Virginia's Licensed Professional Counselor Workforce: 2015

Healthcare Workforce Data Center

February 2016

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3,519 Licensed Professional Counselors 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 Counseling express our sincerest appreciation for your ongoing cooperation.*

Thank You!

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The Licensed Professional Counselor Workforce: At a Glance:

The Workforce

Licensees:	4,252
Virginia's Workforce:	3,740
FTEs:	3,185

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	90%

Demographics

Female:	78%
Diversity Index:	27%
Median Age:	53

Background

Rural Childhood:	29%
HS Degree in VA:	44%
Prof. Degree in VA:	65%

Education

Masters:	84%
Other Ph.D.:	13%

Finances

Median Income:	$50k-$60k
Health Benefits:	61%
Under 40 w/ Ed debt:	69%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	52%
Satisfied?:	95%

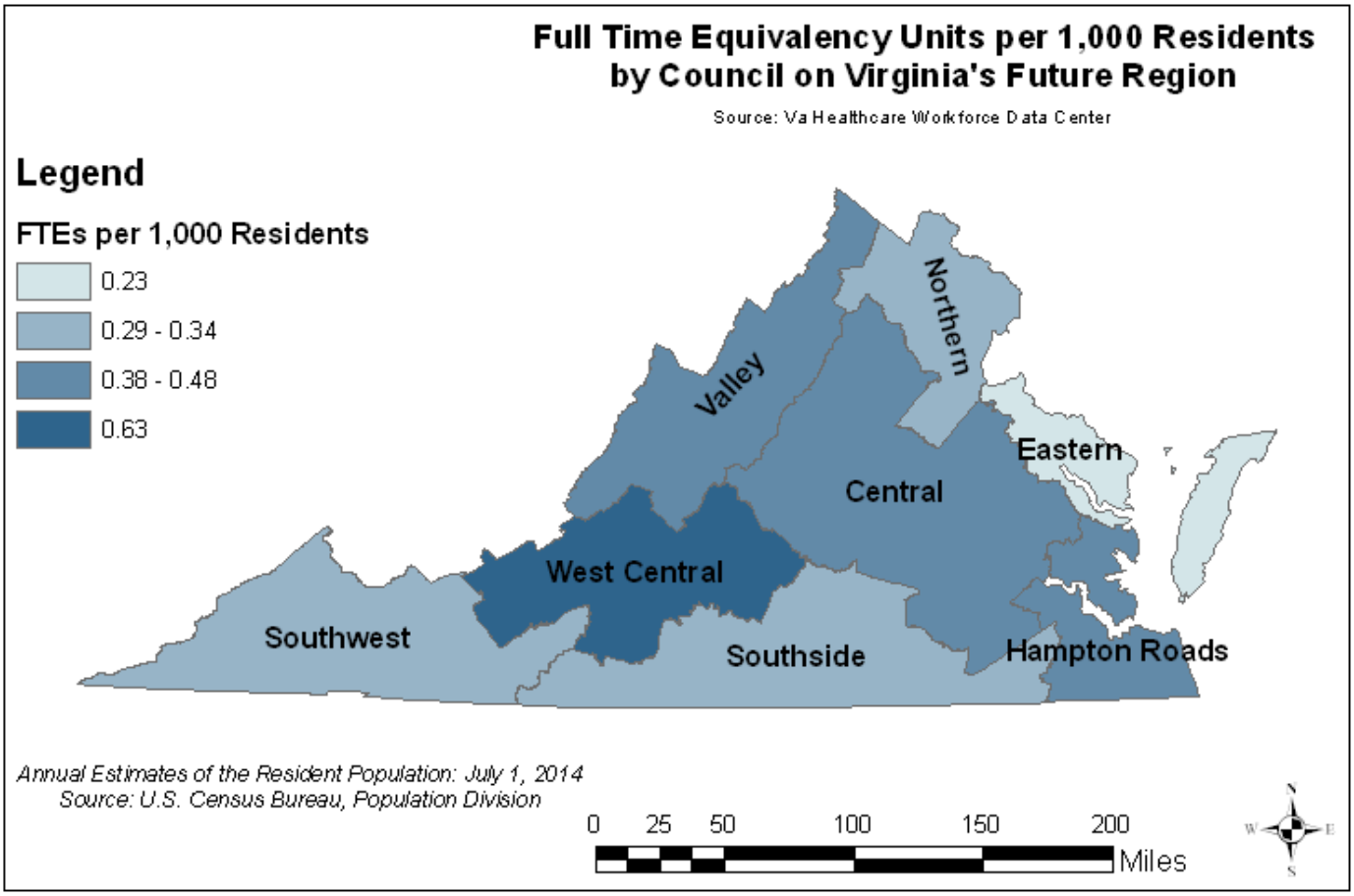
Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	72%

Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	58%

Source: Va. Healthcare Workforce Data Center



Results in Brief

3,519 Licensed Professional Counselors (LPCs) voluntarily took part in the 2015 Licensed Professional Counselor Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for Licensed Professional Counselors. These survey respondents represent 83% of the 4,252 Licensed Professional Counselors who are licensed in the state and 90% of renewing practitioners.

The HWDC estimates that 3,740 Licensed Professional Counselors 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 LPC at some point in the future. Between July 2014 and June 2015, Virginia's Licensed Professional Counselor workforce provided 3,185 "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).

78% of all LPCs are female, including 88% of those LPCs who are under the age of 40. In a random encounter between two LPCs, there is a 27% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LPCs who are under the age of 40, however, this value increased somewhat to 32%. Regardless, Virginia's LPC workforce is less diverse than Virginia's population as a whole, whose diversity index currently sits at 55%.

Nearly 30% of all LPCs grew up in a rural area of Virginia, but just 21% of these professionals currently work in non-Metro areas of the state. Overall, 9% of Virginia's LPCs work in rural areas of the state. Meanwhile, 44% of all LPCs graduated from high school in Virginia, while nearly two-thirds earned their initial professional degree in the state.

84% of the state's LPCs have a Master's degree as their highest professional degree, while 13% hold a doctorate in a subject other than Psychology. In addition, more than half of all LPCs have a primary specialty in mental health, while another 9% specialize in children. 37% of all LPCs currently carry educational debt, including 69% of those under the age of 40. The median debt burden for those LPCs with educational debt is between $40,000 and $50,000.

93% of LPCs are currently employed in the profession. 52% currently hold one full-time position, while another 26% hold multiple positions at the moment. Meanwhile, whereas 72% of all LPCs have been at their primary work location for more than two years, another 6% of the workforce has switched jobs in the past 12 months. In addition, 2% of LPCs have been underemployed at some point during the past year, while 1% have experienced involuntary unemployment.

The median annual income for LPCs is between $50,000 and $60,000. In addition, 55% of all LPCs receive at least one employer-sponsored benefit, including nearly three-quarters of those LPCs who work as a wage or salaried employee. 95% of LPCs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

29% of all LPCs work in Northern Virginia, while another 20% each work in Hampton Roads and Central Virginia. In addition, 31% of LPCs have had multiple work locations in the past year. Nearly three-quarters of all LPCs work in the private sector, including 54% who work at a for-profit institution. Approximately 37% of all LPCs work in either a solo or group private practice as their primary work location, while another 17% works at a community services board.

A typical LPC spends approximately three-quarters of her time treating patients. 58% also serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, approximately 75% of patients seen by the typical LPC are adults, and 59% of LPCs serve an adult patient care role, meaning that at least 60% of their patients were adults.

Nearly one-quarter of all LPCs expect to retire by the age of 65. 30% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2035. Over the next two years, only 4% of LPCs plan on leaving either the state or the profession entirely. Meanwhile, 15% of LPCs plan on increasing patient care activities, and 12% plan on pursuing additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,755	88%
New Licensees	370	9%
Non-Renewals	127	3%
All Licensees	4,252	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 90% of renewing LPCs submitted a survey. These represent 83% of LPCs who held a license at some point during the survey time period.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 35	75	221	75%
35 to 39	85	414	83%
40 to 44	74	403	85%
45 to 49	79	439	85%
50 to 54	59	407	87%
55 to 59	83	413	83%
60 to 64	85	475	85%
65 and Over	193	747	80%
Total	**733**	**3,519**	**83%**
New Licenses			
Issued Since July 2014	217	153	41%
Metro Status			
Non-Metro	48	263	85%
Metro	529	2,881	85%
Not in Virginia	156	375	71%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number:	4,252
New:	9%
Not Renewed:	3%

Response Rates

All Licensees:	83%
Renewing Practitioners:	90%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,519
Response Rate, all licensees	83%
Response Rate, Renewals	90%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in June 2015.
2. **Target Population:** All LPCs who held a Virginia license at some point between July 2014 and June 2015.
3. **Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2015.

At a Glance:

Workforce

Virginia's LPC Workforce:	3,740
FTEs:	3,185

Utilization Ratios

Licensees in VA Workforce:	88%
Licensees per FTE:	1.33
Workers per FTE:	1.17

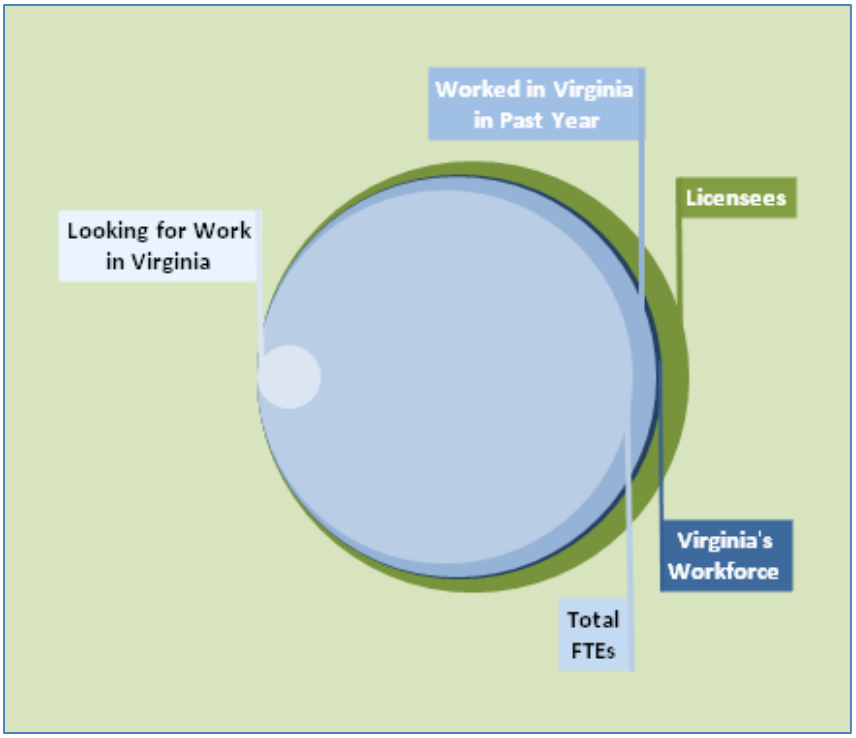
Source: Va. Healthcare Workforce Data Center

