
Virginia's Licensed Professional Counselor Workforce: 2012

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
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Healthcare Workforce Data Center

Overview

The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below.

HWDC Current Surveys

Assisted Living Facility Administrators	Licensed Clinical Social Workers	Pharmacy Technicians
Audiologists	Licensed Practical Nurses	Physical Therapists
Certified Nurse Aides	Licensed Professional Counselors	Physical Therapy Assistants
Clinical Psychologists	Medical Doctors	Physician Assistants
Dental Hygienists	Nurse Practitioners	Registered Nurses
Dentists	Nursing Home Administrators	Speech-Language Pathologists
Doctors of Osteopathy	Pharmacists	

The 2012 Behavioral Sciences Workforce Survey

Methodology

The Behavioral Science Workforce Survey is administered to Licensed Professional Counselors (LPCs) through the Department of Health Professions online renewal process. LPCs must renew their license every year. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.¹ Additionally, paper renewals were available. The survey was not offered to students or new applicants. This survey was completed during the renewal period for LPCs, which takes place during the month of July. The survey text is available in Appendix B.

Response Rates

Statistic	LPCs
Renewing LPCs, 2012	3,599
Licensees, 2012 Renewal Cycle	3,777
Completed Surveys	3,187
Proportion of licensees who completed a survey.	84%
Response Rate, Renewing LPCs	89%

The survey's population is all LPCs certified in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Licensed Professional Counselor Workforce. Our sample is a convenience sample of licensed professionals who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of LPCs, resulted in an overall response rate among all renewing LPCs of nearly 90% (see above).

The methodology excludes LPCs first licensed during the survey period, as they are not required to renew until the next renewal cycle. It also excludes LPCs who did not renew their licenses or who choose to renew using paper renewals. Using administrative data in our licensee files, we are able to determine response rates based on age and the metro status of the LPC's mailing address with the Department.

Statistic	Non Respondents	Respondent	Response Rate (licensees)
By Age			
Under 35	107	261	71%
35 to 39	57	289	84%
40 to 44	53	378	88%
45 to 49	52	390	88%
50 to 54	62	423	87%
55 to 59	64	437	87%
60 to 64	67	487	88%
65 to 69	84	336	80%
70 and Over	44	186	81%
Total	590	3,187	84%
New Licenses, 2012			
License Issued in 2012	217	0	0%
Metro Status			
Metro	429	2,563	86%
Non-Metro	57	286	83%
Not in Virginia	104	338	76%

¹ Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

Virginia's Licensed Professional Counselors

Not all of Virginia's regulated practitioners live or work in the state. Out-of-state practitioners maintain licenses in-state for a variety of reasons. Those serving in the military or working for the federal government may choose to maintain a license, but they may do so in any state. Retired practitioners may maintain their licenses for prestige or occasional practice. Practitioners may occasionally travel to Virginia to work, particularly those practicing in Virginia's border jurisdictions.

In total, 88% of all LPCs lived in the state of Virginia. In addition, nearly 6 percent live in a state bordering Virginia (Kentucky, Maryland, North Carolina, Tennessee and West Virginia) or in the District of Columbia.

Virginia's Licensed Professional Counselor Workforce

Virginia's workforce consists of respondents who reported having at least one practice location and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, mailing address was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military. Using these criteria, 2,702 respondents are in Virginia's workforce.

Status	Respondents
Working in Virginia	2,579
Not working, but plans to return to work in Virginia	123
Total	2,702

Weighted Estimates

To account for differences in response rates by key characteristics, this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of CNAs based on the age of the respondent in five year categories and the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: <http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population-wide data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Status	Weighted Estimate
Working in Virginia	3,035
Not working, but plans to return to work in Virginia	149
Total	3,184

Using this methodology, we estimate that 3,184 LPCs participated in Virginia's Licensed Professional Counselor workforce during the survey period, including 3,035 LPCs who worked in Virginia in 2012 and 149 LPCs who did not indicate working in Virginia in 2012, but who indicated plans to return to work in Virginia in the future.

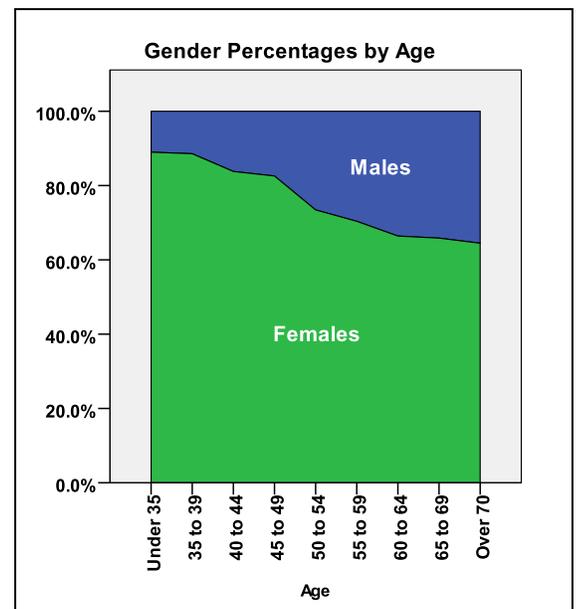
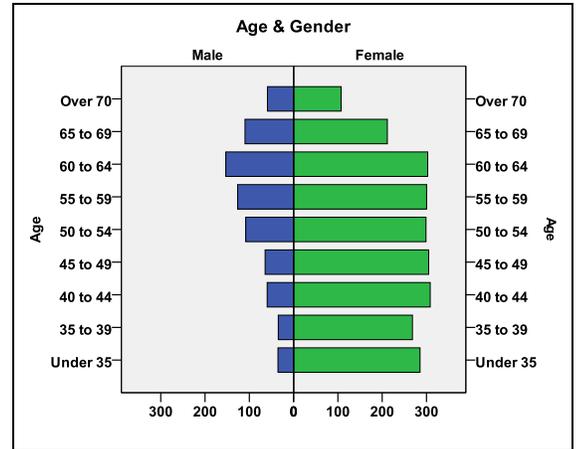
Virginia's Licensed Professional Counselor Workforce

Demographics

Age & Gender

The median age of Virginia's LPCs was 52. The distribution of LPCs across age cohorts was relatively equitable: 20% of LPCs are under the age of 40, 24% are in their 40s, 27% are in their 50s and 25% are in their 60s.

With respect to gender, the distribution is skewed toward women, who represented 76% of all LPCs. The concentration was more pronounced among younger LPCs: For every age cohort under the age of 50, women represented more than 80% of all LPCs. Likewise, male LPCs tended to be older: Males accounted for approximately one-third of all LPCs over the age of 60.



Diversity

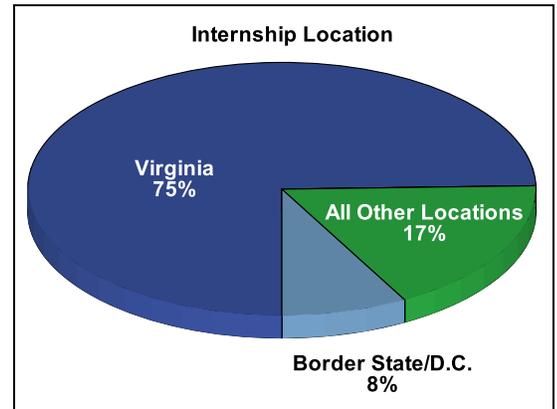
Relative to Virginia's overall population, non-Hispanic whites were overrepresented among Virginia's professional LPCs. More than 90% of all LPCs indicated that they were at least partially non-Hispanic white. However, non-Hispanic blacks, Hispanics of any race and Asian/Pacific Islanders were all underrepresented in the profession, often by wide margins to Virginia's general population.

Race/ Ethnicity	Est. 2011 Virginia Population		LPCs	
	Estimate	%	Weighted Estimate	%
White, non-Hispanic	5,222,122	64%	2,869	91%
Black, non-Hispanic	1,548,069	19%	246	8%
Hispanic of any race	660,730	8%	75	2%
Asian or Pacific Islander	463,913	6%	49	2%
American Indian or Alaskan Native	21,474	0%	40	1%
Other Race	-	-	21	1%
Two or more races	180,296	2%	-	-

Education

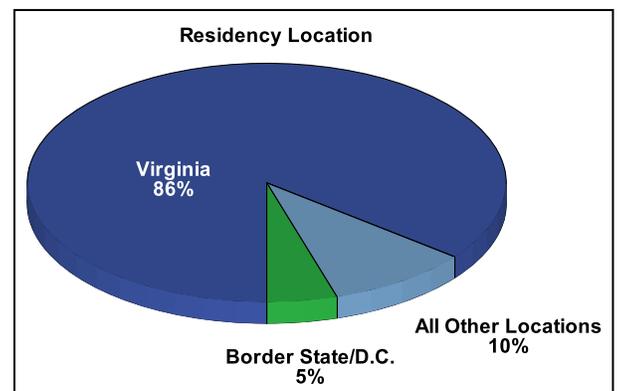
Internship Location

Three-quarters of Virginia's LPCs received their internship in the state of Virginia. Another 8% undertook their internship in a state bordering Virginia or in the District of Columbia. Among all other states and locations in which LPCs received their internship, seven -- Florida, Georgia, Massachusetts, New York, Ohio, Pennsylvania and Texas -- each accounted for at least 1% of all LPCs currently practicing in Virginia.



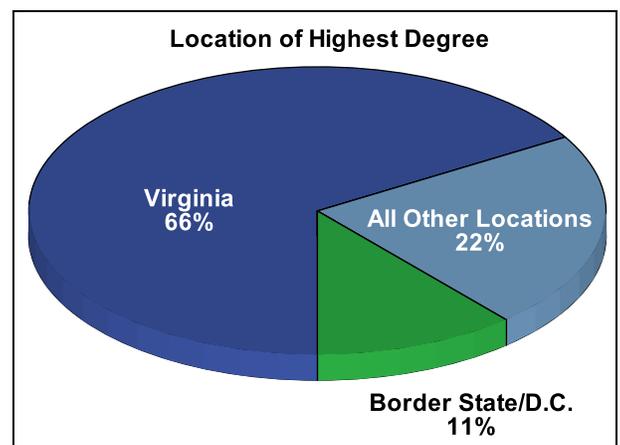
Residency Location

Among Virginia's LPCs, 86% completed their residency in the state of Virginia, while another 5% did their residency in a state bordering Virginia or the District of Columbia. Across all states and locations outside of Virginia, only three -- Maryland, North Carolina and the District of Columbia -- were cited by at least 1% of all LPCs as their residency location.



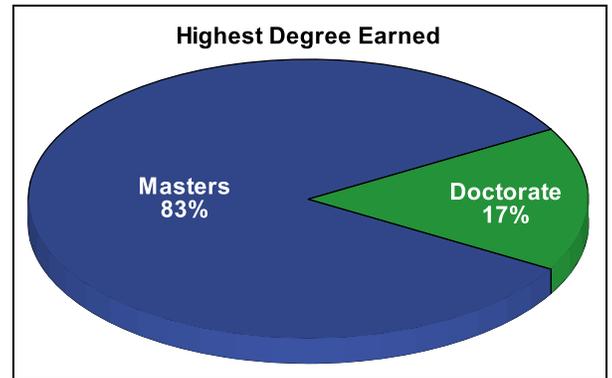
Location of Highest Degree

Two-thirds of Virginia's LPCs received their highest academic degree in the state of Virginia, while another 11% earned their highest academic degree in state bordering Virginia or the District of Columbia. Meanwhile, 22% of all LPCs earned their highest degree in another location that did not border Virginia. Within this group, the three states that accounted for the most degrees among Virginia's LPCs were California (2%), Florida (2%) and Ohio (2%).



