
Virginia's Licensed Professional Counselor Workforce: 2022

Healthcare Workforce Data Center

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More than 7,000 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 their ongoing cooperation.

Thank You!

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The Licensed Professional Counselor Workforce At a Glance:

The Workforce

Licensees:	8,168
Virginia's Workforce:	6,799
FTEs:	5,621

Background

Rural Childhood:	30%
HS Degree in VA:	50%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	55%
Satisfied?:	96%

Survey Response Rate

All Licensees:	86%
Renewing Practitioners:	97%

Education

Masters:	88%
Doctorate:	12%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	63%

Demographics

Female:	82%
Diversity Index:	43%
Median Age:	46

Finances

Median Income: \$70k-\$80k	
Health Insurance:	60%
Under 40 w/ Ed. Debt:	69%

Time Allocation

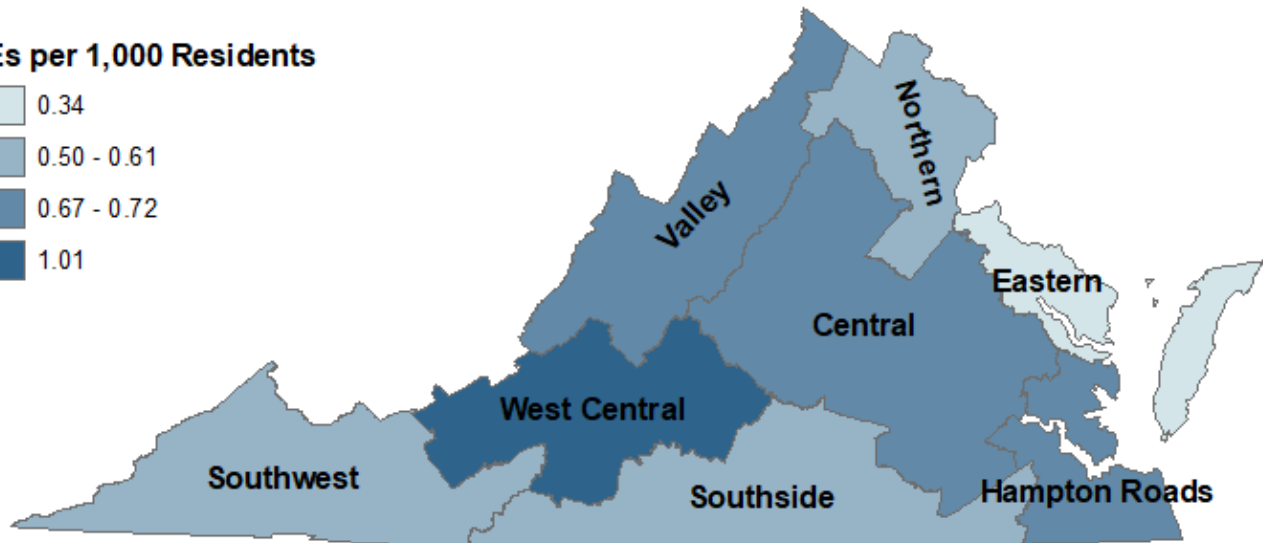
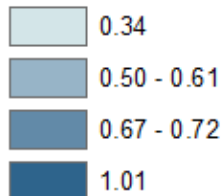
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	62%

Source: Va. Healthcare Workforce Data Center

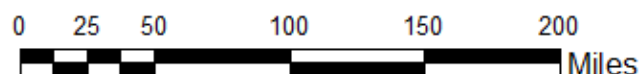
Full-Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Licensed Professional Counselor (LPC) Workforce Survey. More than 7,000 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 86% of the 8,168 LPCs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 6,799 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 5,621 "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 86% of those LPCs who are under the age of 40. In a random encounter between two LPCs, there is a 43% 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 47%. However, both of these values are below the comparable diversity index of 58% for Virginia's population as a whole. Three out of every ten LPCs grew up in a rural area, and more than one-fifth of those LPCs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 9% of all LPCs work in a non-metro area of the state.

Among all LPCs, 94% are currently employed in the profession, 55% hold one full-time job, and 41% work between 40 and 49 hours per week. Nearly two-thirds of all LPCs have been employed at their primary work location for more than two years, while 2% have experienced underemployment at some point in the past year. Four out of every five LPCs are employed in the private sector, including 64% who work in the for-profit sector. The median annual income of Virginia's LPC workforce is between \$70,000 and \$80,000. Among all LPCs, 96% indicated that they are satisfied with their current work situation, including 70% 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 2017 LPC workforce. The number of licensed LPCs in Virginia has increased by 66% (8,168 vs. 4,933). In addition, the size of Virginia's LPC workforce has increased by 59% (6,799 vs. 4,287), and the number of FTEs provided by this workforce has increased by 56% (5,621 vs. 3,606). Virginia's renewing LPCs are more likely to respond to this survey (97% vs. 95%).

The percentage of all LPCs who are female has increased (82% vs. 79%), while the median age of the LPC workforce has fallen (46 vs. 50). In addition, the diversity index of Virginia's LPC workforce has increased (43% vs. 32%). This increase in the diversity index has also occurred among LPCs who are under the age of 40 (47% vs. 36%). There has been no change in either the percentage of LPCs who grew up in a rural area (30%) or the percentage of all LPCs who currently work in a non-metro area of the state (9%).

LPCs are more likely to carry education debt (52% vs. 42%), and the median debt amount among those LPCs with education debt has increased (\$90k-\$100k vs. \$50k-\$60k). Virginia's LPCs are also more likely to be employed in the profession (94% vs. 92%) and hold one full-time job (55% vs. 53%). In addition, the one-year rate of involuntary unemployment has fallen (< 1% vs. 1%). LPCs in Virginia are more likely to work in the for-profit sector (64% vs. 55%) instead of the non-profit sector (16% vs. 20%) or a state/local government (17% vs. 22%).

The median annual income of Virginia's LPCs has increased (\$70k-\$80k vs. \$50k-\$60k). Although most LPCs continue to receive this income in the form of a salary or commission, this percentage has fallen (55% vs. 58%). Meanwhile, wage and salaried LPCs are slightly less likely to receive at least one employer-sponsored benefit (73% vs. 74%). Virginia's LPCs are slightly more likely to indicate that they are satisfied with their current work situation (96% vs. 95%), although there has been no change among those LPCs who indicated that they are very satisfied (70%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,791	83%
New Licensees	986	12%
Non-Renewals	391	5%
All Licensees	8,168	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing LPCs, 97% submitted a survey. These represent 86% of the 8,168 LPCs who held a license at some point during the survey period.

Definitions

- The Survey Period:** The survey was conducted in June 2022.
- Target Population:** All LPCs who held a Virginia license at some point between July 2021 and June 2022.
- 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 2022.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	238	875	79%
35 to 39	184	1,144	86%
40 to 44	147	1,077	88%
45 to 49	114	844	88%
50 to 54	107	815	88%
55 to 59	81	636	89%
60 to 64	72	576	89%
65 and Over	179	1,079	86%
Total	1,122	7,046	86%
New Licenses			
Issued in Past Year	563	423	43%
Metro Status			
Non-Metro	61	542	90%
Metro	735	5,382	88%
Not in Virginia	326	1,121	77%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	7,046
Response Rate, All Licensees	86%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number: 8,168
 New: 12%
 Not Renewed: 5%

Response Rates

All Licensees: 86%
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LPC Workforce: 6,799
 FTEs: 5,621

Utilization Ratios

Licensees in VA Workforce: 83%
 Licensees per FTE: 1.45
 Workers per FTE: 1.21

Source: Va. Healthcare Workforce Data Center

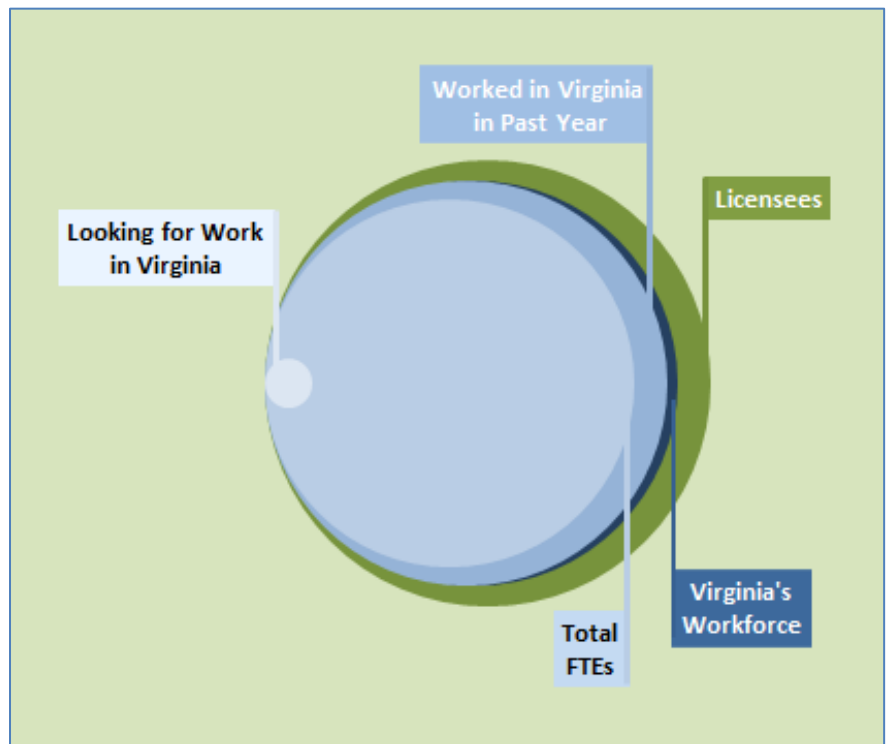
Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	6,703	99%
Looking for Work in Virginia	96	1%
Virginia's Workforce	6,799	100%
Total FTEs	5,621	
Licensees	8,168	

