
Virginia's Licensed Professional Counselor Workforce: 2023

Healthcare Workforce Data Center

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Nearly 8,000 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:	9,058
Virginia's Workforce:	7,411
FTEs:	6,151

Background

Rural Childhood:	31%
HS Degree in VA:	50%
Prof. Degree in VA:	64%

Current Employment

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

Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	97%

Education

Masters:	89%
Doctorate:	11%

Job Turnover

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

Demographics

Female:	82%
Diversity Index:	44%
Median Age:	46

Finances

Median Income: \$70k-\$80k
Health Insurance: 59%
Under 40 w/ Ed. Debt: 69%

Time Allocation

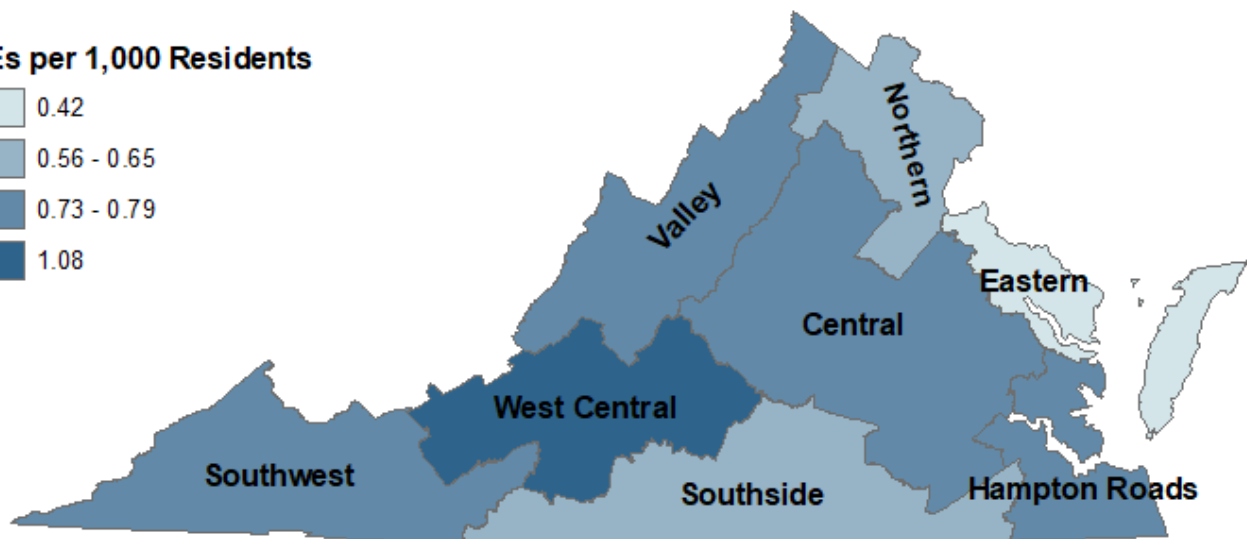
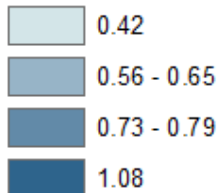
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

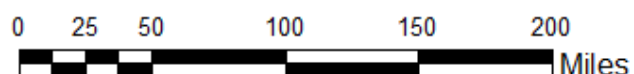
Full-Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Region

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 2023 Licensed Professional Counselor (LPC) Workforce Survey. Nearly 8,000 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 88% of the 9,058 LPCs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 7,411 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 6,151 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than four out of every five 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 44% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index increases to 47% for those LPCs who are under the age of 40. This makes Virginia's LPC workforce less diverse than the state's overall population, which has a comparable diversity index is 58%. Nearly one-third of all LPCs grew up in a rural area, and 21% 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, 96% are currently employed in the profession, 54% hold one full-time job, and 41% work between 40 and 49 hours per week. Nearly two out of every three LPCs work in the for-profit sector, while another 15% of LPCs work in the non-profit sector. The median annual income of Virginia's LPC workforce is between \$70,000 and \$80,000. More than half of LPCs receive this income in the form of a salary, while another 23% receive their income through their own business or practice. In addition, nearly three-fourths of all wage and salaried LPCs receive at least one employer-sponsored benefit, including 59% who have access to health insurance. Among all LPCs, 96% indicated that they 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 2013 LPC workforce. The number of licensed LPCs in Virginia has increased by 141% (9,058 vs. 3,753). In addition, the size of Virginia's LPC workforce has increased by 121% (7,411 vs. 3,351), and the number of FTEs provided by this workforce has increased by 105% (6,151 vs. 3,003). Virginia's renewing LPCs are more likely to respond to this survey (97% vs. 89%).

The percentage of all LPCs who are female has increased (82% vs. 76%), although the opposite is the case among LPCs who are under the age of 40 (86% vs. 87%). At the same time, the median age of the LPC workforce has decreased (46 vs. 53). The diversity index of Virginia's LPC workforce has increased (44% vs. 25%), a trend that has also occurred among LPCs who are under the age of 40 (47% vs. 34%). The percentage of LPCs who grew up in a rural area has increased (31% vs. 28%), and LPCs who grew up in a rural area are more likely to work in a non-metro area of the state (21% vs 19%). The overall percentage of LPCs who work in a non-metro area of Virginia has also increased (9% vs. 8%).

LPCs are more likely to hold a master's degree (89% vs. 83%) than a doctorate degree (11% vs. 17%) as their highest professional degree. LPCs are also more likely to carry education debt (51% vs. 32%), and the median outstanding balance among those LPCs with education debt has increased (\$90k-\$100k vs. \$30k-\$40k). Virginia's LPC workforce is more likely to have a primary specialty in mental health (65% vs. 51%) but less likely to have a primary specialty in either children's health (6% vs. 9%) or substance abuse (5% vs. 8%).

LPCs are more likely to be employed in the profession (96% vs. 92%). In addition, LPCs are more likely to work in the for-profit sector (65% vs. 52%) but less likely to work in either the non-profit sector (15% vs. 19%) or a state/local government (16% vs. 27%). The median annual income of Virginia's LPCs has increased (\$70k-\$80k vs. \$50k-\$60k). Virginia's LPCs are slightly more likely to indicate that they are satisfied with their current work situation (96% vs. 95%). This is also the case among those LPCs who indicated that they are "very satisfied" (71% vs. 70%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	7,707	85%
New Licensees	1,046	12%
Non-Renewals	305	3%
All Licensees	9,058	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 88% of the 9,058 LPCs who held a license at some point during the survey period.

Definitions

- The Survey Period:** The survey was conducted in June 2023.
- Target Population:** All LPCs who held a Virginia license at some point between July 2022 and June 2023.
- 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 2023.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	245	964	80%
35 to 39	173	1,308	88%
40 to 44	156	1,263	89%
45 to 49	114	978	90%
50 to 54	102	933	90%
55 to 59	80	731	90%
60 to 64	64	621	91%
65 and Over	175	1,151	87%
Total	1,109	7,949	88%
New Licenses			
Issued in Past Year	618	428	41%
Metro Status			
Non-Metro	68	602	90%
Metro	689	5,934	90%
Not in Virginia	352	1,412	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	7,949
Response Rate, All Licensees	88%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number: 9,058
 New: 12%
 Not Renewed: 3%

Response Rates

All Licensees: 88%
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LPC Workforce: 7,411
 FTEs: 6,151

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.47
 Workers per FTE: 1.20

Source: Va. Healthcare Workforce Data Center

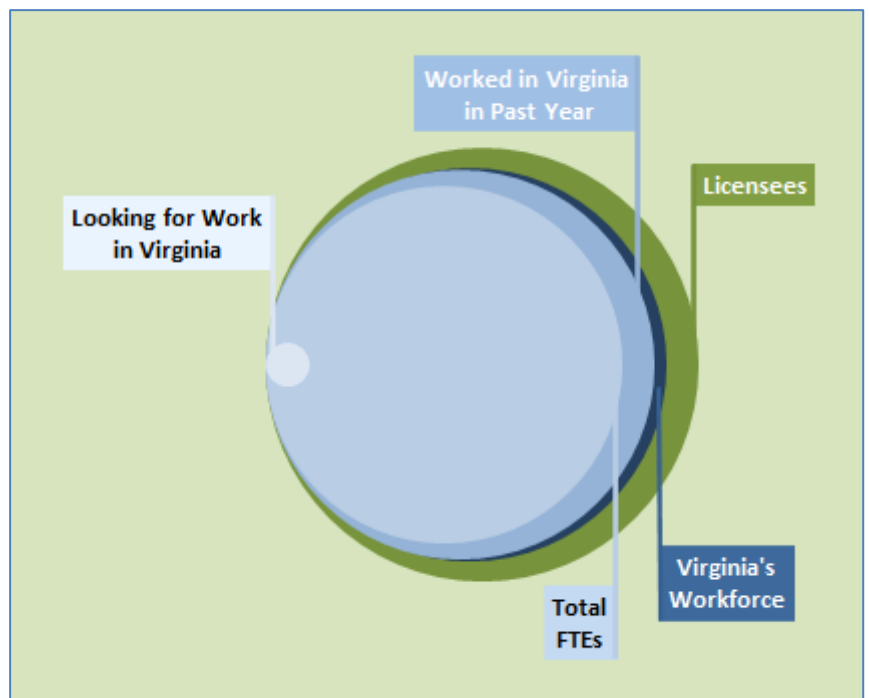
Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	7,316	99%
Looking for Work in Virginia	95	1%
Virginia's Workforce	7,411	100%
Total FTEs	6,151	
Licensees	9,058	

