
Virginia's Licensed Clinical Psychologist Workforce: 2021

Healthcare Workforce Data Center

July 2021

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More than 3,500 Licensed Clinical Psychologists 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 Psychology express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Clinical Psychologist Workforce At a Glance:

The Workforce

Licensees ¹ :	4,258
Virginia's Workforce:	3,067
FTEs:	2,489

Background

Rural Childhood:	19%
HS Degree in VA:	22%
Prof. Degree in VA:	29%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	58%
Satisfied?:	95%

Survey Response Rate

All Licensees:	73%
Renewing Practitioners:	96%

Education

Doctor of Psych.:	58%
Other PhD:	42%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	69%

Demographics

Female:	69%
Diversity Index:	32%
Median Age:	49

Finances

Median Inc.:	\$90k-\$100k
Health Benefits:	64%
Under 40 w/ Ed. Debt:	67%

Time Allocation

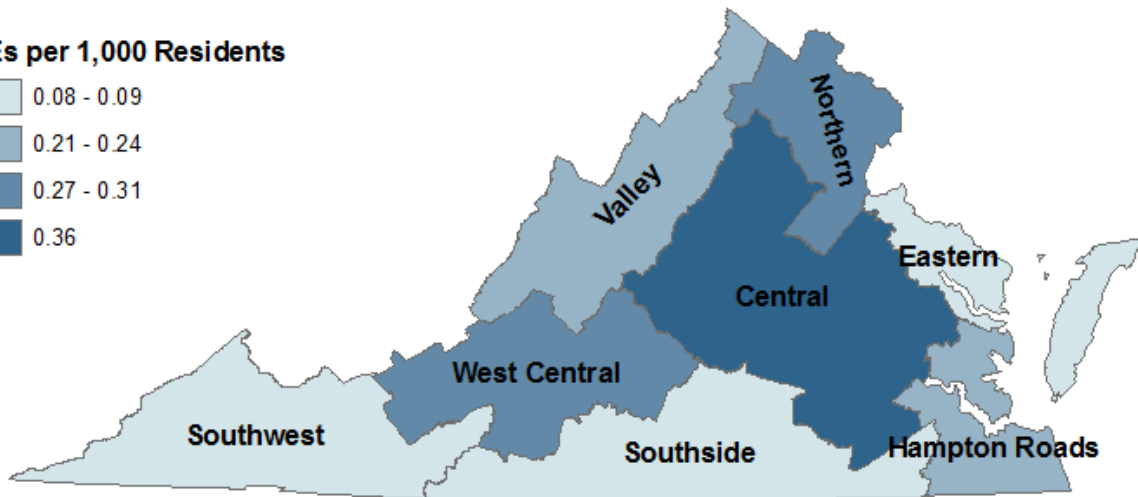
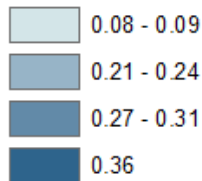
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	66%

Source: Va. Healthcare Workforce Data Center

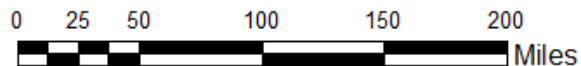
Full-Time Equivalency Units Provided by Clinical Psychologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



¹ Excludes 557 temporary licenses that were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

This report contains the results of the 2021 Licensed Clinical Psychologist (LCP) Workforce Survey. More than 3,500 LCPs 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 LCPs. These survey respondents represent 83% of the 4,258 LCPs who possessed non-temporary licenses in the state and 96% of renewing practitioners.

The HWDC estimates that 3,067 LCPs participated in Virginia's workforce during the survey period, which is defined as those LCPs who worked at least a portion of the year in the state or who live in the state and intend to work as a LCP at some point in the future. Over the past year, Virginia's LCP workforce provided 2,489 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly 70% of all LCPs are female, including 84% of those LCPs who are under the age of 40. The median age of the LCP workforce is 49. In a random encounter between two LCPs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LCPs who are under the age of 40, the diversity index increases to 38%. However, both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. Nearly one out of every five LCPs grew up in rural areas, and 7% of professionals who grew up in rural areas currently work in non-metro areas of Virginia. In total, 4% of all LCPs work in non-metro areas of the state.

Among all LCPs, 95% are currently employed in the profession, 58% hold one full-time job, and 41% work between 40 and 49 hours per week. Meanwhile, 1% of LCPs have experienced involuntary unemployment at some point over the past year, and 2% have also experienced underemployment during the same time period. More than 70% of all LCPs are employed in the private sector, including 59% who work in the for-profit sector. The median annual income of Virginia's LCP workforce is between \$90,000 and \$100,000. Nearly all LCPs are satisfied with their current work situation, including 71% of LCPs who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 LCP workforce. The number of licensed LCPs in Virginia has increased by 30% (4,258 vs. 3,282). In addition, the size of Virginia's LCP workforce has increased by 26% (3,067 vs. 2,440), and the number of FTEs provided by this workforce has increased by 14% (2,489 vs. 2,191). Virginia's renewing LCPs are more likely to respond to this survey (96% vs. 93%).

Although the percentage of LCPs who are female has increased (69% vs. 64%), the percent female has declined slightly among LCPs who are under the age of 40 (84% vs. 85%). At the same time, Virginia's LCP workforce has become more diverse (32% vs. 27%). This is also the case among LCPs who are under the age of 40, although the increase in the diversity index among these professionals was smaller (38% vs. 37%). There has been no change in either the percentage of LCPs who grew up in a rural area (19%) or the percentage of LCPs who work in a non-metro area of the state (4%).

LCPs are more likely to obtain a Doctorate of Psychology (58% vs. 54%). In addition, LCPs are more likely to carry education debt (41% vs. 38%), although this percentage fell among those LCPs who are under the age of 40 (67% vs. 72%). The median education debt among those LCPs who carry education debt has increased (\$110k-\$120k vs. \$80k-\$90k).

LCPs are more likely to hold one full-time job (58% vs. 56%) instead of two or more positions simultaneously (21% vs. 24%). Meanwhile, LCPs are less likely to have been employed at their primary work location for at least two years (69% vs. 74%). The median annual income of Virginia's LCP workforce has increased (\$90k-\$100k vs. \$80k-\$90k). In addition, wage and salaried LCPs are more likely to receive at least one employer-sponsored benefit (76% vs. 69%), including those who have access to health insurance (64% vs. 60%). Although LCPs are less likely to indicate that they are satisfied with their current work situation (95% vs. 97%), the percentage who indicated that they are "very satisfied" has increased slightly (71% vs. 70%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,494	73%
New Licensees	389	8%
Temporary Licensees¹	557	12%
Non-Renewals	375	8%
All Licensees	4,815	100%
All Licensees Without Temporary	4,258	88%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LCPs submitted a survey. These represent 73% of the 4,815 LCPs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	205	318	61%
35 to 39	240	529	69%
40 to 44	192	516	73%
45 to 49	127	439	78%
50 to 54	108	428	80%
55 to 59	86	269	76%
60 to 64	83	291	78%
65 and Over	245	739	75%
Total	1,286	3,529	73%
New Licenses			
Issued in Past Year	434	161	27%
Metro Status			
Non-Metro	50	117	70%
Metro	400	2,297	85%
Not in Virginia	836	1,115	57%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2021.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2020 and June 2021.
- 3. Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2021.

Response Rates	
Completed Surveys	3,529
Response Rate, All Licensees	73%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number: 4,815
 New: 8%
 Not Renewed: 8%

Response Rates

All Licensees: 73%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

¹ These 557 temporary licenses were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

At a Glance:

Workforce

Virginia's LCP Workforce: 3,067
 FTEs: 2,489

Utilization Ratios

Licensees in VA Workforce: 64%
 Licensees per FTE: 1.93
 Workers per FTE: 1.23

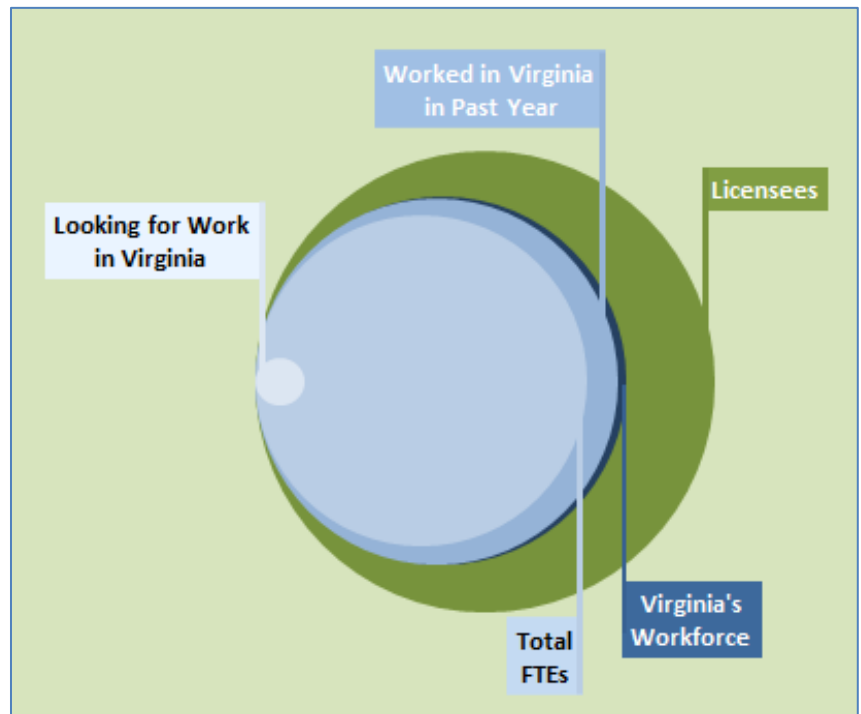
Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	3,015	98%
Looking for Work in Virginia	52	2%
Virginia's Workforce	3,067	100%
Total FTEs	2,489	
Licensees	4,815	

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.



