Virginia's Licensed Nursing Workforce: 2010-2012

Healthcare Workforce Data Center

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Virginia Department of Health Professions
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Healthcare Workforce Data Center

Overview

The Virginia Department of Health Profession's 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

2012 Rollout:

Speech-Language Pathologists
Audiologists
Long-Term Care Administrators
Physical Therapists
Physical Therapy Assistants

Proposed:

Occupational Therapists
Occupational Therapy Assistants

The Nursing Workforce Survey

Methodology

The Nursing Workforce Survey is administered to Licensed Practical Nurses and Registered Nurses through the Department of Health Professions online renewal process. The Board of Nursing has a biennial renewal cycle. A licensee's renewal year depends on his birth year. Those born in even number years renew in even number years, and those born in odd number years renew in odd number years. Licenses expire on the last day of the licensee's birth month during their respective renewal years. 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. The survey included those renewing from May 1, 2010 to April 30, 2012. The survey text is available in Appendix C.

Response Rates

The survey's population is all persons holding nursing licenses in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Nursing Workforce. Our sample is a convenience sample of licensed professionals who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of practitioners, results in a good overall response rate (see below).

This report was made possible by the voluntary effort of 99,345 nurses. Over 80% of nurses who had access to the survey chose to participate.

The methodology excludes some, but not all, nurses first licensed in the Commonwealth during the renewal cycle. Since the renewal cycle is two years long and ongoing, most newly licensed nurses had an opportunity to renew. The number of new licensees in the table above reflects those who did NOT have an opportunity to renew within the renewal cycle.

Statistic	Licensed Practical Nurses	Registered Nurses	All Nurses
Renewing Nurses	30,005	93,985	123,990
Non-renewals	3,627	7,826	11,453
New Licensees	878	2,390	3,268
Total Licensees	34,510	104,201	138,711
Completed Surveys	22,303	77,042	99,345
Response Rate, All Licensees	65%	74%	71%
Response Rate, Renewing Practitioners	74%	82%	80%

Our methodology also excludes nurses who were scheduled to renew but did not renew their licenses during the renewal period. These nurses left the field of nursing, left the Commonwealth, or renewed late. These nurses may have different patterns of employment than our respondents. The methodology also excludes nurses who choose to renew using paper renewals. These nurses may be older, less technologically savvy or lack access to high speed internet (e.g., rural practitioners).

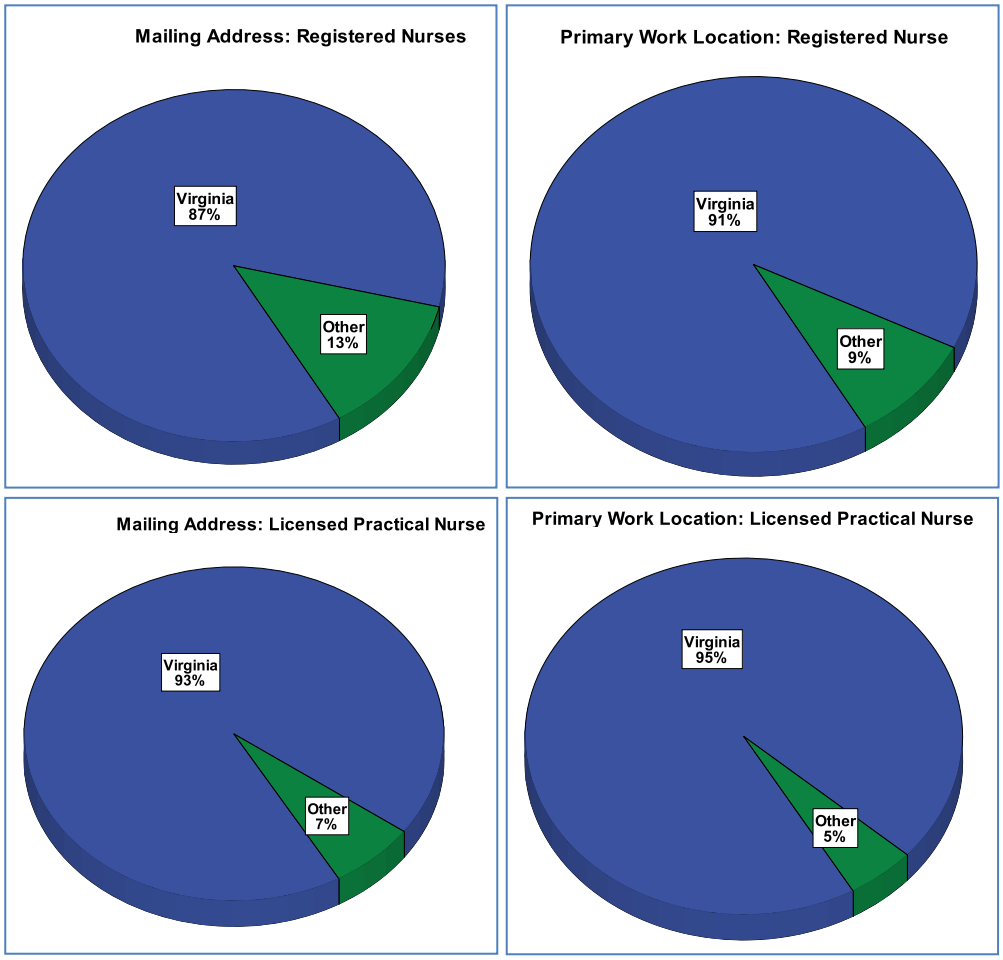
[1] Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses biennially.

Weighted Estimates

Using administrative data in our licensee files, we are able to determine response rates based on age in five year categories and the rural status of the licensees address of record with the department. We do find statistically significant differences in renewal rates by these variables, with each having a moderate effect on renewal rates.[2] To account for differences in response rates by these key characteristics this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of nurses based on two characteristics: 1) the age of the respondent, in five year categories, and, 2) the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population level data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add totals in tables).

Virginia's Licensed Nurses



Not all of Virginia's licensed nurses live or work in the state. Out-of-state nurses 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 they may do so in any state. Retired nurses may maintain their licenses for prestige or occasional practice. Nurses may consult or occasionally travel to Virginia to care for their patients, particularly those practicing in Virginia's border jurisdictions.

Compared to other professions, a large proportion of nurses (88.6%) have mailing addresses in Virginia, including 87 percent of Registered Nurses and 93 percent of Licensed Practical Nurses. A similarly large proportion (91.6%) of those who reported a primary work location reported it being in Virginia. This includes 91 percent of RNs and 95% of LPNs.

[2] For Age in 5-yrear categories, $\chi 2$ is significant at the 99% confidence level for both professions, with Cramer's V of 0.254 (RNs) and 0.204 (LPNs) indicating moderate effect size. For Rural Urban Continuum, χ^2 is also significant at the 99% confidence level with Cramer's V of 0.244 (RNs) and 0.131 (LPNs), indicating a moderate effect size.

Virginia's Nursing Workforce

106,473 nurses participated in Virginia's Nursing Workforce during the survey period, including 27,762 Licensed Practical Nurses, and 78,711 Registered Nurses.

Virginia's nursing workforce consists of respondents who reported working and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, state of residence or mailing address 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 the workforce at some point. We include nurses who are working in a non-nursing position as part of Virginia's nursing workforce. Some respondents hold more than one license and were able to respond to the survey twice, creating duplicate responses. We kept duplicate surveys if the respondent indicated working under the relevant license. The other duplicate was removed. 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.

Using these criteria and weighted responses, the HWDC estimates that 106,473 nurses participated in Virginia's Nursing Workforce during the survey period, including 27,762 licensed practical nurses and 78,711 registered nurses. Approximately 77 percent of nurses who held a license in Virginia during this period participated in Virginia's nursing workforce.

Statistic	Licensed Practical Nurses	Registered Nurses	Total
Working in Virginia	24,806	73,169	97,975
Not working, plans to return to work, resides in Virginia	3,105	5,545	8,650
Total	27,911	78,714	106,625
Removed duplicate	149	3	152
Virginia's Nursing Workforce	***27,762***	***78,711***	***106,473***
Licensees	34,510	104,201	138,711
Proportion of Licensees in Virginia's Nursing Workforce	80%	76%	77%

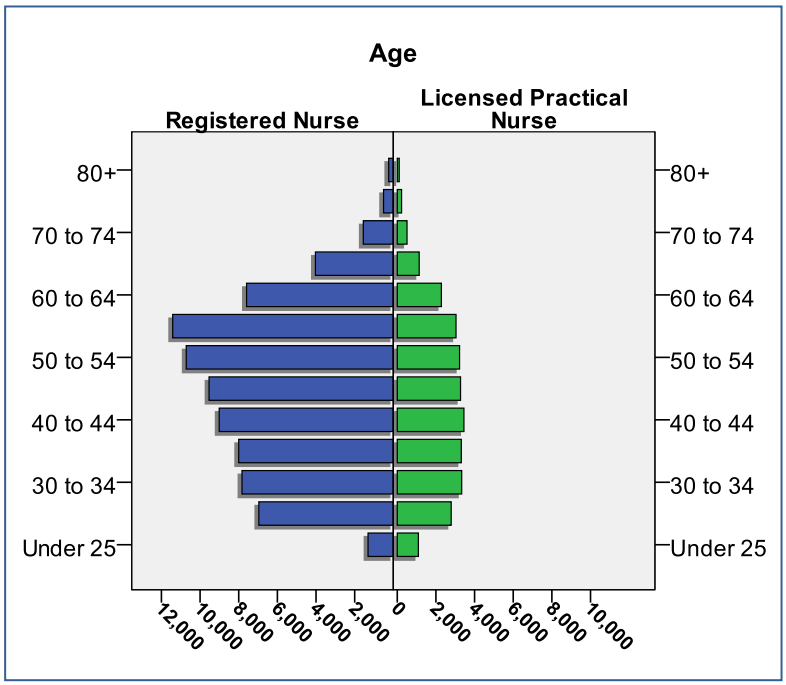
Virginia's Nursing Workforce

Demographics

Age & Gender

The median age of Virginia's Nursing Workforce, as of January 1, 2012, was 47. For registered nurses, the median age was 48, while the median age for licensed practical nurses was 44. Less than 31 percent of nurses were age 55 or over, while 32.6 percent were under age 40. Roughly the same proportion of RNs were under age 40 as were over age 55, while a larger proportion of LPNs were under age 40 (38%) than over age 55 (26.3%).

There were very few males in Virginia's nursing workforce. Only 5.6 percent of Virginia's nurses were male, including about 5.8 percent of RNs and 4.8% of LPNs. The proportion of males peaks at just under seven percent in the 35 to 44 age range. Only 4.7 percent of nurses between the age of 25 to 29 are male.



License Transaction Rate by Age (Unweighted, All Nurses)

For all age categories, a slightly larger proportion of RN licensees renew their licenses than LPNs. Renewal rates are lower for nurses under age 40, especially considering this population has the largest share of newly issued licenses. Renewal rates begin to decline significantly after age 60.

Age	Registered Nurse			Licensed Practical Nurse		
	Renewed	Allowed to expire	New Issue	Renewed	Allowed to expire	New Issue
	%	%	%	%	%	%
Under 25	72%	4%	24%	80%	6%	14%
25 to 29	86%	8%	6%	83%	12%	5%
30 to 34	86%	9%	5%	83%	12%	5%
35 to 39	90%	8%	2%	87%	11%	3%
40 to 44	91%	6%	3%	88%	10%	3%
45 to 49	93%	6%	1%	89%	9%	1%
50 to 54	93%	6%	1%	90%	9%	1%
55 to 59	94%	5%	1%	92%	8%	1%
60 to 64	92%	7%	1%	89%	10%	1%
65 to 69	89%	11%	0%	86%	14%	0%
70 to 74	84%	16%	0%	80%	20%	0%
75 to 79	78%	22%	0%	77%	23%	0%
80 +	70%	30%	0%	66%	34%	0%
Total	**90%**	**8%**	**2%**	**87%**	**11%**	**3%**

Diversity[3]

Race/ Ethnicity	Est. 2011 Virginia Population		Registered Nurses		Licensed Practical Nurses		All Nurses		All Nurses under 40	
		%	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Hispanic of any race	660,730	8%	1,105	1.4%	421	1.5%	1,526	1.4%	759	2.2%
White, non-Hispanic	5,222,122	64%	63,596	81.7%	17,725	64.6%	81,321	77.2%	24,877	72.1%
Black, non-Hispanic	1,548,069	19%	7,493	9.6%	8,061	29.4%	15,554	14.8%	5,911	17.1%
American Indian or Alaskan Native	21,474	0%	173	0.2%	77	0.3%	249	0.2%	66	0.2%
Asian or Pacific Islander	463,913	6%	4,038	5.1%	521	1.9%	4,560	4.3%	1,866	5.4%
Other Race[4]	-	-	553	0.7%	193	0.7%	746	0.7%	287	0.8%
Two or more races	180,296	2%	895	1.1%	433	1.6%	1,329	1.3%	747	2.2%

Percentages many not add to 100% due to rounding.

Although non-Hispanic whites accounted for 65 percent of Virginia's population, they accounted for more than three-quarters of Virginia's nurses. All other major racial/ethnic groups were underrepresented in the nursing profession with respect to the general population. However, underrepresented groups were making gains in younger cohorts. Hispanics, non-Hispanic blacks and Asian/Pacific Islanders all made gains among nurses under age 40. Nevertheless, Hispanics remain significantly underrepresented even among nurses under age 40.

With respect to specific professions, non-Hispanic whites represented a far larger percentage of registered nurses than licensed practical nurses. In fact, the number of non-Hispanic whites who are licensed practical nurses is proportionate to the overall population, but they are overrepresented among registered nurses. Meanwhile, non-Hispanic blacks, who are overrepresented as licensed practical nurses compared to the overall population, are significantly underrepresented among registered nurses. Hispanics and all other racial/ethnic groups are underrepresented among both registered nurses and licensed practical nurses.

[3] All Healthcare Workforce Data Surveys follow 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 U.S. Census Bureau no longer provides an estimate for people included in the "Other Race" category in 2011. Instead, people who select this category are reallocated into another racial group.

Prior Experience

Most nurses had prior experience in a job related to health care before they began their training. However, among those nurses that did have a prior job in the health care industry, a majority were nursing aides or assistants. The only other jobs that were cited by more than one percent of all nurses were home health aides/assistants, licensed practical nurses, EMTs/paramedics and medical assistants. Percentages were consistent across both nursing professions. It should be noted that some nurses had prior experience in multiple categories. Therefore, it is possible that the total number of responses across professions will be greater than the total number of nurses in that profession.

Over half of Virginia's nurses had some health care experience before entering the nursing profession

Prior Experience	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	% of All RNs	Number	% of All LPNs	Number	% of All Nurses
Nursing Aide/Assistant	26,394	34%	10,643	38%	37,037	35%
LP Nurses (for RNs)	7,712	10%	0[5]	0%	7,712	7%
Other	5,643	7%	1,504	5%	7,147	7%
Home Health Aide/Asst.	2,544	3%	2,151	8%	4,695	4%
EMT/Paramedic	2,920	4%	655	2%	3,575	3%
Medical Assistant	1,966	2%	1,013	4%	2,979	3%
Military Medical Corp	822	1%	330	1%	1,152	1%
Allied Health Tech.	943	1%	180	1%	1,123	1%
Dental Assistant	855	1%	229	1%	1,084	1%
Health Care Manager	710	1%	164	1%	874	1%
Medical Doctor	80	0%	49	0%	129	0%
Midwife	59	0%	22	0%	81	0%
Total with Experience*	41,451	53%	14,980	54%	56,431	53%

*Respondents were able to make multiple selections.

[5] 1,671 licensed practical nurses stated that "Licensed Practical Nurse (for RNs)" was part of their prior experience. These responses were removed from this analysis.

Domestic Nursing Education Location

Nearly three-quarters of nurses received their most recent nursing education in the state of Virginia. Only seven percent of all nurses received their education in a border state, while 20 percent received their education in a state that did not border Virginia.[6] Licensed practical nurses were more likely to have received education in Virginia, while registered nurses were more likely to have received their education outside of the state.

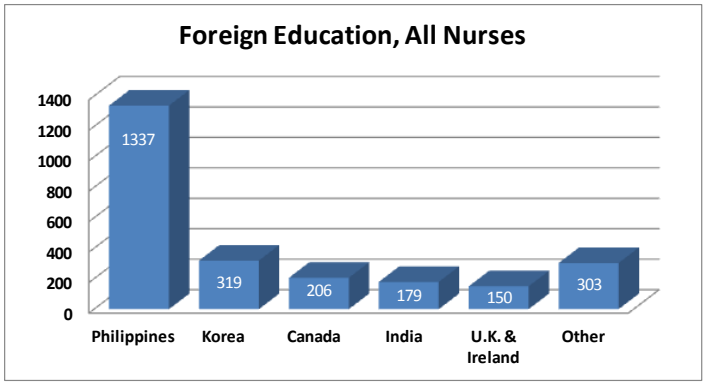
Almost three-quarters of all nurses had their most recent nursing education in Virginia, including 68% of RNs and 85% of LPNs

State	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Virginia	47,057	68%	20,767	85%	67,824	73%
Border States	6,042	9%	907	4%	6,949	7%
Non-Border States	15,803	23%	2,729	11%	18,532	20%
Total	68,902	100%	24,403	100%	93,305	100%

Foreign Nursing Education Locations

Only 2,494 nurses were estimated to have received nursing education in a foreign country, almost all of whom were registered nurses.[7] The majority of those nurses received their education in the Philippines. Korea, Canada, India, and the United Kingdom/Republic of Ireland were also notable sources of education for RNs.

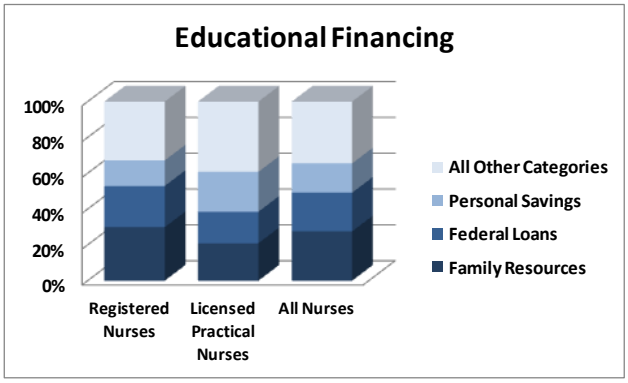
Country	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	% of All RNs	Number	% of All LPNs	Number	% of All Nurses
Philippines	1331	1.69%	6	0.02%	1337	1.26%
Korea	317	0.40%	2	0.01%	319	0.30%
Canada	203	0.26%	3	0.01%	206	0.19%
India	179	0.23%	0	0.00%	179	0.17%
United Kingdom & Ireland	145	0.18%	5	0.02%	150	0.14%
Other	264	0.34%	39	0.14%	303	0.28%
Total	2439	3.10%	55	0.20%	2494	2.34%



[6] Non-border states included all states that do not share a common border with Virginia, while border states included the five states – Maryland, West Virginia, Kentucky, Tennessee and North Carolina – that border Virginia and the District of Columbia.
[7] There was no uniform standard by which countries were included in the sample. Therefore, some discretion was used in deciding which data points would be included in this sample.

Education Financing

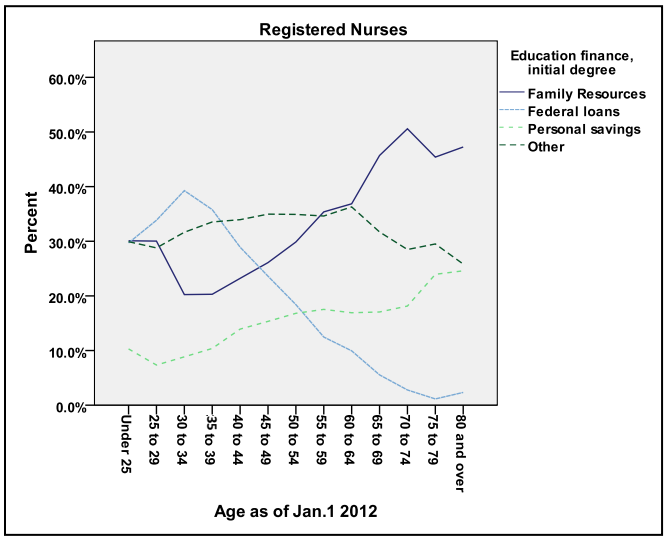
Nurses financed their education using a variety of methods, but the three most popular methods were family resources, federal loans and personal savings. Two-thirds of all nurses used one of these three methods to finance their education. Among the other one-third of nurses, no particular financing method was preferred. In fact, financing methods were fairly evenly distributed among the other nine financing methods included in the survey.

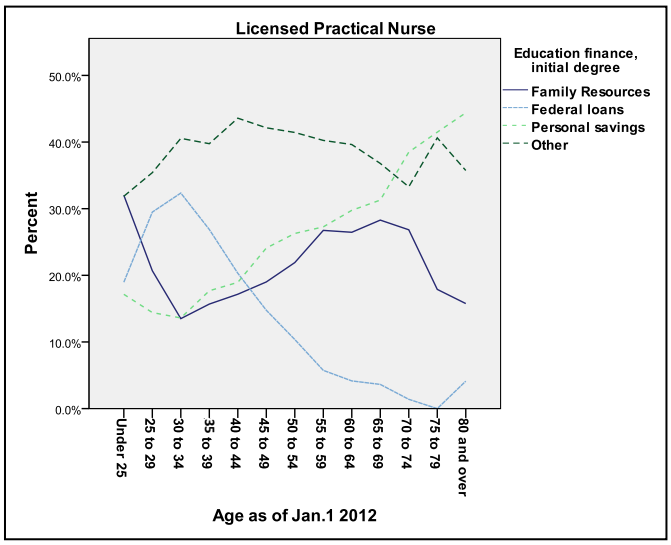


Registered nurses were more likely to use family resources and federal loans to finance their education, while licensed practical nurses were more likely to use personal savings. Personal savings were the most common way for licensed practical nurses to finance their education. More than half of registered nurses used family resources or federal loans – personal savings was a distant third on the list.

Finance Method	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Family Resources	23,285	30%	5,747	21%	29,032	28%
Federal Loans	17,969	23%	4,838	18%	22,807	22%
Personal Savings	11,125	14%	6,113	22%	17,238	16%
State/Local Government Scholarship or Grant	4,207	5%	2,204	8%	6,411	6%
Federal Traineeship, Scholarships, or Grant	4,093	5%	1,603	6%	5,696	5%
Other Resources	2,509	3%	2,302	8%	4,811	5%
Other Type of Loan	3,511	5%	1,273	5%	4,784	5%
Employer Tuition Reimbursement	3,210	4%	657	2%	3,867	4%
Healthcare Employment Earnings	2,420	3%	1,035	4%	3,455	3%
Non-Healthcare Employment Earnings	1,956	3%	743	3%	2,699	3%
Non-Governmental Scholarship or Grant	2,057	3%	495	2%	2,552	2%
Veterans Benefits	1,666	2%	467	2%	2,133	2%
Total	78,008	100%	27,477	100%	105,485	100%

Educational financing was also analyzed with respect to age brackets. Statistical tests indicate that educational financing did vary among nurses of different ages, as shown in the graphs below.[8] Nurses under the age of 40, regardless of profession, were more likely to have relied on federal loans to finance their education than nurses over that age. Meanwhile, nurses age 50 and higher were more likely to have relied on personal savings to pay for their education than nurses under that age. Registered nurses over the age of 55 were also more likely to have relied on family resources, but this trend was not as pronounced for licensed practical nurses. Very few nurses over the age of 55 relied on federal loans to finance their education.

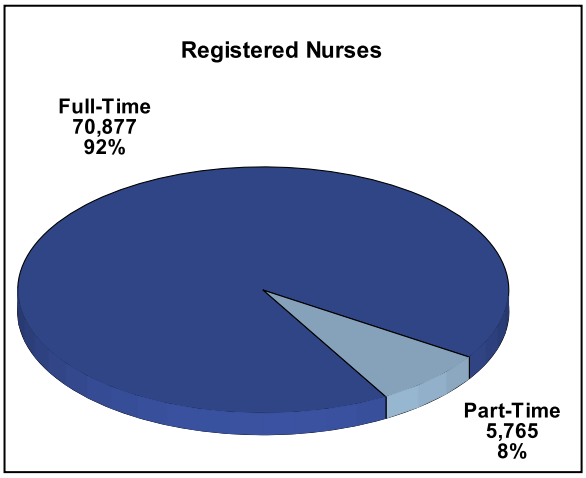


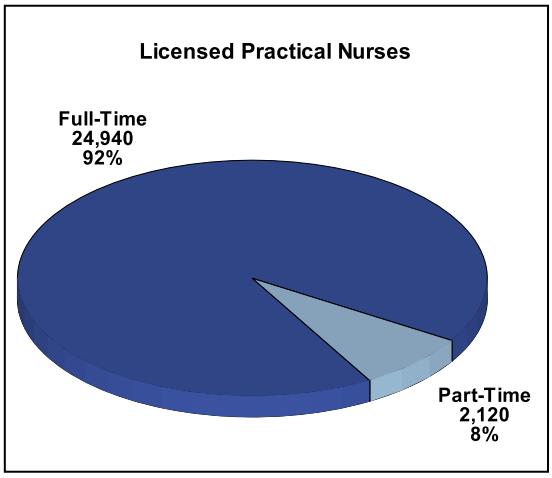


Education Schedule

In total, 92 percent of all nurses attended school on a full-time basis, a number that was consistent across both registered nurses and licensed practical nurses.

Schedule	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Full-Time	70,877	92%	24,940	92%	95,817	92%
Part-Time	5,765	8%	2,120	8%	7,885	8%
Total	76,642	100%	27,060	100%	103,702	100%

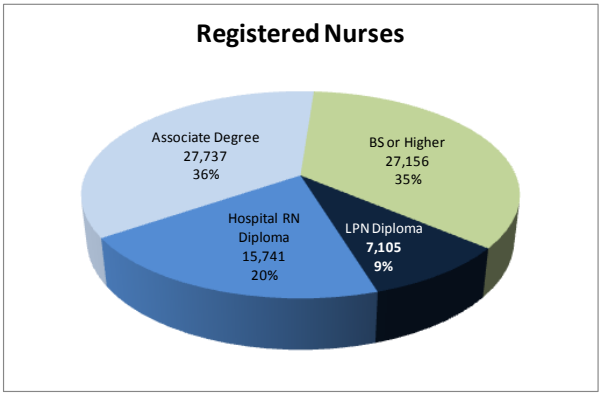




[8] For registered nurses, the relevant statistic was the following: χ^2 (144, N = 78,713) = 7,903.957, p = .000. For licensed practical nurses, the relevant statistic was the following: χ^2 (144, N = 27,766) = 3,243.167, p = .000.

Initial Education Level

Almost all LPNs attained their initial nursing licenses after completing an LPN diploma certificate program. Only one percent attained an associate degree before attaining their initial license. Among RNs, nine percent attained LPN diplomas or certificates as their initial nursing degree. Over one-third of RNs began their nursing careers with a baccalaureate degree, while a similar number started with an associate degree. The remaining 20 percent began with a RN diploma.