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	114	12%	861	88%	975	16%
35 to 39	177	17%	871	83%	1,048	17%
40 to 44	138	14%	833	86%	972	16%
45 to 49	107	15%	614	85%	721	12%
50 to 54	107	15%	598	85%	705	11%
55 to 59	118	20%	463	80%	582	9%
60 to 64	91	21%	337	79%	428	7%
65 and Over	252	30%	578	70%	829	13%
Total	1,105	18%	5,155	82%	6,260	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs Under 40	
	%	#	%	#	%
White	60%	4,572	73%	1,428	70%
Black	19%	1,148	18%	366	18%
Asian	7%	98	2%	38	2%
Other Race	0%	45	1%	8	0%
Two or More Races	3%	137	2%	61	3%
Hispanic	10%	298	5%	129	6%
Total	100%	6,298	100%	2,030	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: 29%

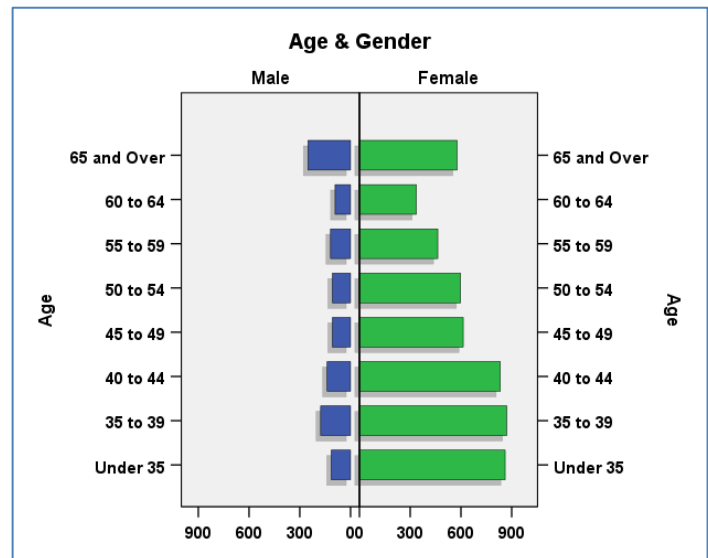
Diversity

Diversity Index: 44%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 44% 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: 31%

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%

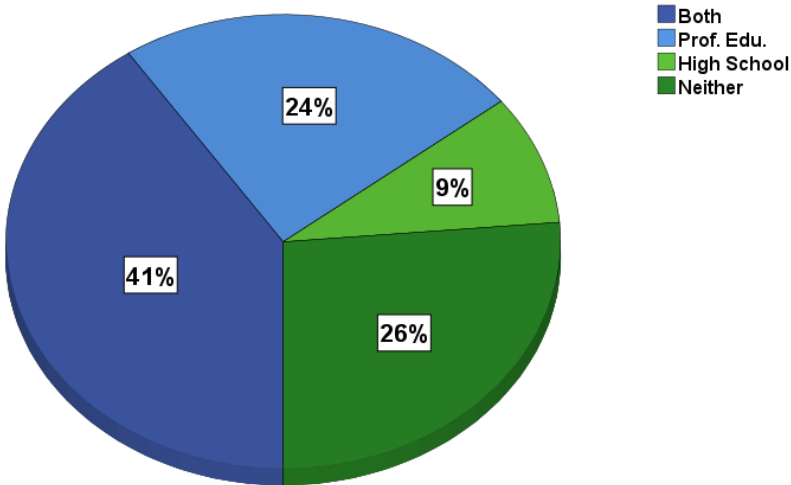
Source: Va. Healthcare Workforce Data Center

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	42%	49%	9%
3	Metro, 250,000 or Less	45%	46%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	68%	22%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	64%	32%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	88%	8%	4%
8	Rural, Metro Adjacent	59%	33%	7%
9	Rural, Non-Adjacent	67%	19%	14%
Overall		31%	54%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Among all LPCs, 31% 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	3,086	Virginia	3,975
2	New York	330	Maryland	203
3	Pennsylvania	312	Washington, D.C.	193
4	Maryland	259	Minnesota	181
5	Outside U.S./Canada	230	Pennsylvania	144
6	North Carolina	213	North Carolina	141
7	Florida	175	New York	129
8	New Jersey	152	Florida	128
9	Ohio	136	Kentucky	108
10	California	101	Texas	76

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, 49% 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	1,431	Virginia	1,788
2	New York	141	Minnesota	123
3	Pennsylvania	140	Washington, D.C.	94
4	Maryland	117	Maryland	91
5	North Carolina	113	Pennsylvania	80
6	Outside U.S./Canada	109	North Carolina	76
7	Florida	90	New York	76
8	New Jersey	63	Kentucky	65
9	Ohio	61	Florida	64
10	California	51	Texas	32

Source: Va. Healthcare Workforce Data Center

Among all licensees in Virginia, 18% 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, 91% worked at some point in the past year, including 85% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	1,647
% of Licensees:	18%
Federal/Military:	6%
Va. Border State/D.C.:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Bachelor's Degree	3	0%
Master's Degree	5,376	89%
Doctor of Psychology	122	2%
Other Doctorate	567	9%
Total	6,068	100%

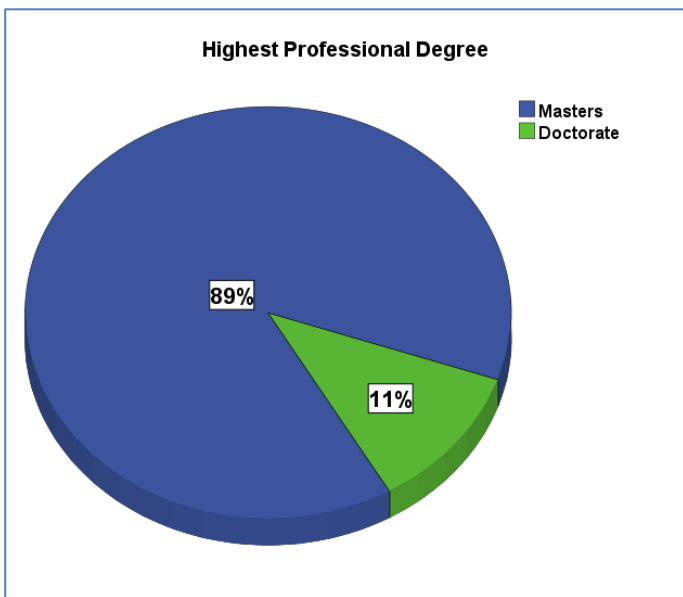
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Masters: 89%
 Doctorate/PhD: 11%

Education Debt
 Carry Debt: 51%
 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 outstanding balance is between \$90,000 and \$100,000.

Education Debt				
Amount Carried	All LPCs		LPCs Under 40	
	#	%	#	%
None	2,601	49%	529	31%
Less than \$10,000	195	4%	61	4%
\$10,000-\$29,999	309	6%	128	8%
\$30,000-\$49,999	241	5%	106	6%
\$50,000-\$69,999	269	5%	126	7%
\$70,000-\$89,999	314	6%	175	10%
\$90,000-\$109,999	385	7%	185	11%
\$110,000-\$129,999	270	5%	123	7%
\$130,000-\$149,999	191	4%	79	5%
\$150,000 or More	574	11%	189	11%
Total	5,349	100%	1,701	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 65%
 Child: 6%
 Behavioral Disorders: 5%

Secondary Specialty

Mental Health: 15%
 Behavioral Disorders: 14%
 Substance Abuse: 14%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPCs have a primary specialty in mental health, while another 6% of LPCs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	3,936	65%	766	15%
Child	358	6%	460	9%
Behavioral Disorders	321	5%	732	14%
Substance Abuse	311	5%	724	14%
Marriage	142	2%	296	6%
Family	129	2%	386	7%
School/Educational	85	1%	184	4%
Forensic	29	0%	54	1%
Sex Offender Treatment	27	0%	54	1%
Rehabilitation	18	0%	23	0%
Health/Medical	16	0%	54	1%
Neurology/Neuropsychology	13	0%	22	0%
Vocational/Work Environment	10	0%	29	1%
Public Health	6	0%	27	1%
Social	3	0%	35	1%
Industrial-Organizational	3	0%	11	0%
Experimental or Research	2	0%	6	0%
Gerontologic	2	0%	5	0%
General Practice (Non-Specialty)	425	7%	861	17%
Other Specialty Area	212	4%	466	9%
Total	6,050	100%	5,196	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 54%
 2 or More Positions: 28%

