
Virginia's Licensed Practical Nurse Workforce: 2018

Healthcare Workforce Data Center

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8,767 Licensed Practical 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!

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The Licensed Practical Nurse Workforce: At a Glance:

The Workforce

Licensees:	29,840
Virginia's Workforce:	27,227
FTEs:	24,186

Background

Rural Childhood:	49%
HS Degree in VA:	71%
Prof. Degree in VA:	86%

Current Employment

Employed in Prof.:	89%
Hold 1 Full-time Job:	70%
Satisfied?:	95%

Survey Response Rate

All Licensees:	29%
Renewing Practitioners:	68%

Education

LPN Diploma/Cert.:	96%
Associate:	3%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	55%

Demographics

Female:	95%
Diversity Index:	53%
Median Age:	46

Finances

Median Income:	\$40k-\$50k
Health Benefits:	61%
Under 40 w/ Ed debt:	59%

Time Allocation

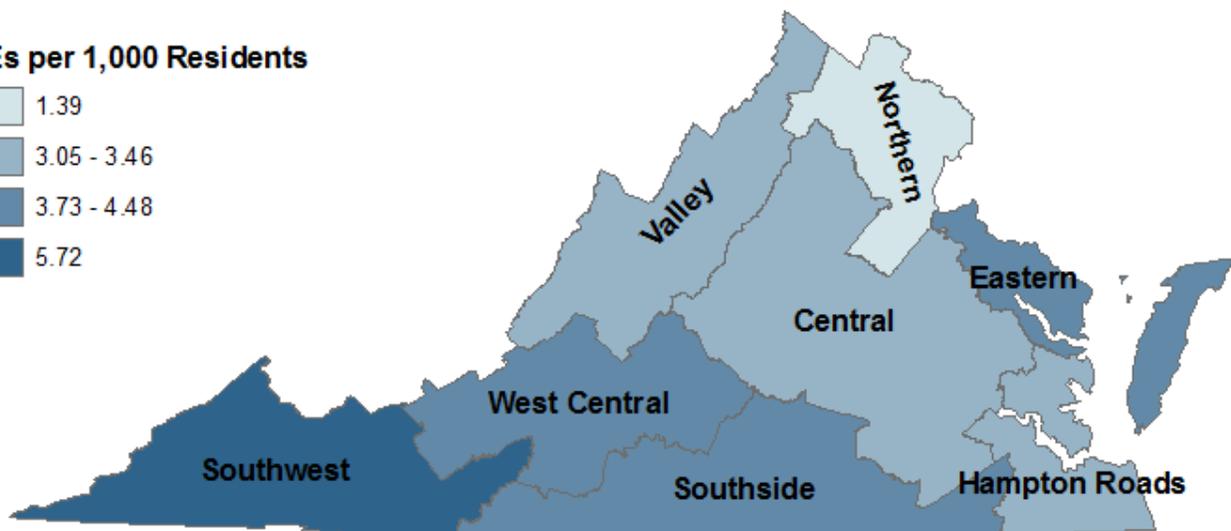
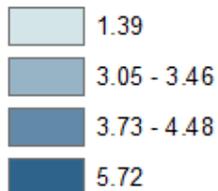
Patient Care:	80%-89%
Patient Care Role:	67%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

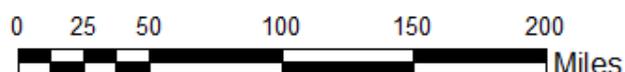
Full Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



Results in Brief

8,767 Licensed Practical Nurses (LPNs) voluntarily took part in the 2018 Licensed Practical Nurse Workforce 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 all LPNs have access to the survey in any given year. Thus, these survey respondents represent 29% of the 29,840 LPNs licensed in the state and 68% of renewing practitioners.

The HWDC estimates that 27,227 LPNs 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 LPN at some point in the future. Virginia's LPN workforce provided 24,186 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

95% of all LPNs are female, and the median age of the LPN workforce is 46. In a random encounter between two LPNs, there is a 53% 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 diversity index is 56%. Meanwhile, 49% of all LPNs have a rural childhood, and 33% of these professionals currently work in non-metro areas of the state.

41% of all LPNs carry education debt, including 59% of those who are under the age of 40. The median education debt burden among Virginia's LPNs is between \$20,000 and \$30,000. The median annual income among Virginia's LPN workforce is between \$40,000 and \$50,000. In addition, 78% of LPNs receive at least one additional employer-sponsored benefit, including 61% who receive health insurance. 95% of LPNs are satisfied with their current employment situation.

89% of all LPNs are currently employed in the profession, and 1% are involuntarily unemployed. In addition, 55% of LPNs have been at their primary work location for more than two years. 83% of Virginia's LPN workforce is employed in the private sector, including 62% who work in the for-profit sector. With respect to establishment types, 26% are currently employed at a long-term care facility, while 13% work at a physician's office.

Summary of Trends

Over the past six years, the number of LPN survey respondents has fallen by 13% (8,767 vs. 10,084). At the same time, the number of licensees has declined by 3% (29,840 vs. 30,752). There has been a similar 4% decline in the size of Virginia's LPN workforce (27,227 vs. 28,391). The number of FTEs provided by this workforce has experienced an even larger decline of 9% (24,186 vs. 26,573).

LPNs with a rural childhood have become more likely to work in non-metro areas of the state (33% vs. 30%). LPNs are also slightly more likely to have at least some educational background in Virginia (87% vs 86%). In addition, Virginia's LPN workforce is somewhat more diverse in 2018 (53% vs. 51%). Since 2016, the percentage of LPNs with a military background has remained at 6%, but these professionals are more likely to come from the Army (61% vs. 56%).

Since 2013, the percentage of LPNs with education debt has increased from 37% to 41%. This percentage has also increased among those LPNs who are under the age of 40 (59% vs. 58%). In addition, the median debt burden has increased from \$10,000-\$20,000 to \$20,000-\$30,000. The median annual income has also increased from \$30,000-\$40,000 to \$40,000-\$50,000. LPNs are more likely to receive this income as an hourly wage (83% vs. 81%) as opposed to a salary (14% vs. 16%). LPNs indicate that they are more satisfied with the current employment situation (95% vs. 93%).

The percentage of LPNs with a new work location over the past year has increased since 2013 (28% vs. 22%). The same is also true of LPNs with multiple work locations (25% vs. 20%). LPNs are also more likely to work in the for-profit sector (62% vs. 56%) but less likely to work in the non-profit sector (21% vs. 25%). With respect to establishment types, LPNs are slightly more likely to work at long-term care facilities or nursing homes (26% vs. 25%) but considerably less likely to work at physician offices (13% vs. 20%). LPNs are less likely to serve a patient care role (67% vs. 79%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	12,685	43%
New Licensees	1,027	3%
Non-Renewals	2,022	7%
Renewal date not in survey period	14,106	47%
All Licensees	29,840	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 68% of renewing LPNs submitted a survey. These represent 29% of LPNs who held a license at some point during the survey period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	2,550	794	24%
30 to 34	2,248	1,195	35%
35 to 39	2,762	892	24%
40 to 44	2,183	1,320	38%
45 to 49	2,706	891	25%
50 to 54	2,022	1,278	39%
55 to 59	2,424	811	25%
60 and Over	4,178	1,586	28%
Total	21,073	8,767	29%
New Licenses			
Issued in Past Year	1,026	1	0%
Metro Status			
Non-Metro	4,461	1,985	31%
Metro	15,335	6,426	30%
Not in Virginia	1,277	355	22%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2017 and September 2018 on the birth month of each renewing practitioner.
- 2. Target Population:** All LPNs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to LPNs who renewed their licenses online. It was not available to those who did not renew, including LPNs newly licensed during the survey time frame.

