
Virginia's Licensed Clinical Psychologist Workforce: 2013

Healthcare Workforce Data Center

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More than 2,220 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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Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Specialties	9
Current Employment Situation	10
Employment Quality	11
Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Patients	17
Retirement & Future Plans	18
Full-Time Equivalency Units	20
Maps	21
Council on Virginia’s Future Regions	21
Area Health Education Center Regions	22
Workforce Investment Areas	23
Health Services Areas	24
Planning Districts.....	25
Appendices	26
Appendix A: Weights	26

The Licensed Clinical Psychologist Workforce: At a Glance:

The Workforce

Licensees:	3,024
Virginia's Workforce:	2,326
FTEs:	2,106

Background

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

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	53%
Satisfied?:	96%

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	88%

Education

Doctor of Psychology:	55%
Other Ph.D.:	45%

Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	75%

Demographics

Female:	61%
Diversity Index:	24%
Median Age:	52

Finances

Median Income:	\$75k-\$80k
Health Benefits:	40%
Under 40 w/ Ed debt:	74%

Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

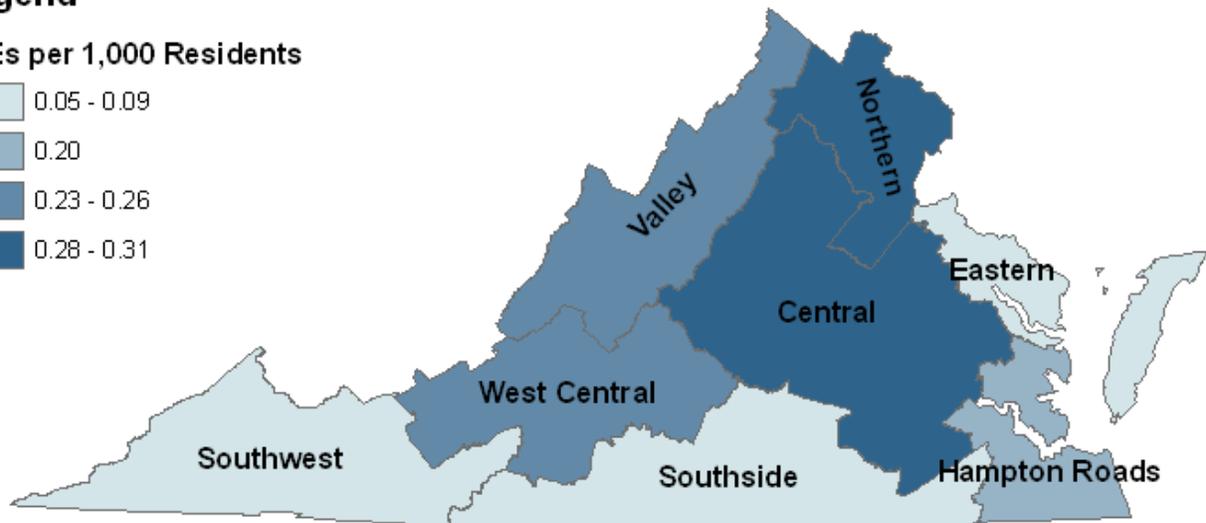
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.05 - 0.09
	0.20
	0.23 - 0.26
	0.28 - 0.31



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service

0 25 50 100 150 200
Miles



Source: Va. Healthcare Workforce Data Center

More than 2,200 licensed clinical psychologists (LCPs) voluntarily took part in the 2013 Licensed Clinical Psychologist Workforce 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. These survey respondents represent 75% of the 3,024 LCPs who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 2,326 LCPs participated in Virginia's workforce during the survey timeframe (July 2012-June 2013), 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 a LCP at some point in the future. Virginia's LCP workforce provided 2,106 "full-time equivalency units" during the survey timeframe, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

95% of LCPs were employed in the profession at the time of the survey. In addition, more than half held one full-time position, while just 18% held one part-time position. Just 6% of LCPs switched jobs during the survey timeframe, while three-quarters have been at their primary work location for at least two years. Overall, LCPs are very happy in their profession. 96% indicated they were satisfied with their current employment situation, including nearly three-quarters who indicated they were "very satisfied".

More than three out of five LCPs are female, and their median age is 52. In a random encounter between two LCPs, there is a less than one-in-four chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. For LCPs who are under the age of 40, the diversity index is somewhat higher at 32%.

Nearly one in five LCPs grew up in a rural area, but only 6% of these professionals currently work in non-Metro areas of the state. Meanwhile, just 19% of Virginia's LCPs graduated from high school in Virginia, and only 28% received their initial professional degree in the state. In total, 37% of Virginia's LCP workforce has some educational background in the state.

All LCPs held doctoral degrees, including 55% who had a Doctor of Psychology as their highest professional degree. Nearly three-quarters of LCPs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$80,000 and \$90,000.

The median annual income for LCPs is between \$70,000 and \$80,000, while one-third earn more than \$90,000 per year. In addition to monetary compensation, nearly half of Virginia's LCPs receive at least one employer-sponsored benefit, including 40% who receive employer-sponsored health insurance.

LCPs focused most of their efforts on patient care activities. The typical LCP spent three-quarters of her time on patient care. In addition, LCPs mainly treated adults at their primary work location. Adults accounted for 75% of the typical LCP's patient workload.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,547	84%
New Licensees	257	8%
Non-Renewals	220	7%
All Licensees	3,024	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly 90% of renewing LCPs submitted a survey. These represent three-quarters of LCPs who held a license at some point in the survey timeframe.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	18	19	51%
30 to 34	79	172	69%
35 to 39	89	280	76%
40 to 44	85	314	79%
45 to 49	81	219	73%
50 to 54	64	212	77%
55 to 59	77	268	78%
60 and Over	277	770	74%
Total	770	2,254	75%
New Licenses			
Issued Since June 2012	132	125	49%
Metro Status			
Non-Metro	30	66	69%
Metro	497	1,691	77%
Not in Virginia	236	482	67%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	3,024
New:	8%
Not Renewed:	7%

Response Rates

All Licensees:	75%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,254
Response Rate, all licensees	75%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2013.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2012 and June 2013.
- 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 2012 or 2013.

At a Glance:

Workforce

Workforce: 2,326
 FTEs: 2,106

Utilization Ratios

Licensees in VA Workforce: 77%
 Licensees per FTE: 1.44
 Workers per FTE: 1.10

Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,295	99%
Looking for Work in Virginia	31	1%
Virginia's Workforce	2,326	100%
Total FTEs	2,106	
Licensees	3,024	

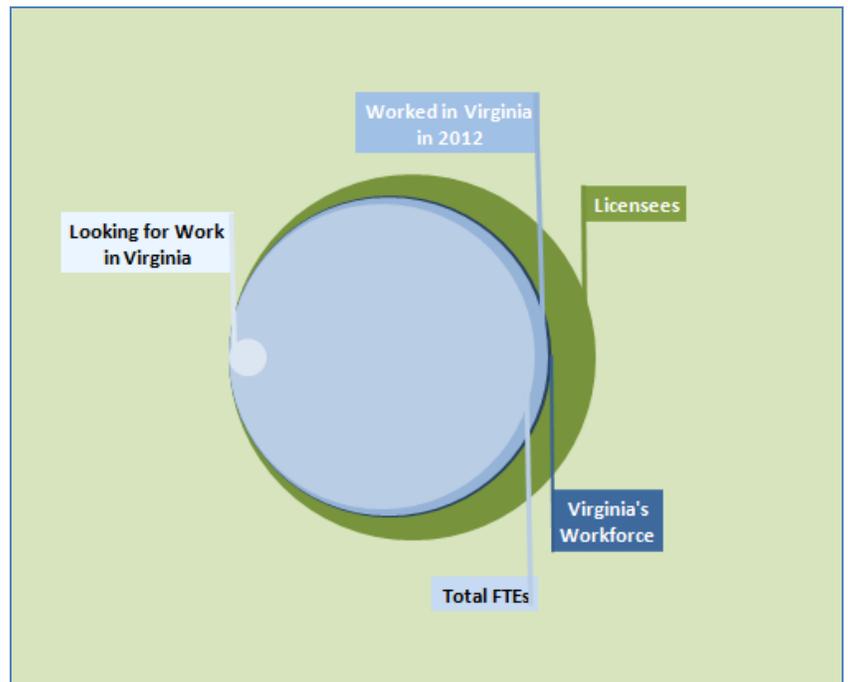
Source: Va. Healthcare Workforce Data Center

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 30	2	7%	29	93%	31	1%
30 to 34	31	16%	169	84%	200	9%
35 to 39	56	20%	223	80%	279	12%
40 to 44	71	24%	223	76%	295	13%
45 to 49	78	33%	157	67%	235	10%
50 to 54	61	30%	142	70%	202	9%
55 to 59	129	49%	133	51%	261	12%
60 +	450	59%	311	41%	761	34%
Total	877	39%	1,386	61%	2,263	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	64%	1,988	87%	417	82%
Black	19%	111	5%	30	6%
Asian	6%	49	2%	20	4%
Other Race	0%	30	1%	7	1%
Two or more races	2%	40	2%	6	1%
Hispanic	8%	69	3%	27	5%
Total	100%	2,287	100%	507	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

More than 60% of LCPs are female. The median age of all LCPs is 52, and less than one-quarter of LCPs are under the age of 40.

