
Virginia's Registered Nurse Workforce: 2022

Healthcare Workforce Data Center

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More than 44,000 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 their ongoing cooperation.

Thank You!

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The Registered Nurse Workforce At a Glance:

The Workforce

Licensees:	119,222
Virginia's Workforce:	99,802
FTEs:	83,631

Background

Rural Childhood:	36%
HS Degree in VA:	58%
Prof. Degree in VA:	69%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	67%
Satisfied?:	91%

Survey Response Rate

All Licensees:	37%
Renewing Practitioners:	89%

Education

Baccalaureate:	50%
Associate:	26%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	60%

Demographics

Female:	92%
Diversity Index:	43%
Median Age:	45

Finances

Median Income:	\$70k-\$80k
Health Insurance:	65%
Under 40 w/ Ed. Debt:	58%

Time Allocation

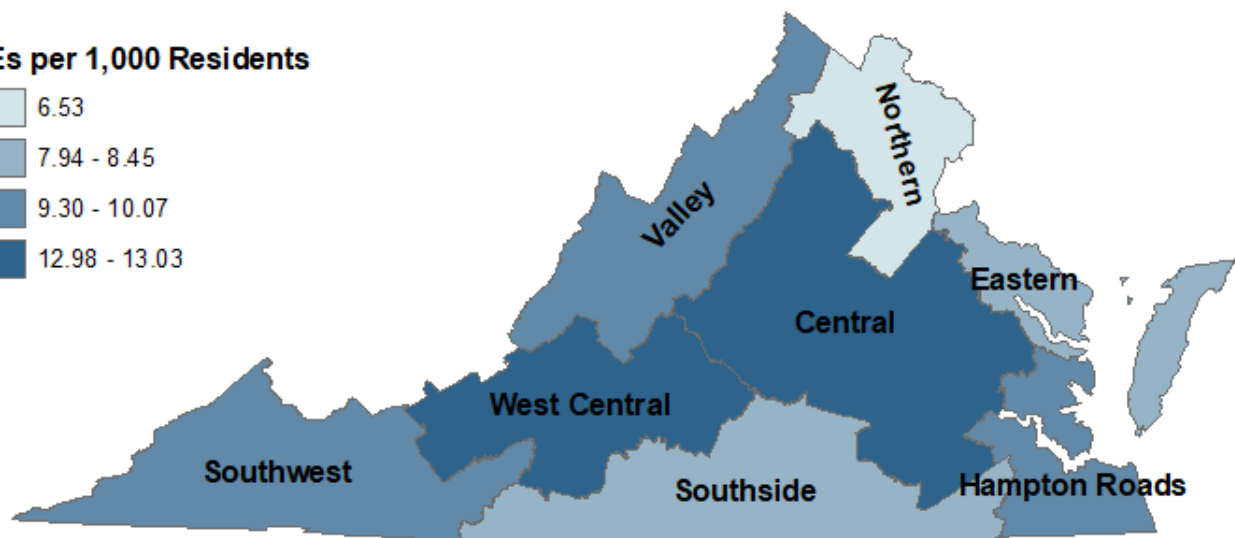
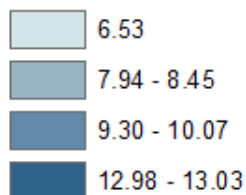
Patient Care:	80%-89%
Patient Care Role:	67%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

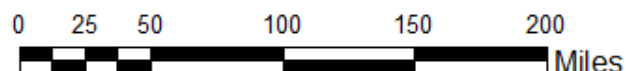
Full-Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



*Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division*



This report contains the results of the 2022 Registered Nurse (RN) survey. More than 44,000 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 37% of the 119,222 RNs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 99,802 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 83,631 "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 this workforce is 45. In a random encounter between two RNs, there is a 43% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 47% for those RNs who are under the age of 40. The comparable diversity index for Virginia's population as a whole is 58%. More than one-third of all RNs grew up in a rural area, and 20% 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. In total, 7% of Virginia's RNs have served in the military.

Among all RNs, 90% are currently employed in the profession, 67% hold one full-time job, and 40% work between 40 and 49 hours per week. Hospitals employ nearly half of all RNs, including 36% who work in the inpatient department of hospitals. The median annual income for Virginia's RN workforce is between \$70,000 and \$80,000, and nearly two-thirds of RNs receive this income in the form of an hourly wage. In addition, more than 80% of RNs receive at least one employer-sponsored benefit, including 65% who have access to health insurance. More than 90% of RNs indicated that they are satisfied with their current employment situation, including 52% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 RN workforce. The number of licensed RNs in Virginia has increased by 10% (119,222 vs. 108,857). In addition, the size of Virginia's RN workforce has also increased by 10% (99,802 vs. 90,574), and the number of FTEs provided by this workforce has grown by 7% (83,631 vs. 77,979). A higher percentage of Virginia's renewing RNs responded to this survey (89% vs. 86%).

Although females remain the majority of all RNs in the state, their percentage of this workforce has fallen slightly (92% vs. 93%). In addition, the median age of this workforce has declined slightly as well (45 vs. 46). The state's RN workforce has become more diverse (43% vs. 37%) during a time in which the state's overall population has also become more diverse (58% vs. 56%). RNs are slightly less likely to have grown up in a rural area (36% vs. 37%), but RNs who grew up in a rural area are slightly more likely to currently work in a non-metro area of the state (20% vs. 19%).

RNs are more likely to hold a baccalaureate degree as their highest professional degree (50% vs. 45%) instead of an associate degree (26% vs. 31%). However, RNs are less likely to be currently enrolled in a degree-seeking program (12% vs. 15%). At the same time, RNs are more likely to carry education debt (42% vs. 40%), and those RNs with education debt have seen their median debt amount increase (\$30k-\$40k vs. \$20k-\$30k).

RNs are less likely to hold one full-time job (67% vs. 69%) and work between 40 and 49 hours per week (40% vs. 41%). Employment turnover has increased as RNs are more likely to switch jobs (9% vs. 7%) and less likely to be employed at their primary work location for more than two years (60% vs. 63%). At the same time, RNs are considerably less likely to be underemployed (2% vs. 6%). The median annual income of Virginia's RN workforce has increased (\$70k-\$80k vs. \$60k-\$70k). On the other hand, RNs are less likely to receive at least one employer-sponsored benefit (82% vs. 84%). The percentage of RNs who indicated that they are satisfied with their current work situation has fallen (91% vs. 93%), and this decline has been even larger among those RNs who indicated that they are "very satisfied" (52% vs. 58%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	50,525	42%
New Licensees	6,750	6%
Non-Renewals	6,636	6%
Renewal Date Not in Survey Period	55,311	46%
All Licensees	119,222	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 90% of all renewing RNs submitted a survey. This represents 37% 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	10,589	3,846	27%
30 to 34	8,452	6,073	42%
35 to 39	10,040	5,029	33%
40 to 44	7,180	5,647	44%
45 to 49	7,597	4,054	35%
50 to 54	6,455	5,411	46%
55 to 59	7,203	4,039	36%
60 and Over	17,107	10,500	38%
Total	74,623	44,599	37%
New Licenses			
Issued in Past Year	6,749	1	0%
Metro Status			
Non-Metro	8,508	5,349	39%
Metro	55,751	35,574	39%
Not in Virginia	10,360	3,676	26%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2021 and September 2022 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	44,599
Response Rate, All Licensees	37%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Nurses
 Number: 119,222
 New: 6%
 Not Renewed: 6%

Response Rates
 All Licensees: 37%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's RN Workforce: 99,802
 FTEs: 83,631

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.43
 Workers per FTE: 1.19

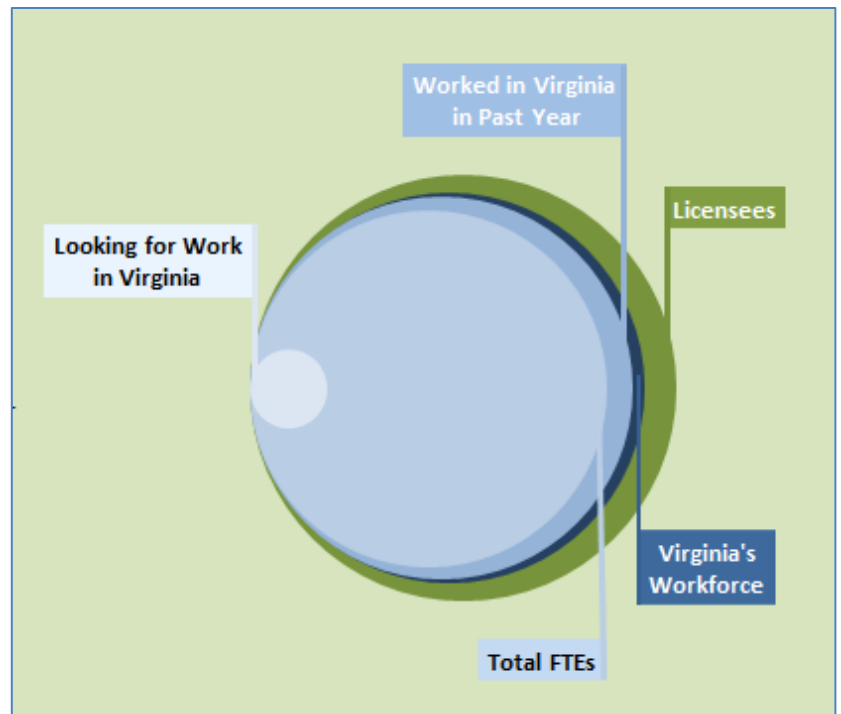
Source: Va. Healthcare Workforce Data Center