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	108	12%	798	88%	906	16%
35 to 39	149	16%	808	84%	957	17%
40 to 44	122	14%	760	86%	882	15%
45 to 49	112	17%	540	83%	653	11%
50 to 54	110	17%	529	83%	639	11%
55 to 59	74	15%	403	85%	477	8%
60 to 64	111	26%	314	74%	425	7%
65 and Over	240	30%	570	70%	810	14%
Total	1,025	18%	4,723	82%	5,749	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs Under 40	
	%	#	%	#	%
White	60%	4,230	73%	1,294	70%
Black	19%	1,021	18%	350	19%
Asian	7%	88	2%	30	2%
Other Race	0%	42	1%	8	0%
Two or More Races	3%	136	2%	58	3%
Hispanic	10%	261	5%	117	6%
Total	100%	5,778	100%	1,857	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, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 82%
% Under 40 Female: 86%

Age

Median Age: 46
% Under 40: 32%
% 55 and Over: 30%

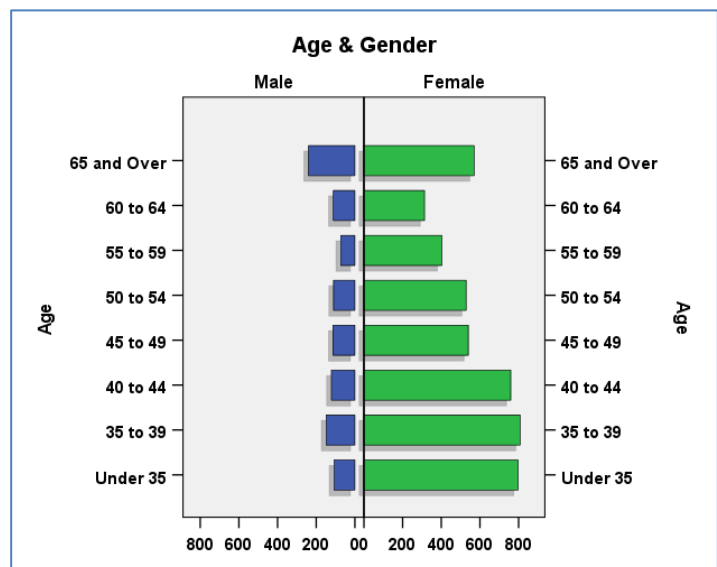
Diversity

Diversity Index: 43%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 43% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the comparable diversity index is 58%.

Nearly one-third of all LPCs are under the age of 40, and 86% 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 47%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 50%
 Prof. Edu. in VA: 64%
 HS or Prof. Edu. in VA: 74%

Location Choice

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

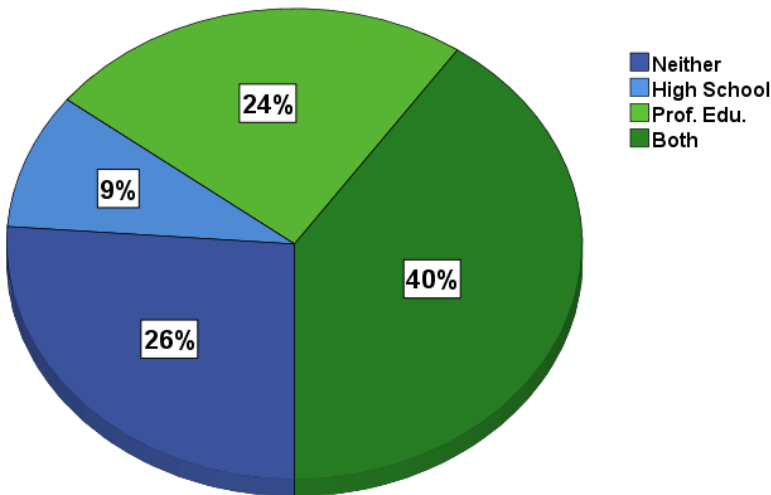
Source: Va. Healthcare Workforce Data Center

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+	21%	61%	18%
2	Metro, 250,000 to 1 Million	40%	50%	11%
3	Metro, 250,000 or Less	42%	48%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	68%	19%	13%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	63%	30%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	88%	8%	4%
8	Rural, Metro Adjacent	63%	31%	6%
9	Rural, Non-Adjacent	67%	23%	9%
Overall		30%	55%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Three out of every ten LPCs grew up in a self-described rural area, and 21% of LPCs who grew up in a rural area currently work in a non-metro county. In total, 9% of all LPCs in the state currently work in a non-metro county.

Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,834	Virginia	3,660
2	Pennsylvania	306	Washington, D.C.	189
3	New York	303	Maryland	173
4	Maryland	242	Minnesota	167
5	Outside U.S./Canada	196	Pennsylvania	137
6	North Carolina	191	North Carolina	122
7	Florida	152	Florida	112
8	Ohio	141	New York	106
9	New Jersey	135	Kentucky	91
10	California	90	Texas	74

Source: Va. Healthcare Workforce Data Center

One-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, one-half received their high school degree in Virginia, while 62% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	1,344	Virginia	1,653
2	Pennsylvania	131	Minnesota	129
3	New York	127	Washington, D.C.	93
4	Maryland	112	Pennsylvania	78
5	North Carolina	102	Maryland	77
6	Outside U.S./Canada	93	New York	62
7	Florida	81	North Carolina	58
8	Ohio	66	Kentucky	58
9	New Jersey	55	Florida	54
10	Texas	48	Massachusetts	33

Source: Va. Healthcare Workforce Data Center

Among all licensees in Virginia, 17% 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, 89% 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:	1,368
% 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	3	0%
Master's Degree	4,939	88%
Doctor of Psychology	115	2%
Other Doctorate	536	10%
Total	5,594	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Masters: 88%

Doctorate/PhD: 12%

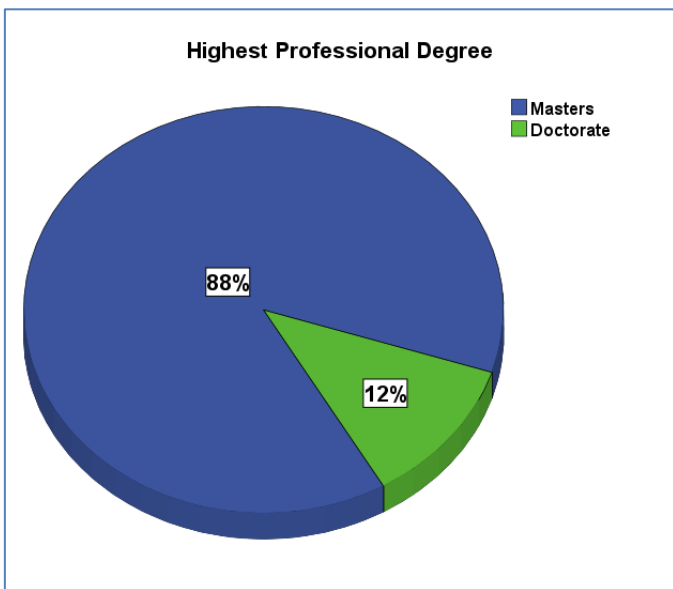
Education Debt

Carry Debt: 52%

Under Age 40 w/ Debt: 69%

Median Debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all LPCs carry education debt, including 69% of those LPCs who are under the age of 40. For those LPCs with education debt, the median debt amount is between \$90,000 and \$100,000.