Education Level	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
LPN Diploma/Certificate	7,105	9%	27,135	99%	34,240	33%
Hospital RN Diploma	15,741	20%	37	0%	15,778	15%
Associate Degree	27,737	36%	199	1%	27,936	27%
Baccalaureate Degree	26,464	34%	0[9]	0%	26,464	25%
Masters Degree	661	1%	0[6]	0%	661	1%
Doctorate	31	0%	0[6]	0%	31	0%
Total	77,739	100%	27,371	100%	105,110	100%

Highest Education Level

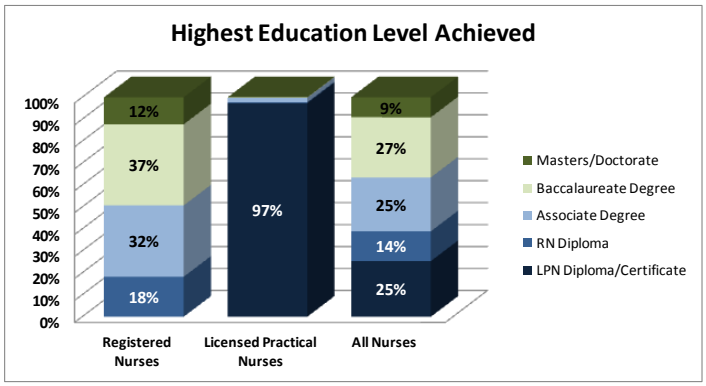
The highest nursing certificate, diploma or degree that nurses received varied considerably across professions. Among registered nurses, a majority of respondents had either an associate or baccalaureate degree; most of the rest had either a master's degree or a RN diploma. Meanwhile, almost all licensed practical nurses had received an LPN diploma or certificate; most of the remainder had an associate degree.

Education Level	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
LPN Diploma/Certificate	0[10]	0%	26,559	97%	26,559	25%
RN Diploma	14,109	18%	113	0%	14,222	14%
Associate Degree	25,168	32%	548	2%	25,716	25%
Baccalaureate Degree	28,640	37%	53	0%	28,693	27%
Masters Degree	8,977	12%	0[11]	0%	8,977	9%
Doctor of Philosophy in Nursing	297	0%	0[8]	0%	297	0%
Doctorate in Nursing Practice	148	0%	0[8]	0%	148	0%
Doctorate in Nursing Science	38	0%	0	0%	38	0%
Doctorate in Nursing	64	0%	0[8]	0%	64	0%
Total	77,441	100%	27,273	100%	104,714	100%

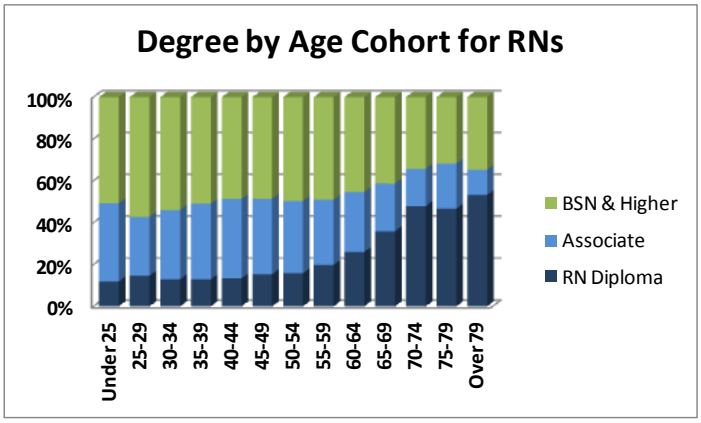
[9] Seven licensed practical nurses reported having a baccalaureate degree, master's degree or a doctorate. These responses were excluded in this section.

[10] 30 registered nurses indicated that a LPN diploma/certificate was their highest level of education. This was likely an error. These responses were excluded in this section.

[11] Twelve licensed practical nurses reported having a master's degree or a doctorate. These responses were excluded in this section.



Almost half of Virginia's RNs have a BSN or higher degree, and the proportion is increasing. A full 57% of RNs age 25-29 have a BSN or higher degree.



Registered nurses under the age of 55 were more likely to have an associate, baccalaureate or advanced degree than nurses above that age. Relative differences remain much the same until nurses reach their 60s; above that age, nurses become increasingly likely to hold a RN diploma and less likely to hold a higher degree. A majority of nurses under the age of 40 had a baccalaureate degree or higher.

Age	Registered Nurses							
	RN Diploma		Associate		BSN & Higher		Total	
	Number	%	Number	%	Number	%	Number	%
Under 25	155	12%	490	37%	664	51%	1,309	100%
25-29	1,011	15%	1,952	28%	3,967	57%	6,930	100%
30-34	1,002	13%	2,568	33%	4,176	54%	7,746	100%
35-39	1,017	13%	2,864	36%	4,025	51%	7,906	100%
40-44	1,189	13%	3,368	38%	4,318	49%	8,875	100%
45-49	1,439	15%	3,373	36%	4,544	49%	9,356	100%
50-54	1,664	16%	3,639	35%	5,237	50%	10,540	100%
55-59	2,221	20%	3,488	31%	5,488	49%	11,197	100%
60-64	1,933	26%	2,135	29%	3,376	45%	7,444	100%
65-69	1,404	36%	890	23%	1,616	41%	3,910	100%
70-74	722	48%	268	18%	518	34%	1,508	100%
75-79	228	47%	105	22%	155	32%	488	100%
Over 79	124	53%	28	12%	81	35%	233	100%
All RNs	14,109	18%	25,168	32%	38,165	49%	77,442	100%

Totals may not add to 100% due to rounding.

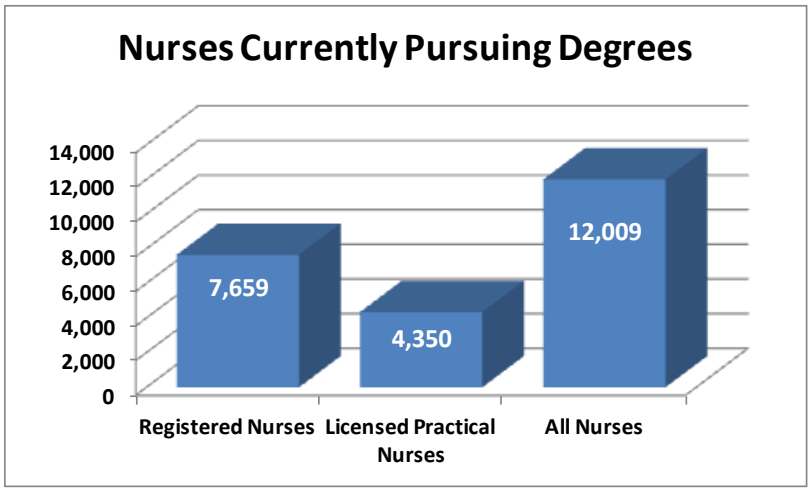
Current Education

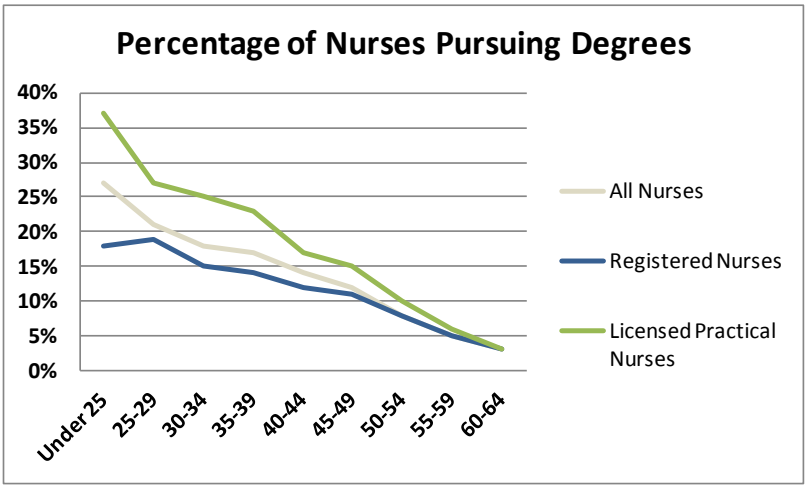
In total, 12,009 nurses were pursuing an advanced degree in a nursing education program at the time they completed their survey. Licensed practical nurses were somewhat more likely than registered nurses to be pursuing an advanced degree. Among registered nurses, 7,659 (10%) were pursuing an advanced degree, while 4,350 licensed practical nurses (16%) were also doing so.

Younger nurses were far more likely than older cohorts to be pursuing an advanced degree. More than 20 percent of all nurses under the age of 30 were seeking an advanced nursing degree, while 15 percent of nurses between the ages of 30 and 49 were doing likewise.

Profession	Yes	
	Number	%
Registered Nurses	7,659	10%
Licensed Practical Nurses	4,350	16%
All Nurses	12,009	11%

Age	All Nurses	
	Yes	
	Number	%
Under 25	633	27%
25-29	2,038	21%
30-34	1,984	18%
35-39	1,862	17%
40-44	1,670	14%
45-49	1,531	12%
50-54	1,148	8%
55-59	765	5%
60-64	268	3%
65-69	64	1%
70-74	32	2%
75-79	7	1%
Over 79	8	2%
Total	12,010	11%



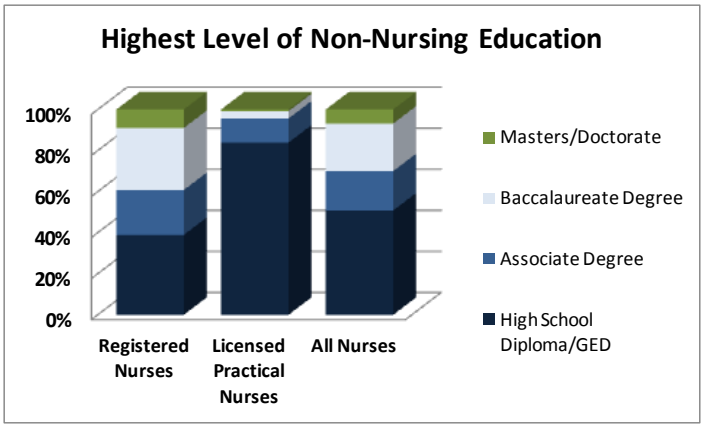


Non-Nursing Education

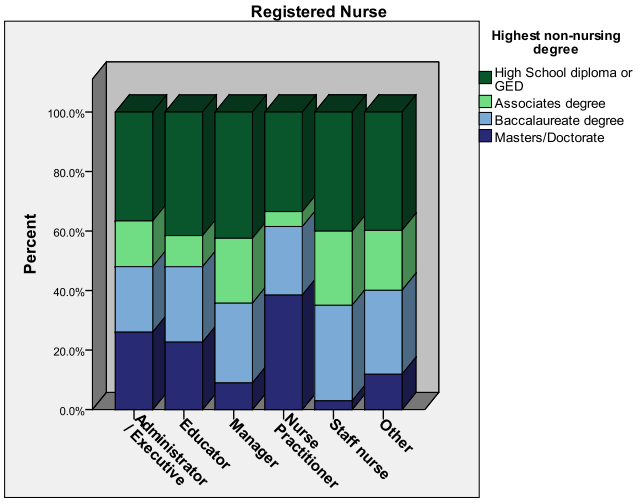
Highest Non-Nursing Education

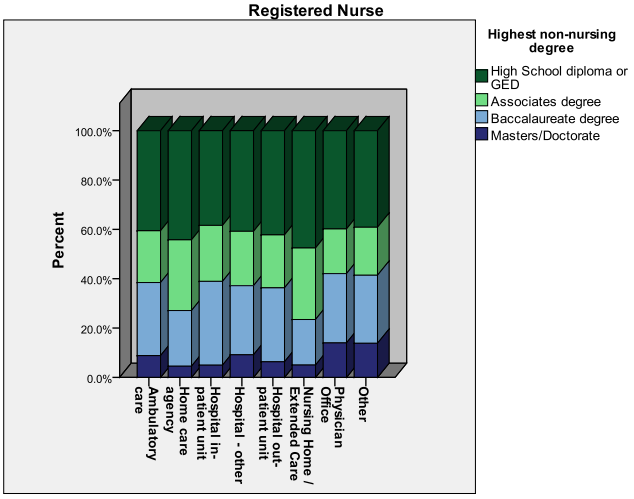
Registered nurses were far more likely than licensed practical nurses to have higher levels of non-nursing education, including associate, baccalaureate and master's degrees. Among all registered nurses, 61 percent held a non-nursing degree, but only 16 percent of licensed practical nurses held a non-nursing degree. Nearly 40 percent of all registered nurses held a non-nursing baccalaureate or higher degree, while five percent of licensed practical nurses did the same. Overall, fewer than 10 percent of all nurses held an advanced non-nursing degree, which includes either a master's degree or doctorate.

Highest Non-Nursing Degree	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
High School Diploma/GED	29,357	39%	22,753	84%	52,110	51%
Associate Degree	16,477	22%	3,180	12%	19,657	19%
Baccalaureate Degree	22,800	30%	965	4%	23,765	23%
Masters Degree	6,116	8%	181	1%	6,297	6%
Doctorate	646	1%	40	0%	686	1%
Total	75,396	100%	27,119	100%	102,515	100%



For registered nurses, their highest non-nursing education level was compared with their primary position and their primary work setting to explore whether non-nursing education is applied to patient care/health care or to other areas. Statistical tests indicate that the highest non-nursing education level was related to both registered nurses' primary position and their primary position setting.[12] The following two graphs represent these relationships visually for the most common primary positions and primary position settings. With respect to primary positions, nurse practitioners, administrators/executives and educators were more likely to have non-nursing degrees, while managers and staff nurses were less likely to have such degrees. Among settings, physician offices, ambulatory care and hospital (other) had a slightly larger proportion of registered nurses holding advanced non-nursing degrees.





[12] For primary positions, the relevant statistic was the following: χ^2 (60, N = 78,712) = 8429.609, p = .000. For primary position settings, the relevant statistic was the following: χ^2 (90, N = 65,897) = 3898.727, p = .000.

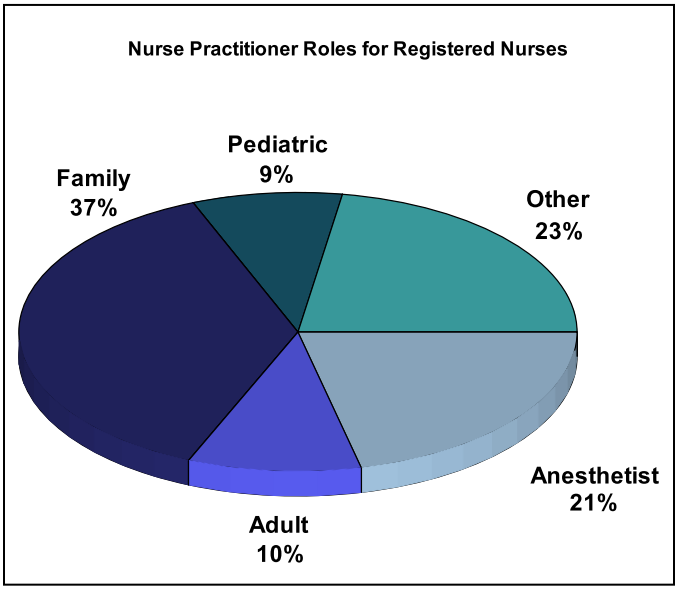
State of Initial Licensure

Among all nurses, 70 percent received their initial nursing license or certificate in Virginia. An additional seven percent received their initial nursing license in a state that bordered Virginia. Licensed practical nurses were more likely to have obtained their initial license in Virginia. Additionally, New York (4%) and Pennsylvania (3%) were the only two states that accounted for more than one percent of all initial licenses.

State of Initial License	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Virginia	50,129	65%	22,945	85%	73,074	70%
Border State	6,686	9%	945	4%	7,631	7%
Non-Border State	19,961	26%	3,081	11%	23,042	22%
Total	76,776	100%	26,971	100%	103,747	100%

Nurse Practitioner Roles

Of the 78,711 registered nurses in Virginia's nursing workforce, we estimate about 5,302 are also nurse practitioners. Among nurse practitioners, 37 percent work in family practices, which was the largest percentage of any category. The roles of nurse anesthetists, adult and pediatric nurse practitioner were also well represented among the group of nurse practitioners in Virginia. In addition, geriatric and mental health nurse practitioners each represented two percent of all registered nurses who were also nurse practitioners. The Healthcare Workforce Data Center is currently undertaking a survey of Virginia's licensed nurse practitioners. The results of this survey, expected in the summer of 2013, will provide more refined estimates of the number and distribution of nurse practitioners in Virginia and more insight into the roles, duties and care they provide.



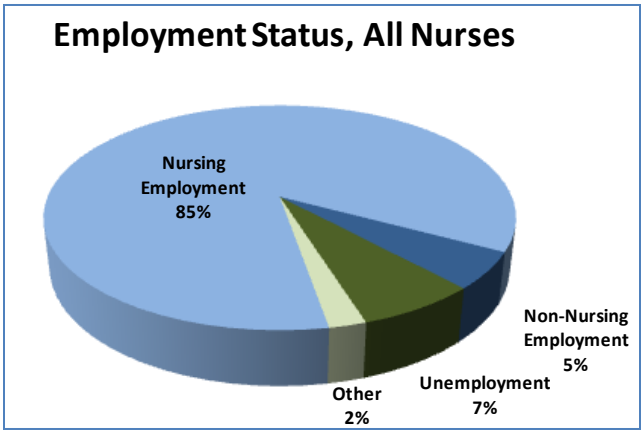
Nurse Practitioner Roles	Registered Nurses	
	Number	% of all NPs
Family	1,986	37%
Anesthetist	1,132	21%
Adult	533	10%
Pediatric	460	9%
Acute Care	239	5%
Women's Health	227	4%
Midwife	156	3%
Neonatal	132	2%
OB/GYN	119	2%
Psychiatric and Mental Health	104	2%
Geriatric	81	2%
Family Planning	37	1%
Emergency Room	36	1%
Medical	31	1%
Multiple Advanced Practice Roles	29	1%
Total	5,302	100%

Employment characteristics

Employment Status

Among all nurses, 85 percent were employed in the nursing industry; the majority of these nurses were employed in full-time positions. In addition, another five percent were employed in a non-nursing capacity. However, seven percent of all nurses were unemployed, while another two percent were volunteering, disabled or retired.

These numbers are fairly consistent across professions. Registered nurses were more likely to be employed in the nursing industry, but licensed practical nurses were slightly more likely to be employed in a non-nursing capacity. Meanwhile, unemployment numbers are nearly identical across both professions.



Employment Status	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Nursing Employment						
Full-Time	52,806	68%	18,422	67%	71,228	68%
Part-Time	10,186	13%	3,241	12%	13,427	13%
Per Diem	4,084	5%	837	3%	4,921	5%
Subtotal	67,076	87%	22,500	82%	89,576	85%
Non-Nursing Employment						
Full-Time	2,880	4%	1,236	5%	4,116	4%
Part-Time	886	1%	359	1%	1,245	1%
Per Diem	140	0%	38	0%	178	0%
Subtotal	3,906	5%	1,633	6%	5,539	5%
Unemployment						
Temporarily Unemployed	2,275	3%	982	4%	3,257	3%
Seeking Nursing Work	1,695	2%	459	2%	3,154	3%
Seeking Non-Nursing Work	702	1%	271	1%	973	1%
Subtotal	4,672	6%	1,712	6%	7,384	7%
Other						
Volunteering	829	1%	149	1%	978	1%
Disabled	287	0%	155	1%	442	0%
Retired	620	1%	233	1%	853	1%
Subtotal	1,736	2%	537	2%	2,273	2%
All Categories						
Total	77,390	100%	26,382	100%	103,772	100%

*Figures may not add due to rounding

Unemployed individuals may be more likely to seek additional schooling opportunities. Among all unemployed nurses, 10 percent were currently pursuing an advanced degree. With respect to specific professions, unemployed licensed practical nurses were somewhat more likely than registered nurses to seek an advanced degree.

Employment Status	Currently Seeking Education?					
	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Yes		Yes		Yes	
	Number	%	Number	%	Number	%
Temporarily Unemployed	201	9%	133	14%	334	10%
Seeking Nursing Work	129	8%	183	13%	312	10%
Seeking Non-Nursing Work	52	8%	29	11%	81	8%
Total	382	8%	345	13%	727	10%

Number of Paid Positions

Among all employed nurses, 85 percent held one job, while an additional 11 percent held at least two jobs. These numbers were consistent across professions, but registered nurses were somewhat more likely to hold just one job. For two or more jobs, the percentages were identical across professions.

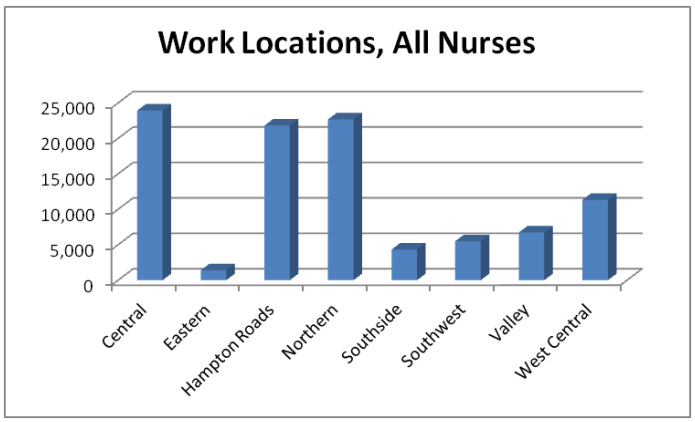
Number of Jobs	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Zero	1,325	3%	1,078	7%	2,403	4%
One	36,732	86%	12,327	82%	49,059	85%
Two	4,312	10%	1,446	10%	5,758	10%
Three or More	510	1%	163	1%	673	1%
Total	42,879	100%	15,014	100%	57,893	100%

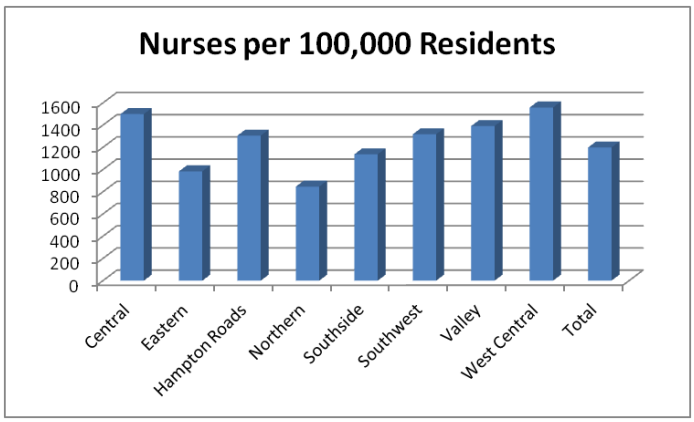
Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia's Future to give a general idea of how Virginia's nursing workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website: http://vaperforms.virginia.gov/extras/regions.php). To get a better sense of the geographic distribution of nurses, see the Map section on page 27.

Of the 97,711 nurses who worked in Virginia, a majority worked in one of the commonwealth's major metropolitan areas: Hampton Roads (22%), Northern Virginia (23%) and Central Virginia (25%). Together, these three regions accounted for 70 percent of all nurses' work locations.

COVF Region	Registered Nurses		Licensed Practical Nurses		All Nurses		Nurses/100,000 Residents
	Number	%	Number	%	Number	%	Number
Central	18,586	25%	5339	22%	23,925	25%	1,500
Eastern	883	1%	515	2%	1,398	1%	984
Hampton Roads	15,600	21%	6,203	25%	21,803	22%	1,306
Northern	18,685	26%	3,998	16%	22,683	23%	846
Southside	2,580	4%	1,752	7%	4,332	4%	1,137
Southwest	3,319	5%	2,178	9%	5,497	6%	1,318
Valley	4,969	7%	1,764	7%	6,733	7%	1,392
West Central	8,433	12%	2,907	12%	11,340	12%	1,559
Total	73,053	100%	24,655	100%	97,711	100%	1,199

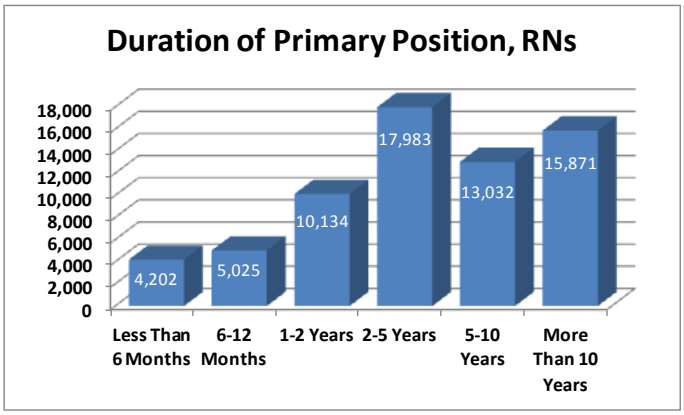


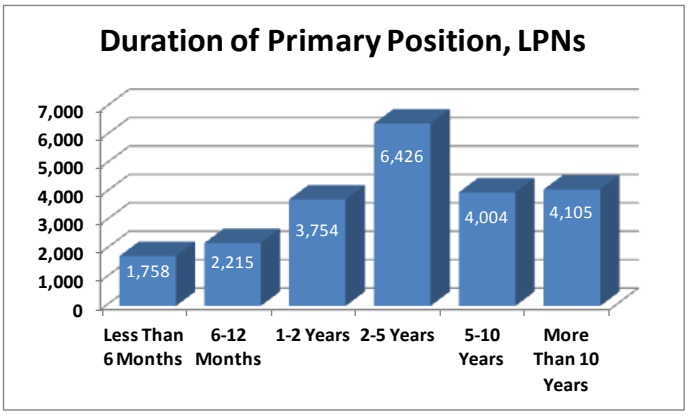


Duration of Primary Position

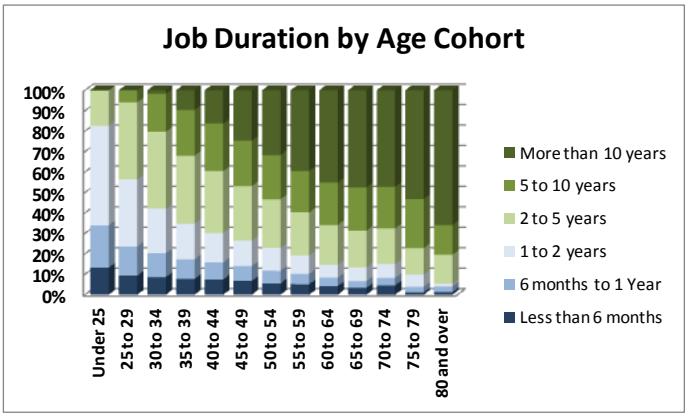
Among all nurses, a plurality had been at their primary job for between two and five years. However, registered nurses were more likely to have been at their primary position for a lengthy period of time. In total, 42 percent of nurses were at their primary job for more than five years, while only 31 percent of nurses were at their primary position for less than two years. These trends are fairly consistent across both professions, but whereas registered nurses were somewhat more likely to have held down their primary job for a longer period of time, licensed practical nurses were a bit more likely to have started a new primary job within the past year.

