
Virginia's Licensed Nurse Practitioner Workforce: 2019

Healthcare Workforce Data Center

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3,593 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

Licensees:	11,840
Virginia's Workforce:	9,891
FTEs:	8,827

Background

Rural Childhood:	34%
HS Degree in VA:	44%
Prof. Degree in VA:	50%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	65%
Satisfied?:	95%

Survey Response Rate

All Licensees:	30%
Renewing Practitioners:	75%

Education

Master's Degree:	78%
Post-Masters Cert.:	9%

Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	55%

Demographics

Female:	90%
Diversity Index:	35%
Median Age:	44

Finances

Median Income:	\$100k-\$110k
Health Benefits:	66%
Under 40 w/ Ed debt:	64%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	88%
Admin. Role:	3%

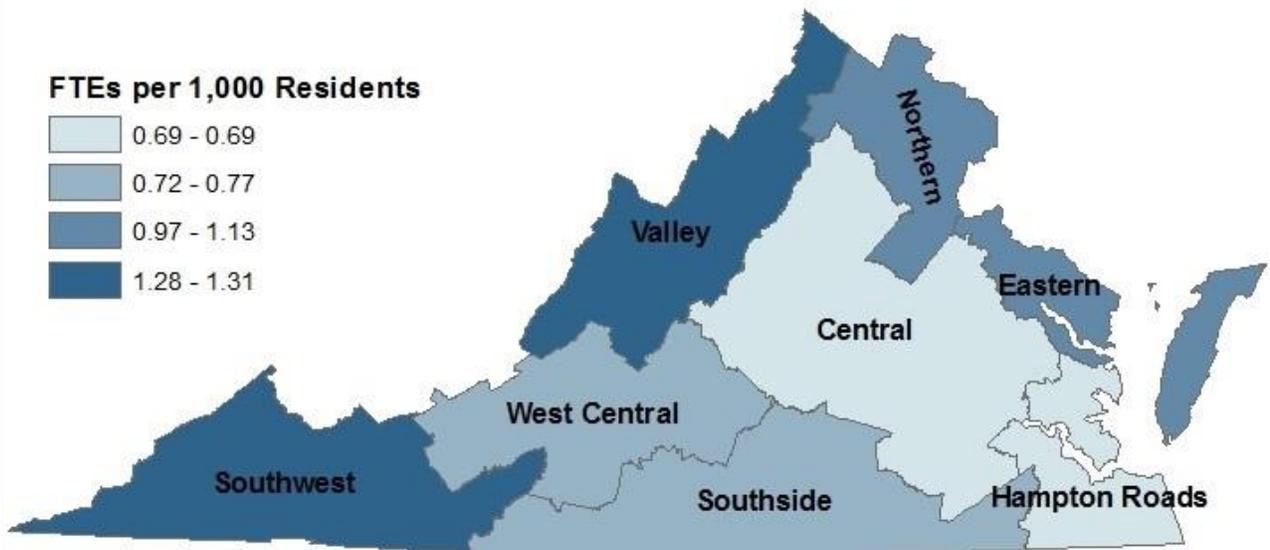
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units Provided by Licensed Nurse Practitioners per 1,000 Residents by Virginia Perform Regions

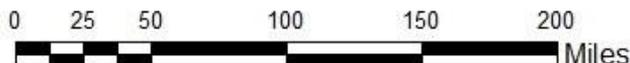
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

	0.69 - 0.69
	0.72 - 0.77
	0.97 - 1.13
	1.28 - 1.31



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



Over 3,000 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2019 Licensed Nurse Practitioner Workforce Survey¹. 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. Approximately half of all NPs have access to the survey in any given year. Thus, these survey respondents represent 30% of the 11,840 NPs who are licensed in the state but 75% of renewing practitioners.

The HWDC estimates that 9,891 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 2018 and September 2019, Virginia's NP workforce provided 8,827 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Nine out of 10 NPs are female; while the median age of all NPs is 44. In a random encounter between two NPs, there is a 35% 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 57% 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 24% of these professionals currently work in non-Metro areas of the state. Overall, 11% of NPs work in rural areas. Meanwhile, 44% of Virginia's NPs graduated from high school in Virginia, and 50% of NPs earned their initial professional degree in the state. In total, 55% of Virginia's NP workforce have some educational background in the state.

About three quarters of all NPs hold a Master's degree as their highest professional degree, while another 9% have a Post-Masters certificate. Nearly half of all NPs currently carry educational debt, including 64% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$60,000 and \$70,000.

Summary of Trends

Several significant changes have occurred in the NP workforce in the past five years. The number of licensed NPs in the state has grown by 52%; the number in the state's workforce has grown by 57% and the FTEs provided has increased by 53%. Compared to 2018, the response rate of renewing NPs increased from 68% in 2018 to 75% in 2019 even though it is still lower than the 2014 level of 79%. The percent of licensed NPs working in Virginia increased from 81% in 2014 to 82% in 2017 and most recently increased to 83% in 2019. For the first time in five years, 11% of NPs reported that they worked in non-metro areas compared to the 10% who did the same in the past five years.

The percent female has stayed consistently around 90%. The diversity index continues to increase from 28% in 2014 to a five-year high of 35% in 2019. The diversity index for NPs under 40 years of age, however, declined from 39% in 2018 to 38% in 2019. Median age also declined from 48 years in 2014 to 44 years in 2019.

Over the past five years, educational attainment has improved for NPs. In the 2019 survey, the percent of NPs with a master's degree increased to 78% from 76% in 2018. Additionally, the percent with a post-master's certificate increased to 9% after declining to 8% in 2017 from 10% in 2014. However, the percent with a doctorate NP stayed at 8% since last year; this level is still higher than the 2014 level of 4%. Not surprisingly, the median debt and the percent carrying debt has also increased. Half of all NPs now carry debt compared to 40% in 2014; median debt is now \$60,000-\$70,000 from \$40,000-\$50,000 in 2014 and \$50,000-\$60,000 in 2018. Retirement expectation has changed slightly; 38% expect to retire by age 65 compared with 36% to 37% in the past surveys.

¹ To reduce respondents' burden, HWDC changed its procedure in 2019 so that nurses now complete a survey for the highest profession in which they are practicing. This may have resulted in a higher number of NPs responding. This distinction should be kept in mind when comparing this year's survey to previous years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,442	38%
New Licensees	1,376	12%
Non-Renewals	595	5%
Renewal date not in survey period	5,427	46%
All Licensees	11,840	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 75% of renewing NPs submitted a survey. These represent 30% of NPs who held a license at some point during the licensing period.

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 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.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	376	69	16%
30 to 34	1,177	524	31%
35 to 39	1,459	423	23%
40 to 44	986	632	39%
45 to 49	1,125	421	27%
50 to 54	750	446	37%
55 to 59	888	341	28%
60 and Over	1,486	737	33%
Total	8,247	3,593	30%
New Licenses			
Issued After Sept. 2018	1,265	111	8%
Metro Status			
Non-Metro	668	363	35%
Metro	5,148	2,800	35%
Not in Virginia	2,431	429	15%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,593
Response Rate, all licensees	30%
Response Rate, Renewals	75%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number: 11,840
 New: 12%
 Not Renewed: 5%

Response Rates

All Licensees: 30%
 Renewing Practitioners: 75%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's NP Workforce: 9,891
 FTEs: 8,827

Utilization Ratios

Licenses in VA Workforce: 84%
 Licenses per FTE: 1.34
 Workers per FTE: 1.12

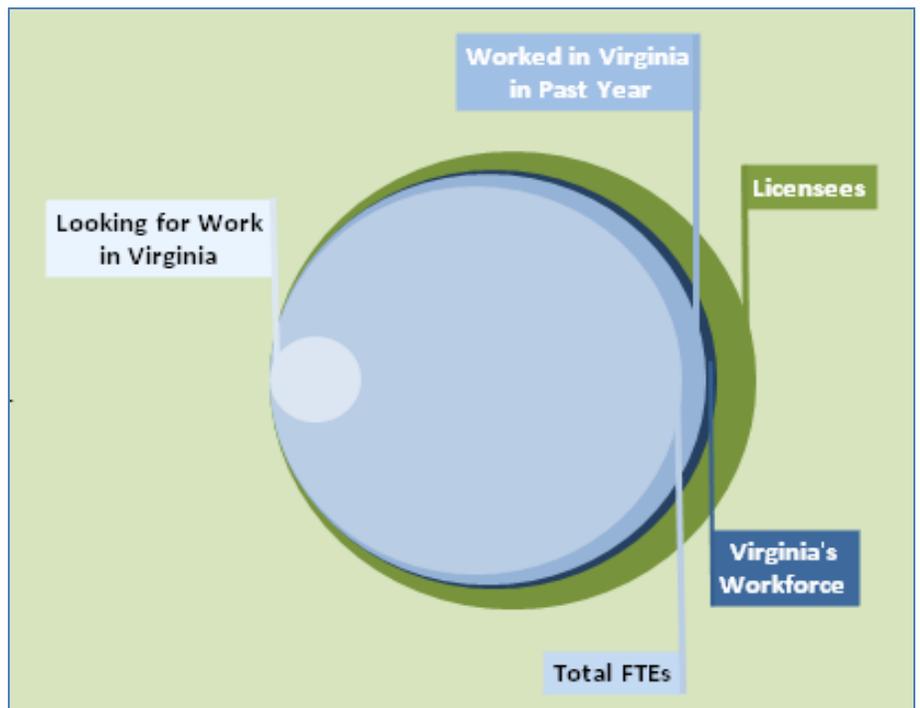
Source: Va. Healthcare Workforce Data Center

