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# *Virginia's Licensed Nurse Practitioner Workforce: 2017*

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Healthcare Workforce Data Center

November 2017

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Richmond, VA 23233  
804-367-2115, 804-527-4466(fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

*3,273 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:	10,038
Virginia's Workforce:	8,215
FTEs:	7,323

## Survey Response Rate

All Licensees:	33%
Renewing Practitioners:	81%

## Demographics

Female:	90%
Diversity Index:	33%
Median Age:	46

## Background

Rural Childhood:	33%
HS Degree in VA:	45%
Prof. Degree in VA:	51%

## Education

Master's Degree:	79%
Post-Masters Cert.:	8%

## Finances

Median Income:	\$100k-\$110k
Health Benefits:	66%
Under 40 w/ Ed debt:	69%

## Current Employment

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

## Job Turnover

Switched Jobs:	10%
Employed over 2 yrs:	58%

## Time Allocation

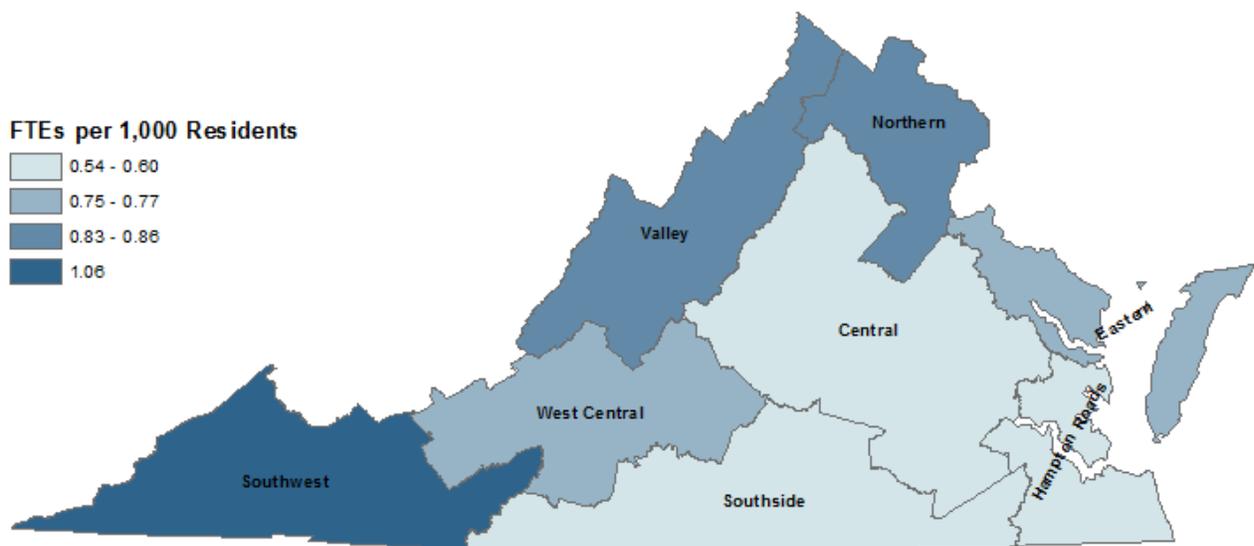
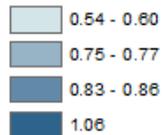
Patient Care:	90%-99%
Patient Care Role:	89%
Admin. Role:	2%

Source: Va. Healthcare Workforce Data Center

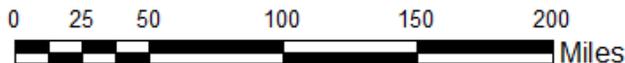
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Regions

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015  
Source: U.S. Census Bureau, Population Division



Source: Va. Healthcare Workforce Data Center

3,273 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2017 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 33% of the 10,038 NPs who are licensed in the state but 81% of renewing practitioners.

The HWDC estimates that 8,215 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 2016 and September 2017, Virginia's NP workforce provided 7,323 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Nine out of 10 NPs are female, while the median age of all NPs is 46. In a random encounter between two NPs, there is a 33% 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 56% 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 38%.

One-third of NPs grew up in a rural area, and 22% of these professionals currently work in non-Metro areas of the state. Overall, 10% of NPs work in rural areas. Meanwhile, 45% of Virginia's NPs graduated from high school in Virginia, and 51% of NPs earned their initial professional degree in the state. In total, 56% of Virginia's NP workforce has some educational background in the state.

About 80% of all NPs hold a Master's degree as their highest professional degree, while another 8% have a post-Masters certificate. Nearly half of all NPs currently carry educational debt, including 69% 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 16% hold two or more positions simultaneously. 49% of NPs work between 40 and 49 hours per week, while just 5% of NPs work at least 60 hours per week. Meanwhile, 58% 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 \$100,000 and \$110,000. 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 51% 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.

36% of NPs expect to retire by the age of 65. Just 5% of the current workforce expect to retire in the next two years, while half of the current workforce expect to retire by 2042. 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 12% expect to pursue additional educational opportunities.

## Summary of Trends

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Several significant changes have occurred in the NP workforce in the past four years. The number of licensed NPs in the state has grown by 30%; the number in the state's workforce has grown by a similar proportion whereas the FTEs provided has grown by only 27%.

Although the percent female has stayed consistently around 90%, the diversity index has increased considerably in the past year. The diversity index for the entire NP population which had ranged between 28% and 29% between 2014 and 2016 has now increased to 33% in 2017. Similarly, the diversity index for NPs under 40 years of age is now 38% compared to the 34%-35% of the previous three years. Median age also keeps dropping. It is currently at 46 years from 48 years in 2014.

The percent of NPs working in Virginia has barely changed over the years. The percent of licensed NPs working in Virginia increased from 81% in 2014 to 82% in 2017. The geographical distribution of NPs also has been pretty stable within the state. Only a tenth of NPs reported working in rural areas in all the surveys. Only the percent who grew up in non-metro areas and currently work in non-metro areas increased from 20% in 2014 to 22% in the 2017 survey.

Over the past four years, educational attainment has improved for NPs. In the 2017 survey, 79% reported having a master's degree compared to 75% in the 2014 survey. Additionally, the percent of NPs with a doctorate NP increased from 4% to 6% in the time period. The percent with a post-master's certificate, however, dropped from 10% to 8% in the same period. There are some changes in the specialty reported as well. Whereas RN Anesthetists was the most common specialty reported by 24% of NPs in 2014, it was the second most common in 2017, reported by only 19% of NPs. By contrast most NPs now report family health as their specialty; 28% did in 2017 compared to 23% in 2014 when it was the second most common specialty.

The higher educational attainment of the NPs appears to be reflected in the higher proportion of NPs who now report having education debt. In 2017, 48% of all NPs had an education debt compared to 40% in 2014. The change in NPs under age 40 reporting an education debt was less drastic; 68% of NPs under age 40 reported having an education debt in 2014 and this percent increased to 69% in 2017. The median education debt reported has also increased from \$40,000-\$50,000 in 2014 to \$50,000-\$60,000 in 2017. Those reporting more than \$120,000 in education debt have also increased from 4% to 8% of all NPs and from 10% to 14% of NPs under age 40.

The income reported by NPs has also increased in the same period. The median income was \$90,000-\$100,000 in the previous three years but has now increased to \$100,000-\$110,000 in 2017. Additionally, 21% earned more than \$120,000 in 2014 whereas 31% earned the same in 2017.

The employment prospects of NPs have not dimmed in the past four years. About 96% are still employed in the profession and involuntary unemployment remains at below 1%. Hospital inpatient departments remain the most common work establishment reported by NPs, followed by primary care clinics over the past four years. Distribution across the public and private sector also remained unchanged over time. Job satisfaction remains high at 95% in the past four years and percent of wage or salaried staff receiving at least one benefit from employer only inched up from 84% in 2014 to 85% in 2017.

Retirement intentions have not changed significantly in the past four years for NPs. The percent intending to retire by age 65 declined slightly from 37% in 2014 to 36% in 2017. Further, whereas a quarter intended to retire within 10 years of the 2014 survey, only 21% of NPs had the same intentions in 2017. The percent intending to decrease participation in the NP workforce for various reasons did not change but the percent with plans to increase participation changed over the years. In 2017, 8% plan to increase patient care hours instead of 10% in 2014. Furthermore, 11% and 12% plan to increase teaching and pursue additional education, respectively, instead of 12% and 14% in 2014.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	3,676	37%
<b>New Licensees</b>	1,226	12%
<b>Non-Renewals</b>	514	5%
<b>Renewal date not in survey period</b>	4,622	46%
<b>All Licensees</b>	<b>10,038</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. 81% of renewing NPs submitted a survey. These represent 33% of NPs who held a license at some point during the licensing period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	332	74	18%
<b>30 to 34</b>	940	445	32%
<b>35 to 39</b>	1,045	401	28%
<b>40 to 44</b>	797	491	38%
<b>45 to 49</b>	909	397	30%
<b>50 to 54</b>	690	421	38%
<b>55 to 59</b>	769	353	31%
<b>60 and Over</b>	1,283	691	35%
<b>Total</b>	<b>6,765</b>	<b>3,273</b>	<b>33%</b>
<b>New Licenses</b>			
<b>Issued After Sept. 2016</b>	1,138	88	7%
<b>Metro Status</b>			
<b>Non-Metro</b>	523	312	37%
<b>Metro</b>	4,406	2,662	38%
<b>Not in Virginia</b>	1,836	299	14%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Licensed NPs

