
Virginia's Licensed Clinical Social Worker Workforce: 2017

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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5,745 Licensed Clinical Social Workers 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 Social Work express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Clinical Social Worker Workforce: At a Glance:

The Workforce

Licensees:	6,569
Virginia's Workforce:	5,465
FTEs:	4,587

Background

Rural Childhood:	22%
HS Degree in VA:	44%
Prof. Degree in VA:	52%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	55%
Satisfied?:	96%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	95%

Education

Masters:	96%
Doctorate:	4%

Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	71%

Demographics

Female:	85%
Diversity Index:	31%
Median Age:	53

Finances

Median Income:	\$60k-\$70k
Health Benefits:	65%
Under 40 w/ Ed debt:	67%

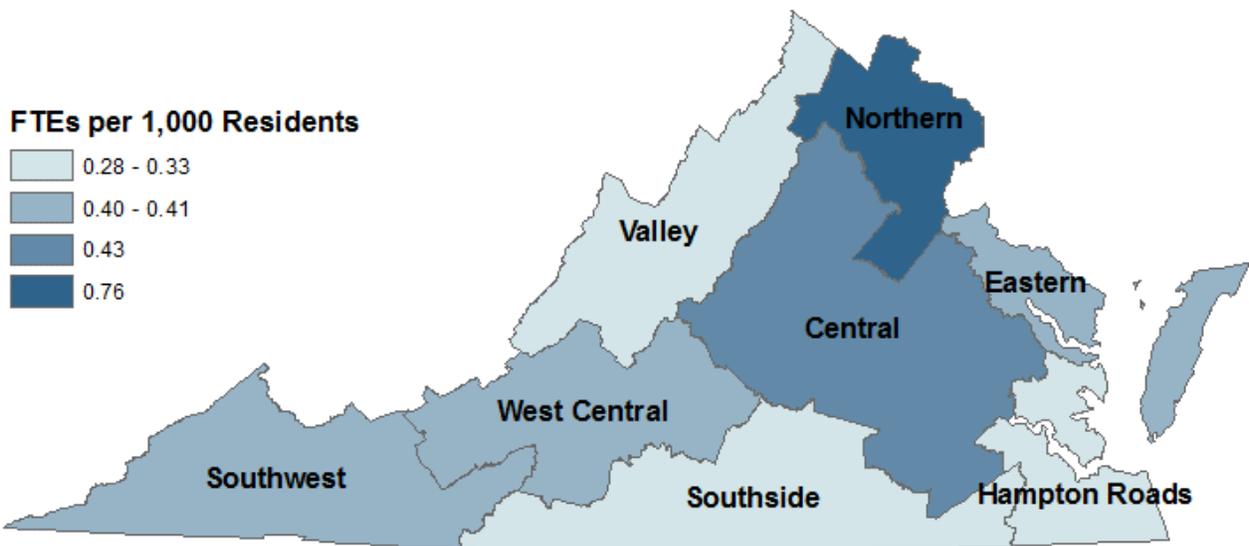
Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	63%

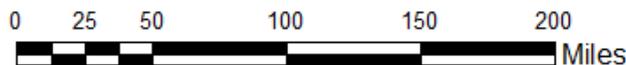
Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Work force Data Center



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



5,745 Licensed Clinical Social Workers (LCSWs) voluntarily took part in the 2017 Licensed Clinical Social Worker Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which now takes place every June for LCSWs; renewal previously occurred in June on odd-numbered years. These survey respondents represent 87% of the 6,569 LCSWs who are licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 5,465 LCSWs 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 LCSW at some point in the future. Between July 2016 and June 2017, Virginia's LCSW workforce provided 4,587 "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).

85% of all LCSWs are female, including 91% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 31% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LCSWs who are under the age of 40, this value increased to 42%. However, this is still less diverse than Virginia's population, which has a diversity index of 56%.

Nearly one-quarter of all LCSWs grew up in a rural area of Virginia, but only 14% of these professionals currently work in non-Metro areas of the state. Overall, just 5% of Virginia's LCSWs work in rural areas of the state. With respect to education, 44% of all LCSWs graduated from high school in Virginia, while 52% received their initial professional degree in the state.

Nearly all LCSWs have a Master's degree as their highest professional degree, while most of the remaining LCSWs have gone on to earn a doctoral degree. 55% of all LCSWs have a primary specialty in mental health, while another 9% specialize in issues related to children. 32% of all LCSWs currently carry educational debt, including 67% of those under the age of 40. The median debt burden for those LCSWs with educational debt is between \$40,000 and \$50,000.

90% of LCSWs are currently employed in the profession. 55% currently hold one full-time position, while another 20% hold multiple positions. 71% of all LCSWs have been at their primary work location for more than two years, while 6% of the workforce has switched jobs in the past 12 months. In addition, 2% of LCSWs have been underemployed at some point in the past year, while 1% have experienced involuntary unemployment.

The median annual income for LCSWs is between \$60,000 and \$70,000. In addition, 61% of all LCSWs receive at least one employer-sponsored benefit, including 77% of those who work as a wage or salaried employee. 96% of LCSWs indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

Nearly 40% of all LCSWs work in Northern Virginia, while another 28% work in Central Virginia. Two-thirds of all LCSWs work in the private sector, including 47% who work at a for-profit institution. Approximately 30% of all LCSWs work in either a solo or group private practice at their primary work location, while another 14% work at an outpatient mental health facility.

A typical LCSW spends approximately three-quarters of her time treating patients. In addition, 63% also serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, approximately three-quarters of the patients seen by the typical LCSW are adults, and 56% of LCSWs serve an adult patient care role, meaning that at least 60% of their patients were adults.

A quarter of all LCSWs expect to retire by the age of 65. 28% of the current workforce expect to retire in the next ten years, while half the current workforce expect to retire by 2037. Over the next two years, only 2% of LCSWs plan on leaving the state, while just 1% plan on leaving the profession entirely. Meanwhile, 11% of LCSWs plan on increasing patient care activities, and 10% plan on pursuing additional educational opportunities.

Summary of Trends

The licensed clinical social worker (LCSW) workforce has witnessed consistent and significant growth in many areas in the past four years. Both the total number of LCSWs and the number working in Virginia increased by 14% when compared to 2013. The number of licensed LCSW increased from 5,784 to 6,569 between 2013 and 2017. Similarly, the number of LCSW who work in the state increased from 4,969 in 2013 to 5,465 in 2017. This increase has brought about an increase in the full time equivalency units (FTE) provided; FTEs have increased from 4,391 to 4,587 between 2013 and 2017.

The LCSW workforce has also witnessed increasing racial diversity in the past few years. The diversity index increased from 27% in 2013 to 31% in 2017. For LCSWs under age 40, the index increased even more significantly, from 36% to 42% between 2013 and 2017.

Unfortunately, this increasing diversity is not recorded for age and gender. There has been limited changes in age distribution over the years. The median age has hovered between 53 and 54 years in the past four years. The percent under age 40 has increased only slightly, from 18% in 2013 to 20% in 2017. Similarly, the percent over age 55 has declined only slightly, from 46% in 2013 to 44% in 2017. Similarly, LCSWs' location in non-metro areas of the state has barely changed. The percent working in non-metro area increased from 5% in 2013 to 6% in 2015 and then back to 5% in 2017.

There has not been much change with regards to educational attainment and education debt. Most LCSWs have a Master's degree as their higher educational attainment. In 2013, 95% reported their highest educational attainment as a Master's degree and, in 2017, 96% did. The specialty reported by LCSWs has also barely changed; of the top three specialties reported only mental health specialty increased from 54% to 56% between 2013 and 2017. The other two specialties – children and family – were reported by the same proportion, 9% and 6%, respectively, in both 2013 and 2017. The percent reporting education debt increased from 27% in 2013 to 32% in 2017. The percent under 40 with education debt increased from 68% in 2013 to 70% in 2015 and then was back down to 67% in 2017.

The median education debt has, however, increased from \$30,000-\$40,000 in 2013 to \$40,000-\$50,000 since 2015. A higher proportion also hold more in debt as the percent with more than \$90,000 in education debt increased from 2.3% to 6.0% in the period examined. This rising debt has been, thankfully, accompanied by an increase in income in the same period. In 2013, the median income was \$50,000-\$60,000 compared to \$60,000-\$70,000 in 2017. The percent reporting more than \$90,000 in income also increased from 9% in 2013 to 14.6% in 2017.

Labor force participation has changed very little over the years for LCSWs. About 90% of LCSWs are employed in the profession; about 55% hold one full time position whereas about 20% hold multiple positions over the past four years. Involuntary unemployment is below 1% for the LCSW workforce. Job satisfaction too has barely changed. Over the years between 95% and 96% of LCSWs report being satisfied with their current employment.

Close to half of all LCSWs are employed in the private sector consistently over the years. In 2013, 66% were employed in the private sector whereas in 2017, 68% were. The percent employed by state or local governments declined from 25% to 22%. The establishments that LCSWs worked also remain unchanged over the years.

The geographic distribution of LCSWs has barely changed over the past four years. About 80% are located in three areas of the state: Northern and Central Virginia, and Hampton Roads. Northern Virginia has consistently had at least 40% of LCSWs employed in the past years.

The retirement expectations have also barely changed over the past four years for LCSWs. In 2013, 7% planned to retire in 2 years compared to 8% in 2017. Similarly, the percent planning to retire within a decade of the survey year declined only slightly from 29% in 2013 to 28% in 2017. About half of the workforce plan to retire within two decades of both survey years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,886	90%
New Licensees	192	3%
Non-Renewals	491	7%
All Licensees	6,569	100%

Source: Va. Healthcare Workforce Data Center

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

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	54	479	90%
35 to 39	56	636	92%
40 to 44	50	697	93%
45 to 49	76	772	91%
50 to 54	56	680	92%
55 to 59	73	679	90%
60 to 64	97	675	87%
65 and Over	362	1,127	76%
Total	824	5,745	87%
New Licenses			
Issued Since July 2016	26	166	86%
Metro Status			
Non-Metro	35	274	89%
Metro	527	4,578	90%
Not in Virginia	263	893	77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCSWs

Number:	6,569
New:	3%
Not Renewed:	7%

Response Rates

All Licensees:	87%
Renewing Practitioners:	95%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	5,745
Response Rate, all licensees	87%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2017.
- 2. Target Population:** All LCSWs who held a Virginia license at some point between July 2016 and June 2017.
- 3. Survey Population:** The survey was available to LCSWs who renewed their licenses online. It was not available to those who did not renew, including LCSWs newly licensed in 2017.