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	9,679	98%
Looking for Work in Virginia	211	2%
Virginia's Workforce	9,891	100%
Total FTEs	8,827	
Licenses	11,840	

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	33	8%	377	92%	410	5%
30 to 34	102	7%	1,301	93%	1,404	16%
35 to 39	156	10%	1,368	90%	1,523	17%
40 to 44	136	11%	1,083	89%	1,219	14%
45 to 49	119	11%	997	89%	1,115	13%
50 to 54	96	11%	772	89%	867	10%
55 to 59	87	10%	778	90%	865	10%
60 +	157	11%	1,270	89%	1,427	16%
Total	886	10%	7,945	90%	8,830	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 90%
 % Under 40 Female: 91%

Age
 Median Age: 44
 % Under 40: 38%
 % 55+: 26%

Diversity
 Diversity Index: 35%
 Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

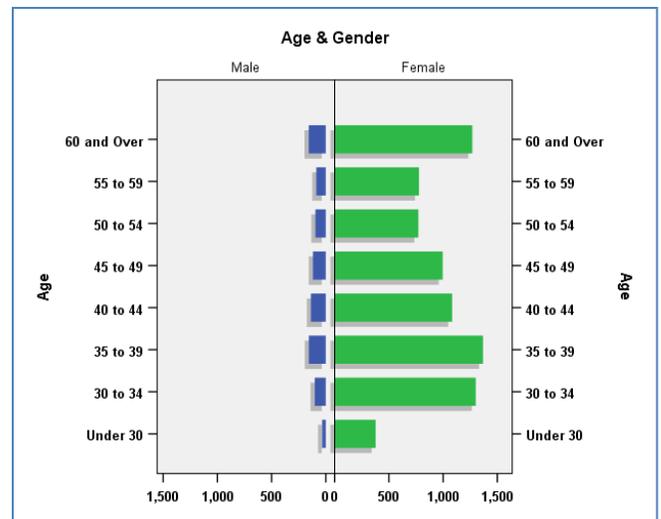
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	7,079	80%	2,593	78%
Black	19%	797	9%	273	8%
Asian	7%	473	5%	234	7%
Other Race	0%	113	1%	51	2%
Two or more races	3%	143	2%	63	2%
Hispanic	10%	230	3%	102	3%
Total	100%	8,835	100%	3,316	100%

* 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 NPs, there is a 35% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 57% chance for Virginia's population as a whole.

38% of NPs are under the age of 40. 91% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 38%, which is slightly 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: 34%

Virginia Background

HS in Virginia: 44%
 Prof. Ed. in VA: 50%
 HS or Prof. Ed. in VA: 55%
 Initial NP Degree in VA: 54%

Location Choice

% Rural to Non-Metro: 24%
 % Urban/Suburban to Non-Metro: 5%

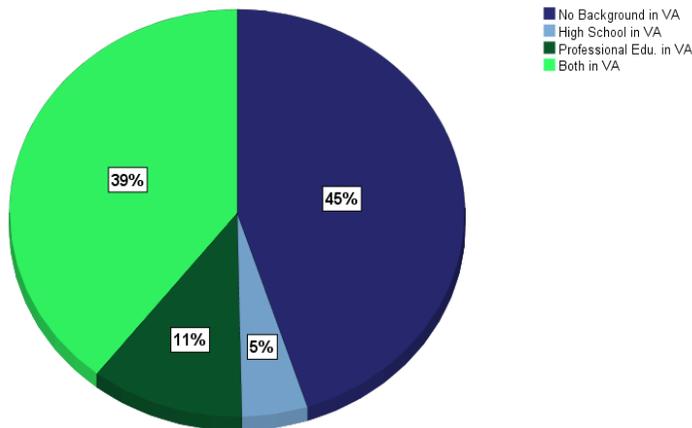
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	23%	62%	15%
2	Metro, 250,000 to 1 million	51%	39%	11%
3	Metro, 250,000 or less	46%	45%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	70%	16%	14%
6	Urban pop, 2,500-19,999, Metro adjacent	66%	28%	5%
7	Urban pop, 2,500-19,999, non adjacent	87%	12%	2%
8	Rural, Metro adjacent	71%	19%	10%
9	Rural, non adjacent	55%	37%	8%
Overall		34%	53%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

34% of all NPs grew up in self-described rural areas, and 24% of these professionals currently work in non-Metro counties. Overall, 11% 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	3,858	Virginia	4,395	Virginia	4,678
2	Outside of U.S./Canada	527	Pennsylvania	459	Washington, D.C.	623
3	Pennsylvania	468	New York	429	Pennsylvania	386
4	New York	467	West Virginia	316	New York	245
5	West Virginia	376	Maryland	286	Tennessee	240
6	Maryland	265	North Carolina	273	North Carolina	232
7	North Carolina	229	Florida	220	West Virginia	225
8	New Jersey	227	Tennessee	188	Florida	187
9	Ohio	221	Ohio	187	Illinois	173
10	Florida	219	Outside of U.S./Canada	166	Minnesota	172

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,819	Virginia	2,104	Virginia	1,941
2	Outside of U.S./Canada	322	Pennsylvania	213	Washington, D.C.	317
3	West Virginia	215	West Virginia	180	Pennsylvania	193
4	Pennsylvania	196	New York	158	Minnesota	166
5	New York	149	North Carolina	137	Tennessee	149
6	Maryland	139	Maryland	135	North Carolina	139
7	Florida	115	Florida	117	Illinois	136
8	North Carolina	108	Tennessee	110	West Virginia	100
9	New Jersey	103	South Carolina	95	Ohio	93
10	Ohio	90	Outside of U.S./Canada	92	Florida	88

Source: Va. Healthcare Workforce Data Center

17% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 91% of these licensees worked at some point in the past year, including 85% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	1,976
% of Licensees:	17%
Federal/Military:	17%
Va. Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	266	3%
Master's Degree	6,790	78%
Post-Masters Cert.	775	9%
Doctorate of NP	654	8%
Other Doctorate	234	3%
Post-Ph.D. Cert.	0	0%
Total	8,719	100%

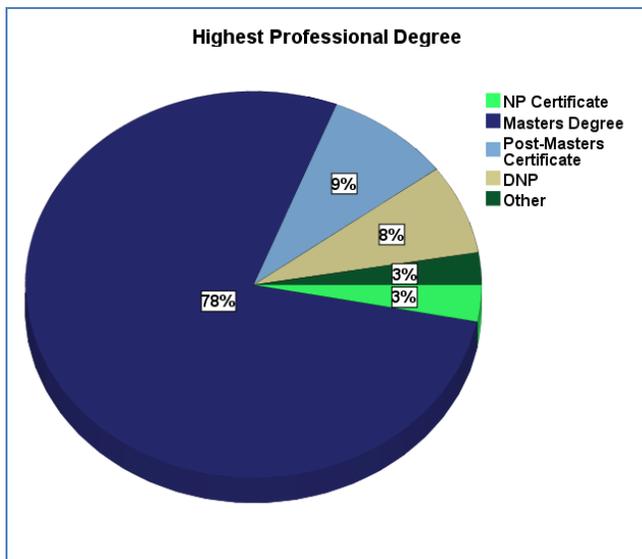
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Master's Degree: 78%
 Post-Masters Cert.: 9%

Educational Debt
 Carry debt: 50%
 Under age 40 w/ debt: 64%
 Median debt: \$60k-\$70k

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. Half of NPs carry education debt, including 64% of those under the age of 40. The median debt burden among NPs with educational debt is between \$60,000 and \$70,000.

Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,987	50%	1,075	36%
\$10,000 or less	271	3%	112	4%
\$10,000-\$19,999	287	4%	121	4%
\$20,000-\$29,999	302	4%	112	4%
\$30,000-\$39,999	358	5%	145	5%
\$40,000-\$49,999	292	4%	146	5%
\$50,000-\$59,999	296	4%	132	4%
\$60,000-\$69,999	286	4%	161	5%
\$70,000-\$79,999	296	4%	134	5%
\$80,000-\$89,999	270	3%	144	5%
\$90,000-\$99,999	192	2%	58	2%
\$100,000-\$109,999	288	4%	158	5%
\$110,000-\$119,999	114	1%	59	2%
\$120,000 or more	711	9%	414	14%
Total	7,950	100%	2,971	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	27%
RN Anesthetist:	19%
Acute Care/ER:	8%

Credentials

AANPCP – Family NP:	20%
ANCC – Family NP:	20%
ANCC – Adult NP:	3%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	2,361	27%
Certified Registered Nurse Anesthetist	1,672	19%
Acute Care/Emergency Room	701	8%
Pediatrics	587	7%
Adult Health	572	7%
Psychiatric/Mental Health	369	4%
OB/GYN - Women's Health	319	4%
Surgical	275	3%
Geriatrics/Gerontology	247	3%
Certified Nurse Midwife	216	2%
Neonatal Care	126	1%
Gastroenterology	59	1%
Pain Management	42	0%
Organ Transplant	27	0%
Other	1,122	13%
Total	8,695	100%

Source: Va. Healthcare Workforce Data Center

Credentials

Credential	#	%
AANPCP: Family NP	2,020	20%
ANCC: Family NP	1,951	20%
ANCC: Adult NP	344	3%
ANCC: Adult-Gerontology Acute Care NP	308	3%
ANCC: Acute Care NP	265	3%
NCC: Women's Health Care NP	261	3%
ANCC: Pediatric NP	171	2%
ANCC: Family Psychiatric-Mental Health NP	158	2%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	155	2%
ANCC: Adult Psychiatric-Mental Health NP	149	2%
ANCC: Adult-Gerontology Primary Care NP	137	1%
NCC: Neonatal NP	124	1%
AANPCP: Adult NP	100	1%
All Other Credentials	68	1%
At Least One Credential	5,926	60%

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 19% had a primary specialty as a Certified RN Anesthetist. 60% of all NPs also held at least one credential. AANPCP: 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: 65%
 2 or More Positions: 17%

Weekly Hours:

40 to 49: 50%
 60 or more: 5%
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	0%
Employed in a nursing- related capacity	8,391	96%
Employed, NOT in a nursing-related capacity	37	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	28	0%
Voluntarily unemployed	222	3%
Retired	85	1%
Total	8,768	100%

Source: Va. Healthcare Workforce Data Center

96% of NPs are currently employed in their profession. 65% of NPs hold one full-time job, while 17% currently have multiple jobs. 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	250	3%
1 to 9 hours	143	2%
10 to 19 hours	202	2%
20 to 29 hours	596	7%
30 to 39 hours	1,659	20%
40 to 49 hours	4,291	50%
50 to 59 hours	895	11%
60 to 69 hours	284	3%
70 to 79 hours	60	1%
80 or more hours	121	1%
Total	8,501	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	250	3%
One Part-Time Position	1,253	15%
Two Part-Time Positions	215	3%
One Full-Time Position	5,598	65%
One Full-Time Position & One Part-Time Position	1,040	12%
Two Full-Time Positions	26	0%
More than Two Positions	165	2%
Total	8,547	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	61	1%
Less than \$40,000	324	5%
\$40,000-\$49,999	129	2%
\$50,000-\$59,999	225	3%
\$60,000-\$69,999	250	4%
\$70,000-\$79,999	357	5%
\$80,000-\$89,999	611	9%
\$90,000-\$99,999	995	14%
\$100,000-\$109,999	1,178	17%
\$110,000-\$119,999	628	9%
\$120,000 or more	2,301	33%
Total	7,059	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Retirement: 76%
Health Insurance: 66%

Satisfaction
Satisfied: 95%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,382	63%
Somewhat Satisfied	2,720	32%
Somewhat Dissatisfied	314	4%
Very Dissatisfied	97	1%
Total	8,514	100%

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, 76% also had access to a retirement plan and 66% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	1,324	16%	17%
Dental Insurance	5,024	60%	63%
Health Insurance	5,248	63%	66%
Paid Leave	5,809	69%	74%
Group Life Insurance	4,365	52%	56%
Retirement	6,009	72%	76%
Receive at least one benefit	6,836	81%	86%

*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?	90	1%
Experience Voluntary Unemployment?	440	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	218	2%
Work two or more positions at the same time?	1,696	17%
Switch employers or practices?	775	8%
Experienced at least 1	2,783	28%

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 2.8% during the same period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	133	2%	92	5%
Less than 6 Months	621	7%	204	10%
6 Months to 1 Year	942	11%	291	14%
1 to 2 Years	2,056	25%	513	25%
3 to 5 Years	1,838	22%	500	25%
6 to 10 Years	1,251	15%	247	12%
More than 10 Years	1,494	18%	172	9%
Subtotal	8,334	100%	2,020	100%
Did not have location	219		7,801	
Item Missing	1,337		70	
Total	9,891		9,891	

Source: Va. Healthcare Workforce Data Center

68% of NPs receive a salary at their primary work location, while 27% receive an hourly wage.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 1%
 Underemployed: 2%

Turnover & Tenure
 Switched Jobs: 8%
 New Location: 25%
 Over 2 years: 55%
 Over 2 yrs, 2nd location: 45%

Employment Type
 Salary: 70%
 Hourly Wage: 26%

Source: Va. Healthcare Workforce Data Center

55% 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	4,588	68%
Hourly Wage	1,812	27%
By Contract	319	5%
Business/ Practice Income	0	0%
Unpaid	30	0%
Subtotal	6,749	100%
Missing location	219	
Item missing	2,774	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. In the past 12 months, the non-seasonally adjusted monthly unemployment rate ranged from a low of 2.5% in September 2019 to 3.2% in January and February 2019. At the time of publication, the unemployment rate for September 2019 was still preliminary.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	71%
Lowest Region:	2%

Locations

2 or more (Past Year):	24%
2 or more (Now*):	22%

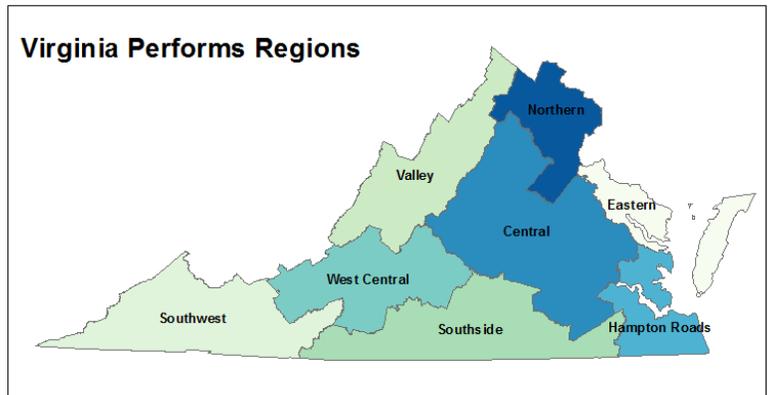
Source: Va. Healthcare Workforce Data Center

Northern Virginia is the 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				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,185	26%	362	18%
Eastern	127	2%	42	2%
Hampton Roads	1,541	18%	375	18%
Northern	2,235	27%	521	26%
Southside	261	3%	93	5%
Southwest	475	6%	179	9%
Valley	582	7%	107	5%
West Central	745	9%	182	9%
Virginia Border State/DC	86	1%	61	3%
Other US State	131	2%	106	5%
Outside of the US	0	0%	10	0%
Total	8,368	100%	2,038	100%
Item Missing	1,304		52	

Source: Va. Healthcare Workforce Data Center



73% of all NPs had just one work location during the past year, while 24% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	209	2%	319	4%
1	6,267	73%	6,325	74%
2	1,134	13%	1,081	13%
3	662	8%	631	7%
4	131	2%	89	1%
5	61	1%	46	1%
6 or More	91	1%	63	1%
Total	8,555	100%	8,555	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	4,035	51%	1,137	59%
Non-Profit	2,778	35%	580	30%
State/Local Government	687	9%	136	7%
Veterans Administration	204	3%	18	1%
U.S. Military	212	3%	44	2%
Other Federal Government	72	1%	24	1%
Total	7,988	100%	1,939	100%
Did not have location	219		7,801	
Item Missing	1,684		152	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

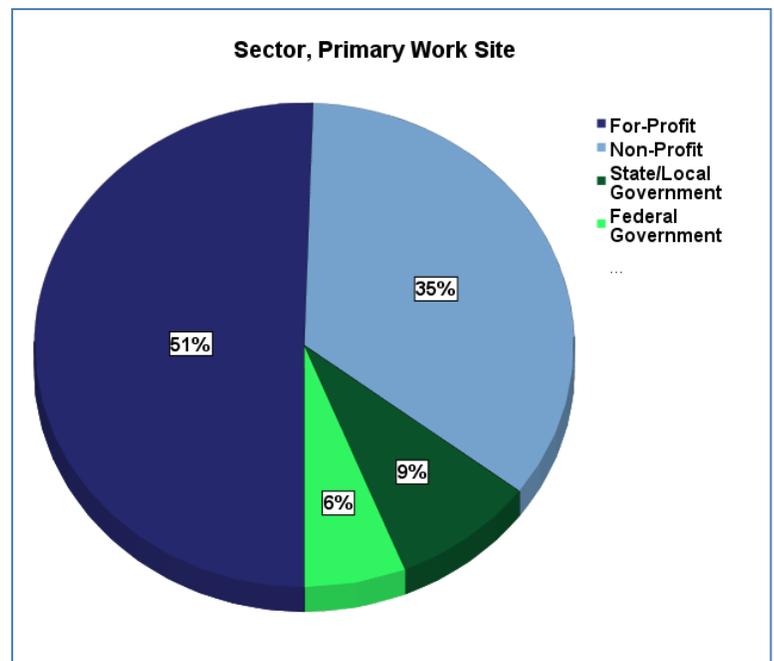
For Profit:	51%
Federal:	6%

Top Establishments

Hospital, Inpatient:	20%
Clinic, Primary Care:	17%
Private practice (Group):	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, 9% of NPs work for state or local governments, and 6% work for the federal government.



