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# *Virginia's Nursing Education Programs: 2018-2019 Academic Year*

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Healthcare Workforce Data Center


February 2020

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Virginia's Nursing Education Programs		
	PN Programs	RN Programs
<b>Mean Program Length</b>	16 Months	24 Months
<b>% with SACS** Accreditation</b>	41%	70%
<b>% with CCNE** Accreditation</b>	NA	45%
<b>% with ACEN** Accreditation</b>	9%	39%
<b>% offering Evening Courses</b>	28%	60%
<b>% offering Weekend Courses</b>	21%	33%
<b>% offering Online Courses</b>	9%	29%
<b>Median Clinical Experience Hours</b>	426-450	551-575
<b>Median Direct Client Care Hours</b>	400+	500+
<b>Students</b>		
<b>Total Applicants</b>	5,617	17,595
<b>% Qualified Applicants</b>	79%	64%
<b>Total 1<sup>st</sup> Year Students Enrolled</b>	2,935	6,640
<b>Mean GPA of Admitted Students</b>	2.8	3.3
<b>Mean Age of Admitted Students</b>	27	26
<b>1<sup>st</sup> Year Student Capacity</b>	3,397	7,421
<b>% Unfilled Capacity</b>	20%	11%
<b>Total Enrollment</b>	3,259	11,869
<b>Attrition Rate</b>	29%	17%
<b>Total Graduates</b>	1,327	4,295
<b>% Male Graduates</b>	6%	11%
<b>Diversity Index*</b>	65%	54%
<b>Faculty</b>		
<b>Total Faculty</b>	520	2,364
<b>% Full-Time Employees</b>	41%	46%
<b>Mean Student-to-Faculty Ratio</b>	7.7	6.1
<b>% Female</b>	92%	93%
<b>Diversity Index</b>	47%	41%
<b>Most Common Degree</b>	BSN	MSN
<b>Full-Time Turnover Rate</b>	18%	13%
<b>Full-Time Newly Appointed Rate</b>	27%	13%
<b>% with Adequate Budget for Full-Time Hiring</b>	92%	85%
<b>% of Full-Time Vacancies in Active Recruitment</b>	69%	66%
<b>% Expecting More Future Employment Disruption</b>	4%	7%

\*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of a different race or ethnicity (using the categories listed in the Demographics section of the report). Full names on pages 8 and 26. *Source: VA. Healthcare Workforce Data Center*

## Summary of Trends

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In the 2018-19 academic year, 55 of 56 PN programs and all RN programs responded to the survey. There are some changes over the years in the statistics relating to Virginia's Nurse Education programs that are worth noting. Total enrollment increased in 2018-19 and is at an all-time high for both PN and RN programs. The total enrollment increased from 3,026 last year to 3,259 in the current report for PN programs and from 11,350 in 2017-18 to 11,869 in 2018-19 for RN programs. The number of graduates increased from the previous year for both programs; RN programs have the highest number of graduates ever. For RN programs, the number of graduates increased by 4% and admission also increased by 5%. The number admitted into RN programs is at an all-time high at 8,107. For PN programs, the number of admission and graduates increased from the previous school year and both are at a 6-year high. For admission and graduation, PN programs increased by 13% and 19%, respectively. The diversity index of PN graduates also increased from 64% in the previous report to 65% in the current report; for the first time ever, non-White graduates were the majority in PN programs. Diversity index remained at 54% for RN programs and White graduates are the majority.

The percent of both PN and RN programs offering online courses declined in the past year. In the 2018-19 academic year, only 29% of RN programs offered online classes compared to 41% in the 2017-18 year. The percent of PN programs offering online classes also declined slightly from 14% to 9% in the same period. A lower percentage of PN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 41% of PN programs were SACS-accredited. By contrast, RN programs reporting SACS accreditation increased from 67% to 70%. Accreditation by the Accreditation Commission for Education in Nursing (ACEN) increased from 7% to 9% for PN programs and from 35% to 39% for RN programs; Commission on Collegiate Nursing Education (CCNE) accreditation also increased from 39% to 45% for RN programs.

Mean program length declined from 25 months in 2017-18 year to 24 months for RN programs. However, mean program length stayed at the same 16 months for PN programs. Some changes were also recorded with regards to students and applicants. The number of total PN program applicants has been erratic over the years. It was 5,617 in this current report compared to 5,504 last year; it has gone up and down every other year by at least a hundred on average. The number of total first year PN students enrolled increased to a 7-year high of 2,935; enrollment increased in every type of PN program apart from High School Extended which has the second-ever lowest enrollment of 735. Similarly, the number of first year RN students enrolled hit a 7-year high at 6,640. Unfilled first year student capacity increased slightly from 19% in the 2017-18 year to 20% in the 2018-19 year for PN programs. However, unfilled first year student capacity remained at 11% in the 2018-19 year for RN programs.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in PN and RN programs are at a 7-year high of 520 and 2,364. The percent of faculty that were full time increased for RN programs; 46% of RN faculty were full time in 2018-19 compared to 44% in 2017-18. For PN programs, the percent full time declined to 41% from 42% in 2017-18. Full time faculty turnover rates declined slightly for PN programs; it went from 27% in 2017-18 to 18% in the current report. However, faculty turnover rate stayed at 13% for RN programs. The full time faculty newly appointed rate declined for both programs. For PN programs, the rate declined from 35% in 2017-18 to 27% in 2018-19 whereas for RN programs, the rate decreased from 16% to 13% in the same period.

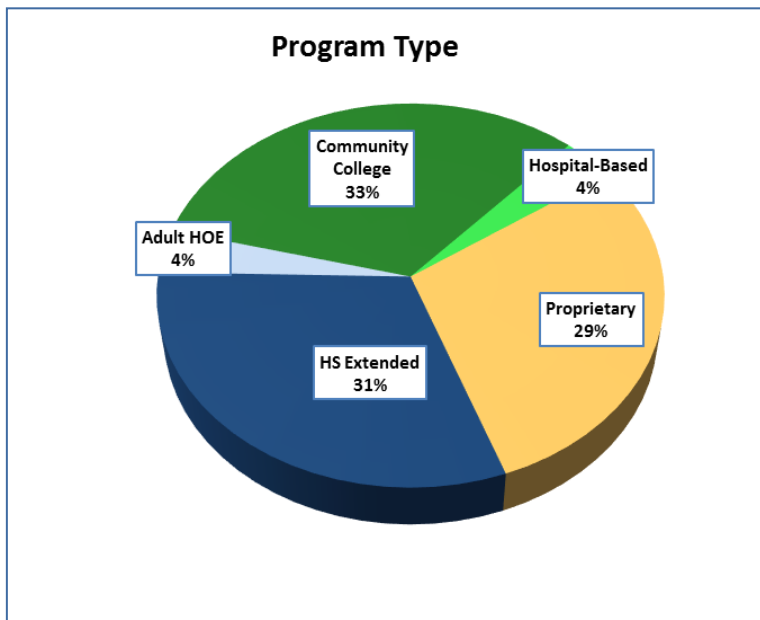
## Practical Nursing Education Program

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
High School Extended	17	31
Post-Secondary Adult HOE	2	4
Community College	18	33
Hospital-Based	2	4
Proprietary	16	29
<b>Total</b>	<b>55</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Community College:	33%
HS Extended:	31%
Proprietary:	29%

#### Delivery Method

Semester:	82%
Trimester:	11%
Quarter:	7%

#### Mean Program Length

HS Extended:	18 Mos.
Adult HOE:	18 Mos.
Community College:	16 Mos.
Proprietary:	14 Mos.

Source: VA. Healthcare Workforce Data Center

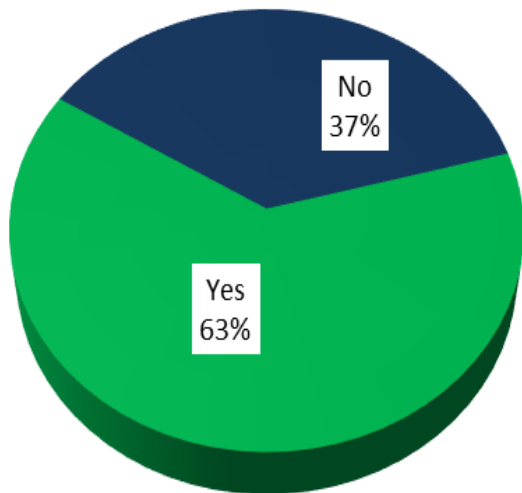
*There were 56 Practical Nursing (PN) Education Programs approved in Virginia during the 2018-2019 academic year. 55 of these programs responded to this year's survey.*

Program Type	Program Length (Months)				
	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
HS Extended	18	18	18	18	21
Adult HOE	18	18	18	18	18
Community College	16	12	12	18	24
Hospital-Based	12	12	12	12	12
Proprietary	14	12	12	15	16
<b>All Programs</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>24</b>

Source: VA. Healthcare Workforce Data Center

Program Details

**Program Changes in Past Year**



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Schedule Options**

Daytime Courses:	95%
Evening Courses:	28%
Weekend Courses:	21%
Online Courses:	9%

**Admissions Frequency (Annual)**

One:	67%
Two:	7%
Three:	7%
Four or More:	18%

Source: VA. Healthcare Workforce Data Center

*Close to half of Virginia’s PN programs initiated a change to their program within the past year. Twenty-five programs had faculty changes, ten reported curriculum changes, three reported schedule changes, and two reported changes in course content.*

Scheduling Option	#	%
<b>Daytime Courses</b>	53	95%
<b>Evening AND Weekend Courses</b>	12	21%
<b>Online Courses</b>	5	9%
<b>Evening Courses</b>	4	7%
<b>Accelerated Courses</b>	1	2%
<b>Weekend Courses</b>	0	0%

Source: VA. Healthcare Workforce Data Center

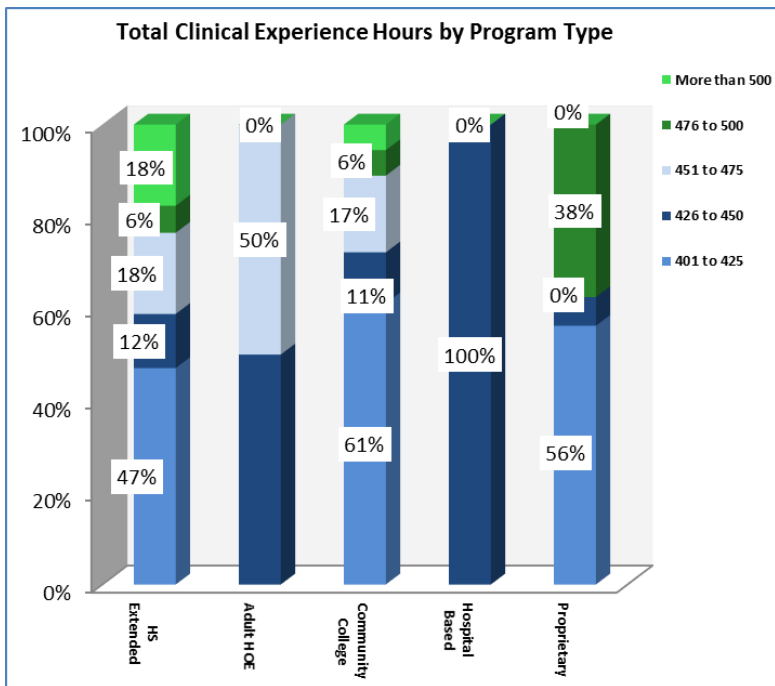
**Accreditation**

Accrediting Agency	Abbv.	#	%
<b>Southern Association of Colleges and Schools</b>	<b>SACS</b>	23	41%
<b>Accreditation Commission for Education in Nursing</b>	<b>ACEN</b>	5	9%
<b>Accrediting Bureau of Health Education Schools</b>	<b>ABHES</b>	3	5%
<b>Council on Occupational Education</b>	<b>COE</b>	2	4%
<b>Council for Higher Education</b>	<b>CHE</b>	2	4%
<b>Accrediting Council for Independent Colleges and Schools</b>	<b>ACICS</b>	1	2%
<b>Accrediting Commission of Career Schools and Colleges</b>	<b>ACCSC</b>	1	2%
<b>Commission for Nursing Education Accreditation</b>	<b>CNEA</b>	1	2%