At a Glance:

Workforce

Virginia's LCSW Workforce: 5,465
 FTEs: 4,587

Utilization Ratios

Licensees in VA Workforce: 83%
 Licensees per FTE: 1.43
 Workers per FTE: 1.19

Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	5,255	96%
Looking for Work in Virginia	210	4%
Virginia's Workforce	5,465	100%
Total FTEs	4,587	
Licensees	6,569	

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	35	8%	405	92%	440	9%
35 to 39	50	9%	486	91%	537	11%
40 to 44	45	8%	517	92%	561	11%
45 to 49	91	14%	561	86%	653	13%
50 to 54	68	13%	466	87%	534	11%
55 to 59	77	14%	467	86%	544	11%
60 to 64	94	17%	469	83%	564	12%
65 +	253	24%	798	76%	1,051	22%
Total	713	15%	4,171	85%	4,884	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCSWs		LCSWs under 40	
	%	#	%	#	%
White	63%	4,020	82%	726	74%
Black	19%	591	12%	171	17%
Asian	6%	76	2%	25	3%
Other Race	0%	32	1%	3	0%
Two or more races	3%	62	1%	19	2%
Hispanic	9%	131	3%	39	4%
Total	100%	4,912	100%	983	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 85%
% Under 40 Female: 91%

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Median Age: 53
% Under 40: 20%
% 55+: 44%

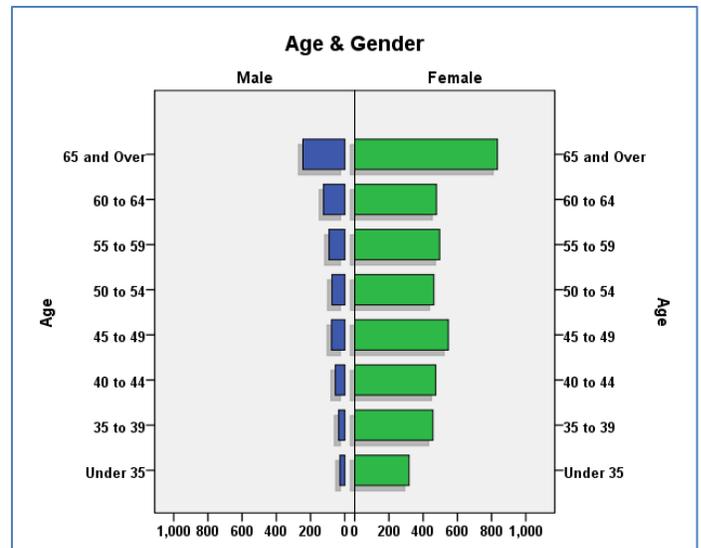
Diversity

Diversity Index: 31%
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCSWs, there is a 31% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

20% of all LCSWs are under the age of 40, and 91% of these professionals are female. In addition, the diversity index among LCSWs who are under the age of 40 is 42%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 22%

Virginia Background

HS in Virginia: 44%
 Prof. Ed. in VA: 52%
 HS or Prof. Ed. in VA: 62%

Location Choice

% Rural to Non-Metro: 14%
 % Urban/Suburban to Non-Metro: 3%

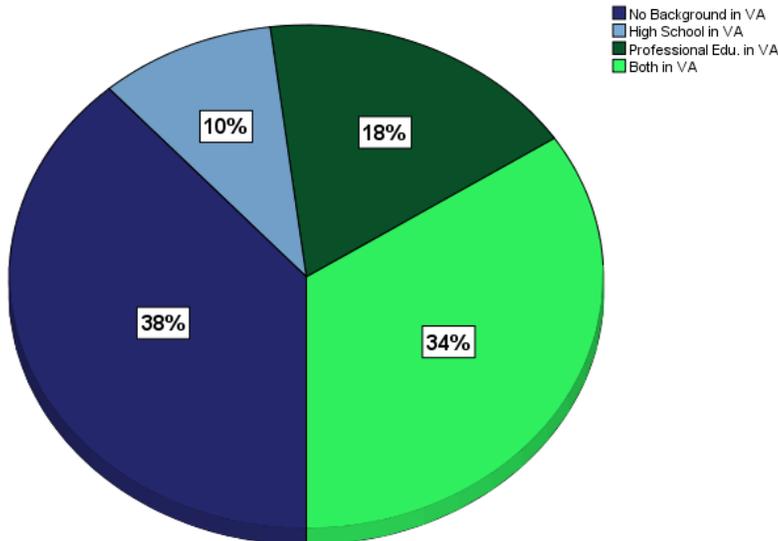
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location:		Rural Status of Childhood Location		
USDA Rural Urban Continuum		Rural	Suburban	Urban
Code	Description			
Metro Counties				
1	Metro, 1 million+	17%	65%	18%
2	Metro, 250,000 to 1 million	45%	43%	12%
3	Metro, 250,000 or less	30%	54%	16%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	35%	44%	21%
6	Urban pop, 2,500-19,999, Metro adj	54%	43%	4%
7	Urban pop, 2,500-19,999, nonadj	85%	10%	4%
8	Rural, Metro adj	45%	42%	12%
9	Rural, nonadj	57%	37%	7%
Overall		22%	61%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

22% of LCSWs grew up in self-described rural areas, and 14% of these professionals currently work in non-Metro counties. Overall, just 5% of all LCSWs in the state currently work in non-Metro counties.

Top Ten States for Licensed Clinical Social Worker Recruitment

Rank	All LCSWs			
	High School	#	Init. Prof Degree	#
1	Virginia	2,148	Virginia	2,541
2	New York	407	Washington, D.C.	436
3	Maryland	282	New York	282
4	Pennsylvania	237	Maryland	233
5	New Jersey	189	Pennsylvania	146
6	North Carolina	150	Massachusetts	134
7	Ohio	103	North Carolina	112
8	Outside U.S./Canada	100	Michigan	93
9	California	95	Illinois	83
10	Massachusetts	88	Florida	83

44% of licensed LCSWs received their high school degree in Virginia, and 52% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	755	Virginia	813
2	New York	121	New York	116
3	Maryland	89	Washington, D.C.	97
4	New Jersey	63	Maryland	73
5	North Carolina	62	Pennsylvania	62
6	Pennsylvania	61	North Carolina	57
7	Outside U.S./Canada	43	Florida	41
8	Florida	32	Illinois	34
9	California	32	Massachusetts	33
10	Michigan	29	California	30

Among LCSWs who received their initial license in the past five years, 46% received their high school degree in Virginia, while 49% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

17% of Virginia's licensees did not participate in the state's LCSW workforce during the past year. 82% of these professionals worked at some point in the past year, including 72% who worked in a behavioral sciences-related job.

At a Glance:

Not in VA Workforce

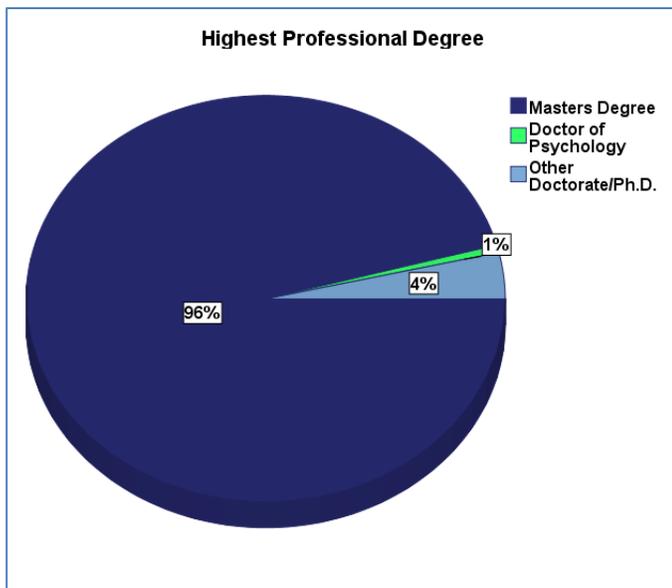
Total:	1,103
% of Licensees:	17%
Federal/Military:	23%
Va. Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	4,627	96%
Doctor of Psychology	29	1%
Other Doctorate	177	4%
Total	4,834	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

32% of LCSWs carry educational debt, including 67% of those under the age of 40. The median debt burden among LCSWs with educational debt is between \$40,000 and \$50,000.

At a Glance:

Education
 Master's Degree: 96%
 Doctorate: 4%

Educational Debt
 Carry debt: 32%
 Under age 40 w/ debt: 67%
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCSWs		LCSWs under 40	
	#	%	#	%
None	2,869	68%	288	33%
Less than \$10,000	155	4%	54	6%
\$10,000-\$19,999	164	4%	65	7%
\$20,000-\$29,999	186	4%	74	8%
\$30,000-\$39,999	150	4%	50	6%
\$40,000-\$49,999	129	3%	60	7%
\$50,000-\$59,999	102	2%	39	4%
\$60,000-\$69,999	86	2%	52	6%
\$70,000-\$79,999	86	2%	53	6%
\$80,000-\$89,999	63	1%	39	4%
\$90,000-\$99,999	53	1%	23	3%
\$100,000-\$109,999	75	2%	32	4%
\$110,000-\$119,999	21	0%	8	1%
\$120,000-\$129,999	24	1%	10	1%
\$130,000-\$139,999	23	1%	8	1%
\$140,000-\$149,999	4	0%	2	0%
\$150,000 or More	56	1%	18	2%
Total	4,244	100%	873	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Mental Health:	55%
Child:	9%
Health/Medical:	6%

Secondary Specialty

Mental Health:	15%
General Practice:	14%
Family:	12%

Source: Va. Healthcare Workforce Data Center

More than half of all LCSWs have a primary specialty in mental health. Another 9% have a primary specialty in children, while 6% have a health/medical specialty.

