
Virginia's Registered Nurse Workforce: 2020

Healthcare Workforce Data Center

October 2020

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Nearly 40,000 Registered Nurses voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Registered Nurse Workforce At a Glance:

The Workforce

| | |
|-----------------------|---------|
| Licensees: | 112,952 |
| Virginia's Workforce: | 95,329 |
| FTEs: | 81,104 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 37% |
| HS Degree in VA: | 58% |
| Prof. Degree in VA: | 68% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 90% |
| Hold 1 Full-Time Job: | 68% |
| Satisfied?: | 94% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 35% |
| Renewing Practitioners: | 83% |

Education

| | |
|----------------|-----|
| Baccalaureate: | 49% |
| Associate: | 27% |

Job Turnover

| | |
|-----------------------|-----|
| Switched Jobs: | 7% |
| Employed Over 2 Yrs.: | 62% |

Demographics

| | |
|------------------|-----|
| Female: | 93% |
| Diversity Index: | 40% |
| Median Age: | 46 |

Finances

| | |
|-----------------------|-------------|
| Median Income: | \$60k-\$70k |
| Health Insurance: | 66% |
| Under 40 w/ Ed. Debt: | 59% |

Time Allocation

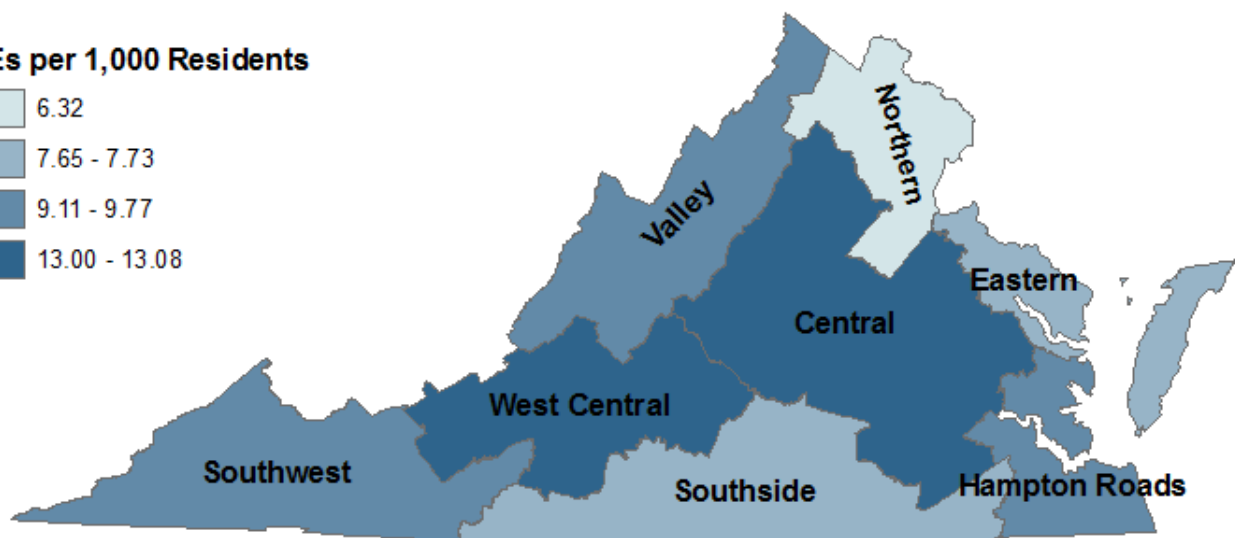
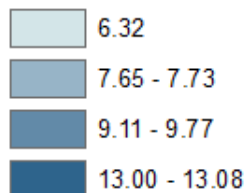
| | |
|--------------------|---------|
| Patient Care: | 80%-89% |
| Patient Care Role: | 67% |
| Admin. Role: | 7% |

Source: Va. Healthcare Workforce Data Center

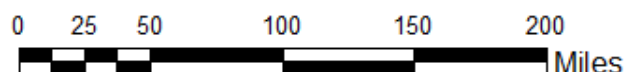
Full-Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Registered Nurse (RN) Survey.¹ More than 39,000 RNs voluntarily took part in this 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 RNs have access to the survey in a given year. These survey respondents represent 35% of the 112,952 RNs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 95,329 RNs participated in Virginia's workforce during the survey period, which is defined as those RNs 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 81,104 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

More than 90% of all RNs are female, and the median age of the RN workforce is 46. In a random encounter between two RNs, there is a 40% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the comparable diversity index is 57%. More than one-third of RNs grew up in a rural area, and 19% of these professionals currently work in non-metro areas of the state. Overall, 9% of Virginia's RNs work in non-metro areas of the state.

Nine out of every ten RNs are currently employed in the profession, 68% hold one full-time job, and 39% work between 40 and 49 hours per week. On the other hand, 2% of RNs have experienced involuntary unemployment at some point over the past year, while 2% have experienced underemployment over the same time period. More than 80% of all RNs work in the private sector, including 44% who work in the non-profit sector. With respect to establishment types, half of all RNs work in hospitals, including 38% who work in their inpatient departments. The median annual income for Virginia's RN workforce is between \$60,000 and \$70,000. In addition, 85% of all RNs receive at least one employer-sponsored benefit, including 66% who have access to health insurance. More than 90% of all RNs indicate that they are satisfied with their current employment situation, including 58% who are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 RN workforce. The number of licensed RNs in Virginia has increased by 22% (112,952 vs. 92,381). In addition, the size of Virginia's RN workforce has increased by 25% (95,329 vs. 76,093), and the number of FTEs provided by this workforce has grown by 21% (81,104 vs. 67,045). Virginia's renewing RNs are more likely to respond to this survey (83% vs. 80%).

Although the majority of all RNs in Virginia is female, their overall percentage in the workforce has declined slightly (93% vs. 94%). At the same time, the median age of the RN workforce has fallen (46 vs. 49). In addition, the state's RN workforce has become more diverse (40% vs. 35%). There has been no change in the percentage of RNs who grew up in rural areas (37%). However, Virginia's RNs are slightly less likely to work in non-metro areas of the state (9% vs. 10%).

Virginia's RNs are more likely to be employed in the profession (90% vs. 88%) as well as hold one full-time job (68% vs. 67%). Although the rate of involuntary unemployment has increased (2% vs. 1%), the rate of underemployment has fallen (2% vs. 3%). RNs are relatively more likely to work in the non-profit sector (44% vs. 42%) as opposed to the for-profit sector (41% vs. 42%). At their primary work location, RNs are more likely to fill a patient care role (67% vs. 65%).

RNs are more likely to hold a baccalaureate degree (49% vs. 41%) instead of an associate degree (27% vs. 33%) as their highest professional degree. However, RNs are also more likely to carry education debt (41% vs. 36%), and the median debt amount among these professionals has increased (\$30k-\$40k vs. \$20k-\$30k). Although the median annual income of Virginia's RNs has not increased, they are slightly more likely to receive at least one employer-sponsored benefit (85% vs. 84%). More RNs indicate that they are satisfied with their current work situation (94% vs. 93%).

¹ This report only includes responses from RNs who are not also currently practicing as Nurse Practitioners (NPs). Please see the 2019 RN workforce survey report for more details.

A Closer Look:

| Licensees | | |
|-----------------------------------|----------------|-------------|
| License Status | # | % |
| Renewing Practitioners | 48,835 | 43% |
| New Licensees | 5,701 | 5% |
| Non-Renewals | 6,639 | 6% |
| Renewal Date Not in Survey Period | 51,777 | 46% |
| All Licensees | 112,952 | 100% |

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of renewing RNs submitted a survey. This represents 35% of all RNs who held a license at some point during the survey period.

| Response Rates | | | |
|---------------------|-----------------|---------------|---------------|
| Statistic | Non Respondents | Respondents | Response Rate |
| By Age | | | |
| Under 30 | 10,096 | 3,193 | 24% |
| 30 to 34 | 8,366 | 5,378 | 39% |
| 35 to 39 | 9,462 | 4,017 | 30% |
| 40 to 44 | 6,578 | 4,808 | 42% |
| 45 to 49 | 8,124 | 3,648 | 31% |
| 50 to 54 | 6,159 | 4,911 | 44% |
| 55 to 59 | 7,934 | 3,784 | 32% |
| 60 and Over | 17,067 | 9,427 | 36% |
| Total | 73,786 | 39,166 | 35% |
| New Licenses | | | |
| Issued in Past Year | 5,695 | 6 | 0% |
| Metro Status | | | |
| Non-Metro | 8,416 | 4,713 | 36% |
| Metro | 55,027 | 31,300 | 36% |
| Not in Virginia | 10,339 | 3,152 | 23% |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2019 and September 2020 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 | |
|------------------------------|---------------|
| Completed Surveys | 39,166 |
| Response Rate, All Licensees | 35% |
| Response Rate, Renewals | 83% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs
 Number: 112,952
 New: 5%
 Not Renewed: 6%

Response Rates
 All Licensees: 35%
 Renewing Practitioners: 83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's RN Workforce: 95,329
 FTEs: 81,104

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.39
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

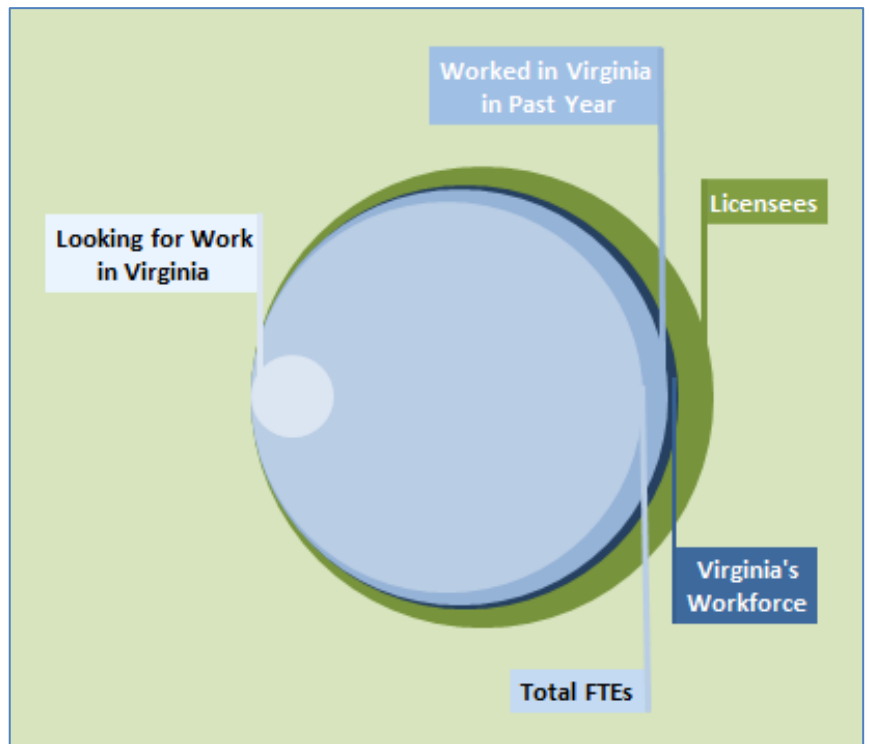
| Virginia's RN Workforce | | |
|---------------------------------|---------|------|
| Status | # | % |
| Worked in Virginia in Past Year | 91,658 | 96% |
| Looking for Work in Virginia | 3,672 | 4% |
| Virginia's Workforce | 95,329 | 100% |
| Total FTEs | 81,104 | |
| Licensees | 112,952 | |

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 time frame 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.

