Virginia's Registered Nurse Workforce: 2017

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: ***HWDC@dhp.virginia.gov***

Follow us on Tumblr: ***www.vahwdc.tumblr.com***

39,780 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!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, PhD	Yetty Shobo, PhD	Laura Jackson	Christopher Coyle
Executive Director	*Deputy Director*	*Operations Manager*	*Research Assistant*

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The Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	108,857
Virginia's Workforce:	90,574
FTEs:	77,979

Survey Response Rate

All Licensees:	37%
Renewing Practitioners:	86%

Demographics

Female:	93%
Diversity Index:	37%
Median Age:	46

Background

Rural Childhood:	37%
HS Degree in VA:	56%
Prof. Degree in VA:	67%

Education

Baccalaureate:	45%
Associate:	31%

Finances

Median Income:	$60k-$70k
Health Benefits:	66%
Under 40 w/ Ed debt:	61%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	69%
Satisfied?:	93%

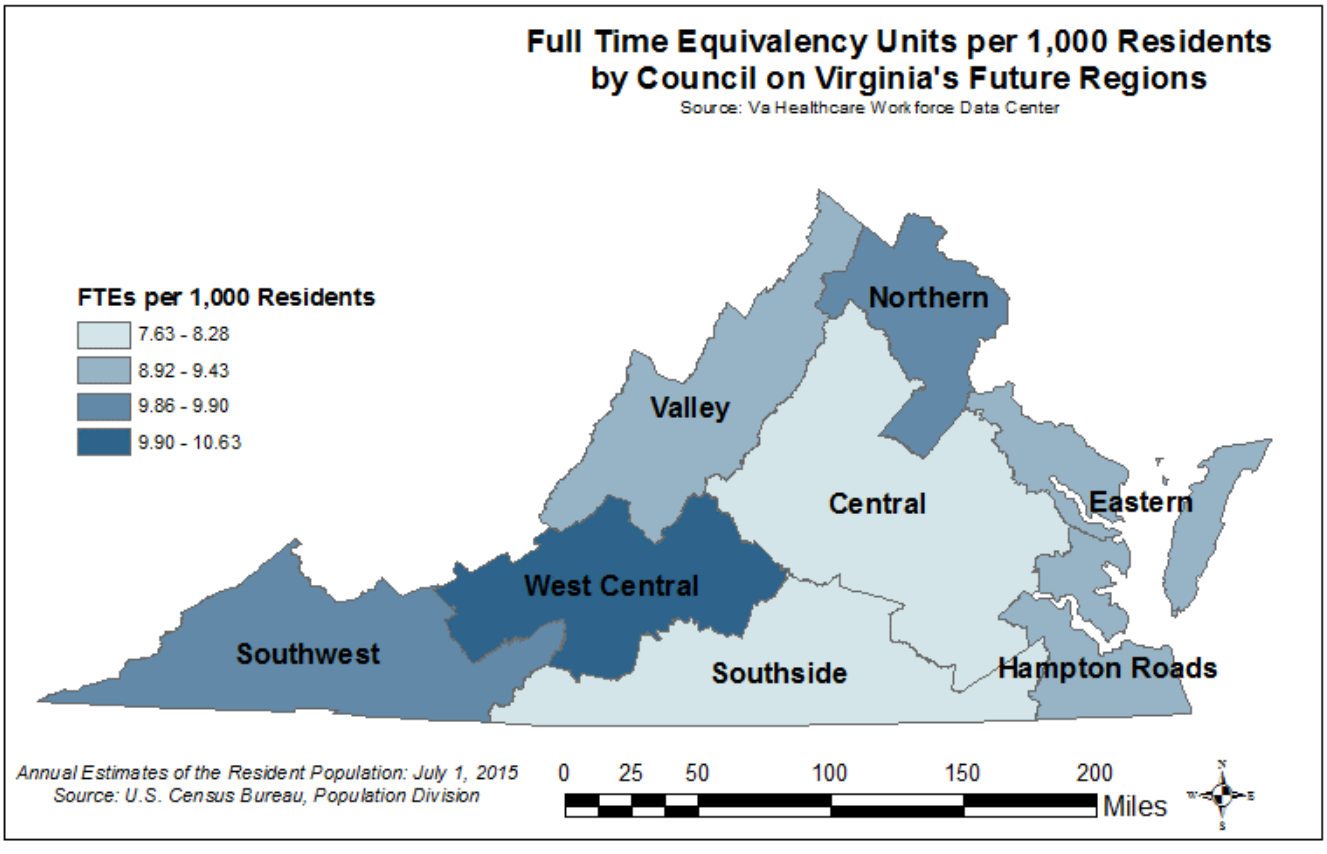
Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	63%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	66%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center



Results in Brief

39,780 Registered Nurses (RNs) voluntarily took part in the 2017 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 108,857 RNs who are licensed in the state but 86% of renewing practitioners.

The HWDC estimates that 90,574 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 2016 and September 2017, Virginia's RN workforce provided 77,979 "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).

93% of all RNs are female, while the median age of the RN workforce is 46. In a random encounter between two RNs, there is a 37% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's RN workforce considerably less diverse than the state's overall population, where there is a 56% chance that two randomly chosen people would be of different races or ethnicities. Among RNs who are under the age of 40, there is slightly more diversity, with an index of 40%.

37% of all RNs grew up in a rural area, and 19% of these professionals currently work in non-Metro areas of the state. Overall, just 9% of all RNs work in a non-Metro area of the state. Meanwhile, 56% of Virginia's RNs graduated from high school in Virginia, and 67% earned their initial professional degree in the state. In total, 70% of Virginia's RN workforce has some educational background in the state.

45% of all RNs hold a bachelor's degree as their highest professional degree, while 31% have earned an associate degree in Nursing. 40% of Virginia's RN workforce currently has education debt, including 61% of those under the age of 40. The median debt burden for those RNs with educational debt is between $20,000 and $30,000.

90% of RNs are currently employed in the profession. 69% of all RNs hold one full-time position at the moment, while 10% currently hold two or more positions. 41% of Virginia's RNs work between 40 and 49 hours per week, while 14% of RNs work less than 30 hours per week. Although 7% of RNs have switched jobs at some point in the past year, another 63% of RNs have remained at their primary work location for more than two years.

The median annual income for RNs is between $60,000 and $70,000. In addition, 84% of wage or salaried RNs receive at least one employer-sponsored benefit, including 66% who receive health insurance. 93% of RNs are satisfied with their current employment situation, including 58% who indicate they are "very satisfied".

19% of Virginia's RNs have worked at two or more locations in the past year, and 17% of RNs currently do the same. 84% of RNs work in the private sector, including 42% who work at a for-profit institution. In fact, 39% of all RNs work in the inpatient department of a hospital, which is by far the most of any establishment type in the state.

A typical RN spends nearly all of her time treating patients. In fact, 66% of RNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, a typical RN spends approximately half of her time treating adults and one-quarter of her time treating elderly patients.

39% of RNs expect to retire by the age of 65. 8% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2042. Over the next two years, 29% of all RNs expected to pursue additional educational opportunities, while 7% plan on increasing their patient care hours.

Summary of Trends

Examining data from the past five Virginia Registered Nurse (RN) Surveys reveals some interesting trends. The number of licensed RNs has increased gradually and consistently over the past half-decade. The number of licensed RNs has increased by 9% from 99,901 in 2013 to 108,857 in 2017. Similar increases were recorded in the number of RNs who are in the state's workforce and the number of full time equivalency units provided by those in the workforce; both measures increased by 6% and 5%, respectively, between 2013 and 2017.

However, there has been very minimal change in diversity within the RN workforce. Females still constitute 93% of the workforce, down from 94% in the 2013 survey. The median age is now 46, down from 48 in 2013. The percent under 40 has increased from 32% to 36% and the percent over age 55 has declined from 33% to 31% in the period. The diversity index increased from 33% in 2013 to 37% in the current report. The diversity index for those under 40 years has, however, only increased from 39% to 40% in the same period.

The presence of RNs in rural areas has not increased over the five years of survey. In 2013, 10% of all RNs work in non-metro counties. In the present survey, only 9% do. However, a higher proportion of RNs now have an educational background in the state. In 2013, 67% completed high school or college in the state whereas, in 2017, 70% did.

Educational attainment has improved in the RN workforce. Those holding a baccalaureate degree have increased from 38% in 2013 to 45% in 2017; conversely, the percent reporting an associate degree as their highest degree has declined from 34% to 31% in the same period. The percent holding at most a RN diploma as their highest degree has also declined from 14% in 2013 to 10% in 2017. A slightly higher proportion now hold a Master's or doctoral degree.

The increase in educational attainment, however, comes at a cost. The percent holding education debt was 32% in 2013 but is now 40%. For those under age 40, the increase is from 57% in 2013 to 61% in the current report. The distribution of education debt also changed during the period, particularly for those under age 40. Those under 40 reporting education debt of less than $20,000 were 26% in 2013. Now, they are just 22%. A higher proportion are now at the upper tail of the distribution. In 2013, 3.5% and 3.4% of all RNs with debt and RNs under age 40 with education debt, respectively, reported above $100,000 in education debt. In 2017, the corresponding prevalence was 6.3% and 5.4%, respectively. It is important to keep an eye on the debt burden of RNs as close to a third report wanting to pursue additional education in the past five surveys.

Income has not changed much in the period. Although the median income in 2013 was $50,000-$60,000 and the median income now is $60,000-$70,000, the increase occurred in 2015 and has not changed subsequently. However, there has been some change in the distribution of income. In 2017, 9% earned more than $100,000 whereas 6% did in 2013. Additionally, 33% earned less than $50,000 in 2013 whereas 26% did in 2017.

There are some changes in the specialties of RNs although acute/critical care still ranked the most reported specialty in both 2013 and 2017. However, 16% reported they had specialty in acute/critical care in 2013 whereas 20% did in 2017. Furthermore, 11% reported surgical specialty in 2013 whereas 8% did in 2017. Specialties like women's health and obstetrics declined from 7% in 2013 to 6% in 2017. However, the percent holding a nurse practitioner license remains the same, at 6%.

In both 2013 and 2017, 84% of RNs worked in the private sector. However, 42% now report working for for-profit organizations compared to 38% in 2013. Most of the shift appears to be RNs moving from non-profit to for-profit organizations as the percent reporting working for non-profit declined from 46% to 42% in the same period.