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	95,729	96%
Looking for Work in Virginia	4,073	4%
Virginia's Workforce	99,802	100%
Total FTEs	83,631	
Licensees	119,222	

Source: Va. Healthcare Workforce Data Center



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/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	963	8%	11,083	92%	12,047	14%
30 to 34	911	8%	10,541	92%	11,452	13%
35 to 39	1,024	9%	10,671	91%	11,695	13%
40 to 44	832	9%	8,949	92%	9,781	11%
45 to 49	729	8%	8,060	92%	8,788	10%
50 to 54	760	9%	8,149	92%	8,909	10%
55 to 59	632	8%	7,753	93%	8,385	9%
60 and Over	991	6%	16,397	94%	17,388	20%
Total	6,842	8%	81,603	92%	88,445	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	RNs		RNs Under 40	
	%	#	%	#	%
White	60%	65,887	74%	25,321	71%
Black	19%	11,114	12%	3,990	11%
Asian	7%	5,687	6%	2,587	7%
Other Race	0%	879	1%	277	1%
Two or More Races	3%	2,410	3%	1,273	4%
Hispanic	10%	3,339	4%	1,997	6%
Total	100%	89,316	100%	35,445	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, 2021.

Source: Va. Healthcare Workforce Data Center

Two out of every five 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 47%.

At a Glance:

Gender

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

Age

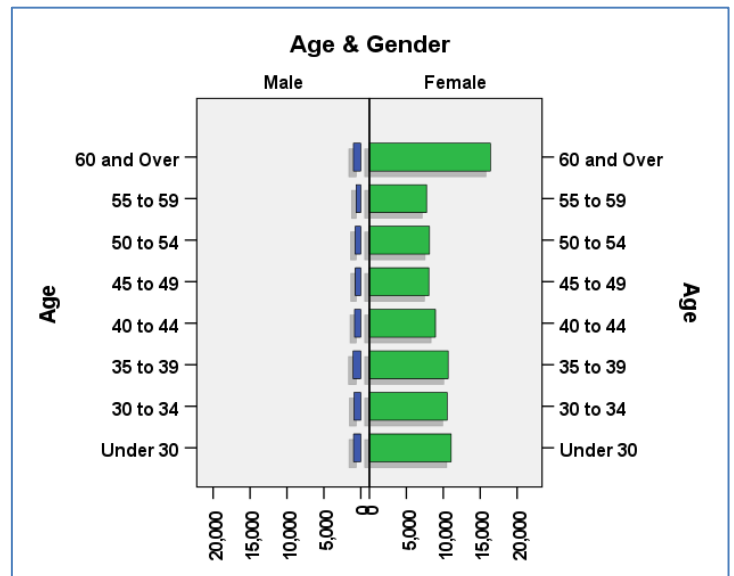
Median Age: 45
% Under 40: 40%
% 55 and Over: 29%

Diversity

Diversity Index: 43%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 43% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 58% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 36%

Virginia Background

HS in Virginia: 58%
 Prof. Edu. in VA: 69%
 HS or Prof. Edu. in VA: 72%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 3%

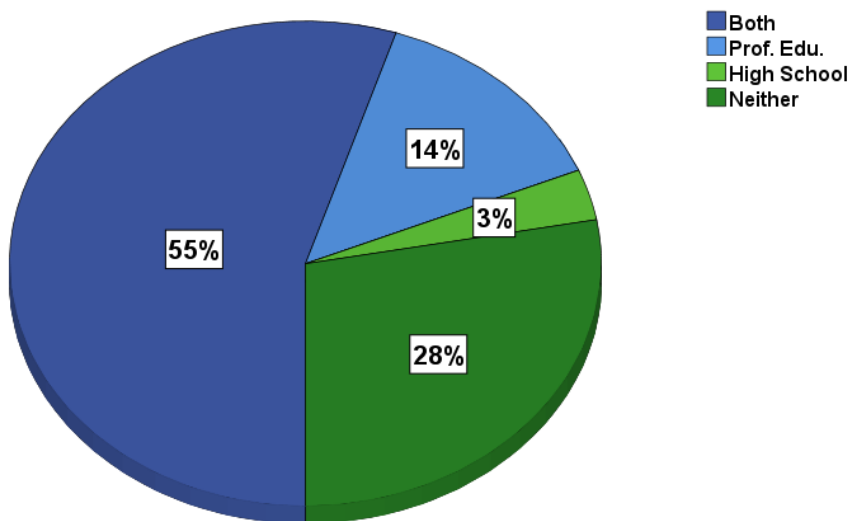
Source: Va. Healthcare Workforce Data Center

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%	17%
2	Metro, 250,000 to 1 Million	54%	37%	9%
3	Metro, 250,000 or Less	51%	40%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	73%	18%	9%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	74%	20%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	90%	7%	4%
8	Rural, Metro Adjacent	73%	18%	9%
9	Rural, Non-Adjacent	64%	25%	12%
Overall		36%	50%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-third of all RNs grew up in a self-described rural area, and one-fifth 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	51,814	Virginia	60,882
2	Outside U.S./Canada	6,872	Outside U.S./Canada	3,355
3	New York	3,770	New York	2,868
4	Pennsylvania	3,423	Pennsylvania	2,699
5	Maryland	2,286	North Carolina	1,658
6	New Jersey	1,734	Maryland	1,560
7	North Carolina	1,681	Florida	1,309
8	Ohio	1,561	Ohio	1,141
9	Florida	1,422	West Virginia	1,089
10	California	1,284	Washington, D.C.	924

Source: Va. Healthcare Workforce Data

Among all RNs, 58% received their high school degree in Virginia, and 69% received their initial professional degree in the state.

Among RNs who have obtained their license in the past five years, 56% received their high school degree in Virginia, and 67% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	11,669	Virginia	13,805
2	Outside U.S./Canada	2,052	Outside U.S./Canada	1,069
3	New York	777	Pennsylvania	644
4	Pennsylvania	740	New York	588
5	Maryland	552	Maryland	383
6	California	447	North Carolina	363
7	North Carolina	398	Florida	362
8	New Jersey	395	Ohio	315
9	Florida	395	California	219
10	Ohio	353	Washington, D.C.	206

Source: Va. Healthcare Workforce Data Center

Among all licensees, 16% did not participate in Virginia's RN workforce during the past year. Seven out of every ten of these licensees worked at some point in the past year, including 64% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	19,394
% of Licensees:	16%
Federal/Military:	9%
VA Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	122	0%
Hospital RN Diploma	4,579	5%
Associate Degree	22,597	26%
Baccalaureate Degree	44,395	50%
Master's Degree	14,803	17%
Doctorate Degree	2,021	2%
Total	88,517	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.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	10,557	12%
No	77,718	88%
Total	88,276	100%
Degree Pursued	#	%
Associate	30	0%
Baccalaureate	3,763	36%
Masters	5,140	50%
Doctorate	1,381	13%
Total	10,314	100%

Source: Va. Healthcare Workforce Data Center

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

Education Debt				
Amount Carried	All RNs		RN's Under 40	
	#	%	#	%
None	43,588	58%	12,636	42%
Less than \$10,000	4,944	7%	2,680	9%
\$10,000-\$19,999	4,770	6%	2,800	9%
\$20,000-\$29,999	4,353	6%	2,585	8%
\$30,000-\$39,999	3,652	5%	2,207	7%
\$40,000-\$49,999	2,644	3%	1,524	5%
\$50,000-\$59,999	2,575	3%	1,457	5%
\$60,000-\$69,999	2,124	3%	1,183	4%
\$70,000-\$79,999	1,554	2%	921	3%
\$80,000-\$89,999	1,294	2%	651	2%
\$90,000-\$99,999	795	1%	359	1%
\$100,000-\$109,999	1,041	1%	531	2%
\$110,000-\$119,999	394	1%	186	1%
\$120,000 or More	1,847	2%	707	2%
Total	75,575	100%	30,427	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Acute/Critical Care:	20%
Surgery/OR:	8%
Obstetrics/Midwifery:	4%

Secondary Specialty

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

Licenses

Licensed NP:	8%
Licensed Practical Nurse:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialty	Primary		Secondary	
	#	%	#	%
Acute/Critical Care/Emergency/Trauma	17,697	20%	10,439	16%
Surgery/OR/Pre-, Peri- or Post-Operative	6,728	8%	2,954	5%
Obstetrics/Nurse Midwifery	3,793	4%	1,429	2%
Cardiology	3,745	4%	3,034	5%
Pediatrics	3,659	4%	2,307	4%
Psychiatric/Mental Health	3,628	4%	1,674	3%
Case Management	2,968	3%	2,031	3%
Family Health	2,678	3%	1,354	2%
Neonatal Care	2,597	3%	1,660	3%
Oncology	2,452	3%	1,436	2%
Administration/Management	2,408	3%	2,706	4%
Community Health/Public Health	1,976	2%	1,681	3%
Hospital/Float	1,847	2%	1,806	3%
Geriatrics/Gerontology	1,596	2%	1,721	3%
Women's Health/Gynecology	1,394	2%	1,420	2%
Palliative/Hospice Care	1,316	2%	909	1%
General Nursing/No Specialty	8,270	10%	9,715	15%
Other Specialty Area	16,561	19%	14,435	23%
Medical Specialties (Not Listed)	1,356	2%	1,006	2%
Total	86,668	100%	63,717	100%

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.

