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# *Virginia's Licensed Clinical Social Worker Workforce: 2018*

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Healthcare Workforce Data Center

August 2018

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*5,838 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:	6,984
Virginia's Workforce:	5,787
FTEs:	4,690

## Background

Rural Childhood:	23%
HS Degree in VA:	45%
Prof. Degree in VA:	54%

## Current Employment

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

## Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	93%

## Education

Masters:	96%
Doctorate:	4%

## Job Turnover

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

## Demographics

Female:	86%
Diversity Index:	34%
Median Age:	51

## Finances

Median Income:	\$60k-\$70k
Health Benefits:	65%
Under 40 w/ Ed debt:	64%

## Time Allocation

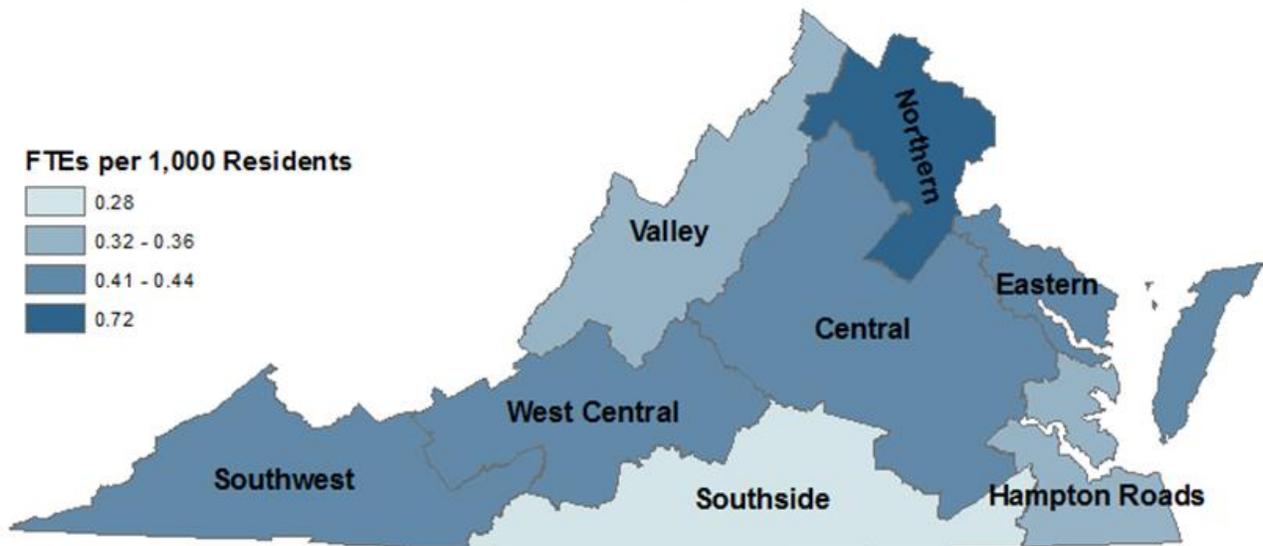
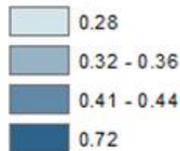
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	62%

Source: Va. Healthcare Workforce Data Center

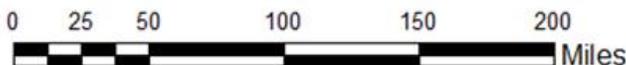
## Full Time Equivalency Units per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



An estimated 5,787 Licensed Clinical Social Workers (LCSWs) participated in Virginia's workforce, 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 2017 and June 2018, these LCSWs provided 4,690 "full-time equivalency units (FTE)", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off). These data are from the LCSW Survey which the Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers during the license renewal process, which takes place every June for LCSWs.

Nearly all LCSWs have a Master's degree as their highest professional degree, while the remaining LCSWs have a doctoral degree. 55% of all LCSWs have a primary specialty in mental health, while another 8% specialize in issues related to children. 35% of all LCSWs currently carry educational debt and the median debt burden for those with educational debt is between \$40,000 and \$50,000. Median annual income is only slightly higher than the debt at between \$60,000 and \$70,000. In addition, 63% of all LCSWs receive at least one employer-sponsored benefit and 96% of LCSWs indicate they are satisfied with their current employment situation.

86% 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 34% chance that they would be of different races or ethnicities, a measure known as the diversity index. Overall, just 6% of Virginia's LCSWs work in rural areas of the state. 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 a third 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. About 27% of all LCSWs expect to retire by the age of 65; 27% of the current workforce expect to retire in the next ten years.

## Summary of Trends

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The 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 20% and 16%, respectively, when compared to 2013. FTE, however, increased by only 7% in the same period. The LCSW workforce has also witnessed increasing racial/ethnic diversity; the diversity index increased from 27% in 2013 to 34% in 2018. For the first time in 5 years, median age declined to 51 years from the 53-54 years where it had hovered in the previous 4 years. The percent under age 40 also increased from 18% in 2013 to 23% in 2018.

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 2018, 96% did. The specialty reported by LCSWs has also barely changed; the top three specialties have been mental, children, and family – in the past 5 years and about the same percent reported each every year. The percent reporting education debt increased from 27% in 2013 to 35% in 2018. The percent under 40 with education debt increased from 68% in 2013 to 70% in 2015 and then was back down to 64% in 2018. After increasing from \$30,000-\$40,000 to \$40,000-\$50,000 in 2015, the median education debt has been stable. A higher proportion also hold higher debt as the percent with more than \$90,000 in education debt increased from 2.3% to 7.5% in the period examined. The percent reporting more than \$90,000 in income also increased from 9% in 2013 to 17% in 2018 even though the median income remained at \$60,000-\$70,000 since its last increase in 2017.

Close to half of all LCSWs are employed in the private sector consistently over the years. The establishments that LCSWs worked and the geographic distribution of LCSWs has barely changed over the past 5 years. LCSWs' location in non-metro areas of the state has also barely changed. The percent working in non-metro area has hovered around 5-6% in the past 5 years. The retirement expectations have also barely changed over the past five years for LCSWs; the percent planning to retire within a decade of the survey year declined only slightly from 29% in 2013 to 27% in 2018.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	5,985	86%
<b>New Licensees</b>	582	8%
<b>Non-Renewals</b>	417	6%
<b>All Licensees</b>	<b>6,984</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 93% of renewing LCSWs submitted a survey. These represent 84% of LCSWs 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 LCSWs who held a Virginia license at some point between July 2017 and June 2018.
- 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 2018.

**Response Rates**

<b>Completed Surveys</b>	5,838
<b>Response Rate, all licensees</b>	84%
<b>Response Rate, Renewals</b>	93%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	248	491	66%
<b>35 to 39</b>	129	639	83%
<b>40 to 44</b>	109	718	87%
<b>45 to 49</b>	109	787	88%
<b>50 to 54</b>	88	683	89%
<b>55 to 59</b>	88	718	89%
<b>60 to 64</b>	81	641	89%
<b>65 and Over</b>	294	1,161	80%
<b>Total</b>	<b>1,146</b>	<b>5,838</b>	<b>84%</b>
<b>New Licenses</b>			
<b>Issued Since July 2017</b>	321	261	45%
<b>Metro Status</b>			
<b>Non-Metro</b>	56	275	83%
<b>Metro</b>	762	4,630	86%
<b>Not in Virginia</b>	329	933	74%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCSWs**

Number: 6,984  
 New: 8%  
 Not Renewed: 6%

**Response Rates**

All Licensees: 84%  
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LCSW Workforce: 5,787  
 FTEs: 4,690

### Utilization Ratios

Licensees in VA Workforce: 83%  
 Licensees per FTE: 1.49  
 Workers per FTE: 1.23

Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	5,578	96%
Looking for Work in Virginia	209	4%
Virginia's Workforce	5,787	100%
Total FTEs	4,690	
Licensees	6,984	

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](http://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	41	7%	546	93%	587	12%
35 to 39	62	11%	516	89%	579	11%
40 to 44	46	8%	553	92%	599	12%
45 to 49	88	13%	571	87%	660	13%
50 to 54	77	13%	497	87%	573	11%
55 to 59	69	12%	498	88%	567	11%
60 to 64	91	18%	415	82%	506	10%
65 +	224	23%	749	77%	973	19%
<b>Total</b>	<b>698</b>	<b>14%</b>	<b>4,345</b>	<b>86%</b>	<b>5,044</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCSWs		LCSWs under 40	
	%	#	%	#	%
White	62%	4,047	80%	844	73%
Black	19%	665	13%	218	19%
Asian	7%	78	2%	29	2%
Other Race	0%	28	1%	4	0%
Two or more races	3%	82	2%	23	2%
Hispanic	9%	144	3%	43	4%
<b>Total</b>	<b>100%</b>	<b>5,043</b>	<b>100%</b>	<b>1,160</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

