
Virginia's Licensed Master's Social Workers Survey: 2022

Healthcare Workforce Data Center

August 2022

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

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

Get a copy of this report from:

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

More than 700 Licensed Master's Social Workers 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 Social Work express our sincerest appreciation for their ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, DC
Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Jacquelyne Assi Abe
Intern

Virginia Board of Social Work

Chairperson Pro Tem

Canek Aguirre
Alexandria

Members

Angelia Allen
Portsmouth

Eboni C. Bugg, MSW, LCSW
Albemarle

Jamie Clancey, MSW, LCSW
Culpepper

Elke Cox, MSW, LCSW
Lynchburg

Gloria Manns, MSW, LCSW
Roanoke

Denise Purgold, MSW, LCSW
Henrico

Sherwood Randolph, Jr., MSW, LCSW
Richmond

Teresa Reynolds, MSW, LCSW
Cumberland

Executive Director

Jaime H. Hoyle, JD

Contents

Results in Brief	2
Survey Response Rates	3
Background	4
Agencies	6
Macro Concentration	7
CSW Concentration	8
Time Allocation	10
Prerequisite	11
Supervision	12
Appendices	13
Appendix A: Weights	13

The Licensed Master's Social Worker Survey At a Glance:

Licensees

Licensees:	1,154
New Licensees:	24%
Not Renewed:	20%

Location

Metro:	93%
Urban:	4%
Rural:	3%

Clinical Social Work

CSW Concentration:	64%
CSW Services:	71%
Pursuing LCSW:	83%

Survey Response Rate

All Licensees:	62%
Renewing Practitioners:	95%

Agency

Employed in Agency:	73%
Licensure Exemption:	18%

Supervision

Supervised:	54%
Supervisor w/ LCSW:	86%

Age

Median Age:	40
% Under 40:	50%
% 55 and Over:	16%

Macro

Macro Concentration:	20%
CSW Services:	54%
Pursuing LCSW:	62%

Time Allocation

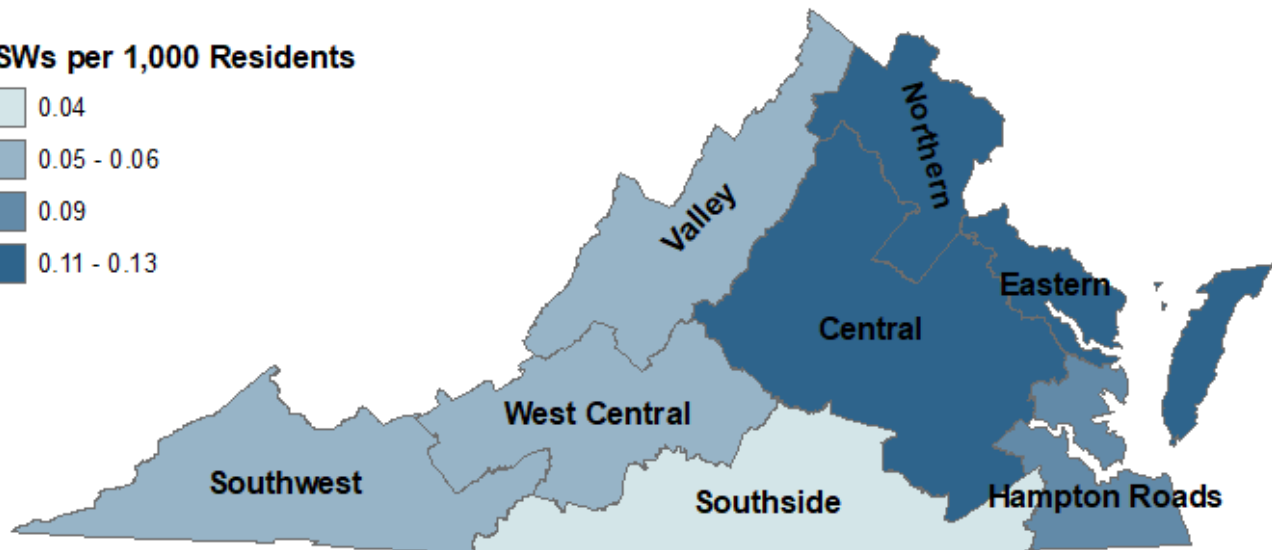
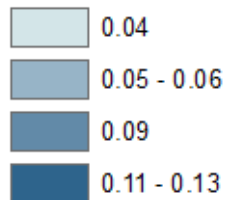
Clinical Work:	41%-50%
Administration:	11%-20%
Clinical Work Role:	38%

