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# *Virginia's Licensed Clinical Social Worker Workforce: 2015*

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Healthcare Workforce Data Center

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*5,023 Licensed Clinical 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 your ongoing cooperation.*

***Thank You!***

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# The Licensed Clinical Social Worker Workforce: At a Glance:

## The Workforce

Licensees:	6,251
Virginia's Workforce:	5,264
FTEs:	4,449

## Background

Rural Childhood:	23%
HS Degree in VA:	42%
Prof. Degree in VA:	53%

## Current Employment

Employed in Prof.:	89%
Hold 1 Full-time Job:	56%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	90%

## Education

Masters:	96%
Doctorate:	4%

## Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	72%

## Demographics

Female:	85%
Diversity Index:	28%
Median Age:	54

## Finances

Median Income:	\$60k-\$70k
Health Benefits:	64%
Under 40 w/ Ed debt:	70%

## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	63%





Source: Va. Healthcare Workforce Data Center

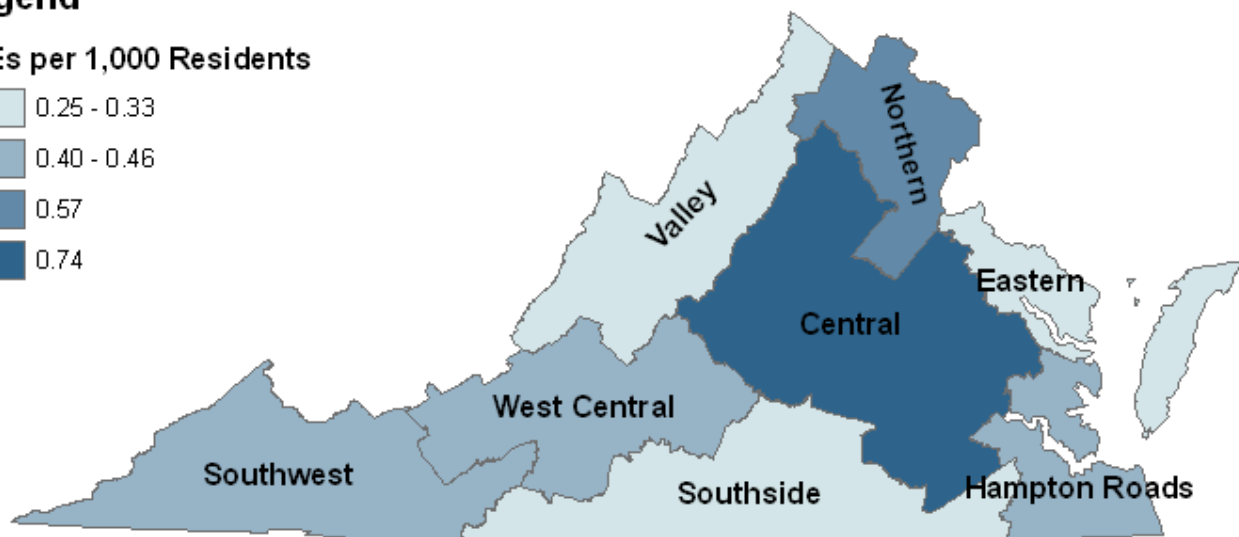
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.25 - 0.33
	0.40 - 0.46
	0.57
	0.74



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



5,023 Licensed Clinical Social Workers (LCSWs) voluntarily took part in the 2015 Licensed Clinical Social Worker Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place in June on odd-numbered years for LCSWs. These survey respondents represent 80% of the 6,251 LCSWs who are licensed in the state and 90% of renewing practitioners.

The HWDC estimates that 5,264 LCSWs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LCSW at some point in the future. Between July 2014 and June 2015, Virginia's LCSW workforce provided 4,449 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

85% of all LCSWs are female, including 92% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 28% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LCSWs who are under the age of 40, this value increased to 36%. However, this is still less diverse than Virginia's population, which has a diversity index of 55%.

Nearly one-quarter of all LCSWs grew up in a rural area of Virginia, but only 14% of these professionals currently work in non-Metro areas of the state. Overall, just 6% of Virginia's LCSWs work in rural areas of the state. With respect to education, 42% of all LCSWs graduated from high school in Virginia, while 53% received their initial professional degree in the state.

Nearly all LCSWs have a Master's degree as their highest professional degree, while most of the remaining LCSWs have gone on to earn a doctoral degree. 55% of all LCSWs have a primary specialty in mental health, while another 9% specialize in issues related to children. 30% of all LCSWs currently carry educational debt, including 70% of those under the age of 40. The median debt burden for those LCSWs with educational debt is between \$40,000 and \$50,000.

89% of LCSWs are currently employed in the profession. 56% currently hold one full-time position, while another 20% hold multiple positions. 72% of all LCSWs have been at their primary work location for more than two years, while 7% of the workforce has switched jobs in the past 12 months. In addition, 2% of LCSWs have been underemployed at some point in the past year, while 1% have experienced involuntary unemployment.

The median annual income for LCSWs is between \$60,000 and \$70,000. In addition, 63% of all LCSWs receive at least one employer-sponsored benefit, including 78% of those who work as a wage or salaried employee. 96% of LCSWs indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

Nearly 40% of all LCSWs work in Northern Virginia, while another 26% work in Central Virginia. Two-thirds of all LCSWs work in the private sector, including 46% who work at a for-profit institution. Approximately 30% of all LCSWs work in either a solo or group private practice at their primary work location, while another 14% work at an outpatient mental health facility.

A typical LCSW spends approximately three-quarters of her time treating patients. In addition, 63% also serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, approximately two-thirds of the patients seen by the typical LCSW are adults, and 55% of LCSWs serve an adult patient care role, meaning that at least 60% of their patients were adults.

24% of all LCSWs expect to retire by the age of 65. 32% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2035. Over the next two years, only 3% of LCSWs plan on leaving the state, while just 1% plan on leaving the profession entirely. Meanwhile, 13% of LCSWs plan on increasing patient care activities, and 10% plan on pursuing additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	5,443	87%
<b>New Licensees</b>	404	6%
<b>Non-Renewals</b>	404	6%
<b>All Licensees</b>	6,251	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 90% of renewing LCSWs submitted a survey. These represent 80% of LCSWs who held a license at some point during the survey time period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	118	280	70%
<b>35 to 39</b>	123	497	80%
<b>40 to 44</b>	116	582	83%
<b>45 to 49</b>	128	673	84%
<b>50 to 54</b>	93	608	87%
<b>55 to 59</b>	116	644	85%
<b>60 to 64</b>	142	666	82%
<b>65 and Over</b>	392	1,073	73%
<b>Total</b>	1,228	5,023	80%
<b>New Licenses</b>			
<b>Issued Since July 2014</b>	257	147	36%
<b>Metro Status</b>			
<b>Non-Metro</b>	69	230	77%
<b>Metro</b>	853	4,078	83%
<b>Not in Virginia</b>	307	715	70%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCSWs**

Number:	6,251
New:	6%
Not Renewed:	6%

**Response Rates**

All Licensees:	80%
Renewing Practitioners:	90%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	5,023
<b>Response Rate, all licensees</b>	80%
<b>Response Rate, Renewals</b>	90%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2015.
- 2. Target Population:** All LCSWs who held a Virginia license at some point between July 2014 and June 2015.
- 3. Survey Population:** The survey was available to LCSWs who renewed their licenses online. It was not available to those who did not renew, including LCSWs newly licensed in 2015.

## At a Glance:

### Workforce

Virginia's LCSW Workforce: 5,264  
 FTEs: 4,449

### Utilization Ratios

Licensees in VA Workforce: 84%  
 Licensees per FTE: 1.40  
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	5,055	96%
Looking for Work in Virginia	209	4%
Virginia's Workforce	5,264	100%
Total FTEs	4,449	
Licensees	6,251	

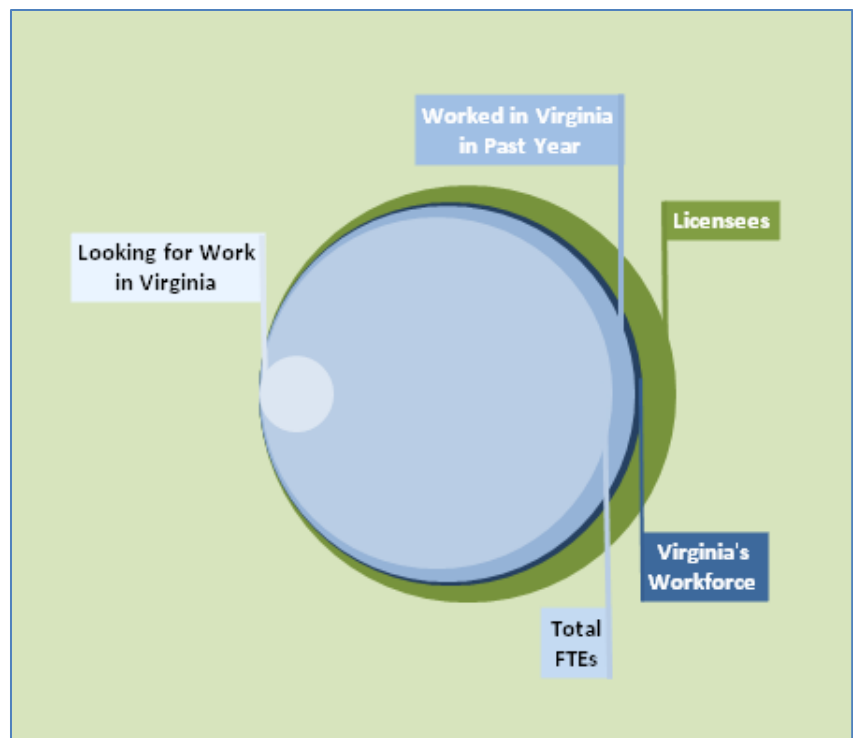
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe 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.

