
Virginia's Registered Nurse Workforce: 2019

Healthcare Workforce Data Center

October 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:

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

More than 38,000 Registered Nurses 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 Nursing 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 Nursing

President

Louise Hershkowitz, CRNA, MSHA
Reston

Vice-Presidents

Jennifer Phelps, BS, LPN, QMHPA
Lynchburg

Marie Gerardo, MS, RN, ANP-BC
Midlothian

Members

Mark Monson
Fairfax

Ann T. Gleason, PhD
Zion Crossroads

Yvette Dorsey, DNP, RN
Richmond

Dixie L. McElfresh, LPN
Richmond

Cynthia M. Swineford, MSN, RN, CNE
Disputanta

Margaret Joan Friedenber
Richmond

Felisa Smith, RN, BSN, MSA, MSN/Ed, CNE
Portsmouth

Meenakshi Shah, BA, RN
Roanoke

Laura F. Cei, BS, LPN, CCRP
Richmond

Ethlyn McQueen-Gibson, DNP, MSN, RN-BC
Yorktown

James L. Hermansen-Parker, MSN, RN, PCCN-K
Norfolk

Executive Director

Jay P. Douglas, MSM, RN, CSAC, FRE

Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates.....	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Specialties & Licenses	9
Military Service.....	10
Current Employment Situation	11
Employment Quality.....	12
Labor Market.....	13
Work Site Distribution	14
Establishment Type	15
Time Allocation	17
Patients	18
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 Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	112,053
Virginia's Workforce:	94,384
FTEs:	81,369

Background

Rural Childhood:	37%
HS Degree in VA:	57%
Prof. Degree in VA:	67%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	67%
Satisfied?:	94%

Survey Response Rate

All Licensees:	35%
Renewing Practitioners:	82%

Education

Baccalaureate:	48%
Associate:	28%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	62%

Demographics

Female:	93%
Diversity Index:	39%
Median Age:	46

Finances

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

Time Allocation

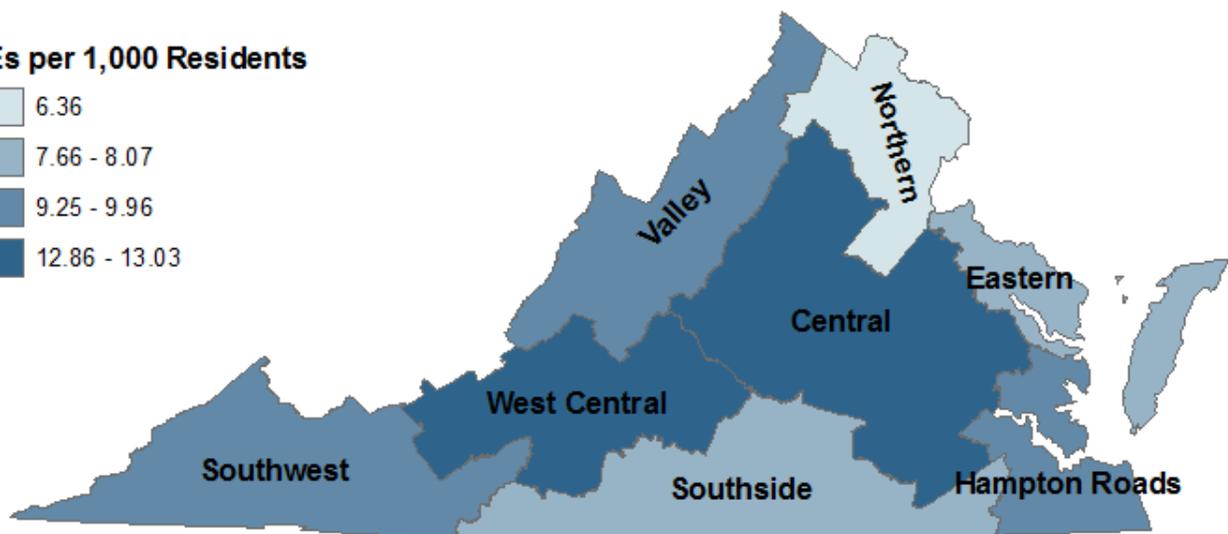
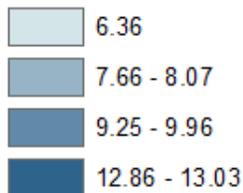
Patient Care:	80%-89%
Patient Care Role:	66%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

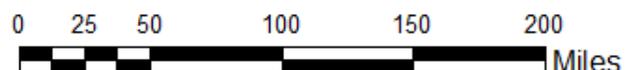
Full Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2019 Registered Nurse (RNs) Survey.¹ More than 38,000 RNs voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of RNs have access to the survey in a given year. These survey respondents represent 35% of the 112,053 RNs licensed in the state and 82% of renewing practitioners.

The HWDC estimates that 94,384 RNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an RN at some point in the future. Virginia's RN workforce provided 81,369 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

More than 90% of all RNs are female, and the median age of the RN workforce is 46. In a random encounter between two RNs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the comparable diversity index is 57%. More than one-third of RNs grew up in a rural area, and 19% of these professionals currently work in non-metro areas of the state.

The median annual income among Virginia's RNs is between \$60,000 and \$70,000, and 84% receive at least one employer-sponsored benefit. More than 90% of RNs are currently employed in the profession, while 1% have been involuntarily unemployed at some point in the past year. More than 80% of RNs work in the private sector, including 43% who work in non-profit organizations. The inpatient department of hospitals is the most common establishment type in Virginia, employing 38% of all RNs in the state. Two-thirds of RNs serve a patient care role at their primary work location, and most RNs treat primarily adult and elderly patients.

Summary of Trends

In this section, all statistics for the current year will be compared relative to the 2014 RN workforce. Although more RNs are completing the survey (38,723 vs. 37,072), the overall response rate among all licensees has fallen (35% vs. 37%). The number of RNs licensed in the state has increased by 11% (112,053 vs. 100,766), and this has led to a 14% increase in the size of Virginia's RN workforce (94,384 vs. 82,998). The number of FTEs provided by this workforce has increased by 13% (81,369 vs. 72,089).

The RN workforce has become younger and more diverse. The median age of RNs has fallen (46 vs. 48), and the percentage of RNs under the age of 40 has increased (38% vs. 33%). In addition, the diversity index of Virginia's RN workforce has increased (39% vs. 35%). Virginia's RNs are slightly less likely to have grown up in a rural area (37% vs. 38%), and the percentage of RNs who work in non-metro areas has also fallen (9% vs. 10%).

RNs are more likely to hold a baccalaureate degree (48% vs. 40%), but they are also more likely to carry education debt (41% vs. 34%). The median debt burden among these professionals has also increased (\$30,000-\$40,000 vs. \$20,000-\$30,000). At the same time, the median annual income of this workforce has increased (\$60,000-\$70,000 vs. \$50,000-\$60,000). RNs also indicate that they are more satisfied with their employment situation (94% vs. 92%).

RNs are less likely to be involuntarily unemployed (1% vs. 2%) or underemployed (2% vs. 3%). The percentage of RNs who have worked at their primary work location for more than two years has fallen as well (62% vs. 65%). RNs are more likely to fill a patient care role at their primary work location (66% vs. 64%). When treating patients, RNs are relatively more likely to fill an elderly patient care role (18% vs. 16%) instead of an adult patient care role (35% vs. 37%).

¹ In prior years, all licensed RNs had access to the RN workforce survey. However, this presented a significant burden upon those RNs who also held additional licenses. Therefore, the HWDC decided to change its procedure in 2019 so that nurses are now only asked to complete a survey for the highest profession in which they are practicing. Due to this change, the 2019 RN workforce survey only includes responses from RNs who are not also currently practicing as Nurse Practitioners (NPs). This distinction should be kept in mind when comparing this year's survey to previous years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	48,844	44%
New Licensees	5,490	5%
Non-Renewals	7,019	6%
Renewal Date Not in Survey Period	50,700	45%
All Licensees	112,053	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of renewing RNs submitted a survey. These represent 35% of RNs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	9,987	3,189	24%
30 to 34	8,265	5,084	38%
35 to 39	9,119	3,747	29%
40 to 44	6,458	4,814	43%
45 to 49	8,107	3,780	32%
50 to 54	6,185	4,910	44%
55 to 59	8,335	3,796	31%
60 and Over	16,874	9,403	36%
Total	73,330	38,723	35%
New Licenses			
Issued in Past Year	5,489	1	0%
Metro Status			
Non-Metro	8,213	4,725	37%
Metro	54,073	30,932	36%
Not in Virginia	11,041	3,063	22%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2018 and September 2019 on the birth month of each renewing practitioner.
- 2. Target Population:** All RNs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to RNs who renewed their licenses online. It was not available to those who did not renew, including RNs newly licensed during the survey time frame.