Response Rates	
Completed Surveys	8,767
Response Rate, All Licensees	29%
Response Rate, Renewals	68%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

Number: 29,840
 New: 3%
 Not Renewed: 7%

Response Rates

All Licensees: 29%
 Renewing Practitioners: 68%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LPN Workforce: 27,227
 FTEs: 24,186

Utilization Ratios

Licensees in VA Workforce: 91%
 Licensees per FTE: 1.23
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's LPN Workforce		
Status	#	%
Worked in Virginia in Past Year	26,289	97%
Looking for Work in Virginia	938	3%
Virginia's Workforce	27,227	100%
Total FTEs	24,186	
Licensees	29,840	

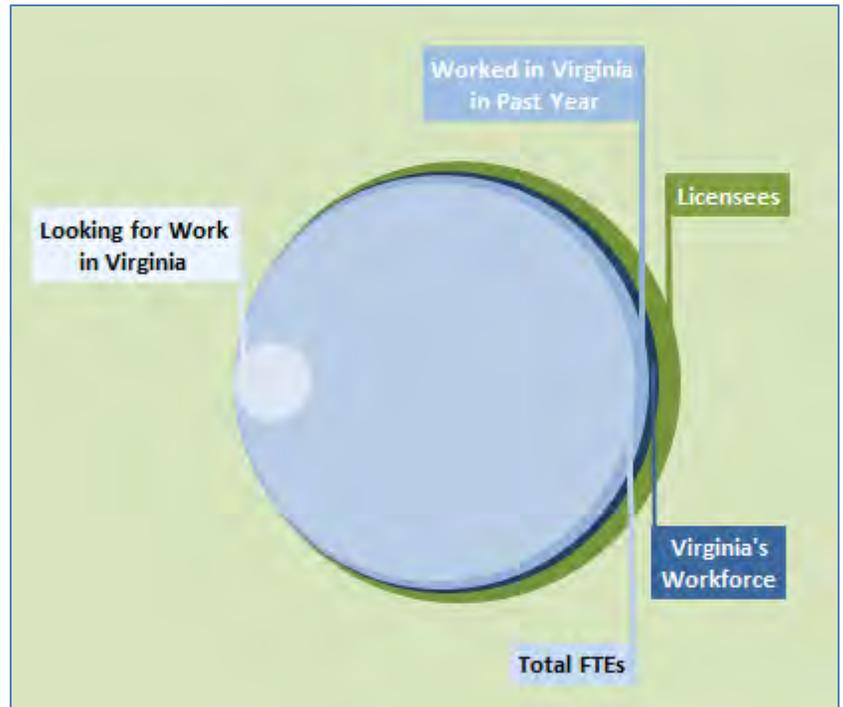
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	192	6%	2,803	94%	2,995	12%
30 to 34	133	5%	2,839	96%	2,972	12%
35 to 39	126	4%	2,908	96%	3,034	13%
40 to 44	175	6%	2,708	94%	2,884	12%
45 to 49	168	6%	2,765	94%	2,933	12%
50 to 54	176	7%	2,476	93%	2,652	11%
55 to 59	122	5%	2,321	95%	2,443	10%
60 +	142	4%	3,952	97%	4,094	17%
Total	1,234	5%	22,772	95%	24,006	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 95%
% Under 40 Female: 95%

Age

Median Age: 46
% Under 40: 37%
% 55+: 27%

Diversity

Diversity Index: 53%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

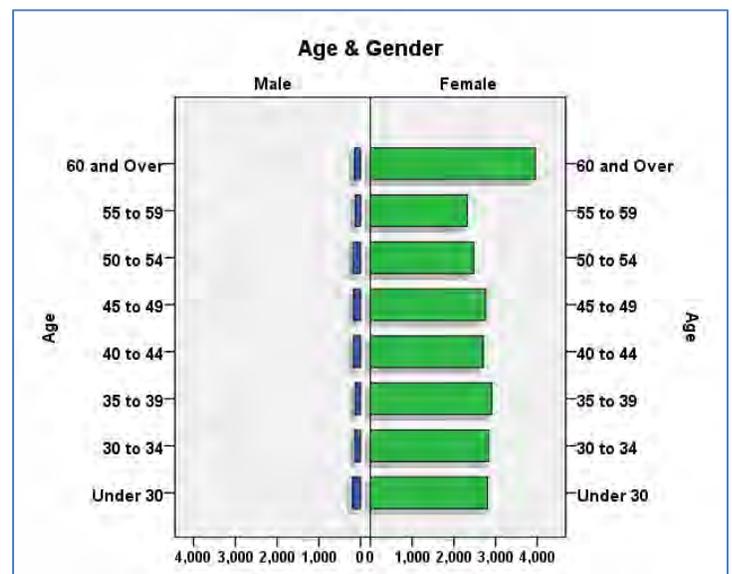
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs under 40	
	%	#	%	#	%
White	63%	14,904	61%	5,237	58%
Black	19%	7,270	30%	2,688	30%
Asian	6%	499	2%	239	3%
Other Race	1%	223	1%	97	1%
Two or more races	3%	566	2%	300	3%
Hispanic	9%	844	3%	525	6%
Total	100%	24,306	100%	9,086	100%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 53% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

37% of LPNs are under the age of 40. 95% of these professionals are female. In addition, the diversity index among LPNs under the age of 40 is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 71%
 Prof. Ed. in VA: 86%
 HS or Prof. Ed. in VA: 87%

Location Choice

% Rural to Non-Metro: 33%
 % Urban/Suburban to Non-Metro: 7%

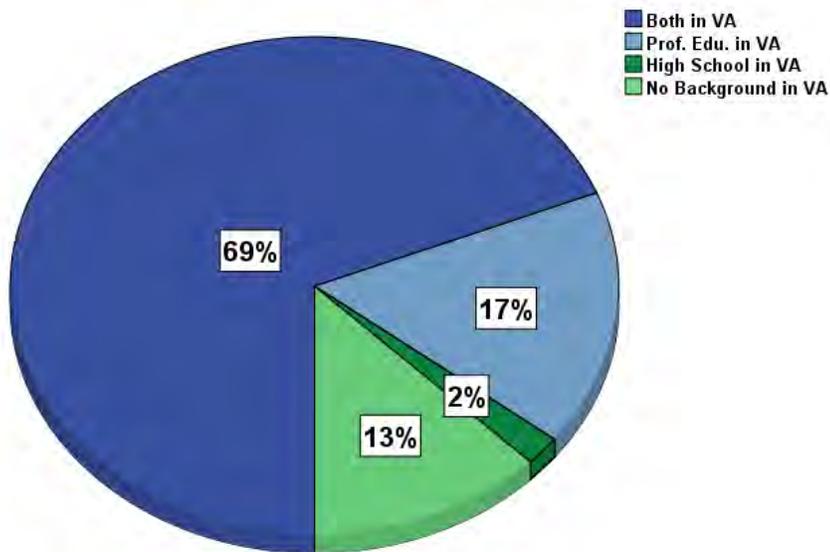
Source: Va. Healthcare Workforce Data Center

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+	30%	41%	30%
2	Metro, 250,000 to 1 million	65%	24%	11%
3	Metro, 250,000 or less	73%	18%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	71%	16%	13%
6	Urban pop, 2,500-19,999, Metro adjacent	80%	14%	6%
7	Urban pop, 2,500-19,999, non adjacent	91%	7%	2%
8	Rural, Metro adj	84%	14%	2%
9	Rural, non adjacent	79%	18%	4%
Overall		49%	31%	20%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

49% of LPNs grew up in self-described rural areas, and 33% of these professionals currently work in non-metro counties. Overall, 19% of all LPNs currently work in non-metro counties.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All LPNs			
	High School	#	Init. Prof Degree	#
1	Virginia	17,061	Virginia	20,548
2	Outside U.S./Canada	1,504	New York	431
3	New York	861	Pennsylvania	339
4	Pennsylvania	566	West Virginia	335
5	West Virginia	504	New Jersey	241
6	New Jersey	389	Florida	197
7	North Carolina	361	North Carolina	189
8	Florida	314	Texas	187
9	Maryland	289	California	153
10	Ohio	220	Ohio	146

71% of licensed LPNs received their high school degree in Virginia, and 86% 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	3,155	Virginia	3,832
2	Outside U.S./Canada	311	Pennsylvania	100
3	New York	153	West Virginia	99
4	Pennsylvania	113	New York	93
5	New Jersey	96	New Jersey	77
6	Florida	95	Florida	70
7	West Virginia	88	Texas	58
8	Ohio	73	Ohio	56
9	California	71	California	55
10	North Carolina	67	Tennessee	39

Among LPNs who received their license in the past five years, 66% received their high school degree in Virginia, while 80% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

9% of Virginia's licensees did not participate in Virginia's LPN workforce during the past year. 64% of these licensees worked at some point in the past year, including 54% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,617
% of Licensees:	9%
Federal/Military:	7%
Va. Border State/DC:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	23,124	96%
Hospital RN Diploma	32	0%
Associate Degree	758	3%
Baccalaureate Degree	66	0%
Master's Degree	9	0%
Doctorate Degree	7	0%
Total	23,996	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 LPN Diploma/Cert.: 96%
 Associate: 3%

Educational Debt
 Carry debt: 41%
 Under age 40 w/ debt: 59%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

96% of all LPNs hold a LPN/LVN Diploma or Certificate as their highest professional degree. 41% of LPNs carry education debt, including 59% of those under the age of 40. The median debt burden among those LPNs with educational debt is between \$20,000 and \$30,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	3,454	14%
No	20,442	86%
Total	23,896	100%
Degree Pursued	#	%
Associate	2,109	65%
Bachelor	1,003	31%
Masters	97	3%
Doctorate	43	1%
Total	3,252	100%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPNs		LPNs under 40	
	#	%	#	%
None	12,040	59%	3,209	41%
\$10,000 or less	1,939	9%	1,012	13%
\$10,000-\$19,999	1,763	9%	955	12%
\$20,000-\$29,999	1,663	8%	996	13%
\$30,000-\$39,999	1,061	5%	623	8%
\$40,000-\$49,999	676	3%	387	5%
\$50,000-\$59,999	551	3%	330	4%
\$60,000-\$69,999	263	1%	137	2%
\$70,000-\$79,999	147	1%	81	1%
\$80,000-\$89,999	137	1%	68	1%
\$90,000-\$99,999	53	0%	10	0%
\$100,000-\$109,999	58	0%	28	0%
\$110,000-\$119,999	10	0%	8	0%
\$120,000 or more	66	0%	9	0%
Total	20,427	100%	7,853	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

