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# *Virginia's Nursing Education Programs: 2020-2021 Academic Year*

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Healthcare Workforce Data Center


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Healthcare Workforce Data Center  
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Virginia's Nursing Education Programs		
	PN Programs	RN Programs
<b>Mean Program Length</b>	15 Months	25 Months
<b>% with SACS Accreditation</b>	39%	71%
<b>% with CCNE Accreditation</b>	NA	47%
<b>% with ACEN Accreditation</b>	9%	38%
<b>% offering Evening and Weekend Courses</b>	28%	22%
<b>% offering Evening Courses</b>	6%	40%
<b>% offering Online Courses</b>	15%	49%
<b>Median Clinical Experience Hours</b>	401-425	551-575
<b>Median Direct Client Care Hours</b>	400+	500+
<b>Students</b>		
<b>Total Applicants</b>	7,202	19,666
<b>% Qualified Applicants</b>	71%	68%
<b>Total 1<sup>st</sup> Year Students Enrolled</b>	3,279	7,580
<b>Mean GPA of Admitted Students</b>	2.8	3.3
<b>Mean Age of Admitted Students</b>	27	27
<b>1<sup>st</sup> Year Student Capacity</b>	4,149	7,948
<b>% Unfilled Capacity</b>	24%	11%
<b>Total Enrollment</b>	2,834	12,716
<b>Attrition Rate</b>	39%	16%
<b>Total Graduates</b>	1,329	4,761
<b>% Male Graduates</b>	6%	11%
<b>Diversity Index*</b>	65%	63%
<b>Faculty</b>		
<b>Total Faculty</b>	453	1,938
<b>% Full-Time Employees</b>	44%	46%
<b>Mean Student-to-Faculty Ratio</b>	6.7	7.4
<b>% Female</b>	93%	93%
<b>Diversity Index</b>	50%	43%
<b>Most Common Degree</b>	BSN	MSN
<b>Full-Time Turnover Rate</b>	20%	13%
<b>Full-Time Newly Appointed Rate</b>	21%	16%
<b>% with Adequate Budget for Full-Time Hiring</b>	96%	79%
<b>% of Full-Time Vacancies in Active Recruitment</b>	86%	93%
<b>% Expecting More Future Employment Disruption</b>	6%	5%

\*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 2020-21 academic year, all 54 practical nursing (PN) programs and all 81 registered nursing (RN) programs responded to the Nursing Education Program Survey. Some trends in Virginia's Nurse Education programs are worth noting. The number of total PN program applicants was at an all-time high of 7,202 for 2020-2021 up from 5,342 the previous year. While the number of PN applicants has been variable, this is the most significant change recorded by far. The number admitted into RN programs is at an all-time high at 9,219. Total enrollment is also at an all-time high for RN programs; total enrollment increased from 11,869 in 2018-19 to 12,716 in 2020-21. Total enrollment in PN programs also increased to 2,834 from 2,768 in 2019-20; however, this is still considerably lower than the 3,259 who were enrolled in 2018-19. Both the PN and RN programs recovered from a first year enrollment decline in 2019-2020. The number of total first year PN students enrolled increased to 3,279 from 2,768. Similarly, the number of first year RN students enrolled increased from 6,640 in 2019-2020 to 7,580. However, unfilled first year student capacity increased considerably for PN programs, going from 18% in the 2019-20 year to 24% in 2020-21; unfilled first year student capacity remained at 11% for RN programs. Further, the number of graduates in PN declined from 1,367 in 2019-20 to 1,329 in the 2020-2021 academic year (a decrease of 3%). By contrast, RN programs graduated a record number of nurses, 4,761 (an increase of 3%). The diversity index of PN graduates returned to the 2018-19-level of 65% from 62% in 2019-20, with the majority of PN graduates identify as non-White. The diversity index of RN graduates increased from 61% last year to 62% in 2020-21; the majority of the graduates identify as White.

The percentage of RN programs offering online courses increased. This is likely due to the coronavirus pandemic that drove most RN schools to a virtual learning environment. In the 2020-21 academic year, nearly half of RN programs offered online classes compared to 29% in the 2018-19 year. The percent of PN programs offering online classes, however, declined from 23% in 2019-20 to 15% in 2020-21; this could be due to in-person resumptons in high schools, who train a significant number of PNs.

A slightly lower percentage of PN programs reported education accreditation by the Southern Association of Colleges and Schools (SACS); 39% of PN programs were SACS-accredited in 2020-21 compared to 40% in the previous year. By contrast, RN programs reporting SACS accreditation stayed at 71%. Accreditation by the Accreditation Commission for Education in Nursing (ACEN), however, increased from 2% to 9% for PN programs and from 31% to 38% for RN programs from last year; Commission on Collegiate Nursing Education (CCNE) accreditation increased from 46% to 47% for RN programs in 2020-21.

Mean program length declined from 16 months in 2018-19 to 15 months in 2019-20 for PN programs and remained at 15 months in 2020-21. For RN programs, mean program length increased from 24 months in the previous two years to 25 months in 2020-21.

Some significant changes were also noted in faculty statistics. The total number of faculty reported in RN programs declined by 15% to 1,938 whereas the number in PN programs increased from 447 in 2019-20 to 453 for the present survey period. The percent of faculty that were full time, however, declined from 46% in 2019-20 to 44% in 2020-21 for PN programs. For RN programs, the percent full time increased from 43% in 2019-20 to 46% in 2020-21. Full time faculty turnover rates increased slightly for PN programs: 19% in 2019-20 to 20% in the current report. However, faculty turnover rate stayed at 13% for RN programs. The full time faculty newly appointed rate increased for both PN and RN programs; the rate increased from 20% in 2019-20 to 21% in 2020-21 for PN programs whereas, for RN programs, the rate increased from 13% to 16%.

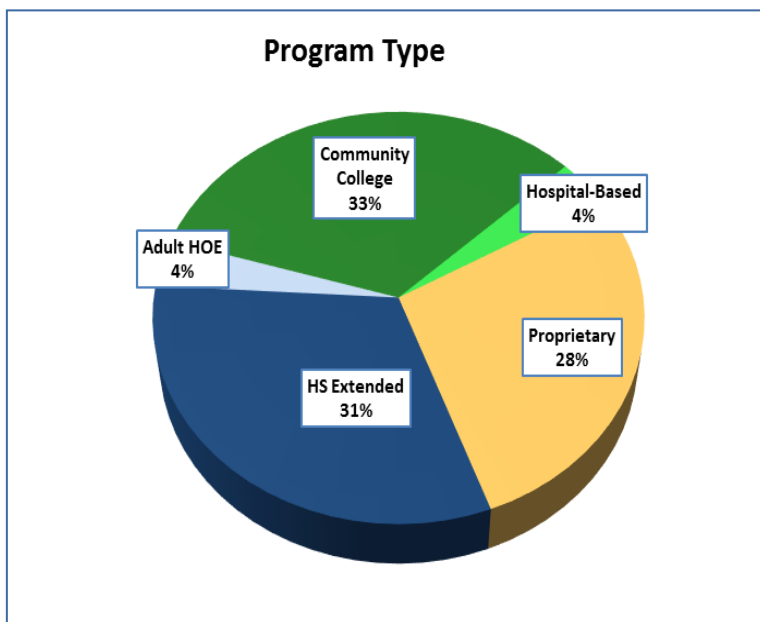
## Practical Nursing Education Programs

### 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	15	28%
<b>Total</b>	<b>54</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:	28%

#### Delivery Method

Semester:	76%
Trimester:	13%
Quarters:	11%

#### Mean Program Length

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

Source: VA. Healthcare Workforce Data Center

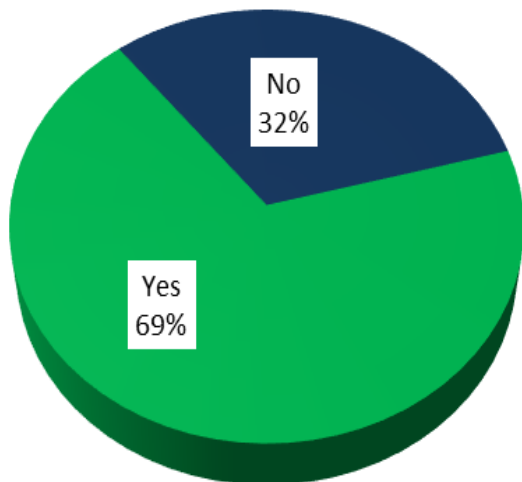
*There were 54 Practical Nursing (PN) Education Programs approved in Virginia during the 2020-2021 academic year. All programs responded to this year's survey.*

Program Length (Months)					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
HS Extended	18	15	18	18	21
Adult HOE	18	18	18	18	18
Community College	14	12	12	17	21
Hospital-Based	12	12	12	12	12
Proprietary	14	12	12	14	18
<b>All Programs</b>	<b>15</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>21</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:	94%
Evening and Weekend Courses:	34%
Online Courses:	15%

Admissions Frequency (Annual)

One:	68%
Two:	8%
Three:	8%
Four or More:	17%

Source: VA. Healthcare Workforce Data Center

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

Scheduling Option	#	%
<b>Daytime Courses</b>	51	94%
<b>Evening and Weekend Courses</b>	15	28%
<b>Online Courses</b>	8	15%
<b>Evening Courses</b>	3	6%
<b>Accelerated Courses</b>	1	2%
<b>Weekend Courses</b>	1	2%

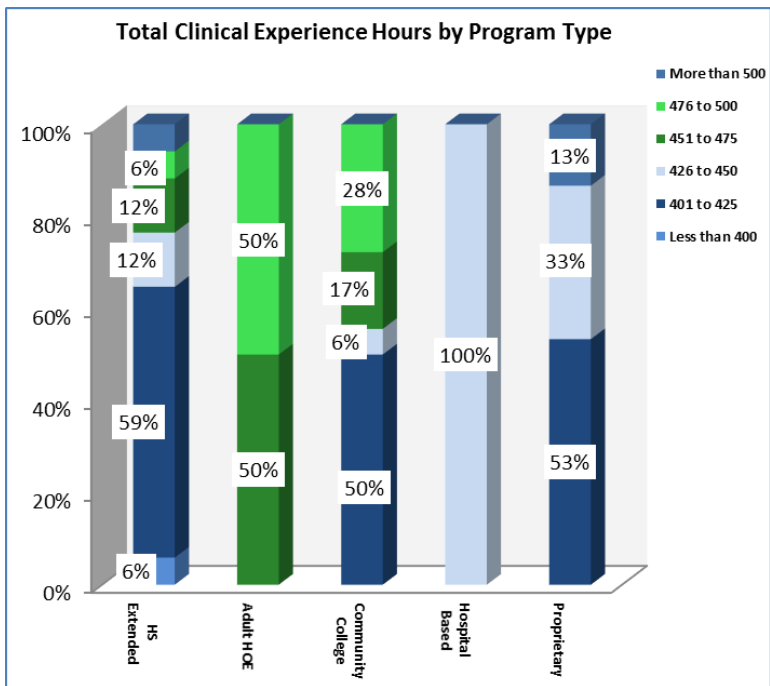
Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
<b>Southern Association of Colleges and Schools</b>	<b>SACS</b>	21	39%
<b>Accreditation Commission for Education in Nursing</b>	<b>ACEN</b>	5	9%
<b>Accrediting Bureau of Health Education Schools</b>	<b>ABHES</b>	7	13%
<b>Council for Higher Education</b>	<b>CHE</b>	6	12%
<b>Accrediting Council for Independent Colleges and Schools</b>	<b>ACICS</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: 401-425  
 Direct Client Care: 400+  
 Direct Client Care in Va.: 436  
 Clinical Simulation: 26-50  
 Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

80% of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; 18% 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. Median clinical simulation hours increased to 26-50 hours since last year from 1-25 hours in the pre-pandemic period.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	1	2%
Kentucky	1	2%
North Carolina	1	2%
Maryland	1	2%
Tennessee	3	6%
<b>At least One</b>	<b>6</b>	<b>11%</b>

Source: VA. Healthcare Workforce Data Center

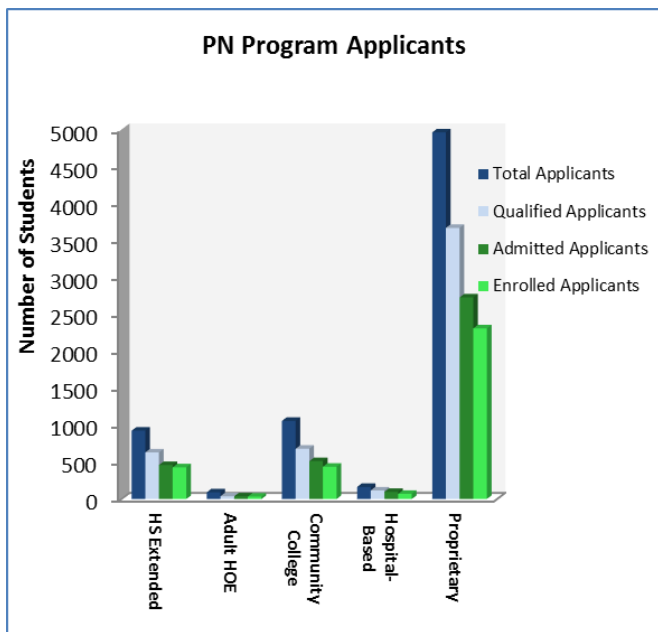
Only 6 programs offered clinical experience hours outside of Virginia. One of these offered in two states. Not surprisingly, most of the clinical experiences reported were obtained in neighboring states.

