
Virginia's Registered Nurse Workforce: 2023

Healthcare Workforce Data Center

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Nearly 51,000 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: 127,905
Virginia's Workforce: 107,355
FTEs: 88,683

Background

Rural Childhood: 36%
HS Degree in VA: 59%
Prof. Degree in VA: 69%

Current Employment

Employed in Prof.: 90%
Hold 1 Full-Time Job: 68%
Satisfied?: 93%

Survey Response Rate

All Licensees: 40%
Renewing Practitioners: 96%

Education

Baccalaureate: 51%
Associate: 25%

Job Turnover

Switched Jobs: 9%
Employed Over 2 Yrs.: 57%

Demographics

Female: 92%
Diversity Index: 45%
Median Age: 44

Finances

Median Income: \$80k-\$90k
Health Insurance: 63%
Under 40 w/ Ed. Debt: 59%

Time Allocation

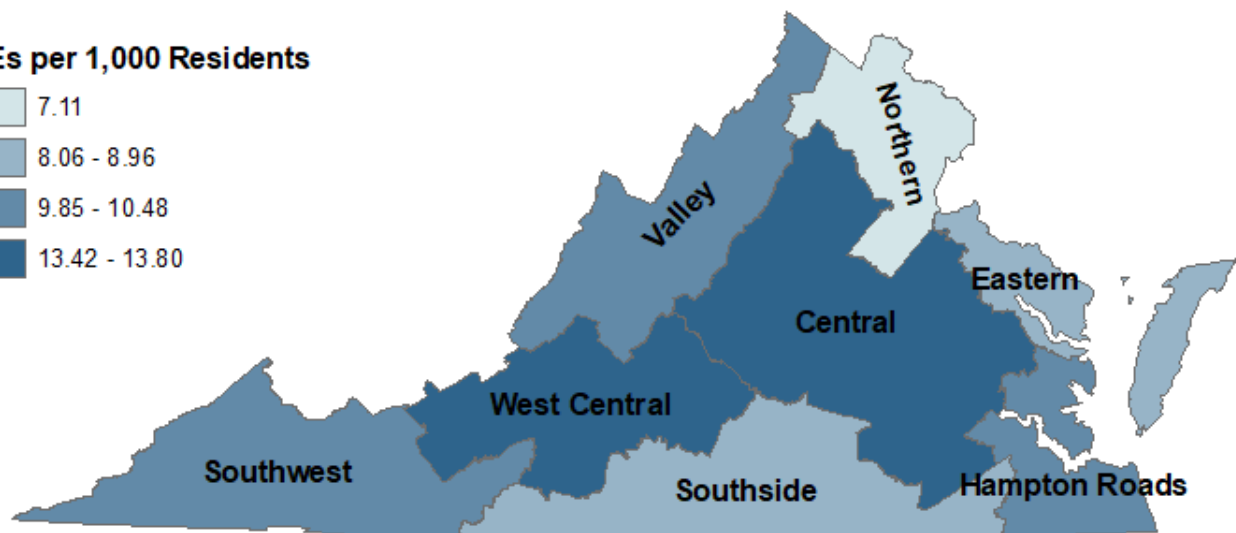
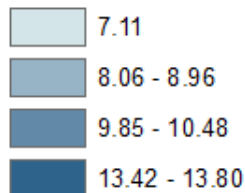
Patient Care: 80%-89%
Patient Care Role: 67%
Admin. Role: 7%

Source: Va. Healthcare Workforce Data Center

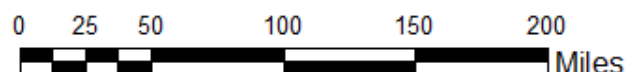
Full-Time Equivalency Units Provided by Registered Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



*Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division*



This report contains the results of the 2023 Registered Nurse (RN) survey. Nearly 51,000 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 40% of the 127,905 RNs who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 107,355 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 88,683 "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 44. In a random encounter between two RNs, there is a 45% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among RNs who are under the age of 40, this diversity index increases to 47%. This makes Virginia's RN workforce less diverse than the state's overall population, which has a diversity index of 60%. 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. In total, 9% of all RNs work in a non-metro area of the state. In addition, 7% of Virginia's RNs have served in the military.

Among all RNs, 90% are currently employed in the profession, 68% hold one full-time job, and 41% work between 40 and 49 hours per week. More than four out of every five RNs are employed in the private sector, including 45% who work in the non-profit sector. The median annual income for Virginia's RN workforce is between \$80,000 and \$90,000. In addition, four out of every five RNs receive at least one employer-sponsored benefit, including 63% who have access to health insurance. More than nine out of every ten 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 2013 RN workforce. The number of licensed RNs in Virginia has increased by 28% (127,905 vs. 99,901). In addition, the size of Virginia's RN workforce has increased by 26% (107,355 vs. 85,259), and the number of FTEs provided by this workforce has grown by 19% (88,683 vs. 74,312). A higher percentage of Virginia's renewing RNs responded to this survey (96% vs. 80%).

The percentage of the RN workforce that is female has fallen (92% vs. 94%). At the same time, the median age of this workforce has declined (44 vs. 48). The state's RN workforce has become more diverse (45% vs. 33%), a trend that is also occurring among RNs who are under the age of 40 (47% vs. 39%). RNs are slightly less likely to have grown up in a rural area (36% vs. 37%), and RNs are also slightly less likely to work in a non-metro area (9% vs. 10%).

RNs are considerably more likely to hold a baccalaureate degree as their highest professional degree (51% vs. 38%) instead of an associate degree (25% vs. 34%). At the same time, RNs are also more likely to carry education debt (44% vs. 32%), and trend that is also taking place among RNs who are under the age of 40 (59% vs. 57%). Those RNs with education debt have seen their median debt amount increase (\$30k-\$40k vs. \$20k-\$30k).

Virginia's RNs are less likely to hold one full-time job (68% vs. 71%). At the same time, RNs are more likely to work between 40 and 49 hours per week (41% vs. 33%) instead of 60 or more hours per week (3% vs. 12%). RNs have become relatively more likely to work in the for-profit sector (40% vs. 38%) instead of the non-profit sector (45% vs. 46%). The median annual income of Virginia's RN workforce has increased (\$80k-\$90k vs. \$50k-\$60k). On the other hand, RNs are less likely to receive either employer-sponsored health insurance (63% vs. 71%) or a retirement plan (70% vs. 72%). The percentage of RNs who indicated that they are satisfied with their current work situation has increased (93% vs. 91%). This is also the case among those RNs who indicated that they are "very satisfied" (55% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	55,816	44%
New Licensees	8,812	7%
Non-Renewals	7,257	6%
Renewal Date Not in Survey Period	54,797	43%
All Licensees	127,905	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing RNs, 96% submitted a survey. This represents 40% 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	11,913	4,418	27%
30 to 34	9,256	6,694	42%
35 to 39	10,870	5,884	35%
40 to 44	7,600	6,711	47%
45 to 49	7,583	4,635	38%
50 to 54	6,373	6,122	49%
55 to 59	6,892	4,399	39%
60 and Over	16,484	12,071	42%
Total	76,971	50,934	40%
New Licenses			
Issued in Past Year	8,794	18	0%
Metro Status			
Non-Metro	8,620	6,117	42%
Metro	57,213	40,669	42%
Not in Virginia	11,137	4,145	27%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted between October 2022 and September 2023 on the birth month of each renewing practitioner.
- Target Population:** All RNs who held a Virginia license at some point during the survey time period.
- 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	50,934
Response Rate, All Licensees	40%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Registered Nurses
 Number: 127,905
 New: 7%
 Not Renewed: 6%

Response Rates
 All Licensees: 40%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's RN Workforce: 107,355
 FTEs: 88,683

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.44
 Workers per FTE: 1.21

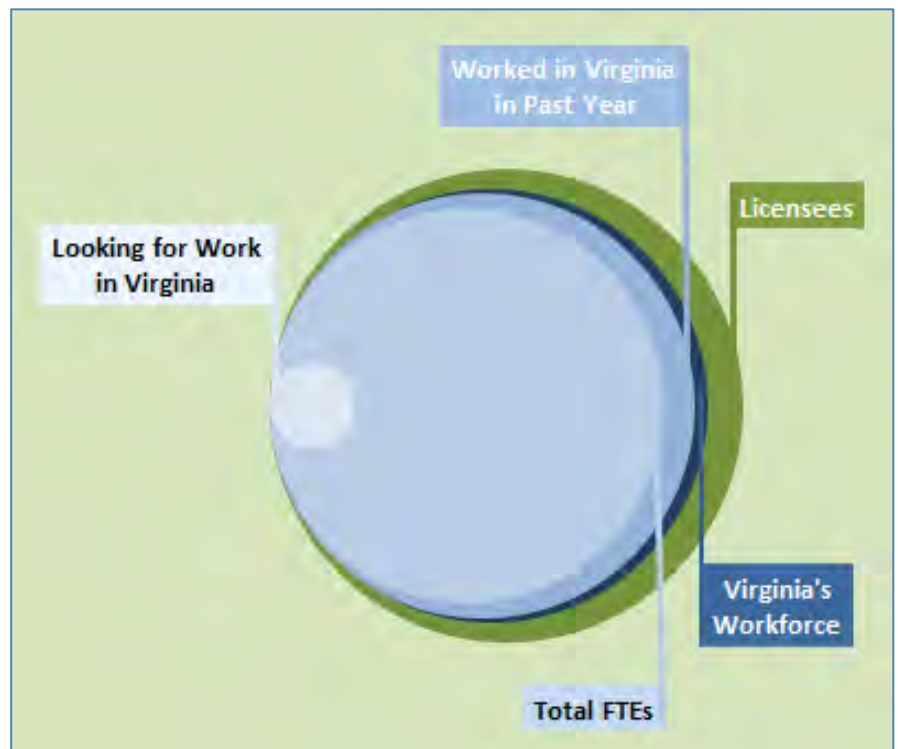
Source: Va. Healthcare Workforce Data Center