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender | | | | | | |
|--------------|--------------|-----------|---------------|------------|---------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 884 | 8% | 10,632 | 92% | 11,516 | 13% |
| 30 to 34 | 834 | 7% | 10,402 | 93% | 11,236 | 13% |
| 35 to 39 | 976 | 9% | 9,779 | 91% | 10,755 | 13% |
| 40 to 44 | 727 | 8% | 8,073 | 92% | 8,800 | 10% |
| 45 to 49 | 796 | 9% | 8,393 | 91% | 9,188 | 11% |
| 50 to 54 | 653 | 8% | 7,685 | 92% | 8,338 | 10% |
| 55 to 59 | 612 | 7% | 8,211 | 93% | 8,823 | 10% |
| 60 and Over | 931 | 6% | 16,027 | 95% | 16,958 | 20% |
| Total | 6,413 | 8% | 79,201 | 93% | 85,615 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age: 46
 % Under 40: 39%
 % 55 and Over: 30%

Diversity

Diversity Index: 40%
 Under 40 Div. Index: 44%

Source: Va. Healthcare Workforce Data Center

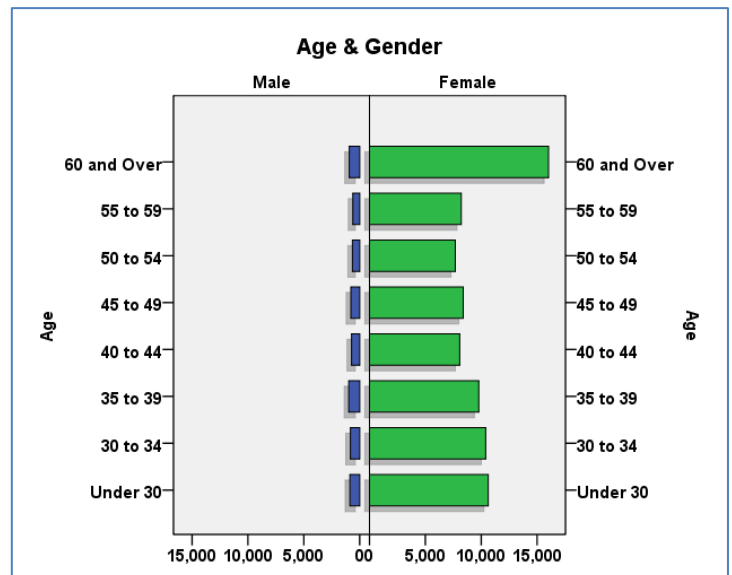
| Race & Ethnicity | | | | | |
|-------------------|-------------|---------------|-------------|---------------|-------------|
| Race/Ethnicity | Virginia* | RNs | | RNs Under 40 | |
| | % | # | % | # | % |
| White | 61% | 65,503 | 76% | 24,687 | 73% |
| Black | 19% | 9,968 | 12% | 3,582 | 11% |
| Hispanic | 10% | 2,858 | 3% | 1,652 | 5% |
| Asian | 7% | 5,150 | 6% | 2,377 | 7% |
| Two or More Races | 3% | 1,908 | 2% | 1,026 | 3% |
| Other Race | 0% | 851 | 1% | 322 | 1% |
| Total | 100% | 86,238 | 100% | 33,646 | 100% |

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 40% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.

Nearly 40% of RNs are under the age of 40. More than 90% of these RNs are female, and the diversity index among these professionals is 44%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 37%

Virginia Background

HS in Virginia: 58%
 Prof. Ed. in VA: 68%
 HS or Prof. Ed. in VA: 71%

Location Choice

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

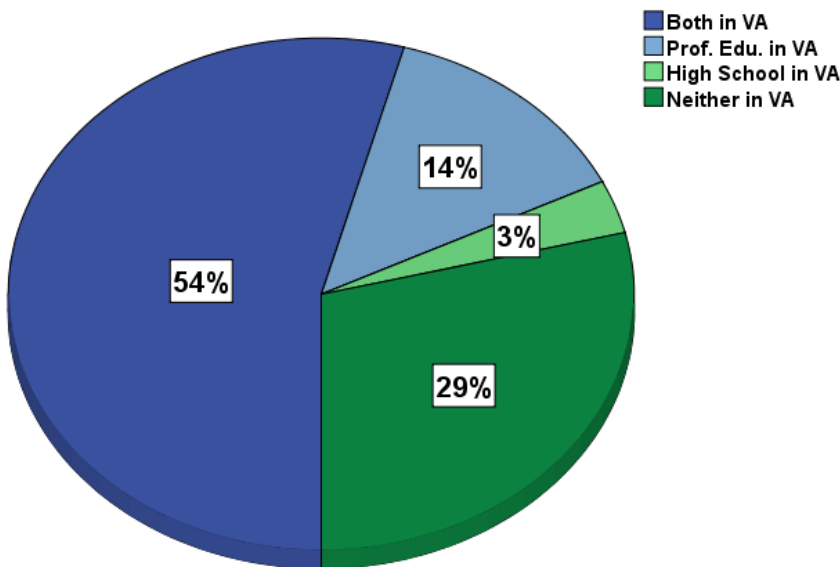
Source: Va. Healthcare Workforce Data Center

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 | 53% | 37% | 10% |
| 3 | Metro, 250,000 or Less | 51% | 40% | 9% |
| Non-Metro Counties | | | | |
| 4 | Urban, Pop. 20,000+, Metro Adjacent | 69% | 21% | 10% |
| 6 | Urban, Pop. 2,500-19,999, Metro Adjacent | 74% | 22% | 4% |
| 7 | Urban, Pop. 2,500-19,999, Non-Adjacent | 89% | 8% | 3% |
| 8 | Rural, Metro Adjacent | 75% | 19% | 6% |
| 9 | Rural, Non-Adjacent | 67% | 24% | 9% |
| Overall | | 37% | 50% | 14% |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



More than one-third of RNs grew up in self-described rural areas, and 19% of these professionals currently work in non-metro counties. Overall, 9% of RNs currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Registered Nurse Recruitment

| Rank | All RNs | | | |
|------|---------------------|--------|---------------------|--------|
| | High School | # | Init. Prof. Degree | # |
| 1 | Virginia | 49,456 | Virginia | 57,980 |
| 2 | Outside U.S./Canada | 6,098 | New York | 3,034 |
| 3 | New York | 3,889 | Outside U.S./Canada | 3,012 |
| 4 | Pennsylvania | 3,450 | Pennsylvania | 2,814 |
| 5 | Maryland | 2,175 | North Carolina | 1,643 |
| 6 | New Jersey | 1,765 | Maryland | 1,512 |
| 7 | Ohio | 1,667 | Florida | 1,215 |
| 8 | North Carolina | 1,633 | Ohio | 1,214 |
| 9 | Florida | 1,345 | West Virginia | 1,204 |
| 10 | West Virginia | 1,331 | Washington, D.C. | 869 |

Nearly 60% of RNs received their high school degree in Virginia, and 68% obtained their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

| Rank | Licensed in the Past Five Years | | | |
|------|---------------------------------|--------|---------------------|--------|
| | High School | # | Init. Prof. Degree | # |
| 1 | Virginia | 10,739 | Virginia | 12,623 |
| 2 | Outside U.S./Canada | 1,759 | Outside U.S./Canada | 904 |
| 3 | Pennsylvania | 777 | Pennsylvania | 769 |
| 4 | New York | 743 | New York | 615 |
| 5 | Maryland | 508 | Florida | 406 |
| 6 | Florida | 452 | Maryland | 383 |
| 7 | New Jersey | 427 | North Carolina | 357 |
| 8 | California | 406 | Ohio | 350 |
| 9 | North Carolina | 392 | West Virginia | 256 |
| 10 | Ohio | 385 | California | 213 |

Among RNs who have obtained their license in the past five years, 54% received their high school degree in Virginia, while 63% obtained their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among all licensees, 16% did not participate in Virginia's RN workforce during the past year. Nearly 70% of these licensees worked at some point in the past year, including 62% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

| | |
|-----------------------|--------|
| Total: | 17,622 |
| % of Licensees: | 16% |
| Federal/Military: | 10% |
| VA Border State/D.C.: | 18% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Professional Degree | | |
|-----------------------------|---------------|-------------|
| Degree | # | % |
| LPN Diploma or Cert. | 122 | 0% |
| Hospital RN Diploma | 5,594 | 7% |
| Associate Degree | 22,797 | 27% |
| Baccalaureate Degree | 42,125 | 49% |
| Master's Degree | 13,398 | 16% |
| Doctorate Degree | 1,579 | 2% |
| Total | 85,615 | 100% |

Source: Va. Healthcare Workforce Data Center

Nearly half of RNs hold a baccalaureate degree as their highest professional degree. More than 40% of RNs carry education debt, including 59% of those RNs who are under the age of 40. The median debt burden among those RNs with education debt is between \$30,000 and \$40,000.

| Current Educational Attainment | | |
|--------------------------------|---------------|-------------|
| Currently Enrolled? | # | % |
| Yes | 11,187 | 13% |
| No | 74,182 | 87% |
| Total | 85,370 | 100% |
| Degree Pursued | # | % |
| Associate | 17 | 0% |
| Baccalaureate | 4,178 | 38% |
| Master's | 5,423 | 50% |
| Doctorate | 1,247 | 11% |
| Total | 10,865 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate: 49%
 Associate: 27%