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/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	51	17%	249	83%	300	12%
35 to 39	62	15%	343	85%	405	16%
40 to 44	70	20%	288	80%	358	14%
45 to 49	76	26%	219	74%	295	12%
50 to 54	67	25%	204	75%	271	11%
55 to 59	51	32%	110	68%	161	6%
60 to 64	88	42%	122	58%	210	8%
65 and Over	318	60%	217	41%	535	21%
Total	784	31%	1,752	69%	2,536	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs Under 40	
	%	#	%	#	%
White	61%	2,077	82%	545	78%
Black	19%	178	7%	56	8%
Hispanic	10%	123	5%	40	6%
Asian	7%	91	4%	34	5%
Two or More Races	3%	46	2%	18	3%
Other Race	0%	21	1%	8	1%
Total	100%	2,536	100%	701	100%

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 69%
% Under 40 Female: 84%

Age

Median Age: 49
% Under 40: 28%
% 55 and Over: 36%

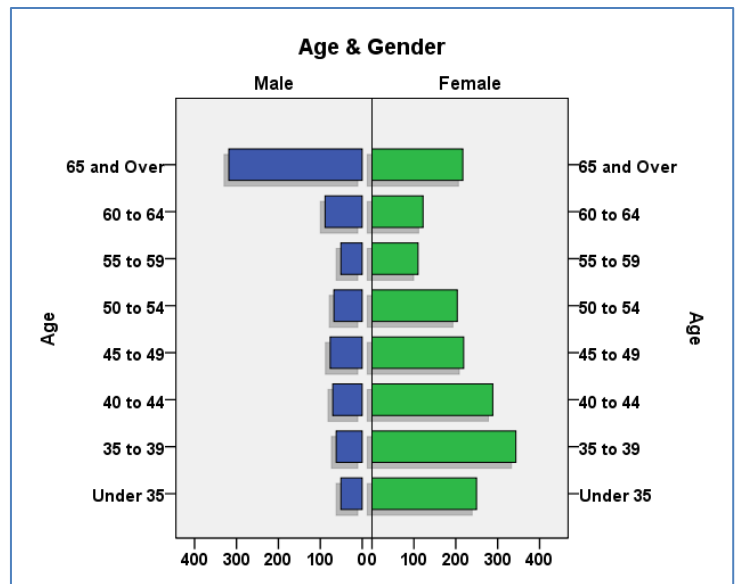
Diversity

Diversity Index: 32%
Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index.

Nearly 30% of all LCPs are under the age of 40, and 84% of these professionals are female. In addition, the diversity index among this group of LCPs is 38%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 22%
 Prof. Edu. in VA: 29%
 HS or Prof. Edu. in VA: 40%

Location Choice

% Rural to Non-Metro: 7%
 % Urban/Suburban to Non-Metro: 3%

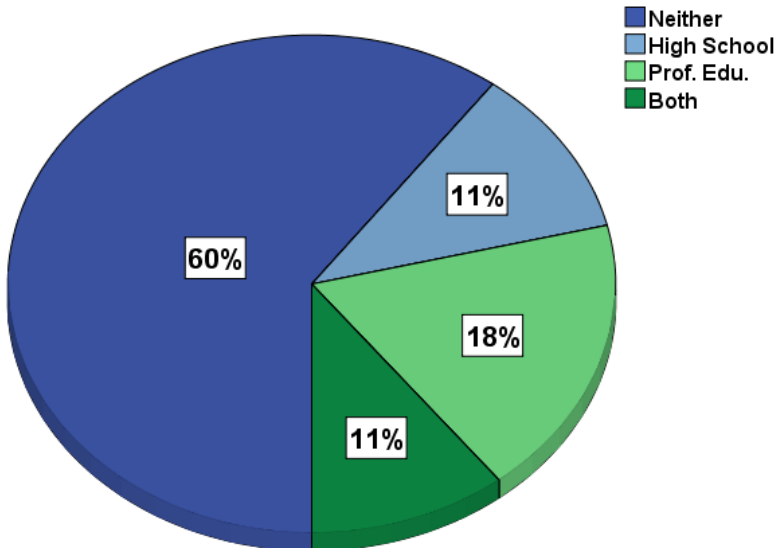
Source: Va. Healthcare Workforce Data Center

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+	17%	67%	15%
2	Metro, 250,000 to 1 Million	19%	72%	9%
3	Metro, 250,000 or Less	22%	60%	19%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	40%	50%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	38%	56%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	69%	31%	0%
8	Rural, Metro Adjacent	26%	63%	11%
9	Rural, Non-Adjacent	11%	67%	22%
Overall		19%	66%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of all LCPs grew up in self-described rural areas, and 7% of these professionals currently work in non-metro counties. In total, 4% of all LCPs in the state currently work in non-metro counties.

Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof. Degree	#
1	Virginia	542	Virginia	727
2	New York	286	Washington, D.C.	228
3	Pennsylvania	183	California	189
4	Maryland	161	Florida	152
5	New Jersey	124	New York	123
6	California	100	Illinois	103
7	Ohio	94	Pennsylvania	102
8	Outside U.S./Canada	93	Ohio	86
9	Florida	79	Texas	76
10	Illinois	74	Maryland	68

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all LCPs received their high school degree in Virginia, while 29% received their initial professional degree in the state.

Among LCPs who have obtained their initial license in the past five years, 22% received their high school degree in Virginia, while 28% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	167	Virginia	216
2	New York	59	Washington, D.C.	61
3	Pennsylvania	51	California	56
4	California	43	Illinois	45
5	Maryland	42	Florida	45
6	Ohio	38	New York	30
7	Outside U.S./Canada	32	Pennsylvania	29
8	New Jersey	32	Maryland	26
9	Florida	29	Ohio	21
10	Texas	24	Texas	20

Source: Va. Healthcare Workforce Data Center

More than one-third of Virginia's licensees did not participate in the state's LCP workforce during the past year. Among this group of professionals, 94% worked at some point in the past year, including 89% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	1,759
% of Licensees:	37%
Federal/Military:	32%
Va. Border State/D.C.:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	0	0%
Doctor of Psychology	1,438	58%
Other Doctorate	1,055	42%
Total	2,493	100%

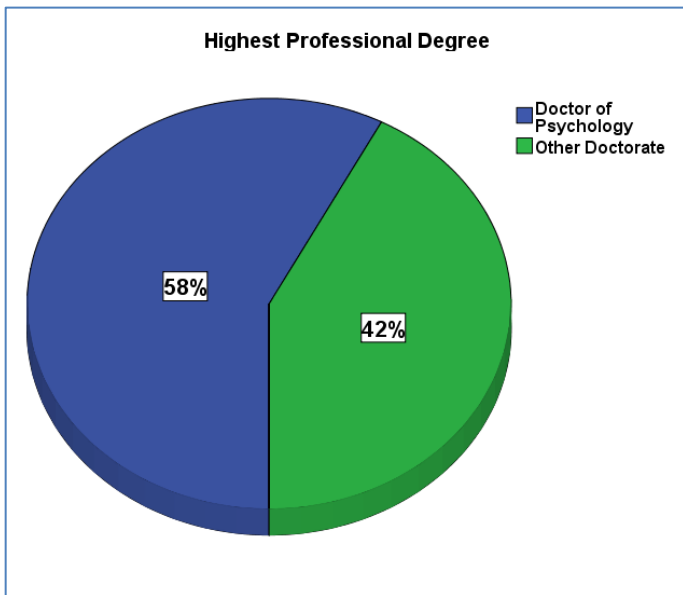
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Doctor of Psychology: 58%
 Other Doctorate/PhD: 42%

Education Debt
 Carry Debt: 41%
 Under Age 40 w/ Debt: 67%
 Median Debt: \$110k-\$120k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than 40% of LCPs carry education debt, including 67% of those LCPs who are under the age of 40. For those LCPs with education debt, the median debt amount is between \$110,000 and \$120,000.

