
Virginia's Licensed Clinical Psychologist Workforce: 2023

Healthcare Workforce Data Center

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More than 4,000 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:	4,576
Virginia's Workforce:	2,971
FTEs:	2,565

Background

Rural Childhood:	19%
HS Degree in VA:	23%
Prof. Degree in VA:	28%

Current Employment

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

Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	96%

Education

Doctor of Psych.:	59%
Other PhD:	41%

Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	71%

Demographics

Female:	71%
Diversity Index:	37%
Median Age:	50

Finances

Median Inc.:	\$100k-\$110k
Health Benefits:	64%
Under 40 w/ Ed. Debt:	66%

Time Allocation

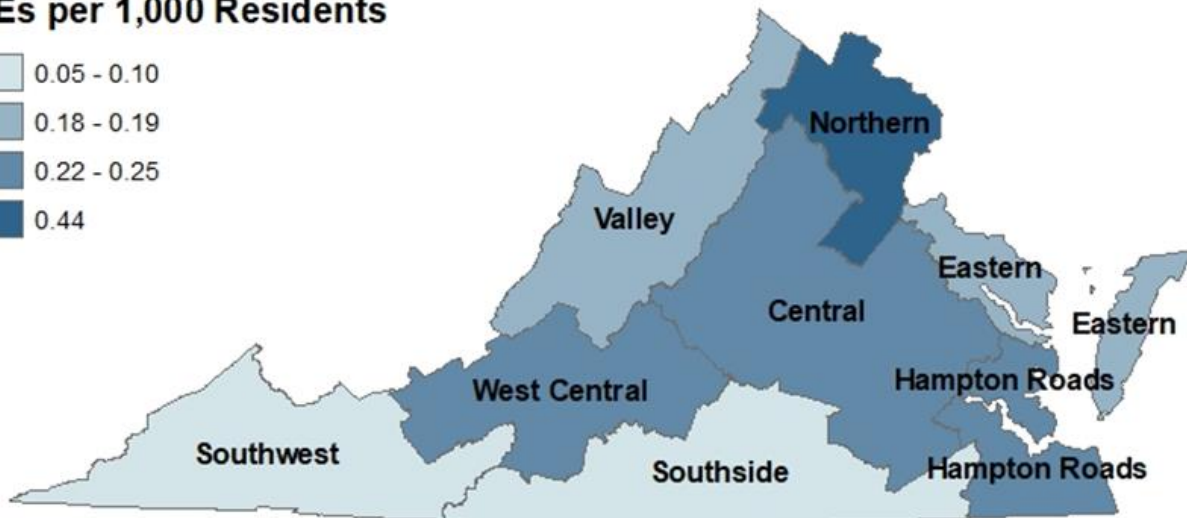
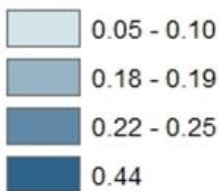
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

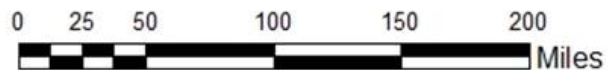
Full Time Equivalency Units Provided by Clinical Psychologists per 1,000 Residents by Virginia Performs Regions

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 2023 Licensed Clinical Psychologist (LCP) Workforce Survey. More than 4,000 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 88% of the 4,576 LCPs who possessed non-temporary licenses in the state and 96% of renewing practitioners.

The HWDC estimates that 2,971 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 an LCP at some point in the future. Over the past year, Virginia's LCP workforce provided 2,565 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

71% of all LCPs are female, 83% of whom 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 37% 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 45%. 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, 3% 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 41% 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 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 \$100,000 and \$110,000. 95% of 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 2018 LCP workforce. The number of licensed LCPs in Virginia has increased by 27% (from 3,614 to 4,576). In addition, the size of Virginia's LCP workforce has increased by 17% (from 2,536 to 2,971). FTEs also have increased by 9% (from 2,354 to 2,565). Virginia's renewing LCPs are more likely to respond to this survey (96% vs. 95%).

Although the percentage of LCPs who are female has increased (71% vs. 66%), the percent female has declined slightly among LCPs who are under the age of 40 (83% vs. 85%). Furthermore, Virginia's LCP workforce has become more diverse (37% vs. 29%). This is also the case among LCPs who are under the age of 40 (45% vs. 39%). There has been no change in either the percentage of LCPs who work in a non-metro area of the state (3%) or in the percentage of those who reported growing up in rural areas (19%).

LCPs are more likely to obtain a Doctorate of Psychology (59% vs. 57%). In addition, LCPs are less likely to carry education debt (37% vs. 39%), this also is the case among LCPs who are under the age of 40 (66% vs. 70%). The median education debt among those LCPs who carry education debt has increased (\$110k-\$130k vs. \$90k-\$100k).

LCPs are equally likely to hold one full-time job (56%) and more likely to hold two or more positions simultaneously (23% vs. 22%). Meanwhile, LCPs are less likely to have been employed at their primary work location for at least two years (71% vs. 72%). The median annual income of Virginia's LCP workforce has increased (\$100k-\$110k vs. \$80k-\$90k). Wage and salaried LCPs are less likely to receive at least one employer-sponsored benefit (73% vs. 74%), but the percentage of LCPs receiving health insurance benefits (64% vs. 63%) has increased. LCPs are less likely to indicate that they are satisfied with their current work situation (96% vs. 96%), and less likely to indicate that they are "very satisfied" (71% vs. 72%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,036	88%
New Licensees	335	7%
Non-Renewals	205	4%
All Licensees	4,576	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 88% of the 4,576 LCPs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	95	341	78%
35 to 39	79	631	89%
40 to 44	70	649	90%
45 to 49	56	498	90%
50 to 54	43	479	92%
55 to 59	29	347	92%
60 to 64	35	279	89%
65 and Over	130	815	86%
Total	537	4,039	88%
New Licenses			
Issued in Past Year	190	145	43%
Metro Status			
Non-Metro	26	128	83%
Metro	270	2,472	90%
Not in Virginia	241	1,439	86%

Source: Va. Healthcare Workforce Data Center

Definitions

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

Response Rates	
Completed Surveys	4,039
Response Rate, All Licensees	88%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number: 4,576
 New: 7%
 Not Renewed: 4%

Response Rates

All Licensees: 88%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's LCP Workforce: 2,971
 FTEs: 2,565

Utilization Ratios

Licensees in VA Workforce: 65%
 Licensees per FTE: 1.78
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

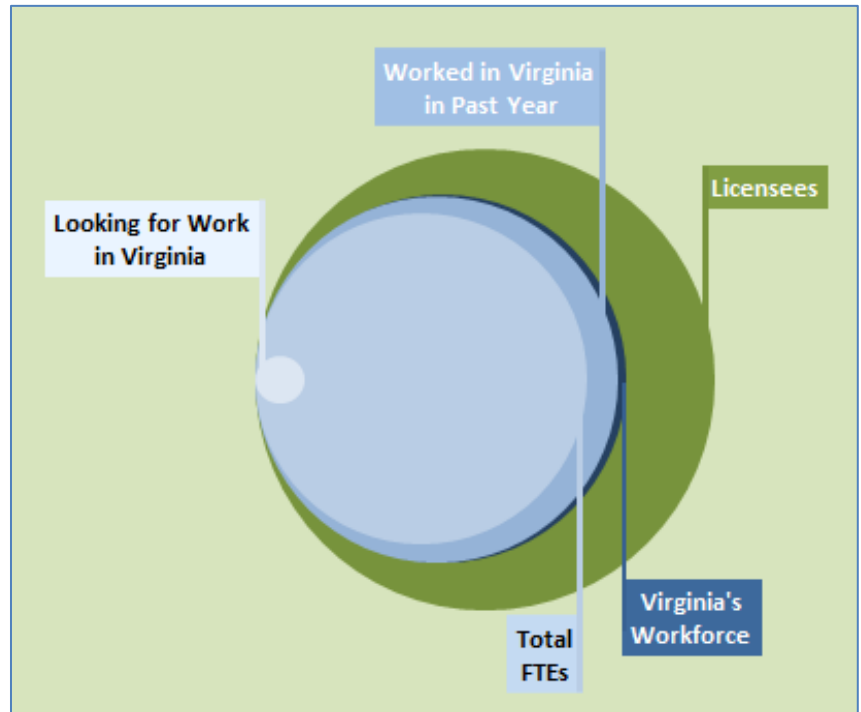
Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,923	98%
Looking for Work in Virginia	48	2%
Virginia's Workforce	2,971	100%
Total FTEs	2,565	
Licensees	4,576	

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	41	19%	177	81%	218	9%
35 to 39	56	15%	312	85%	368	15%
40 to 44	59	17%	289	83%	348	15%
45 to 49	71	23%	232	77%	303	13%
50 to 54	76	27%	206	73%	281	12%
55 to 59	50	27%	136	73%	186	8%
60 to 64	45	32%	95	68%	140	6%
65 and Over	298	56%	235	44%	533	22%
Total	696	29%	1,681	71%	2,376	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