In addition to being licensed as an RN, 8% of RNs also hold a license as an LNP. Another 1% of RNs hold a license as an LPN.

Other Licenses

License	#	% of Workforce
Licensed Nurse Practitioner	8,196	8%
Licensed Practical Nurse	897	1%
Clinical Nurse Specialist	325	0%
Certified Nurse Midwife	224	0%
Certified Massage Therapist	143	0%
Respiratory Therapist	33	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Military Service		
Service?	#	%
Yes	5,938	7%
No	79,080	93%
Total	85,018	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	2,229	39%
Navy/Marine	2,170	38%
Air Force	1,199	21%
Other	143	2%
Total	5,741	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Who Served: 7%

Branch of Service

Army: 39%
 Navy/Marines: 38%
 Air Force: 21%

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 40% 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)	433	8%
Navy Basic Medical Technician (Navy HM0000)	383	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	139	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	12	0%
Other	4,565	83%
Total	5,532	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 67%
 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	66	< 1%
Employed in a Nursing-Related Capacity	78,497	90%
Employed, NOT in a Nursing-Related Capacity	2,475	3%
Not Working, Reason Unknown	8	< 1%
Involuntarily Unemployed	275	< 1%
Voluntarily Unemployed	3,805	4%
Retired	2,407	3%
Total	87,533	100%

Source: Va. Healthcare Workforce Data Center

Among all RNs, 90% are currently employed in the profession, 67% hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	6,495	8%
1 to 9 Hours	1,404	2%
10 to 19 Hours	3,012	4%
20 to 29 Hours	6,981	8%
30 to 39 Hours	24,817	29%
40 to 49 Hours	34,181	40%
50 to 59 Hours	5,344	6%
60 to 69 Hours	1,903	2%
70 to 79 Hours	649	1%
80 or More Hours	580	1%
Total	85,366	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	6,495	8%
One Part-Time Position	13,208	15%
Two Part-Time Positions	1,862	2%
One Full-Time Position	57,822	67%
One Full-Time Position & One Part-Time Position	5,877	7%
Two Full-Time Positions	258	0%
More than Two Positions	554	1%
Total	86,076	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	986	2%
Less than \$20,000	1,986	3%
\$20,000-\$29,999	1,476	2%
\$30,000-\$39,999	2,136	3%
\$40,000-\$49,999	3,588	5%
\$50,000-\$59,999	7,219	11%
\$60,000-\$69,999	9,550	14%
\$70,000-\$79,999	10,217	15%
\$80,000-\$89,999	8,920	14%
\$90,000-\$99,999	5,896	9%
\$100,000 or More	14,233	22%
Total	66,208	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$70k-\$80k

Benefits
Health Insurance: 65%
Retirement: 71%

Satisfaction
Satisfied: 91%
Very Satisfied: 52%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	43,263	52%
Somewhat Satisfied	32,840	39%
Somewhat Dissatisfied	6,034	7%
Very Dissatisfied	1,816	2%
Total	83,954	100%

Source: Va. Healthcare Workforce Data Center

The typical RN earns between \$70,000 and \$80,000 per year. In addition, 82% of all RNs receive at least one employer-sponsored benefit, including 65% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	55,670	71%	72%
Paid Leave	52,310	67%	68%
Health Insurance	50,720	65%	66%
Dental Insurance	49,952	64%	65%
Group Life Insurance	35,108	45%	46%
Signing/Retention Bonus	10,213	13%	13%
At Least One Benefit	64,539	82%	83%

*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 . . . ?	#	%
Experience Involuntary Unemployment?	987	1%
Experience Voluntary Unemployment?	6,369	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	2,110	2%
Work Two or More Positions at the Same Time?	12,132	12%
Switch Employers or Practices?	8,859	9%
Experience at Least One?	25,994	26%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s RNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	2,901	4%	1,543	10%
Less than 6 Months	6,016	7%	2,660	17%
6 Months to 1 Year	7,536	9%	2,021	13%
1 to 2 Years	16,012	20%	2,816	18%
3 to 5 Years	18,635	23%	2,897	19%
6 to 10 Years	11,774	15%	1,669	11%
More than 10 Years	18,047	22%	1,964	13%
Subtotal	80,921	100%	15,570	100%
Did Not Have Location	4,750		83,352	
Item Missing	14,132		881	
Total	99,802		99,802	

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: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 9%
New Location: 23%
Over 2 Years: 60%
Over 2 Yrs., 2nd Location: 42%

Employment Type

Hourly Wage: 64%
Salary: 30%

Source: Va. Healthcare Workforce Data Center

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

Employment Type

Primary Work Site	#	%
Salary	18,746	30%
Hourly Wage	39,931	64%
By Contract/Per Diem	2,802	4%
Business/Contractor Income	524	1%
Unpaid	549	1%
Subtotal	62,552	100%
Did Not Have Location	4,750	
Item Missing	32,500	

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 2.5% and a high of 3.4%. At the time of publication, the unemployment rate for September 2022 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

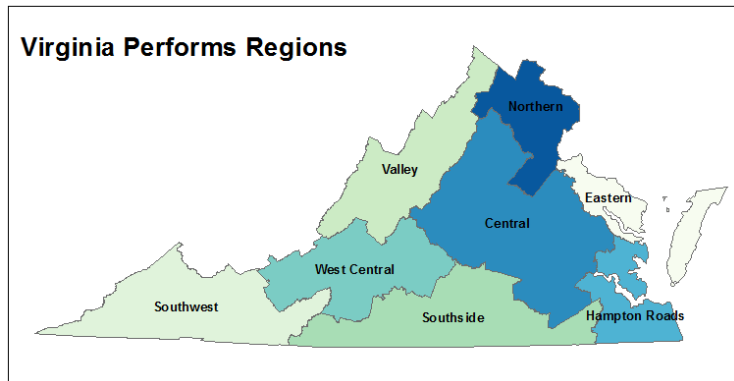
Nearly three-quarters of all RNs work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	22,293	28%	3,724	23%
Eastern	1,135	1%	248	2%
Hampton Roads	16,437	20%	3,211	20%
Northern	19,567	24%	3,637	23%
Southside	2,592	3%	510	3%
Southwest	3,364	4%	622	4%
Valley	4,713	6%	764	5%
West Central	9,406	12%	1,794	11%
Virginia Border State/D.C.	371	0%	339	2%
Other U.S. State	538	1%	996	6%
Outside of the U.S.	8	0%	35	0%
Total	80,424	100%	15,880	100%
Item Missing	14,628		572	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all RNs, 17% currently have multiple work locations, while 19% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	4,049	5%	6,251	7%
1	64,310	76%	64,408	76%
2	10,532	12%	9,839	12%
3	4,616	6%	3,592	4%
4	481	1%	194	0%
5	207	0%	133	0%
6 or More	462	1%	240	0%
Total	84,657	100%	84,657	100%

*At the time of survey completion (Oct. 2021-Sept. 2022, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	30,619	41%	7,253	49%
Non-Profit	33,078	44%	5,478	37%
State/Local Government	8,026	11%	1,483	10%
Veteran's Administration	1,633	2%	106	1%
U.S. Military	1,250	2%	214	1%
Other Federal Government	719	1%	169	1%
Total	75,325	100%	14,703	100%
Did Not Have Location	4,750		83,352	
Item Missing	19,728		1,747	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

