
Virginia's Licensed Professional Counselor Workforce: 2018

Healthcare Workforce Data Center

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

Follow us on Tumblr: www.vahwdc.tumblr.com

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4,693 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Christopher Coyle
Research Assistant

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Richmond

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Gainesville

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Suffolk

Holly Tracy, LPC, LMFT
Norfolk

Executive Director

Jaime H. Hoyle, JD

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The Licensed Professional Counselor Workforce: At a Glance:

The Workforce

Licensees:	5,397
Virginia's Workforce:	4,683
FTEs:	4,050

Background

Rural Childhood:	30%
HS Degree in VA:	47%
Prof. Degree in VA:	65%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	53%
Satisfied?:	96%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	96%

Education

Masters:	86%
Ph.D.:	14%

Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	67%

Demographics

Female:	80%
Diversity Index:	34%
Median Age:	49

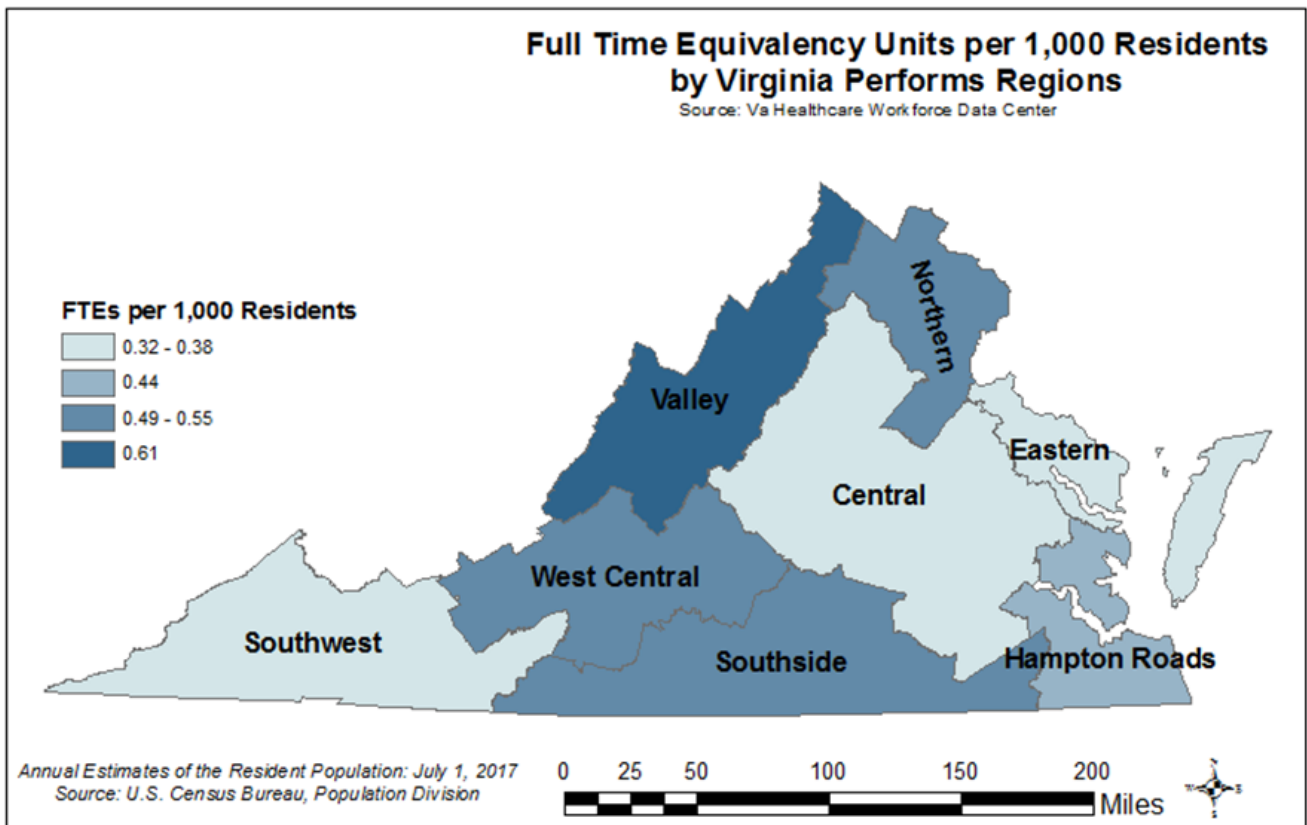
Finances

Median Income:	\$60k-\$70k
Health Benefits:	64%
Under 40 w/ Ed debt:	69%

Time Allocation

Patient Care:	60%-69%
Administration:	10%-19%
Patient Care Role:	60%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Results in Brief

The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the LPC survey during the license renewal process, which takes place every June. Survey respondents represent 87% of the 5,397 LPCs who are licensed in the state and 96% of renewing practitioners. Between July 2017 and June 2018, an estimated 4,683 LPCs participated in Virginia's workforce, which is defined as those who worked at least a portion of the period in the state or who live in the state and intend to return to work as an LPC at some point in the future. This workforce provided 4,050 "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).

80% of all LPCs are female, including 85% of those under the age of 40. In a random encounter between two LPCs, there is a 34% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LPCs under age 40, however, this value was 38%. 30% of all LPCs grew up in a rural area of Virginia, but just 20% of these LPCs work in non-Metro areas of the state. Overall, 9% of Virginia's LPCs currently work in non-Metro areas of the state.

86% of the state's LPC workforce have a Master's degree as their highest professional degree, while the remainder have a doctorate. In addition, 54% have a primary specialty in mental health. 43% of all LPCs currently carry educational debt. The median debt burden for those with debt is between \$50,000 and \$60,000. Meanwhile, LPCs' median annual income is between \$60,000 and \$70,000. 96% of LPCs are satisfied with their current employment situation, including 70% who indicate they are "very satisfied". 93% of LPCs are currently employed in the profession and only 1% of Virginia's LPCs experienced involuntary unemployment in the past year. Three quarters of all LPCs work in the private sector, including 56% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type, employing 19% of the state's LPC workforce. 24% of all LPCs expect to retire by age 65 and 24% of the current workforce expect to retire in the next ten years. Over the next two years, 15% of LPCs plan on increasing patient care activities, and 12% plan on pursuing additional educational opportunities.

Summary of Trends

There are more LPCs in Virginia now. The number of licensed professional counselors (LPC) in Virginia has increased by 44% over the past five years. Similarly, the number of licensed counselors in the state workforce has increased by 40% and the full time equivalency units produced by this workforce has increased by 35% over the same period.

The LPC workforce has become slightly more racially/ethnically diverse and younger over the years. The diversity index has increased from 25% to 34%. The median age has also declined from 53 in 2013 to 49 in 2018. The percent under age 40 has increased significantly from 19% to 28% between 2013 and 2018. Not surprisingly, the percent over age 55 has declined from 45% to 37% in the same period. Gender diversity is, however, declining. The percent female has inched up by 1% every year from 76% in 2013 to 80% in 2018.

The educational attainment of Virginia's LPCs has declined over the years. Compared to 2013 when 17% reported a doctorate degree and 83% reported a Master's degree, only 14% reported a doctorate degree in 2018; 86% now report a Master's degree. Surprisingly, this decline in educational attainment is accompanied by an increase in the proportion carrying education debt. Forty-three percent now have educational debt compared to 32% in 2013. Meanwhile, median income increased for the first time in 5 years from \$50,000-\$60,000 to \$60,000-\$70,000.

The geographical distribution of LPCs around the state remains unchanged; most work in Northern Virginia. Further, the establishment distribution of Virginia's LPCs has changed very little over the years. Most (37%) still work in private solo or group practice over the past four years. More changes are recorded in the sector of work of LPCs. Fewer work in the public sector and more work in the private sector. Only 22% of LPCs work in state or local government now compared to 27% in 2013. Meanwhile, 56% now work in the for-profit compared to 52% in 2013.

Virginia's LPCs are planning to stay in the workforce longer now than they did in 2013. Compared to 2013 when 27% reported that they planned to leave the workforce within a decade, only 24% now plan to leave in a decade. Half of the workforce plan to retire by 25 years compared to 2013 when half planned to retire by 20 years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,618	86%
New Licensees	574	11%
Non-Renewals	205	4%
All Licensees	5,397	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 96% of renewing LPCs submitted a survey. These represent 87% of LPCs who held a license at some point during the survey time period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	150	511	77%
35 to 39	91	616	87%
40 to 44	71	566	89%
45 to 49	84	601	88%
50 to 54	48	521	92%
55 to 59	56	502	90%
60 to 64	52	492	90%
65 and Over	152	884	85%
Total	704	4,693	87%
New Licenses			
Issued in Past Year	352	222	39%
Metro Status			
Non-Metro	49	336	87%
Metro	525	3,766	88%
Not in Virginia	130	590	82%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2018.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2017 and June 2018.
- 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 2018.