Source: Va. Healthcare Workforce Data Center

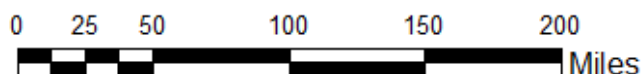
Distribution of Licensed Master's Social Workers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

LMSWs 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 Master's Social Worker (LMSW) Survey. More than 700 LMSWs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey, which is not a part of the HWDC's standard survey collection, on an occasional basis as needed during the license renewal process, which takes place every June for LMSWs. These survey respondents represent 62% of the 1,154 LMSWs licensed in the state and 95% of renewing practitioners.

The median age of licensed LMSWs is 40, while 16% of LMSWs are age 55 or over. More than 90% of all LMSWs with an address in Virginia live in a metro area, while 3% live in a rural area. Nearly one-third of all LMSWs live in Northern Virginia, while another 17% of LMSWs live in Central Virginia. In total, 62% of all LMSWs work in Northern Virginia, Central Virginia, and Hampton Roads. Nearly three-quarters of all LMSWs are employed at an agency. Among those LMSWs who work at an agency, 18% are employed at an agency that is exempt from licensure requirements.

One out of every five LMSWs pursued a Master's in Social Work with a macro concentration. Among LMSWs with a macro concentration, 54% provide clinical social work services through their employment at an agency, and 62% intend to eventually pursue licensure as a clinical social worker. Meanwhile, nearly two-thirds of all LMSWs pursued a Master's in Social Work with a concentration in clinical social work. Among LMSWs with a concentration in clinical social work, 71% provide clinical social work services through their employment at an agency, and 41% are registered as a supervisee in social work. In addition, 83% of LMSWs with a concentration in clinical social work intend to eventually pursue licensure as a clinical social worker.

LMSWs spend approximately half of their time performing clinical work, and 38% of LMSWs fill a clinical work role, defined as spending at least 60% of their time in clinical work activities. Another 8% of LMSWs fill a macro work role, while 6% of LMSWs fill an administrative role. Two out of every five LMSWs pursued a LMSW in the belief that it was a prerequisite for licensure as a CSW. Meanwhile, more than half of all LMSWs are supervised at their place of work, and 86% of LMSWs who are supervised at work have a supervisor who is a LCSW.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	651	56%
New Licensees	276	24%
Non-Renewals	227	20%
All Licensees	1,154	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing LMSWs, 95% submitted a survey. These represent 62% of the 1,154 LMSWs who held a license at some point during the survey period.

Definitions

- The Survey Period:** The survey was conducted in June 2022.
- Target Population:** All LMSWs who held a Virginia license at some point between July 2021 and June 2022.
- Survey Population:** The survey was available to LMSWs who renewed their licenses online. It was not available to those who did not renew, including LMSWs newly licensed in 2022.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	82	93	53%
30 to 34	91	112	55%
35 to 39	82	115	58%
40 to 44	60	94	61%
45 to 49	38	84	69%
50 to 54	37	84	69%
55 to 59	16	54	77%
60 and Over	31	81	72%
Total	437	717	62%
New Licenses			
Issued in Past Year	179	97	35%
Metro Status			
Non-Metro	20	39	66%
Metro	269	514	66%
Not in Virginia	148	164	53%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	717
Response Rate, All Licensees	62%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LMSWs

Number: 1,154
 New: 24%
 Not Renewed: 20%

Response Rates

All Licensees: 62%
 Renewing Practitioners: 95%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age		
Age	#	%
Under 30	175	15%
30 to 34	203	18%
35 to 39	197	17%
40 to 44	154	13%
45 to 49	122	11%
50 to 54	121	10%
55 to 59	70	6%
60 and Over	112	10%
Total	1,154	100%

Source: Va. Healthcare Workforce Data Center

The median age of licensed LMSWs is 40. Among all LMSWs, 33% are under the age of 35, while 16% are age 55 or over.