Education Debt
 Carry Debt: 41%
 Under Age 40 w/ Debt: 59%
 Median Debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

| Education Debt | | | | |
|---------------------|---------------|-------------|---------------|-------------|
| Amount Carried | All RNs | | RN's Under 40 | |
| | # | % | # | % |
| None | 43,956 | 59% | 12,053 | 41% |
| Less than \$10,000 | 5,298 | 7% | 2,949 | 10% |
| \$10,000-\$19,999 | 4,733 | 6% | 2,822 | 10% |
| \$20,000-\$29,999 | 4,455 | 6% | 2,718 | 9% |
| \$30,000-\$39,999 | 3,301 | 4% | 1,918 | 7% |
| \$40,000-\$49,999 | 2,543 | 3% | 1,485 | 5% |
| \$50,000-\$59,999 | 2,221 | 3% | 1,328 | 5% |
| \$60,000-\$69,999 | 1,848 | 2% | 1,076 | 4% |
| \$70,000-\$79,999 | 1,427 | 2% | 782 | 3% |
| \$80,000-\$89,999 | 1,096 | 1% | 636 | 2% |
| \$90,000-\$99,999 | 677 | 1% | 343 | 1% |
| \$100,000-\$109,999 | 971 | 1% | 480 | 2% |
| \$110,000-\$119,999 | 460 | 1% | 221 | 1% |
| \$120,000 or More | 1,568 | 2% | 664 | 2% |
| Total | 74,554 | 100% | 29,475 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Acute/Critical Care: 20%
 Surgery/OR: 8%
 Obstetrics/Midwifery: 5%

Secondary Specialty

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

Licenses

Nurse Practitioner: 8%
 Licensed Practical Nurse: 1%

Source: Va. Healthcare Workforce Data Center

| Specialties | | | | |
|--|---------------|-------------|---------------|-------------|
| Specialty | Primary | | Secondary | |
| | # | % | # | % |
| Acute/Critical Care/Emergency/Trauma | 16,961 | 20% | 9,993 | 16% |
| Surgery/OR/Pre-, Peri- or Post-Operative | 6,377 | 8% | 2,759 | 5% |
| Obstetrics/Nurse Midwifery | 3,821 | 5% | 1,488 | 2% |
| Cardiology | 3,749 | 4% | 2,946 | 5% |
| Pediatrics | 3,615 | 4% | 2,183 | 4% |
| Psychiatric/Mental Health | 3,337 | 4% | 1,632 | 3% |
| Case Management | 2,830 | 3% | 1,960 | 3% |
| Neonatal Care | 2,681 | 3% | 1,541 | 3% |
| Family Health | 2,505 | 3% | 1,250 | 2% |
| Oncology | 2,503 | 3% | 1,375 | 2% |
| Administration/Management | 2,387 | 3% | 2,630 | 4% |
| Community Health/Public Health | 1,916 | 2% | 1,593 | 3% |
| Hospital/Float | 1,723 | 2% | 1,618 | 3% |
| Geriatrics/Gerontology | 1,697 | 2% | 1,827 | 3% |
| Anesthesia | 1,285 | 2% | 546 | 1% |
| General Nursing/No Specialty | 7,676 | 9% | 9,139 | 15% |
| Medical Specialties (Not Listed) | 1,241 | 1% | 952 | 2% |
| Other Specialty Area | 17,655 | 21% | 15,430 | 25% |
| Total | 83,960 | 100% | 60,864 | 100% |

Source: Va. Healthcare Workforce Data Center

| Other Licenses | | |
|-----------------------------|-------|----------------|
| License | # | % of Workforce |
| Licensed Nurse Practitioner | 7,153 | 8% |
| Licensed Practical Nurse | 740 | 1% |
| Clinical Nurse Specialist | 408 | 0% |
| Certified Nurse Midwife | 223 | 0% |
| Certified Massage Therapist | 140 | 0% |
| Respiratory Therapist | 23 | 0% |

Source: Va. Healthcare Workforce Data Center

One-fifth of all RNs have a primary specialty in acute/critical care/emergency/trauma. This was also the most common secondary specialty among Virginia's RNs.

A Closer Look:

| Military Service | | |
|------------------|---------------|-------------|
| Service? | # | % |
| Yes | 5,992 | 7% |
| No | 76,397 | 93% |
| Total | 82,389 | 100% |

Source: Va. Healthcare Workforce Data Center

| Branch of Service | | |
|--------------------|--------------|-------------|
| Branch | # | % |
| Army | 2,271 | 40% |
| Navy/Marine | 2,118 | 37% |
| Air Force | 1,144 | 20% |
| Other | 138 | 2% |
| Total | 5,671 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Who Served: 7%

Branch of Service
Army: 40%
Navy/Marines: 37%
Air Force: 20%

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

Source: Va. Healthcare Workforce Data Center

More than 5% of Virginia's RN workforce has served in the military. Two out of every five of these RNs have 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) | 402 | 7% |
| Navy Basic Medical Technician (Navy HM0000) | 330 | 6% |
| Air Force Basic Medical Technician (Air Force BMTCP 4NOX1) | 141 | 3% |
| Air Force Independent Duty Medical Technician (IDMT 4NOX1C) | 15 | 0% |
| Other | 4,564 | 84% |
| Total | 5,452 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 68%
 2 or More Positions: 9%

Weekly Hours

40 to 49: 39%
 60 or More: 4%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|---|---------------|-------------|
| Status | # | % |
| Employed, Capacity Unknown | 80 | < 1% |
| Employed in a Nursing-Related Capacity | 76,583 | 90% |
| Employed, NOT in a Nursing-Related Capacity | 2,117 | 3% |
| Not Working, Reason Unknown | 34 | < 1% |
| Involuntarily Unemployed | 495 | 1% |
| Voluntarily Unemployed | 3,424 | 4% |
| Retired | 2,020 | 2% |
| Total | 84,753 | 100% |

Source: Va. Healthcare Workforce Data Center

Nine out of every ten RNs are currently employed in the profession, more than two-thirds hold one full-time job, and 39% work between 40 and 49 hours per week.

| Current Weekly Hours | | |
|----------------------|---------------|-------------|
| Hours | # | % |
| 0 Hours | 5,973 | 7% |
| 1 to 9 Hours | 1,366 | 2% |
| 10 to 19 Hours | 2,952 | 4% |
| 20 to 29 Hours | 6,700 | 8% |
| 30 to 39 Hours | 25,698 | 31% |
| 40 to 49 Hours | 32,490 | 39% |
| 50 to 59 Hours | 4,771 | 6% |
| 60 to 69 Hours | 1,727 | 2% |
| 70 to 79 Hours | 591 | 1% |
| 80 or More Hours | 623 | 1% |
| Total | 82,891 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Positions | | |
|---|---------------|-------------|
| Positions | # | % |
| No Positions | 5,973 | 7% |
| One Part-Time Position | 12,396 | 15% |
| Two Part-Time Positions | 1,807 | 2% |
| One Full-Time Position | 57,040 | 68% |
| One Full-Time Position & One Part-Time Position | 5,402 | 6% |
| Two Full-Time Positions | 189 | 0% |
| More than Two Positions | 489 | 1% |
| Total | 83,296 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Income | | |
|---------------------|---------------|-------------|
| Annual Income | # | % |
| Volunteer Work Only | 931 | 1% |
| Less than \$20,000 | 2,299 | 4% |
| \$20,000-\$29,999 | 1,601 | 2% |
| \$30,000-\$39,999 | 2,872 | 4% |
| \$40,000-\$49,999 | 6,009 | 9% |
| \$50,000-\$59,999 | 10,150 | 16% |
| \$60,000-\$69,999 | 10,601 | 16% |
| \$70,000-\$79,999 | 9,481 | 14% |
| \$80,000-\$89,999 | 7,444 | 11% |
| \$90,000-\$99,999 | 4,854 | 7% |
| \$100,000 or More | 9,377 | 14% |
| Total | 65,619 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
Health Insurance: 66%
Retirement: 74%

Satisfaction
Satisfied: 94%
Very Satisfied: 58%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction | | |
|-----------------------|---------------|-------------|
| Level | # | % |
| Very Satisfied | 47,403 | 58% |
| Somewhat Satisfied | 28,692 | 35% |
| Somewhat Dissatisfied | 3,852 | 5% |
| Very Dissatisfied | 1,268 | 2% |
| Total | 81,215 | 100% |

Source: Va. Healthcare Workforce Data Center

The typical RN earns between \$60,000 and \$70,000 per year. Among RNs who receive either an hourly wage or salary as compensation at their primary work location, 85% receive at least one employer-sponsored benefit.

| Employer-Sponsored Benefits | | | |
|-----------------------------|---------------|------------|----------------------------|
| Benefit | # | % | % of Wage/Salary Employees |
| Retirement | 56,338 | 74% | 74% |
| Paid Leave | 53,946 | 70% | 71% |
| Health Insurance | 50,906 | 66% | 67% |
| Dental Insurance | 50,318 | 66% | 66% |
| Group Life Insurance | 36,297 | 47% | 48% |
| Signing/Retention Bonus | 7,502 | 10% | 10% |
| Total | 65,071 | 85% | 85% |

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Employment Instability in the Past Year | | |
|---|---------------|------------|
| In the Past Year, Did You . . . ? | # | % |
| Work Two or More Positions at the Same Time? | 10,746 | 11% |
| Switch Employers or Practices? | 6,443 | 7% |
| Experience Voluntary Unemployment? | 5,406 | 6% |
| Experience Involuntary Unemployment? | 2,209 | 2% |
| Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position? | 2,008 | 2% |
| Experienced at Least One | 23,037 | 24% |

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.4% during the same time period.²

| Location Tenure | | | | |
|--|---------------|-------------|---------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at This Location | 2,582 | 3% | 1,320 | 9% |
| Less than 6 Months | 3,956 | 5% | 1,789 | 13% |
| 6 Months to 1 Year | 6,556 | 8% | 1,754 | 13% |
| 1 to 2 Years | 17,004 | 21% | 2,671 | 19% |
| 3 to 5 Years | 18,980 | 24% | 2,880 | 21% |
| 6 to 10 Years | 10,823 | 14% | 1,558 | 11% |
| More than 10 Years | 19,287 | 24% | 1,956 | 14% |
| Subtotal | 79,188 | 100% | 13,928 | 100% |
| Did Not Have Location | 4,223 | | 80,727 | |
| Item Missing | 11,919 | | 674 | |
| Total | 95,329 | | 95,329 | |

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of RNs receive an hourly wage at their primary work location, while 30% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 18%
Over 2 Years: 62%
Over 2 Yrs., 2nd Location: 46%

Employment Type

Hourly Wage: 65%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

More than 60% of RNs have worked at their primary work location for more than two years.

Employment Type

| Primary Work Site | # | % |
|----------------------------|---------------|-------------|
| Hourly Wage | 39,398 | 65% |
| Salary | 18,307 | 30% |
| By Contract/Per Diem | 1,715 | 3% |
| Business/Contractor Income | 476 | 1% |
| Unpaid | 467 | 1% |
| Subtotal | 60,363 | 100% |
| Did Not Have Location | 4,223 | |
| Item Missing | 30,743 | |

Source: Va. Healthcare Workforce Data Center

² As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for September 2020 was still preliminary.