*23% 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 43%.*

**At a Glance:**

**Gender**

% Female: 86%  
% Under 40 Female: 91%

**Age**

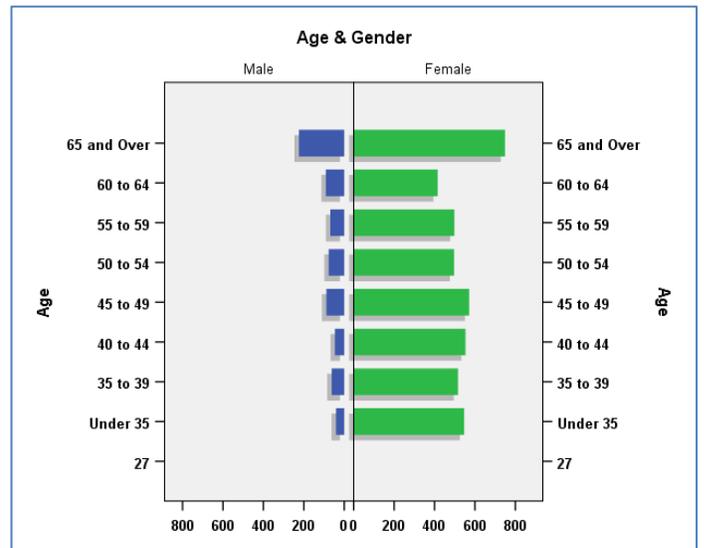
Median Age: 51  
% Under 40: 23%  
% 55+: 41%

**Diversity**

Diversity Index: 34%  
Under 40 Div. Index: 43%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCSWs, there is a 34% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
 Rural Childhood: 23%

### Virginia Background

HS in Virginia: 45%  
 Prof. Ed. in VA: 54%  
 HS or Prof. Ed. in VA: 63%

### Location Choice

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

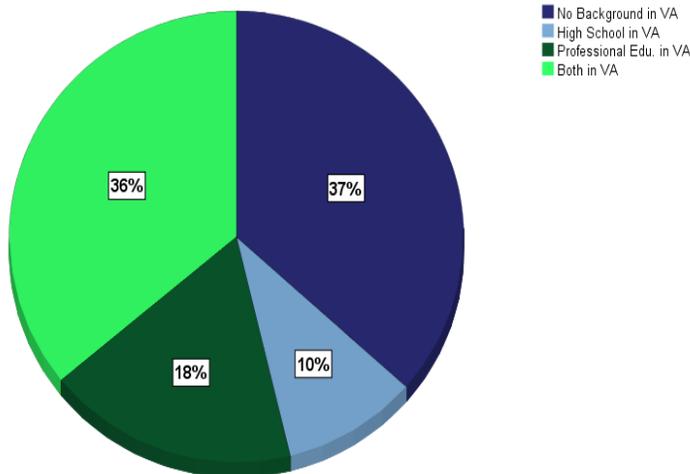
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	18%	65%	17%
2	Metro, 250,000 to 1 million	43%	42%	14%
3	Metro, 250,000 or less	34%	52%	14%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	46%	46%	8%
6	Urban pop, 2,500-19,999, Metro adj	55%	33%	12%
7	Urban pop, 2,500-19,999, nonadj	81%	13%	6%
8	Rural, Metro adj	43%	46%	11%
9	Rural, nonadj	45%	42%	12%
<b>Overall</b>		<b>23%</b>	<b>60%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*23% of LCSWs grew up in self-described rural areas, and 14% of these professionals currently work in non-Metro counties. Overall, just 6% 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	2,277	Virginia	2,696
2	New York	412	Washington, D.C.	382
3	Maryland	297	New York	292
4	Pennsylvania	228	Maryland	233
5	New Jersey	179	Massachusetts	142
6	North Carolina	166	Pennsylvania	128
7	Ohio	101	North Carolina	125
8	California	97	Michigan	90
9	Outside U.S./Canada	95	Florida	85
10	Massachusetts	88	Illinois	77

*45% of licensed LCSWs received their high school degree in Virginia, and 54% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*Among LCSWs who received their initial license in the past five years, 47% received their high school degree in Virginia, while 52% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	950	Virginia	1,037
2	New York	139	New York	138
3	Maryland	118	Washington, D.C.	101
4	North Carolina	82	Maryland	84
5	New Jersey	79	North Carolina	69
6	Pennsylvania	66	Pennsylvania	59
7	Outside U.S./Canada	47	Massachusetts	50
8	California	41	Florida	45
9	Florida	40	Illinois	38
10	Michigan	40	California	37

Source: Va. Healthcare Workforce Data Center

*17% of Virginia's licensees did not participate in the state's LCSW workforce during the past year. 83% of these professionals worked at some point in the past year, including 73% who worked in a behavioral sciences-related job.*

### At a Glance:

#### Not in VA Workforce

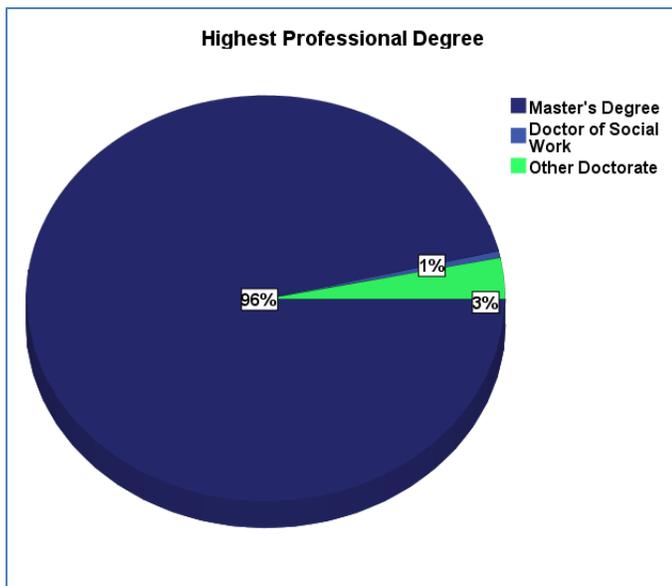
Total:	1,198
% of Licensees:	17%
Federal/Military:	22%
Va. Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	4,770	96%
Doctor of Social Work	26	1%
Other Doctorate	161	3%
<b>Total</b>	<b>4,957</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

35% of LCSWs carry educational debt, including 64% 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: 35%  
 Under age 40 w/ debt: 64%  
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCSWs		LCSWs under 40	
	#	%	#	%
None	2,854	65%	371	36%
Less than \$10,000	171	4%	61	6%
\$10,000-\$19,999	171	4%	57	5%
\$20,000-\$29,999	183	4%	65	6%
\$30,000-\$39,999	160	4%	64	6%
\$40,000-\$49,999	123	3%	58	6%
\$50,000-\$59,999	126	3%	59	6%
\$60,000-\$69,999	116	3%	61	6%
\$70,000-\$79,999	79	2%	44	4%
\$80,000-\$89,999	87	2%	48	5%
\$90,000-\$99,999	60	1%	25	2%
\$100,000-\$109,999	94	2%	57	5%
\$110,000-\$119,999	34	1%	13	1%
\$120,000-\$129,999	34	1%	14	1%
\$130,000-\$139,999	28	1%	10	1%
\$140,000-\$149,999	13	0%	7	1%
\$150,000 or More	70	2%	28	3%
<b>Total</b>	<b>4,403</b>	<b>100%</b>	<b>1,042</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

Mental Health:	55%
Child:	8%
Health/Medical:	6%

### Secondary Specialty

Mental Health:	15%
Substance Abuse:	11%
Child:	11%

Source: Va. Healthcare Workforce Data Center

More than half of all LCSWs have a primary specialty in mental health. Another 8% have a primary specialty in children, while 6% have a health/medical specialty.

## A Closer Look:

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	2,707	55%	652	15%
<b>Child</b>	417	8%	485	11%
<b>Health/Medical</b>	296	6%	228	5%
<b>Behavioral Disorders</b>	248	5%	456	11%
<b>Family</b>	199	4%	439	10%
<b>School/Educational</b>	176	4%	153	4%
<b>Substance Abuse</b>	166	3%	491	11%
<b>Gerontologic</b>	111	2%	108	3%
<b>Marriage</b>	59	1%	204	5%
<b>Forensic</b>	30	1%	44	1%
<b>Sex Offender Treatment</b>	24	0%	39	1%
<b>Social</b>	23	0%	35	1%
<b>Vocational/Work Environment</b>	9	0%	22	1%
<b>Public Health</b>	7	0%	24	1%
<b>Industrial-Organizational</b>	7	0%	15	0%
<b>Rehabilitation</b>	5	0%	10	0%
<b>Neurology/Neuropsychology</b>	2	0%	9	0%
<b>Experimental or Research</b>	1	0%	2	0%
<b>Other Specialty Area</b>	195	4%	287	7%
<b>General Practice (Non-Specialty)</b>	238	5%	611	14%
<b>Total</b>	<b>4,919</b>	<b>100%</b>	<b>4,315</b>	<b>100%</b>

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: 21%

### Weekly Hours:

40 to 49: 48%  
60 or more: 4%  
Less than 30: 19%

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	4,468	90%
Employed, NOT in a behavioral sciences-related capacity	217	4%
Not working, reason unknown	1	0%
Involuntarily unemployed	14	0%
Voluntarily unemployed	158	3%
Retired	124	2%
<b>Total</b>	<b>4,987</b>	<b>100%</b>

