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# *Virginia's Licensed Professional Counselor Workforce: 2019*

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Healthcare Workforce Data Center

August 2019

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*5,193 Licensed Professional Counselors voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Counseling express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Licensed Professional Counselor Workforce: At a Glance:

## The Workforce

Licensees:	5,973
Virginia's Workforce:	5,175
FTEs:	4,402

## Background

Rural Childhood:	31%
HS Degree in VA:	48%
Prof. Degree in VA:	65%

## Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	53%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	96%

## Education

Masters:	87%
Ph.D.:	13%

## Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	66%

## Demographics

Female:	80%
Diversity Index:	37%
Median Age:	48

## Finances

Median Income:	\$60k-\$70k
Health Benefits:	61%
Under 40 w/ Ed debt:	70%

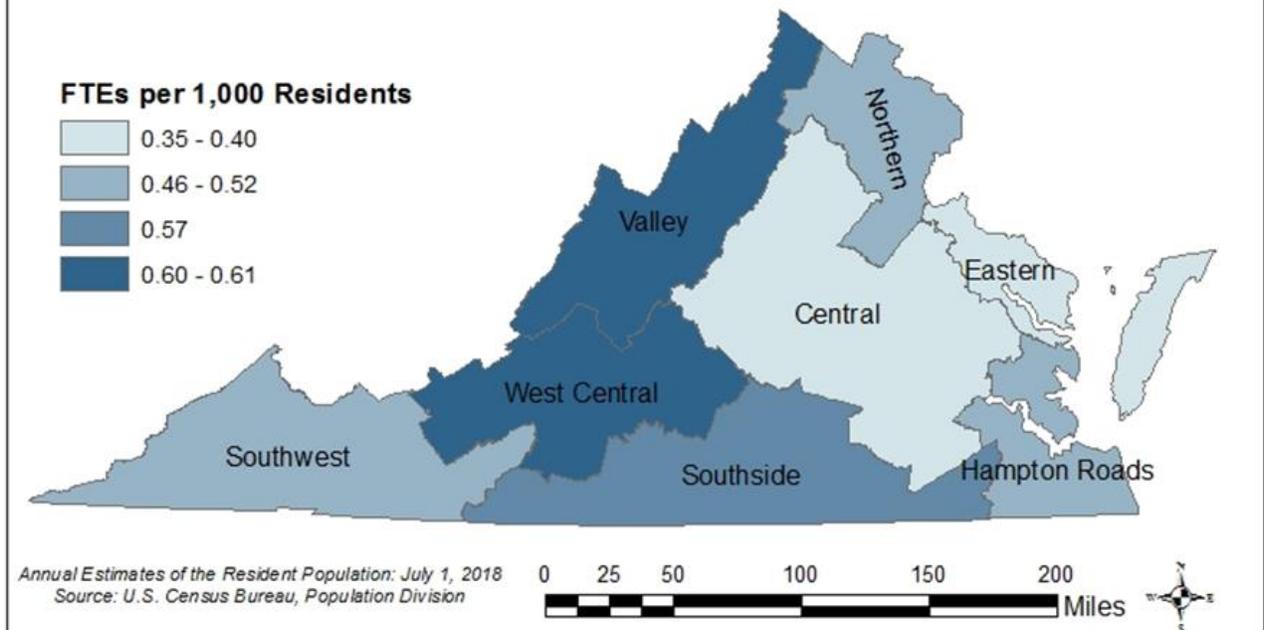
## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	59%

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Work force Data Center



Source: Va. Healthcare Workforce Data Center

## Results in Brief

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The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the Licensed Professional Counselors (LPCs) survey during the license renewal process, which takes place every June. Survey respondents represent 87% of the 5,973 LPCs who are licensed in the state and 96% of renewing practitioners. Between July 2018 and June 2019, an estimated 5,175 LPCs participated in Virginia's workforce, which is defined as those who worked at least a portion of the period in the state or who live in the state and intend to return to work as a LPC at some point in the future. This workforce provided 4,402 full-time equivalency units (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Eighty percent of all LPCs are female, including 86% of those under the age of 40. In a random encounter between two LPCs, there is a 37% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LPCs under age 40, however, this value was 41%; by comparison, the diversity index for the state is 57%. Only 31% of all LPCs grew up in a rural area of Virginia, but 22% of these LPCs work in non-Metro areas of the state. Overall, 9% of Virginia's LPCs currently work in non-Metro areas of the state.

Eighty-seven percent of the state's LPC workforce have a Master's degree as their highest professional degree, while the remainder have a doctorate. In addition, 57% have a primary specialty in mental health. Forty-seven percent of all LPCs currently carry educational debt. The median debt for those with debt is between \$70,000 and \$80,000. Meanwhile, LPCs' median annual income is between \$60,000 and \$70,000. Ninety-six percent of LPCs are satisfied with their current employment situation, including 71% who indicate they are "very satisfied". Only 1% of Virginia's LPCs experienced involuntary unemployment in the past year and 94% of LPCs are currently employed in the profession. Three quarters of all LPCs work in the private sector, including 58% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type, employing 18% of the state's LPC workforce. A quarter of all LPCs expect to retire by age 65 and 22% of the current workforce expect to retire in the next decade. Over the next two years, 15% of LPCs plan to increase patient care activities and 12% plan to pursue additional education.

## Summary of Trends

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The number of LPCs has increased significantly over the past six years. There are 59% more LPCs since 2013. Similarly, the number in the state workforce and the FTEs they produce have increased by 54% and 47%, respectively.

The LPC workforce has also become significantly more racially/ethnically diverse and younger over the past six years. The diversity index has increased from 25% to 37%. The median age has also declined from 53 in 2013 to 48 in 2019. The percent of LPCs under age 40 has increased significantly from 19% to 29% between 2013 and 2019. Not surprisingly, the percent over age 55 declined from 45% to 35% in the same period. Gender diversity is, however, declining. The percent female has inched up by 1% nearly every year from 76% in 2013 to 80% in 2018 and 2019.

The educational attainment of Virginia's LPCs has declined over the years. Compared to 2013 when 17% reported a doctorate degree and 83% reported a Master's degree, only 13% reported a doctorate degree in 2019; 87% now report a Master's degree. Surprisingly, this decline in educational attainment is accompanied by an increase in the proportion carrying education debt and an increase in median debt. Forty-seven percent now have education debt compared to 32% in 2013. Further, median debt has increased three times; from \$30,000-\$40,000 in 2013 to \$40,000-\$50,000 in 2014, to \$50,000-\$60,000 in 2015, and now to \$70,000-\$80,000 in 2019. Meanwhile, the median income of LPCs has increased only once in six years from \$50,000-\$60,000 to \$60,000-\$70,000 in 2018.

The geographical and establishment distribution of LPCs around the state remains unchanged; most work in Northern Virginia. Further, most (36%) LPCs work in private solo or group practice. However, fewer work in the public sector and more work in the for-profit private sector. Only 21% of LPCs work in state or local government now compared to 27% in 2013. Meanwhile, 58% now work in the for-profit compared to 52% in 2013.

Virginia's LPCs plan to stay in the workforce longer now than they did in 2013. Compared to 2013 when 27% reported that they planned to leave the workforce within a decade, only 22% now plan to leave in a decade. Half of the workforce plan to retire within 25 years compared to 2013 when half planned to retire within 20 years.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	5,040	84%
<b>New Licensees</b>	707	12%
<b>Non-Renewals</b>	226	4%
<b>All Licensees</b>	<b>5,973</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 96% of renewing LPCs submitted a survey. These represent 87% of LPCs who held a license at some point during the survey period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	186	605	77%
<b>35 to 39</b>	111	725	87%
<b>40 to 44</b>	86	672	89%
<b>45 to 49</b>	79	625	89%
<b>50 to 54</b>	48	587	92%
<b>55 to 59</b>	71	508	88%
<b>60 to 64</b>	48	520	92%
<b>65 and Over</b>	151	951	86%
<b>Total</b>	<b>780</b>	<b>5,193</b>	<b>87%</b>
<b>New Licenses</b>			
<b>Issued in Past Year</b>	402	305	43%
<b>Metro Status</b>			
<b>Non-Metro</b>	55	391	88%
<b>Metro</b>	585	4,146	88%
<b>Not in Virginia</b>	140	655	82%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2019.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2018 and June 2019.
- 3. Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2019.

Response Rates	
<b>Completed Surveys</b>	5,193
<b>Response Rate, all licensees</b>	87%
<b>Response Rate, Renewals</b>	96%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LPCs**

Number: 5,973  
 New: 12%  
 Not Renewed: 4%

**Response Rates**

All Licensees: 87%  
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LPC Workforce: 5,175  
 FTEs: 4,402

### Utilization Ratios

Licenses in VA Workforce: 87%  
 Licenses per FTE: 1.36  
 Workers per FTE: 1.18

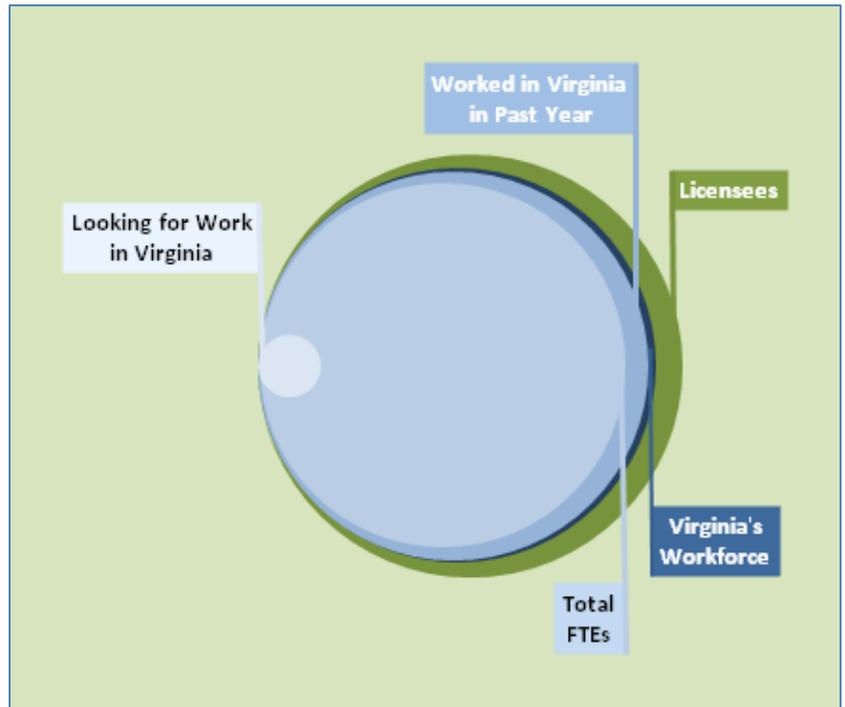
Source: Va. Healthcare Workforce Data Center

Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	5,079	98%
Looking for Work in Virginia	95	2%
Virginia's Workforce	5,175	100%
Total FTEs	4,402	
Licenses	5,973	

Source: Va. Healthcare Workforce Data Center

## Definitions

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



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: [www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)*

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	91	14%	579	86%	671	15%
35 to 39	94	15%	527	85%	620	14%
40 to 44	93	16%	502	84%	596	13%
45 to 49	79	15%	448	85%	528	12%
50 to 54	100	21%	380	79%	480	11%
55 to 59	91	21%	335	79%	426	10%
60 to 64	115	28%	292	72%	406	9%
65 +	233	32%	491	68%	724	16%
<b>Total</b>	<b>896</b>	<b>20%</b>	<b>3,555</b>	<b>80%</b>	<b>4,451</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 80%  
 % Under 40 Female: 86%

**Age**  
 Median Age: 48  
 % Under 40: 29%  
 % 55+: 35%

**Diversity**  
 Diversity Index: 37%  
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

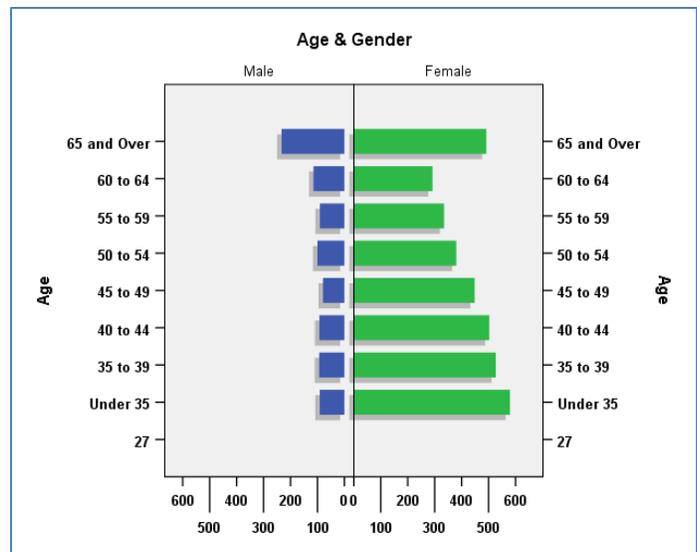
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	61%	3,482	78%	961	74%
Black	19%	669	15%	228	18%
Asian	7%	49	1%	14	1%
Other Race	0%	28	1%	6	0%
Two or more races	3%	71	2%	34	3%
Hispanic	10%	158	4%	50	4%
<b>Total</b>	<b>100%</b>	<b>4,457</b>	<b>100%</b>	<b>1,293</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LPCs, there is a 37% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*29% of all LPCs are under the age of 40, and 86% of these professionals are female. In addition, the diversity index among LPCs who are under the age of 40 is 41%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
 Rural Childhood: 31%

### Virginia Background

HS in Virginia: 48%  
 Prof. Ed. in VA: 65%  
 HS or Prof. Ed. in VA: 74%

### Location Choice

% Rural to Non-Metro: 22%  
 % Urban/Suburban to Non-Metro: 4%

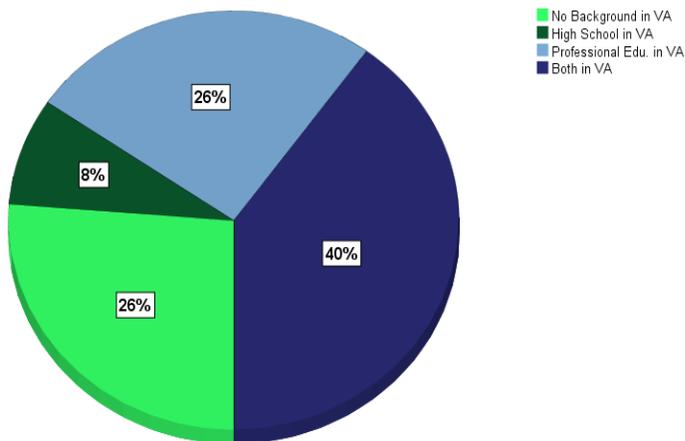
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	20%	63%	17%
2	Metro, 250,000 to 1 million	42%	46%	12%
3	Metro, 250,000 or less	42%	49%	9%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	63%	26%	11%
6	Urban pop, 2,500-19,999, Metro adj	64%	30%	6%
7	Urban pop, 2,500-19,999, nonadj	91%	8%	1%
8	Rural, Metro adj	73%	24%	2%
9	Rural, nonadj	53%	45%	3%
<b>Overall</b>		<b>31%</b>	<b>56%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

31% of LPCs grew up in self-described rural areas, and 22% of these professionals currently work in non-metro counties. Overall, 9% of all LPCs in the state currently work in non-metro counties.

## Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	2,131	Virginia	2,886
2	New York	261	Maryland	141
3	Pennsylvania	223	Washington, D.C.	129
4	Maryland	189	North Carolina	93
5	Outside U.S./Canada	155	Florida	88
6	North Carolina	144	Minnesota	84
7	New Jersey	121	Pennsylvania	84
8	Florida	112	Ohio	72
9	Ohio	112	New York	71
10	California	71	Texas	63

Source: Va. Healthcare Workforce Data Center

*48% of licensed LPCs received their high school degree in Virginia, and 65% received their initial professional degree in the state.*

*Among LPCs who received their initial license in the past five years, 49% received their high school degree in Virginia, while 63% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	1,204	Virginia	1,541
2	New York	128	Minnesota	79
3	Maryland	108	Washington, D.C.	74
4	Pennsylvania	107	Maryland	70
5	Outside U.S./Canada	94	Florida	61
6	North Carolina	91	North Carolina	51
7	Florida	66	New York	46
8	Ohio	64	Pennsylvania	43
9	New Jersey	60	Ohio	40
10	California	37	Texas	36

Source: Va. Healthcare Workforce Data Center

*13% of Virginia's licensees did not participate in the state's LPC workforce during the past year. 83% of these professionals worked at some point in the past year, including 72% who worked in a job related to behavioral sciences.*

### At a Glance:

#### Not in VA Workforce

Total:	799
% of Licensees:	13%
Federal/Military:	8%
Va. Border State/DC:	22%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Degree		
Degree	#	%
<b>Master's Degree</b>	3,813	87%
<b>Doctor of Counseling</b>	96	2%
<b>Other Doctorate</b>	478	11%
<b>Total</b>	<b>4,388</b>	<b>100%</b>

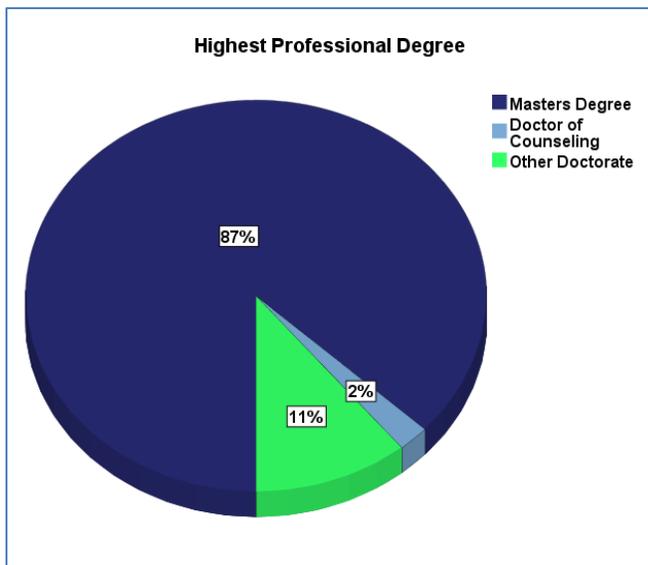
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Master's Degree: 87%  
 Doctorate: 13%

**Educational Debt**  
 Carry debt: 47%  
 Under age 40 w/ debt: 70%  
 Median debt: \$70k-\$80k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*87% of LPCs hold a Master's degree as their highest professional degree. 47% of LPCs carry educational debt, including 70% of those under the age of 40. The median debt burden among LPCs with educational debt is between \$70,000 and \$80,000.*

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
<b>None</b>	2,095	53%	346	30%
<b>Less than \$10,000</b>	178	5%	59	5%
<b>\$10,000-\$19,999</b>	136	3%	51	4%
<b>\$20,000-\$29,999</b>	112	3%	51	4%
<b>\$30,000-\$39,999</b>	134	3%	55	5%
<b>\$40,000-\$49,999</b>	118	3%	56	5%
<b>\$50,000-\$59,999</b>	119	3%	54	5%
<b>\$60,000-\$69,999</b>	97	2%	42	4%
<b>\$70,000-\$79,999</b>	120	3%	66	6%
<b>\$80,000-\$89,999</b>	88	2%	52	5%
<b>\$90,000-\$99,999</b>	84	2%	35	3%
<b>\$100,000-\$109,999</b>	125	3%	56	5%
<b>\$110,000-\$119,999</b>	82	2%	47	4%
<b>\$120,000-\$129,999</b>	78	2%	44	4%
<b>\$130,000-\$139,999</b>	60	2%	30	3%
<b>\$140,000-\$149,999</b>	46	1%	17	1%
<b>\$150,000 or More</b>	282	7%	88	8%
<b>Total</b>	<b>3,954</b>	<b>100%</b>	<b>1,149</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**

