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# *Virginia's Licensed Master's Social Worker Survey: 2023*

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Healthcare Workforce Data Center

August 2023

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

*More than 800 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!***

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

### Licensees

Licensees:	1,301
Virginia's Workforce:	879
FTEs:	830

### Work Location

Northern VA:	43%
Central VA:	26%
Hampton Roads:	16%

### Micro

CSW Concentration:	67%
Work at Agency:	73%
Pursuing LCSW:	77%

### Survey Response Rate

All Licensees:	64%
Renewing Practitioners:	93%

### Supervision

Supervised:	61%
Supervisor w/ LCSW:	52%

### Job Turnover

New Location:	39%
Employed Over 2 Yrs.:	37%

### Age

Median Age:	39
% Under 40:	52%
% 55 and Over:	15%

### Macro

Macro Concentration:	23%
Work at Agency:	73%
Pursuing LCSW:	57%

### Time Allocation

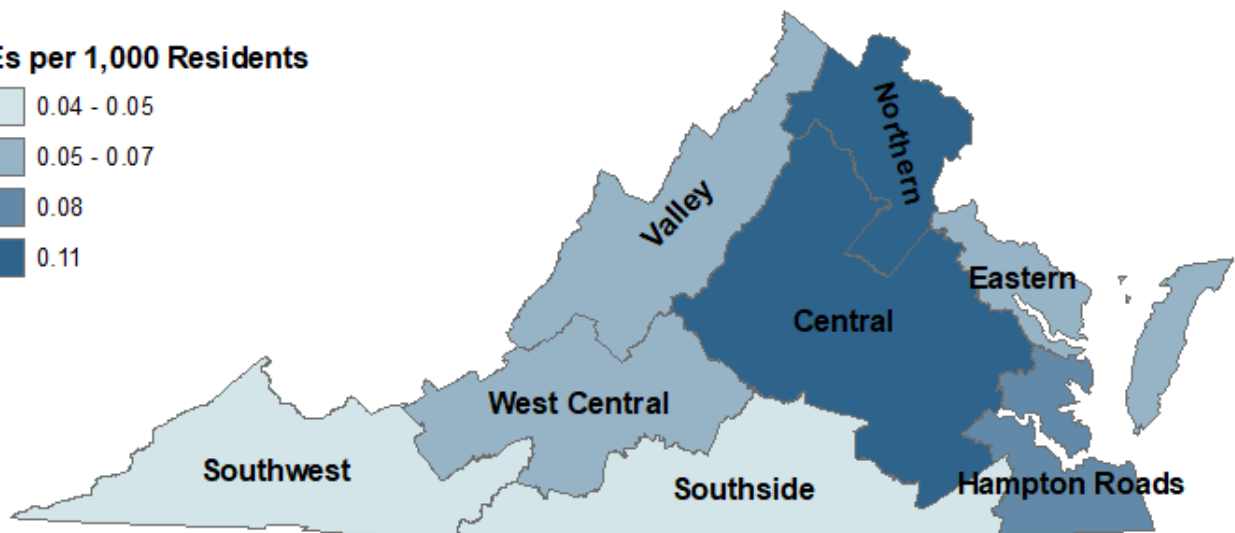
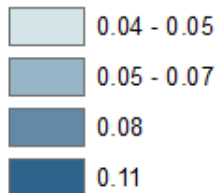
Clinical Work:	41%-50%
Administration:	11%-20%
Clinical Work Role:	41%

Source: Va. Healthcare Workforce Data Center

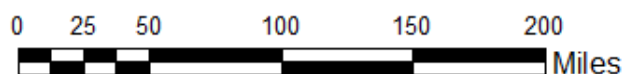
## Full-Time Equivalency Units Provided by Licensed Master's Social Workers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 Licensed Master’s Social Worker (LMSW) Survey. Among all LMSWs, 833 voluntarily participated in this survey, an increase of 16% compared to the 717 LMSWs who participated in the 2022 survey. The Virginia Department of Health Professions’ Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every June for LMSWs. Over the past year, the total number of licensees in Virginia’s LMSW workforce has increased by 13% from 1,154 to 1,301. At the same time, the overall survey response rate among all licensees has increased from 62% to 64%. On the other hand, the survey response rate among renewing practitioners has fallen from 95% to 93%.

The HWDC estimates that 879 LMSWs participated in Virginia’s workforce during the survey period. For the purposes of this survey, the LMSW workforce is defined as those LMSWs who worked at least a portion of the year in the state, but it does not include LMSWs who live in the state and intend to work as an LMSW at some point in the future. Over the past year, Virginia’s LMSW workforce provided 830 “full-time equivalency units,” which the HWDC defines simply as working 2,000 hours per year.

Nearly one-quarter of all LMSWs pursued a Master’s in Social Work with a macro concentration, and nearly three-quarters of LMSWs with a macro concentration work at an agency. Among the group of LMSWs with a macro concentration who work at an agency, two-thirds provide clinical social work services through their employment at that agency, 30% of which are exempt from licensing requirements. More than two out of every five LMSWs provide case management services at their agency, while another 24% offer assessment services. Nearly three out of every five LMSWs with a macro concentration intend to eventually pursue licensure as a clinical social worker. More than one-quarter of all LMSWs with a macro concentration are registered as a supervisee in social work.

Two-thirds of all LMSWs pursued a Master’s in Social Work with a micro concentration, and nearly three-quarters of LMSWs with a micro concentration work at an agency. Among the group of LMSWs with a micro concentration who work at an agency, 82% provide clinical social work services through their employment at that agency, 13% of which are exempt from licensing requirements. Nearly two out of every five LMSWs provide treatment services at their agency, while another 25% offer assessment services. More than three-quarters of all LMSWs with a micro concentration intend to eventually pursue licensure as a clinical social worker. More than half of all LMSWs with a micro concentration are registered as a supervisee in social work.

The median age of the LMSW workforce is 39. More than half of this workforce is under the age of 40, while 15% of LMSWs are age 55 or over. Among all LMSWs who have a primary work location in Virginia, 96% work in a metro area, 3% work in an urban area, and 2% work in a rural area. More than two out of every five LMSWs obtained a LMSW license because they believed it to be a prerequisite for licensure as a clinical social worker. More than three out of every five LMSWs have a supervisor on site, and 52% of all supervisors are LCSWs.

LMSWs spend approximately half of their time performing clinical work, and 41% of LMSWs fill a clinical work role, defined as spending at least 60% of their time in clinical work activities. Another 7% of LMSWs fill a macro work role, while 6% of LMSWs fill an administrative role. Nearly two out of every five LMSWs have started work at either a new primary or secondary work location at some point in the past year. Meanwhile, 37% of LMSWs have worked at their primary work location for more than two years. More than two out of every five LMSWs have a primary work location in Northern Virginia, while another 26% have a primary work location in Central Virginia.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	770	59%
New Licensees	322	25%
Non-Renewals	209	16%
<b>All Licensees</b>	<b>1,301</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing LMSWs, 93% submitted a survey. These represent 64% of the 1,301 LMSWs who held a license at some point during the survey period.*

### Definitions

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

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	81	105	57%
30 to 34	106	142	57%
35 to 39	73	153	68%
40 to 44	55	120	69%
45 to 49	52	92	64%
50 to 54	37	81	69%
55 to 59	28	63	69%
60 and Over	36	77	68%
<b>Total</b>	<b>468</b>	<b>833</b>	<b>64%</b>
<b>New Licenses</b>			
Issued in Past Year	204	118	37%
<b>Metro Status</b>			
Non-Metro	21	40	66%
Metro	280	586	68%
Not in Virginia	167	207	55%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>833</b>
Response Rate, All Licensees	<b>64%</b>
Response Rate, Renewals	<b>93%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Licensed LMSWs**

Number: 1,301  
 New: 25%  
 Not Renewed: 16%

**Response Rates**

All Licensees: 64%  
 Renewing Practitioners: 93%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LMSW Workforce: 879  
 FTEs: 830

### Utilization Ratios

Licensees in VA Workforce: 68%  
 Licensees per FTE: 1.57  
 Workers per FTE: 1.06