Definitions

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

Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	3,645	97%
Looking for Work in Virginia	95	3%
Virginia's Workforce	3,740	100%
Total FTEs	3,185	
Licensees	4,252	

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 35	32	12%	232	88%	263	8%
35 to 39	51	12%	360	88%	411	12%
40 to 44	58	15%	328	85%	387	12%
45 to 49	76	18%	336	82%	412	12%
50 to 54	68	19%	297	81%	365	11%
55 to 59	94	25%	288	75%	382	11%
60 to 64	133	30%	305	70%	438	13%
65 +	221	32%	470	68%	692	21%
Total	**733**	**22%**	**2,616**	**78%**	**3,349**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	78%
% Under 40 Female:	88%

Age

Median Age:	53
% Under 40:	20%
% 55+:	45%

Diversity

Diversity Index:	27%
Under 40 Div. Index:	32%

Source: Va. Healthcare Workforce Data Center

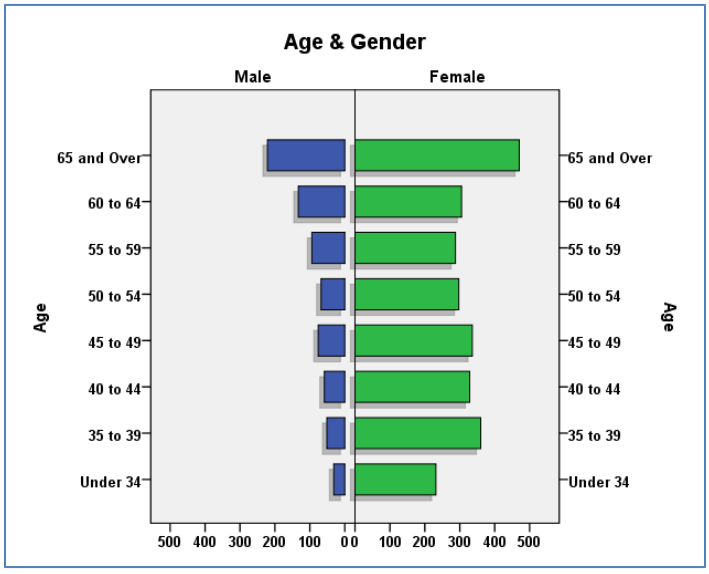
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	63%	2,862	85%	551	82%
Black	19%	290	9%	76	11%
Asian	6%	40	1%	6	1%
Other Race	0%	26	1%	3	0%
Two or more races	2%	44	1%	15	2%
Hispanic	9%	108	3%	23	3%
Total	**100%**	**3,370**	**100%**	**674**	**100%**

*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

In a chance encounter between two LPCs, there is a 27% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable diversity index value is 55%.

20% of all LPCs are under the age of 40, and 88% of these professionals are female. In addition, the diversity index among LPCs who are under the age of 40 is 32%, which is higher than the diversity index among all LPCs.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	15%
Rural Childhood:	29%

Virginia Background

HS in Virginia:	44%
Prof. Ed. in VA:	65%
HS or Prof. Ed. in VA:	72%

Location Choice

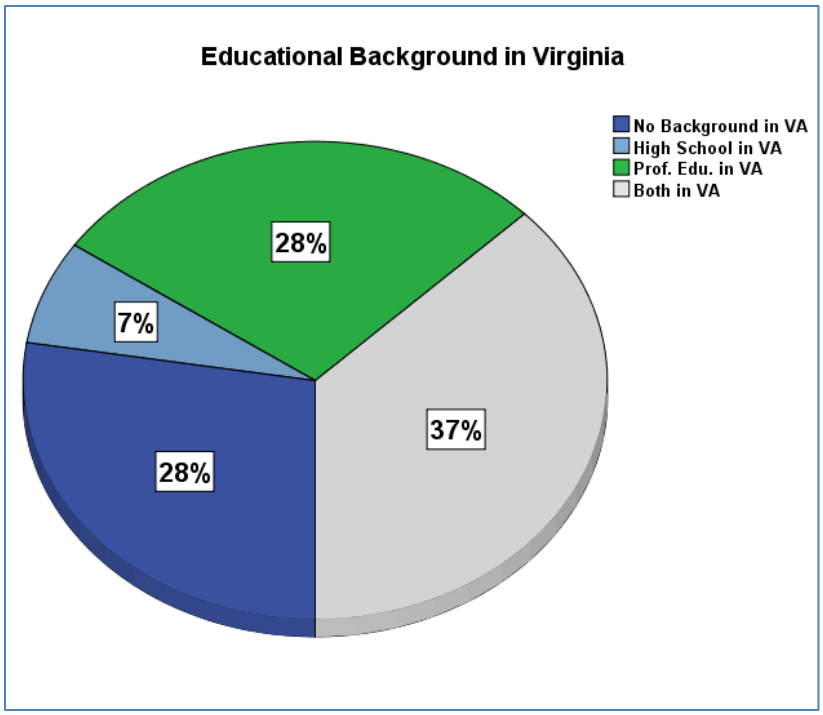
% Rural to Non-Metro:	21%
% Urban/Suburban to Non-Metro:	4%

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+	20%	62%	18%
2	Metro, 250,000 to 1 million	36%	50%	14%
3	Metro, 250,000 or less	39%	50%	12%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	65%	22%	12%
6	Urban pop, 2,500-19,999, Metro adj	60%	32%	8%
7	Urban pop, 2,500-19,999, nonadj	88%	6%	6%
8	Rural, Metro adj	63%	35%	2%
9	Rural, nonadj	62%	31%	8%
	Overall	**29%**	**56%**	**15%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 30% of LPCs grew up in self-described rural areas, and 21% of these professionals currently work in non-Metro counties. Overall, just 9% of all LPCs in the state currently work in non-Metro counties.

Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	1,488	Virginia	2,195
2	New York	216	Maryland	123
3	Pennsylvania	197	Washington, D.C.	103
4	Maryland	133	North Carolina	76
5	Outside U.S./Canada	133	Pennsylvania	64
6	New Jersey	110	Ohio	63
7	North Carolina	100	Florida	59
8	Ohio	89	Texas	54
9	Florida	84	Massachusetts	53
10	California	63	Georgia	48

Source: Va. Healthcare Workforce Data Center

44% of licensed LPCs received their high school degree in Virginia, and 65% received their initial professional degree in the state.

Among LPCs who received their initial license in the past five years, 47% received their high school degree in Virginia, while 65% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	465	Virginia	642
2	New York	52	Maryland	37
3	Pennsylvania	48	Washington, D.C.	28
4	Outside U.S./Canada	46	North Carolina	25
5	Maryland	43	Florida	24
6	North Carolina	34	Texas	20
7	Florida	29	Pennsylvania	20
8	Ohio	23	Massachusetts	17
9	New Jersey	21	Ohio	15
10	Texas	18	Kentucky	15

Source: Va. Healthcare Workforce Data Center

12% of Virginia's licensees did not participate in the state's LPC workforce during the past year. 78% of these professional worked at some point in the past year, including 67% who worked in a behavioral sciences-related job.

At a Glance:

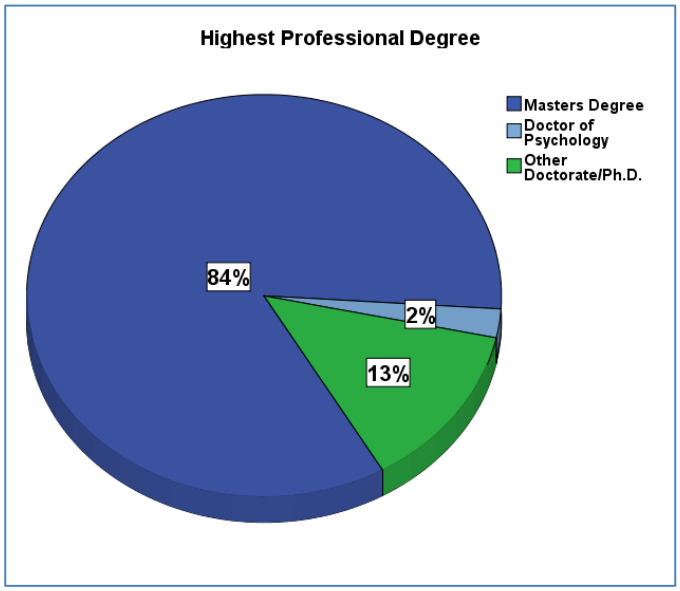
Not in VA Workforce

Total:	511
% of Licensees:	12%
Federal/Military:	10%
Va. Border State/DC:	20%

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	1	0%
Master's Degree	2,787	84%
Doctor of Psychology	76	2%
Other Doctorate	440	13%
Total	3,304	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

84% of LPCs hold a Master's degree as their highest professional degree. 37% of LPCs carry educational debt, including 69% of those under the age of 40. The median debt burden among LPCs with educational debt is between $40,000 and $50,000.

At a Glance:

Education

Master's Degree: 84%
Other Doctorate: 13%

Educational Debt

Carry debt: 37%
Under age 40 w/ debt: 69%
Median debt: $40k-$50k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
None	1,876	63%	184	31%
Less than $10,000	146	5%	44	7%
$10,000-$19,999	147	5%	58	10%
$20,000-$29,999	114	4%	46	8%
$30,000-$39,999	101	3%	31	5%
$40,000-$49,999	67	2%	27	4%
$50,000-$59,999	84	3%	38	6%
$60,000-$69,999	59	2%	41	7%
$70,000-$79,999	48	2%	20	3%
$80,000-$89,999	47	2%	24	4%
$90,000-$99,999	33	1%	16	3%
$100,000-$109,999	55	2%	14	2%
$110,000-$119,999	28	1%	10	2%
$120,000-$129,999	24	1%	9	1%
$130,000-$139,999	22	1%	10	2%
$140,000-$149,999	12	0%	6	1%
$150,000 or More	96	3%	23	4%
Total	**2,959**	**100%**	**601**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Mental Health:	52%
Child:	9%
Substance Abuse:	7%

Secondary Specialty

Mental Health:	14%
Substance Abuse:	14%
Family:	13%

Source: Va. Healthcare Workforce Data Center

More than half of all LPCs have a primary specialty in mental health. Another 9% have a primary specialty in children, while 7% have a primary specialty in substance abuse.

