
Virginia's Licensed Clinical Psychologist Workforce: 2018

Healthcare Workforce Data Center

August 2018

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3,153 Licensed Clinical Psychologists 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 Psychology express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Clinical Psychologist Workforce: At a Glance:

The Workforce

Licensees:	3,614
Virginia's Workforce:	2,536
FTEs:	2,354

Background

Rural Childhood:	19%
HS Degree in VA:	21%
Prof. Degree in VA:	28%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	56%
Satisfied?:	96%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	95%

Education

Doctor of Psych.:	57%
Other Doctorate:	46%

Job Turnover

Switched Jobs:	5%
Employed over 2yrs:	72%

Demographics

Female:	66%
Diversity Index:	29%
Median Age:	50

Finances

Median Income: \$80k-\$90k	
Health Benefits:	63%
Under 40 w/Ed debt:	70%

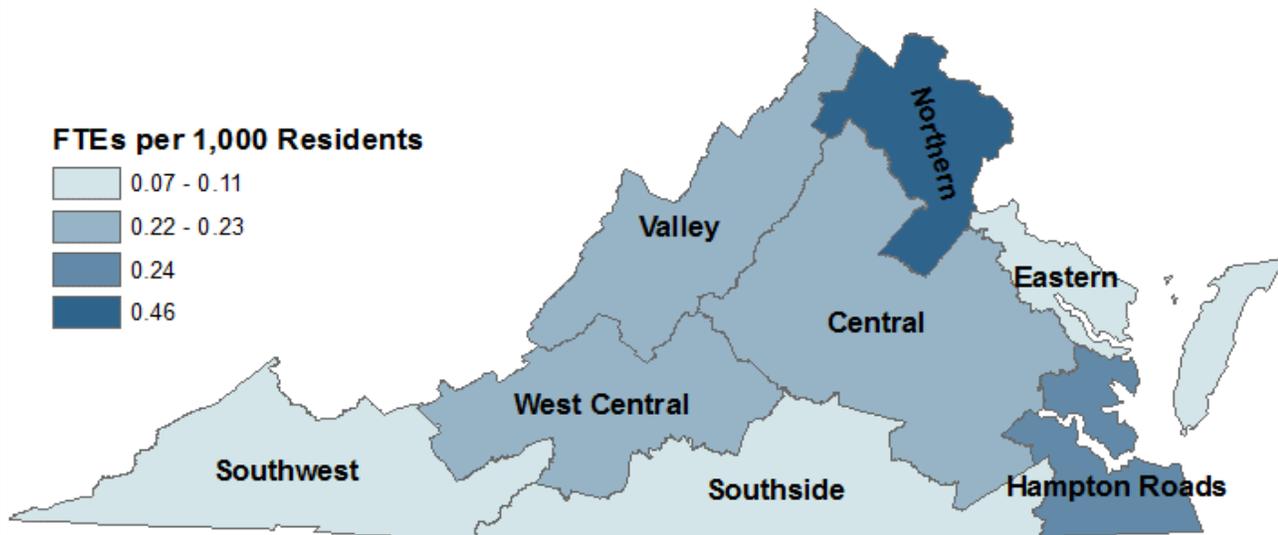
Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	66%

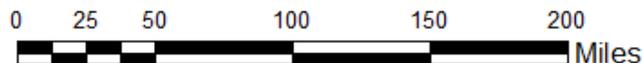
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



Results in Brief

An estimated 2,653 Licensed Clinical Psychologists (LCPs) participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LCP sometimes in the future. Between July 2017 and June 2018, this workforce provided 2,354 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off). This result was obtained from the 2018 LCP Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LCPs. 3,153 LCPs voluntarily completed the survey, representing 87% of the 3,614 LCPs who are licensed in the state and 95% of renewing practitioners.

Two-third of all LCPs are female, including 85% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. 19% of all LCPs grew up in a rural area of Virginia, but just 6% of these professionals work in non-Metro areas of the state. Overall, just 3% of Virginia's LCPs work in non-Metro areas of the state. About three-quarters of LCPs work in the private sector and private solo practices are the most common establishment type in Virginia, employing 27% of LCPs.

All of the state's LCP workforce have a doctorate degree. About a third have a primary specialty in mental health. About 40% of LCPs currently carry educational debt, including 70% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$90,000 and \$100,000. Meanwhile the median annual income is between \$80,000 and \$90,000. Only 17% of LCPs expect to retire by the age of 65 and 26% of the workforce expect to retire in the next ten years, while half the current workforce expect to retire by 2043.

Summary of Trends

The number LCPs continues its gradual increase; since 2013, the number of licensed LCPs has increased by 20%. This same increase is recorded in the number in the state workforce and the FTEs they provide; both increased by 14% and 12%, respectively, in the same period. The diversity of the LCP workforce is also increasing slowly; the diversity index of the LCP workforce increased from 24% in 2013 to 29% in 2018.

Gender diversity, however, is declining. Females constitute the majority in the LCP workforce. In 2013, 61% were female; now 66% of LCPs are female. Although the median age did not change in this year's survey, it has declined from 52 to 50 years in the past five years. The percent of LCPs working in rural areas also did not change. The same 3% reported that they work in rural areas in the past two years; however, this rate is the lowest in the past five years. In 2013, 6% worked in rural areas.

For the first time in 5 years, the median education debt reported by LCPs increased. It increased from \$80,000-\$90,000 to \$90,000-\$100,000. The percent reporting debt also increased from 34% in 2013 to 39% now. For those under 40, however, the percent with debt declined from 74% in 2013 to 70% currently. Median income, however, was stagnant this year even though it increased from \$75,000-\$80,000 in 2013 to \$80,000-\$90,000 in 2017. The percent earning more than \$90,000 also increased from 34% in 2013 to 55% in 2018.

The percent of LCPs who expect to retire by age 65 is the highest in 5 years. In 2018, 17% of LCPs expected to retire by age 65. In 2017, 15% reported the same and that was a slight decline from the 16% who reported in 2013. About a quarter of the workforce consistently report that they expect to retire within a decade of the five surveys. Further, as revealed in the last five years of data, half of the LCP workforce plan to retire within two decades of the surveys.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,164	88%
New Licensees	272	8%
Non-Renewals	178	5%
All Licensees	3,614	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 95% of renewing LCPs submitted a survey. These represent 87% of LCPs who held a license at some point during the survey time period.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2018.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2017 and June 2018.
- 3. Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2018.

Response Rates

Completed Surveys	3,153
Response Rate, all licensees	87%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

Response Rates

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	78	309	80%
35 to 39	84	462	85%
40 to 44	51	398	89%
45 to 49	47	405	90%
50 to 54	31	290	90%
55 to 59	24	256	91%
60 to 64	27	307	92%
65 and Over	119	726	86%
Total	461	3,153	87%
New Licenses			
Issued in Past Year	148	124	46%
Metro Status			
Non-Metro	20	104	84%
Metro	250	2,213	90%
Not in Virginia	191	835	81%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	3,614
New:	8%
Not Renewed:	5%

Response Rates

All Licensees:	87%
Renewing Practitioners:	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LCP Workforce: 2,653
 FTEs: 2,354

Utilization Ratios

Licensees in VA Workforce: 73%
 Licensees per FTE: 1.54
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,597	98%
Looking for Work in Virginia	56	2%
Virginia's Workforce	2,653	100%
Total FTEs	2,354	
Licensees	3,614	

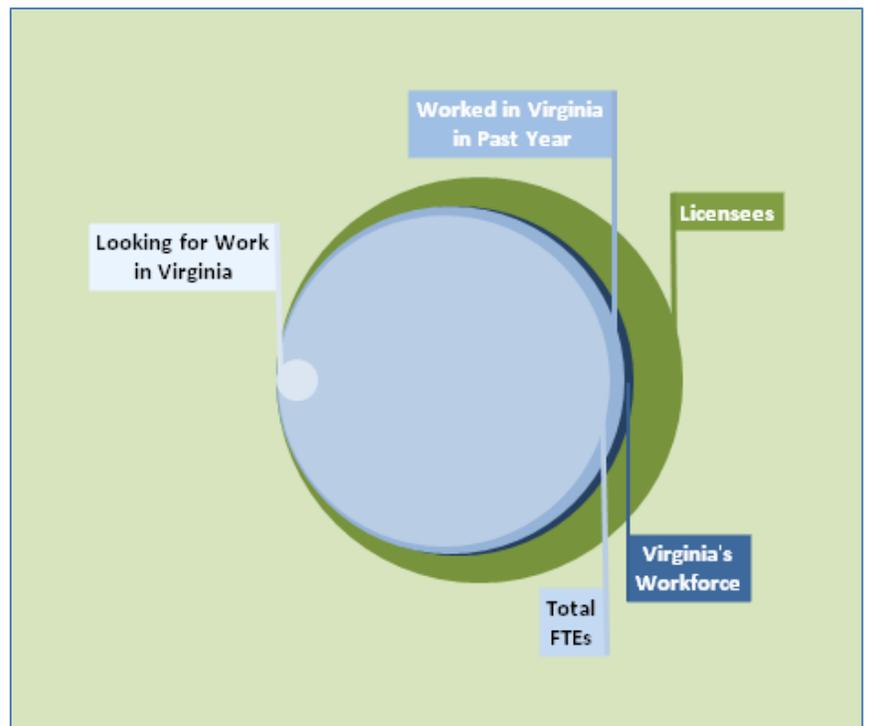
Source: Va. Healthcare Workforce Data Center