A Closer Look:

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Mental Health	2,681	56%	639	15%
Child	418	9%	433	10%
Health/Medical	276	6%	237	6%
Behavioral Disorders	247	5%	442	10%
General Practice (Non-Specialty)	227	5%	592	14%
Family	226	5%	502	12%
Substance Abuse	158	3%	469	11%
School/Educational	148	3%	163	4%
Gerontologic	102	2%	100	2%
Marriage	64	1%	227	5%
Social	31	1%	42	1%
Sex Offender Treatment	23	0%	42	1%
Forensic	22	0%	34	1%
Vocational/Work Environment	13	0%	20	0%
Industrial-Organizational	10	0%	11	0%
Rehabilitation	8	0%	26	1%
Neurology/Neuropsychology	5	0%	9	0%
Experimental or Research	2	0%	3	0%
Public Health	2	0%	14	0%
Other Specialty Area	156	3%	284	7%
Total	4,820	100%	4,292	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 55%
2 or More Positions: 20%

Weekly Hours:

40 to 49: 47%
60 or more: 4%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	4	0%
Employed in a behavioral sciences-related capacity	4,385	90%
Employed, NOT in a behavioral sciences-related capacity	194	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	12	0%
Voluntarily unemployed	164	3%
Retired	128	3%
Total	4,887	100%

Source: Va. Healthcare Workforce Data Center

90% of LCSWs are currently employed in their profession. 55% of LCSWs hold one full-time job, and nearly half work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	304	6%
1 to 9 hours	140	3%
10 to 19 hours	355	7%
20 to 29 hours	444	9%
30 to 39 hours	647	13%
40 to 49 hours	2,241	47%
50 to 59 hours	493	10%
60 to 69 hours	146	3%
70 to 79 hours	25	1%
80 or more hours	13	0%
Total	4,809	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	304	6%
One Part-Time Position	897	19%
Two Part-Time Positions	205	4%
One Full-Time Position	2,650	55%
One Full-Time Position & One Part-Time Position	678	14%
Two Full-Time Positions	13	0%
More than Two Positions	75	2%
Total	4,822	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	68	2%
Less than \$20,000	278	7%
\$20,000-\$29,999	181	5%
\$30,000-\$39,999	246	7%
\$40,000-\$49,999	375	10%
\$50,000-\$59,999	577	15%
\$60,000-\$69,999	642	17%
\$70,000-\$79,999	503	13%
\$80,000-\$89,999	366	10%
\$90,000-\$99,999	189	5%
\$100,000-\$109,999	174	5%
\$110,000 or More	207	5%
Total	3,806	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,223	69%
Somewhat Satisfied	1,262	27%
Somewhat Dissatisfied	153	3%
Very Dissatisfied	54	1%
Total	4,692	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary & Wage Employees only)
Health Insurance: 65%
Retirement: 61%

Satisfaction
Satisfied: 96%
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

The typical LCSW earned between \$60,000 and \$70,000 per year. Among LCSWs who received either a wage or salary as compensation at their primary work location, 65% received health insurance and 61% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,413	55%	72%
Paid Sick Leave	2,271	52%	68%
Health Insurance	2,202	50%	65%
Dental Insurance	2,091	48%	62%
Retirement	2,083	48%	61%
Group Life Insurance	1,726	39%	52%
Signing/Retention Bonus	136	3%	4%
Receive At Least One Benefit	2,675	61%	77%

*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?	48	1%
Experience Voluntary Unemployment?	306	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	109	2%
Work two or more positions at the same time?	1,156	21%
Switch employers or practices?	333	6%
Experienced at least one	1,695	31%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's LCSWs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 3.9% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	104	2%	57	5%
Less than 6 Months	185	4%	125	10%
6 Months to 1 Year	343	8%	134	11%
1 to 2 Years	677	15%	229	19%
3 to 5 Years	999	22%	249	21%
6 to 10 Years	843	18%	174	14%
More than 10 Years	1,419	31%	242	20%
Subtotal	4,571	100%	1,210	100%
Did not have location	216		4,162	
Item Missing	678		93	
Total	5,465		5,465	

Source: Va. Healthcare Workforce Data Center

59% of LCSWs are salaried employees, while 17% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 17%
Over 2 years: 71%
Over 2 yrs, 2nd location: 55%

Employment Type

Salary/Commission: 59%
Business/Practice Income: 17%

Source: Va. Healthcare Workforce Data Center

71% of LCSWs have worked at their primary location for more than two years, while 6% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,153	59%
Business/ Practice Income	622	17%
Hourly Wage	561	15%
By Contract	266	7%
Unpaid	27	1%
Subtotal	3,629	100%
Did not have location	216	
Item Missing	1,620	

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 3.6% in April 2017 to 4.2% in January 2017. The rate for June 2017, the last month used in this calculation, is preliminary.

At a Glance:

Concentration

Top Region:	38%
Top 3 Regions:	82%
Lowest Region:	1%

Locations

2 or more (Past Year):	27%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

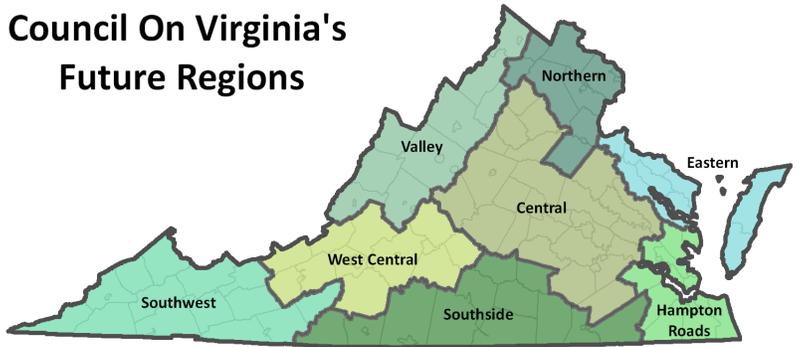
38% of LCSWs work in Northern Virginia, the most of any region in the state. In addition, another 28% of LCSWs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,261	28%	340	27%
Eastern	40	1%	17	1%
Hampton Roads	747	16%	210	17%
Northern	1,750	38%	416	33%
Southside	89	2%	32	3%
Southwest	146	3%	37	3%
Valley	167	4%	38	3%
West Central	329	7%	85	7%
Virginia Border State/DC	30	1%	46	4%
Other US State	22	0%	45	4%
Outside of the US	1	0%	5	0%
Total	4,583	100%	1,270	100%
Item Missing	666		33	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Source: Va. Healthcare Workforce Data Center

25% of all LCSWs currently have multiple work locations, while 27% had multiple work locations over the course of the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	208	4%	296	6%
1	3,269	68%	3,307	69%
2	656	14%	620	13%
3	552	12%	504	11%
4	38	1%	18	0%
5	14	0%	12	0%
6 or More	37	1%	17	0%
Total	4,775	100%	4,775	100%

*At the time of survey completion, June 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,998	47%	712	64%
Non-Profit	892	21%	223	20%
State/Local Government	938	22%	136	12%
Veterans Administration	193	5%	15	1%
U.S. Military	181	4%	17	2%
Other Federal Government	45	1%	8	1%
Total	4,248	100%	1,111	100%
Did not have location	216		4162	
Item Missing	1,001		192	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

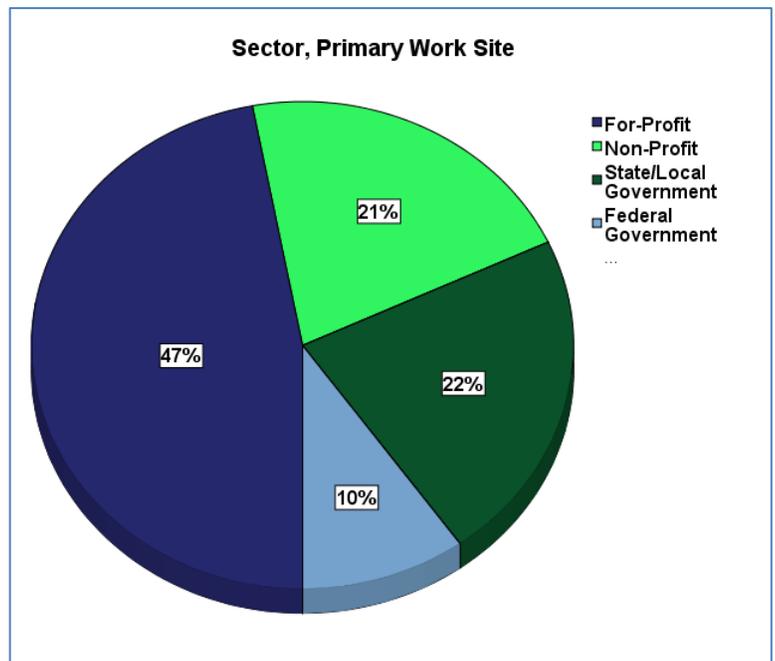
For Profit:	47%
Federal:	10%

Top Establishments

Private Practice, Solo:	16%
Mental Health Facility:	14%
Private Practice, Group:	12%

Source: Va. Healthcare Workforce Data Center

Two-thirds of LCSWs work in the private sector, including 47% who work at for-profit establishments. Meanwhile, 22% of LCSWs work for state or local governments, and 10% work for the federal government.

