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# *Virginia's Qualified Mental Health Professional-Adult Workforce: 2023*

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Healthcare Workforce Data Center

September 2023

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*Nearly 5,000 Qualified Mental Health Professionals-Adult 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 Qualified Mental Health Professional-Adult Workforce At a Glance:

### The Workforce

Registrants:	7,071
Virginia's Workforce:	6,754
FTEs:	6,151

### Work Location

Central VA:	29%
Hampton Roads:	26%
Northern VA:	13%

### Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	66%
Satisfied?:	95%

### Survey Response Rate

All Registrants:	68%
Renewing Practitioners:	86%

### Education

Baccalaureate:	51%
Masters:	42%

### Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	64%

### Demographics

Female:	78%
Diversity Index:	55%
Median Age:	44

### Prof. Degree

Psychology:	27%
Counseling:	19%
Social Work:	14%

### Time Allocation

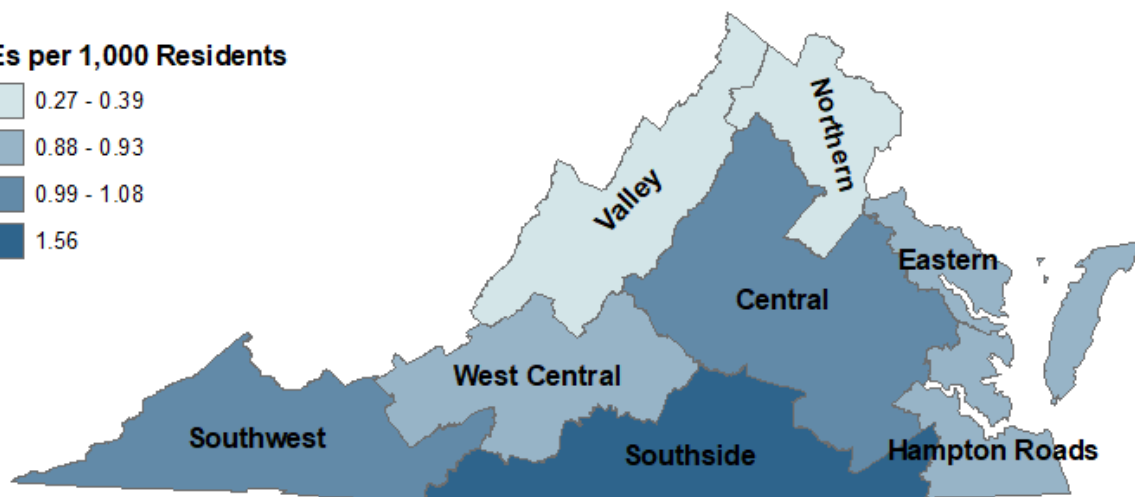
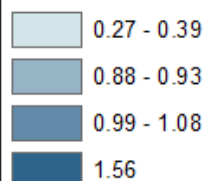
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	61%

Source: Va. Healthcare Workforce Data Center

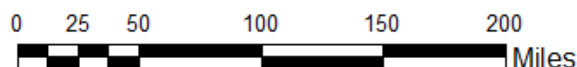
### Full-Time Equivalency Units per 1,000 Residents Provided by Qualified Mental Health Professionals-Adult by Virginia Performs Region

Source: Va Healthcare Work force 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 Qualified Mental Health Professional-Adult (QMHP-A) Workforce Survey. Nearly 5,000 QMHPs-A voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the registration renewal process, which takes place every June for QMHPs-A. These survey respondents represent 68% of the 7,071 QMHPs-A registered in the state and 86% of renewing practitioners.

The HWDC estimates that 6,754 QMHPs-A participated in Virginia's workforce during the survey period, which is defined as those QMHPs-A who worked at least a portion of the year in the state, but it does not include QMHPs-A who live in the state and intend to work as a QMHP-A at some point in the future. Over the past year, Virginia's QMHP-A workforce provided 6,151 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly four out of every five QMHPs-A are female, including 80% of those QMHPs-A who are under the age of 40. In a random encounter between two QMHPs-A, there is a 55% chance that they would be of different races or ethnicities, a measure known as the diversity index. For QMHPs-A who are under the age of 40, this diversity index increases to 56%. This makes Virginia's QMHP-A workforce almost as diverse as the state's overall population, which has a comparable diversity index of 58%.

Just over half of all QMHPs-A hold a bachelor's degree as their highest level of educational attainment, while another 42% of QMHPs-A have earned a master's degree. With respect to professional degrees, 27% of QMHPs-A have a degree in psychology, 19% have a degree in counseling, and 14% have a degree in social work. More than one out of every three QMHPs-A also are registered as Qualified Mental Health Professionals-Child (QMHPs-C), and nearly one-quarter of QMHPs-A hold a license from the Board of Counseling/Psychology/Social Work. More than half of all QMHPs-A have been registered for more than five years.

Among all QMHPs-A, 94% are currently employed in the profession, 66% hold one full-time job, and 57% work between 40 and 49 hours per week. Over the past year, 8% of QMHPs-A have experienced underemployment, while 1% of QMHPs-A have experienced involuntary unemployment. Nearly two-thirds of all QMHPs-A have worked at their primary work location for more than two years. Meanwhile, just over one-third of all QMHPs-A have been employed at multiple work locations over the past year. More than two-thirds of all QMHPs-A are employed in Central Virginia, Hampton Roads, or Northern Virginia. One-half of QMHPs-A receive a salary at their primary work location, while another 42% receive an hourly wage. Among all QMHPs-A, 95% indicated that they are satisfied with their current work situation, including 64% of QMHPs-A who indicated that they are "very satisfied."

QMHPs-A typically spend approximately three-quarters of their time in patient care activities. In fact, 61% of all QMHPs-A fill a patient care role, which means that they spend at least 60% of their time in that activity. The median patient workload for QMHPs-A at their primary work location is between 5 and 9 patients per week. In addition, QMHPs-A with a secondary work location typically treat an additional 1 to 4 patients per week. Nearly three out of every five QMHPs-A provided clinical services at their place of employment. Among these QMHPs-A, 32% provide mental health skill building services, while another 15% provide crisis stabilization services.

More than two out of every five QMHPs-A plan on continuing their education or registering as a resident in counseling or as a supervisee in social work in the future. Among those QMHPs-A not planning to pursue licensure, 17% are eligible for licensure, and nearly half of these professionals eligible for licensure do not intend to pursue it because they have no desire to become licensed. Among all QMHPs-A, 4% are registered in order to work while awaiting an application for registration as a resident in counseling or as a supervisee in social work. Furthermore, 8% of QMHPs-A are registered temporarily in order to bill for services while pursuing full licensure.

A Closer Look:

Registrants		
Status	#	%
Renewing Practitioners	5,310	75%
New Registrants	674	10%
Non-Renewals	1,087	15%
<b>All Registrants</b>	<b>7,071</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing QMHPs-A, 86% submitted a survey. These represent 68% of the 7,071 QMHPs-A who were registered at some point during the survey period.*

Definitions

- The Survey Period:** The survey was conducted in June 2023.
- Target Population:** All QMHPs-A who held a Virginia registration at some point between July 2022 and June 2023.
- Survey Population:** The survey was available to QMHPs-A who renewed their registration online. It was not available to those who did not renew, including QMHPs-A newly registered in 2023.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	245	280	53%
30 to 34	340	541	61%
35 to 39	336	672	67%
40 to 44	323	796	71%
45 to 49	249	648	72%
50 to 54	268	629	70%
55 to 59	196	563	74%
60 and Over	307	678	69%
<b>Total</b>	<b>2,264</b>	<b>4,807</b>	<b>68%</b>
<b>New Registrations</b>			
Issued in Past Year	422	252	37%
<b>Metro Status</b>			
Non-Metro	327	821	72%
Metro	1732	3,632	68%
Not in Virginia	205	354	63%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>4,807</b>
Response Rate, All Registrants	<b>68%</b>
Response Rate, Renewals	<b>86%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Registered QMHPs-A**

Number: 7,071  
 New: 10%  
 Not Renewed: 15%

**Response Rates**

All Registrants: 68%  
 Renewing Practitioners: 86%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's QMHP-A Workforce: 6,754  
 FTEs: 6,151