Mental Health: 57%  
 Child: 8%  
 Substance Abuse: 7%

**Secondary Specialty**

Mental Health: 15%  
 Substance Abuse: 15%  
 Behavioral Disorder: 12%

Source: Va. Healthcare Workforce Data Center

*57% of all LPCs have a primary specialty in mental health. Another 8% have a primary specialty in children, while 7% have a primary specialty in substance abuse.*

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	2,464	57%	593	15%
<b>Child</b>	357	8%	386	10%
<b>Substance Abuse</b>	288	7%	568	15%
<b>Behavioral Disorders</b>	240	6%	457	12%
<b>Family</b>	145	3%	362	9%
<b>Marriage</b>	112	3%	302	8%
<b>School/Educational</b>	83	2%	126	3%
<b>Sex Offender Treatment</b>	36	1%	49	1%
<b>Forensic</b>	24	1%	51	1%
<b>Rehabilitation</b>	22	1%	25	1%
<b>Vocational/Work Environment</b>	21	0%	31	1%
<b>Health/Medical</b>	9	0%	34	1%
<b>Public Health</b>	5	0%	7	0%
<b>Social</b>	5	0%	4	0%
<b>Gerontologic</b>	5	0%	17	0%
<b>Neurology/Neuropsychology</b>	3	0%	10	0%
<b>Industrial-Organizational</b>	2	0%	5	0%
<b>Experimental or Research</b>	0	0%	7	0%
<b>Other Specialty Area</b>	184	4%	335	9%
<b>General Practice (Non-Specialty)</b>	335	8%	540	14%
<b>Total</b>	<b>4,340</b>	<b>100%</b>	<b>3,910</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 94%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-time: 53%  
 2 or More Positions: 26%

### Weekly Hours:

40 to 49: 45%  
 60 or more: 6%  
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a behavioral sciences-related capacity	4,141	94%
Employed, NOT in a behavioral sciences-related capacity	105	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	7	0%
Voluntarily unemployed	77	2%
Retired	73	2%
<b>Total</b>	<b>4,405</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*94% of LPCs are currently employed in their profession. 53% of LPCs hold one full-time job, and 45% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	157	4%
1 to 9 hours	118	3%
10 to 19 hours	282	6%
20 to 29 hours	406	9%
30 to 39 hours	643	15%
40 to 49 hours	1,932	45%
50 to 59 hours	536	12%
60 to 69 hours	206	5%
70 to 79 hours	41	1%
80 or more hours	19	0%
<b>Total</b>	<b>4,340</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	157	4%
One Part-Time Position	719	17%
Two Part-Time Positions	199	5%
One Full-Time Position	2,320	53%
One Full-Time Position & One Part-Time Position	791	18%
Two Full-Time Positions	35	1%
More than Two Positions	116	3%
<b>Total</b>	<b>4,337</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
Volunteer Work Only	41	1%
Less than \$20,000	230	7%
\$20,000-\$29,999	203	6%
\$30,000-\$39,999	220	6%
\$40,000-\$49,999	367	10%
\$50,000-\$59,999	583	16%
\$60,000-\$69,999	626	18%
\$70,000-\$79,999	485	14%
\$80,000-\$89,999	285	8%
\$90,000-\$99,999	157	4%
\$100,000-\$109,999	149	4%
\$110,000 or More	208	6%
<b>Total</b>	<b>3,556</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$60k-\$70k

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 61%  
Retirement: 56%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,031	70.5%
Somewhat Satisfied	1,109	25.8%
Somewhat Dissatisfied	120	2.8%
Very Dissatisfied	38	0.9%
<b>Total</b>	<b>4,299</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical LPC earned between \$60,000 and \$70,000 per year. Among LPCs who received either an hourly wage or salary as compensation at the primary work location, 61% received health insurance and 56% also had access to some form of a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,036	49%	66%
Health Insurance	1,894	46%	61%
Paid Sick Leave	1,861	45%	61%
Dental Insurance	1,802	44%	59%
Retirement	1,718	41%	56%
Group Life Insurance	1,400	34%	46%
Signing/Retention Bonus	136	3%	4%
<b>Received At Least One Benefit</b>	<b>2,309</b>	<b>56%</b>	<b>73%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	41	1%
Experience Voluntary Unemployment?	212	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	137	3%
Work two or more positions at the same time?	1,316	25%
Switch employers or practices?	397	8%
<b>Experienced at least one</b>	<b>1,742</b>	<b>34%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	74	2%	43	3%
<b>Less than 6 Months</b>	250	6%	138	11%
<b>6 Months to 1 Year</b>	373	9%	143	11%
<b>1 to 2 Years</b>	752	18%	263	21%
<b>3 to 5 Years</b>	1,006	24%	329	26%
<b>6 to 10 Years</b>	759	18%	160	13%
<b>More than 10 Years</b>	1,014	24%	185	15%
<b>Subtotal</b>	<b>4,229</b>	<b>100%</b>	<b>1,262</b>	<b>100%</b>
<b>Did not have location</b>	108		3,839	
<b>Item Missing</b>	837		73	
<b>Total</b>	<b>5,175</b>		<b>5,175</b>	

Source: Va. Healthcare Workforce Data Center

*58% of LPCs are salaried employees, while 20% receive income from their own business/practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 3%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 21%  
Over 2 years: 66%  
Over 2 yrs, 2<sup>nd</sup> location: 53%

**Employment Type**

Salary/Commission: 58%  
Business/Practice Income: 20%  
Hourly Wage: 14%

Source: Va. Healthcare Workforce Data Center

*66% of LPCs have worked at their primary location for more than two years, while 8% have switched jobs during the past 12 months.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	2,013	58%
<b>Business/ Practice Income</b>	703	20%
<b>Hourly Wage</b>	490	14%
<b>By Contract</b>	254	7%
<b>Unpaid</b>	25	1%
<b>Subtotal</b>	<b>3,484</b>	<b>100%</b>
<b>Did not have location</b>	108	
<b>Item Missing</b>	1,583	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> The non-seasonally adjusted monthly unemployment rate ranged from 2.5% in April 2019 to 3.2% in January and February 2019. The rate for June 2019 was preliminary at the time of this report.

## At a Glance:

### Concentration

Top Region:	28%
Top 3 Regions:	69%
Lowest Region:	1%

### Locations

2 or more (Past Year):	31%
2 or more (Now*):	29%

Source: Va. Healthcare Workforce Data Center

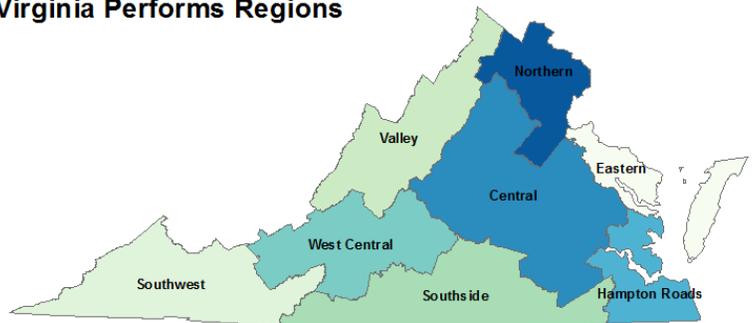
28% of LPCs work in Northern Virginia, the most of any region in the state. Another 21% work in Central Virginia whereas 20% work in Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	872	21%	242	18%
Eastern	51	1%	21	2%
Hampton Roads	829	20%	273	21%
Northern	1,203	28%	354	27%
Southside	160	4%	53	4%
Southwest	173	4%	54	4%
Valley	330	8%	80	6%
West Central	572	14%	177	13%
Virginia Border State/DC	26	1%	22	2%
Other US State	19	0%	35	3%
Outside of the US	2	0%	4	0%
<b>Total</b>	<b>4,237</b>	<b>100%</b>	<b>1,315</b>	<b>100%</b>
<b>Item Missing</b>	828		19	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



29% of all LPCs currently have multiple work locations, while 31% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	95	2%	151	4%
1	2,892	67%	2,932	68%
2	687	16%	671	16%
3	560	13%	514	12%
4	45	1%	28	1%
5	14	0%	7	0%
6 or More	24	1%	14	0%
<b>Total</b>	<b>4,317</b>	<b>100%</b>	<b>4,317</b>	<b>100%</b>

\*At the time of survey completion, June 2019.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	2,292	58%	863	73%
<b>Non-Profit</b>	713	18%	174	15%
<b>State/Local Government</b>	851	21%	129	11%
<b>Veterans Administration</b>	9	0%	1	0%
<b>U.S. Military</b>	81	2%	5	0%
<b>Other Federal Government</b>	38	1%	7	1%
<b>Total</b>	<b>3,984</b>	<b>100%</b>	<b>1,179</b>	<b>100%</b>
<b>Did not have location</b>	108		3839	
<b>Item Missing</b>	1,083		156	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

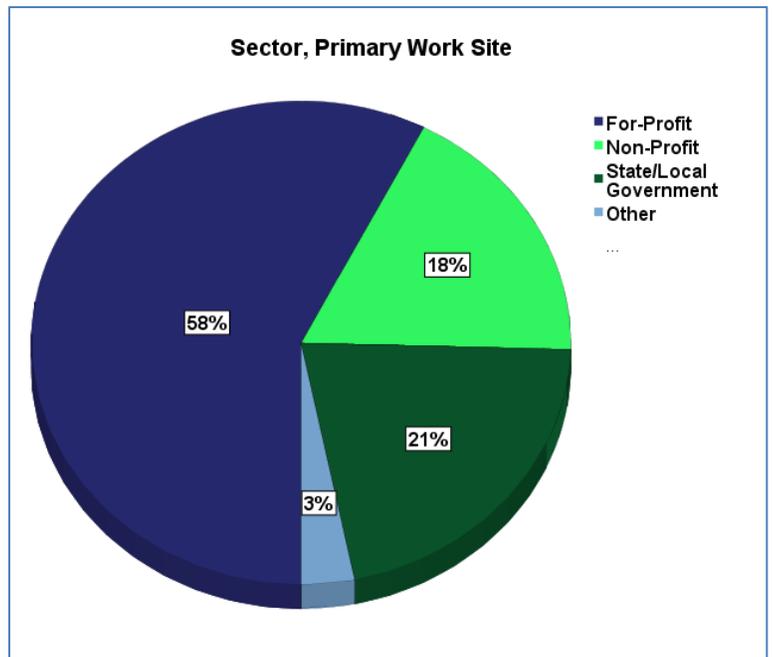
For Profit:	58%
Federal:	3%

**Top Establishments**

Private Practice, Solo:	18%
Private Practice, Group:	18%
Comm. Services Board:	15%

Source: Va. Healthcare Workforce Data Center

76% of LPCs work in the private sector, including 58% who work at for-profit establishments. Another 21% of LPCs work for state or local governments.