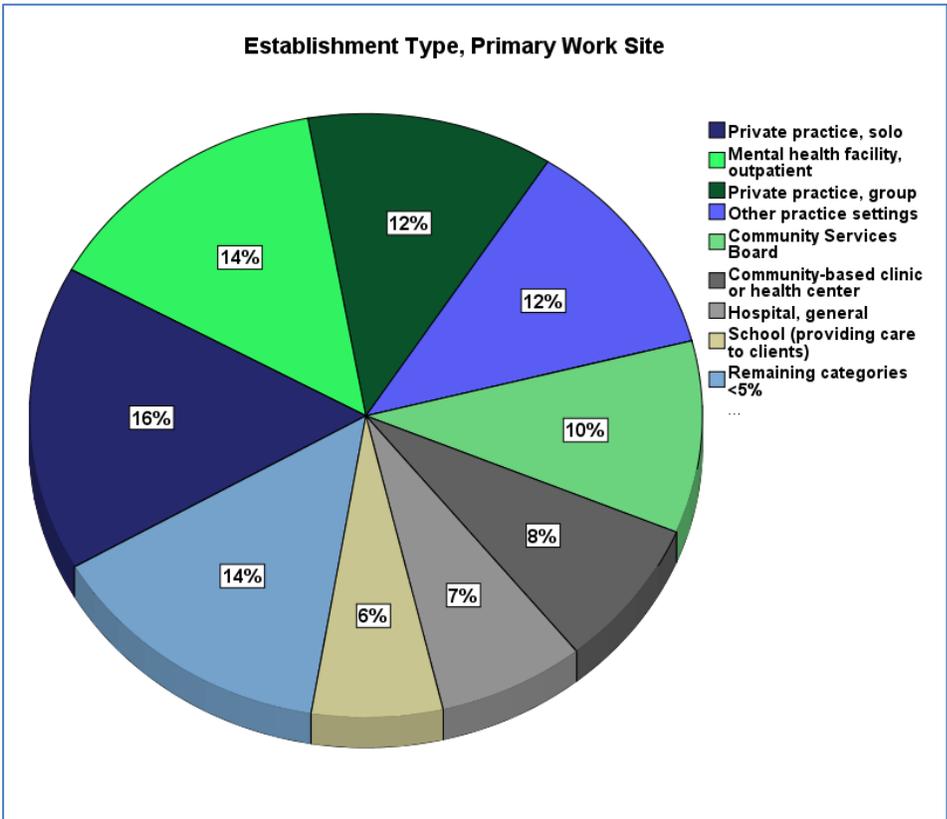


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	658	16%	191	18%
Mental Health Facility, Outpatient	570	14%	148	14%
Private Practice, Group	476	12%	183	17%
Community Services Board	413	10%	64	6%
Community-Based Clinic or Health Center	319	8%	92	9%
Hospital, General	285	7%	35	3%
School (Providing Care to Clients)	253	6%	26	2%
Hospital, Psychiatric	141	4%	30	3%
Residential Mental Health/Substance Abuse Facility	82	2%	19	2%
Administrative or Regulatory	79	2%	12	1%
Academic Institution (Teaching Health Professions Students)	73	2%	53	5%
Other practice setting	668	17%	200	19%
Total	4,017	100%	1,055	100%
Did Not Have a Location	216		4,162	

28% of all LCSWs work at either a solo or group private practice, while another 14% work at an outpatient mental health facility.

Source: Va. Healthcare Workforce Data Center



Among those LCSWs who also have a secondary work location, 35% 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

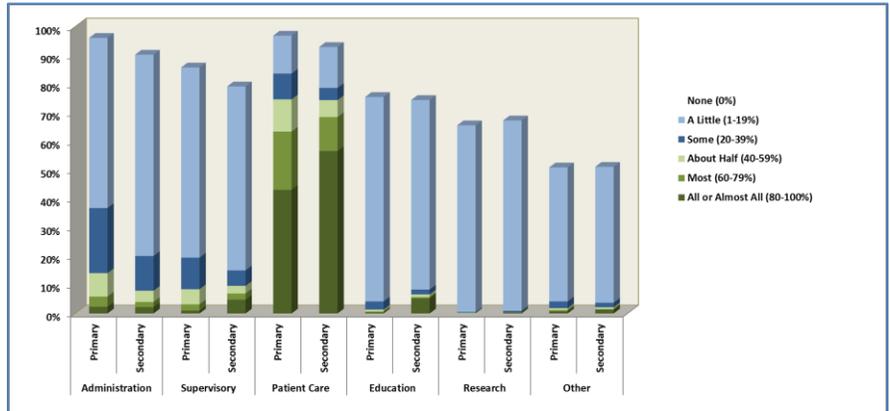
Patient Care: 63%
Administrative: 6%
Supervisory: 3%

Patient Care LCSWs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



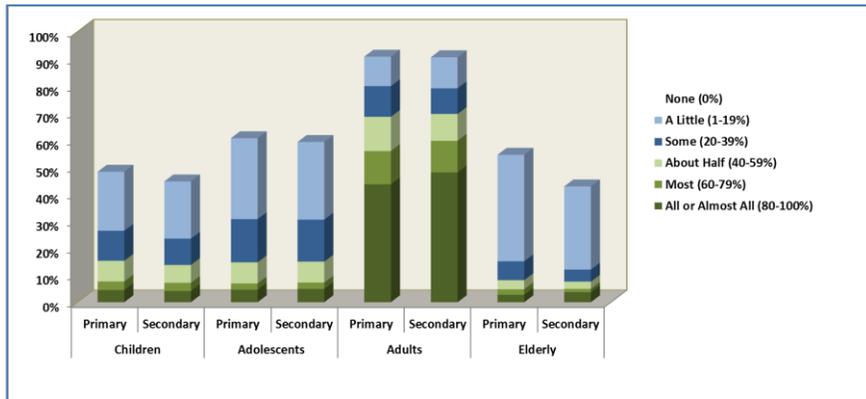
Source: Va. Healthcare Workforce Data Center

63% of all LCSWs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 6% of LCSWs fill an administrative role, while 3% fill a supervisory role.

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%	2%	1%	5%	43%	57%	0%	5%	0%	0%	1%	1%	
Most (60-79%)	4%	2%	2%	2%	20%	12%	0%	0%	0%	0%	0%	0%	
About Half (40-59%)	8%	4%	5%	3%	11%	6%	1%	1%	0%	0%	1%	1%	
Some (20-39%)	23%	12%	11%	5%	9%	4%	3%	2%	0%	0%	2%	2%	
A Little (1-19%)	59%	70%	66%	64%	13%	14%	71%	66%	65%	66%	47%	47%	
None (0%)	4%	10%	14%	21%	3%	7%	25%	26%	34%	33%	49%	49%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

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

Typical Patient Allocation

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

Roles

Children: 8%
 Adolescents: 7%
 Adults: 56%
 Elderly: 5%

Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of all patients seen by a typical LCSW at her primary work location are adults. In addition, 56% of LCSWs 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
All or Almost All (80-100%)	4%	4%	5%	5%	44%	48%	3%	4%
Most (60-79%)	3%	3%	2%	2%	12%	12%	2%	1%
About Half (40-59%)	8%	7%	8%	8%	13%	10%	3%	3%
Some (20-39%)	11%	10%	16%	16%	11%	9%	7%	4%
A Little (1-19%)	22%	21%	30%	29%	11%	11%	39%	31%
None (0%)	52%	55%	39%	41%	9%	9%	46%	57%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

Primary Location: 1-24

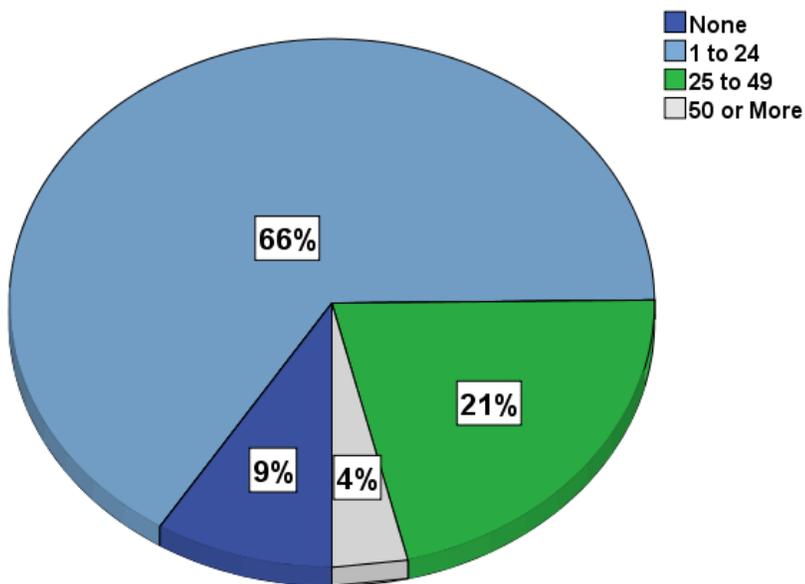
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	395	9%	154	14%
1 to 24	2,703	65%	825	76%
25 to 49	944	23%	85	8%
50 to 74	98	2%	10	1%
75 or More	49	1%	5	0%
Total	4,188	100%	1,079	100%

Source: Va. Healthcare Workforce Data Center

Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Close to two-thirds of all LCSWs treat between 1 and 24 patients per week at their primary work location. Among those LCSWs who also have a secondary work location, 76% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs over 50	
	#	%	#	%
Under age 50	26	1%	-	-
50 to 54	58	1%	3	0%
55 to 59	224	6%	50	2%
60 to 64	712	18%	249	11%
65 to 69	1,337	33%	704	32%
70 to 74	871	21%	597	27%
75 to 79	326	8%	251	11%
80 or over	100	2%	83	4%
I do not intend to retire	413	10%	294	13%
Total	4,065	100%	2,230	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCSWs

Under 65: 25%

Under 60: 8%

LCSWs 50 and over

Under 65: 14%

Under 60: 2%

Time until Retirement

Within 2 years: 8%

Within 10 years: 28%

Half the workforce: By 2037

Source: Va. Healthcare Workforce Data Center

Although 25% of LCSWs expect to retire by the age of 65, this percentage falls to 14% for those LCSWs who are already at least 50 years old. Meanwhile, 42% of all LCSWs expect to work until at least age 70, including 10% who do not plan on retiring at all.