## 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	1	0	0	0	0	1	2%
	401 to 425	10	0	9	0	8	27	50%
	426 to 450	2	0	1	2	5	10	19%
	451 to 475	2	1	3	0	0	6	11%
	476 to 500	1	1	5	0	0	7	13%
	More than 500	1	0	0	0	2	3	6%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>15</b>	<b>54</b>	<b>100%</b>
Direct Client Care Hours	300 or less	1	1	0	0	1	3	6%
	301 to 325	1	0	1	0	0	2	4%
	326 to 350	2	0	1	0	0	3	6%
	351 to 375	0	1	3	0	1	5	9%
	376 to 400	2	0	4	1	3	10	19%
	More than 400	11	0	9	1	10	31	57%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>15</b>	<b>54</b>	<b>100%</b>
Clinical Simulation Hours	None	5	0	3	0	1	9	17%
	1-25	5	0	3	0	2	10	19%
	26 to 50	2	0	4	2	5	13	24%
	51 to 75	0	0	5	0	3	8	15%
	76 to 100	4	0	2	0	1	7	13%
	More than 100	1	2	1	0	3	7	13%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>15</b>	<b>54</b>	<b>100%</b>
Clinical Observation Hours	None	8	1	13	1	13	36	67%
	1-25	8	1	5	0	2	16	30%
	26 to 50	0	0	0	1	0	1	2%
	51 to 75	1	0	0	0	0	1	2%
	76 to 100	0	0	0	0	0	0	0%
	<b>Total</b>	<b>17</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>15</b>	<b>54</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

Admissions



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Program Applicants**

Total:	7,202
Qualified:	5,135
Admitted:	3,836
Enrolled:	3,279
Waitlisted:	122

Source: VA. Healthcare Workforce Data Center

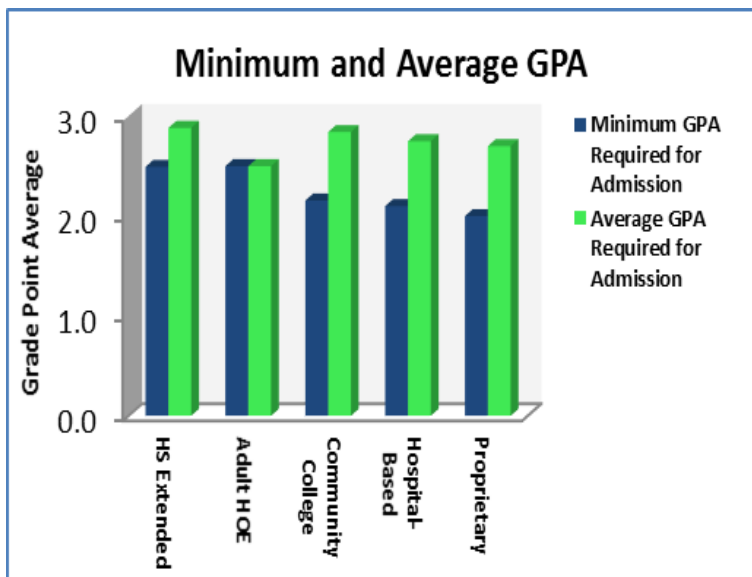
Virginia’s PN programs received 7,202 student applications during the 2020-2021 academic year. Close to half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	926	631	68%	461	73%	429	93%	46%
Adult HOE	91	37	41%	36	97%	33	92%	36%
Community College	1,058	681	64%	513	75%	437	85%	41%
Hospital	164	116	71%	97	84%	70	72%	43%
Proprietary	4,963	3,670	74%	2,729	74%	2,310	85%	47%
<b>All Programs</b>	<b>7,202</b>	<b>5,135</b>	<b>71%</b>	<b>3,836</b>	<b>75%</b>	<b>3,279</b>	<b>85%</b>	<b>46%</b>

Source: VA. Healthcare Workforce Data Center

Out of 5,135 qualified applications, 1,299 did not result in an offer of admission. Ten programs cited lack of clinical space and another ten mentioned the family and personal circumstances of the students. Nine programs mentioned lack of classroom space, six mentioned lack of faculty, and three mentioned inability to expand the effective program capacity as the reason for not admitting all qualified students. Another four programs mentioned other reasons such as demand for financial aid, the COVID pandemic, failing entry tests, and withdrawal.

## 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: 25  
 Proprietary: 30

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
High School Extended	25
Post-Secondary Adult HOE	28
Community College	27
Hospital-Based	29
Proprietary	30
All Programs	27

Source: VA. Healthcare Workforce Data Center

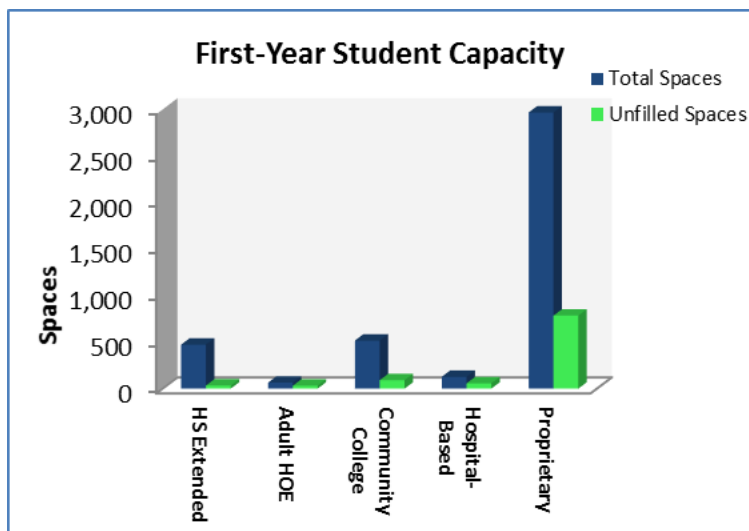
*The average age of students who were admitted into Virginia’s PN programs was 27. High School Extended programs had the lowest average age of admitted students at 25, while Proprietary programs had the highest average age of admitted students at 30.*

Program Type	Min	Avg.
High School Extended	2.5	2.9
Post-Secondary Adult HOE	2.5	2.5
Community College	2.2	2.8
Hospital-Based	2.1	2.8
Proprietary	2.0	2.7
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 although Post-Secondary Adult HOE recorded the lowest average GPA for admitted students.*

## Capacity



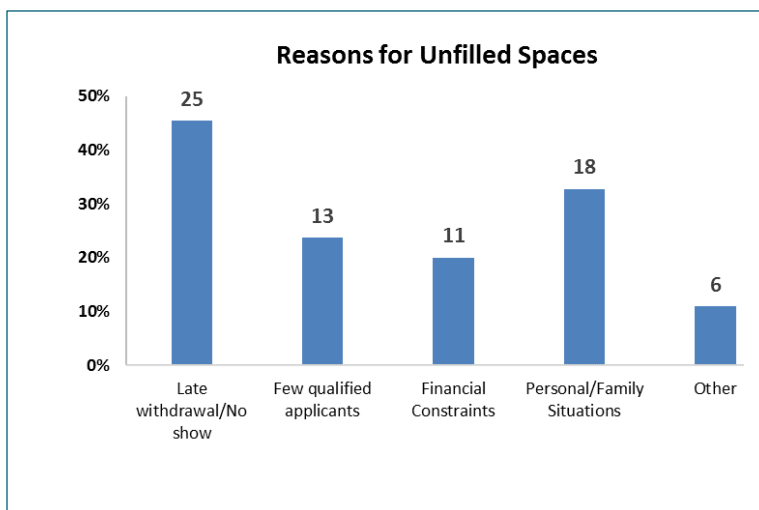
Source: VA. Healthcare Workforce Data Center

### At a Glance:

**1st-Year Student Capacity**  
 Spaces Available: 4,149  
 Spaces Unfilled: 998

**Unfilled Capacity**  
 % of Programs: 73%  
 % of Total Capacity: 24%

Source: VA. Healthcare Workforce Data Center



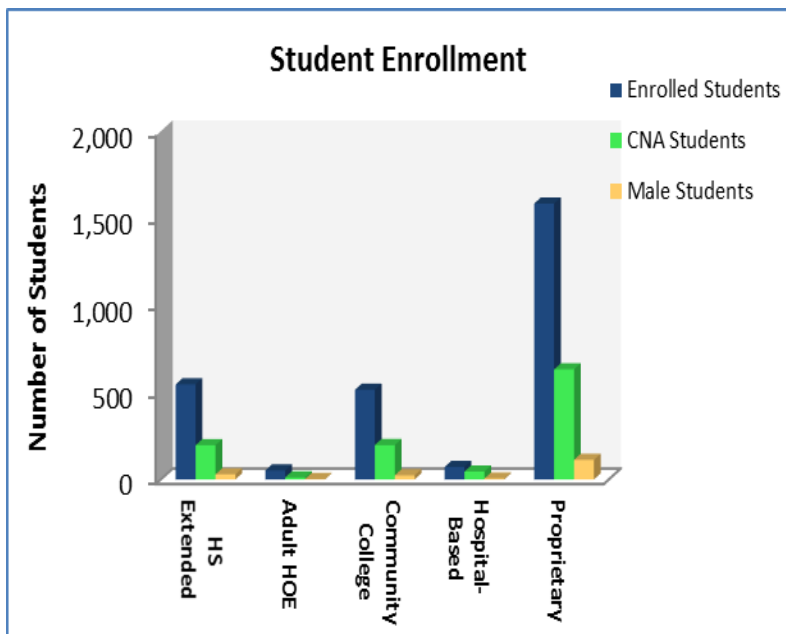
Source: VA. Healthcare Workforce Data Center

*Virginia's PN programs were able to utilize 76% of their available first-year student capacity.*

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity Unfilled
	No	Yes	Unfilled Spaces	%		
<b>HS Extended</b>	8	8	33	3%	473	7%
<b>Adult HOE</b>	0	2	32	3%	65	49%
<b>Community College</b>	6	12	91	9%	516	18%
<b>Hospital-Based</b>	0	2	57	6%	127	45%
<b>Proprietary</b>	0	14	785	79%	2,968	26%
<b>All Programs</b>	<b>14</b>	<b>38</b>	<b>998</b>	<b>100%</b>	<b>4,149</b>	<b>24%</b>