Source: VA. Healthcare Workforce Data Center



Clinical Hours



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Median Clinical Hours**

Clinical Experience: 426-450  
 Direct Client Care: 400+  
 Direct Client Care in Va.: 429  
 Clinical Simulation: 1-25  
 Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

Nearly 80% of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; the rest required more than 476 hours. Pursuant to 18VAC 90-27-100.D, Virginia’s PN programs are required to provide 400 hours of direct client care, of which 25% may be simulated.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	2	4%
North Carolina	0	0%
Maryland	0	0%
West Virginia	0	0%
Tennessee	3	5%
<b>At least One</b>	<b>5</b>	<b>9%</b>

Source: VA. Healthcare Workforce Data Center

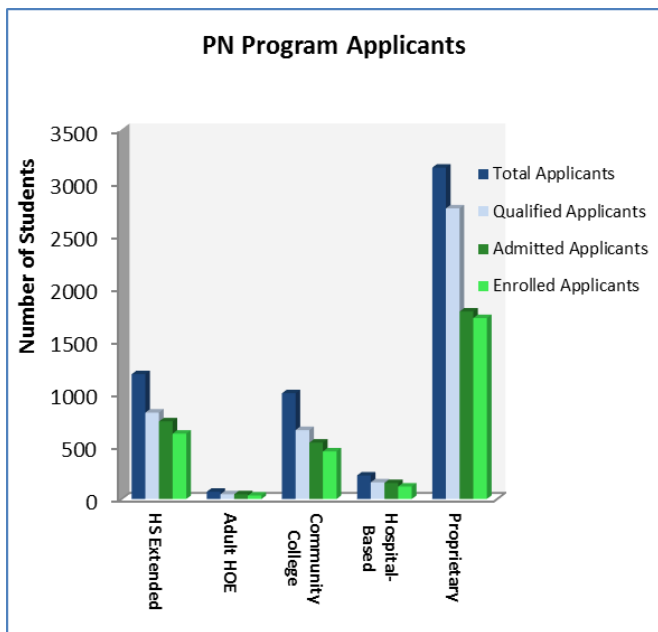
Only 5 programs offered clinical experience hours outside of Virginia. Washington, D.C. and Tennessee were the only places where clinical experience was offered.

## Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	0%
	401 to 425	8	0	11	0	9	28	51%
	426 to 450	2	1	2	2	1	8	15%
	451 to 475	3	1	3	0	0	7	13%
	476 to 500	1	0	1	0	6	8	15%
	More than 500	3	0	1	0	0	4	7%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>16</b>	<b>55</b>	<b>100%</b>
Direct Client Care Hours	300 or less	0	0	0	0	0	0	0%
	301 to 325	0	0	0	0	0	0	0%
	326 to 350	2	0	1	0	0	3	5%
	351 to 375	15	0	2	0	0	17	31%
	376 to 400	0	0	1	1	4	6	11%
	More than 400	0	2	14	1	12	29	53%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>16</b>	<b>55</b>	<b>100%</b>
Clinical Simulation Hours	None	9	1	6	0	4	20	36%
	1-25	3	1	7	1	5	17	31%
	26 to 50	2	0	2	1	5	10	18%
	51 to 75	2	0	3	0	0	5	9%
	76 to 100	1	0	0	0	2	3	5%
	More than 100	0	0	0	0	0	0	0%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>16</b>	<b>55</b>	<b>100%</b>
Clinical Observation Hours	None	7	1	13	1	11	33	60%
	1-25	8	1	4	0	5	18	33%
	26 to 50	1	0	1	1	0	3	5%
	51 to 75	0	0	0	0	0	0	0%
	76 to 100	1	0	0	0	0	1	2%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>16</b>	<b>55</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Program Applicants**

Total:	5,617
Qualified:	4,429
Admitted:	3,243
Enrolled:	2,935
Waitlisted:	80

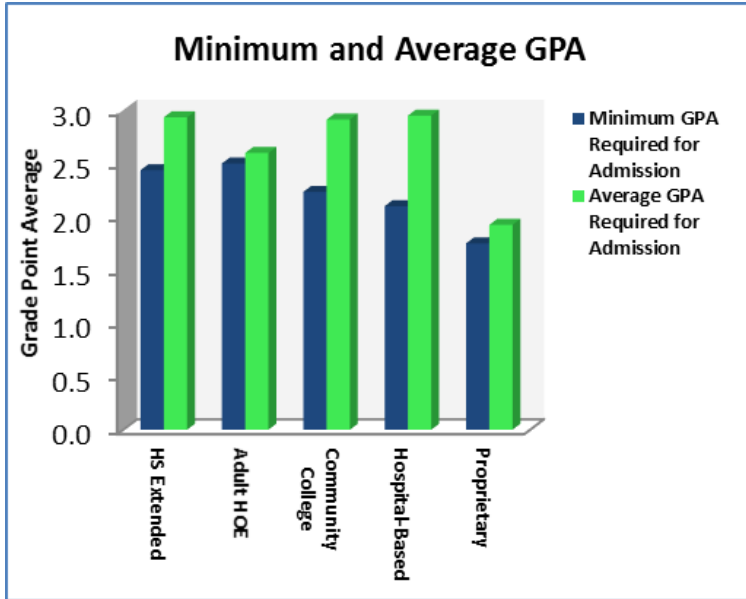
*Virginia's PN programs received 5,617 student applications during the 2018-2019 academic year. A little over half of these applications ultimately resulted in an enrolled student.*

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>HS Extended</b>	1,183	819	69%	736	90%	619	84%	52%
<b>Adult HOE</b>	69	45	65%	45	100%	33	73%	48%
<b>Community College</b>	1,002	653	65%	534	82%	451	84%	45%
<b>Hospital</b>	223	158	71%	151	96%	118	78%	53%
<b>Proprietary</b>	3,140	2,754	88%	1,777	65%	1,714	96%	55%
<b>All Programs</b>	<b>5,617</b>	<b>4,429</b>	<b>79%</b>	<b>3,243</b>	<b>73%</b>	<b>2,935</b>	<b>91%</b>	<b>52%</b>

Source: VA. Healthcare Workforce Data Center

*Out of 4,429 qualified applications, 1,186 did not result in an offer of admission. Six programs cited lack of clinical space and another six mentioned lack of classroom space. Six programs also mentioned lack of faculty. Five programs mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students and another five mentioned the family and personal circumstances of the students. Six mentioned other reasons such as lack of finances, having admission in a RN program, Board of Nursing restriction on number of students, or not passing the entrance examination.*

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**GPA (mean)**  
 Minimum Requirement: 2.3  
 Student Average: 2.8

**Age (mean)**  
 Overall: 27  
 HS Extended: 23  
 Proprietary: 30  
 Adult HOE: 30

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
High School Extended	23
Post-Secondary Adult HOE	30
Community College	28
Hospital-Based	28
Proprietary	30
All Programs	27

Source: VA. Healthcare Workforce Data Center

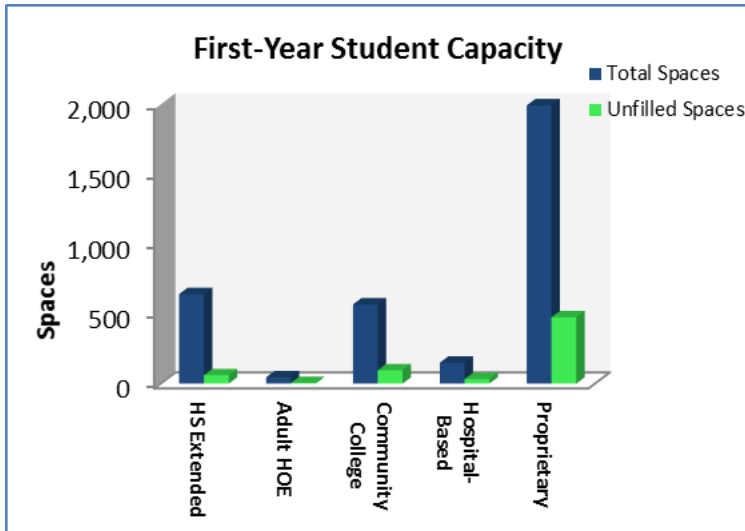
*The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 23, while Proprietary and Post-Secondary Adult HOE programs had the highest average age of admitted students at 30.*

Program Type	Min	Avg.
High School Extended	2.5	3.0
Post-Secondary Adult HOE	2.3	2.5
Community College	2.2	2.9
Hospital-Based	2.1	2.8
Proprietary	2.0	2.3
All Programs	2.3	2.8

Source: VA. Healthcare Workforce Data Center

*A typical PN program required that prospective students have a minimum GPA of 2.3, while the average GPA among admitted students was 2.8. On average, High School Extended programs had the highest minimum GPA requirements for admission and the highest average GPA for admitted students; by contrast, Proprietary programs had the lowest GPA required and lowest average for admitted students.*

Capacity



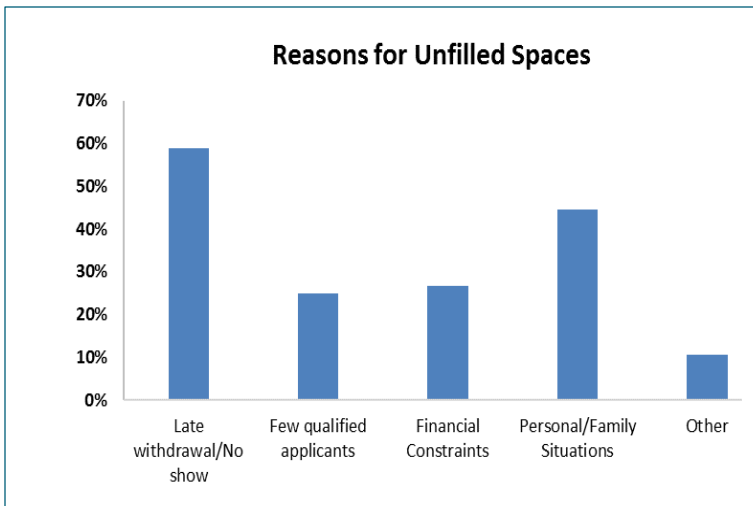
Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**1st-Year Student Capacity**  
 Spaces Available: 3,397  
 Spaces Unfilled: 667

**Unfilled Capacity**  
 % of Programs: 22%  
 % of Total Capacity: 20%

Source: VA. Healthcare Workforce Data Center



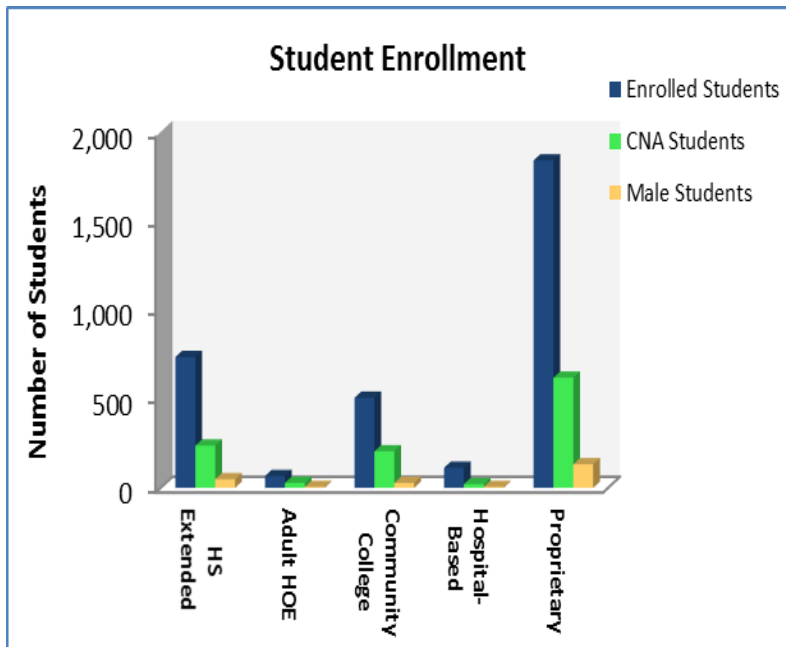
Source: VA. Healthcare Workforce Data Center

*Virginia's PN programs were able to utilize 80% of their available first-year student capacity.*

