
Virginia's Qualified Mental Health Professional-Child Workforce: 2023

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4434 (fax)
E-mail: HWDC@dhp.virginia.gov

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

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More than 3,000 Qualified Mental Health Professionals-Child 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!

Virginia Department of Health Professions

Arne E. Owens, MS
Director

James L. Jenkins, Jr., RN
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Director

Barbara Hodgdon, PhD
Deputy Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle, BA
Research Assistant

Virginia Board of Counseling

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Lynchburg

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Gainesville

Tiffinee Yancey, PhD, LPC
Suffolk

Executive Director

Jaime H. Hoyle, JD

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The Qualified Mental Health Professional-Child Workforce At a Glance:

The Workforce

Registrants:	4,902
Virginia's Workforce:	4,685
FTEs:	3,879

Work Location

Central VA:	29%
Hampton Roads:	29%
West Central VA:	10%

Current Employment

Employed in Prof.:	91%
Hold 1 Full-Time Job:	61%
Satisfied?:	96%

Survey Response Rate

All Registrants:	63%
Renewing Practitioners:	83%

Education

Baccalaureate:	51%
Masters:	44%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	59%

Demographics

Female:	78%
Diversity Index:	54%
Median Age:	42

Prof. Degree

Psychology:	29%
Counseling:	20%
Social Work:	15%

Time Allocation

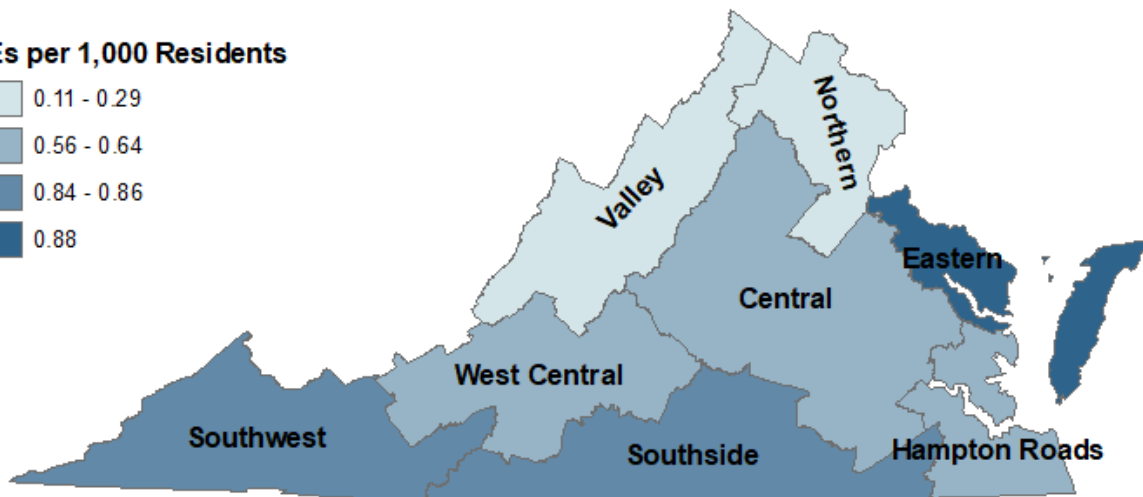
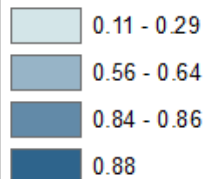
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

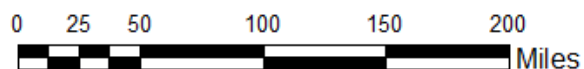
Full-Time Equivalency Units per 1,000 Residents Provided by Qualified Mental Health Professionals-Child by Virginia Performs Region

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-Child (QMHP-C) Workforce Survey. More than 3,000 QMHPs-C 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-C. These survey respondents represent 63% of the 4,902 QMHPs-C registered in the state and 83% of renewing practitioners.

The HWDC estimates that 4,685 QMHPs-C participated in Virginia's workforce during the survey period, which is defined as those QMHPs-C who worked at least a portion of the year in the state, but it does not include QMHPs-C who live in the state and intend to work as a QMHP-C at some point in the future. Over the past year, Virginia's QMHP-C workforce provided 3,879 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly four out of every five QMHPs-C are female, including 81% of those QMHPs-C who are under the age of 40. In a random encounter between two QMHPs-C, there is a 54% chance that they would be of different races or ethnicities, a measure known as the diversity index. For QMHPs-C who are under the age of 40, this diversity index increases slightly to 55%. This makes Virginia's QMHP-C workforce almost as diverse as the state's overall population, which has a comparable diversity index of 58%.

Just over half of all QMHPs-C hold a bachelor's degree as their highest level of educational attainment, while another 44% of QMHPs-C have obtained a master's degree. With respect to professional degrees, 29% of QMHPs-C have a degree in psychology, 20% have a degree in counseling, and 15% have a degree in social work. More than half of all QMHPs-C also have a specialization as a Qualified Mental Health Professional-Adult (QMHP-A), and more than one out of every five QMHPs-C hold an additional registration from the Board of Counseling/Psychology/Social Work. Nearly three out of every five QMHPs-C have been registered for more than five years.

Among all QMHPs-C, 91% are currently employed in the profession, 61% hold one full-time job, and 52% work between 40 and 49 hours per week. Over the past year, 10% of QMHPs-C have experienced underemployment, while 2% of QMHPs-C have experienced involuntary unemployment. Nearly three out of every five QMHPs-C have worked at their primary work location for more than two years. Meanwhile, one-third of all QMHPs-C have been employed at multiple work locations over the past year. More than two-thirds of all QMHPs-C are employed in Central Virginia, Hampton Roads, or West Central Virginia. More than nine out of every ten QMHPs-C are either hourly or salaried employees at their primary work location. Among all QMHPs-C, 96% indicated that they are satisfied with their current work situation, including 64% of QMHPs-C who indicated that they are "very satisfied."

QMHPs-C typically spend approximately three-quarters of their time in patient care activities. In fact, 64% of all QMHPs-C 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-C at their primary work location is between 5 and 9 patients per week. In addition, QMHPs-C with a secondary work location typically treat an additional 1 to 4 patients per week. More than half of all QMHPs-C provide clinical services at their place of employment. Among those QMHPs-C who provide clinical services, 30% provide intensive in-home services, while another 15% provide mental health skill building services.

More than two out of every five QMHPs-C 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-C who are not planning to do so, 16% are eligible for licensure, and more than half of these professionals eligible for licensure do not intend to pursue it because they have no desire to become licensed. Among all QMHPs-C, 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-C are registered temporarily in order to bill for services while pursuing licensure.

A Closer Look:

Registrants		
Status	#	%
Renewing Practitioners	3,539	72%
New Registrants	413	8%
Non-Renewals	950	19%
All Registrants	4,902	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing QMHPs-C, 83% submitted a survey. These represent 63% of the 4,902 QMHPs-C 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-C who held a Virginia registration at some point between July 2022 and June 2023.
- Survey Population:** The survey was available to QMHPs-C who renewed their registration online. It was not available to those who did not renew, including QMHPs-C newly registered in 2023.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	262	253	49%
30 to 34	344	456	57%
35 to 39	283	463	62%
40 to 44	278	510	65%
45 to 49	199	443	69%
50 to 54	187	356	66%
55 to 59	135	279	67%
60 and Over	149	305	67%
Total	1,837	3,065	63%
New Registrants			
Issued in Past Year	278	135	33%
Metro Status			
Non-Metro	281	563	67%
Metro	1413	2,317	62%
Not in Virginia	143	185	56%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,065
Response Rate, All Registrants	63%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered QMHPs-C

Number: 4,902
 New: 8%
 Not Renewed: 19%

Response Rates

All Registrants: 63%
 Renewing Practitioners: 83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's QMHP-C Workforce: 4,685
 FTEs: 3,879