- % Female: 71%
- % Under 40 Female: 83%

Age

- Median Age: 50
- % Under 40: 25%
- % 55 and Over: 36%

Diversity

- Diversity Index: 37%
- Under 40 Div. Index: 45%

Source: Va. Healthcare Workforce Data Center

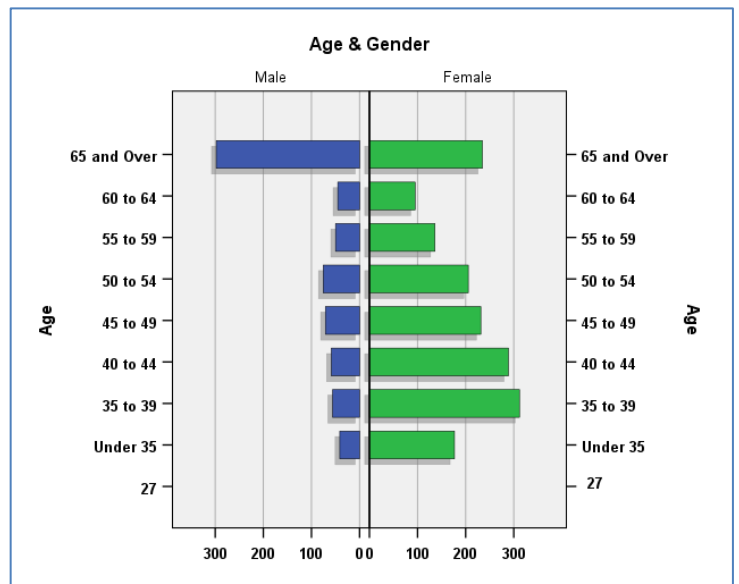
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs Under 40	
	%	#	%	#	%
White	60%	1,884	79%	425	73%
Black	19%	200	8%	64	11%
Asian	7%	96	4%	27	5%
Other Race	0%	23	1%	7	1%
Two or More Races	3%	60	2%	14	2%
Hispanic	10%	127	5%	45	8%
Total	100%	2,390	100%	582	100%

*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 37% chance that they would be of different races or ethnicities, a measure known as the diversity index.

A quarter of all LCPs are under the age of 40, and 83% of these professionals are female. In addition, the diversity index among this group of LCPs is 45%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 23%
 Prof. Edu. in VA: 28%
 HS or Prof. Edu. in VA: 40%

Location Choice

% Rural to Non-Metro: 4%
 % Urban/Suburban to Non-Metro: 3%

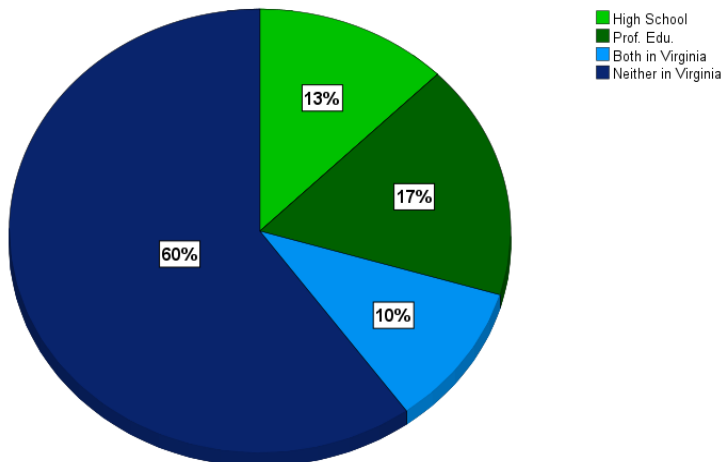
Source: Va. Healthcare Workforce Data Center

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%	17%
2	Metro, 250,000 to 1 Million	20%	72%	8%
3	Metro, 250,000 or Less	25%	60%	15%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	40%	40%	20%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	22%	78%	
7	Urban, Pop. 2,500-19,999, Non-Adjacent	40%	50%	10%
8	Rural, Metro Adjacent	25%	67%	8%
9	Rural, Non-Adjacent	25%	67%	8%
Overall		19%	66%	16%

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 19% of these professionals currently work in non-metro counties. In total, 3% 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	541	Virginia	648
2	New York	257	Washington, D.C.	230
3	Pennsylvania	175	California	172
4	Maryland	145	Florida	149
5	New Jersey	114	New York	121
6	California	96	Pennsylvania	103
7	Outside U.S./Canada	84	Illinois	97
8	Florida	79	Maryland	78
9	North Carolina	79	Ohio	72
10	Ohio	78	Texas	64

More than one-fifth of all LCPs received their high school degree in Virginia, while 28% 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 23% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	214	Virginia	205
2	New York	69	Washington, D.C.	93
3	Pennsylvania	59	California	61
4	Maryland	45	Florida	56
5	California	37	Illinois	45
6	Outside U.S./Canada	37	Pennsylvania	40
7	New Jersey	36	Maryland	39
8	Ohio	36	New York	34
9	Florida	32	Texas	28
10	North Carolina	29	Ohio	21

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:	1,605
% of Licensees:	35%
Federal/Military:	32%
Va. Border State/D.C.:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	1	<1%
Doctor of Psychology	1,369	59%
Other Doctorate	953	41%
Total	2,323	100%

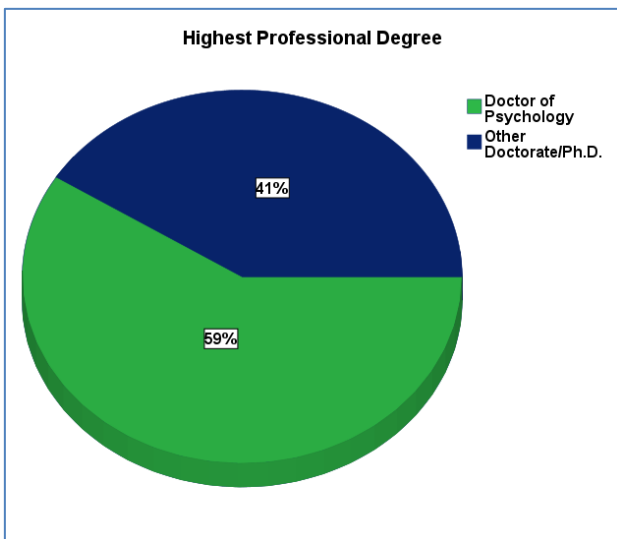
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Doctor of Psychology: 59%
 Other Doctorate/PhD: 41%

Education Debt
 Carry Debt: 37%
 Under Age 40 w/ Debt: 66%
 Median Debt: \$120k-\$130k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LCPs		LCPs Under 40	
	#	%	#	%
None	1,304	63%	169	34%
Less than \$10,000	45	2%	13	3%
\$10,000-\$29,999	74	4%	23	4%
\$30,000-\$49,999	72	4%	17	3%
\$50,000-\$69,999	69	3%	23	5%
\$70,000-\$89,999	56	3%	18	3%
\$90,000-\$109,999	53	3%	20	4%
\$110,000-\$129,999	43	2%	26	5%
\$130,000-\$149,999	43	2%	25	5%
\$150,000 or More	319	16%	167	32%
Total	2,078	100%	502	98%

Source: Va. Healthcare Workforce Data Center

Less than 40% of LCPs carry education debt. Among LCPs who are under the age of 40, 66% have education debt. For those LCPs with education debt, the median debt amount is between \$120,000 and \$130,000.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 33%
 Child: 13%
 Forensic: 6%

Secondary Specialty

Mental Health: 14%
 Behavioral Disorders: 9%
 Child: 8%

Source: Va. Healthcare Workforce Data Center

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	764	33%	271	14%
Child	307	13%	154	8%
Forensic	135	6%	102	5%
Neurology/Neuropsychology	129	6%	66	3%
Health/Medical	101	4%	129	7%
Behavioral Disorders	92	4%	179	9%
Family	27	1%	112	6%
School/Educational	26	1%	66	3%
Rehabilitation	25	1%	22	1%
Gerontology	24	1%	29	2%
Marriage	17	1%	70	4%
Substance Abuse	12	1%	41	2%
Vocational/Work Environment	10	0%	18	1%
Sex Offender Treatment	5	0%	17	1%
Experimental or Research	5	0%	21	1%
Industrial/Organizational	4	0%	6	0%
Public Health	3	0%	11	1%
Social	0	0%	7	0%
General Practice (Non-Specialty)	502	22%	443	23%
Other Specialty Area	143	6%	186	10%
Total	2,332	100%	1,949	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: 23%

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	0%
Employed in a Behavioral Sciences-Related Capacity	2,219	95%
Employed, NOT in a Behavioral Sciences-Related Capacity	45	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	0%
Voluntarily Unemployed	34	1%
Retired	44	2%
Total	2,344	100%

Source: Va. Healthcare Workforce Data Center

Among all LCPs, 95% are currently employed in the profession, 56% hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	78	3%
1 to 9 Hours	69	3%
10 to 19 Hours	167	7%
20 to 29 Hours	225	10%
30 to 39 Hours	395	17%
40 to 49 Hours	939	41%
50 to 59 Hours	277	12%
60 to 69 Hours	128	6%
70 to 79 Hours	17	1%
80 or More Hours	9	0%
Total	2,304	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	78	3%
One Part-Time Position	418	18%
Two Part-Time Positions	89	4%
One Full-Time Position	1,290	56%
One Full-Time Position & One Part-Time Position	381	17%
Two Full-Time Positions	10	0%
More than Two Positions	40	2%
Total	2,307	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	18	1%
Less than \$60,000	284	15%
\$60,000-\$69,999	99	5%
\$70,000-\$79,999	142	7%
\$80,000-\$89,999	140	7%
\$90,000-\$99,999	157	8%
\$100,000-\$109,999	202	10%
\$110,000-\$119,999	147	8%
\$120,000-\$129,999	152	8%
\$130,000-\$139,999	96	5%
\$140,000-\$149,999	93	5%
\$150,000 or More	398	21%
Total	1,926	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
(Salary/Wage Employees Only)
Health Insurance: 64%
Retirement: 61%