Education Debt				
Amount Carried	All LCPs		LCPs Under 40	
	#	%	#	%
None	1,331	59%	208	33%
Less than \$10,000	47	2%	14	2%
\$10,000-\$29,999	82	4%	26	4%
\$30,000-\$49,999	96	4%	24	4%
\$50,000-\$69,999	92	4%	43	7%
\$70,000-\$89,999	78	3%	29	5%
\$90,000-\$109,999	65	3%	20	3%
\$110,000-\$129,999	51	2%	24	4%
\$130,000-\$149,999	53	2%	29	5%
\$150,000 or More	368	16%	219	34%
Total	2,263	100%	636	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 32%
 Child: 13%
 Neurology: 7%

Secondary Specialty

Mental Health: 13%
 Child: 10%
 Behavioral Disorders: 9%

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all LCPs have a primary specialty in mental health, while another 13% of LCPs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	782	32%	270	13%
Child	318	13%	209	10%
Neurology/Neuropsychology	161	7%	50	2%
Forensic	155	6%	130	6%
Health/Medical	108	4%	158	8%
Behavioral Disorders	72	3%	181	9%
Family	34	1%	117	6%
School/Educational	34	1%	63	3%
Gerontologic	26	1%	44	2%
Rehabilitation	25	1%	27	1%
Marriage	14	1%	101	5%
Substance Abuse	10	0%	36	2%
Industrial/Organizational	8	0%	11	1%
Sex Offender Treatment	7	0%	21	1%
Vocational/Work Environment	6	0%	17	1%
Experimental or Research	5	0%	19	1%
Public Health	5	0%	11	1%
Social	0	0%	5	0%
General Practice (Non-Specialty)	561	23%	452	22%
Other Specialty Area	139	6%	180	9%
Total	2,469	100%	2,101	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 58%
 2 or More Positions: 21%

Weekly Hours:

40 to 49: 41%
 60 or More: 7%
 Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Behavioral Sciences-Related Capacity	2,382	95%
Employed, NOT in a Behavioral Sciences-Related Capacity	47	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	41	2%
Retired	36	1%
Total	2,513	100%

Source: Va. Healthcare Workforce Data Center

Among all LCPs, 95% are currently employed in the profession, 58% hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	83	3%
1 to 9 Hours	80	3%
10 to 19 Hours	162	7%
20 to 29 Hours	242	10%
30 to 39 Hours	399	16%
40 to 49 Hours	1,003	41%
50 to 59 Hours	321	13%
60 to 69 Hours	148	6%
70 to 79 Hours	17	1%
80 or More Hours	9	0%
Total	2,464	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	83	3%
One Part-Time Position	447	18%
Two Part-Time Positions	85	3%
One Full-Time Position	1,422	58%
One Full-Time Position & One Part-Time Position	372	15%
Two Full-Time Positions	22	1%
More than Two Positions	38	2%
Total	2,469	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	19	1%
Less than \$40,000	161	8%
\$40,000-\$49,999	66	3%
\$50,000-\$59,999	86	4%
\$60,000-\$69,999	142	7%
\$70,000-\$79,999	189	10%
\$80,000-\$89,999	192	10%
\$90,000-\$99,999	181	9%
\$100,000-\$109,999	223	11%
\$110,000-\$119,999	159	8%
\$120,000-\$129,999	115	6%
\$130,000 or More	445	23%
Total	1,979	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
(Salary/Wage Employees Only)
Health Insurance: 64%
Retirement: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,698	71%
Somewhat Satisfied	587	25%
Somewhat Dissatisfied	80	3%
Very Dissatisfied	31	1%
Total	2,396	100%

Source: Va. Healthcare Workforce Data Center

The typical LCP earns between \$90,000 and \$100,000 per year. Among LCPs who receive either an hourly wage or a salary as compensation at their primary work location, 64% have access to health insurance, and 64% also have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,025	43%	64%
Health Insurance	1,007	42%	64%
Paid Vacation	955	40%	63%
Paid Sick Leave	907	38%	61%
Dental Insurance	878	37%	57%
Group Life Insurance	640	27%	43%
Signing/Retention Bonus	143	6%	9%
At Least One Benefit	1,242	52%	76%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	596	19%
Switch Employers or Practices?	175	6%
Experience Voluntary Unemployment?	114	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	52	2%
Experience Involuntary Unemployment?	44	1%
Experience At Least One	833	27%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 5.6% during the same time period.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	32	1%	24	4%
Less than 6 Months	103	4%	31	5%
6 Months to 1 Year	184	8%	73	13%
1 to 2 Years	419	17%	92	16%
3 to 5 Years	533	22%	149	26%
6 to 10 Years	391	16%	76	13%
More than 10 Years	745	31%	140	24%
Subtotal	2,407	100%	584	100%
Did Not Have Location	53		2,457	
Item Missing	607		26	
Total	3,067		3,067	

Source: Va. Healthcare Workforce Data Center

More than half of all LCPs are salaried employees, while 28% receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 16%
Over 2 Years: 69%
Over 2 Yrs., 2nd Location: 63%

Employment Type

Salary/Commission: 53%
Business/Practice Income: 28%

Source: Va. Healthcare Workforce Data Center

Nearly 70% of all LCPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	986	53%
Business/Practice Income	516	28%
Hourly Wage	203	11%
By Contract	133	7%
Unpaid	14	1%
Subtotal	1,851	100%
Did Not Have Location	53	
Item Missing	1,163	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Concentration

Top Region:	41%
Top 3 Regions:	80%
Lowest Region:	1%

Locations

2 or More (Past Year):	25%
2 or More (Now*):	23%

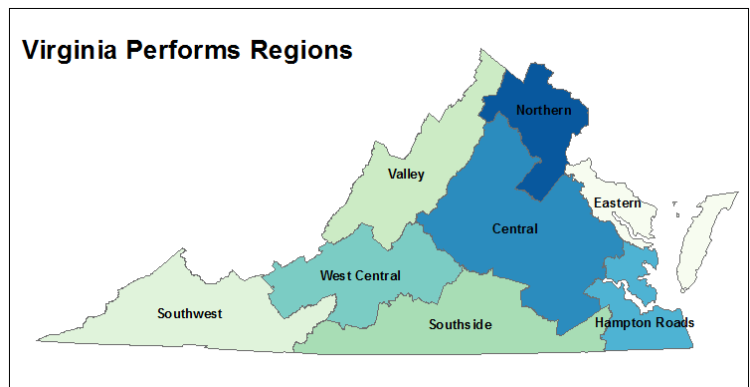
Source: Va. Healthcare Workforce Data Center

Four out of every five LCPs in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	980	41%	214	35%
Central	560	23%	93	15%
Hampton Roads	393	16%	109	18%
West Central	202	8%	45	7%
Valley	105	4%	23	4%
Southwest	33	1%	6	1%
Southside	24	1%	7	1%
Eastern	17	1%	5	1%
Virginia Border State/D.C.	51	2%	34	6%
Other U.S. State	39	2%	67	11%
Outside of the U.S.	0	0%	1	0%
Total	2,404	100%	604	100%
Item Missing	608		6	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-fifth of all LCPs currently have multiple work locations, while 25% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	52	2%	73	3%
1	1,790	73%	1,817	74%
2	327	13%	311	13%
3	245	10%	221	9%
4	16	1%	12	1%
5	4	0%	5	0%
6 or More	17	1%	11	0%
Total	2,450	100%	2,450	100%

*At the time of survey completion, June 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,328	59%	397	74%
Non-Profit	289	13%	57	11%
State/Local Government	301	13%	47	9%
Veterans Administration	152	7%	13	2%
U.S. Military	107	5%	19	4%
Other Federal Government	55	2%	6	1%
Total	2,232	100%	539	100%
Did Not Have Location	53		2,457	
Item Missing	780		71	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	59%
Federal:	14%

Top Establishments

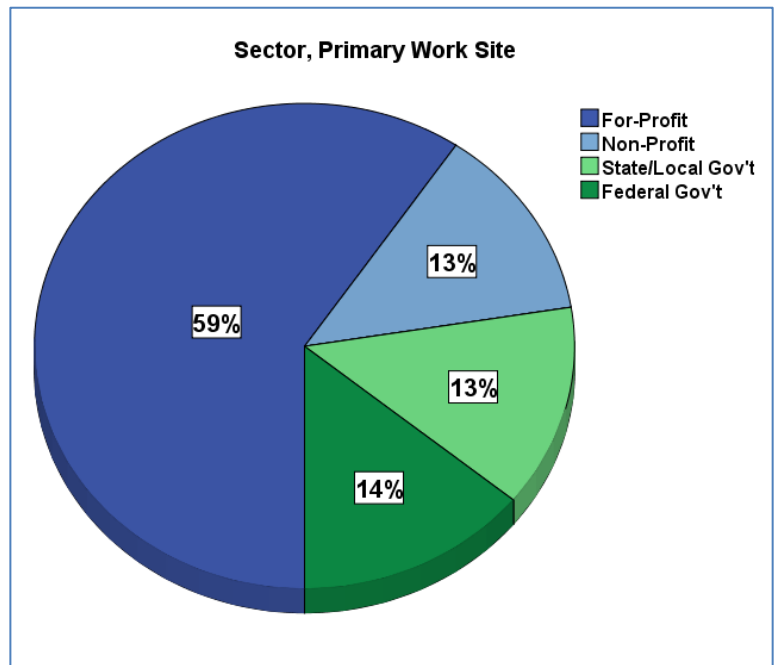
Private Practice, Solo:	26%
Private Practice, Group:	23%
Mental Health Facility (Outpatient):	8%