Response Rates	
Completed Surveys	4,693
Response Rate, all licensees	87%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number: 5,397
 New: 11%
 Not Renewed: 4%

Response Rates

All Licensees: 87%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LPC Workforce: 4,683
 FTEs: 4,050

Utilization Ratios

Licenses in VA Workforce: 87%
 Licenses per FTE: 1.33
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	4,589	98%
Looking for Work in Virginia	94	2%
Virginia's Workforce	4,683	100%
Total FTEs	4,050	
Licenses	5,397	

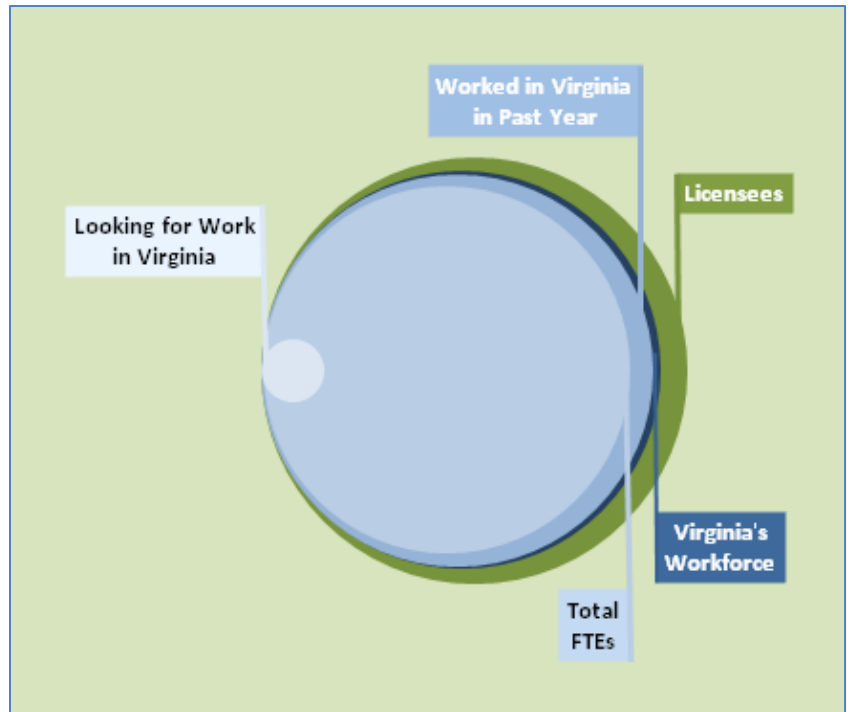
Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	82	15%	470	85%	553	14%
35 to 39	84	15%	490	85%	574	14%
40 to 44	74	15%	415	85%	489	12%
45 to 49	85	16%	443	84%	527	13%
50 to 54	82	19%	351	81%	434	11%
55 to 59	88	21%	324	79%	412	10%
60 to 64	115	29%	286	71%	401	10%
65 +	225	33%	467	67%	693	17%
Total	836	20%	3,247	80%	4,082	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 80%
 % Under 40 Female: 85%

Age
 Median Age: 49
 % Under 40: 28%
 % 55+: 37%

Diversity
 Diversity Index: 34%
 Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

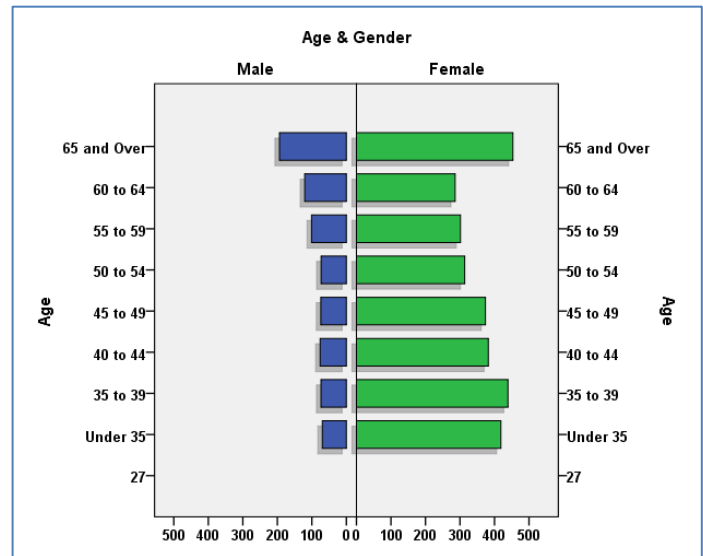
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	62%	3,278	80%	869	77%
Black	19%	524	13%	179	16%
Asian	7%	50	1%	12	1%
Other Race	0%	30	1%	6	1%
Two or more races	3%	69	2%	25	2%
Hispanic	9%	140	3%	37	3%
Total	100%	4,091	100%	1,128	100%

*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, 2017.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 34% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

28% of all LPCs are under the age of 40, and 85% of these professionals are female. In addition, the diversity index among LPCs who are under the age of 40 is 38%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 47%
 Prof. Ed. in VA: 65%
 HS or Prof. Ed. in VA: 73%

Location Choice

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

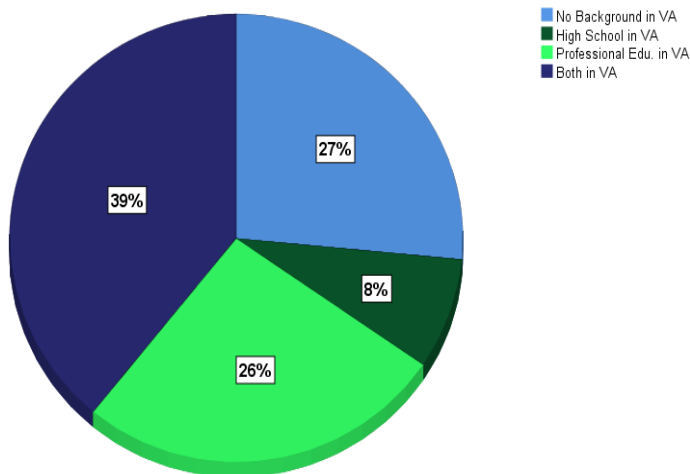
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	61%	17%
2	Metro, 250,000 to 1 million	39%	47%	15%
3	Metro, 250,000 or less	38%	51%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	60%	27%	13%
6	Urban pop, 2,500-19,999, Metro adj	60%	31%	9%
7	Urban pop, 2,500-19,999, nonadj	84%	8%	9%
8	Rural, Metro adj	70%	26%	4%
9	Rural, nonadj	46%	50%	4%
Overall		30%	55%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



30% of LPCs grew up in self-described rural areas, and 20% of these professionals currently work in non-metro counties. Overall, 9% of all LPCs in the state currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	1,914	Virginia	2,650
2	New York	256	Maryland	134
3	Pennsylvania	215	Washington, D.C.	116
4	Maryland	173	North Carolina	88
5	Outside U.S./Canada	149	Florida	77
6	North Carolina	118	Pennsylvania	73
7	New Jersey	111	Ohio	72
8	Florida	111	New York	64
9	Ohio	103	Massachusetts	58
10	California	68	Texas	57

Source: Va. Healthcare Workforce Data Center

47% 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 62% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	912	Virginia	1,195
2	New York	115	Maryland	60
3	Maryland	93	Florida	56
4	Outside U.S./Canada	83	Minnesota	54
5	Pennsylvania	80	Washington, D.C.	50
6	North Carolina	65	North Carolina	43
7	Florida	63	New York	36
8	Ohio	47	Ohio	36
9	New Jersey	45	Pennsylvania	34
10	California	31	Massachusetts	28

Source: Va. Healthcare Workforce Data Center

13% of Virginia's licensees did not participate in the state's LPC workforce during the past year. 81% of these professionals worked at some point in the past year, including 69% who worked in a job related to behavioral sciences.

At a Glance:

Not in VA Workforce

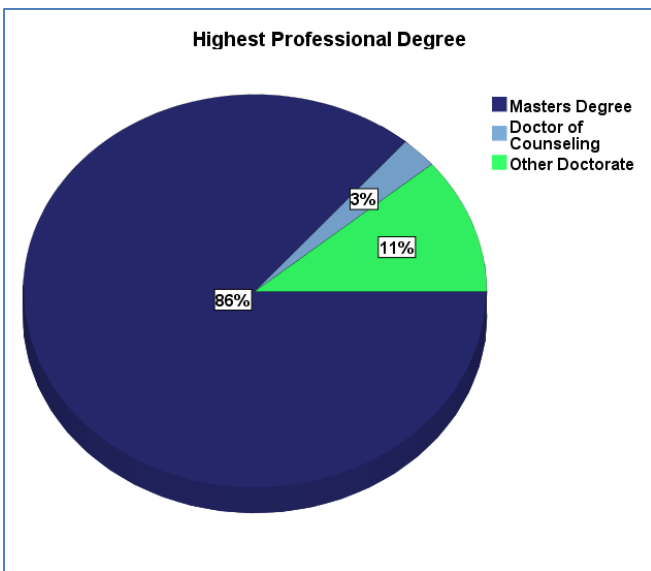
Total:	714
% of Licensees:	13%
Federal/Military:	10%
Va. Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	5	0%
Master's Degree	3,452	86%
Doctor of Psychology	103	3%
Other Doctorate	447	11%
Total	4,007	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

86% of LPCs hold a Master's degree as their highest professional degree. 43% 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 \$50,000 and \$60,000.

