Virginia's Licensed Practical Nurse Workforce: 2016

Healthcare Workforce Data Center

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9,614 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:	31,102
Virginia's Workforce:	28,315
FTEs:	25,219

Survey Response Rate

All Licensees:	31%
Renewing Practitioners:	74%

Demographics

Female:	95%
Diversity Index:	52%
Median Age:	46

Background

Rural Childhood:	48%
HS Degree in VA:	70%
Prof. Degree in VA:	86%

Education

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

Finances

Median Income:	$30k-$40k
Health Benefits:	57%
Under 40 w/ Ed debt:	61%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-time Job:	68%
Satisfied?:	94%

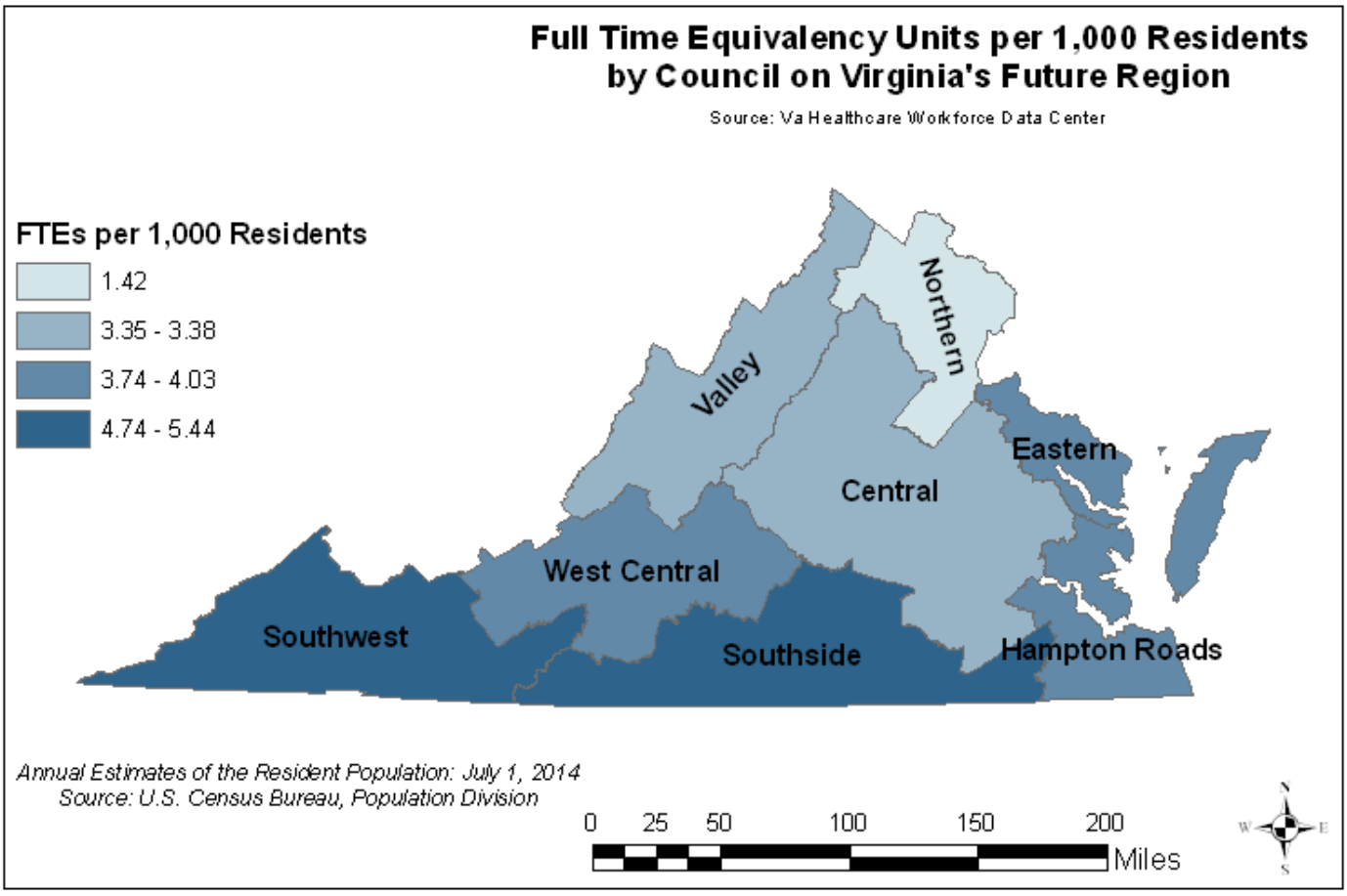
Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	56%

Time Allocation

Patient Care:	80%-89%
Patient Care Role:	68%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center



Results in Brief

9,614 Licensed Practical Nurses (LPNs) voluntarily took part in the 2016 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 31% of the 31,102 LPNs who are licensed in the state but 74% of renewing practitioners.

The HWDC estimates that 28,315 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 2015 and September 2016, Virginia's LPN workforce provided 25,219 "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, including 96% of those LPNs who are under the age of 40. 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 55% 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 actually slightly more diverse than the overall population with a diversity index of 57%.

48% of all LPNs grew up in a rural area, and 32% of these professionals currently work in non-Metro areas of the state. Overall, 19% of all LPNs work in a non-Metro area of the state. Meanwhile, 70% of Virginia's LPNs graduated from high school in Virginia, and 86% earned their initial professional degree in the state. In total, 87% of Virginia's LPN workforce has some educational background in the state.

97% of all LPNs hold a LPN/LVM diploma or certificate as their highest professional degree, while most remaining LPNs have gone on to pursue an Associate degree in Nursing. 41% of Virginia's LPN workforce currently has education debt, including 61% of those under the age of 40. The median debt burden for those LPNs with educational debt is between $20,000 and $30,000.

88% of LPNs are currently employed in the profession. 68% of all LPNs hold one full-time position at the moment, while 12% currently hold two or more positions simultaneously. 55% of Virginia's LPNs work between 40 and 49 hours per week, while just 5% of LPNs work at least 60 hours per week. Although 9% of LPNs have switched jobs at some point in the past year, another 56% of LPNs have remained at their current position for more than two years.

The median annual income for LPNs is between $30,000 and $40,000. In addition, three-quarters of wage or salaried LPNs receive at least one employer-sponsored benefit, including 57% who receive health insurance. 94% of LPNs are satisfied with their current employment situation, including 63% who indicate they are "very satisfied".

25% of Virginia's LPNs have worked at two or more locations in the past year, while 22% of LPNs currently do so. 82% of LPNs work in the private sector, including 62% who work at a for-profit institution. In fact, more than one-quarter of all LPNs work at a long-term care facility or nursing home, the most of any establishment type in the state.

A typical LPN spends nearly all of her time treating patients. In fact, 68% 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 45% of her time treating the elderly and 35% of her time treating adult patients.

34% 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 2041. Over the next two years, 33% of all LPNs expected to pursue additional educational opportunities, while 10% plan on increasing their patient care hours.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	12,940	42%
New Licensees	1,128	4%
Non-Renewals	2,411	8%
Renewal date not in survey period	14,623	47%
All Licensees	**31,102**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 74% of renewing LPNs submitted a survey. These represent 31% 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	2,796	1,029	27%
30 to 34	2,276	1,258	36%
35 to 39	2,679	1,049	28%
40 to 44	2,184	1,412	39%
45 to 49	2,641	1,024	28%
50 to 54	2,127	1,354	39%
55 to 59	2,494	911	27%
60 and Over	4,291	1,577	27%
Total	**21,488**	**9,614**	**31%**
New Licenses			
Issued After Sept. 2015	1,128	0	0%
Metro Status			
Non-Metro	4,476	2,169	33%
Metro	15,723	7,093	31%
Not in Virginia	1,289	352	21%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

Number:	31,102
New:	4%
Not Renewed:	8%

Response Rates

All Licensees:	31%
Renewing Practitioners:	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	9,614
Response Rate, all licensees	31%
Response Rate, Renewals	74%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2015 and September 2016 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:	28,315
FTEs:	25,219

Utilization Ratios

Licensees in VA Workforce:	91%
Licensees per FTE:	1.23
Workers per FTE:	1.12

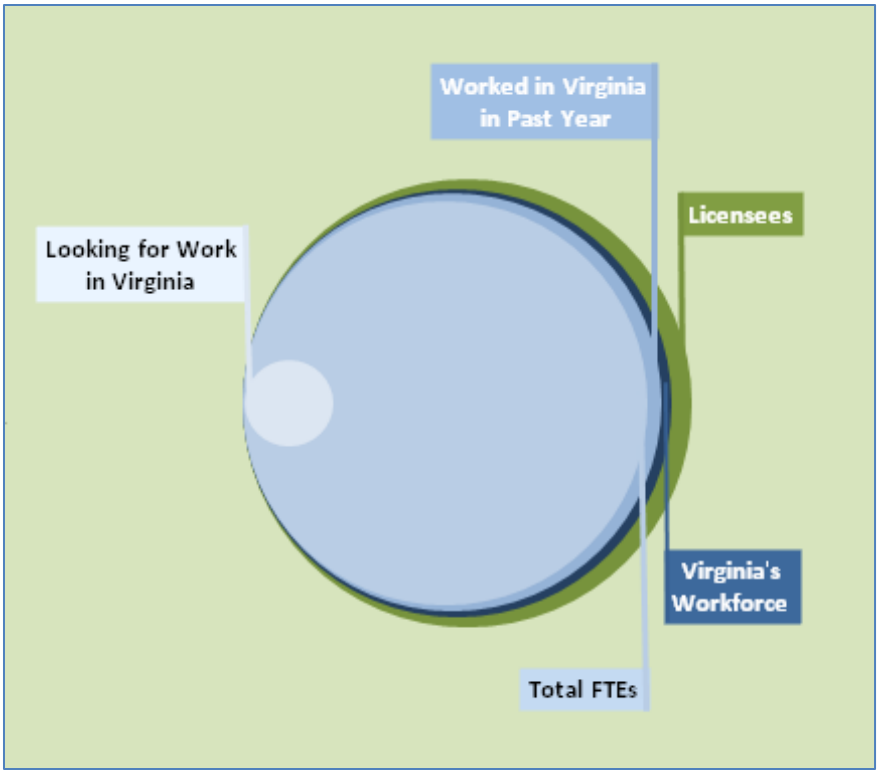
Source: Va. Healthcare Workforce Data Center

Definitions

1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey 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.

