Virginia's Registered Nurse Workforce: 2021

Healthcare Workforce Data Center

October 2021

***More than 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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Contents

The Registered Nurse Workforce
At a Glance:

The Workforce
Licensees:	116,649
Virginia's Workforce:	98,218
FTEs:	83,548

Survey Response Rate
All Licensees:	35%
Renewing Practitioners:	83%

Demographics
Female:	92%
Diversity Index:	42%
Median Age:	46

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

Education
Baccalaureate:	50%
Associate:	26%

Finances
Median Income: $70k-$80k	
Health Insurance:	66%
Under 40 w/ Ed. Debt: 58%	

Current Employment
Employed in Prof.:	89%
Hold 1 Full-Time Job:	68%
Satisfied?:	92%

Job Turnover
Switched Jobs:	7%
Employed Over 2 Yrs.:	62%

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
- 6.61
- 7.88 - 8.43
- 9.37 - 10.12
- 13.17 - 13.36

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

Results in Brief
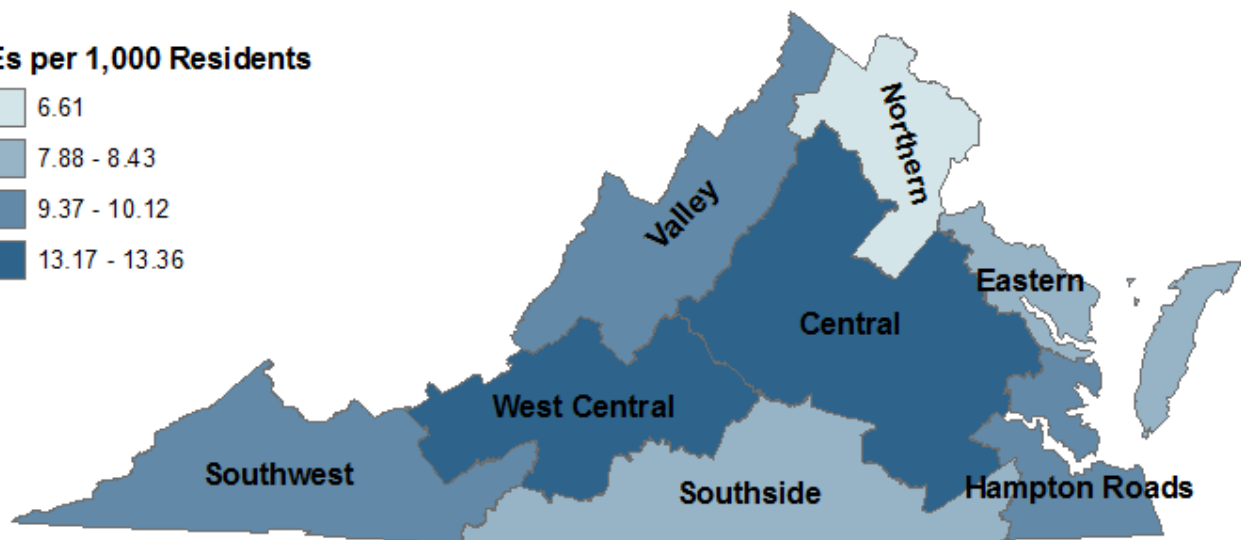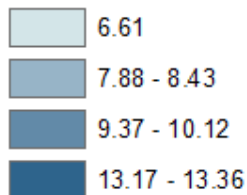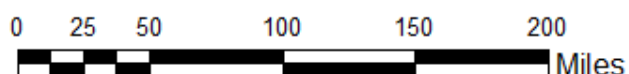
This report contains the results of the 2021 Registered Nurse (RN) survey. More than 40,000 RNs voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during 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 116,649 RNs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 98,218 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 83,548 "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 nine out of every ten RNs are female, and the median age of this workforce is 46. In a random encounter between two RNs, there is a 42% chance that they would be of different races or ethnicities, a measure known as the diversity index. For RNs who are under the age of 40, this diversity index increases to 44%. Both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. More than one-third of all RNs grew up in a rural area, and 19% of RNs who grew up in a rural area currently work in a non-metro area of Virginia. Overall, 9% of Virginia's RNs work in a non-metro area of the state.

Nearly 90% of all RNs are currently employed in the profession, 68% hold one full-time job, and 40% work between 40 and 49 hours per week. Meanwhile, 3% of RNs have experienced involuntary unemployment at some point over the past year, and 2% have experienced underemployment during the same period. More than four out of every five RNs work in the private sector, including 43% who work in the non-profit sector. The median annual income for Virginia's RN workforce is between $70,000 and $80,000. In addition, more than 80% of all RNs receive at least one employer-sponsored benefit, including 66% who have access to health insurance. More than 90% of all RNs indicated that they are satisfied with their current employment situation, including 55% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 RN workforce. The number of licensed RNs in Virginia has increased by 8% (116,649 vs. 108,135). In addition, the size of Virginia's RN workforce has also increased by 8% (98,218 vs. 90,581), and the number of FTEs provided by this workforce has grown by 7% (83,548 vs. 77,890). Virginia's renewing RNs are more likely to respond to this survey (83% vs. 79%).

RNs are slightly less likely to be female (92% vs. 93%), and the median age of this workforce has declined slightly as well (46 vs. 47). The state's RN workforce has become more diverse (42% vs. 36%), and this is also the case among RNs who are under the age of 40 (44% vs. 41%). There has been no change in either the percentage of RNs who grew up in a rural area (37%) or the percentage of all RNs who currently work in a non-metro area of Virginia (9%).

Virginia's RNs are slightly less likely to be employed in the profession (89% vs. 90%). In addition, the rate of involuntary unemployment has increased (3% vs. 1%), a likely consequence of the coronavirus pandemic. On the other hand, the rate of underemployment has fallen (2% vs. 6%). RNs have become slightly more likely to be employed in the non-profit sector (43% vs. 42%) instead of the for-profit sector (41% vs. 42%).

RNs are considerably more likely to hold a baccalaureate degree as their highest professional degree (50% vs. 43%) instead of an associate degree (26% vs. 32%). At the same time, RNs are more likely to carry education debt (42% vs. 38%), although the opposite is true for RNs who are under the age of 40 (58% vs. 62%). For those RNs with education debt, the median debt amount has increased ($30k-$40k vs. $20k-$30k). The median annual income of Virginia's RN workforce has increased ($70k-$80k vs. $60k-$70k). The percentage of RNs who indicated that they are satisfied with their current work situation has declined (92% vs. 93%). In addition, the percentage of RNs who indicated that they are "very satisfied" has fallen by an even larger margin (55% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	50,443	43%
New Licensees	6,155	5%
Non-Renewals	6,546	6%
Renewal Date Not in Survey Period	53,505	46%
All Licensees	116,649	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of all 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	10,269	3,471	25%
30 to 34	8,751	5,476	39%
35 to 39	10,151	4,195	29%
40 to 44	6,795	5,220	43%
45 to 49	8,058	3,637	31%
50 to 54	6,454	5,149	44%
55 to 59	7,932	3,615	31%
60 and Over	17,726	9,750	36%
Total	**76,136**	**40,513**	**35%**
New Licenses			
Issued in Past Year	6,154	1	0%
Metro Status			
Non-Metro	8,663	4,932	36%
Metro	57,018	32,343	36%
Not in Virginia	10,454	3,234	24%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2020 and September 2021 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	40,513
Response Rate, All Licensees	35%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Nurses
Number:	116,649
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:	98,218
FTEs:	83,548

Utilization Ratios
Licensees in VA Workforce:	84%
Licensees per FTE:	1.40
Workers per FTE:	1.18

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.

Virginia's RN Workforce

Status	#	%
Worked in Virginia in Past Year	93,874	96%
Looking for Work in Virginia	4,344	4%
Virginia's Workforce	98,218	100%
Total FTEs	83,548	
Licensees	116,649	
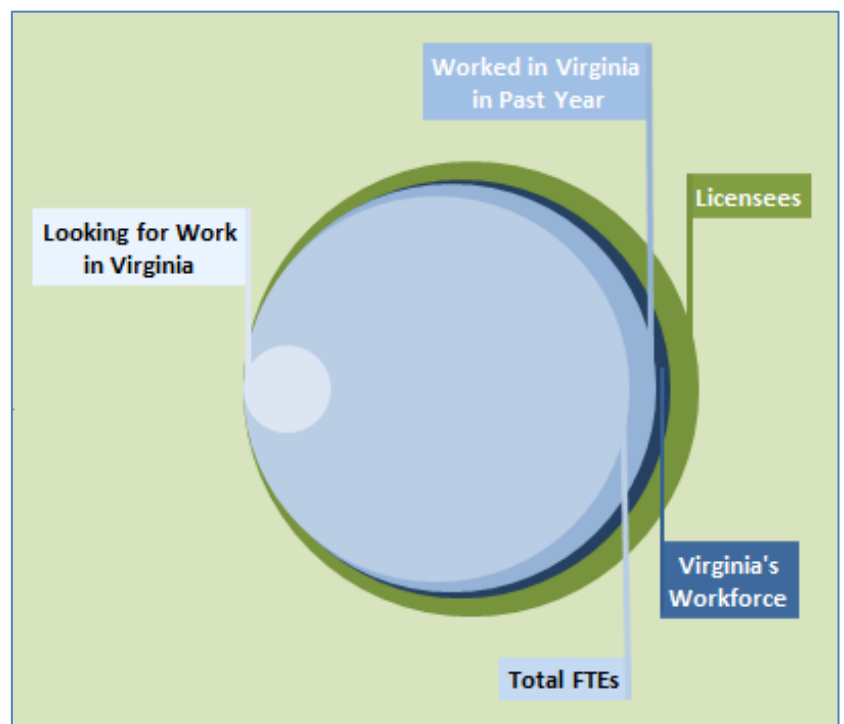
Source: Va. Healthcare Workforce Data Center