A Closer Look:

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	1,720	52%	417	14%
Children	282	9%	283	10%
Substance Abuse	236	7%	416	14%
General Practice (Non-Specialty)	231	7%	358	12%
Family	191	6%	387	13%
Behavioral Disorders	175	5%	315	11%
Marriage	111	3%	232	8%
School/Educational	85	3%	109	4%
Sex Offender Treatment	28	1%	35	1%
Vocational/Work Environment	28	1%	29	1%
Forensic	17	1%	40	1%
Rehabilitation	12	0%	28	1%
Health/Medical	11	0%	20	1%
Gerontologic	7	0%	10	0%
Industrial-Organizational	6	0%	11	0%
Social	4	0%	12	0%
Neurology/Neuropsychology	2	0%	14	0%
Public Health	2	0%	3	0%
Experimental or Research	1	0%	6	0%
Other Specialty Area	138	4%	201	7%
Total	**3,286**	**100%**	**2,926**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 93%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-time: 52%
2 or More Positions: 26%

Weekly Hours:

40 to 49: 43%
60 or more: 5%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	6	0%
Employed in a behavioral sciences-related capacity	3,096	93%
Employed, NOT in a behavioral sciences-related capacity	89	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	12	0%
Voluntarily unemployed	54	2%
Retired	86	3%
Total	**3,343**	**100%**

Source: Va. Healthcare Workforce Data Center

93% of LPCs are currently employed in their profession. 52% of LPCs hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	152	5%
1 to 9 hours	120	4%
10 to 19 hours	207	6%
20 to 29 hours	323	10%
30 to 39 hours	456	14%
40 to 49 hours	1,414	43%
50 to 59 hours	439	13%
60 to 69 hours	147	4%
70 to 79 hours	22	1%
80 or more hours	9	0%
Total	**3,289**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	152	5%
One Part-Time Position	570	17%
Two Part-Time Positions	199	6%
One Full-Time Position	1,724	52%
One Full-Time Position & One Part-Time Position	555	17%
Two Full-Time Positions	17	1%
More than Two Positions	69	2%
Total	**3,286**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	34	1%
Less than $20,000	236	9%
$20,000-$29,999	165	6%
$30,000-$39,999	237	9%
$40,000-$49,999	337	13%
$50,000-$59,999	501	19%
$60,000-$69,999	405	15%
$70,000-$79,999	293	11%
$80,000-$89,999	160	6%
$90,000-$99,999	132	5%
$100,000-$109,999	68	3%
$110,000 or More	104	4%
Total	**2,673**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: $50k-$60k

Benefits

(Salary & Wage Employees only)

Health Insurance: 61%

Retirement: 56%

Satisfaction

Satisfied: 95%

Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,280	70%
Somewhat Satisfied	799	25%
Somewhat Dissatisfied	132	4%
Very Dissatisfied	38	1%
Total	**3,250**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical LPC earned between $50,000 and $60,000 per year. Among LPCs who received either a wage or salary as compensation at the primary work location, 61% received health insurance and 56% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,496	48%	67%
Paid Sick Leave	1,397	45%	62%
Health Insurance	1,392	45%	61%
Retirement	1,285	42%	56%
Dental Insurance	1,271	41%	57%
Group Life Insurance	1,047	34%	47%
Signing/Retention Bonus	51	2%	2%
Receive At Least One Benefit	**1,704**	**55%**	**73%**

*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?	32	1%
Experience Voluntary Unemployment?	137	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	81	2%
Work two or more positions at the same time?	970	26%
Switch employers or practices?	227	6%
Experienced at least one	**1,248**	**33%**

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 4.9% during the past 12 months.[1]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	62	2%	38	4%
Less than 6 Months	129	4%	83	9%
6 Months to 1 Year	207	7%	112	12%
1 to 2 Years	479	15%	168	18%
3 to 5 Years	758	24%	193	21%
6 to 10 Years	615	19%	181	19%
More than 10 Years	918	29%	160	17%
Subtotal	**3,169**	**100%**	**935**	**100%**
Did not have location	102		2,741	
Item Missing	469		65	
Total	3,740		3,740	

Source: Va. Healthcare Workforce Data Center

58% of LPCs are salaried employees, while 21% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 17%
Over 2 years: 72%
Over 2 yrs, 2nd location: 57%

Employment Type

Salary/Commission: 58%
Business/Practice Income: 21%

Source: Va. Healthcare Workforce Data Center

72% of LPCs have worked at their primary location for more than two years, while 6% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,531	58%
Hourly Wage	338	13%
By Contract	180	7%
Business/ Practice Income	553	21%
Unpaid	17	1%
Subtotal	**2,619**	**100%**
Did not have location	102	
Item Missing	1,020	

Source: Va. Healthcare Workforce Data Center

[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.5% in April 2015 to 5.5% in August 2014.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	69%
Lowest Region:	1%

Locations

2 or more (Past Year):	31%
2 or more (Now*):	28%

Source: Va. Healthcare Workforce Data Center

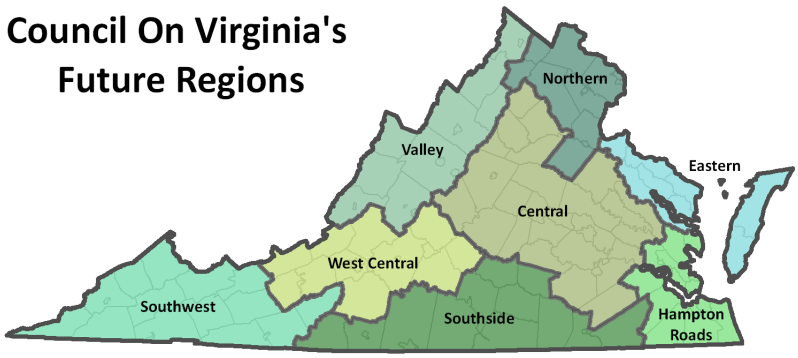
29% of LPCs work in Northern Virginia, the most of any region in the state. Another 20% each work in either Central Virginia or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	635	20%	180	19%
Eastern	36	1%	10	1%
Hampton Roads	649	20%	200	21%
Northern	914	29%	269	28%
Southside	116	4%	42	4%
Southwest	108	3%	41	4%
Valley	246	8%	61	6%
West Central	446	14%	130	13%
Virginia Border State/DC	11	0%	13	1%
Other US State	15	0%	21	2%
Outside of the US	4	0%	5	1%
Total	**3,180**	**100%**	**972**	**100%**
Item Missing	460		28	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	94	3%	146	5%
1	2,172	67%	2,211	68%
2	526	16%	506	16%
3	408	13%	357	11%
4	28	1%	19	1%
5	8	0%	6	0%
6 or More	26	1%	17	1%
Total	**3,262**	**100%**	**3,262**	**100%**

*At the time of survey completion, June 2015.

28% of all LPCs currently have multiple work locations, while 31% have had multiple work locations during the past year.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,645	54%	593	66%
Non-Profit	561	18%	173	19%
State/Local Government	738	24%	113	13%
Veterans Administration	6	0%	0	0%
U.S. Military	58	2%	6	1%
Other Federal Government	29	1%	9	1%
Total	**3,037**	**100%**	**894**	**100%**
Did not have location	102		2,741	
Item Missing	601		106	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

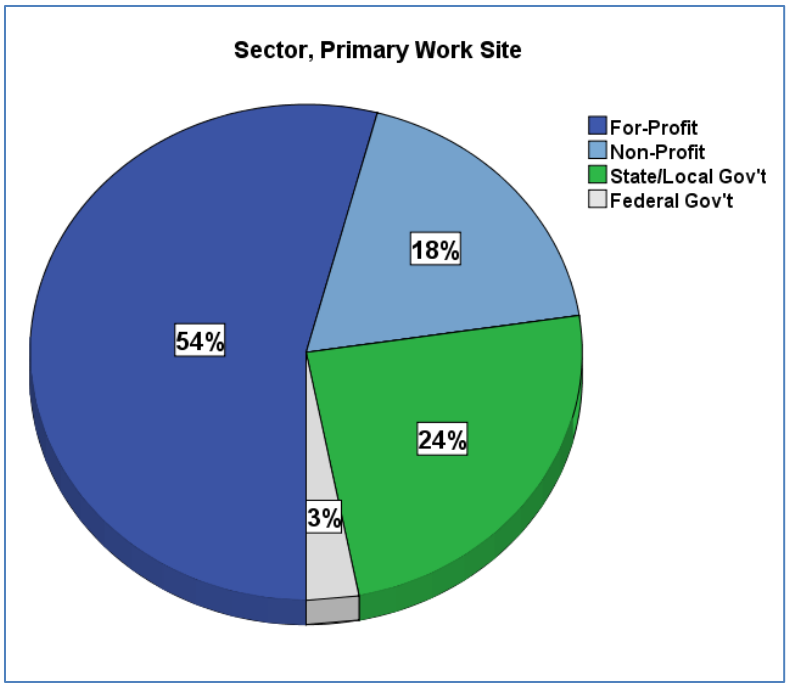
For Profit:	54%
Federal:	3%

Top Establishments

Private Practice, Solo:	19%
Private Practice, Group:	17%
Comm. Services Board:	17%

Source: Va. Healthcare Workforce Data Center

73% of LPCs work in the private sector, including 54% who work at for-profit establishments. Meanwhile, nearly one-quarter of LPCs work for state or local governments, and 3% work for the federal government.



