Virginia's Registered Nurse Workforce: 2018

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***
Get a copy of this report from: ***https://www.dhp.virginia.gov/hwdc/findings.htm***

33,971 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, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD	Yetty Shobo, PhD	Laura Jackson, MSHSA	Christopher Coyle
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The Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	111,083
Virginia's Workforce:	93,902
FTEs:	81,277

Survey Response Rate

All Licensees:	31%
Renewing Practitioners:	73%

Demographics

Female:	93%
Diversity Index:	38%
Median Age:	46

Background

Rural Childhood:	37%
HS Degree in VA:	57%
Prof. Degree in VA:	67%

Education

Baccalaureate:	47%
Associate:	29%

Finances

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

Current Employment

Employed in Prof.:	91%
Hold 1 Full-time Job:	69%
Satisfied?:	93%

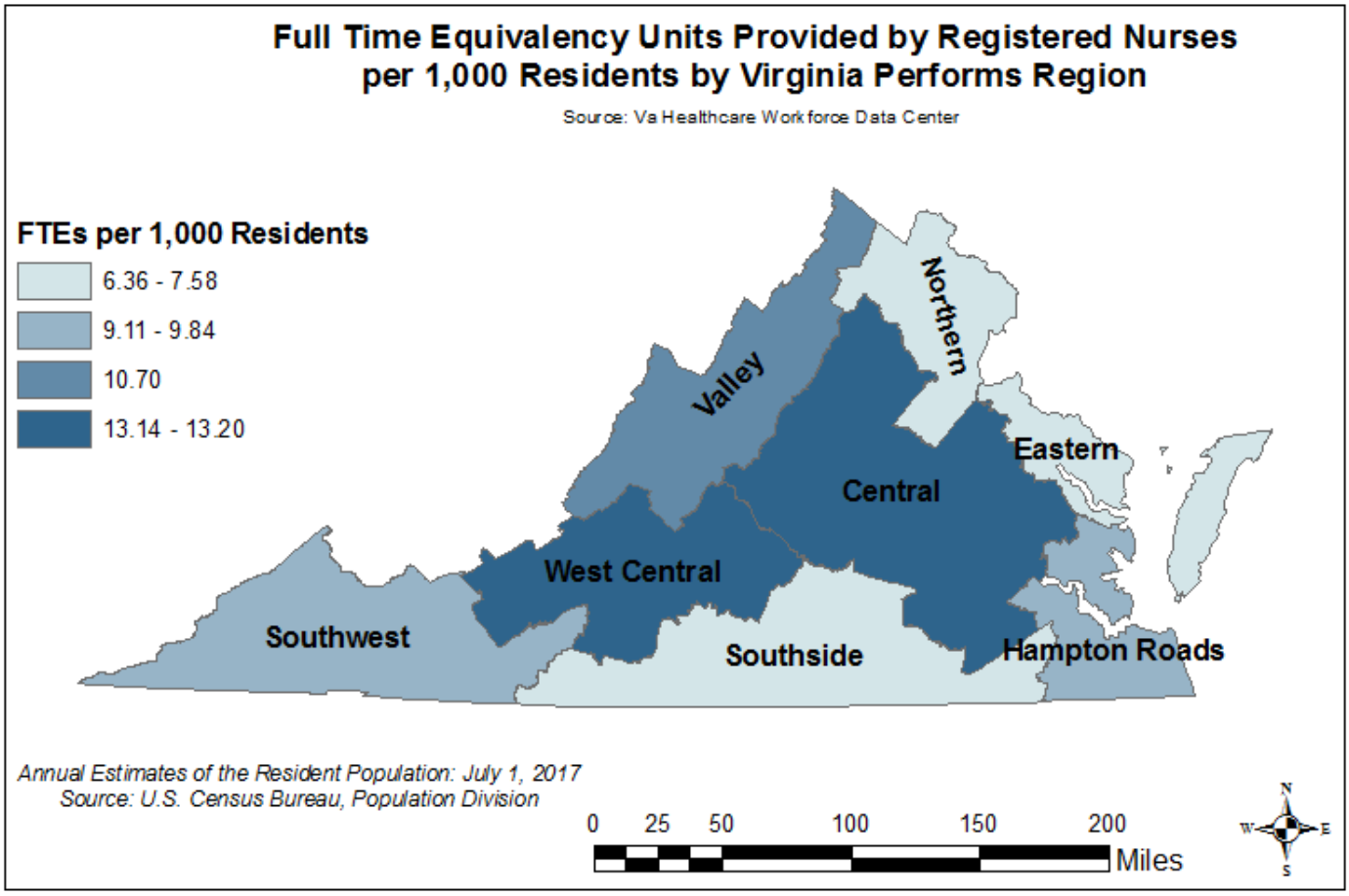
Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	62%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	66%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center



Results in Brief

33,971 Registered Nurses (RNs) voluntarily took part in the 2018 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, approximately half of all RNs have access to the survey in any given year. Thus, these survey respondents represent 31% of the 111,083 RNs who are licensed in the state but 73% of renewing practitioners.

The HWDC estimates that 93,902 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. Virginia's RN workforce provided 81,277 "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 of vacation).

93% of all RNs are female, and the median age of the state's RN workforce is 46. In a random encounter between two RNs, there is a 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's RN workforce less diverse than the state's overall population, which has a diversity index of 56%. 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.

91% of RNs are currently employed in the profession. 69% of all RNs hold one full-time position, and 62% have remained at their primary work location for more than two years. 85% of RNs work in the private sector, including 43% who work at a non-profit institution. 51% of all RNs work in a hospital, including 38% who work in their inpatient departments. The median annual income for RNs is between $60,000 and $70,000. In addition, 84% of all RNs receive at least one employer-sponsored benefit. 93% of all RNs are satisfied with their current employment situation, including 59% who indicate they are "very satisfied". Over the next two years, 28% of all RNs expect to pursue additional educational opportunities, while 7% plan to increase their patient care hours.

Summary of Trends

Over the past year, the response rate among all licensed RNs dropped considerably (31% vs. 37%), In fact, the number of RNs who have completed the HWDC survey has fallen since 2013 (33,971 vs. 35,767) despite the fact that the number of RNs licensed in the state increased considerably over the same time period (111,083 vs. 99,901). At the same time, the size of Virginia's RN workforce has increased (93,902 vs. 85,259). In addition, the number of FTEs provided by this workforce has increased since 2013 from 74,312 to 81,277.

Over the past six years, Virginia's RN workforce has become younger and more diverse. Since 2013, the median age of Virginia's RNs has fallen from 48 to 46 years. In addition, the diversity index of Virginia's RNs has increased from 33% to 38%. As for RNs who are under the age of 40, the diversity index has increased from 39% to 41%.

Since 2013, RNs have become more likely to earn a baccalaureate degree as their highest professional degree (47% vs. 38%) in lieu of an associate degree (29% vs. 34%). At the same time, Virginia's RNs are considerably more likely to take on debt in order to pursue this education (40% vs. 32%). This is also true among those RNs who are under the age of 40 (61% vs. 57%). Meanwhile, the median annual income among Virginia's RNs has increased from $50,000-$60,000 to $60,000-$70,000 over the past six years. RNs are also more satisfied with their current work situation (93% vs. 91%).

Relative to six years ago, Virginia's RNs are more likely to work in the for-profit sector (42% vs. 38%) and less likely to work in the non-profit sector (43% vs. 46%). Patient care remains the primary function of Virginia's RNs, but fewer RNs are serving a patient care role in 2018 (66% vs. 73%). However, more RNs indicate that they expect to increase patient care activities over the next two years (7% vs. 6%).

More RNs now indicate that they expect to retire before the age of 65 relative to six years ago (38% vs. 32%). This is also true for RNs who are age 50 or over (29% vs. 24%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	47,456	43%
New Licensees	5,541	5%
Non-Renewals	6,165	6%
Renewal date not in survey period	51,921	47%
All Licensees	**111,083**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 73% of renewing RNs submitted a survey. These represent 31% of RNs who held a license at some point during the survey period.

Definitions

1. **The Survey Period:** The survey was conducted between October 2017 and September 2018 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.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	10,043	2,886	22%
30 to 34	8,467	4,679	36%
35 to 39	9,168	3,135	26%
40 to 44	6,756	4,285	39%
45 to 49	8,785	3,222	27%
50 to 54	6,843	4,563	40%
55 to 59	9,138	3,311	27%
60 and Over	17,912	7,890	31%
Total	**77,112**	**33,971**	**31%**
New Licenses			
Issued in Past Year	5,540	1	0%
Metro Status			
Non-Metro	8,795	4,073	32%
Metro	57,352	27,384	32%
Not in Virginia	10,964	2,513	19%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	33,971
Response Rate, all licensees	31%
Response Rate, Renewals	73%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

Number: 111,083
New: 5%
Not Renewed: 6%

Response Rates

All Licensees: 31%
Renewing Practitioners: 73%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's RN Workforce:	93,902
FTEs:	81,277

