
Virginia's Licensed Clinical Social Worker Workforce: 2021

Healthcare Workforce Data Center

July 2021

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Nearly 7,000 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 ¹ :	8,330
Virginia's Workforce:	6,799
FTEs:	5,372

Background

Rural Childhood:	24%
HS Degree in VA:	46%
Prof. Degree in VA:	52%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	57%
Satisfied?:	95%

Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	98%

Education

Masters:	96%
Other PhD:	3%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	67%

Demographics

Female:	87%
Diversity Index:	39%
Median Age:	49

Finances

Median Income: \$70k-\$80k	
Health Benefits:	67%
Under 40 w/ Ed. Debt:	64%

Time Allocation

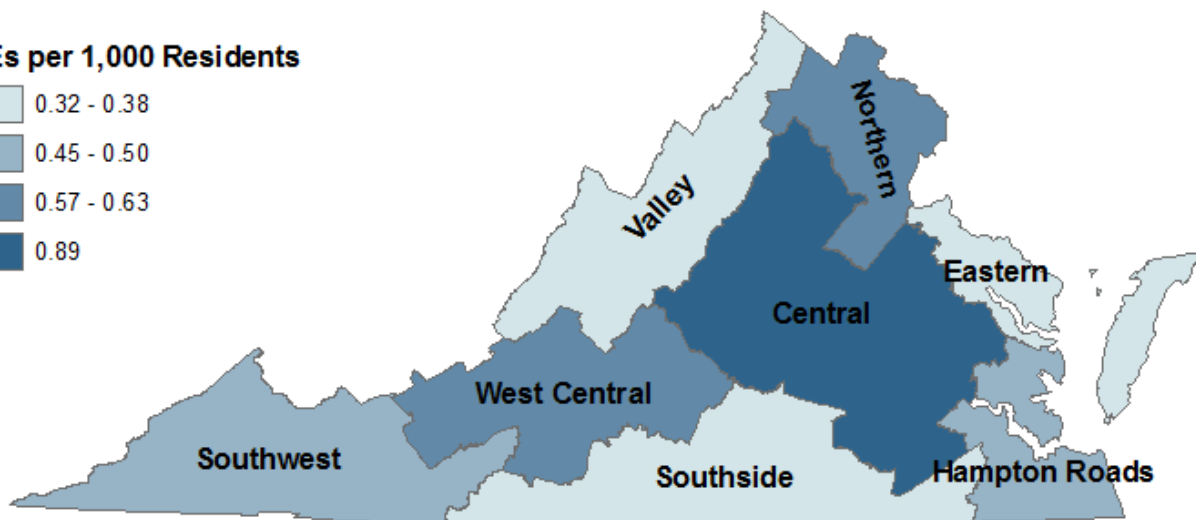
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	62%

Full-Time Equivalency Units Provided by Licensed Clinical Social Workers per 1,000 Residents by Virginia Performs Region

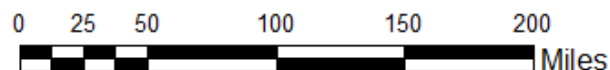
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.32 - 0.38
0.45 - 0.50
0.57 - 0.63
0.89



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



¹ Excludes 437 temporary licenses that were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

This report contains the results of the 2021 Licensed Clinical Social Worker (LCSW) Workforce Survey. Nearly 7,000 LCSWs 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 LCSWs. These survey respondents represent 84% of the 8,330 LCSWs who possessed non-temporary licenses in the state and 98% of renewing practitioners.

The HWDC estimates that 6,799 LCSWs participated in Virginia's workforce during the survey period, which is defined as those LCSWs who worked at least a portion of the year in the state or who live in the state and intend to work as a LCSW at some point in the future. Over the past year, Virginia's LCSW workforce provided 5,372 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly nine out of every ten LCSWs are female, including 91% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LCSWs who are under the age of 40, the diversity index increases to 47%. However, both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. Nearly one-quarter of all LCSWs grew up in rural areas, and 13% of LCSWs who grew up in rural areas currently work in non-metro areas of Virginia. In total, 6% of all LCSWs work in non-metro areas of the state.

Nine out of every ten LCSWs are currently employed in the profession, 57% hold one full-time job, and 47% work between 40 and 49 hours per week. Meanwhile, 2% of LCSWs have experienced involuntary unemployment at some point over the past year, and 2% have also experienced underemployment during the same time period. Seven out of every ten LCSWs are employed in the private sector, including one-half who work in the for-profit sector. The median annual income of Virginia's LCSW workforce is between \$70,000 and \$80,000. Nearly all LCSWs are satisfied with their current work situation, including 67% of LCSWs who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 LCSW workforce. The number of licensed LCSWs in Virginia has increased by 27% (8,330 vs. 6,569). In addition, the size of Virginia's LCSW workforce has increased by 24% (6,799 vs. 5,465), and the number of FTEs provided by this workforce has increased by 17% (5,372 vs. 4,587). Virginia's renewing LCSWs are more likely to respond to this survey (98% vs. 95%).

LCSWs are more likely to be female (87% vs. 85%), and the median age of this workforce has fallen (49 vs. 53). In addition, Virginia's LCSW workforce has become more diverse (39% vs. 31%), a trend that is also occurring among LCSWs who are under the age of 40 (47% vs. 42%). LCSWs are more likely to have grown up in rural areas (24% vs. 22%), but are slightly less likely to work in non-metro areas of Virginia (13% vs. 14%). On the other hand, the percentage of all LCSWs who work in non-metro areas of the state has increased slightly (6% vs. 5%).

LCSWs are more likely to carry education debt (39% vs. 32%), although the opposite is the case among those LCSWs who are under the age of 40 (64% vs. 67%). The median debt amount among those LCSWs who carry education debt has increased (\$50k-\$60k vs. \$40k-\$50k). At the same time, the median annual income of Virginia's LCSWs has also increased (\$70k-\$80k vs. \$60k-\$70k). In addition, wage and salaried LCSWs are more likely to receive at least one employer-sponsored benefit (80% vs. 77%), including those LCSWs who have access to health insurance (67% vs. 65%) and a retirement plan (64% vs. 61%).

Although LCSWs are less likely to have been employed at their primary work location for more than two years (67% vs. 71%), they are more likely to currently hold one full-time job (57% vs. 55%). LCSWs are more likely to be employed in the for-profit sector (50% vs. 47%) rather than the non-profit sector (20% vs. 21%). Overall, LCSWs are slightly less likely to indicate that they are satisfied with their current work situation (95% vs. 96%). This is also the case among those LCSWs who indicated that they are "very satisfied" (67% vs. 69%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,777	77%
New Licensees	927	11%
Temporary Licensees ¹	437	5%
Non-Renewals	626	7%
All Licensees	8,767	100%
All Licensees Without Temporary	8,330	95%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LCSWs submitted a survey. These represent 80% of the 8,767 LCSWs who held a license at some point during the survey period.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2021.
- 2. Target Population:** All LCSWs who held a Virginia license at some point between July 2020 and June 2021.
- 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 2021.

Response Rates

Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	329	729	69%
35 to 39	275	903	77%
40 to 44	203	901	82%
45 to 49	176	865	83%
50 to 54	179	874	83%
55 to 59	160	751	82%
60 to 64	115	717	86%
65 and Over	341	1,249	79%
Total	1,778	6,989	80%
New Licenses			
Issued in Past Year	759	338	31%
Metro Status			
Non-Metro	77	323	81%
Metro	818	5,282	87%
Not in Virginia	883	1,384	61%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	6,989
Response Rate, All Licensees	80%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCSWs

Number:	8,767
New:	11%
Not Renewed:	7%

Response Rates

All Licensees:	80%
Renewing Practitioners:	98%

Source: Va. Healthcare Workforce Data Center

¹ These 437 temporary licenses were issued between April 2020 and September 2020 as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses expired in September 2020.

At a Glance:

Workforce

Virginia's LCSW Workforce: 6,799
 FTEs: 5,372

Utilization Ratios

Licensees in VA Workforce: 78%
 Licensees per FTE: 1.63
 Workers per FTE: 1.27

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.