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	28	8%	317	92%	345	7%
35 to 39	36	7%	457	93%	492	10%
40 to 44	55	11%	473	90%	529	11%
45 to 49	77	12%	547	88%	625	13%
50 to 54	75	14%	463	86%	538	11%
55 to 59	92	16%	497	84%	588	12%
60 to 64	124	21%	477	79%	601	13%
65 +	244	23%	834	77%	1,079	22%
<b>Total</b>	<b>731</b>	<b>15%</b>	<b>4,066</b>	<b>85%</b>	<b>4,796</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCSWs		LCSWs under 40	
	%	#	%	#	%
White	63%	4,086	84%	662	79%
Black	19%	491	10%	116	14%
Asian	6%	66	1%	18	2%
Other Race	0%	19	0%	2	0%
Two or more races	2%	76	2%	22	3%
Hispanic	9%	129	3%	22	3%
<b>Total</b>	<b>100%</b>	<b>4,867</b>	<b>100%</b>	<b>842</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Gender**

% Female: 85%  
 % Under 40 Female: 92%

**Age**

Median Age: 54  
 % Under 40: 17%  
 % 55+: 47%

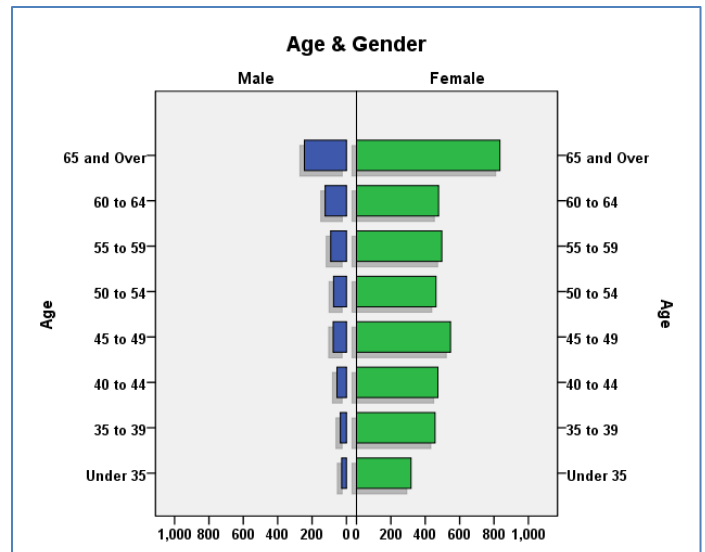
**Diversity**

Diversity Index: 28%  
 Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCSWs, there is a 28% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*17% of all LCSWs are under the age of 40, and 92% of these professionals are female. In addition, the diversity index among LCSWs who are under the age of 40 is 36%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
 Rural Childhood: 23%

### Virginia Background

HS in Virginia: 42%  
 Prof. Ed. in VA: 53%  
 HS or Prof. Ed. in VA: 61%

### Location Choice

% Rural to Non-Metro: 14%  
 % Urban/Suburban to Non-Metro: 3%

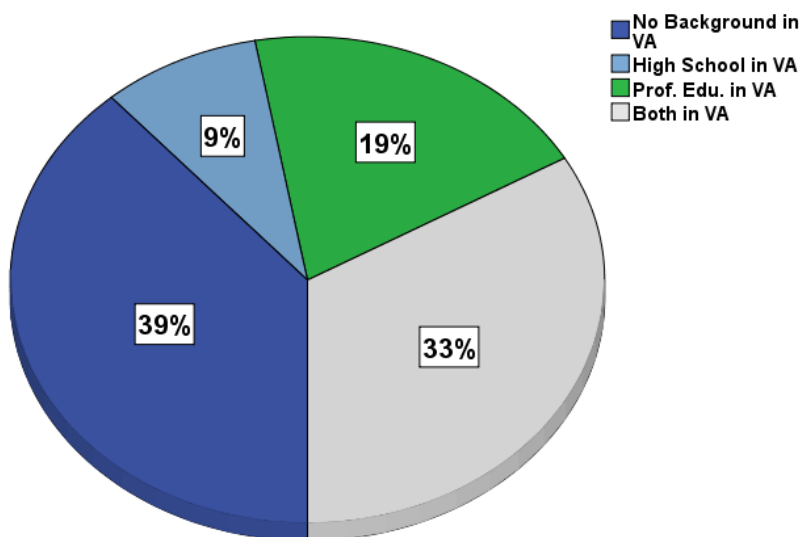
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	17%	65%	18%
2	Metro, 250,000 to 1 million	43%	45%	11%
3	Metro, 250,000 or less	32%	56%	13%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	56%	29%	15%
6	Urban pop, 2,500-19,999, Metro adj	49%	40%	10%
7	Urban pop, 2,500-19,999, nonadj	75%	17%	7%
8	Rural, Metro adj	29%	61%	11%
9	Rural, nonadj	46%	50%	5%
<b>Overall</b>		<b>23%</b>	<b>61%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*23% of LCSWs grew up in self-described rural areas, and 14% of these professionals currently work in non-Metro counties. Overall, just 6% of all LCSWs in the state currently work in non-Metro counties.*

## Top Ten States for Licensed Clinical Social Worker Recruitment

Rank	All LCSWs			
	High School	#	Init. Prof Degree	#
1	Virginia	2,038	Virginia	2,557
2	New York	430	Washington, D.C.	425
3	Maryland	271	New York	265
4	Pennsylvania	250	Maryland	230
5	New Jersey	193	Massachusetts	134
6	North Carolina	131	Pennsylvania	126
7	Ohio	115	Michigan	120
8	Outside U.S./Canada	111	Illinois	96
9	Michigan	108	North Carolina	85
10	Illinois	97	Florida	71

*42% of licensed LCSWs received their high school degree in Virginia, and 53% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	525	Virginia	618
2	New York	92	New York	85
3	Maryland	66	Washington, D.C.	65
4	New Jersey	52	Maryland	44
5	Pennsylvania	47	Pennsylvania	37
6	North Carolina	43	Illinois	29
7	Outside U.S./Canada	34	Florida	29
8	Michigan	29	North Carolina	29
9	Florida	23	Michigan	26
10	California	21	Massachusetts	24

*Among LCSWs who received their initial license in the past five years, 44% received their high school degree in Virginia, while 52% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*16% of Virginia's licensees did not participate in the state's LCSW workforce during the past year. 80% of these professionals worked at some point in the past year, including 69% who worked in a behavioral sciences-related job.*

### At a Glance:

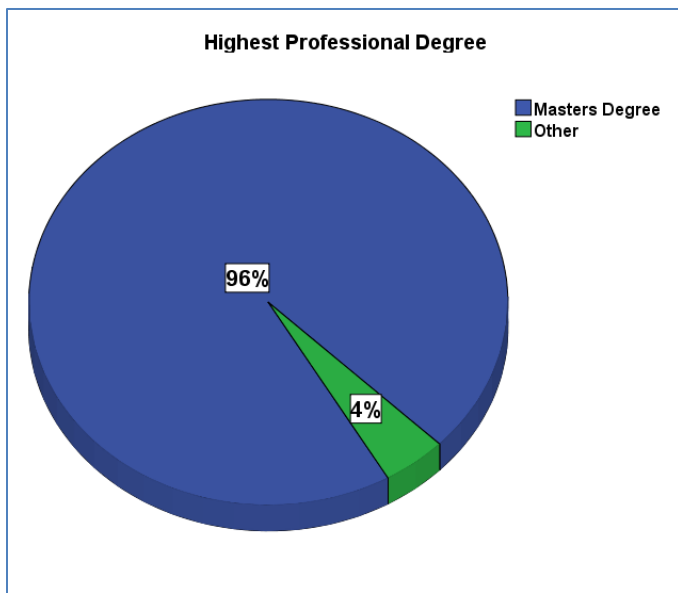
#### Not in VA Workforce

Total:	987
% of Licensees:	16%
Federal/Military:	24%
Va. Border State/DC:	23%

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	5	0%
Master's Degree	4,547	96%
Doctor of Psychology	28	1%
Other Doctorate	174	4%
<b>Total</b>	<b>4,754</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

30% of LCSWs carry educational debt, including 70% of those under the age of 40. The median debt burden among LCSWs with educational debt is between \$40,000 and \$50,000.

## At a Glance:

**Education**  
 Master's Degree: 96%  
 Doctorate: 4%

**Educational Debt**  
 Carry debt: 30%  
 Under age 40 w/ debt: 70%  
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCSWs		LCSWs under 40	
	#	%	#	%
<b>None</b>	2,962	70%	223	30%
<b>Less than \$10,000</b>	168	4%	54	7%
<b>\$10,000-\$19,999</b>	168	4%	70	9%
<b>\$20,000-\$29,999</b>	174	4%	76	10%
<b>\$30,000-\$39,999</b>	167	4%	66	9%
<b>\$40,000-\$49,999</b>	152	4%	73	10%
<b>\$50,000-\$59,999</b>	93	2%	42	6%
<b>\$60,000-\$69,999</b>	83	2%	36	5%
<b>\$70,000-\$79,999</b>	42	1%	22	3%
<b>\$80,000-\$89,999</b>	63	1%	31	4%
<b>\$90,000-\$99,999</b>	34	1%	7	1%
<b>\$100,000-\$109,999</b>	46	1%	13	2%
<b>\$110,000-\$119,999</b>	18	0%	8	1%
<b>\$120,000-\$129,999</b>	12	0%	2	0%
<b>\$130,000-\$139,999</b>	5	0%	3	0%
<b>\$140,000-\$149,999</b>	9	0%	6	1%
<b>\$150,000 or More</b>	35	1%	9	1%
<b>Total</b>	<b>4,231</b>	<b>100%</b>	<b>741</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

Mental Health:	55%
Child:	9%
Health/Medical:	6%

### Secondary Specialty

Mental Health:	13%
Family:	11%
Child:	11%

*More than half of all LCSWs have a primary specialty in mental health. Another 9% have a primary specialty in children, while 6% have a health/medical specialty.*