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							
	Male		Female		Total		
Age	#	% Male	#	% Female	#	% in Age Group	
Under 30	829	7%	10,847	93%	11,677	13%	
30 to 34	995	9%	10,489	91%	11,484	13%	
35 to 39	1,013	9%	10,201	91%	11,214	13%	
40 to 44	733	8%	8,693	92%	9,426	11%	
45 to 49	728	8%	8,317	92%	9,046	10%	
50 to 54	702	8%	8,098	92%	8,800	10%	
55 to 59	594	7%	7,945	93%	8,539	10%	
60 and Over	1,015	6%	16,231	94%	17,246	20%	
Total	6,610	8%	80,822	92%	87,432	100%	

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs Under 40	
	%	#	%	#	%
White	61%	65,904	75%	25,389	73%
Black	19%	10,888	12%	3,789	11%
Hispanic	10%	3,053	3%	1,677	5%
Asian	7%	5,493	6%	2,371	7%
Two or More Races	3%	2,061	2%	1,145	3%
Other Race	0%	882	1%	288	1%
Total	100%	88,281	100%	34,659	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

At a Glance:

Gender
% Female:	92%
% Under 40 Female:	92%

Age
Median Age:	46
% Under 40:	39%
% 55 and Over:	29%

Diversity
Diversity Index:	42%
Under 40 Div. Index:	44%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 42% 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. Among RNs who are under the age of 40, 92% are female. In addition, the diversity index among RNs who are under the age of 40 is 44%.
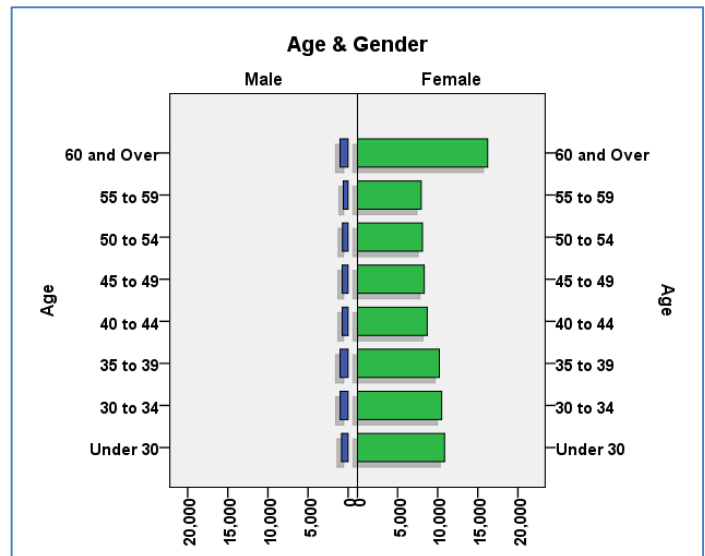
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood: 14%
Rural Childhood: 37%

Virginia Background
HS in Virginia: 58%
Prof. Edu. in VA: 68%
HS or Prof. Edu. 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+	25%	59%	16%
2	Metro, 250,000 to 1 Million	54%	37%	9%
3	Metro, 250,000 or Less	52%	40%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	71%	19%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	76%	19%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	90%	7%	3%
8	Rural, Metro Adjacent	75%	20%	5%
9	Rural, Non-Adjacent	61%	31%	8%
	Overall	**37%**	**50%**	**14%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

- Both in VA
- Prof. Edu. in VA
- High School in VA
- Neither in VA

14%
3%
54%
29%
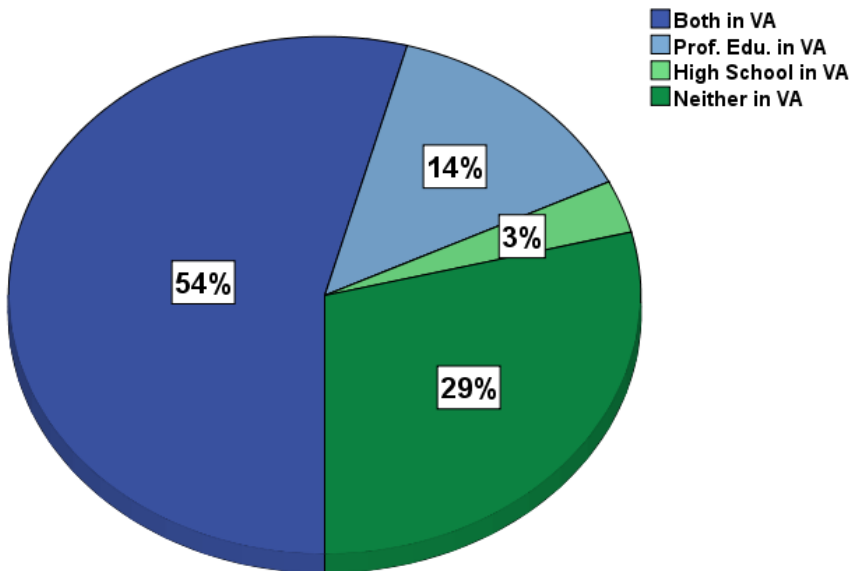
Source: Va. Healthcare Workforce Data Center

More than one-third of all RNs grew up in a self-described rural area, and 19% of RNs who grew up in a rural area currently work in a non-metro county. Overall, 9% of RNs currently work in a non-metro county.

Top Ten States for Registered Nurse Recruitment

Rank	All Registered Nurses			
	High School	**#**	**Init. Prof. Degree**	**#**
1	Virginia	50,576	Virginia	59,293
2	Outside U.S./Canada	6,703	Outside U.S./Canada	3,208
3	New York	3,858	Pennsylvania	2,958
4	Pennsylvania	3,604	New York	2,871
5	Maryland	2,172	Maryland	1,629
6	New Jersey	1,971	North Carolina	1,567
7	North Carolina	1,644	Ohio	1,256
8	Ohio	1,525	Florida	1,234
9	Florida	1,427	West Virginia	1,226
10	West Virginia	1,340	Washington, D.C.	917

Source: Va. Healthcare Workforce Data Center

Among all RNs, 58% received their high school degree in Virginia, and 68% received their initial professional degree in the state.

Among RNs who have obtained their license in the past five years, 55% received their high school degree in Virginia, and 65% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	**#**	**Init. Prof. Degree**	**#**
1	Virginia	11,453	Virginia	13,408
2	Outside U.S./Canada	1,962	Outside U.S./Canada	1,060
3	New York	803	Pennsylvania	753
4	Pennsylvania	794	New York	547
5	Maryland	520	Florida	409
6	New Jersey	419	Maryland	401
7	Florida	418	North Carolina	387
8	California	411	Ohio	357
9	North Carolina	400	California	272
10	Ohio	398	Washington, D.C.	225

Source: Va. Healthcare Workforce Data Center

Among all licensees, 16% did not participate in Virginia's RN workforce during the past year. More than two-thirds 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:	18,439
% of Licensees:	16%
Federal/Military:	9%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	**#**	**%**
LPN Diploma or Cert.	124	0%
Hospital RN Diploma	5,105	6%
Associate Degree	22,812	26%
Baccalaureate Degree	43,544	50%
Master's Degree	14,122	16%
Doctorate Degree	1,784	2%
Total	**87,491**	**100%**

Source: Va. Healthcare Workforce Data Center

One-half of all RNs hold a baccalaureate degree as their highest professional degree. More than 40% of RNs carry education debt, including 58% of those RNs who are under the age of 40. The median debt amount among those RNs with education debt is between $30,000 and $40,000.