Education Debt				
Amount Carried	All LPCs		LPCs Under 40	
	#	%	#	%
None	2,356	48%	478	31%
Less than \$10,000	180	4%	56	4%
\$10,000-\$29,999	302	6%	115	7%
\$30,000-\$49,999	250	5%	87	6%
\$50,000-\$69,999	262	5%	113	7%
\$70,000-\$89,999	263	5%	143	9%
\$90,000-\$109,999	342	7%	165	11%
\$110,000-\$129,999	246	5%	124	8%
\$130,000-\$149,999	187	4%	84	5%
\$150,000 or More	515	11%	188	12%
Total	4,903	100%	1,553	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 65%
 Child: 7%
 Substance Abuse: 5%

Secondary Specialty

Substance Abuse: 14%
 Mental Health: 14%
 Behavioral Disorders: 14%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all 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	3,595	65%	679	14%
Child	367	7%	418	9%
Substance Abuse	270	5%	701	14%
Behavioral Disorders	267	5%	656	14%
Family	127	2%	356	7%
Marriage	100	2%	307	6%
School/Educational	85	2%	192	4%
Sex Offender Treatment	40	1%	60	1%
Forensic	27	0%	47	1%
Rehabilitation	22	0%	28	1%
Vocational/Work Environment	18	0%	43	1%
Health/Medical	17	0%	41	1%
Gerontologic	6	0%	5	0%
Public Health	5	0%	15	0%
Industrial-Organizational	3	0%	10	0%
Neurology/Neuropsychology	2	0%	19	0%
Social	1	0%	23	0%
Experimental or Research	0	0%	4	0%
General Practice (Non-Specialty)	385	7%	812	17%
Other Specialty Area	219	4%	423	9%
Total	5,556	100%	4,836	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-Time: 55%
 2 or More Positions: 28%

Weekly Hours:

40 to 49: 41%
 60 or More: 6%
 Less than 30: 20%

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	5,330	94%
Employed, NOT in a Behavioral Sciences-Related Capacity	152	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	5	< 1%
Voluntarily Unemployed	84	2%
Retired	72	1%
Total	5,647	100%

Source: Va. Healthcare Workforce Data Center

Among all LPCs, 94% are currently employed in the profession, 55% hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	161	3%
1 to 9 Hours	150	3%
10 to 19 Hours	358	6%
20 to 29 Hours	615	11%
30 to 39 Hours	1,010	18%
40 to 49 Hours	2,249	41%
50 to 59 Hours	686	12%
60 to 69 Hours	239	4%
70 to 79 Hours	56	1%
80 or More Hours	24	0%
Total	5,548	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	161	3%
One Part-Time Position	828	15%
Two Part-Time Positions	257	5%
One Full-Time Position	3,033	55%
One Full-Time Position & One Part-Time Position	1,085	20%
Two Full-Time Positions	53	1%
More than Two Positions	146	3%
Total	5,563	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	53	1%
Less than \$20,000	228	5%
\$20,000-\$29,999	186	4%
\$30,000-\$39,999	200	5%
\$40,000-\$49,999	354	8%
\$50,000-\$59,999	490	11%
\$60,000-\$69,999	647	15%
\$70,000-\$79,999	635	14%
\$80,000-\$89,999	519	12%
\$90,000-\$99,999	333	8%
\$100,000 or More	781	18%
Total	4,423	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$70k-\$80k

Benefits
(Salary/Wage Employees Only)
Health Insurance: 60%
Retirement: 56%

Satisfaction
Satisfied: 96%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,815	70%
Somewhat Satisfied	1,414	26%
Somewhat Dissatisfied	177	3%
Very Dissatisfied	51	1%
Total	5,455	100%

Source: Va. Healthcare Workforce Data Center

The typical LPC earns between \$70,000 and \$80,000 per year. Among LPCs who receive either an hourly wage or a salary as compensation at their primary work location, 73% receive at least one employer-sponsored benefit, including 60% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,392	45%	65%
Health Insurance	2,269	43%	60%
Dental Insurance	2,132	40%	57%
Retirement	2,120	40%	56%
Paid Sick Leave	2,098	39%	57%
Group Life Insurance	1,553	29%	42%
Signing/Retention Bonus	367	7%	10%
At Least One Benefit	2,828	53%	73%

*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 . . . ?	#	%
Experienced Involuntary Unemployment?	29	0%
Experience Voluntary Unemployment?	233	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	145	2%
Work Two or More Positions at the Same Time?	1,771	26%
Switch Employers or Practices?	495	7%
Experience at Least One?	2,295	34%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia's LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 3.1% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	87	2%	60	4%
Less than 6 Months	258	5%	149	10%
6 Months to 1 Year	533	10%	194	13%
1 to 2 Years	1,127	21%	370	25%
3 to 5 Years	1,446	27%	360	24%
6 to 10 Years	900	17%	203	14%
More than 10 Years	1,048	19%	162	11%
Subtotal	5,399	100%	1,498	100%
Did Not Have Location	104		5,207	
Item Missing	1,296		94	
Total	6,799		6,799	

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: < 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 21%
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	2,176	55%
Hourly Wage	543	14%
By Contract	324	8%
Business/Practice Income	890	22%
Unpaid	32	1%
Subtotal	3,966	100%
Did Not Have Location	104	
Item Missing	2,729	

Source: Va. Healthcare Workforce Data Center

¹ 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 2.5% and a high of 4.2%. At the time of publication, the unemployment rate for June 2022 was still preliminary.

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	70%
Lowest Region:	1%

Locations

2 or More (Past Year):	29%
2 or More (Now*):	26%

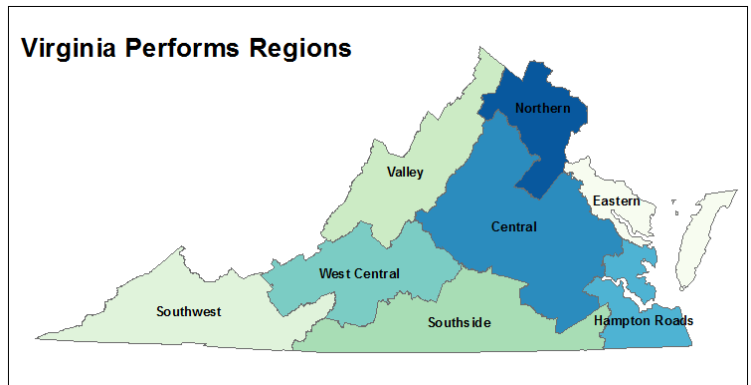
Source: Va. Healthcare Workforce Data Center

Seven out of every ten 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	
	#	%	#	%
Central	1,149	21%	316	20%
Eastern	55	1%	21	1%
Hampton Roads	1,118	21%	336	22%
Northern	1,516	28%	408	26%
Southside	190	4%	58	4%
Southwest	230	4%	50	3%
Valley	367	7%	79	5%
West Central	717	13%	178	11%
Virginia Border State/D.C.	23	0%	40	3%
Other U.S. State	41	1%	68	4%
Outside of the U.S.	0	0%	2	0%
Total	5,406	100%	1,556	100%
Item Missing	1,289		35	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all LPCs, 26% currently have multiple work locations, while 29% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	95	2%	153	3%
1	3,808	69%	3,890	71%
2	854	16%	823	15%
3	679	12%	598	11%
4	29	1%	16	0%
5	12	0%	6	0%
6 or More	11	0%	2	0%
Total	5,488	100%	5,488	100%

*At the time of survey completion, June 2022.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,242	64%	1,102	79%
Non-Profit	818	16%	174	12%
State/Local Government	890	17%	101	7%
Veterans Administration	23	0%	2	0%
U.S. Military	76	1%	6	0%
Other Federal Government	42	1%	11	1%
Total	5,091	100%	1,396	100%
Did Not Have Location	104		5,207	
Item Missing	1,604		196	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	64%
Federal:	3%

Top Establishments

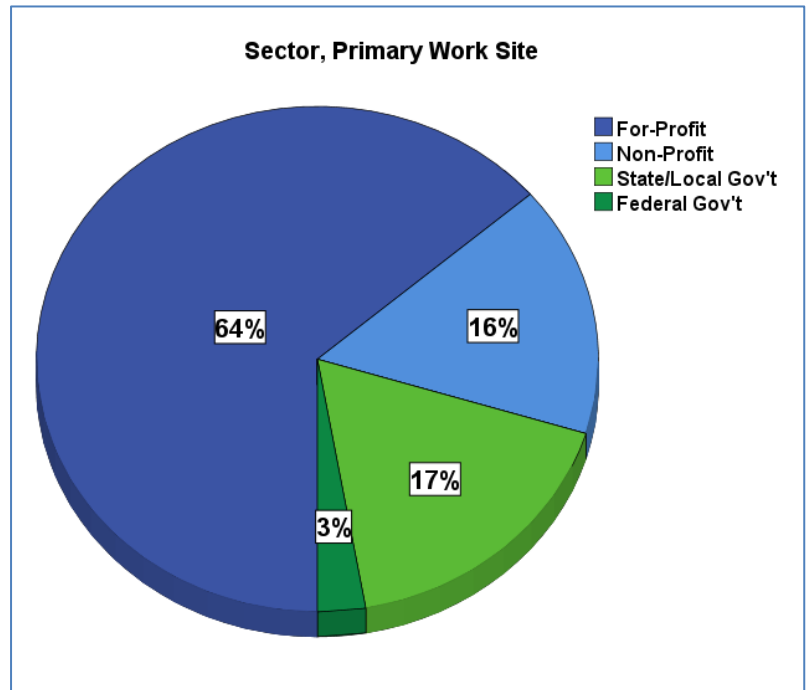
Private Practice, Group:	22%
Private Practice, Solo:	20%
Mental Health Facility:	13%

Payment Method

Cash/Self-Pay:	65%
Private Insurance:	56%

Source: Va. Healthcare Workforce Data Center

Four out of every five LPCs work in the private sector, including 64% who work in the for-profit sector. Another 17% 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	1,086	22%	348	26%
Private Practice, Solo	989	20%	311	23%
Mental Health Facility, Outpatient	645	13%	186	14%
Community Services Board	619	12%	75	6%
Community-Based Clinic or Health Center	419	8%	120	9%
School (Providing Care to Clients)	263	5%	18	1%
Academic Institution (Teaching Health Professions Students)	144	3%	60	4%
Residential Mental Health/Substance Abuse Facility	91	2%	24	2%
Hospital, Psychiatric	83	2%	18	1%
Corrections/Jail	79	2%	16	1%
Hospital, General	65	1%	15	1%
Administrative or Regulatory	47	1%	8	1%
Physician Office	20	0%	0	0%
Rehabilitation Facility	14	0%	1	0%
Residential Intellectual/Development Disability Facility	9	0%	1	0%
Long-Term Care Facility, Nursing Home	6	0%	2	0%
Home Health Care	4	0%	1	0%
Other Practice Setting	370	7%	141	10%
Total	4,953	100%	1,345	100%

Source: Va. Healthcare Workforce Data Center

Group and solo private practices employ more than 40% of all LPCs in Virginia. Another 13% of LPCs work at outpatient mental health facilities.