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
<b>HS Extended</b>	6	11	60	9%	641	9%
<b>Adult HOE</b>	1	1	5	1%	45	11%
<b>Community College</b>	5	12	95	14%	567	17%
<b>Hospital-Based</b>	0	2	32	5%	150	21%
<b>Proprietary</b>	0	16	475	71%	1,994	24%
<b>All Programs</b>	<b>12</b>	<b>42</b>	<b>667</b>	<b>100%</b>	<b>3,397</b>	<b>20%</b>

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA, Healthcare Workforce Data Center

### At a Glance:

**Enrollment**

Total: 3,259  
 CNA: 1,108  
 Male: 217

**Enrollment by Program Type**

Proprietary: 56%  
 HS Extended: 23%  
 Community College: 16%

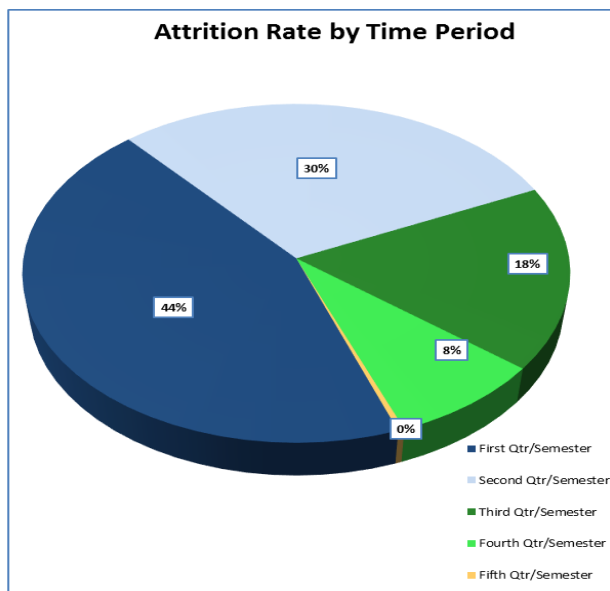
Source: VA, Healthcare Workforce Data Center

*A total of 3,259 students were enrolled in Virginia’s PN programs during the current academic year. 34% of these students were CNAs, while 7% of enrolled students were male.*

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	735	23%	237	21%	48	22%
<b>Adult HOE</b>	66	2%	27	2%	5	2%
<b>Community College</b>	506	16%	205	19%	27	12%
<b>Hospital-Based</b>	112	3%	20	2%	5	2%
<b>Proprietary</b>	1,840	56%	619	56%	132	61%
<b>All Programs</b>	<b>3,259</b>	<b>100%</b>	<b>1,108</b>	<b>100%</b>	<b>217</b>	<b>100%</b>

Source: VA, Healthcare Workforce Data Center

## Attrition



Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	246	44%
Second	164	29%
Third	98	18%
Fourth	47	8%
Fifth	2	0%
<b>Total</b>	<b>557</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Graduation Rate

Adult HOE:	84%
Hospital-based:	80%
HS Extended:	63%

#### Attrition Rate

All Programs:	29%
HS Extended:	33%
Proprietary:	30%

Source: VA. Healthcare Workforce Data Center

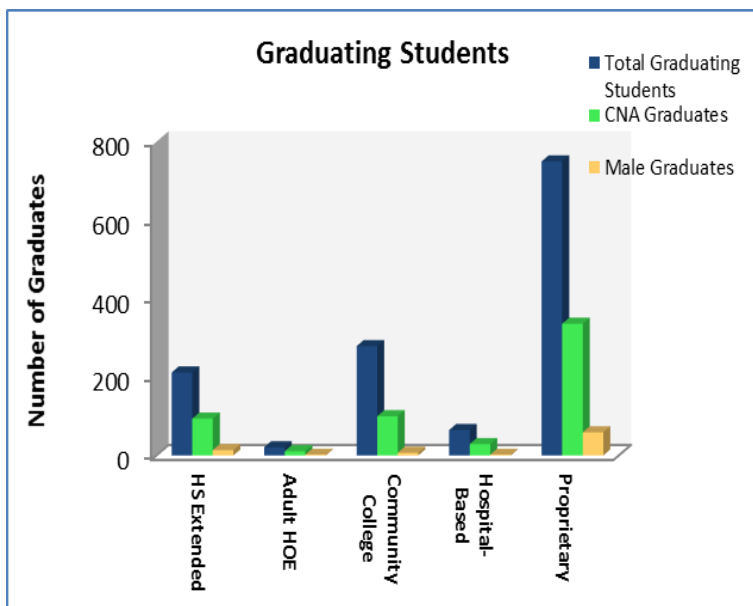
Nearly half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	335	25	456	80	1,388	<b>2,284</b>
Graduated on Time	211	21	269	64	497	<b>1,062</b>
On-Time Graduation Rate	<b>63%</b>	<b>84%</b>	<b>59%</b>	<b>80%</b>	<b>36%</b>	<b>46%</b>
Permanently Left Program	112	2	122	12	422	<b>670</b>
Attrition Rate	<b>33%</b>	<b>8%</b>	<b>27%</b>	<b>15%</b>	<b>30%</b>	<b>29%</b>

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 46% ultimately did graduate. Meanwhile, 29% of students expected to graduate this year permanently left their respective program instead.

Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Graduates**  
 Total: 1,327  
 % CNA: 43%  
 % Male: 6%

**Grad. by Program Type**  
 Proprietary: 57%  
 Community College: 21%  
 HS Extended: 16%

Source: VA. Healthcare Workforce Data Center

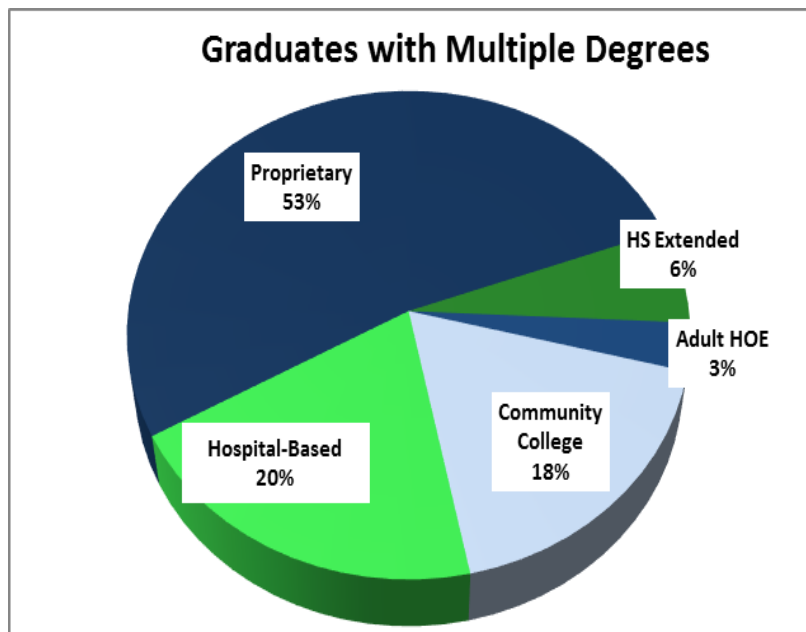
*A total of 1,327 students graduated from Virginia's PN programs during the current academic year. 43% of these graduates were CNAs, while 6% were male. Over half graduated from Proprietary PN programs.*

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	212	16%	94	16%	14	17%
<b>Adult HOE</b>	21	2%	11	2%	2	2%
<b>Community College</b>	279	21%	100	18%	7	8%
<b>Hospital-Based</b>	65	5%	29	5%	2	2%
<b>Proprietary</b>	750	57%	336	59%	59	70%
<b>All Programs</b>	<b>1,327</b>	<b>100%</b>	<b>570</b>	<b>100%</b>	<b>84</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Background of Graduates



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Race/Ethnicity**

White: 39%

Black: 43%

Hispanic: 7%

**Multi-Degree Grads.**

Multi-Degree Graduates: 95

% of Total Graduates: 7%

Source: VA. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	6	6%	3%
Adult HOE	3	3%	14%
Comm. College	17	18%	6%
Hospital Based	19	20%	29%
Proprietary	50	53%	7%
<b>All Programs</b>	<b>95</b>	<b>100%</b>	<b>7%</b>

Source: VA. Healthcare Workforce Data Center

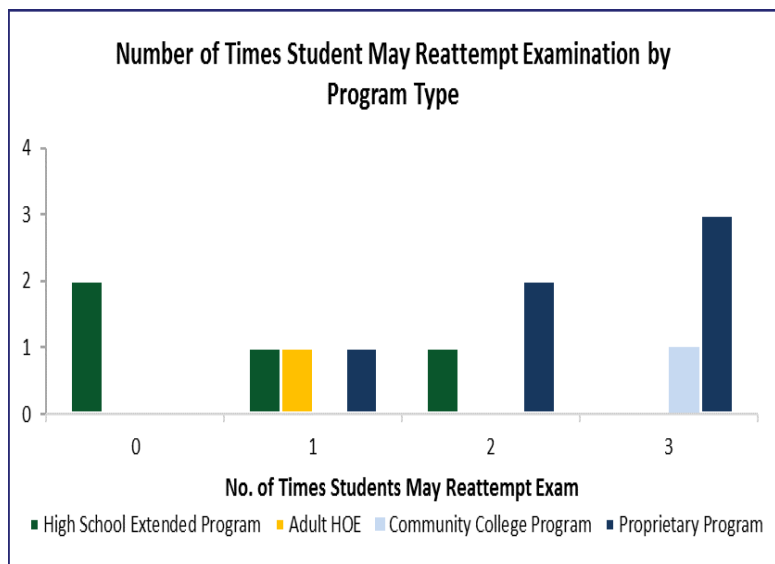
More than half of all graduates from Virginia's PN programs are non-White, while more than 40% of all graduates are non-Hispanic Black.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	131	62%	11	52%	191	69%	28	43%	160	21%	521	39%
Black	40	19%	8	38%	64	23%	29	45%	430	57%	571	43%
Hispanic	20	9%	1	5%	8	3%	2	3%	67	9%	98	7%
Asian	5	2%	1	5%	0	0%	1	2%	63	8%	70	5%
American Indian	1	0%	0	0%	1	0%	0	0%	1	0%	3	0%
Pacific Islander	2	1%	0	0%	0	0%	0	0%	4	1%	6	0%
Two or More	5	2%	0	0%	3	1%	5	8%	22	3%	35	3%
Unknown	7	3%	0	0%	10	4%	0	0%	8	1%	25	2%
<b>Total</b>	<b>211</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>277</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	<b>755</b>	<b>100%</b>	<b>1,329</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Seven percent of all graduates from Virginia's PN programs held other non-nursing degrees.

## Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### No. of Programs Requiring Comprehensive Exam

Proprietary:	8
HS. Extended:	2
Community College:	1

#### No. Who Did Not Graduate.

Proprietary:	7
Community College:	7

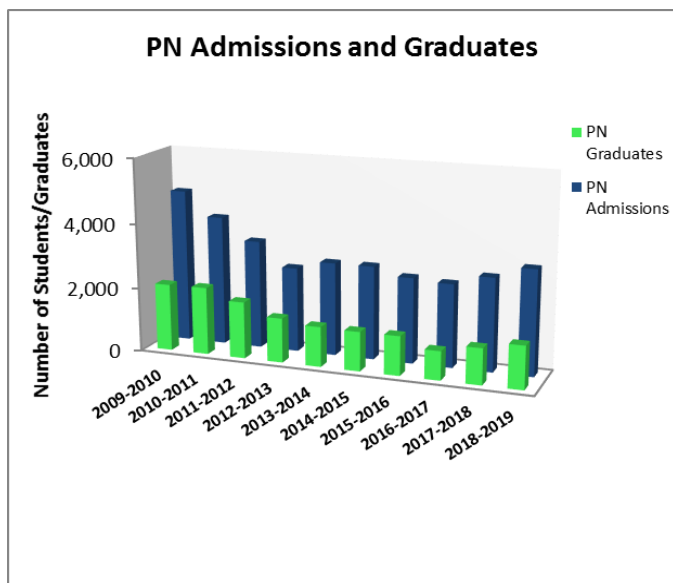
Source: VA. Healthcare Workforce Data Center

*Eleven programs require students to pass a comprehensive examination before graduating. In the 2018-19 year, 11 students did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>HS Extended</b>	3	18%	1	33%	2	0
<b>Adult HOE</b>	1	50%	2	0%	1	0
<b>Community College</b>	1	6%	1	100%	1	3
<b>Hospital-Based</b>	0	0%	0	0%	N/A	0
<b>Proprietary</b>	6	38%	6	100%	2	8
<b>All Programs</b>	<b>11</b>	<b>20%</b>	<b>10</b>	<b>91%</b>	<b>2</b>	<b>11</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Admissions**

Total: 3,243

Year-over-Year Change: 13%

**Graduates**

Total: 1,327

Year-over-Year Change: 19%

Source: VA. Healthcare Workforce Data Center

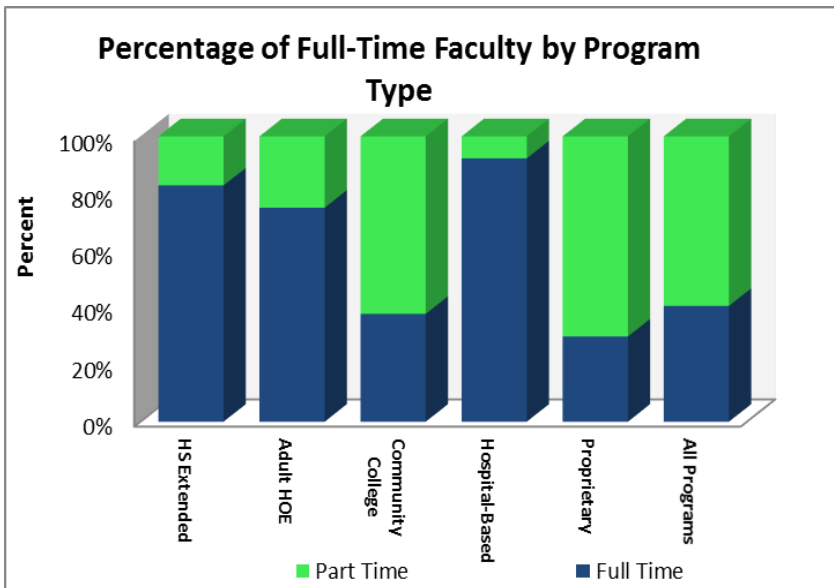
*The number of new students who were admitted into Virginia’s PN programs increased by 13% during the 2018-2019 academic year. The number of students who graduated from these programs increased by close to 20%. The increase in admissions is the highest in over a decade and the increase in the number of graduates is the second highest in the same period.*

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
<b>2009-2010</b>	4,742	-	2,072	-
<b>2010-2011</b>	4,003	-16%	2,086	1%
<b>2011-2012</b>	3,346	-16%	1,753	-16%
<b>2012-2013</b>	2,614	-22%	1,371	-22%
<b>2013-2014</b>	2,881	10%	1,235	-10%
<b>2014-2015</b>	2,887	0%	1,214	-2%
<b>2015-2016</b>	2,645	-8%	1,215	0%
<b>2016-2017</b>	2,573	-3%	895	-26%
<b>2017-2018</b>	2,880	12%	1,117	25%
<b>2018-2019</b>	3,243	13%	1,327	19%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Proprietary:	59%
Community College:	24%
HS Extended:	12%

% Full-Time

Hospital Based:	92%
HS Extended:	83%
Adult HOE:	75%

Student-Faculty Ratio

Hospital-Base:	5.0
Community College:	5.1
Proprietary:	7.3

Source: VA. Healthcare Workforce Data Center

*Over half of all faculty work in proprietary programs, but only 30% of those workers have full-time jobs. Only High School Extended, Adult HOE, and Hospital-Based programs have more than half of their faculty members in full-time positions.*

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
HS Extended	53	25%	11	4%	64	12%	83%	7.8	11.0	12.4
Adult HOE	6	3%	2	1%	8	2%	75%	6.6	8.8	8.8
Community College	48	23%	79	26%	127	24%	38%	3.0	5.1	6.7
Hospital Based	12	6%	1	0%	13	3%	92%	5.0	5.0	5.0
Proprietary	92	44%	216	70%	308	59%	30%	2.7	7.3	9.5
<b>All Programs</b>	<b>211</b>	<b>100%</b>	<b>309</b>	<b>100%</b>	<b>520</b>	<b>100%</b>	<b>41%</b>	<b>4.7</b>	<b>7.7</b>	<b>10.3</b>

Source: VA. Healthcare Workforce Data Center

*On average, the typical PN program had a student-to-faculty ratio of 7.7. However, two of the five program types had student-to-faculty ratios that were above the overall average, which was skewed upward by the higher mean of HS Extended programs.*

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	1	0%	1	0%	0%
25 to 34	20	10%	56	18%	76	15%	26%
35 to 44	46	24%	79	26%	125	25%	37%
45 to 54	62	32%	85	28%	147	29%	42%
55 to 64	53	27%	56	18%	109	22%	49%
65 to 74	13	7%	25	8%	38	8%	34%
75 and Over	0	0%	5	2%	5	1%	0%
Unknown	0	0%	2	1%	2	0%	0%
<b>Total</b>	<b>194</b>	<b>100%</b>	<b>309</b>	<b>100%</b>	<b>503</b>	<b>100%</b>	<b>39%</b>

Source: VA. Healthcare Workforce Data Center

*A typical faculty member would be a female between the ages of 45 and 54. Less than half of all faculty members held full-time positions.*

### At a Glance:

#### Gender

% Female: 92%  
% Female w/ FT Job: 42%

#### Age

% Under 35: 15%  
% Over 54: 30%

#### Diversity

Diversity Index (Total): 47%  
Diversity Index (FT Jobs): 41%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	9	4%	27	9%	36	7%	25%
Female	200	96%	281	91%	481	93%	42%
<b>Total</b>	<b>209</b>	<b>100%</b>	<b>308</b>	<b>100%</b>	<b>517</b>	<b>100%</b>	<b>40%</b>

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 47% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.*

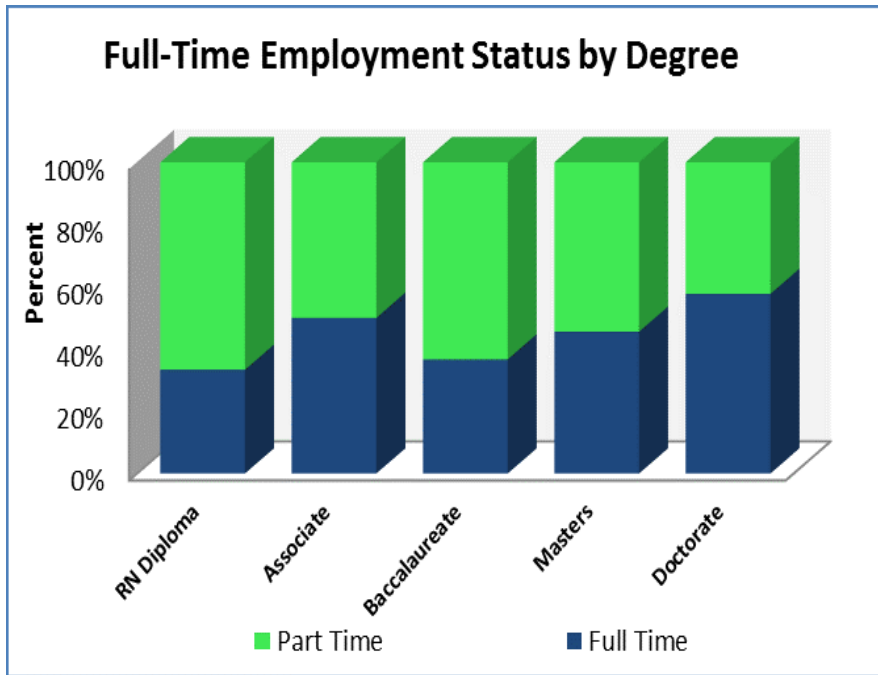
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	61%	154	73%	191	64%	345	68%	45%
Black	19%	47	22%	81	27%	128	25%	37%
Asian	7%	5	2%	11	4%	16	3%	31%
Other Race	0%	0	0%	2	1%	2	0%	0%
Two or more races	3%	3	1%	2	1%	5	1%	60%
Hispanic	10%	1	0%	10	3%	11	2%	9%
Unknown	0	0	0%	0	0%	0	0%	0%
<b>Total</b>	<b>100%</b>	<b>210</b>	<b>100%</b>	<b>297</b>	<b>100%</b>	<b>507</b>	<b>100%</b>	<b>41%</b>

\*\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



**At a Glance:**

Degree

BSN: 41%

Masters in Nursing: 39%

Non-Nursing Bachelors: 9%

Full-Time Employment

Doctorate: 58%

Associate in Nursing: 50%

Masters in Nursing: 47%

Source: VA. Healthcare Workforce Data Center

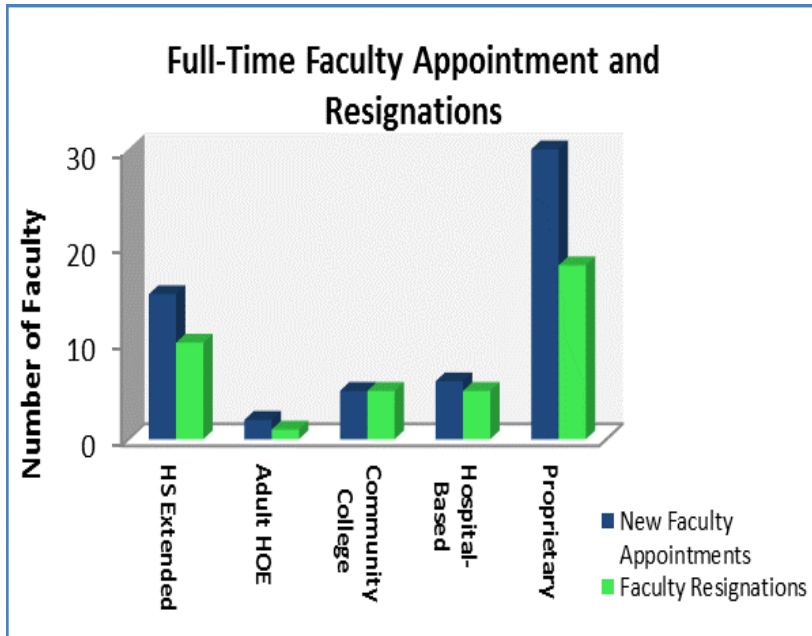
Source: VA. Healthcare Workforce Data Center

*Over 75% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 44% were employed on a full-time basis.*

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	1	1%	2	1%	3	1%	33%
<b>ASN</b>	3	2%	3	1%	6	1%	50%
<b>Non-Nursing Bachelors</b>	7	4%	32	12%	39	9%	18%
<b>BSN</b>	74	40%	108	42%	182	41%	41%
<b>Non-Nursing Masters</b>	5	3%	12	5%	17	4%	29%
<b>Masters in Nursing</b>	82	44%	92	35%	174	39%	47%
<b>Doctorate</b>	15	8%	11	4%	26	6%	58%
<b>Total</b>	<b>187</b>	<b>100%</b>	<b>260</b>	<b>100%</b>	<b>447</b>	<b>100%</b>	<b>42%</b>

Source: VA. Healthcare Workforce Data Center

## Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Full-Time Faculty**  
 Turnover Rate: 18%  
 Newly Appointed Rate: 27%

**Turnover Rate**  
 Hospital-based: 42%  
 Proprietary: 20%

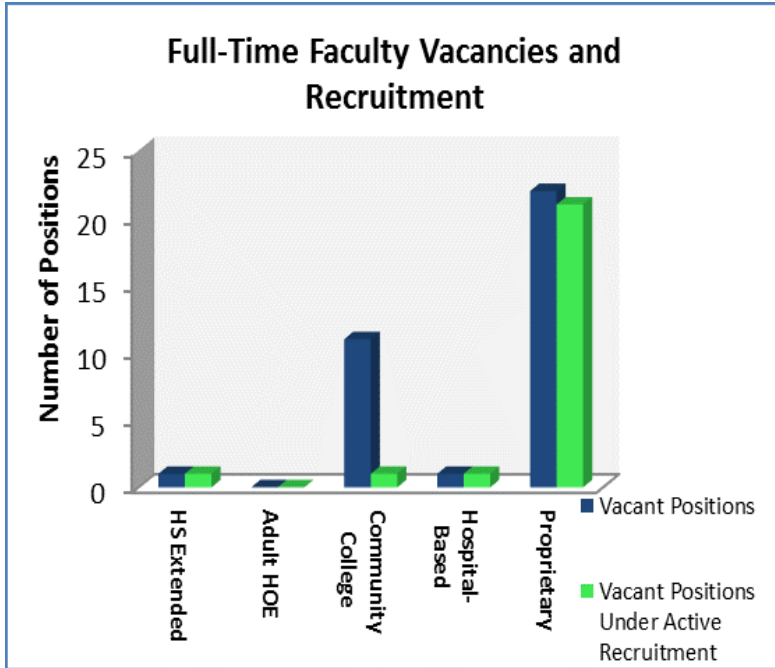
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's PN programs experienced an 18% turnover rate and a newly appointed faculty rate of 27% over the past year.*