Weekly Hours:

40 to 49: 41%
 60 or More: 5%
 Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	7	< 1%
Employed in a Behavioral Sciences-Related Capacity	5,878	96%
Employed, NOT in a Behavioral Sciences-Related Capacity	117	2%
Not Working, Reason Unknown	1	< 1%
Involuntarily Unemployed	8	< 1%
Voluntarily Unemployed	79	1%
Retired	68	1%
Total	6,158	100%

Source: Va. Healthcare Workforce Data Center

Among all LPCs, 96% are currently employed in the profession, 54% hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	156	3%
1 to 9 Hours	180	3%
10 to 19 Hours	410	7%
20 to 29 Hours	666	11%
30 to 39 Hours	1,167	19%
40 to 49 Hours	2,452	41%
50 to 59 Hours	683	11%
60 to 69 Hours	243	4%
70 to 79 Hours	52	1%
80 or More Hours	36	1%
Total	6,045	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	156	3%
One Part-Time Position	920	15%
Two Part-Time Positions	277	5%
One Full-Time Position	3,282	54%
One Full-Time Position & One Part-Time Position	1,181	19%
Two Full-Time Positions	71	1%
More than Two Positions	170	3%
Total	6,057	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	33	1%
Less than \$20,000	240	5%
\$20,000-\$29,999	184	4%
\$30,000-\$39,999	230	5%
\$40,000-\$49,999	300	6%
\$50,000-\$59,999	504	10%
\$60,000-\$69,999	667	14%
\$70,000-\$79,999	672	14%
\$80,000-\$89,999	615	13%
\$90,000-\$99,999	443	9%
\$100,000 or More	1,011	21%
Total	4,899	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary/Wage Employees Only)
Health Insurance: 59%
Retirement: 56%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	4,243	71%
Somewhat Satisfied	1,509	25%
Somewhat Dissatisfied	169	3%
Very Dissatisfied	46	1%
Total	5,967	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 59% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,566	44%	65%
Health Insurance	2,417	41%	59%
Retirement	2,282	39%	56%
Dental Insurance	2,277	39%	56%
Paid Sick Leave	2,204	37%	55%
Group Life Insurance	1,623	28%	41%
Signing/Retention Bonus	413	7%	10%
At Least One Benefit	3,045	52%	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 . . . ?	#	%
Experience Involuntary Unemployment?	36	< 1%
Experience Voluntary Unemployment?	244	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	203	3%
Work Two or More Positions at the Same Time?	1,960	26%
Switch Employers or Practices?	522	7%
Experience at Least One?	2,498	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 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	73	1%	58	4%
Less than 6 Months	270	5%	182	11%
6 Months to 1 Year	523	9%	193	12%
1 to 2 Years	1,296	22%	389	24%
3 to 5 Years	1,639	28%	439	27%
6 to 10 Years	970	16%	210	13%
More than 10 Years	1,136	19%	183	11%
Subtotal	5,907	100%	1,654	100%
Did Not Have Location	106		5,686	
Item Missing	1,398		71	
Total	7,411		7,411	

Source: Va. Healthcare Workforce Data Center

More than half of all LPCs are salaried employees, while nearly one-quarter of LPCs receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: < 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 7%
New Location: 20%
Over 2 Years: 63%
Over 2 Yrs., 2nd Location: 50%

Employment Type

Salary/Commission: 54%
Business/Practice Income: 23%

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	2,307	54%
Hourly Wage	623	15%
By Contract	353	8%
Business/Practice Income	966	23%
Unpaid	21	0%
Subtotal	4,271	100%
Did Not Have Location	106	
Item Missing	3,034	

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 3.3%. At the time of publication, the unemployment rate for June 2023 was still preliminary.

A Closer Look:

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	69%
Lowest Region:	1%

Locations

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

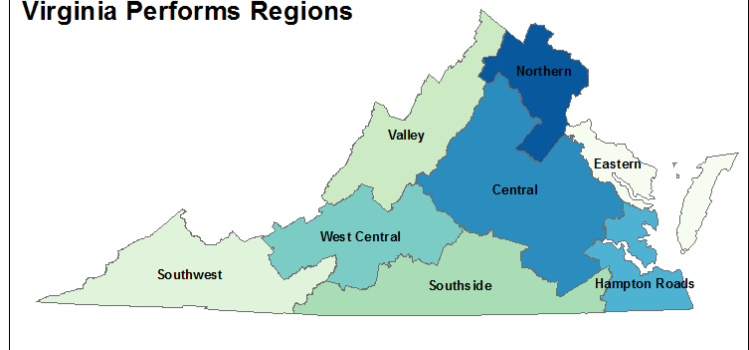
Source: Va. Healthcare Workforce Data Center

Nearly seven out of every ten LPCs in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,234	21%	339	20%
Eastern	66	1%	22	1%
Hampton Roads	1,180	20%	377	22%
Northern	1,680	28%	435	26%
Southside	210	4%	68	4%
Southwest	273	5%	77	5%
Valley	403	7%	82	5%
West Central	773	13%	166	10%
Virginia Border State/D.C.	30	1%	36	2%
Other U.S. State	50	1%	81	5%
Outside of the U.S.	0	0%	4	0%
Total	5,899	100%	1,687	100%
Item Missing	1,406		38	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all LPCs, 27% 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	94	2%	153	3%
1	4,178	70%	4,232	71%
2	913	15%	917	15%
3	729	12%	653	11%
4	47	1%	25	0%
5	16	0%	10	0%
6 or More	19	0%	6	0%
Total	5,996	100%	5,996	100%

*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	3,609	65%	1,201	80%
Non-Profit	853	15%	195	13%
State/Local Government	893	16%	96	6%
Veterans Administration	21	0%	3	0%
U.S. Military	88	2%	9	1%
Other Federal Government	64	1%	3	0%
Total	5,528	100%	1,507	100%
Did Not Have Location	106		5,686	
Item Missing	1,777		217	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	65%
Federal:	3%

Top Establishments

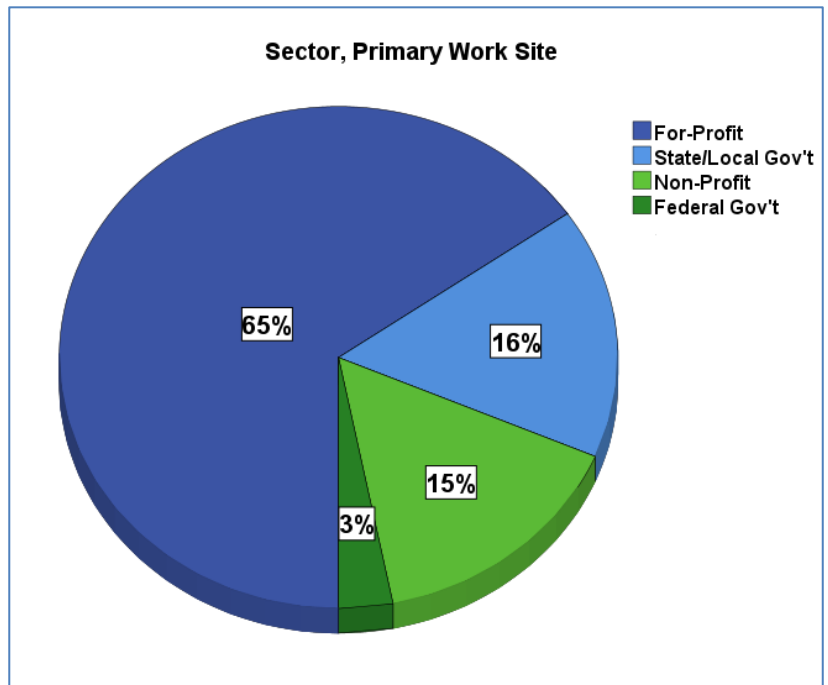
Private Practice, Group:	23%
Private Practice, Solo:	21%
Mental Health Facility:	15%

Payment Method

Cash/Self-Pay:	66%
Private Insurance:	55%

Source: Va. Healthcare Workforce Data Center

Four out of every five LPCs work in the private sector, including 65% who work in the for-profit sector. Another 16% of LPCs work for a state or local government.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	1,239	23%	358	25%
Private Practice, Solo	1,112	21%	388	27%
Mental Health Facility, Outpatient	795	15%	207	14%
Community Services Board	619	11%	74	5%
Community-Based Clinic or Health Center	411	8%	118	8%
School (Providing Care to Clients)	284	5%	24	2%
Academic Institution (Teaching Health Professions Students)	131	2%	60	4%
Residential Mental Health/Substance Abuse Facility	87	2%	21	1%
Corrections/Jail	78	1%	8	1%
Hospital, Psychiatric	74	1%	23	2%
Hospital, General	73	1%	14	1%
Administrative or Regulatory	49	1%	9	1%
Physician Office	20	0%	3	0%
Rehabilitation Facility	18	0%	3	0%
Residential Intellectual/Development Disability Facility	10	0%	4	0%
Home Health Care	8	0%	3	0%
Long-Term Care Facility, Nursing Home	2	0%	0	0%
Other practice setting	385	7%	140	10%
Total	5,395	100%	1,457	100%