Utilization Ratios

QMHPs-C in VA Workforce: 96%
 QMHPs-C per FTE: 1.26
 Workers per FTE: 1.21

Source: Va. Healthcare Workforce Data Center

Definitions

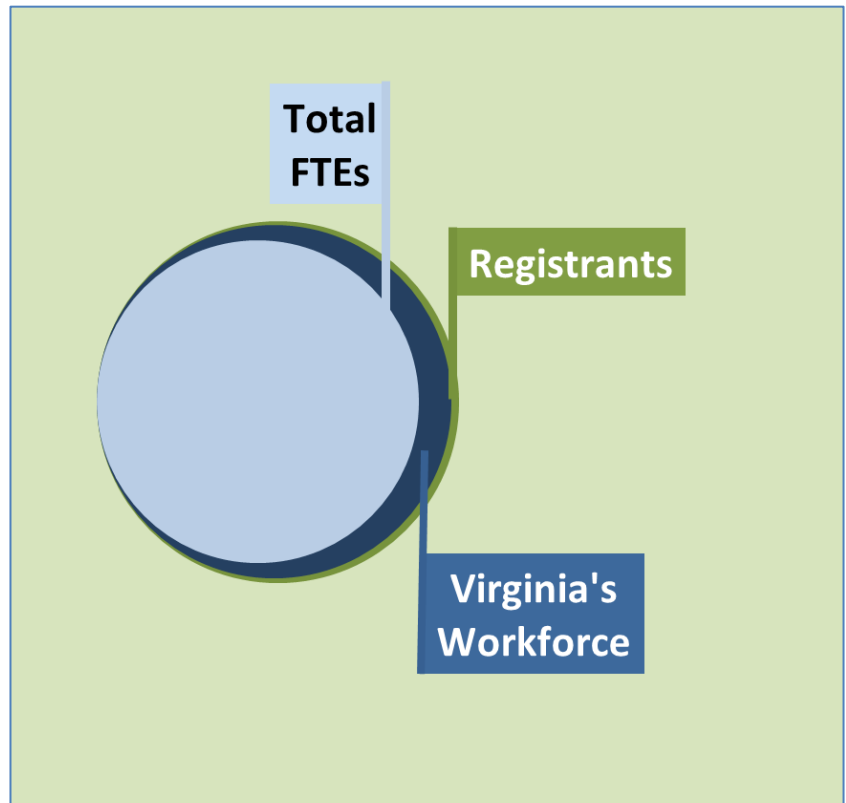
- 1. Virginia's Workforce:** A practitioner with a primary or secondary work site in Virginia at any time in the past year. It does not include those who intend to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. QMHPs-C in VA Workforce:** The proportion of registrants in Virginia's workforce.
- 4. Registered QMHPs-C 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-C Workforce

Status	#
Virginia's Workforce	4,685
Total FTEs	3,879
Registered QMHPs-C	4,902

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

QMHP-C Registrants Not in Virginia's Workforce

Only 4% of Virginia's registrants did not participate in the state's QMHP-C workforce during the past year. Among these QMHPs-C, 59% worked at some point in the past year, including 43% who worked as a QMHP-C.

At a Glance:

Not in VA Workforce

Total:	216
% of Registrants:	4%
Va. Border State/DC:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	61	13%	430	88%	491	11%
30 to 34	159	21%	614	80%	773	17%
35 to 39	151	22%	536	78%	687	15%
40 to 44	141	20%	577	80%	718	16%
45 to 49	159	26%	453	74%	612	13%
50 to 54	126	25%	382	75%	508	11%
55 to 59	90	23%	307	77%	397	9%
60 and Over	104	26%	299	74%	404	9%
Total	990	22%	3,598	78%	4,589	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	QMHPs-C		QMHPs-C Under 40	
	%	#	%	#	%
White	60%	1,447	32%	605	32%
Black	19%	2,659	60%	1,110	58%
Asian	7%	32	1%	16	1%
Other Race	0%	28	1%	11	1%
Two or More Races	3%	124	3%	70	4%
Hispanic	10%	165	4%	88	5%
Total	100%	4,455	100%	1,900	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: 78%
% Under 40 Female: 81%

Age

Median Age: 42
% Under 40: 43%
% 55 and Over: 17%

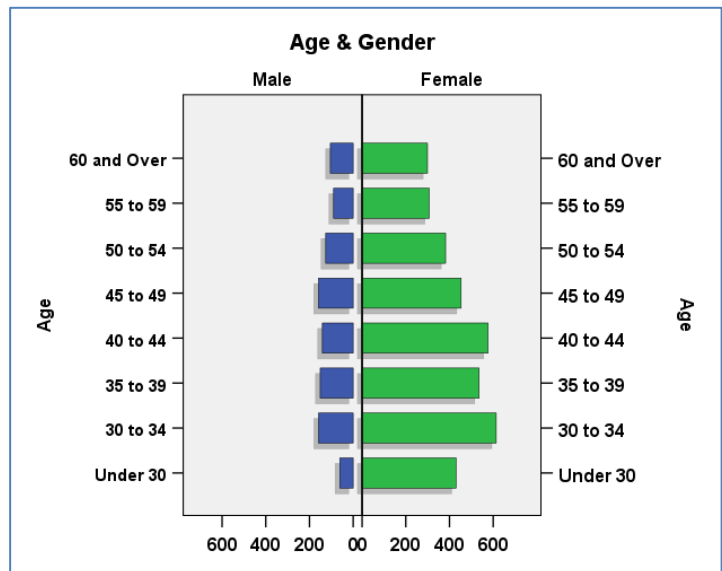
Diversity

Diversity Index: 54%
Under 40 Div. Index: 55%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two QMHPs-C, there is a 54% 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 two out of every five QMHPs-C are under the age of 40, and 81% of QMHPs-C who are under the age of 40 are female. In addition, the diversity index among QMHPs-C who are under the age of 40 is 55%.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Education Level		
Degree	#	%
Some High School	3	0%
High school/GED	16	0%
Some College	44	1%
Associate	33	1%
Bachelor's Degree	2,357	51%
Master's Degree	2,047	44%
Doctor of Psychology	23	0%
Other Doctorate/PhD	77	2%
Total	4,601	100%

Source: Va. Healthcare Workforce Data Center

More than half of all QMHPs-C have a baccalaureate degree as their highest degree. Another 44% of QMHPs-C have a master's degree as their highest degree.

At a Glance:

Education

Baccalaureate: 51%

Masters: 44%

Professional Degree

Psychology: 29%

Counseling: 20%

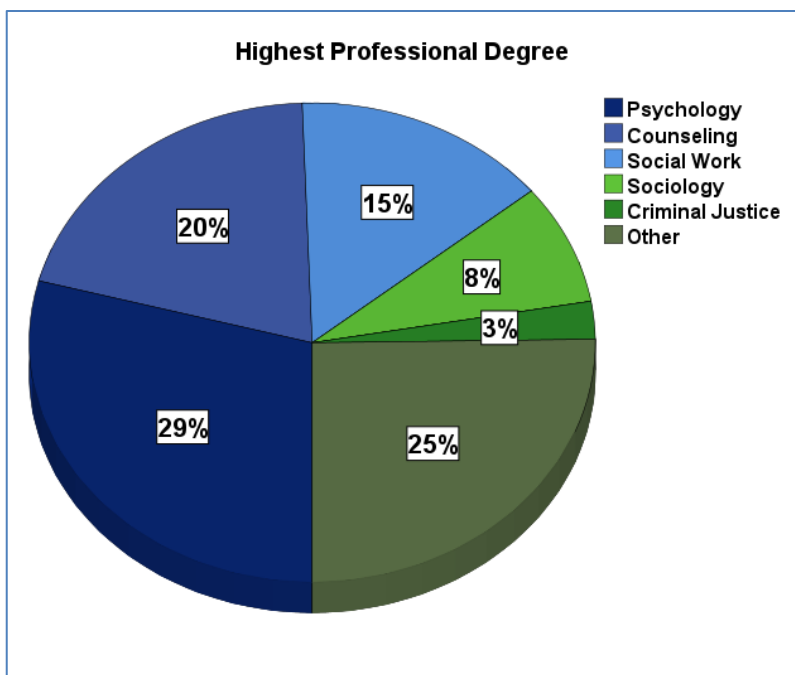
Social Work: 15%

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree		
Degree	#	%
Psychology	1,339	29%
Counseling	931	20%
Social Work	673	15%
Sociology	373	8%
Criminal Justice	117	3%
Other	1,158	25%
Total	4,590	100%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every ten QMHPs-C hold their highest professional degree in psychology. Another 20% of QMHPs-C hold their highest professional degree in counseling.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Registration

QMHP-A & QMHP-C: 51%
 Additional Registration: 22%

Registration Duration

Less than 1 Year: 5%
 More than 5 Years: 57%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Registration		
Registration	#	%
QMHP-C Only	2,238	49%
QMHP-A & QMHP-C	2,301	51%
Total	4,539	100%

Source: Va. Healthcare Workforce Data Center

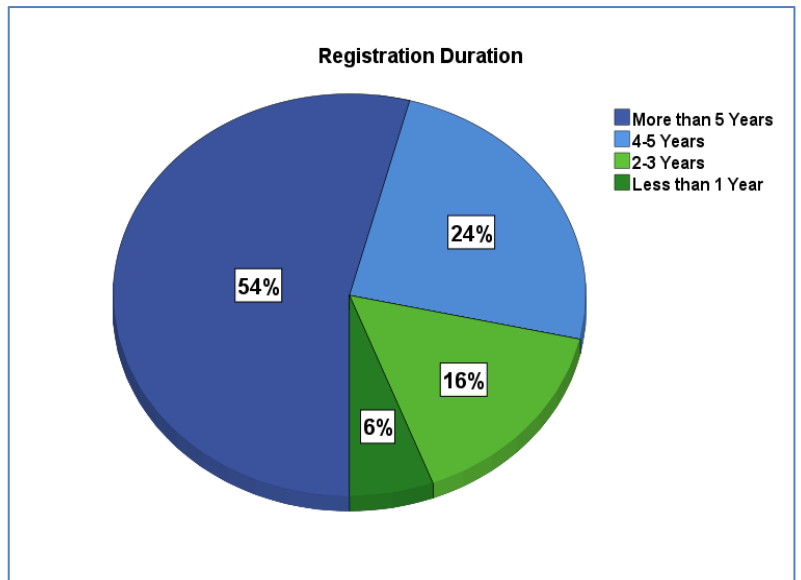
More than half of all QMHPs-C are also QMHPs-A. In addition, more than one out of every five QMHPs-C hold another registration, certification, or license from the Board of Counseling, Psychology, or Social Work.