## A Closer Look:

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	2,623	55%	554	13%
<b>Child</b>	407	9%	464	11%
<b>Health/Medical</b>	271	6%	210	5%
<b>Family</b>	255	5%	554	13%
<b>Behavioral Disorders</b>	233	5%	429	10%
<b>General Practice (Non-Specialty)</b>	225	5%	581	14%
<b>Substance Abuse</b>	145	3%	411	10%
<b>School/Educational</b>	144	3%	153	4%
<b>Gerontologic</b>	111	2%	108	3%
<b>Marriage</b>	54	1%	210	5%
<b>Social</b>	31	1%	27	1%
<b>Sex Offender Treatment</b>	26	1%	41	1%
<b>Forensic</b>	14	0%	42	1%
<b>Vocational/Work Environment</b>	11	0%	25	1%
<b>Public Health</b>	6	0%	18	0%
<b>Industrial-Organizational</b>	5	0%	19	0%
<b>Neurology/Neuropsychology</b>	2	0%	8	0%
<b>Rehabilitation</b>	1	0%	23	1%
<b>Experimental or Research</b>	0	0%	15	0%
<b>Other Specialty Area</b>	171	4%	263	6%
<b>Total</b>	4,734	100%	4,157	100%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 89%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-time: 56%  
2 or More Positions: 20%

### Weekly Hours:

40 to 49: 48%  
60 or more: 3%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	0%
Employed in a behavioral sciences-related capacity	4,307	89%
Employed, NOT in a behavioral sciences-related capacity	210	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	14	0%
Voluntarily unemployed	171	4%
Retired	117	2%
<b>Total</b>	<b>4,824</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*89% of LCSWs are currently employed in their profession. 56% of LCSWs hold one full-time job, and nearly half work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	302	6%
1 to 9 hours	148	3%
10 to 19 hours	319	7%
20 to 29 hours	454	10%
30 to 39 hours	616	13%
40 to 49 hours	2,269	48%
50 to 59 hours	479	10%
60 to 69 hours	129	3%
70 to 79 hours	21	0%
80 or more hours	6	0%
<b>Total</b>	<b>4,743</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	302	6%
One Part-Time Position	838	18%
Two Part-Time Positions	239	5%
One Full-Time Position	2,637	56%
One Full-Time Position & One Part-Time Position	656	14%
Two Full-Time Positions	5	0%
More than Two Positions	73	2%
<b>Total</b>	<b>4,750</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	56	2%
Less than \$20,000	283	8%
\$20,000-\$29,999	203	5%
\$30,000-\$39,999	243	7%
\$40,000-\$49,999	443	12%
\$50,000-\$59,999	563	15%
\$60,000-\$69,999	702	19%
\$70,000-\$79,999	507	14%
\$80,000-\$89,999	300	8%
\$90,000-\$99,999	185	5%
\$100,000-\$109,999	107	3%
\$110,000 or More	171	5%
<b>Total</b>	<b>3,764</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,199	69%
Somewhat Satisfied	1,220	26%
Somewhat Dissatisfied	139	3%
Very Dissatisfied	65	1%
<b>Total</b>	<b>4,623</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$60k-\$70k

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 64%  
Retirement: 61%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

*The typical LCSW earned between \$60,000 and \$70,000 per year. Among LCSWs who received either a wage or salary as compensation at their primary work location, 64% received health insurance and 61% also had access to some form of a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,450	57%	72%
Paid Sick Leave	2,376	55%	70%
Health Insurance	2,221	52%	64%
Retirement	2,089	49%	61%
Dental Insurance	2,067	48%	61%
Group Life Insurance	1,773	41%	53%
Signing/Retention Bonus	101	2%	3%
<b>Receive At Least One Benefit</b>	<b>2,719</b>	<b>63%</b>	<b>78%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	50	1%
Experience Voluntary Unemployment?	270	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	99	2%
Work two or more positions at the same time?	1,168	22%
Switch employers or practices?	366	7%
<b>Experienced at least one</b>	<b>1,704</b>	<b>32%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s LCSWs experienced involuntary unemployment at some point during the past year. By comparison, Virginia’s average monthly unemployment rate was 4.9% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	87	2%	68	5%
<b>Less than 6 Months</b>	196	4%	131	11%
<b>6 Months to 1 Year</b>	316	7%	160	13%
<b>1 to 2 Years</b>	652	15%	212	17%
<b>3 to 5 Years</b>	906	20%	244	20%
<b>6 to 10 Years</b>	833	19%	180	14%
<b>More than 10 Years</b>	1,503	33%	248	20%
<b>Subtotal</b>	<b>4,493</b>	<b>100%</b>	<b>1,243</b>	<b>100%</b>
<b>Did not have location</b>	224		3,909	
<b>Item Missing</b>	548		112	
<b>Total</b>	5,264		5,264	

Source: Va. Healthcare Workforce Data Center

*61% of LCSWs are salaried employees, while 17% receive income from their own business/practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 18%  
Over 2 years: 72%  
Over 2 yrs, 2<sup>nd</sup> location: 54%

**Employment Type**

Salary/Commission: 61%  
Business/Practice Income: 17%

Source: Va. Healthcare Workforce Data Center

*72% of LCSWs have worked at their primary location for more than two years, while 7% have switched jobs during the past 12 months.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	2,235	61%
<b>Business/ Practice Income</b>	617	17%
<b>Hourly Wage</b>	561	15%
<b>By Contract</b>	228	6%
<b>Unpaid</b>	38	1%
<b>Subtotal</b>	3,679	100%
<b>Did not have location</b>	224	
<b>Item Missing</b>	1,361	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.5% in April 2015 to 5.5% in August 2014.



## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	82%
Lowest Region:	1%

### Locations

2 or more (Past Year):	29%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

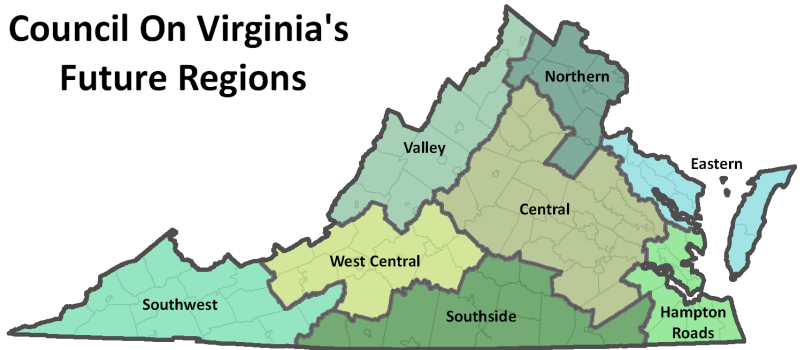
39% of LCSWs work in Northern Virginia, the most of any region in the state. In addition, another 26% of LCSWs work in Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,186	26%	328	25%
Eastern	40	1%	15	1%
Hampton Roads	742	16%	249	19%
Northern	1,756	39%	437	33%
Southside	86	2%	33	3%
Southwest	155	3%	49	4%
Valley	151	3%	38	3%
West Central	332	7%	90	7%
Virginia Border State/DC	32	1%	37	3%
Other US State	17	0%	41	3%
Outside of the US	3	0%	1	0%
<b>Total</b>	<b>4,500</b>	<b>100%</b>	<b>1,318</b>	<b>100%</b>
Item Missing	541		36	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



Source: Va. Healthcare Workforce Data Center

25% of all LCSWs currently have multiple work locations, while 29% have had multiple work locations over the course of the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	209	4%	287	6%
1	3,154	67%	3,238	69%
2	719	15%	666	14%
3	531	11%	460	10%
4	51	1%	34	1%
5	12	0%	8	0%
6 or More	36	1%	20	0%
<b>Total</b>	<b>4,713</b>	<b>100%</b>	<b>4,713</b>	<b>100%</b>

\*At the time of survey completion, June 2015.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,955	46%	757	64%
<b>Non-Profit</b>	883	21%	251	21%
<b>State/Local Government</b>	1,038	24%	133	11%
<b>Veterans Administration</b>	169	4%	11	1%
<b>U.S. Military</b>	194	5%	24	2%
<b>Other Federal Government</b>	52	1%	6	1%
<b>Total</b>	<b>4,291</b>	<b>100%</b>	<b>1,182</b>	<b>100%</b>
<b>Did not have location</b>	224		3909	
<b>Item Missing</b>	750		173	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

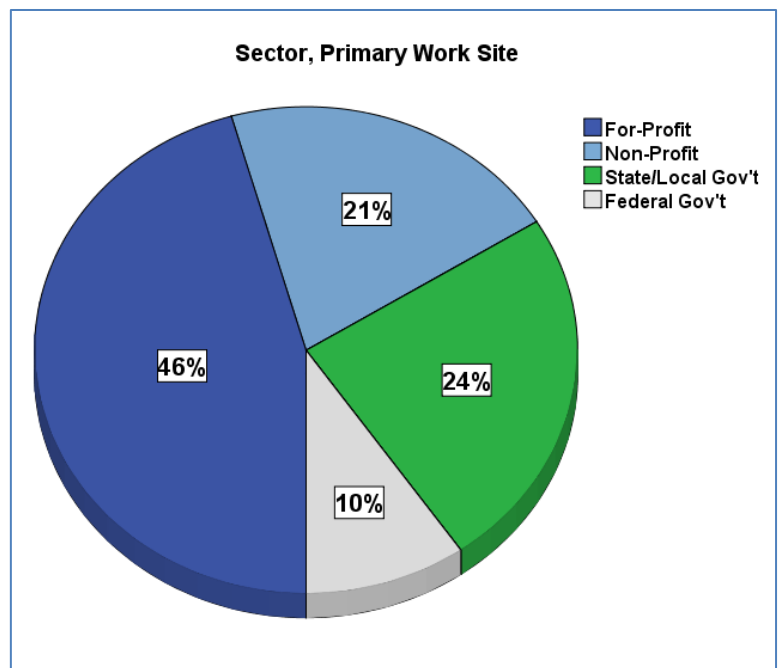
For Profit:	46%
Federal:	10%

**Top Establishments**

Private Practice, Solo:	16%
Mental Health Facility:	14%
Private Practice, Group:	12%

Source: Va. Healthcare Workforce Data Center

*Two-thirds of LCSWs work in the private sector, including 46% who work at for-profit establishments. Meanwhile, 24% of LCSWs work for state or local governments, and 10% work for the federal government.*