### Utilization Ratios

QMHPs-A in VA Workforce: 96%  
 QMHPs-A per FTE: 1.15  
 Workers per FTE: 1.10

Source: Va. Healthcare Workforce Data Center

## Definitions

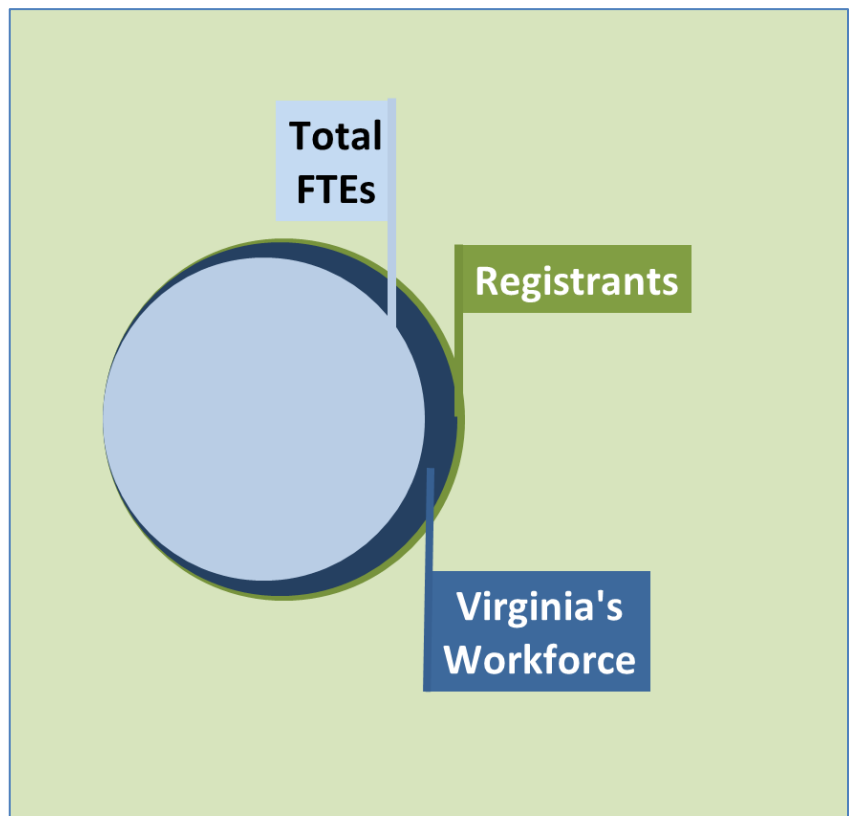
- 1. Virginia's Workforce:** A practitioner with a primary or secondary work site in Virginia at any time in the past year. It does not include those who intend to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. QMHPs-A in VA Workforce:** The proportion of registrants in Virginia's workforce.
- 4. QMHPs-A per FTE:** An indication of the number of registrants needed to create 1 FTE. Higher numbers indicate lower registrant participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

### Virginia's QMHP-A Workforce

Status	#
Virginia's Workforce	6,754
Total FTEs	6,151
Registered QMHPs-A	7,071

Source: Va. Healthcare Workforce Data Center

*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



## Registrants Not in Virginia's Workforce

*Only 4% of Virginia's registrants did not participate in the state's QMHP-A workforce during the past year. Among these QMHPs-A, 62% worked at some point in the past year, including 50% who worked as a QMHP-A.*

### At a Glance:

#### Not in VA Workforce

Total:	317
% of Registrants:	4%
Va. Border State/DC:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	78	16%	407	84%	485	7%
30 to 34	164	20%	661	80%	825	13%
35 to 39	196	21%	738	79%	934	14%
40 to 44	236	23%	809	78%	1,045	16%
45 to 49	186	22%	658	78%	844	13%
50 to 54	208	25%	626	75%	834	13%
55 to 59	153	22%	550	78%	703	11%
60 and Over	241	27%	659	73%	899	14%
<b>Total</b>	<b>1,463</b>	<b>22%</b>	<b>5,107</b>	<b>78%</b>	<b>6,570</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	QMHPs-A		QMHPs-A Under 40	
	%	#	%	#	%
White	60%	2,279	36%	746	34%
Black	19%	3,554	56%	1,229	56%
Asian	7%	68	1%	27	1%
Other Race	0%	54	1%	13	1%
Two or More Races	3%	164	3%	62	3%
Hispanic	10%	224	4%	107	5%
<b>Total</b>	<b>100%</b>	<b>6,343</b>	<b>100%</b>	<b>2,184</b>	<b>100%</b>

\*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: 78%  
 % Under 40 Female: 80%

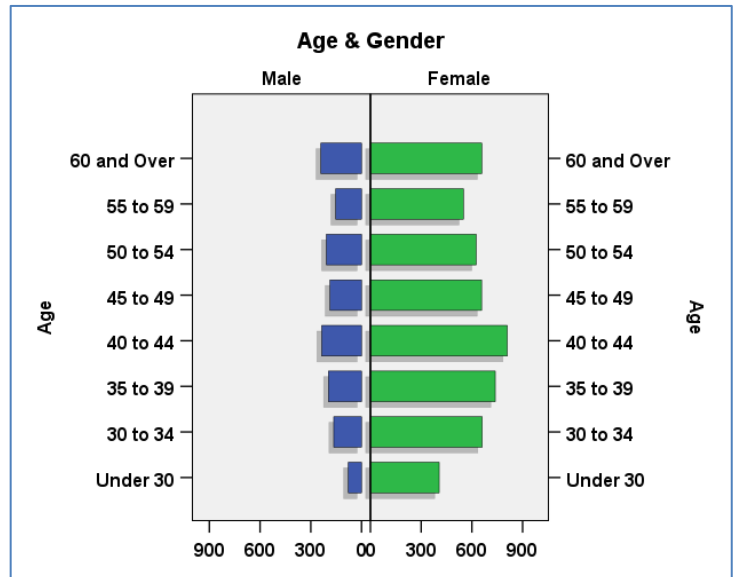
**Age**  
 Median Age: 44  
 % Under 40: 34%  
 % 55 and Over: 24%

**Diversity**  
 Diversity Index: 55%  
 Under 40 Div. Index: 56%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two QMHPs-A, there is a 55% 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%.*

*More than one-third of all QMHPs-A are under the age of 40, and 80% of QMHPs-A who are under the age of 40 are female. In addition, the diversity index among QMHPs-A who are under the age of 40 is 56%.*



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Education Level		
Degree	#	%
Some High School	1	0%
High school/GED	39	1%
Some College	163	2%
Associate	169	3%
Bachelor's Degree	3,357	51%
Master's Degree	2,747	42%
Doctor of Psychology	22	0%
Other Doctorate/PhD	121	2%
<b>Total</b>	<b>6,619</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than half of all QMHPs-A have a baccalaureate degree as their highest degree. Another 42% of QMHPs-A have a master's degree as their highest degree.

## At a Glance:

**Education**

Baccalaureate: 51%

Masters: 42%

**Professional Degree**

Psychology: 27%

Counseling: 19%

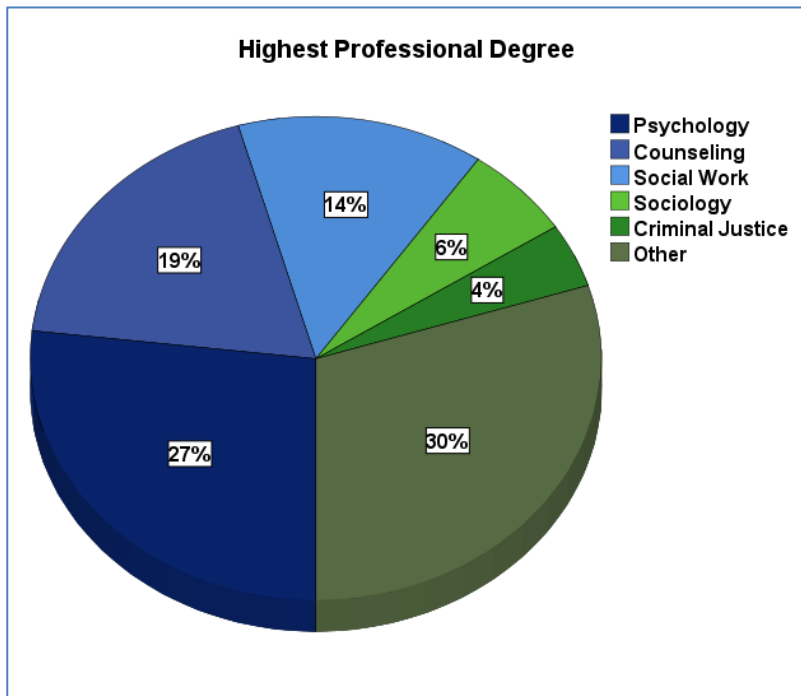
Social Work: 14%

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree		
Degree	#	%
Psychology	1,764	27%
Counseling	1,233	19%
Social Work	921	14%
Sociology	408	6%
Criminal Justice	280	4%
Other	1,965	30%
<b>Total</b>	<b>6,572</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all QMHPs-A hold their highest professional degree in psychology. Another 19% of QMHPs-A hold their highest professional degree in counseling.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Registration

QMHP-A & QMHP-C: 35%  
 Additional Registration or License: 23%

### Registration Duration

Less than 1 Year: 6%  
 More than 5 Years: 54%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Registration		
Registration	#	%
QMHP-A Only	4,235	65%
QMHP-A & QMHP-C	2,284	35%
<b>Total</b>	<b>6,519</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