At a Glance:

Age

Median Age: 40
 % Under 40: 50%
 % 55 or Over: 16%

Location

Metro: 93%
 Urban: 4%
 Rural: 3%

Region

Top Region: 31%
 Top 3 Regions: 62%
 Lowest Region: 1%

Source: Va. Healthcare Workforce Data Center

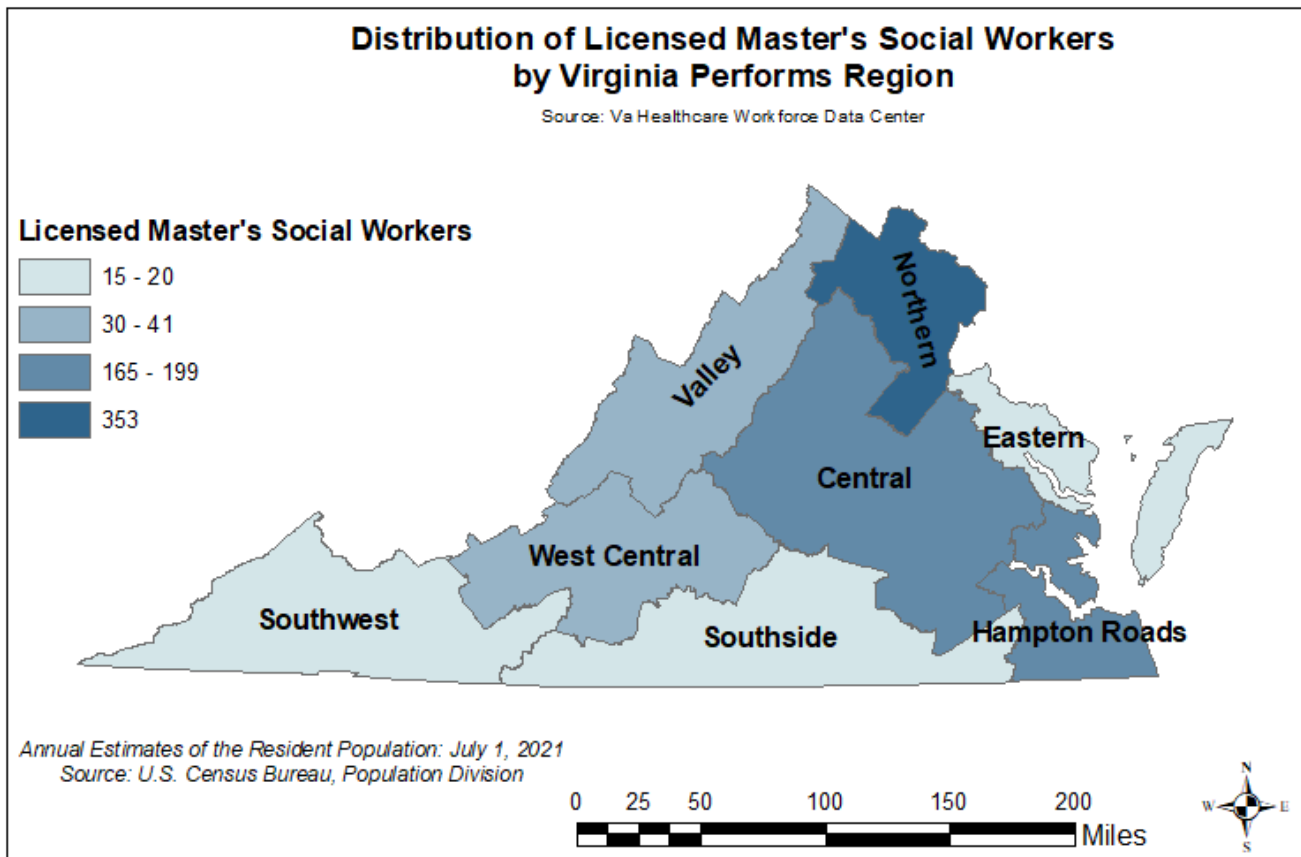
USDA Rural/Urban Continuum (VA Residents)		
Area	#	%
Metro Counties		
Metro, 1 Million+	689	82%
Metro, 250,000 to 1 Million	42	5%
Metro, 250,000 or Less	52	6%
Non-Metro Counties		
Urban, Pop. 20,000+, Metro Adjacent	4	0%
Urban, Pop. 2,500-19,999, Metro Adjacent	20	2%
Urban, Pop. 2,500-19,999, Non-Adjacent	11	1%
Rural, Metro Adjacent	20	2%
Rural, Non-Adjacent	4	0%
Total	842	100%

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten LMSWs who have an address in Virginia live in a metro area, while 3% of LMSWs live in a rural area of the state.