Virginia's LCSW Workforce

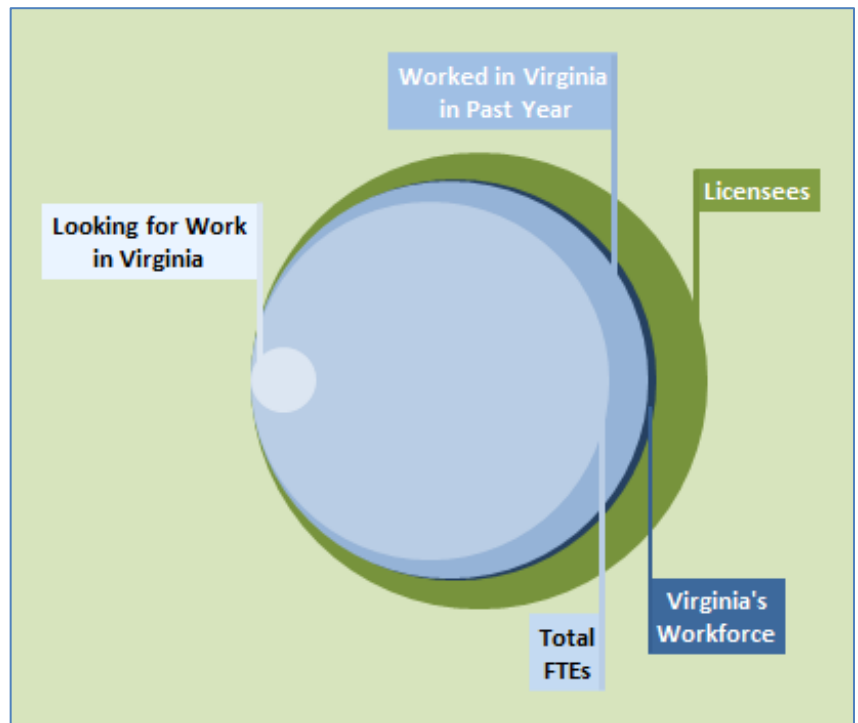
Status	#	%
Worked in Virginia in Past Year	6,622	97%
Looking for Work in Virginia	177	3%
Virginia's Workforce	6,799	100%
Total FTEs	5,372	
Licensees	8,767	

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 & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	55	7%	758	93%	813	14%
35 to 39	85	10%	744	90%	829	14%
40 to 44	91	12%	654	88%	746	13%
45 to 49	63	10%	597	91%	660	11%
50 to 54	92	13%	605	87%	698	12%
55 to 59	79	13%	530	87%	609	10%
60 to 64	71	14%	453	87%	524	9%
65 and Over	217	22%	784	78%	1,000	17%
Total	752	13%	5,125	87%	5,877	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCSWs		LCSWs Under 40	
	%	#	%	#	%
White	61%	4,485	76%	1,150	70%
Black	19%	914	16%	299	18%
Hispanic	10%	236	4%	89	5%
Asian	7%	89	2%	37	2%
Two or More Races	3%	117	2%	53	3%
Other Race	0%	41	1%	15	1%
Total	100%	5,882	100%	1,643	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, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 87%
% Under 40 Female: 91%

Age

Median Age: 49
% Under 40: 28%
% 55 and Over: 36%

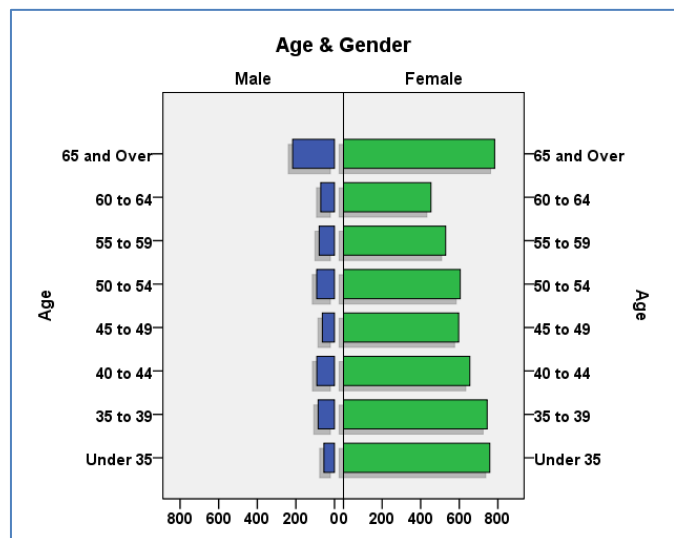
Diversity

Diversity Index: 39%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCSWs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index.

Nearly 30% of all LCSWs are under the age of 40, and 91% of these professionals are female. In addition, the diversity index among this group of LCSWs is 47%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 24%

Virginia Background

HS in Virginia: 46%
 Prof. Edu. in VA: 52%
 HS or Prof. Edu. in VA: 62%

Location Choice

% Rural to Non-Metro: 13%
 % Urban/Suburban to Non-Metro: 3%

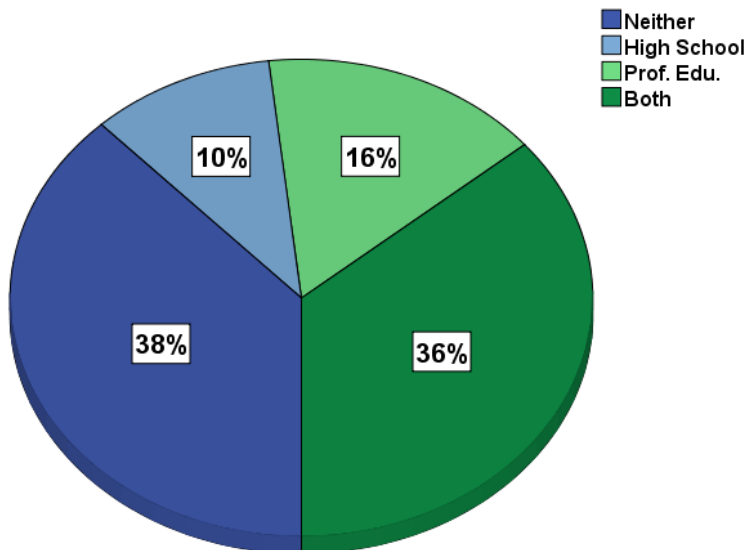
Source: Va. Healthcare Workforce Data Center

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+	18%	66%	16%
2	Metro, 250,000 to 1 Million	49%	39%	12%
3	Metro, 250,000 or Less	33%	53%	14%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	53%	24%	22%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	43%	46%	12%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	81%	15%	4%
8	Rural, Metro Adjacent	36%	64%	0%
9	Rural, Non-Adjacent	38%	49%	14%
Overall		24%	62%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all LCSWs grew up in self-described rural areas, and 13% of these professionals currently work in non-metro counties. In total, 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	2,706	Virginia	3,015
2	New York	431	Washington, D.C.	439
3	Maryland	327	New York	334
4	Pennsylvania	253	Maryland	276
5	North Carolina	230	Massachusetts	172
6	New Jersey	197	North Carolina	162
7	Outside U.S./Canada	132	Pennsylvania	143
8	California	112	Florida	128
9	Ohio	107	California	115
10	Florida	106	Michigan	99

Source: Va. Healthcare Workforce Data Center

Close to half of all LCSWs received their high school degree in Virginia, while 52% received their initial professional degree in the state.

Among LCSWs who have obtained their initial license in the past five years, 45% received their high school degree in Virginia, while 45% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	880	Virginia	876
2	New York	126	New York	124
3	Maryland	110	Washington, D.C.	107
4	North Carolina	101	Maryland	84
5	New Jersey	67	North Carolina	80
6	Pennsylvania	57	California	75
7	Florida	57	Massachusetts	74
8	Outside U.S./Canada	47	Florida	68
9	California	40	Pennsylvania	48
10	Michigan	39	Illinois	36

Source: Va. Healthcare Workforce Data Center

More than one-fifth of Virginia's licensees did not participate in the state's LCSW workforce during the past year. Among this group of professionals, 89% worked at some point in the past year, including 81% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	1,967
% of Licensees:	22%
Federal/Military:	19%
Va. Border State/D.C.:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	5,531	96%
Doctor of Psychology	25	0%
Other Doctorate	192	3%
Total	5,748	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Masters: 96%

Doctorate/PhD: 3%

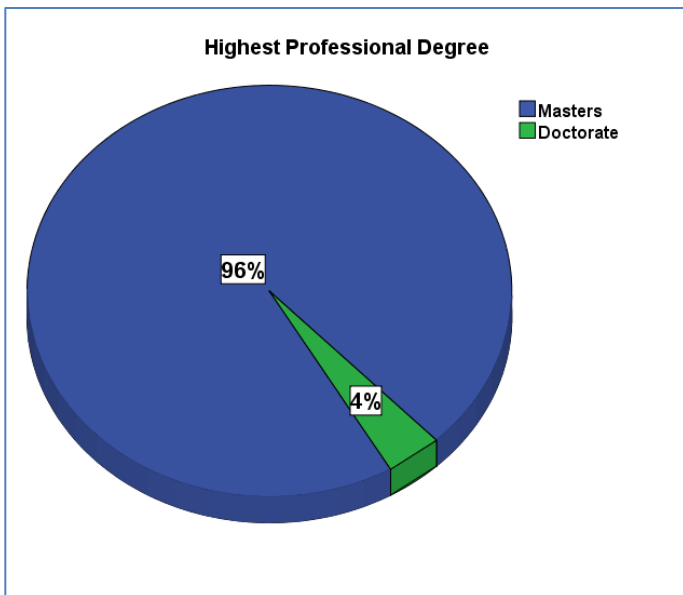
Education Debt

Carry Debt: 39%

Under Age 40 w/ Debt: 64%

Median Debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 40% of LCSWs carry education debt, including 64% of those LCSWs who are under the age of 40. For those LCSWs with education debt, the median debt amount is between \$50,000 and \$60,000.

