
Virginia's Licensed Professional Counselor Workforce: 2021

Healthcare Workforce Data Center

July 2021

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More than 6,000 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 ¹ :	7,368
Virginia's Workforce:	6,535
FTEs:	5,263

Background

Rural Childhood:	31%
HS Degree in VA:	49%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	54%
Satisfied?:	96%

Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	96%

Education

Masters:	88%
Doctorate:	12%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	63%

Demographics

Female:	82%
Diversity Index:	42%
Median Age:	46

Finances

Median Income: \$60k-\$70k	
Health Insurance:	61%
Under 40 w/ Ed. Debt:	68%

Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	61%

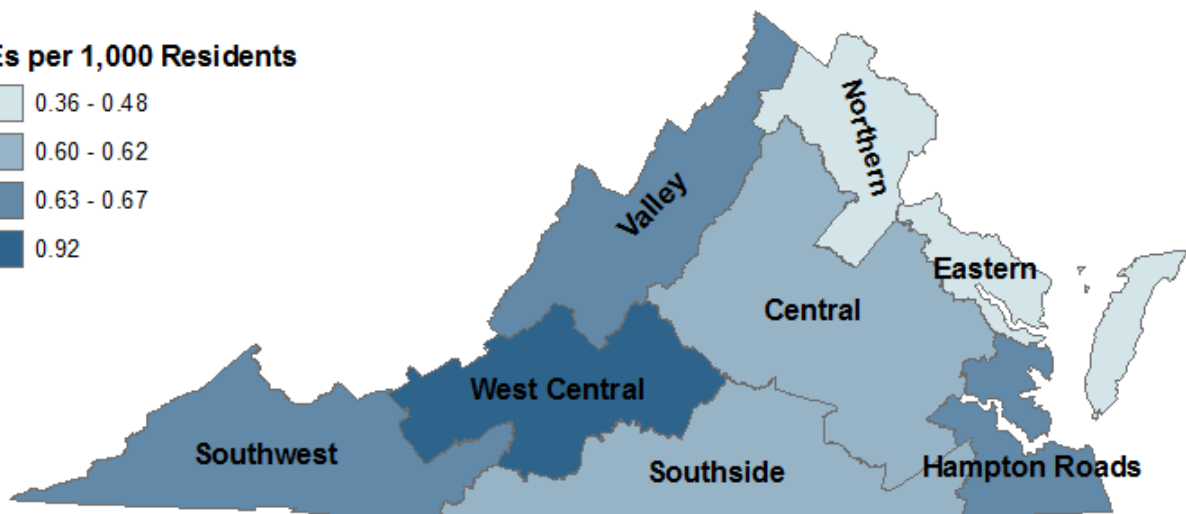
Source: Va. Healthcare Workforce Data Center

Full-Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Region

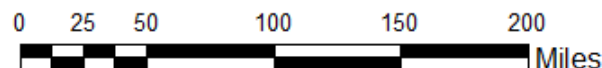
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.36 - 0.48
0.60 - 0.62
0.63 - 0.67
0.92



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



¹ Excludes 498 temporary licenses that were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

This report contains the results of the 2021 Licensed Professional Counselor (LPC) Workforce Survey. More than 6,000 LPCs voluntarily participated in this 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 LPCs. These survey respondents represent 85% of the 7,368 LPCs who possessed non-temporary licenses in the state and 96% of renewing practitioners.

The HWDC estimates that 6,535 LPCs participated in Virginia's workforce during the survey period, which is defined as those LPCs who worked at least a portion of the year in the state or who live in the state and intend to work as a LPC at some point in the future. Over the past year, Virginia's LPC workforce provided 5,263 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 80% of all LPCs are female, including 87% of those LPCs who are under the age of 40. In a random encounter between two LPCs, there is a 42% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LPCs who are under the age of 40, the diversity index increases to 48%. However, both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. Nearly one-third of all LPCs grew up in rural areas, and 22% of LPCs who grew up in rural areas currently work in non-metro areas of Virginia. In total, 10% of all LPCs work in non-metro areas of the state.

More than 90% of all LPCs are currently employed in the profession, 54% hold one full-time job, and 43% work between 40 and 49 hours per week. Meanwhile, 3% of LPCs have experienced involuntary unemployment at some point over the past year, and 2% have also experienced underemployment during the same time period. More than three-quarters of all LPCs are employed in the private sector, including 61% who work in the for-profit sector. The median annual income of Virginia's LPC workforce is between \$60,000 and \$70,000. Nearly all LPCs are satisfied with their current work situation, including 71% of LPCs who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 LPC workforce. The number of licensed LPCs in Virginia has increased by 61% (7,368 vs. 4,575). In addition, the size of Virginia's LPC workforce has increased by 65% (6,535 vs. 3,973), and the number of FTEs provided by this workforce has increased by 55% (5,263 vs. 3,404). Virginia's renewing LPCs are more likely to respond to this survey (96% vs. 94%).

LPCs are more likely to be female (82% vs. 79%), and the median age of this workforce has fallen (46 vs. 51). In addition, Virginia's LPC workforce has become more diverse (42% vs. 30%), and this is also the case among LPCs who are under the age of 40 (48% vs. 38%). LPCs are slightly more likely to have grown up in rural areas (31% vs. 30%), and LPCs who grew up in rural areas are more likely to work in non-metro areas of Virginia (22% vs. 21%). However, there has been no change in the overall percentage of LPCs who work in non-metro areas of the state (10%).

LPCs are more likely to hold a Master's degree as their highest professional degree (88% vs. 85%) rather than a doctoral degree (12% vs. 15%). At the same time, LPCs are more likely to carry education debt (51% vs. 39%), and the median debt amount among those LPCs who carry education debt has increased (\$80k-\$90k vs. \$50k-\$60k). The median annual income of Virginia's LPCs has also increased (\$60k-\$70k vs. \$50k-\$60k). In addition, wage and salaried LPCs are more likely to receive at least one employer-sponsored benefit (75% vs. 72%), including those LPCs who have access to health insurance (61% vs. 60%).

There has been increased turnover in Virginia's workforce as LPCs are more likely to have switched jobs (8% vs. 6%) and less likely to have worked at their primary work location for more than two years (63% vs. 71%). LPCs are more likely to work in the for-profit sector (61% vs. 54%) rather than in either the non-profit sector (17% vs. 19%) or a state/local government (19% vs. 24%). There has been no change in the percentage of LPCs who indicated that they are satisfied with their current work circumstances (96%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,076	77%
New Licensees	888	11%
Temporary Licensees ¹	498	6%
Non-Renewals	404	5%
All Licensees	7,866	100%
All Licensees Without Temporary	7,368	94%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LPCs submitted a survey. These represent 80% of the 7,866 LPCs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	332	792	71%
35 to 39	257	981	79%
40 to 44	232	924	80%
45 to 49	169	751	82%
50 to 54	152	723	83%
55 to 59	112	562	83%
60 to 64	107	533	83%
65 and Over	222	1,017	82%
Total	1,583	6,283	80%
New Licenses			
Issued in Past Year	703	393	36%
Metro Status			
Non-Metro	94	485	84%
Metro	778	4,902	86%
Not in Virginia	711	895	56%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2021.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2020 and June 2021.
- 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 2021.

Response Rates	
Completed Surveys	6,283
Response Rate, All Licensees	80%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number: 7,866
 New: 11%
 Not Renewed: 5%

Response Rates

All Licensees: 80%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

¹ These 498 temporary licenses were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

At a Glance:

Workforce

Virginia's LPC Workforce: 6,535
 FTEs: 5,263

Utilization Ratios

Licensees in VA Workforce: 83%
 Licensees per FTE: 1.49
 Workers per FTE: 1.24

Source: Va. Healthcare Workforce Data Center

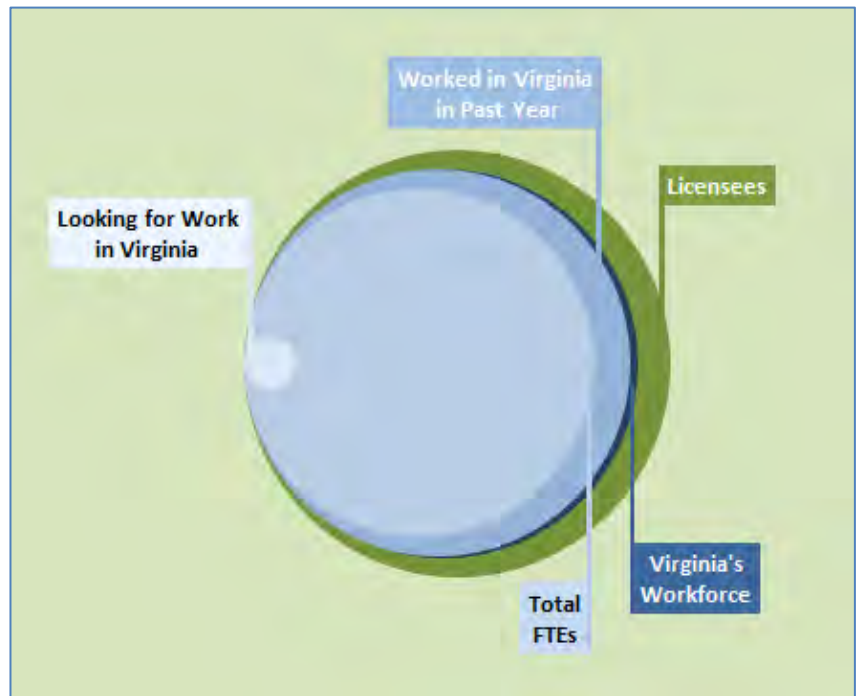
Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	6,421	98%
Looking for Work in Virginia	114	2%
Virginia's Workforce	6,535	100%
Total FTEs	5,263	
Licensees	7,866	

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 in the past year 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.