Nearly two-thirds of all licensed LMSWs work in Northern Virginia, Central Virginia, and Hampton Roads.

Regional Distribution of LMSWs		
Virginia Performs Region	#	%
Central	199	17%
Eastern	19	2%
Hampton Roads	165	14%
Northern	353	31%
Southside	15	1%
Southwest	20	2%
Valley	30	3%
West Central	41	4%
Virginia Border State/D.C.	159	14%
Other U.S. State	153	13%
Outside of the U.S.	0	0%
Total	1,154	100%



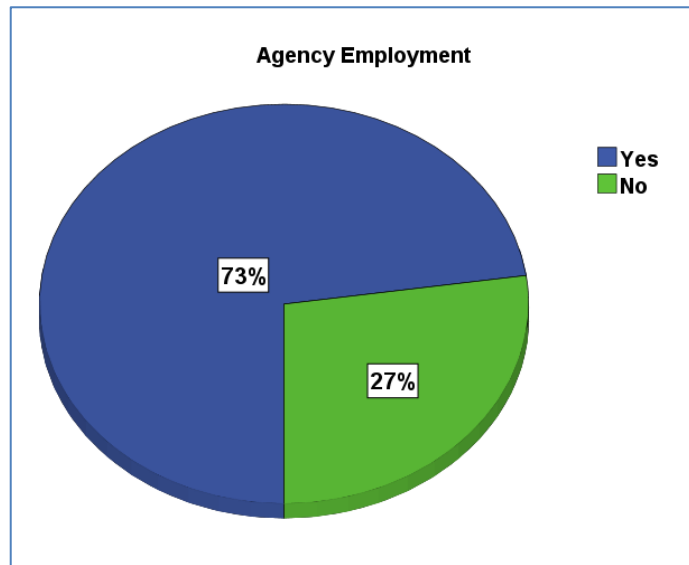
At a Glance:

Agency Employment

Employed in Agency: 73%
 Agencies with
 Licensure Exemption: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Agency Employment		
Response	#	%
Yes	842	73%
No	304	27%
Total	1,146	100%

Source: Va. Healthcare Workforce Data Center

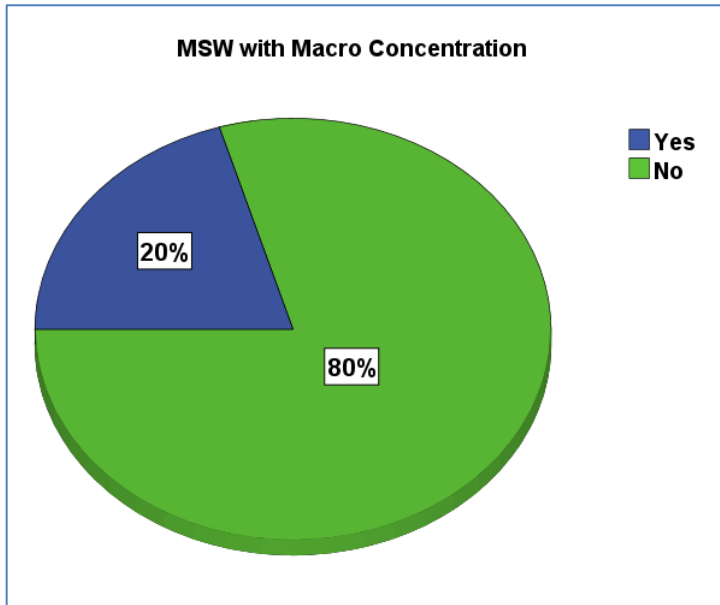
Nearly three-quarters of all licensed LMSWs work for an agency.