Education Debt				
Amount Carried	All LCSWs		LCSWs Under 40	
	#	%	#	%
None	3,059	61%	502	36%
Less than \$10,000	176	3%	57	4%
\$10,000-\$29,999	361	7%	142	10%
\$30,000-\$49,999	326	6%	122	9%
\$50,000-\$69,999	287	6%	146	10%
\$70,000-\$89,999	233	5%	134	10%
\$90,000-\$109,999	220	4%	108	8%
\$110,000-\$129,999	128	3%	72	5%
\$130,000-\$149,999	74	1%	35	2%
\$150,000 or More	192	4%	83	6%
Total	5,056	100%	1,401	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 59%
 Child: 7%
 Health/Medical: 6%

Secondary Specialty

Mental Health: 16%
 Substance Abuse: 11%
 Behavioral Disorders: 11%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five LCSWs have a primary specialty in mental health, while another 7% of LCSWs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	3,328	59%	753	16%
Child	394	7%	507	10%
Health/Medical	341	6%	250	5%
Behavioral Disorders	251	4%	529	11%
Substance Abuse	211	4%	539	11%
Family	196	3%	422	9%
School/Educational	194	3%	211	4%
Gerontology	84	1%	125	3%
Marriage	50	1%	153	3%
Sex Offender Treatment	28	0%	36	1%
Forensic	27	0%	46	1%
Social	23	0%	66	1%
Vocational/Work Environment	12	0%	19	0%
Public Health	9	0%	35	1%
Industrial-Organizational	6	0%	16	0%
Rehabilitation	3	0%	21	0%
Experimental or Research	1	0%	4	0%
Neurology/Neuropsychology	0	0%	11	0%
General Practice (Non-Specialty)	269	5%	733	15%
Other Specialty Area	252	4%	355	7%
Total	5,679	100%	4,829	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 57%
 2 or More Positions: 23%

Weekly Hours:

40 to 49: 47%
 60 or More: 4%
 Less than 30: 17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	9	< 1%
Employed in a Behavioral Sciences-Related Capacity	5,178	90%
Employed, NOT in a Behavioral Sciences-Related Capacity	301	5%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	19	< 1%
Voluntarily Unemployed	151	3%
Retired	117	2%
Total	5,776	100%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten LCSWs are currently employed in the profession, 57% hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	287	5%
1 to 9 Hours	164	3%
10 to 19 Hours	341	6%
20 to 29 Hours	480	8%
30 to 39 Hours	863	15%
40 to 49 Hours	2,645	47%
50 to 59 Hours	632	11%
60 to 69 Hours	170	3%
70 to 79 Hours	45	1%
80 or More Hours	25	0%
Total	5,652	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	287	5%
One Part-Time Position	848	15%
Two Part-Time Positions	234	4%
One Full-Time Position	3,245	57%
One Full-Time Position & One Part-Time Position	908	16%
Two Full-Time Positions	27	0%
More than Two Positions	112	2%
Total	5,661	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	71	2%
Less than \$20,000	246	6%
\$20,000-\$29,999	154	4%
\$30,000-\$39,999	188	4%
\$40,000-\$49,999	310	7%
\$50,000-\$59,999	560	13%
\$60,000-\$69,999	672	15%
\$70,000-\$79,999	681	15%
\$80,000-\$89,999	539	12%
\$90,000-\$99,999	348	8%
\$100,000 or More	658	15%
Total	4,426	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$70k-\$80k

Benefits
(Salary/Wage Employees Only)
Health Insurance: 67%
Retirement: 64%

Satisfaction
Satisfied: 95%
Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,674	67%
Somewhat Satisfied	1,569	28%
Somewhat Dissatisfied	218	4%
Very Dissatisfied	65	1%
Total	5,526	100%

Source: Va. Healthcare Workforce Data Center

The typical LCSW earns between \$70,000 and \$80,000 per year. Among LCSWs who receive either an hourly wage or a salary as compensation at their primary work location, 67% have access to health insurance, and 64% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,000	58%	74%
Health Insurance	2,738	53%	67%
Paid Sick Leave	2,717	52%	68%
Retirement	2,632	51%	64%
Dental Insurance	2,616	51%	65%
Group Life Insurance	2,075	40%	52%
Signing/Retention Bonus	230	4%	6%
At Least One Benefit	3,325	64%	80%

*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 . . . ?	#	%
Work Two or More Positions at the Same Time?	1,519	22%
Switch Employers or Practices?	403	6%
Experience Voluntary Unemployment?	325	5%
Experience Involuntary Unemployment?	131	2%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	128	2%
Experience At Least One	2,091	31%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's LCSWs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 5.6% during the same time period.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	133	2%	72	5%
Less than 6 Months	223	4%	132	9%
6 Months to 1 Year	424	8%	180	13%
1 to 2 Years	1,003	18%	323	23%
3 to 5 Years	1,346	25%	300	22%
6 to 10 Years	974	18%	189	14%
More than 10 Years	1,343	25%	196	14%
Subtotal	5,446	100%	1,393	100%
Did Not Have Location	193		5,329	
Item Missing	1,160		77	
Total	6,799		6,799	

Source: Va. Healthcare Workforce Data Center

More than three out of every five LCSWs are salaried employees, while 18% receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 18%
Over 2 Years: 67%
Over 2 Yrs., 2nd Location: 49%

Employment Type

Salary/Commission: 61%
Business/Practice Income: 18%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all LCSWs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,437	61%
Business/Practice Income	708	18%
Hourly Wage	574	14%
By Contract	285	7%
Unpaid	20	0%
Subtotal	4,024	100%
Did Not Have Location	193	
Item Missing	2,582	

Source: Va. Healthcare Workforce Data Center

² 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 3.9% and a high of 8.1%. At the time of publication, the unemployment rate for June 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	37%
Top 3 Regions:	81%
Lowest Region:	1%

Locations

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

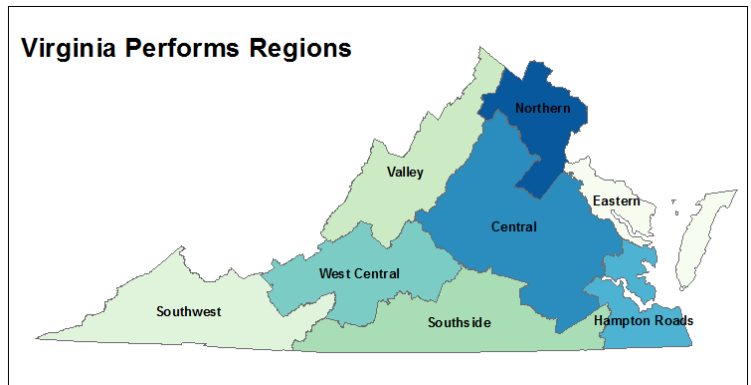
Source: Va. Healthcare Workforce Data Center

More than 80% of all LCSWs 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	
	#	%	#	%
Northern	2,001	37%	488	34%
Central	1,538	28%	361	25%
Hampton Roads	857	16%	230	16%
West Central	410	8%	100	7%
Valley	213	4%	38	3%
Southwest	161	3%	45	3%
Southside	105	2%	32	2%
Eastern	63	1%	19	1%
Virginia Border State/D.C.	50	1%	41	3%
Other U.S. State	35	1%	78	5%
Outside of the U.S.	3	0%	2	0%
Total	5,436	100%	1,434	100%
Item Missing	1,170		35	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all LCSWs 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	176	3%	282	5%
1	3,975	71%	3,994	71%
2	707	13%	703	13%
3	680	12%	596	11%
4	34	1%	20	0%
5	13	0%	7	0%
6 or More	27	1%	10	0%
Total	5,612	100%	5,612	100%

*At the time of survey completion, June 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,470	50%	941	74%
Non-Profit	974	20%	179	14%
State/Local Government	1,066	21%	118	9%
Veterans Administration	237	5%	8	1%
U.S. Military	180	4%	16	1%
Other Federal Government	54	1%	10	1%
Total	4,981	100%	1,272	100%
Did Not Have Location	193		5,329	
Item Missing	1,624		197	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	50%
Federal:	9%

Top Establishments

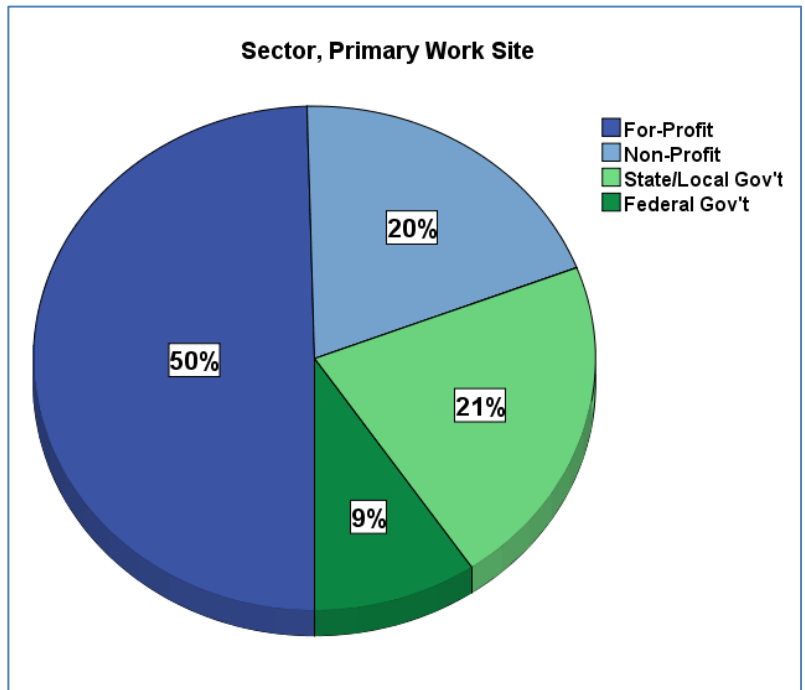
Private Practice, Solo:	16%
Private Practice, Group:	14%
Mental Health Facility (Outpatient):	14%