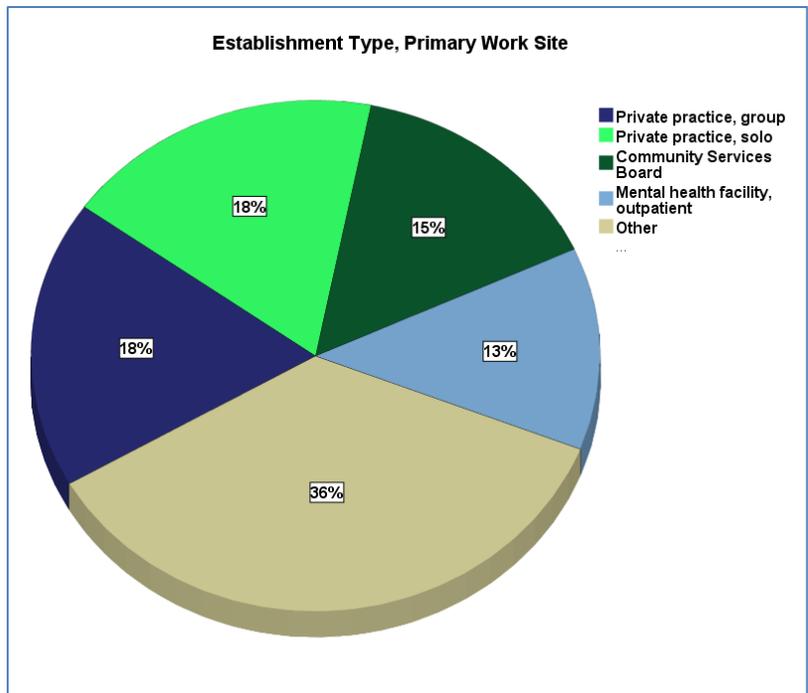


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, group	686	18%	271	24%
Private practice, solo	686	18%	222	20%
Community Services Board	565	15%	75	7%
Mental health facility, outpatient	481	13%	161	14%
Community-based clinic or health center	330	9%	107	9%
School (providing care to clients)	206	5%	23	2%
Academic institution (teaching health professions students)	123	3%	59	5%
Residential mental health/substance abuse facility	71	2%	12	1%
Corrections/Jail	68	2%	10	1%
Hospital, psychiatric	68	2%	25	2%
Hospital, general	65	2%	22	2%
Administrative or regulatory	61	2%	7	1%
Rehabilitation facility	25	1%	8	1%
Other practice setting	327	9%	126	11%
<b>Total</b>	<b>3,762</b>	<b>100%</b>	<b>1,128</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>108</b>		<b>3,839</b>	

36% of all LPCs work at either a solo or group private practice, while another 15% works at a community services board.

Source: Va. Healthcare Workforce Data Center



Among those LPCs who also have a secondary work location, 44% work at either a solo or group private practice, while 14% work at an outpatient mental health facility.

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

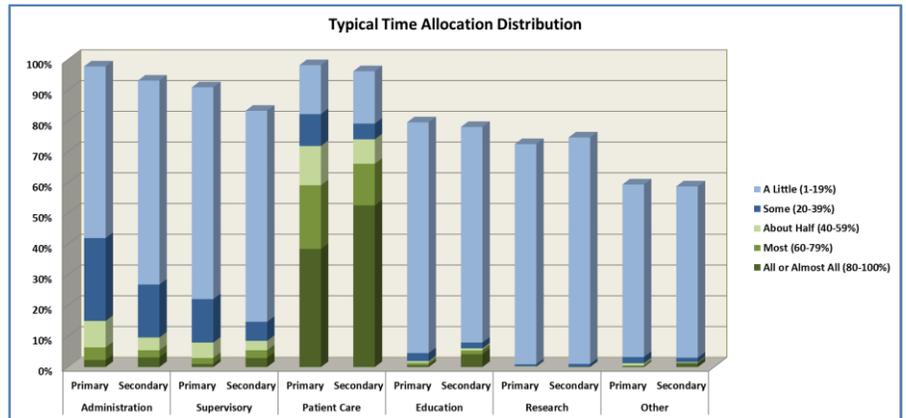
Patient Care: 59%  
Administrative: 6%  
Supervisory: 3%

### Patient Care LPCs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



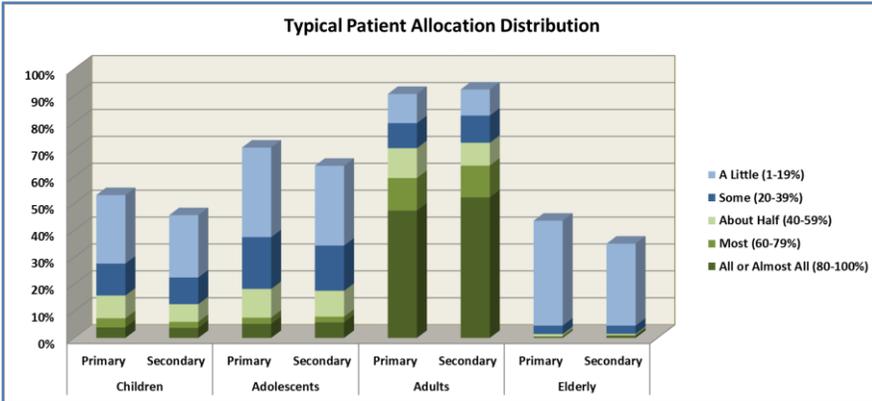
Source: Va. Healthcare Workforce Data Center

*The typical LPC spends approximately two-thirds of her time treating patients. In fact, 59% of all LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	2%	3%	1%	3%	38%	52%	1%	4%	0%	0%	0%	1%
<b>Most (60-79%)</b>	4%	2%	2%	2%	21%	13%	1%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	9%	4%	5%	3%	13%	8%	1%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	27%	17%	14%	6%	10%	5%	3%	2%	1%	1%	2%	1%
<b>A Little (1-19%)</b>	56%	66%	69%	69%	16%	17%	75%	70%	72%	74%	56%	56%
<b>None (0%)</b>	2%	7%	9%	17%	2%	4%	20%	22%	27%	25%	41%	41%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:  
(Primary Locations)**

**Typical Patient Allocation**

Children: 1%-9%  
 Adolescents: 10%-19%  
 Adults: 70%-79%  
 Elderly: None

**Roles**

Children: 7%  
 Adolescents: 8%  
 Adults: 59%  
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

*Approximately three-quarters of all patients seen by a typical LPC at her primary work location are adults. In addition, 59% of LPCs serve an adult patient care role, meaning that at least 60% of their patients are adults.*

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	4%	4%	5%	6%	47%	52%	0%	1%
<b>Most (60-79%)</b>	3%	2%	2%	2%	12%	12%	0%	0%
<b>About Half (40-59%)</b>	8%	7%	11%	10%	11%	9%	1%	1%
<b>Some (20-39%)</b>	12%	10%	19%	17%	9%	10%	3%	3%
<b>A Little (1-19%)</b>	25%	23%	33%	30%	11%	10%	39%	30%
<b>None (0%)</b>	47%	54%	29%	36%	9%	8%	56%	65%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

Primary Location: 1-24

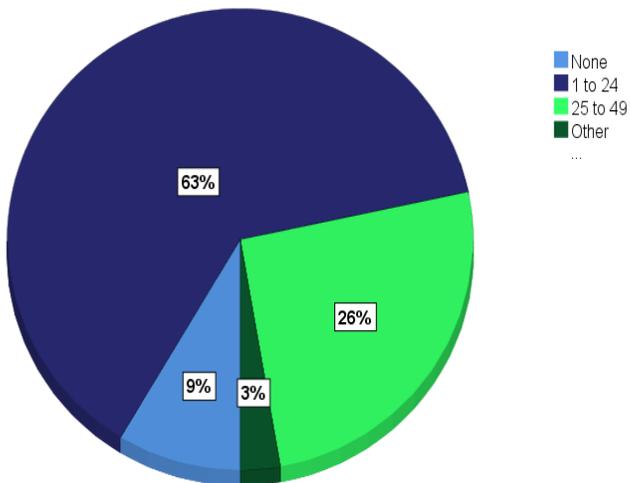
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	341	9%	161	14%
<b>1 to 24</b>	2,504	63%	895	77%
<b>25 to 49</b>	1,014	26%	97	8%
<b>50 to 74</b>	54	1%	7	1%
<b>75 or More</b>	57	1%	3	0%
<b>Total</b>	<b>3,970</b>	<b>100%</b>	<b>1,163</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Patients per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

63% of all LPCs treat between 1 and 24 patients per week at their primary work location. Among those LPCs who also have a secondary work location, 77% treat between 1 and 24 patients per week.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs over 50	
	#	%	#	%
<b>Under age 50</b>	44	1%	0	0%
<b>50 to 54</b>	66	2%	6	0%
<b>55 to 59</b>	213	6%	41	2%
<b>60 to 64</b>	626	17%	190	11%
<b>65 to 69</b>	1,147	30%	498	29%
<b>70 to 74</b>	788	21%	455	27%
<b>75 to 79</b>	311	8%	205	12%
<b>80 or over</b>	108	3%	69	4%
<b>I do not intend to retire</b>	466	12%	247	14%
<b>Total</b>	<b>3,769</b>	<b>100%</b>	<b>1,711</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LPCs**

Under 65: 25%

Under 60: 9%

**LPCs 50 and over**

Under 65: 14%

Under 60: 3%

**Time until Retirement**

Within 2 years: 5%

Within 10 years: 22%

Half the workforce: By 2044

Source: Va. Healthcare Workforce Data Center

9% of LPCs expect to retire no later than the age of 60, while 25% expect to retire by the age of 65. Among those LPCs who are ages 50 or over, 14% expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LPCs plan on leaving the state to practice elsewhere, while 1% plan on leaving the profession entirely. Meanwhile, 15% plan on increasing patient care hours, and 12% expect to pursue additional educational opportunities.