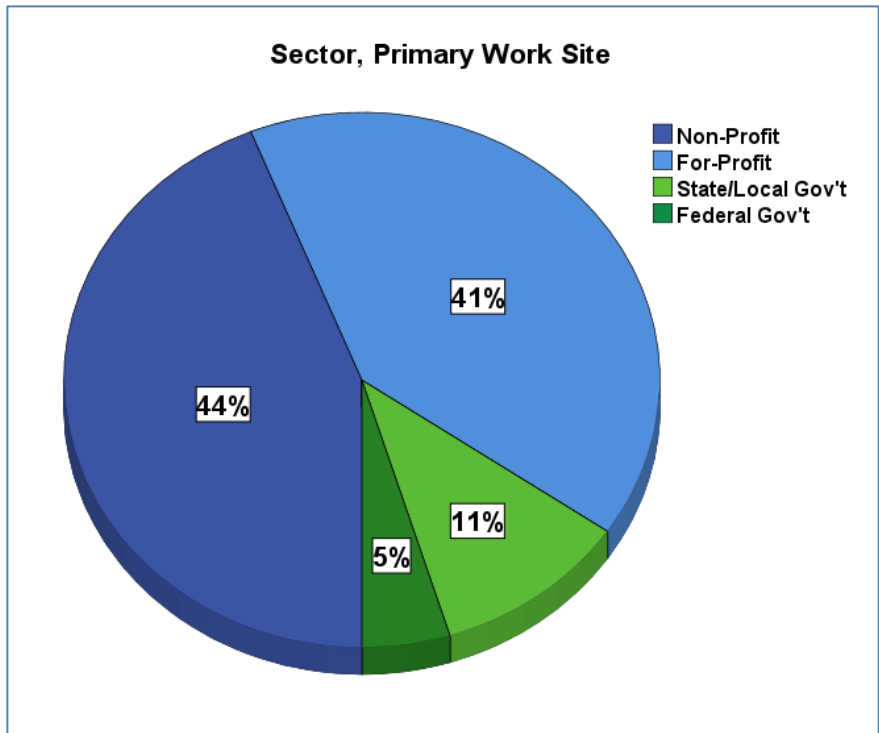
For-Profit:	41%
Federal:	5%

Top Establishments

Hospital, Inpatient:	36%
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 the non-profit sector.



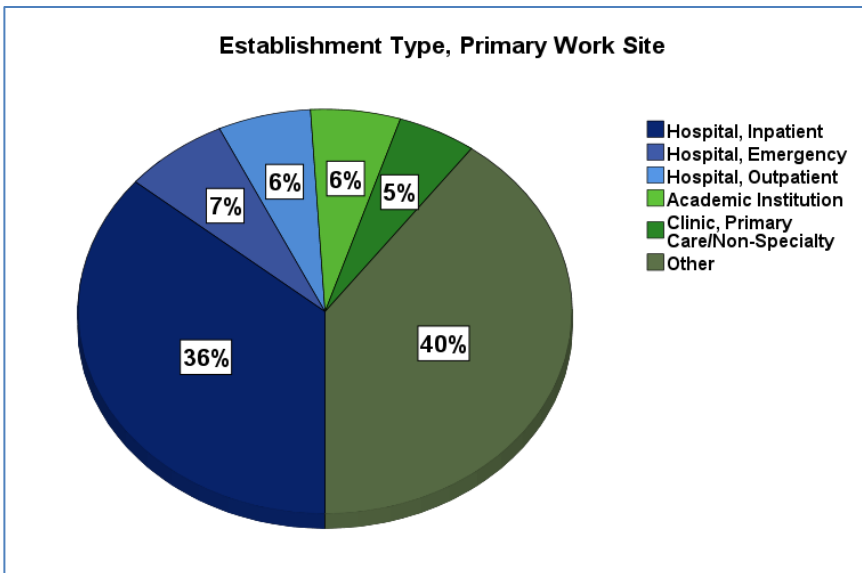
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	26,198	36%	4,484	32%
Hospital, Emergency Department	4,917	7%	1,001	7%
Hospital, Outpatient Department	4,441	6%	491	3%
Academic Institution (Teaching or Research)	4,208	6%	854	6%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	3,695	5%	802	6%
Ambulatory/Outpatient Surgical Unit	3,226	4%	520	4%
Home Health Care	2,768	4%	817	6%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	2,472	3%	563	4%
Long Term Care Facility, Nursing Home	2,360	3%	784	6%
Physician Office	2,142	3%	352	2%
Insurance Company, Health Plan	2,011	3%	154	1%
School (Providing Care to Students)	1,925	3%	336	2%
Hospice	1,379	2%	344	2%
Other Practice Setting	10,348	14%	2,621	19%
Total	72,090	100%	14,123	100%
Did Not Have a Location	4,750		83,352	

Nearly half of all RNs in Virginia work in a hospital, including 36% who work in the inpatient department of a hospital.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, more than 40% work in a hospital, including 32% who work in the inpatient department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

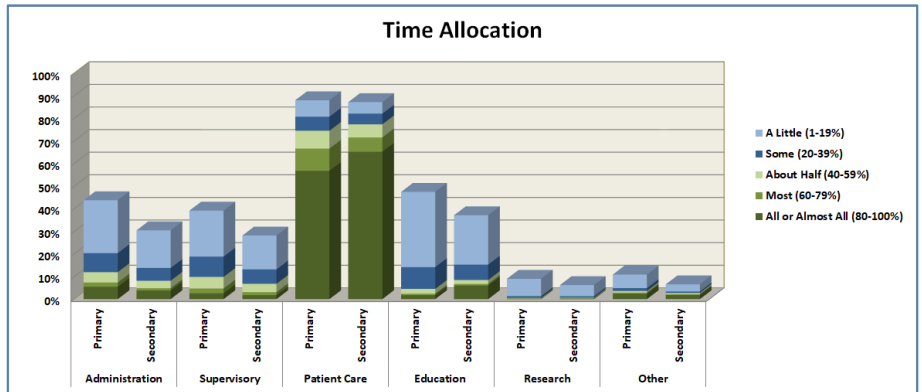
Patient Care: 67%
 Administrative: 7%
 Supervisory: 5%
 Education: 2%

Patient Care RNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



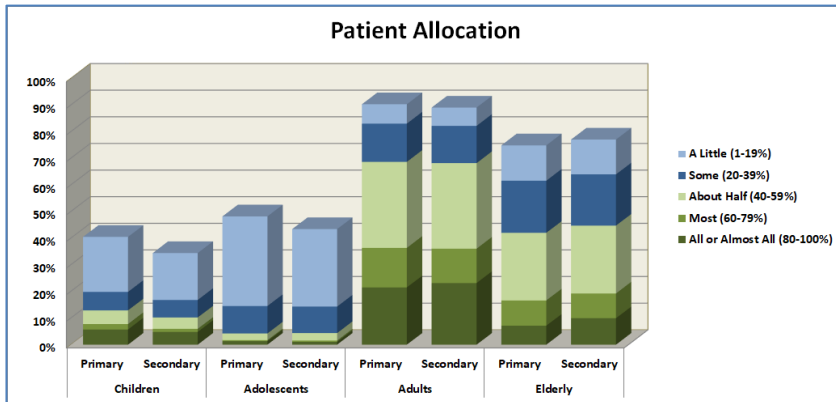
Source: Va. Healthcare Workforce Data Center

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												
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%	4%	3%	2%	57%	65%	2%	6%	0%	0%	2%	2%
Most (60-79%)	2%	1%	2%	1%	10%	6%	1%	1%	0%	0%	1%	0%
About Half (40-59%)	5%	3%	5%	4%	8%	6%	2%	2%	0%	0%	1%	1%
Some (20-39%)	8%	6%	9%	6%	6%	5%	10%	7%	1%	1%	1%	1%
A Little (1-19%)	23%	17%	20%	15%	7%	5%	33%	22%	8%	5%	6%	3%
None (0%)	56%	70%	61%	72%	12%	13%	53%	63%	91%	94%	89%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



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								
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%	22%	23%	7%	10%
Most (60-79%)	2%	1%	0%	1%	15%	13%	9%	9%
About Half (40-59%)	5%	4%	3%	3%	32%	32%	25%	25%
Some (20-39%)	7%	7%	10%	10%	14%	14%	20%	19%
A Little (1-19%)	21%	18%	34%	29%	7%	7%	13%	13%
None (0%)	60%	66%	52%	57%	10%	11%	25%	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs 50 and Over	
	#	%	#	%
Under Age 50	2,940	4%	-	-
50 to 54	3,081	4%	174	1%
55 to 59	6,640	9%	1,405	5%
60 to 64	19,474	27%	6,955	25%
65 to 69	27,077	37%	12,196	44%
70 to 74	7,734	11%	4,222	15%
75 to 79	2,052	3%	1,226	4%
80 or Over	819	1%	386	1%
I Do Not Intend to Retire	2,862	4%	1,243	4%
Total	72,679	100%	27,807	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 44%

Under 60: 17%

RNs 50 and Over

Under 65: 31%

Under 60: 6%

Time Until Retirement

Within 2 Years: 8%

Within 10 Years: 24%

Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

Among all RNs, 44% expect to retire by the age of 65. Among RNs who are age 50 and over, nearly one-third expect to retire by the age of 65.

Within the next two years, 23% of RNs expect to pursue additional educational opportunities, and 7% expect to increase their patient care hours.