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	109	12%	826	88%	935	17%
35 to 39	126	14%	798	86%	923	16%
40 to 44	123	15%	723	85%	846	15%
45 to 49	95	15%	535	85%	630	11%
50 to 54	114	19%	500	82%	614	11%
55 to 59	80	17%	380	83%	460	8%
60 to 64	112	26%	320	74%	432	8%
65 and Over	231	30%	540	70%	771	14%
Total	990	18%	4,621	82%	5,611	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs Under 40	
	%	#	%	#	%
White	61%	4,154	74%	1,287	69%
Black	19%	976	17%	353	19%
Hispanic	10%	245	4%	107	6%
Asian	7%	75	1%	26	1%
Two or More Races	3%	122	2%	63	3%
Other Race	0%	51	1%	17	1%
Total	100%	5,623	100%	1,853	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 82%
% Under 40 Female: 87%

Age

Median Age: 46
% Under 40: 33%
% 55 and Over: 30%

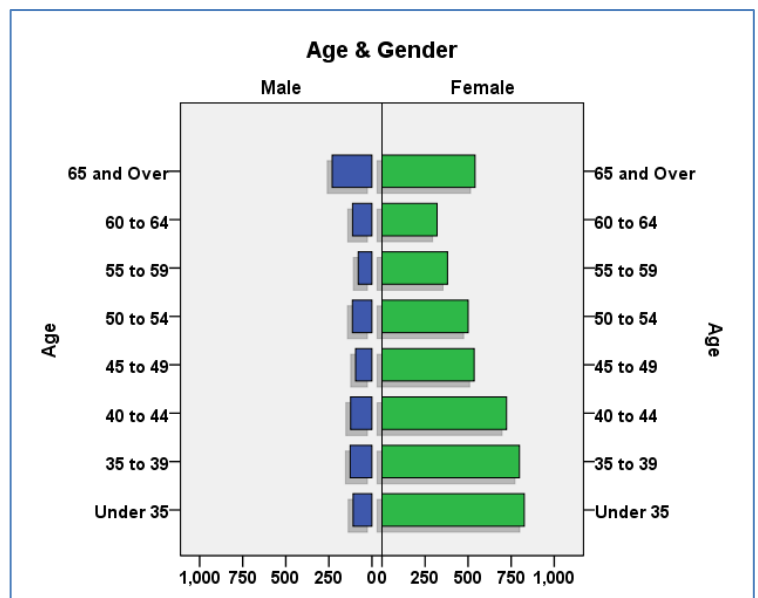
Diversity

Diversity Index: 42%
Under 40 Div. Index: 48%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 42% chance that they would be of different races or ethnicities, a measure known as the diversity index.

One-third of all LPCs are under the age of 40, and 87% of LPCs who are under the age of 40 are female. In addition, the diversity index among LPCs who are under the age of 40 is 48%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 31%

Virginia Background

HS in Virginia: 49%
 Prof. Edu. in VA: 64%
 HS or Prof. Edu. in VA: 74%

Location Choice

% Rural to Non-Metro: 22%
 % Urban/Suburban to Non-Metro: 4%

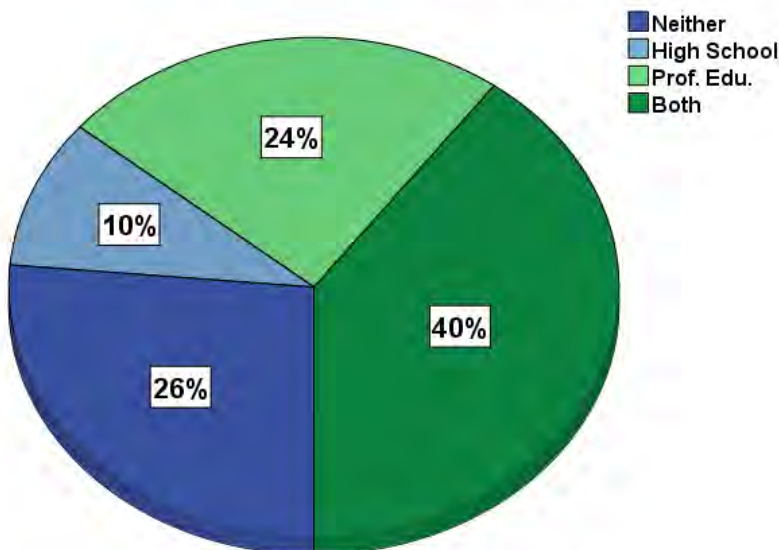
Source: Va. Healthcare Workforce Data Center

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%	62%	17%
2	Metro, 250,000 to 1 Million	41%	48%	11%
3	Metro, 250,000 or Less	45%	46%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	69%	23%	8%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	65%	29%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	87%	12%	1%
8	Rural, Metro Adjacent	63%	23%	14%
9	Rural, Non-Adjacent	46%	46%	9%
Overall		31%	55%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-third of all LPCs grew up in self-described rural areas, and 22% of LPCs who grew up in rural areas currently work in non-metro counties. In total, 10% 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	2,741	Virginia	3,527
2	New York	317	Maryland	184
3	Pennsylvania	276	Washington, D.C.	167
4	Maryland	222	Minnesota	156
5	North Carolina	208	North Carolina	137
6	Outside U.S./Canada	181	Pennsylvania	115
7	New Jersey	158	New York	109
8	Florida	147	Florida	108
9	Ohio	138	Kentucky	86
10	California	82	Texas	75

Source: Va. Healthcare Workforce Data Center

Nearly half of all LPCs received their high school degree in Virginia, while 64% received their initial professional degree in the state.

Among LPCs who have obtained their initial license in the past five years, 50% received their high school degree in Virginia, while 61% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	1,320	Virginia	1,605
2	New York	144	Minnesota	129
3	Pennsylvania	116	Washington, D.C.	88
4	North Carolina	107	Maryland	84
5	Maryland	100	New York	69
6	Outside U.S./Canada	82	North Carolina	63
7	Florida	79	Florida	63
8	Ohio	68	Pennsylvania	58
9	New Jersey	61	Kentucky	53
10	Texas	42	Colorado	35

Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of Virginia's licensees did not participate in the state's LPC workforce during the past year. Among licensed LPCs who did not participate in the state's LPC workforce, 90% worked at some point in the past year, including 81% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

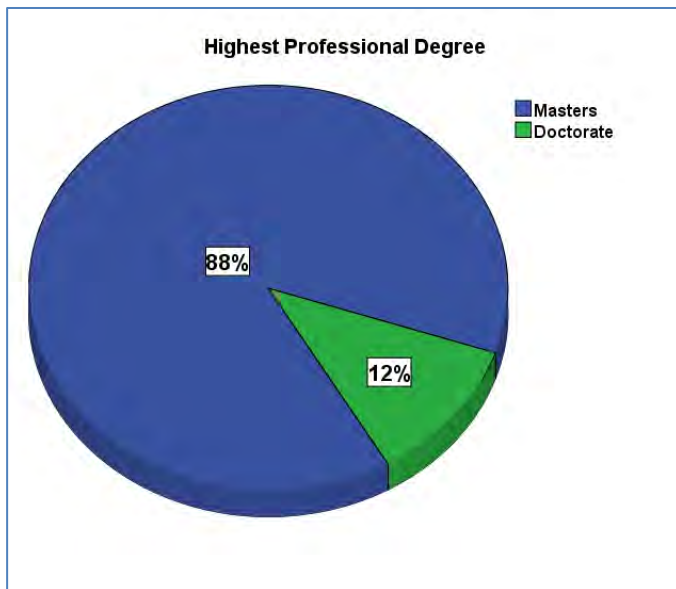
Total:	1,330
% of Licensees:	17%
Federal/Military:	6%
Va. Border State/D.C.:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	4,827	88%
Doctor of Psychology	109	2%
Other Doctorate	519	10%
Total	5,455	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all LPCs carry education debt, including 68% of those LPCs who are under the age of 40. For those LPCs with education debt, the median debt amount is between \$80,000 and \$90,000.