Within the next two years, only 2% of Virginia’s LCSWs plan on leaving the state and another 1% plan on leaving the profession entirely. Meanwhile, 11% plan on increasing patient care hours, and 10% expect to pursue additional educational opportunities.

Future Plans

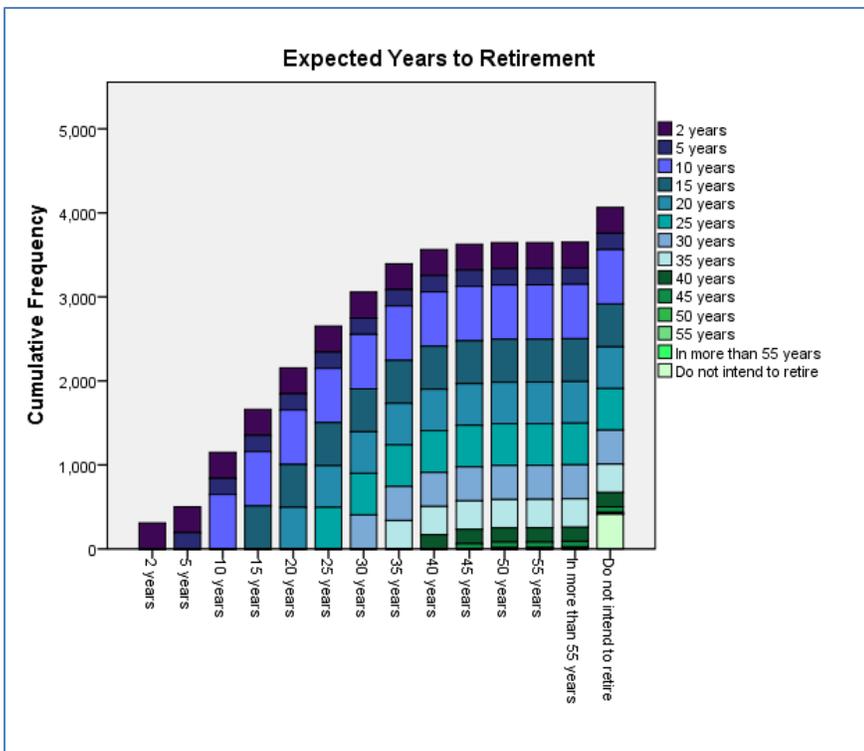
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	68	1%
Leave Virginia	118	2%
Decrease Patient Care Hours	442	8%
Decrease Teaching Hours	26	0%
Increase Participation		
Increase Patient Care Hours	604	11%
Increase Teaching Hours	301	6%
Pursue Additional Education	541	10%
Return to Virginia’s Workforce	84	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. 8% of LCSWs expect to retire in the next two years, while nearly one-third plan on retiring in the next ten years. More than half of the current LCSW workforce expects to retire by 2037.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	309	8%	8%
5 years	194	5%	12%
10 years	647	16%	28%
15 years	511	13%	41%
20 years	495	12%	53%
25 years	496	12%	65%
30 years	404	10%	75%
35 years	338	8%	83%
40 years	168	4%	88%
45 years	65	2%	89%
50 years	17	0%	90%
55 years	1	0%	90%
In more than 55 years	7	0%	90%
Do not intend to retire	413	10%	100%
Total	4,065	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 five years by 2027. Retirements will peak at 16% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2052.

At a Glance:

FTEs

Total: 4,587
 FTEs/1,000 Residents: 0.547
 Average: 0.87

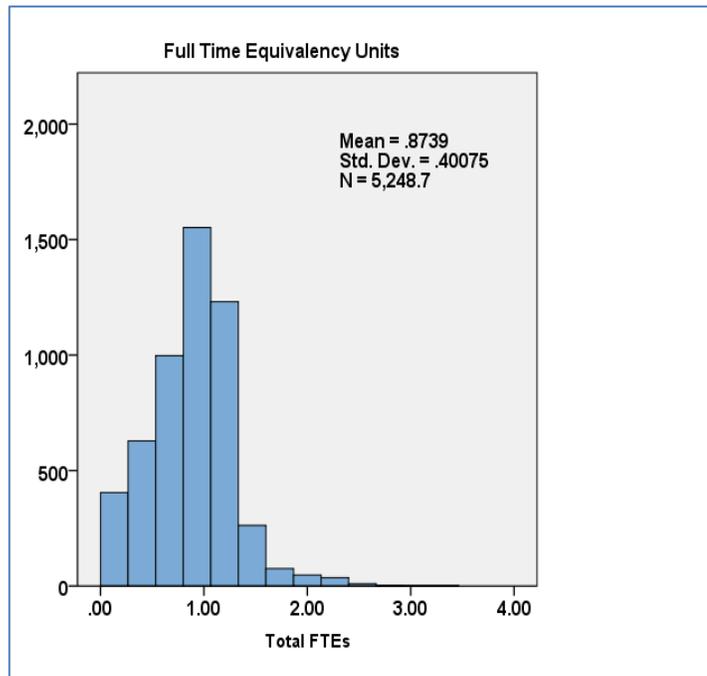
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Small

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

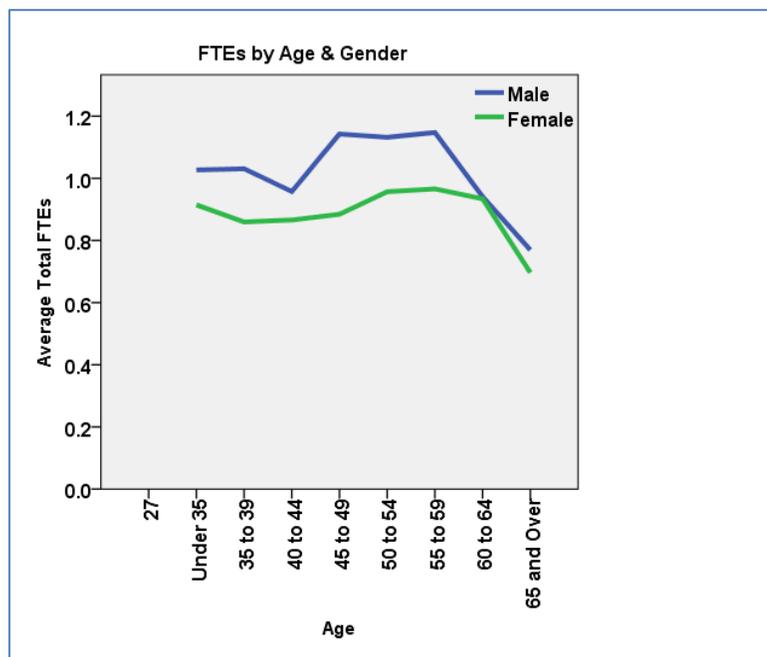


Source: Va. Healthcare Workforce Data Center

The typical (median) LCSW 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.²

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.92	1.03
35 to 39	0.88	0.97
40 to 44	0.84	0.93
45 to 49	0.92	0.94
50 to 54	0.98	0.99
55 to 59	0.97	0.99
60 to 64	0.95	1.05
65 and Over	0.70	0.58
Gender		
Male	0.96	1.01
Female	0.87	0.94

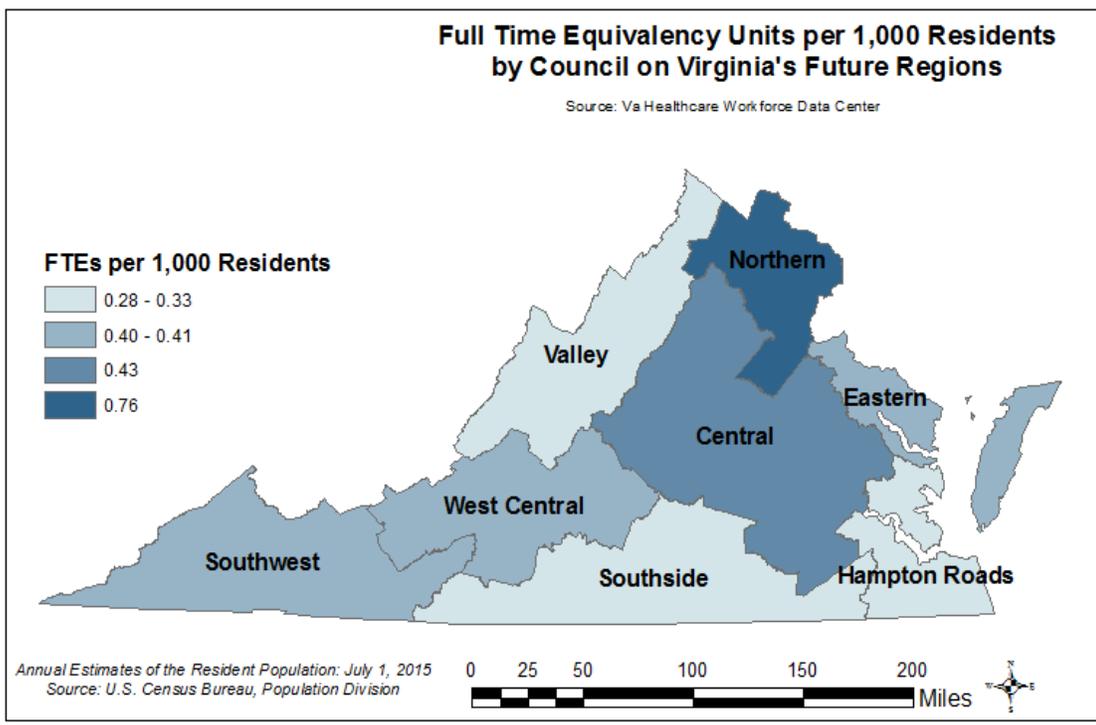
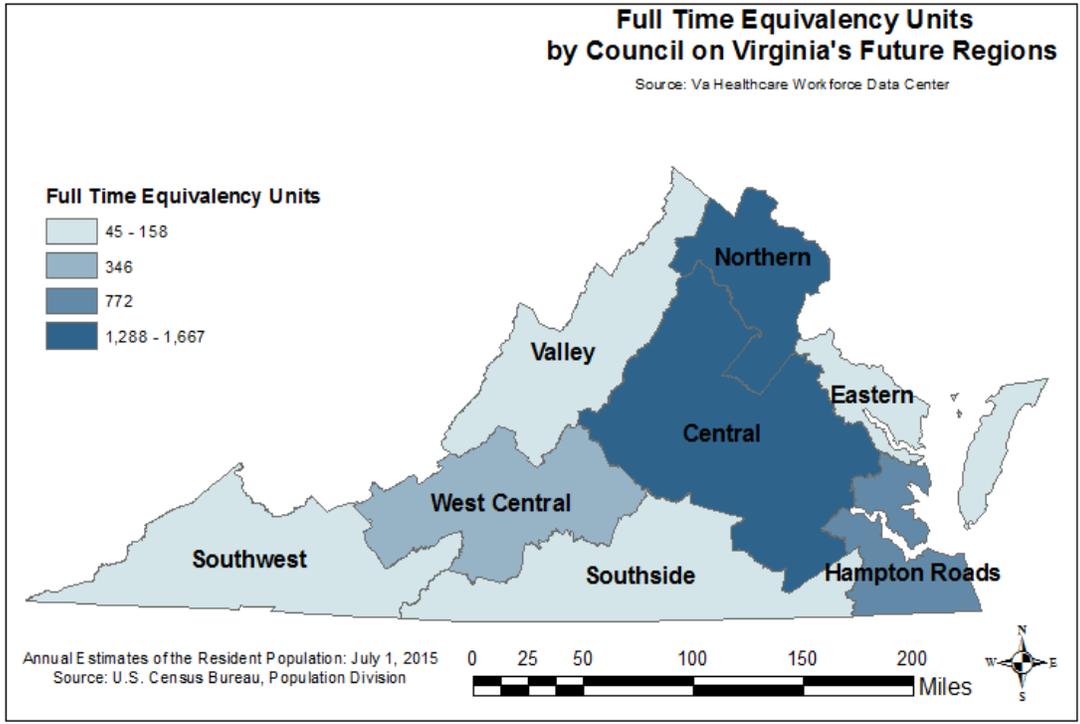
Source: Va. Healthcare Workforce Data Center