Number: 10,038  
 New: 12%  
 Not Renewed: 5%

Response Rates

All Licensees: 33%  
 Renewing Practitioners: 81%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	3,273
<b>Response Rate, all licensees</b>	33%
<b>Response Rate, Renewals</b>	81%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2016 and September 2017 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: 8,215  
 FTEs: 7,323

### Utilization Ratios

Licenses in VA Workforce: 82%  
 Licenses per FTE: 1.37  
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	8,070	98%
Looking for Work in Virginia	145	2%
Virginia's Workforce	8,215	100%
Total FTEs	7,323	
Licenses	10,038	

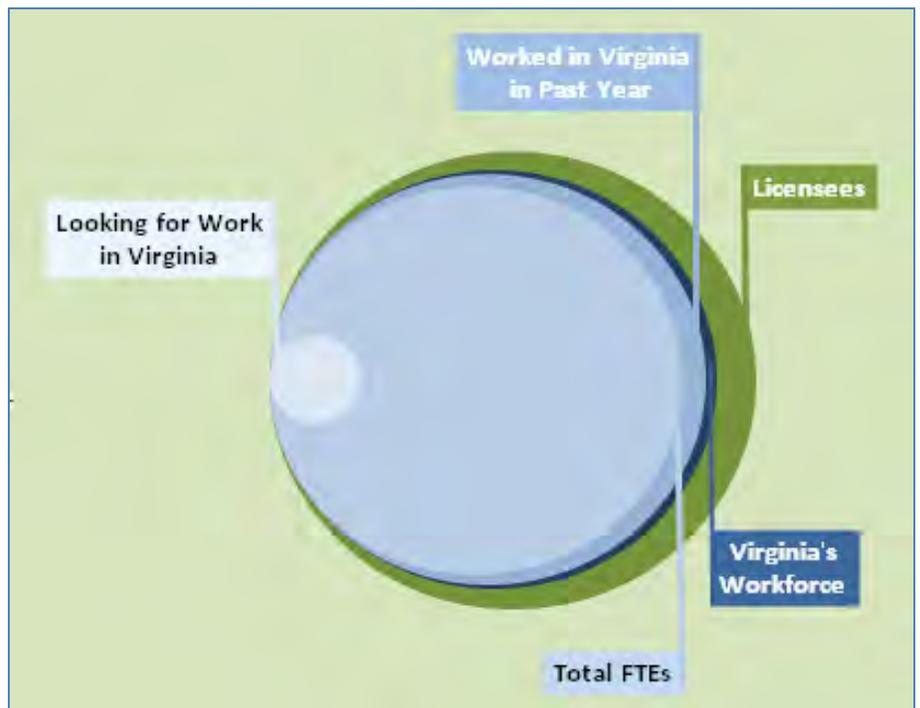
Source: Va. Healthcare Workforce Data Center

## 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.

*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](http://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	24	7%	330	93%	354	5%
30 to 34	67	6%	1,087	94%	1,154	15%
35 to 39	121	11%	1,010	89%	1,131	15%
40 to 44	133	14%	827	86%	960	13%
45 to 49	63	7%	860	93%	922	12%
50 to 54	100	12%	731	88%	831	11%
55 to 59	91	11%	720	89%	811	11%
60 +	155	12%	1,165	88%	1,319	18%
<b>Total</b>	<b>754</b>	<b>10%</b>	<b>6,729</b>	<b>90%</b>	<b>7,483</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	63%	6,083	81%	2,032	78%
Black	19%	647	9%	235	9%
Asian	6%	357	5%	183	7%
Other Race	0%	116	2%	37	1%
Two or more races	3%	124	2%	58	2%
Hispanic	9%	165	2%	75	3%
<b>Total</b>	<b>100%</b>	<b>7,492</b>	<b>100%</b>	<b>2,619</b>	<b>100%</b>

\* 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, 2015.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 90%  
 % Under 40 Female: 92%

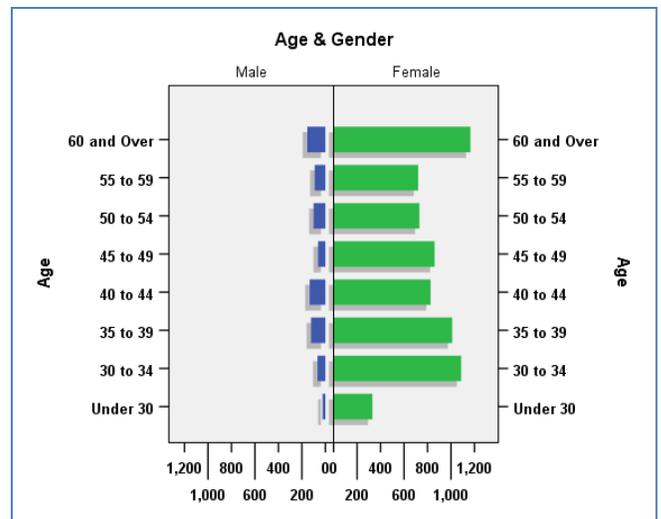
**Age**  
 Median Age: 46  
 % Under 40: 35%  
 % 55+: 28%

**Diversity**  
 Diversity Index: 33%  
 Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two NPs, there is a 33% 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.*

*35% of NPs are under the age of 40. 92% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 38%, 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: 13%  
 Rural Childhood: 33%

### Virginia Background

HS in Virginia: 45%  
 Prof. Ed. in VA: 51%  
 HS or Prof. Ed. in VA: 56%  
 Initial NP Degree in VA: 58%

### Location Choice

% Rural to Non-Metro: 22%  
 % Urban/Suburban to Non-Metro: 5%

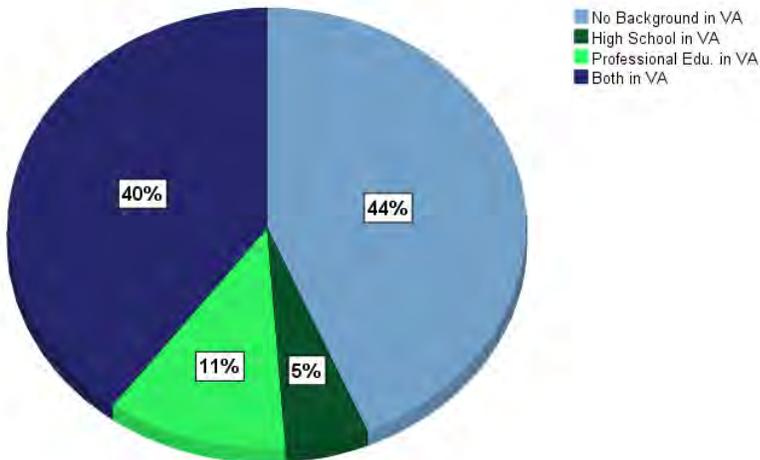
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	22%	63%	15%
2	Metro, 250,000 to 1 million	56%	36%	8%
3	Metro, 250,000 or less	47%	44%	9%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	64%	23%	13%
6	Urban pop, 2,500-19,999, Metro adj	57%	36%	7%
7	Urban pop, 2,500-19,999, nonadj	82%	13%	5%
8	Rural, Metro adj	70%	30%	0%
9	Rural, nonadj	61%	39%	0%
<b>Overall</b>		<b>33%</b>	<b>54%</b>	<b>13%</b>

Source: Va. Healthcare Workforce Data Center

**Educational Background in Virginia**



*33% of all NPs grew up in self-described rural areas, and 22% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.*

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	3,343	Virginia	3,781	Virginia	4,251
2	Outside of U.S./Canada	428	New York	403	Washington, D.C.	474
3	Pennsylvania	404	Pennsylvania	383	Pennsylvania	325
4	New York	397	West Virginia	260	Tennessee	229
5	West Virginia	279	Maryland	214	New York	209
6	Maryland	227	Tennessee	190	North Carolina	194
7	Florida	207	Florida	189	West Virginia	169
8	New Jersey	205	North Carolina	187	Maryland	135
9	Ohio	190	Ohio	177	Florida	135
10	North Carolina	155	Massachusetts	126	Ohio	123

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,563	Virginia	1,779	Virginia	1,740
2	Outside of U.S./Canada	243	Pennsylvania	171	Washington, D.C.	227
3	West Virginia	174	New York	161	Pennsylvania	175
4	Pennsylvania	170	West Virginia	149	Tennessee	124
5	New York	126	Tennessee	107	West Virginia	107
6	Florida	103	Maryland	102	North Carolina	90
7	New Jersey	86	Florida	96	Ohio	75
8	Ohio	77	Ohio	84	Florida	73
9	Illinois	67	North Carolina	59	Maryland	72
10	Maryland	66	Outside of U.S./Canada	55	Minnesota	65

Source: Va. Healthcare Workforce Data Center

*18% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 90% of these licensees worked at some point in the past year, including 87% who worked in a nursing-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total:	1,843
% of Licensees:	18%
Federal/Military:	18%
Va. Border State/DC:	25%

