
Virginia's Licensed Nurse Practitioner Workforce: 2015

Healthcare Workforce Data Center

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More than 3,000 Licensed Nurse Practitioners voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Nurse Practitioner Workforce: At a Glance:

The Workforce

Licenses:	7,724
Virginia's Workforce:	6,505
FTEs:	5,713

Background

Rural Childhood:	34%
HS Degree in VA:	42%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	65%
Satisfied?:	95%

Survey Response Rate

All Licensees:	34%
Renewing Practitioners:	74%

Education

Master's Degree:	77%
Post-Masters Cert.:	8%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	56%

Demographics

Female:	90%
Diversity Index:	28%
Median Age:	47

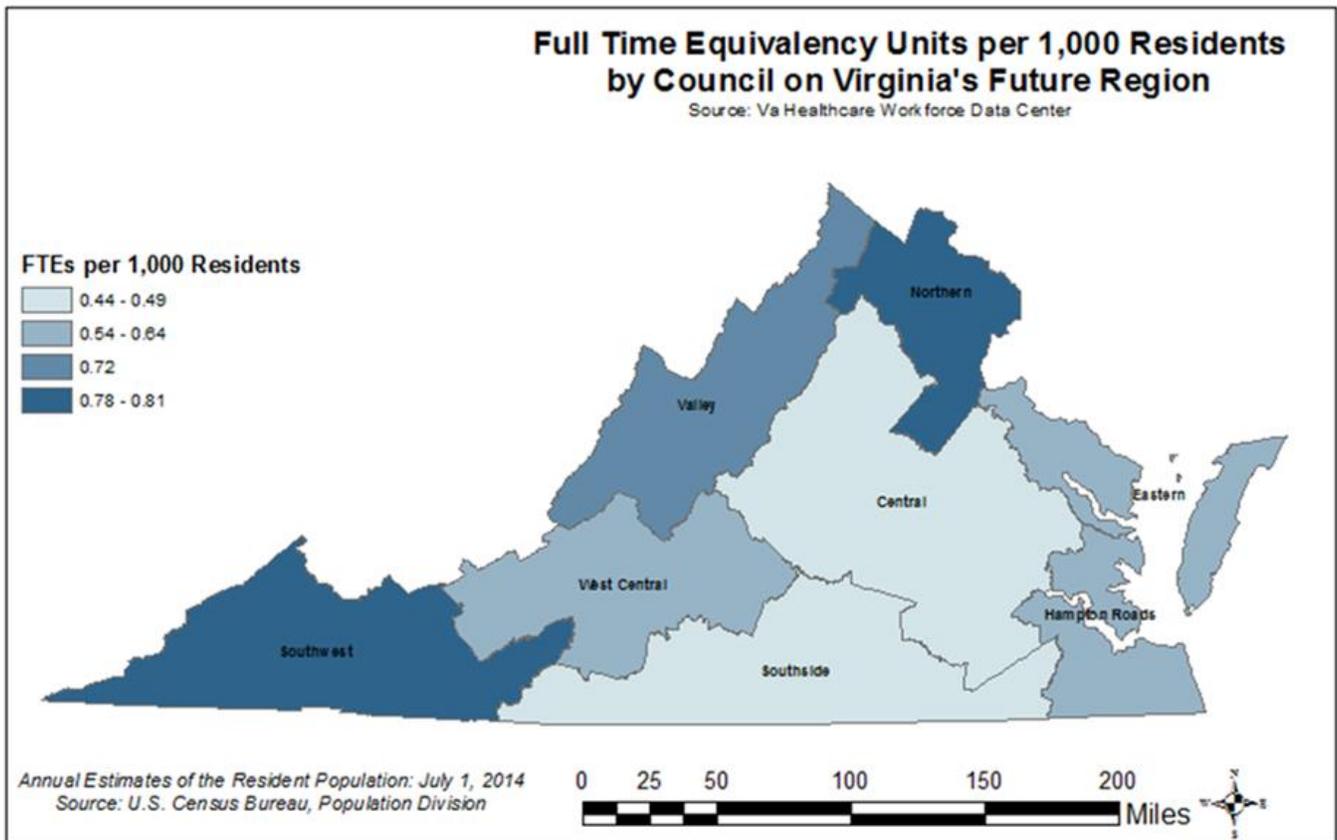
Finances

Median Income: \$90k-\$100k	
Health Benefits:	64%
Under 40 w/ Ed debt:	73%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	88%
Admin. Role:	3%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

2,657 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2015 Licensed Nurse Practitioner Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of all NPs have access to the survey in any given year. Thus, these survey respondents represent just 34% of the 7,724 NPs who are licensed in the state but 74% of renewing practitioners.

The HWDC estimates that 6,505 NPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an NP at some point in the future. Between October 2014 and September 2015, Virginia's NP workforce provided 5,713 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

90% of all NPs are female, while the median age of all NPs is 47. In a random encounter between two NPs, there is a 28% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NP workforce considerably less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among NPs who are under the age of 40, however, the diversity index increases somewhat to 33%.

One-third of NPs grew up in a rural area, and 18% of these professionals currently work in non-Metro areas of the state. Meanwhile, 42% of Virginia's NPs graduated from high school in Virginia, and 48% of NPs earned their initial professional degree in the state. In total, 54% of Virginia's NP workforce has some educational background in the state.

77% of all NPs hold a Master's degree as their highest professional degree, while another 8% have a post-Masters certificate. 46% of all NPs currently carry educational debt, including 73% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$50,000 and \$60,000.

96% of NPs are currently employed in the profession, and less than 1% of NPs are currently unemployed. Nearly two-thirds of all NPs hold one full-time position, while 16% hold two or more positions simultaneously. 50% of NPs work between 40 and 49 hours per week, while just 5% of NPs work at least 60 hours per week. Meanwhile, 56% of NPs have been at their primary work location for more than two years, and just 1% of NPs have experienced involuntary unemployment at some point in the past year.

The median annual income for NPs is between \$90,000 and \$100,000. In addition, 86% of wage or salaried NPs receive at least one employer-sponsored benefit, including 64% who receive health insurance. 95% of NPs are satisfied with their current employment situation, including 66% who indicate they are "very satisfied".

More than one-quarter of NPs have worked at two or more locations in the past year, while 23% of NPs currently do so. 84% of NPs work in the private sector, including one-half who work at a for-profit institution. The inpatient department of hospitals is the most common working establishment type for Virginia's NPs.

A typical NP spends nearly all of her time treating patients, although a typical NP also spends a small amount of time undertaking administrative and educational activities. 88% of NPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

36% of NPs expect to retire by the age of 65. Just 6% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2040. Over the next two years, only 4% of NPs plan on leaving either the state or the profession. Meanwhile, 11% of NPs plan on increasing patient care activities over the next two years, and 13% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,373	44%
New Licensees	740	10%
Non-Renewals	198	3%
Renewal date not in survey period	3413	44%
All Licensees	7,724	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 74% of renewing NPs submitted a survey. These represent 34% of NPs who held a license at some point during the licensing period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	121	60	33%
30 to 34	700	234	25%
35 to 39	613	394	39%
40 to 44	746	283	28%
45 to 49	541	381	41%
50 to 54	670	310	32%
55 to 59	501	416	45%
60 and Over	1,175	579	33%
Total	5,067	2,657	34%
New Licenses			
Issued After Sept. 2014	664	76	10%
Metro Status			
Non-Metro	364	220	38%
Metro	2843	2,022	42%
Not in Virginia	1858	413	18%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number:	7,724
New:	10%
Not Renewed:	3%

Response Rates

All Licensees:	34%
Renewing Practitioners:	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,657
Response Rate, all licensees	34%
Response Rate, Renewals	74%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2014 and September 2015 on the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time

At a Glance:

Workforce

Virginia's NP Workforce: 6,505
 FTEs: 5,713

Utilization Ratios

Licenses in VA Workforce: 84%
 Licenses per FTE: 1.35
 Workers per FTE: 1.14

Source: Va. Healthcare Workforce Data Center

Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	6,352	98%
Looking for Work in Virginia	153	2%
Virginia's Workforce	6,505	100%
Total FTEs	5,713	
Licenses	7,724	

