
Virginia's Licensed Clinical Social Worker Workforce: 2019

Healthcare Workforce Data Center

July 2019

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

6,430 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Virginia Board of Social Work

Chair

John Salay, LCSW
Midlothian

Vice-Chair

Dolores Paulson, PhD, LCSW
McLean

Members

Canek Aguirre
Alexandria

Angelia Allen
Portsmouth

Jamie Clancey, LCSW
Culpeper

Maria Eugenia del Villar, LCSW
Fairfax

Michael Hayter, LCSW, CSAC
Abingdon

Gloria Manns, LCSW
Roanoke

Joseph Walsh, PhD, LCSW
Richmond

Executive Director

Jaime H. Hoyle, JD

Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Specialties	9
Current Employment Situation	10
Employment Quality.....	11
2018-19 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Patients	17
Retirement & Future Plans	19
Full-Time Equivalency Units.....	21
Maps	22
Virginia Performs Regions	22
Area Health Education Center Regions	23
Workforce Investment Areas	24
Health Services Areas	25
Planning Districts.....	26
Appendices.....	27
Appendix A: Weights	27

The Licensed Clinical Social Worker Workforce: At a Glance:

The Workforce

Licensees:	7,291
Virginia's Workforce:	5,986
FTEs:	5,103

Background

Rural Childhood:	24%
HS Degree in VA:	45%
Prof. Degree in VA:	53%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	57%
Satisfied?:	95%

Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	97%

Education

Masters:	96%
Doctorate:	4%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	69%

Demographics

Female:	87%
Diversity Index:	35%
Median Age:	50

Finances

Median Income:	\$60k-\$70k
Health Benefits:	67%
Under 40 w/ Ed debt:	66%

Time Allocation

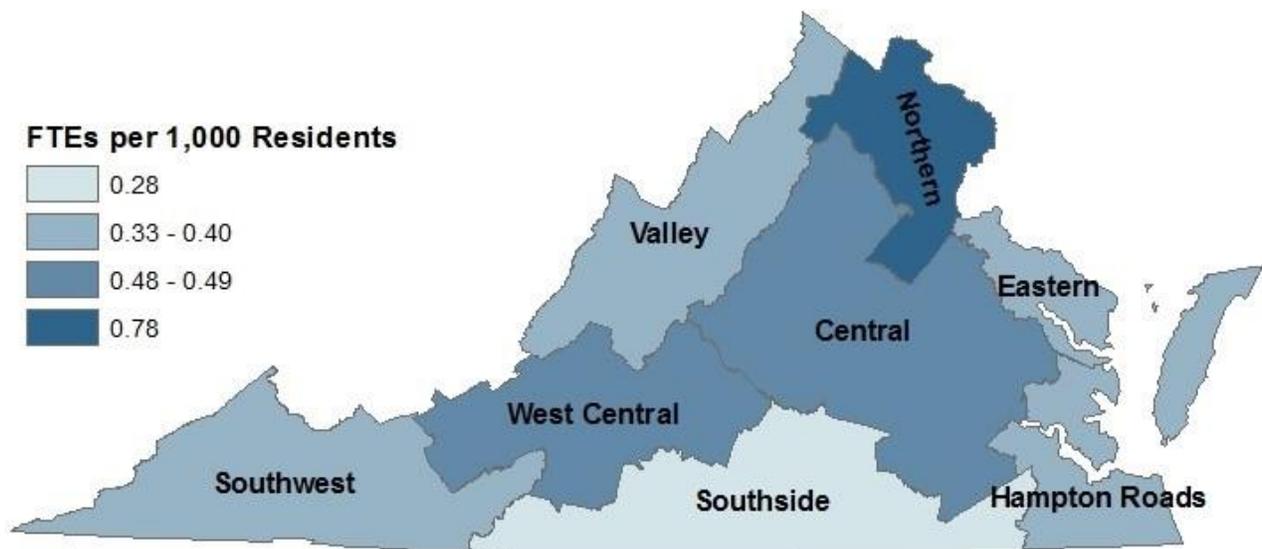
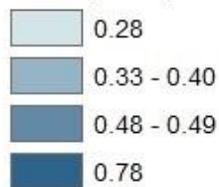
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

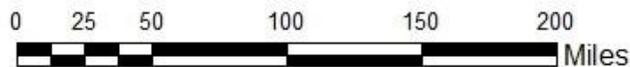
Full Time Equivalency Units Provided by Licensed Clinical Social Workers per 1,000 Residents by Virginia Perform Regions

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



The data in this report were obtained from the Licensed Clinical Social Workers (LCSWs) Survey that the Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers during the license renewal process occurring every June for LCSWs. Eighty-eight percent or 6,430 of all 7,291 LCSWs participated in the survey. An estimated 5,986 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 2018 and June 2019, these LCSWs provided 5,103 "full-time equivalency units (FTE)", which the HWDC defines simply as working 2,000 hours a year.

Nearly all LCSWs have a Master's degree as their highest professional degree, while the remaining LCSWs have a doctorate degree. Fifty-six percent of all LCSWs have a primary specialty in mental health, while another 8% specialize in issues related to children. Thirty-seven percent of all LCSWs currently carry educational debt and the median debt burden for those with educational debt is between \$50,000 and \$60,000. Median annual income is only slightly higher than the median debt at between \$60,000 and \$70,000. In addition, 64% of all LCSWs receive at least one employer-sponsored benefit and 95% of LCSWs indicate they are satisfied with their current employment situation.

Eighty-seven percent of all LCSWs are female, including 92% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 35% 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 non-metro 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. The primary work location for approximately a third of all LCSWs is either a solo or group private practice; 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

The LCSW workforce has witnessed consistent and significant growth in the past four years. Both the total number of LCSWs and the number working in Virginia has increased by 26% and 20%, respectively, when compared to 2013. FTE also increased by 16% in the same period. The LCSW workforce has also witnessed increasing racial/ethnic diversity; the diversity index increased from 27% in 2013 to 35% in 2019. Median age declined to 50 years from the 53-54 years where it had hovered between 2013 and 2017. A quarter of LCSWs are now under age 40 as compared to 18% in 2013. Gender diversity, however, continues to decline as the percent female increased from 84% in 2013 to 87% in 2019.

For the first time in four years, median education debt increased. After increasing from \$30,000-\$40,000 to \$40,000-\$50,000 in 2015, the median education debt has been stable until its recent increase to \$50,000-\$60,000. The percent reporting education debt also increased from 27% in 2013 to 37% in 2019. The percent under 40 with education debt increased from 68% in 2013 to 70% in 2015 and then went back down to 65% in 2018; it is now 67%. A higher proportion also hold higher amount of debt as the percent with more than \$90,000 in education debt increased from 2.3% in 2013 to 9.7% now. The percent reporting more than \$90,000 in income also increased from 9% in 2013 to 18% in 2019 even though median income has remained at \$60,000-\$70,000 since its last increase in 2017. Most LCSWs have a Master's degree as their highest 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 specialty has always been mental health in the past 6 years and about the same percent reported that specialty each every year.

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 have barely changed over the past 6 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 6 years. The retirement expectations have also barely changed over the past 6 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 2019.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,342	87%
New Licensees	588	8%
Non-Renewals	361	5%
All Licensees	7,291	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 97% of renewing LCSWs submitted a survey. These represent 88% of LCSWs who held a license at some point during the survey period.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2019.
- 2. Target Population:** All LCSWs who held a Virginia license at some point between July 2018 and June 2019.
- 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 2019.

Response Rates

Completed Surveys	6,430
Response Rate, all licensees	88%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	177	672	79%
35 to 39	105	719	87%
40 to 44	84	799	91%
45 to 49	85	803	90%
50 to 54	76	773	91%
55 to 59	72	758	91%
60 to 64	59	674	92%
65 and Over	203	1,232	86%
Total	861	6,430	88%
New Licenses			
Issued Since July 2018	351	237	40%
Metro Status			
Non-Metro	40	306	88%
Metro	557	5,040	90%
Not in Virginia	264	1,084	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCSWs

Number:	7,291
New:	8%
Not Renewed:	5%

Response Rates

All Licensees:	88%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LCSW Workforce: 5,986
 FTEs: 5,103

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.43
 Workers per FTE: 1.17

Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	5,818	97%
Looking for Work in Virginia	168	3%
Virginia's Workforce	5,986	100%
Total FTEs	5,103	
Licensees	7,291	

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	53	8%	633	92%	686	13%
35 to 39	51	8%	571	92%	622	12%
40 to 44	49	8%	584	92%	633	12%
45 to 49	73	12%	556	88%	628	12%
50 to 54	81	13%	531	87%	612	12%
55 to 59	69	12%	512	88%	582	11%
60 to 64	89	18%	408	82%	497	10%
65 +	216	24%	706	77%	923	18%
Total	682	13%	4,500	87%	5,182	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 87%
 % Under 40 Female: 92%

