
Virginia's Licensed Clinical Psychologist Workforce: 2022

Healthcare Workforce Data Center

July 2022

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<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

More than 3,700 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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Contents

| | |
|--|-----------|
| Results in Brief | 2 |
| Summary of Trends | 2 |
| Survey Response Rates | 3 |
| The Workforce | 4 |
| Demographics | 5 |
| Background | 6 |
| Education | 8 |
| Specialties | 9 |
| Current Employment Situation | 10 |
| Employment Quality | 11 |
| 2022 Labor Market | 12 |
| Work Site Distribution | 13 |
| Establishment Type | 14 |
| Languages | 16 |
| Time Allocation | 17 |
| Patient Workload | 18 |
| Patient Allocation | 19 |
| Retirement & Future Plans | 20 |
| Full-Time Equivalency Units | 22 |
| Maps | 23 |
| Virginia Performs Regions | 23 |
| Area Health Education Center Regions | 24 |
| Workforce Investment Areas | 25 |
| Health Services Areas | 26 |
| Planning Districts..... | 27 |
| Appendices | 28 |
| Appendix A: Weights | 28 |

The Licensed Clinical Psychologist Workforce At a Glance:

The Workforce

| | |
|-----------------------|-------|
| Licensees: | 4,422 |
| Virginia's Workforce: | 2,920 |
| FTEs: | 2,342 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 18% |
| HS Degree in VA: | 23% |
| Prof. Degree in VA: | 30% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 95% |
| Hold 1 Full-Time Job: | 56% |
| Satisfied: | 96% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 84% |
| Renewing Practitioners: | 96% |

Education

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

Job Turnover

| | |
|-----------------------|-----|
| Switched Jobs: | 5% |
| Employed Over 2 Yrs.: | 70% |

Demographics

| | |
|------------------|-----|
| Female: | 70% |
| Diversity Index: | 34% |
| Median Age: | 50 |

Finances

| | |
|-----------------------|--------------|
| Median Inc.: | \$90k-\$100k |
| Health Benefits: | 62% |
| Under 40 w/ Ed. Debt: | 65% |

Time Allocation

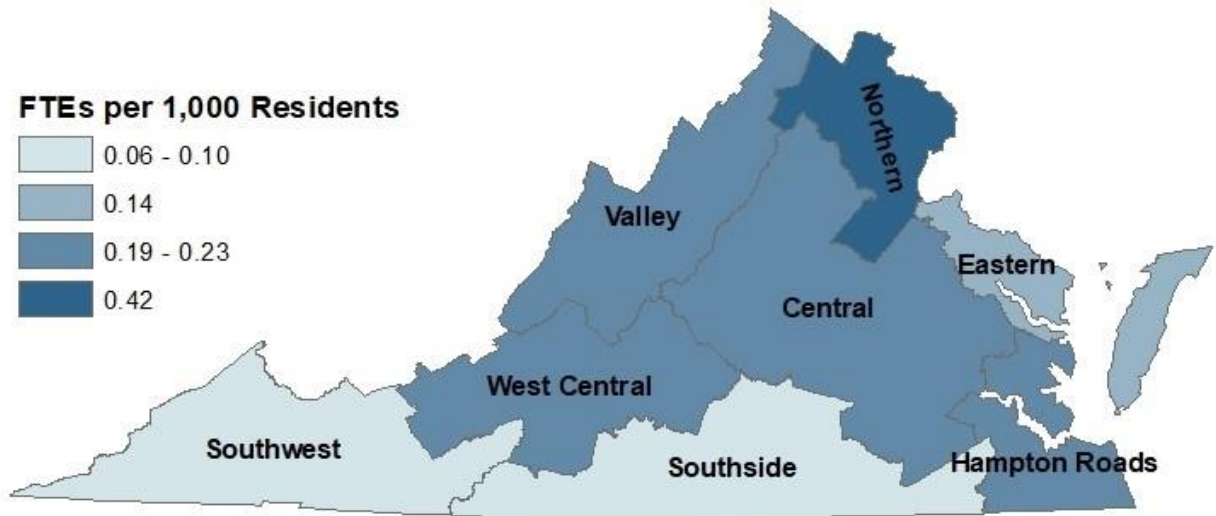
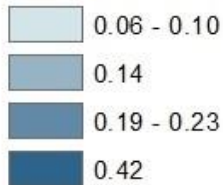
| | |
|--------------------|---------|
| Patient Care: | 70%-79% |
| Administration: | 10%-19% |
| Patient Care Role: | 66% |

Source: Va. Healthcare Workforce Data Center

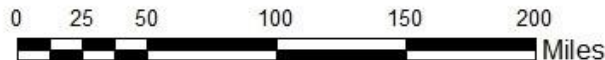
Full Time Equivalency Units Provided by Clinical Psychologists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2022 Licensed Clinical Psychologist (LCP) Workforce Survey. More than 3,700 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 84% of the 4,422 LCPs who possessed non-temporary licenses in the state and 96% of renewing practitioners.

The HWDC estimates that 2,920 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 2,342 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

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 50. In a random encounter between two LCPs, there is a 34% 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 43%. However, both of these values are below the comparable diversity index of 58% for Virginia's population as a whole. Nearly one out of every five LCPs grew up in rural areas, and 5% 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, 56% hold one full-time job, and 39% work between 40 and 49 hours per week. Meanwhile, less than 1% of LCPs have experienced involuntary unemployment at some point over the past year, and 1% 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 25% (4,422 vs. 3,282). In addition, the size of Virginia's LCP workforce has increased by 20% (2,920 vs. 2,440), and the number of FTEs provided by this workforce has increased by 7% (2,342 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 (70% 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 (34% 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 (43% vs. 37%). There has been no change in the percentage of LCPs who work in a non-metro area of the state (4%) and 18% now reported growing up in rural areas compared to 19% in 2016.

LCPs are more likely to obtain a Doctorate of Psychology (58% vs. 54%). In addition, LCPs are more likely to carry education debt (39 vs. 38%), although this percentage fell among those LCPs who are under the age of 40 (65% vs. 72%). The median education debt among those LCPs who carry education debt has increased (\$110k-\$120k vs. \$80k-\$90k).

LCPs are equally likely to hold one full-time job (56%) but less likely to hold two or more positions simultaneously (22% vs. 24%). Meanwhile, LCPs are less likely to have been employed at their primary work location for at least two years (70% 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 (74% vs. 69%), including those who have access to health insurance (62% vs. 60%). Although LCPs are less likely to indicate that they are satisfied with their current work situation (96% 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 | 3,687 | 83% |
| New Licensees | 360 | 8% |
| Non-Renewals | 375 | 8% |
| All Licensees | 4,422 | 100% |

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LCPs submitted a survey. These represent 84% of the 4,422 LCPs who held a license at some point during the survey period.

| Response Rates | | | |
|---------------------|-----------------|--------------|---------------|
| Statistic | Non Respondents | Respondents | Response Rate |
| By Age | | | |
| Under 35 | 93 | 338 | 78% |
| 35 to 39 | 95 | 591 | 86% |
| 40 to 44 | 91 | 576 | 86% |
| 45 to 49 | 58 | 469 | 89% |
| 50 to 54 | 65 | 440 | 87% |
| 55 to 59 | 54 | 295 | 85% |
| 60 to 64 | 43 | 286 | 87% |
| 65 and Over | 191 | 737 | 79% |
| Total | 690 | 3,732 | 84% |
| New Licenses | | | |
| Issued in Past Year | 186 | 174 | 48% |
| Metro Status | | | |
| Non-Metro | 26 | 122 | 82% |
| Metro | 344 | 2,347 | 87% |
| Not in Virginia | 320 | 1,263 | 80% |

Source: Va. Healthcare Workforce Data Center

Definitions

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

| Response Rates | |
|------------------------------|-------|
| Completed Surveys | 3,732 |
| Response Rate, All Licensees | 84% |
| Response Rate, Renewals | 96% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number: 4,422
 New: 8%
 Not Renewed: 8%

Response Rates

All Licensees: 84%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LCP Workforce: 2,920
 FTEs: 2,342

Utilization Ratios

Licensees in VA Workforce: 66%
 Licensees per FTE: 1.89
 Workers per FTE: 1.25

Source: Va. Healthcare Workforce Data Center

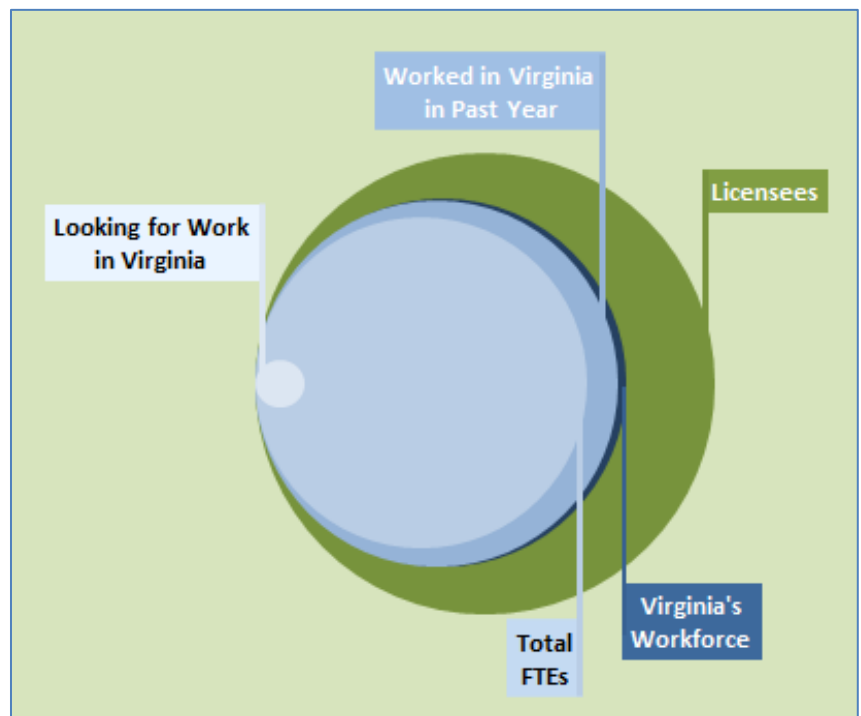
| Virginia's LCP Workforce | | |
|---------------------------------|-------|------|
| Status | # | % |
| Worked in Virginia in Past Year | 2,871 | 98% |
| Looking for Work in Virginia | 49 | 2% |
| Virginia's Workforce | 2,920 | 100% |
| Total FTEs | 2,342 | |
| Licensees | 4,422 | |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender | | | | | | |
|--------------|------------|------------|--------------|------------|--------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 35 | 37 | 16% | 196 | 84% | 233 | 10% |
| 35 to 39 | 54 | 16% | 292 | 85% | 346 | 15% |
| 40 to 44 | 69 | 20% | 272 | 80% | 340 | 14% |
| 45 to 49 | 68 | 23% | 228 | 77% | 296 | 12% |
| 50 to 54 | 71 | 26% | 205 | 74% | 276 | 12% |
| 55 to 59 | 50 | 28% | 125 | 72% | 175 | 7% |
| 60 to 64 | 64 | 36% | 113 | 64% | 177 | 7% |
| 65 and Over | 310 | 57% | 230 | 43% | 539 | 23% |
| Total | 721 | 30% | 1,661 | 70% | 2,382 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 70%
 % Under 40 Female: 84%

