
Virginia's Licensed Nurse Practitioner Workforce: 2016

Healthcare Workforce Data Center

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More than 2,500 Licensed Nurse Practitioners 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 Nurse Practitioner Workforce: At a Glance:

The Workforce

Licenses:	9,217
Virginia's Workforce:	7,590
FTEs:	6,678

Background

Rural Childhood:	33%
HS Degree in VA:	44%
Prof. Degree in VA:	49%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	66%
Satisfied?:	95%

Survey Response Rate

All Licensees:	30%
Renewing Practitioners:	73%

Education

Master's Degree:	76%
Post-Masters Cert.:	9%

Job Turnover

Switched Jobs:	10%
Employed over 2 yrs:	57%

Demographics

Female:	91%
Diversity Index:	29%
Median Age:	46

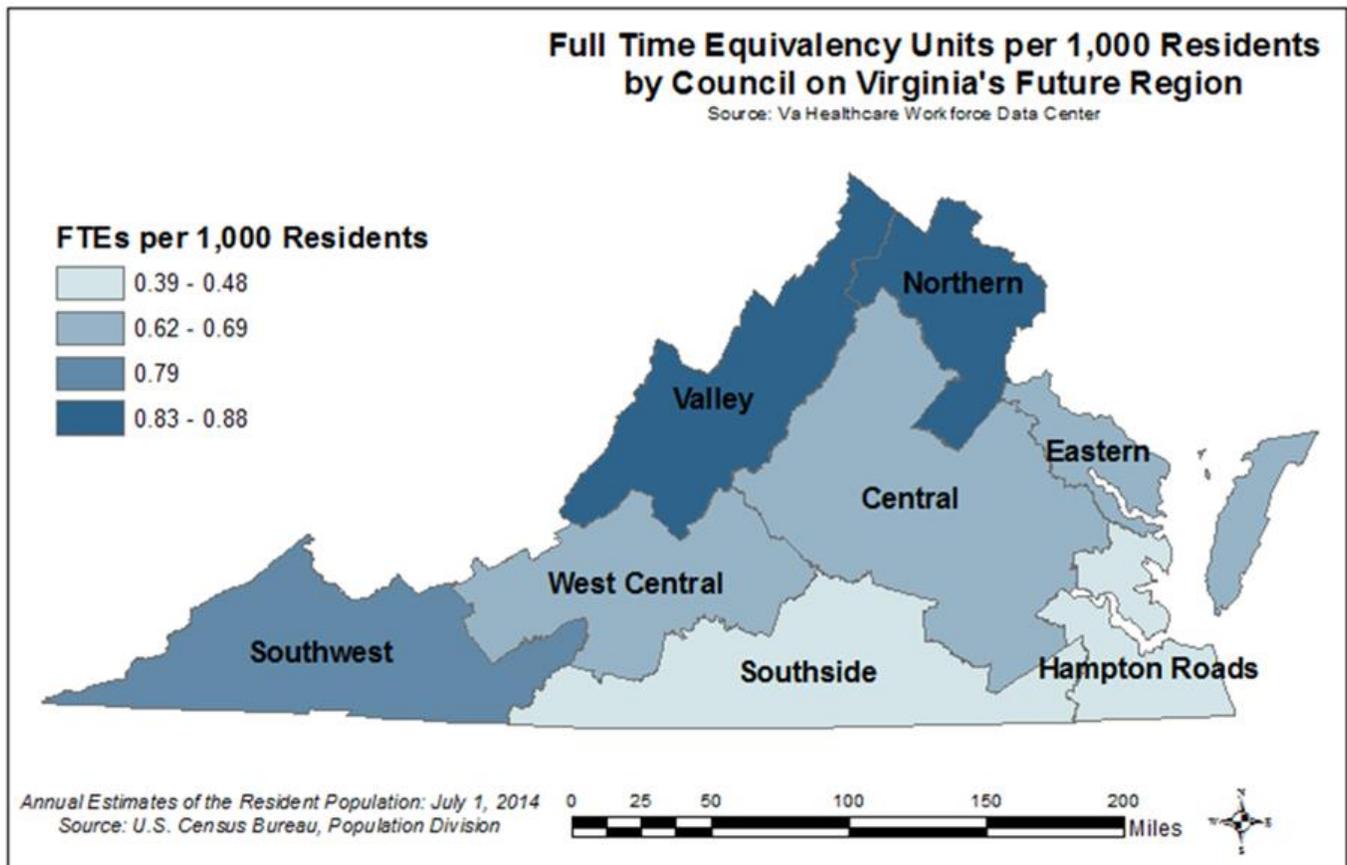
Finances

Median Income: \$90k-\$100k	
Health Benefits:	65%
Under 40 w/ Ed debt:	66%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	89%
Admin. Role:	3%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

2,764 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2016 Licensed Nurse Practitioner 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 NPs have access to the survey in any given year. Thus, these survey respondents represent just 30% of the 9,217 NPs who are licensed in the state but 73% of renewing practitioners.

The HWDC estimates that 7,590 NPs 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 NP at some point in the future. Between October 2015 and September 2016, Virginia's NP workforce provided 6,678 "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 off).

91% of all NPs are female, while the median age of all NPs is 46. In a random encounter between two NPs, there is a 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NP workforce considerably less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among NPs who are under the age of 40, however, the diversity index increases to 35%.

One-third of NPs grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Overall, 10% of NPs work in rural areas. Meanwhile, 44% of Virginia's NPs graduated from high school in Virginia, and 49% of NPs earned their initial professional degree in the state. In total, 54% of Virginia's NP workforce has some educational background in the state.

76% of all NPs hold a Master's degree as their highest professional degree, while another 9% have a post-Masters certificate. 43% of all NPs currently carry educational debt, including 66% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$50,000 and \$60,000.

96% of NPs are currently employed in the profession, and less than 1% of NPs are currently unemployed. Nearly two-thirds of all NPs hold one full-time position, while 17% hold two or more positions simultaneously. 48% of NPs work between 40 and 49 hours per week, while just 7% of NPs work at least 60 hours per week. Meanwhile, 57% of NPs have been at their primary work location for more than two years, and just 1% of NPs have experienced involuntary unemployment at some point in the past year.

The median annual income for NPs is between \$90,000 and \$100,000. In addition, 85% of wage or salaried NPs receive at least one employer-sponsored benefit, including 64% who receive health insurance. 95% of NPs are satisfied with their current employment situation, including 65% who indicate they are "very satisfied".

One-quarter of NPs have worked at two or more locations in the past year, while 23% of NPs currently do so. 84% of NPs work in the private sector, including one-half who work at a for-profit institution. The inpatient department of hospitals is the most common working establishment type for Virginia's NPs.

A typical NP spends nearly all of her time treating patients, although a typical NP also spends a small amount of time undertaking administrative and educational activities. 89% of NPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

37% of NPs expect to retire by the age of 65. Just 6% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2041. Over the next two years, only 4% of NPs plan on leaving either the state or the profession. Meanwhile, 8% of NPs plan on increasing patient care activities over the next two years, and 13% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,469	38%
New Licensees	924	10%
Non-Renewals	519	6%
Renewal date not in survey period	4305	47%
All Licensees	9,217	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 73% of renewing NPs submitted a survey. These represent 30% of NPs who held a license at some point during the licensing period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	330	51	13%
30 to 34	807	374	32%
35 to 39	921	325	26%
40 to 44	789	421	35%
45 to 49	846	291	26%
50 to 54	709	401	36%
55 to 59	788	291	27%
60 and Over	1,263	610	33%
Total	6,453	2,764	30%
New Licenses			
Issued After Sept. 2015	844	80	9%
Metro Status			
Non-Metro	478	285	37%
Metro	4311	2,239	34%
Not in Virginia	1664	240	13%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number:	9,217
New:	10%
Not Renewed:	6%

Response Rates

All Licensees:	30%
Renewing Practitioners:	73%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,764
Response Rate, all licensees	30%
Response Rate, Renewals	73%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2015 and September 2016 on the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time

At a Glance:

Workforce

Virginia's NP Workforce: 7,590
 FTEs: 6,678

Utilization Ratios

Licenses in VA Workforce: 82%
 Licenses per FTE: 1.38
 Workers per FTE: 1.14

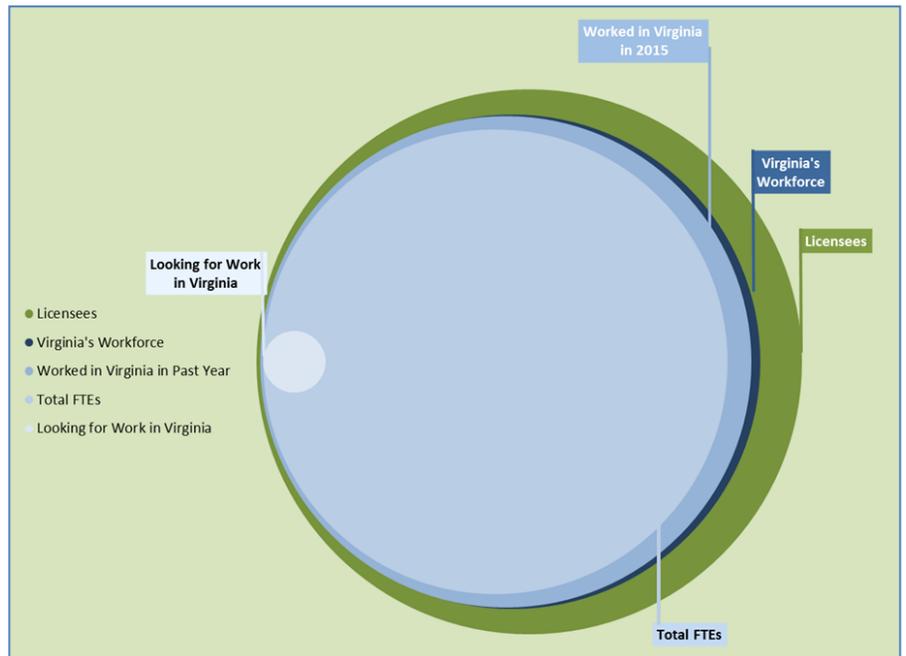
Source: Va. Healthcare Workforce Data Center

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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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 NP Workforce		
Status	#	%
Worked in Virginia in Past Year	7,470	98%
Looking for Work in Virginia	120	2%
Virginia's Workforce	7,590	100%
Total FTEs	6,678	
Licenses	9,217	

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:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	0	0%	333	100%	333	5%
30 to 34	64	7%	887	93%	951	14%
35 to 39	100	10%	927	90%	1,027	15%
40 to 44	95	11%	802	89%	897	13%
45 to 49	109	13%	698	87%	807	12%
50 to 54	94	11%	732	89%	826	12%
55 to 59	49	6%	712	94%	761	11%
60 +	130	10%	1,171	90%	1,302	19%
Total	642	9%	6,262	91%	6,904	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	63%	5,828	84%	1,841	80%
Black	19%	520	7%	202	9%
Asian	6%	256	4%	124	5%
Other Race	0%	90	1%	32	1%
Two or more races	2%	102	1%	44	2%
Hispanic	9%	154	2%	55	2%
Total	100%	6,950	100%	2,298	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, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 91%
 % Under 40 Female: 93%

Age
 Median Age: 46
 % Under 40: 33%
 % 55+: 30%

Diversity
 Diversity Index: 29%
 Under 40 Div. Index: 35%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 29% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.

33% of NPs are under the age of 40. 93% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 35%, which is higher than the diversity index among Virginia's overall NP workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 33%

Virginia Background

HS in Virginia: 44%
 Prof. Ed. in VA: 49%
 HS or Prof. Ed. in VA: 54%
 Initial NP Degree in VA: 58%

Location Choice

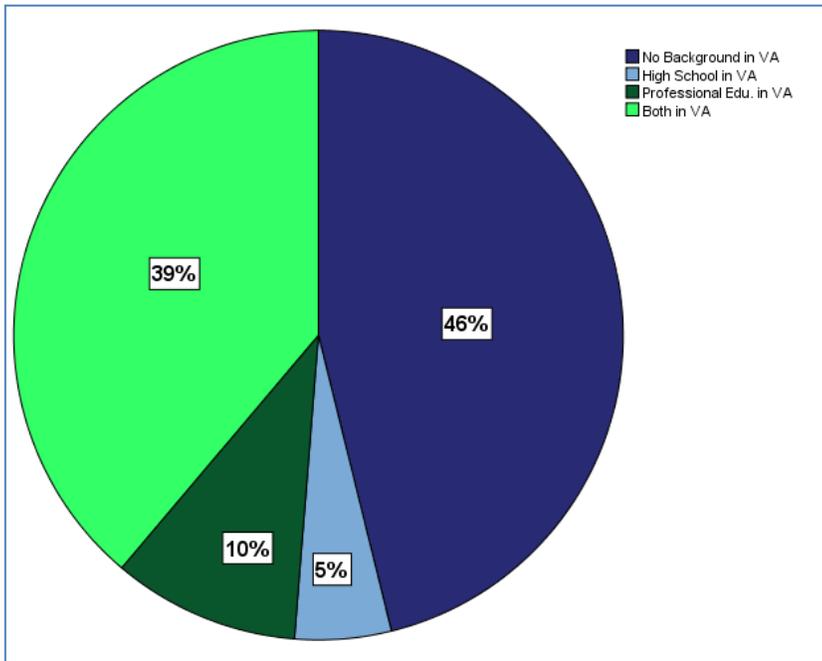
% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 4%

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+	24%	64%	13%
2	Metro, 250,000 to 1 million	52%	36%	12%
3	Metro, 250,000 or less	43%	45%	12%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	76%	16%	8%
6	Urban pop, 2,500-19,999, Metro adj	68%	28%	4%
7	Urban pop, 2,500-19,999, nonadj	84%	11%	5%
8	Rural, Metro adj	53%	29%	17%
9	Rural, nonadj	53%	32%	15%
Overall		33%	55%	12%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

33% of all NPs grew up in self-described rural areas, and 20% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	3,036	Virginia	3,356	Virginia	3,995
2	Pennsylvania	396	New York	393	Washington, D.C.	522
3	New York	382	Pennsylvania	369	Tennessee	292
4	Outside of U.S./Canada	326	North Carolina	227	Pennsylvania	238
5	Maryland	231	Maryland	221	Maryland	196
6	North Carolina	226	Tennessee	193	New York	187
7	West Virginia	222	West Virginia	190	North Carolina	160
8	Ohio	185	Washington, D.C.	178	West Virginia	138
9	New Jersey	157	Florida	152	Florida	109
10	Massachusetts	142	Ohio	130	Kentucky	93

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,172	Virginia	1,364	Virginia	1,420
2	Pennsylvania	168	Pennsylvania	162	Washington, D.C.	267
3	Outside of U.S./Canada	156	New York	136	Tennessee	145
4	North Carolina	156	North Carolina	112	Maryland	127
5	New York	130	West Virginia	102	Pennsylvania	91
6	West Virginia	118	Maryland	102	West Virginia	77
7	Ohio	75	Florida	86	New York	71
8	Florida	74	Tennessee	80	Florida	67
9	Maryland	73	Washington, D.C.	65	Alabama	60
10	New Jersey	65	Ohio	56	North Carolina	60

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 93% of these licensees worked at some point in the past year, including 89% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

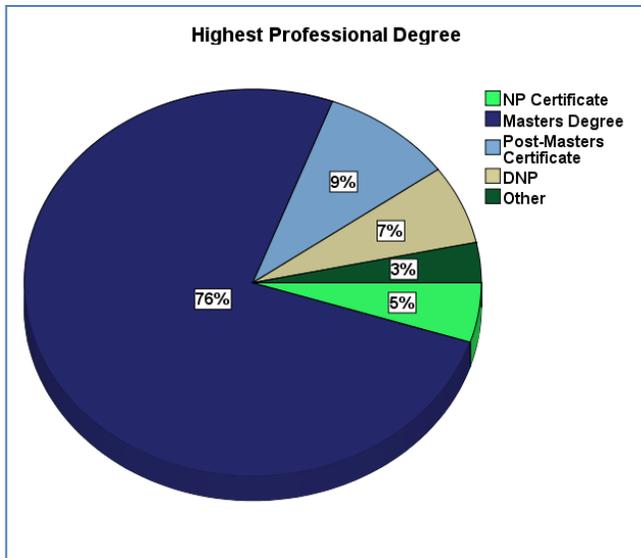
Total:	1,655
% of Licensees:	18%
Federal/Military:	26%
Va. Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	342	5%
Master's Degree	5,206	76%
Post-Masters Cert.	644	9%
Doctorate of NP	454	7%
Other Doctorate	223	3%
Post-Ph.D. Cert.	8	0%
Total	6,876	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three-quarters of all NPs hold a Master's degree as their highest professional degree. 43% of NPs carry education debt, including 66% of those under the age of 40. The median debt burden among NPs with educational debt is between \$50,000 and \$60,000.