Source: Va. Healthcare Workforce Data Center

Group and solo private practices employ 44% of all LPCs in Virginia. Another 15% 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	4,851	65%
Private Insurance	4,076	55%
Medicaid	2,686	36%
Medicare	640	9%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	15%
Arabic:	4%
French:	4%

Means of Communication

Other Staff Members:	47%
Virtual Translation:	41%
Respondent:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	1,104	15%
Arabic	294	4%
French	289	4%
Chinese	271	4%
Korean	269	4%
Vietnamese	240	3%
Hindi	236	3%
Persian	228	3%
Tagalog/Filipino	219	3%
Urdu	217	3%
Amharic, Somali, or Other Afro-Asiatic Languages	200	3%
Pashto	199	3%
Other Language	237	3%
At Least One Language	1,274	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	593	47%
Virtual Translation Services	519	41%
Respondent is Proficient	341	27%
Onsite Translation Service	268	21%
Other	46	4%

Source: Va. Healthcare Workforce Data Center

Nearly half of all 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%
Supervisory: 1%-9%

Roles

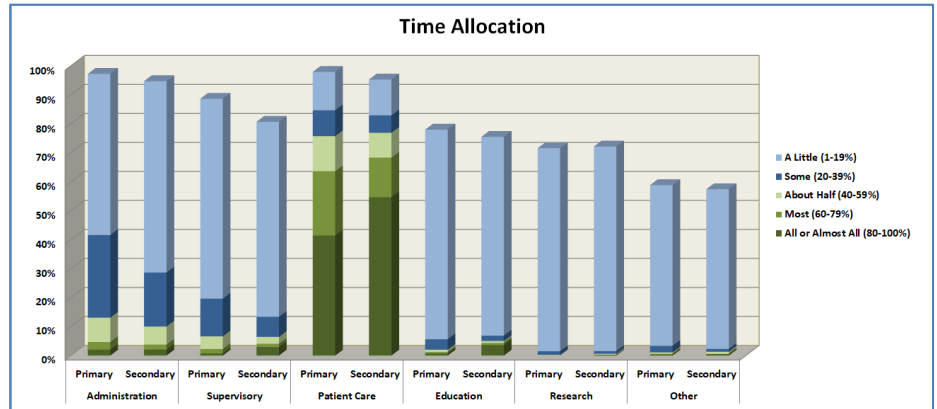
Patient Care: 64%
Administration: 5%
Supervisory: 2%

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 three-fourths of their time treating patients. In fact, 64% 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%	55%	1%	4%	0%	0%	0%	1%
Most (60-79%)	3%	2%	2%	1%	22%	14%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	8%	6%	4%	2%	12%	9%	1%	1%	0%	0%	0%	1%
Some (20-39%)	29%	19%	13%	7%	9%	6%	4%	2%	1%	1%	2%	1%
A Little (1-19%)	56%	66%	69%	67%	13%	12%	72%	69%	70%	70%	55%	55%
None (0%)	3%	5%	11%	19%	2%	5%	22%	25%	28%	28%	41%	43%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	394	7%	168	11%
1 to 24	3,409	63%	1,169	79%
25 to 49	1,497	28%	125	8%
50 to 74	100	2%	16	1%
75 or More	37	1%	5	0%
Total	5,437	100%	1,483	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

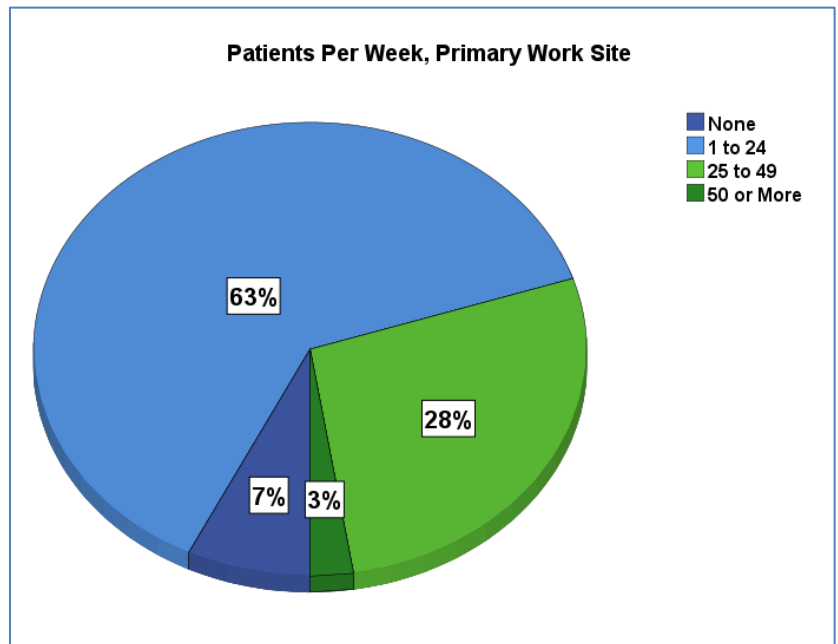
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPCs treat between 1 and 24 patients per week at their primary work location. Among those LPCs who also have a secondary work location, 79% treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

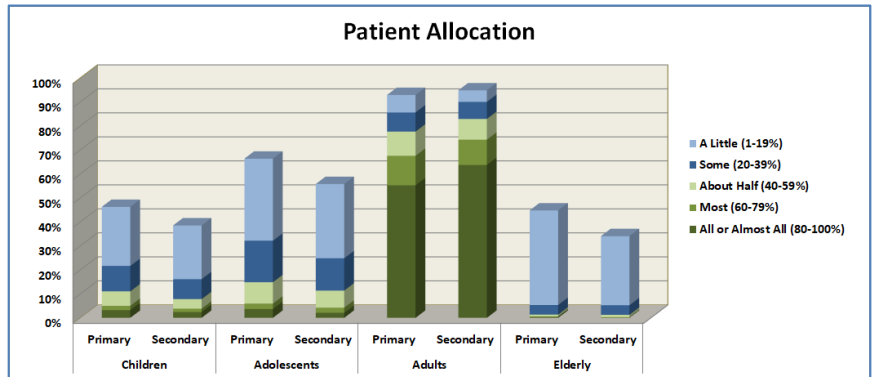
Children:	None
Adolescents:	1%-9%
Adults:	80%-89%
Elderly:	None

Roles

Children:	5%
Adolescents:	6%
Adults:	67%
Elderly:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, most patients seen by LPCs at their primary work location are adults. In addition, 67% 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%	2%	4%	2%	55%	64%	0%	0%
Most (60-79%)	2%	1%	2%	2%	12%	11%	0%	0%
About Half (40-59%)	6%	4%	9%	7%	10%	9%	1%	1%
Some (20-39%)	11%	8%	17%	13%	8%	7%	4%	4%
A Little (1-19%)	25%	22%	34%	31%	7%	5%	39%	29%
None (0%)	54%	61%	34%	44%	7%	5%	55%	66%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs 50 and Over	
	#	%	#	%
Under Age 50	83	2%	-	-
50 to 54	133	3%	12	1%
55 to 59	344	7%	67	3%
60 to 64	908	17%	247	11%
65 to 69	1,503	29%	568	26%
70 to 74	1,017	20%	587	27%
75 to 79	406	8%	263	12%
80 or Over	201	4%	132	6%
I Do Not Intend to Retire	595	11%	308	14%
Total	5,189	100%	2,184	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: 15%
Under 60: 4%

Time Until Retirement

Within 2 Years: 5%
Within 10 Years: 20%
Half the Workforce: By 2048

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, 15% expect to retire by the age of 65.

Within the next two years, 14% of LPCs expect to increase their patient care hours, and 12% expect to pursue additional educational opportunities.