At a Glance:

Gender

% Female: 61%
% Under 40 Female: 83%

Age

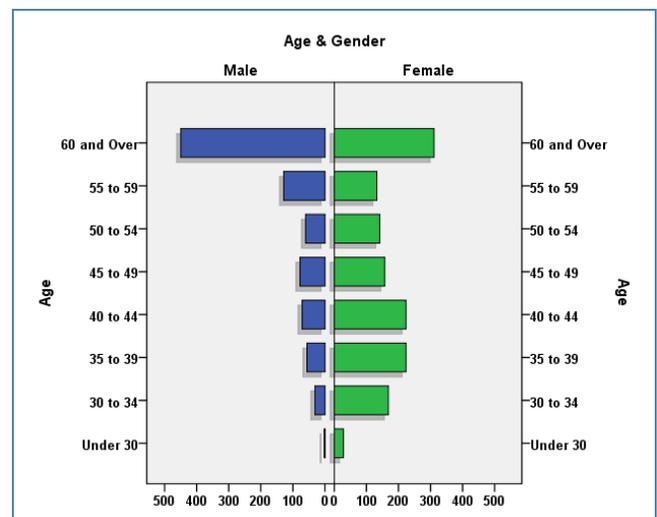
Median Age: 52
% Under 40: 23%
% 55+: 45%

Diversity

Diversity Index: 24%
Under 40 Div. Index: 32%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is only a 24% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The diversity index for those LCPs who are under the age of 40 is 32%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 21%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 19%
 Prof. Edu. in VA: 28%
 HS or Prof. Edu. in VA: 37%

Location Choice

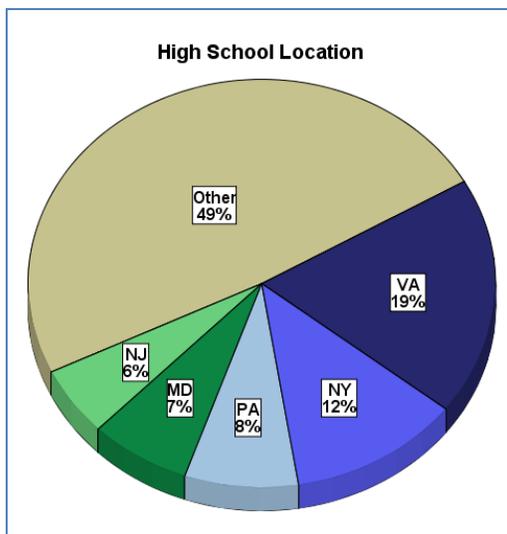
% Rural to Non-Metro: 6%
 % Urban/Suburban to Non-Metro: 3%

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%	64%	20%
2	Metro, 250,000 to 1 million	21%	59%	20%
3	Metro, 250,000 or less	25%	52%	23%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	20%	30%	50%
6	Urban pop, 2,500-19,999, Metro adj	21%	61%	18%
7	Urban pop, 2,500-19,999, nonadj	54%	8%	39%
8	Rural, Metro adj	43%	57%	0%
9	Rural, nonadj	57%	29%	14%
Overall		19%	61%	21%

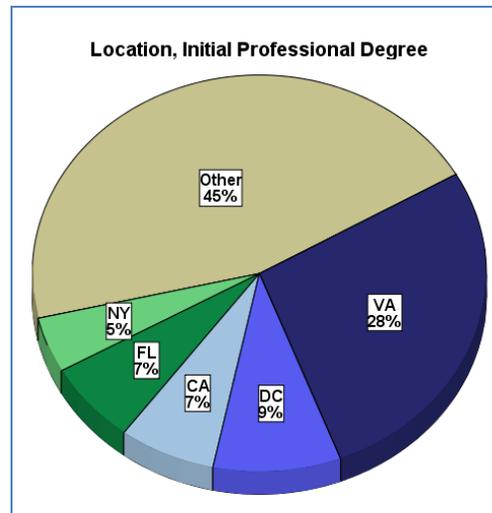
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Less than one in five LCPs grew up in self-described rural areas, and only 4% currently work in non-Metro counties. In addition, only 6% of LCPs who grew up in rural areas work in non-Metro counties.

Just over one-third of Virginia's LCPs have a background in the state, including nearly one in ten who received both their high school and initial professional degrees in Virginia.



Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	431	Virginia	623
2	New York	272	Washington, D.C.	206
3	Pennsylvania	180	California	156
4	Maryland	160	Florida	151
5	New Jersey	126	New York	103
6	California	78	Ohio	87
7	Ohio	75	Illinois	86
8	Florida	72	Pennsylvania	72
9	Outside U.S./Canada	70	Texas	71
10	Illinois	69	Georgia	53

Outside of Virginia, many LCPs received their high school education in New York, Pennsylvania and Maryland. Washington, D.C., California and Florida were the most likely locations outside of Virginia for LCPs to receive their initial professional degree.

Source: Va. Healthcare Workforce Data Center

One-fifth of LCPs who have been licensed in the past five years received their high school education in Virginia, and one-third received their initial professional degree in the state. Outside of Virginia, New York, Maryland and Washington, D.C. are the largest contributors to the state's LCP workforce.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	129	Virginia	201
2	New York	68	Washington, D.C.	54
3	Maryland	54	California	49
4	Pennsylvania	41	Texas	33
5	California	30	Florida	33
6	Outside U.S./Canada	25	New York	27
7	North Carolina	23	Pennsylvania	23
8	Ohio	23	Ohio	22
9	New Jersey	22	Minnesota	12
10	Florida	14	Illinois	11

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of Virginia's licensees did not participate in Virginia's LCP workforce during the survey timeframe. Nearly 90% of these licensees worked at some point in the past year, including 83% who worked as an LCP. More than one-quarter worked for the federal government, including 11% who worked for the military.

At a Glance:

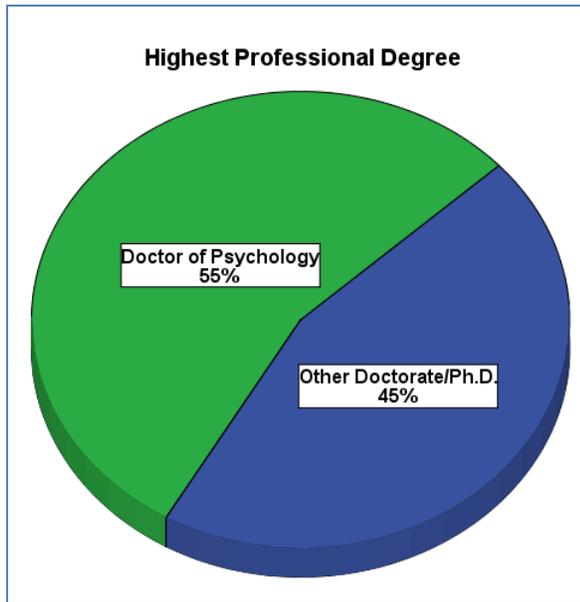
Not in VA Workforce

Total:	695
% of Licensees:	23%
Federal/Military:	26%
Va Border State/DC:	31%

A Closer Look:

Highest Degree		
Degree	#	%
Doctor of Psychology	1,238	55%
Other Doctorate/Ph.D.	1,018	45%
Total	2,256	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

All LCPs hold a doctorate as their highest professional degree. One-third of all LCPs carry education debt, including nearly three-quarters of those under the age of 40. The median debt burden for these LCPs is between \$80,000 and \$90,000.

At a Glance:

Education
 Doctor of Psychology: 55%
 Other Doctorate/Ph.D.: 45%

Educational Debt
 Carry debt: 34%
 Under age 40 w/ debt: 74%
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,349	67%	121	26%
\$10,000 or less	52	3%	13	3%
\$10,001-\$20,000	57	3%	27	6%
\$20,001-\$30,000	32	2%	13	3%
\$30,001-\$40,000	45	2%	11	2%
\$40,001-\$50,000	44	2%	18	4%
\$50,001-\$60,000	42	2%	21	4%
\$60,001-\$70,000	29	1%	14	3%
\$70,001-\$80,000	35	2%	20	4%
\$80,001-\$90,000	42	2%	27	6%
\$90,001-\$100,000	30	1%	16	3%
\$100,001-\$110,000	43	2%	22	5%
\$110,001-\$120,000	35	2%	19	4%
\$120,001-\$130,000	27	1%	16	3%
\$130,001-\$140,000	23	1%	16	3%
\$140,001-\$150,000	22	1%	19	4%
More than \$150,000	119	6%	75	16%
Total	2,026	100%	468	100%

At a Glance:

Primary Specialty

Mental Health:	34%
General Practice:	17%
Child	16%

Secondary Specialty

General Practice:	18%
Child	12%
Mental Health	10%

More than one-third of all LCPs had a primary specialty in mental health, while another one-third had a primary specialty in either general practice or children. These three areas also represent the top secondary specialties among Virginia's LCPs.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Mental Health	763	34%	203	10%
General Practice (Non-Specialty)	390	17%	355	18%
Child	354	16%	225	12%
Forensic	141	6%	121	6%
Behavioral Disorders	93	4%	179	9%
Health/Medical	66	3%	98	5%
Family	53	2%	157	8%
School/Educational	44	2%	89	5%
Rehabilitation	26	1%	31	2%
Marriage	24	1%	113	6%
Neurology	20	1%	18	1%
Gerontologic	19	1%	21	1%
Substance Abuse	15	1%	50	3%
Sex Offender Treatment	13	1%	34	2%
Experimental/Research	9	0%	23	1%
Industrial/Organizational	7	0%	10	1%
Vocational/Work Environment	4	0%	11	1%
Human Factors	4	0%	0	0%
Public Health	2	0%	5	0%
Social	1	0%	5	0%
Other Specialty Area	193	9%	191	10%
Total	2,241	100%	1,938	100%