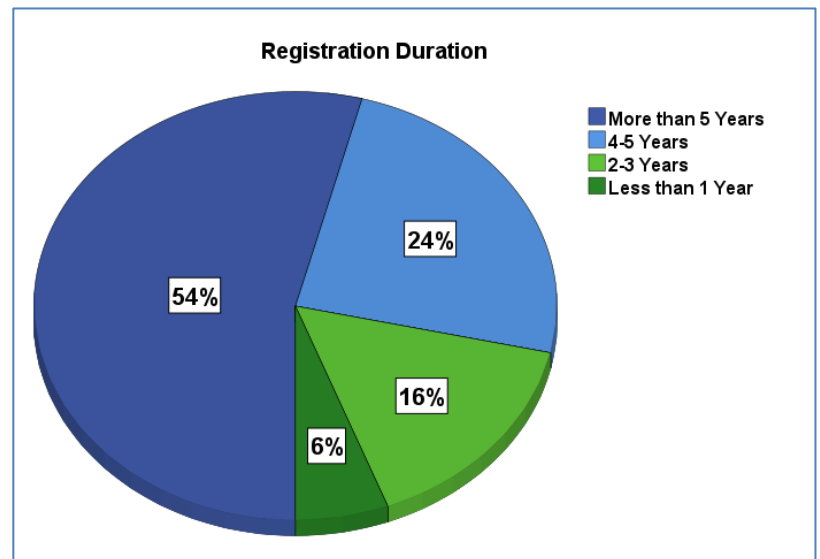
*More than one-third of all QMHPs-A are also QMHPs-C. In addition, nearly one-quarter of all QMHPs-A hold a registration, certification, or license from the Board of Counseling, Psychology, or Social Work.*

Additional Registration or License		
Response	#	%
Yes	1,276	23%
No	4,259	77%
<b>Total</b>	<b>5,535</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

QMHP-A Registration Duration		
Time Period	#	%
Less than 1 Year	378	6%
2-3 Years	1,033	16%
4-5 Years	1,601	24%
More than 5 Years	3,551	54%
<b>Total</b>	<b>6,563</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than one-third of all QMHPs-A have a supervisor who is an LPC. Another 30% of QMHPs-A have a supervisor who is an LCSW.*

Supervisor Credential		
Credential	#	%
Licensed Professional Counselor	1,931	35%
Licensed Clinical Social Worker	1,677	30%
Licensed Clinical Psychologist	190	3%
Other	1,776	32%
<b>Total</b>	<b>5,574</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 66%  
 2 or More Positions: 23%

### Weekly Hours:

40 to 49: 57%  
 60 or More: 7%  
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

*Among all QMHPs-A, 94% are currently employed in the profession, 66% hold one full-time job, and 57% work between 40 and 49 hours per week.*

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	63	1%
Employee of a Provider Licensed by the Department of Behavioral Health and Developmental Services (DBHDS)	3,448	53%
Employee of the DBHDS	684	10%
Employee of the Department of Corrections (DOC)	173	3%
Independent Contractor for Provider Licensed by DBHDS	508	8%
Independent Contractor of DBHDS	111	2%
Independent Contractor for DOC	17	< 1%
Employed in a Behavioral Sciences Related Capacity, Specific Designation Unknown	1,198	18%
Employed, NOT in a Behavioral Sciences Related Capacity	293	5%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	5	< 1%
Voluntarily Unemployed	19	< 1%
Retired	11	< 1%
Other	28	< 1%
<b>Total</b>	<b>6,557</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	35	1%
One Part-Time Position	655	10%
Two Part-Time Positions	262	4%
One Full-Time Position	4,237	66%
One Full-Time Position & One Part-Time Position	1,049	16%
Two Full-Time Positions	77	1%
More than Two Positions	115	2%
<b>Total</b>	<b>6,430</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	35	1%
1 to 9 Hours	151	2%
10 to 19 Hours	210	3%
20 to 29 Hours	338	5%
30 to 39 Hours	930	15%
40 to 49 Hours	3,641	57%
50 to 59 Hours	640	10%
60 to 69 Hours	264	4%
70 to 79 Hours	62	1%
80 or More Hours	88	1%
<b>Total</b>	<b>6,359</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Satisfaction**  
 Satisfied: 95%  
 Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

*Among all QMHPs-A, 95% are satisfied with their current employment situation, including 64% who indicated that they are “very satisfied.”*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	4,126	64%
<b>Somewhat Satisfied</b>	2,005	31%
<b>Somewhat Dissatisfied</b>	229	4%
<b>Very Dissatisfied</b>	92	1%
<b>Total</b>	<b>6,452</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	86	1%
Experience Voluntary Unemployment?	193	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	563	8%
Work Two or More Positions at the Same Time?	1,986	29%
Switch Employers or Practices?	532	8%
<b>Experience at Least One?</b>	<b>2,770</b>	<b>41%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s QMHPs-A 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.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	67	1%	77	4%
Less than 6 Months	364	6%	236	12%
6 Months to 1 Year	594	9%	262	13%
1 to 2 Years	1,269	20%	413	21%
3 to 5 Years	1,647	26%	529	26%
6 to 10 Years	1,099	17%	267	13%
More than 10 Years	1,290	20%	222	11%
<b>Subtotal</b>	<b>6,330</b>	<b>100%</b>	<b>2,005</b>	<b>100%</b>
Did Not Have Location	35		4,607	
Item Missing	389		142	
<b>Total</b>	<b>6,754</b>		<b>6,754</b>	

Source: Va. Healthcare Workforce Data Center

*One-half of all QMHPs-A are salaried employees, while 42% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 8%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 23%  
Over 2 Years: 64%  
Over 2 Yrs., 2<sup>nd</sup> Location: 51%

**Employment Type**

Salary/Commission: 50%  
Hourly Wage: 42%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,366	50%
Hourly Wage	2,000	42%
By Contract	291	6%
Business/Practice Income	20	0%
Unpaid	30	1%
<b>Subtotal</b>	<b>4,707</b>	<b>100%</b>
Did Not Have Location	35	
Item Missing	2,011	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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.

## At a Glance:

### Concentration

Top Region:	29%
Top 3 Regions:	68%
Lowest Region:	2%

### Locations

2 or More (Past Year):	34%
2 or More (Now*):	31%

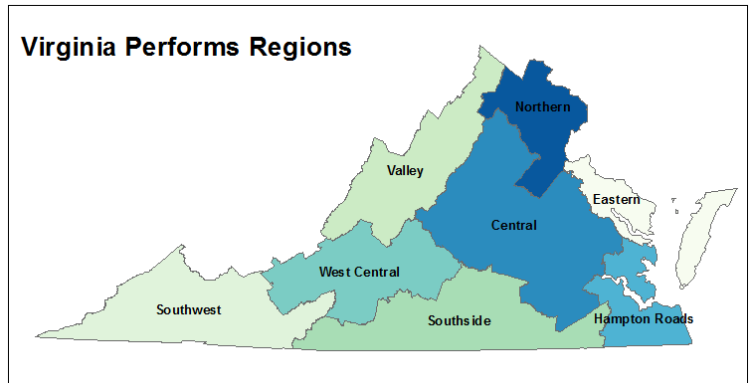
Source: Va. Healthcare Workforce Data Center

More than two-thirds of all QMHPs-A in the state work in Central Virginia, Hampton Roads, or Northern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,844	29%	667	32%
Eastern	132	2%	64	3%
Hampton Roads	1,656	26%	560	27%
Northern	803	13%	242	12%
Southside	558	9%	181	9%
Southwest	393	6%	92	4%
Valley	200	3%	59	3%
West Central	695	11%	181	9%
Virginia Border State/D.C.	13	0%	17	1%
Other U.S. State	7	0%	14	1%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>6,301</b>	<b>100%</b>	<b>2,077</b>	<b>100%</b>
Item Missing	417		68	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three out of every ten QMHPs-A currently have multiple work locations, while 34% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	0	0%	24	0%
1	4,179	66%	4,323	69%
2	778	12%	843	13%
3	1,133	18%	1,009	16%
4	89	1%	48	1%
5	36	1%	24	0%
6 or More	95	2%	38	1%
<b>Total</b>	<b>6,310</b>	<b>100%</b>	<b>6,310</b>	<b>100%</b>

\*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center



## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 70%-79%  
Administration: 10%-19%  
Supervisory: 1%-9%