Retirement is becoming a more critical issue in the RN workforce. A higher proportion of RNs expect to retire under 60 and 65 years of age. In 2013, 10% expected to retire by age 60 and 32% by age 65. In 2017, 12% and 39%, respectively, reported the same. Adequate preparation is needed for the anticipated exodus from the workforce.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	47,274	43%
New Licensees	5,910	5%
Non-Renewals	6,450	6%
Renewal date not in survey period	49,223	45%
All Licensees	**108,857**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 86% of renewing RNs submitted a survey. These represent 37% of RNs who held a license at some point during the survey period.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	9,455	3,213	25%
30 to 34	7,643	4,918	39%
35 to 39	7,788	3,820	33%
40 to 44	5,972	4,885	45%
45 to 49	7,598	4,137	35%
50 to 54	6,375	5,231	45%
55 to 59	8,230	4,363	35%
60 and Over	16,016	9,213	37%
Total	**69,077**	**39,780**	**37%**
New Licenses			
Issued After Sept. 2016	5,909	1	0%
Metro Status			
Non-Metro	7,753	4,855	39%
Metro	51,518	32,000	38%
Not in Virginia	9,801	2,923	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

Number: 108,857
New: 5%
Not Renewed: 6%

Response Rates

All Licensees: 37%
Renewing Practitioners: 86%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	39,780
Response Rate, all licensees	37%
Response Rate, Renewals	86%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2016 and September 2017 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:	90,574
FTEs:	77,979

Utilization Ratios

Licensees in VA Workforce:	83%
Licensees per FTE:	1.40
Workers per FTE:	1.16

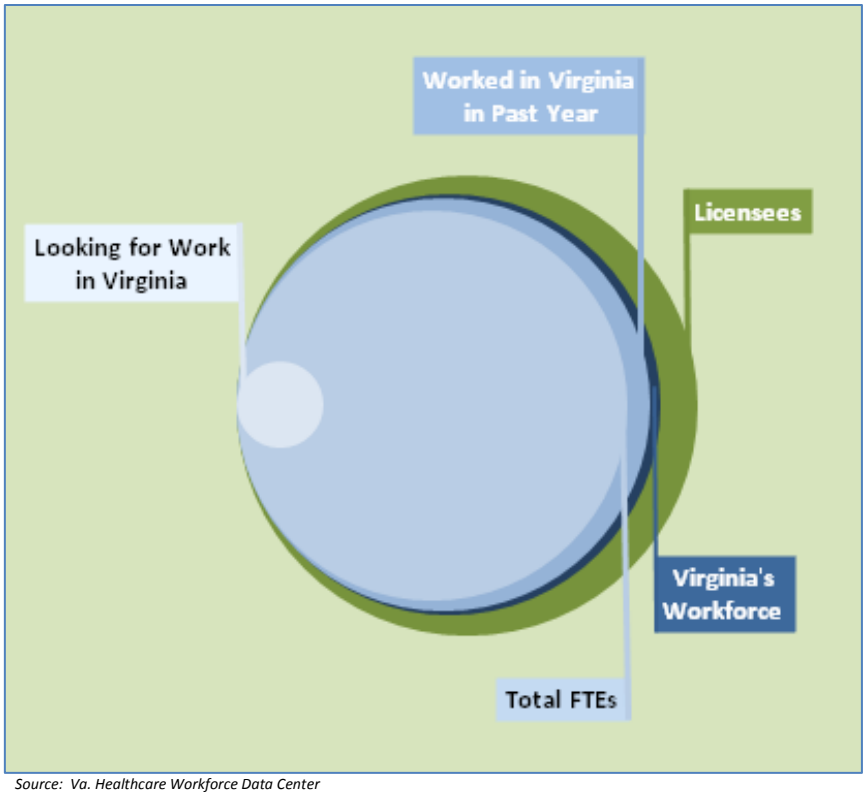
Source: Va. Healthcare Workforce Data Center

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	86,724	96%
Looking for Work in Virginia	3,850	4%
Virginia's Workforce	**90,574**	**100%**
Total FTEs	**77,979**	
Licensees	**108,857**	

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	647	6%	10,092	94%	10,739	13%
30 to 34	710	7%	9,482	93%	10,193	12%
35 to 39	663	7%	8,741	93%	9,403	11%
40 to 44	654	8%	7,947	92%	8,600	10%
45 to 49	760	8%	8,487	92%	9,247	11%
50 to 54	630	7%	8,339	93%	8,969	11%
55 to 59	620	7%	8,913	93%	9,533	11%
60 +	904	5%	15,569	95%	16,472	20%
Total	**5,587**	**7%**	**77,570**	**93%**	**83,157**	**100%**

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs under 40	
	%	#	%	#	%
White	63%	65,548	78%	23,148	76%
Black	19%	9,106	11%	3,292	11%
Asian	6%	4,105	5%	1,654	5%
Other Race	<1%	859	1%	282	1%
Two or more races	3%	1,769	2%	880	3%
Hispanic	9%	2,131	3%	1,116	4%
Total	**100%**	**83,517**	**100%**	**30,371**	**100%**

*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, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age:	46
% Under 40:	36%
% 55+:	31%

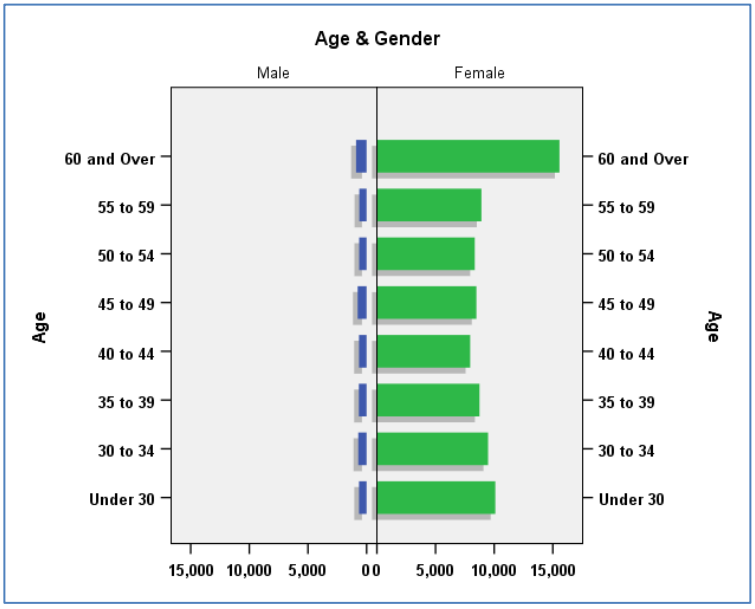
Diversity

Diversity Index:	37%
Under 40 Div. Index:	40%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 37% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

36% 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 for Virginia's overall RN workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	14%
Rural Childhood:	37%

Virginia Background

HS in Virginia:	56%
Prof. Ed. in VA:	67%
HS or Prof. Ed. in VA:	70%

Location Choice

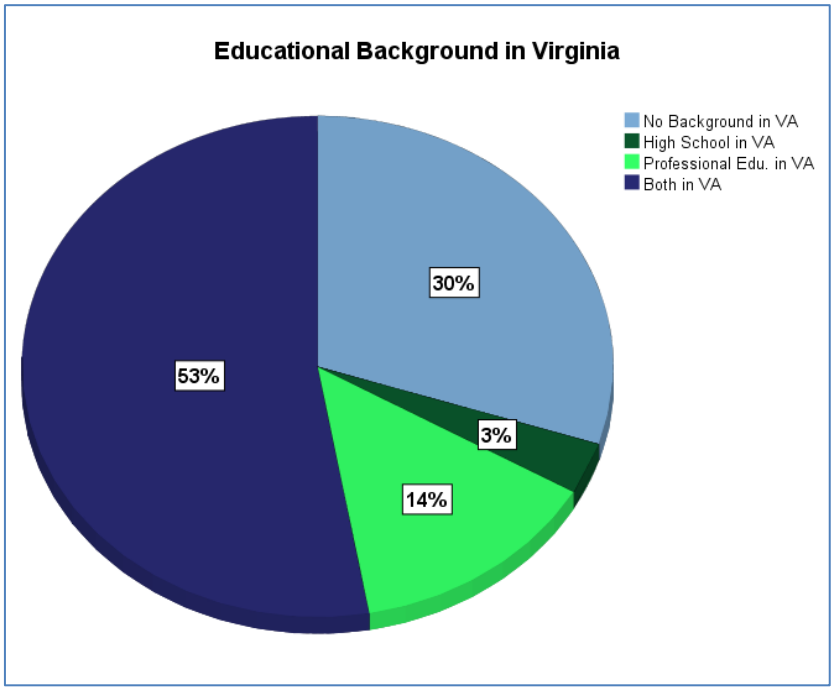
% Rural to Non-Metro:	19%
% Urban/Suburban to Non-Metro:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
	Metro Counties			
1	Metro, 1 million+	26%	58%	17%
2	Metro, 250,000 to 1 million	54%	37%	10%
3	Metro, 250,000 or less	54%	37%	9%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	71%	19%	10%
6	Urban pop, 2,500-19,999, Metro adj	74%	20%	6%
7	Urban pop, 2,500-19,999, nonadj	88%	8%	4%
8	Rural, Metro adj	73%	20%	7%
9	Rural, nonadj	72%	22%	6%
	Overall	**37%**	**49%**	**14%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

37% of RNs grew up in self-described rural areas, and 19% of these professionals currently work in non-Metro counties. Overall, 9% 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	46,728	Virginia	55,256
2	Outside U.S./Canada	5,086	New York	3,043
3	New York	3,904	Pennsylvania	2,916
4	Pennsylvania	3,693	Outside U.S./Canada	2,388
5	Maryland	2,167	West Virginia	1,702
6	New Jersey	1,974	North Carolina	1,617
7	West Virginia	1,918	Maryland	1,559
8	North Carolina	1,724	Florida	1,207
9	Ohio	1,551	Ohio	1,193
10	Florida	1,404	New Jersey	924

Source: Va. Healthcare Workforce Data Center

56% of licensed RNs received their high school degree in Virginia, and 67% 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	12,527	Virginia	15,355
2	Outside U.S./Canada	1,428	Pennsylvania	720
3	Pennsylvania	886	New York	509
4	New York	770	West Virginia	508
5	North Carolina	547	Outside U.S./Canada	481
6	Maryland	510	North Carolina	481
7	New Jersey	502	Florida	421
8	West Virginia	483	Maryland	373
9	Florida	473	Ohio	347
10	California	427	Washington, D.C.	231

Source: Va. Healthcare Workforce Data Center

17% of Virginia's licensees did not participate in Virginia's RN workforce during the past year. 73% of these licensees worked at some point in the past year, including 67% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	18,255
% of Licensees:	17%
Federal/Military:	11%
Va. Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Hospital RN Diploma[1]	7,968	10%
Associate Degree	25,733	31%
Baccalaureate Degree	37,177	45%
Master's Degree	10,903	13%
Doctorate Degree	1,089	1%
Total	**82,870**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Baccalaureate: 45%
Associate: 31%

Educational Debt

Carry debt: 40%
Under age 40 w/ debt: 61%
Median debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