Length in Position	Registered Nurses			Licensed Practical Nurses			All Nurses		
	Number	%	Cumulative %	Number	%	Cumulative %	Number	%	Cumulative %
More Than 10 Years	15,871	24%	24%	4,105	18%	18%	19,976	23%	23%
5-10 Years	13,032	20%	44%	4,004	18%	36%	17,036	19%	42%
2-5 Years	17,983	27%	71%	6,426	29%	65%	24,409	28%	69%
1-2 Years	10,134	15%	86%	3,754	17%	82%	13,888	16%	85%
6-12 Months	5,025	8%	94%	2,215	10%	92%	7,240	8%	93%
Less Than 6 Months	4,202	6%	100%	1,758	8%	100%	5,960	7%	100%





The length of employment was examined across age cohorts to identify any possible relationship between the two variables. Statistical tests determined that the two variables were associated with each other.[13] As expected, nurses under the age of 30 were more likely to be at their primary position for less than two years than workers over that age. For nurses over the age of 50, a majority were at their primary position for at least five years.



The length of employment was also measured across nurses' responses for job satisfaction. Statistical tests determined that there was a statistically significant relationship between the two variables.[14] However, the effect on position duration is negligible.[15]

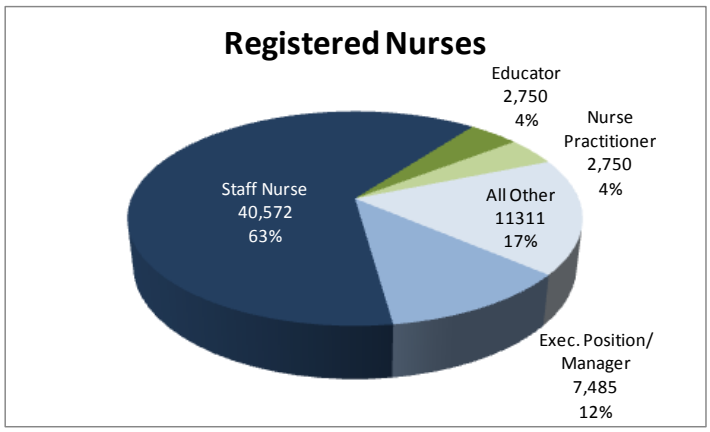
[13] The relevant statistic was the following: χ^2 (60, N = 88,476) = 20,394.663, p = .000.
[14] The relevant statistic was the following: χ^2 (20, N = 88,482) = 336.741, p = .000.

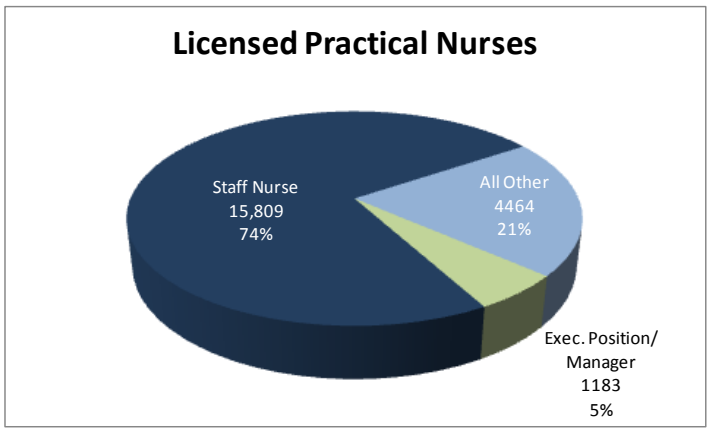
Primary Position

The majority of all nurses were staff nurses in their primary job. This was true for both registered nurses and licensed practical nurses. The only other category in which nurses made up at least ten percent of the total population was "Other." However, eight percent of all nurses listed their primary position as a manager.

Two-thirds of Virginia's nurses are staff nurses, including 63% of RNs and 73% of LPNs.

Primary Position	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Staff Nurse	40,572	63%	15,809	73%	56,381	65%
Other	7,959	12%	3,761	17%	11,720	14%
Manager	5,600	9%	943	4%	6,543	8%
Educator	2,750	4%	127	1%	2,877	3%
Nurse Practitioner	2,750	4%	0[16]	0%	2,750	3%
Executive/Administrator	1,885	3%	240	1%	2,125	2%
Traveling Nurse	693	1%	489	2%	1,182	1%
Certified RN Anesthetist	937	1%	3	0%	940	1%
Consultant	692	1%	49	0%	741	1%
Clinical Nurse Specialist	613	1%	0[17]	0%	613	1%
Researcher	320	0%	35	0%	355	0%
Certified Nurse Midwife	97	0%	0	0%	97	0%
Total	64,868	100%	21,456	100%	86,563	100%





[15] This lack of practical significance can be seen from the Cramer's V value of just .031, which suggests that the relationship between job duration and job satisfaction, although statistically significant, is not a strong one.

[16] 49 licensed practical nurses listed nurse practitioner as their primary position. These responses were removed from this analysis.

[17] 190 licensed practical nurses listed clinical nurse specialist as their primary position. These responses were removed from this analysis.

Primary Position Setting

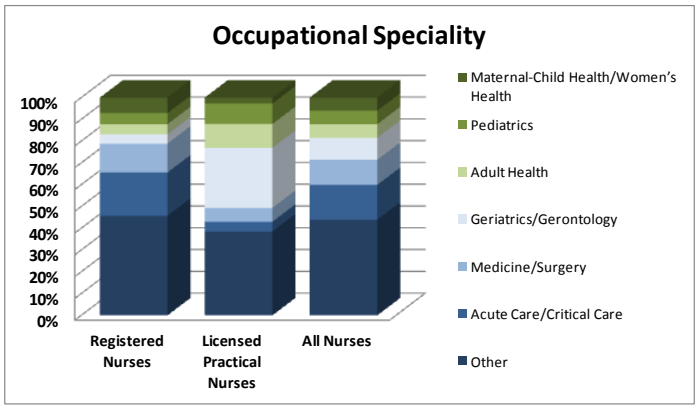
A majority of RNs work in hospitals. LPNs are more likely to be employed in long-term care, home health or physician's office.

A plurality of all nurses worked in an in-patient unit of a hospital. The same was true for the subset of registered nurses, but this was not the case for licensed practical nurses, who were more likely to work at a nursing home/extended care facility or a physician's office. Alternatively, relatively few registered nurses worked at a nursing home/extended care facility. All together, nursing homes/extended care facilities, in-patient units at hospitals, and physician offices accounted for 57 percent of all primary work settings. All other settings each accounted for less than ten percent of all nurses.

Setting	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Hospital: In-Patient Unit	28,891	44%	2,168	10%	31,059	35%
Nursing Home/Extended Care	2,906	4%	7,810	35%	10,716	12%
Physician Office	3,807	6%	4,577	21%	8,384	10%
Hospital: Other	6,097	9%	482	2%	6,579	7%
Hospital: Out-Patient Unit	4,932	7%	534	2%	5,466	6%
Home Care Agency	3,047	5%	2,115	10%	5,162	6%
Other	3,456	5%	1,109	5%	4,565	5%
Ambulatory Care	2,681	4%	510	2%	3,191	4%
School Health Service	1,965	3%	443	2%	2,408	3%
Mental Health/Substance Abuse Agency	1,187	2%	665	3%	1,852	2%
Insurance/Case Management Co.	1,221	2%	159	1%	1,380	2%
Academic Education Program	1,299	2%	25	0%	1,324	2%
Public Health Agency	1,190	2%	100	0%	1,290	1%
Hospice	1,027	2%	183	1%	1,210	1%
Military Base/Facility	905	1%	264	1%	1,169	1%
Corrections Facility	383	1%	761	3%	1,144	1%
Occupational Health Site	485	1%	122	1%	607	1%
Federally-Funded Health Clinic	312	0%	121	1%	433	0%
Policy, Planning or Regulatory Agency	106	0%	6	0%	112	0%
Total	65,897	100%	22,154	100%	88,051	100%

Specialty

Nurses had a wide variety of specialties in their primary occupation. Among all nurses, the largest specialty was acute care/critical care, but this still only accounted for 16 percent of all nurses with a specialty. Other popular specialties included medicine/surgery and geriatrics/gerontology. However, the distribution of these specialties did vary considerably between professions. One-third of registered nurses specialized in acute care/critical care and medicine/surgery. By contrast, 28 percent of licensed practical nurses specialized in geriatrics/gerontology. In fact, of the 8,895 nurses who specialized in geriatrics/gerontology, over two-thirds were licensed practical nurses.

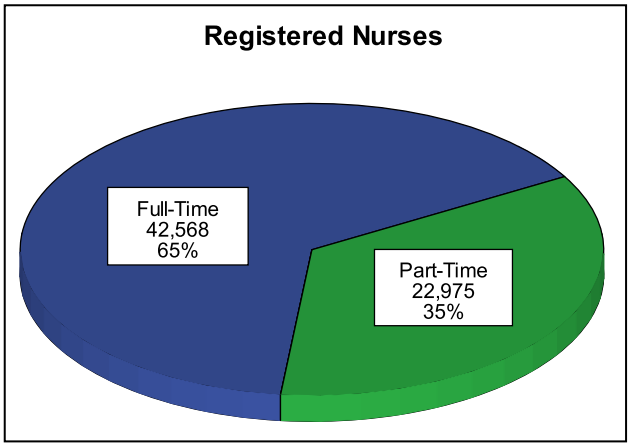


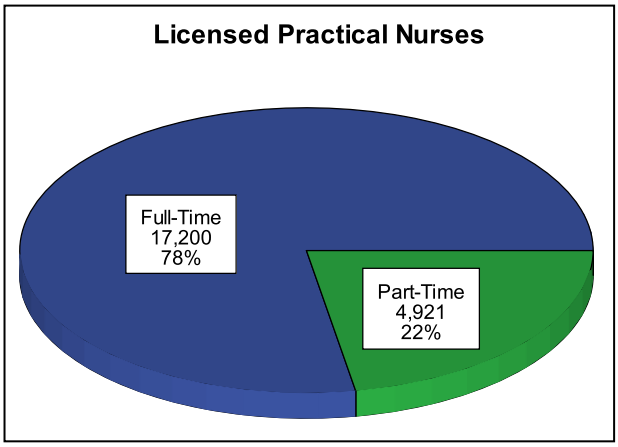
Specialty	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Acute Care/Critical Care	13,066	20%	985	4%	14,051	16%
Other	9,232	14%	2,666	12%	11,898	14%
Medicine/Surgery	8,717	13%	1,405	6%	10,122	12%
Geriatrics/Gerontology	2,797	4%	6,098	28%	8,895	10%
Adult Health	3,056	5%	2,415	11%	5,471	6%
Pediatrics	3,372	5%	2,072	9%	5,444	6%
Maternal-Child Health/Women's Health	4,663	7%	609	3%	5,272	6%
Family Health	1,692	3%	1,798	8%	3,490	4%
Mental Health/Substance Abuse	2,539	4%	931	4%	3,470	4%
Rehabilitation	1,205	2%	1,065	5%	2,270	3%
Case Management	1,997	3%	193	1%	2,190	2%
Oncology	1,839	3%	168	1%	2,007	2%
Neonatal Care	1,791	3%	22	0%	1,813	2%
Community Health	1,315	2%	339	2%	1,654	2%
Student Health	1,289	2%	308	1%	1,597	2%
Anesthesia	1,289	2%	45	0%	1,334	2%
Public Health	1,067	2%	219	1%	1,286	1%
Trauma	1,163	2%	63	0%	1,226	1%
Dialysis	883	1%	273	1%	1,156	1%
Quality Improvement	796	1%	70	0%	866	1%
Palliative Care	718	1%	135	1%	853	1%
Occupational Health	607	1%	147	1%	754	1%
Informatics	276	0%	32	0%	308	0%
Policy/Regulation	267	0%	36	0%	303	0%
Nurse Midwifery	96	0%	4	0%	100	0%
Total	65,732	100%	22,098	100%	87,830	100%

Average Hours Worked at Primary Work Location

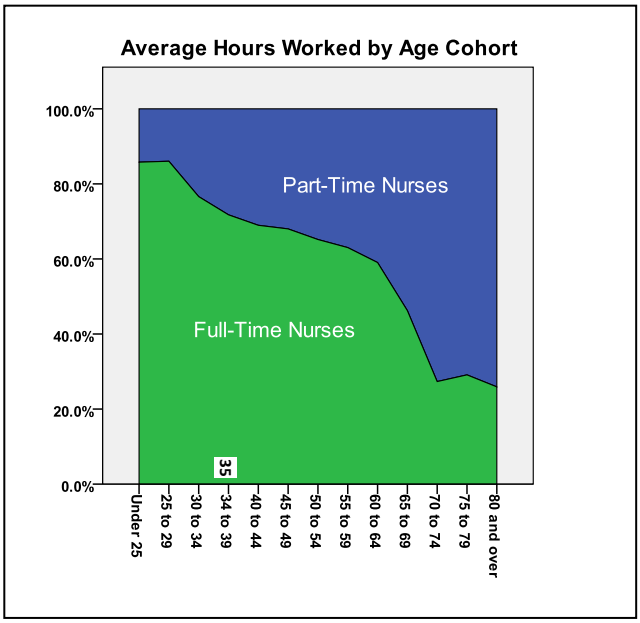
More than two-thirds of all nurses worked as full-time employees, defined as those working more than 32 hours per week, but there was some variation between professions. Registered nurses were more likely to work less than 32 hours per week, while nearly four-fifths of all licensed practical nurses worked full time, compared to just 65 percent for registered nurses.

Average Hours	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Part-Time	22975	35%	4921	22%	27896	32%
Full-Time	42568	65%	17200	78%	59768	68%
Total	65543	100%	22121	100%	87664	100%





The average hours worked at primary work locations was compared against different age cohorts in order to determine whether there was any variation between young and old nurses. Statistical tests indicate that there was a statistically significant relationship between the age and work hours.[18] For nurses between the ages of 25 and 59, who represent the majority of all nurses in the sample, the number who worked full time remained basically constant across age cohort. However, the number of nurses who worked part time steadily increased above age 60. Among nurses who were older than 65, part-time work was relatively more common, while such work was rather uncommon among nurses under the age of 30.



[18] The relevant statistic was the following: χ^2 (12, N = 87,664) = 4687.937, p = .000.

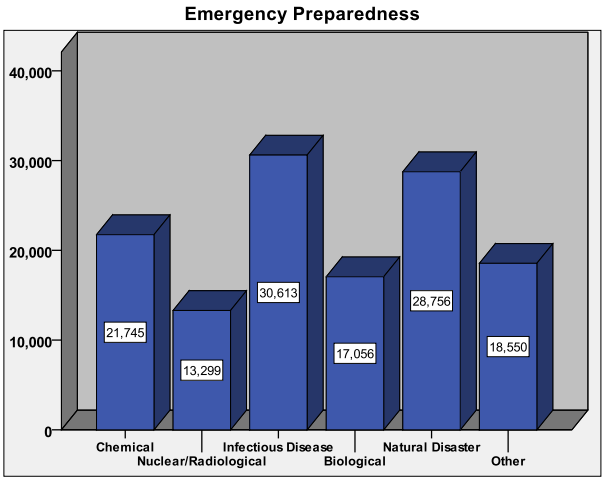
Job Satisfaction

Among all nurses, 93 percent said that they were either very or somewhat satisfied with their jobs. This result held across both professions, but licensed practical nurses were somewhat more likely to say that they were very satisfied with their jobs. In total, only seven percent of all nurses were dissatisfied with their jobs, and only two percent were very dissatisfied. Registered nurses were slightly more likely to be dissatisfied with their jobs, but the total number of registered nurses who were dissatisfied was still just eight percent.

93% of Virginia's nurses are satisfied with jobs, including 57% who are very satisfied.

Job Satisfaction	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Very Satisfied	36704	56%	13454	61%	50158	57%
Somewhat Satisfied	23871	36%	7405	33%	31276	36%
Somewhat Dissatisfied	3813	6%	947	4%	4760	5%
Very Dissatisfied	1056	2%	304	1%	1360	2%
Total	65444	100%	22110	100%	87554	100%

Emergency Preparedness



About 39 percent of nurses received or provided emergency preparedness training. Of these, infectious disease epidemics were the most common area of training, but all areas, with the exception of nuclear/radiological accidents or attacks, had percentages in the double digits. These percentages were also fairly consistent across professions. Note that respondents could select more than one answer to this question.

Emergency	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	% of All RNs	Number	% of All LPNs	Number	% of All Nurses
Infectious Disease	22,878	29%	7,735	28%	30,613	29%
Natural Disaster	21,981	28%	6,775	24%	28,756	27%
Chemical	16,885	21%	4,860	18%	21,745	20%
Other	13,427	17%	5,122	18%	18,550	17%
Biological	13,865	18%	3,192	11%	17,056	16%
Nuclear/Radiological	10,929	14%	2,370	9%	13,299	12%
Any Training	31,516	40%	10,457	38%	41,973	39%

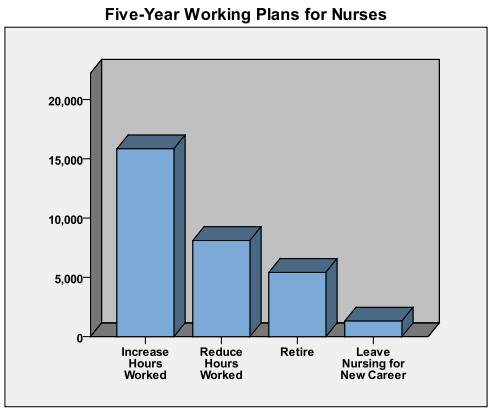
Nurses were able to make multiple selections.

Future Plans

Five-Year Plans

Almost 16,000 nurses planned on increasing the number of hours worked, while just over 8,000 planned on decreasing the number of hours worked. Most of the rest were planning to retire in the next five years; very few nurses planned on leaving the profession.

With respect to specific professions, licensed practical nurses said that they were more likely to increase the number of hours worked over the next five years, while registered nurses were more likely to maintain or decrease the number of hours worked.



Plans	Registered Nurses	Licensed Practical Nurses	All Nurses
	Number	Number	Number
Increase Hours	10,262	5,575	15,837
Decrease Hours	6,694	1,409	8,103
Leave Nursing	1,005	302	1,307
Retire	4,364	1,048	5,412

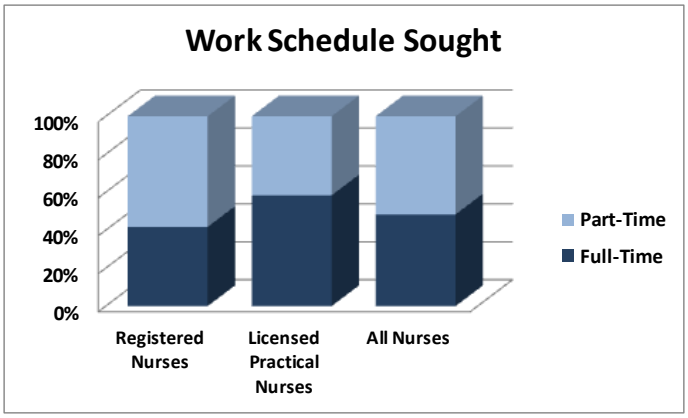
Seeking Employment

Among all nurses who were not employed in a nursing position, nearly two-thirds were seeking employment in a nursing job. Licensed practical nurses were more likely to seek a job in their profession than registered nurses.

Seeking Employment in Nursing?	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Yes	6,835	59%	4,488	69%	11,323	63%
No	4,763	41%	2,028	31%	6,791	37%
Total	11,598	100%	6,516	100%	18,114	100%

Employment Schedule for Job Seekers

Among all unemployed nurses, responses were approximately split evenly between those who sought full-time employment and those who sought part-time employment. However, this overall trend masked differences within professions. Registered nurses were more likely to seek part-time employment, while licensed practical nurses were more likely to seek full-time employment.



Schedule Sought	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Full-Time	3,202	42%	2,935	58%	6,137	48%
Part-Time	4,469	58%	2,092	42%	6,561	52%
Total	7,671	100%	5,027	100%	12,698	100%

Job Search Timeline

A majority of all unemployed nurses planned on beginning their job search within the next six months. This was true for both registered nurses and licensed practical nurses. Of those nurses who planned on waiting at least one year to begin their job search, the vast majority planned on beginning their search within the next five years. Relatively few nurses said that they would be waiting more than five years to begin their job search in the nursing profession.

Timeline	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Number	%	Number	%	Number	%
Less Than 6 Months	4,722	57%	3,908	69%	8,630	62%
1-2 Years	2,014	25%	1,009	18%	3,023	22%
2-5 Years	944	11%	419	7%	1,363	10%
5-10 Years	325	4%	120	2%	445	3%
More Than 10 Years	210	3%	178	3%	388	3%
Total	8,215	100%	5,634	100%	13,849	100%

Full Time Equivalency Units (FTEs)

Virginia's nurses provided over 85,000 full-time equivalency units, including over 63,000 provided by RNs and almost 23,000 provided by LPNs.

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked. Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as patients seen)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate. For this iteration of the nursing survey, the HWDC estimated FTEs by examining each nurse's reported work hours at his or her primary work location and comparing that to the number of work locations reported. If the number of work hours was missing, we imputed work hours as the mean of groups based on each nurse's profession, age, and number of work locations and the metro status of his or her primary work location (See Appendix B). More recent HWDC surveys, including the new nursing survey, take a closer look at the actual number of hours worked by nurses across all work locations, and uses these figures to calculate FTEs.

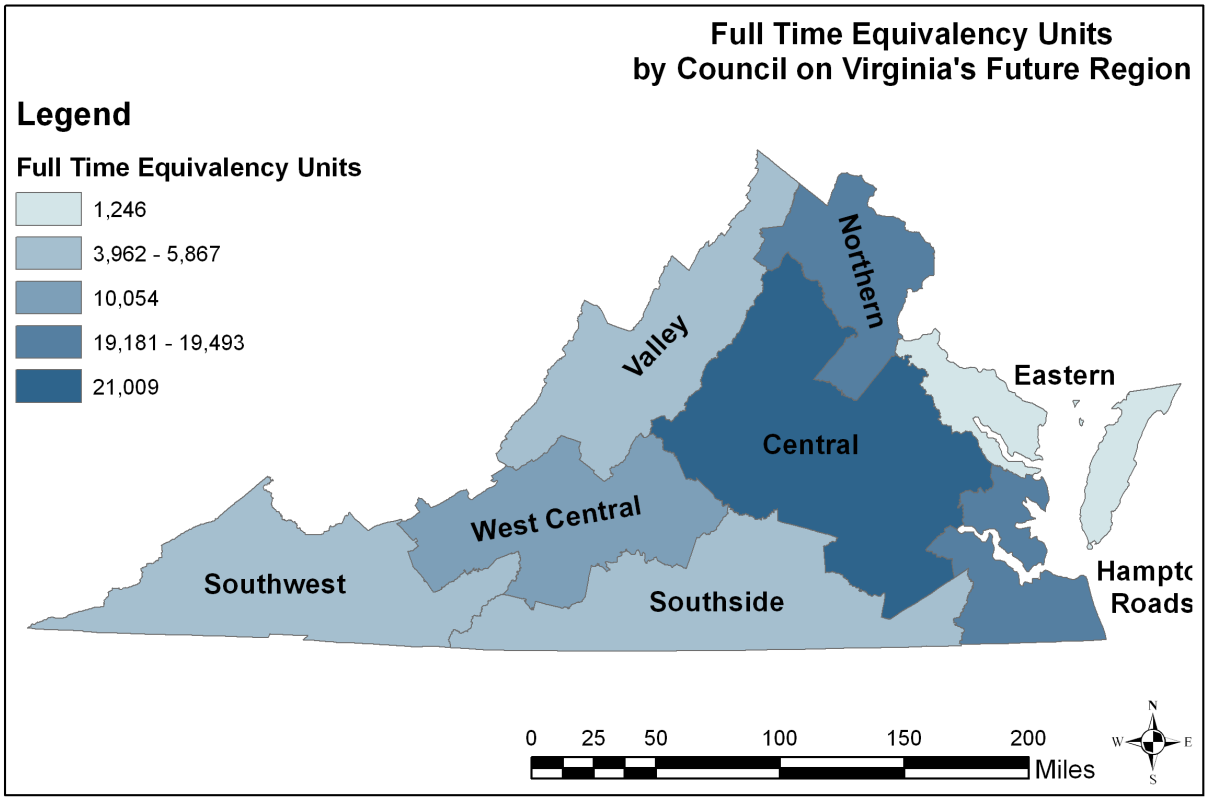
FTEs by age, along with the average FTE per individual in the age group, are reported in the table at right. All told, the HWDC estimates the 97,975 Virginia nurses who worked during the survey period provided 85,943 FTEs or about 0.88 FTEs per nurse. The 73,169 registered nurses who worked during the survey period provided 63,051 FTEs, or about 0.86 FTEs per registered nurse, while 24,806 working licensed practical nurses provided 22,892 FTEs, or about 0.93 FTEs per licensed practical nurse.