Utilization Ratios

Licensees in VA Workforce:	85%
Licensees per FTE:	1.37
Workers per FTE:	1.16

Source: Va. Healthcare Workforce Data Center

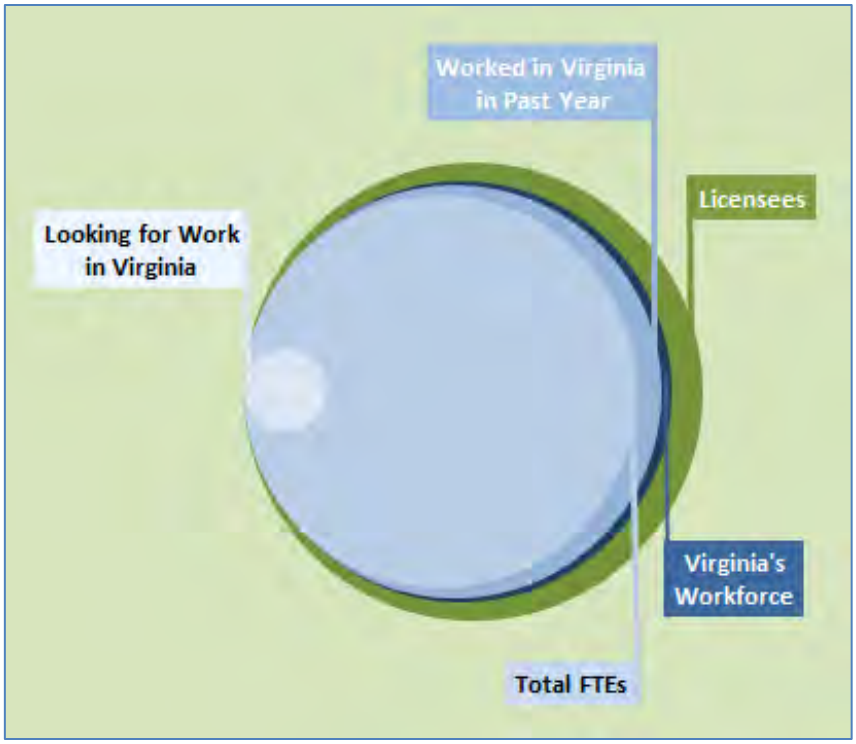
Virginia's RN Workforce		
Status	#	%
Worked in Virginia in Past Year	90,287	96%
Looking for Work in Virginia	3,615	4%
Virginia's Workforce	**93,902**	**100%**
Total FTEs	**81,277**	
Licensees	**111,083**	

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

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.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	853	8%	10,394	92%	11,248	13%
30 to 34	796	8%	9,695	92%	10,491	12%
35 to 39	815	8%	8,937	92%	9,753	12%
40 to 44	664	8%	8,016	92%	8,680	10%
45 to 49	842	9%	8,481	91%	9,322	11%
50 to 54	655	8%	8,020	93%	8,675	10%
55 to 59	572	6%	8,656	94%	9,228	11%
60 +	844	5%	16,098	95%	16,943	20%
Total	**6,040**	**7%**	**78,298**	**93%**	**84,338**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	93%
% Under 40 Female:	92%

Age

Median Age:	46
% Under 40:	37%
% 55+:	31%

Diversity

Diversity Index:	38%
Under 40 Div. Index:	41%

Source: Va. Healthcare Workforce Data Center

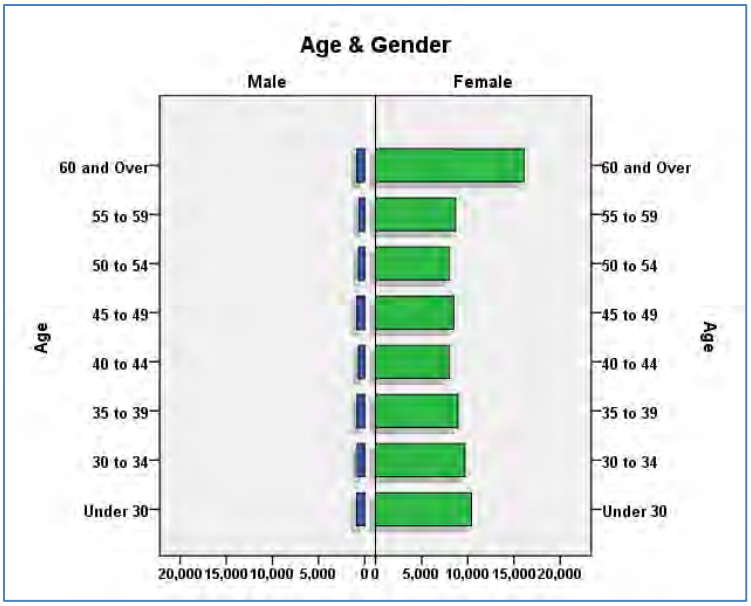
Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs under 40	
	%	#	%	#	%
White	63%	66,345	78%	23,911	76%
Black	19%	9,041	11%	3,286	10%
Asian	6%	4,453	5%	1,829	6%
Other Race	1%	840	1%	302	1%
Two or more races	3%	1,807	2%	936	3%
Hispanic	9%	2,510	3%	1,406	4%
Total	**100%**	**84,996**	**100%**	**31,670**	**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, 2017.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 38% 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.

37% of RNs are under the age of 40. 92% of these professionals are female. In addition, the diversity index among RNs under the age of 40 is 41%, 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:	57%
Prof. Ed. in VA:	67%
HS or Prof. Ed. in VA:	70%

Location Choice

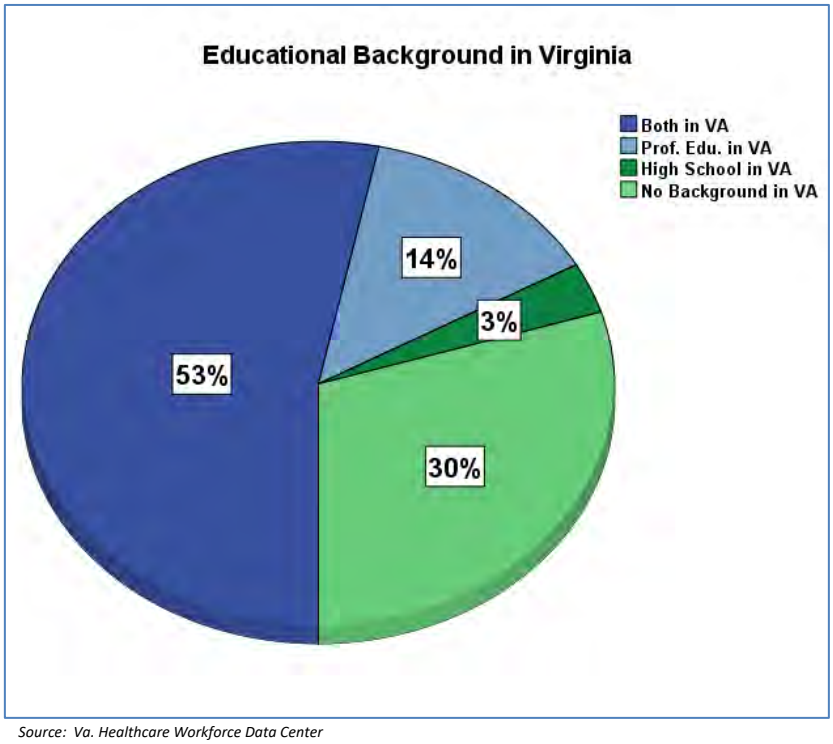
% Rural to Non-Metro:	19%
% Urban/Suburban to Non-Metro:	3%

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%	16%
2	Metro, 250,000 to 1 million	52%	37%	10%
3	Metro, 250,000 or less	53%	38%	9%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adjacent	67%	20%	13%
6	Urban pop, 2,500-19,999, Metro adjacent	75%	19%	6%
7	Urban pop, 2,500-19,999, non adjacent	88%	8%	4%
8	Rural, Metro adj	75%	18%	7%
9	Rural, non adjacent	68%	23%	9%
	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	47,945	Virginia	56,346
2	Outside U.S./Canada	5,492	New York	3,116
3	New York	3,952	Pennsylvania	2,785
4	Pennsylvania	3,480	Outside U.S./Canada	2,664
5	Maryland	2,339	North Carolina	1,757
6	New Jersey	1,785	West Virginia	1,555
7	West Virginia	1,720	Maryland	1,542
8	North Carolina	1,667	Florida	1,284
9	Ohio	1,576	Ohio	1,119
10	Florida	1,406	Washington, D.C.	887

Source: Va. Healthcare Workforce Data Center

57% 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, 53% received their high school degree in Virginia, while 64% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	10,375	Virginia	12,532
2	Outside U.S./Canada	1,396	Pennsylvania	716
3	Pennsylvania	747	New York	592
4	New York	744	Outside U.S./Canada	574
5	Maryland	509	West Virginia	416
6	Florida	484	North Carolina	414
7	North Carolina	444	Florida	408
8	California	398	Maryland	320
9	New Jersey	393	Ohio	290
10	Ohio	381	Washington, D.C.	232

Source: Va. Healthcare Workforce Data Center

15% 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:	17,186
% of Licensees:	15%
Federal/Military:	12%
Va. Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Hospital RN Diploma[1]	7,000	8%
Associate Degree	24,721	29%
Baccalaureate Degree	39,663	47%
Master's Degree	11,678	14%
Doctorate Degree	1,302	2%
Total	**84,364**	**100%**

Source: Va. Healthcare Workforce Data Center

47% of RNs have a baccalaureate as their highest professional degree. 40% have education debt, including 61% of those under the age of 40. The median debt burden among RNs with education debt is between $20,000 and $30,000.

At a Glance:

Education

Baccalaureate: 47%
Associate: 29%

Educational Debt

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

Source: Va. Healthcare Workforce Data Center

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	12,381	15%
No	71,748	85%
Total	**84,129**	**100%**
Degree Pursued	#	%
Associate	61	1%
Bachelor	5,474	46%
Masters	5,201	43%
Doctorate	1,248	10%
Total	**11,984**	**100%**

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All RNs		RNs under 40	
	#	%	#	%
None	44,337	60%	11,043	39%
$10,000 or less	5,662	8%	3,111	11%
$10,000-$19,999	4,890	7%	2,868	10%
$20,000-$29,999	4,485	6%	2,584	9%
$30,000-$39,999	3,444	5%	2,173	8%
$40,000-$49,999	2,409	3%	1,489	5%
$50,000-$59,999	2,010	3%	1,193	4%
$60,000-$69,999	1,679	2%	937	3%
$70,000-$79,999	1,134	2%	668	2%
$80,000-$89,999	1,022	1%	593	2%
$90,000-$99,999	535	1%	281	1%
$100,000-$109,999	765	1%	403	1%
$110,000-$119,999	284	0%	166	1%
$120,000 or more	1,160	2%	576	2%
Total	**73,816**	**100%**	**28,085**	**100%**

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Primary Specialty

Acute/Critical Care:	20%
Surgery/OR:	8%
Obstetrics/Nurse Mid.:	4%

Secondary Specialty

Acute/Critical Care:	16%
Surgery/OR:	5%
Admin./Management:	5%

Licenses

Licensed NP:	6%
LPN:	1%

Source: Va. Healthcare Workforce Data Center

6% of RNs are also Licensed Nurse Practitioners. In addition, another 1% of RNs are Licensed Practical Nurses.