Source: Va. Healthcare Workforce Data Center

Over a quarter of the state's NP workforce use EHRs. 6% also provide remote health care for Virginia patients.

Electronic Health Records (EHRs) and Telehealth		
	#	%
Meaningful use of EHRs	2,574	26%
Remote Health, Caring for Patients in Virginia	600	6%
Remote Health, Caring for Patients Outside of Virginia	175	2%
Use at least one	2,891	29%

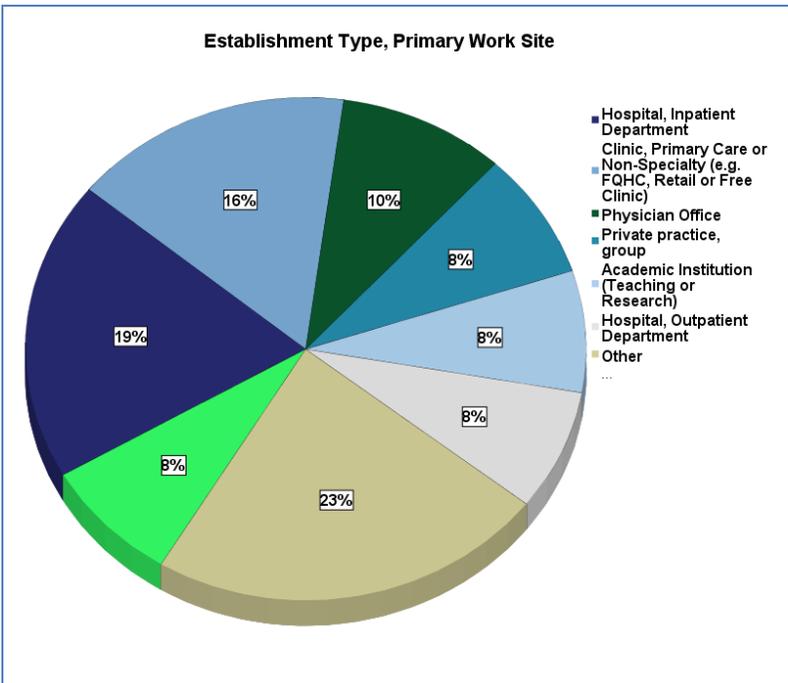
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,476	19%	375	20%
Clinic, Primary Care or Non-Specialty	1,244	16%	222	12%
Physician Office	738	10%	98	5%
Private practice, group	624	8%	79	4%
Academic Institution (Teaching or Research)	598	8%	157	8%
Hospital, Outpatient Department	596	8%	91	5%
Ambulatory/Outpatient Surgical Unit	357	5%	138	7%
Clinic, Non-Surgical Specialty	268	4%	55	3%
Long Term Care Facility, Nursing Home	182	2%	79	4%
Hospital, Emergency Department	179	2%	83	4%
Private practice, group	136	2%	24	1%
Mental Health, or Substance Abuse, Outpatient Center	132	2%	47	3%
Hospice	87	1%	39	2%
Other Practice Setting	1,040	14%	387	21%
Total	7,657	100%	1,874	100%
Did Not Have a Location	219		7,801	

The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 19% 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, 20% work at the inpatient department of a hospital and 12% 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

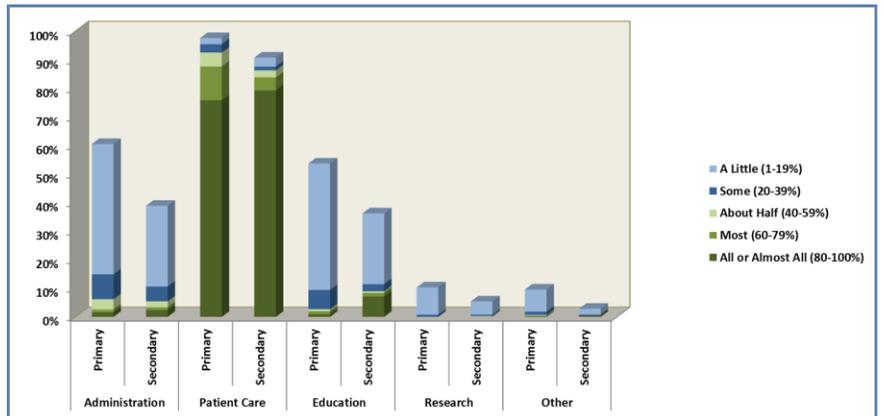
Patient Care: 88%
Administration: 3%
Education: 2%

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. 88% 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%	76%	79%	1%	7%	0%	0%	0%	0%
Most (60-79%)	1%	1%	12%	5%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	4%	2%	5%	2%	1%	1%	0%	0%	0%	0%
Some (20-39%)	9%	5%	3%	1%	7%	2%	1%	0%	1%	0%
A Little (1-20%)	46%	28%	2%	3%	44%	25%	10%	5%	8%	2%
None (0%)	40%	61%	2%	9%	46%	64%	90%	95%	90%	97%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	89	1%	0	0%
50 to 54	189	2%	10	0%
55 to 59	661	9%	107	4%
60 to 64	1,925	25%	581	21%
65 to 69	2,924	39%	1,162	43%
70 to 74	1,116	15%	517	19%
75 to 79	202	3%	110	4%
80 or over	98	1%	49	2%
I do not intend to retire	385	5%	185	7%
Total	7,589	100%	2,721	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 38%
Under 60: 12%

NPs 50 and over

Under 65: 26%
Under 60: 4%

Time until Retirement

Within 2 years: 6%
Within 10 years: 20%
Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

38% of NPs expect to retire by the age of 65, while 26% of NPs who are age 50 or over expect to retire by the same age. Meanwhile, 39% of all NPs expect to retire in their late 60s, and 24% 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, 10% of NPs plan on increasing patient care hours, and 13% plan on pursuing additional educational opportunities.

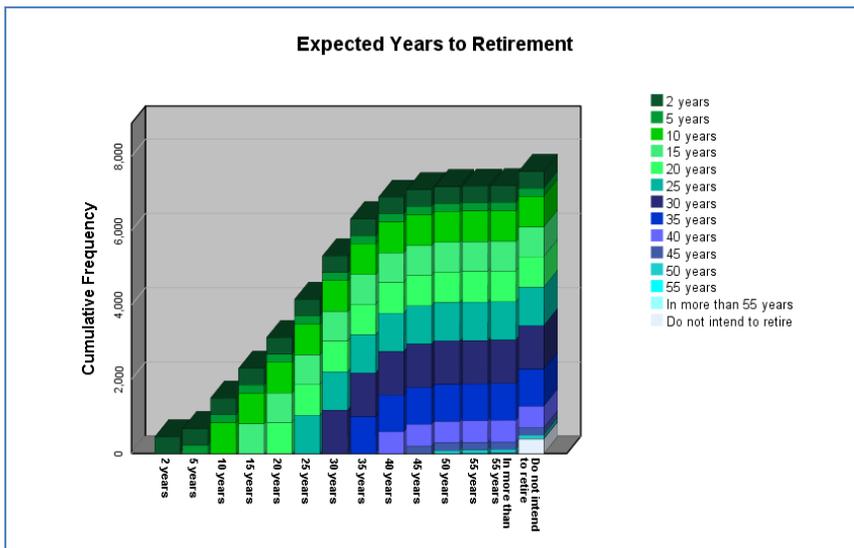
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	86	1%
Leave Virginia	284	3%
Decrease Patient Care Hours	820	8%
Decrease Teaching Hours	112	1%
Increase Participation		
Increase Patient Care Hours	954	10%
Increase Teaching Hours	1,096	11%
Pursue Additional Education	1,266	13%
Return to Virginia’s Workforce	96	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 20% expect to retire in the next 10 years. More than half of the current NP workforce expect to retire by 2044.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	445	6%	6%
5 years	223	3%	9%
10 years	828	11%	20%
15 years	796	10%	30%
20 years	827	11%	41%
25 years	1,030	14%	55%
30 years	1,170	15%	70%
35 years	994	13%	83%
40 years	585	8%	91%
45 years	197	3%	94%
50 years	83	1%	95%
55 years	15	0%	95%
In more than 55 years	10	0%	95%
Do not intend to retire	385	5%	100%
Total	7,588	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 2029. Retirements will peak at 15% of the current workforce around 2049 before declining to under 10% of the current workforce again around 2059.