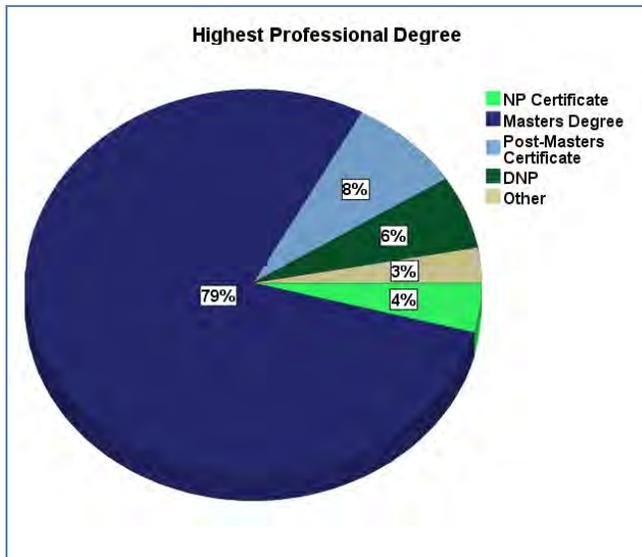
Source: Va. Healthcare Workforce Data Center

## Education

### A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	305	4%
Master's Degree	5,817	79%
Post-Masters Cert.	599	8%
Doctorate of NP	451	6%
Other Doctorate	213	3%
Post-Ph.D. Cert.	2	0%
<b>Total</b>	<b>7,388</b>	<b>100%</b>

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. 48% of NPs carry education debt, including 69% 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: 79%  
Post-Masters Cert.: 8%

#### Educational Debt

Carry debt: 48%  
Under age 40 w/ debt: 69%  
Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,495	52%	727	31%
\$10,000 or less	313	5%	152	7%
\$10,000-\$19,999	259	4%	117	5%
\$20,000-\$29,999	290	4%	96	4%
\$30,000-\$39,999	254	4%	121	5%
\$40,000-\$49,999	264	4%	130	6%
\$50,000-\$59,999	297	4%	143	6%
\$60,000-\$69,999	180	3%	105	4%
\$70,000-\$79,999	224	3%	100	4%
\$80,000-\$89,999	207	3%	100	4%
\$90,000-\$99,999	175	3%	102	4%
\$100,000-\$109,999	162	2%	90	4%
\$110,000-\$119,999	83	1%	31	1%
\$120,000 or more	511	8%	322	14%
<b>Total</b>	<b>6,714</b>	<b>100%</b>	<b>2,336</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

Family Health:	28%
RN Anesthetist:	19%
Acute Care/ER:	9%

### Credentials

ANCC – Family NP:	22%
AANPCP – Family NP:	18%
ANCC – Adult NP:	5%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	2,056	28%
Certified Registered Nurse Anesthetist	1,414	19%
Acute Care/Emergency Room	626	9%
Pediatrics	526	7%
Adult Health	472	6%
OB/GYN - Women's Health	332	5%
Psychiatric/Mental Health	262	4%
Surgical	231	3%
Geriatrics/Gerontology	178	2%
Certified Nurse Midwife	166	2%
Medical Specialties (Not Listed)	144	2%
Neonatal Care	110	2%
Gastroenterology	69	1%
Pain Management	41	1%
Other	670	9%
<b>Total</b>	<b>7,297</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## Credentials

Credential	#	%
ANCC: Family NP	1,775	22%
AANPCP: Family NP	1,503	18%
ANCC: Adult NP	409	5%
NCC: Women's Health Care NP	327	4%
ANCC: Acute Care NP	246	3%
ANCC: Adult-Gerontology Acute Care NP	238	3%
ANCC: Pediatric NP	132	2%
NCC: Neonatal NP	109	1%
ANCC: Adult-Gerontology Primary Care NP	104	1%
AANPCP: Adult NP	103	1%
ANCC: Adult Psychiatric-Mental Health NP	101	1%
ANCC: Family Psychiatric-Mental Health NP	101	1%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	57	1%
All Other Credentials	84	1%
<b>At Least One Credential</b>	<b>5,002</b>	<b>61%</b>

Source: Va. Healthcare Workforce Data Center

Nearly a quarter of all NPs had a primary specialty in family health, while another 19% had a primary specialty as a Certified RN Anesthetist. 61% 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: 16%

### Weekly Hours:

40 to 49: 49%  
60 or more: 5%  
Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a nursing- related capacity	7,096	96%
Employed, NOT in a nursing-related capacity	47	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	24	<1%
Voluntarily unemployed	170	2%
Retired	59	1%
<b>Total</b>	<b>7,399</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*96% of NPs are currently employed in their profession. 66% of NPs hold one full-time job, while 16% currently have multiple jobs. Nearly half of all NPs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	194	3%
1 to 9 hours	112	2%
10 to 19 hours	204	3%
20 to 29 hours	588	8%
30 to 39 hours	1,353	19%
40 to 49 hours	3,517	49%
50 to 59 hours	892	12%
60 to 69 hours	228	3%
70 to 79 hours	47	1%
80 or more hours	65	1%
<b>Total</b>	<b>7,200</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	194	3%
One Part-Time Position	1,056	15%
Two Part-Time Positions	276	4%
One Full-Time Position	4,813	66%
One Full-Time Position & One Part-Time Position	802	11%
Two Full-Time Positions	16	0%
More than Two Positions	89	1%
<b>Total</b>	<b>7,246</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	59	1%
Less than \$40,000	257	5%
\$40,000-\$49,999	152	3%
\$50,000-\$59,999	231	5%
\$60,000-\$69,999	258	5%
\$70,000-\$79,999	376	7%
\$80,000-\$89,999	638	12%
\$90,000-\$99,999	933	18%
\$100,000-\$109,999	858	17%
\$110,000-\$119,999	516	10%
\$120,000 or more	1,608	31%
<b>Total</b>	<b>5,886</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$100k-\$110k

**Benefits**  
Retirement: 74%  
Health Insurance: 66%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,647	65%
Somewhat Satisfied	2,174	30%
Somewhat Dissatisfied	301	4%
Very Dissatisfied	88	1%
<b>Total</b>	<b>7,210</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical NP had an annual income of between \$100,000 and \$110,000. Among NPs who received either a wage or salary as compensation at the primary work location, 74% also had access to a retirement plan and 66% received health insurance.*

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	991	14%	15%
Dental Insurance	4,101	58%	60%
Health Insurance	4,495	63%	66%
Paid Leave	4,956	70%	74%
Group Life Insurance	3,695	52%	55%
Retirement	5,074	72%	74%
<b>Receive at least one benefit</b>	<b>5,815</b>	<b>82%</b>	<b>85%</b>

\*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?	57	1%
Experience Voluntary Unemployment?	389	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	197	2%
Work two or more positions at the same time?	1,365	17%
Switch employers or practices?	799	10%
<b>Experienced at least 1</b>	<b>2,366</b>	<b>29%</b>

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 3.9% during the same period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	121	2%	129	7%
<b>Less than 6 Months</b>	668	10%	250	14%
<b>6 Months to 1 Year</b>	732	10%	196	11%
<b>1 to 2 Years</b>	1,445	21%	384	21%
<b>3 to 5 Years</b>	1,614	23%	407	23%
<b>6 to 10 Years</b>	988	14%	258	14%
<b>More than 10 Years</b>	1,455	21%	166	9%
<b>Subtotal</b>	<b>7,023</b>	<b>100%</b>	<b>1,789</b>	<b>100%</b>
<b>Did not have location</b>	164		6,377	
<b>Item Missing</b>	1,028		48	
<b>Total</b>	<b>8,215</b>		<b>8,215</b>	

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: 5%

**Turnover & Tenure**

Switched Jobs: 10%  
New Location: 26%  
Over 2 years: 58%  
Over 2 yrs, 2<sup>nd</sup> location: 46%

**Employment Type**

Salary: 66%  
Hourly Wage: 30%

Source: Va. Healthcare Workforce Data Center

*58% 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	#	%
<b>Salary/ Commission</b>	3,739	66%
<b>Hourly Wage</b>	1,682	30%
<b>By Contract</b>	173	3%
<b>Business/ Practice Income</b>	0	0%
<b>Unpaid</b>	36	1%
<b>Subtotal</b>	<b>5,630</b>	<b>100%</b>
<b>Missing location</b>	164	
<b>Item missing</b>	2,274	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The average non-seasonally adjusted monthly unemployment rate was 3.9% in October 2016 to September 2017, the period of the survey. The low of the period was 3.6% in September 2017 and the high was 4.2% in January 2017. The data for September 2017 was preliminary.