Payment Method

Cash/Self-Pay:	52%
Private Insurance:	44%

Source: Va. Healthcare Workforce Data Center

70% of LCSWs work in the private sector, including 50% who work in the for-profit sector. Another 21% of LCSWs work for a state or local government.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	772	16%	260	21%
Private Practice, Group	659	14%	290	24%
Mental Health Facility, Outpatient	641	14%	176	15%
Community Services Board	446	10%	35	3%
Community-Based Clinic or Health Center	342	7%	80	7%
Hospital, General	342	7%	40	3%
School (Providing Care to Clients)	333	7%	28	2%
Hospital, Psychiatric	129	3%	39	3%
Academic Institution (Teaching Health Professions Students)	91	2%	55	5%
Residential Mental Health/Substance Abuse Facility	90	2%	22	2%
Administrative or Regulatory	76	2%	7	1%
Physician Office	69	1%	12	1%
Home Health Care	58	1%	12	1%
Corrections/Jail	42	1%	9	1%
Long-Term Care Facility, Nursing Home	23	0%	0	0%
Rehabilitation Facility	19	0%	3	0%
Residential Intellectual/Development Disability Facility	18	0%	3	0%
Other practice setting	537	11%	140	12%
Total	4,687	100%	1,211	100%
Did Not Have a Location	193		5,329	

Source: Va. Healthcare Workforce Data Center

Solo and group private practices employ more than 30% of all LCSWs in Virginia. Another 14% of LCSWs work at outpatient mental health facilities.

More than half of all LCSWs 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 LCSW workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	3,564	52%
Private Insurance	3,000	44%
Medicaid	2,141	31%
Medicare	1,856	27%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

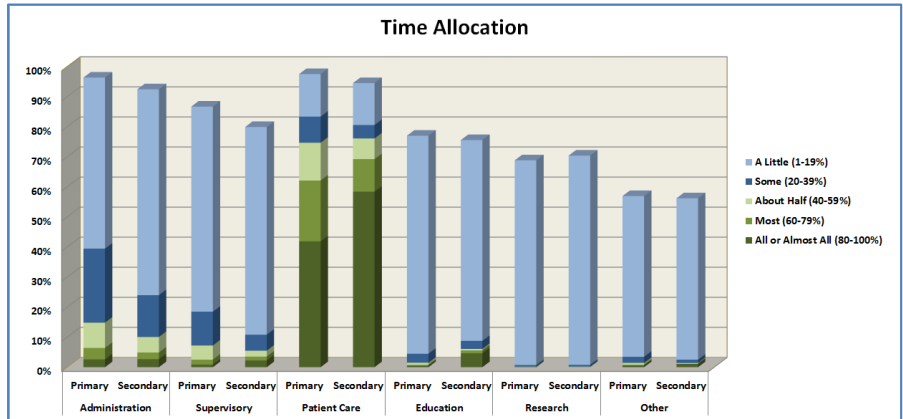
Patient Care: 62%
Administration: 6%
Supervisory: 3%

Patient Care LCSWs

Median Admin. Time: 10%-19%
Avg. Admin. Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

LCSWs spend approximately 75% of their time treating patients. In fact, 62% of all LCSWs 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%)	3%	3%	1%	2%	42%	58%	1%	5%	0%	0%	1%	1%
Most (60-79%)	4%	2%	2%	1%	20%	11%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	8%	5%	5%	2%	13%	7%	1%	1%	0%	0%	1%	0%
Some (20-39%)	25%	14%	11%	5%	9%	4%	3%	3%	1%	1%	2%	1%
A Little (1-19%)	57%	68%	68%	69%	14%	14%	73%	67%	68%	70%	53%	54%
None (0%)	4%	8%	13%	20%	2%	5%	23%	24%	31%	30%	43%	44%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	467	9%	173	14%
1 to 24	3,025	61%	919	75%
25 to 49	1,247	25%	108	9%
50 to 74	109	2%	16	1%
75 or More	71	1%	15	1%
Total	4,919	100%	1,231	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

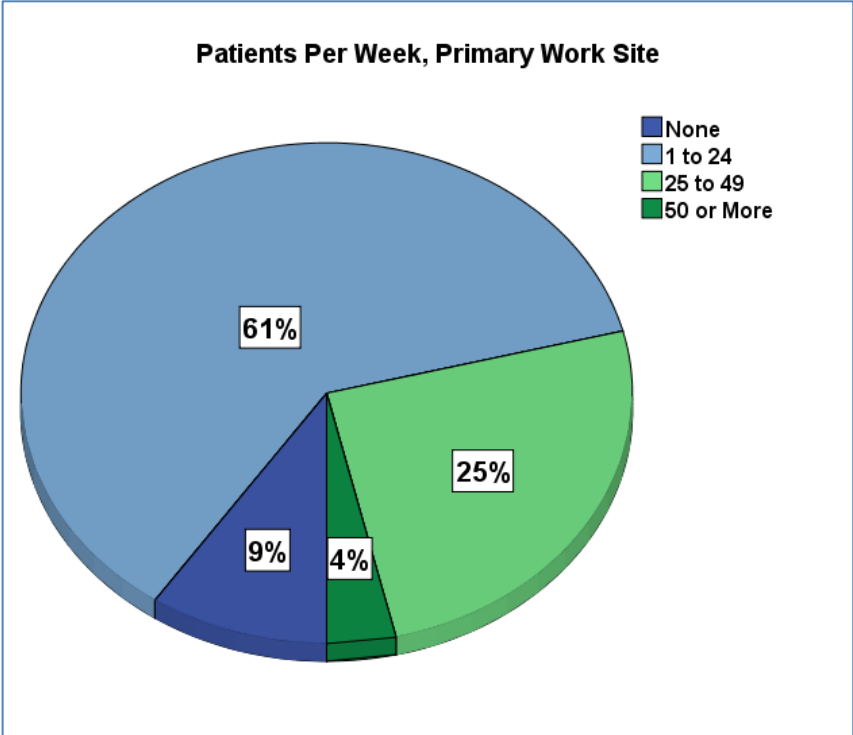
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

More than 60% 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, three-quarters treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

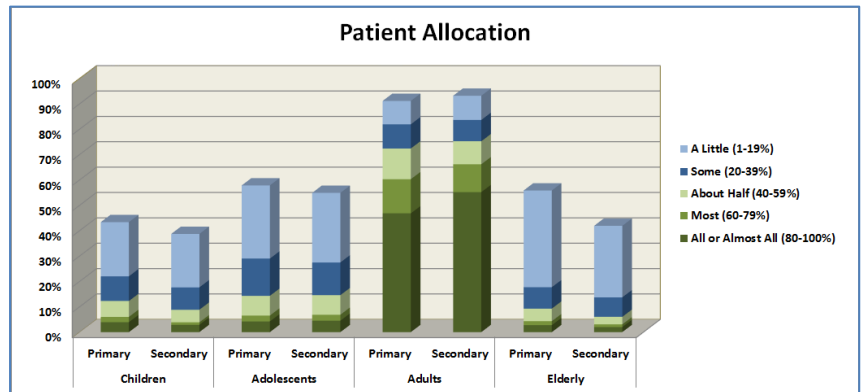
Children:	None
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	1%-9%

Roles

Children:	6%
Adolescents:	7%
Adults:	60%
Elderly:	4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately 75% of all patients seen by LCSWs at their primary work location are adults. In addition, 60% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	4%	3%	4%	5%	47%	55%	3%	2%
Most (60-79%)	2%	1%	2%	2%	13%	11%	2%	1%
About Half (40-59%)	6%	5%	8%	8%	12%	9%	5%	3%
Some (20-39%)	10%	9%	15%	13%	10%	8%	8%	8%
A Little (1-19%)	21%	21%	29%	27%	9%	10%	38%	28%
None (0%)	57%	61%	42%	45%	9%	7%	44%	58%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs 50 and Over	
	#	%	#	%
Under Age 50	67	1%	-	-
50 to 54	107	2%	3	0%
55 to 59	327	7%	86	4%
60 to 64	946	19%	343	14%
65 to 69	1,614	33%	731	31%
70 to 74	874	18%	577	24%
75 to 79	354	7%	261	11%
80 or Over	164	3%	130	5%
I Do Not Intend to Retire	405	8%	247	10%
Total	4,858	100%	2,378	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCSWs

Under 65: 30%
Under 60: 10%

LCSWs 50 and Over

Under 65: 18%
Under 60: 4%

Time Until Retirement

Within 2 Years: 8%
Within 10 Years: 27%
Half the Workforce: By 2041

Source: Va. Healthcare Workforce Data Center

Among all LCSWs, 30% expect to retire before the age of 65. Among those LCSWs who are age 50 or over, 18% expect to retire by the age of 65.