Age
 Median Age: 50
 % Under 40: 24%
 % 55 and Over: 37%

Diversity
 Diversity Index: 34%
 Under 40 Div. Index: 43%

Source: Va. Healthcare Workforce Data Center

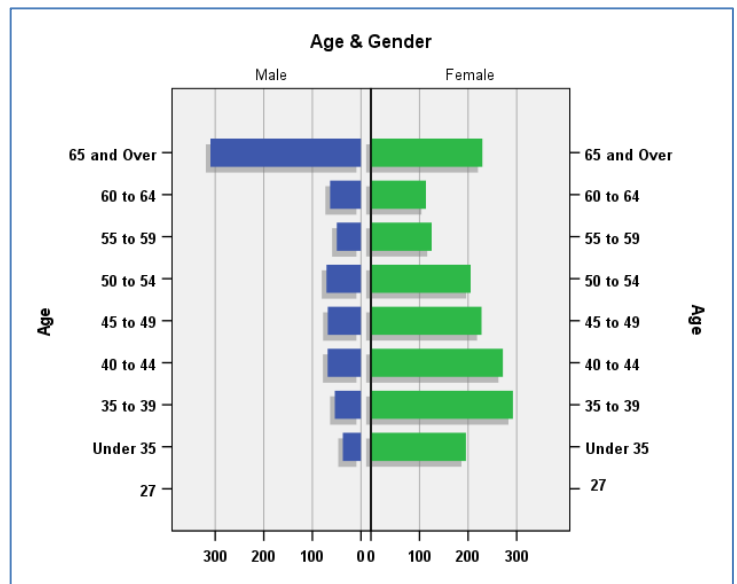
| Race & Ethnicity | | | | | |
|--------------------|-------------|--------------|-------------|---------------|-------------|
| Race/ Ethnicity | Virginia* | LCPs | | LCPs Under 40 | |
| | % | # | % | # | % |
| White | 61% | 1,926 | 81% | 431 | 74% |
| Black | 19% | 183 | 8% | 62 | 11% |
| Asian | 7% | 90 | 4% | 28 | 5% |
| Other Race | 0% | 23 | 1% | 6 | 1% |
| Two or More Races | 3% | 50 | 2% | 11 | 2% |
| Hispanic | 10% | 114 | 5% | 41 | 7% |
| Total | 100% | 2,386 | 100% | 579 | 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

In a chance encounter between two LCPs, there is a 34% chance that they would be of different races or ethnicities, a measure known as the diversity index.

Nearly a quarter 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 43%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 18%

Virginia Background

HS in Virginia: 23%
 Prof. Edu. in VA: 30%
 HS or Prof. Edu. in VA: 41%

Location Choice

% Rural to Non-Metro: 5%
 % Urban/Suburban to Non-Metro: 3%

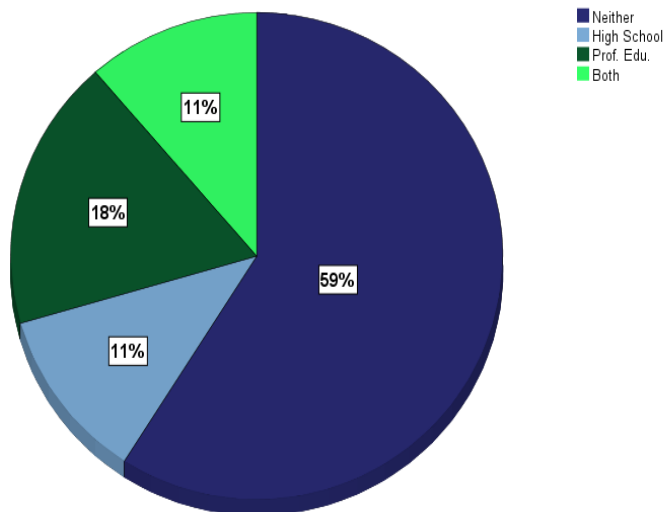
Source: Va. Healthcare Workforce Data Center

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+ | 16% | 66% | 18% |
| 2 | Metro, 250,000 to 1 Million | 28% | 63% | 10% |
| 3 | Metro, 250,000 or Less | 25% | 59% | 16% |
| Non-Metro Counties | | | | |
| 4 | Urban, Pop. 20,000+, Metro Adjacent | 13% | 75% | 13% |
| 6 | Urban, Pop. 2,500-19,999, Metro Adjacent | 17% | 66% | 17% |
| 7 | Urban, Pop. 2,500-19,999, Non-Adjacent | 63% | 38% | |
| 8 | Rural, Metro Adjacent | 13% | 80% | 7% |
| 9 | Rural, Non-Adjacent | 33% | 53% | 13% |
| Overall | | 18% | 65% | 17% |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Nearly one-fifth of all LCPs grew up in self-described rural areas, and 18% of these professionals currently work in non-metro counties. In total, 4% of all LCPs in the state currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Psychologist Recruitment

| Rank | All LCPs | | | |
|------|---------------------|-----|--------------------|-----|
| | High School | # | Init. Prof. Degree | # |
| 1 | Virginia | 534 | Virginia | 691 |
| 2 | New York | 258 | Washington, D.C. | 209 |
| 3 | Pennsylvania | 170 | California | 164 |
| 4 | Maryland | 146 | Florida | 128 |
| 5 | New Jersey | 114 | New York | 118 |
| 6 | California | 97 | Illinois | 113 |
| 7 | Ohio | 92 | Ohio | 83 |
| 8 | North Carolina | 77 | Pennsylvania | 83 |
| 9 | Outside U.S./Canada | 74 | Texas | 68 |
| 10 | Florida | 70 | Maryland | 63 |

More than one-fifth of all LCPs received their high school degree in Virginia, while 30% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among LCPs who have obtained their initial license in the past five years, 24% received their high school degree in Virginia, while 27% received their initial professional degree in the state.

| Rank | Licensed in the Past Five Years | | | |
|------|---------------------------------|-----|--------------------|-----|
| | High School | # | Init. Prof. Degree | # |
| 1 | Virginia | 182 | Virginia | 200 |
| 2 | New York | 57 | Washington, D.C. | 65 |
| 3 | Pennsylvania | 49 | California | 54 |
| 4 | California | 42 | Illinois | 48 |
| 5 | Maryland | 39 | Florida | 34 |
| 6 | Ohio | 36 | New York | 34 |
| 7 | Outside U.S./Canada | 34 | Pennsylvania | 29 |
| 8 | New Jersey | 31 | Maryland | 25 |
| 9 | Florida | 26 | Ohio | 24 |
| 10 | Texas | 25 | Texas | 19 |

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, 95% worked at some point in the past year, including 91% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

| | |
|------------------------|-------|
| Total: | 1,502 |
| % of Licensees: | 34% |
| Federal/Military: | 31% |
| Va. Border State/D.C.: | 32% |

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 | 1,354 | 58% |
| Other Doctorate | 963 | 42% |
| Total | 2,317 | 100% |

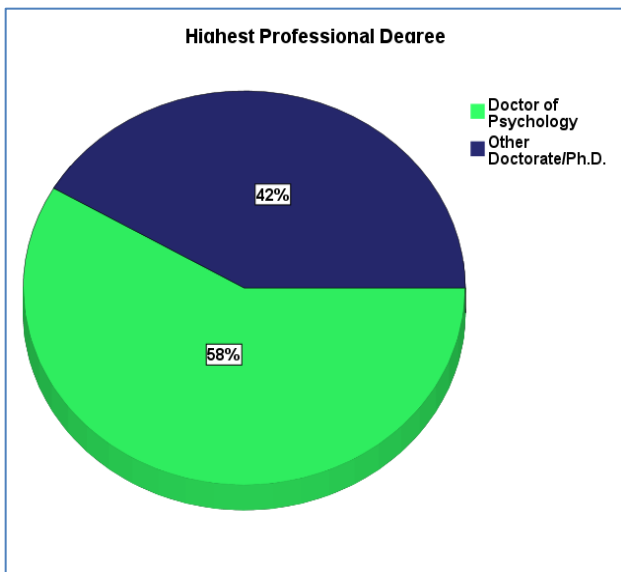
Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Education Debt
 Carry Debt: 39%
 Under Age 40 w/ Debt: 65%
 Median Debt: \$110k-\$120k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

| Education Debt | | | | |
|---------------------|--------------|-------------|---------------|-------------|
| Amount Carried | All LCPs | | LCPs Under 40 | |
| | # | % | # | % |
| None | 1,248 | 61% | 180 | 35% |
| Less than \$10,000 | 35 | 2% | 10 | 2% |
| \$10,000-\$29,999 | 73 | 4% | 20 | 4% |
| \$30,000-\$49,999 | 84 | 4% | 25 | 5% |
| \$50,000-\$69,999 | 83 | 4% | 32 | 6% |
| \$70,000-\$89,999 | 52 | 3% | 14 | 3% |
| \$90,000-\$109,999 | 52 | 3% | 21 | 4% |
| \$110,000-\$129,999 | 42 | 2% | 16 | 3% |
| \$130,000-\$149,999 | 49 | 2% | 21 | 4% |
| \$150,000 or More | 334 | 16% | 179 | 35% |
| Total | 2,052 | 100% | 518 | 100% |

Source: Va. Healthcare Workforce Data Center

Less than 40% of LCPs carry education debt, including 65% 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.