A Closer Look:

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Acute/Critical Care/Emergency/Trauma	16,426	20%	9,459	16%
Surgery/OR/Pre-, Peri- or Post-Operative	6,232	8%	2,877	5%
Obstetrics/Nurse Midwifery	3,714	4%	1,553	3%
Cardiology	3,658	4%	2,817	5%
Pediatrics	3,608	4%	2,327	4%
Psychiatric/Mental Health	3,239	4%	1,467	2%
Case Management	2,802	3%	2,042	3%
Neonatal Care	2,562	3%	1,737	3%
Administration/Management	2,489	3%	2,871	5%
Oncology	2,444	3%	1,329	2%
Family Health	2,147	3%	981	2%
Community Health/Public Health	1,936	2%	1,556	3%
Geriatrics/Gerontology	1,846	2%	1,770	3%
Hospital/Float	1,581	2%	1,498	2%
Women's Health/Gynecology	1,329	2%	1,243	2%
Long-Term Care/Assisted Living/Nursing Home	1,297	2%	1,311	2%
Anesthesia	1,226	1%	598	1%
Palliative/Hospice Care	1,183	1%	924	2%
Adult Health	1,121	1%	1,363	2%
Orthopedics	1,010	1%	1,010	2%
General Nursing/No Specialty	7,638	9%	8,956	15%
Medical Specialties (Not Listed)	1,297	2%	1,034	2%
Other Specialty Area	11,796	14%	9,305	16%
Total	**82,579**	**100%**	**60,025**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Certifications		
Certification	#	%
Licensed Nurse Practitioner	5,822	6%
Licensed Practical Nurse	675	1%
Clinical Nurse Specialist	449	0%
Certified Nurse Midwife	221	0%
Certified Massage Therapist	168	0%

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:

Military Service		
Service?	#	%
Yes	6,107	8%
No	75,031	92%
Total	**81,137**	**100%**

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	2,279	40%
Navy/Marine	2,165	38%
Air Force	1,185	21%
Other	132	2%
Total	**5,761**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Served: 8%

Branch of Service
Army: 40%
Navy/Marine: 38%
Air Force: 21%

Occupation
Army Health Care Spec.: 7%
Navy Basic Med. Tech.: 6%
Air Force Basic Med. Tech.: 3%

Source: Va. Healthcare Workforce Data Center

8% of Virginia's RN workforce has served in the military. 40% 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)	381	7%
Navy Basic Medical Technician (Navy HM0000)	338	6%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	146	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	7	0%
Other	4,683	84%
Total	**5,555**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 91%
Involuntarily Unemployed: < 1%

Positions Held

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

Weekly Hours:

40 to 49: 40%
60 or more: 4%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	39	< 1%
Employed in a nursing-related capacity	75,855	91%
Employed, NOT in a nursing-related capacity	2,313	3%
Not working, reason unknown	7	< 1%
Involuntarily unemployed	228	< 1%
Voluntarily unemployed	3,574	4%
Retired	1,721	2%
Total	**83,737**	**100%**

Source: Va. Healthcare Workforce Data Center

91% of RNs are currently employed in their profession. 69% of RNs hold one full-time job, while 10% currently have multiple jobs. 40% 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	3,809	5%
1 to 9 hours	1,381	2%
10 to 19 hours	3,000	4%
20 to 29 hours	6,947	9%
30 to 39 hours	24,316	30%
40 to 49 hours	32,243	40%
50 to 59 hours	5,537	7%
60 to 69 hours	1,690	2%
70 to 79 hours	624	1%
80 or more hours	551	1%
Total	**80,098**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	3,809	5%
One Part-Time Position	12,966	16%
Two Part-Time Positions	1,685	2%
One Full-Time Position	55,574	69%
One Full-Time Position & One Part-Time Position	5,796	7%
Two Full-Time Positions	178	0%
More than Two Positions	561	1%
Total	**80,569**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	957	2%
Less than $20,000	2,499	4%
$20,000-$29,999	1,963	3%
$30,000-$39,999	3,560	5%
$40,000-$49,999	7,283	11%
$50,000-$59,999	11,057	17%
$60,000-$69,999	10,842	17%
$70,000-$79,999	9,291	14%
$80,000-$89,999	6,620	10%
$90,000-$99,999	4,277	7%
$100,000 or more	7,278	11%
Total	**65,627**	**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: 59%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	47,029	59%
Somewhat Satisfied	27,746	35%
Somewhat Dissatisfied	4,047	5%
Very Dissatisfied	1,185	2%
Total	**80,008**	**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, 85% had access to at least one employer-sponsored benefit, including 66% who received health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	55,262	73%	73%
Paid Leave	52,856	70%	71%
Health Insurance	50,007	66%	66%
Dental Insurance	49,100	65%	65%
Group Life Insurance	36,555	48%	49%
Signing/Retention Bonus	6,686	9%	9%
Total	**64,078**	**84%**	**85%**

*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?	787	1%
Experience Voluntary Unemployment?	5,414	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,784	2%
Work two or more positions at the same time?	11,097	12%
Switch employers or practices?	6,990	7%
Experienced at least One	**22,634**	**24%**

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 3.2% during the same time period.[2]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	2,149	3%	1,127	8%
Less than 6 Months	4,482	6%	1,904	13%
6 Months to 1 Year	6,601	8%	1,818	12%
1 to 2 Years	16,702	21%	2,788	19%
3 to 5 Years	16,755	21%	3,009	20%
6 to 10 Years	10,846	14%	1,753	12%
More than 10 Years	20,694	26%	2,279	16%
Subtotal	**78,229**	**100%**	**14,679**	**100%**
Did not have location	4,198		78,450	
Item Missing	11,475		772	
Total	**93,902**		**93,902**	

Source: Va. Healthcare Workforce Data Center

66% of RNs receive an hourly wage at their primary work location, while 30% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 years: 62%
Over 2 yrs, 2nd location: 48%

Employment Type

Hourly Wage: 66%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

62% of RNs have worked at their primary location for more than two years – the job tenure normally required to attain a conventional mortgage loan.

Employment Type		
Primary Work Site	**#**	**%**
Hourly Wage	39,192	66%
Salary	17,767	30%
By Contract/Per Diem	1,657	3%
Unpaid	509	1%
Business/Contractor Income	496	1%
Subtotal	**59,620**	**100%**
Did not have location	4,198	
Item Missing	30,084	

Source: Va. Healthcare Workforce Data Center

[2] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.4% in October 2017 to 2.8% in September 2018. At the time of publication, the unemployment rate for September 2018 was still 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%

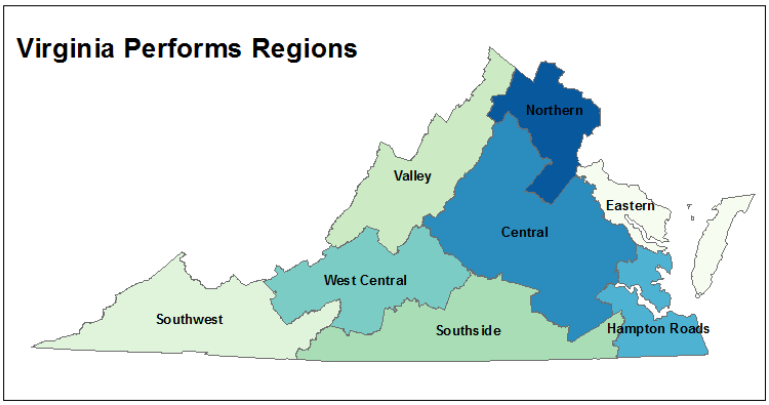
Source: Va. Healthcare Workforce Data Center

28% of all RNs work in Central Virginia, the most of any region in the state. Another 24% of RNs work in Northern Virginia, while 20% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	21,416	28%	3,431	23%
Eastern	985	1%	186	1%
Hampton Roads	15,772	20%	2,894	19%
Northern	18,237	24%	3,391	23%
Southside	2,488	3%	568	4%
Southwest	3,224	4%	706	5%
Valley	5,110	7%	857	6%
West Central	9,508	12%	1,768	12%
Virginia Border State/DC	309	0%	318	2%
Other US State	412	1%	750	5%
Outside of the US	24	0%	26	0%
Total	**77,485**	**100%**	**14,895**	**100%**
Item Missing	12,220		556	

Source: Va. Healthcare Workforce Data Center



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

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	3,593	4%	5,308	7%
1	62,702	77%	62,818	77%
2	10,160	12%	9,405	12%
3	4,063	5%	3,393	4%
4	365	0%	234	0%
5	198	0%	119	0%
6 or More	580	1%	385	1%
Total	**81,661**	**100%**	**81,661**	**100%**

*At the time of survey completion (Oct. 2017-Sept. 2018, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	30,596	42%	7,144	52%
Non-Profit	31,561	43%	4,787	35%
State/Local Government	7,754	11%	1,361	10%
Veterans Administration	1,523	2%	127	1%
U.S. Military	1,296	2%	203	1%
Other Federal Government	665	1%	130	1%
Total	**73,395**	**100%**	**13,752**	**100%**
Did not have location	4,198		78,450	
Item Missing	16,309		1,699	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