Age

Median Age: 50
 % Under 40: 25%
 % 55+: 39%

Diversity

Diversity Index: 35%
 Under 40 Div. Index: 45%

Source: Va. Healthcare Workforce Data Center

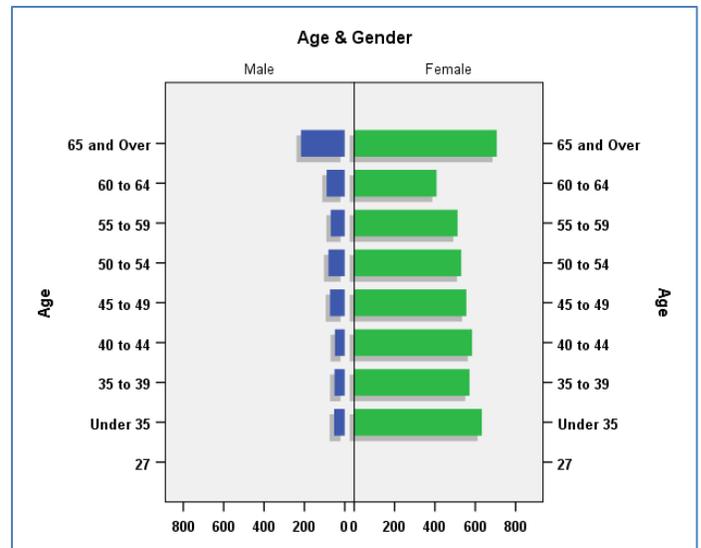
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCSWs		LCSWs under 40	
	%	#	%	#	%
White	61%	4,116	79%	940	72%
Black	19%	691	13%	237	18%
Asian	7%	84	2%	34	3%
Other Race	0%	35	1%	10	1%
Two or more races	3%	97	2%	35	3%
Hispanic	10%	172	3%	53	4%
Total	100%	5,195	100%	1,309	100%

*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, 2017.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCSWs, there is a 35% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

25% of all LCSWs are under the age of 40, and 92% of these professionals are female. In addition, the diversity index among LCSWs who are under the age of 40 is 45%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
 Rural Childhood: 24%

Virginia Background

HS in Virginia: 45%
 Prof. Ed. in VA: 53%
 HS or Prof. Ed. in VA: 62%

Location Choice

% Rural to Non-Metro: 15%
 % Urban/Suburban to Non-Metro: 3%

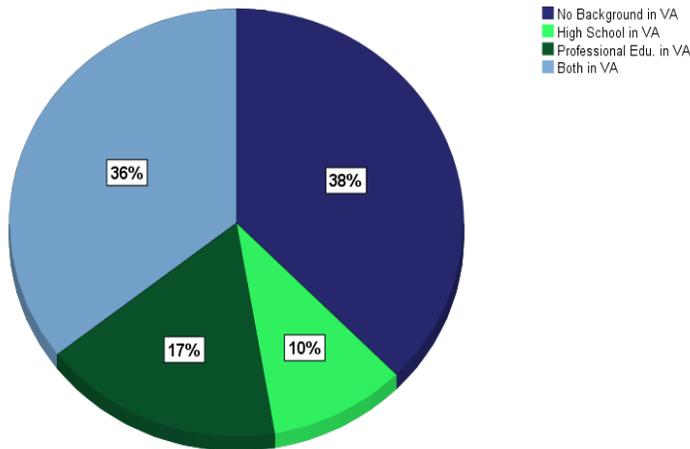
Source: Va. Healthcare Workforce Data Center

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+	18%	66%	17%
2	Metro, 250,000 to 1 million	44%	43%	13%
3	Metro, 250,000 or less	35%	52%	13%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	67%	28%	4%
6	Urban pop, 2,500-19,999, Metro adj	57%	33%	10%
7	Urban pop, 2,500-19,999, nonadj	81%	12%	8%
8	Rural, Metro adj	37%	57%	6%
9	Rural, nonadj	39%	42%	19%
Overall		24%	61%	16%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



24% of LCSWs grew up in self-described rural areas, and 15% of these professionals currently work in non-Metro counties. Overall, just 6% of all LCSWs in the state currently work in non-Metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Social Worker Recruitment

Rank	All LCSWs			
	High School	#	Init. Prof Degree	#
1	Virginia	2,341	Virginia	2,728
2	New York	414	Washington, D.C.	422
3	Maryland	281	New York	293
4	Pennsylvania	242	Maryland	234
5	New Jersey	185	Massachusetts	150
6	North Carolina	180	Pennsylvania	134
7	Outside U.S./Canada	106	North Carolina	131
8	California	100	Florida	104
9	Florida	97	Michigan	94
10	Illinois	95	Illinois	93

45% of 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, 46% received their high school degree in Virginia, while 50% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	1,115	Virginia	1,215
2	New York	171	New York	160
3	Maryland	136	Washington, D.C.	146
4	North Carolina	98	Maryland	103
5	New Jersey	94	North Carolina	82
6	Pennsylvania	80	Pennsylvania	70
7	Florida	58	Florida	68
8	Outside U.S./Canada	56	Massachusetts	63
9	California	52	Illinois	50
10	Michigan	40	California	42

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in the state's LCSW workforce during the past year. 81% of these professionals worked at some point in the past year, including 71% who worked in a behavioral sciences-related job.

At a Glance:

Not in VA Workforce

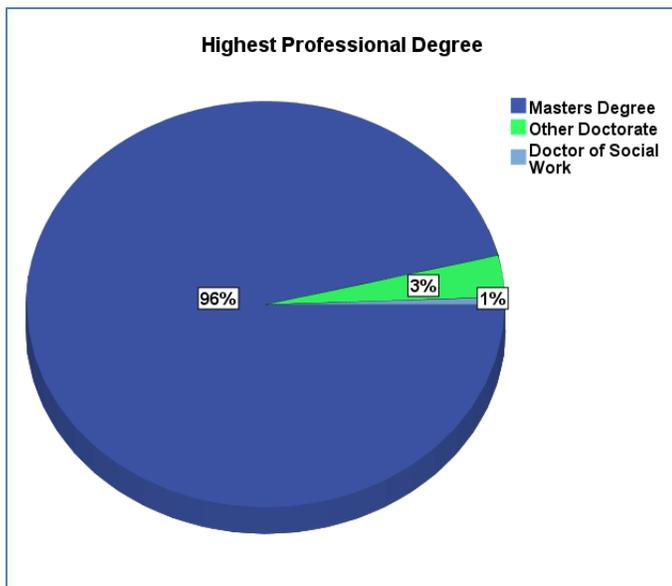
Total:	1,304
% of Licensees:	18%
Federal/Military:	21%
Va. Border State/DC:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	4	0%
Master's Degree	4,899	96%
Doctor of Social Work	26	1%
Other Doctorate	168	3%
Total	5,098	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

37% of LCSWs carry educational debt, including 66% of those under the age of 40. The median debt burden among LCSWs with educational debt is between \$50,000 and \$60,000.

At a Glance:

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

Educational Debt
 Carry debt: 37%
 Under age 40 w/ debt: 66%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCSWs		LCSWs under 40	
	#	%	#	%
None	2,892	63%	387	34%
Less than \$10,000	171	4%	51	4%
\$10,000-\$19,999	161	4%	61	5%
\$20,000-\$29,999	190	4%	74	6%
\$30,000-\$39,999	176	4%	72	6%
\$40,000-\$49,999	137	3%	64	6%
\$50,000-\$59,999	123	3%	56	5%
\$60,000-\$69,999	116	3%	70	6%
\$70,000-\$79,999	90	2%	53	5%
\$80,000-\$89,999	87	2%	48	4%
\$90,000-\$99,999	73	2%	39	3%
\$100,000-\$109,999	103	2%	62	5%
\$110,000-\$119,999	45	1%	17	1%
\$120,000-\$129,999	47	1%	22	2%
\$130,000-\$139,999	38	1%	16	1%
\$140,000-\$149,999	25	1%	11	1%
\$150,000 or More	116	3%	48	4%
Total	4,590	100%	1,151	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Mental Health:	56%
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	
	#	%	#	%
Mental Health	2,828	56%	662	15%
Child	411	8%	501	11%
Health/Medical	316	6%	263	6%
Behavioral Disorders	259	5%	459	10%
Family	187	4%	457	10%
Substance Abuse	181	4%	509	11%
School/Educational	180	4%	151	3%
Gerontologic	99	2%	106	2%
Marriage	45	1%	169	4%
Forensic	31	1%	54	1%
Sex Offender Treatment	22	0%	39	1%
Social	21	0%	54	1%
Vocational/Work Environment	12	0%	24	1%
Industrial-Organizational	10	0%	12	0%
Neurology/Neuropsychology	6	0%	10	0%
Public Health	6	0%	27	1%
Rehabilitation	5	0%	11	0%
Experimental or Research	5	0%	5	0%
Other Specialty Area	190	4%	299	7%
General Practice (Non-Specialty)	255	5%	647	15%
Total	5,069	100%	4,459	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-time: 57%
2 or More Positions: 20%

Weekly Hours:

40 to 49: 49%
60 or more: 4%
Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	3	0%
Employed in a behavioral sciences-related capacity	4,657	90%
Employed, NOT in a behavioral sciences-related capacity	226	4%
Not working, reason unknown	1	0%
Involuntarily unemployed	10	0%
Voluntarily unemployed	147	3%
Retired	104	2%
Total	5,149	100%