At a Glance:

Concentration

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

Locations

| | |
|------------------------|-----|
| 2 or More (Past Year): | 18% |
| 2 or More (Now*): | 15% |

Source: Va. Healthcare Workforce Data Center

More than 70% of all RNs work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:

| Regional Distribution of Work Locations | | | | |
|---|------------------|-------------|--------------------|-------------|
| Virginia Performs Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 22,016 | 28% | 3,444 | 24% |
| Northern | 18,639 | 24% | 3,292 | 23% |
| Hampton Roads | 16,011 | 20% | 2,801 | 20% |
| West Central | 9,544 | 12% | 1,542 | 11% |
| Valley | 4,792 | 6% | 743 | 5% |
| Southwest | 3,240 | 4% | 663 | 5% |
| Southside | 2,474 | 3% | 447 | 3% |
| Eastern | 985 | 1% | 199 | 1% |
| Virginia Border State/D.C. | 280 | 0% | 272 | 2% |
| Other U.S. State | 450 | 1% | 679 | 5% |
| Outside of the U.S. | 11 | 0% | 28 | 0% |
| Total | 78,442 | 100% | 14,110 | 100% |
| Item Missing | 12,665 | | 491 | |

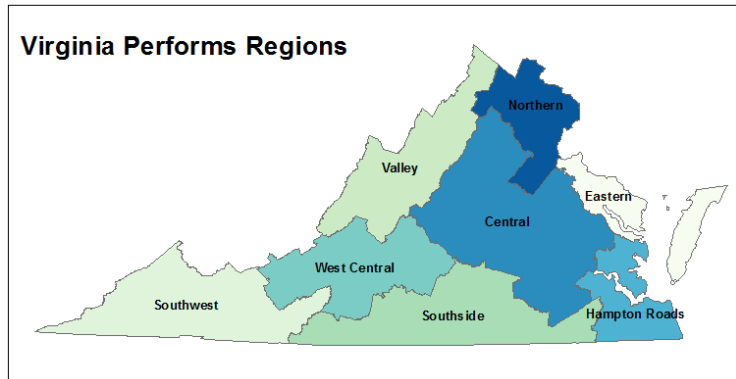
Source: Va. Healthcare Workforce Data Center

| Number of Work Locations | | | | |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations | Work Locations in Past Year | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 3,638 | 4% | 5,777 | 7% |
| 1 | 64,495 | 78% | 64,160 | 78% |
| 2 | 9,708 | 12% | 9,015 | 11% |
| 3 | 3,832 | 5% | 3,130 | 4% |
| 4 | 332 | 0% | 166 | 0% |
| 5 | 135 | 0% | 82 | 0% |
| 6 or More | 474 | 1% | 285 | 0% |
| Total | 82,614 | 100% | 82,614 | 100% |

*At the time of survey completion (Oct. 2019-Sept. 2020, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While 15% of RNs currently hold two or more positions, 18% have held multiple positions over the past year.

A Closer Look:

| Sector | Location Sector | | | |
|--------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Non-Profit | 32,332 | 44% | 4,606 | 35% |
| For-Profit | 30,698 | 41% | 6,702 | 52% |
| State/Local Government | 7,550 | 10% | 1,261 | 10% |
| Veteran's Administration | 1,736 | 2% | 120 | 1% |
| U.S. Military | 1,253 | 2% | 195 | 2% |
| Other Federal Government | 722 | 1% | 108 | 1% |
| Total | 74,291 | 100% | 12,992 | 100% |
| Did Not Have Location | 4,223 | | 80,727 | |
| Item Missing | 16,814 | | 1,610 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

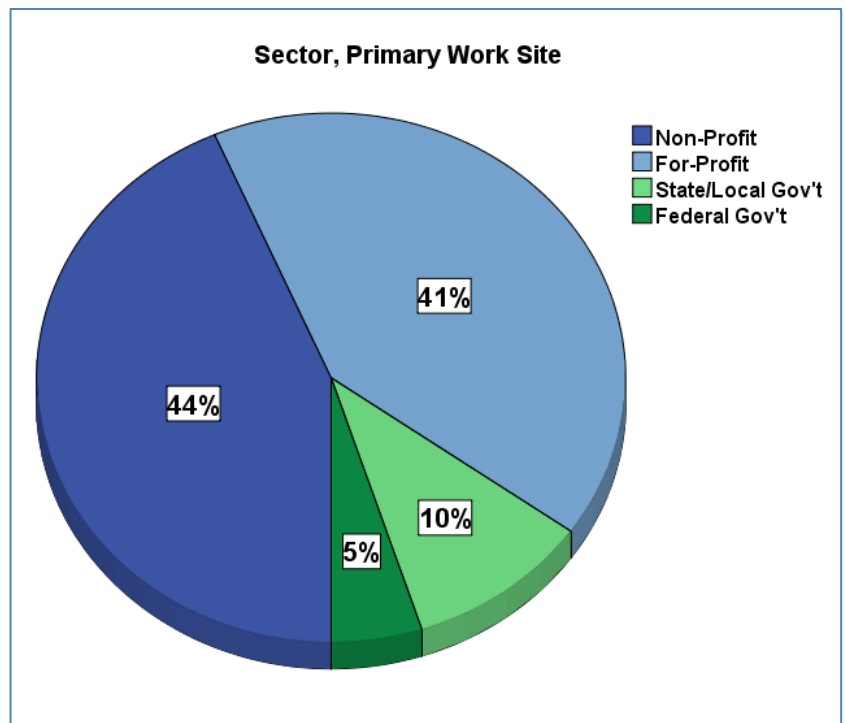
| | |
|-------------|-----|
| For-Profit: | 41% |
| Federal: | 5% |

Top Establishments

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

Source: Va. Healthcare Workforce Data Center

More than four out of every five RNs work in the private sector, including 44% who work in non-profit establishments.



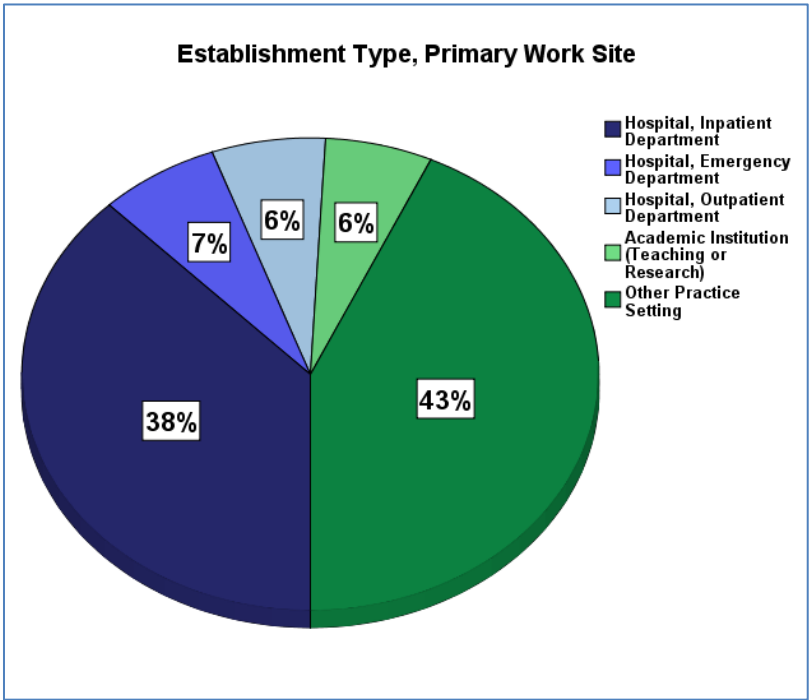
Source: Va. Healthcare Workforce Data Center

| Establishment Type | Location Type | | | |
|---|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Hospital, Inpatient Department | 26,767 | 38% | 3,698 | 30% |
| Hospital, Emergency Department | 4,792 | 7% | 806 | 6% |
| Hospital, Outpatient Department | 4,524 | 6% | 416 | 3% |
| Academic Institution (Teaching or Research) | 4,274 | 6% | 806 | 6% |
| Clinic, Primary Care or Non-Specialty | 3,099 | 4% | 584 | 5% |
| Home Health Care | 3,029 | 4% | 898 | 7% |
| Ambulatory/Outpatient Surgical Unit | 2,798 | 4% | 545 | 4% |
| Long-Term Care Facility, Nursing Home | 2,357 | 3% | 695 | 6% |
| Physician Office | 2,259 | 3% | 405 | 3% |
| Clinic, Non-Surgical Specialty | 2,120 | 3% | 466 | 4% |
| Insurance Company, Health Plan | 1,995 | 3% | 232 | 2% |
| School (Providing Care to Students) | 1,850 | 3% | 354 | 3% |
| Other Practice Setting | 11,112 | 16% | 2,557 | 21% |
| Total | 70,976 | 100% | 12,462 | 100% |
| Did Not Have a Location | 4,223 | | 80,727 | |

Half of all RNs in Virginia work in hospitals, including 38% who work in their inpatient departments.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, nearly 40% work in hospitals.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

Patient Care: 67%

Administrative: 7%

Supervisory: 5%

Education: 2%

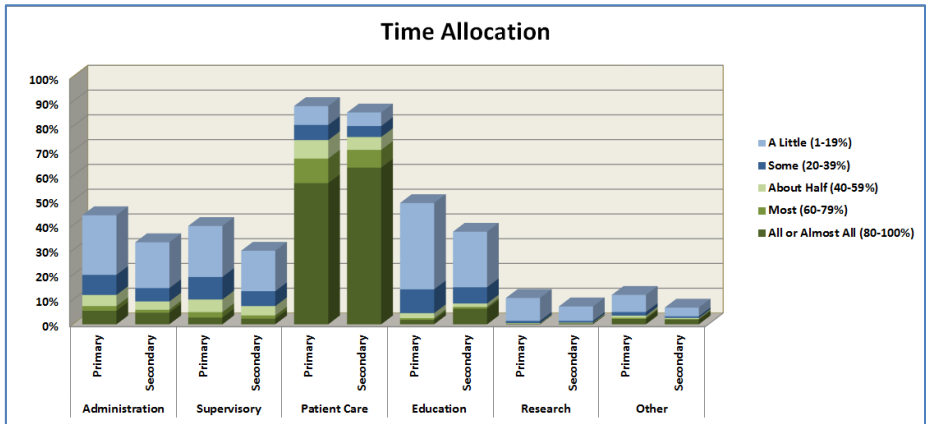
Patient Care RNs

Median Admin. Time: 0%

Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



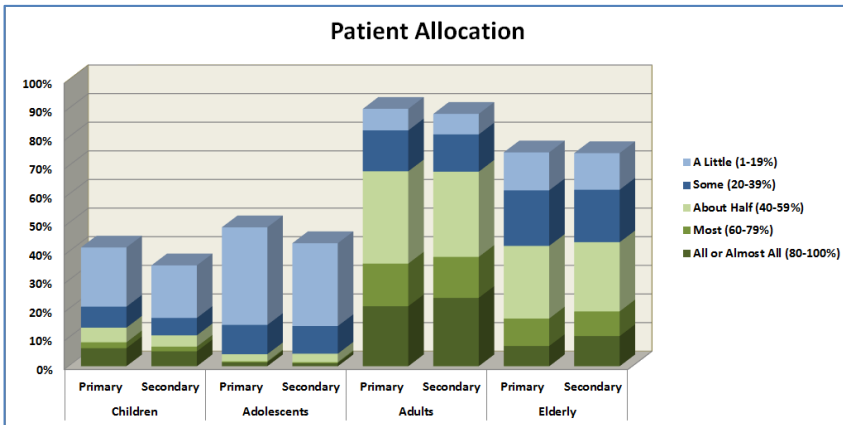
Source: Va. Healthcare Workforce Data Center