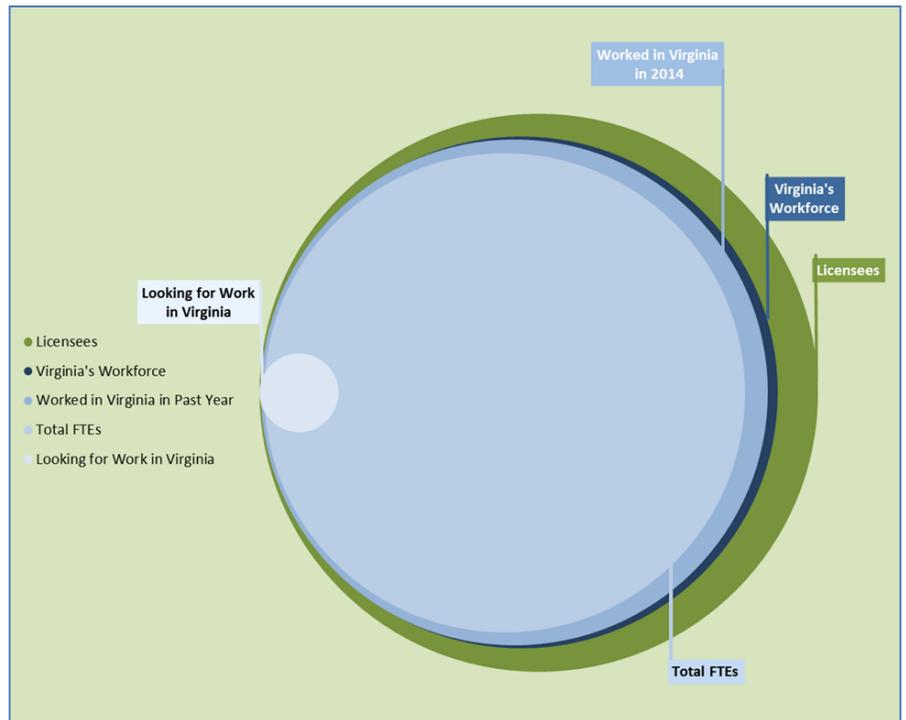
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	2	1%	180	99%	183	3%
30 to 34	37	4%	875	96%	912	14%
35 to 39	90	10%	788	90%	878	14%
40 to 44	148	17%	745	83%	893	14%
45 to 49	80	11%	674	89%	754	12%
50 to 54	95	13%	656	87%	751	12%
55 to 59	58	9%	602	91%	661	10%
60 +	143	11%	1,129	89%	1,272	20%
Total	654	10%	5,649	90%	6,304	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 90%
 % Under 40 Female: 93%

Age
 Median Age: 47
 % Under 40: 31%
 % 55+: 31%

Diversity
 Diversity Index: 28%
 Under 40 Div. Index: 33%

Source: Va. Healthcare Workforce Data Center

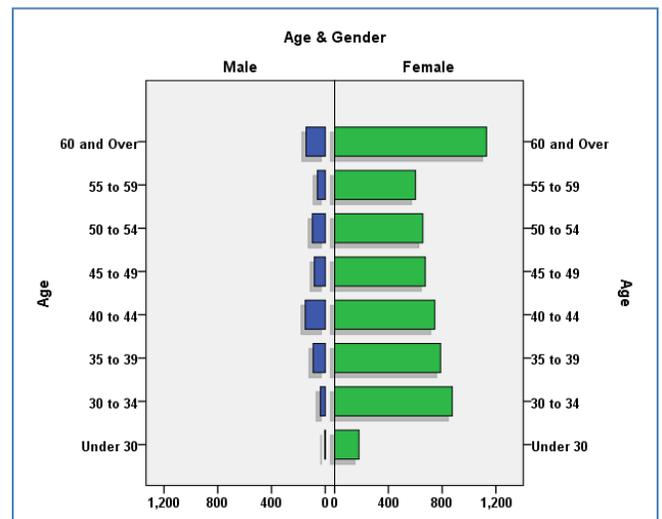
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	63%	5,374	85%	1,604	81%
Black	19%	442	7%	138	7%
Asian	6%	241	4%	104	5%
Other Race	0%	88	1%	32	2%
Two or more races	2%	86	1%	42	2%
Hispanic	9%	114	2%	54	3%
Total	100%	6,345	100%	1,975	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 28% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.

31% of NPs are under the age of 40. 93% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 33%, which is higher than the diversity index among Virginia's overall NP workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 34%

Virginia Background

HS in Virginia: 42%
 Prof. Ed. in VA: 48%
 HS or Prof. Ed. in VA: 54%
 Initial NP Degree in VA: 57%

Location Choice

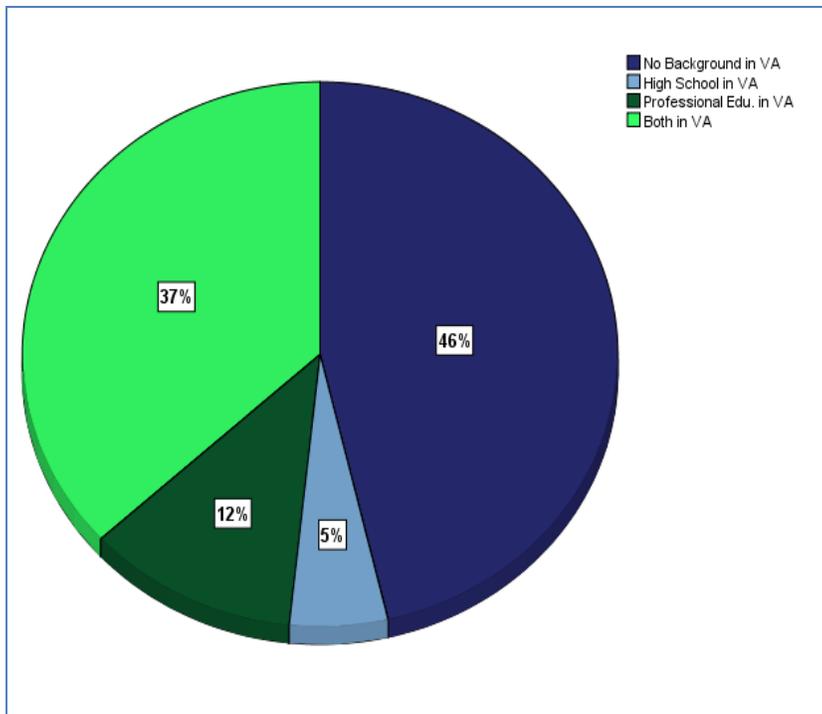
% Rural to Non-Metro: 18%
 % Urban/Suburban to Non-Metro: 5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	62%	14%
2	Metro, 250,000 to 1 million	58%	31%	11%
3	Metro, 250,000 or less	46%	41%	12%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	61%	25%	14%
6	Urban pop, 2,500-19,999, Metro adj	49%	37%	14%
7	Urban pop, 2,500-19,999, nonadj	76%	14%	10%
8	Rural, Metro adj	73%	24%	3%
9	Rural, nonadj	65%	30%	5%
Overall		34%	53%	13%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

34% of all NPs grew up in self-described rural areas, and 18% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	2,666	Virginia	3,046	Virginia	3,587
2	New York	386	New York	333	Washington, D.C.	437
3	Pennsylvania	322	Pennsylvania	299	Pennsylvania	268
4	Outside of U.S./Canada	308	West Virginia	224	Tennessee	205
5	West Virginia	291	Maryland	184	New York	181
6	New Jersey	209	North Carolina	183	West Virginia	176
7	Ohio	193	Florida	162	Maryland	162
8	Maryland	182	Ohio	150	Florida	152
9	Florida	176	Tennessee	146	North Carolina	141
10	North Carolina	139	Washington, D.C.	136	Alabama	98

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,095	Virginia	1,313	Virginia	1,362
2	West Virginia	199	West Virginia	130	Washington, D.C.	209
3	Outside of U.S./Canada	143	New York	107	Pennsylvania	112
4	New York	115	Maryland	81	Tennessee	103
5	Pennsylvania	102	Pennsylvania	77	West Virginia	100
6	New Jersey	97	Washington, D.C.	73	Florida	75
7	Florida	83	Florida	66	Maryland	70
8	Ohio	70	Ohio	65	Alabama	56
9	North Carolina	58	North Carolina	61	New York	55
10	California	58	Tennessee	57	North Carolina	49

Source: Va. Healthcare Workforce Data Center

16% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 91% of these licensees worked at some point in the past year, including 86% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

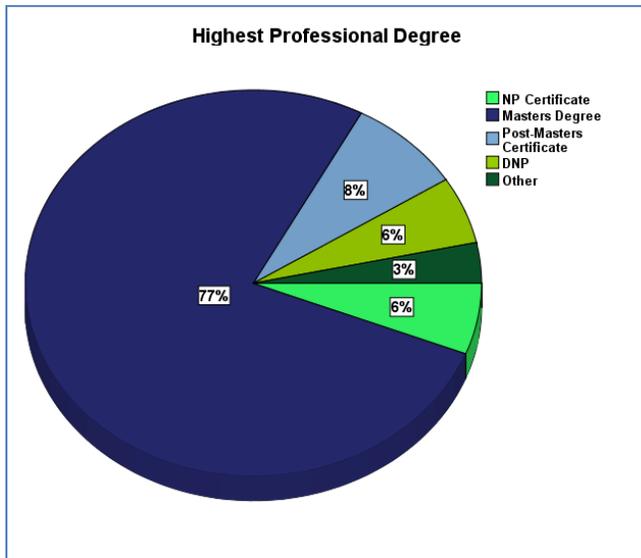
Total:	1,269
% of Licensees:	16%
Federal/Military:	21%
Va. Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	372	6%
Master's Degree	4,804	77%
Post-Masters Cert.	509	8%
Doctorate of NP	351	6%
Other Doctorate	208	3%
Post-Ph.D. Cert.	3	0%
Total	6,247	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three-quarters of all NPs hold a Master's degree as their highest professional degree. 46% of NPs carry education debt, including 73% of those under the age of 40. The median debt burden among NPs with educational debt is between \$50,000 and \$60,000.