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	296	6%
1 to 9 hours	135	3%
10 to 19 hours	332	7%
20 to 29 hours	459	9%
30 to 39 hours	673	14%
40 to 49 hours	2,369	48%
50 to 59 hours	473	10%
60 to 69 hours	140	3%
70 to 79 hours	27	1%
80 or more hours	15	0%
<b>Total</b>	<b>4,919</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	296	6%
One Part-Time Position	853	17%
Two Part-Time Positions	221	4%
One Full-Time Position	2,731	55%
One Full-Time Position & One Part-Time Position	734	15%
Two Full-Time Positions	17	0%
More than Two Positions	75	2%
<b>Total</b>	<b>4,928</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	59	1%
Less than \$20,000	247	6%
\$20,000-\$29,999	199	5%
\$30,000-\$39,999	208	5%
\$40,000-\$49,999	373	9%
\$50,000-\$59,999	590	15%
\$60,000-\$69,999	680	17%
\$70,000-\$79,999	528	13%
\$80,000-\$89,999	420	11%
\$90,000-\$99,999	224	6%
\$100,000-\$109,999	182	5%
\$110,000 or More	248	6%
<b>Total</b>	<b>3,958</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 65%  
Retirement: 62%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,303	69%
Somewhat Satisfied	1,273	27%
Somewhat Dissatisfied	169	4%
Very Dissatisfied	46	1%
<b>Total</b>	<b>4,791</b>	<b>100%</b>

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 62% also had access to some form of a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,573	58%	73%
Paid Sick Leave	2,406	54%	68%
Health Insurance	2,338	52%	65%
Dental Insurance	2,239	50%	63%
Retirement	2,219	50%	62%
Group Life Insurance	1,869	42%	53%
Signing/Retention Bonus	148	3%	4%
<b>Receive At Least One Benefit</b>	<b>2,829</b>	<b>63%</b>	<b>78%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	41	1%
Experience Voluntary Unemployment?	299	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	110	2%
Work two or more positions at the same time?	1,232	21%
Switch employers or practices?	360	6%
<b>Experienced at least one</b>	<b>1,780</b>	<b>31%</b>

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 3.4% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	90	2%	69	6%
<b>Less than 6 Months</b>	237	5%	117	10%
<b>6 Months to 1 Year</b>	344	7%	135	11%
<b>1 to 2 Years</b>	706	15%	237	19%
<b>3 to 5 Years</b>	1,067	23%	279	23%
<b>6 to 10 Years</b>	813	17%	152	12%
<b>More than 10 Years</b>	1,426	30%	234	19%
<b>Subtotal</b>	<b>4,681</b>	<b>100%</b>	<b>1,223</b>	<b>100%</b>
<b>Did not have location</b>	220		4,483	
<b>Item Missing</b>	886		80	
<b>Total</b>	<b>5,787</b>		<b>5,787</b>	

Source: Va. Healthcare Workforce Data Center

*60% 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: 18%  
Over 2 years: 71%  
Over 2 yrs, 2<sup>nd</sup> location: 54%

**Employment Type**

Salary/Commission: 60%  
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	#	%
<b>Salary/ Commission</b>	2,269	60%
<b>Business/ Practice Income</b>	639	17%
<b>Hourly Wage</b>	554	15%
<b>By Contract</b>	259	7%
<b>Unpaid</b>	34	1%
<b>Subtotal</b>	<b>3,755</b>	<b>100%</b>
<b>Did not have location</b>	220	
<b>Item Missing</b>	1,812	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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:	38%
Top 3 Regions:	82%
Lowest Region:	1%

### Locations

2 or more (Past Year):	27%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

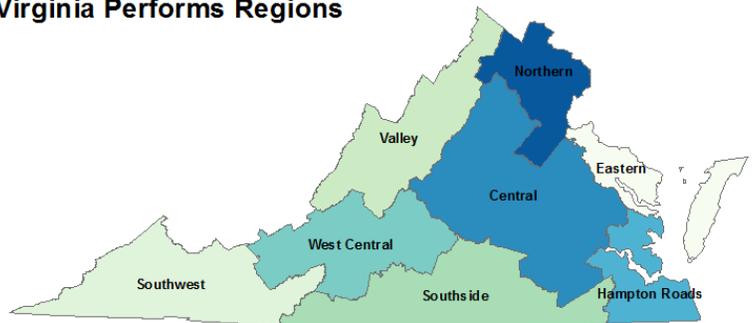
38% of LCSWs work in Northern Virginia, the most of any region in the state. In addition, another 28% of LCSWs work in Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,333	28%	322	25%
Eastern	41	1%	10	1%
Hampton Roads	731	16%	229	18%
Northern	1,761	38%	433	34%
Southside	94	2%	30	2%
Southwest	139	3%	37	3%
Valley	174	4%	38	3%
West Central	340	7%	86	7%
Virginia Border State/DC	27	1%	43	3%
Other US State	38	1%	47	4%
Outside of the US	4	0%	5	0%
<b>Total</b>	<b>4,682</b>	<b>100%</b>	<b>1,280</b>	<b>100%</b>
Item Missing	885		23	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

24% 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%	286	6%
1	3,378	69%	3,427	70%
2	668	14%	631	13%
3	560	11%	504	10%
4	33	1%	20	0%
5	20	0%	13	0%
6 or More	21	0%	8	0%
<b>Total</b>	<b>4,888</b>	<b>100%</b>	<b>4,888</b>	<b>100%</b>

\*At the time of survey completion, June 2017.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	2,049	47%	760	67%
<b>Non-Profit</b>	925	21%	221	20%
<b>State/Local Government</b>	995	23%	119	11%
<b>Veterans Administration</b>	198	5%	11	1%
<b>U.S. Military</b>	173	4%	14	1%
<b>Other Federal Government</b>	55	1%	8	1%
<b>Total</b>	<b>4,395</b>	<b>100%</b>	<b>1,133</b>	<b>100%</b>
<b>Did not have location</b>	220		4483	
<b>Item Missing</b>	1,172		171	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

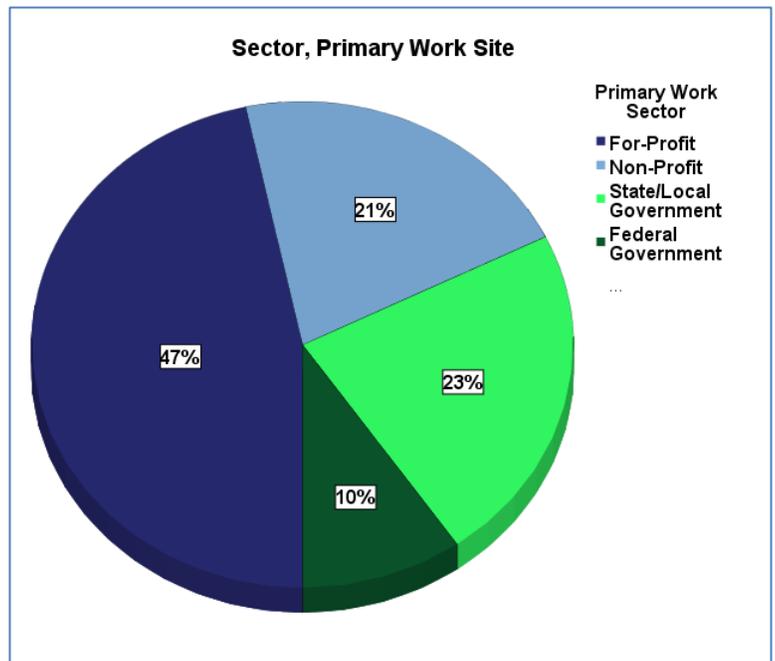
For Profit:	47%
Federal:	10%

**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, 23% of LCSWs work for state or local governments, and 10% work for the federal government.



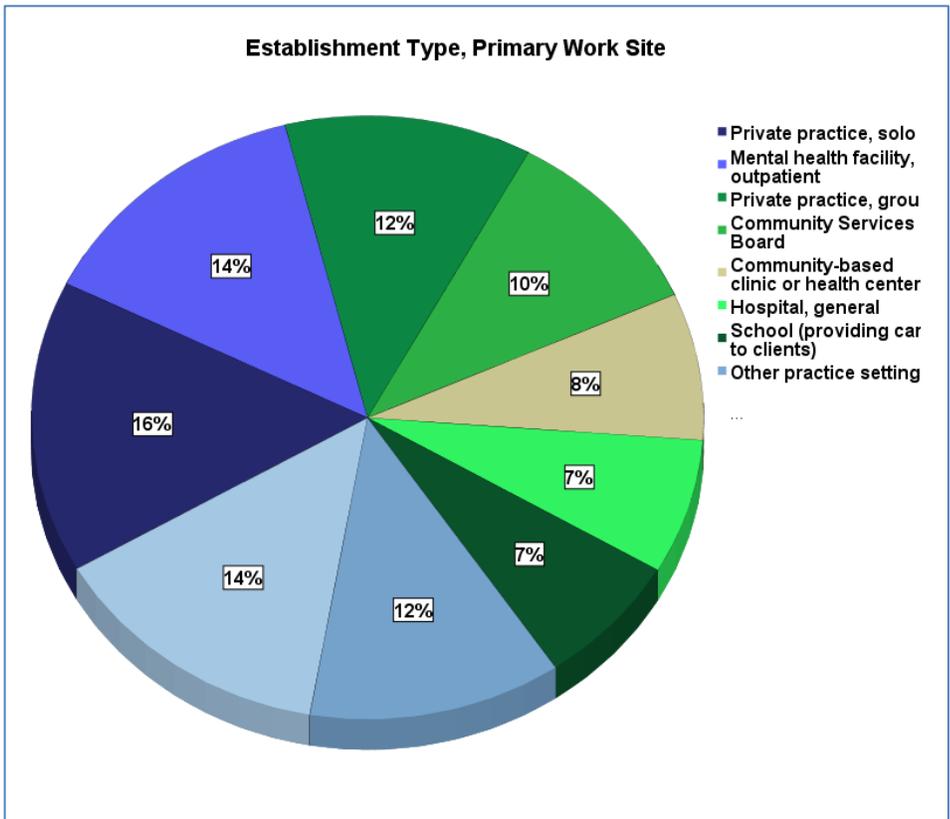
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	647	16%	194	18%
Mental Health Facility, Outpatient	567	14%	174	16%
Private Practice, Group	491	12%	206	19%
Community Services Board	428	10%	53	5%
Community-Based Clinic or Health Center	325	8%	82	8%
Hospital, General	298	7%	49	5%
School (Providing Care to Clients)	294	7%	33	3%
Hospital, Psychiatric	142	3%	30	3%
Administrative or Regulatory	92	2%	12	1%
Residential Mental Health/Substance Abuse Facility	74	2%	16	1%
Academic Institution (Teaching Health Professions Students)	62	2%	53	5%
Other practice setting	709	17%	179	17%
<b>Total</b>	<b>4,129</b>	<b>100%</b>	<b>1,081</b>	<b>100%</b>
Did Not Have a Location	220		4,483	