At a Glance:

Education
 Master's Degree: 86%
 Doctorate: 14%

Educational Debt
 Carry debt: 43%
 Under age 40 w/ debt: 69%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
None	2,069	57%	318	31%
Less than \$10,000	172	5%	52	5%
\$10,000-\$19,999	126	3%	51	5%
\$20,000-\$29,999	113	3%	48	5%
\$30,000-\$39,999	119	3%	55	5%
\$40,000-\$49,999	105	3%	51	5%
\$50,000-\$59,999	94	3%	53	5%
\$60,000-\$69,999	102	3%	43	4%
\$70,000-\$79,999	98	3%	66	7%
\$80,000-\$89,999	83	2%	50	5%
\$90,000-\$99,999	63	2%	26	3%
\$100,000-\$109,999	92	3%	38	4%
\$110,000-\$119,999	63	2%	33	3%
\$120,000-\$129,999	63	2%	35	3%
\$130,000-\$139,999	26	1%	12	1%
\$140,000-\$149,999	32	1%	12	1%
\$150,000 or More	199	5%	68	7%
Total	3,619	100%	1,011	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 54%
 Child: 9%
 Substance Abuse: 7%

Secondary Specialty

Mental Health: 15%
 Substance Abuse: 14%
 Family: 11%

Source: Va. Healthcare Workforce Data Center

54% 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.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	2,174	54%	550	15%
Child	345	9%	338	9%
Substance Abuse	274	7%	506	14%
Behavioral Disorders	217	5%	383	11%
Family	169	4%	401	11%
Marriage	121	3%	273	8%
School/Educational	88	2%	132	4%
Sex Offender Treatment	36	1%	41	1%
Rehabilitation	27	1%	31	1%
Vocational/Work Environment	19	0%	33	1%
Health/Medical	16	0%	25	1%
Forensic	16	0%	38	1%
Neurology/Neuropsychology	5	0%	10	0%
Industrial-Organizational	4	0%	9	0%
Gerontologic	3	0%	14	0%
Public Health	1	0%	8	0%
Experimental or Research	0	0%	2	0%
Social	0	0%	21	1%
Other Specialty Area	155	4%	289	8%
General Practice (Non-Specialty)	320	8%	473	13%
Total	3,989	100%	3,579	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-time: 53%
 2 or More Positions: 26%

Weekly Hours:

40 to 49: 43%
 60 or more: 6%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a behavioral sciences-related capacity	3,777	93%
Employed, NOT in a behavioral sciences-related capacity	104	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	7	0%
Voluntarily unemployed	85	2%
Retired	70	2%
Total	4,046	100%

Source: Va. Healthcare Workforce Data Center

93% of LPCs are currently employed in their profession. 53% of LPCs hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	163	4%
1 to 9 hours	114	3%
10 to 19 hours	265	7%
20 to 29 hours	366	9%
30 to 39 hours	625	16%
40 to 49 hours	1,726	43%
50 to 59 hours	489	12%
60 to 69 hours	185	5%
70 to 79 hours	34	1%
80 or more hours	16	0%
Total	3,981	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	163	4%
One Part-Time Position	676	17%
Two Part-Time Positions	190	5%
One Full-Time Position	2,118	53%
One Full-Time Position & One Part-Time Position	717	18%
Two Full-Time Positions	30	1%
More than Two Positions	94	2%
Total	3,987	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	41	1%
Less than \$20,000	237	7%
\$20,000-\$29,999	167	5%
\$30,000-\$39,999	244	8%
\$40,000-\$49,999	358	11%
\$50,000-\$59,999	555	17%
\$60,000-\$69,999	545	17%
\$70,000-\$79,999	408	13%
\$80,000-\$89,999	282	9%
\$90,000-\$99,999	126	4%
\$100,000-\$109,999	121	4%
\$110,000 or More	172	5%
Total	3,257	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
(Salary & Wage Employees only)
Health Insurance: 64%
Retirement: 58%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2810	71%
Somewhat Satisfied	977	25%
Somewhat Dissatisfied	112	3%
Very Dissatisfied	34	1%
Total	3,933	100%

Source: Va. Healthcare Workforce Data Center

The typical LPC earned between \$60,000 and \$70,000 per year. Among LPCs who received either an hourly wage or salary as compensation at the primary work location, 64% received health insurance and 58% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,838	49%	69%
Health Insurance	1,760	47%	64%
Paid Sick Leave	1,676	44%	63%
Dental Insurance	1,613	43%	59%
Retirement	1,587	42%	58%
Group Life Insurance	1,269	34%	47%
Signing/Retention Bonus	102	3%	4%
Received At Least One Benefit	2,105	56%	75%

*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?	199	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	112	2%
Work two or more positions at the same time?	1,194	25%
Switch employers or practices?	361	8%
Experienced at least one	1,599	34%

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 3.4% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	70	2%	49	4%
Less than 6 Months	197	5%	114	10%
6 Months to 1 Year	361	9%	137	13%
1 to 2 Years	636	16%	198	18%
3 to 5 Years	887	23%	282	26%
6 to 10 Years	719	19%	159	14%
More than 10 Years	988	26%	157	14%
Subtotal	3,858	100%	1,096	100%
Did not have location	104		3,520	
Item Missing	721		67	
Total	4,683		4,683	

Source: Va. Healthcare Workforce Data Center

57% 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: 8%
New Location: 21%
Over 2 years: 67%
Over 2 yrs, 2nd location: 54%

Employment Type

Salary/Commission: 57%
Business/Practice Income: 21%
Hourly Wage: 13%

Source: Va. Healthcare Workforce Data Center

67% of LPCs have worked at their primary location for more than two years, while 8% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,810	57%
Business/ Practice Income	650	21%
Hourly Wage	422	13%
By Contract	242	8%
Unpaid	26	1%
Subtotal	3,150	100%
Did not have location	104	
Item Missing	1,429	

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 2.8% in April 2018 to 3.9% in July 2017. The rate for June 2018, the last month used in this calculation, is preliminary.

At a Glance:

Concentration

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

Locations

2 or more (Past Year):	29%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

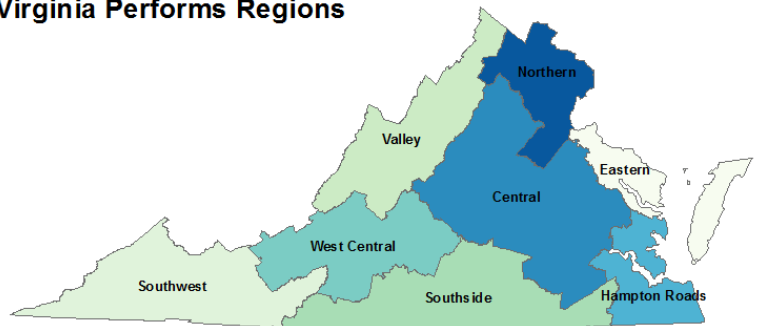
29% of LPCs work in Northern Virginia, the most of any region in the state. Another 20% work in both Hampton Roads and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	776	20%	220	19%
Eastern	46	1%	14	1%
Hampton Roads	779	20%	231	20%
Northern	1,122	29%	320	28%
Southside	143	4%	39	3%
Southwest	142	4%	49	4%
Valley	295	8%	63	6%
West Central	524	14%	142	12%
Virginia Border State/DC	25	1%	22	2%
Other US State	15	0%	38	3%
Outside of the US	0	0%	2	0%
Total	3,868	100%	1,142	100%
Item Missing	711		22	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



27% of all LPCs currently have multiple work locations, while 29% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	93	2%	153	4%
1	2,699	68%	2,742	69%
2	559	14%	536	14%
3	528	13%	477	12%
4	44	1%	26	1%
5	12	0%	8	0%
6 or More	17	0%	9	0%
Total	3,952	100%	3,952	100%

*At the time of survey completion, June 2018.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,059	56%	729	72%
Non-Profit	684	19%	168	17%
State/Local Government	818	22%	96	10%
Veterans Administration	9	0%	2	0%
U.S. Military	49	1%	10	1%
Other Federal Government	41	1%	6	1%
Total	3,660	100%	1,011	100%
Did not have location	104		3520	
Item Missing	919		152	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