At a Glance:

Education
 Masters: 88%
 Doctorate/PhD: 12%

Education Debt
 Carry Debt: 51%
 Under Age 40 w/ Debt: 68%
 Median Debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LPCs		LPCs Under 40	
	#	%	#	%
None	2,376	49%	494	32%
Less than \$10,000	173	4%	61	4%
\$10,000-\$29,999	273	6%	92	6%
\$30,000-\$49,999	277	6%	114	7%
\$50,000-\$69,999	268	6%	121	8%
\$70,000-\$89,999	274	6%	154	10%
\$90,000-\$109,999	321	7%	163	10%
\$110,000-\$129,999	231	5%	112	7%
\$130,000-\$149,999	149	3%	73	5%
\$150,000 or More	472	10%	173	11%
Total	4,814	100%	1,557	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 62%
 Child: 7%
 Substance Abuse: 5%

Secondary Specialty

Mental Health: 15%
 Substance Abuse: 15%
 Behavioral Disorders: 13%

Source: Va. Healthcare Workforce Data Center

More than 60% of LPCs have a primary specialty in mental health, while another 7% of LPCs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	3,362	62%	692	15%
Child	383	7%	419	9%
Substance Abuse	296	5%	686	15%
Behavioral Disorders	272	5%	616	13%
Family	155	3%	368	8%
Marriage	97	2%	280	6%
School/Educational	87	2%	191	4%
Sex Offender Treatment	40	1%	54	1%
Forensic	26	0%	50	1%
Vocational/Work Environment	21	0%	40	1%
Health/Medical	12	0%	35	1%
Rehabilitation	11	0%	24	1%
Public Health	7	0%	17	0%
Neurology/Neuropsychology	6	0%	8	0%
Social	3	0%	18	0%
Gerontologic	1	0%	8	0%
Industrial-Organizational	1	0%	8	0%
Experimental or Research	0	0%	5	0%
General Practice (Non-Specialty)	399	7%	794	17%
Other Specialty Area	223	4%	406	9%
Total	5,403	100%	4,717	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 94%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 54%
 2 or More Positions: 27%

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	5	< 1%
Employed in a Behavioral Sciences-Related Capacity	5,164	94%
Employed, NOT in a Behavioral Sciences-Related Capacity	129	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	15	< 1%
Voluntarily Unemployed	104	2%
Retired	73	1%
Total	5,490	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of all LPCs are currently employed in the profession, 54% hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	192	4%
1 to 9 Hours	141	3%
10 to 19 Hours	341	6%
20 to 29 Hours	519	10%
30 to 39 Hours	897	17%
40 to 49 Hours	2,293	43%
50 to 59 Hours	686	13%
60 to 69 Hours	250	5%
70 to 79 Hours	40	1%
80 or More Hours	23	0%
Total	5,382	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	192	4%
One Part-Time Position	814	15%
Two Part-Time Positions	234	4%
One Full-Time Position	2,942	54%
One Full-Time Position & One Part-Time Position	1,029	19%
Two Full-Time Positions	40	1%
More than Two Positions	152	3%
Total	5,403	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	37	1%
Less than \$20,000	247	6%
\$20,000-\$29,999	185	4%
\$30,000-\$39,999	244	6%
\$40,000-\$49,999	400	9%
\$50,000-\$59,999	593	14%
\$60,000-\$69,999	685	16%
\$70,000-\$79,999	662	15%
\$80,000-\$89,999	423	10%
\$90,000-\$99,999	236	6%
\$100,000 or More	574	13%
Total	4,285	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary/Wage Employees Only)
Health Insurance: 61%
Retirement: 57%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,753	71%
Somewhat Satisfied	1,295	25%
Somewhat Dissatisfied	169	3%
Very Dissatisfied	46	1%
Total	5,263	100%

Source: Va. Healthcare Workforce Data Center

The typical LPC earns between \$60,000 and \$70,000 per year. Among LPCs who receive either an hourly wage or a salary as compensation at their primary work location, 61% have access to health insurance, and 57% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,382	46%	66%
Health Insurance	2,257	44%	61%
Paid Sick Leave	2,149	42%	60%
Dental Insurance	2,142	41%	59%
Retirement	2,102	41%	57%
Group Life Insurance	1,596	31%	44%
Signing/Retention Bonus	199	4%	5%
At Least One Benefit	2,821	55%	75%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	1,722	26%
Switch Employers or Practices?	546	8%
Experience Voluntary Unemployment?	238	4%
Experience Involuntary Unemployment?	181	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	150	2%
Experience At Least One	2,325	36%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia's LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 5.6% during the same time period.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	104	2%	57	4%
Less than 6 Months	284	5%	174	11%
6 Months to 1 Year	456	9%	224	15%
1 to 2 Years	1,109	21%	345	23%
3 to 5 Years	1,281	24%	352	23%
6 to 10 Years	885	17%	197	13%
More than 10 Years	1,129	22%	178	12%
Subtotal	5,247	100%	1,528	100%
Did Not Have Location	122		4,937	
Item Missing	1,166		71	
Total	6,535		6,535	

Source: Va. Healthcare Workforce Data Center

More than half of all LPCs are salaried employees, while 22% receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 22%
Over 2 Years: 63%
Over 2 Yrs., 2nd Location: 48%

Employment Type

Salary/Commission: 55%
Business/Practice Income: 22%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPCs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,240	55%
Business/Practice Income	911	22%
Hourly Wage	569	14%
By Contract	341	8%
Unpaid	20	0%
Subtotal	4,081	100%
Did Not Have Location	122	
Item Missing	2,332	

Source: Va. Healthcare Workforce Data Center

² As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 3.9% and a high of 8.1%. At the time of publication, the unemployment rate for June 2021 was still preliminary.

At a Glance:

Concentration

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

Locations

2 or More (Past Year):	30%
2 or More (Now*):	28%

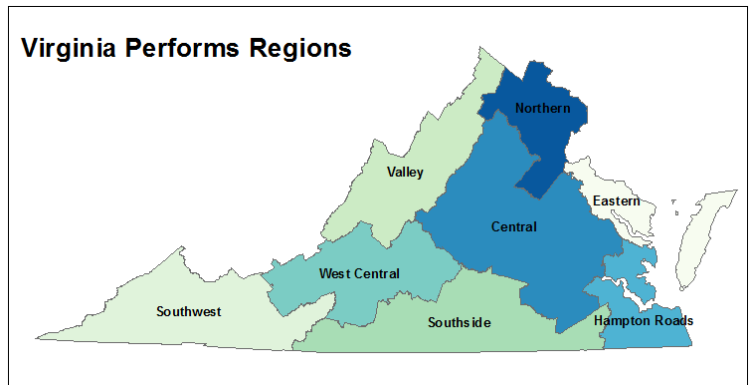
Source: Va. Healthcare Workforce Data Center

More than two-thirds of all LPCs in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	1,542	29%	440	28%
Central	1,043	20%	322	21%
Hampton Roads	1,030	20%	301	19%
West Central	695	13%	194	12%
Valley	348	7%	79	5%
Southwest	253	5%	57	4%
Southside	193	4%	60	4%
Eastern	60	1%	21	1%
Virginia Border State/D.C.	23	0%	22	1%
Other U.S. State	45	1%	61	4%
Outside of the U.S.	1	0%	7	0%
Total	5,233	100%	1,564	100%
Item Missing	1,181		34	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LPCs currently have multiple work locations, while 30% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	113	2%	189	4%
1	3,642	68%	3,683	69%
2	823	15%	819	15%
3	709	13%	628	12%
4	36	1%	23	0%
5	12	0%	6	0%
6 or More	16	0%	5	0%
Total	5,351	100%	5,351	100%

*At the time of survey completion, June 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,971	61%	1,096	77%
Non-Profit	834	17%	182	13%
State/Local Government	946	19%	128	9%
Veterans Administration	12	0%	1	0%
U.S. Military	86	2%	11	1%
Other Federal Government	52	1%	3	0%
Total	4,901	100%	1,421	100%
Did Not Have Location	122		4,937	
Item Missing	1,512		177	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit: 61%
Federal: 3%

Top Establishments

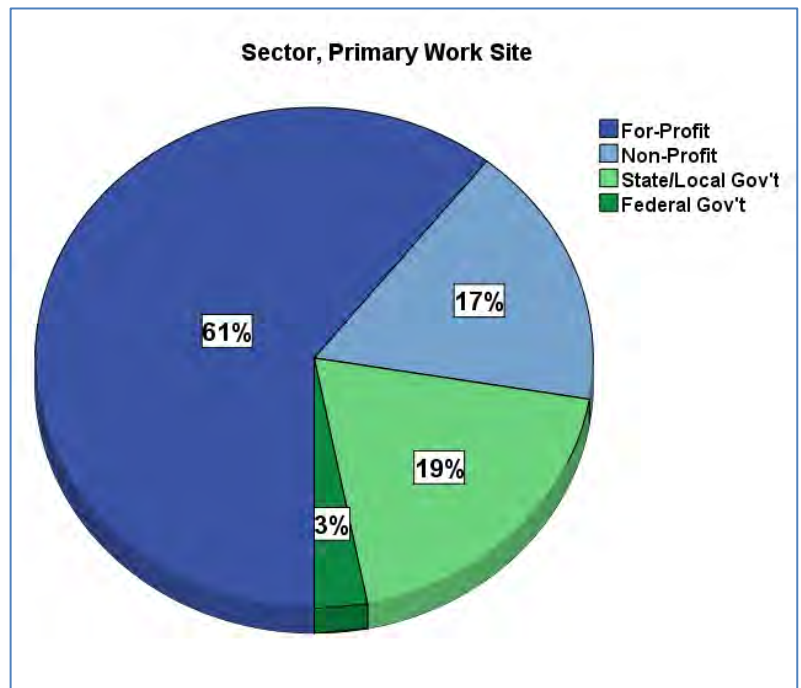
Private Practice, Group: 21%
Private Practice, Solo: 19%
Community Services
Board: 14%