Source: Va. Healthcare Workforce Data Center

90% of LCSWs are currently employed in their profession. 75% of LCSWs hold one full-time job, and nearly half work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	262	5%
1 to 9 hours	155	3%
10 to 19 hours	296	6%
20 to 29 hours	470	9%
30 to 39 hours	676	13%
40 to 49 hours	2,468	49%
50 to 59 hours	523	10%
60 to 69 hours	161	3%
70 to 79 hours	32	1%
80 or more hours	21	0%
Total	5,064	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	262	5%
One Part-Time Position	874	17%
Two Part-Time Positions	208	4%
One Full-Time Position	2,906	57%
One Full-Time Position & One Part-Time Position	698	14%
Two Full-Time Positions	25	0%
More than Two Positions	104	2%
Total	5,077	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	61	2%
Less than \$20,000	263	6%
\$20,000-\$29,999	184	4%
\$30,000-\$39,999	187	5%
\$40,000-\$49,999	356	9%
\$50,000-\$59,999	581	14%
\$60,000-\$69,999	727	18%
\$70,000-\$79,999	591	14%
\$80,000-\$89,999	466	11%
\$90,000-\$99,999	253	6%
\$100,000-\$109,999	208	5%
\$110,000 or More	271	7%
Total	4,149	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary & Wage Employees only)
Health Insurance: 67%
Retirement: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,368	68%
Somewhat Satisfied	1,371	28%
Somewhat Dissatisfied	191	4%
Very Dissatisfied	50	1%
Total	4,981	100%

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, 67% received health insurance and 64% had access to some form of retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,704	58%	74%
Paid Sick Leave	2,501	54%	68%
Health Insurance	2,485	53%	67%
Dental Insurance	2,361	51%	64%
Retirement	2,356	51%	64%
Group Life Insurance	1,940	42%	54%
Signing/Retention Bonus	189	4%	5%
Receive At Least One Benefit	2,983	64%	79%

*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?	30	1%
Experience Voluntary Unemployment?	287	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	105	2%
Work two or more positions at the same time?	1,237	21%
Switch employers or practices?	424	7%
Experienced at least one	1,795	30%

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 2.9% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	108	2%	57	5%
Less than 6 Months	250	5%	126	10%
6 Months to 1 Year	414	8%	176	14%
1 to 2 Years	753	15%	256	20%
3 to 5 Years	1,099	23%	260	21%
6 to 10 Years	838	17%	171	14%
More than 10 Years	1,419	29%	206	16%
Subtotal	4,882	100%	1,252	100%
Did not have location	173		4,620	
Item Missing	932		114	
Total	5,986		5,986	

Source: Va. Healthcare Workforce Data Center

62% 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: 7%
New Location: 20%
Over 2 years: 69%
Over 2 yrs, 2nd location: 51%

Employment Type

Salary/Commission: 62%
Business/Practice Income: 17%

Source: Va. Healthcare Workforce Data Center

69% of LCSWs have worked at their primary location for more than two years, while 7% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,391	62%
Business/ Practice Income	672	17%
Hourly Wage	541	14%
By Contract	241	6%
Unpaid	18	0%
Subtotal	3,863	100%
Did not have location	173	
Item Missing	1,950	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Concentration

Top Region:	38%
Top 3 Regions:	81%
Lowest Region:	1%

Locations

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

Source: Va. Healthcare Workforce Data Center

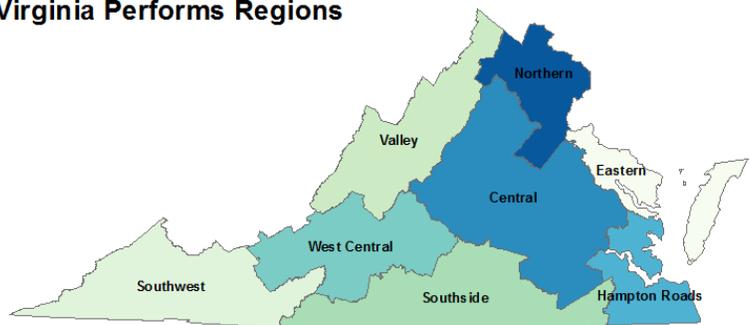
38% of LCSWs work in Northern Virginia, the most of any region in the state. In addition, another 28% of LCSWs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,390	28%	358	27%
Eastern	50	1%	5	0%
Hampton Roads	745	15%	215	16%
Northern	1,832	38%	426	32%
Southside	91	2%	36	3%
Southwest	153	3%	35	3%
Valley	187	4%	47	4%
West Central	365	7%	108	8%
Virginia Border State/DC	36	1%	35	3%
Other US State	28	1%	57	4%
Outside of the US	3	0%	2	0%
Total	4,880	100%	1,324	100%
Item Missing	933		41	

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	167	3%	258	5%
1	3,520	70%	3,575	71%
2	717	14%	666	13%
3	552	11%	502	10%
4	48	1%	25	1%
5	17	0%	10	0%
6 or More	28	1%	13	0%
Total	5,048	100%	5,048	100%

*At the time of survey completion, June 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,143	47%	786	69%
Non-Profit	1,001	22%	208	18%
State/Local Government	980	22%	120	10%
Veterans Administration	199	4%	10	1%
U.S. Military	161	4%	12	1%
Other Federal Government	63	1%	10	1%
Total	4,547	100%	1,146	100%
Did not have location	173		4620	
Item Missing	1,265		218	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

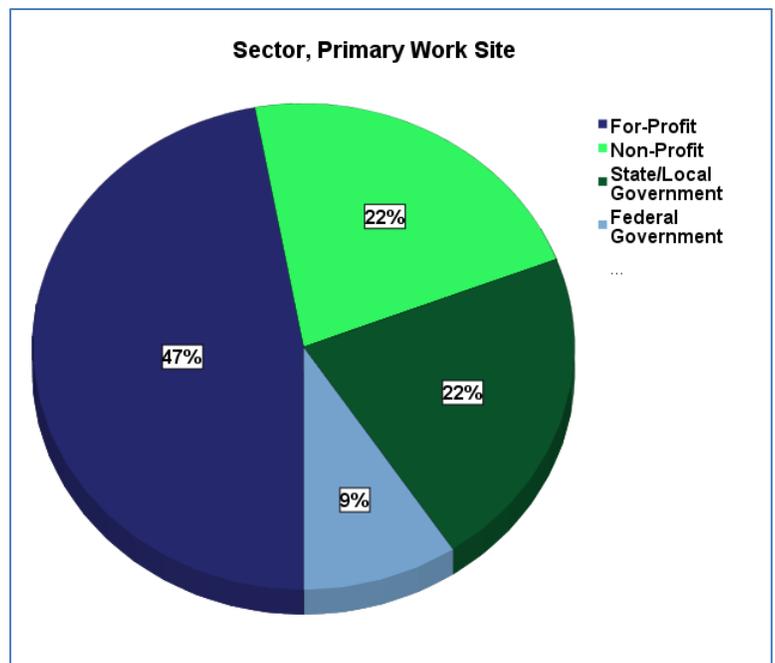
For Profit:	47%
Federal:	9%

Top Establishments

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

Source: Va. Healthcare Workforce Data Center

Over 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 9% work for the federal government.



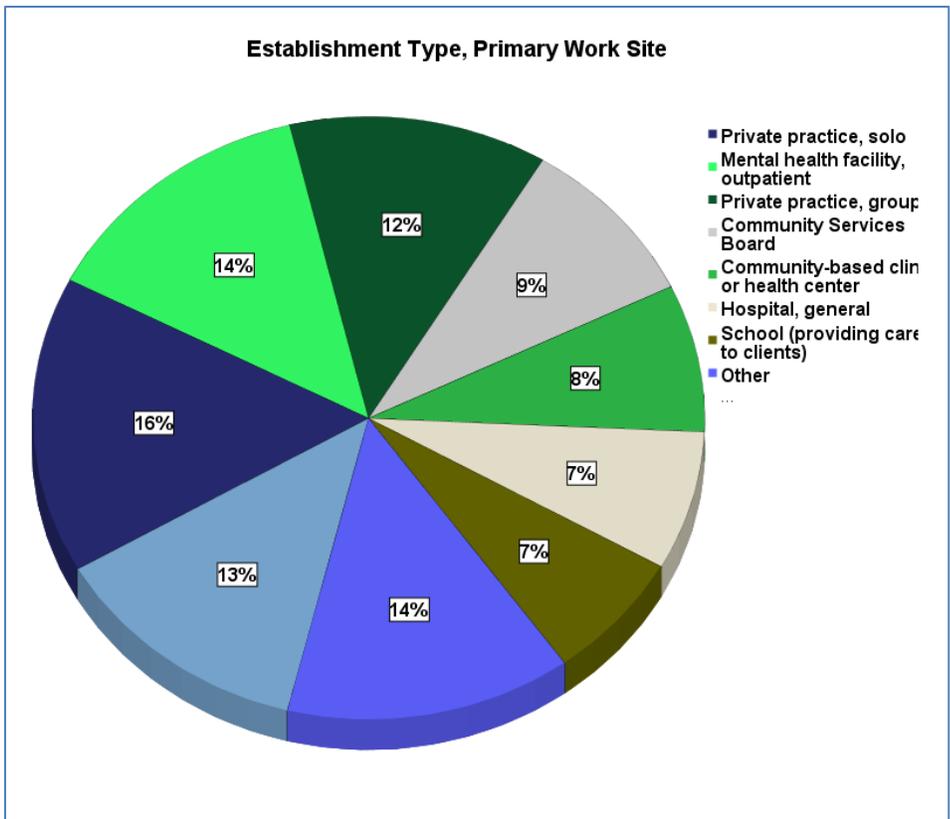
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	681	16%	198	18%
Mental Health Facility, Outpatient	585	14%	167	15%
Private Practice, Group	533	12%	245	22%
Community Services Board	392	9%	51	5%
Community-Based Clinic or Health Center	339	8%	102	9%
Hospital, General	319	7%	38	3%
School (Providing Care to Clients)	295	7%	24	2%
Hospital, Psychiatric	131	3%	26	2%
Residential Mental Health/Substance Abuse Facility	90	2%	19	2%
Academic Institution (Teaching Health Professions Students)	86	2%	57	5%
Administrative or Regulatory	85	2%	6	1%
Other practice setting	747	17%	172	16%
Total	4,283	100%	1,105	100%
Did Not Have a Location	173		4,620	

