
Virginia's Licensed Practical Nurse Workforce: 2019

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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Nearly 10,000 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:	29,500
Virginia's Workforce:	26,725
FTEs:	23,974

Background

Rural Childhood:	49%
HS Degree in VA:	72%
Prof. Degree in VA:	86%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	69%
Satisfied?:	95%

Survey Response Rate

All Licensees:	34%
Renewing Practitioners:	77%

Education

LPN Diploma/Cert.:	96%
Associate:	4%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs:	56%

Demographics

Female:	95%
Diversity Index:	54%
Median Age:	46

Finances

Median Income:	\$40k-\$50k
Health Benefits:	62%
Under 40 w/ Ed Debt:	60%

Time Allocation

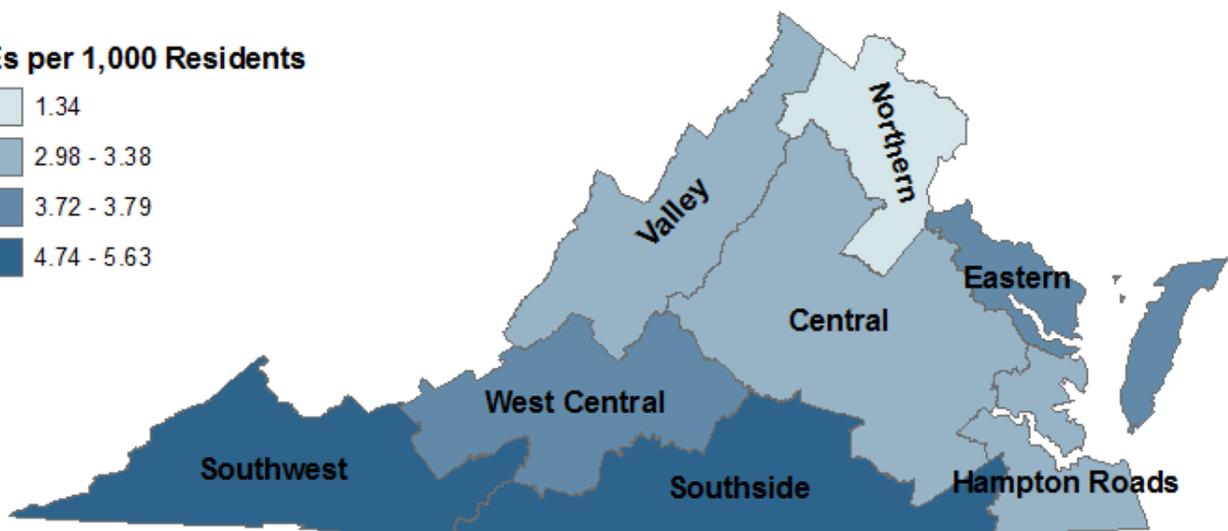
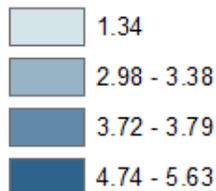
Patient Care:	80%-89%
Patient Care Role:	67%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

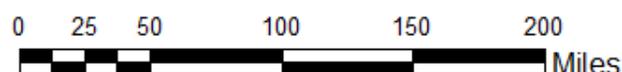
Full Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2019 Licensed Practical Nurse (LPNs) Survey. Nearly 10,000 LPNs 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 LPNs have access to the survey in a given year. Thus, these survey respondents represent 34% of the 29,500 LPNs licensed in the state and 77% of renewing practitioners.

The HWDC estimates that 26,725 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 23,974 "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 LPNs are female, and the median age of the LPN workforce is 46. In a random encounter between two LPNs, there is a 54% 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%. Nearly half of all LPNs grew up in a rural area, and 32% of these professionals currently work in non-metro areas of the state.

More than 40% of all LPNs carry education debt, including 60% of those who are under the age of 40. The median annual income among Virginia's LPN workforce is between \$40,000 and \$50,000. In addition, 79% of LPNs receive at least one employer-sponsored benefit, including 62% who receive health insurance. Nearly all LPNs are satisfied with their current employment situation, including 65% who indicate that they are "very satisfied".

Nine out of every ten LPNs are currently employed in the profession. In addition, 56% of LPNs have been employed at their primary work location for more than two years. More than 80% of Virginia's LPN workforce is employed in the private sector, including 61% who work at a for-profit enterprise. With respect to establishment types, 26% of LPNs are currently employed at a long-term care facility or nursing home, while 12% work at a physician's office. Most LPNs treat adult and elderly patients at their primary work location.

Summary of Trends

In this section, all statistics for the current year will be compared relative to the 2014 LPN workforce. The number of LPN survey respondents has decreased by 6% (9,911 vs. 10,599). There has been a similar 5% decline in the number of licensees in the state (29,500 vs. 31,055). This has led to a 4% decrease in the size of Virginia's LPN workforce (26,725 vs. 27,915) as well as a 4% decline in the number of FTEs provided by this workforce (23,974 vs. 24,967).

As Virginia's overall population has become more racially and ethnically diverse, so has the state's LPN workforce. The diversity index of Virginia's overall LPN workforce has increased (54% vs. 52%) as well as the diversity index among those LPNs who are under the age of 40 (58% vs. 56%). LPNs are slightly more likely to have been raised in a rural area (49% vs. 48%), but these professionals are no more likely to work in non-metro areas of the state.

LPNs are more likely to carry education debt (42% vs. 38%), and the median debt burden has also increased (\$20,000-\$30,000 vs. \$10,000-\$20,000). At the same time, the median annual income of this workforce has increased (\$40,000-\$50,000 vs. \$30,000-\$40,000). LPNs are also more likely to receive at least one employer-sponsored benefit (79% vs. 76%). This includes LPNs who have access to health insurance through their employer (62% vs. 57%). More LPNs also indicate that they are satisfied with their current employment situation (95% vs. 93%).

LPNs are less likely to be involuntarily unemployed (2% vs. 3%) or underemployed (4% vs. 6%). Among those LPNs with a primary work location, fewer professionals work in the for-profit sector (61% vs. 63%) relative to the non-profit sector (21% vs. 19%). While long-term care facilities/nursing homes (26% vs. 28%) and physician offices (12% vs. 14%) remain the most common establishment types in Virginia, relatively fewer LPNs work at them. Instead, relatively more LPNs work in clinic, primary care, or non-specialty establishments (11% vs. 9%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	12,950	44%
New Licensees	1,006	3%
Non-Renewals	2,027	7%
Renewal Date Not in Survey Period	13,517	46%
All Licensees	29,500	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than three-quarters of renewing LPNs submitted a survey. These represent 34% of LPNs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	2,361	807	26%
30 to 34	2,137	1,301	38%
35 to 39	2,535	1,049	29%
40 to 44	2,090	1,398	40%
45 to 49	2,379	1,101	32%
50 to 54	1,873	1,367	42%
55 to 59	2,280	915	29%
60 and Over	3,934	1,973	33%
Total	19,589	9,911	34%
New Licenses			
Issued in Past Year	1,006	0	0%
Metro Status			
Non-Metro	4,171	2,197	35%
Metro	14,179	7,272	34%
Not in Virginia	1,238	442	26%

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 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	9,911
Response Rate, All Licensees	34%
Response Rate, Renewals	77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs
 Number: 29,500
 New: 3%
 Not Renewed: 7%

Response Rates
 All Licensees: 34%
 Renewing Practitioners: 77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LPN Workforce: 26,725
 FTEs: 23,974

Utilization Ratios

Licensees in VA Workforce: 91%
 Licensees per FTE: 1.23
 Workers per FTE: 1.11

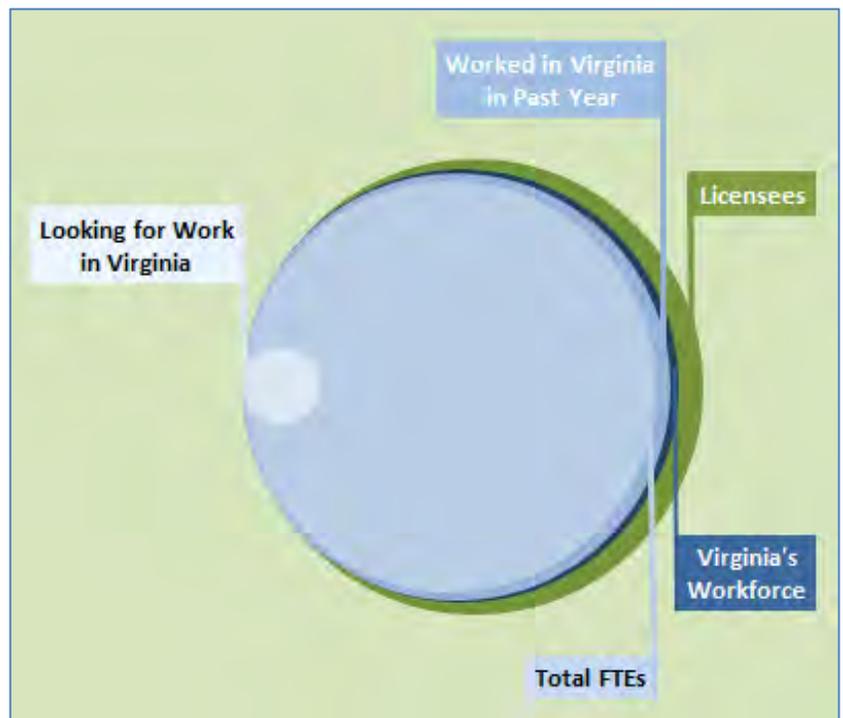
Source: Va. Healthcare Workforce Data Center