At a Glance:

Education
Baccalaureate: 50%
Associate: 26%

Education Debt
Carry Debt: 42%
Under Age 40 w/ Debt: 58%
Median Debt: $30k-$40k

Source: Va. Healthcare Workforce Data Center

Current Educational Attainment		
Currently Enrolled?	**#**	**%**
Yes	10,985	13%
No	76,210	87%
Total	**87,196**	**100%**
Degree Pursued	**#**	**%**
Associate	37	0%
Baccalaureate	3,979	37%
Masters	5,409	51%
Doctorate	1,277	12%
Total	**10,703**	**100%**

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	**All RNs**		**RNs Under 40**	
	#	**%**	**#**	**%**
None	43,792	58%	12,514	42%
Less than $10,000	5,262	7%	2,748	9%
$10,000-$19,999	4,732	6%	2,727	9%
$20,000-$29,999	4,604	6%	2,785	9%
$30,000-$39,999	3,381	4%	1,958	7%
$40,000-$49,999	2,728	4%	1,587	5%
$50,000-$59,999	2,253	3%	1,319	4%
$60,000-$69,999	1,962	3%	1,163	4%
$70,000-$79,999	1,410	2%	808	3%
$80,000-$89,999	1,245	2%	663	2%
$90,000-$99,999	755	1%	407	1%
$100,000-$109,999	968	1%	433	1%
$110,000-$119,999	397	1%	172	1%
$120,000 or More	1,659	2%	605	2%
Total	**75,148**	**100%**	**29,889**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty
Acute/Critical Care:	20%
Surgery/OR:	8%
Pediatrics:	4%

Secondary Specialty
Acute/Critical Care:	17%
Surgery/OR:	5%
Cardiology:	5%

Licenses
Licensed NP:	8%
Licensed Practical Nurse:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialties				
Specialty	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Acute/Critical Care/Emergency/Trauma	17,393	20%	10,610	17%
Surgery/OR/Pre-, Peri-, or Post-Operative	6,604	8%	3,126	5%
Pediatrics	3,733	4%	2,138	3%
Cardiology	3,644	4%	2,836	5%
Obstetrics/Nurse Midwifery	3,628	4%	1,566	3%
Psychiatric/Mental Health	3,365	4%	1,473	2%
Case Management	2,781	3%	1,904	3%
Family Health	2,657	3%	1,246	2%
Neonatal Care	2,629	3%	1,573	3%
Oncology	2,510	3%	1,292	2%
Administration/Management	2,495	3%	2,542	4%
General Nursing/No Specialty	8,066	9%	9,067	15%
Other Specialty Area	25,033	29%	21,561	35%
Medical Specialties (Not Listed)	1,174	1%	1,009	2%
Total	**85,714**	**100%**	**61,944**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	**#**	**% of Workforce**
Licensed Nurse Practitioner	7,595	8%
Licensed Practical Nurse	821	1%
Clinical Nurse Specialist	414	0%
Certified Nurse Midwife	217	0%
Certified Massage Therapist	135	0%
Respiratory Therapist	23	0%

Source: Va. Healthcare Workforce Data Center

One out of every five RNs have a primary specialty in acute/critical care/emergency/trauma. Another 8% of RNs have a primary specialty in surgery/OR/pre-, peri-, or post-operative care.

A Closer Look:

Military Service		
Service?	#	%
Yes	6,054	7%
No	78,134	93%
Total	84,188	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	2,201	38%
Navy/Marine	2,189	37%
Air Force	1,352	23%
Other	114	2%
Total	5,857	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Who Served: 7%

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

Occupation
Army Health Care Spec.:   8%
Navy Basic Med. Tech.:   7%
Air Force Basic Med. Tech.: 3%

Source: Va. Healthcare Workforce Data Center

In total, 7% of Virginia's RN workforce has served in the military. Nearly two out of every five of these RNs have served in the Army, including 8% who worked as Army Health Care Specialists (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	441	8%
Navy Basic Medical Technician (Navy HM0000)	382	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	171	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	25	0%
Other	4,611	82%
Total	5,630	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment
Employed in Profession:	89%
Involuntarily Unemployed:	1%

Positions Held
1 Full-Time:	68%
2 or More Positions:	10%

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	**#**	**%**
Employed, Capacity Unknown	96	< 1%
Employed in a Nursing-Related Capacity	77,514	89%
Employed, NOT in a Nursing-Related Capacity	2,207	3%
Not Working, Reason Unknown	31	< 1%
Involuntarily Unemployed	467	1%
Voluntarily Unemployed	3,884	5%
Retired	2,464	3%
Total	**86,663**	**100%**

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all RNs are currently employed in the profession, 68% hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	6,846	8%
1 to 9 Hours	1,358	2%
10 to 19 Hours	2,981	4%
20 to 29 Hours	6,590	8%
30 to 39 Hours	24,743	29%
40 to 49 Hours	33,430	40%
50 to 59 Hours	5,423	6%
60 to 69 Hours	1,854	2%
70 to 79 Hours	666	1%
80 or More Hours	606	1%
Total	**84,497**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	**#**	**%**
No Positions	6,846	8%
One Part-Time Position	12,351	15%
Two Part-Time Positions	1,633	2%
One Full-Time Position	57,543	68%
One Full-Time Position & One Part-Time Position	5,736	7%
Two Full-Time Positions	267	0%
More than Two Positions	612	1%
Total	**84,988**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	1,068	2%
Less than $20,000	2,170	3%
$20,000-$29,999	1,513	2%
$30,000-$39,999	2,462	4%
$40,000-$49,999	4,968	8%
$50,000-$59,999	9,168	14%
$60,000-$69,999	10,485	16%
$70,000-$79,999	10,508	16%
$80,000-$89,999	7,558	12%
$90,000-$99,999	4,945	8%
$100,000 or More	11,053	17%
Total	**65,899**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $70k-$80k

Benefits
Health Insurance: 66%
Retirement: 73%

Satisfaction
Satisfied: 92%
Very Satisfied: 55%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	45,395	55%
Somewhat Satisfied	30,524	37%
Somewhat Dissatisfied	5,309	6%
Very Dissatisfied	1,590	2%
Total	**82,818**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical RN earns between $70,000 and $80,000 per year. In addition, 84% of all RNs receive at least one employer-sponsored benefit, including 66% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	**#**	**%**	**% of Wage/Salary Employees**
Retirement	56,419	73%	74%
Paid Leave	53,563	69%	71%
Health Insurance	50,914	66%	66%
Dental Insurance	50,212	65%	66%
Group Life Insurance	35,997	46%	48%
Signing/Retention Bonus	8,319	11%	11%
At Least One Benefit	**65,084**	**84%**	**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?	11,299	12%
Switch Employers or Practices?	6,727	7%
Experience Voluntary Unemployment?	6,148	6%
Experience Involuntary Unemployment?	2,882	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	2,345	2%
Experience at Least One	24,924	25%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia's RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.7% during the same time period.[1]

Location Tenure				
	Primary		Secondary	
Tenure	#	%	#	%
Not Currently Working at This Location	2,815	4%	1,315	9%
Less than 6 Months	4,977	6%	2,156	15%
6 Months to 1 Year	6,280	8%	1,685	12%
1 to 2 Years	16,715	21%	2,809	19%
3 to 5 Years	18,702	23%	2,851	20%
6 to 10 Years	11,642	15%	1,471	10%
More than 10 Years	18,969	24%	2,173	15%
Subtotal	80,101	100%	14,460	100%
Did Not Have Location	4,932		83,027	
Item Missing	13,186		731	
Total	98,218		98,218	

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: 3%
Underemployed: 2%

Turnover & Tenure
Switched Jobs: 7%
New Location: 19%
Over 2 Years: 62%
Over 2 Yrs., 2nd Location: 45%

Employment Type
Hourly Wage: 65%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

More than three out of every five RNs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	39,390	65%
Salary	18,542	30%
By Contract/Per Diem	2,039	3%
Business/Contractor Income	521	1%
Unpaid	496	1%
Subtotal	60,988	100%
Did Not Have Location	4,932	
Item Missing	32,299	

Source: Va. Healthcare Workforce Data Center

[1] 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 3.2% and a high of 5.7%. At the time of publication, the unemployment rate for September 2021 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*):	16%

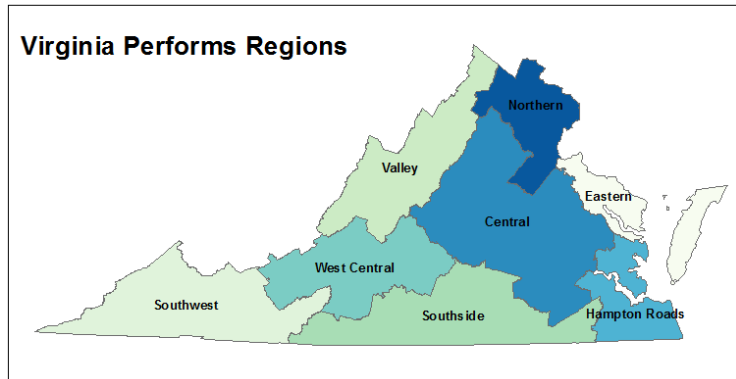*Source: Va. Healthcare Workforce Data Center*

Nearly three-quarters 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	21,812	28%	3,459	24%
Northern	19,046	24%	3,530	24%
Hampton Roads	16,368	21%	2,846	19%
West Central	9,658	12%	1,577	11%
Valley	4,737	6%	742	5%
Southwest	3,139	4%	683	5%
Southside	2,599	3%	495	3%
Eastern	1,152	1%	204	1%
Virginia Border State/D.C.	348	0%	325	2%
Other U.S. State	421	1%	817	6%
Outside of the U.S.	25	0%	33	0%
Total	79,305	100%	14,711	100%
Item Missing	13,980		481	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions

Source: Va. Healthcare Workforce Data Center

Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	4,313	5%	6,571	8%
1	64,731	77%	64,402	77%
2	9,692	12%	9,048	11%
3	4,337	5%	3,548	4%
4	399	1%	192	0%
5	204	0%	109	0%
6 or More	442	1%	249	0%
Total	84,118	100%	84,118	100%

*At the time of survey completion (Oct. 2020-Sept. 2021, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Among all RNs, 16% currently have multiple work locations, while 18% have had multiple work locations over the past year.