At a Glance:

Employment

Employed in Profession: 95%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 53%
2 or More Positions: 27%

Weekly Hours:

40 to 49: 39%
60 or more: 8%
Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	6	0%
Employed in a behavioral sciences-related capacity	2,155	95%
Employed, NOT in a behavioral sciences-related capacity	55	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	0	0%
Voluntarily unemployed	35	2%
Retired	24	1%
Total	2,275	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	59	3%
One Part-Time Position	400	18%
Two Part-Time Positions	163	7%
One Full-Time Position	1,176	53%
One Full-Time Position & One Part-Time Position	372	17%
Two Full-Time Positions	9	0%
More than Two Positions	56	3%
Total	2,235	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	59	3%
1 to 9 hours	82	4%
10 to 19 hours	144	6%
20 to 29 hours	233	10%
30 to 39 hours	284	13%
40 to 49 hours	865	39%
50 to 59 hours	388	17%
60 to 69 hours	144	6%
70 to 79 hours	26	1%
80 or more hours	9	0%
Total	2,234	100%

Source: Va. Healthcare Workforce Data Center

95% of LCPs were employed in their profession. More than half of LCPs held one full-time job, while more than one-quarter held multiple jobs. More than half of all LCPs worked between 30 and 50 hours per week, while only 8% worked more than 60 hours per week.

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	19	1%
\$20,000 or less	113	6%
\$20,001-\$30,000	88	5%
\$30,001-\$40,000	85	5%
\$40,001-\$50,000	109	6%
\$50,001-\$60,000	160	9%
\$60,001-\$70,000	194	11%
\$70,001-\$80,000	216	12%
\$80,001-\$90,000	226	12%
More than \$90,000	622	34%
Total	1,834	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
 Median Income: \$75k-\$80k
 Middle 50%: \$50k-\$95k

Benefits
 Employer Health Insurance: 40%
 Employer Retirement: 39%

Satisfaction
 Satisfied: 96%
 Very Satisfied: 73%

Employer-Sponsored Benefits		
Benefit	#	%
Signing/Retention Bonus	51	2%
Dental Insurance	729	34%
Health Insurance	867	40%
Paid Leave	801	37%
Group Life Insurance	605	28%
Retirement	837	39%
Receive at least one benefit	1,019	47%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for LCPs is between \$75,000 and \$80,000 per year, while one-third of LCPs earned more than \$90,000 per year. In addition, nearly half of all LCPs received at least one employer-sponsored benefit at their place of work.

More than nine in ten LCPs are satisfied with their job, including nearly three-quarters who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	1,608	73%
Somewhat Satisfied	497	23%
Somewhat Dissatisfied	81	4%
Very Dissatisfied	12	1%
Total	2,197	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	18	1%
Experience Voluntary Unemployment?	102	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	52	2%
Work two or more positions at the same time?	660	28%
Switch employers or practices?	128	6%
Experienced at least 1	825	35%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s LCPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2012.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	37	2%	21	3%
Less than 6 Months	60	3%	67	10%
6 Months to 1 Year	141	6%	46	7%
1 to 2 Years	310	14%	120	18%
3 to 5 Years	423	19%	135	20%
6 to 10 Years	406	19%	110	17%
More than 10 Years	808	37%	163	25%
Subtotal	2,185	100%	662	100%
Did not have location	34		1,636	
Item Missing	106		27	
Total	2,326		2,326	

Source: Va. Healthcare Workforce Data Center

57% of LCPs received either a salary or an hourly wage at their primary work site. In addition, nearly 30% earned income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 14%
Over 2 years: 75%
Over 2 yrs, 2nd location: 62%

Employment Type

Salary or Wage: 57%
Business/Practice Income: 29%

Source: Va. Healthcare Workforce Data Center

Three-quarters of LCPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	919	48%
Hourly Wage	157	8%
By Contract	264	14%
Business/ Practice Income	543	29%
Unpaid	14	1%
Subtotal	1,897	100%
Did not have location	34	
Item Missing	394	

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 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	80%
Lowest Region:	0%

Locations

2 or more	
(Survey Timeframe):	30%
2 or more (Now*):	30%

Source: Va. Healthcare Workforce Data Center

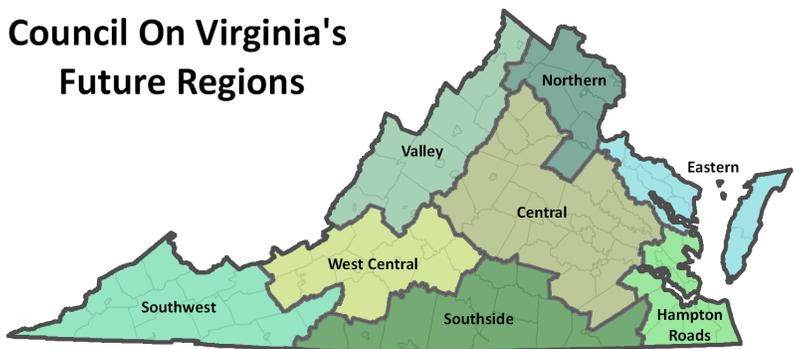
Four out of five LCPs worked in Northern Virginia, Hampton Roads or Central Virginia. Meanwhile, only 3% of LCPs worked in Southwest Virginia, Southside Virginia or Eastern Virginia combined.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	526	24%	148	22%
Eastern	9	0%	1	0%
Hampton Roads	344	16%	106	16%
Northern	887	40%	235	35%
Southside	30	1%	6	1%
Southwest	23	1%	16	2%
Valley	125	6%	35	5%
West Central	178	8%	47	7%
Virginia Border State/DC	45	2%	54	8%
Other US State	27	1%	33	5%
Outside of the US	0	0%	0	0%
Total	2,194	100%	681	100%
Item Missing	98		8	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly 70% of all LCPs had just one work location during the survey timeframe. Only 15% of LCPs had at least three primary work locations.

Locations	Number of Work Locations			
	Work Locations (Survey Period)		Work Locations Now*	
	#	%	#	%
0	33	1%	52	2%
1	1,605	69%	1,502	68%
2	328	14%	334	15%
3	301	13%	277	13%
4	25	1%	16	1%
5	9	0%	6	0%
6 or More	25	1%	22	1%
Total	2,326	100%	2,208	100%

*At the time of survey completion, June 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,199	58%	436	68%
Non-Profit	239	11%	72	11%
State/Local Government	419	20%	107	17%
Veterans Administration	94	5%	6	1%
U.S. Military	86	4%	13	2%
Other Federal Government	48	2%	9	1%
Total	2,085	100%	643	100%
Did not have location	34		1,636	
Item Missing	208		46	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit: 58%

Federal: 11%

Top Establishments

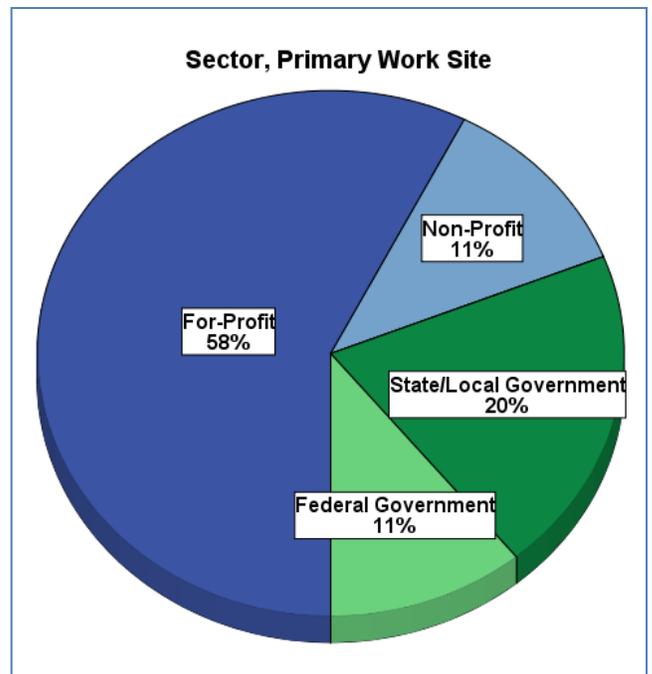
Solo or Group Practice: 47%

Academic/School: 15%

Mental Health Facilities (Inpatient or Outpatient): 12%

Source: Va. Healthcare Workforce Data Center

Nearly 70% of LCPs worked in the private sector, including 58% in for-profit establishments. One in five LCPs worked for the state government, while more than one in ten worked for the federal government.