At a Glance:

FTEs

Total: 8,827
 FTEs/1,000 Residents: 1.05
 Average: 0.91

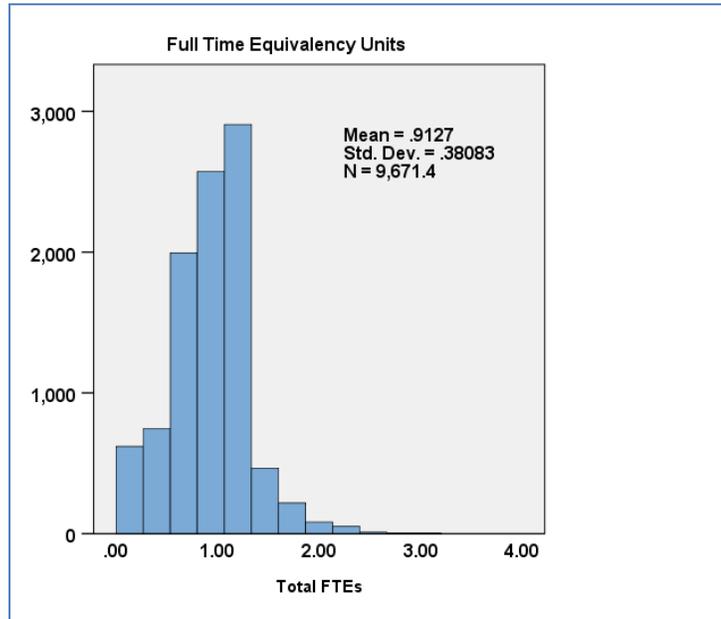
Age & Gender Effect

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:

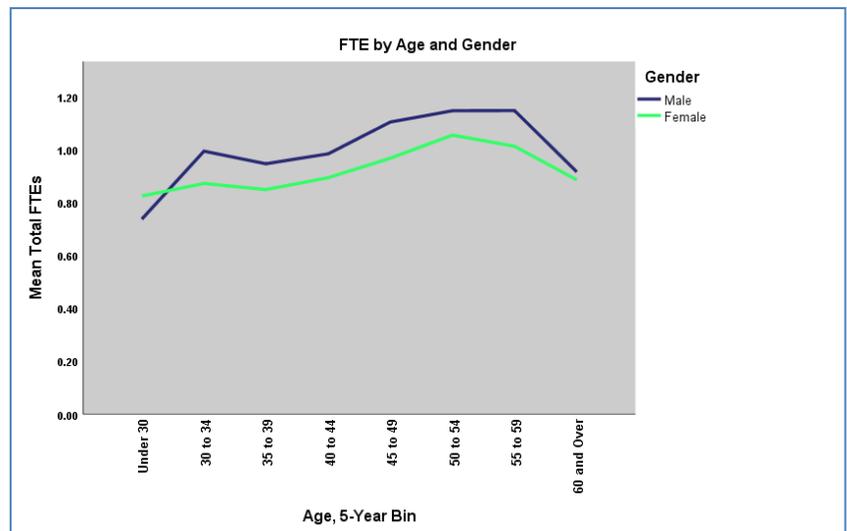


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.91 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.³

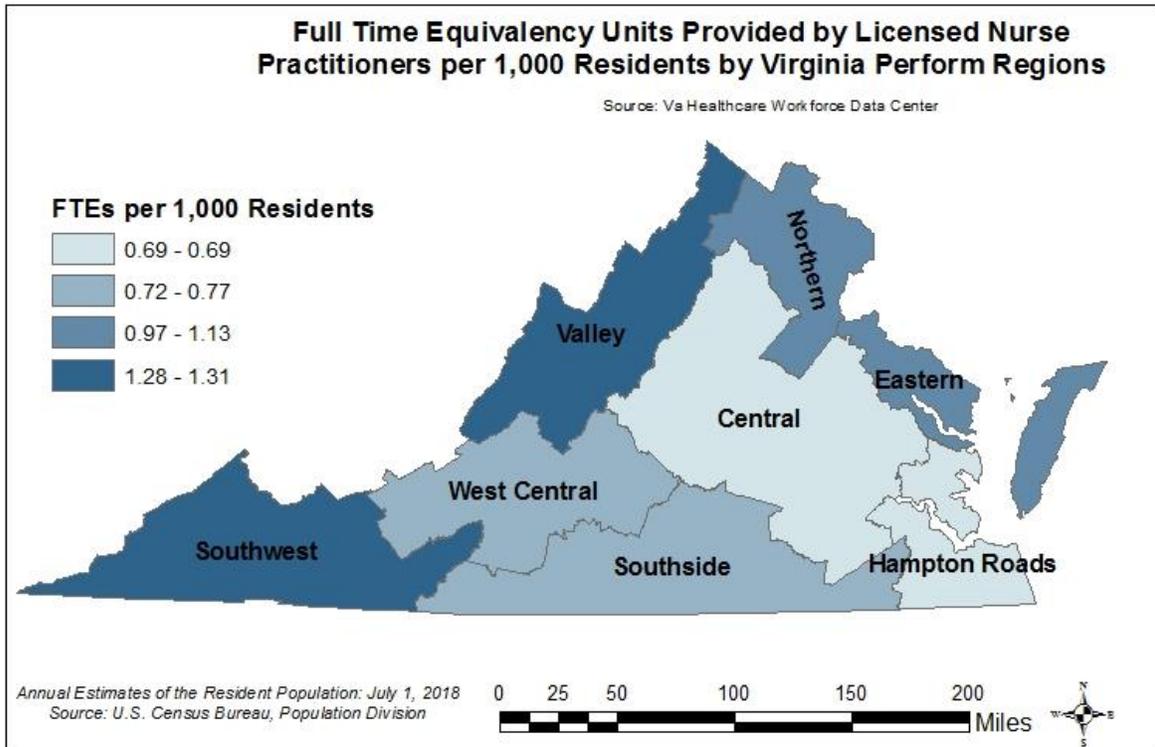
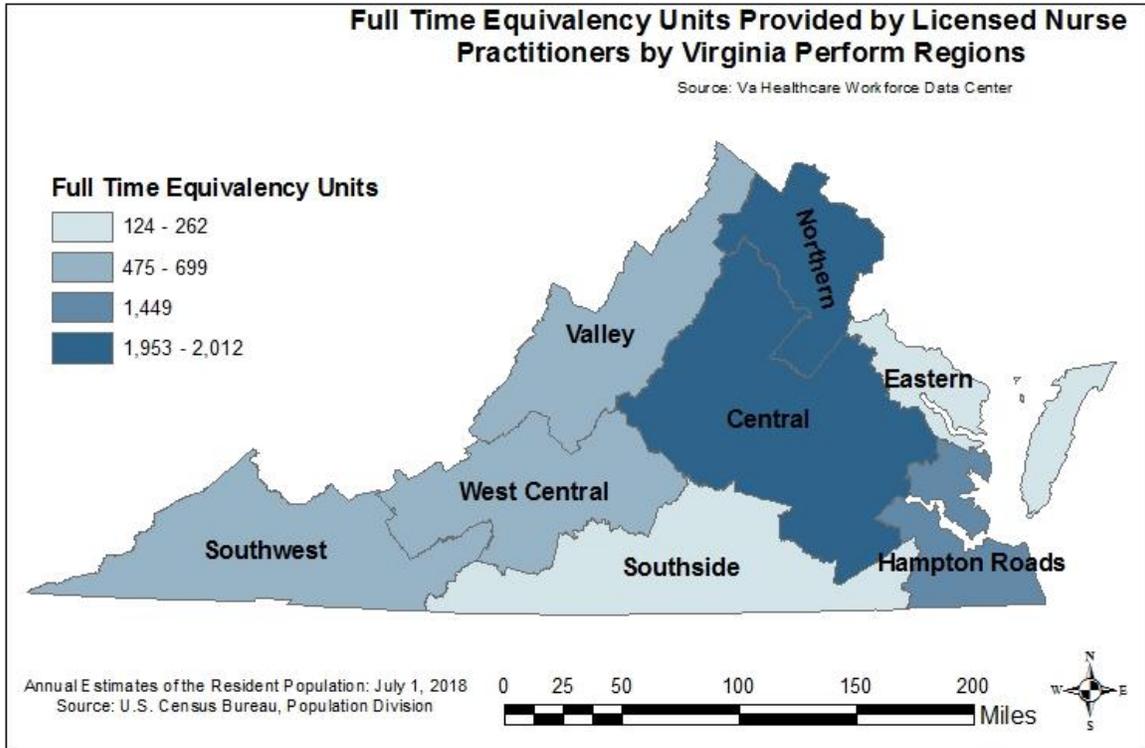
Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.82	0.88
30 to 34	0.90	1.01
35 to 39	0.85	0.86
40 to 44	0.89	0.90
45 to 49	0.96	0.99
50 to 54	1.02	1.03
55 to 59	0.99	1.03
60 and Over	0.89	0.90
Gender		
Male	1.01	1.06
Female	0.91	0.95