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 LPN Workforce		
Status	#	%
Worked in Virginia in Past Year	25,855	97%
Looking for Work in Virginia	870	3%
Virginia's Workforce	26,725	100%
Total FTEs	23,974	
Licensees	29,500	

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	106	4%	2,661	96%	2,768	12%
30 to 34	152	5%	2,807	95%	2,959	13%
35 to 39	145	5%	2,828	95%	2,973	13%
40 to 44	131	5%	2,746	95%	2,876	12%
45 to 49	138	5%	2,674	95%	2,812	12%
50 to 54	120	5%	2,361	95%	2,481	11%
55 to 59	154	6%	2,289	94%	2,443	10%
60 and Over	226	6%	3,806	94%	4,032	17%
Total	1,172	5%	22,171	95%	23,344	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 and Over: 28%

Diversity

Diversity Index: 54%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

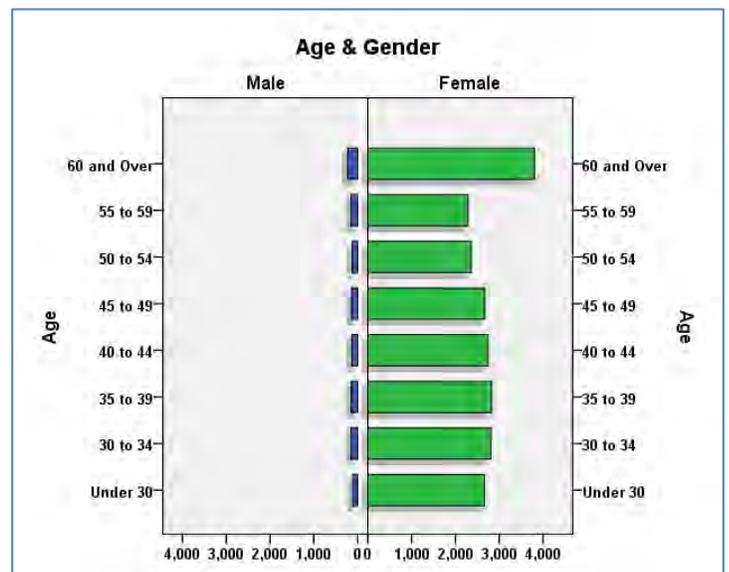
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs Under 40	
	%	#	%	#	%
White	61%	14,036	59%	4,977	56%
Black	19%	7,616	32%	2,745	31%
Asian	7%	440	2%	205	2%
Other Race	0%	265	1%	98	1%
Two or More Races	3%	491	2%	259	3%
Hispanic	10%	826	3%	526	6%
Total	100%	23,674	100%	8,810	100%

*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

In a chance encounter between two LPNs, there is a 54% 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.

More than one-third of LPNs are under the age of 40. Nearly all of these professionals are female. In addition, the diversity index among these LPNs is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 72%
 Prof. Ed. in VA: 86%
 HS or Prof. Ed. in VA: 88%

Location Choice

% Rural to Non-Metro: 32%
 % Urban/Suburban to Non-Metro: 7%

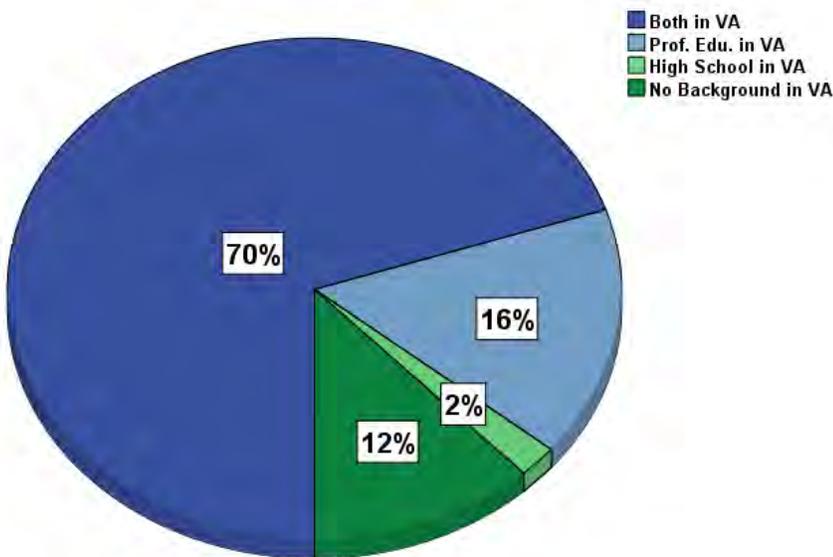
Source: Va. Healthcare Workforce Data Center

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+	31%	42%	28%
2	Metro, 250,000 to 1 Million	64%	23%	13%
3	Metro, 250,000 or Less	71%	19%	10%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	68%	18%	14%
6	Urban Pop., 2,500-19,999, Metro Adjacent	81%	10%	8%
7	Urban Pop., 2,500-19,999, Non-Adjacent	92%	6%	3%
8	Rural, Metro Adjacent	85%	12%	3%
9	Rural, Non-Adjacent	76%	15%	9%
Overall		49%	31%	20%

Source: Va. Healthcare Workforce Data Center

Educational Background In Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of LPNs grew up in self-described rural areas, and 32% 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	16,907	Virginia	20,162
2	Outside U.S./Canada	1,443	New York	446
3	New York	815	Pennsylvania	286
4	Pennsylvania	465	West Virginia	277
5	West Virginia	424	Florida	210
6	New Jersey	361	Texas	204
7	North Carolina	343	New Jersey	199
8	Florida	269	North Carolina	169
9	Maryland	259	California	162
10	Ohio	229	Washington, D.C.	154

Source: Va. Healthcare Workforce Data Center

More than 70% of LPNs received their high school degree in Virginia, and 86% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,913	Virginia	3,504
2	Outside U.S./Canada	310	New York	96
3	New York	165	Texas	77
4	Pennsylvania	95	Pennsylvania	75
5	West Virginia	78	West Virginia	63
6	North Carolina	72	California	61
7	New Jersey	72	Florida	55
8	Florida	67	North Carolina	51
9	California	61	New Jersey	36
10	Ohio	43	Connecticut	24

Source: Va. Healthcare Workforce Data Center

Among LPNs who received their license in the past five years, 67% received their high school degree in Virginia, while 82% received their initial professional degree in the state.

Nearly 10% of licensees did not participate in Virginia's LPN workforce during the past year. Approximately two-thirds of these licensees worked at some point in the past year, including 55% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,760
% of Licensees:	9%
Federal/Military:	9%
Va. Border State/D.C.:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	22,413	96%
Hospital RN Diploma	33	0%
Associate Degree	889	4%
Baccalaureate Degree	79	0%
Master's Degree	13	0%
Doctorate Degree	0	0%
Total	23,427	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 LPN Diploma/Cert.: 96%
 Associate: 4%

Education Debt
 Carry Debt: 42%
 Under Age 40 w/ Debt: 60%
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Nearly all LPNs hold a LPN/LVN Diploma or Certificate as their highest professional degree. More than 40% of LPNs carry education debt, including 60% of those who are under the age of 40. The median debt burden among those LPNs with education debt is between \$20,000 and \$30,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	3,257	14%
No	20,057	86%
Total	23,314	100%
Degree Pursued	#	%
Associate	2,142	68%
Bachelor	861	27%
Masters	105	3%
Doctorate	29	1%
Total	3,137	100%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPNs		LPNs Under 40	
	#	%	#	%
None	11,706	58%	3,047	40%
Less than \$10,000	1,931	10%	1,025	14%
\$10,000-\$19,999	1,647	8%	834	11%
\$20,000-\$29,999	1,494	7%	829	11%
\$30,000-\$39,999	1,071	5%	695	9%
\$40,000-\$49,999	661	3%	381	5%
\$50,000-\$59,999	512	3%	275	4%
\$60,000-\$69,999	383	2%	195	3%
\$70,000-\$79,999	191	1%	103	1%
\$80,000-\$89,999	148	1%	75	1%
\$90,000-\$99,999	120	1%	49	1%
\$100,000-\$109,999	86	0%	36	0%
\$110,000-\$119,999	22	0%	10	0%
\$120,000 or More	78	0%	22	0%
Total	20,050	100%	7,576	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

LTC/Assisted Living: 14%
 Geriatrics/Gerontology: 13%
 Pediatrics: 8%

Secondary Specialty

LTC/Assisted Living: 13%
 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	3,095	14%	2,364	13%
Geriatrics/Gerontology	2,869	13%	1,873	10%
Pediatrics	1,857	8%	916	5%
Family Health	1,288	6%	727	4%
Psychiatric/Mental Health	700	3%	549	3%
Acute/Critical Care/Emergency/Trauma	439	2%	476	3%
Rehabilitation	423	2%	490	3%
Adult Health	418	2%	640	4%
Women's Health/Gynecology	379	2%	236	1%
Surgery/OR/Pre-, Peri- or Post-Operative	363	2%	224	1%
Cardiology	347	2%	206	1%
Community Health/Public Health	268	1%	315	2%
Administration/Management	239	1%	484	3%
Orthopedics	232	1%	176	1%
Case Management	215	1%	190	1%
General Nursing/No Specialty	6,411	28%	5,808	32%
Medical Specialties (Not Listed)	295	1%	158	1%
Other Specialty Area	2,833	12%	2,361	13%
Total	22,669	100%	18,192	100%

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	#	% of Workforce
Registered Nurse	331	1%
Certified Massage Therapist	52	0%
Licensed Nurse Practitioner	34	0%
Respiratory Therapist	27	0%
Certified Nurse Midwife	6	0%
Clinical Nurse Specialist	4	0%

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LPNs have a primary specialty in either long-term care/assisted living/nursing homes or in geriatrics/gerontology.