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
<b>Total</b>	<b>53</b>	<b>6</b>	<b>48</b>	<b>12</b>	<b>92</b>	<b>211</b>
<b>Newly Appointed</b>	15	2	5	6	30	58
<b>Resignations</b>	10	1	5	5	18	39
<b>Turnover Rate</b>	<b>19%</b>	<b>17%</b>	<b>10%</b>	<b>42%</b>	<b>20%</b>	<b>18%</b>
<b>Proportion Newly Appointed</b>	<b>28%</b>	<b>33%</b>	<b>10%</b>	<b>50%</b>	<b>33%</b>	<b>27%</b>

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 Full-Time Hiring: 69%  
 Part-Time Hiring: 86%

**Budget Adequacy**  
 Full-Time Hiring: 92%  
 Part-Time Hiring: 94%

**Expected Job Disruption**  
 Less: 46%  
 Same: 50%  
 More: 4%

Source: VA. Healthcare Workforce Data Center

A total of 24 full-time faculty positions and 30 part-time faculty positions are currently in active recruitment. About 80% of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	48	92%	46	94%
<b>No</b>	4	8%	3	6%
<b>Total</b>	<b>52</b>	<b>100%</b>	<b>49</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>HS Extended</b>	8	50%	7	44%	1	6%	16	100%
<b>Adult HOE</b>	1	50%	1	50%	0	0%	2	100%
<b>Community College</b>	8	44%	9	50%	1	6%	18	100%
<b>Hospital</b>	1	50%	1	50%	0	0%	2	100%
<b>Proprietary</b>	7	44%	9	56%	0	0%	16	100%
<b>All Programs</b>	<b>25</b>	<b>46%</b>	<b>27</b>	<b>50%</b>	<b>2</b>	<b>4%</b>	<b>54</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Only 4% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a sufficient budget to adequately meet their faculty needs.



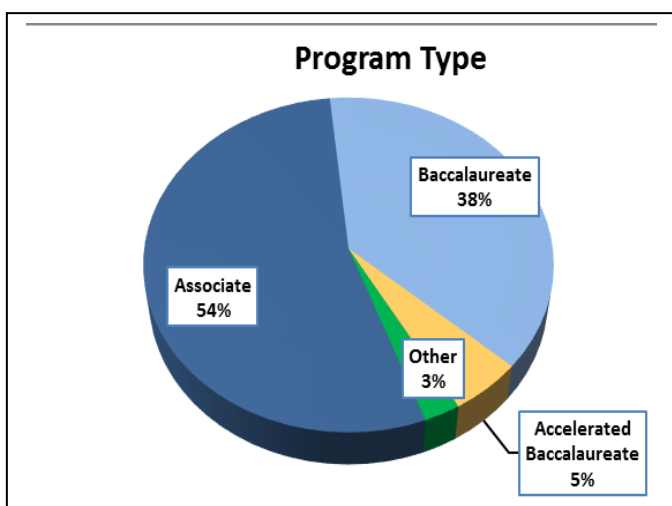
## Registered Nursing Education Programs

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
Associate	41	52%
Baccalaureate	28	35%
Baccalaureate Online	1	1%
Accelerated Baccalaureate	7	9%
Accelerated Masters	2	3%
<b>Total</b>	<b>79</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Associate: 52%  
 Baccalaureate: 35%  
 Accelerated Baccalaureate: 9%

#### Delivery Method

Semester: 90%  
 Quarters: 9%

#### Mean Program Length

Accel. Baccalaureate: 17 Mos.  
 Associate: 26 Mos.  
 Accel Master's: 27 Mos.

Source: VA. Healthcare Workforce Data Center

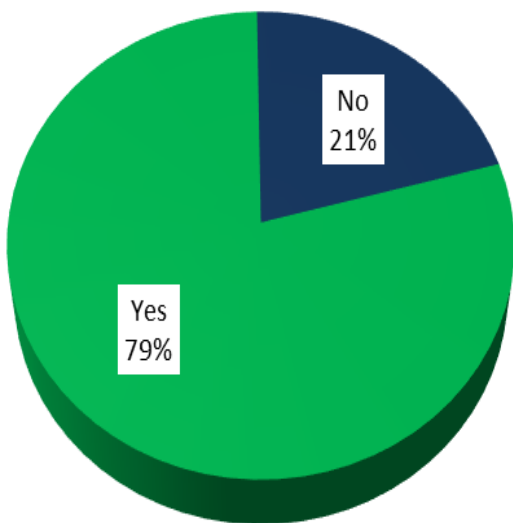
*There were 79 Registered Nursing (RN) Education Programs approved in Virginia during the 2018-2019 academic year. Thirty-four of the programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.*

Program Length, Months					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
Associate	23	15	20	28	35
Baccalaureate	27	16	21	36	36
Baccalaureate Online	32	32	32	32	32
Accelerated Baccalaureate	17	15	15	20	20
Accelerated Masters	26	24	24	-	28
<b>All Programs</b>	<b>24</b>	<b>15</b>	<b>20</b>	<b>28</b>	<b>36</b>

Source: VA. Healthcare Workforce Data Center

## Program Details

## Program Changes in Past Year



Source: VA. Healthcare Workforce Data Center

## At a Glance:

Schedule Options

Daytime Courses:	95%
Evening Courses:	60%
Weekend Courses:	33%

Admissions Frequency (Annual)

One:	38%
Two:	36%
Three:	15%
Four or More:	11%

Source: VA. Healthcare Workforce Data Center

Over three quarters of all RN programs implemented a change to their nursing program in the past year. 47 programs initiated faculty changes whereas 24 made curriculum changes. Another 13 made schedule changes whereas 10 changed course content.

Scheduling Option	#	%
Daytime Courses	75	95%
Online Courses	23	29%
Evening Courses	33	42%
Evening & Weekend Courses	14	18%
Weekend Courses	12	15%
Accelerated Courses	10	13%

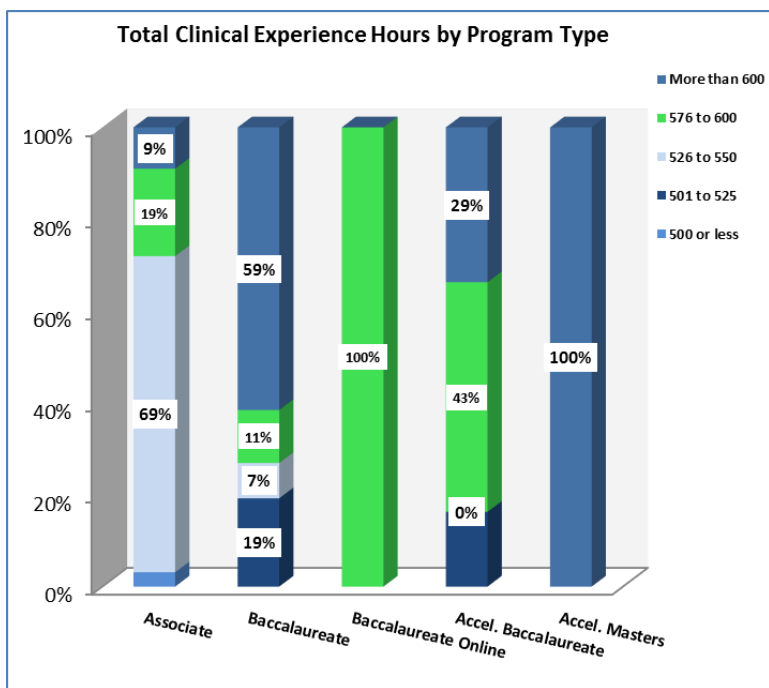
Source: VA. Healthcare Workforce Data Center

## Accreditation

Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	53	70%
Commission on Collegiate Nursing Education	CCNE	34	45%
Accreditation Commission for Education in Nursing	ACEN	30	39%
Accrediting Bureau of Health Education Schools	ABHES	6	8%
Accrediting Council for Independent Colleges and Schools	ACICS	5	7%
Commission for Nursing Education Accreditation	CNEA	2	3%
Council on Occupational Education	COE	2	3%
The Higher Learning Commission	HLC	1	1%

Source: VA. Healthcare Workforce Data Center

## Clinical Hours



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Median Clinical Hours**

- Clinical Experience: 551-575
- Direct Client Care: 500+
- Direct Client Care in Va.: 540
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

*Half of all RN programs in Virginia required at least 550 total hours of clinical experience from their students. Pursuant to 18VAC 90-27-100.D, Virginia’s RN programs are required to provide 500 hours of direct client care, of which 25% may be simulated.*

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	15	19%
Maryland	8	10%
North Carolina	4	5%
West Virginia	2	3%
Tennessee	2	3%
Other <sup>1</sup>	6	8%
At least One	24	30%

Source: VA. Healthcare Workforce Data Center

*Twenty-four programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.*

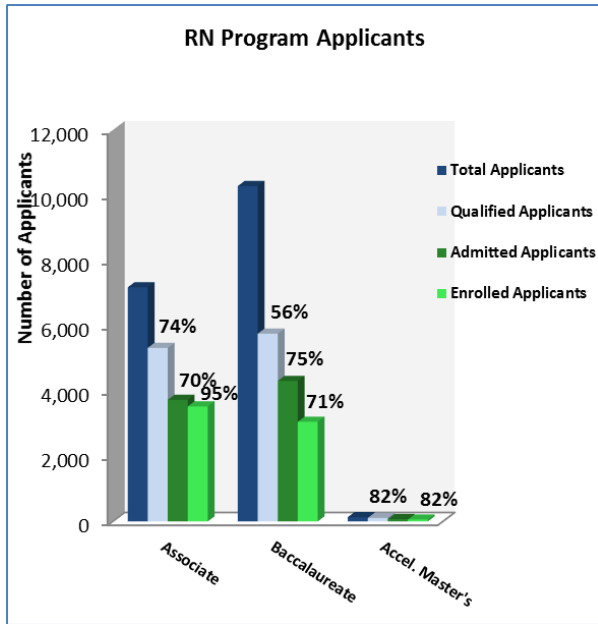
<sup>1</sup> Could be a combination of the states above.