## 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

Central 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	1,912	27%	367	20%
Eastern	86	1%	18	1%
Hampton Roads	1,295	18%	355	20%
Northern	1,854	26%	407	22%
Southside	204	3%	49	3%
Southwest	383	5%	168	9%
Valley	479	7%	106	6%
West Central	646	9%	150	8%
Virginia Border State/DC	68	1%	46	3%
Other US State	121	2%	134	7%
Outside of the US	0	0%	11	1%
<b>Total</b>	<b>7,048</b>	<b>100%</b>	<b>1,810</b>	<b>100%</b>
Item Missing	1,003		28	

Source: Va. Healthcare Workforce Data Center

### Council On Virginia's Future Regions



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

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	145	2%	231	3%
1	5,207	73%	5,264	73%
2	991	14%	963	13%
3	650	9%	596	8%
4	45	1%	46	1%
5	61	1%	26	0%
6 or More	71	1%	43	1%
<b>Total</b>	<b>7,170</b>	<b>100%</b>	<b>7,170</b>	<b>100%</b>

\*At the time of survey completion (Oct. 2016 - Sept. 2017, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	3,438	51%	958	56%
<b>Non-Profit</b>	2,189	33%	504	29%
<b>State/Local Government</b>	602	9%	173	10%
<b>Veterans Administration</b>	186	3%	13	1%
<b>U.S. Military</b>	219	3%	49	3%
<b>Other Federal Government</b>	76	1%	20	1%
<b>Total</b>	<b>6,710</b>	<b>100%</b>	<b>1,717</b>	<b>100%</b>
<b>Did not have location</b>	164		6,377	
<b>Item Missing</b>	1,341		121	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

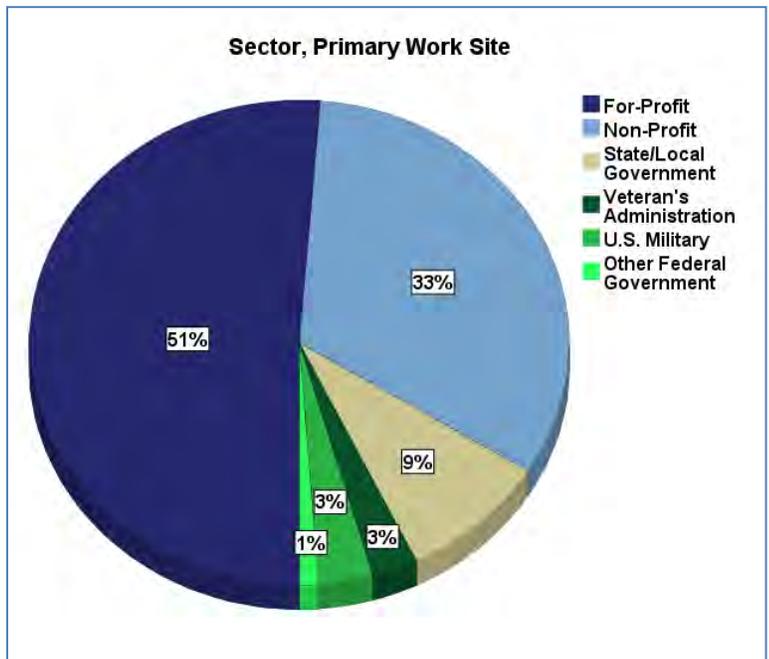
For Profit:	51%
Federal:	7%

**Top Establishments**

Hospital, Inpatient:	21%
Clinic, Primary Care:	18%
Physician Office:	9%

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

Close to a third of the state NP workforce use EHRs. 8% also provide remote health care for Virginia patients.

Electronic Health Records (EHRs) and Telehealth		
	#	%
<b>Meaningful use of EHRs</b>	2,491	30%
<b>Remote Health, Caring for Patients in Virginia</b>	628	8%
<b>Remote Health, Caring for Patients Outside of Virginia</b>	174	2%
<b>Use at least one</b>	<b>2,766</b>	<b>34%</b>

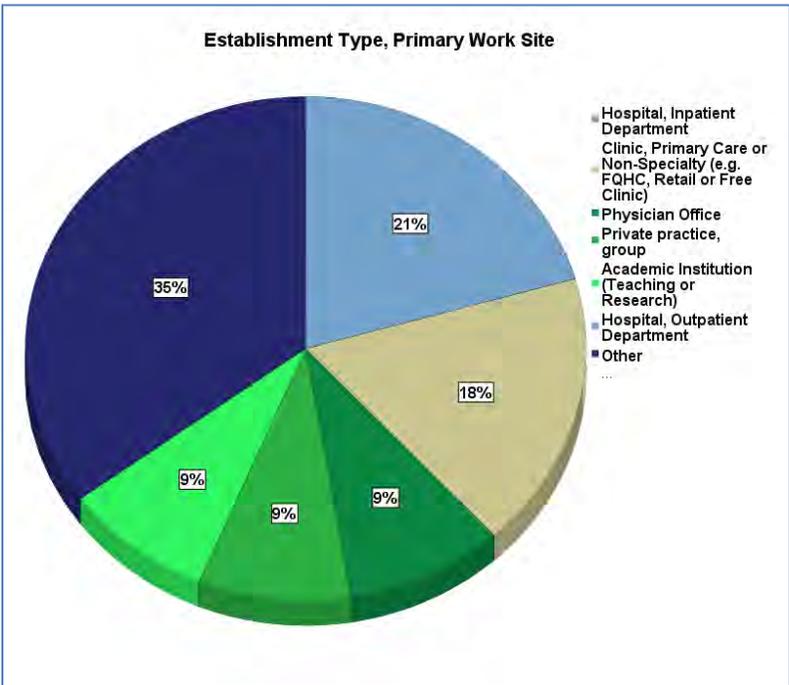
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1326	21%	313	19%
Clinic, Primary Care or Non-Specialty	1146	18%	242	15%
Physician Office	589	9%	69	4%
Private practice, group	568	9%	79	5%
Academic Institution (Teaching or Research)	558	9%	140	9%
Hospital, Outpatient Department	510	8%	82	5%
Ambulatory/Outpatient Surgical Unit	268	4%	101	6%
Clinic, Non-Surgical Specialty	191	3%	57	3%
Hospital, Emergency Department	143	2%	56	3%
Long Term Care Facility, Nursing Home	134	2%	54	3%
Private practice, solo	109	2%	26	2%
Mental Health, or Substance Abuse, Outpatient Center	87	1%	40	2%
Public Health Agency	63	1%	23	1%
Other Practice Setting	765	12%	356	22%
<b>Total</b>	<b>6,457</b>	<b>100%</b>	<b>1,638</b>	<b>100%</b>
Did Not Have a Location	164		6,377	

*The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 21% of all NPs have their primary work location. Primary care/non-specialty clinics, physicians' offices, group private practices, 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, 19% work at the inpatient department of a hospital and 15% 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

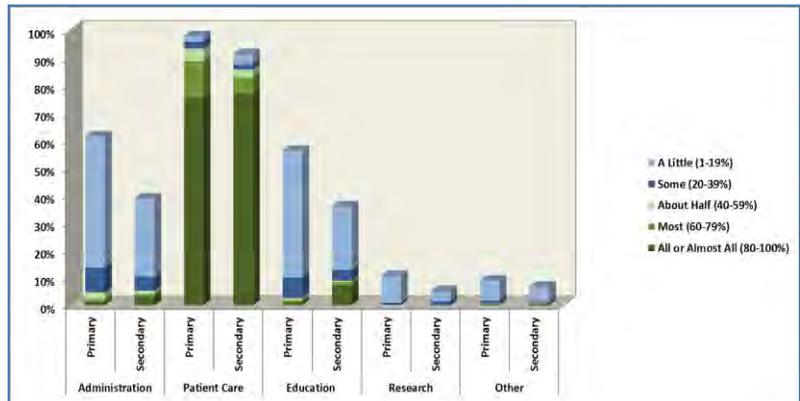
Patient Care: 89%  
Administration: 2%  
Education: 2%

### 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
<b>All or Almost All (80-100%)</b>	1%	3%	75%	77%	1%	7%	0%	0%	0%	1%
<b>Most (60-79%)</b>	1%	1%	13%	6%	1%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	3%	1%	4%	3%	1%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	9%	5%	2%	2%	8%	4%	1%	1%	1%	0%
<b>A Little (1-20%)</b>	48%	29%	2%	4%	46%	23%	10%	4%	7%	5%
<b>None (0%)</b>	39%	61%	2%	9%	44%	64%	89%	95%	91%	93%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
<b>Under age 50</b>	73	1%	-	-
<b>50 to 54</b>	152	2%	3	0%
<b>55 to 59</b>	434	7%	78	3%
<b>60 to 64</b>	1,701	26%	547	21%
<b>65 to 69</b>	2,572	40%	1,143	44%
<b>70 to 74</b>	935	14%	491	19%
<b>75 to 79</b>	201	3%	95	4%
<b>80 or over</b>	54	1%	34	1%
<b>I do not intend to retire</b>	342	5%	182	7%
<b>Total</b>	<b>6,463</b>	<b>100%</b>	<b>2,572</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All NPs**

Under 65: 36%

Under 60: 10%

**NPs 50 and over**

Under 65: 24%

Under 60: 3%

**Time until Retirement**

Within 2 years: 5%

Within 10 years: 21%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

36% of NPs expect to retire by the age of 65, while 24% 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 23% 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 12% plan on pursuing additional educational opportunities.