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	103,099	96%
Looking for Work in Virginia	4,256	4%
Virginia's Workforce	107,355	100%
Total FTEs	88,683	
Licensees	127,905	

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	883	6%	12,860	94%	13,743	14%
30 to 34	1,126	9%	11,691	91%	12,817	13%
35 to 39	1,128	9%	11,980	91%	13,107	14%
40 to 44	916	8%	10,243	92%	11,159	12%
45 to 49	754	8%	8,642	92%	9,396	10%
50 to 54	753	8%	8,683	92%	9,435	10%
55 to 59	622	8%	7,674	93%	8,296	9%
60 and Over	1,152	7%	16,310	93%	17,462	18%
Total	7,333	8%	88,083	92%	95,416	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	RNs		RNs Under 40	
	%	#	%	#	%
White	59%	70,505	73%	28,567	71%
Black	18%	12,307	13%	4,341	11%
Asian	7%	6,530	7%	3,053	8%
Other Race	1%	968	1%	315	1%
Two or More Races	5%	2,505	3%	1,396	3%
Hispanic	10%	3,972	4%	2,402	6%
Total	100%	96,787	100%	40,074	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, 2022.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age: 44
% Under 40: 42%
% 55 and Over: 27%

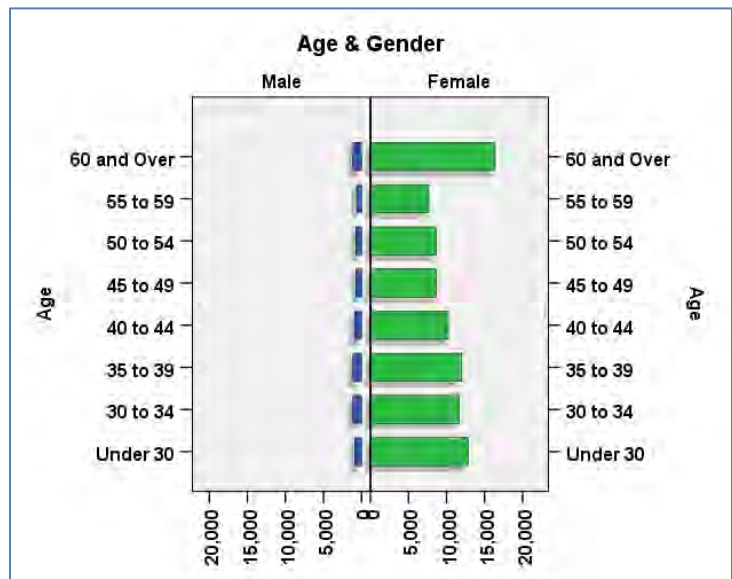
Diversity

Diversity Index: 45%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a 45% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 60% chance for Virginia's population as a whole.

More than 40% of all 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%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 36%

Virginia Background

HS in Virginia: 59%
 Prof. Edu. in VA: 69%
 HS or Prof. Edu. in VA: 72%

Location Choice

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

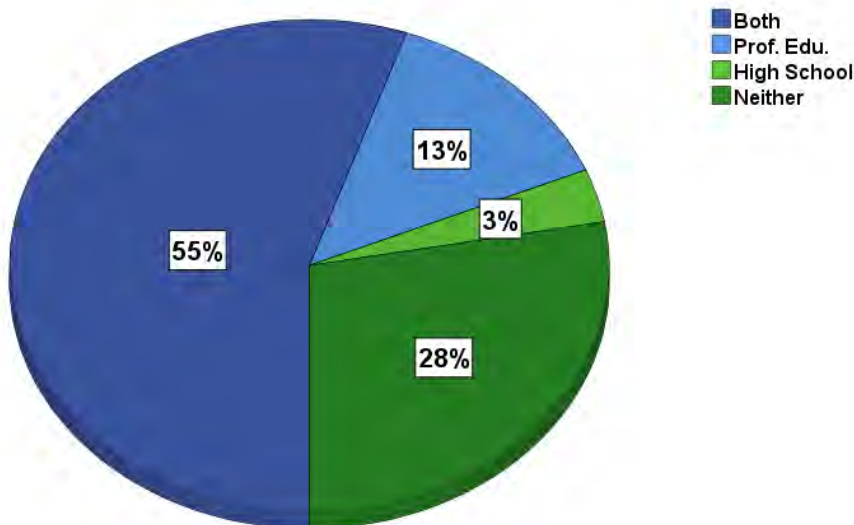
Source: Va. Healthcare Workforce Data Center

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	53%	38%	9%
3	Metro, 250,000 or Less	53%	39%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	69%	20%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	74%	21%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	89%	8%	3%
8	Rural, Metro Adjacent	79%	17%	4%
9	Rural, Non-Adjacent	62%	30%	8%
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 19% of RNs who grew up in a rural area currently work in a non-metro county. In total, 9% of all 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	56,494	Virginia	65,616
2	Outside U.S./Canada	7,470	Outside U.S./Canada	3,532
3	New York	4,044	Pennsylvania	3,010
4	Pennsylvania	3,604	New York	2,970
5	Maryland	2,410	North Carolina	1,774
6	New Jersey	1,968	Maryland	1,772
7	North Carolina	1,915	Florida	1,444
8	Florida	1,521	Ohio	1,224
9	California	1,423	West Virginia	1,200
10	Ohio	1,420	Washington, D.C.	980

Source: Va. Healthcare Workforce Data Center

Among all RNs, 59% received their high school degree in Virginia, and 69% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	13,093	Virginia	15,190
2	Outside U.S./Canada	2,236	Outside U.S./Canada	1,224
3	Pennsylvania	855	Pennsylvania	769
4	New York	797	New York	564
5	Maryland	551	Maryland	465
6	North Carolina	536	North Carolina	434
7	California	516	Florida	421
8	New Jersey	456	Ohio	335
9	Florida	379	California	263
10	Ohio	311	Washington, D.C.	242

Source: Va. Healthcare Workforce Data Center

Among RNs who have obtained their license in the past five years, 56% received their high school degree in Virginia, and 66% received their initial professional degree in the state.

Among all licensees, 16% did not participate in Virginia's RN workforce during the past year. More than two out of every three of these licensees worked at some point in the past year, including 63% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	20,582
% of Licensees:	16%
Federal/Military:	8%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	121	0%
Hospital RN Diploma	4,231	4%
Associate Degree	23,543	25%
Baccalaureate Degree	48,378	51%
Master's Degree	17,144	18%
Doctorate Degree	2,237	2%
Total	95,654	100%

Source: Va. Healthcare Workforce Data Center

More than half of all 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 amount among those RNs with education debt is between \$30,000 and \$40,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	10,470	11%
No	84,943	89%
Total	95,413	100%
Degree Pursued	#	%
Associate	7	0%
Baccalaureate	3,770	37%
Masters	4,861	47%
Doctorate	1,609	16%
Total	10,247	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate: 51%
 Associate: 25%

Education Debt
 Carry Debt: 44%
 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	45,205	56%	14,009	41%
Less than \$10,000	5,271	7%	2,852	8%
\$10,000-\$19,999	5,177	6%	3,202	9%
\$20,000-\$29,999	5,157	6%	3,212	10%
\$30,000-\$39,999	3,881	5%	2,188	6%
\$40,000-\$49,999	3,080	4%	1,771	5%
\$50,000-\$59,999	2,856	4%	1,655	5%
\$60,000-\$69,999	2,243	3%	1,290	4%
\$70,000-\$79,999	1,643	2%	836	2%
\$80,000-\$89,999	1,375	2%	711	2%
\$90,000-\$99,999	940	1%	487	1%
\$100,000-\$109,999	1,124	1%	483	1%
\$110,000-\$119,999	570	1%	267	1%
\$120,000 or More	2,125	3%	846	3%
Total	80,647	100%	33,809	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:	9%
Licensed Practical Nurse:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Acute/Critical Care/Emergency/Trauma	19,144	20%	11,218	17%
Surgery/OR/Pre-, Peri- or Post-Operative	7,372	8%	3,416	5%
Pediatrics	3,979	4%	2,353	3%
Obstetrics/Nurse Midwifery	3,966	4%	1,622	2%
Cardiology	3,934	4%	3,183	5%
Psychiatric/Mental Health	3,811	4%	1,716	3%
Case Management	3,242	3%	2,188	3%
Family Health	3,208	3%	1,455	2%
Neonatal Care	2,851	3%	1,700	3%
Administration/Management	2,801	3%	2,830	4%
Oncology	2,675	3%	1,575	2%
Hospital/Float	2,074	2%	2,078	3%
Community Health/Public Health	1,836	2%	1,706	3%
Geriatrics/Gerontology	1,768	2%	1,986	3%
Women's Health/Gynecology	1,543	2%	1,580	2%
Anesthesia	1,542	2%	696	1%
Long-Term Care/Assisted Living/Nursing Home	1,502	2%	1,593	2%
Adult Health	1,452	2%	1,759	3%
General Nursing/No Specialty	8,879	9%	9,974	15%
Other Specialty Area	14,943	16%	12,234	18%
Medical Specialties (Not Listed)	1,342	1%	1,101	2%
Total	93,863	100%	67,962	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, 9% 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	9,739	9%
Licensed Practical Nurse	1,024	1%
Clinical Nurse Specialist	396	0%
Certified Nurse Midwife	276	0%
Certified Massage Therapist	127	0%
Respiratory Therapist	55	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Military Service		
Service?	#	%
Yes	6,201	7%
No	85,993	93%
Total	92,194	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Navy/Marines	2,359	39%
Army	2,261	38%
Air Force	1,231	21%
Other	128	2%
Total	5,979	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Who Served: 7%