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, 37% work at either a solo or group private practice, while 16% 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

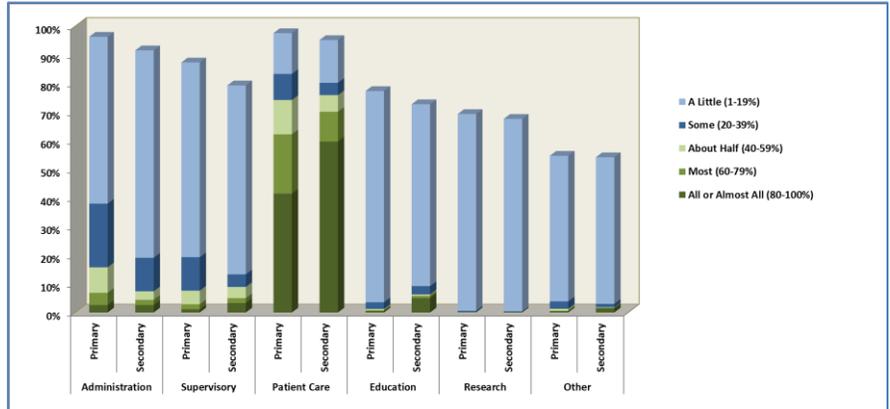
Patient Care: 62%  
Administrative: 7%  
Supervisory: 3%

### Patient Care LCSWs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



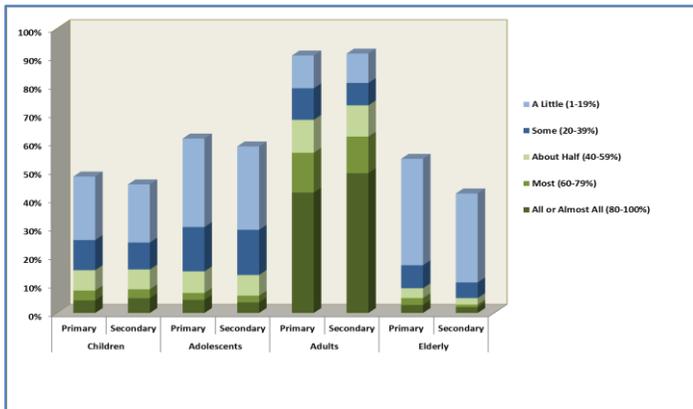
Source: Va. Healthcare Workforce Data Center

62% of all LCSWs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 7% 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
<b>All or Almost All (80-100%)</b>	3%	3%	1%	3%	41%	60%	0%	5%	0%	0%	0%	2%
<b>Most (60-79%)</b>	4%	2%	2%	2%	21%	10%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	9%	3%	5%	4%	12%	6%	0%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	22%	12%	12%	4%	9%	4%	2%	3%	0%	0%	3%	1%
<b>A Little (1-19%)</b>	58%	72%	68%	66%	14%	15%	74%	64%	69%	67%	51%	51%
<b>None (0%)</b>	4%	9%	13%	21%	2%	5%	23%	27%	31%	32%	45%	46%

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
<b>All or Almost All (80-100%)</b>	4%	5%	5%	4%	42%	49%	3%	2%
<b>Most (60-79%)</b>	3%	3%	2%	2%	14%	13%	2%	1%
<b>About Half (40-59%)</b>	7%	7%	8%	7%	12%	11%	3%	2%
<b>Some (20-39%)</b>	11%	9%	16%	16%	11%	8%	8%	5%
<b>A Little (1-19%)</b>	22%	20%	31%	29%	11%	10%	37%	31%
<b>None (0%)</b>	52%	55%	39%	41%	10%	9%	46%	58%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

Primary Location: 1-24

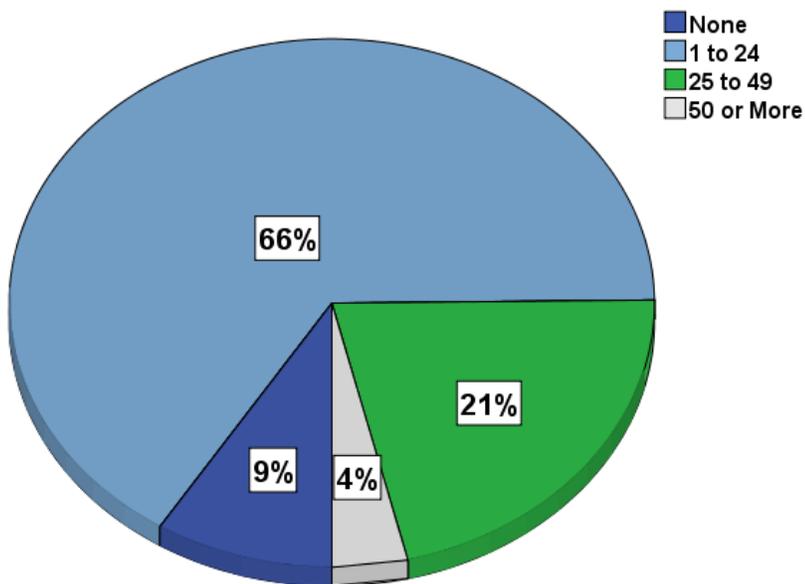
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	408	9%	165	15%
<b>1 to 24</b>	2,792	64%	839	76%
<b>25 to 49</b>	983	23%	80	7%
<b>50 to 74</b>	93	2%	11	1%
<b>75 or More</b>	71	2%	9	1%
<b>Total</b>	<b>4,345</b>	<b>100%</b>	<b>1,103</b>	<b>100%</b>

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	
	#	%	#	%
<b>Under age 50</b>	46	1%	0	0%
<b>50 to 54</b>	94	2%	4	0%
<b>55 to 59</b>	238	6%	57	3%
<b>60 to 64</b>	752	18%	259	12%
<b>65 to 69</b>	1,456	34%	705	32%
<b>70 to 74</b>	842	20%	586	27%
<b>75 to 79</b>	293	7%	227	10%
<b>80 or over</b>	118	3%	97	4%
<b>I do not intend to retire</b>	385	9%	252	12%
<b>Total</b>	<b>4,224</b>	<b>100%</b>	<b>2,188</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCSWs**

Under 65: 27%

Under 60: 9%

**LCSWs 50 and over**

Under 65: 15%

Under 60: 3%

**Time until Retirement**

Within 2 years: 8%

Within 10 years: 27%

Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

Although 27% of LCSWs expect to retire by the age of 65, this percentage falls to 15% for those LCSWs who are already at least 50 years old. Meanwhile, 39% of all LCSWs expect to work until at least age 70, including 9% 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**

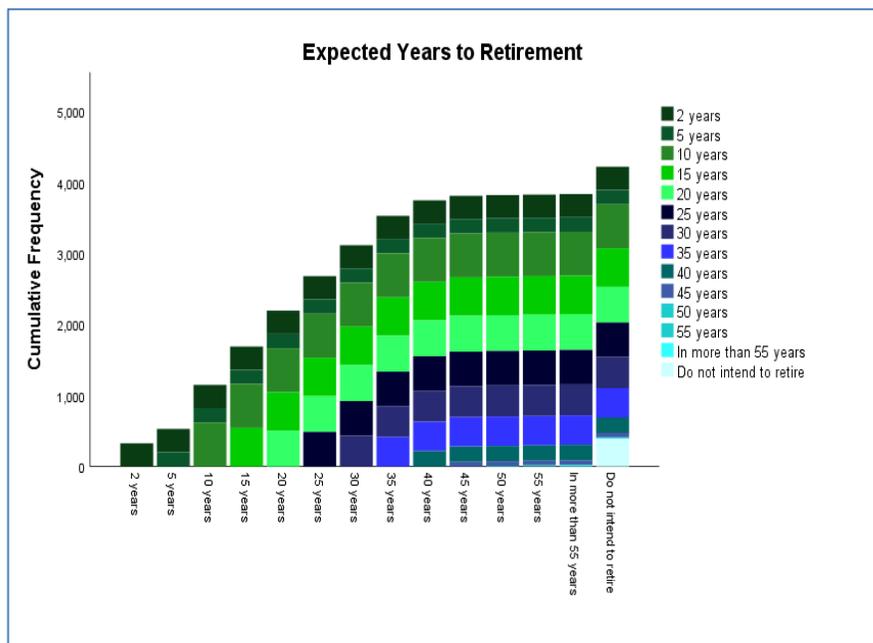
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	67	1%
<b>Leave Virginia</b>	127	2%
<b>Decrease Patient Care Hours</b>	461	8%
<b>Decrease Teaching Hours</b>	37	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	648	11%
<b>Increase Teaching Hours</b>	324	6%
<b>Pursue Additional Education</b>	564	10%
<b>Return to Virginia’s Workforce</b>	84	1%