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. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

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

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	31	13%	217	87%	248	11%
35 to 39	57	16%	295	84%	352	16%
40 to 44	67	25%	198	75%	265	12%
45 to 49	56	20%	225	80%	281	12%
50 to 54	66	33%	133	67%	198	9%
55 to 59	51	32%	108	68%	159	7%
60 to 64	110	52%	100	48%	210	9%
65 +	318	59%	220	41%	539	24%
Total	756	34%	1,497	66%	2,253	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	62%	1,894	84%	462	77%
Black	19%	133	6%	45	8%
Asian	7%	64	3%	24	4%
Other Race	0%	18	1%	4	1%
Two or more races	3%	51	2%	17	3%
Hispanic	9%	100	4%	46	8%
Total	100%	2,260	100%	597	100%

*Population data in this chart is from the US Census, Annual Estimates of the Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 66%
% Under 40 Female: 85%

Age

Median Age: 50
% Under 40: 27%
% 55+: 40%

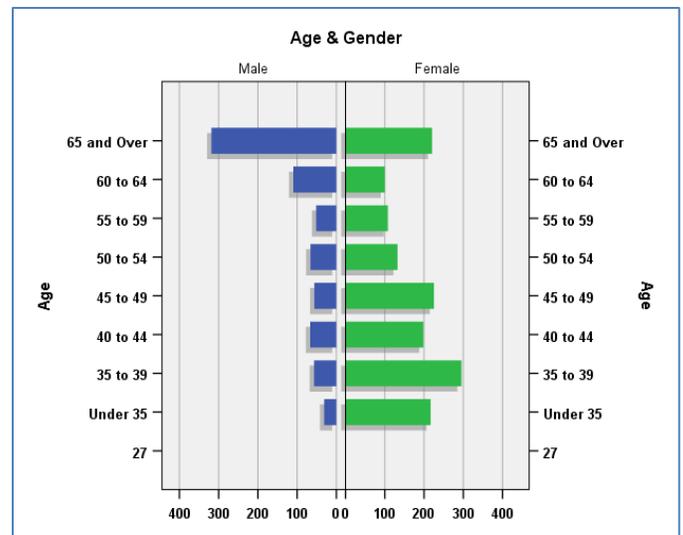
Diversity

Diversity Index: 29%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 29% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

27% of all LCPs are under the age of 40, and 85% of these professionals are female. In addition, the diversity index among LCPs who are under the age of 40 is 39%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 21%
 Prof. Ed. in VA: 28%
 HS or Prof. Ed. in VA: 39%

Location Choice

% Rural to Non-Metro: 6%
 % Urban/Suburban to Non-Metro: 3%

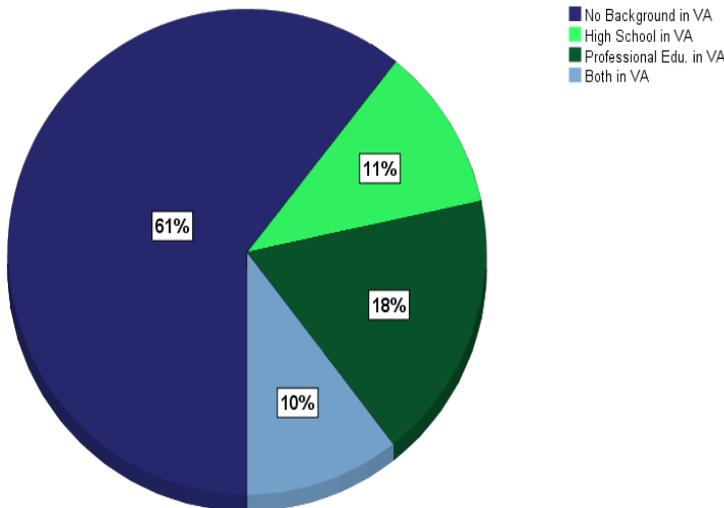
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	17%	65%	18%
2	Metro, 250,000 to 1 million	29%	59%	12%
3	Metro, 250,000 or less	23%	58%	19%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	0%	80%	20%
6	Urban pop, 2,500-19,999, Metro adj	25%	69%	6%
7	Urban pop, 2,500-19,999, nonadj	67%	13%	20%
8	Rural, Metro adj	27%	64%	9%
9	Rural, nonadj	33%	33%	33%
Overall		19%	63%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



19% of LCPs grew up in self-described rural areas, and 6% of these professionals currently work in non-metro counties. Overall, 3% of all LCPs in the state currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	478	Virginia	633
2	New York	270	Washington, D.C.	211
3	Pennsylvania	158	California	171
4	Maryland	145	Florida	139
5	New Jersey	116	New York	107
6	California	90	Illinois	97
7	Outside U.S./Canada	75	Ohio	92
8	Ohio	72	Pennsylvania	84
9	North Carolina	70	Texas	57
10	Florida	64	Maryland	56

Source: Va. Healthcare Workforce Data Center

21% of licensed LCPs received their high school degree in Virginia, and 28% received their initial professional degree in the state.

Among LCPs who received their initial license in the past five years, 23% received their high school degree in Virginia, while 30% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	187	Virginia	239
2	New York	78	Washington, D.C.	80
3	Maryland	51	California	69
4	Pennsylvania	43	Florida	47
5	California	37	Pennsylvania	40
6	New Jersey	35	Illinois	39
7	Outside U.S./Canada	33	New York	38
8	Ohio	30	Maryland	27
9	North Carolina	28	Ohio	24
10	Florida	21	Tennessee	19

Source: Va. Healthcare Workforce Data Center

27% of Virginia's licensees did not participate in the state's LCP workforce during the past year. 92% of these professional worked at some point in the past year, including 87% who worked in a job related to behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	962
% of Licensees:	27%
Federal/Military:	34%
Va. Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	2	0%
Doctor of Psychology	1,250	57%
Other Doctorate	958	43%
Total	2,210	100%

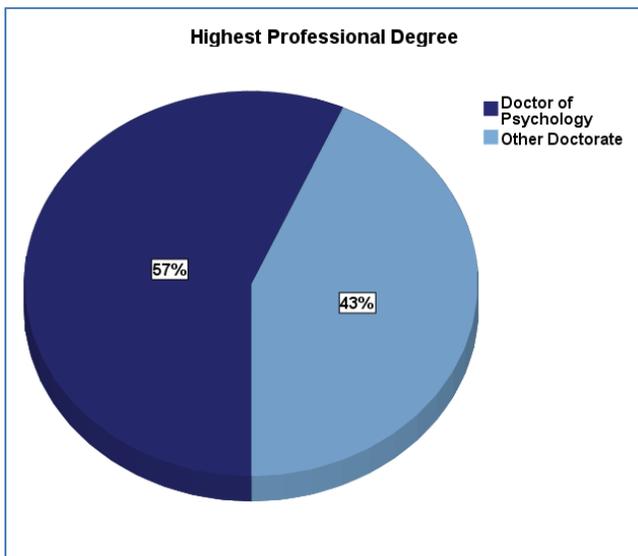
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Doctor of Psychology: 57%
 Other Doctorate: 43%

Educational Debt
 Carry debt: 39%
 Under age 40 w/ debt: 70%
 Median debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

57% of LCPs hold a Doctorate of Psychology as their highest professional degree. 39% of LCPs carry educational debt, including 70% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$90,000 and \$100,000.

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,233	61%	157	30%
Less than \$10,000	45	2%	18	3%
\$10,000-\$19,999	29	1%	10	2%
\$20,000-\$29,999	45	2%	17	3%
\$30,000-\$39,999	48	2%	17	3%
\$40,000-\$49,999	44	2%	12	2%
\$50,000-\$59,999	58	3%	26	5%
\$60,000-\$69,999	30	1%	12	2%
\$70,000-\$79,999	42	2%	19	4%
\$80,000-\$89,999	37	2%	8	2%
\$90,000-\$99,999	25	1%	8	2%
\$100,000-\$109,999	37	2%	23	4%
\$110,000-\$119,999	17	1%	5	1%
\$120,000-\$129,999	33	2%	19	4%
\$130,000-\$139,999	20	1%	8	2%
\$140,000-\$149,999	20	1%	10	2%
\$150,000 or More	248	12%	162	30%
Total	2,011	100%	531	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 29%
 Child: 15%
 Forensic: 6%

Secondary Specialty

Mental Health: 12%
 Child: 10%
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