A Closer Look:

Location Sector				
Sector	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Non-Profit	32,323	43%	4,754	35%
For-Profit	30,520	41%	6,947	51%
State/Local Government	7,828	10%	1,316	10%
Veteran's Administration	1,843	2%	126	1%
U.S. Military	1,295	2%	250	2%
Other Federal Government	768	1%	120	1%
Total	**74,577**	**100%**	**13,513**	**100%**
Did Not Have Location	4,932		83,027	
Item Missing	18,709		1,678	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
For-Profit: 41%
Federal: 5%

Top Establishments
Hospital, Inpatient: 37%
Academic Institution: 6%
Hospital, Outpatient: 6%

Source: Va. Healthcare Workforce Data Center

More than four out of every five RNs work in the private sector, including 43% who work in the non-profit sector.


Sector, Primary Work Site

Non-Profit
For-Profit
State/Local Gov't
Federal Gov't

41%
43%
10%
5%
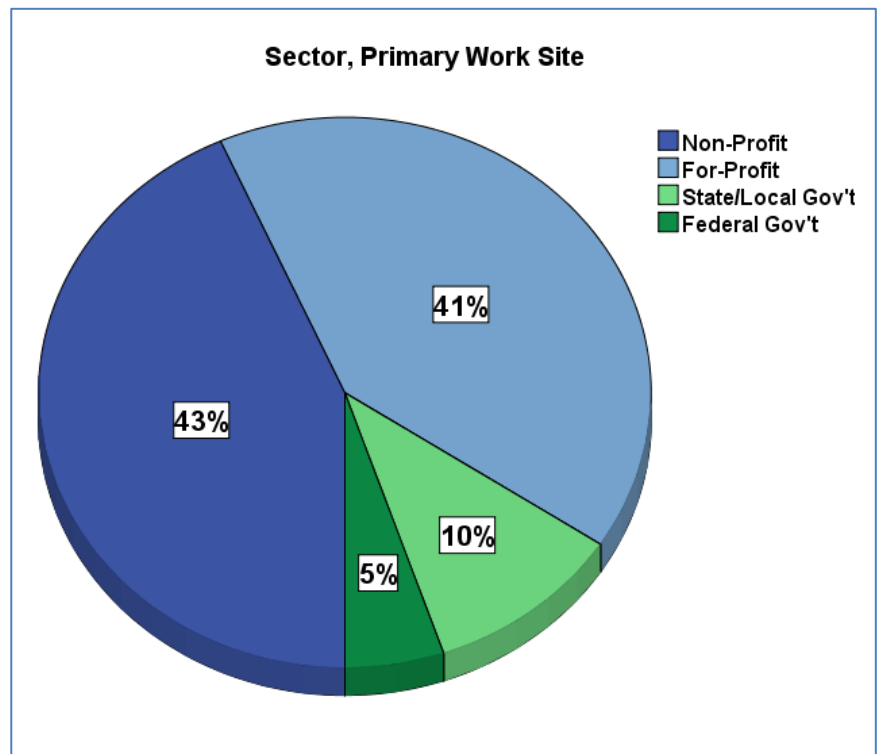
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Hospital, Inpatient Department	26,352	37%	3,961	31%
Academic Institution (Teaching or Research)	4,618	6%	809	6%
Hospital, Outpatient Department	4,519	6%	584	5%
Hospital, Emergency Department	4,460	6%	853	7%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	3,361	5%	603	5%
Ambulatory/Outpatient Surgical Unit	3,055	4%	526	4%
Long-Term Care Facility, Nursing Home	2,737	4%	744	6%
Home Health Care	2,623	4%	916	7%
Physician Office	2,226	3%	291	2%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	2,216	3%	420	3%
Other Practice Setting	15,011	21%	3,172	25%
Total	**71,178**	**100%**	**12,879**	**100%**
Did Not Have a Location	4,932		83,027	

Source: Va. Healthcare Workforce Data Center

More than one-third of all RNs in Virginia work in the inpatient department of hospitals. This makes the inpatient department of hospitals the most common establishment type among Virginia's RNs.

Among those RNs who also have a secondary work location, nearly one-third work in the inpatient department of hospitals.
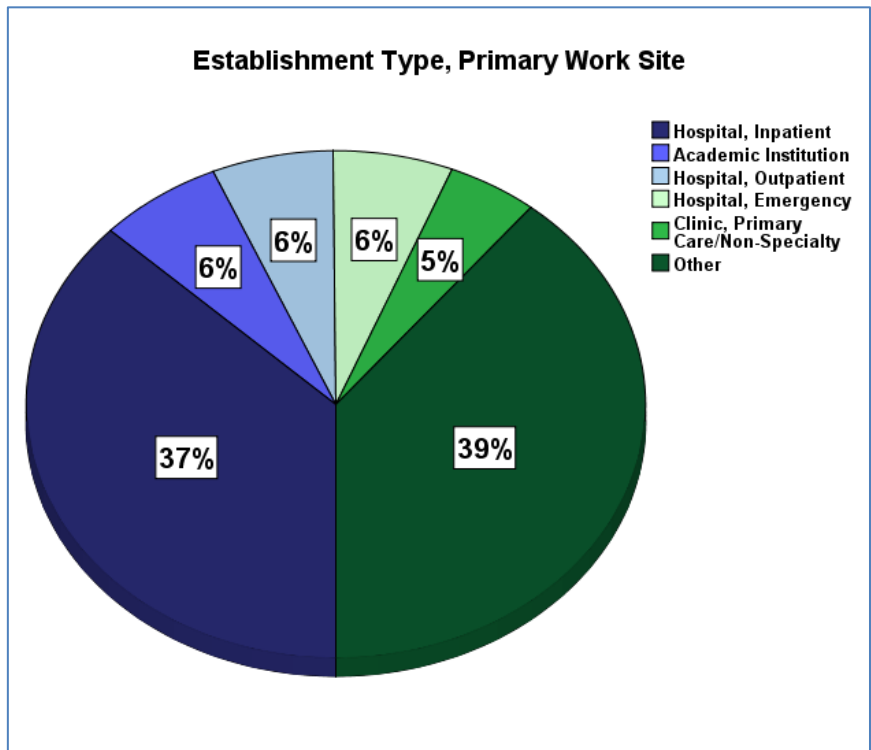
Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation
Patient Care: 80%-89%

Roles
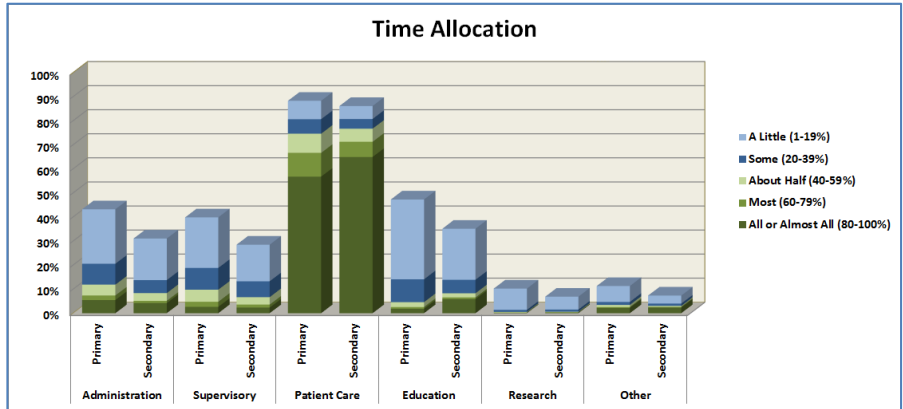Patient Care: 67%
Administrative: 7%
Supervisory: 5%
Education: 3%

