Virginia's Licensed Practical Nurse Workforce: 2014

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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More than 10,000 Licensed Practical Nurses voluntarily participated in this survey. *Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.*

Thank You!

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The Licensed Practical Nurse Workforce: At a Glance:

The Workforce

Licensees:	31,055
Virginia's Workforce:	27,915
FTEs:	24,967

Survey Response Rate

All Licensees:	34%
Renewing Practitioners:	80%

Demographics

Female:	95%
Diversity Index:	52%
Median Age:	45

Background

Rural Childhood:	48%
HS Degree in VA:	70%
Prof. Degree in VA:	85%

Education

LPN Diploma/Cert.:	97%
Associate:	3%

Finances

Median Income:	$30k-$40k
Health Benefits:	53%
Under 40 w/ Ed debt:	59%

Current Employment

Employed in Prof.:	84%
Hold 1 Full-time Job:	66%
Satisfied?:	93%

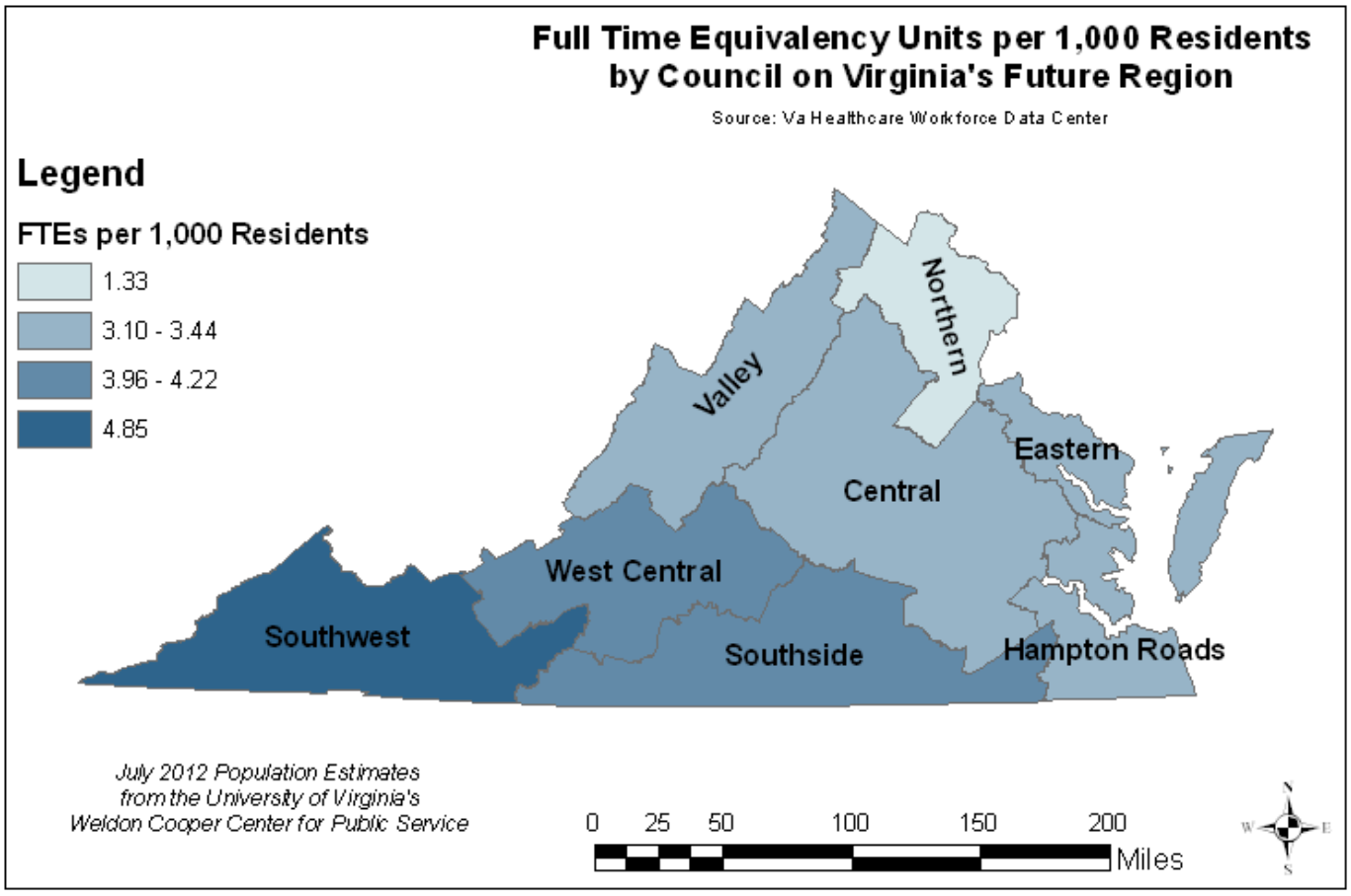
Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	57%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	68%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Results in Brief

10,599[1] Licensed Practical Nurses (LPNs) voluntarily took part in the 2014 Licensed Practical Nurse Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all LPNs have access to the survey in any given year. Thus, these survey respondents represent only 34% of the 31,055 LPNs who are licensed in the state but 80% of renewing practitioners.

The HWDC estimates that 27,915 LPNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LPN at some point in the future. Between October 2013 and September 2014, Virginia's LPN workforce provided 24,967 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

95% of all LPNs are female, and the median age of all LPNs is 45. In a random encounter between two LPNs, there is a 52% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's LPN workforce just slightly less diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities. Among LPNs who are under the age of 40, the workforce is more diverse than the overall population as the diversity index increases to 56%.

Nearly half of all LPNs grew up in a rural area, and nearly one-third of these professionals currently work in non-Metro areas of the state. Meanwhile, 70% of Virginia's LPNs graduated from high school in Virginia, and 85% of LPNs earned their initial professional degree in the state. In total, 87% of Virginia's LPN workforce has some educational background in the state.

Nearly all LPNs hold a LPN/LVM diploma or certificate as their highest professional degree. More than one-third of LPNs currently carry education debt, including 59% of those under the age of 40. The median debt burden for those LPNs with educational debt is between $10,000 and $20,000.

84% of LPNs are currently employed in the profession. Two-thirds of all LPNs hold one full-time position, while 10% hold two or more positions simultaneously. More than half of LPNs work between 40 and 49 hours per week, while just 5% of LPNs work at least 60 hours per week. Meanwhile, 57% of LPNs have been at their primary work location for more than two years, although 3% of LPNs have experienced involuntary unemployment at some point in the past year.

The median annual income for LPNs is between $30,000 and $40,000. In addition, 71% of wage or salaried LPNs receive at least one employer-sponsored benefit, including 53% who receive health insurance. 93% of LPNs are satisfied with their current employment situation, including 61% who indicate they are "very satisfied".

One-quarter of LPNs have worked at two or more locations in the past year, while 21% of LPNs currently do so. 82% of LPNs work in the private sector, including 63% who work at a for-profit institution. Long-term care facilities/nursing homes are the most common working establishment type for Virginia's LPNs.

A typical LPN spends nearly all of her time treating patients. More than two-thirds of LPNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, a typical LPN spends approximately a third of her time treating the elderly and one-quarter[1] of her time treating adult patients.

36% of LPNs expect to retire by the age of 65. 6% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2039. Over the next two years, only 5% of LPNs plan on leaving either the state or the profession. Meanwhile, 11% of LPNs plan on increasing patient care activities over the next two years, and 41% expect to pursue additional educational opportunities.

[1] Corrected from previous version.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	13,373	43%
New Licensees	1,237	4%
Non-Renewals	2,392	8%
Renewal date not in survey period	14,053	45%
All Licensees	31,055	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 80% of renewing LPNs submitted a survey. These represent 34% of LPNs who held a license at some point during the survey period.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	2,856	1,273	31%
30 to 34	2,159	1,334	38%
35 to 39	2,380	1,218	34%
40 to 44	2,173	1,456	40%
45 to 49	2,317	1,167	34%
50 to 54	2,012	1,458	42%
55 to 59	2,390	1,098	32%
60 and Over	4,169	1,595	28%
Total	20,456	10,599	34%
New Licenses			
Issued After Sept. 2013	1,237	0	0%
Metro Status			
Non-Metro	4,387	2,360	35%
Metro	14,746	7,846	35%
Not in Virginia	1,292	378	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

Number:	31,055
New:	4%
Not Renewed:	8%

Response Rates

All Licensees:	34%
Renewing Practitioners:	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	10,599
Response Rate, all licensees	34%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2013 and September 2014 on the birth month of each renewing practitioner.
2. **Target Population:** All LPNs who held a Virginia license at some point during the survey time period.
3. **Survey Population:** The survey was available to LPNs who renewed their licenses online. It was not available to those who did not renew, including LPNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's LPN Workforce:	27,915
FTEs:	24,967