A Closer Look:

Military Service		
Service?	#	%
Yes	1,401	6%
No	20,994	94%
Total	22,395	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	670	52%
Navy/Marine	417	33%
Air Force	162	13%
Other	28	2%
Total	1,277	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Who Served: 6%

Branch of Service

Army: 52%
Navy/Marines: 33%
Air Force: 13%

Occupation

Army Health Care Spec.: 17%
Navy Basic Med. Tech.: 9%

Source: Va. Healthcare Workforce Data Center

More than 5% of Virginia's LPN workforce has served in the military. More than half of these LPNs have served in the Army, including 17% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	206	17%
Navy Basic Medical Technician (Navy HM0000)	104	9%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	36	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	6	0%
Other	858	71%
Total	1,210	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 69%
2 or More Positions: 12%

Weekly Hours

40 to 49: 55%
60 or More: 6%
Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	40	< 1%
Employed in a Nursing-Related Capacity	20,744	90%
Employed, NOT in a Nursing-Related Capacity	882	4%
Not Working, Reason Unknown	3	< 1%
Involuntarily Unemployed	119	1%
Voluntarily Unemployed	995	4%
Retired	388	2%
Total	23,171	100%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten LPNs are currently employed in their profession. Nearly 70% of LPNs hold one full-time job, and 55% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	1,505	7%
1 to 9 Hours	341	2%
10 to 19 Hours	676	3%
20 to 29 Hours	1,305	6%
30 to 39 Hours	3,528	16%
40 to 49 Hours	12,420	55%
50 to 59 Hours	1,453	6%
60 to 69 Hours	546	2%
70 to 79 Hours	210	1%
80 or More Hours	492	2%
Total	22,476	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,505	7%
One Part-Time Position	2,758	12%
Two Part-Time Positions	478	2%
One Full-Time Position	15,638	69%
One Full-Time Position & One Part-Time Position	2,062	9%
Two Full-Time Positions	87	0%
More than Two Positions	134	1%
Total	22,662	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	278	2%
Less than \$20,000	991	6%
\$20,000-\$29,999	1,605	9%
\$30,000-\$39,999	4,265	24%
\$40,000-\$49,999	5,269	30%
\$50,000-\$59,999	3,272	18%
\$60,000-\$69,999	1,245	7%
\$70,000-\$79,999	488	3%
\$80,000-\$89,999	274	2%
\$90,000-\$99,999	92	1%
\$100,000 or More	95	1%
Total	17,874	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 62%
Retirement: 56%

Satisfaction
Satisfied: 95%
Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	14,486	65%
Somewhat Satisfied	6,607	30%
Somewhat Dissatisfied	782	4%
Very Dissatisfied	293	1%
Total	22,168	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 an hourly wage or salary as compensation at their primary work location, 77% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	13,027	63%	62%
Health Insurance	12,852	62%	61%
Dental Insurance	12,319	59%	59%
Retirement	11,515	56%	55%
Group Life Insurance	8,634	42%	41%
Signing/Retention Bonus	1,222	6%	6%
At Least One Benefit	16,381	79%	77%

*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?	408	2%
Experience Voluntary Unemployment?	1,573	6%
Work Part-time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	1,092	4%
Work Two or More Positions at the Same Time?	4,015	15%
Switch Employers or Practices?	2,086	8%
Experienced at Least One	7,699	29%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s LPNs 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.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	773	4%	476	9%
Less than 6 Months	1,817	8%	784	15%
6 Months to 1 Year	2,181	10%	801	15%
1 to 2 Years	4,795	22%	1,130	21%
3 to 5 Years	4,731	22%	1,095	20%
6 to 10 Years	2,965	14%	528	10%
More than 10 Years	4,331	20%	560	10%
Subtotal	21,593	100%	5,373	100%
Did Not Have Location	1,096		21,013	
Item Missing	4,036		339	
Total	26,725		26,725	

Source: Va. Healthcare Workforce Data Center

More than 80% of LPNs receive an hourly wage at their primary work location, while 14% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 8%
New Location: 26%
Over 2 Years: 56%
Over 2 Yrs, 2nd Location: 41%

Employment Type

Hourly Wage: 82%
Salary: 14%

Source: Va. Healthcare Workforce Data Center

More than half of LPNs have worked at their primary work location for more than two years.

Employment Type

Primary Work Site	#	%
Hourly Wage	12,968	82%
Salary	2,266	14%
By Contract/Per Diem	394	2%
Unpaid	101	1%
Business/Contractor Income	52	0%
Subtotal	15,781	100%
Did Not Have Location	1,096	
Item Missing	9,848	

Source: Va. Healthcare Workforce Data Center

¹ 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:	25%
Top 3 Regions:	62%
Lowest Region:	2%

Locations

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

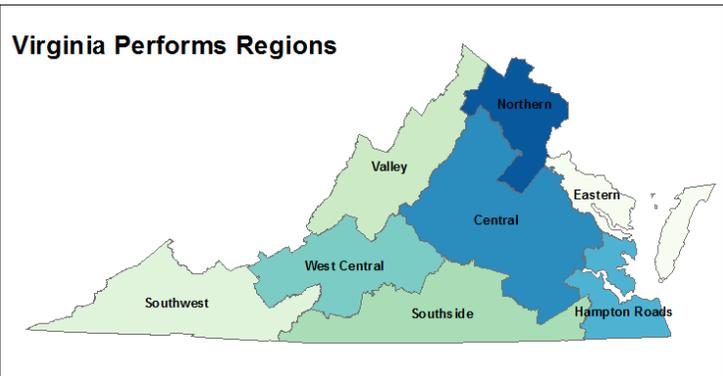
Source: Va. Healthcare Workforce Data Center

One-quarter of all LPNs in Virginia work in Hampton Roads, the most of any region in the state. Another 22% of LPNs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Hampton Roads	5,231	25%	1,318	24%
Central	4,614	22%	1,227	23%
Northern	3,320	16%	988	18%
West Central	2,564	12%	609	11%
Southwest	1,896	9%	370	7%
Southside	1,554	7%	348	6%
Valley	1,507	7%	290	5%
Eastern	511	2%	94	2%
Virginia Border State/D.C.	50	0%	47	1%
Other U.S. State	57	0%	108	2%
Outside of the U.S.	0	0%	14	0%
Total	21,304	100%	5,413	100%
Item Missing	4,325		299	

Source: Va. Healthcare Workforce Data Center



More than one out of every five LPNs currently hold two or more positions, while 25% have held multiple positions over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	864	4%	1,481	7%
1	15,873	71%	16,003	71%
2	3,244	15%	3,013	14%
3	1,986	9%	1,677	8%
4	141	1%	93	0%
5	93	0%	38	0%
6 or More	198	1%	96	0%
Total	22,400	100%	22,400	100%

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	12,495	61%	3,380	67%
Non-Profit	4,340	21%	913	18%
State/Local Government	2,523	12%	617	12%
Veterans Administration	391	2%	59	1%
U.S. Military	363	2%	40	1%
Other Federal Government	249	1%	54	1%
Total	20,361	100%	5,063	100%
Did Not Have Location	1,096		21,013	
Item Missing	5,269		649	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

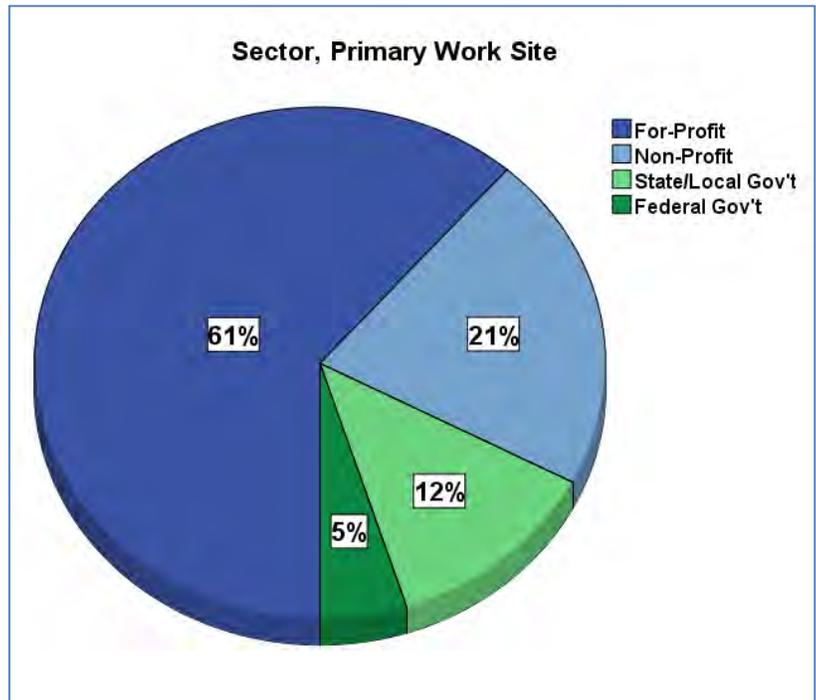
For-Profit: 61%
Federal: 5%

Top Establishments

LTC/Nursing Home: 26%
Physician Office: 12%
Home Health Care: 11%

Source: Va. Healthcare Workforce Data Center

More than four out of every five LPNs work in the private sector, including 61% who work in for-profit establishments.