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	4,431	65%
Private Insurance	3,788	56%
Medicaid	2,532	37%
Medicare	584	9%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	15%
French:	4%
Chinese:	4%

Means of Communication

Other Staff Members:	44%
Virtual Translation:	41%
Respondent:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	1,002	15%
French	275	4%
Chinese	263	4%
Arabic	261	4%
Korean	252	4%
Vietnamese	222	3%
Hindi	212	3%
Persian	210	3%
Urdu	201	3%
Tagalog/Filipino	200	3%
Amharic, Somali, or Other Afro-Asiatic Languages	187	3%
Pashto	180	3%
Other Language	205	3%
At Least One Language	1,160	17%

Source: Va. Healthcare Workforce Data Center

Among all LPCs, 15% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	514	44%
Virtual Translation Services	477	41%
Respondent is Proficient	302	26%
Onsite Translation Service	260	22%
Other	57	5%

Source: Va. Healthcare Workforce Data Center

More than two out of every five LPCs who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

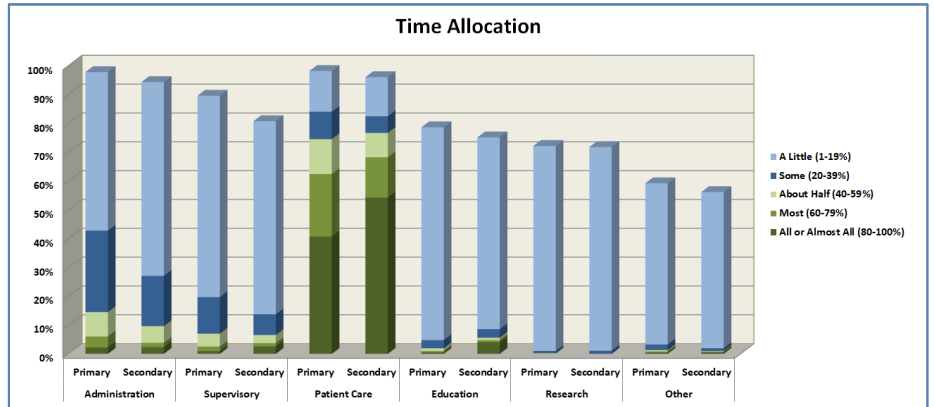
Patient Care: 62%
Administration: 6%
Supervisory: 3%

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, 62% 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%)	2%	2%	1%	3%	41%	54%	1%	4%	0%	0%	0%	1%	
Most (60-79%)	4%	1%	2%	1%	22%	14%	0%	1%	0%	0%	0%	0%	
About Half (40-59%)	8%	6%	4%	3%	12%	8%	1%	1%	0%	0%	0%	0%	
Some (20-39%)	28%	17%	13%	7%	10%	6%	3%	3%	1%	1%	2%	1%	
A Little (1-19%)	55%	67%	70%	67%	14%	14%	74%	66%	71%	71%	56%	54%	
None (0%)	2%	6%	10%	19%	2%	4%	21%	25%	28%	28%	41%	44%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	422	8%	153	11%
1 to 24	3,054	61%	1,063	79%
25 to 49	1,444	29%	106	8%
50 to 74	69	1%	11	1%
75 or More	49	1%	13	1%
Total	5,038	100%	1,346	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

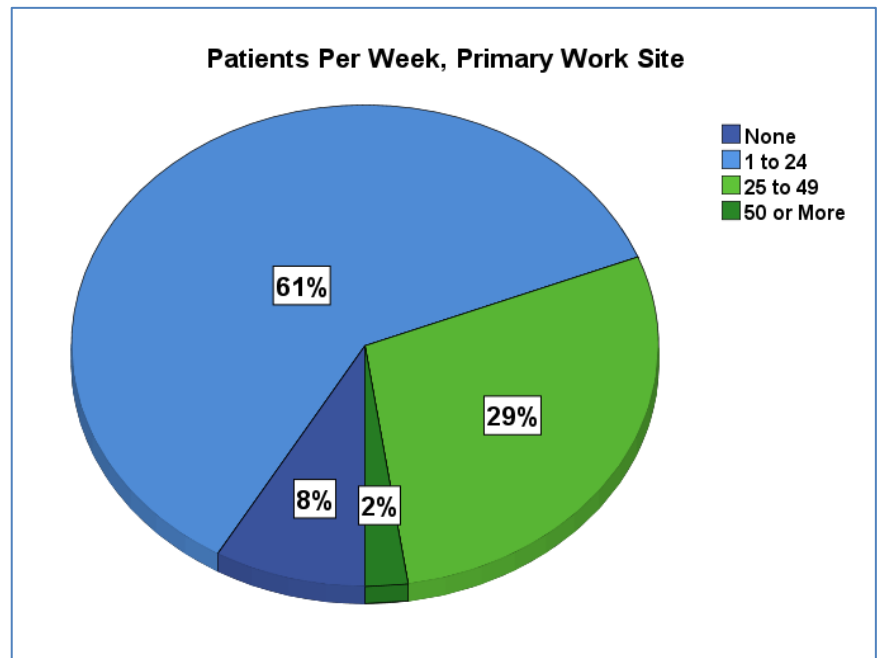
Patients Per Week

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, nearly 80% treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

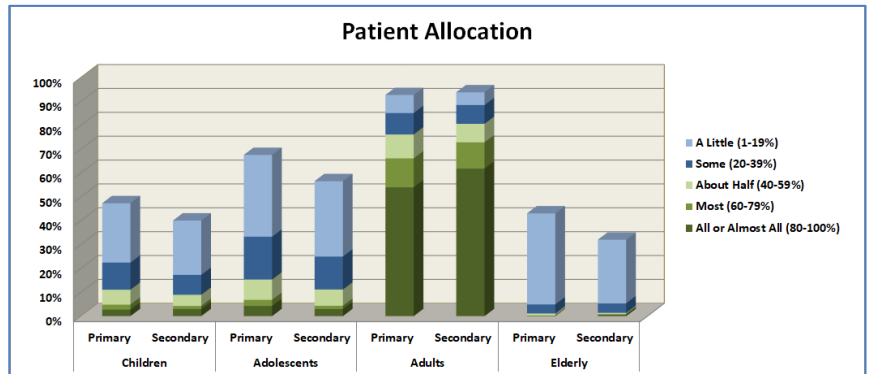
Children: None
 Adolescents: 1%-9%
 Adults: 80%-89%
 Elderly: None

Roles

Children: 5%
 Adolescents: 7%
 Adults: 66%
 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, 66% 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%	3%	4%	3%	54%	62%	0%	1%	
Most (60-79%)	2%	1%	3%	1%	12%	11%	0%	0%	
About Half (40-59%)	6%	5%	8%	7%	10%	8%	1%	1%	
Some (20-39%)	11%	8%	18%	14%	9%	8%	4%	4%	
A Little (1-19%)	25%	23%	34%	32%	8%	5%	38%	27%	
None (0%)	53%	60%	32%	43%	7%	6%	57%	68%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs 50 and Over	
	#	%	#	%
Under Age 50	69	1%	-	-
50 to 54	140	3%	12	1%
55 to 59	310	7%	56	3%
60 to 64	812	17%	206	10%
65 to 69	1,418	30%	548	28%
70 to 74	930	20%	543	27%
75 to 79	349	7%	222	11%
80 or Over	180	4%	115	6%
I Do Not Intend to Retire	537	11%	281	14%
Total	4,744	100%	1,983	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 28%
Under 60: 11%