LTC/Assisted Living: 14%
 Geriatrics/Gerontology: 13%
 Pediatrics: 7%

Secondary Specialty

LTC/Assisted Living: 14%
 Geriatrics/Gerontology: 10%
 Pediatrics: 5%

Licenses

Registered Nurse: 1%

Source: Va. Healthcare Workforce Data Center

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Long-Term Care/Assisted Living/Nursing Home	3,170	14%	2,534	14%
Geriatrics/Gerontology	3,064	13%	1,937	10%
Pediatrics	1,594	7%	983	5%
Family Health	1,441	6%	749	4%
Psychiatric/Mental Health	714	3%	485	3%
Acute/Critical Care/Emergency/Trauma	534	2%	629	3%
Rehabilitation	411	2%	565	3%
Adult Health	391	2%	590	3%
Surgery/OR/Pre-, Peri- or Post-Operative	382	2%	302	2%
Cardiology	341	1%	203	1%
Women's Health/Gynecology	274	1%	260	1%
Obstetrics/Nurse Midwifery	258	1%	180	1%
Community Health/Public Health	252	1%	256	1%
Administration/Management	220	1%	430	2%
Orthopedics	210	1%	165	1%
General Nursing/No Specialty	6,412	28%	5,647	30%
Medical Specialties (Not Listed)	305	1%	189	1%
Other Specialty Area	3,103	13%	2,484	13%
Total	23,074	100%	18,589	100%

Source: Va. Healthcare Workforce Data Center

Other Certifications		
Certification	#	% of Workforce
Registered Nurse	261	1%
Licensed Nurse Practitioner	25	0%
Certified Massage Therapist	21	0%
Respiratory Therapist	16	0%
Certified Nurse Midwife	4	0%

Source: Va. Healthcare Workforce Data Center

14% of all LPNs work at a long-term care facility, assisted living facility, or nursing home as their primary work location.

A Closer Look:

Military Service		
Service?	#	%
Yes	1,388	6%
No	21,586	94%
Total	22,974	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	788	61%
Navy/Marine	370	28%
Air Force	127	10%
Other	18	1%
Total	1,302	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Served: 6%

Branch of Service

Army: 61%
 Navy/Marine: 28%
 Air Force: 10%

Occupation

Army Health Care Spec.: 19%
 Navy Basic Med. Tech.: 7%

Source: Va. Healthcare Workforce Data Center

6% of Virginia's LPN workforce has served in the military. 61% of these LPNs have served in the Army, including 19% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	235	19%
Navy Basic Medical Technician (Navy HM0000)	88	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	4	0%
Other	925	74%
Total	1,252	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 89%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 70%
2 or More Positions: 13%

Weekly Hours:

40 to 49: 56%
60 or more: 5%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	25	0%
Employed in a nursing- related capacity	21,251	89%
Employed, NOT in a nursing-related capacity	965	4%
Not working, reason unknown	10	0%
Involuntarily unemployed	155	1%
Voluntarily unemployed	964	4%
Retired	436	2%
Total	23,806	100%

Source: Va. Healthcare Workforce Data Center

89% of LPNs are currently employed in their profession. 70% of LPNs hold one full-time job, and 56% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	1,129	5%
1 to 9 hours	360	2%
10 to 19 hours	694	3%
20 to 29 hours	1,451	6%
30 to 39 hours	3,625	16%
40 to 49 hours	12,783	56%
50 to 59 hours	1,520	7%
60 to 69 hours	565	2%
70 to 79 hours	259	1%
80 or more hours	383	2%
Total	22,769	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,129	5%
One Part-Time Position	2,824	12%
Two Part-Time Positions	498	2%
One Full-Time Position	16,014	70%
One Full-Time Position & One Part-Time Position	2,194	10%
Two Full-Time Positions	106	0%
More than Two Positions	184	1%
Total	22,949	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	239	1%
Less than \$20,000	1,157	6%
\$20,000-\$29,999	1,812	10%
\$30,000-\$39,999	4,876	27%
\$40,000-\$49,999	5,432	30%
\$50,000-\$59,999	2,686	15%
\$60,000-\$69,999	1,122	6%
\$70,000-\$79,999	415	2%
\$80,000-\$89,999	172	1%
\$90,000-\$99,999	95	1%
\$100,000 or more	100	1%
Total	18,105	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$40k-\$50k

Benefits
Health Insurance: 61%
Retirement: 55%

Satisfaction
Satisfied: 95%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	14,619	64%
Somewhat Satisfied	6,949	31%
Somewhat Dissatisfied	849	4%
Very Dissatisfied	307	1%
Total	22,724	100%

Source: Va. Healthcare Workforce Data Center

The typical LPN earned between \$40,000 and \$50,000 in the past year. Among LPNs who received either a wage or salary as compensation at their primary work location, 76% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	13,023	61%	60%
Health Insurance	12,980	61%	59%
Dental Insurance	12,370	58%	57%
Retirement	11,743	55%	54%
Group Life Insurance	8,638	41%	40%
Signing/Retention Bonus	1,243	6%	6%
At Least One Benefit	16,652	78%	76%

*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?	356	1%
Experience Voluntary Unemployment?	1,456	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,123	4%
Work two or more positions at the same time?	4,290	16%
Switch employers or practices?	2,432	9%
Experienced at least one	8,103	30%

Source: Va. Healthcare Workforce Data Center

1% of Virginia's LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 3.2% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	709	3%	428	8%
Less than 6 Months	1,885	8%	828	15%
6 Months to 1 Year	2,556	11%	981	18%
1 to 2 Years	4,951	22%	1,004	18%
3 to 5 Years	4,671	21%	1,050	19%
6 to 10 Years	3,096	14%	608	11%
More than 10 Years	4,395	20%	632	11%
Subtotal	22,262	100%	5,532	100%
Did not have location	1,155		21,385	
Item Missing	3,810		310	
Total	27,227		27,227	

Source: Va. Healthcare Workforce Data Center

83% of LPNs receive an hourly wage at their primary work location, while 14% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 9%
New Location: 28%
Over 2 years: 55%
Over 2 yrs, 2nd location: 41%

Employment Type

Hourly Wage: 83%
Salary: 14%

Source: Va. Healthcare Workforce Data Center

55% of LPNs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	13,620	83%
Salary	2,239	14%
By Contract/Per Diem	343	2%
Unpaid	112	1%
Business/Contractor Income	65	0%
Subtotal	16,379	100%
Did not have location	1,155	
Item Missing	9,692	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.4% in October 2017 to 2.8% in September 2018. At the time of publication, the unemployment rate for September 2018 was still preliminary.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	61%
Lowest Region:	2%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

25% of all LPNs in Virginia work in Hampton Roads, the most of any region in the state. Another 21% of LPNs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	4,644	21%	1,210	22%
Eastern	498	2%	101	2%
Hampton Roads	5,402	25%	1,452	26%
Northern	3,362	15%	982	18%
Southside	1,456	7%	299	5%
Southwest	2,045	9%	486	9%
Valley	1,584	7%	330	6%
West Central	2,790	13%	556	10%
Virginia Border State/DC	39	0%	46	1%
Other US State	86	0%	117	2%
Outside of the US	0	0%	6	0%
Total	21,906	100%	5,585	100%
Item Missing	4,166		257	

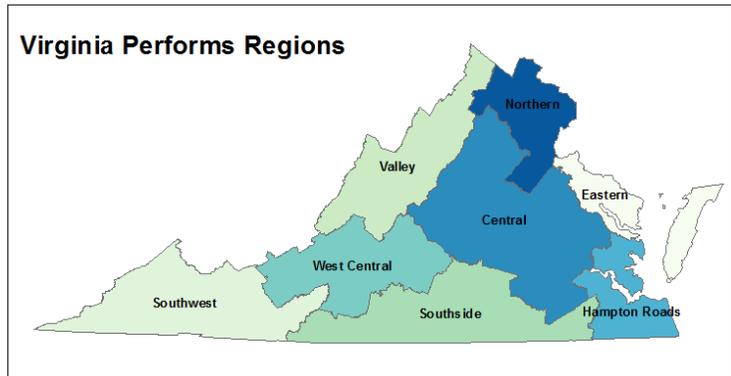
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	927	4%	1,537	7%
1	16,443	71%	16,468	71%
2	3,350	15%	3,256	14%
3	1,989	9%	1,727	8%
4	176	1%	61	0%
5	80	0%	37	0%
6 or More	212	1%	90	0%
Total	23,177	100%	23,177	100%

*At the time of survey completion (Oct. 2017-Sept. 2018, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