Among LMSWs who work for an agency, 18% work for an agency that is exempt from licensure requirements.

Agency Licensure Exemption		
Response	#	% of LMSWs who Work for an Agency
Yes	153	18%
No	677	82%
Total	830	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Macro
 Concentration: 20%
 Provide CSW Services: 54%
 Future LCSW: 62%

Source: Va. Healthcare Workforce Data Center

Macro Concentration		
Response	#	%
Yes	233	20%
No	910	80%
Total	1,143	100%

Source: Va. Healthcare Workforce Data Center

One out of every five licensed LMSWs pursued a LMSW with a macro concentration.

More than half of all licensed LMSWs with a macro concentration provide clinical social work through their employment at their agency.

Provisioning of CSW Services		
Response	#	% of LMSWs with Macro Concentration
Yes	88	54%
No	75	46%
Total	163	100%

Source: Va. Healthcare Workforce Data Center

Intention to Pursue LCSW		
Response	#	% of LMSWs with Macro Concentration
Yes	141	62%
No	88	38%
Total	229	100%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all licensed LMSWs with a macro concentration intend to eventually pursue licensure as a clinical social worker.

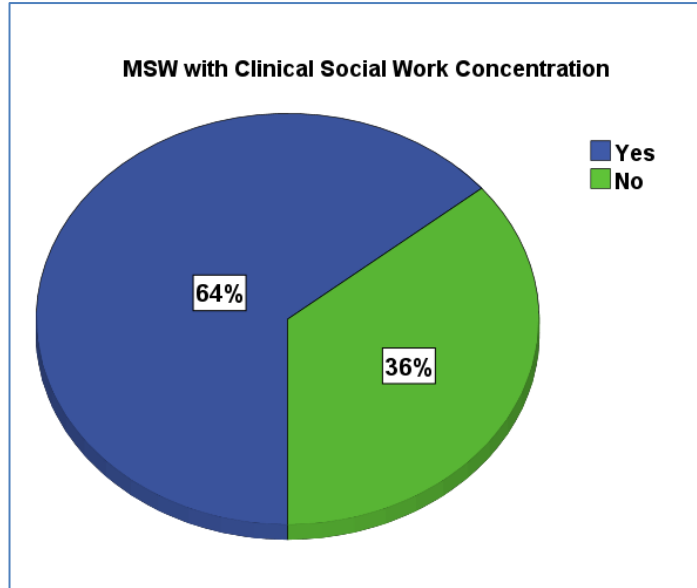
At a Glance:

Clinical Social Work

Concentration:	64%
Provide CSW Services:	71%
Supervisee:	41%
Future LCSW:	83%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Clinical Social Work Concentration		
Response	#	%
Yes	729	64%
No	410	36%
Total	1,139	100%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LMSWs pursued a LMSW with a clinical social work concentration.

Among all licensed LMSWs with a CSW concentration, 71% provide clinical social work through their employment at their agency.

Provisioning of CSW Services		
Response	#	% of LMSWs with CSW Concentration
Yes	399	71%
No	164	29%
Total	563	100%

Source: Va. Healthcare Workforce Data Center

Registered as Supervisee in Social Work		
Response	#	% of LMSWs with CSW Concentration
Yes	298	41%
No	429	59%
Total	727	100%

Source: Va. Healthcare Workforce Data Center

More than 40% of all licensed LMSWs with a CSW concentration are registered as a supervisee in social work.

More than four-fifths of all licensed LMSWs with a CSW concentration intend to eventually pursue licensure as a clinical social worker.

