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# *Virginia's Licensed Clinical Social Worker Workforce: 2023*

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Healthcare Workforce Data Center

July 2023

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*More than 8,600 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 their ongoing cooperation.*

***Thank You!***

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# The Licensed Clinical Social Worker Workforce At a Glance:

## The Workforce

|                       |        |
|-----------------------|--------|
| Licensees:            | 10,183 |
| Virginia's Workforce: | 7,492  |
| FTEs:                 | 6,033  |

## Background

|                     |     |
|---------------------|-----|
| Rural Childhood:    | 24% |
| HS Degree in VA:    | 47% |
| Prof. Degree in VA: | 51% |

## Current Employment

|                       |     |
|-----------------------|-----|
| Employed in Prof.:    | 92% |
| Hold 1 Full-Time Job: | 55% |
| Satisfied?:           | 96% |

## Survey Response Rate

|                         |     |
|-------------------------|-----|
| All Licensees:          | 85% |
| Renewing Practitioners: | 97% |

## Education

|            |     |
|------------|-----|
| Masters:   | 96% |
| Doctorate: | 4%  |

## Job Turnover

|                       |     |
|-----------------------|-----|
| Switched Jobs:        | 7%  |
| Employed Over 2 Yrs.: | 65% |

## Demographics

|                  |     |
|------------------|-----|
| Female:          | 88% |
| Diversity Index: | 41% |
| Median Age:      | 48  |

## Finances

|                            |     |
|----------------------------|-----|
| Median Income: \$70k-\$80k |     |
| Health Insurance:          | 65% |
| Under 40 w/ Ed. Debt:      | 64% |

## Time Allocation

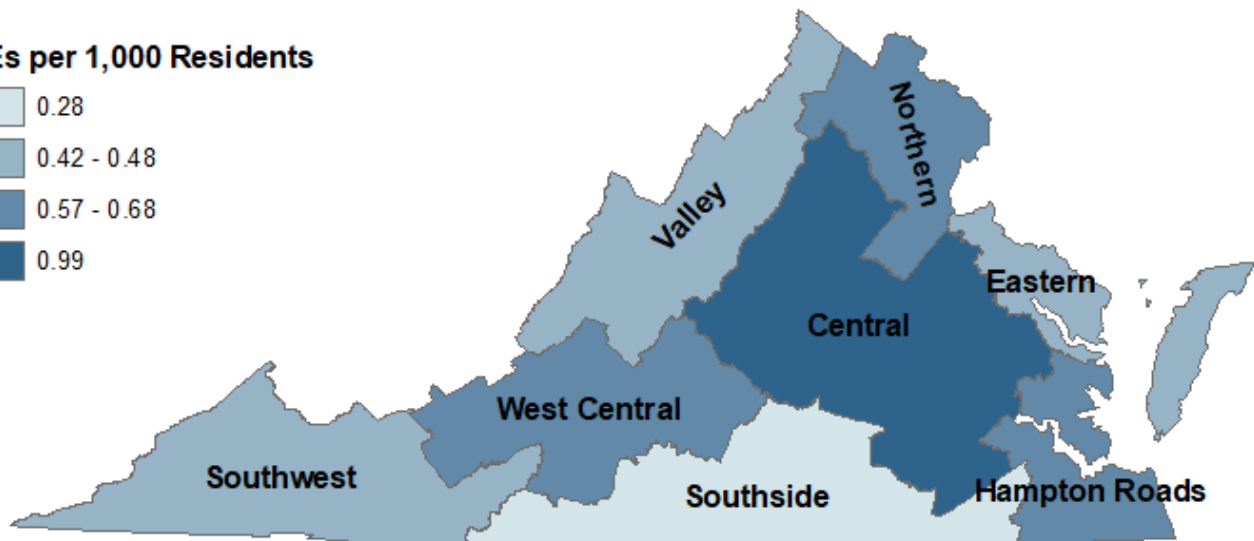
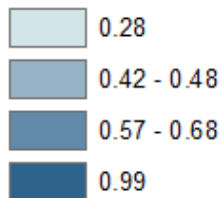
|                    |         |
|--------------------|---------|
| Patient Care:      | 70%-79% |
| Administration:    | 10%-19% |
| Patient Care Role: | 63%     |

Source: Va. Healthcare Workforce Data Center

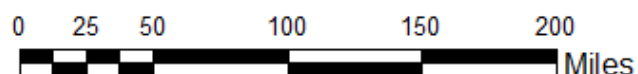
## Full-Time Equivalency Units Provided by Licensed Clinical Social Workers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 Licensed Clinical Social Worker (LCSW) Workforce Survey. Nearly 8,700 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 85% of the 10,183 LCSWs licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 7,492 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 6,033 "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 92% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 41% 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, this diversity index increases to 50%. This makes Virginia's LCSW workforce less diverse than the state's overall population, which has a comparable diversity index of 58%. Nearly one out of every four LCSWs grew up in a rural area, and 13% of LCSWs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 5% of all LCSWs work in a non-metro area of the state.

Among all LCSWs, 92% are currently employed in the profession, 55% hold one full-time job, and 46% work between 40 and 49 hours per week. More than half of all LCSWs are employed in the for-profit sector, while another 19% work in the non-profit sector. The median annual income of Virginia's LCSW workforce is between \$70,000 and \$80,000. In addition, 78% of wage and salaried LCSWs receive at least one employer sponsored benefit, including 65% who have access to health insurance. Among all LCSWs, 96% indicated that they are satisfied with their current work situation, 68% of whom indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2013 LCSW workforce. The number of licensed LCSWs in Virginia has increased by 76% (10,183 vs. 5,784). In addition, the size of Virginia's LCSW workforce has increased by 51% (7,492 vs. 4,969), and the number of FTEs provided by this workforce has increased by 37% (6,033 vs. 4,391). Virginia's renewing LCSWs are more likely to respond to this survey (97% vs. 89%).

LCSWs are more likely to be female (88% vs. 84%), although the opposite is true among LCSWs who are under the age of 40 (92% vs. 94%). At the same time, the median age of this workforce has fallen (48 vs. 53). Virginia's LCSW workforce has become more diverse (41% vs. 27%), a trend that has also occurred among LCSWs who are under the age of 40 (50% vs. 36%). LCSWs are more likely to have grown up in a rural area (24% vs. 22%), but LCSWs who grew up in a rural area are slightly less likely to work in a non-metro area of Virginia (13% vs. 14%). In total, the percentage of all LCSWs who work in a non-metro area of the state has fallen slightly (5% vs. 6%).

The percentage of all LCSWs who carry education debt has increased (40% vs. 27%), but this is not the case among LCSWs who are under the age of 40 (64% vs. 68%). The median outstanding debt balance among those LCSWs who carry education debt has roughly doubled (\$60k-\$70k vs. \$30k-\$40k). At the same time, the median annual income of Virginia's LCSWs has also increased (\$70k-\$80k vs. \$50k-\$60k).

Virginia's LCSWs are more likely to work in the for-profit sector (53% vs. 45%) instead of either the non-profit sector (19% vs. 21%) or a state/local government (19% vs. 25%). With respect to establishment types, there has been a shift in employment toward solo private practices (19% vs. 16%) and group private practices (16% vs. 12%). On the other hand, there has been a corresponding shift away from employment in outpatient mental health facilities (14% vs. 15%) and community service boards (8% vs. 10%). Overall, LCSWs are slightly more likely to indicate that they are satisfied with their current work situation (96% vs. 95%). However, the opposite is true among LCSWs who indicated that they are "very satisfied" with their current work situation (68% vs. 69%).

A Closer Look:

| Licensees              |               |             |
|------------------------|---------------|-------------|
| License Status         | #             | %           |
| Renewing Practitioners | 8,375         | 82%         |
| New Licensees          | 1,399         | 14%         |
| Non-Renewals           | 409           | 4%          |
| <b>All Licensees</b>   | <b>10,183</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all LCSWs, 97% submitted a survey. These represent 85% of the 10,183 LCSWs who held a license at some point during the survey period.*

Definitions

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

| Response Rates      |                 |              |               |
|---------------------|-----------------|--------------|---------------|
| Statistic           | Non Respondents | Respondents  | Response Rate |
| <b>By Age</b>       |                 |              |               |
| Under 35            | 355             | 993          | 74%           |
| 35 to 39            | 241             | 1,220        | 84%           |
| 40 to 44            | 184             | 1,200        | 87%           |
| 45 to 49            | 144             | 1,084        | 88%           |
| 50 to 54            | 172             | 1,111        | 87%           |
| 55 to 59            | 110             | 888          | 89%           |
| 60 to 64            | 112             | 792          | 88%           |
| 65 and Over         | 209             | 1,368        | 87%           |
| <b>Total</b>        | <b>1,527</b>    | <b>8,656</b> | <b>85%</b>    |
| <b>New Licenses</b> |                 |              |               |
| Issued in Past Year | 926             | 473          | 34%           |
| <b>Metro Status</b> |                 |              |               |
| Non-Metro           | 75              | 418          | 85%           |
| Metro               | 717             | 6,002        | 89%           |
| Not in Virginia     | 735             | 2,236        | 75%           |

Source: Va. Healthcare Workforce Data Center

| Response Rates               |       |
|------------------------------|-------|
| Completed Surveys            | 8,656 |
| Response Rate, All Licensees | 85%   |
| Response Rate, Renewals      | 97%   |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCSWs

Number: 10,183  
 New: 14%  
 Not Renewed: 4%

Response Rates

All Licensees: 85%  
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LCSW Workforce: 7,492  
 FTEs: 6,033

### Utilization Ratios

Licensees in VA Workforce: 74%  
 Licensees per FTE: 1.69  
 Workers per FTE: 1.24

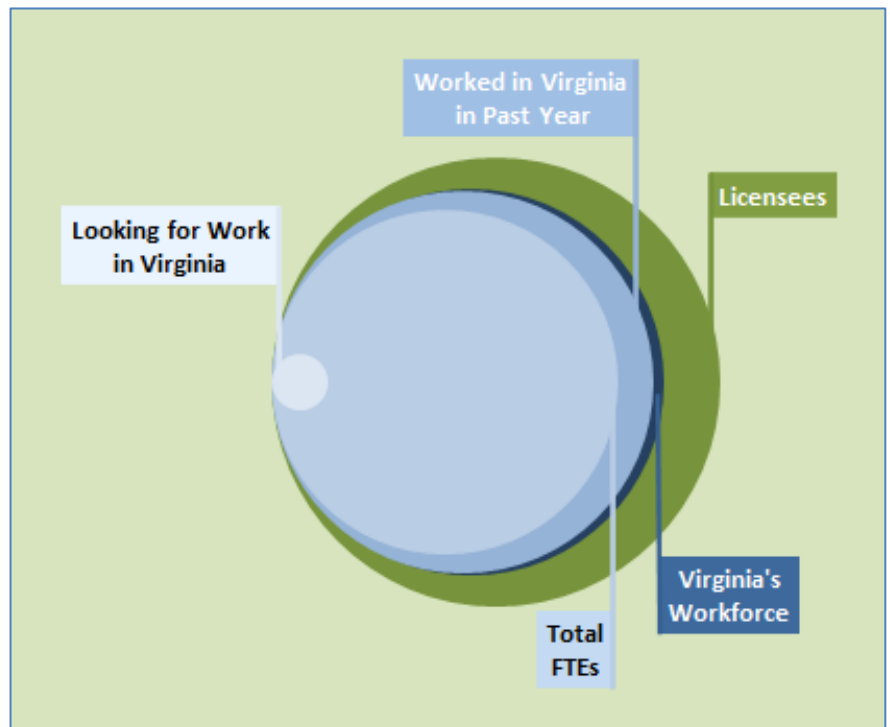
Source: Va. Healthcare Workforce Data Center

| Virginia's LCSW Workforce       |        |      |
|---------------------------------|--------|------|
| Status                          | #      | %    |
| Worked in Virginia in Past Year | 7,330  | 98%  |
| Looking for Work in Virginia    | 161    | 2%   |
| Virginia's Workforce            | 7,492  | 100% |
| Total FTEs                      | 6,033  |      |
| Licensees                       | 10,183 |      |

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.