Response Rates	
Completed Surveys	38,723
Response Rate, All Licensees	35%
Response Rate, Renewals	82%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs
 Number: 112,053
 New: 5%
 Not Renewed: 6%

Response Rates
 All Licensees: 35%
 Renewing Practitioners: 82%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's RN Workforce: 94,384
 FTEs: 81,369

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.38
 Workers per FTE: 1.16

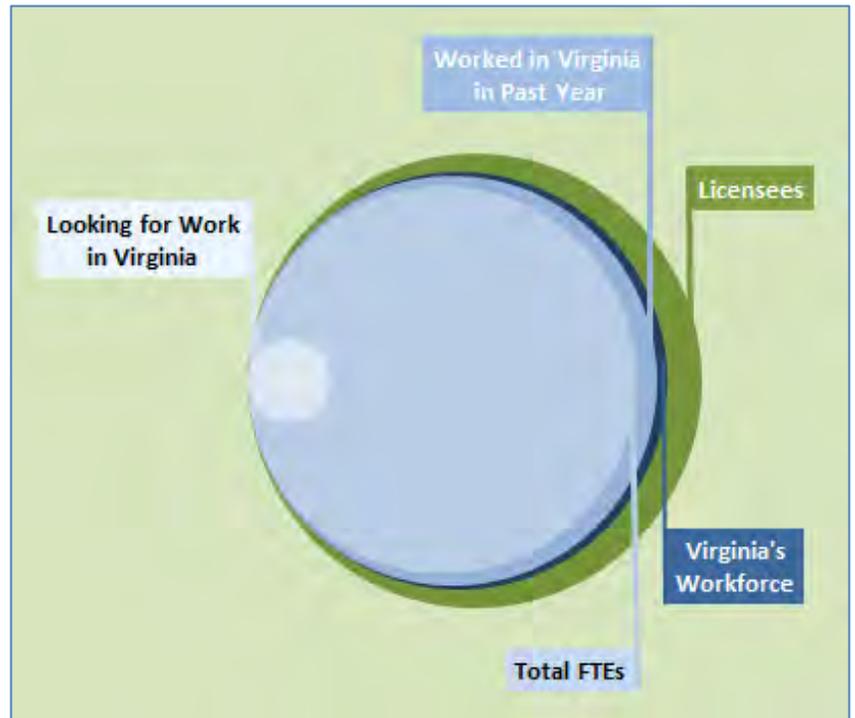
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey time frame 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.

Virginia's RN Workforce		
Status	#	%
Worked in Virginia in Past Year	90,561	96%
Looking for Work in Virginia	3,823	4%
Virginia's Workforce	94,384	100%
Total FTEs	81,369	
Licensees	112,053	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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:

[https://www.dhp.virginia.gov/
 PublicResources/HealthcareW
 orkforceDataCenter/](https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	763	7%	10,648	93%	11,411	13%
30 to 34	838	8%	9,869	92%	10,707	13%
35 to 39	796	8%	9,509	92%	10,305	12%
40 to 44	668	8%	8,280	93%	8,948	11%
45 to 49	712	8%	8,368	92%	9,080	11%
50 to 54	598	7%	7,814	93%	8,411	10%
55 to 59	616	7%	8,657	93%	9,272	11%
60 and Over	961	6%	15,528	94%	16,489	19%
Total	5,952	7%	78,672	93%	84,624	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	RNs		RNs Under 40	
	%	#	%	#	%
White	61%	65,831	77%	24,487	75%
Black	19%	9,606	11%	3,466	11%
Asian	7%	4,627	5%	1,979	6%
Other Race	0%	884	1%	304	1%
Two or More Races	3%	1,857	2%	1,031	3%
Hispanic	10%	2,486	3%	1,301	4%
Total	100%	85,291	100%	32,568	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, 2018.

Source: Va. Healthcare Workforce Data Center

Nearly 40% of RNs are under the age of 40. More than 90% of these RNs are female, and the diversity index among these professionals is 42%.

At a Glance:

Gender

% Female: 93%
% Under 40 Female: 93%

Age

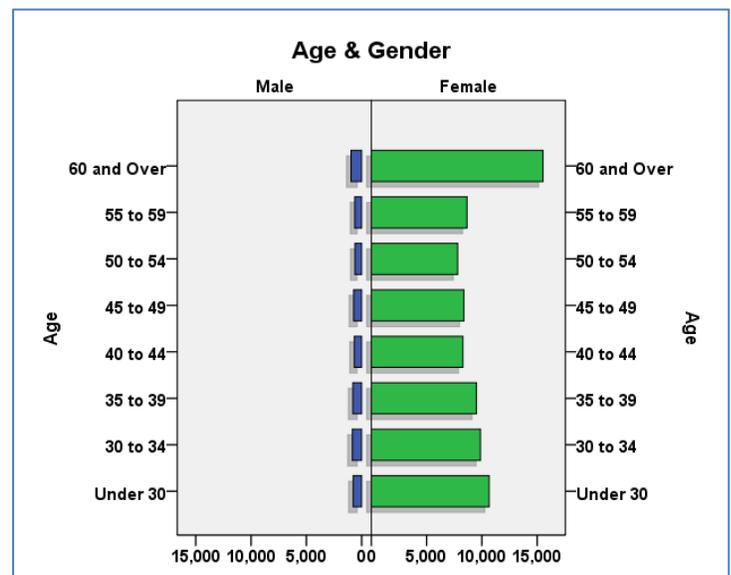
Median Age: 46
% Under 40: 38%
% 55 and Over: 30%

Diversity

Diversity Index: 39%
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 39% chance that they would be of a different race or ethnicity (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 37%

Virginia Background

HS in Virginia: 57%
 Prof. Ed. in VA: 67%
 HS or Prof. Ed. in VA: 70%

Location Choice

% Rural to Non-Metro: 19%
 % Urban/Suburban to Non-Metro: 3%

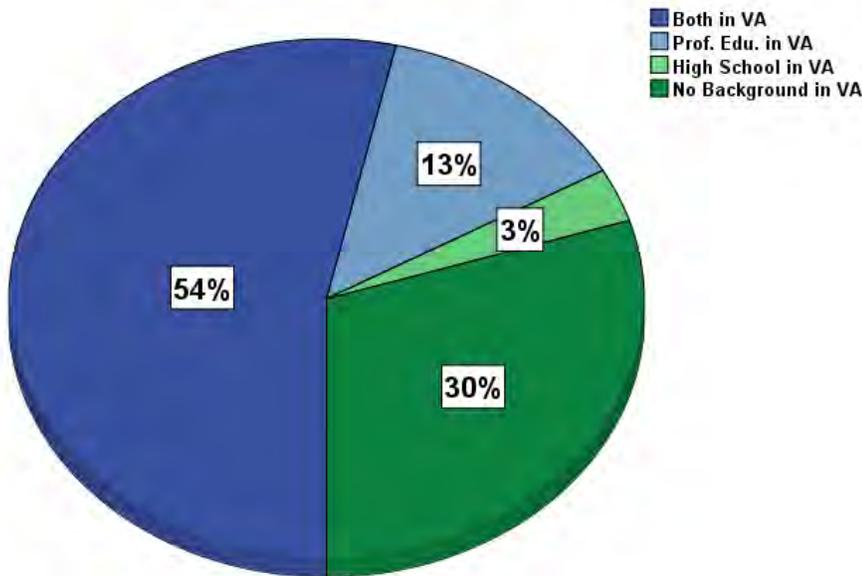
Source: Va. Healthcare Workforce Data Center

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+	26%	58%	16%
2	Metro, 250,000 to 1 Million	53%	38%	10%
3	Metro, 250,000 or Less	54%	38%	8%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	73%	18%	9%
6	Urban Pop., 2,500-19,999, Metro Adjacent	75%	19%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	89%	8%	3%
8	Rural, Metro Adjacent	74%	19%	7%
9	Rural, Non-Adjacent	59%	34%	7%
Overall		37%	49%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



More than one-third of RNs grew up in self-described rural areas, and 19% of these professionals currently work in non-metro counties. Overall, 9% of all RNs currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Registered Nurse Recruitment

Rank	All RNs			
	High School	#	Init. Prof. Degree	#
1	Virginia	48,179	Virginia	56,422
2	Outside U.S./Canada	5,537	New York	2,972
3	New York	3,883	Pennsylvania	2,966
4	Pennsylvania	3,685	Outside U.S./Canada	2,562
5	Maryland	2,123	Maryland	1,627
6	New Jersey	1,893	West Virginia	1,574
7	West Virginia	1,637	North Carolina	1,484
8	North Carolina	1,576	Florida	1,325
9	Ohio	1,543	Ohio	1,228
10	Florida	1,460	New Jersey	892

More than half of RNs received their high school degree in Virginia, and 67% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	10,754	Virginia	12,716
2	Outside U.S./Canada	1,434	Pennsylvania	798
3	Pennsylvania	866	New York	602
4	New York	799	Outside U.S./Canada	571
5	Maryland	492	Florida	510
6	Florida	469	Maryland	405
7	California	422	North Carolina	349
8	North Carolina	422	West Virginia	342
9	New Jersey	398	Ohio	342
10	Ohio	392	California	265

Among RNs who received their license in the past five years, 54% received their high school degree in Virginia, while 64% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among all licensees, 16% did not participate in Virginia's RN workforce during the past year. Nearly 70% of these licensees worked at some point in the past year, including 63% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	17,725
% of Licensees:	16%
Federal/Military:	11%
VA Border State/D.C.:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	108	0%
Hospital RN Diploma	6,319	7%
Associate Degree	23,479	28%
Baccalaureate Degree	40,926	48%
Master's Degree	12,303	15%
Doctorate Degree	1,311	2%
Total	84,446	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate: 48%
 Associate: 28%

Education Debt
 Carry Debt: 41%
 Under Age 40 w/ Debt: 60%
 Median Debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