Within the next two years, 11% of LCSWs expect to increase their patient care hours, and 8% expect to pursue additional educational opportunities.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	605	9%
Leave Virginia	129	2%
Leave Profession	75	1%
Decrease Teaching Hours	39	1%
Increase Participation		
Increase Patient Care Hours	738	11%
Pursue Additional Education	544	8%
Increase Teaching Hours	360	5%
Return to Virginia's Workforce	69	1%

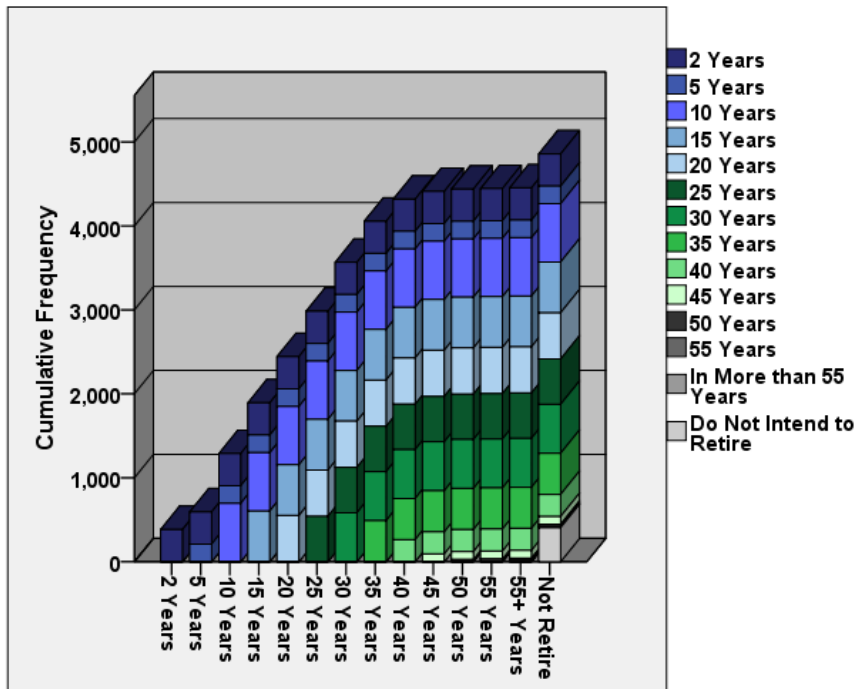
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. While 8% of LCSWs expect to retire in the next two years, 27% expect to retire in the next ten years. Half of the current workforce expect to retire by 2041.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	383	8%	8%
5 Years	210	4%	12%
10 Years	695	14%	27%
15 Years	604	12%	39%
20 Years	550	11%	50%
25 Years	540	11%	61%
30 Years	583	12%	73%
35 Years	490	10%	83%
40 Years	263	5%	89%
45 Years	92	2%	91%
50 Years	28	1%	91%
55 Years	6	0%	91%
In More than 55 Years	8	0%	92%
Do Not Intend to Retire	405	8%	100%
Total	4,858	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2031. Retirement will peak at 14% of the current workforce around the same time before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 5,372
 FTEs/1,000 Residents³: 0.629
 Average: 0.81

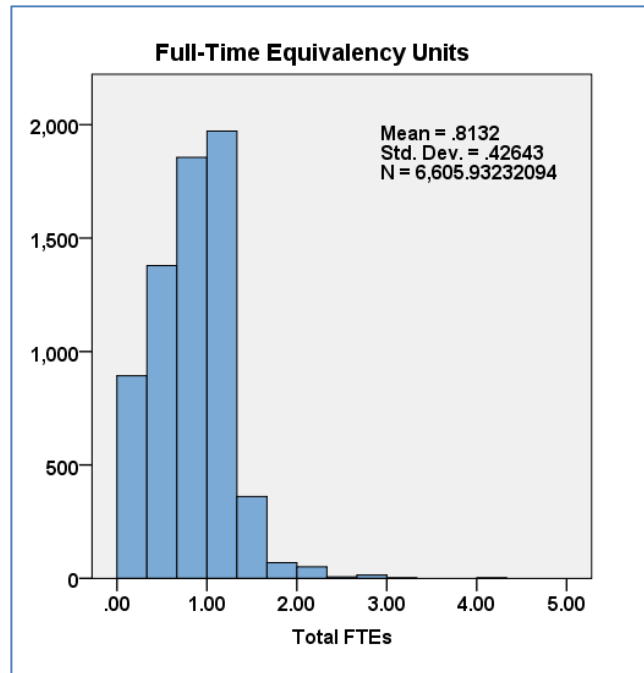
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

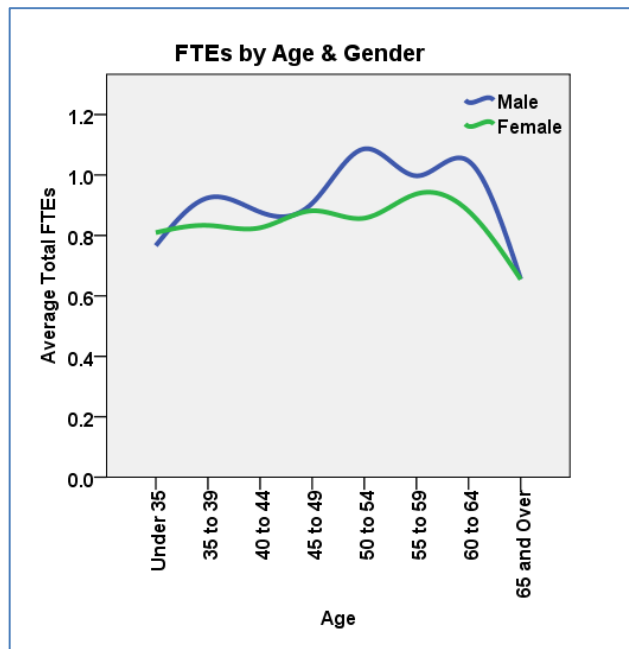


Source: Va. Healthcare Workforce Data Center

The typical (median) LCSW provided 0.86 FTEs over the past year, or approximately 34 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
Age		
Under 35	0.81	0.86
35 to 39	0.85	0.96
40 to 44	0.81	0.84
45 to 49	0.85	0.77
50 to 54	0.80	0.87
55 to 59	0.95	1.01
60 to 64	0.89	0.89
65 and Over	0.64	0.54
Gender		
Male	0.87	0.95
Female	0.83	0.90