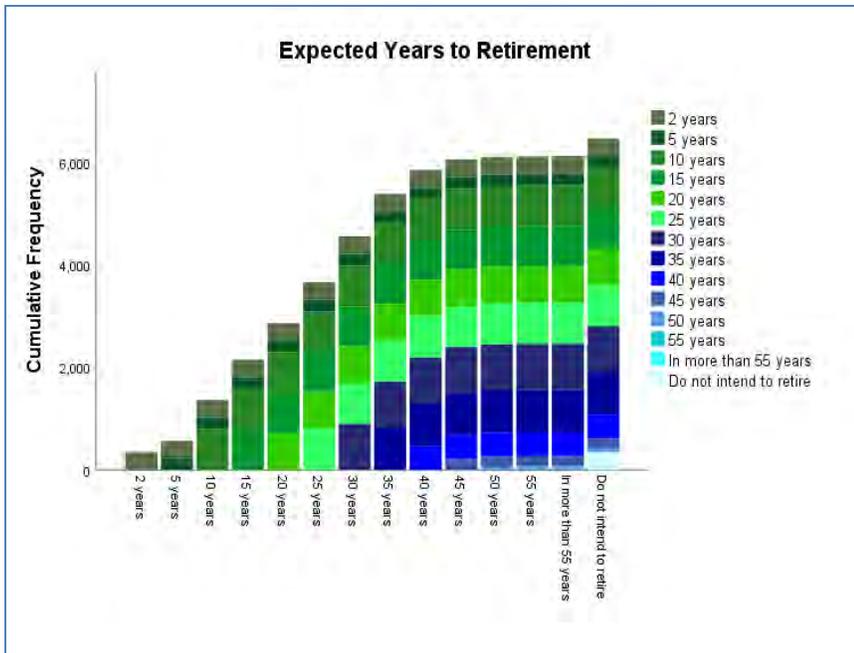
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	53	1%
<b>Leave Virginia</b>	206	3%
<b>Decrease Patient Care Hours</b>	743	9%
<b>Decrease Teaching Hours</b>	69	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	678	8%
<b>Increase Teaching Hours</b>	939	11%
<b>Pursue Additional Education</b>	1,013	12%
<b>Return to Virginia's Workforce</b>	52	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 5% of NPs expect to retire in the next two years, while 21% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	347	5%	5%
<b>5 years</b>	220	3%	9%
<b>10 years</b>	799	12%	21%
<b>15 years</b>	782	12%	33%
<b>20 years</b>	713	11%	44%
<b>25 years</b>	801	12%	57%
<b>30 years</b>	894	14%	70%
<b>35 years</b>	827	13%	83%
<b>40 years</b>	469	7%	91%
<b>45 years</b>	203	3%	94%
<b>50 years</b>	54	1%	95%
<b>55 years</b>	7	0%	95%
<b>In more than 55 years</b>	5	0%	95%
<b>Do not intend to retire</b>	342	5%	100%
<b>Total</b>	<b>6,463</b>	<b>100%</b>	

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 2027. Retirements will peak at 14% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2057.

## At a Glance:

### FTEs

Total: 7,323  
 FTEs/1,000 Residents: 0.87  
 Average: 0.91

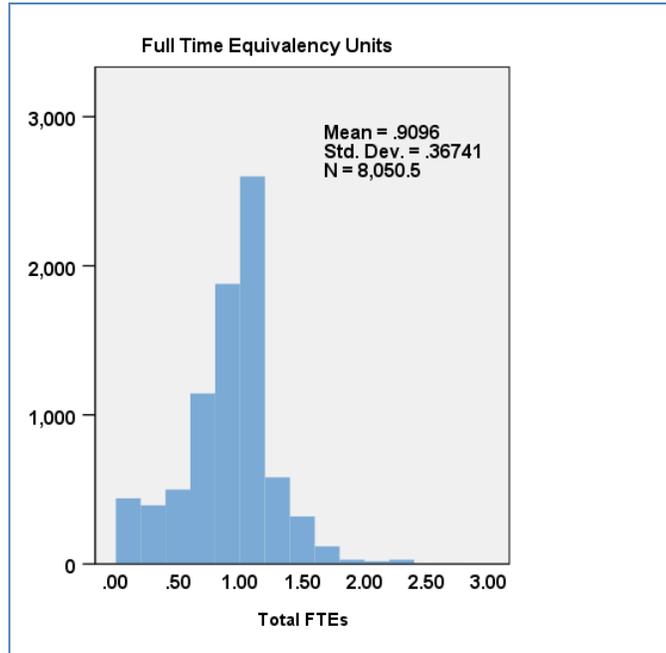
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Negligible  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

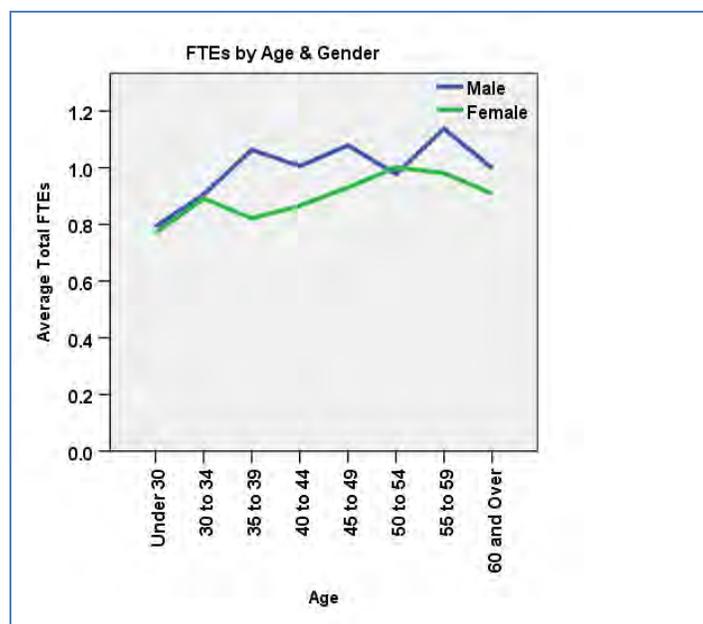


Source: Va. Healthcare Workforce Data Center

*The typical (median) NP provided 0.91 FTEs, or approximately 36 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>*

Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.77	0.77
30 to 34	0.89	0.91
35 to 39	0.84	0.88
40 to 44	0.87	0.88
45 to 49	0.93	0.91
50 to 54	1.01	1.08
55 to 59	1.01	1.10
60 and Over	0.91	0.88
Gender		
Male	1.02	1.09
Female	0.91	0.90

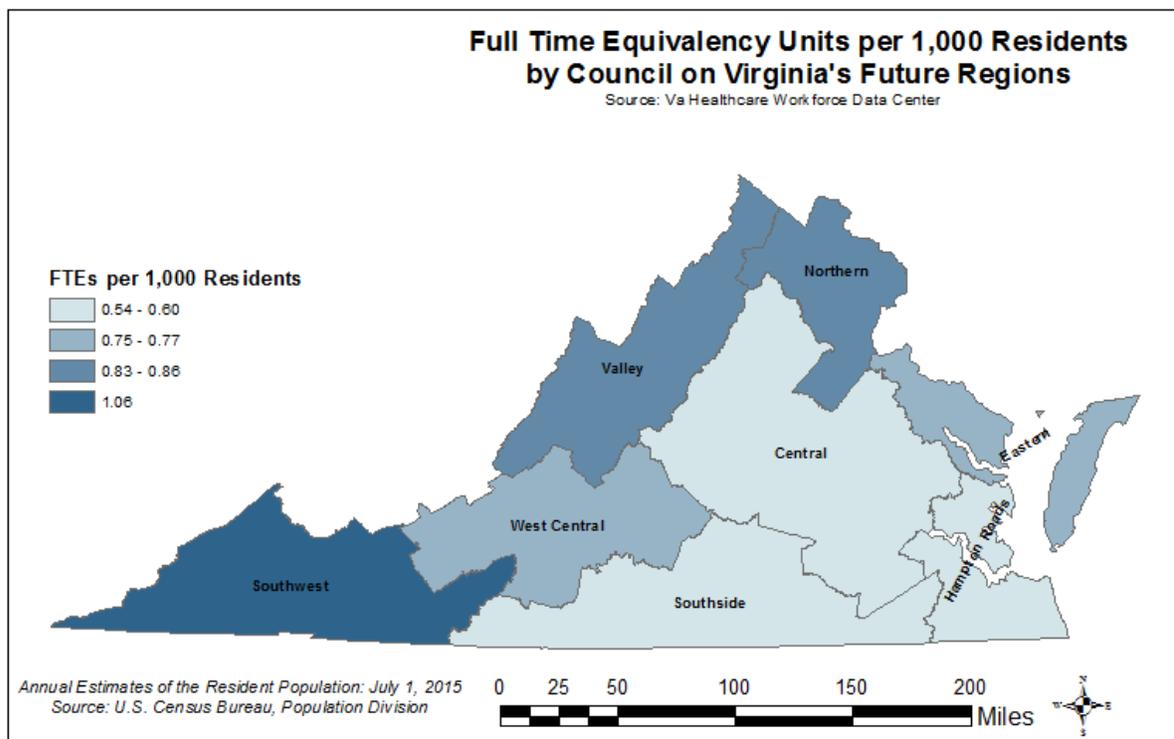
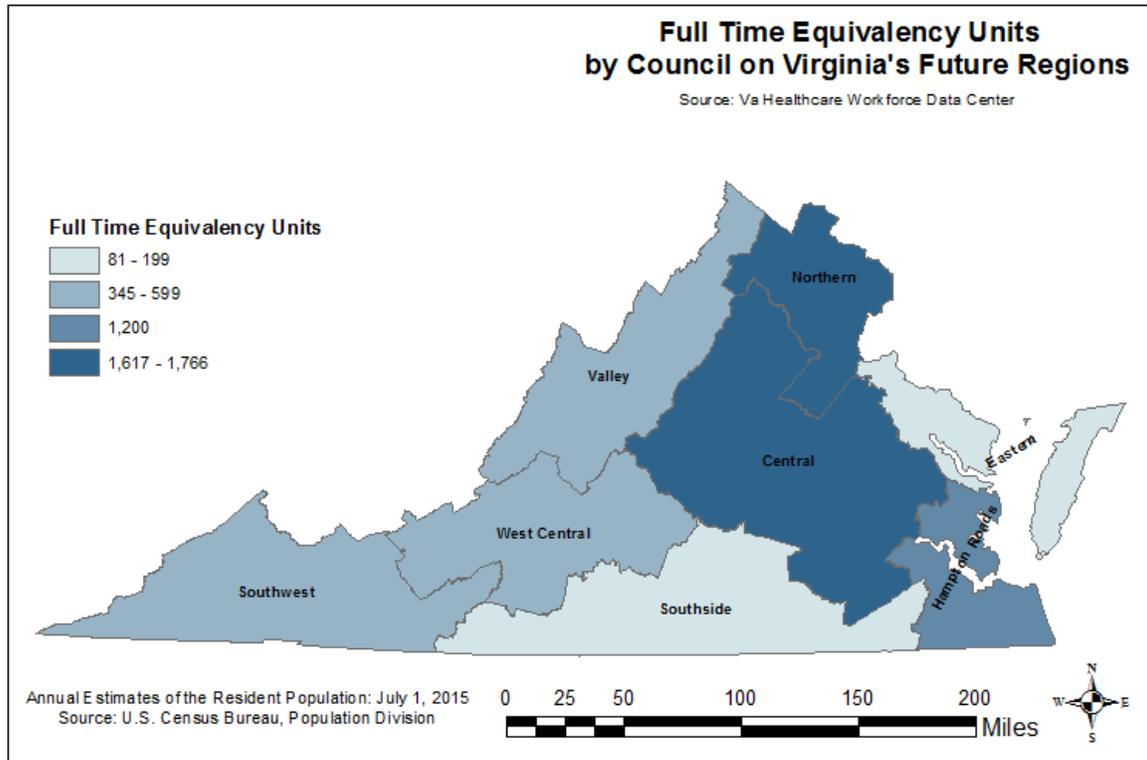
Source: Va. Healthcare Workforce Data Center