Nearly half of RNs hold a Baccalaureate degree as their highest professional degree. About 40% of RNs carry education debt, including 60% of those who are under the age of 40. The median debt burden among those RNs with education debt is between \$30,000 and \$40,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	11,721	14%
No	72,482	86%
Total	84,203	100%
Degree Pursued	#	%
Associate	46	0%
Bachelor	4,744	42%
Masters	5,359	47%
Doctorate	1,176	10%
Total	11,326	100%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All RNs		RN's Under 40	
	#	%	#	%
None	43,600	59%	11,636	40%
Less than \$10,000	5,434	7%	2,919	10%
\$10,000-\$19,999	4,715	6%	2,690	9%
\$20,000-\$29,999	4,527	6%	2,732	9%
\$30,000-\$39,999	3,473	5%	2,091	7%
\$40,000-\$49,999	2,655	4%	1,551	5%
\$50,000-\$59,999	2,245	3%	1,415	5%
\$60,000-\$69,999	1,825	2%	1,046	4%
\$70,000-\$79,999	1,234	2%	687	2%
\$80,000-\$89,999	1,110	2%	652	2%
\$90,000-\$99,999	635	1%	337	1%
\$100,000-\$109,999	918	1%	502	2%
\$110,000-\$119,999	345	0%	154	1%
\$120,000 or More	1,235	2%	568	2%
Total	73,951	100%	28,980	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Acute/Critical Care:	20%
Surgery/OR:	8%
Pediatrics:	5%

Secondary Specialty

Acute/Critical Care:	16%
Cardiology:	5%
Surgery/OR:	5%

Licenses

Nurse Practitioner:	7%
Licensed Practical Nurse:	1%

Source: Va. Healthcare Workforce Data Center

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Acute/Critical Care/Emergency/Trauma	16,738	20%	9,687	16%
Surgery/OR/Pre-, Peri- or Post-Operative	6,558	8%	2,859	5%
Pediatrics	3,777	5%	2,323	4%
Cardiology	3,645	4%	2,953	5%
Obstetrics/Nurse Midwifery	3,605	4%	1,463	2%
Psychiatric/Mental Health	3,186	4%	1,447	2%
Case Management	2,754	3%	1,964	3%
Administration/Management	2,531	3%	2,629	4%
Neonatal Care	2,518	3%	1,466	2%
Oncology	2,421	3%	1,403	2%
Family Health	2,285	3%	1,073	2%
Community Health/Public Health	1,812	2%	1,540	3%
Geriatrics/Gerontology	1,803	2%	1,862	3%
Hospital/Float	1,723	2%	1,626	3%
Anesthesia	1,336	2%	621	1%
Palliative/Hospice Care	1,304	2%	1,056	2%
Long-Term Care/Assisted Living/Nursing Home	1,290	2%	1,467	2%
General Nursing/No Specialty	7,621	9%	8,933	15%
Medical Specialties (Not Listed)	1,142	1%	985	2%
Other Specialty Area	14,656	18%	12,722	21%
Total	82,705	100%	60,082	100%

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	#	% of Workforce
Licensed Nurse Practitioner	6,188	7%
Licensed Practical Nurse	743	1%
Clinical Nurse Specialist	424	0%
Certified Nurse Midwife	193	0%
Certified Massage Therapist	136	0%
Respiratory Therapist	23	0%

Source: Va. Healthcare Workforce Data Center

One-fifth of all RNs have a primary specialty in acute/critical care/emergency/trauma. This was also the most common secondary specialty among Virginia's RNs.

A Closer Look:

Military Service		
Service?	#	%
Yes	6,067	7%
No	75,348	93%
Total	81,416	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	2,296	40%
Navy/Marine	2,108	37%
Air Force	1,246	22%
Other	112	2%
Total	5,762	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Who Served: 7%

Branch of Service

Army: 40%
 Navy/Marines: 37%
 Air Force: 22%

Occupation

Army Health Care Spec.: 7%
 Navy Basic Med. Tech.: 6%

Source: Va. Healthcare Workforce Data Center

More than 5% of Virginia's RN workforce has served in the military. Two out of every five of these RNs have served in the Army, including 7% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	396	7%
Navy Basic Medical Technician (Navy HM0000)	332	6%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	119	2%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	19	0%
Other	4,678	84%
Total	5,544	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 91%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 67%
 2 or More Positions: 10%

Weekly Hours

40 to 49: 40%
 60 or More: 3%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	65	< 1%
Employed in a Nursing-Related Capacity	75,972	91%
Employed, NOT in a Nursing-Related Capacity	2,136	3%
Not Working, Reason Unknown	5	< 1%
Involuntarily Unemployed	266	< 1%
Voluntarily Unemployed	3,530	4%
Retired	1,885	2%
Total	83,859	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of all RNs are currently employed in the profession. Two-thirds of RNs hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	5,686	7%
1 to 9 Hours	1,352	2%
10 to 19 Hours	2,997	4%
20 to 29 Hours	6,717	8%
30 to 39 Hours	24,101	29%
40 to 49 Hours	32,838	40%
50 to 59 Hours	5,508	7%
60 to 69 Hours	1,784	2%
70 to 79 Hours	533	1%
80 or More Hours	495	1%
Total	82,011	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	5,686	7%
One Part-Time Position	12,723	15%
Two Part-Time Positions	1,876	2%
One Full-Time Position	55,495	67%
One Full-Time Position & One Part-Time Position	5,916	7%
Two Full-Time Positions	195	0%
More than Two Positions	534	1%
Total	82,425	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	1,043	2%
Less than \$20,000	2,352	4%
\$20,000-\$29,999	1,756	3%
\$30,000-\$39,999	2,959	5%
\$40,000-\$49,999	6,529	10%
\$50,000-\$59,999	10,642	16%
\$60,000-\$69,999	11,060	17%
\$70,000-\$79,999	9,208	14%
\$80,000-\$89,999	6,843	11%
\$90,000-\$99,999	4,382	7%
\$100,000 or More	8,532	13%
Total	65,307	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
 Health Insurance: 66%
 Retirement: 73%

Satisfaction
 Satisfied: 94%
 Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	47,037	59%
Somewhat Satisfied	28,144	35%
Somewhat Dissatisfied	3,914	5%
Very Dissatisfied	1,160	1%
Total	80,254	100%

Source: Va. Healthcare Workforce Data Center

The typical RN earns between \$60,000 and \$70,000 per year. Among RNs who receive either an hourly wage or salary as compensation at their primary work location, 85% receive at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	55,105	73%	74%
Paid Leave	52,807	70%	71%
Health Insurance	50,107	66%	67%
Dental Insurance	49,332	65%	66%
Group Life Insurance	36,376	48%	49%
Signing/Retention Bonus	7,048	9%	10%
At Least One Benefit	64,039	84%	85%

*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?	863	1%
Experience Voluntary Unemployment?	5,333	6%
Work Part-time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	1,717	2%
Work Two or More Positions at the Same Time?	11,128	12%
Switch Employers or Practices?	6,791	7%
Experienced at Least One	22,321	24%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 2.8% during the same time period.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	2,044	3%	1,207	8%
Less than 6 Months	4,419	6%	1,952	13%
6 Months to 1 Year	6,727	9%	1,754	12%
1 to 2 Years	16,809	22%	2,839	19%
3 to 5 Years	17,336	22%	2,921	20%
6 to 10 Years	10,947	14%	1,508	10%
More than 10 Years	19,860	25%	2,403	16%
Subtotal	78,143	100%	14,583	100%
Did Not Have Location	4,411		79,076	
Item Missing	11,829		725	
Total	94,384		94,384	

Source: Va. Healthcare Workforce Data Center

Two-thirds of RNs receive an hourly wage at their primary work location, while 30% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 Years: 62%
Over 2 Yrs., 2nd Location: 47%

Employment Type

Hourly Wage: 65%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

More than 60% of RNs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	39,281	65%
Salary	18,240	30%
By Contract/Per Diem	1,817	3%
Business/Contractor Income	530	1%
Unpaid	493	1%
Subtotal	60,360	100%
Did Not Have Location	4,411	
Item Missing	29,612	

Source: Va. Healthcare Workforce Data Center

² As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.5% and a high of 3.2%. At the time of publication, the unemployment rate for September 2019 was still preliminary.