At a Glance:

Education
 Master's Degree: 77%
 Post-Masters Cert.: 8%

Educational Debt
 Carry debt: 46%
 Under age 40 w/ debt: 73%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,075	54%	483	27%
\$10,000 or less	292	5%	133	7%
\$10,000-\$19,999	246	4%	123	7%
\$20,000-\$29,999	221	4%	103	6%
\$30,000-\$39,999	237	4%	92	5%
\$40,000-\$49,999	258	5%	126	7%
\$50,000-\$59,999	245	4%	109	6%
\$60,000-\$69,999	149	3%	92	5%
\$70,000-\$79,999	157	3%	55	3%
\$80,000-\$89,999	152	3%	95	5%
\$90,000-\$99,999	137	2%	84	5%
\$100,000-\$109,999	145	3%	79	4%
\$110,000-\$119,999	91	2%	21	1%
\$120,000 or more	307	5%	183	10%
Total	5,712	100%	1,778	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	26%
RN Anesthetist:	23%
Adult Health:	7%

Credentials

ANCC – Family NP:	25%
AANPCP – Family NP:	15%
ANCC – Adult NP:	7%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	1,603	26%
Certified Registered Nurse (RN) Anesthetist	1,400	23%
Adult Health	466	7%
Other Specialty Area	456	7%
Pediatrics	451	7%
Acute Care/Emergency Room	424	7%
OB/GYN - Women's Health	353	6%
Psychiatric/Mental Health	206	3%
Surgical	170	3%
Certified Nurse Midwife	156	3%
Geriatrics/Gerontology	140	2%
Medical Specialties (Not Listed)	134	2%
Neonatal Care	114	2%
Gastroenterology	59	1%
Other	91	1%
Total	6,224	100%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
ANCC: Family NP	1,620	25%
AANPCP: Family NP	1,003	15%
ANCC: Adult NP	424	7%
NCC: Women's Health Care NP	350	5%
ANCC: Acute Care NP	264	4%
AANPCP: Pediatric NP	136	2%
ANCC: Neonatal NP	110	2%
NCC: Adult NP	107	2%
ANCC: Adult Psychiatric-Mental Health NP	84	1%
ANCC: Family Psychiatric-Mental Health NP	73	1%
ANCC: Gerontological NP	72	1%
ANCC: Adult-Gerontology Acute Care NP	49	1%
ANCC: Adult-Gerontology Primary Care NP	39	1%
All Other Credentials	32	1%
At Least One Credential	4,158	64%

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 23% had a primary specialty as a Certified RN Anesthetist. 64% of all NPs also held at least one credential. ANCC: Family NP was the most common credential held by Virginia's NP workforce.

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 65%
2 or More Positions: 16%

Weekly Hours:

40 to 49: 50%
60 or more: 5%
Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	4	0%
Employed in a nursing- related capacity	6,047	96%
Employed, NOT in a nursing-related capacity	34	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	20	0%
Voluntarily unemployed	155	2%
Retired	58	1%
Total	6,318	100%

Source: Va. Healthcare Workforce Data Center

96% of NPs are currently employed in their profession. 65% of NPs hold one full-time job, while 16% currently have multiple jobs. Half of all NPs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	176	3%
1 to 9 hours	113	2%
10 to 19 hours	191	3%
20 to 29 hours	486	8%
30 to 39 hours	1,104	18%
40 to 49 hours	3,068	50%
50 to 59 hours	672	11%
60 to 69 hours	200	3%
70 to 79 hours	55	1%
80 or more hours	66	1%
Total	6,131	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	176	3%
One Part-Time Position	997	16%
Two Part-Time Positions	230	4%
One Full-Time Position	4,053	65%
One Full-Time Position & One Part-Time Position	598	10%
Two Full-Time Positions	12	0%
More than Two Positions	140	2%
Total	6,205	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	46	1%
Less than \$40,000	300	6%
\$40,000-\$49,999	110	2%
\$50,000-\$59,999	221	4%
\$60,000-\$69,999	232	5%
\$70,000-\$79,999	441	9%
\$80,000-\$89,999	787	15%
\$90,000-\$99,999	714	14%
\$100,000-\$109,999	615	12%
\$110,000-\$119,999	344	7%
\$120,000 or more	1,308	26%
Total	5,117	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
Retirement: 72%
Health Insurance: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,058	66%
Somewhat Satisfied	1,793	29%
Somewhat Dissatisfied	226	4%
Very Dissatisfied	80	1%
Total	6,158	100%

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$90,000 and \$100,000. Among NPs who received either a wage or salary as compensation at the primary work location, 72% also had access to a retirement plan and 64% received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	781	13%	13%
Dental Insurance	3,374	56%	59%
Health Insurance	3,720	62%	64%
Paid Leave	4,227	70%	73%
Group Life Insurance	2,989	49%	52%
Retirement	4,142	69%	72%
Receive at least one benefit	4,980	82%	86%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	86	1%
Experience Voluntary Unemployment?	323	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	155	2%
Work two or more positions at the same time?	1,178	18%
Switch employers or practices?	601	9%
Experienced at least 1	1,952	30%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 4.7% in 2015.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	84	1%	105	7%
Less than 6 Months	541	9%	224	15%
6 Months to 1 Year	657	11%	165	11%
1 to 2 Years	1,362	23%	344	23%
3 to 5 Years	1,307	22%	308	20%
6 to 10 Years	947	16%	198	13%
More than 10 Years	1,123	19%	165	11%
Subtotal	6,021	100%	1,508	100%
Did not have location	160		4,942	
Item Missing	324		56	
Total	6,505		6,505	

Source: Va. Healthcare Workforce Data Center

65% of NPs receive a salary at their primary work location, while 30% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 9%
New Location: 26%
Over 2 years: 56%
Over 2 yrs, 2nd location: 44%

Employment Type

Salary: 65%
Hourly Wage: 30%

Source: Va. Healthcare Workforce Data Center

56% of NPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	3,251	65%
Hourly Wage	1,490	30%
By Contract	188	4%
Business/ Practice Income	0	0%
Unpaid	47	1%
Subtotal	4,976	100%
Did not have location	160	
Item Missing	1,272	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.7% in October 2014 to 4.1% in September 2015, the period of the survey.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more (Past Year):	26%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

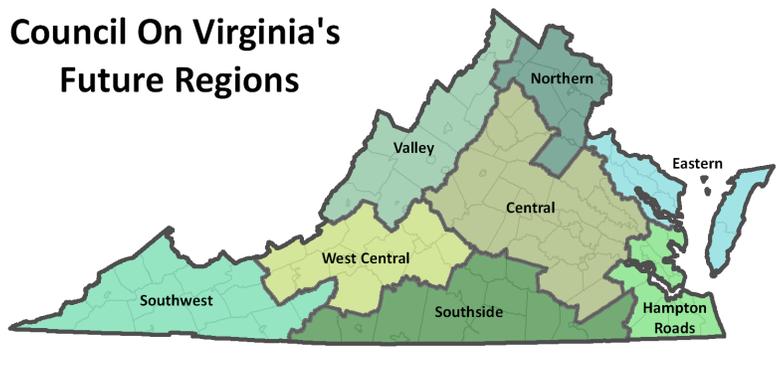
Central Virginia is the COVF region that has the largest number of NPs in the state, while Eastern Virginia has the fewest number of NPs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,586	26%	320	21%
Eastern	80	1%	21	1%
Hampton Roads	1,182	20%	322	21%
Northern	1,567	26%	379	24%
Southside	167	3%	26	2%
Southwest	305	5%	77	5%
Valley	447	7%	129	8%
West Central	542	9%	110	7%
Virginia Border State/DC	59	1%	59	4%
Other US State	79	1%	87	6%
Outside of the US	7	0%	19	1%
Total	6,022	100%	1,549	100%
Item Missing	324		14	

Source: Va. Healthcare Workforce Data Center

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72% of all NPs had just one work location during the past year, while 26% of NPs had multiple work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	153	2%	218	4%
1	4,455	72%	4,519	73%
2	846	14%	830	13%
3	546	9%	485	8%
4	67	1%	35	1%
5	47	1%	56	1%
6 or More	58	1%	30	0%
Total	6,171	100%	6,171	100%

*At the time of survey completion (Oct. 2014 - Sept. 2015, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,966	51%	858	57%
Non-Profit	1,894	33%	443	29%
State/Local Government	518	9%	133	9%
Veterans Administration	160	3%	12	1%
U.S. Military	183	3%	48	3%
Other Federal Government	53	1%	9	1%
Total	5,773	100%	1,503	100%
Did not have location	160		4,942	
Item Missing	573		60	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