Future Plans

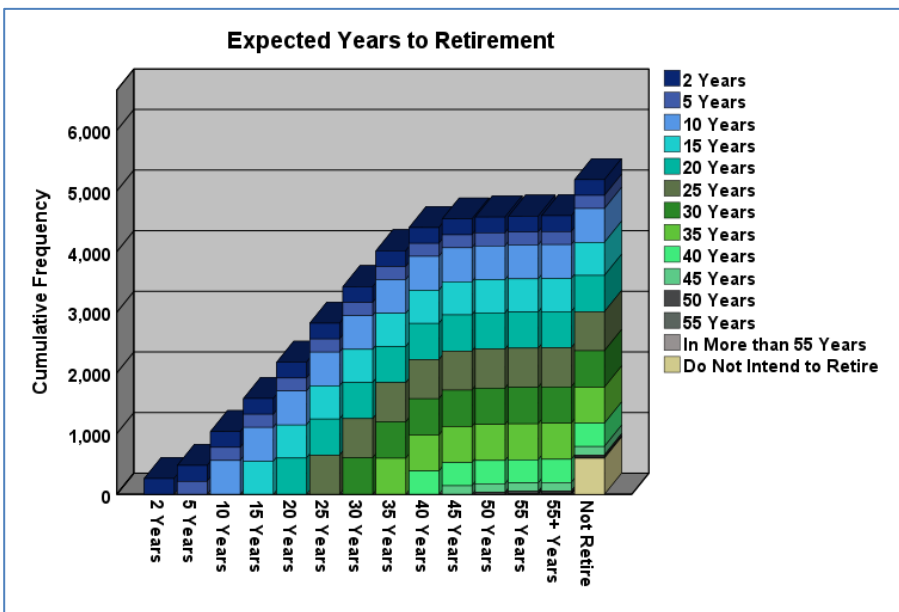
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	83	1%
Leave Virginia	160	2%
Decrease Patient Care Hours	718	10%
Decrease Teaching Hours	37	0%
Increase Participation		
Increase Patient Care Hours	1,056	14%
Increase Teaching Hours	548	7%
Pursue Additional Education	875	12%
Return to the Workforce	42	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 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 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	260	5%	5%
5 Years	216	4%	9%
10 Years	558	11%	20%
15 Years	546	11%	30%
20 Years	597	12%	42%
25 Years	644	12%	54%
30 Years	602	12%	66%
35 Years	593	11%	77%
40 Years	382	7%	85%
45 Years	141	3%	87%
50 Years	34	1%	88%
55 Years	12	0%	88%
In More than 55 Years	8	0%	89%
Do Not Intend to Retire	595	11%	100%
Total	5,189	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2033. Retirement will peak at 12% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 6,151
 FTEs/1,000 Residents²: 0.712
 Average: 0.84

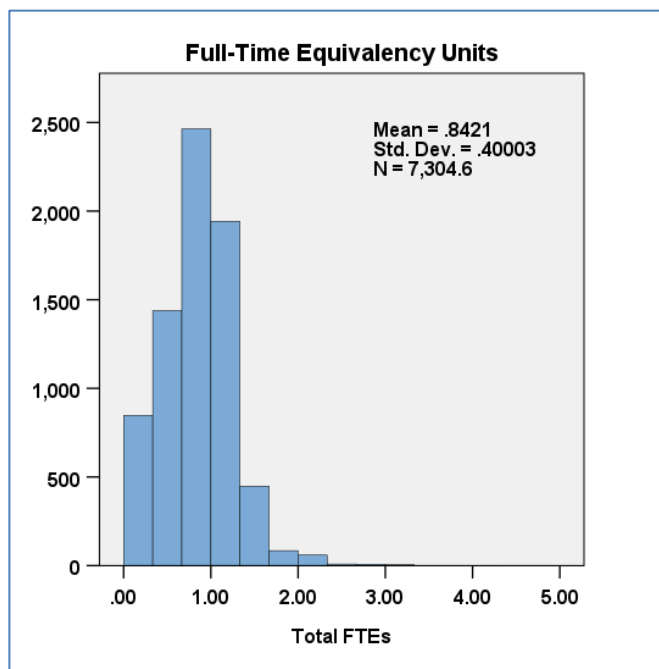
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

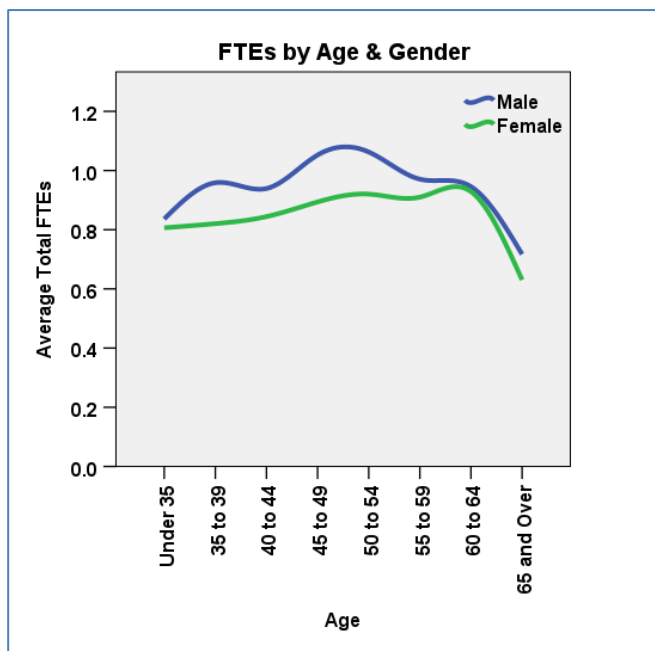


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.88 FTEs over the past year, or approximately 35 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	0.82	0.78
40 to 44	0.82	0.82
45 to 49	0.89	0.83
50 to 54	0.93	0.88
55 to 59	0.94	1.05
60 to 64	0.91	0.84
65 and Over	0.70	0.80
Gender		
Male	0.91	0.95
Female	0.84	0.88

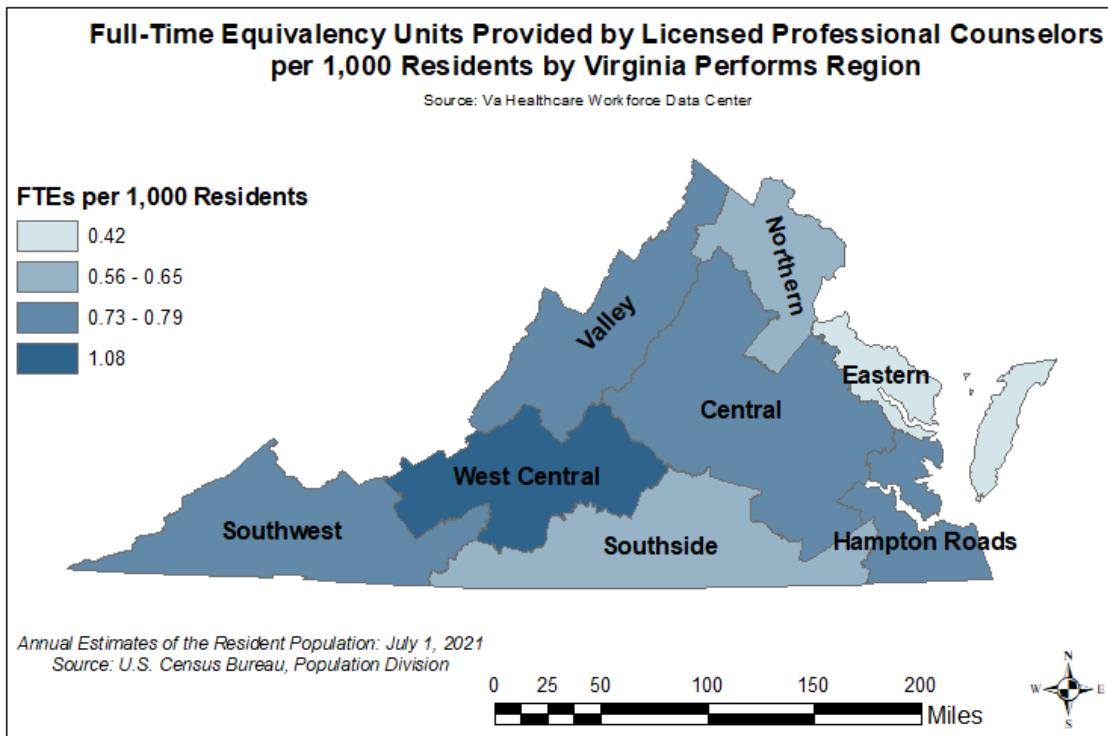
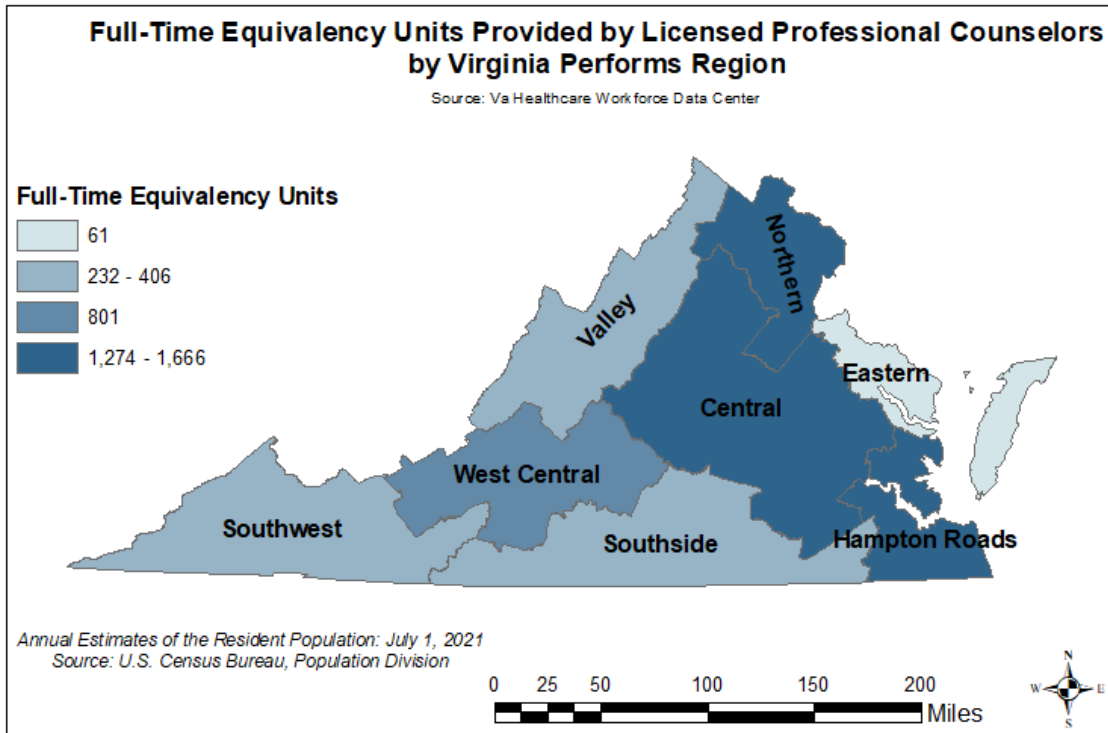
Source: Va. Healthcare Workforce Data Center