Highest Degree

In total, 83% of LPCs earned a Masters degree as their highest academic achievement, while 17% of LPCs have earned a Doctoral.



Employment Characteristics

Licenses Outside of Virginia

State	Weighted Estimate	% of Cases
District of Columbia	94	21%
Maryland	88	19%
North Carolina	53	12%
West Virginia	23	5%
Tennessee	9	2%
Kentucky	3	1%
All Other States	230	51%

A total of 451 of Virginia’s LPCs indicated having at least one other license outside of the Commonwealth. Among these practitioners, nearly one-quarter held a license in the District of Columbia, and more than 20% held a license in Maryland. More than half of all LPCs who held an additional license obtained at least one of those licenses in a state that did not border Virginia.

J-1 Visa

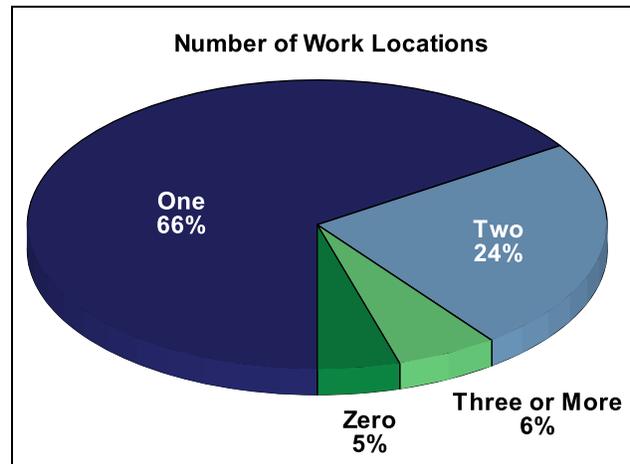
Status	Weighted Estimate	%
No	3051	97%
Yes	79	3%
Total	3130	100%

Foreign Licensed Professional Counselors may work in the United States without immigrating through a J-1 Visa provided by the U.S. State Department. Among Virginia’s LPCs, 3% held a J-1 Visa.

Number of Work Locations

Number of Work Locations	Weighted Estimate	% of Cases
0	146	5%
1	2,084	66%
2	758	24%
3	124	4%
4	22	1%
5	5	0%
6 or More	29	1%
Total	3,168	100%

Two-thirds of Virginia’s LPCs had only one work location, while nearly one-quarter worked in two different locations. Meanwhile, 6% worked in three or more locations, and 5% were not employed at any location.



Establishment Type

With respect to primary work locations, a plurality of LPCs (21%) worked in a solo private practice. In addition, more than 10% of all LPCs worked in the following establishment types: Community Service Boards (20%), Private Practices – Group (16%) and Mental Health Facilities – Outpatient (11%).

These trends were similar for LPCs who had secondary and tertiary work locations, although they were somewhat less likely to be employed at a community service board relative to the percentages seen for primary work locations.

Establishment Type	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Private Practice/Consultant - Solo	629	21%	232	28%	17	16%
Community Service Board	587	20%	38	5%	8	7%
Private Practice/Consultant - Group	467	16%	164	20%	13	12%
Mental Health Facility – Outpatient	311	11%	107	13%	13	12%
University/Higher Education	141	5%	51	6%	10	10%
Non-Profit Agency	137	5%	54	7%	7	6%
Other Work Setting	131	4%	54	6%	9	9%
K-12 Schools System	108	4%	14	2%	0	0%
Hospital or Health System	80	3%	29	4%	3	3%
Mental Health Facility – Inpatient	72	2%	14	2%	3	2%
State or Local Gov't Department (non-CSB)	68	2%	5	1%	3	3%
U.S. Military/Defense Department	54	2%	5	1%	0	0%
Substance Abuse	45	2%	20	2%	4	3%
Corrections, Court Services	45	2%	9	1%	7	7%
Employee Assistance Program	32	1%	11	1%	1	1%
Religious Organization	21	1%	19	2%	6	6%
Administrative/Regulatory	18	1%	7	1%	3	2%
HMO/Insurance Company	15	1%	1	0%	0	0%
Home Health	6	0%	3	0%	1	1%
Veterans Administration - Outpatient	2	0%	0	0%	0	0%
Veterans Administration - Inpatient	1	0%	0	0%	0	0%
Nursing Home/Long-Term Care Facility	0	0%	2	0%	0	0%
Total	2,972	100%	837	100%	108	100%

Work Specialty

Half of Virginia’s LPCs specialize in mental health at their primary work location; no other specialty accounted for more than 8% of Virginia’s LPCs with a primary work location. This trend was even more pronounced among LPCs with a secondary work location, where 53% specialized in mental health. For those LPCs with a third work location, only approximately one-third specialized in mental health.

Specialty	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Mental Health	1,450	50%	444	53%	37	36%
Substance Abuse	220	8%	49	6%	7	7%
Other Specialty Area	199	7%	67	8%	18	18%
Child	177	6%	26	3%	0	0%
Family	162	6%	55	7%	4	4%
Adolescent	159	5%	30	4%	6	6%
Administration/Management/Regulatory	133	5%	33	4%	11	11%
Marriage	93	3%	23	3%	2	2%
Academic (Teaching)	69	2%	37	4%	5	5%
Behavioral Disorder	57	2%	12	1%	2	2%
School	52	2%	5	1%	0	0%
Educational	40	1%	14	2%	3	3%
Rehabilitation/Vocational	29	1%	10	1%	0	0%
Sex Offender Treatment	22	1%	13	2%	2	2%
Forensic	15	1%	5	1%	2	2%
Adoption/Foster Care	13	0%	1	0%	1	1%
Health	9	0%	1	0%	0	0%
Industrial - Organizational, Work Environment	9	0%	3	0%	0	0%
Gerontologic	6	0%	3	0%	0	0%
Medical	5	0%	0	0%	0	0%
Experimental or Research	3	0%	1	0%	0	0%
Public Health	1	0%	0	0%	0	0%
Total	2,924	100%	831	100%	102	100%

Work Hours

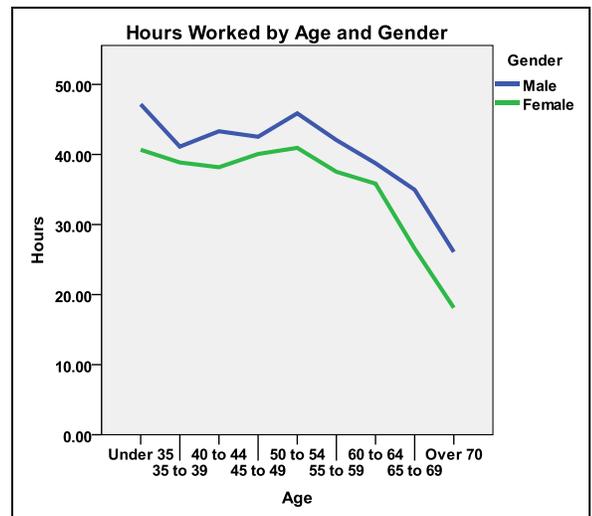
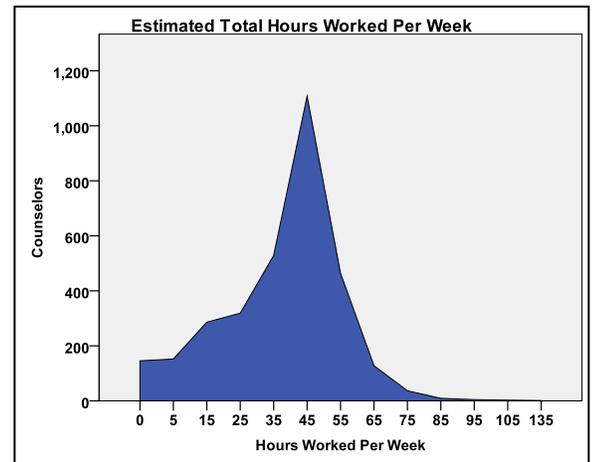
Of Virginia’s LPCs who had a primary work location, 60% worked full-time (defined as at least 30 hours per week) at that location, and a plurality (41%) worked between 40 and 49 hours per week. Meanwhile, 64% of LPCs with a secondary work location and 90% with a tertiary work location worked less than 10 hours per week there. Very few LPCs with secondary and tertiary work locations worked full-time there.

These responses were also used to provide an estimate for the total hours worked per week at all work locations. Because answers were provided in 10-hour increments, the midpoint was used as the point estimate for each LPC. For instance, if a LPC indicated that he or she worked between 40-49 hours at a primary work location, an estimate of 45 hours was used.

Across all work locations, 72% of Virginia’s LPCs worked the equivalent of at least one full-time job, including 35% who worked between 40-49 hours per week. Of all Virginia’s LPCs, 6% worked more than 60 hours per week, while 18% worked less than 20 hours per week across all work locations.

Across all age cohorts, males worked more hours per week than women on average. Male LPCs worked an average of 40 hours per week, while female LPCs average 37 hours per week across all work locations.

In addition, LPCs under the age of 60, regardless of gender, tended to work more hours than LPCs over that age. Every age cohort under the age of 60 averaged at least 38 hours per week across all work locations. However, LPCs between the age of 65 and 69 worked 30 hours per week on average, while LPCs over the age of 70 worked 21 hours per week on average.



Hours	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
1-9 Hours	213	7%	537	64%	93	90%
10-19 Hours	355	12%	210	25%	7	7%
20-29 Hours	371	12%	82	10%	1	1%
30-39 Hours	577	19%	6	1%	3	3%
40-49 Hours	1,300	44%	6	1%	0	0%
50+ Hours	162	6%	1	0%	0	0%
Total	2,979	100%	842	100%	104	100%

Work Hours by Job Responsibility

LPCs were asked two questions with respect to their work time allocation: the percentage of time spent with patients and the percentage of time spent providing services in their designated specialty. Concerning patient care hours, 21% of Virginia’s LPCs spent nearly all of their time (91-100%) with patients at their primary work location, but patient care hours were widely distributed among LPCs. However, in their secondary work location, nearly half of all LPCs spent nearly all of their time with patients.

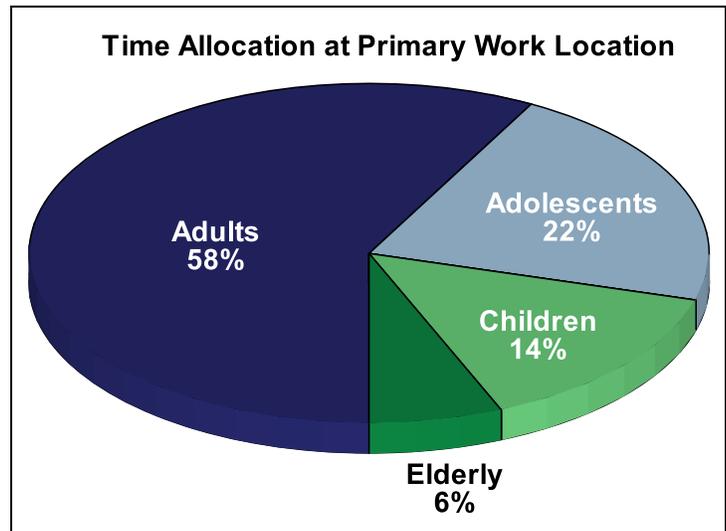
With respect to specialty hours, 40% of LPCs spent nearly all of the time working in their specialty at their primary work location, and nearly two-thirds spent at least 70% of their time doing the same. This trend was even more pronounced for LPCs with a secondary work location: 61% spent almost all of their time in their designated specialty, while nearly 80% spent at least 70% of their time doing the same.