### Roles

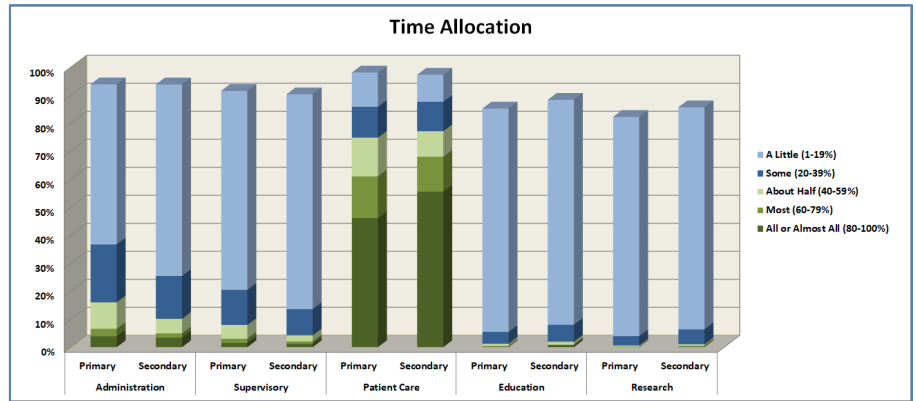
Patient Care: 61%  
Administration: 7%  
Supervisory: 3%

### Patient Care QMHPs-A

Median Admin. Time: 1%-9%  
Avg. Admin. Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*QMHPs-A spend approximately three-quarters of their time treating patients. In fact, 61% of all QMHPs-A 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	4%	3%	2%	1%	46%	55%	0%	1%	0%	0%
<b>Most (60-79%)</b>	3%	2%	1%	1%	15%	12%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	9%	5%	5%	2%	14%	9%	1%	1%	0%	1%
<b>Some (20-39%)</b>	21%	15%	13%	9%	11%	11%	4%	6%	3%	5%
<b>A Little (1-19%)</b>	57%	68%	71%	77%	12%	10%	80%	80%	78%	79%
<b>None (0%)</b>	6%	6%	9%	10%	2%	3%	15%	12%	18%	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	543	9%	179	10%
<b>1-4</b>	1,874	32%	878	47%
<b>5-9</b>	1,323	23%	331	18%
<b>10-14</b>	812	14%	209	11%
<b>15-29</b>	718	12%	144	8%
<b>30-44</b>	328	6%	56	3%
<b>45-60</b>	124	2%	32	2%
<b>60 or More</b>	129	2%	22	1%
<b>Total</b>	<b>5,851</b>	<b>100%</b>	<b>1,850</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

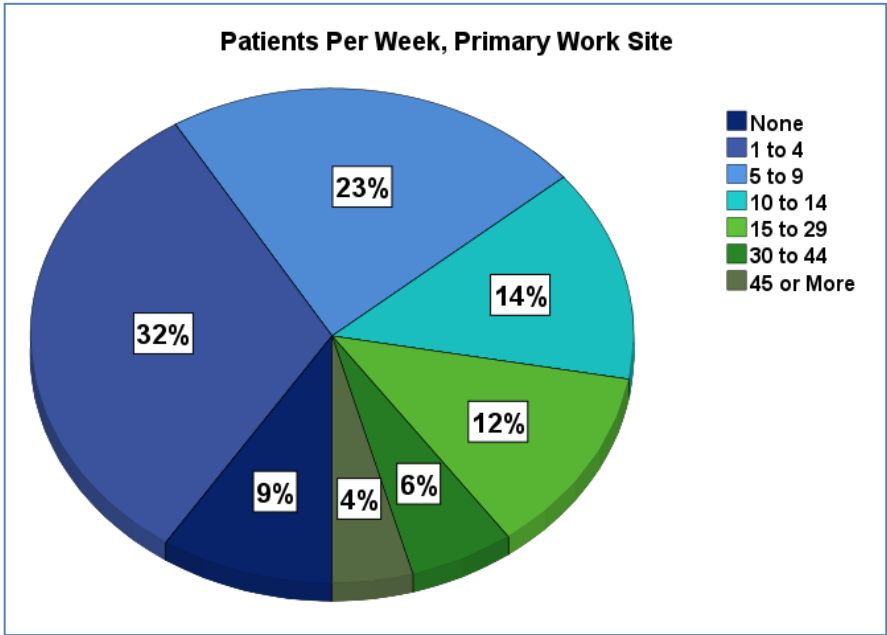
**Weekly Patients Totals**  
(Median)

Primary Location: 5-9

Secondary Location: 1-4

Source: Va. Healthcare Workforce Data Center

The median patient workload for QMHPs-A at their primary work location is between 5 and 9 patients per week. For QMHPs-A who also have a secondary work location, their median patient workload is between 1 and 4 patients per week.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Clinical Services

Treatment:	42%
Case Management:	24%
Assessment:	15%

### Provision of Services

% Providing Services:	56%
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### Services Provided

Mental Health Skill Building:	32%
Crisis Stabilization:	15%
Intensive In-Home Services:	8%

Source: Va. Healthcare Workforce Data Center

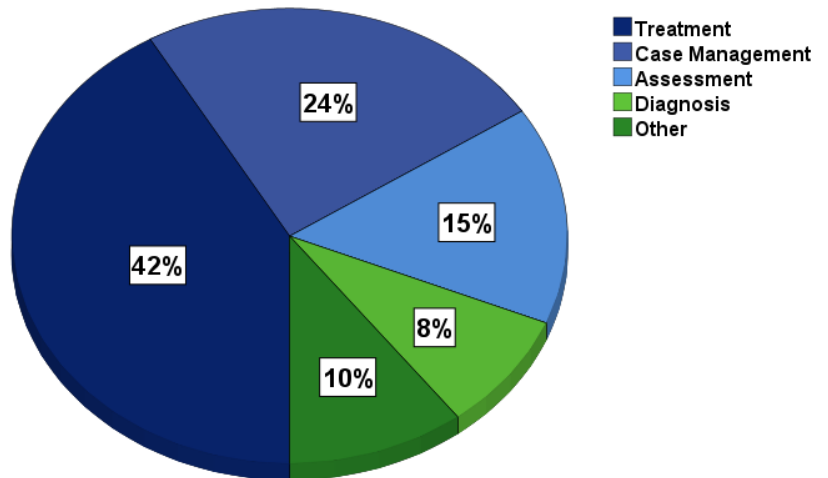
## A Closer Look:

Clinical Services		
Service	#	%
Treatment	2,289	42%
Case Management	1,326	24%
Assessment	851	15%
Diagnosis	462	8%
Other	570	10%
<b>Total</b>	<b>5,498</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than two out of every five QMHPs-A define clinical services as treatment, while 24% consider clinical services to be case management.

Description of Clinical Services



Source: Va. Healthcare Workforce Data Center

Nearly three out of every five QMHPs-A provide clinical services. Among QMHPs-A who provide clinical services, nearly one-third provide mental health skill building services.

### Provision of Services

Response	#	%
Yes	3,112	56%
No	2,444	44%
<b>Total</b>	<b>5,556</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### Clinical Services Provided

Service	#	%
Mental Health Skill Building Services	979	32%
Crisis Stabilization	459	15%
Intensive In-Home Services	238	8%
Psychosocial Rehabilitation	229	7%
Therapeutic Day Treatment - Children and Adolescents (TDT)	47	2%
Other	1,129	37%
<b>Total</b>	<b>3,081</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Continuing Education		
Response	#	%
<b>Yes</b>	2,381	42%
<b>No</b>	3,342	58%
<b>Total</b>	<b>5,723</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than two out of every five QMHPs-A plan on continuing their education or registering as a resident in counseling or as a supervisee in social work in the future. Additionally, the median number of years to supervision is 2.*

**At a Glance:**

**Counseling/Social Work**

% Continuing Education: 42%  
 % Awaiting Application: 4%  
 Median Years to Supervision: 2

**Licensure Eligibility**

% Not Pursuing Licensure but Eligible: 17%  
 % with No Desire for Licensure: 48%

**Future Licensure**

Temporary Registration: 8%  
 % Not Temporarily Registered but Eligible: 38%  
 Median Years to Eligibility: 2

Source: Va. Healthcare Workforce Data Center

*For those QMHPs-A not planning to continue their education or register as a resident in counseling or as a supervisee in social work, 17% are eligible for licensure.*

Licensure Eligibility for QMHPs-A Not Seeking Licensure		
Response	#	%
<b>Yes</b>	500	17%
<b>No</b>	2,473	83%
<b>Total</b>	<b>2,973</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*For those QMHPs-A who are eligible for licensure but are not planning to continue their education or register as a resident in counseling or as a supervisee in social work, 48% are not pursuing licensure because they have no desire to become licensed.*

Reason for Not Pursuing Licensure		
Reason	#	%
<b>No Desire to Become Licensed</b>	205	48%
<b>Incomplete Supervision Hours Due to Other Reasons</b>	24	6%
<b>Ineligible Degree</b>	22	5%
<b>Incomplete Supervision Hours Due to Lack of Staff</b>	9	2%
<b>Other</b>	167	39%
<b>Total</b>	<b>427</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Only 4% of QMHPs-A registered as a QMHP-A in order to work while awaiting their application for registration as a Resident in Counseling or as a Supervisee in Social Work.