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 just over a quarter plan on retiring in the next ten years. More than half of the current LCSW workforce expects to retire by 2038.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	327	8%	8%
<b>5 years</b>	203	5%	13%
<b>10 years</b>	620	15%	27%
<b>15 years</b>	542	13%	40%
<b>20 years</b>	505	12%	52%
<b>25 years</b>	487	12%	64%
<b>30 years</b>	436	10%	74%
<b>35 years</b>	415	10%	84%
<b>40 years</b>	216	5%	89%
<b>45 years</b>	65	2%	90%
<b>50 years</b>	10	0%	91%
<b>55 years</b>	6	0%	91%
<b>In more than 55 years</b>	9	0%	91%
<b>Do not intend to retire</b>	385	9%	100%
<b>Total</b>	<b>4,224</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2028. 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 2053.*

## At a Glance:

### FTEs

Total: 4,690  
 FTEs/1,000 Residents<sup>2</sup>: 0.553  
 Average: 0.84

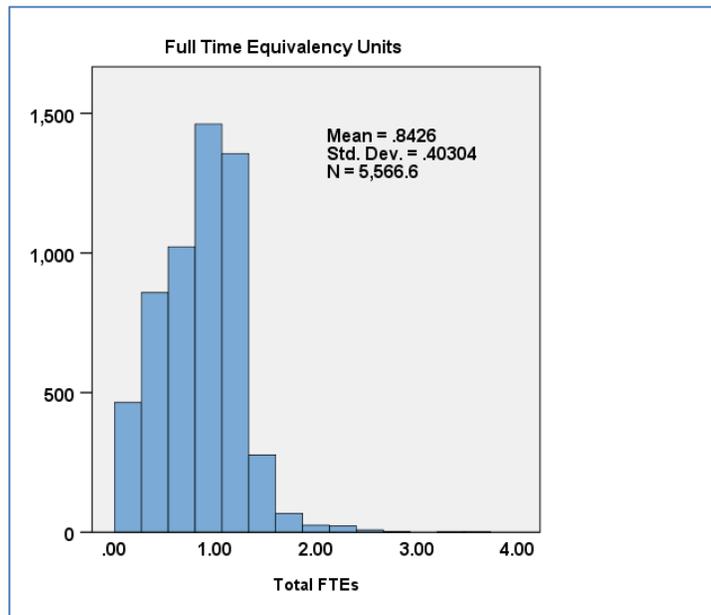
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

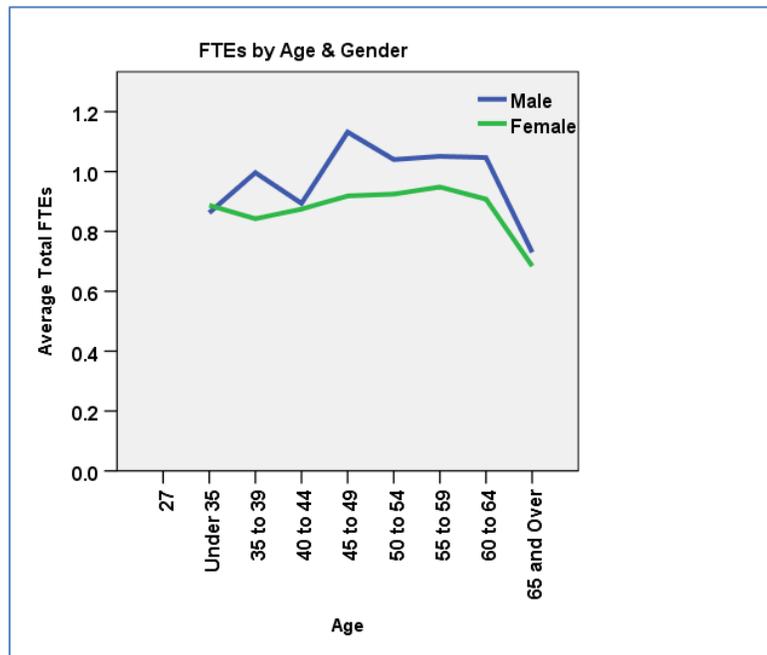


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCSW provided 0.90 FTEs, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
<b>Under 35</b>	0.85	1.01
<b>35 to 39</b>	0.82	0.91
<b>40 to 44</b>	0.87	0.84
<b>45 to 49</b>	0.97	1.05
<b>50 to 54</b>	0.92	0.99
<b>55 to 59</b>	0.95	0.95
<b>60 to 64</b>	0.90	0.91
<b>65 and Over</b>	0.61	0.51
<b>Gender</b>		
<b>Male</b>	0.93	1.03
<b>Female</b>	0.87	0.95

Source: Va. Healthcare Workforce Data Center

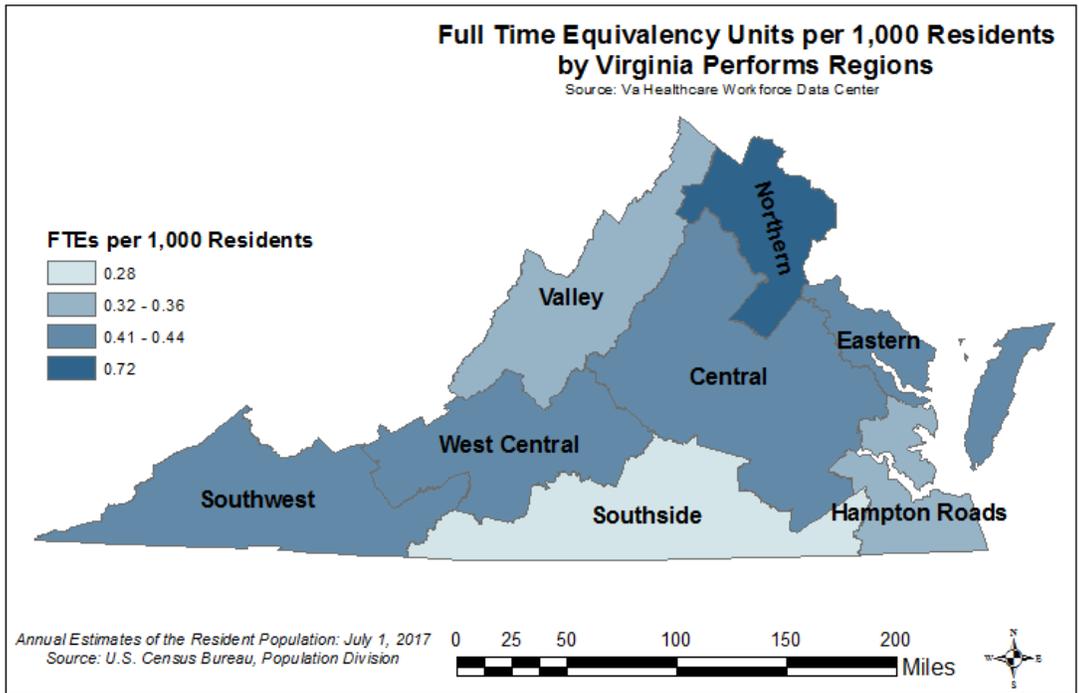
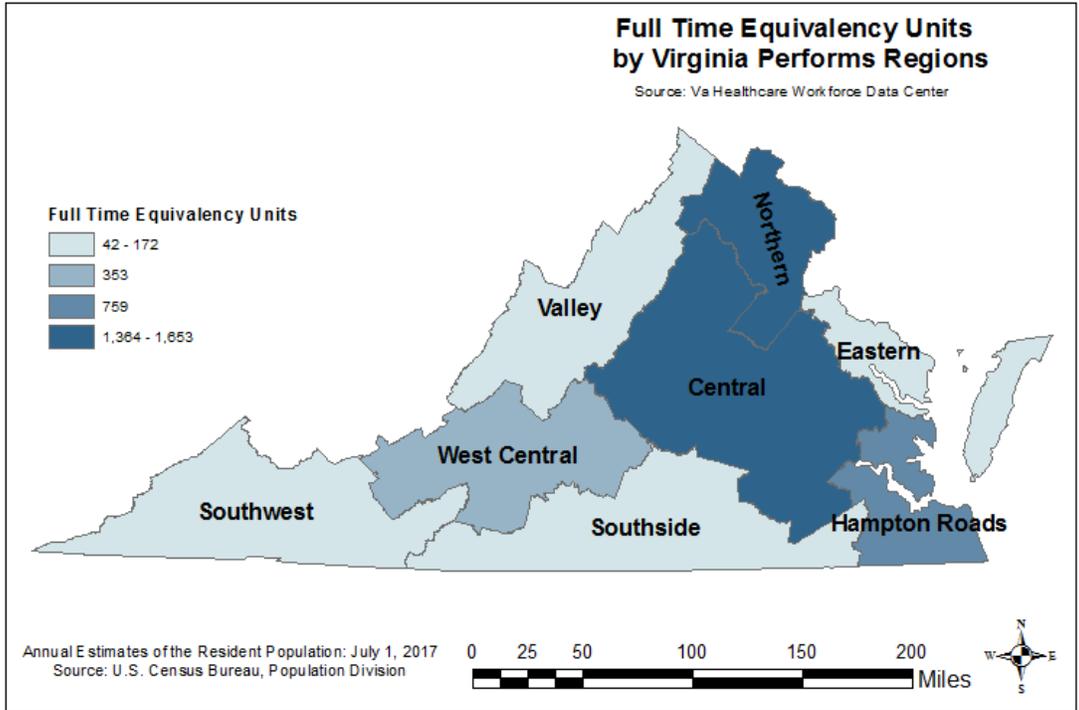