Utilization Ratios

Licensees in VA Workforce:	90%
Licensees per FTE:	1.24
Workers per FTE:	1.12

Source: Va. Healthcare Workforce Data Center

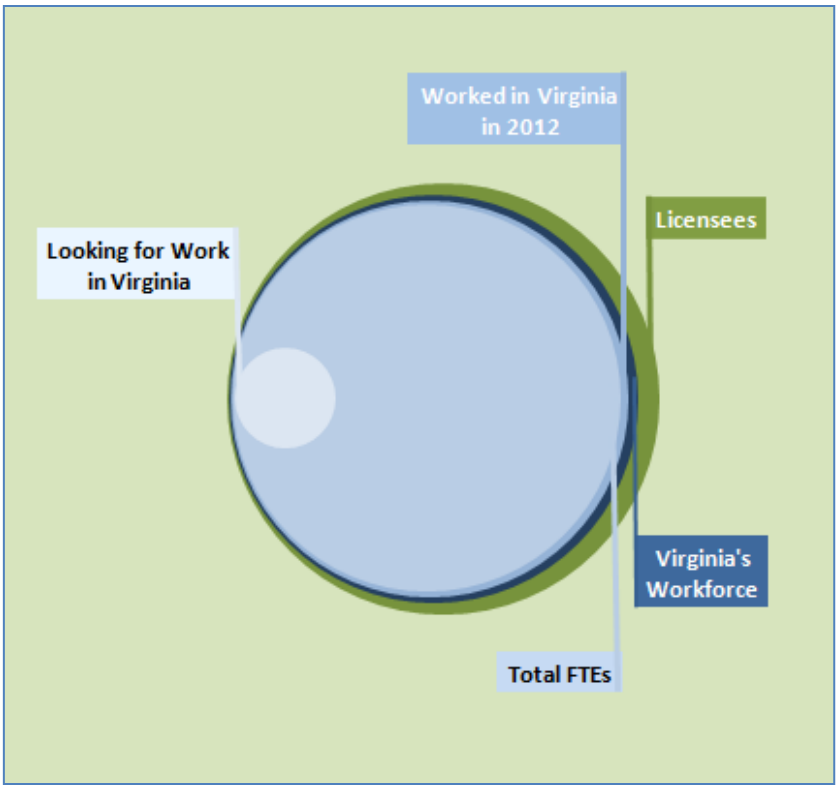
Virginia's LPN Workforce		
Status	#	%
Worked in Virginia in Past Year	26,237	94%
Looking for Work in Virginia	1,678	6%
Virginia's Workforce	27,915	100%
Total FTEs	24,967	
Licensees	31,055	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: www.dhp.virginia.gov/hwdc

Definitions

1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
2. **Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
3. **Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
4. **Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
5. **Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	161	4%	3,570	96%	3,731	14%
30 to 34	124	4%	2,945	96%	3,069	11%
35 to 39	156	5%	2,979	95%	3,136	12%
40 to 44	178	6%	3,051	95%	3,229	12%
45 to 49	204	7%	2,882	93%	3,086	11%
50 to 54	147	5%	2,887	95%	3,035	11%
55 to 59	148	5%	2,880	95%	3,028	11%
60 +	196	4%	4,395	96%	4,591	17%
Total	1,315	5%	25,590	95%	26,905	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	95%
% Under 40 Female:	96%

Age

Median Age:	45
% Under 40:	37%
% 55+:	28%

Diversity

Diversity Index:	52%
Under 40 Div. Index:	56%

Source: Va. Healthcare Workforce Data Center

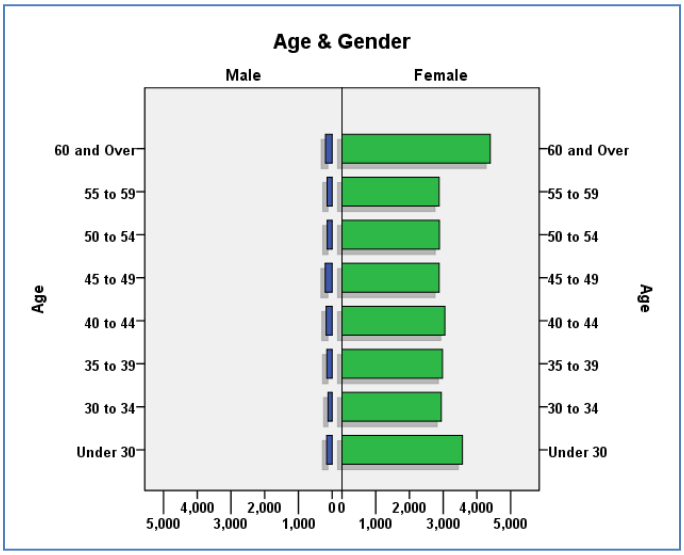
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs under 40	
	%	#	%	#	%
White	64%	17,155	63%	5,827	58%
Black	19%	7,856	29%	3,051	31%
Asian	6%	476	2%	231	2%
Other Race	0%	274	1%	109	1%
Two or more races	2%	617	2%	302	3%
Hispanic	8%	804	3%	473	5%
Total	100%	27,182	100%	9,993	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 52% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

37% of LPNs are under the age of 40. 96% of these professionals are female. In addition, the diversity index among LPNs under the age of 40 is 56%, which is higher than the diversity index for Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	21%
Rural Childhood:	48%

Virginia Background

HS in Virginia:	70%
Prof. Ed. in VA:	85%
HS or Prof. Ed. in VA:	87%

Location Choice

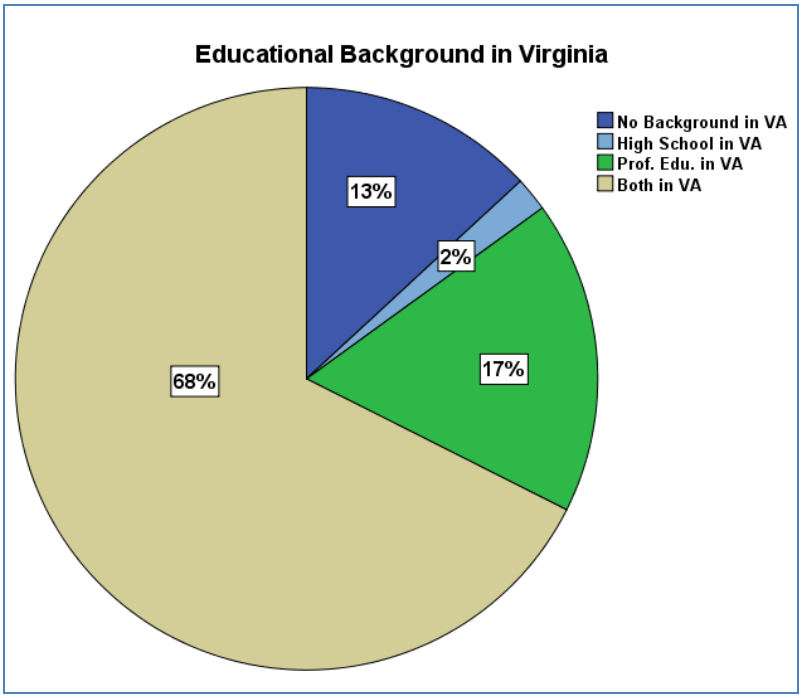
% Rural to Non-Metro:	32%
% Urban/Suburban to Non-Metro:	7%

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+	31%	40%	29%
2	Metro, 250,000 to 1 million	63%	25%	12%
3	Metro, 250,000 or less	70%	20%	10%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	71%	16%	14%
6	Urban pop, 2,500-19,999, Metro adj	78%	12%	10%
7	Urban pop, 2,500-19,999, nonadj	92%	5%	3%
8	Rural, Metro adj	79%	12%	9%
9	Rural, nonadj	76%	13%	11%
	Overall	48%	31%	21%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly half of LPNs grew up in self-described rural areas, and approximately one-third of these professionals currently work in non-Metro counties. Overall, 19% of all LPNs currently work in non-Metro counties.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All LPNs			
	High School	#	Init. Prof Degree	#
1	Virginia	18,820	Virginia	22,952
2	Outside of U.S./Canada	1,640	New York	571
3	New York	1,100	West Virginia	347
4	Pennsylvania	657	Pennsylvania	327
5	West Virginia	553	Florida	237
6	North Carolina	431	Texas	215
7	New Jersey	403	Washington, D.C.	213
8	Florida	363	North Carolina	208
9	Maryland	319	New Jersey	201
10	Ohio	269	California	168

Source: Va. Healthcare Workforce Data Center

70% of licensed LPNs received their high school degree in Virginia, and 85% received their initial professional degree in the state.

Among LPNs who received their license in the past five years, 66% received their high school degree in Virginia, while 87% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	5,169	Virginia	6,771
2	Outside of U.S./Canada	704	New York	106
3	New York	251	West Virginia	84
4	Pennsylvania	162	Florida	74
5	Florida	150	California	72
6	North Carolina	145	North Carolina	60
7	New Jersey	114	Pennsylvania	58
8	West Virginia	111	New Jersey	57
9	California	99	Washington, D.C.	48
10	Maryland	82	Ohio	48

Source: Va. Healthcare Workforce Data Center

10% of Virginia's licensees did not participate in Virginia's LPN workforce during the past year. 63% of these licensees worked at some point in the past year, including 52% who worked in a nursing-related capacity.

At a Glance:

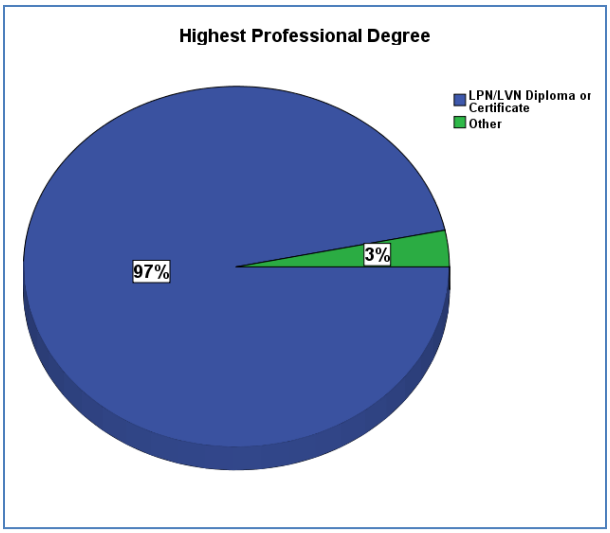
Not in VA Workforce

Total:	3,134
% of Licensees:	10%
Federal/Military:	9%
Va. Border State/DC:	19%

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	25,989	97%
Hospital RN Diploma	46	0%
Associate Degree	740	3%
Baccalaureate Degree	80	0%
Masters Degree	6	0%
Doctorate Degree	4	0%
Total	26,865	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

LPN Diploma/Cert.: 97%
Associate: 3%

Educational Debt

Carry debt: 38%
Under age 40 w/ debt: 59%
Median debt: $10k-$20k

Source: Va. Healthcare Workforce Data Center

Nearly all LPNs hold a LPN/LVM Diploma or Certificate as their highest professional degree. 38% of LPNs carry education debt, including 59% of those under the age of 40. The median debt burden among LPNs with educational debt is between $10,000 and $20,000.