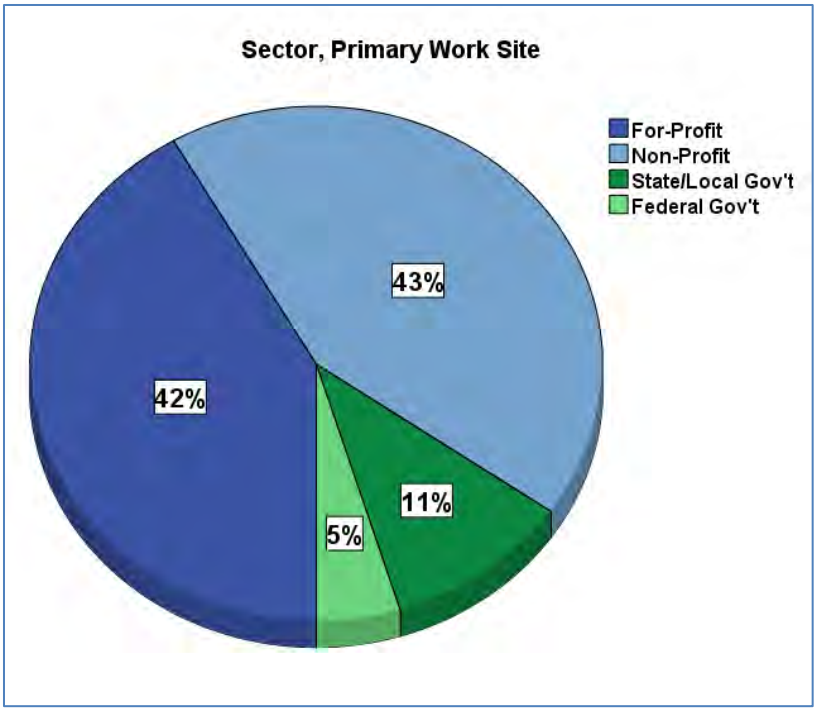
For Profit:	42%
Federal:	5%

Top Establishments

Hospital, Inpatient:	38%
Hospital, Emergency:	7%
Hospital, Outpatient:	6%

Source: Va. Healthcare Workforce Data Center

85% of all RNs work in the private sector, including 43% in non-profit establishments. Another 11% of RNs work for state or local governments, while 5% work for the federal government.



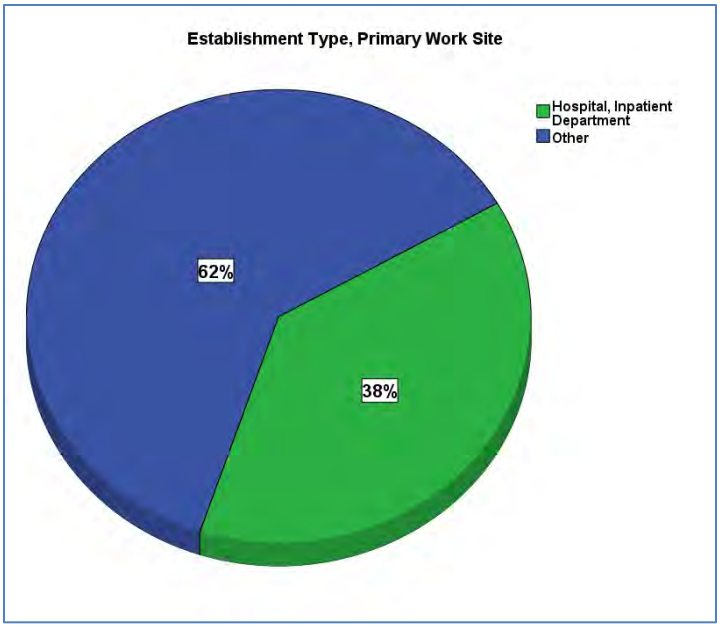
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	26,924	38%	3,684	28%
Hospital, Emergency Department	4,802	7%	820	6%
Hospital, Outpatient Department	4,216	6%	538	4%
Academic Institution (Teaching or Research)	4,194	6%	803	6%
Home Health Care	3,073	4%	1,122	9%
Ambulatory/Outpatient Surgical Unit	2,919	4%	482	4%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,817	4%	555	4%
Long Term Care Facility, Nursing Home	2,473	4%	706	5%
Physician Office	2,391	3%	396	3%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	1,916	3%	418	3%
School (Providing Care to Students)	1,878	3%	387	3%
Insurance Company, Health Plan	1,816	3%	274	2%
Other Practice Setting	10,703	15%	2,875	22%
Total	**70,122**	**100%**	**13,060**	**100%**
Did Not Have a Location	4,198		78,450	

Source: Va. Healthcare Workforce Data Center

38% of all RNs in the state work in the inpatient department of a hospital as the primary work location. The emergency and outpatient departments of hospitals are also common primary establishment types among Virginia's RN workforce.

Among those RNs who also have a secondary work location, 28% work at the inpatient department of a hospital. Another 9% 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

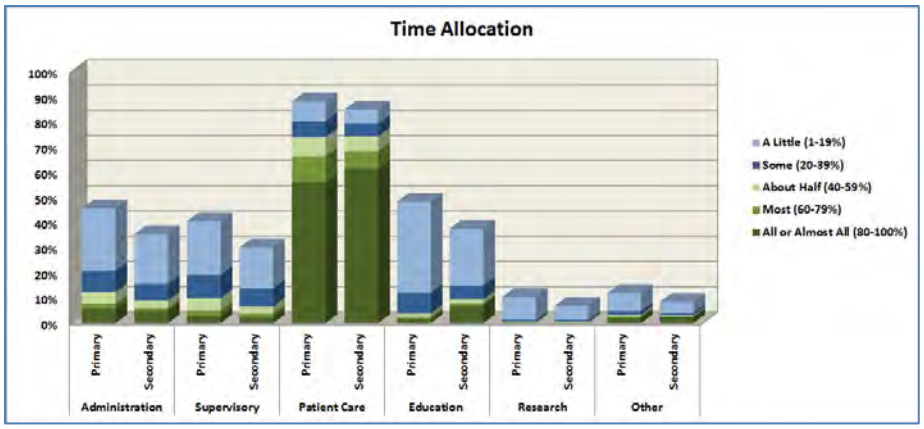
Patient Care:	66%
Administrative:	8%
Supervisory:	5%
Education:	2%

Patient Care RNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



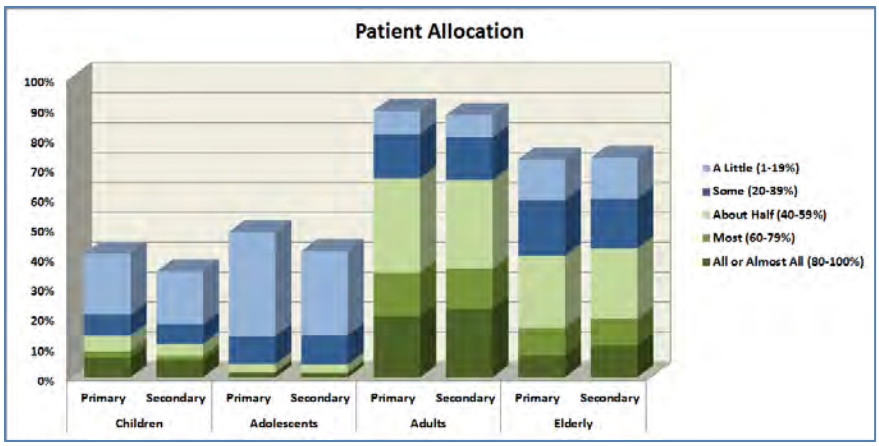
Source: Va. Healthcare Workforce Data Center

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 8% 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%)	6%	5%	3%	2%	56%	61%	2%	7%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	1%	10%	7%	1%	1%	0%	0%	1%	0%
About Half (40-59%)	5%	3%	5%	3%	8%	6%	1%	2%	0%	0%	1%	1%
Some (20-39%)	8%	7%	9%	7%	6%	5%	8%	5%	1%	1%	1%	1%
A Little (1-19%)	25%	20%	21%	16%	8%	6%	36%	23%	9%	6%	7%	4%
None (0%)	55%	65%	60%	70%	12%	15%	52%	63%	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

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%	7%	11%
Most (60-79%)	2%	1%	0%	0%	14%	14%	9%	9%
About Half (40-59%)	5%	4%	3%	3%	32%	29%	24%	24%
Some (20-39%)	7%	6%	9%	10%	15%	14%	18%	17%
A Little (1-19%)	20%	18%	35%	28%	8%	7%	14%	14%
None (0%)	59%	65%	51%	58%	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	1,390	2%	-	-
50 to 54	1,961	3%	145	1%
55 to 59	5,601	8%	1,189	4%
60 to 64	18,133	26%	6,929	24%
65 to 69	28,662	40%	13,086	46%
70 to 74	9,048	13%	4,584	16%
75 to 79	1,919	3%	981	3%
80 or over	911	1%	400	1%
I do not intend to retire	3,184	4%	1,292	5%
Total	**70,809**	**100%**	**28,606**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65:	38%
Under 60:	13%

RNs 50 and over

Under 65:	29%
Under 60:	5%

Time until Retirement

Within 2 years:	7%
Within 10 years:	24%
Half the workforce:	By 2043

Source: Va. Healthcare Workforce Data Center

38% of RNs expect to retire by the age of 65, while 29% of RNs who are age 50 or over expect to retire by the same age. Meanwhile, 21% 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, 28% of all RNs expect to pursue additional educational opportunities, and 7% plan to increase their patient care hours.