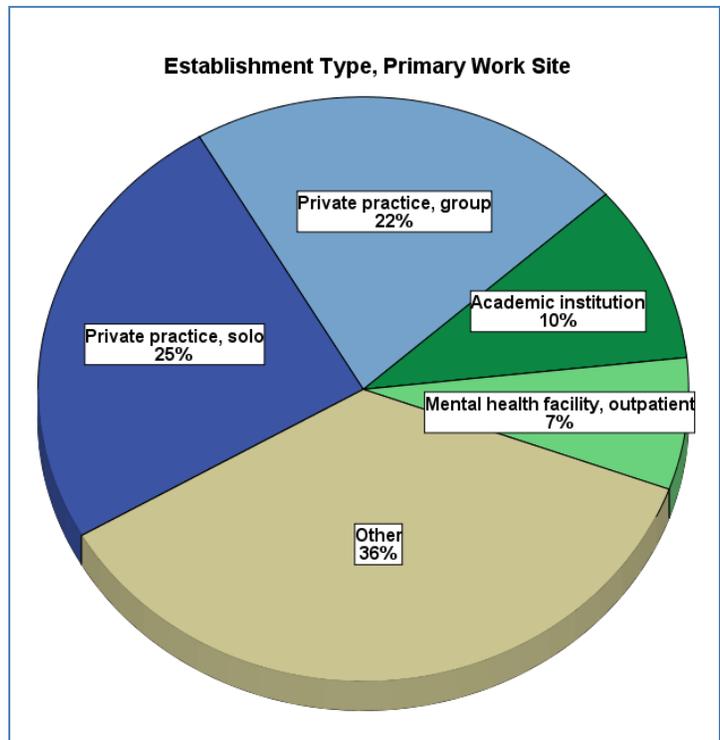
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice (Solo)	497	25%	184	29%
Private Practice (Group)	434	22%	125	20%
Academic Institution	197	10%	84	13%
Mental Health Facility (Outpatient)	145	7%	26	4%
Hospital (General)	120	6%	8	1%
School	111	6%	10	2%
Mental Health Facility (Inpatient)	102	5%	20	3%
Community Services Board	60	3%	21	3%
Community-Based Clinic/Health Center	53	3%	31	5%
Corrections/Jail	43	2%	4	1%
Rehabilitation Facility	31	2%	17	3%
Administrative/Regulatory	28	1%	16	3%
Physician Office	19	1%	5	1%
Long-Term Care Facility/Nursing Home	17	1%	11	2%
Home Health Care	4	0%	3	0%
Other Practice Setting	134	7%	62	10%
Total	1,995	100%	627	100%
Does not have location	34		1,636	

Nearly half of all LCPs worked in either a solo or group practice at their primary work location. Academic institutions/schools and mental health facilities were also common establishment types for LCPs at their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those LCPs who also had a secondary work location, approximately half were in private practice. Another 13% worked at academic institutions, while 7% worked for mental health facilities.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Education:	1%-9%
Research:	1%-9%
Supervisory:	1%-9%

Roles

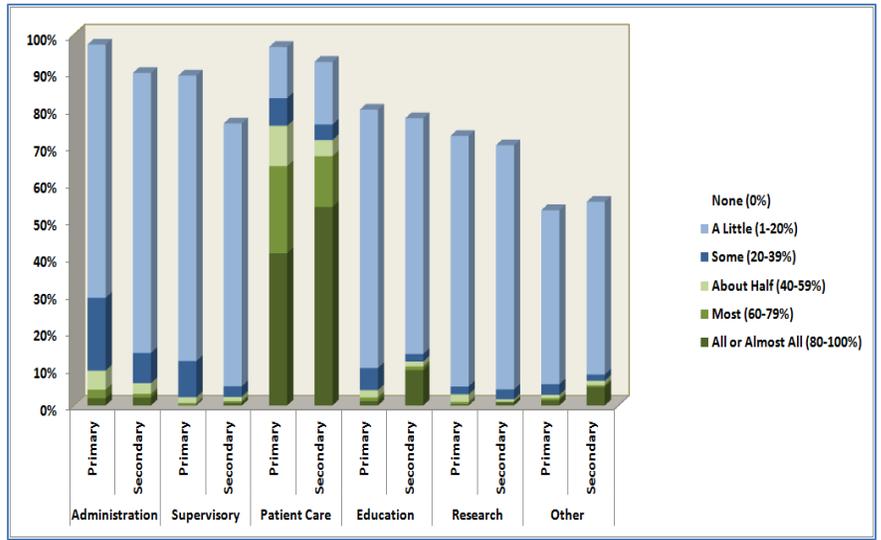
Patient Care:	64%
Administrative:	4%
Education:	2%
Research:	1%
Supervisory:	1%

Admin. Time

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

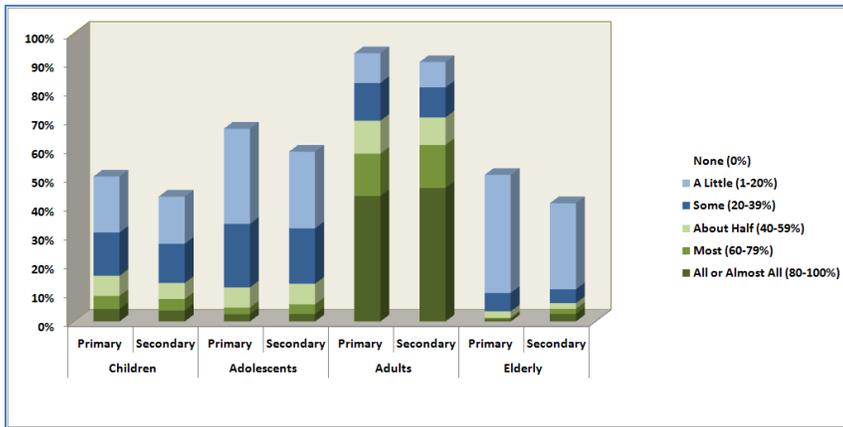


Source: Va. Healthcare Workforce Data Center

A typical LCP spends approximately three-quarters of her time on patient care activities. Nearly two-thirds of LCPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation													
Time Spent	Patient Care		Supervisory		Admin.		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%)	41%	53%	0%	1%	2%	2%	1%	10%	0%	1%	1%	5%	
Most (60-79%)	23%	14%	1%	1%	2%	1%	1%	1%	1%	0%	1%	1%	
About Half (40-59%)	11%	4%	2%	1%	5%	3%	2%	1%	2%	1%	1%	1%	
Some (20-39%)	7%	4%	10%	3%	20%	8%	6%	2%	2%	3%	3%	2%	
A Little (1-20%)	14%	17%	77%	71%	68%	75%	70%	63%	68%	66%	47%	47%	
None (0%)	3%	7%	11%	24%	3%	10%	20%	23%	27%	30%	47%	45%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Patient Allocation

Children: 1%-9%
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

Roles

Children: 9%
 Adolescents: 5%
 Adults: 58%
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of the typical LCP's patients are adults. In addition, 58% of LCPs had a primary work location where at least 60% of their patients were 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
All or Almost All (80-100%)	4%	4%	2%	3%	44%	46%	1%	3%
Most (60-79%)	5%	4%	2%	3%	15%	15%	0%	2%
About Half (40-59%)	7%	6%	7%	7%	11%	10%	2%	2%
Some (20-39%)	15%	14%	22%	19%	13%	10%	6%	5%
A Little (1-20%)	19%	16%	33%	27%	10%	9%	41%	30%
None (0%)	50%	56%	33%	41%	7%	10%	49%	59%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
Under age 50	4	0%	-	-
50 to 54	8	0%	0	0%
55 to 59	71	4%	15	1%
60 to 64	231	12%	95	9%
65 to 69	654	33%	308	29%
70 to 74	485	25%	318	29%
75 to 79	173	9%	126	12%
80 or over	72	4%	47	4%
I do not intend to retire	255	13%	171	16%
Total	1,953	100%	1,080	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 16%

Under 60: 4%

LCPs 50 and over

Under 65: 10%

Under 60: 1%

Time until Retirement

Within 2 years: 5%

Within 10 years: 24%

Half the workforce: by 2038

Source: Va. Healthcare Workforce Data Center

Only 12% of LCPs expect to retire between the ages of 60 and 64, while nearly half expect to retire at some point in their 60s. Among LCPs who are over the age of 50, only one in ten expects to retire by age 65, while nearly 60% expect to retire at some point in their 60s. Nearly 60% of LCPs who are age 50 and over expect to work through at least age 70, including 16% who do not intend to retire at all.

Within the next two years, only 4% of Virginia's LCPs plan on leaving either the profession or the state. Meanwhile, 16% of LCPs plan on increasing patient care hours, and nearly one in ten plans on increasing the number of teaching hours over the next two years.