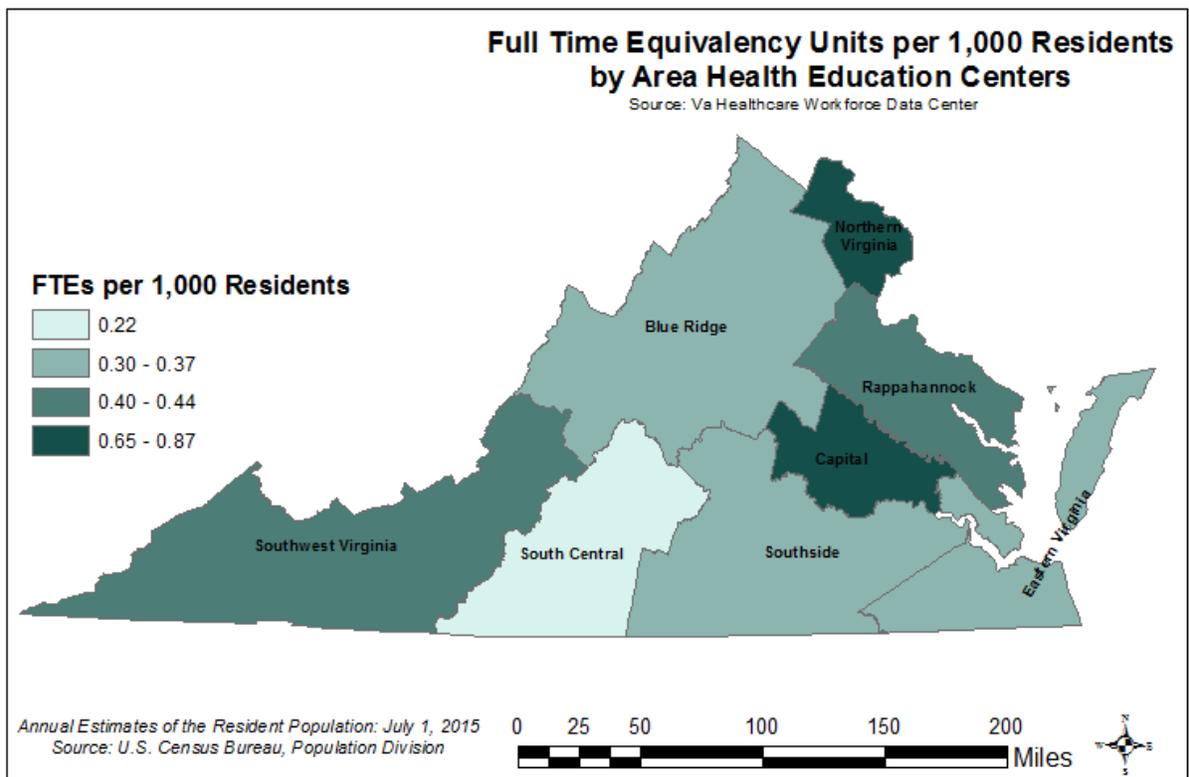
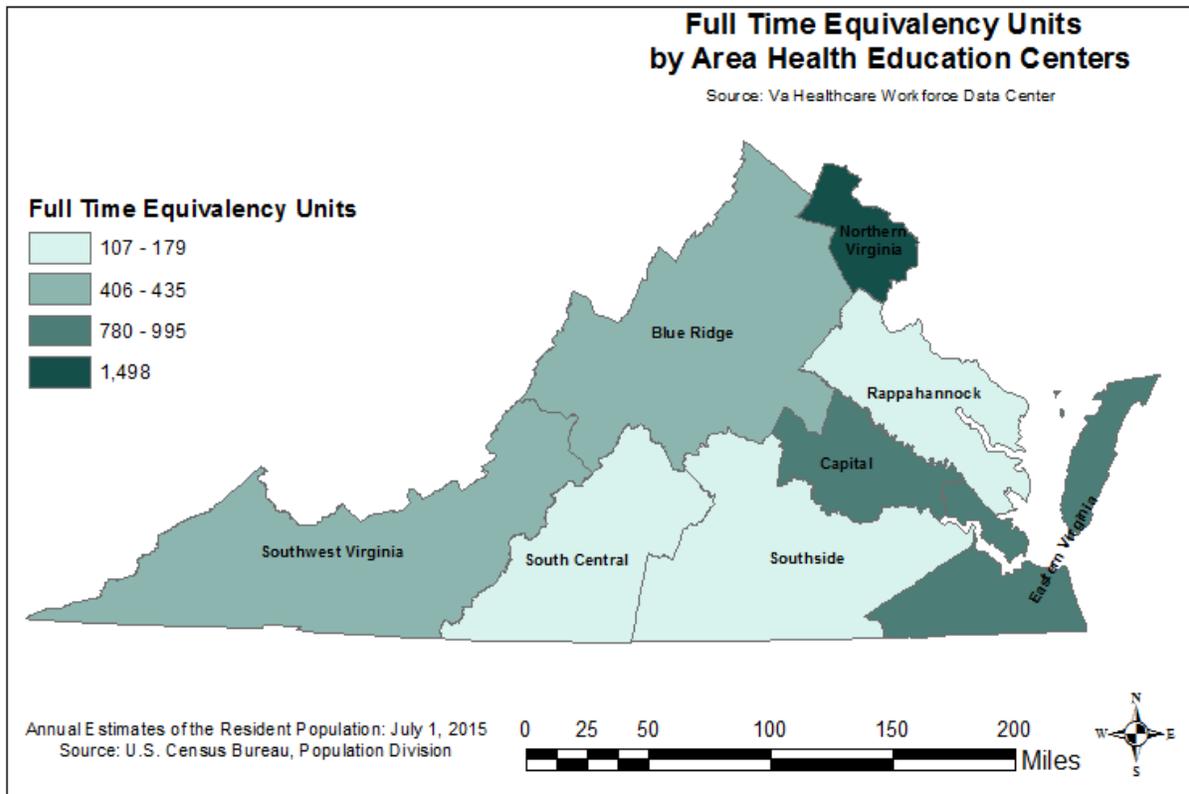
Source: Va. Healthcare Workforce Data Center