Payment Method

Cash/Self-Pay:	60%
Private Insurance:	37%

Source: Va. Healthcare Workforce Data Center

More than 70% of LCPs work in the private sector, including 59% who work in the for-profit sector. Another 14% of LCPs work for the federal government.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	537	26%	135	26%
Private Practice, Group	487	23%	155	30%
Mental Health Facility, Outpatient	176	8%	28	5%
Academic Institution (Teaching Health Professions Students)	171	8%	52	10%
Hospital, General	152	7%	19	4%
Community-Based Clinic or Health Center	83	4%	14	3%
Hospital, Psychiatric	79	4%	5	1%
School (Providing Care to Clients)	78	4%	9	2%
Community Services Board	39	2%	2	0%
Administrative or Regulatory	33	2%	5	1%
Physician Office	30	1%	6	1%
Rehabilitation Facility	23	1%	6	1%
Corrections/Jail	22	1%	10	2%
Long-Term Care Facility, Nursing Home	17	1%	8	2%
Residential Mental Health/Substance Abuse Facility	15	1%	2	0%
Home Health Care	5	0%	0	0%
Residential Intellectual/Development Disability Facility	3	0%	0	0%
Other Practice Setting	151	7%	62	12%
Total	2,101	100%	518	100%
Did Not Have a Location	53		2,457	

Source: Va. Healthcare Workforce Data Center

Solo and group private practices employ nearly half of all LCPs in Virginia. Another 17% of LCPs work at either outpatient mental health facilities or academic institutions.

Three out of every five LCPs 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 LCP workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	1,833	60%
Private Insurance	1,146	37%
Medicare	695	23%
Medicaid	588	19%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

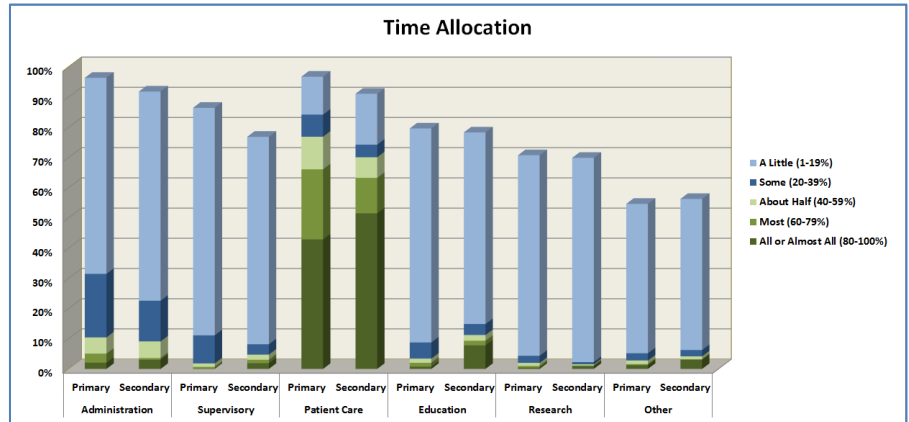
Patient Care: 66%
Administration: 5%
Education: 2%

Patient Care LCPs

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

In general, LCPs spend approximately 75% of their time treating patients. In fact, two-thirds of all LCPs 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%	3%	0%	2%	43%	52%	1%	8%	0%	1%	1%	3%
Most (60-79%)	3%	1%	1%	1%	23%	12%	1%	2%	1%	0%	0%	0%
About Half (40-59%)	5%	6%	1%	2%	11%	7%	1%	2%	1%	0%	1%	1%
Some (20-39%)	21%	13%	9%	3%	7%	4%	5%	4%	2%	1%	2%	2%
A Little (1-19%)	65%	69%	75%	69%	13%	17%	71%	63%	66%	68%	50%	50%
None (0%)	4%	8%	14%	23%	3%	9%	20%	22%	29%	30%	45%	44%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	213	10%	107	20%
1 to 24	1,384	63%	409	77%
25 to 49	581	26%	13	2%
50 to 74	22	1%	3	1%
75 or More	8	0%	0	0%
Total	2,208	100%	532	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

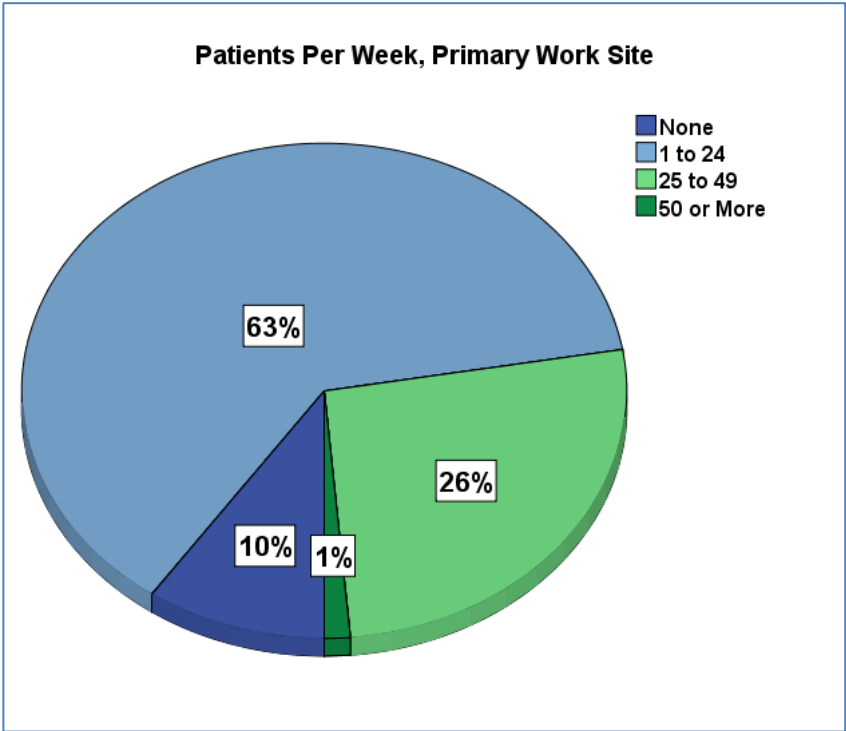
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs who also have a secondary work location, more than three-quarters treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

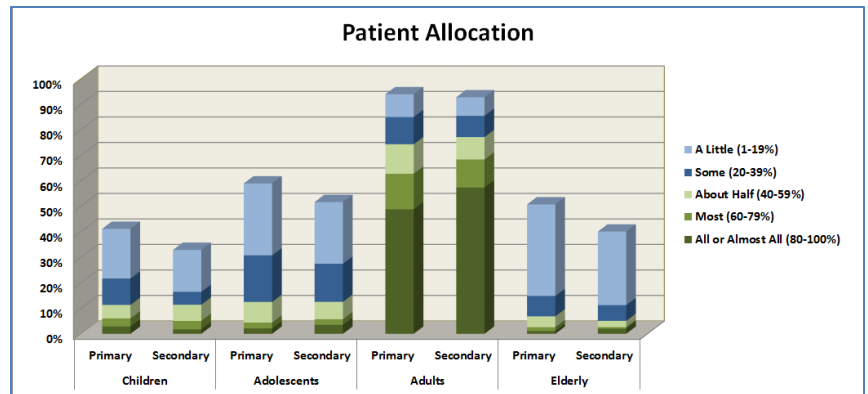
Children: None
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

Roles

Children: 6%
 Adolescents: 4%
 Adults: 63%
 Elderly: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately 75% of all patients seen by LCPs at their primary work location are adults. In addition, 63% of LCPs 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%	2%	4%	49%	57%	1%	2%
Most (60-79%)	3%	3%	2%	2%	14%	11%	1%	1%
About Half (40-59%)	5%	6%	8%	7%	12%	9%	4%	2%
Some (20-39%)	10%	5%	18%	15%	11%	8%	8%	6%
A Little (1-19%)	19%	16%	28%	24%	9%	7%	36%	29%
None (0%)	59%	67%	41%	48%	6%	7%	49%	60%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs 50 and Over	
	#	%	#	%
Under Age 50	14	1%	-	-
50 to 54	19	1%	2	0%
55 to 59	79	4%	17	2%
60 to 64	320	14%	101	10%
65 to 69	649	29%	219	21%
70 to 74	523	24%	291	28%
75 to 79	251	11%	183	18%
80 or Over	105	5%	72	7%
I Do Not Intend to Retire	249	11%	147	14%
Total	2,208	100%	1,032	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 20%
Under 60: 5%

LCPs 50 and Over

Under 65: 12%
Under 60: 2%

Time Until Retirement

Within 2 Years: 6%
Within 10 Years: 24%
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

One out of every five LCPs expects to retire before the age of 65. Among those LCPs who are age 50 or over, 12% expect to retire by the age of 65.

