Virginia's Licensed Practical Nurse Workforce: 2021

Healthcare Workforce Data Center

October 2021

More than 9,800 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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All Licensees:	34%
Renewing Practitioners:	80%

Demographics
Female:	95%
Diversity Index:	56%
Median Age:	46

Background
Rural Childhood:	49%
HS Degree in VA:	72%
Prof. Degree in VA:	87%

Education
LPN Diploma/Cert.:	95%
Associate:	4%

Finances
Median Income:	$40k-$50k
Health Insurance:	59%
Under 40 w/ Ed. Debt:	59%

Current Employment
Employed in Prof.:	87%
Hold 1 Full-Time Job:	69%
Satisfied?:	94%

Job Turnover
Switched Jobs:	8%
Employed Over 2 Yrs.:	56%

Time Allocation
Patient Care:	80%-89%
Patient Care Role:	66%
Admin. Role:	8%

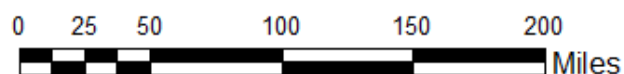*Source: Va. Healthcare Workforce Data Center*

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 1.36
- 2.84 - 3.16
- 3.78 - 3.84
- 4.76 - 5.29

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

Results in Brief
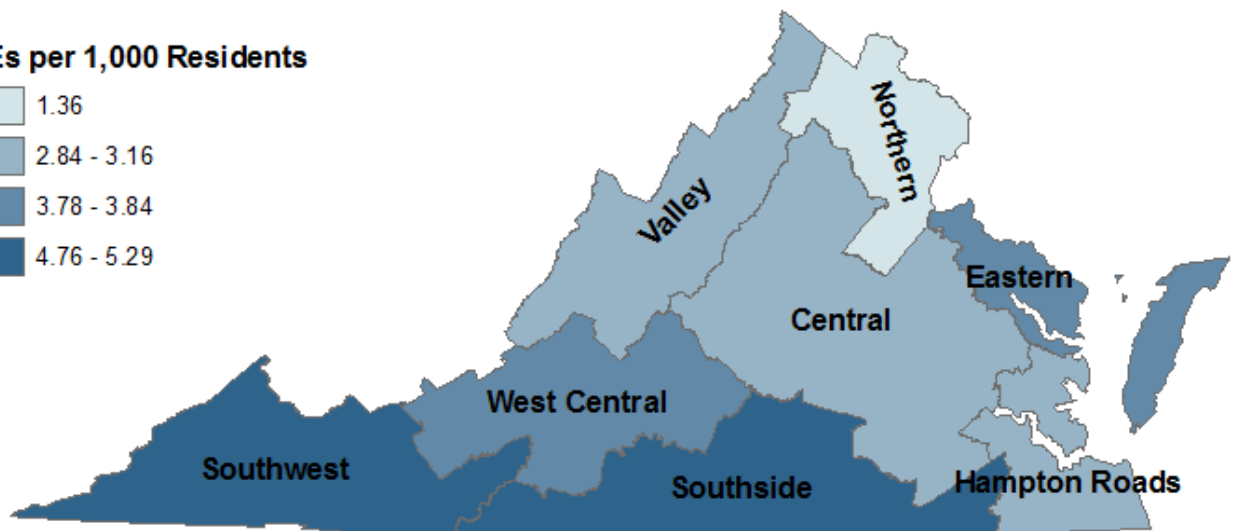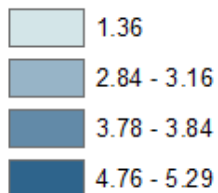
This report contains the results of the 2021 Licensed Practical Nurse (LPN) Survey. More than 9,800 LPNs voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of LPNs have access to the survey in a given year. These survey respondents represent 34% of the 29,114 LPNs who are licensed in the state and 80% of renewing practitioners.

The HWDC estimates that 26,281 LPNs participated in Virginia's workforce during the survey period, which is defined as those LPNs 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 a LPN at some point in the future. Virginia's LPN workforce provided 23,110 "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).

The vast majority of LPNs are female, including 96% of LPNs who are under the age of 40. In a random encounter between two LPNs, there is a 56% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LPNs who are under the age of 40, this diversity index increases to 59%. These values are virtually equivalent to the comparable diversity index of 57% for Virginia's population as a whole. Nearly half of all LPNs grew up in rural areas, and 32% of LPNs who grew up in rural areas currently work in non-metro areas of Virginia. Overall, 19% of Virginia's LPNs work in non-metro areas of the state.

Nearly nine out of every ten LPNs are currently employed in the profession, 69% hold one full-time job, and 53% work between 40 and 49 hours per week. Meanwhile, 4% of LPNs have experienced involuntary unemployment at some point over the past year, and 4% have experienced underemployment during the same period. More than one-quarter of all LPNs work in long-term care facilities or nursing homes, while another 13% work in primary care or non-specialty clinics. The median annual income for Virginia's LPN workforce is between $40,000 and $50,000. In addition, more than three-fourths of all LPNs receive at least one employer-sponsored benefit, including 59% who have access to health insurance. Nearly 95% of all LPNs indicated that they are satisfied with their current employment situation, including 62% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 LPN workforce. The number of licensed LPNs in Virginia has decreased by 6% (29,114 vs. 31,102). In addition, the size of Virginia's LPN workforce has decreased by 7% (26,281 vs. 28,315), and the number of FTEs provided by this workforce has fallen by 8% (23,110 vs. 25,219). Virginia's renewing LPNs are more likely to respond to this survey (80% vs. 74%).

There has been no change in the percentage of LPNs who are female (95%), and the median age of this workforce has remained the same (46). The state's LPN workforce has become more diverse (56% vs. 52%), a trend that also holds among LPNs who are under the age of 40 (59% vs. 57%). LPNs are slightly more likely to have grown up in rural areas (49% vs. 48%), although this group of LPNs is no more likely to currently work in a non-metro area of the state (32%).

Virginia's LPNs are slightly less likely to be employed in the profession (87% vs. 88%). On the other hand, the state's LPNs are slightly more likely to hold one full-time job (69% vs. 68%). The rate of involuntary unemployment has increased (4% vs. 2%). However, the rate of underemployment has declined (4% vs. 7%). LPNs are more likely to be employed in long-term care facilities/nursing homes (28% vs. 27%) and primary care/non-specialty clinics (13% vs. 10%) instead of physician offices (10% vs. 14%) and home health care establishments (11% vs. 12%).

LPNs are more likely to carry education debt (43% vs. 41%), although the opposite is true among LPNs who are under the age of 40 (59% vs. 61%). The median debt amount among LPNs with education debt has not changed ($20k-$30k). At the same time, the median annual income of Virginia's LPN workforce has increased ($40k-$50k vs. $30k-$40k). The percentage of LPNs who indicated that they are satisfied with their current work situation has not changed (94%). However, the percentage of LPNs who indicated that they are "very satisfied" has fallen slightly (62% vs. 63%).

A Closer Look:

Licensees		
License Status	**#**	**%**
Renewing Practitioners	12,540	43%
New Licensees	1,028	4%
Non-Renewals	2,027	7%
Renewal Date Not in Survey Period	13,519	46%
All Licensees	**29,114**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Four out of every five renewing LPNs submitted a survey. This represents 34% of all LPNs who held a license at some point during the survey period.