Hours	Primary Work Location				Secondary Work Location				Tertiary Work Location			
	Patient Care		Specialty		Patient Care		Specialty		Patient Care		Specialty	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
0-20%	495	17%	199	7%	188	23%	75	9%	41	39%	15	15%
21-40%	215	7%	181	6%	27	3%	20	2%	1	1%	1	1%
41-60%	517	18%	426	15%	51	6%	56	7%	10	9%	8	8%
61-80%	635	22%	542	19%	82	10%	68	9%	6	6%	4	4%
81-100%	1,072	37%	1,531	53%	488	58%	587	73%	47	45%	72	72%
Total	2,934	100%	2,878	100%	837	100%	807	100%	104	100%	101	100%

Work Hours by Patient Category

LPCs were also asked about the percent of time they spent with each of four different categories of patients: children, adolescents, adults and the elderly. With respect to primary work locations, LPCs spent most of their time with adults. In total, 61% spent at least half of the time with adults. Meanwhile, more than 90% of Virginia's LPCs spent essentially no time with the elderly, and more than two-thirds did the same with children. LPCs tended to spend a little more time with adolescents relative to children and the elderly: Although nearly half of LPCs spent nearly no time with adolescents, 13% spent at least half of the time with them.

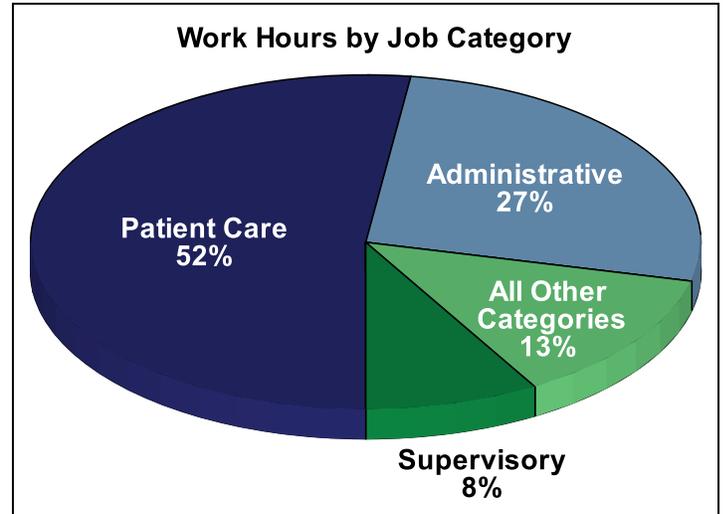
With respect to secondary work locations, the same trend continued: LPCs spent most of their time caring for adults. More than half of Virginia's LPCs spent essentially no time with children, adolescents and the elderly, and this percentage was significantly greater than half for children (75%) and the elderly (94%). Meanwhile, more than one-third of LPCs spent almost all of their time with adults, and two-thirds spent at least half of their time with them.



Hours	Primary Work Location							
	Children		Adolescents		Adults		Elderly	
	Count	%	Count	%	Count	%	Count	%
0-20%	1,829	76%	1,458	61%	463	18%	2,246	97%
21-40%	299	12%	496	21%	288	11%	46	2%
41-60%	148	6%	223	9%	372	15%	10	1%
61-80%	69	3%	98	4%	449	18%	1	0%
81-100%	60	2%	134	6%	988	39%	9	0%
Total	2,405	100%	2,408	100%	2,559	100%	2,313	100%
Hours	Secondary Work Location							
	Children		Adolescents		Adults		Elderly	
	Count	%	Count	%	Count	%	Count	%
0-20%	531	81%	445	65%	104	14%	630	98%
21-40%	75	11%	110	16%	80	11%	5	1%
41-60%	24	4%	66	10%	98	14%	2	0%
61-80%	12	2%	27	4%	99	14%	2	0%
81-100%	16	3%	41	6%	345	48%	2	0%
Total	658	100%	689	100%	726	100%	642	100%

Distribution of Work Hours

LPCs were asked about the amount of time spent in each of eight different job categories. The majority of LPCs spent no time working in forensics, research, education or volunteering, while a plurality spent between only 1 and 5 hours per week in administrative and supervisory tasks. In contrast, more than half of Virginia's LPCs spent at least 20 hours per week working with patients. Of this group, nearly half (25% of all LPCs) spent more than 30 hours per week with patients. Administrative tasks were the only other job category in which a non-trivial number of LPCs worked more than 20 hours per week.

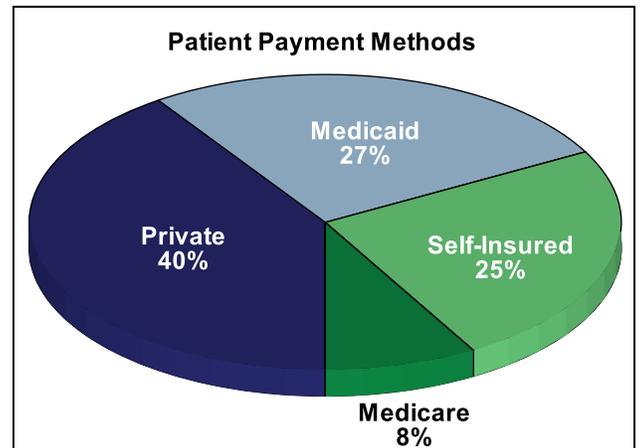


Hours	Combined Work Locations							
	Administrative		Patient Care		Forensics		Research	
	Count	%	Count	%	Count	%	Count	%
0	157	7%	109	4%	1,949	89%	1,600	73%
1-10	1,286	57%	514	21%	193	9%	559	26%
11-20	478	21%	581	23%	24	1%	26	1%
21-30	162	7%	674	27%	10	0%	6	0%
31-40	108	5%	481	19%	5	0%	2	0%
40+	83	4%	150	6%	4	0%	1	0%
Total	2,274	100%	2,510	100%	2,184	100%	2,194	100%
Hours	Supervisory		Educational		Volunteer		Other	
	Count	%	Count	%	Count	%	Count	%
	0	932	40%	1,540	69%	1,444	65%	1,442
1-10	1,183	51%	593	27%	772	35%	344	19%
11-20	145	6%	62	3%	14	1%	52	3%
21-30	39	2%	24	1%	4	0%	10	1%
31-40	23	1%	15	1%	4	0%	12	1%
40+	11	1%	2	0%	1	0%	2	0%
Total	2,332	100%	2,236	100%	2,238	100%	1,863	100%

Patient Payment Methods

Across all work locations, LPCs were more likely to work with patients who had private health insurance rather than other common forms of payment. Nearly one-third of LPCs had at least 60% of their patients covered under private health insurance, while only half of LPCs had fewer than 20% of their patients covered under private health insurance. Meanwhile, more than two-thirds of LPCs had less than 20% of their patients covered under Medicaid, and 71% had less than 20% of their patients pay out of their own pocket. Very few LPCs dealt with Medicare patients; more than 90% of LPCs had less than 20% of their patients covered under the program.

LPCs were also asked about their future expectations concerning the percentage of patients who were covered under government insurance programs (Medicare and Medicaid) that they would treat. These expectations generally matched the current distribution of Medicaid patients across the population of LPCs.

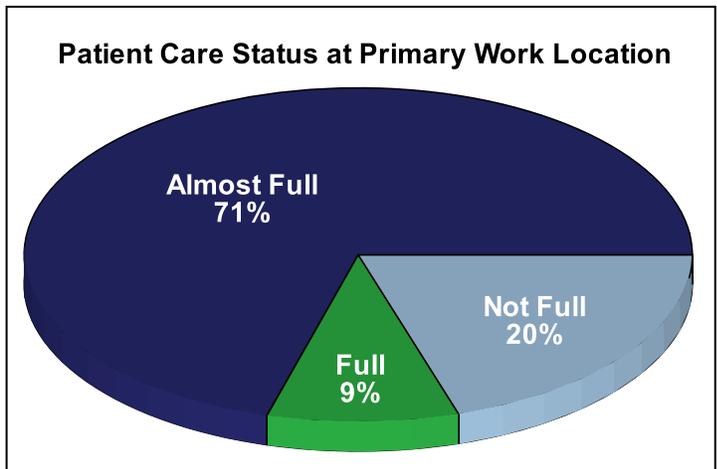


% of Patients	Current Payment Methods								Expected Future Payment Methods	
	Out-of-Pocket		Medicaid		Medicare		Private Insurance		Medicare/Medicaid	
	Count	%	Count	%	Count	%	Count	%	Count	%
0-20%	1,754	71%	1,572	64%	2,220	94%	1,226	50%	1,544	62%
21-40%	226	9%	292	12%	91	4%	214	9%	279	11%
41-60%	134	5%	174	7%	31	1%	225	9%	207	8%
61-80%	82	3%	159	7%	11	1%	301	12%	203	8%
81-100%	283	11%	251	10%	10	0%	497	20%	256	10%
Total	2,481	100%	2,448	100%	2,364	100%	2,464	100%	2,490	100%

Patient Care Status

Among LPCs who could provide an estimate concerning the capacity of their primary work location to accept new patients, 71% said that their practice was nearly full, meaning that only a few additional patients could be accepted. Meanwhile, 20% of primary work locations were not full and could accept many new clients, while just under 10% were full and unable to accept new patients. Note that 834 LPCs responded that either they could not provide an estimate or they did not see patients at this location.

With respect to secondary work locations, more LPCs worked in practices that were either not full or completely full; the percentage of LPCs working at a secondary work location that was almost full fell by 15% to 56%. Finally, among LPCs who had a tertiary work location, nearly half were working in locations that were not full and accepting many new patients.



Status	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Not Full	256	20%	123	26%	21	48%
Almost Full	898	71%	259	56%	15	34%
Full	118	9%	84	18%	8	18%
Total	1,272	100%	466	100%	44	100%

Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia’s Future to give a general idea of how Virginia’s LPC workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website: <http://vaperforms.virginia.gov/extras/regions.php>). To get a better sense of the geographic distribution of LPCs, see the Map section beginning on page 21.

With respect to primary work locations, nearly one-third of LPCs worked in Northern Virginia, while nearly 20% each worked in Central Virginia and Hampton Roads. These three regions alone accounted for nearly 70% of all LPCs with a primary work location. The only other region with more than 10% of all LPCs was West Central Virginia. Meanwhile, the regions of Southwest Virginia, Southside Virginia, and Eastern Virginia each accounted for less than 5% of LPCs with a primary work location. The distribution was similar for secondary and tertiary work locations as well. For secondary work locations, for instance, 80% of all LPCs worked in either Northern Virginia, Central Virginia, Hampton Roads or West Central Virginia.

COVF	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Weighted Estimate	%	Weighted Estimate	%	Weighted Estimate	%
Central	556	19%	165	20%	25	23%
Eastern	31	1%	10	1%	2	2%
Hampton Roads	554	19%	171	20%	18	17%
Northern	896	31%	225	27%	25	24%
Southside	97	3%	31	4%	5	4%
Southwest	100	3%	31	4%	5	4%
Valley	244	8%	61	7%	7	6%
West Central	417	14%	107	13%	14	13%
Virginia	2,897	100%	798	94%	100	93%
Several Localities	2	0%	6	1%	1	1%
Va. Border State/D.C.	7	0%	20	2%	1	1%
Other U.S. State	2	0%	22	3%	4	3%
Outside U.S.	0	0%	1	0%	1	1%
Total	2,909	100%	847	100%	108	100%

Full-Time Equivalency Units (FTEs)

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked (as we did in the previous section). Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as medications dispensed)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate.