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

RNs typically spend most of their 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												
	Admin.		Supervisory		Patient Care		Education		Research		Other	
Time Spent	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%	4%	3%	2%	57%	65%	2%	6%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	1%	10%	6%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	4%	3%	5%	3%	8%	5%	2%	2%	0%	0%	1%	0%
Some (20-39%)	9%	5%	9%	7%	6%	4%	9%	6%	1%	1%	1%	1%
A Little (1-19%)	23%	17%	21%	15%	8%	5%	33%	21%	9%	5%	7%	3%
None (0%)	57%	69%	60%	72%	12%	14%	53%	65%	90%	93%	89%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Allocation
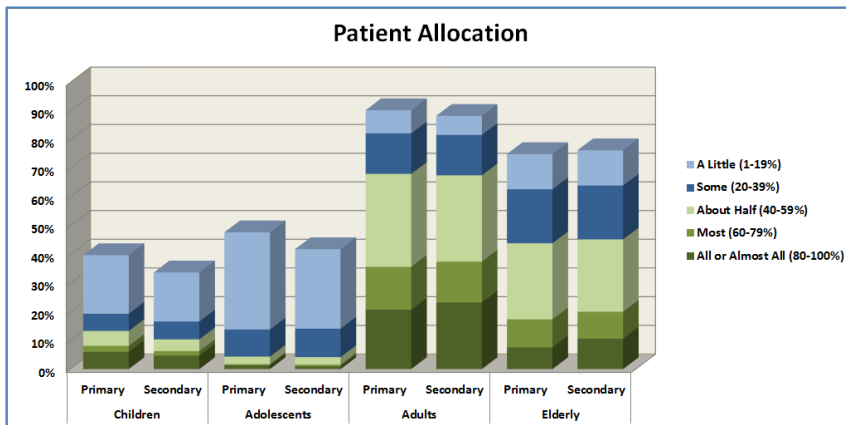
Source: Va. Healthcare Workforce Data Center

> *RNs typically devote most of their 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								
	Children		Adolescents		Adults		Elderly	
Time Spent	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%	23%	8%	11%
Most (60-79%)	2%	2%	0%	1%	15%	14%	10%	9%
About Half (40-59%)	5%	4%	3%	3%	32%	30%	27%	25%
Some (20-39%)	6%	6%	9%	10%	14%	14%	19%	19%
A Little (1-19%)	20%	17%	34%	28%	8%	7%	12%	12%
None (0%)	60%	66%	52%	58%	10%	12%	25%	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs 50 and Over	
	#	%	#	%
Under Age 50	2,004	3%	-	-
50 to 54	2,699	4%	147	1%
55 to 59	6,298	9%	1,277	5%
60 to 64	19,750	27%	6,862	25%
65 to 69	27,680	38%	12,460	45%
70 to 74	7,795	11%	4,195	15%
75 to 79	1,978	3%	1,144	4%
80 or Over	802	1%	411	1%
I Do Not Intend to Retire	2,976	4%	1,367	5%
Total	71,982	100%	27,863	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations
All RNs
Under 65:   43%
Under 60:   15%
RNs 50 and Over
Under 65:   30%
Under 60:   5%

Time Until Retirement
Within 2 Years: 8%
Within 10 Years: 23%
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

More than two out of every five RNs expect to retire by the age of 65. Among RNs who are age 50 and over, 30% expect to retire by the age of 65.

Within the next two years, 24% of RNs expect to pursue additional educational opportunities, and 7% expect to increase their patient care hours.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	8,309	8%
Leave Virginia	3,343	3%
Leave Profession	1,833	2%
Decrease Teaching Hours	443	0%
Increase Participation		
Pursue Additional Education	23,969	24%
Increase Patient Care Hours	7,296	7%
Increase Teaching Hours	5,082	5%
Return to the Workforce	1,649	2%

Source: Va. Healthcare Workforce Data Center

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	5,582	8%	8%
5 Years	2,820	4%	12%
10 Years	8,352	12%	23%
15 Years	7,842	11%	34%
20 Years	7,487	10%	45%
25 Years	8,626	12%	57%
30 Years	8,635	12%	69%
35 Years	8,412	12%	80%
40 Years	6,552	9%	89%
45 Years	3,629	5%	94%
50 Years	760	1%	95%
55 Years	138	0%	96%
In More than 55 Years	171	0%	96%
Do Not Intend to Retire	2,976	4%	100%
Total	71,981	100%	

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 2046.
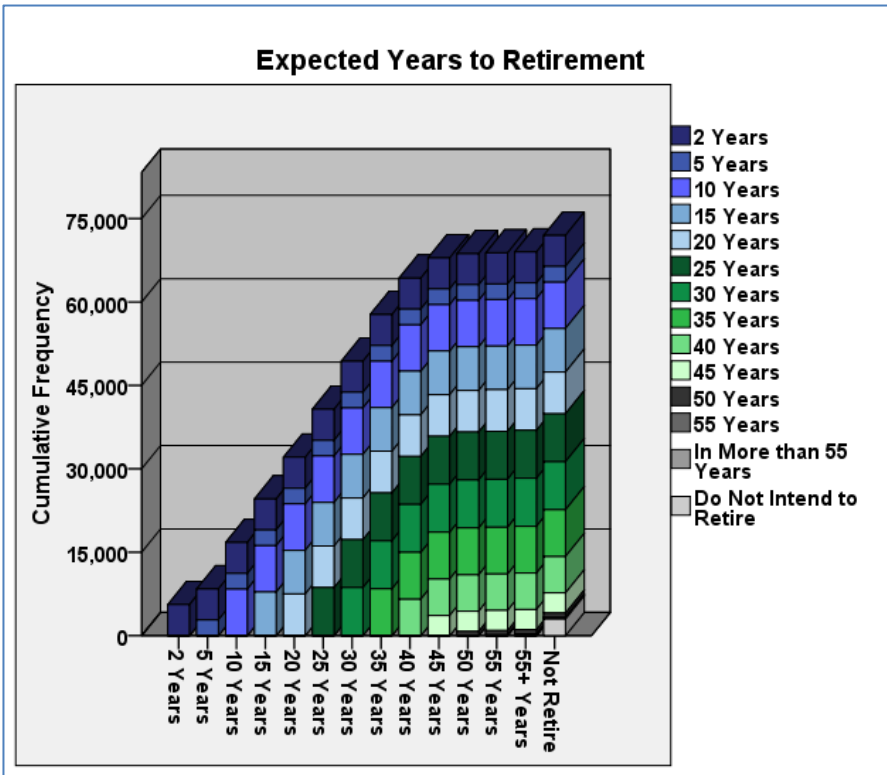
Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2031. Retirement will peak at 12% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs
Total: 83,548
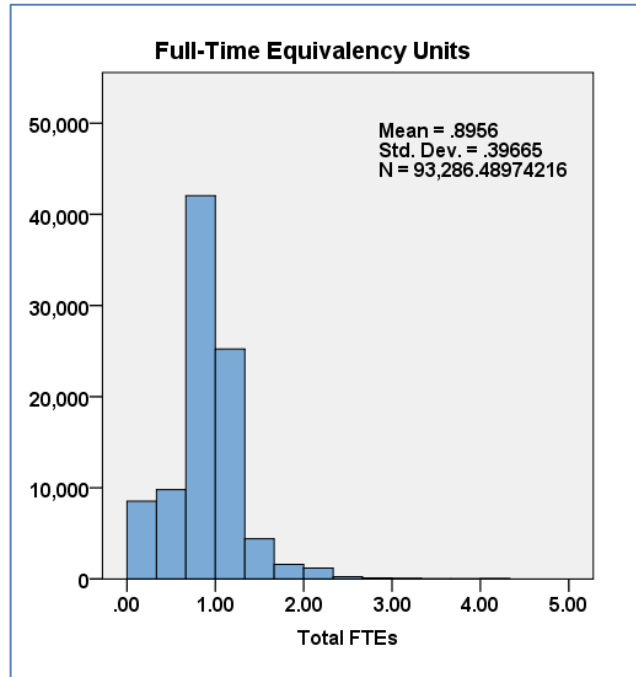FTEs/1,000 Residents[2]:   9.79
Average: 0.90

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:

Full-Time Equivalency Units

Mean = .8956
Std. Dev. = .39665
N = 93,286.48974216

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	0.88	0.93
30 to 34	0.85	0.89
35 to 39	0.87	0.91
40 to 44	0.91	0.93
45 to 49	0.92	0.94
50 to 54	0.97	0.96
55 to 59	0.98	0.96
60 and Over	0.85	0.78
Gender		
Male	0.99	0.96
Female	0.90	0.94

Source: Va. Healthcare Workforce Data Center

FTEs by Age & Gender
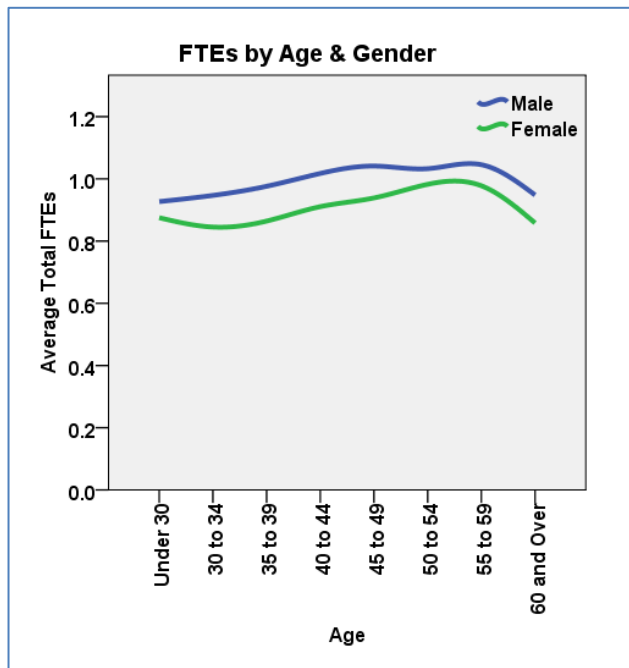
Source: Va. Healthcare Workforce Data Center

[2] Number of residents in 2019 was used as the denominator.
[3] Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).