29% of all LCPs have a primary specialty in mental health. Another 15% have a primary specialty in children’s health, while 6% have a primary specialty in forensic science.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	642	29%	222	12%
Child	325	15%	196	10%
Forensic	142	6%	123	6%
Neurology/Neuropsychology	129	6%	57	3%
Health/Medical	90	4%	130	7%
Behavioral Disorders	75	3%	153	8%
School/Educational	32	1%	77	4%
Family	28	1%	129	7%
Rehabilitation	23	1%	26	1%
Marriage	22	1%	72	4%
Substance Abuse	19	1%	36	2%
Gerontologic	16	1%	28	1%
Experimental or Research	9	0%	19	1%
Industrial-Organizational	8	0%	12	1%
Vocational/Work Environment	8	0%	16	1%
Sex Offender Treatment	7	0%	15	1%
Public Health	6	0%	10	1%
Social	0	0%	5	0%
Other Specialty Area	135	6%	168	9%
General Practice (Non-Specialty)	487	22%	429	22%
Total	2,202	100%	1,923	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-time: 56%
 2 or More Positions: 22%

Weekly Hours:

40 to 49: 40%
 60 or more: 6%
 Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a behavioral sciences-related capacity	2,095	94%
Employed, NOT in a behavioral sciences-related capacity	43	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	7	0%
Voluntarily unemployed	37	2%
Retired	47	2%
Total	2,230	100%

Source: Va. Healthcare Workforce Data Center

94% of LCPs are currently employed in their profession. 56% of LCPs hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	91	4%
1 to 9 hours	66	3%
10 to 19 hours	162	7%
20 to 29 hours	210	10%
30 to 39 hours	323	15%
40 to 49 hours	867	40%
50 to 59 hours	333	15%
60 to 69 hours	115	5%
70 to 79 hours	7	0%
80 or more hours	13	1%
Total	2,186	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	91	4%
One Part-Time Position	399	18%
Two Part-Time Positions	127	6%
One Full-Time Position	1,235	56%
One Full-Time Position & One Part-Time Position	310	14%
Two Full-Time Positions	16	1%
More than Two Positions	29	1%
Total	2,208	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	27	2%
Less than \$40,000	188	4%
\$40,000-\$49,999	99	3%
\$50,000-\$59,999	106	3%
\$60,000-\$69,999	156	6%
\$70,000-\$79,999	180	6%
\$80,000-\$89,999	179	9%
\$90,000-\$99,999	169	10%
\$100,000-109,999	212	10%
\$110,000-\$119,999	118	9%
\$120,000-\$129,999	109	12%
\$130,000 or More	272	15%
Total	1,815	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$80k-\$90k

Benefits
(Salary & Wage Employees only)
Health Insurance: 63%
Retirement: 62%

Satisfaction
Satisfied: 96%
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,553	72%
Somewhat Satisfied	535	25%
Somewhat Dissatisfied	50	2%
Very Dissatisfied	27	1%
Total	2,165	100%

Source: Va. Healthcare Workforce Data Center

The typical LCP earned between \$80,000 and \$90,000 per year. Among LCPs who received either an hourly wage or salary as compensation at the primary work location, 63% received health insurance and 62% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	867	41%	62%
Health Insurance	862	41%	63%
Paid Vacation	836	40%	64%
Paid Sick Leave	797	38%	62%
Dental Insurance	734	35%	55%
Group Life Insurance	627	30%	47%
Signing/Retention Bonus	60	3%	5%
At Least One Benefit	1,055	50%	74%

*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?	14	1%
Experience Voluntary Unemployment?	110	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	48	2%
Work two or more positions at the same time?	548	21%
Switch employers or practices?	125	5%
Experienced at least one	741	28%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 3.4% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	37	2%	15	3%
Less than 6 Months	71	3%	41	7%
6 Months to 1 Year	164	8%	56	10%
1 to 2 Years	328	15%	88	16%
3 to 5 Years	465	22%	121	22%
6 to 10 Years	374	18%	95	17%
More than 10 Years	694	33%	136	25%
Subtotal	2,133	100%	552	100%
Did not have location	58		2,074	
Item Missing	462		27	
Total	2,653		2,653	

Source: Va. Healthcare Workforce Data Center

51% of LCPs are salaried employees, while 30% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 16%
Over 2 years: 72%
Over 2 yrs, 2nd location: 64%

Employment Type

Salary/Commission: 51%
Business/Practice Income: 30%

Source: Va. Healthcare Workforce Data Center

72% of LCPs have worked at their primary location for more than two years, while 5% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/Commission	901	51%
Hourly Wage	537	30%
By Contract	173	10%
Business/Practice Income	154	9%
Unpaid	18	1%
Subtotal	1,783	100%
Did Not Have Location	58	
Item Missing	811	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 2.8% in April 2018 to 3.9% in July 2017. The rate for June 2018, the last month used in this calculation, is preliminary.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	81%
Lowest Region:	1%

Locations

2 or more (Past Year):	26%
2 or more (Now*):	25%

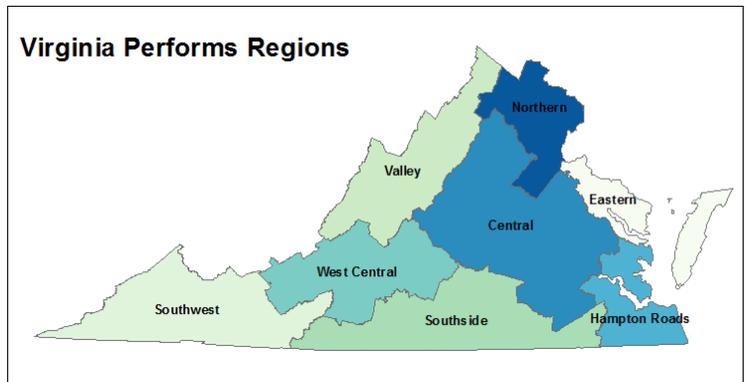
Source: Va. Healthcare Workforce Data Center

40% of LCPs work in Northern Virginia, the most of any region in the state. Another 25% work in Central Virginia, while 16% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	525	25%	123	21%
Eastern	12	1%	4	1%
Hampton Roads	350	16%	89	16%
Northern	858	40%	201	35%
Southside	20	1%	7	1%
Southwest	32	2%	8	1%
Valley	104	5%	25	4%
West Central	171	8%	38	7%
Virginia Border State/DC	41	2%	40	7%
Other US State	19	1%	37	6%
Outside of the US	0	0%	2	0%
Total	2,132	100%	574	100%
Item Missing	463		6	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

25% of all LCPs currently have multiple work locations, while 26% have had multiple work locations during the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	55	3%	87	4%
1	1,555	71%	1,563	72%
2	296	14%	278	13%
3	234	11%	224	10%
4	20	1%	14	1%
5	7	0%	8	0%
6 or More	20	1%	13	1%
Total	2,186	100%	2,186	100%

*At the time of survey completion, June 2018.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,178	59%	382	74%
Non-Profit	251	13%	52	10%
State/Local Government	313	16%	61	12%
Veterans Administration	103	5%	1	0%
U.S. Military	92	5%	9	2%
Other Federal Government	55	3%	12	2%
Total	1,992	100%	517	100%
Did not have location	58		2,074	
Item Missing	603		61	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

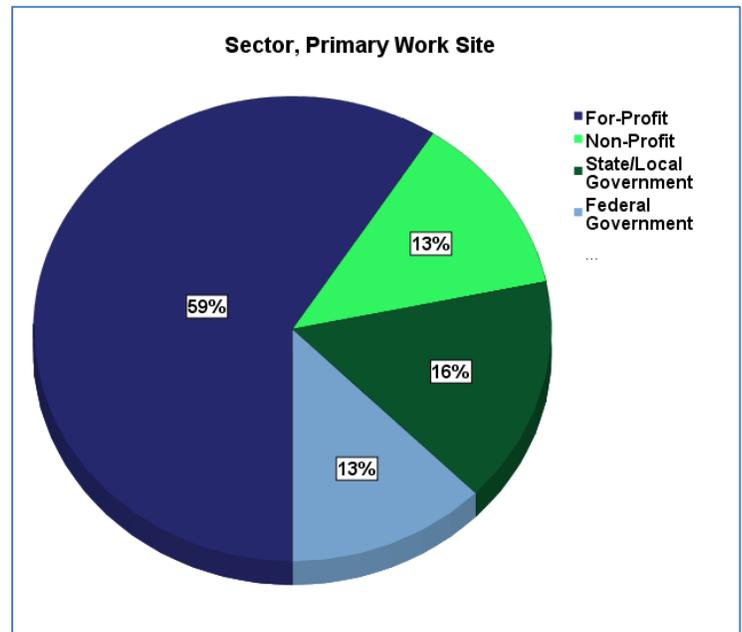
For Profit:	59%
Federal:	13%

Top Establishments

Private Practice, Solo:	27%
Private Practice, Group:	24%
Academic Institution:	10%

Source: Va. Healthcare Workforce Data Center

72% of LCPs work in the private sector, including 59% who work at for-profit establishments. Another 16% of LCPs work for state or local governments.