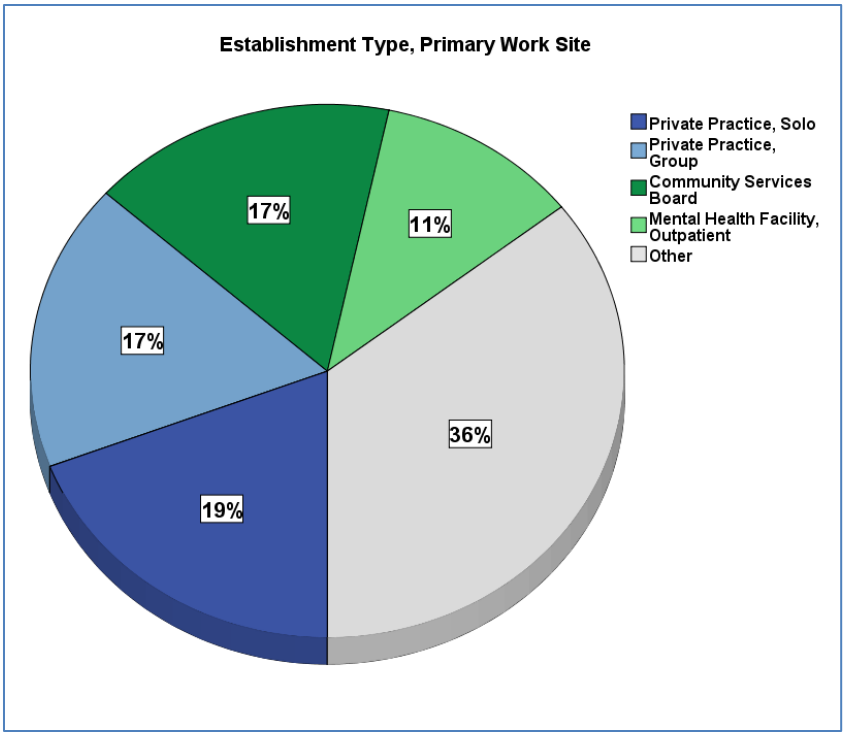
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	552	19%	172	20%
Private Practice, Group	502	17%	196	23%
Community Services Board	481	17%	54	6%
Mental Health Facility, Outpatient	320	11%	103	12%
Community-Based Clinic or Health Center	239	8%	69	8%
School (Providing Care to Clients)	157	5%	16	2%
Academic Institution (Teaching Health Professions Students)	119	4%	58	7%
Residential Mental Health/Substance Abuse Facility	57	2%	14	2%
Corrections/Jail	47	2%	17	2%
Hospital, General	46	2%	9	1%
Hospital, Psychiatric	41	1%	25	3%
Administrative or Regulatory	31	1%	5	1%
Physician Office	15	1%	1	0%
Other practice setting	272	9%	111	13%
Total	**2,879**	**100%**	**850**	**100%**
Did Not Have a Location	102		2741	

Source: Va. Healthcare Workforce Data Center

37% of all LPCs work at either a solo or group private practice, while another 17% works at a community services board.

Among those LPCs who also have a secondary work location, 43% work at either a solo or group private practice, while 12% work an outpatient mental health facility.



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%

Roles

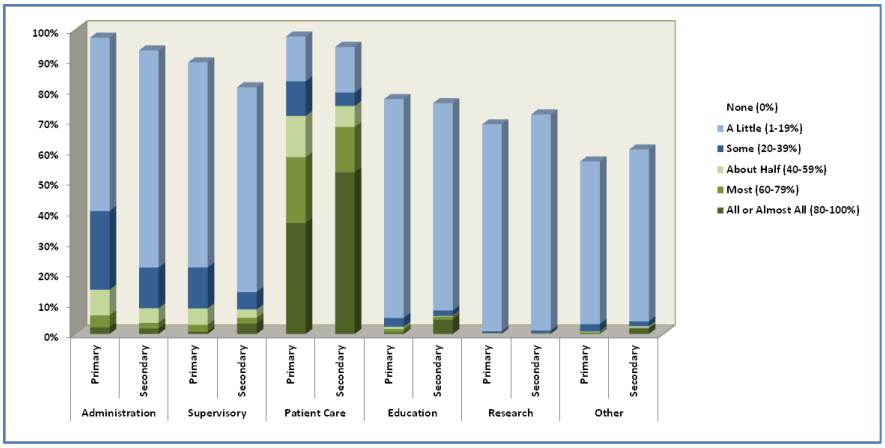
Patient Care:	58%
Administrative:	6%
Supervisory:	3%

Patient Care LPCs

Median Admin Time:	10%-19%
Ave. Admin Time:	10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



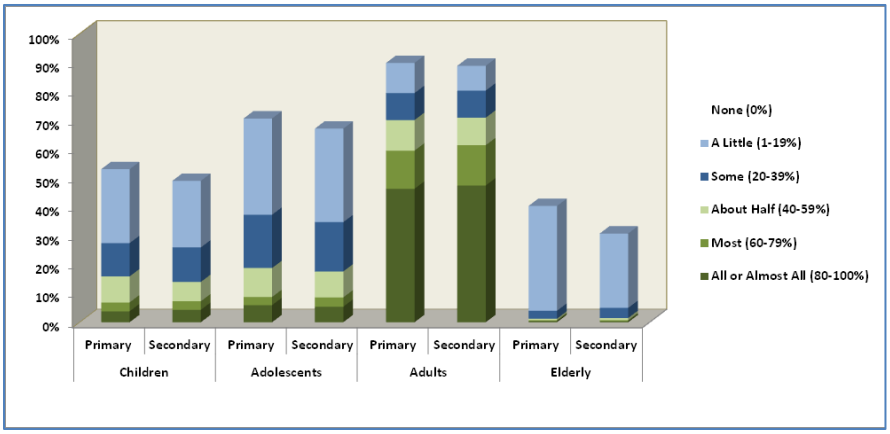
Source: Va. Healthcare Workforce Data Center

58% of all LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 6% of LPCs fill an administrative role, while 3% fill a supervisory role.

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	2%	1%	3%	36%	53%	0%	5%	0%	0%	0%	2%
Most (60-79%)	4%	2%	2%	2%	22%	15%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	8%	5%	5%	3%	14%	7%	1%	0%	0%	0%	0%	1%
Some (20-39%)	26%	13%	13%	6%	11%	4%	3%	2%	1%	1%	2%	2%
A Little (1-19%)	57%	71%	67%	67%	15%	15%	72%	68%	68%	71%	53%	56%
None (0%)	3%	7%	11%	19%	2%	6%	23%	24%	31%	28%	43%	39%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of all patients seen by a typical LPC at her primary work location are adults. In addition, 59% of LPCs serve an adult patient care role, meaning that at least 60% of their patients are adults.

At a Glance:
(Primary Locations)

Typical Patient Allocation

Children:	1%-9%
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	None

Roles

Children:	7%
Adolescents:	9%
Adults:	59%
Elderly:	1%

Source: Va. Healthcare Workforce Data Center

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	4%	4%	6%	5%	46%	47%	0%	0%
Most (60-79%)	3%	3%	3%	3%	13%	14%	0%	0%
About Half (40-59%)	9%	7%	10%	9%	11%	10%	1%	1%
Some (20-39%)	12%	12%	18%	17%	9%	9%	3%	3%
A Little (1-19%)	26%	23%	33%	32%	10%	9%	36%	26%
None (0%)	47%	51%	29%	33%	10%	11%	60%	69%

Source: Va. Healthcare Workforce Data Center

At a Glance:

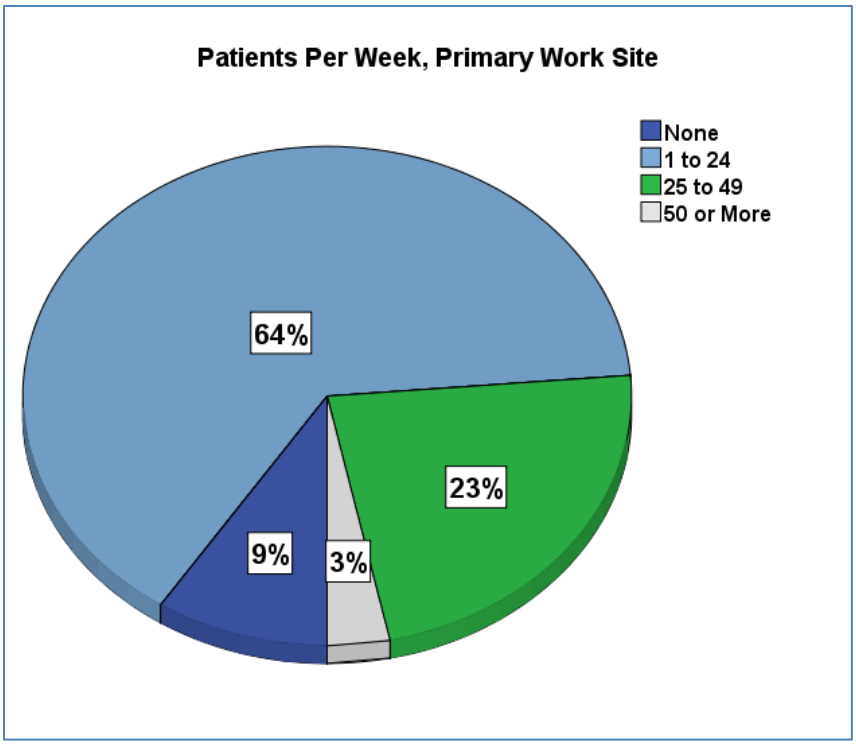
Patients Per Week

Primary Location: 1-24
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	274	9%	112	13%
1 to 24	1914	64%	676	78%
25 to 49	684	23%	62	7%
50 to 74	66	2%	10	1%
75 or More	32	1%	4	0%
Total	**2,970**	**100%**	**865**	**100%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPCs treat between 1 and 24 patients per week at their primary work location. Among those LPCs who also have a secondary work location, 78% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs over 50	
	#	%	#	%
Under age 50	23	1%	-	-
50 to 54	43	2%	5	0%
55 to 59	162	6%	40	3%
60 to 64	452	16%	181	11%
65 to 69	900	32%	521	33%
70 to 74	585	21%	402	25%
75 to 79	215	8%	149	9%
80 or over	90	3%	56	4%
I do not intend to retire	370	13%	239	15%
Total	**2,840**	**100%**	**1,593**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 24%

Under 60: 8%

LPCs 50 and over

Under 65: 14%

Under 60: 3%

Time until Retirement

Within 2 years: 8%

Within 10 years: 30%

Half the workforce: by 2035

Source: Va. Healthcare Workforce Data Center

Although nearly one-quarter of all LPCs expect to retire by the age of 65, this percentage falls to 14% for those LPCs who are already at least 50 years old. Meanwhile, 44% of all LPCs expect to work until at least age 70.