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or More (Past Year):	19%
2 or More (Now*):	16%

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all RNs work in Central Virginia, the most of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	21,380	28%	3,379	23%
Northern	18,351	24%	3,501	24%
Hampton Roads	15,789	20%	2,870	19%
West Central	9,443	12%	1,616	11%
Valley	4,840	6%	777	5%
Southwest	3,169	4%	699	5%
Southside	2,637	3%	631	4%
Eastern	995	1%	211	1%
Virginia Border State/D.C.	335	0%	326	2%
Other U.S. State	369	0%	754	5%
Outside of the U.S.	16	0%	63	0%
Total	77,324	100%	14,827	100%
Item Missing	12,650		481	

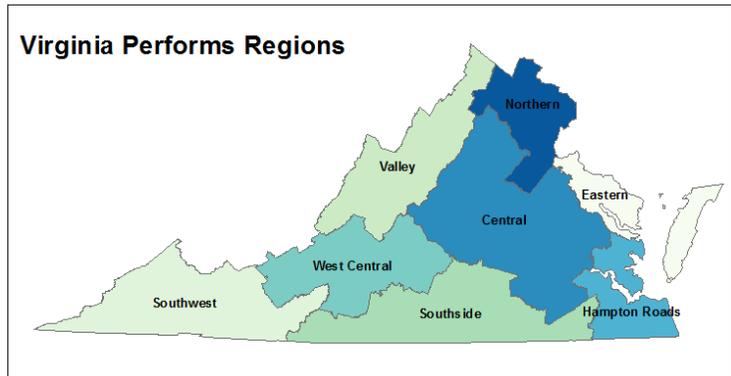
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	3,787	5%	5,477	7%
1	62,814	77%	62,943	77%
2	9,988	12%	9,285	11%
3	4,151	5%	3,472	4%
4	406	1%	228	0%
5	154	0%	112	0%
6 or More	532	1%	315	0%
Total	81,831	100%	81,831	100%

*At the time of survey completion (Oct. 2018-Sept. 2019, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While 16% of RNs currently hold two or more positions, 19% have held multiple positions over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
Non-Profit	31,930	43%	5,037	37%
For-Profit	30,297	41%	6,887	51%
State/Local Government	7,543	10%	1,194	9%
Veterans Administration	1,690	2%	122	1%
U.S. Military	1,383	2%	253	2%
Other Federal Government	717	1%	139	1%
Total	73,560	100%	13,632	100%
Did Not Have Location	4,411		79,076	
Item Missing	16,412		1,676	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

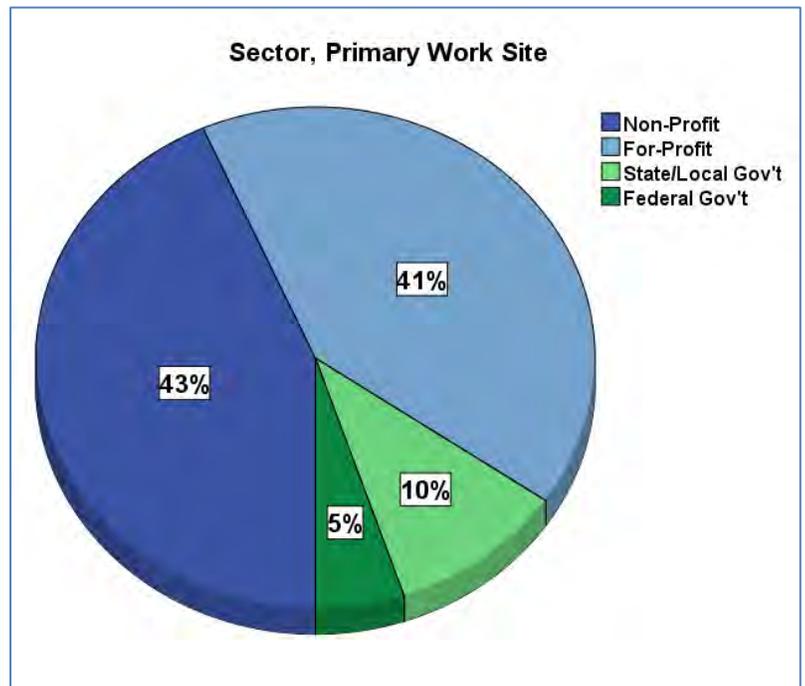
For-Profit: 41%
Federal: 5%

Top Establishments

Hospital, Inpatient: 38%
Hospital, Emergency: 7%
Academic Institution: 6%

Source: Va. Healthcare Workforce Data Center

More than four out of every five RNs work in the private sector, including 43% who work in non-profit establishments.



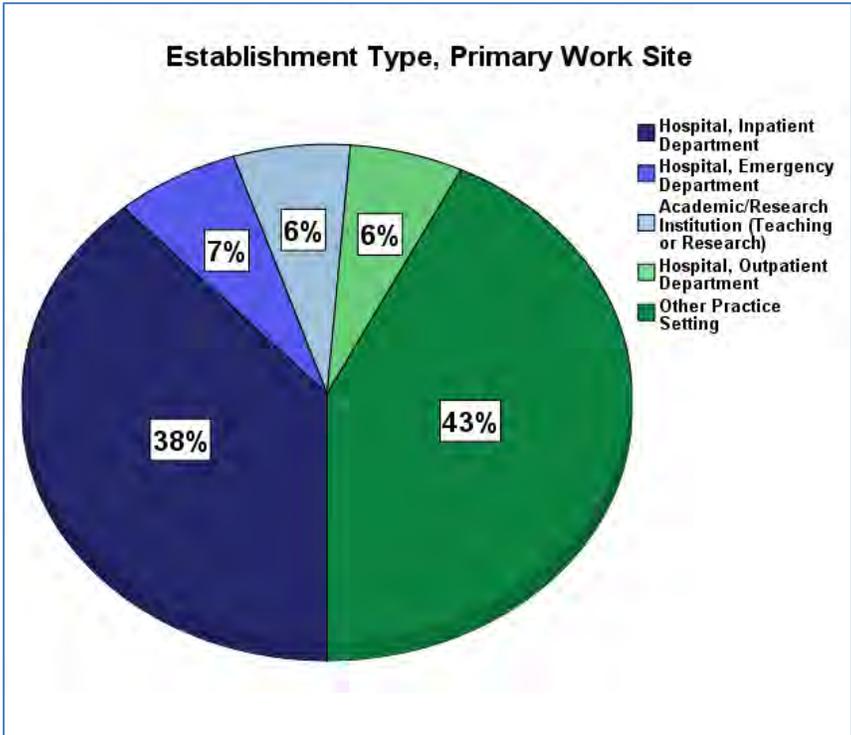
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	26,905	38%	3,934	30%
Hospital, Emergency Department	4,657	7%	865	7%
Academic Institution (Teaching or Research)	4,348	6%	841	6%
Hospital, Outpatient Department	4,222	6%	485	4%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,898	4%	643	5%
Home Health Care	2,815	4%	1,108	9%
Ambulatory/Outpatient Surgical Unit	2,799	4%	481	4%
Long-Term Care Facility, Nursing Home	2,503	4%	801	6%
Physician Office	2,374	3%	372	3%
Insurance Company, Health Plan	1,997	3%	196	2%
Other Practice Setting	14,586	21%	3,270	25%
Total	70,104	100%	12,996	100%
Did Not Have a Location	4,411		79,076	

Nearly 40% of all RNs in the state work at the inpatient department of a hospital as their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, 30% work at the inpatient department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%
Education: 1%-9%

Roles

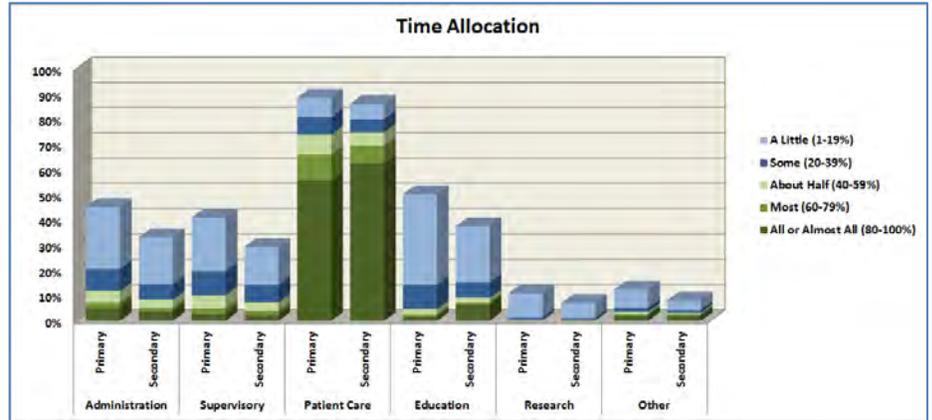
Patient Care: 66%
Administrative: 7%
Supervisory: 5%
Education: 3%

Patient Care RNs

Median Admin. Time: 0%
Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



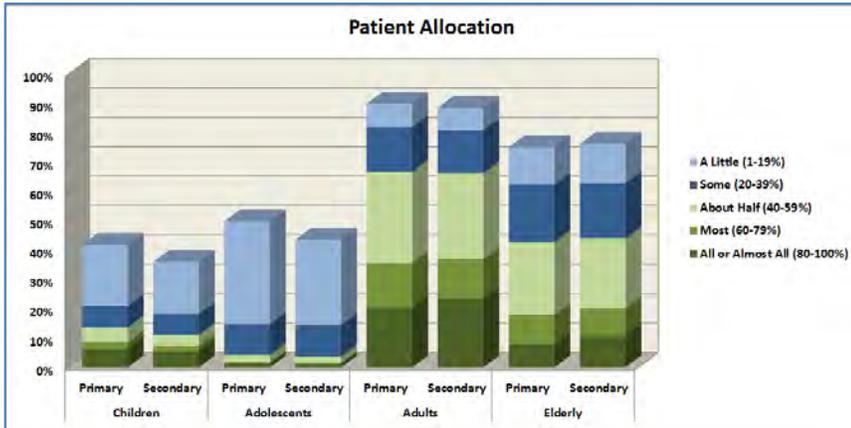
Source: Va. Healthcare Workforce Data Center

A typical RN spends most of her time on patient care activities. Two-thirds of all RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Spent	Time Allocation											
	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%)	5%	4%	3%	2%	56%	62%	2%	6%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	2%	10%	7%	1%	1%	0%	0%	1%	0%
About Half (40-59%)	5%	3%	5%	3%	8%	5%	2%	2%	0%	0%	1%	1%
Some (20-39%)	9%	6%	9%	7%	7%	5%	10%	6%	1%	1%	2%	1%
A Little (1-19%)	25%	19%	21%	15%	8%	6%	36%	22%	10%	6%	7%	4%
None (0%)	55%	67%	59%	71%	12%	14%	50%	63%	89%	93%	88%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical RN devotes most of her time to treating adults and the elderly. More than one-third of all RNs serve an adult patient care role, meaning that at least 60% of their patients are adults.