22% of all LPNs currently hold two or more positions, while 25% have held multiple positions over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	12,819	62%	3,447	67%
Non-Profit	4,389	21%	914	18%
State/Local Government	2,567	12%	584	11%
Veterans Administration	433	2%	34	1%
U.S. Military	365	2%	67	1%
Other Federal Government	235	1%	90	2%
Total	20,808	100%	5,136	100%
Did not have location	1,155		21,385	
Item Missing	5,264		706	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

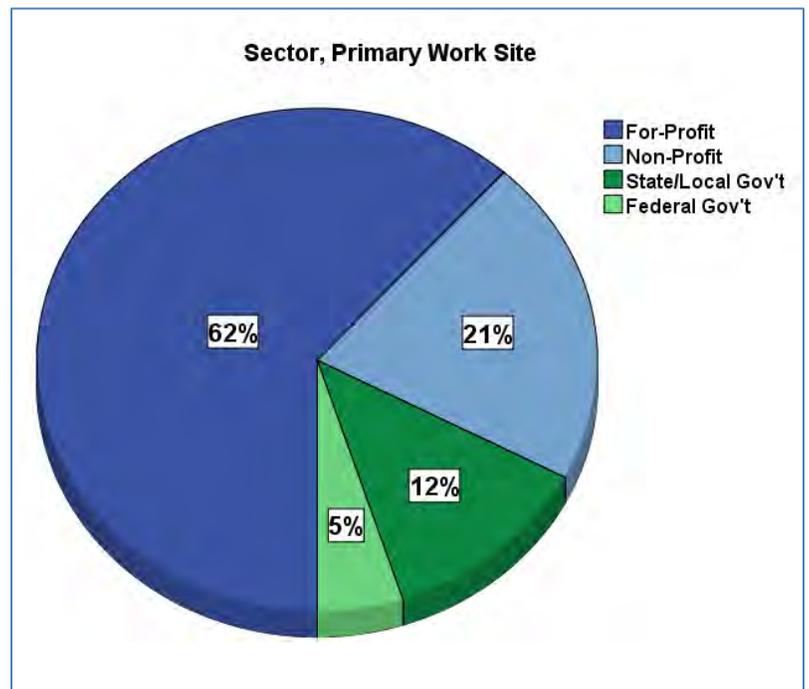
For Profit: 62%
Federal: 5%

Top Establishments

LTC/Nursing Home: 26%
Physician Office: 13%
Clinic/Primary Care: 11%

Source: Va. Healthcare Workforce Data Center

83% of all LPNs work in the private sector, including 62% in for-profit establishments. Another 12% of LPNs work for state or local governments, while 5% work for the federal government.



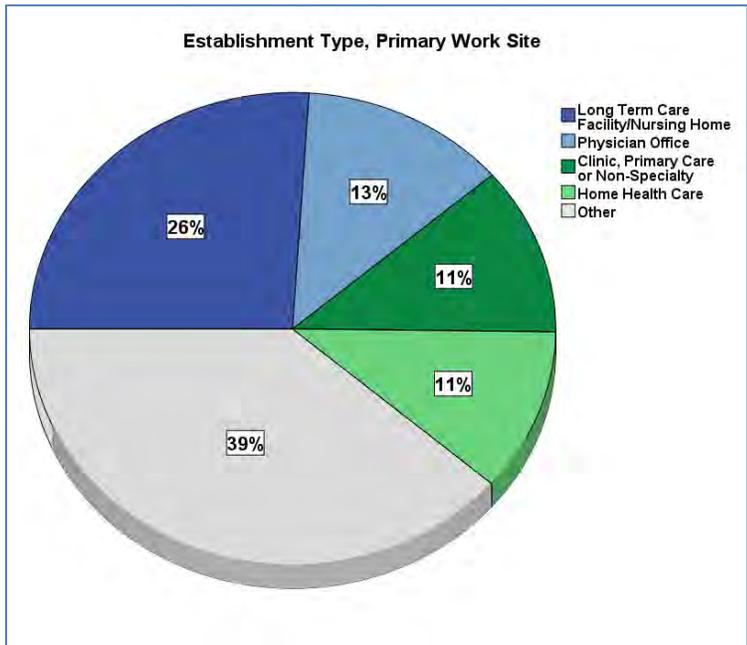
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Long Term Care Facility, Nursing Home	5,193	26%	1,532	31%
Physician Office	2,536	13%	357	7%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,296	11%	342	7%
Home Health Care	2,225	11%	888	18%
Rehabilitation Facility	970	5%	246	5%
Hospital, Inpatient Department	894	4%	163	3%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	760	4%	109	2%
Corrections/Jail	646	3%	235	5%
School (Providing Care to Students)	470	2%	56	1%
Hospital, Outpatient Department	439	2%	70	1%
Mental Health, Development or Substance Abuse, Residential/Group Home	436	2%	140	3%
Insurance Company, Health Plan	386	2%	49	1%
Other Practice Setting	2,720	14%	692	14%
Total	19,971	100%	4,879	100%
Did Not Have a Location	1,155		21,385	

26% of all LPNs in the state work at either a long-term care facility or a nursing home as their primary work location. Another 13% of LPNs work at a physician's office.

Source: Va. Healthcare Workforce Data Center

Among those LPNs who also have a secondary work location, 31% work at a long-term care facility or a nursing home. Another 18% work for a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

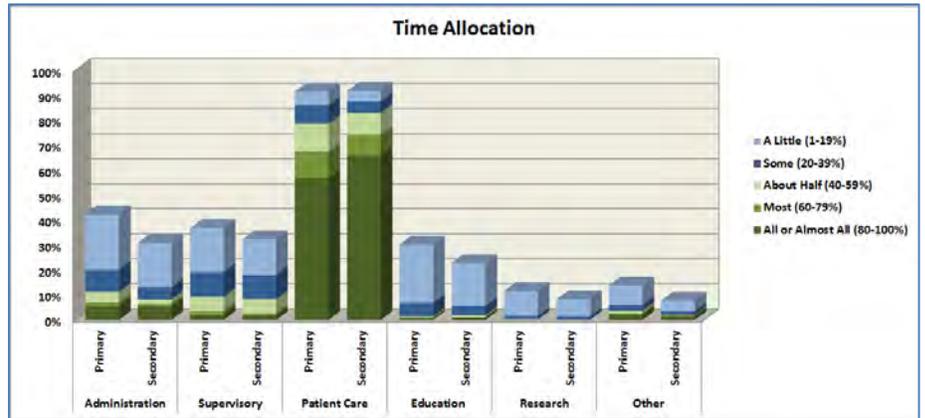
Patient Care: 67%
 Administrative: 7%
 Supervisory: 3%
 Education: 1%

Patient Care LPNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



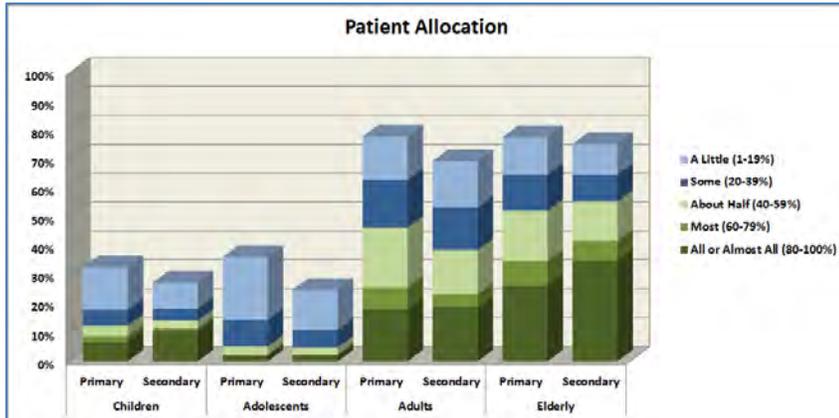
Source: Va. Healthcare Workforce Data Center

A typical LPN spends most of her time on patient care activities. 67% of all LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 7% of LPNs serve an administrative role.

Time Allocation													
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other		
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	
All or Almost All (80-100%)	5%	5%	2%	2%	57%	66%	1%	1%	0%	0%	2%	1%	
Most (60-79%)	2%	1%	2%	1%	11%	8%	0%	0%	0%	0%	0%	0%	
About Half (40-59%)	4%	2%	6%	6%	11%	9%	1%	1%	0%	0%	1%	0%	
Some (20-39%)	9%	5%	10%	10%	7%	5%	5%	4%	1%	1%	2%	1%	
A Little (1-19%)	22%	18%	18%	14%	5%	4%	23%	17%	10%	7%	8%	4%	
None (0%)	58%	69%	63%	68%	9%	8%	70%	77%	88%	92%	86%	92%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical LPN devotes most of her time to treating adults and the elderly. 35% of all LPNs serve an elderly patient care role, meaning that at least 60% of their patients are the elderly. In addition, 26% of all LPNs serve an adult patient care role.