45% of RNs have a baccalaureate as their highest professional degree. Forty percent of RNs have education debt, including 61% of those under the age of 40. The median debt burden among RNs with educational debt is between $20,000 and $30,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	12,433	15%
No	70,133	85%
Total	**82,566**	**100%**
Degree Pursued	#	%
Associate	47	0%
Bachelor	6018	50%
Masters	5013	41%
Doctorate	1025	8%
Total	**12,103**	**100%**

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All RNs		RNs under 40	
	#	%	#	%
None	43,494	60%	10,465	39%
$10,000 or less	5,643	8%	2,926	11%
$10,000-$19,999	4,980	7%	3,001	11%
$20,000-$29,999	4,319	6%	2,486	9%
$30,000-$39,999	3,253	5%	1,914	7%
$40,000-$49,999	2,566	4%	1,645	6%
$50,000-$59,999	2,013	3%	1,269	5%
$60,000-$69,999	1,654	2%	1,053	4%
$70,000-$79,999	1,074	1%	573	2%
$80,000-$89,999	851	1%	488	2%
$90,000-$99,999	531	1%	292	1%
$100,000-$109,999	634	1%	315	1%
$110,000-$119,999	252	0%	130	0%
$120,000 or more	908	1%	452	2%
Total	**72,174**	**100%**	**27,009**	**100%**

Source: Va. Healthcare Workforce Data Center

[1] Includes those who reported they have LPN/LVN diploma or certificates

At a Glance:

Primary Specialty

Acute/Critical Care:	20%
Surgery/OR:	8%
Cardiology:	4%

Secondary Specialty

Acute/Critical Care:	16%
Cardiology:	5%
Surgery/OR:	5%

Licenses

Licensed NP:	5%
LPN:	1%

Source: Va. Healthcare Workforce Data Center

20% of all RNs work at an acute/critical care/emergency/trauma center as their primary work location, the most of any establishment type in the state.

A Closer Look:

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Acute/Critical Care/Emergency/Trauma	15,877	20%	9,224	16%
Surgery/OR/Pre-, Peri- or Post-Operative	6,265	8%	2,779	5%
Cardiology	3,625	4%	2,873	5%
Obstetrics/Nurse Midwifery	3,569	4%	1,520	3%
Pediatrics	3,514	4%	2,266	4%
Psychiatric/Mental Health	3,169	4%	1,476	3%
Neonatal Care	2,653	3%	1,509	3%
Administration/Management	2,571	3%	2,523	4%
Oncology	2,329	3%	1,427	2%
Case Management	2,274	3%	1,843	3%
Family Health	2,163	3%	934	2%
Community Health/Public Health	1,959	2%	1,502	3%
Geriatrics/Gerontology	1,801	2%	2,011	3%
Hospital/Float	1,511	2%	1,447	2%
Long-Term Care/Assisted Living/Nursing Home	1,357	2%	1,457	2%
Other Specialty Area	17,565	22%	14,082	24%
General Nursing/No Specialty	7,604	9%	8,620	15%
Medical Specialties (Not Listed)	1,303	2%	1,061	2%
Total	**81,109**	**100%**	**58,554**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Certifications		
Certification	#	%
Licensed Nurse Practitioner	5,207	6%
Licensed Practical Nurse	652	1%
Clinical Nurse Specialist	494	1%

Source: Va. Healthcare Workforce Data Center

6% of RNs are also Licensed Nurse Practitioners. Another 1% of RNs are also Licensed Practical Nurses and Clinical Nurse Specialists.

A Closer Look:

Military Service		
Service?	#	%
Yes	6,179	8%
No	73,335	92%
Total	**79,514**	**100%**

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	2,222	38%
Navy/Marine	2,173	37%
Air Force	1,307	23%
Other	103	2%
Total	**5,806**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Served: 8%

Branch of Service
Army: 38%
Navy/Marine: 37%
Air Force: 23%

Occupation
Army Health Care Spec.: 7%
Navy Basic Med. Tech.: 6%
Air Force Basic Med. Tech.: 2%

Source: Va. Healthcare Workforce Data Center

8% of Virginia's RN workforce has served in the military. 38% of these RNs served in the Army, including 7% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	411	7%
Navy Basic Medical Technician (Navy HM0000)	328	6%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	145	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	15	0%
Other	4,706	84%
Total	**5,604**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 69%
2 or More Positions: 10%

Weekly Hours:

40 to 49: 41%
60 or more: 3%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	72	<1%
Employed in a nursing- related capacity	74,012	90%
Employed, NOT in a nursing-related capacity	2,368	3%
Not working, reason unknown	12	0%
Involuntarily unemployed	287	<1%
Voluntarily unemployed	3,608	4%
Retired	1,945	2%
Total	**82,305**	**100%**

Source: Va. Healthcare Workforce Data Center

90% of RNs are currently employed in their profession. 69% of RNs hold one full-time job, while 10% currently have multiple jobs. 41% of all RNs work between 40 and 49 hours per week, while 14% work less than 30 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	3,907	5%
1 to 9 hours	1,411	2%
10 to 19 hours	2,809	4%
20 to 29 hours	6,751	9%
30 to 39 hours	23,550	30%
40 to 49 hours	31,856	41%
50 to 59 hours	5,560	7%
60 to 69 hours	1,673	2%
70 to 79 hours	590	1%
80 or more hours	481	1%
Total	**78,588**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	3,907	5%
One Part-Time Position	12,695	16%
Two Part-Time Positions	1,819	2%
One Full-Time Position	54,381	69%
One Full-Time Position & One Part-Time Position	5,606	7%
Two Full-Time Positions	180	0%
More than Two Positions	426	1%
Total	**79,014**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	966	2%
Less than $20,000	2,584	4%
$20,000-$29,999	1,889	3%
$30,000-$39,999	3,963	6%
$40,000-$49,999	8,147	13%
$50,000-$59,999	11,496	18%
$60,000-$69,999	10,866	17%
$70,000-$79,999	8,212	13%
$80,000-$89,999	5,965	9%
$90,000-$99,999	3,526	6%
$100,000 or more	6,408	9%
Total	**64,022**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: $60k-$70k

Benefits

Health Insurance: 66%

Retirement: 73%

Satisfaction

Satisfied: 93%

Very Satisfied: 58%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	45,183	58%
Somewhat Satisfied	28,129	36%
Somewhat Dissatisfied	4,039	5%
Very Dissatisfied	1,227	2%
Total	**78,578**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical RN earned between $60,000 and $70,000 in the past year. Among RNs who received either a salary or an hourly wage as compensation at their primary work location, 84% had access to at least one employer-sponsored benefit, including 66% who received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	53,239	72%	73%
Paid Leave	51,669	70%	71%
Health Insurance	48,560	66%	66%
Dental Insurance	47,724	64%	65%
Group Life Insurance	36,448	49%	50%
Signing/Retention Bonus	5,584	8%	8%
Received at Least One Benefit	**62,415**	**84%**	**84%**

*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?	855	1%
Experience Voluntary Unemployment?	5,564	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,961	2%
Work two or more positions at the same time?	10,864	12%
Switch employers or practices?	6,680	7%
Experienced at least One	**22,349**	**25%**

Source: Va. Healthcare Workforce Data Center

1% of Virginia's RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 3.9% during the same time period.[2]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	2,281	3%	1,134	8%
Less than 6 Months	4,544	6%	1,859	13%
6 Months to 1 Year	6,120	8%	1,647	11%
1 to 2 Years	15,717	21%	2,921	20%
3 to 5 Years	16,182	21%	2,877	20%
6 to 10 Years	11,424	15%	1,744	12%
More than 10 Years	20,217	26%	2,270	16%
Subtotal	**76,486**	**100%**	**14,453**	**100%**
Did not have location	4,494		75,285	
Item Missing	9,594		836	
Total	**90,574**		**90,574**	

Source: Va. Healthcare Workforce Data Center

66% of RNs receive an hourly wage at their primary work location, while 29% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 6%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 years: 63%
Over 2 yrs, 2nd location: 48%

Employment Type

Hourly Wage: 66%
Salary: 29%

Source: Va. Healthcare Workforce Data Center

63% of RNs have worked at their primary location for more than 2 years—the job tenure normally required to attain a conventional mortgage loan.

Employment Type		
Primary Work Site	**#**	**%**
Hourly Wage	17,153	29%
Salary	38,700	66%
By Contract/Per Diem	1,779	3%
Unpaid	486	1%
Business/Contractor Income	523	1%
Subtotal	**58,641**	**100%**
Did not have location	4,494	
Item Missing	27,439	

Source: Va. Healthcare Workforce Data Center

[2] As reported by the US Bureau of Labor Statistics. The average non-seasonally adjusted monthly unemployment rate was 3.9% in October 2016 to September 2017, the period of the survey. The low of the period was 3.6% in September 2017 and the high was 4.2% in January 2017. The data for September 2017 was preliminary.

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more (Past Year):	19%
2 or more (Now*):	17%

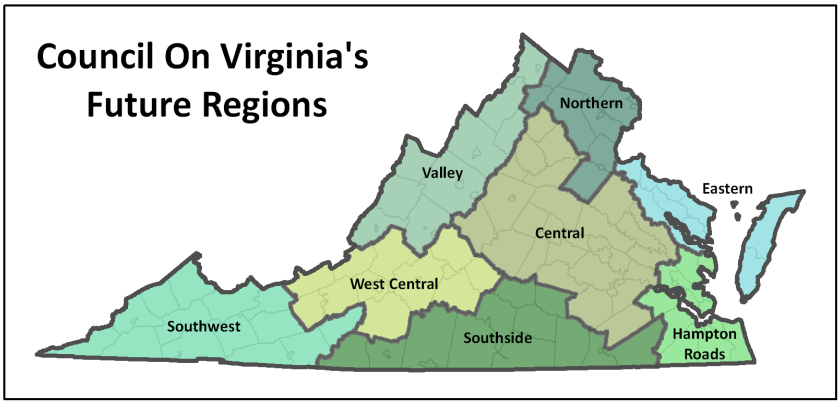
Source: Va. Healthcare Workforce Data Center

28% of all RNs work in Central Virginia, the most of any region in the state. Another 23% of RNs work in Northern Virginia, while 21% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region[3]	Primary Location		Secondary Location	
	#	%	#	%
Central	20,841	28%	3,397	23%
Eastern	959	1%	269	2%
Hampton Roads	15,861	21%	3,017	21%
Northern	17,504	23%	3,324	23%
Southside	2,522	3%	539	4%
Southwest	3,087	4%	689	5%
Valley	5,143	7%	776	5%
West Central	8,992	12%	1,718	12%
Virginia Border State/DC	335	0%	265	2%
Other US State	467	1%	669	5%
Outside of the US	12	0%	29	0%
Total	**75,723**	**100%**	**14,692**	**100%**
Item Missing	11,050		591	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	3,825	5%	5,645	7%
1	61,115	76%	61,131	76%
2	10,071	13%	9,347	12%
3	4,102	5%	3,395	4%
4	360	0%	173	0%
5	209	0%	134	0%
6 or More	427	1%	285	0%
Total	**80,109**	**100%**	**80,109**	**100%**

19% of all RNs held two or more positions over the past year, while 17% currently hold multiple positions.