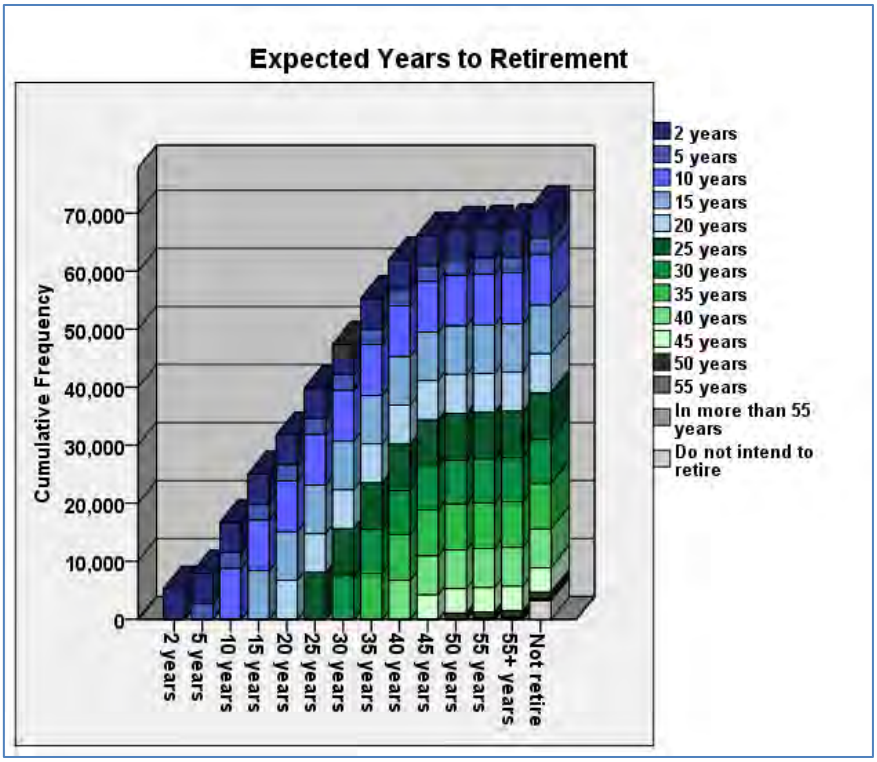
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,536	2%
Leave Virginia	3,180	3%
Decrease Patient Care Hours	7,552	8%
Decrease Teaching Hours	391	0%
Increase Participation		
Increase Patient Care Hours	6,915	7%
Increase Teaching Hours	5,137	5%
Pursue Additional Education	25,906	28%
Return to Virginia's Workforce	1,491	2%

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 24% expect to retire in the next ten years. More than half of the current RN workforce expect to retire by 2043.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	5,223	7%	7%
5 years	2,736	4%	11%
10 years	8,743	12%	24%
15 years	8,345	12%	35%
20 years	6,735	10%	45%
25 years	8,027	11%	56%
30 years	7,564	11%	67%
35 years	7,893	11%	78%
40 years	6,694	9%	88%
45 years	4,210	6%	93%
50 years	1,058	1%	95%
55 years	189	0%	95%
In more than 55 years	208	0%	96%
Do not intend to retire	3,184	4%	100%
Total	**70,808**	**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 five years by 2028. Retirements will peak at 12% of the current workforce between 2028 and 2033 before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 81,277
FTEs/1,000 Residents[2]: 9.60
Average: 0.91

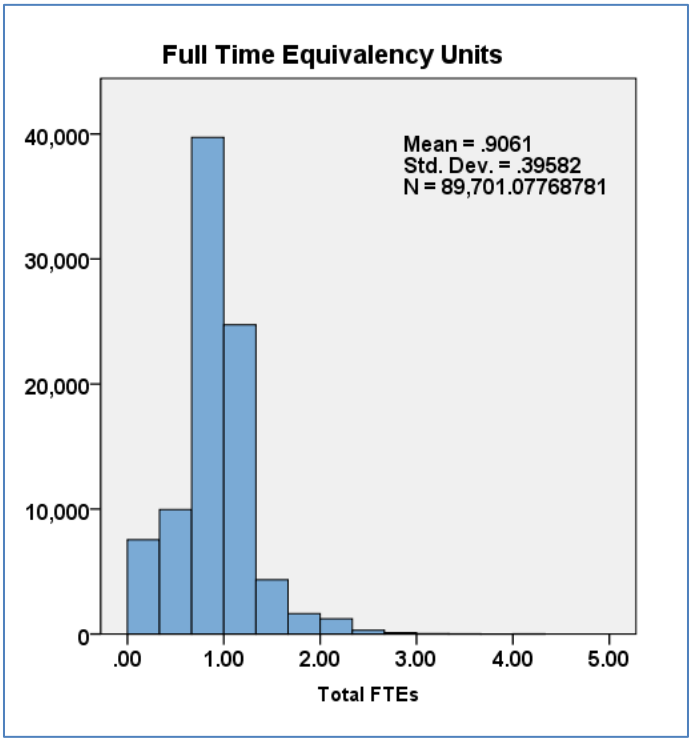
Age & Gender Effect

Age, Partial Eta[3]: Negligible
Gender, Partial Eta[3]: Negligible

Partial Eta[3] Explained:
Partial Eta[3] is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

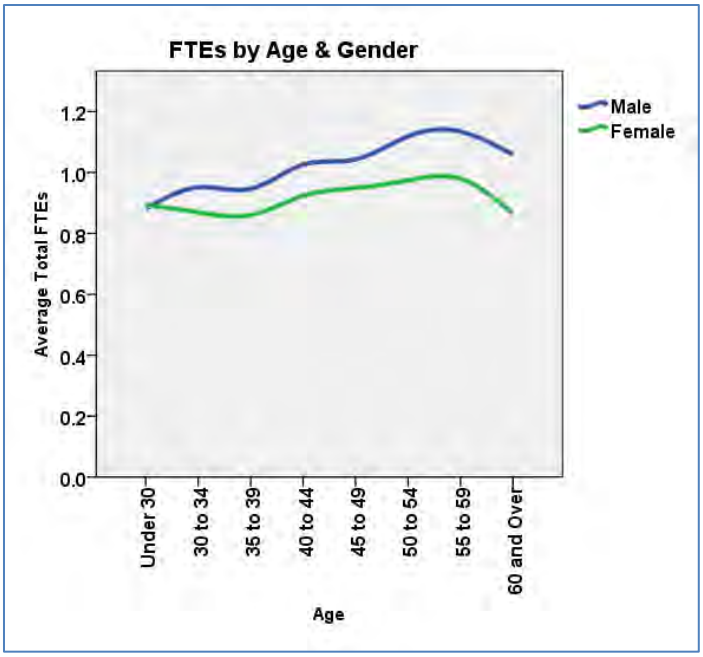


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.93 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.[3]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.89	0.93
30 to 34	0.87	0.91
35 to 39	0.86	0.90
40 to 44	0.91	0.93
45 to 49	0.93	0.95
50 to 54	0.98	0.96
55 to 59	0.99	0.96
60 and Over	0.86	0.80
Gender		
Male	1.01	0.96
Female	0.91	0.94

