty areas**?	*Dropdown*
		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	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
33.b.	Adults	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
33.c.	Children	*Dropdown*
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%

		91-100%
33.d	Geriatric	*Dropdown*
		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.	*Dropdown*
		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	*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.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

		36-40 hours
		41-45 hours
		46+ hours
35.e.	Supervision	*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.f.	Teaching	*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.g.	Volunteer (pro-bono)	*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.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?	*Dropdown*
		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?	*Dropdown*
		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?	*Dropdown*
		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)	*Dropdown*
		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)	*Dropdown*
		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?	*Dropdown*
		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?	*Dropdown*
		Yes
		No
40.a.	If Yes,	*Dropdown*
		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 adusted 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
LocLicOrgin	Original LocLic				Survey	Original answer for licensed check all that apply
EmpLocNum	Work Locations	0	0		Survey	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.
		1	1			
		2	2			
		3	3			
		4	4			
		5	5			
		6	6 or more			
EmpLocNumElg	Work Locations, Eligibility	Same as EmpLocNum	Same as EmpLocNum	Manually changed	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 Facilty, 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	
		10083	Human Factors	
		10010	Industrial-Organizational	
		10084	Marriage	
		10085	Medical	

		10086	Mental Health	
		10041	Public Health	
		10120	Rehabilitation	
		22000	School	
		10087	Sex Offender Treatment	
		10088	Social	
		10089	Substance Abuse	
		10121	Vocational	
		10012	Work Environment	
		90900	Other Specialty Area	
PriSpecOth	Other Specialty, Primary Work			Survey
PriHoursSpecPer	% Time Specialty, 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%	
PriPatPopPedTimePer	Time spent with Children, 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%	
PriPatPopGerTimePer	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%	
PriAccpt	Accepting, primary location	0	Full	Survey
		1	Almost full	
		2	Not Full	
		998	Not 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 Facilty, 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	
		10083	Human Factors	
		10010	Industrial-Organizational	
		10084	Marriage	
		10085	Medical	
		10086	Mental Health	
		10041	Public Health	
		10120	Rehabilitation	
		22000	School	
		10087	Sex Offender Treatment	
		10088	Social	
		10089	Substance Abuse	
		10121	Vocational	
		10012	Work Environment	
		90900	Other Specialty Area	
SecSpecOth	Other Specialty, Secondary Work 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%	
SecPatPopAdolTimePer	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%	
SecPatPopAdltTimePer	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%	
SecPatPopPedTimePer	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%	

		95	91-100%	
SecPatPopGerTimePer	Time spent with Geriatrics, 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%	
SecAccpt	Accepting, Secondary Location	0	Full	Survey
		1	Almost full	
		2	Not Full	
		998	Not Applicable	
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 Facilty, 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	
		10083	Human Factors	
		10010	Industrial-Organizational	
		10084	Marriage	
		10085	Medical	
		10086	Mental Health	
		10041	Public Health	
		10120	Rehabilitation	
		22000	School	
		10087	Sex Offender Treatment	

		10088	Social Substance Abuse	
		10089		
		10121	Vocational Work Environment	
		10012	Other Specialty Area	
		90900		
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%	
TerPatPopAdolTimePer	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%	
TerPatPopAdltTimePer	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%	
TerPatPopPedTimePer	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%	
TerPatPopGerTimePer	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		Survey
		31	Increased Level		
		21	Reduced Level		
		41	Move to non-patient care		
		45	Retire from patient care		
EmpRetireWhen	Plan to Retire	1	Within 5 years		Survey
		2	In 6 to 10 years		
		3	In 11 to 15 years		
		4	in 16+ years		
		5	Do not intend to retire		
EmpRetPlan	Plan to Return to Workforce	0/1	no/yes		Survey
EmpRetWhen	When Plan to Return	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
EmpLicVAStat	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
PriLocBEA	Primary BEA FIPS	See Geography Tables	See Geography Tables	From PriLoc	Created
PriLocCOVF	Primary COVF Region	See Geography Tables	See Geography Tables		Created

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

PriUrbInf	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
SecUrbInf	Secondary Urban Influence	See Geography Tables	See Geography Tables		Created
SecCont	Secondary Rural-Urban Continuum	See Geography Tables	See Geography Tables		Created
SecEcon	Sedondary Economic Dependency	See Geography Tables	See Geography Tables		Created
TerMetro	Tertiary Metro Status	See Geography Tables	See Geography Tables		Created
TerUrbInf	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	((EmpLocNumElg > 0 & EmpLocNu mElg <= 6) & (PriLocNum <= 298 | (PriLocNum > 400 & PriLocNum < 998)) | (SecLocNum <= 298 | (SecLocNum > 400 & SecLocNum < 998)) | (TerLocNum <= 298 | (TerLocNum > 400 & TerLocNum < 998)))	Created
VAReturning	Plan to Return, Resides in Virginia	0/1	no/yes	((EmpLocNumElg = 0 | MISSING(EmpLocNumElg) = 1) & (EmpRetPlan = 1) & (LocResCur = 1 | (MISSING(LocResCur) = 1 & AORStateNum = 1)))	
VALiving	Missing Practice Location, Resides	0/1	no/yes	((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	((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/full-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 Location	Geography list for border states.		3="other location"	Created
LocEdHighBor	Education Highest Degree Border States	Geography list for border states.		3="other location"	Created