Source: Va. Healthcare Workforce Data Center

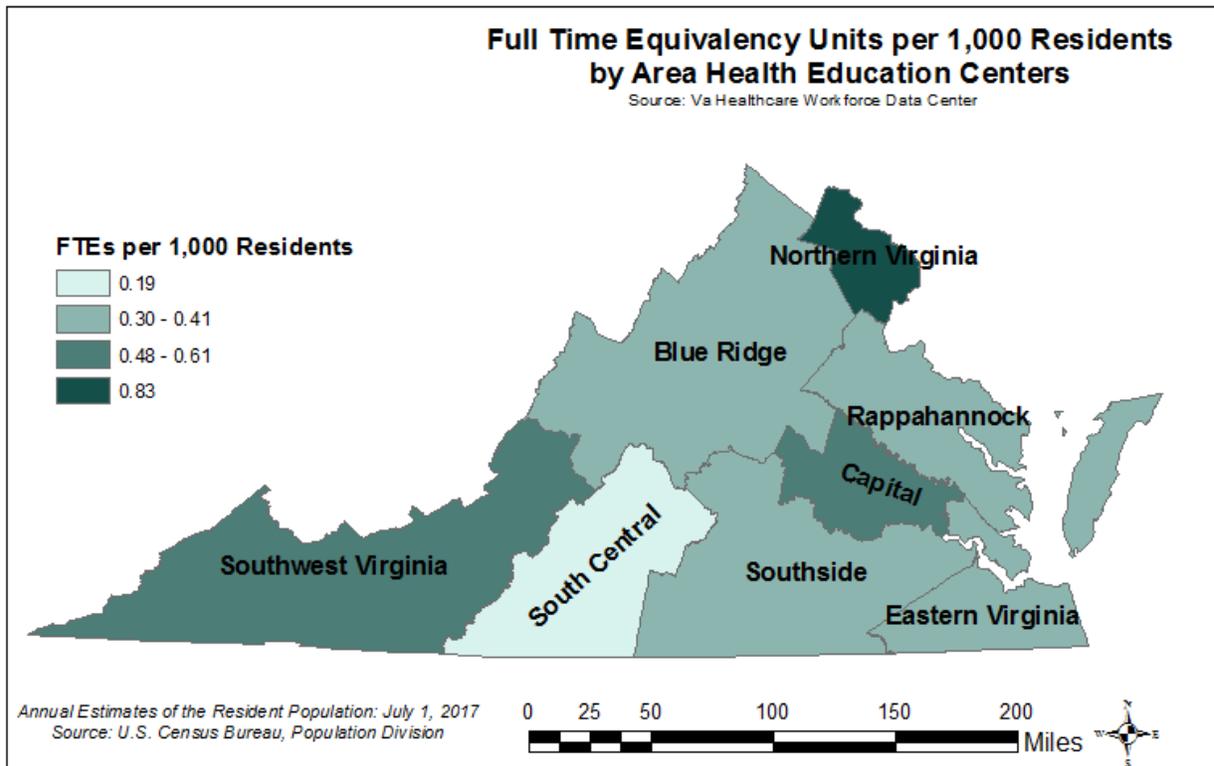
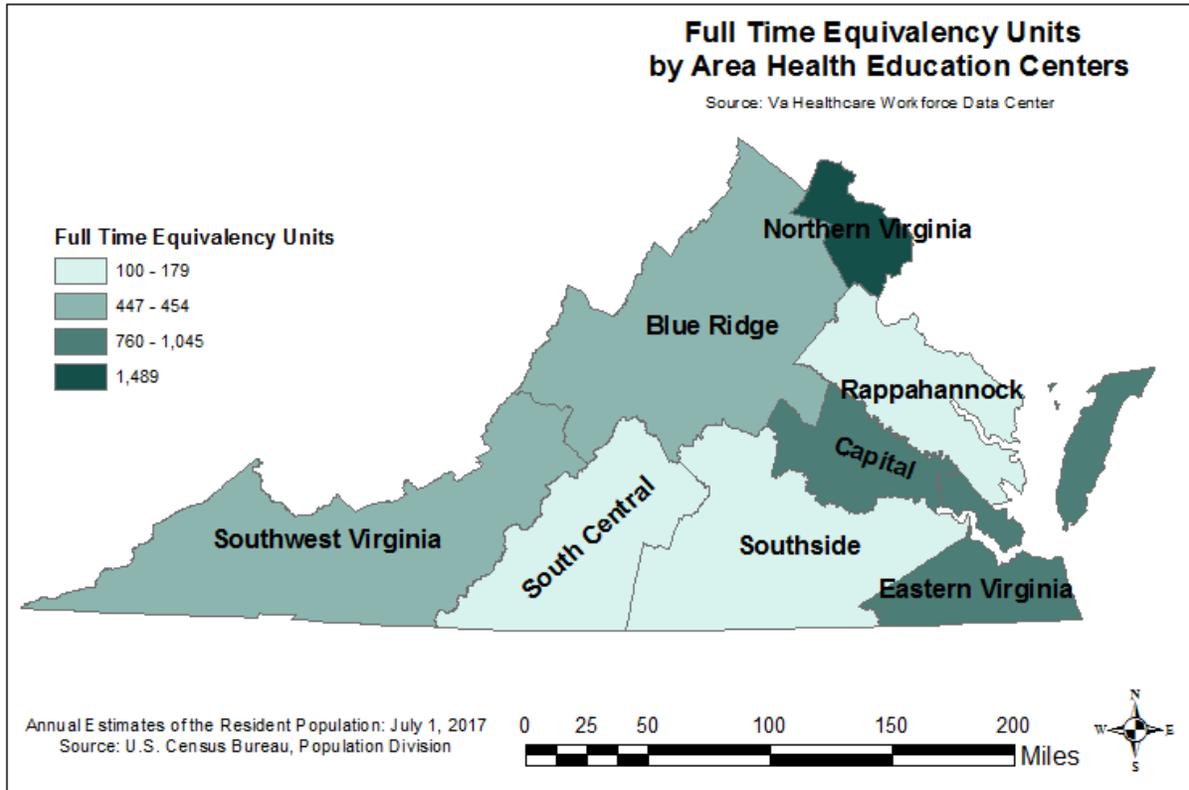
<sup>2</sup> Number of residents in 2017 was used as the denominator.