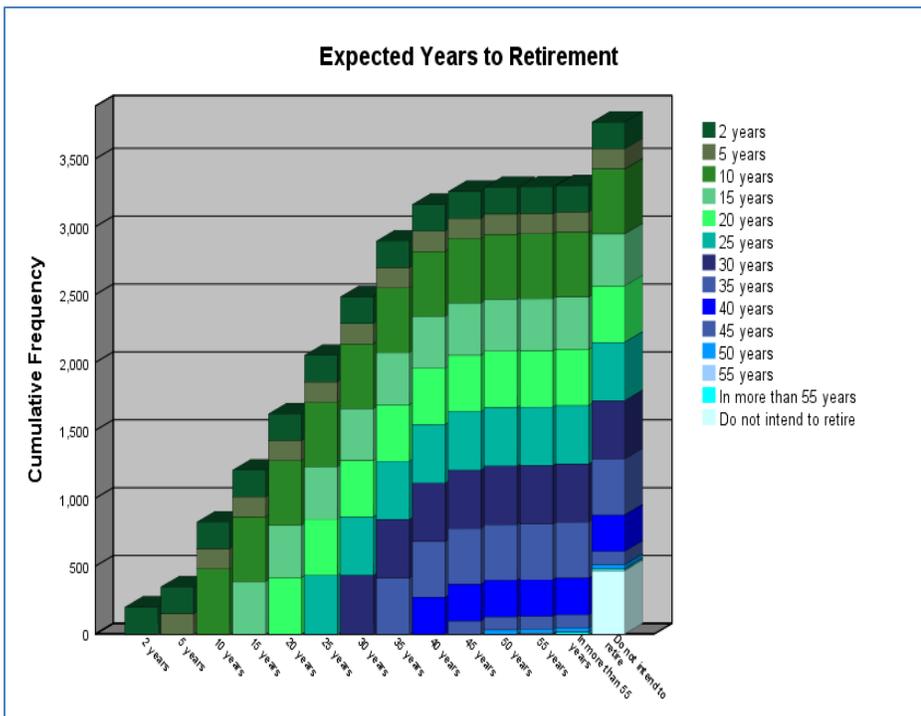
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	57	1%
<b>Leave Virginia</b>	117	2%
<b>Decrease Patient Care Hours</b>	424	8%
<b>Decrease Teaching Hours</b>	30	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	792	15%
<b>Increase Teaching Hours</b>	369	7%
<b>Pursue Additional Education</b>	635	12%
<b>Return to Virginia’s Workforce</b>	35	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 5% of LPCs expect to retire in the next two years, while 22% plan on retiring in the next ten years. More than half of the current LPC workforce expects to retire by 2044.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	198	5%	5%
<b>5 years</b>	149	4%	9%
<b>10 years</b>	477	13%	22%
<b>15 years</b>	384	10%	32%
<b>20 years</b>	415	11%	43%
<b>25 years</b>	431	11%	54%
<b>30 years</b>	430	11%	66%
<b>35 years</b>	411	11%	77%
<b>40 years</b>	269	7%	84%
<b>45 years</b>	95	3%	86%
<b>50 years</b>	30	1%	87%
<b>55 years</b>	4	0%	87%
<b>In more than 55 years</b>	11	0%	88%
<b>Do not intend to retire</b>	466	12%	100%
<b>Total</b>	<b>3,769</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2029. Retirements will peak at 13% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2059.*

## At a Glance:

### FTEs

Total: 4,402  
 FTEs/1,000 Residents<sup>2</sup>: 0.517  
 Average: 0.87

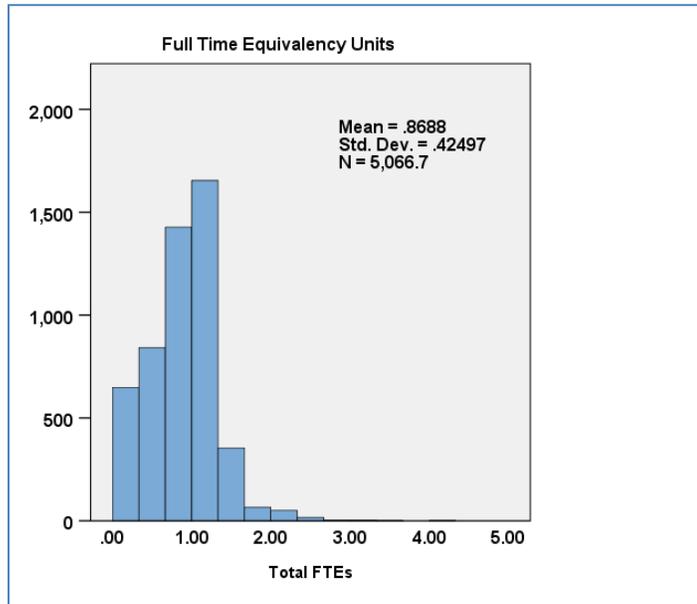
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Medium  
 Gender, Partial Eta<sup>3</sup>: Small

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

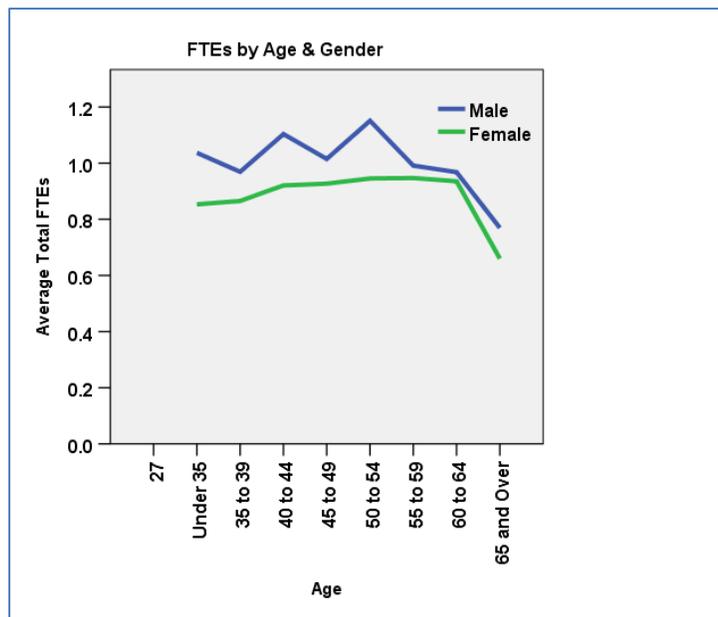


Source: Va. Healthcare Workforce Data Center

*The typical (median) LPC provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average Age	Median Age
Under 35	0.88	0.92
35 to 39	0.81	0.88
40 to 44	0.96	1.03
45 to 49	0.91	0.90
50 to 54	0.97	0.94
55 to 59	0.99	1.06
60 to 64	0.94	0.94
65 and Over	0.64	0.53
Gender		
Male	0.97	1.03
Female	0.87	0.93