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 32%
 Child: 14%
 Forensic: 6%

Secondary Specialty

Mental Health: 14%
 Child: 8%
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all LCPs have a primary specialty in mental health, while another 14% of LCPs have a primary specialty in children's health.

| Specialties | | | | |
|---|--------------|-------------|--------------|-------------|
| Specialty | Primary | | Secondary | |
| | # | % | # | % |
| Mental Health | 737 | 32% | 267 | 14% |
| Child | 313 | 14% | 154 | 8% |
| Forensic | 137 | 6% | 128 | 7% |
| Neurology/Neuropsychology | 123 | 5% | 55 | 3% |
| Health/Medical | 97 | 4% | 127 | 7% |
| Behavioral Disorders | 77 | 3% | 149 | 8% |
| Family | 32 | 1% | 115 | 6% |
| School/Educational | 31 | 1% | 62 | 3% |
| Marriage | 22 | 1% | 71 | 4% |
| Rehabilitation | 22 | 1% | 21 | 1% |
| Gerontology | 21 | 1% | 22 | 1% |
| Vocational/Work Environment | 8 | 0% | 13 | 1% |
| Substance Abuse | 7 | 0% | 42 | 2% |
| Sex Offender Treatment | 5 | 0% | 22 | 1% |
| Industrial/Organizational | 5 | 0% | 8 | 0% |
| Public Health | 3 | 0% | 8 | 0% |
| Experimental or Research | 2 | 0% | 15 | 1% |
| Social | 1 | 0% | 1 | 0% |
| General Practice (Non-Specialty) | 516 | 22% | 452 | 24% |
| Other Specialty Area | 139 | 6% | 180 | 9% |
| Total | 2,296 | 100% | 1,915 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-Time: 56%
 2 or More Positions: 22%

Weekly Hours:

40 to 49: 39%
 60 or More: 7%
 Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|---|--------------|-------------|
| Status | # | % |
| Employed, Capacity Unknown | 1 | 0% |
| Employed in a Behavioral Sciences-Related Capacity | 2,203 | 95% |
| Employed, NOT in a Behavioral Sciences-Related Capacity | 40 | 2% |
| Not Working, Reason Unknown | 0 | 0% |
| Involuntarily Unemployed | 2 | 0% |
| Voluntarily Unemployed | 36 | 2% |
| Retired | 44 | 2% |
| Total | 2,328 | 100% |

Source: Va. Healthcare Workforce Data Center

Among all LCPs, 95% are currently employed in the profession, 56% hold one full-time job, and 39% work between 40 and 49 hours per week.

| Current Weekly Hours | | |
|----------------------|--------------|-------------|
| Hours | # | % |
| 0 Hours | 82 | 4% |
| 1 to 9 Hours | 83 | 4% |
| 10 to 19 Hours | 162 | 7% |
| 20 to 29 Hours | 238 | 10% |
| 30 to 39 Hours | 384 | 17% |
| 40 to 49 Hours | 882 | 39% |
| 50 to 59 Hours | 304 | 13% |
| 60 to 69 Hours | 114 | 5% |
| 70 to 79 Hours | 31 | 1% |
| 80 or More Hours | 6 | 0% |
| Total | 2,286 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Positions | | |
|---|--------------|-------------|
| Positions | # | % |
| No Positions | 82 | 4% |
| One Part-Time Position | 420 | 18% |
| Two Part-Time Positions | 101 | 4% |
| One Full-Time Position | 1,279 | 56% |
| One Full-Time Position & One Part-Time Position | 356 | 16% |
| Two Full-Time Positions | 12 | 1% |
| More than Two Positions | 41 | 2% |
| Total | 2,291 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Annual Income | | |
|---------------------|--------------|-------------|
| Income Level | # | % |
| Volunteer Work Only | 24 | 1% |
| Less than \$40,000 | 73 | 4% |
| \$40,000-\$49,999 | 31 | 2% |
| \$50,000-\$59,999 | 50 | 3% |
| \$60,000-\$69,999 | 55 | 3% |
| \$70,000-\$79,999 | 61 | 3% |
| \$80,000-\$89,999 | 113 | 6% |
| \$90,000-\$99,999 | 145 | 8% |
| \$100,000-\$109,999 | 187 | 10% |
| \$110,000-\$119,999 | 176 | 10% |
| \$120,000-\$129,999 | 195 | 11% |
| \$130,000 or More | 462 | 26% |
| Total | 1,829 | 100% |

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction | | |
|-----------------------|--------------|-------------|
| Level | # | % |
| Very Satisfied | 1,604 | 71% |
| Somewhat Satisfied | 576 | 26% |
| Somewhat Dissatisfied | 68 | 3% |
| Very Dissatisfied | 14 | 1% |
| Total | 2,262 | 100% |

Source: Va. Healthcare Workforce Data Center

| Employer-Sponsored Benefits | | | |
|-----------------------------|--------------|------------|----------------------------|
| Benefit | # | % | % of Wage/Salary Employees |
| Retirement | 922 | 42% | 62% |
| Health Insurance | 919 | 42% | 62% |
| Paid Vacation | 898 | 41% | 63% |
| Paid Sick Leave | 824 | 37% | 57% |
| Dental Insurance | 823 | 37% | 58% |
| Group Life Insurance | 623 | 28% | 45% |
| Signing/Retention Bonus | 168 | 8% | 12% |
| At Least One Benefit | 1,122 | 51% | 74% |

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary/Wage Employees Only)
Health Insurance: 62%
Retirement: 62%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

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, 62% have access to health insurance, and 62% also have access to a retirement plan.

A Closer Look:

| Employment Instability in the Past Year | | |
|---|------------|------------|
| In the Past Year, Did You . . . ? | # | % |
| Experience Involuntary Unemployment? | 7 | 0% |
| Experience Voluntary Unemployment? | 116 | 4% |
| Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position? | 43 | 1% |
| Work Two or More Positions at the Same Time? | 562 | 19% |
| Switch Employers or Practices? | 151 | 5% |
| Experience at Least One? | 764 | 26% |

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 3.2% during the same time period.²

| Location Tenure | | | | |
|--|--------------|-------------|--------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at This Location | 46 | 2% | 13 | 2% |
| Less than 6 Months | 71 | 3% | 46 | 8% |
| 6 Months to 1 Year | 179 | 8% | 59 | 11% |
| 1 to 2 Years | 381 | 17% | 109 | 19% |
| 3 to 5 Years | 466 | 21% | 117 | 21% |
| 6 to 10 Years | 385 | 17% | 87 | 16% |
| More than 10 Years | 690 | 31% | 130 | 23% |
| Subtotal | 2,217 | 100% | 561 | 100% |
| Did Not Have Location | 52 | | 2,338 | |
| Item Missing | 651 | | 21 | |
| Total | 2,920 | | 2,920 | |

Source: Va. Healthcare Workforce Data Center

More than half of all LCPs are salaried employees, while 27% receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: <1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 5%
New Location: 16%
Over 2 Years: 70%
Over 2 Yrs., 2nd Location: 60%

Employment Type

Salary/Commission: 52%
Business/Practice Income: 27%

Source: Va. Healthcare Workforce Data Center

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

Employment Type

| Primary Work Site | # | % |
|--------------------------|--------------|-------------|
| Salary/Commission | 881 | 52% |
| Hourly Wage | 195 | 12% |
| By Contract | 139 | 8% |
| Business/Practice Income | 454 | 27% |
| Unpaid | 15 | 1% |
| Subtotal | 1,685 | 100% |
| Did Not Have Location | 52 | |
| Item Missing | 1,183 | |

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.5% and a high of 4.2%. At the time of publication, the unemployment rate for May 2022 was still preliminary, and the unemployment rate for June 2022 had not yet been released.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 41% |
| Top 3 Regions: | 81% |
| Lowest Region: | 1% |

Locations

| | |
|------------------------|-----|
| 2 or More (Past Year): | 26% |
| 2 or More (Now*): | 24% |

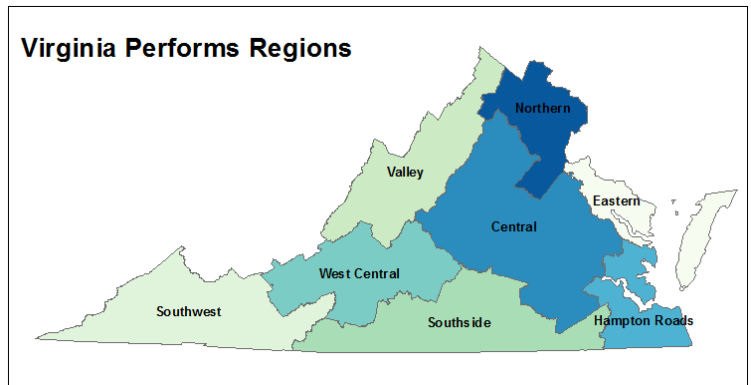
Source: Va. Healthcare Workforce Data Center

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 | |
| | # | % | # | % |
| Central | 524 | 24% | 108 | 19% |
| Eastern | 21 | 1% | 5 | 1% |
| Hampton Roads | 354 | 16% | 86 | 15% |
| Northern | 910 | 41% | 217 | 38% |
| Southside | 24 | 1% | 10 | 2% |
| Southwest | 25 | 1% | 4 | 1% |
| Valley | 96 | 4% | 30 | 5% |
| West Central | 161 | 7% | 31 | 5% |
| Virginia Border State/D.C. | 53 | 2% | 46 | 8% |
| Other U.S. State | 39 | 2% | 36 | 6% |
| Outside of the U.S. | 1 | 0% | 1 | 0% |
| Total | 2,208 | 100% | 574 | 100% |
| Item Missing | 659 | | 10 | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly a quarter of all LCPs currently have multiple work locations, while 26% have had multiple work locations over the past year.

| Number of Work Locations | | | | |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations | Work Locations in Past Year | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 48 | 2% | 79 | 4% |
| 1 | 1,632 | 72% | 1,636 | 72% |
| 2 | 309 | 14% | 302 | 13% |
| 3 | 243 | 11% | 222 | 10% |
| 4 | 15 | 1% | 10 | 1% |
| 5 | 1 | 0% | 1 | 0% |
| 6 or More | 11 | 1% | 7 | 0% |
| Total | 2,258 | 100% | 2,258 | 100% |