### Awaiting Registration Application

Response	#	%
Yes	118	4%
No	2,974	96%
<b>Total</b>	<b>3,092</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Temporary Registration		
Response	#	%
Yes	515	8%
No	6,005	92%
<b>Total</b>	<b>6,520</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one out of every ten QMHPs-A are registered temporarily in order to bill for services while they pursue licensure.

For those QMHPs-A who are not registered as a temporary measure in order to bill for services while pursuing licensure, 38% are eligible for licensure.

### Licensure Eligibility for QMHPs-A Not Temporarily Registered

Response	#	%
Yes	2,137	38%
No	3,501	62%
<b>Total</b>	<b>5,638</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Reason for Not Being Eligible for Licensure		
Reason	#	%
Additional Education Required	956	51%
Not Pursuing Licensure	273	15%
Ineligible Degree	163	9%
Hold Other License	143	8%
Currently in School	129	7%
Other	200	11%
<b>Total</b>	<b>1,863</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

For QMHPs-As who are eligible to be licensed, the median number of years to licensure is 2.

It is important to note that among QMHPs-A who are not eligible, 51% reported additional education needed as the reason for not being eligible for licensure. An additional 15% of QMHPs-A reported that they were no longer interested in pursuing licensure.

## At a Glance:

### FTEs

Total: 6,151  
 FTEs/1,000 Residents<sup>2</sup>: 0.712  
 Average: 0.92

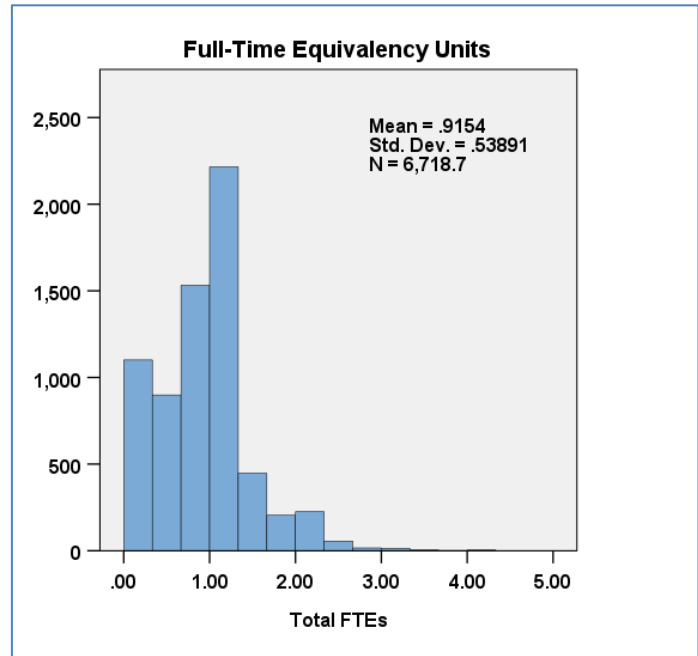
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small  
 Gender, *Partial Eta*<sup>2</sup>: Negligible

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

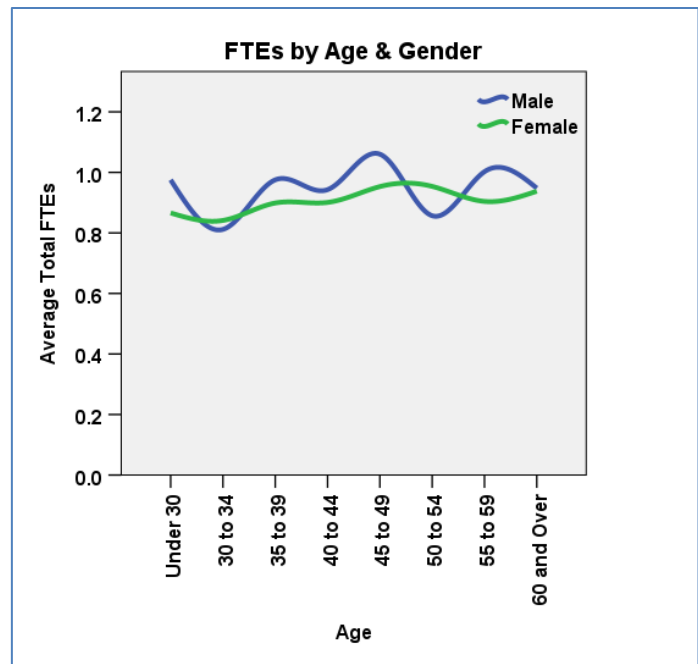


Source: Va. Healthcare Workforce Data Center

The typical (median) QMHP-A provided 0.96 FTEs over the past year, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.89	0.96
30 to 34	0.83	0.92
35 to 39	0.92	0.99
40 to 44	0.91	0.96
45 to 49	0.98	1.03
50 to 54	0.92	0.97
55 to 59	0.92	0.96
60 and Over	0.94	0.96
<b>Gender</b>		
Male	0.94	1.01
Female	0.91	0.96

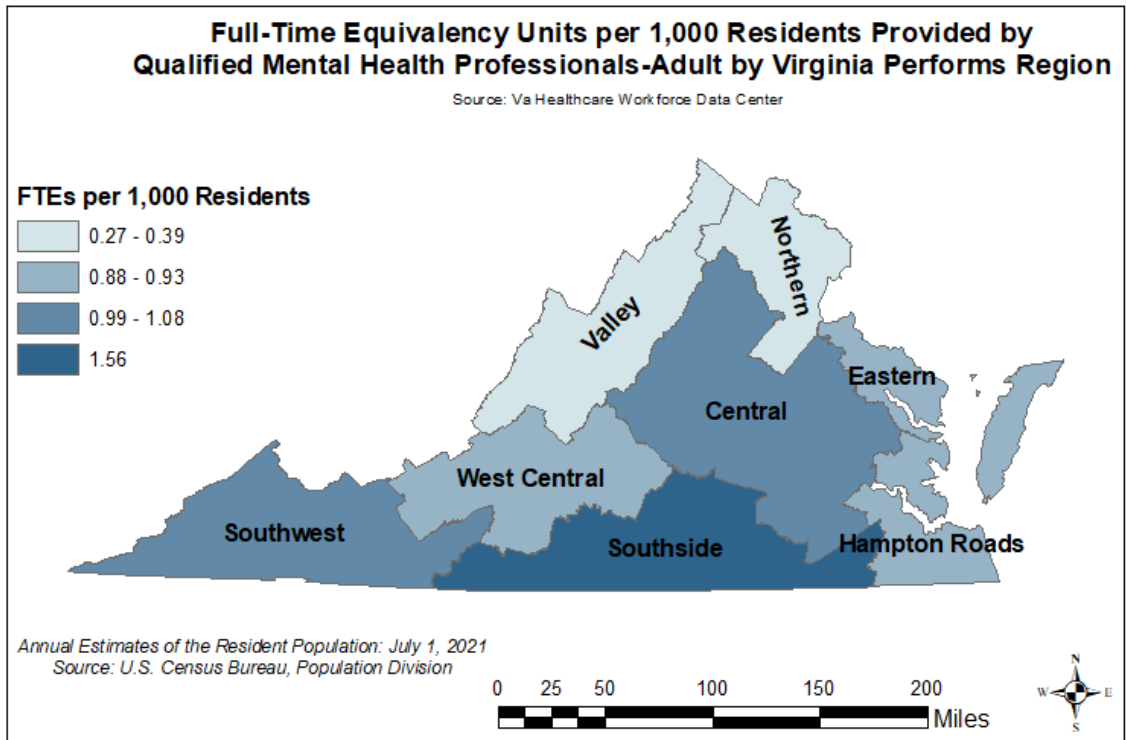
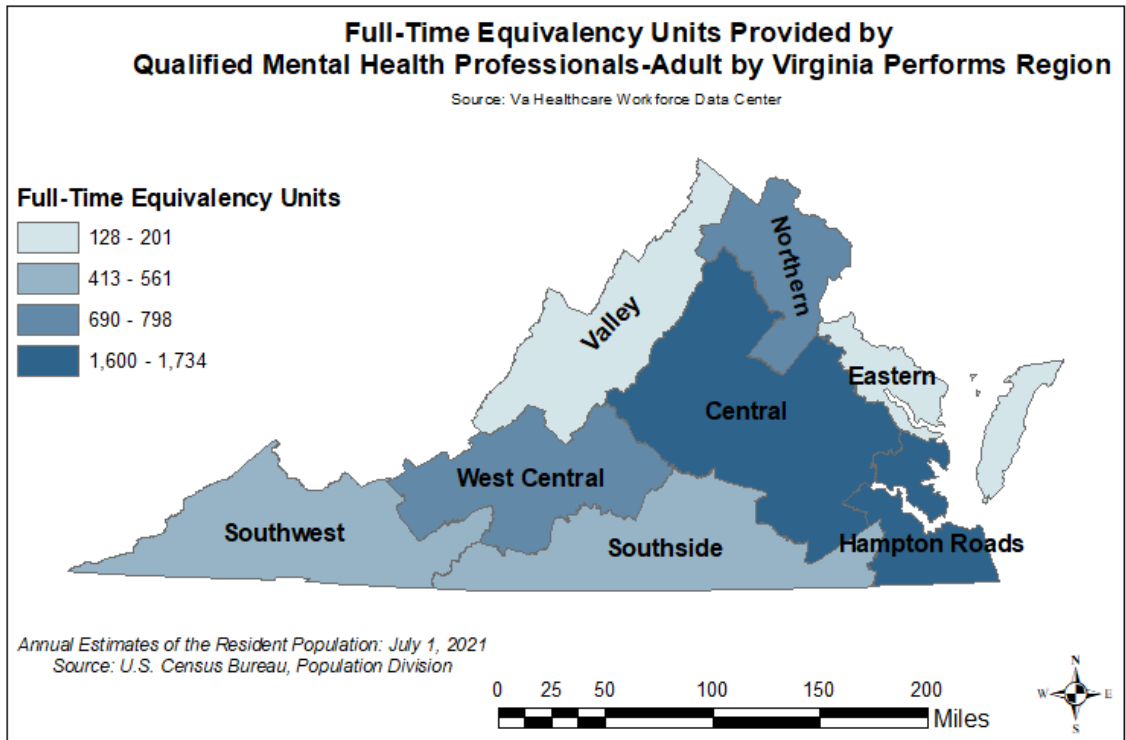
Source: Va. Healthcare Workforce Data Center