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

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 50%-59%
 Elderly: 30%-39%

Roles

Children: 9%
 Adolescents: 2%
 Adults: 35%
 Elderly: 18%

Source: Va. Healthcare Workforce Data Center

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%)	6%	6%	1%	1%	20%	23%	8%	11%
Most (60-79%)	2%	2%	0%	0%	15%	13%	10%	9%
About Half (40-59%)	5%	4%	3%	2%	31%	29%	25%	24%
Some (20-39%)	7%	7%	11%	11%	15%	15%	20%	19%
A Little (1-19%)	21%	18%	35%	29%	8%	8%	13%	13%
None (0%)	58%	64%	50%	57%	10%	12%	25%	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs 50 and Over	
	#	%	#	%
Under Age 50	1,534	2%	-	-
50 to 54	1,949	3%	104	0%
55 to 59	5,725	8%	1,197	4%
60 to 64	18,482	26%	6,397	23%
65 to 69	28,386	40%	12,855	46%
70 to 74	8,827	12%	4,575	16%
75 to 79	2,015	3%	1,049	4%
80 or Over	913	1%	415	1%
I Do Not Intend to Retire	3,144	4%	1,375	5%
Total	70,975	100%	27,967	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65:	39%
Under 60:	13%

RNs 50 and Over

Under 65:	28%
Under 60:	5%

Time Until Retirement

Within 2 Years:	7%
Within 10 Years:	23%
Half the Workforce:	By 2044

Source: Va. Healthcare Workforce Data Center

Nearly 40% of RNs expect to retire by the age of 65, while 28% of RNs who are age 50 or over expect to retire by the same age. Meanwhile, 21% of all RNs expect to work until at least age 70, including 4% who do not intend to retire at all.

Within the next two years, 27% of RNs plan on pursuing additional educational opportunities, and 8% expect to increase their patient care hours.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	1,463	2%
Leave Virginia	3,141	3%
Decrease Patient Care Hours	7,475	8%
Decrease Teaching Hours	395	0%
Increase Participation		
Increase Patient Care Hours	7,323	8%
Increase Teaching Hours	5,059	5%
Pursue Additional Education	25,920	27%
Return to Virginia's Workforce	1,473	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. While 7% of RNs expect to retire in the next two years, 23% expect to retire in the next ten years. More than half of the current RN workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	5,210	7%	7%
5 Years	2,476	3%	11%
10 Years	8,372	12%	23%
15 Years	8,037	11%	34%
20 Years	7,027	10%	44%
25 Years	8,451	12%	56%
30 Years	8,002	11%	67%
35 Years	8,235	12%	79%
40 Years	6,524	9%	88%
45 Years	4,040	6%	94%
50 Years	1,042	1%	95%
55 Years	216	0%	95%
In More than 55 Years	197	0%	96%
Do Not Intend to Retire	3,144	4%	100%
Total	70,974	100%	

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 12% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2059.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 81,369
 FTEs/1,000 Residents³: 9.55
 Average: 0.90

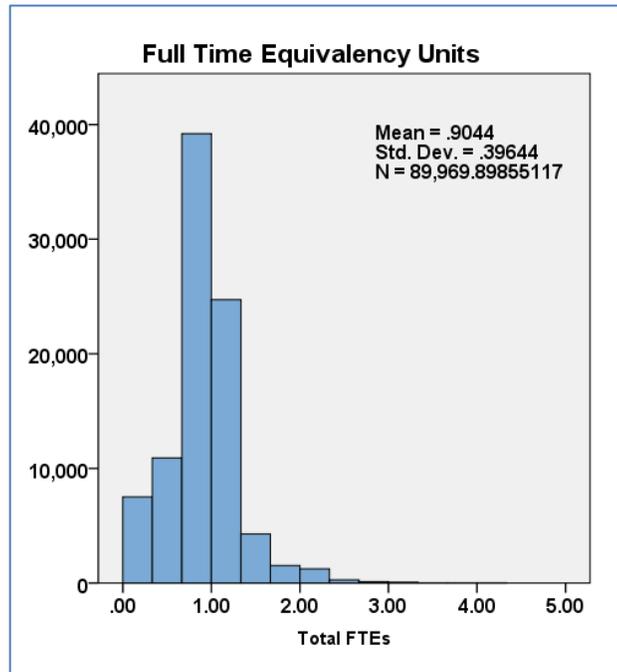
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

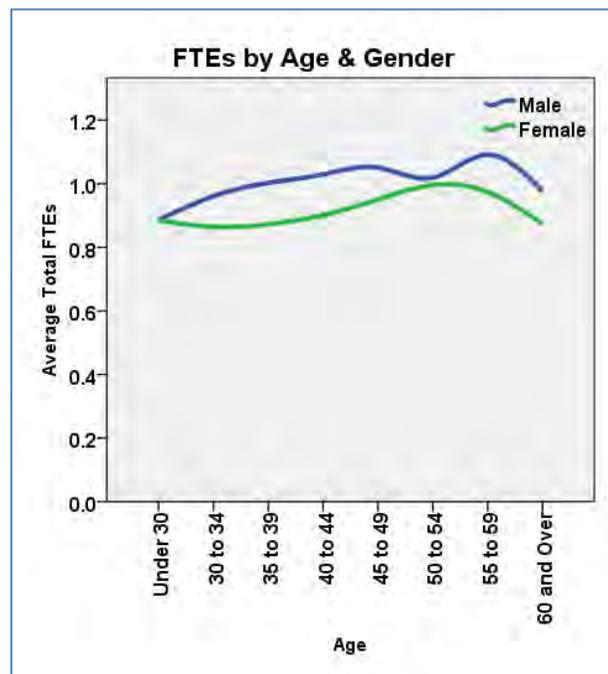


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.88	0.93
30 to 34	0.88	0.96
35 to 39	0.87	0.91
40 to 44	0.89	0.93
45 to 49	0.96	0.94
50 to 54	0.99	0.96
55 to 59	0.97	0.96
60 and Over	0.86	0.81
Gender		
Male	1.00	0.97
Female	0.91	0.94

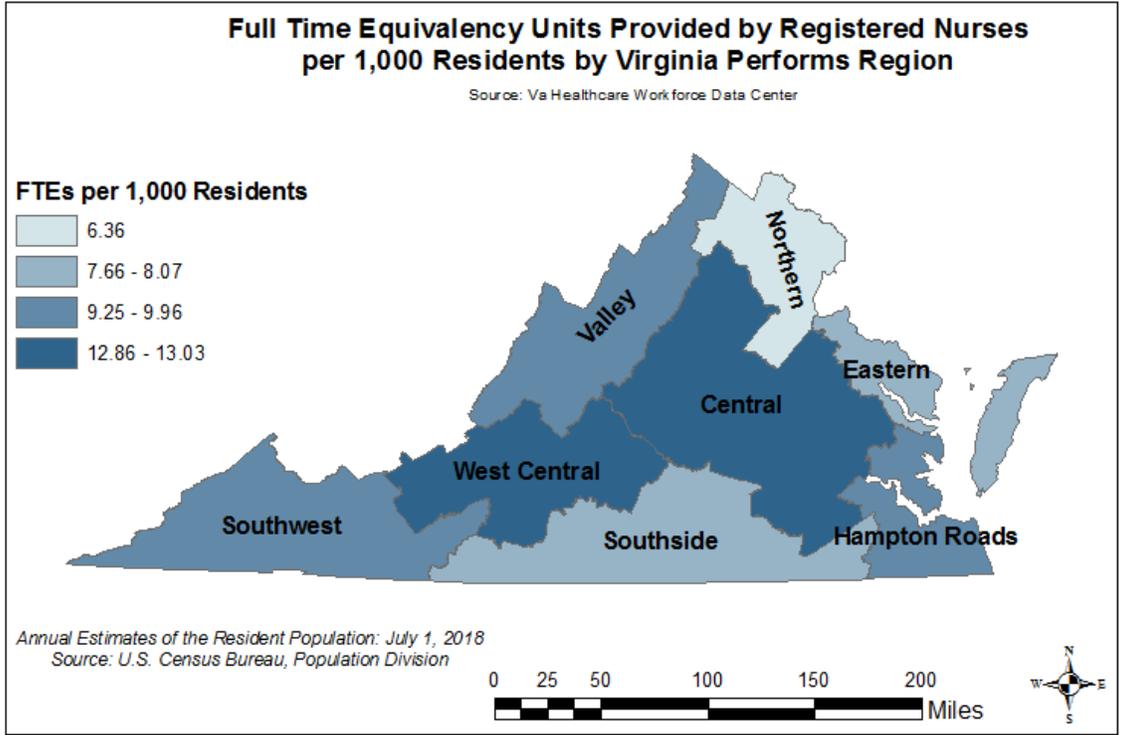
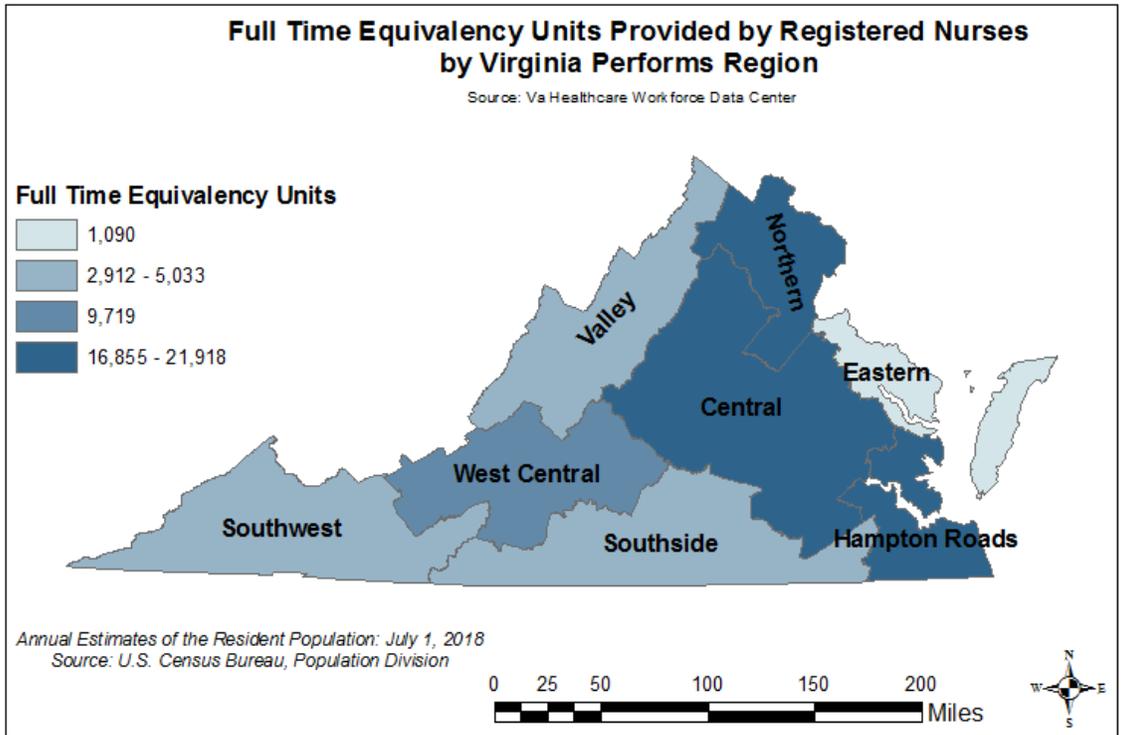
Source: Va. Healthcare Workforce Data Center