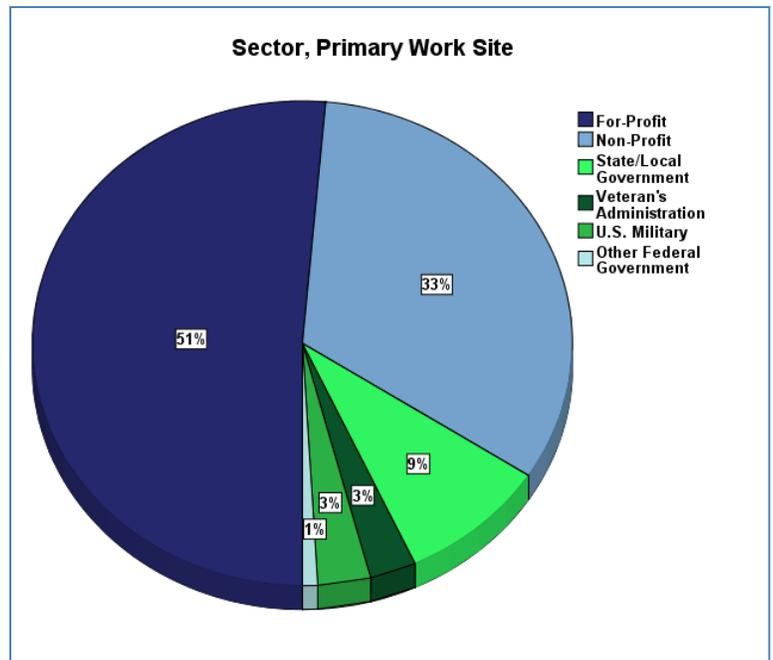
For Profit:	51%
Federal:	7%

Top Establishments

Hospital, Inpatient:	22%
Clinic, Primary Care:	16%
Private Practice, Group:	10%

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 51% in for-profit establishments. Meanwhile, 9% of NPs work for state or local governments, and 7% work for the federal government.



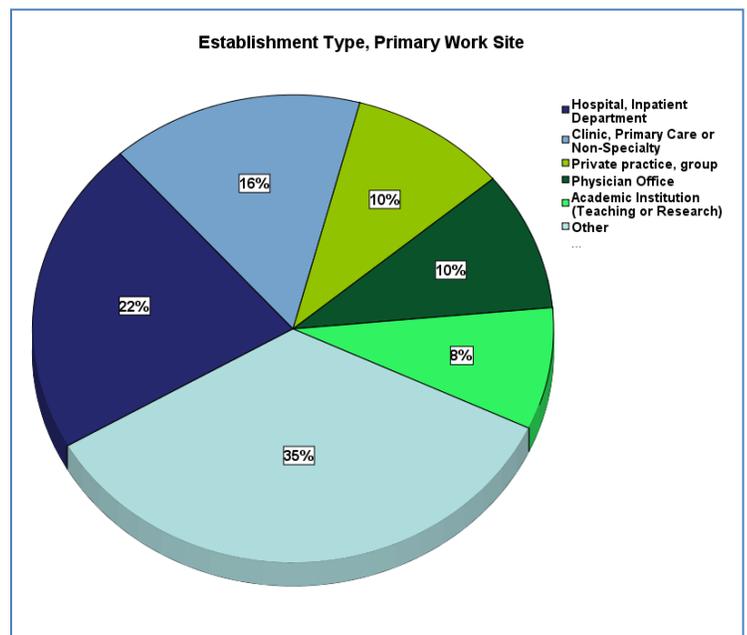
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,223	22%	269	19%
Clinic, Primary Care or Non-Specialty	881	16%	169	12%
Private practice, group	550	10%	77	5%
Physician Office	541	10%	70	5%
Academic Institution (Teaching or Research)	473	8%	120	8%
Hospital, Outpatient Department	438	8%	48	3%
Ambulatory/Outpatient Surgical Unit	214	4%	129	9%
Hospital, Emergency Department	140	2%	57	4%
Clinic, Non-Surgical Specialty	125	2%	24	2%
Private practice, solo	114	2%	28	2%
Long Term Care Facility, Nursing Home	90	2%	33	2%
Public Health Agency	71	1%	14	1%
Mental Health, or Substance Abuse, Outpatient Center	57	1%	62	4%
Other Practice Setting	699	12%	336	23%
Total	5,616	100%	1,436	100%
Did Not Have a Location	160		4,942	

The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 22% of all NPs have their primary work location. Primary care/non-specialty clinics, group private practices, physicians' offices, and academic institutions were also common primary establishment types for Virginia's NP workforce.

Source: Va. Healthcare Workforce Data Center

Among those NPs who also have a secondary work location, 19% work at the inpatient department of a hospital and 12% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

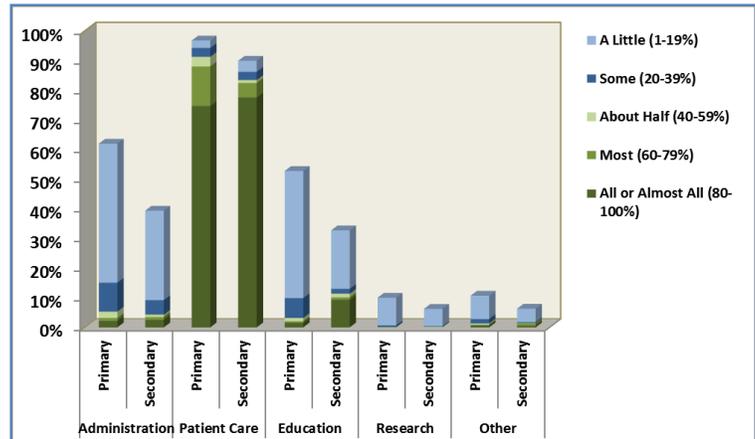
Patient Care: 88%
Administrative: 3%
Education: 2%

Patient Care NPs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NP spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 88% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	75%	77%	2%	9%	0%	0%	1%	1%
Most (60-79%)	1%	1%	13%	5%	1%	1%	0%	0%	0%	1%
About Half (40-59%)	2%	1%	3%	1%	1%	1%	0%	0%	0%	0%
Some (20-39%)	10%	5%	3%	3%	7%	2%	1%	0%	2%	0%
A Little (1-20%)	47%	30%	2%	4%	43%	20%	9%	6%	8%	4%
None (0%)	38%	61%	3%	10%	47%	67%	90%	94%	89%	94%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	74	1%	-	-
50 to 54	119	2%	16	1%
55 to 59	354	6%	85	4%
60 to 64	1,459	26%	524	22%
65 to 69	2,287	41%	1,073	44%
70 to 74	759	14%	436	18%
75 to 79	157	3%	104	4%
80 or over	62	1%	42	2%
I do not intend to retire	288	5%	138	6%
Total	5,559	100%	2,418	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 36%
Under 60: 10%

NPs 50 and over

Under 65: 26%
Under 60: 4%

Time until Retirement

Within 2 years: 6%
Within 10 years: 24%
Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

36% of NPs expect to retire by the age of 65, while 27% of NPs who are age 50 or over still expect to retire by the same age. Meanwhile, 41% of all NPs expect to retire in their late 60s, and 23% of all NPs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 4% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 11% of NPs plan on increasing patient care hours, and 13% plan on pursuing additional educational opportunities.

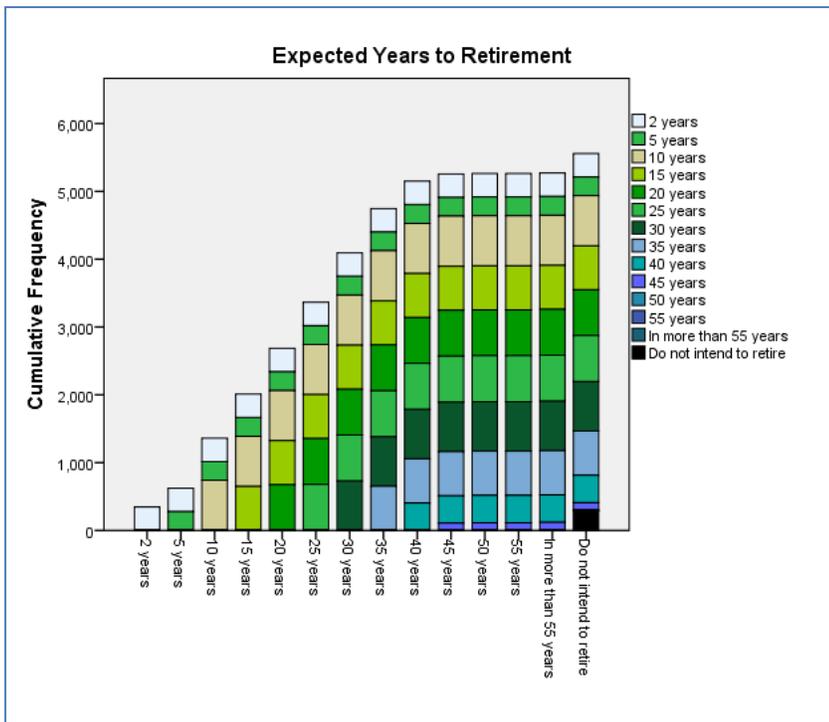
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	66	1%
Leave Virginia	190	3%
Decrease Patient Care Hours	546	8%
Decrease Teaching Hours	71	1%
Increase Participation		
Increase Patient Care Hours	702	11%
Increase Teaching Hours	866	13%
Pursue Additional Education	858	13%
Return to Virginia's Workforce	55	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 6% of NPs expect to retire in the next two years, while 24% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2040.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	346	6%	6%
5 years	276	5%	11%
10 years	740	13%	24%
15 years	648	12%	36%
20 years	675	12%	48%
25 years	680	12%	61%
30 years	728	13%	74%
35 years	653	12%	85%
40 years	404	7%	93%
45 years	106	2%	95%
50 years	7	0%	95%
55 years	0	0%	95%
In more than 55 years	8	0%	95%
Do not intend to retire	288	5%	100%
Total	5,559	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2025. Retirements will peak at 13% of the current workforce between 2025 and 2030 before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 5,713
 FTEs/1,000 Residents: 0.69
 Average: 0.90