Response Rates			
Statistic	**Non Respondents**	**Respondents**	**Response Rate**
By Age			
Under 30	2,167	716	25%
30 to 34	2,075	1,194	37%
35 to 39	2,517	1,005	29%
40 to 44	2,133	1,458	41%
45 to 49	2,317	971	30%
50 to 54	1,840	1,453	44%
55 to 59	2,163	963	31%
60 and Over	4,060	2,082	34%
Total	**19,272**	**9,842**	**34%**
New Licenses			
Issued in Past Year	1,028	0	0%
Metro Status			
Non-Metro	4,150	2,142	34%
Metro	13,981	7,300	34%
Not in Virginia	1,140	400	26%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2020 and September 2021 on the birth month of each renewing practitioner.
2. **Target Population:** All 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.

Response Rates	
Completed Surveys	9,842
Response Rate, All Licensees	34%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses Practical Nurses
Number: 29,114
New: 4%
Not Renewed: 7%

Response Rates
All Licensees: 34%
Renewing Practitioners: 80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce
Virginia's LPN Workforce:	26,281
FTEs:	23,110

Utilization Ratios
Licensees in VA Workforce:	90%
Licensees per FTE:	1.26
Workers per FTE:	1.14

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 LPN Workforce		
Status	**#**	**%**
Worked in Virginia in Past Year	25,110	96%
Looking for Work in Virginia	1,172	4%
Virginia's Workforce	**26,281**	**100%**
Total FTEs	**23,110**	
Licensees	**29,114**	
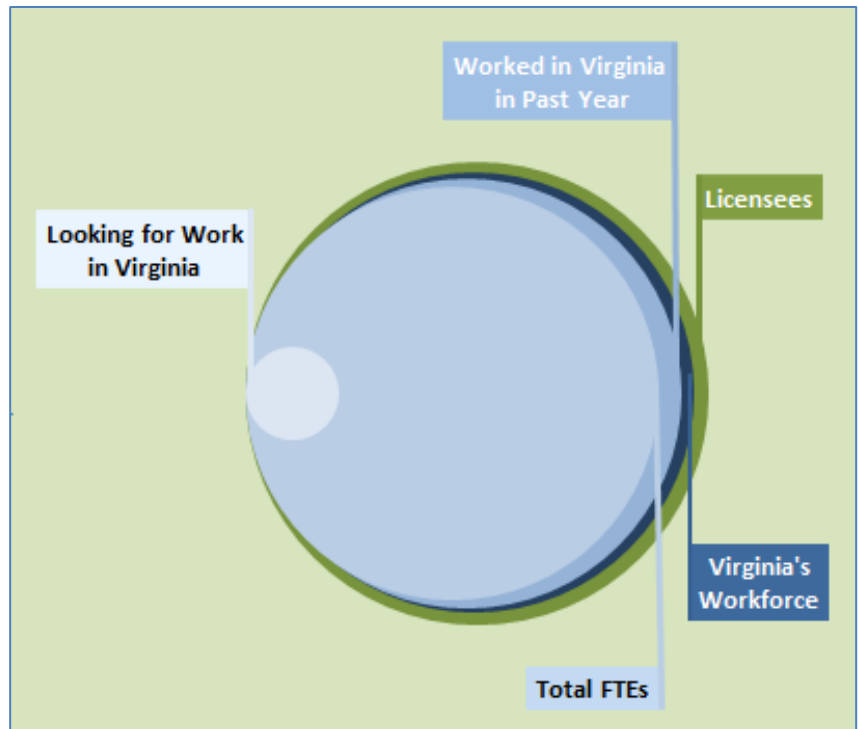
Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	112	5%	2,392	96%	2,504	11%
30 to 34	130	5%	2,644	95%	2,774	12%
35 to 39	125	4%	2,773	96%	2,898	13%
40 to 44	143	5%	2,812	95%	2,954	13%
45 to 49	108	4%	2,591	96%	2,699	12%
50 to 54	150	6%	2,355	94%	2,506	11%
55 to 59	113	5%	2,195	95%	2,308	10%
60 and Over	266	7%	3,837	94%	4,103	18%
Total	1,146	5%	21,600	95%	22,746	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs Under 40	
	%	#	%	#	%
White	61%	13,233	57%	4,539	55%
Black	19%	7,644	33%	2,629	32%
Hispanic	10%	996	4%	613	7%
Asian	7%	514	2%	203	2%
Two or More Races	3%	494	2%	260	3%
Other Race	0%	241	1%	63	1%
Total	100%	23,122	100%	8,307	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
Median Age: 46
% Under 40: 36%
% 55 and Over: 28%

Diversity
Diversity Index: 56%
Under 40 Div. Index: 59%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 56% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.

More than one out of every three LPNs are under the age of 40. Among LPNs who are under the age of 40, 96% are female. In addition, the diversity index among LPNs who are under the age of 40 is 59%.

Age & Gender
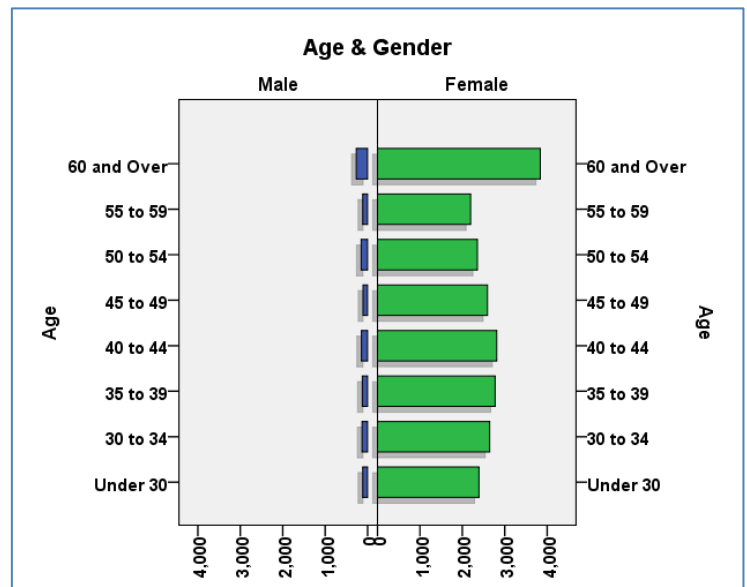
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood: 20%
Rural Childhood: 49%

Virginia Background
HS in Virginia: 72%
Prof. Edu. in VA: 87%
HS or Prof. Edu. in VA: 88%

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+	30%	42%	28%
2	Metro, 250,000 to 1 Million	66%	22%	13%
3	Metro, 250,000 or Less	72%	20%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	69%	18%	14%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	12%	8%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	6%	2%
8	Rural, Metro Adjacent	87%	8%	5%
9	Rural, Non-Adjacent	77%	10%	13%
	Overall	**49%**	**31%**	**20%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