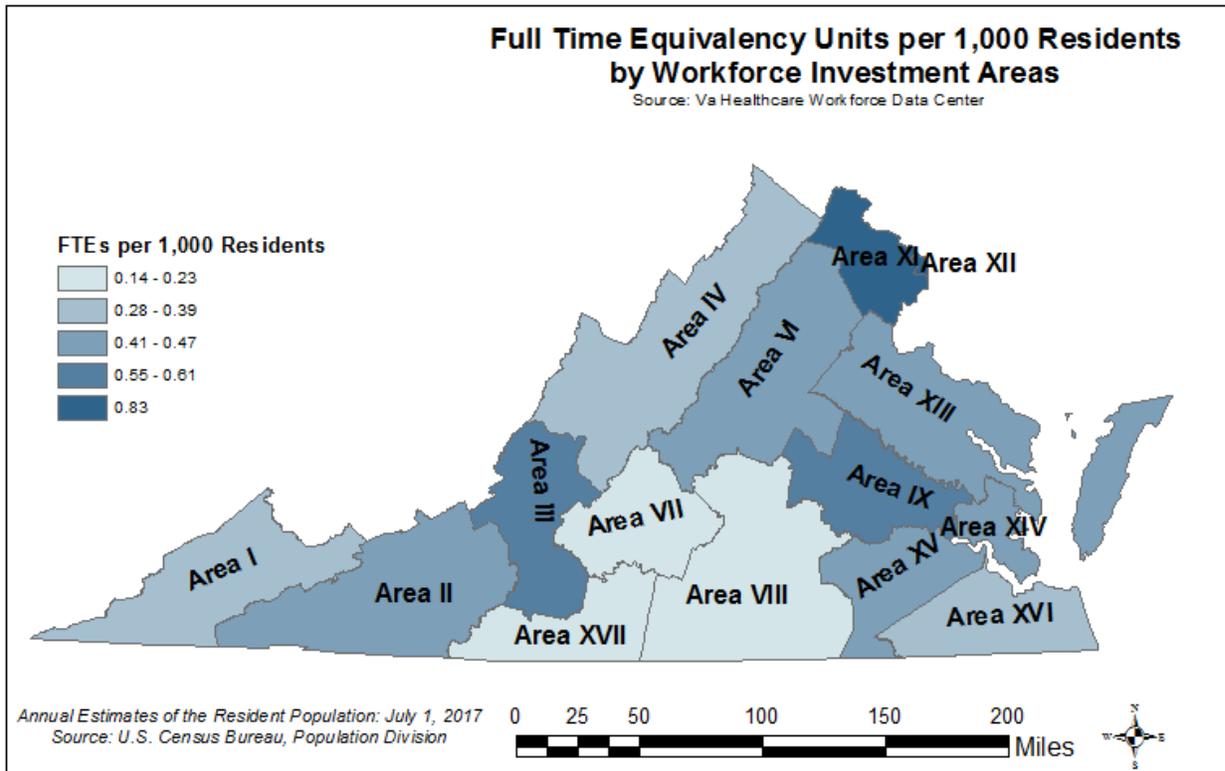
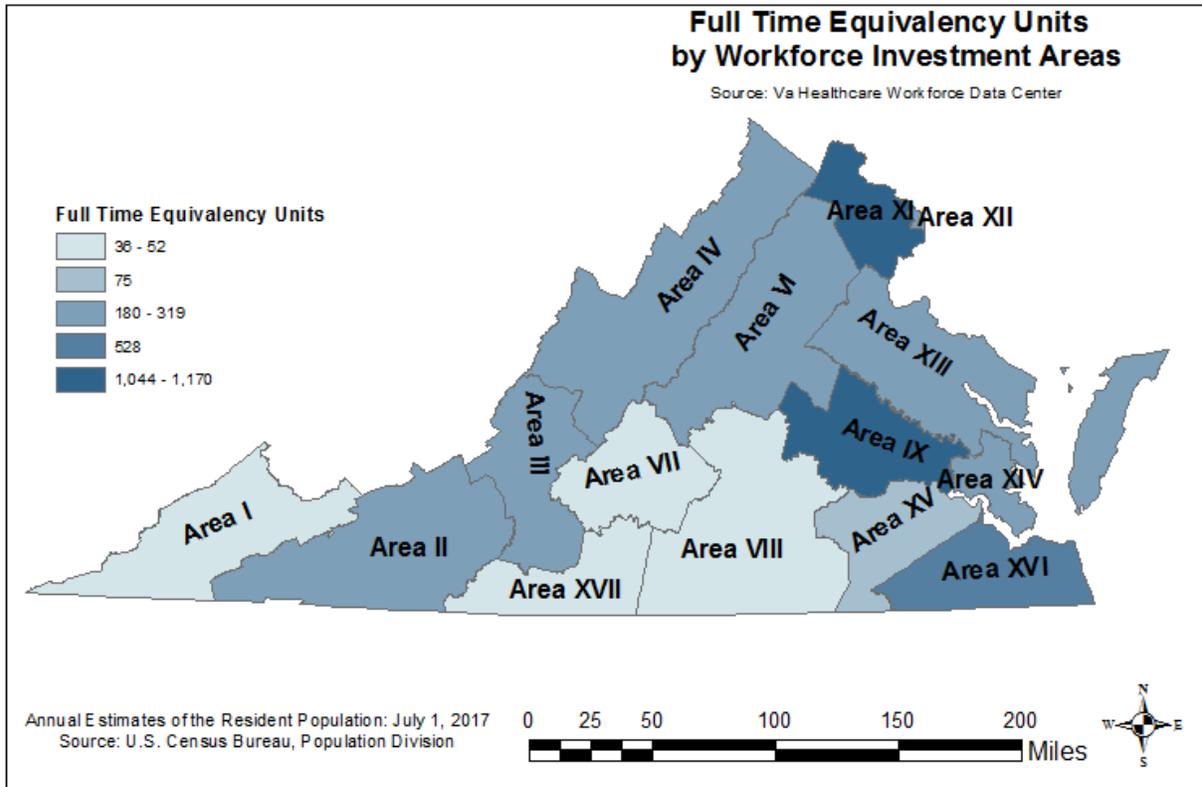
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

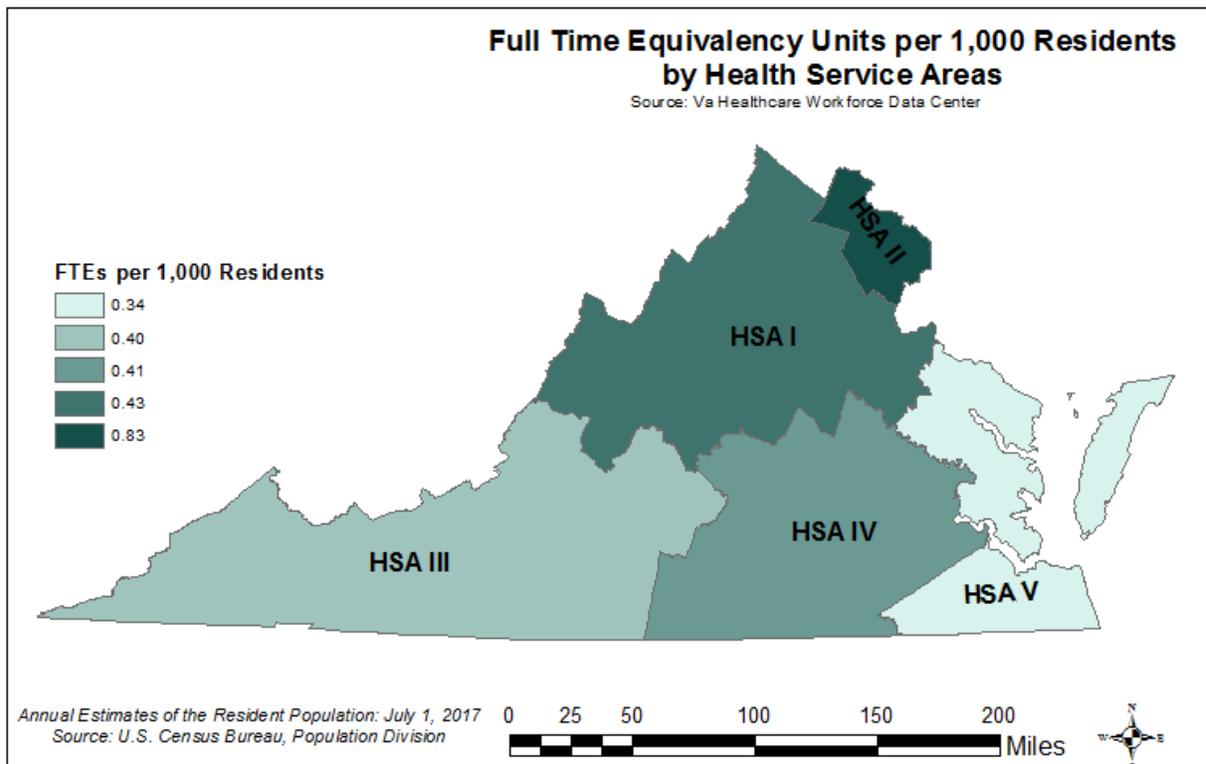
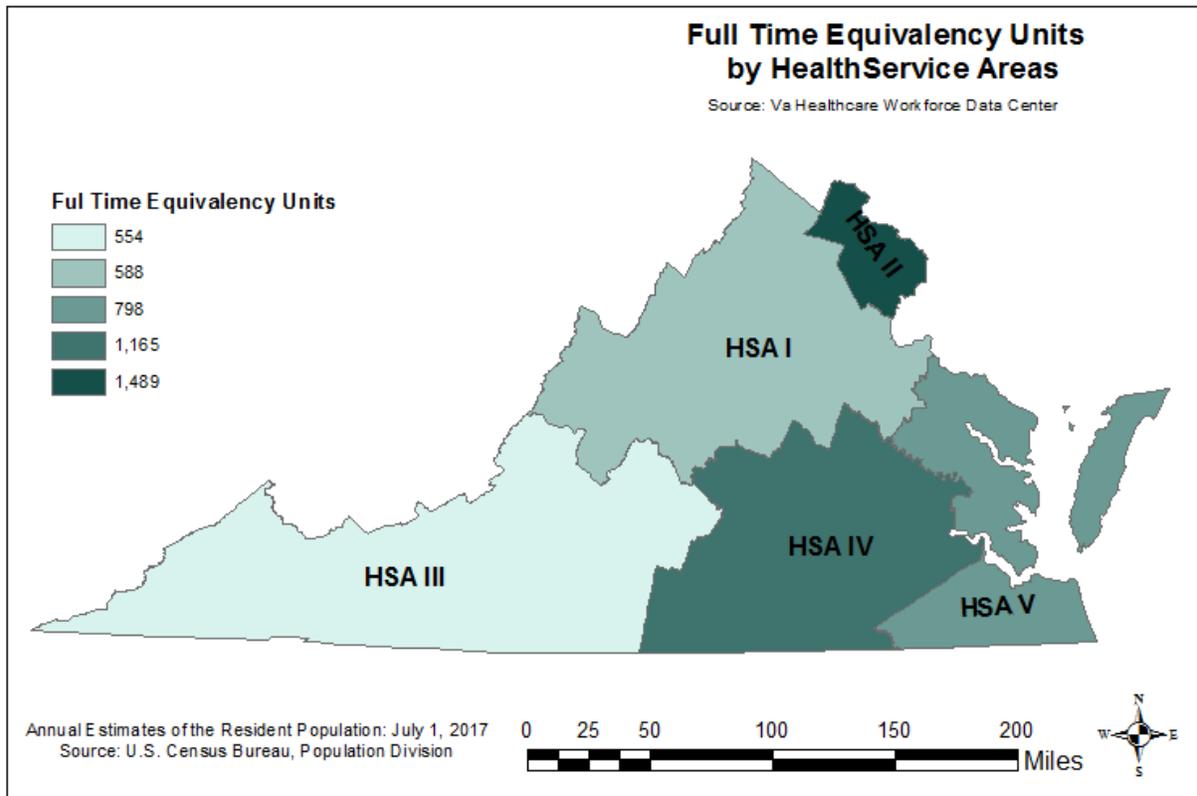
Virginia Performs Regions<sup>3</sup>