Branch of Service

Navy/Marines: 39%

Army: 38%

Air Force: 21%

Occupation

Army Health Care Spec.: 7%

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 served in the Navy/Marines, including 7% who worked as Navy Basic Medical Technicians (Navy HM0000).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	428	7%
Navy Basic Medical Technician (Navy HM0000)	387	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	180	3%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	12	0%
Other	4,742	82%
Total	5,749	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: 10%

Weekly Hours

40 to 49: 41%
 60 or More: 3%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	75	< 1%
Employed in a Nursing-Related Capacity	85,738	90%
Employed, NOT in a Nursing-Related Capacity	2,552	3%
Not Working, Reason Unknown	9	< 1%
Involuntarily Unemployed	217	< 1%
Voluntarily Unemployed	3,913	4%
Retired	2,319	2%
Total	94,822	100%

Source: Va. Healthcare Workforce Data Center

Among all RNs, 90% are currently employed in the profession, 68% hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	6,458	7%
1 to 9 Hours	1,479	2%
10 to 19 Hours	3,200	3%
20 to 29 Hours	7,736	8%
30 to 39 Hours	28,186	30%
40 to 49 Hours	37,493	41%
50 to 59 Hours	4,968	5%
60 to 69 Hours	1,768	2%
70 to 79 Hours	545	1%
80 or More Hours	646	1%
Total	92,479	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	6,458	7%
One Part-Time Position	14,412	15%
Two Part-Time Positions	2,130	2%
One Full-Time Position	63,103	68%
One Full-Time Position & One Part-Time Position	6,250	7%
Two Full-Time Positions	239	0%
More than Two Positions	689	1%
Total	93,281	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	1,035	1%
Less than \$20,000	2,152	3%
\$20,000-\$29,999	1,332	2%
\$30,000-\$39,999	1,808	3%
\$40,000-\$49,999	3,242	5%
\$50,000-\$59,999	5,695	8%
\$60,000-\$69,999	9,175	13%
\$70,000-\$79,999	11,001	15%
\$80,000-\$89,999	9,986	14%
\$90,000-\$99,999	7,401	10%
\$100,000 or More	19,559	27%
Total	72,386	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$80k-\$90k

Benefits
Health Insurance: 63%
Retirement: 70%

Satisfaction
Satisfied: 93%
Very Satisfied: 55%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	50,480	55%
Somewhat Satisfied	34,270	38%
Somewhat Dissatisfied	4,911	5%
Very Dissatisfied	1,514	2%
Total	91,175	100%

Source: Va. Healthcare Workforce Data Center

The typical RN earns between \$80,000 and \$90,000 per year. In addition, 80% of all RNs receive at least one employer-sponsored benefit, including 63% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	59,635	70%	72%
Paid Leave	55,758	65%	68%
Health Insurance	53,625	63%	64%
Dental Insurance	52,772	62%	64%
Group Life Insurance	37,259	43%	46%
Signing/Retention Bonus	12,666	15%	16%
At Least One Benefit	68,894	80%	82%

*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?	869	1%
Experience Voluntary Unemployment?	6,553	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	2,358	2%
Work Two or More Positions at the Same Time?	13,036	12%
Switch Employers or Practices?	9,215	9%
Experience at Least One?	27,108	25%

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	2,734	3%	1,717	10%
Less than 6 Months	6,246	7%	2,978	18%
6 Months to 1 Year	9,003	10%	2,329	14%
1 to 2 Years	19,393	22%	3,196	19%
3 to 5 Years	19,018	22%	2,773	17%
6 to 10 Years	12,971	15%	1,700	10%
More than 10 Years	18,427	21%	1,935	12%
Subtotal	87,792	100%	16,627	100%
Did Not Have Location	5,011		89,888	
Item Missing	14,552		840	
Total	107,355		107,355	

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of RNs receive an hourly wage at their primary work location, while 31% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 9%
New Location: 23%
Over 2 Years: 57%
Over 2 Yrs., 2nd Location: 39%

Employment Type

Hourly Wage: 63%
Salary: 31%

Source: Va. Healthcare Workforce Data Center

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

Employment Type

Primary Work Site	#	%
Salary	19,584	31%
Hourly Wage	39,699	63%
By Contract/Per Diem	3,008	5%
Business/Contractor Income	622	1%
Unpaid	508	1%
Subtotal	63,421	100%
Did Not Have Location	5,011	
Item Missing	38,923	

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 3.3%. At the time of publication, the unemployment rate for September 2023 was still preliminary.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or More (Past Year):	19%
2 or More (Now*):	16%

Source: Va. Healthcare Workforce Data Center

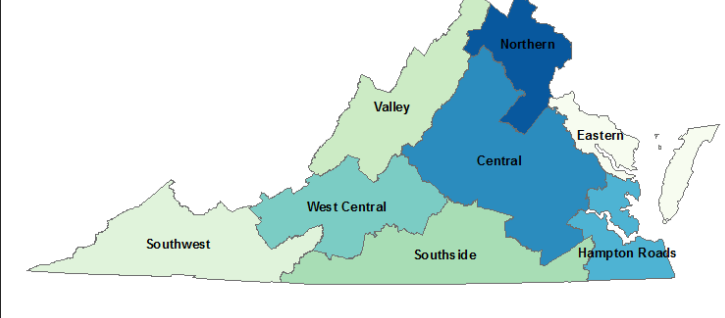
Nearly three-quarters of all RNs work in Central Virginia, Northern Virginia, or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	23,838	27%	3,831	23%
Eastern	1,283	1%	253	1%
Hampton Roads	17,872	21%	3,446	20%
Northern	21,410	25%	3,893	23%
Southside	2,759	3%	579	3%
Southwest	3,478	4%	628	4%
Valley	5,160	6%	786	5%
West Central	10,402	12%	1,908	11%
Virginia Border State/D.C.	400	0%	401	2%
Other U.S. State	532	1%	1,137	7%
Outside of the U.S.	10	0%	53	0%
Total	87,144	100%	16,915	100%
Item Missing	15,199		552	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all RNs, 16% 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	4,234	5%	6,245	7%
1	70,158	77%	70,614	77%
2	11,581	13%	10,720	12%
3	4,546	5%	3,540	4%
4	569	1%	217	0%
5	207	0%	125	0%
6 or More	416	1%	252	0%
Total	91,712	100%	91,712	100%

*At the time of survey completion (Oct. 2022-Sept. 2023, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	33,110	40%	7,972	52%
Non-Profit	36,645	45%	5,645	37%
State/Local Government	8,232	10%	1,311	8%
Veteran's Administration	1,897	2%	156	1%
U.S. Military	1,250	2%	212	1%
Other Federal Government	799	1%	149	1%
Total	81,933	100%	15,445	100%
Did Not Have Location	5,011		89,888	
Item Missing	20,410		2,021	

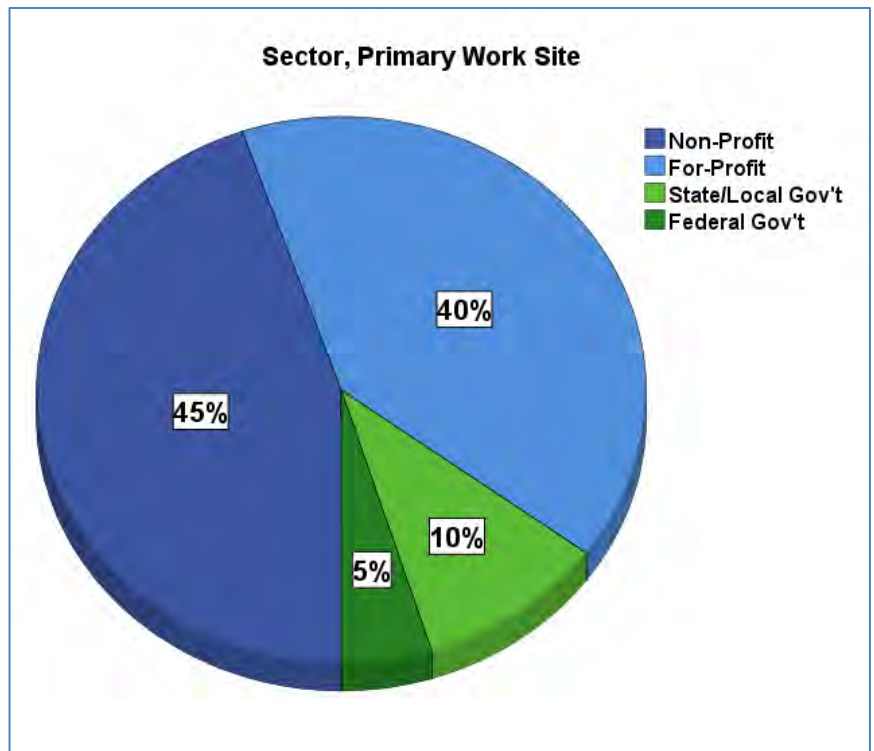
Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector	
For-Profit:	40%
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 45% who work in the non-profit sector.