Within the next two years, only 2% of Virginia's LPCs plan on leaving the state and another 2% plan on leaving the profession entirely. Meanwhile, 15% plan on increasing patient care hours, and 12% expect to pursue additional educational opportunities.

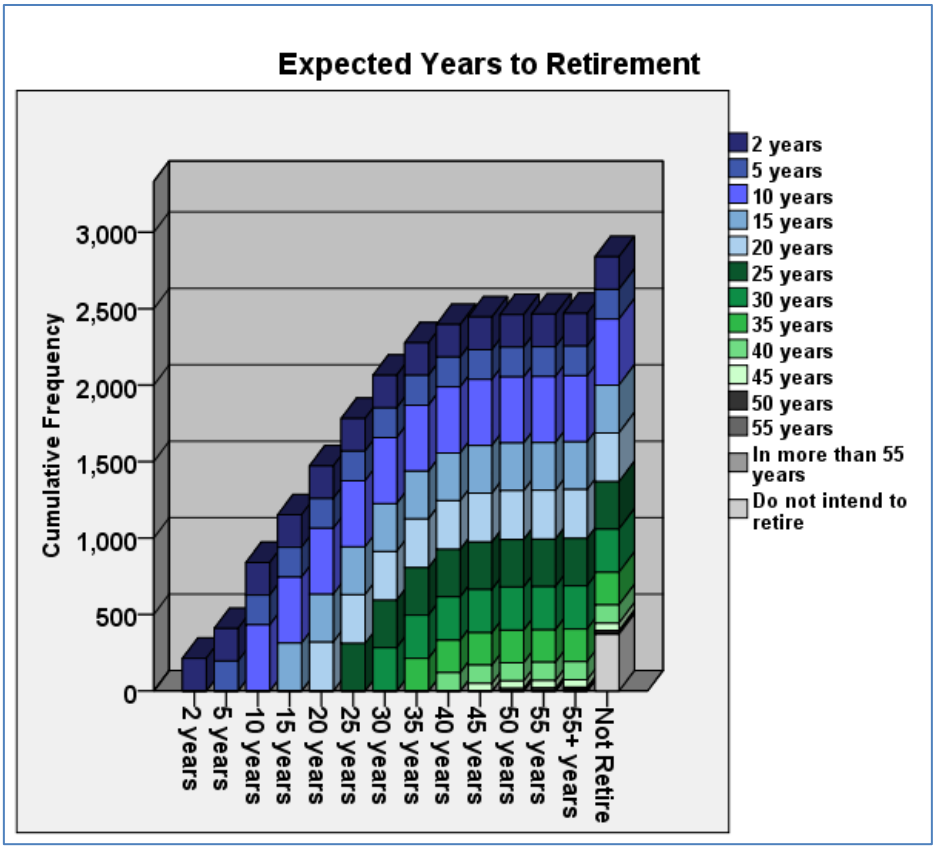
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	60	2%
Leave Virginia	84	2%
Decrease Patient Care Hours	300	8%
Decrease Teaching Hours	28	1%
Increase Participation		
Increase Patient Care Hours	572	15%
Increase Teaching Hours	268	7%
Pursue Additional Education	467	12%
Return to Virginia's Workforce	36	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 8% of LPCs expect to retire in the next two years, while 30% plan on retiring in the next ten years. More than half of the current LPC workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	213	8%	8%
5 years	195	7%	14%
10 years	432	15%	30%
15 years	312	11%	41%
20 years	319	11%	52%
25 years	310	11%	63%
30 years	283	10%	73%
35 years	213	8%	80%
40 years	119	4%	84%
45 years	49	2%	86%
50 years	16	1%	87%
55 years	3	0%	87%
In more than 55 years	5	0%	87%
Do not intend to retire	370	13%	100%
Total	**2,840**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2025. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2050.

At a Glance:

FTEs

Total:	3,185
FTEs/1,000 Residents:	0.383
Average:	0.88

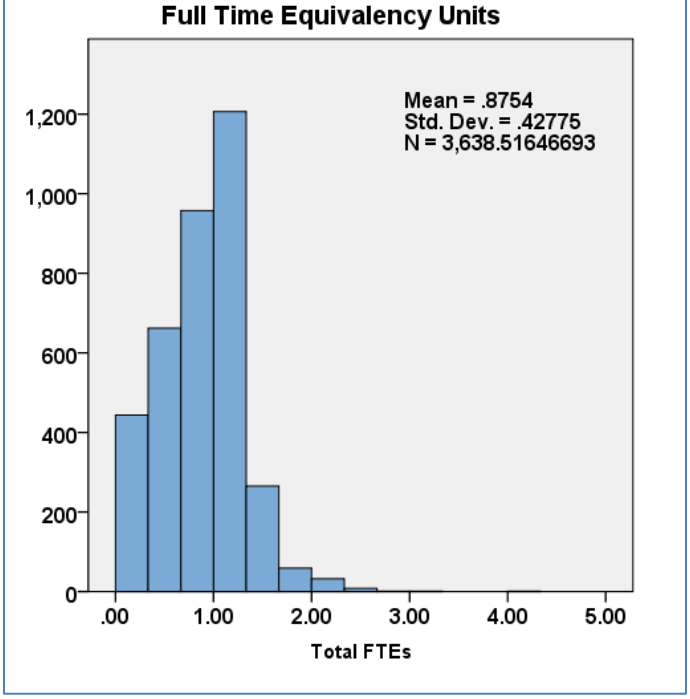
Age & Gender Effect

Age, Partial Eta^2:	Medium
Gender, Partial Eta^2:	Small

Partial Eta^2 Explained:
Partial Eta^2 is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

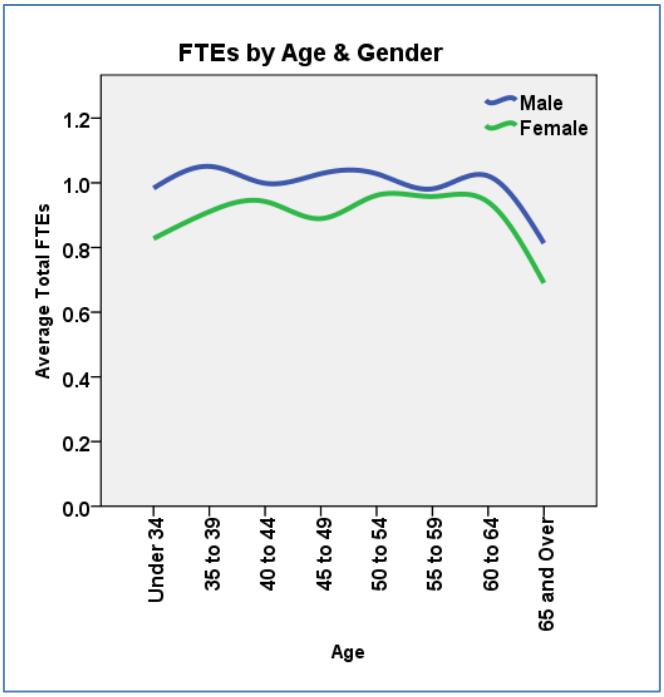


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.93 FTEs, or approximately 37 hours per week for 50 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**	**Median**
Age		
Under 35	0.84	0.93
35 to 39	0.92	0.95
40 to 44	0.97	1.05
45 to 49	0.89	0.91
50 to 54	0.97	0.96
55 to 59	0.86	1.01
60 to 64	0.95	0.95
65 and Over	0.71	0.62
Gender		
Male	0.96	1.04
Female	0.88	0.93