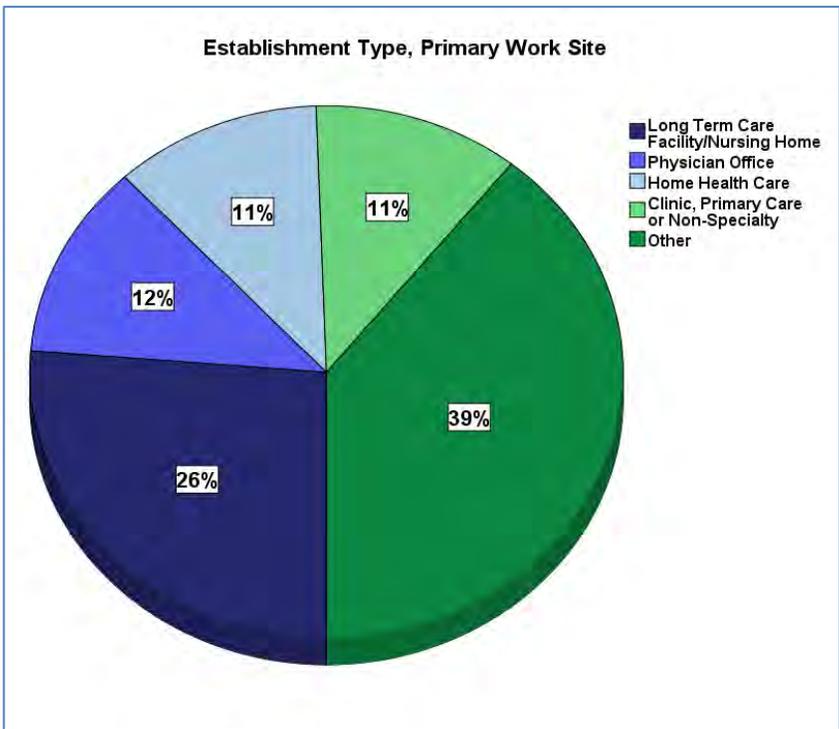
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Long Term Care Facility, Nursing Home	5,106	26%	1,554	33%
Physician Office	2,294	12%	334	7%
Home Health Care	2,205	11%	863	18%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,188	11%	338	7%
Hospital, Inpatient Department	936	5%	161	3%
Rehabilitation Facility	900	5%	184	4%
Corrections/Jail	716	4%	234	5%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	649	3%	93	2%
School (Providing Care to Students)	491	3%	97	2%
Other Practice Setting	3,938	20%	918	19%
Total	19,423	100%	4,776	100%
Did Not Have a Location	1,096		21,013	

More than one-quarter of all LPNs in the state work at either a long-term care facility or a nursing home as their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those LPNs who also have a secondary work location, 33% work at a long-term care facility or a nursing home.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

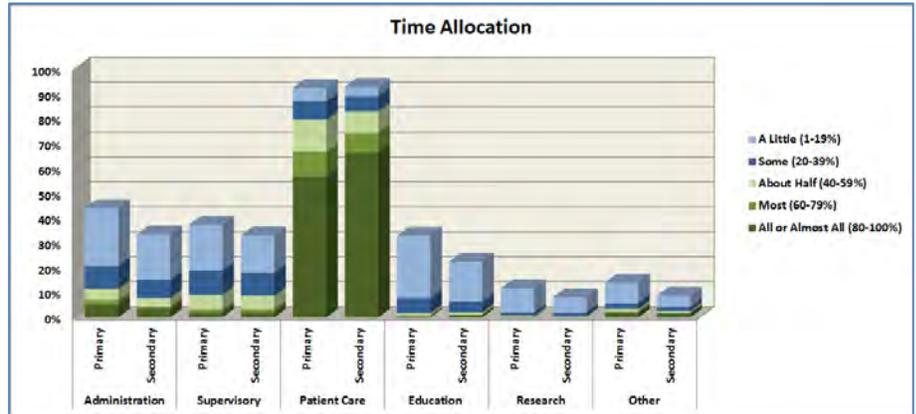
Patient Care: 67%
 Administrative: 7%
 Supervisory: 3%
 Education: 1%

Patient Care LPNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



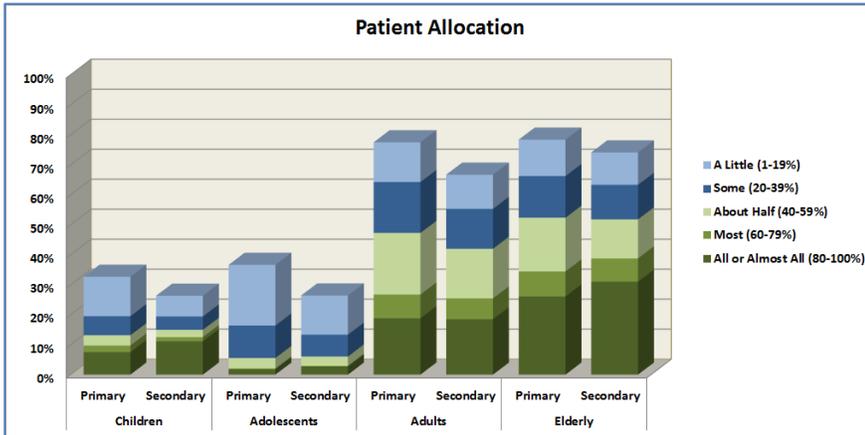
Source: Va. Healthcare Workforce Data Center

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

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%	3%	2%	2%	57%	66%	0%	1%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	2%	10%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	6%	5%	13%	9%	1%	1%	0%	0%	1%	1%
Some (20-39%)	9%	7%	10%	9%	7%	6%	6%	4%	1%	2%	2%	2%
A Little (1-19%)	23%	18%	18%	15%	5%	4%	25%	16%	10%	6%	8%	5%
None (0%)	56%	67%	63%	67%	8%	7%	67%	78%	88%	92%	86%	91%

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. One-third of all LPNs serve an elderly patient care role, meaning that at least 60% of their patients are the elderly. In addition, 27% 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: 10%
 Adolescents: 2%
 Adults: 27%
 Elderly: 34%

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%	11%	2%	3%	19%	18%	26%	31%
Most (60-79%)	2%	1%	0%	0%	8%	7%	8%	8%
About Half (40-59%)	3%	2%	3%	3%	21%	17%	18%	13%
Some (20-39%)	6%	4%	11%	7%	17%	13%	14%	12%
A Little (1-19%)	13%	7%	20%	13%	13%	11%	12%	11%
None (0%)	67%	74%	63%	74%	23%	33%	22%	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs Over 50	
	#	%	#	%
Under Age 50	337	2%	-	-
50 to 54	473	2%	42	1%
55 to 59	1,030	5%	203	3%
60 to 64	4,316	22%	1,537	21%
65 to 69	7,833	41%	3,126	44%
70 to 74	2,698	14%	1,222	17%
75 to 79	802	4%	343	5%
80 or Over	326	2%	131	2%
I Do Not Intend to Retire	1,422	7%	565	8%
Total	19,237	100%	7,169	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 32%
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 2044

Source: Va. Healthcare Workforce Data Center

Nearly one-third of LPNs expect to retire by the age of 65, while one-quarter of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, 27% of all LPNs expect to work until at least age 70, including 7% who do not intend to retire at all.

Within the next two years, 30% of LPNs plan on pursuing additional educational opportunities, and 9% expect to increase their patient care hours.