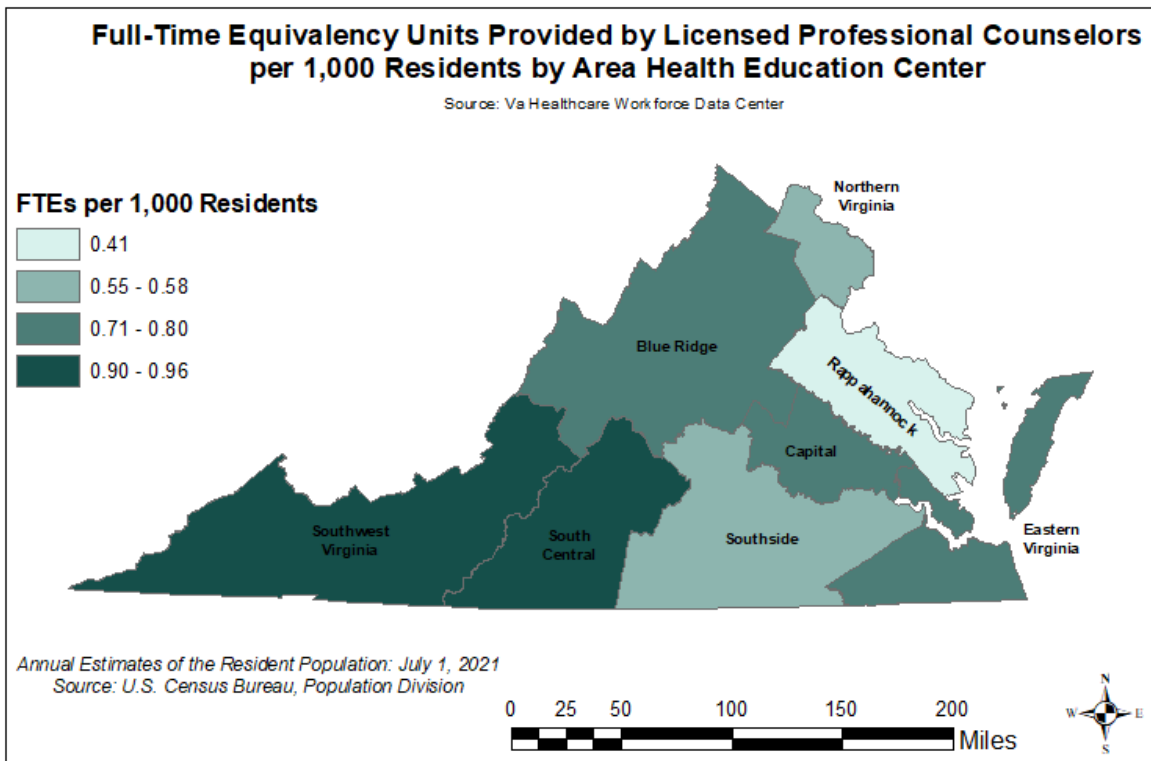
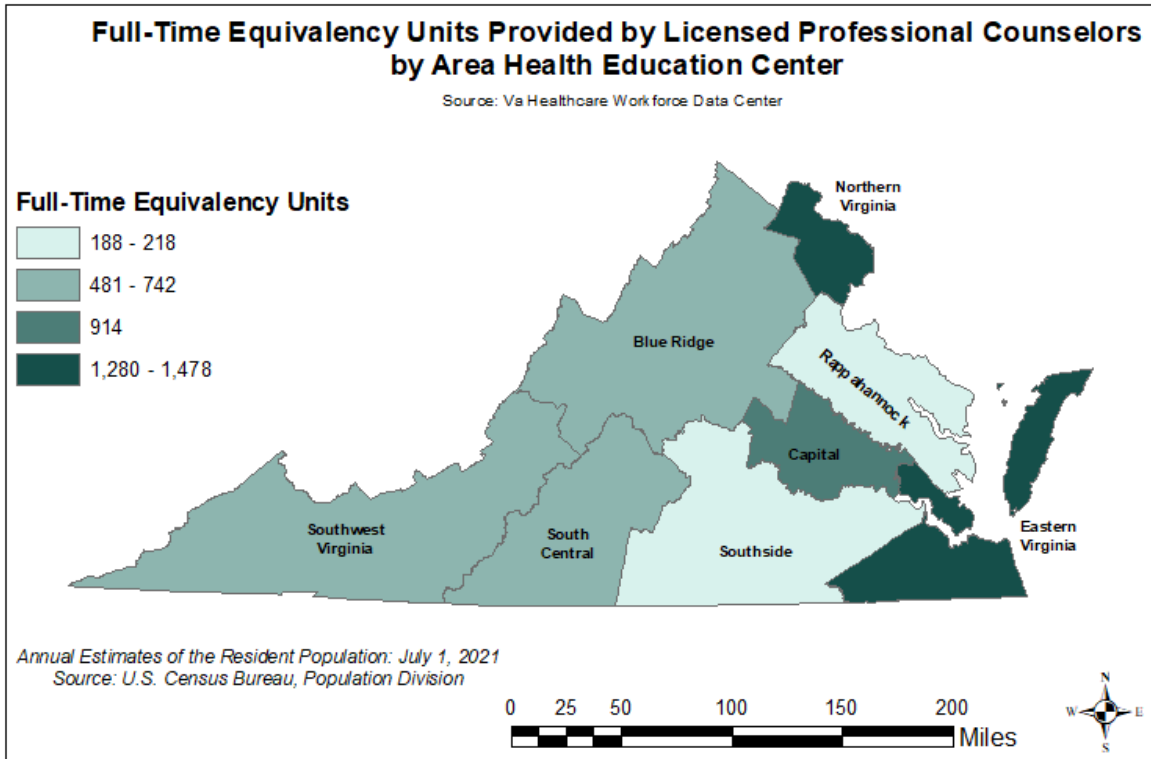