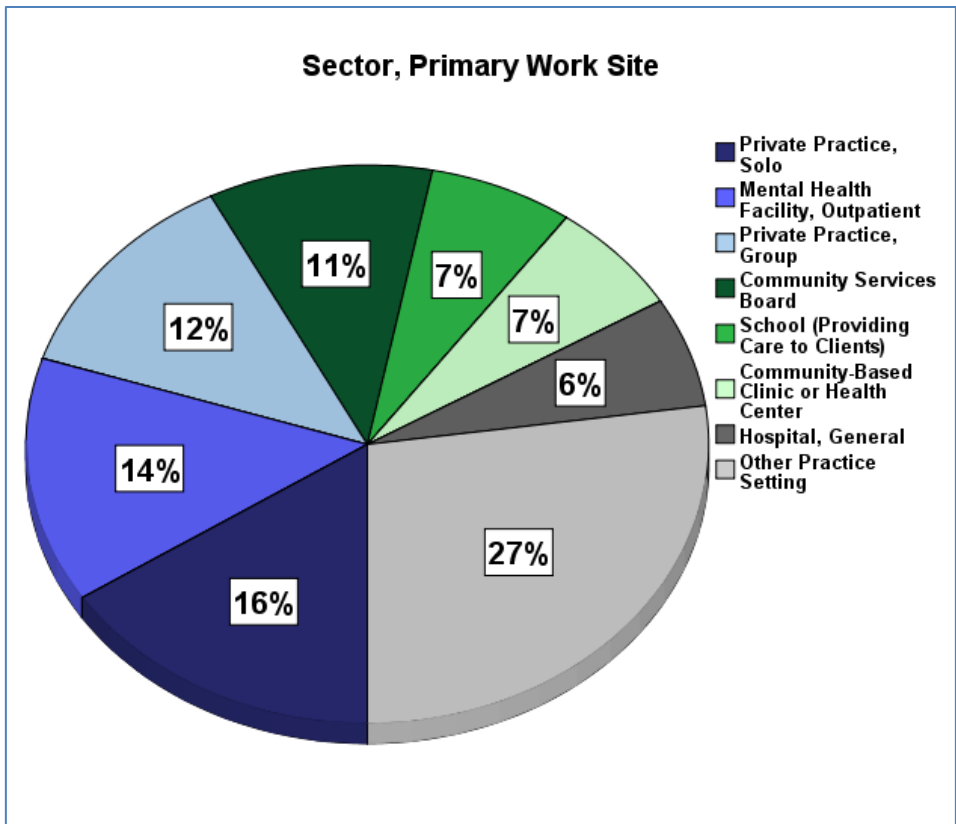


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	645	16%	232	20%
Mental Health Facility, Outpatient	582	14%	139	12%
Private Practice, Group	509	12%	212	19%
Community Services Board	436	11%	66	6%
School (Providing Care to Clients)	281	7%	28	2%
Community-Based Clinic or Health Center	266	7%	77	7%
Hospital, General	260	6%	44	4%
Hospital, Psychiatric	143	3%	43	4%
Academic Institution (Teaching Health Professions Students)	87	2%	54	5%
Administrative or Regulatory	84	2%	9	1%
Residential Mental Health/Substance Abuse Facility	82	2%	8	1%
Other practice setting	719	18%	233	20%
<b>Total</b>	<b>4,094</b>	<b>100%</b>	<b>1,145</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>224</b>		<b>3909</b>	

28% of all LCSWs work at either a solo or group private practice, while another 14% work at an outpatient mental health facility.

Source: Va. Healthcare Workforce Data Center



Among those LCSWs who also have a secondary work location, 39% work at either a solo or group private practice, while 12% work at an outpatient mental health facility.

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

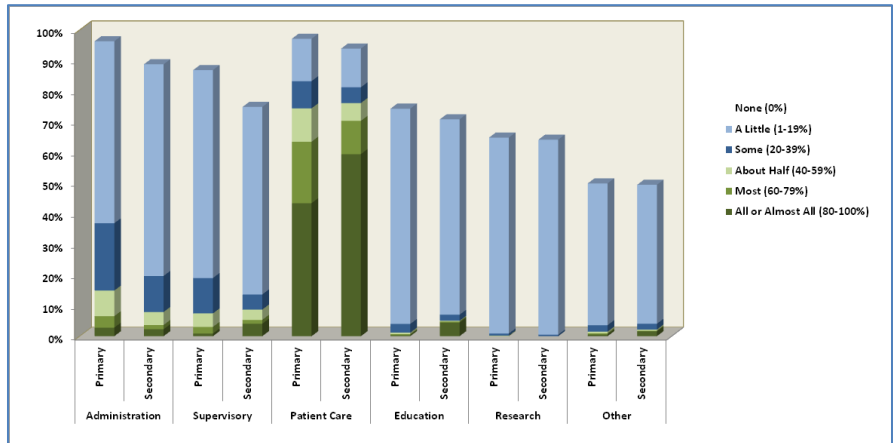
Patient Care: 63%  
Administrative: 7%  
Supervisory: 3%

### Patient Care LCSWs

Median Admin Time: 1%-9%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



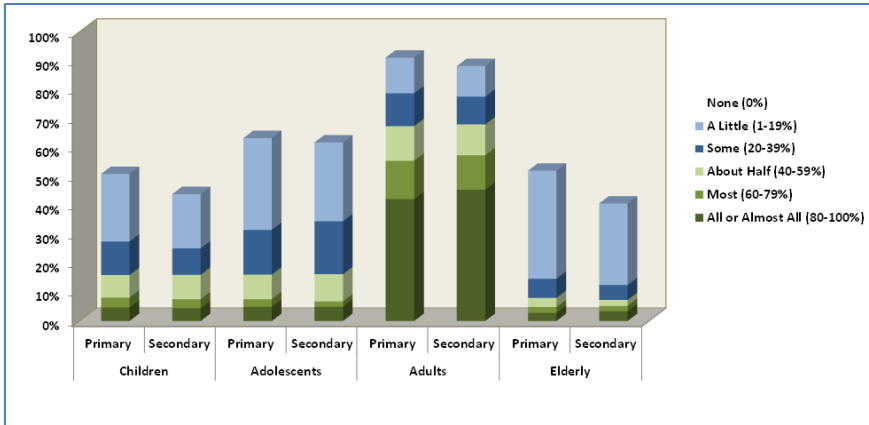
Source: Va. Healthcare Workforce Data Center

63% of all LCSWs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 7% of LCSWs fill an administrative role, while 3% fill a supervisory role.

Time Allocation													
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other		
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	
<b>All or Almost All (80-100%)</b>	3%	2%	1%	4%	43%	59%	0%	4%	0%	0%	1%	2%	
<b>Most (60-79%)</b>	4%	1%	2%	1%	20%	11%	0%	0%	0%	0%	0%	0%	
<b>About Half (40-59%)</b>	8%	4%	4%	3%	11%	6%	0%	0%	0%	0%	1%	0%	
<b>Some (20-39%)</b>	22%	12%	12%	5%	9%	5%	3%	2%	1%	0%	2%	2%	
<b>A Little (1-19%)</b>	59%	69%	68%	61%	14%	13%	70%	64%	64%	64%	46%	45%	
<b>None (0%)</b>	4%	11%	13%	25%	3%	6%	26%	29%	35%	36%	50%	51%	

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:  
(Primary Locations)**

**Typical Patient Allocation**

Children: 1%-9%  
 Adolescents: 1%-9%  
 Adults: 60%-69%  
 Elderly: 1%-9%

**Roles**

Children: 8%  
 Adolescents: 8%  
 Adults: 55%  
 Elderly: 5%

Source: Va. Healthcare Workforce Data Center

*Approximately two-thirds of all patients seen by a typical LCSW at her primary work location are adults. In addition, 55% of LCSWs serve an adult patient care role, meaning that at least 60% of their patients are adults.*

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	5%	4%	5%	5%	42%	45%	3%	3%
<b>Most (60-79%)</b>	3%	3%	3%	2%	13%	12%	2%	2%
<b>About Half (40-59%)</b>	8%	9%	8%	9%	12%	11%	3%	2%
<b>Some (20-39%)</b>	12%	9%	15%	18%	11%	10%	7%	5%
<b>A Little (1-19%)</b>	23%	19%	32%	27%	12%	11%	37%	28%
<b>None (0%)</b>	49%	56%	37%	38%	9%	12%	48%	59%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

Primary Location: 1-24

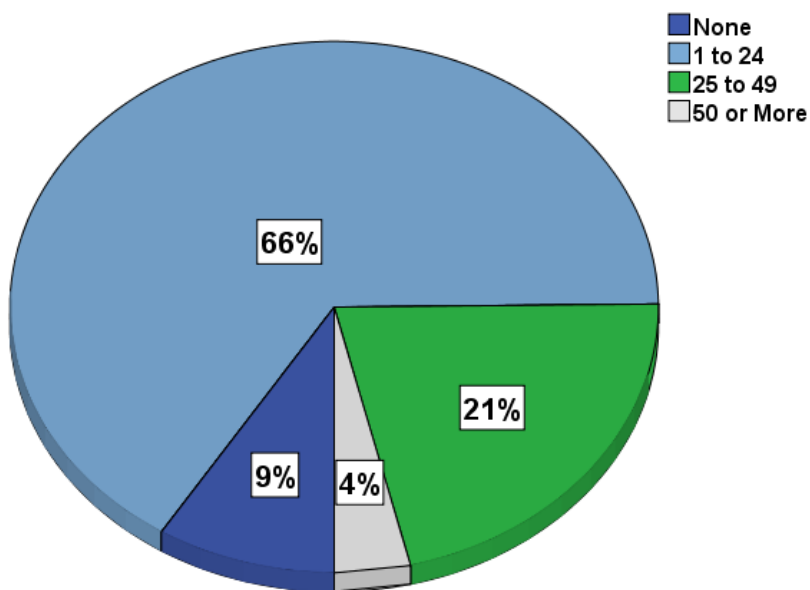
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