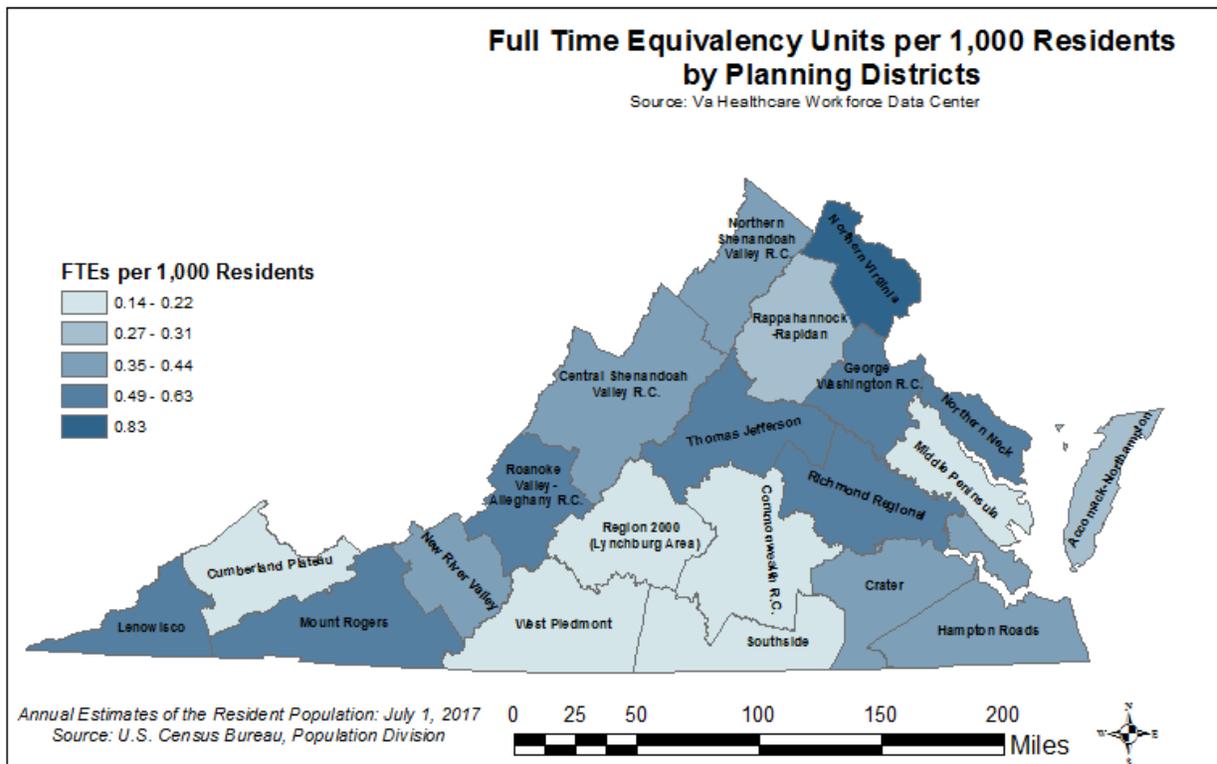
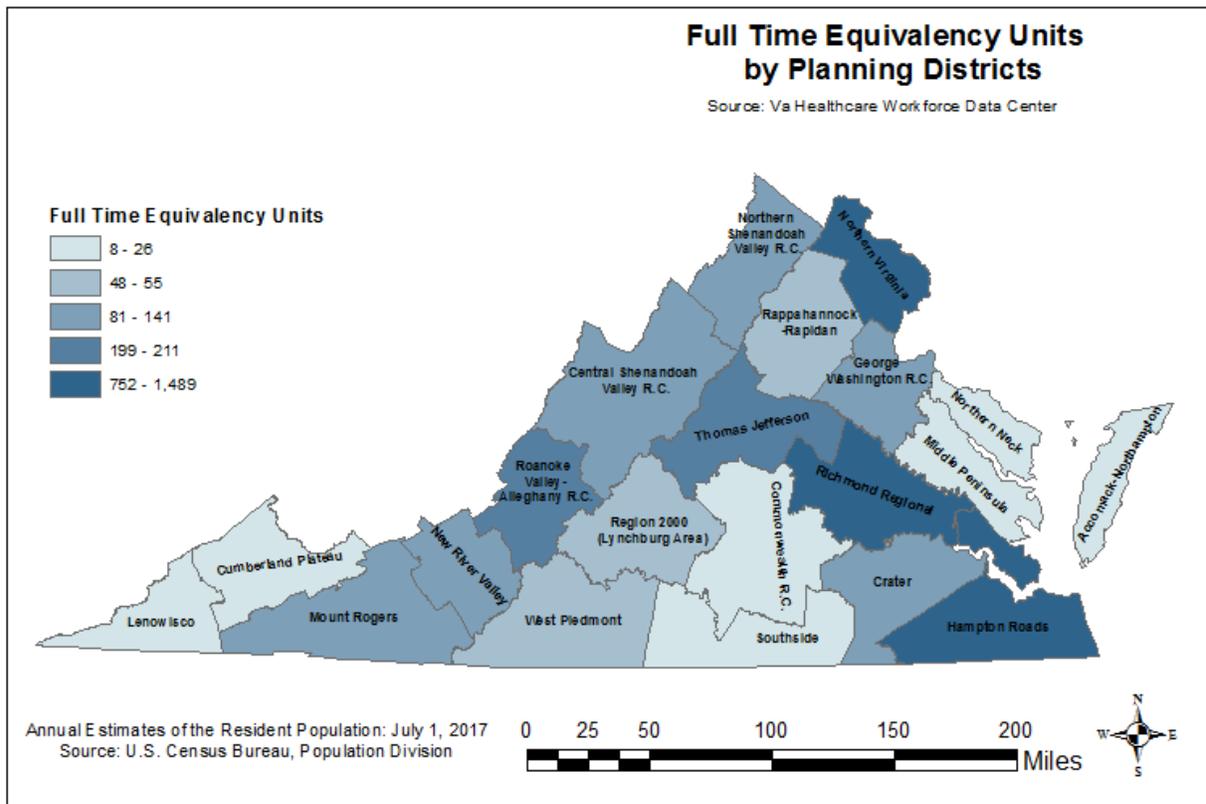


<sup>3</sup> These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>









## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4483	85.97%	1.1632071	1.09135315	1.463247043
Metro, 250,000 to 1 million	363	85.12%	1.1747573	1.102189891	1.477776555
Metro, 250,000 or less	546	85.53%	1.1691649	1.096942946	1.470741641
Urban pop 20,000+, Metro adj	33	69.70%	1.4347826	1.346152871	1.804873342
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	113	83.19%	1.2021277	1.127869539	1.512206903
Urban pop, 2,500-19,999, nonadj	81	91.36%	1.0945946	1.026979033	1.376936542
Rural, Metro adj	78	76.92%	1.3000000	1.219696086	1.635324634
Rural, nonadj	26	92.31%	1.0833333	1.016413405	1.362770528
Virginia border state/DC	798	74.31%	1.3456998	1.262572936	1.692812372
Other US State	464	73.28%	1.3647059	1.280404941	1.716720882

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	739	66.44%	1.50509165	1.362770528	1.804873342
35 to 39	768	83.20%	1.201877934	1.088228632	1.441266014
40 to 44	827	86.82%	1.151810585	1.053736551	1.381226332
45 to 49	896	87.83%	1.138500635	1.030844276	1.365265329
50 to 54	771	88.59%	1.128843338	1.022100171	1.287568722
55 to 59	806	89.08%	1.122562674	1.016413405	1.346152871
60 to 64	722	88.78%	1.126365055	1.019856233	1.350712603
65 and Over	1455	79.79%	1.253229974	1.134724835	1.50284627

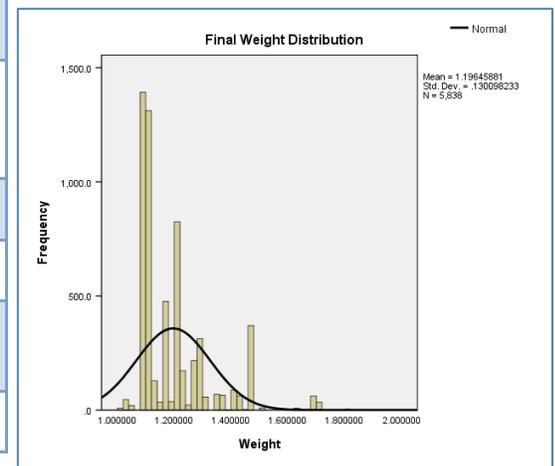
Source: Va. Healthcare Workforce Data Center

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

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

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

**Overall Response Rate: 0.8359**



Source: Va. Healthcare Workforce Data Center