Source: Va. Healthcare Workforce Data Center

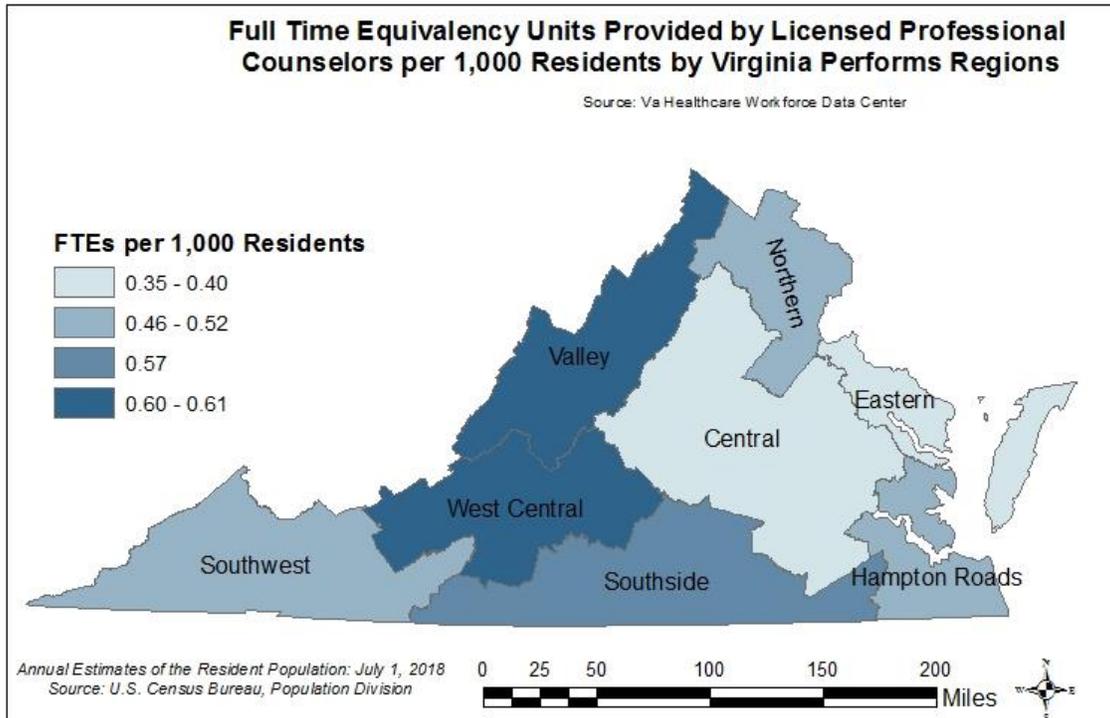
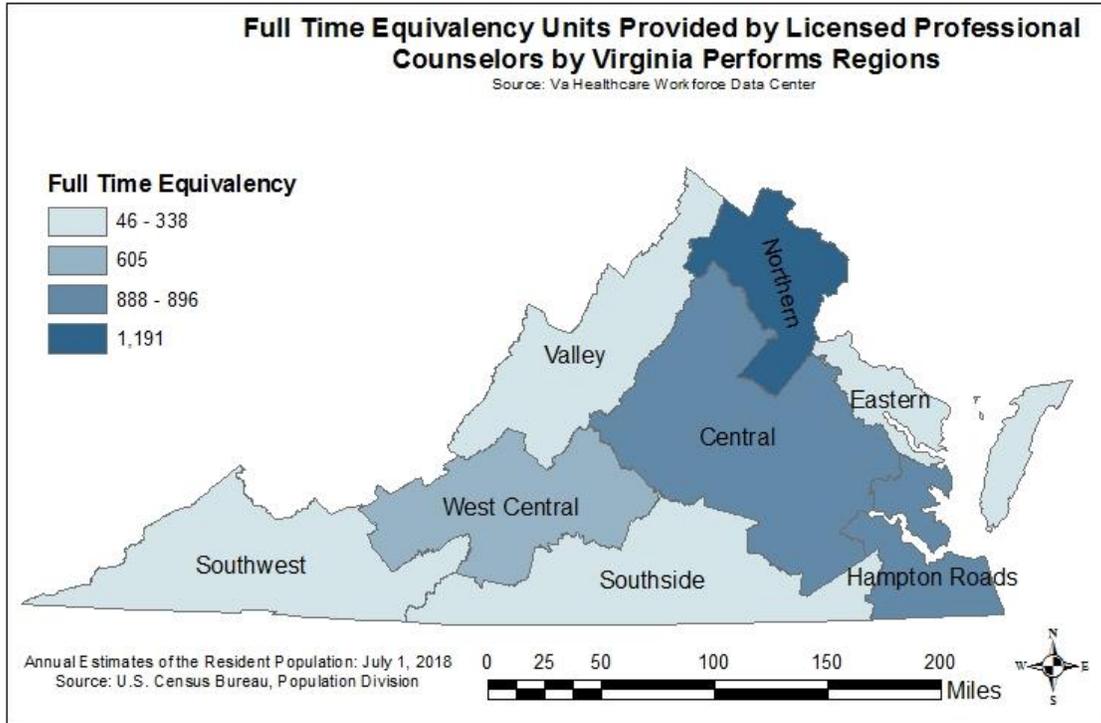


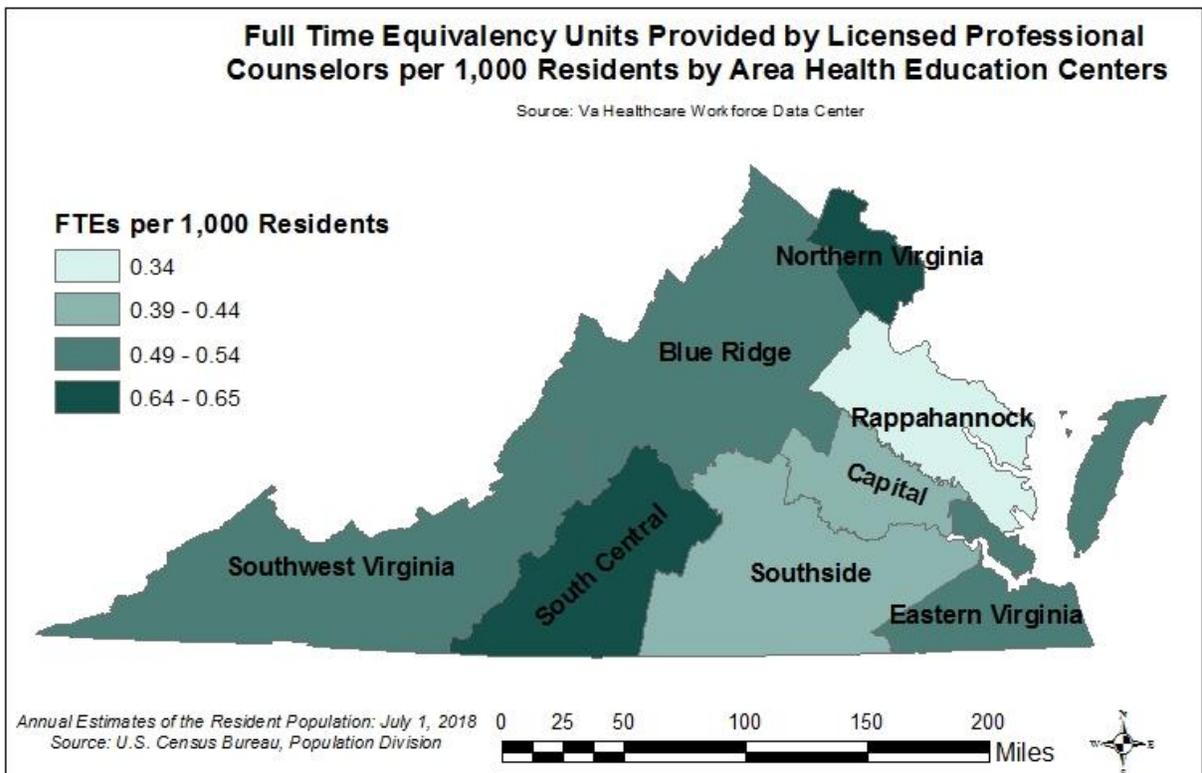
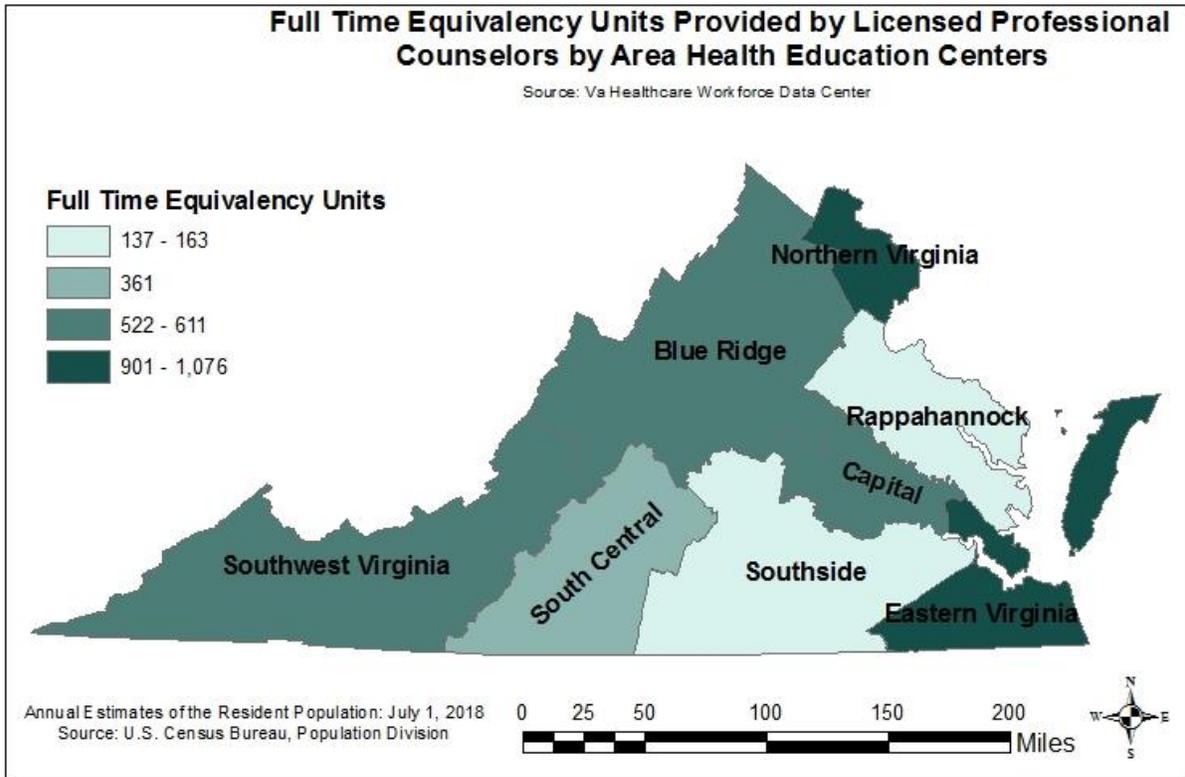
Source: Va. Healthcare Workforce Data Center