Source: VA. Healthcare Workforce Data Center

Enrollment



Source: VA, Healthcare Workforce Data Center

### At a Glance:

**Enrollment**

Total: 2,834  
 CNA: 1,094  
 Male: 186

**Enrollment by Program Type**

Proprietary: 60%  
 HS Extended: 18%  
 Community College: 17%

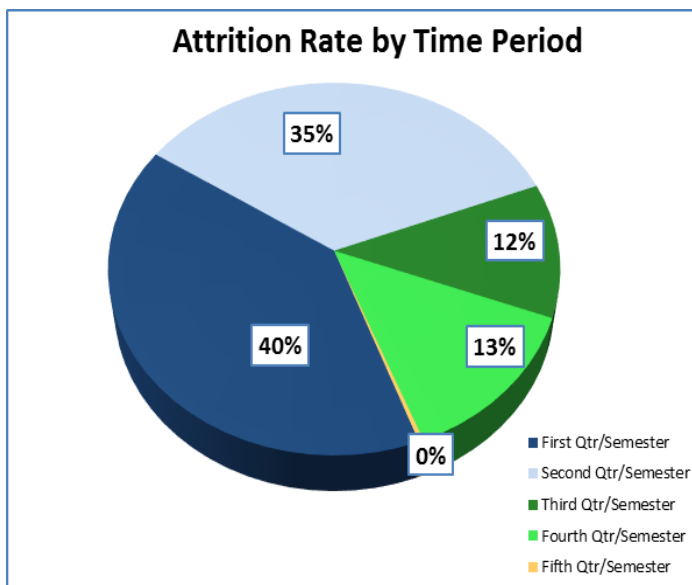
Source: VA, Healthcare Workforce Data Center

*A total of 2,834 students were enrolled in Virginia’s PN programs during the current academic year. 39% 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>	522	18%	201	18%	41	22%
<b>Adult HOE</b>	49	2%	13	1%	5	3%
<b>Community College</b>	484	17%	205	19%	22	12%
<b>Hospital-Based</b>	83	3%	35	3%	4	2%
<b>Proprietary</b>	1,696	60%	640	59%	114	61%
<b>All Programs</b>	<b>2,834</b>	<b>100%</b>	<b>1,094</b>	<b>100%</b>	<b>186</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	372	40%
Second	325	35%
Third	109	12%
Fourth	125	13%
Fifth	3	0%
<b>Total</b>	<b>934</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Graduation Rate**

Adult HOE: 85%  
 Hospital-based: 70%  
 Community College: 55%

**Attrition Rate**

All Programs: 39%  
 Adult HOE: 10%  
 Proprietary: 45%

Source: VA. Healthcare Workforce Data Center

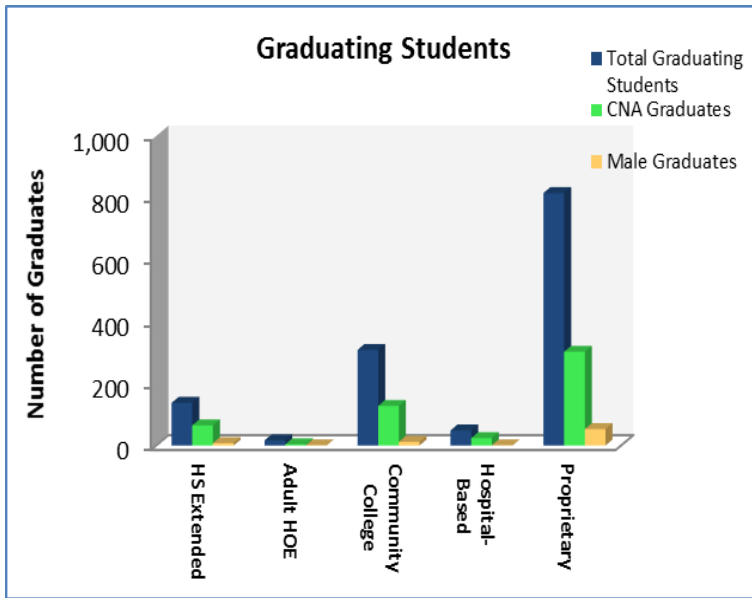
Nearly half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	321	20	530	101	1,707	<b>2,679</b>
Graduated on Time	138	17	293	71	605	<b>1,124</b>
On-Time Graduation Rate	43%	85%	55%	70%	35%	<b>42%</b>
Permanently Left Program	130	2	115	29	768	<b>1,044</b>
Attrition Rate	40%	10%	22%	29%	45%	<b>39%</b>

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, 42% ultimately did graduate. Meanwhile, 39% 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: 1,329  
 % CNA: 39%  
 % Male: 6%

**Grad. by Program Type**

Proprietary: 61%  
 Community College: 23%  
 HS Extended: 10%

Source: VA. Healthcare Workforce Data Center

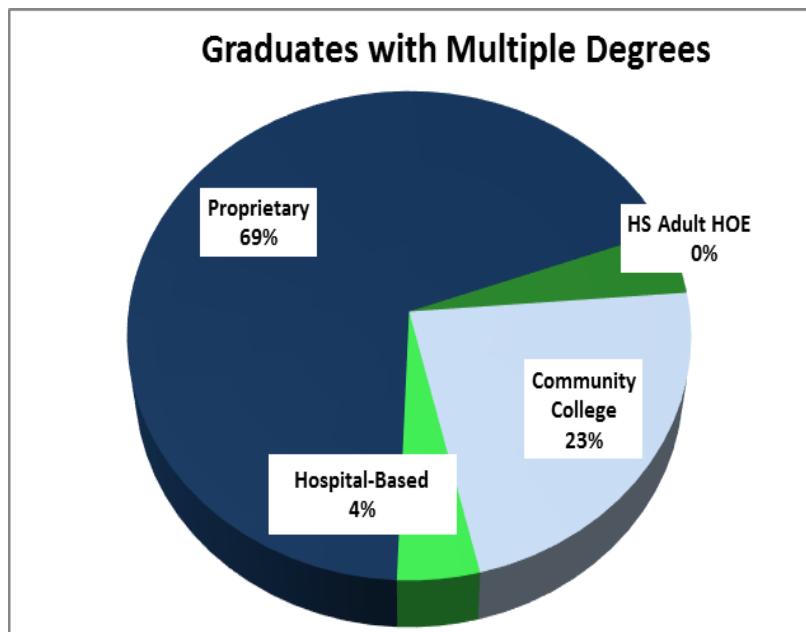
*A total of 1,329 students graduated from Virginia's PN programs during the current academic year. 39% of these graduates were CNAs, while 6% were male. Over half graduated from Proprietary PN programs.*

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>HS Extended</b>	138	10%	65	12%	8	11%
<b>Adult HOE</b>	17	1%	4	1%	1	1%
<b>Community College</b>	309	23%	128	24%	12	16%
<b>Hospital-Based</b>	49	4%	24	5%	1	1%
<b>Proprietary</b>	816	61%	303	58%	53	71%
<b>All Programs</b>	<b>1,329</b>	<b>100%</b>	<b>524</b>	<b>100%</b>	<b>75</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: 40%  
 Black: 43%  
 Hispanic: 6%

**Multi-Degree Grads.**  
 Multi-Degree Graduates: 93  
 % of Total Graduates: 7%

Source: VA. Healthcare Workforce Data Center

Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	4	4%	3%
Adult HOE	0	0%	0%
Comm. College	21	23%	7%
Hospital Based	4	4%	8%
Proprietary	64	69%	8%
<b>All Programs</b>	<b>93</b>	<b>100%</b>	<b>7%</b>

Source: VA. Healthcare Workforce Data Center

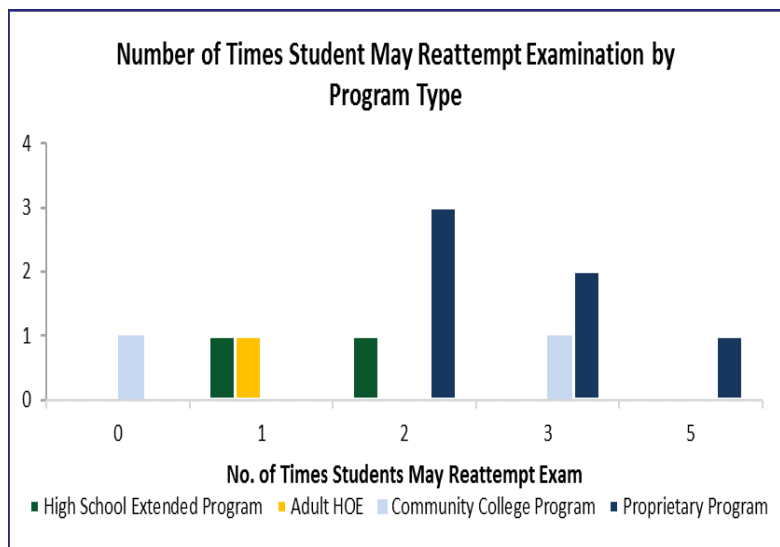
*More than half of all graduates from Virginia's PN programs are non-White. 43% of all graduates are non-Hispanic Black and 6% are Hispanic.*

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	73	57%	8	47%	196	73%	20	41%	163	23%	460	40%
Black	24	19%	8	47%	53	20%	4	8%	410	58%	499	43%
Hispanic	17	13%	1	6%	10	4%	0	0%	42	6%	70	6%
Asian	4	3%	0	0%	2	1%	0	0%	27	4%	33	3%
American Indian	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
Pacific Islander	0	0%	0	0%	1	0%	0	0%	3	0%	4	0%
Two or More	4	3%	0	0%	5	2%	1	2%	37	5%	47	4%
Unknown	5	4%	0	0%	0	0%	24	49%	20	3%	49	4%
<b>Total</b>	<b>127</b>	<b>100%</b>	<b>17</b>	<b>100%</b>	<b>267</b>	<b>100%</b>	<b>49</b>	<b>100%</b>	<b>703</b>	<b>100%</b>	<b>1,163</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:	6
HS. Extended:	2
Community College:	1

#### No. Who Did Not Graduate.

Proprietary:	8
Community College:	2

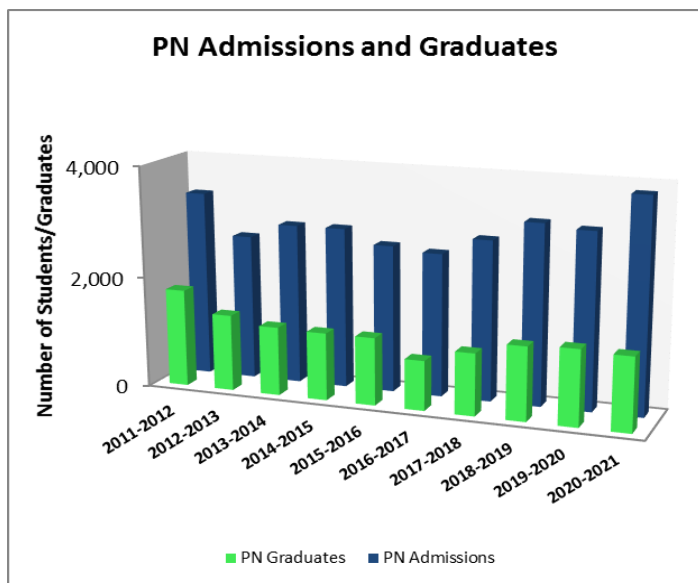
Source: VA. Healthcare Workforce Data Center

*Ten programs require students to pass a comprehensive examination before graduating. In the 2020-21 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>	2	12%	2	100%	2	0
<b>Adult HOE</b>	1	50%	1	0%	1	1
<b>Community College</b>	1	6%	2	200%	2	2
<b>Hospital-Based</b>	0	0%	0	0%	N/A	0
<b>Proprietary</b>	6	40%	6	100%	3	8
<b>All Programs</b>	<b>10</b>	<b>19%</b>	<b>11</b>	<b>110%</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: 3,836