Virginia's LPN Workforce		
Status	**#**	**%**
Worked in Virginia in Past Year	27,150	96%
Looking for Work in Virginia	1,165	4%
Virginia's Workforce	**28,315**	**100%**
Total FTEs	**25,219**	
Licensees	**31,102**	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	178	5%	3,259	95%	3,438	14%
30 to 34	116	4%	2,911	96%	3,027	12%
35 to 39	107	4%	2,961	97%	3,068	12%
40 to 44	184	6%	2,778	94%	2,962	12%
45 to 49	181	6%	2,787	94%	2,968	12%
50 to 54	158	6%	2,580	94%	2,738	11%
55 to 59	122	5%	2,536	95%	2,658	11%
60 +	151	4%	4,035	96%	4,186	17%
Total	**1,197**	**5%**	**23,849**	**95%**	**25,046**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age:	46
% Under 40:	38%
% 55+:	27%

Diversity

Diversity Index:	52%
Under 40 Div. Index:	57%

Source: Va. Healthcare Workforce Data Center

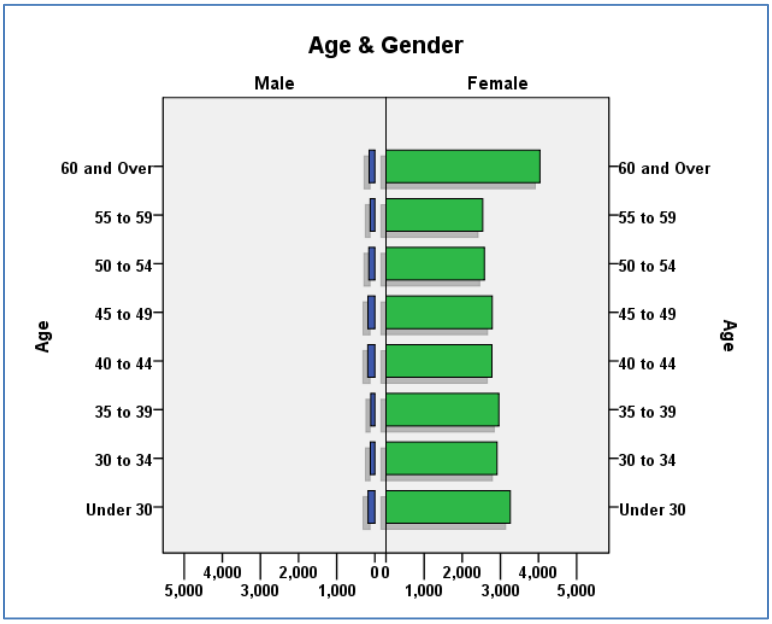
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs under 40	
	%	#	%	#	%
White	63%	15,716	62%	5,511	58%
Black	19%	7,443	30%	2,905	30%
Asian	6%	487	2%	234	2%
Other Race	0%	271	1%	130	1%
Two or more races	2%	547	2%	316	3%
Hispanic	9%	748	3%	466	5%
Total	**100%**	**25,212**	**100%**	**9,562**	**100%**

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

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 55% chance for Virginia's population as a whole.

38% 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 57%, which is higher than the diversity index for Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	20%
Rural Childhood:	48%

Virginia Background

HS in Virginia:	70%
Prof. Ed. in VA:	86%
HS or Prof. Ed. in VA:	87%

Location Choice

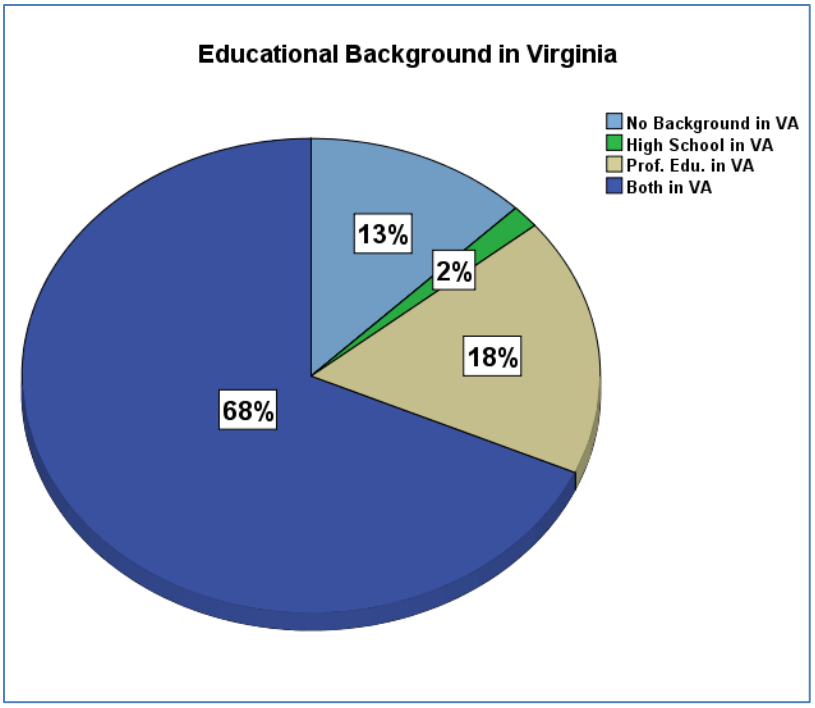
% Rural to Non-Metro:	32%
% Urban/Suburban to Non-Metro:	6%

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+	30%	43%	28%
2	Metro, 250,000 to 1 million	65%	24%	11%
3	Metro, 250,000 or less	71%	20%	9%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	75%	12%	13%
6	Urban pop, 2,500-19,999, Metro adj	81%	12%	7%
7	Urban pop, 2,500-19,999, nonadj	92%	6%	2%
8	Rural, Metro adj	84%	12%	4%
9	Rural, nonadj	80%	10%	10%
	Overall	**48%**	**32%**	**20%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

48% of LPNs grew up in self-described rural areas, and 32% 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	17,510	Virginia	21,421
2	Outside U.S./Canada	1,471	New York	438
3	New York	919	West Virginia	359
4	Pennsylvania	636	Pennsylvania	303
5	West Virginia	563	North Carolina	209
6	North Carolina	383	New Jersey	201
7	Florida	358	Florida	187
8	New Jersey	354	Texas	181
9	Maryland	326	Ohio	156
10	Ohio	248	California	139

Source: Va. Healthcare Workforce Data Center

70% of licensed LPNs received their high school degree in Virginia, and 86% received their initial professional degree in the state.

Among LPNs who received their license in the past five years, 64% received their high school degree in Virginia, while 84% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	3,508	Virginia	4,550
2	Outside U.S./Canada	414	Pennsylvania	88
3	Pennsylvania	166	New York	85
4	New York	144	Florida	67
5	Florida	125	West Virginia	64
6	Ohio	95	Texas	61
7	Maryland	95	North Carolina	46
8	West Virginia	92	New Jersey	46
9	North Carolina	88	Ohio	46
10	New Jersey	64	California	45

Source: Va. Healthcare Workforce Data Center

9% of Virginia's licensees did not participate in Virginia's LPN workforce during the past year. 62% of these licensees worked at some point in the past year, including 51% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,791
% of Licensees:	9%
Federal/Military:	9%
Va. Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	24,051	97%
Hospital RN Diploma	9	0%
Associate Degree	705	3%
Baccalaureate Degree	104	0%
Master's Degree	4	0%
Doctorate Degree	0	0%
Total	**24,873**	**100%**

Source: Va. Healthcare Workforce Data Center

Nearly all LPNs hold a LPN/LVM Diploma or Certificate as their highest professional degree. 41% of LPNs carry education debt, including 61% of those under the age of 40. The median debt burden among LPNs with educational debt is between $20,000 and $30,000.

At a Glance:

Education

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

Educational Debt

Carry debt: 41%
Under age 40 w/ debt: 61%
Median debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	2,814	15%
No	15,401	85%
Total	**18,214**	**100%**
Degree Pursued	#	%
Associate	1,649	61%
Bachelor	962	35%
Masters	84	3%
Doctorate	21	1%
Total	**2,716**	**100%**

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPNs		LPNs under 40	
	#	%	#	%
None	12,452	59%	3,218	39%
$10,000 or less	2,285	11%	1,200	14%
$10,000-$19,999	1,986	9%	1,169	14%
$20,000-$29,999	1,619	8%	1,000	12%
$30,000-$39,999	1,134	5%	739	9%
$40,000-$49,999	644	3%	411	5%
$50,000-$59,999	419	2%	211	3%
$60,000-$69,999	297	1%	197	2%
$70,000-$79,999	107	1%	63	1%
$80,000-$89,999	86	0%	34	0%
$90,000-$99,999	31	0%	4	0%
$100,000-$109,999	39	0%	16	0%
$110,000-$119,999	22	0%	7	0%
$120,000 or more	43	0%	17	0%
Total	**21,164**	**100%**	**8,286**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

LTC/Assisted Living:	14%
Geriatrics/Gerontology:	14%
Pediatrics:	8%

Secondary Specialty

LTC/Assisted Living:	15%
Geriatrics/Gerontology:	11%
Pediatrics:	5%

Licenses

Registered Nurse:	1%

Source: Va. Healthcare Workforce Data Center

14% of all LPNs work at a long-term care facility, assisted living facility, or nursing home at the primary work location, the most of any establishment type in the state.