*At the time of survey completion, June 2022.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Location Sector | | | | |
|---------------------------------|------------------|-------------|--------------------|-------------|
| Sector | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 1,241 | 59% | 379 | 74% |
| Non-Profit | 270 | 13% | 61 | 12% |
| State/Local Government | 297 | 14% | 41 | 8% |
| Veterans Administration | 137 | 7% | 8 | 2% |
| U.S. Military | 93 | 4% | 13 | 3% |
| Other Federal Government | 49 | 2% | 8 | 2% |
| Total | 2,087 | 100% | 510 | 100% |
| Did Not Have Location | 52 | | 2,338 | |
| Item Missing | 780 | | 72 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

| | |
|-------------|-----|
| For-Profit: | 59% |
| Federal: | 13% |

Top Establishments

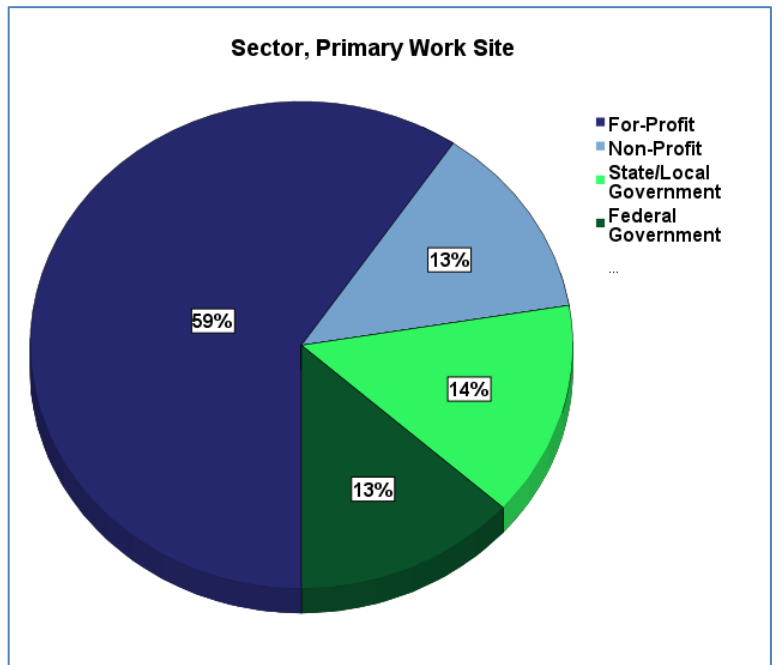
| | |
|--------------------------|-----|
| Private Practice, Solo: | 27% |
| Private Practice, Group: | 23% |
| Academic Institution: | 8% |

Payment Method

| | |
|--------------------|-----|
| Cash/Self-Pay: | 58% |
| Private Insurance: | 36% |

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 13% of LCPs work for the federal government.



Source: Va. Healthcare Workforce Data Center

| Location Type | | | | |
|---|------------------|-------------|--------------------|-------------|
| Establishment Type | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Private Practice, Solo | 551 | 27% | 140 | 28% |
| Private Practice, Group | 476 | 23% | 139 | 28% |
| Academic Institution (Teaching Health Professions Students) | 155 | 8% | 57 | 12% |
| Mental Health Facility, Outpatient | 155 | 8% | 30 | 6% |
| Hospital, General | 141 | 7% | 6 | 1% |
| Community-Based Clinic or Health Center | 85 | 4% | 15 | 3% |
| Hospital, Psychiatric | 84 | 4% | 16 | 3% |
| School (Providing Care to Clients) | 77 | 4% | 11 | 2% |
| Administrative or Regulatory | 40 | 2% | 6 | 1% |
| Community Services Board | 38 | 2% | 2 | 0% |
| Residential Mental Health/Substance Abuse Facility | 21 | 1% | 5 | 1% |
| Corrections/Jail | 21 | 1% | 4 | 1% |
| Long-Term Care Facility, Nursing Home | 16 | 1% | 6 | 1% |
| Physician Office | 15 | 1% | 4 | 1% |
| Rehabilitation Facility | 14 | 1% | 7 | 1% |
| Residential Intellectual/Development Disability Facility | 6 | 0% | 2 | 0% |
| Home Health Care | 1 | 0% | 0 | 0% |
| Other Practice Setting | 136 | 7% | 43 | 9% |
| Total | 2,032 | 100% | 493 | 100% |
| Did Not Have a Location | 52 | | 2338 | |

Source: Va. Healthcare Workforce Data Center

Solo and group private practices employ half of all LCPs in Virginia. Another 16% of LCPs work at either outpatient mental health facilities or academic institutions.

Nearly 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 | 1,682 | 58% |
| Private Insurance | 1,045 | 36% |
| Medicare | 621 | 21% |
| Medicaid | 536 | 18% |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

| | |
|-------------------|----|
| Spanish: | 4% |
| Tagalog/Filipino: | 1% |
| French: | 1% |

Means of Communication

| | |
|----------------------|-----|
| Virtual Translation: | 52% |
| Other Staff Member: | 43% |
| Onsite Translation: | 27% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Languages Offered | | |
|--|------------|----------------|
| Language | # | % of Workforce |
| Spanish | 104 | 4% |
| Tagalog/Filipino | 26 | 1% |
| French | 17 | 1% |
| Arabic | 11 | 0% |
| Amharic, Somali, or Other Afro-Asiatic Languages | 9 | 0% |
| Chinese | 8 | 0% |
| Hindi | 8 | 0% |
| Korean | 8 | 0% |
| Urdu | 5 | 0% |
| Persian | 4 | 0% |
| Vietnamese | 4 | 0% |
| Pashto | 3 | 0% |
| Other Language | 9 | 0% |
| At Least One Language | 130 | 4% |

Source: Va. Healthcare Workforce Data Center

Among all LCPs, only 4% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

| Provision | # | % of Workforce with Language Services |
|---|----|---------------------------------------|
| Other Staff Member is Proficient | 99 | 76% |
| Respondent is Proficient | 33 | 25% |
| Virtual Translation Service | 24 | 18% |
| Onsite Translation Service | 7 | 5% |
| Other | 1 | 1% |

Source: Va. Healthcare Workforce Data Center

More than three quarters of all LCPs who are employed at a primary work location that offers language services for patients provide it by means of a staff member.

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

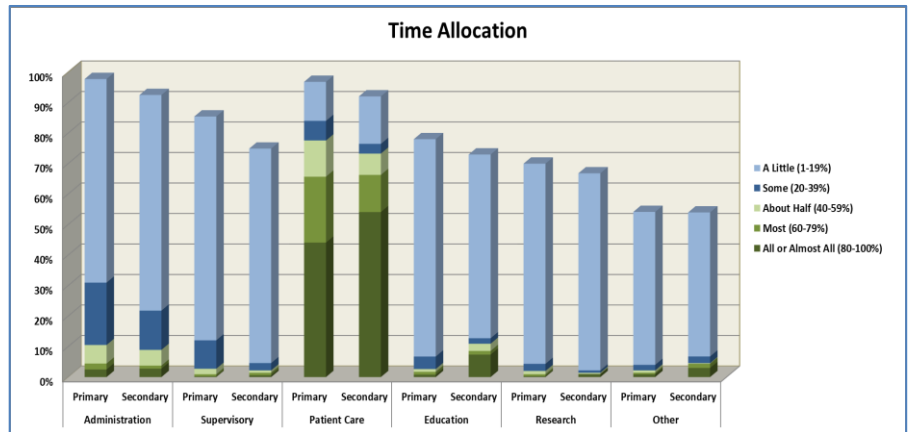
Patient Care: 66%
Administration: 4%
Education: 2%

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, nearly 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% | 1% | 44% | 54% | 1% | 7% | 0% | 1% | 1% | 3% |
| Most (60-79%) | 2% | 1% | 1% | 1% | 22% | 12% | 1% | 1% | 1% | 0% | 0% | 1% |
| About Half (40-59%) | 6% | 5% | 2% | 1% | 12% | 7% | 1% | 2% | 1% | 0% | 1% | 0% |
| Some (20-39%) | 20% | 13% | 9% | 2% | 6% | 3% | 4% | 2% | 2% | 1% | 2% | 2% |
| A Little (1-19%) | 67% | 71% | 73% | 70% | 13% | 15% | 71% | 60% | 66% | 64% | 50% | 47% |
| None (0%) | 2% | 8% | 15% | 25% | 3% | 8% | 22% | 27% | 30% | 33% | 46% | 46% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Patients Per Week | | | | |
|-------------------|------------------|-------------|--------------------|-------------|
| # of Patients | Primary Location | | Secondary Location | |
| | # | % | # | % |
| None | 237 | 11% | 95 | 20% |
| 1 to 24 | 1,289 | 62% | 357 | 75% |
| 25 to 49 | 502 | 24% | 25 | 5% |
| 50 to 74 | 32 | 2% | 1 | 0% |
| 75 or More | 4 | 0% | 0 | 0% |
| Total | 2,064 | 100% | 478 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

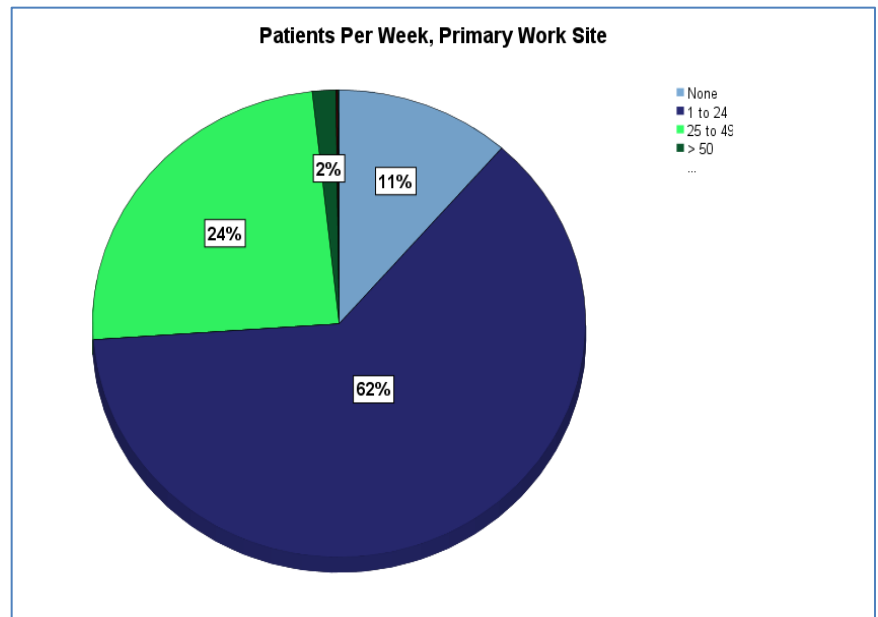
Patients Per Week

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, three-quarters treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