Additional Registration or Licensure		
Response	#	%
Yes	827	22%
No	3,005	78%
Total	3,832	100%

Source: Va. Healthcare Workforce Data Center

QMHP-C Registration Duration		
Time Period	#	%
Less than 1 Year	235	5%
2-3 Years	631	14%
4-5 Years	1,109	24%
More than 5 Years	2,597	57%
Total	4,572	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Two out of every five QMHPs-C have a supervisor who is an LPC. Another 29% of QMHPs-C have a supervisor who is an LCSW.

Supervisor Credential		
Credential	#	%
Licensed Professional Counselor	1,544	40%
Licensed Clinical Social Worker	1,119	29%
Licensed Clinical Psychologist	92	2%
Other	1,112	29%
Total	3,867	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 91%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 61%
 2 or More Positions: 26%

Weekly Hours:

40 to 49: 52%
 60 or More: 7%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

Among all QMHPs-C, 91% are currently employed in the profession, 61% hold one full-time job, and 52% work between 40 and 49 hours per week.

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	39	1%
Employee of a Provider Licensed by the Department of Behavioral Health and Developmental Services (DBHDS)	2,240	50%
Employee of the DBHDS	324	7%
Employee of the Department of Corrections (DOC)	42	1%
Independent Contractor for Provider Licensed by DBHDS	327	7%
Independent Contractor of DBHDS	99	2%
Independent Contractor for DOC	12	< 1%
Employed in a Behavioral Sciences Related Capacity, Specific Designation Unknown	1,052	23%
Employed, NOT in a Behavioral Sciences Related Capacity	332	7%
Not Working, Reason Unknown	2	< 1%
Involuntarily Unemployed	2	< 1%
Voluntarily Unemployed	15	< 1%
Retired	2	< 1%
Other	26	1%
Total	4,515	100%

Source: Va. Healthcare Workforce Data Center

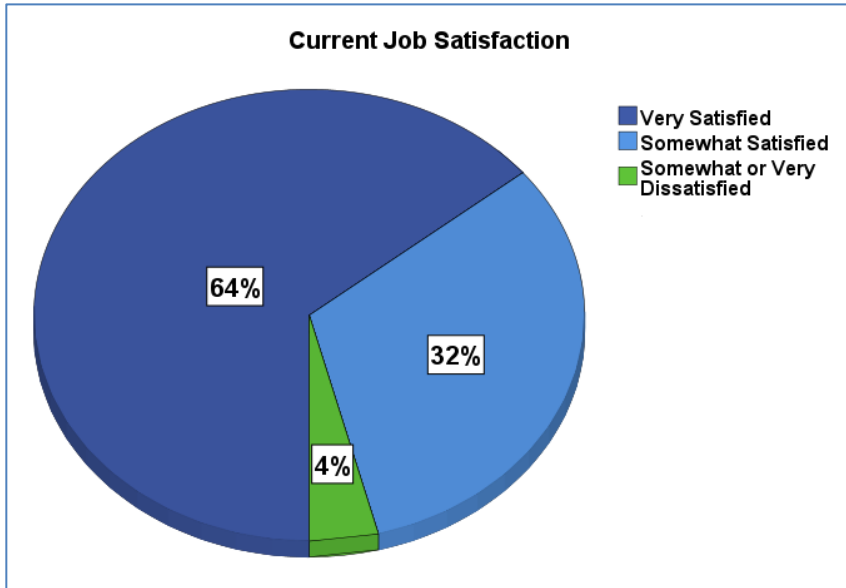
Current Positions		
Positions	#	%
No Positions	21	0%
One Part-Time Position	586	13%
Two Part-Time Positions	172	4%
One Full-Time Position	2,689	61%
One Full-Time Position & One Part-Time Position	809	18%
Two Full-Time Positions	74	2%
More than Two Positions	77	2%
Total	4,428	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	21	0%
1 to 9 Hours	125	3%
10 to 19 Hours	185	4%
20 to 29 Hours	268	6%
30 to 39 Hours	792	18%
40 to 49 Hours	2,257	52%
50 to 59 Hours	427	10%
60 to 69 Hours	194	4%
70 to 79 Hours	56	1%
80 or More Hours	45	1%
Total	4,370	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

Satisfied: 96%

Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Among all QMHPs-C, 96% are satisfied with their current employment situation, including 64% who indicated that they are “very satisfied.”

Job Satisfaction		
Level	#	%
Very Satisfied	2,847	64%
Somewhat Satisfied	1,413	32%
Somewhat Dissatisfied	142	3%
Very Dissatisfied	38	1%
Total	4,440	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	75	2%
Experience Voluntary Unemployment?	131	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	466	10%
Work Two or More Positions at the Same Time?	1,479	32%
Switch Employers or Practices?	408	9%
Experience at Least One?	2,102	45%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s QMHPs-C 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	37	1%	74	5%
Less than 6 Months	282	6%	173	13%
6 Months to 1 Year	497	11%	187	14%
1 to 2 Years	984	23%	288	21%
3 to 5 Years	1,171	27%	351	26%
6 to 10 Years	661	15%	150	11%
More than 10 Years	710	16%	141	10%
Subtotal	4,341	100%	1,363	100%
Did Not Have Location	39		3,245	
Item Missing	305		77	
Total	4,685		4,685	

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten QMHPs-C are either hourly or salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 10%

Turnover & Tenure

Switched Jobs: 9%
New Location: 26%
Over 2 Years: 59%
Over 2 Yrs., 2nd Location: 47%

Employment Type

Hourly Wage: 46%
Salary/Commission: 46%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five QMHPs-C have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,496	46%
Hourly Wage	1,511	46%
By Contract	209	6%
Business/Practice Income	25	1%
Unpaid	26	1%
Subtotal	3,267	100%
Did Not Have Location	39	
Item Missing	1,379	

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.

At a Glance:

Concentration

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

Locations

2 or More (Past Year):	33%
2 or More (Now*):	31%

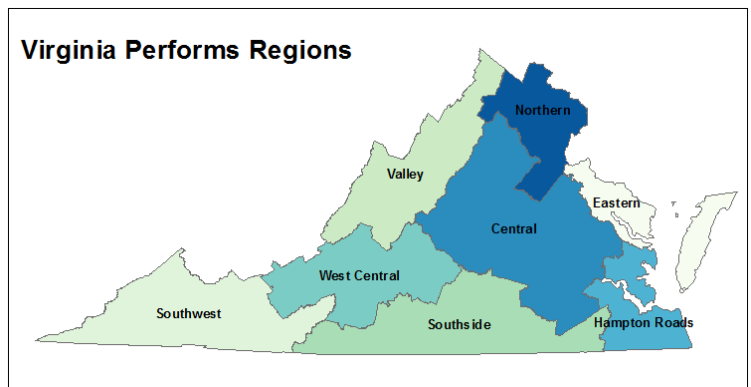
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,275	29%	457	32%
Eastern	139	3%	46	3%
Hampton Roads	1,274	29%	463	33%
Northern	367	8%	104	7%
Southside	328	8%	99	7%
Southwest	337	8%	60	4%
Valley	151	3%	35	2%
West Central	451	10%	127	9%
Virginia Border State/D.C.	7	0%	13	1%
Other U.S. State	3	0%	13	1%
Outside of the U.S.	0	0%	0	0%
Total	4,332	100%	1,417	100%
Item Missing	314		23	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three out of every ten QMHPs-C currently have multiple work locations, while 33% 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%	16	0%
1	2,900	67%	2,985	69%
2	498	12%	555	13%
3	802	19%	711	16%
4	49	1%	21	1%
5	20	1%	17	0%
6 or More	65	2%	29	1%
Total	4,334	100%	4,334	100%