Specialties

Specialty	Primary		Secondary	
	#	%	#	%
Long-Term Care/Assisted Living/Nursing Home	3,404	14%	2,837	15%
Geriatrics/Gerontology	3,271	14%	2,153	11%
Pediatrics	1,816	8%	1038	5%
Family Health	1,453	6%	686	4%
Psychiatric/Mental Health	752	3%	576	3%
Acute/Critical Care/Emergency/Trauma	551	2%	555	3%
Rehabilitation	482	2%	618	3%
Surgery/OR/Pre-, Peri- or Post-Operative	417	2%	242	1%
Medical Specialties (Not Listed)	401	2%	230	1%
Adult Health	354	1%	537	3%
Cardiology	353	1%	243	1%
Women's Health/Gynecology	340	1%	214	1%
Orthopedics	253	1%	155	1%
Administration/Management	248	1%	431	2%
Obstetrics/Nurse Midwifery	240	1%	223	1%
Community Health/Public Health	235	1%	241	1%
Hospital/Float	193	1%	266	1%
Student Health	169	1%	81	0%
Case Management	163	1%	130	1%
Occupational/Employee/Industrial Health	163	1%	106	1%
Palliative/Hospice Care	160	1%	254	1%
Renal Health/Dialysis	159	1%	98	1%
Oncology	153	1%	106	1%
General Nursing/No Specialty	6,387	27%	5,795	30%
Other Specialty Area	1,971	8%	1,636	8%
Total	**24,087**	**100%**	**19,447**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Certifications

Certification	#	%
Registered Nurse	235	1%
Licensed Nurse Practitioner	23	0%
Certified Message Therapist	21	0%
Respiratory Therapist	7	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Military Service		
Service?	#	%
Yes	1,060	6%
No	16,260	94%
Total	**17,320**	**100%**

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	538	56%
Navy/Marine	312	32%
Air Force	103	11%
Other	10	1%
Total	**963**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Served: 6%

Branch of Service
Army: 56%
Navy/Marine: 32%
Air Force: 11%

Occupation
Army Health Care Spec.: 15%
Navy Basic Med. Tech.: 7%
Air Force Basic Med. Tech.: 3%

Source: Va. Healthcare Workforce Data Center

6% of Virginia's LPN workforce has served in the military. More than half of these LPNs served in the Army, including 15% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	141	15%
Navy Basic Medical Technician (Navy HM0000)	65	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	25	3%
Other	697	75%
Total	**928**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 68%
2 or More Positions: 12%

Weekly Hours:

40 to 49: 55%
60 or more: 5%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	25	0%
Employed in a nursing- related capacity	21,673	88%
Employed, NOT in a nursing-related capacity	1,123	5%
Not working, reason unknown	8	0%
Involuntarily unemployed	173	1%
Voluntarily unemployed	1,301	5%
Retired	396	2%
Total	**24,700**	**100%**

Source: Va. Healthcare Workforce Data Center

88% of LPNs are currently employed in their profession. 68% of LPNs hold one full-time job, while 12% currently have multiple jobs. 55% 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	1,482	6%
1 to 9 hours	405	2%
10 to 19 hours	735	3%
20 to 29 hours	1,487	6%
30 to 39 hours	4,113	18%
40 to 49 hours	12,859	55%
50 to 59 hours	1,311	6%
60 to 69 hours	424	2%
70 to 79 hours	186	1%
80 or more hours	480	2%
Total	**23,482**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,482	6%
One Part-Time Position	3,319	14%
Two Part-Time Positions	529	2%
One Full-Time Position	16,278	68%
One Full-Time Position & One Part-Time Position	2,006	8%
Two Full-Time Positions	97	0%
More than Two Positions	150	1%
Total	**23,861**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	268	1%
Less than $20,000	1,489	8%
$20,000-$29,999	2,528	13%
$30,000-$39,999	6,027	32%
$40,000-$49,999	4,857	26%
$50,000-$59,999	2,351	13%
$60,000-$69,999	753	4%
$70,000-$79,999	316	2%
$80,000-$89,999	136	1%
$90,000-$99,999	50	0%
$100,000 or more	63	0%
Total	**18,838**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $30k-$40k

Benefits
Health Insurance: 57%
Retirement: 51%

Satisfaction
Satisfied: 94%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	14,891	63%
Somewhat Satisfied	7,444	32%
Somewhat Dissatisfied	966	4%
Very Dissatisfied	364	2%
Total	**23,665**	**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 their primary work location, 57% received health insurance and 51% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	12,966	60%	58%
Health Insurance	12,809	59%	57%
Dental Insurance	11,993	55%	54%
Retirement	11,213	52%	51%
Group Life Insurance	8,700	40%	39%
Signing/Retention Bonus	743	3%	3%
Receive at least one benefit	**16,712**	**77%**	**75%**

*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?	525	2%
Experience Voluntary Unemployment?	1,865	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,378	5%
Work two or more positions at the same time?	3,982	14%
Switch employers or practices?	2,460	9%
Experienced at least 1	**8,498**	**30%**

Source: Va. Healthcare Workforce Data Center

2% of Virginia's LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.0% during the same time period.[1]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	863	4%	521	9%
Less than 6 Months	1,881	8%	761	14%
6 Months to 1 Year	2,579	11%	877	16%
1 to 2 Years	4,773	21%	1,222	22%
3 to 5 Years	4,829	21%	1,058	19%
6 to 10 Years	3,528	15%	621	11%
More than 10 Years	4,328	19%	572	10%
Subtotal	**22,782**	**100%**	**5,633**	**100%**
Did not have location	1,453		22,315	
Item Missing	4,079		368	
Total	**28,315**		**28,315**	

Source: Va. Healthcare Workforce Data Center

83% of LPNs receive an hourly wage at their primary work location, while 14% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 7%

Turnover & Tenure

Switched Jobs: 9%
New Location: 27%
Over 2 years: 56%
Over 2 yrs, 2nd location: 40%

Employment Type

Hourly Wage: 83%
Salary: 14%

Source: Va. Healthcare Workforce Data Center

56% 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	**#**	**%**
Hourly Wage	13,550	83%
Salary	2,301	14%
By Contract/Per Diem	338	2%
Business/Contractor Income	86	1%
Unpaid	79	0%
Subtotal	**16,355**	**100%**
Did not have location	1,453	
Item Missing	10,507	

Source: Va. Healthcare Workforce Data Center

[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.0% in October 2015 to 4.0% in September 2016, the period of the survey. At the time of publication, the unemployment rate for September 2016 was still preliminary.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	62%
Lowest Region:	2%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	22%

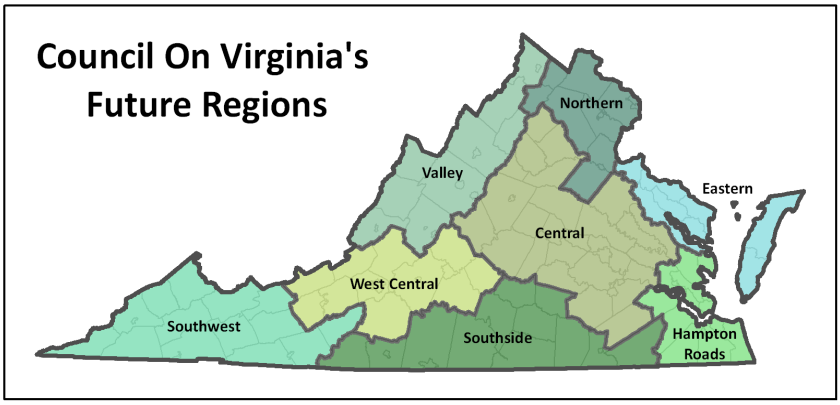
Source: Va. Healthcare Workforce Data Center

25% of all LPNs in Virginia work in Hampton Roads, the most of any region in the state. Another 22% of LPNs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	4,902	22%	1,286	22%
Eastern	498	2%	140	2%
Hampton Roads	5,651	25%	1,534	27%
Northern	3,372	15%	964	17%
Southside	1,489	7%	353	6%
Southwest	1,984	9%	360	6%
Valley	1,602	7%	327	6%
West Central	2,707	12%	648	11%
Virginia Border State/DC	64	0%	39	1%
Other US State	89	0%	80	1%
Outside of the US	0	0%	3	0%
Total	**22,358**	**100%**	**5,734**	**100%**
Item Missing	4,505		269	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1,149	5%	1,868	8%
1	16,787	70%	16,783	70%
2	3,500	15%	3,305	14%
3	2,017	9%	1,710	7%
4	140	1%	83	0%
5	75	0%	28	0%
6 or More	195	1%	87	0%
Total	**23,862**	**100%**	**23,862**	**100%**

*At the time of survey completion (Oct. 2015-Sept. 2016, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

25% of all LPNs held two or more positions over the past year, while 22% currently hold multiple positions.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	13,140	62%	3,469	66%
Non-Profit	4,336	20%	893	17%
State/Local Government	2,764	13%	670	13%
Veterans Administration	444	2%	81	2%
U.S. Military	348	2%	49	1%
Other Federal Government	271	1%	57	1%
Total	**21,303**	**100%**	**5,219**	**100%**
Did not have location	1,453		22315	
Item Missing	5,559		781	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

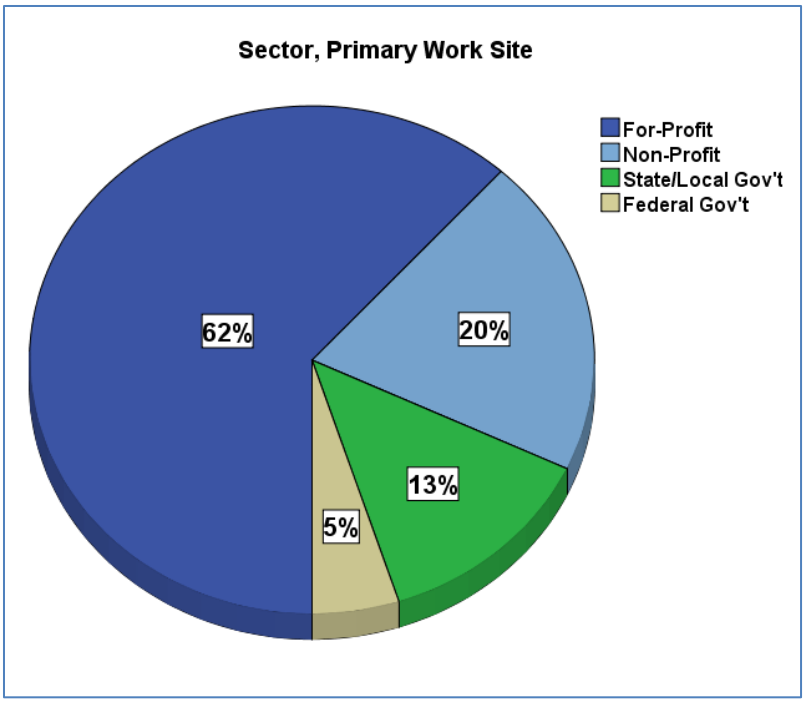
For Profit:	62%
Federal:	5%

Top Establishments

LTC/Nursing Home:	27%
Physician Office:	14%
Home Health Care:	12%

Source: Va. Healthcare Workforce Data Center

82% of all LPNs work in the private sector, including 62% in for-profit establishments. Another 13% of LPNs work for state or local governments, while 5% work for the federal government.