Virginia Performs Regions

Full-Time Equivalency Units Provided by Registered Nurses by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 1,198 - 4,868
- 9,941
- 17,274 - 19,633
- 22,608

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

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

- 6.61
- 7.88 - 8.43
- 9.37 - 10.12
- 13.17 - 13.36

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

Full-Time Equivalency Units Provided by Registered Nurses by Area Health Education Center

Full-Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Area Health Education Center

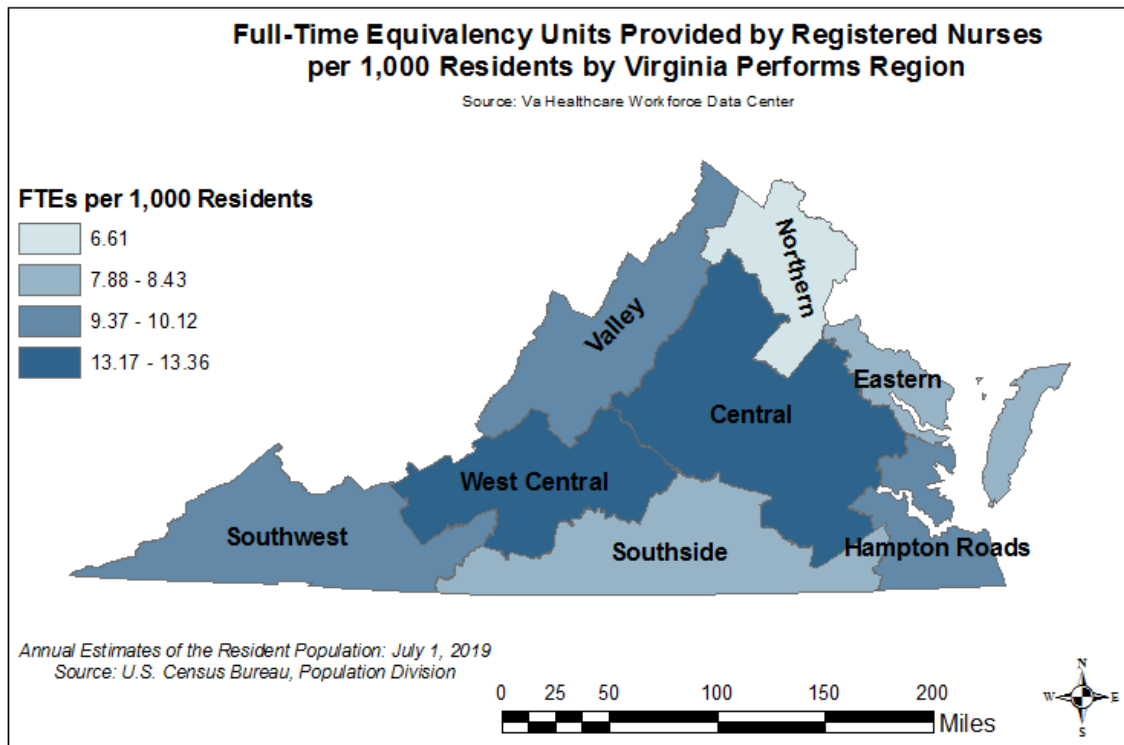**Full-Time Equivalency Units Provided by Registered Nurses by Workforce Investment Area**

Source: Va Healthcare Work force Data Center

Full-Time Equivalency Units

- 1,396 - 1,668
- 2,432 - 2,861
- 3,722 - 4,098
- 4,821 - 5,632
- 11,848 - 15,636

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

0 25 50 100 150 200
Miles

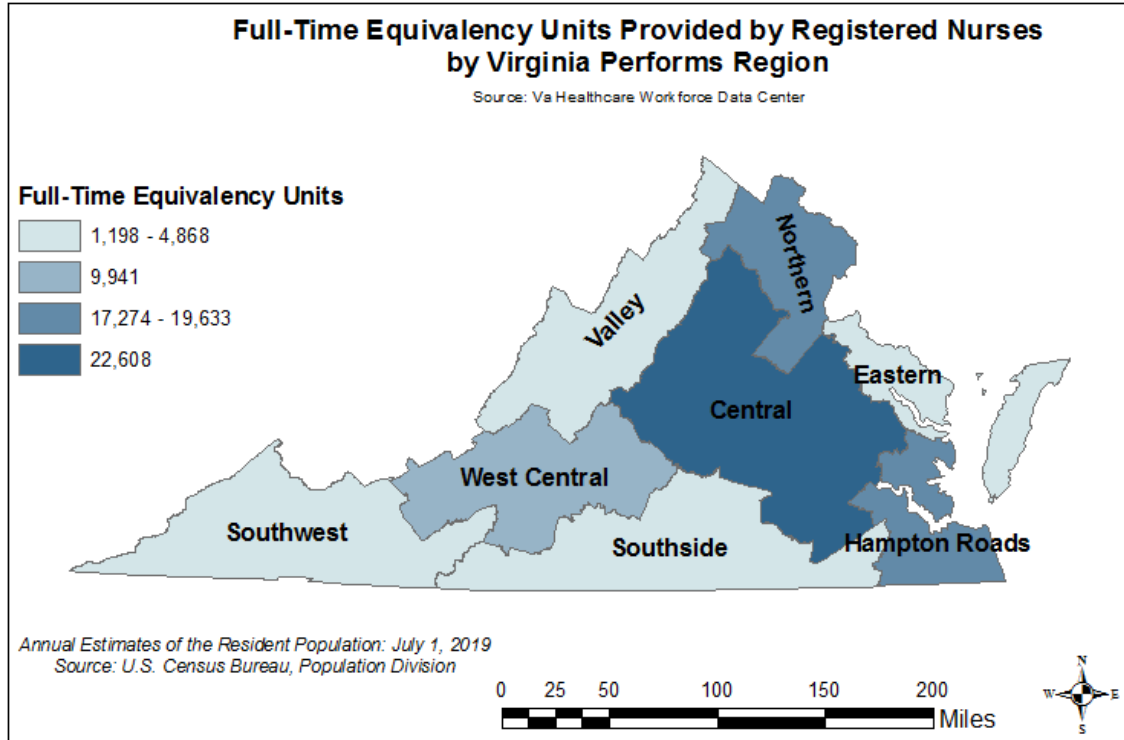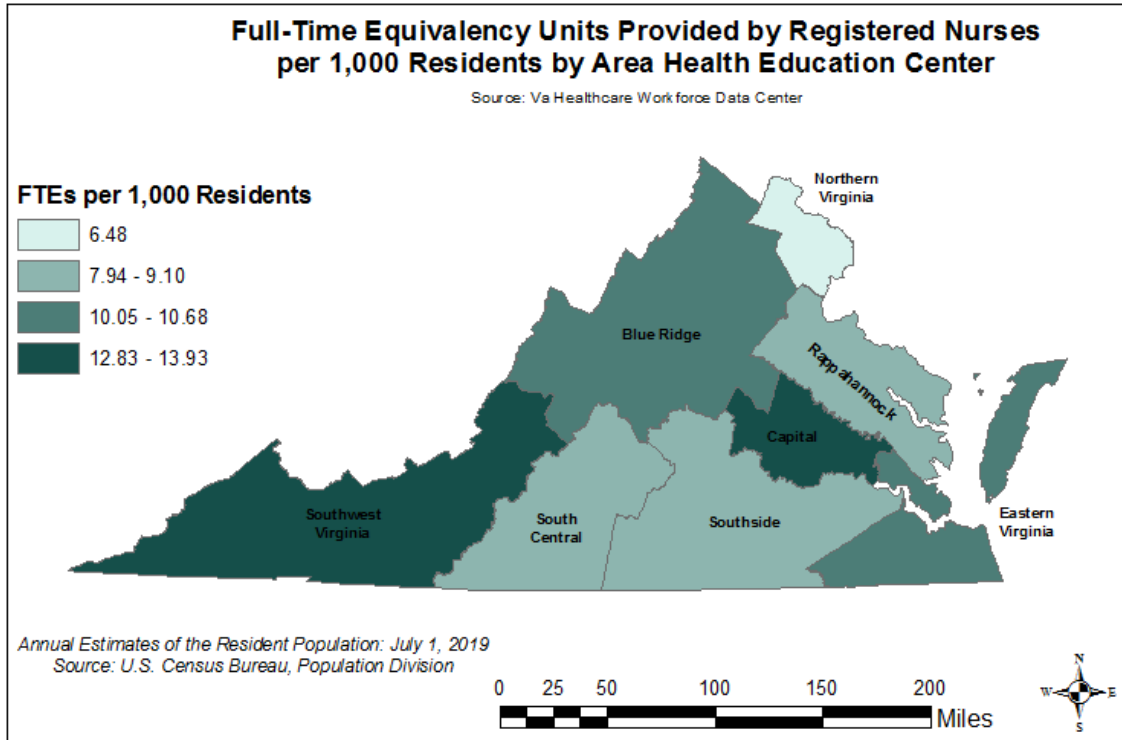**Full-Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Workforce Investment Area**