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, 40% work at either a solo or group private practice, while 15% 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

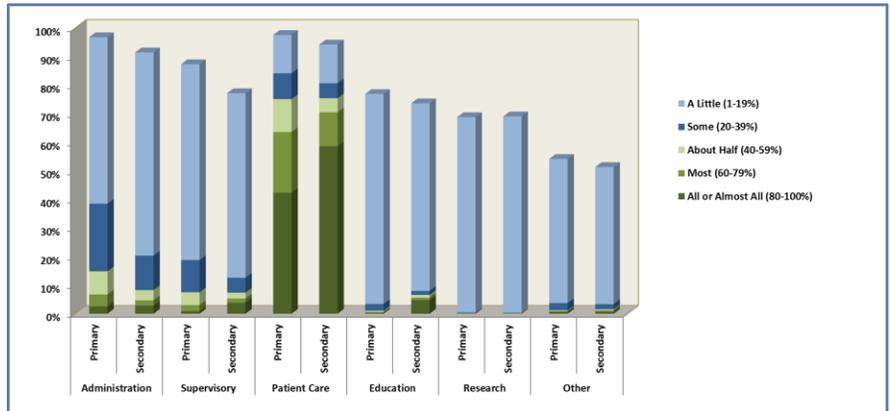
Patient Care: 64%
Administrative: 7%
Supervisory: 3%

Patient Care LCSWs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



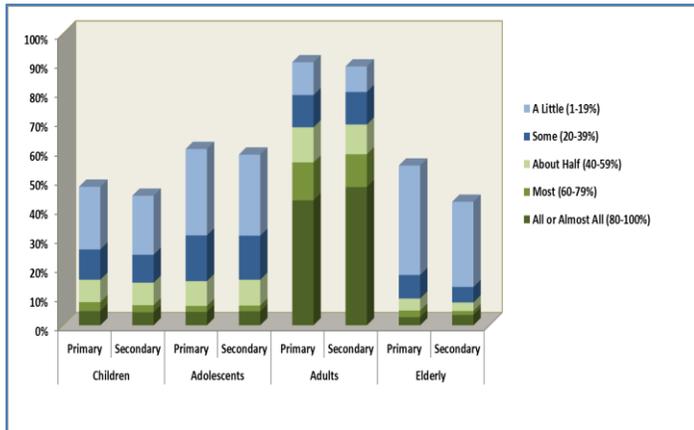
Source: Va. Healthcare Workforce Data Center

64% 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
All or Almost All (80-100%)	3%	3%	1%	4%	42%	59%	0%	5%	0%	0%	1%	1%
Most (60-79%)	4%	2%	2%	1%	21%	12%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	8%	4%	4%	2%	12%	5%	0%	1%	0%	0%	0%	0%
Some (20-39%)	24%	12%	11%	5%	9%	5%	2%	1%	0%	0%	3%	2%
A Little (1-19%)	58%	71%	69%	65%	13%	14%	73%	66%	68%	69%	50%	48%
None (0%)	3%	9%	13%	23%	2%	6%	23%	26%	31%	31%	46%	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%)	5%	4%	5%	5%	43%	47%	3%	4%
Most (60-79%)	3%	2%	2%	2%	13%	11%	2%	1%
About Half (40-59%)	8%	8%	8%	9%	12%	10%	4%	3%
Some (20-39%)	10%	10%	16%	15%	11%	11%	8%	5%
A Little (1-19%)	22%	20%	30%	28%	11%	9%	38%	29%
None (0%)	52%	56%	40%	41%	10%	11%	45%	58%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

Primary Location: 1-24

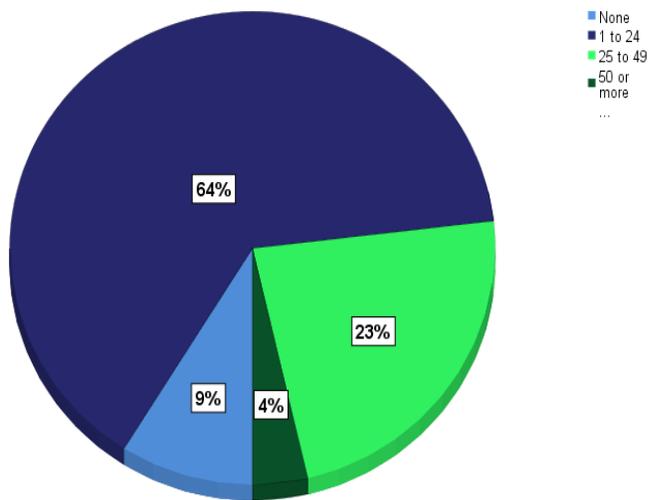
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	402	9%	161	15%
1 to 24	2,900	64%	817	74%
25 to 49	1,046	23%	102	9%
50 to 74	98	2%	16	1%
75 or More	68	2%	9	1%
Total	4,514	100%	1,105	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, 74% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs over 50	
	#	%	#	%
Under age 50	55	1%	0	0%
50 to 54	90	2%	8	0%
55 to 59	226	5%	70	3%
60 to 64	786	18%	281	13%
65 to 69	1,478	34%	696	31%
70 to 74	847	19%	567	26%
75 to 79	338	8%	258	12%
80 or over	135	3%	107	5%
I do not intend to retire	400	9%	232	10%
Total	4,354	100%	2,219	100%

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: 16%

Under 60: 4%

Time until Retirement

Within 2 years: 8%

Within 10 years: 27%

Half the workforce: By 2039

Source: Va. Healthcare Workforce Data Center

Although 27% of LCSWs expect to retire by the age of 65, this percentage falls to 16% 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 to retire at all.

Within the next two years, only 3% of Virginia’s LCSWs plan to leave the state and another 1% plan on leaving the profession entirely. Meanwhile, 11% plan to increase patient care hours, and 8% expect to pursue additional educational opportunities.

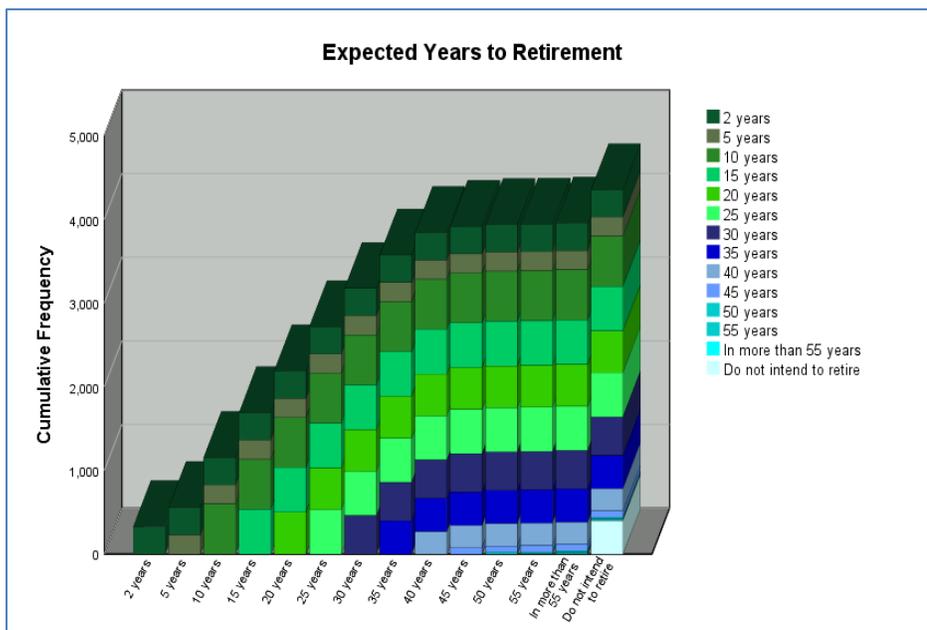
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	79	1%
Leave Virginia	158	3%
Decrease Patient Care Hours	514	9%
Decrease Teaching Hours	36	1%
Increase Participation		
Increase Patient Care Hours	669	11%
Increase Teaching Hours	334	6%
Pursue Additional Education	503	8%
Return to Virginia’s Workforce	54	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 expect to retire by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	327	8%	8%
5 years	229	5%	13%
10 years	598	14%	27%
15 years	535	12%	39%
20 years	499	11%	50%
25 years	530	12%	62%
30 years	459	11%	73%
35 years	398	9%	82%
40 years	267	6%	88%
45 years	75	2%	90%
50 years	22	1%	90%
55 years	5	0%	91%
In more than 55 years	12	0%	91%
Do not intend to retire	400	9%	100%
Total	4,354	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2029. Retirement will peak at 14% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total: 5,103
 FTEs/1,000 Residents²: 0.599
 Average: 0.88