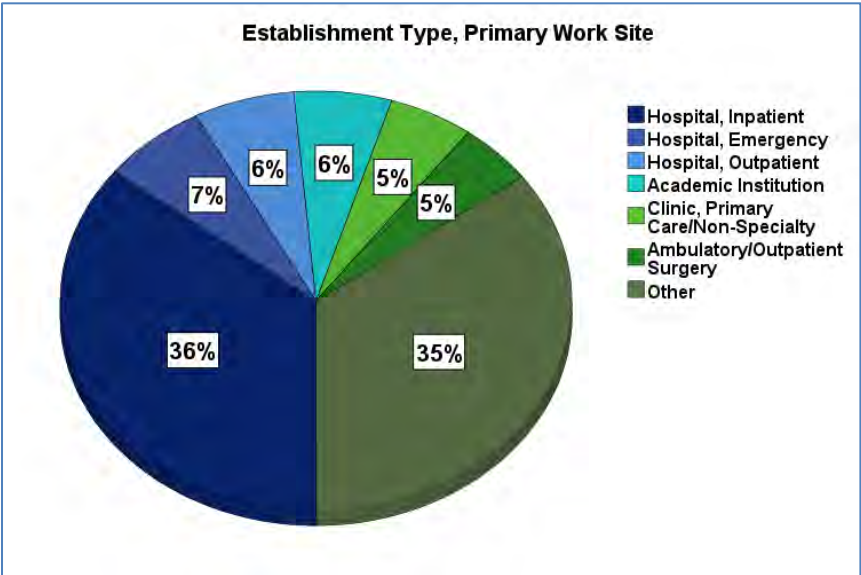
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	28,452	36%	4,609	31%
Hospital, Emergency Department	5,328	7%	967	6%
Hospital, Outpatient Department	5,123	6%	568	4%
Academic Institution (Teaching or Research)	4,952	6%	975	7%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	4,287	5%	748	5%
Ambulatory/Outpatient Surgical Unit	3,809	5%	689	5%
Home Health Care	2,870	4%	1,021	7%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	2,856	4%	552	4%
Long Term Care Facility, Nursing Home	2,662	3%	762	5%
Insurance Company, Health Plan	2,366	3%	208	1%
Physician Office	2,350	3%	338	2%
School (Providing Care to Students)	2,129	3%	315	2%
Hospice	1,542	2%	415	3%
Other Practice Setting	11,315	14%	2,711	18%
Total	80,041	100%	14,878	100%
Did Not Have a Location	5,011		89,888	

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 31% who work in the inpatient department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	18%
Chinese:	12%
French:	12%

Means of Communication

Virtual Translation:	76%
Onsite Translation:	38%
Other Staff Member:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	19,286	18%
Chinese	12,596	12%
French	12,530	12%
Arabic	12,521	12%
Korean	12,122	11%
Vietnamese	11,750	11%
Tagalog/Filipino	11,715	11%
Hindi	11,191	10%
Persian	9,856	9%
Urdu	9,698	9%
Amharic, Somali, or Other Afro-Asiatic Languages	9,292	9%
Pashto	9,052	8%
Others	4,872	5%
At Least One Language	22,639	21%

Source: Va. Healthcare Workforce Data Center

Among all RNs, 18% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Services	17,282	76%
Onsite Translation Service	8,501	38%
Other Staff Member is Proficient	5,018	22%
Respondent is Proficient	3,052	13%
Other	919	4%

Source: Va. Healthcare Workforce Data Center

More than three out of every four RNs are employed at a primary work location that offers language services by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

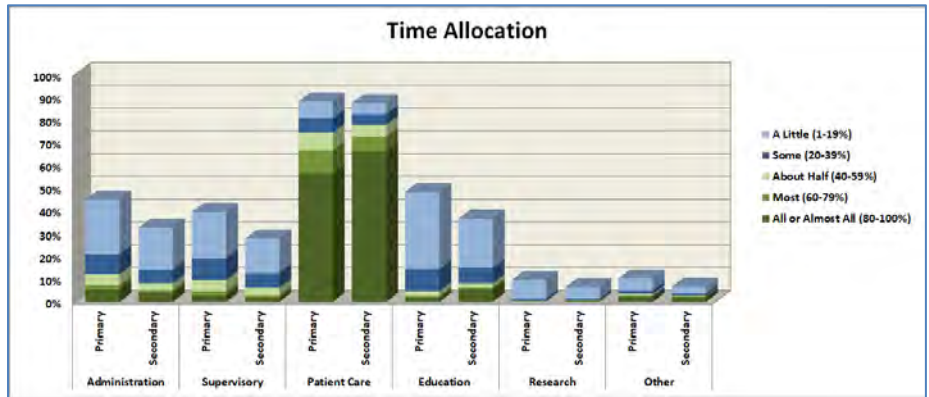
Patient Care: 67%
 Administrative: 7%
 Supervisory: 5%
 Education: 2%

Patient Care RNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



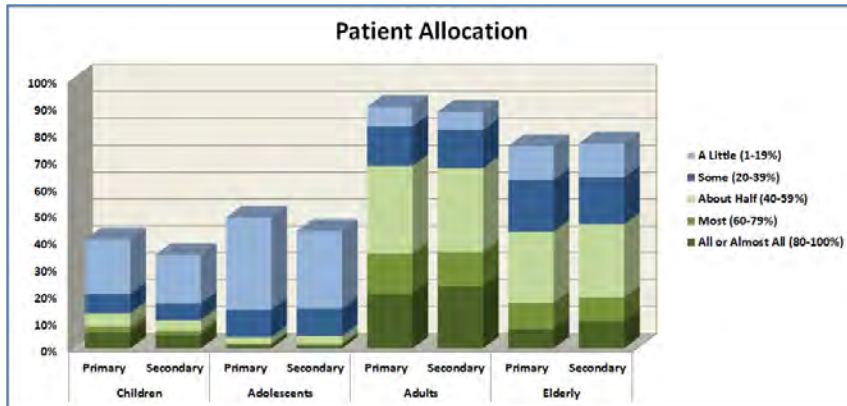
Source: Va. Healthcare Workforce Data Center

RNs typically spend most of their time on patient care activities. In fact, 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%	56%	66%	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%)	5%	3%	5%	4%	8%	5%	2%	2%	0%	0%	1%	0%
Some (20-39%)	9%	6%	9%	6%	6%	5%	10%	7%	1%	1%	1%	1%
A Little (1-19%)	24%	18%	20%	15%	7%	5%	34%	22%	8%	5%	5%	3%
None (0%)	55%	67%	61%	72%	12%	13%	52%	63%	90%	94%	90%	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: 35%
 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%	20%	23%	7%	10%
Most (60-79%)	2%	2%	0%	0%	15%	13%	10%	9%
About Half (40-59%)	5%	4%	2%	3%	33%	31%	27%	27%
Some (20-39%)	7%	6%	10%	10%	15%	14%	19%	17%
A Little (1-19%)	20%	18%	34%	29%	7%	7%	13%	13%
None (0%)	60%	65%	51%	56%	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	3,038	4%	-	-
50 to 54	3,177	4%	158	1%
55 to 59	7,145	9%	1,210	4%
60 to 64	20,997	27%	6,798	24%
65 to 69	28,847	37%	12,421	44%
70 to 74	8,555	11%	4,559	16%
75 to 79	2,278	3%	1,295	5%
80 or Over	953	1%	488	2%
I Do Not Intend to Retire	3,138	4%	1,304	5%
Total	78,128	100%	28,233	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:	29%
Under 60:	5%

Time Until Retirement

Within 2 Years:	7%
Within 10 Years:	22%
Half the Workforce:	By 2048

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, 29% expect to retire by the age of 65.

Within the next two years, 23% of RNs expect to pursue additional educational opportunities, and 8% expect to increase their patient care hours.