Source: Va. Healthcare Workforce Data Center

## Definitions

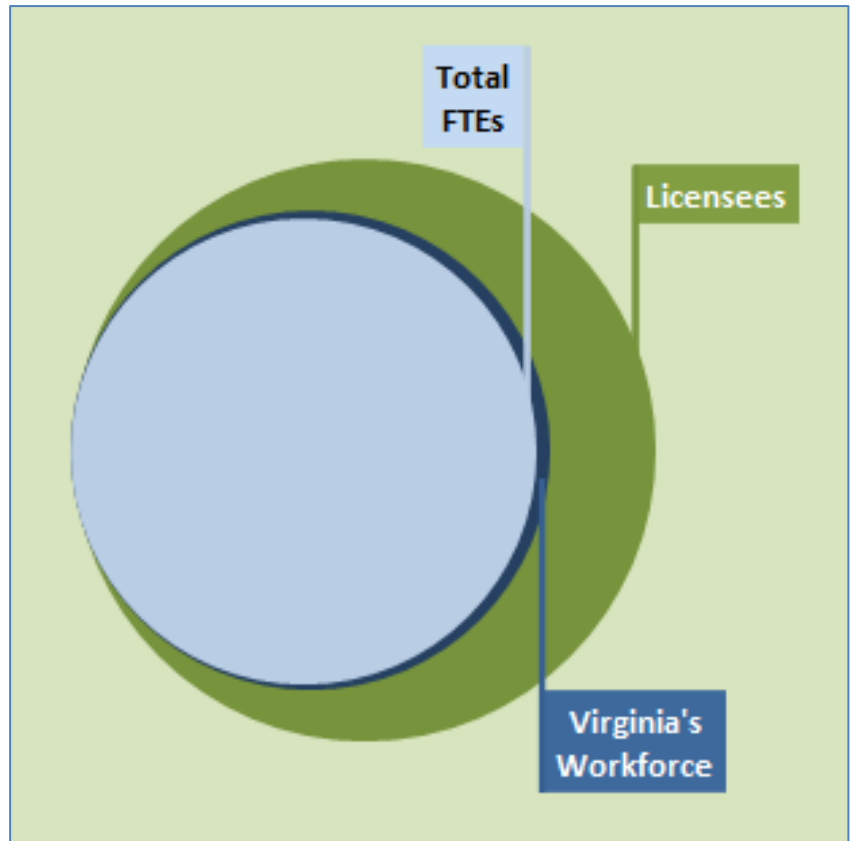
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year. It does not include those who intend to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks)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

## Virginia's LMSW Workforce

Status	#
Virginia's Workforce	879
Total FTEs	830
Licensees	1,301

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age		
Age	#	%
Under 30	128	15%
30 to 34	184	21%
35 to 39	146	17%
40 to 44	117	13%
45 to 49	92	10%
50 to 54	80	9%
55 to 59	55	6%
60 and Over	78	9%
<b>Total</b>	<b>880</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The median age of the LMSW workforce is 39. Among all LMSWs, 52% are under the age of 40, while 15% are age 55 or over.*

## At a Glance:

**Age**

Median Age: 39  
 % Under 40: 52%  
 % 55 or Over: 15%

**Location**

Metro: 96%  
 Urban: 3%  
 Rural: 2%

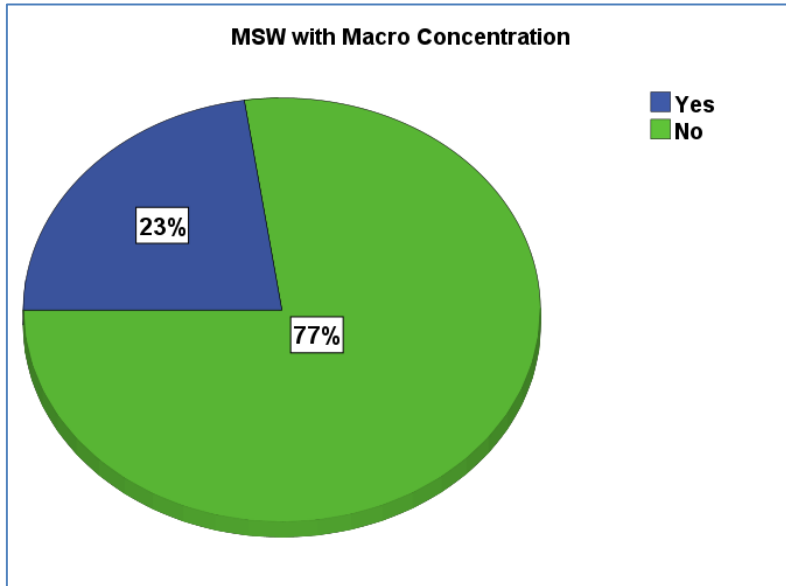
Source: Va. Healthcare Workforce Data Center

USDA Rural/Urban Continuum		
Area	#	%
<b>Metro Counties</b>		
Metro, 1 Million+	697	84%
Metro, 250,000 to 1 Million	30	4%
Metro, 250,000 or Less	64	8%
<b>Non-Metro Counties</b>		
Urban, Pop. 20,000+, Metro Adjacent	5	1%
Urban, Pop. 2,500-19,999, Metro Adjacent	6	1%
Urban, Pop. 2,500-19,999, Non-Adjacent	11	1%
Rural, Metro Adjacent	9	1%
Rural, Non-Adjacent	4	0%
<b>Total</b>	<b>826</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all LMSWs who have a primary work location in Virginia, 96% work in a metro area. Another 2% of LMSWs have a primary work location in a rural area.*

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Macro**  
% Concentration: 23%

**Licensure**  
Future LCSW: 57%  
Supervisee: 27%

Source: Va. Healthcare Workforce Data Center

Macro Concentration		
Response	#	%
Yes	198	23%
No	676	77%
<b>Total</b>	<b>874</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Nearly one out of every four LMSWs pursued a MSW with a macro concentration.*

*Nearly three out of every five LMSWs with a macro concentration intend to eventually pursue licensure as a clinical social worker.*

Intention to Pursue LCSW		
Response	#	%
Yes	110	57%
No	84	43%
<b>Total</b>	<b>194</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of all LMSWs with a macro concentration are registered with the Board as a supervisee in Social Work.*

Registered as a Supervisee		
Response	#	%
Yes	53	27%
No	141	73%
<b>Total</b>	<b>194</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## Agency Employment for LMSWs with Macro Concentration

### At a Glance:

#### Agency

Work at Agency: 73%  
% CSW Services: 66%

#### Services

Case Management: 41%  
Assessment: 24%  
Treatment: 18%

Source: Va. Healthcare Workforce Data Center

### Works at Agency

Response	#	%
Yes	145	73%
No	53	27%
<b>Total</b>	<b>198</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly three out of every four LMSWs with a macro concentration work at an agency.

### Provisioning of CSW Services

Response	#	%
Yes	95	66%
No	50	34%
<b>Total</b>	<b>145</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

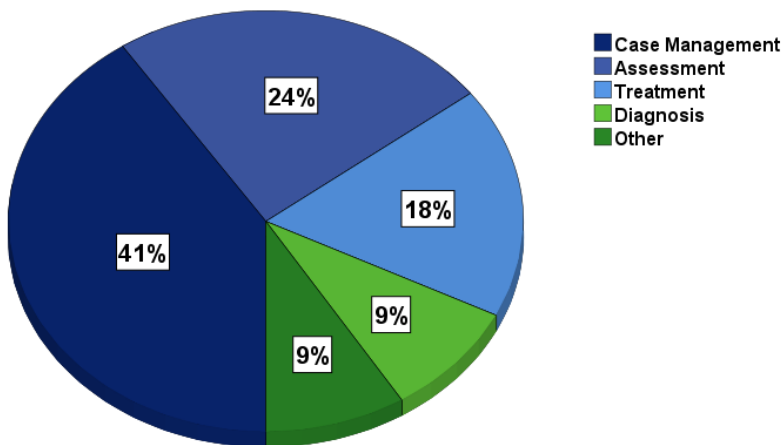
### Clinical Services Offered

Service	#	%
Case Management	39	41%
Assessment	23	24%
Treatment	17	18%
Diagnosis	8	9%
Other	8	9%
<b>Total</b>	<b>95</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Two-thirds of all LMSWs who work at an agency provide clinical social work services through their employment at their agency.

### Clinical Services Offered at Agency for LMSWs with Macro Concentration



Source: Va. Healthcare Workforce Data Center

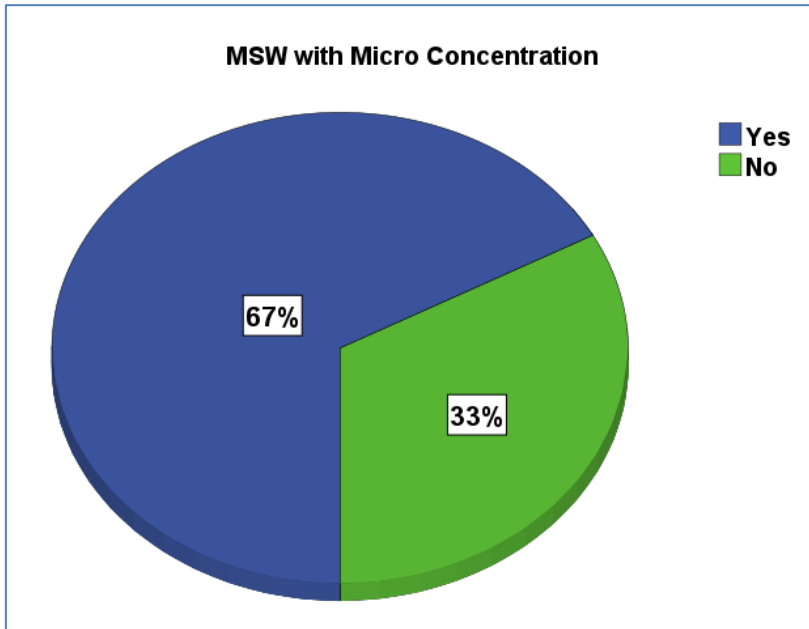
Three out of every ten LMSWs with a macro concentration who perform clinical social work services are employed at an agency that is exempt from licensure.