LPCs 50 and Over

Under 65: 14%
Under 60: 3%

Time Until Retirement

Within 2 Years: 5%
Within 10 Years: 20%
Half the Workforce: By 2047

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

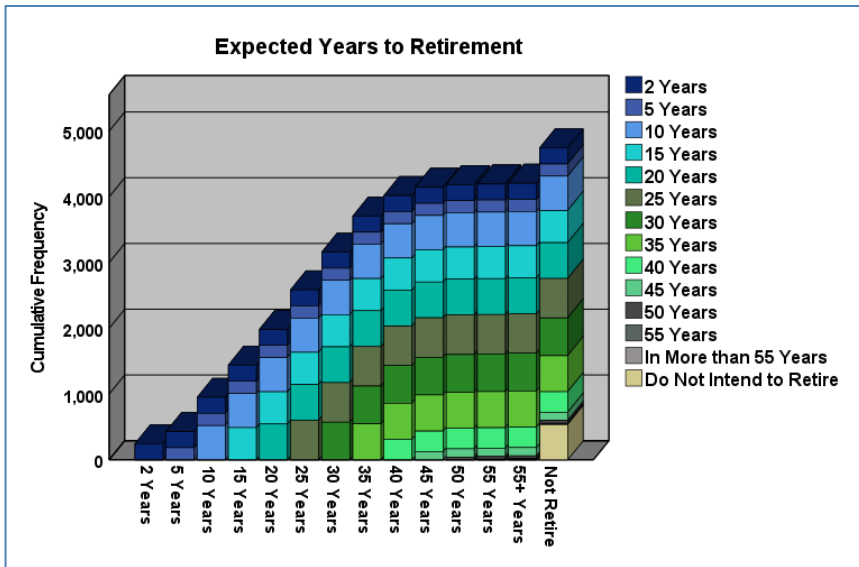
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	71	1%
Leave Virginia	166	2%
Decrease Patient Care Hours	657	10%
Decrease Teaching Hours	52	1%
Increase Participation		
Increase Patient Care Hours	982	14%
Increase Teaching Hours	503	7%
Pursue Additional Education	776	11%
Return to the Workforce	37	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. While 5% 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 2047.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	245	5%	5%
5 Years	184	4%	9%
10 Years	522	11%	20%
15 Years	490	10%	30%
20 Years	545	11%	42%
25 Years	600	13%	55%
30 Years	573	12%	67%
35 Years	549	12%	78%
40 Years	312	7%	85%
45 Years	126	3%	87%
50 Years	42	1%	88%
55 Years	9	0%	88%
In More than 55 Years	11	0%	89%
Do Not Intend to Retire	537	11%	100%
Total	4,744	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 2032. Retirement will peak at 13% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs

Total: 5,621
 FTEs/1,000 Residents²: 0.650
 Average: 0.84

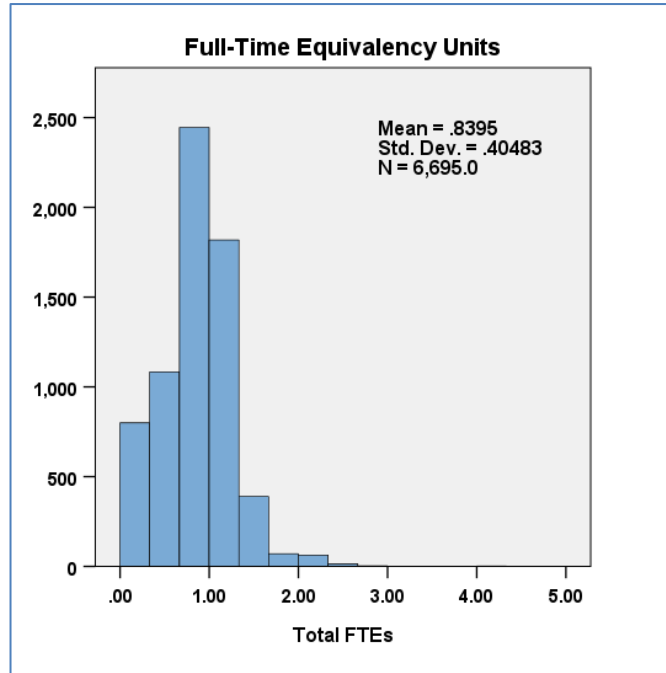
Age & Gender Effect

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:

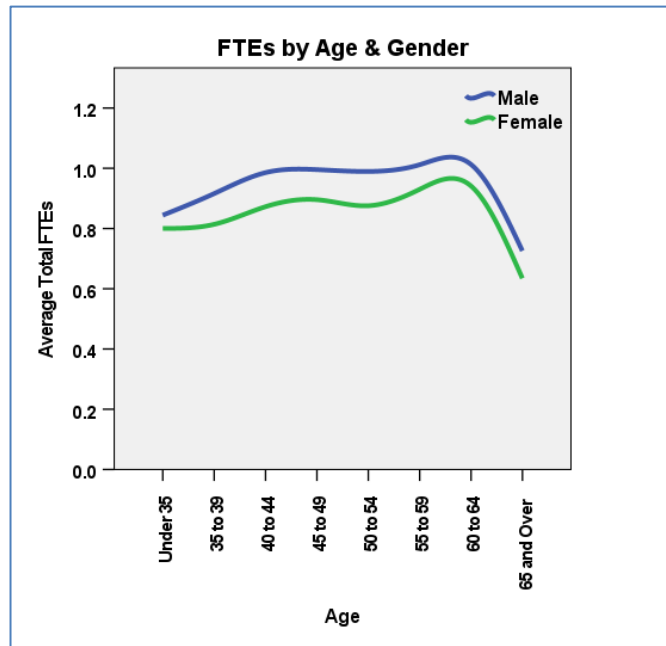


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.82 FTEs over the past year, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.80	0.80
35 to 39	0.81	0.80
40 to 44	0.88	0.84
45 to 49	0.89	0.82
50 to 54	0.85	0.83
55 to 59	0.92	0.84
60 to 64	1.00	1.09
65 and Over	0.68	0.74
Gender		
Male	0.91	0.96
Female	0.84	0.85

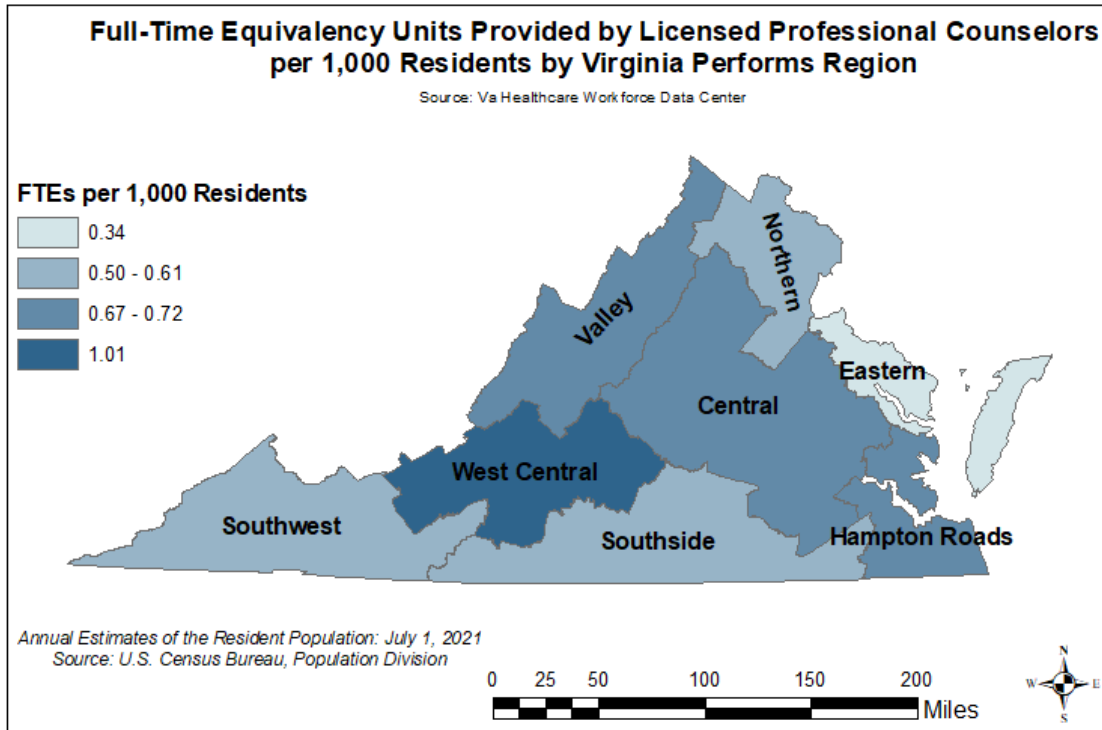
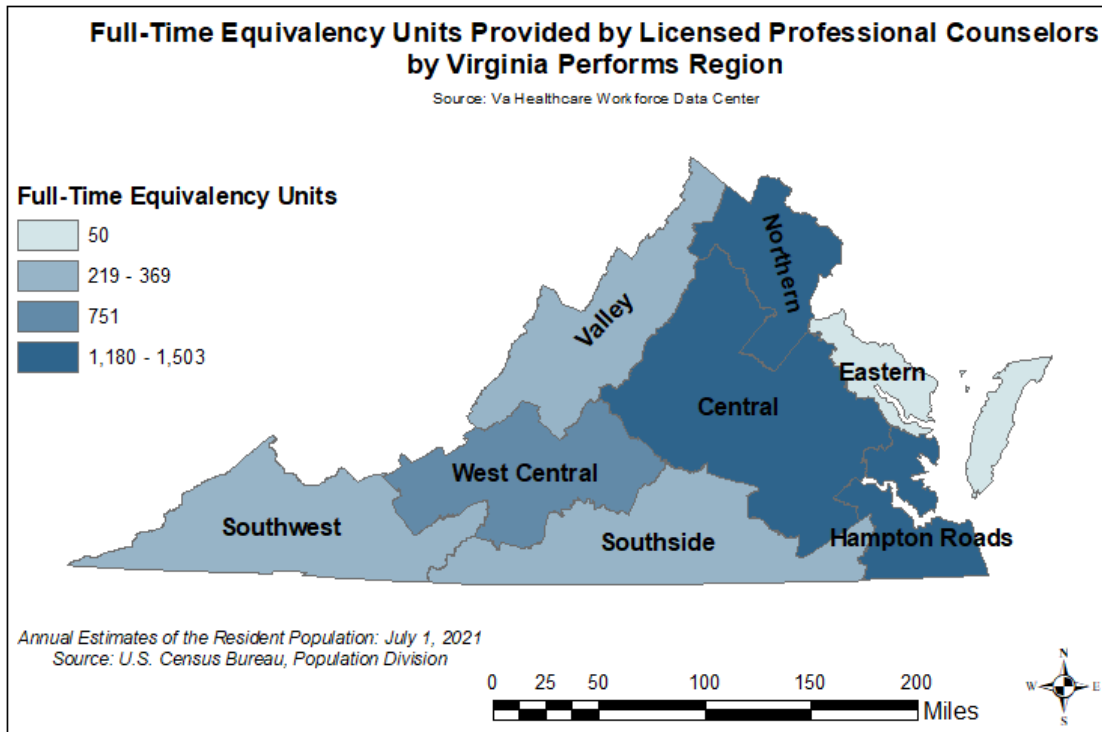
Source: Va. Healthcare Workforce Data Center