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

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 30%-39%
 Elderly: 40%-49%

Roles

Children: 9%
 Adolescents: 2%
 Adults: 26%
 Elderly: 35%

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%)	7%	10%	2%	2%	18%	19%	26%	35%
Most (60-79%)	2%	1%	0%	0%	7%	4%	8%	7%
About Half (40-59%)	4%	3%	3%	3%	21%	15%	17%	14%
Some (20-39%)	5%	4%	9%	6%	17%	15%	12%	9%
A Little (1-19%)	15%	9%	22%	14%	15%	16%	13%	11%
None (0%)	68%	73%	64%	75%	22%	31%	22%	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs over 50	
	#	%	#	%
Under age 50	264	1%	-	-
50 to 54	514	3%	36	0%
55 to 59	1,128	6%	173	2%
60 to 64	4,555	23%	1,621	22%
65 to 69	7,780	39%	3,362	46%
70 to 74	2,854	14%	1,184	16%
75 to 79	794	4%	326	4%
80 or over	376	2%	88	1%
I do not intend to retire	1,531	8%	538	7%
Total	19,796	100%	7,328	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 33%

Under 60: 10%

LPNs 50 and over

Under 65: 25%

Under 60: 3%

Time until Retirement

Within 2 years: 6%

Within 10 years: 19%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

33% of LPNs expect to retire by the age of 65, while 25% of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, 28% of all LPNs expect to work until at least age 70, including 8% who do not expect to retire at all.

Within the next two years, 31% of LPNs plan on pursuing additional educational opportunities, and 9% expect to increase their patient care hours.

Future Plans

2 Year Plans:	#	%
Decrease Participation		
Leave Profession	396	1%
Leave Virginia	777	3%
Decrease Patient Care Hours	1,541	6%
Decrease Teaching Hours	16	0%
Increase Participation		
Increase Patient Care Hours	2,539	9%
Increase Teaching Hours	566	2%
Pursue Additional Education	8,515	31%
Return to Virginia's Workforce	481	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. 6% of LPNs expect to retire in the next two years, while 19% expect to retire in the next ten years. More than half of the current LPN workforce expects to retire by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	1,157	6%	6%
5 years	586	3%	9%
10 years	1,985	10%	19%
15 years	2,102	11%	29%
20 years	2,059	10%	40%
25 years	2,263	11%	51%
30 years	2,239	11%	63%
35 years	2,255	11%	74%
40 years	1,807	9%	83%
45 years	1,097	6%	89%
50 years	436	2%	91%
55 years	157	1%	92%
In more than 55 years	122	1%	92%
Do not intend to retire	1,531	8%	100%
Total	19,797	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2028. Retirements will peak at 11% of the current workforce around 2043-2053 before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 24,186
 FTEs/1,000 Residents²: 2.86
 Average: 0.93

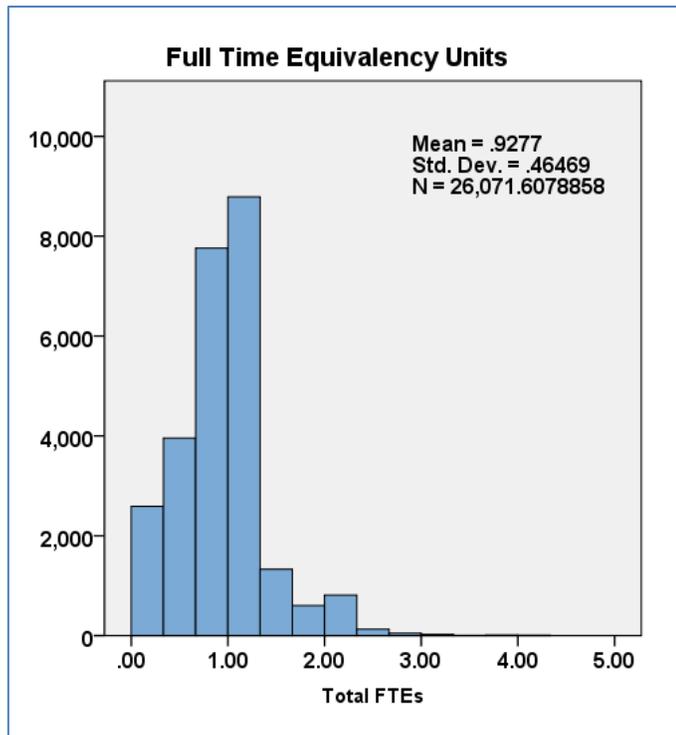
Age & Gender Effect

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:

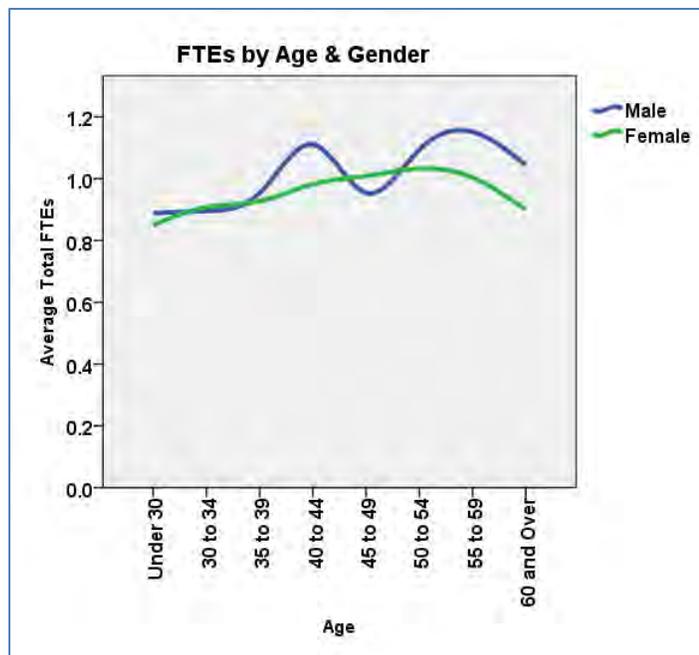


Source: Va. Healthcare Workforce Data Center

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

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.84	0.89
30 to 34	0.90	0.93
35 to 39	0.91	0.93
40 to 44	0.98	0.96
45 to 49	0.99	0.99
50 to 54	1.00	1.01
55 to 59	0.98	1.01
60 and Over	0.86	0.83
Gender		
Male	1.01	1.03
Female	0.95	1.01

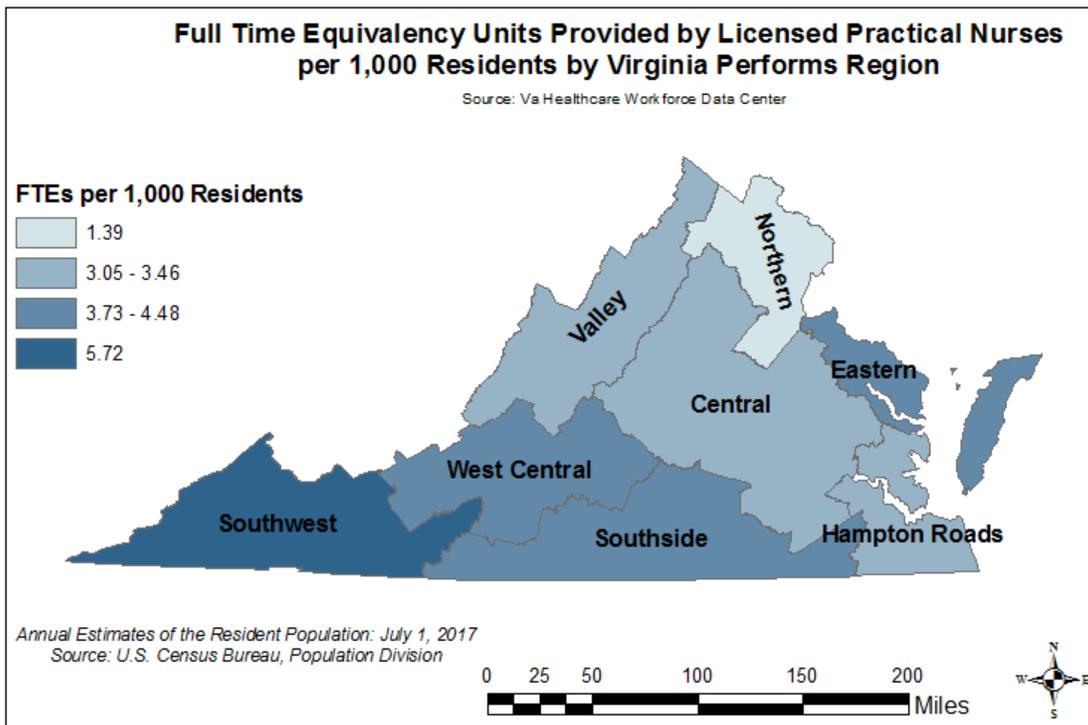
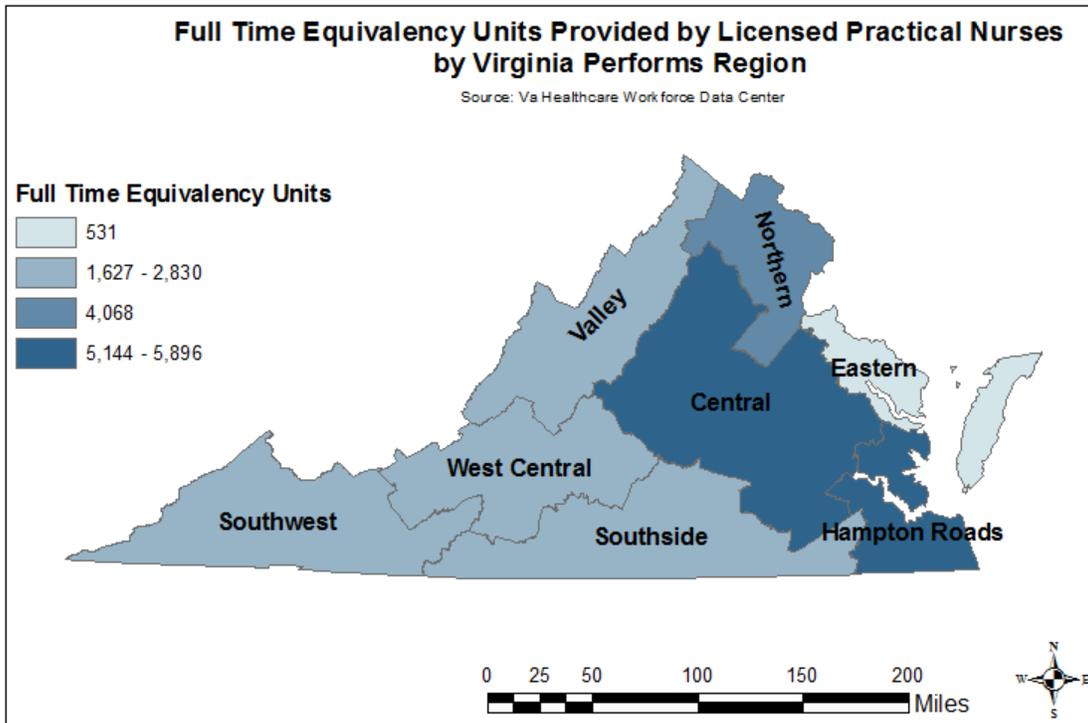
Source: Va. Healthcare Workforce Data Center