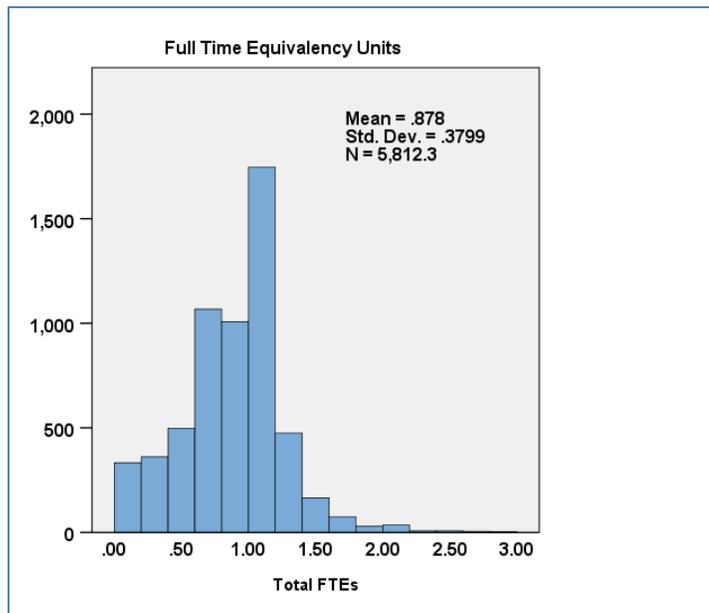
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

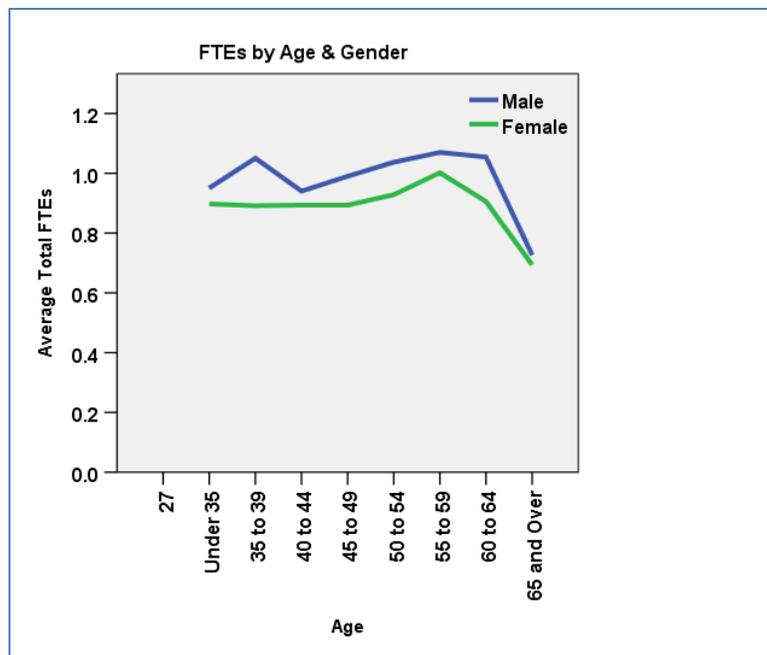


Source: Va. Healthcare Workforce Data Center

The typical (median) LCSW provided 0.94 FTEs, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.89	0.94
35 to 39	0.89	0.93
40 to 44	0.92	1.03
45 to 49	0.89	0.90
50 to 54	0.94	0.95
55 to 59	1.01	1.03
60 to 64	0.91	0.91
65 and Over	0.69	0.64
Gender		
Male	0.93	1.02
Female	0.88	0.95

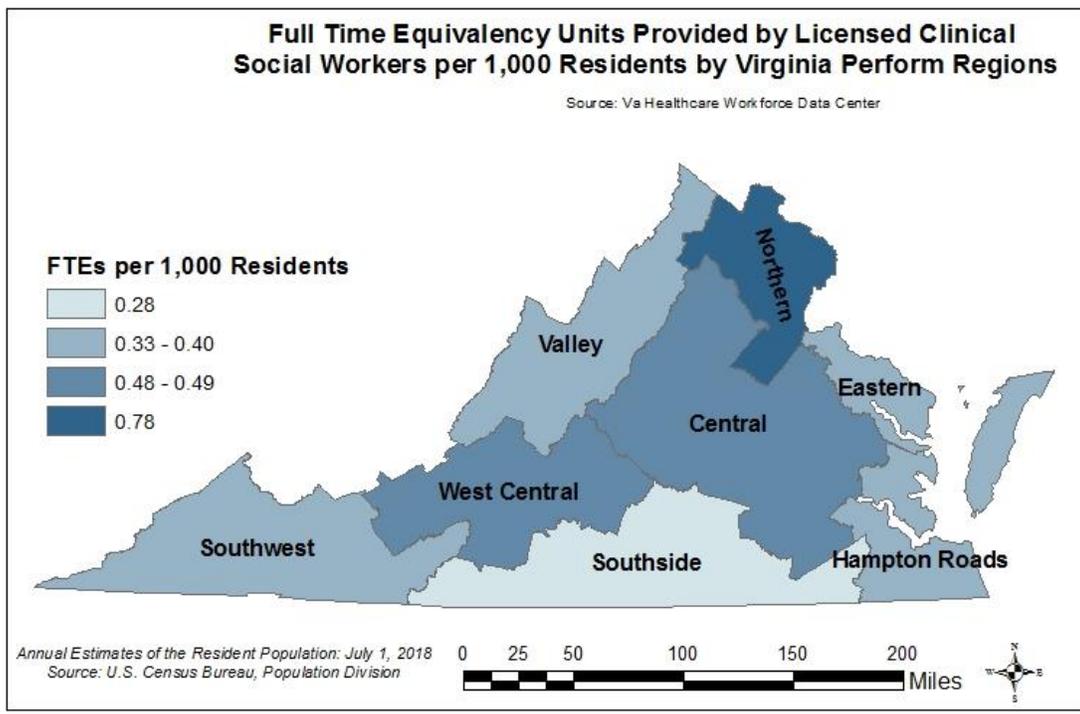
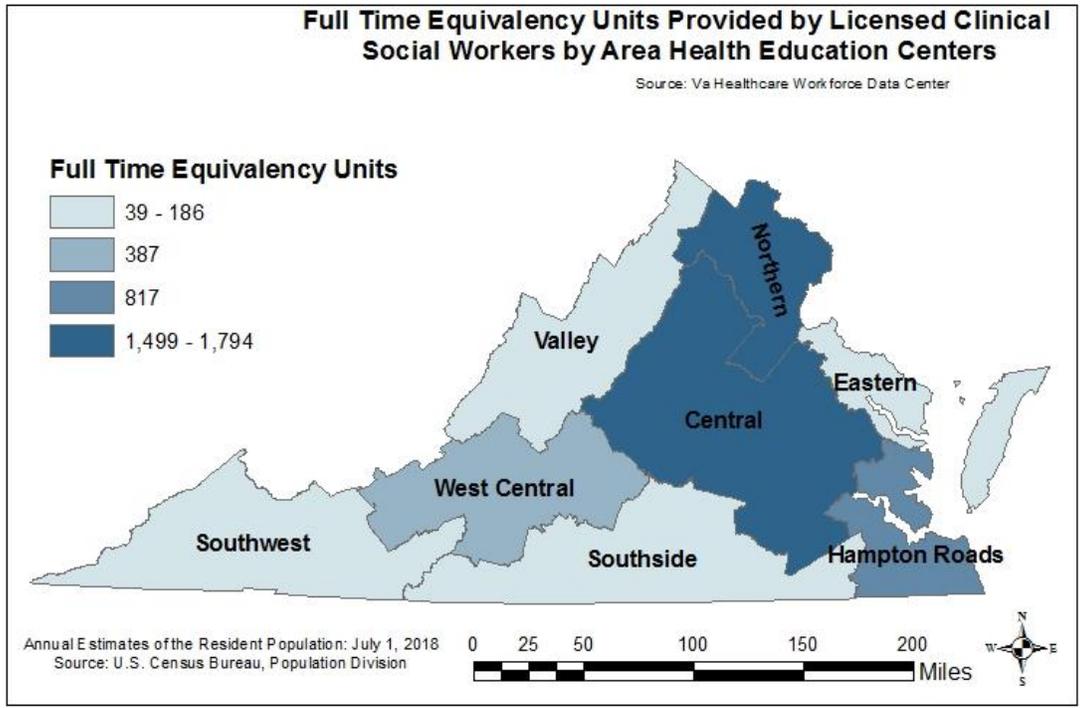
Source: Va. Healthcare Workforce Data Center