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

- 6.14 - 6.54
- 7.63 - 7.82
- 8.83 - 8.92
- 9.81 - 10.86
- 12.86 - 16.88

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

0 25 50 100 150 200
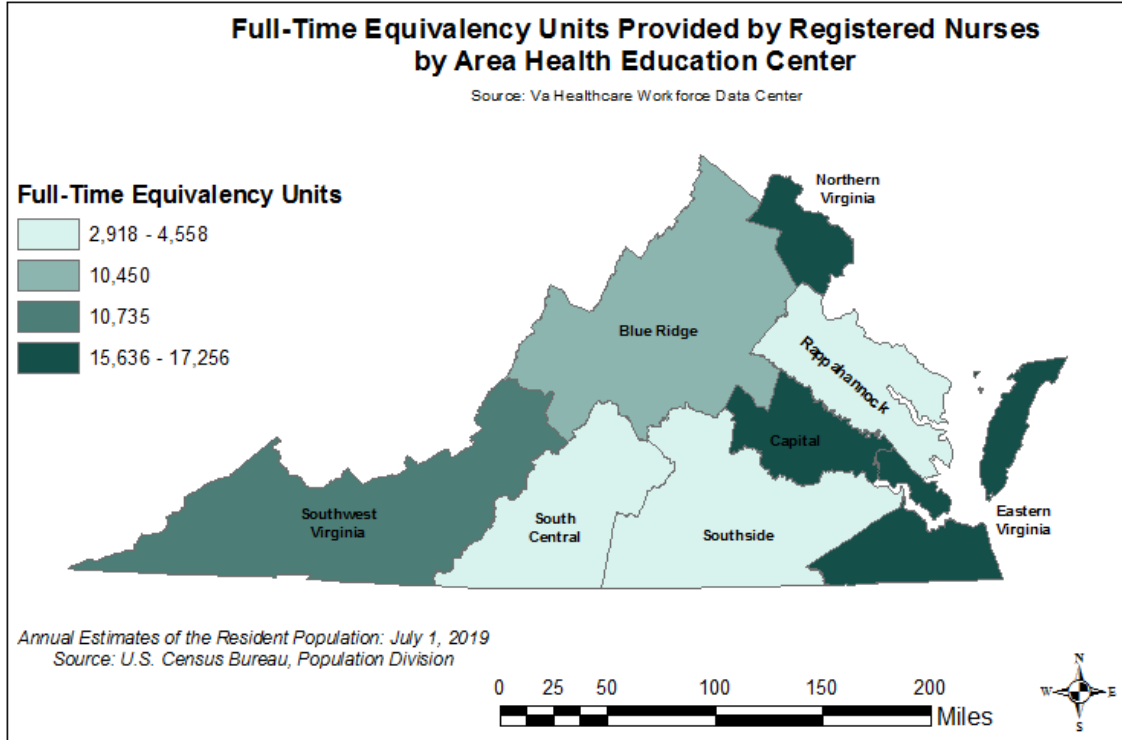Miles

Full-Time Equivalency Units Provided by Registered Nurses by Health Services Area
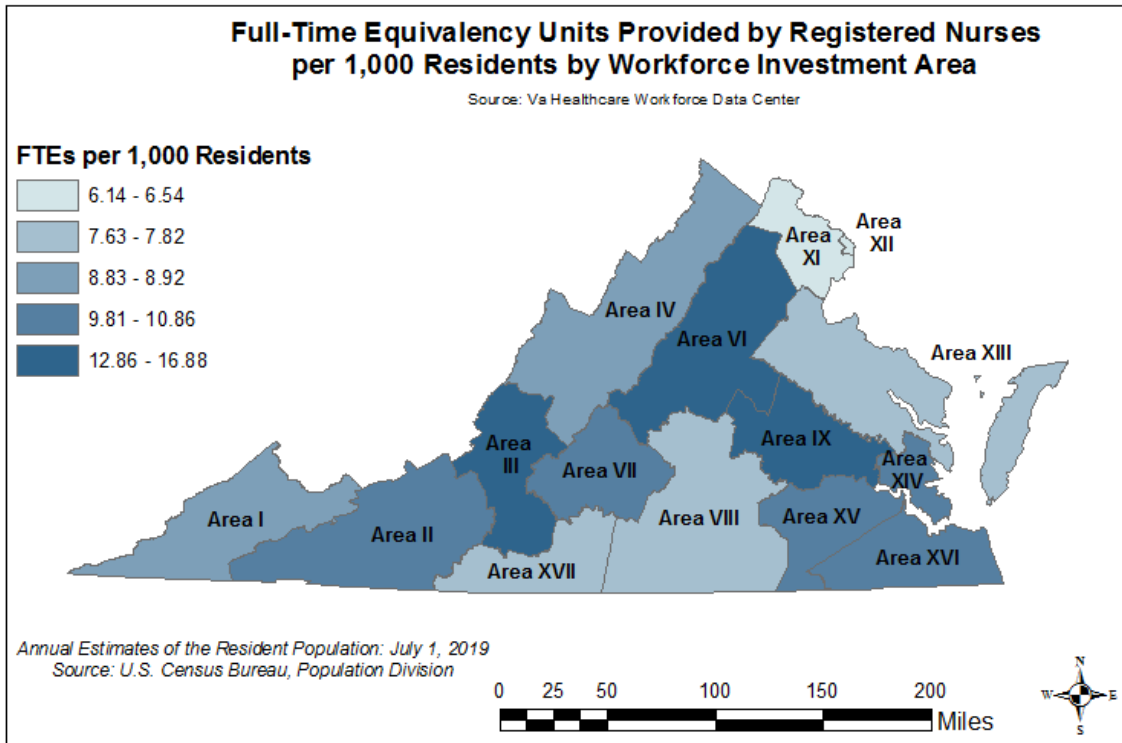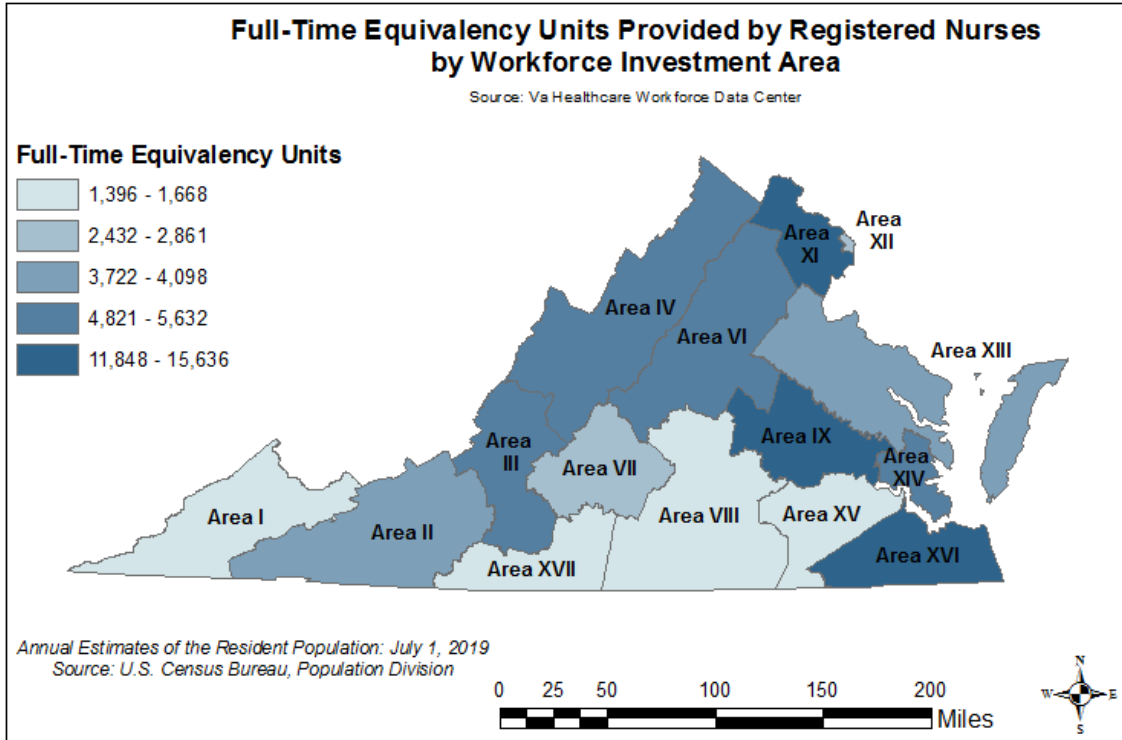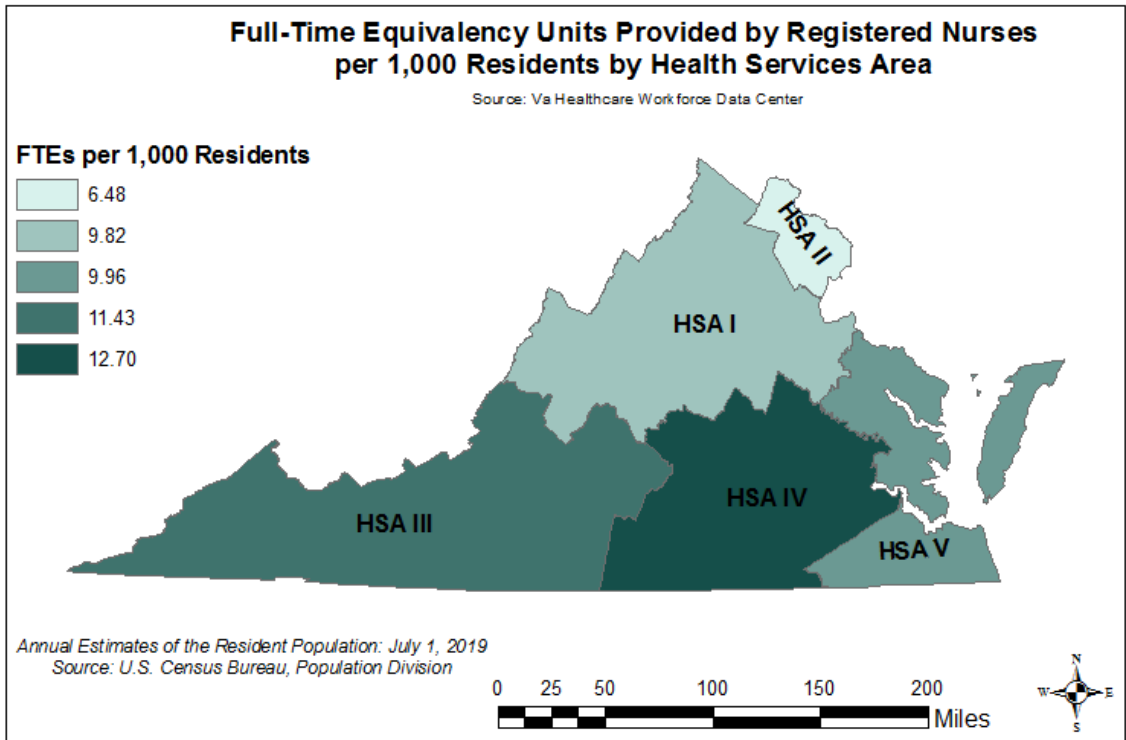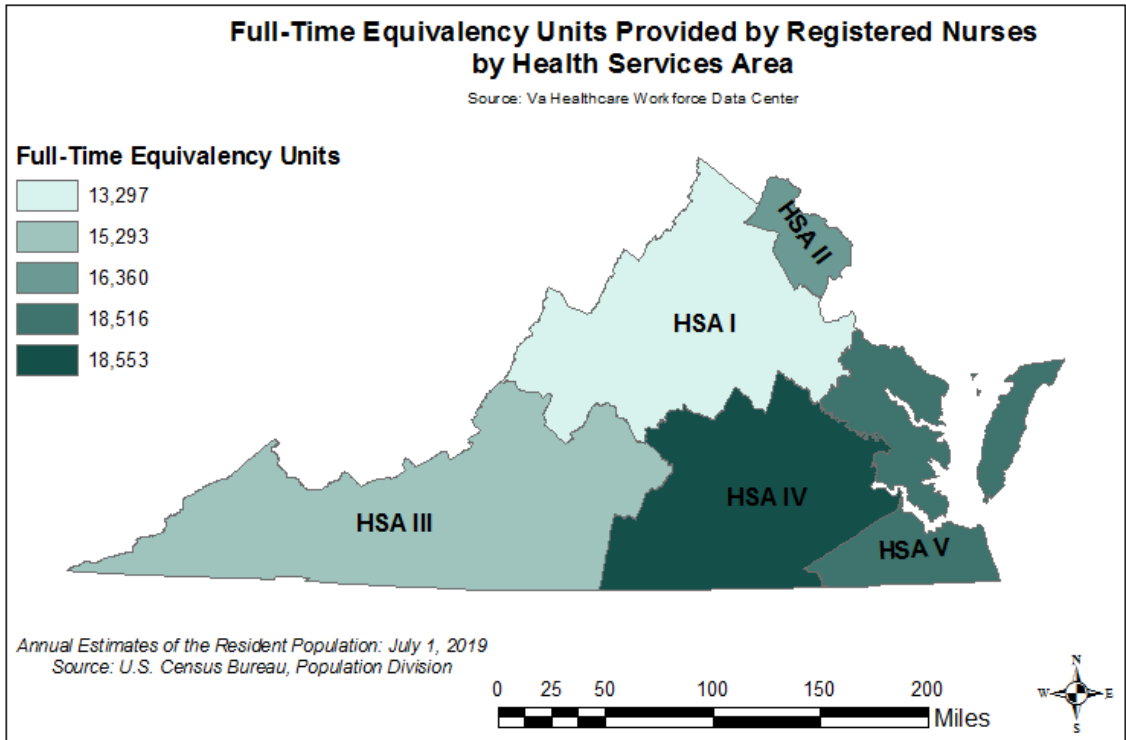
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

	13,297
	15,293
	16,360
	18,516
	18,553

HSA II
HSA I
HSA IV
HSA III
HSA V

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

0 25 50   100   150   200
Miles

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

	6.48
	9.82
	9.96
	11.43
	12.70

HSA II
HSA I
HSA IV
HSA III
HSA V

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

0 25 50   100   150   200
Miles

25

Full-Time Equivalency Units Provided by Registered Nurses by Planning District

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

	355 - 738
	951 - 964
	1,697 - 2,861
	4,665 - 5,344
	15,455 - 16,901

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

0 25 50 100 150 200
Miles

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

	5.31 - 6.48
	7.15 - 8.39
	9.14 - 10.86