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/>*



A Closer Look:

| Age & Gender |            |            |              |            |              |                |
|--------------|------------|------------|--------------|------------|--------------|----------------|
| Age          | Male       |            | Female       |            | Total        |                |
|              | #          | % Male     | #            | % Female   | #            | % in Age Group |
| Under 35     | 64         | 7%         | 887          | 93%        | 951          | 15%            |
| 35 to 39     | 88         | 9%         | 864          | 91%        | 951          | 15%            |
| 40 to 44     | 92         | 11%        | 781          | 89%        | 874          | 14%            |
| 45 to 49     | 77         | 10%        | 684          | 90%        | 761          | 12%            |
| 50 to 54     | 103        | 13%        | 682          | 87%        | 785          | 12%            |
| 55 to 59     | 86         | 14%        | 548          | 86%        | 634          | 10%            |
| 60 to 64     | 61         | 11%        | 492          | 89%        | 553          | 9%             |
| 65 and Over  | 198        | 21%        | 737          | 79%        | 935          | 15%            |
| <b>Total</b> | <b>769</b> | <b>12%</b> | <b>5,675</b> | <b>88%</b> | <b>6,444</b> | <b>100%</b>    |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity  |             |              |             |                |             |
|-------------------|-------------|--------------|-------------|----------------|-------------|
| Race/Ethnicity    | Virginia*   | LCSWs        |             | LCSWs Under 40 |             |
|                   | %           | #            | %           | #              | %           |
| White             | 60%         | 4,880        | 75%         | 1,302          | 68%         |
| Black             | 19%         | 1,008        | 16%         | 369            | 19%         |
| Asian             | 7%          | 134          | 2%          | 58             | 3%          |
| Other Race        | 0%          | 56           | 1%          | 17             | 1%          |
| Two or More Races | 3%          | 136          | 2%          | 59             | 3%          |
| Hispanic          | 10%         | 286          | 4%          | 111            | 6%          |
| <b>Total</b>      | <b>100%</b> | <b>6,500</b> | <b>100%</b> | <b>1,916</b>   | <b>100%</b> |

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 88%  
 % Under 40 Female: 92%

**Age**

Median Age: 48  
 % Under 40: 30%  
 % 55 and Over: 33%

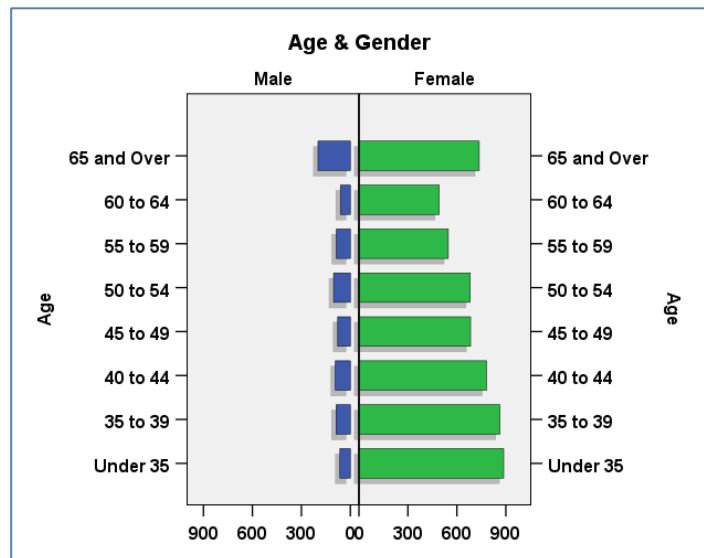
**Diversity**

Diversity Index: 41%  
 Under 40 Div. Index: 50%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCSWs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the comparable diversity index is 58%.*

*Three out of every ten LCSWs are under the age of 40, and 92% of LCSWs who are under the age of 40 are female. In addition, the diversity index among LCSWs who are under the age of 40 is 50%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 15%  
 Rural Childhood: 24%

### Virginia Background

HS in Virginia: 47%  
 Prof. Edu. in VA: 51%  
 HS or Prof. Edu. in VA: 62%

### Location Choice

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

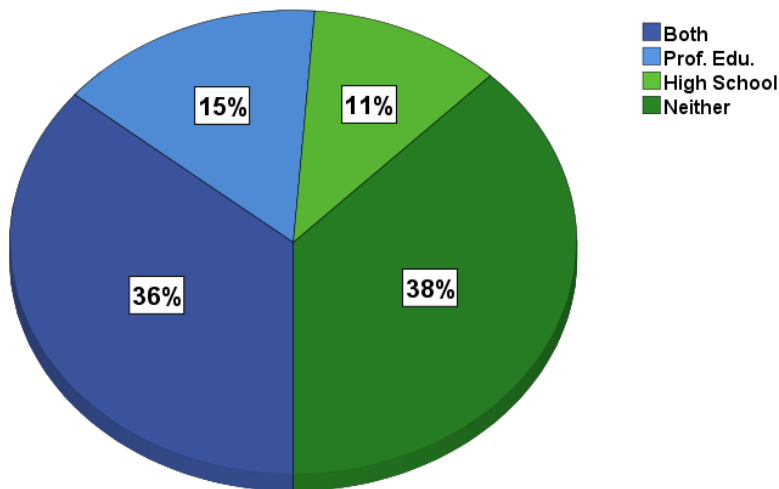
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Primary Location:<br>USDA Rural Urban Continuum |  | Rural Status of Childhood<br>Location |            |            |
|---|--|---------------------------------------|------------|------------|
| Code  | Description                              | Rural                                 | Suburban   | Urban      |
| <b>Metro Counties</b>                           |  |                                       |            |            |
| 1   | Metro, 1 Million+                        | 18%                                   | 67%        | 16%        |
| 2   | Metro, 250,000 to 1 Million              | 48%                                   | 41%        | 11%        |
| 3   | Metro, 250,000 or Less                   | 32%                                   | 56%        | 12%        |
| <b>Non-Metro Counties</b>                       |  |                                       |            |            |
| 4   | Urban, Pop. 20,000+, Metro Adjacent      | 63%                                   | 21%        | 17%        |
| 6   | Urban, Pop. 2,500-19,999, Metro Adjacent | 58%                                   | 36%        | 6%         |
| 7   | Urban, Pop. 2,500-19,999, Non-Adjacent   | 81%                                   | 14%        | 4%         |
| 8   | Rural, Metro Adjacent                    | 38%                                   | 63%        | 0%         |
| 9   | Rural, Non-Adjacent                      | 43%                                   | 43%        | 15%        |
| <b>Overall</b>                                  |  | <b>24%</b>                            | <b>62%</b> | <b>15%</b> |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Nearly one-quarter of all LCSWs grew up in a self-described rural area, and 13% of LCSWs who grew up in a rural area currently work in a non-metro county. In total, 5% of all LCSWs in the state currently work in a non-metro county.

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Licensed Clinical Social Worker Recruitment

| Rank | All LCSWs           |       |                    |       |
|------|---------------------|-------|--------------------|-------|
|      | High School         | #     | Init. Prof. Degree | #     |
| 1    | Virginia            | 3,023 | Virginia           | 3,288 |
| 2    | New York            | 474   | Washington, D.C.   | 437   |
| 3    | Maryland            | 376   | New York           | 402   |
| 4    | Pennsylvania        | 271   | Maryland           | 300   |
| 5    | New Jersey          | 232   | Massachusetts      | 207   |
| 6    | North Carolina      | 223   | Pennsylvania       | 185   |
| 7    | Outside U.S./Canada | 134   | North Carolina     | 168   |
| 8    | California          | 131   | California         | 144   |
| 9    | Florida             | 116   | Florida            | 141   |
| 10   | Michigan            | 107   | Michigan           | 107   |

Source: Va. Healthcare Workforce Data Center

*Among all LCSWs, 47% received their high school degree in Virginia, and 51% received their initial professional degree in the state.*

*Among LCSWs who have obtained their initial license in the past five years, 44% received their high school degree in Virginia, and 44% also received their initial professional degree in the state.*

| Rank | Licensed in the Past Five Years |       |                    |       |
|------|---------------------------------|-------|--------------------|-------|
|      | High School                     | #     | Init. Prof. Degree | #     |
| 1    | Virginia                        | 1,038 | Virginia           | 1,026 |
| 2    | New York                        | 166   | New York           | 168   |
| 3    | Maryland                        | 160   | Maryland           | 119   |
| 4    | North Carolina                  | 92    | Washington, D.C.   | 115   |
| 5    | Pennsylvania                    | 86    | Massachusetts      | 94    |
| 6    | New Jersey                      | 83    | Pennsylvania       | 93    |
| 7    | California                      | 59    | California         | 91    |
| 8    | Florida                         | 56    | North Carolina     | 73    |
| 9    | Outside U.S./Canada             | 49    | Florida            | 70    |
| 10   | Texas                           | 47    | Texas              | 50    |

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of Virginia's licensees did not participate in the state's LCSW workforce during the past year. Among these LCSWs, 93% worked at some point in the past year, including 86% who worked in a job related to the behavioral sciences.*

### At a Glance:

#### Not in VA Workforce

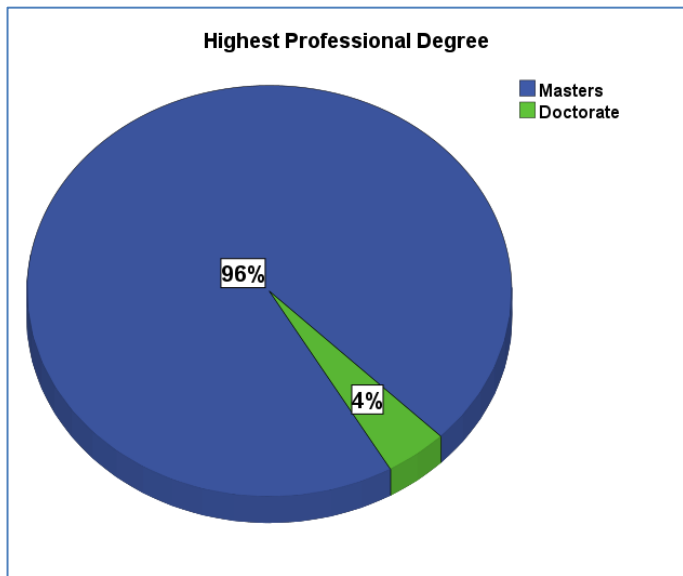
|                      |       |
|----------------------|-------|
| Total:               | 2,692 |
| % of Licensees:      | 26%   |
| Federal/Military:    | 14%   |
| Va. Border State/DC: | 28%   |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Degree       |              |             |
|----------------------|--------------|-------------|
| Degree               | #            | %           |
| Bachelor's Degree    | 4            | 0%          |
| Master's Degree      | 6,061        | 96%         |
| Doctor of Psychology | 38           | 1%          |
| Other Doctorate      | 223          | 4%          |
| <b>Total</b>         | <b>6,326</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Two out of every five LCSWs carry education debt, including 64% of those LCSWs who are under the age of 40. For those LCSWs with education debt, the median outstanding balance is between \$60,000 and \$70,000.