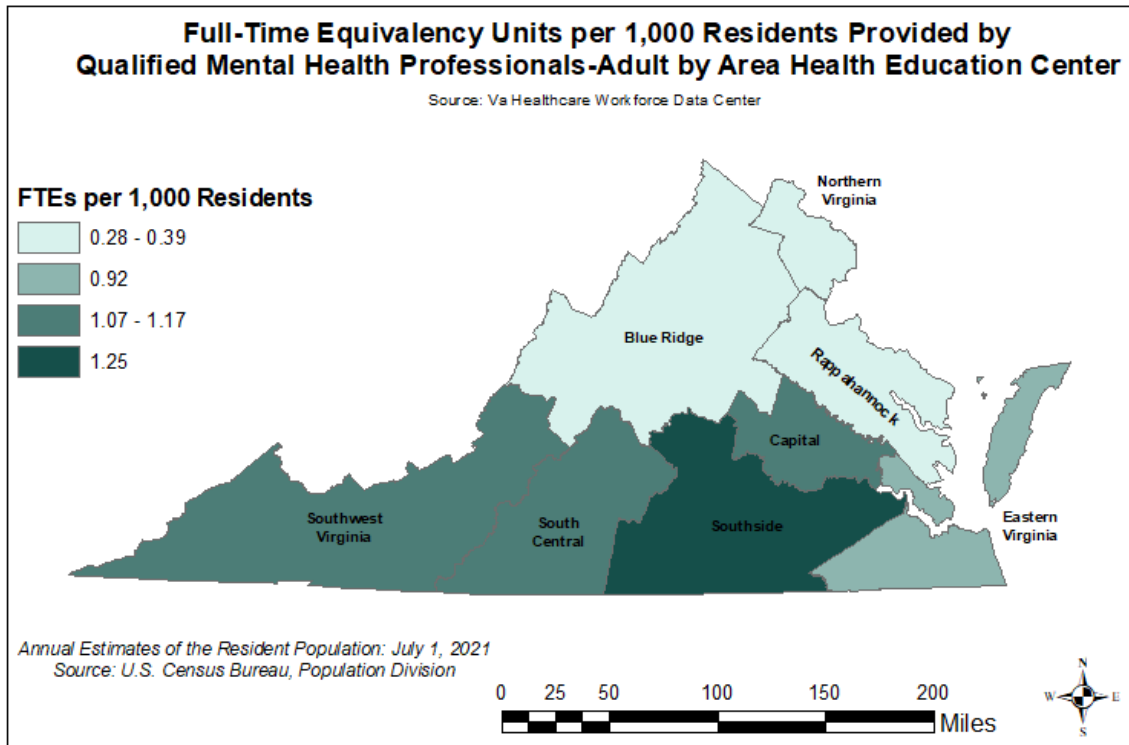
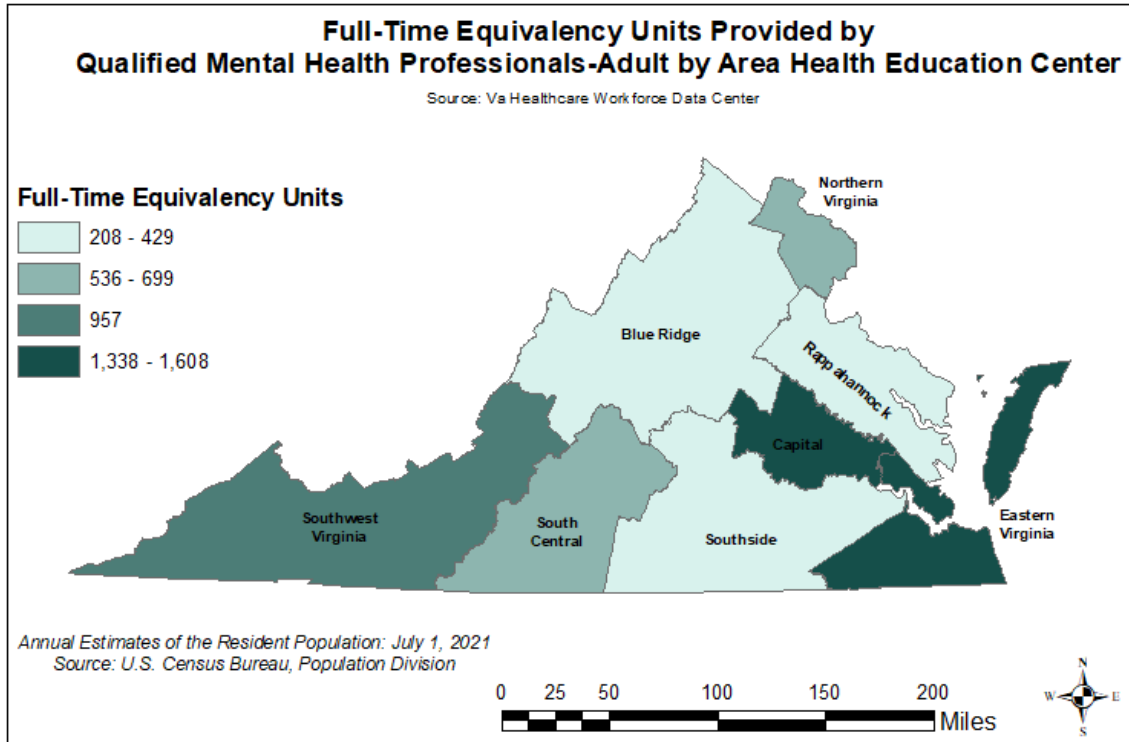