At a Glance:

Education
 Master's Degree: 76%
 Post-Masters Cert.: 9%

Educational Debt
 Carry debt: 43%
 Under age 40 w/ debt: 66%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,591	57%	701	34%
\$10,000 or less	257	4%	118	6%
\$10,000-\$19,999	283	5%	109	5%
\$20,000-\$29,999	274	4%	134	6%
\$30,000-\$39,999	245	4%	101	5%
\$40,000-\$49,999	334	5%	154	7%
\$50,000-\$59,999	188	3%	109	5%
\$60,000-\$69,999	161	3%	79	4%
\$70,000-\$79,999	111	2%	63	3%
\$80,000-\$89,999	144	2%	78	4%
\$90,000-\$99,999	128	2%	83	4%
\$100,000-\$109,999	157	3%	77	4%
\$110,000-\$119,999	99	2%	62	3%
\$120,000 or more	286	5%	197	10%
Total	6,258	100%	2,065	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	24%
RN Anesthetist:	20%
Pediatrics:	8%

Credentials

ANCC – Family NP:	22%
AANPCP – Family NP:	16%
ANCC – Adult NP:	5%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	1,660	24%
Certified Registered Nurse Anesthetist	1,382	20%
Pediatrics	558	8%
Acute Care/Emergency Room	546	8%
Adult Health	508	7%
OB/GYN - Women's Health	379	6%
Psychiatric/Mental Health	255	4%
Surgical	204	3%
Medical Specialties (Not Listed)	174	3%
Certified Nurse Midwife	166	2%
Geriatrics/Gerontology	152	2%
Neonatal Care	130	2%
Gastroenterology	114	2%
Occupational/Employee/Industrial Health	46	1%
Other	590	9%
Total	6,864	100%

Source: Va. Healthcare Workforce Data Center

Credentials

Credential	#	%
ANCC: Family NP	1,680	22%
AANPCP: Family NP	1,190	16%
ANCC: Adult NP	370	5%
ANCC: Acute Care NP	329	4%
NCC: Women's Health Care NP	304	4%
ANCC: Pediatric NP	134	2%
NCC: Neonatal NP	132	2%
ANCC: Adult Psychiatric-Mental Health NP	130	2%
ANCC: Adult-Gerontology Primary Care NP	117	2%
ANCC: Adult-Gerontology Acute Care NP	113	1%
AANPCP: Adult NP	97	1%
ANCC: Family Psychiatric-Mental Health NP	83	1%
ANCC: Gerontological NP	77	1%
All Other Credentials	70	2%
At Least One Credential	4,559	60%

Source: Va. Healthcare Workforce Data Center

Nearly a quarter of all NPs had a primary specialty in family health, while another 20% had a primary specialty as a Certified RN Anesthetist. 60% of all NPs also held at least one credential. ANCC: Family NP was the most common credential held by Virginia's NP workforce.

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 66%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 48%
60 or more: 7%
Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	%
Employed in a nursing- related capacity	6,653	96%
Employed, NOT in a nursing-related capacity	46	1%
Not working, reason unknown	0	%
Involuntarily unemployed	17	%
Voluntarily unemployed	130	2%
Retired	62	1%
Total	6,908	100%

Source: Va. Healthcare Workforce Data Center

96% of NPs are currently employed in their profession. 66% of NPs hold one full-time job, while 17% currently have multiple jobs. Nearly half of all NPs work between 40 and 49 hours per week, while just 7% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	147	2%
1 to 9 hours	110	2%
10 to 19 hours	262	4%
20 to 29 hours	501	7%
30 to 39 hours	1,158	17%
40 to 49 hours	3,265	48%
50 to 59 hours	862	13%
60 to 69 hours	301	4%
70 to 79 hours	61	1%
80 or more hours	79	1%
Total	6,746	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	147	2%
One Part-Time Position	1,052	16%
Two Part-Time Positions	234	3%
One Full-Time Position	4,447	66%
One Full-Time Position & One Part-Time Position	754	11%
Two Full-Time Positions	13	0%
More than Two Positions	132	2%
Total	6,779	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	43	1%
Less than \$40,000	324	7%
\$40,000-\$49,999	113	2%
\$50,000-\$59,999	193	4%
\$60,000-\$69,999	287	6%
\$70,000-\$79,999	433	8%
\$80,000-\$89,999	753	15%
\$90,000-\$99,999	883	17%
\$100,000-\$109,999	735	14%
\$110,000-\$119,999	374	7%
\$120,000 or more	1,393	27%
Total	5,531	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
Retirement: 72%
Health Insurance: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,438	65%
Somewhat Satisfied	1,984	29%
Somewhat Dissatisfied	282	4%
Very Dissatisfied	81	1%
Total	6,785	100%

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$90,000 and \$100,000. Among NPs who received either a wage or salary as compensation at the primary work location, 72% also had access to a retirement plan and 64% received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	900	14%	14%
Dental Insurance	3,785	57%	60%
Health Insurance	4,086	61%	65%
Paid Leave	4,551	68%	72%
Group Life Insurance	3,258	49%	51%
Retirement	4,636	70%	73%
Receive at least one benefit	5,414	81%	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?	86	1%
Experience Voluntary Unemployment?	340	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	183	2%
Work two or more positions at the same time?	1,355	18%
Switch employers or practices?	781	10%
Experienced at least 1	2,299	30%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 4.0% in 2016.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	121	2%	105	6%
Less than 6 Months	602	9%	214	13%
6 Months to 1 Year	734	11%	171	10%
1 to 2 Years	1,377	21%	362	22%
3 to 5 Years	1,387	21%	399	24%
6 to 10 Years	1,043	16%	199	12%
More than 10 Years	1,404	21%	194	12%
Subtotal	6,669	100%	1,644	100%
Did not have location	124		5,894	
Item Missing	798		53	
Total	7,590		7,590	

Source: Va. Healthcare Workforce Data Center

66% of NPs receive a salary at their primary work location, while 30% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 10%
New Location: 26%
Over 2 years: 57%
Over 2 yrs, 2nd location: 48%

Employment Type

Salary: 66%
Hourly Wage: 30%

Source: Va. Healthcare Workforce Data Center

57% of NPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	3,558	66%
Hourly Wage	1,640	30%
By Contract	174	3%
Business/ Practice Income	0	0%
Unpaid	53	1%
Subtotal	5,425	100%
Missing location	124	
Item missing	1,875	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate was 4.0% in October 2015 and September 2016, the period of the survey. The low of the period was 3.4% in April 2016 and the high was 4.4% in January 2016.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

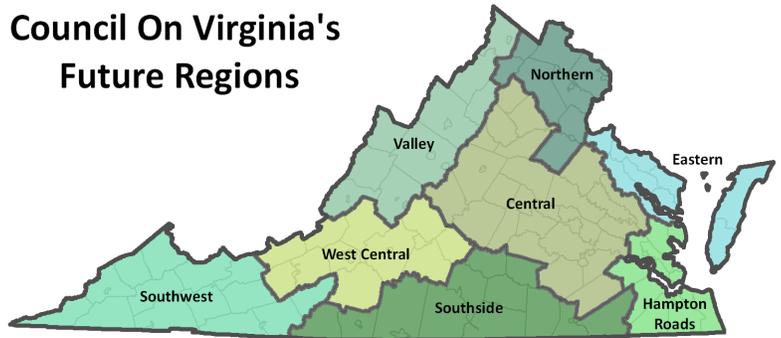
Northern Virginia is the COVF region that has the largest number of NPs in the state, while Eastern Virginia has the fewest number of NPs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,762	27%	327	20%
Eastern	82	1%	17	1%
Hampton Roads	1,196	18%	303	18%
Northern	1,850	28%	453	27%
Southside	171	3%	41	2%
Southwest	373	6%	86	5%
Valley	439	7%	121	7%
West Central	645	10%	143	9%
Virginia Border State/DC	19	0%	63	4%
Other US State	95	1%	99	6%
Outside of the US	0	0%	7	0%
Total	6,632	100%	1,660	100%
Item Missing	836		38	

Source: Va. Healthcare Workforce Data Center

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73% of all NPs had just one work location during the past year, while 25% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	120	2%	197	3%
1	4,945	73%	5,000	74%
2	893	13%	869	13%
3	607	9%	554	8%
4	83	1%	64	1%
5	23	0%	23	0%
6 or More	82	1%	46	1%
Total	6,754	100%	6,754	100%

*At the time of survey completion (Oct. 2015 - Sept. 2016, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,272	51%	895	57%
Non-Profit	2,114	33%	468	30%
State/Local Government	536	8%	125	8%
Veterans Administration	161	3%	21	1%
U.S. Military	208	3%	36	2%
Other Federal Government	80	1%	14	1%
Total	6,371	100%	1,559	100%
Did not have location	124		5,894	
Item Missing	1,095		137	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

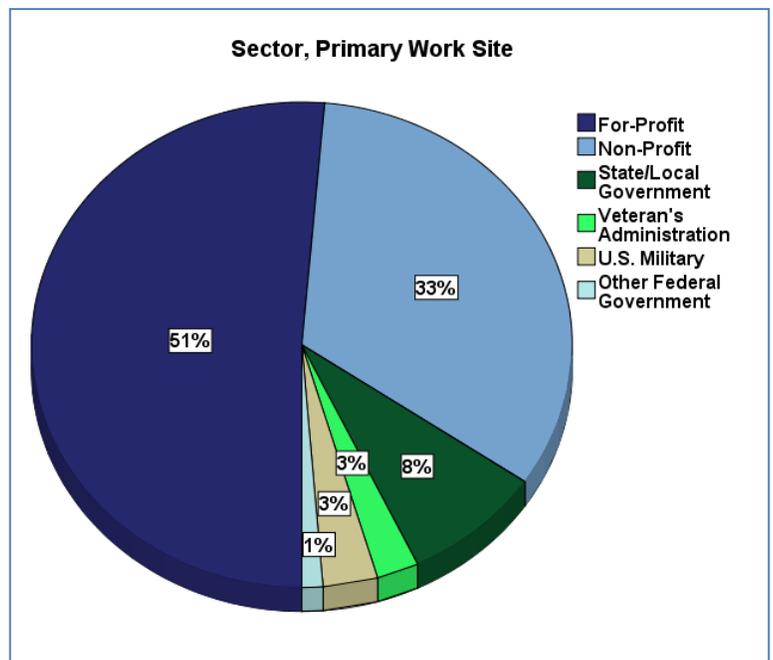
For Profit:	51%
Federal:	7%

Top Establishments

Hospital, Inpatient:	20%
Clinic, Primary Care:	16%
Private Practice, Group:	11%

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 51% in for-profit establishments. Meanwhile, 8% of NPs work for state or local governments, and 7% work for the federal government.