## At a Glance:

**Education**

Masters: 96%

Doctorate/PhD: 4%

**Education Debt**

Carry Debt: 40%

Under Age 40 w/ Debt: 64%

Median Debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

| Education Debt      |              |             |                |             |
|---------------------|--------------|-------------|----------------|-------------|
| Amount Carried      | All LCSWs    |             | LCSWs Under 40 |             |
|                     | #            | %           | #              | %           |
| None                | 3,306        | 60%         | 577            | 36%         |
| Less than \$10,000  | 199          | 4%          | 64             | 4%          |
| \$10,000-\$29,999   | 321          | 6%          | 124            | 8%          |
| \$30,000-\$49,999   | 334          | 6%          | 152            | 9%          |
| \$50,000-\$69,999   | 282          | 5%          | 151            | 9%          |
| \$70,000-\$89,999   | 290          | 5%          | 165            | 10%         |
| \$90,000-\$109,999  | 285          | 5%          | 143            | 9%          |
| \$110,000-\$129,999 | 171          | 3%          | 100            | 6%          |
| \$130,000-\$149,999 | 89           | 2%          | 39             | 2%          |
| \$150,000 or More   | 237          | 4%          | 93             | 6%          |
| <b>Total</b>        | <b>5,514</b> | <b>100%</b> | <b>1,608</b>   | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**

Mental Health: 61%  
 Child: 6%  
 Health/Medical: 6%

**Secondary Specialty**

Mental Health: 14%  
 Behavioral Disorders: 14%  
 Substance Abuse: 10%

Source: Va. Healthcare Workforce Data Center

*More than three out of every five LCSWs have a primary specialty in mental health. Another 14% of LCSWs have a secondary specialty in mental health.*

| Specialties                      |              |             |              |             |
|----------------------------------|--------------|-------------|--------------|-------------|
| Specialty                        | Primary      |             | Secondary    |             |
|                                  | #            | %           | #            | %           |
| Mental Health                    | 3,825        | 61%         | 770          | 14%         |
| Child                            | 404          | 6%          | 515          | 10%         |
| Health/Medical                   | 352          | 6%          | 313          | 6%          |
| Behavioral Disorders             | 298          | 5%          | 734          | 14%         |
| School/Educational               | 216          | 3%          | 239          | 4%          |
| Substance Abuse                  | 205          | 3%          | 559          | 10%         |
| Family                           | 168          | 3%          | 417          | 8%          |
| Gerontologic                     | 94           | 2%          | 127          | 2%          |
| Marriage                         | 52           | 1%          | 163          | 3%          |
| Social                           | 27           | 0%          | 80           | 2%          |
| Forensic                         | 25           | 0%          | 59           | 1%          |
| Sex Offender Treatment           | 20           | 0%          | 36           | 1%          |
| Public Health                    | 15           | 0%          | 36           | 1%          |
| Vocational/Work Environment      | 13           | 0%          | 26           | 0%          |
| Industrial-Organizational        | 9            | 0%          | 18           | 0%          |
| Neurology/Neuropsychology        | 5            | 0%          | 13           | 0%          |
| Rehabilitation                   | 2            | 0%          | 18           | 0%          |
| Experimental or Research         | 1            | 0%          | 11           | 0%          |
| General Practice (Non-Specialty) | 308          | 5%          | 841          | 16%         |
| Other Specialty Area             | 221          | 4%          | 352          | 7%          |
| <b>Total</b>                     | <b>6,260</b> | <b>100%</b> | <b>5,325</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 92%  
Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 55%  
2 or More Positions: 25%

### Weekly Hours:

40 to 49: 46%  
60 or More: 4%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Current Work Status                                     |              |             |
|---|--------------|-------------|
| Status  | #            | %           |
| Employed, Capacity Unknown                              | 5            | < 1%        |
| Employed in a Behavioral Sciences-Related Capacity      | 5,820        | 92%         |
| Employed, NOT in a Behavioral Sciences-Related Capacity | 297          | 5%          |
| Not Working, Reason Unknown                             | 0            | 0%          |
| Involuntarily Unemployed                                | 9            | < 1%        |
| Voluntarily Unemployed                                  | 134          | 2%          |
| Retired   | 94           | 2%          |
| <b>Total</b>  | <b>6,359</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*Among all LCSWs, 92% are currently employed in the profession, 55% hold one full-time job, and 46% work between 40 and 49 hours per week.*

| Current Weekly Hours |              |             |
|----------------------|--------------|-------------|
| Hours                | #            | %           |
| 0 Hours              | 237          | 4%          |
| 1 to 9 Hours         | 175          | 3%          |
| 10 to 19 Hours       | 389          | 6%          |
| 20 to 29 Hours       | 638          | 10%         |
| 30 to 39 Hours       | 1,073        | 17%         |
| 40 to 49 Hours       | 2,870        | 46%         |
| 50 to 59 Hours       | 603          | 10%         |
| 60 to 69 Hours       | 196          | 3%          |
| 70 to 79 Hours       | 43           | 1%          |
| 80 or More Hours     | 21           | 0%          |
| <b>Total</b>         | <b>6,245</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Current Positions                               |              |             |
|---|--------------|-------------|
| Positions                                       | #            | %           |
| No Positions                                    | 237          | 4%          |
| One Part-Time Position                          | 969          | 16%         |
| Two Part-Time Positions                         | 270          | 4%          |
| One Full-Time Position                          | 3,445        | 55%         |
| One Full-Time Position & One Part-Time Position | 1,140        | 18%         |
| Two Full-Time Positions                         | 39           | 1%          |
| More than Two Positions                         | 127          | 2%          |
| <b>Total</b>                                    | <b>6,227</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Annual Income       |              |             |
|---------------------|--------------|-------------|
| Income Level        | #            | %           |
| Volunteer Work Only | 71           | 1%          |
| Less than \$20,000  | 258          | 5%          |
| \$20,000-\$29,999   | 153          | 3%          |
| \$30,000-\$39,999   | 183          | 4%          |
| \$40,000-\$49,999   | 263          | 5%          |
| \$50,000-\$59,999   | 443          | 9%          |
| \$60,000-\$69,999   | 534          | 11%         |
| \$70,000-\$79,999   | 740          | 15%         |
| \$80,000-\$89,999   | 694          | 14%         |
| \$90,000-\$99,999   | 507          | 10%         |
| \$100,000 or More   | 1,169        | 23%         |
| <b>Total</b>        | <b>5,015</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction      |              |             |
|-----------------------|--------------|-------------|
| Level                 | #            | %           |
| Very Satisfied        | 4,182        | 68%         |
| Somewhat Satisfied    | 1,727        | 28%         |
| Somewhat Dissatisfied | 186          | 3%          |
| Very Dissatisfied     | 55           | 1%          |
| <b>Total</b>          | <b>6,151</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
(Salary/Wage Employees Only)  
 Health Insurance: 65%  
 Retirement: 62%

**Satisfaction**  
 Satisfied: 96%  
 Very Satisfied: 68%

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, nearly four-fifths receive at least one employer-sponsored benefit, including 65% who have access to health insurance.*

| Employer-Sponsored Benefits |              |            |                            |
|-----------------------------|--------------|------------|----------------------------|
| Benefit                     | #            | %          | % of Wage/Salary Employees |
| Paid Vacation               | 3,109        | 53%        | 71%                        |
| Health Insurance            | 2,890        | 50%        | 65%                        |
| Dental Insurance            | 2,803        | 48%        | 64%                        |
| Paid Sick Leave             | 2,790        | 48%        | 64%                        |
| Retirement                  | 2,756        | 47%        | 62%                        |
| Group Life Insurance        | 2,092        | 36%        | 49%                        |
| Signing/Retention Bonus     | 517          | 9%         | 11%                        |
| <b>At Least One Benefit</b> | <b>3,516</b> | <b>60%</b> | <b>78%</b>                 |

\*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 . . . ?   | #            | %          |
| Experienced Involuntary Unemployment?   | 31           | < 1%       |
| Experience Voluntary Unemployment?  | 336          | 4%         |
| Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position? | 153          | 2%         |
| Work Two or More Positions at the Same Time?  | 1,810        | 24%        |
| Switch Employers or Practices?  | 530          | 7%         |
| Experience at Least One?  | <b>2,430</b> | <b>32%</b> |

Source: Va. Healthcare Workforce Data Center

*Less than 1% of Virginia's LCSWs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.<sup>1</sup>*

| Location Tenure                        |              |             |              |             |
|--|--------------|-------------|--------------|-------------|
| Tenure                                 | Primary      |             | Secondary    |             |
|  | #            | %           | #            | %           |
| Not Currently Working at This Location | 100          | 2%          | 51           | 3%          |
| Less than 6 Months                     | 304          | 5%          | 168          | 10%         |
| 6 Months to 1 Year                     | 548          | 9%          | 219          | 14%         |
| 1 to 2 Years                           | 1,142        | 19%         | 361          | 22%         |
| 3 to 5 Years                           | 1,532        | 25%         | 401          | 25%         |
| 6 to 10 Years                          | 987          | 16%         | 196          | 12%         |
| More than 10 Years                     | 1,417        | 23%         | 222          | 14%         |
| <b>Subtotal</b>                        | <b>6,032</b> | <b>100%</b> | <b>1,617</b> | <b>100%</b> |
| Did Not Have Location                  | 180          |             | 5,785        |             |
| Item Missing                           | 1,280        |             | 89           |             |
| <b>Total</b>                           | <b>7,492</b> |             | <b>7,492</b> |             |

Source: Va. Healthcare Workforce Data Center

*Nearly three out of every five LCSWs are salaried employees, while 19% receive income from their own business or practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: < 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 21%  
Over 2 Years: 65%  
Over 2 Yrs., 2<sup>nd</sup> Location: 51%

**Employment Type**

Salary/Commission: 58%  
Business/Practice Income: 19%

Source: Va. Healthcare Workforce Data Center

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

**Employment Type**

| Primary Work Site        | #            | %           |
|--------------------------|--------------|-------------|
| Salary/Commission        | 2,477        | 58%         |
| Hourly Wage              | 577          | 14%         |
| By Contract              | 359          | 8%          |
| Business/Practice Income | 800          | 19%         |
| Unpaid                   | 25           | 1%          |
| <b>Subtotal</b>          | <b>4,238</b> | <b>100%</b> |
| Did Not Have Location    | 180          |             |
| Item Missing             | 3,074        |             |

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for June 2023 was still preliminary.