Source: Va. Healthcare Workforce Data Center

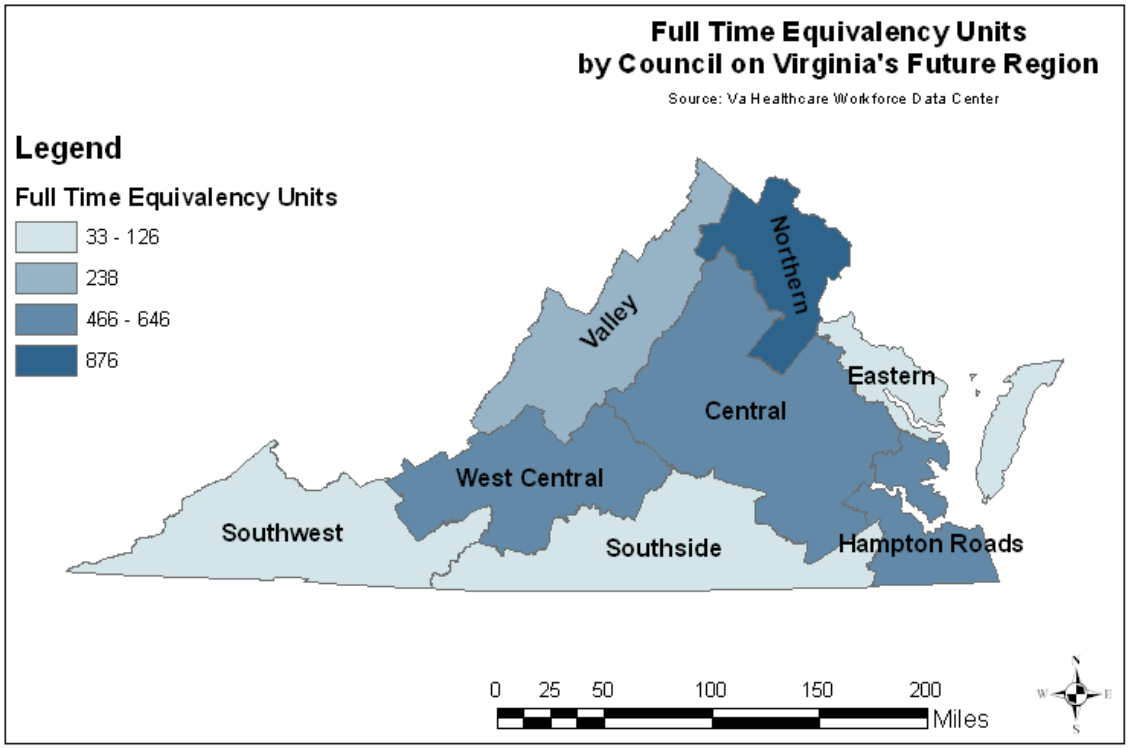


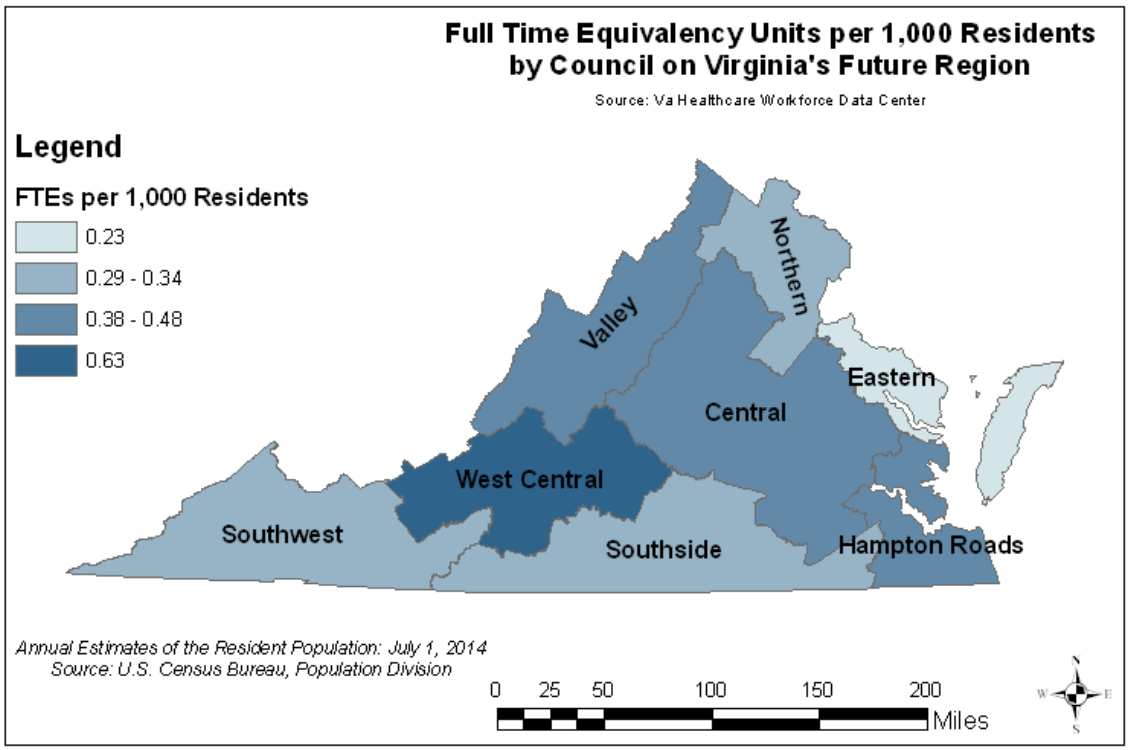
Source: Va. Healthcare Workforce Data Center