Educational Debt				
Amount Carried	All LPNs		LPNs under 40	
	#	%	#	%
None	14,194	62%	3,599	41%
$10,000 or less	2,498	11%	1,354	15%
$10,000-$19,999	2,189	10%	1,415	16%
$20,000-$29,999	1,746	8%	1,113	13%
$30,000-$39,999	1,015	4%	678	8%
$40,000-$49,999	463	2%	271	3%
$50,000-$59,999	370	2%	200	2%
$60,000-$69,999	177	1%	113	1%
$70,000-$79,999	98	0%	63	1%
$80,000-$89,999	53	0%	43	0%
$90,000-$99,999	29	0%	3	0%
$100,000-$109,999	23	0%	3	0%
$110,000-$119,999	17	0%	6	0%
$120,000 or more	38	0%	9	0%
Total	22,910	100%	8,870	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

LTC/Assisted Living: 15%
Geriatrics/Gerontology: 13%
Pediatrics: 7%

Secondary Specialty

LTC/Assisted Living: 13%
Geriatrics/Gerontology: 10%
Pediatrics: 5%

Licenses

Licensed Practical Nurse: 93%
Registered Nurse: 1%

Long-term care/assisted living, geriatrics/gerontology, and pediatrics were the most common primary and secondary specialties among Virginia's LPN workforce.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Long-Term Care/Assisted Living/Nursing Home	4,009	15%	2,987	13%
Geriatrics/Gerontology	3,409	13%	2,295	10%
Pediatrics	1,883	7%	1,100	5%
Family Health	1,404	5%	729	3%
Psychiatric/Mental Health	828	3%	669	3%
Acute/Critical Care/Emergency/Trauma	640	2%	753	3%
Rehabilitation	525	2%	745	3%
Surgery/OR/Pre-, Peri- or Post-Operative	426	2%	303	1%
Adult Health	420	2%	555	2%
Cardiology	414	2%	299	1%
Women's Health/Gynecology	335	1%	260	1%
Community Health/Public Health	274	1%	276	1%
Hospital/Float	271	1%	379	2%
Obstetrics/Nurse Midwifery	254	1%	196	1%
Orthopedics	244	1%	192	1%
Renal Health/Dialysis	231	1%	133	1%
Administration/Management	229	1%	473	2%
Oncology	168	1%	173	1%
Palliative/Hospice Care	151	1%	273	1%
Case Management	151	1%	144	1%
Occupational/Employee/Industrial Health	150	1%	95	0%
Student Health	134	1%	96	0%
General Nursing/No Specialty	7,290	28%	7,196	32%
Other Specialty Area	2,519	10%	1,883	8%
Total	26,360	100%	22205	100%

Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Registered Nurse	153	1%
Licensed Nurse Practitioner	38	0%
All Other Licenses	63	0%

At a Glance:

Employment
Employed in Profession: 84%
Involuntarily Unemployed: 2%

Positions Held
1 Full-time: 66%
2 or More Positions: 10%

Weekly Hours:
40 to 49: 51%
60 or more: 5%
Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	45	0%
Employed in a nursing- related capacity	22,974	84%
Employed, NOT in a nursing-related capacity	1,410	5%
Not working, reason unknown	7	0%
Involuntarily unemployed	424	2%
Voluntarily unemployed	1,764	7%
Retired	610	2%
Total	**27,234**	**100%**

Source: Va. Healthcare Workforce Data Center

84% of LPNs are currently employed in their profession. 66% of LPNs hold one full-time job, while just 10% currently have multiple jobs. More than half of all LPNs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	2,195	8%
1 to 9 hours	559	2%
10 to 19 hours	825	3%
20 to 29 hours	1,696	7%
30 to 39 hours	4,688	18%
40 to 49 hours	13,304	51%
50 to 59 hours	1,303	5%
60 to 69 hours	505	2%
70 to 79 hours	242	1%
80 or more hours	526	2%
Total	25,843	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,195	8%
One Part-Time Position	3,984	15%
Two Part-Time Positions	569	2%
One Full-Time Position	17,374	66%
One Full-Time Position & One Part-Time Position	1,965	7%
Two Full-Time Positions	64	0%
More than Two Positions	141	1%
Total	26,292	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	359	2%
Less than $20,000	1,775	9%
$20,000-$29,999	3,437	17%
$30,000-$39,999	6,902	33%
$40,000-$49,999	5,148	25%
$50,000-$59,999	1,886	9%
$60,000-$69,999	699	3%
$70,000-$79,999	276	1%
$80,000-$89,999	99	1%
$90,000-$99,999	27	0%
$100,000 or more	46	0%
Total	**20,654**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $30k-$40k

Benefits
Health Insurance: 53%
Retirement: 44%

Satisfaction
Satisfied: 93%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	16,085	61%
Somewhat Satisfied	8,150	31%
Somewhat Dissatisfied	1,290	5%
Very Dissatisfied	659	3%
Total	**26,184**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical LPN earned between $30,000 and $40,000 in the past year. Among LPNs who received either a wage or salary as compensation at the primary work location, 53% received health insurance and 44% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	612	3%	2%
Dental Insurance	12,254	53%	50%
Health Insurance	13,027	57%	53%
Paid Leave	13,507	59%	56%
Group Life Insurance	8,953	39%	37%
Retirement	10,572	46%	44%
Receive at least one benefit	**17,360**	**76%**	**71%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	967	3%
Experience Voluntary Unemployment?	2,268	8%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,739	6%
Work two or more positions at the same time?	4,206	15%
Switch employers or practices?	2,253	8%
Experienced at least 1	**9,347**	**33%**

Source: Va. Healthcare Workforce Data Center

3% of Virginia's LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2013.[2]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	1,235	5%	752	12%
Less than 6 Months	1,845	7%	853	14%
6 Months to 1 Year	2,483	10%	921	15%
1 to 2 Years	5,081	21%	1,159	19%
3 to 5 Years	5,136	21%	1,162	19%
6 to 10 Years	4,205	17%	662	11%
More than 10 Years	4,722	19%	640	10%
Subtotal	**24,706**	**100%**	**6,148**	**100%**
Did not have location	2,046		21,338	
Item Missing	1,163		430	
Total	27,915		27,915	

Source: Va. Healthcare Workforce Data Center

84% of LPNs receive an hourly wage at their primary work location, while 13% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 6%

Turnover & Tenure

Switched Jobs: 8%
New Location: 25%
Over 2 years: 57%
Over 2 yrs, 2nd location: 40%

Employment Type

Hourly Wage: 84%
Salary: 13%

Source: Va. Healthcare Workforce Data Center

57% of LPNs have worked at their primary location for more than 2 years—the job tenure normally required to attain a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,398	13%
Hourly Wage	15,418	84%
By Contract	326	2%
Business/ Practice Income	80	0%
Unpaid	147	1%
Subtotal	18,370	100%
Did not have location	2,046	
Item Missing	7,499	

Source: Va. Healthcare Workforce Data Center

[2] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	25%[3]
Top 3 Regions:	63%
Lowest Region:	2%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	21%

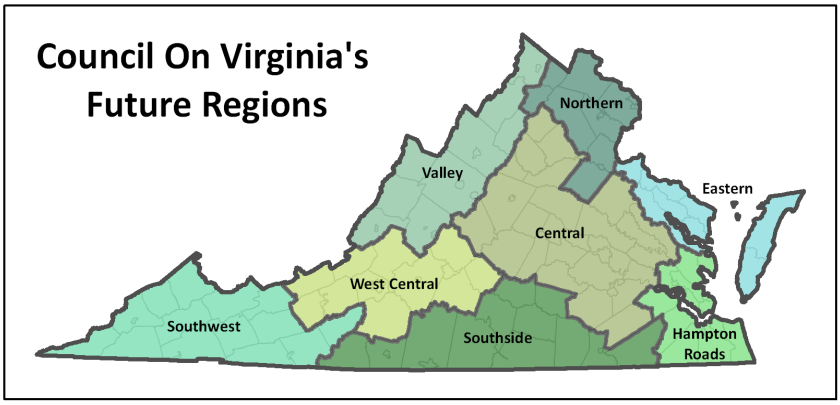
Source: Va. Healthcare Workforce Data Center

Hampton Roads is the COVF region that has the largest number of LPNs in the state, while Eastern Virginia has the fewest number of LPNs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	5,398	22%	1,337	22%
Eastern	546	2%	110	2%
Hampton Roads	6,070	25%	1,528	26%
Northern	3,753	15%	1,047	17%
Southside	1,649	7%	347	6%
Southwest	2,147	9%	422	7%
Valley	1,642	7%	330	6%
West Central	2,981	12%	627	10%
Virginia Border State/DC	34	0%	57	1%
Other US State	45	0%	147	2%
Outside of the US	2	0%	33	1%
Total	24,267	100%	5,985	100%
Item Missing	1,602		594	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1,667	6%	2,766	11%
1	18,126	69%	17,950	68%
2	3,432	13%	3,155	12%
3	2,643	10%	2,208	8%
4	138	1%	76	0%
5	96	0%	62	0%
6 or More	212	1%	97	0%
Total	26,314	100%	26,314	100%

69% of all LPNs had just one work location during the past year, while 21% of LPNs had multiple work locations.