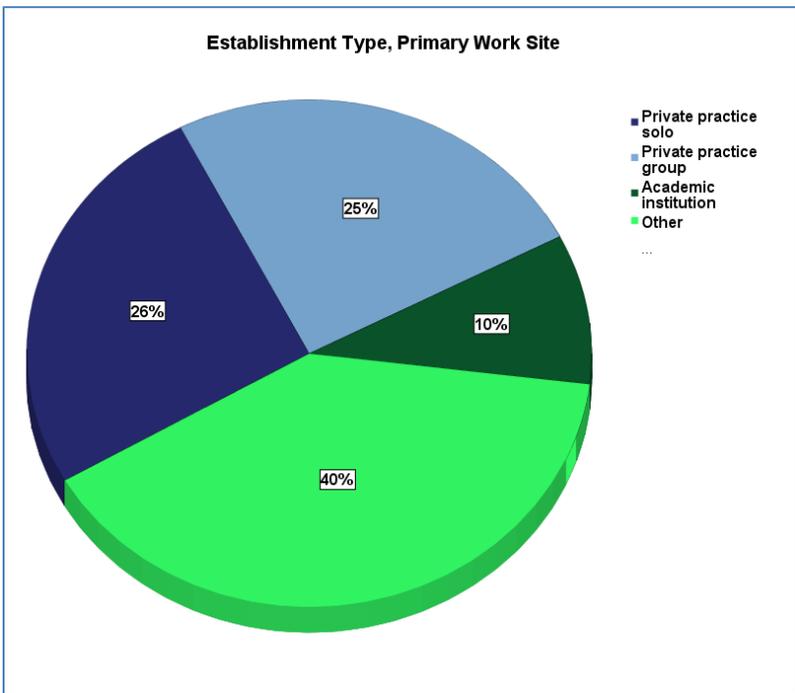


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	480	26%	137	27%
Private practice, group	463	25%	124	25%
Academic institution (teaching health professions students)	178	10%	51	10%
Hospital, general	137	7%	16	3%
Mental health facility, outpatient	106	6%	14	3%
Hospital, psychiatric	81	4%	17	3%
School (providing care to clients)	68	4%	11	2%
Community-based clinic or health center	58	3%	18	4%
Community Services Board	36	2%	10	2%
Administrative or regulatory	32	2%	10	2%
Corrections/Jail	24	1%	4	1%
Residential mental health/substance abuse facility	22	1%	6	1%
Rehabilitation facility	20	1%	7	1%
Physician office	18	1%	8	2%
Other Practice Setting	138	7%	67	13%
Total	1,861	100%	500	100%
Did Not Have a Location	58		2,074	

The primary location for over half of all LCPs is either a solo or group private practice; another 10% of LCPs works at an academic institution.

Source: Va. Healthcare Workforce Data Center



Among those LCPs who also have a secondary work location, 52% work at either a solo or group private practice, while 10% work at an academic institution.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

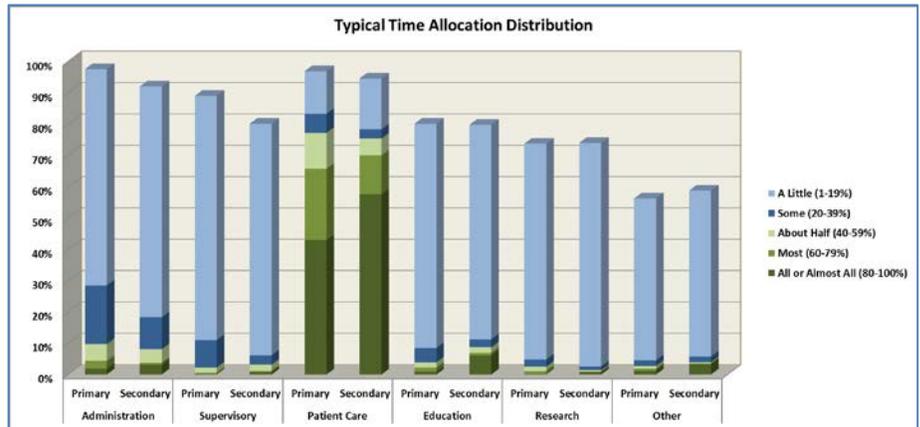
Patient Care: 66%
Administrative: 4%
Education: 2%

Patient Care LCPs

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



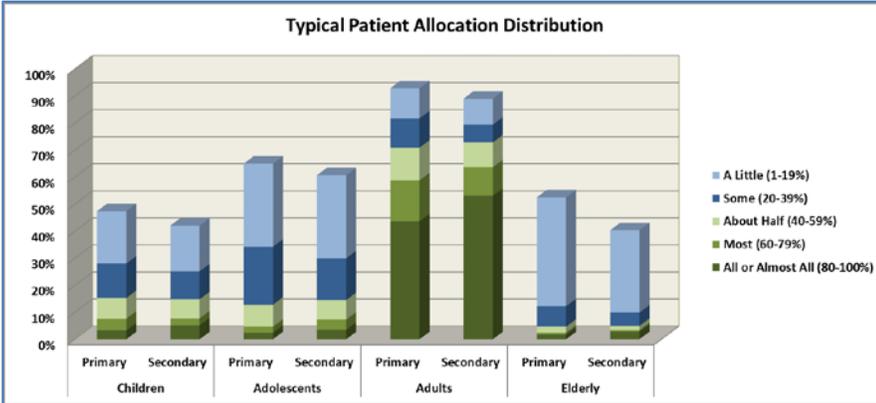
Source: Va. Healthcare Workforce Data Center

The typical LCP spends approximately 75% of her time treating patients. In fact, 66% of all LCPs 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
All or Almost All (80-100%)	2%	3%	0%	1%	43%	57%	1%	6%	0%	1%	1%	3%
Most (60-79%)	2%	1%	0%	0%	23%	12%	1%	1%	1%	0%	1%	0%
About Half (40-59%)	5%	4%	2%	2%	11%	5%	2%	2%	1%	0%	1%	0%
Some (20-39%)	19%	10%	9%	3%	6%	3%	5%	3%	2%	1%	2%	2%
A Little (1-19%)	69%	74%	78%	74%	14%	16%	72%	68%	69%	71%	52%	53%
None (0%)	3%	8%	11%	20%	3%	6%	20%	20%	26%	26%	44%	41%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Approximately 75% of all patients seen by a typical LCP at her primary work location are adults. In addition, 59% of LCPs serve an adult patient care role, meaning that at least 60% of their patients are adults.

At a Glance: (Primary Locations)

Typical Patient Allocation

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

Roles

Children: 8%
 Adolescents: 5%
 Adults: 59%
 Elderly: 2%

Source: Va. Healthcare Workforce Data Center

Time Spent	Patient Allocation							
	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	3%	5%	2%	4%	44%	53%	2%	3%
Most (60-79%)	4%	3%	2%	4%	15%	11%	1%	0%
About Half (40-59%)	8%	7%	8%	7%	12%	9%	2%	2%
Some (20-39%)	13%	10%	21%	15%	11%	7%	8%	5%
A Little (1-19%)	19%	17%	31%	31%	11%	10%	40%	31%
None (0%)	53%	58%	35%	39%	7%	11%	47%	60%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

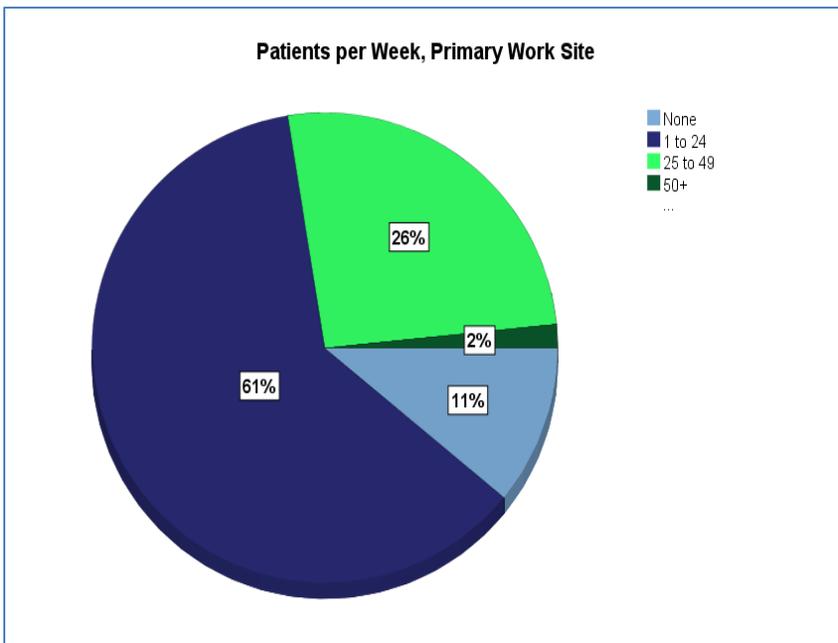
Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

# of Patients	Patients Per Week			
	Primary Location		Secondary Location	
	#	%	#	%
None	220	11%	95	19%
1 to 24	1,232	61%	392	77%
25 to 49	520	26%	21	4%
50 to 74	26	1%	4	1%
75 or More	6	0%	0	0%
Total	2,004	100%	512	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

61% of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs 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 LCPs		LCPs over 50	
	#	%	#	%
Under age 50	5	0%	0	0%
50 to 54	19	1%	1	0%
55 to 59	65	3%	13	1%
60 to 64	236	12%	68	7%
65 to 69	593	31%	236	25%
70 to 74	489	26%	300	32%
75 to 79	192	10%	131	14%
80 or over	71	4%	49	5%
I do not intend to retire	247	13%	148	16%
Total	1,917	100%	946	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 17%

Under 60: 5%

LCPs 50 and over

Under 65: 9%

Under 60: 1%

Time until Retirement

Within 2 years: 7%

Within 10 years: 26%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

5% of LCPs expect to retire no later than the age of 60, while 17% expect to retire by the age of 65. Among those LCPs who are ages 50 or over, 9% still expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LCPs plan on leaving the state to practice elsewhere, while 1% plans on leaving the profession entirely. Meanwhile, 12% plan on increasing patient care hours, and 4% expect to pursue additional educational opportunities.