Future Plans

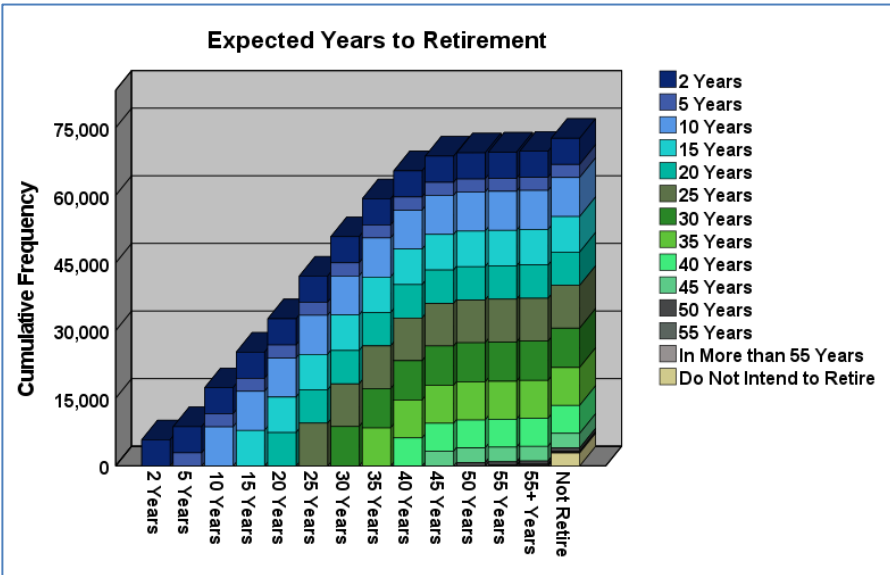
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	2,492	2%
Leave Virginia	3,401	3%
Decrease Patient Care Hours	10,008	10%
Decrease Teaching Hours	516	1%
Increase Participation		
Increase Patient Care Hours	7,225	7%
Increase Teaching Hours	5,134	5%
Pursue Additional Education	22,868	23%
Return to the Workforce	1,610	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, 24% expect to retire in the next ten years. More than half of the current RN workforce expect to retire by 2047.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	5,805	8%	8%
5 Years	2,895	4%	12%
10 Years	8,663	12%	24%
15 Years	7,881	11%	35%
20 Years	7,396	10%	45%
25 Years	9,477	13%	58%
30 Years	8,728	12%	70%
35 Years	8,416	12%	82%
40 Years	6,202	9%	90%
45 Years	3,252	4%	95%
50 Years	730	1%	96%
55 Years	176	0%	96%
In More than 55 Years	197	0%	96%
Do Not Intend to Retire	2,862	4%	100%
Total	72,678	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2032. Retirement will peak at 13% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs

Total: 83,631
 FTEs/1,000 Residents²: 9.68
 Average: 0.88

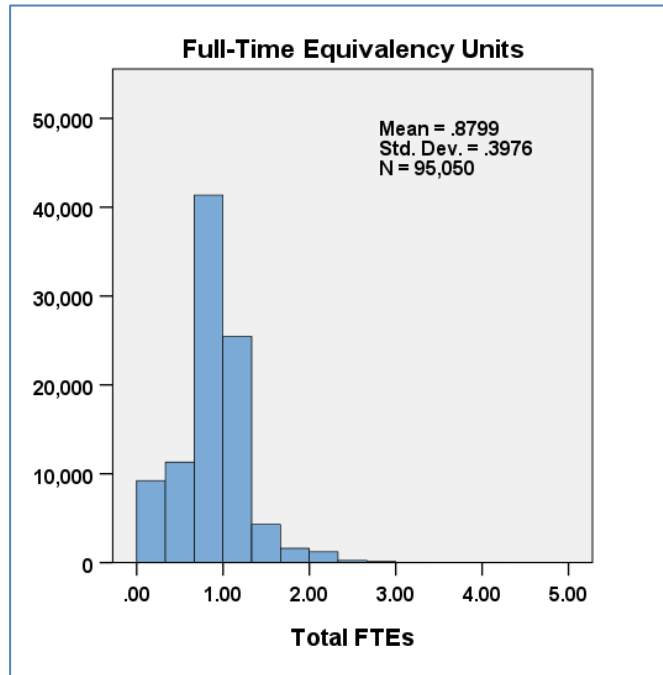
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

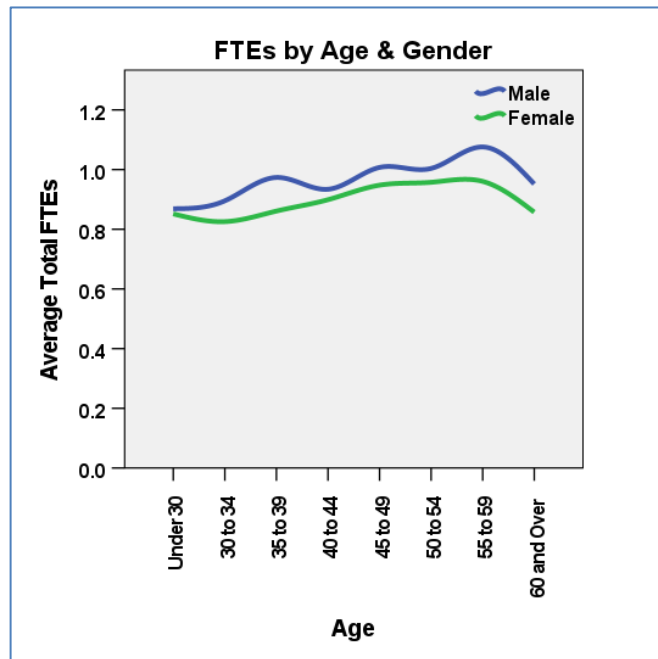


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.90 FTEs, or approximately 36 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	0.85	0.93
30 to 34	0.82	0.85
35 to 39	0.86	0.89
40 to 44	0.90	0.91
45 to 49	0.94	0.94
50 to 54	0.94	0.94
55 to 59	0.95	0.96
60 and Over	0.84	0.78
Gender		
Male	0.96	0.96
Female	0.89	0.93

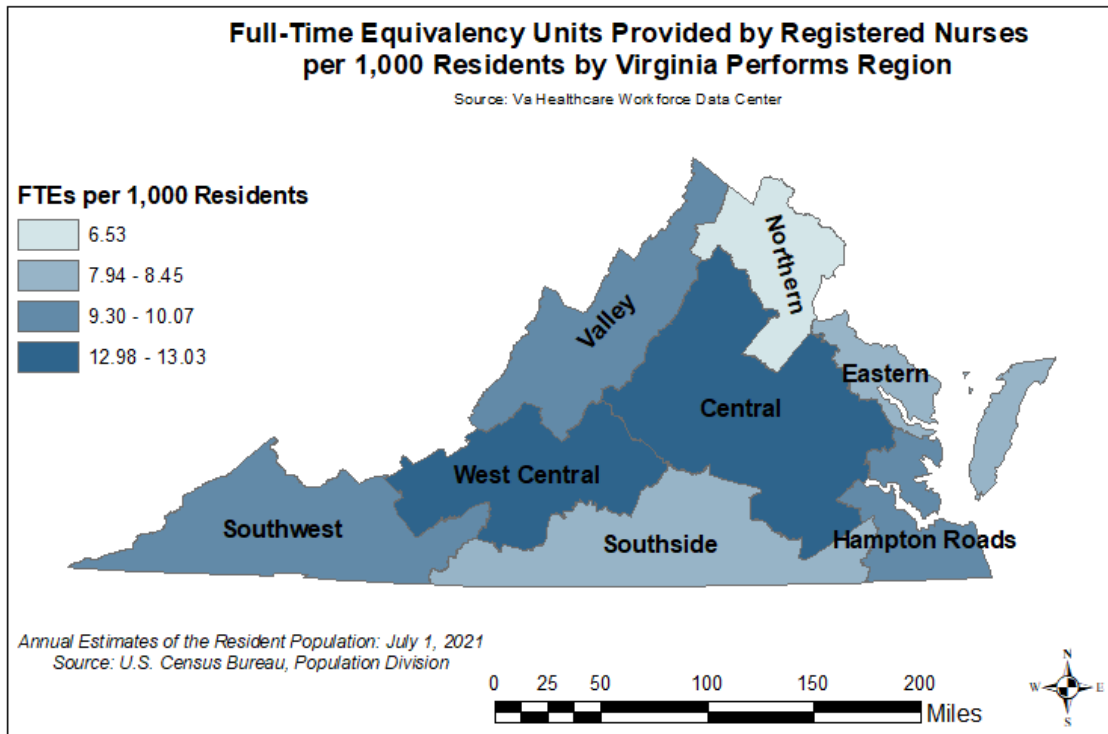
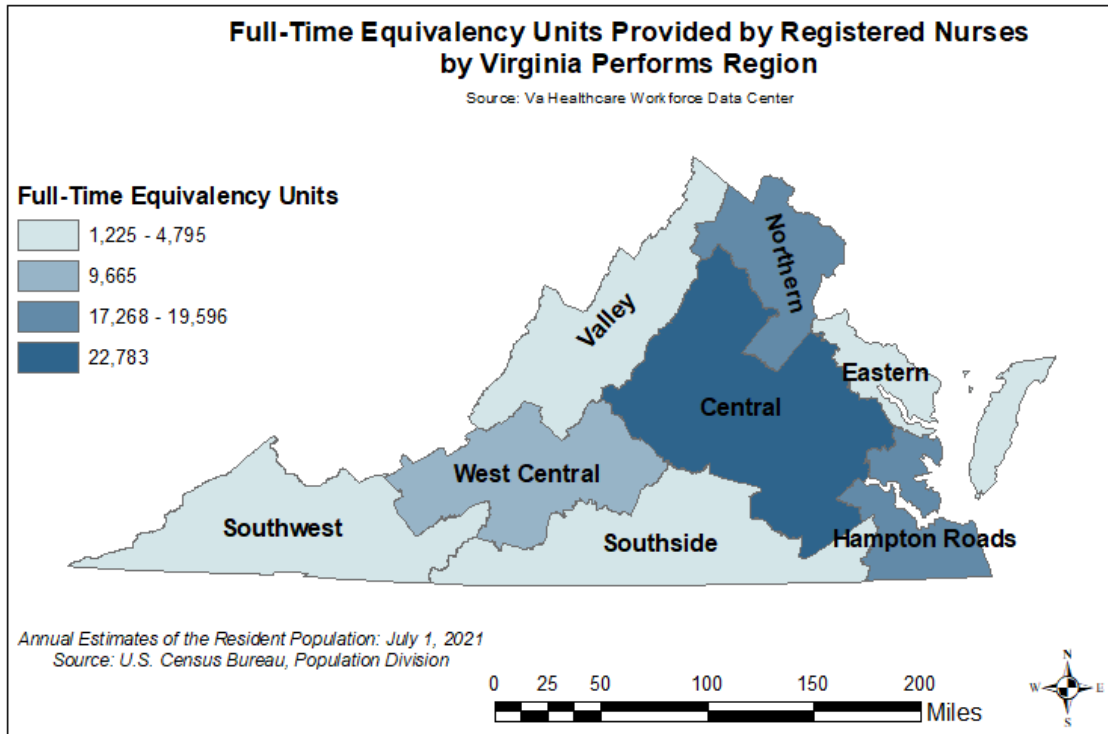
Source: Va. Healthcare Workforce Data Center