### Licensure Exemption

Response	#	%
Yes	27	30%
No	63	70%
<b>Total</b>	<b>90</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Micro**  
% Concentration: 67%

**Licensure**  
Future LCSW: 77%  
Supervisee: 53%

Source: Va. Healthcare Workforce Data Center

Micro Concentration		
Response	#	%
Yes	573	67%
No	282	33%
<b>Total</b>	<b>855</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Two-thirds of all LMSWs pursued a MSW with a micro concentration.*

*More than three out of every four LMSWs with a micro concentration intend to eventually pursue licensure as a clinical social worker.*

Intention to Pursue LCSW		
Response	#	%
Yes	417	77%
No	126	23%
<b>Total</b>	<b>543</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of LMSWs with a micro concentration are registered with the Board as a supervisee in Social Work.*

Registered as a Supervisee		
Response	#	%
Yes	288	53%
No	256	47%
<b>Total</b>	<b>544</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

# Agency Employment for LMSWs with Micro Concentration

## At a Glance:

### Agency

Work at Agency: 73%  
 % CSW Services: 82%

### Services

Treatment: 39%  
 Assessment: 25%  
 Case Management: 18%

Source: Va. Healthcare Workforce Data Center

## Works at Agency

Response	#	%
Yes	415	73%
No	151	27%
<b>Total</b>	<b>566</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly three out of every four LMSWs with a micro concentration are employed at an agency.

## Provisioning of CSW Services

Response	#	%
Yes	337	82%
No	75	18%
<b>Total</b>	<b>412</b>	<b>100%</b>

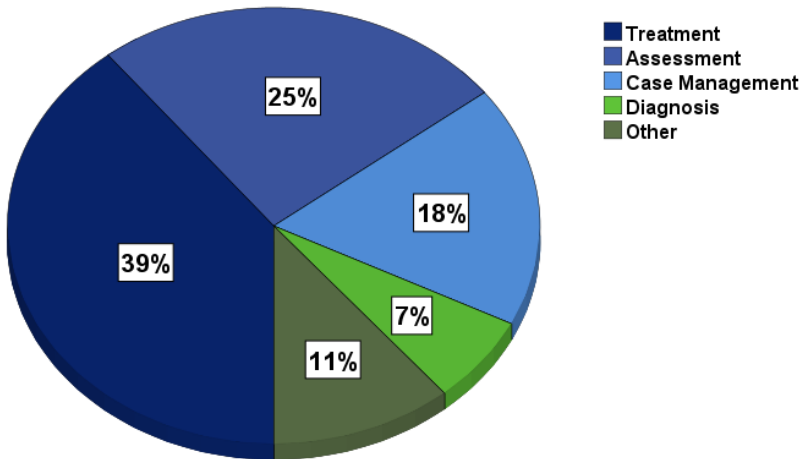
Source: Va. Healthcare Workforce Data Center

## Clinical Services Offered

Service	#	%
Treatment	130	39%
Assessment	83	25%
Case Management	59	18%
Diagnosis	21	7%
Other	37	11%
<b>Total</b>	<b>330</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## Clinical Services Offered at Agency for LMSWs with Micro Concentration



Source: Va. Healthcare Workforce Data Center

More than four out of every five LMSWs with a micro concentration who work at an agency provide clinical social work services through their employment at their agency.

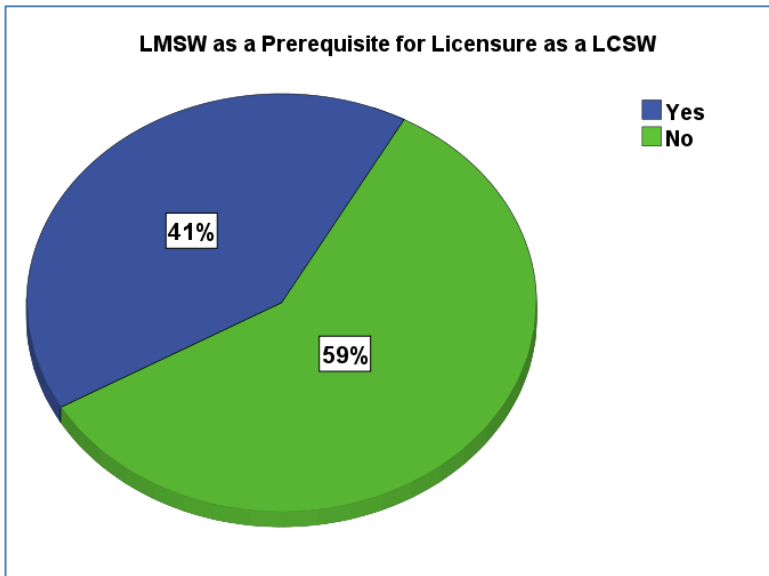
More than one out of every ten LMSWs with a micro concentration who perform clinical social work services are employed at an agency that is exempt from licensure.

## Licensure Exemption

Response	#	%
Yes	44	13%
No	282	87%
<b>Total</b>	<b>326</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Prerequisite**  
Prerequisite for LCSW: 41%

Source: Va. Healthcare Workforce Data Center

LMSW as a Prerequisite for LCSW		
Response	#	%
Yes	355	41%
No	504	59%
<b>Total</b>	<b>859</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than two out of every five LMSWs pursued a MSW because they believed that it was a prerequisite for licensure as a clinical social worker.*

## At a Glance:

### Supervision

Supervisor on Site: 61%

### Credential of Supervisor

LCSW: 52%

RN: 14%

LMSW: 7%

Source: Va. Healthcare Workforce Data Center

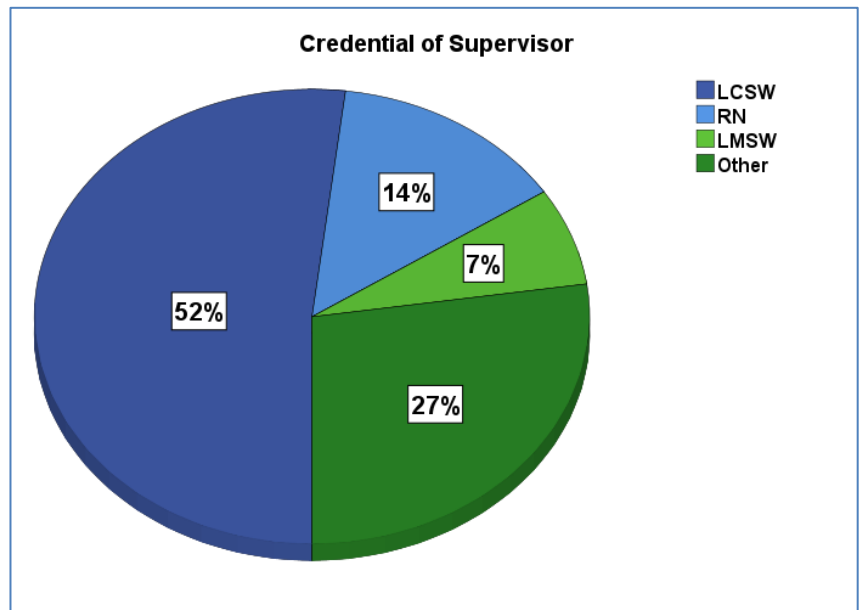
## A Closer Look:

Supervisor on Site		
Response	#	%
Yes	496	61%
No	311	39%
<b>Total</b>	<b>807</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than three out of every five LMSWs have a supervisor on site at their place of employment.*

*More than half of all LMSWs have a supervisor with a LCSW. Of those who reported "Other" as their supervisor's profession or credential, 15% of supervisors were in the education field, and 13% held an MSW.*