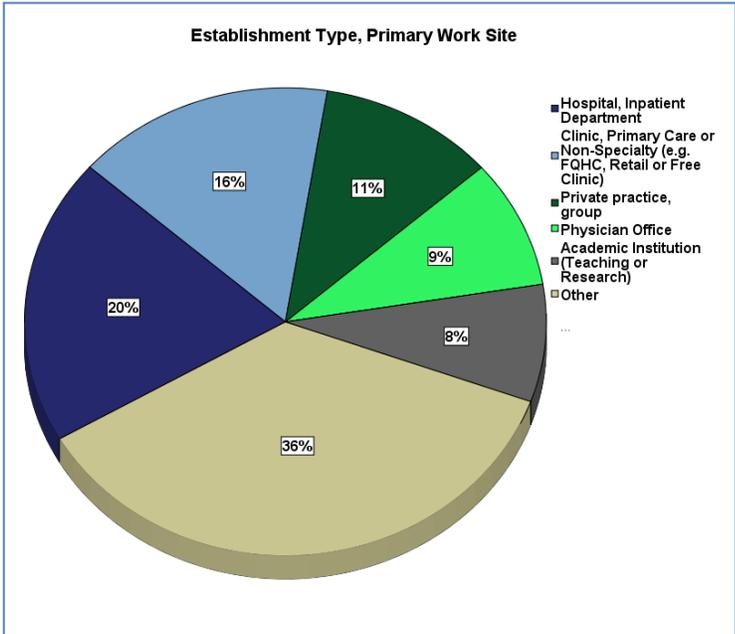
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1206	20%	343	23%
Clinic, Primary Care or Non-Specialty	978	16%	213	14%
Private practice, group	667	11%	100	7%
Physician Office	541	9%	83	6%
Academic Institution (Teaching or Research)	493	8%	146	10%
Hospital, Outpatient Department	460	8%	51	3%
Ambulatory/Outpatient Surgical Unit	300	5%	100	7%
Hospital, Emergency Department	161	3%	30	2%
Clinic, Non-Surgical Specialty	131	2%	30	2%
Long Term Care Facility, Nursing Home	125	2%	43	3%
Private practice, solo	111	2%	22	1%
Mental Health, or Substance Abuse, Outpatient Center	99	2%	24	2%
School (Providing Care to Students)	77	1%	26	2%
Other Practice Setting	733	12%	279	19%
Total	6,082	100%	1,490	100%
Did Not Have a Location	124		5894	

The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 20% of all NPs have their primary work location. Primary care/non-specialty clinics, group private practices, physicians' offices, and academic institutions were also common primary establishment types for Virginia's NP workforce.

Source: Va. Healthcare Workforce Data Center

Among those NPs who also have a secondary work location, 23% work at the inpatient department of a hospital and 14% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

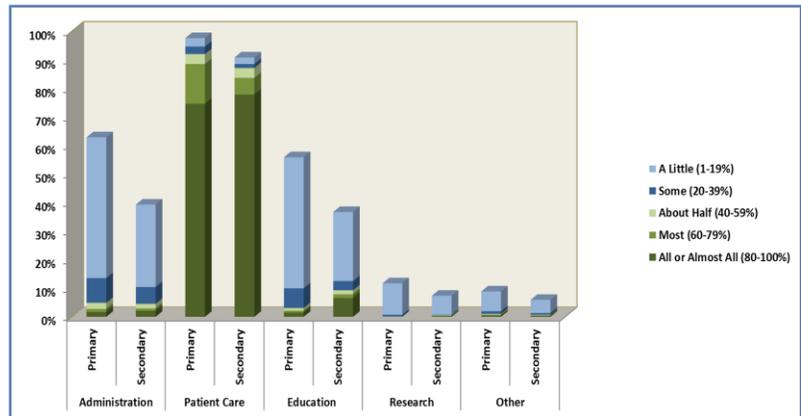
Patient Care: 89%
Administration: 3%
Education: 2%

Patient Care NPs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NP spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 89% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		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
All or Almost All (80-100%)	2%	2%	75%	78%	1%	7%	0%	0%	0%	1%
Most (60-79%)	1%	1%	14%	6%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	2%	2%	3%	3%	1%	1%	0%	0%	0%	0%
Some (20-39%)	9%	6%	3%	1%	7%	3%	1%	0%	1%	1%
A Little (1-20%)	49%	29%	3%	2%	46%	24%	11%	7%	7%	5%
None (0%)	37%	61%	2%	9%	44%	63%	88%	93%	91%	94%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	96	2%	-	-
50 to 54	146	2%	9	0%
55 to 59	492	8%	101	4%
60 to 64	1,531	25%	572	22%
65 to 69	2,435	40%	1,158	45%
70 to 74	804	13%	429	17%
75 to 79	184	3%	112	4%
80 or over	42	1%	18	1%
I do not intend to retire	312	5%	159	6%
Total	6,044	100%	2,558	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 37%
Under 60: 12%

NPs 50 and over

Under 65: 27%
Under 60: 4%

Time until Retirement

Within 2 years: 6%
Within 10 years: 24%
Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

37% of NPs expect to retire by the age of 65, while 27% of NPs who are age 50 or over expect to retire by the same age. Meanwhile, 40% of all NPs expect to retire in their late 60s, and 22% of all NPs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 4% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 8% of NPs plan on increasing patient care hours, and 13% plan on pursuing additional educational opportunities.

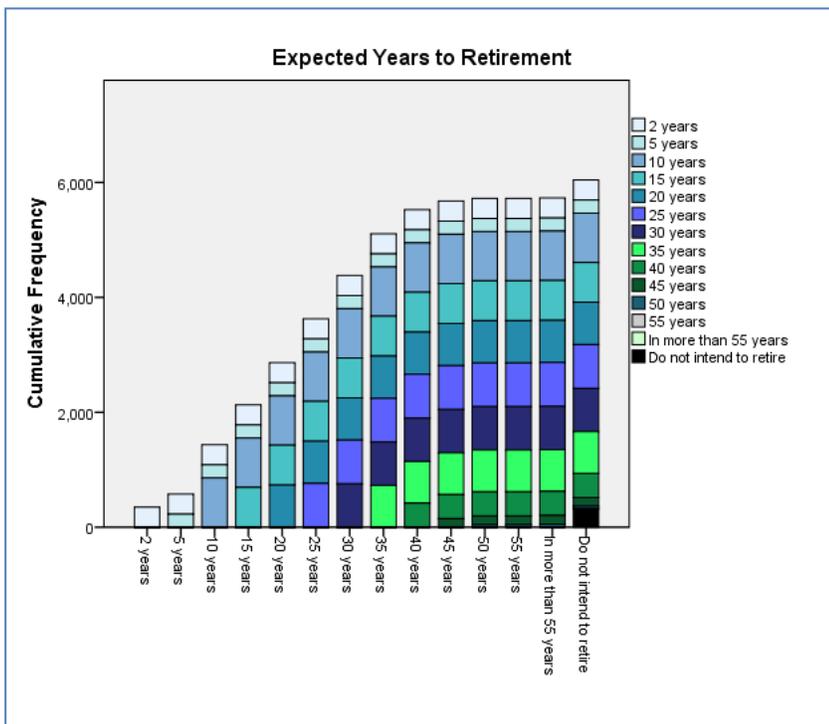
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	39	1%
Leave Virginia	255	3%
Decrease Patient Care Hours	643	8%
Decrease Teaching Hours	60	1%
Increase Participation		
Increase Patient Care Hours	602	8%
Increase Teaching Hours	988	13%
Pursue Additional Education	907	12%
Return to Virginia's Workforce	43	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 6% of NPs expect to retire in the next two years, while 24% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2041.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	349	6%	6%
5 years	229	4%	10%
10 years	858	14%	24%
15 years	693	11%	35%
20 years	735	12%	47%
25 years	763	13%	60%
30 years	754	12%	72%
35 years	727	12%	85%
40 years	418	7%	91%
45 years	150	2%	94%
50 years	47	1%	95%
55 years	0	0%	95%
In more than 55 years	8	0%	95%
Do not intend to retire	312	5%	100%
Total	6,044	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 5 years by 2026. Retirements will peak at 14% of the current workforce between 2025 and 2030 before declining to under 10% of the current workforce again around 2056.