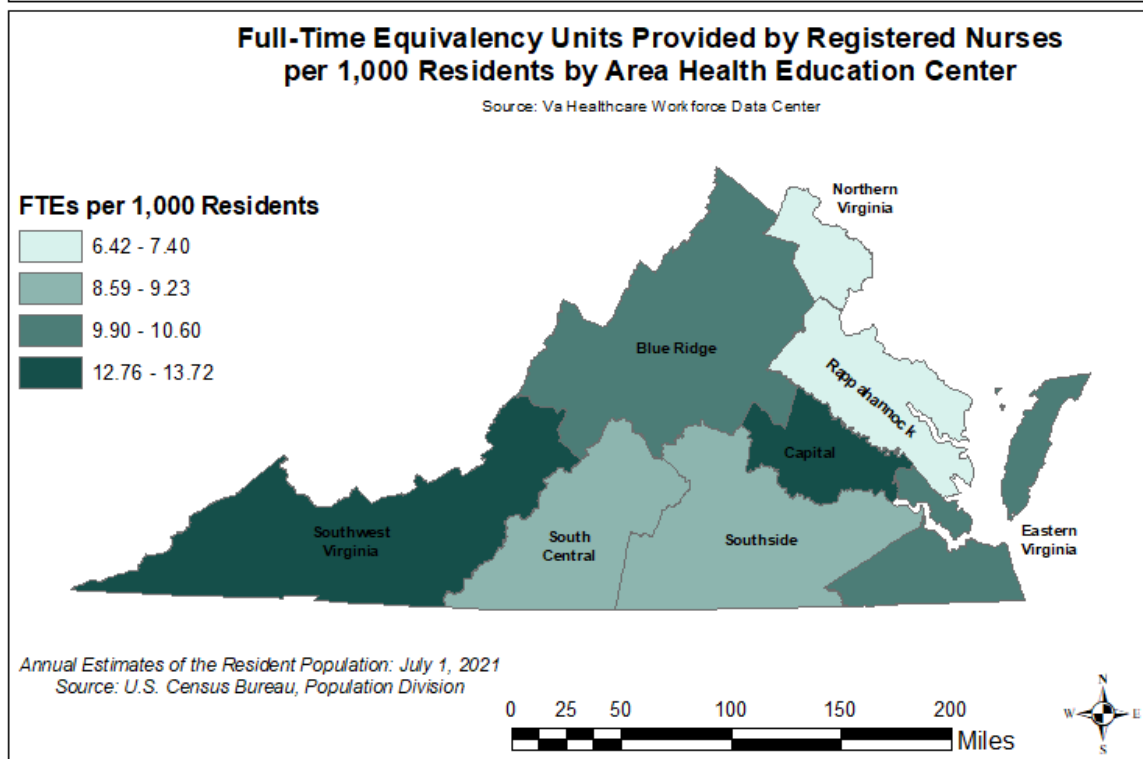
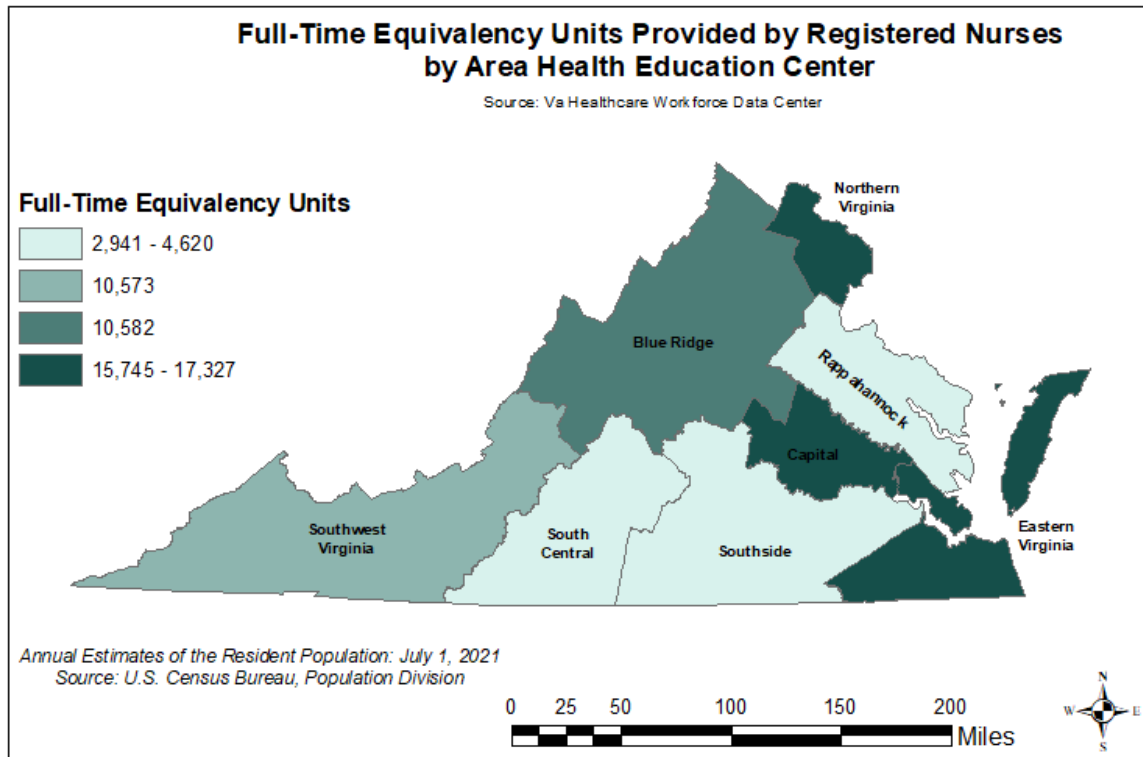