## Breakdown of Clinical Hours by Program Type

	Hours	Program Type					
Type	Amount	Associate	Baccalaureate	Baccalaureate Online	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	1	0	0	0	0	1
	501 to 525	7	5	0	1	0	13
	526 to 550	22	2	0	0	0	24
	551 to 575	0	1	0	1	0	2
	576 to 600	6	3	1	3	0	13
	More than 600	3	16	0	2	2	23
	<b>Total</b>	<b>39</b>	<b>27</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>76</b>
Direct Client Care Hours	400 or less	0	0	0	0	0	0
	401 to 425	0	0	0	0	0	0
	426 to 450	0	1	0	0	0	1
	451 to 475	5	0	0	0	0	5
	476 to 500	7	2	0	1	0	10
	More than 500	27	24	1	6	2	60
	<b>Total</b>	<b>39</b>	<b>27</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>76</b>
Clinical Simulation Hours	None	6	2	0	0	1	9
	1 to 25	9	9	0	4	0	22
	26 to 50	19	8	1	3	1	32
	51 to 75	1	5	0	0	0	6
	76 to 100	0	2	0	0	0	2
	More than 100	6	2	0	0	0	8
	<b>Total</b>	<b>41</b>	<b>28</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>79</b>
Clinical Observation Hours	None	36	13	0	3	2	54
	1 to 25	4	6	0	1	0	11
	26 to 50	1	4	0	3	0	8
	51 to 75	0	2	0	0	0	2
	76 to 100	0	1	1	0	0	2
	More than 100	0	2	0	0	0	2
	<b>Total</b>	<b>41</b>	<b>28</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>79</b>

Source: VA. Healthcare Workforce Data Center

## Admissions



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Program Applicants**

Total:	17,595
Qualified:	11,186
Admitted:	8,107
Enrolled:	6,640
Waitlisted:	768

Source: VA. Healthcare Workforce Data Center

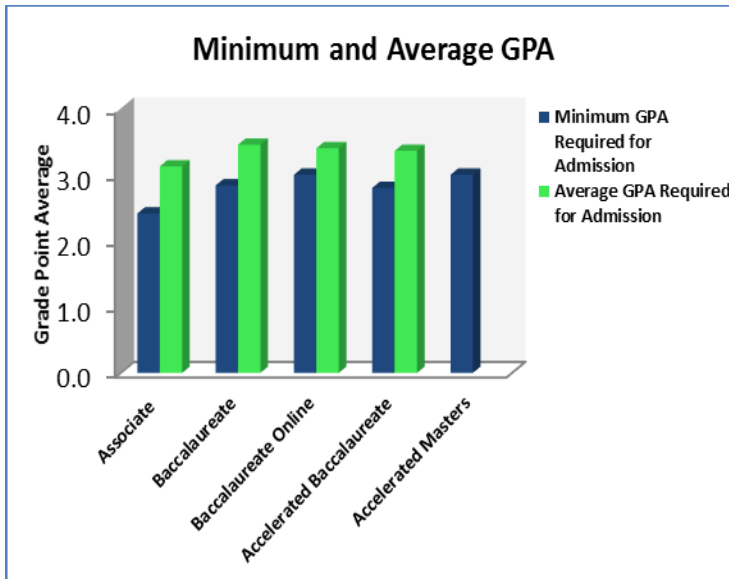
Virginia's RN programs received a total of 17,595 student applications during the 2018-2019 academic year. Approximately 38% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Associate	7,179	5,320	74%	3,728	70%	3,527	95%	49%
Baccalaureate	8,564	5,017	59%	3,496	70%	2,598	74%	30%
Baccalaureate Online	318	230	72%	230	100%	130	57%	41%
Accel. Baccalaureate	1,403	511	36%	582	114%	327	56%	23%
Accel. Masters	131	108	82%	71	66%	58	82%	44%
<b>All Programs</b>	<b>17,595</b>	<b>11,186</b>	<b>64%</b>	<b>8,107</b>	<b>72%</b>	<b>6,640</b>	<b>82%</b>	<b>38%</b>

Source: VA. Healthcare Workforce Data Center

Out of 11,186 qualified applicants, 3,079 were not given an admission offer. Thirty programs cited the lack of clinical space, while 25 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants. The lack of qualified faculty and classroom space, and students' personal, financial, and family issues, were also common reasons for failing to admit qualified applicants.

Background of Admitted Students



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**GPA (mean)**  
 Minimum Requirement: 2.6  
 Student Average: 3.3

**Age (mean)**  
 Overall: 26  
 Associate: 28  
 Baccalaureate: 24

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
Associate	28
Baccalaureate	24
Baccalaureate Online	22
Accelerated Baccalaureate	27
Accelerated Masters	-
<b>All Programs</b>	<b>26</b>

Source: VA. Healthcare Workforce Data Center

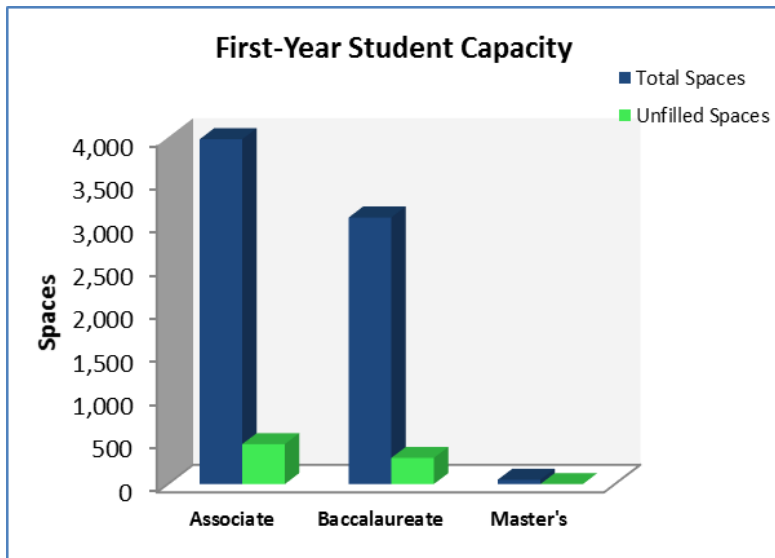
*The average age of students who were admitted into Virginia’s RN programs was 26. Baccalaureate Online programs had the lowest average age of admitted students at 22, while Associate programs had the highest average age of admitted students at 28.*

Program Type	Min	Avg.
Associate	2.4	3.1
Baccalaureate	2.8	3.5
Baccalaureate Online	3.0	3.4
Accelerated Baccalaureate	2.8	3.4
Accelerated Masters	3.0	
<b>All Programs</b>	<b>2.6</b>	<b>3.3</b>

Source: VA. Healthcare Workforce Data Center

*A typical RN program required that prospective students have a minimum GPA of 2.6, while the average GPA among admitted students was 3.3. On average, Associate programs had the lowest minimum GPA requirements for admission. Baccalaureate Online and Accelerated Master’s programs had the highest average GPA among admitted students.*

Capacity



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**1st-Year Student Capacity**  
 Spaces Available: 7,421  
 Spaces Unfilled: 848

**Unfilled Capacity**  
 % of Programs: 58%  
 % of Total Capacity: 11%

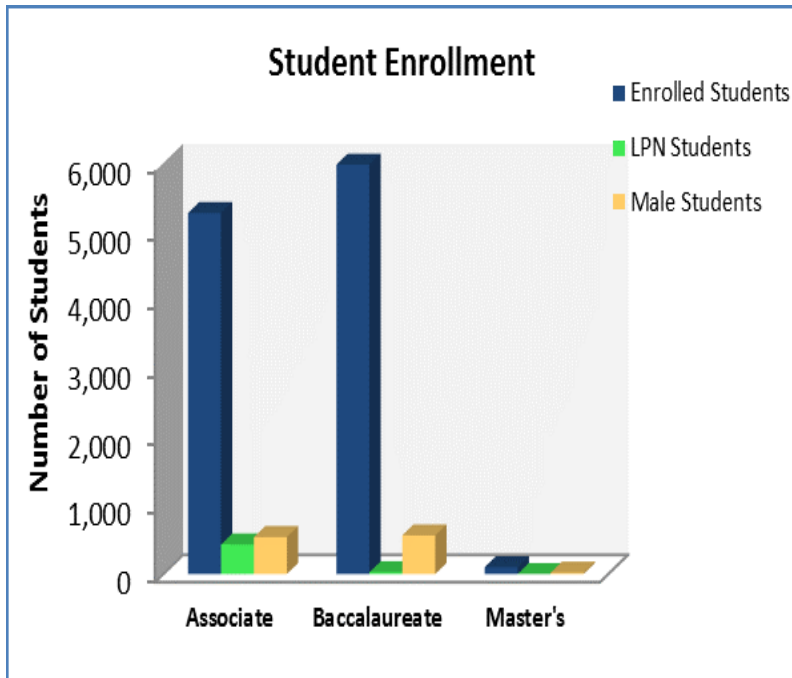
Source: VA. Healthcare Workforce Data Center

*Virginia's RN programs were able to utilize 89% of their available first-year student capacity. Programs provided a variety of reasons for the unfilled spaces. One of the most common explanations was late withdrawal or no shows. Another key reason was lack of qualified applicants. Many programs also cited financial situation of students and other personal and family situations that interfered with students' enrollment. Some students could also not be admitted because they did not take or pass the entrance examination or did not pass a drug screening test.*

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
<b>Associate</b>	0	1	50	6%	180	28%
<b>Baccalaureate</b>	14	25	497	59%	4,111	12%
<b>Accelerated Baccalaureate</b>	13	14	256	30%	2,794	9%
<b>Baccalaureate Online</b>	3	2	45	5%	286	16%
<b>Accelerated Masters</b>	1	1	0	0%	50	0%
<b>All Programs</b>	<b>31</b>	<b>43</b>	<b>848</b>	<b>100%</b>	<b>7,421</b>	<b>11%</b>

Source: VA. Healthcare Workforce Data Center

## Enrollment



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Enrollment

Total:	11,869
LPN:	448
Male:	1,173

### Enrollment by Program Type

Baccalaureate:	46%
Associate:	44%

Source: VA. Healthcare Workforce Data Center

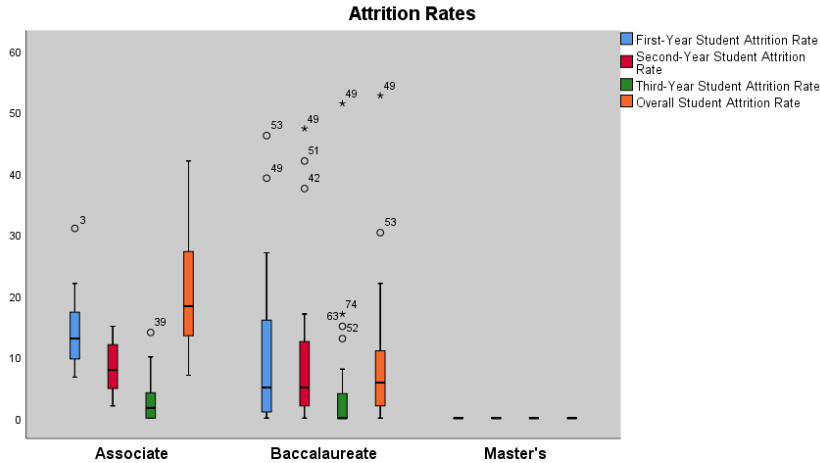
Over 11,000 students were enrolled in Virginia's RN programs during the current academic year. Of these students, 4% were LPNs while 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>Associate</b>	5,425	46%	415	93%	515	44%
<b>Baccalaureate</b>	5,431	46%	31	7%	538	46%
<b>Baccalaureate Online</b>	351	3%	0	0%	33	3%
<b>Accelerated Baccalaureate</b>	533	4%	2	0%	64	5%
<b>Accelerated Masters</b>	129	1%	0	0%	23	2%
<b>All Programs</b>	<b>11,869</b>	<b>100%</b>	<b>448</b>	<b>100%</b>	<b>1,173</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Attrition



Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Attrition Rate**

1 <sup>st</sup> Year Avg.:	15%
2 <sup>nd</sup> Year Avg.:	12%
3 <sup>rd</sup> Year Avg.:	4%
Overall Avg.:	17%