Future Plans

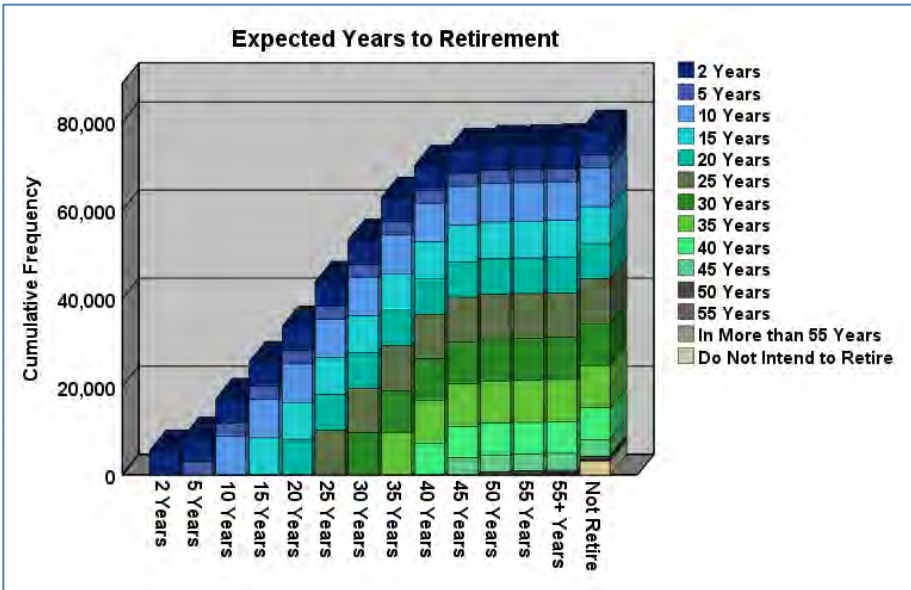
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	2,329	2%
Leave Virginia	3,287	3%
Decrease Patient Care Hours	10,127	9%
Decrease Teaching Hours	522	0%
Increase Participation		
Increase Patient Care Hours	8,288	8%
Increase Teaching Hours	5,998	6%
Pursue Additional Education	24,156	23%
Return to the Workforce	1,750	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. While 7% of RNs expect to retire in the next two years, 22% expect to retire in the next ten years. More than half of the current RN workforce expect to retire by 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	5,548	7%	7%
5 Years	2,980	4%	11%
10 Years	8,738	11%	22%
15 Years	8,356	11%	33%
20 Years	8,071	10%	43%
25 Years	10,114	13%	56%
30 Years	9,536	12%	68%
35 Years	9,600	12%	81%
40 Years	7,196	9%	90%
45 Years	3,830	5%	95%
50 Years	677	1%	96%
55 Years	175	0%	96%
In More than 55 Years	168	0%	96%
Do Not Intend to Retire	3,138	4%	100%
Total	78,128	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 2033. Retirement will peak at 13% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 88,683
 FTEs/1,000 Residents²: 10.21
 Average: 0.87

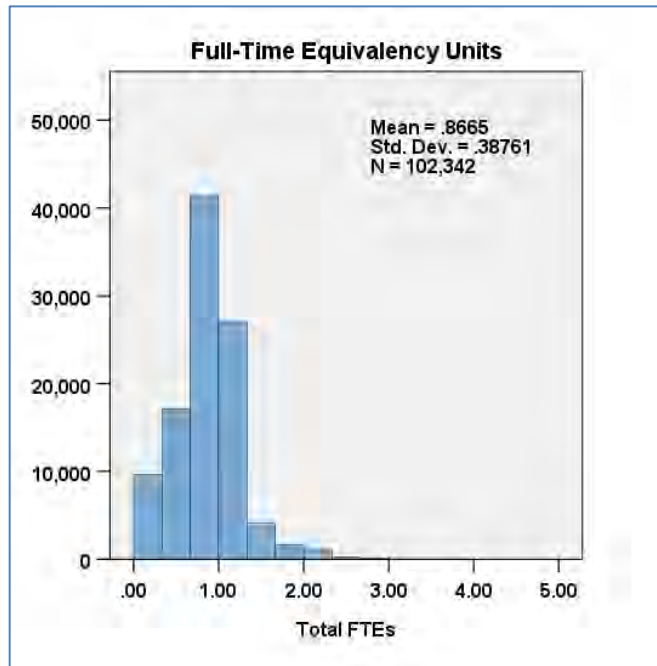
Age & Gender Effect

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:

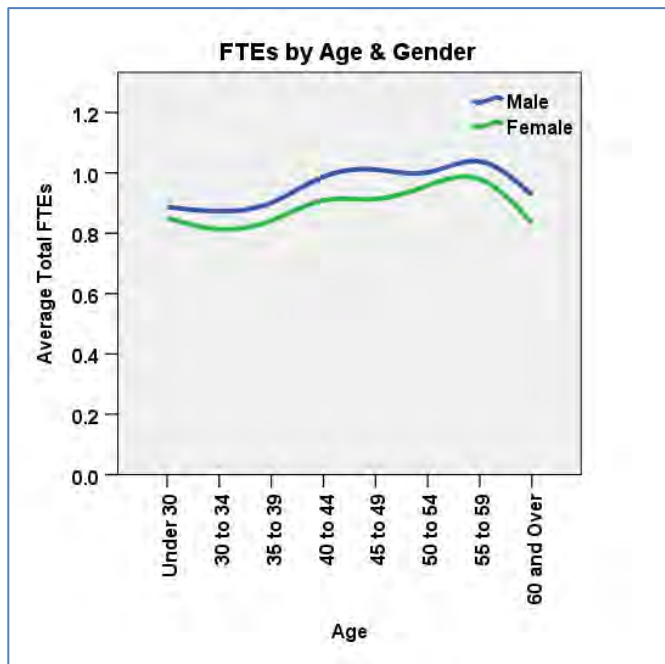


Source: Va. Healthcare Workforce Data Center

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	0.91
30 to 34	0.81	0.85
35 to 39	0.83	0.87
40 to 44	0.91	0.92
45 to 49	0.90	0.91
50 to 54	0.95	0.96
55 to 59	0.97	0.96
60 and Over	0.80	0.78
Gender		
Male	0.94	0.96
Female	0.88	0.93

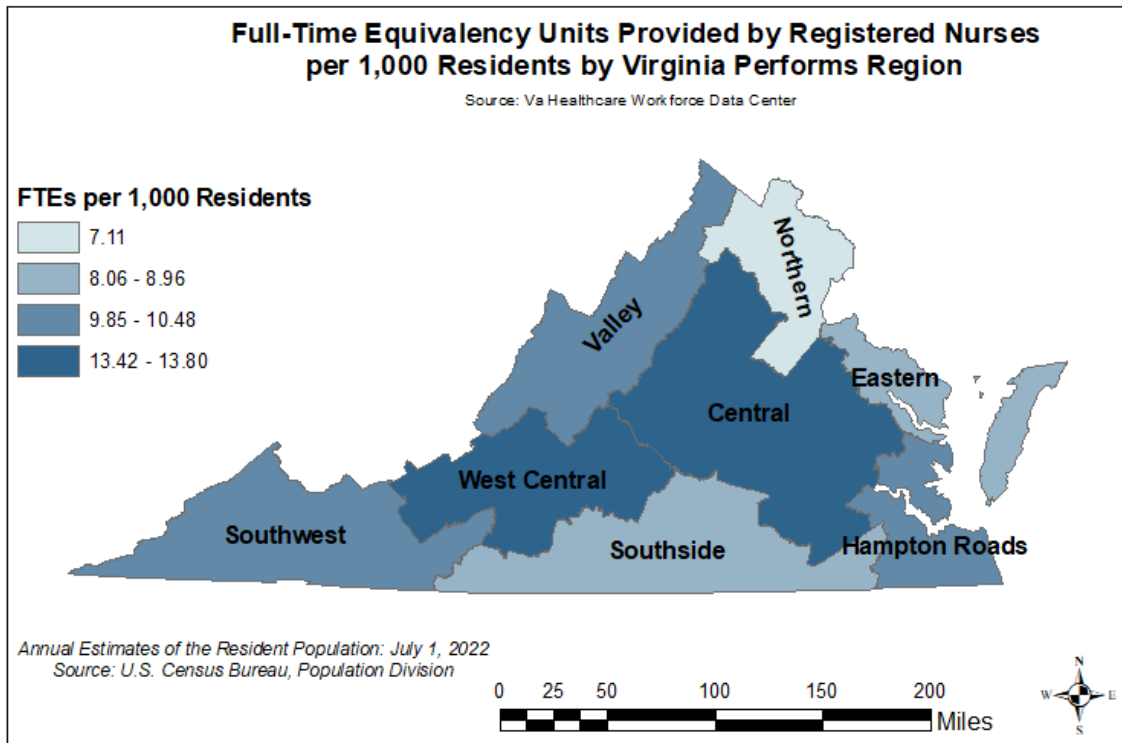
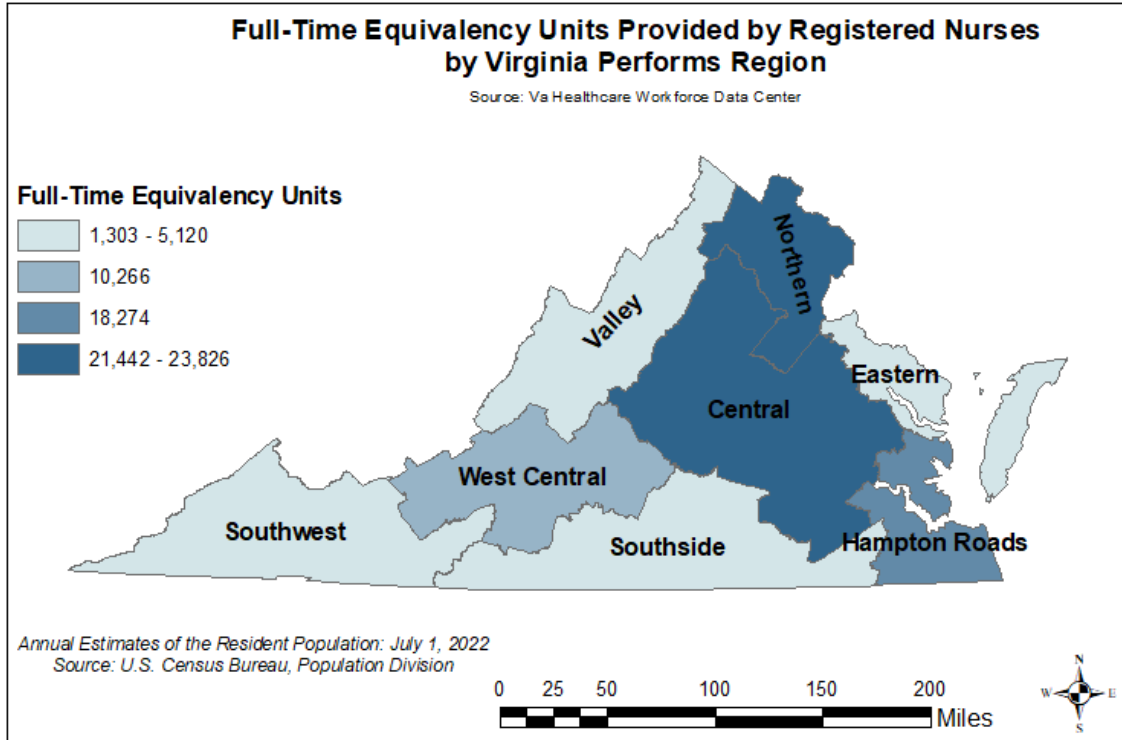
Source: Va. Healthcare Workforce Data Center