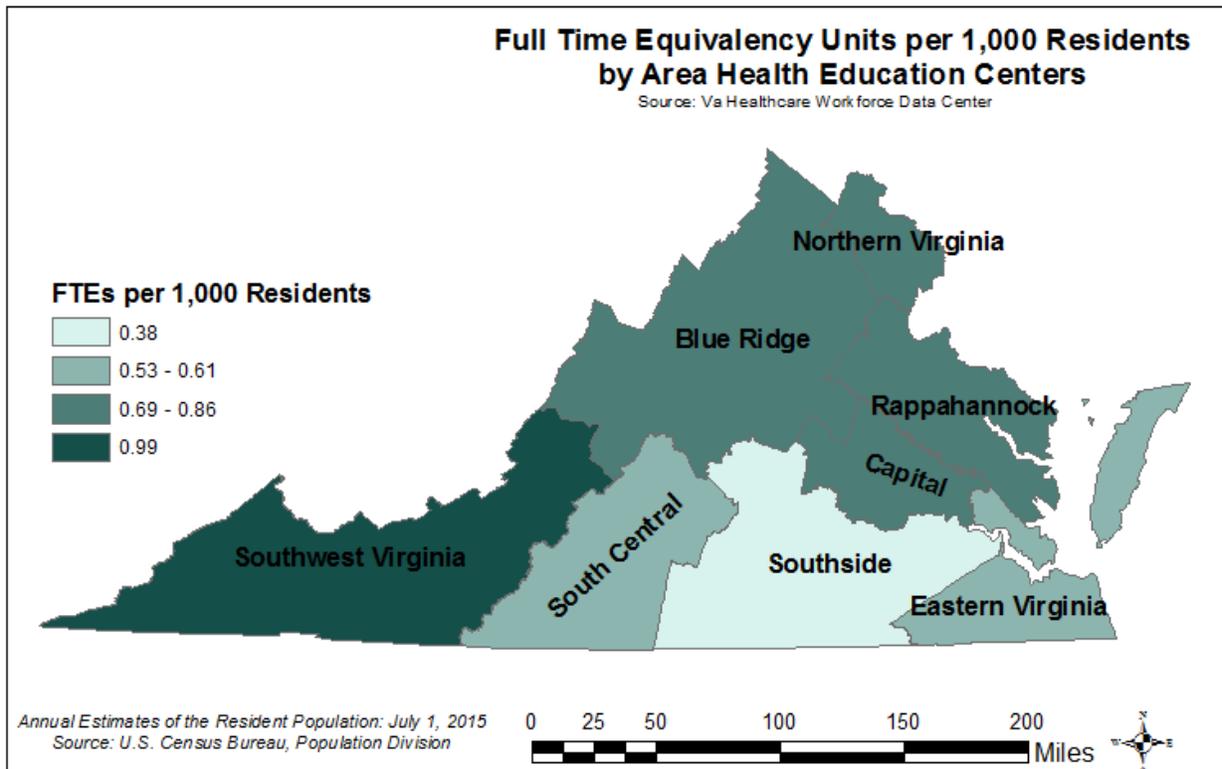
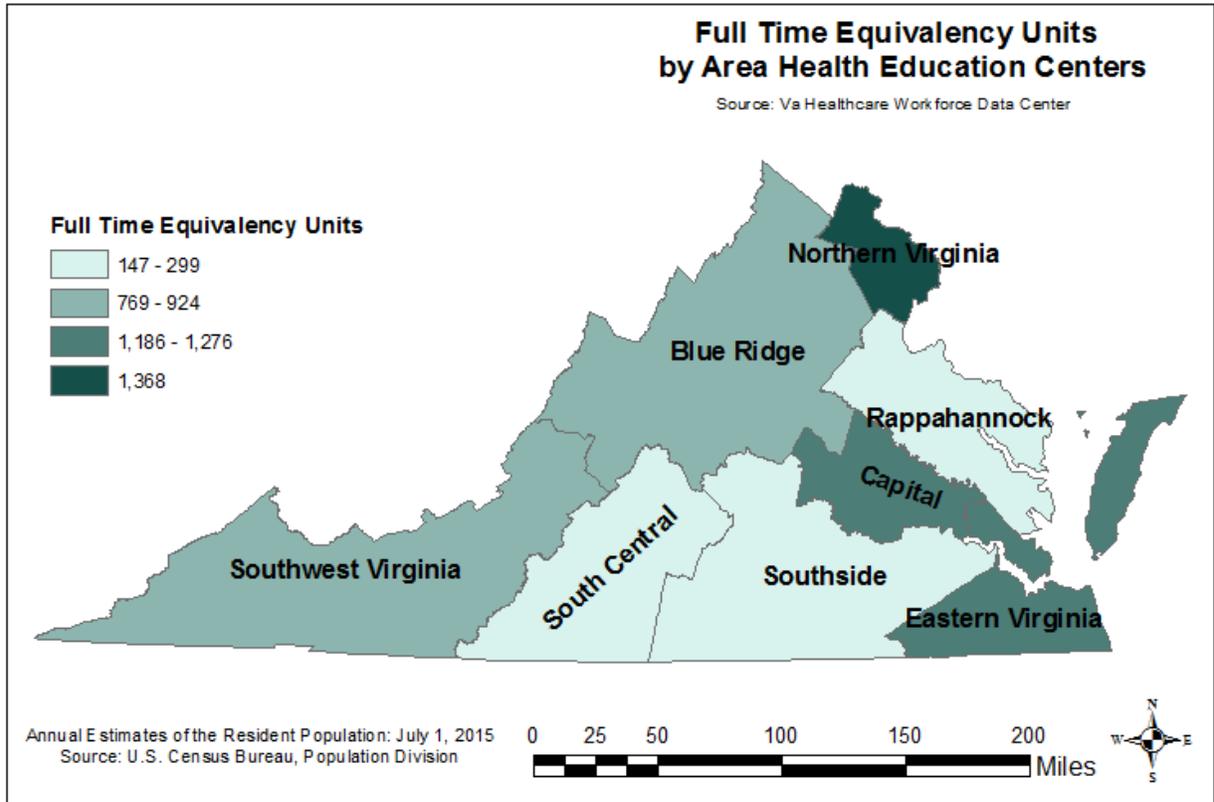