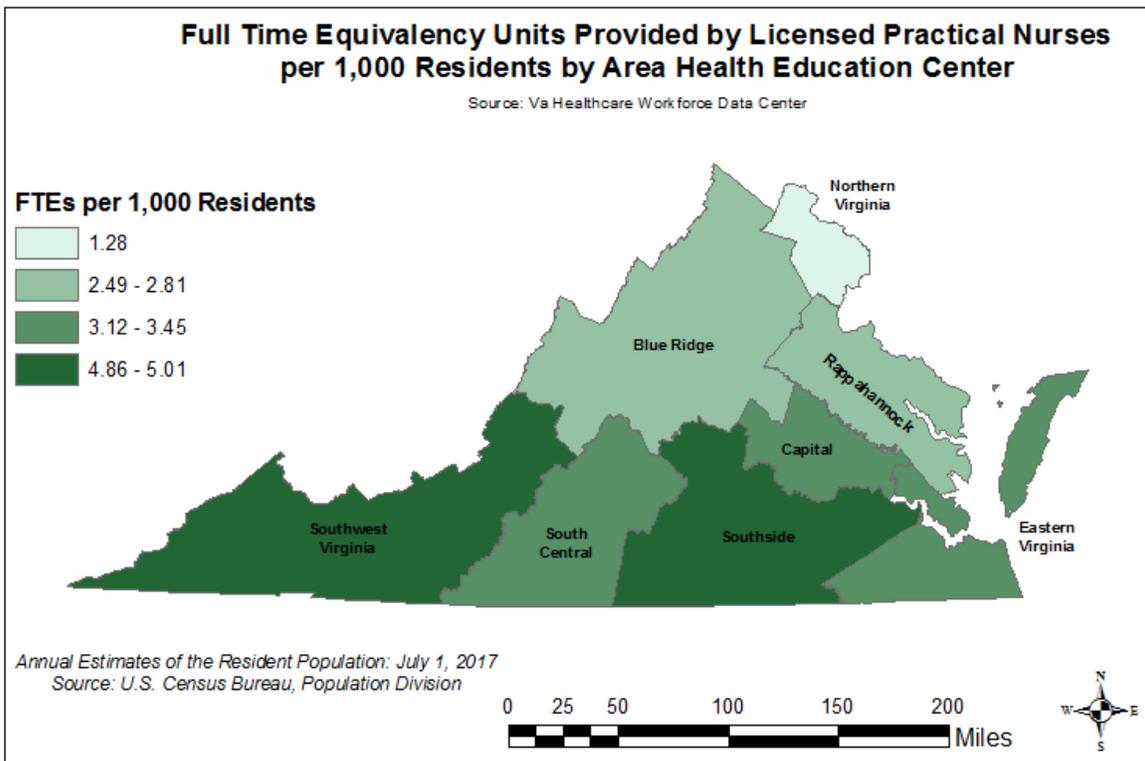
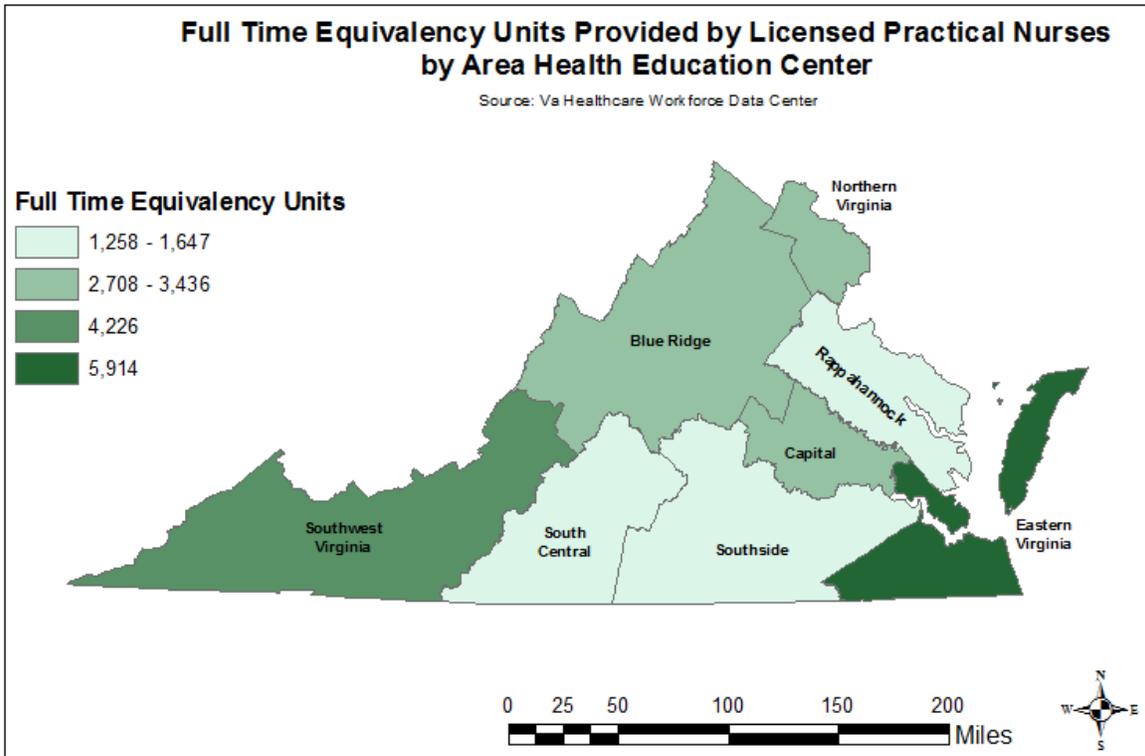