*At the time of survey completion (Oct. 2013-Sept. 2014, birth month of respondent). *Source: Va. Healthcare Workforce Data Center*

[3] Corrected from previous version which incorrectly stated the top region concentration as 22%.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	14,684	63%	3,980	68%
Non-Profit	4,534	19%	938	16%
State/Local Government	3,048	13%	717	12%
Veterans Administration	497	2%	74	1%
U.S. Military	389	2%	76	1%
Other Federal Government	278	1%	49	1%
Total	**23,430**	**100%**	**5,834**	**100%**
Did not have location	2,046		21,338	
Item Missing	2,439		743	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

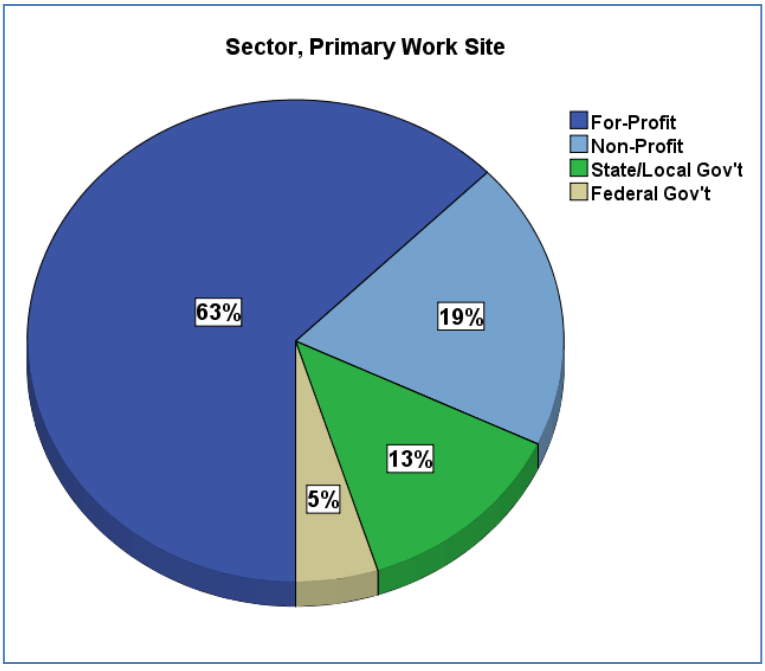
For Profit:	63%
Federal:	5%

Top Establishments

LTC/Nursing Home:	28%
Physician Office:	14%
Home Health Care:	12%

Source: Va. Healthcare Workforce Data Center

82% of all LPNs work in the private sector, including 63% in for-profit establishments. Meanwhile, 13% of LPNs work for state or local governments, and 5% work for the federal government.

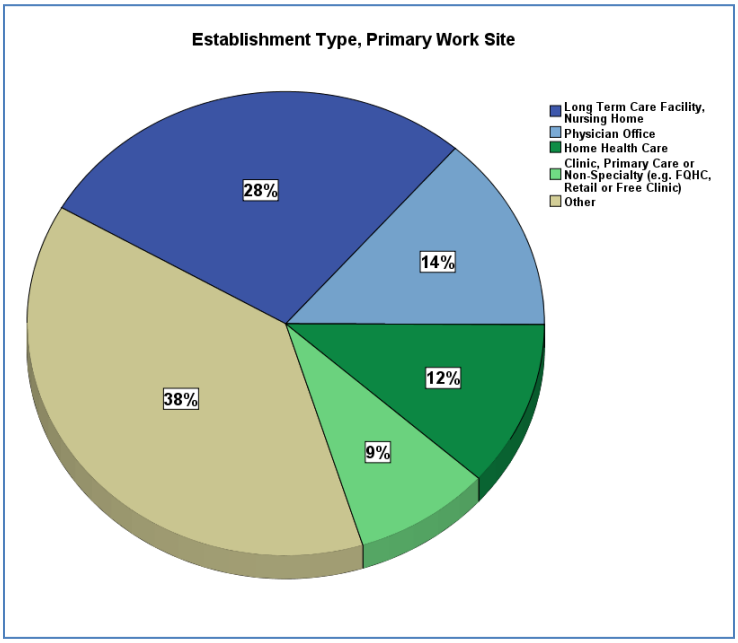


Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
LTC Facility, Nursing Home	6,404	28%	1,713	30%
Physician Office	3,126	14%	429	8%
Home Health Care	2,635	12%	1,178	21%
Clinic, Primary Care or Non-Specialty	1,960	9%	289	5%
Hospital, Inpatient Department	1,426	6%	267	5%
Rehabilitation Facility	1,017	4%	226	4%
Corrections/Jail	766	3%	214	4%
Clinic, Non-Surgical Specialty	649	3%	125	2%
Mental Health, Development or Substance Abuse, Residential/Group Home	596	3%	156	3%
School (Providing Care to Students)	519	2%	123	2%
Hospital, Outpatient Department	454	2%	67	1%
Ambulatory/Outpatient Surgical Unit	283	1%	45	1%
Mental Health, or Substance Abuse, Outpatient Center	214	1%	31	1%
Insurance Company, Health Plan	204	1%	39	1%
Other Practice Setting	2,588	11%	750	13%
Total	22,841	100%	5,652	100%
Did Not Have a Location	2,046		21,338	

More than one-quarter of all LPNs work at long-term care facilities/nursing homes at their primary work location. In addition, physicians' offices and home health care establishment each employ more than 10% of all LPNs in the state. Primary care/non-specialty clinics and the inpatient departments of hospitals are also typical employers of Virginia's LPN workforce.

Among those LPNs who also have a secondary work location, 59% work at a long-term care facility/nursing home, home health care establishment, or a physicians' office.



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

Patient Care:	80%-89%

Roles

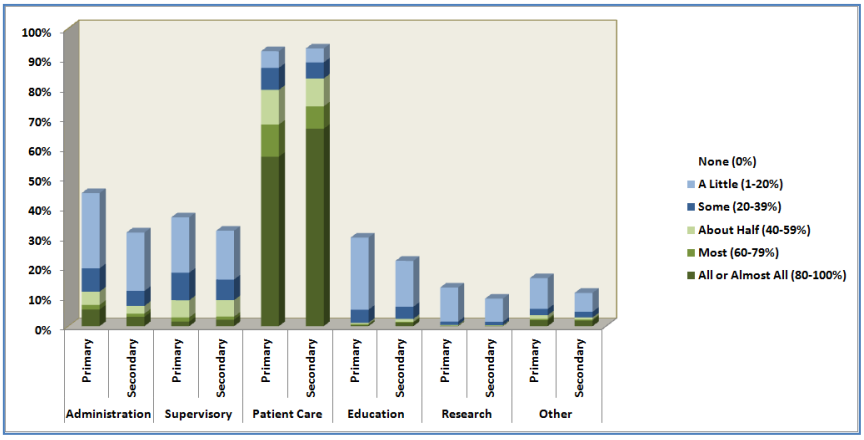
Patient Care:	68%
Administrative:	7%
Supervisory:	3%
Education:	1%

Patient Care LPNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

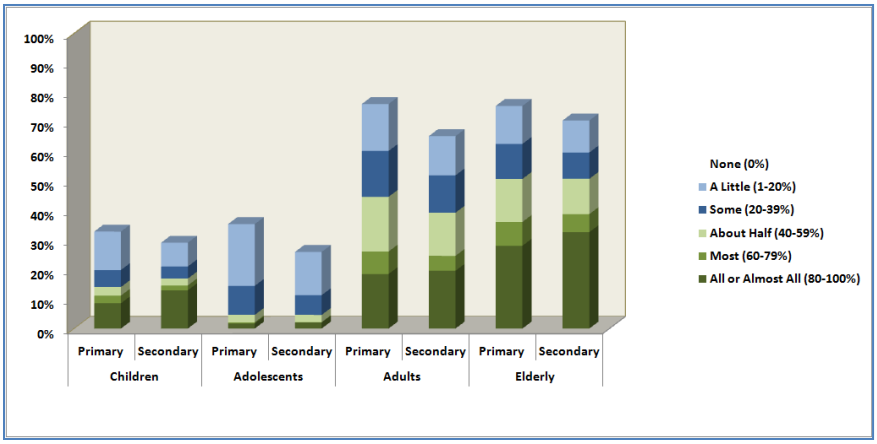


Source: Va. Healthcare Workforce Data Center

A typical LPN spends most of her time on patient care activities. More than two-thirds of all LPNs 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**	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	6%	3%	2%	2%	57%	66%	0%	1%	0%	0%	2%	2%
Most (60-79%)	2%	1%	1%	1%	11%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	4%	3%	6%	6%	12%	9%	0%	1%	0%	0%	1%	1%
Some (20-39%)	8%	5%	9%	7%	7%	5%	4%	4%	1%	1%	2%	2%
A Little (1-20%)	25%	20%	19%	16%	6%	5%	24%	15%	11%	8%	10%	6%
None (0%)	55%	69%	63%	68%	8%	7%	70%	78%	87%	91%	84%	89%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

The typical LPN devotes most of her time to treating adults and the elderly. More than one-third of all LPNs serve an elderly patient care role, meaning that at least 60% of her patients are the elderly. In addition, more than one-quarter of all LPNs serve an adult patient care role.

At a Glance:
(Primary Locations)

Typical Patient Allocation

Children:	0%
Adolescents:	0%
Adults:	30%-39%
Elderly:	40%-49%

Roles

Children:	11%
Adolescents:	2%
Adults:	26%
Elderly:	36%

Source: Va. Healthcare Workforce Data Center

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	9%	13%	2%	2%	18%	20%	28%	33%
Most (60-79%)	3%	2%	0%	0%	8%	5%	8%	6%
About Half (40-59%)	3%	2%	3%	2%	19%	15%	15%	12%
Some (20-39%)	6%	4%	10%	7%	16%	13%	12%	9%
A Little (1-20%)	13%	8%	21%	15%	16%	13%	13%	11%
None (0%)	67%	71%	65%	74%	24%	35%	25%	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs over 50	
	#	%	#	%
Under age 50	382	2%	-	-
50 to 54	679	3%	79	1%
55 to 59	1,486	7%	316	4%
60 to 64	5,422	24%	2,128	25%
65 to 69	8,388	38%	3,576	42%
70 to 74	2,962	13%	1,245	15%
75 to 79	701	3%	281	3%
80 or over	391	2%	138	2%
I do not intend to retire	1,896	8%	692	8%
Total	**22,307**	**100%**	**8,455**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 36%

Under 60: 11%

LPNs 50 and over

Under 65: 30%

Under 60: 5%

Time until Retirement

Within 2 years: 6%

Within 10 years: 20%

Half the workforce: by 2039

36% of LPNs expect to retire by the age of 65, while 29% of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, more than one-quarter of all LPNs expect to work until at least age 70, including 8% who do not expect to retire at all.