Satisfaction
Satisfied: 95%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,620	71%
Somewhat Satisfied	549	24%
Somewhat Dissatisfied	90	4%
Very Dissatisfied	25	1%
Total	2,283	100%

Source: Va. Healthcare Workforce Data Center

The typical LCP earns between \$100,000 and \$110,000 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 61% also have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	197	9%	14%
Dental Insurance	824	37%	57%
Health Insurance	926	42%	64%
Paid Sick Leave	841	38%	60%
Group Life Insurance	623	28%	45%
Retirement	900	41%	61%
Paid Vacation	908	41%	64%
At Least One Benefit	1,120	51%	73%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	13	<1%
Experience Voluntary Unemployment?	92	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	47	2%
Work Two or More Positions at the Same Time?	572	19%
Switch Employers or Practices?	136	5%
Experience at Least One?	747	25%

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 2.9% during the same time period.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	35	2%	13	2%
Less than 6 Months	65	3%	44	8%
6 Months to 1 Year	161	7%	62	11%
1 to 2 Years	391	18%	91	16%
3 to 5 Years	511	23%	132	23%
6 to 10 Years	388	17%	88	15%
More than 10 Years	683	31%	137	24%
Subtotal	2,233	100%	567	100%
Did Not Have Location	51		2,381	
Item Missing	686		23	
Total	2,971		2,971	

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: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 15%
Over 2 Years: 71%
Over 2 Yrs., 2nd Location: 63%

Employment Type

Salary/Commission: 55%
Business/Practice Income: 27%

Source: Va. Healthcare Workforce Data Center

71% of all LCPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	891	55%
Hourly Wage	157	10%
By Contract	140	9%
Business/Practice Income	431	27%
Unpaid	8	0%
Subtotal	1,626	100%
Did Not Have Location	51	
Item Missing	1,293	

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 May 2023 was still preliminary, and the unemployment rate for June 2023 was still preliminary.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	81%
Lowest Region:	1%

Locations

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

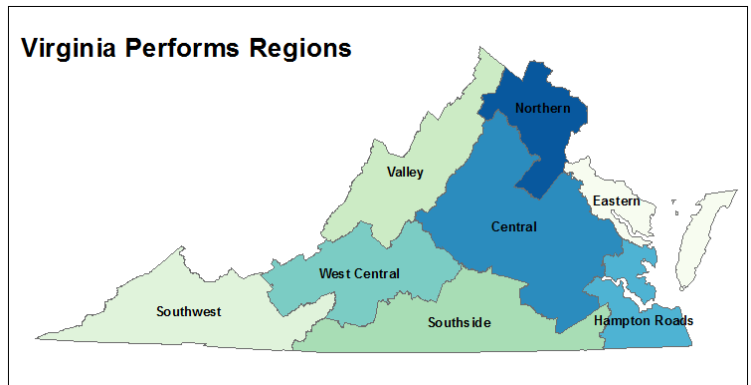
Source: Va. Healthcare Workforce Data Center

More than 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	554	25%	100	17%
Eastern	20	1%	1	0%
Hampton Roads	368	16%	99	17%
Northern	899	40%	206	35%
Southside	20	1%	7	1%
Southwest	23	1%	5	1%
Valley	90	4%	27	5%
West Central	183	8%	35	6%
Virginia Border State/D.C.	47	2%	41	7%
Other U.S. State	39	2%	57	10%
Outside of the U.S.	1	0%	2	0%
Total	2,243	100%	580	100%
Item Missing	676		9	

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	46	2%	77	3%
1	1,646	72%	1,646	72%
2	320	14%	321	14%
3	232	10%	210	9%
4	20	1%	13	1%
5	3	0%	2	0%
6 or More	12	1%	10	0%
Total	2,280	100%	2,280	100%

*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,221	59%	400	76%
Non-Profit	244	12%	59	11%
State/Local Government	293	14%	41	8%
Veterans Administration	151	7%	11	2%
U.S. Military	82	4%	9	2%
Other Federal Government	75	4%	9	2%
Total	2,066	100%	529	100%
Did Not Have Location	51		2,381	
Item Missing	853		60	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	59%
Federal:	15%

Top Establishments

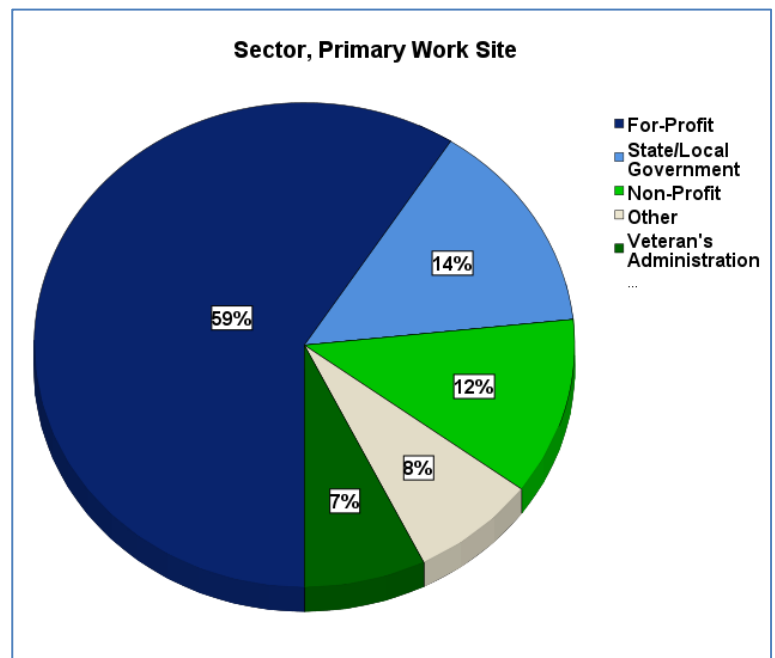
Private Practice, Solo:	27%
Private Practice, Group:	23%
Academic Institution:	8%

Payment Method

Cash/Self-Pay:	57%
Private Insurance:	34%

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 15% of LCPs work for the federal government.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	531	27%	169	32%
Private Practice, Group	457	23%	150	29%
Academic Institution (Teaching Health Professions Students)	167	8%	52	10%
Mental Health Facility, Outpatient	159	8%	25	5%
Hospital, General	148	7%	6	1%
School (Providing Care to Clients)	80	4%	6	1%
Community-Based Clinic or Health Center	70	4%	12	2%
Hospital, Psychiatric	67	3%	7	1%
Community Services Board	33	2%	1	0%
Administrative or Regulatory	29	1%	9	2%
Corrections/Jail	25	1%	9	2%
Physician Office	25	1%	8	1%
Residential Mental Health/Substance Abuse Facility	23	1%	4	1%
Long-Term Care Facility, Nursing Home	10	1%	7	1%
Rehabilitation Facility	9	0%	10	2%
Home Health Care	8	0%	0	0%
Residential Intellectual/Development Disability Facility	3	0%	0	0%
Other Practice Setting	154	8%	49	9%
Total	2,001	100%	522	100%
Did Not Have a Location	51		2,381	

Source: Va. Healthcare Workforce Data Center

Solo and group private practices employ half of all LCPs in Virginia. Another 15% of LCPs work at either outpatient mental health facilities or in general hospitals.

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	1,707	57%
Private Insurance	494	17%
Medicare	588	20%
Medicaid	1,017	34%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	10%
Chinese:	3%
French:	3%

Means of Communication

Respondent is Proficient:	41%
Other Staff Member:	37%
Virtual Translation:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	299	10%
Chinese	97	3%
French	95	3%
Arabic	92	3%
Hindi	82	3%
Korean	75	3%
Vietnamese	71	2%
Persian	70	2%
Urdu	66	2%
Tagalog/Filipino	65	2%
Pashto	59	2%
Amharic, Somali, or Other Afro-Asiatic Languages	55	2%
Other Language	95	3%
At Least One Language	409	14%

Source: Va. Healthcare Workforce Data Center

Among all LCPs, 10% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Respondent is Proficient	170	41%
Other Staff Member is Proficient	151	37%
Virtual Translation Service	123	30%
Onsite Translation Service	83	20%
Other	6	1%

Source: Va. Healthcare Workforce Data Center

More than 2 out of every 5 LCPs who are employed at a primary work location that offers language services for patients are proficient and are the ones providing the service.