At a Glance:

FTEs

Total: 6,678
 FTEs/1,000 Residents: 0.80
 Average: 0.89

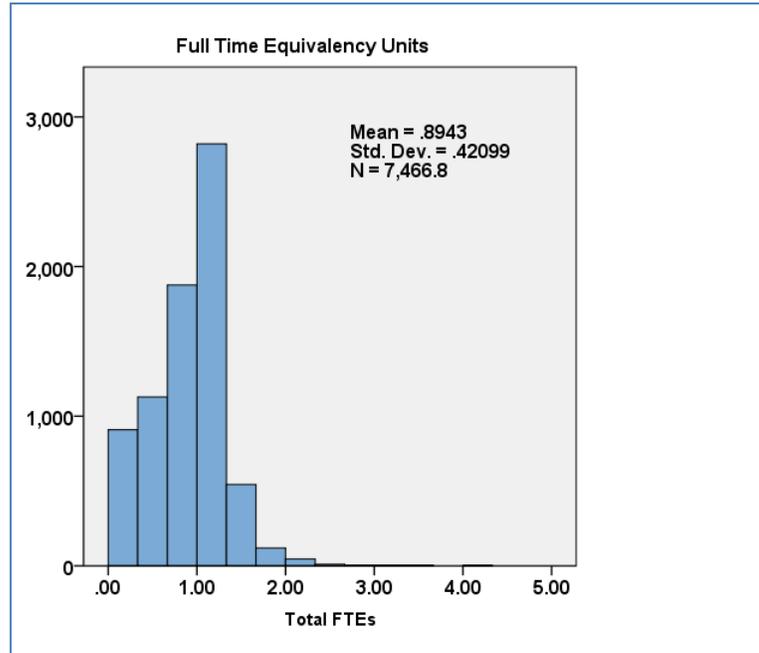
Age & Gender Effect

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:

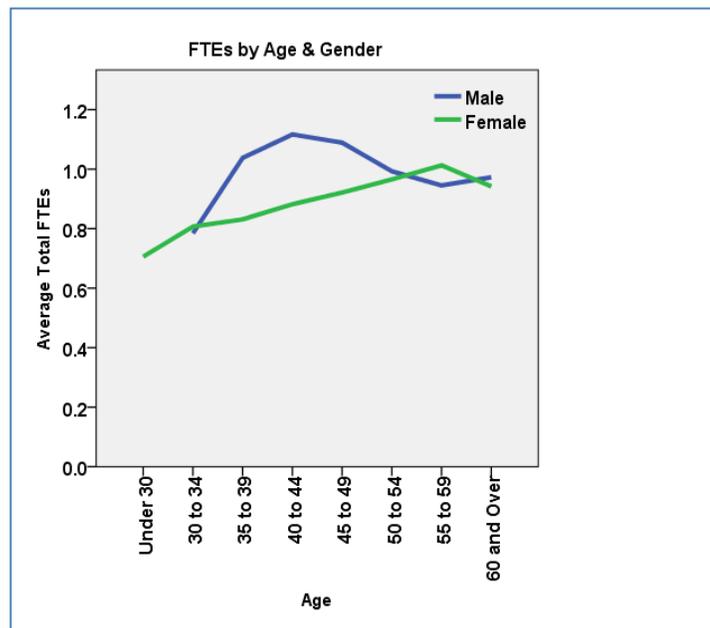


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.97 FTEs, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.72	0.65
30 to 34	0.75	0.86
35 to 39	0.85	0.88
40 to 44	0.93	1.04
45 to 49	0.92	1.00
50 to 54	0.95	0.97
55 to 59	0.96	1.01
60 and Over	0.96	1.08
Gender		
Male	1.01	1.05
Female	0.89	0.95

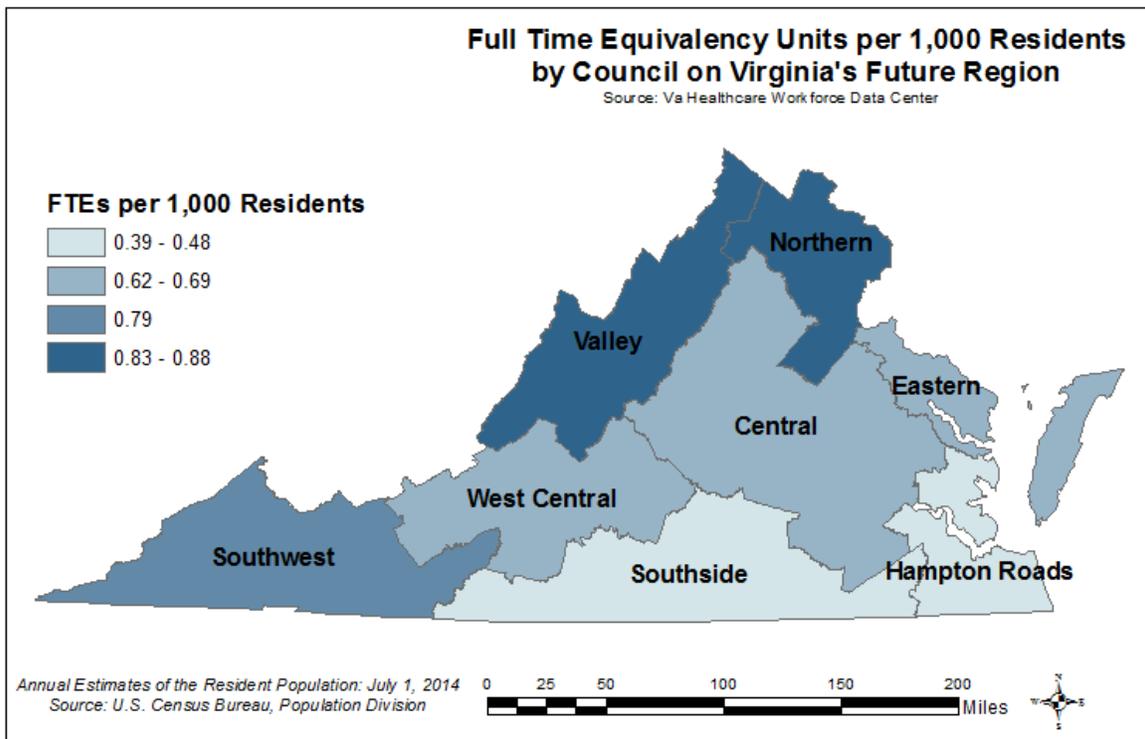
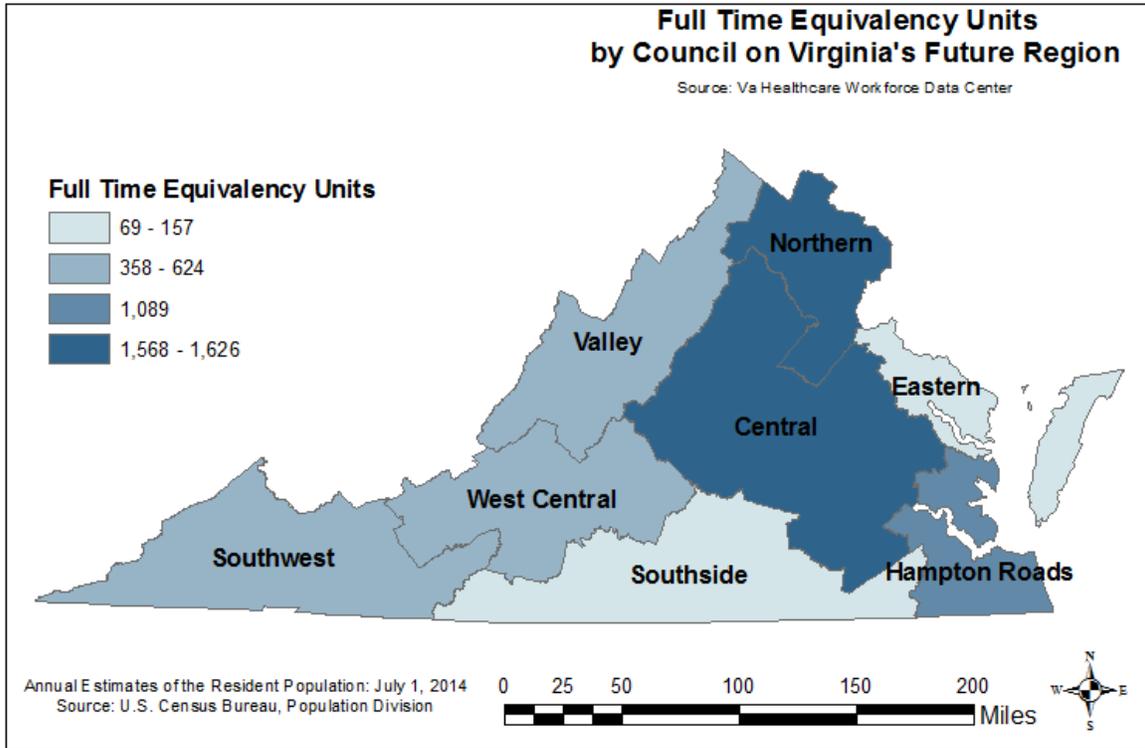
Source: Va. Healthcare Workforce Data Center