Within the next two years, only 5% of Virginia's LPNs plan on leaving either the profession or the state. Meanwhile, 11% of LPNs plan on increasing patient care hours, and 41% plan on pursuing additional educational opportunities.

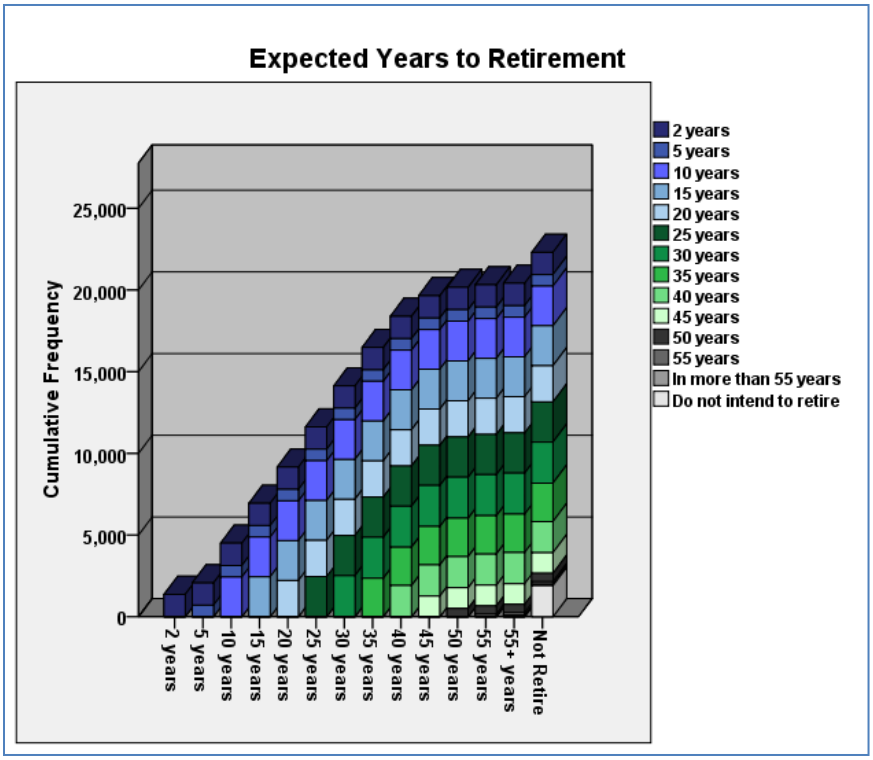
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	538	2%
Leave Virginia	767	3%
Decrease Patient Care Hours	1,531	5%
Decrease Teaching Hours	39	0%
Increase Participation		
Increase Patient Care Hours	3,103	11%
Increase Teaching Hours	596	2%
Pursue Additional Education	11,433	41%
Return to Virginia's Workforce	601	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. 6% of LPNs expect to retire in the next two years, while 20% expect to retire in the next 10 years. More than half of the current LPN workforce expects to retire by 2039.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	1,367	6%	6%
5 years	703	3%	9%
10 years	2,432	11%	20%
15 years	2,440	11%	31%
20 years	2,219	10%	41%
25 years	2,459	11%	52%
30 years	2,512	11%	63%
35 years	2,350	11%	74%
40 years	1,907	9%	82%
45 years	1,263	6%	88%
50 years	507	2%	90%
55 years	157	1%	91%
In more than 55 years	93	0%	91%
Do not intend to retire	1,896	8%	100%
Total	**22,307**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 11% of the current workforce before declining to under 10% of the current workforce again around 2054.

At a Glance:

FTEs

Total:	24,967
FTEs/1,000 Residents:	3.023
Average:	0.97

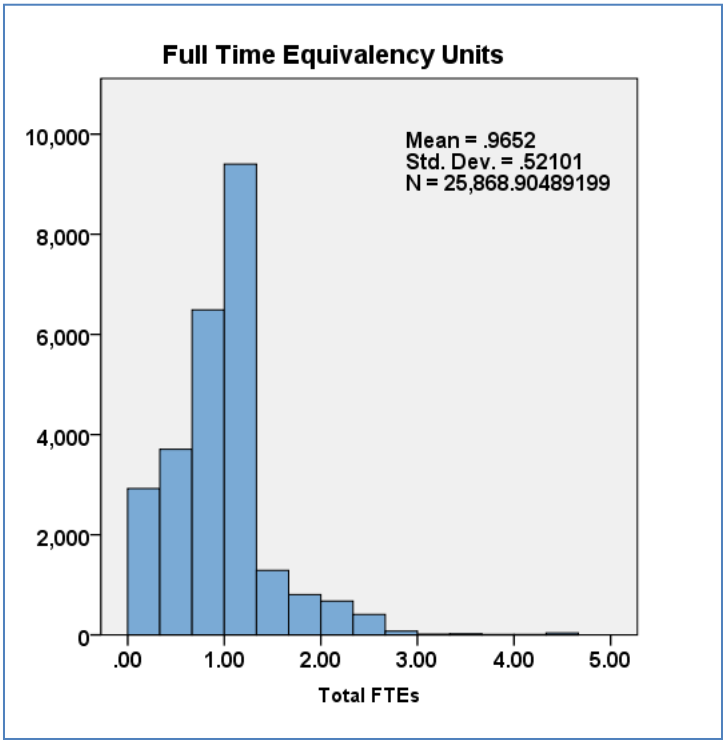
Age & Gender Effect

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:

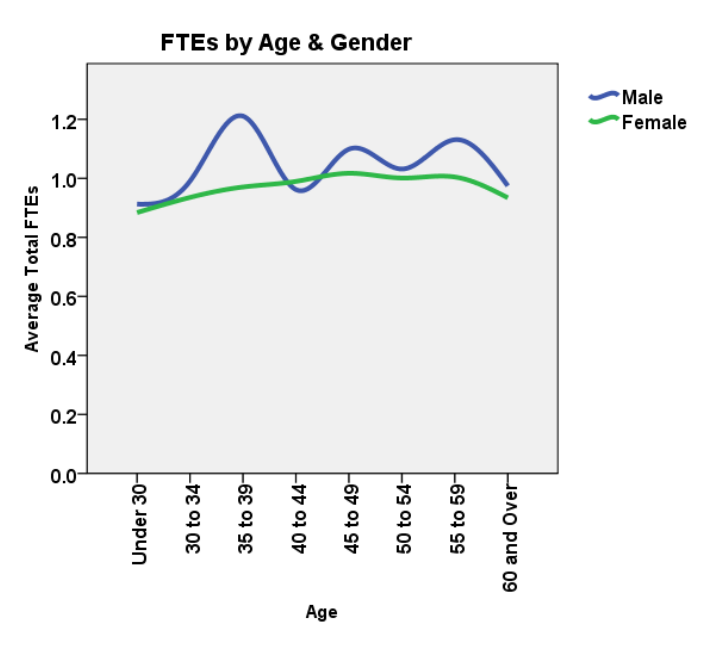


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.98 FTEs, or approximately 38 hours per week for 52 weeks. Statistical tests did not indicate that work hours vary by gender or age.[4]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.89	0.91
30 to 34	0.94	0.91
35 to 39	0.98	0.95
40 to 44	0.99	1.03
45 to 49	1.02	1.08
50 to 54	1.00	1.08
55 to 59	1.01	1.08
60 and Over	0.93	0.91
Gender		
Male	1.04	1.08
Female	0.96	0.99