Future Plans

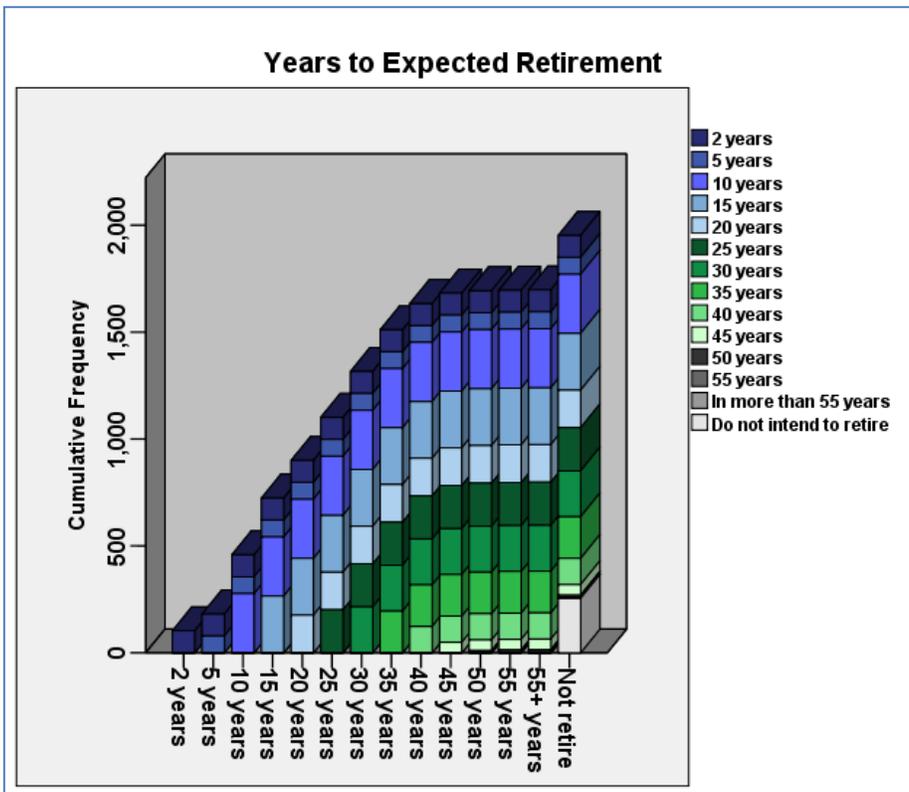
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	18	1%
Leave Virginia	66	3%
Decrease Patient Care Hours	248	11%
Decrease Teaching Hours	40	2%
Increase Participation		
Increase Patient Care Hours	368	16%
Increase Teaching Hours	193	8%
Pursue Additional Education	141	6%
Return to Virginia's Workforce	3	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Fewer than one out of ten LCPs expect to retire in the next five years, while nearly one in four expect to retire in the next 10 years. More than half of the current LCP workforce expects to retire by 2038.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	103	5%	5%
5 years	79	4%	9%
10 years	277	14%	24%
15 years	265	14%	37%
20 years	176	9%	46%
25 years	201	10%	56%
30 years	215	11%	67%
35 years	195	10%	77%
40 years	123	6%	84%
45 years	49	3%	86%
50 years	11	1%	87%
55 years	3	0%	87%
In more than 55 years	1	0%	87%
Do not intend to retire	255	13%	100%
Total	1,952	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2023. Retirements will peak at 14% of the current workforce around 2023-2028 before declining to under 10% again around 2053. In total, nearly half of the current workforce expects to retire between 2023 and 2038.

At a Glance:

FTEs

Total: 2,106
Average: 0.92

Age & Gender Effect

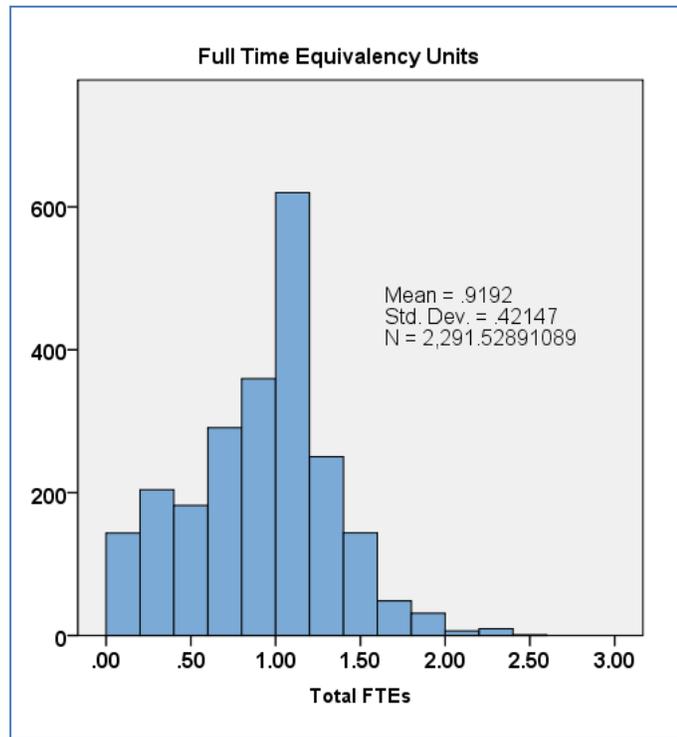
Age, Partial Eta²: .017
Gender, Partial Eta²: .019

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

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

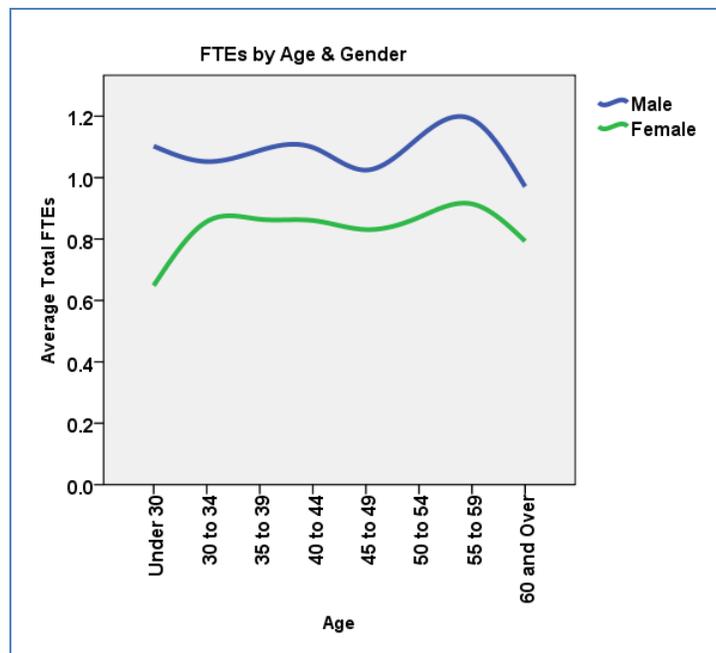


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.96 FTEs, or approximately 37 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

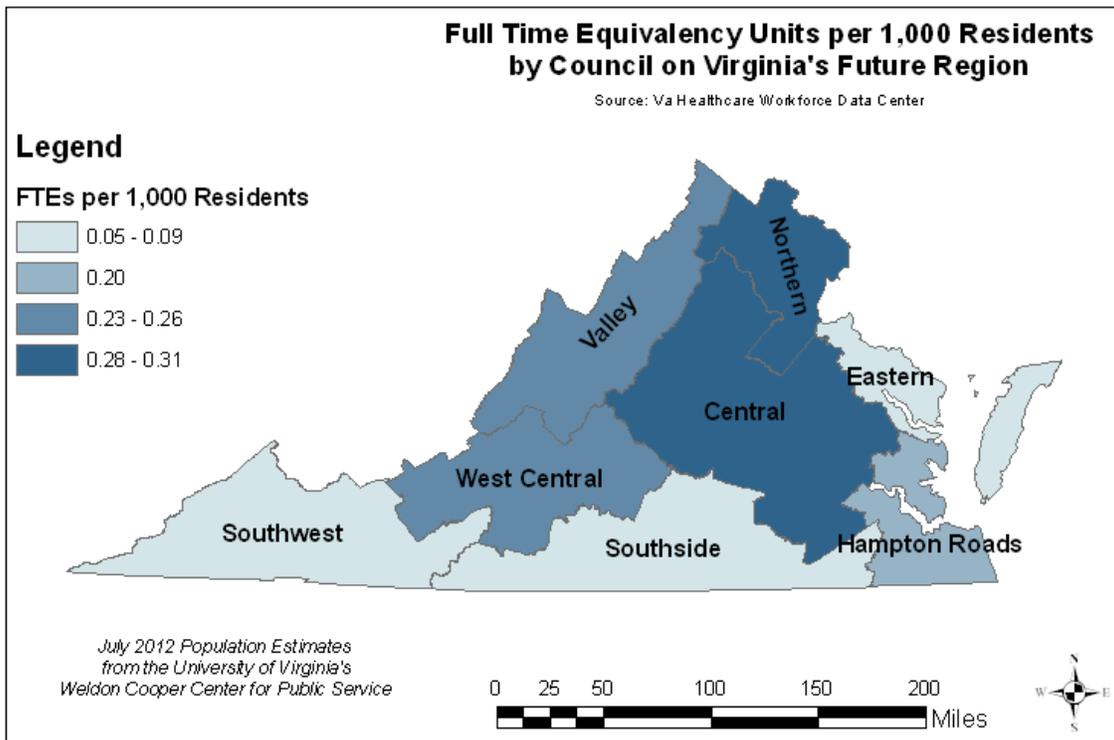
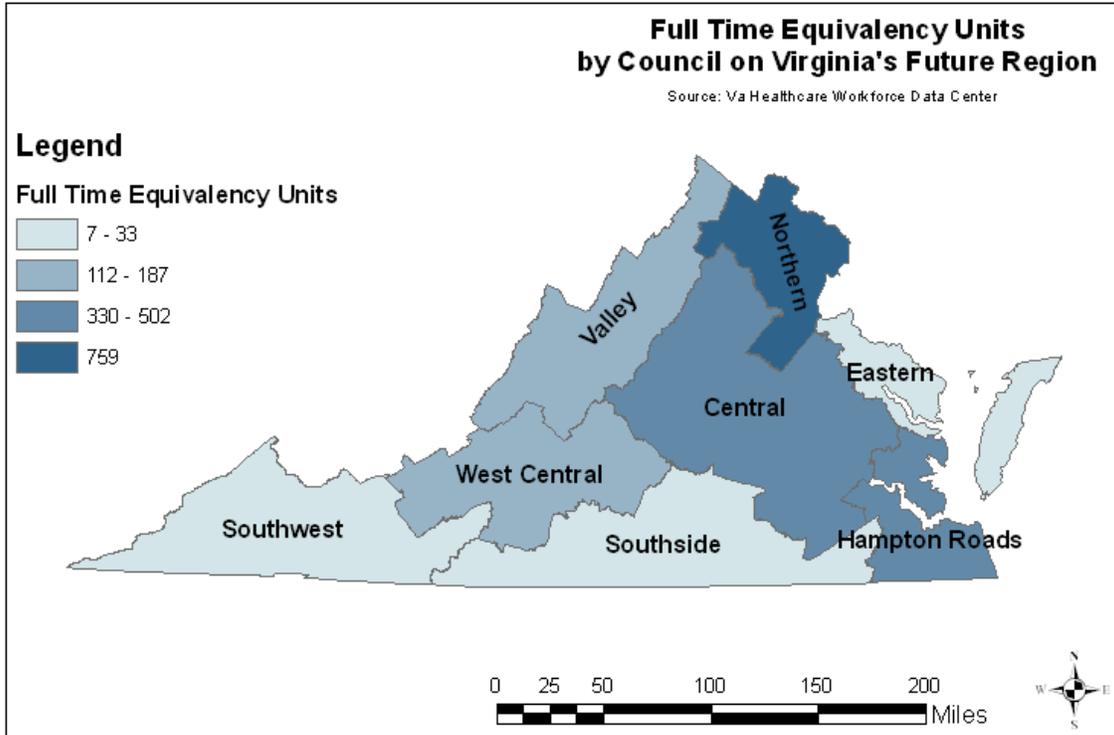
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.68	0.58
30 to 34	0.89	0.90
35 to 39	0.91	0.95
40 to 44	0.92	1.00
45 to 49	0.89	0.90
50 to 54	0.95	1.03
55 to 59	1.05	1.08
60 and Over	0.90	0.92
Gender		
Male	1.04	1.10
Female	0.84	0.88