Source: Va. Healthcare Workforce Data Center

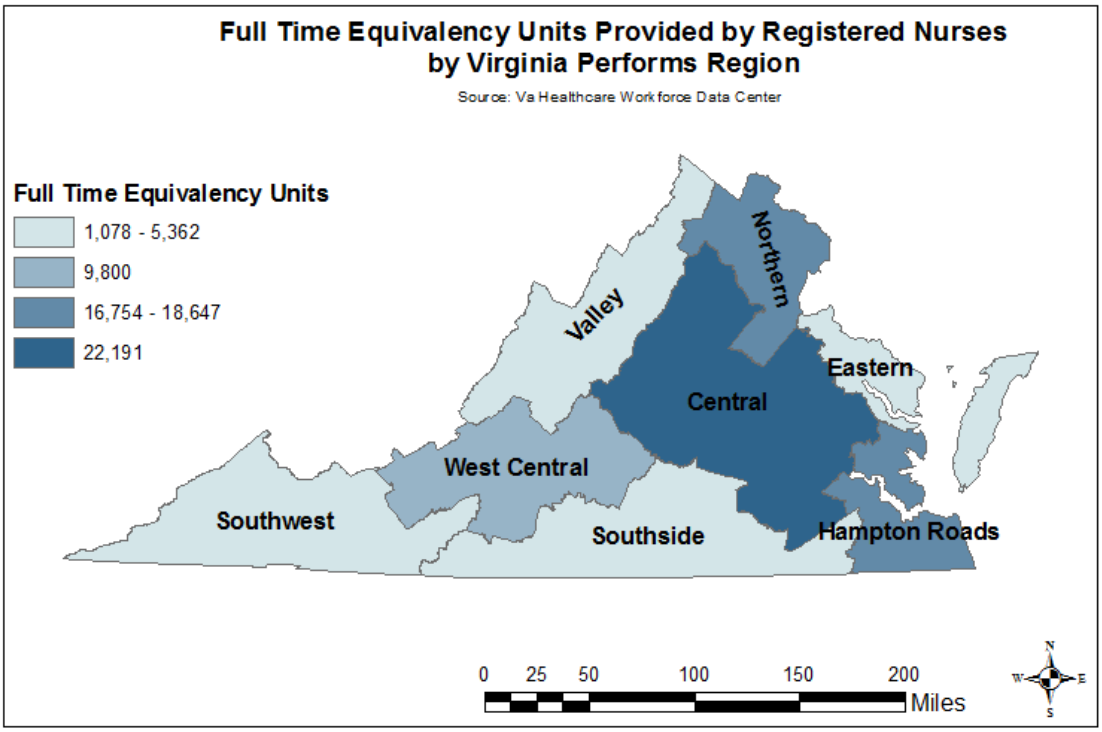


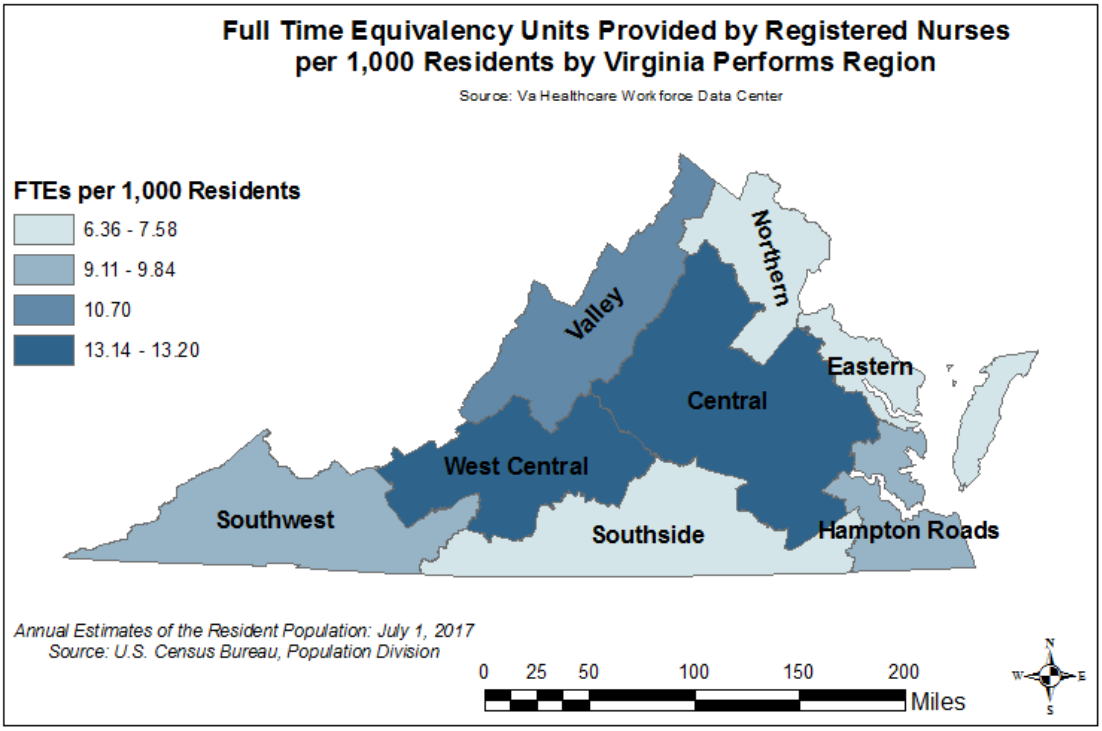
Source: Va. Healthcare Workforce Data Center

[2] Number of residents in 2017 was used as the denominator.
[3] Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