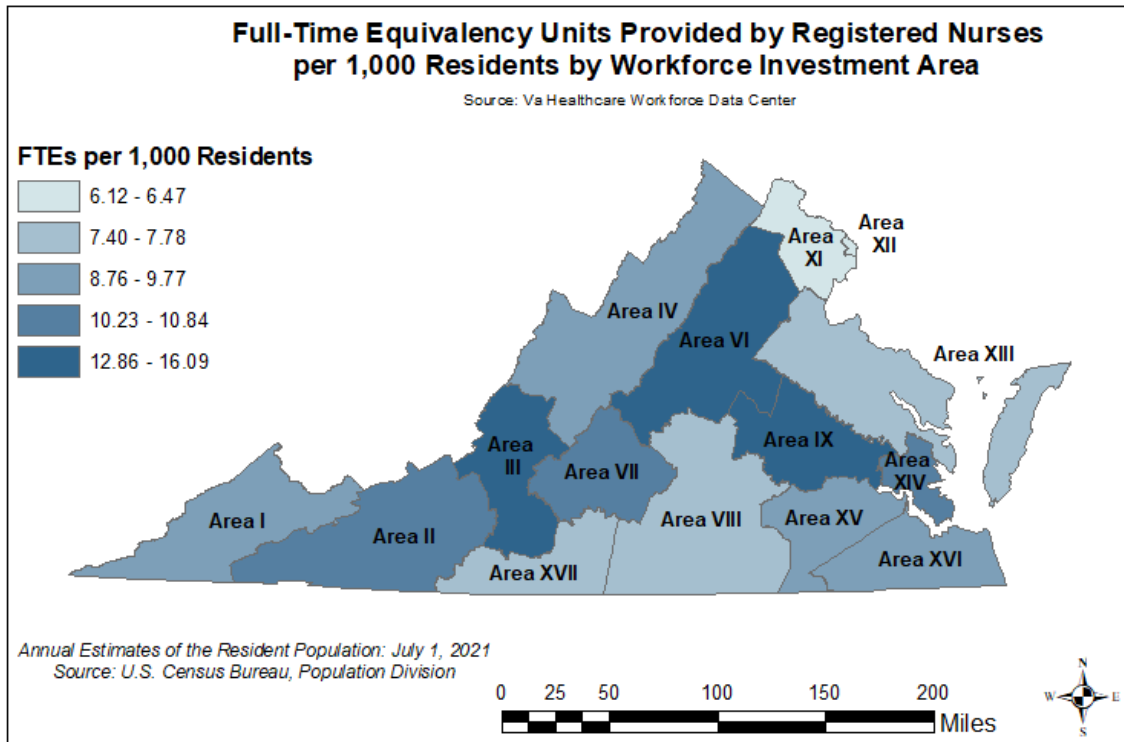
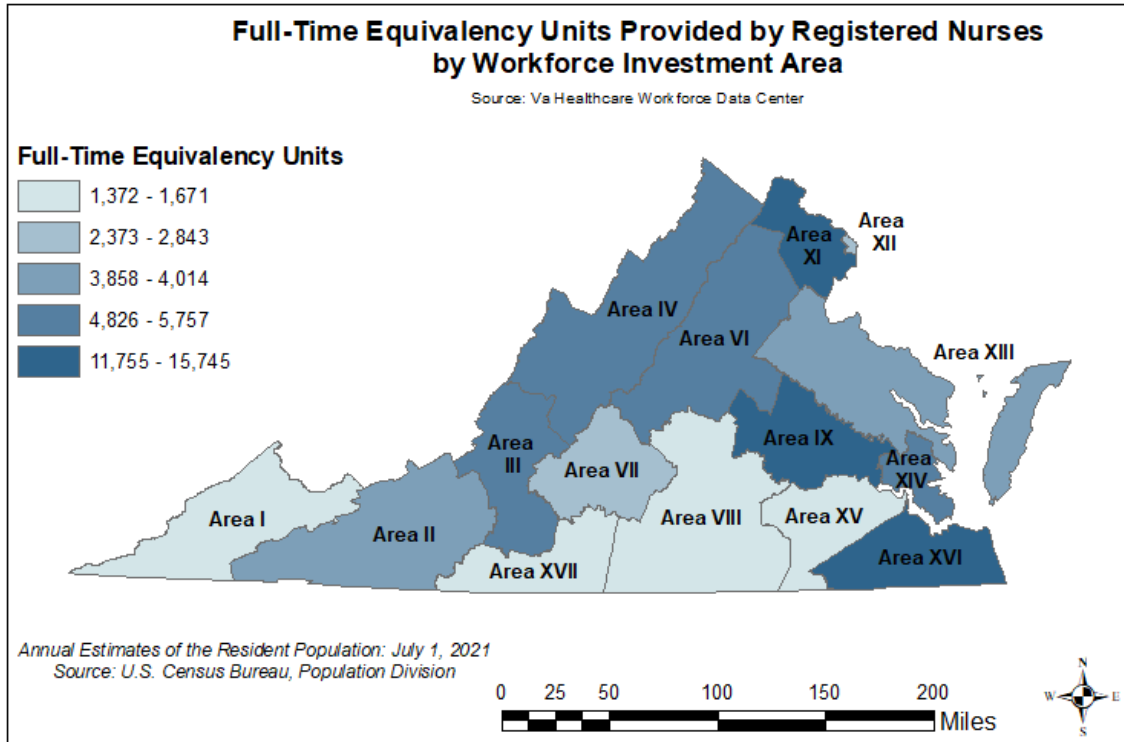
Source: Va. Healthcare Workforce Data Center

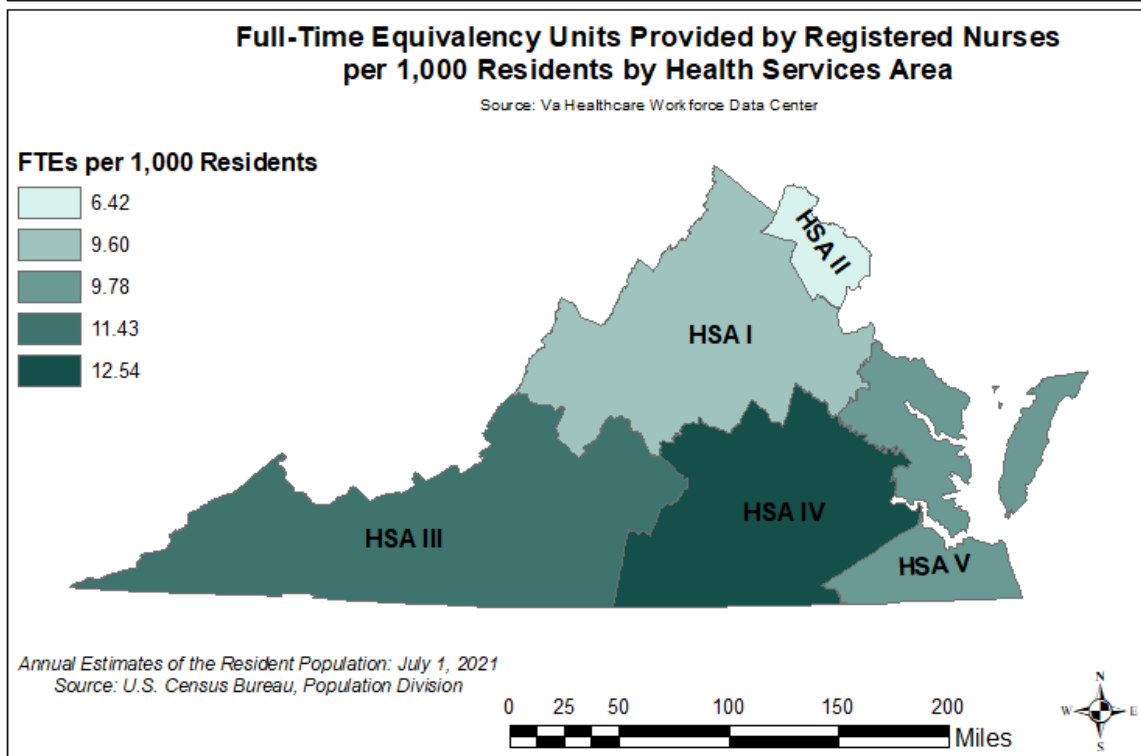
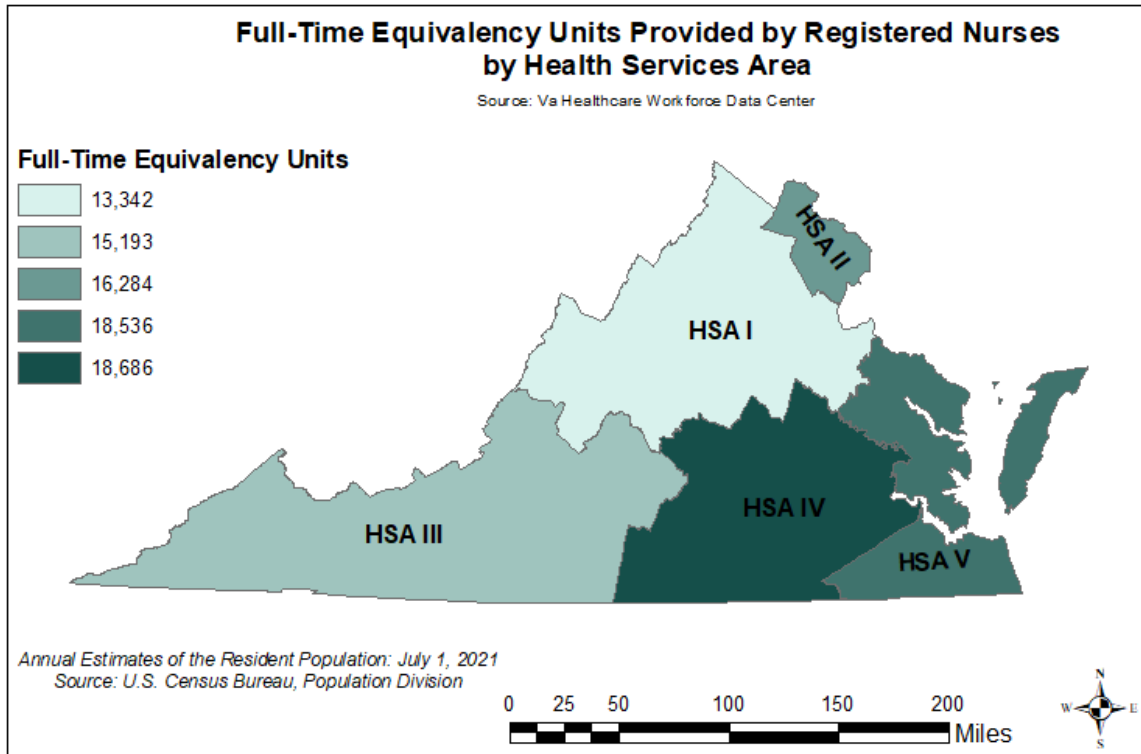
² Number of residents in 2021 was used as the denominator.