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

70%
17%
2%
12%
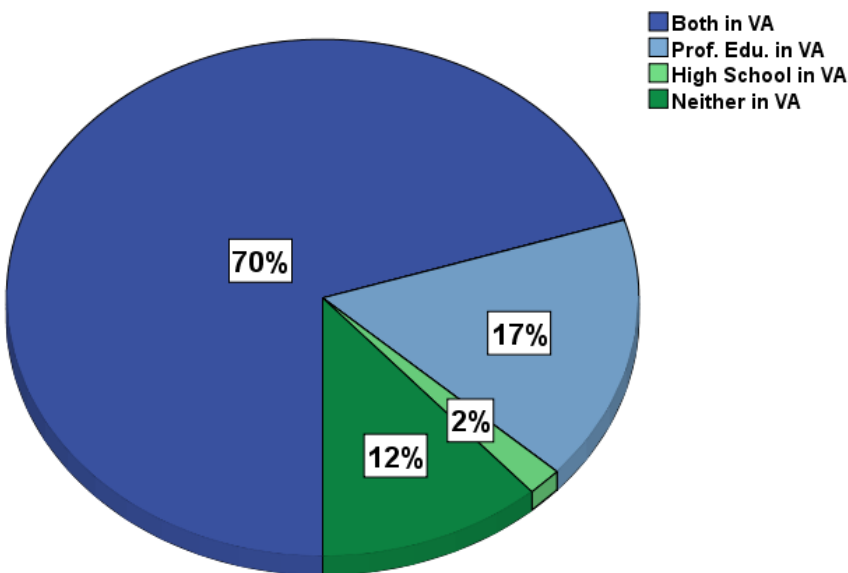
Source: Va. Healthcare Workforce Data Center

Nearly half of all LPNs grew up in self-described rural areas, and 32% of LPNs who grew up in rural areas currently work in non-metro counties. Overall, 19% of LPNs currently work in non-metro counties.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All Licensed Practical Nurses			
	High School	#	Init. Prof. Degree	#
1	Virginia	16,464	Virginia	19,864
2	Outside U.S./Canada	1,517	New York	416
3	New York	788	Pennsylvania	268
4	Pennsylvania	430	West Virginia	228
5	North Carolina	320	Florida	204
6	West Virginia	316	Texas	200
7	New Jersey	315	New Jersey	184
8	Florida	264	Washington, D.C.	156
9	California	247	North Carolina	146
10	Maryland	243	California	130

Source: Va. Healthcare Workforce Data Center

More than 70% of LPNs received their high school degree in Virginia, and 87% received their initial professional degree in the state.

Among LPNs who have obtained their license in the past five years, 66% received their high school degree in Virginia, while 83% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,759	Virginia	3,451
2	Outside U.S./Canada	369	New York	104
3	New York	163	Pennsylvania	88
4	Pennsylvania	96	Texas	59
5	California	81	California	51
6	North Carolina	79	North Carolina	46
7	New Jersey	61	New Jersey	36
8	Florida	46	Florida	35
9	Ohio	45	Ohio	32
10	Connecticut	42	West Virginia	30

Source: Va. Healthcare Workforce Data Center

Among all licensees, 10% did not participate in Virginia's LPN workforce during the past year. More than 60% of these licensees worked at some point in the past year, including 53% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,819
% of Licensees:	10%
Federal/Military:	6%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	**#**	**%**
LPN Diploma or Cert.	21,740	95%
Hospital RN Diploma	32	0%
Associate Degree	941	4%
Baccalaureate Degree	100	0%
Master's Degree	13	0%
Doctorate Degree	0	0%
Total	**22,826**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
LPN Diploma/Cert.: 95%
Associate: 4%

Education Debt
Carry Debt: 43%
Under Age 40 w/ Debt: 59%
Median Debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 95% hold a LPN/LVN diploma or certificate as their highest professional degree. More than 40% of LPNs carry education debt, including 59% of those LPNs who are under the age of 40. The median debt burden among those LPNs with education debt is between $20,000 and $30,000.

Current Educational Attainment		
Currently Enrolled?	**#**	**%**
Yes	3,133	14%
No	19,565	86%
Total	**22,697**	**100%**
Degree Pursued	**#**	**%**
Associate	2,102	70%
Baccalaureate	783	26%
Masters	114	4%
Doctorate	11	0%
Total	**3,010**	**100%**

Source: Va. Healthcare Workforce Data Center

Education Debt				
	All LPNs		**LPNs Under 40**	
Amount Carried	**#**	**%**	**#**	**%**
None	10,853	57%	2,887	41%
Less than $10,000	1,734	9%	855	12%
$10,000-$19,999	1,482	8%	796	11%
$20,000-$29,999	1,563	8%	867	12%
$30,000-$39,999	1,035	5%	514	7%
$40,000-$49,999	690	4%	376	5%
$50,000-$59,999	572	3%	257	4%
$60,000-$69,999	401	2%	172	2%
$70,000-$79,999	275	1%	136	2%
$80,000-$89,999	178	1%	92	1%
$90,000-$99,999	100	1%	46	1%
$100,000-$109,999	76	0%	23	0%
$110,000-$119,999	58	0%	16	0%
$120,000 or More	93	0%	21	0%
Total	**19,110**	**100%**	**7,058**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty
LTC/Assisted Living: 14%
Geriatrics/Gerontology: 12%
Pediatrics: 7%

Secondary Specialty
LTC/Assisted Living: 14%
Geriatrics/Gerontology: 10%
Pediatrics: 5%

Licenses
Registered Nurse: 1%

Source: Va. Healthcare Workforce Data Center

Specialties				
Specialty	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Long-Term Care/Assisted Living/Nursing Home	3,159	14%	2,376	14%
Geriatrics/Gerontology	2,714	12%	1,817	10%
Pediatrics	1,622	7%	826	5%
Family Health	1,305	6%	705	4%
Psychiatric/Mental Health	628	3%	490	3%
Acute/Critical Care/Emergency/Trauma	490	2%	469	3%
Adult Health	489	2%	565	3%
Surgery/OR/Pre-, Peri-, or Post-Operative	322	1%	217	1%
Community Health/Public Health	317	1%	293	2%
Cardiology	304	1%	201	1%
Women's Health/Gynecology	288	1%	276	2%
Rehabilitation	258	1%	512	3%
Student Health	206	1%	57	0%
Orthopedics	205	1%	141	1%
General Nursing/No Specialty	6,308	29%	5,523	32%
Medical Specialties (Not Listed)	240	1%	132	1%
Other Specialty Area	3,123	14%	2,924	17%
Total	**21,980**	**100%**	**17,526**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	**#**	**% of Workforce**
Registered Nurse	355	1%
Certified Massage Therapist	37	0%
Licensed Nurse Practitioner	27	0%
Respiratory Therapist	18	0%
Certified Nurse Midwife	3	0%
Clinical Nurse Specialist	3	0%

Source: Va. Healthcare Workforce Data Center

More than one-third of all LPNs have a primary specialty in long-term care/assisted living/nursing homes, geriatrics/gerontology, or pediatrics.