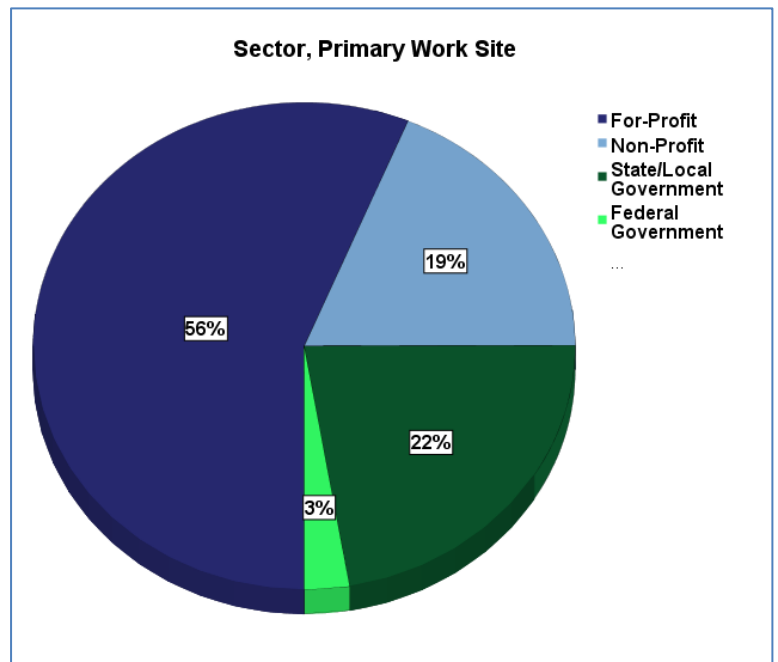
For Profit:	55%
Federal:	3%

Top Establishments

Private Practice, Solo:	18%
Private Practice, Group:	18%
Comm. Services Board:	16%

Source: Va. Healthcare Workforce Data Center

75% of LPCs work in the private sector, including 56% who work at for-profit establishments. Another 22% of LPCs work for state or local governments.



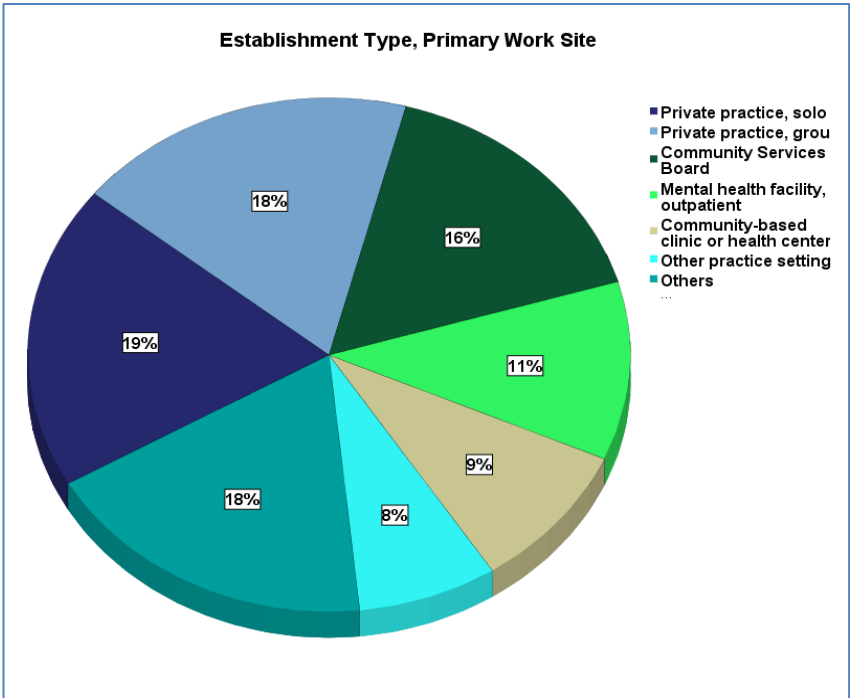
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	655	19%	207	21%
Private practice, group	628	18%	229	23%
Community Services Board	558	16%	55	6%
Mental health facility, outpatient	385	11%	121	12%
Community-based clinic or health center	317	9%	100	10%
School (providing care to clients)	166	5%	21	2%
Academic institution (teaching health professions students)	118	3%	64	6%
Residential mental health/substance abuse facility	68	2%	21	2%
Corrections/Jail	67	2%	15	2%
Hospital, psychiatric	54	2%	24	2%
Hospital, general	52	2%	20	2%
Administrative or regulatory	48	1%	8	1%
Residential intellectual/development disability facility	14	0%	0	0%
Other practice setting	297	9%	100	10%
Total	3,427	100%	985	100%
Did Not Have a Location	104		3,520	

37% of all LPCs work at either a solo or group private practice, while another 16% works at a community services board.

Source: Va. Healthcare Workforce Data Center

Among those LPCs who also have a secondary work location, 44% work at either a solo or group private practice, while 12% work at an outpatient mental health facility.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 60%-69%
Administration: 10%-19%

Roles

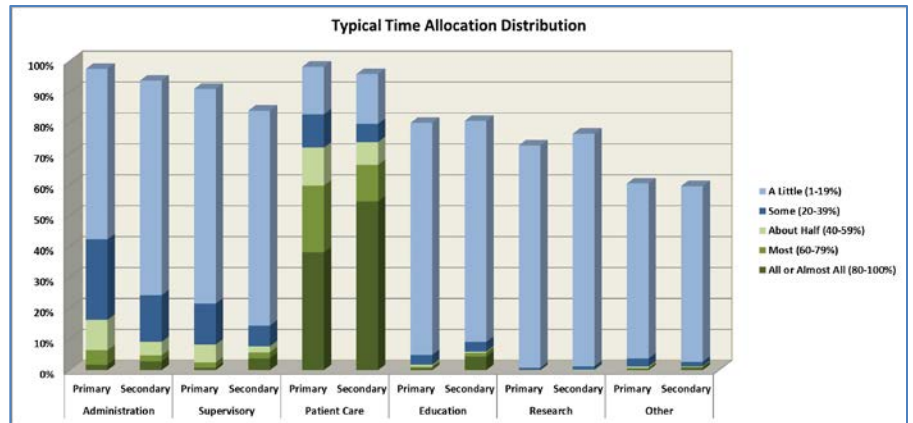
Patient Care: 60%
Administrative: 6%
Supervisory: 3%

Patient Care LPCs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



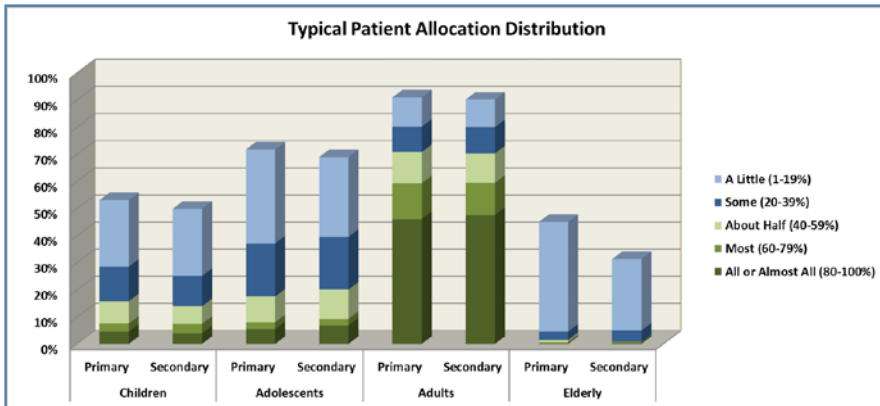
Source: Va. Healthcare Workforce Data Center

The typical LPC spends approximately two-thirds of her time treating patients. In fact, 60% of all LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Spent	Time Allocation											
	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%	3%	1%	4%	38%	55%	1%	4%	0%	0%	0%	1%
Most (60-79%)	5%	2%	2%	2%	22%	12%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	10%	4%	6%	2%	12%	7%	1%	0%	0%	0%	1%	0%
Some (20-39%)	26%	15%	13%	7%	11%	6%	3%	3%	1%	1%	3%	1%
A Little (1-19%)	55%	69%	69%	70%	15%	16%	75%	71%	72%	75%	57%	57%
None (0%)	3%	6%	9%	16%	2%	4%	20%	19%	27%	24%	40%	40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: 1%-9%
 Adolescents: 10%-19%
 Adults: 70%-79%
 Elderly: None

Roles

Children: 7%
 Adolescents: 8%
 Adults: 59%
 Elderly: 1%

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.