# of Patients	Patients Per Week			
	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	375	9%	130	12%
<b>1 to 24</b>	2,759	66%	884	79%
<b>25 to 49</b>	896	21%	89	8%
<b>50 to 74</b>	100	2%	15	1%
<b>75 or More</b>	58	1%	8	1%
<b>Total</b>	4,189	100%	1,126	100%

Source: Va. Healthcare Workforce Data Center

### Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Two-thirds of all LCSWs treat between 1 and 24 patients per week at their primary work location. Among those LCSWs who also have a secondary work location, 79% treat between 1 and 24 patients per week.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs over 50	
	#	%	#	%
<b>Under age 50</b>	27	1%	-	-
<b>50 to 54</b>	70	2%	8	0%
<b>55 to 59</b>	221	5%	66	3%
<b>60 to 64</b>	641	16%	261	11%
<b>65 to 69</b>	1,408	35%	791	33%
<b>70 to 74</b>	878	22%	640	27%
<b>75 to 79</b>	297	7%	241	10%
<b>80 or over</b>	115	3%	89	4%
<b>I do not intend to retire</b>	391	10%	277	12%
<b>Total</b>	<b>4,047</b>	<b>100%</b>	<b>2,373</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCSWs**

Under 65: 24%  
Under 60: 8%

**LCSWs 50 and over**

Under 65: 14%  
Under 60: 3%

**Time until Retirement**

Within 2 years: 9%  
Within 10 years: 32%  
Half the workforce: by 2035

Source: Va. Healthcare Workforce Data Center

*Although 24% of LCSWs expect to retire by the age of 65, this percentage falls to 14% for those LCSWs who are already at least 50 years old. Meanwhile, 42% of all LCSWs expect to work until at least age 70, including 10% who do not plan on retiring at all.*

*Within the next two years, only 3% of Virginia’s LCSWs plan on leaving the state and another 1% plan on leaving the profession entirely. Meanwhile, 13% plan on increasing patient care hours, and 10% expect to pursue additional educational opportunities.*

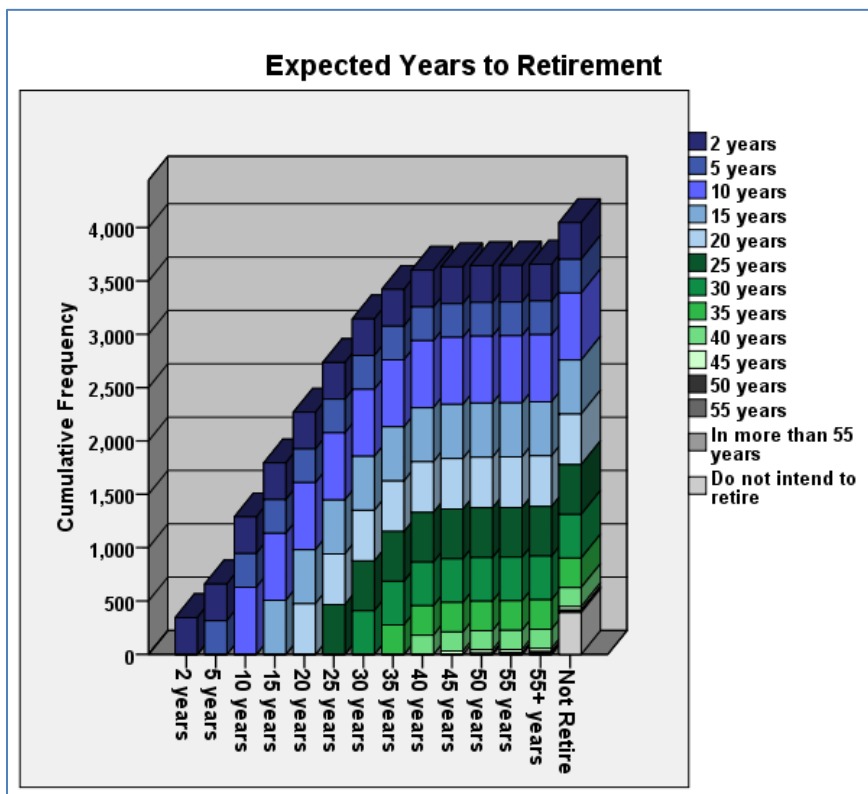
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	69	1%
<b>Leave Virginia</b>	142	3%
<b>Decrease Patient Care Hours</b>	426	8%
<b>Decrease Teaching Hours</b>	28	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	674	13%
<b>Increase Teaching Hours</b>	320	6%
<b>Pursue Additional Education</b>	537	10%
<b>Return to Virginia’s Workforce</b>	81	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. 9% of LCSWs expect to retire in the next two years, while nearly one-third plan on retiring in the next ten years. More than half of the current LCSW workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	344	9%	9%
5 years	316	8%	16%
10 years	629	16%	32%
15 years	506	13%	44%
20 years	474	12%	56%
25 years	467	12%	68%
30 years	409	10%	78%
35 years	276	7%	85%
40 years	179	4%	89%
45 years	31	1%	90%
50 years	12	0%	90%
55 years	3	0%	90%
In more than 55 years	10	0%	90%
Do not intend to retire	391	10%	100%
<b>Total</b>	<b>4,047</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2025. Retirements will peak at 16% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2050.



## At a Glance:

### FTEs

Total: 4,449  
 FTEs/1,000 Residents: 0.534  
 Average: 0.88

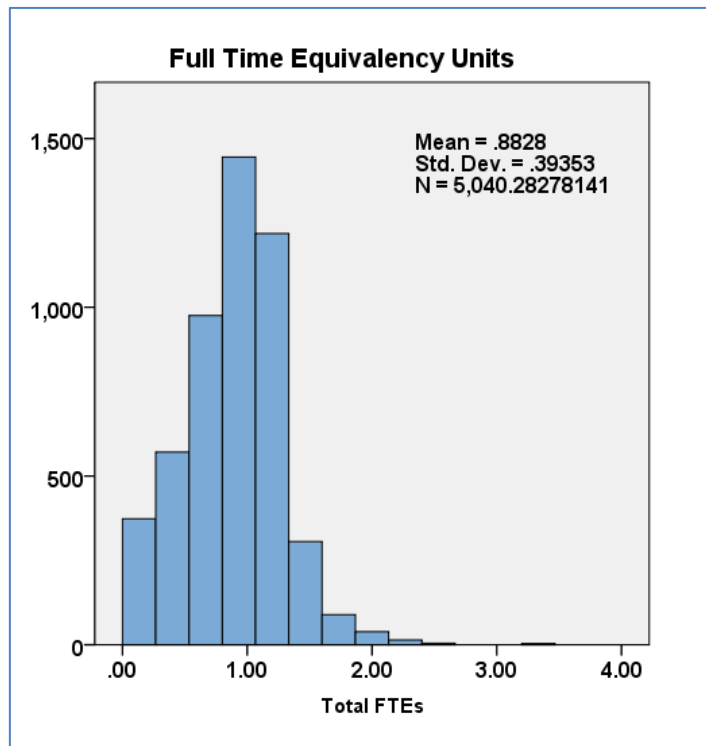
### Age & Gender Effect

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

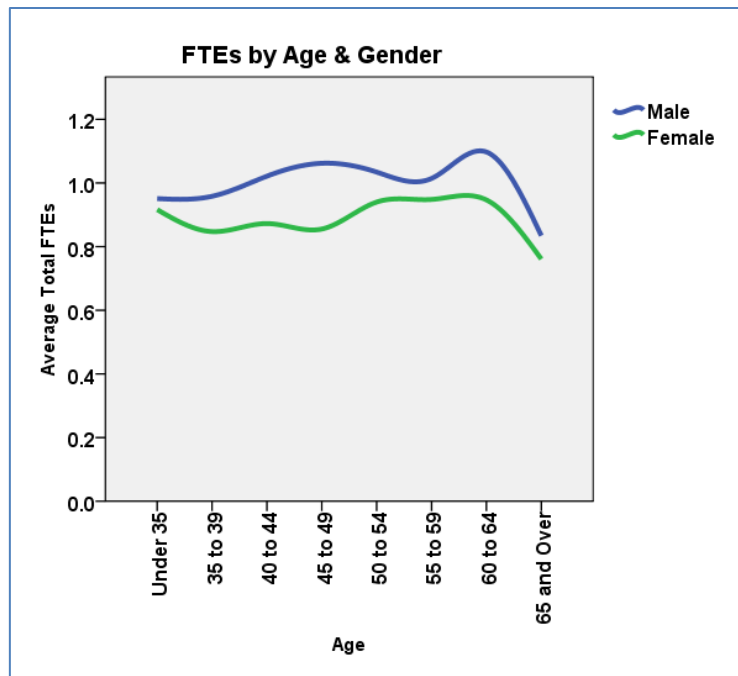


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCSW provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>*