Future Plans

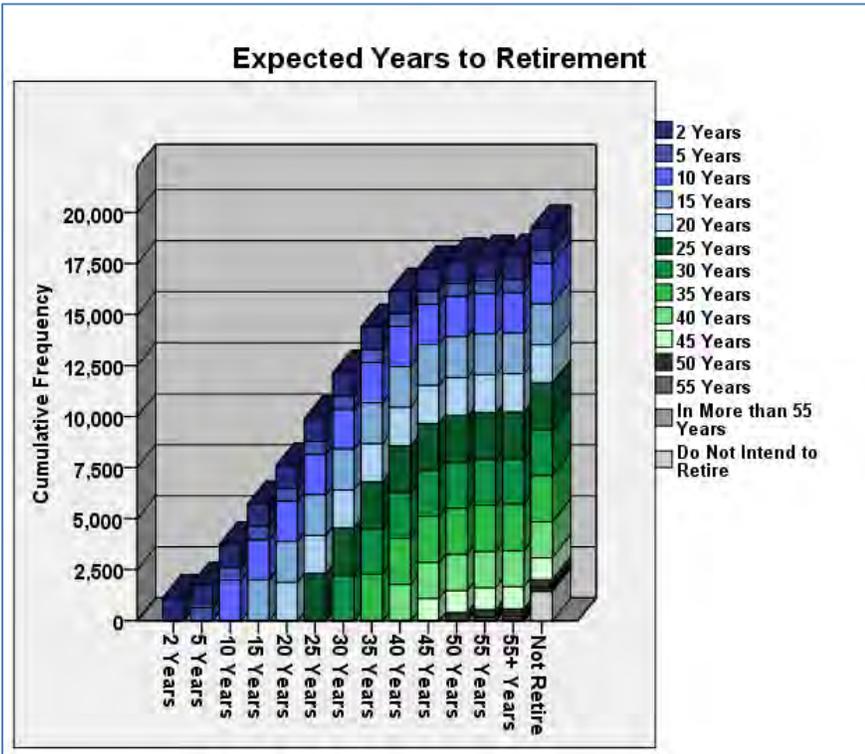
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	432	2%
Leave Virginia	797	3%
Decrease Patient Care Hours	1,479	6%
Decrease Teaching Hours	40	0%
Increase Participation		
Increase Patient Care Hours	2,445	9%
Increase Teaching Hours	501	2%
Pursue Additional Education	8,061	30%
Return to Virginia's Workforce	459	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. While 6% of LPNs expect to retire in the next two years, 19% expect to retire in the next ten years. More than half of the current LPN workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	1,118	6%	6%
5 Years	626	3%	9%
10 Years	1,980	10%	19%
15 Years	1,997	10%	30%
20 Years	1,873	10%	39%
25 Years	2,302	12%	51%
30 Years	2,226	12%	63%
35 Years	2,270	12%	75%
40 Years	1,767	9%	84%
45 Years	1,082	6%	90%
50 Years	385	2%	92%
55 Years	141	1%	92%
In More than 55 Years	48	0%	93%
Do Not Intend to Retire	1,422	7%	100%
Total	19,237	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2029. Retirement will peak at 12% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2059.

At a Glance:

FTEs

Total: 23,974
 FTEs/1,000 Residents²: 2.81
 Average: 0.94

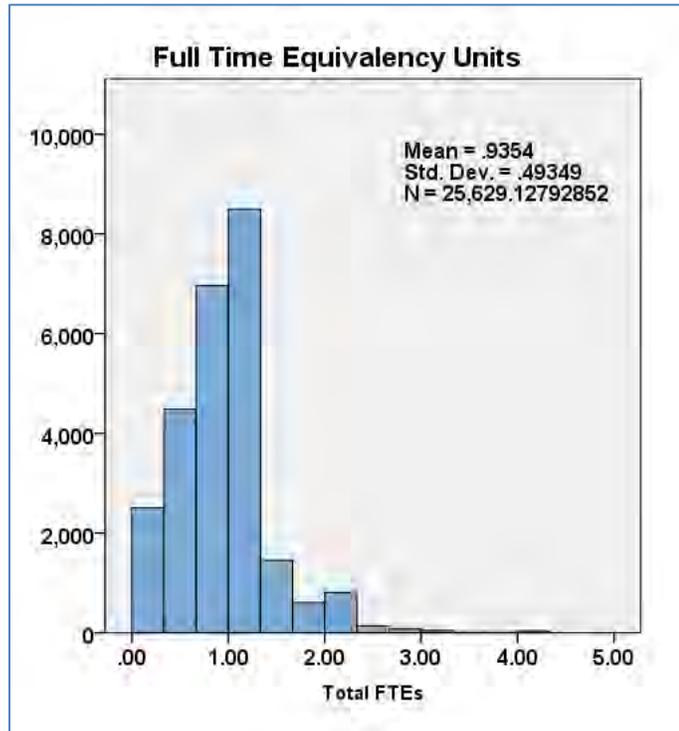
Age & Gender Effect

Age, Partial Eta²: Small
 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:

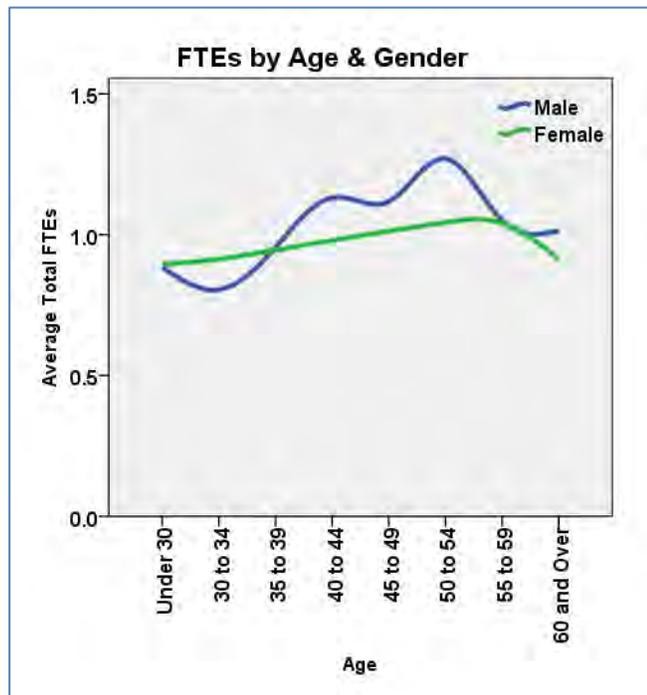


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.96 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	0.88	0.95
30 to 34	0.88	0.96
35 to 39	0.91	0.96
40 to 44	0.99	0.99
45 to 49	0.98	1.01
50 to 54	1.03	0.99
55 to 59	1.01	0.96
60 and Over	0.86	0.83
Gender		
Male	1.02	1.03
Female	0.96	1.01

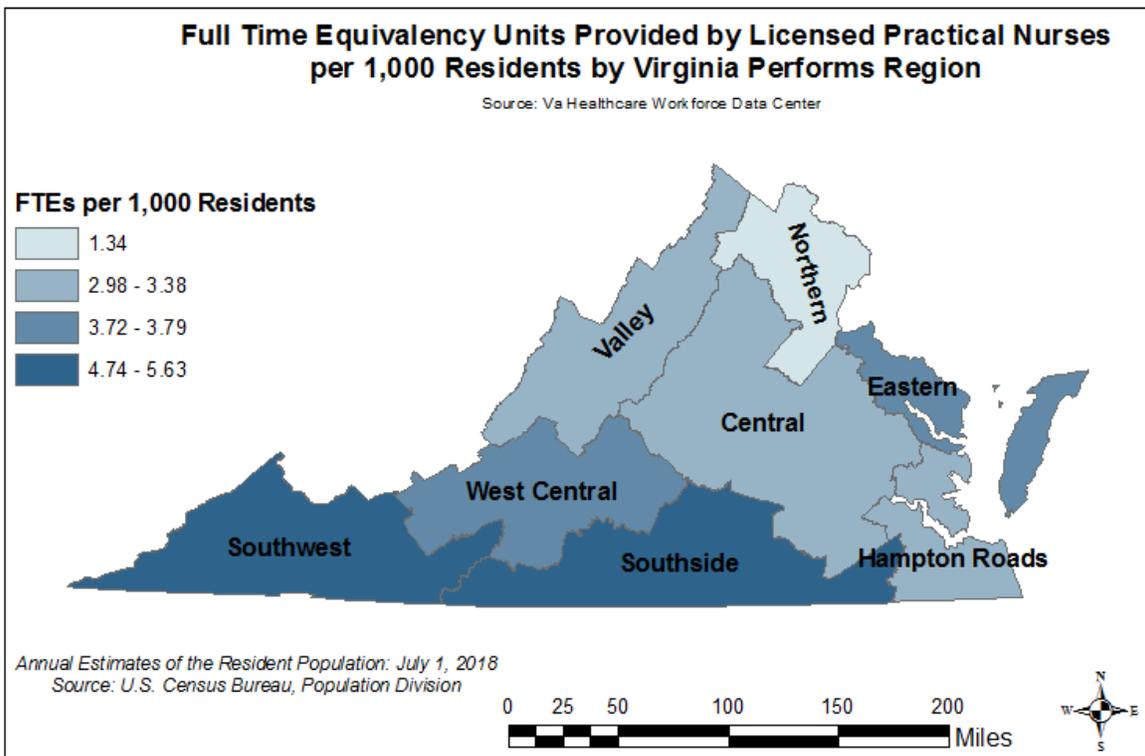
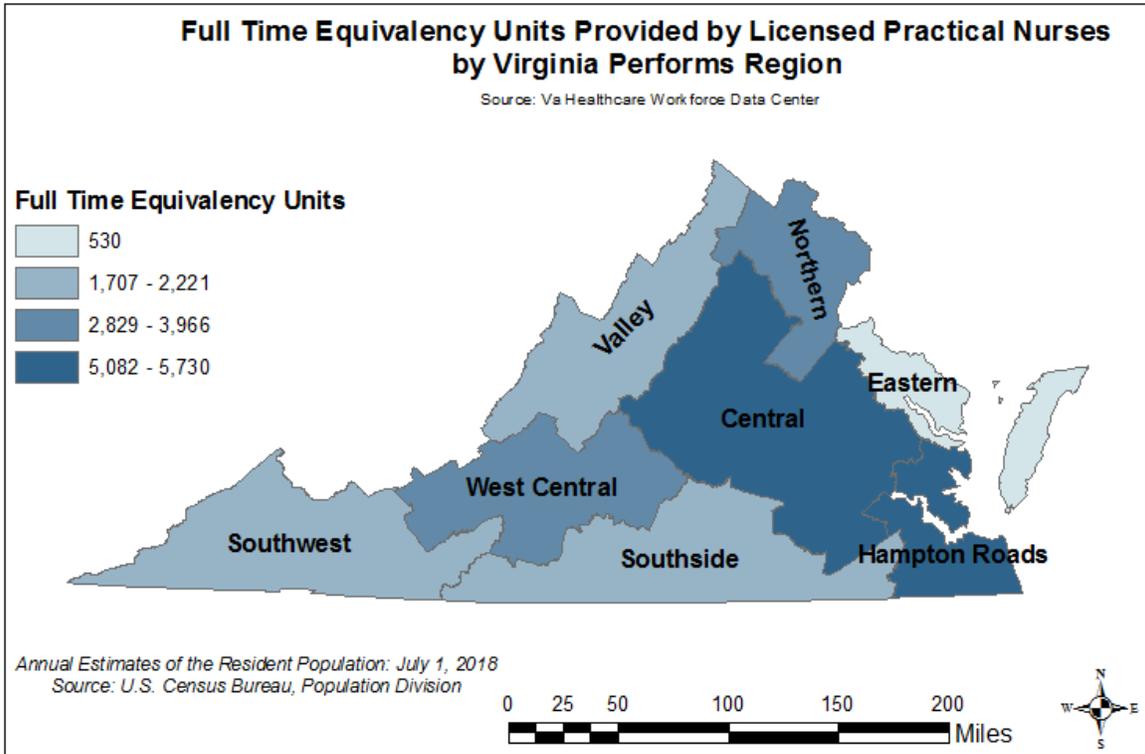
Source: Va. Healthcare Workforce Data Center