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

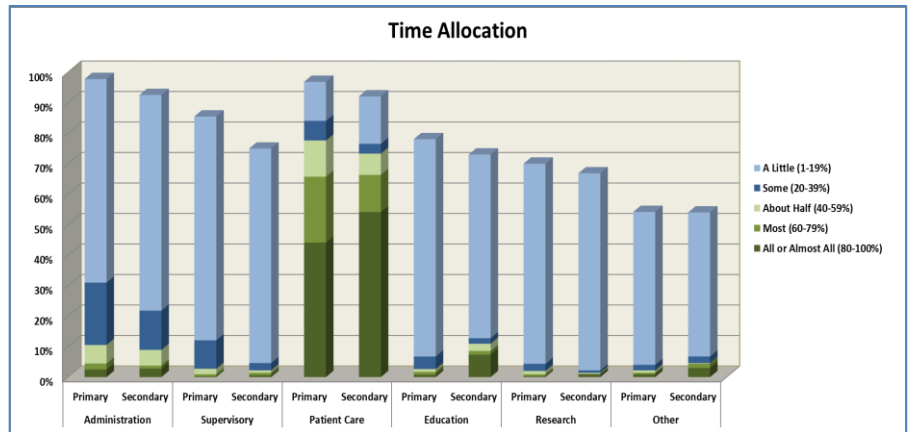
Patient Care: 64%
Administration: 4%
Education: 1%

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%	2%	0%	1%	42%	51%	1%	6%	0%	1%	1%	3%
Most (60-79%)	2%	2%	0%	1%	22%	16%	1%	1%	1%	1%	1%	1%
About Half (40-59%)	6%	3%	2%	2%	12%	6%	2%	2%	1%	0%	1%	1%
Some (20-39%)	22%	15%	10%	4%	8%	4%	5%	3%	2%	0%	3%	2%
A Little (1-19%)	64%	73%	75%	67%	13%	14%	71%	61%	64%	64%	48%	46%
None (0%)	4%	5%	13%	25%	3%	9%	22%	26%	31%	33%	47%	48%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	217	11%	72	15%
1 to 24	1,366	66%	399	80%
25 to 49	447	22%	23	5%
50 to 74	22	1%	2	0%
75 or More	10	0%	1	0%
Total	2,062	100%	498	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

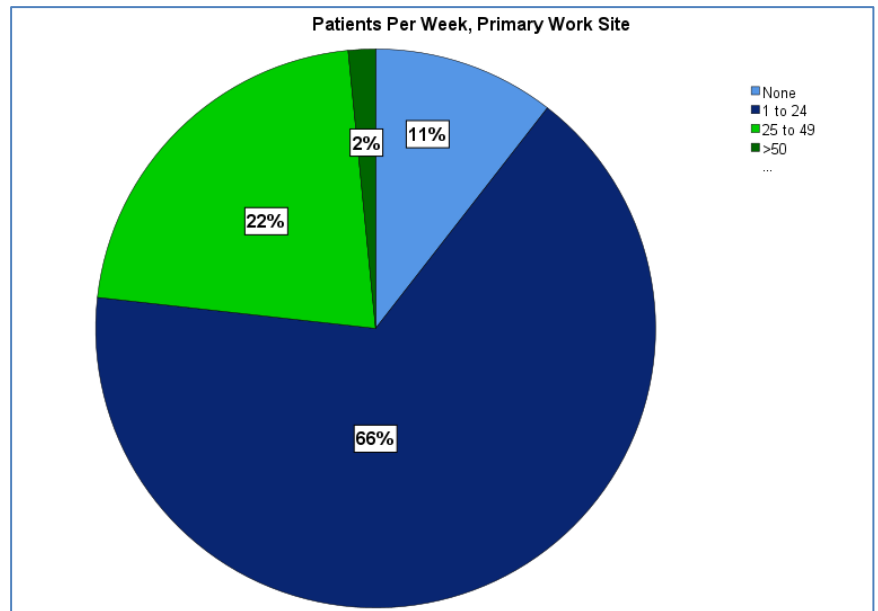
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

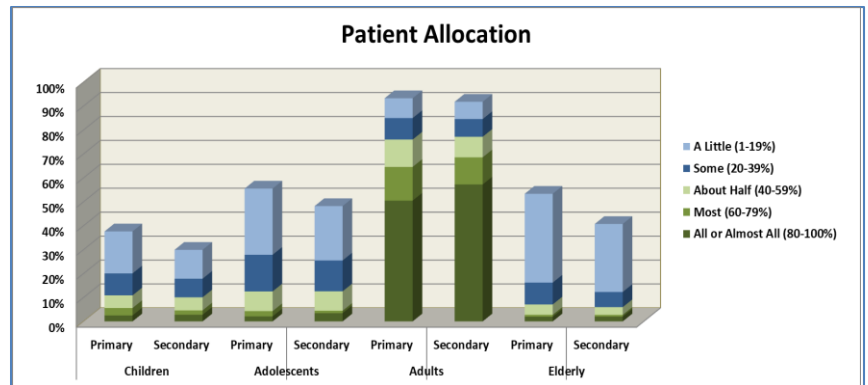
Children: None
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

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%)	2%	3%	2%	3%	50%	57%	2%	2%
Most (60-79%)	3%	2%	2%	1%	14%	11%	1%	1%
About Half (40-59%)	5%	5%	8%	8%	11%	9%	4%	3%
Some (20-39%)	9%	8%	15%	13%	9%	7%	9%	6%
A Little (1-19%)	18%	12%	28%	23%	8%	7%	37%	28%
None (0%)	62%	70%	45%	52%	7%	8%	47%	59%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs 50 and Over	
	#	%	#	%
Under Age 50	10	0%	-	-
50 to 54	29	1%	3	0%
55 to 59	87	4%	23	2%
60 to 64	326	16%	114	12%
65 to 69	549	27%	223	22%
70 to 74	440	22%	245	25%
75 to 79	233	12%	172	17%
80 or Over	93	5%	74	7%
I Do Not Intend to Retire	251	12%	140	14%
Total	2,017	100%	994	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 22%

Under 60: 6%

LCPs 50 and Over

Under 65: 14%

Under 60: 3%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 25%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

More than one out of every five LCPs expects to retire by age 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

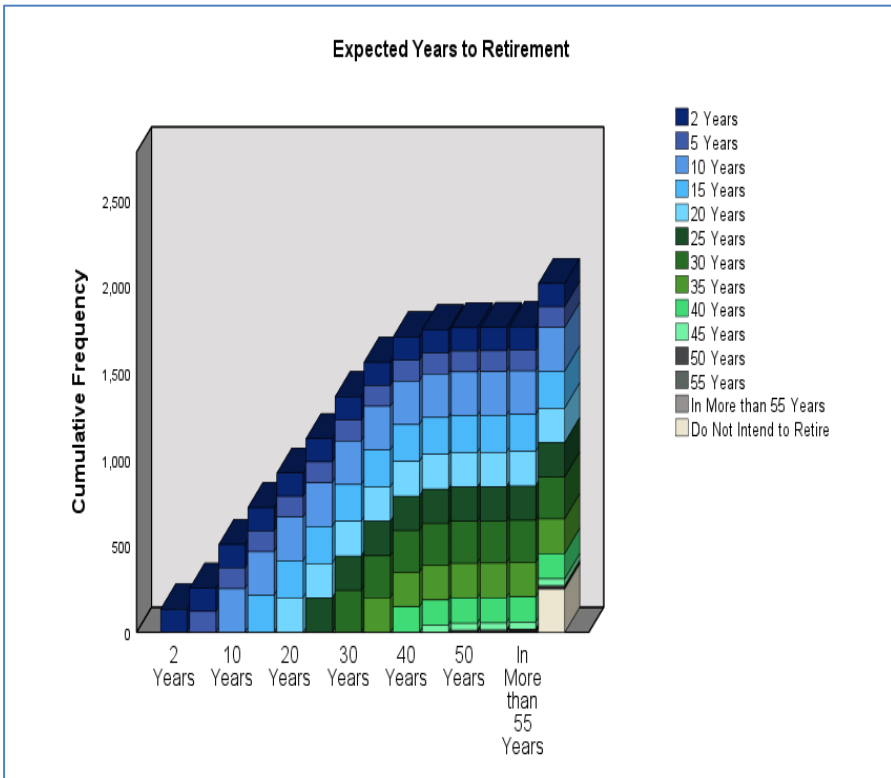
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	37	1%
Leave Virginia	49	2%
Decrease Patient Care Hours	328	11%
Decrease Teaching Hours	45	2%
Increase Participation		
Increase Patient Care Hours	284	10%
Increase Teaching Hours	158	5%
Pursue Additional Education	119	4%
Return to the Workforce	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 7% of LCPs expect to retire in the next two years, while 25% expect to retire in the next ten years. Half of the current workforce expect to retire by 2048.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	134	7%	7%
5 Years	121	6%	13%
10 Years	252	12%	25%
15 Years	214	11%	36%
20 Years	200	10%	46%
25 Years	198	10%	55%
30 Years	243	12%	68%
35 Years	200	10%	77%
40 Years	146	7%	85%
45 Years	41	2%	87%
50 Years	12	1%	87%
55 Years	1	0%	87%
In More than 55 Years	4	0%	88%
Do Not Intend to Retire	251	12%	100%
Total	2,017	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach 13% of the current workforce starting in 2033. Retirement will peak at 13% of the current workforce around the same time before declining to under 10% of the current workforce again around 2063.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 2,565
 FTEs/1,000 Residents³: 0.300
 Average: 0.88