Source: Va. Healthcare Workforce Data Center

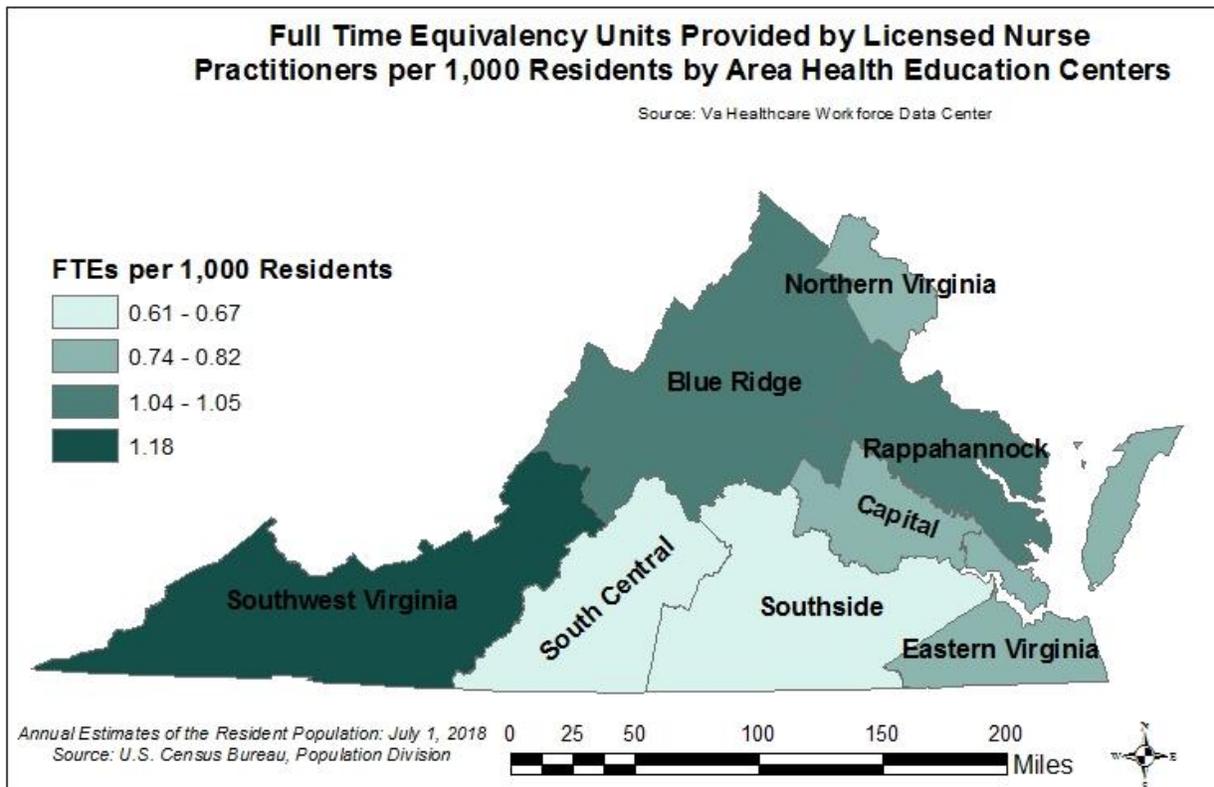
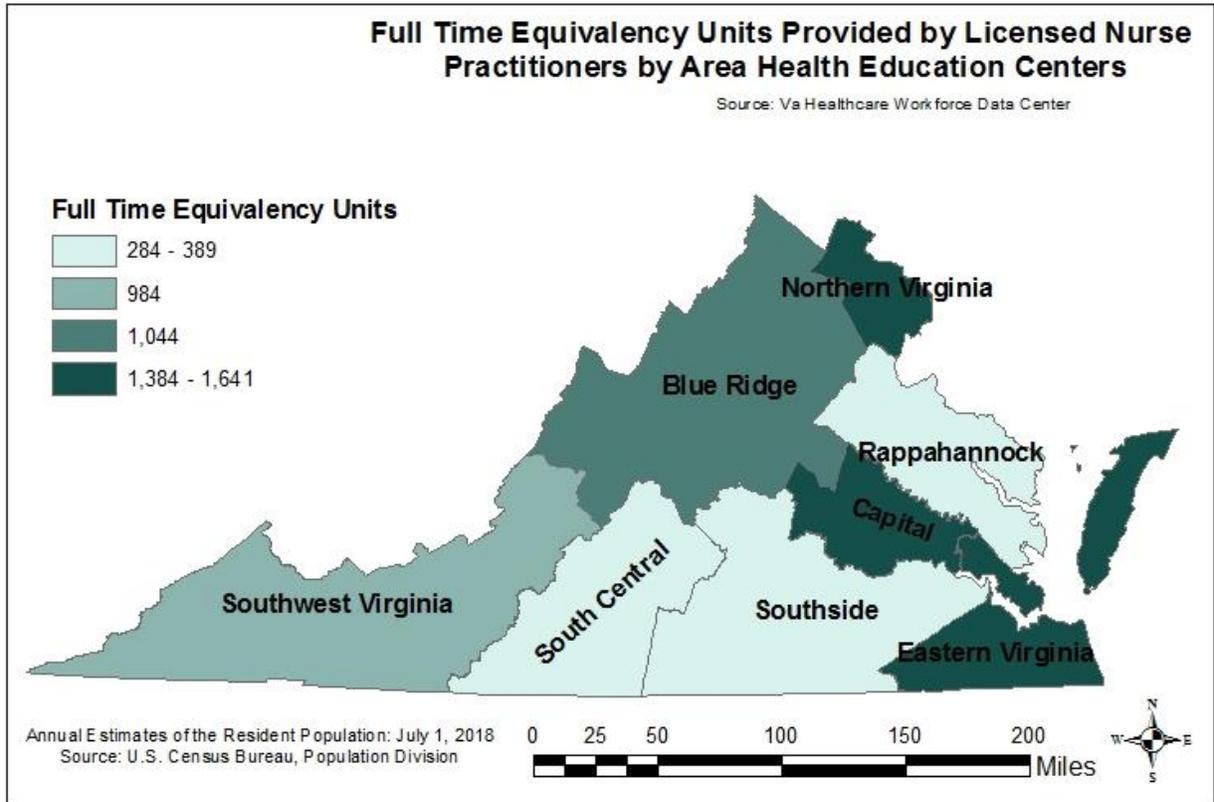


