Virginia's Registered Nurse Workforce: 2014

Healthcare Workforce Data Center

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More than 37,000 Registered Nurses voluntarily participated in this survey. *Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.*

Thank You!

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The Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	100,766
Virginia's Workforce:	82,998
FTEs:	72,089

Survey Response Rate

All Licensees:	37%
Renewing Practitioners:	85%

Demographics

Female:	94%
Diversity Index:	35%
Median Age:	48

Background

Rural Childhood:	38%
HS Degree in VA:	55%
Prof. Degree in VA:	65%

Education

Baccalaureate:	40%
Associate:	34%

Finances

Median Income:	$50k-$60k
Health Benefits:	64%
Under 40 w/ Ed debt:	58%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-time Job:	67%
Satisfied?:	92%

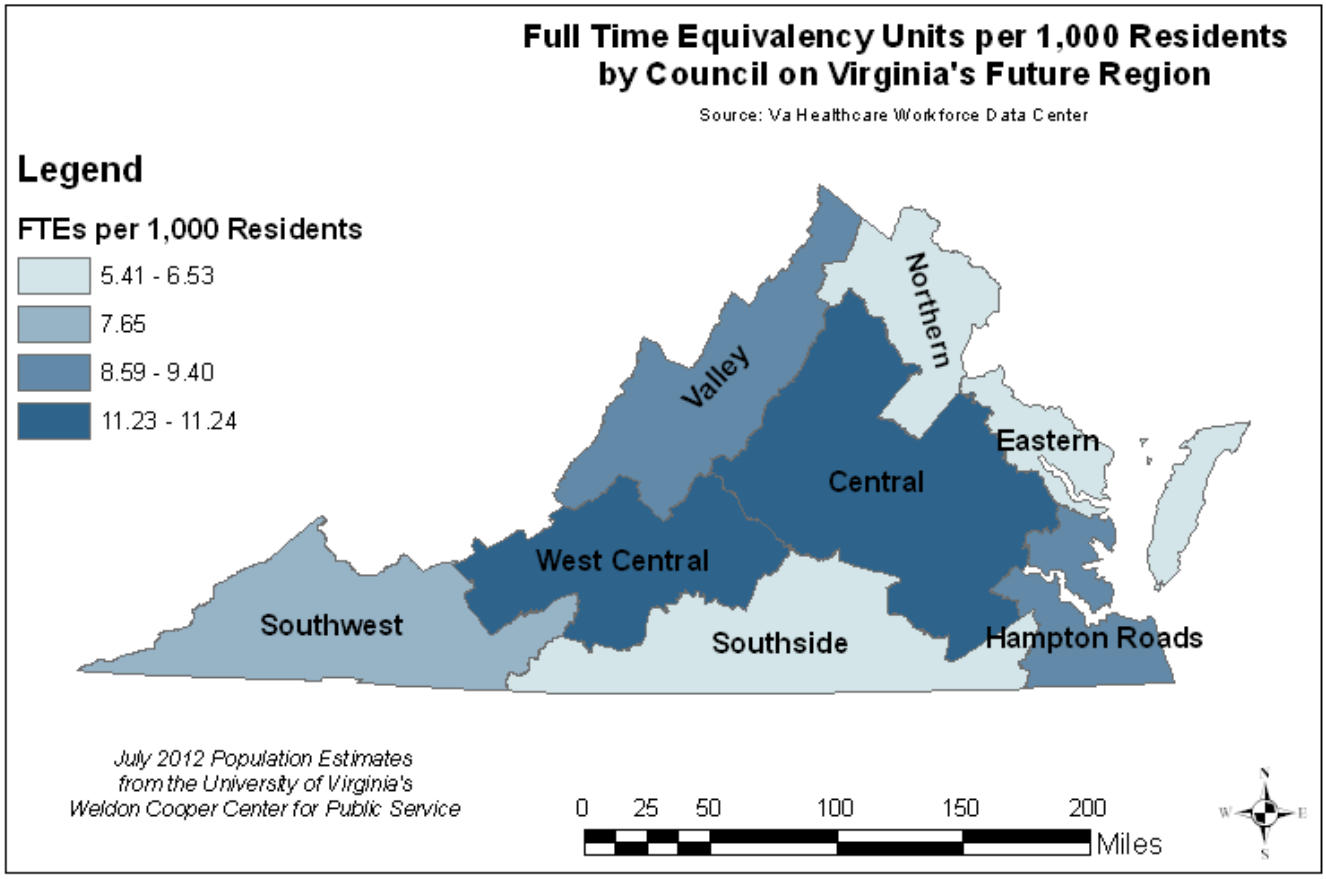
Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	65%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	64%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Results in Brief

37,072 Registered Nurses (RNs) voluntarily took part in the 2014 Registered Nurse Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all RNs have access to the survey in any given year. Thus, these survey respondents represent only 37% of the 100,766 RNs who are licensed in the state but 85% of renewing practitioners.

The HWDC estimates that 82,998 RNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an RN at some point in the future. Between October 2013 and September 2014, Virginia's RN workforce provided 72,089 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of all RNs are female, while the median age of all RNs is 48. In a random encounter between two RNs, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. The diversity index for RNs who are under the age of 40 is higher at 40%, but even this group of RNs is still less diverse than Virginia's population as a whole, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities.

38% of all RNs grew up in a rural area, but only 19% of these professionals currently work in non-Metro areas of the state. Meanwhile, 55% of Virginia's RNs graduated from high school in Virginia, while nearly two-thirds earned their initial professional degree in the state. In total, just 68% of Virginia's RN workforce has some educational background in the state.

40% of RNs hold a baccalaureate degree as their highest professional degree, while 34% earned an associate degree. More than one-third of RNs currently carry education debt, including 58% of those under the age of 40. The median debt burden for those RNs with educational debt is between $20,000 and $30,000.

88% of RNs are currently employed in the profession. Two-thirds of all RNs hold one full-time position, while 10% hold two or more positions simultaneously. 38% of RNs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week. Meanwhile, nearly two-thirds of RNs have been at their primary work location for more than two years, although 2% of RNs have experienced involuntary unemployment at some point in the past year.

The median annual income for RNs is between $50,000 and $60,000. In addition, 83% of wage or salaried RNs also receive at least one employer-sponsored benefit, including 64% who receive health insurance. 92% of RNs are satisfied with their current employment situation, including 58% who indicate they are "very satisfied".

71% of all RNs work in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 20% of RNs worked at two or more locations in the past year. More than 80% of RNs work in the private sector, including 42% who work at a for-profit company. Nearly 40% of RNs work in the inpatient department of a hospital at their primary work location, the most of any primary establishment type.

A typical RN spends nearly all of her time treating patients. Nearly two-thirds of RNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Approximately 55% of patients seen by the typical RN are adults, and 37% of RNs serve an adult patient care role, meaning that at least 60% of their patients were adults.

41% of RNs expect to retire by the age of 65. 7% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2039. Over the next two years, only 5% of RNs plan on leaving either the state or the profession. Meanwhile, 8% of RNs plan on increasing patient care activities over the next two years, and 33% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	44,758	44%
New Licensees	5,127	5%
Non-Renewals	6,066	6%
Renewal date not in survey period	44,815	44%
All Licensees	100,766	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 85% of renewing RNs submitted a survey. These represent 37% of RNs who held a license at some point during the licensing period.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	8,154	3,344	29%
30 to 34	5,997	4,300	42%
35 to 39	6,484	3,255	33%
40 to 44	5,869	4,791	45%
45 to 49	7,004	3,723	35%
50 to 54	6,498	5,416	46%
55 to 59	8,756	4,628	35%
60 and Over	14,932	7,615	34%
Total	63,694	37,072	37%
New Licenses			
Issued After Sept. 2013	5124	3	0%
Metro Status			
Non-Metro	7,294	4,586	39%
Metro	47,677	29,785	39%
Not in Virginia	8,498	2,591	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

Number: 100,766
New: 5%
Not Renewed: 6%

Response Rates

All Licensees: 37%
Renewing Practitioners: 85%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	37,072
Response Rate, all licensees	37%
Response Rate, Renewals	85%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2013 and September 2014 on the birth month of each renewing practitioner.
2. **Target Population:** All RNs who held a Virginia license at some point during the survey time period.
3. **Survey Population:** The survey was available to RNs who renewed their licenses online. It was not available to those who did not renew, including RNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's RN Workforce:	82,998
FTEs:	72,089

Utilization Ratios

Licensees in VA Workforce:	82%
Licensees per FTE:	1.40
Workers per FTE:	1.15

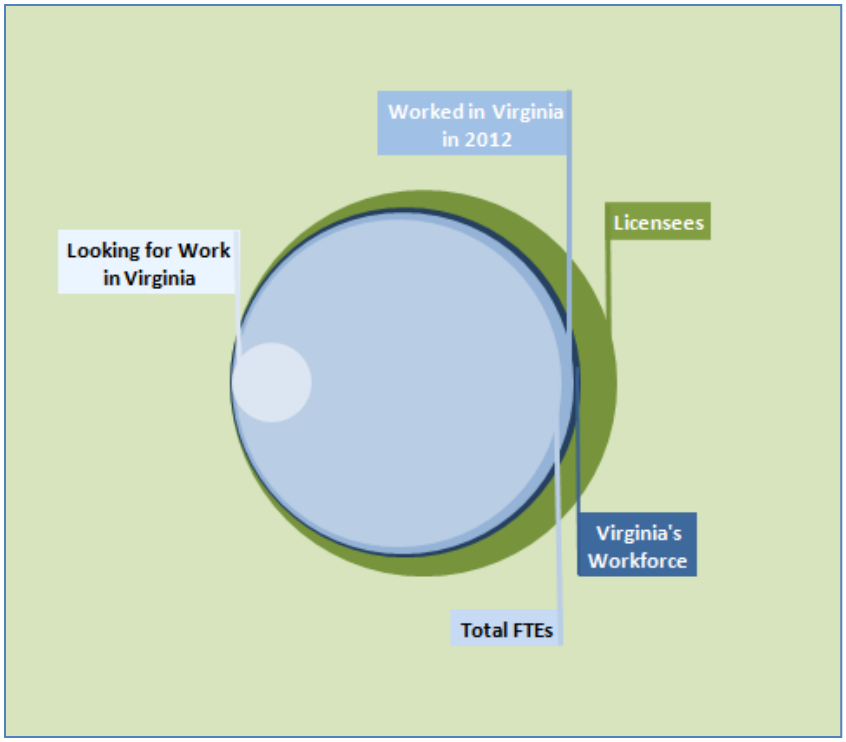
Source: Va. Healthcare Workforce Data Center