	11.63 - 13.98
	18.21 - 19.25

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

0 25 50 100 150 200
Miles

26

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	67,707	36.06%	2.773	2.170	3.813
Metro, 250,000 to 1 Million	10,536	36.35%	2.751	2.153	3.782
Metro, 250,000 or Less	11,118	36.86%	2.713	2.123	3.730
Urban, Pop. 20,000+, Metro Adj.	1,967	37.37%	2.676	2.094	3.679
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	4,595	37.11%	2.695	2.109	3.705
Urban, Pop. 2,500-19,999, Non-Adj.	3,048	36.52%	2.739	2.143	3.765
Rural, Metro Adj.	2,726	34.67%	2.885	2.258	3.966
Rural, Non-Adj.	1,259	34.47%	2.901	2.270	3.988
Virginia Border State/D.C.	2,918	23.82%	4.199	3.286	5.772
Other U.S. State	10,770	23.57%	4.242	3.320	5.832

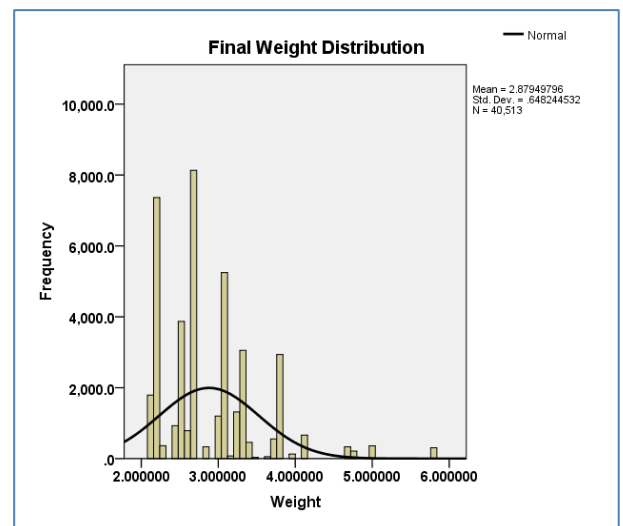*Source: Va. Healthcare Workforce Data Center*

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: 0.347307

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	13,740	25.26%	3.959	3.679	5.832
30 to 34	14,227	38.49%	2.598	2.415	3.828
35 to 39	14,346	29.24%	3.420	3.179	5.038
40 to 44	12,015	43.45%	2.302	2.139	3.391
45 to 49	11,695	31.10%	3.216	2.989	4.737
50 to 54	11,603	44.38%	2.253	2.094	3.320
55 to 59	11,547	31.31%	3.194	2.969	4.706
60 and Over	27,476	35.49%	2.818	2.619	4.152

Source: Va. Healthcare Workforce Data Center