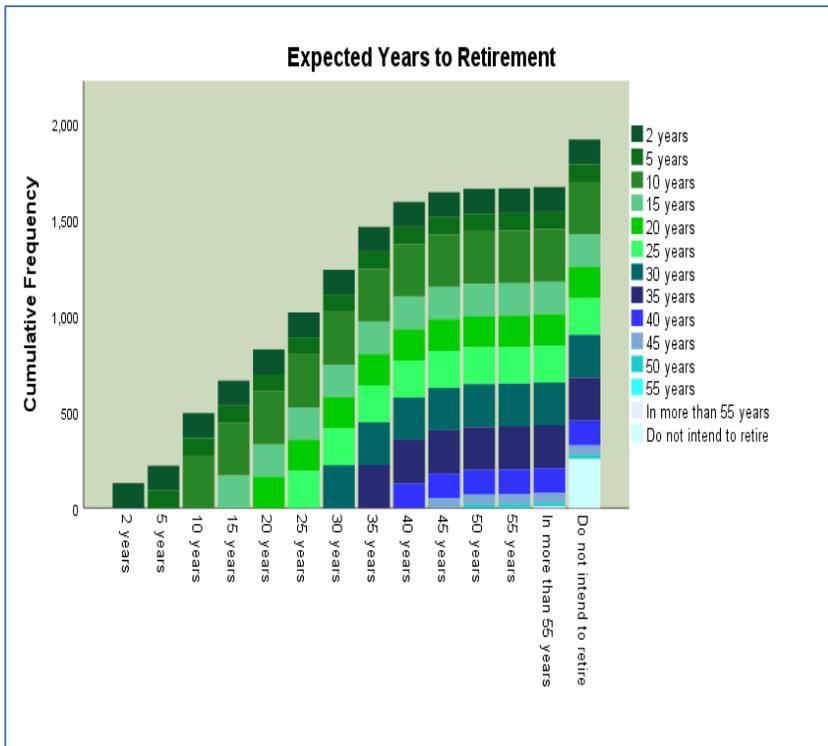
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	24	1%
Leave Virginia	62	2%
Decrease Patient Care Hours	255	10%
Decrease Teaching Hours	44	2%
Increase Participation		
Increase Patient Care Hours	309	12%
Increase Teaching Hours	143	5%
Pursue Additional Education	117	4%
Return to Virginia’s Workforce	23	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. 7% of LCPs expect to retire in the next two years, while 26% plan on retiring in the next ten years. More than half of the current LCP workforce expects to retire by 2043.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	130	7%	7%
5 years	90	5%	11%
10 years	273	14%	26%
15 years	169	9%	35%
20 years	162	8%	43%
25 years	192	10%	53%
30 years	222	12%	65%
35 years	223	12%	76%
40 years	129	7%	83%
45 years	50	3%	86%
50 years	18	1%	86%
55 years	2	0%	87%
In more than 55 years	7	0%	87%
Do not intend to retire	247	13%	100%
Total	1,917	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to average over 10% of the current workforce every five years by 2028. Retirements will peak at 14% of the current workforce around the same period.

At a Glance:

FTEs

Total: 2,354
 FTEs/1,000 Residents²: 0.283
 Average: 0.91

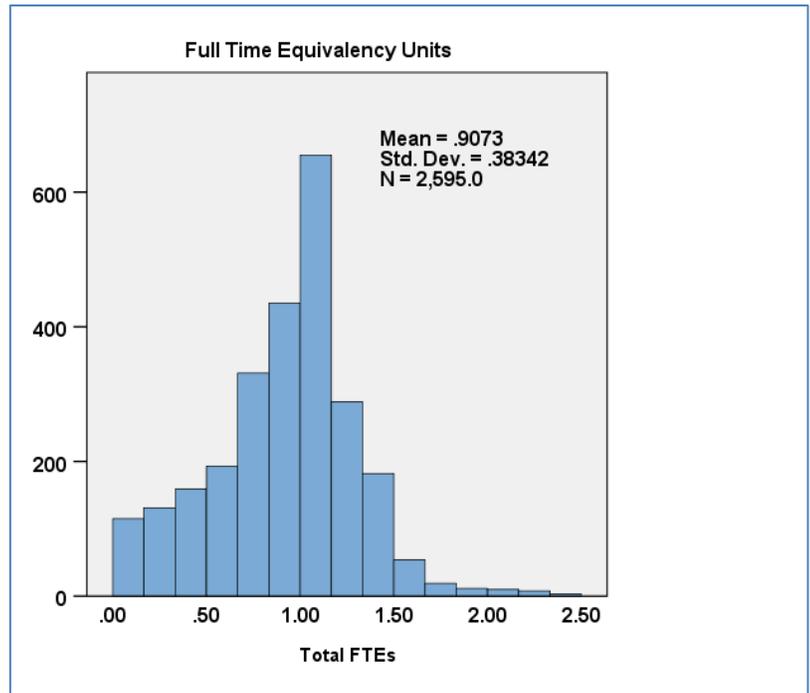
Age & Gender Effect

Age, Partial Eta³: Medium
 Gender, Partial Eta³: Small

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

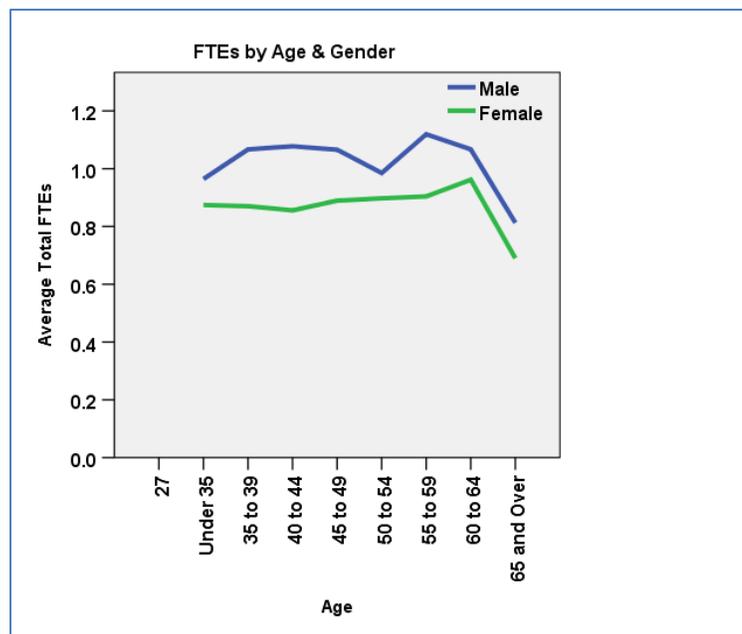


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.96 FTEs, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.90	0.97
35 to 39	0.91	1.01
40 to 44	0.93	1.01
45 to 49	0.97	1.07
50 to 54	0.91	0.84
55 to 59	0.95	0.89
60 to 64	1.08	1.09
65 and Over	0.78	0.87
Gender		
Male	0.95	1.01
Female	0.86	0.91