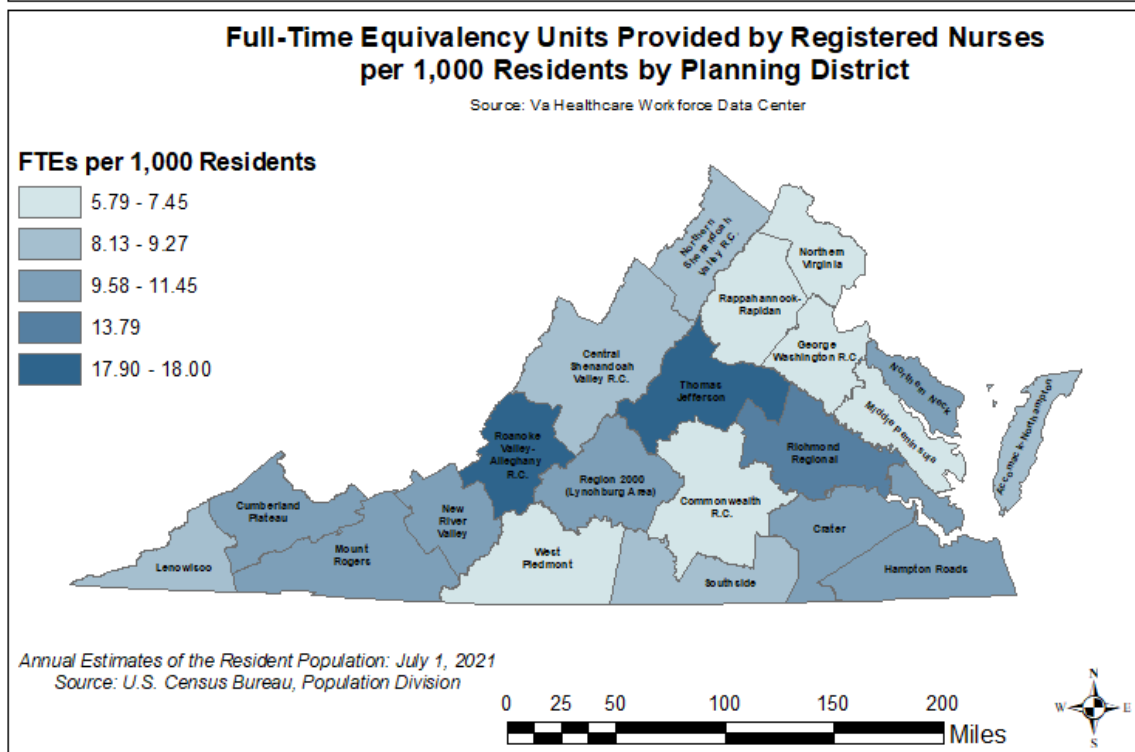
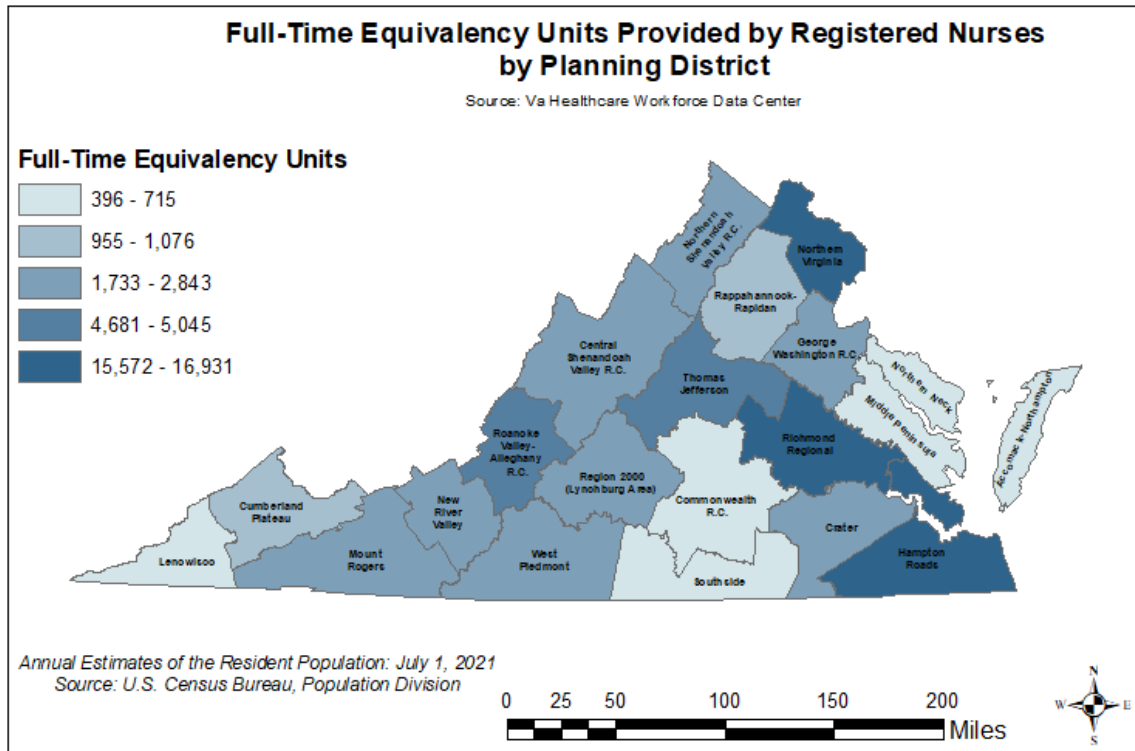
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	69,485	38.90%	2.571	2.109	3.610
Metro, 250,000 to 1 Million	10,649	38.91%	2.570	2.108	3.608
Metro, 250,000 or Less	11,191	39.34%	2.542	2.085	3.569
Urban, Pop. 20,000+, Metro Adj.	1,969	40.58%	2.464	2.022	3.460
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	4,709	38.42%	2.603	2.135	3.655
Urban, Pop. 2,500-19,999, Non-Adj.	3,078	39.90%	2.507	2.056	3.519
Rural, Metro Adj.	2,828	36.21%	2.762	2.266	3.878
Rural, Non-Adj.	1,273	38.41%	2.603	2.136	3.655
Virginia Border State/D.C.	2,786	28.32%	3.531	2.897	4.958
Other U.S. State	11,250	25.66%	3.897	3.197	5.471

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	14,435	26.64%	3.753	3.460	5.471
30 to 34	14,525	41.81%	2.392	2.205	3.486
35 to 39	15,069	33.37%	2.996	2.762	4.368
40 to 44	12,827	44.02%	2.271	2.094	3.311
45 to 49	11,651	34.80%	2.874	2.649	4.189
50 to 54	11,866	45.60%	2.193	2.022	3.197
55 to 59	11,242	35.93%	2.783	2.566	4.057
60 and Over	27,607	38.03%	2.629	2.424	3.833

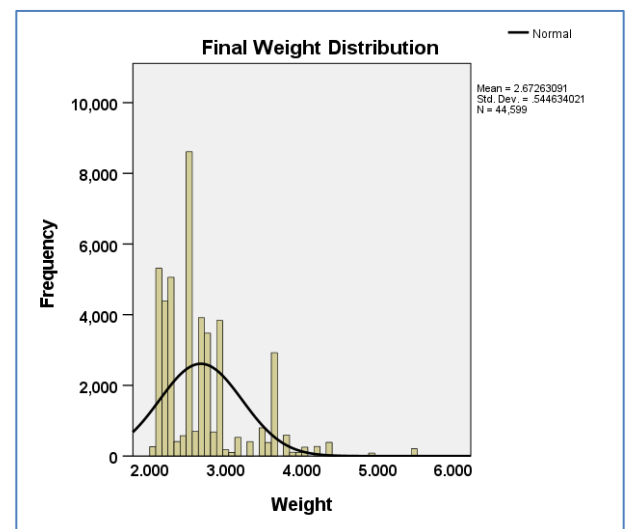
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC methods: <https://www.dhp.virginia.gov/PublicResources/HhealthcareWorkforceDataCenter/>

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.374084



Source: Va. Healthcare Workforce Data Center