*At the time of survey completion (Oct. 2016-Sept. 2017, birth month of respondent).

[3] These are now referred to as VA Perform's regions: http://vaperforms.virginia.gov/Regions/regionalScorecards.php

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	30,198	42%	6,976	52%
Non-Profit	30,379	42%	4,824	36%
State/Local Government	7,683	11%	1,114	8%
Veterans Administration	1,692	2%	158	1%
U.S. Military	1,436	2%	197	1%
Other Federal Government	565	1%	123	1%
Total	**71,953**	**100%**	**13,392**	**100%**
Did not have location	4,494		75,285	
Item Missing	14,127		1,897	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

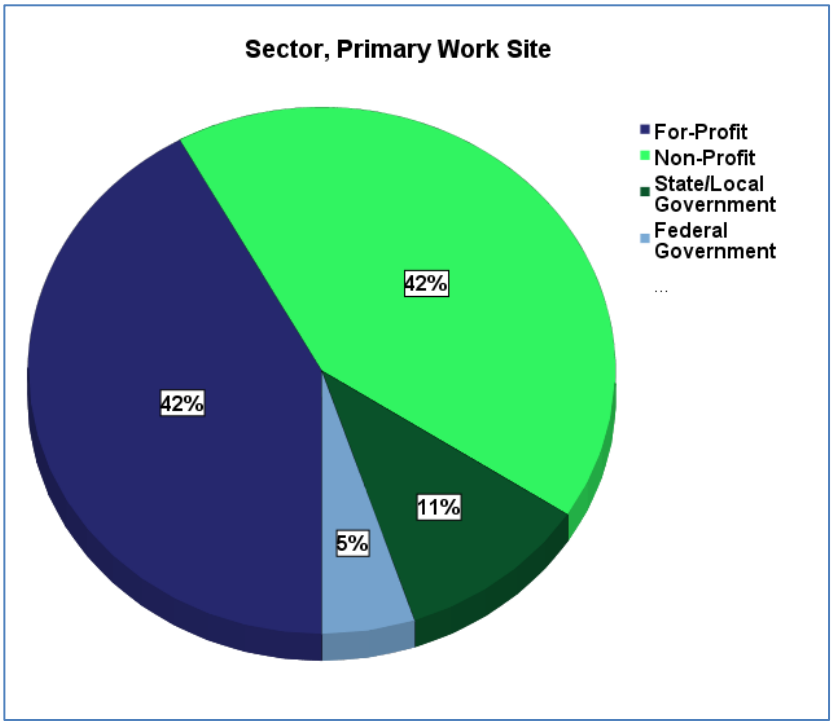
For Profit:	42%
Federal:	5%

Top Establishments

Hospital, Inpatient:	39%
Hospital, Emergency:	7%
Academic Institution:	6%

Source: Va. Healthcare Workforce Data Center

84% of all RNs work in the private sector, including 42% in for-profit establishments. Another 11% of RNs work for state or local governments, while 5% work for the federal government.



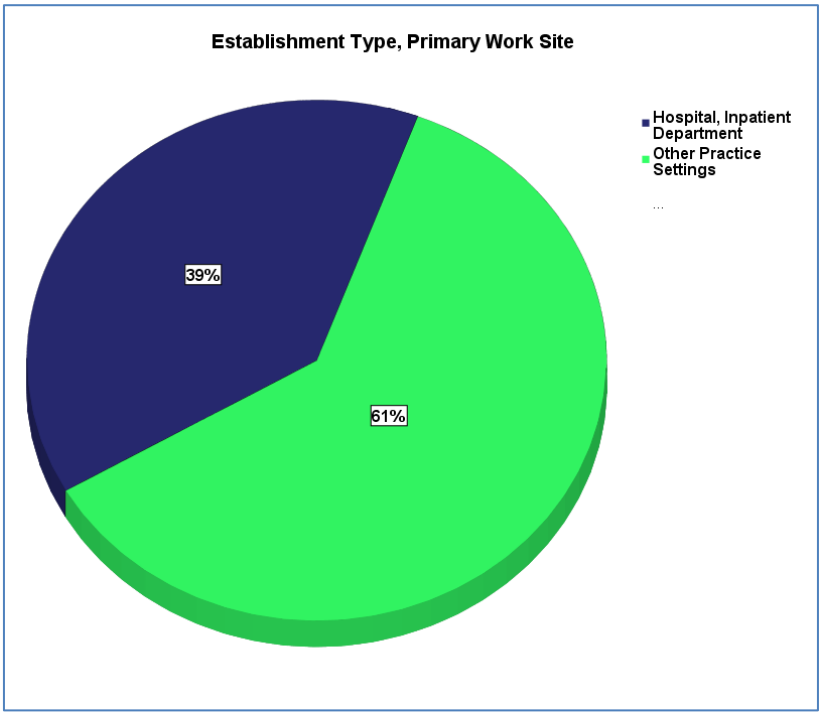
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	26,830	39%	4,004	31%
Hospital, Emergency Department	4,783	7%	829	6%
Academic Institution (Teaching or Research)	4,260	6%	773	6%
Hospital, Outpatient Department	3,970	6%	512	4%
Home Health Care	3,109	5%	1,067	8%
Clinic, Primary Care or Non-Specialty	2,772	4%	581	4%
Ambulatory/Outpatient Surgical Unit	2,524	4%	820	6%
Long Term Care Facility, Nursing Home	2,524	4%	475	4%
Physician Office	2,409	4%	388	3%
School (Providing Care to Students)	1,937	3%	302	2%
Clinic, Non-Surgical Specialty	1,768	3%	342	3%
Insurance Company, Health Plan	1,448	2%	218	2%
Hospice	1,117	2%	358	3%
Other Practice Setting	9,333	14%	2,288	18%
Total	**68,784**	**100%**	**12,957**	**100%**
Did Not Have a Location	4,494		75,285	

Source: Va. Healthcare Workforce Data Center

39% of all RNs in the state work in the inpatient department of a hospital as the primary work location. Hospital emergency departments and academic institutions are also common primary establishment types among Virginia's RN workforce.

Among those RNs who also have a secondary work location, 31% work at the inpatient department of a hospital. Another 8% work for a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

Patient Care:	80%-89%

Roles

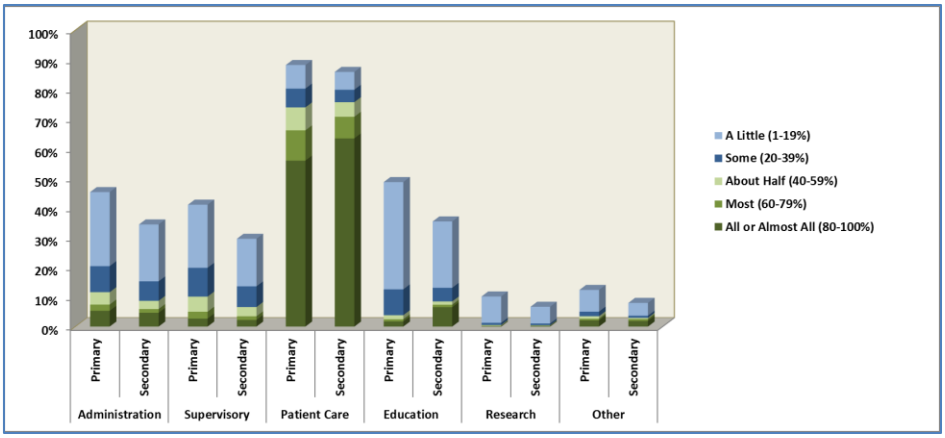
Patient Care:	66%
Administrative:	7%
Supervisory:	5%
Education:	2%

Patient Care RNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



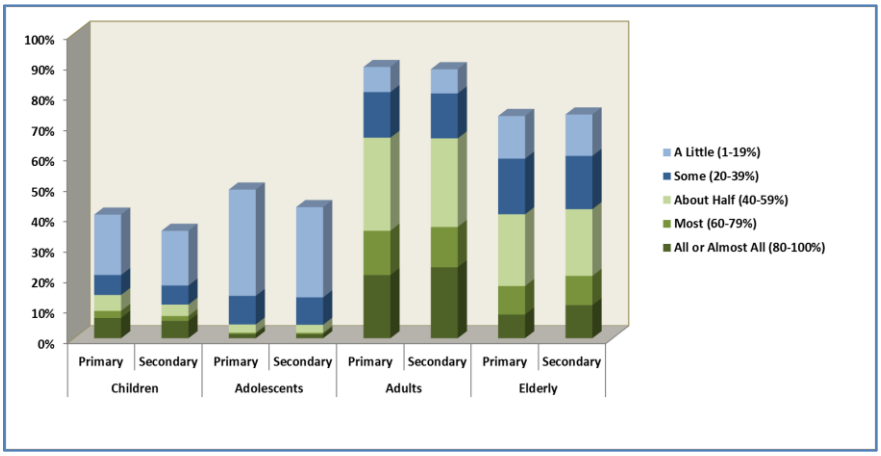
Source: Va. Healthcare Workforce Data Center

A typical RN spends nearly all of her time on patient care activities. 66% of all RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 7% of RNs serve an administrative role, while 5% serve a supervisory role.

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%)	5%	5%	3%	2%	56%	63%	2%	7%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	1%	10%	7%	1%	1%	0%	0%	1%	1%
About Half (40-59%)	4%	3%	5%	3%	8%	5%	1%	1%	0%	0%	1%	0%
Some (20-39%)	9%	7%	10%	7%	6%	4%	9%	5%	1%	1%	2%	1%
A Little (1-20%)	25%	19%	21%	16%	8%	6%	36%	22%	9%	6%	7%	4%
None (0%)	55%	66%	59%	70%	12%	14%	51%	65%	90%	93%	88%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical RN devotes most of her time to treating adults and the elderly. 35% of all RNs serve an adult patient care role, meaning that at least 60% of their patients are adults. In addition, 17% of all RNs serve an elderly patient care role.