Payment Method

Cash/Self-Pay: 65%
Private Insurance: 55%

Source: Va. Healthcare Workforce Data Center

Nearly 80% of LPCs work in the private sector, including 61% who work in the for-profit sector. Another 19% of LPCs work for a state or local government.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	971	21%	358	26%
Private Practice, Solo	875	19%	306	22%
Community Services Board	639	14%	71	5%
Mental Health Facility, Outpatient	599	13%	163	12%
Community-Based Clinic or Health Center	417	9%	135	10%
School (Providing Care to Clients)	241	5%	25	2%
Academic Institution (Teaching Health Professions Students)	130	3%	61	4%
Corrections/Jail	90	2%	10	1%
Residential Mental Health/Substance Abuse Facility	88	2%	15	1%
Hospital, Psychiatric	68	1%	39	3%
Hospital, General	63	1%	12	1%
Administrative or Regulatory	49	1%	10	1%
Physician Office	15	0%	2	0%
Residential Intellectual/Development Disability Facility	11	0%	5	0%
Home Health Care	11	0%	2	0%
Rehabilitation Facility	11	0%	1	0%
Other Practice Setting	352	8%	149	11%
Total	4,630	100%	1,364	100%
Did Not Have a Location	122		4,937	

Source: Va. Healthcare Workforce Data Center

Group and solo private practices employ 40% of all LPCs in Virginia. Another 14% of LPCs work at community services boards.

Nearly two-thirds of all LPCs work at establishments that accept cash/self-pay as a form of payment for services rendered. This makes cash/self-pay the most commonly accepted form of payment among Virginia's LPC workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	4,277	65%
Private Insurance	3,603	55%
Medicaid	2,523	39%
Medicare	535	8%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

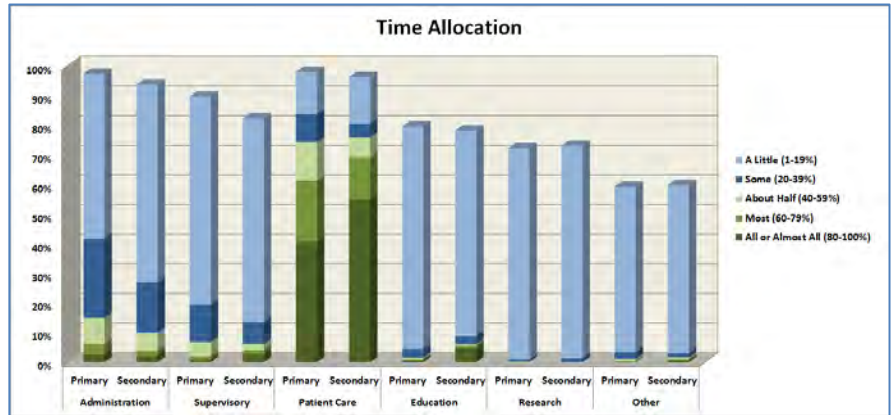
Patient Care: 61%
Administration: 6%
Supervisory: 2%

Patient Care LPCs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

LPCs spend approximately 75% of their time treating patients. In fact, 61% of all LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation

Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	3%	2%	1%	3%	41%	55%	1%	5%	0%	0%	0%	1%
Most (60-79%)	4%	2%	1%	1%	21%	14%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	9%	6%	5%	2%	13%	7%	1%	1%	0%	0%	1%	1%
Some (20-39%)	27%	17%	12%	7%	9%	5%	3%	3%	1%	1%	2%	1%
A Little (1-19%)	56%	67%	70%	69%	14%	16%	75%	69%	71%	72%	56%	57%
None (0%)	3%	6%	10%	18%	2%	4%	20%	22%	28%	27%	41%	40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	419	9%	167	12%
1 to 24	2,972	61%	1,057	77%
25 to 49	1,338	28%	128	9%
50 to 74	78	2%	10	1%
75 or More	36	1%	8	1%
Total	4,843	100%	1,370	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

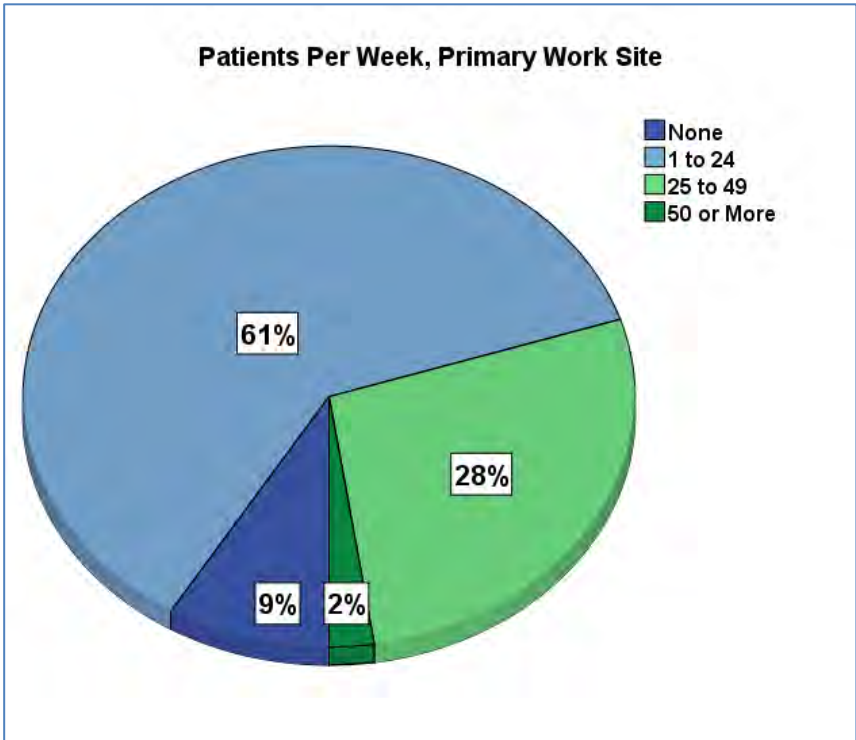
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

More than 60% 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, more than three-quarters treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

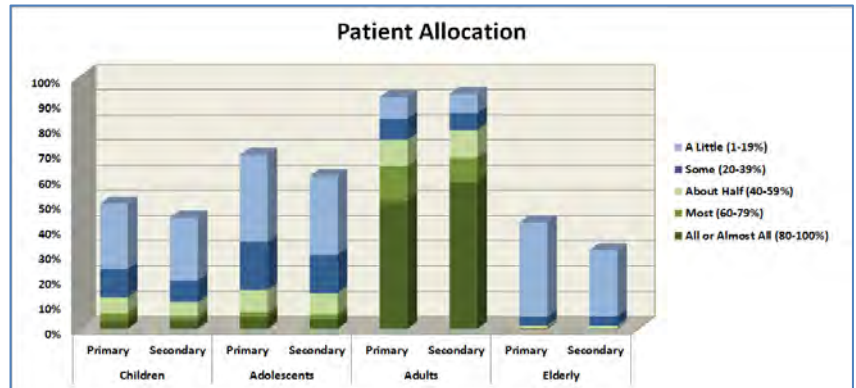
Children: None
 Adolescents: 1%-9%
 Adults: 80%-89%
 Elderly: None

Roles

Children: 6%
 Adolescents: 7%
 Adults: 65%
 Elderly: 0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately 85% of all patients seen by LPCs at their primary work location are adults. In addition, 65% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	3%	4%	5%	4%	51%	58%	0%	0%
Most (60-79%)	3%	2%	2%	2%	14%	10%	0%	0%
About Half (40-59%)	6%	5%	9%	8%	10%	11%	1%	1%
Some (20-39%)	11%	9%	19%	15%	8%	7%	3%	4%
A Little (1-19%)	26%	25%	34%	31%	9%	8%	37%	26%
None (0%)	50%	56%	31%	39%	8%	7%	58%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs 50 and Over	
	#	%	#	%
Under Age 50	49	1%	-	-
50 to 54	114	2%	7	0%
55 to 59	300	6%	44	2%
60 to 64	838	18%	213	11%
65 to 69	1,436	31%	566	29%
70 to 74	891	19%	501	26%
75 to 79	364	8%	233	12%
80 or Over	157	3%	92	5%
I Do Not Intend to Retire	526	11%	263	14%
Total	4,677	100%	1,919	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 28%
Under 60: 10%

LPCs 50 and Over

Under 65: 14%
Under 60: 3%

Time Until Retirement

Within 2 Years: 6%
Within 10 Years: 20%
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Among all LPCs, 28% expect to retire before the age of 65. Among those LPCs who are age 50 or over, 14% expect to retire by the age of 65.