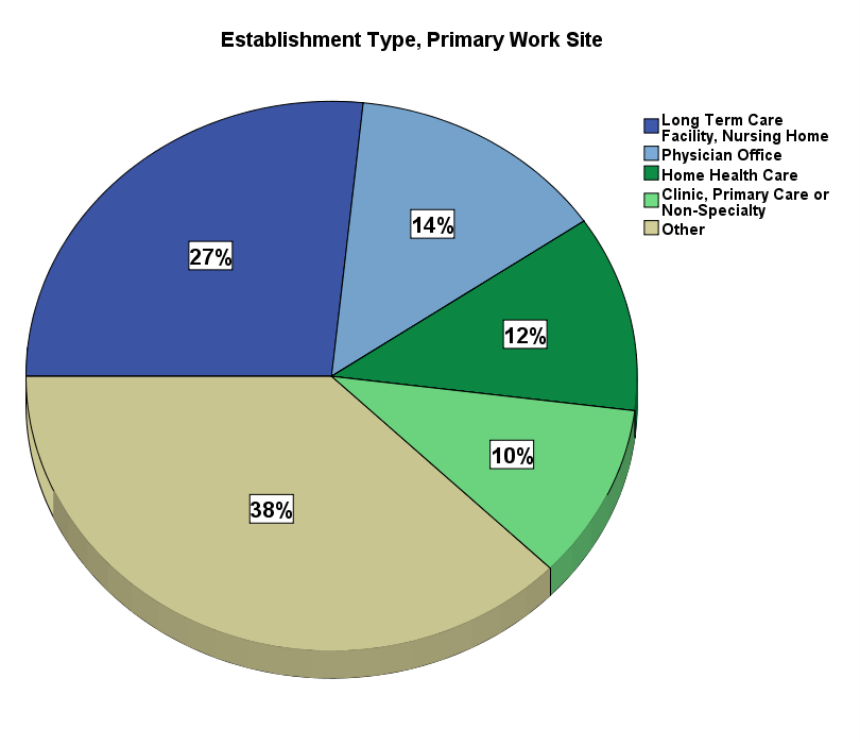
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Long-Term Care Facility, Nursing Home	5,497	27%	1,588	32%
Physician Office	2,847	14%	350	7%
Home Health Care	2,381	12%	973	19%
Clinic, Primary Care or Non-Specialty	2,123	10%	313	6%
Hospital, Inpatient Department	1,129	5%	183	4%
Rehabilitation Facility	911	4%	202	4%
Corrections/Jail	693	3%	225	4%
Clinic, Non-Surgical Specialty	569	3%	136	3%
Mental Health, Development or Substance Abuse, Residential/Group Home	486	2%	120	2%
School (Providing Care to Students)	451	2%	70	1%
Hospital, Outpatient Department	435	2%	69	1%
Other Practice Setting	3,099	15%	806	16%
Total	**20,621**	**100%**	**5,035**	**100%**
Did Not Have a Location	1,453		22,315	

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LPNs in the state work at either a long-term care facility or a nursing home as the primary work location. Physician offices and home health care are also common primary establishment types among Virginia's LPN workforce.

Among those LPNs who also have a secondary work location, nearly one-third work at a long-term care facility or a nursing home. Another 19% work for a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

Patient Care:	80%-89%

Roles

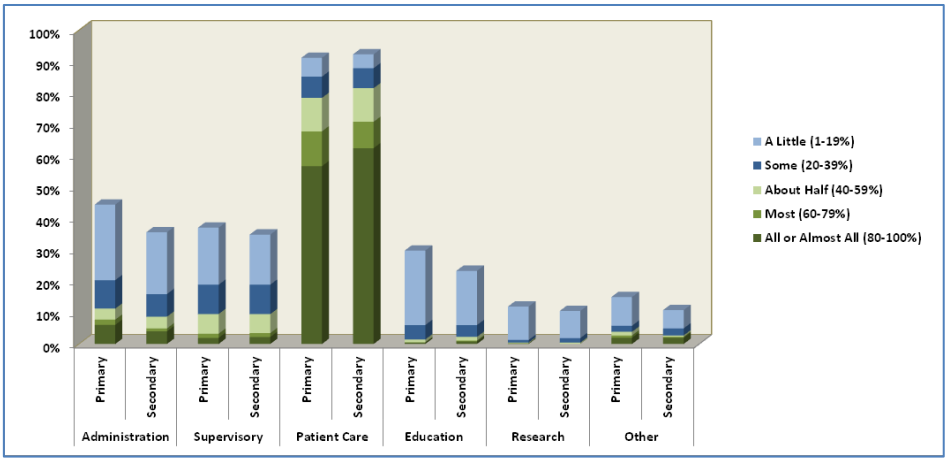
Patient Care:	68%
Administrative:	8%
Supervisory:	3%

Patient Care LPNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



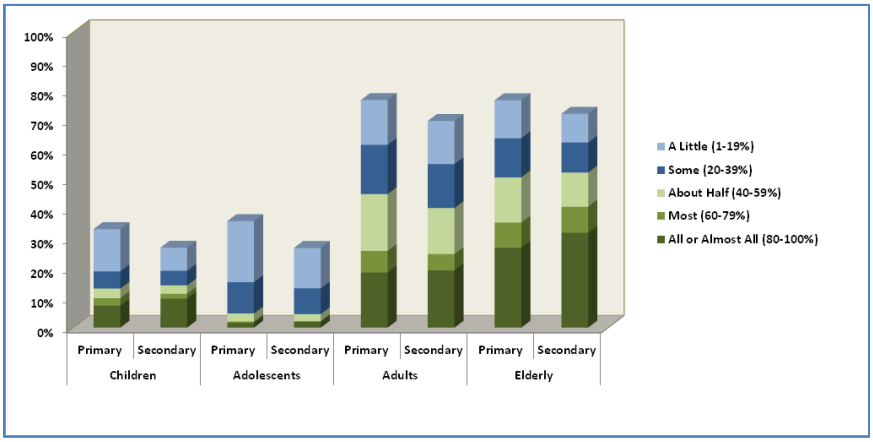
Source: Va. Healthcare Workforce Data Center

A typical LPN spends most of her time on patient care activities. 68% of all LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 8% of LPNs serve an administrative role.

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%	4%	2%	2%	57%	62%	0%	1%	0%	0%	2%	2%
Most (60-79%)	2%	1%	1%	1%	11%	8%	0%	0%	0%	0%	1%	0%
About Half (40-59%)	4%	4%	6%	6%	11%	11%	1%	1%	0%	0%	1%	0%
Some (20-39%)	9%	7%	9%	9%	7%	6%	5%	4%	1%	1%	2%	2%
A Little (1-20%)	24%	20%	18%	16%	6%	4%	24%	17%	11%	9%	9%	6%
None (0%)	56%	64%	63%	65%	9%	8%	70%	77%	88%	89%	85%	89%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical LPN devotes most of her time to treating adults and the elderly. 35% of all LPNs serve an elderly patient care role, meaning that at least 60% of their patients are the elderly. In addition, 26% 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:	10%
Adolescents:	2%
Adults:	26%
Elderly:	35%

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%)	7%	10%	2%	2%	19%	19%	27%	32%
Most (60-79%)	3%	2%	0%	0%	7%	5%	8%	9%
About Half (40-59%)	3%	3%	3%	2%	19%	16%	15%	12%
Some (20-39%)	6%	5%	11%	9%	17%	15%	13%	10%
A Little (1-20%)	14%	8%	21%	14%	15%	15%	13%	10%
None (0%)	67%	73%	64%	73%	23%	30%	23%	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs over 50	
	#	%	#	%
Under age 50	309	2%	-	-
50 to 54	565	3%	72	1%
55 to 59	1,209	6%	249	3%
60 to 64	4,768	23%	1,760	24%
65 to 69	8,139	40%	3,353	45%
70 to 74	2,820	14%	1,155	15%
75 to 79	729	4%	272	4%
80 or over	327	2%	97	1%
I do not intend to retire	1,456	7%	500	7%
Total	**20,322**	**100%**	**7,458**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 34%

Under 60: 10%

LPNs 50 and over

Under 65: 28%

Under 60: 4%

Time until Retirement

Within 2 years: 6%

Within 10 years: 20%

Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

34% of LPNs expect to retire by the age of 65, while 28% of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, 26% of all LPNs expect to work until at least age 70, including 7% who do not expect to retire at all.

Within the next two years, only 2% of LPNs expect to the leave the profession, while 3% plan on leaving the state to practice elsewhere. Meanwhile, 33% of LPNs plan on pursuing additional educational opportunities, and 10% expect to increase their patient care hours.