Definitions

1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
2. **Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
3. **Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
4. **Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
5. **Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's RN Workforce		
Status	#	%
Worked in Virginia in Past Year	78,623	95%
Looking for Work in Virginia	4,375	5%
Virginia's Workforce	82,998	100%
Total FTEs	72,089	
Licensees	100,766	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	532	5%	9,273	95%	9,805	12%
30 to 34	620	7%	8,018	93%	8,638	11%
35 to 39	612	8%	7,496	92%	8,109	10%
40 to 44	739	8%	8,094	92%	8,833	11%
45 to 49	606	7%	8,388	93%	8,994	11%
50 to 54	650	7%	9,182	93%	9,832	12%
55 to 59	576	5%	10,078	95%	10,654	13%
60 +	756	5%	15,161	95%	15,917	20%
Total	5,090	6%	75,692	94%	80,782	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs under 40	
	%	#	%	#	%
White	64%	65,218	80%	20,323	76%
Black	19%	8,362	10%	2,974	11%
Asian	6%	3,860	5%	1,401	5%
Other Race	0%	833	1%	338	1%
Two or more races	2%	1,434	2%	725	3%
Hispanic	8%	1,824	2%	874	3%
Total	100%	81,531	100%	26,635	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	94%
% Under 40 Female:	93%

Age

Median Age:	48
% Under 40:	33%
% 55+:	33%

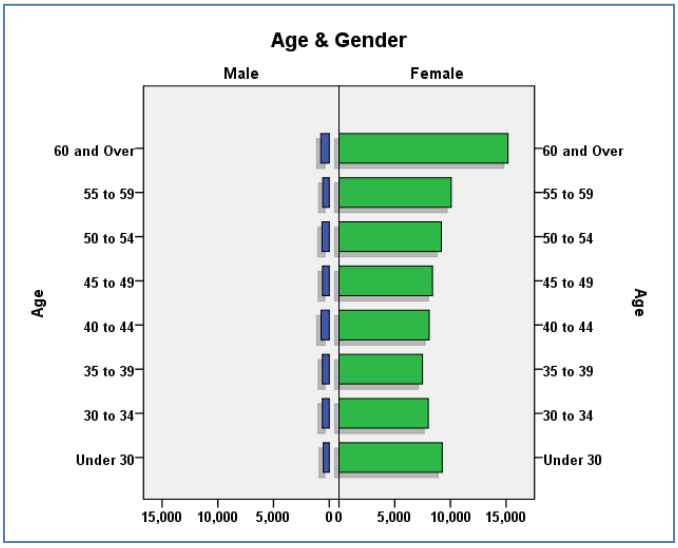
Diversity

Diversity Index:	35%
Under 40 Div. Index:	40%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 35% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

One-third of RNs are under the age of 40. 93% of these professionals are female. In addition, the diversity index among RNs under the age of 40 is 40%, which is higher than the diversity index among all RNs.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	15%
Rural Childhood:	38%

Virginia Background

HS in Virginia:	55%
Prof. Ed. in VA:	65%
HS or Prof. Ed. in VA:	68%

Location Choice

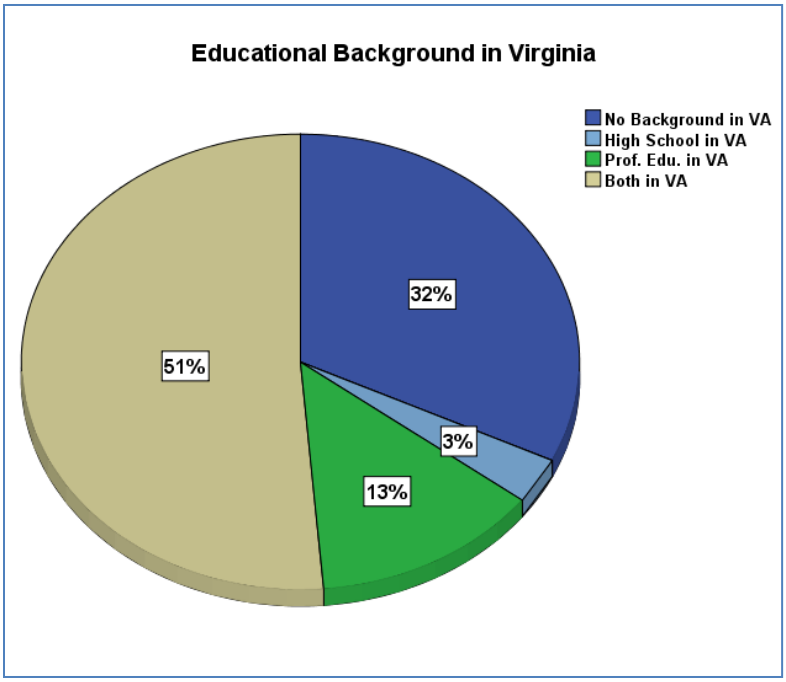
% Rural to Non-Metro:	19%
% Urban/Suburban to Non-Metro:	4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
	Metro Counties			
1	Metro, 1 million+	27%	55%	18%
2	Metro, 250,000 to 1 million	54%	35%	11%
3	Metro, 250,000 or less	52%	37%	11%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	68%	21%	11%
6	Urban pop, 2,500-19,999, Metro adj	72%	19%	9%
7	Urban pop, 2,500-19,999, nonadj	89%	7%	4%
8	Rural, Metro adj	72%	20%	8%
9	Rural, nonadj	67%	22%	11%
	Overall	38%	47%	15%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

38% of RNs grew up in self-described rural areas, but only 19% of these professionals currently work in non-Metro counties. Overall, 10% of all RNs currently work in non-Metro counties.

Top Ten States for Registered Nurse Recruitment

Rank	All RNs			
	High School	#	Init. Prof Degree	#
1	Virginia	44,372	Virginia	52,325
2	Outside of U.S.	5,011	New York	3,297
3	New York	4,207	Pennsylvania	2,821
4	Pennsylvania	3,703	Outside of U.S.	2,607
5	Maryland	2,346	North Carolina	1,748
6	New Jersey	1,969	Maryland	1,633
7	West Virginia	1,813	West Virginia	1,466
8	Ohio	1,752	Ohio	1,264
9	North Carolina	1,574	Florida	1,162
10	Florida	1,314	New Jersey	953

Source: Va. Healthcare Workforce Data Center

55% of licensed RNs received their high school degree in Virginia, and 65% received their initial professional degree in the state.

Among RNs who received their license in the past five years, 55% received their high school degree in Virginia, while 68% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	11,503	Virginia	14,252
2	Outside of U.S.	1,395	Pennsylvania	594
3	Pennsylvania	821	New York	522
4	New York	722	Outside of U.S.	446
5	Maryland	520	North Carolina	417
6	Ohio	504	Florida	412
7	North Carolina	461	Ohio	399
8	New Jersey	440	West Virginia	393
9	Florida	434	Maryland	352
10	California	404	California	215

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's RN workforce during the past year. 72% of these licensees worked at some point in the past year, including 65% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	17,740
% of Licensees:	18%
Federal/Military:	12%
Va. Border State/DC:	19%

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	212	0%
Hospital RN Diploma	10,681	13%
Associate Degree	27,360	34%
Baccalaureate Degree	32,338	40%
Masters Degree	9,453	12%
Doctorate Degree	714	1%
Total	80,758	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

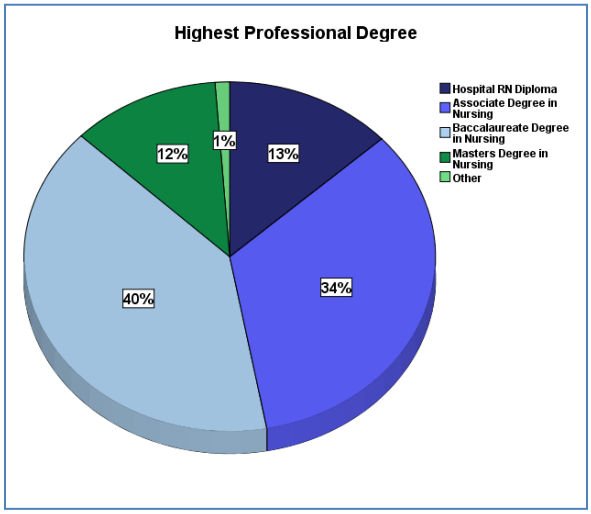
Education

Baccalaureate: 40%
Associate: 34%

Educational Debt

Carry debt: 34%
Under age 40 w/ debt: 58%
Median debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of RNs earned a baccalaureate degree as their highest professional degree, while another 34% earned an associate degree. 34% of RNs carry education debt, including 58% of those under the age of 40. The median debt burden among RNs with educational debt is between $20,000 and $30,000.