Within the next two years, 14% of LPCs expect to increase their patient care hours, and 11% expect to pursue additional educational opportunities.

Future Plans

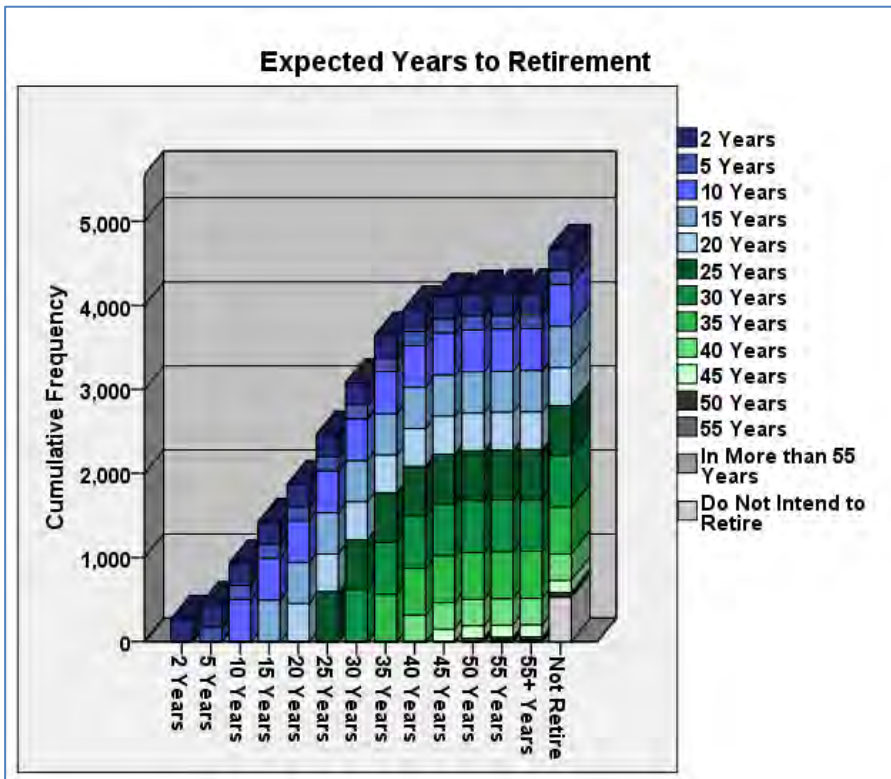
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	595	9%
Leave Virginia	122	2%
Leave Profession	77	1%
Decrease Teaching Hours	55	1%
Increase Participation		
Increase Patient Care Hours	932	14%
Pursue Additional Education	742	11%
Increase Teaching Hours	451	7%
Return to Virginia's Workforce	49	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. While 6% of LPCs expect to retire in the next two years, 20% expect to retire in the next ten years. Half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	264	6%	6%
5 Years	167	4%	9%
10 Years	499	11%	20%
15 Years	489	10%	30%
20 Years	451	10%	40%
25 Years	590	13%	53%
30 Years	619	13%	66%
35 Years	559	12%	78%
40 Years	314	7%	84%
45 Years	146	3%	88%
50 Years	39	1%	88%
55 Years	9	0%	89%
In More than 55 Years	5	0%	89%
Do Not Intend to Retire	526	11%	100%
Total	4,677	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2031. Retirement will peak at 13% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 5,263
 FTEs/1,000 Residents³: 0.617
 Average: 0.82

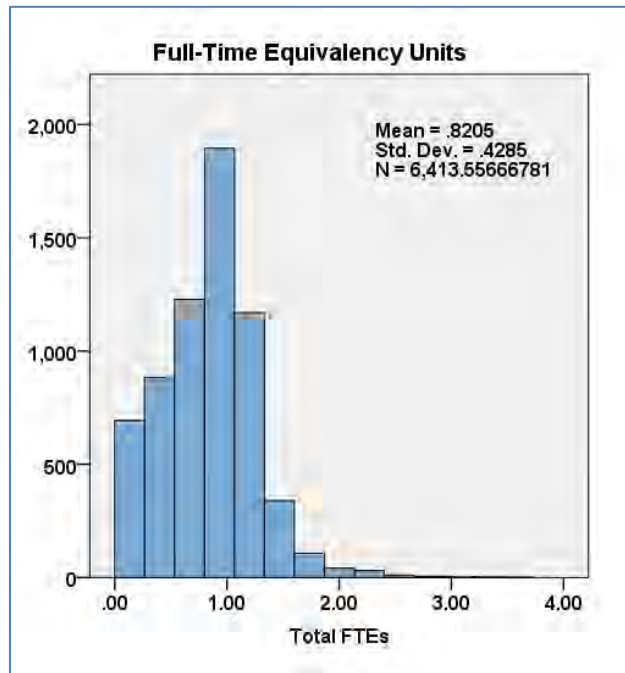
Age & Gender Effect

Age, *Partial Eta*²: Small
 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:

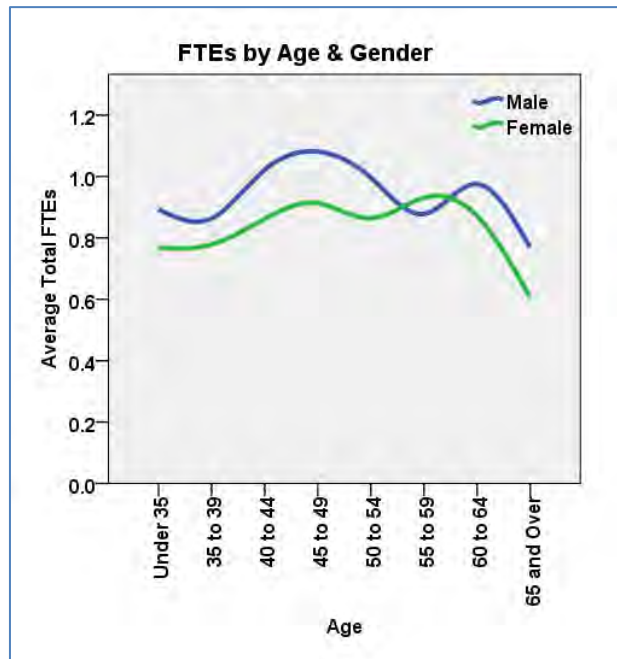


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.84 FTEs over the past year, or approximately 34 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.77	0.80
35 to 39	0.74	0.80
40 to 44	0.88	0.84
45 to 49	0.95	1.01
50 to 54	0.83	0.81
55 to 59	0.94	0.99
60 to 64	0.90	0.91
65 and Over	0.67	0.72
Gender		
Male	0.92	1.01
Female	0.81	0.85