Source: Va. Healthcare Workforce Data Center

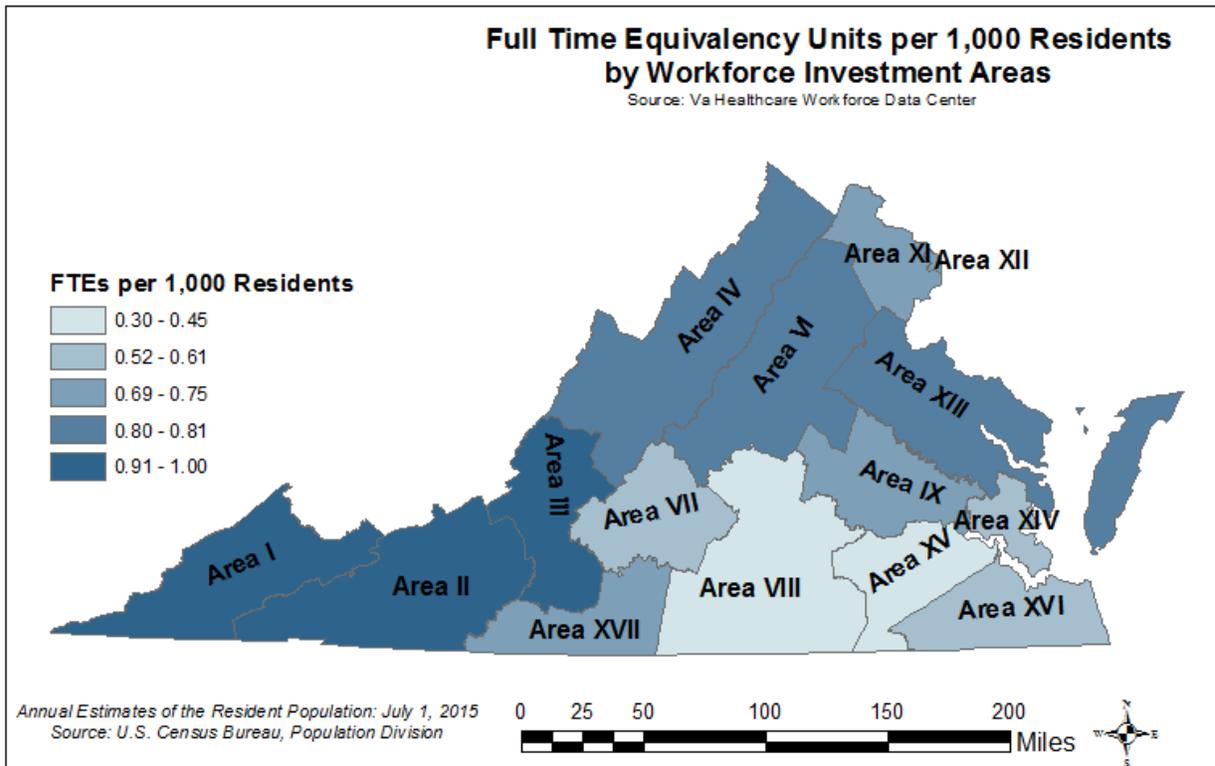
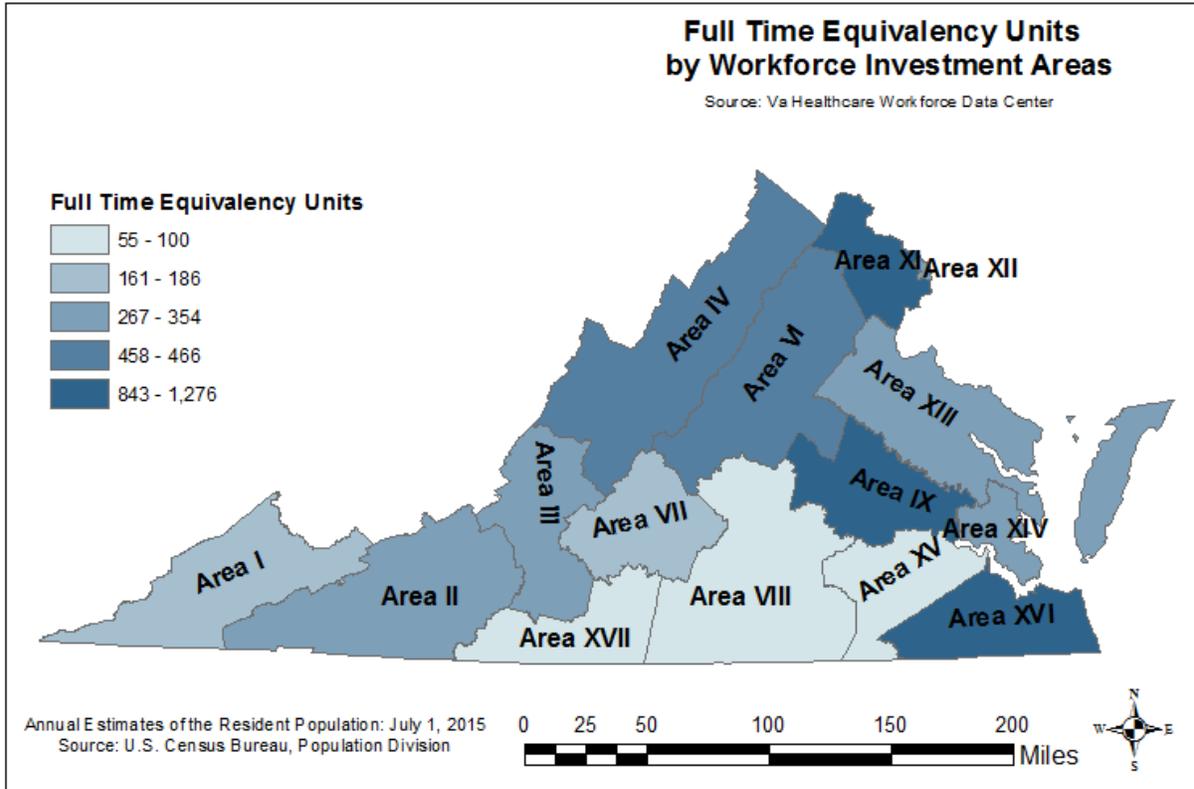
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

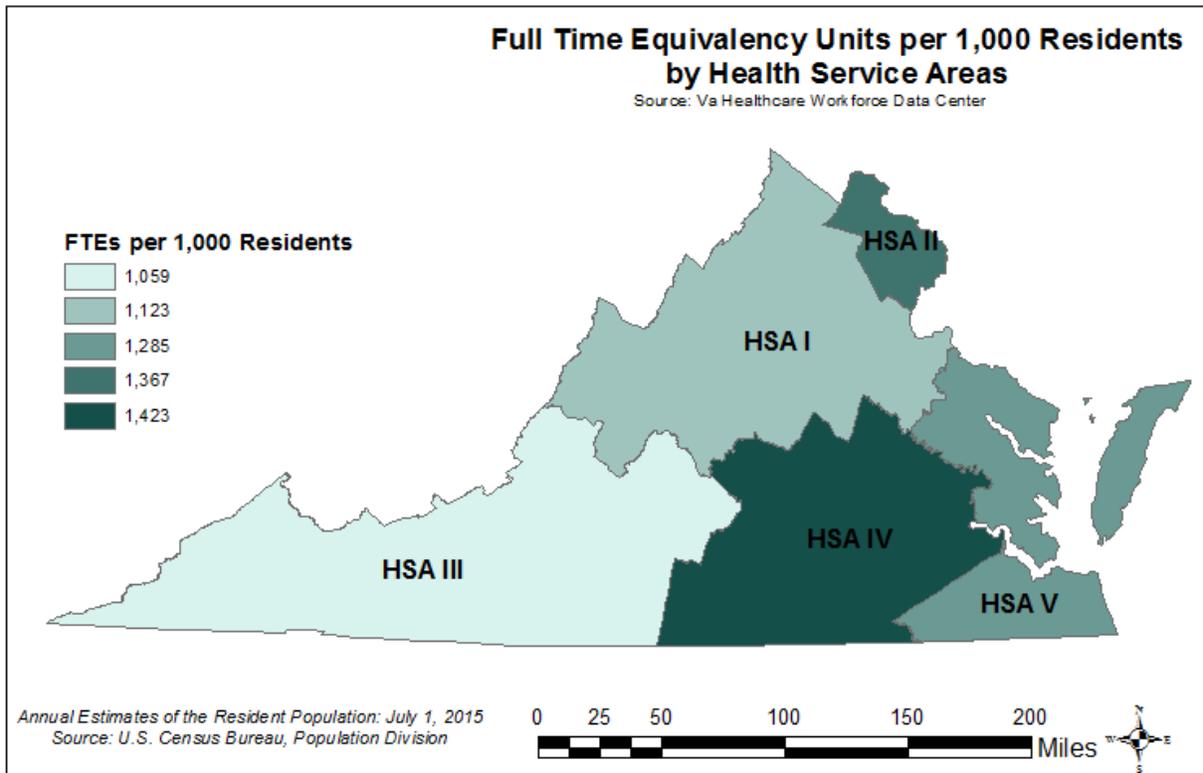
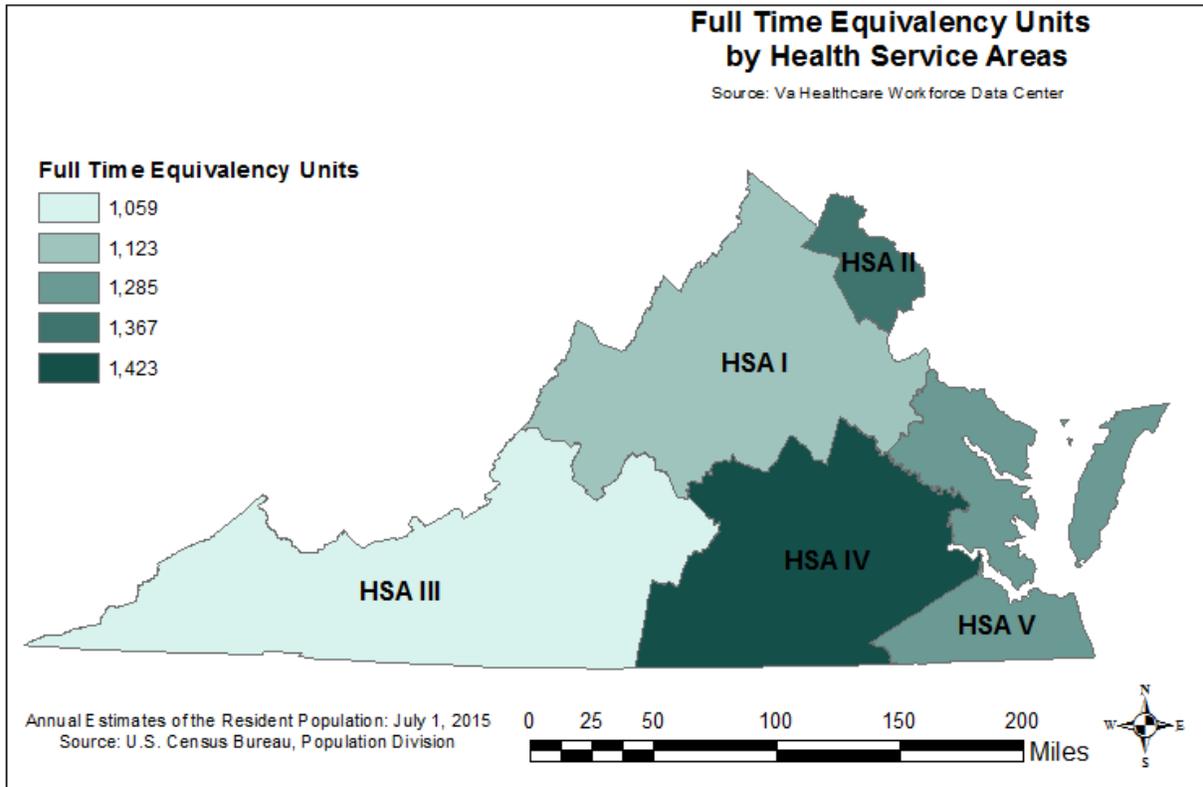
Council on Virginia's Future Regions