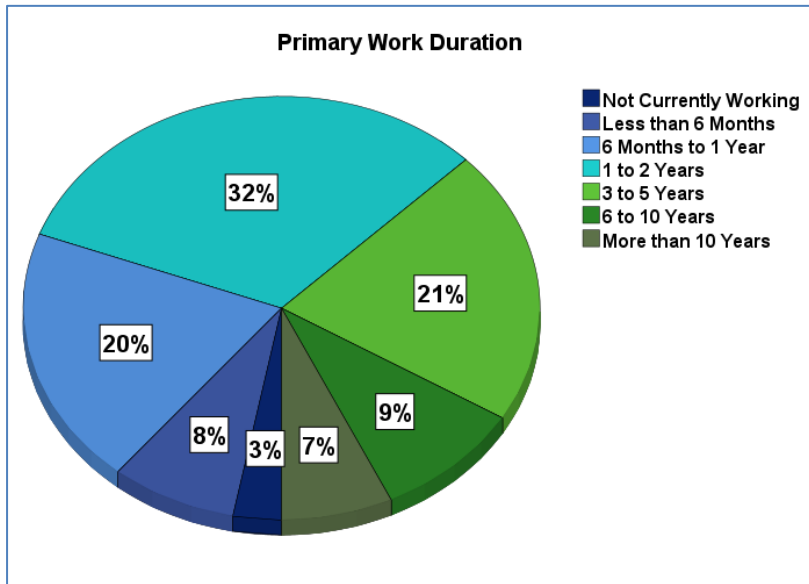


Source: Va. Healthcare Workforce Data Center

Credential of Supervisor		
Credential	#	%
LCSW	426	52%
RN	113	14%
LMSW	57	7%
LPC	26	3%
MD	6	1%
LCP	1	0%
Other	191	23%
<b>Total</b>	<b>820</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Turnover & Tenure

New Location: 39%

Over 2 Years: 37%

Over 2 Yrs., 2<sup>nd</sup> Location: 31%

Source: Va. Healthcare Workforce Data Center

More than one-third of all LMSWs have worked at their primary work location for more than two years.

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	26	3%	37	10%
<b>Less than 6 Months</b>	68	8%	45	13%
<b>6 Months to 1 Year</b>	171	20%	57	16%
<b>1 to 2 Years</b>	276	32%	108	30%
<b>3 to 5 Years</b>	182	21%	60	17%
<b>6 to 10 Years</b>	81	9%	34	9%
<b>More than 10 Years</b>	60	7%	18	5%
<b>Subtotal</b>	<b>865</b>	<b>100%</b>	<b>360</b>	<b>100%</b>
<b>Did Not Have Location</b>	0		499	
<b>Item Missing</b>	13		19	
<b>Total</b>	<b>879</b>		<b>879</b>	

Source: Va. Healthcare Workforce Data Center



## At a Glance:

### Concentration

Top Region:	43%
Top 3 Regions:	86%
Lowest Region:	1%

### Locations

2 or More (Now*):	36%
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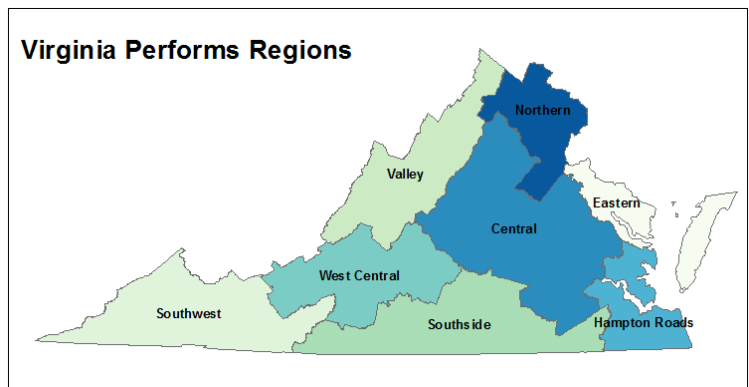
Source: Va. Healthcare Workforce Data Center

Nearly nine out of every ten LMSWs in the state work in Northern Virginia, Central Virginia, or Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	223	26%	78	21%
Eastern	10	1%	7	2%
Hampton Roads	136	16%	68	18%
Northern	365	43%	136	37%
Southside	10	1%	1	0%
Southwest	17	2%	14	4%
Valley	32	4%	13	4%
West Central	32	4%	14	4%
Virginia Border State/D.C.	14	2%	8	2%
Other U.S. State	7	1%	30	8%
Outside of the U.S.	0	0%	2	1%
<b>Total</b>	<b>846</b>	<b>100%</b>	<b>371</b>	<b>100%</b>
Item Missing	31		9	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-third of all LMSWs currently have multiple work locations.

Number of Work Locations		
Locations	Work Locations Now*	
	#	%
0	31	4%
1	531	60%
2	272	31%
3	34	4%
4	7	1%
5	0	0%
6 or More	4	1%
<b>Total</b>	<b>879</b>	<b>100%</b>

\*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

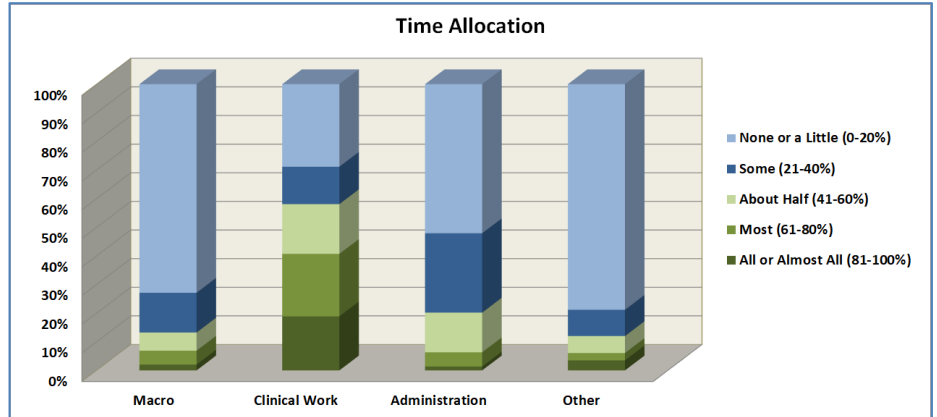
Macro: 0%-10%  
 Clinical Work: 41%-50%  
 Administration: 11%-20%  
 Other: 0%-10%

### Roles

Macro: 7%  
 Clinical Work: 41%  
 Administration: 6%  
 Other: 6%

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, 41% 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
<b>All or Almost All (81-100%)</b>	2%	19%	1%	4%
<b>Most (61-80%)</b>	5%	22%	5%	3%
<b>About Half (41-60%)</b>	6%	17%	14%	6%
<b>Some (21-40%)</b>	14%	13%	28%	9%
<b>None or a Little (0-20%)</b>	73%	29%	52%	79%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 830  
 FTEs/1,000 Residents<sup>1</sup>: 0.096  
 Average: 0.95

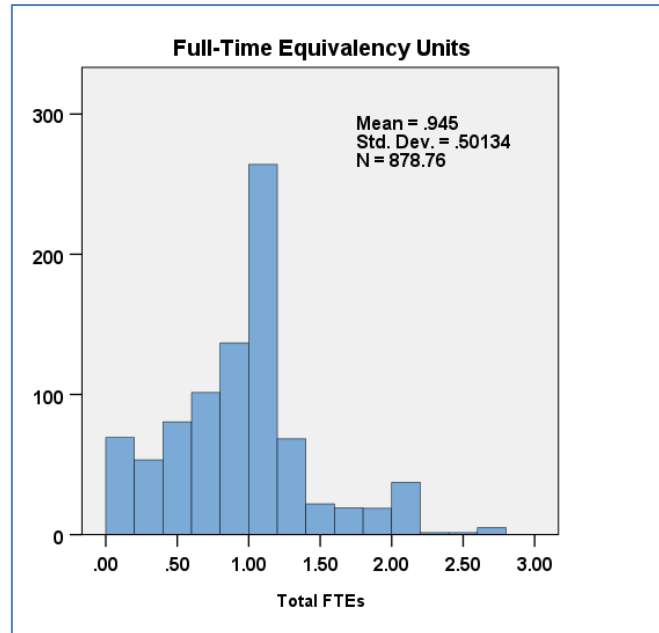
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

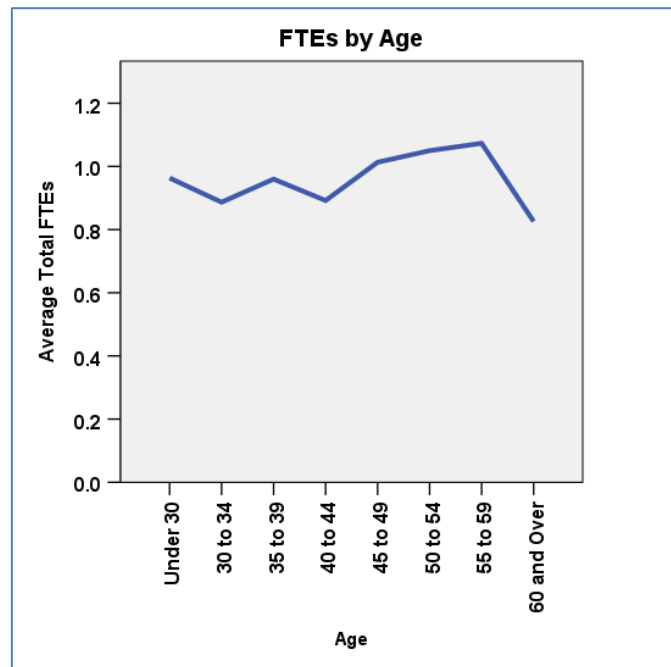


Source: Va. Healthcare Workforce Data Center

The typical (median) LMSW provided 0.99 FTEs over the past year, or approximately 40 hours per week for 50 weeks. Statistical tests indicate that FTEs vary by age.