A Closer Look:

Military Service		
Service?	#	%
Yes	1,170	5%
No	20,533	95%
Total	21,703	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	619	56%
Navy/Marine	373	34%
Air Force	97	9%
Other	17	2%
Total	1,105	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Who Served: 5%

Branch of Service
Army: 56%
Navy/Marines: 34%
Air Force: 9%

Occupation
Army Health Care Spec.:   17%
Navy Basic Med. Tech.:   7%
Air Force Basic Med. Tech.:   2%

Source: Va. Healthcare Workforce Data Center

In total, 5% of Virginia's LPN workforce has served in the military. More than half of these LPNs have served in the Army, including 17% who worked as Army Health Care Specialists (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	174	17%
Navy Basic Medical Technician (Navy HM0000)	77	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	21	2%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	3	0%
Other	779	74%
Total	1,054	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment
Employed in Profession:	87%
Involuntarily Unemployed:	1%

Positions Held
1 Full-Time:	69%
2 or More Positions:	10%

Weekly Hours
40 to 49:	53%
60 or More:	6%
Less than 30:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	**#**	**%**
Employed, Capacity Unknown	23	< 1%
Employed in a Nursing-Related Capacity	19,680	87%
Employed, NOT in a Nursing-Related Capacity	907	4%
Not Working, Reason Unknown	9	< 1%
Involuntarily Unemployed	297	1%
Voluntarily Unemployed	1,141	5%
Retired	468	2%
Total	**22,526**	**100%**

Source: Va. Healthcare Workforce Data Center

More than 85% of all LPNs are currently employed in the profession, 69% hold one full-time job, and 53% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	1,915	9%
1 to 9 Hours	269	1%
10 to 19 Hours	675	3%
20 to 29 Hours	1,174	5%
30 to 39 Hours	3,789	17%
40 to 49 Hours	11,479	53%
50 to 59 Hours	1,275	6%
60 to 69 Hours	585	3%
70 to 79 Hours	198	1%
80 or More Hours	453	2%
Total	**21,812**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	**#**	**%**
No Positions	1,915	9%
One Part-Time Position	2,579	12%
Two Part-Time Positions	317	1%
One Full-Time Position	15,329	69%
One Full-Time Position & One Part-Time Position	1,710	8%
Two Full-Time Positions	93	0%
More than Two Positions	122	1%
Total	**22,065**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	248	2%
Less than $20,000	864	5%
$20,000-$29,999	1,093	7%
$30,000-$39,999	3,155	19%
$40,000-$49,999	4,714	28%
$50,000-$59,999	3,567	21%
$60,000-$69,999	1,774	11%
$70,000-$79,999	707	4%
$80,000-$89,999	321	2%
$90,000-$99,999	150	1%
$100,000 or More	140	1%
Total	**16,731**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $40k-$50k

Benefits
Health Insurance: 59%
Retirement: 54%

Satisfaction
Satisfied: 94%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	13,371	62%
Somewhat Satisfied	6,703	31%
Somewhat Dissatisfied	946	4%
Very Dissatisfied	427	2%
Total	**21,446**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical LPN earns between $40,000 and $50,000 per year. In addition, 77% of all LPNs receive at least one employer-sponsored benefit, including 59% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	**#**	**%**	**% of Wage/Salary Employees**
Paid Leave	12,157	62%	61%
Health Insurance	11,635	59%	58%
Dental Insurance	11,399	58%	57%
Retirement	10,678	54%	52%
Group Life Insurance	7,919	40%	40%
Signing/Retention Bonus	1,212	6%	6%
At Least One Benefit	**15,152**	**77%**	**75%**
From any employer at time of survey.			

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . .?	#	%
Work Two or More Positions at the Same Time?	3,477	13%
Switch Employers or Practices?	1,976	8%
Experience Voluntary Unemployment?	1,836	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	1,103	4%
Experience Involuntary Unemployment?	1,047	3%
Experience at Least One	7,881	30%

Source: Va. Healthcare Workforce Data Center

Only 4% of Virginia's LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.7% during the same time period.[1]

Location Tenure				
	Primary		Secondary	
Tenure	#	%	#	%
Not Currently Working at This Location	889	4%	486	11%
Less than 6 Months	1,771	9%	668	15%
6 Months to 1 Year	2,031	10%	594	13%
1 to 2 Years	4,346	21%	906	20%
3 to 5 Years	4,741	23%	925	20%
6 to 10 Years	2,786	13%	435	9%
More than 10 Years	4,139	20%	579	13%
Subtotal	20,704	100%	4,592	100%
Did Not Have Location	1,368		21,385	
Item Missing	4,210		305	
Total	26,281		26,281	

Source: Va. Healthcare Workforce Data Center

More than 80% of LPNs receive an hourly wage at their primary work location, while 15% are salaried employees.

At a Glance:

Unemployment Experience
Involuntarily Unemployed: 4%
Underemployed: 4%

Turnover & Tenure
Switched Jobs: 8%
New Location: 24%
Over 2 Years: 56%
Over 2 Yrs., 2nd Location: 42%

Employment Type
Hourly Wage: 82%
Salary: 15%

Source: Va. Healthcare Workforce Data Center

More than half of LPNs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	12,424	82%
Salary	2,228	15%
By Contract/Per Diem	388	3%
Unpaid	92	1%
Business/Contractor Income	63	0%
Subtotal	15,195	100%
Did Not Have Location	1,368	
Item Missing	9,719	

Source: Va. Healthcare Workforce Data Center

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[1] As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 3.2% and a high of 5.7%. At the time of publication, the unemployment rate for September 2021 was still preliminary.

At a Glance:

Concentration
Top Region: 24%
Top 3 Regions: 61%
Lowest Region: 3%

Locations
2 or More (Past Year):   22%
2 or More (Now*):   19%
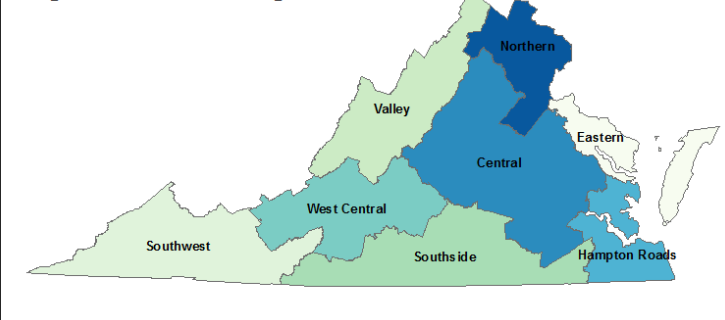
Source: Va. Healthcare Workforce Data Center

More than three out of every five LPNs work in Hampton Roads, Central Virginia, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Hampton Roads	4,897	24%	1,060	23%
Central	4,295	21%	1,048	22%
Northern	3,353	16%	862	18%
West Central	2,648	13%	608	13%
Southwest	1,765	9%	358	8%
Southside	1,459	7%	318	7%
Valley	1,438	7%	208	4%
Eastern	513	3%	106	2%
Virginia Border State/D.C.	42	0%	29	1%
Other U.S. State	50	0%	79	2%
Outside of the U.S.	0	0%	16	0%
Total	20,460	100%	4,692	100%
Item Missing	4,454		205	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions

Source: Va. Healthcare Workforce Data Center

While nearly 20% of LPNs currently have multiple work locations, 22% have had multiple work locations over the past year.