## At a Glance:

### Concentration

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

### Locations

|                        |     |
|------------------------|-----|
| 2 or More (Past Year): | 28% |
| 2 or More (Now*):      | 25% |

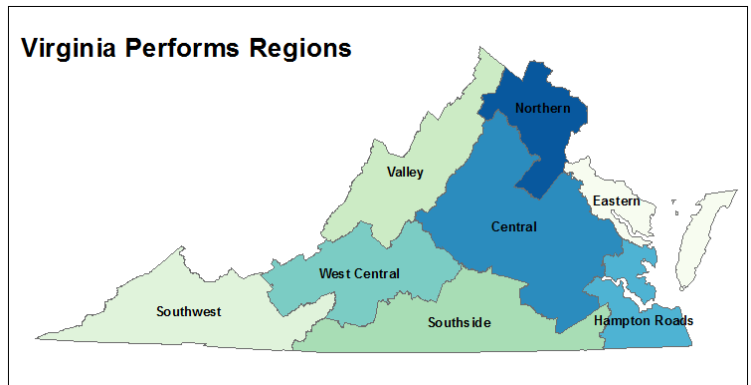
Source: Va. Healthcare Workforce Data Center

More than 80% of all LCSWs 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                                 | 1,702            | 28%         | 410                | 25%         |
| Eastern                                 | 73               | 1%          | 26                 | 2%          |
| Hampton Roads                           | 958              | 16%         | 288                | 17%         |
| Northern                                | 2,207            | 37%         | 522                | 31%         |
| Southside                               | 95               | 2%          | 32                 | 2%          |
| Southwest                               | 160              | 3%          | 47                 | 3%          |
| Valley                                  | 216              | 4%          | 47                 | 3%          |
| West Central                            | 483              | 8%          | 127                | 8%          |
| Virginia Border State/D.C.              | 51               | 1%          | 62                 | 4%          |
| Other U.S. State                        | 74               | 1%          | 98                 | 6%          |
| Outside of the U.S.                     | 1                | 0%          | 1                  | 0%          |
| <b>Total</b>                            | <b>6,020</b>     | <b>100%</b> | <b>1,660</b>       | <b>100%</b> |
| Item Missing                            | 1,292            |             | 47                 |             |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

One-quarter of all LCSWs currently have multiple work locations, while 28% have had multiple work locations over the past year.

| Number of Work Locations |                             |             |                     |             |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations                | Work Locations in Past Year |             | Work Locations Now* |             |
|                          | #                           | %           | #                   | %           |
| 0                        | 160                         | 3%          | 232                 | 4%          |
| 1                        | 4,322                       | 70%         | 4,380               | 71%         |
| 2                        | 940                         | 15%         | 923                 | 15%         |
| 3                        | 697                         | 11%         | 617                 | 10%         |
| 4                        | 35                          | 1%          | 18                  | 0%          |
| 5                        | 7                           | 0%          | 3                   | 0%          |
| 6 or More                | 22                          | 0%          | 9                   | 0%          |
| <b>Total</b>             | <b>6,183</b>                | <b>100%</b> | <b>6,183</b>        | <b>100%</b> |

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

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Sector                          | Location Sector  |             |                    |             |
|---------------------------------|------------------|-------------|--------------------|-------------|
|                                 | Primary Location |             | Secondary Location |             |
|                                 | #                | %           | #                  | %           |
| <b>For-Profit</b>               | 2,978            | 53%         | 1,111              | 76%         |
| <b>Non-Profit</b>               | 1,048            | 19%         | 193                | 13%         |
| <b>State/Local Government</b>   | 1,078            | 19%         | 117                | 8%          |
| <b>Veterans Administration</b>  | 252              | 5%          | 11                 | 1%          |
| <b>U.S. Military</b>            | 155              | 3%          | 15                 | 1%          |
| <b>Other Federal Government</b> | 68               | 1%          | 7                  | 0%          |
| <b>Total</b>                    | <b>5,579</b>     | <b>100%</b> | <b>1,454</b>       | <b>100%</b> |
| <b>Did Not Have Location</b>    | 180              |             | 5,785              |             |
| <b>Item Missing</b>             | 1,733            |             | 253                |             |

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

|             |     |
|-------------|-----|
| For-Profit: | 53% |
| Federal:    | 9%  |

**Top Establishments**

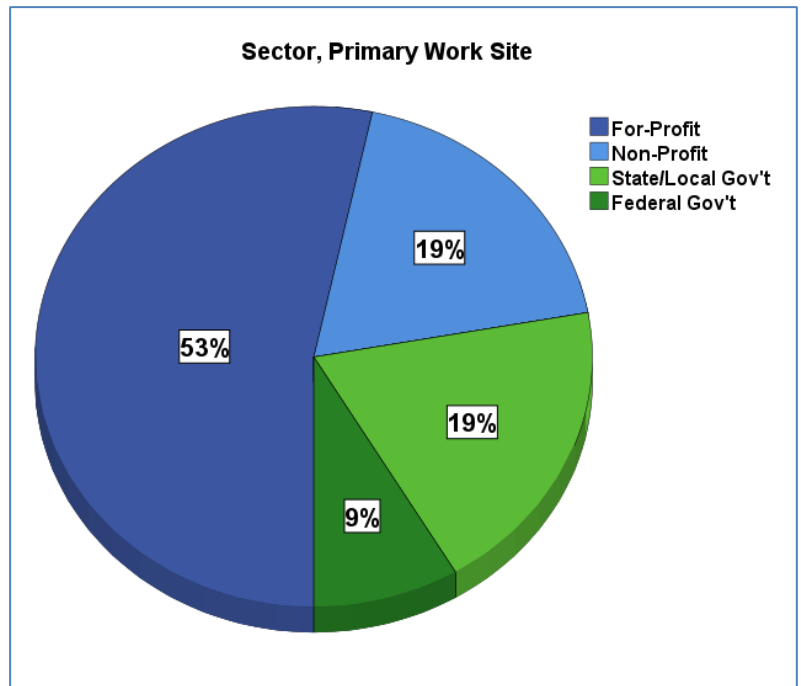
|                                      |     |
|--------------------------------------|-----|
| Private Practice, Solo:              | 19% |
| Private Practice, Group:             | 16% |
| Mental Health Facility (Outpatient): | 14% |

**Payment Method**

|                    |     |
|--------------------|-----|
| Cash/Self-Pay:     | 55% |
| Private Insurance: | 46% |

Source: Va. Healthcare Workforce Data Center

Among all LCSWs, 72% work in the private sector, including 53% who work in the for-profit sector. Another 19% 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                                      | 1,023            | 19%         | 347                | 25%         |
| Private Practice, Group                                     | 881              | 16%         | 349                | 25%         |
| Mental Health Facility, Outpatient                          | 753              | 14%         | 201                | 14%         |
| Community Services Board                                    | 455              | 8%          | 56                 | 4%          |
| School (Providing Care to Clients)                          | 400              | 7%          | 34                 | 2%          |
| Hospital, General   | 388              | 7%          | 37                 | 3%          |
| Community-Based Clinic or Health Center                     | 355              | 7%          | 83                 | 6%          |
| Hospital, Psychiatric                                       | 144              | 3%          | 26                 | 2%          |
| Administrative or Regulatory                                | 89               | 2%          | 9                  | 1%          |
| Academic Institution (Teaching Health Professions Students) | 88               | 2%          | 57                 | 4%          |
| Residential Mental Health/Substance Abuse Facility          | 87               | 2%          | 18                 | 1%          |
| Physician Office  | 75               | 1%          | 9                  | 1%          |
| Home Health Care  | 52               | 1%          | 10                 | 1%          |
| Corrections/Jail  | 38               | 1%          | 0                  | 0%          |
| Rehabilitation Facility                                     | 22               | 0%          | 2                  | 0%          |
| Long-Term Care Facility, Nursing Home                       | 19               | 0%          | 10                 | 1%          |
| Residential Intellectual/Development Disability Facility    | 12               | 0%          | 1                  | 0%          |
| Other Practice Setting                                      | 577              | 11%         | 142                | 10%         |
| <b>Total</b>  | <b>5,458</b>     | <b>100%</b> | <b>1,391</b>       | <b>100%</b> |
| <b>Did Not Have a Location</b>                              | <b>180</b>       |             | <b>5,785</b>       |             |

Source: Va. Healthcare Workforce Data Center

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

*Among all LCSWs, 55% 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             | 4,104 | 55%            |
| Private Insurance         | 3,455 | 46%            |
| Medicaid                  | 2,359 | 31%            |
| Medicare                  | 2,051 | 27%            |

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

|          |     |
|----------|-----|
| Spanish: | 17% |
| French:  | 7%  |
| Arabic:  | 7%  |

### Means of Communication

|                      |     |
|----------------------|-----|
| Virtual Translation: | 54% |
| Other Staff Member:  | 42% |
| Onsite Translation:  | 28% |

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Languages Offered                                |              |                |
|--|--------------|----------------|
| Language   | #            | % of Workforce |
| Spanish  | 1,276        | 17%            |
| French   | 497          | 7%             |
| Arabic   | 491          | 7%             |
| Chinese  | 469          | 6%             |
| Korean   | 455          | 6%             |
| Vietnamese                                       | 444          | 6%             |
| Hindi  | 436          | 6%             |
| Urdu   | 411          | 5%             |
| Tagalog/Filipino                                 | 410          | 5%             |
| Persian  | 395          | 5%             |
| Amharic, Somali, or Other Afro-Asiatic Languages | 378          | 5%             |
| Pashto   | 366          | 5%             |
| Others   | 273          | 4%             |
| <b>At Least One Language</b>                     | <b>1,453</b> | <b>19%</b>     |

Source: Va. Healthcare Workforce Data Center

*Among all LCSWs, 17% are employed at a primary work location that offers Spanish language services for patients.*

## Means of Language Communication

| Provision                        | #   | % of Workforce with Language Services |
|----------------------------------|-----|---------------------------------------|
| Virtual Translation Service      | 778 | 54%                                   |
| Other Staff Member is Proficient | 608 | 42%                                   |
| Onsite Translation Service       | 414 | 28%                                   |
| Respondent is Proficient         | 321 | 22%                                   |
| Other                            | 70  | 5%                                    |

Source: Va. Healthcare Workforce Data Center

*More than half of all LCSWs who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 70%-79%  
Administration: 10%-19%  
Supervisory: 1%-9%

### Roles

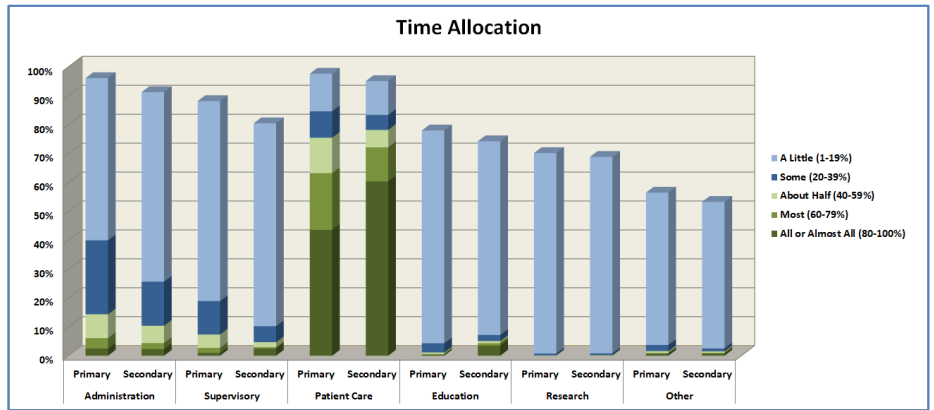
Patient Care: 63%  
Administration: 6%  
Supervisory: 3%