Within the next two years, 9% of LCPs expect to increase their patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans

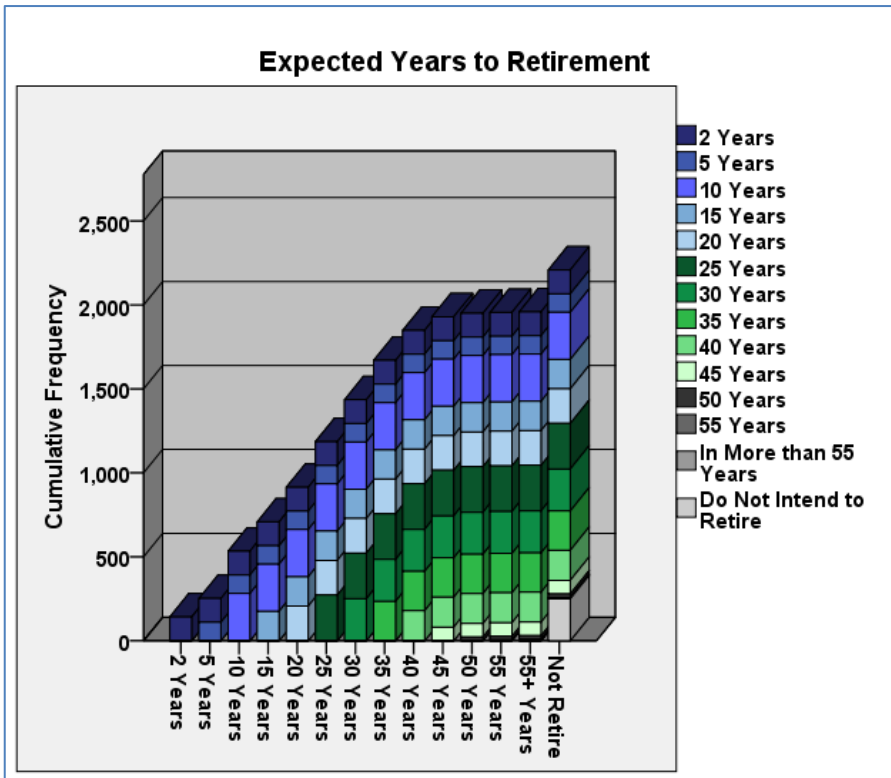
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	347	11%
Leave Virginia	60	2%
Leave Profession	30	1%
Decrease Teaching Hours	25	1%
Increase Participation		
Increase Patient Care Hours	277	9%
Increase Teaching Hours	158	5%
Pursue Additional Education	122	4%
Return to Virginia's Workforce	24	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Only 6% of LCPs expect to retire in the next two years, while 24% expect to retire in the next ten years. Half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	142	6%	6%
5 Years	110	5%	11%
10 Years	281	13%	24%
15 Years	175	8%	32%
20 Years	206	9%	41%
25 Years	272	12%	54%
30 Years	250	11%	65%
35 Years	234	11%	76%
40 Years	179	8%	84%
45 Years	81	4%	87%
50 Years	21	1%	88%
55 Years	5	0%	89%
In More than 55 Years	3	0%	89%
Do Not Intend to Retire	249	11%	100%
Total	2,208	100%	

Source: Va. Healthcare Workforce Data Center



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

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 2,489
 FTEs/1,000 Residents³: 0.292
 Average: 0.83

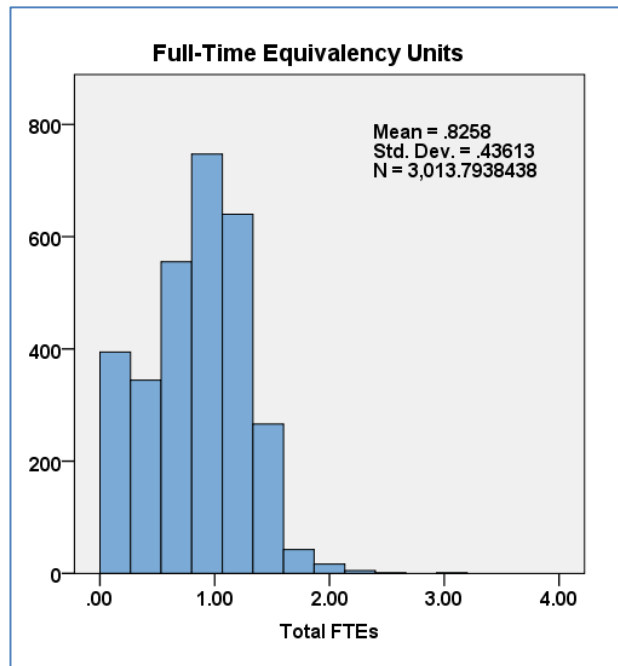
Age & Gender Effect

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:

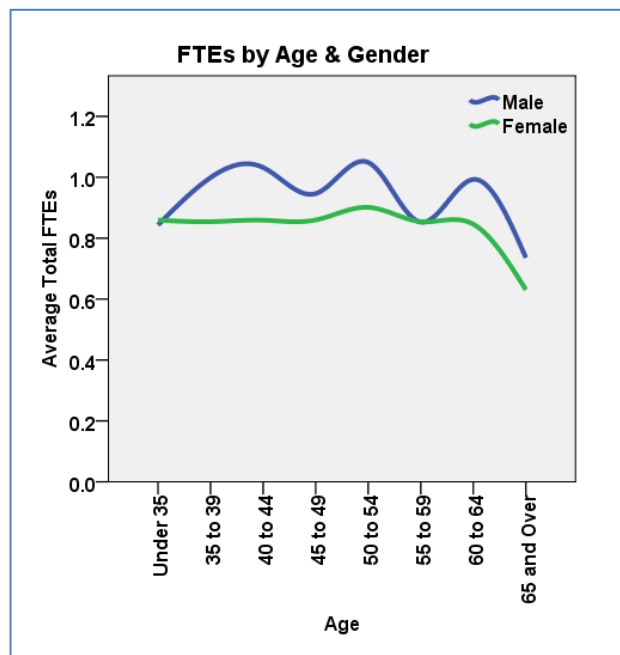


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.89 FTEs over the past year, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.86	0.93
35 to 39	0.80	0.88
40 to 44	0.98	1.04
45 to 49	0.70	0.83
50 to 54	0.99	1.13
55 to 59	0.84	0.80
60 to 64	0.91	0.95
65 and Over	0.67	0.56
Gender		
Male	0.88	0.97
Female	0.83	0.92

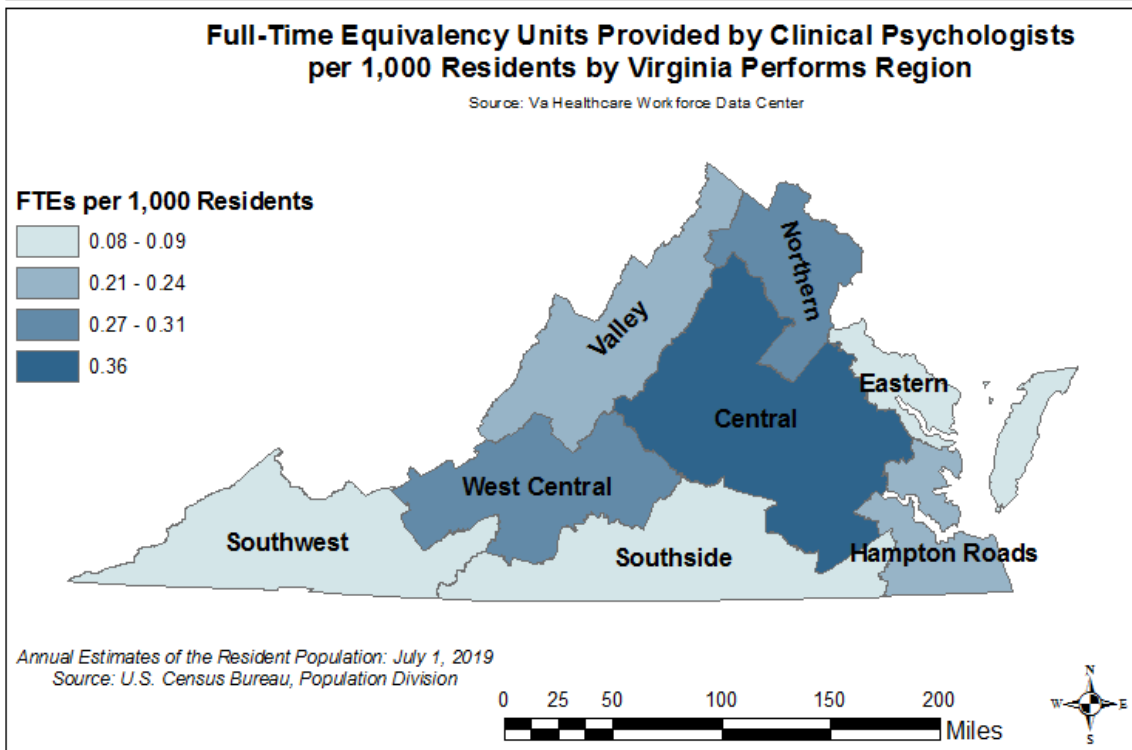
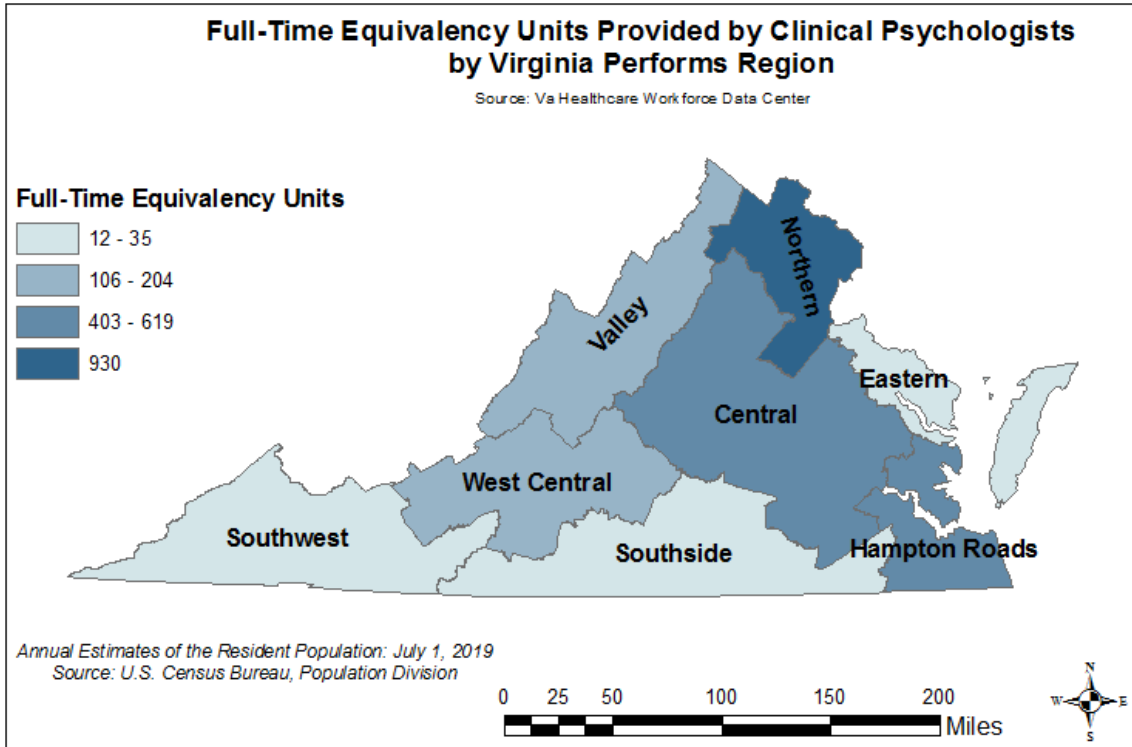
Source: Va. Healthcare Workforce Data Center