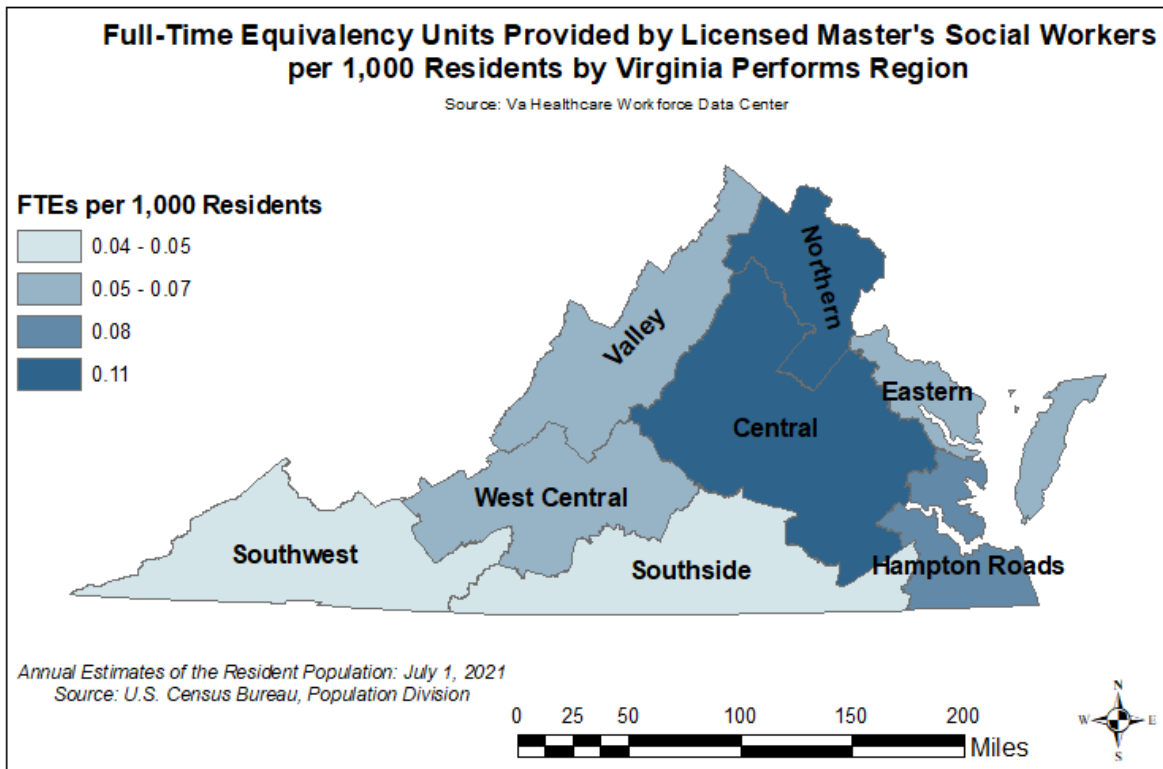
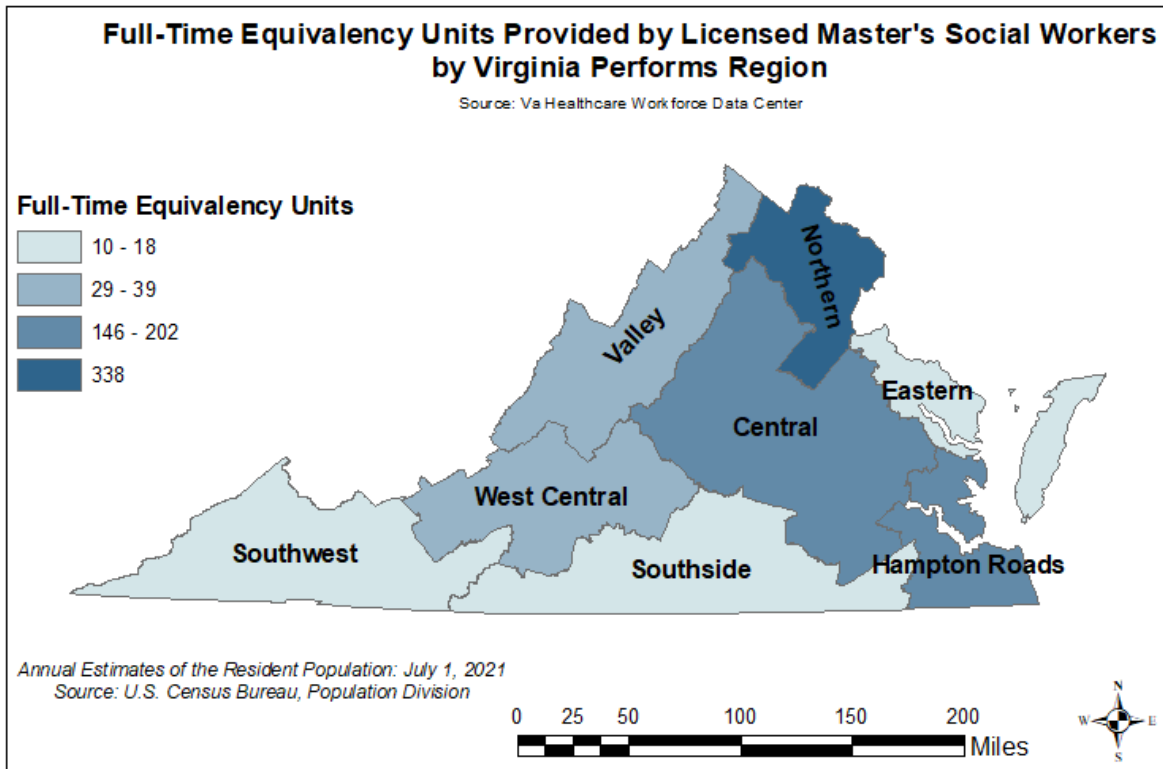
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
<b>Under 30</b>	0.96	1.00
<b>30 to 34</b>	0.89	0.96
<b>35 to 39</b>	0.96	0.97
<b>40 to 44</b>	0.89	0.95
<b>45 to 49</b>	1.01	1.05
<b>50 to 54</b>	1.05	1.05
<b>55 to 59</b>	1.07	1.09
<b>60 and Over</b>	0.83	0.83