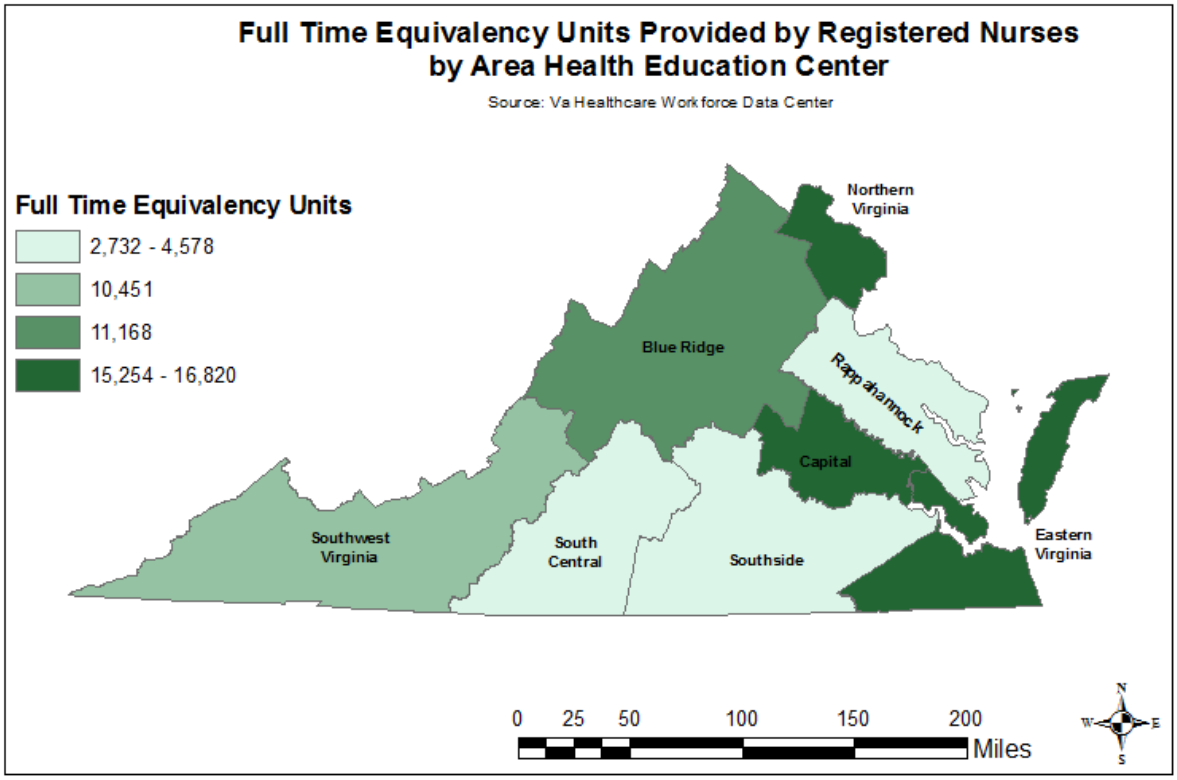
Maps

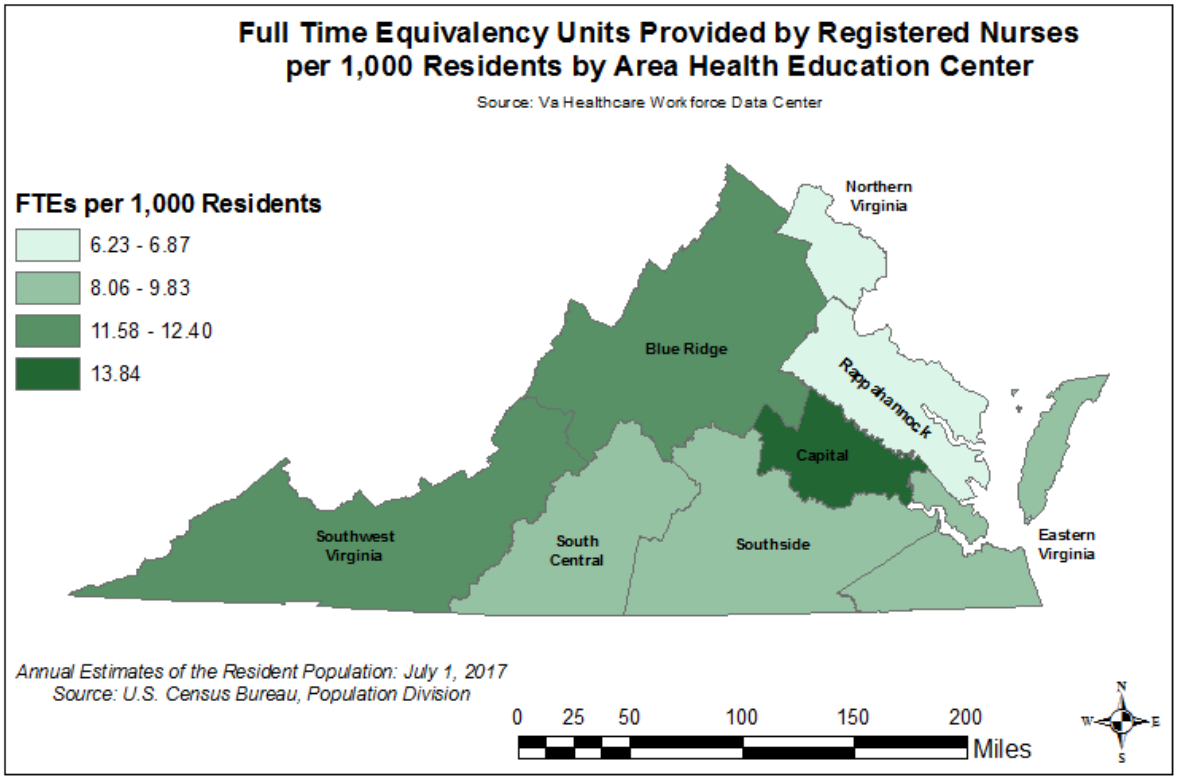
Virginia Performs Regions

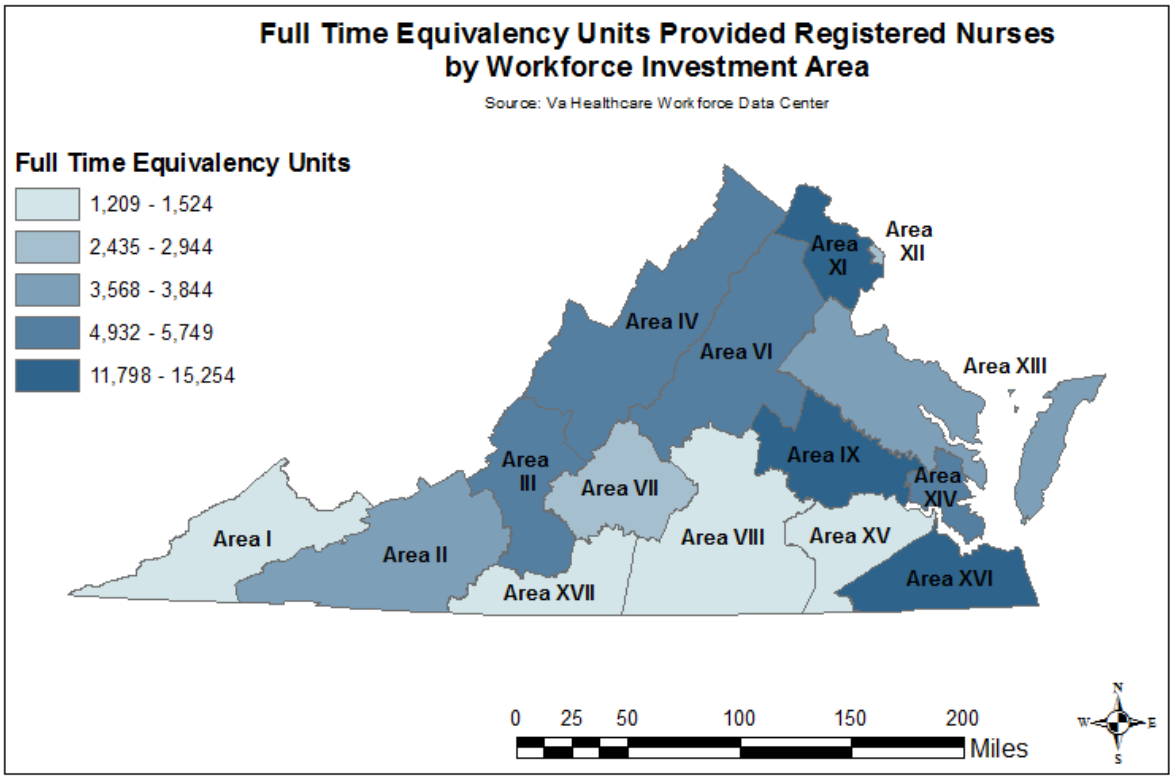


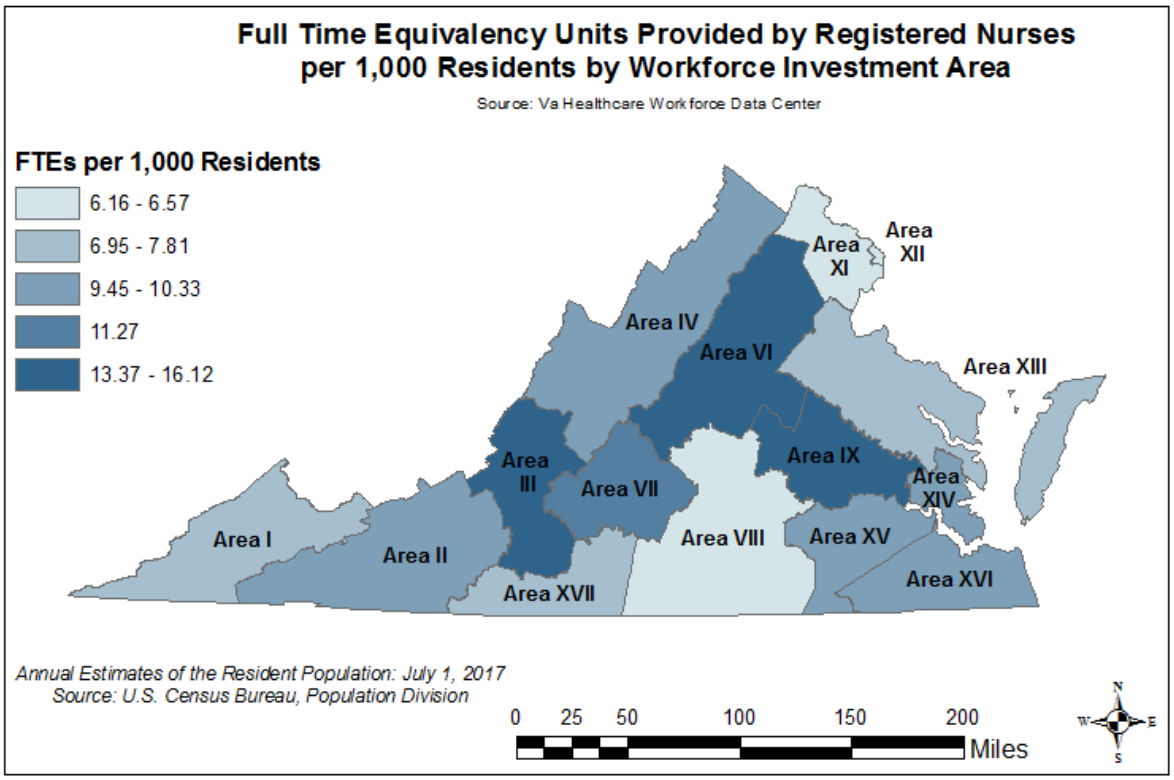


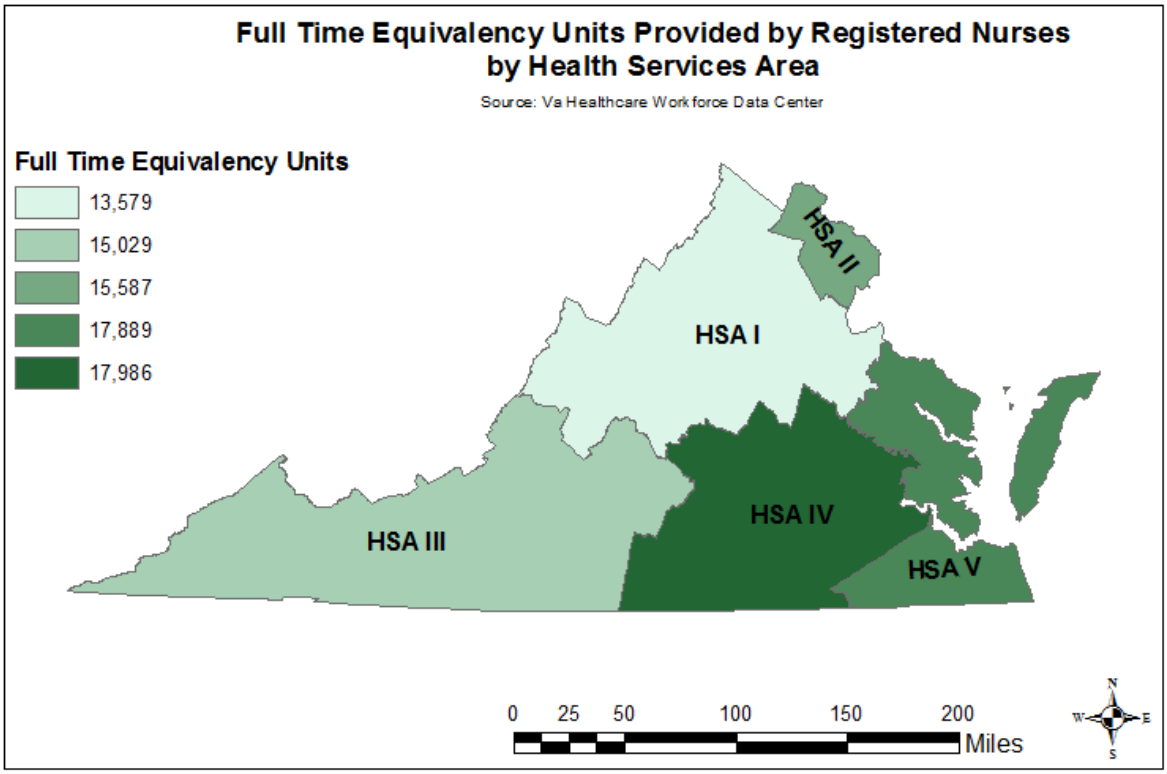
Area Health Education Center Regions

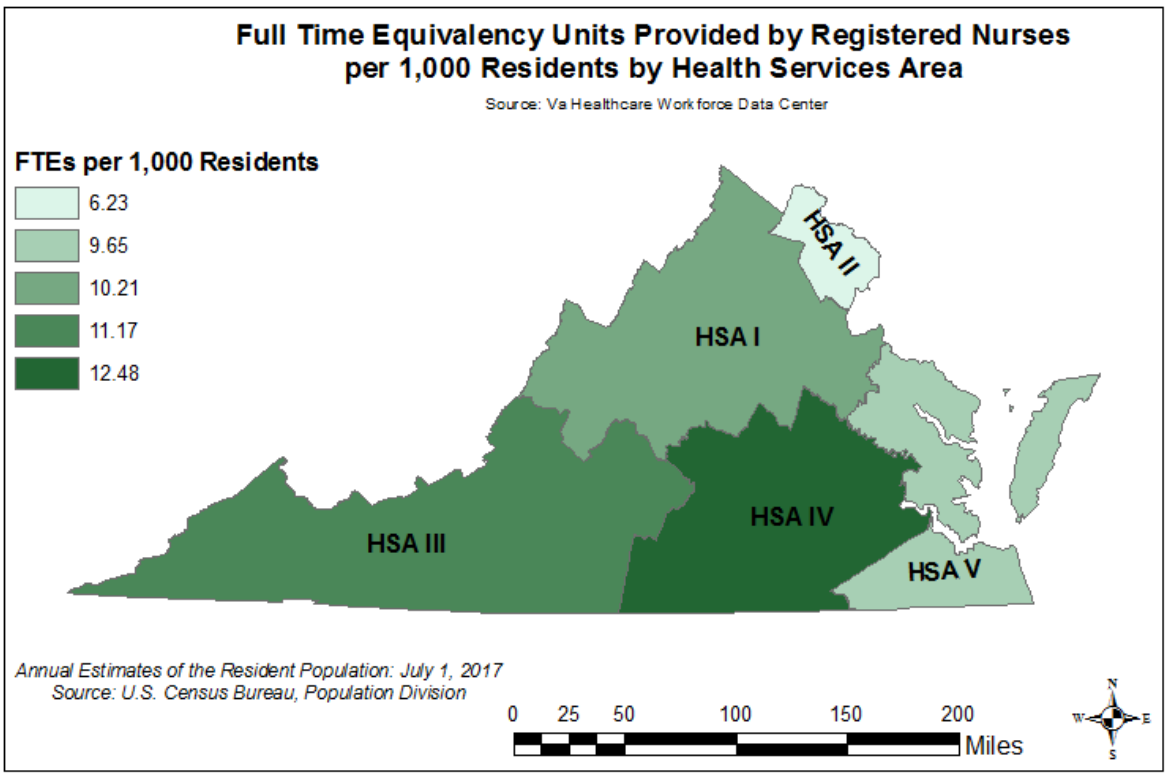


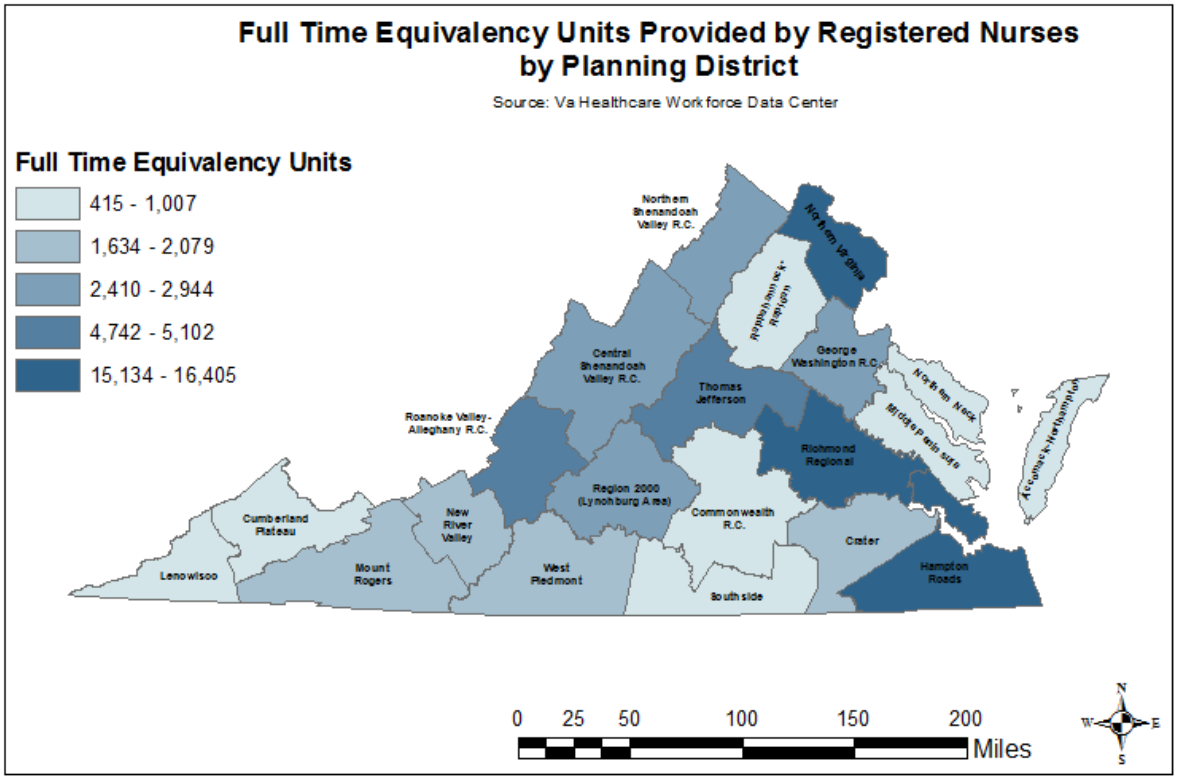


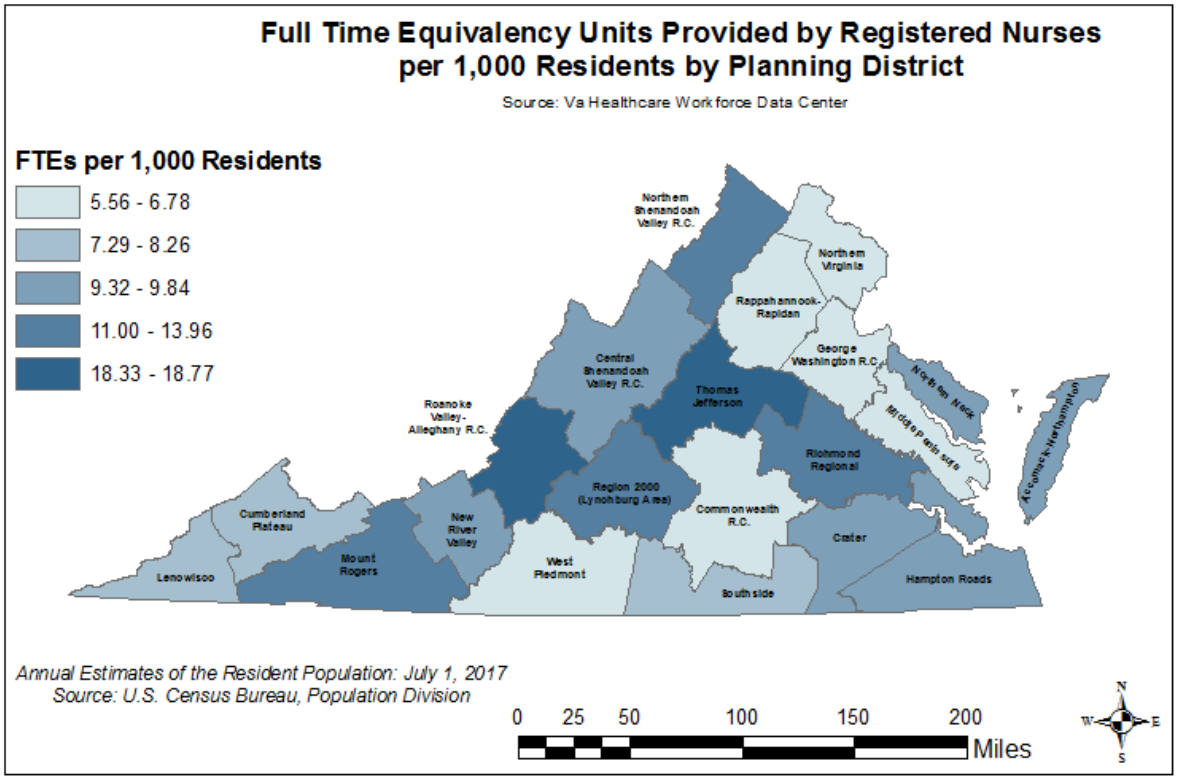

Full Time Equivalency Units Provided Registered Nurses
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
1,209 - 1,524
2,435 - 2,944
3,568 - 3,844
4,932 - 5,749
11,798 - 15,254
Area XI
Area XII
Area IV
Area VI
Area XIII
Area IX
Area III
Area VII
Area XIV
Area I
Area II
Area VIII
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Registered Nurses
per 1,000 Residents by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
6.16 - 6.57
6.95 - 7.81
9.45 - 10.33
11.27
13.37 - 16.12
Area XI
Area XII
Area IV
Area VI
Area XIII
Area IX
Area III
Area VII
Area XIV
Area I
Area II
Area VIII
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Registered Nurses by Health Services Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
13,579
15,029
15,587
17,889
17,986
HSA II
HSA I
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Health Services Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
6.23
9.65
10.21
11.17
12.48
HSA II
HSA I
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Registered Nurses by Planning District
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
415 - 1,007
1,634 - 2,079
2,410 - 2,944
4,742 - 5,102
15,134 - 16,405
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
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Lenowisco
South side
Hampton Roads