At a Glance:
(Primary Locations)

Typical Patient Allocation

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

Roles

Children:	9%
Adolescents:	2%
Adults:	35%
Elderly:	17%

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%	21%	23%	8%	11%
Most (60-79%)	2%	2%	0%	0%	15%	13%	9%	10%
About Half (40-59%)	5%	4%	3%	3%	31%	29%	24%	22%
Some (20-39%)	7%	6%	9%	9%	15%	15%	18%	17%
A Little (1-20%)	20%	18%	35%	30%	8%	8%	14%	14%
None (0%)	59%	65%	51%	57%	11%	12%	27%	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs over 50	
	#	%	#	%
Under age 50	1,478	2%	-	-
50 to 54	1,839	3%	163	1%
55 to 59	5,290	8%	1,321	5%
60 to 64	18,160	26%	6,998	24%
65 to 69	27,990	40%	12,906	45%
70 to 74	8,669	12%	4,330	15%
75 to 79	2,049	3%	1,044	4%
80 or over	818	1%	380	1%
I do not intend to retire	3,111	4%	1,448	5%
Total	**69,404**	**100%**	**28,590**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65:	39%
Under 60:	12%

RNs 50 and over

Under 65:	30%
Under 60:	5%

Time until Retirement

Within 2 years:	8%
Within 10 years:	24%
Half the workforce:	By 2042

Source: Va. Healthcare Workforce Data Center

39% of RNs expect to retire by the age of 65, while 30% of RNs who are age 50 or over expect to retire by the same age. Meanwhile, 20% of all RNs expect to work until at least age 70, including 4% who do not expect to retire at all.

Within the next two years, only 2% of RNs expect to the leave the profession, while 4% plan on leaving the state to practice elsewhere. Meanwhile, 29% of RNs plan on pursuing additional educational opportunities, and 7% expect to increase their patient care hours.

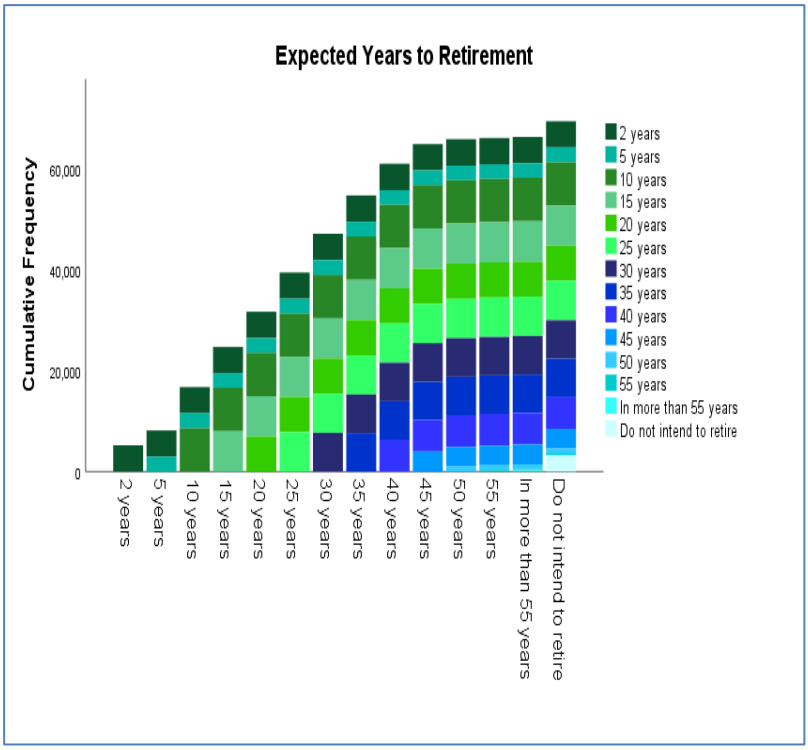
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,576	2%
Leave Virginia	3,203	4%
Decrease Patient Care Hours	7,461	8%
Decrease Teaching Hours	413	0%
Increase Participation		
Increase Patient Care Hours	6,742	7%
Increase Teaching Hours	4,729	5%
Pursue Additional Education	26,338	29%
Return to Virginia's Workforce	1,551	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. 8% of RNs expect to retire in the next two years, while 24% expect to retire in the next 10 years. More than half of the current RN workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	5,210	8%	8%
5 years	2,916	4%	12%
10 years	8,583	12%	24%
15 years	7,978	11%	36%
20 years	6,954	10%	46%
25 years	7,789	11%	57%
30 years	7,656	11%	68%
35 years	7,609	11%	79%
40 years	6,274	9%	88%
45 years	3,910	6%	93%
50 years	957	1%	95%
55 years	258	0%	95%
In more than 55 years	198	0%	96%
Do not intend to retire	3,111	4%	100%
Total	**69,403**	**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 2027. Retirements will peak at 12% of the current workforce around the same time before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total:	77,979
FTEs/1,000 Residents:	9.37
Average:	0.91

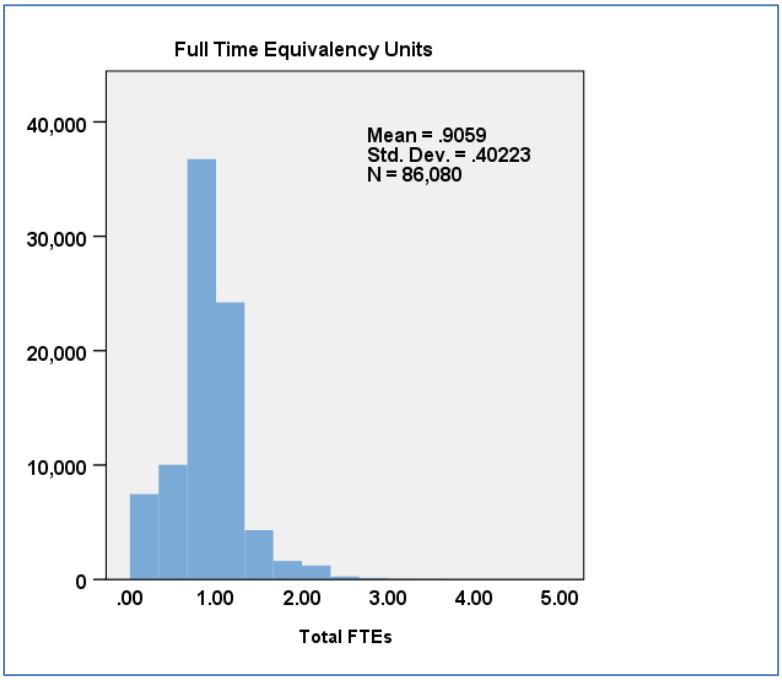
Age & Gender Effect

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:

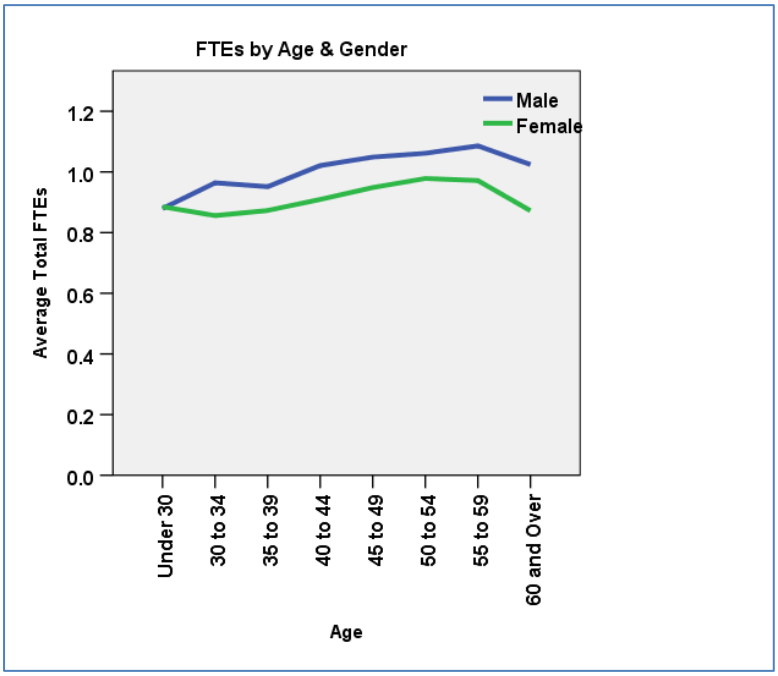


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.91 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.[4]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.88	0.93
30 to 34	0.86	0.91
35 to 39	0.87	0.91
40 to 44	0.91	0.93
45 to 49	0.95	0.94
50 to 54	0.99	0.99
55 to 59	0.96	0.96
60 and Over	0.86	0.84
Gender		
Male	1.00	1.01
Female	0.91	0.94