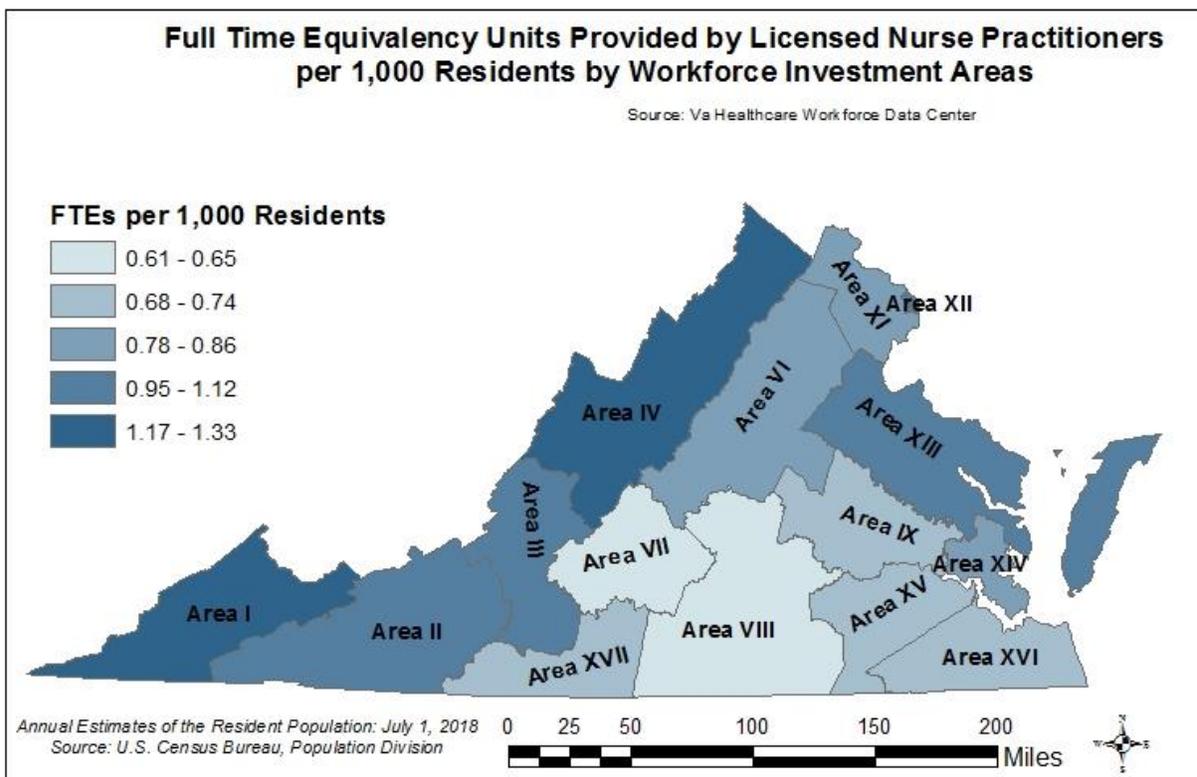
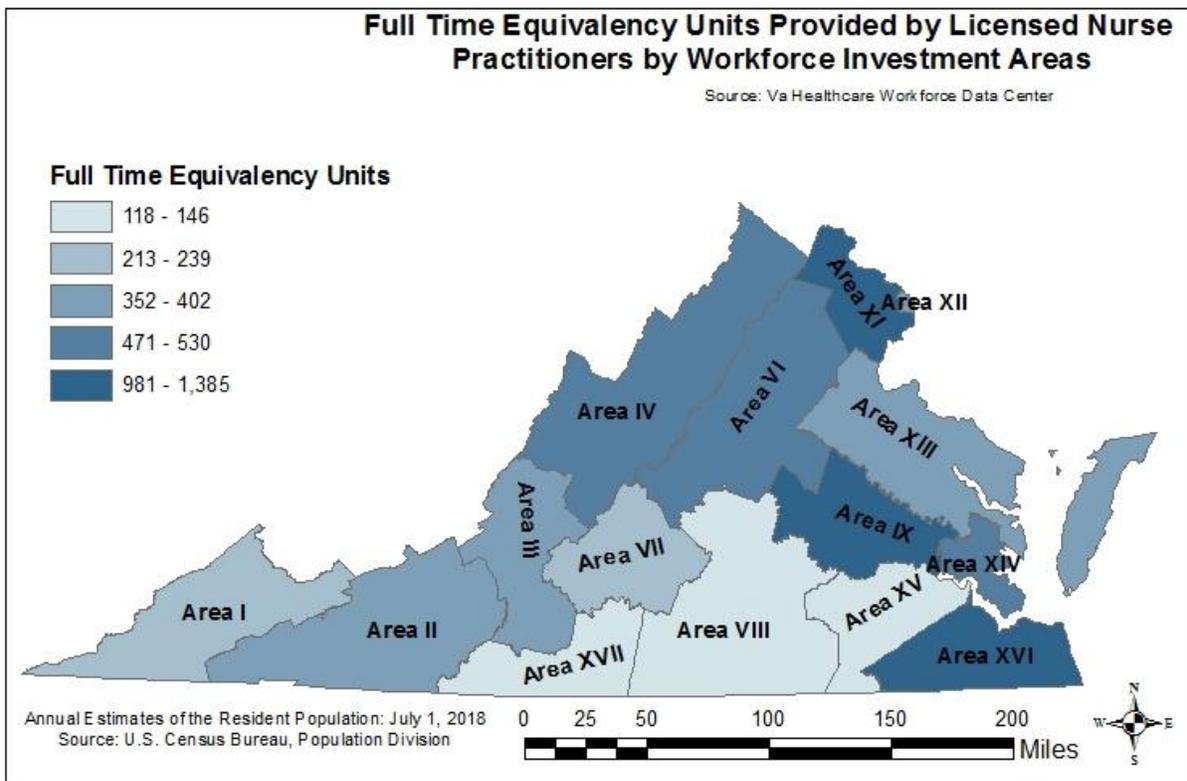
Source: Va. Healthcare Workforce Data Center

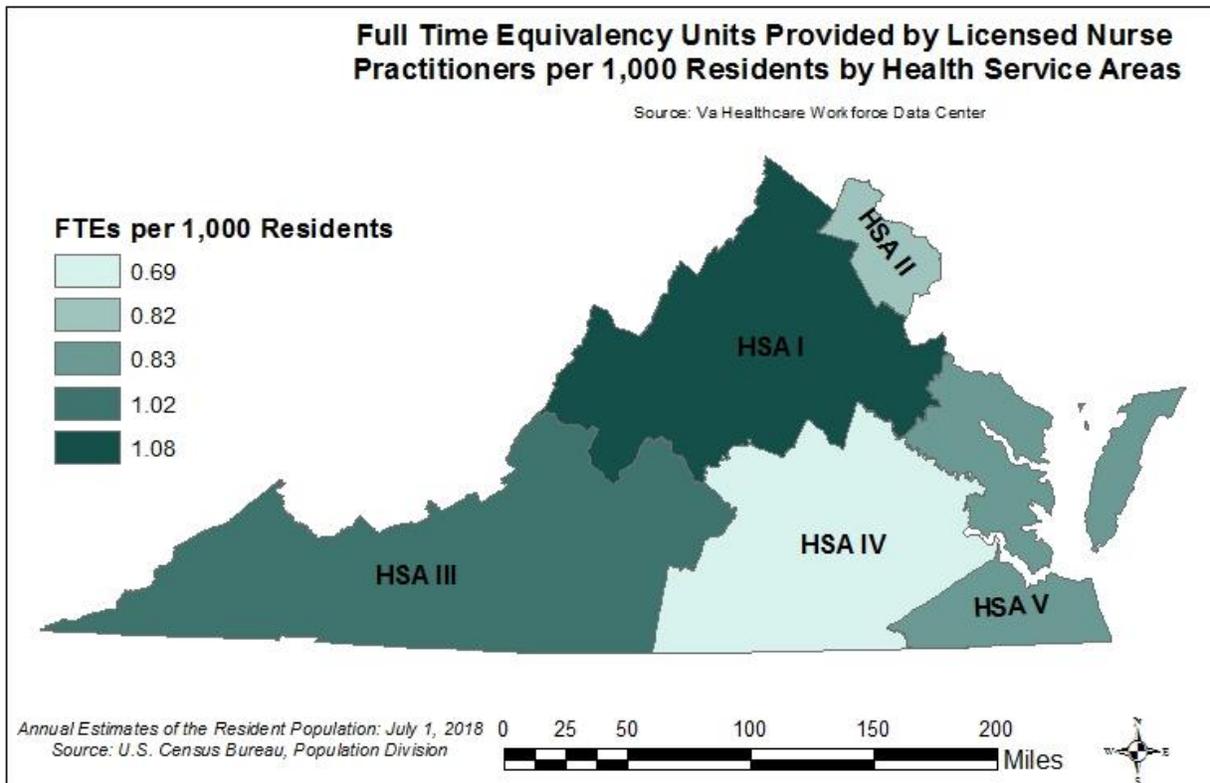
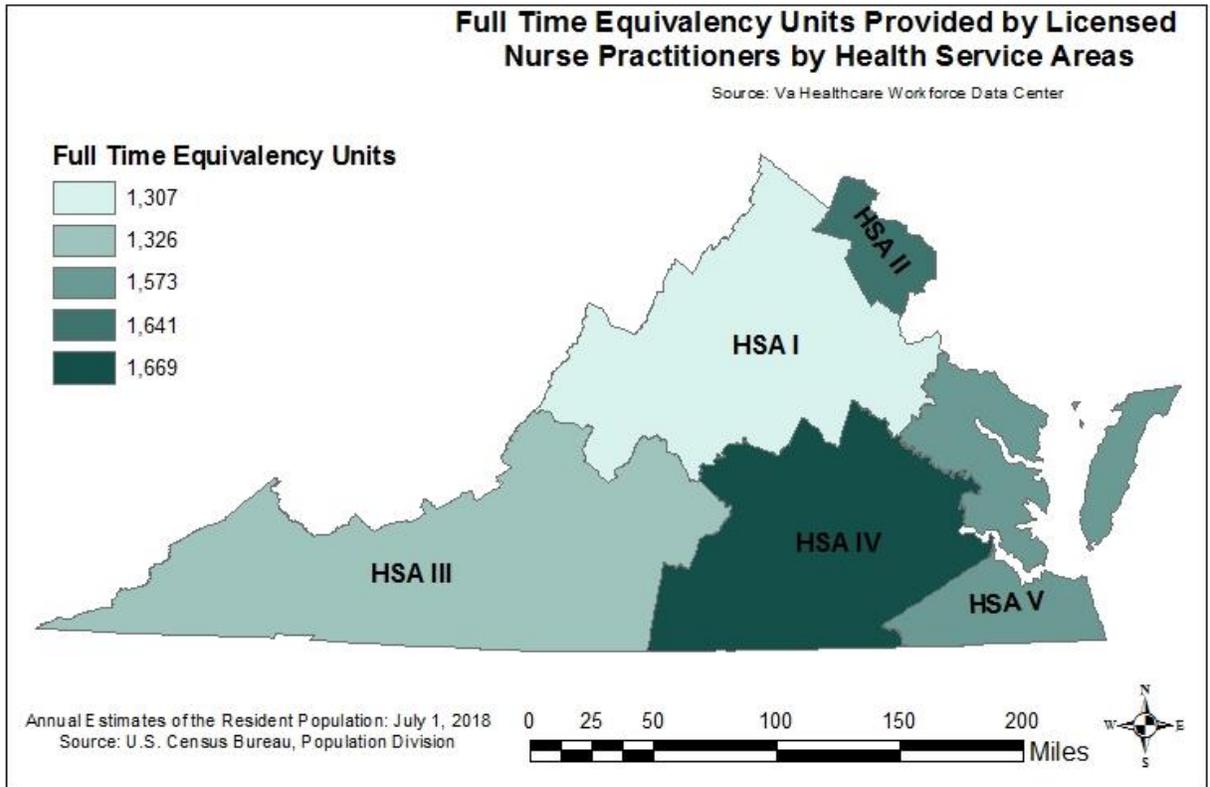
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