Source: Va. Healthcare Workforce Data Center

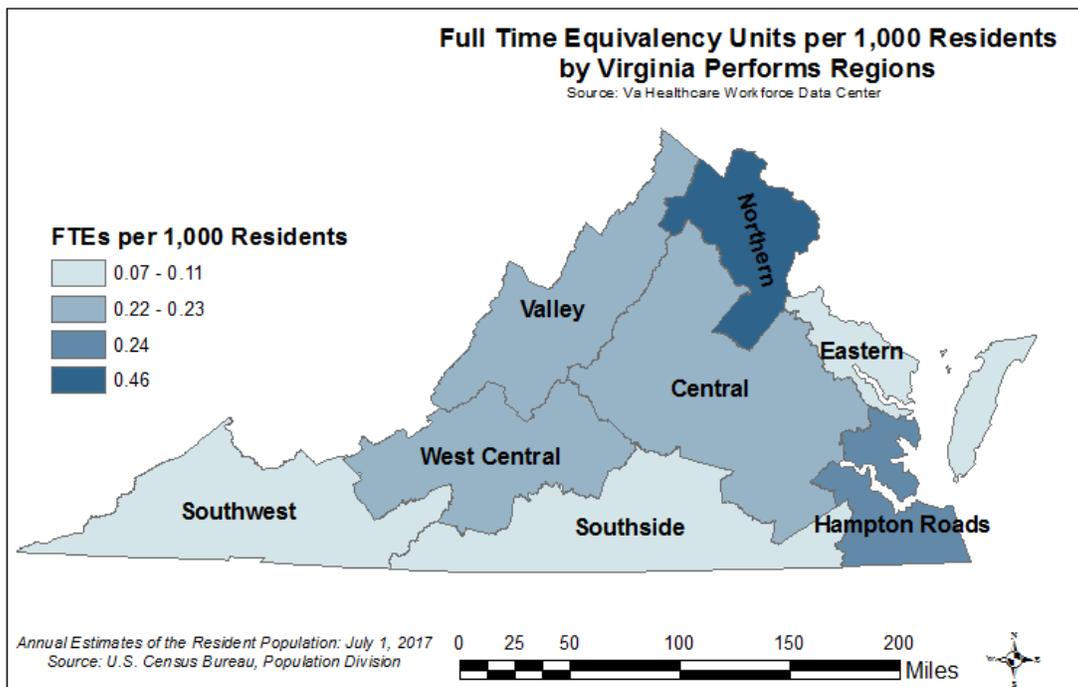
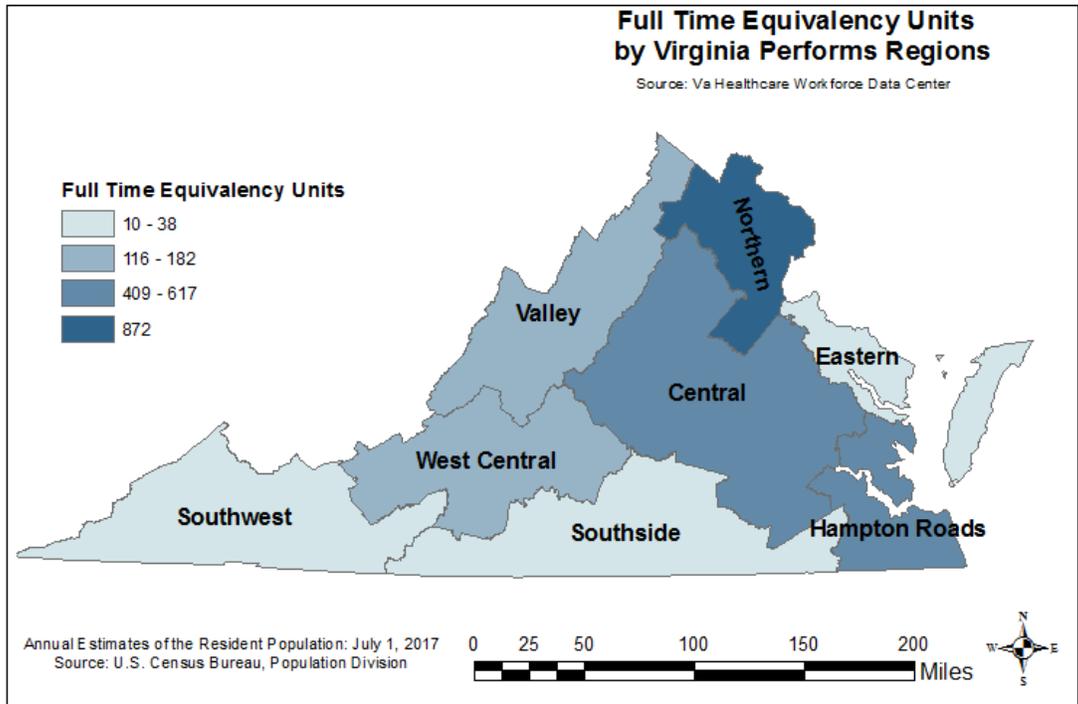


Source: Va. Healthcare Workforce Data Center

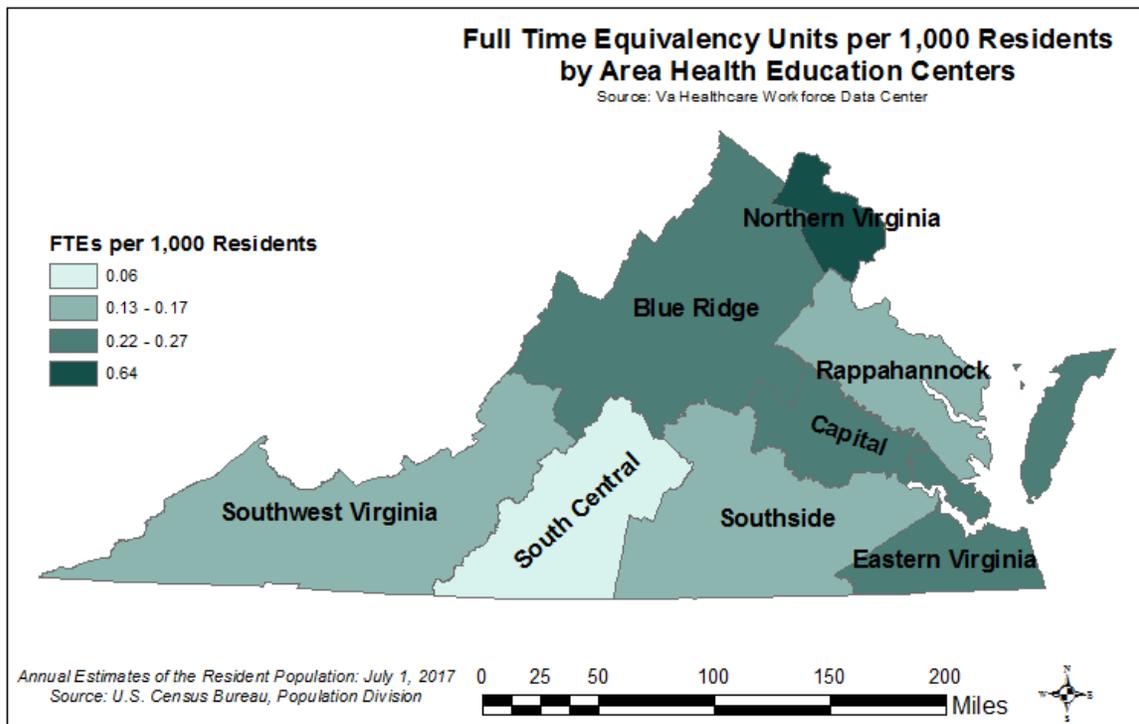
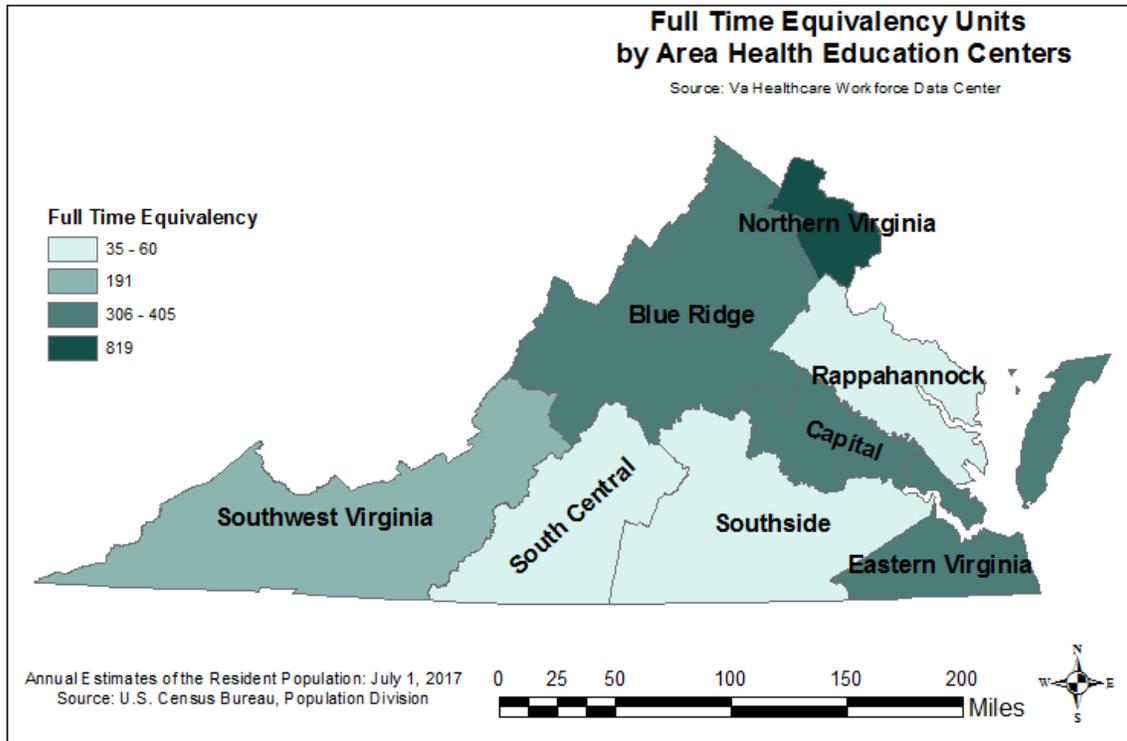
² Number of residents in 2018 was used as the denominator.