Educational Debt				
Amount Carried	All RNs		RNs under 40	
	#	%	#	%
None	46,586	66%	9,861	42%
$10,000 or less	5,597	8%	3,011	13%
$10,000-$19,999	4,598	7%	2,759	12%
$20,000-$29,999	3,951	6%	2,398	10%
$30,000-$39,999	2,764	4%	1,661	7%
$40,000-$49,999	1,860	3%	1,046	4%
$50,000-$59,999	1,418	2%	818	3%
$60,000-$69,999	976	1%	604	3%
$70,000-$79,999	597	1%	355	2%
$80,000-$89,999	560	1%	361	2%
$90,000-$99,999	314	0%	196	1%
$100,000-$109,999	364	1%	202	1%
$110,000-$119,999	172	0%	109	0%
$120,000 or more	481	1%	277	1%
Total	70,238	100%	23,658	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Acute/Emergency:	19%
Surgery/OR:	8%
Cardiology:	5%

Secondary Specialty

Acute/Emergency:	15%
Admin./Management:	5%
Surgery/OR:	5%

Licenses

Registered Nurse:	87%
Licensed Nurse Practitioner:	5%

Source: Va. Healthcare Workforce Data Center

Acute, Critical Care, Emergency, and Trauma was the most common primary and secondary specialty for RNs. Surgery/OR, Cardiology, and Obstetrics were also among the leading specialties for Virginia's RNs.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Acute/Emergency/Trauma	15,079	19%	9,176	15%
Surgery/OR	6,074	8%	2,739	5%
Cardiology	3,715	5%	2,732	5%
Obstetrics/Nurse Midwifery	3,657	5%	1,637	3%
Pediatrics	3,435	4%	2,330	4%
Psychiatric/Mental Health	3,202	4%	1,603	3%
Administration/Management	2,570	3%	2,828	5%
Neonatal Care	2,458	3%	1,497	2%
Oncology	2,269	3%	1,404	2%
Community or Public Health	2,253	3%	1,801	3%
Case Management	2,246	3%	1,690	3%
Family Health	1,794	2%	913	2%
Geriatrics/Gerontology	1,784	2%	1,811	3%
Hospital/Float	1,362	2%	1,438	2%
Long-Term Care Facilities	1,340	2%	1,539	3%
Anesthesia	1,146	1%	640	1%
Adult Health	1,105	1%	1,247	2%
Women's Health/Gynecology	1,078	1%	1,238	2%
Orthopedics	1,044	1%	1,047	2%
Palliative/Hospice Care	1,019	1%	869	1%
Rehabilitation	986	1%	811	1%
Student Health	844	1%	583	1%
Renal Health/Dialysis	820	1%	392	1%
Endoscopy	728	1%	527	1%
Occupational Health	622	1%	423	1%
Other Specialty Area	9,014	10%	7,900	11%
General Nursing/No Specialty	7,987	10%	9,822	16%
Total	79,630	100%	60,640	100%

Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Licensed Nurse Practitioner	3,874	5%
Clinical Nurse Specialist	418	1%
All Other Licenses	565	1%

5% of Virginia's RN workforce reported holding a Nurse Practitioner's license and 1% reported holding Clinical Nurse Specialist Licenses.

At a Glance:

Employment
Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held
1 Full-time: 67%
2 or More Positions: 10%

Weekly Hours:
40 to 49: 38%
60 or more: 4%
Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	61	0%
Employed in a nursing- related capacity	71,362	88%
Employed, NOT in a nursing-related capacity	2,755	3%
Not working, reason unknown	14	0%
Involuntarily unemployed	524	1%
Voluntarily unemployed	4,097	5%
Retired	2,151	3%
Total	**80,964**	**100%**

Source: Va. Healthcare Workforce Data Center

88% of RNs are currently employed in their profession. 67% of RNs hold one full-time job, while just 10% currently have multiple jobs. 38%[1] of RNs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	4,635	6%
1 to 9 hours	1,577	2%
10 to 19 hours	3,129	4%
20 to 29 hours	6,679	9%
30 to 39 hours	23,058	30%
40 to 49 hours	29,461	38%
50 to 59 hours	5,648	7%
60 to 69 hours	1,760	2%
70 to 79 hours	583	1%
80 or more hours	671	1%
Total	**77,201**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	4,635	6%
One Part-Time Position	13,401	17%
Two Part-Time Positions	2,020	3%
One Full-Time Position	51,936	67%
One Full-Time Position & One Part-Time Position	5,153	7%
Two Full-Time Positions	132	0%
More than Two Positions	550	1%
Total	**77,827**	**100%**

Source: Va. Healthcare Workforce Data Center

[1]Corrected from a previous version.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1,186	2%
Less than $20,000	3,104	5%
$20,000-$29,999	2,395	4%
$30,000-$39,999	5,031	8%
$40,000-$49,999	9,717	15%
$50,000-$59,999	10,771	17%
$60,000-$69,999	10,294	16%
$700,00-$79,999	7,707	12%
$80,000-$89,999	5,243	8%
$90,000-$99,999	2,864	5%
$100,000 or more	4,601	7%
Total	**62,914**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $50k-$60k

Benefits
Health Insurance: 64%
Retirement: 66%

Satisfaction
Satisfied: 92%
Very Satisfied: 58%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	44,794	58%
Somewhat Satisfied	26,909	35%
Somewhat Dissatisfied	4,571	6%
Very Dissatisfied	1,500	2%
Total	**77,773**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical RN earned between $50,000 and $60,000 in the past year. Among RNs who received either a wage or salary as compensation at the primary work location, 64% received health insurance and 66% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	3,974	6%	6%
Dental Insurance	44,889	63%	63%
Health Insurance	46,032	65%	64%
Paid Leave	49,743	70%	70%
Group Life Insurance	35,237	49%	50%
Retirement	47,198	66%	66%
Receive at least one benefit	**59,805**	**84%**	**83%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	1,577	2%
Experience Voluntary Unemployment?	6,077	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	2,430	3%
Work two or more positions at the same time?	10,871	13%
Switch employers or practices?	5,764	7%
Experienced at least 1	**22,773**	**27%**

Source: Va. Healthcare Workforce Data Center

2% of Virginia's RNs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2013.[2]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	2,547	3%	1,367	9%
Less than 6 Months	3,761	5%	1,891	13%
6 Months to 1 Year	5,739	8%	1,765	12%
1 to 2 Years	14,107	19%	2,676	18%
3 to 5 Years	14,692	20%	2,785	19%
6 to 10 Years	13,222	18%	2,044	14%
More than 10 Years	20,442	27%	2,499	17%
Subtotal	74,509	**100%**	15,027	**100%**
Did not have location	5,083		67,060	
Item Missing	3,406		911	
Total	82,998		82,998	

Source: Va. Healthcare Workforce Data Center

67% of RNs receive an hourly wage at their primary work location, while 29% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 7%
New Location: 18%
Over 2 years: 65%
Over 2 yrs, 2nd location: 49%

Employment Type

Hourly Wage: 67%
Salary: 29%

Source: Va. Healthcare Workforce Data Center

65% of RNs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	16,938	29%
Hourly Wage	39,094	67%
By Contract	1,702	3%
Business/ Practice Income	326	1%
Unpaid	639	1%
Subtotal	58,699	100%
Did not have location	5,083	
Item Missing	19,216	

Source: Va. Healthcare Workforce Data Center

[2] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (Past Year):	20%
2 or more (Now*):	18%

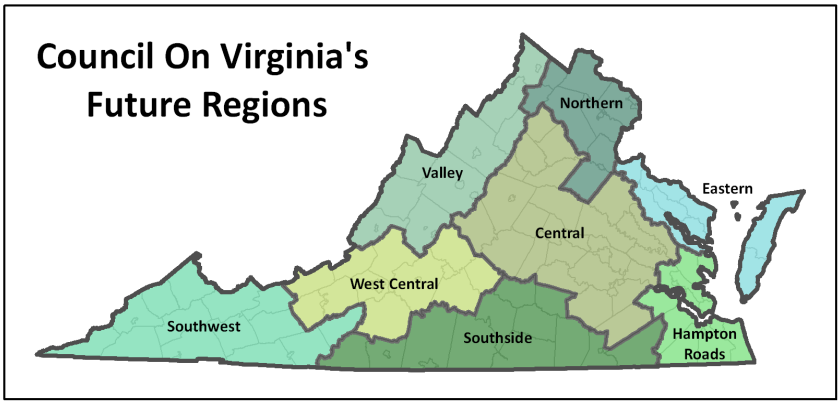
Source: Va. Healthcare Workforce Data Center

27% of RNs work in Central Virginia[3], the most of any region in the state. Meanwhile, only 1% of RNs work in Eastern Virginia, the fewest of any region in Virginia

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	19,583	27%	3,481	24%
Eastern	932	1%	297	2%
Hampton Roads	15,707	21%	2,987	20%
Northern	17,123	23%	3,246	22%
Southside	2,519	3%	551	4%
Southwest	3,324	5%	683	5%
Valley	5,055	7%	825	6%
West Central	8,793	12%	1,636	11%
Virginia Border State/DC	343	0%	345	2%
Other US State	361	0%	626	4%
Outside of the US	15	0%	44	0%
Total	73,755	100%	14,721	100%
Item Missing	4,162		1,219	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	4,355	6%	6,539	8%
1	58,534	74%	58,316	74%
2	9,474	12%	8,715	11%
3	5,186	7%	4,425	6%
4	345	0%	217	0%
5	205	0%	161	0%
6 or More	645	1%	371	1%
Total	78,742	100%	78,742	100%

*At the time of survey completion (Oct. 2013-Sept. 2014, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all RNs had just one work location during the past year, while 20% of RNs had multiple primary work locations.

[3]Corrected from a previous version.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	30,048	42%	7,196	50%
Non-Profit	29,744	42%	4,991	35%
State/Local Government	8,012	11%	1,489	10%
Veterans Administration	1,251	2%	155	1%
U.S. Military	1,584	2%	334	2%
Other Federal Government	692	1%	107	1%
Total	**71,331**	**100%**	**14,272**	**100%**
Did not have location	5,083		67060	
Item Missing	6,585		1666	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

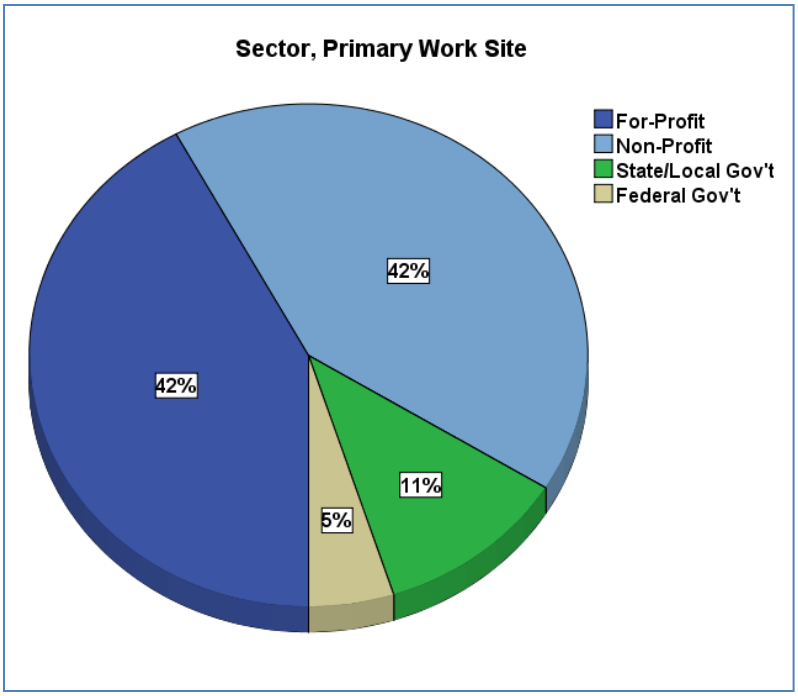
For Profit:	42%
Federal:	5%

Top Establishments

Hospital, Inpatient:	39%
Hospital, Emergency:	7%
Hospital, Outpatient:	6%

Source: Va. Healthcare Workforce Data Center

More than 80% of all RNs work in the private sector, including 42% in for-profit establishments. Meanwhile, 11% of RNs work for state or local governments, and 5% work for the federal government.