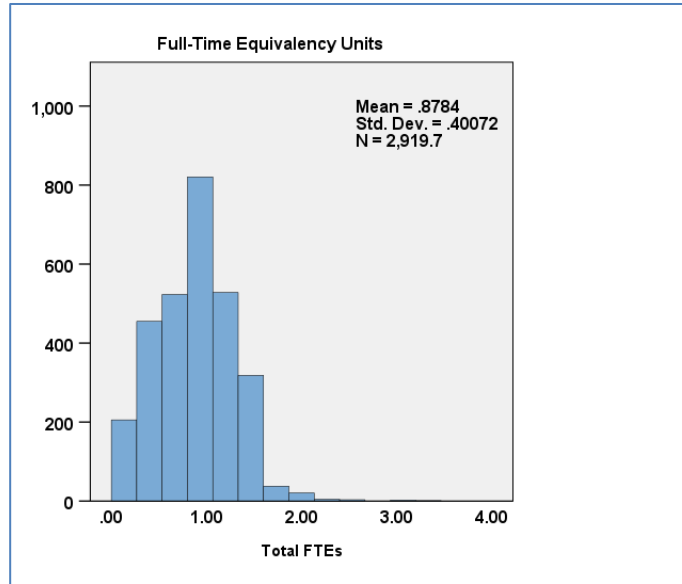
Age & Gender Effect

Age, *Partial Eta*²: 0.055
 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:

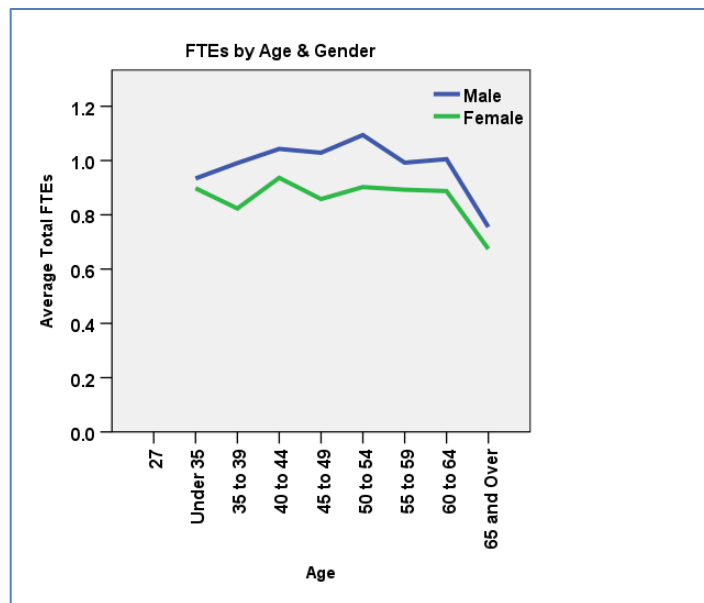


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.89 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
Under 35	0.90	0.90
35 to 39	0.81	0.83
40 to 44	1.05	1.05
45 to 49	0.81	0.83
50 to 54	0.92	0.83
55 to 59	1.04	1.09
60 to 64	0.98	1.10
65 and Over	0.73	0.73
Gender		
Male	0.91	0.97
Female	0.85	0.89

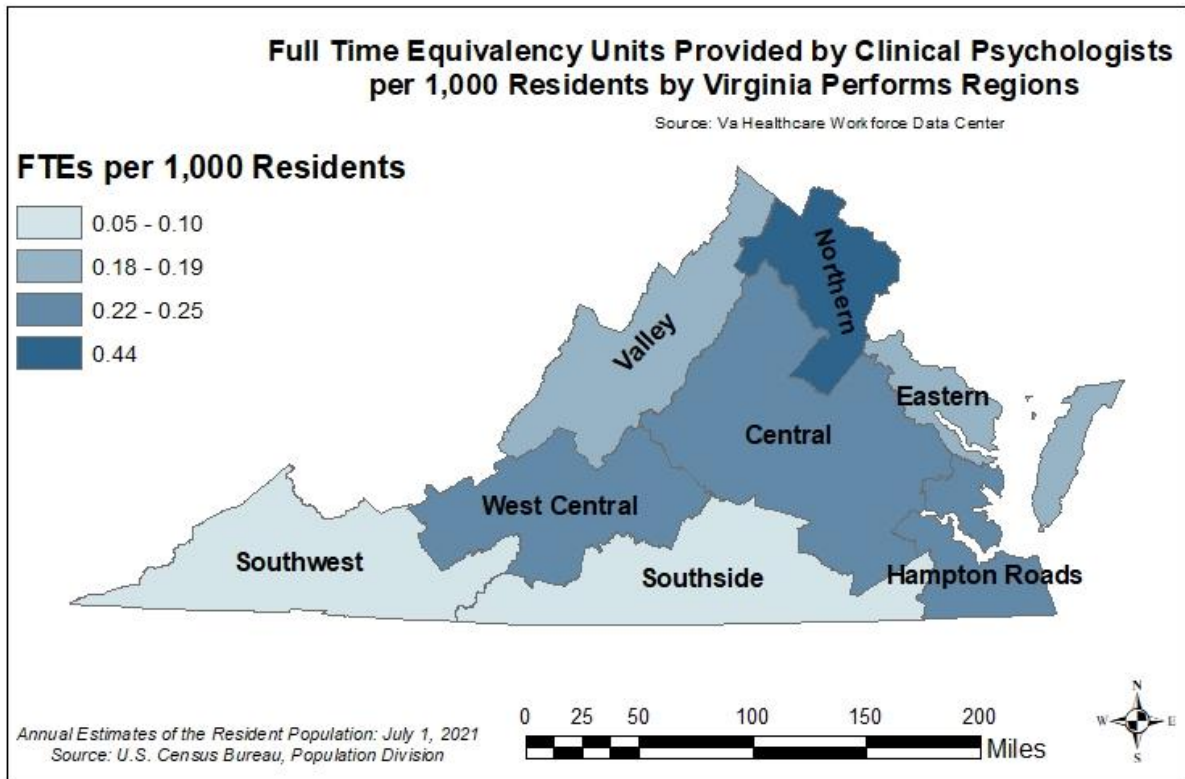
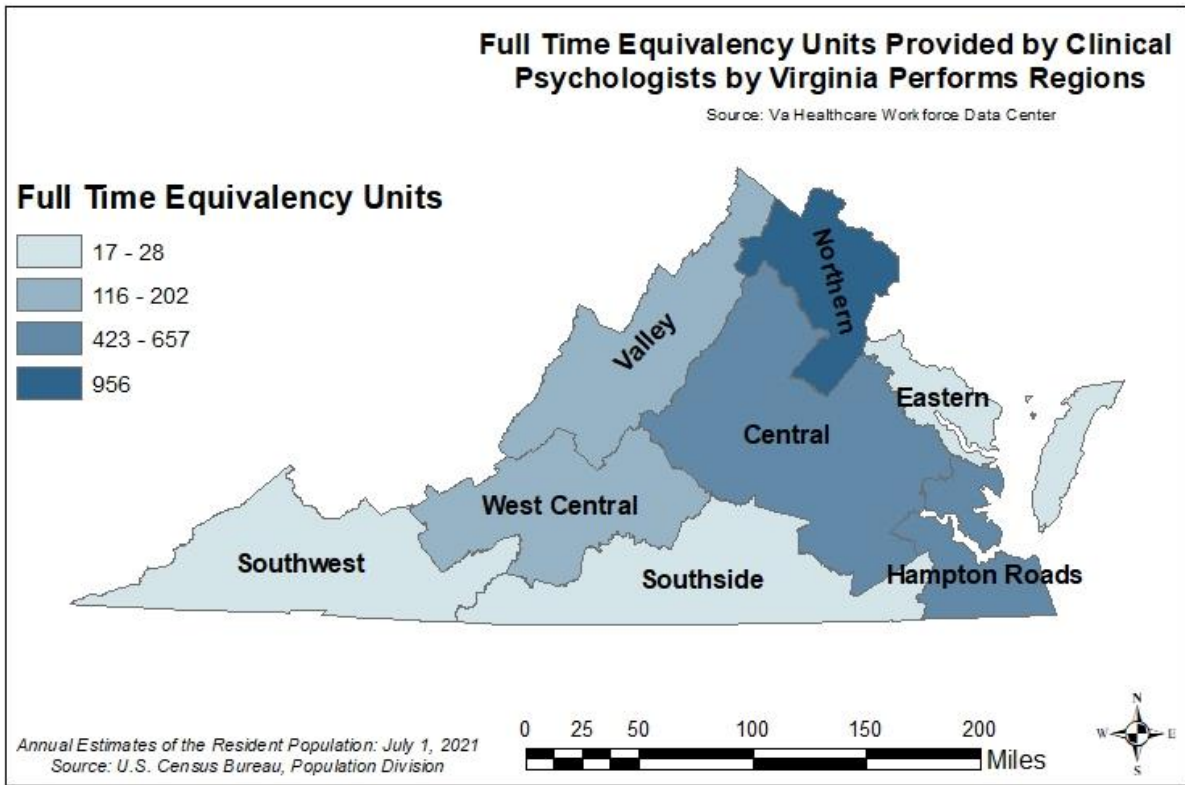
Source: Va. Healthcare Workforce Data Center