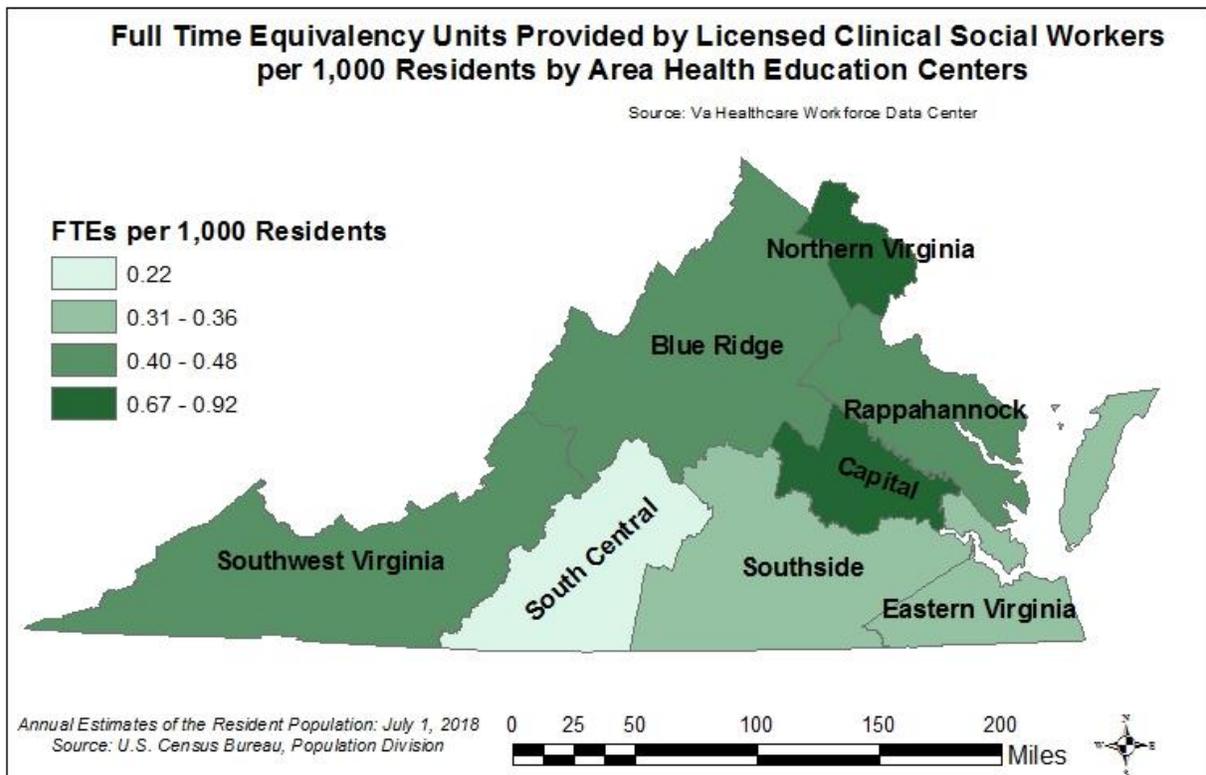
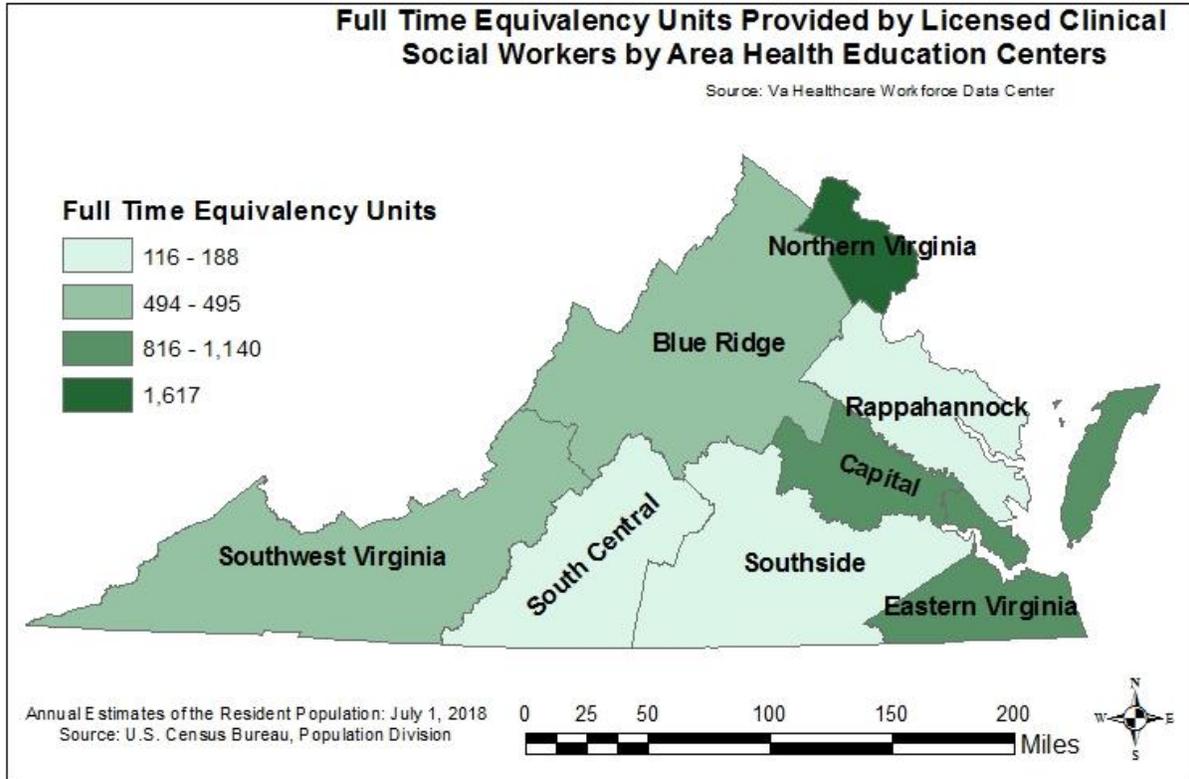