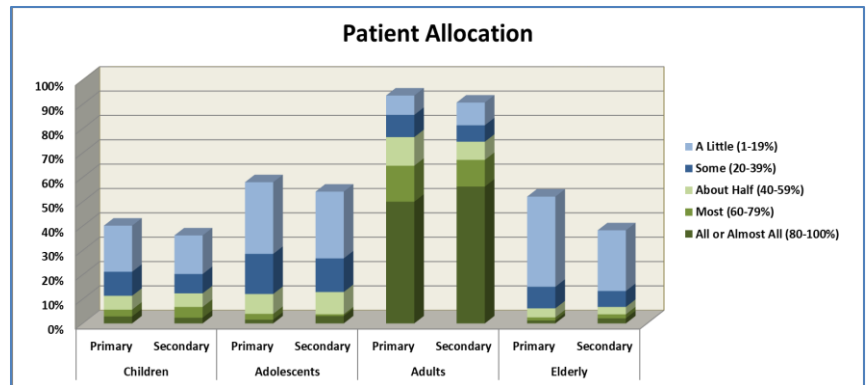
Children: None
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

Roles

Children: 6%
 Adolescents: 4%
 Adults: 65%
 Elderly: 2%

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, 65% 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% | 3% | 50% | 56% | 1% | 2% |
| Most (60-79%) | 3% | 4% | 2% | 1% | 15% | 11% | 1% | 2% |
| About Half (40-59%) | 6% | 6% | 8% | 9% | 12% | 7% | 4% | 3% |
| Some (20-39%) | 10% | 8% | 16% | 14% | 9% | 7% | 9% | 7% |
| A Little (1-19%) | 19% | 16% | 29% | 27% | 8% | 9% | 37% | 25% |
| None (0%) | 60% | 64% | 42% | 46% | 6% | 9% | 48% | 62% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|--------------|-------------|------------------|-------------|
| Expected Retirement Age | All LCPs | | LCPs 50 and Over | |
| | # | % | # | % |
| Under Age 50 | 8 | 0% | - | - |
| 50 to 54 | 29 | 1% | 5 | 1% |
| 55 to 59 | 92 | 5% | 22 | 2% |
| 60 to 64 | 300 | 15% | 109 | 11% |
| 65 to 69 | 557 | 28% | 219 | 22% |
| 70 to 74 | 448 | 22% | 254 | 25% |
| 75 to 79 | 246 | 12% | 185 | 19% |
| 80 or Over | 93 | 5% | 69 | 7% |
| I Do Not Intend to Retire | 228 | 11% | 136 | 14% |
| Total | 2,001 | 100% | 999 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 21%

Under 60: 6%

LCPs 50 and Over

Under 65: 14%

Under 60: 3%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 26%

Half the Workforce: By 2047

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, 14% expect to retire by the age of 65.

Within the next two years, 10% of LCPs expect to increase their patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans

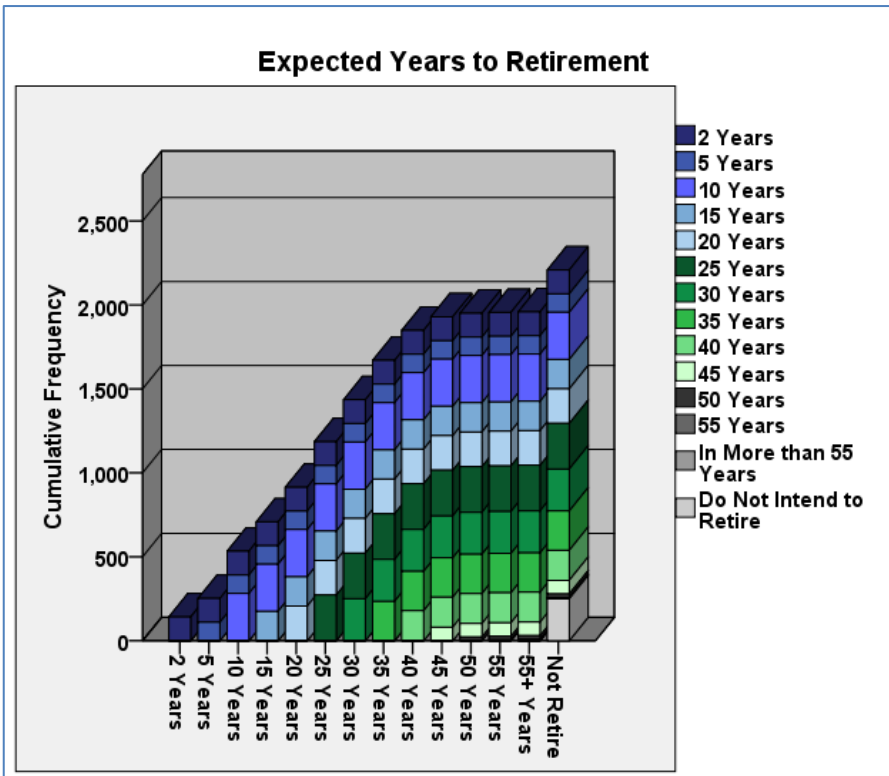
| Two-Year Plans: | # | % |
|------------------------------------|-----|-----|
| Decrease Participation | | |
| Leave Profession | 19 | 1% |
| Leave Virginia | 40 | 1% |
| Decrease Patient Care Hours | 323 | 11% |
| Decrease Teaching Hours | 25 | 1% |
| Increase Participation | | |
| Increase Patient Care Hours | 279 | 10% |
| Increase Teaching Hours | 169 | 6% |
| Pursue Additional Education | 115 | 4% |
| Return to the Workforce | 27 | 1% |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Only 7% of LCPs expect to retire in the next two years, while 26% expect to retire in the next ten years. Half of the current workforce expect to retire by 2047.

| Time to Retirement | | | |
|------------------------------|--------------|-------------|--------------|
| Expect to Retire Within. . . | # | % | Cumulative % |
| 2 Years | 139 | 7% | 7% |
| 5 Years | 124 | 6% | 13% |
| 10 Years | 267 | 13% | 26% |
| 15 Years | 199 | 10% | 36% |
| 20 Years | 191 | 10% | 46% |
| 25 Years | 222 | 11% | 57% |
| 30 Years | 218 | 11% | 68% |
| 35 Years | 215 | 11% | 79% |
| 40 Years | 113 | 6% | 84% |
| 45 Years | 65 | 3% | 88% |
| 50 Years | 14 | 1% | 88% |
| 55 Years | 2 | 0% | 88% |
| In More than 55 Years | 5 | 0% | 89% |
| Do Not Intend to Retire | 228 | 11% | 100% |
| Total | 2,001 | 100% | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 13% of the current workforce starting in 2032. Retirement will peak at 13% of the current workforce around the same time before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs

Total: 2,342
 FTEs/1,000 Residents³: 0.274
 Average: 0.82

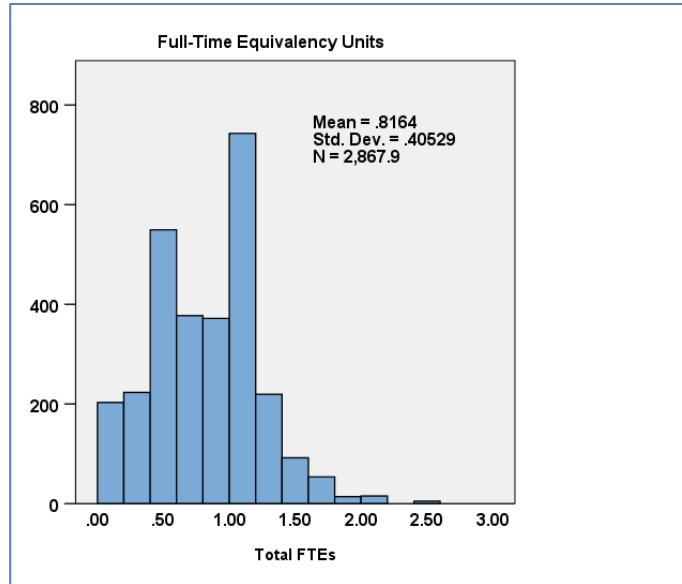
Age & Gender Effect

Age, *Partial Eta*²: 0.041
 Gender, *Partial Eta*²: 0.01

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

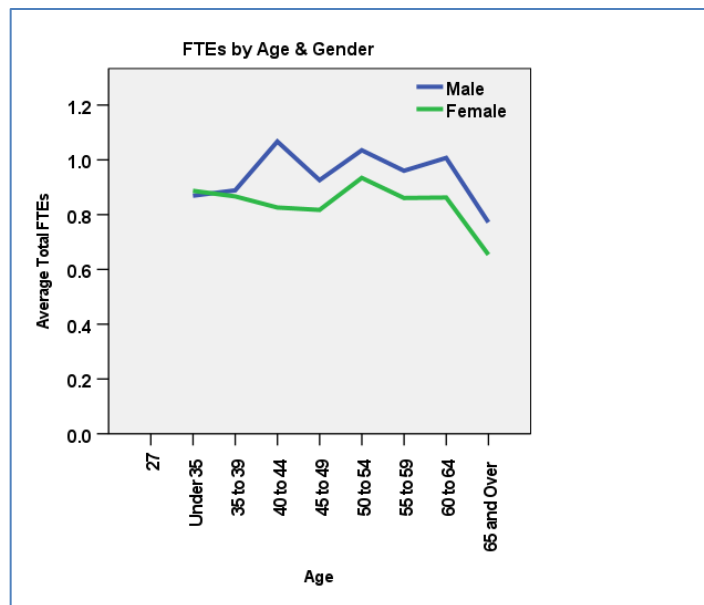


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.82 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 Age | Median |
| Under 35 | 0.88 | 0.88 |
| 35 to 39 | 0.86 | 0.84 |
| 40 to 44 | 0.82 | 0.82 |
| 45 to 49 | 0.77 | 0.74 |
| 50 to 54 | 0.99 | 1.05 |
| 55 to 59 | 0.74 | 0.75 |
| 60 to 64 | 0.94 | 1.03 |
| 65 and Over | 0.68 | 0.53 |
| Gender | | |
| Male | 0.89 | 0.97 |
| Female | 0.83 | 0.89 |