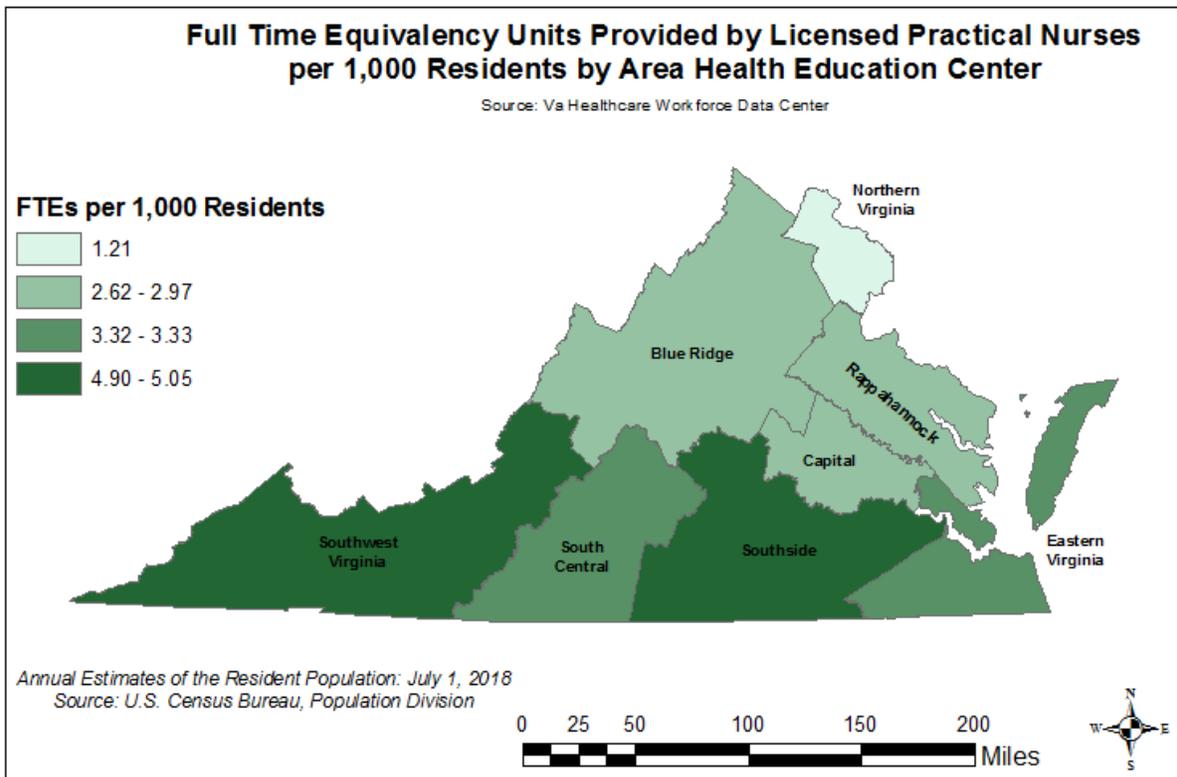
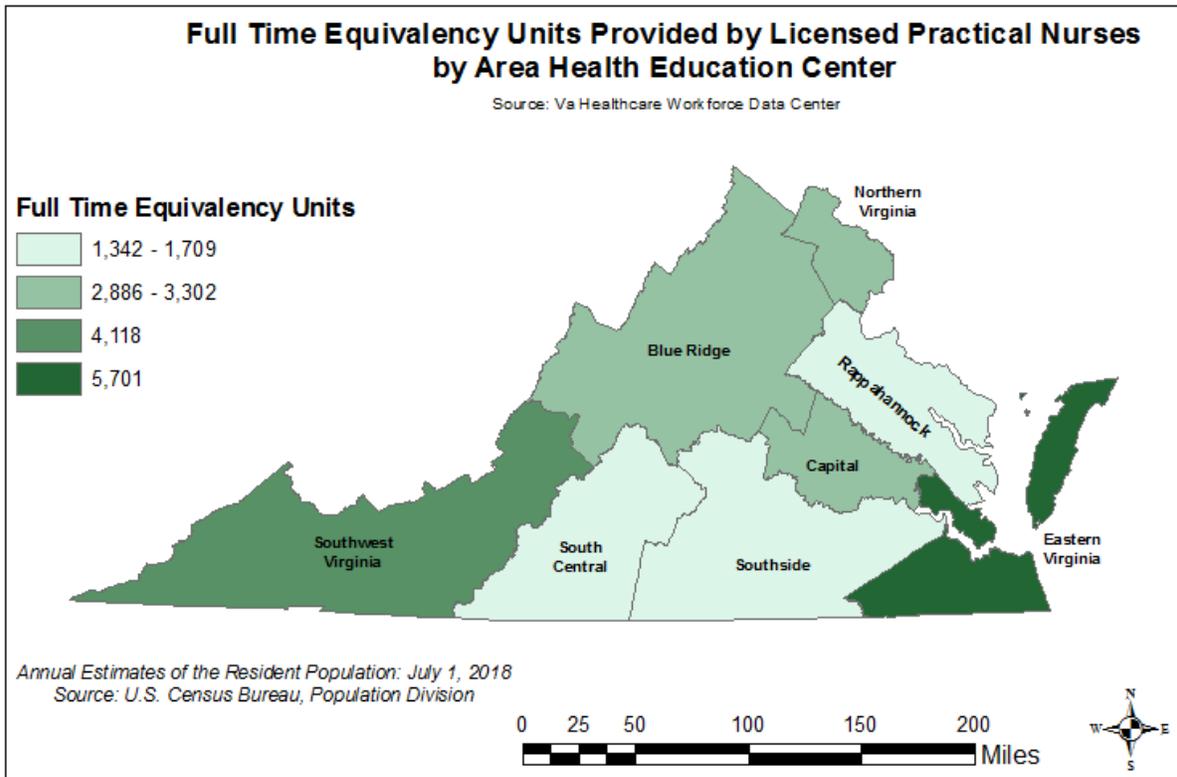