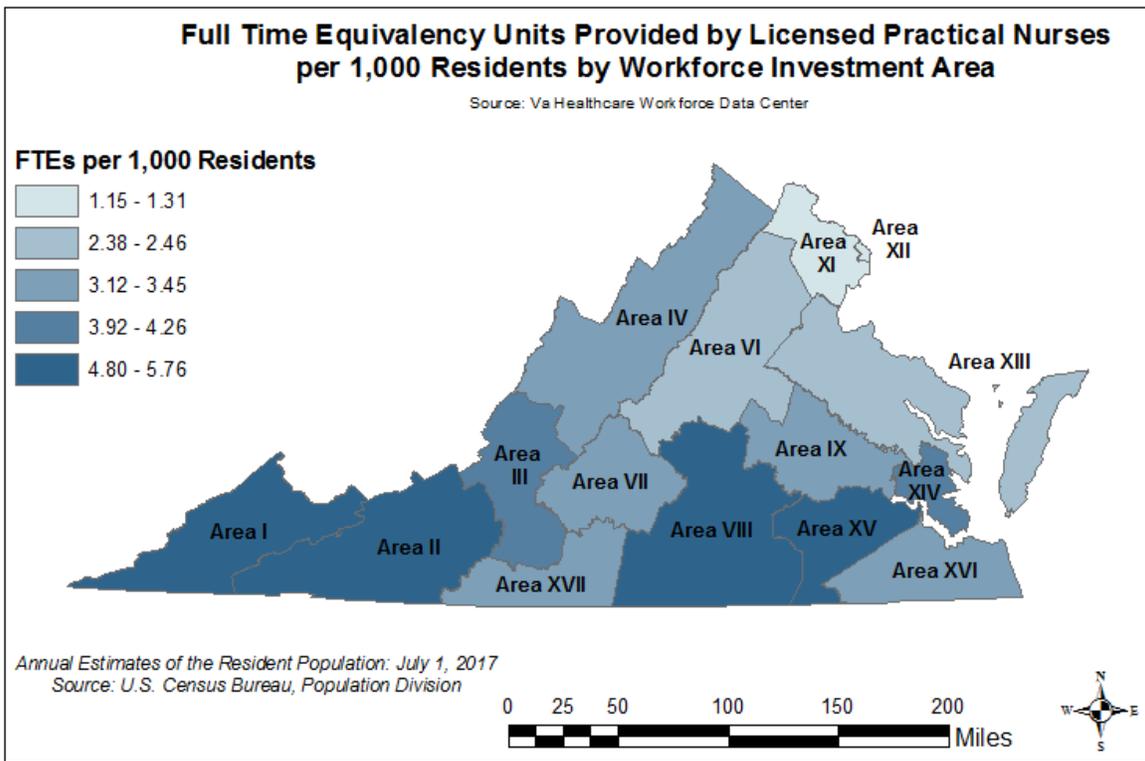
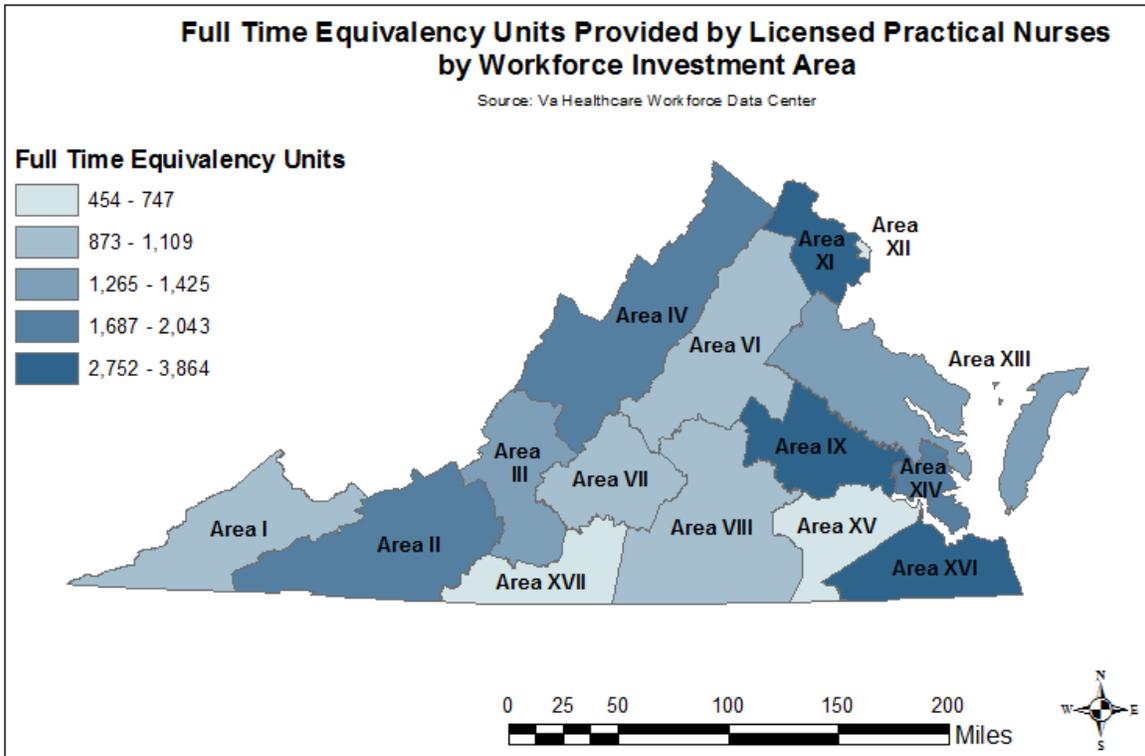
Source: Va. Healthcare Workforce Data Center

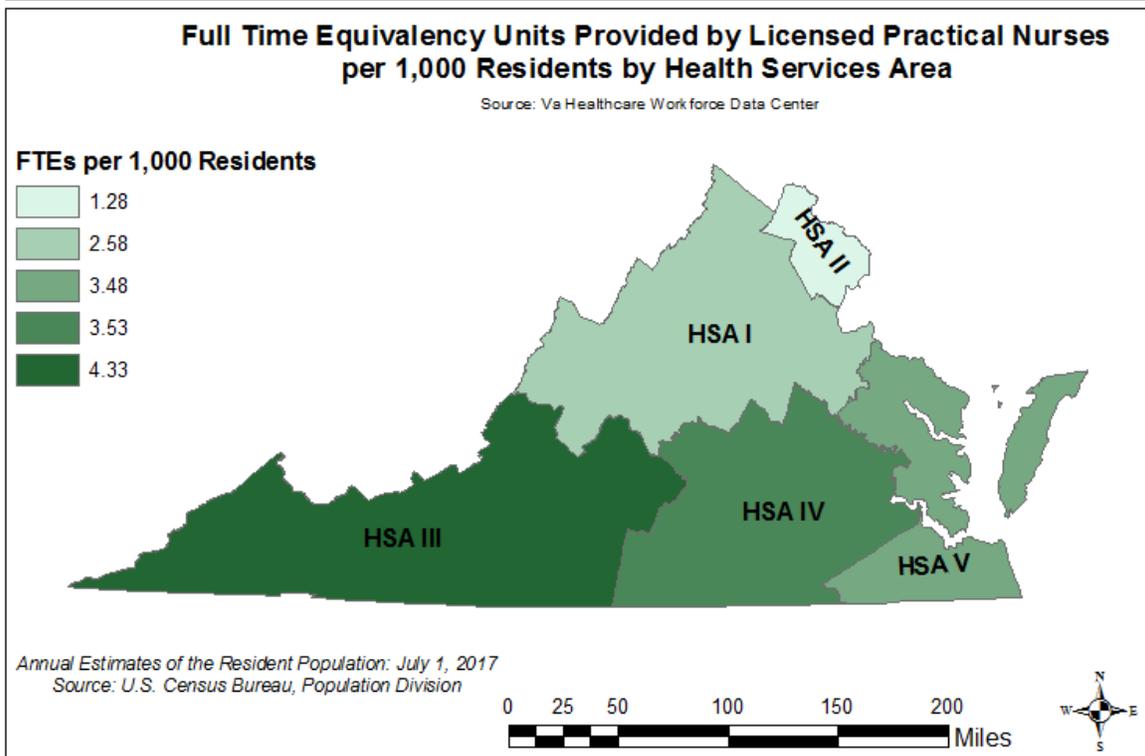
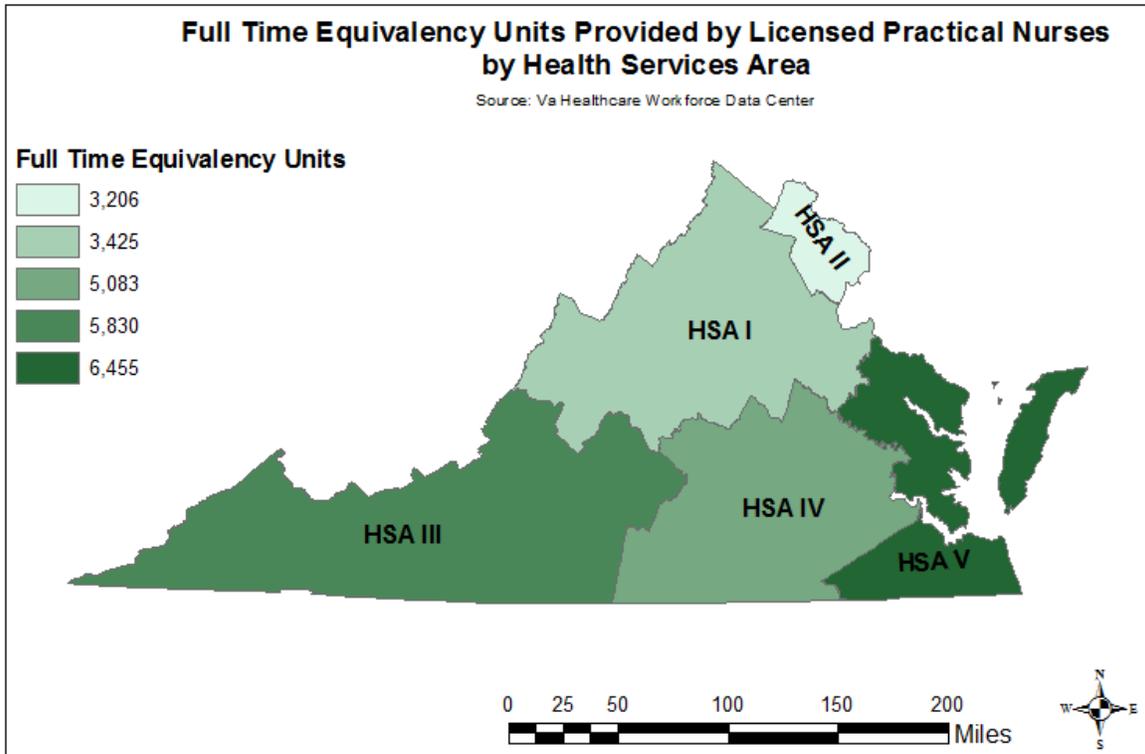
² Number of residents in 2017 was used as the denominator.