Intention to Pursue LCSW		
Response	#	% of LMSWs with CSW Concentration
Yes	594	83%
No	121	17%
Total	715	100%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

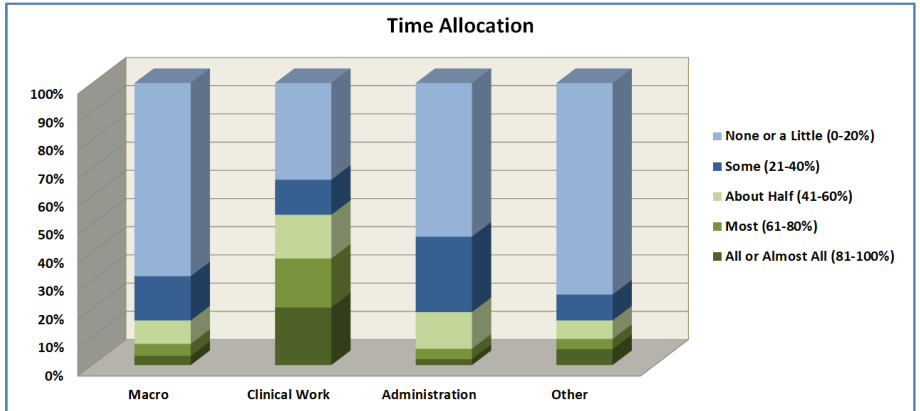
Macro:	0%-10%
Clinical Work:	41%-50%
Administration:	11%-20%
Other:	0%-10%

Roles

Macro:	8%
Clinical Work:	38%
Administration:	6%
Other:	9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



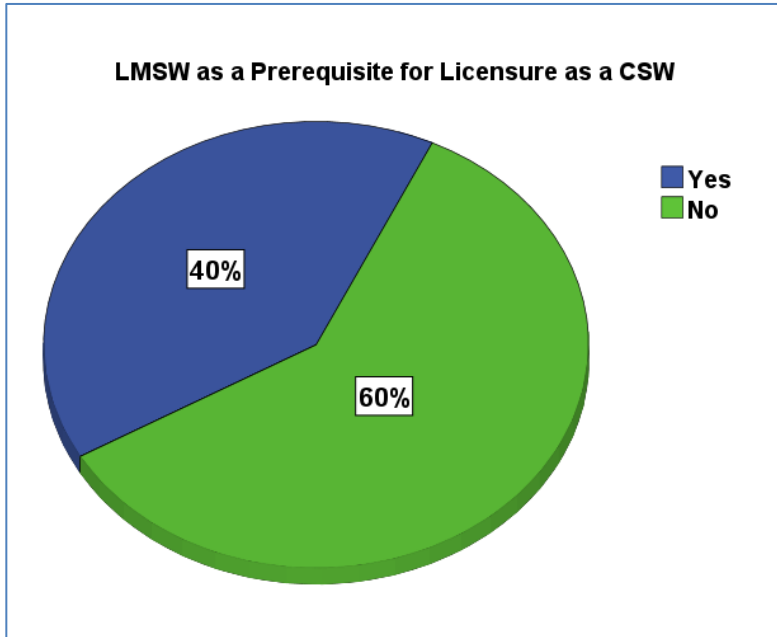
Source: Va. Healthcare Workforce Data Center

LMSWs spend approximately half of their time performing clinical work. In fact, 38% of all LMSWs fill a clinical work role, defined as spending more than 60% of their time on clinical work activities.

Time Allocation				
Time Spent	Macro	Clinical Work	Admin.	Other
All or Almost All (81-100%)	3%	20%	2%	6%
Most (61-80%)	4%	17%	4%	4%
About Half (41-60%)	8%	16%	13%	7%
Some (21-40%)	16%	12%	27%	9%
None or a Little (0-20%)	69%	34%	54%	75%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Prerequisite
Prerequisite for LCSW: 40%

Source: Va. Healthcare Workforce Data Center

LMSW as a Prerequisite for LCSW		
Response	#	%
Yes	456	40%
No	674	60%
Total	1,130	100%

Source: Va. Healthcare Workforce Data Center

Two out of every five licensed LMSWs pursued a LMSW because they believed that it was a prerequisite for licensure as a clinical social worker.