Number of Work Locations				
Locations	**Work Locations in Past Year**		**Work Locations Now***	
	#	**%**	**#**	**%**
0	1,161	5%	1,901	9%
1	15,823	73%	15,746	72%
2	2,844	13%	2,669	12%
3	1,667	8%	1,362	6%
4	109	1%	32	0%
5	55	0%	23	0%
6 or More	152	1%	78	0%
Total	21,810	100%	21,810	100%

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

Source: Va. Healthcare Workforce Data Center

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A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	**%**	**#**	**%**
For-Profit	11,731	61%	2,791	66%
Non-Profit	4,075	21%	749	18%
State/Local Government	2,464	13%	538	13%
Veteran's Administration	435	2%	66	2%
U.S. Military	350	2%	31	1%
Other Federal Government	272	1%	71	2%
Total	**19,327**	**100%**	**4,246**	**100%**
Did Not Have Location	1,368		21,385	
Item Missing	5,587		651	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
For-Profit: 61%
Federal: 5%

Top Establishments
LTC/Nursing Home: 28%
Clinic, Primary Care: 13%
Home Health Care: 11%

Source: Va. Healthcare Workforce Data Center

More than four out of every five LPNs work in the private sector, including 61% who work in the for-profit sector.

Sector, Primary Work Site

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

61%
21%
13%
5%
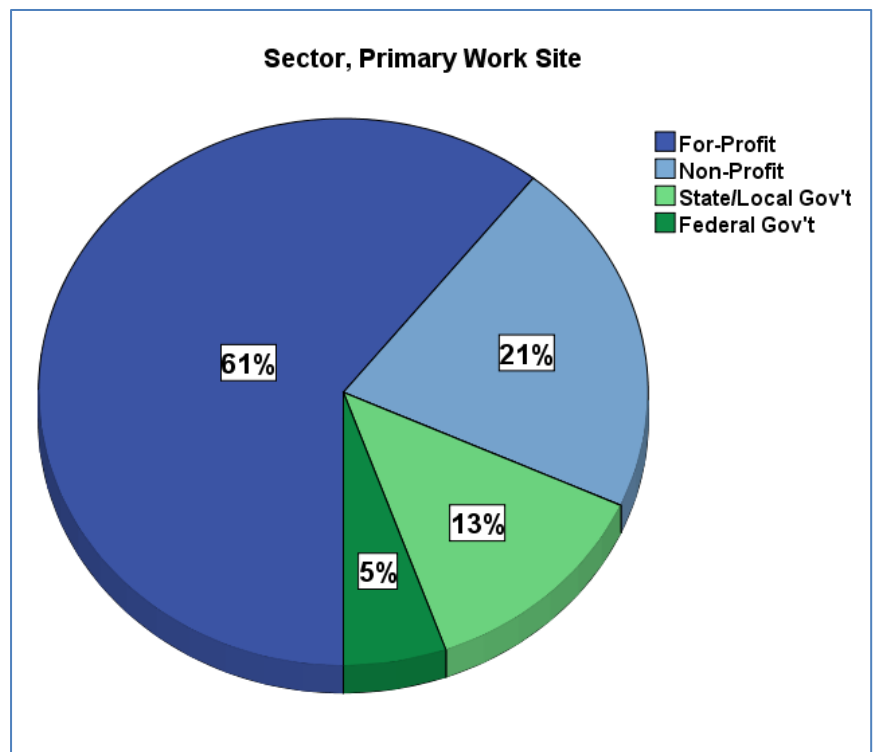
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Long-Term Care Facility/Nursing Home	5,215	28%	1,288	32%
Clinic, Primary Care or Non-Specialty	2,334	13%	317	8%
Home Health Care	2,039	11%	717	18%
Physician Office	1,856	10%	224	6%
Hospital, Inpatient Department	877	5%	143	4%
Corrections/Jail	722	4%	176	4%
Clinic, Non-Surgical Specialty	644	3%	145	4%
Rehabilitation Facility	551	3%	118	3%
Hospital, Outpatient Department	500	3%	73	2%
School (Providing Care to Students)	441	2%	56	1%
Mental Health, Development or Substance Abuse, Residential/Group Home	413	2%	137	3%
Insurance Company, Health Plan	384	2%	42	1%
Ambulatory/Outpatient Surgical Unit	302	2%	54	1%
Other Practice Setting	2,181	12%	576	14%
Total	**18,459**	**100%**	**4,066**	**100%**
Did Not Have a Location	1,368		21,385	

Source: Va. Healthcare Workforce Data Center

More than half of all LPNs in Virginia work in long-term care facilities/nursing homes, primary care/non-specialty clinics, or home health care establishments.

Among those LPNs who also have a secondary work location, 50% work in either long-term care facilities/nursing homes or home health care establishments.

Establishment Type, Primary Work Site

Long-Term Care Facility/Nursing Home
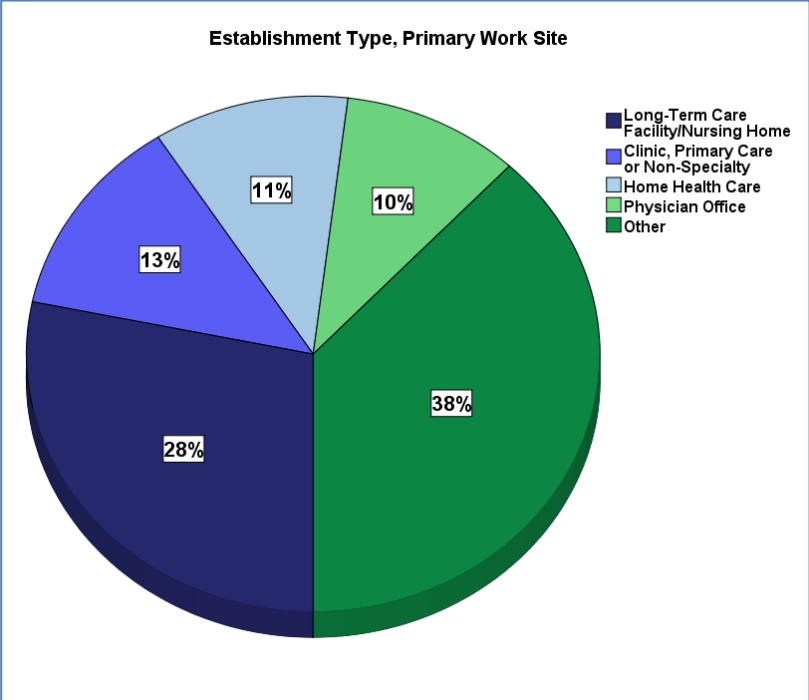Clinic, Primary Care or Non-Specialty
Home Health Care
Physician Office
Other