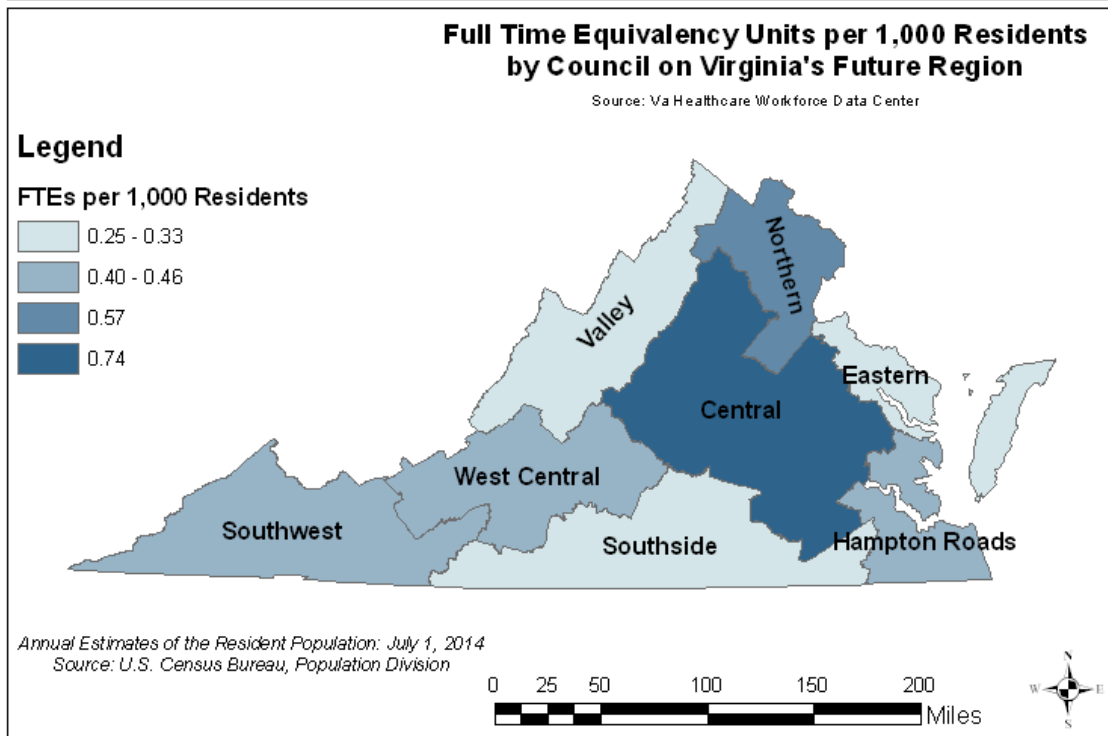
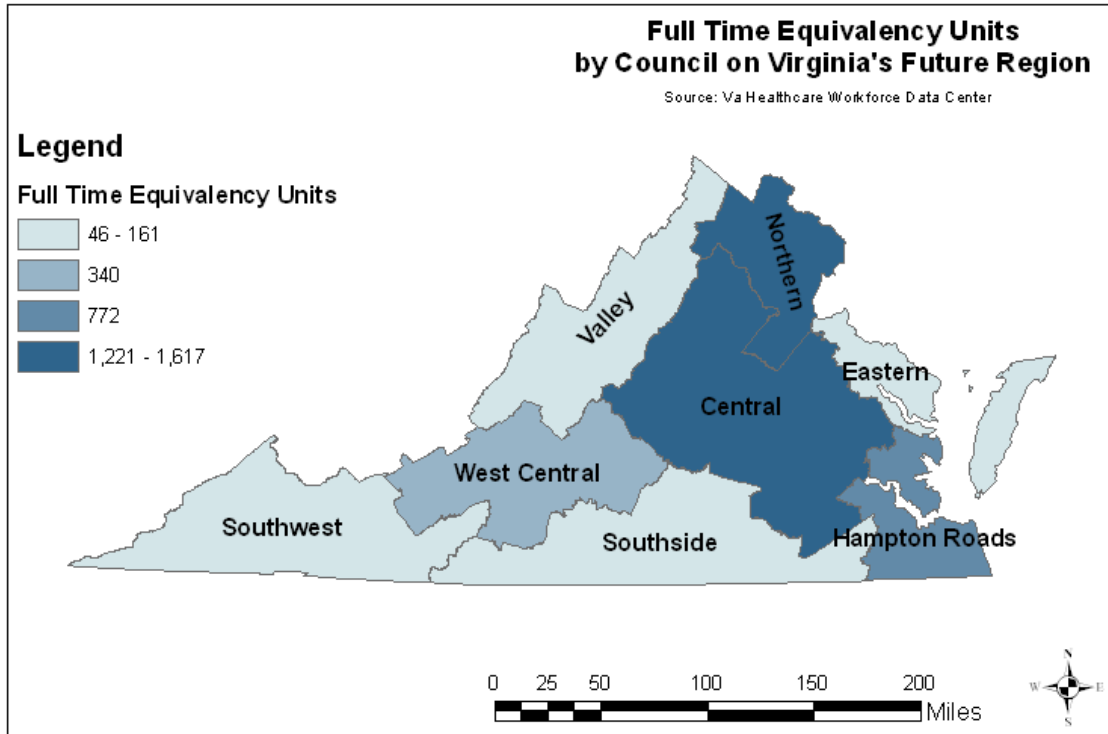
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 35	0.91	0.99
35 to 39	0.84	0.95
40 to 44	0.86	0.92
45 to 49	0.88	0.92
50 to 54	0.94	1.01
55 to 59	0.95	0.99
60 to 64	0.99	1.05
65 and Over	0.77	0.74
<b>Gender</b>		
Male	0.97	1.03
Female	0.88	0.95

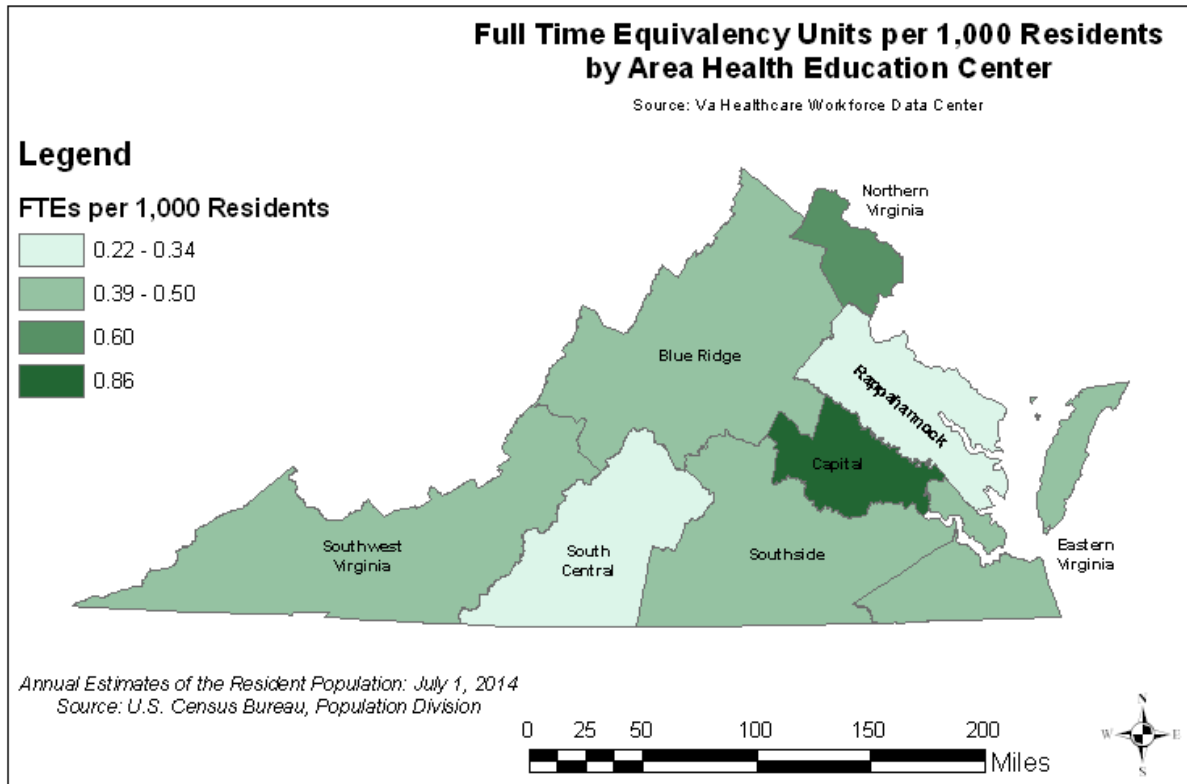
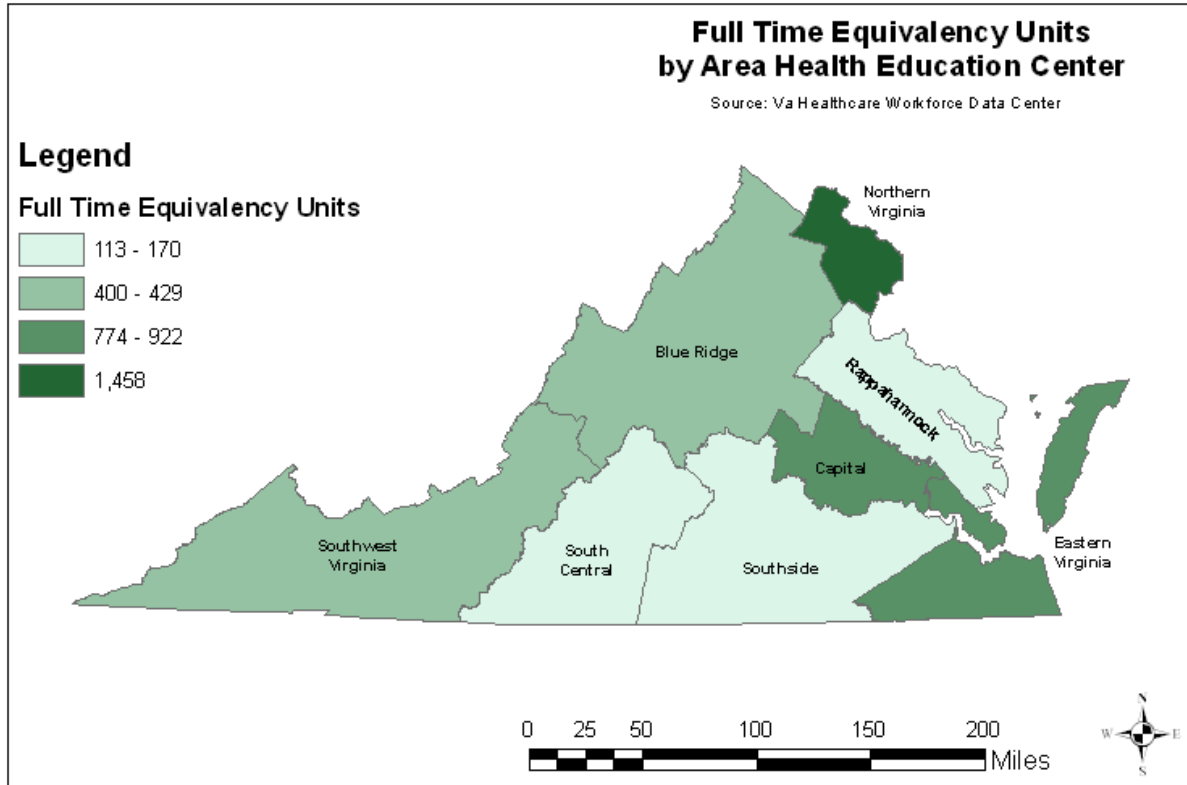
Source: Va. Healthcare Workforce Data Center