*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: 1%-9%
Supervisory: 1%-9%

Roles

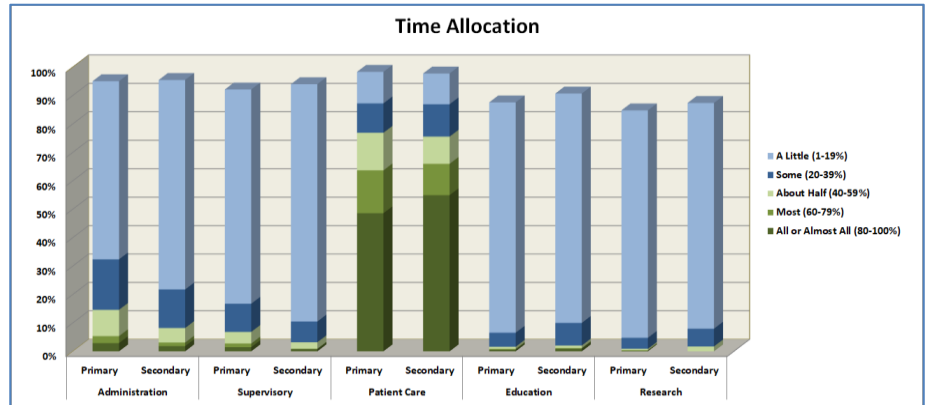
Patient Care: 64%
Administration: 5%
Supervisory: 3%

Patient Care QMHPs-C

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-C spend approximately three-quarters of their time treating patients. In fact, 64% of all QMHPs-C 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
All or Almost All (80-100%)	3%	2%	1%	1%	49%	55%	1%	1%	0%	0%
Most (60-79%)	2%	1%	1%	0%	15%	11%	0%	0%	0%	0%
About Half (40-59%)	9%	5%	4%	2%	13%	10%	1%	1%	1%	2%
Some (20-39%)	18%	14%	10%	7%	10%	11%	5%	8%	4%	6%
A Little (1-19%)	63%	74%	75%	83%	11%	11%	81%	81%	80%	79%
None (0%)	5%	5%	8%	6%	2%	2%	12%	9%	15%	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	460	11%	130	10%
1-4	1,432	35%	694	55%
5-9	1,035	26%	207	16%
10-14	469	12%	108	9%
15-29	367	9%	64	5%
30-44	144	4%	33	3%
45-60	59	1%	13	1%
60 or More	69	2%	14	1%
Total	4,035	100%	1,263	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

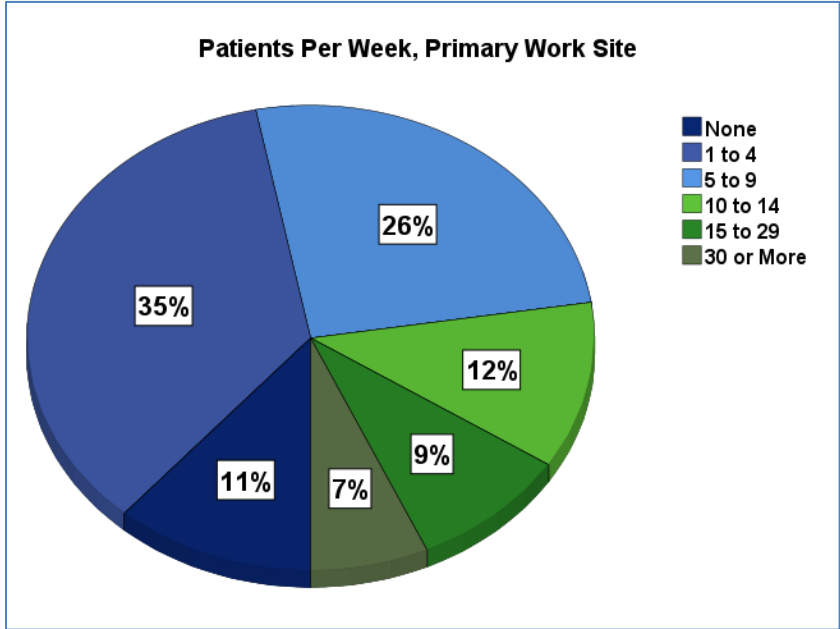
Weekly Patients Totals
(Median)

Primary Location: 5-9

Secondary Location: 1-4

Source: Va. Healthcare Workforce Data Center

The median patient workload for QMHPs-C at their primary work location is between 5 and 9 patients per week. For QMHPs-C 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:	47%
Case Management:	21%
Assessment:	14%

Provision of Services

% Provide Services:	53%
---------------------	-----

Services Provided

Intensive In-Home Services:	30%
Mental Health Skill Building:	15%
Crisis Stabilization:	11%

Source: Va. Healthcare Workforce Data Center

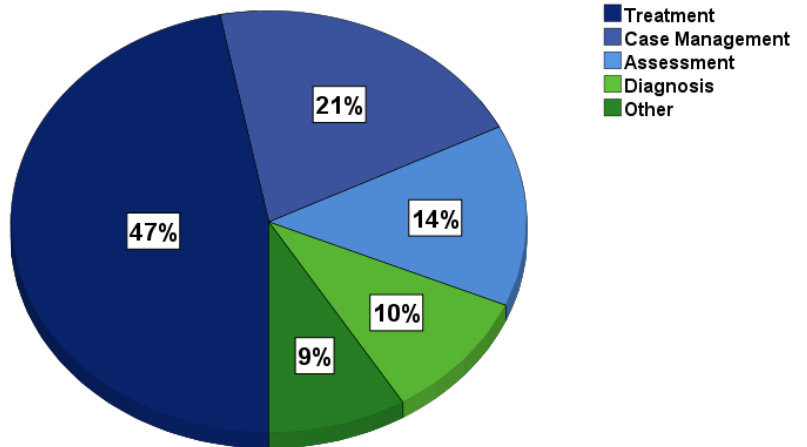
A Closer Look:

Clinical Services		
Service	#	%
Treatment	1,803	47%
Case Management	791	21%
Assessment	533	14%
Diagnosis	378	10%
Other	334	9%
Total	3,839	100%

Source: Va. Healthcare Workforce Data Center

Nearly half of all QMHPs-C define clinical services as treatment, while 21% consider clinical services to be case management.

Description of Clinical Services



Source: Va. Healthcare Workforce Data Center

More than half of all QMHPs-C provide clinical services. Among QMHPs-C who provide clinical services, 30% provide intensive in-home services.

Provision of Services

Response	#	%
Yes	2,059	53%
No	1,815	47%
Total	3,874	100%

Source: Va. Healthcare Workforce Data Center

Clinical Services Provided

Service	#	%
Intensive In-Home Services	620	30%
Mental Health Skill Building Services	304	15%
Crisis Stabilization	234	11%
Therapeutic Day Treatment - Children and Adolescents (TDT)	187	9%
Psychosocial Rehabilitation	47	2%
Other	643	32%
Total	2,035	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Continuing Education		
Response	#	%
Yes	1,743	44%
No	2,206	56%
Total	3,949	100%

Source: Va. Healthcare Workforce Data Center

More than two out of every five QMHPs-C 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 eligibility is 2.

At a Glance:

Counseling/Social Work

% Continuing Education: 44%
 % Awaiting Application: 4%
 Median Years to Supervision: 2

Licensure Eligibility

Median Years to Eligibility: 2
 % Not Pursuing
 Licensure but Eligible: 16%
 % with No Desire for Licensure: 54%

Future Licensure

Temporary Registration: 8%
 % Not Temporarily Registered but Eligible: 35%

Source: Va. Healthcare Workforce Data Center

For those QMHPs-C not planning to continue their education or register as a resident in counseling or as a supervisee in social work, 16% are eligible for licensure. Median years to application for supervision was 2 years.

Licensure Eligibility for QMHPs-C Not Seeking Licensure

Response	#	%
Yes	329	16%
No	1,687	84%
Total	2,016	100%

Source: Va. Healthcare Workforce Data Center

For those QMHPs-C 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, 54% are not pursuing licensure because they have no desire to become licensed.

Reason for Not Pursuing Licensure

Reason	#	%
No Desire to Become Licensed	154	54%
Incomplete Supervision Hours Due to Other Reasons	18	6%
Ineligible Degree	18	6%
Incomplete Supervision Hours Due to Lack of Staff	7	2%
Other	89	31%
Total	286	100%

Source: Va. Healthcare Workforce Data Center

Only 4% of QMHPs-C registered as a QMHP-C 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	87	4%
No	1,968	96%
Total	2,055	100%

Source: Va. Healthcare Workforce Data Center

Temporary Registration		
Response	#	%
Yes	344	8%
No	4,191	92%
Total	4,535	100%

Source: Va. Healthcare Workforce Data Center

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

For those QMHPs-C who are not registered as a temporary measure in order to bill for services while pursuing licensure, 35% are eligible for licensure.