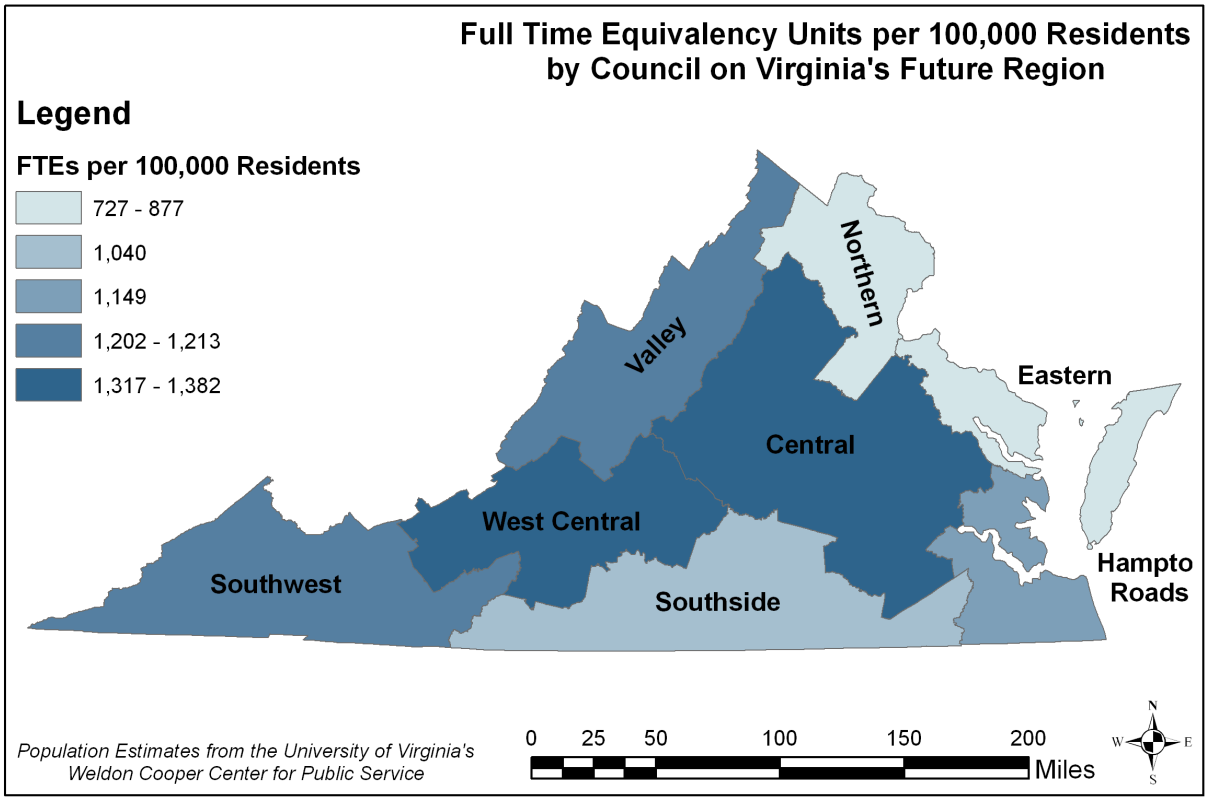
Age	Registered Nurses		Licensed Practical Nurses		All Nurses	
	Mean	Sum	Mean	Sum	Mean	Sum
Under 25	0.99	1,272	0.94	939	0.97	2,210
25 to 29	0.97	6,499	0.95	2,419	0.97	8,918
30 to 34	0.92	6,799	0.95	2,841	0.92	9,641
34 to 39	0.89	6,671	0.94	2,817	0.91	9,488
40 to 44	0.88	7,362	0.94	2,925	0.89	10,287
45 to 49	0.87	7,761	0.95	2,836	0.89	10,597
50 to 54	0.85	8,536	0.93	2,706	0.87	11,241
55 to 59	0.83	8,879	0.93	2,484	0.85	11,362
60 to 64	0.80	5,548	0.9	1,753	0.82	7,300
65 to 69	0.75	2,550	0.83	747	0.76	3,297
70 to 74	0.64	809	0.71	256	0.65	1,065
75 to 79	0.61	245	0.76	119	0.66	365
80 and over	0.63	119	0.70	51	0.65	171
Total	0.86	63,051	0.93	22,892	0.88	85,943

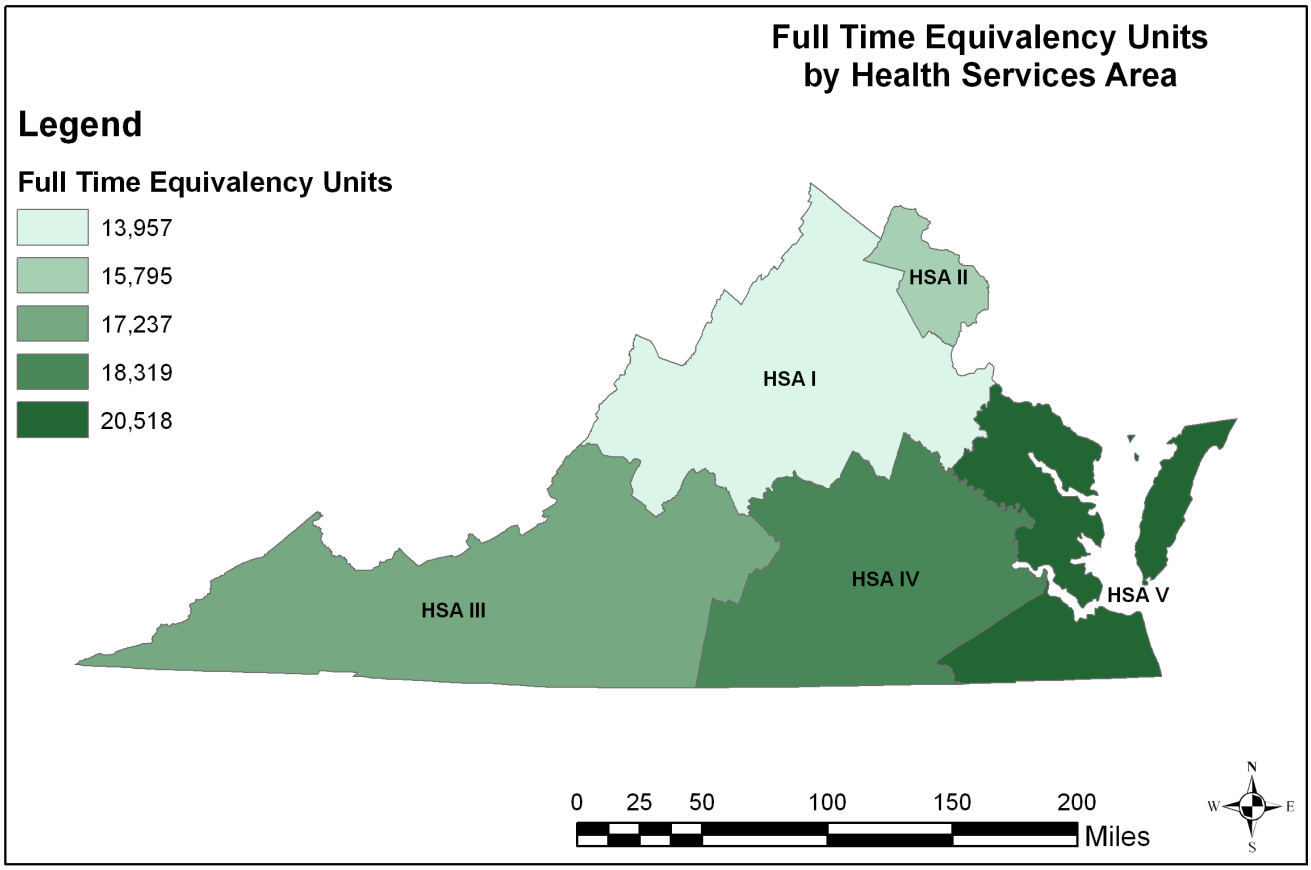
Maps

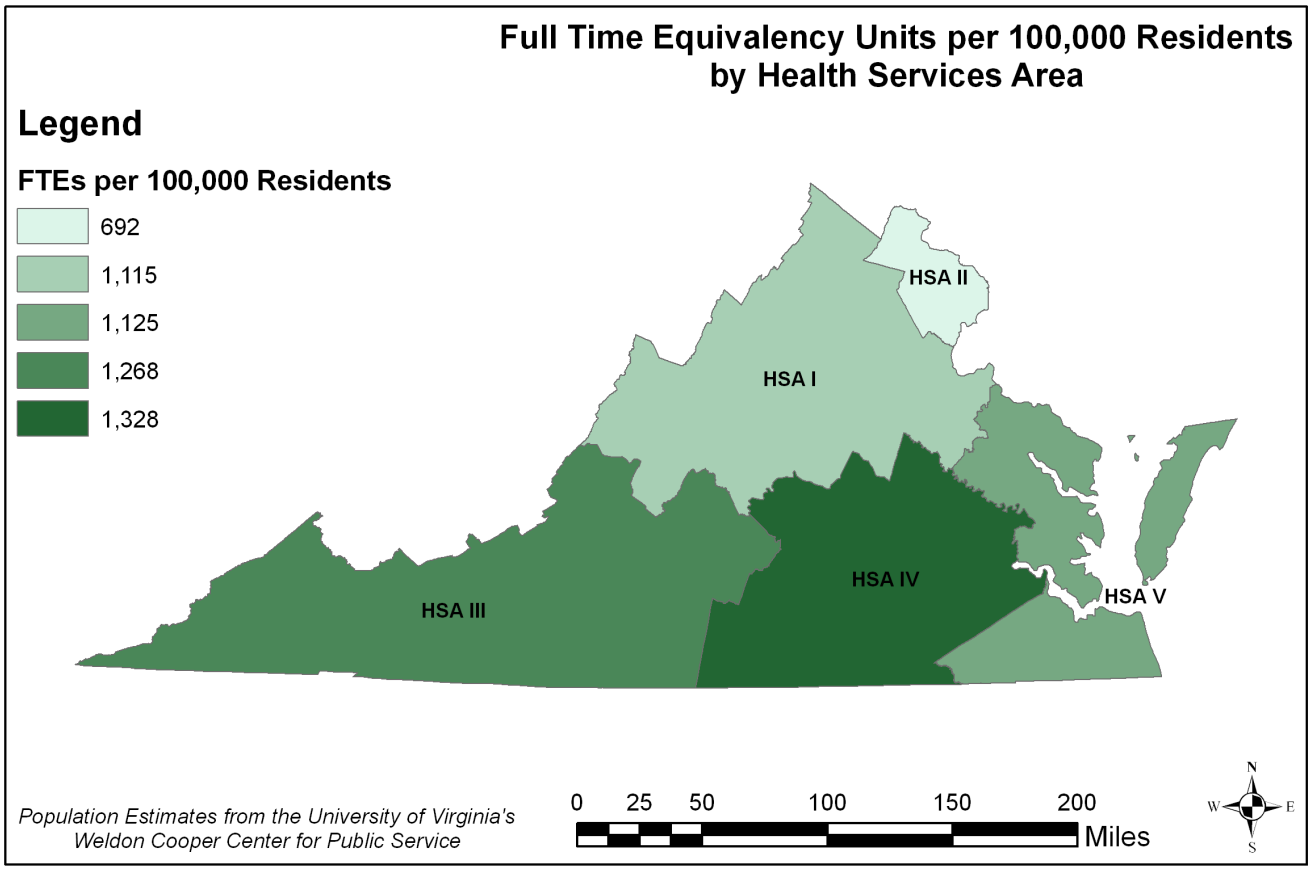
All Nurses

All Nurses: Council on Virginia's Future Regions

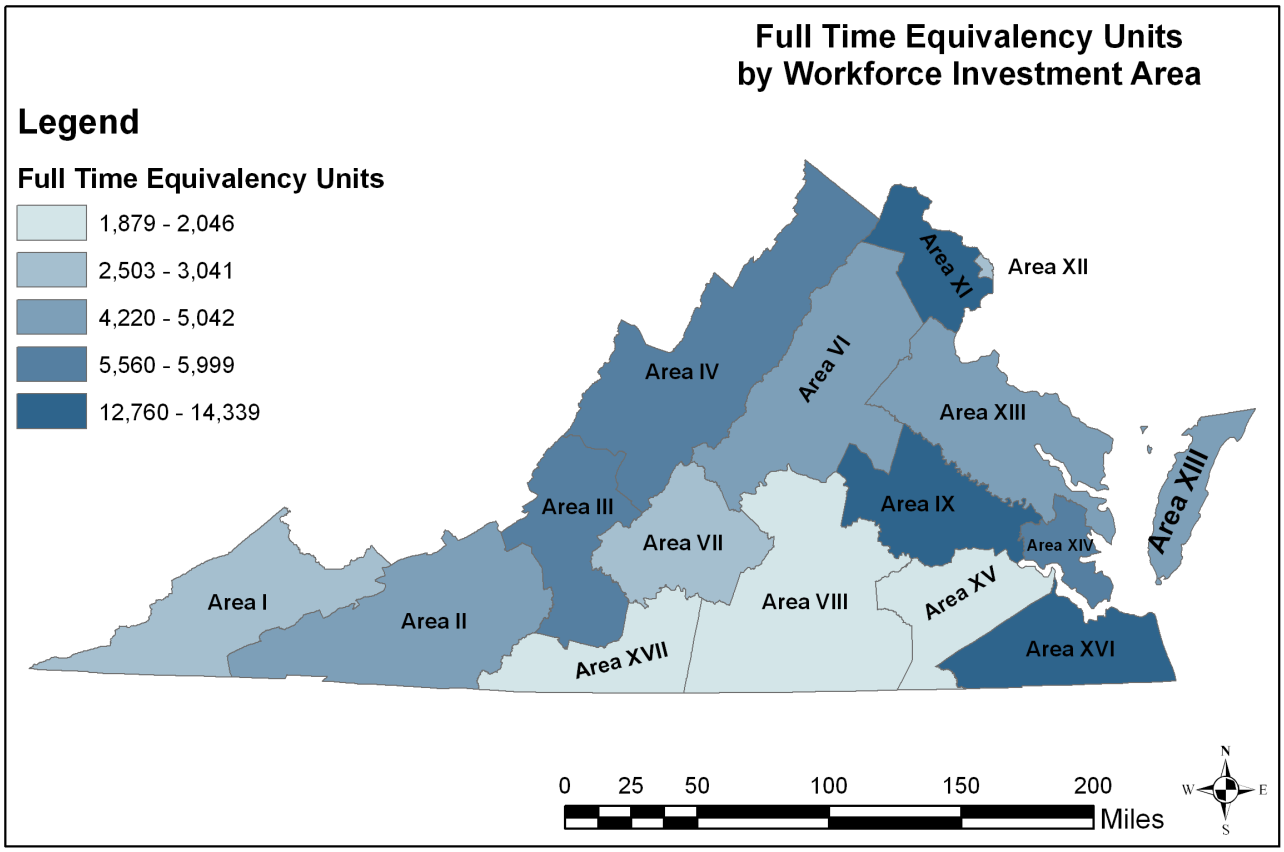


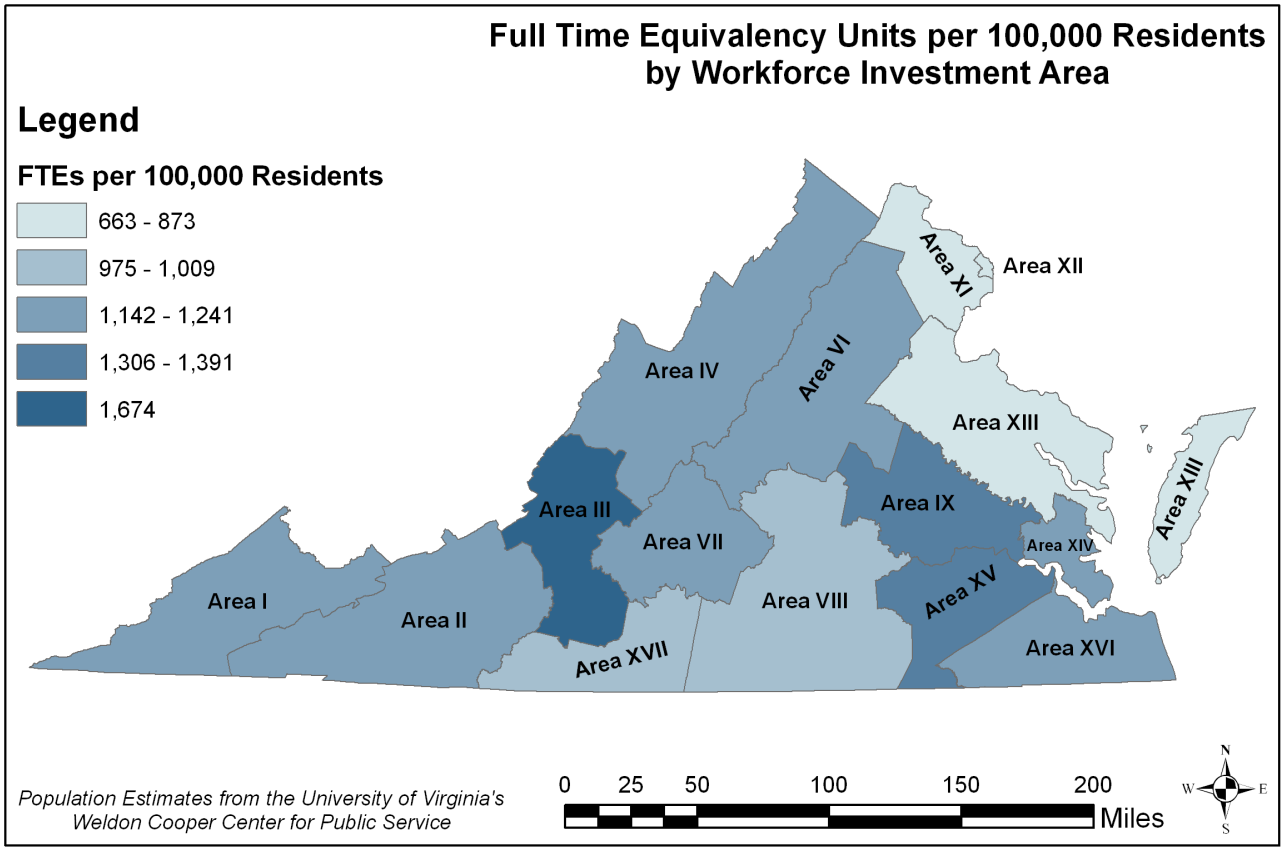


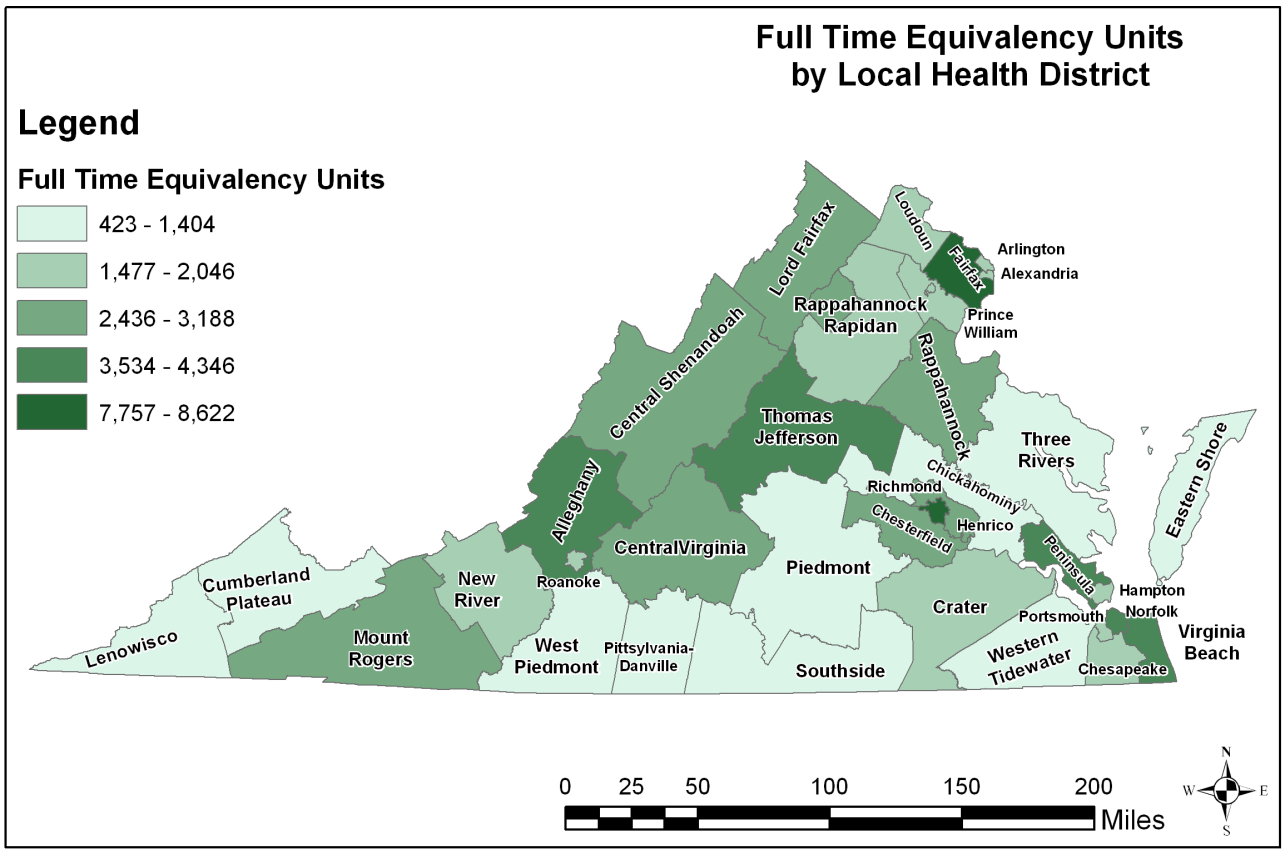

Full Time Equivalency Units
by Health Services Area
Legend
Full Time Equivalency Units
13,957
15,795
17,237
18,319
20,518
HSA I
HSA II
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles
N
W
E
S

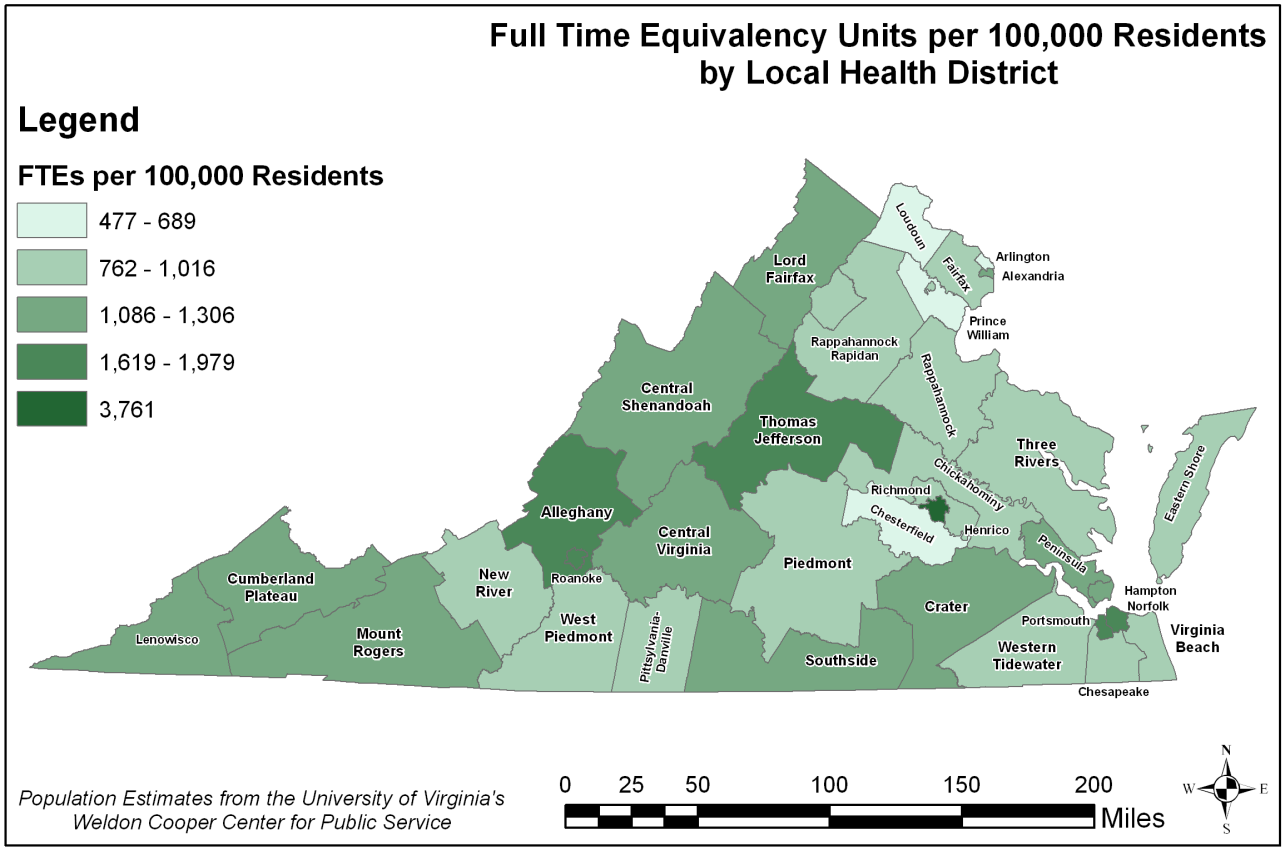

Full Time Equivalency Units per 100,000 Residents
by Health Services Area
Legend
FTEs per 100,000 Residents
692
1,115
1,125
1,268
1,328
HSA I
HSA II
HSA III
HSA IV
HSA V
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