Year-over-Year Change: 21%

**Graduates**

Total: 1,329

Year-over-Year Change: -3%

Source: VA. Healthcare Workforce Data Center

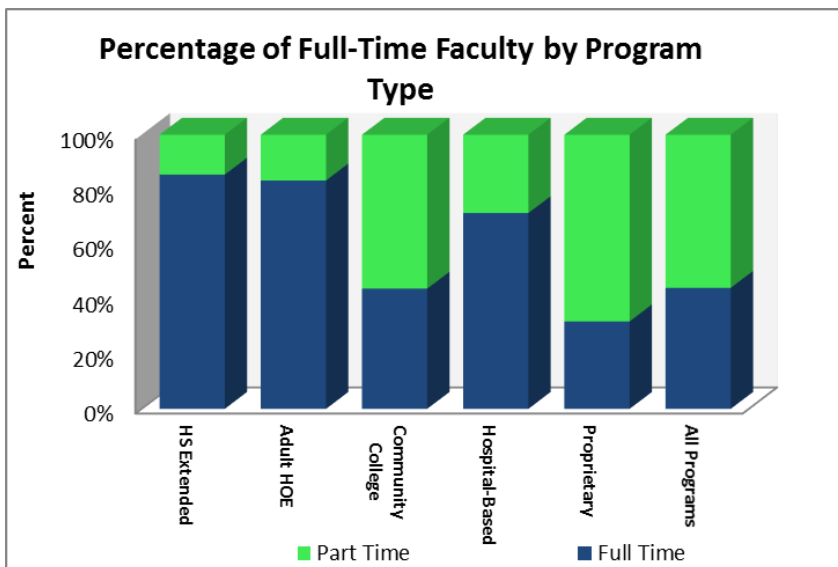
*The number of new students who were admitted into Virginia’s PN programs increased by 21% in the 2020-21 academic year. However, the number of students who graduated from these programs declined by 3%. The number admitted was a ten-year high whereas the number who graduated, though lower than last year’s, was the second highest in the past eight years.*

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
<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%
<b>2019-2020</b>	3,137	-2%	1,367	3%
<b>2020-2021</b>	3,836	21%	1,329	-3%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

*Over half of all faculty work in proprietary programs, but only 32% 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.*

**At a Glance:**

**% of Total Faculty**

Proprietary: 57%  
 Community College: 25%  
 HS Extended: 14%

**% Full-Time**

HS Extended: 85%  
 Adult HOE: 83%  
 Hospital-Based: 71%

**Student-Faculty Ratio**

Hospital-Based: 8.2  
 Proprietary: 8.0  
 HS Extended: 7.9

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25 <sup>th</sup> %	Mean	75 <sup>th</sup> %
HS Extended	53	27%	9	4%	62	14%	85%	4.7	7.9	9.6
Adult HOE	5	3%	1	0%	6	1%	83%	6.7	8.2	8.2
Community College	50	25%	64	25%	114	25%	44%	2.3	4.6	6.0
Hospital Based	10	5%	4	2%	14	3%	71%	5.8	6.0	.
Proprietary	82	41%	175	69%	257	57%	32%	4.4	8.0	11.1
<b>All Programs</b>	<b>200</b>	<b>100%</b>	<b>253</b>	<b>100%</b>	<b>453</b>	<b>100%</b>	<b>44%</b>	<b>4.1</b>	<b>6.7</b>	<b>8.5</b>

Source: VA. Healthcare Workforce Data Center

*On average, the typical PN program had a student-to-faculty ratio of 6.7. However, three of the five program types had student-to-faculty ratios that were above the overall average, skewing the mean upward.*

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	0	0%	2	1%	2	0%	0%
25 to 34	18	9%	33	15%	51	12%	35%
35 to 44	48	25%	62	28%	110	27%	44%
45 to 54	58	30%	54	24%	112	27%	52%
55 to 64	57	30%	47	21%	104	25%	55%
65 to 74	10	5%	17	8%	27	7%	37%
75 and Over	2	1%	3	1%	5	1%	0%
Unknown	0	0%	3	1%	3	1%	0%
<b>Total</b>	<b>193</b>	<b>100%</b>	<b>221</b>	<b>100%</b>	<b>414</b>	<b>100%</b>	<b>47%</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: 93%  
% Female w/ FT Job: 48%

#### Age

% Under 35: 12%  
% Over 54: 34%

#### Diversity

Diversity Index (Total): 50%  
Diversity Index (FT Jobs): 38%

Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	10	5%	20	9%	30	7%	33%
Female	188	95%	202	91%	390	93%	48%
<b>Total</b>	<b>198</b>	<b>100%</b>	<b>222</b>	<b>100%</b>	<b>420</b>	<b>100%</b>	<b>47%</b>

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 50% 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 60%.*

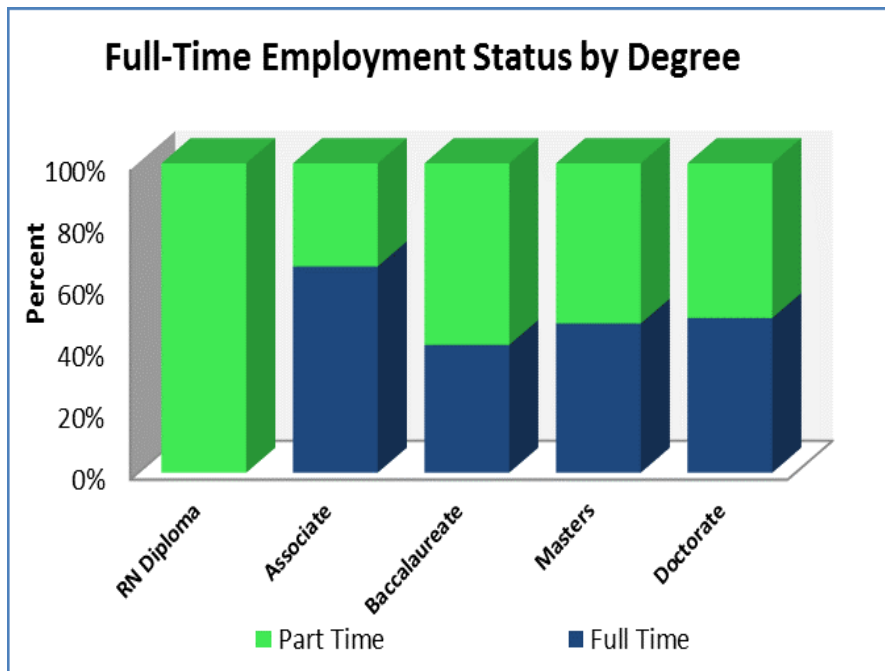
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	59%	151	76%	121	55%	272	65%	56%
Black	18%	36	18%	76	35%	112	27%	32%
Asian	7%	4	2%	15	7%	19	5%	21%
Other Race	1%	1	1%	1	0%	2	0%	0%
Two or more races	5%	4	2%	4	2%	8	2%	50%
Hispanic	11%	2	1%	3	1%	5	1%	40%
Unknown	0	0	0%	0	0%	0	0%	0%
<b>Total</b>	<b>100%</b>	<b>198</b>	<b>100%</b>	<b>220</b>	<b>100%</b>	<b>418</b>	<b>100%</b>	<b>47%</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, 2020.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



**At a Glance:**

Degree

- Masters in Nursing: 36%
- BSN: 38%
- Non-Nursing Bachelors: 8%

Full-Time Employment

- Masters in Nursing: 52%
- Doctorate: 50%

Source: VA. Healthcare Workforce Data Center

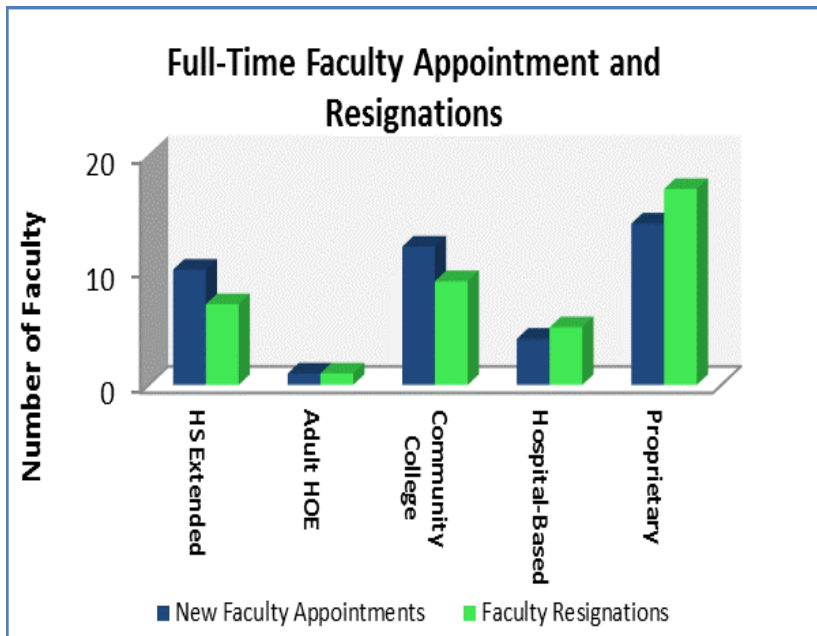
Source: VA. Healthcare Workforce Data Center

*Nearly 75% of all faculty members held either a BSN or a MSN as their highest professional degree. Of this group, 49% were employed on a full-time basis.*

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
<b>RN Diploma</b>	0	0%	2	1%	2	1%	0%
<b>ASN</b>	4	2%	2	1%	6	2%	67%
<b>Non-Nursing Bachelors</b>	6	3%	27	12%	33	8%	18%
<b>BSN</b>	70	39%	81	37%	151	38%	46%
<b>Non-Nursing Masters</b>	5	3%	18	8%	23	6%	22%
<b>Masters in Nursing</b>	76	42%	69	32%	145	36%	52%
<b>Doctorate</b>	19	11%	19	9%	38	10%	50%
<b>Total</b>	<b>180</b>	<b>100%</b>	<b>218</b>	<b>100%</b>	<b>398</b>	<b>100%</b>	<b>45%</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: 20%  
 Newly Appointed Rate: 21%

#### Turnover Rate

Hospital-based: 50%  
 Proprietary: 21%

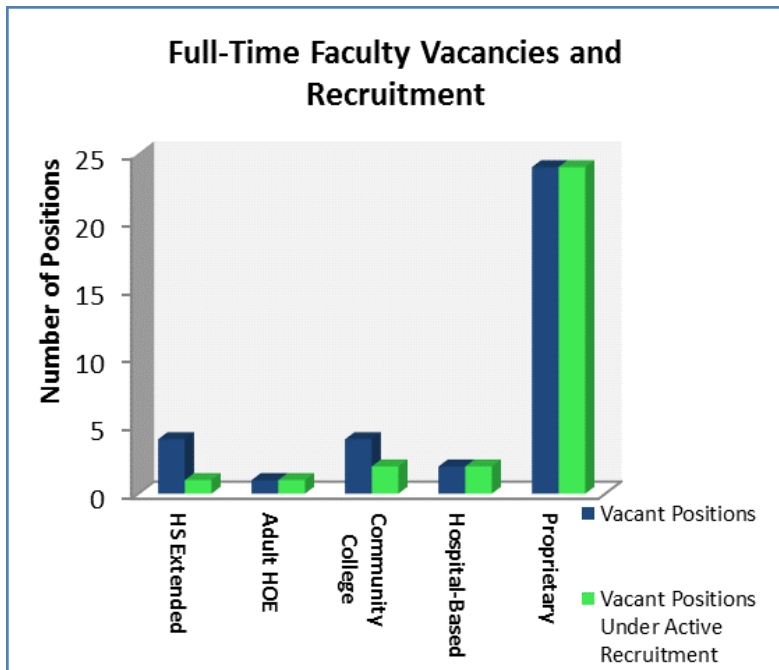
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's PN programs experienced a 20% turnover rate and a newly appointed faculty rate of 21% over the past year.*

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
<b>Total</b>	53	5	50	10	82	<b>200</b>
<b>Newly Appointed</b>	10	1	12	4	14	<b>41</b>
<b>Resignations</b>	7	1	9	5	17	<b>39</b>
<b>Turnover Rate</b>	<b>13%</b>	<b>20%</b>	<b>18%</b>	<b>50%</b>	<b>21%</b>	<b>20%</b>
<b>Proportion Newly Appointed</b>	<b>19%</b>	<b>20%</b>	<b>24%</b>	<b>40%</b>	<b>17%</b>	<b>21%</b>

Source: VA. Healthcare Workforce Data Center

## Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 Full-Time Hiring: 86%  
 Part-Time Hiring: 92%

**Budget Adequacy**  
 Full-Time Hiring: 96%  
 Part-Time Hiring: 94%

**Expected Job Disruption**  
 Less: 60%  
 Same: 34%  
 More: 6%

Source: VA. Healthcare Workforce Data Center

A total of 30 full-time faculty positions and 33 part-time faculty positions are currently in active recruitment. About 80% of these jobs are listed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
<b>Yes</b>	51	96%	45	94%
<b>No</b>	2	4%	3	6%
<b>Total</b>	<b>53</b>	<b>100%</b>	<b>48</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>	9	56%	5	31%	2	13%	16	100%
<b>Adult HOE</b>	1	50%	1	50%	0	0%	2	100%
<b>Community College</b>	12	67%	6	33%	0	0%	18	100%
<b>Hospital</b>	2	100%	0	0%	0	0%	2	100%
<b>Proprietary</b>	8	53%	6	40%	1	7%	15	100%
<b>All Programs</b>	<b>32</b>	<b>60%</b>	<b>18</b>	<b>34%</b>	<b>3</b>	<b>6%</b>	<b>53</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

6% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. However, most programs currently have a sufficient budget to adequately meet their faculty needs.