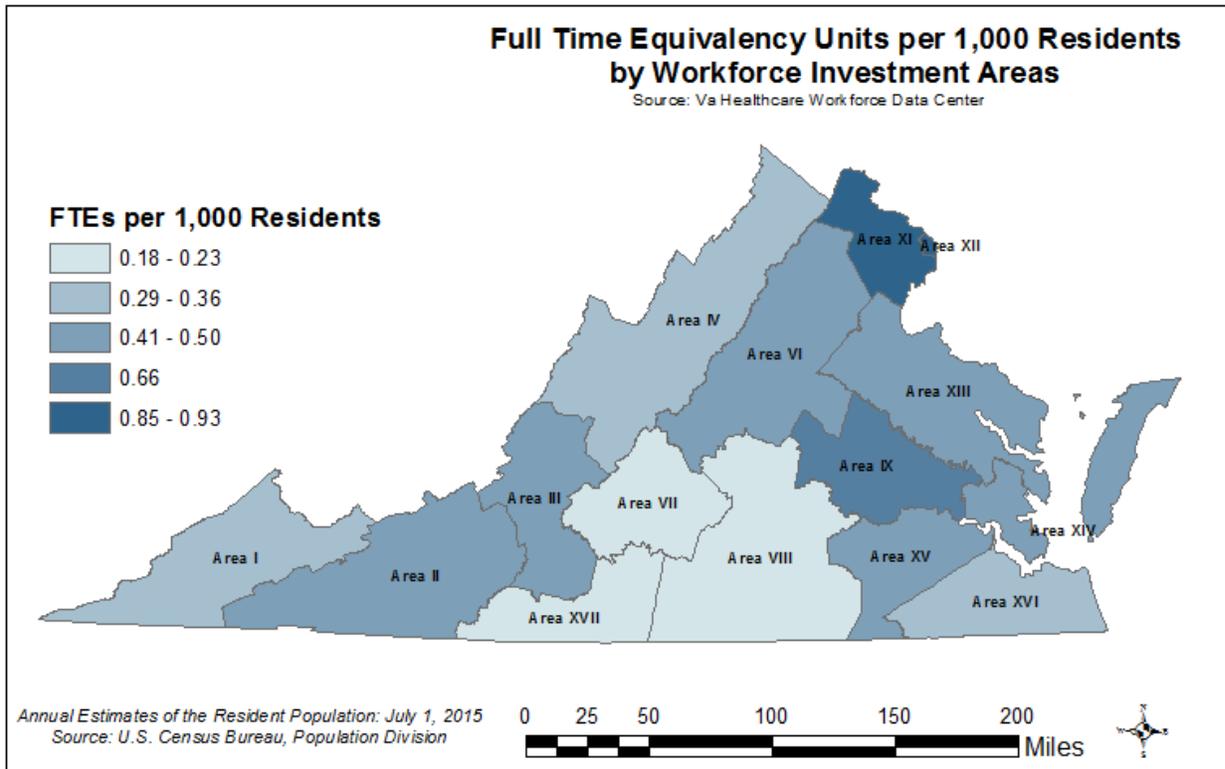
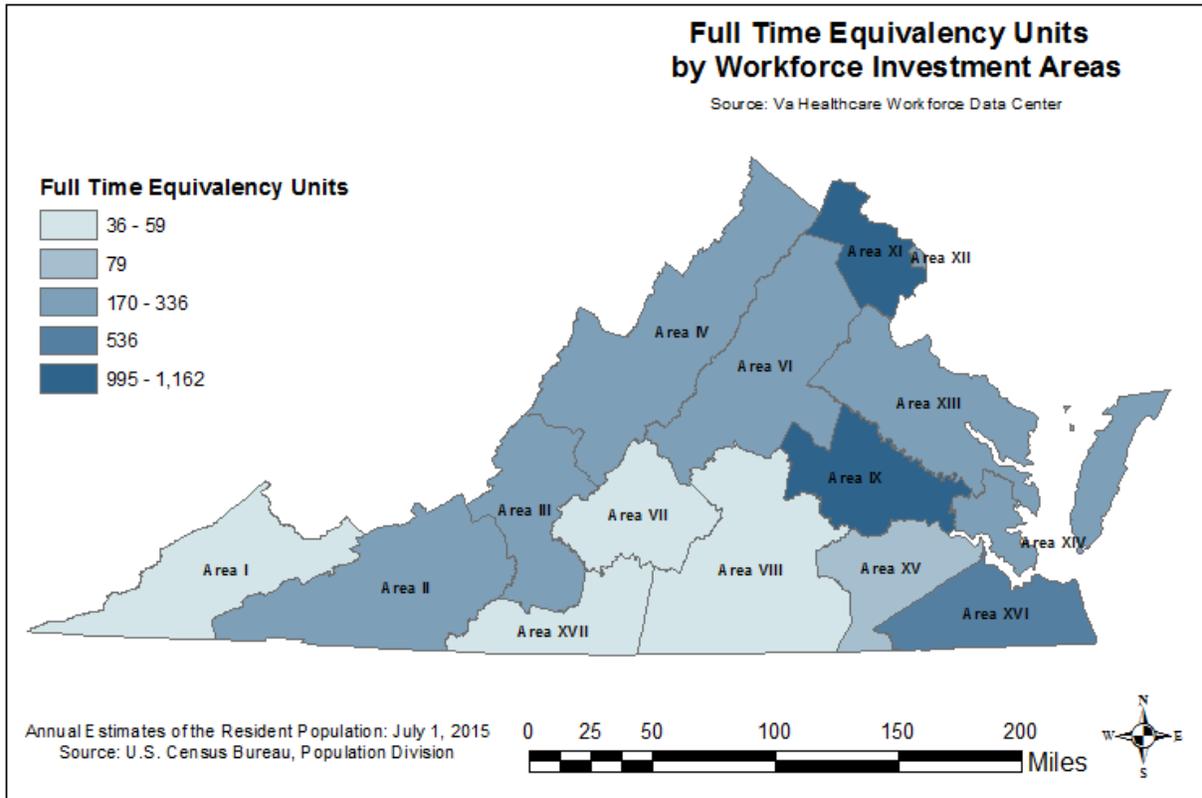
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

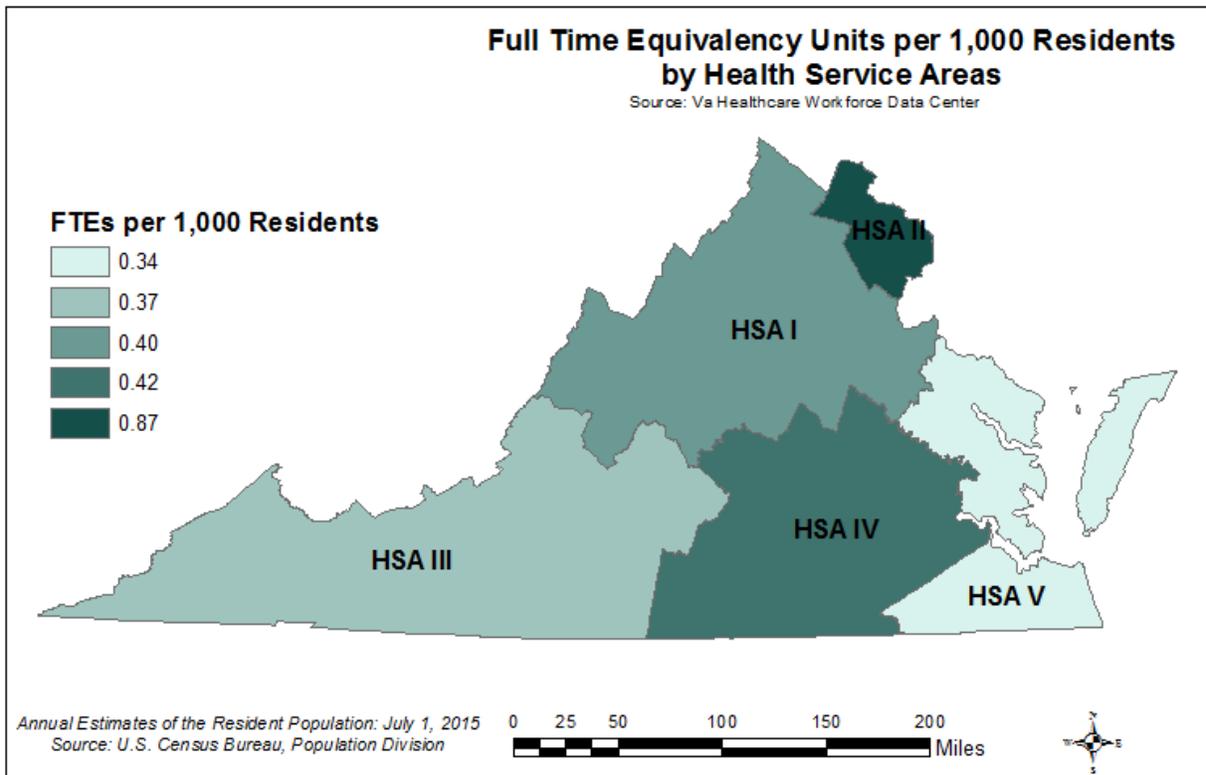
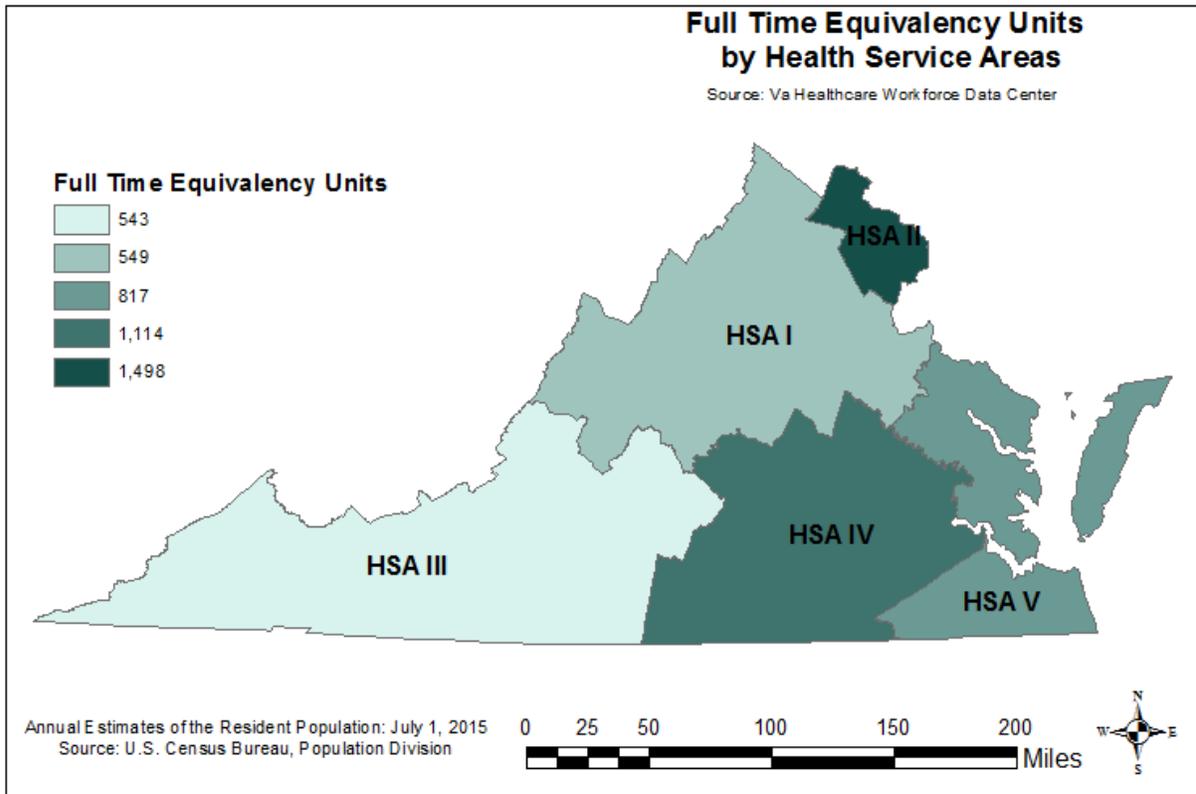
Council on Virginia's Future Regions³