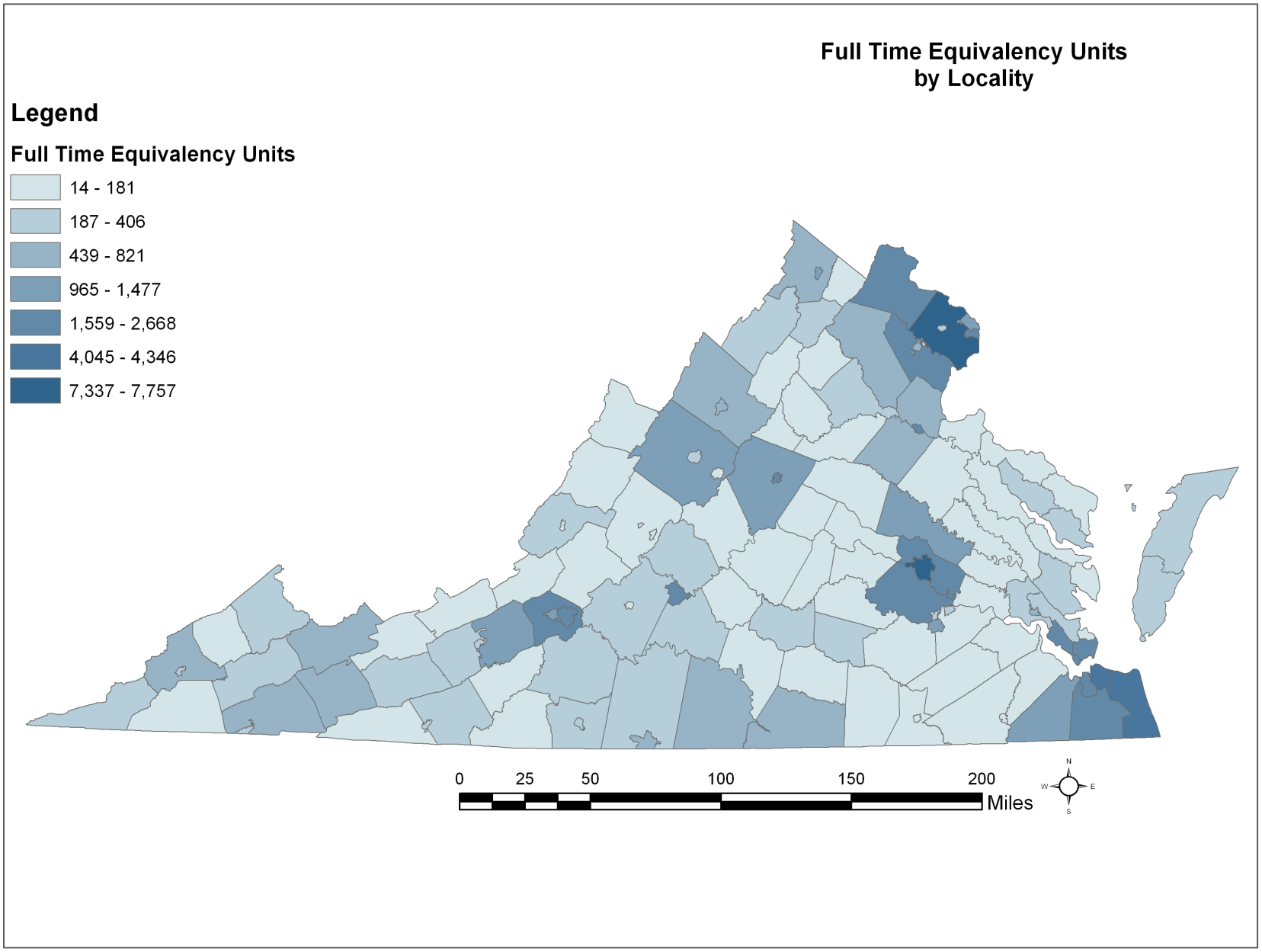
All Nurses: Workforce Investment Areas



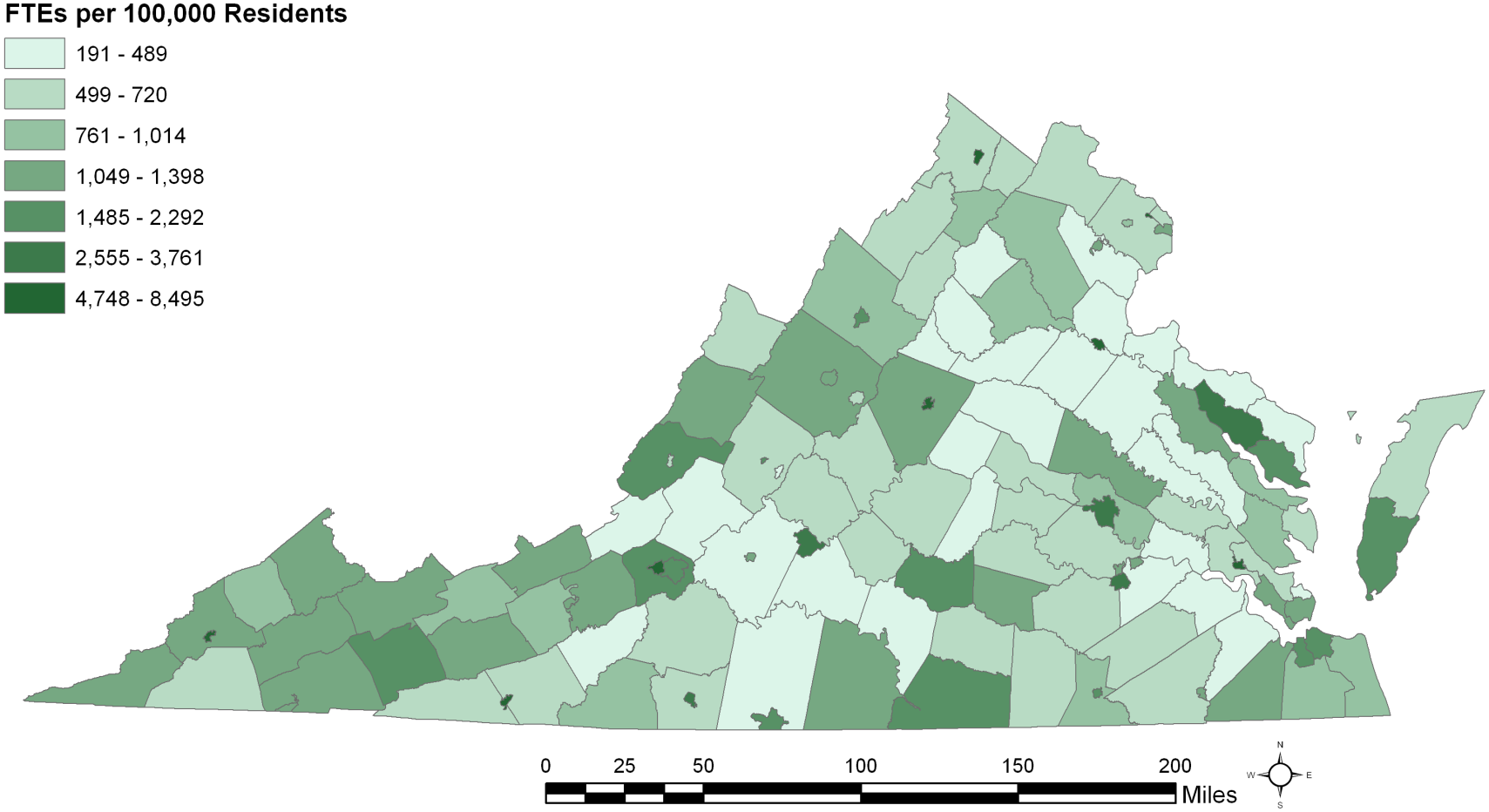



Full Time Equivalency Units
by Local Health District
Legend
Full Time Equivalency Units
423 - 1,404
1,477 - 2,046
2,436 - 3,188
3,534 - 4,346
7,757 - 8,622
Lord Fairfax
Loudoun
Fairfax
Arlington
Alexandria
Prince William
Rappahannock Rapidan
Rappahannock
Central Shenandoah
Thomas Jefferson
Three Rivers
Eastern Shore
Chickahominy
Richmond
Chesterfield
Henrico
Peninsula
Alleghany
CentralVirginia
Piedmont
Cumberland Plateau
New River
Roanoke
Crater
Hampton
Norfolk
Portsmouth
Virginia Beach
Lenowisco
Mount Rogers
West Piedmont
Pittsylvania-Danville
Southside
Western Tidewater
Chesapeake
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 100,000 Residents
by Local Health District
Legend
FTEs per 100,000 Residents
477 - 689
762 - 1,016
1,086 - 1,306
1,619 - 1,979
3,761
Loudoun
Lord Fairfax
Fairfax
Arlington
Alexandria
Prince William
Rappahannock Rapidan
Rappahannock
Central Shenandoah
Thomas Jefferson
Three Rivers
Eastern Shore
Chickahominy
Richmond
Chesterfield
Henrico
Peninsula
Alleghany
Central Virginia
Piedmont
Cumberland Plateau
New River
Roanoke
Crater
Hampton
Norfolk
Portsmouth
Virginia Beach
Lenowisco
Mount Rogers
West Piedmont
Pittsylvania-Danville
Southside
Western Tidewater
Chesapeake
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

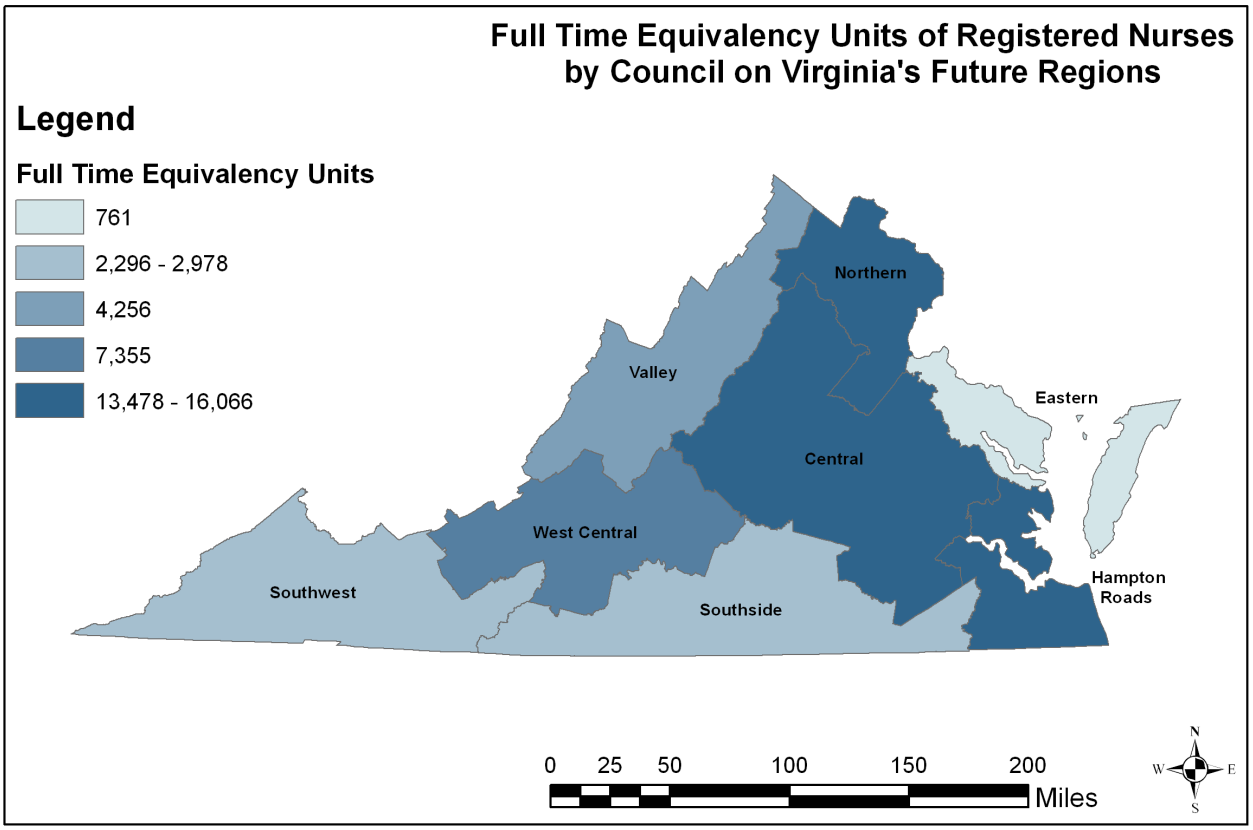

Full Time Equivalency Units
by Locality
Legend
Full Time Equivalency Units
14 - 181
187 - 406
439 - 821
965 - 1,477
1,559 - 2,668
4,045 - 4,346
7,337 - 7,757
0
25
50
100
150
200
Miles
N
W
E
S

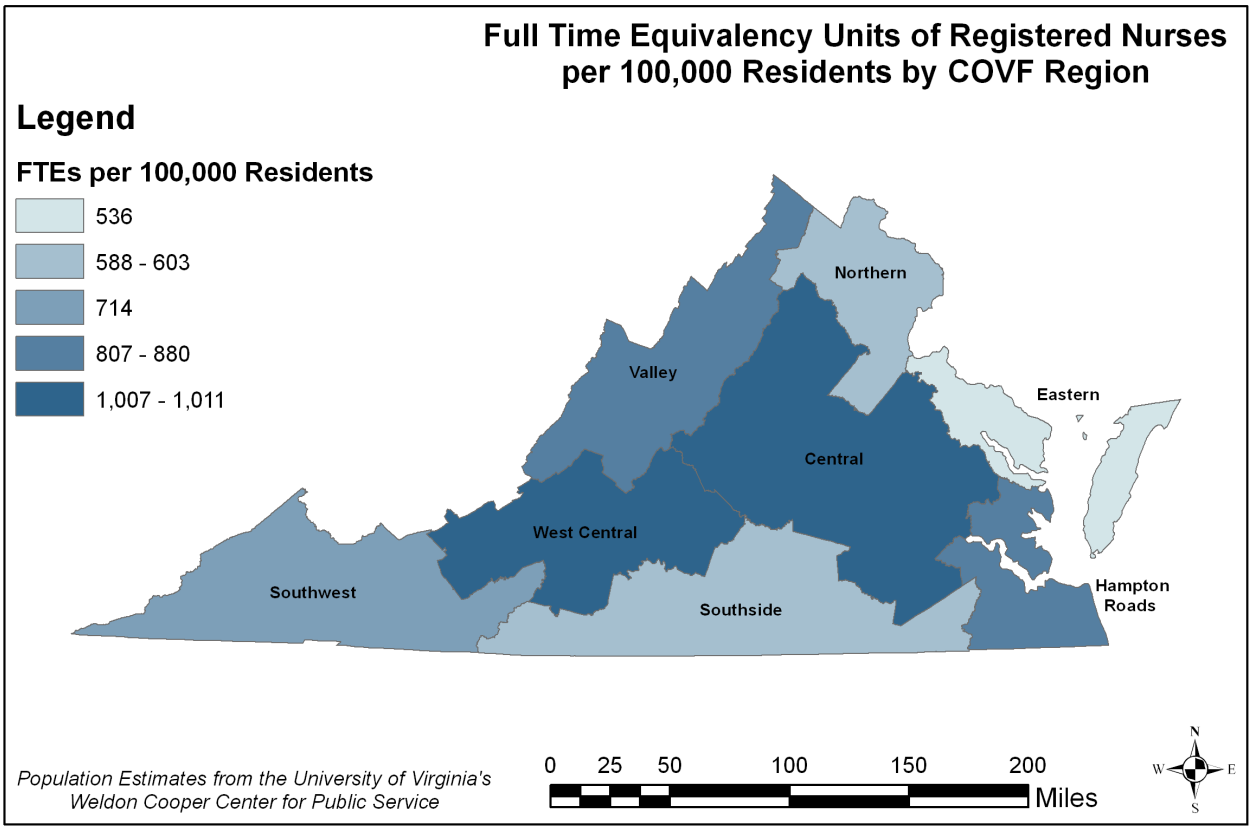
Full Time Equivalency Units per 100,000 Residents by Locality

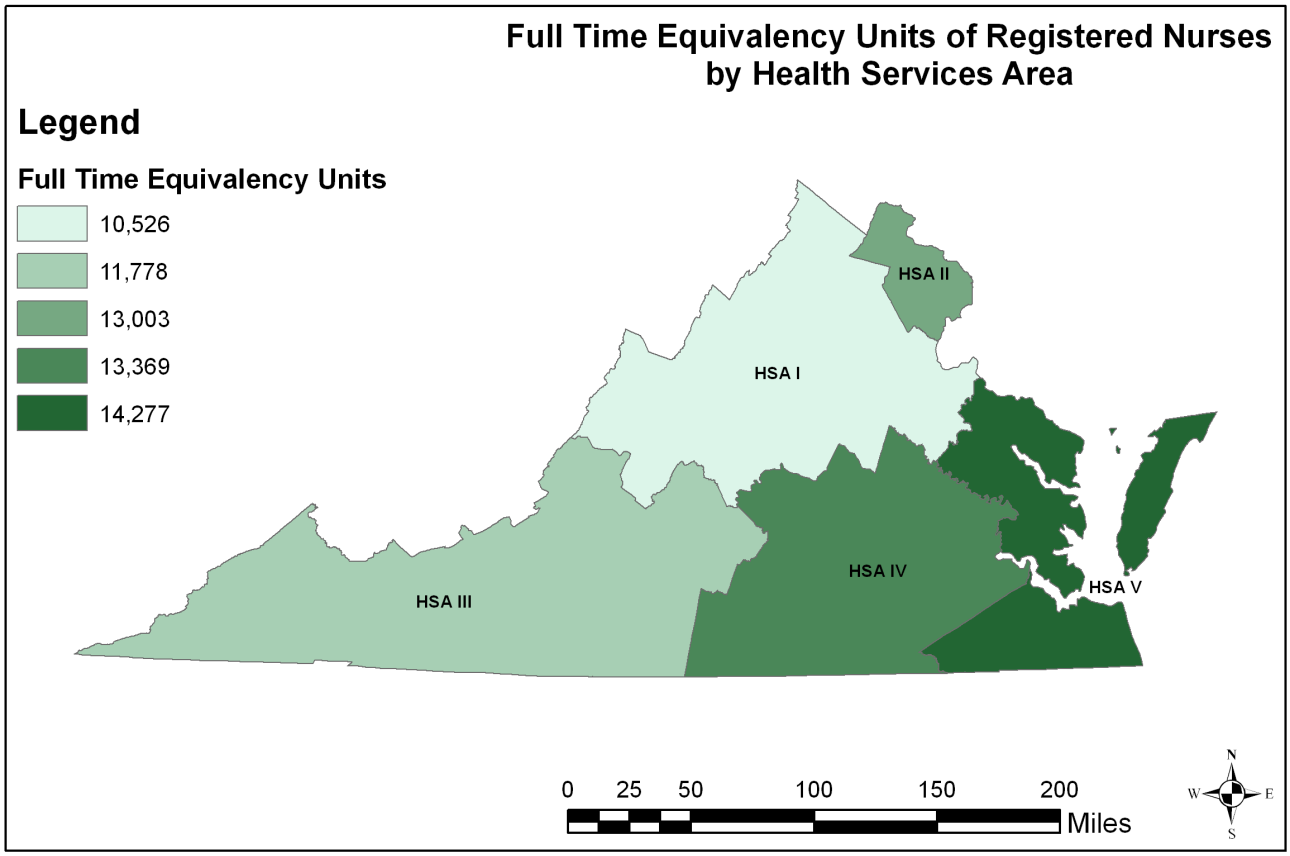


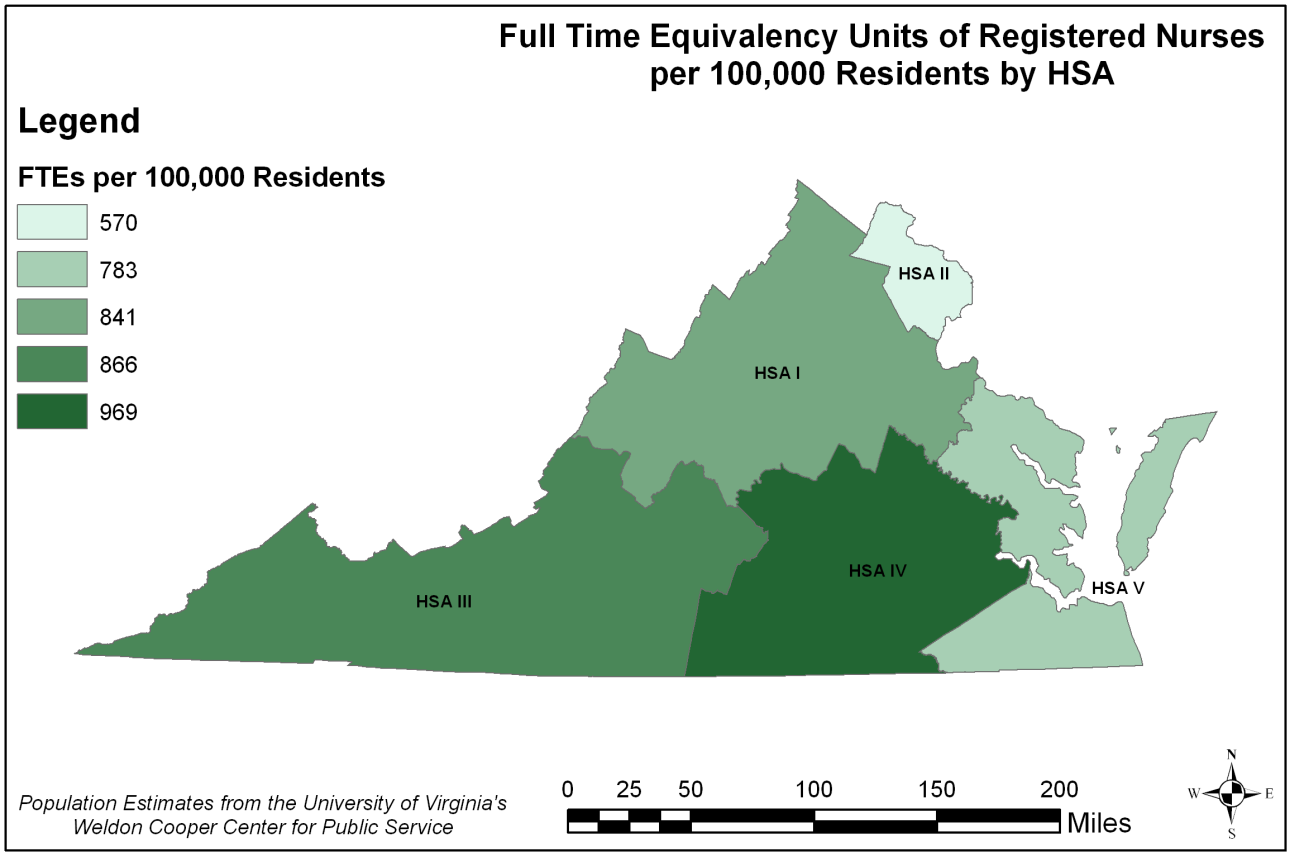
Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

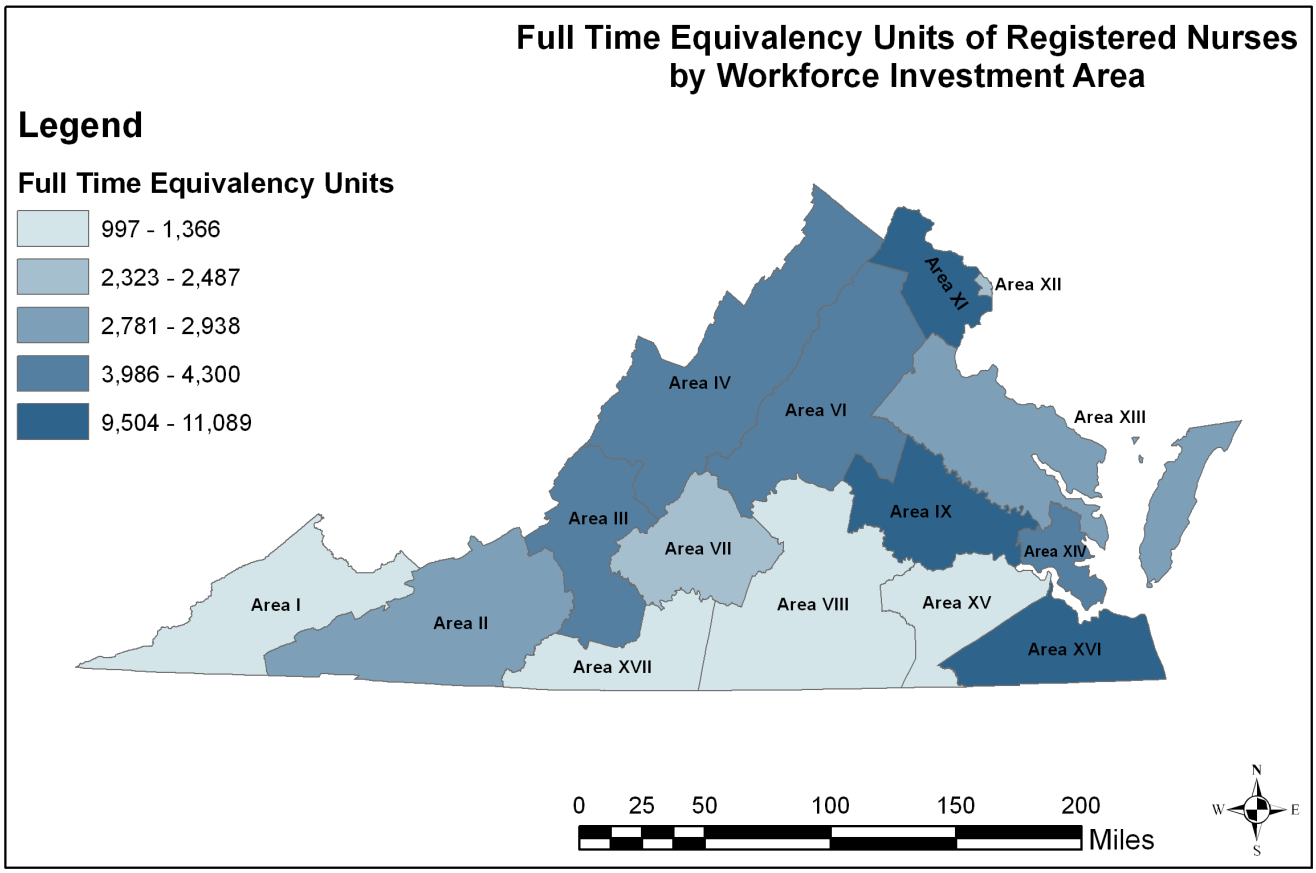
Registered Nurses: Council on Virginia's Future Regions