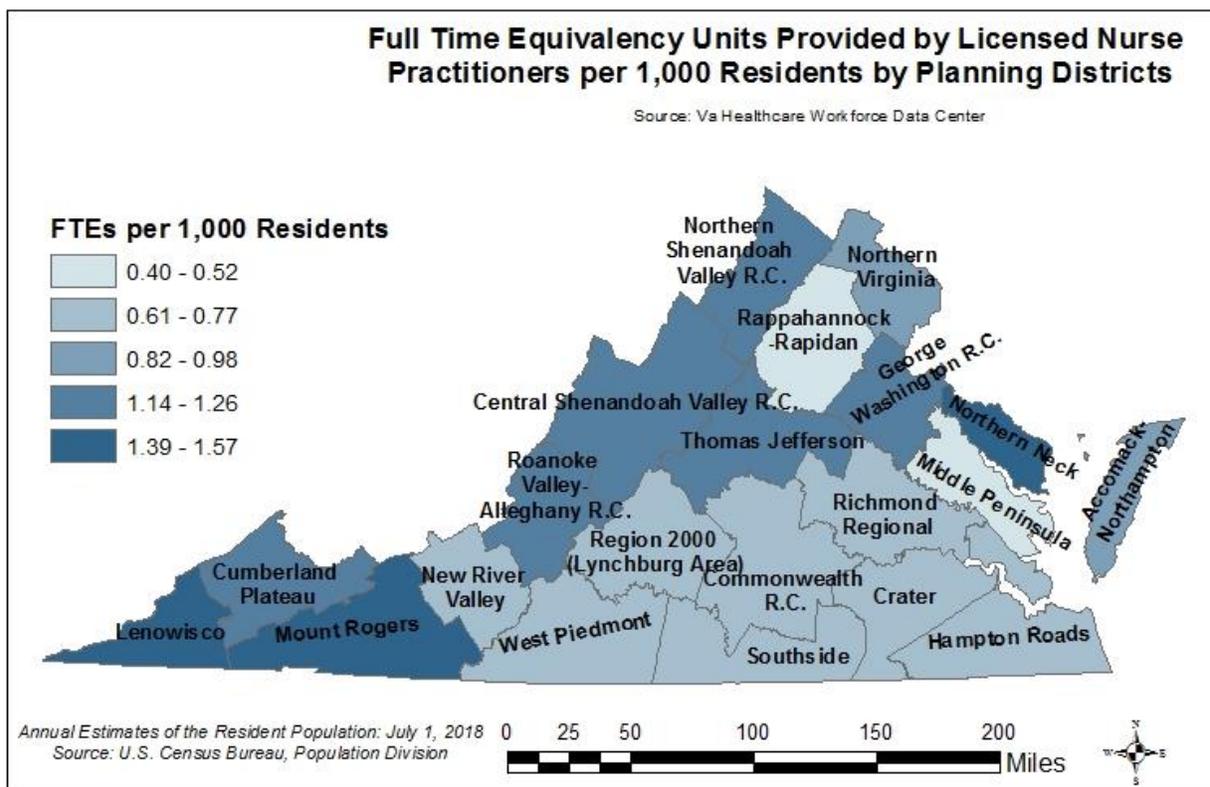
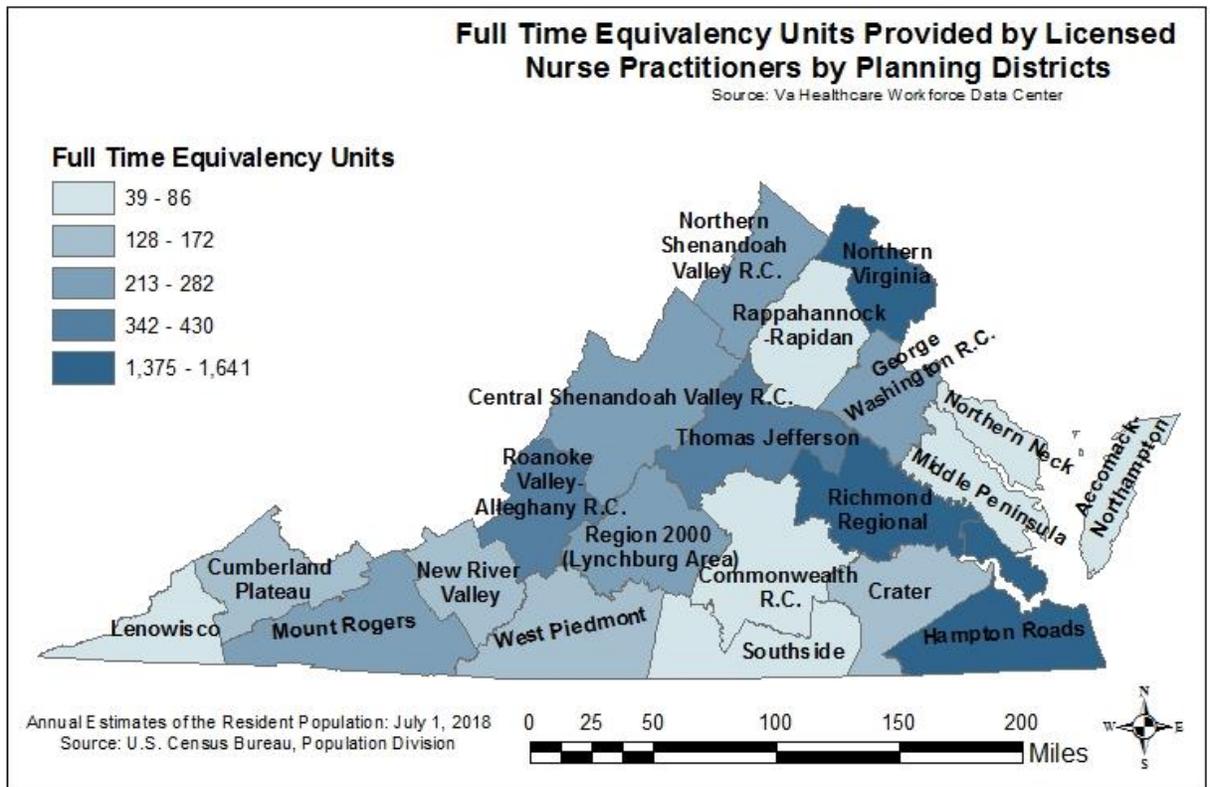


Area Health Education Center Regions









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,177	35.37%	2.8270	2.1963	5.5328
Metro, 250,000 to 1 million	753	35.59%	2.8097	2.1829	5.4989
Metro, 250,000 or less	1,018	34.09%	2.9337	2.2792	5.7416
Urban pop 20,000+, Metro adj	150	31.33%	3.1915	2.4795	4.3090
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	298	38.59%	2.5913	2.0132	5.0715
Urban pop, 2,500-19,999, nonadj	280	38.21%	2.6168	2.0330	5.1214
Rural, Metro adj	204	29.90%	3.3443	2.5982	6.5451
Rural, nonadj	99	33.33%	3.0000	2.3307	5.8713
Virginia border state/DC	1,437	9.05%	11.0538	8.5878	21.6337
Other US State	1,423	21.01%	4.7592	3.6974	9.3143

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	445	15.51%	6.4493	5.0715	21.6337
30 to 34	1,701	30.81%	3.2462	2.5527	10.8891
35 to 39	1,882	22.48%	4.4492	3.4987	14.9244
40 to 44	1,618	39.06%	2.5601	2.0132	8.5878
45 to 49	1,546	27.23%	3.6722	2.8877	12.3182
50 to 54	1,196	37.29%	2.6816	2.1087	8.9953
55 to 59	1,229	27.75%	3.6041	2.8341	12.0897
60 and Over	2,223	33.15%	3.0163	2.3719	10.1179

Source: Va. Healthcare Workforce Data Center

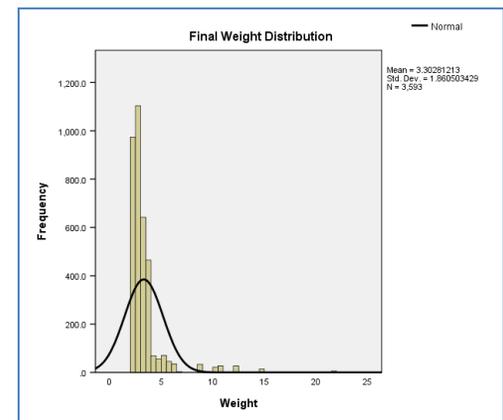
See the Methods section on the HWDC website for details on HWDC Methods:

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

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: 0.30346



Source: Va. Healthcare Workforce Data Center