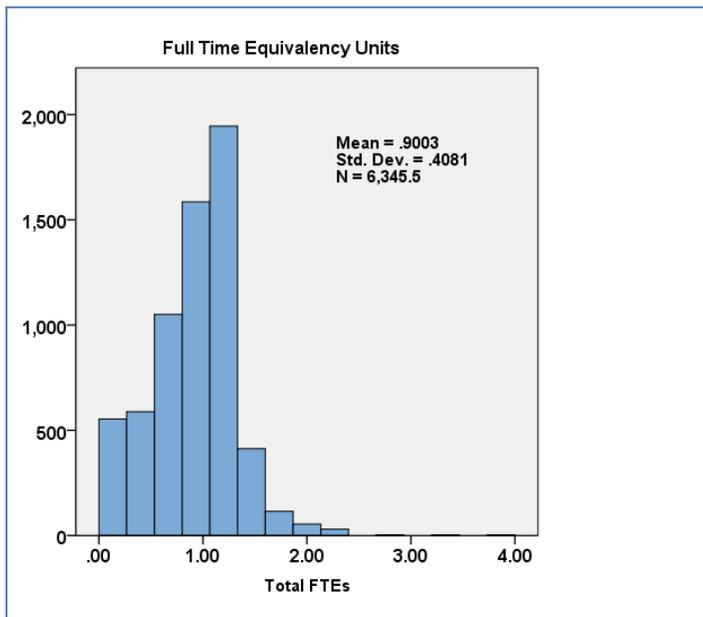
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

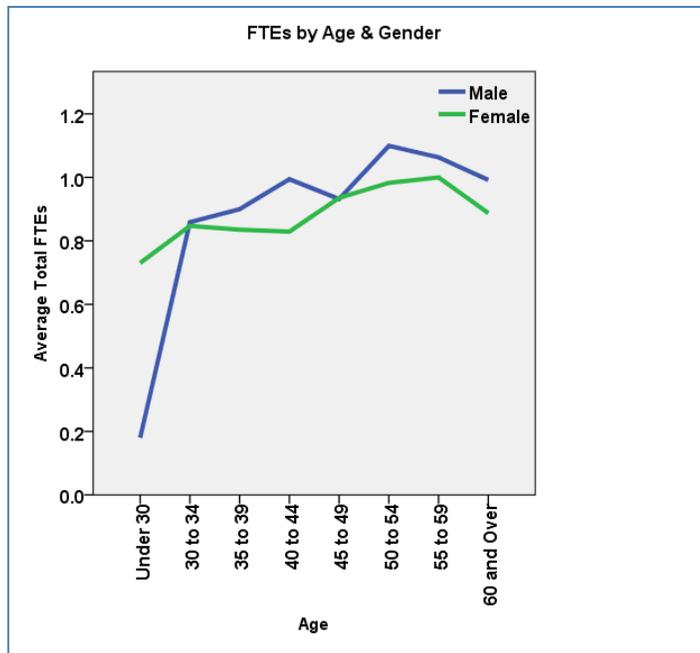


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.95 FTEs, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.72	0.81
30 to 34	0.85	0.88
35 to 39	0.84	0.90
40 to 44	0.85	0.92
45 to 49	0.93	0.91
50 to 54	1.00	1.04
55 to 59	1.00	1.08
60 and Over	0.91	0.98
Gender		
Male	0.98	1.08
Female	0.89	0.91

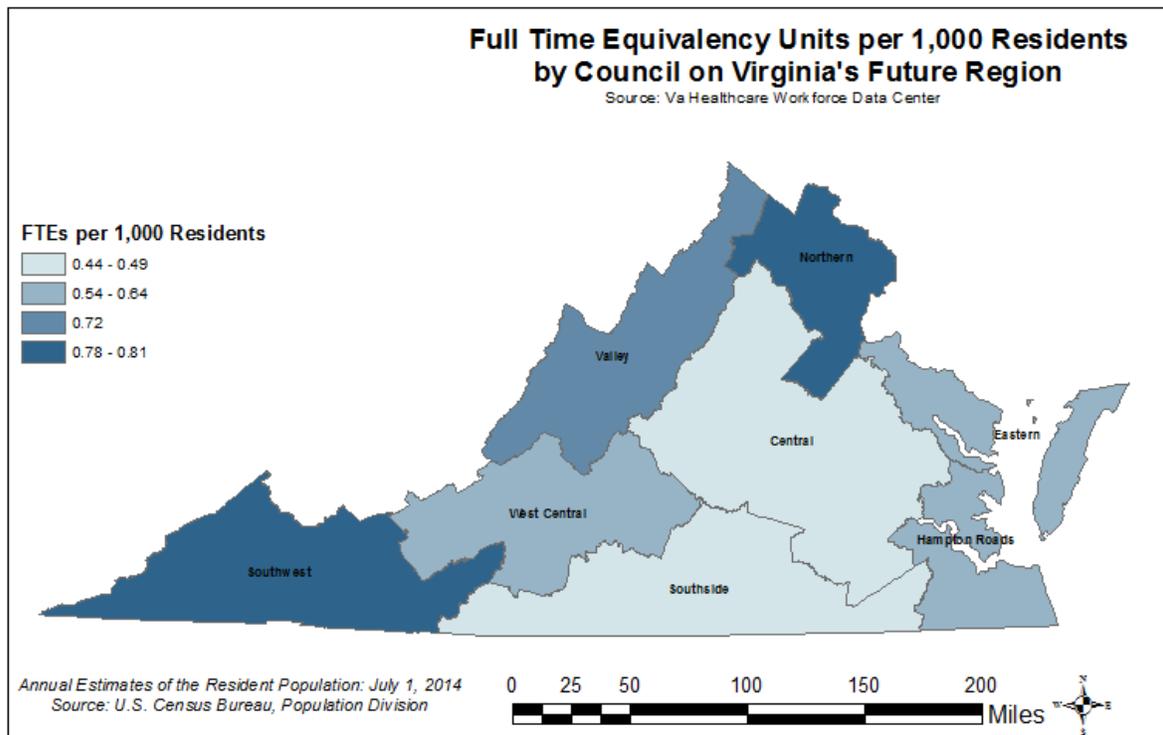
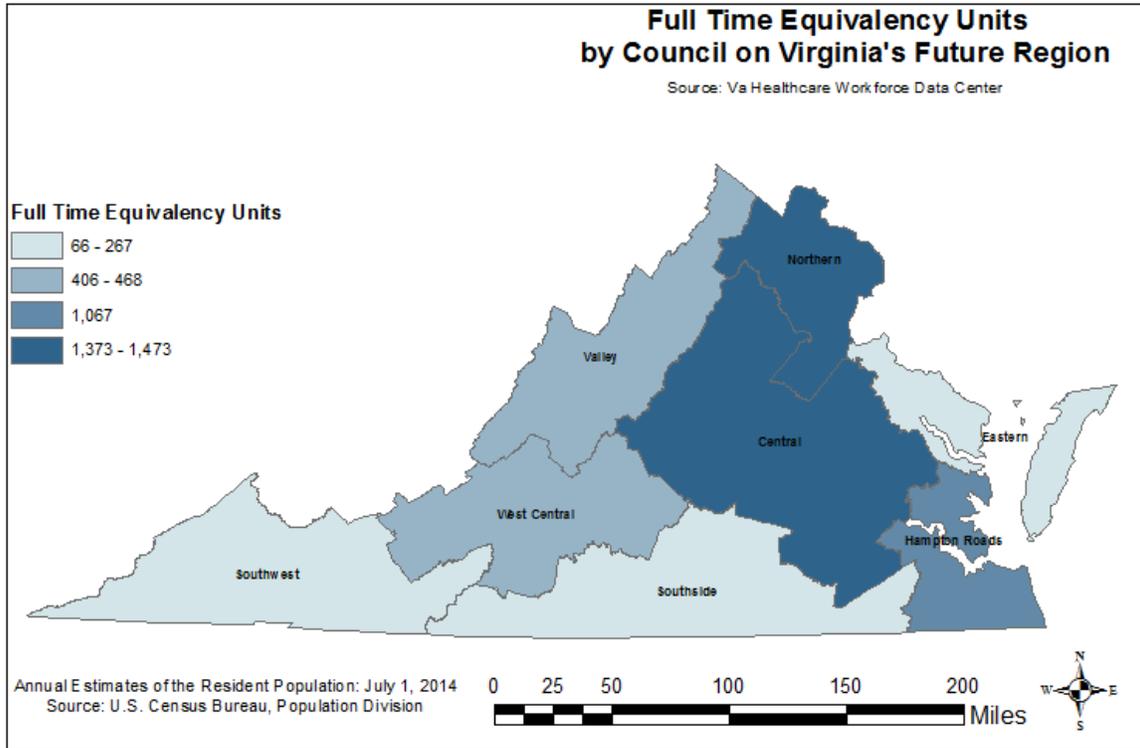
Source: Va. Healthcare Workforce Data Center