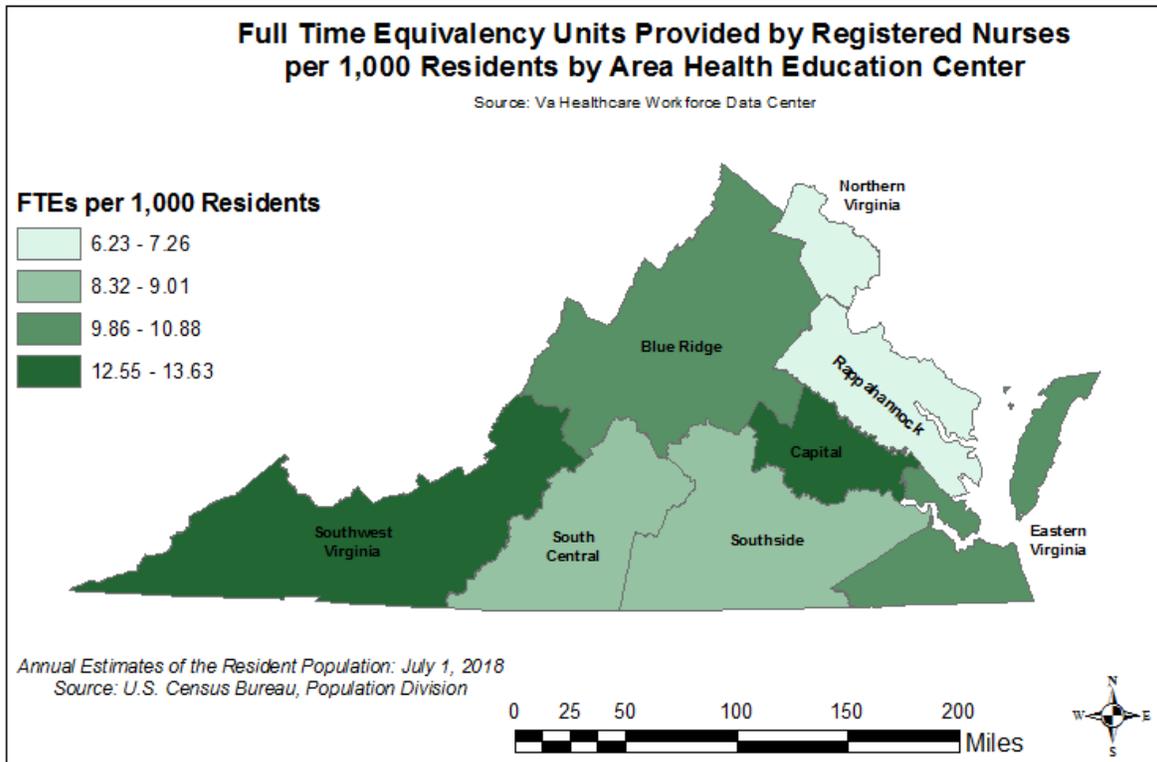
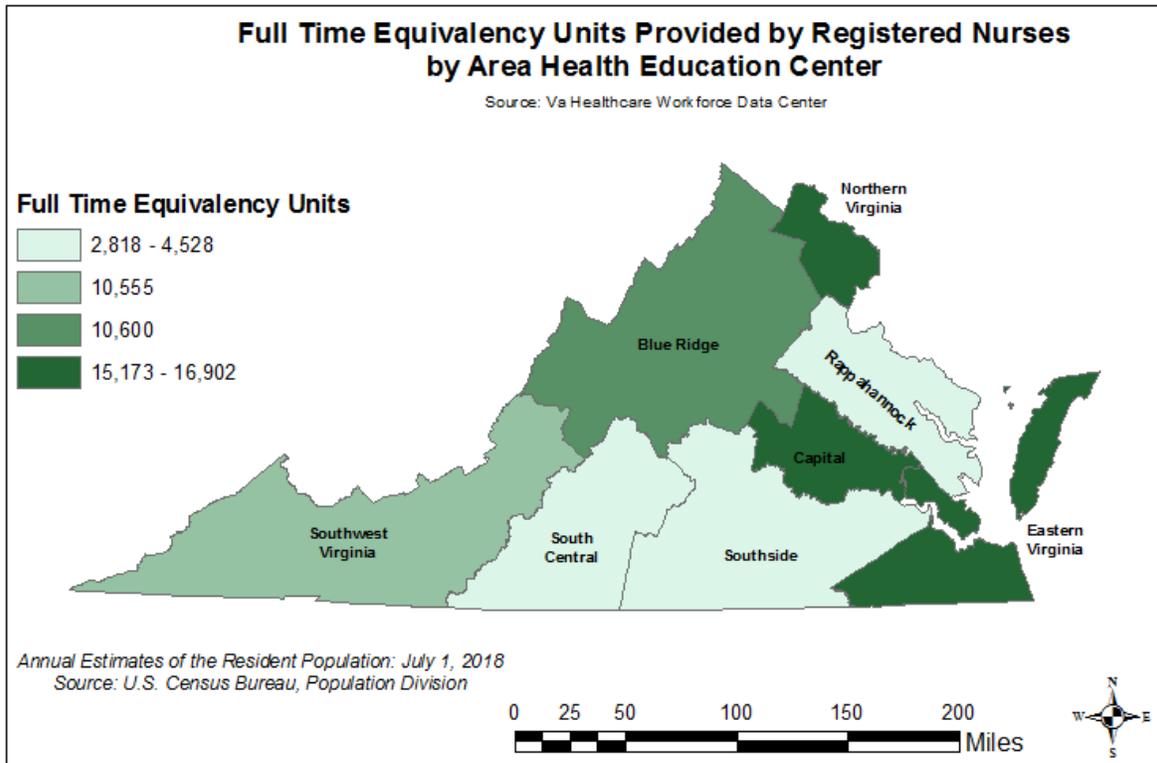