For this survey, respondents were asked to provide estimates for the numbers of hours worked at up to three separate locations. Answers were given in 10-hour intervals, from which the midpoint was used as the estimate for that respondent at that location. For those who indicated having a job but did not provide an estimate, the average hours worked for all respondents in the same age group and rural/urban status was imputed for that location. For each work location, part-time jobs (those requiring less than 30 hours per week) counted as 0.5 FTE, while full-time jobs counted for 1.0 FTE. The sum of the FTEs for all three work locations provides an estimate for the total number of FTEs provided by each respondent in the survey. For instance, a respondent who worked 40 hours per week at a primary work location and 20 hours per week at a secondary work location would be credited with 1.5 total FTEs.

Using this methodology, it is estimated that Virginia’s licensed professional counselors provided 3,098 FTEs across all primary, secondary and tertiary work locations, which is equivalent to an average of 0.97 FTEs per LPC.

FTEs are reported alongside hours in the following charts and in the map section beginning on page 21.

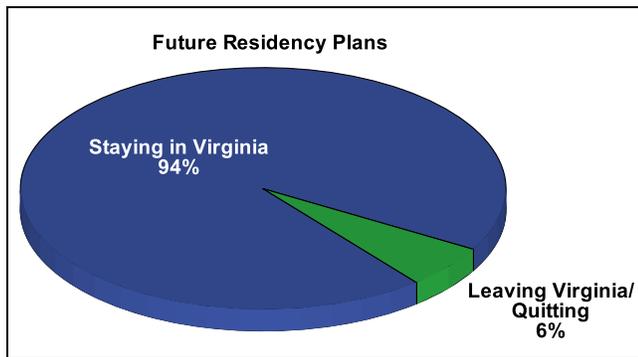
Total FTEs	Weighted Estimate	%
0.0	146	5%
0.5	628	20%
1.0	1,738	55%
1.5	603	19%
2.0	69	2%
2.5	0	0%
3.0	1	0%
Total	3,184	100%

Age	Total FTEs	
	Mean	Sum
Under 35	1.05	339
35-39	1.03	318
40-44	1.01	376
45-49	1.04	390
50-54	1.06	434
55-59	0.99	430
60-64	0.93	428
65-69	0.80	264
Over 69	0.69	119
Total	0.97	3,098

Future Plans

Place of Residence

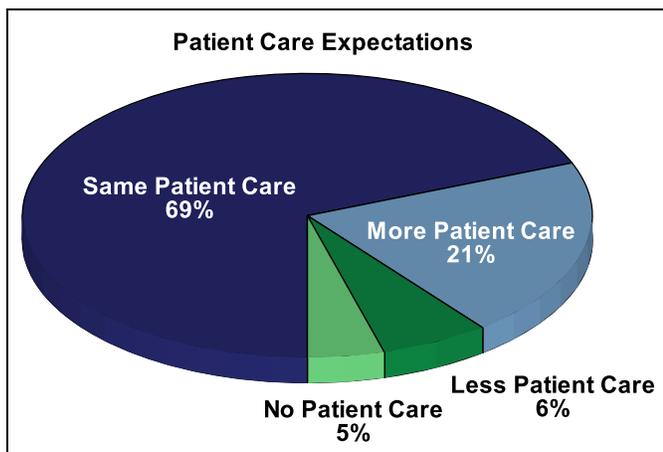
More than 90% of Virginia's LPCs plan on continuing their work within the state of Virginia over the next two years. Only 4% have left or plan on leaving the Commonwealth within the same time period, while just 1% plan on quitting the profession.



Two-Year Plan	Weighted Estimate	%
Staying in Virginia		
Stay in Same Location	2,582	92%
Move to New Location	57	2%
Leaving Virginia		
Not Currently Working in Virginia	67	2%
Move Away from Virginia	57	2%
Other		
Quitting Profession	38	1%
Total	2,800	100%

Patient Care

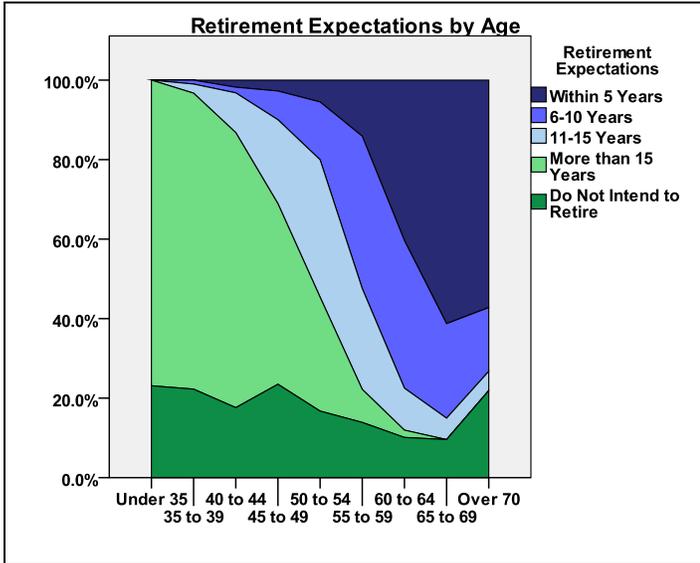
Ninety-five percent of Virginia's LPCs plan on continuing patient care over the next two years, including more than two-thirds who plan on maintaining their current patient workload at the same level. Meanwhile, 21% plan on increasing their patient workload, while just 6% plan on reducing their patient workload. Only 5% of all LPCs plan on ending patient care relationships over the next two years.



Two-Year Plan	Weighted Estimate	%
Continued Patient Care		
At the Same Level	1,903	69%
At an Increased Level	566	21%
At a Reduced Level	171	6%
Ending Patient Care		
Retiring	71	3%
Moving to Non-Patient Care Job	49	2%
Total	2,760	100%

Retirement

Of all respondents in Virginia’s workforce, nearly 20% indicated their intention of retiring from the counseling profession within the next five years. However, one-third of all LPCs plan on working for at least the next 15 years, and 17% have no intentions of retiring at all.

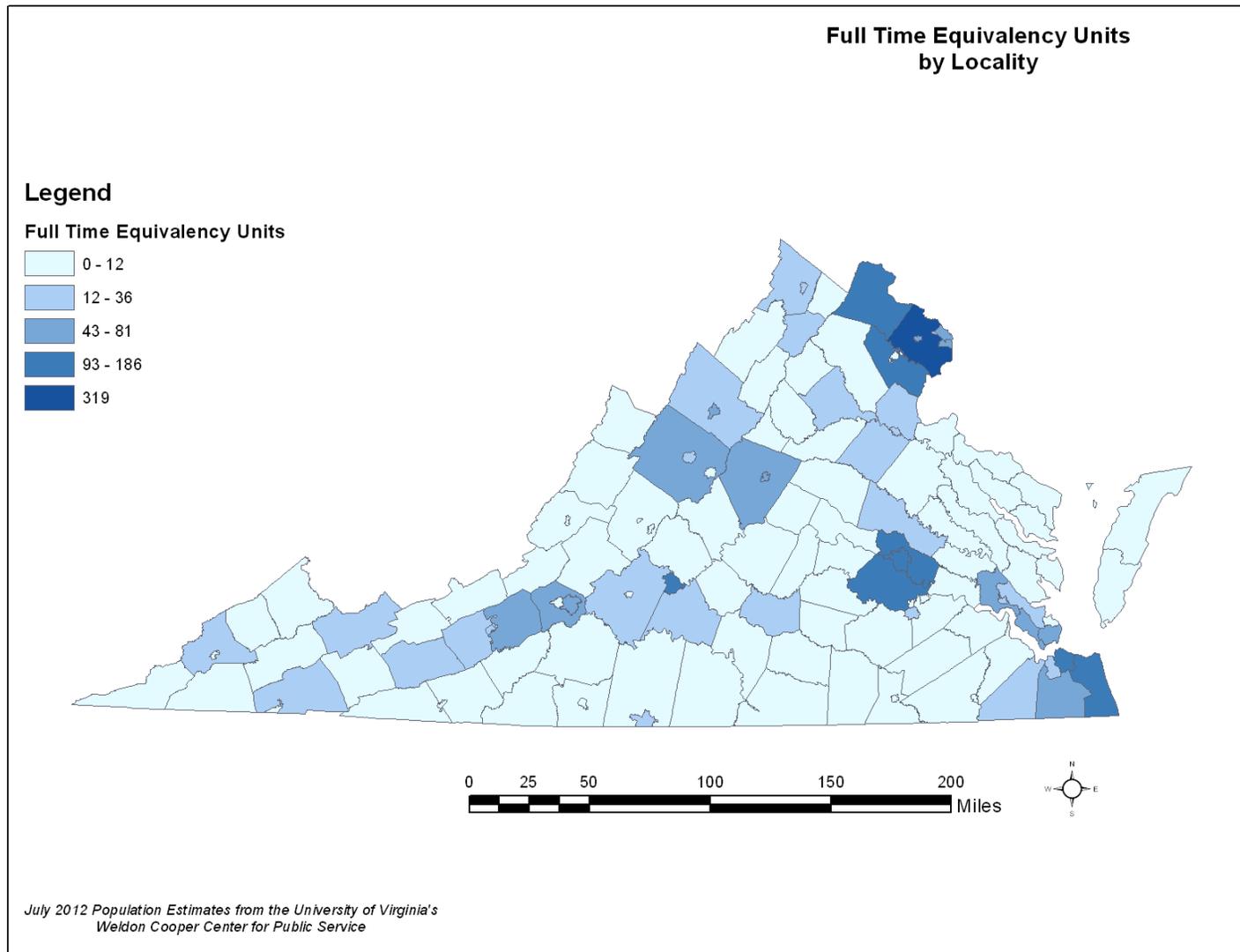


Retirement Expectations	Weighted Estimate	%
Within Five Years	530	19%
6-10 Years	484	17%
11-15 Years	395	14%
More than 15 Years	907	33%
Do Not Intend to Retire	470	17%
Total	2,785	100%

Return to Workforce

In total, 272 non-practicing and currently retired LPCs planned on returning to the workforce on a future date. Of these 272 LPCs, 268 provided a response concerning their planned timeframe for return. However, more than half of these respondents could not provide a definite timeframe for their return. Among those who could provide such a timeframe, nearly two-thirds indicated that they planned on returning to the workforce within the next year.