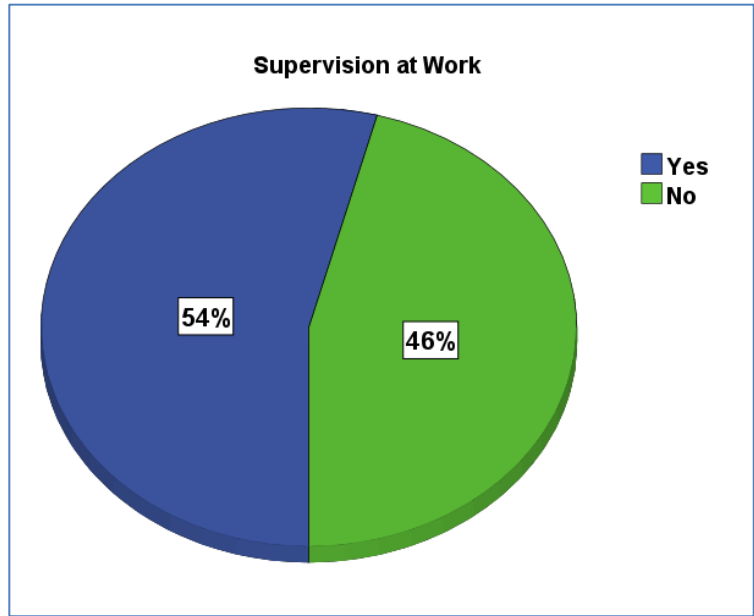
At a Glance:

Supervision
Supervised: 54%

Credential of Supervisor
LCSW: 86%
RN: 6%
LMSW: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



More than half of licensed LMSWs are supervised at their place of employment.

Supervision at Work		
Response	#	%
Yes	610	54%
No	518	46%
Total	1,128	100%

Source: Va. Healthcare Workforce Data Center

Credential of Supervisor		
Credential	#	% of LMSWs with Supervisor
LCSW	522	86%
RN	34	6%
LMSW	13	2%
LPC	8	1%
MD	6	1%
LCP	1	0%
Other	25	4%
Total	609	100%

Source: Va. Healthcare Workforce Data Center

More than four out of every five licensed LMSWs who receive supervision have a supervisor with a LCSW.

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	689	65.75%	1.521	1.225	1.778
Metro, 250,000 to 1 Million	42	61.90%	1.615	1.301	1.889
Metro, 250,000 or Less	52	67.31%	1.486	1.197	1.737
Urban, Pop. 20,000+, Metro Adj.	4	100.00%	1.000	0.859	1.169
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	20	60.00%	1.667	1.342	1.949
Urban, Pop. 2,500-19,999, Non-Adj.	11	63.64%	1.571	1.350	1.600
Rural, Metro Adj.	20	70.00%	1.429	1.151	1.670
Rural, Non-Adj.	4	50.00%	2.000	1.805	2.036
Virginia Border State/D.C.	159	49.06%	2.038	1.642	2.383
Other U.S. State	153	56.21%	1.779	1.433	2.080

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	175	53.14%	1.882	1.169	2.383
30 to 34	203	55.17%	1.813	1.609	2.296
35 to 39	197	58.38%	1.713	1.520	2.170
40 to 44	154	61.04%	1.638	1.018	2.075
45 to 49	122	68.85%	1.452	1.289	1.839
50 to 54	121	69.42%	1.440	0.895	1.824
55 to 59	70	77.14%	1.296	1.151	1.642
60 and Over	112	72.32%	1.383	0.859	1.751

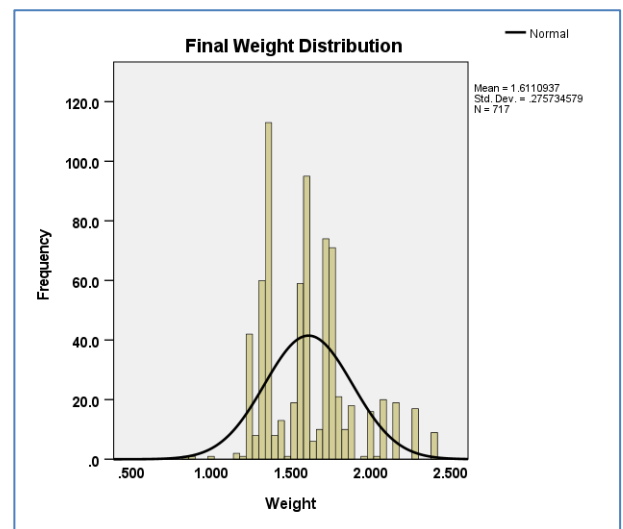
Source: Va. Healthcare Workforce Data Center

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: 0.621317



Source: Va. Healthcare Workforce Data Center