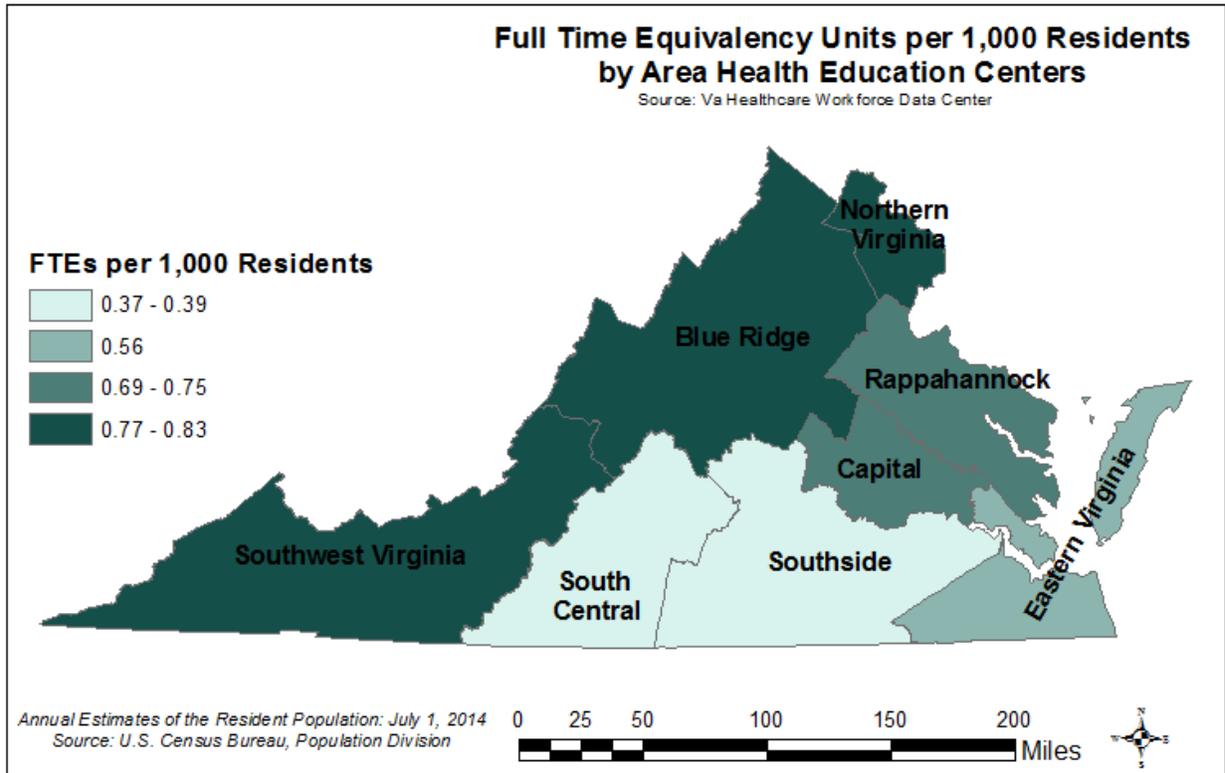
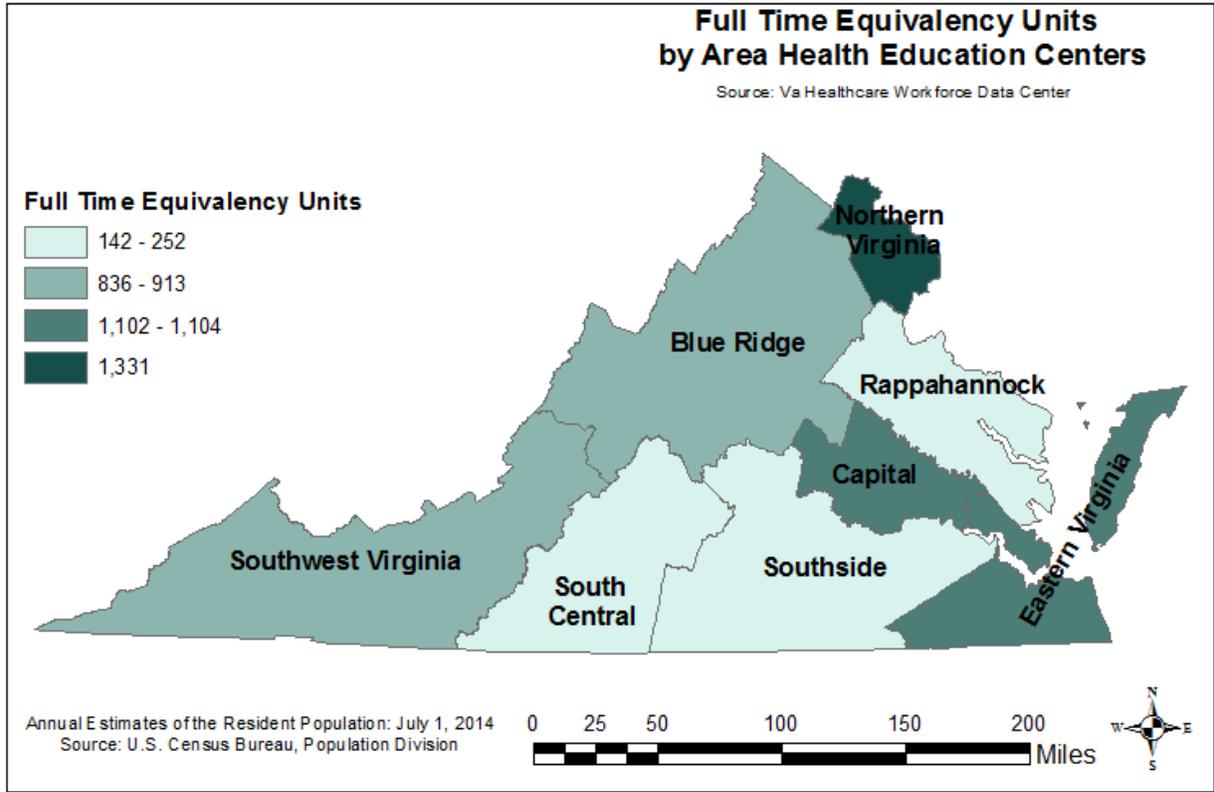