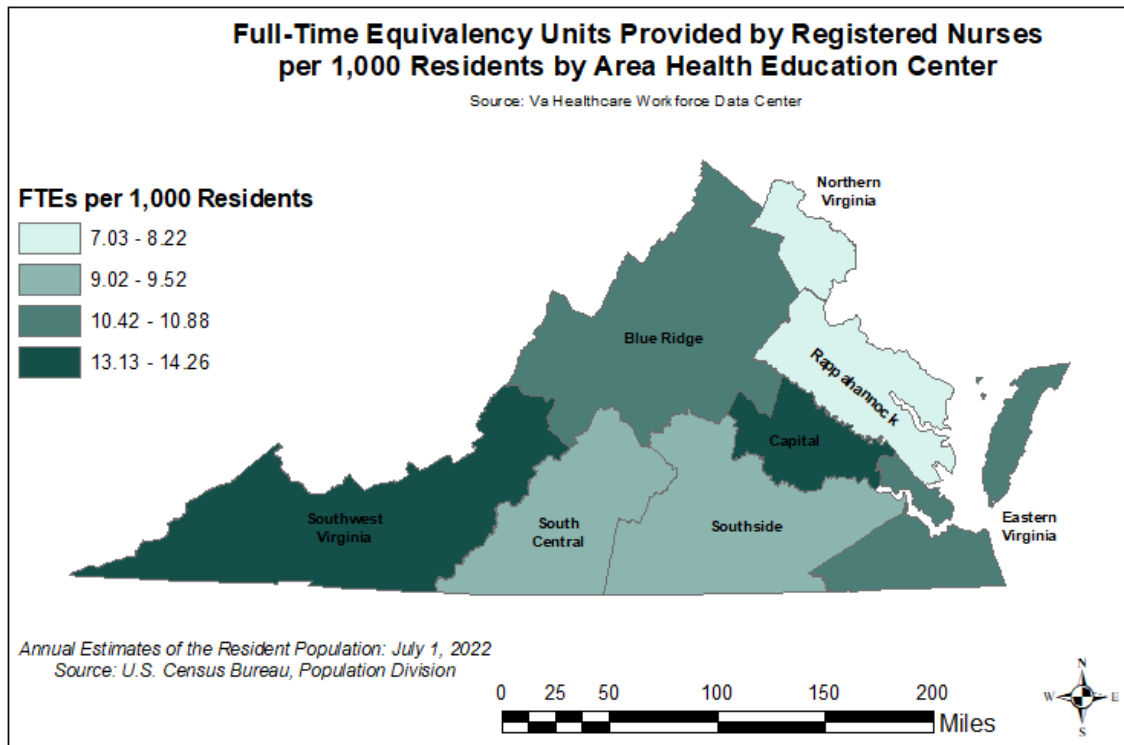
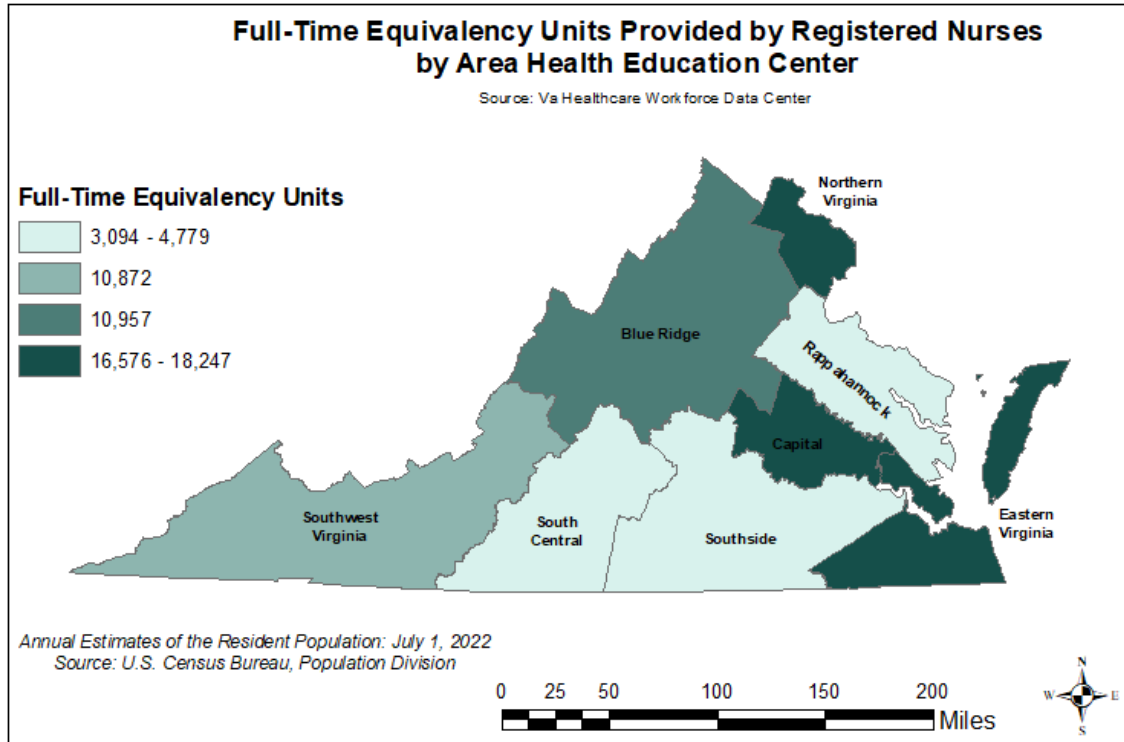