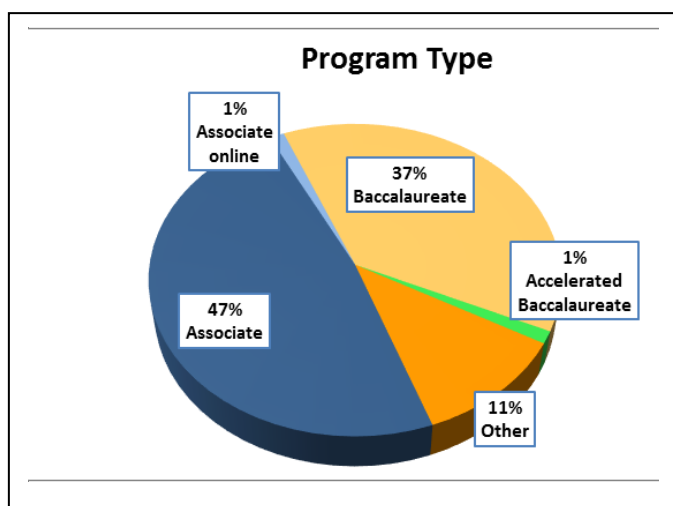
## Registered Nursing Education Programs

### Program Structure

#### A Closer Look:

Program Type		
Type	#	%
Associate	38	47%
Associate Online	1	1%
Baccalaureate	30	37%
Baccalaureate Online	1	1%
Accelerated Baccalaureate	9	11%
Accelerated Masters	2	2%
<b>Total</b>	<b>81</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Source: VA. Healthcare Workforce Data Center

### At a Glance:

#### Program Type

Associate:	47%
Baccalaureate:	37%
Accelerated Baccalaureate:	11%

#### Delivery Method

Semester:	86%
Quarters:	8%

#### Mean Program Length

Accel. Baccalaureate:	21 Mos.
Associate:	23 Mos.
Associate Online:	24 Mos.

Source: VA. Healthcare Workforce Data Center

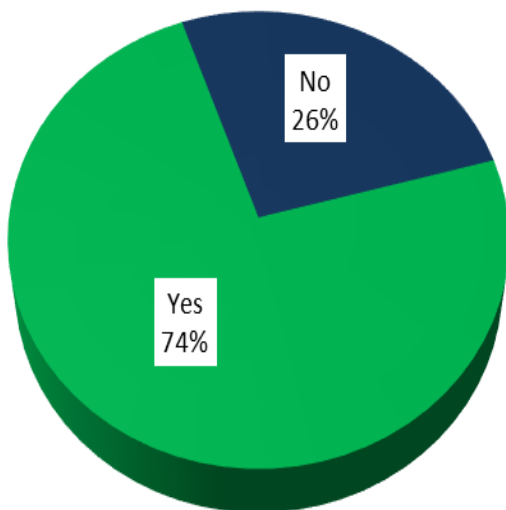
There were 81 Registered Nursing (RN) Education Programs approved in Virginia during the 2020-2021 academic year; all responded to this survey. Thirty-six of the programs offer a RN-to-BSN in addition to their pre-licensure program.

Program Length, Months					
Program Type	Mean	Min	25 <sup>th</sup> %	75 <sup>th</sup> %	Max
Associate	23	15	20	25	30
Associate Online	24	24	24	24	24
Baccalaureate	30	17	25	36	36
Baccalaureate Online	31	31	31	31	31
Accelerated Baccalaureate	21	15	16	27	32
Accelerated Masters	29	22	22	.	36
<b>All Programs</b>	<b>25</b>	<b>15</b>	<b>20</b>	<b>30</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:	92%
Online Courses:	49%
Evening Courses:	40%

Admissions Frequency (Annual)

One:	38%
Two:	33%
Three:	19%
Four or More:	11%

Source: VA. Healthcare Workforce Data Center

Nearly three-quarters of all RN programs implemented a change to their nursing program in the past year. 45 programs initiated faculty changes whereas 23 made schedule changes. Another 14 made curriculum changes whereas 12 changed course content.

Scheduling Option	#	%
Daytime Courses	78	92%
Online Courses	42	49%
Evening Courses	34	40%
Evening & Weekend Courses	19	22%
Accelerated Courses	18	21%
Weekend Courses	13	15%

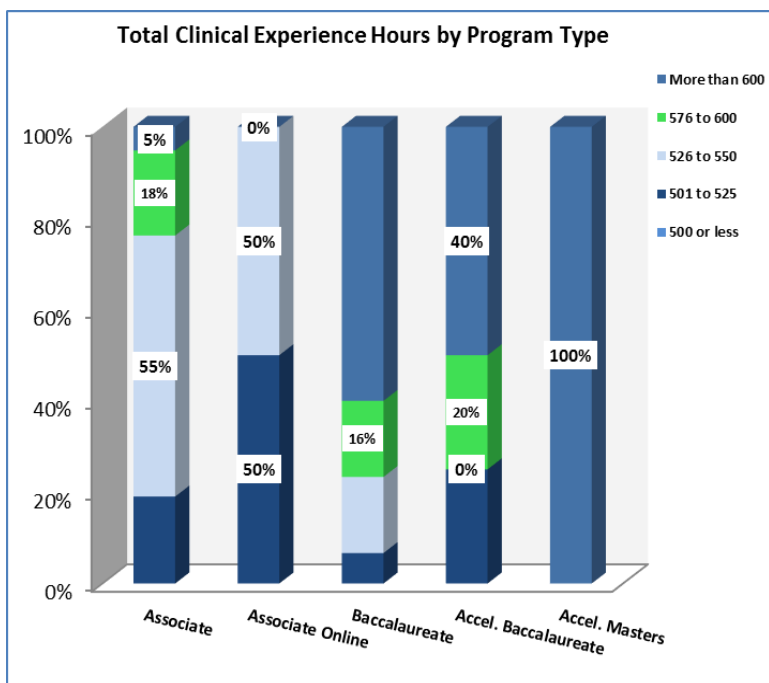
Source: VA. Healthcare Workforce Data Center

## Accreditation

Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	54	71%
Commission on Collegiate Nursing Education	CCNE	36	47%
Accreditation Commission for Education in Nursing	ACEN	29	38%
Accrediting Bureau of Health Education Schools	ABHES	8	11%
Accrediting Council for Independent Colleges and Schools	ACICS	3	4%
Commission for Nursing Education Accreditation	CNEA	1	1%
Council on Occupational Education	COE	1	1%
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.: 541
- Clinical Simulation: 26-50
- Clinical Observation: 0

Source: VA. Healthcare Workforce Data Center

More than 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. Median clinical simulation hours did not change for RN.

Clinical Experiences Outside Virginia		
State	# of Programs	% of Programs
Washington, D.C.	14	17%
Maryland	6	7%
Tennessee	6	7%
West Virginia	4	5%
North Carolina	3	4%
Kentucky	1	1%
Other <sup>1</sup>	1	1%
<b>At least One</b>	<b>28</b>	<b>35%</b>

Source: VA. Healthcare Workforce Data Center

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

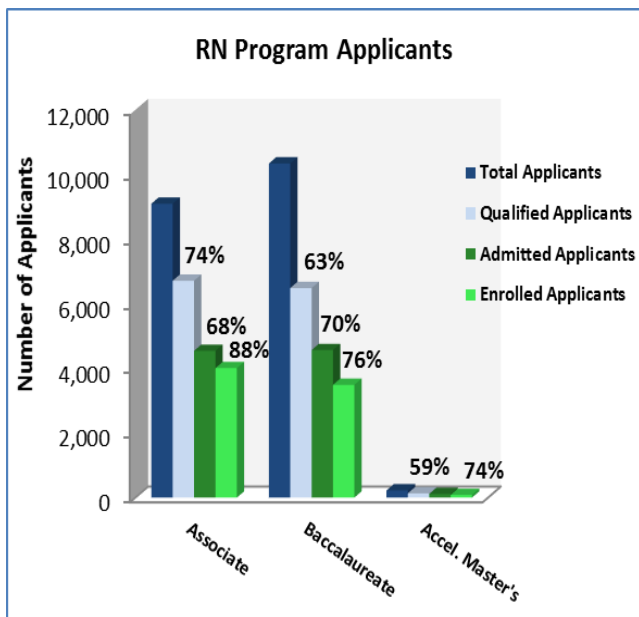
<sup>1</sup> Could be a combination of the states above.

## Breakdown of Clinical Hours by Program Type

	Hours	Program Type						
Type	Amount	Associate	Associate Online	Baccalaureate	Baccalaureate Online	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	8	1	0	0	1	0	10
	526 to 550	22	0	5	0	2	0	29
	551 to 575	1	0	3	0	1	0	5
	576 to 600	5	0	5	0	2	0	12
	More than 600	2	0	16	1	3	2	24
	<b>Total</b>	<b>38</b>	<b>1</b>	<b>29</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>80</b>
Direct Client Care Hours	400 or less	2	0	0	0	0	0	2
	401 to 425	1	0	1	0	0	0	2
	426 to 450	2	0	0	0	1	0	3
	451 to 475	10	0	4	0	1	0	15
	476 to 500	10	0	3	0	1	1	15
	More than 500	13	1	21	1	6	1	43
	<b>Total</b>	<b>38</b>	<b>1</b>	<b>29</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>80</b>
Clinical Simulation Hours	None	1	0	6	0	1	0	8
	1 to 25	2	0	4	0	1	0	7
	26 to 50	19	1	2	0	0	0	22
	51 to 75	6	0	2	0	0	1	9
	76 to 100	1	0	5	1	1	1	9
	More than 100	9	0	11	0	6	0	26
	<b>Total</b>	<b>38</b>	<b>1</b>	<b>30</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>81</b>
Clinical Observation Hours	None	36	1	18	0	5	1	61
	1 to 25	1	0	9	0	3	0	13
	26 to 50	1	0	0	0	0	0	1
	51 to 75	0	0	2	1	1	0	4
	76 to 100	0	0	1	0	0	1	2
	More than 100	0	0	0	0	0	0	0
	<b>Total</b>	<b>38</b>	<b>1</b>	<b>30</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>81</b>