Source: Va. Healthcare Workforce Data Center

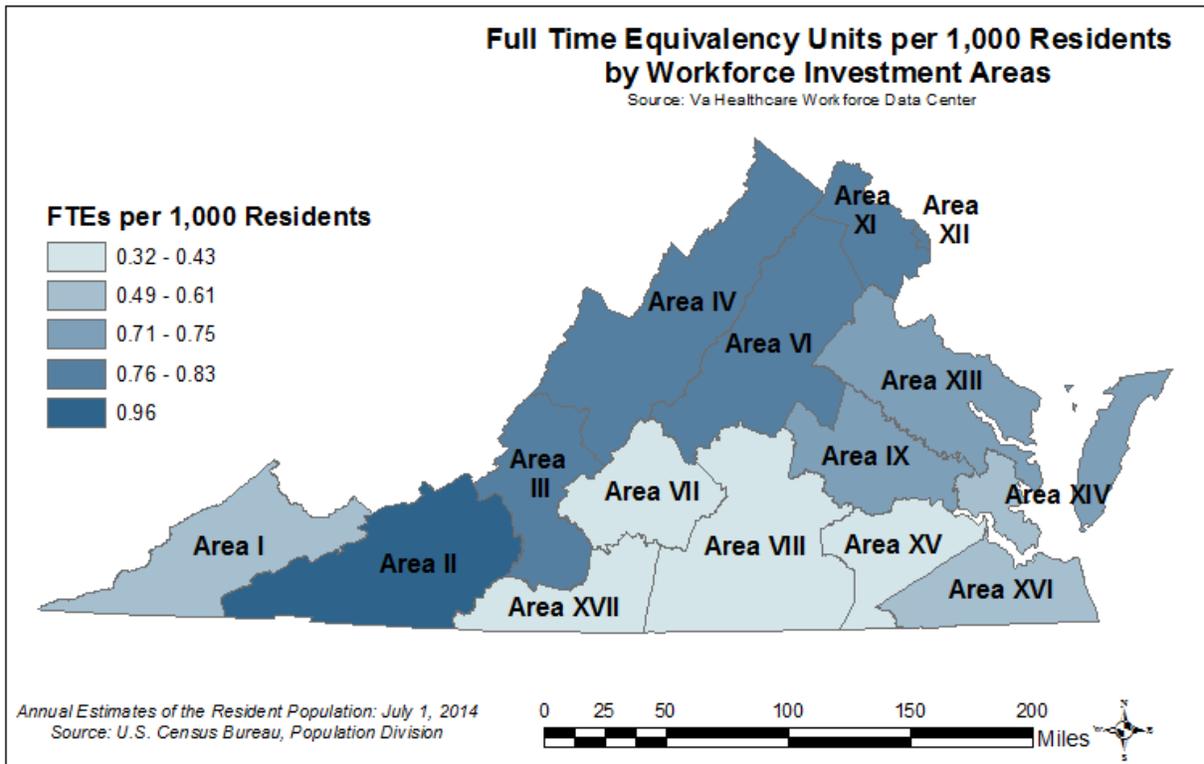
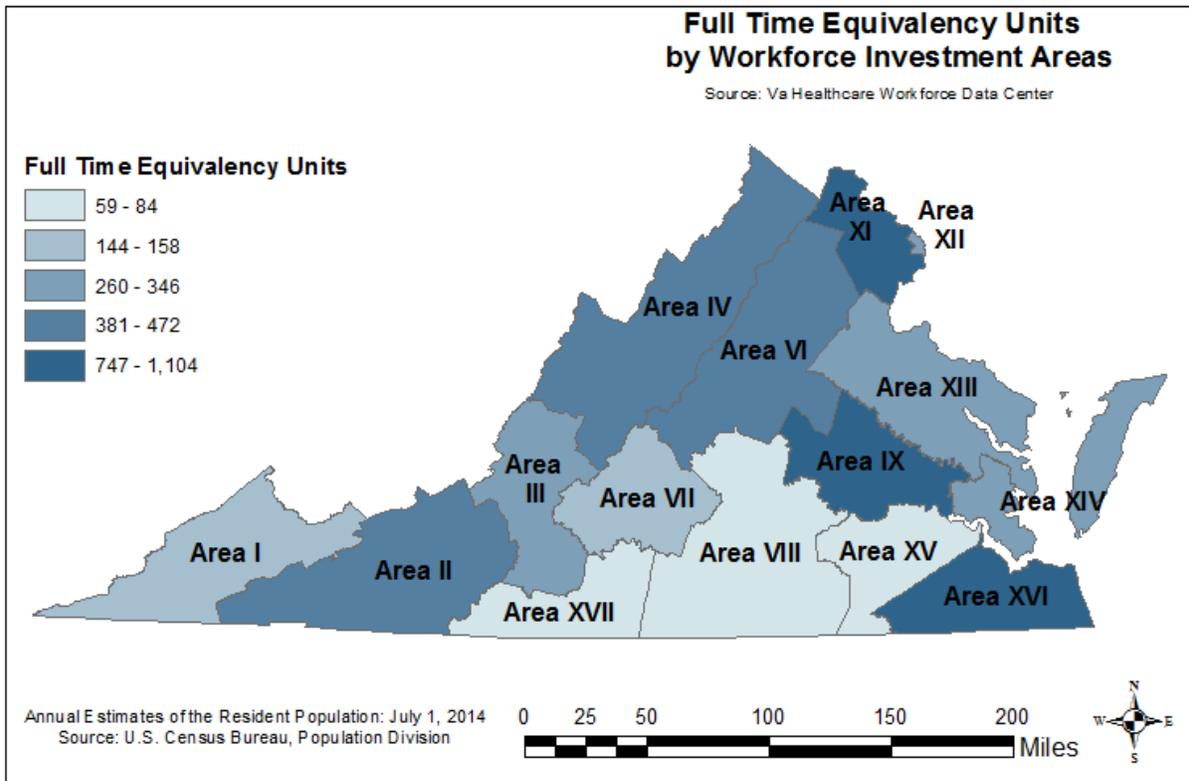
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