**Attrition by Program Type**

Associate:	27%
Baccalaureate:	9%
Baccalaureate Online:	6%

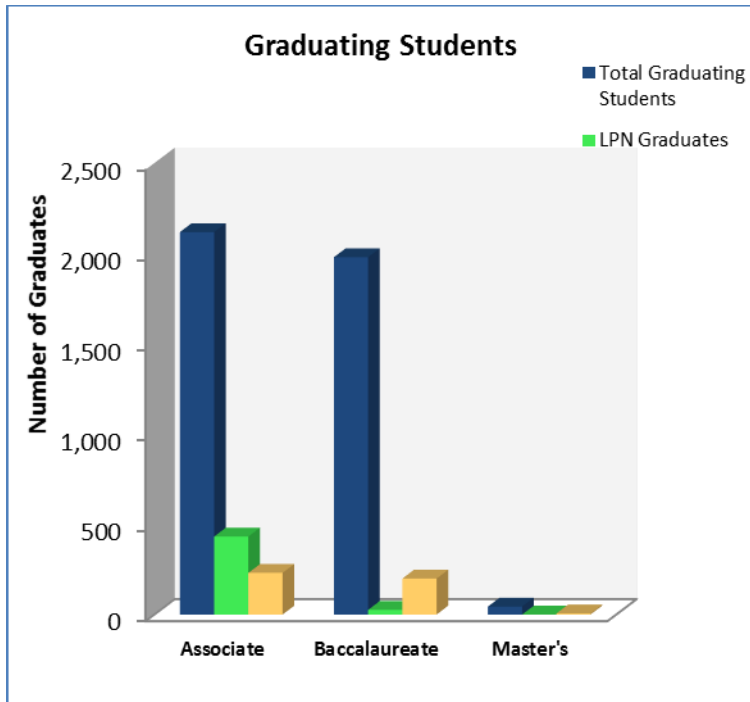
Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	23%	1%	95%	3
	2nd Year Attrition	16%	0%	100%	3
	3rd Year Attrition	3%	0%	14%	27
	<b>Overall Attrition</b>	<b>27%</b>	<b>2%</b>	<b>92%</b>	<b>2</b>
Baccalaureate	1st Year Attrition	10%	%	46%	1
	2nd Year Attrition	10%	%	47%	3
	3rd Year Attrition	5%	%	51%	9
	<b>Overall Attrition</b>	<b>9%</b>	<b>%</b>	<b>53%</b>	<b>1</b>
Baccalaureate Online	1st Year Attrition	7%	7%	7%	0
	2nd Year Attrition	17%	17%	17%	0
	3rd Year Attrition	0%	0%	0%	0
	<b>Overall Attrition</b>	<b>6%</b>	<b>6%</b>	<b>6%</b>	<b>0</b>
Accelerated Baccalaureate	1st Year Attrition	3%	%	13%	0
	2nd Year Attrition	1%	%	2%	1
	3rd Year Attrition	4%	%	17%	2
	<b>Overall Attrition</b>	<b>2%</b>	<b>%</b>	<b>9%</b>	<b>0</b>
Accelerated Masters	1st Year Attrition	1%	%	2%	0
	2nd Year Attrition	%	%	%	0
	3rd Year Attrition	%	%	%	1
	<b>Overall Attrition</b>	<b>1%</b>	<b>%</b>	<b>1%</b>	<b>0</b>
Total	1st Year Attrition	15%	%	95%	4
	2nd Year Attrition	12%	%	100%	7
	3rd Year Attrition	4%	%	51%	39
	<b>Overall Attrition</b>	<b>17%</b>	<b>%</b>	<b>92%</b>	<b>3</b>

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 17%. Associate programs had the highest overall average attrition rate, with 27% of all students leaving the program. Baccalaureate programs had an attrition rate of 9%, while Accelerated Masters programs had the lowest overall attrition rate at 1%.

## Graduates



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### Graduates

Total:	4,295
% LPN:	10%
% Male:	11%

### Grad. by Program Type

Associate:	47%
Baccalaureate:	42%
Accel. Baccalaureate:	7%

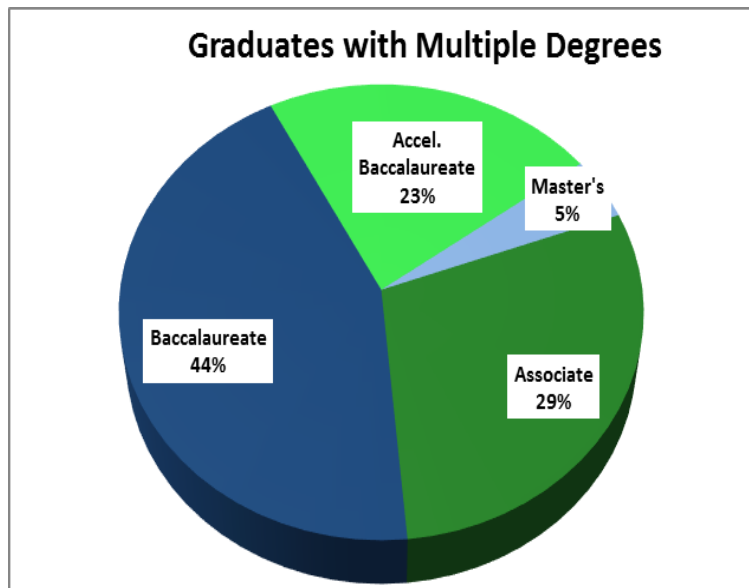
Source: VA. Healthcare Workforce Data Center

*A total of 4,295 students graduated from Virginia's RN programs during the current academic year. 10% of these graduates were LPN students and 11% were male. Nearly half of all graduating students came from Associate programs.*

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>Associate</b>	137	3%	0	0%	19	4%
<b>Baccalaureate</b>	1,999	47%	415	93%	216	47%
<b>Baccalaureate Online</b>	1,799	42%	31	7%	168	37%
<b>Accelerated Baccalaureate</b>	318	7%	2	0%	45	10%
<b>Accelerated Masters</b>	42	1%	0	0%	9	2%
<b>All Programs</b>	<b>4,295</b>	<b>100%</b>	<b>448</b>	<b>100%</b>	<b>457</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Background of Graduates



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Race/Ethnicity**

White:	65%
Black:	17%
Asian:	6%
Hispanic:	5%

**Multi-Degree Grads.**

Multi-Degree Graduates: 931  
 % of Total Graduates: 22%

Source: VA. Healthcare Workforce Data Center

More than 20% of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	271	29%	14%
Baccalaureate	408	44%	23%
Baccalaureate Online	0	0%	0%
Accel. Baccalaureate	210	23%	66%
Accel. Masters	42	5%	100%
All Programs	931	100%	22%

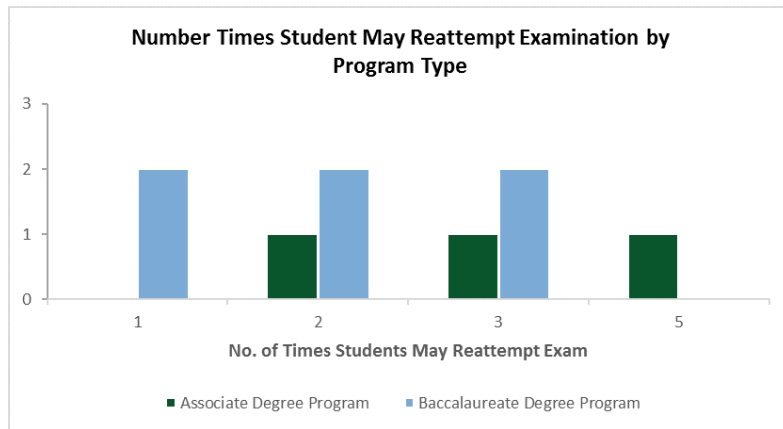
Source: VA. Healthcare Workforce Data Center

65% of all graduates from Virginia's RN programs are non-Hispanic White, while 17% of all graduates are non-Hispanic Black.

Race/Ethnicity	Associate		BSN		BSN Online		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	1,313	65%	1,135	64%	96	70%	211	70%	30	71%	2,785	65%
<b>Black</b>	429	21%	254	14%	12	9%	27	9%	5	12%	727	17%
<b>Hispanic</b>	99	5%	100	6%	4	3%	17	6%	2	5%	222	5%
<b>Asian</b>	87	4%	130	7%	12	9%	25	8%	3	7%	257	6%
<b>American Indian</b>	12	1%	13	1%	3	2%	0	0%	0	0%	28	1%
<b>Pacific Islander</b>	6	0%	10	1%	1	1%	0	0%	0	0%	17	0%
<b>Two or More</b>	63	3%	56	3%	0	0%	11	4%	2	5%	132	3%
<b>Unknown</b>	24	1%	79	4%	9	7%	12	4%	0	0%	124	3%
<b>Total</b>	<b>2,033</b>	<b>100%</b>	<b>1,777</b>	<b>100%</b>	<b>137</b>	<b>100%</b>	<b>303</b>	<b>100%</b>	<b>42</b>	<b>100%</b>	<b>4,292</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## Comprehensive Examination Prohibiting Graduation



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### No. of Programs Requiring Comprehensive Exam

Baccalaureate: 4  
Associate: 4

#### No. Who Did Not Graduate.

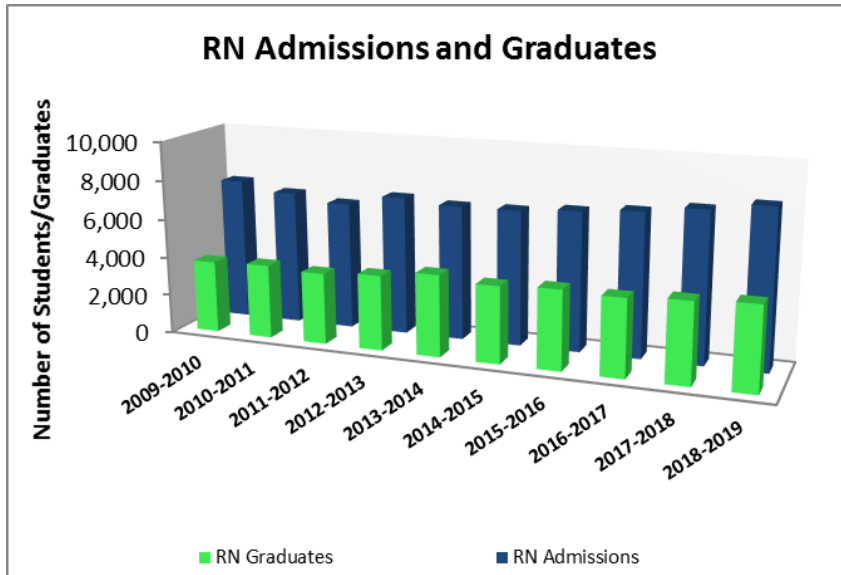
Baccalaureate: 0  
Associate: 0

*Nine programs require students to pass a comprehensive examination before graduating. In the 2018-19 year, no students did not graduate as a result of this requirement.*

	Total Requiring Comprehensive Exam Prohibiting Graduation if Failed		Number Allowing Students who Fail Comprehensive to Rettempt Exams		Average Number of Times Students May Retake Exam	Number who Didn't Graduate Because of Exam
	Count	% of All Programs	Count	% of Those Requiring Exam Prohibiting Graduation		
<b>Associate</b>	4	10%	3	75%	2	0
<b>Baccalaureate</b>	4	14%	4	100%	3	0
<b>Accel. Baccalaureate</b>	0	0%	0	0%	N/A	0
<b>Baccalaureate Online</b>	1	100%	1	100%	1	0
<b>Accel. Masters</b>	0	0%	0	0%	N/A	0
<b>All Programs</b>	<b>9</b>	<b>11%</b>	<b>8</b>	<b>89%</b>	<b>2</b>	<b>0</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

**At a Glance:****Admissions**

Total: 8,107  
Year-over-Year Change: 5%

**Graduates**

Total: 4,295  
Year-over-Year Change: 4%

Source: VA. Healthcare Workforce Data Center

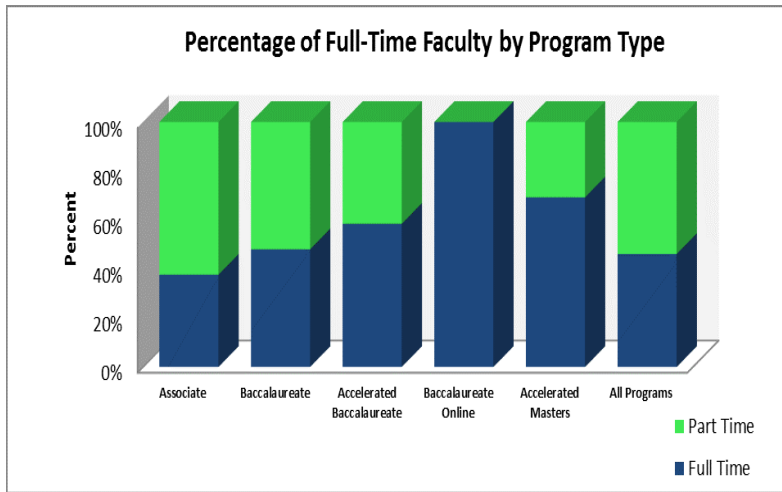
*The number of admissions into Virginia's RN programs and the number of graduates from the programs increased during the 2018-19 academic year. The number of graduates is at an all-time high.*

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
<b>2009-2010</b>	7,338	-	3,698	-
<b>2010-2011</b>	6,898	-6%	3,788	2%
<b>2011-2012</b>	6,562	-5%	3,660	-3%
<b>2012-2013</b>	7,115	8%	3,845	5%
<b>2013-2014</b>	6,912	-3%	4,186	9%
<b>2014-2015</b>	6,943	0%	3,926	-6%
<b>2015-2016</b>	7,149	3%	4,062	-3%
<b>2016-2017</b>	7,373	3%	3,966	-2%
<b>2017-2018</b>	7,711	5%	4,141	4%
<b>2018-2019</b>	8,107	5%	4,295	4%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

% of Total Faculty

Baccalaureate: 51%  
 Associate: 36%  
 Accel. Baccalaureate: 12%

% Full-Time

Overall: 46%  
 Baccalaureate Online: 100%  
 Accel. Master's: 69%

Mean Student-Faculty Ratio

Overall: 6.1  
 Baccalaureate Online: 17.6  
 Associate: 6.7

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,364 faculty members, 46% of whom are full-time workers.