11% 10% 13% 38% 28%

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation
Patient Care: 80%-89%

Roles
Patient Care: 66%
Administrative: 8%
Supervisory: 4%

Patient Care LPNs
Median Admin. Time: 0%
Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:
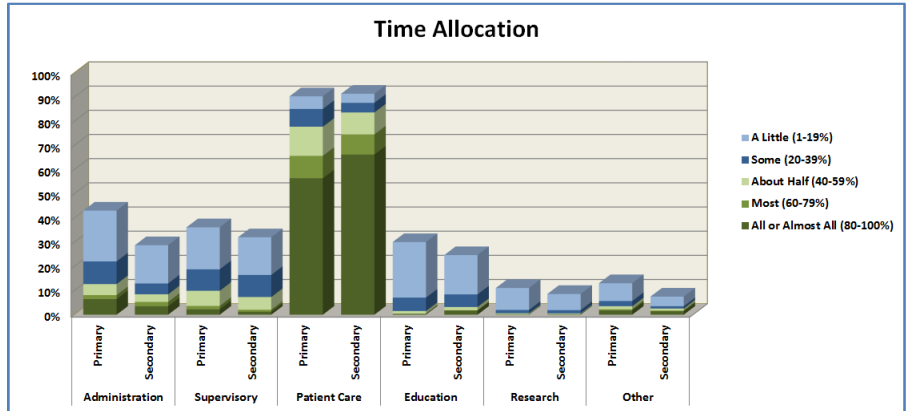
Source: Va. Healthcare Workforce Data Center

LPNs typically spend most of their time on patient care activities. 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**	
	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%)	6%	3%	2%	1%	56%	66%	0%	2%	0%	0%	2%	1%
Most (60-79%)	2%	2%	1%	1%	9%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	6%	5%	12%	9%	1%	1%	0%	0%	1%	1%
Some (20-39%)	9%	4%	9%	9%	7%	4%	6%	5%	1%	1%	2%	1%
A Little (1-19%)	21%	16%	17%	16%	5%	4%	23%	16%	9%	7%	7%	4%
None (0%)	57%	71%	64%	68%	10%	9%	70%	75%	89%	91%	87%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Allocation

Legend:
- A Little (1-19%)
- Some (20-39%)
- About Half (40-59%)
- Most (60-79%)
- All or Almost All (80-100%)
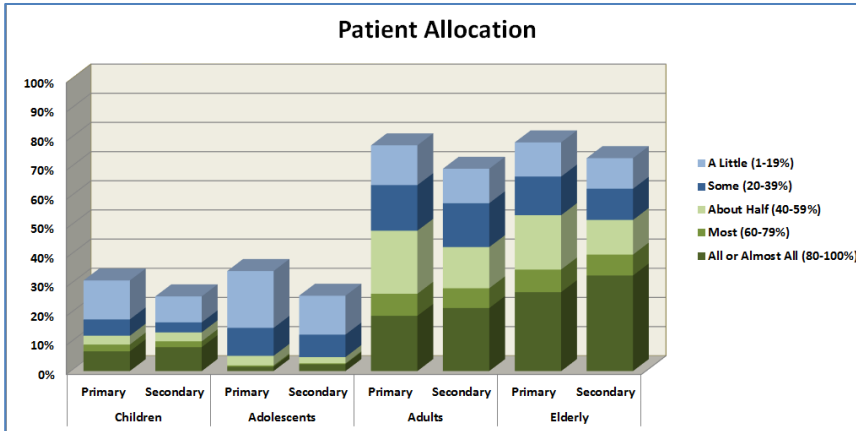
Source: Va. Healthcare Workforce Data Center

LPNs typically devote most of their 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 their patients are the elderly.

At a Glance:
(Primary Locations)

Typical Patient Allocation

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

Roles

Children:	9%
Adolescents:	2%
Adults:	27%
Elderly:	35%

Source: Va. Healthcare Workforce Data Center

Patient Allocation								
	Children		Adolescents		Adults		Elderly	
Time Spent	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	7%	8%	1%	2%	19%	22%	27%	33%
Most (60-79%)	2%	2%	0%	0%	8%	7%	8%	7%
About Half (40-59%)	3%	3%	3%	2%	22%	14%	19%	12%
Some (20-39%)	6%	3%	10%	8%	16%	15%	13%	11%
A Little (1-19%)	13%	9%	19%	13%	14%	12%	12%	10%
None (0%)	69%	74%	66%	74%	23%	31%	22%	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	**All LPNs**		**LPNs 50 and Over**	
	#	**%**	**#**	**%**
Under Age 50	494	3%	-	-
50 to 54	513	3%	33	0%
55 to 59	1,117	6%	246	4%
60 to 64	4,229	23%	1,456	21%
65 to 69	7,273	40%	3,192	46%
70 to 74	2,429	13%	1,064	15%
75 to 79	590	3%	302	4%
80 or Over	275	2%	126	2%
I Do Not Intend to Retire	1,384	8%	545	8%
Total	**18,304**	**100%**	**6,964**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations
All LPNs
Under 65:   35%
Under 60:   12%
LPNs 50 and Over
Under 65:   25%
Under 60:   4%

Time Until Retirement
Within 2 Years: 6%
Within 10 Years: 20%
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

More than one-third of LPNs expect to retire by the age of 65. Among LPNs who are age 50 and over, one-quarter expect to retire by the age of 65.

Within the next two years, 28% of LPNs expect to pursue additional educational opportunities, and 10% expect to increase their patient care hours.

Future Plans		
Two-Year Plans:	**#**	**%**
Decrease Participation		
Decrease Patient Care Hours	1,450	6%
Leave Virginia	854	3%
Leave Profession	467	2%
Decrease Teaching Hours	42	0%
Increase Participation		
Pursue Additional Education	7,356	28%
Increase Patient Care Hours	2,564	10%
Return to the Workforce	627	2%
Increase Teaching Hours	467	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. While 6% of LPNs expect to retire in the next two years, 20% expect to retire in the next ten years. More than half of the current LPN workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	1,148	6%	6%
5 Years	667	4%	10%
10 Years	1,876	10%	20%
15 Years	2,119	12%	32%
20 Years	1,851	10%	42%
25 Years	2,185	12%	54%
30 Years	2,282	12%	66%
35 Years	2,001	11%	77%
40 Years	1,486	8%	85%
45 Years	903	5%	90%
50 Years	284	2%	92%
55 Years	66	0%	92%
In More than 55 Years	51	0%	92%
Do Not Intend to Retire	1,384	8%	100%
Total	18,303	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement

Legend: 2 Years, 5 Years, 10 Years, 15 Years, 20 Years, 25 Years, 30 Years, 35 Years, 40 Years, 45 Years, 50 Years, 55 Years, In More than 55 Years, Do Not Intend to Retire
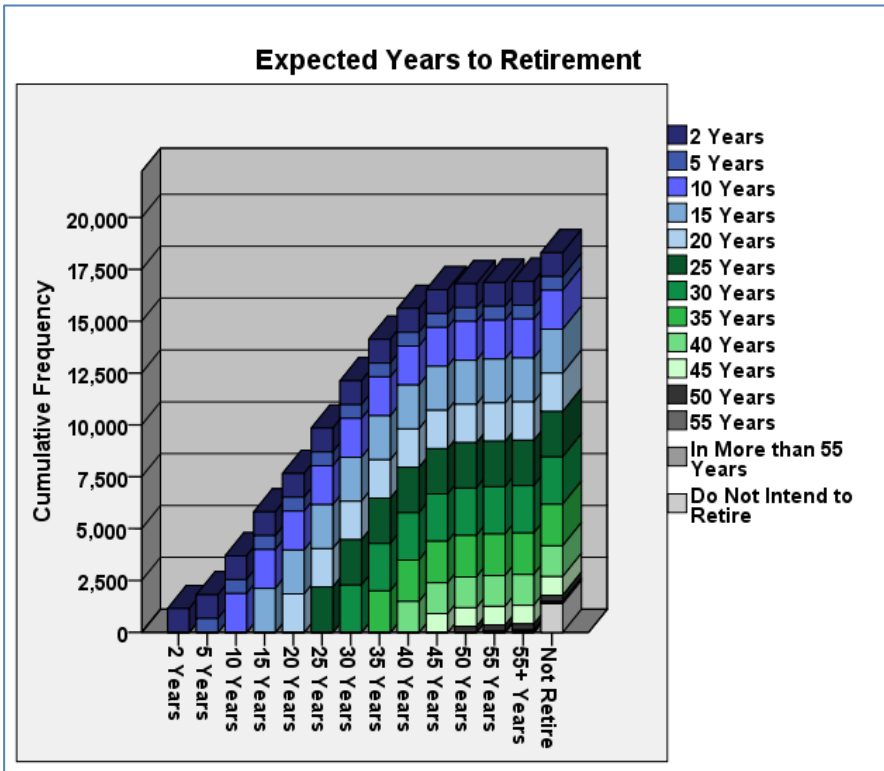
Source: Va. Healthcare Workforce Data Center