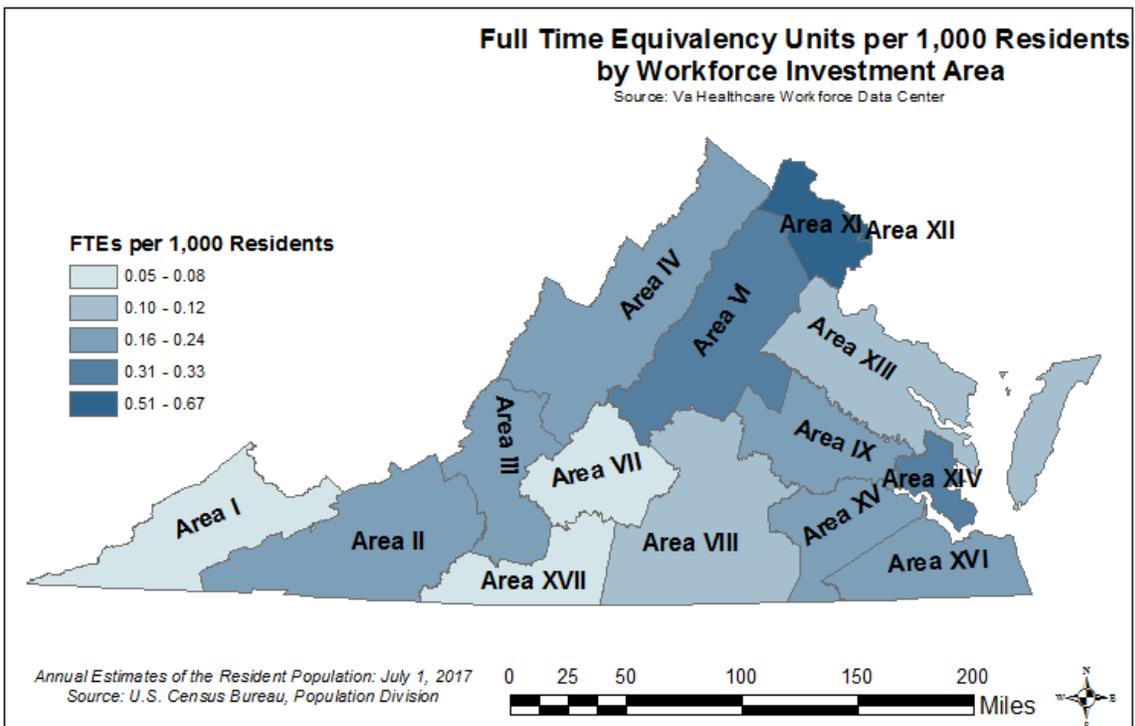
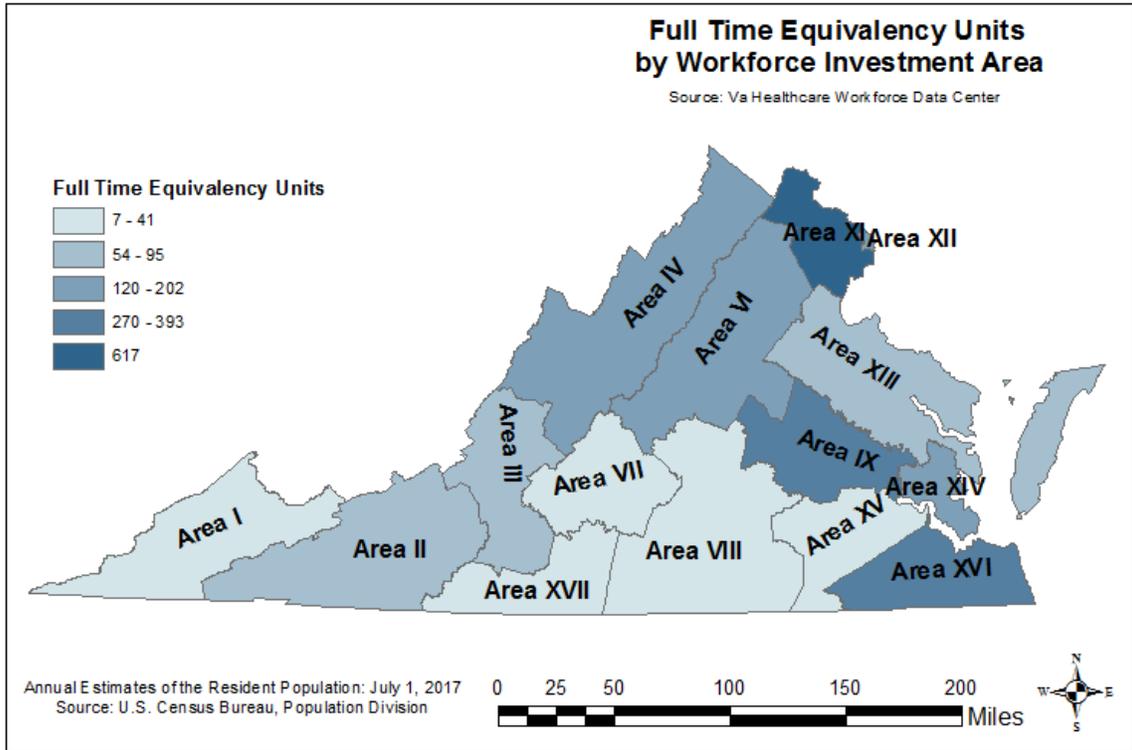
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test is not significant)

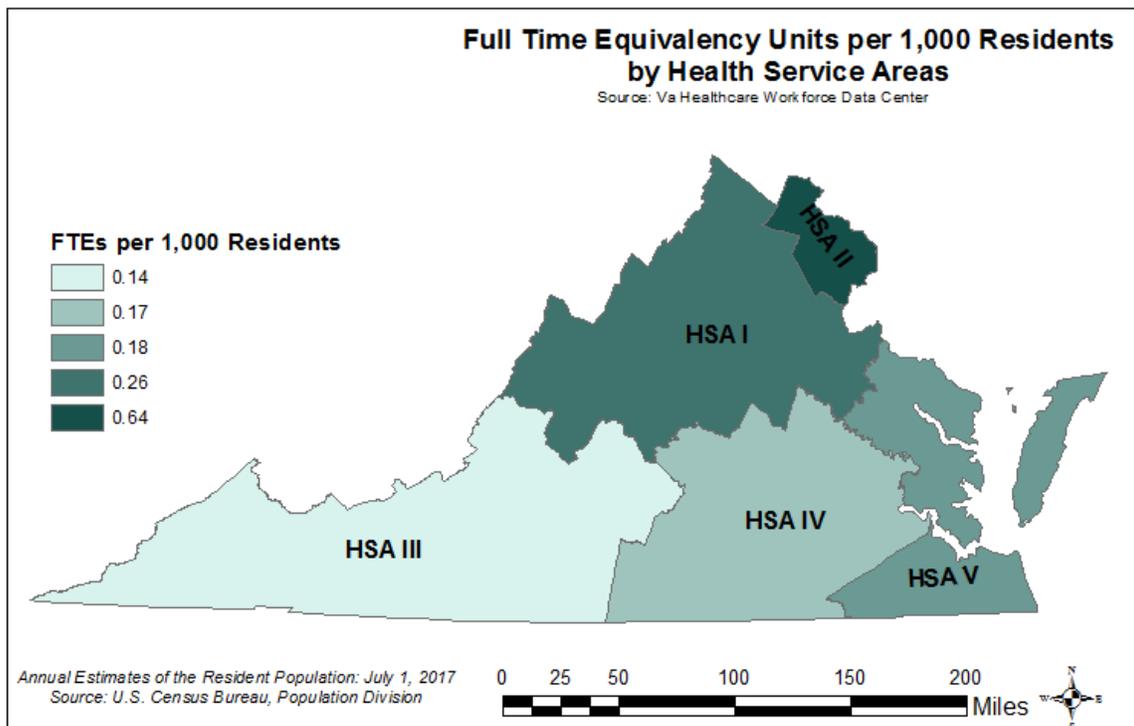
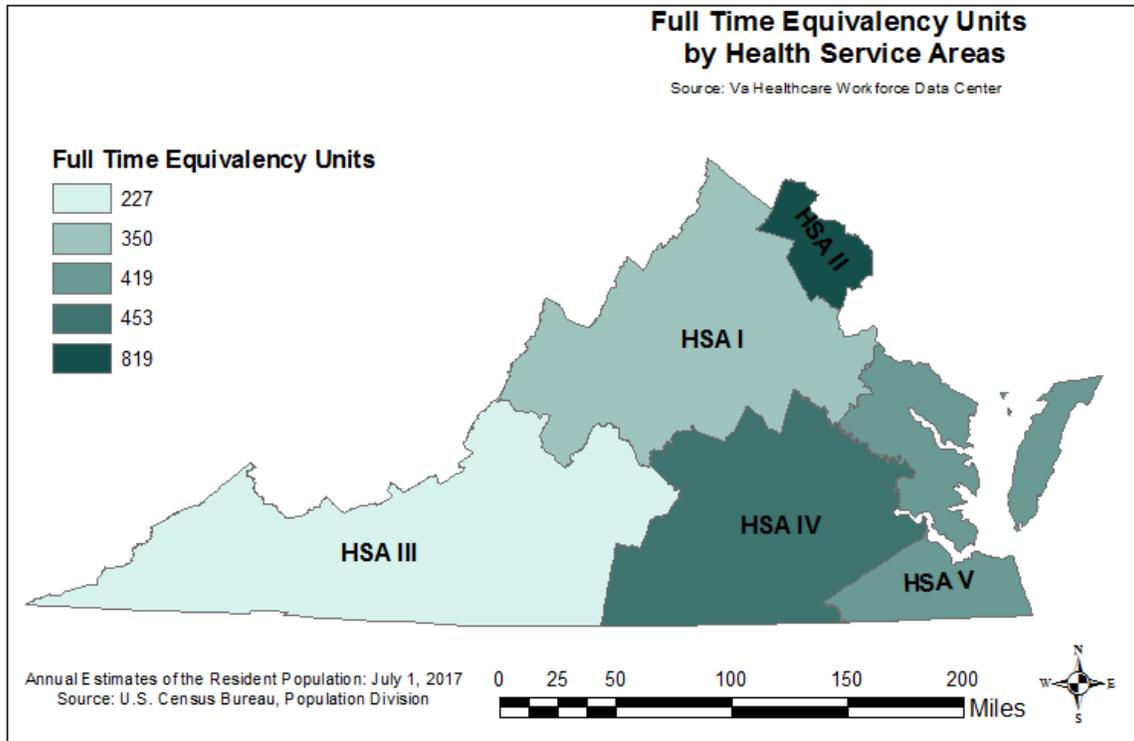
Virginia Performs Regions⁴