Source: Va. Healthcare Workforce Data Center

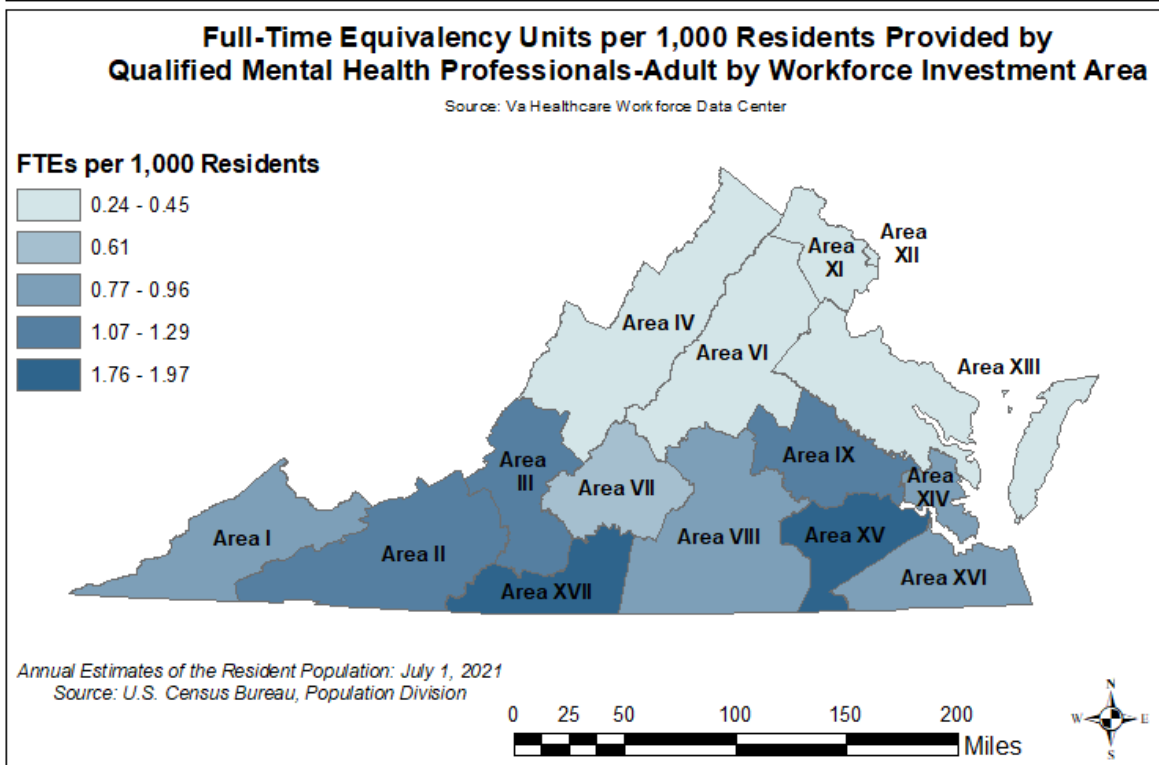
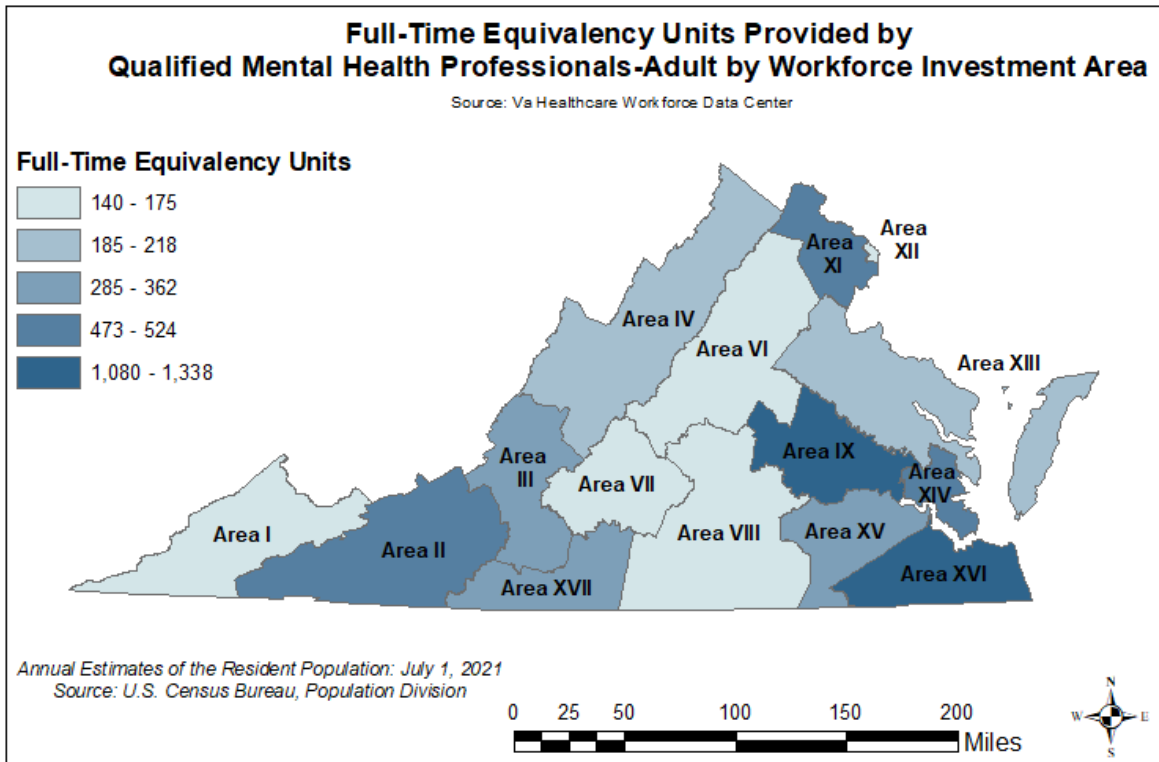
<sup>2</sup> Number of residents in 2021 was used as the denominator.

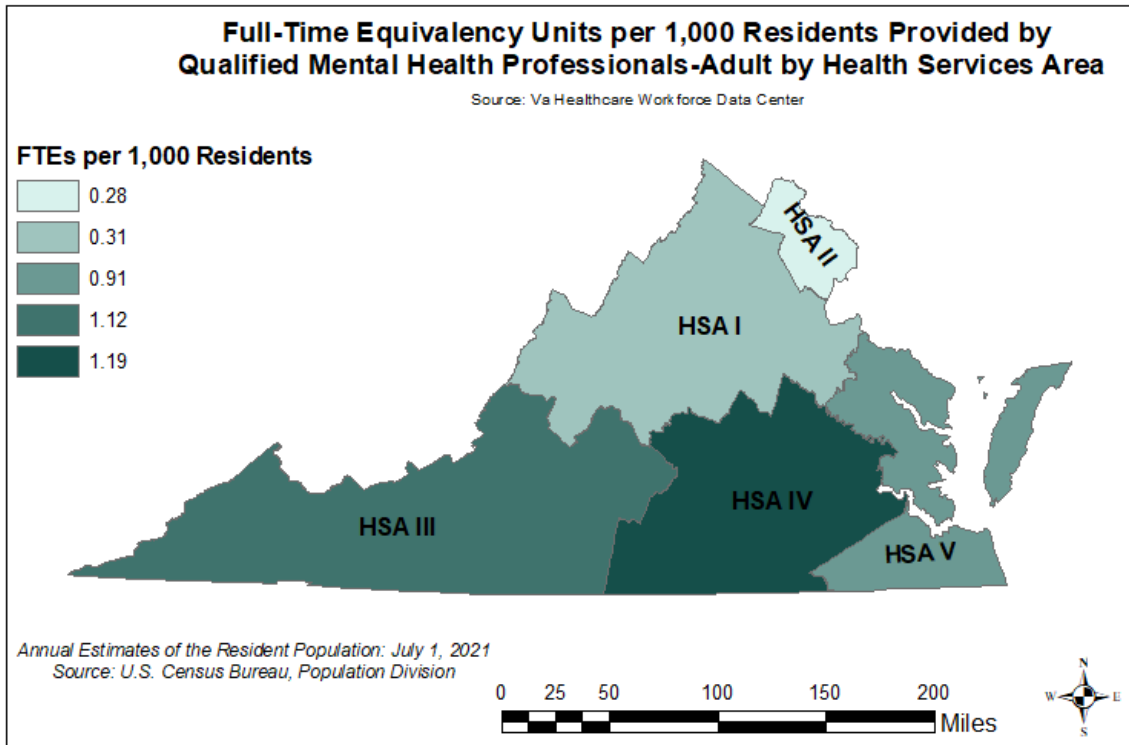
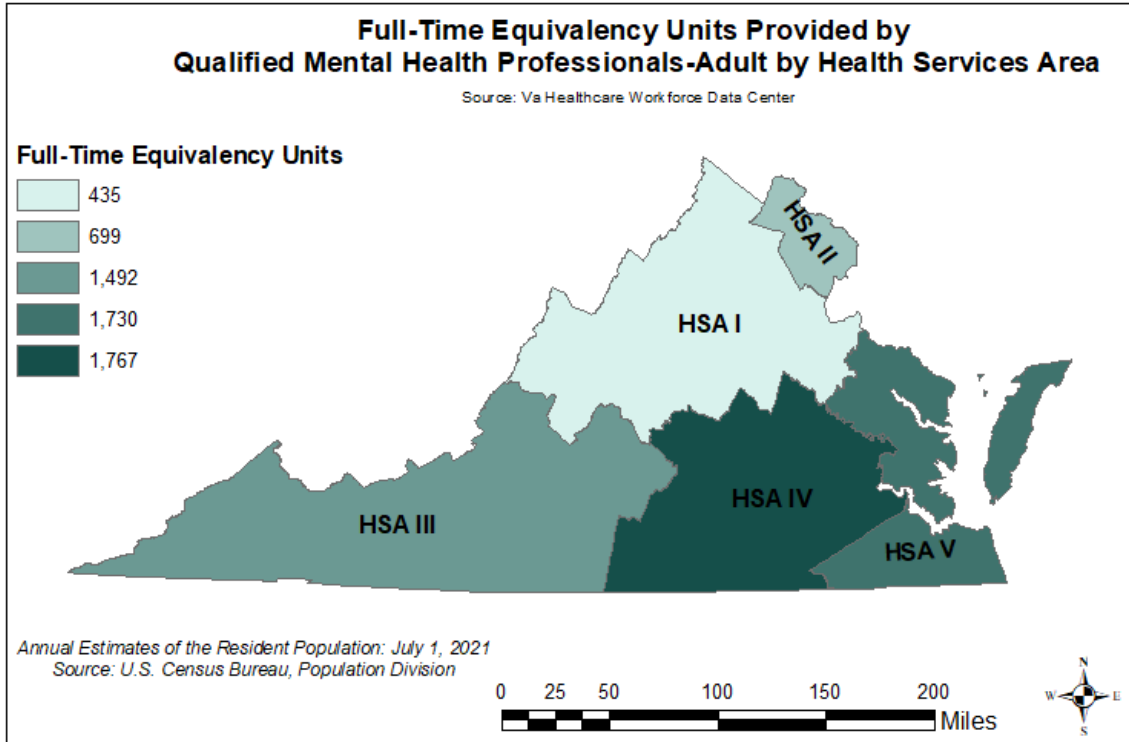
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Interaction effect was significant).