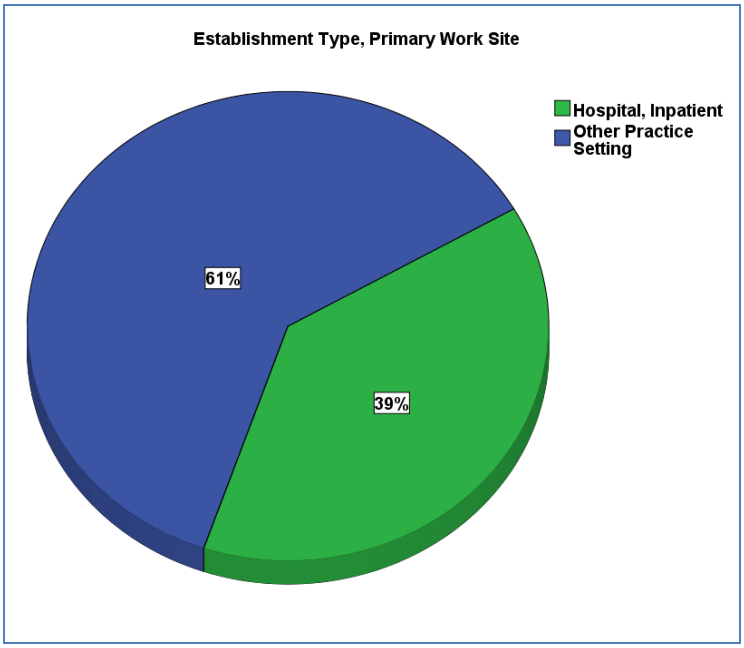


Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient	26,643	39%	3,944	28%
Hospital, Emergency	4,666	7%	856	6%
Hospital, Outpatient	3,969	6%	604	4%
Academic Institution (Teaching or Research)	3,930	6%	751	5%
Home Health Care	3,492	5%	1,203	9%
Physician Office	2,785	4%	480	3%
Long Term Care Facility, Nursing Home	2,553	4%	795	6%
Ambulatory/Outpatient Surgical Unit	2,466	4%	410	3%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,353	3%	669	5%
School (Providing Care to Students)	1,851	3%	403	3%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	1,467	2%	274	2%
Insurance Company, Health Plan	1,360	2%	227	2%
Hospice	1,038	2%	260	2%
Other Practice Setting	10,511	15%	2,989	22%
Total	69,084	100%	13,865	100%
Did Not Have a Location	5,083		67,060	

Nearly 40% of all RNs work at the inpatient departments of hospitals, while another 13% work at either the emergency or outpatient departments of hospitals. Academic institutions, home health care, and physicians' offices are also significant employers of Virginia's RN workforce.

Among those RNs who also have a secondary work location, 39% work at the inpatient, outpatient, or emergency departments of hospitals.



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

Patient Care:	80%-89%

Roles

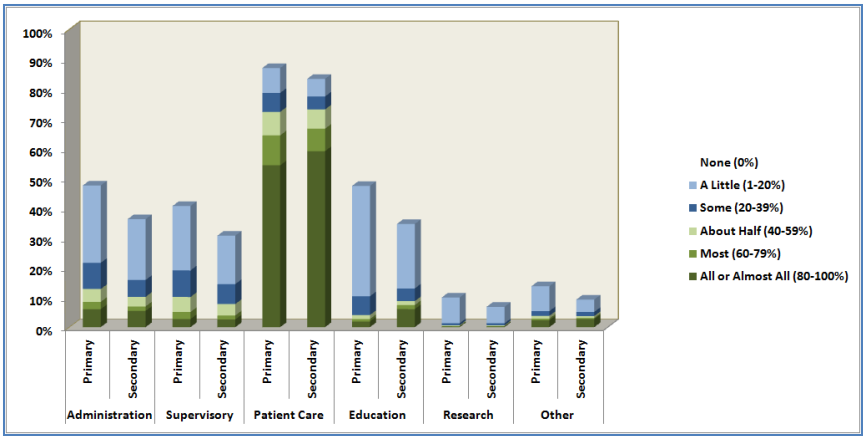
Patient Care:	64%
Administrative:	8%
Supervisory:	5%
Education:	3%

Patient Care RNs

Median Admin Time:	0%
Ave. Admin Time:	1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

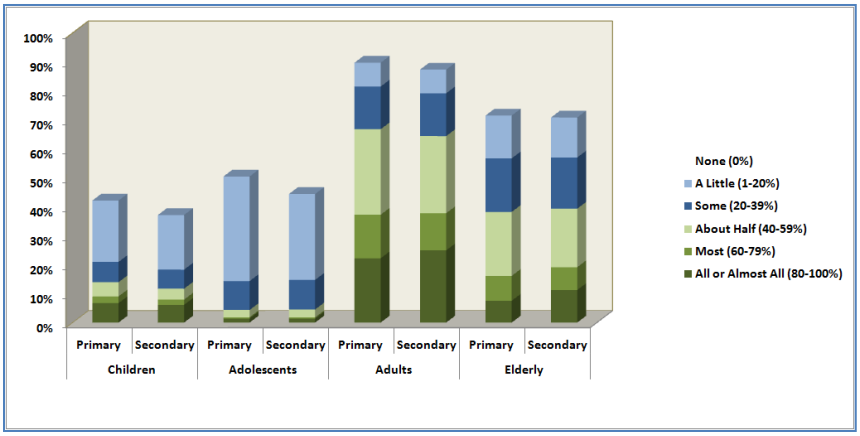


Source: Va. Healthcare Workforce Data Center

A typical RN spends nearly all of her time on patient care activities. Nearly two-thirds of RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation												
Time Spent	**Admin.**		**Supervisory**		**Patient Care**		**Education**		**Research**		**Other**	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	6%	5%	3%	3%	54%	59%	2%	6%	0%	0%	2%	3%
Most (60-79%)	2%	1%	2%	1%	10%	8%	1%	1%	0%	0%	1%	0%
About Half (40-59%)	4%	3%	5%	4%	8%	6%	1%	1%	0%	0%	1%	1%
Some (20-39%)	9%	6%	9%	7%	6%	4%	6%	4%	1%	1%	2%	1%
A Little (1-20%)	26%	20%	22%	16%	8%	6%	37%	22%	9%	6%	8%	4%
None (0%)	52%	64%	59%	69%	13%	17%	53%	65%	90%	93%	86%	91%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Adults account for approximately half of a typical RN's patient workload, while the elderly account for approximately one-quarter. In addition, 37% of RNs serve an adult patient care role, meaning that at least 60% of her patients are adults.

At a Glance:
(Primary Locations)

Patient Allocation

Children:	0%
Adolescents:	1%-9%
Adults:	50%-59%
Elderly:	20%-29%

Roles

Children:	9%
Adolescents:	2%
Adults:	37%
Elderly:	16%

Source: Va. Healthcare Workforce Data Center

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	7%	6%	1%	1%	22%	25%	8%	11%
Most (60-79%)	2%	2%	0%	0%	15%	13%	9%	8%
About Half (40-59%)	5%	4%	3%	3%	30%	27%	22%	20%
Some (20-39%)	7%	7%	10%	10%	15%	15%	18%	18%
A Little (1-20%)	21%	19%	36%	30%	8%	8%	15%	14%
None (0%)	58%	63%	50%	56%	10%	13%	29%	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs over 50	
	#	%	#	%
Under age 50	1,315	2%	-	-
50 to 54	1,907	3%	164	1%
55 to 59	5,868	9%	1,493	5%
60 to 64	18,581	27%	7,936	27%
65 to 69	26,438	39%	13,051	44%
70 to 74	7,853	12%	4,327	14%
75 to 79	1,788	3%	969	3%
80 or over	788	1%	435	1%
I do not intend to retire	3,347	5%	1,572	5%
Total	**67,885**	**100%**	**29,947**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 41%

Under 60: 13%

RNs 50 and over

Under 65: 32%

Under 60: 6%

Time until Retirement

Within 2 years: 7%

Within 10 years: 25%

Half the workforce: by 2039

41% of RNs expect to retire by the age of 65, while nearly one-third of RNs who are age 50 or over expect to retire by the same age. Meanwhile, one-in-five RNs expect to work until at least age 70, including 5% who do not expect to retire at all.

Within the next two years, only 5% of Virginia's RNs plan on leaving either the profession or the state. Meanwhile, 8% of RNs plan on increasing patient care hours, and 33% plan on pursuing additional educational opportunities.