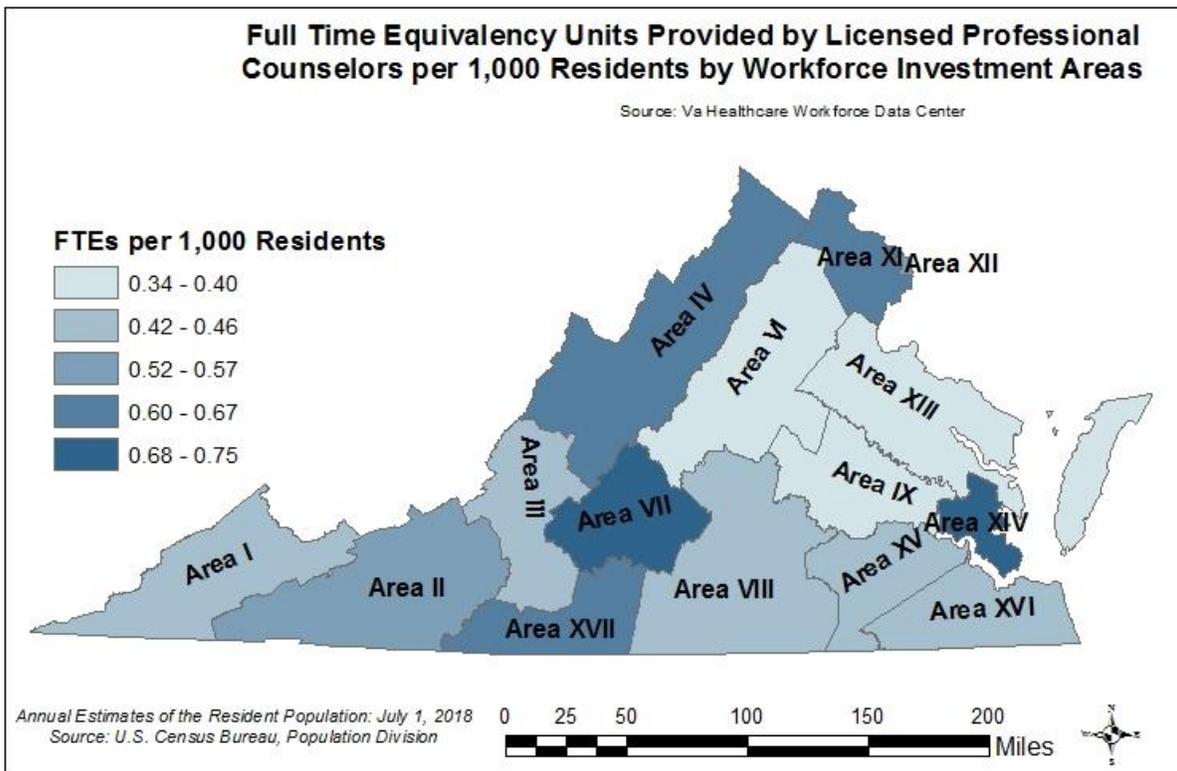
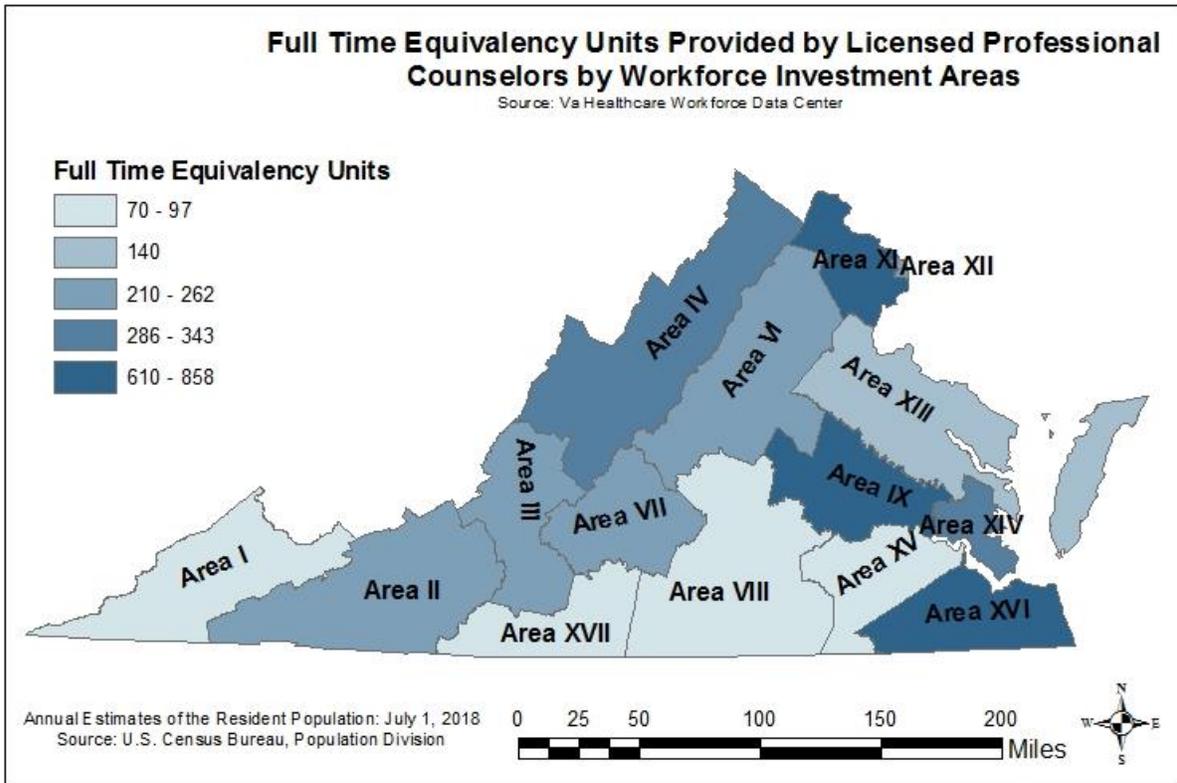
<sup>2</sup> Number of residents in 2018 was used as the denominator.

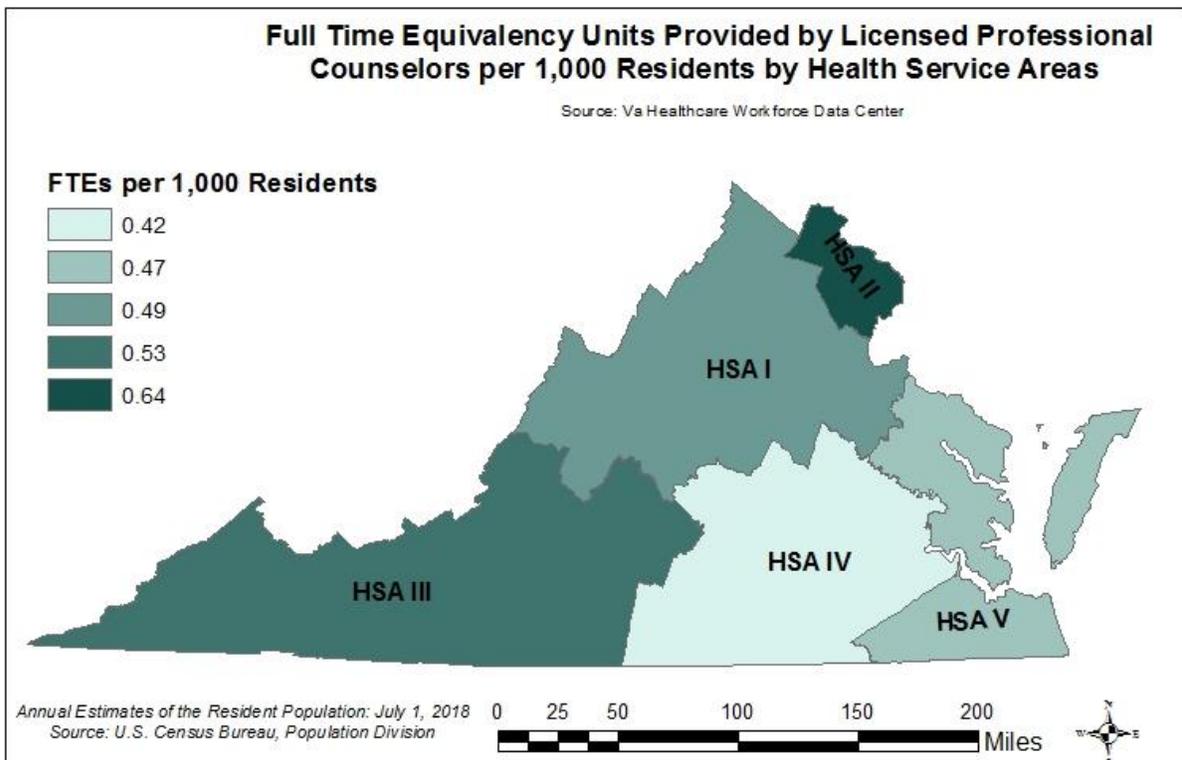
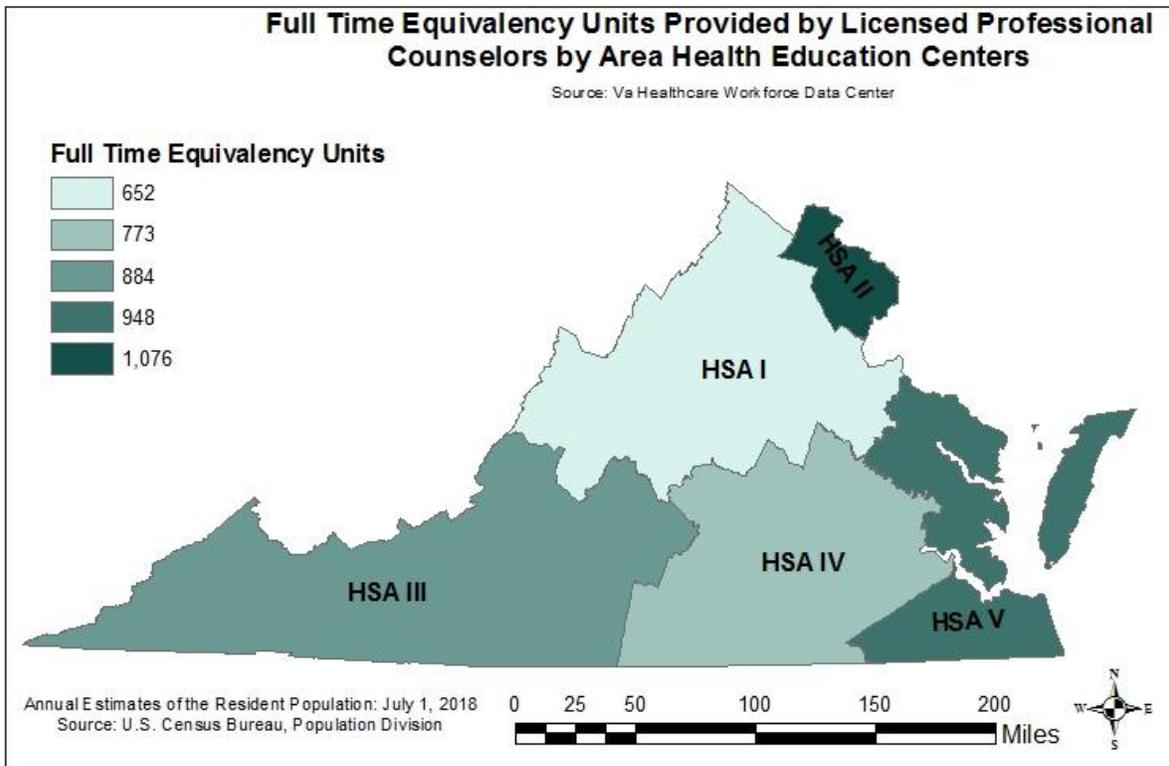
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