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%)	5%	4%	5%	7%	46%	48%	0%	0%
Most (60-79%)	3%	3%	3%	2%	13%	12%	0%	0%
About Half (40-59%)	8%	7%	9%	11%	12%	11%	1%	0%
Some (20-39%)	13%	11%	20%	19%	9%	10%	3%	4%
A Little (1-19%)	25%	25%	35%	29%	11%	10%	40%	26%
None (0%)	47%	50%	28%	31%	9%	10%	55%	69%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

Primary Location: 1-24

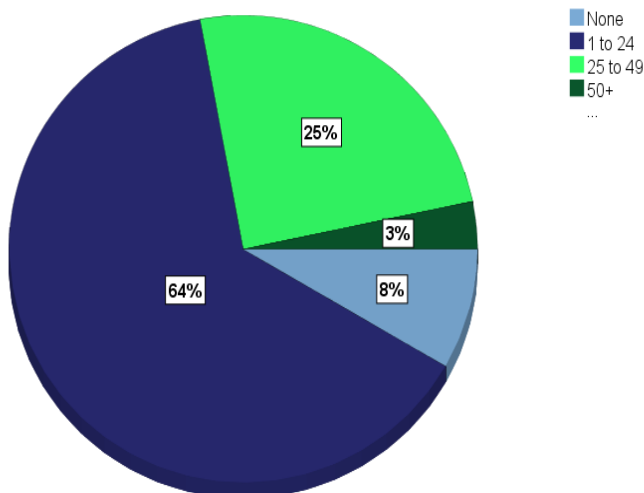
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	303	8%	143	14%
1 to 24	2,312	64%	768	78%
25 to 49	896	25%	57	6%
50 to 74	68	2%	14	1%
75 or More	50	1%	8	1%
Total	3,629	100%	990	100%

Source: Va. Healthcare Workforce Data Center

Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

64% 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	37	1%	0	0%
50 to 54	66	2%	4	0%
55 to 59	215	6%	46	3%
60 to 64	498	15%	165	10%
65 to 69	1,070	31%	466	29%
70 to 74	701	20%	411	25%
75 to 79	284	8%	199	12%
80 or over	125	4%	80	5%
I do not intend to retire	431	13%	243	15%
Total	3,428	100%	1,614	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 24%

Under 60: 9%

LPCs 50 and over

Under 65: 13%

Under 60: 3%

Time until Retirement

Within 2 years: 6%

Within 10 years: 24%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

9% of LPCs expect to retire no later than the age of 60, while 24% expect to retire by the age of 65. Among those LPCs who are ages 50 or over, 13% expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LPCs plan on leaving the state to practice elsewhere, while 1% plan on leaving the profession entirely. Meanwhile, 15% plan on increasing patient care hours, and 12% expect to pursue additional educational opportunities.

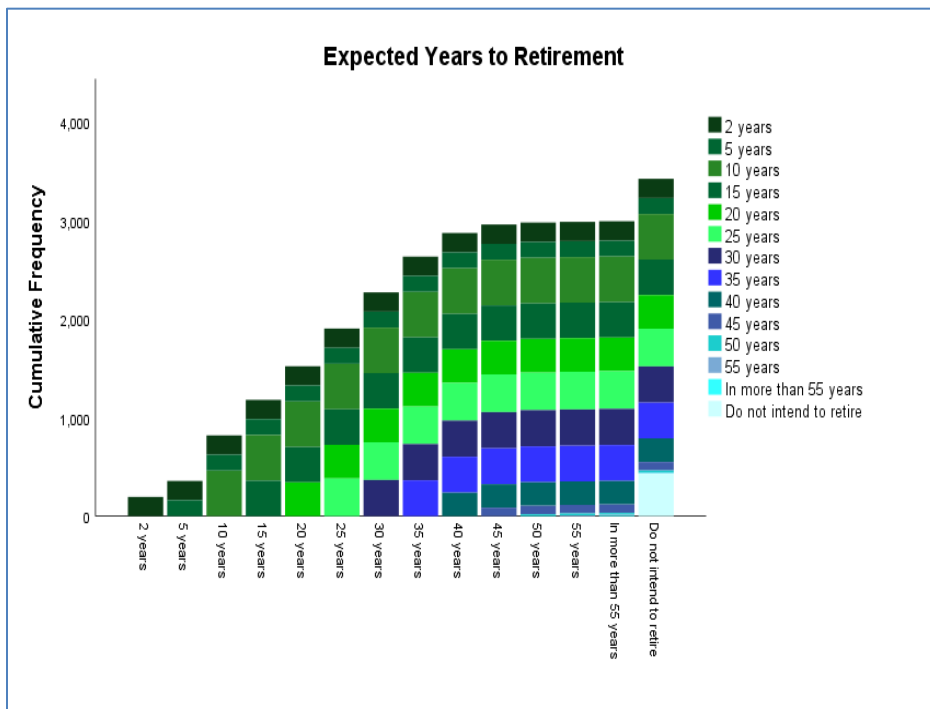
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	55	1%
Leave Virginia	111	2%
Decrease Patient Care Hours	398	8%
Decrease Teaching Hours	32	1%
Increase Participation		
Increase Patient Care Hours	683	15%
Increase Teaching Hours	340	7%
Pursue Additional Education	562	12%
Return to Virginia’s Workforce	42	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 6% of LPCs expect to retire in the next two years, while 24% plan on retiring in the next ten years. More than half of the current LPC workforce expects to retire by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	196	6%	6%
5 years	162	5%	10%
10 years	463	14%	24%
15 years	361	11%	34%
20 years	342	10%	44%
25 years	383	11%	56%
30 years	368	11%	66%
35 years	364	11%	77%
40 years	239	7%	84%
45 years	86	3%	86%
50 years	20	1%	87%
55 years	8	0%	87%
In more than 55 years	6	0%	87%
Do not intend to retire	431	13%	100%
Total	3,428	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 2028. Retirements will peak at 14% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 4,050
 FTEs/1,000 Residents²: 0.478
 Average: 0.88

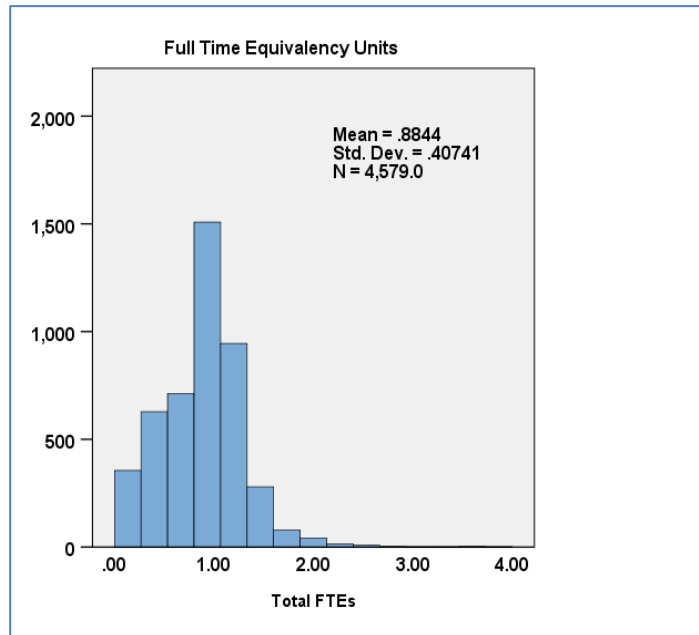
Age & Gender Effect

Age, Partial Eta³: Medium
 Gender, Partial Eta³: Small

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

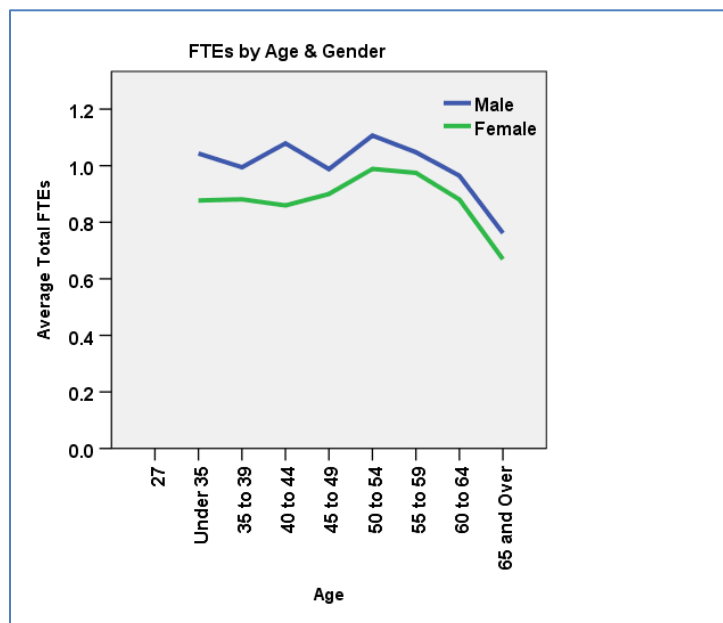


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.97 FTEs, or approximately 38 hours per week for 50 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 Age
Under 35	0.88	0.94
35 to 39	0.90	0.97
40 to 44	0.91	0.99
45 to 49	0.93	1.05
50 to 54	1.02	1.06
55 to 59	0.99	1.01
60 to 64	0.92	1.03
65 and Over	0.66	0.53
Gender		
Male	0.96	1.01
Female	0.87	0.93