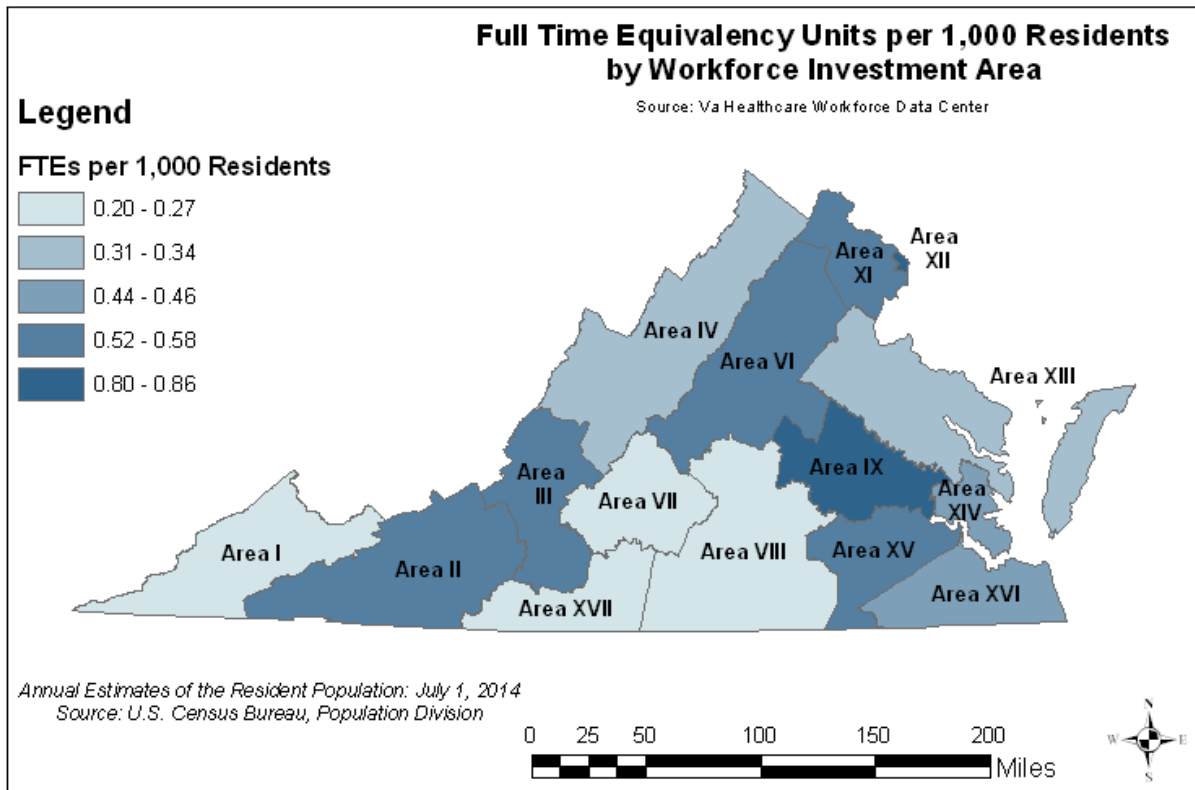
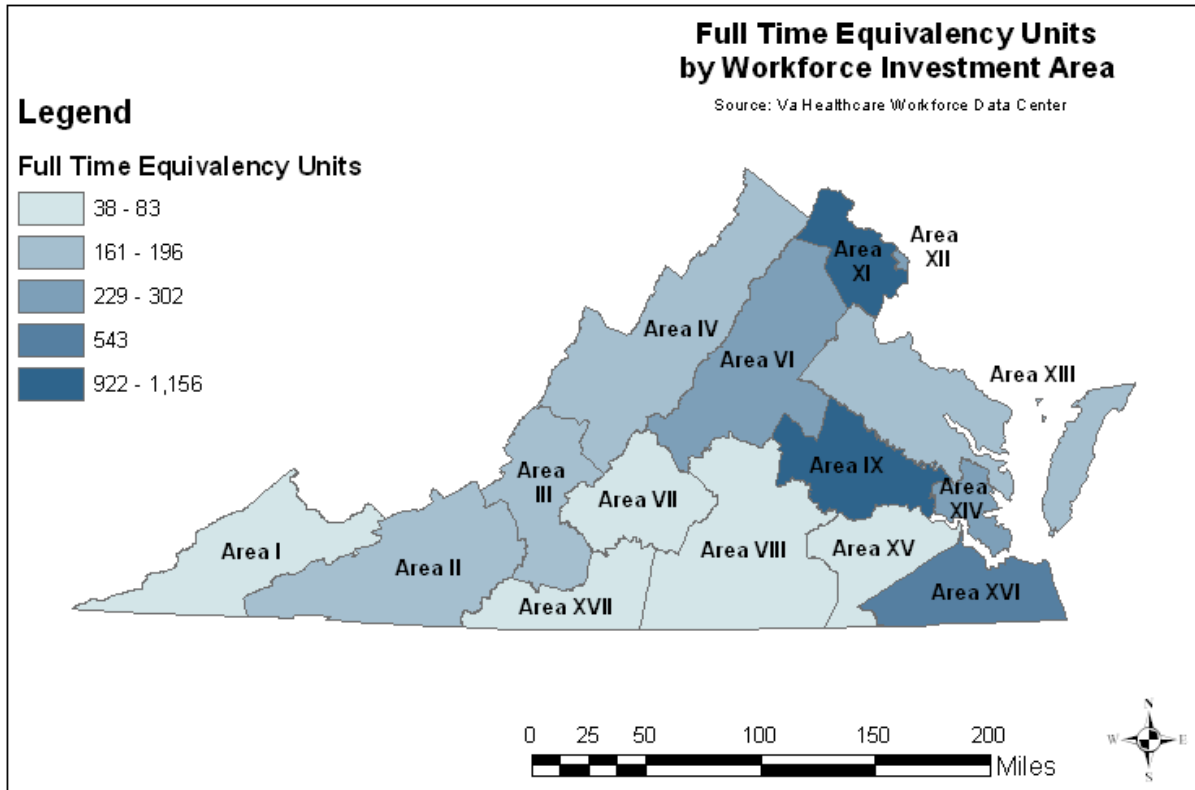


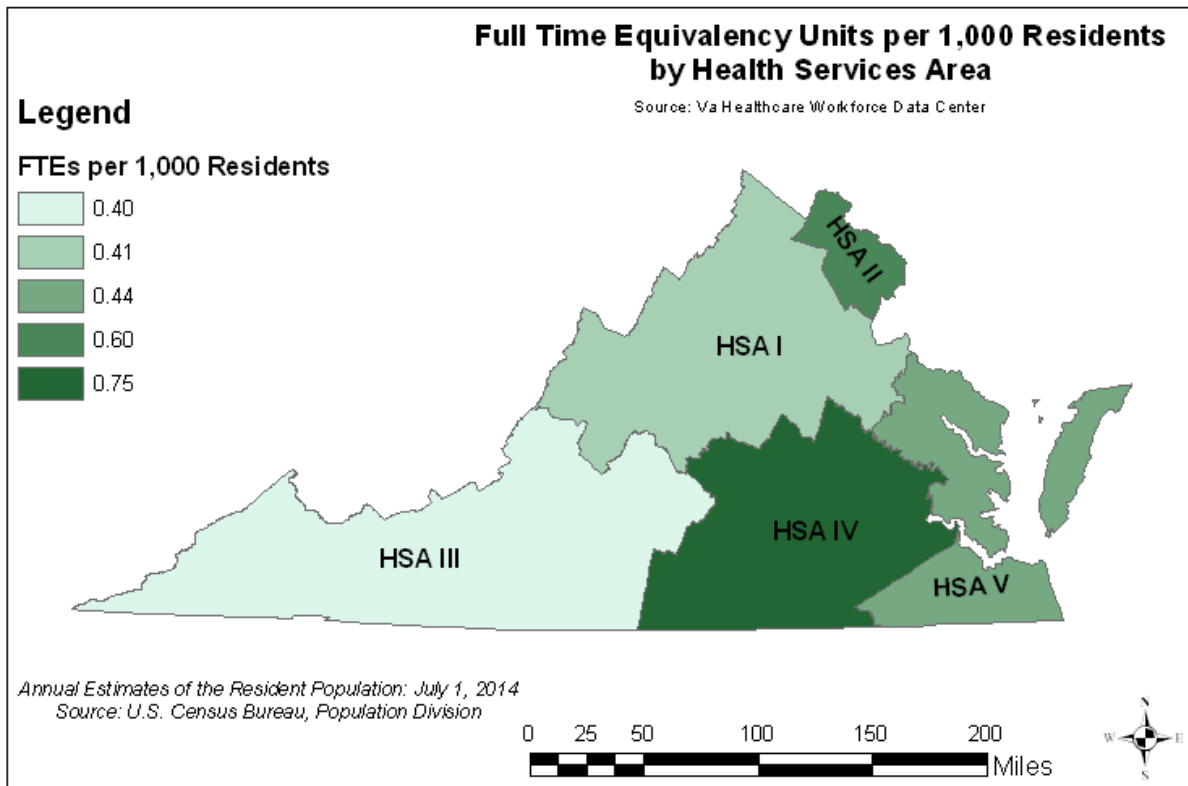
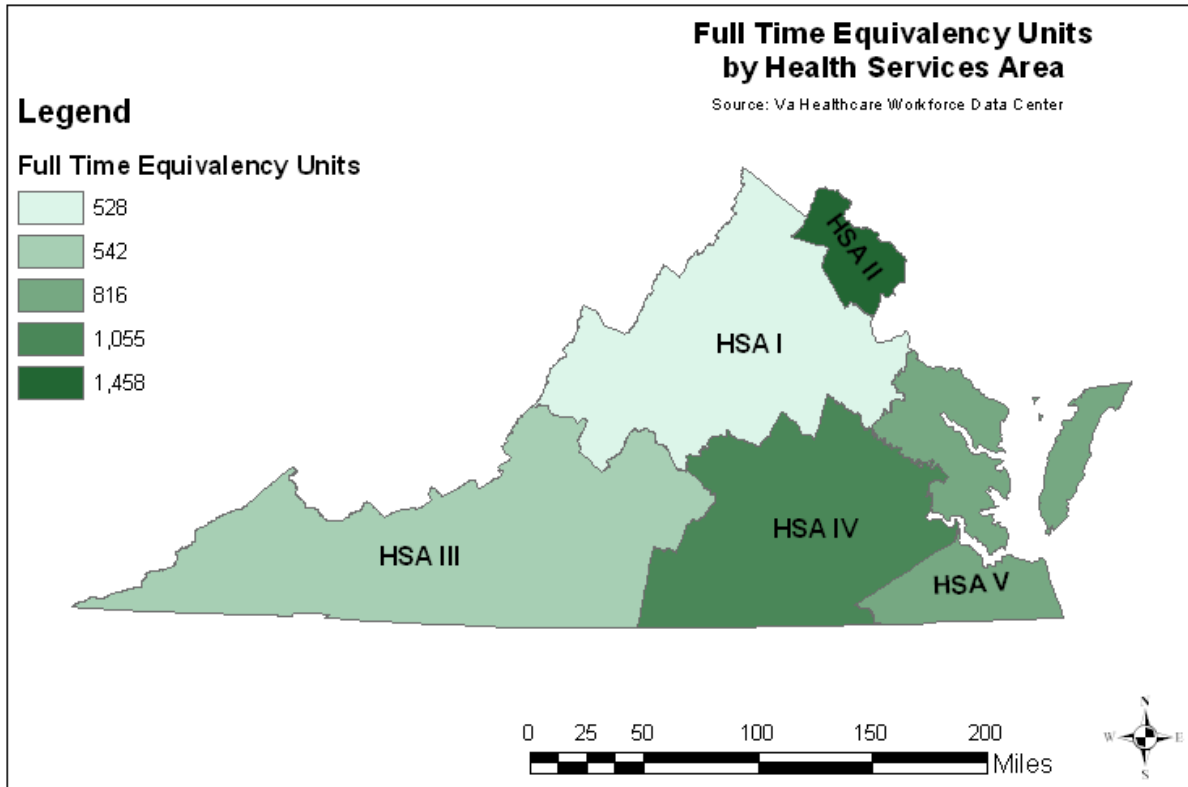
Source: Va. Healthcare Workforce Data Center