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

| Time Allocation | | | | | | | | | | | | |
|------------------------------------|-----------|-----------|-------------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Time Spent | Admin. | | Supervisory | | Patient Care | | Education | | Research | | Other | |
| | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site |
| All or Almost All (80-100%) | 5% | 5% | 3% | 2% | 57% | 63% | 2% | 6% | 0% | 0% | 2% | 2% |
| Most (60-79%) | 2% | 1% | 2% | 1% | 10% | 7% | 1% | 1% | 0% | 0% | 0% | 0% |
| About Half (40-59%) | 4% | 3% | 5% | 4% | 7% | 5% | 2% | 1% | 0% | 0% | 1% | 0% |
| Some (20-39%) | 8% | 5% | 9% | 6% | 6% | 4% | 10% | 7% | 1% | 1% | 1% | 1% |
| A Little (1-19%) | 24% | 19% | 21% | 16% | 8% | 5% | 35% | 22% | 9% | 6% | 7% | 4% |
| None (0%) | 56% | 67% | 60% | 70% | 12% | 15% | 51% | 63% | 89% | 93% | 88% | 93% |

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. More than one-third of all RNs serve an adult patient care role, meaning that at least 60% of their patients are adults.

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 50%-59%
 Elderly: 30%-39%

Roles

Children: 8%
 Adolescents: 2%
 Adults: 36%
 Elderly: 17%

Source: Va. Healthcare Workforce Data Center

| Patient Allocation | | | | | | | | |
|------------------------------------|-----------|-----------|-------------|-----------|-----------|-----------|-----------|-----------|
| Time Spent | Children | | Adolescents | | Adults | | Elderly | |
| | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site |
| All or Almost All (80-100%) | 6% | 5% | 1% | 1% | 21% | 24% | 7% | 11% |
| Most (60-79%) | 2% | 2% | 0% | 0% | 15% | 14% | 10% | 9% |
| About Half (40-59%) | 5% | 4% | 3% | 3% | 32% | 30% | 25% | 24% |
| Some (20-39%) | 7% | 6% | 10% | 10% | 14% | 13% | 19% | 18% |
| A Little (1-19%) | 21% | 18% | 34% | 29% | 8% | 7% | 13% | 13% |
| None (0%) | 59% | 65% | 51% | 57% | 10% | 12% | 25% | 26% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|---------------|-------------|-----------------|-------------|
| Expected Retirement Age | All RNs | | RNs 50 and Over | |
| | # | % | # | % |
| Under Age 50 | 1,655 | 2% | - | - |
| 50 to 54 | 2,070 | 3% | 133 | 0% |
| 55 to 59 | 5,939 | 8% | 1,169 | 4% |
| 60 to 64 | 18,605 | 26% | 6,493 | 23% |
| 65 to 69 | 28,710 | 40% | 12,839 | 46% |
| 70 to 74 | 8,792 | 12% | 4,537 | 16% |
| 75 to 79 | 2,035 | 3% | 1,099 | 4% |
| 80 or Over | 895 | 1% | 373 | 1% |
| I Do Not Intend to Retire | 3,001 | 4% | 1,345 | 5% |
| Total | 71,702 | 100% | 27,988 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 39%
Under 60: 13%

RNs 50 and Over

Under 65: 28%
Under 60: 5%

Time Until Retirement

Within 2 Years: 8%
Within 10 Years: 23%
Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

Nearly 40% of RNs expect to retire by the age of 65. Among RNs who are age 50 and over, more than one-quarter expect to retire by the age of 65.

Within the next two years, 26% of RNs expect to pursue additional educational opportunities, and 8% expect to increase their patient care hours.

Future Plans

| Two-Year Plans: | # | % |
|---------------------------------------|--------|-----|
| Decrease Participation | | |
| Decrease Patient Care Hours | 7,394 | 8% |
| Leave Virginia | 3,088 | 3% |
| Leave Profession | 1,714 | 2% |
| Decrease Teaching Hours | 425 | 0% |
| Increase Participation | | |
| Pursue Additional Education | 24,980 | 26% |
| Increase Patient Care Hours | 7,425 | 8% |
| Increase Teaching Hours | 5,069 | 5% |
| Return to Virginia's Workforce | 1,545 | 2% |

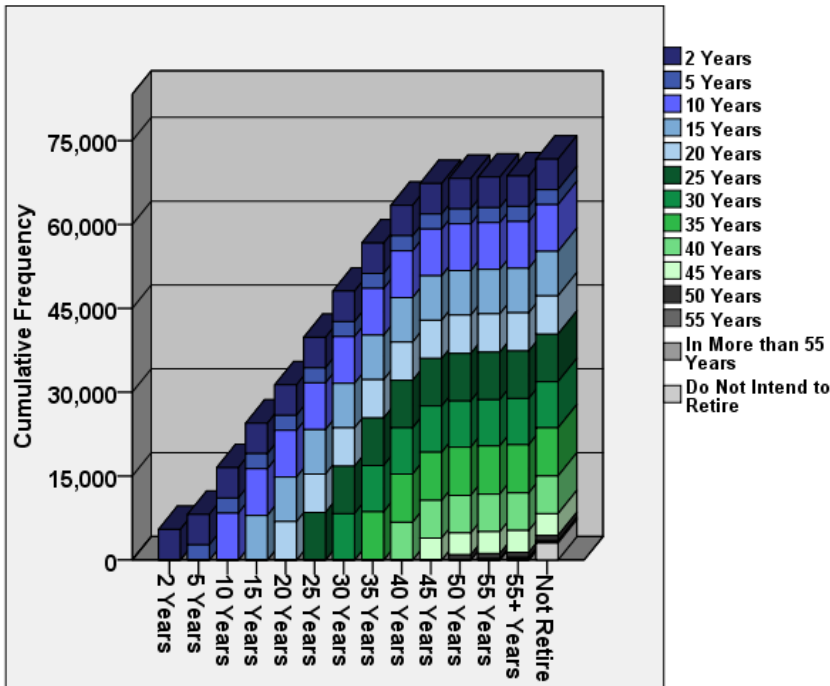
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. While 8% of RNs expect to retire in the next two years, 23% expect to retire in the next ten years. More than half of the current RN workforce expect to retire by 2045.

| Time to Retirement | | | |
|-------------------------------|---------------|-------------|--------------|
| Expect to Retire Within . . . | # | % | Cumulative % |
| 2 Years | 5,455 | 8% | 8% |
| 5 Years | 2,690 | 4% | 11% |
| 10 Years | 8,368 | 12% | 23% |
| 15 Years | 7,955 | 11% | 34% |
| 20 Years | 6,851 | 10% | 44% |
| 25 Years | 8,498 | 12% | 56% |
| 30 Years | 8,269 | 12% | 67% |
| 35 Years | 8,621 | 12% | 79% |
| 40 Years | 6,737 | 9% | 88% |
| 45 Years | 3,903 | 5% | 94% |
| 50 Years | 911 | 1% | 95% |
| 55 Years | 223 | 0% | 96% |
| In More than 55 Years | 219 | 0% | 96% |
| Do Not Intend to Retire | 3,001 | 4% | 100% |
| Total | 71,700 | 100% | |

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2030. Retirement will peak at 12% of the current workforce around 2055 before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 81,104
 FTEs/1,000 Residents³: 9.50
 Average: 0.89

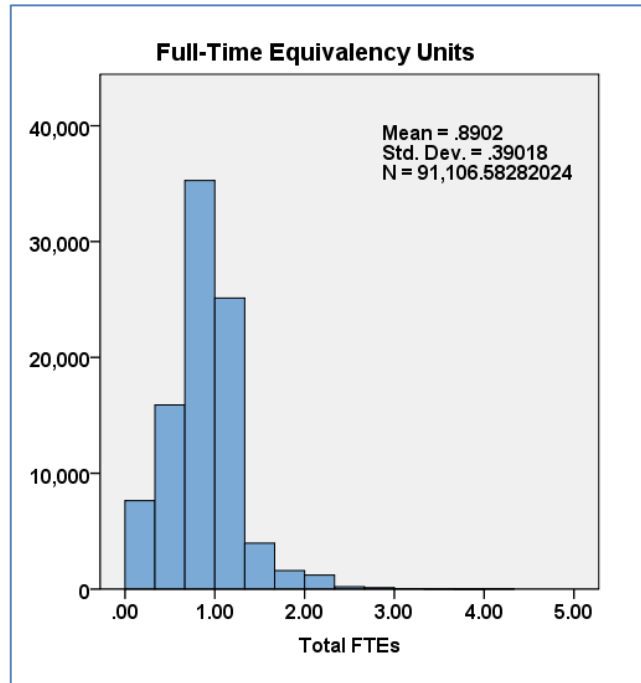
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

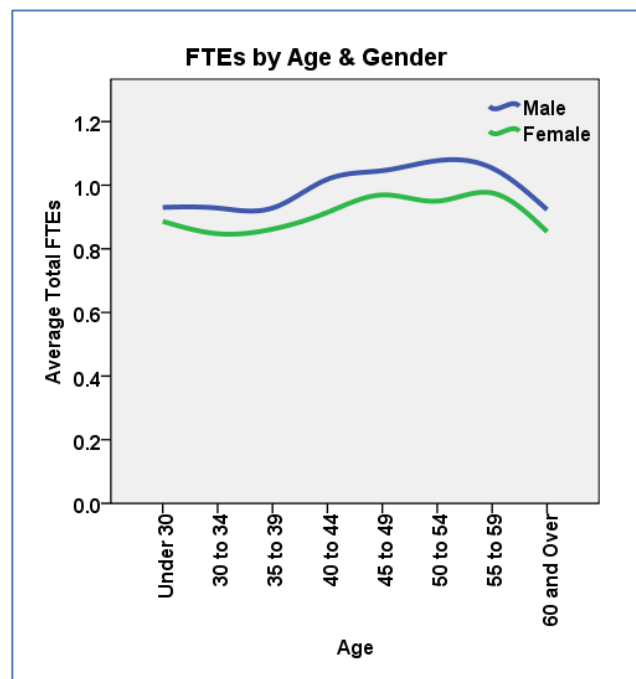


Source: Va. Healthcare Workforce Data Center

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.⁴

| Full-Time Equivalency Units | | |
|-----------------------------|---------|--------|
| Age | Average | Median |
| Age | | |
| Under 30 | 0.89 | 0.93 |
| 30 to 34 | 0.84 | 0.91 |
| 35 to 39 | 0.85 | 0.89 |
| 40 to 44 | 0.91 | 0.93 |
| 45 to 49 | 0.96 | 0.96 |
| 50 to 54 | 0.95 | 0.95 |
| 55 to 59 | 0.97 | 0.96 |
| 60 and Over | 0.83 | 0.80 |
| Gender | | |
| Male | 0.98 | 0.96 |
| Female | 0.90 | 0.94 |