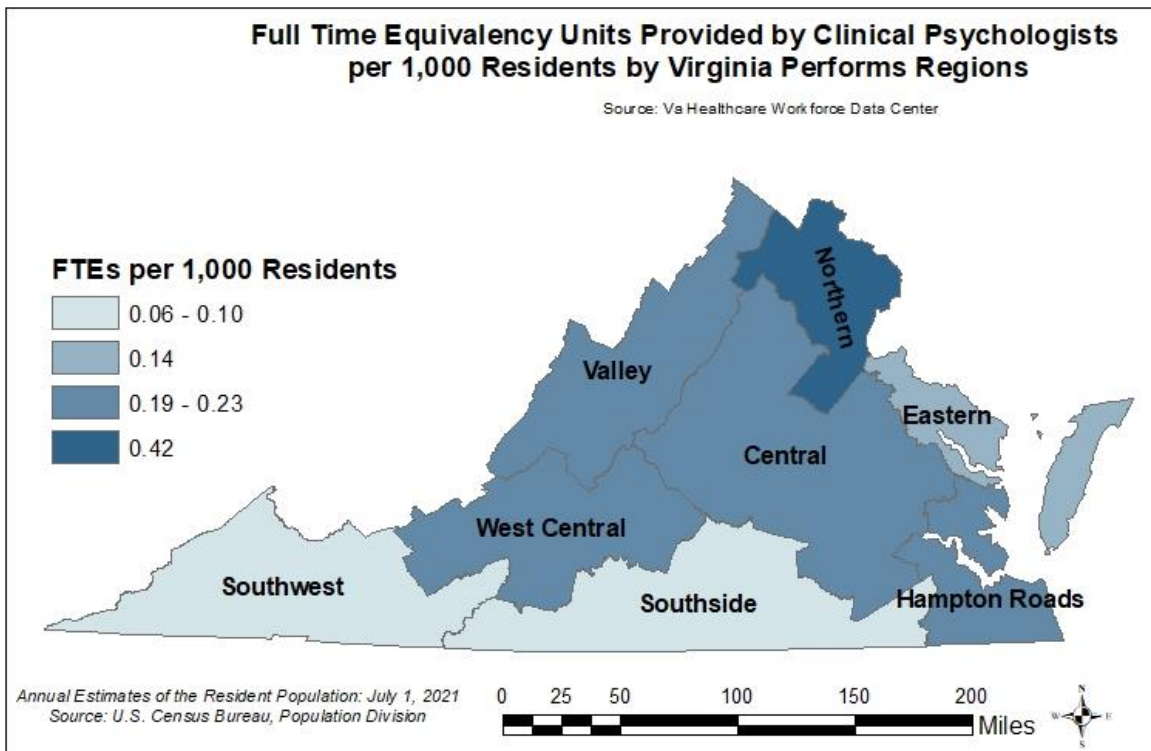
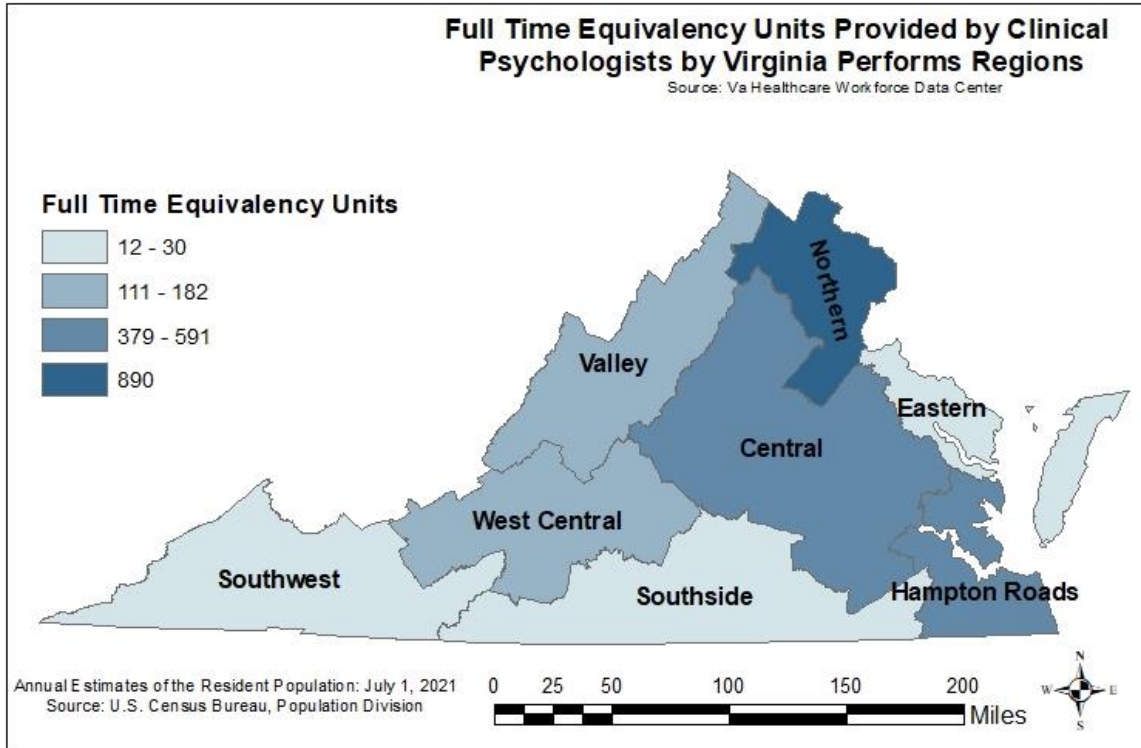
Source: Va. Healthcare Workforce Data Center

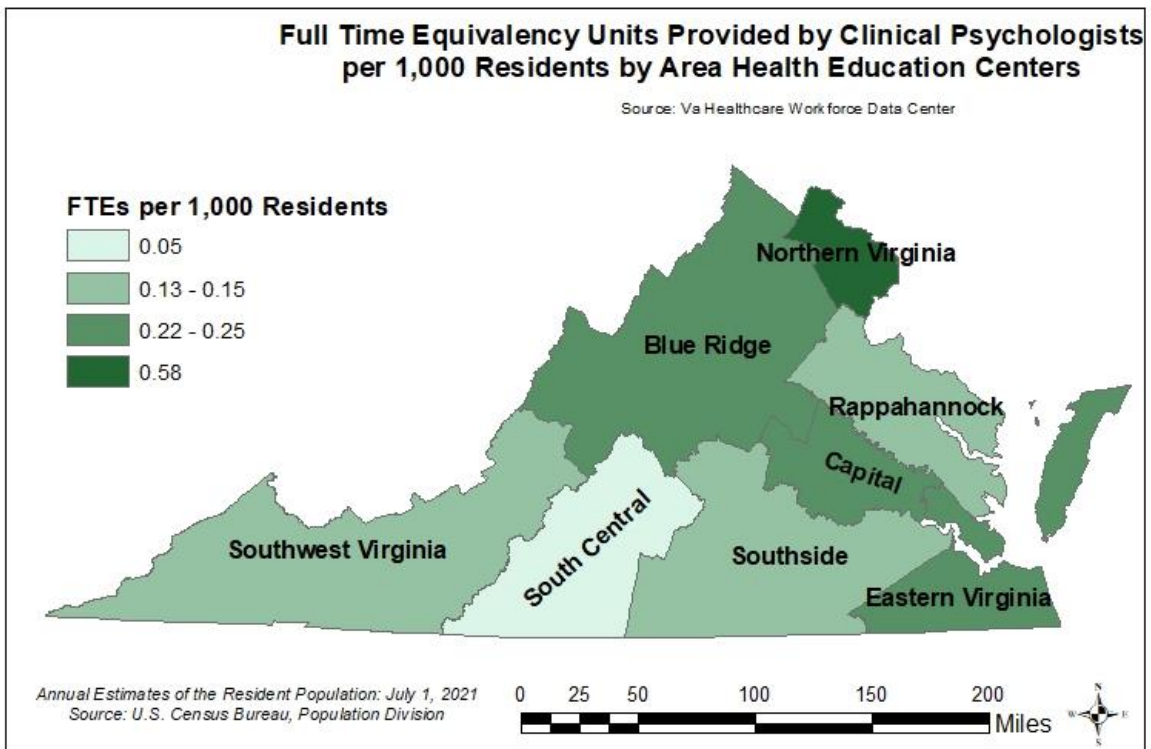
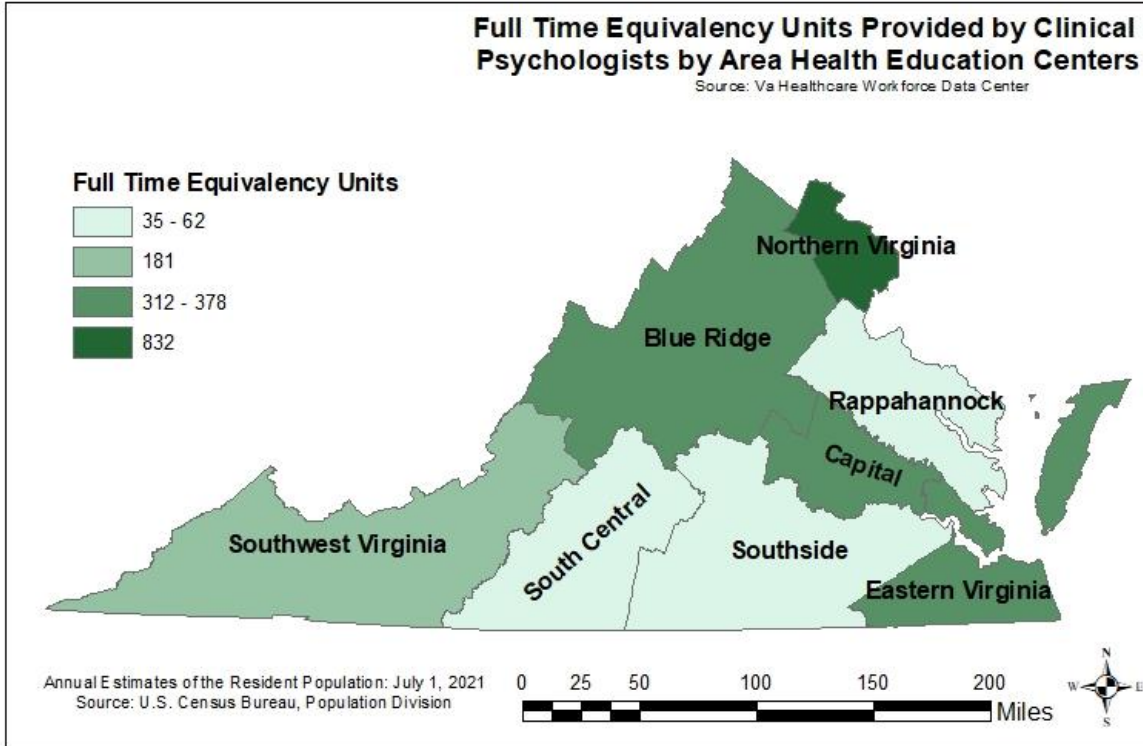