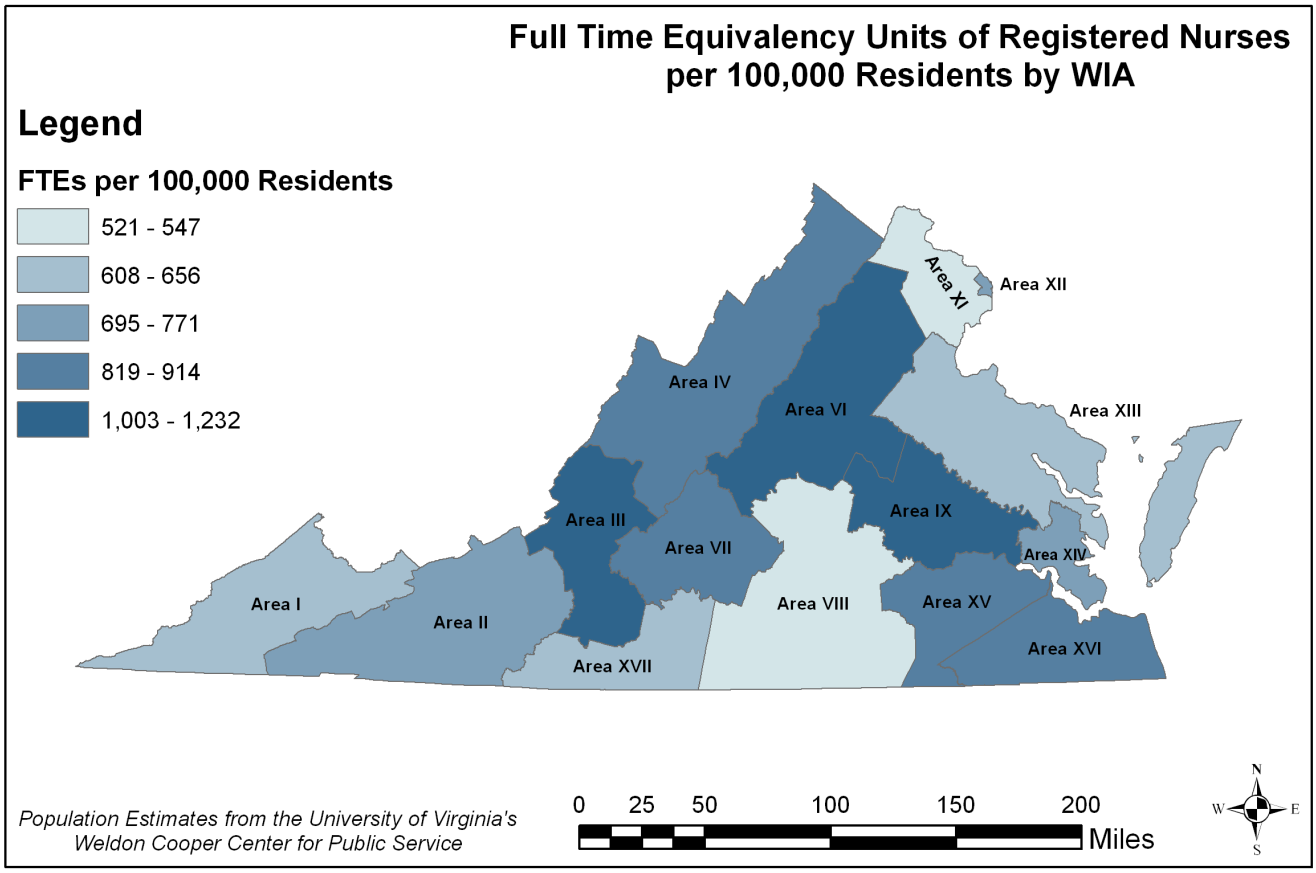


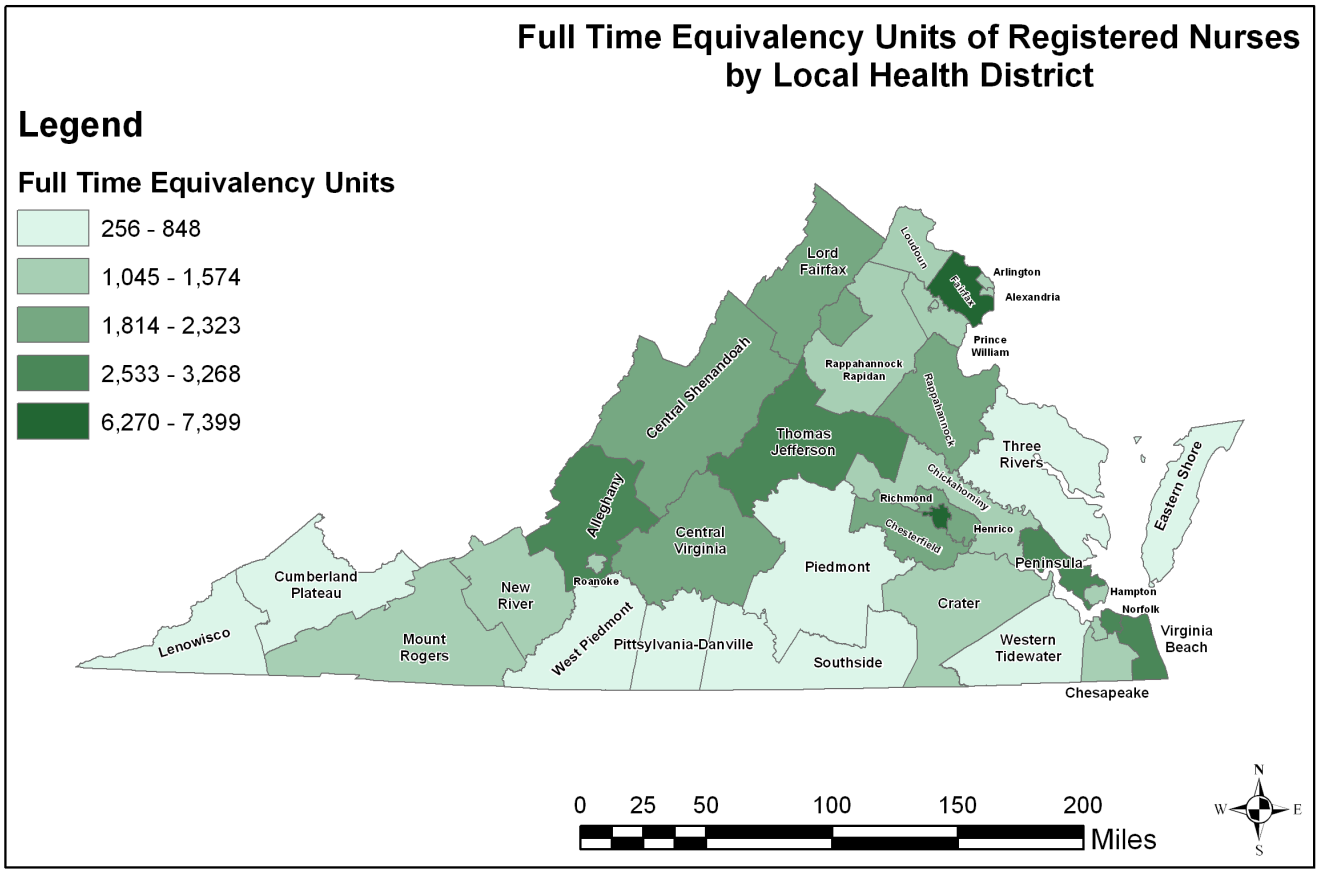


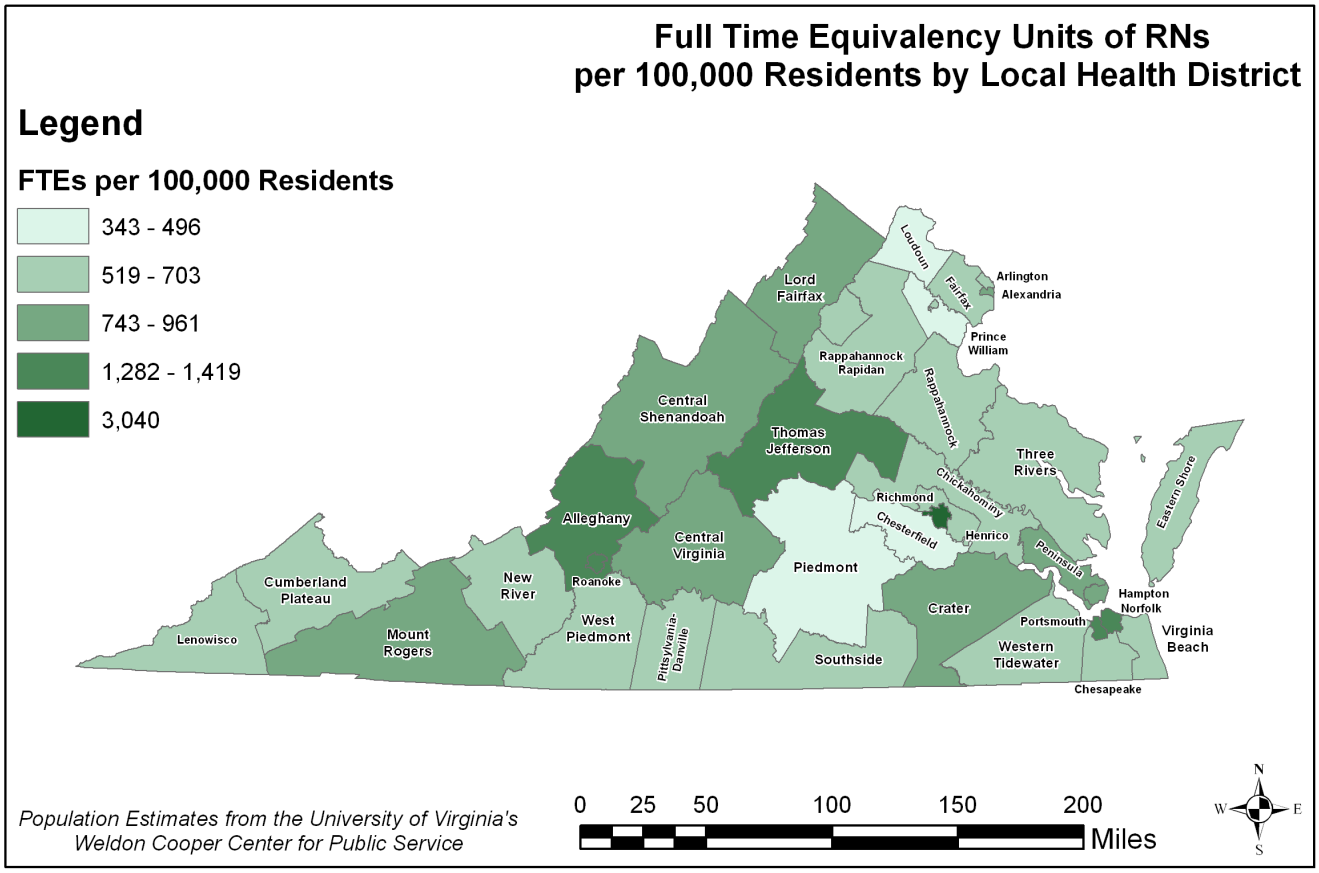

Full Time Equivalency Units of Registered Nurses
by Health Services Area
Legend
Full Time Equivalency Units
10,526
11,778
13,003
13,369
14,277
HSA I
HSA II
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units of Registered Nurses
per 100,000 Residents by HSA
Legend
FTEs per 100,000 Residents
570
783
841
866
969
HSA I
HSA II
HSA III
HSA IV
HSA V
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

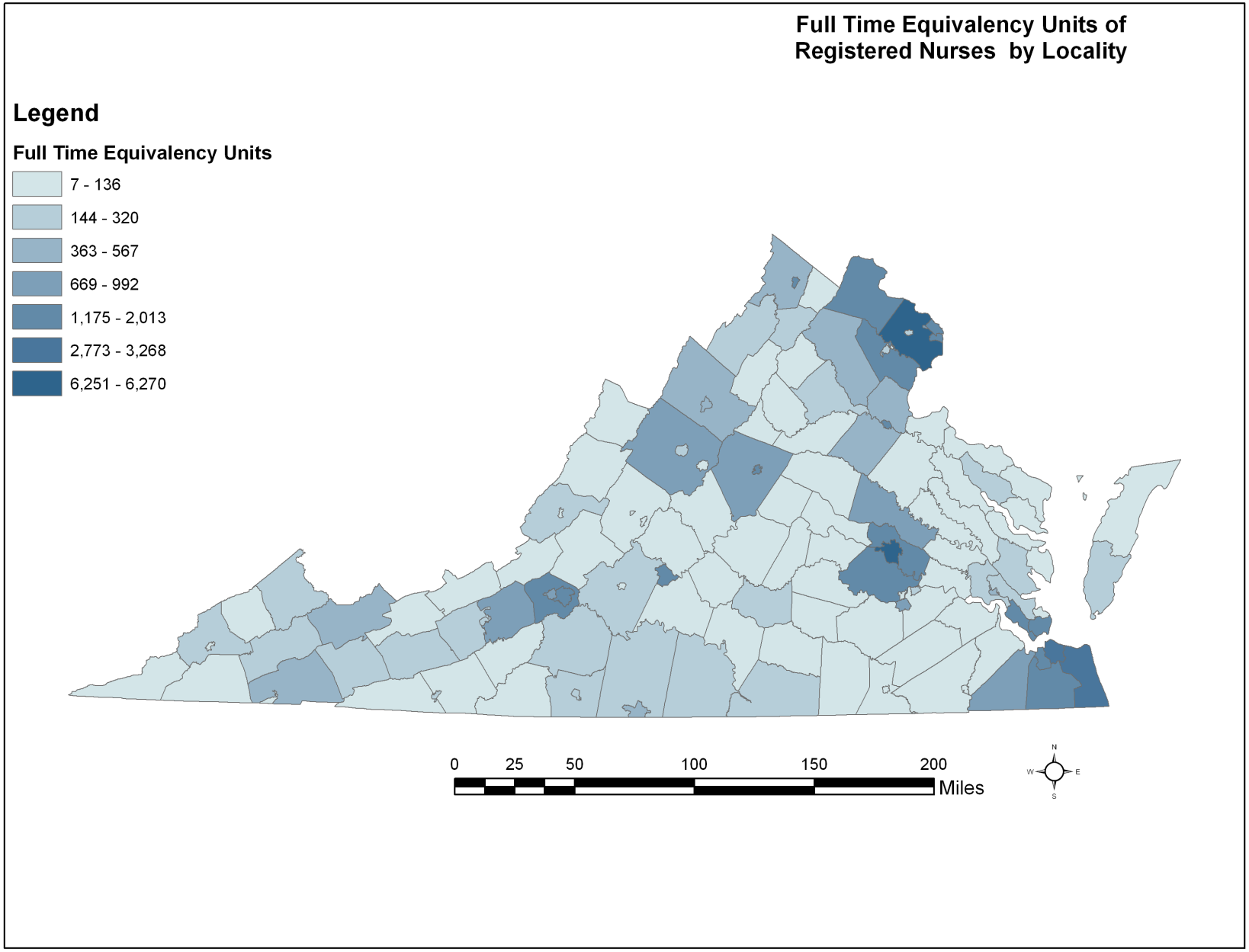

Full Time Equivalency Units of Registered Nurses
by Workforce Investment Area
Legend
Full Time Equivalency Units
997 - 1,366
2,323 - 2,487
2,781 - 2,938
3,986 - 4,300
9,504 - 11,089
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units of Registered Nurses
per 100,000 Residents by WIA
Legend
FTEs per 100,000 Residents
521 - 547
608 - 656
695 - 771
819 - 914
1,003 - 1,232
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
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

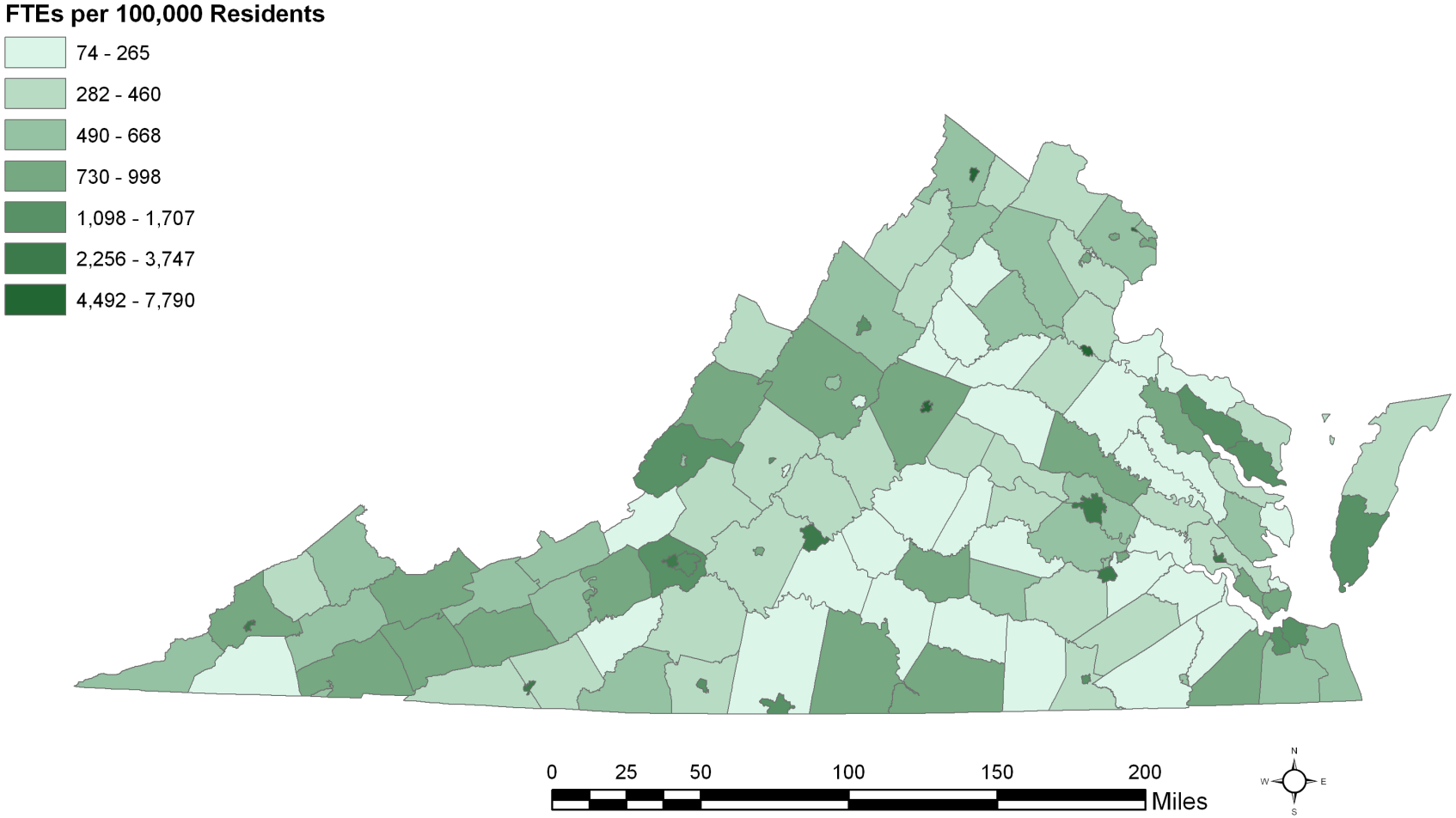




Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

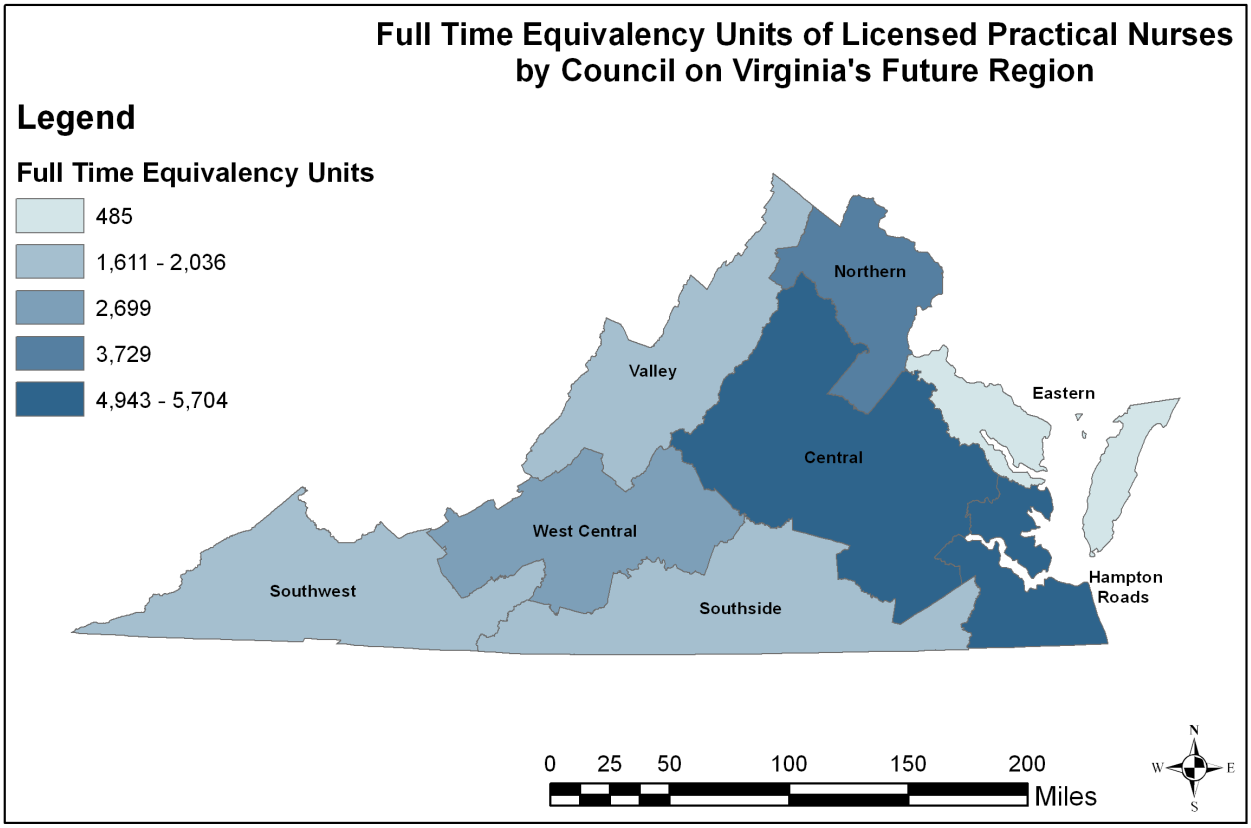

Full Time Equivalency Units of
Registered Nurses by Locality
Legend
Full Time Equivalency Units
7 - 136
144 - 320
363 - 567
669 - 992
1,175 - 2,013
2,773 - 3,268
6,251 - 6,270
0
25
50
100
150
200
Miles
N
W
E
S

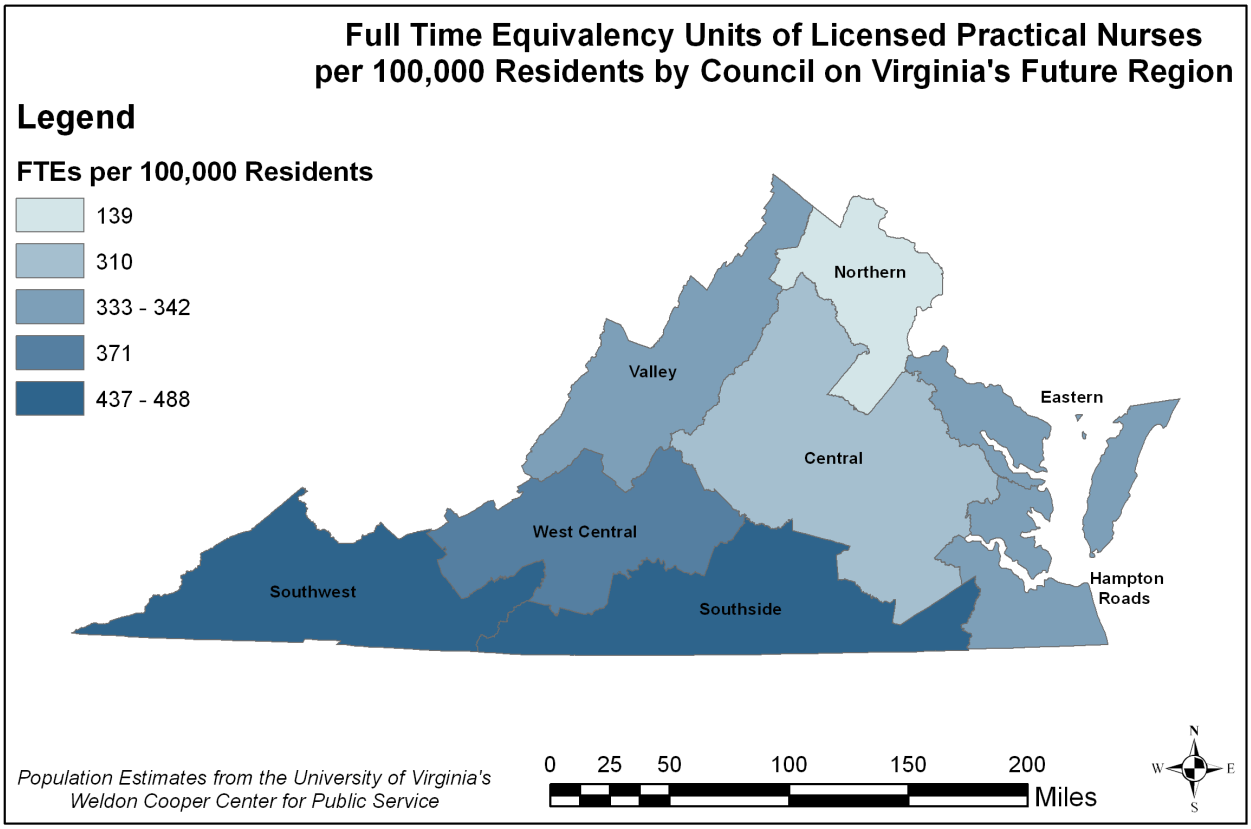
Full Time Equivalency Units of Registered Nurses per 100,000 Residents by Locality

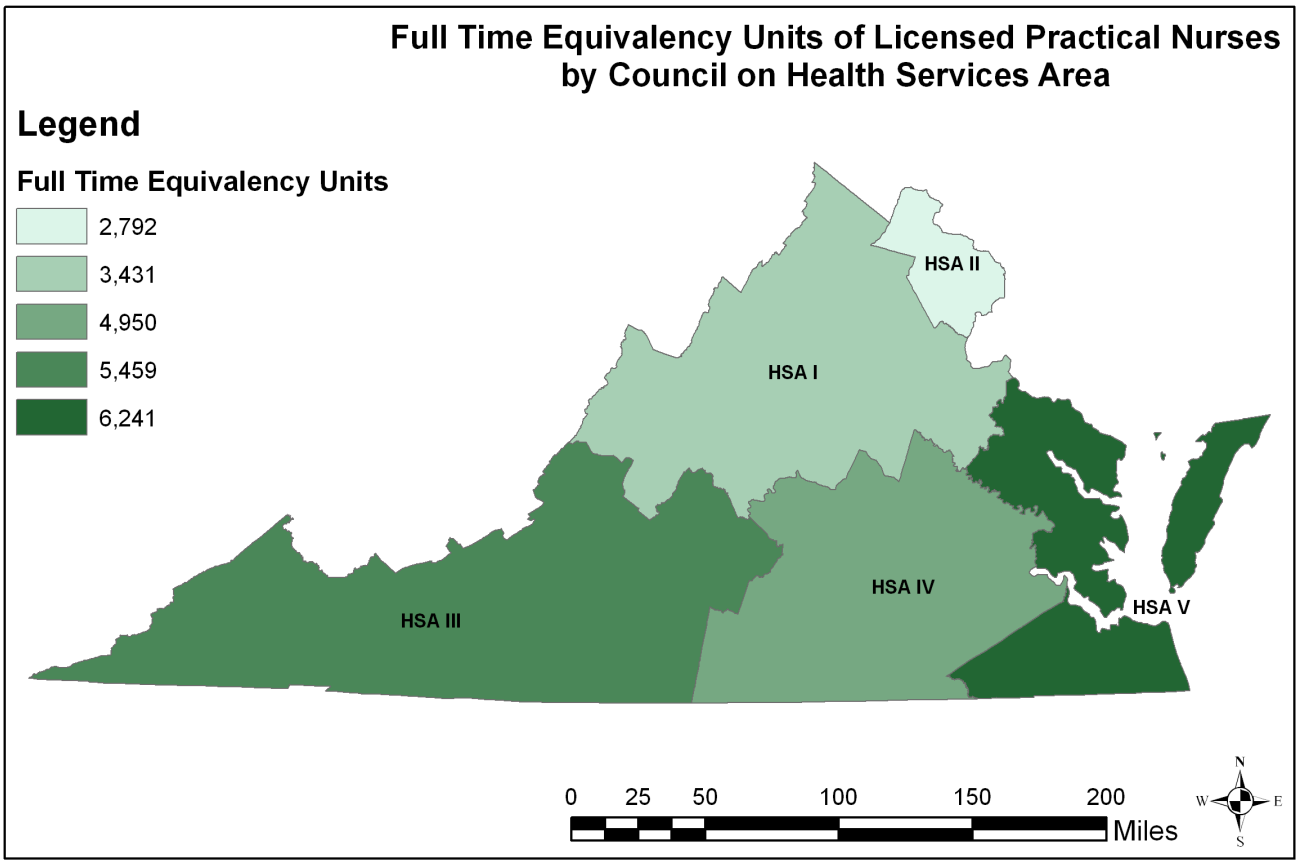


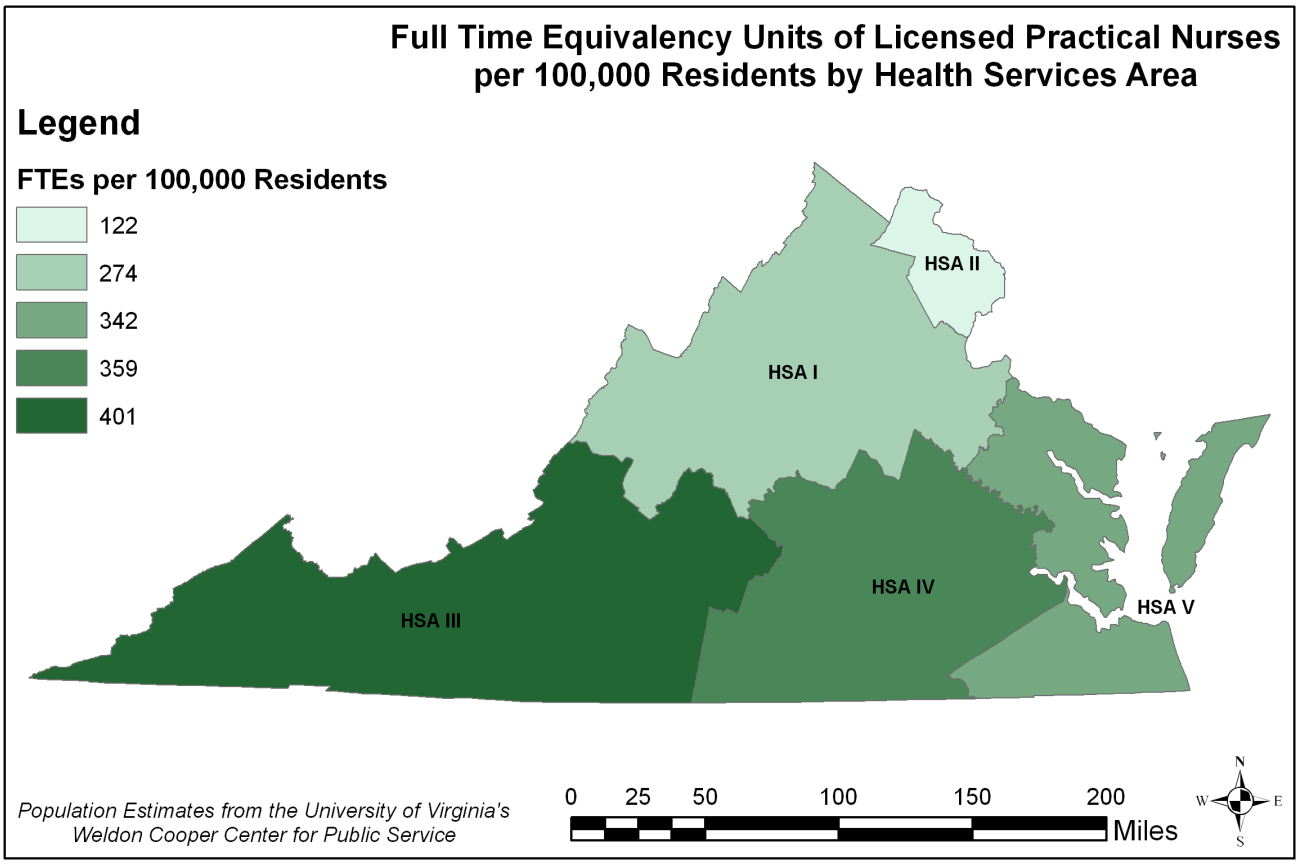
Population Estimates are from the University of Virginia's Weldon Cooper Center for Public Service