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

At a Glance:

FTEs
Total: 23,110
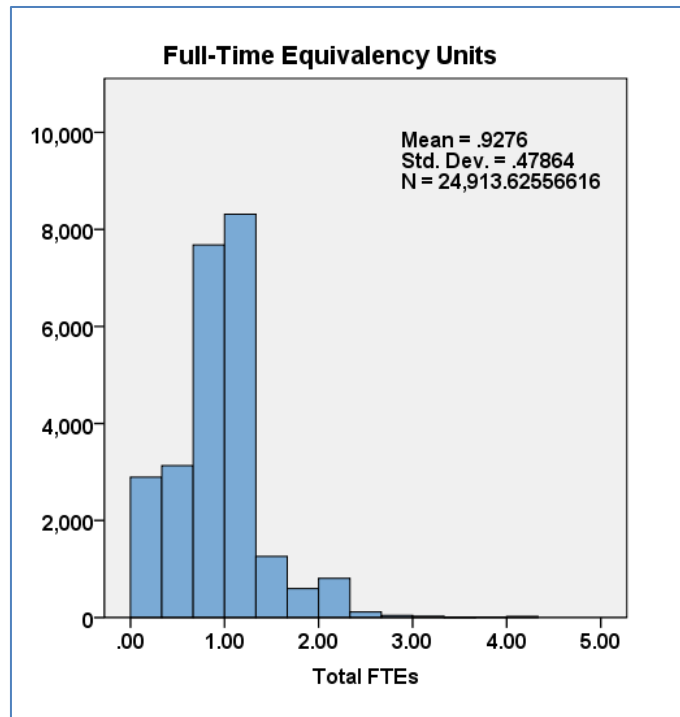FTEs/1,000 Residents[2]:   2.71
Average: 0.93

Age & Gender Effect
Age, *Partial Eta²*:   Negligible
Gender, *Partial Eta²*:   Negligible

Partial Eta² Explained:
Partial Eta² is a statistical
measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Full-Time Equivalency Units

Mean = .9276
Std. Dev. = .47864
N = 24,913.62556616

Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.95 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.[3]

Full-Time Equivalency Units		
Age	**Average Age**	**Median Age**
Under 30	0.82	0.89
30 to 34	0.86	0.91
35 to 39	0.91	0.96
40 to 44	0.97	0.96
45 to 49	1.01	1.05
50 to 54	0.97	0.96
55 to 59	1.00	0.96
60 and Over	0.89	0.78
Gender		
Male	1.02	1.03
Female	0.94	0.99

Source: Va. Healthcare Workforce Data Center

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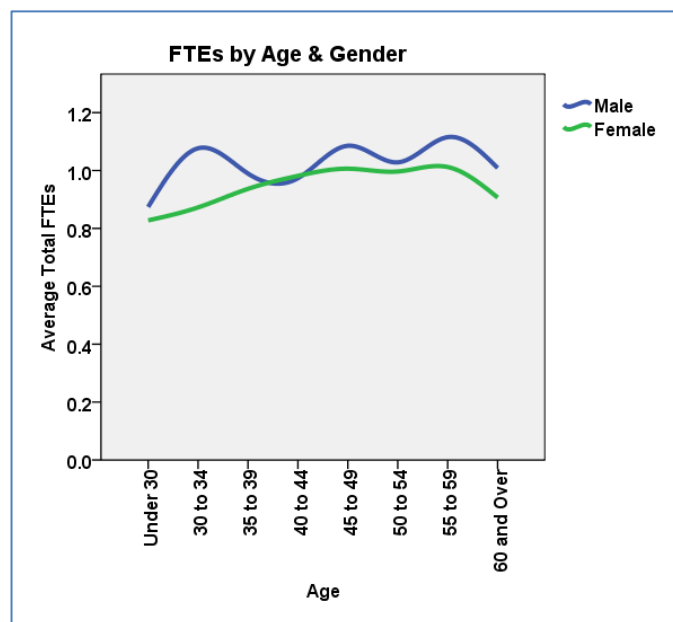
Source: Va. Healthcare Workforce Data Center

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

Virginia Performs Regions

Full-Time Equivalency Units Provided by Licensed Practical Nurses by Virginia Performs Region

Source: Va Healthcare Work force Data Center

Full-Time Equivalency Units
- 546
- 1,488 - 2,075
- 2,815 - 4,040
- 4,867 - 5,401

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

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

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents
- 1.36
- 2.84 - 3.16
- 3.78 - 3.84
- 4.76 - 5.29

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

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

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 1,357 - 1,651
- 2,585 - 3,272
- 4,042
- 5,407