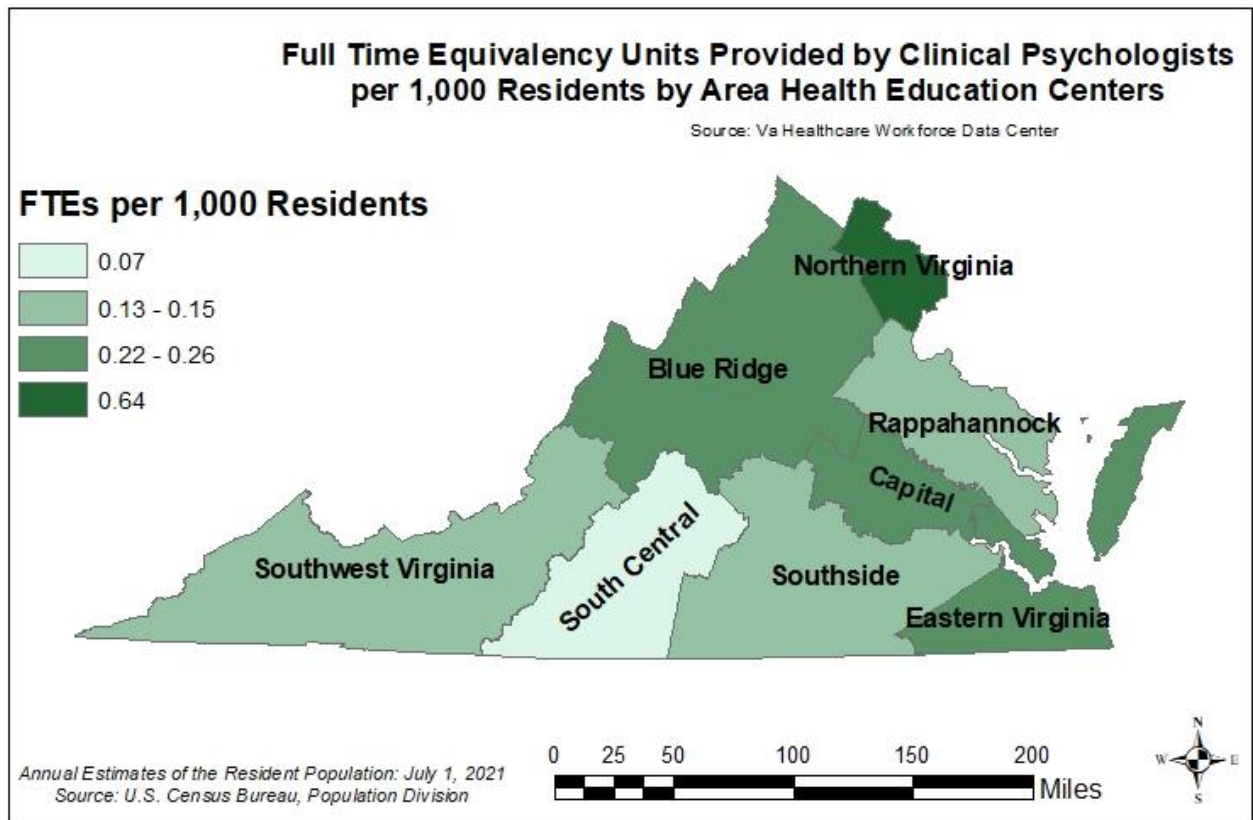
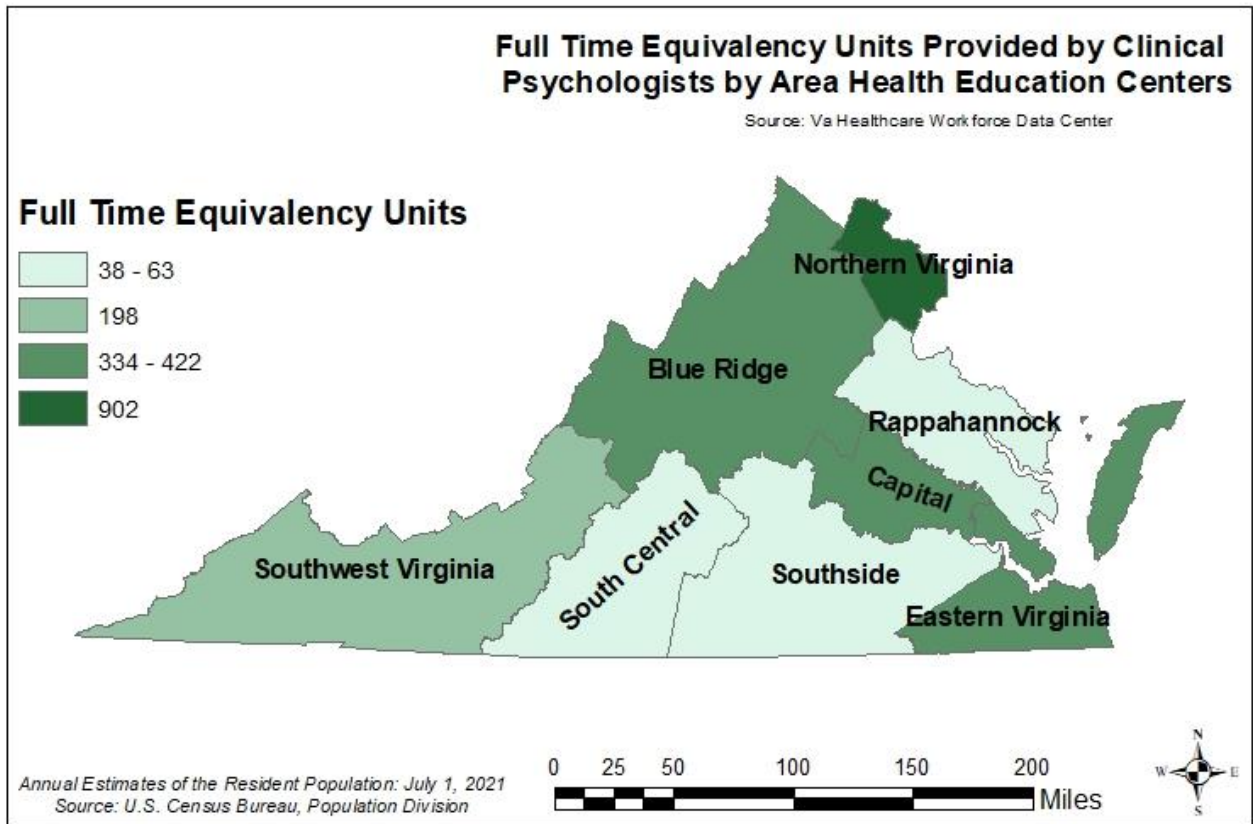