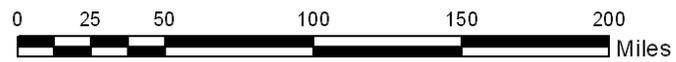
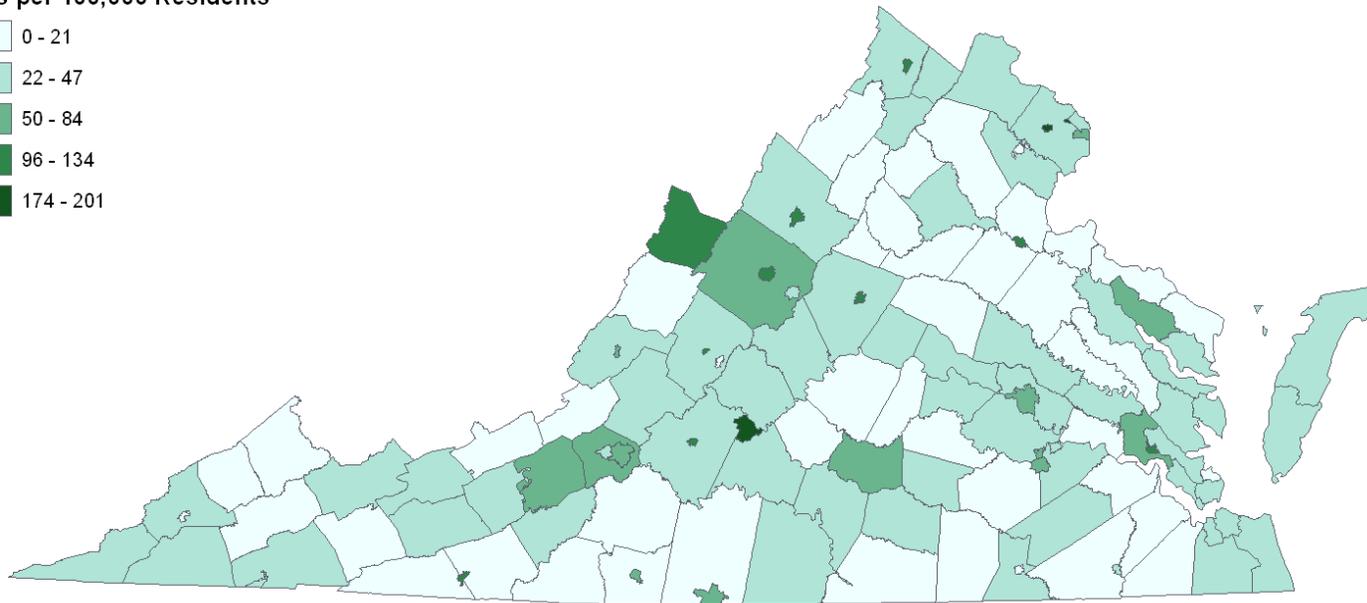
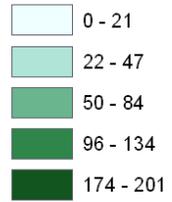
Return Timeframe	Weighted Estimate	%
Within 1 Year	80	30%
1-2 Years	31	12%
2-3 Years	11	4%
Unknown	146	55%
Total	268	100%



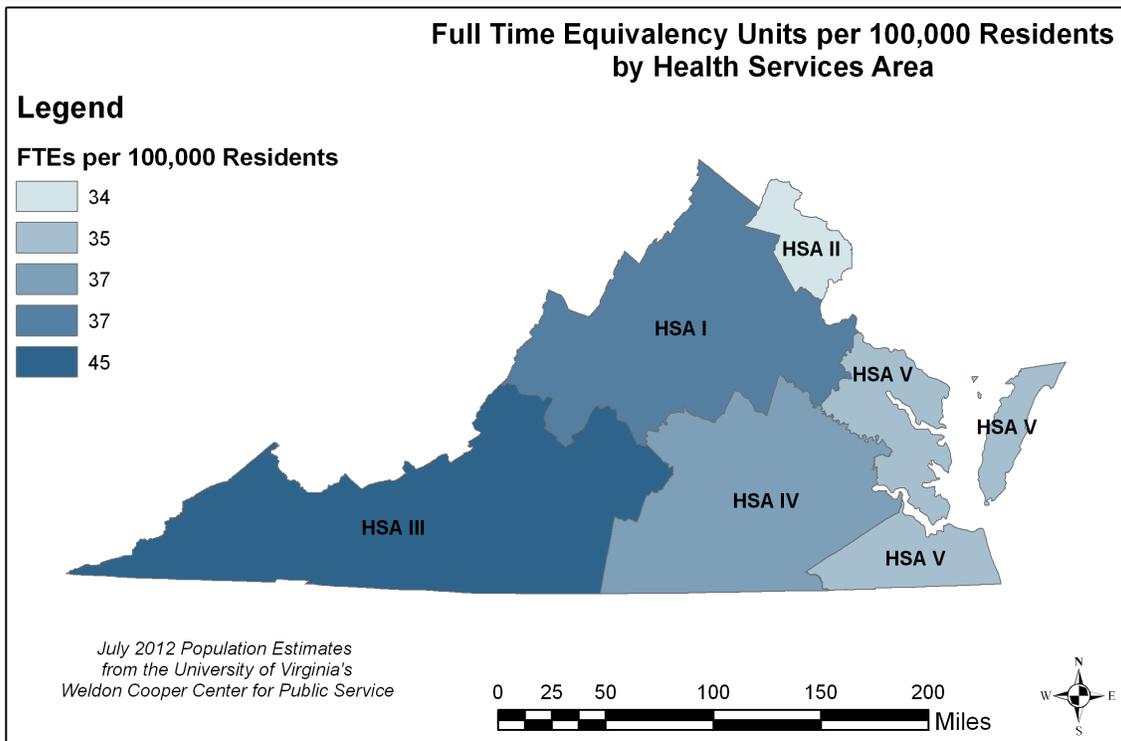
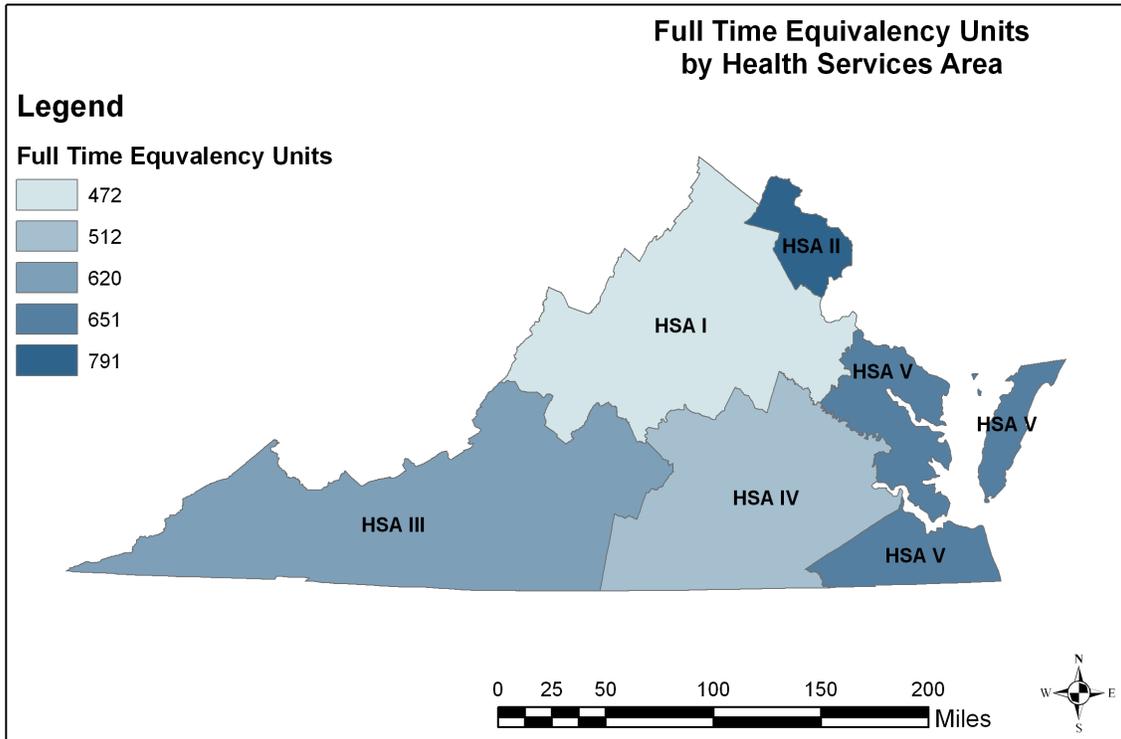
Full Time Equivalency Units per 100,000 Residents by Locality

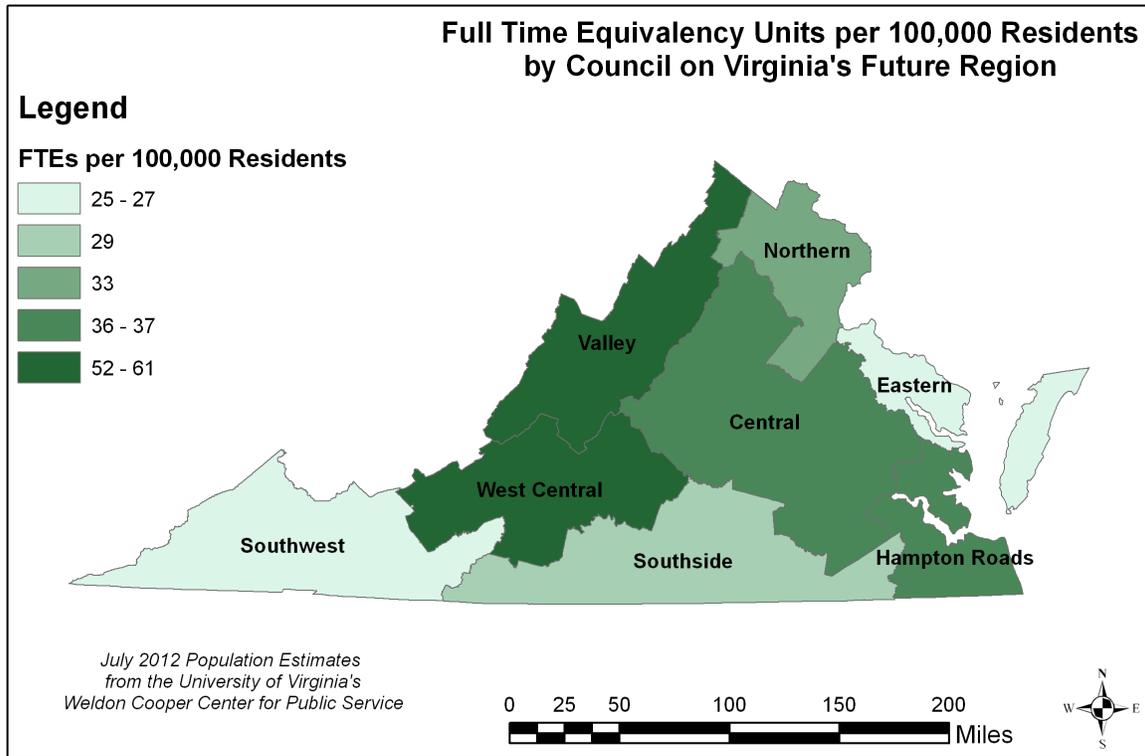
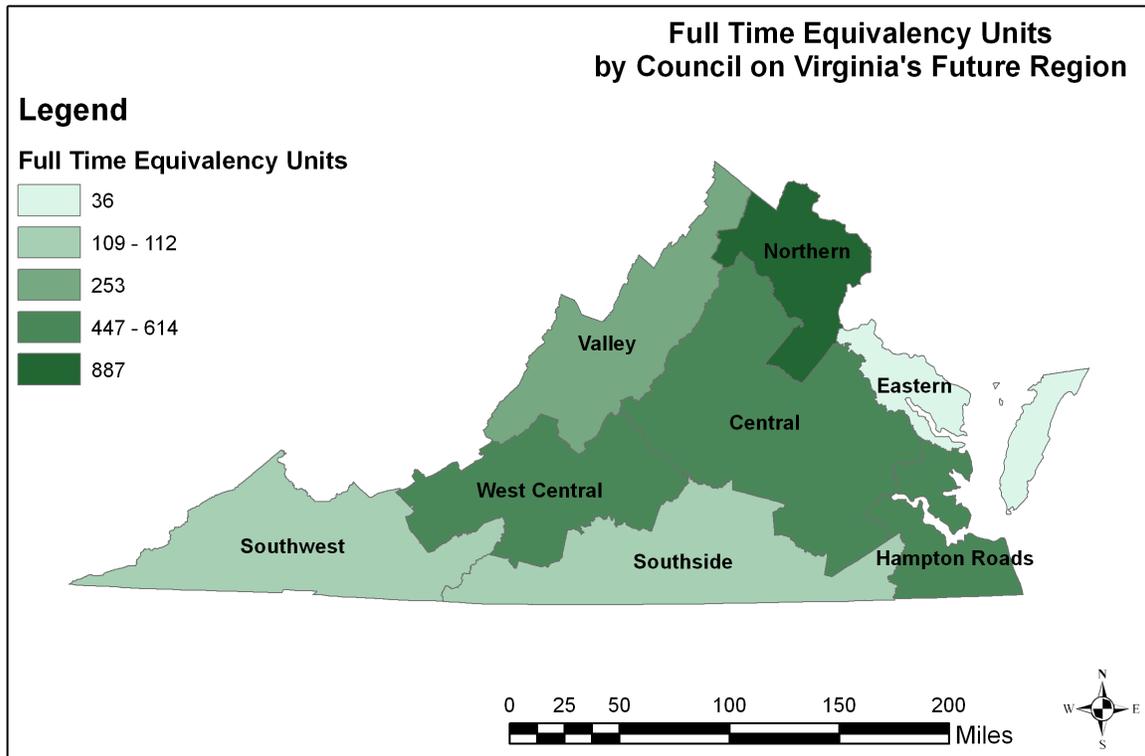
Legend