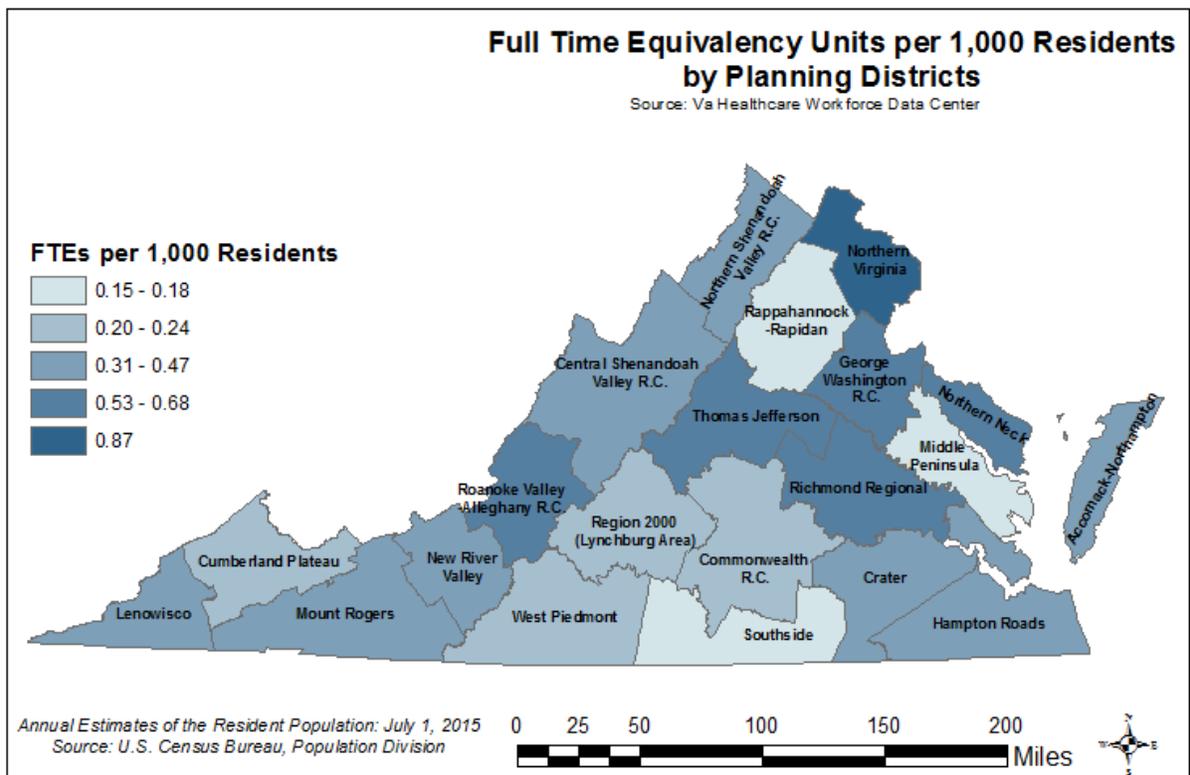
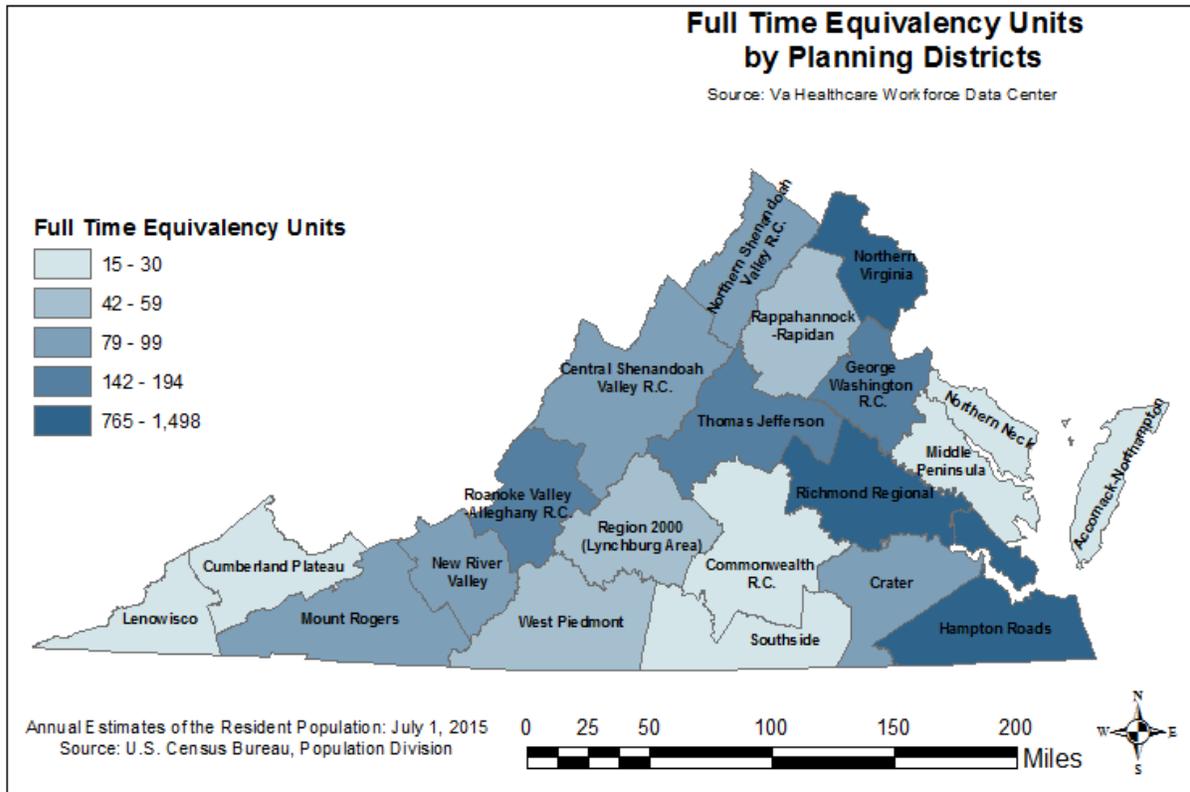


³ These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,115	82.84%	1.207099	1.11815	1.37852
Metro, 250,000 to 1 million	332	85.24%	1.173145	1.0867	1.33974
Metro, 250,000 or less	484	79.75%	1.253886	1.16149	1.43195
Urban pop 20,000+, Metro adj	30	83.33%	1.2	1.11158	1.37041
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	98	73.47%	1.361111	1.26082	1.5544
Urban pop, 2,500-19,999, nonadj	87	86.21%	1.16	1.07453	1.32473
Rural, Metro adj	60	73.33%	1.363636	1.26316	1.55728
Rural, nonadj	24	58.33%	1.714286	1.58797	1.95773
Virginia border state/DC	616	71.75%	1.393665	1.29097	1.59158
Other US State	406	67.24%	1.487179	1.3776	1.69837

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	398	70.35%	1.421429	1.32473	1.95773
35 to 39	620	80.16%	1.247485	1.16262	1.49054
40 to 44	698	83.38%	1.199313	1.11772	1.65181
45 to 49	801	84.02%	1.190193	1.10923	1.63925
50 to 54	701	86.73%	1.152961	1.07453	1.58797
55 to 59	760	84.74%	1.180124	1.09984	1.62538
60 to 64	808	82.43%	1.213213	1.13068	1.67095
65 and Over	1,465	73.24%	1.365331	1.27245	1.88047

Source: Va. Healthcare Workforce Data Center

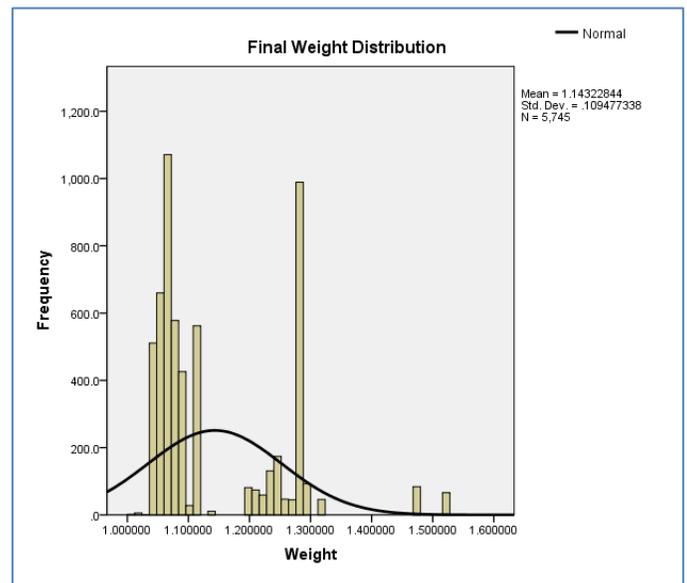
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.803423



Source: Va. Healthcare Workforce Data Center