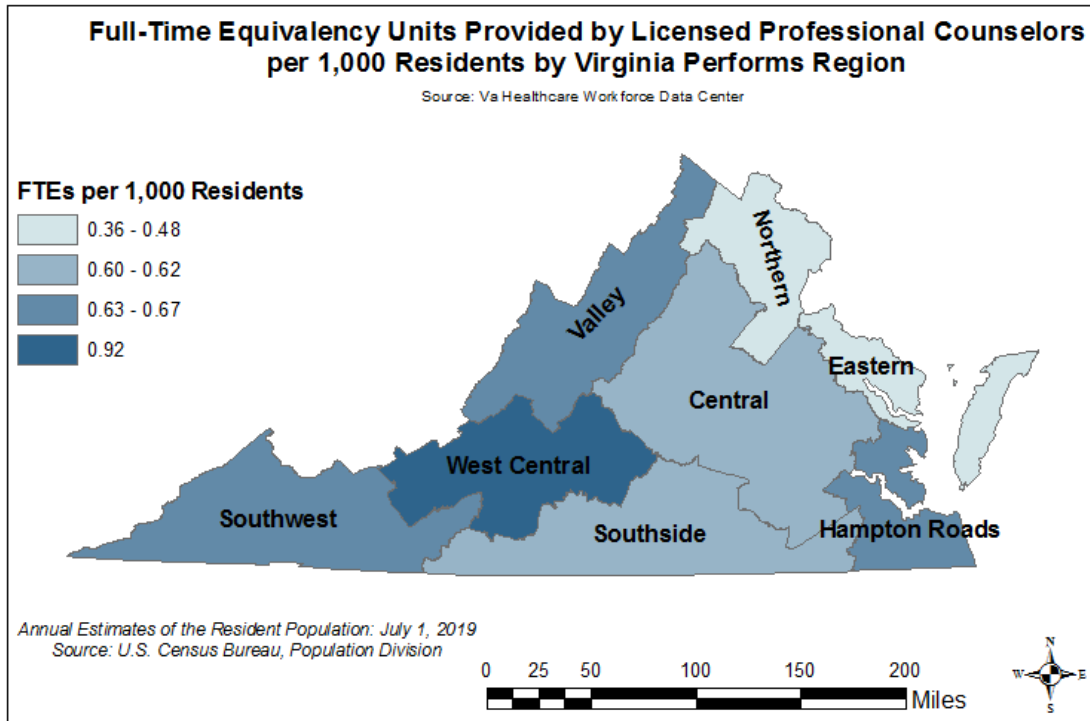
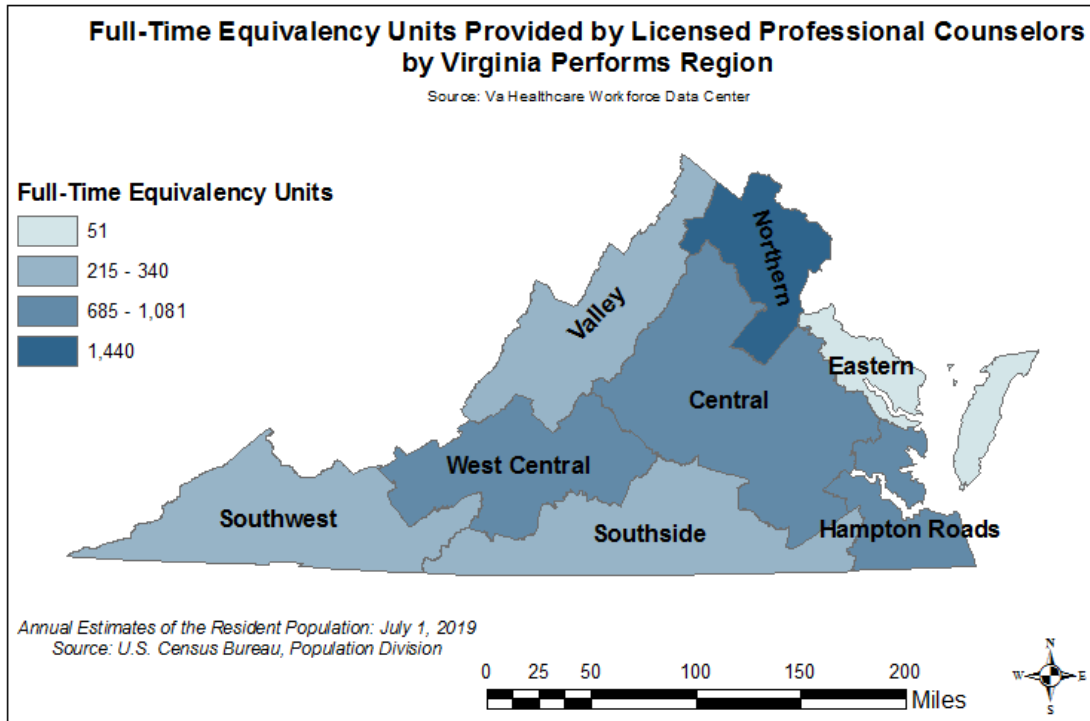
Source: Va. Healthcare Workforce Data Center

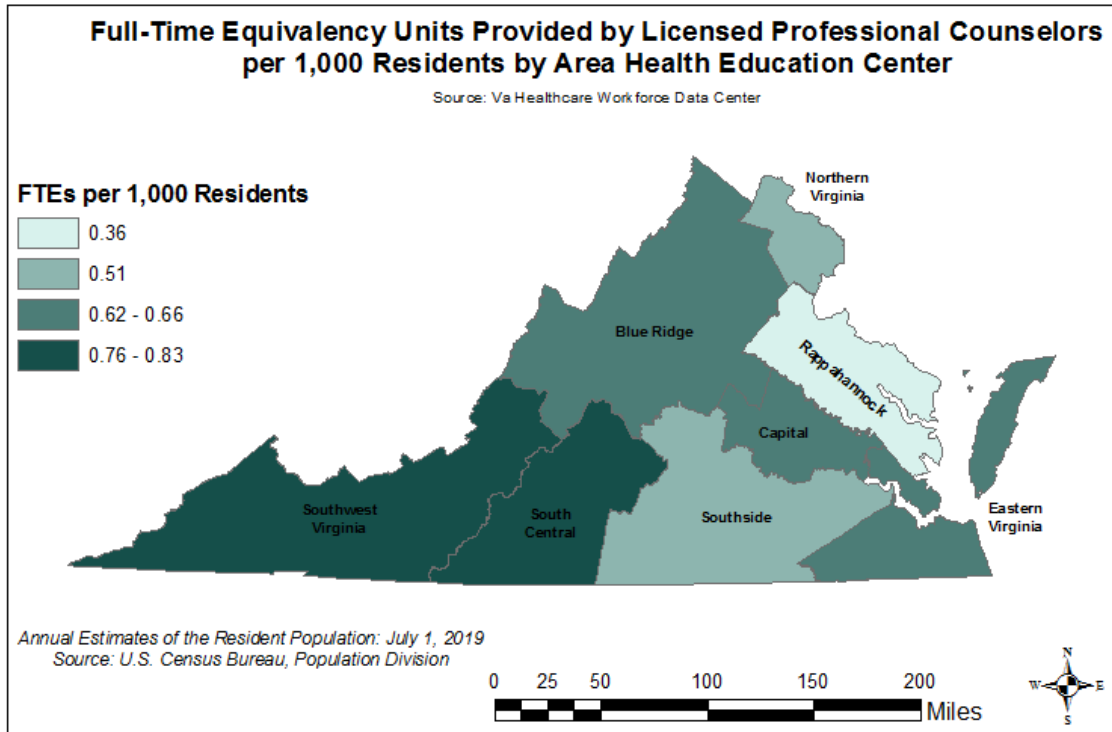
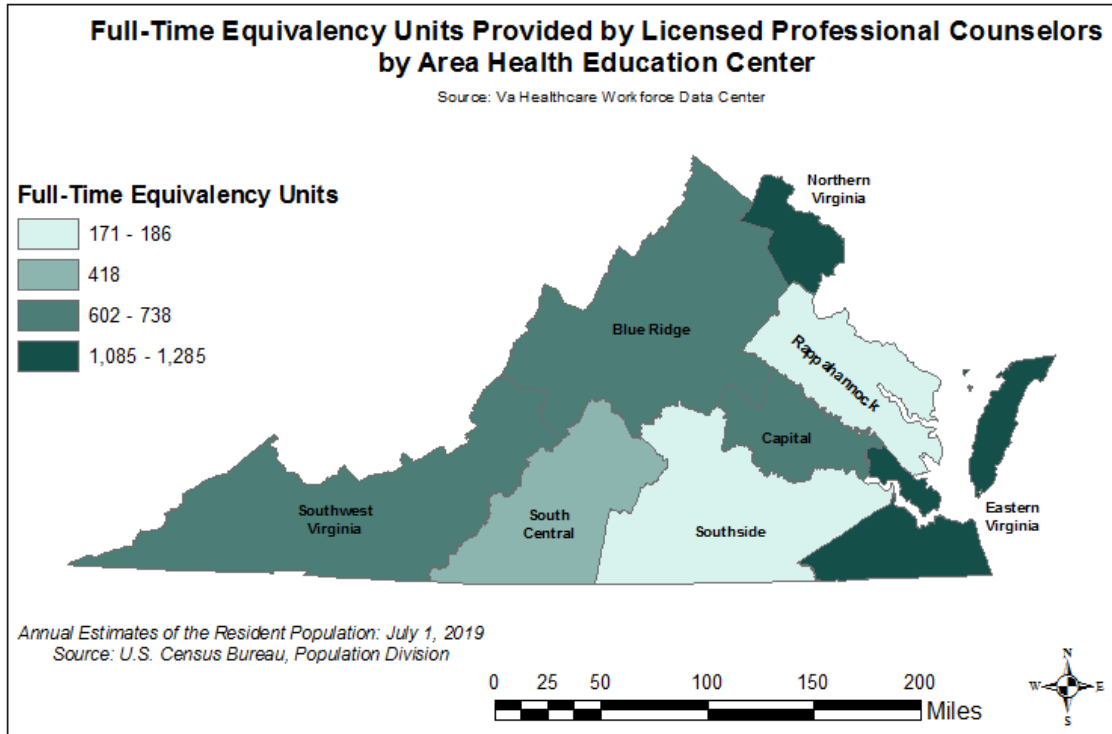