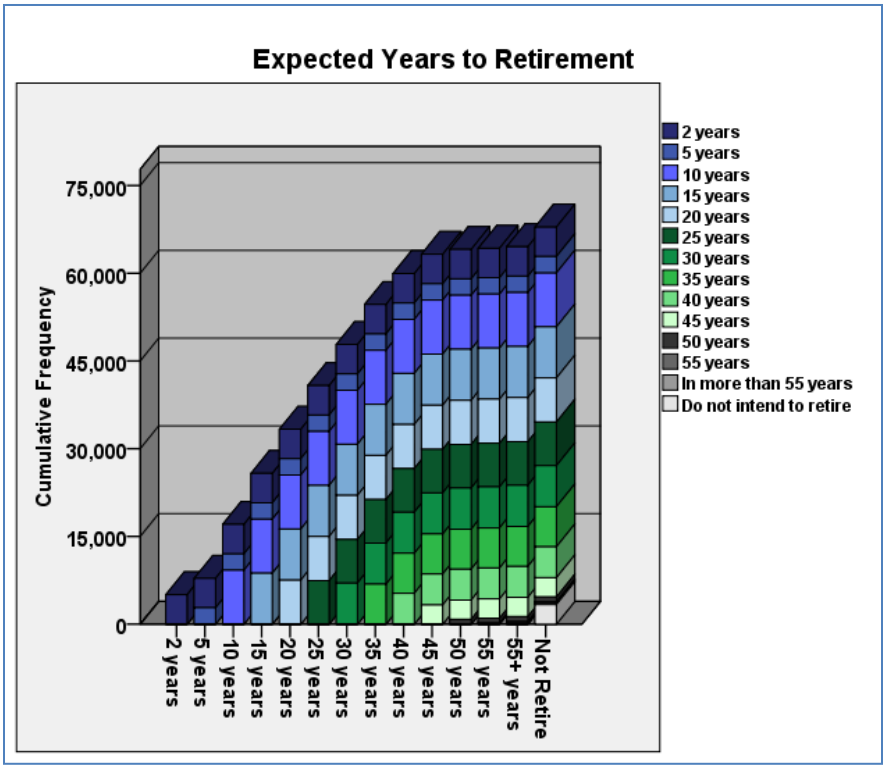
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,694	2%
Leave Virginia	2,670	3%
Decrease Patient Care Hours	7,016	8%
Decrease Teaching Hours	485	1%
Increase Participation		
Increase Patient Care Hours	6,883	8%
Increase Teaching Hours	4,476	5%
Pursue Additional Education	27,685	33%
Return to Virginia's Workforce	1177	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. 7% of RNs expect to retire in the next two years, while 25% expect to retire in the next 10 years. More than half of the current RN workforce expects to retire by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	5,038	7%	7%
5 years	2,794	4%	12%
10 years	9,230	14%	25%
15 years	8,731	13%	38%
20 years	7,544	11%	49%
25 years	7,455	11%	60%
30 years	7,029	10%	70%
35 years	6,841	10%	81%
40 years	5,284	8%	88%
45 years	3,297	5%	93%
50 years	825	1%	94%
55 years	199	0%	95%
In more than 55 years	273	0%	95%
Do not intend to retire	3,347	5%	100%
Total	**67,886**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 14% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total:	72,089
FTEs/1,000 Residents:	8.727
Average:	0.93

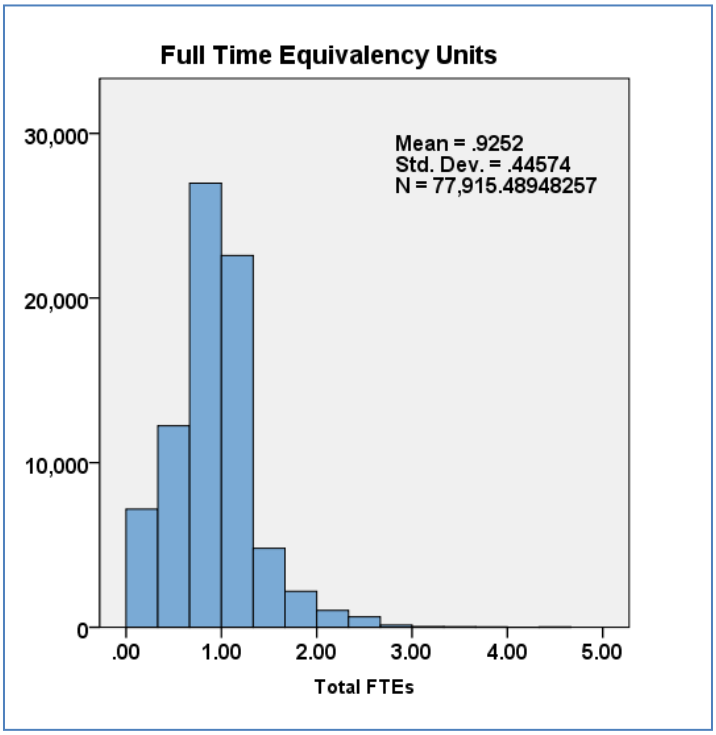
Age & Gender Effect

Age, Partial Eta^2: Negligible
Gender, Partial Eta^2: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

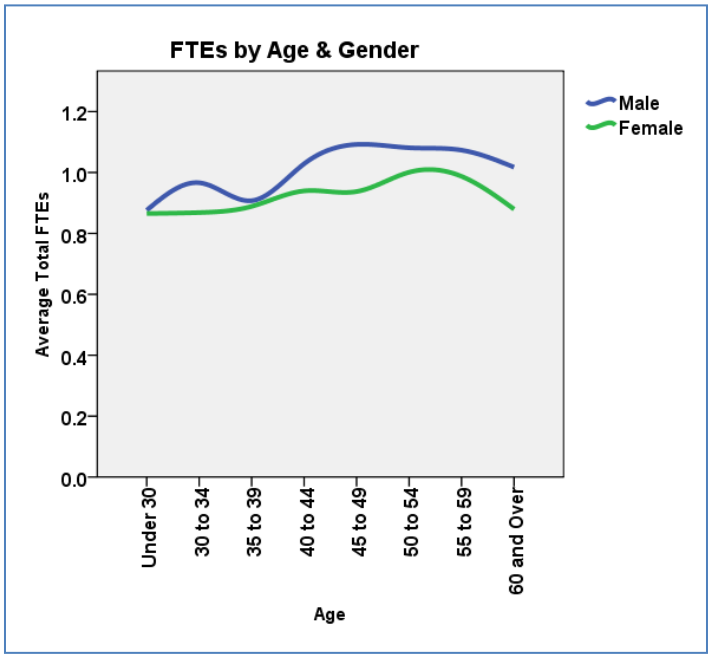


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.91 FTEs, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.[2]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.87	0.88
30 to 34	0.87	0.88
35 to 39	0.89	0.89
40 to 44	0.95	0.91
45 to 49	0.95	0.91
50 to 54	1.01	1.00
55 to 59	0.99	1.00
60 and Over	0.89	0.89
Gender		
Male	1.01	1.01
Female	0.92	0.91