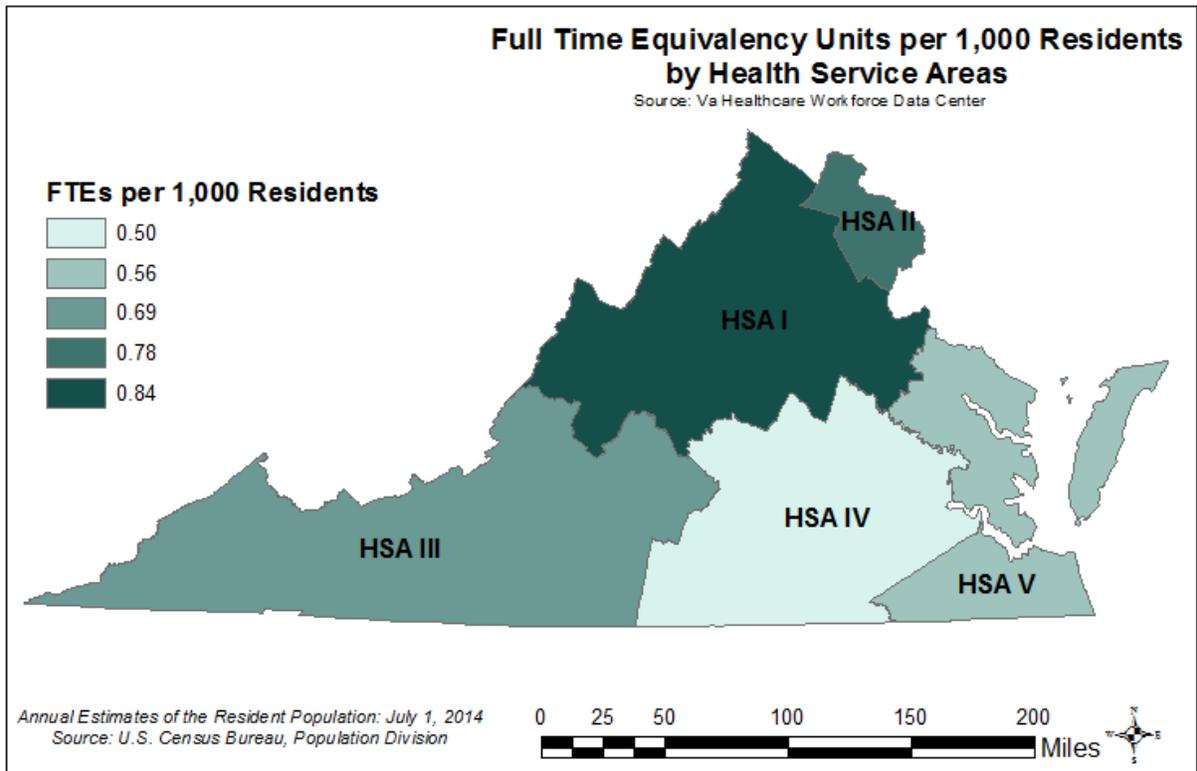
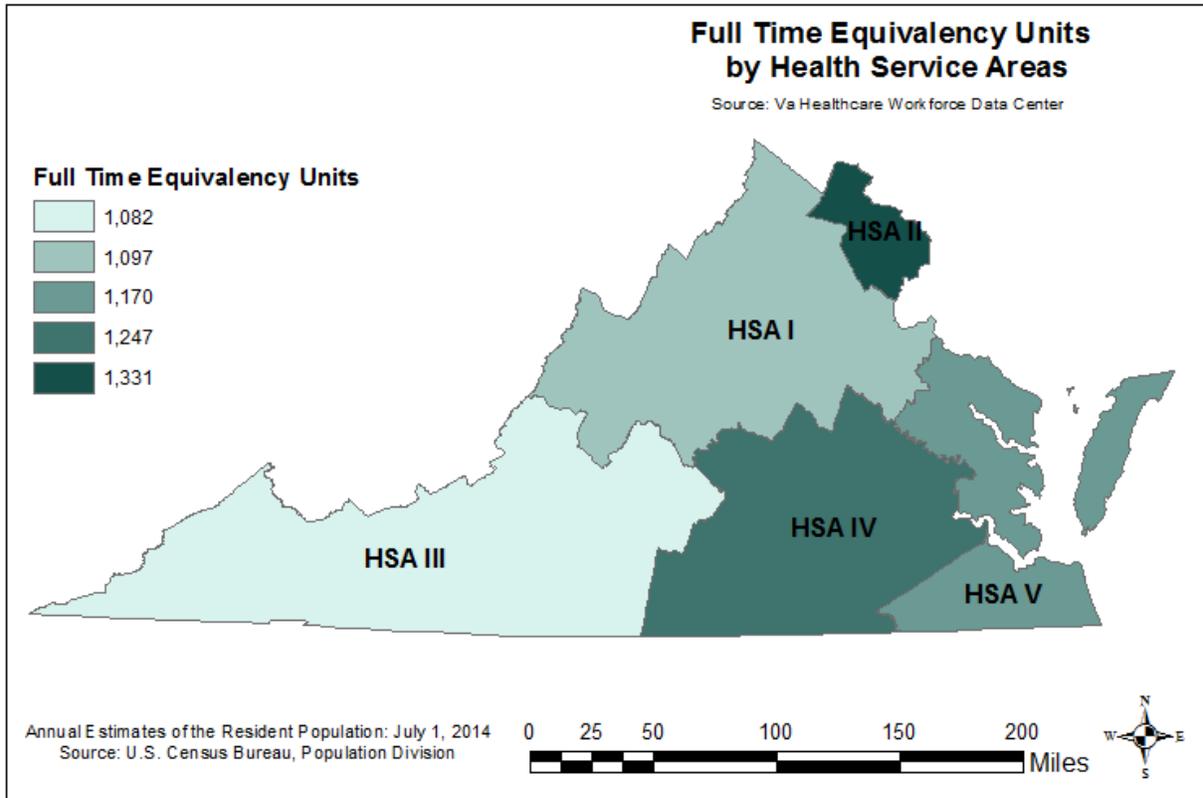
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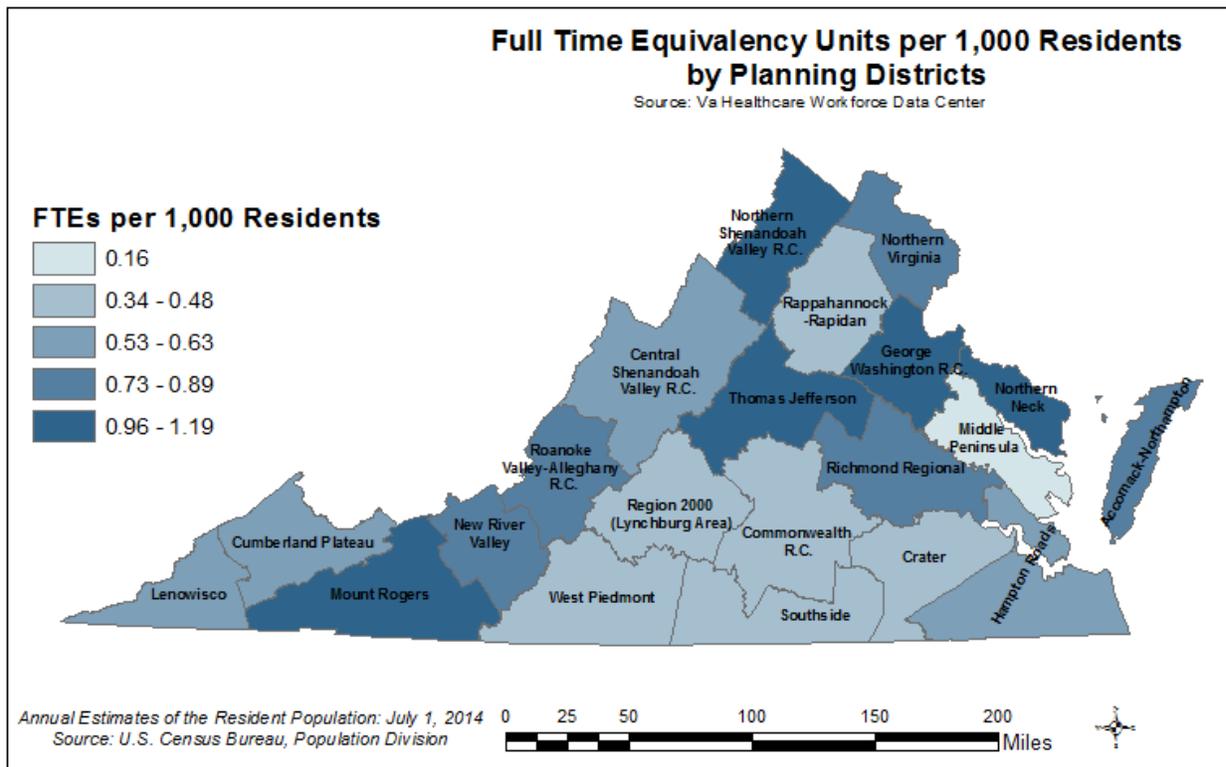
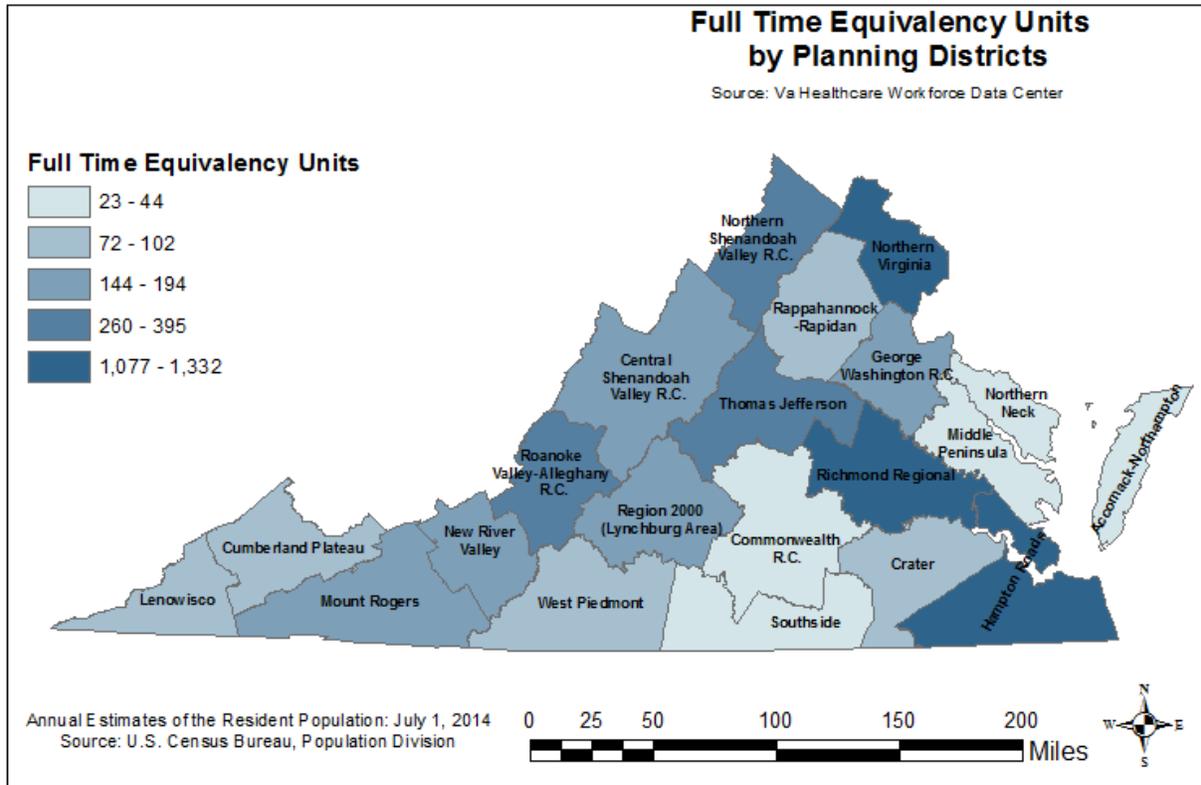




Workforce Investment Areas







Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,069	33.99%	2.941962	2.442104	6.590832
Metro, 250,000 to 1 million	619	32.79%	3.049261	2.531172	6.831214
Metro, 250,000 or less	862	36.31%	2.753994	2.286072	6.16973
Urban pop 20,000+, Metro adj	114	40.35%	2.478261	2.057188	5.55201
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	234	34.62%	2.888889	2.398048	3.384907
Urban pop, 2,500-19,999, nonadj	201	38.31%	2.61039	2.166868	5.848016
Rural, Metro adj	135	31.85%	3.139535	2.606108	7.033453
Rural, nonadj	79	48.10%	2.078947	1.725721	2.4359
Virginia border state/DC	1,087	8.37%	11.945055	9.915513	26.76033
Other US State	817	18.24%	5.483221	4.551587	12.28398

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	381	13.39%	7.470588	5.55201	26.76033
30 to 34	1,181	31.67%	3.157754	1.968658	11.31136
35 to 39	1,246	26.08%	3.833846	2.390158	13.73319
40 to 44	1,210	34.79%	2.874109	1.791823	10.29532
45 to 49	1,137	25.59%	3.907216	2.4359	13.99601
50 to 54	1,110	36.13%	2.76808	1.725721	9.915513
55 to 59	1,079	26.97%	3.707904	2.311641	13.28205
60 and Over	1,873	32.57%	3.070492	1.914255	10.99878

Source: Va. Healthcare Workforce Data Center

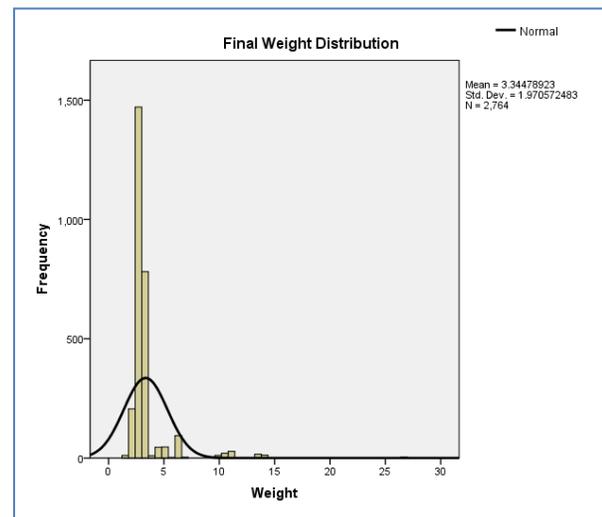
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.299888



Source: Va. Healthcare Workforce Data Center