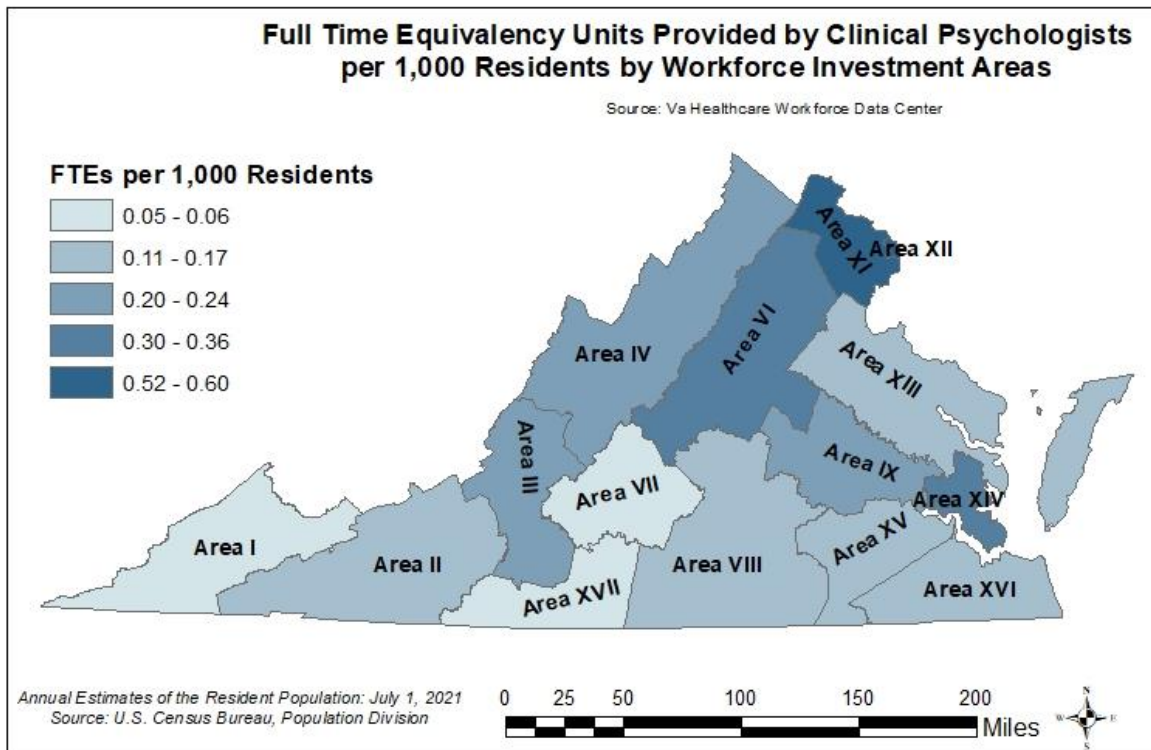
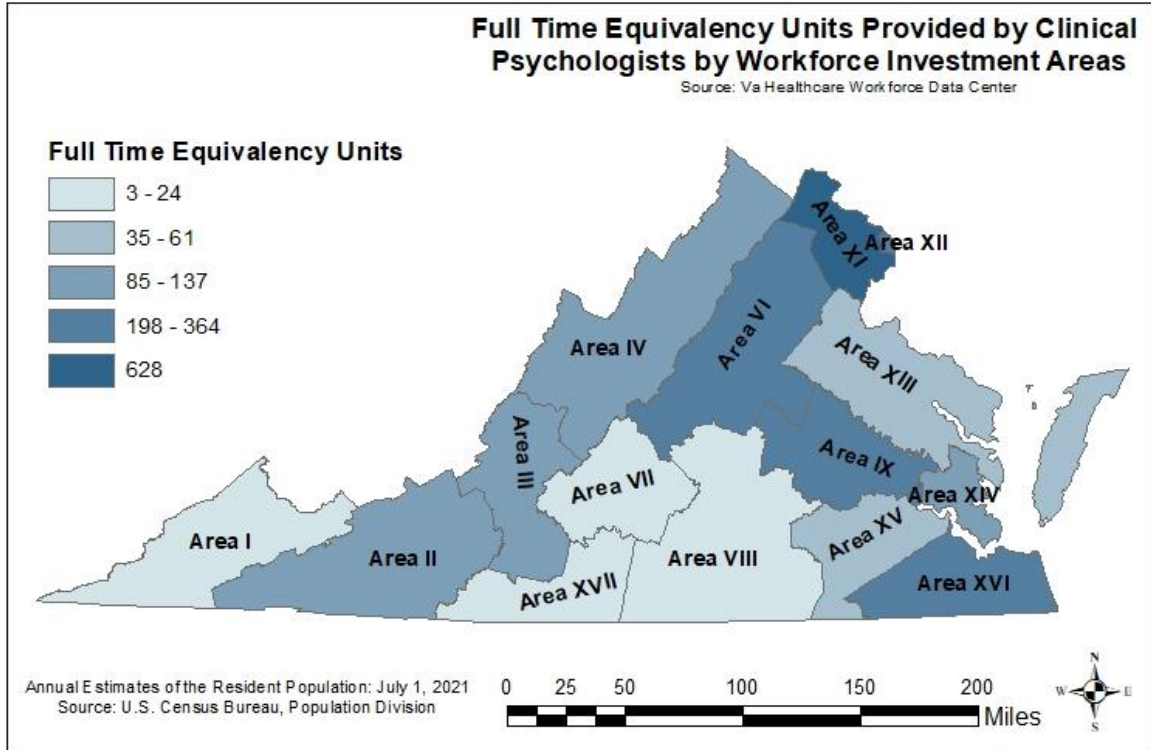
Source: Va. Healthcare Workforce Data Center

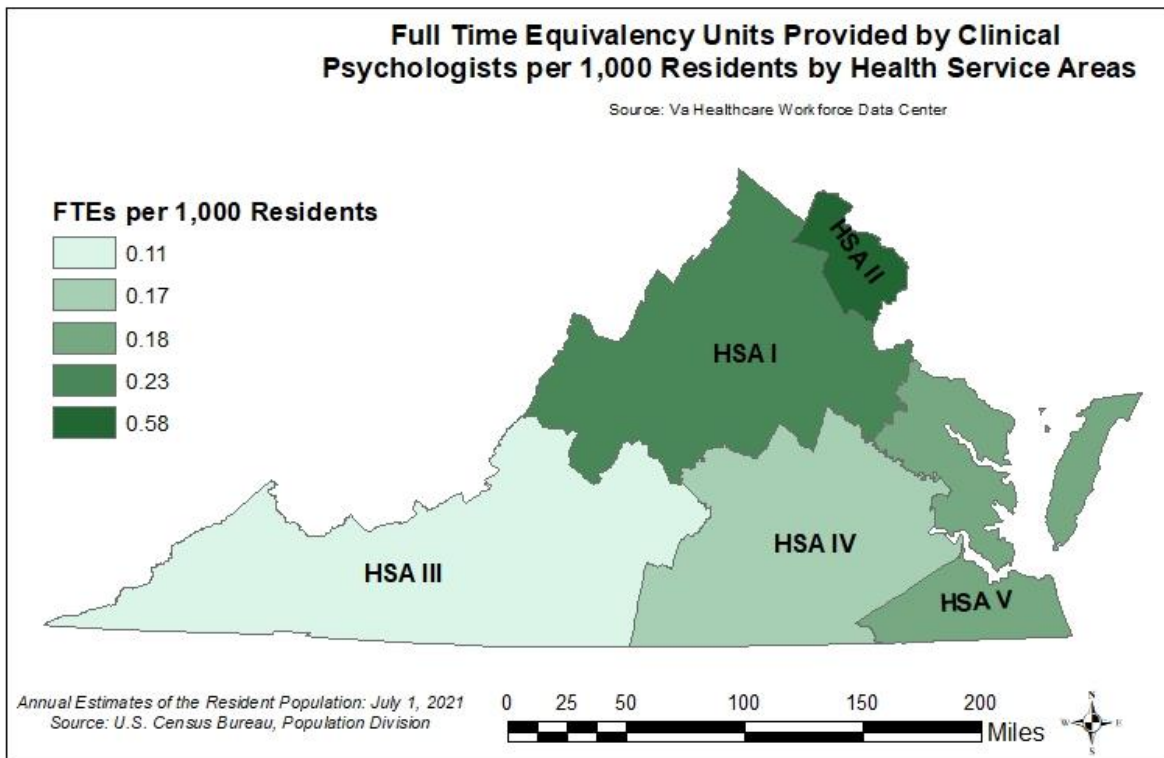
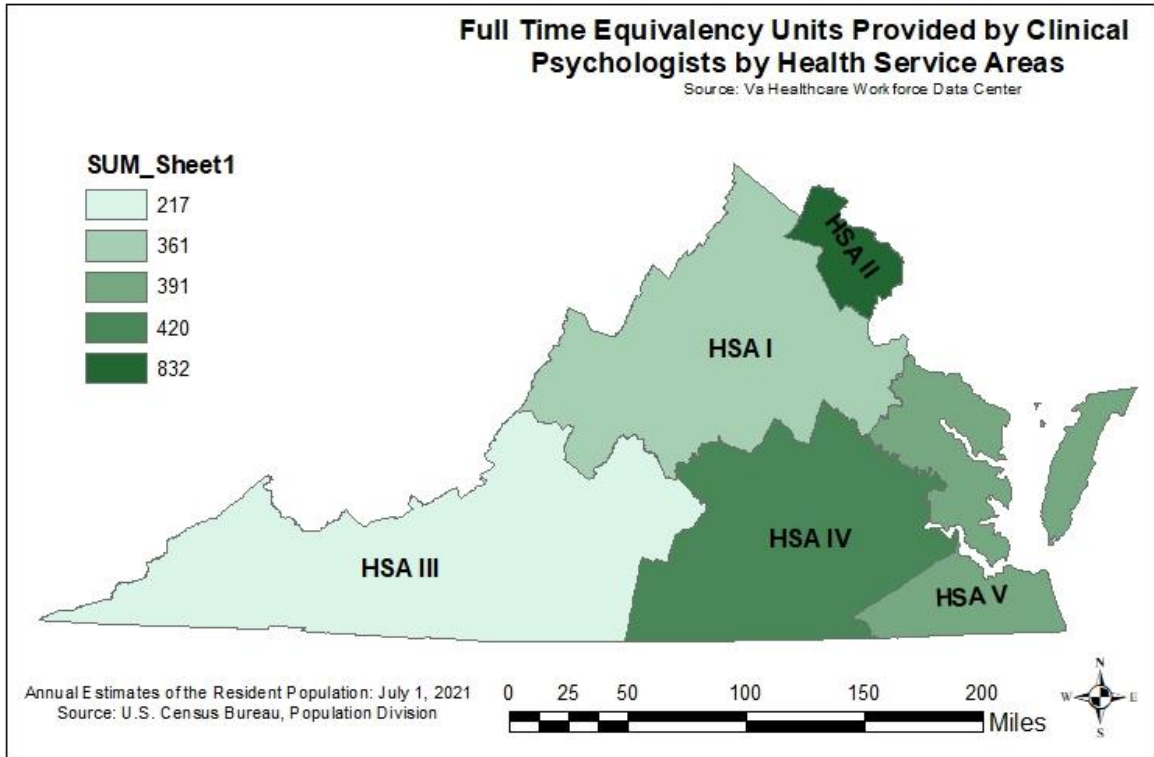
³ Number of residents in 2021 was used as the denominator.