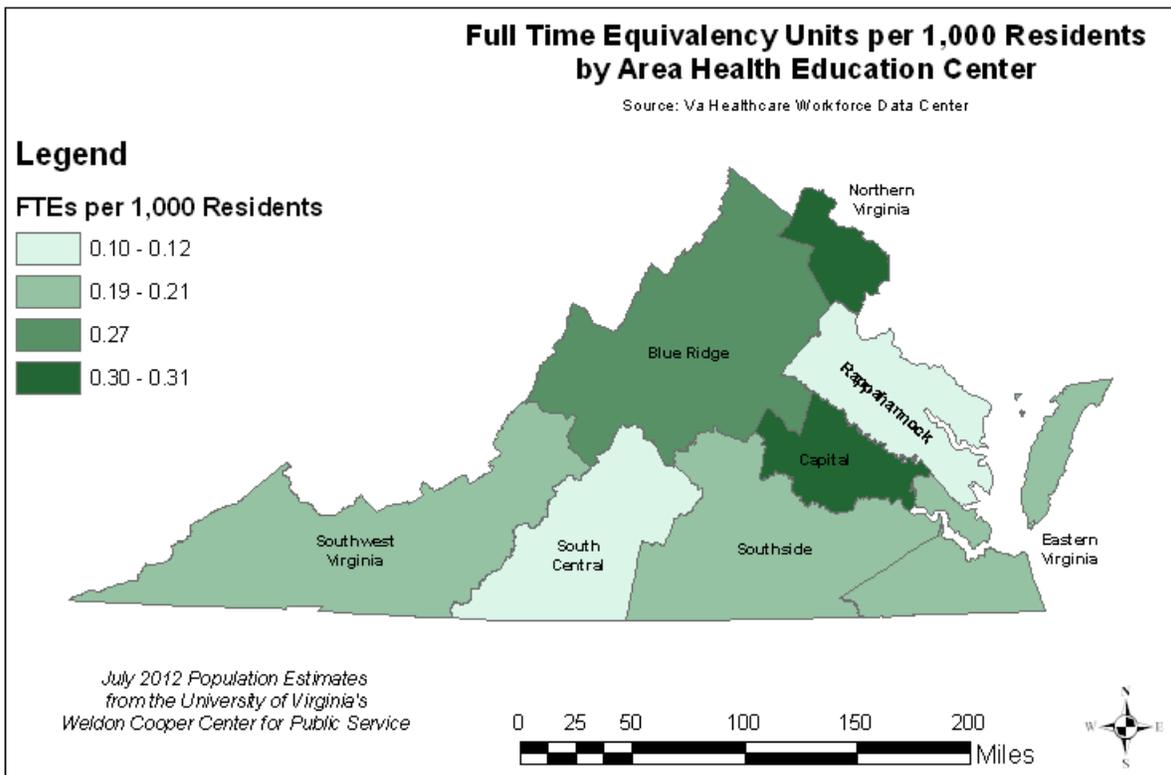
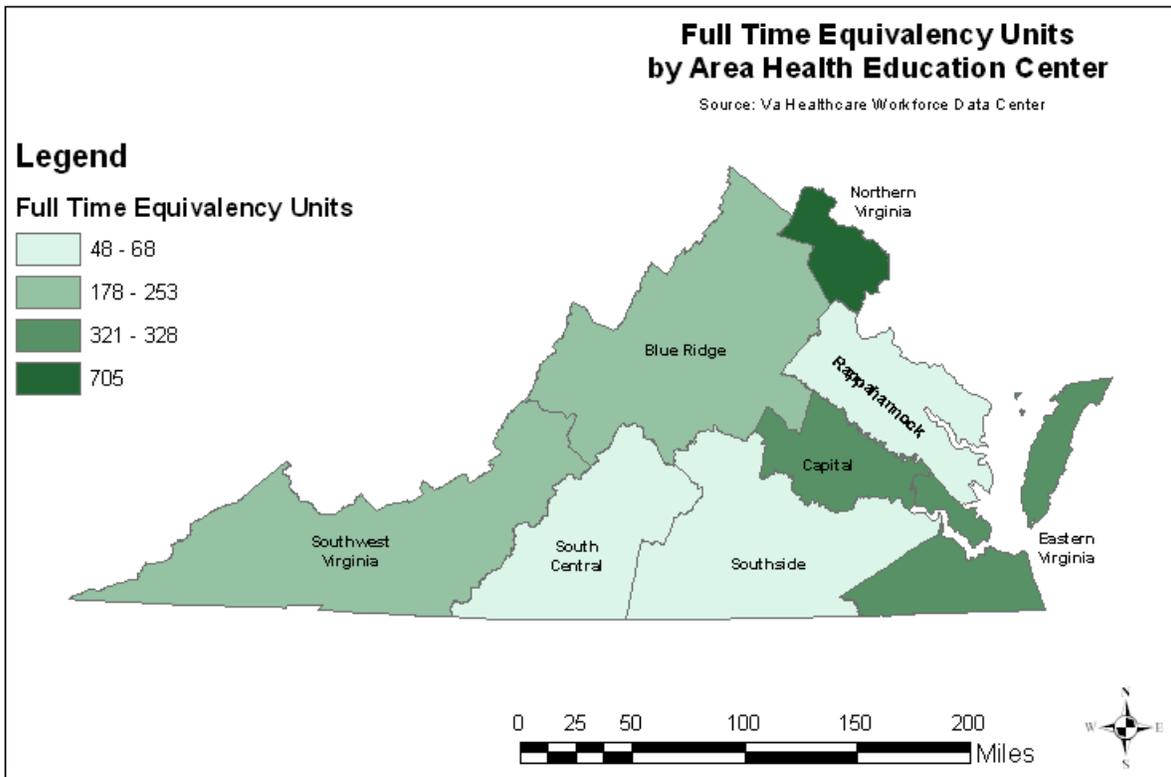
Source: Va. Healthcare Workforce Data Center