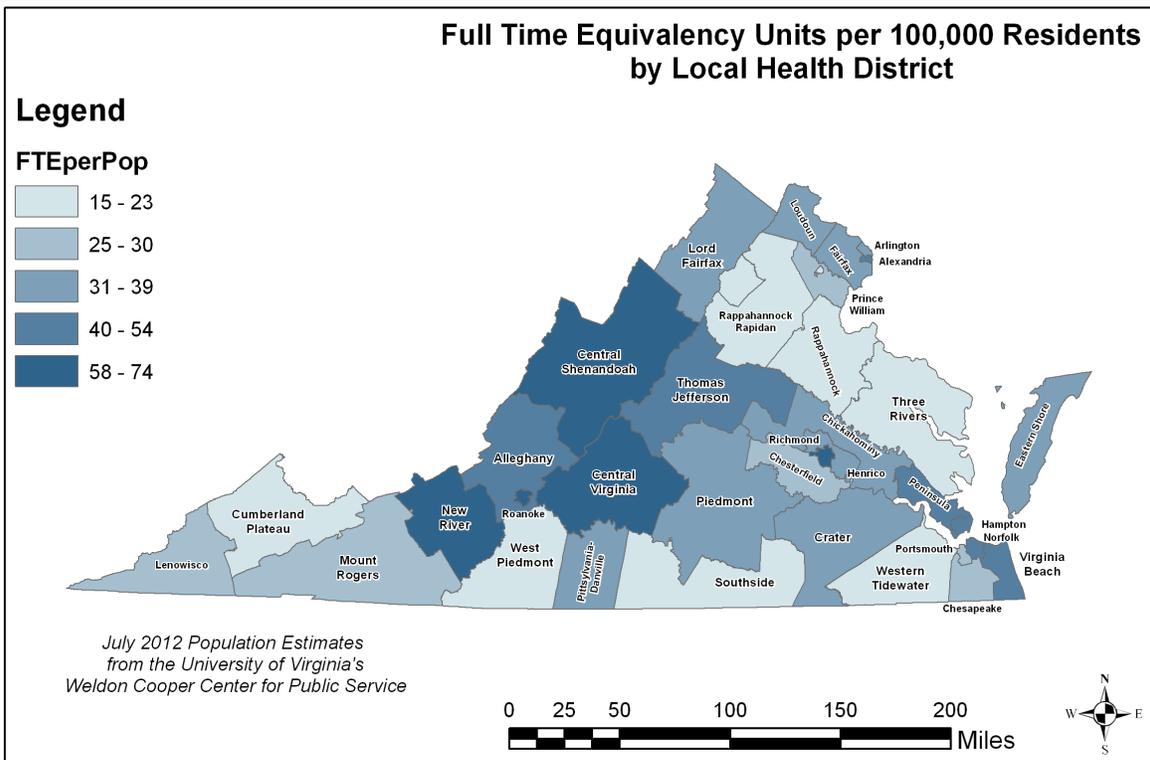
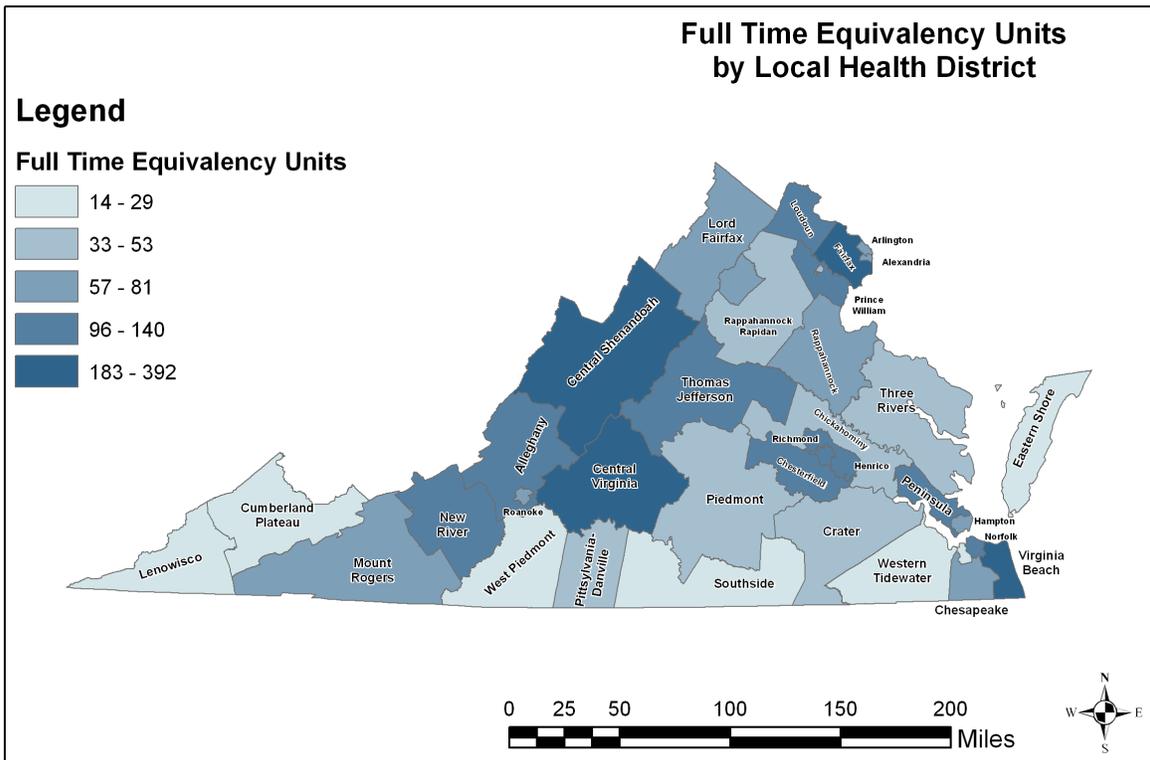
FTEs per 100,000 Residents

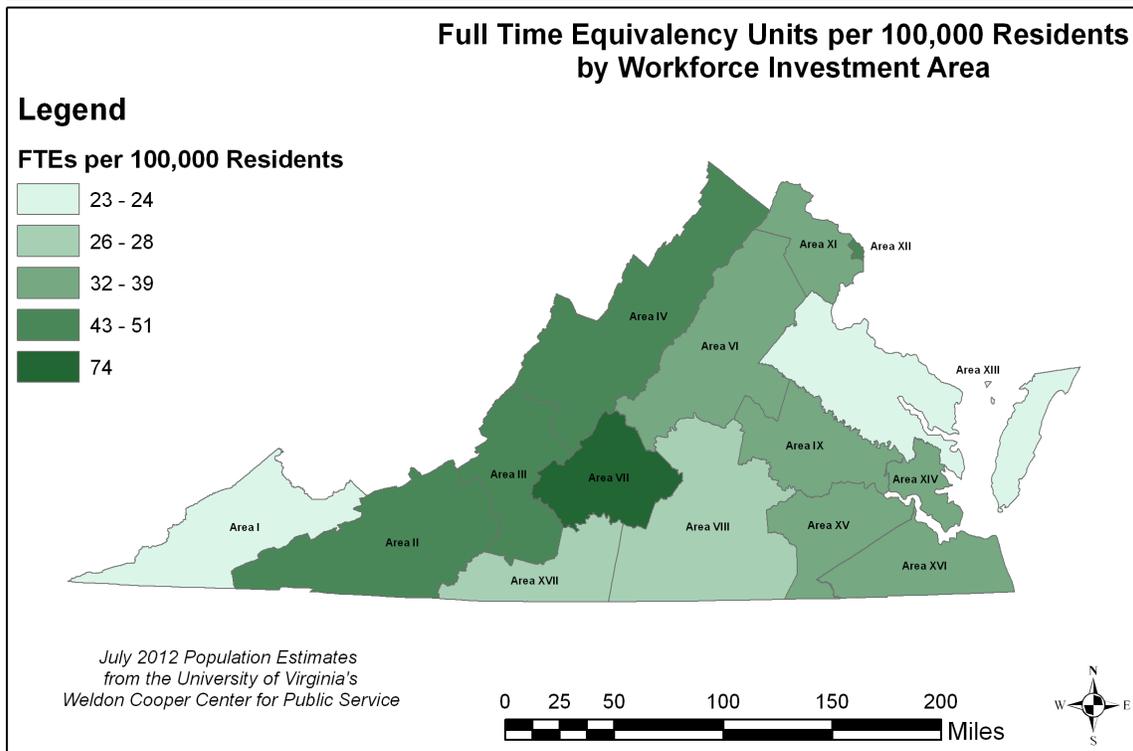
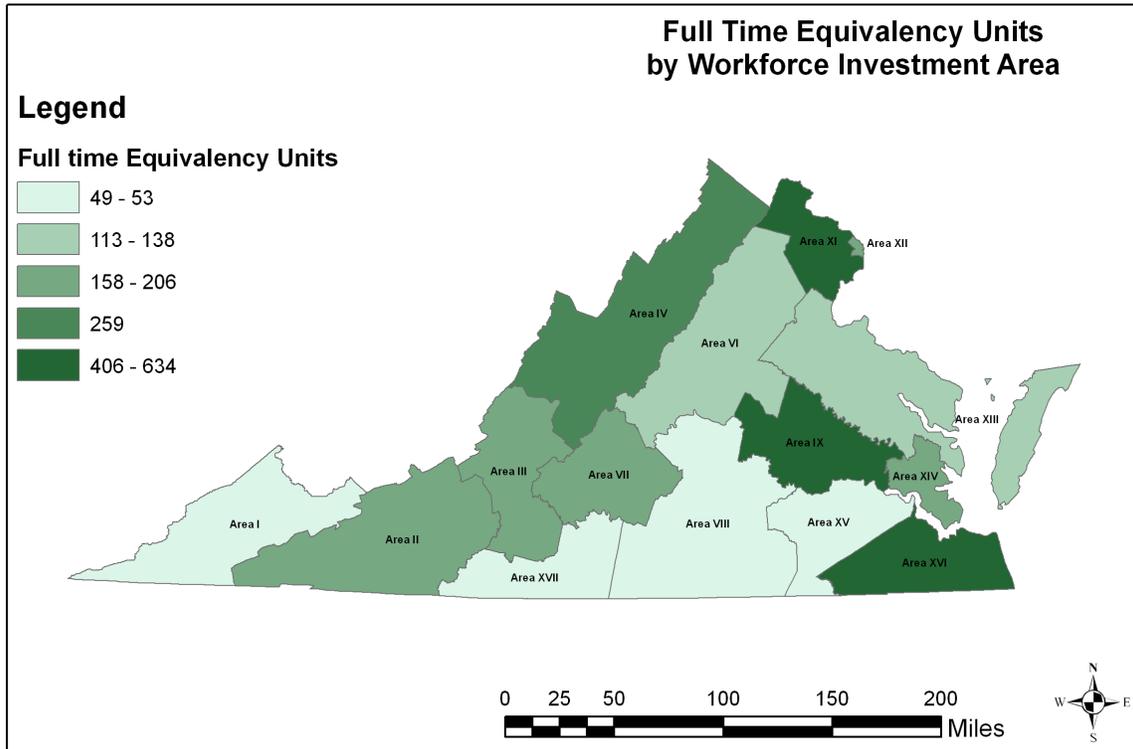