Source: Va. Healthcare Workforce Data Center

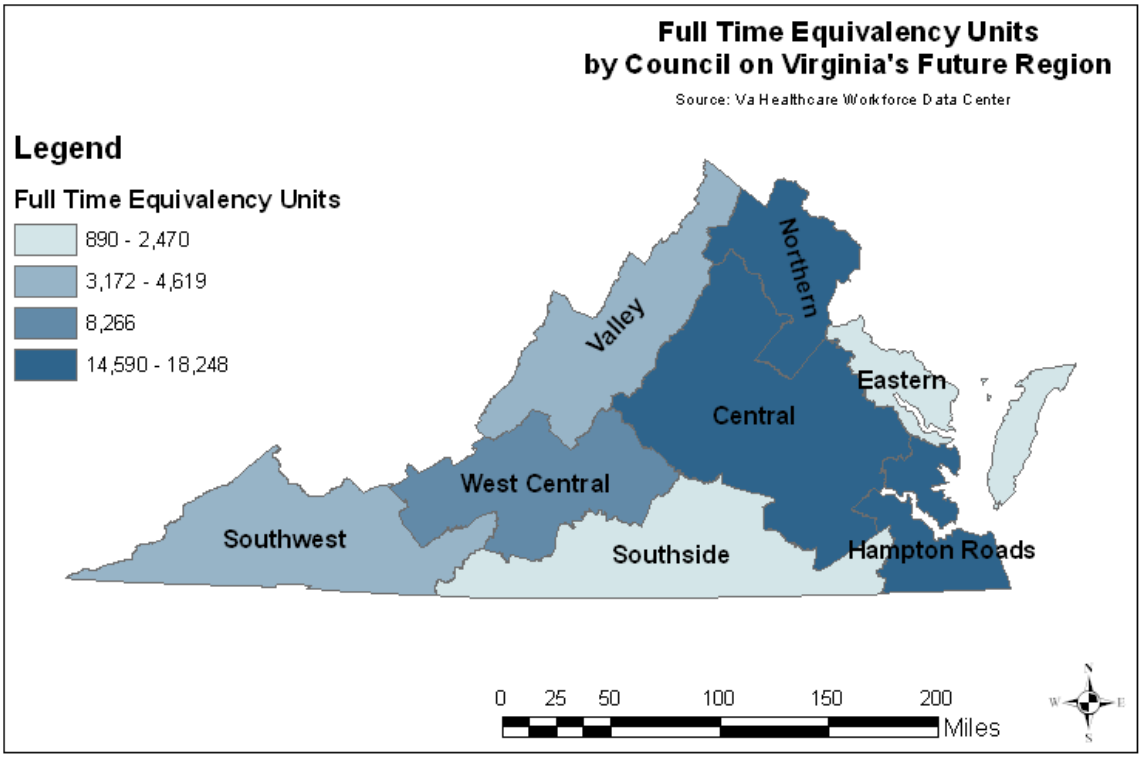


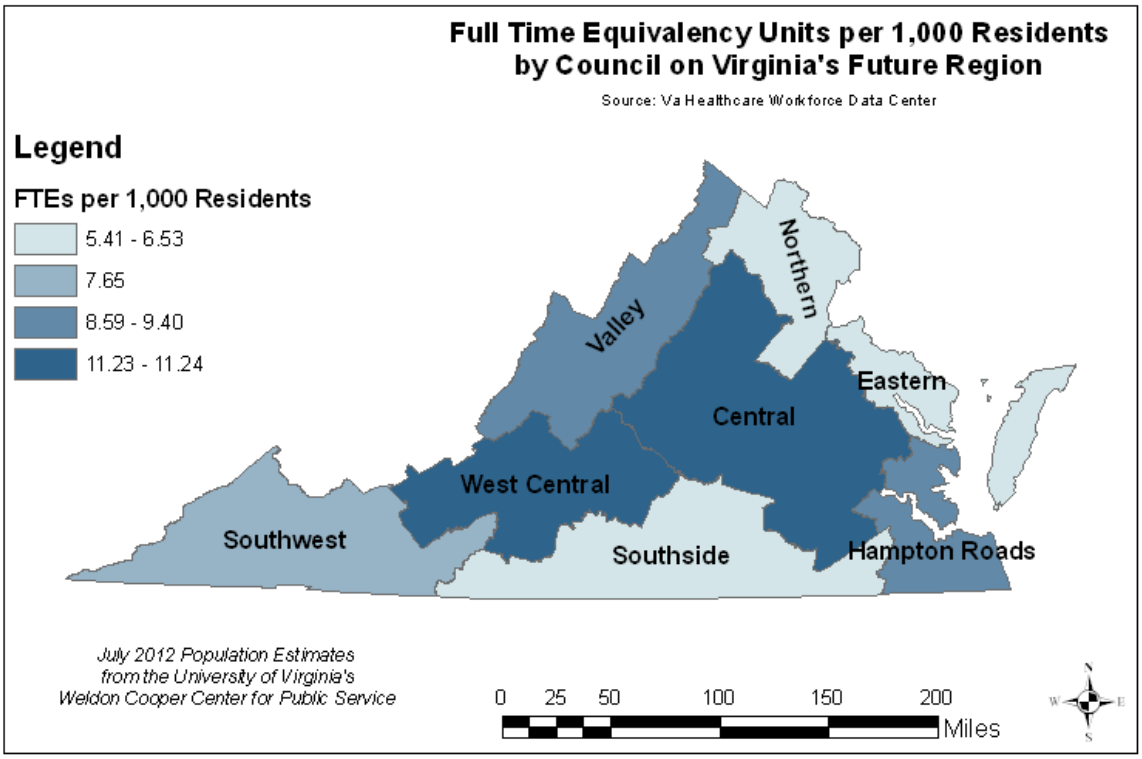
Source: Va. Healthcare Workforce Data Center