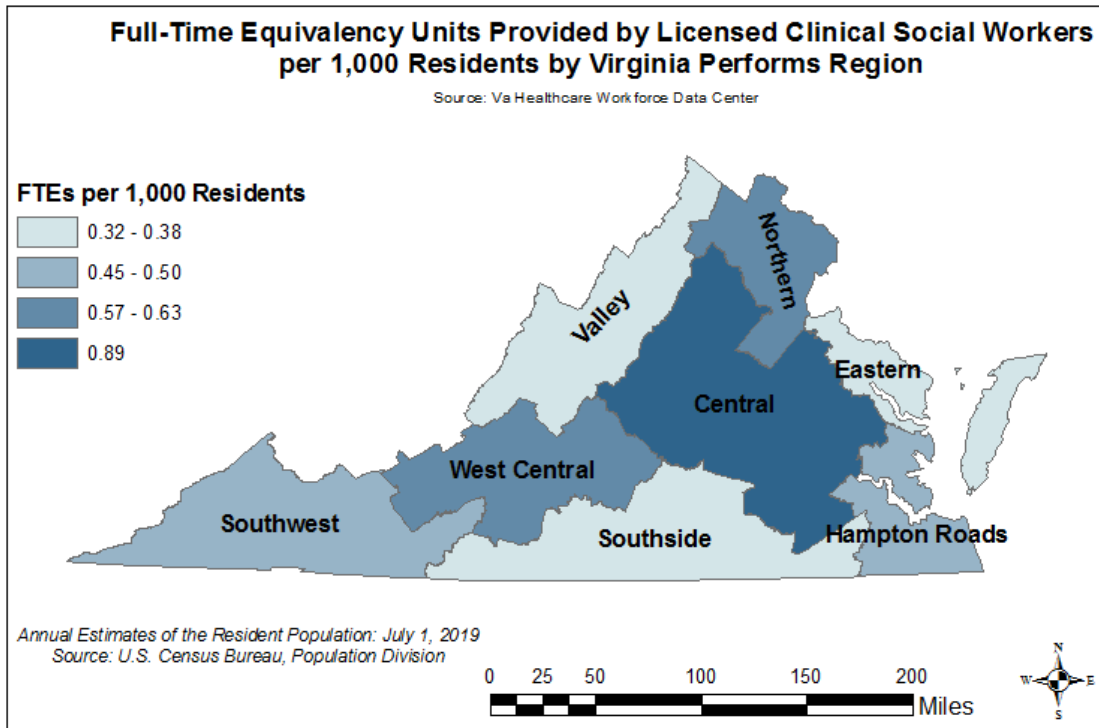
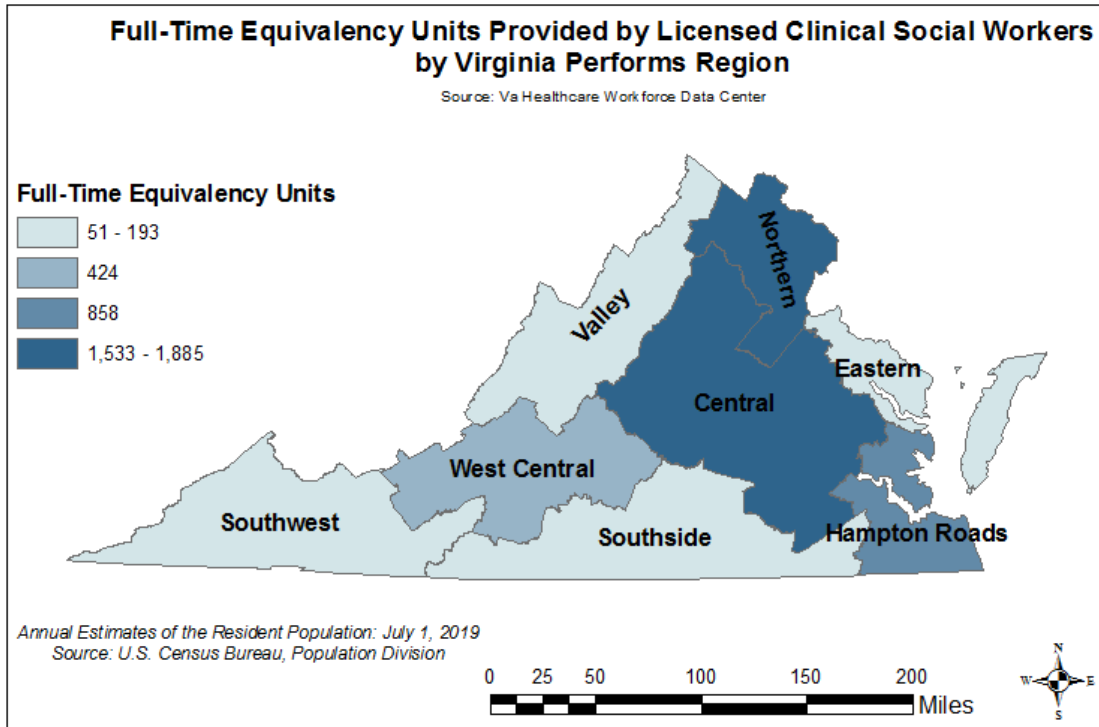
Source: Va. Healthcare Workforce Data Center

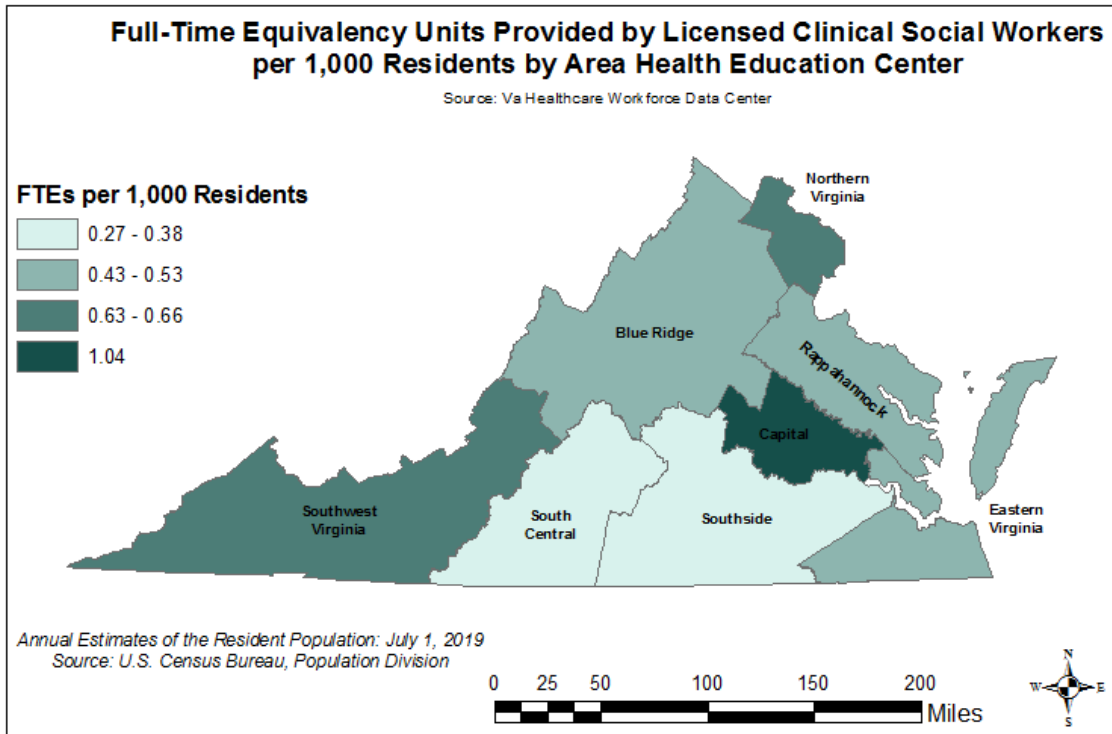
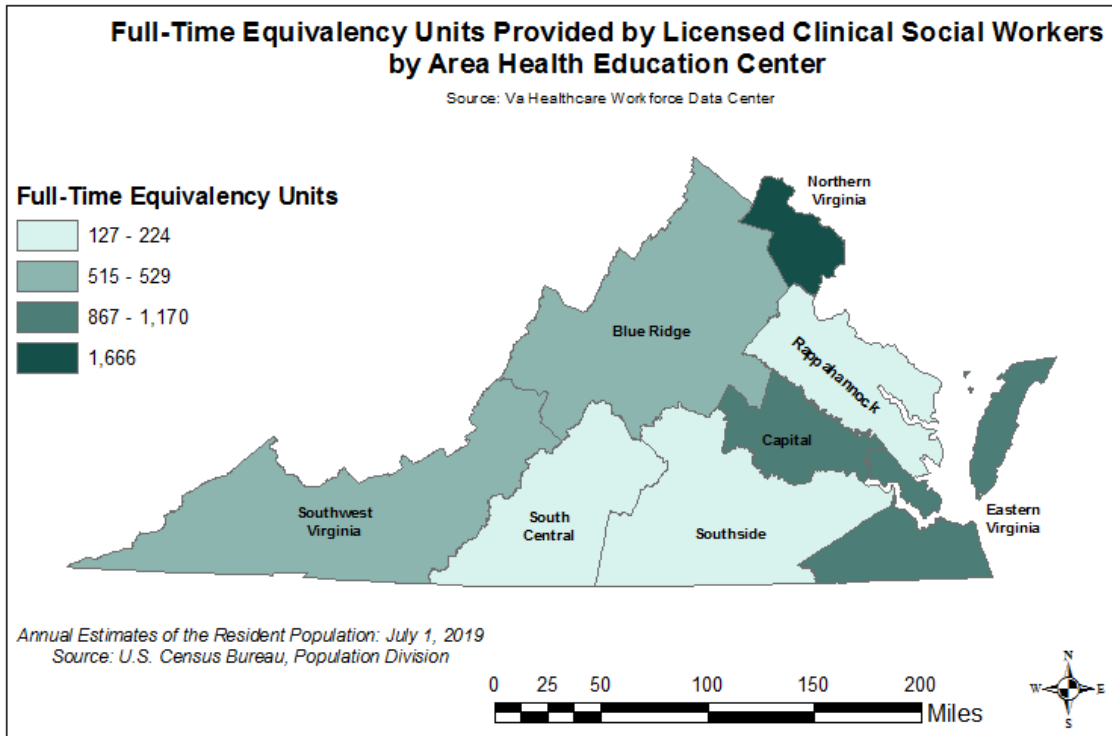