Source: Va. Healthcare Workforce Data Center

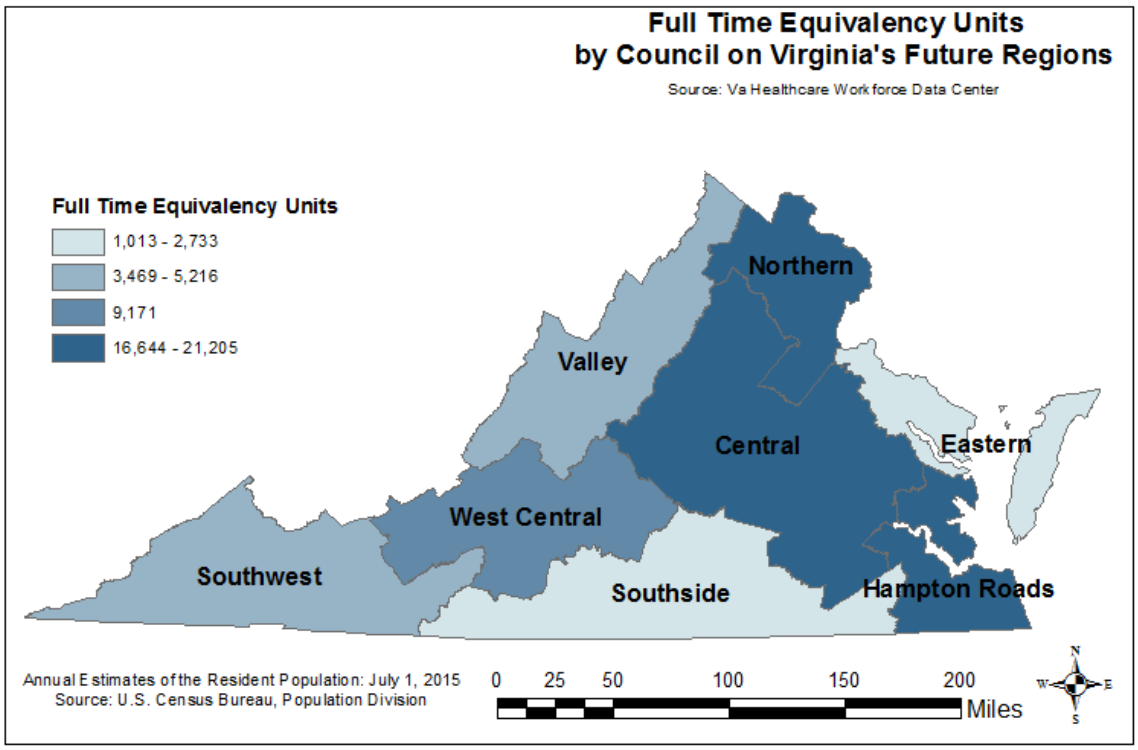


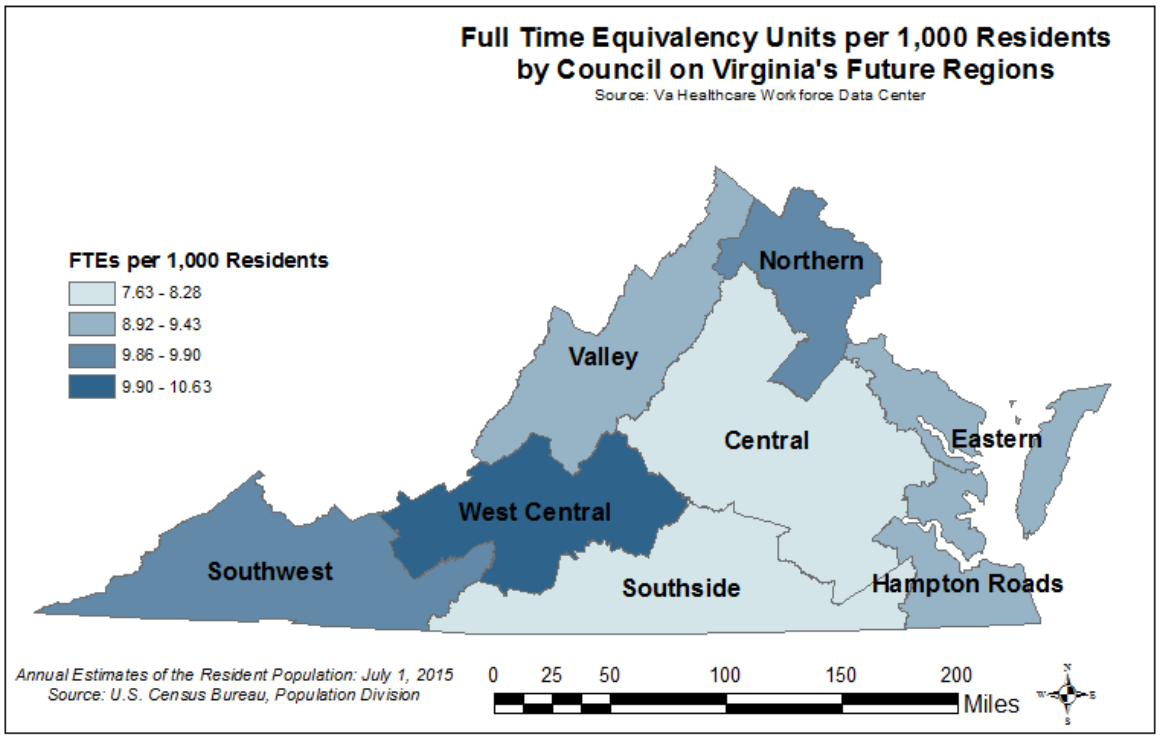
Source: Va. Healthcare Workforce Data Center

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

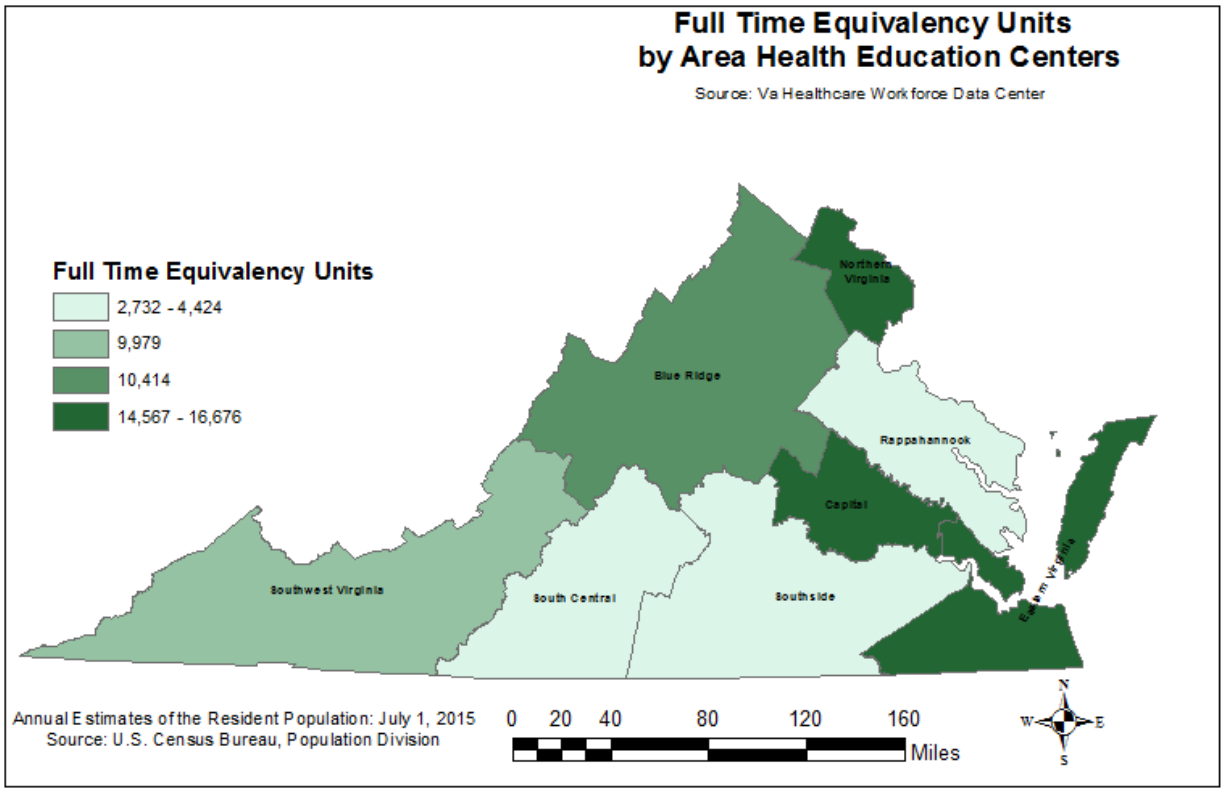
Maps

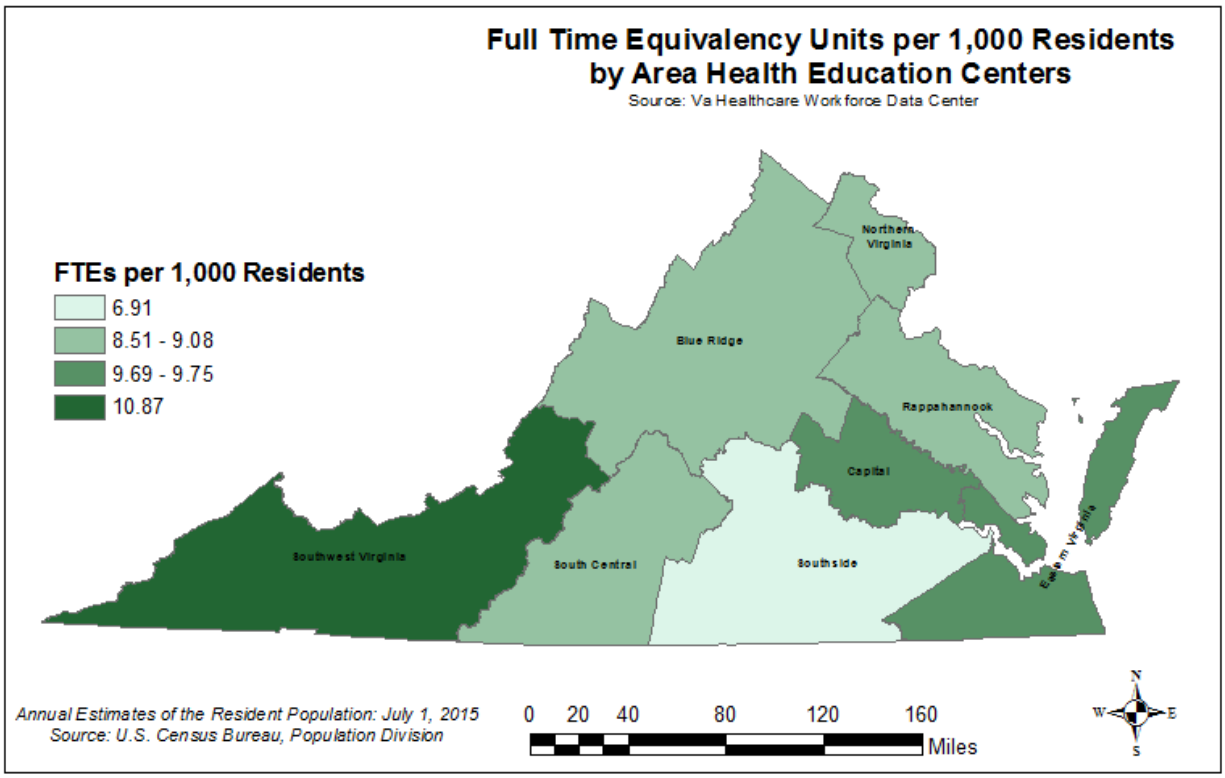
Council on Virginia's Future Regions[3]