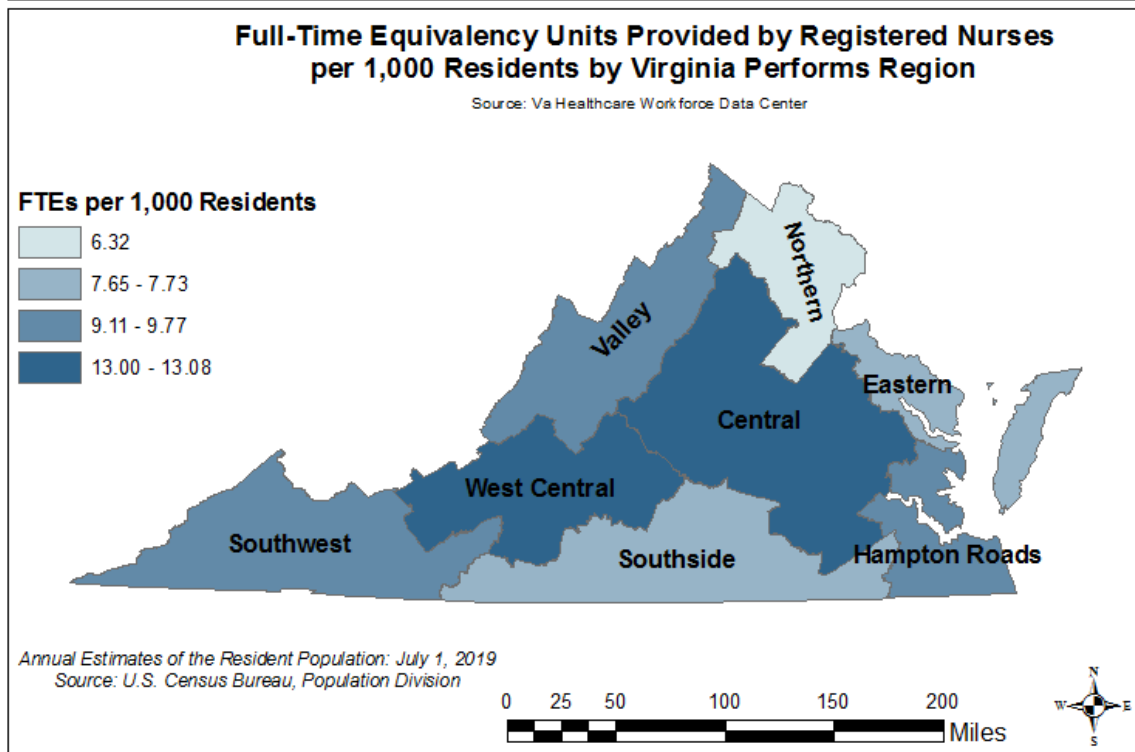
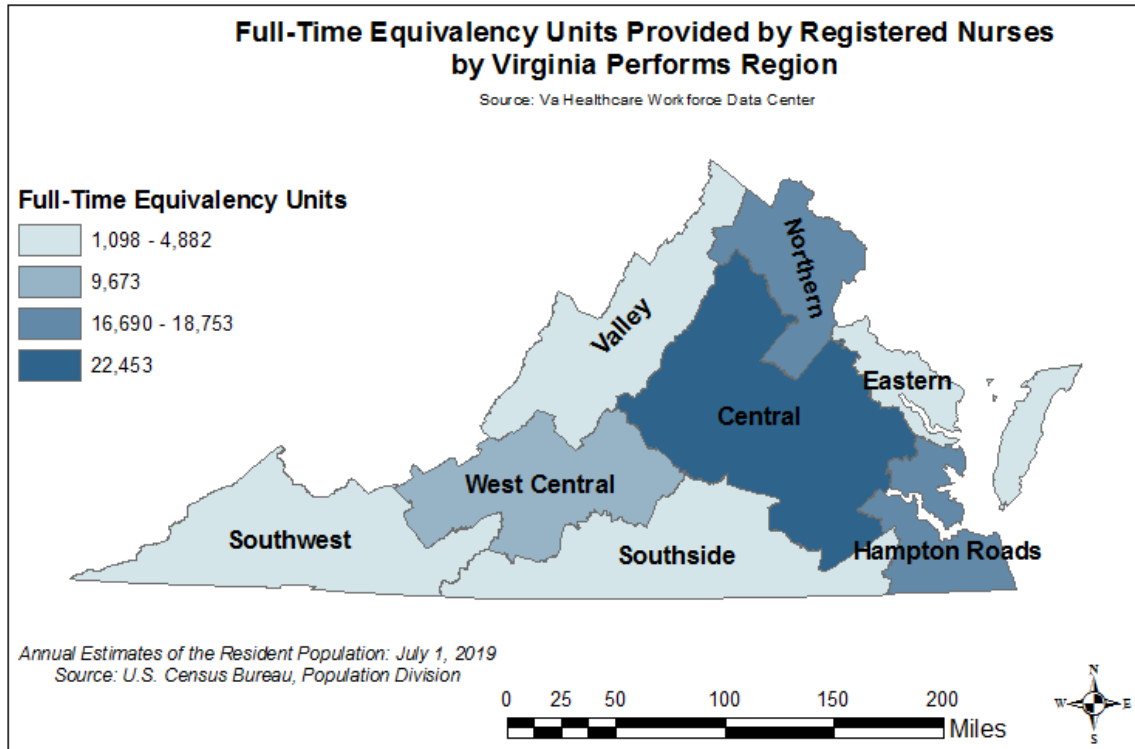
Source: Va. Healthcare Workforce Data Center

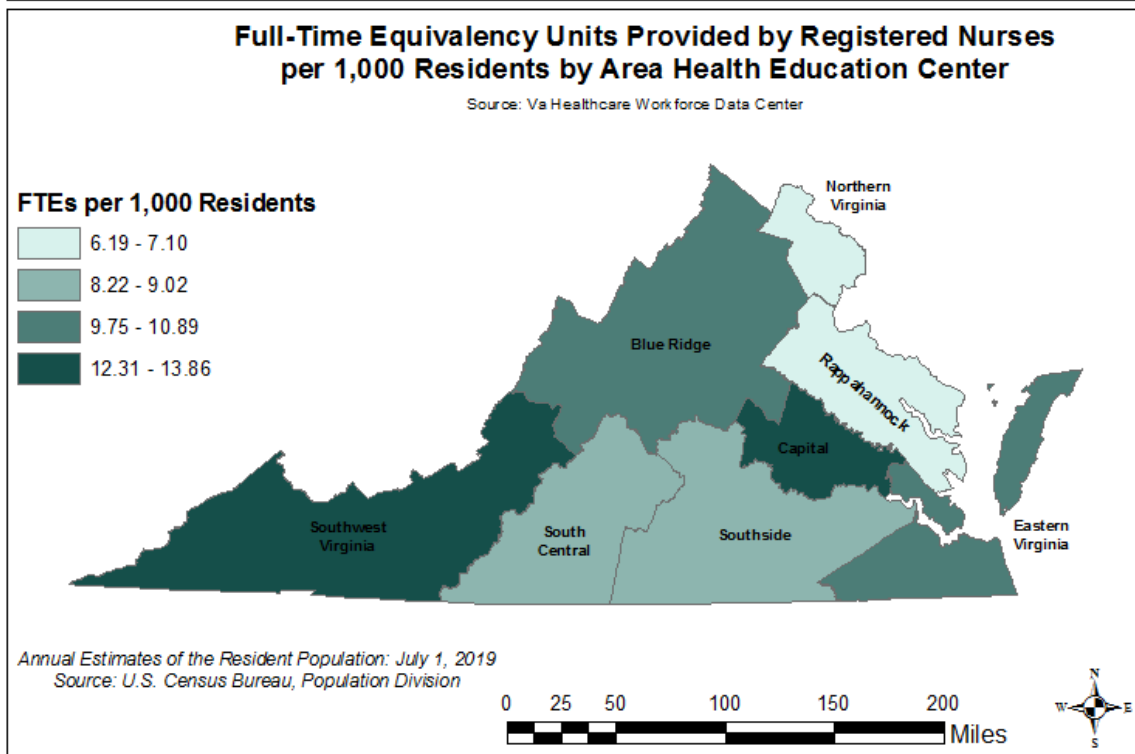
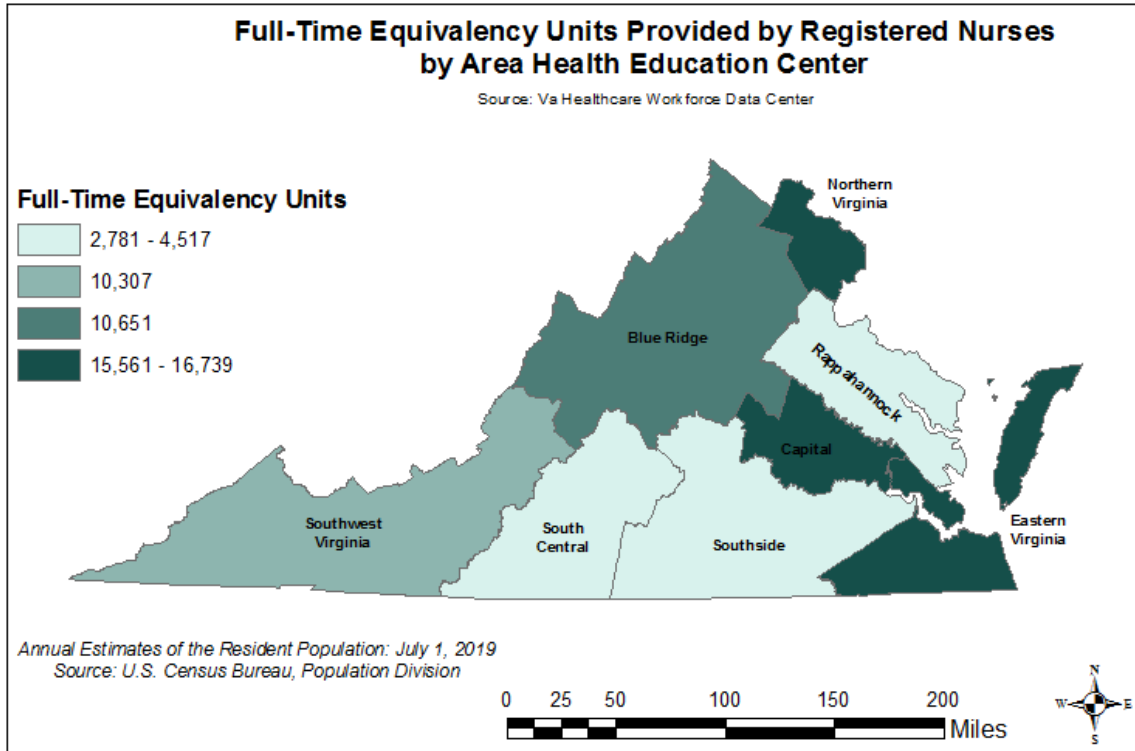