Licensure Eligibility for QMHPs-C Not Temporarily Registered		
Response	#	%
Yes	1,404	35%
No	2,564	65%
Total	3,968	100%

Source: Va. Healthcare Workforce Data Center

Reason for Not Being Eligible for Licensure		
Reason	#	%
Additional Education Required	716	57%
Not Pursuing Licensure	172	14%
Ineligible Degree	129	10%
Currently in School	81	6%
Additional Hours Required	64	5%
Other	91	7%
Total	1,253	100%

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-C who are not eligible, 57% reported they needed additional education prior to being eligible for licensure. An additional 14% of QMHPs-C reported that they were no longer pursuing licensure.

At a Glance:

FTEs

Total: 3,879
 FTEs/1,000 Residents²: 0.449
 Average: 0.84

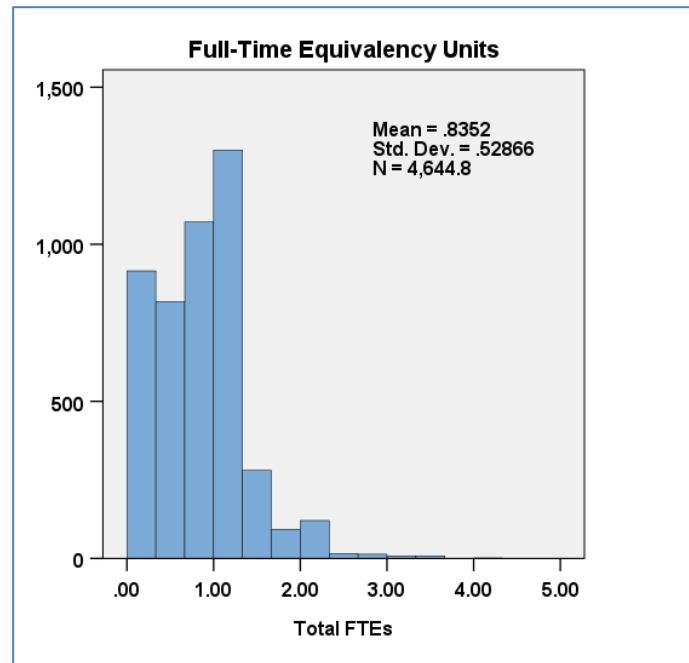
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

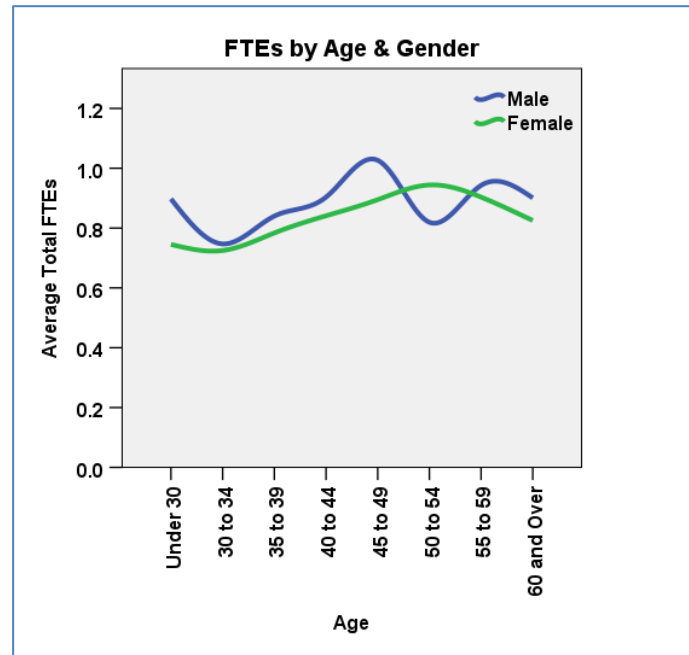


Source: Va. Healthcare Workforce Data Center

The typical (median) QMHP-C provided 0.87 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 30	0.77	0.80
30 to 34	0.73	0.76
35 to 39	0.80	0.83
40 to 44	0.85	0.89
45 to 49	0.93	0.97
50 to 54	0.91	0.93
55 to 59	0.91	0.96
60 and Over	0.85	0.84
Gender		
Male	0.88	0.88
Female	0.82	0.87

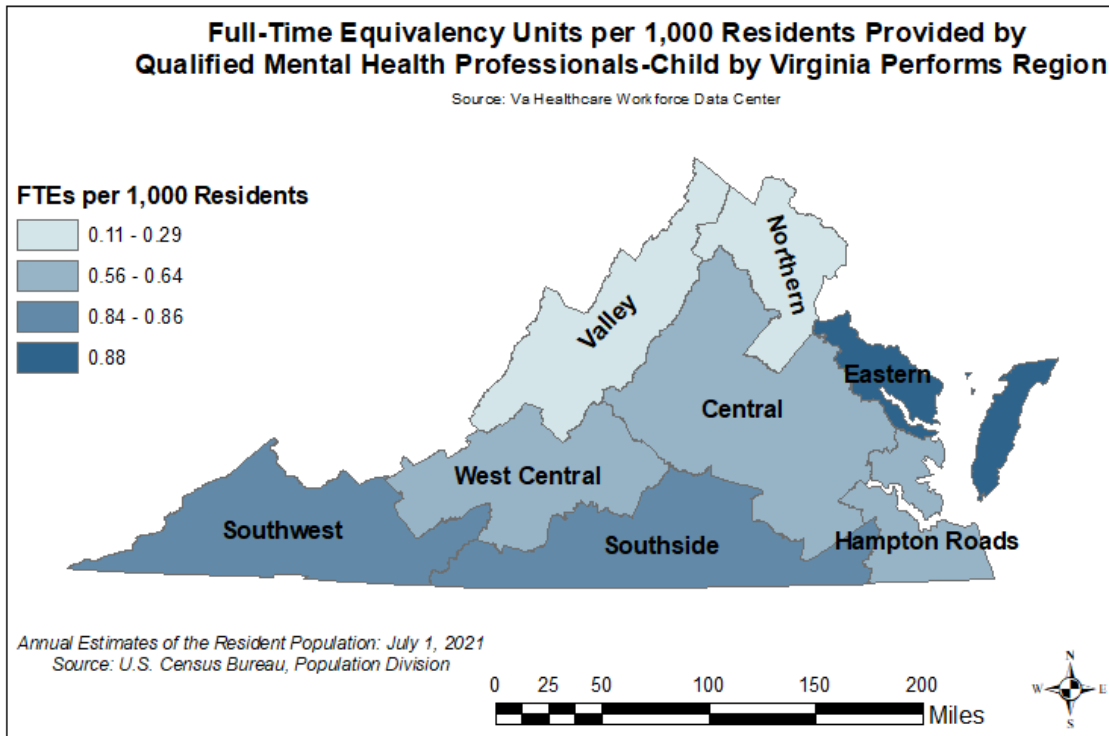
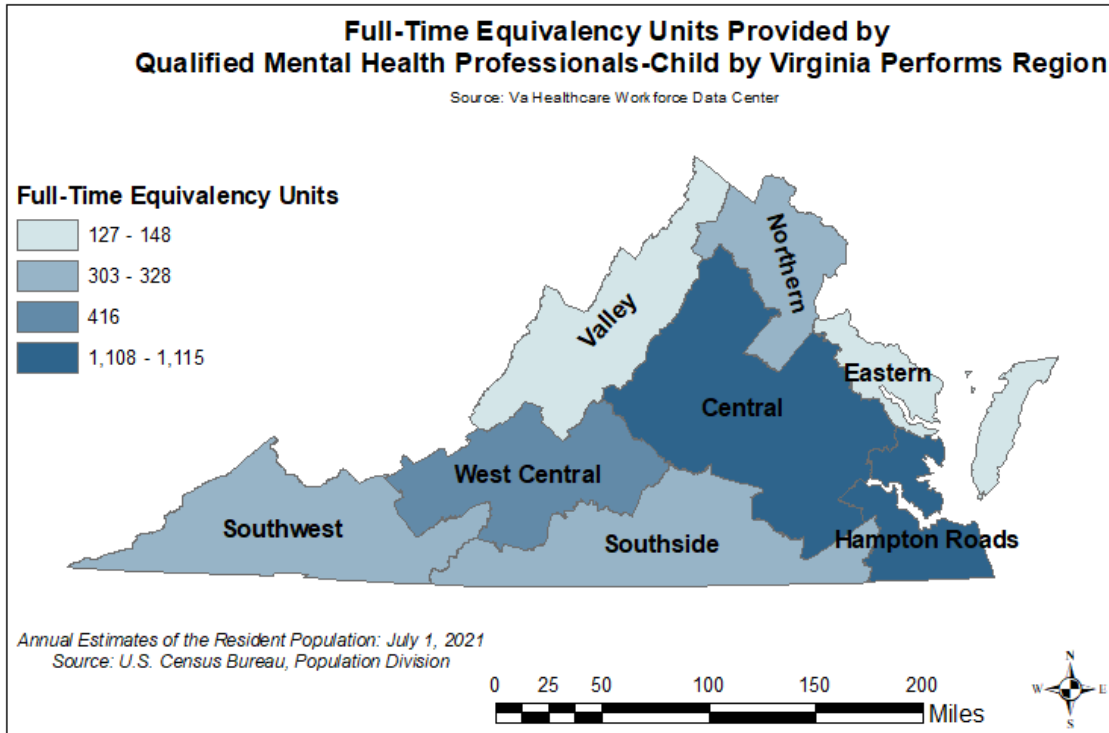
Source: Va. Healthcare Workforce Data Center