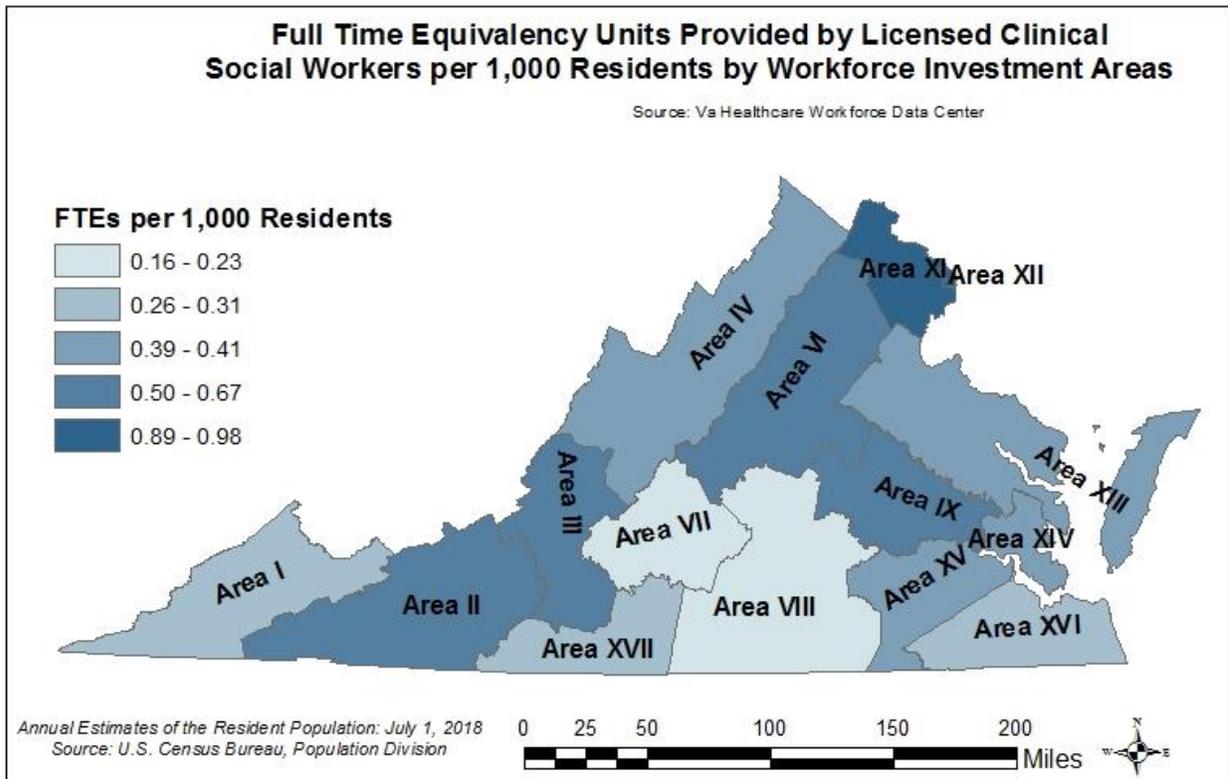
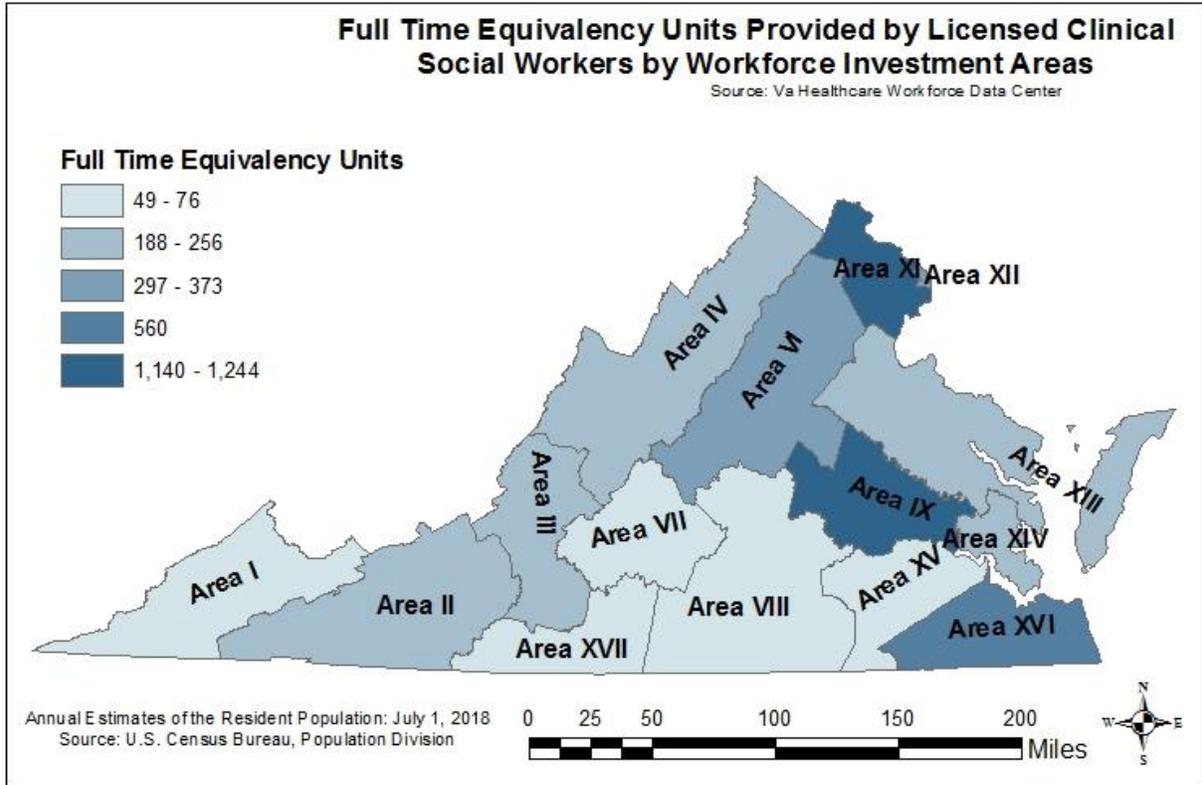
Source: Va. Healthcare Workforce Data Center

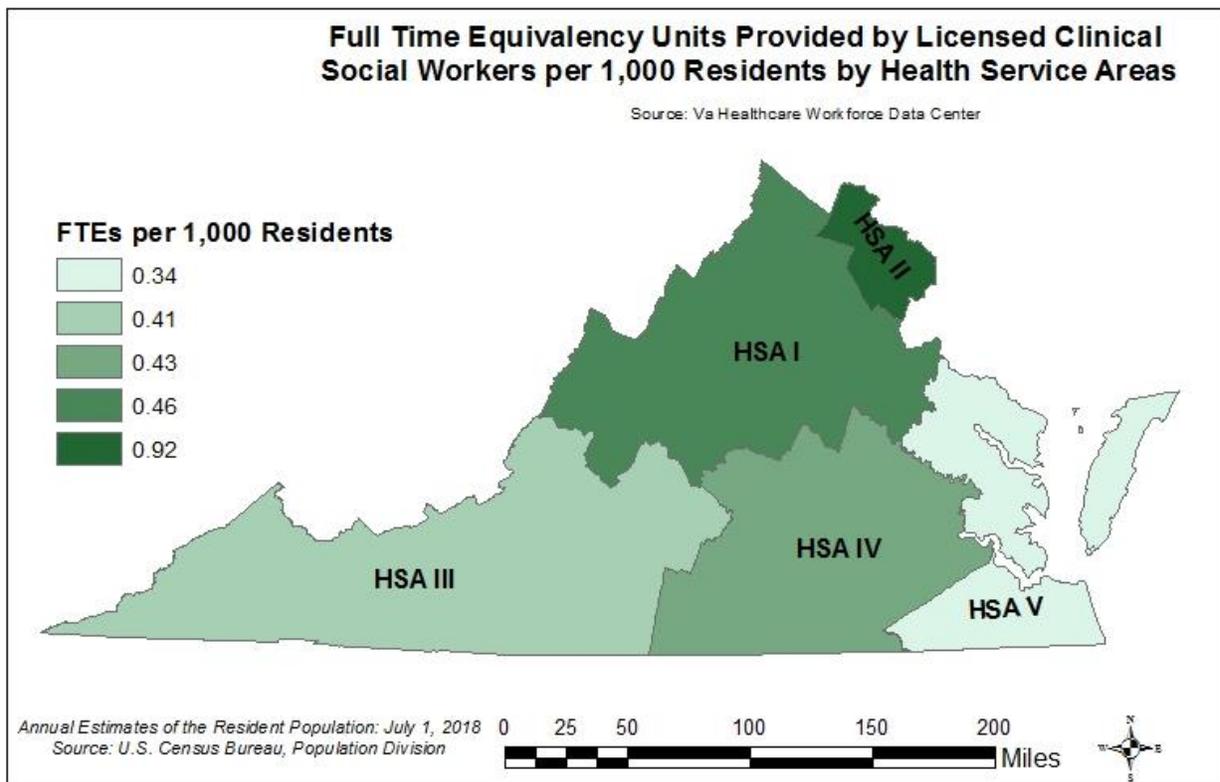
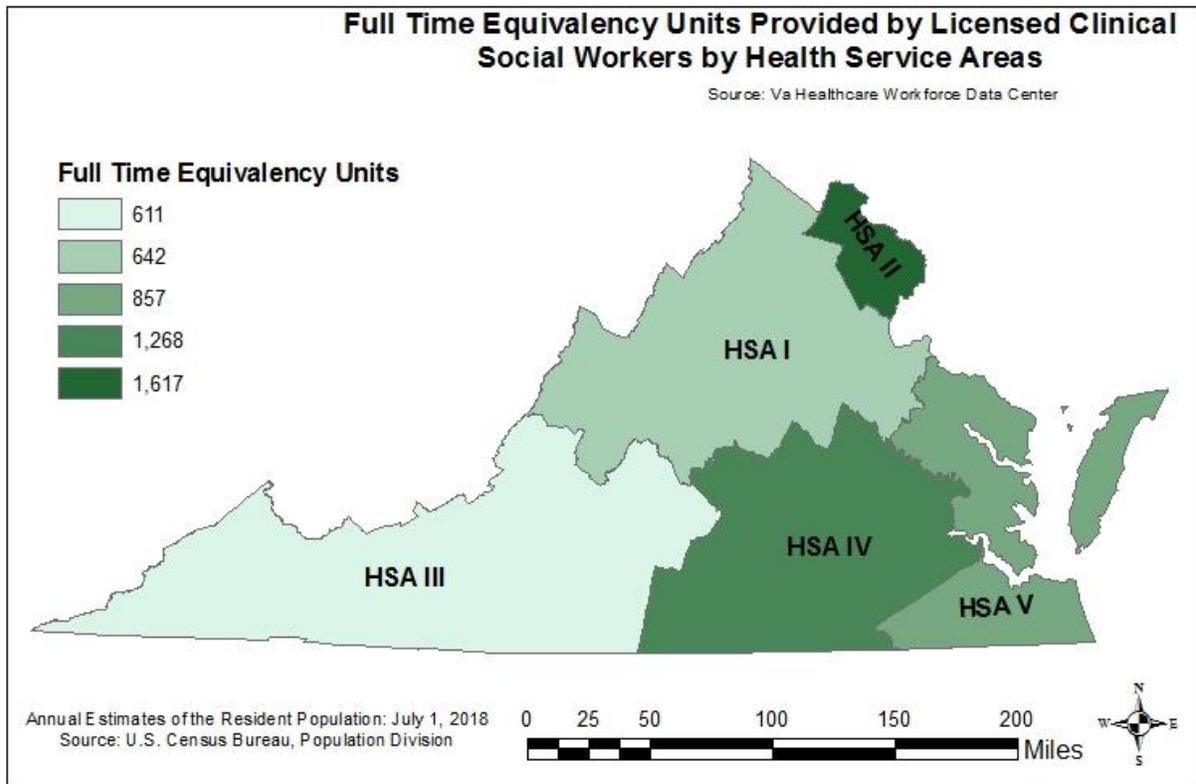
² Number of residents in 2017 was used as the denominator.