Source: Va. Healthcare Workforce Data Center

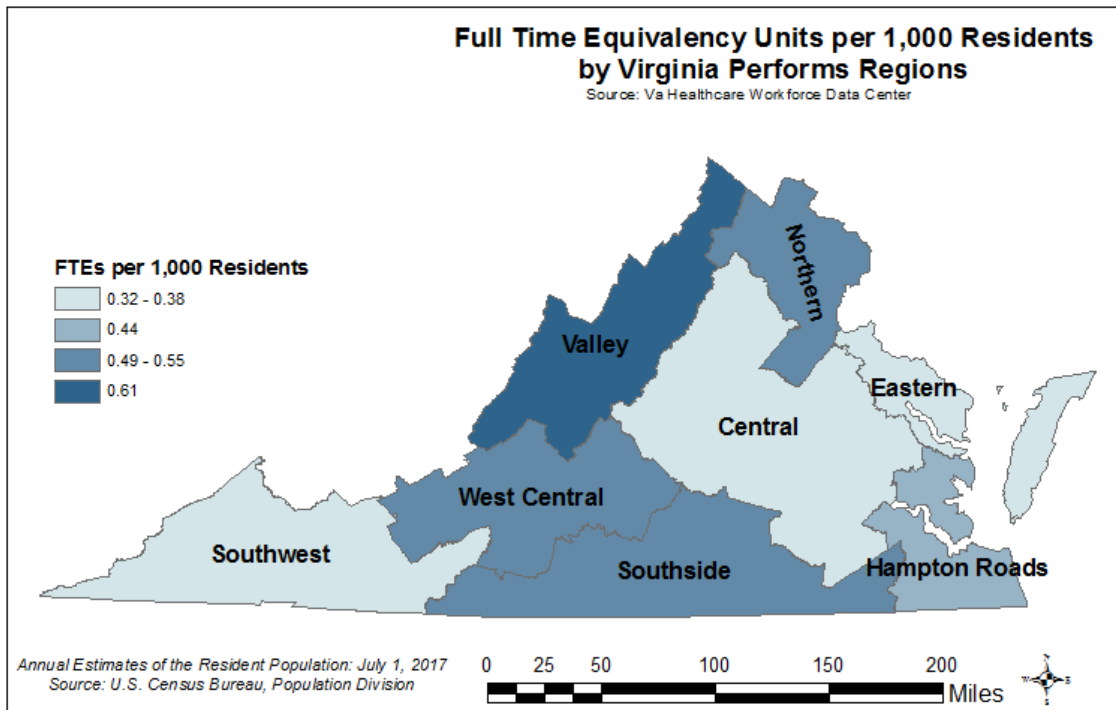
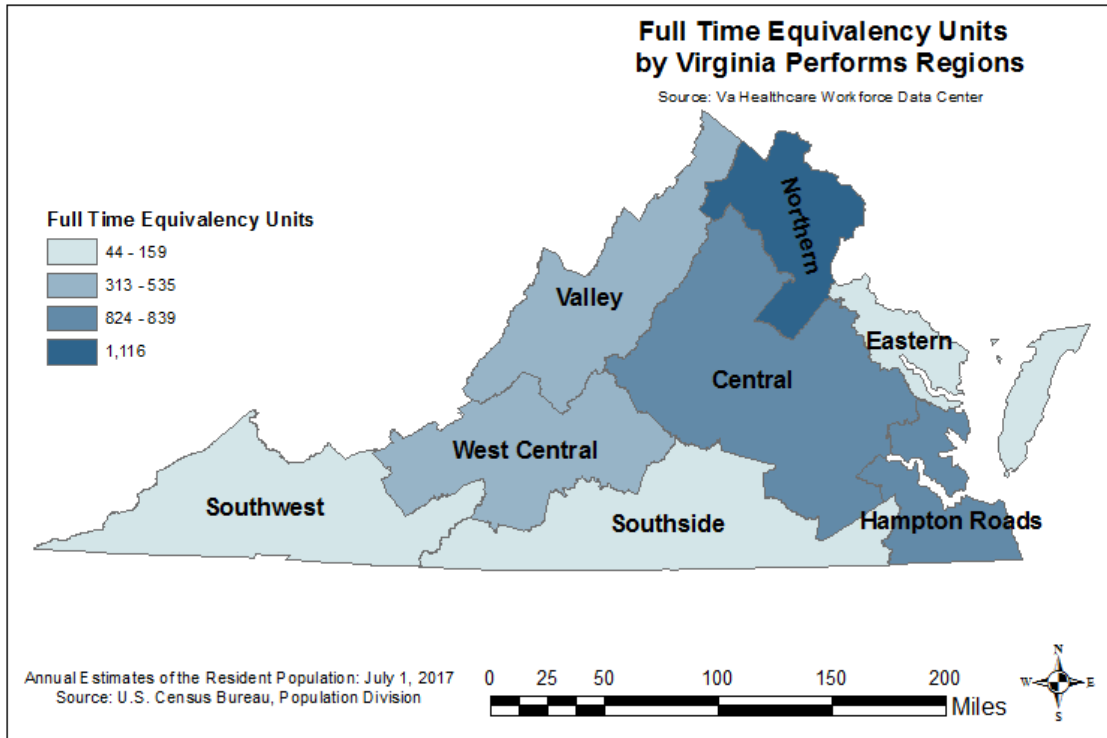