[2] Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

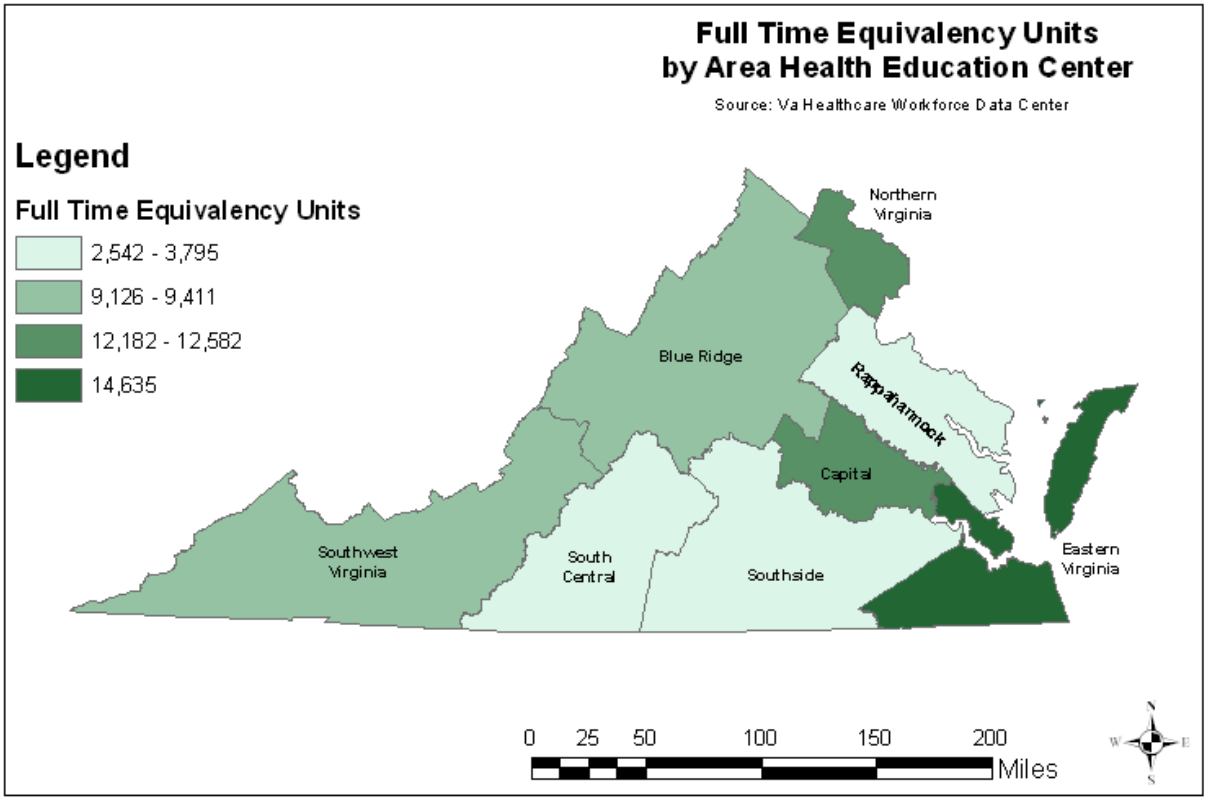
Maps

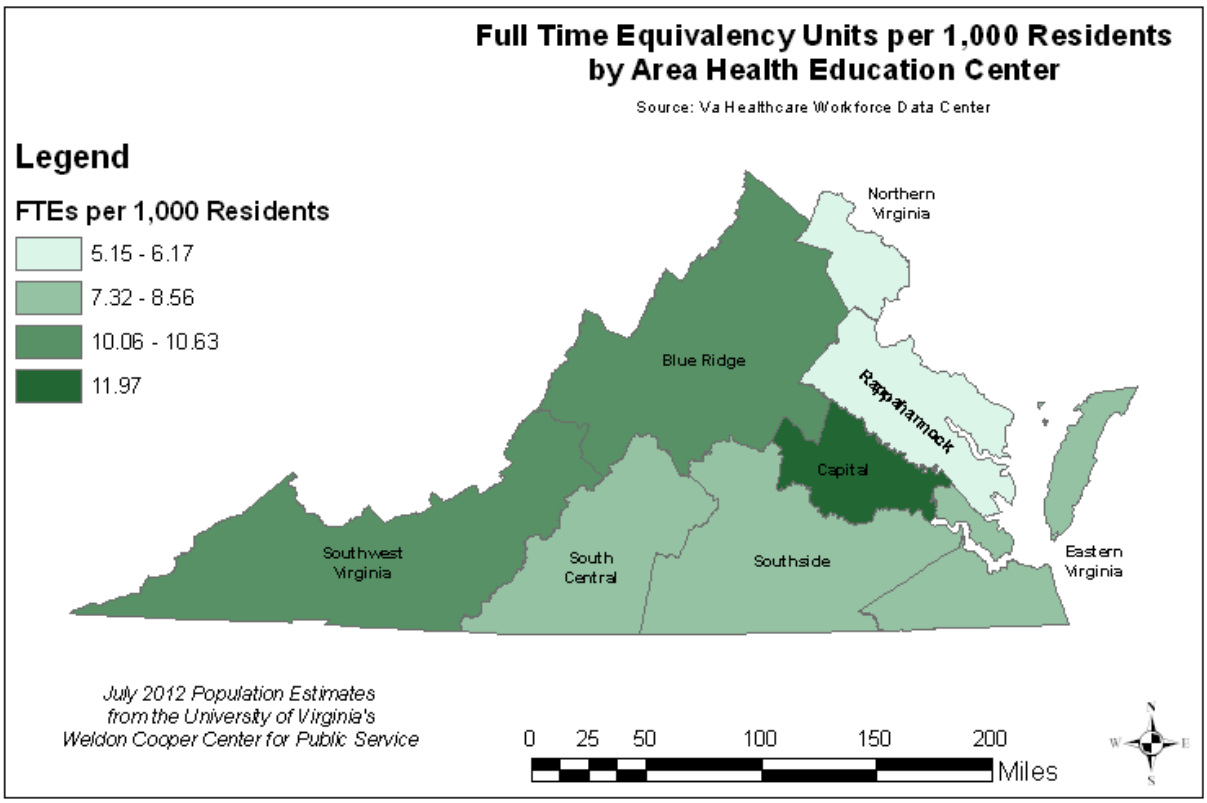
Council on Virginia's Future Regions

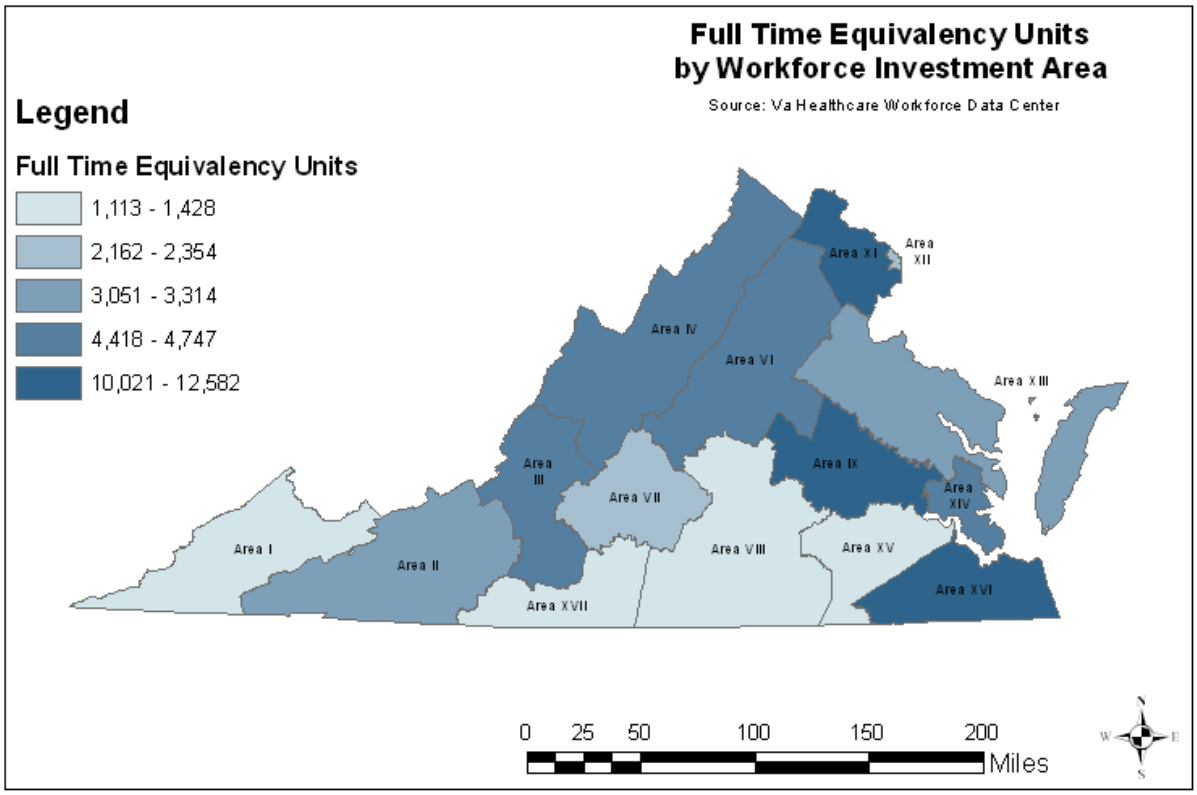


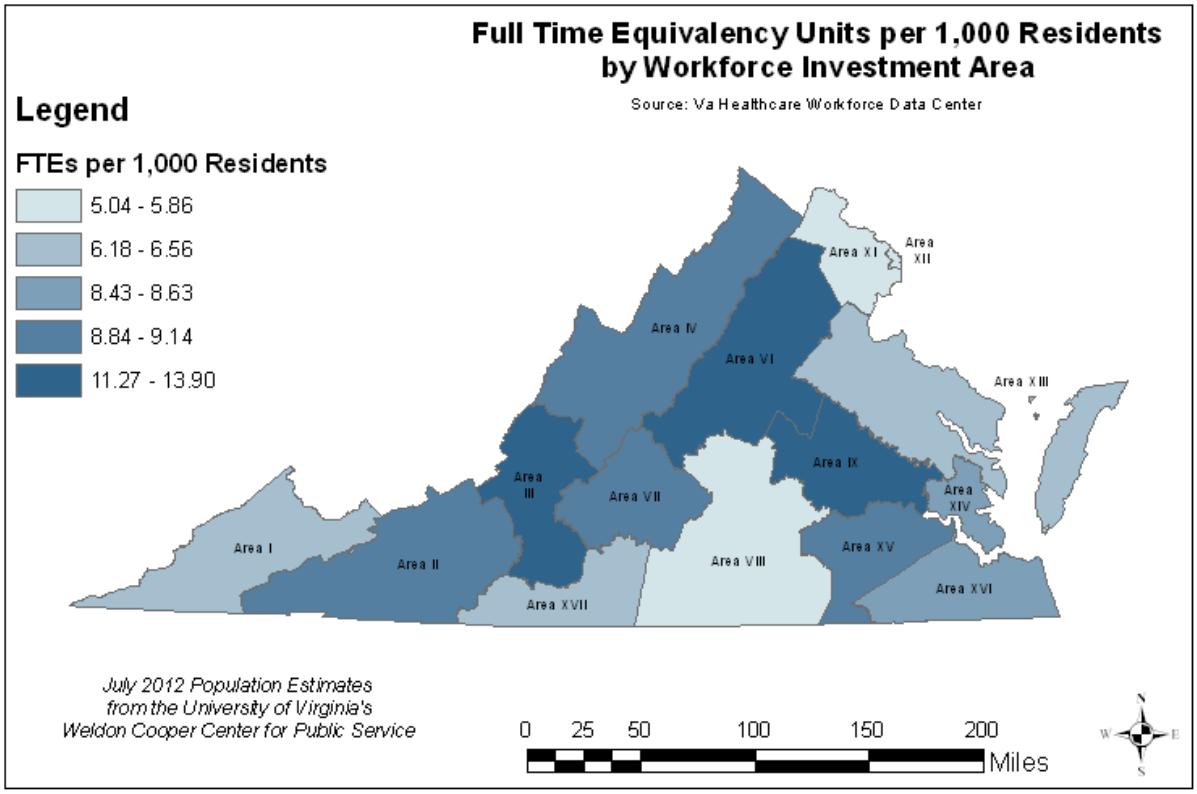


Area Health Education Center Regions

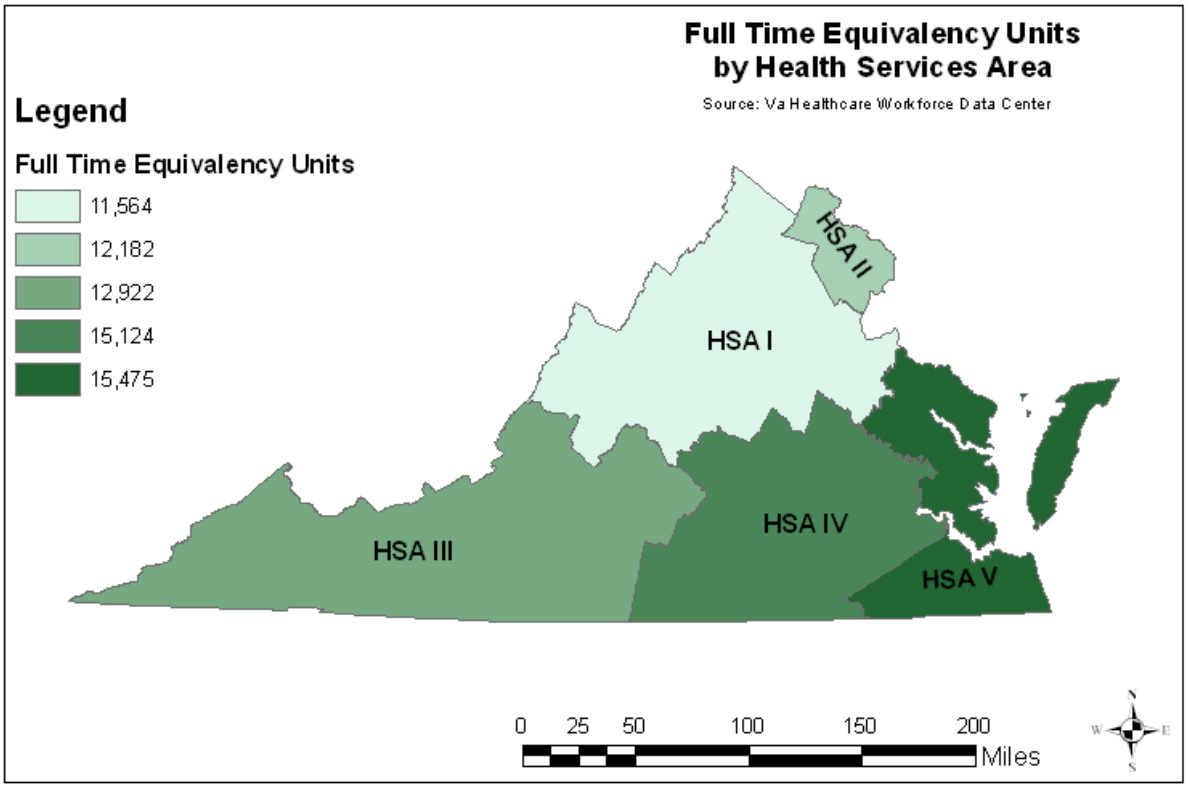


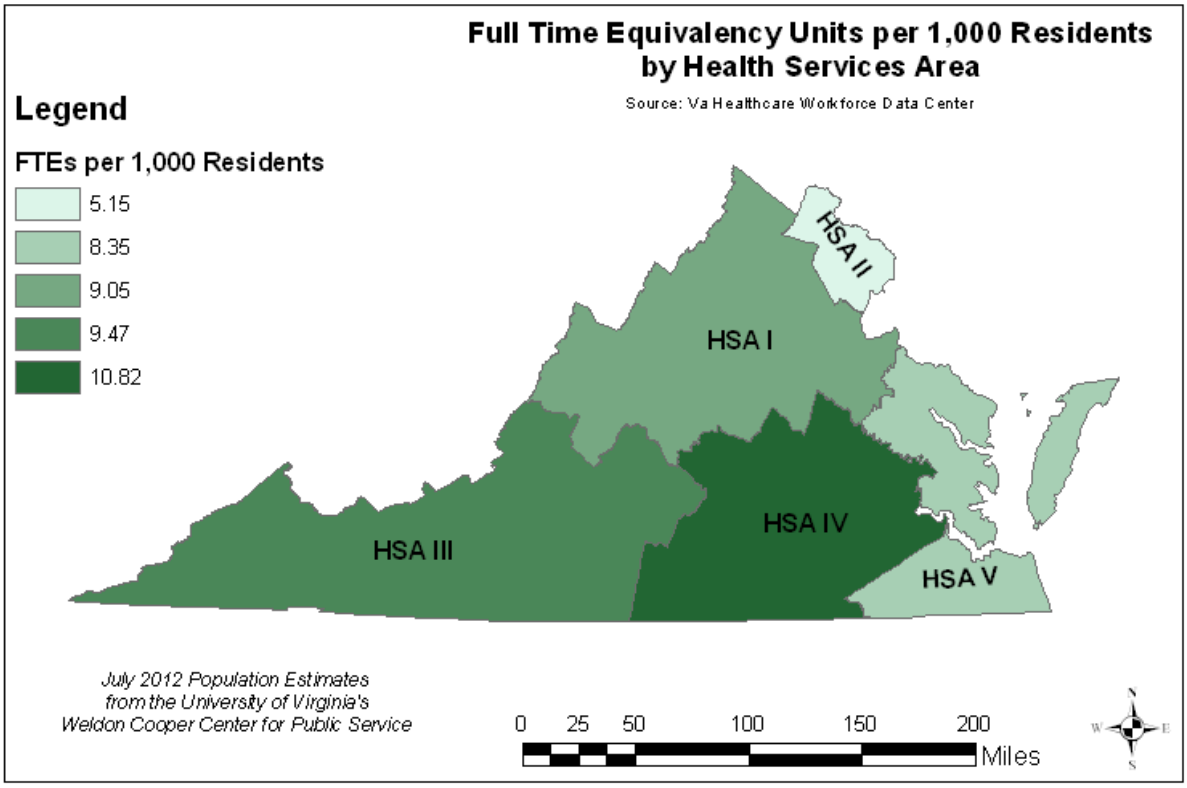


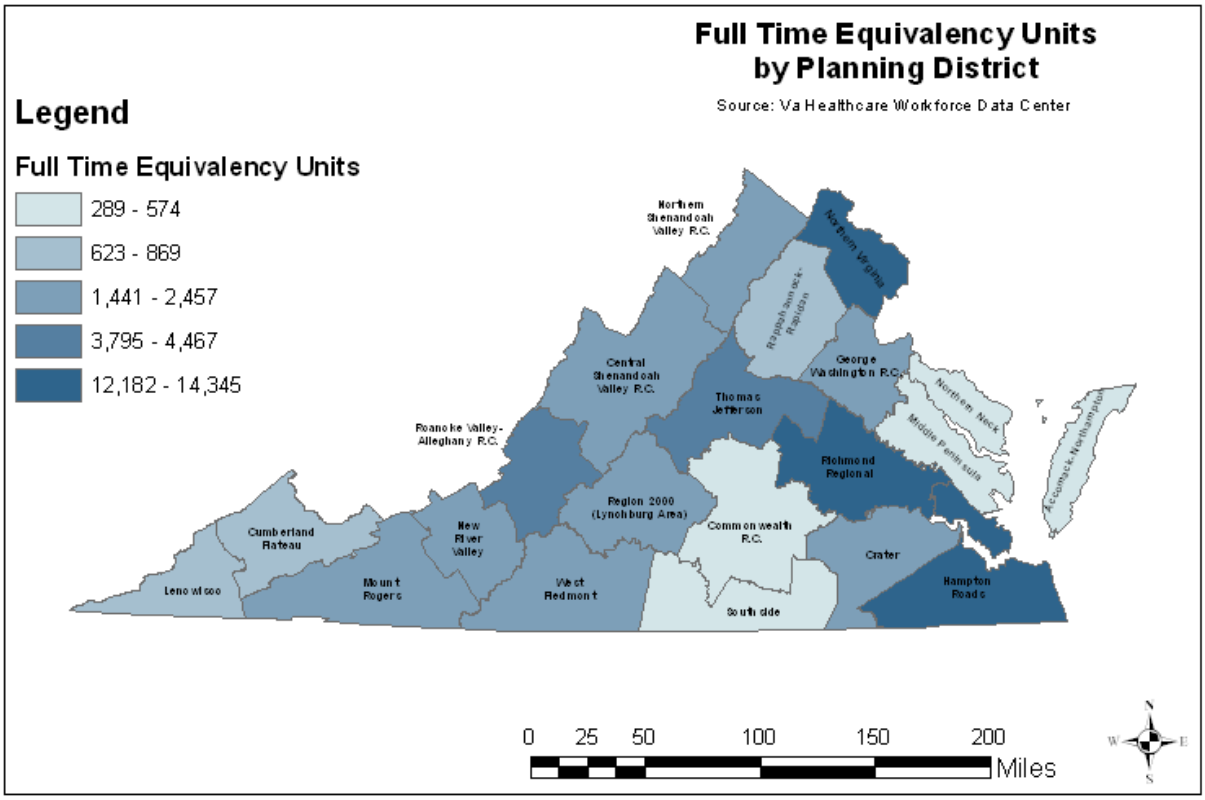

Full Time Equivalency Units
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
1,113 - 1,428
2,162 - 2,354
3,051 - 3,314
4,418 - 4,747
10,021 - 12,582
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles

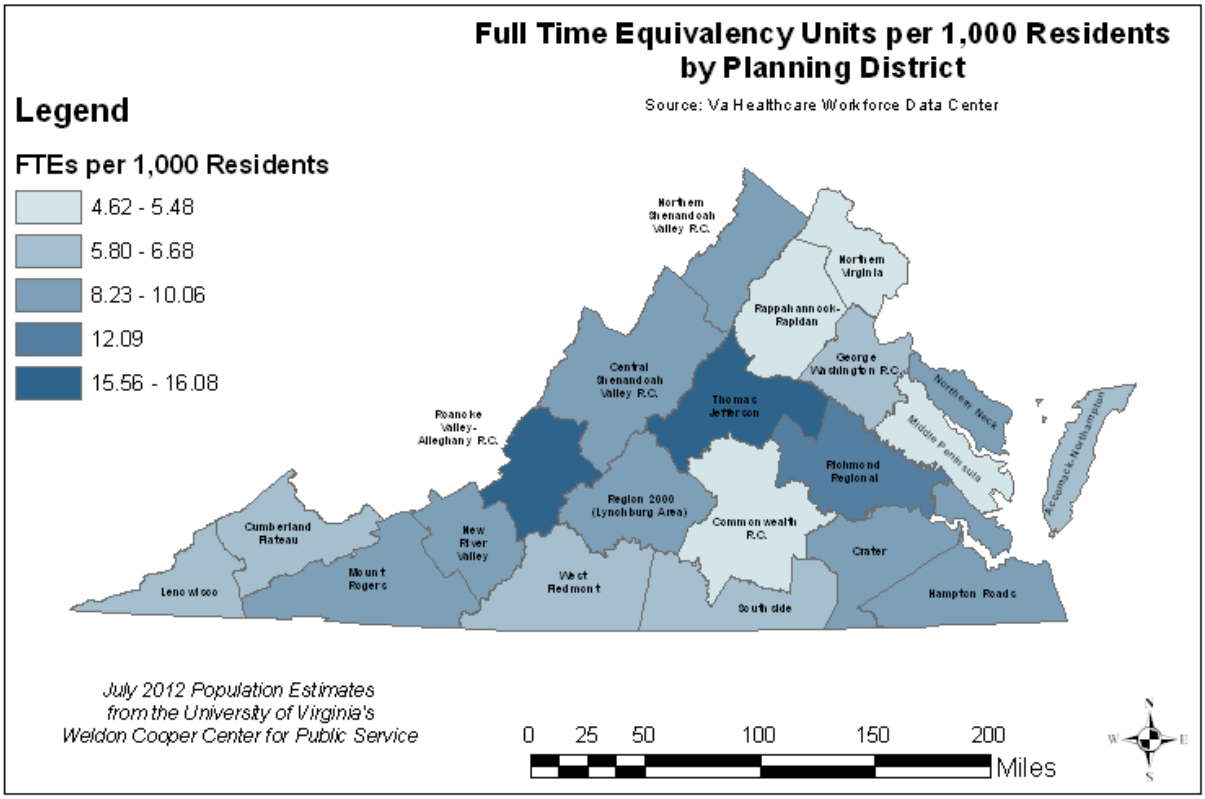

Full Time Equivalency Units per 1,000 Residents
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
5.04 - 5.86
6.18 - 6.56
8.43 - 8.63
8.84 - 9.14
11.27 - 13.90
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles

Health Services Areas






Full Time Equivalency Units
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
289 - 574
623 - 869
1,441 - 2,457
3,795 - 4,467
12,182 - 14,345
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Roanoke Valley-Alleghany R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Cumberland Plateau
New River Valley
Crater
Lenowisco
Mount Rogers
West Piedmont
Hampton Roads
South side
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
4.62 - 5.48
5.80 - 6.68
8.23 - 10.06
12.09
15.56 - 16.08