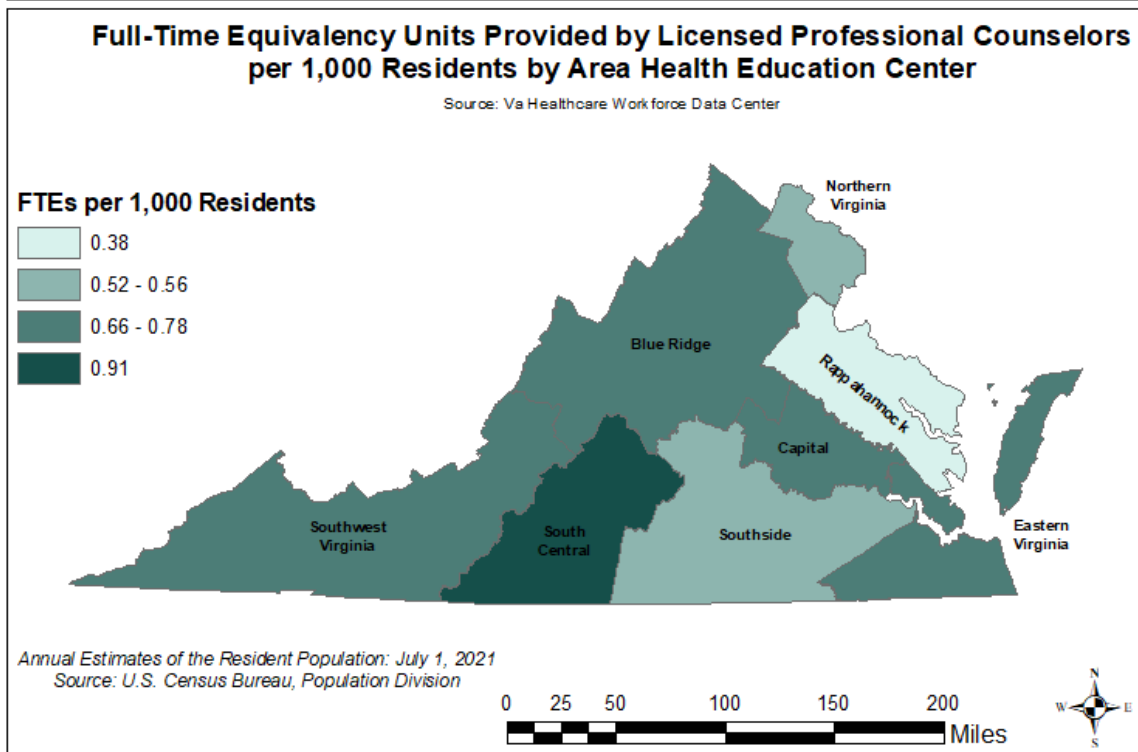
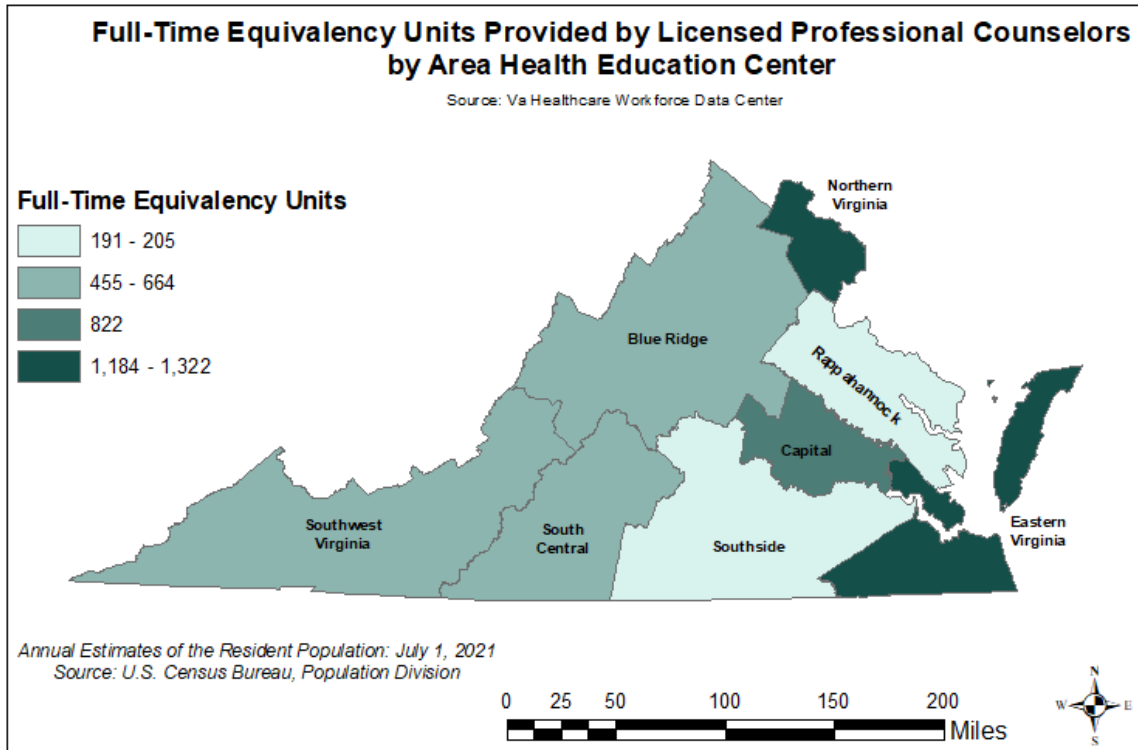