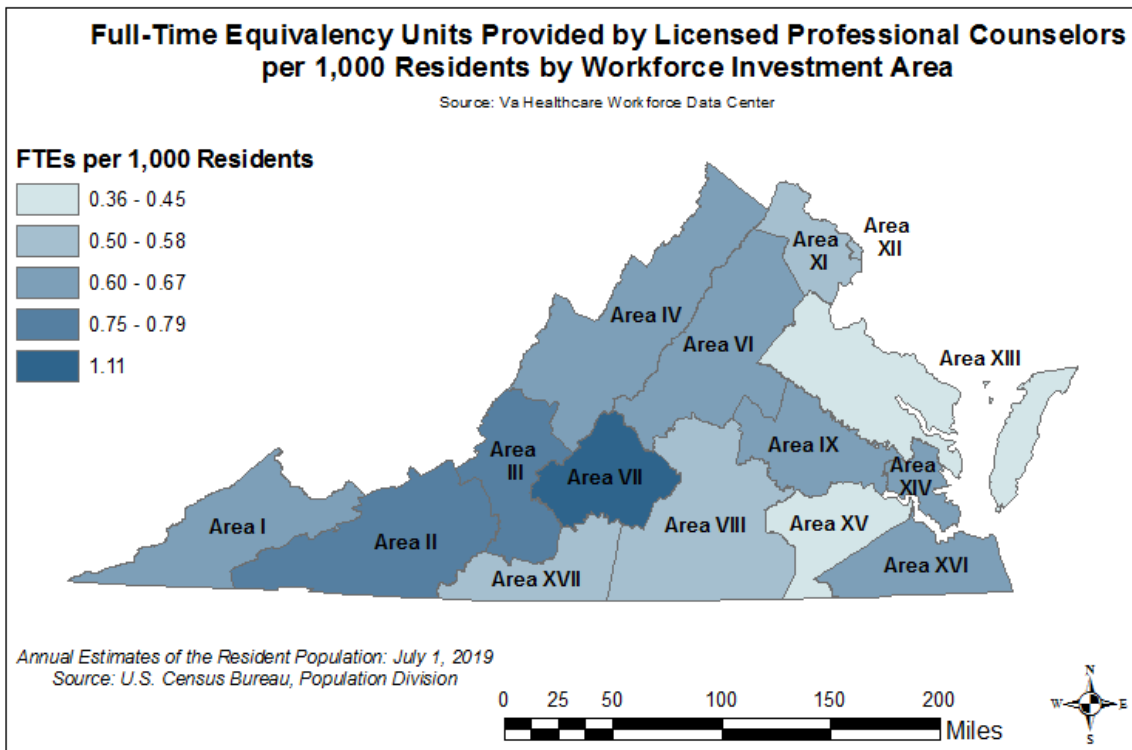
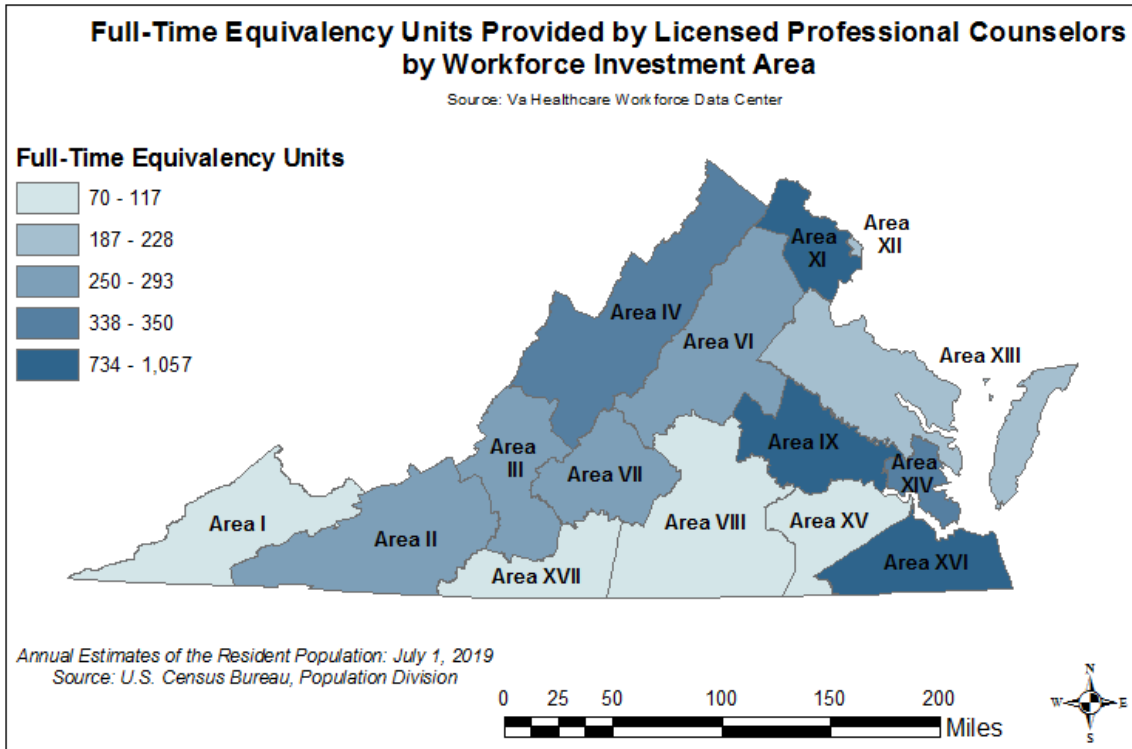
Source: Va. Healthcare Workforce Data Center

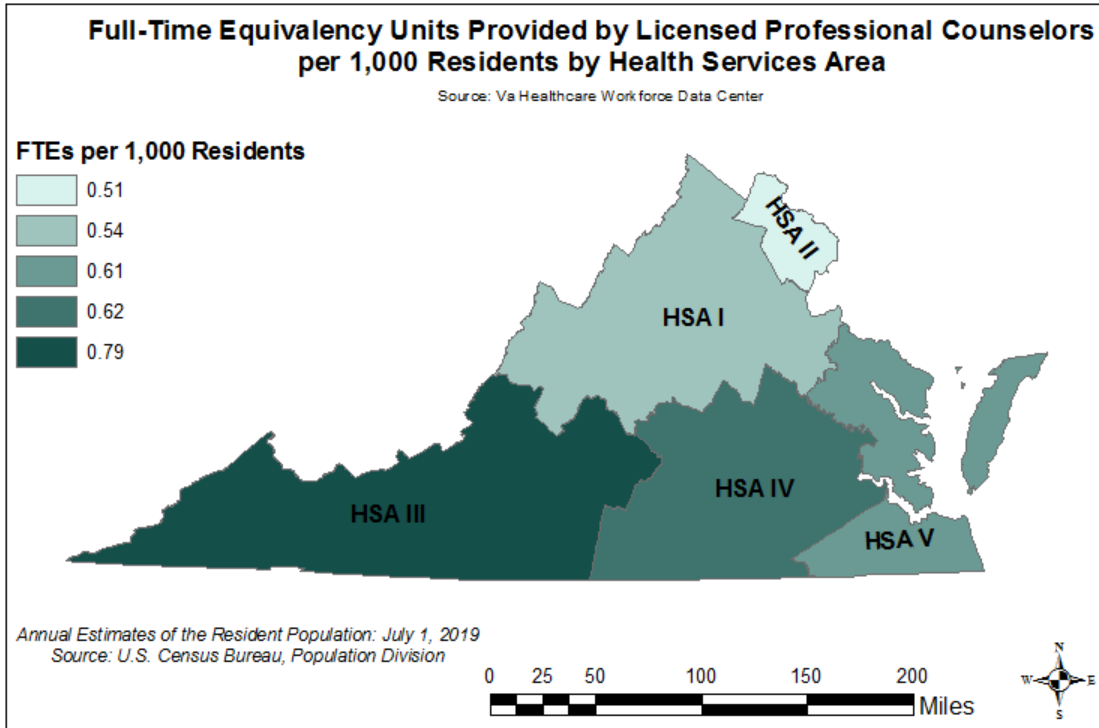
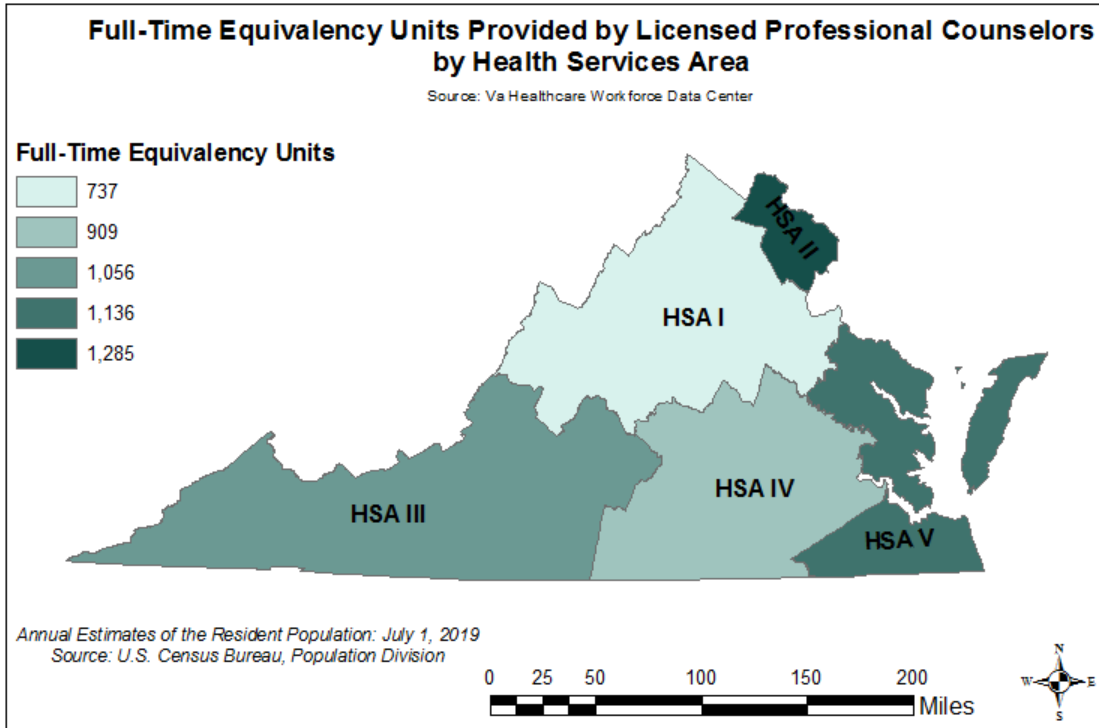
³ Number of residents in 2019 was used as the denominator.