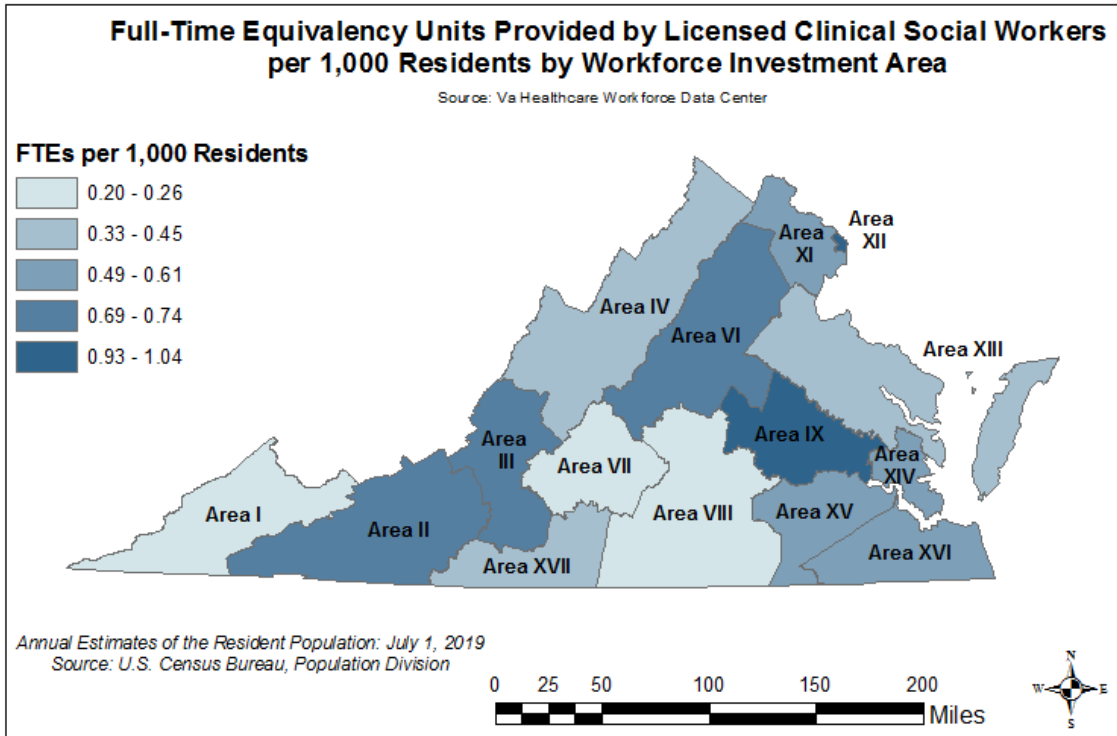
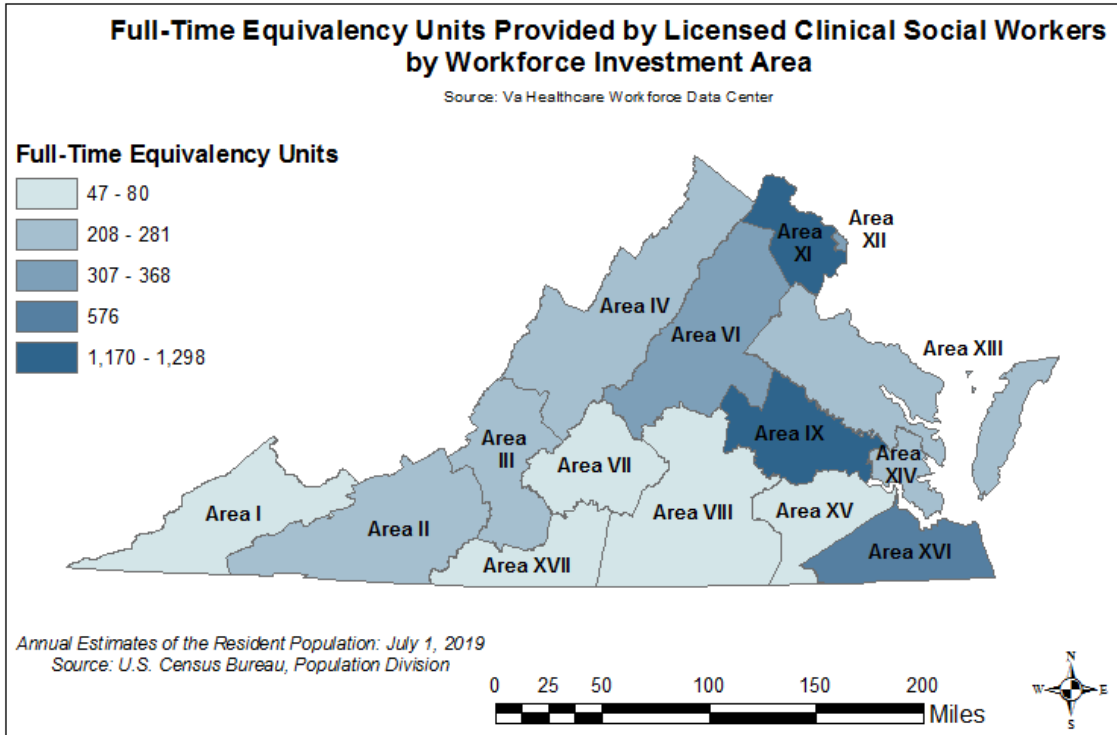
Source: Va. Healthcare Workforce Data Center

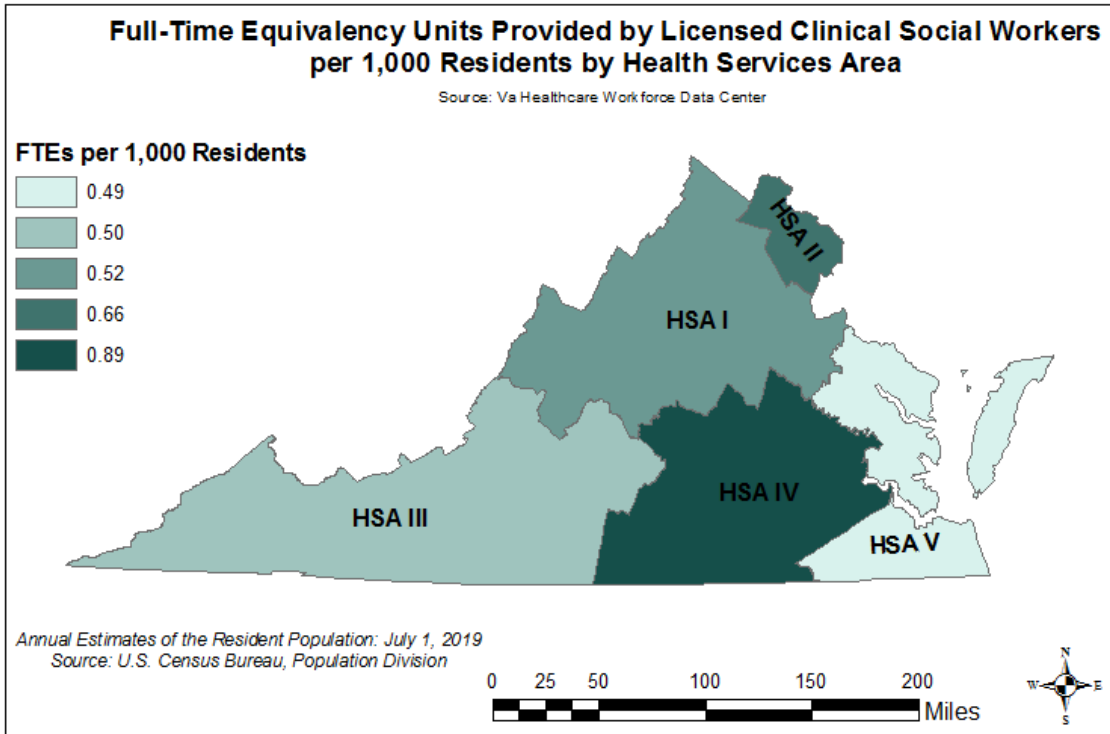
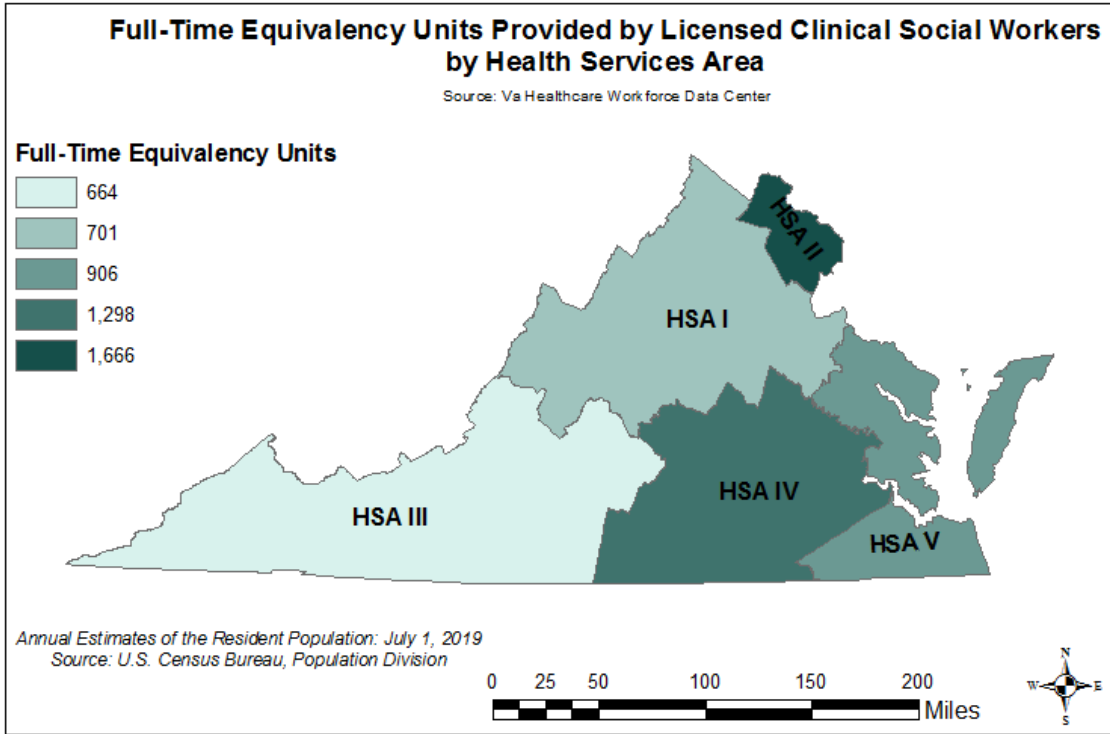
³ Number of residents in 2019 was used as the denominator.