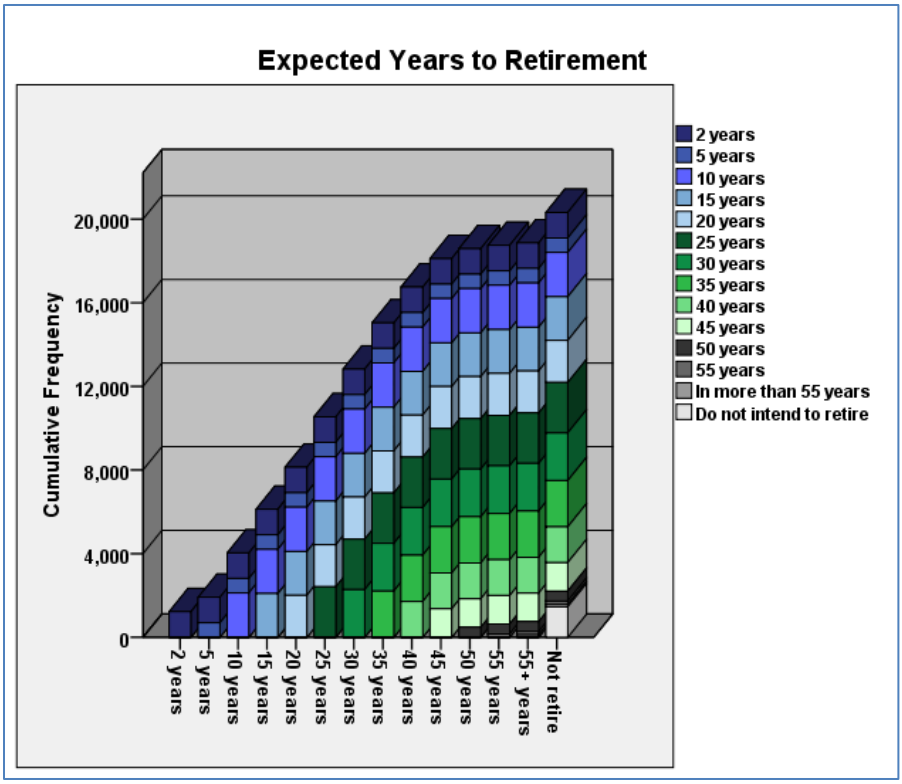
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	488	2%
Leave Virginia	790	3%
Decrease Patient Care Hours	1,426	5%
Decrease Teaching Hours	25	0%
Increase Participation		
Increase Patient Care Hours	2,782	10%
Increase Teaching Hours	550	2%
Pursue Additional Education	9,471	33%
Return to Virginia's Workforce	552	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 2041.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	1,222	6%	6%
5 years	691	3%	9%
10 years	2,120	10%	20%
15 years	2,089	10%	30%
20 years	2,011	10%	40%
25 years	2,412	12%	52%
30 years	2,281	11%	63%
35 years	2,212	11%	74%
40 years	1,713	8%	82%
45 years	1,362	7%	89%
50 years	477	2%	91%
55 years	158	1%	92%
In more than 55 years	116	1%	93%
Do not intend to retire	1,456	7%	100%
Total	**20,321**	**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 2026. Retirements will peak at 12% of the current workforce around 2041 before declining to under 10% of the current workforce again around 2056.

At a Glance:

FTEs

Total:	25,219
FTEs/1,000 Residents:	3.03
Average:	0.94

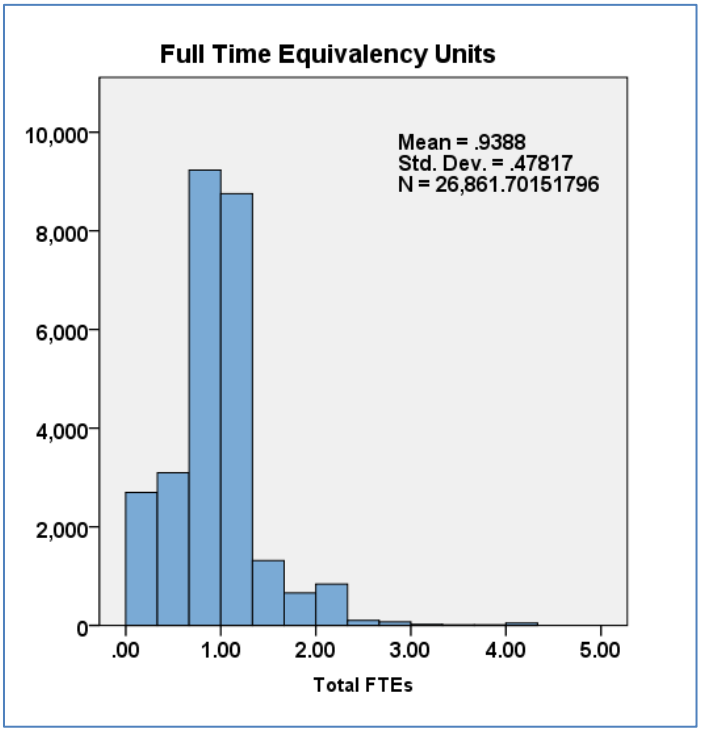
Age & Gender Effect

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:

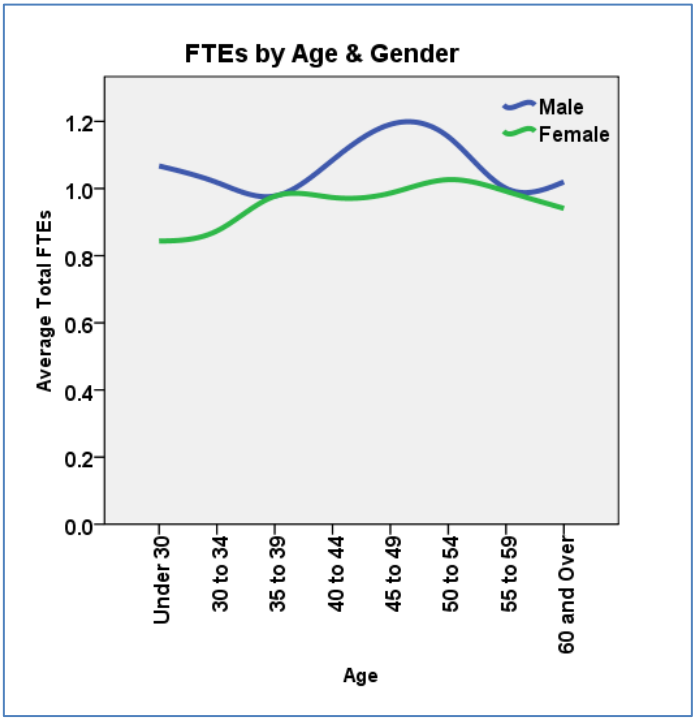


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.96 FTEs, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.[2]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.85	0.85
30 to 34	0.87	0.84
35 to 39	0.97	0.96
40 to 44	0.95	0.96
45 to 49	1.00	0.97
50 to 54	1.01	0.99
55 to 59	0.99	0.95
60 and Over	0.91	0.84
Gender		
Male	1.07	1.05
Female	0.95	0.97