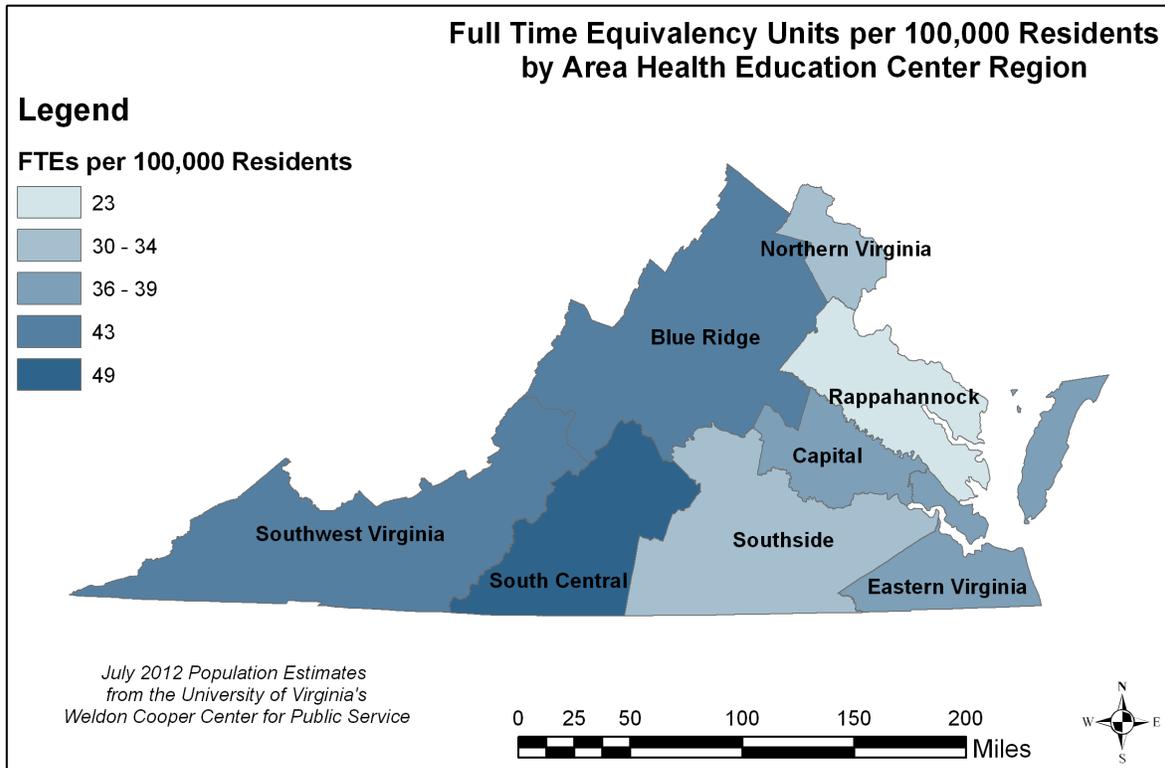
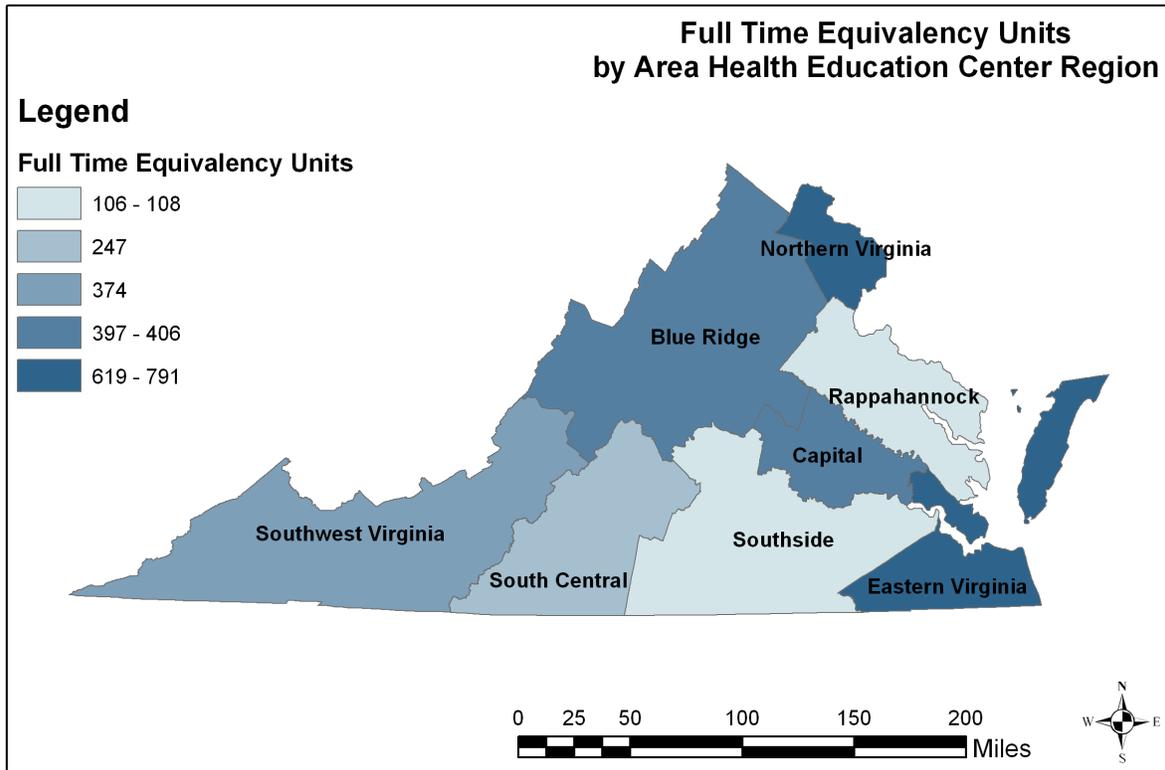
July 2012 Population Estimates from the University of Virginia's
Weldon Cooper Center for Public Service

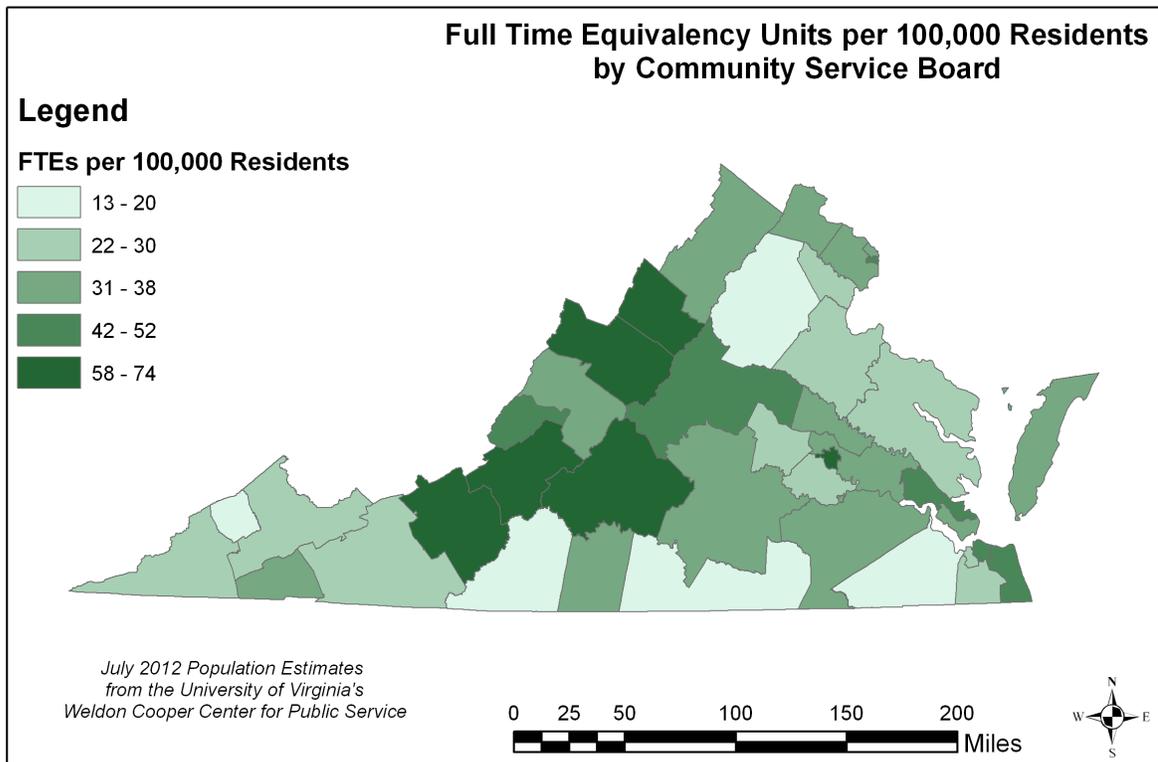
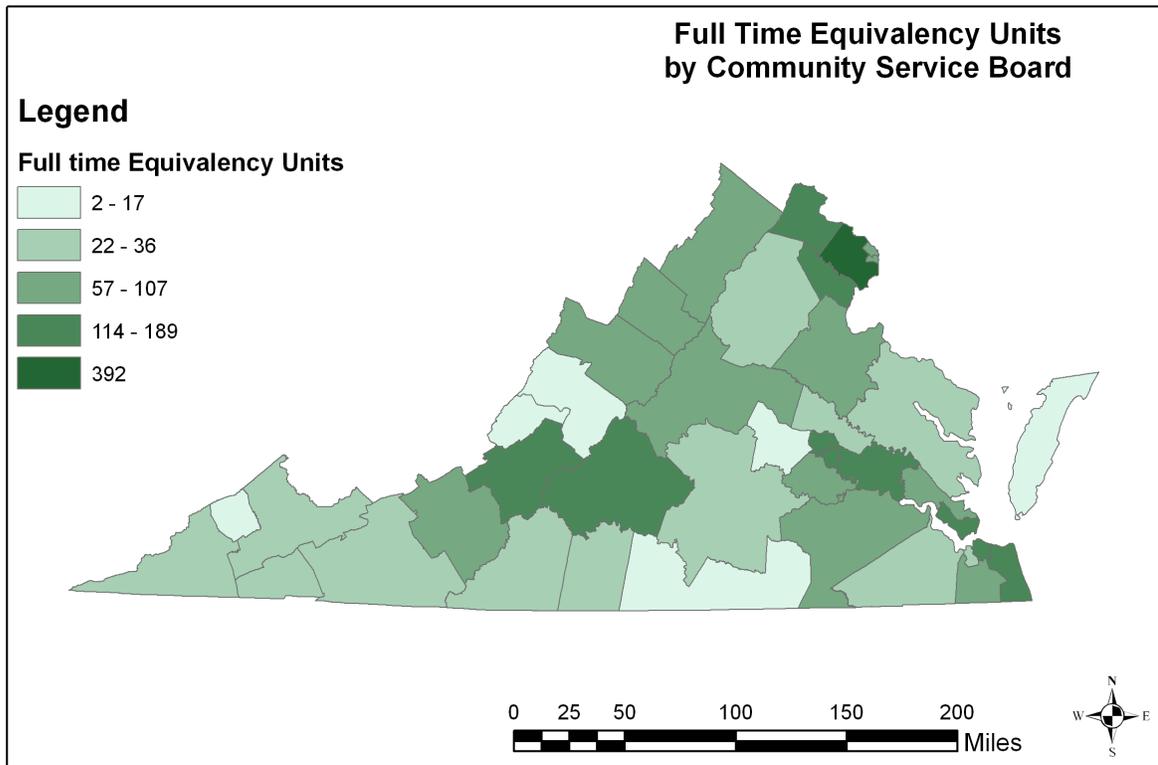