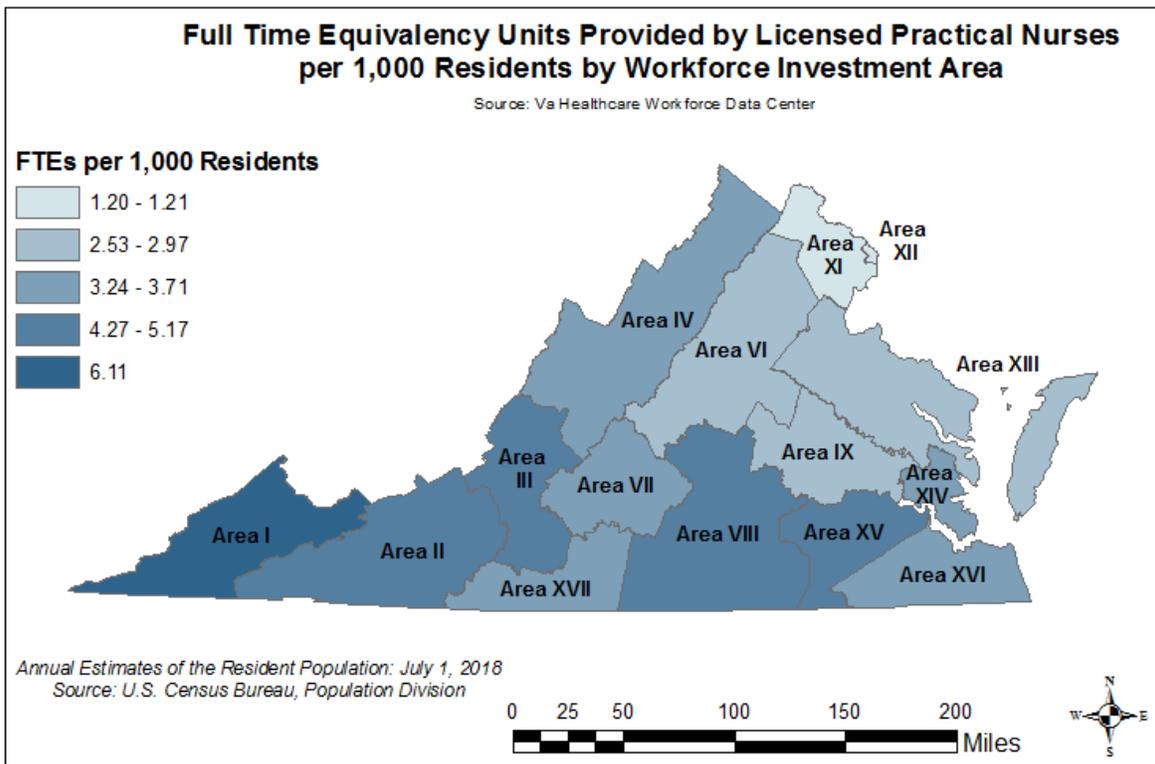
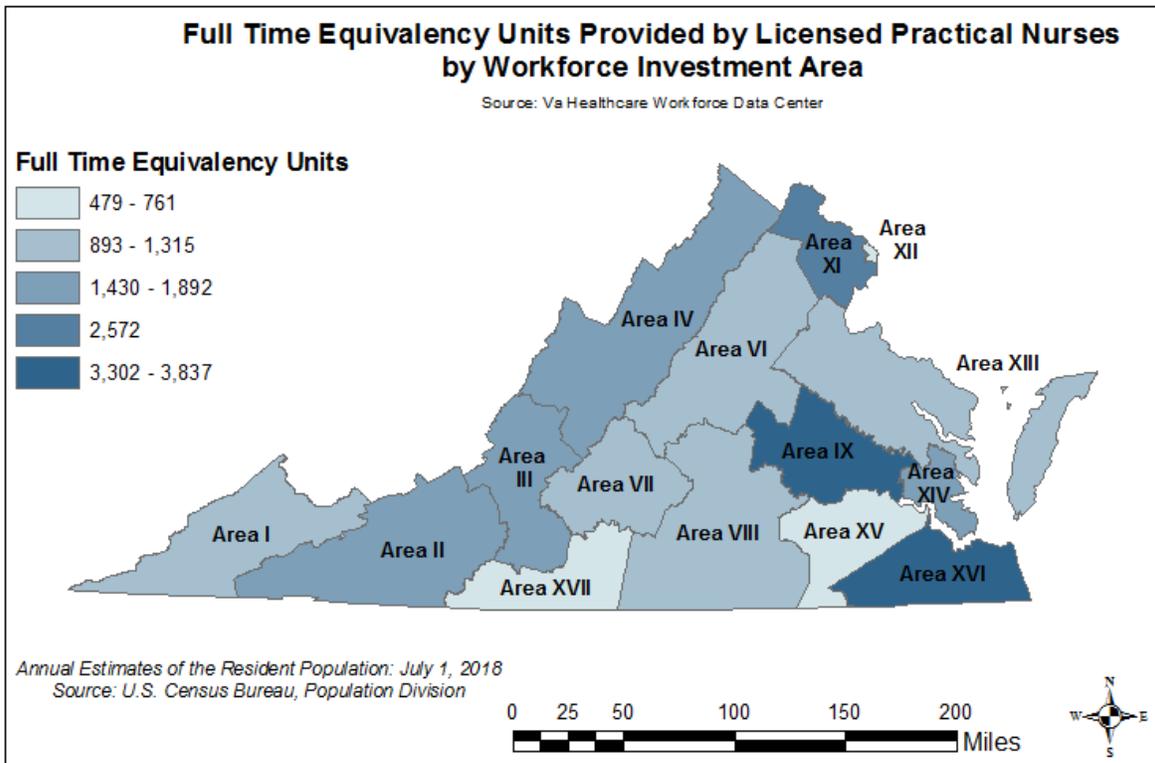
Source: Va. Healthcare Workforce Data Center

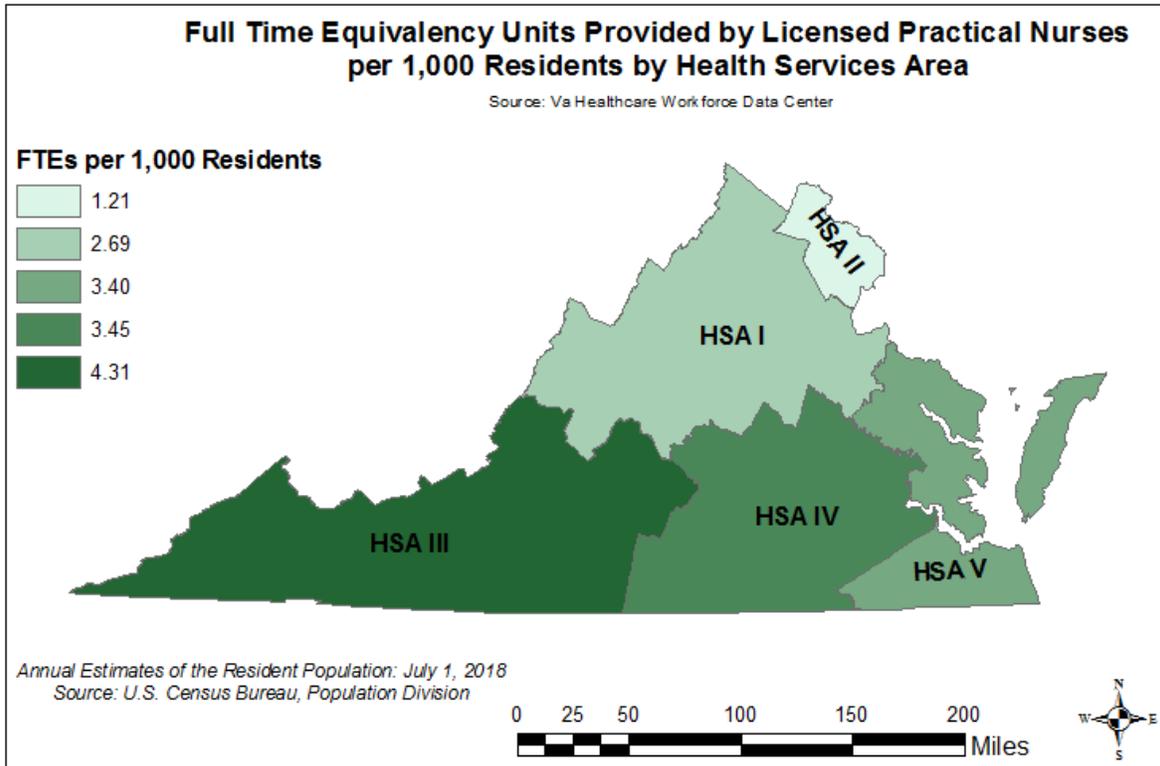
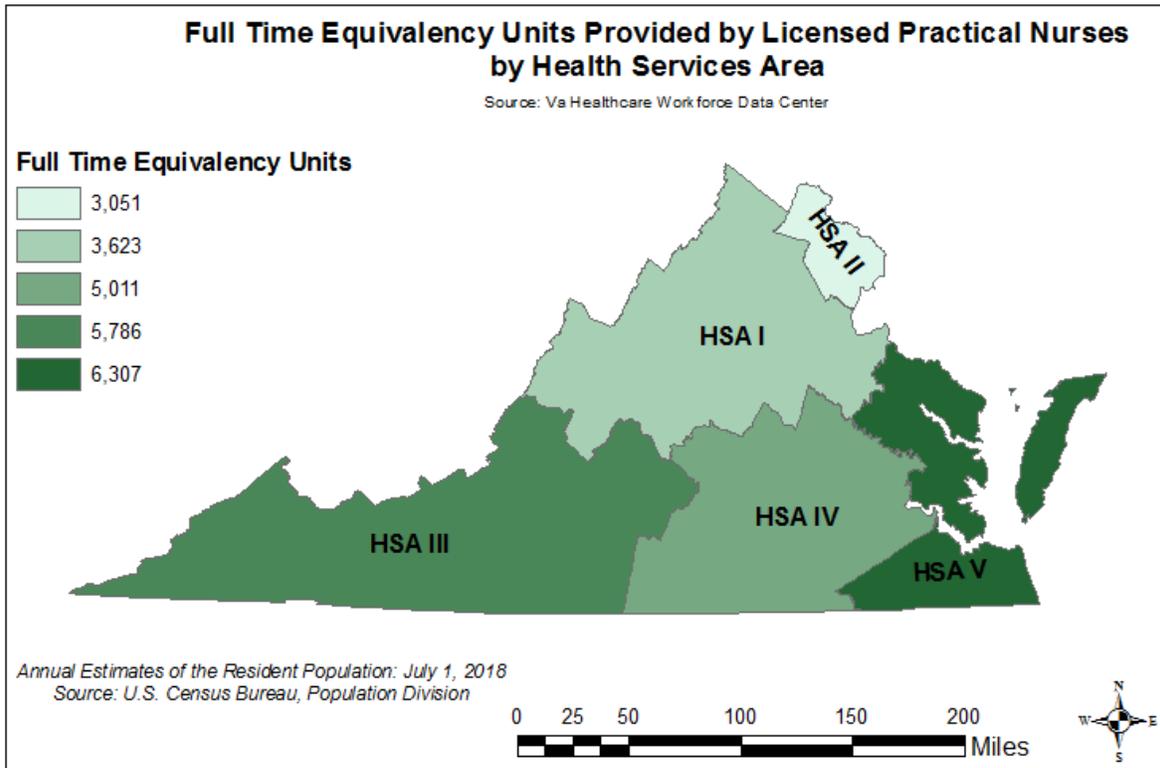
² Number of residents in 2018 was used as the denominator.