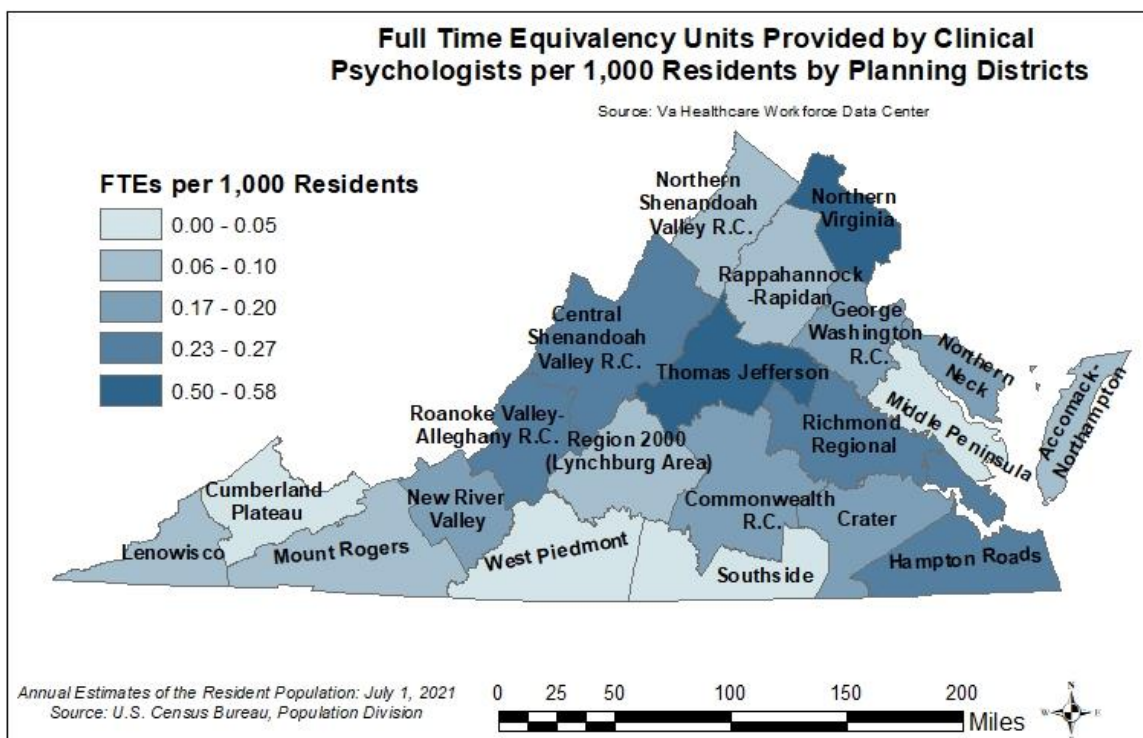
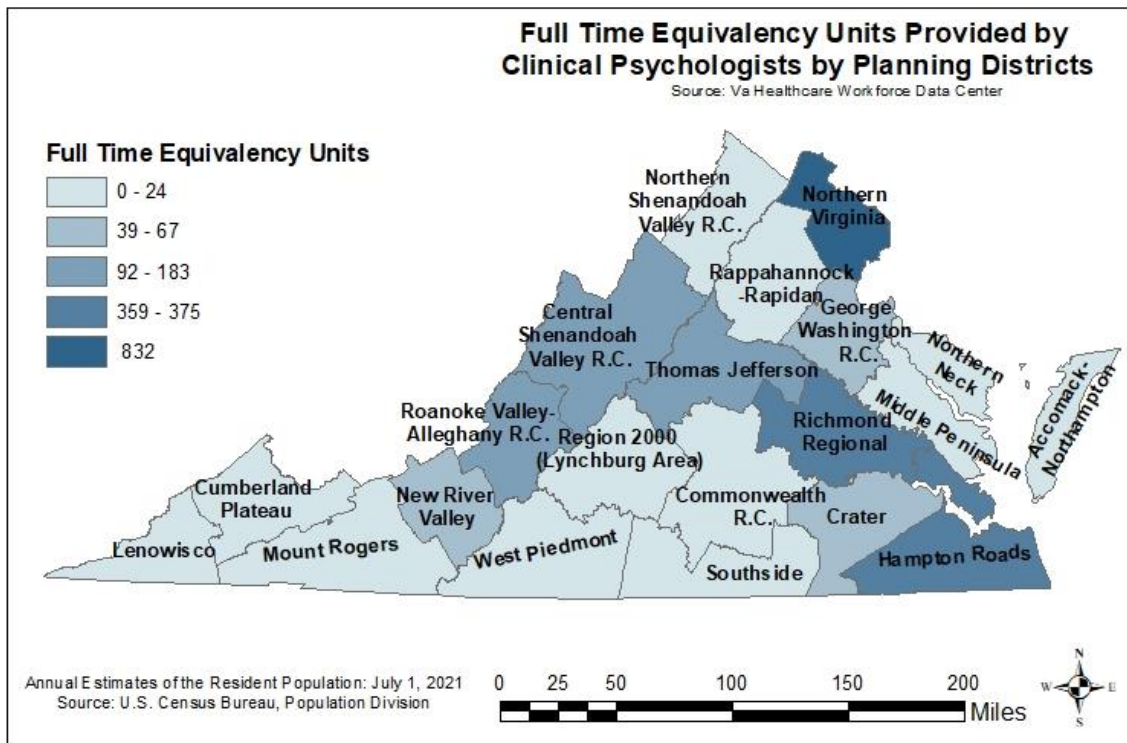
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

| Rural Status | Location Weight | | | Total Weight | |
|---|-----------------|---------|--------|--------------|-------|
| | # | Rate | Weight | Min. | Max. |
| Metro, 1 Million+ | 2080 | 87.79% | 1.139 | 1.080 | 1.226 |
| Metro, 250,000 to 1 Million | 144 | 87.50% | 1.143 | 1.084 | 1.230 |
| Metro, 250,000 or Less | 467 | 84.58% | 1.182 | 1.121 | 1.272 |
| Urban, Pop. 20,000+, Metro Adj. | 10 | 80.00% | 1.250 | 1.185 | 1.328 |
| Urban, Pop. 20,000+, Non-Adj. | 0 | NA | NA | NA | NA |
| Urban, Pop. 2,500-19,999, Metro Adj. | 55 | 78.18% | 1.279 | 1.213 | 1.359 |
| Urban, Pop. 2,500-19,999, Non-Adj. | 20 | 100.00% | 1.000 | 0.969 | 1.076 |
| Rural, Metro Adj. | 47 | 78.72% | 1.270 | 1.205 | 1.367 |
| Rural, Non-Adj. | 16 | 87.50% | 1.143 | 1.084 | 1.230 |
| Virginia Border State/D.C. | 806 | 80.89% | 1.236 | 1.172 | 1.330 |
| Other U.S. State | 777 | 78.64% | 1.272 | 1.206 | 1.369 |

Source: Va. Healthcare Workforce Data Center

| Age | Age Weight | | | Total Weight | |
|--------------------|------------|--------|--------|--------------|-------|
| | # | Rate | Weight | Min. | Max. |
| Under 35 | 431 | 78.42% | 1.275 | 1.076 | 1.369 |
| 35 to 39 | 686 | 86.15% | 1.161 | 1.116 | 1.253 |
| 40 to 44 | 667 | 86.36% | 1.158 | 0.977 | 1.250 |
| 45 to 49 | 527 | 88.99% | 1.124 | 1.080 | 1.213 |
| 50 to 54 | 505 | 87.13% | 1.148 | 0.969 | 1.239 |
| 55 to 59 | 349 | 84.53% | 1.183 | 0.998 | 1.277 |
| 60 to 64 | 329 | 86.93% | 1.150 | 0.971 | 1.242 |
| 65 and Over | 928 | 79.42% | 1.259 | 1.063 | 1.359 |

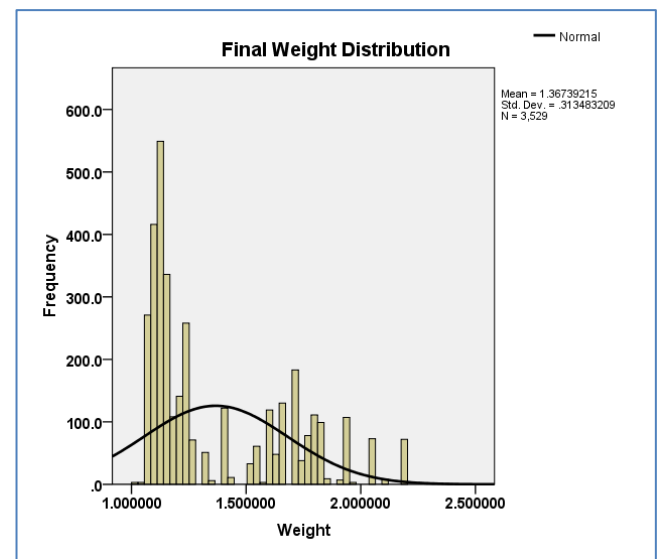
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC methods: <https://www.dhp.virginia.gov/PublicResources/HhealthcareWorkforceDataCenter/>

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: 0.844



Source: Va. Healthcare Workforce Data Center