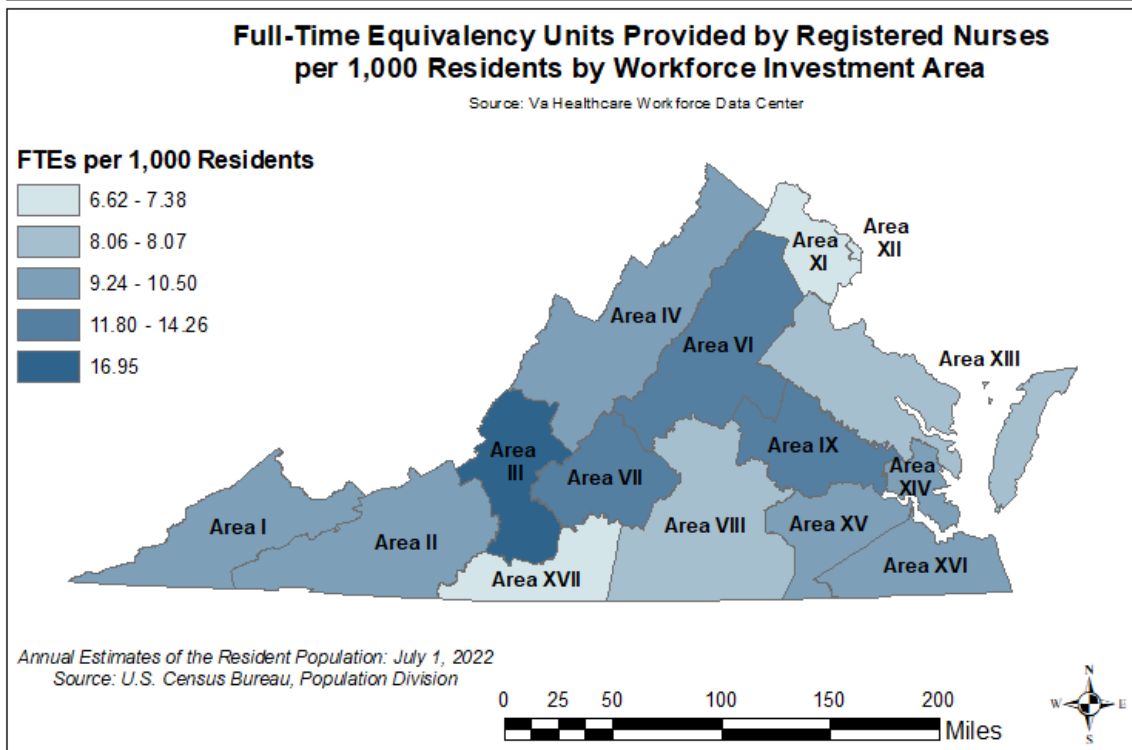
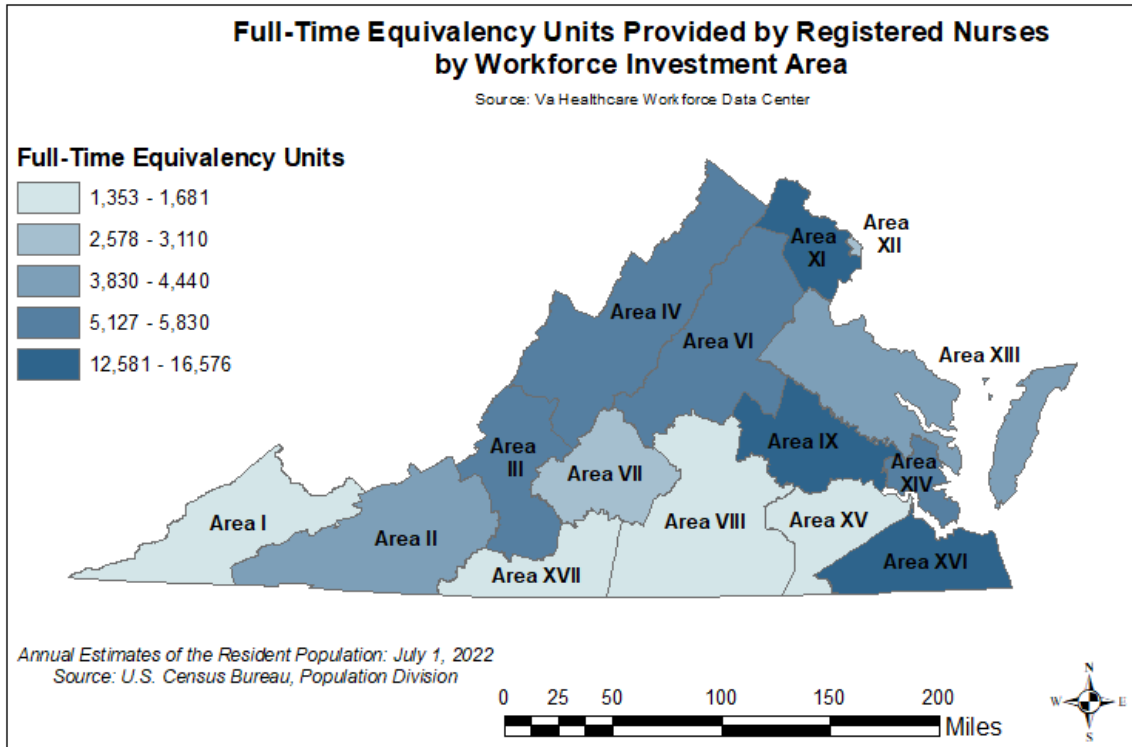
Source: Va. Healthcare Workforce Data Center

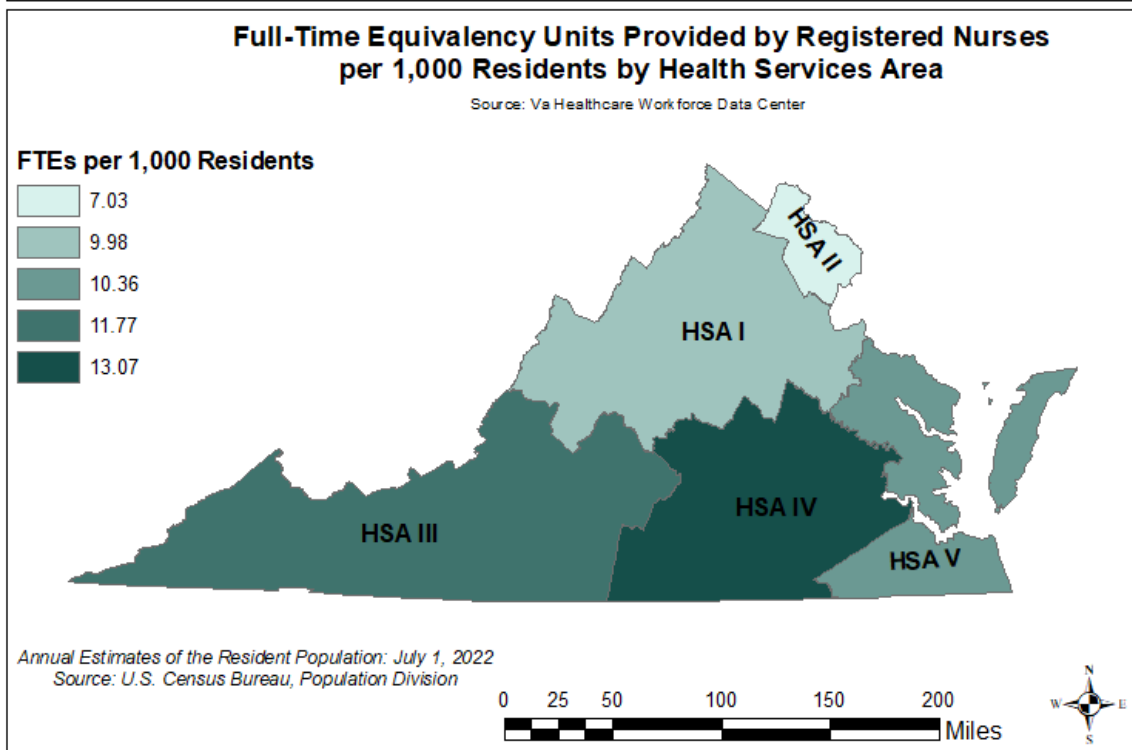
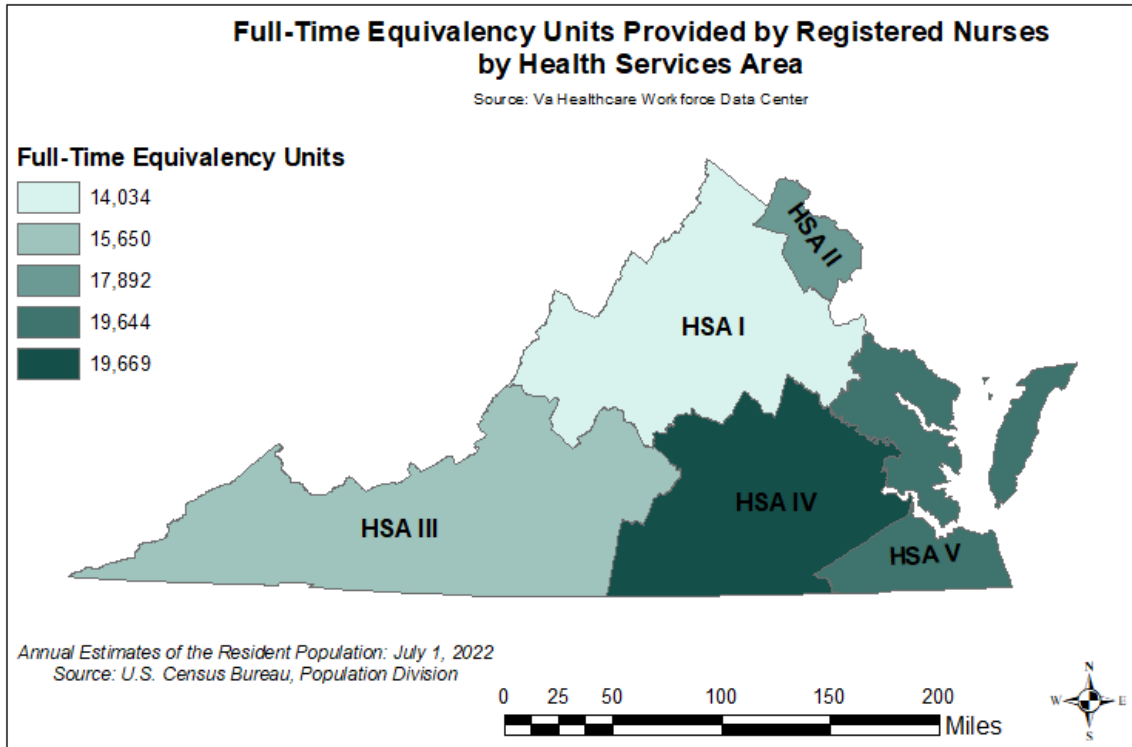
² Number of residents in 2022 was used as the denominator.