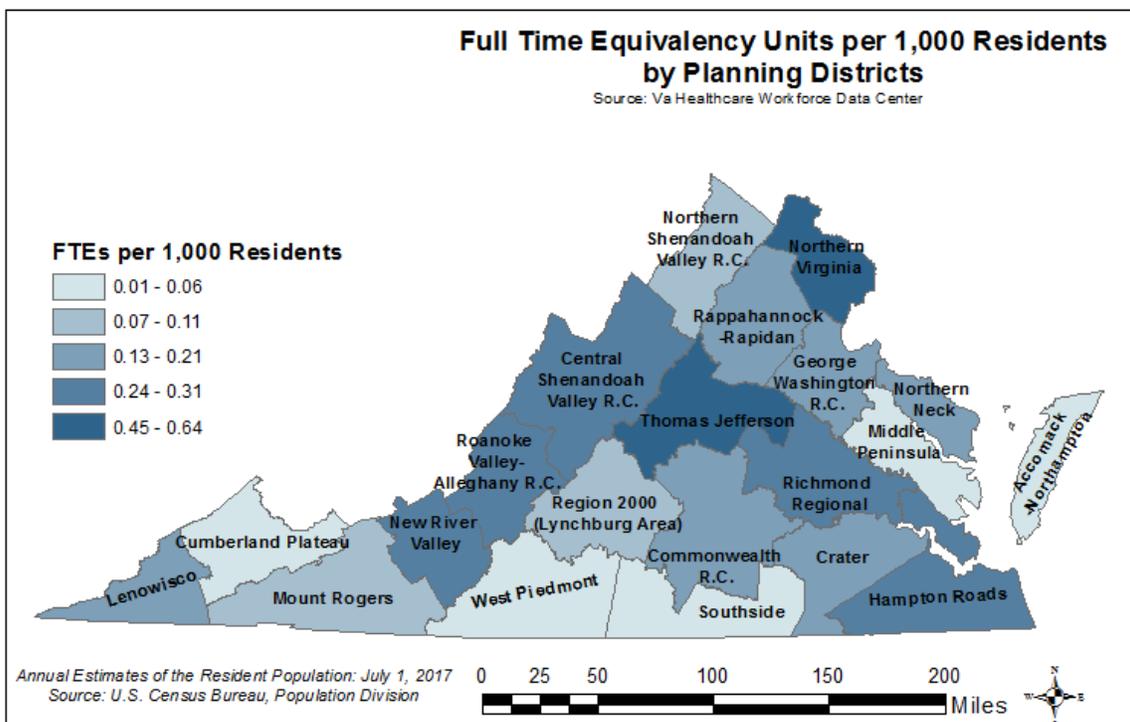
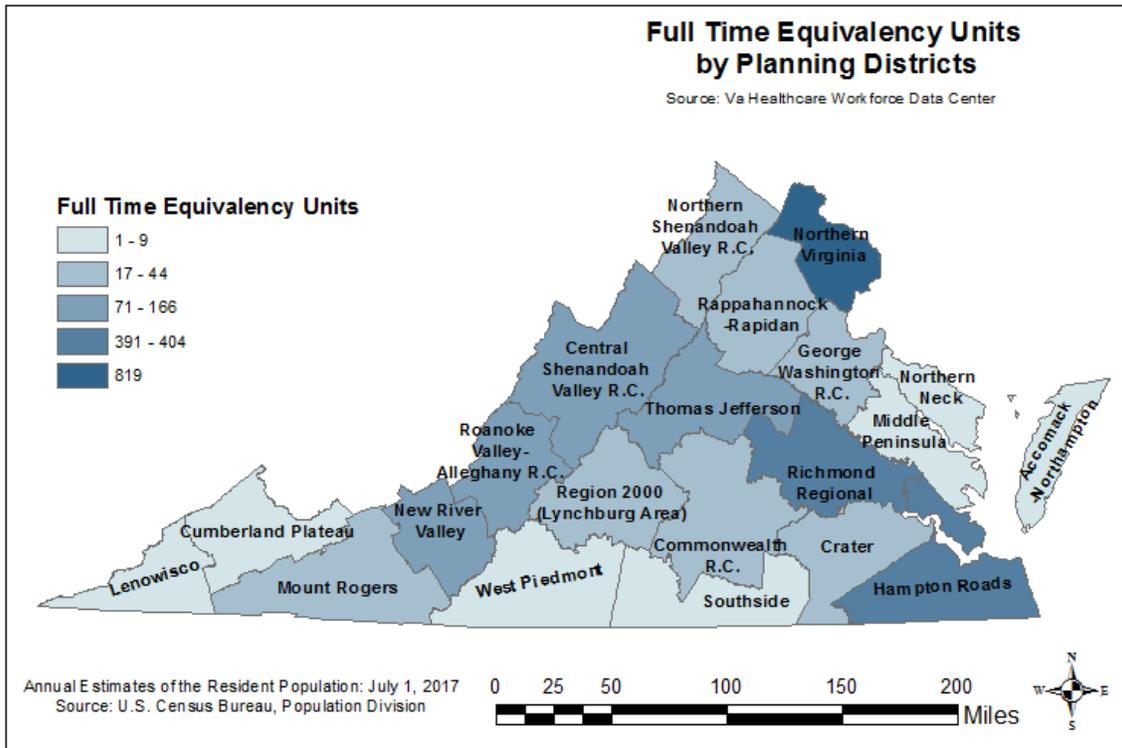


⁴ These are now referred to as VA Performs' regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1916	89.87%	1.112659698	1.056102988	1.215767881
Metro, 250,000 to 1 million	129	95.35%	1.048780488	0.995470771	1.145969099
Metro, 250,000 or less	418	88.04%	1.135869565	1.078133093	1.241128565
Urban pop 20,000+, Metro adj	9	100.00%	1	0.949169805	1.031066056
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	54	83.33%	1.2	1.139003766	1.311201853
Urban pop, 2,500-19,999, nonadj	14	100.00%	1	0.949169805	1.031066056
Rural, Metro adj	33	75.76%	1.32	1.252904142	1.442322038
Rural, nonadj	14	78.57%	1.272727273	1.208034297	1.390668632
Virginia border state/DC	535	84.86%	1.178414097	1.118515078	1.287615622
Other US State	491	77.60%	1.288713911	1.223208331	1.408136723

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	387	79.84%	1.252427184	1.145969099	1.442322038
35 to 39	546	84.62%	1.181818182	1.031066056	1.361007194
40 to 44	449	88.64%	1.128140704	0.98423565	1.299191058
45 to 49	452	89.60%	1.116049383	0.973686692	1.254803584
50 to 54	321	90.34%	1.106896552	0.965701391	1.274725836
55 to 59	280	91.43%	1.09375	0.954231807	1.259585985
60 to 64	334	91.92%	1.087947883	0.949169805	1.252904142
65 and Over	845	85.92%	1.163911846	1.015443843	1.340385873

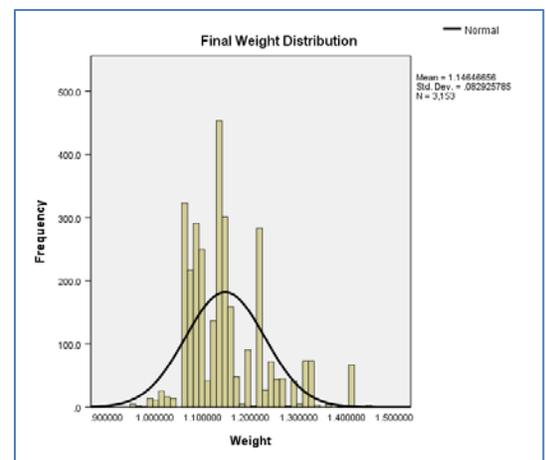
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.8724



Source: Va. Healthcare Workforce Data Center