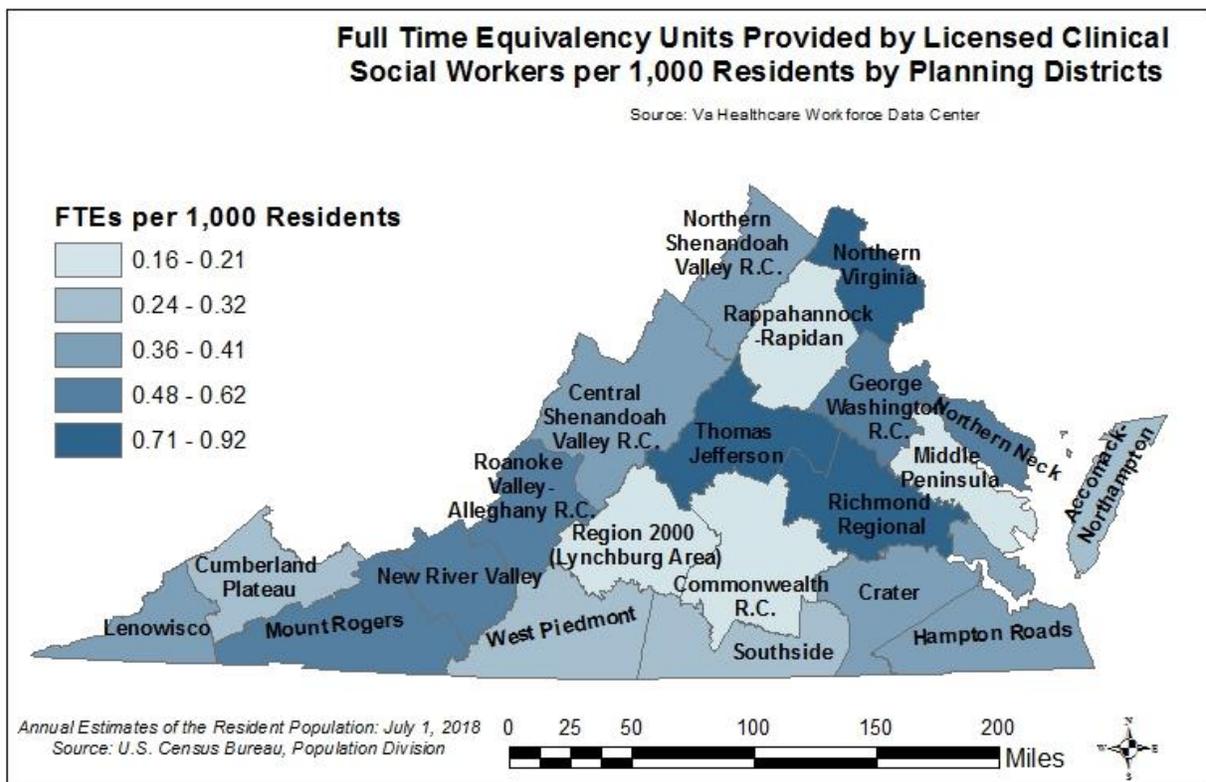
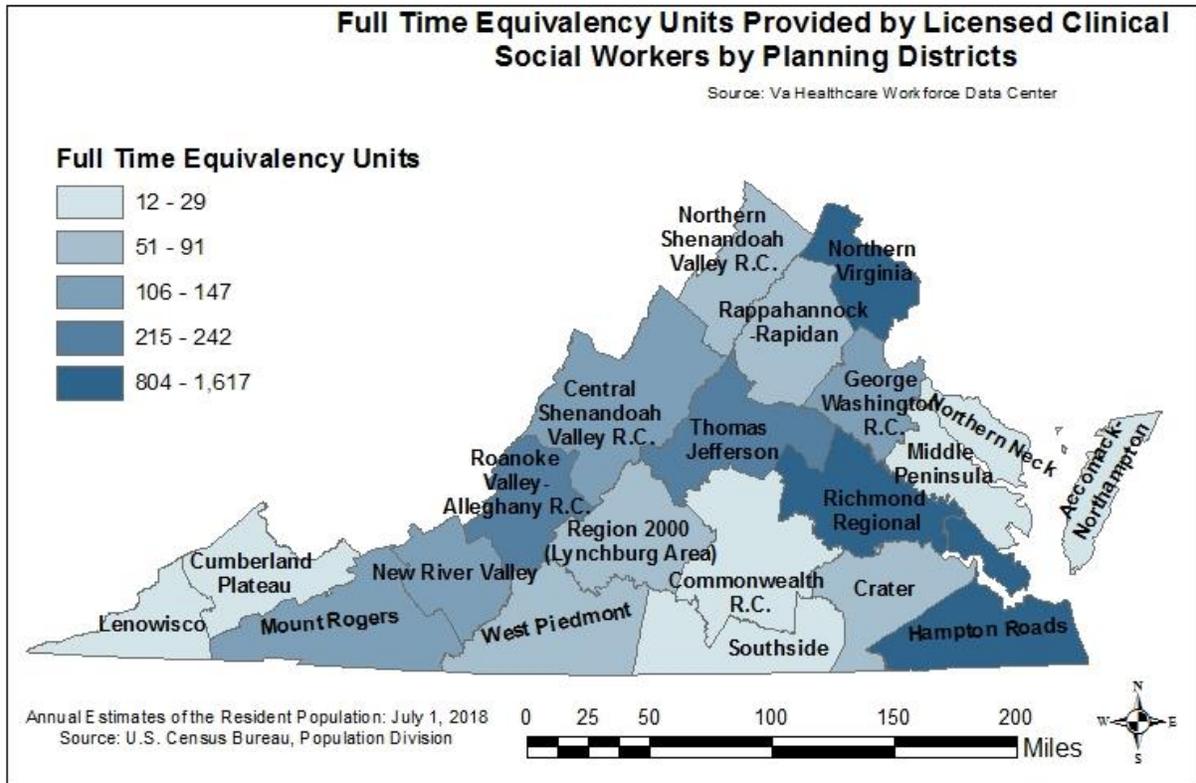
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4628	90.45%	1.1056	1.0604	1.2318
Metro, 250,000 to 1 million	386	87.05%	1.1488	1.1018	1.2800
Metro, 250,000 or less	583	88.85%	1.1255	1.0795	1.2540
Urban pop 20,000+, Metro adj	34	88.24%	1.1333	1.0870	1.2628
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	121	87.60%	1.1415	1.0948	1.2719
Urban pop, 2,500-19,999, nonadj	81	91.36%	1.0946	1.0498	1.2196
Rural, Metro adj	83	87.95%	1.1370	1.0905	1.2668
Rural, nonadj	27	85.19%	1.1739	1.1259	1.3080
Virginia border state/DC	827	81.26%	1.2307	1.1803	1.3712
Other US State	521	79.08%	1.2646	1.2129	1.4090

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	849	0.7915	1.2634	1.2196	1.4090
35 to 39	824	0.8726	1.1460	1.1063	1.2781
40 to 44	883	0.9049	1.1051	1.0668	1.2325
45 to 49	888	0.9043	1.1059	1.0675	1.2333
50 to 54	849	0.9105	1.0983	1.0602	1.2249
55 to 59	830	0.9133	1.0950	1.0570	1.2212
60 to 64	733	0.9195	1.0875	1.0498	1.2129
65 and Over	1,435	0.8585	1.1648	1.1244	1.2990

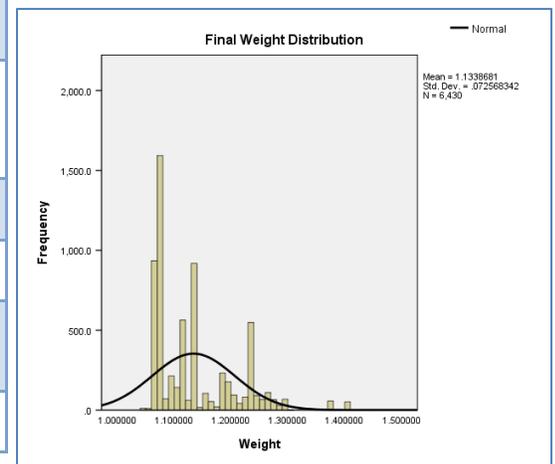
Source: Va. Healthcare Workforce Data Center

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: 0.8819



Source: Va. Healthcare Workforce Data Center