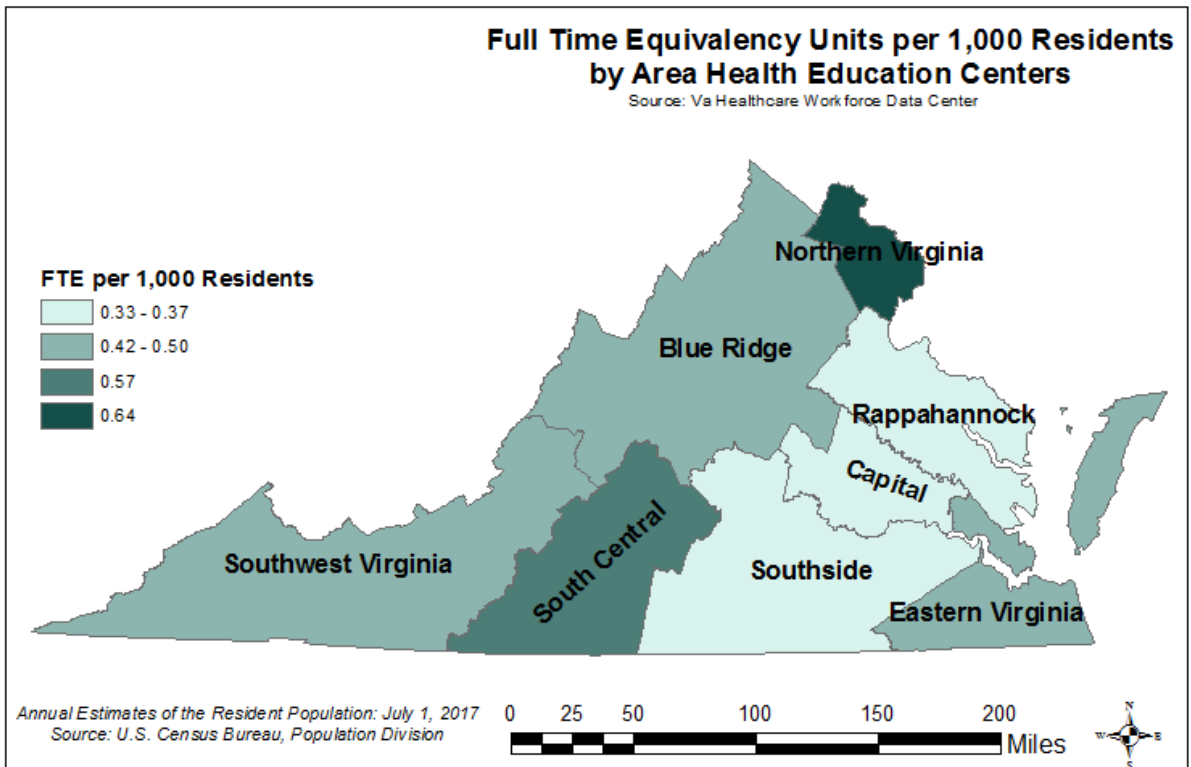
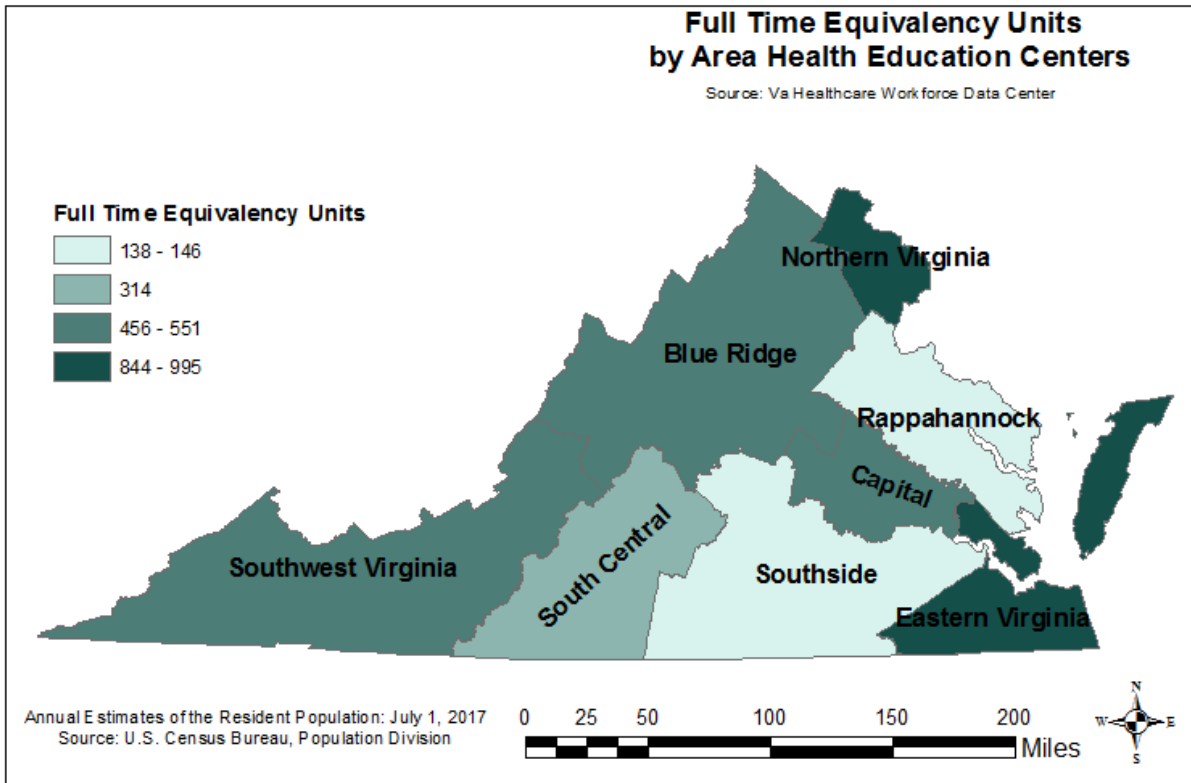
Source: Va. Healthcare Workforce Data Center

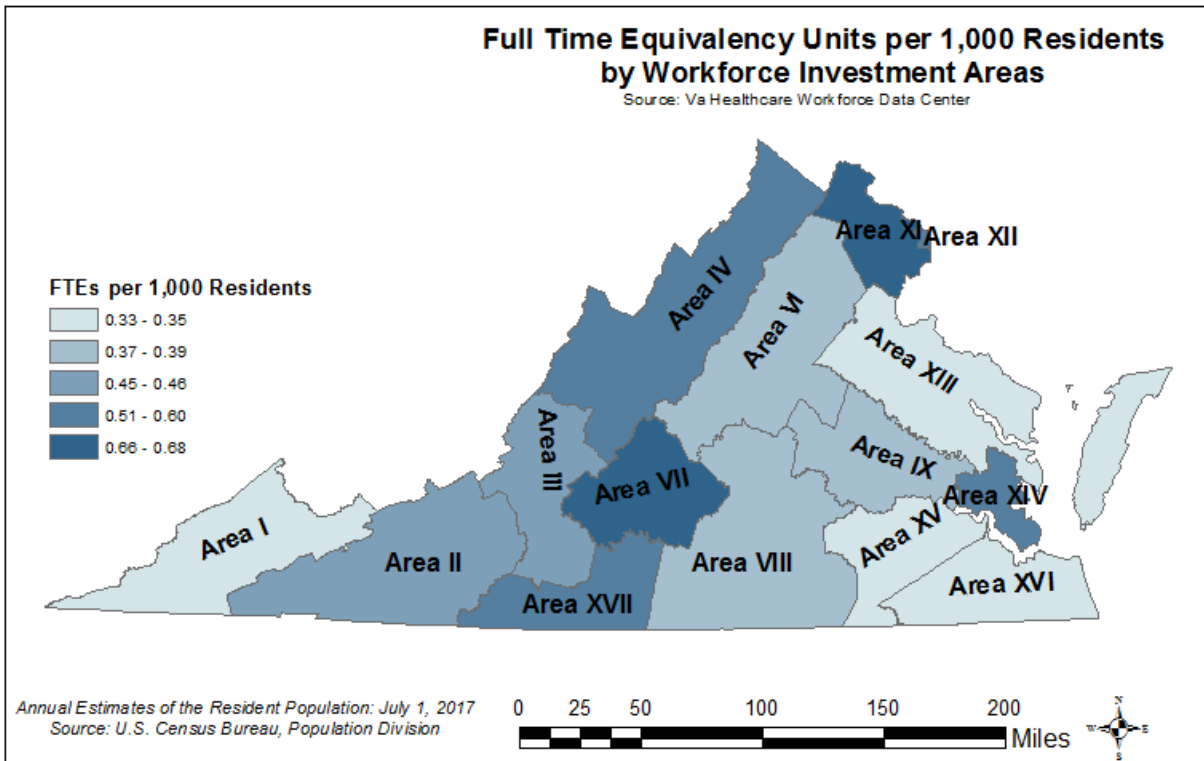
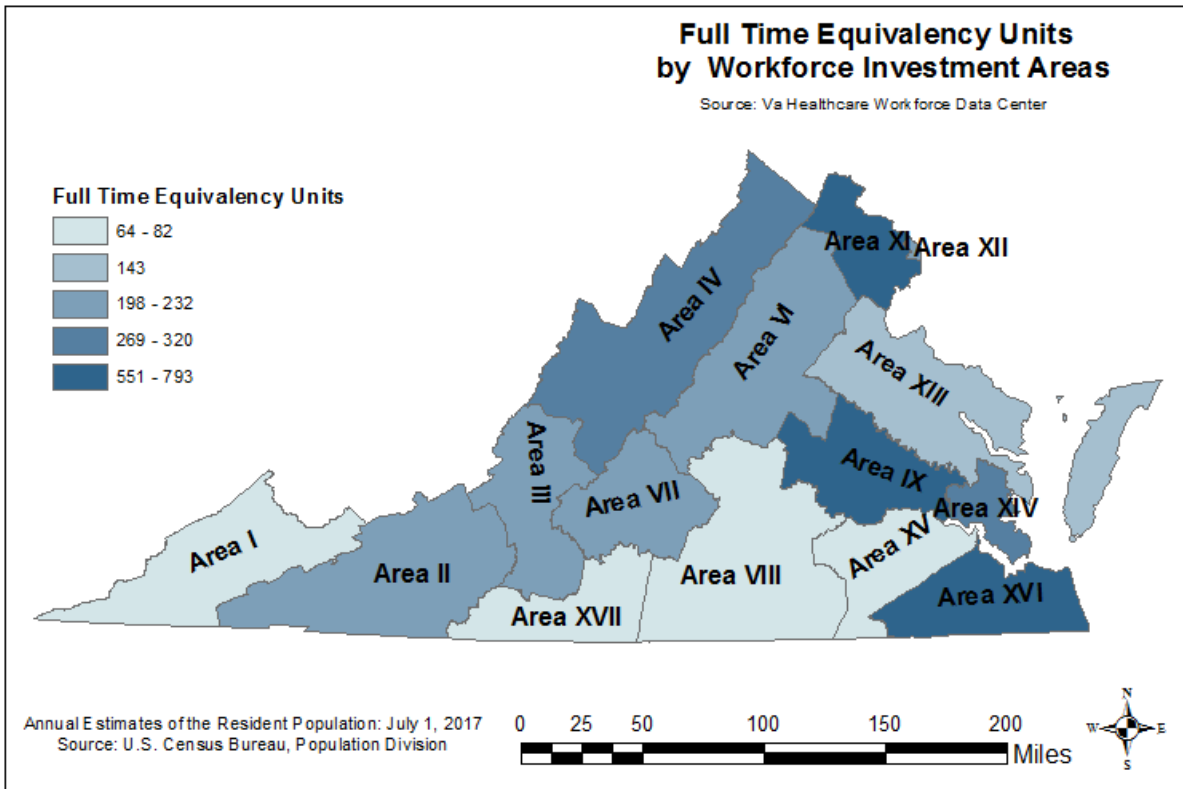
² Number of residents in 2017 was used as the denominator.