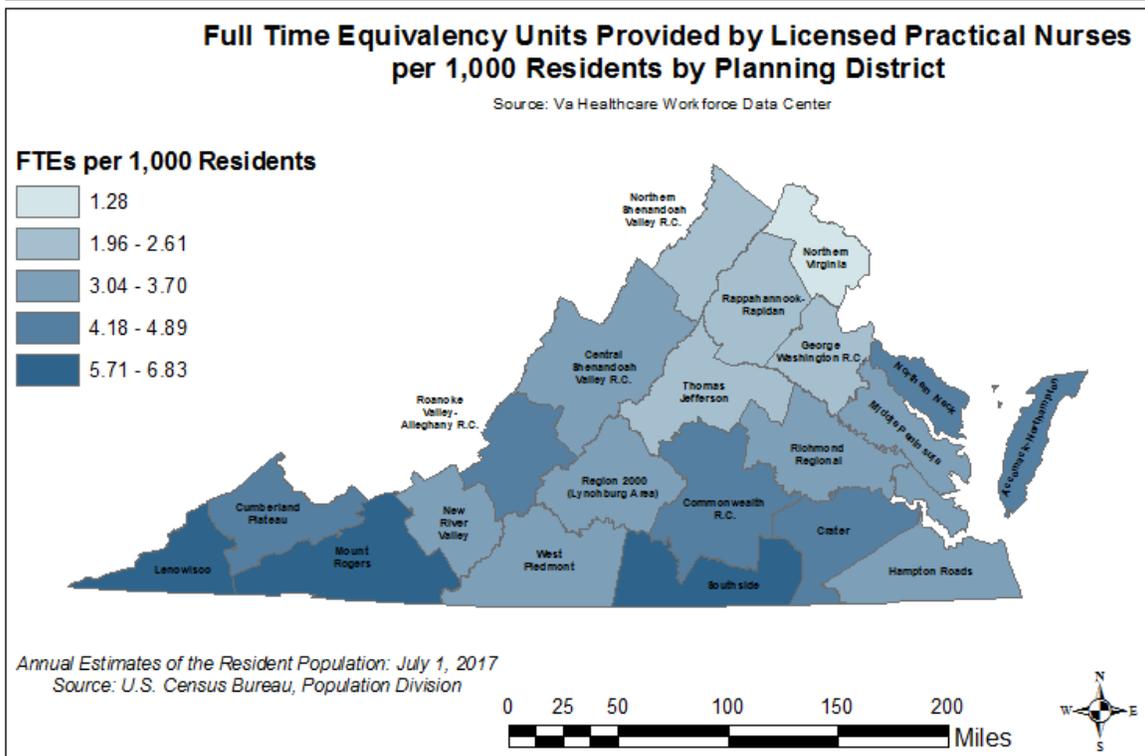
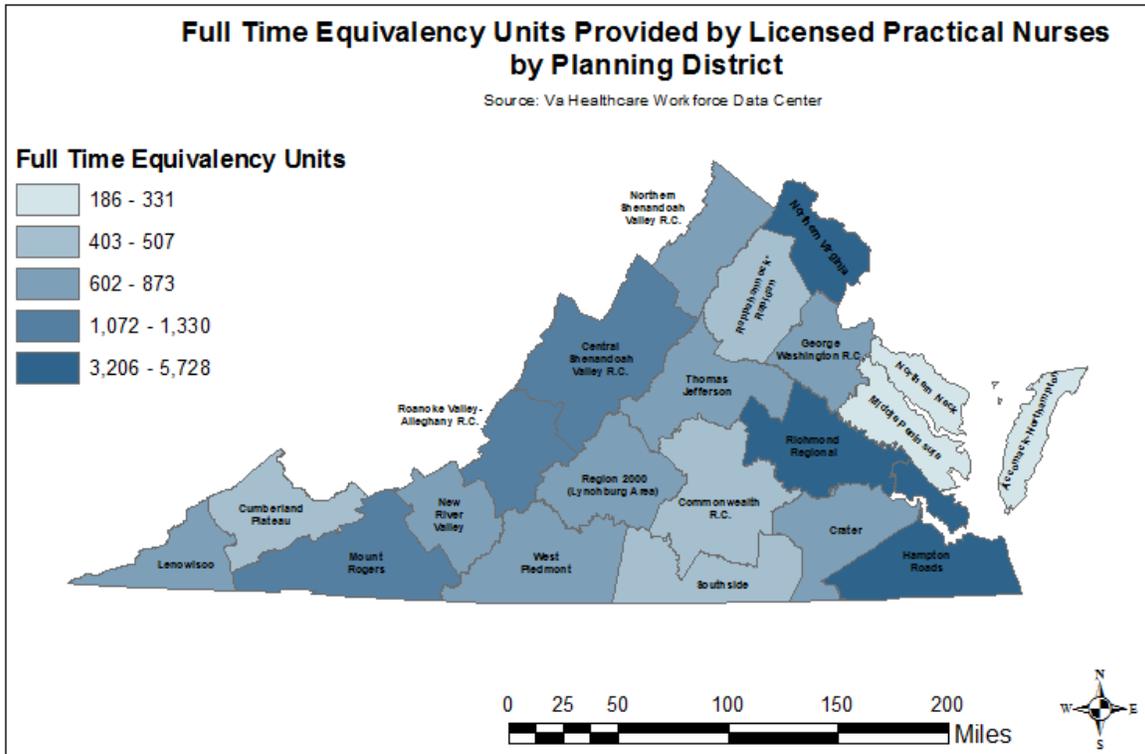
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	16,468	29.69%	3.367689	2.554861	4.167062
Metro, 250,000 to 1 million	2,741	30.06%	3.326456	2.52358	4.116042
Metro, 250,000 or less	2,552	27.90%	3.58427	2.719167	4.435051
Urban pop 20,000+, Metro adj	823	29.65%	3.372951	2.558853	4.173573
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	2,093	33.06%	3.024566	2.294555	3.742494
Urban pop, 2,500-19,999, nonadj	1,686	31.08%	3.217557	2.440965	3.981294
Rural, Metro adj	1,203	28.43%	3.517544	2.668547	4.352487
Rural, nonadj	641	28.55%	3.502732	2.65731	4.33416
Virginia border state/DC	732	20.77%	4.815789	3.653447	5.958891
Other US State	900	22.56%	4.433498	3.363425	5.485856

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	3,344	23.74%	4.211587	3.742494	5.958891
30 to 34	3,443	34.71%	2.881172	2.560262	4.076513
35 to 39	3,654	24.41%	4.096413	3.640148	5.795933
40 to 44	3,503	37.68%	2.653788	2.358205	3.754792
45 to 49	3,597	24.77%	4.037037	3.587386	5.711924
50 to 54	3,300	38.73%	2.58216	2.294555	3.653447
55 to 59	3,235	25.07%	3.988903	3.544612	5.643819
60 and Over	5,764	27.52%	3.6343	3.229506	5.142099

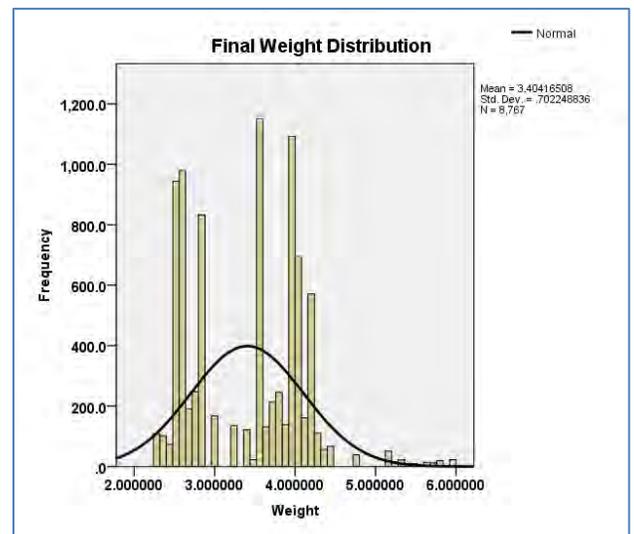
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods:
www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.293800



Source: Va. Healthcare Workforce Data Center