Source: VA. Healthcare Workforce Data Center

## Admissions



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Program Applicants**

Total:	19,666
Qualified:	13,333
Admitted:	9,219
Enrolled:	7,580
Waitlisted:	812

Source: VA. Healthcare Workforce Data Center

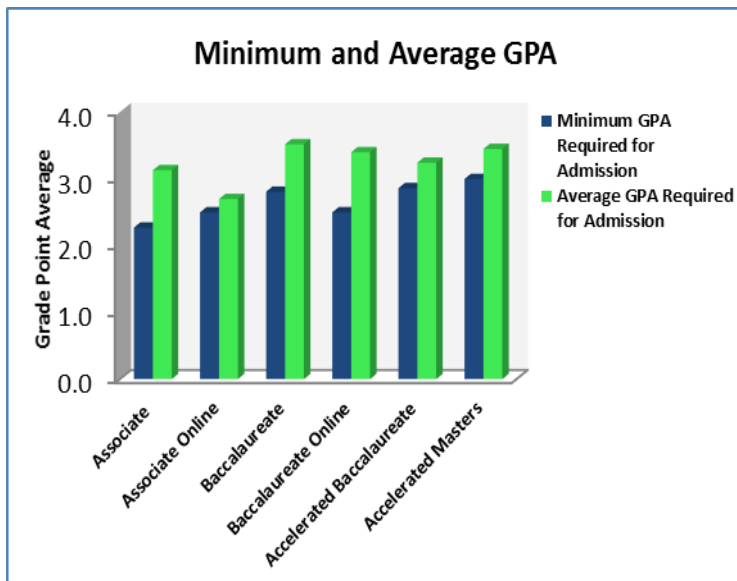
Virginia's RN programs received a total of 19,666 student applications during the 2020-2021 academic year. Approximately 39% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Associate	8,998	6,688	74%	4,522	68%	3,993	88%	44%
Associate Online	100	25	25%	20	80%	15	75%	15%
Baccalaureate	8,801	5,451	62%	3,689	68%	2,816	76%	32%
Baccalaureate Online	474	386	81%	200	52%	153	77%	32%
Accel. Baccalaureate	1,070	651	61%	678	104%	522	77%	49%
Accel. Masters	223	132	59%	110	83%	81	74%	36%
All Programs	19,666	13,333	68%	9,219	69%	7,580	82%	39%

Source: VA. Healthcare Workforce Data Center

Out of 13,333 qualified applicants, 4,114 were not given an admission offer. Twenty-three programs cited the inability to expand effective program capacity while another nineteen programs cited the lack of clinical space 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. COVID impact was mentioned by some programs.

## 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: 27  
 Baccalaureate: 23  
 Associate Online: 34

Source: VA. Healthcare Workforce Data Center

Program Type	Mean
Associate	28
Associate Online	34
Baccalaureate	23
Baccalaureate Online	24
Accelerated Baccalaureate	29
Accelerated Masters	31
All Programs	27

Source: VA. Healthcare Workforce Data Center

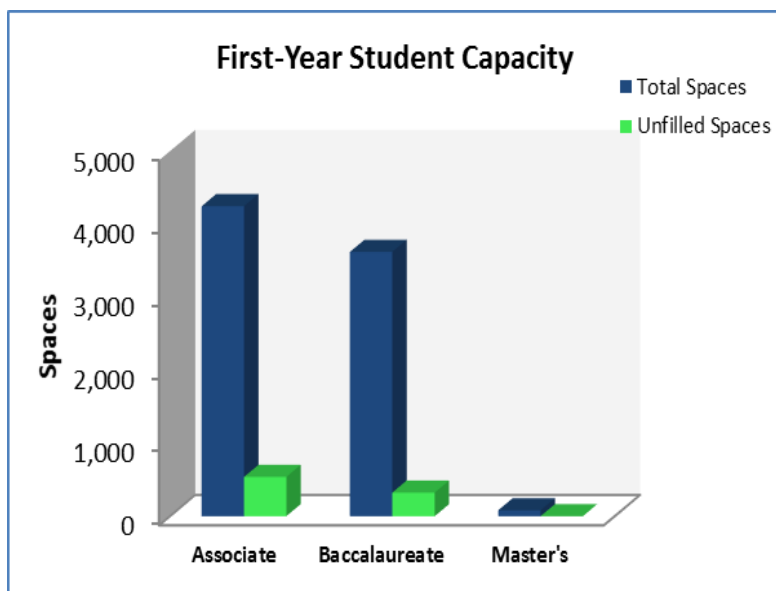
The average age of students who were admitted into Virginia's RN programs was 27. Baccalaureate programs had the lowest average age of admitted students at 23, while Associate Online programs had the highest average age of admitted students at 34.

Program Type	Min	Avg.
Associate	2.3	3.1
Associate Online	2.5	2.7
Baccalaureate	2.8	3.5
Baccalaureate Online	2.5	3.4
Accelerated Baccalaureate	2.9	3.2
Accelerated Masters	3.0	3.5
All Programs	2.6	3.3

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. Accelerated Master's programs had the highest GPA requirements for admission and one of the highest average GPA among admitted students.

## Capacity



Source: VA. Healthcare Workforce Data Center

## At a Glance:

### 1st-Year Student Capacity

Spaces Available: 7,948  
Spaces Unfilled: 861

### Unfilled Capacity

% of Programs: 63%  
% of Total Capacity: 11%

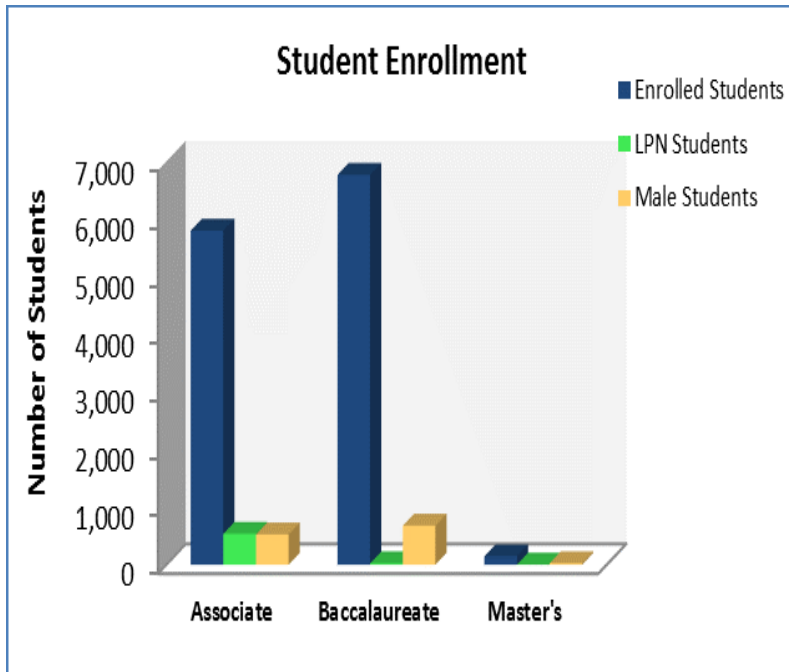
Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to fill 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 they had accepted admission offer at a different program. This year several programs also mentioned COVID-related reasons for unfilled spaces.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
<b>Associate</b>	9	28	508	59%	4,217	12%
<b>Associate Online</b>	1	0	30	3%	30	100%
<b>Baccalaureate</b>	14	16	243	28%	2,921	8%
<b>Baccalaureate Online</b>	0	1	7	1%	160	4%
<b>Accelerated Baccalaureate</b>	4	4	73	8%	540	14%
<b>Accelerated Masters</b>	1	1	0	0%	80	0%
<b>All Programs</b>	<b>29</b>	<b>50</b>	<b>861</b>	<b>100%</b>	<b>7,948</b>	<b>11%</b>

Source: VA. Healthcare Workforce Data Center

## Enrollment



Source: VA. Healthcare Workforce Data Center

**At a Glance:****Enrollment**

Total:	12,716
LPN:	562
Male:	1,228

**Enrollment by Program Type**

Baccalaureate:	44%
Associate:	46%

Source: VA. Healthcare Workforce Data Center

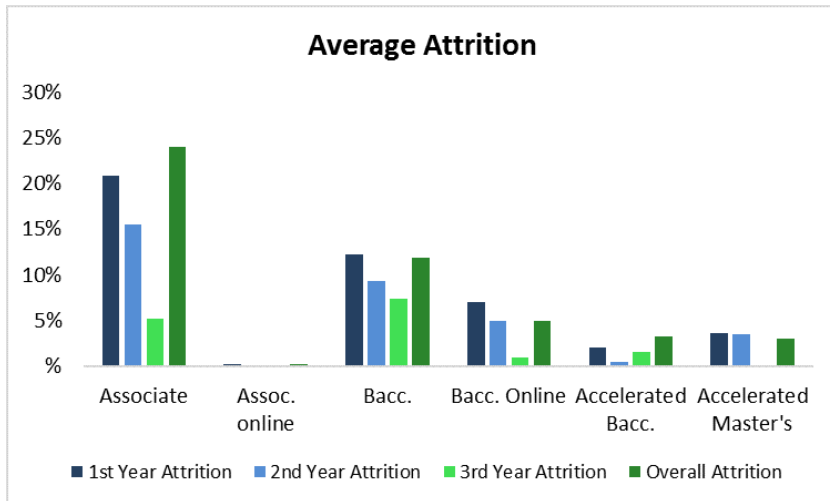
Over 12,716 students were enrolled in Virginia's RN programs during the current academic year. Of these students, 4% were LPNs while about 10% were male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
<b>Associate</b>	5,788	46%	535	95%	525	43%
<b>Associate Online</b>	13	0%	2	0%	1	0%
<b>Baccalaureate</b>	5,639	44%	18	3%	567	46%
<b>Baccalaureate Online</b>	379	3%	0	0%	26	2%
<b>Accelerated Baccalaureate</b>	752	6%	6	1%	84	7%
<b>Accelerated Masters</b>	145	1%	1	0%	25	2%
<b>All Programs</b>	<b>12,716</b>	<b>100%</b>	<b>562</b>	<b>100%</b>	<b>1,228</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center



Attrition



Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Associate	1st Year Attrition	21%	0%	68%	0
	2nd Year Attrition	15%	0%	80%	1
	3rd Year Attrition	5%	0%	36%	25
	<b>Overall Attrition</b>	<b>24%</b>	<b>0%</b>	<b>76%</b>	<b>0</b>
Associate Online	1st Year Attrition	0%	0%	0%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	0%	0%	0%	0
	<b>Overall Attrition</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0</b>
Baccalaureate	1st Year Attrition	12%	0%	91%	0
	2nd Year Attrition	9%	0%	94%	0
	Third Year Attrition	7%	0%	100%	7
	<b>Overall Attrition</b>	<b>12%</b>	<b>0%</b>	<b>95%</b>	<b>0</b>
Baccalaureate Online	1st Year Attrition	7%	7%	7%	0
	2nd Year Attrition	5%	5%	5%	0
	Third Year Attrition	1%	1%	1%	0
	<b>Overall Attrition</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>0</b>
Accelerated Baccalaureate	1st Year Attrition	2%	0%	7%	1
	2nd Year Attrition	1%	0%	3%	1
	3rd Year Attrition	2%	0%	11%	2
	<b>Overall Attrition</b>	<b>3%</b>	<b>0%</b>	<b>12%</b>	<b>0</b>
Accelerated Masters	1st Year Attrition	4%	0%	7%	0
	2nd Year Attrition	3%	0%	7%	0
	3rd Year Attrition	0%	0%	0%	1
	<b>Overall Attrition</b>	<b>3%</b>	<b>0%</b>	<b>6%</b>	<b>0</b>
Total	1st Year Attrition	15%	0%	91%	5
	2nd Year Attrition	11%	0%	94%	6
	3rd Year Attrition	5%	0%	100%	39
	<b>Overall Attrition</b>	<b>16%</b>	<b>0%</b>	<b>95%</b>	<b>4</b>

Source: VA. Healthcare Workforce Data Center

At a Glance:

Attrition Rate

1 <sup>st</sup> Year Avg.:	15%
2 <sup>nd</sup> Year Avg.:	11%
3 <sup>rd</sup> Year Avg.:	5%
Overall Avg.:	16%

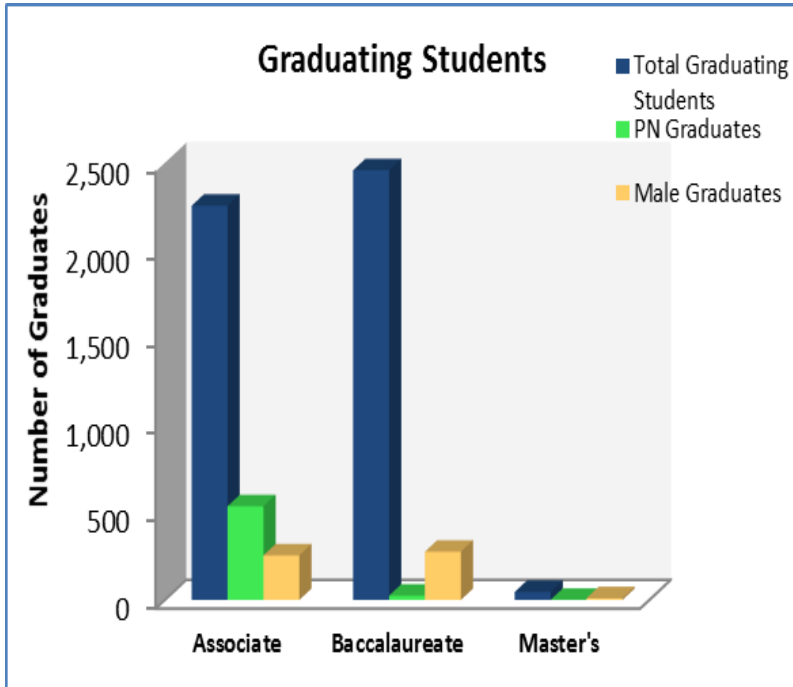
Attrition by Program Type

Associate:	24%
Baccalaureate:	12%
Baccalaureate Online:	5%

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 16%. Associate programs had the highest overall average attrition rate, with 24% of all students leaving the programs. Baccalaureate programs had an attrition rate of 12%, while Associate Online programs had the lowest overall attrition rate at 0.2%.