### 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 three-quarters of their time treating patients. In fact, 63% 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 |
| <b>All or Almost All (80-100%)</b> | 2%        | 2%        | 1%          | 3%        | 44%          | 60%       | 0%        | 3%        | 0%        | 0%        | 1%        | 1%        |
| <b>Most (60-79%)</b>               | 4%        | 2%        | 2%          | 0%        | 20%          | 12%       | 0%        | 1%        | 0%        | 0%        | 0%        | 0%        |
| <b>About Half (40-59%)</b>         | 8%        | 6%        | 5%          | 2%        | 12%          | 6%        | 1%        | 1%        | 0%        | 0%        | 1%        | 1%        |
| <b>Some (20-39%)</b>               | 26%       | 15%       | 12%         | 6%        | 9%           | 5%        | 3%        | 2%        | 1%        | 1%        | 2%        | 1%        |
| <b>A Little (1-19%)</b>            | 56%       | 65%       | 69%         | 70%       | 13%          | 12%       | 74%       | 67%       | 69%       | 68%       | 53%       | 51%       |
| <b>None (0%)</b>                   | 4%        | 9%        | 12%         | 20%       | 2%           | 5%        | 22%       | 26%       | 30%       | 31%       | 44%       | 47%       |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Patients Per Week |                  |             |                    |             |
|-------------------|------------------|-------------|--------------------|-------------|
| # of Patients     | Primary Location |             | Secondary Location |             |
|                   | #                | %           | #                  | %           |
| None              | 468              | 9%          | 143                | 10%         |
| 1 to 24           | 3,525            | 64%         | 1,136              | 80%         |
| 25 to 49          | 1,336            | 24%         | 119                | 8%          |
| 50 to 74          | 80               | 1%          | 14                 | 1%          |
| 75 or More        | 81               | 1%          | 10                 | 1%          |
| <b>Total</b>      | <b>5,490</b>     | <b>100%</b> | <b>1,422</b>       | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

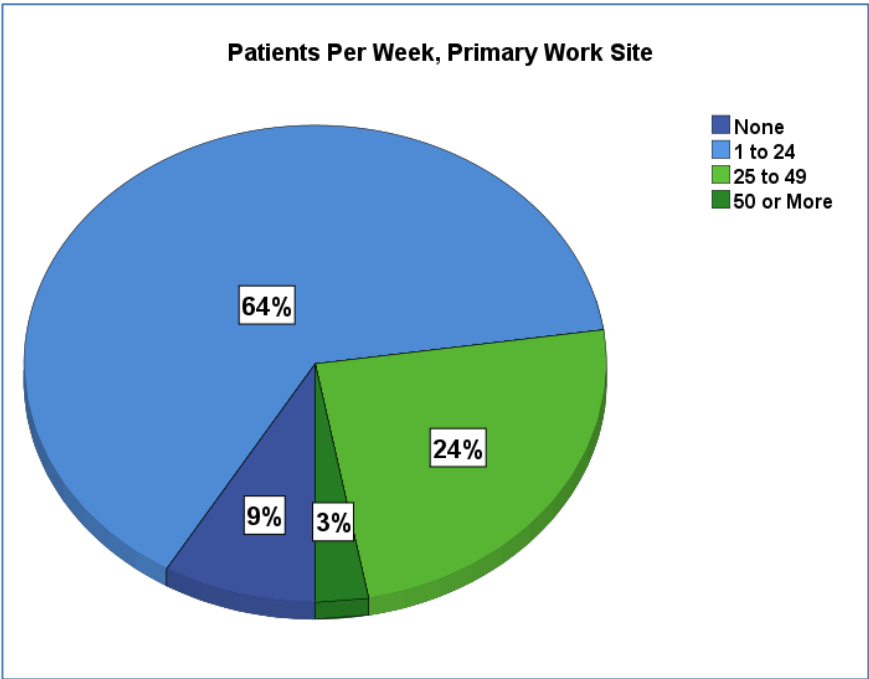
**Patients Per Week**

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly 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, 80% treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Patient Allocation

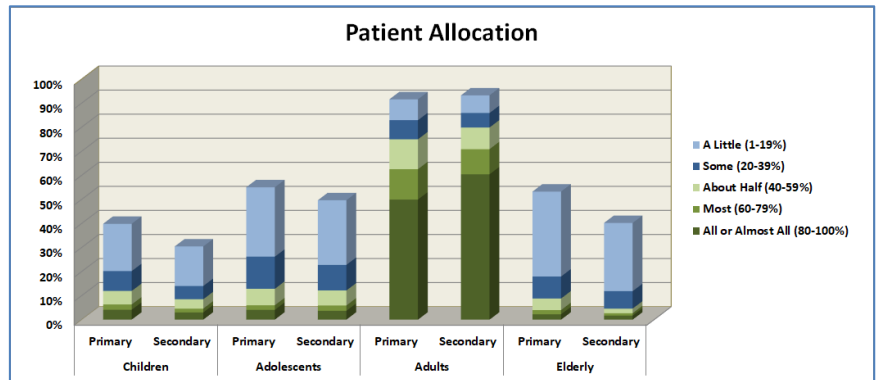
|              |         |
|--------------|---------|
| Children:    | None    |
| Adolescents: | 1%-9%   |
| Adults:      | 70%-79% |
| Elderly:     | 1%-9%   |

### Roles

|              |     |
|--------------|-----|
| Children:    | 6%  |
| Adolescents: | 6%  |
| Adults:      | 63% |
| Elderly:     | 4%  |

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*In general, approximately three-fourths of all patients seen by LCSWs at their primary work location are adults. In addition, 63% 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 |
| <b>All or Almost All (80-100%)</b> | 4%        | 3%        | 4%          | 4%        | 50%       | 60%       | 2%        | 2%        |
| <b>Most (60-79%)</b>               | 2%        | 2%        | 2%          | 2%        | 13%       | 10%       | 2%        | 1%        |
| <b>About Half (40-59%)</b>         | 6%        | 4%        | 7%          | 6%        | 12%       | 9%        | 5%        | 2%        |
| <b>Some (20-39%)</b>               | 8%        | 5%        | 13%         | 11%       | 8%        | 6%        | 9%        | 7%        |
| <b>A Little (1-19%)</b>            | 20%       | 16%       | 29%         | 27%       | 9%        | 7%        | 35%       | 28%       |
| <b>None (0%)</b>                   | 60%       | 69%       | 45%         | 50%       | 8%        | 7%        | 47%       | 60%       |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Retirement Expectations          |              |             |                   |             |
|----------------------------------|--------------|-------------|-------------------|-------------|
| Expected Retirement Age          | All LCSWs    |             | LCSWs 50 and Over |             |
|                                  | #            | %           | #                 | %           |
| <b>Under Age 50</b>              | 94           | 2%          | -                 | -           |
| <b>50 to 54</b>                  | 145          | 3%          | 13                | 1%          |
| <b>55 to 59</b>                  | 385          | 7%          | 91                | 4%          |
| <b>60 to 64</b>                  | 1,011        | 19%         | 347               | 14%         |
| <b>65 to 69</b>                  | 1,732        | 33%         | 757               | 31%         |
| <b>70 to 74</b>                  | 911          | 17%         | 530               | 22%         |
| <b>75 to 79</b>                  | 394          | 7%          | 296               | 12%         |
| <b>80 or Over</b>                | 175          | 3%          | 144               | 6%          |
| <b>I Do Not Intend to Retire</b> | 466          | 9%          | 262               | 11%         |
| <b>Total</b>                     | <b>5,313</b> | <b>100%</b> | <b>2,440</b>      | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Retirement Expectations

**All LCSWs**

Under 65: 31%  
Under 60: 12%

**LCSWs 50 and Over**

Under 65: 18%  
Under 60: 4%

Time Until Retirement

Within 2 Years: 6%  
Within 10 Years: 24%  
Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*Among all LCSWs, 31% 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, 12% of LCSWs expect to increase their patient care hours, and 9% expect to pursue additional educational opportunities.*

**Future Plans**

| Two-Year Plans:                    | #   | %   |
|------------------------------------|-----|-----|
| <b>Decrease Participation</b>      |     |     |
| <b>Leave Profession</b>            | 83  | 1%  |
| <b>Leave Virginia</b>              | 177 | 2%  |
| <b>Decrease Patient Care Hours</b> | 679 | 9%  |
| <b>Decrease Teaching Hours</b>     | 35  | 0%  |
| <b>Increase Participation</b>      |     |     |
| <b>Increase Patient Care Hours</b> | 890 | 12% |
| <b>Increase Teaching Hours</b>     | 416 | 6%  |
| <b>Pursue Additional Education</b> | 644 | 9%  |
| <b>Return to the Workforce</b>     | 71  | 1%  |

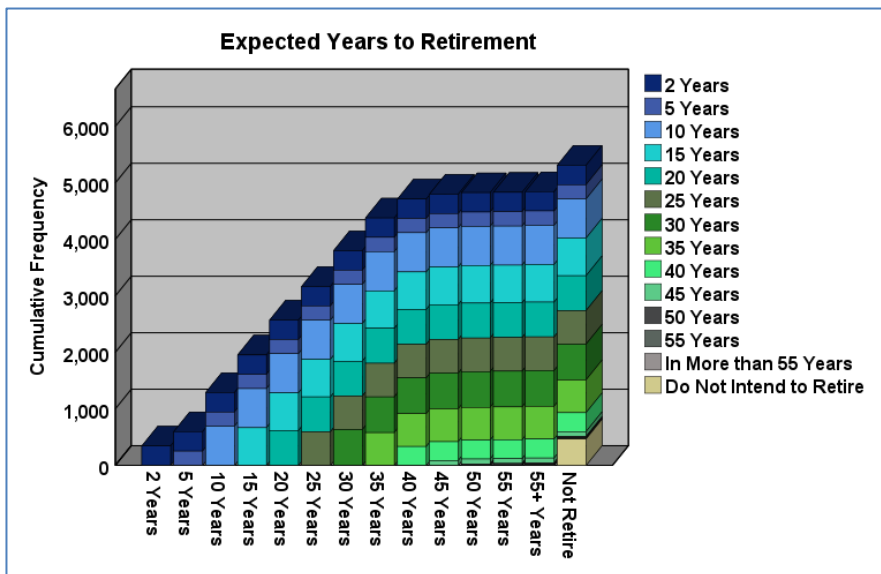
Source: Va. Healthcare Workforce Data Center



*By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. While 6% of LCSWs expect to retire in the next two years, 24% expect to retire in the next ten years. Half of the current workforce expect to retire by 2048.*

| Time to Retirement             |              |             |              |
|--------------------------------|--------------|-------------|--------------|
| Expect to Retire Within. . .   | #            | %           | Cumulative % |
| <b>2 Years</b>                 | 343          | 6%          | 6%           |
| <b>5 Years</b>                 | 254          | 5%          | 11%          |
| <b>10 Years</b>                | 693          | 13%         | 24%          |
| <b>15 Years</b>                | 666          | 13%         | 37%          |
| <b>20 Years</b>                | 617          | 12%         | 48%          |
| <b>25 Years</b>                | 595          | 11%         | 60%          |
| <b>30 Years</b>                | 633          | 12%         | 72%          |
| <b>35 Years</b>                | 580          | 11%         | 82%          |
| <b>40 Years</b>                | 334          | 6%          | 89%          |
| <b>45 Years</b>                | 86           | 2%          | 90%          |
| <b>50 Years</b>                | 27           | 1%          | 91%          |
| <b>55 Years</b>                | 7            | 0%          | 91%          |
| <b>In More than 55 Years</b>   | 12           | 0%          | 91%          |
| <b>Do Not Intend to Retire</b> | 466          | 9%          | 100%         |
| <b>Total</b>                   | <b>5,313</b> | <b>100%</b> |              |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