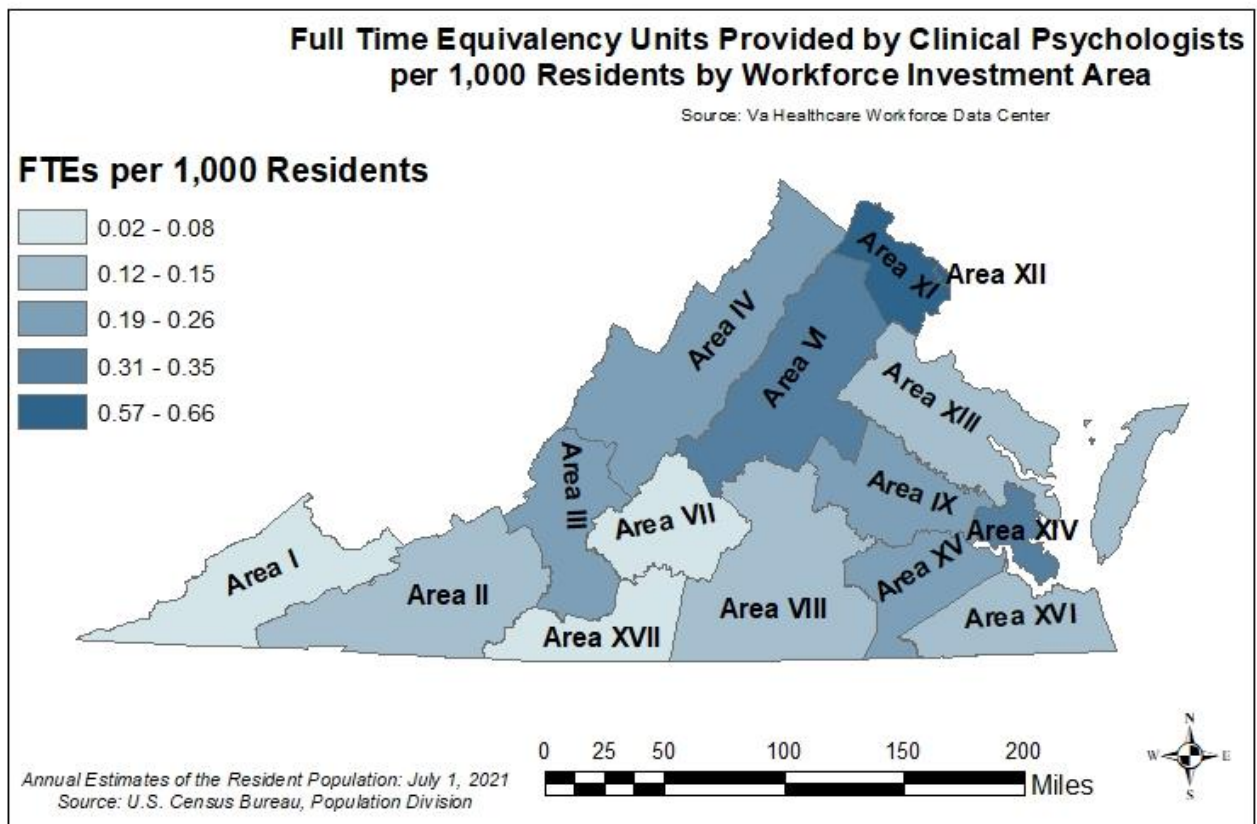
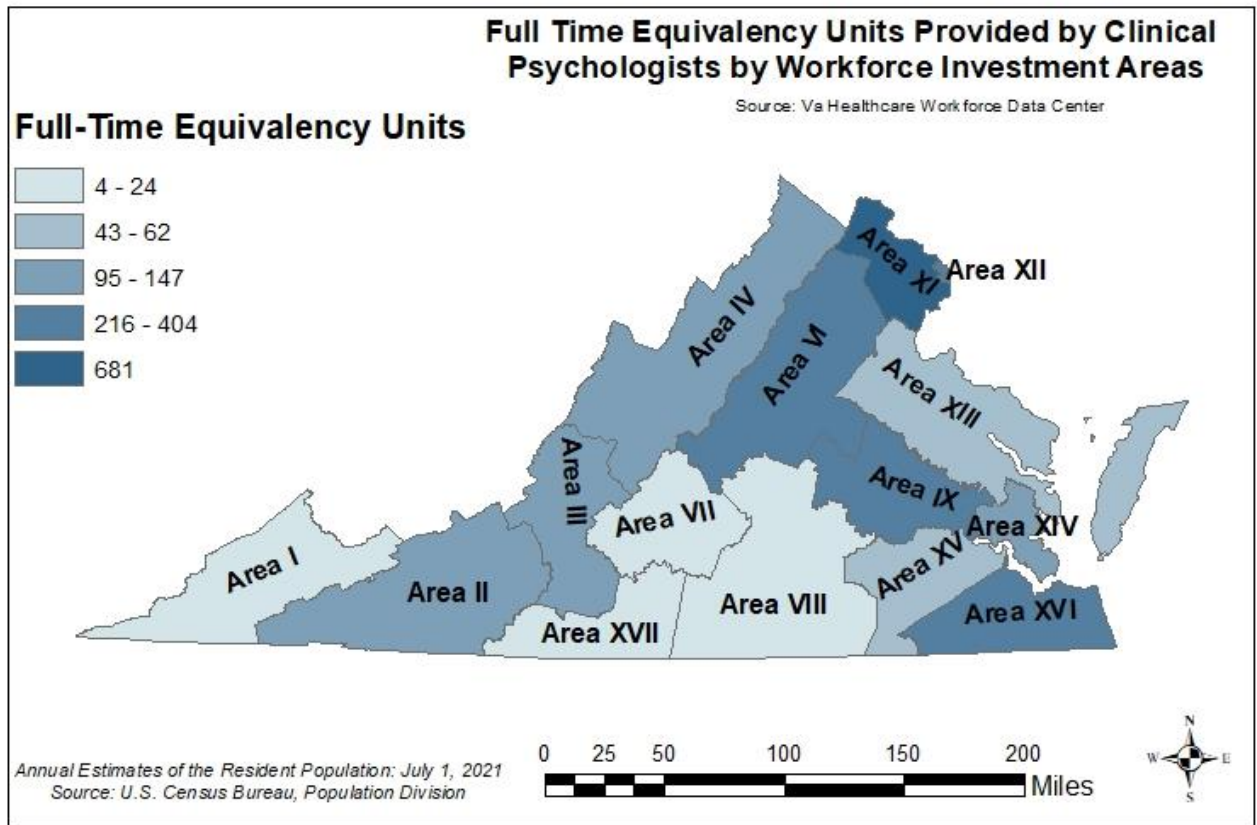
Source: Va. Healthcare Workforce Data Center

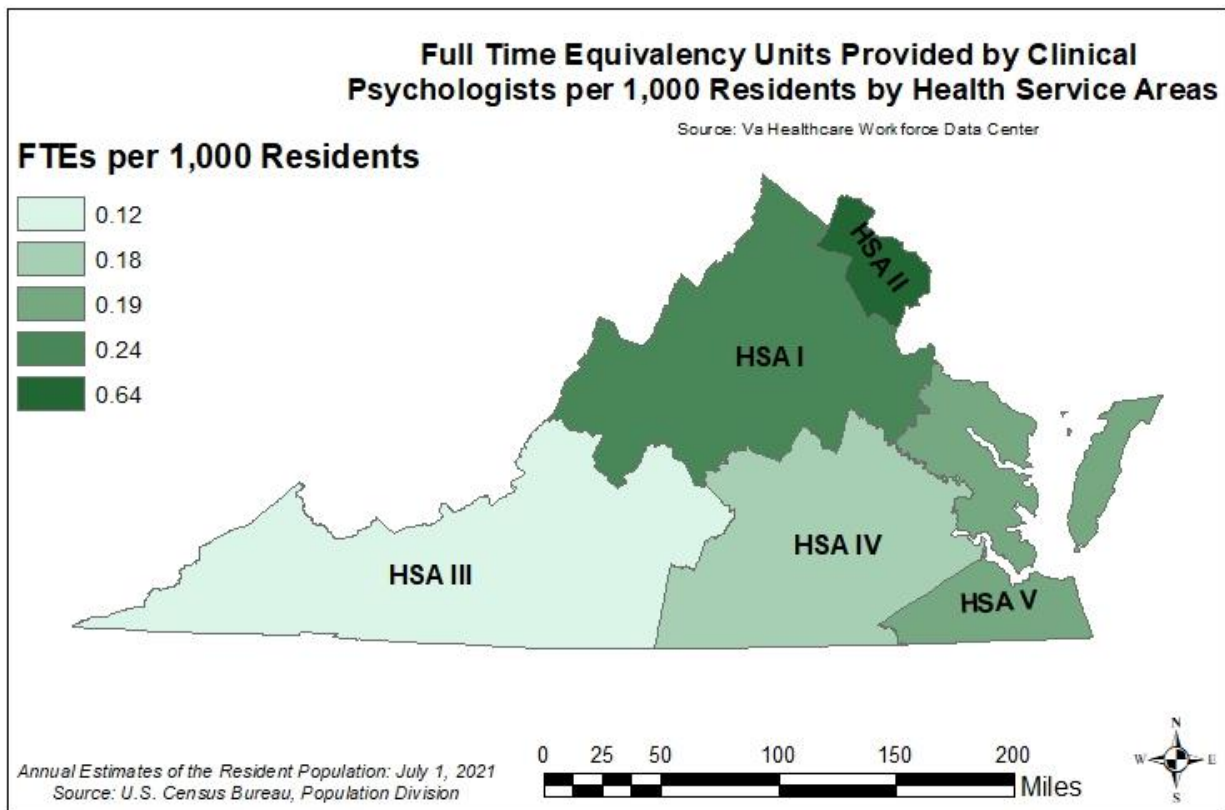
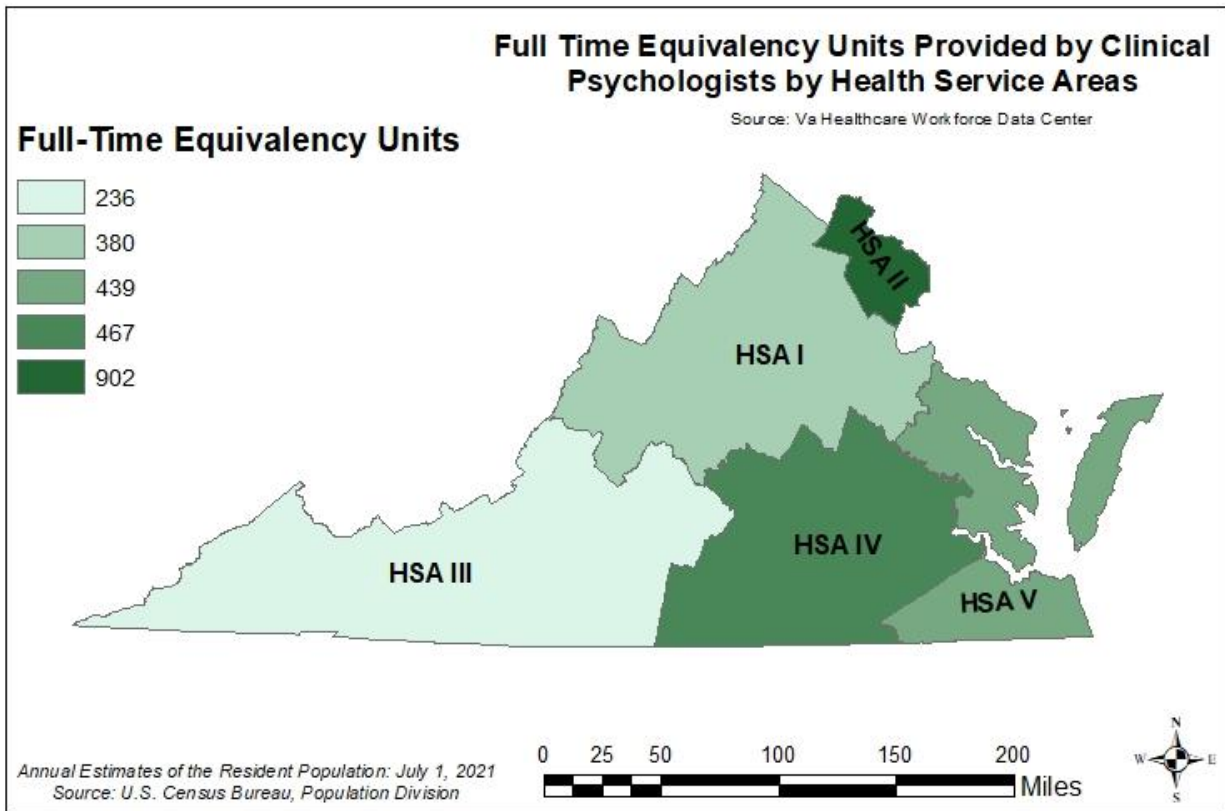
³ Number of residents in 2021 was used as the denominator.