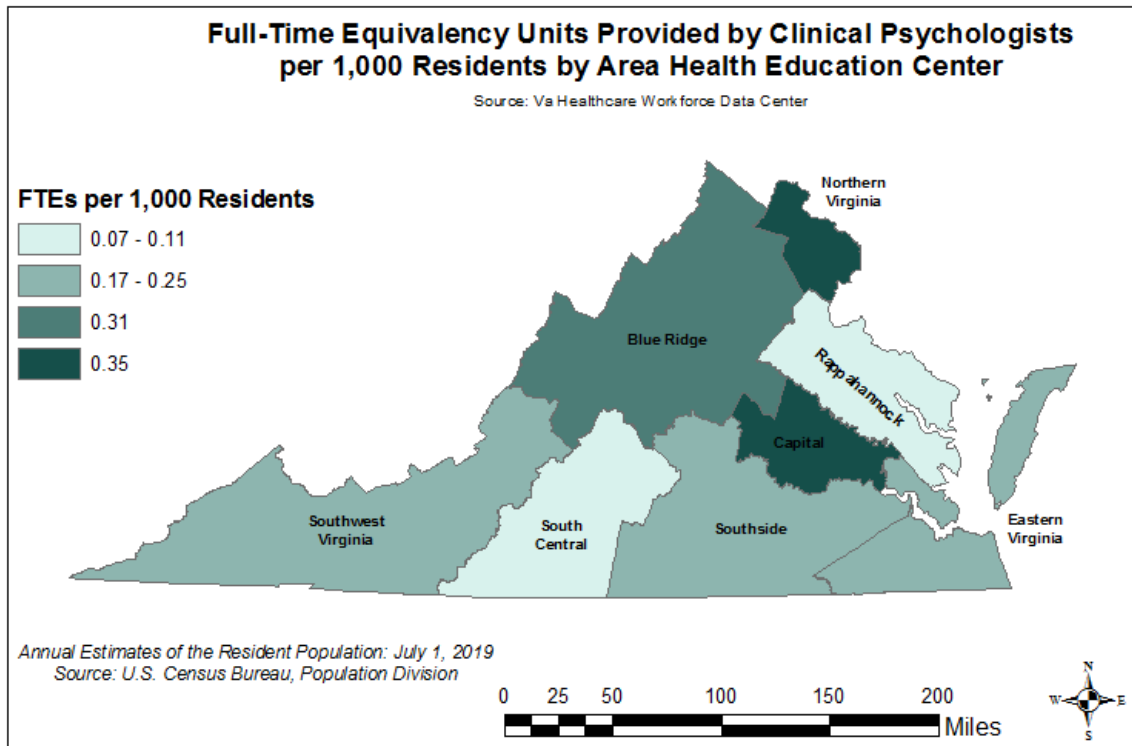
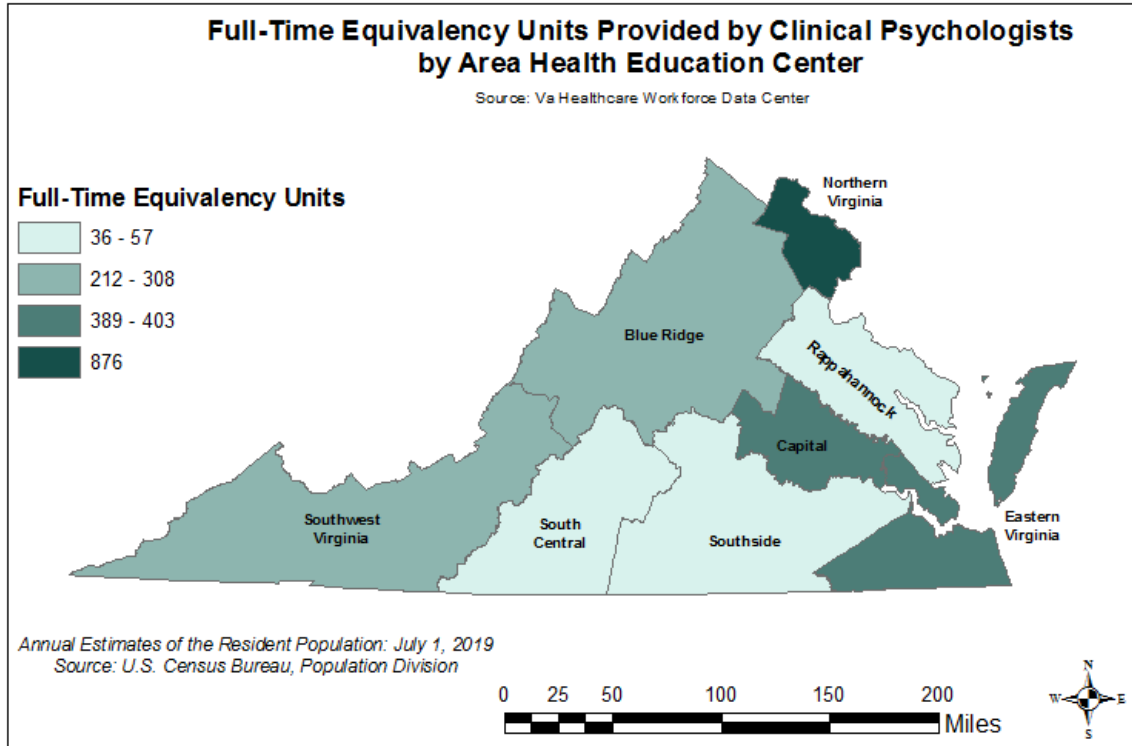