Appendices

Appendix A: Weights

Final weights were calculated by multiplying the two weights and the overall response rate: $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Age	Response Rate	Weight
Under 35	64.4%	1.553191
35 to 39	80.2%	1.247349
40 to 44	88.9%	1.125000
45 to 49	87.0%	1.149798
50 to 54	91.0%	1.099207
55 to 59	89.2%	1.121662
60 to 64	88.1%	1.134940
65 to 69	84.8%	1.179592
70 and Over	77.3%	1.294118

Rural Status	Response Rate	Weight
Metro, 1 million+	87.1%	1.148686
Metro, 250,000 to 1 million	95.5%	1.046875
Metro, 250,000 or less	82.2%	1.216783
Urban pop 20,000+, Metro adj	84.1%	1.189189
Urban pop 20,000+, nonadj	NA	NA
Urban pop, 2,500-19,999, Metro adj	81.1%	1.232558
Urban pop, 2,500-19,999, nonadj	80.0%	1.25
Rural, Metro adj	65.2%	1.533333
Rural, nonadj	54.5%	1.833332
Virginia border state/DC	79.6%	1.255591
Other US State	77.2%	1.296138

Appendix B: The 2012 Behavioral Science Workforce Survey

Question	Choices
1 Please select your sex:	Male Female
2 Please select the items that best describe your race/ethnicity. Please answer both question 2a about Hispanic origin and 2b about race/ethnicity.	
2.a. Select one:	Hispanic, Latino or Spanish Origin Not Hispanic, Latino or Spanish Origin
2.b. Select all that apply:	White Black or African American American Indian or Alaska Native Asian Native Hawaiian or Pacific Islander Some other race
2.c. If some other race, please specify:	Fill in the blank
3 In which state did you do your internship?	Outside Of The US List of States
4 In which state was your most recent residency training?	Outside Of The US List of States
5 In which state did you get your highest degree?	Outside Of The US List of States
5.a. What is your highest degree?	Bachelors Masters Doctorate / Ph.D. Psy.D.
6 Are you in the USA on a J-1 visa?	Yes No
7 In which state do you currently reside?	Outside Of The US List of States
8 In which other state(s) are you licensed? Check all that apply	Maryland West Virginia Kentucky Tennessee North Carolina District of Columbia One or more other US states
Work Information	

9 How many individual work or employment locations do you have? Please include locations where you provide volunteer or unpaid services.	0
	1
	2
	3
	4
	5
	6 or more

If you answered "0" to the previous question, please skip to question number 37. Thank You!

Primary Work Location

10 What is the locality of your current primary place of employment (this is the location where you work the most hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US
	Virginia Border State/DC
	Other US State

11 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient
	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
University/Higher education	
US Military, Defense Department	
Veterans administration-inpatient	
Veterans administration-	

	outpatient
	Other work setting
11.a. If you selected "other practice setting" please provide a one or two word description:	Fill in the blank
12 How many hours do you work in an average workweek at this location?	<i>Dropdown</i> 1 to 9 hours 10 to 19 hours 20 to 29 hours 30 to 39 hours 40 to 49 hours 50 to 59 hours 60 to 69 hours 70 to 79 hours 80 or more hours
13 What percentage of these hours are patient or clinical care hours ?	0-10% 11-20% 21-30% 31-40% 41-50% 51-60% 61-70% 71-80% 81-90% 91-100%
14 What is your specialty area at your primary work location?	Academic (Teaching) Administration/Management/Regulatory Adolescent Adoption/Foster Care Behavioral Disorder Child Educational Experimental or Research Family Forensic Gerontologic Health Industrial-Organizational, Work Environment Marriage Medical Mental Health Public Health Rehabilitation/Vocational

	School
	Sex Offender Treatment
	Substance Abuse
	Other Specialty Area
14.a. If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
15 What percentage of these hours are spent providing services in your specialty areas ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16 What percentage of your time is spent with the following age groups at your primary practice location? Total of 16.a. - 16.d. should equal 100%.	
16.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16.b. Adults	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
91-100%	
16.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
51-60%	

	61-70%
	71-80%
	81-90%
	91-100%
16.d. Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
17 Mark the response that best describes your current patient care practice status at your primary location.	I do not see patients at this location
	I do not determine my patient load at this location
	I cannot accept new clients, my practice is full.
	I can accept some new clients, my practice is nearly full.
	I can accept many new clients my practice is far from full.
If you have only one work location, please skip to question #35.	
Secondary Work Location	
18 What is the locality of your current secondary place of employment (this is the location where you work the most hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US
	Virginia Border State/DC
	Other US State
19 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient

	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
	University/Higher education
	US Military, Defense Department
	Veterans administration-inpatient
	Other work setting
19.a. If Other work setting was selected, please fill in the blank.	Fill in the blank
20 How many hours do you work in an average workweek at this location?	<i>Dropdown</i>
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
	80 or more hours
21 What percentage of these hours are patient or clinical care hours ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
22 What is your specialty area at your secondary work location?	Academic (Teaching)
	Administration/Management/Regulatory
	Adolescent
	Adoption/Foster Care
	Behavioral Disorder
	Child

	Educational
	Experimental or Research
	Family
	Forensic
	Gerontologic
	Health
	Industrial-Organizational, Work Environment
	Marriage
	Medical
	Mental Health
	Public Health
	Rehabilitation/Vocational
	School
	Sex Offender Treatment
	Substance Abuse
Other Specialty Area	
22.a. If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
23 What percentage of these hours are spent providing services in your specialty areas ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24 What percentage of your time is spent with the following age groups at your secondary practice location? Total of 24.a. - 24.d. should equal 100%.	
24.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.b. Adults	0-10%
	11-20%
	21-30%

	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
24.d. Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
25 Mark the response that best describes your current patient care practice status at your secondary location.	I do not see patients at this location
	I do not determine my patient load at this location
	I cannot accept new clients, my practice is full.
	I can accept some new clients, my practice is nearly full.
	I can accept many new clients my practice is far from full.
If you have no additional practice locations, please skip to question #35.	
Other Practice Location	
26 What is the locality of your other place of employment (this is the location where you work the fewest hours in a week)?	List of Virginia Cities and Counties
	Several localities (Traveling, Temporary, etc)
	Outside of the US

	Virginia Border State/DC
	Other US State
27 Please select the choice that best describes this practice setting:	Administrative/Regulatory
	Community Service Board
	Corrections, Court Services
	Employee Assistance Program
	HMO/Insurance Company
	Home Health
	Hospital or Health System
	K-12 School system
	Mental health facility-inpatient
	Mental health facility-outpatient
	Non-profit Agency
	Nursing home/Long term care facility
	Private practice/consultant, group
	Private practice/consultant, solo
	Religious Organization
	State or Local Government Department (non-CSB)
	Substance Abuse
	University/Higher education
	US Military, Defense Department
	Veterans administration-inpatient
Other work setting	
27.a. If Other work setting was selected, please fill in the blank.	Fill in the blank
28 How many hours do you work in an average workweek at this location?	<i>Dropdown</i>
	1 to 9 hours
	10 to 19 hours
	20 to 29 hours
	30 to 39 hours
	40 to 49 hours
	50 to 59 hours
	60 to 69 hours
	70 to 79 hours
	80 or more hours
29 What percentage of these hours are patient or clinical care hours ?	0-10%
	11-20%
	21-30%
	31-40%

	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
30 What is your specialty area at your other work location?	Academic (Teaching)
	Administration/Management/Regulatory
	Adolescent
	Adoption/Foster Care
	Behavioral Disorder
	Child
	Educational
	Experimental or Research
	Family
	Forensic
	Gerontologic
	Health
	Industrial-Organizational, Work Environment
	Marriage
	Medical
	Mental Health
	Public Health
	Rehabilitation/Vocational
	School
	Sex Offender Treatment
	Substance Abuse
	Other Specialty Area
31 If you selected other specialty area, please describe as briefly as possible:	Fill in the blank
32 What percentage of these hours are spent providing services in your specialty areas ?	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33 What percentage of your time is spent with the following age groups at your other work location? Total of 33.a. - 33.d. should equal 100%.	

33.a. Adolescent	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.b. Adults	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.c. Children	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
33.d Geriatric	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
34 Mark the response that best describes your current patient care practice status at this other location.	I do not see patients at this location

	I do not determine my patient load at this location I cannot accept new clients, my practice is full. I can accept some new clients, my practice is nearly full. I can accept many new clients my practice is far from full.
Combined Practice Locations	
35 In your combined practice locations, please indicate the typical number of hours per week you spend in each of the following activities:	
35.a. Administrative	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
46+ hours	
35.b. Direct client services/Patient Care	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
46+ hours	
35.c. Forensic	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
46+ hours	

35.d. Research	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	35.e. Supervision
1-5 hours	
6-10 hours	
11-15 hours	
16-20 hours	
21-25 hours	
26-30 hours	
31-35 hours	
36-40 hours	
41-45 hours	
46+ hours	
35.f. Teaching	
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	35.g. Volunteer (pro-bono)
1-5 hours	
6-10 hours	
11-15 hours	
16-20 hours	
21-25 hours	
26-30 hours	
31-35 hours	
36-40 hours	
41-45 hours	

	46+ hours
35.h. Other	None
	1-5 hours
	6-10 hours
	11-15 hours
	16-20 hours
	21-25 hours
	26-30 hours
	31-35 hours
	36-40 hours
	41-45 hours
	46+ hours
	36 In your combined practice locations, please indicate the percentage of your current clients that are:
36.a. "Self-pay" clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.b. Medicaid clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.c. Medicare clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%

	61-70%
	71-80%
	81-90%
	91-100%
36.d. Private insurance clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
36.e. In the next year, what percentage of your clients do you believe will be Medicare/Medicaid clients?	None
	0-10%
	11-20%
	21-30%
	31-40%
	41-50%
	51-60%
	61-70%
	71-80%
	81-90%
	91-100%
37 In the next 24 months, do you plan to: (Choose one)	Remain in your current geographic location in Virginia
	Move and work in another geographic location in Virginia
	Move and work out of state
	Cease working in the Behavioral Sciences
	Not currently working in Virginia
38 In the next 24 months, do you plan to:	Provide patient care at the same level
	Provide patient care at an increased level
	Provide patient care at a reduced level
	Move to a non-patient care position
	Retire from patient care
39 When do you think you might retire?	In the next 5 years

	In 6 - 10 years
	In 11- 15 years
	In 16 or more years
	Do not intend to retire
40 If you are Inactive or Retired do you plan to return to practice?	Yes
	No
40.a. If Yes, when?	Within the next 12 months
	Within 13-24 months
	Within 25-36 months
	I do not know when
End of Survey	