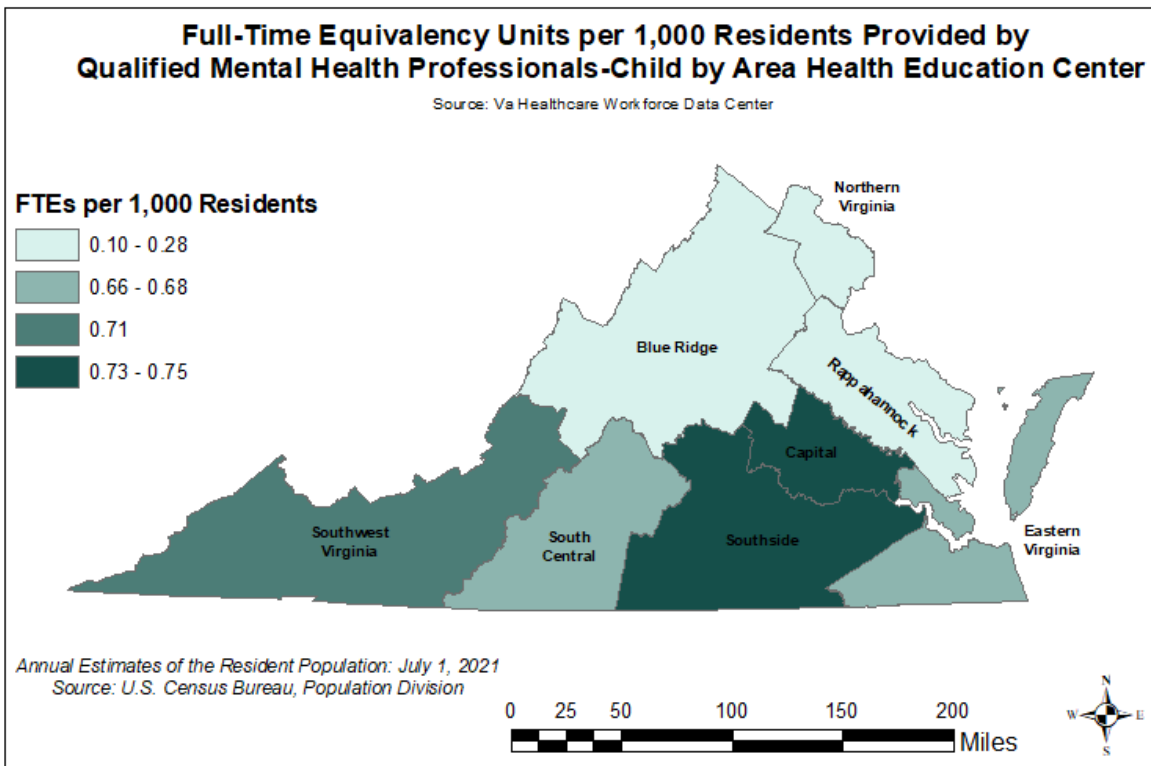
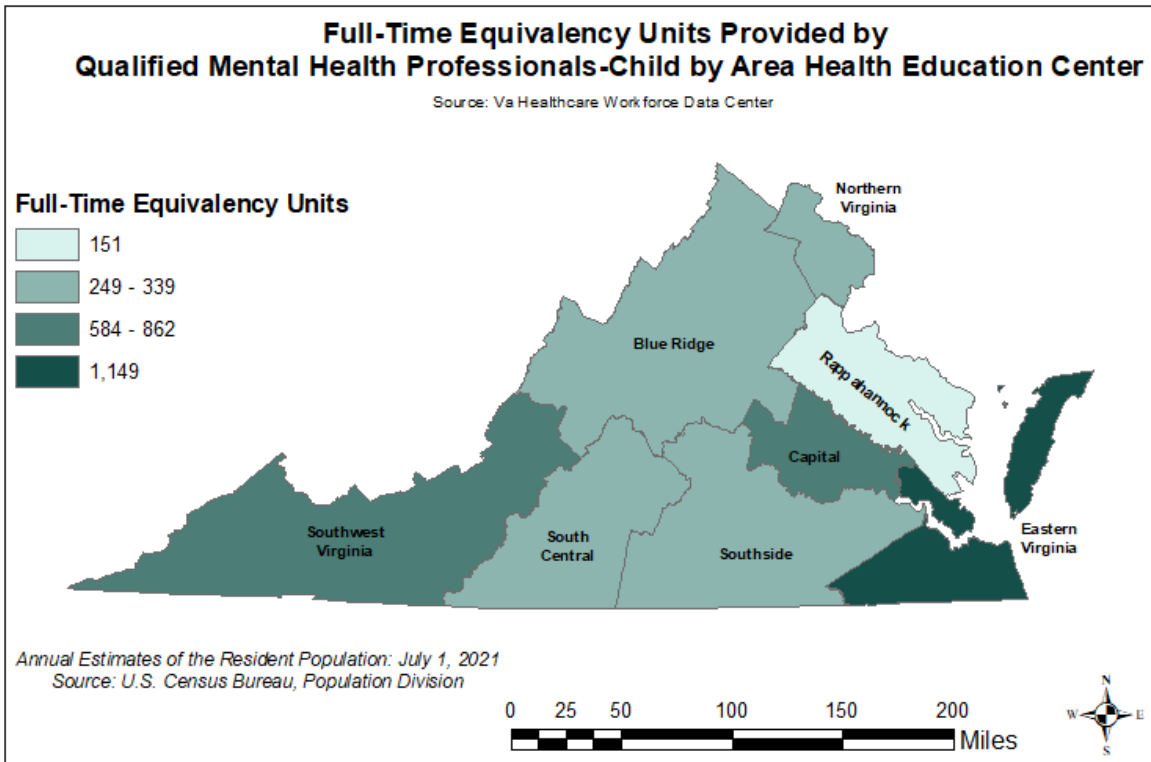