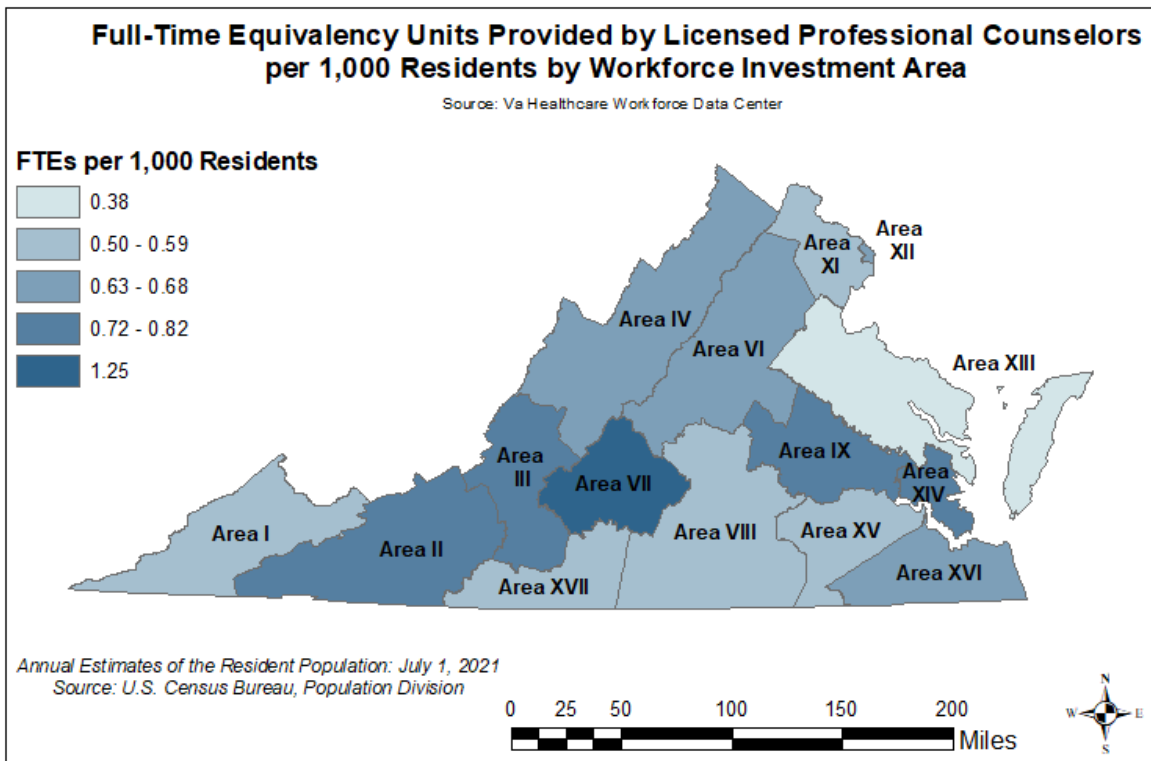
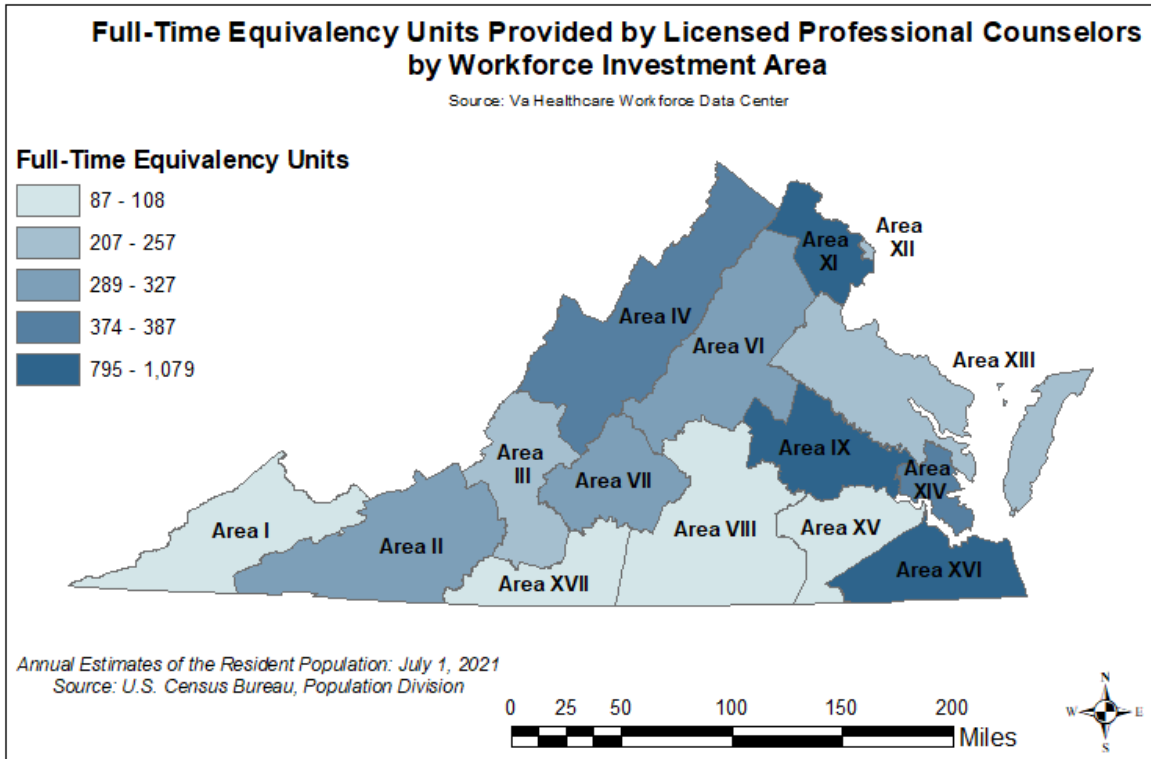
Source: Va. Healthcare Workforce Data Center

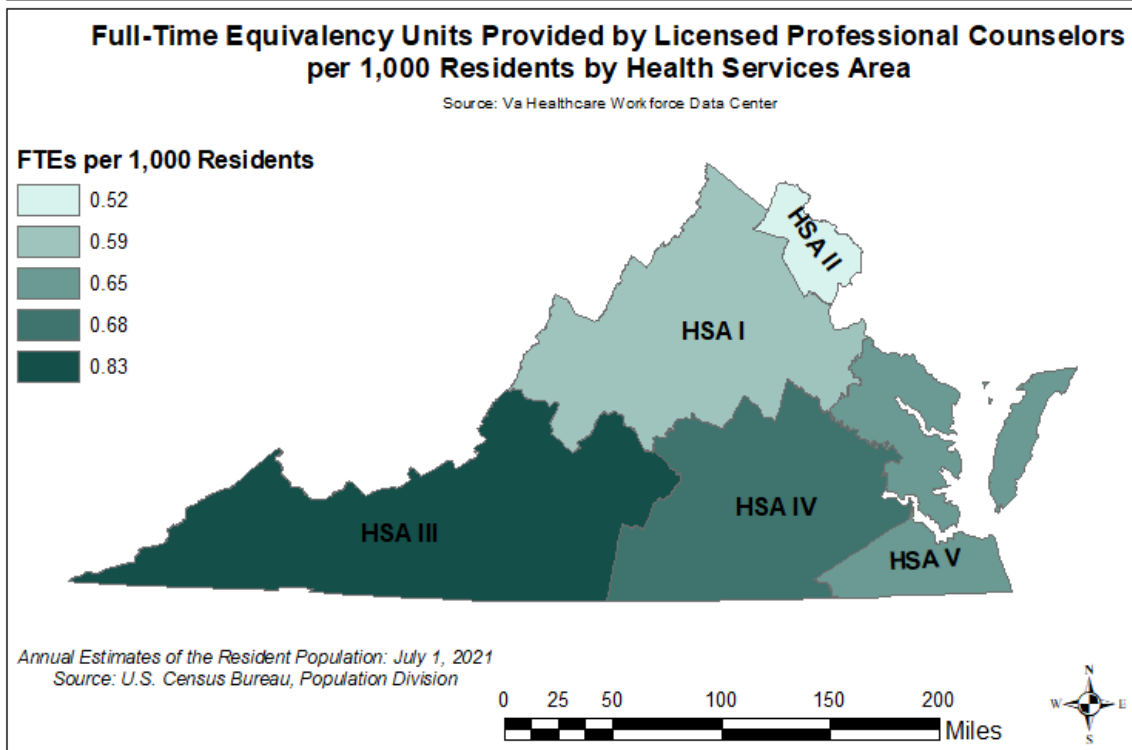
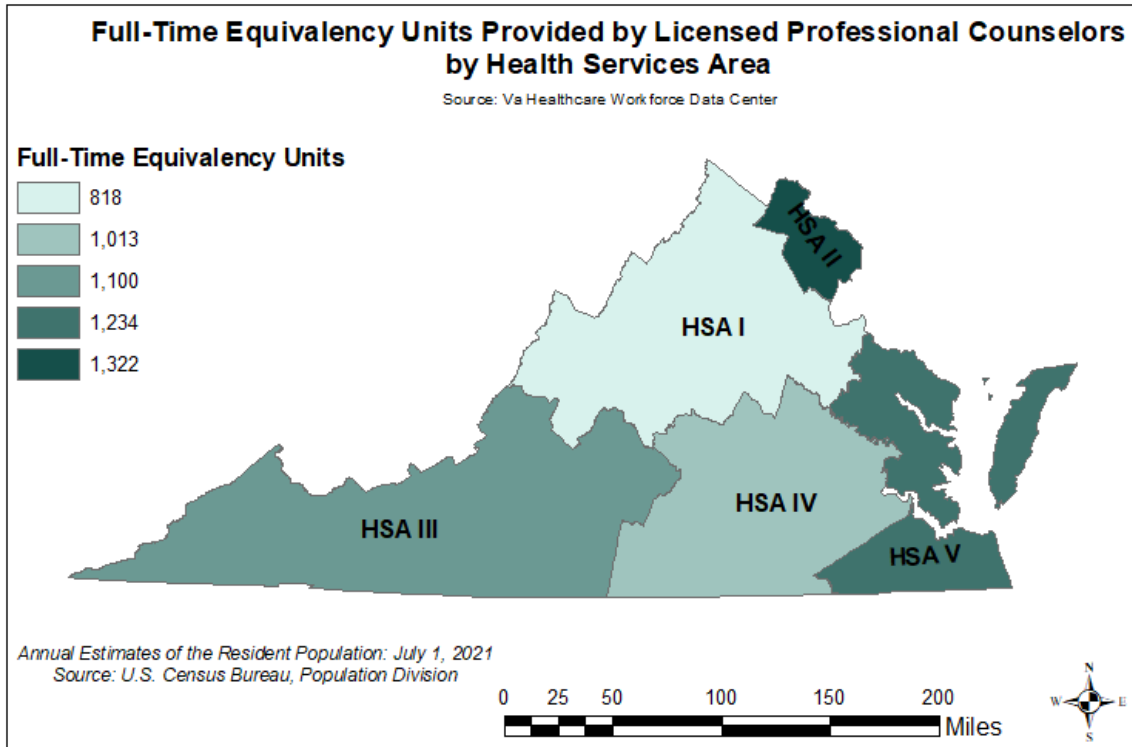
² Number of residents in 2021 was used as the denominator.