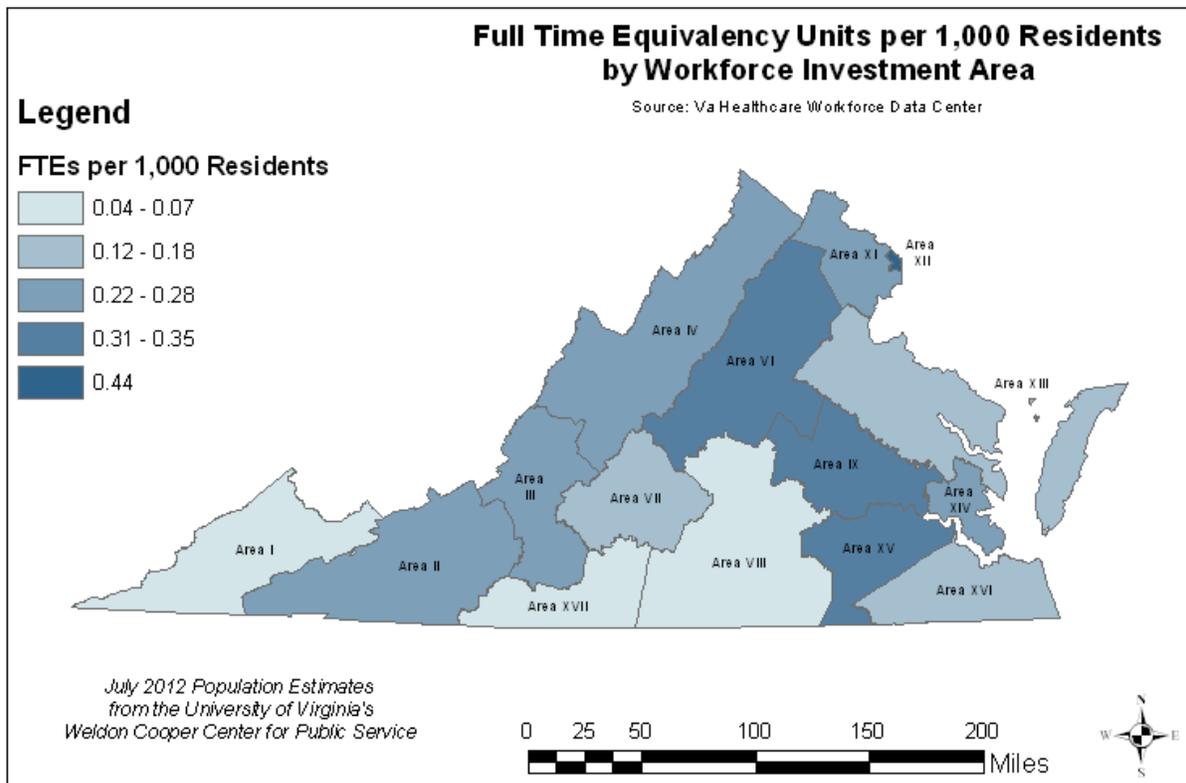
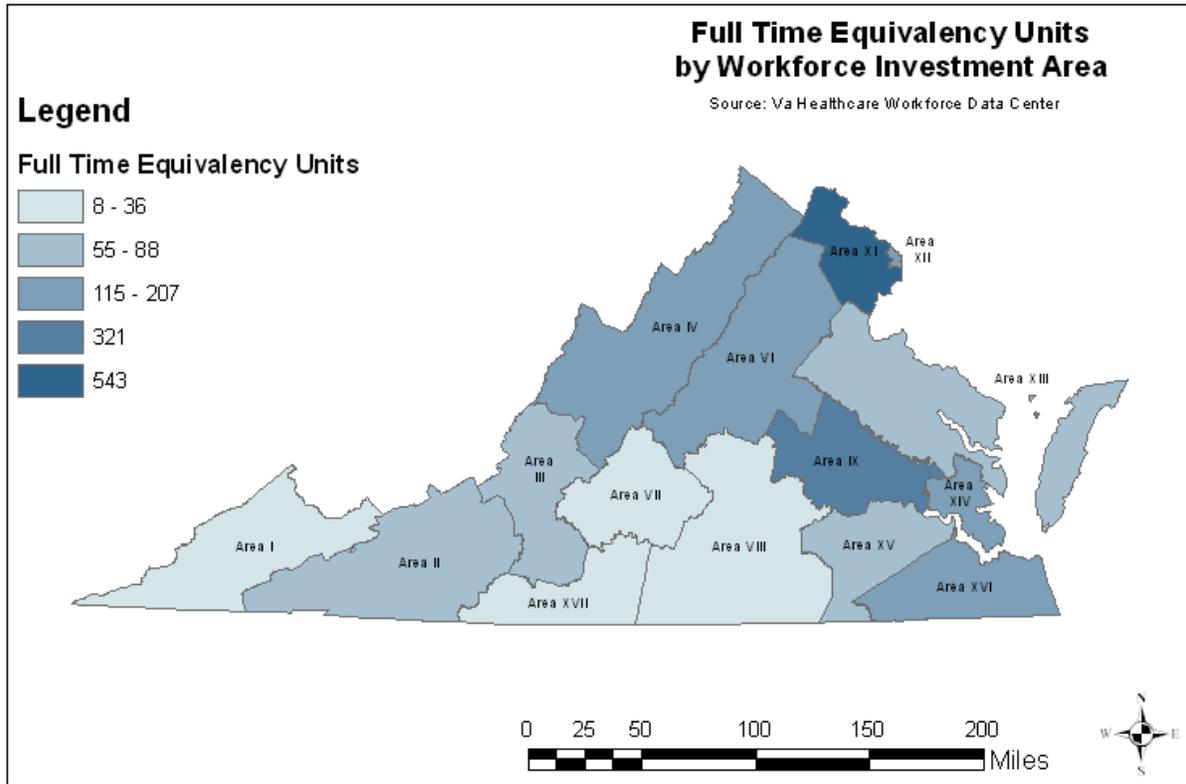


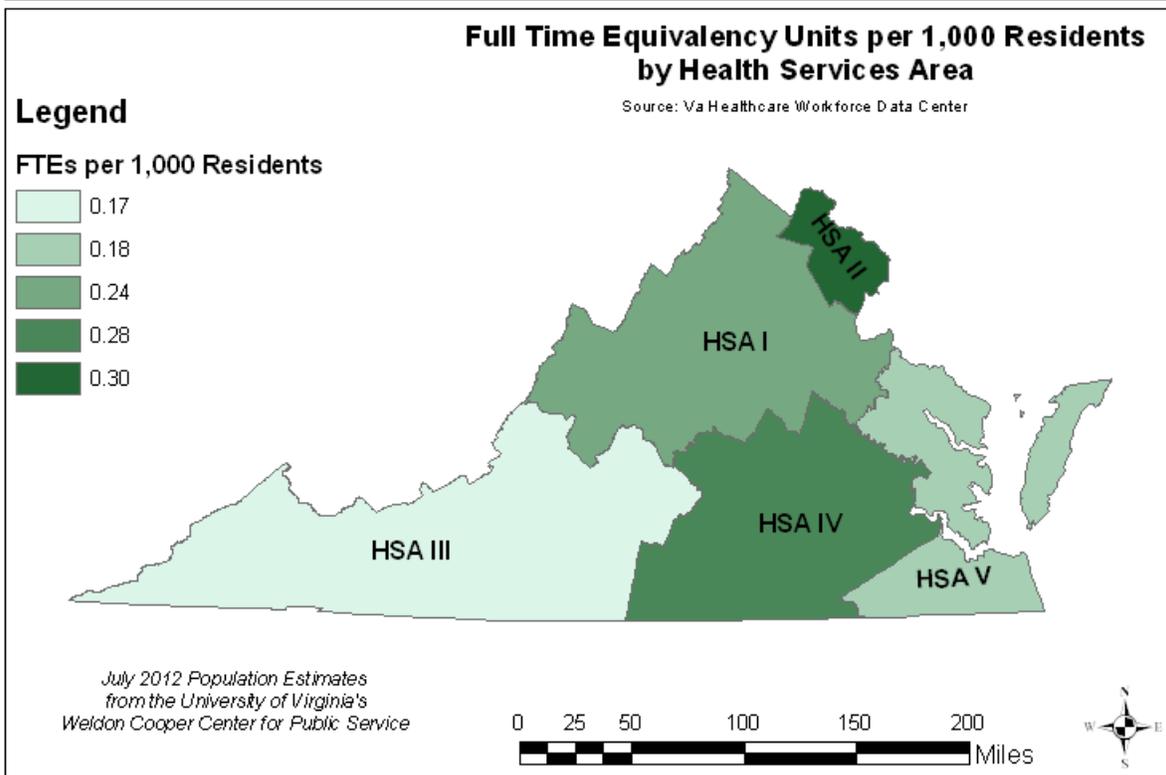
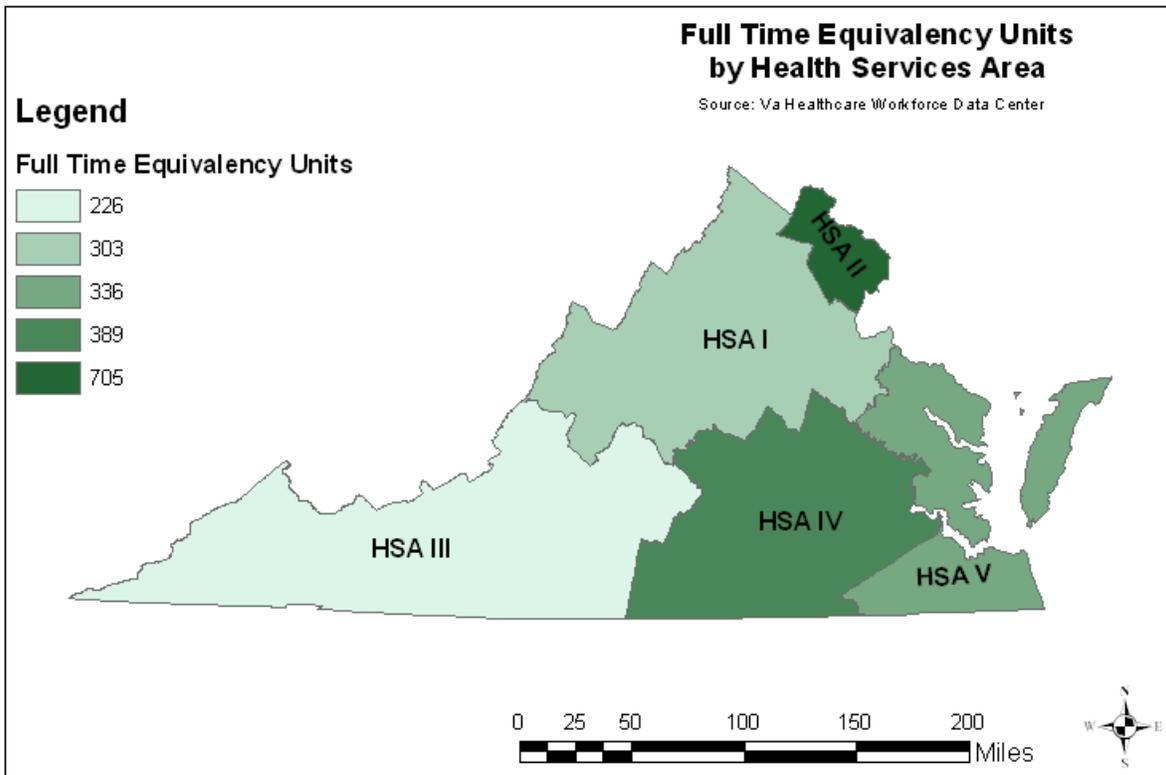
Source: Va. Healthcare Workforce Data Center