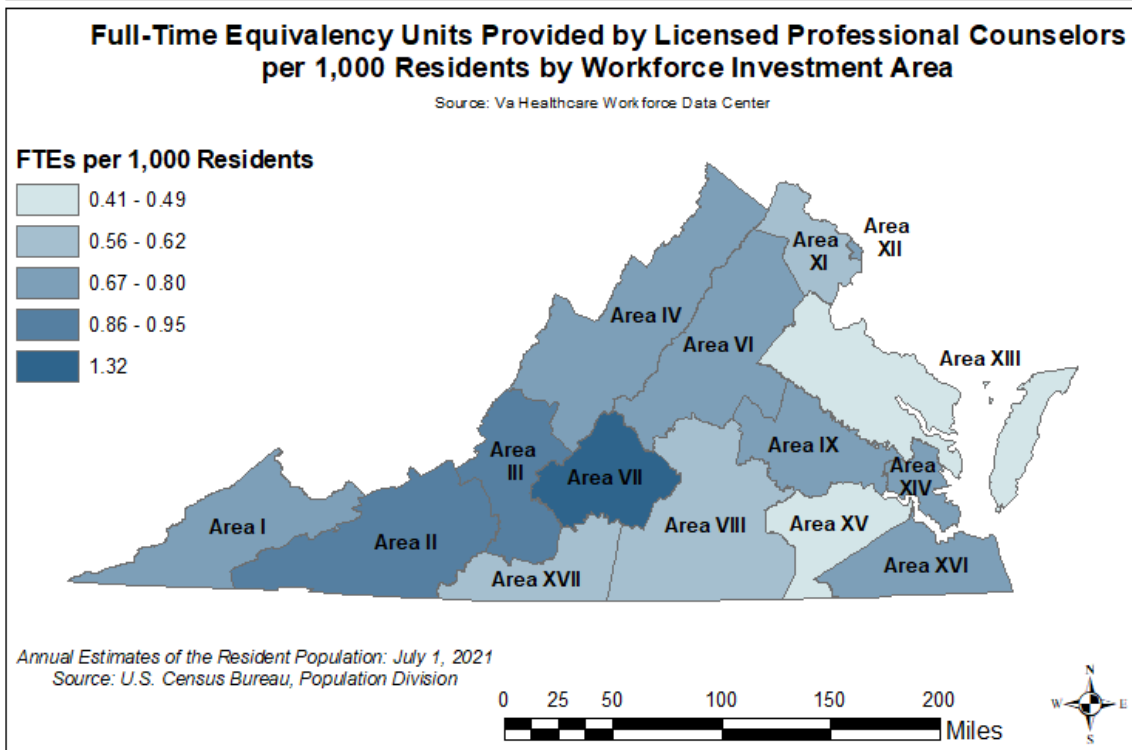
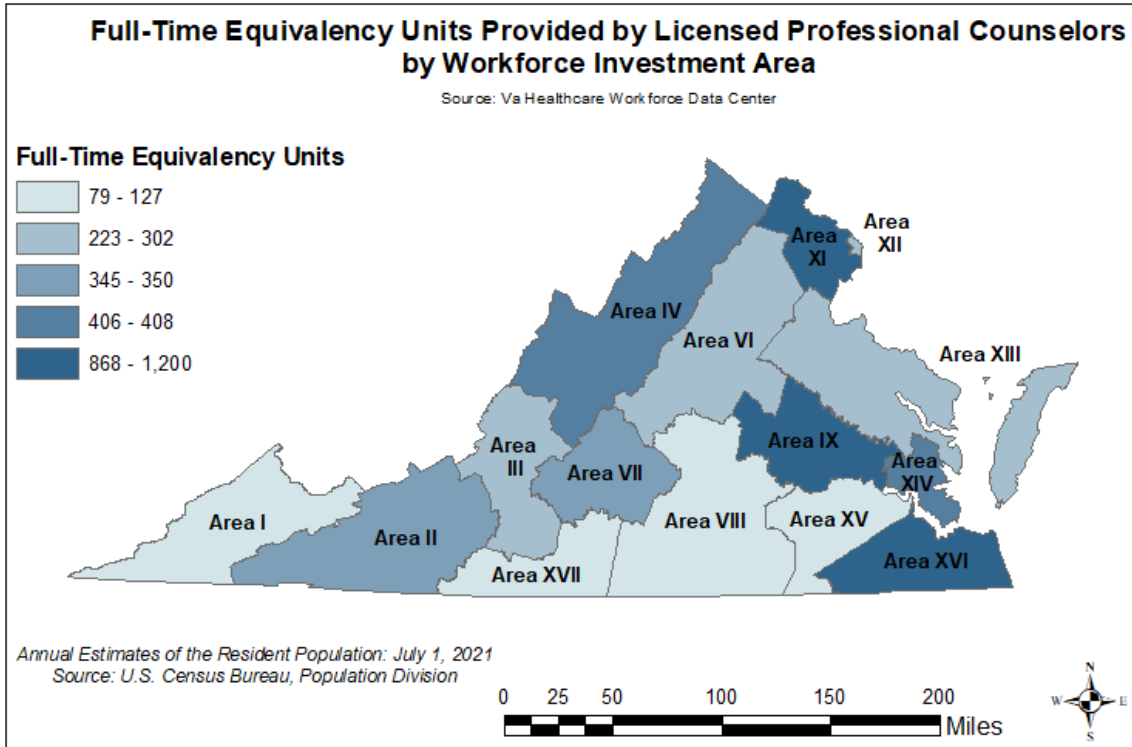
Source: Va. Healthcare Workforce Data Center

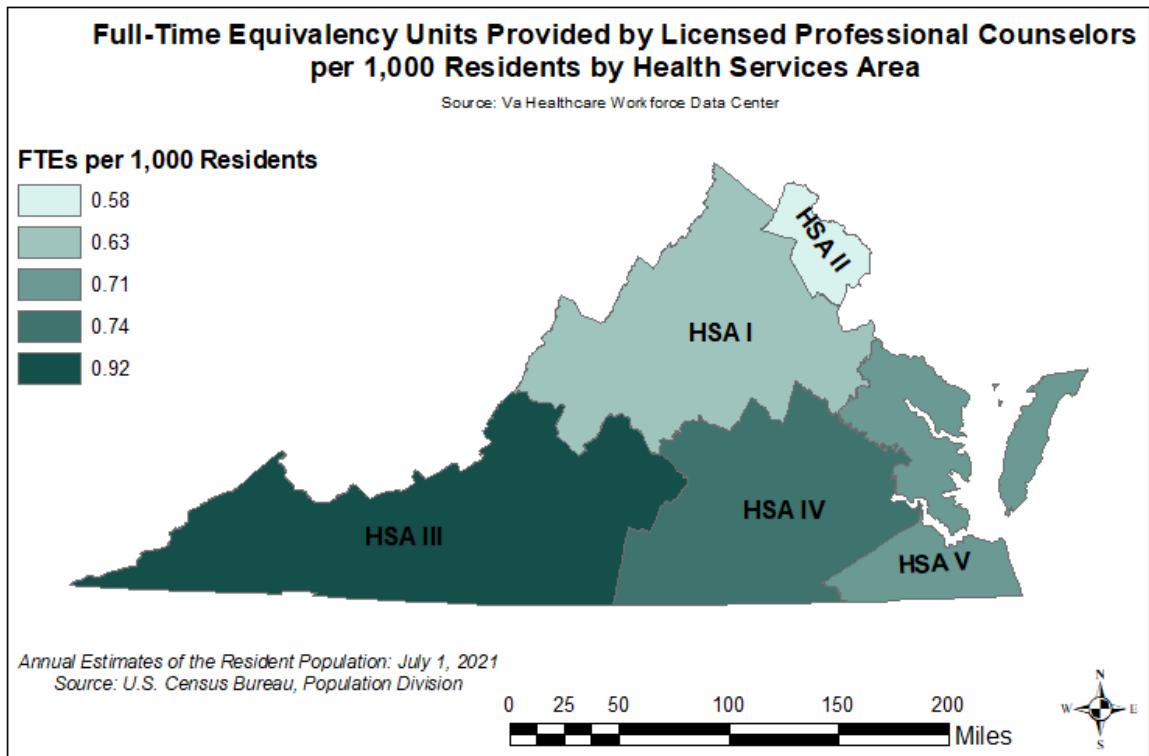
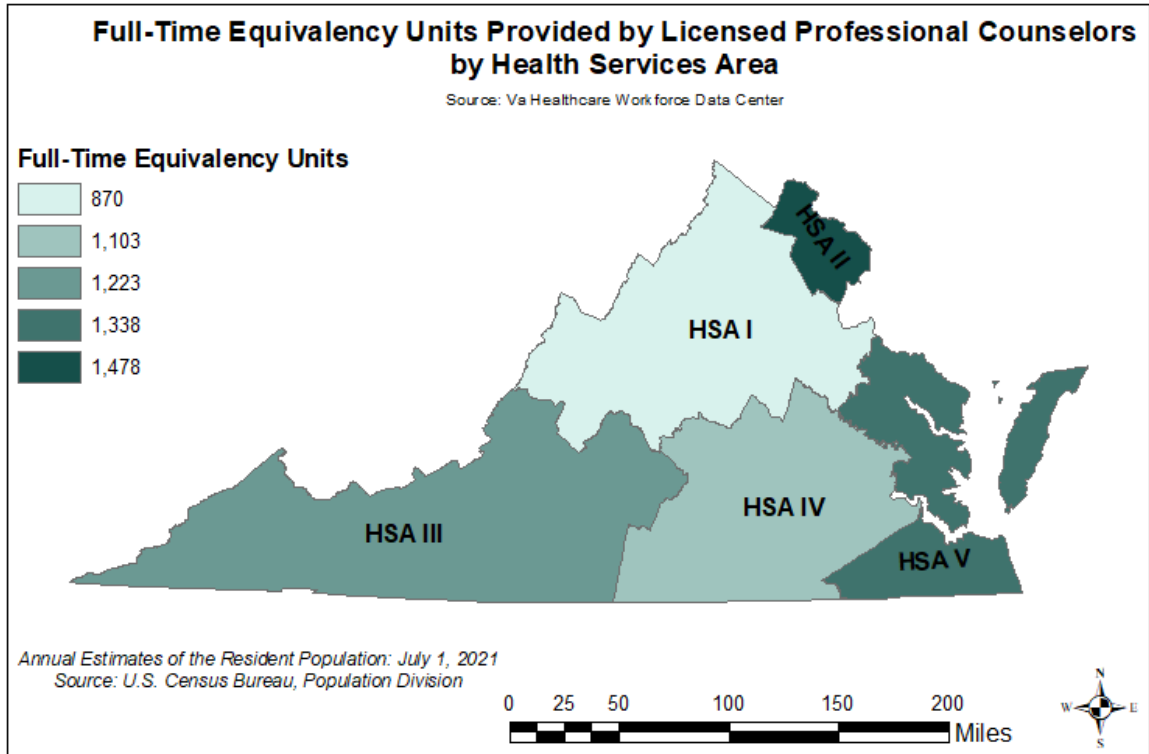
² Number of residents in 2021 was used as the denominator.