Source: Va. Healthcare Workforce Data Center

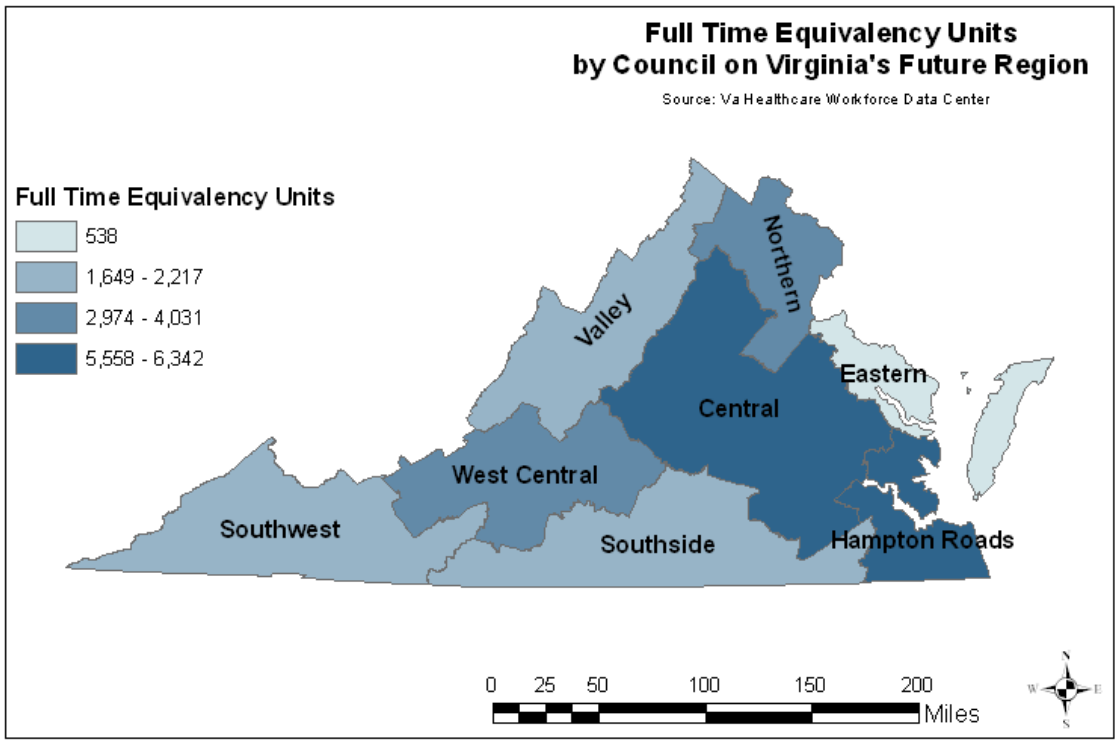


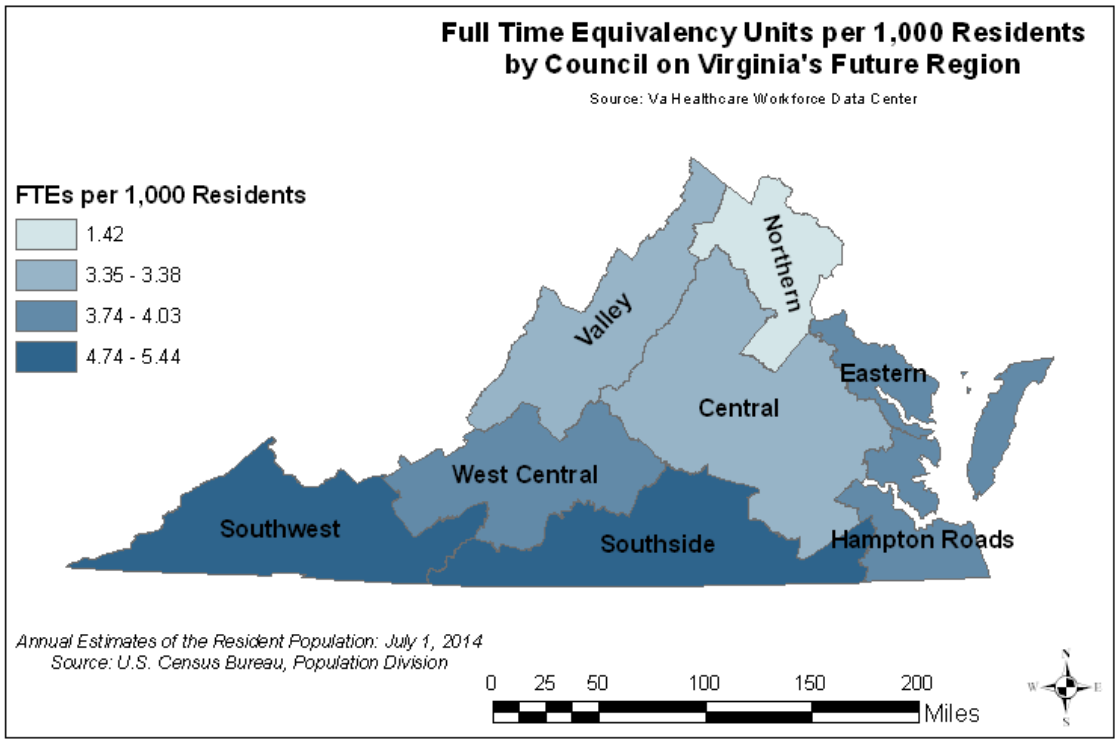
Source: Va. Healthcare Workforce Data Center