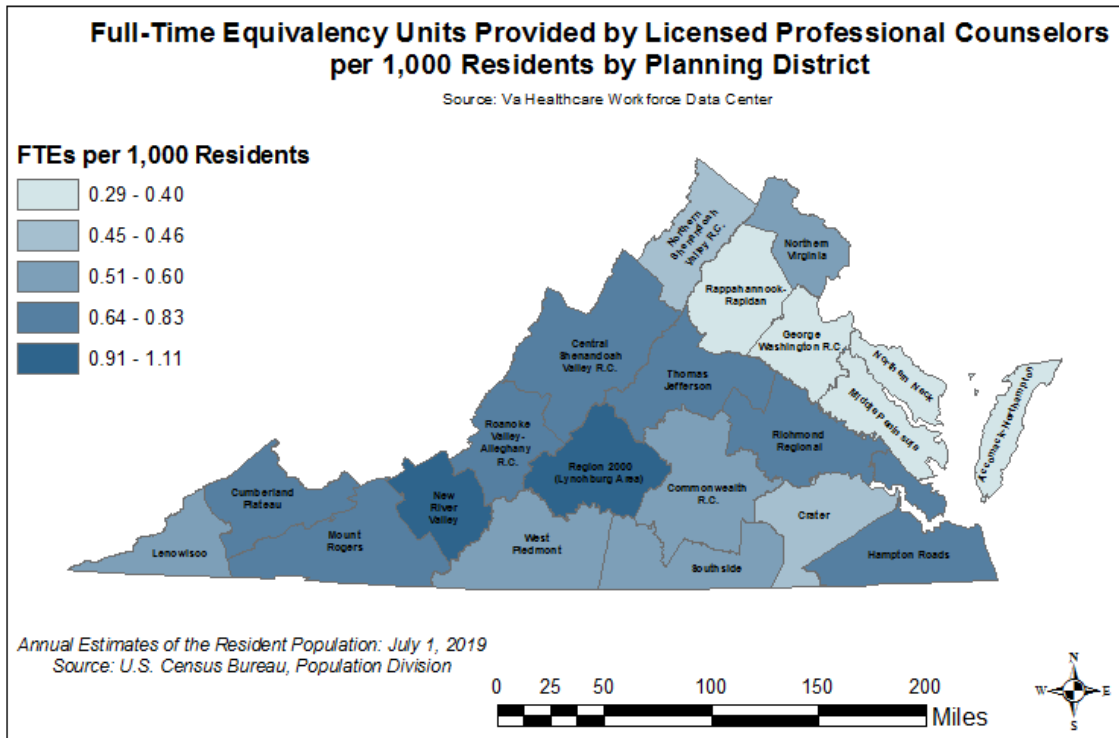
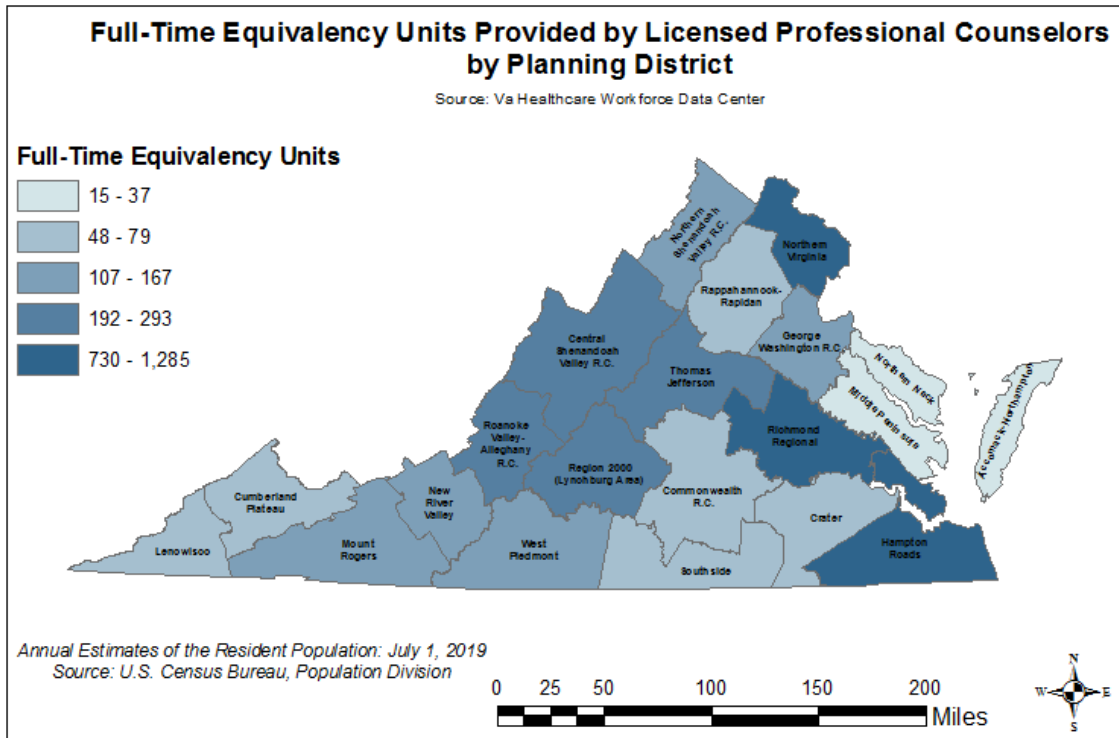
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	4,111	85.58%	1.169	1.119	1.325
Metro, 250,000 to 1 Million	739	89.04%	1.123	1.076	1.273
Metro, 250,000 or Less	830	87.47%	1.143	1.095	1.296
Urban, Pop. 20,000+, Metro Adj.	78	91.03%	1.099	1.052	1.245
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	215	85.58%	1.168	1.119	1.325
Urban, Pop. 2,500-19,999, Non-Adj.	144	86.11%	1.161	1.112	1.316
Rural, Metro Adj.	99	76.77%	1.303	1.248	1.477
Rural, Non-Adj.	43	69.77%	1.433	1.373	1.625
Virginia Border State/D.C.	856	59.23%	1.688	1.617	1.914
Other U.S. State	750	51.73%	1.933	1.852	2.191

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	1,124	70.46%	1.419	1.245	2.191
35 to 39	1,238	79.24%	1.262	1.107	1.948
40 to 44	1,156	79.93%	1.251	1.098	1.932
45 to 49	920	81.63%	1.225	1.075	1.891
50 to 54	875	82.63%	1.210	1.062	1.869
55 to 59	674	83.38%	1.199	1.052	1.852
60 to 64	640	83.28%	1.201	1.054	1.854
65 and Over	1,239	82.08%	1.218	1.069	1.881

Source: Va. Healthcare Workforce Data Center

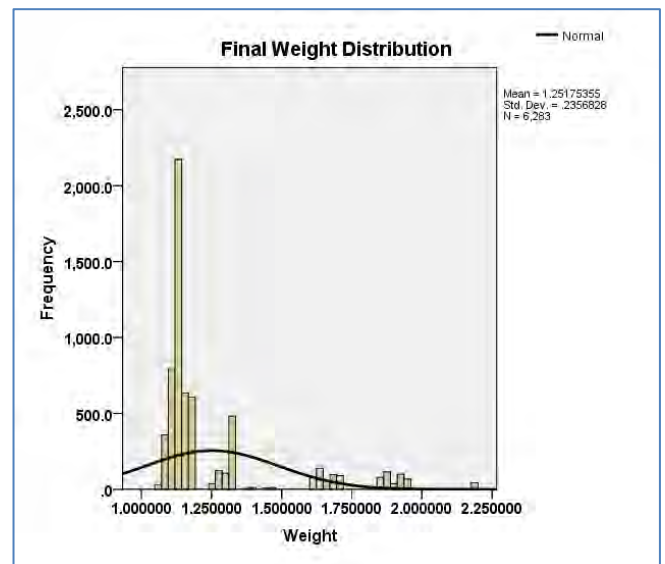
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.798754



Source: Va. Healthcare Workforce Data Center