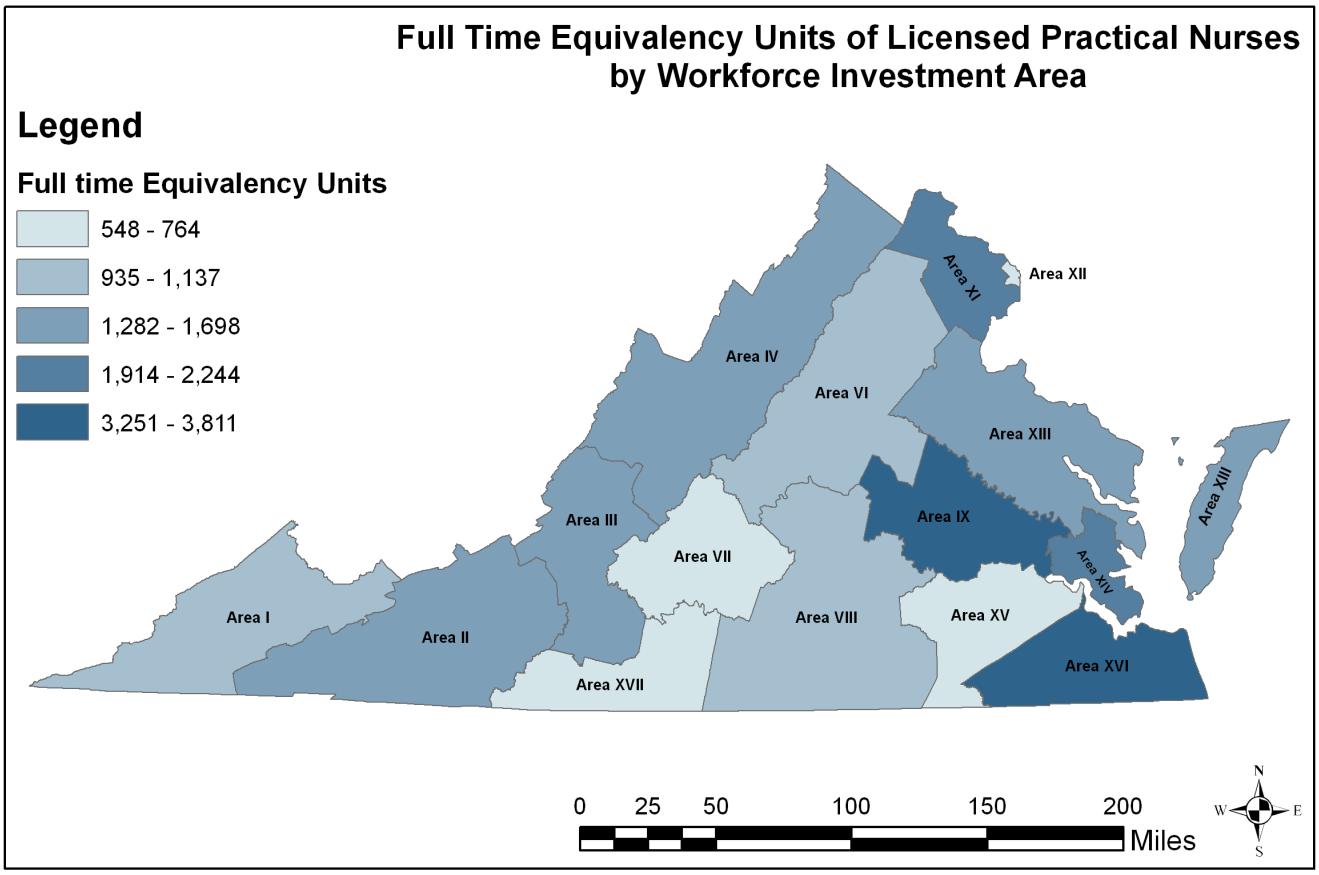
Licensed Practical Nurses: Council on Virginia's Future Regions

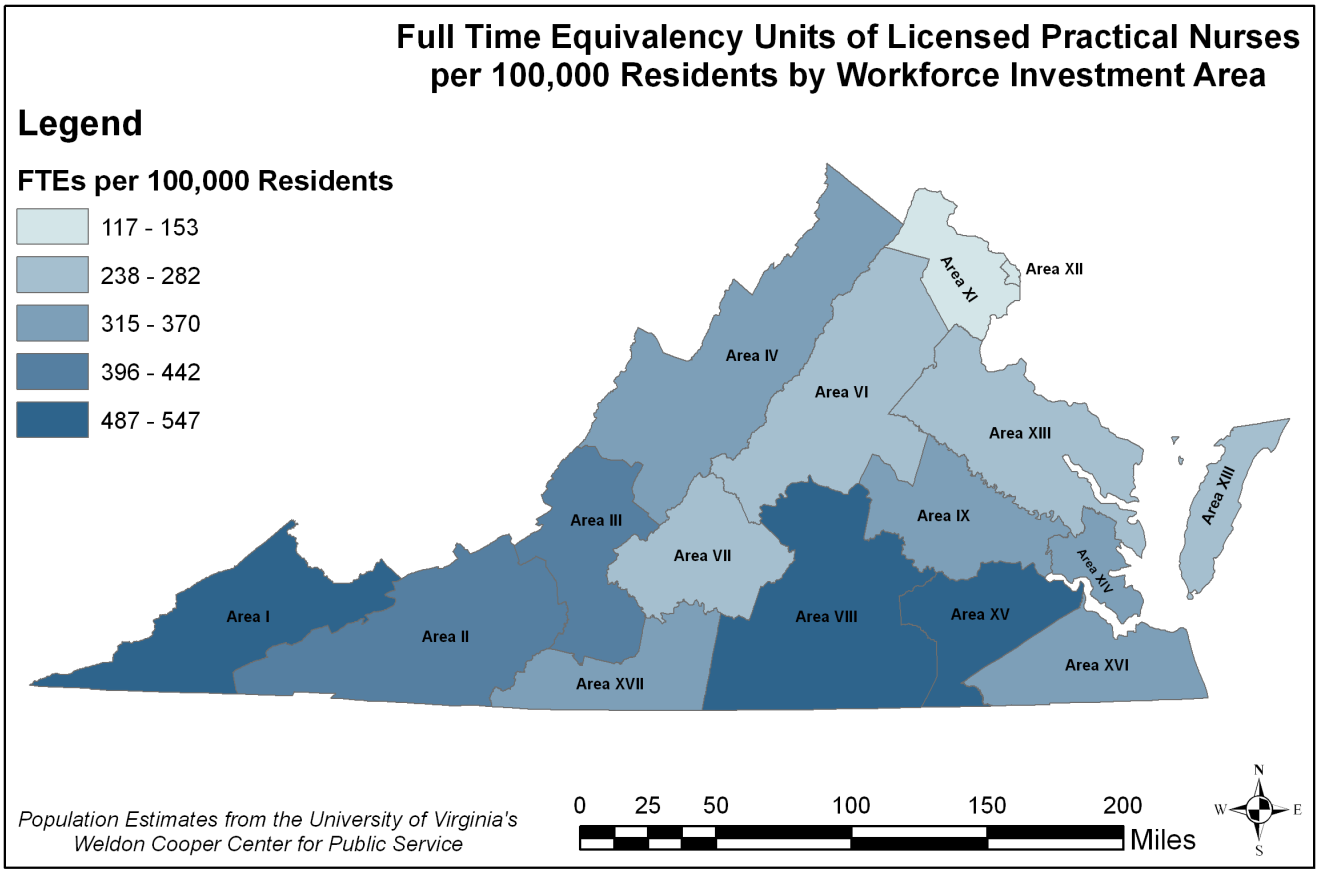


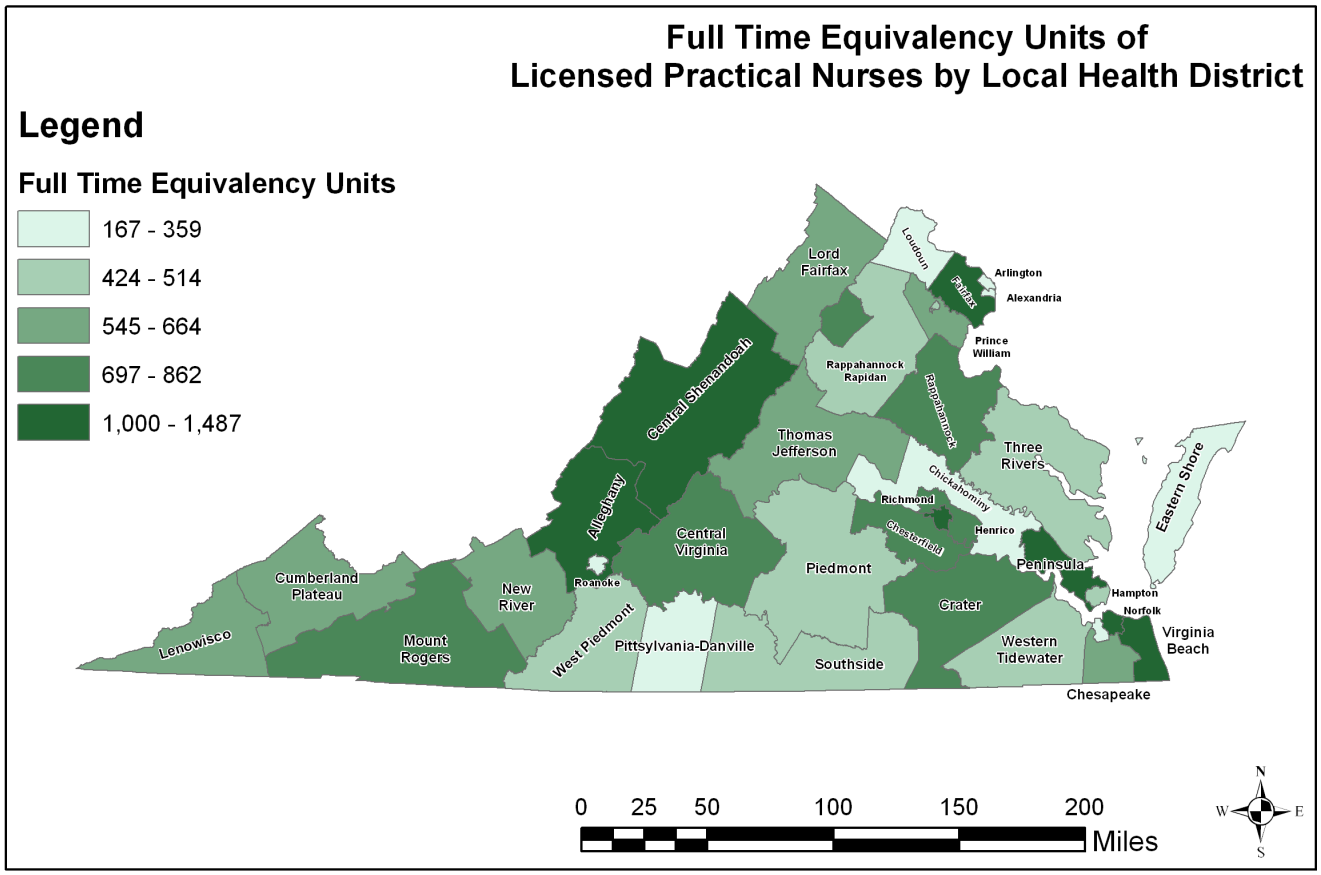


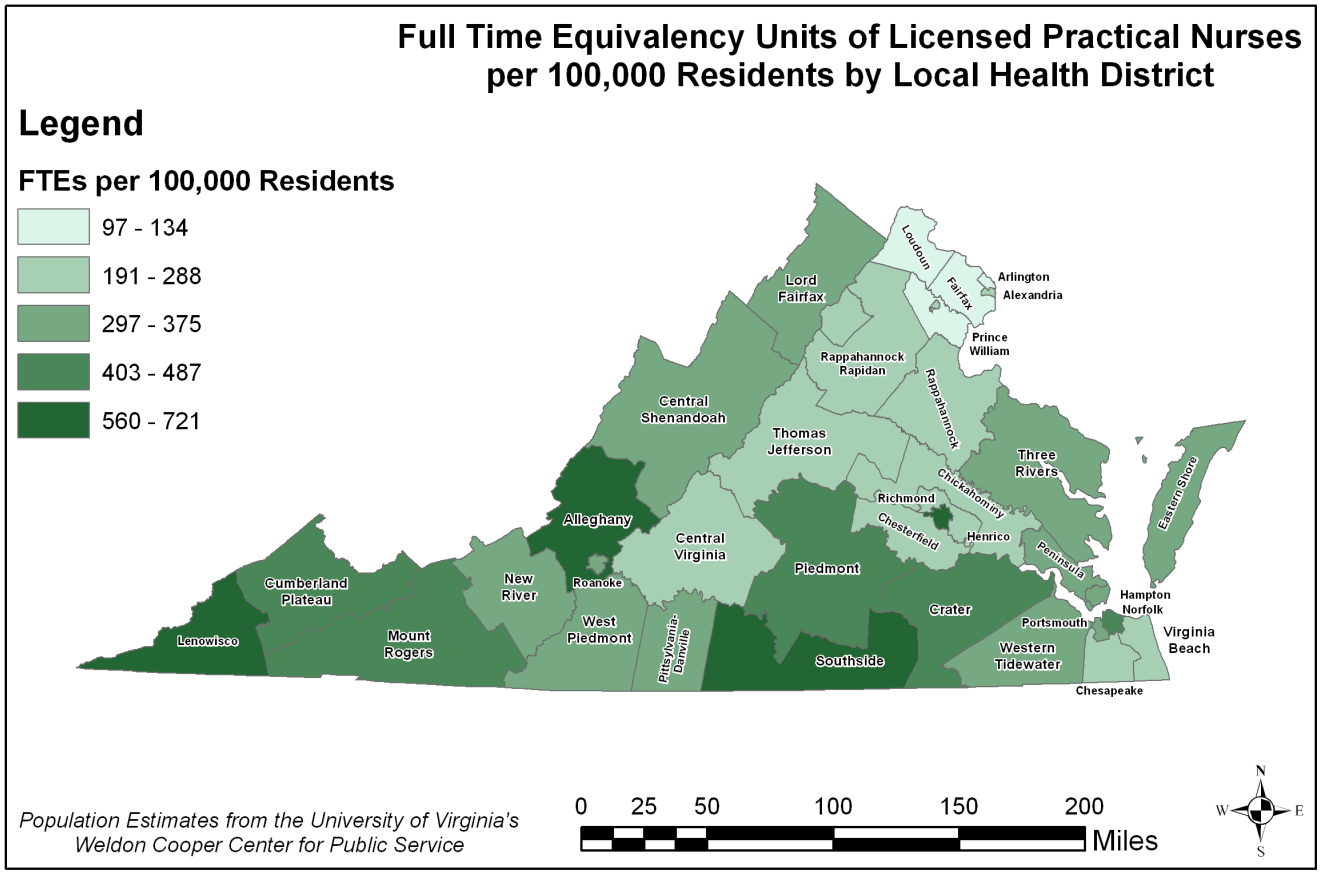

Full Time Equivalency Units of Licensed Practical Nurses
by Council on Health Services Area
Legend
Full Time Equivalency Units
2,792
3,431
4,950
5,459
6,241
HSA II
HSA I
HSA IV
HSA V
HSA III
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units of Licensed Practical Nurses
per 100,000 Residents by Health Services Area
Legend
FTEs per 100,000 Residents
122
274
342
359
401
HSA II
HSA I
HSA IV
HSA V
HSA III
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

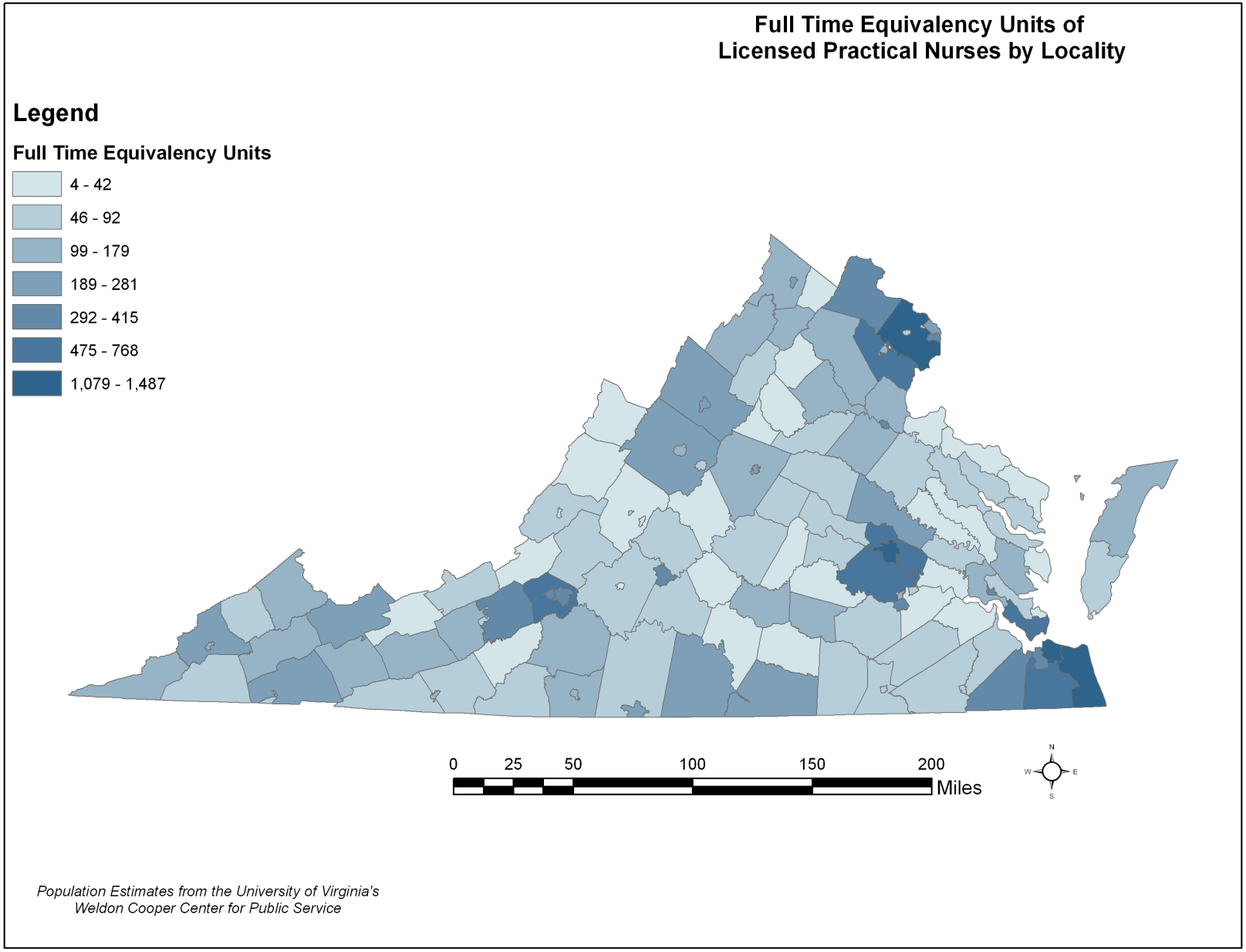

Full Time Equivalency Units of Licensed Practical Nurses
by Workforce Investment Area
Legend
Full time Equivalency Units
548 - 764
935 - 1,137
1,282 - 1,698
1,914 - 2,244
3,251 - 3,811
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units of Licensed Practical Nurses
per 100,000 Residents by Workforce Investment Area
Legend
FTEs per 100,000 Residents
117 - 153
238 - 282
315 - 370
396 - 442
487 - 547
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

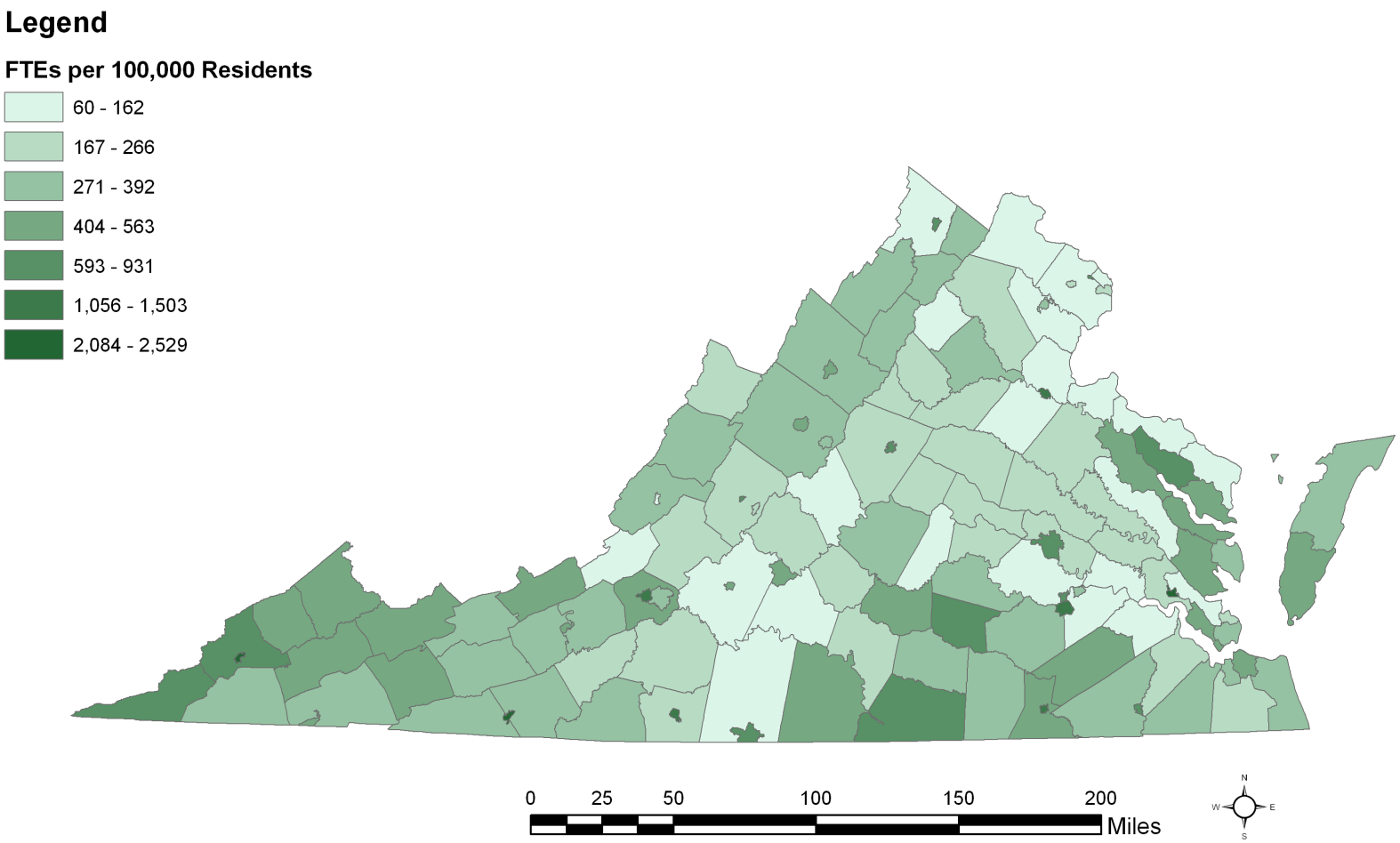




Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service


Full Time Equivalency Units of
Licensed Practical Nurses by Locality
Legend
Full Time Equivalency Units
4 - 42
46 - 92
99 - 179
189 - 281
292 - 415
475 - 768
1,079 - 1,487
0
25
50
100
150
200
Miles
N
W
E
S
Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service

Full Time Equivalency Units of Licensed Practical Nurses per 100,000 Residents by Locality



Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

Appendix

Appendix A: Weights

Final weights were calculated by multiplying the two weights and the overall response rate within each profession: ageweight x ruralweight x responserate = final weight.