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

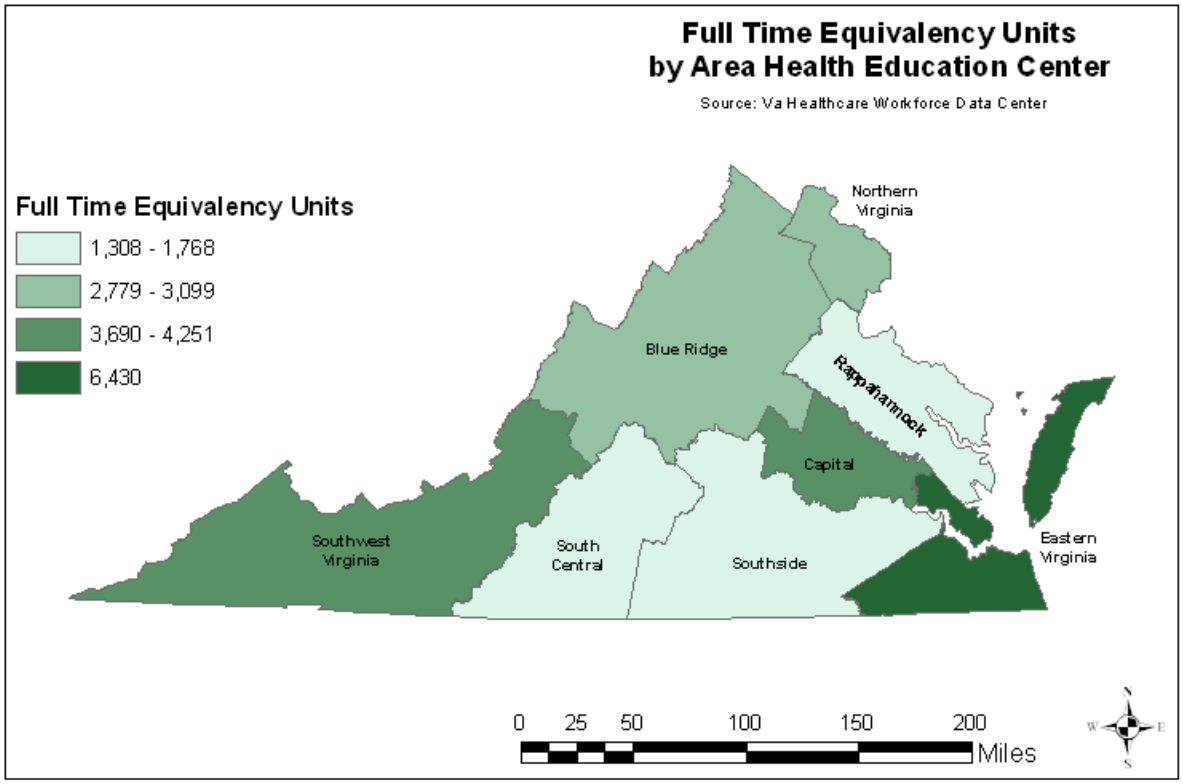
Maps

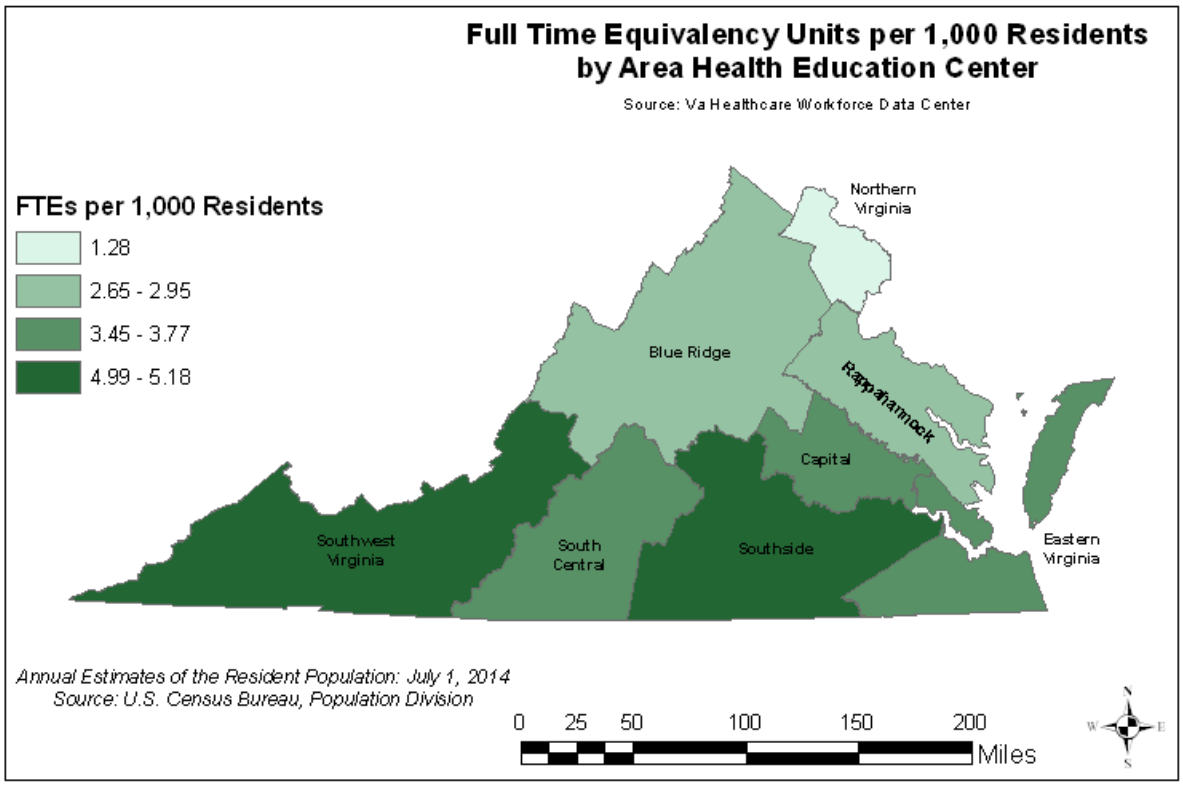
Council on Virginia's Future Regions

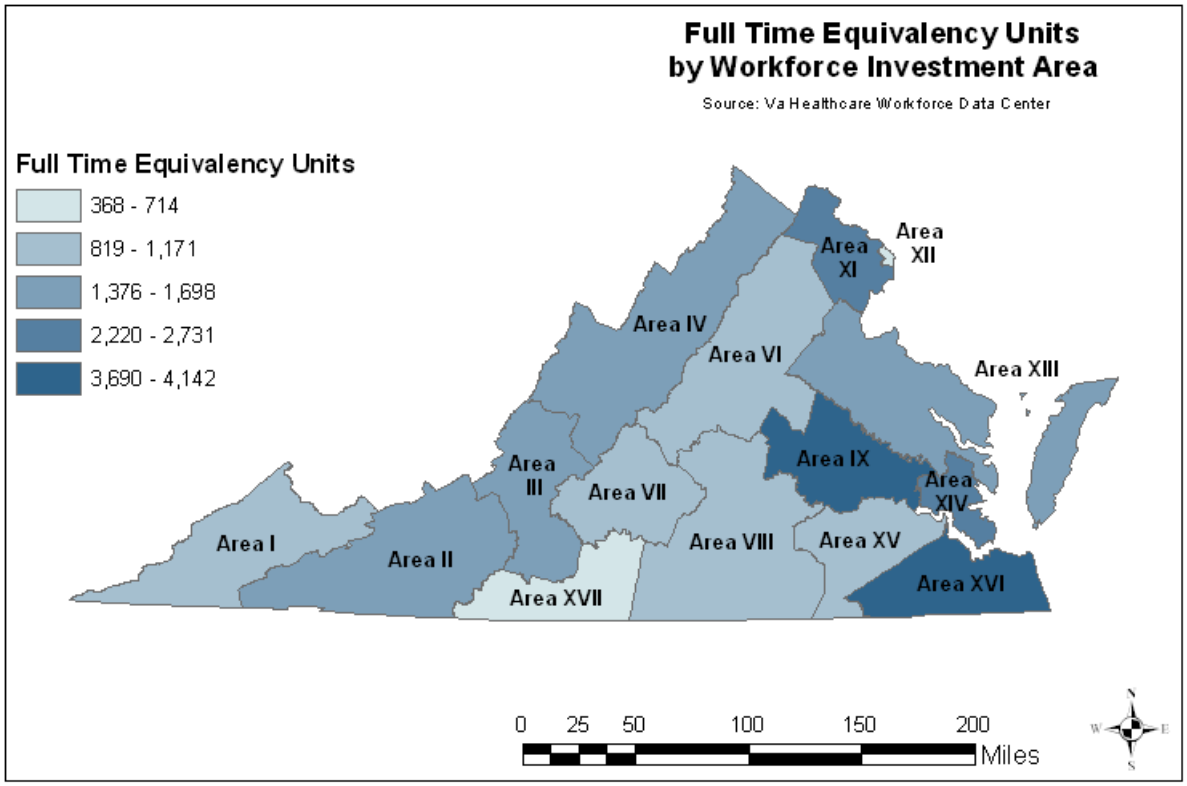


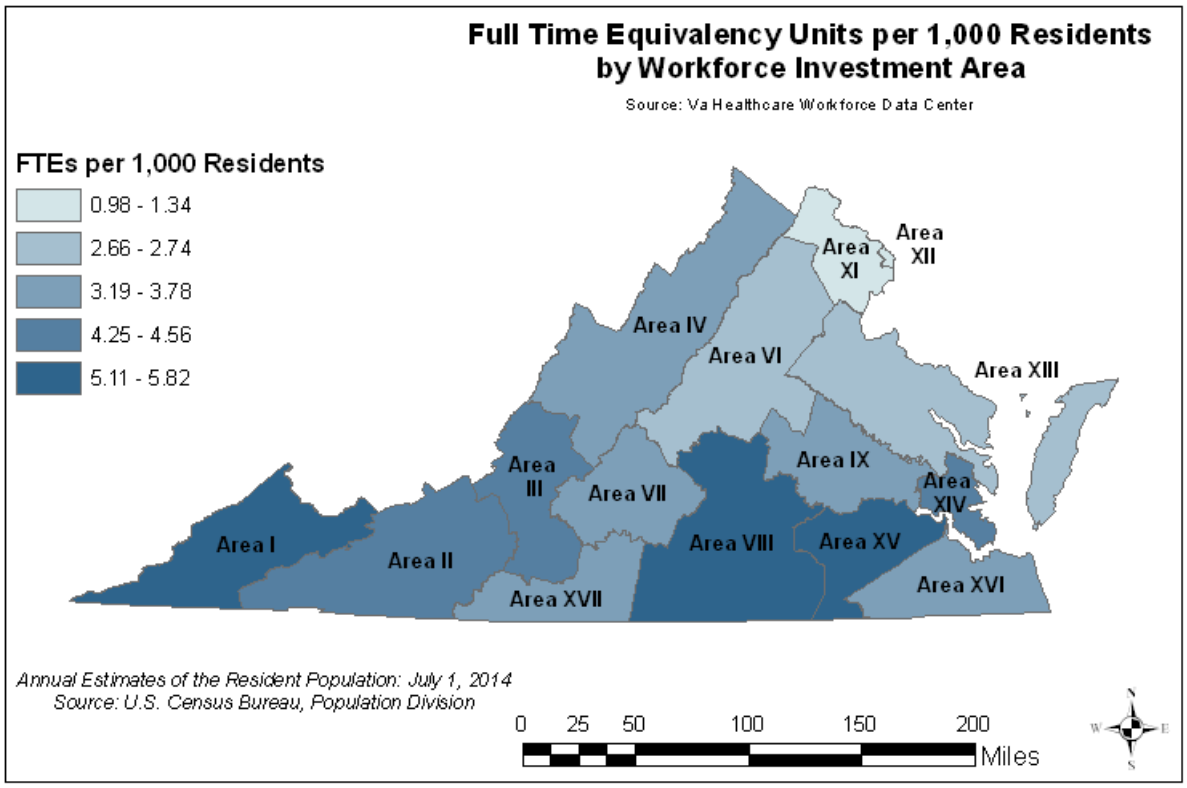


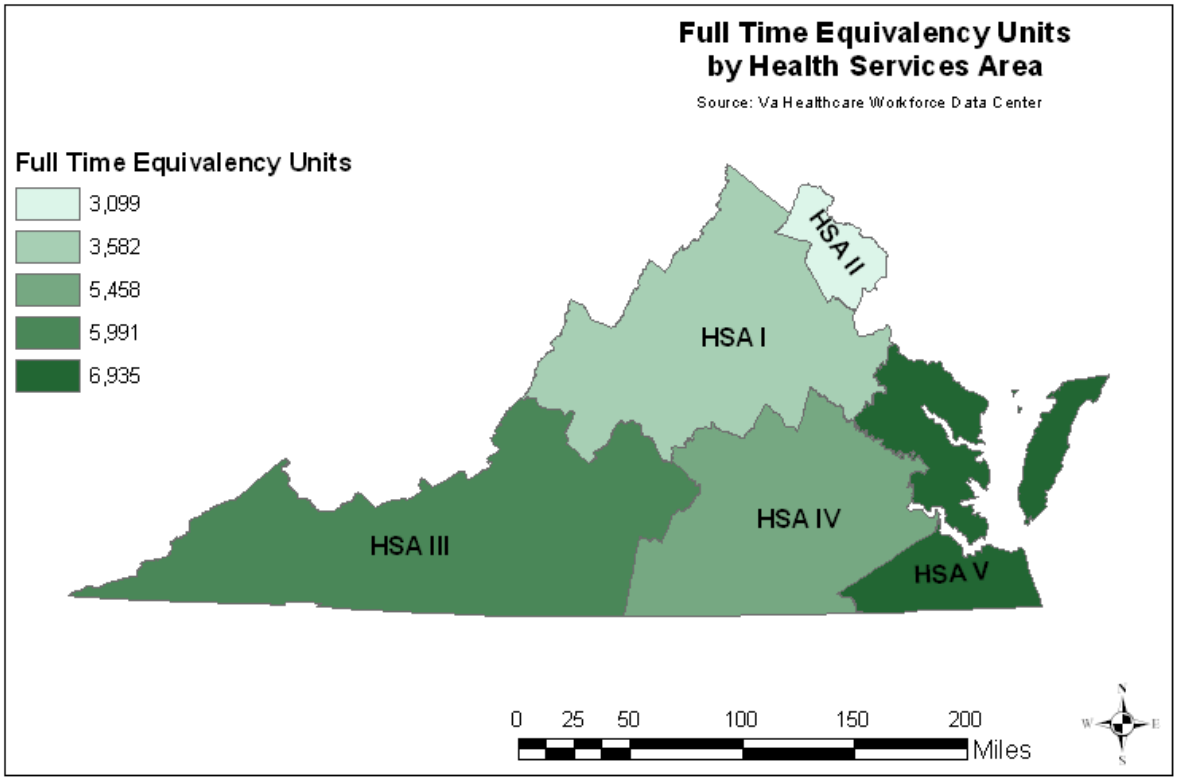
Area Health Education Center Regions

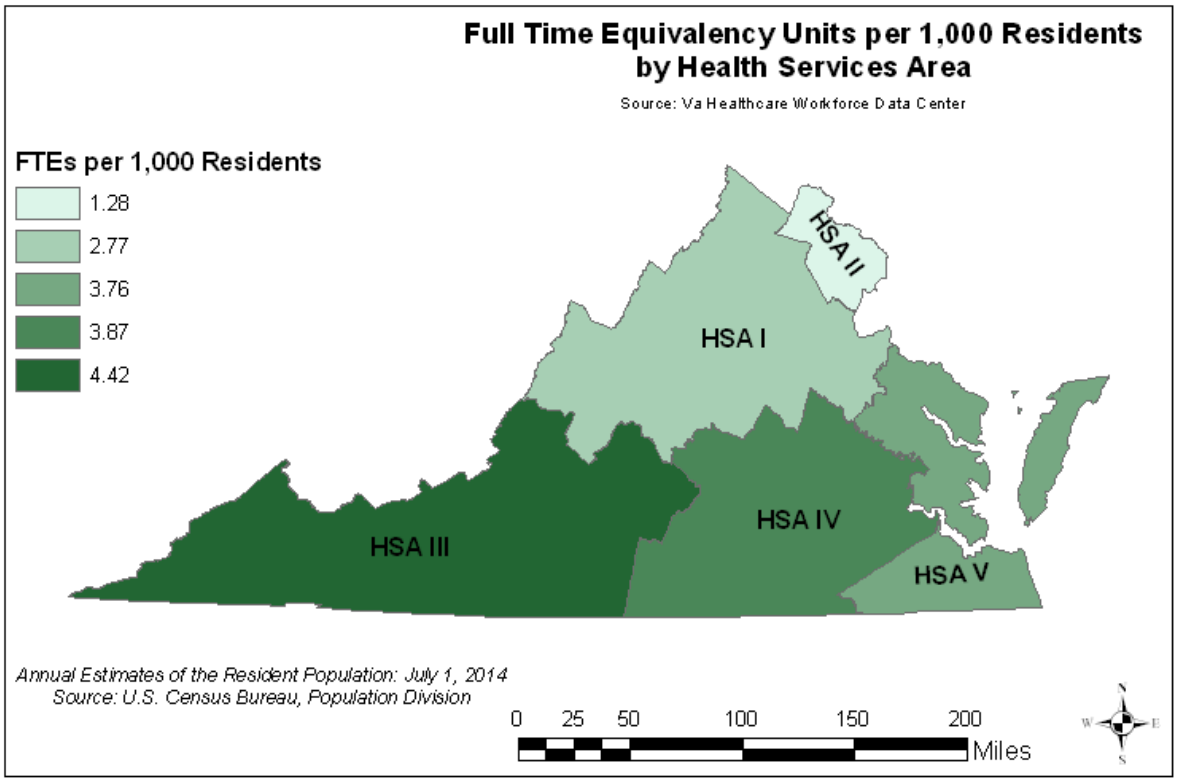


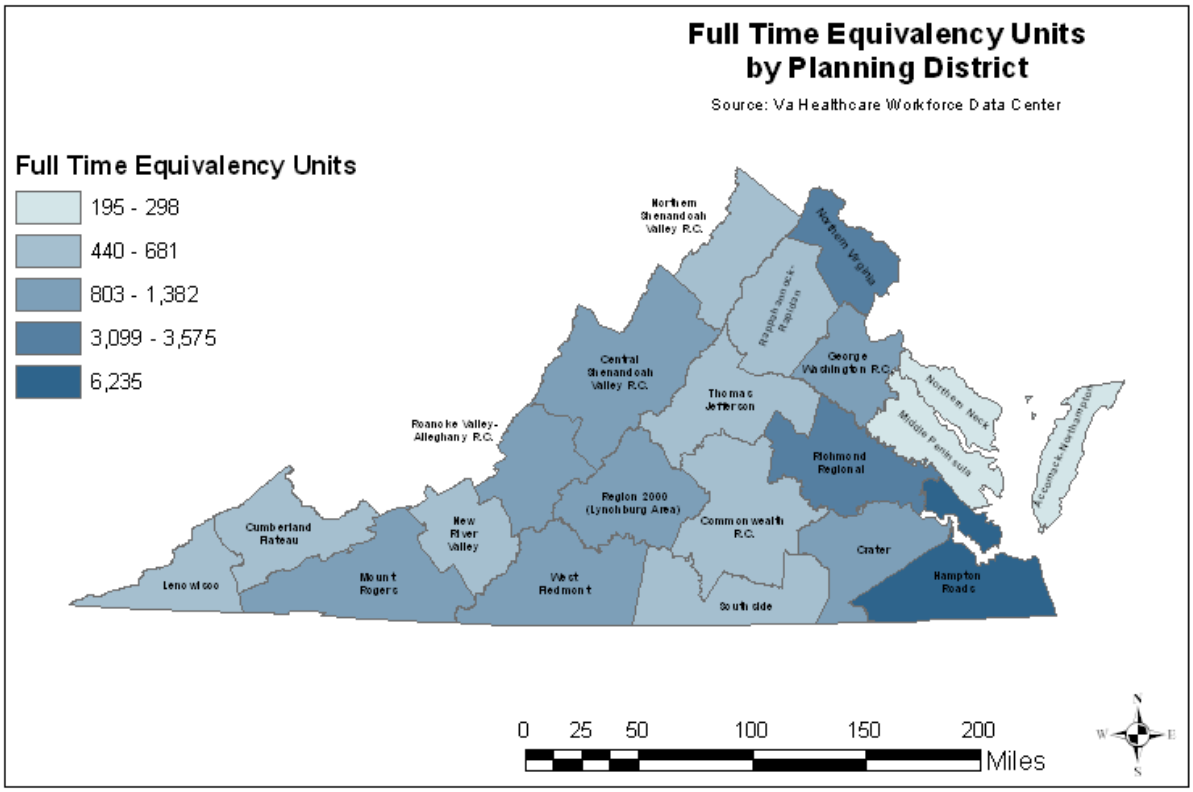


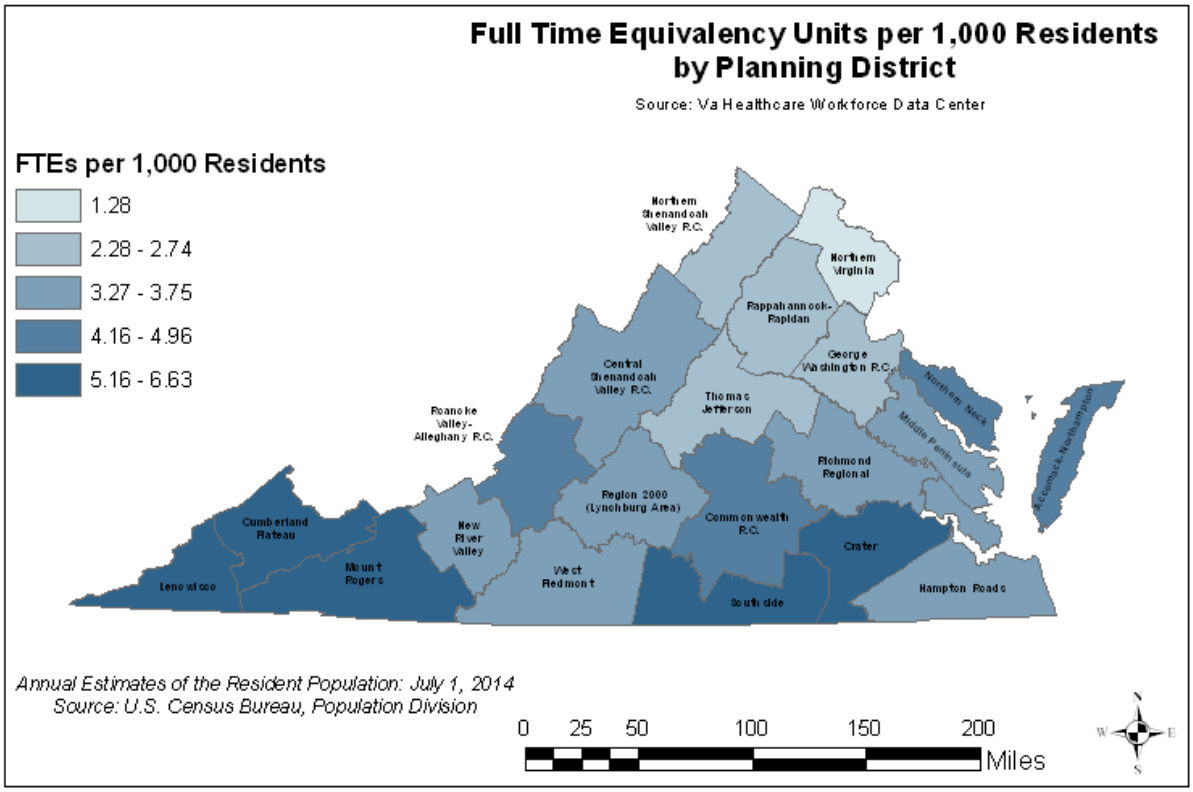

Full Time Equivalency Units
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
368 - 714
819 - 1,171
1,376 - 1,698
2,220 - 2,731
3,690 - 4,142
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.98 - 1.34
2.66 - 2.74
3.19 - 3.78
4.25 - 4.56
5.11 - 5.82
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units
by Health Services Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
3,099
3,582
5,458
5,991
6,935
HSA I
HSA II
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles


Full Time Equivalency Units per 1,000 Residents
by Health Services Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
1.28
2.77
3.76
3.87
4.42
HSA I
HSA II
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles


Full Time Equivalency Units
by Planning District
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
195 - 298
440 - 681
803 - 1,382
3,099 - 3,575
6,235
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
South side
Hampton Roads
Lenowisco
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units per 1,000 Residents
by Planning District
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