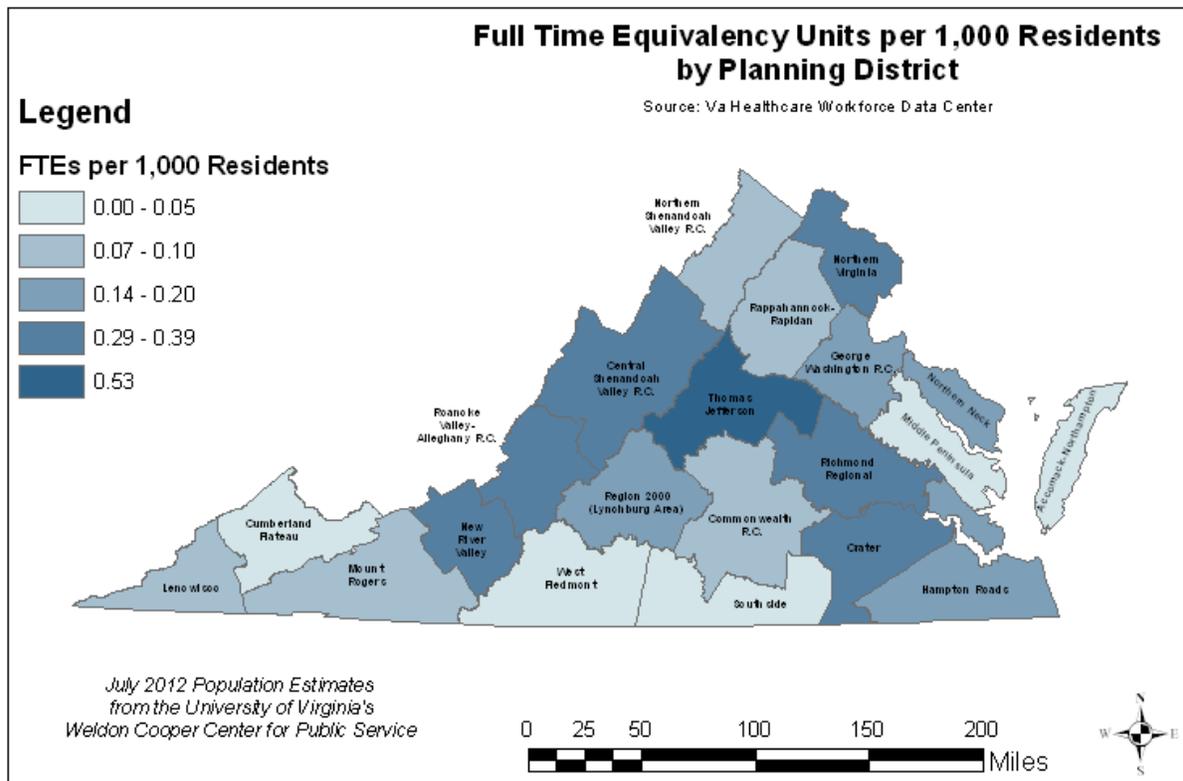
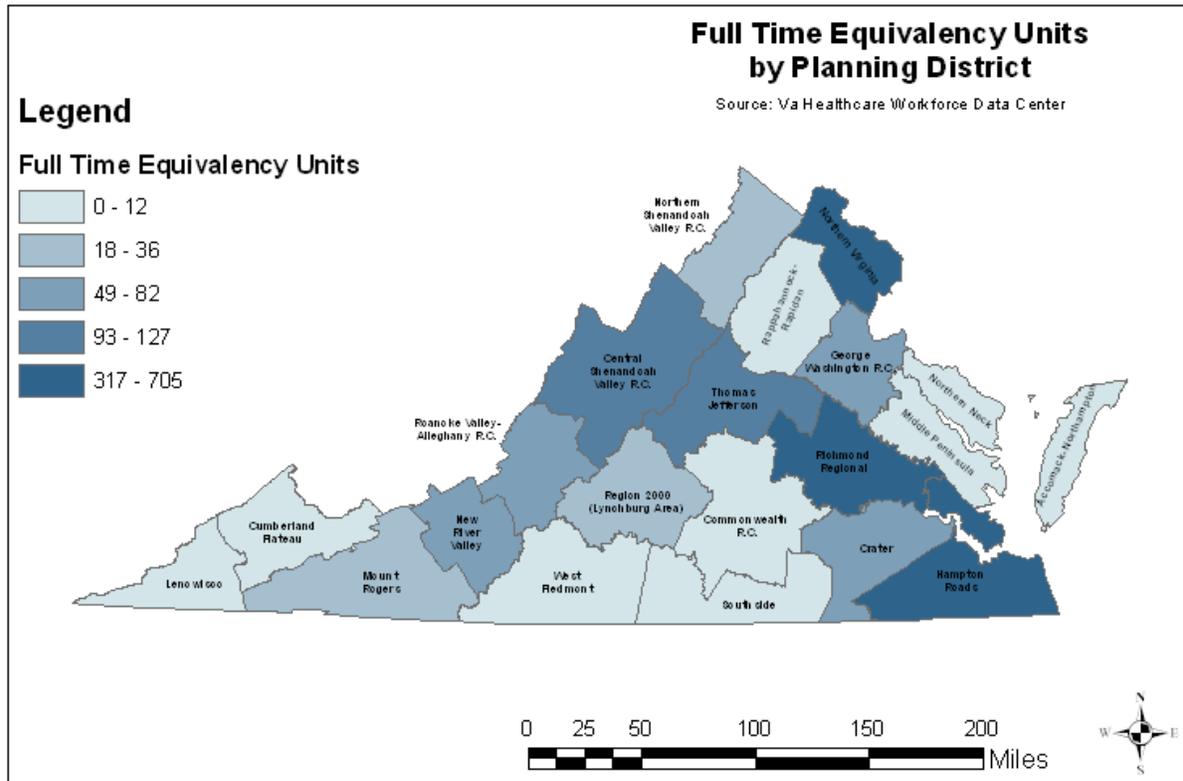
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,717	77.98%	1.2823	1.21412	1.860657
Metro, 250,000 to 1 million	123	86.99%	1.149533	1.088411	1.249957
Metro, 250,000 or less	348	70.40%	1.420408	1.344884	2.061056
Urban pop 20,000+, Metro adj	10	60.00%	1.666667	1.59868	1.688625
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	45	60.00%	1.666667	1.578049	1.812269
Urban pop, 2,500-19,999, nonadj	12	83.33%	1.2	1.15105	1.304833
Rural, Metro adj	23	73.91%	1.352941	1.281005	1.471136
Rural, nonadj	6	100.0%	1	0.959208	1.087361
Virginia border state/DC	418	70.57%	1.416949	1.341609	1.540735
Other US State	300	62.33%	1.604278	1.518978	1.74443

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	37	51.35%	1.947368	1.860657	2.061056
30 to 34	251	68.53%	1.459302	1.087361	1.812269
35 to 39	369	75.88%	1.317857	0.981967	1.636612
40 to 44	399	78.70%	1.270701	1.088411	1.578049
45 to 49	300	73.00%	1.369863	1.173348	1.701196
50 to 54	276	76.81%	1.301887	1.115124	1.616778
55 to 59	345	77.68%	1.287313	0.959208	1.59868
60 and Over	1,047	73.54%	1.35974	1.013175	1.688625

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:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight.}$

Overall Response Rate: 0.745124