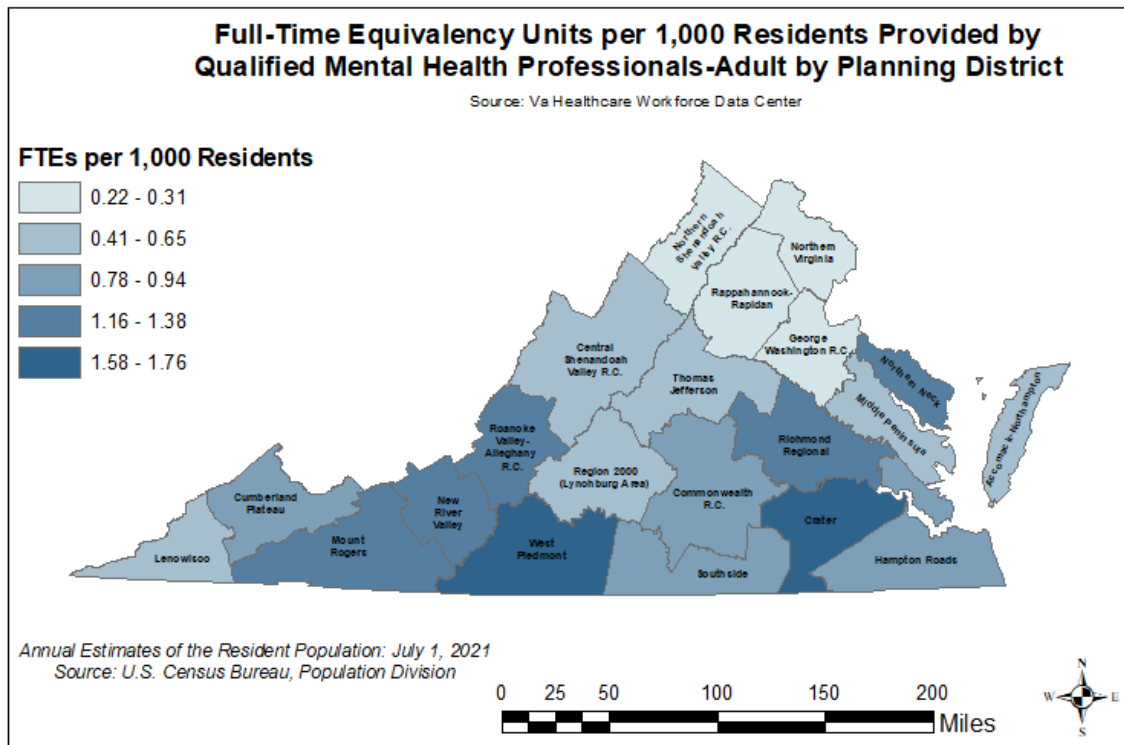
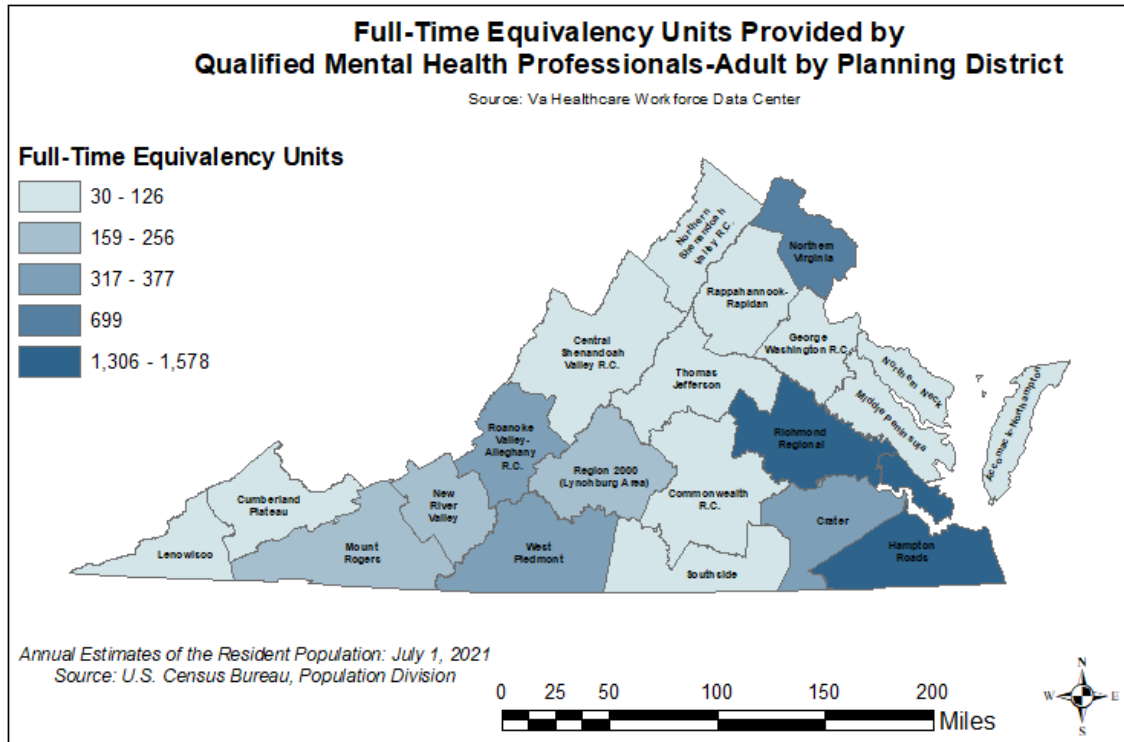












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	4,319	66.80%	1.497	1.372	1.908
<b>Metro, 250,000 to 1 Million</b>	580	70.69%	1.415	1.296	1.803
<b>Metro, 250,000 or Less</b>	465	72.47%	1.380	1.265	1.759
<b>Urban, Pop. 20,000+, Metro Adj.</b>	303	70.30%	1.423	1.304	1.813
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	368	72.01%	1.389	1.273	1.770
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	268	71.64%	1.396	1.279	1.779
<b>Rural, Metro Adj.</b>	138	70.29%	1.423	1.304	1.813
<b>Rural, Non-Adj.</b>	71	76.06%	1.315	1.205	1.676
<b>Virginia Border State/D.C.</b>	438	65.07%	1.537	1.408	1.959
<b>Other U.S. State</b>	121	57.02%	1.754	1.607	2.235

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	525	53.33%	1.875	1.676	2.235
<b>30 to 34</b>	881	61.41%	1.628	1.456	1.941
<b>35 to 39</b>	1,008	66.67%	1.500	1.341	1.788
<b>40 to 44</b>	1,119	71.13%	1.406	1.257	1.676
<b>45 to 49</b>	897	72.24%	1.384	1.237	1.650
<b>50 to 54</b>	897	70.12%	1.426	1.275	1.700
<b>55 to 59</b>	759	74.18%	1.348	1.205	1.607
<b>60 and Over</b>	985	68.83%	1.453	1.299	1.732

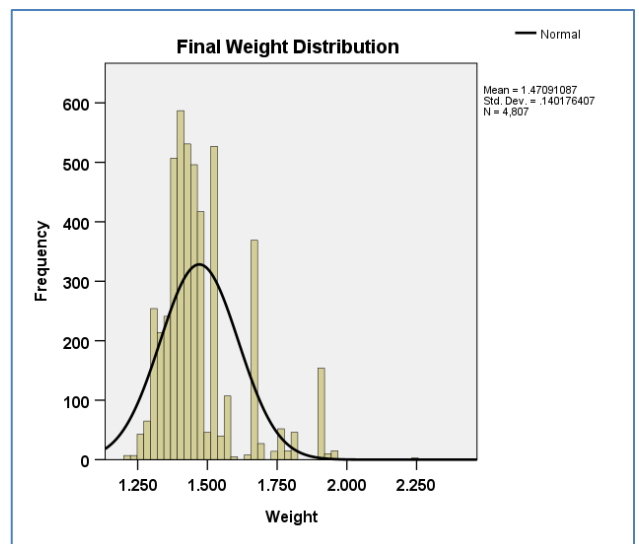
Source: Va. Healthcare Workforce Data Center

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: 0.679819**



Source: Va. Healthcare Workforce Data Center