1.28
2.28 - 2.74
3.27 - 3.75
4.16 - 4.96
5.16 - 6.63
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
Central Shenandoah Valley R.C.
George Washington R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
South side
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	17,263	31.10%	3.21531	2.531184	3.714817
Metro, 250,000 to 1 million	2,882	30.78%	3.249154	2.557827	3.753919
Metro, 250,000 or less	2,671	31.34%	3.191159	2.512171	3.686914
Urban pop 20,000+, Metro adj	843	31.55%	3.169173	2.494863	3.661512
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	2,226	33.33%	3	2.361685	3.466058
Urban pop, 2,500-19,999, nonadj	1,750	33.89%	2.951096	2.323187	3.409557
Rural, Metro adj	1,188	31.23%	3.202156	2.520829	3.69962
Rural, nonadj	638	30.88%	3.238579	2.549501	3.7417
Virginia border state/DC	754	23.08%	4.333333	3.411323	5.006528
Other US State	887	20.07%	4.983146	3.922874	5.757291

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	3,825	26.90%	3.717201	3.390902	5.725791
30 to 34	3,534	35.60%	2.809221	2.562625	4.327184
35 to 39	3,728	28.14%	3.553861	3.2419	5.47419
40 to 44	3,596	39.27%	2.546742	2.323187	3.922874
45 to 49	3,665	27.94%	3.579102	3.264925	5.513069
50 to 54	3,481	38.90%	2.570901	2.345225	3.960087
55 to 59	3,405	26.75%	3.737651	3.409557	5.757291
60 and Over	5,868	26.87%	3.720989	3.394357	5.731626

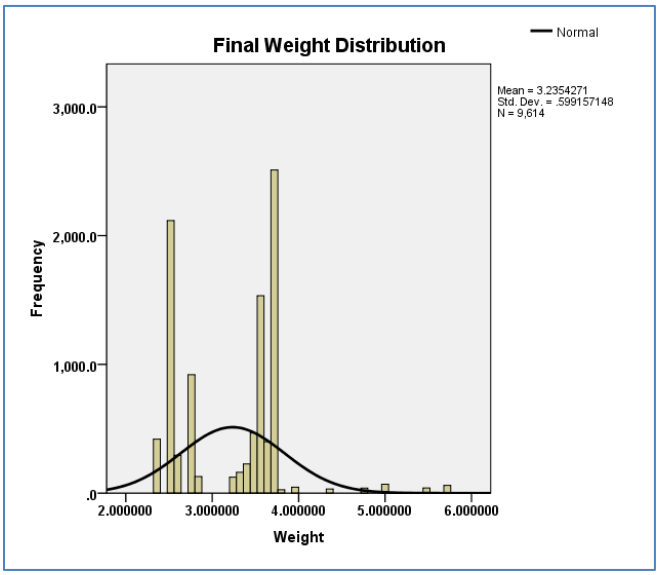
Source: Va. Healthcare Workforce Data Center

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: 0.309112



Source: Va. Healthcare Workforce Data Center