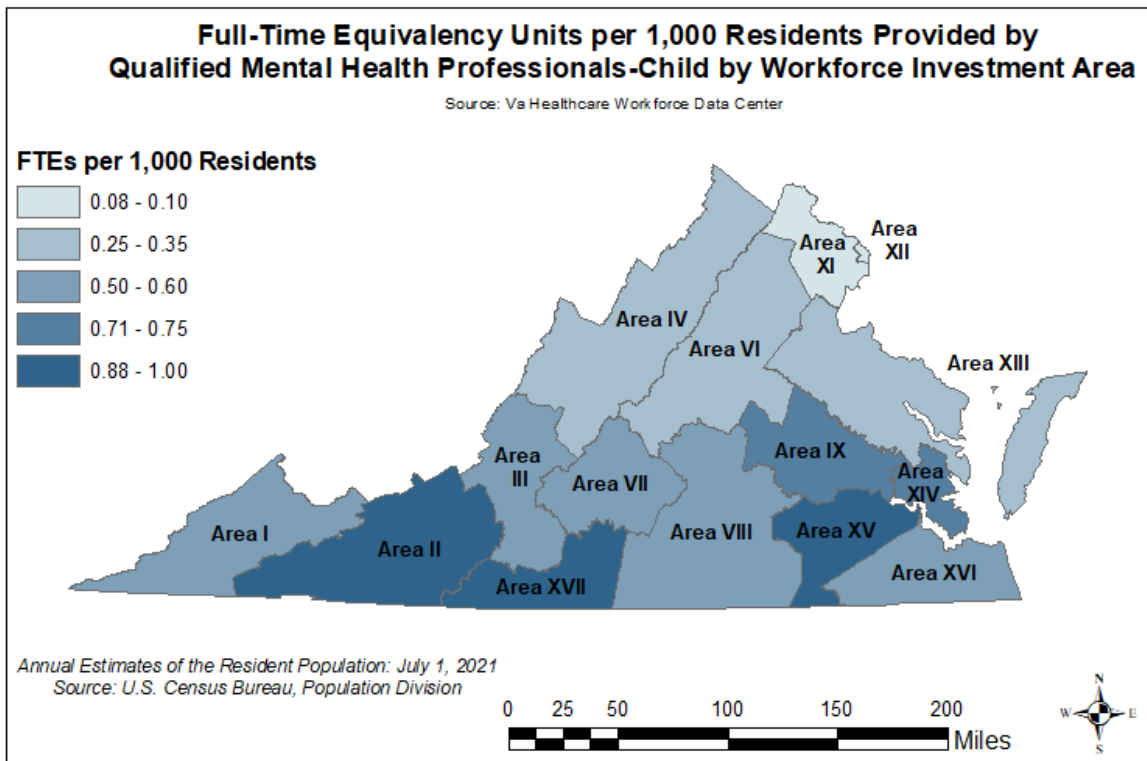
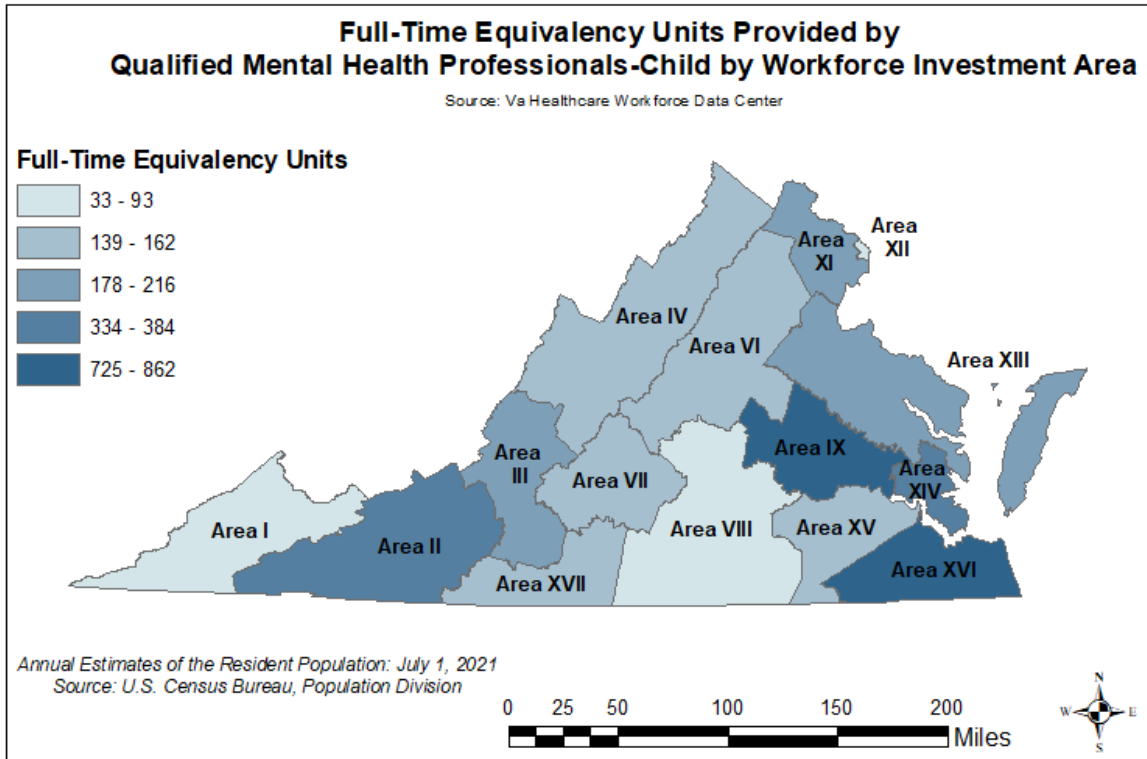
Source: Va. Healthcare Workforce Data Center

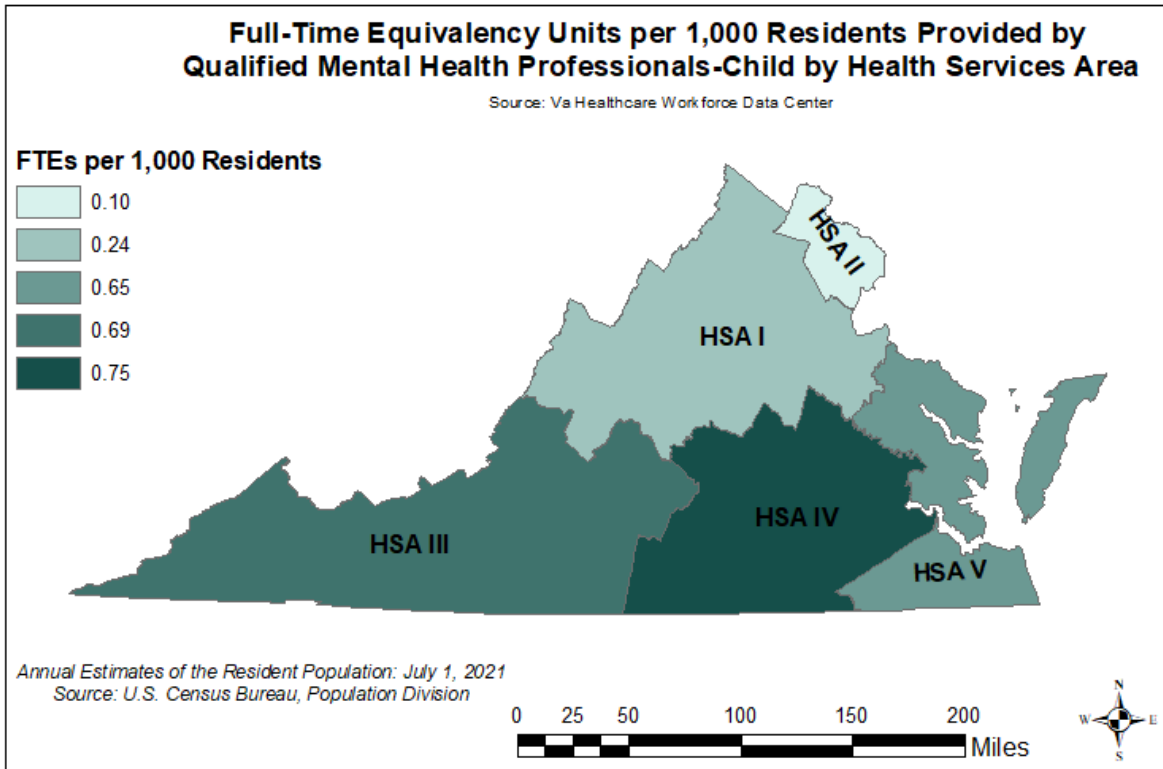
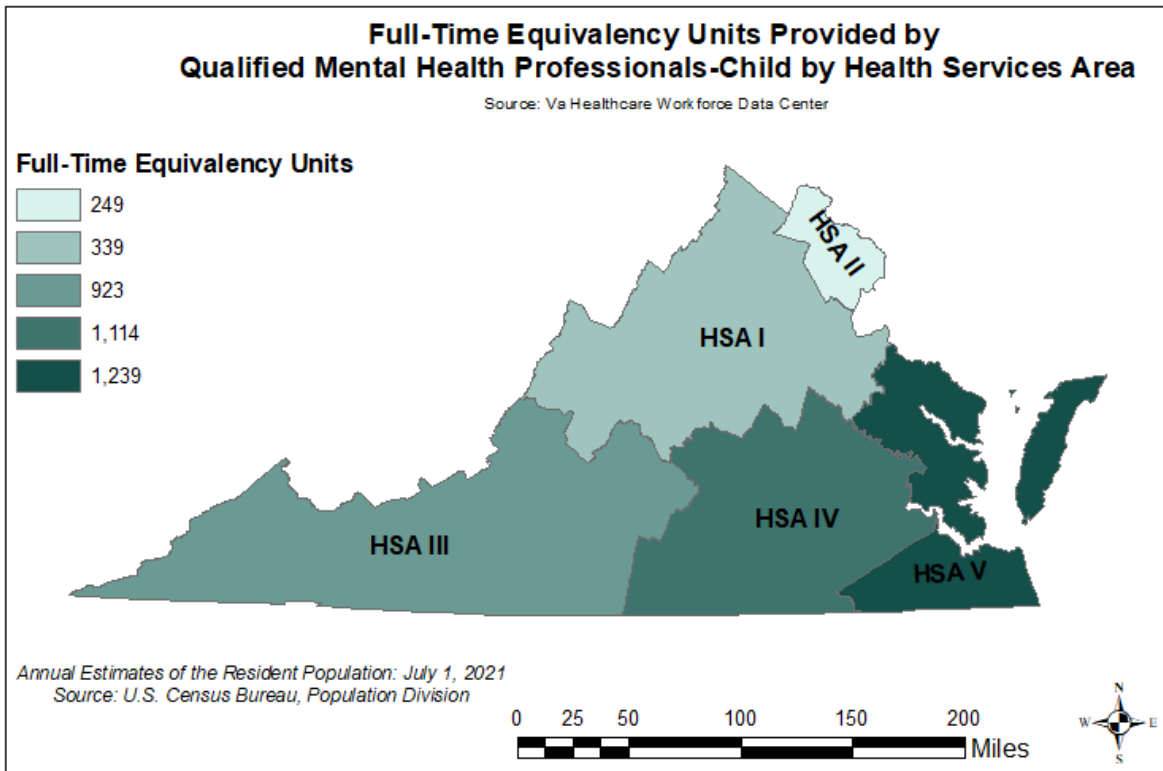
² Number of residents in 2021 was used as the denominator.