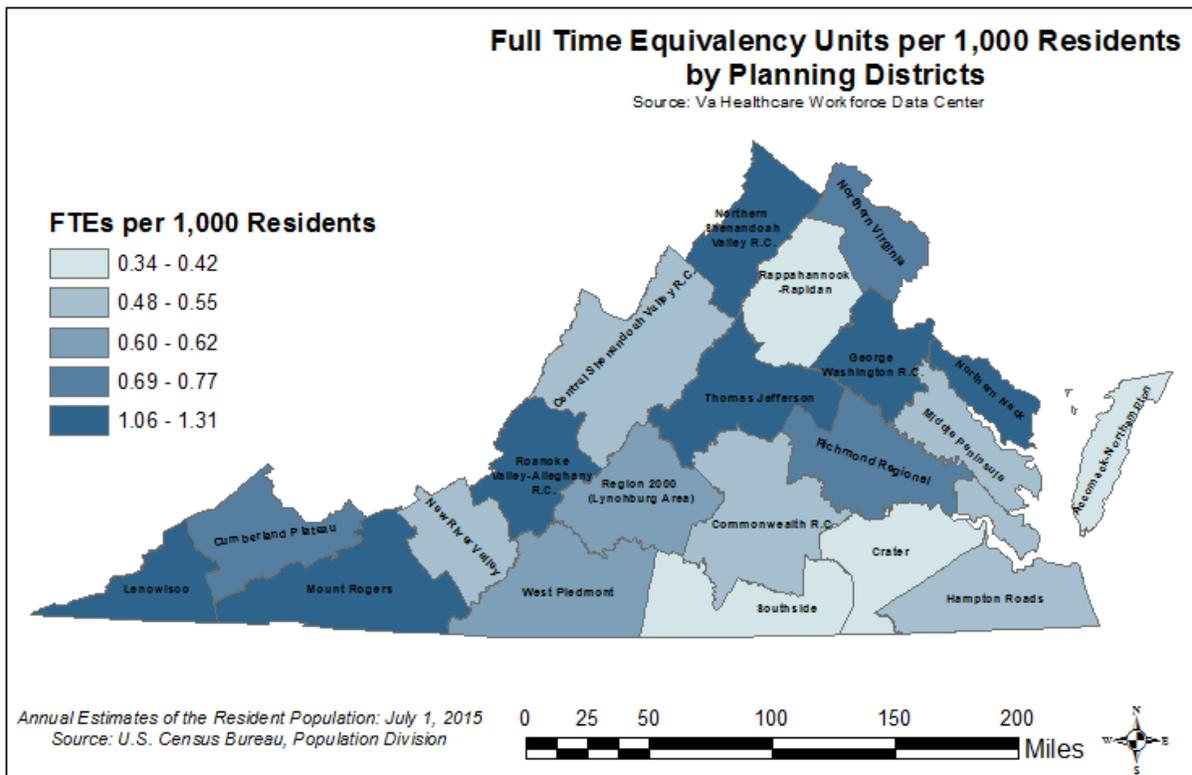
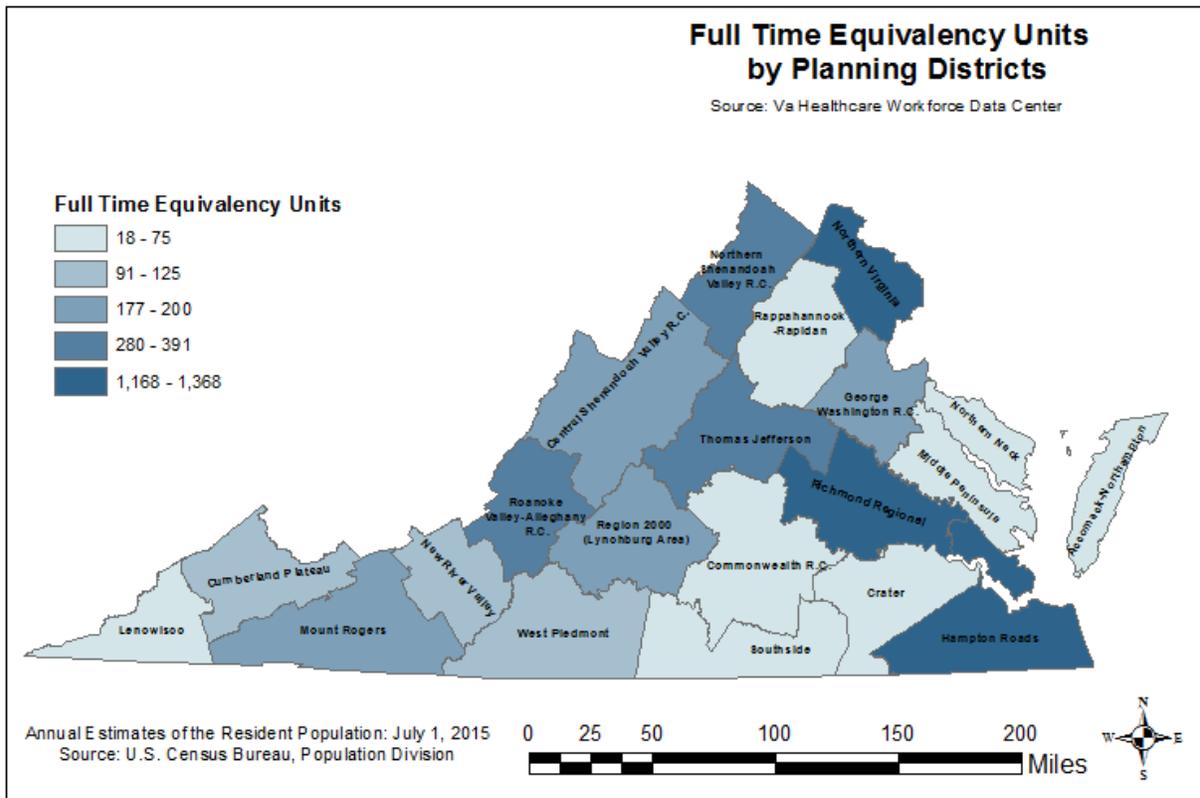




Workforce Investment Areas







## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	5,449	37.55%	2.663245357	2.277951	4.764357
Metro, 250,000 to 1 million	685	37.37%	2.67578125	2.288673	4.786783
Metro, 250,000 or less	934	38.54%	2.594444444	2.219104	4.641277
Urban pop 20,000+, Metro adj	125	35.20%	2.840909091	2.429912	3.340258
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	260	40.00%	2.5	2.138322	4.472323
Urban pop, 2,500-19,999, nonadj	224	37.95%	2.635294118	2.254043	4.714354
Rural, Metro adj	148	33.78%	2.96	2.531774	3.480282
Rural, nonadj	78	37.18%	2.689655172	2.30054	4.811602
Virginia border state/DC	1,190	9.58%	10.43859649	8.928434	18.67391
Other US State	945	19.58%	5.108108108	4.369113	9.138043

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	406	18.23%	5.486486486	4.472322741	18.67390899
30 to 34	1,385	32.13%	3.112359551	2.537047422	10.59328573
35 to 39	1,446	27.73%	3.605985037	2.939427433	12.27339875
40 to 44	1,288	38.12%	2.623217923	2.13832244	8.928434047
45 to 49	1,306	30.40%	3.289672544	2.681584538	11.19679158
50 to 54	1,111	37.89%	2.638954869	2.15115045	8.981996616
55 to 59	1,122	31.46%	3.178470255	2.590937723	10.81830137
60 and Over	1,974	35.01%	2.856729378	2.328669868	9.723218045

Source: Va. Healthcare Workforce Data Center

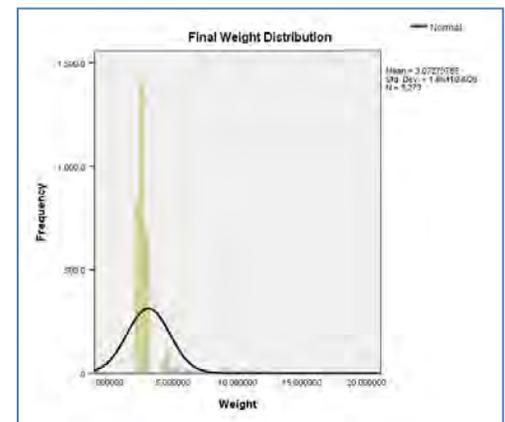
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://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: 0.32606**



Source: Va. Healthcare Workforce Data Center