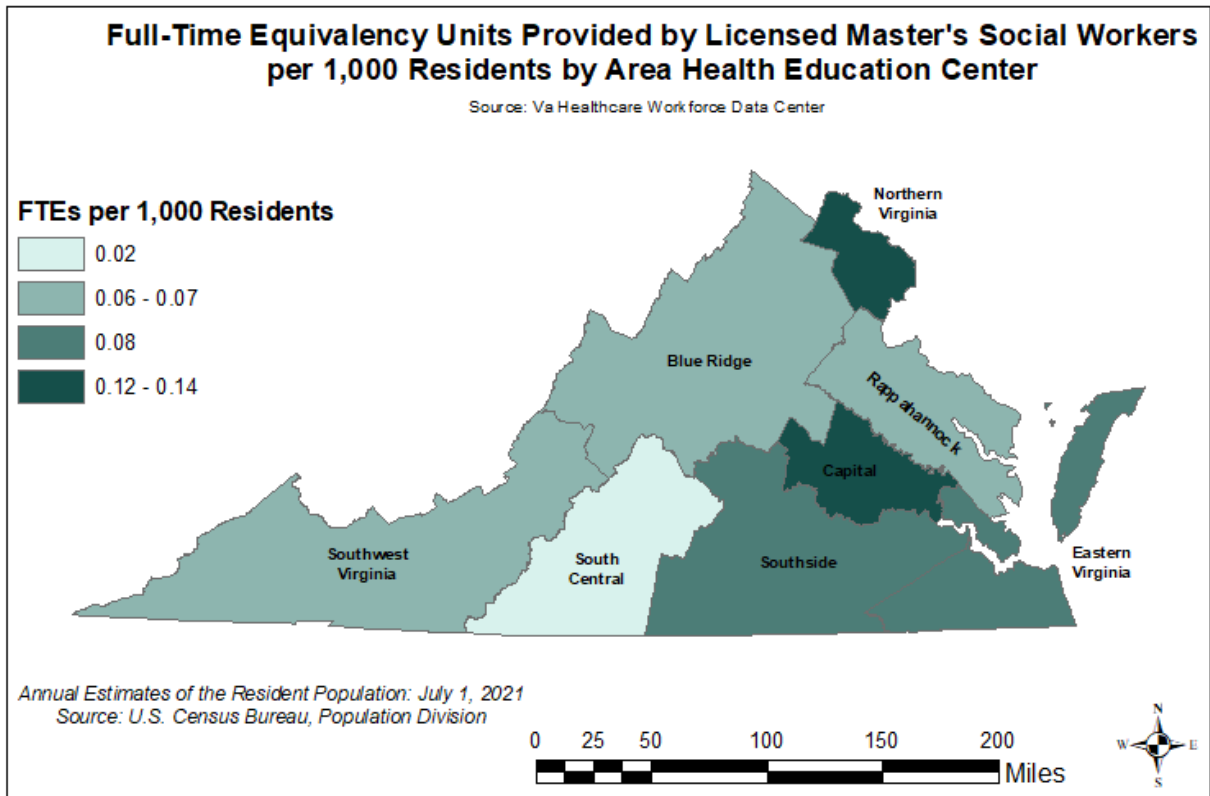
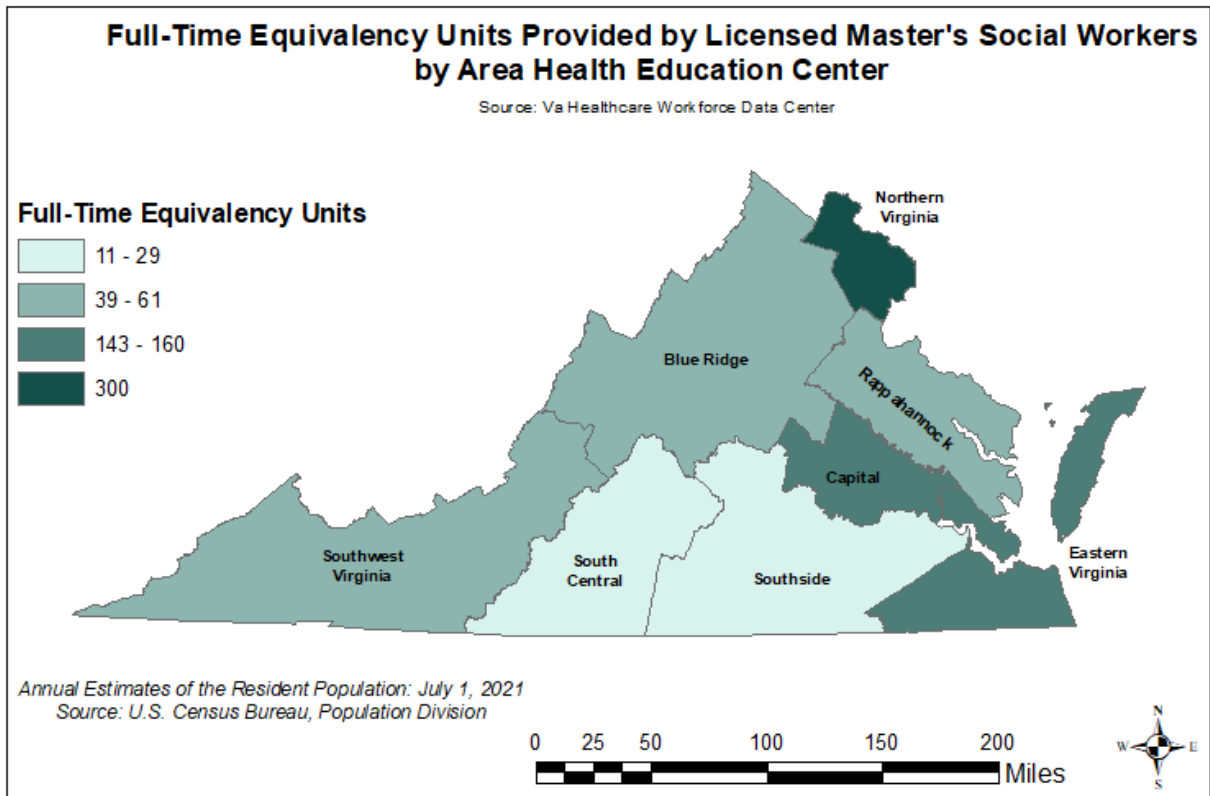
Source: Va. Healthcare Workforce Data Center

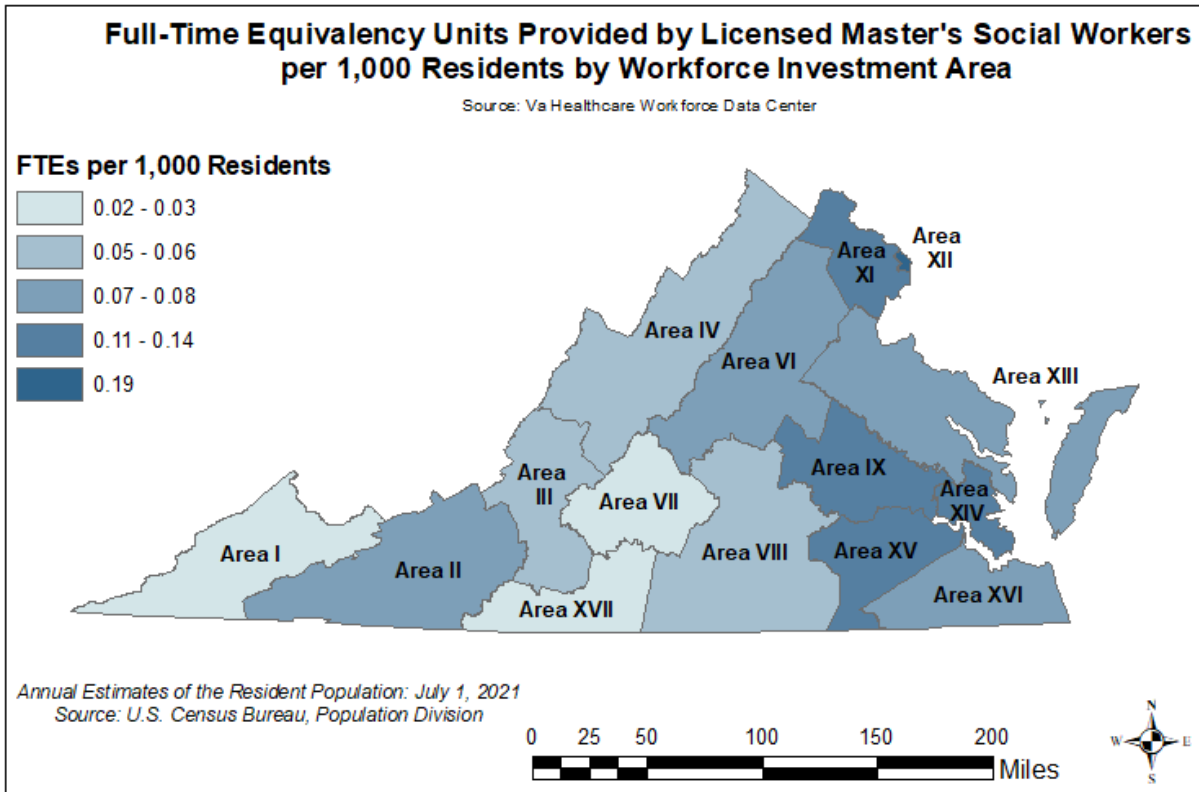
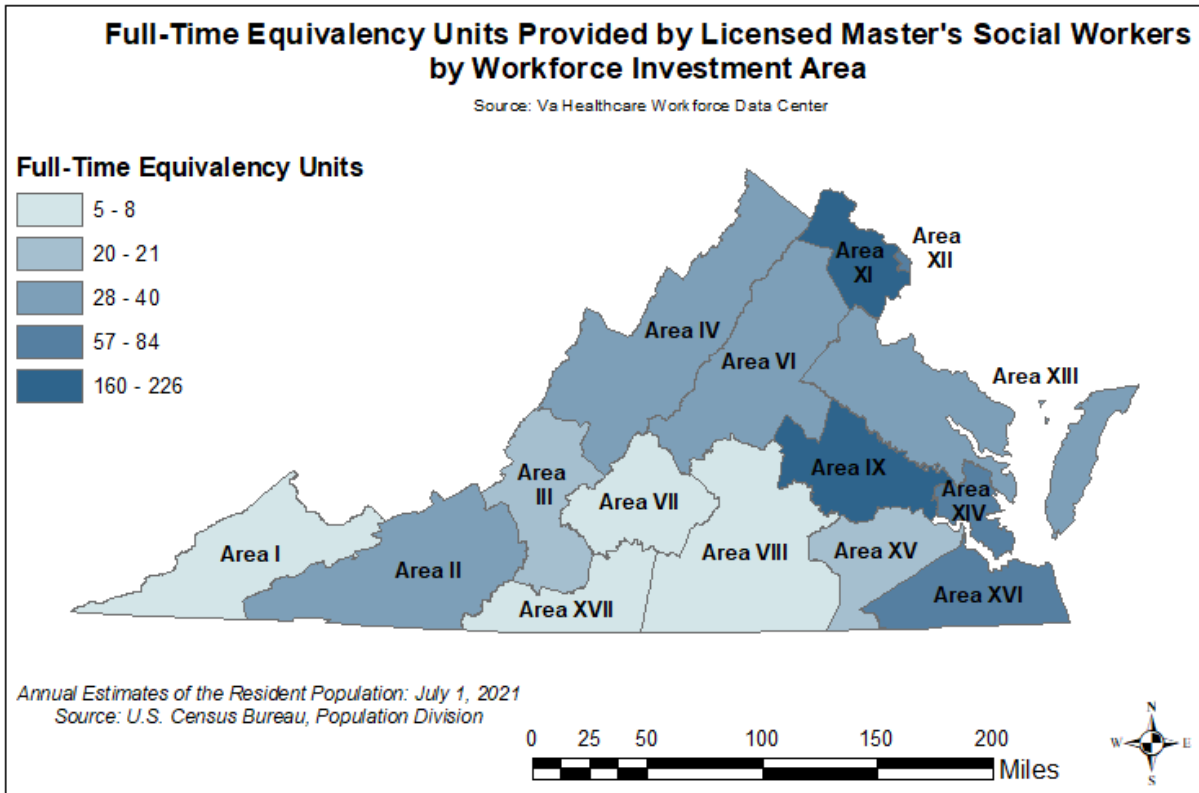