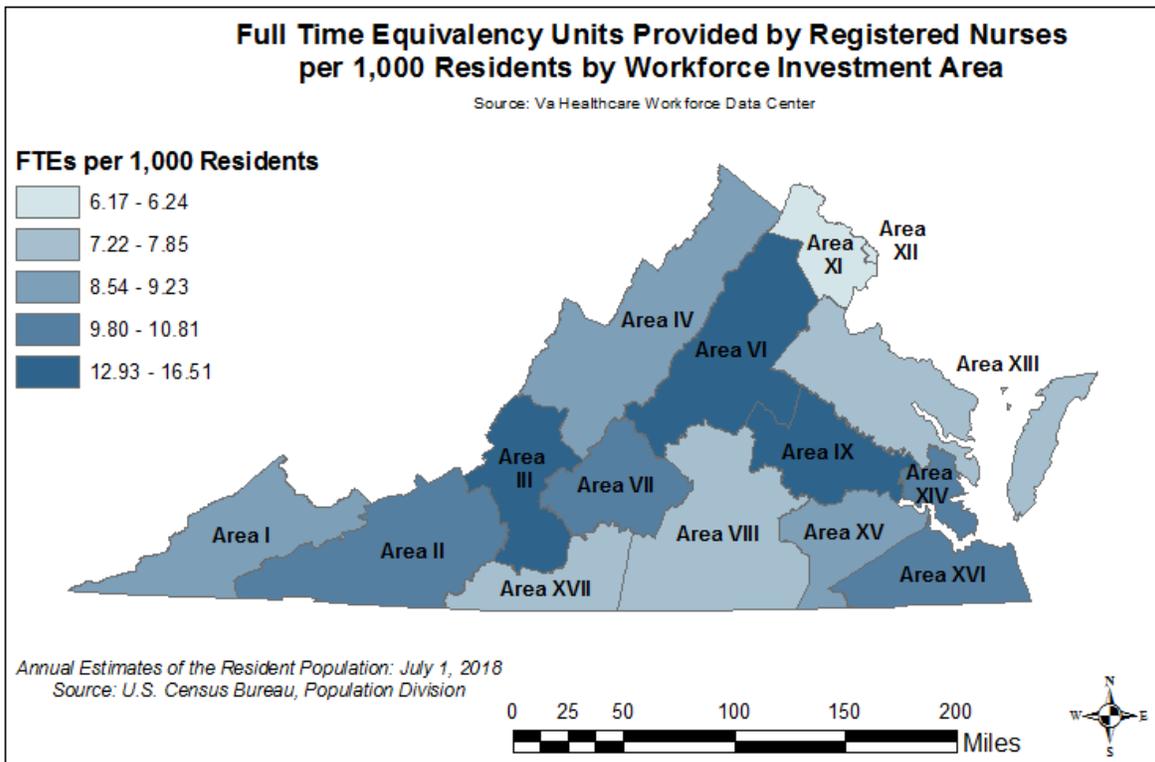
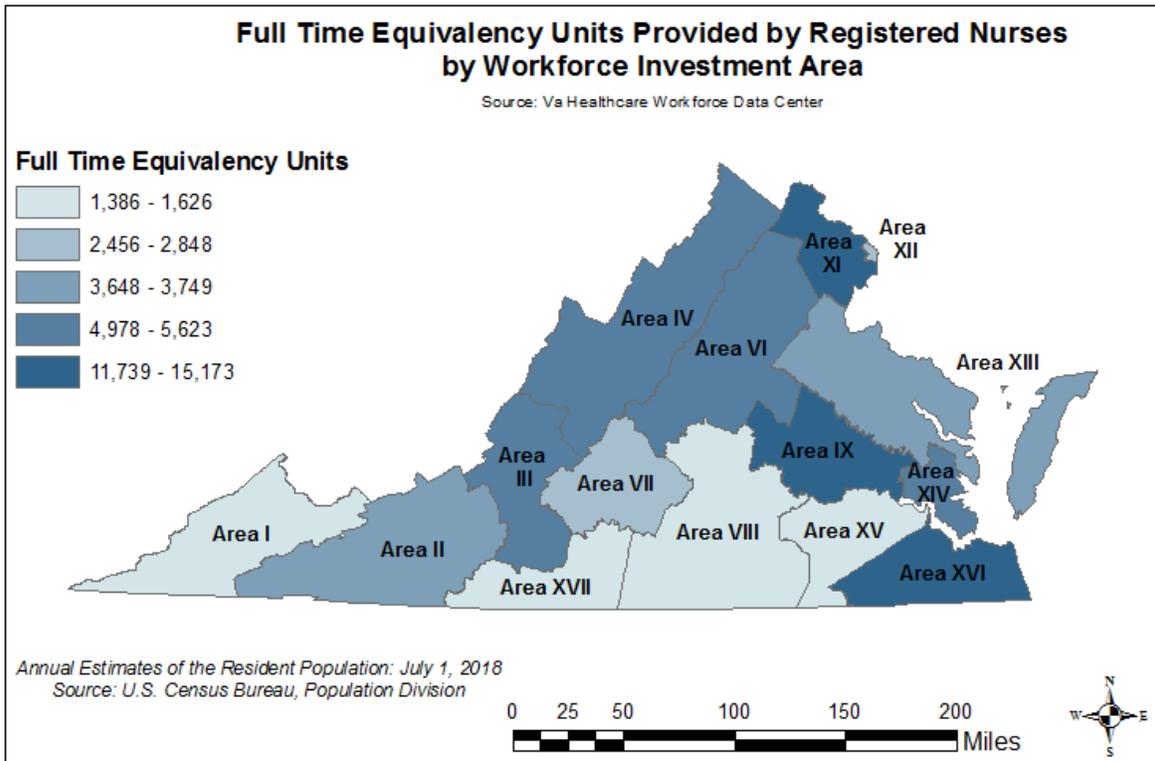
Source: Va. Healthcare Workforce Data Center

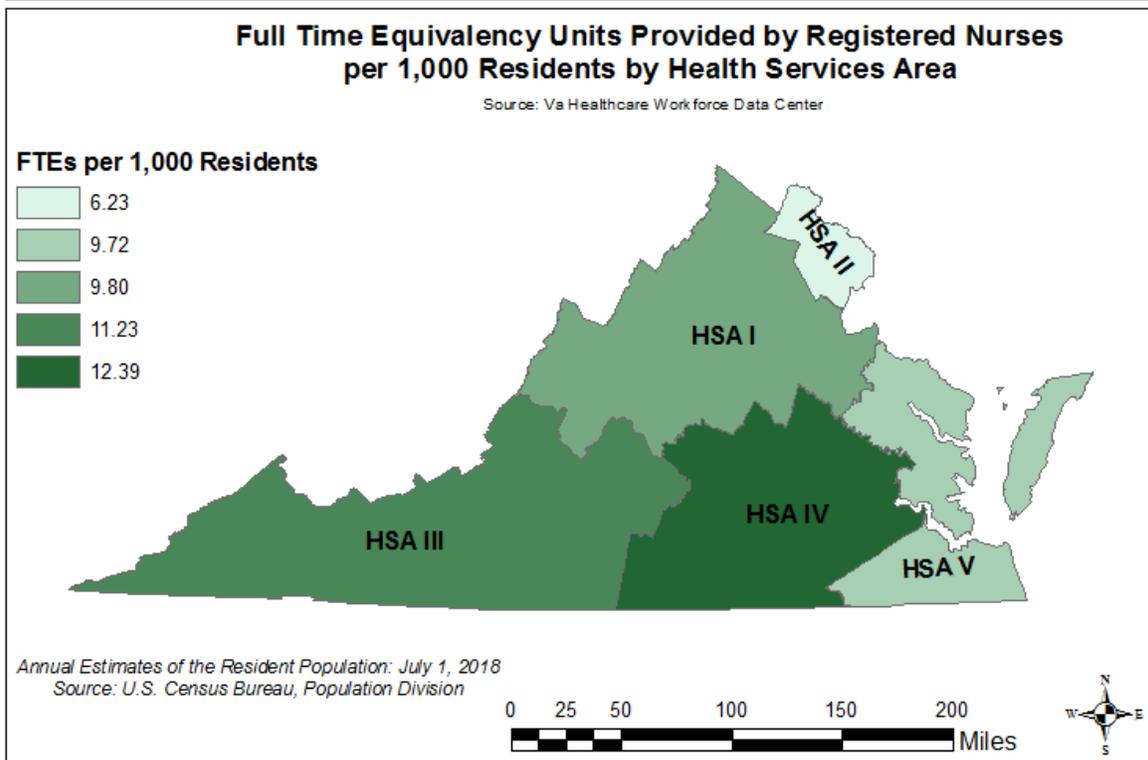
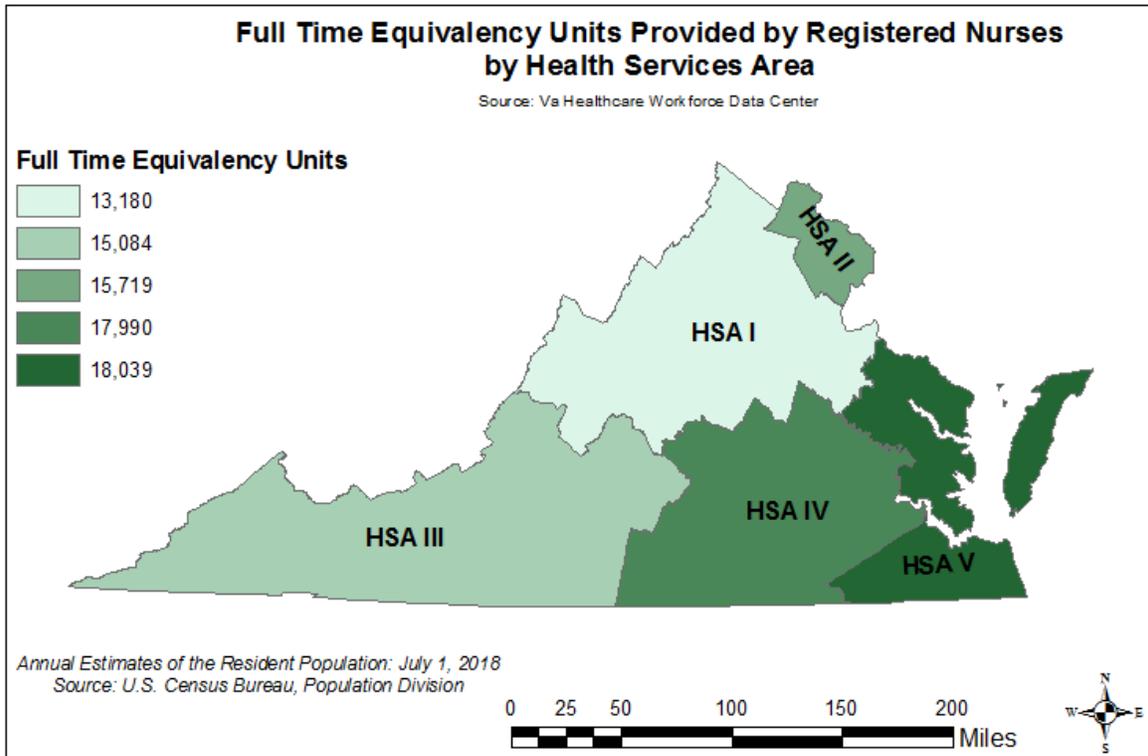
³ Number of residents in 2018 was used as the denominator.