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Roanoke Valley-Alleghany R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Cumberland Plateau
New River Valley
Crater
Lenowisco
Mount Rogers
West Piedmont
Hampton Roads
South side
July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

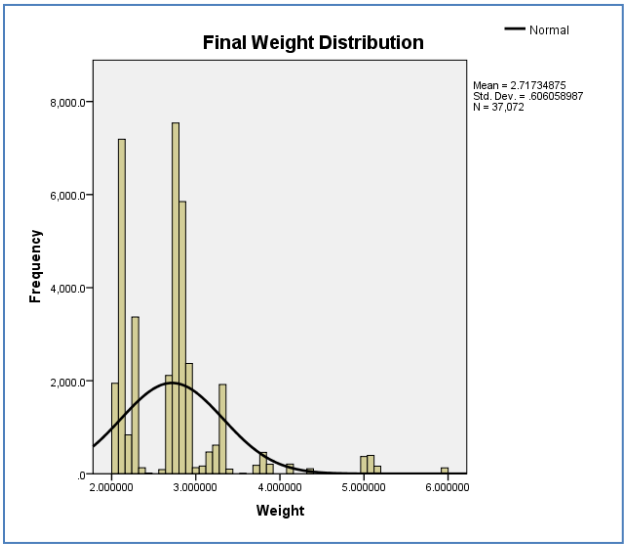
Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	58,469	38.12%	2.622987	2.12279	3.318059
Metro, 250,000 to 1 million	9,170	39.63%	2.52339	2.042186	3.19207
Metro, 250,000 or less	9,823	39.30%	2.544819	2.059528	3.219177
Urban pop 20,000+, Metro adj	1,806	40.20%	2.487603	2.013224	3.1468
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,008	38.90%	2.570879	2.080619	3.252143
Urban pop, 2,500-19,999, nonadj	2,632	39.21%	2.550388	2.064035	3.226222
Rural, Metro adj	2,311	36.87%	2.712441	2.195186	3.431219
Rural, nonadj	1,123	37.13%	2.693046	2.179489	3.406683
Virginia border state/DC	3,067	28.79%	3.473386	2.81102	4.393808
Other US State	8,022	21.29%	4.696721	3.801069	5.941318

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	11,498	29.08%	3.438397	3.1468	5.941318
30 to 34	10,297	41.76%	2.394651	2.19157	4.137796
35 to 39	9,739	33.42%	2.992012	2.738271	5.169995
40 to 44	10,660	44.94%	2.225005	2.036311	3.844659
45 to 49	10,727	34.71%	2.881279	2.636929	4.978655
50 to 54	11,914	45.46%	2.199778	2.013224	3.801069
55 to 59	13,384	34.58%	2.891962	2.646706	4.997115
60 and Over	22,547	33.77%	2.960867	2.709767	5.116178

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.367902