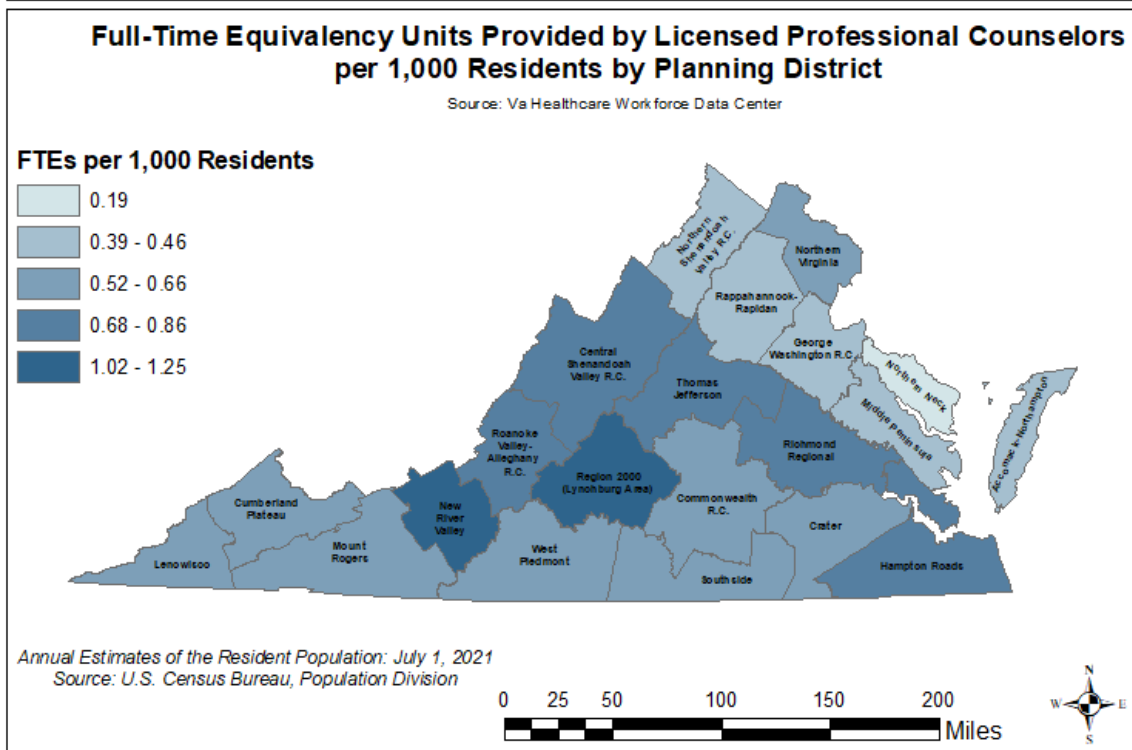
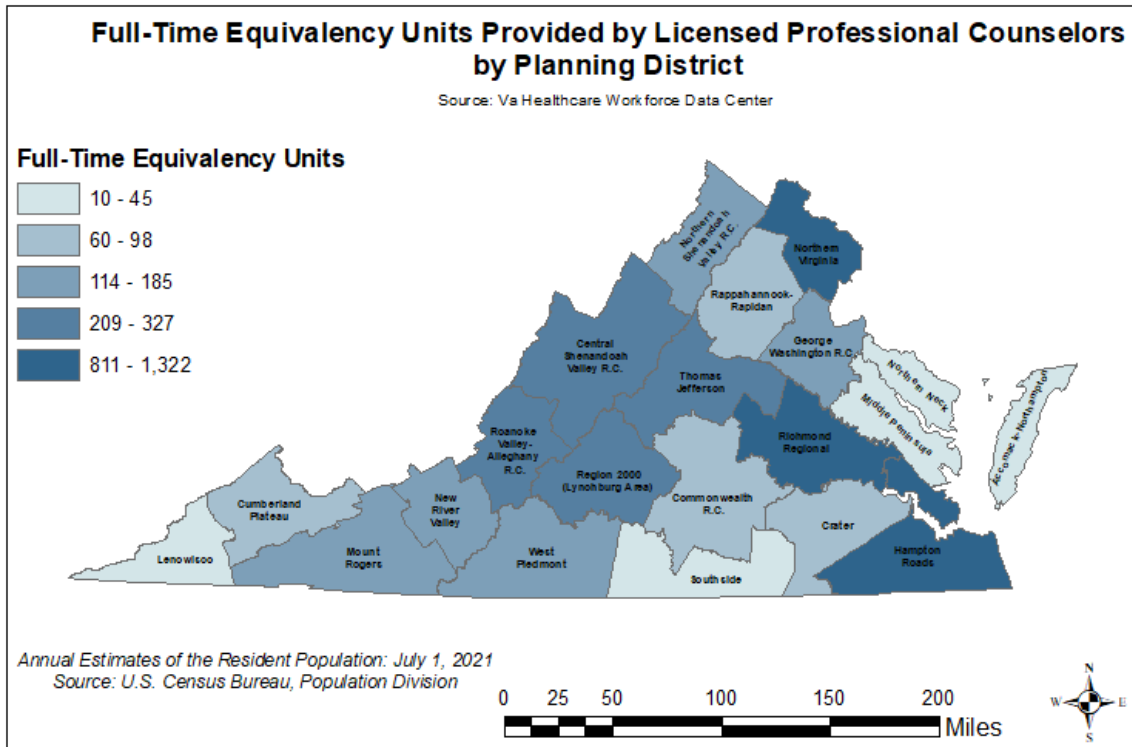
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	4,436	87.85%	1.138	1.105	1.249
Metro, 250,000 to 1 Million	787	89.07%	1.123	1.090	1.232
Metro, 250,000 or Less	894	87.70%	1.140	1.107	1.251
Urban, Pop. 20,000+, Metro Adj.	92	89.13%	1.122	1.089	1.231
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	226	88.94%	1.124	1.091	1.234
Urban, Pop. 2,500-19,999, Non-Adj.	146	91.10%	1.098	1.065	1.205
Rural, Metro Adj.	100	92.00%	1.087	1.055	1.193
Rural, Non-Adj.	39	87.18%	1.147	1.113	1.259
Virginia Border State/D.C.	781	79.77%	1.254	1.217	1.376
Other U.S. State	666	74.77%	1.337	1.298	1.467

Source: Va. Healthcare Workforce Data Center

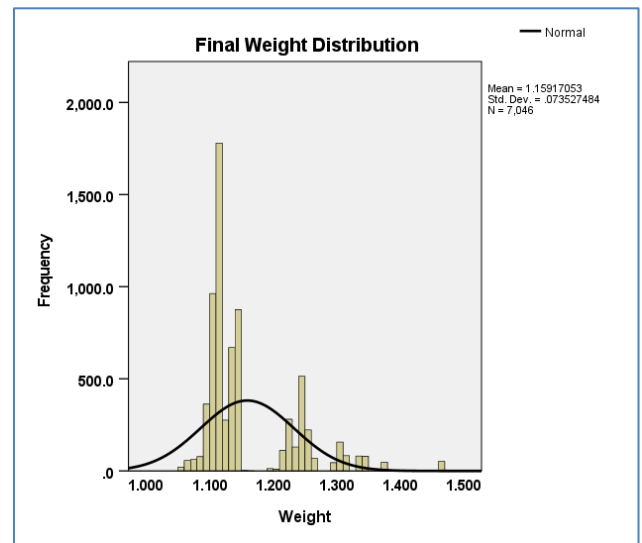
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	1,113	78.62%	1.272	1.193	1.467
35 to 39	1,328	86.14%	1.161	1.088	1.339
40 to 44	1,224	87.99%	1.136	1.066	1.311
45 to 49	958	88.10%	1.135	1.064	1.309
50 to 54	922	88.39%	1.131	1.061	1.305
55 to 59	717	88.70%	1.127	1.057	1.301
60 to 64	648	88.89%	1.125	1.055	1.298
65 and Over	1,258	85.77%	1.166	1.093	1.345

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: 0.862635



Source: Va. Healthcare Workforce Data Center