## At a Glance:

### FTEs

Total: 6,033  
 FTEs/1,000 Residents<sup>2</sup>: 0.698  
 Average: 0.83

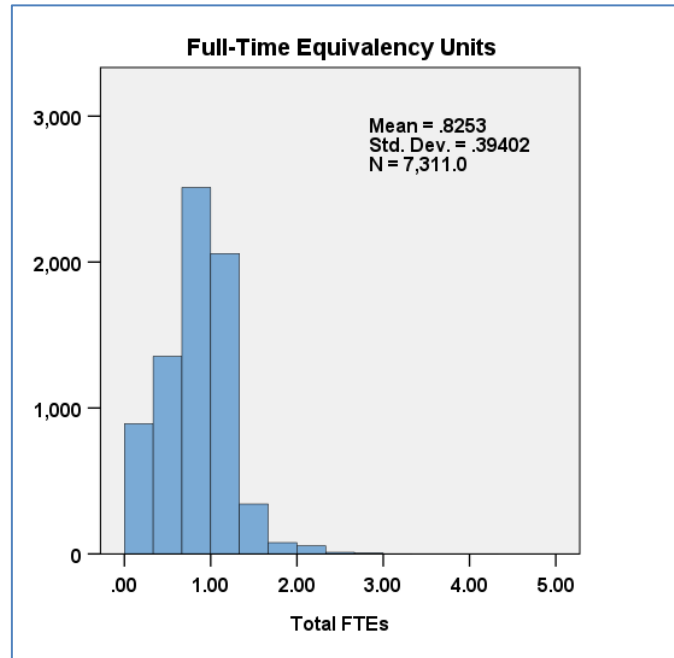
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Medium  
 Gender, *Partial Eta*<sup>2</sup>: Negligible

*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:

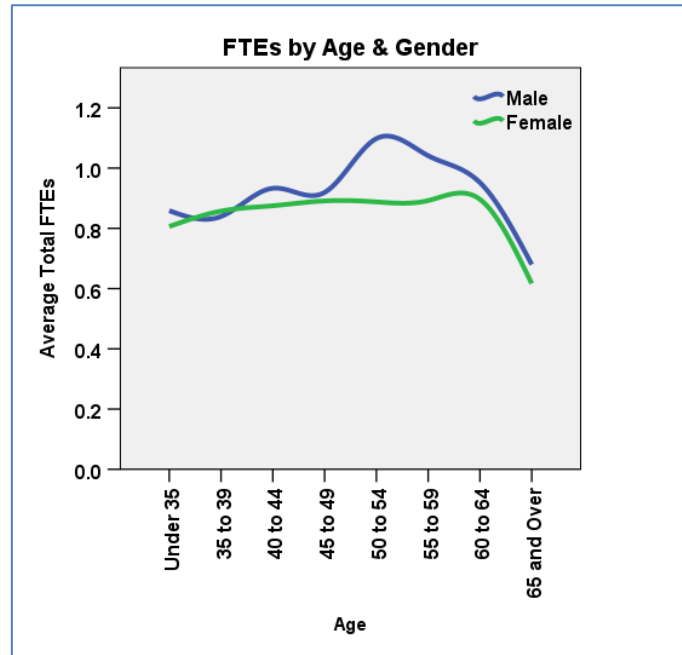


Source: Va. Healthcare Workforce Data Center

The typical (median) LCSW provided 0.83 FTEs over the past year, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>

| Full-Time Equivalency Units |         |        |
|-----------------------------|---------|--------|
| Age                         | Average | Median |
| <b>Age</b>                  |         |        |
| Under 35                    | 0.81    | 0.83   |
| 35 to 39                    | 0.85    | 0.85   |
| 40 to 44                    | 0.89    | 0.92   |
| 45 to 49                    | 0.86    | 0.84   |
| 50 to 54                    | 0.88    | 0.89   |
| 55 to 59                    | 0.88    | 0.88   |
| 60 to 64                    | 0.84    | 0.80   |
| 65 and Over                 | 0.64    | 0.64   |
| <b>Gender</b>               |         |        |
| Male                        | 0.89    | 0.96   |
| Female                      | 0.84    | 0.89   |

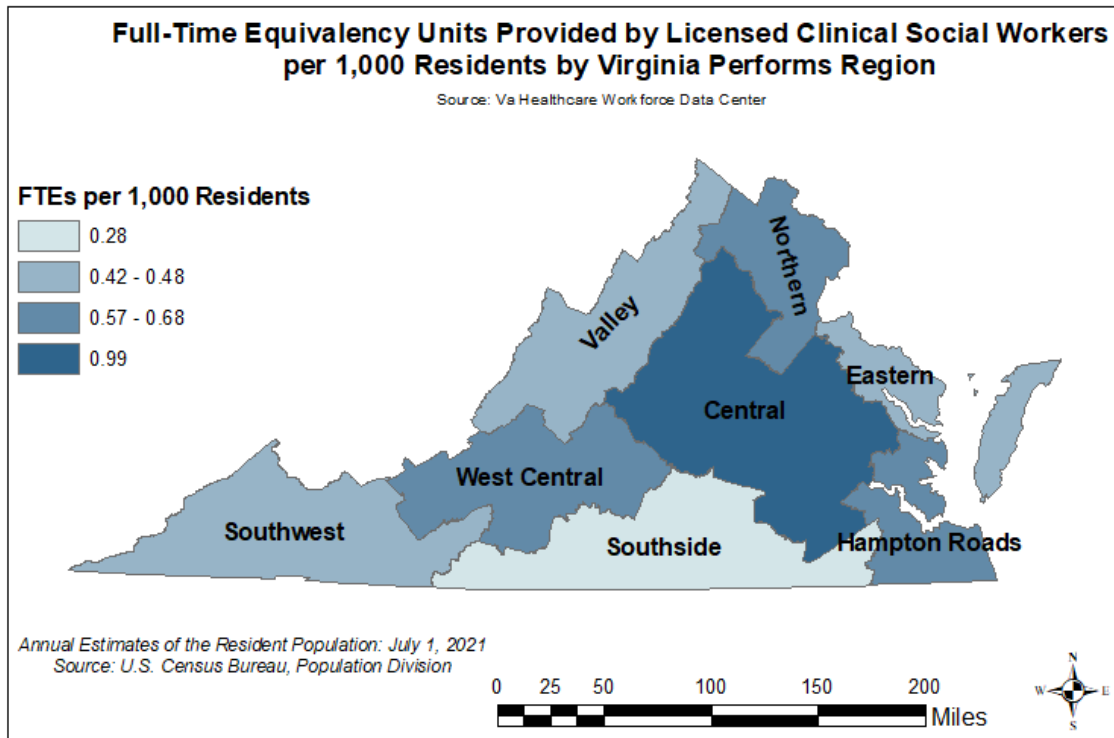
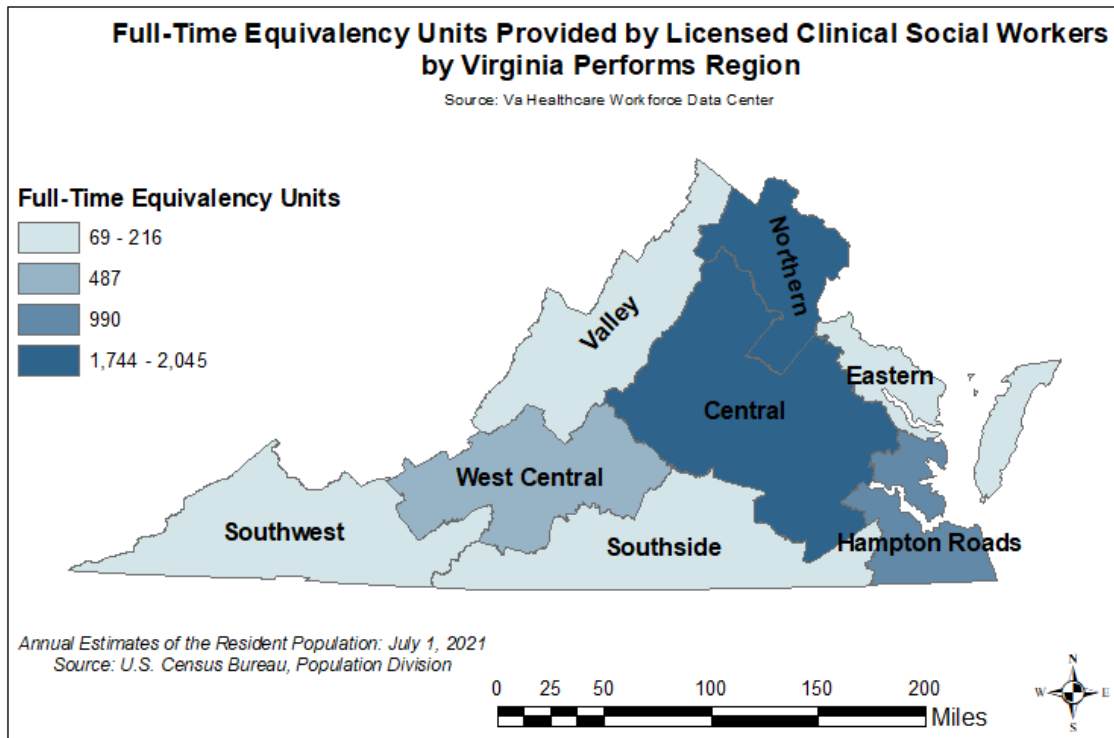
Source: Va. Healthcare Workforce Data Center

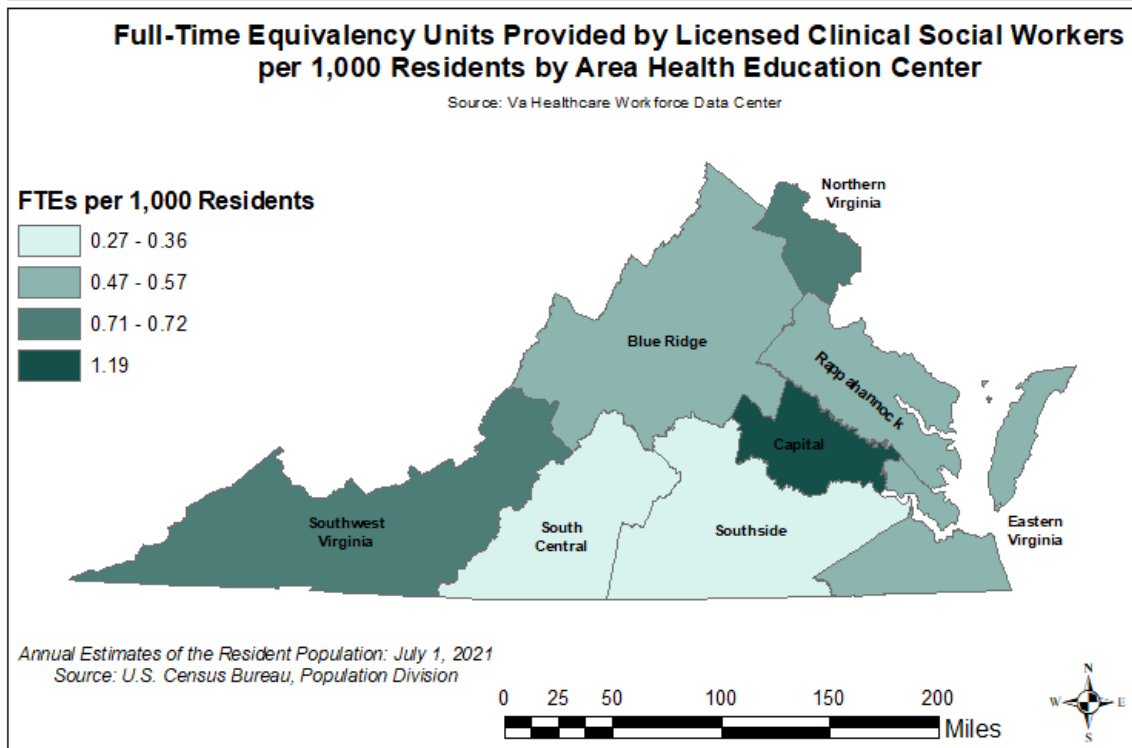
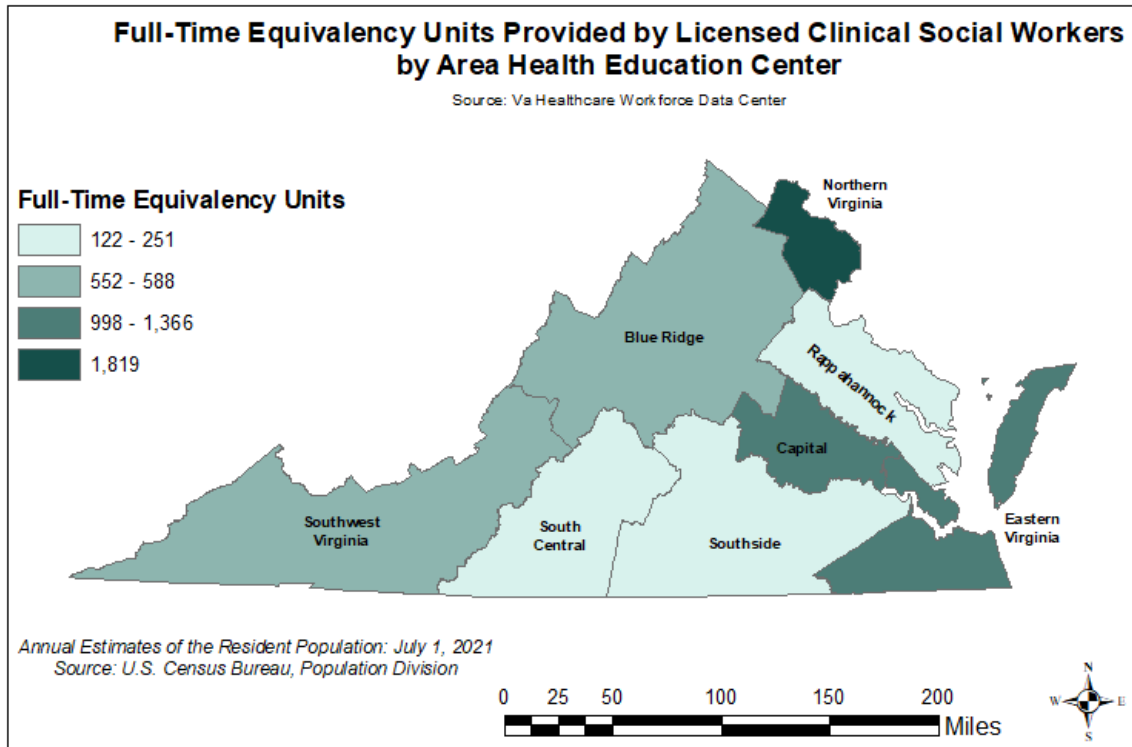