Registered Nurses

Age	Response Rate	Weight
20 to 24	17%	5.837037037
25 to 29	57%	1.76155307
30 to 34	69%	1.456359482
35 to 39	74%	1.347943723
40 to 44	78%	1.275144247
45 to 49	80%	1.247668394
50 to 54	82%	1.224294039
55 to 59	82%	1.221504497
60 to 64	79%	1.26942326
65 to 69	71%	1.410666667
70 to 74	62%	1.624157844
75 to 79	49%	2.041158537
80 and over	33%	2.990049751

Rural Status	Response Rate	Weight
Metro, 1 million+	77%	1.296131
Metro, 250,000 to 1 million	81%	1.2391
Metro, 250,000 or less	80%	1.251105
Urban pop 20,000+, Metro adj	81%	1.230562
Urban pop 20,000+, nonadj	NA	NA
Urban pop, 2,500-19,999, Metro adj	79%	1.263334
Urban pop, 2,500-19,999, nonadj	77%	1.304762
Rural, Metro adj	80%	1.25641
Rural, nonadj	79%	1.271963
Not in Virginia	46%	2.155556

Licensed Practical Nurses

Age	Response Rate	Weight
20 to 24	37%	2.717439
25 to 29	55%	1.805714
30 to 34	63%	1.57661
35 to 39	66%	1.503867
40 to 44	70%	1.430358
45 to 49	71%	1.40893
50 to 54	73%	1.364686
55 to 59	72%	1.379774
60 to 64	65%	1.541771
65 to 69	58%	1.73202
70 to 74	43%	2.327411
75 to 79	34%	2.984252
80 and over	24%	4.117647

Rural Status	Response Rate	Weight
Metro, 1 million+	64%	1.562442
Metro, 250,000 to 1 million	69%	1.441118
Metro, 250,000 or less	71%	1.41517
Urban pop 20,000+, Metro adj	68%	1.472561
Urban pop 20,000+, nonadj	NA	NA
Urban pop, 2,500-19,999, Metro adj	68%	1.474035
Urban pop, 2,500-19,999, nonadj	69%	1.451509
Rural, Metro adj	69%	1.450065
Rural, nonadj	67%	1.491979
Not in Virginia	43%	2.301682

Appendix B: FTE Imputation

This iteration of the nursing survey began prior to implementation of our standard survey methodology, and was not designed to estimate FTEs. We used the following ad hoc syntax to estimate FTEs for each nurse. While not perfect, we believe this method provides a better estimate of nursing services supplied than previous methods using counts of licensees by mailing address.

Working is a dummy variable indicating if the nurse reported working during the survey period. *PriHours* is an indicator of full-time or part-time hours worked at the primary location. *EmpPositions* is the number of positions reported. *PriLocImp* is the imputed locality of the primary work location. If the locality was not provided, we used the locality of the address of record. *Prof* distinguishes between LPNs and RNs. *MetroStatus* indicates whether the locality is in a Metro or Non-Metro area, as defined by the US Census Bureau. *Age10* is age, in 10-year categories.

```
DO IF (Working = 0).
COMPUTE FTE = 0.
ELSE IF (Missing(PriHours) = 1).
COMPUTE FTE = 999.
ELSE IF ((EmpPositions <= 1 | Missing(EmpPositions) =1) & PriHours = 1).
COMPUTE FTE = 0.5.
ELSE IF ((EmpPositions <= 1 | Missing(EmpPositions) =1) & PriHours = 2).
COMPUTE FTE = 1.0.
ELSE IF (EmpPositions = 2 & PriHours = 1).
COMPUTE FTE = 1.0.
ELSE IF (EmpPositions = 2 & PriHours = 2).
COMPUTE FTE = 1.5.
ELSE IF (EmpPositions = 3 & PriHours = 1).
COMPUTE FTE = 1.5.
ELSE IF (EmpPositions = 3 & PriHours =2).
COMPUTE FTE = 2.0.
END IF.

SORT CASES BY PriLocImp(A).

SORT CASES  BY Prof MetroStatus Age10.
SPLIT FILE SEPARATE BY Prof MetroStatus Age10.

RMV /FTE_1=SMEAN(FTE).
```

Appendix C: The Nursing Workforce Survey

Nursing Workforce Survey	
1. Please select your sex/gender.	Male
	Female
2. Please select the menu item that best describes your ethnicity/race.	White (Non-Hispanic) / Caucasian
	Black / African American (Non-Hispanic)
	Hispanic / Latino (Puerto Rican)
	Asian / Pacific Islander
	American Indian / Alaska Native
	Two or More Races
	Other
2a. Other	Fill in the blank
3. In the USA, in what state do you currently reside?	List of States
4. Are you currently a resident of Virginia?	Yes/No
5. If you answered yes, please provide your City/County and zip code information:	List of Counties
5a. Zip Code:	Fill in the blank
6. Were you ever employed in any of the following health-related jobs before completing your initial nursing education program? (Check all that apply)	No health related position
	Nursing Aide/Nursing Assistant
	Home health aide/assistant
	Licensed Practical Nurse (for RNs)
	Emergency Medical Technician/Paramedic
	Medical Assistant
	Dental Assistant
	Allied Health Technician/Technologist
	Manager in health care setting
	Military Medical Corp
	Medical Doctor
	Midwife
	Other
6a. Other	Fill in the blank
7. If other than the USA, in what country did you receive your most recent nursing education?	Fill in the blank
7a. If received your most recent nursing education in the USA, then please select the state?	List of States
8. Please indicate all post high school degrees you have received.	Associate Degree
	Bachelors Degree
	Masters Degree
	Doctorate
	Other
8a. Other	Fill in the blank
9. How did you finance your initial nursing education.	Healthcare employment earnings
	Non healthcare employment earnings
	Personal savings
	Family Resources

	Employer tuition reimbursement
	Veterans benefits
	Federal traineeships, scholarships, or grant
	Federal loans
	Other type of loan
	State/local government scholarship or grant
	Non governmental scholarship or grant
	Other resources
10. In your initial nursing education program, were you a part-time or full-time student?	Full-time
	Part-time
11. What is the highest nursing certificate, diploma, or degree you have received as of today? (Choose only the highest.)	LPN Diploma/Certificate
	RN Diploma
	Associate Degree
	Baccalaureate Degree
	Masters degree
	Doctorate in Nursing
	Doctorate in Nursing Science
	Doctorate in Nursing Practice
	Doctor of Philosophy in Nursing
12. In your answer above, what was the year of your graduation?	Fill in the blank
13. What type of nursing degree / credential qualified you for your first license in the USA?	LPN diploma or certificate
	Hospital RN diploma
	Associate degree in nursing
	Baccalaureate degree in nursing
	Masters degree in nursing
	Doctoral degree in nursing
14. What is the highest level of non-nursing education you have attained to date? (Choose the highest education you have completed as of today.)	High School diploma or GED
	Associates degree
	Baccalaureate degree
	Masters degree
	Doctorate
15. Are you currently enrolled in a nursing education program leading to an advanced degree.	Yes/No
16. In what state were you issued your first nursing license/certificate?	List of States
17. In what year were you issued your first nursing license?	Fill in the blank
18. Which type of nursing degree or nursing credential qualified you for your first license?	Diploma Program
	Associate Degree
	Bachelors Degree
	Masters Degree
	Doctorate
	Other
18a. Other	Fill in the blank
19. In what year did you complete this nursing program?	Fill in the blank

20. In which state (including the District of Columbia), was this program located?	List of States
20a. If the program was completed outside of the states please list the US territory or foreign country.	Fill in the blank
21. Indicate the type of nursing license you currently hold: (Choose all that apply.) Note: All Advance Practice nurses should select Active or Inactive RN.	Active RN license
	Inactive RN license
	Active LPN license
	Inactive LPN license
22. If you currently hold both an active RN license and an active LPN license, please indicate which license you are practicing under at this time: (Choose only one)	Practicing as an RN
	Practicing as an LPN
	Currently not practicing as a nurse
23. Nurse Practitioners: Are you currently licensed by the state of Virginia as a Nurse Practitioner?	Fill in the blank
24. If you answered yes, please indicate the type of role for which you are licensed in Virginia. (Choose all that apply.)	Certified Nurse Midwife
	Certified Registered Nurse Anesthetist
	Nurse Practitioner - Acute Care
	Nurse Practitioner - Adult
	Nurse Practitioner - Emergency Room
	Nurse Practitioner - Family
	Nurse Practitioner - Family Planning
	Nurse Practitioner - Geriatric
	Nurse Practitioner - Medical
	Nurse Practitioner - Neonatal
	Nurse Practitioner - OB/GYN
	Nurse Practitioner - Pediatric
	Nurse Practitioner - Psychiatric and Mental Health
	Nurse Practitioner - Womens Health
	Licensed in multiple advanced practice roles
25. Clinical Nurse Specialists: Are you currently registered with the Virginia Board of Nursing as a Clinical Nurse Specialist?	NULL
Employment Status 26. What is your current employment status? (Choose the response that best fits your situation.)	Actively employed in nursing - full time
	Actively employed in nursing - part time
	Actively employed in nursing - per diem
	Working in nursing only as a volunteer
	Actively employed in a field other than nursing - full time
	Actively employed in a field other than nursing - part time
	Actively employed in a field other than Nursing - per diem
	Unemployed - seeking work as a nurse
	Unemployed - not seeking work as a nurse

	Out of the workforce temporarily
	Disabled
	Retired
Please Note: If you are employed in a non-nursing position, unemployed, retired, or disabled, please skip the following employment questions. GO TO Question 40. 27. How many paid positions do you currently hold as a nurse?	0
	1
	2
	3 or more
28. In a typical week, how many hours do you work in all of your paid nursing positions?	Fill in the blank
29. In a week, how many hours do you volunteer your services as a nurse? Enter a value of zero if appropriate. <i>If you only volunteer a few times per year, add up the total hours in a year and divide by 52 to get a weekly amount. Round to the nearest wh	Fill in the blank
30. Including both your paid employment (if any) and your volunteer time (if any), how many hours of direct patient care do you provide in a typical week?	Fill in the blank
<i> Each of the next questions is about your primary place of employment, or volunteer nursing area if you are not employed. Your primary position is the one where you spend the most time each month as a nurse, regardless of whether you provide direct pat	List of Counties
31a. State:	List of States
31b. Zip Code:	Fill in the blank
32 How long have you worked in your current nursing position?	Less than 6 months
	6 months to 1 year
	1 to 2 years
	2 to 5 years
	5 to 10 years
	More than 10 years
33. Please identify the title that most closely corresponds to your primary employment position:	Traveling nurse
	Staff nurse
	Manager
	Administrator / Executive
	Consultant
	Researcher
	Educator
	Clinical Nurse Specialist
	Certified Nurse Midwife
	Certified RN Anesthetist
	Nurse Practitioner
	Other
33a. Other	Fill in the blank
34. Please identify the type of setting that most closely corresponds to your primary employment position:	Hospital in-patient unit
	Hospital out-patient unit
	Hospital - other
	Nursing Home / Extended Care (nursing home, rehab, assisted living)

	Home care agency
	Hospice
	Physician Office
	Public health agency
	Federally-funded health clinic
	Ambulatory care (medical practice, urgent care, HMO, surgical center, dental practice, etc.)
	Mental health / substance abuse agency
	Occupational health site
	School health service (including college level)
	Academic education program
	Insurance / Case management company
	Policy, Planning or Regulatory agency
	Military base or facility
	Corrections facility
	Other
34a. Other	Fill in the blank
35. Please identify the specialty area that most closely corresponds to your area of practice in your primary employment position:	Acute care / critical care
	Adult health
	Anesthesia
	Community health
	Public health
	Family health
	Geriatrics / Gerontology
	Maternal-Child health / Womens health
	Nurse Midwifery
	Medicine / Surgery
	Occupational health
	Oncology
	Palliative care
	Pediatrics
	Neonatal care
	Mental health / Substance Abuse
	Rehabilitation
	Student health
	Trauma
	Dialysis
	Informatics
	Quality improvement
	Case management
	Policy / Regulation
	Other
35a. Other	Fill in the blank
36. Select the response that bests describes the total hours that you work in direct patient care in a typical work week at your primary place of employment.	32 or more

	Less than 32 hours
37. Overall how satisfied are you with your current primary care position?	Very Satisfied
	Somewhat Satisfied
	Somewhat dissatisfied
	Very Dissatisfied
38. Within the past year, have you received or provided emergency preparedness training in any of the following areas? (Mark all that apply.)	None
	Chemical accident or attack
	Nuclear/radiological accident or attack
	Infectious disease epidemics
	Biological accident or attack
	Natural disaster
	Other public health emergencies
39. Indicate which of these actions you plan to take in the next 5 years:	Increase the number of hours I work or volunteer as a nurse
	Reduce the number of hours I work or volunteer as a nurse
	Maintain the same number of hours I currently work or volunteer as a nurse
	Stop practicing as a nurse entirely, but not retire
	Retire
NOT EMPLOYED IN NURSING: Please answer the following questions if you are currently not employed in a nursing position. 40. Do you plan on seeking employment in a nursing position?	Yes/No
41. Are you looking for a Full-time or Part-time position in nursing?	Full-time
	Part-time
	Not applicable
42. If yes, when will you be seeking employment in nursing?	Within 6 months
	1 to 2 years
	2 to 5 years
	5 to 10 years
	More than 10 years

Appendix D: The 2012-2013 Nursing Workforce Survey

While striving to maintain continuity, the HWDC continuously improves its surveys based on results of previous surveys. The HWDC has adopted a standard survey template to serve as the basis of all of its workforce surveys. The 2012-2013 Nursing Survey incorporates standard survey template and includes elements specific to the Nursing profession. Please note that the survey appears online through our licensing renewal system. The final visual appearance of the survey for practitioners is dictated by this system. The HWDC may make additional changes before implementing the 2012-2013 survey.

	Nursing Survey	
Instructions:		
The following survey will assist policymakers at the state, federal and local levels assess the adequacy of the current nursing workforce and project future workforce trends in relation to Virginia's changing population and health needs. It will help us advance the practice of nursing and to improve the health of all Virginians. By law, information collected as part of this survey is confidential. License numbers and other individually identifying information are removed from Healthcare Workforce Data Center data sets. The Healthcare Workforce Data Center only releases information in the aggregate or to qualified research organizations who meet our strict confidentiality standards. Participation in this survey is voluntary.		
The survey questions are designed to allow comparisons across professions, and among state and federal data collection efforts. Some of the questions, particularly the questions pertaining to race and ethnicity, match Federal data collection standards.		
Education and Background		
1)	Year of Birth:	*Dropdown: 1996 to 1920 (reverse order)*
2)	Sex:	*Dropdown: Male/Female*
	Please select the items that best describe your race/ethnicity. Please answer both question 3a about Hispanic origin and 3b about race/ethnicity.	
3a)	Select one:	*Check one*
		Hispanic, Latino or Spanish Origin
		Not Hispanic, Latino or Spanish Origin
3b)	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
3c)	If some other race, please specify:	*Fill in the blank*
4)	Where did you graduate from high school (Secondary School)?	*Dropdown*
		Outside of the US or Canada
		Canada
		57 US States and Territories
5)	Was your childhood spent mostly in rural, urban or suburban areas?	*Dropdown: urban, rural, suburban*

6)	What type of degree program initially qualified you to practice nursing?	*Dropdown*
		LPN/LVN Diploma or Certificate Program
		Hospital RN Diploma
		Associate degree in nursing
		Baccalaureate degree in nursing
		Masters degree in nursing
7)	Where did you obtain the degree that initially qualified you to practice nursing?	*Dropdown*
		Outside of the US or Canada
		Canada
		57 US States and Territories
8)	Please indicate the highest level of nursing education you have completed as of today:	*Dropdown*
		LPN/LVN Diploma or Certificate Program
		Hospital RN Diploma
		Associate degree in nursing
		Baccalaureate degree in nursing
		Masters degree in nursing
		Doctorate in nursing
		Doctorate in nursing science
		Doctorate in nursing practice
		Doctor of Philosophy in nursing
9)	Have you attained any non-nursing degrees or educational certificates? Please indicate your highest non-nursing degree.	*Dropdown*
		No, all of my degrees are in nursing
		Yes, an undergraduate certificate
		Yes, an associate degree
		Yes, a baccalauraute degree
		Yes, a post-graduate certificate
		Yes, a masters degree
		Yes, a doctorate degree
10)	Please indicate any current active licenses you hold from Virginia as of today:	*Check All That Apply*
		Licensed Practical Nurse
		Registered Nurse
		Clinical Nurse Specialist
		Certified Nurse Midwife
		Licensed Nurse Practitioner
		Certified Massage Therapist
		Respiratory Therapist
11)	Do you hold an active license to practice nursing in any other jurisdiction?	*Check all that apply*
		District of Columbia
		Kentucky

		Maryland
		North Carolina
		Tennessee
		West Virginia
		One or more other US states
12)	Please select the choice that best describes any primary area of specialization, training or experience you may have:	*Dropdown*
		General Nursing/No Specialty
		Acute/critical care
		Administration/Management
		Adult health
		Anesthesia
		Case management
		Community health
		Family health
		Geriatrics/gerontology
		Informatics
		Maternal/Womens health
		Medical/surgical
		Neonatal care
		Nurse Midwifery
		Occupational health
		Oncology
		Palliative care
		Pediatrics
		Policy/Regulation
		Psychiatric mental health
		Public health
		Quality improvement
		Rehabilitation
		Renal health/dialysis
		Student health
		Substance abuse
		Trauma
		Other Specialty Area
12b)	If you selected "other specialty area", please provide a brief description:	*Open-ended*
13)	Please select the choice that best describes any secondary area of specialization, training or experience you may have:	*Dropdown*
		No Secondary Specialty
		Acute/critical care
		Administration/Management
		Adult health
		Anesthesia
		Case management
		Community health
		Family health

		Geriatrics/gerontology
		Informatics
		Maternal/Womens health
		Medical/surgical
		Neonatal care
		Nurse Midwifery
		Occupational health
		Oncology
		Palliative care
		Pediatrics
		Policy/Regulation
		Psychiatric mental health
		Public health
		Quality improvement
		Rehabilitation
		Renal health/dialysis
		Student health
		Substance abuse
		Trauma
		Other Specialty Area
13b)	If you selected "other specialty area", please provide a brief description:	*Open-ended*
14)	Within the past 12 months, have you practiced, taught, volunteered or otherwise worked in a nursing related position?	*Dropdown: Yes/No*
	Please note: Answer "yes" for any nursing related activities or activities that draw on your nursing background, including administrative, educational, regulatory or other activities.	
If you answered "No" to Question 14, please go to Question 36. If you answered "Yes", please continue.		
15)	Overall, and taking into account all positions you fill, how satisfied are you with your current employment or work situation?	*Dropdown*
		Very satisfied
		Somewhat satisfied
		Somewhat dissatisfied
		Very dissatisfied
Primary Work Location		
Question 16 through Question 22 refer to your primary place of employment, work or practice, including volunteer work. This is the place where you spend the most work hours during an average workweek, or where you spent the most weeks working in the past 12 months. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a particular location should use that location as his or her primary work location. Persons who consistently work in multiple locations (e.g. temporary workers, home health, locum tenens, multi-facility rounds) should choose the location where they spent the most time or where they are based.		
16)	Please select the location of your primary place of employment, work, volunteer work or practice:	*Dropdown:*

		Outside of US
		Virginia Border State/DC
		Other US State
		List of Virginia's Cities and Counties
17a)	Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc):	*Dropdown: 1 week - 52 weeks*
17b)	How many hours do you (or did you) work in an average workweek at this location?	*Dropdown*
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
18)	Do you currently work at this location? If so, for how long?	Dropdown
		I do not currently work at this location
		Less than 6 months
		6 months to 1 year
		1 to 2 years
		3 to 5 years
		6 to 10 years
		More than 10 years
19)	In the average workweek at this location, roughly what percentage of your working hours were spent in the following roles:	*Dropdown: (for each sub-question)*
19a)	Administration or business-related matters	None
19b)	Supervision or management of nursing staff	1% to 9%
19c)	Direct patient care, including patient education and coordination of care	10% to 19%
19d)	Education of health professions students (including acting as preceptor)	20% to 29%
19e)	Formal research	30% to 39%
19f)	Other	50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
20)	At this location, approximately what percentage of your patients are. . .?	None
20a)	Children	1% to 9%
20b)	Adolescent	10% to 19%
20c)	Adult	20% to 29%

20d)	Geriatric	30% to 39%
		50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
21a)	Please select the choice that best describes this location's organizational sector:	*Dropdown*
		For-profit
		Non-profit
		State/local-government
		US military
		Veteran's Administration
		Other federal government
21b)	Please select the choice that best describes this practice setting:	*Dropdown:*
		Academic institution (teaching or research)
		Administrative association or regulatory agency
		Community-based clinic or health center
		Corrections/jail
		Day care
		Home health care
		Hospice
		Hospital, inpatient department
		Hospital, outpatient department
		Insurance company, health plan
		Long term care facility, nursing home
		Mental health facility
		Occupational health site
		Outpatient surgical center
		Physician office
		Public health agency
		Rehabilitation facility
		Residential facility/group home
		School (providing care to students)
		Other practice setting
21c)	If you selected "other practice setting" please provide a brief description:	*Open-ended*
22)	Please indicate how you are (were) personally compensated for activities at this location:	*Dropdown*
		Salary
		Hourly wage
		Per Diem
		Business/contractor profits
		Volunteer, unreimbursed

If you only have one practice location, please skip to question 31. If you have additional practice locations, please continue.		
Secondary Work Location		
Question 23 through Question 29 refer to your secondary place of employment, work or practice, including volunteer work. This is the place where you spend the second most work hours during an average workweek, or where you spent the second most weeks working in the past 12 months. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a second location should use that location as his or her secondary work location. Persons with a secondary work location who also consistently work in multiple locations (e.g. temporary workers, home health, locum tenens, multi-facility rounds) should choose the location where they spent the most time or where they are based.		
23)	Please select the location of your primary place of employment, work, volunteer work or practice:	*Dropdown:*
		Outside of US
		Virginia Border State/DC
		Other US State
		List of Virginia's Cities and Counties
24a)	Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc):	*Dropdown: 1 week - 52 weeks*
24b)	How many hours do you (or did you) work in an average workweek at this location?	*Dropdown*
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
25)	Do you currently work at this location? If so, for how long?	Dropdown
		I do not currently work at this location
		Less than 6 months
		6 months to 1 year
		1 to 2 years
		3 to 5 years
		6 to 10 years
		More than 10 years
26)	In the average workweek at this location, roughly what percentage of your working hours were spent in the following roles:	*Dropdown: (for each sub-question)*
26a)	Administration or business-related matters	None
26b)	Supervision or management of nursing staff	1% to 9%
26c)	Direct patient care, including patient education and coordination of care	10% to 19%
26d)	Education of health professions students (including acting as preceptor)	20% to 29%

26e)	Formal research	30% to 39%
26f)	Other	50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
27)	At this location, approximately what percentage of your patients are. . .?	None
27a)	Children	1% to 9%
27b)	Adolescent	10% to 19%
27c)	Adult	20% to 29%
27d)	Geriatric	30% to 39%
		50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
28a)	Please select the choice that best describes this location's organizational sector:	*Dropdown*
		For-profit
		Non-profit
		State/local-government
		US military
		Veteran's Administration
		Other federal government
28b)	Please select the choice that best describes this practice setting:	*Dropdown:*
		Academic institution (teaching or research)
		Administrative association or regulatory agency
		Community-based clinic or health center
		Corrections/jail
		Day care
		Home health care
		Hospice
		Hospital, inpatient department
		Hospital, outpatient department
		Insurance company, health plan
		Long term care facility, nursing home
		Mental health facility
		Occupational health site
		Outpatient surgical center
		Physician office
		Public health agency
		Rehabilitation facility
		Residential facility/group home
		School (providing care to students)

		Other practice setting
28c)	If you selected "other practice setting" please provide a brief description:	*Open-ended*
29)	Please indicate how you are (were) personally compensated for activities at this location:	*Dropdown*
		Salary
		Hourly wage
		Per Diem
		Business/contractor profits
		Volunteer, unreimbursed
30)	Average weekly hours at any additional Virginia locations in nursing in the past 12 months:	*Dropdown*
		None
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
Employment Information		
T*he Healthcare Workforce Data Center collects compensation information to assess the balance of supply and demand in the state and in localities, and to assist students in planning health careers and choosing specialties. Information from the questions will only be presented in the aggregate. The confidentiality of information for these and all questions is protected by law. All questions are voluntary.*		
31)	What is your estimated annual personal income from nursing related activities?	*Dropdown:*
		Volunteer work only
		Less than $20,000
		$20,000-$29,999
		$30,000-$39,999
		$40,000-$49,999
		$50,000-$59,999
		$60,000-$69,999
		$70,000-$79,999
		$80,000-$89,999
		$90,000-$99,999
		$100,000-$109,999
		$110,000-$119,999
		$120,000-$129,999
		$130,000-$139,999
		$140,000-$149,999
		$150,000 or more
		Prefer not to respond

32)	Do you receive any of the following benefits from any current employer?	*Check all that apply:*
		Paid Vacation
		Paid Sick Leave
		Paid Disability Leave
		Health Insurance
		Dental Insurance
		Stock options
		Retirement (401k, Pension, etc.)
		Group Life Insurance
		Signing/retention bonus
		No Benefits
33)	What is your estimated current educational debt?	*Dropdown:*
		None
		Less than $10,000
		$10,000-$19,999
		$20,000-$29,999
		$30,000-$39,999
		$40,000-$49,999
		$50,000-$59,999
		$60,000-$69,999
		$70,000-$79,999
		$80,000-$89,999
		$90,000-$99,999
		$100,000-$109,999
		$110,000-$119,999
		$120,000 or more
34)	At what age do you expect to retire from nursing?	*Dropdown*
		Under age 50
		75 or over
		I do not expect to retire
35)	Within the next two years do you plan to do any of the following:	*Check all that apply*
		Retire
		Cease working in nursing
		Continue working in nursing, but cease working in Virginia
		Increase patient care hours
		Decrease patient care hours
		Increase time spent teaching nursing
		Decrease time spent teaching nursing
		Pursue additional nursing education
		None of the above
End of Questionnaire for active practitioners-Thank you! If you anwsered "No" to question 14, please continue.		

36)	If you did not practice, teach or otherwise work in nursing within the past twelve months, did/are you. . .?	*Check all that apply:*
		I am retired.
		Work occasionally for charity/consultation/special patients?
		Pursue nursing education or certifications?
		Pursue education not related to nursing?
		Work in another profession or field?
		Experience temporary **voluntary** unemployment (including for medical reasons)?
		Experience temporary **involuntary** unemployment?
		None of the above apply to me
37)	Do you provide any volunteer, mentoring or other services within nursing in Virginia? If so, approximately how many hours in the past year?	*Dropdown:*
		None
		1-25 hours
		26-50 hours
		51-75 hours
		76-100 hours
		More than 100 hours
38)	Do you expect to begin working in nursing in Virginia? If so, when?	*Dropdown:*
		Not currently planning to practice/work in Virginia
		Plan to practice/work in a volunteer capacity
		Yes, within the next year
		Yes, within 1-2 years
		Yes, within 3-5 years
		Yes, in more than 5 years
		Yes, do not know when
End of Questionnaire-Thank you!		