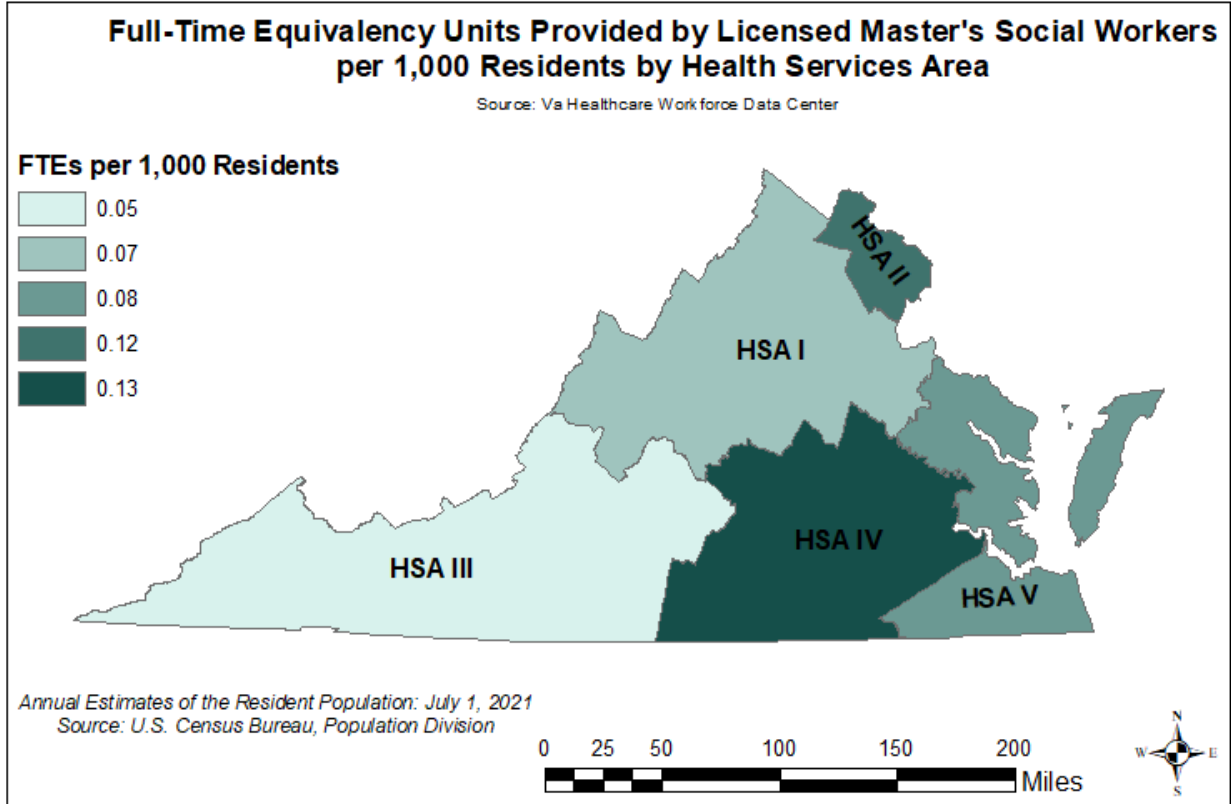
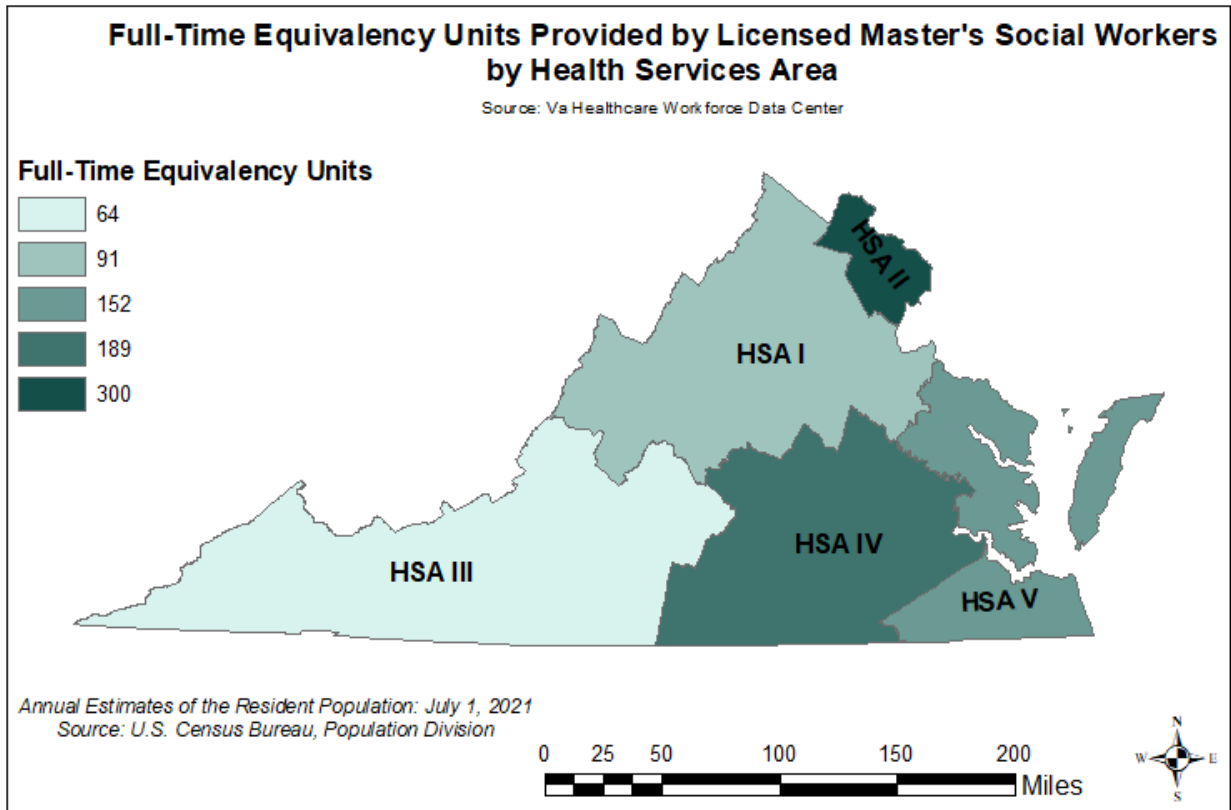
Source: Va. Healthcare Workforce Data Center