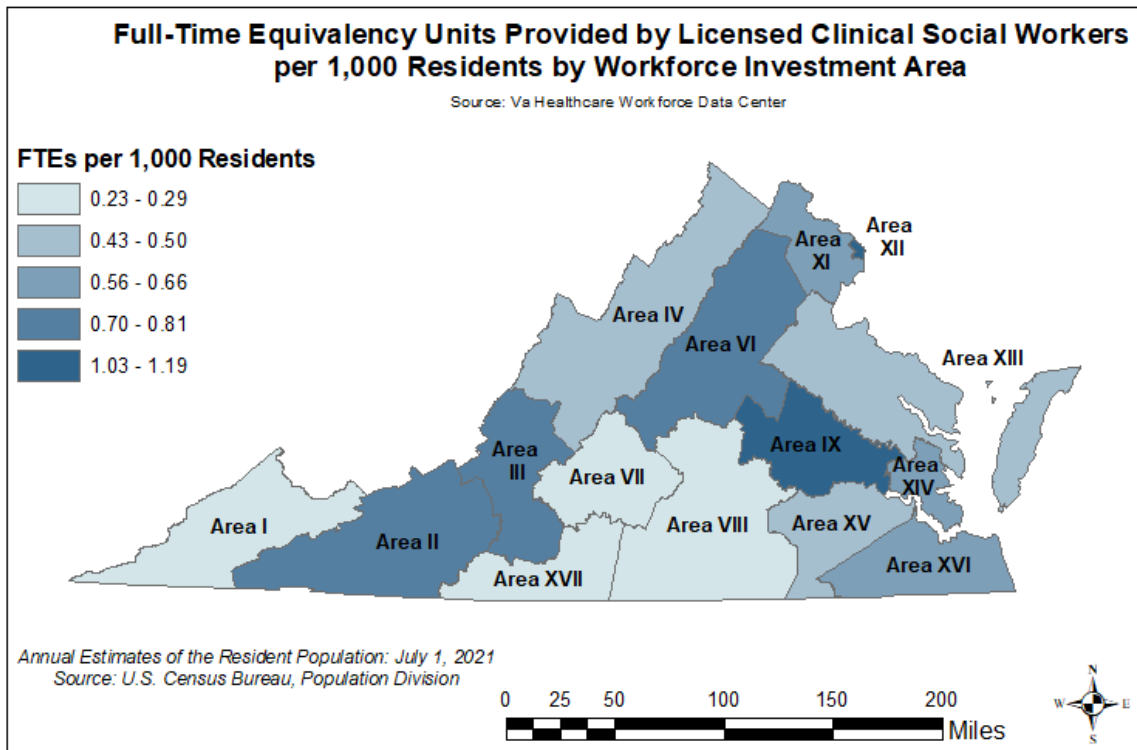
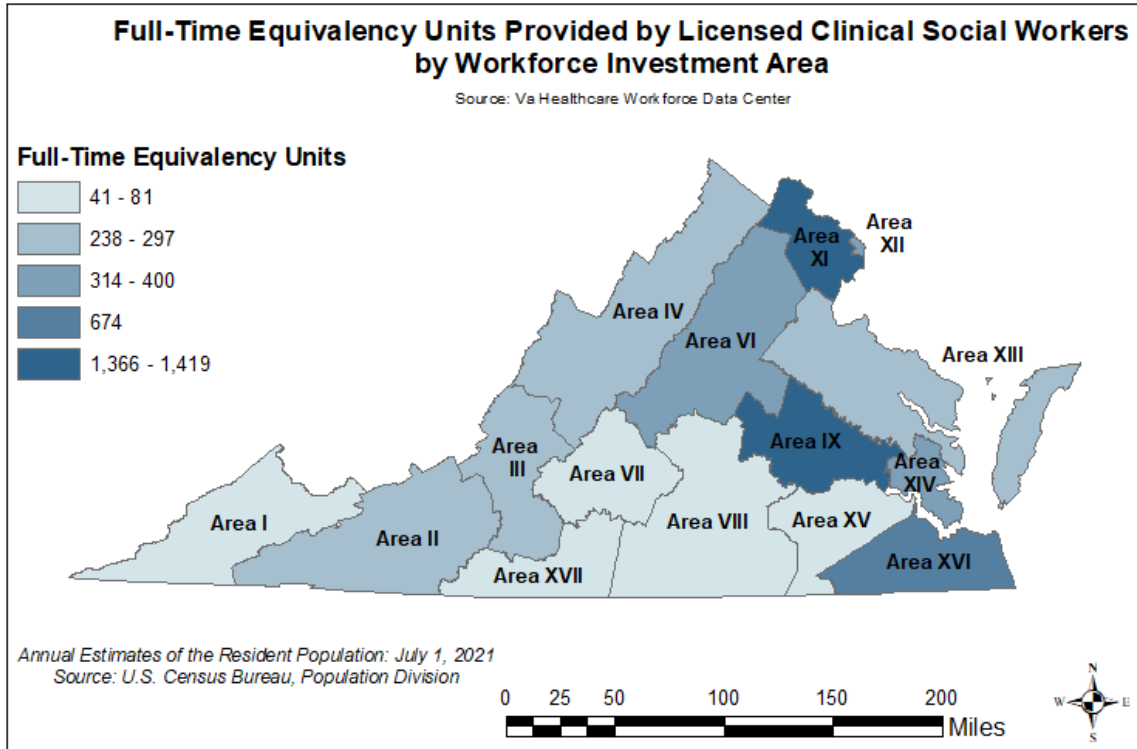
Source: Va. Healthcare Workforce Data Center

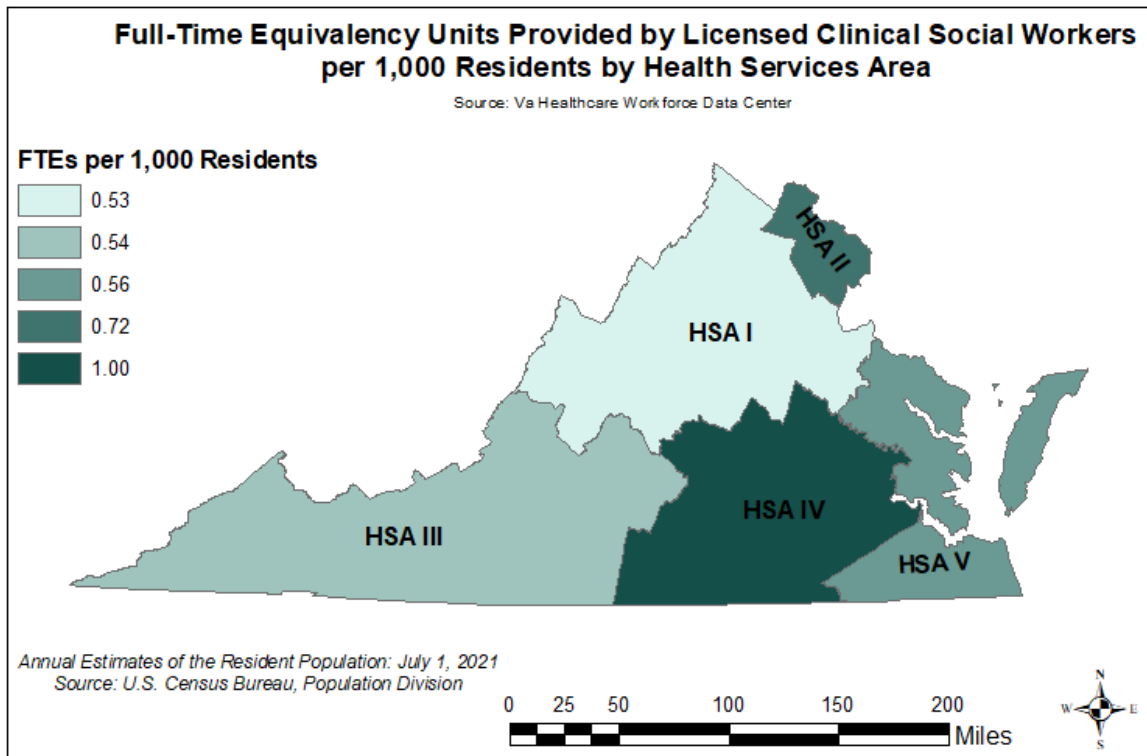
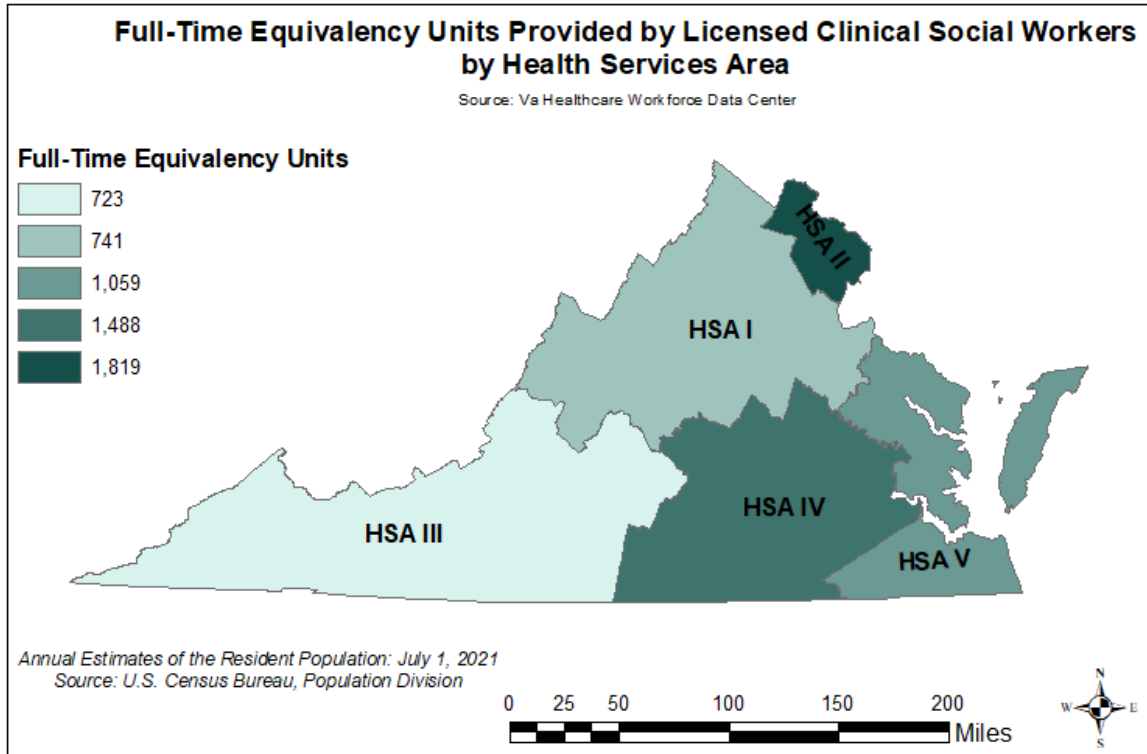
<sup>2</sup> Number of residents in 2021 was used as the denominator.