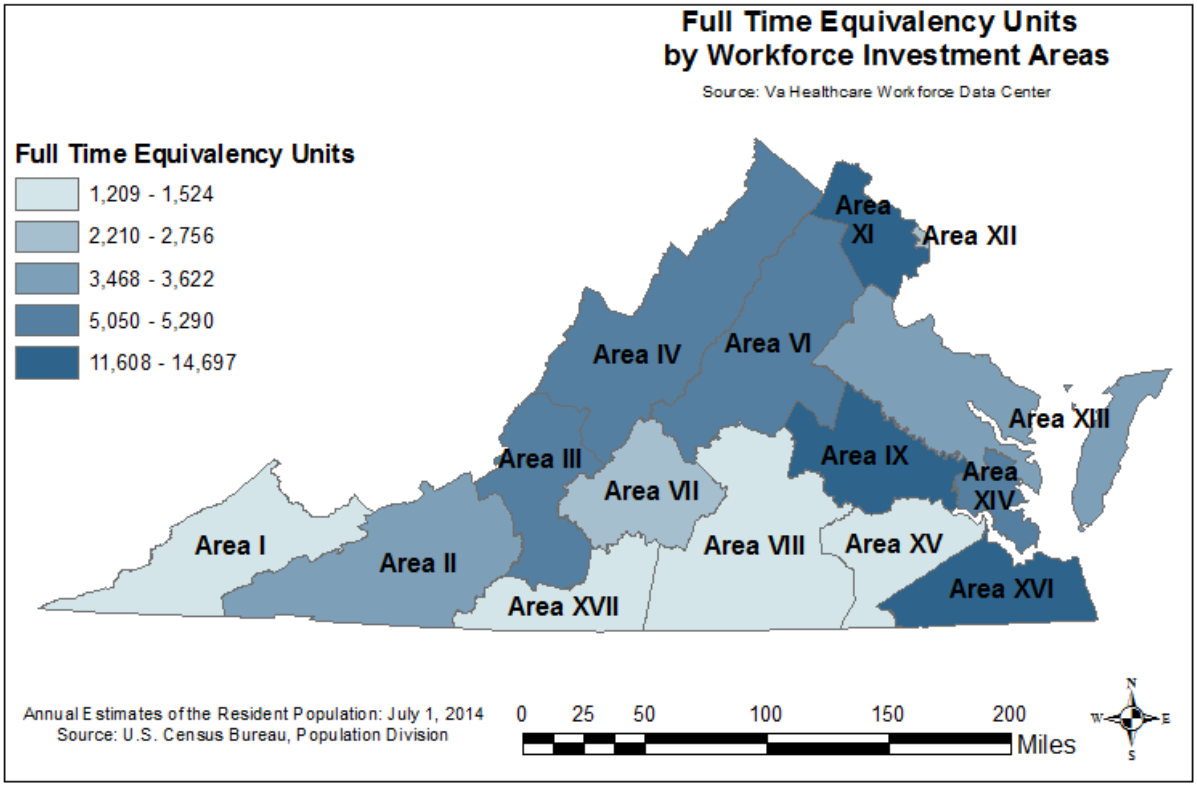




Area Health Education Center Regions






Full Time Equivalency Units
by Workforce Investment Areas
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
1,209 - 1,524
2,210 - 2,756
3,468 - 3,622
5,050 - 5,290
11,608 - 14,697
Area XI
Area XII
Area IV
Area VI
Area XIII
Area III
Area IX
Area XIV
Area VII
Area I
Area II
Area VIII
Area XV
Area XVII
Area XVI
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
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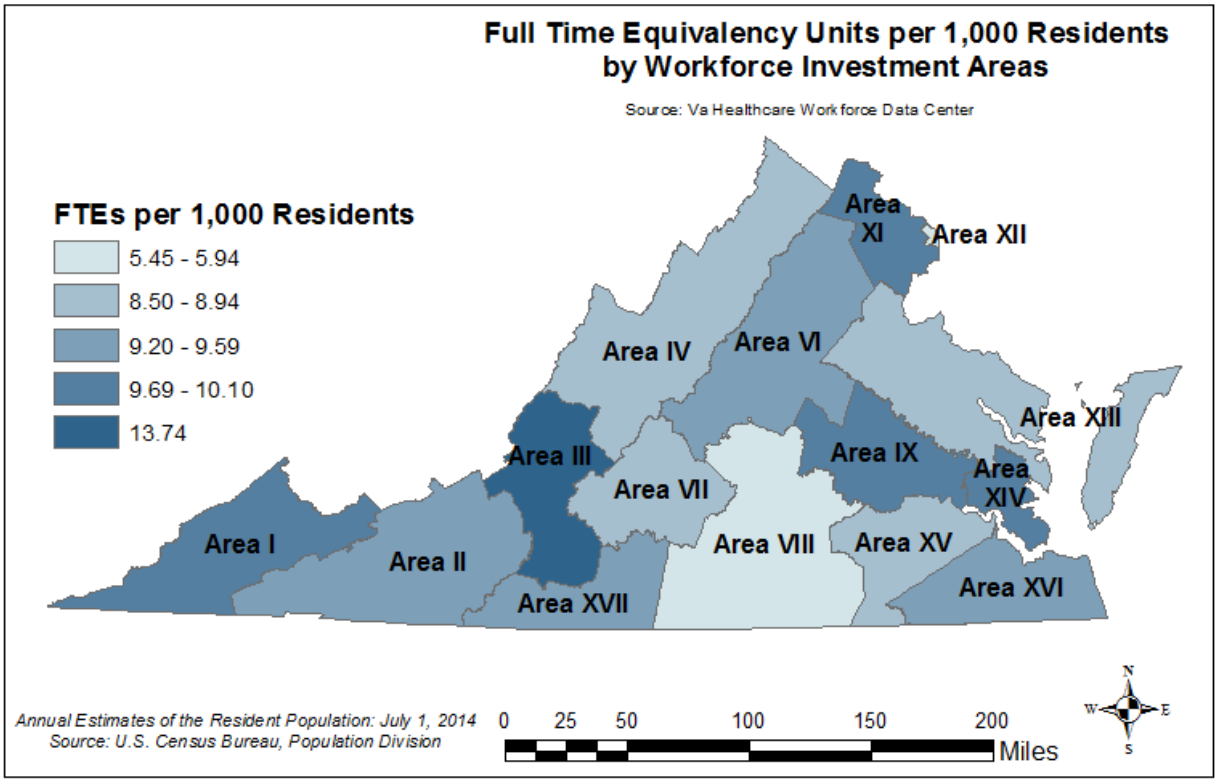
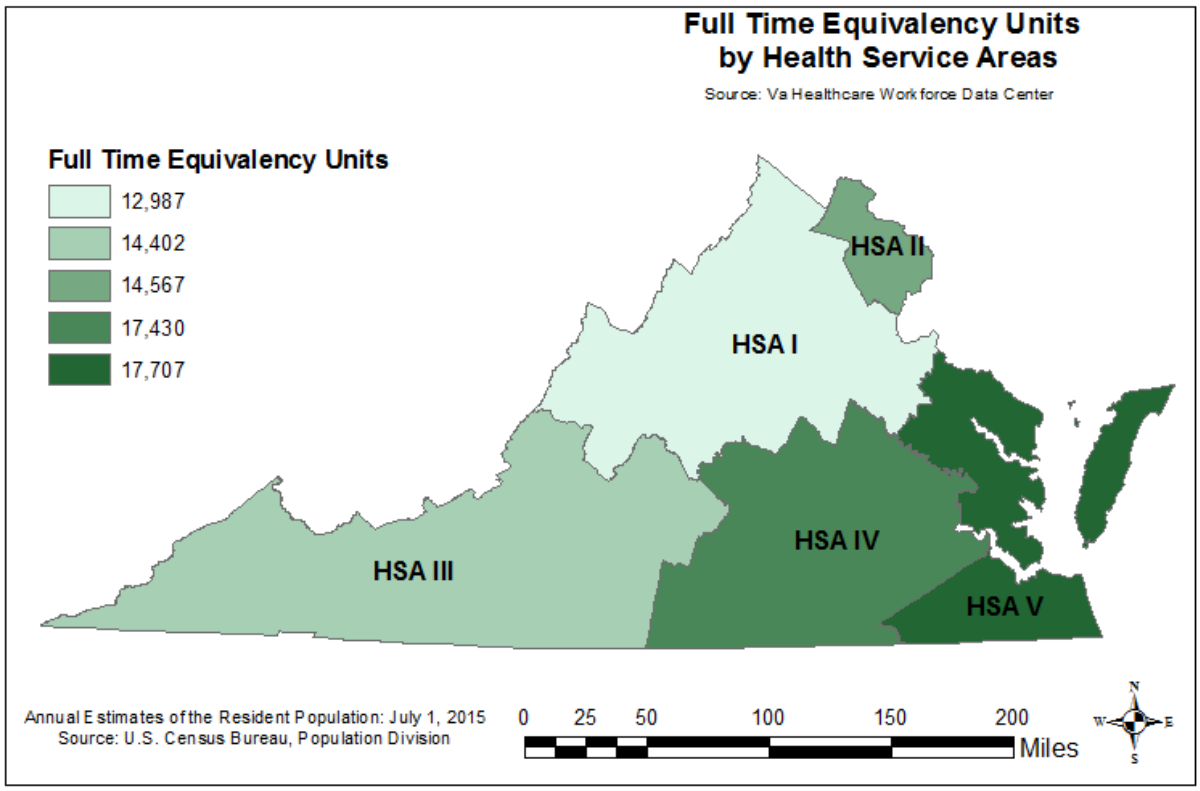
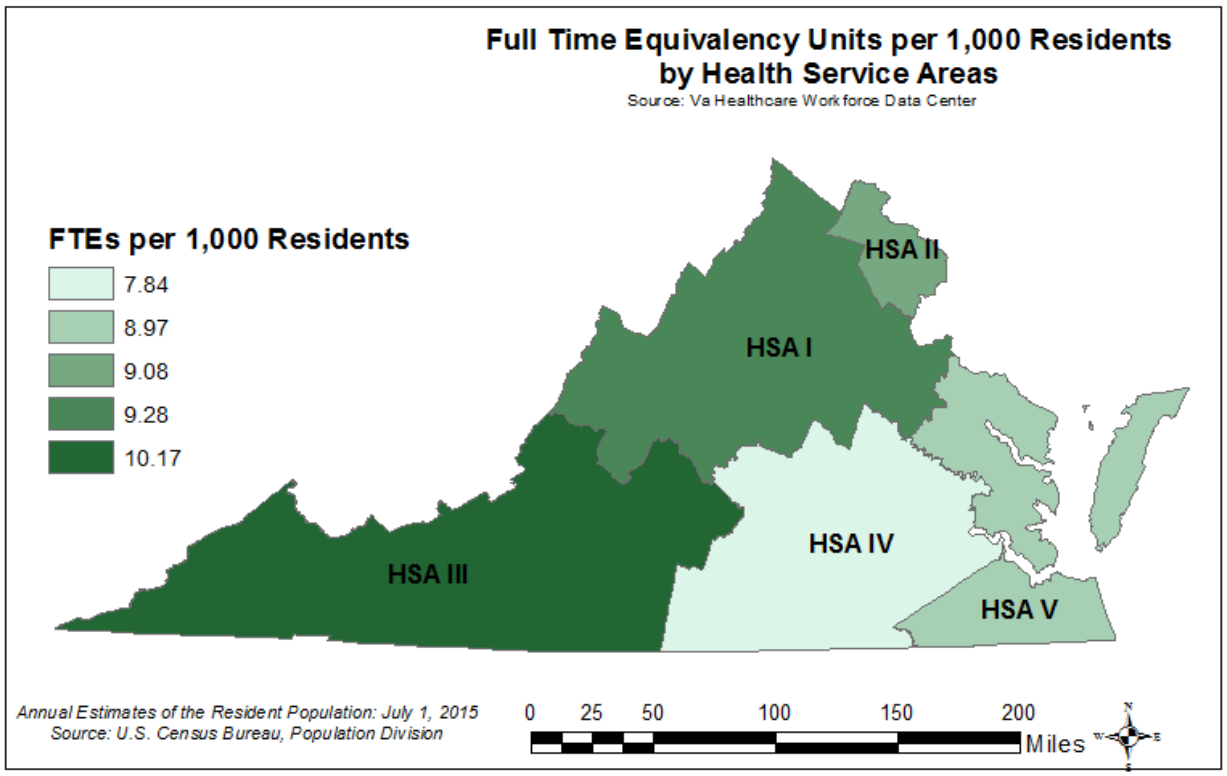
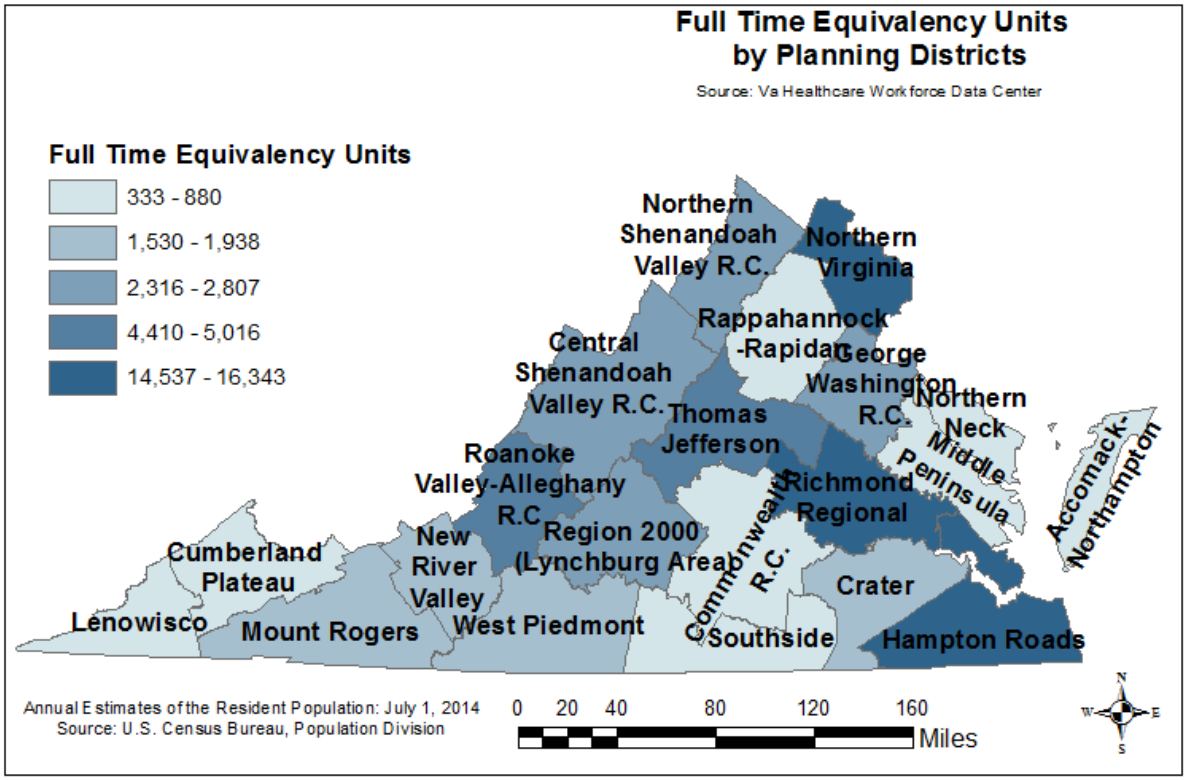
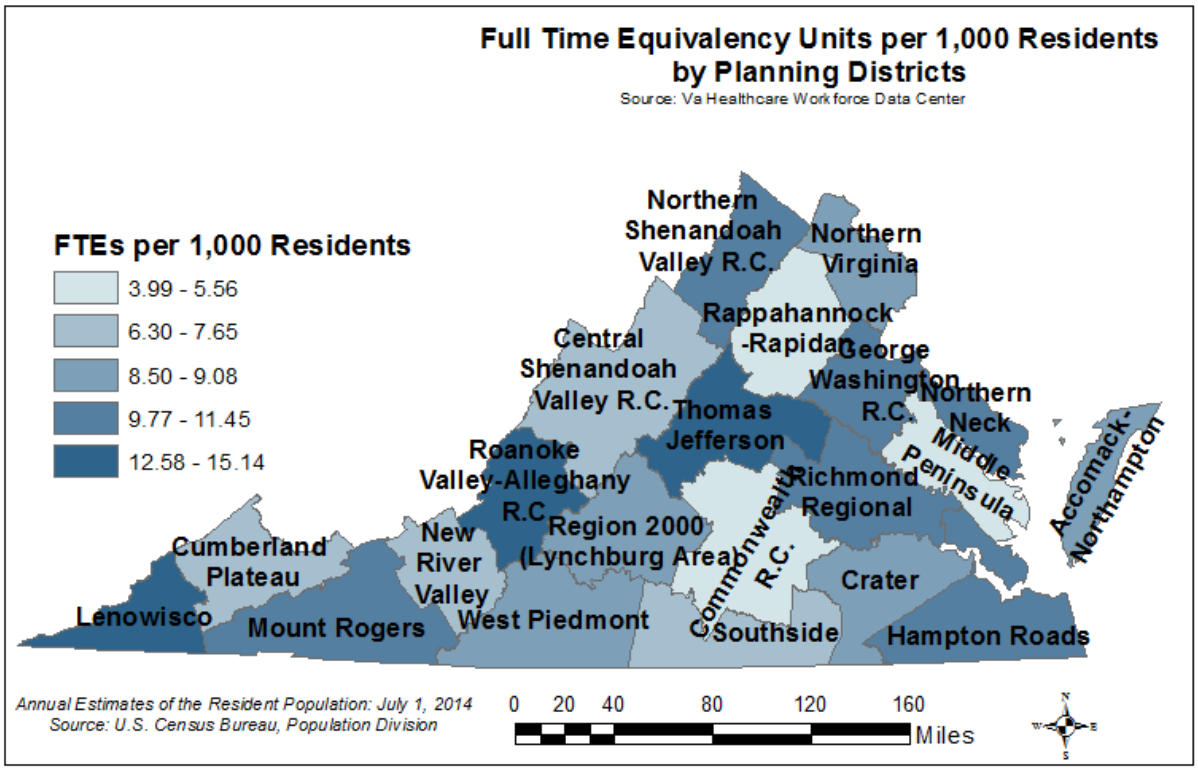
E
S