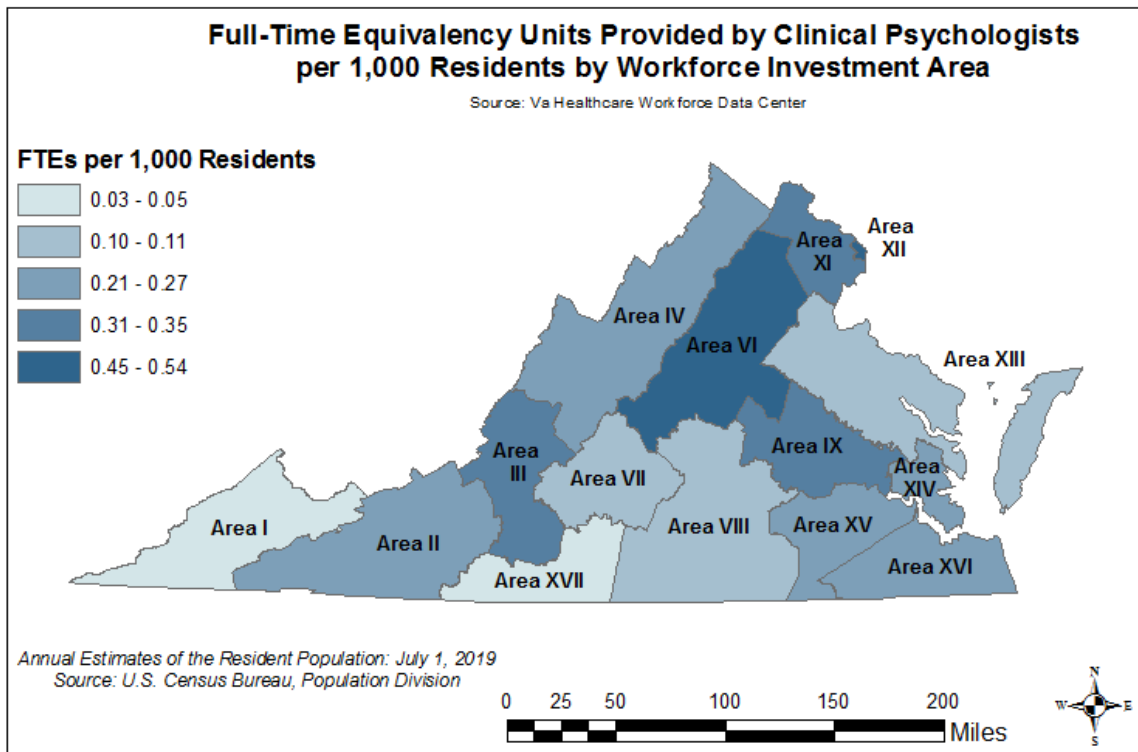
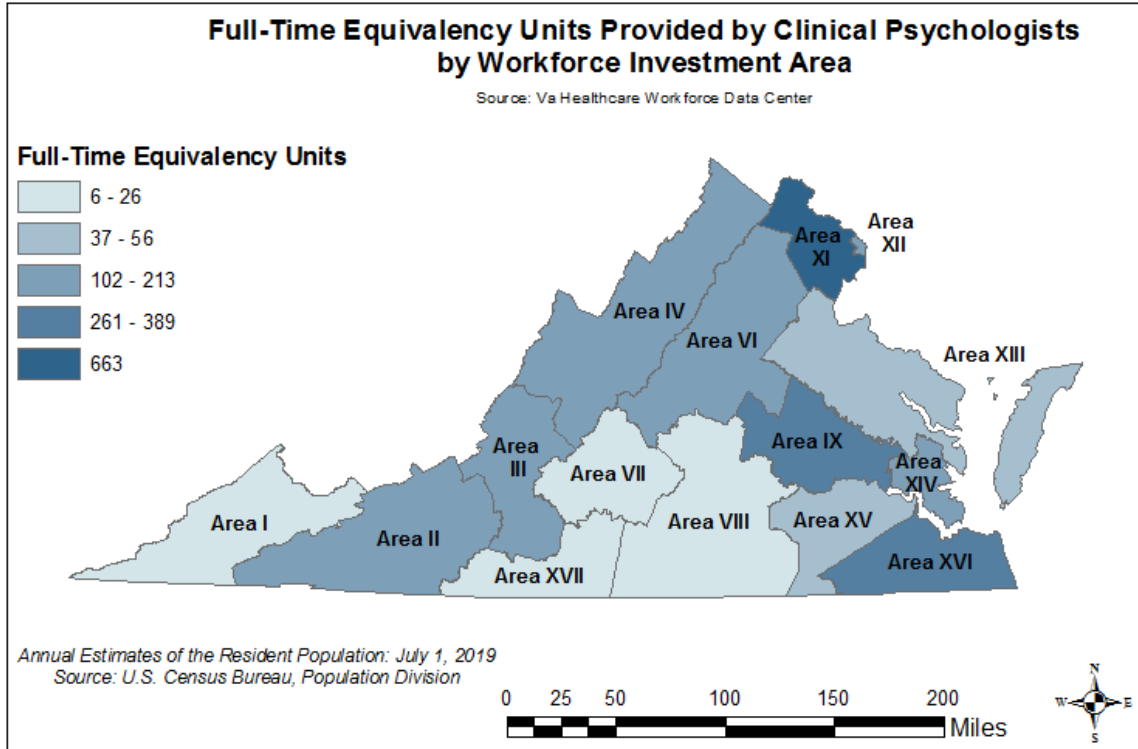
Source: Va. Healthcare Workforce Data Center

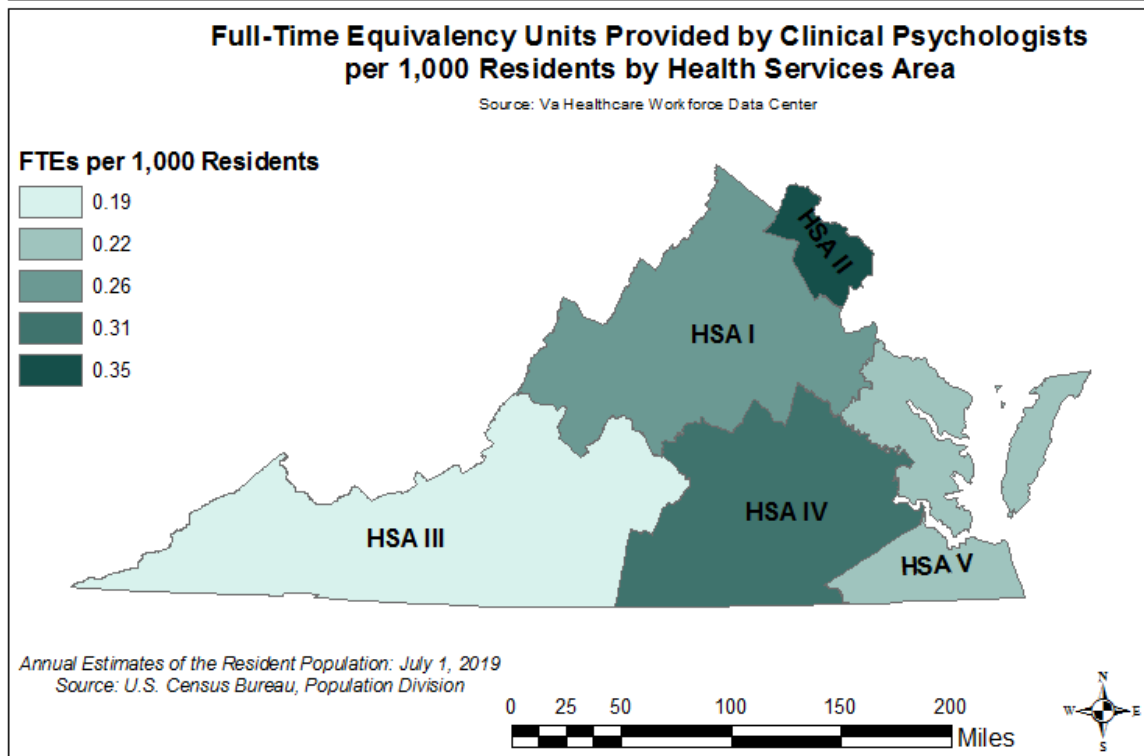
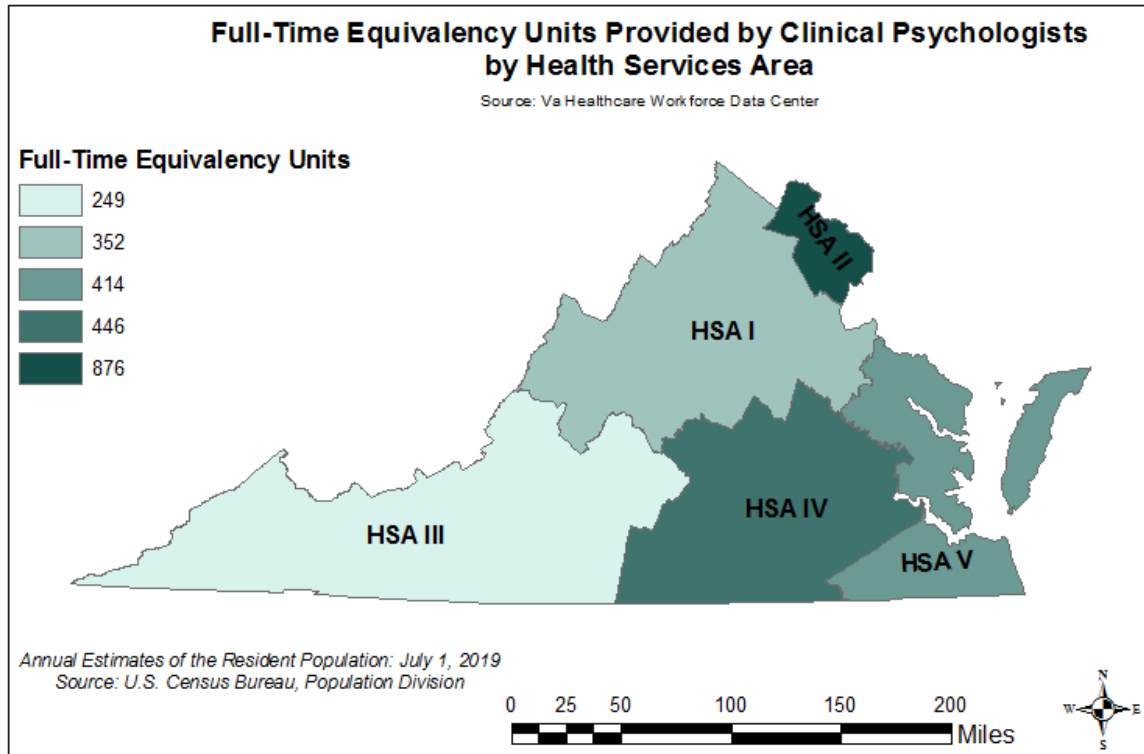
³ Number of residents in 2019 was used as the denominator.