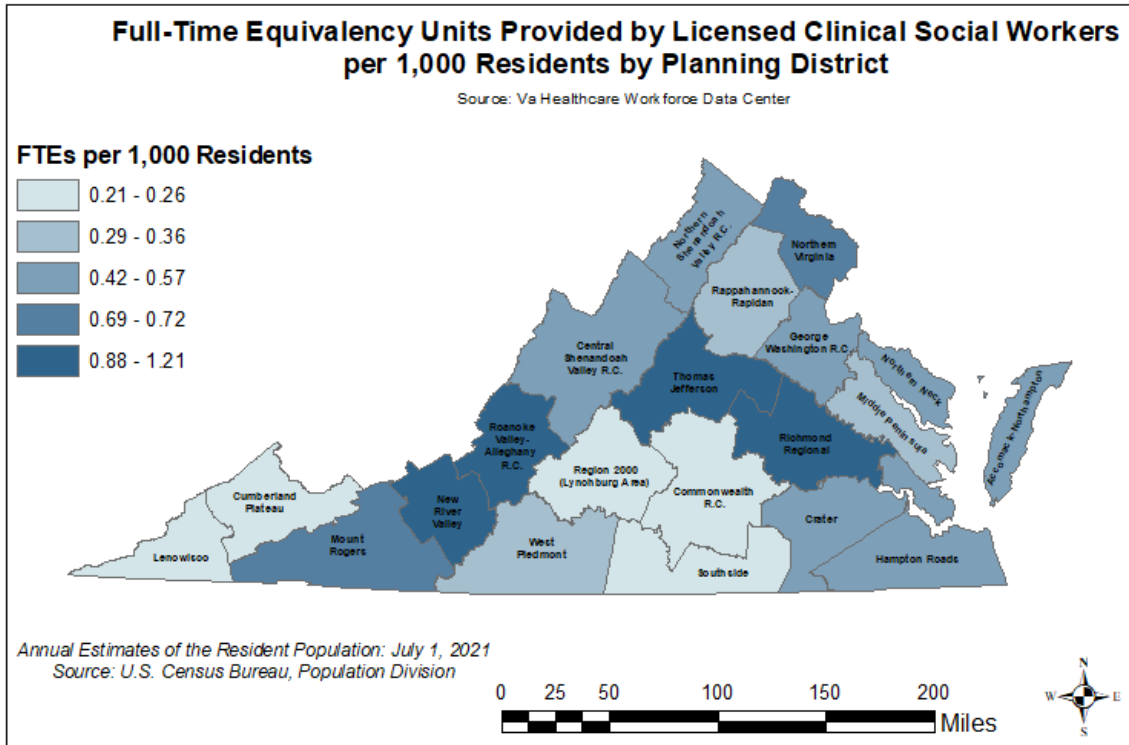
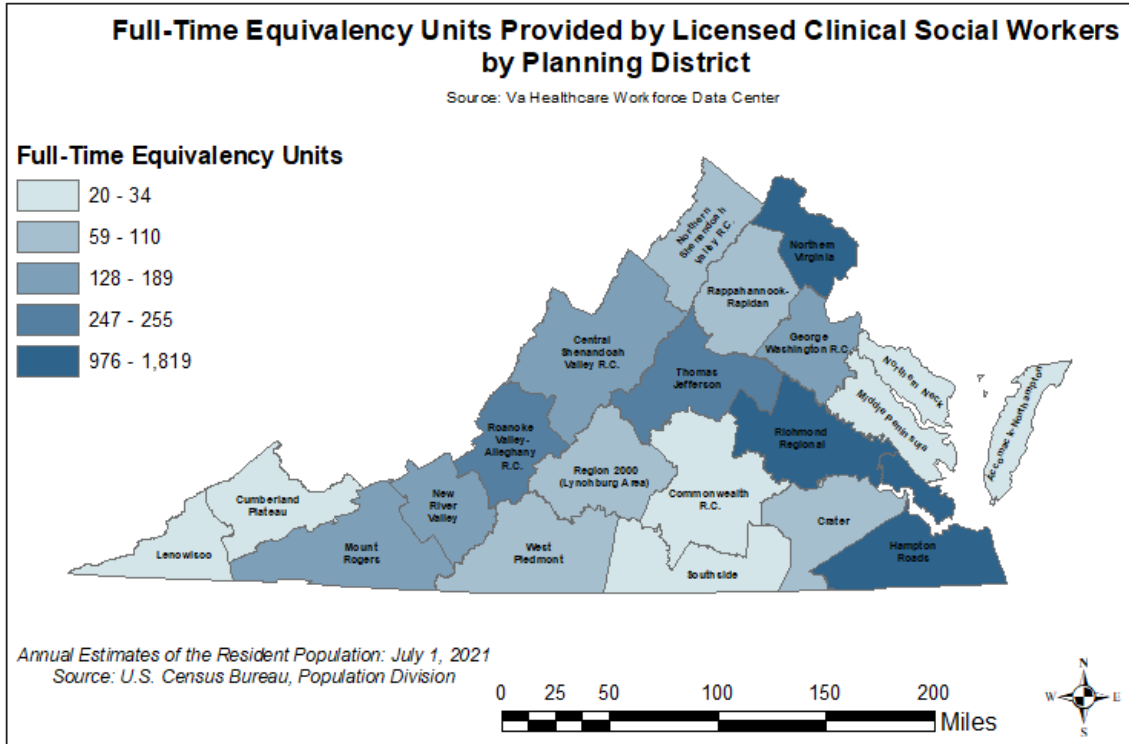
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











## Appendices

### Appendix A: Weights

| Rural Status                                | Location Weight |        |        | Total Weight |       |
|---|-----------------|--------|--------|--------------|-------|
|   | #               | Rate   | Weight | Min.         | Max.  |
| <b>Metro, 1 Million+</b>                    | 5,542           | 89.14% | 1.122  | 1.072        | 1.295 |
| <b>Metro, 250,000 to 1 Million</b>          | 465             | 90.97% | 1.099  | 1.050        | 1.269 |
| <b>Metro, 250,000 or Less</b>               | 712             | 89.75% | 1.114  | 1.064        | 1.286 |
| <b>Urban, Pop. 20,000+, Metro Adj.</b>      | 44              | 95.45% | 1.048  | 1.009        | 1.209 |
| <b>Urban, Pop. 20,000+, Non-Adj.</b>        | 0               | NA     | NA     | NA           | NA    |
| <b>Urban, Pop. 2,500-19,999, Metro Adj.</b> | 180             | 82.78% | 1.208  | 1.154        | 1.394 |
| <b>Urban, Pop. 2,500-19,999, Non-Adj.</b>   | 95              | 90.53% | 1.105  | 1.055        | 1.275 |
| <b>Rural, Metro Adj.</b>                    | 143             | 81.82% | 1.222  | 1.168        | 1.410 |
| <b>Rural, Non-Adj.</b>                      | 31              | 77.42% | 1.292  | 1.234        | 1.491 |
| <b>Virginia Border State/D.C.</b>           | 1,740           | 78.79% | 1.269  | 1.212        | 1.465 |
| <b>Other U.S. State</b>                     | 1,231           | 70.27% | 1.423  | 1.360        | 1.642 |

Source: Va. Healthcare Workforce Data Center

| Age                | Age Weight |        |        | Total Weight |       |
|--------------------|------------|--------|--------|--------------|-------|
|                    | #          | Rate   | Weight | Min.         | Max.  |
| <b>Under 35</b>    | 1,348      | 73.66% | 1.358  | 1.209        | 1.642 |
| <b>35 to 39</b>    | 1,461      | 83.50% | 1.198  | 1.066        | 1.449 |
| <b>40 to 44</b>    | 1,384      | 86.71% | 1.153  | 1.027        | 1.395 |
| <b>45 to 49</b>    | 1,228      | 88.27% | 1.133  | 1.009        | 1.370 |
| <b>50 to 54</b>    | 1,283      | 86.59% | 1.155  | 1.028        | 1.397 |
| <b>55 to 59</b>    | 998        | 88.98% | 1.124  | 1.050        | 1.360 |
| <b>60 to 64</b>    | 904        | 87.61% | 1.141  | 1.016        | 1.381 |
| <b>65 and Over</b> | 1,577      | 86.75% | 1.153  | 1.027        | 1.395 |

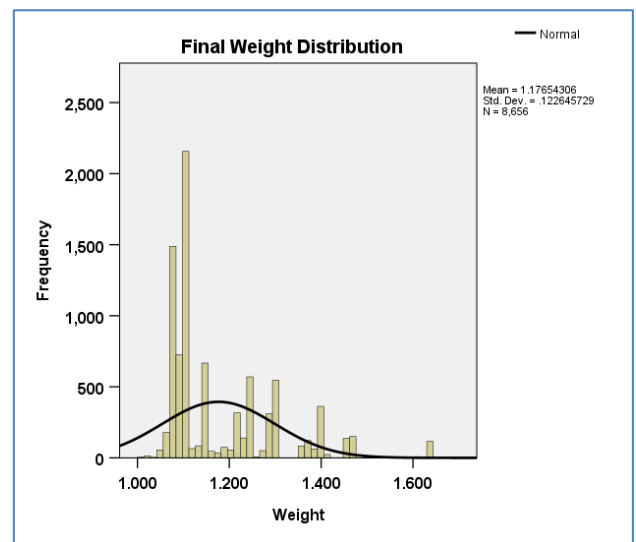
Source: Va. Healthcare Workforce Data Center

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: 0.850044**



Source: Va. Healthcare Workforce Data Center