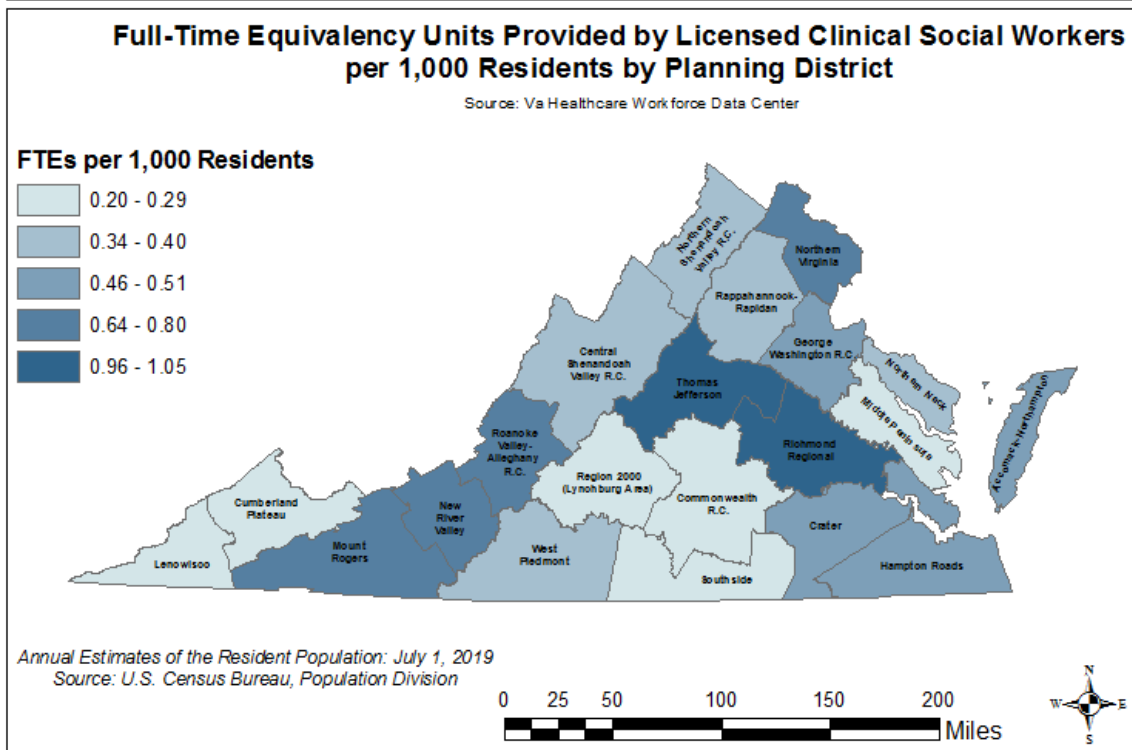
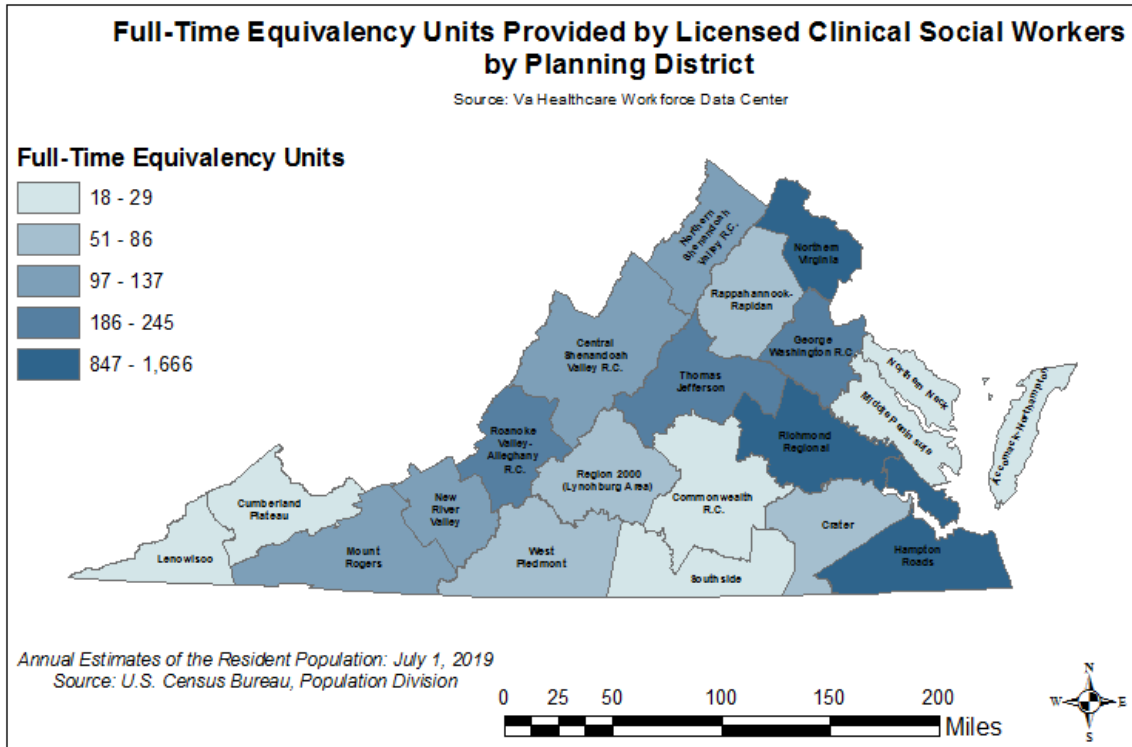
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	5,030	86.52%	1.156	1.069	1.337
Metro, 250,000 to 1 Million	422	88.39%	1.131	1.047	1.309
Metro, 250,000 or Less	648	85.96%	1.163	1.076	1.346
Urban, Pop. 20,000+, Metro Adj.	42	83.33%	1.200	1.110	1.388
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	141	78.01%	1.282	1.186	1.483
Urban, Pop. 2,500-19,999, Non-Adj.	79	94.94%	1.053	0.974	1.219
Rural, Metro Adj.	109	76.15%	1.313	1.215	1.519
Rural, Non-Adj.	29	68.97%	1.450	1.341	1.678
Virginia Border State/D.C.	1,332	64.71%	1.545	1.429	1.788
Other U.S. State	935	55.83%	1.791	1.657	2.072

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	1,058	68.90%	1.451	1.219	2.072
35 to 39	1,178	76.66%	1.305	1.095	1.863
40 to 44	1,104	81.61%	1.225	1.029	1.750
45 to 49	1,041	83.09%	1.203	1.011	1.718
50 to 54	1,053	83.00%	1.205	1.012	1.720
55 to 59	911	82.44%	1.213	1.019	1.732
60 to 64	832	86.18%	1.160	0.974	1.657
65 and Over	1,590	78.55%	1.273	1.069	1.818

Source: Va. Healthcare Workforce Data Center

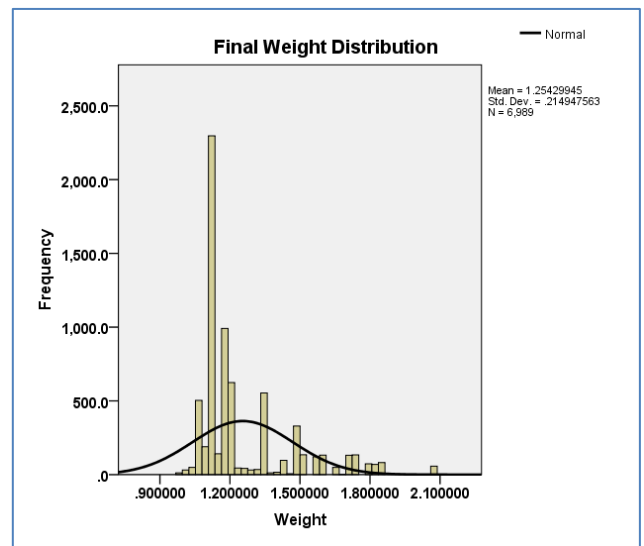
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.797194



Source: Va. Healthcare Workforce Data Center