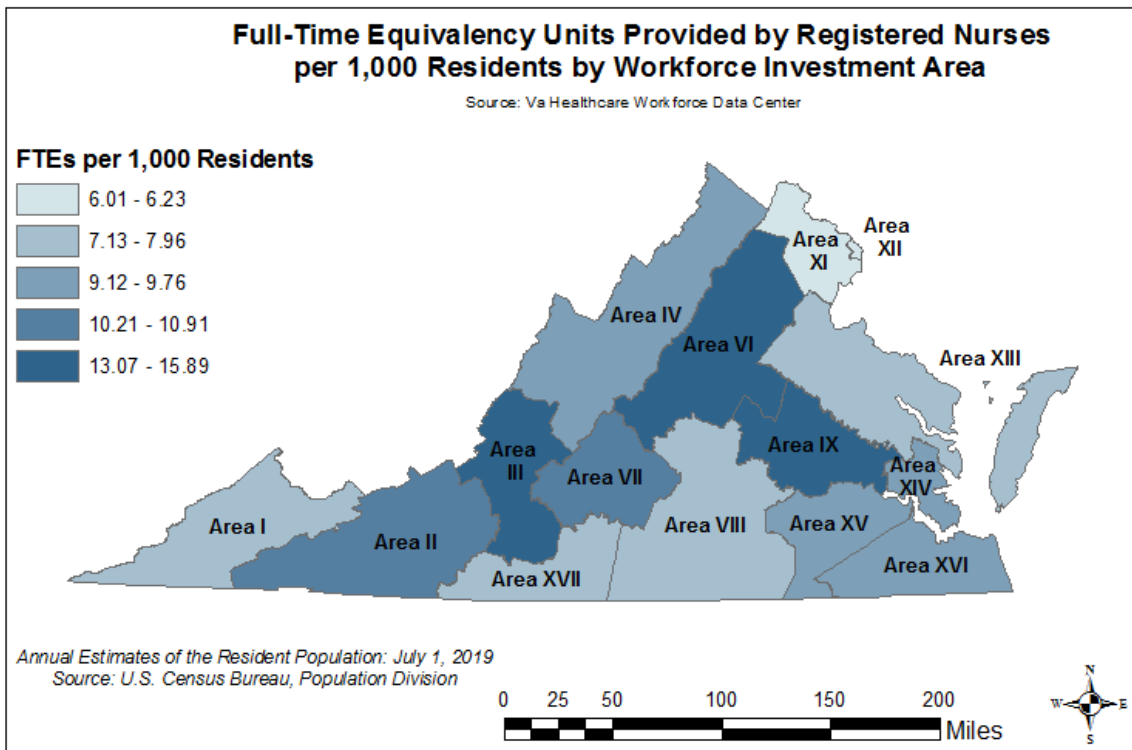
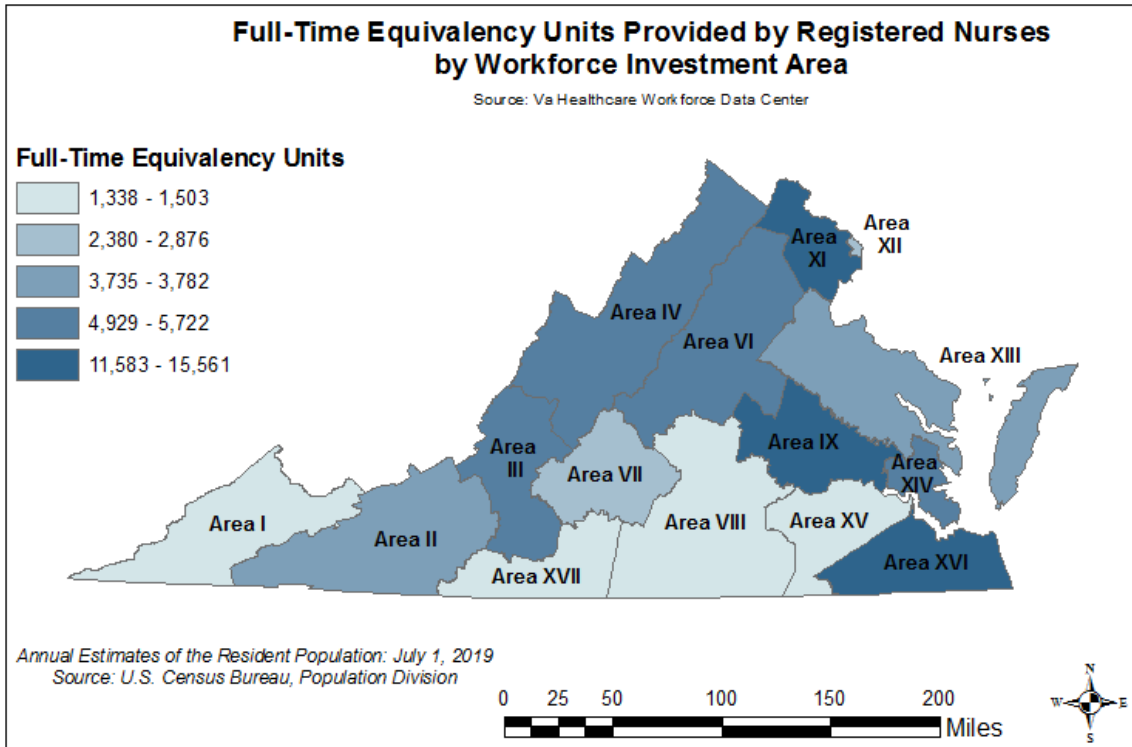
Source: Va. Healthcare Workforce Data Center

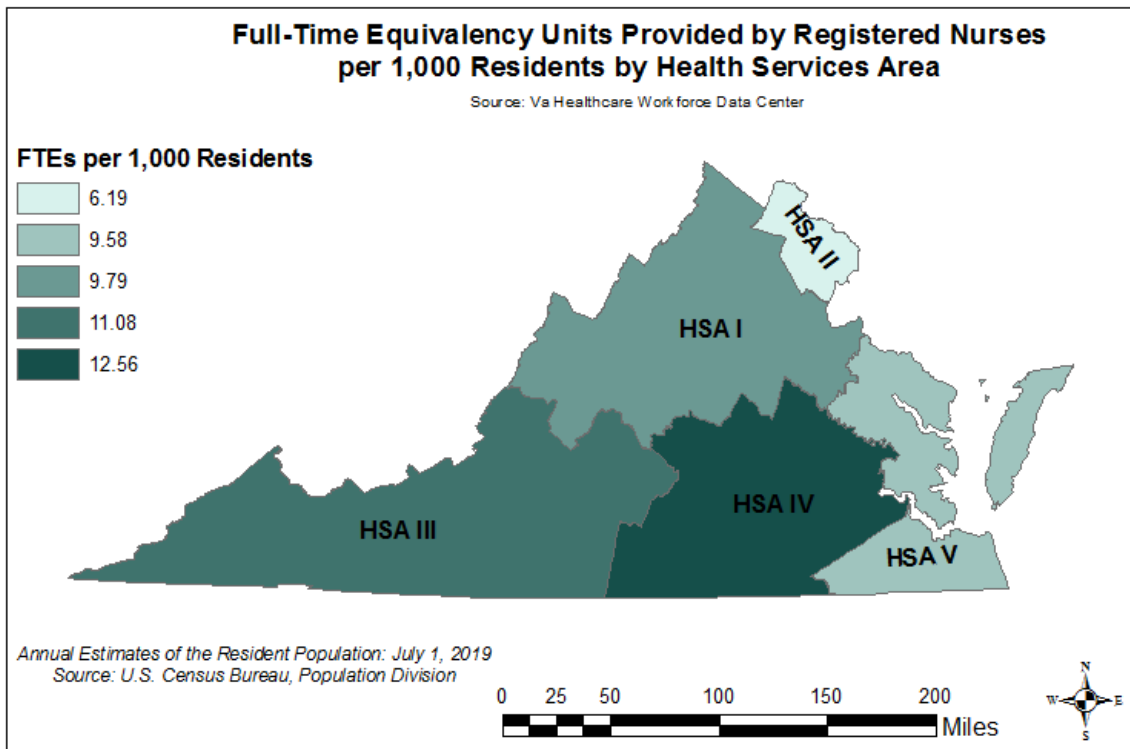
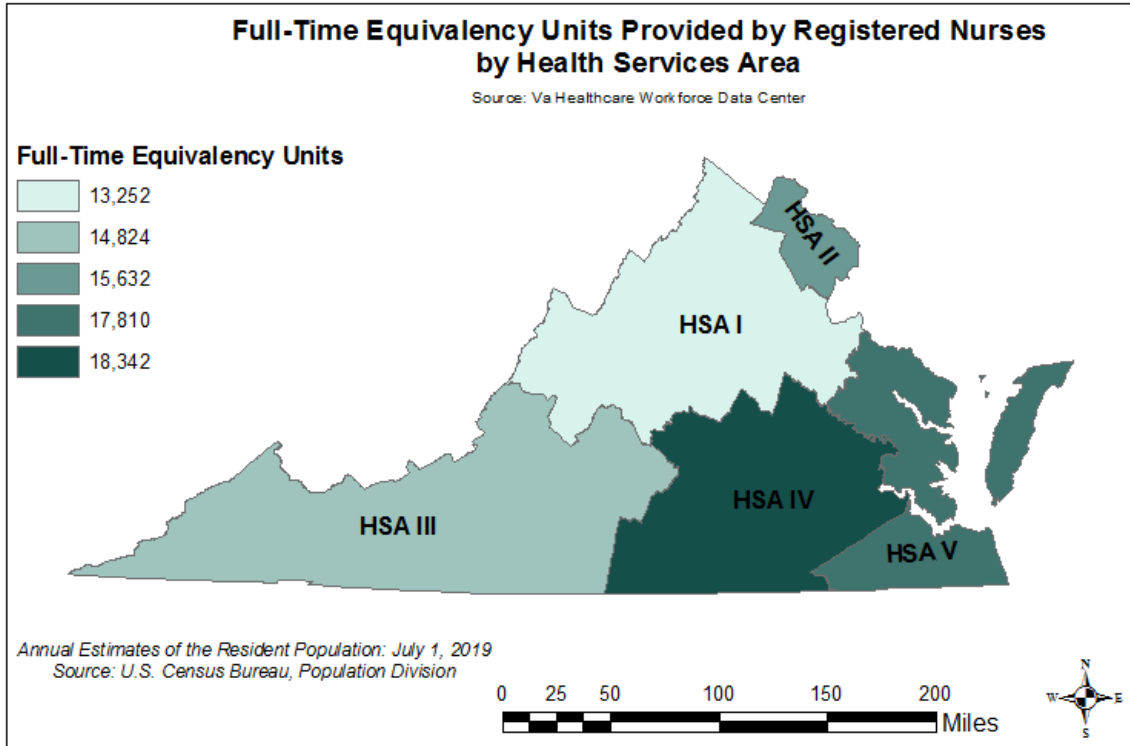
³ Number of residents in 2019 was used as the denominator.