Full Time Equivalency Units per 1,000 Residents
by Workforce Investment Areas
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
5.45 - 5.94
8.50 - 8.94
9.20 - 9.59
9.69 - 10.10
13.74
Area XI
Area XII
Area IV
Area VI
Area XIII
Area III
Area IX
Area XIV
Area VII
Area I
Area II
Area VIII
Area XV
Area XVII
Area XVI
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units
by Health Service Areas
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
12,987
14,402
14,567
17,430
17,707
HSA I
HSA II
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Health Service Areas
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
7.84
8.97
9.08
9.28
10.17
HSA I
HSA II
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units
by Planning Districts
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
333 - 880
1,530 - 1,938
2,316 - 2,807
4,410 - 5,016
14,537 - 16,343
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock -Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C
Richmond Regional
Commonwealth R.C.
New River Valley
Region 2000 (Lynchburg Area)
Cumberland Plateau
Crater
Lenowisco
Mount Rogers
West Piedmont
Southside
Hampton Roads
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 20 40 80 120 160
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Planning Districts
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
3.99 - 5.56
6.30 - 7.65
8.50 - 9.08
9.77 - 11.45
12.58 - 15.14
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock -Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C
Richmond Regional
Commonwealth R.C.
New River Valley
Region 2000 (Lynchburg Area)
Cumberland Plateau
Crater
Lenowisco
Mount Rogers
West Piedmont
Southside
Hampton Roads
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 20 40 80 120 160
Miles
N
W
E
S

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	62,889	33.96%	2.945069	2.304241	3.862506
Metro, 250,000 to 1 million	9,852	34.64%	2.88661	2.258502	3.785836
Metro, 250,000 or less	10,673	34.79%	2.874495	2.249023	3.769947
Urban pop 20,000+, Metro adj	1,904	35.45%	2.820741	2.206966	3.699447
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,293	33.92%	2.948489	2.306917	3.866991
Urban pop, 2,500-19,999, nonadj	2,807	34.95%	2.861366	2.238751	3.752728
Rural, Metro adj	2,473	32.03%	3.122475	2.443044	4.095176
Rural, nonadj	1,124	33.72%	2.965699	2.320382	3.889563
Virginia border state/DC	3,359	23.97%	4.172671	3.264725	5.472526
Other US State	8,752	18.40%	5.436025	4.253181	7.129435

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	12,368	24.81%	4.031291	3.699447	7.129435
30 to 34	12,073	37.99%	2.632003	2.415345	4.654762
35 to 39	10,900	28.17%	3.550489	3.258223	6.279125
40 to 44	11,024	40.74%	2.454687	2.252625	4.341173
45 to 49	11,539	30.08%	3.324402	3.050748	5.879285
50 to 54	12,092	41.58%	2.404932	2.206966	4.253181
55 to 59	13,077	29.63%	3.37471	3.096914	5.968255
60 and Over	25,062	30.28%	3.301976	3.030168	5.839625

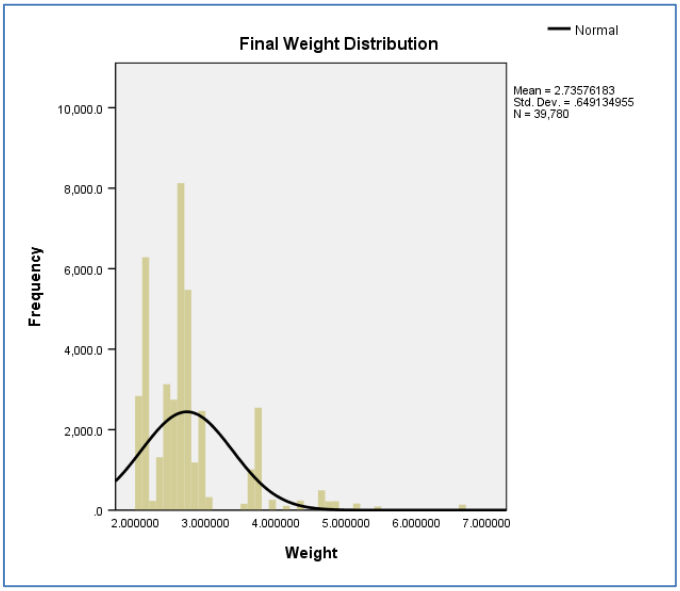
Source: Va. Healthcare Workforce Data Center

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: **0.365433**



Source: Va. Healthcare Workforce Data Center