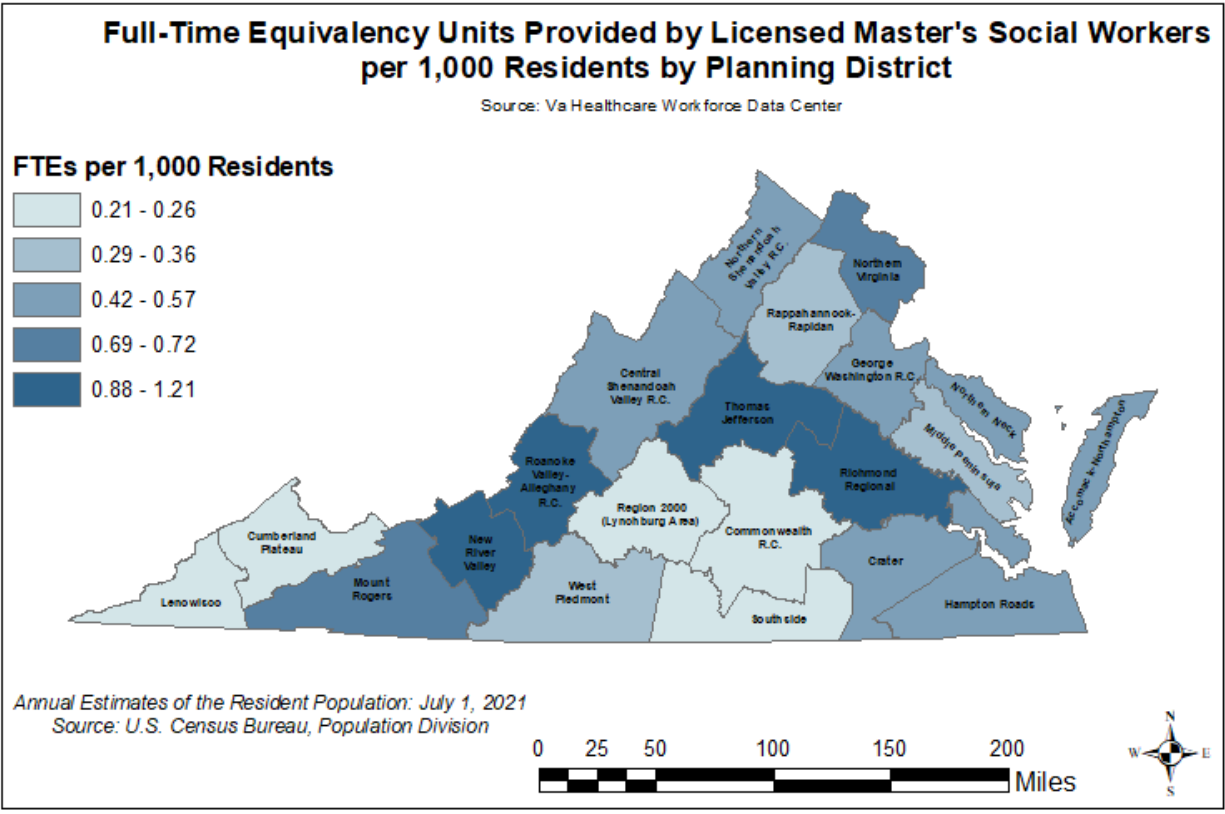
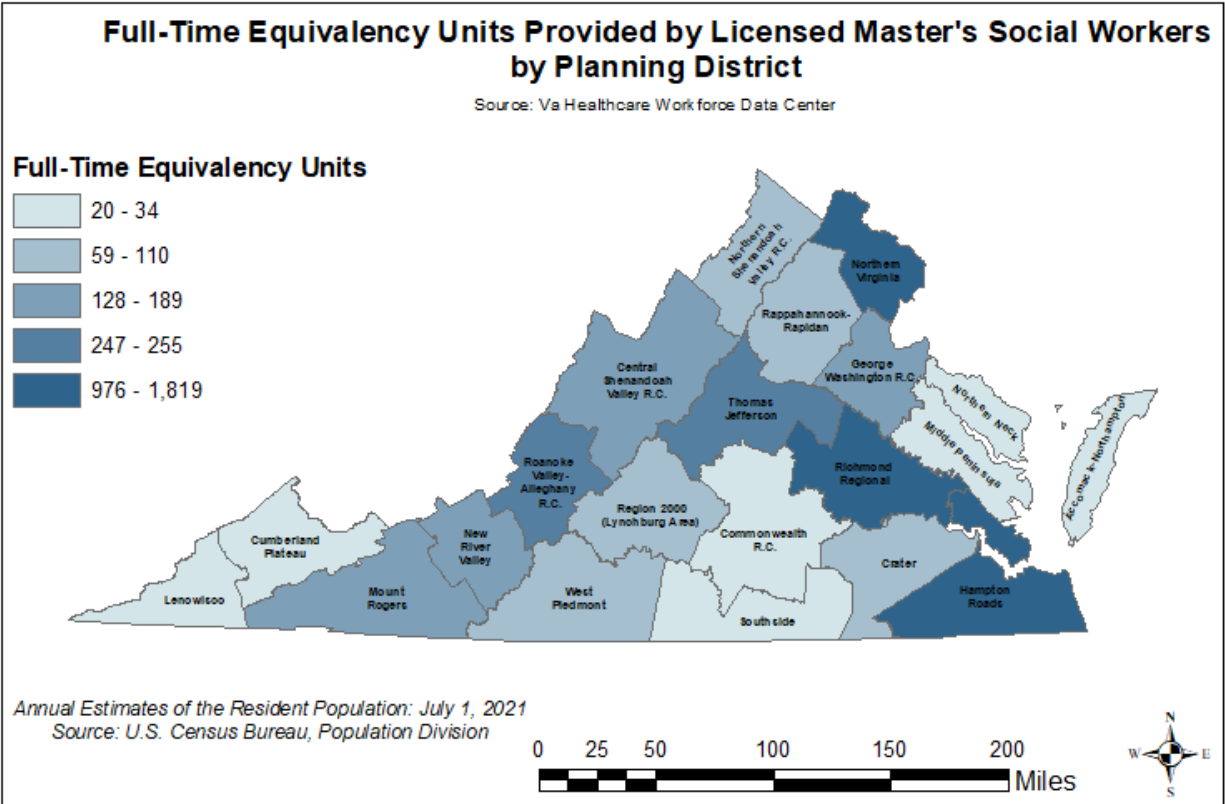
<sup>1</sup> Number of residents in 2021 was used as the denominator.













## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	762	67.06%	1.491	1.379	1.691
<b>Metro, 250,000 to 1 Million</b>	42	78.57%	1.273	1.177	1.444
<b>Metro, 250,000 or Less</b>	62	67.74%	1.476	1.365	1.674
<b>Urban, Pop. 20,000+, Metro Adj.</b>	5	80.00%	1.250	1.166	1.418
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	19	68.42%	1.462	1.352	1.658
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	12	58.33%	1.714	1.585	1.944
<b>Rural, Metro Adj.</b>	22	59.09%	1.692	1.565	1.919
<b>Rural, Non-Adj.</b>	3	100.00%	1.000	0.933	1.002
<b>Virginia Border State/D.C.</b>	184	59.24%	1.688	1.561	1.915
<b>Other U.S. State</b>	190	51.58%	1.939	1.793	2.199

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	186	56.45%	1.771	1.418	2.199
<b>30 to 34</b>	248	57.26%	1.746	1.423	2.168
<b>35 to 39</b>	226	67.70%	1.477	1.204	1.834
<b>40 to 44</b>	175	68.57%	1.458	0.934	1.810
<b>45 to 49</b>	144	63.89%	1.565	1.002	1.943
<b>50 to 54</b>	118	68.64%	1.457	0.933	1.808
<b>55 to 59</b>	91	69.23%	1.444	1.177	1.793
<b>60 and Over</b>	113	68.14%	1.468	1.175	1.822

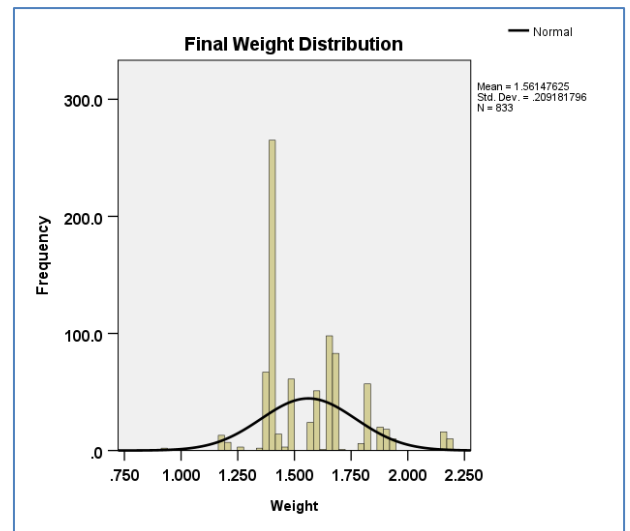
Source: Va. Healthcare Workforce Data Center

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: 0.640277**



Source: Va. Healthcare Workforce Data Center