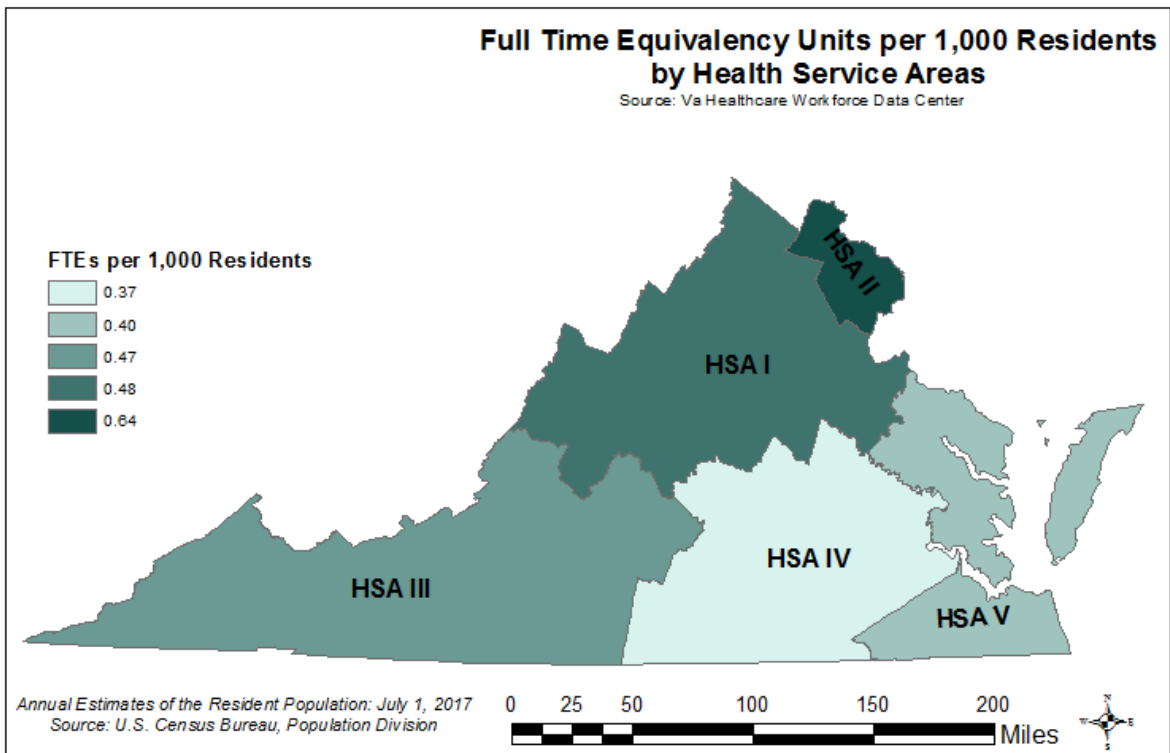
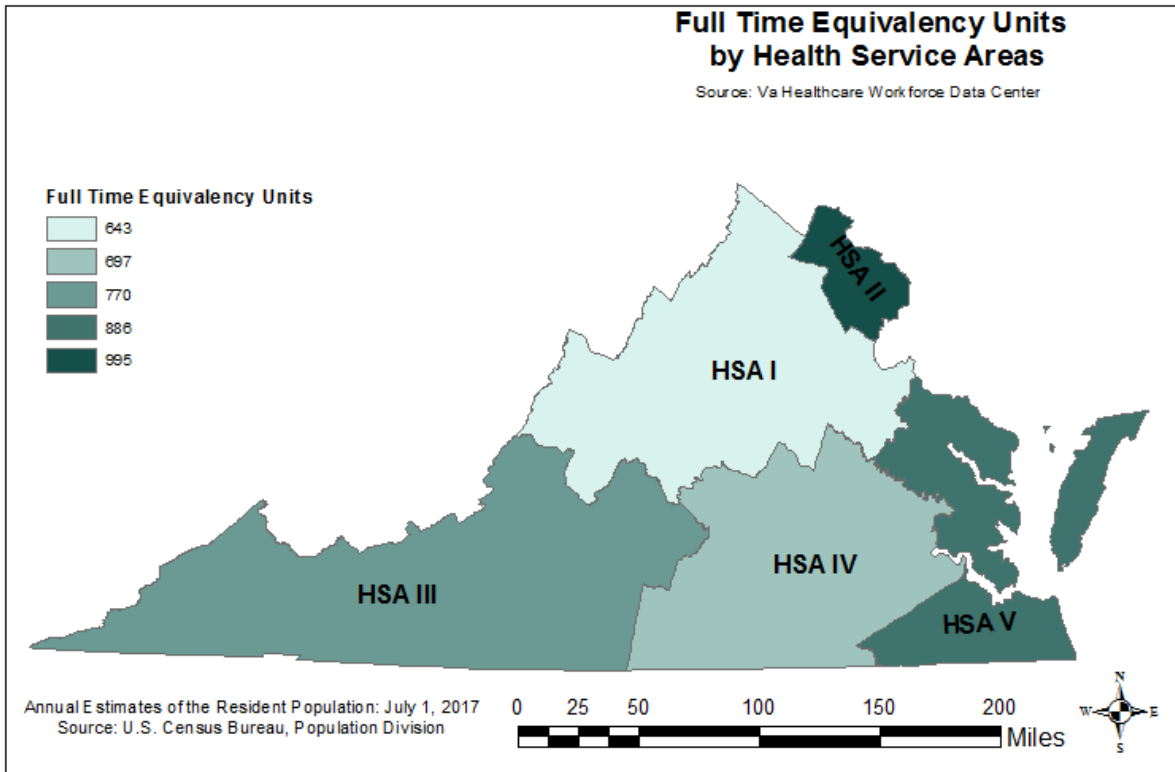
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

Virginia Performs Regions









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	3,061	87.49%	1.14301718	1.08548902	1.28567575
Metro, 250,000 to 1 million	569	90.51%	1.10485437	1.04924695	1.24274989
Metro, 250,000 or less	661	86.69%	1.15357766	1.09551799	1.29755427
Urban pop 20,000+, Metro adj	57	85.96%	1.16326531	1.10471806	1.30845102
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	151	87.42%	1.14393939	1.08636483	1.28671307
Urban pop, 2,500-19,999, nonadj	92	85.87%	1.16455696	1.10594471	1.30990389
Rural, Metro adj	63	90.48%	1.10526316	1.04963517	1.24320969
Rural, nonadj	22	86.36%	1.15789474	1.09961779	1.30241016
Virginia border state/DC	403	84.37%	1.18529412	1.12563816	1.33322922
Other US State	317	78.86%	1.268	1.20418145	1.42625753

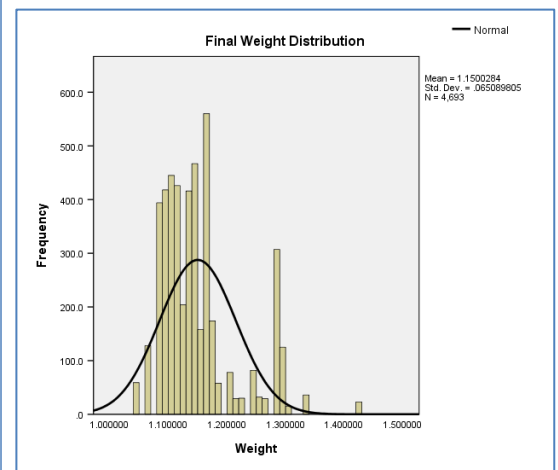
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	661	77.31%	1.293542074	1.242749889	1.426257526
35 to 39	707	87.13%	1.147727273	1.102660647	1.265482347
40 to 44	637	88.85%	1.125441696	1.081250135	1.240910304
45 to 49	685	87.74%	1.139767055	1.095012995	1.256705423
50 to 54	569	91.56%	1.092130518	1.049246953	1.20418145
55 to 59	558	89.96%	1.111553785	1.067907546	1.225597514
60 to 64	544	90.44%	1.105691057	1.062275024	1.219133279
65 and Over	1036	85.33%	1.171945701	1.125928115	1.29218555

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.869557



Source: Va. Healthcare Workforce Data Center

Source: Va. Healthcare Workforce Data Center