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Planning District
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
5.56 - 6.78
7.29 - 8.26
9.32 - 9.84
11.00 - 13.96
18.33 - 18.77
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
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Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Lenowisco
South side
Hampton Roads
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	63,872	32.26%	3.099529	2.369405	4.246441
Metro, 250,000 to 1 million	9,995	32.87%	3.042618	2.3259	4.168471
Metro, 250,000 or less	10,869	32.13%	3.112543	2.379354	4.26427
Urban pop 20,000+, Metro adj	1,940	32.37%	3.089172	2.361488	4.232251
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,387	31.57%	3.167509	2.421372	4.339575
Urban pop, 2,500-19,999, nonadj	2,857	33.22%	3.010537	2.301376	4.12452
Rural, Metro adj	2,537	29.29%	3.414536	2.610209	4.678008
Rural, nonadj	1,147	32.08%	3.116848	2.382644	4.270168
Virginia border state/DC	3,487	19.76%	5.060958	3.868801	6.933652
Other US State	9,990	18.26%	5.476974	4.18682	7.503606

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	12,929	22.32%	4.479903	4.12452	7.503606
30 to 34	13,146	35.59%	2.809575	2.586696	4.705892
35 to 39	12,303	25.48%	3.924402	3.613085	6.57317
40 to 44	11,041	38.81%	2.576663	2.37226	4.315777
45 to 49	12,007	26.83%	3.726567	3.430945	6.241807
50 to 54	11,406	40.01%	2.499671	2.301376	4.18682
55 to 59	12,449	26.60%	3.759891	3.461625	6.297623
60 and Over	25,802	30.58%	3.270215	3.010795	5.477442

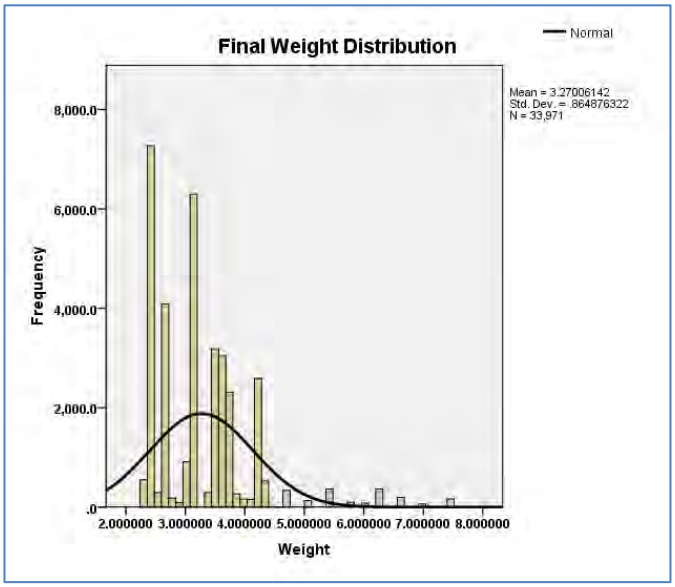
Source: Va. Healthcare Workforce Data Center

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: **0.305816**



Source: Va. Healthcare Workforce Data Center