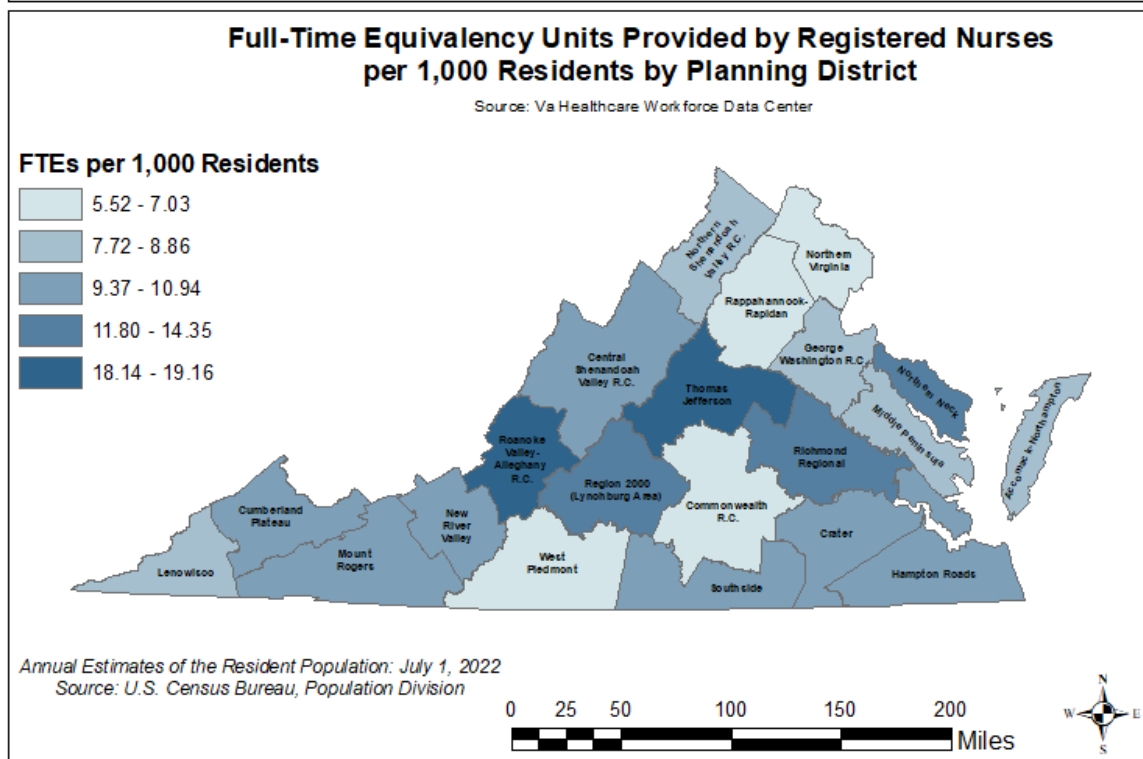
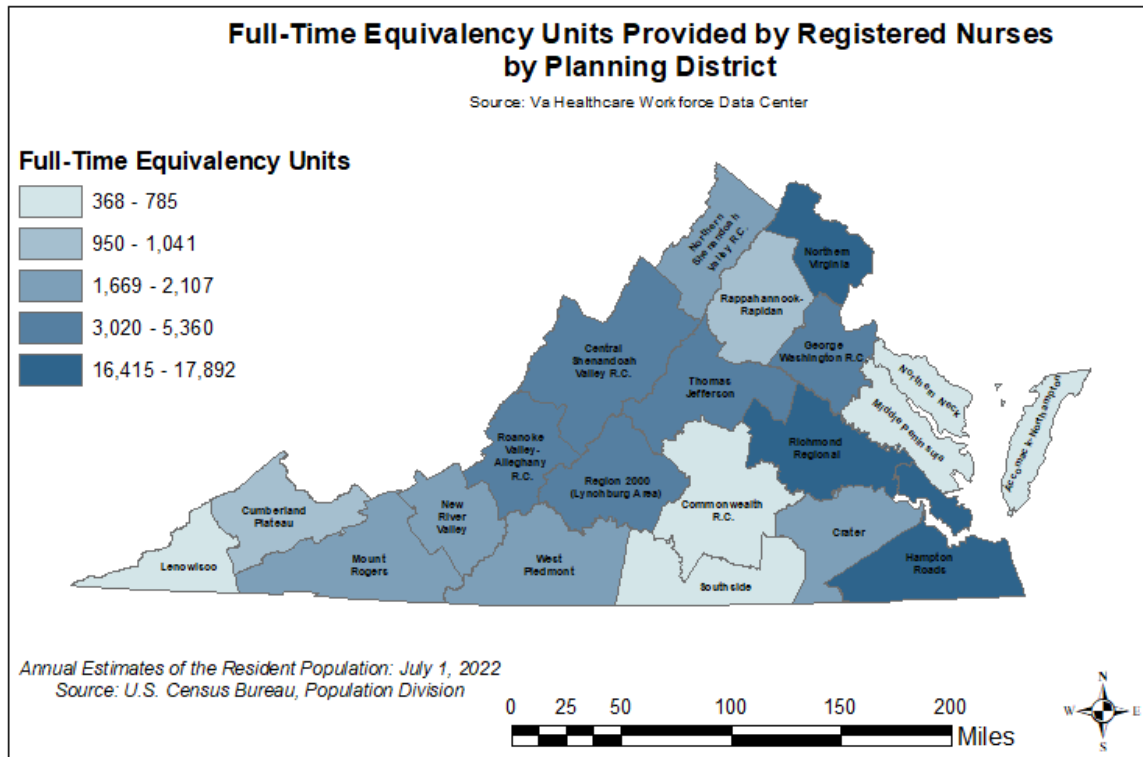
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	74,668	41.31%	2.421	1.967	3.563
Metro, 250,000 to 1 Million	11,385	42.20%	2.370	1.926	3.488
Metro, 250,000 or Less	11,829	42.44%	2.356	1.915	3.469
Urban, Pop. 20,000+, Metro Adj.	2,051	43.54%	2.297	1.867	3.381
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	5,052	41.53%	2.408	1.957	3.545
Urban, Pop. 2,500-19,999, Non-Adj.	3,305	41.57%	2.405	1.955	3.541
Rural, Metro Adj.	2,984	40.05%	2.497	2.030	3.676
Rural, Non-Adj.	1,345	41.41%	2.415	1.963	3.554
Virginia Border State/D.C.	3,006	29.27%	3.416	2.776	5.028
Other U.S. State	12,276	26.60%	3.760	3.056	5.535

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	16,331	27.05%	3.696	3.381	5.535
30 to 34	15,950	41.97%	2.383	2.179	3.568
35 to 39	16,754	35.12%	2.847	2.604	4.263
40 to 44	14,311	46.89%	2.132	1.950	3.193
45 to 49	12,218	37.94%	2.636	2.411	3.947
50 to 54	12,495	49.00%	2.041	1.867	3.056
55 to 59	11,291	38.96%	2.567	2.348	3.843
60 and Over	28,555	42.27%	2.366	2.164	3.542

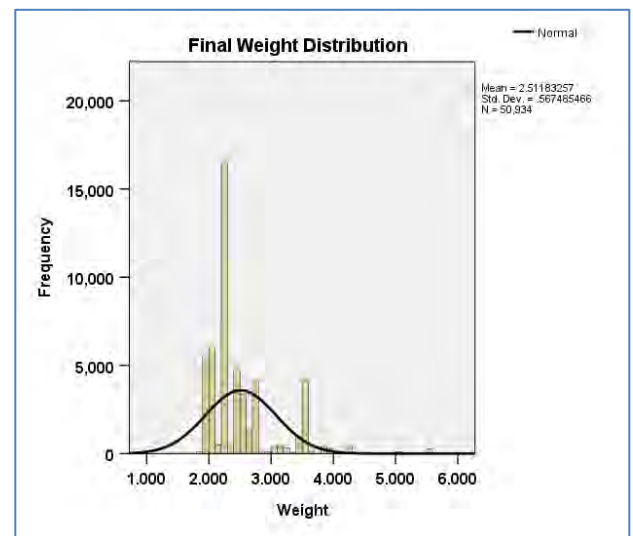
Source: Va. Healthcare Workforce Data Center

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: 0.398217



Source: Va. Healthcare Workforce Data Center