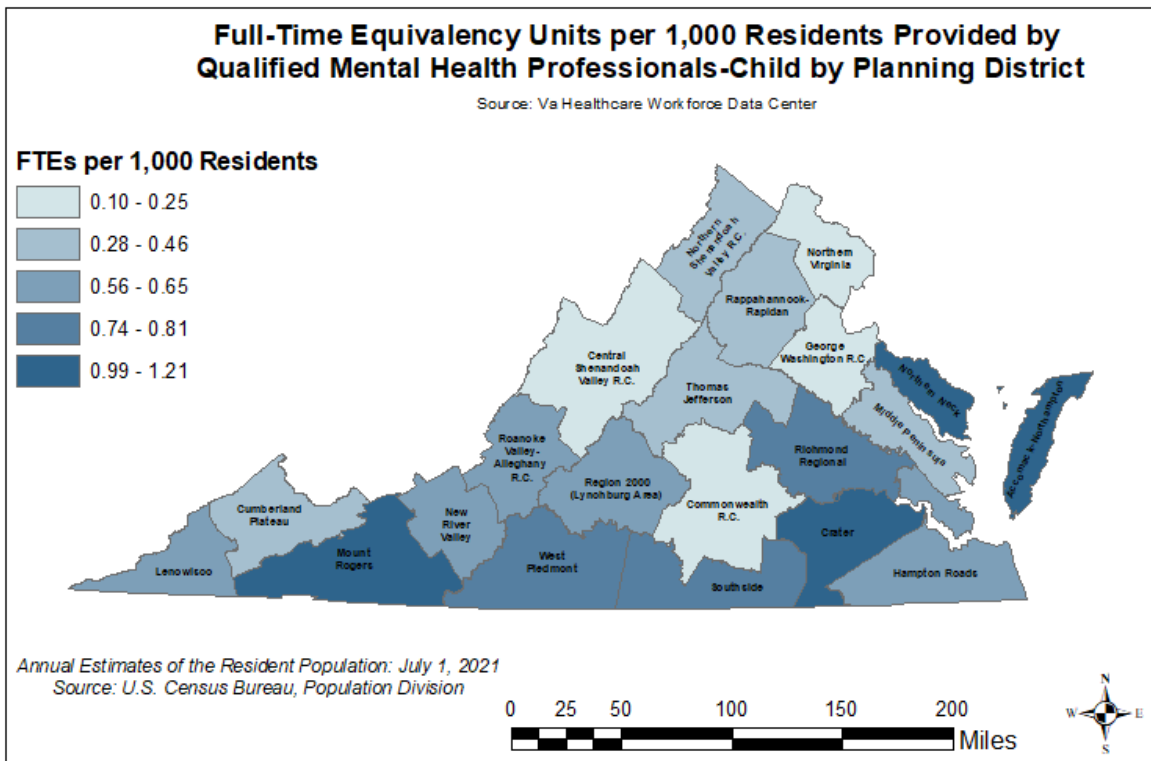
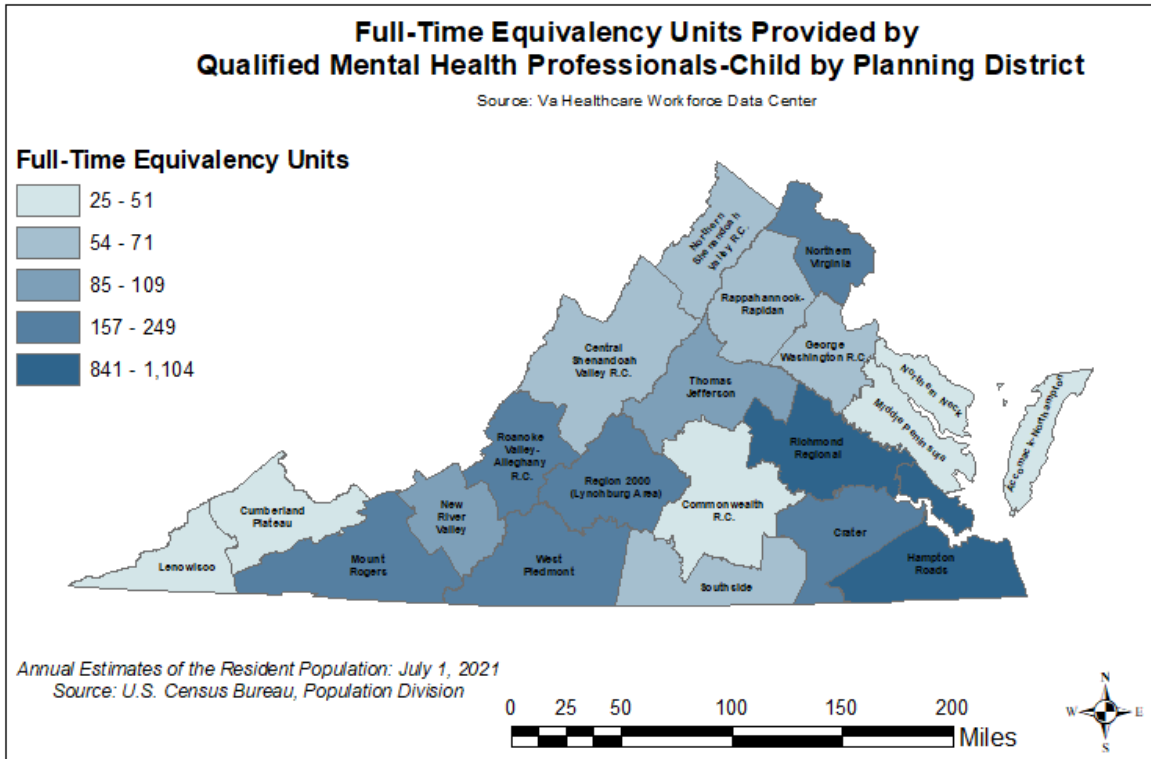
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,015	61.72%	1.620	1.468	2.062
Metro, 250,000 to 1 Million	409	64.30%	1.555	1.409	1.979
Metro, 250,000 or Less	306	63.07%	1.585	1.437	2.018
Urban, Pop. 20,000+, Metro Adj.	148	58.78%	1.701	1.541	2.165
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	309	70.23%	1.424	1.290	1.812
Urban, Pop. 2,500-19,999, Non-Adj.	206	64.08%	1.561	1.414	1.986
Rural, Metro Adj.	124	69.35%	1.442	1.307	1.835
Rural, Non-Adj.	57	71.93%	1.390	1.260	1.769
Virginia Border State/D.C.	235	58.72%	1.703	1.543	2.167
Other U.S. State	93	50.54%	1.979	1.793	2.518

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	515	49.13%	2.036	1.769	2.518
30 to 34	800	57.00%	1.754	1.525	2.171
35 to 39	746	62.06%	1.611	1.401	1.993
40 to 44	788	64.72%	1.545	1.343	1.912
45 to 49	642	69.00%	1.449	1.260	1.793
50 to 54	543	65.56%	1.525	1.326	1.887
55 to 59	414	67.39%	1.484	1.290	1.836
60 and Over	454	67.18%	1.489	1.294	1.842

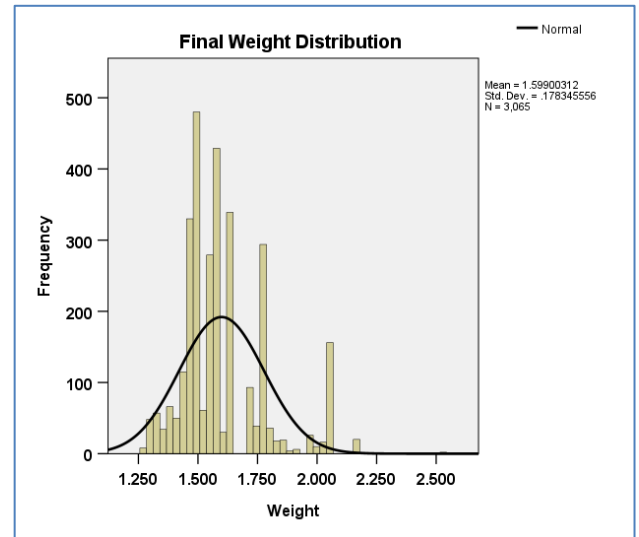
Source: Va. Healthcare Workforce Data Center

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: 0.625255



Source: Va. Healthcare Workforce Data Center