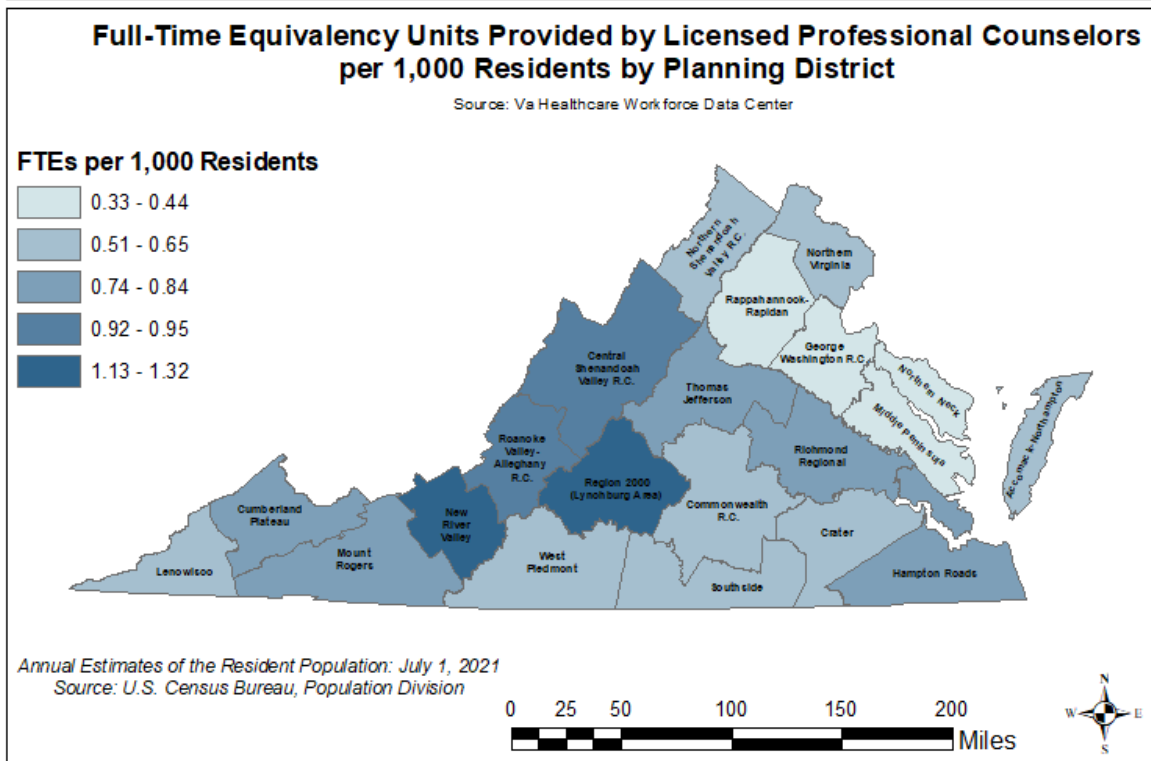
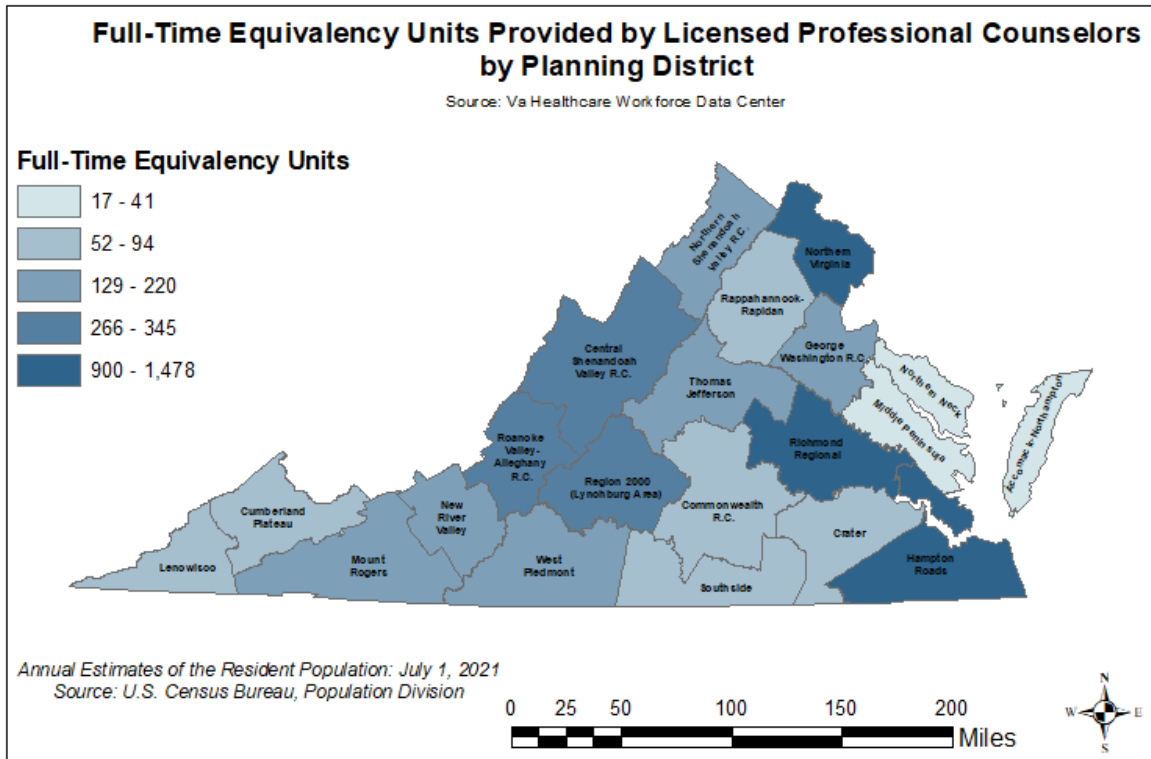
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	4,829	89.44%	1.118	1.082	1.231
Metro, 250,000 to 1 Million	854	90.05%	1.111	1.075	1.222
Metro, 250,000 or Less	940	90.00%	1.111	1.076	1.223
Urban, Pop. 20,000+, Metro Adj.	101	92.08%	1.086	1.051	1.195
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	248	87.90%	1.138	1.101	1.252
Urban, Pop. 2,500-19,999, Non-Adj.	167	91.02%	1.099	1.064	1.209
Rural, Metro Adj.	113	90.27%	1.108	1.072	1.219
Rural, Non-Adj.	41	90.24%	1.108	1.073	1.220
Virginia Border State/D.C.	958	82.25%	1.216	1.177	1.338
Other U.S. State	806	77.42%	1.292	1.250	1.422

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	1,209	79.74%	1.254	1.195	1.422
35 to 39	1,481	88.32%	1.132	1.079	1.283
40 to 44	1,419	89.01%	1.124	1.071	1.274
45 to 49	1,092	89.56%	1.117	1.064	1.266
50 to 54	1,035	90.14%	1.109	1.057	1.257
55 to 59	811	90.14%	1.109	1.057	1.258
60 to 64	685	90.66%	1.103	1.051	1.250
65 and Over	1,326	86.80%	1.152	1.098	1.306

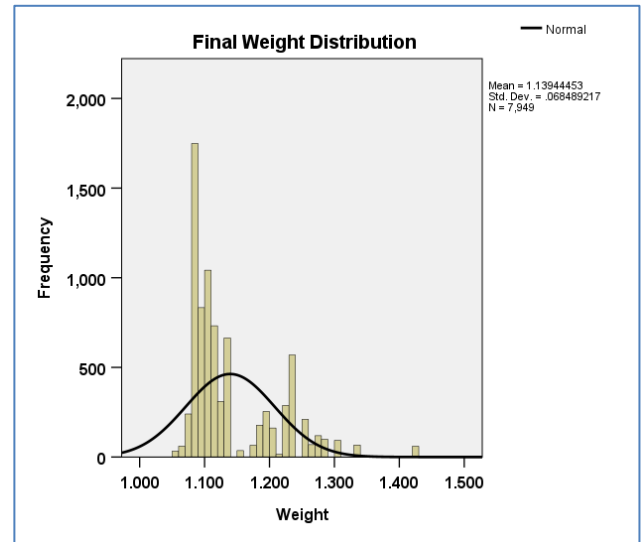
Source: Va. Healthcare Workforce Data Center

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: 0.877567



Source: Va. Healthcare Workforce Data Center