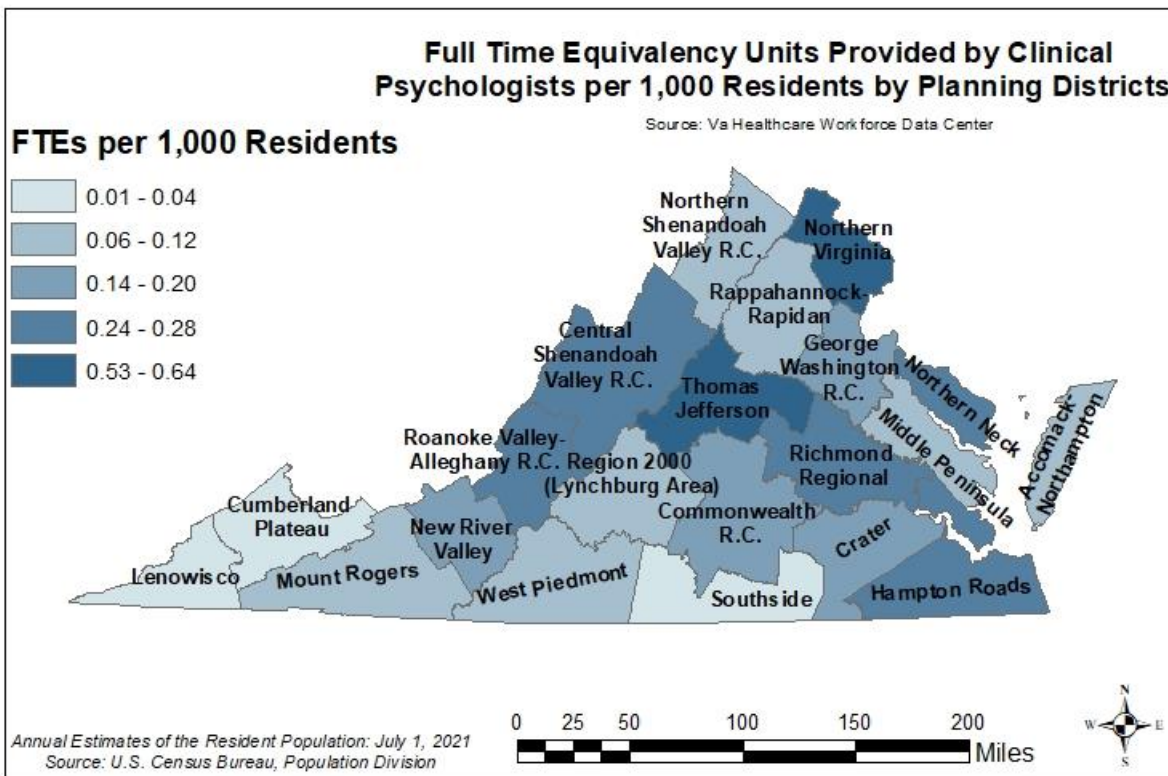
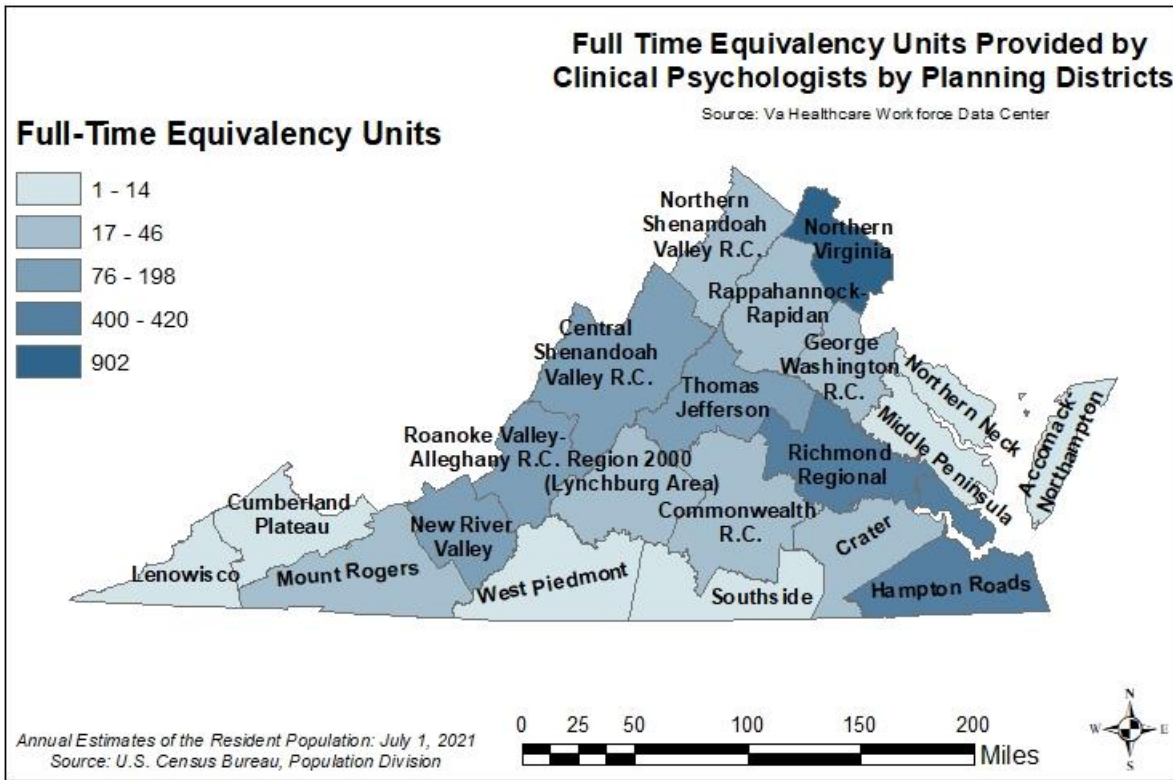
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,114	90.26%	1.108	1.060	1.250
Metro, 250,000 to 1 Million	152	94.74%	1.056	1.010	1.191
Metro, 250,000 or Less	476	88.24%	1.133	1.084	1.279
Urban, Pop. 20,000+, Metro Adj.	10	90.00%	1.111	1.086	1.137
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	60	80.00%	1.250	1.196	1.411
Urban, Pop. 2,500-19,999, Non-Adj.	20	90.00%	1.111	1.063	1.254
Rural, Metro Adj.	49	81.63%	1.225	1.172	1.382
Rural, Non-Adj.	15	86.67%	1.154	1.104	1.181
Virginia Border State/D.C.	811	88.29%	1.133	1.083	1.278
Other U.S. State	869	83.20%	1.202	1.150	1.356

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	436	78.21%	1.279	1.191	1.411
35 to 39	710	88.87%	1.125	1.048	1.241
40 to 44	719	90.26%	1.108	1.032	1.222
45 to 49	554	89.89%	1.112	1.036	1.227
50 to 54	522	91.76%	1.090	1.015	1.202
55 to 59	376	92.29%	1.084	1.010	1.196
60 to 64	314	88.85%	1.125	1.049	1.242
65 and Over	945	86.24%	1.160	1.080	1.279

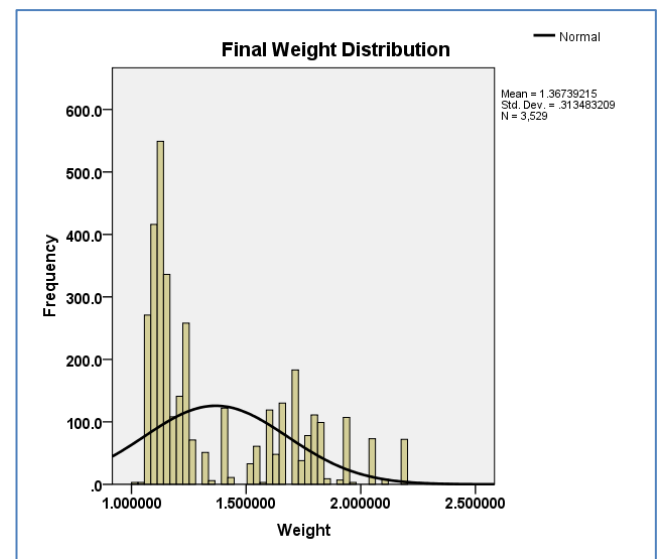
Source: Va. Healthcare Workforce Data Center

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: 0.883



Source: Va. Healthcare Workforce Data Center