[2] Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

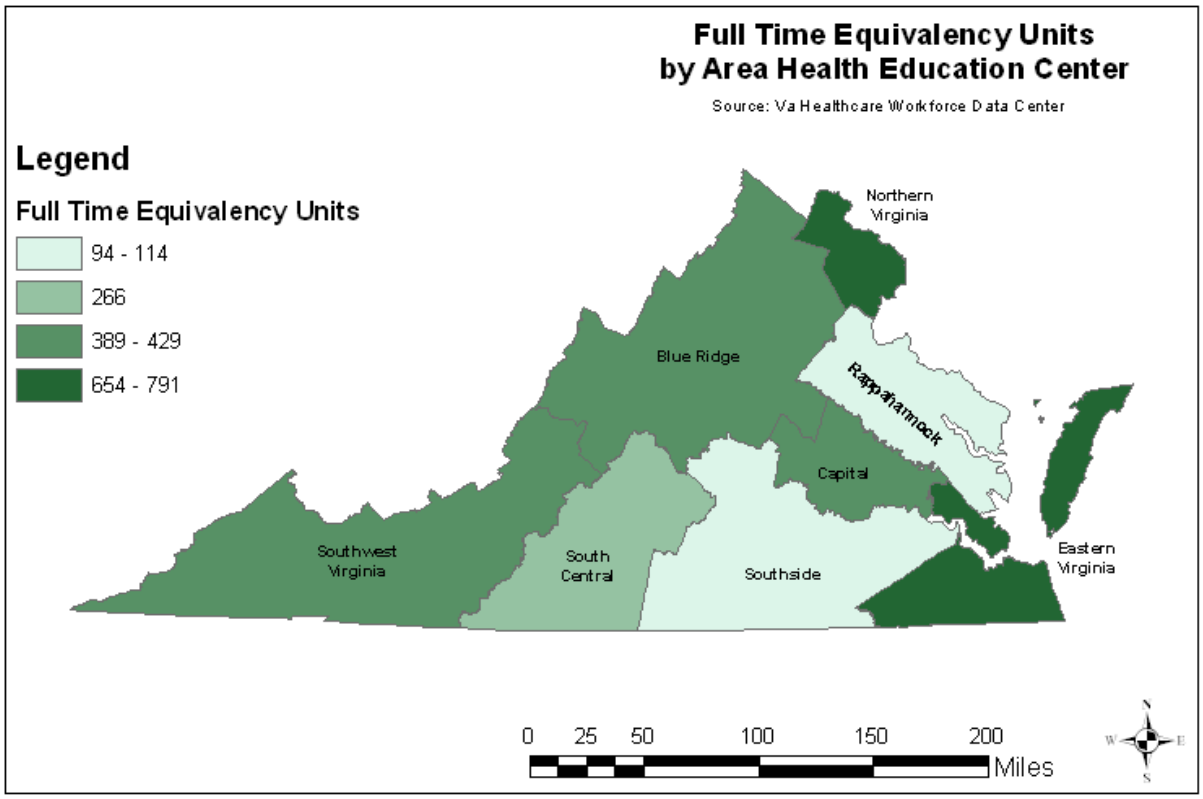
Maps

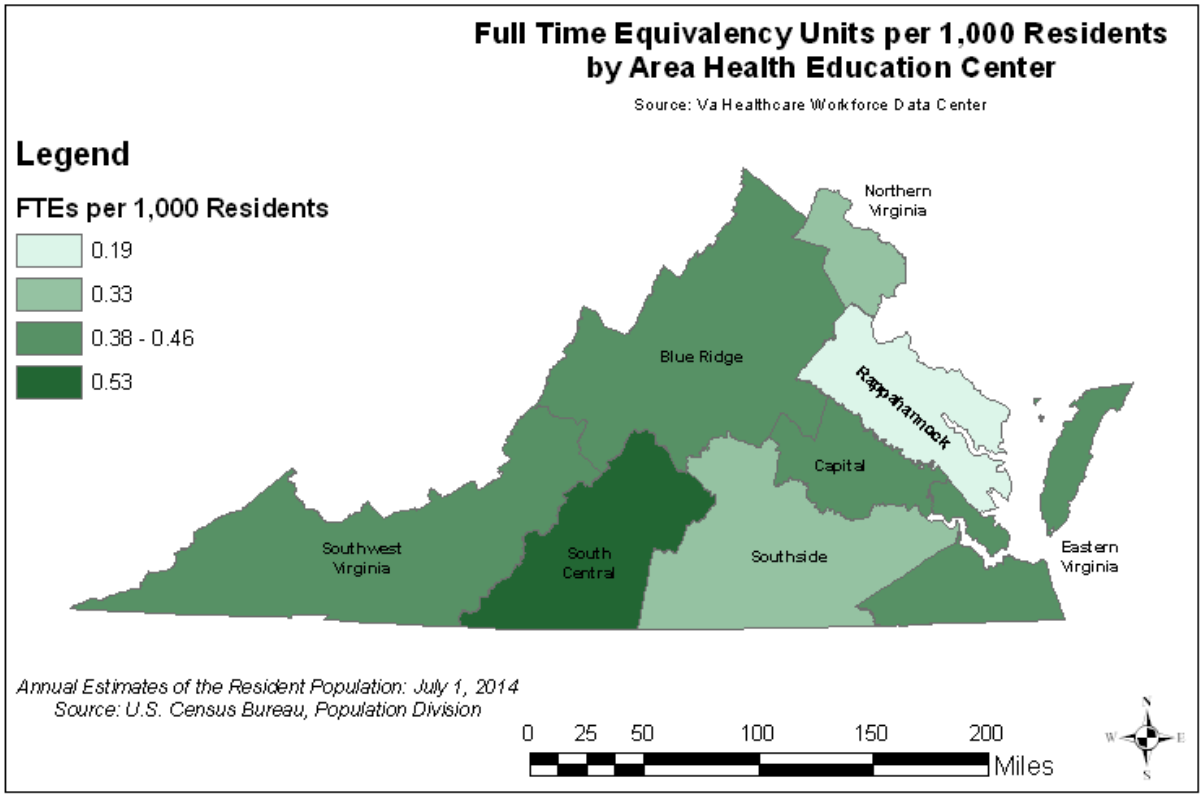
Council on Virginia's Future Regions

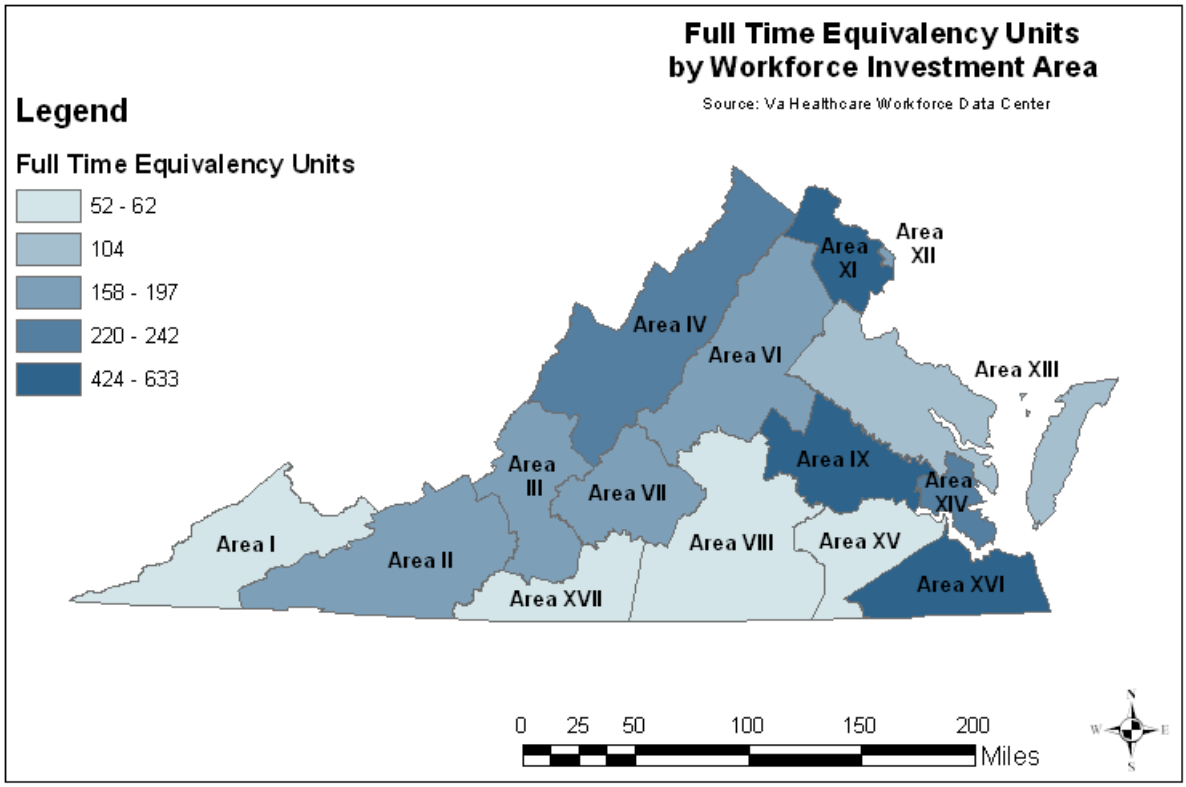


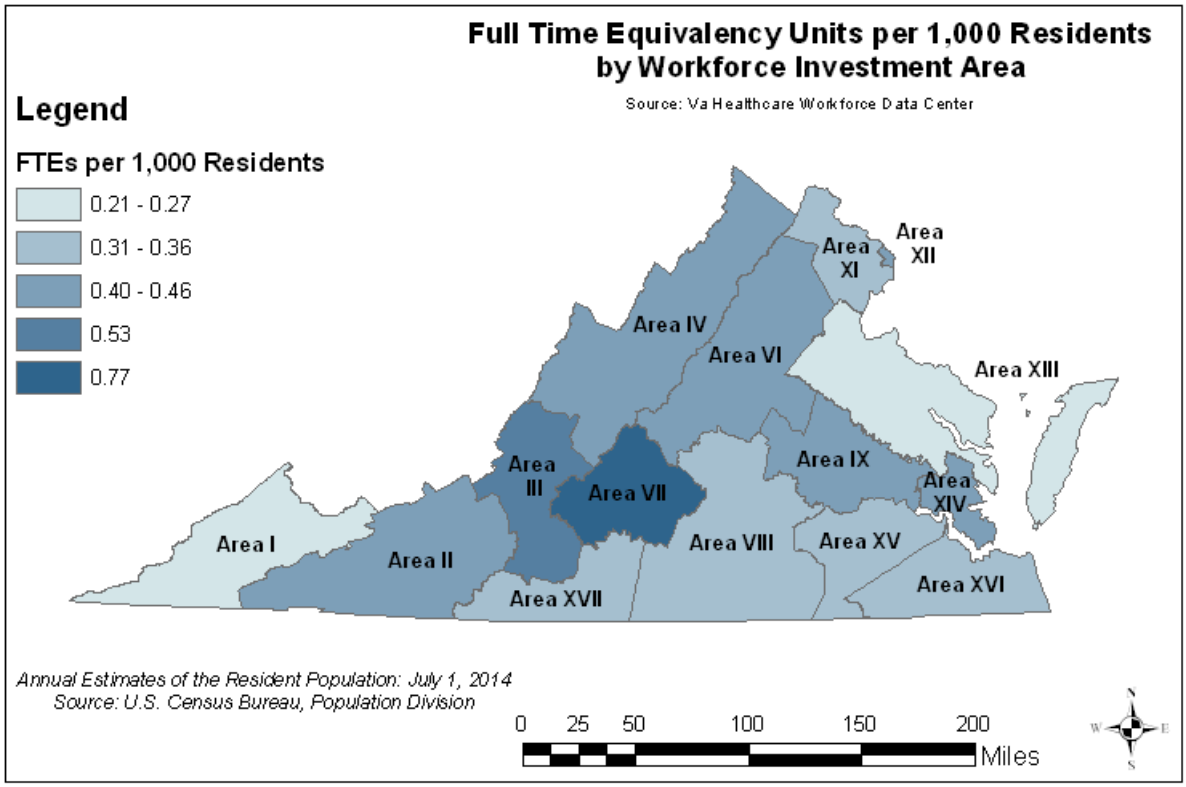


Area Health Education Center Regions

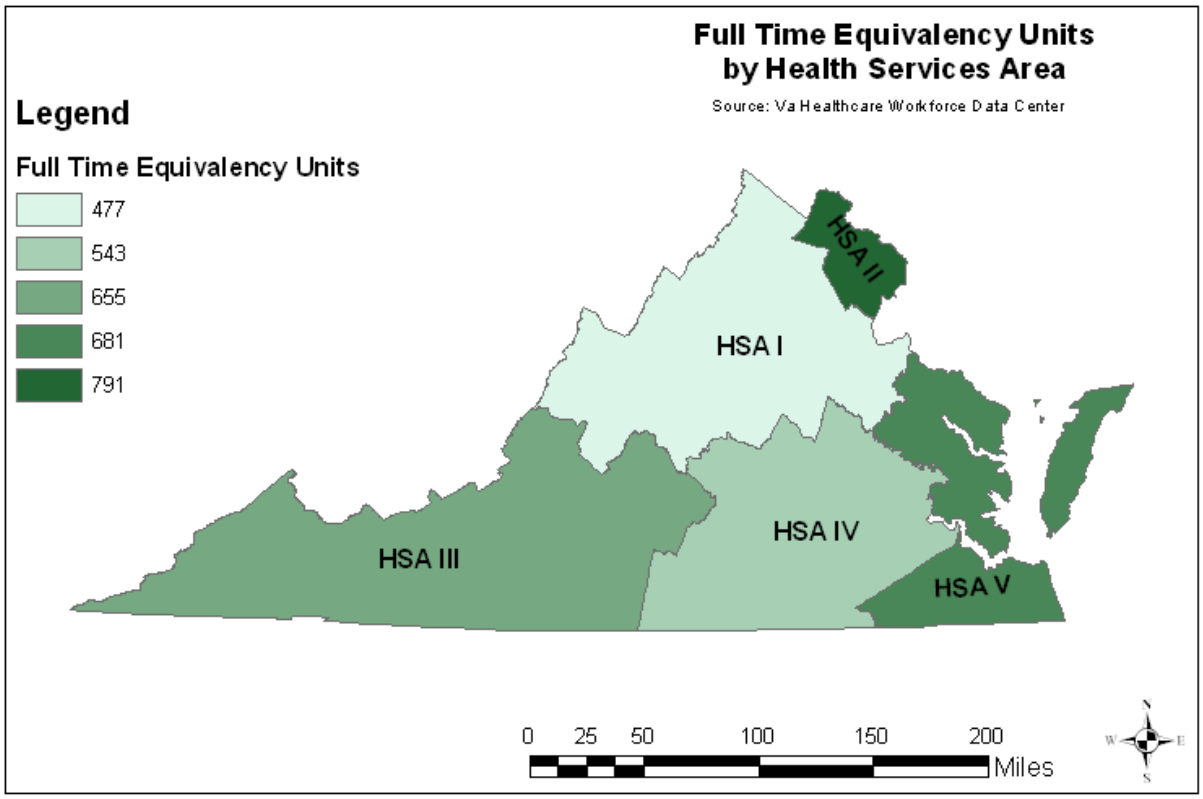


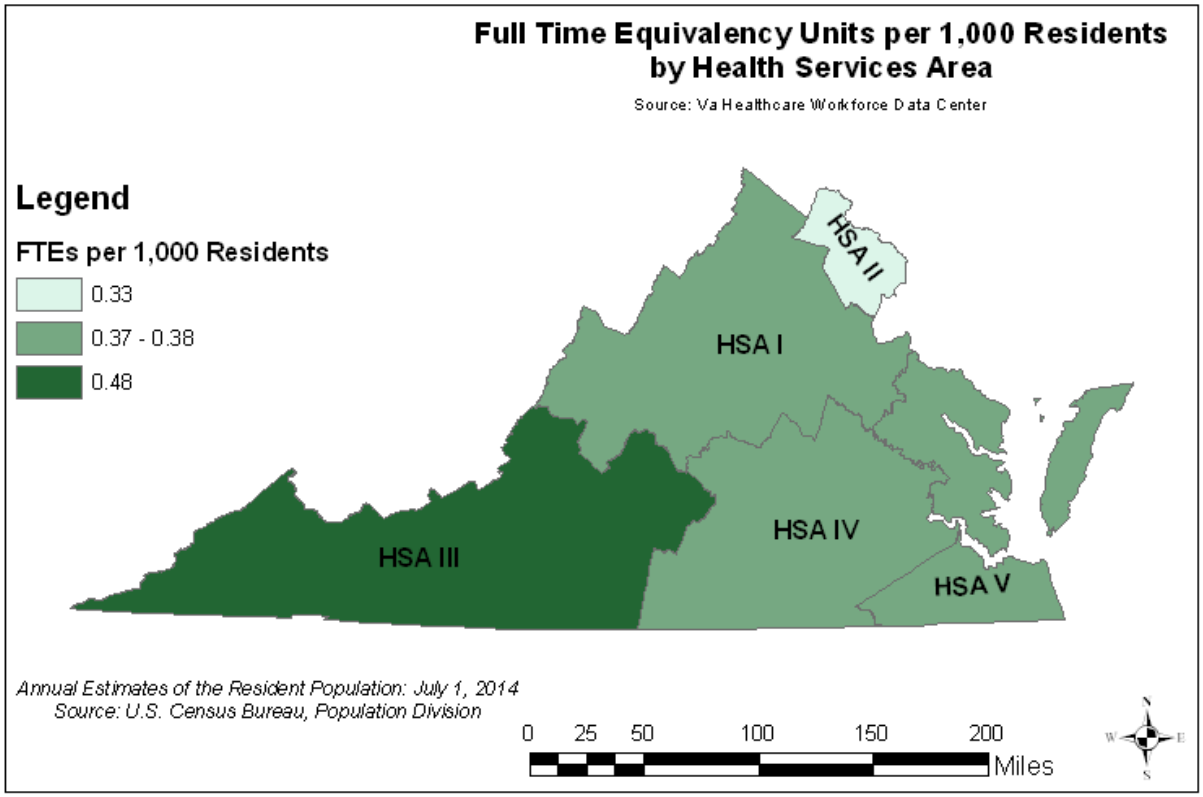


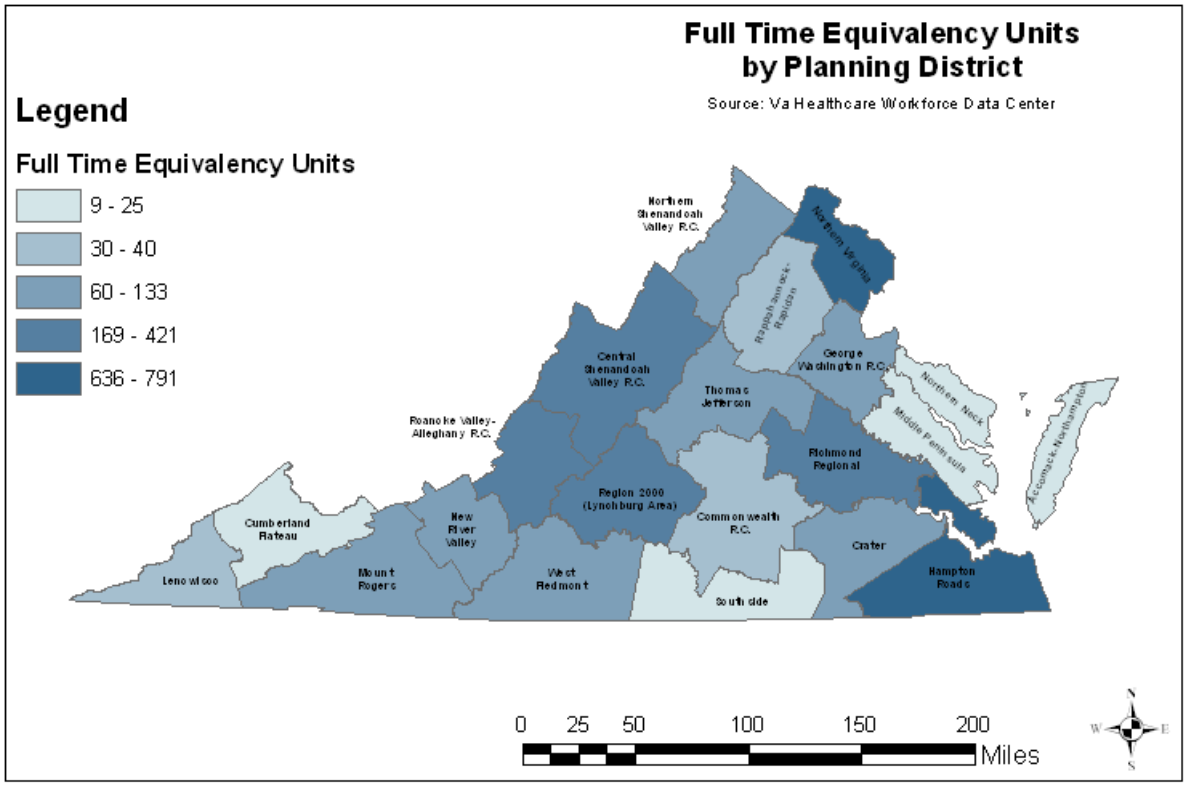

Full Time Equivalency Units
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
52 - 62
104
158 - 197
220 - 242
424 - 633
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles

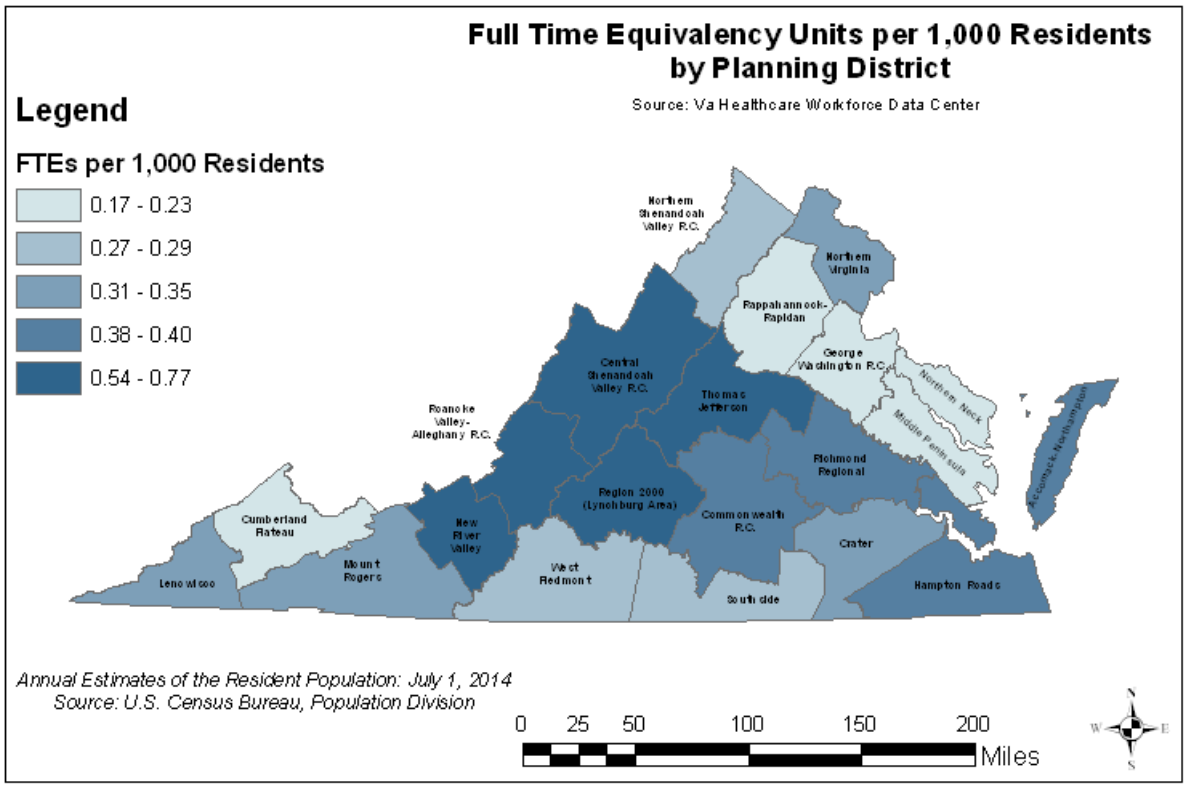

Full Time Equivalency Units per 1,000 Residents
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
0.21 - 0.27
0.31 - 0.36
0.40 - 0.46
0.53
0.77
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles

Health Services Areas






Full Time Equivalency Units
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
9 - 25
30 - 40
60 - 133
169 - 421
636 - 791
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
South side
Hampton Roads
Lenowisco
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
0.17 - 0.23
0.27 - 0.29
0.31 - 0.35
0.38 - 0.40
0.54 - 0.77
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