Source: Va. Healthcare Workforce Data Center

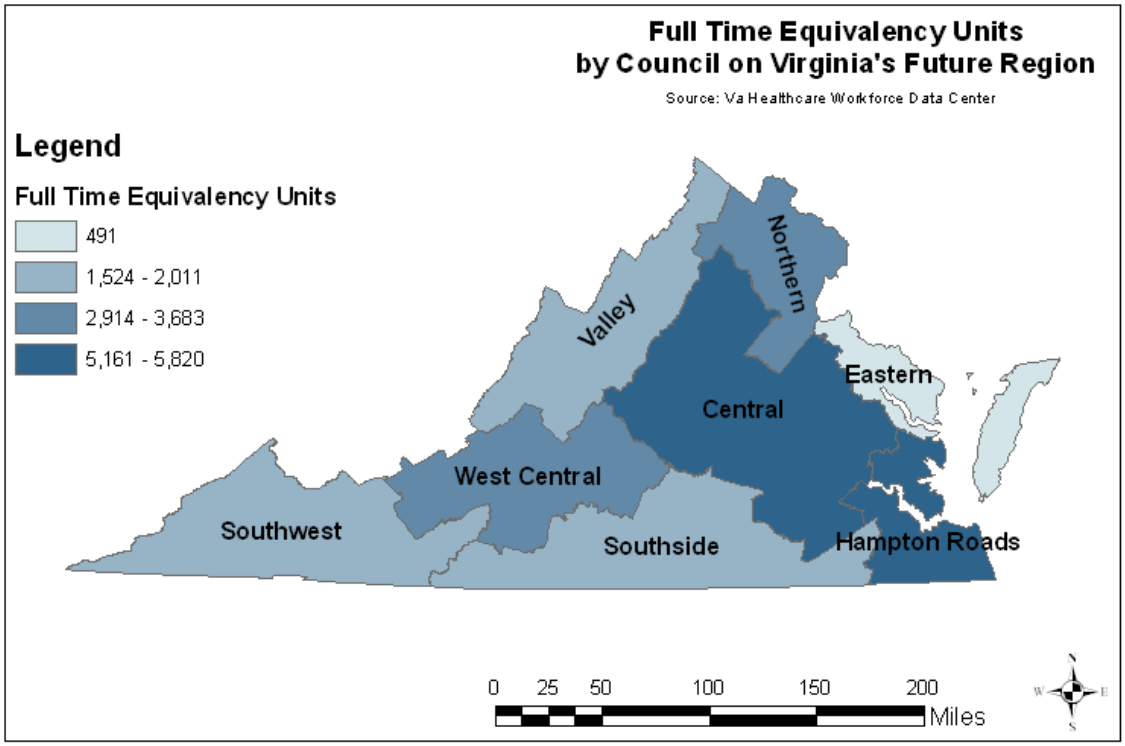


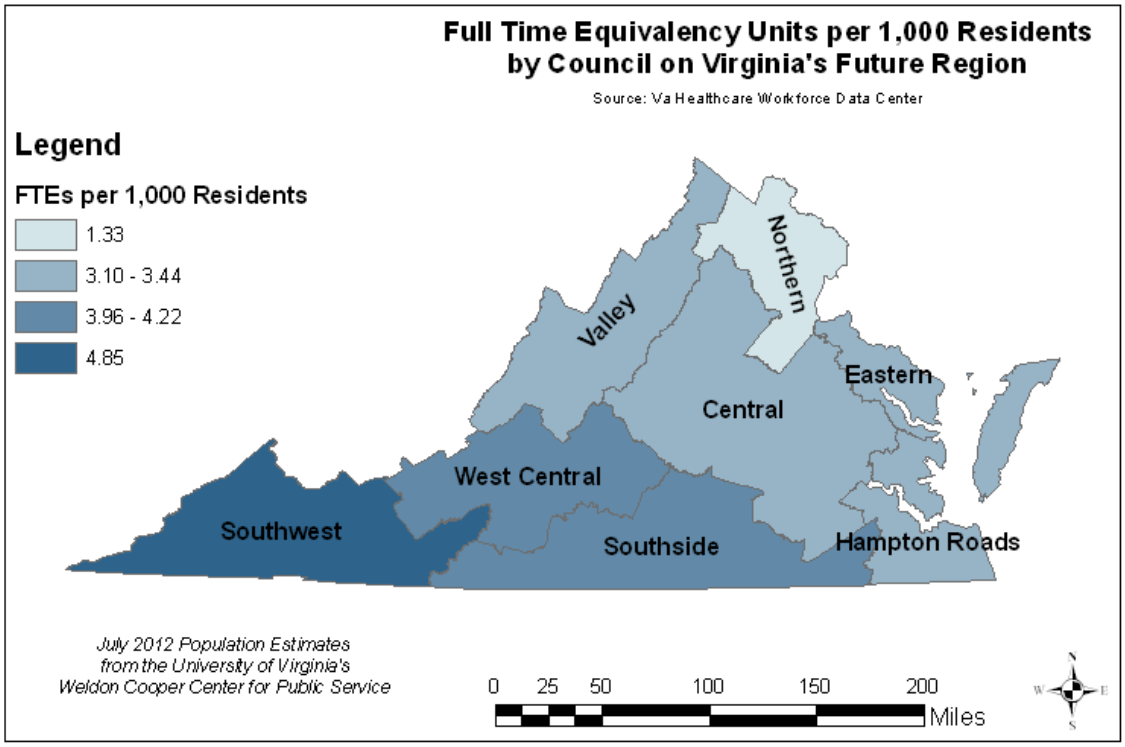
Source: Va. Healthcare Workforce Data Center