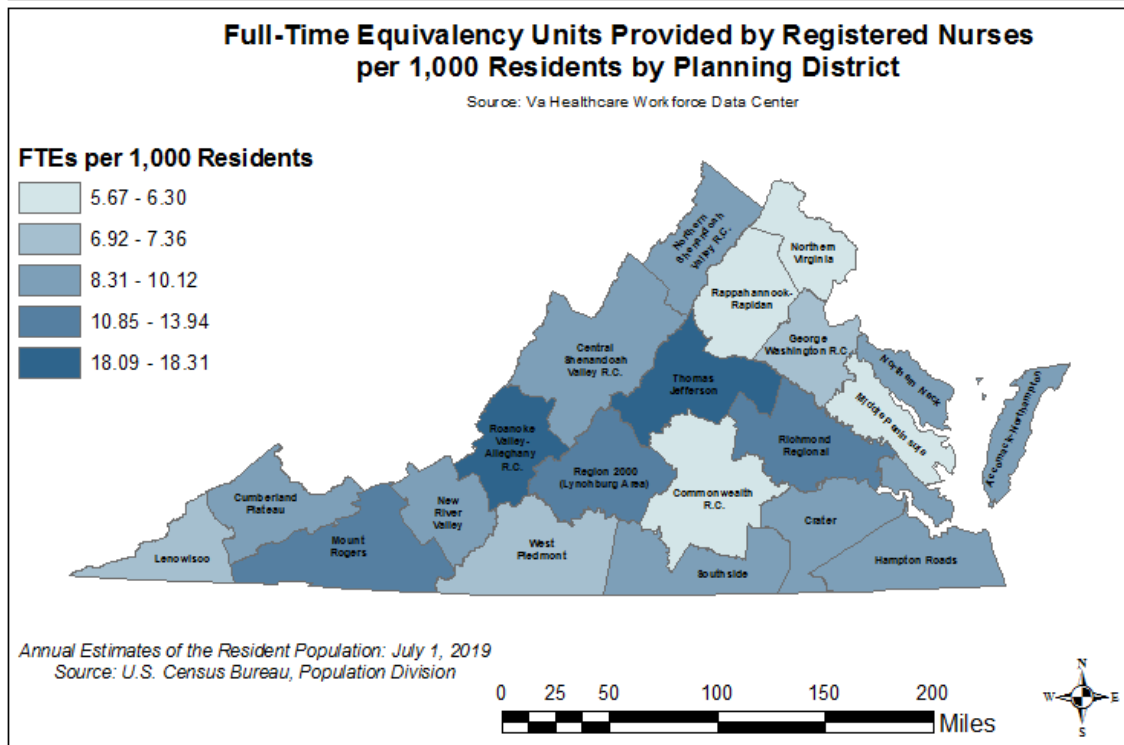
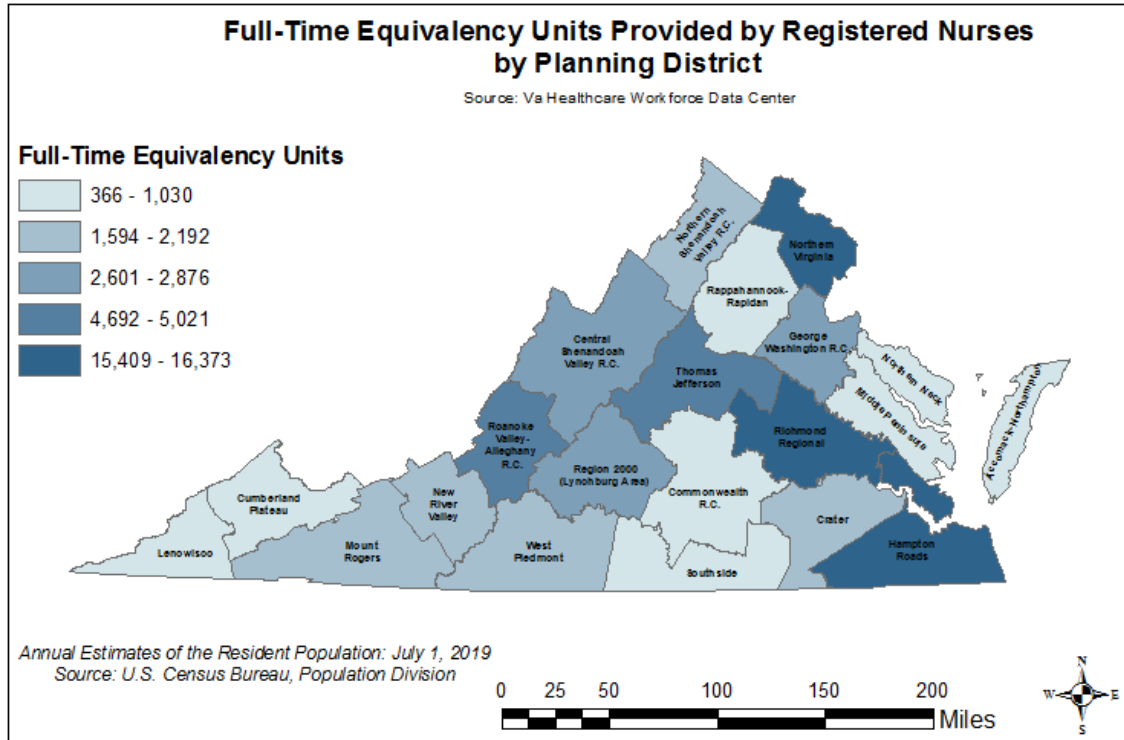
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).











Appendices

Appendix A: Weights

| Rural Status | Location Weight | | | Total Weight | |
|---|-----------------|--------|--------|--------------|-------|
| | # | Rate | Weight | Min. | Max. |
| Metro, 1 Million+ | 65,342 | 36.15% | 2.766 | 2.162 | 3.992 |
| Metro, 250,000 to 1 Million | 10,192 | 36.32% | 2.753 | 2.152 | 3.973 |
| Metro, 250,000 or Less | 10,793 | 36.86% | 2.713 | 2.121 | 3.915 |
| Urban, Pop. 20,000+, Metro Adj. | 1,920 | 37.60% | 2.659 | 2.079 | 3.838 |
| Urban, Pop. 20,000+, Non-Adj. | 0 | NA | NA | NA | NA |
| Urban, Pop. 2,500-19,999, Metro Adj. | 4,471 | 35.83% | 2.791 | 2.181 | 4.028 |
| Urban Pop., 2,500-19,999, Non-Adj. | 2,926 | 36.74% | 2.722 | 2.127 | 3.928 |
| Rural, Metro Adj. | 2,608 | 33.78% | 2.960 | 2.314 | 4.272 |
| Rural, Non-Adj. | 1,204 | 35.96% | 2.781 | 2.173 | 4.013 |
| Virginia Border State/D.C. | 2,917 | 23.93% | 4.179 | 3.266 | 6.031 |
| Other U.S. State | 10,574 | 23.21% | 4.309 | 3.368 | 6.218 |

Source: Va. Healthcare Workforce Data Center

| Age | Age Weight | | | Total Weight | |
|--------------------|------------|--------|--------|--------------|-------|
| | # | Rate | Weight | Min. | Max. |
| Under 30 | 13,289 | 24.03% | 4.162 | 3.838 | 6.218 |
| 30 to 34 | 13,744 | 39.13% | 2.556 | 2.357 | 3.818 |
| 35 to 39 | 13,479 | 29.80% | 3.355 | 3.094 | 5.013 |
| 40 to 44 | 11,386 | 42.23% | 2.368 | 2.184 | 3.538 |
| 45 to 49 | 11,772 | 30.99% | 3.227 | 2.976 | 4.821 |
| 50 to 54 | 11,070 | 44.36% | 2.254 | 2.079 | 3.368 |
| 55 to 59 | 11,718 | 32.29% | 3.097 | 2.855 | 4.627 |
| 60 and Over | 26,494 | 35.58% | 2.810 | 2.592 | 4.199 |

Source: Va. Healthcare Workforce Data Center

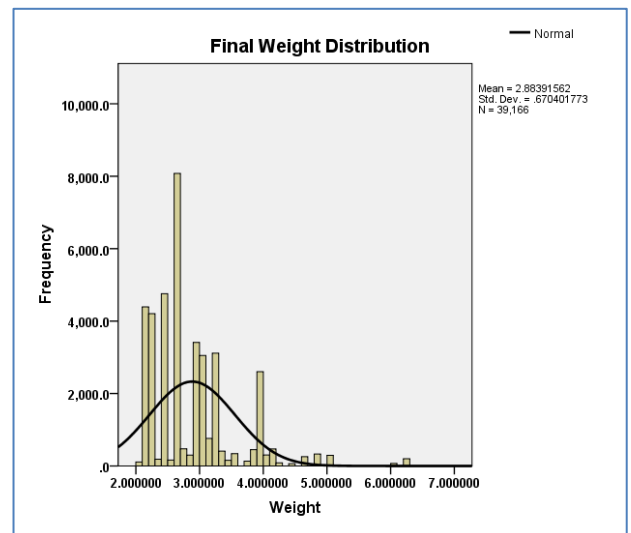
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.346749



Source: Va. Healthcare Workforce Data Center