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
Associate	317	29%	525	41%	842	36%	38%	5.5	6.7	8.1
Baccalaureate	581	53%	629	49%	1,210	51%	48%	3.0	5.8	7.4
Baccalaureate Online	20	2%	0	0%	20	1%	100%	17.6	17.6	17.6
Accelerated Baccalaureate	163	15%	116	9%	279	12%	58%	0.4	1.4	2.7
Accelerated Masters	9	1%	4	0%	13	1%	69%	2.9	2.9	2.9
All Programs	1,090	100%	1,274	100%	2,364	100%	46%	3.7	6.1	7.7

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 6.1. Baccalaureate Online programs had the highest ratio at 17.6, whereas Accelerated Baccalaureate programs had the lowest ratio at 1.4.

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	1	0%	3	0%	4	0%	25%
25 to 34	85	9%	154	13%	239	11%	36%
35 to 44	164	17%	288	24%	452	21%	36%
45 to 54	303	32%	290	25%	593	28%	51%
55 to 64	284	30%	162	14%	446	21%	64%
65 to 74	73	8%	74	6%	147	7%	50%
75 and Over	5	1%	2	0%	7	0%	71%
Unknown	27	3%	208	18%	235	11%	11%
<b>All Programs</b>	<b>942</b>	<b>100%</b>	<b>1,181</b>	<b>100%</b>	<b>2,123</b>	<b>100%</b>	<b>44%</b>

Source: VA. Healthcare Workforce Data Center

93% of all faculty are female, and nearly half are between the ages of 45 and 64. In addition, 44% of all faculty currently hold full-time jobs.

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	41	4%	103	8%	144	7%	28%
Female	949	96%	1,120	92%	2,069	93%	46%
Unknown	0	0%	0	0%	0	0%	0%
<b>Total</b>	<b>990</b>	<b>100%</b>	<b>1,223</b>	<b>100%</b>	<b>2,213</b>	<b>100%</b>	<b>45%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**

% Female: 93%  
% Female w/ FT Job: 46%

**Age**

% Under 35: 11%  
% Over 54: 28%

**Diversity**

Diversity Index (Total): 41%  
Diversity Index (FT Jobs): 33%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 41% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable index is 57%.

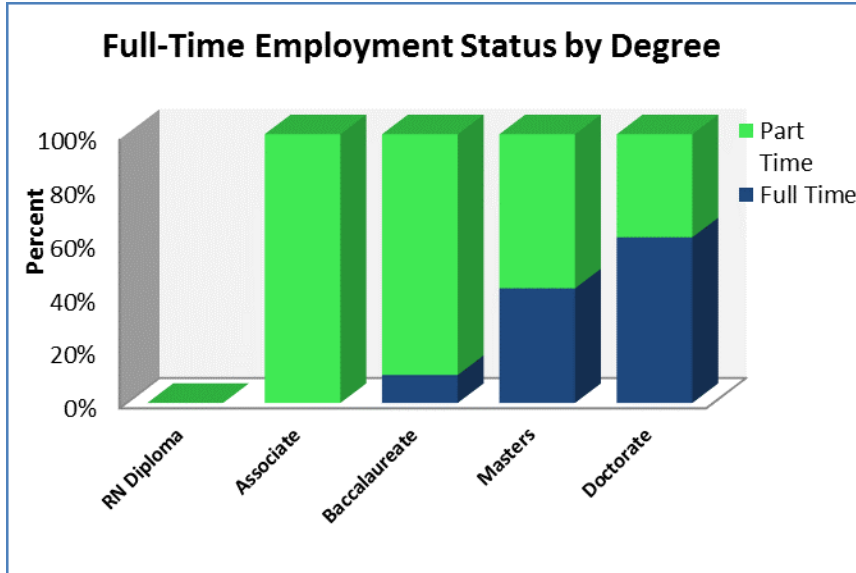
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	61%	794	80%	832	65%	1,626	72%	49%
Black	19%	147	15%	224	18%	371	16%	40%
Asian	7%	28	3%	39	3%	67	3%	42%
Other Race	0%	3	0%	4	0%	7	0%	43%
Two or more races	3%	2	0%	6	0%	8	0%	25%
Hispanic	10%	8	1%	17	1%	25	1%	32%
Unknown	0	12	1%	155	12%	167	7%	7%
<b>Total</b>	<b>100%</b>	<b>994</b>	<b>100%</b>	<b>1,277</b>	<b>100%</b>	<b>2,271</b>	<b>100%</b>	<b>44%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 62%  
 Nursing Doctorate: 24%  
 BSN: 11%

Full-Time Employment

Overall: 44%  
 Nursing Doctorate: 6%  
 Non-Nursing Doctorate: 64%  
 Masters in Nursing: 43%

Source: VA. Healthcare Workforce Data Center

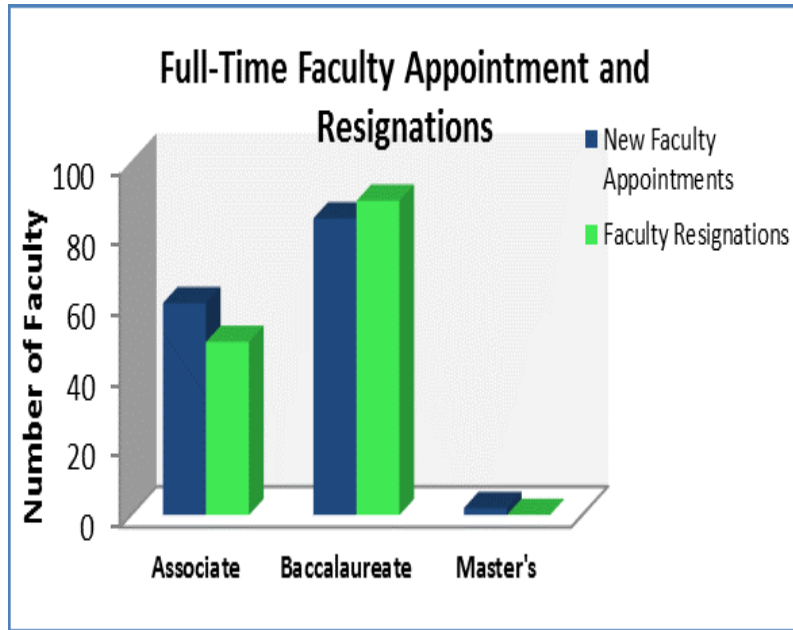
62% of all faculty members held a MSN as their highest professional degree, while 24% held a doctorate in nursing. Among all faculty with a reported degree, 44% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	0	0%	0	0%	0	0%	0%
<b>ASN</b>	0	0%	1	0%	1	0%	0%
<b>Non-Nursing Bachelors</b>	1	0%	0	0%	1	0%	100%
<b>BSN</b>	20	3%	181	18%	201	11%	10%
<b>Non-Nursing Masters</b>	2	0%	12	1%	14	1%	14%
<b>Masters in Nursing</b>	484	61%	642	63%	1,126	62%	43%
<b>Non-Nursing Doctorate</b>	18	2%	10	1%	28	2%	64%
<b>Nursing Doctorate</b>	273	34%	171	17%	444	24%	61%
<b>Total</b>	<b>798</b>	<b>100%</b>	<b>1,017</b>	<b>100%</b>	<b>1,815</b>	<b>100%</b>	<b>44%</b>

Source: VA. Healthcare Workforce Data Center



Faculty Appointments and Resignations



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Full-Time Faculty**  
 Turnover Rate: 13%  
 Newly Appointed Rate: 13%

**Turnover Rate**  
 Associate: 15%  
 Baccalaureate: 14%  
 Baccalaureate Online: 10%

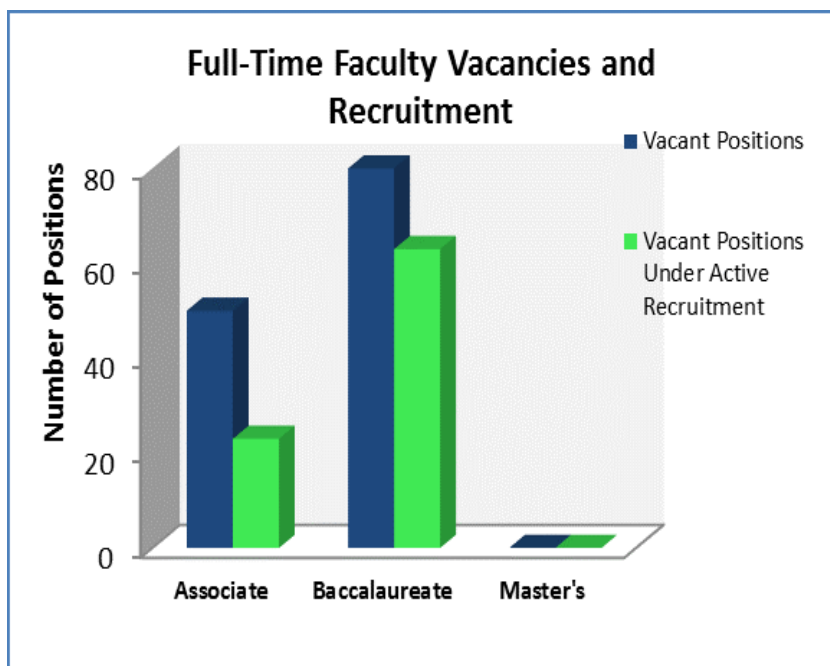
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's RN programs experienced a 13% turnover rate and a newly appointed faculty rate of 13% over the past year.*

Full-Time Faculty	Program Type					
	ASN	BSN	BSN Online	Accel. BSN	Accel. Masters	All Programs
<b>Total</b>	<b>317</b>	<b>581</b>	<b>20</b>	<b>163</b>	<b>9</b>	<b>1,090</b>
<b>Newly Appointed</b>	60	56	4	24	2	146
<b>Resignations</b>	49	79	2	8	0	138
<b>Turnover Rate</b>	<b>15%</b>	<b>14%</b>	<b>10%</b>	<b>5%</b>	<b>0%</b>	<b>13%</b>
<b>Proportion Newly Appointed</b>	<b>19%</b>	<b>10%</b>	<b>20%</b>	<b>15%</b>	<b>22%</b>	<b>13%</b>

Source: VA. Healthcare Workforce Data Center

## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 % of FT Vacancies: 66%  
 % of PT Vacancies: 134%

**Budget Adequacy**  
 Full-Time Hiring: 85%  
 Part-Time Hiring: 100%

**Expected Job Disruption**  
 Less: 45%  
 Same: 49%  
 More: 7%

Source: VA. Healthcare Workforce Data Center

*A total of 86 full-time faculty positions and 43 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-time job need is highest in Associate programs.*

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	64	85%	70	100%
<b>No</b>	11	15%	0	0%
<b>Total</b>	<b>75</b>	<b>100%</b>	<b>70</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>Associate</b>	16	42%	22	58%	0	0%	38	100%
<b>Baccalaureate</b>	14	50%	10	36%	4	14%	28	100%
<b>Baccalaureate Online</b>	0	0%	0	0%	0	0%	0	0%
<b>Accelerated Baccalaureate</b>	2	29%	4	57%	1	14%	7	100%
<b>Accelerated Masters</b>	1	100%	0	0%	0	0%	1	100%
<b>All Programs</b>	<b>33</b>	<b>45%</b>	<b>36</b>	<b>49%</b>	<b>5</b>	<b>7%</b>	<b>74</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Only 7% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.*