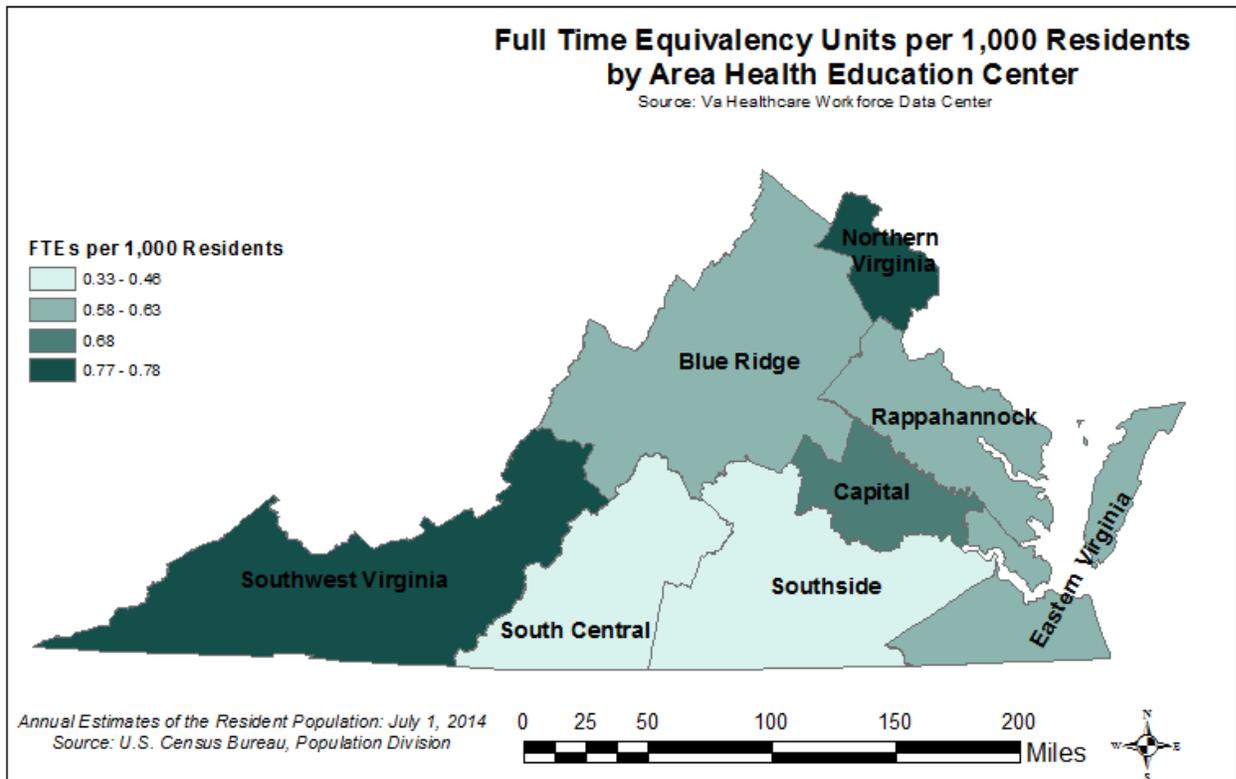
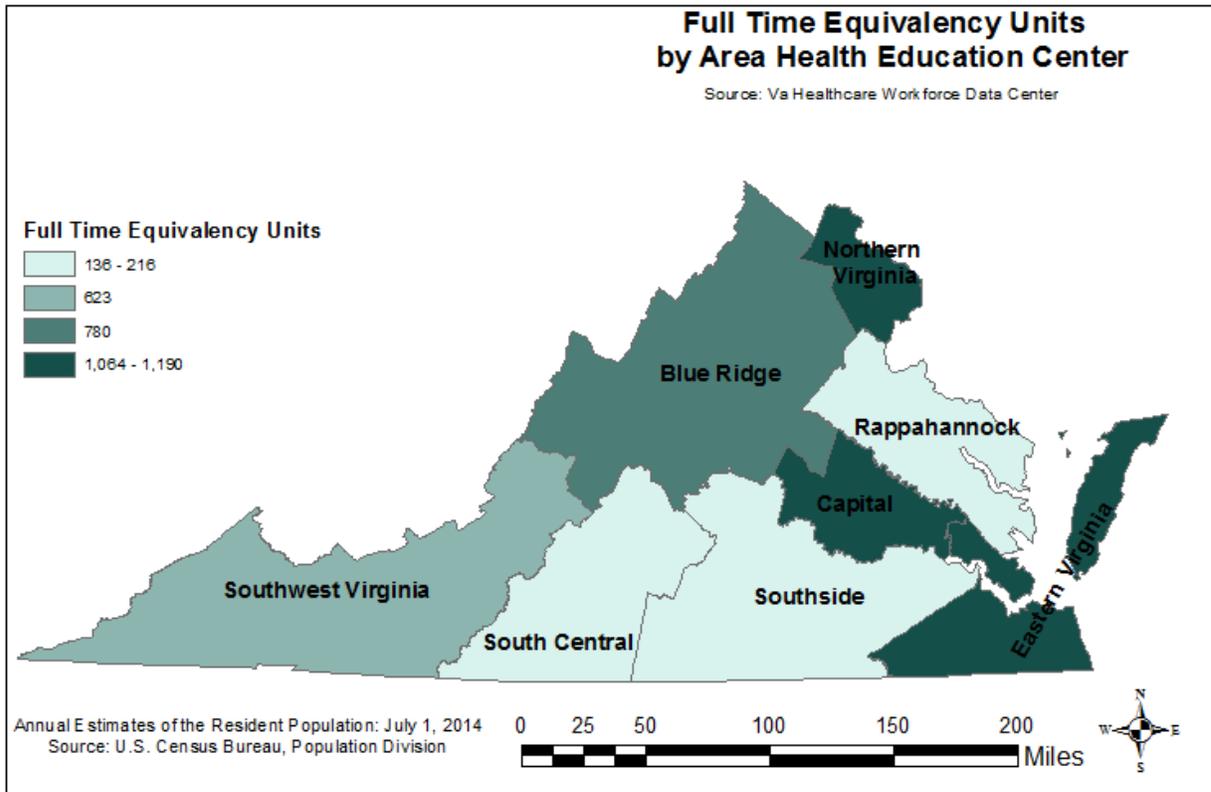