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

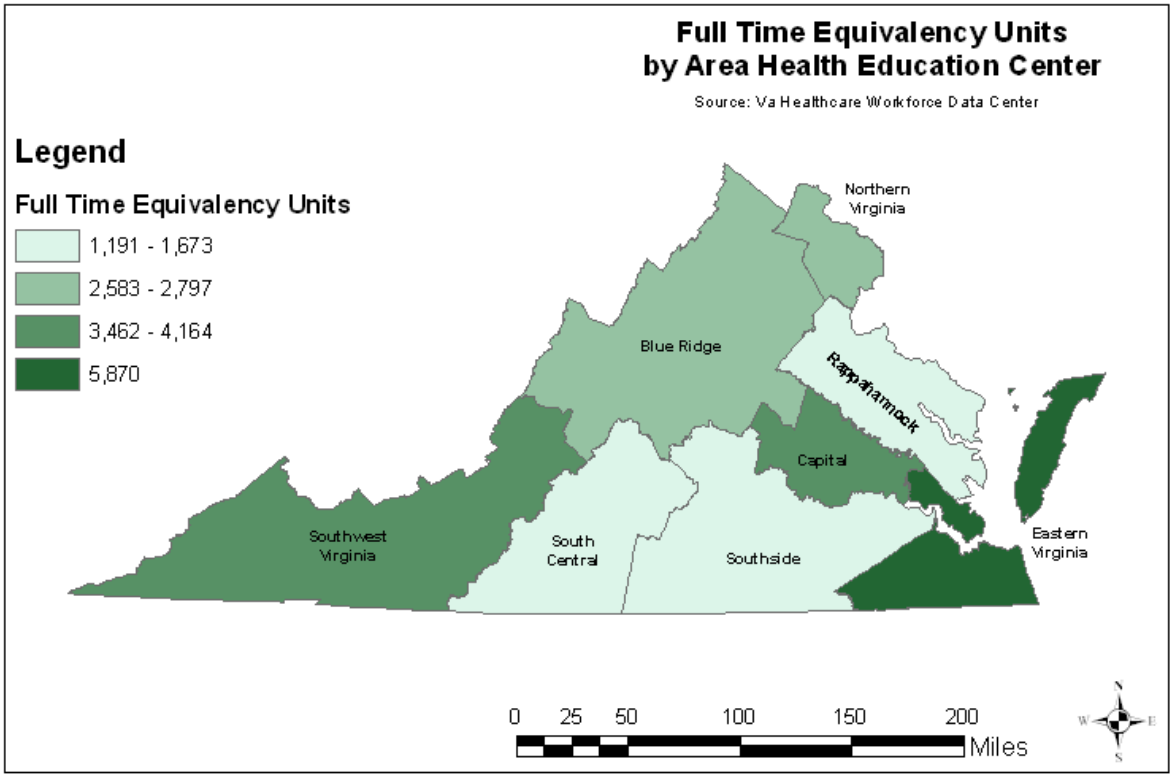
Maps

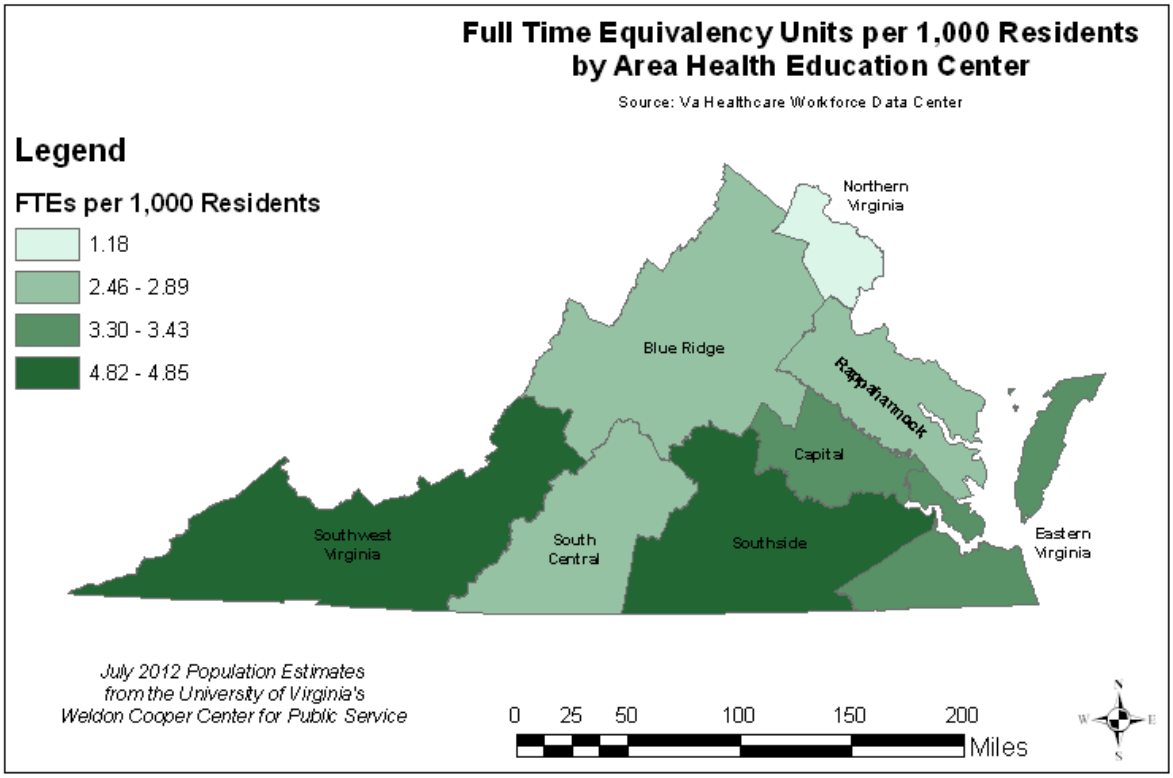
Council on Virginia's Future Regions



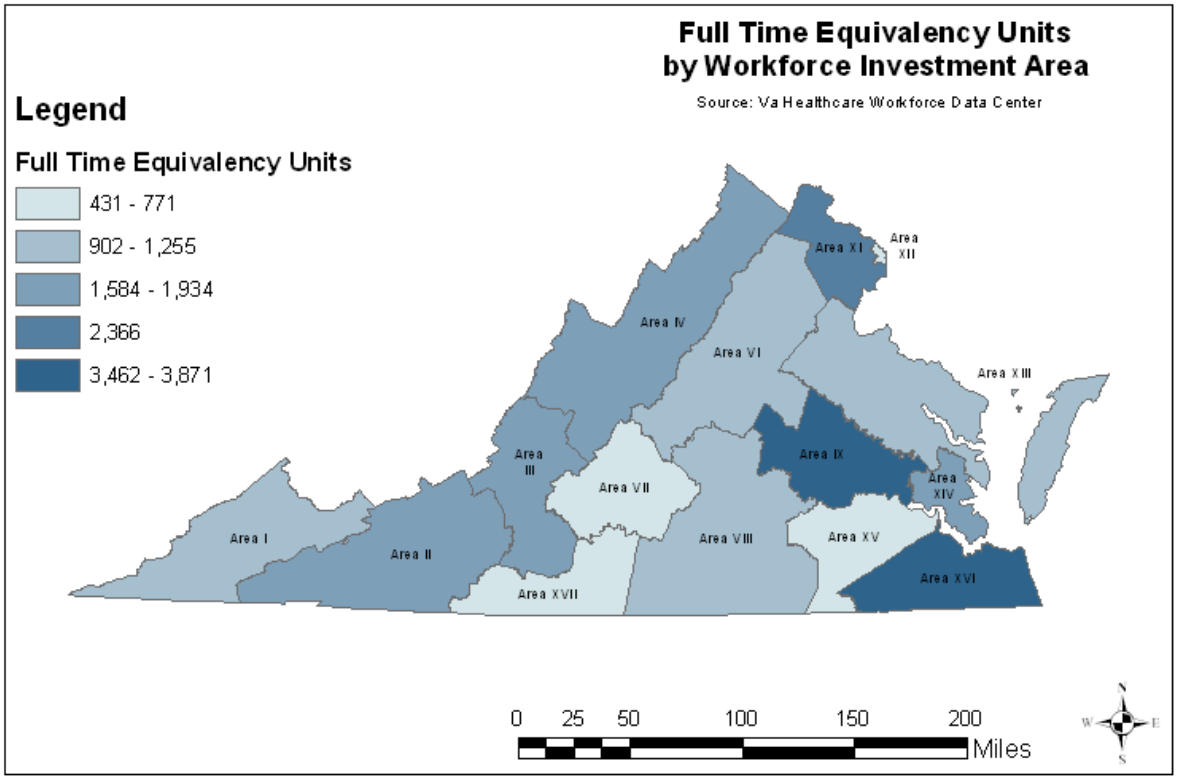


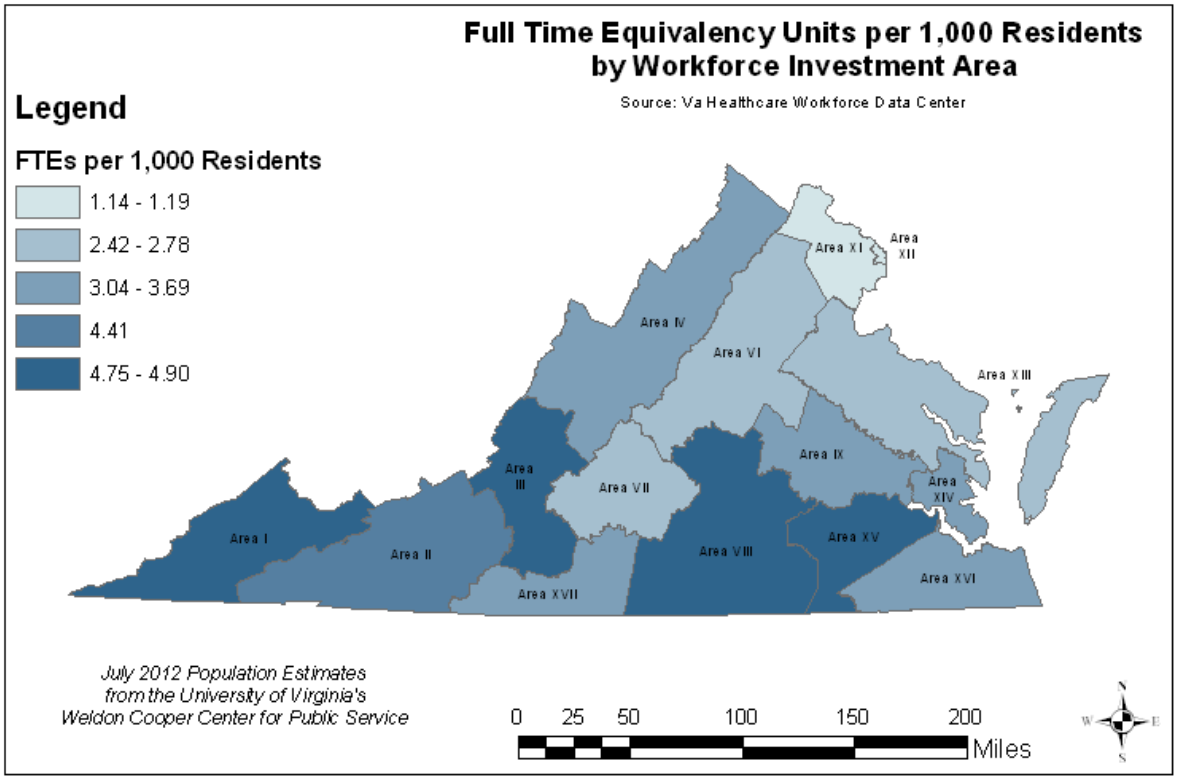
Area Health Education Center Regions



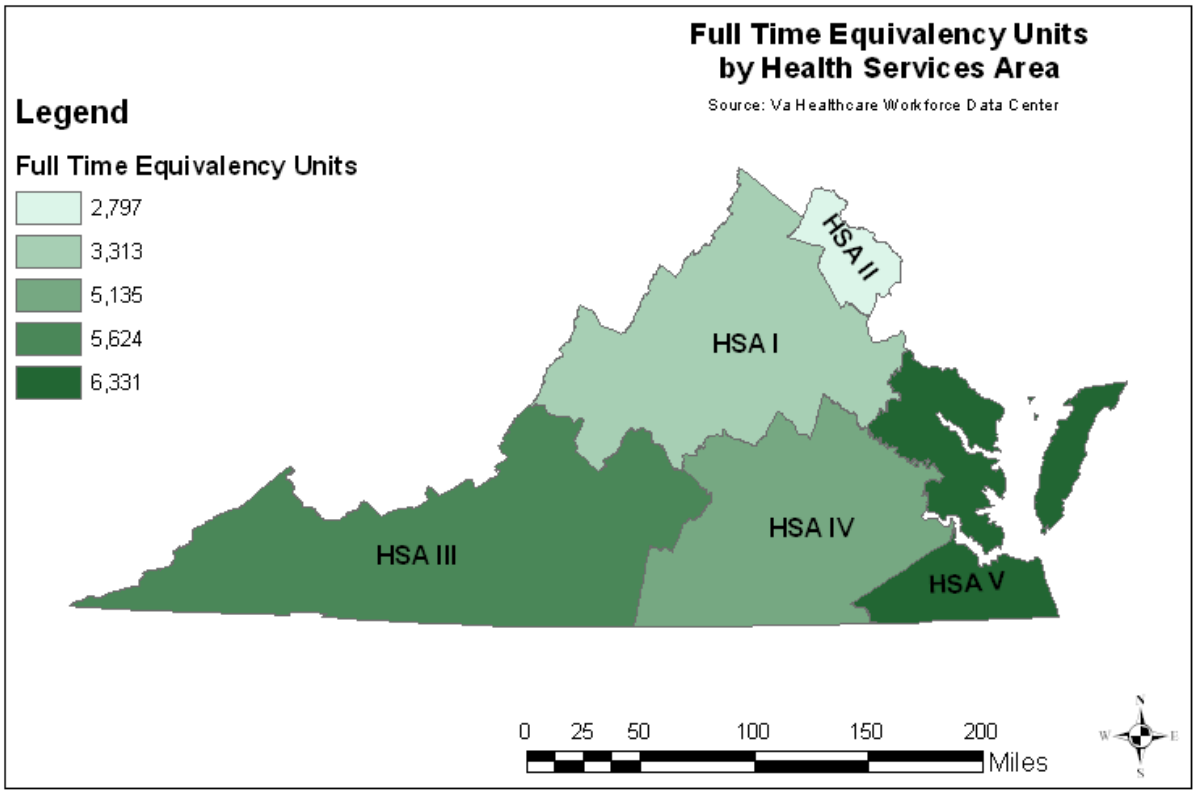


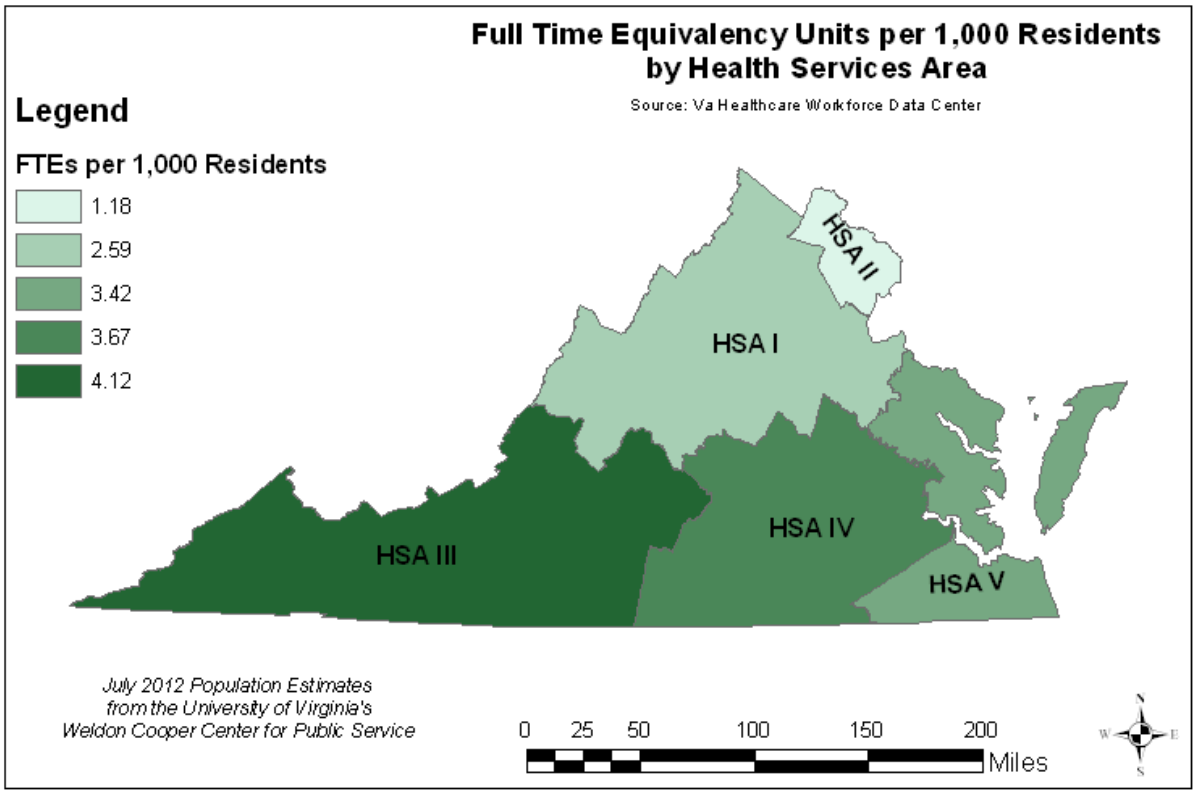
Workforce Investment Areas



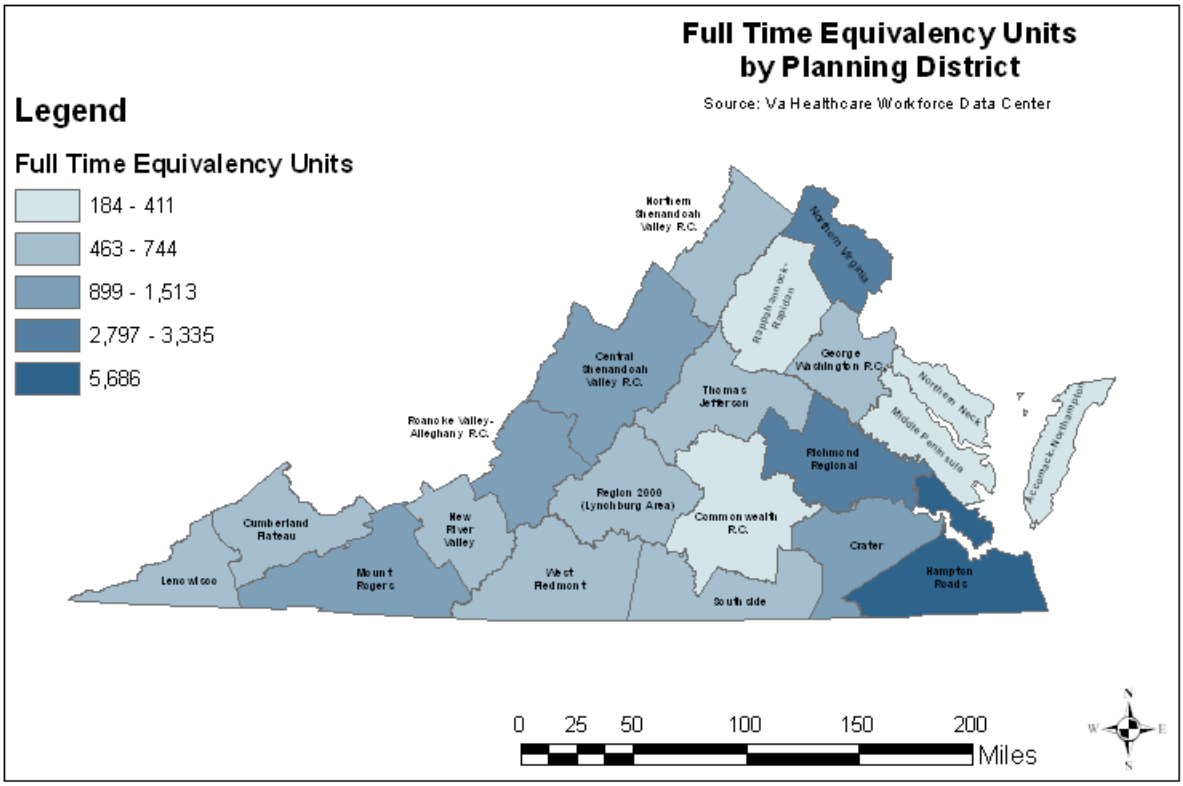


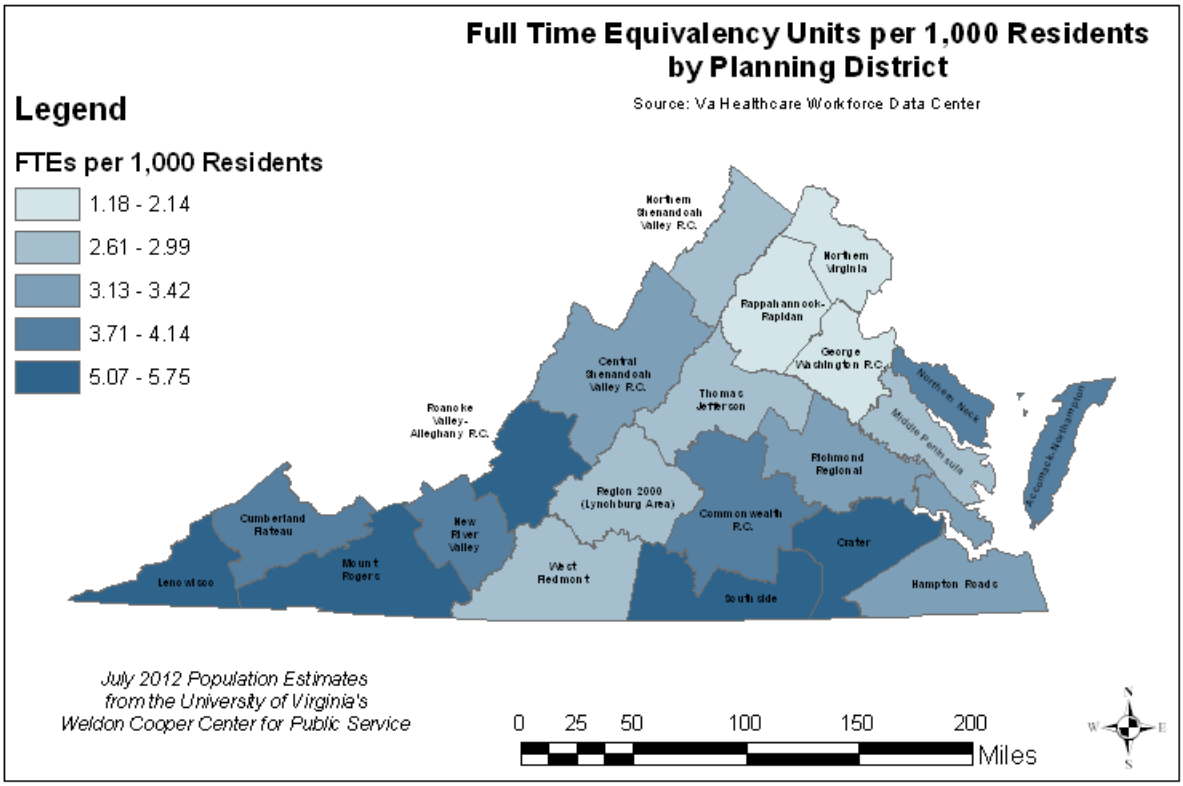
Health Services Areas





Planning Districts





Appendices

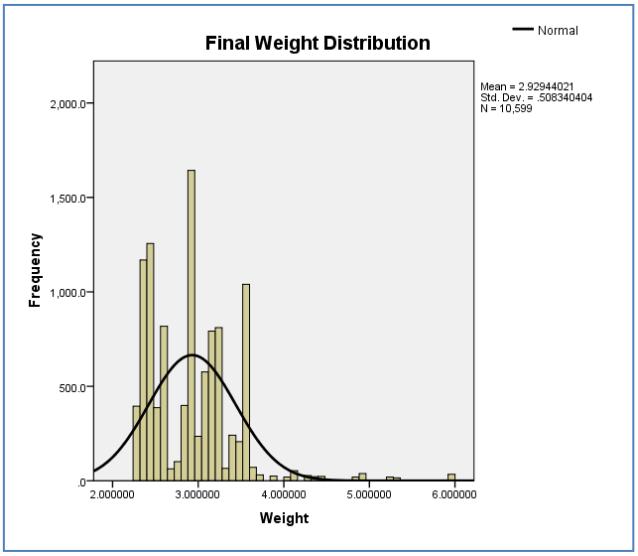
Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	16995	34.46%	2.902152	2.357357	3.579454
Metro, 250,000 to 1 million	2909	34.93%	2.863189	2.325709	3.531398
Metro, 250,000 or less	2688	36.24%	2.759754	2.24169	3.403823
Urban pop 20,000+, Metro adj	837	35.96%	2.780731	2.25873	3.429696
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	2242	35.37%	2.827238	2.296507	3.487057
Urban pop, 2,500-19,999, nonadj	1803	35.66%	2.804044	2.277666	3.458449
Rural, Metro adj	1231	33.55%	2.98063	2.421103	3.676247
Rural, nonadj	634	33.12%	3.019048	2.452309	3.723631
Virginia border state/DC	756	24.87%	4.021277	3.266399	4.959759
Other US State	914	20.79%	4.810526	3.90749	5.933203

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	4129	30.83%	3.243519	3.055063	5.32528
30 to 34	3493	38.19%	2.618441	2.466303	4.299013
35 to 39	3598	33.85%	2.954023	2.782387	4.849979
40 to 44	3629	40.12%	2.492445	2.347628	4.09215
45 to 49	3484	33.50%	2.985433	2.811972	4.901548
50 to 54	3470	42.02%	2.379973	2.24169	3.90749
55 to 59	3488	31.48%	3.176685	2.992112	5.21555
60 and Over	5764	27.67%	3.613793	3.403823	5.933203

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.341298