Graduates



Source: VA. Healthcare Workforce Data Center

**At a Glance:**

**Graduates**  
 Total: 4,761  
 % PN: 12%  
 % Male: 11%

**Grad. by Program Type**  
 Associate: 47%  
 Baccalaureate: 40%  
 Accel. Baccalaureate: 9%

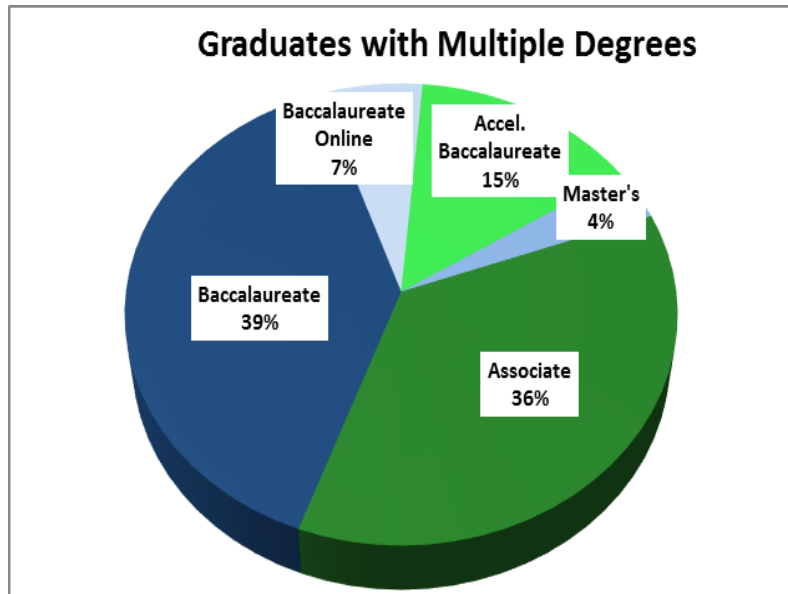
Source: VA. Healthcare Workforce Data Center

*A total of 4,761 students graduated from Virginia’s RN programs during the current academic year. 12% of these graduates had previously graduated a PN program and 11% were male. Nearly half of all graduating students completed Associate programs.*

Program Type	Total Graduates		PN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
<b>Associate</b>	2,248	47%	534	95%	254	47%
<b>Associate Online</b>	8	0%	2	0%	1	0%
<b>Baccalaureate</b>	1,883	40%	18	3%	209	39%
<b>Baccalaureate Online</b>	142	3%	0	0%	9	2%
<b>Accelerated Baccalaureate</b>	434	9%	6	1%	58	11%
<b>Accelerated Masters</b>	46	1%	1	0%	10	2%
<b>All Programs</b>	<b>4,761</b>	<b>100%</b>	<b>561</b>	<b>100%</b>	<b>541</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:	56%
Black:	19%
Hispanic:	7%
Asian:	6%

**Multi-Degree Grads.**

Multi-Degree Graduates: 1,079  
 % of Total Graduates: 23%

Source: VA. Healthcare Workforce Data Center

*23% of graduates from Virginia's RN programs held other non-nursing degrees.*

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Associate	389	36%	17%
Associate Online	0	0%	0%
Baccalaureate	424	39%	23%
Baccalaureate Online	71	7%	50%
Accel. Baccalaureate	157	15%	36%
Accel. Masters	38	4%	83%
All Programs	1,079	100%	23%

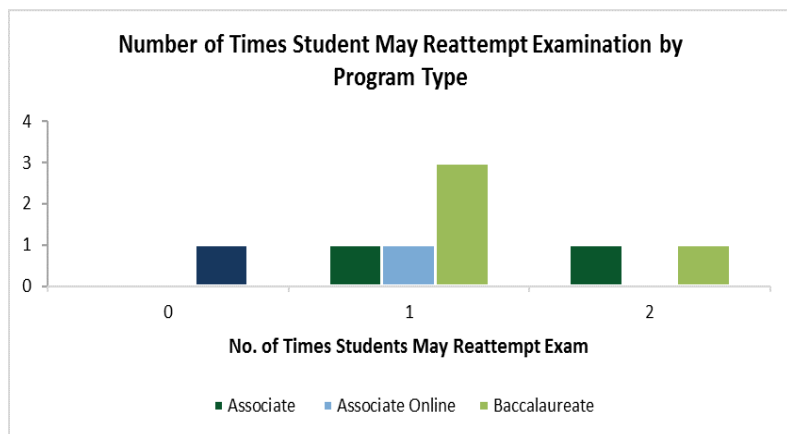
Source: VA. Healthcare Workforce Data Center

*56% of all graduates from Virginia's RN programs are non-Hispanic White, while 19% of all graduates are non-Hispanic Black.*

Race/Ethnicity	Associate		Associate Online		BSN		BSN Online		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	1,214	56%	0	0%	1,111	61%	115	81%	149	34%	32	70%	2,621	56%
<b>Black</b>	485	22%	5	63%	251	14%	12	8%	109	25%	5	11%	867	19%
<b>Hispanic</b>	145	7%	3	38%	120	7%	2	1%	43	10%	0	0%	313	7%
<b>Asian</b>	91	4%	0	0%	151	8%	9	6%	33	8%	5	11%	289	6%
<b>American Indian</b>	5	0%	0	0%	4	0%	0	0%	0	0%	0	0%	9	0%
<b>Pacific Islander</b>	5	0%	0	0%	7	0%	1	1%	2	0%	0	0%	15	0%
<b>Two or More</b>	62	3%	0	0%	63	3%	3	2%	7	2%	3	7%	138	3%
<b>Unknown</b>	169	8%	0	0%	129	7%	0	0%	91	21%	1	2%	390	8%
<b>Total</b>	<b>2,176</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>1,836</b>	<b>100%</b>	<b>142</b>	<b>100%</b>	<b>434</b>	<b>100%</b>	<b>46</b>	<b>100%</b>	<b>4,642</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: 2

#### No. Who Did Not Graduate.

Baccalaureate: 1  
Associate: 0

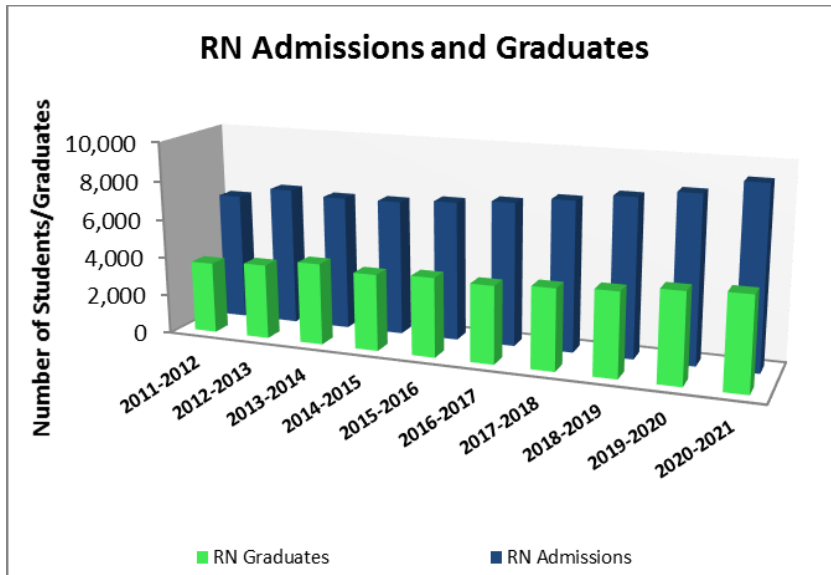
Source: VA. Healthcare Workforce Data Center

*Eight programs require students to pass a comprehensive examination before graduating. In the 2020-21 year, two 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>	3	8%	3	100%	3	1
<b>Associate Online</b>	1	100%	1	0%	3	0
<b>Baccalaureate</b>	2	7%	2	100%	1	1
<b>Baccalaureate Online</b>	0	0%	0	N/A	N/A	0
<b>Accel. Baccalaureate</b>	2	22%	2	100%	1	0
<b>Accel. Masters</b>	0	0%	0	N/A	N/A	0
<b>All Programs</b>	<b>8</b>	<b>10%</b>	<b>8</b>	<b>100%</b>	<b>1</b>	<b>2</b>

Source: VA. Healthcare Workforce Data Center

## Long-Term Trends



Source: VA. Healthcare Workforce Data Center

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

Total: 9,219  
Year-over-Year Change: 8%

**Graduates**

Total: 4,761  
Year-over-Year Change: 3%

Source: VA. Healthcare Workforce Data Center

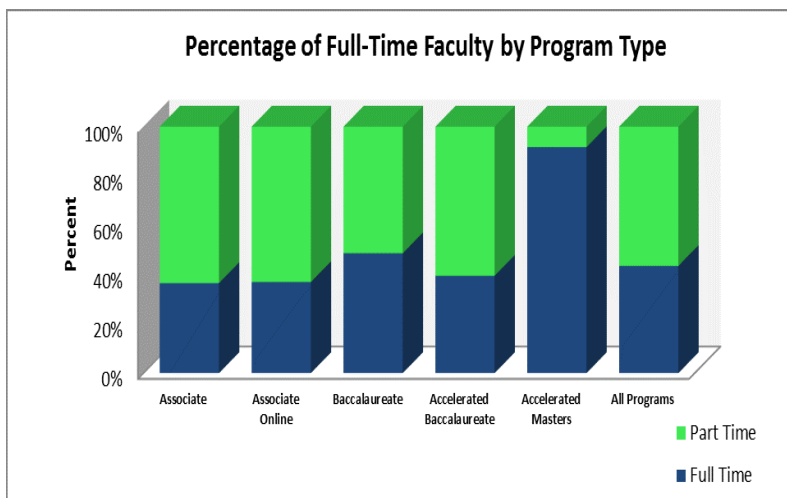
*The number of admissions into Virginia's RN programs and the number of graduates from the programs increased during the 2021-21 academic year. Both numbers are at an all-time high.*

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
<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%
<b>2019-2020</b>	8,506	5%	4,614	7%
<b>2020-2021</b>	9,219	8%	4,761	3%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment



Source: VA. Healthcare Workforce Data Center

At a Glance:

**% of Total Faculty**

Baccalaureate: 49%  
 Associate: 37%  
 Accel. Baccalaureate: 10%

**% Full-Time**

Overall: 46%  
 Accel. Master's: 100%  
 Baccalaureate Online: 63%

**Mean Student-Faculty Ratio**

Overall: 7.4  
 Associate: 8.9  
 Baccalaureate Online: 6.6

Source: VA. Healthcare Workforce Data Center

Nearly half of all RN program faculty work at Baccalaureate programs, while 37% work for Associate programs. In total, Virginia's RN programs employed 1,938 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	328	37%	396	38%	724	37%	45%	6.7	8.9	9.7
Associate Online	4	0%	3	0%	7	0%	57%	1.9	1.9	1.9
Baccalaureate	435	49%	506	48%	941	49%	46%	2.8	6.3	10.0
Baccalaureate Online	36	4%	21	2%	57	3%	63%	6.6	6.6	6.6
Accelerated Baccalaureate	77	9%	122	12%	199	10%	39%	3.3	5.1	8.0
Accelerated Masters	10	1%	0	0%	10	1%	100%	4.6	4.6	4.6
<b>All Programs</b>	<b>890</b>	<b>99%</b>	<b>1,048</b>	<b>100%</b>	<b>1,938</b>	<b>99%</b>	<b>46%</b>	<b>4.6</b>	<b>7.4</b>	<b>9.6</b>

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 7.4. Associate programs had the highest ratio at 8.9, whereas Associate Online programs had the lowest ratio at 1.9.

## Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	2	0%	16	2%	18	1%	11%
25 to 34	61	8%	152	16%	213	12%	29%
35 to 44	166	21%	279	29%	445	25%	37%
45 to 54	238	30%	258	27%	496	28%	48%
55 to 64	230	29%	146	15%	376	21%	61%
65 to 74	71	9%	79	8%	150	8%	47%
75 and Over	5	1%	6	1%	11	1%	45%
Unknown	32	4%	33	3%	65	4%	49%
<b>All Programs</b>	<b>805</b>	<b>100%</b>	<b>969</b>	<b>100%</b>	<b>1,774</b>	<b>100%</b>	<b>45%</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, 45% of all faculty currently hold full-time jobs.*

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	49	6%	82	8%	131	7%	37%
Female	756	94%	957	92%	1,713	93%	44%
<b>Total</b>	<b>805</b>	<b>100%</b>	<b>1,039</b>	<b>100%</b>	<b>1,844</b>	<b>100%</b>	<b>44%</b>

Source: VA. Healthcare Workforce Data Center

## At a Glance:

**Gender**

% Female: 93%  
% Female w/ FT Job: 44%

**Age**

% Under 35: 13%  
% Over 54: 30%

**Diversity**

Diversity Index (Total): 43%  
Diversity Index (FT Jobs): 36%

Source: VA. Healthcare Workforce Data Center

*In a chance encounter between two faculty members, there is a 43% 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 60%.*

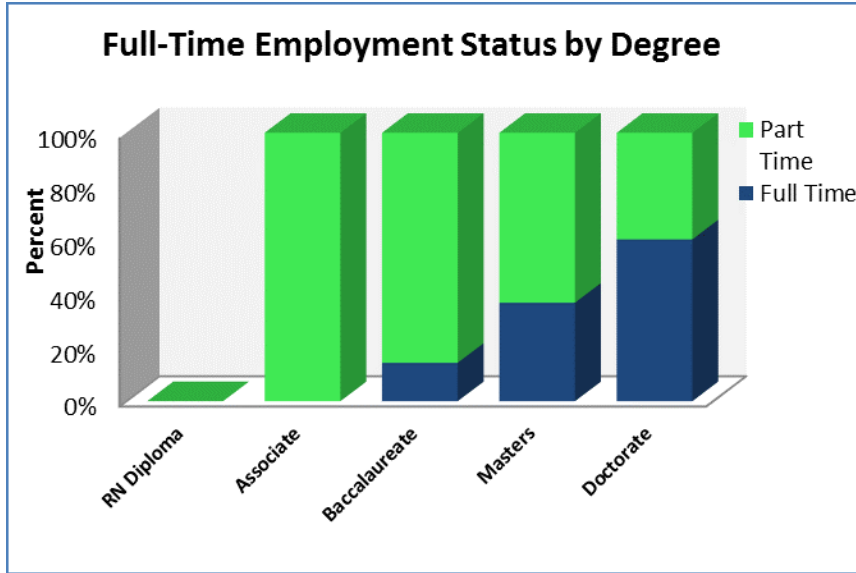
Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	59%	629	78%	707	69%	1,336	73%	47%
Black	18%	124	15%	221	22%	345	19%	36%
Asian	7%	29	4%	32	3%	61	3%	48%
Other Race	1%	2	0%	8	1%	10	1%	20%
Two or more races	5%	7	1%	12	1%	19	1%	37%
Hispanic	11%	13	2%	20	2%	33	2%	39%
Unknown	0	0	0%	25	2%	25	1%	0%
<b>Total</b>	<b>100%</b>	<b>804</b>	<b>100%</b>	<b>1,025</b>	<b>100%</b>	<b>1,829</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, 2020.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:



Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

MSN: 59%  
 Nursing Doctorate: 25%  
 BSN: 13%

Full-Time Employment

Overall: 40%  
 Non-Nursing Doctorate: 72%  
 Nursing Doctorate: 59%  
 Masters in Nursing: 37%

Source: VA. Healthcare Workforce Data Center

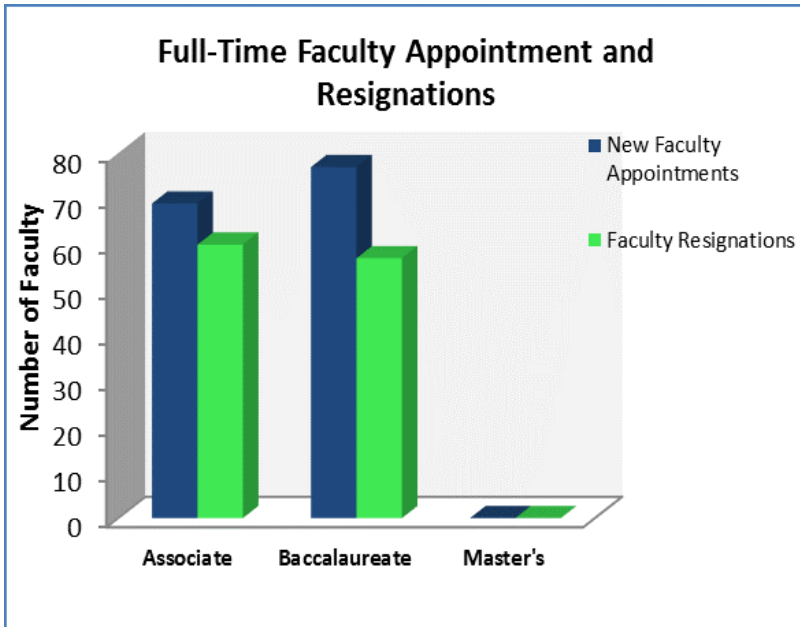
*59% of all faculty members held a MSN as their highest professional degree, while 25% held a doctorate in nursing. Among all faculty with a reported degree, 40% were employed on a full-time basis.*

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	1	0%	1	0%	0%
ASN	0	0%	4	0%	4	0%	0%
Non-Nursing Bachelors	0	0%	1	0%	1	0%	N/A
BSN	30	5%	179	18%	209	13%	14%
Non-Nursing Masters	3	0%	15	2%	18	1%	17%
Masters in Nursing	353	55%	599	62%	952	59%	37%
Non-Nursing Doctorate	21	3%	8	1%	29	2%	72%
Nursing Doctorate	240	37%	164	17%	404	25%	59%
<b>Total</b>	<b>647</b>	<b>100%</b>	<b>971</b>	<b>100%</b>	<b>1,618</b>	<b>100%</b>	<b>40%</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: 16%

**Turnover Rate**  
 Associate: 18%  
 Baccalaureate: 11%  
 Accel. Baccalaureate: 10%

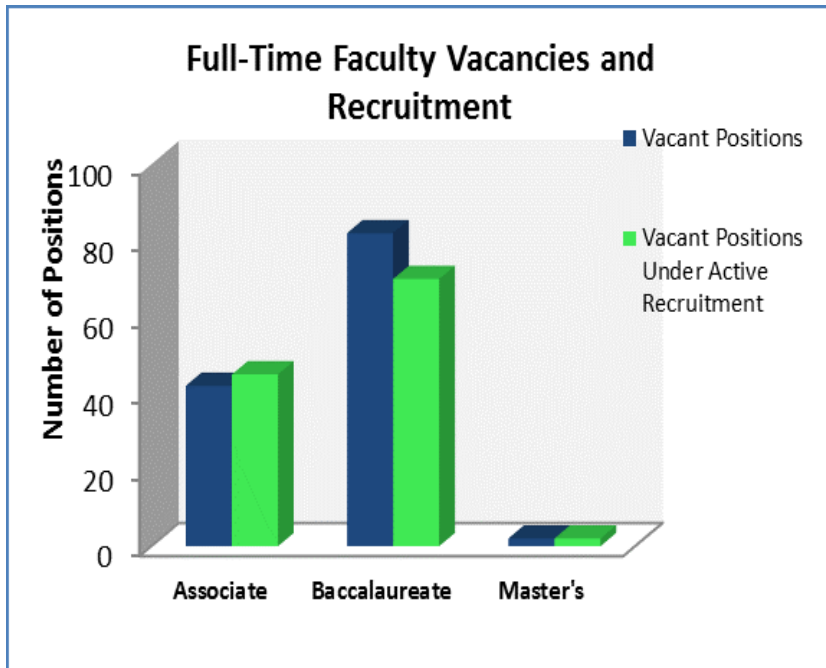
Source: VA. Healthcare Workforce Data Center

*Among full-time faculty, Virginia's RN programs experienced a 13% turnover rate and a newly appointed faculty rate of 16% over the past year.*

Full Time Faculty	Program Type						
	ASN	ASN Online	BSN	BSN Online	Accel. BSN	Accel. Masters	All Programs
<b>Total</b>	<b>328</b>	<b>4</b>	<b>435</b>	<b>36</b>	<b>77</b>	<b>10</b>	<b>890</b>
<b>Newly Appointed</b>	69	0	52	4	21	0	<b>146</b>
<b>Resignations</b>	60	0	47	2	8	0	<b>117</b>
<b>Turnover Rate</b>	<b>18%</b>	<b>0%</b>	<b>11%</b>	<b>6%</b>	<b>10%</b>	<b>0%</b>	<b>13%</b>
<b>Proportion Newly Appointed</b>	<b>21%</b>	<b>0%</b>	<b>12%</b>	<b>11%</b>	<b>27%</b>	<b>0%</b>	<b>16%</b>

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements



Source: VA. Healthcare Workforce Data Center

### At a Glance:

**Active Recruitment**  
 % of FT Vacancies: 93%  
 % of PT Vacancies: 91%

**Budget Adequacy**  
 Full-Time Hiring: 79%  
 Part-Time Hiring: 100%

**Expected Job Disruption**  
 Less: 51%  
 Same: 44%  
 More: 5%

Source: VA. Healthcare Workforce Data Center

*A total of 117 full-time faculty positions and 135 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>	62	79%	14	100%
<b>No</b>	16	21%	0	0%
<b>Total</b>	<b>78</b>	<b>100%</b>	<b>14</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>	20	53%	17	45%	1	3%	38	100%
<b>Associate Online</b>	1	100%	0	0%	0	0%	1	100%
<b>Baccalaureate</b>	14	48%	14	48%	1	3%	29	100%
<b>Baccalaureate Online</b>	1	100%	0	0%	0	0%	1	100%
<b>Accelerated Baccalaureate</b>	4	50%	2	25%	2	25%	8	100%
<b>Accelerated Masters</b>	0	0%	1	100%	0	0%	1	100%
<b>All Programs</b>	<b>40</b>	<b>51%</b>	<b>34</b>	<b>44%</b>	<b>4</b>	<b>5%</b>	<b>78</b>	<b>100%</b>

Source: VA. Healthcare Workforce Data Center

*Only 5% 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.*