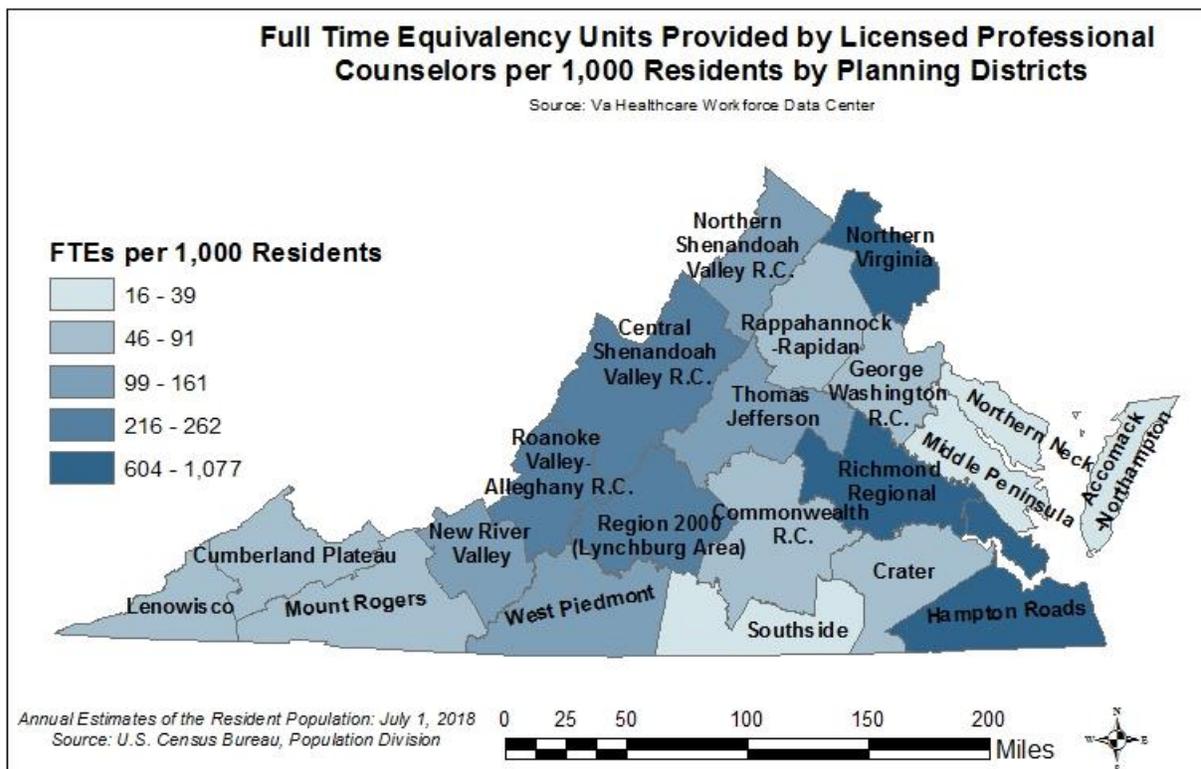
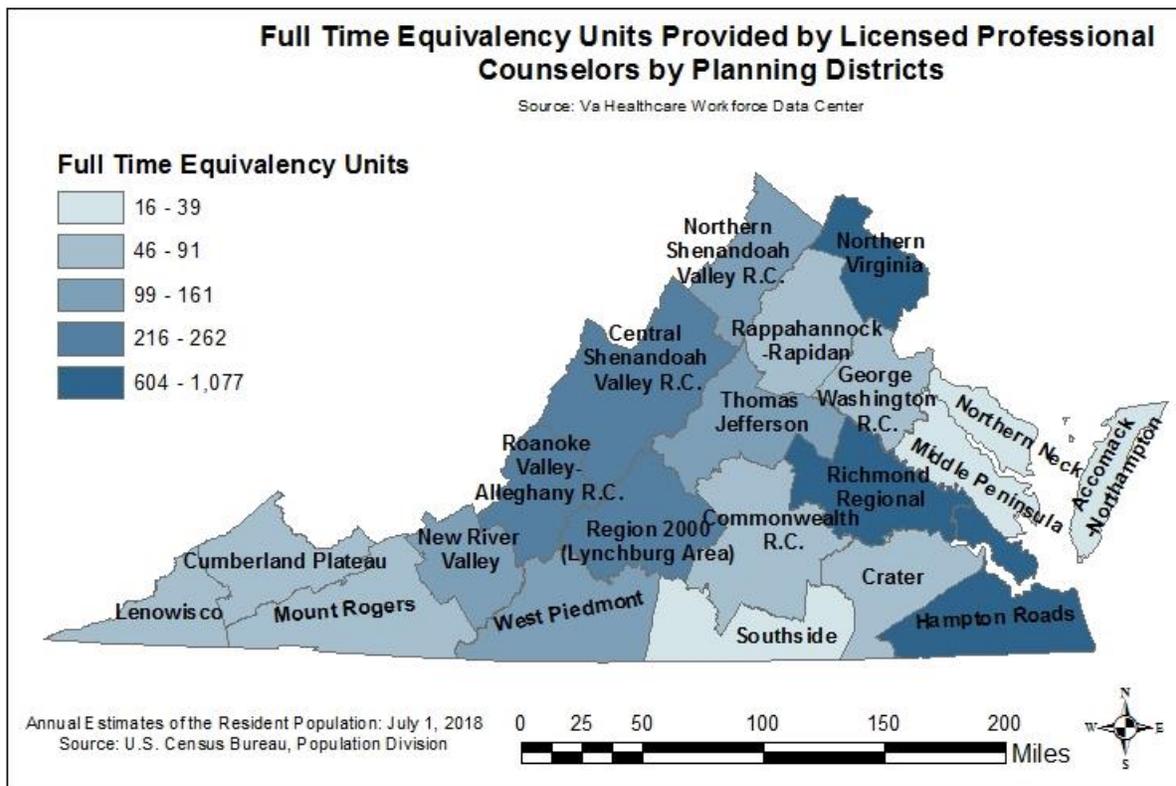
Virginia Performs Regions











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3395	86.98%	1.1497	1.0813	1.3068
Metro, 250,000 to 1 million	628	89.17%	1.1214	1.0547	1.2747
Metro, 250,000 or less	708	89.41%	1.1185	1.0519	1.2714
Urban pop 20,000+, Metro adj	64	87.50%	1.1429	1.0749	1.2991
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	168	86.31%	1.1586	1.0897	1.3170
Urban pop, 2,500-19,999, nonadj	114	87.72%	1.1400	1.0722	1.2958
Rural, Metro adj	72	90.28%	1.1077	1.0418	1.2591
Rural, nonadj	28	89.29%	1.1200	1.0636	1.2731
Virginia border state/DC	450	83.78%	1.1936	1.1226	1.3568
Other US State	345	80.58%	1.2410	1.1672	1.4107

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	791	76.49%	1.307438	1.259117	1.410656
35 to 39	836	86.72%	1.153103	1.110486	1.244137
40 to 44	758	88.65%	1.127976	1.086288	1.217027
45 to 49	704	88.78%	1.1264	1.08477	1.215326
50 to 54	635	92.44%	1.081772	1.041791	1.167174
55 to 59	579	87.74%	1.139764	1.09764	1.229745
60 to 64	568	91.55%	1.092308	1.051938	1.178542
65 and Over	1102	86.30%	1.15878	1.115953	1.250262

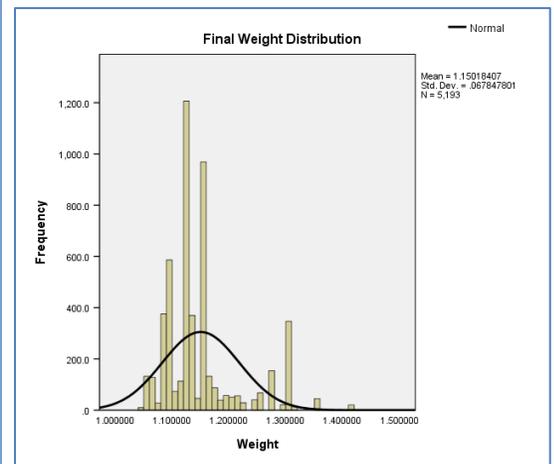
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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

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

**Overall Response Rate: 0.869412**



Source: Va. Healthcare Workforce Data Center