South side
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

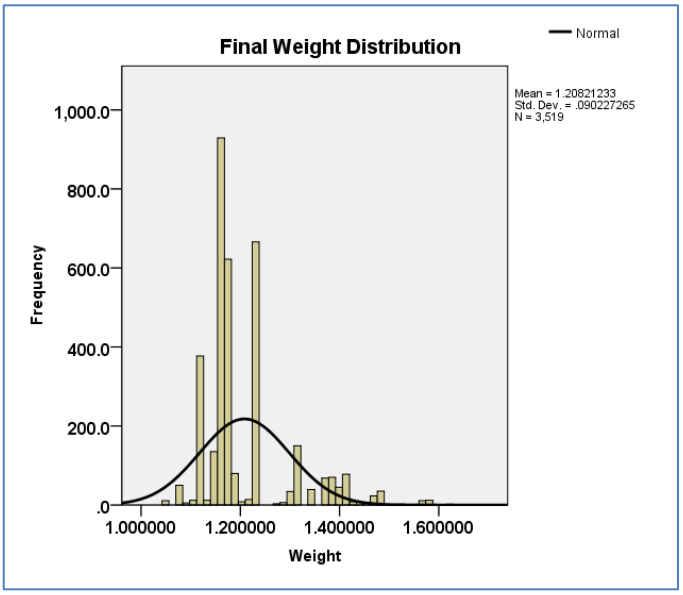
Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2388	84.46%	1.183937	1.12188	1.31236
Metro, 250,000 to 1 million	462	84.20%	1.187661	1.12541	1.31649
Metro, 250,000 or less	560	84.82%	1.178947	1.11715	1.30683
Urban pop 20,000+, Metro adj	41	68.29%	1.464286	1.38753	1.62312
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	128	87.50%	1.142857	1.08295	1.26683
Urban pop, 2,500-19,999, nonadj	63	90.48%	1.105263	1.04733	1.22516
Rural, Metro adj	57	80.70%	1.23913	1.17418	1.37354
Rural, nonadj	22	90.91%	1.1	1.04234	1.21932
Virginia border state/DC	275	70.91%	1.410256	1.33634	1.56323
Other US State	256	70.31%	1.422222	1.34767	1.5765

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	296	74.66%	1.339367	1.21932	1.62312
35 to 39	499	82.97%	1.205314	1.09728	1.46067
40 to 44	477	84.49%	1.183623	1.07754	1.43438
45 to 49	518	84.75%	1.179954	1.07934	1.42994
50 to 54	466	87.34%	1.144963	1.04234	1.38753
55 to 59	496	83.27%	1.200969	1.09333	1.4554
60 to 64	560	84.82%	1.178947	1.07328	1.42872
65 and Over	940	79.47%	1.258367	1.14558	1.52496

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:

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.827611