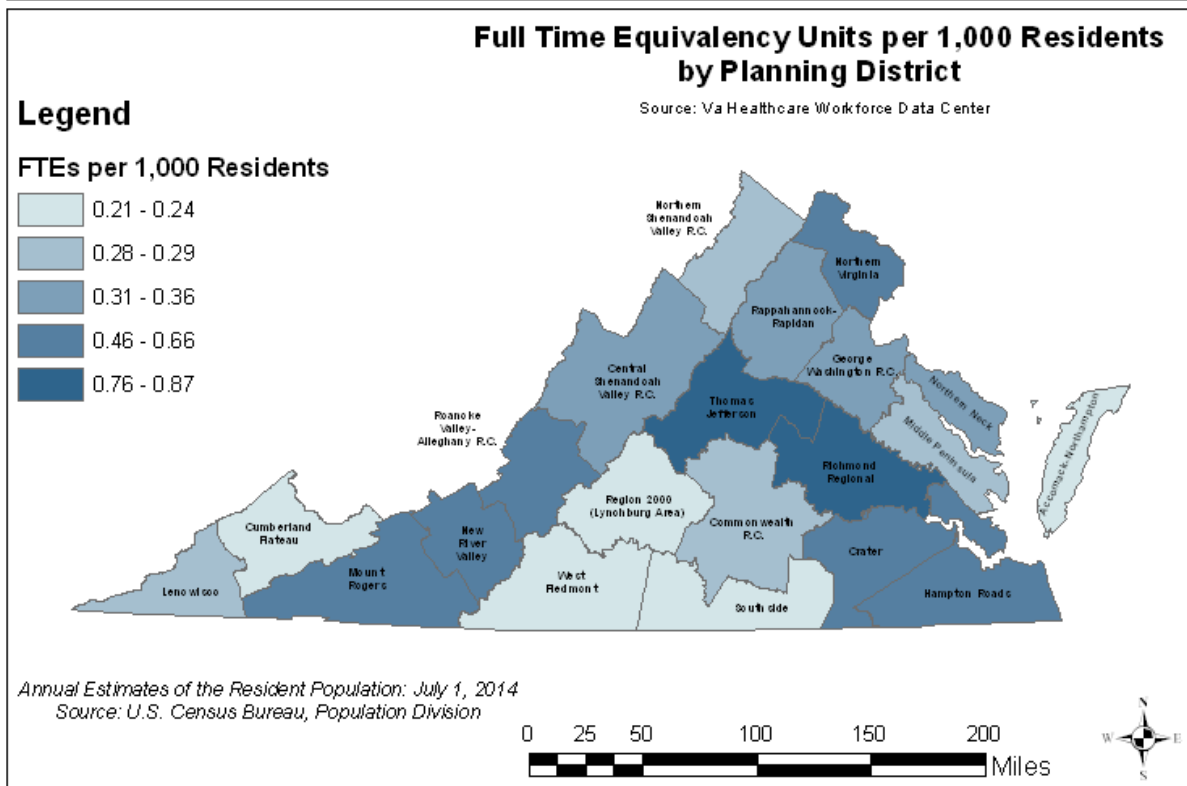
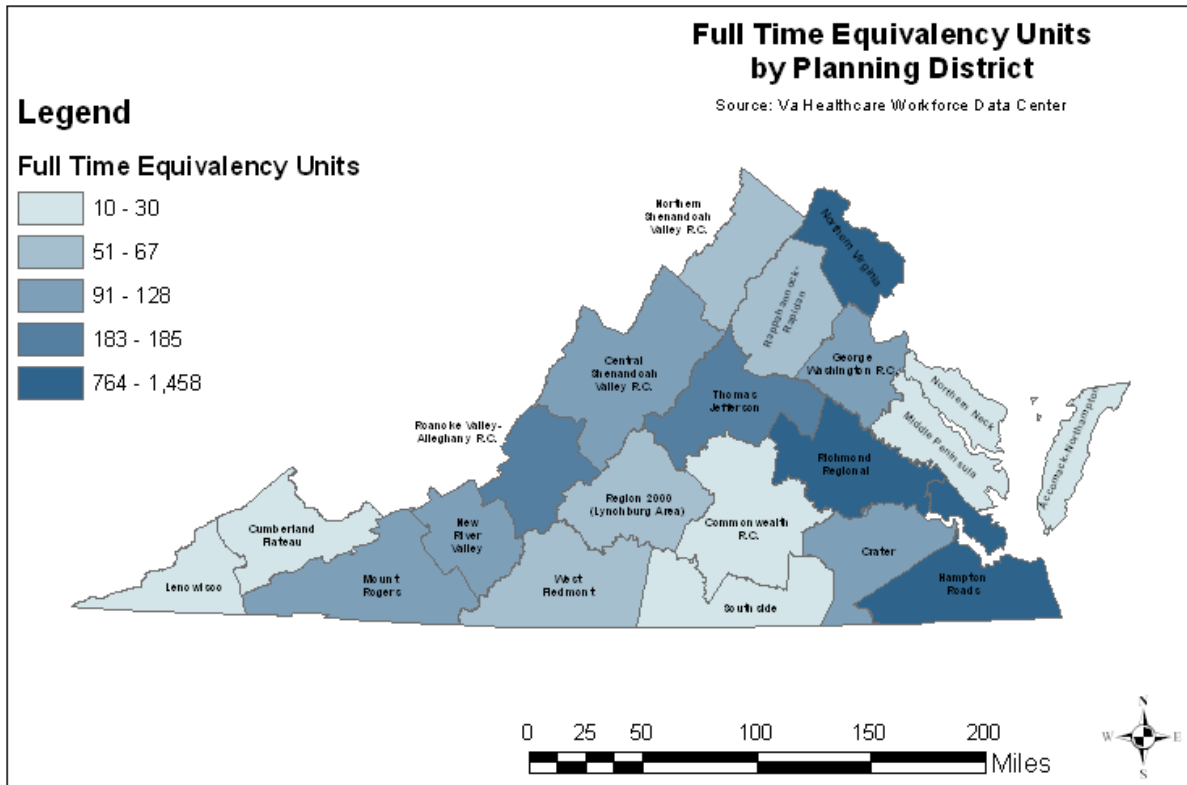
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,115	82.84%	1.207099	1.11815	1.37852
Metro, 250,000 to 1 million	332	85.24%	1.173145	1.0867	1.33974
Metro, 250,000 or less	484	79.75%	1.253886	1.16149	1.43195
Urban pop 20,000+, Metro adj	30	83.33%	1.2	1.11158	1.37041
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	98	73.47%	1.361111	1.26082	1.5544
Urban pop, 2,500-19,999, nonadj	87	86.21%	1.16	1.07453	1.32473
Rural, Metro adj	60	73.33%	1.363636	1.26316	1.55728
Rural, nonadj	24	58.33%	1.714286	1.58797	1.95773
Virginia border state/DC	616	71.75%	1.393665	1.29097	1.59158
Other US State	406	67.24%	1.487179	1.3776	1.69837

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	398	70.35%	1.421429	1.32473	1.95773
35 to 39	620	80.16%	1.247485	1.16262	1.49054
40 to 44	698	83.38%	1.199313	1.11772	1.65181
45 to 49	801	84.02%	1.190193	1.10923	1.63925
50 to 54	701	86.73%	1.152961	1.07453	1.58797
55 to 59	760	84.74%	1.180124	1.09984	1.62538
60 to 64	808	82.43%	1.213213	1.13068	1.67095
65 and Over	1,465	73.24%	1.365331	1.27245	1.88047

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

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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: 0.803423**