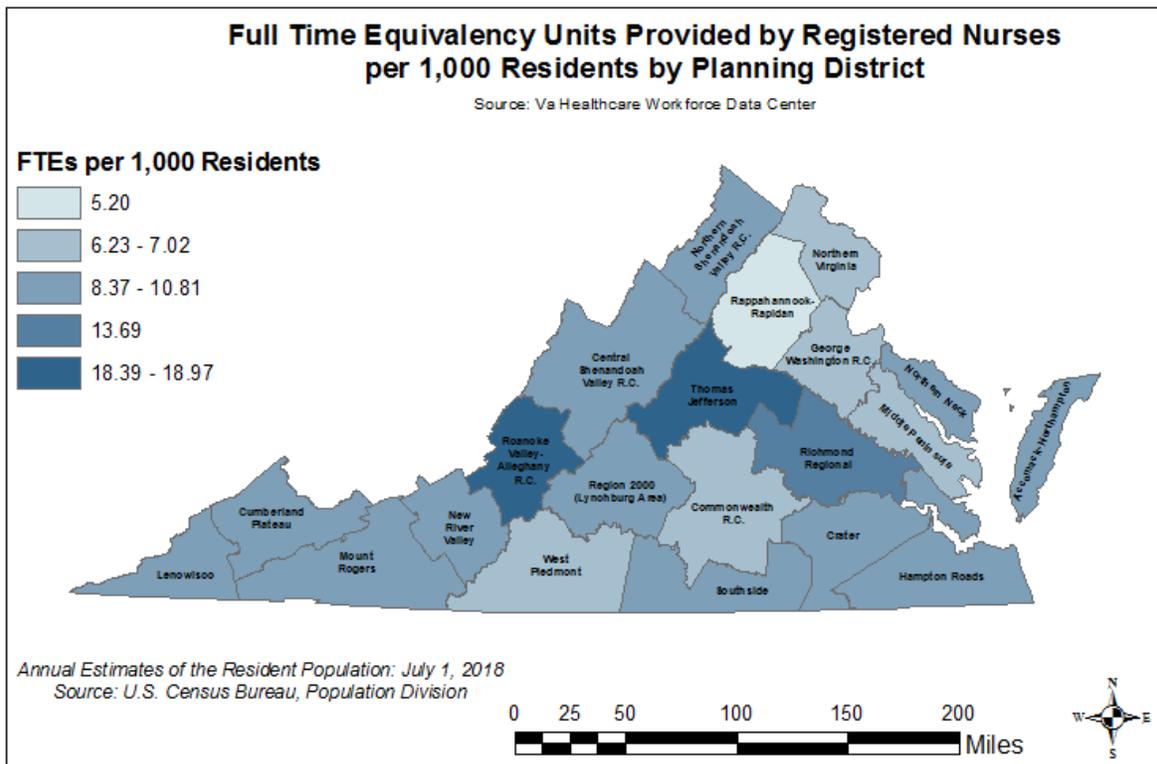
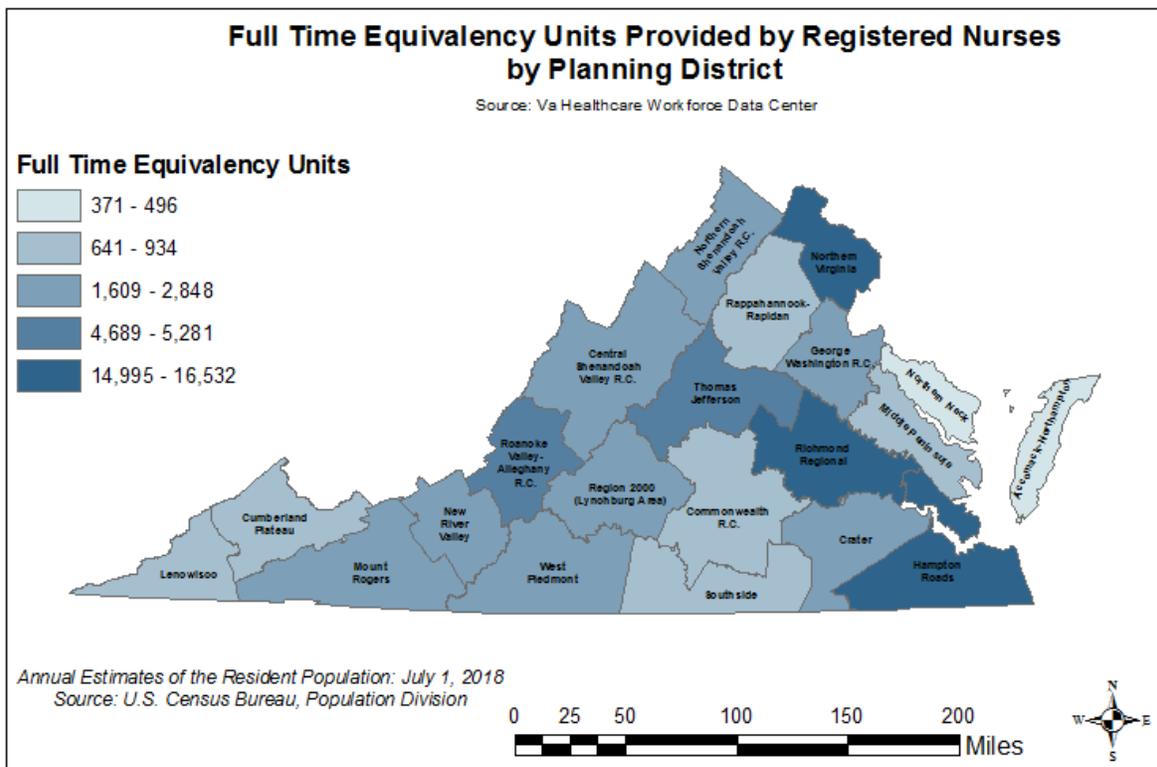
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	64,156	36.38%	2.748522	2.146301	3.924405
Metro, 250,000 to 1 Million	10,111	36.10%	2.770137	2.16318	3.955267
Metro, 250,000 or Less	10,738	36.69%	2.725381	2.12823	3.891363
Urban Pop. 20,000+, Metro Adj.	1,935	36.90%	2.710084	2.116285	3.869522
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	4,391	37.05%	2.698832	2.107498	3.853456
Urban Pop., 2,500-19,999, Non-Adj.	2,878	37.07%	2.697282	2.106288	3.851243
Rural, Metro Adj.	2,566	34.29%	2.915909	2.277012	4.163404
Rural, Non-Adj.	1,168	37.41%	2.672769	2.087146	3.816243
Virginia Border State/D.C.	3,443	22.16%	4.512451	3.52374	6.442984
Other U.S. State	10,661	21.57%	4.635217	3.619607	6.618273

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	13,176	24.20%	4.131703	3.816243	6.618273
30 to 34	13,349	38.09%	2.625688	2.425214	4.205899
35 to 39	12,866	29.12%	3.43368	3.171515	5.500162
40 to 44	11,272	42.71%	2.341504	2.162728	3.750684
45 to 49	11,887	31.80%	3.144709	2.904607	5.03728
50 to 54	11,095	44.25%	2.259674	2.087146	3.619607
55 to 59	12,131	31.29%	3.195732	2.951735	5.11901
60 and Over	26,277	35.78%	2.794534	2.581168	4.47636

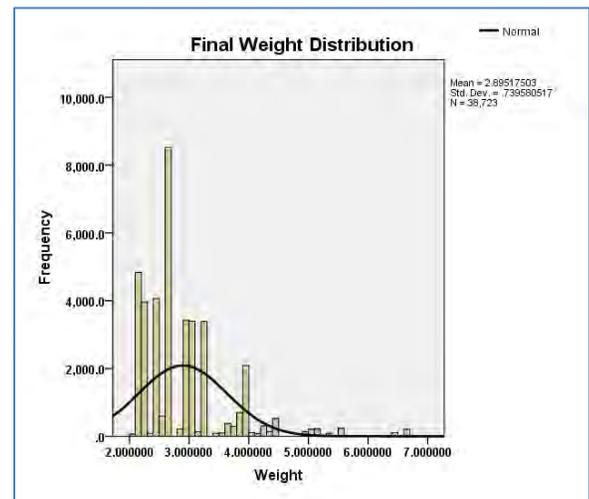
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: <https://www.dhp.virginia.gov/PublicResources/HhealthcareWorkforceDataCenter/>

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: 0.345578



Source: Va. Healthcare Workforce Data Center