Source: Va. Healthcare Workforce Data Center

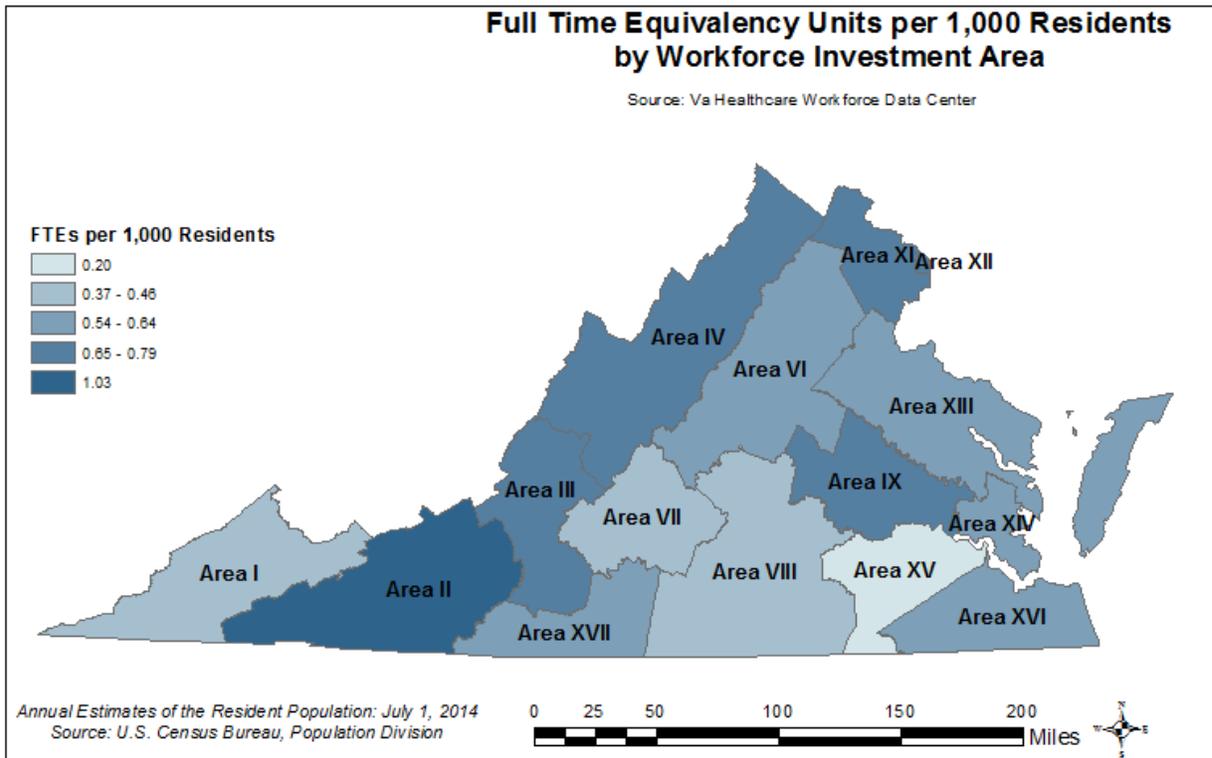
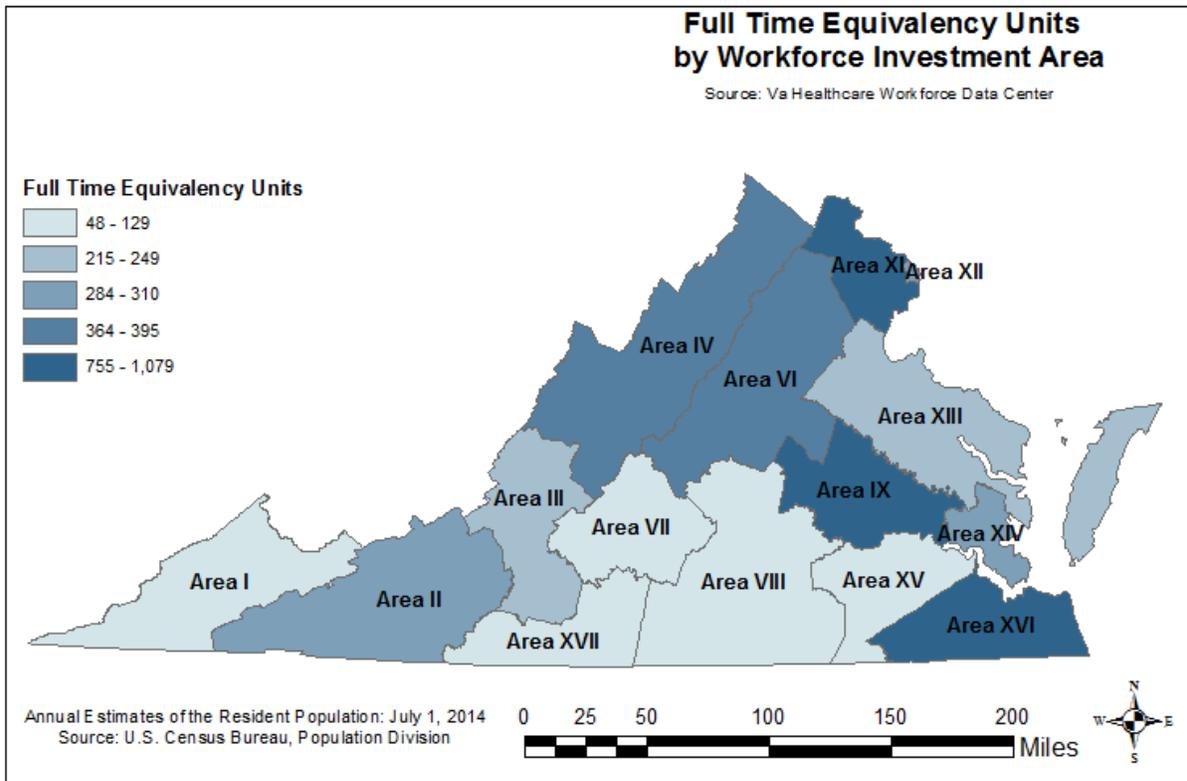
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