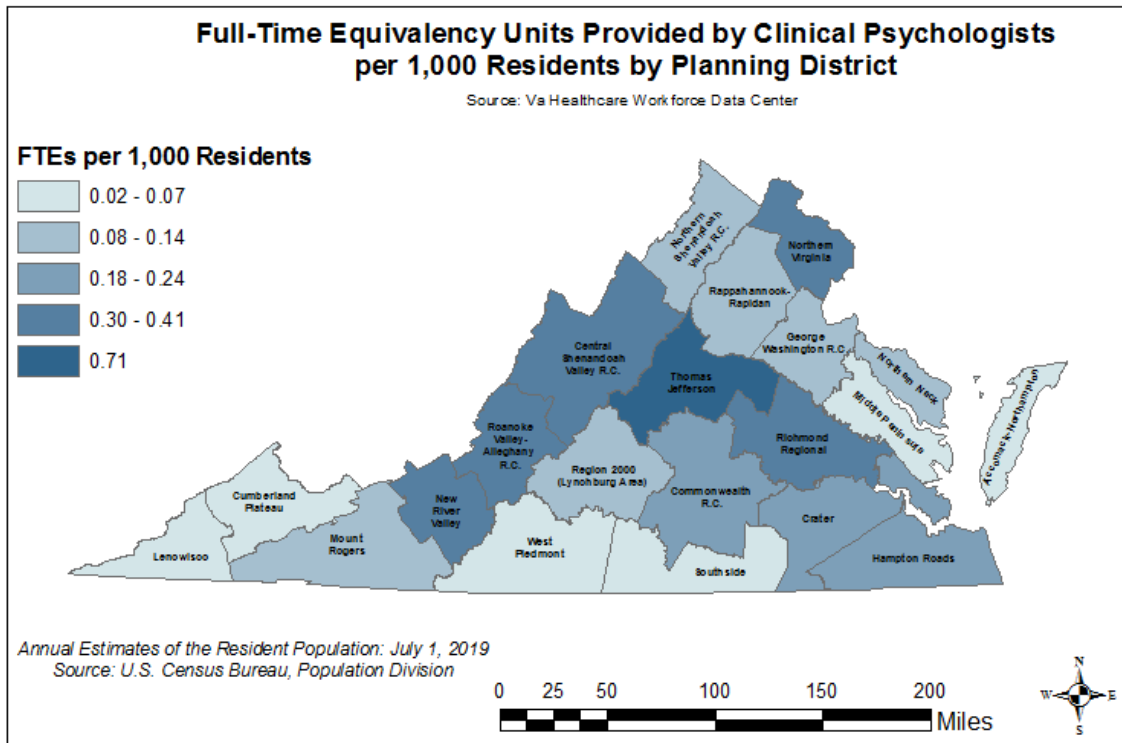
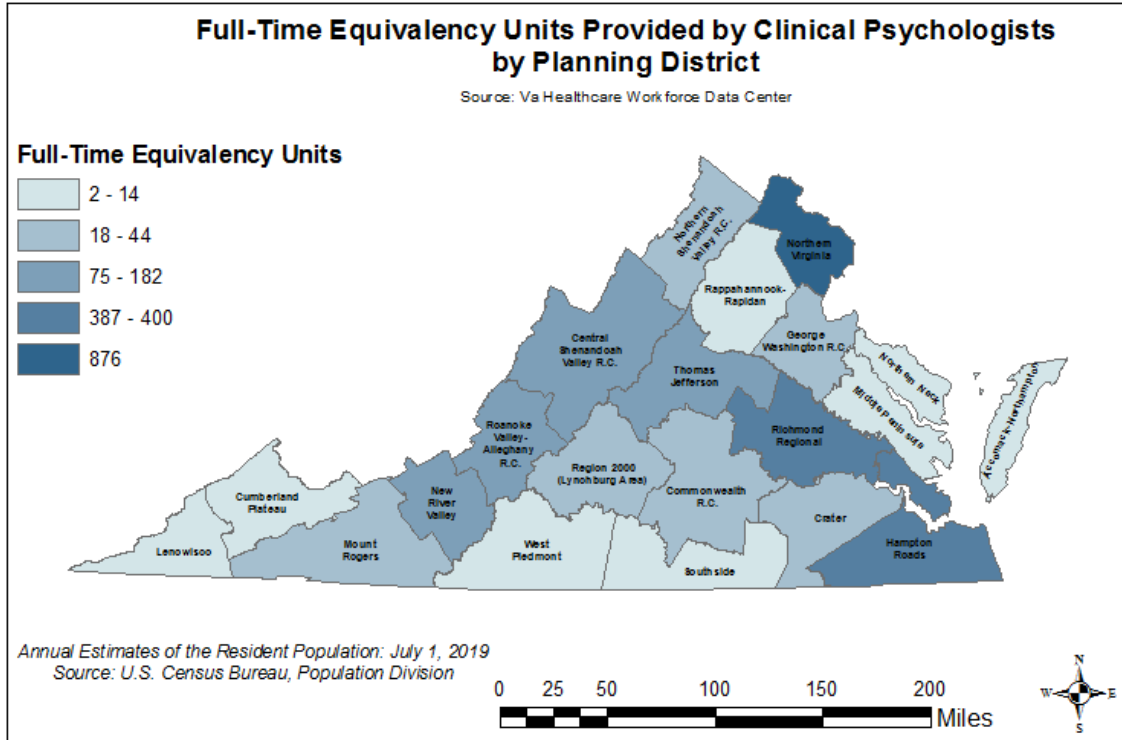
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,065	86.39%	1.158	1.062	1.395
Metro, 250,000 to 1 Million	151	84.77%	1.180	1.083	1.422
Metro, 250,000 or Less	481	80.04%	1.249	1.147	1.506
Urban, Pop. 20,000+, Metro Adj.	10	90.00%	1.111	1.047	1.184
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	57	78.95%	1.267	1.163	1.527
Urban, Pop. 2,500-19,999, Non-Adj.	20	90.00%	1.111	1.020	1.339
Rural, Metro Adj.	63	50.79%	1.969	1.807	2.373
Rural, Non-Adj.	17	76.47%	1.308	1.200	1.576
Virginia Border State/D.C.	1,006	58.95%	1.696	1.557	2.045
Other U.S. State	945	55.24%	1.810	1.662	2.182

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	523	60.80%	1.645	1.339	2.373
35 to 39	769	68.79%	1.454	1.184	2.098
40 to 44	708	72.88%	1.372	1.117	1.980
45 to 49	566	77.56%	1.289	1.050	1.860
50 to 54	536	79.85%	1.252	1.020	1.807
55 to 59	355	75.77%	1.320	1.075	1.904
60 to 64	374	77.81%	1.285	1.047	1.854
65 and Over	984	75.10%	1.332	1.084	1.921

Source: Va. Healthcare Workforce Data Center

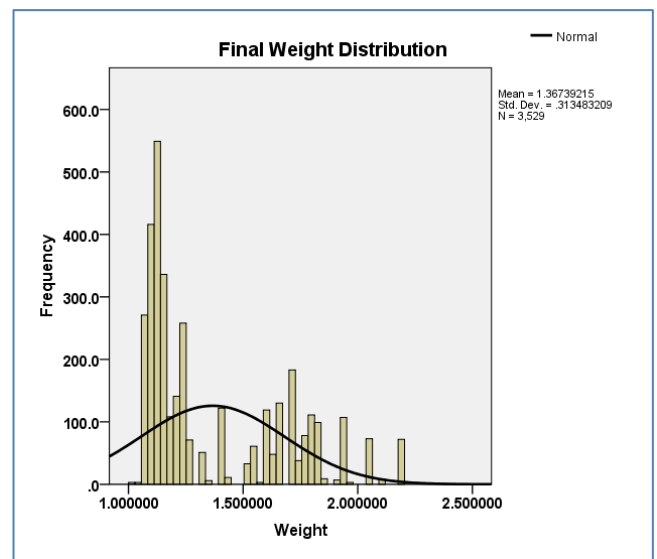
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.732918



Source: Va. Healthcare Workforce Data Center