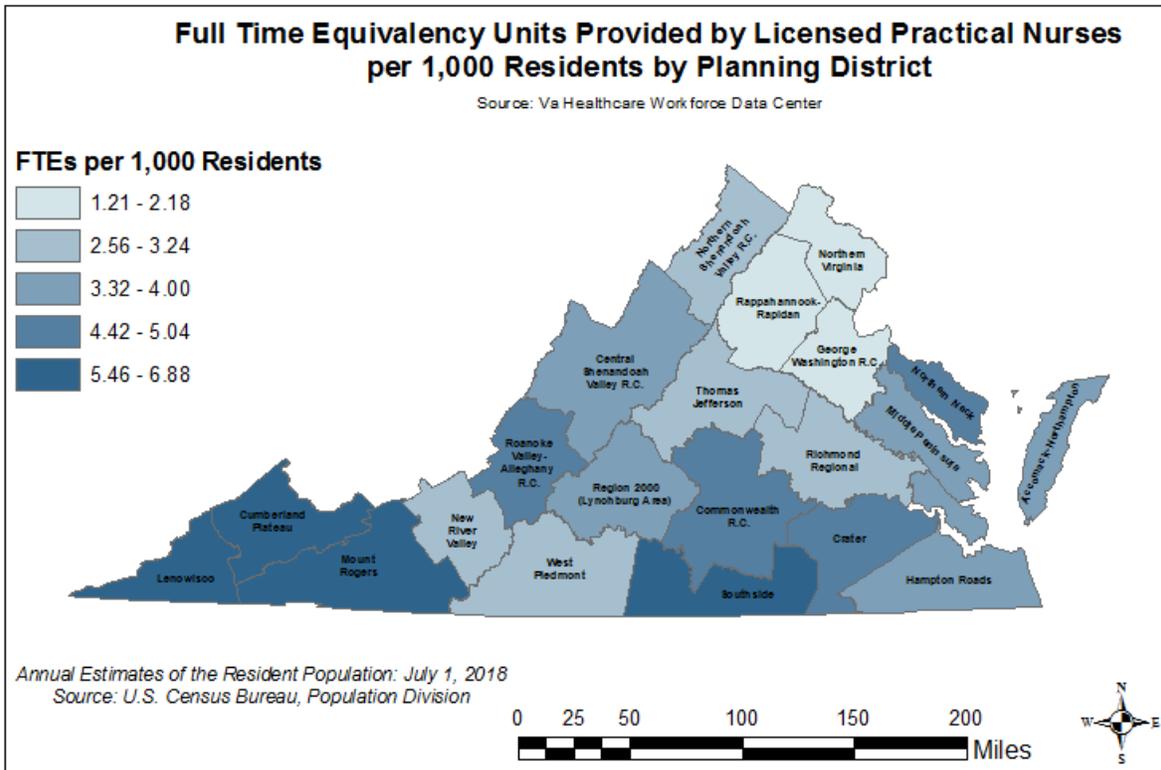
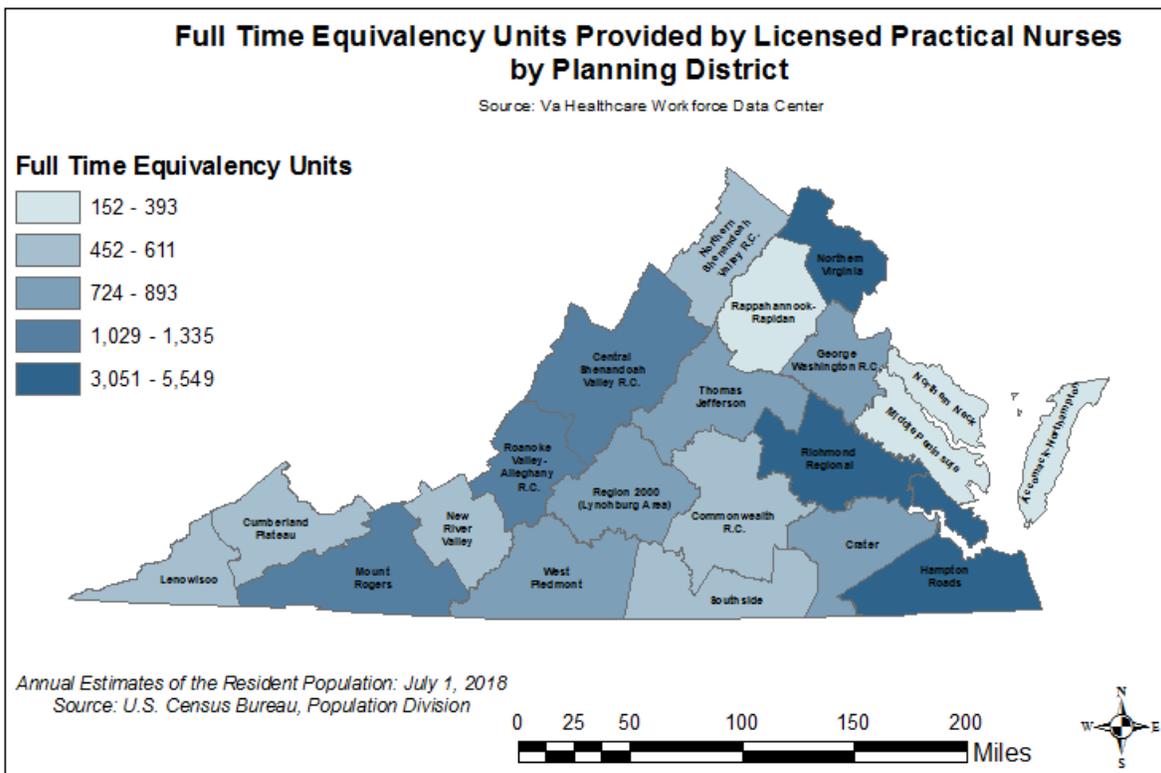
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	16,244	33.14%	3.017088	2.402481	3.979193
Metro, 250,000 to 1 Million	2,736	36.15%	2.766431	2.202885	3.648605
Metro, 250,000 or Less	2,471	36.38%	2.74861	2.188694	3.625101
Urban Pop. 20,000+, Metro Adj.	831	35.62%	2.807432	2.235534	3.702682
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro-Adj.	2,079	34.01%	2.940594	2.341569	3.878307
Urban Pop., 2,500-19,999, Non-Adj.	1,636	34.54%	2.895575	2.305721	3.818932
Rural, Metro Adj.	1,170	35.56%	2.8125	2.239569	3.709366
Rural, Non-Adj.	652	32.67%	3.061033	2.437474	4.037152
Virginia Border State/D.C.	697	28.69%	3.485	2.775075	4.596316
Other U.S. State	983	24.62%	4.061983	3.234522	5.357291

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	3,168	25.47%	3.925651	3.625101	5.357291
30 to 34	3,438	37.84%	2.642583	2.440266	3.606303
35 to 39	3,584	29.27%	3.416587	3.155012	4.662578
40 to 44	3,488	40.08%	2.494993	2.303975	3.404889
45 to 49	3,480	31.64%	3.160763	2.918774	4.313458
50 to 54	3,240	42.19%	2.370154	2.188694	3.234522
55 to 59	3,195	28.64%	3.491803	3.22447	4.765225
60 and Over	5,907	33.40%	2.993918	2.764702	4.085766

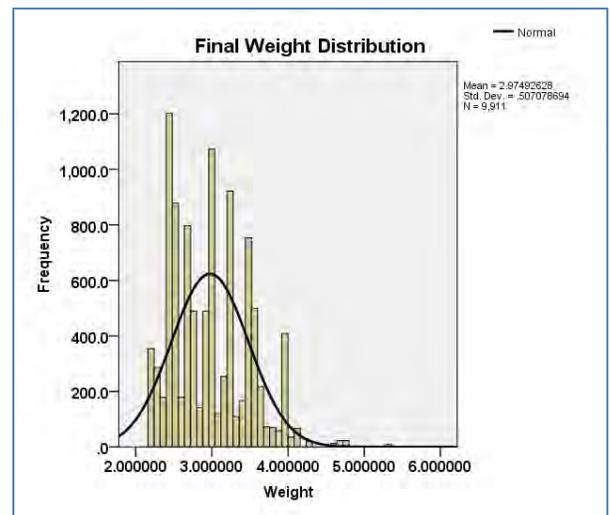
Source: Va. Healthcare Workforce Data Center

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: 0.335966



Source: Va. Healthcare Workforce Data Center