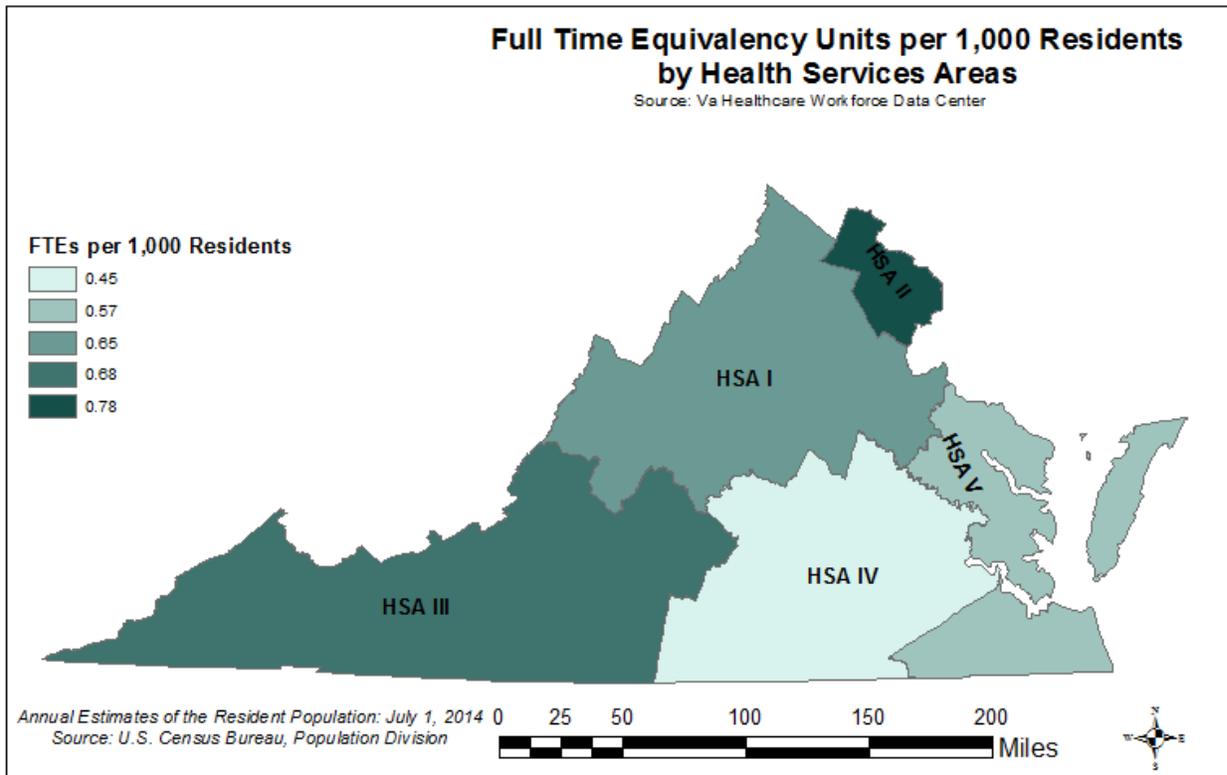
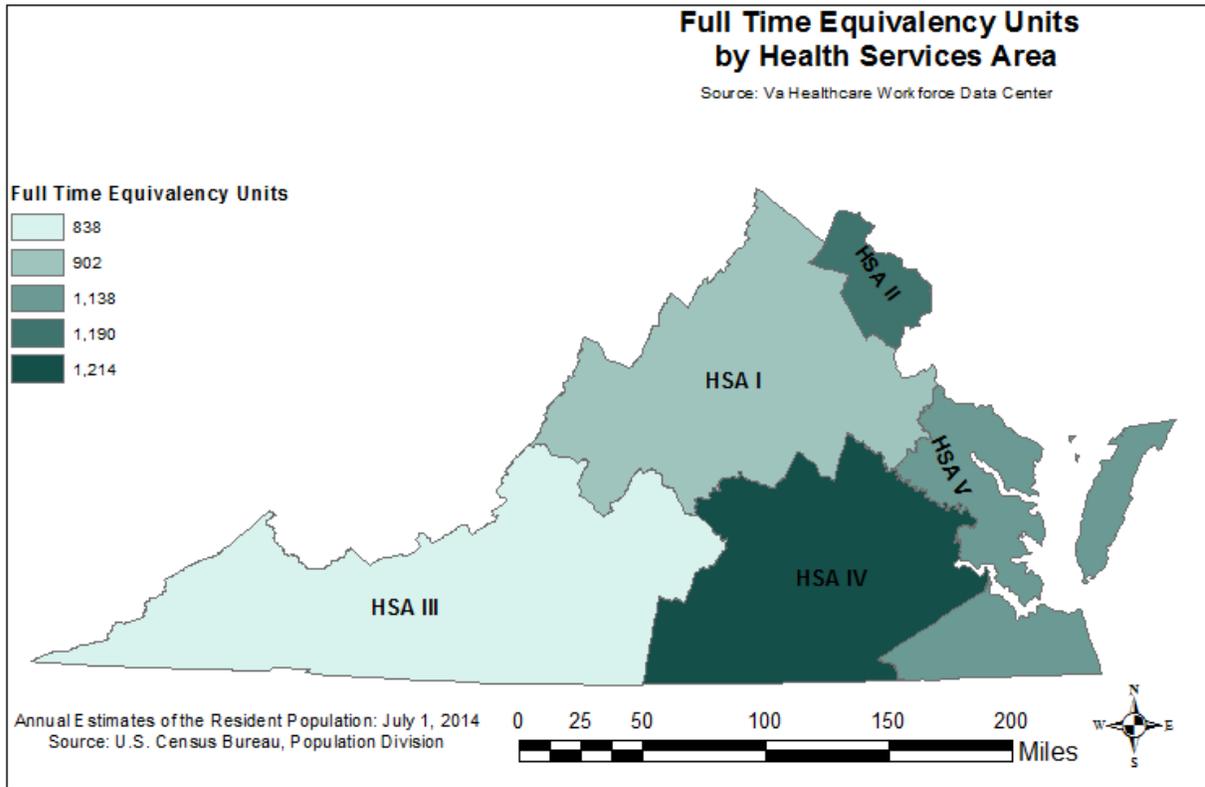
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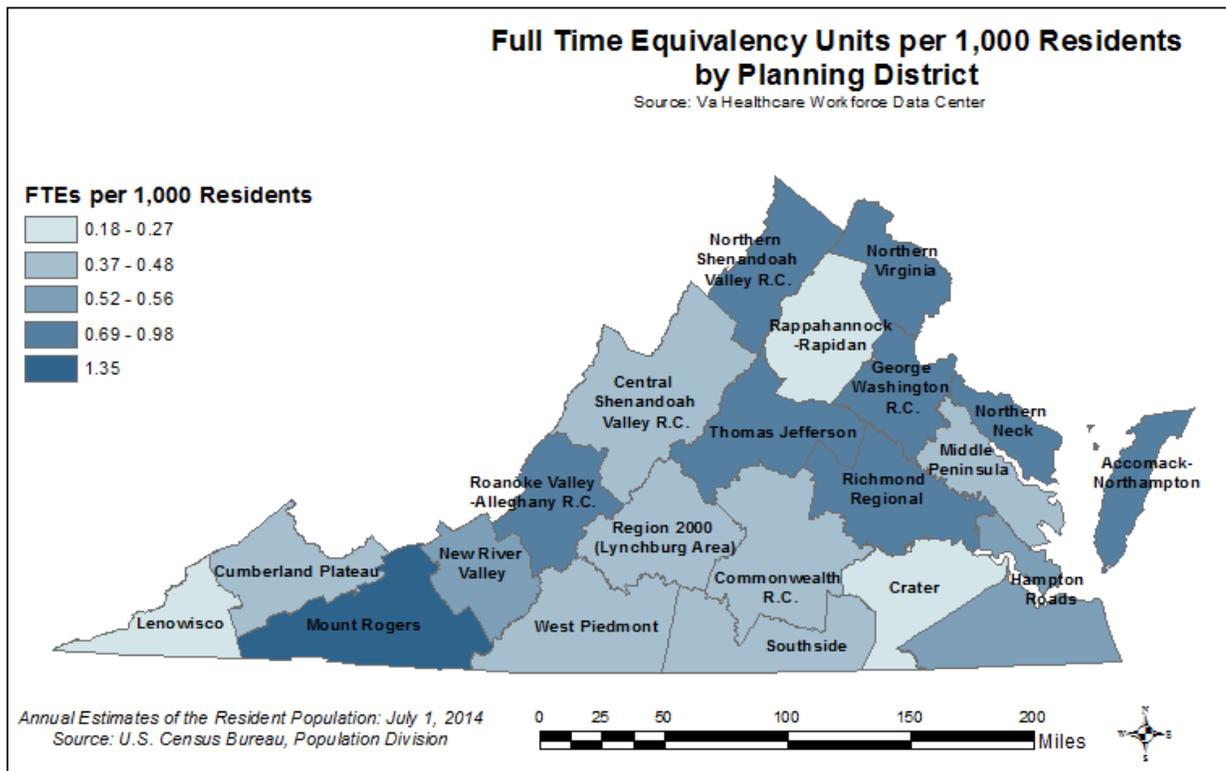
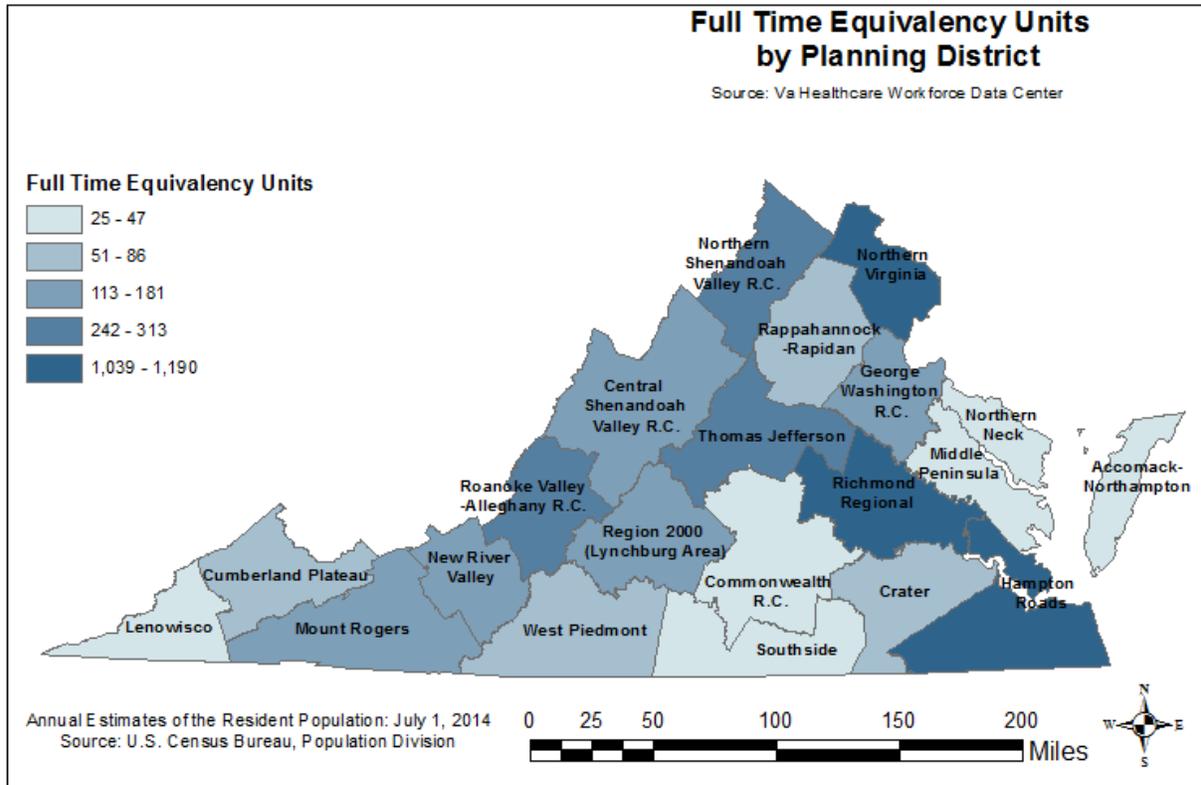




Workforce Investment Areas







Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3809	41.30%	2.421487603	1.836147	3.324777
Metro, 250,000 to 1 million	411	45.74%	2.186170213	1.657713	3.001679
Metro, 250,000 or less	645	40.47%	2.471264368	1.873892	3.393122
Urban pop 20,000+, Metro adj	86	34.88%	2.866666667	2.173714	3.936022
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	168	42.26%	2.366197183	1.794222	3.248862
Urban pop, 2,500-19,999, nonadj	172	33.72%	2.965517241	2.24867	4.071747
Rural, Metro adj	96	38.54%	2.594594595	1.96741	3.562459
Rural, nonadj	62	38.71%	2.583333333	1.958871	3.546996
Virginia border state/DC	980	9.39%	10.65217391	8.07725	14.62576
Other US State	1291	24.86%	4.021806854	3.049625	5.522065

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	181	33.15%	3.016666667	2.268614	11.05388
30 to 34	934	25.05%	3.991452991	3.001679	14.62576
35 to 39	1007	39.13%	2.555837563	1.922058	9.36528
40 to 44	1029	27.50%	3.636042403	2.734401	13.32344
45 to 49	922	41.32%	2.419947507	1.819865	8.867342
50 to 54	980	31.63%	3.161290323	2.377375	11.58382
55 to 59	917	45.37%	2.204326923	1.657713	8.07725
60 and Over	1754	33.01%	3.029360967	2.27816	11.1004

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

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.34399