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

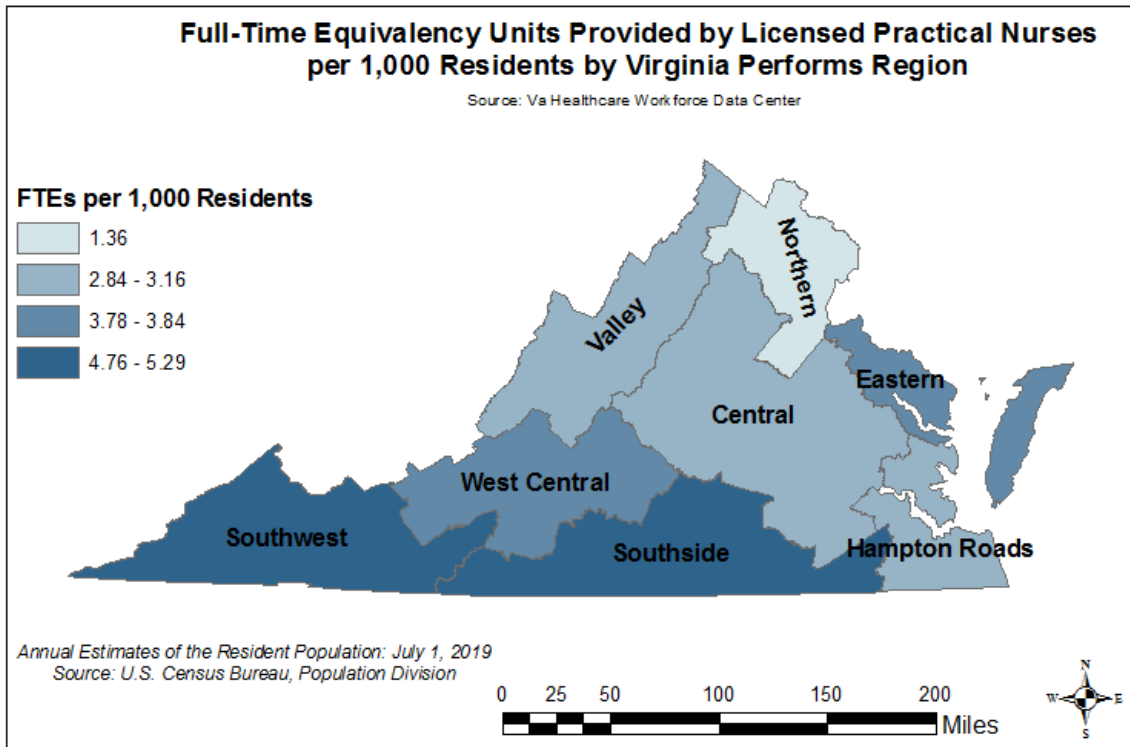**Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Area Health Education Center**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 1.21
- 2.62 - 2.64
- 2.91 - 3.15
- 4.83 - 4.88

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

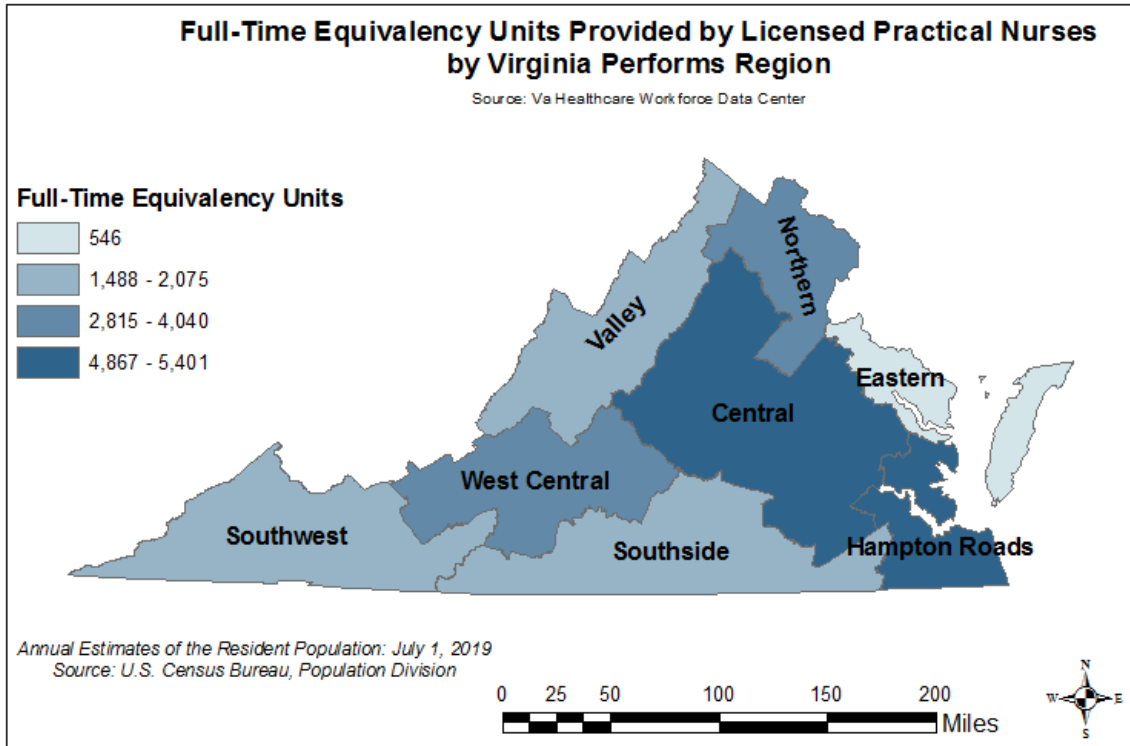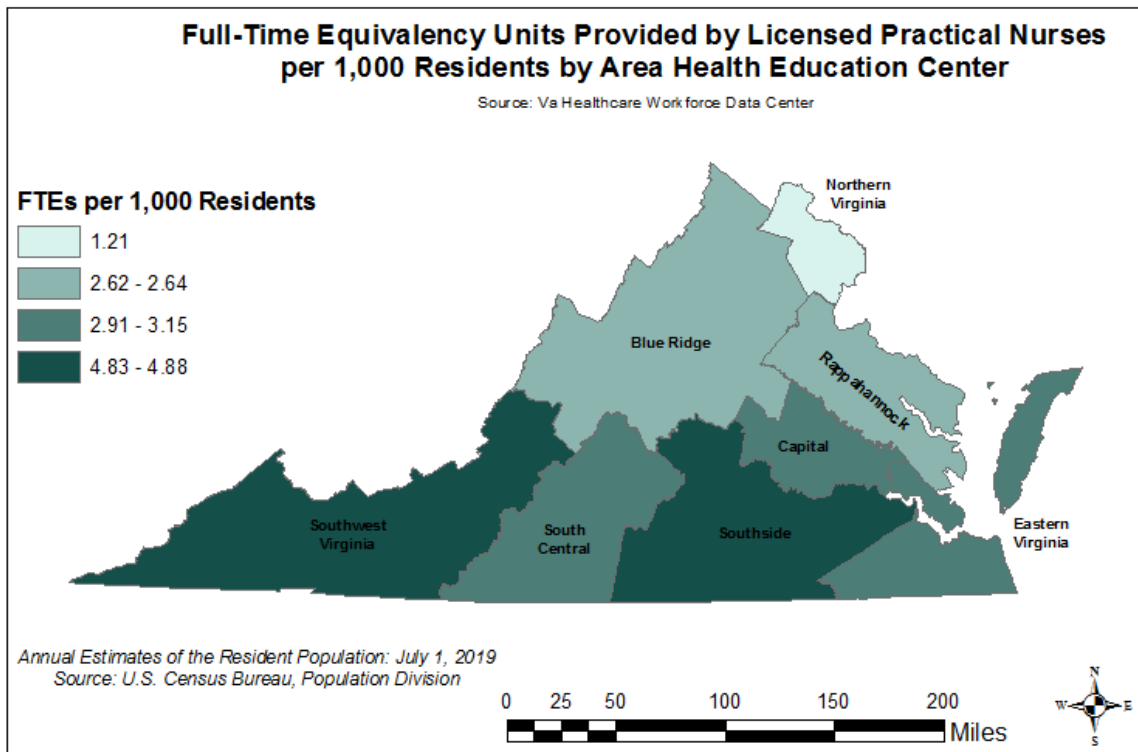## Full-Time Equivalency Units Provided by Licensed Practical Nurses by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 447 - 806
- 946 - 1,124
- 1,347 - 1,960
- 2,619
- 3,272 - 3,457

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

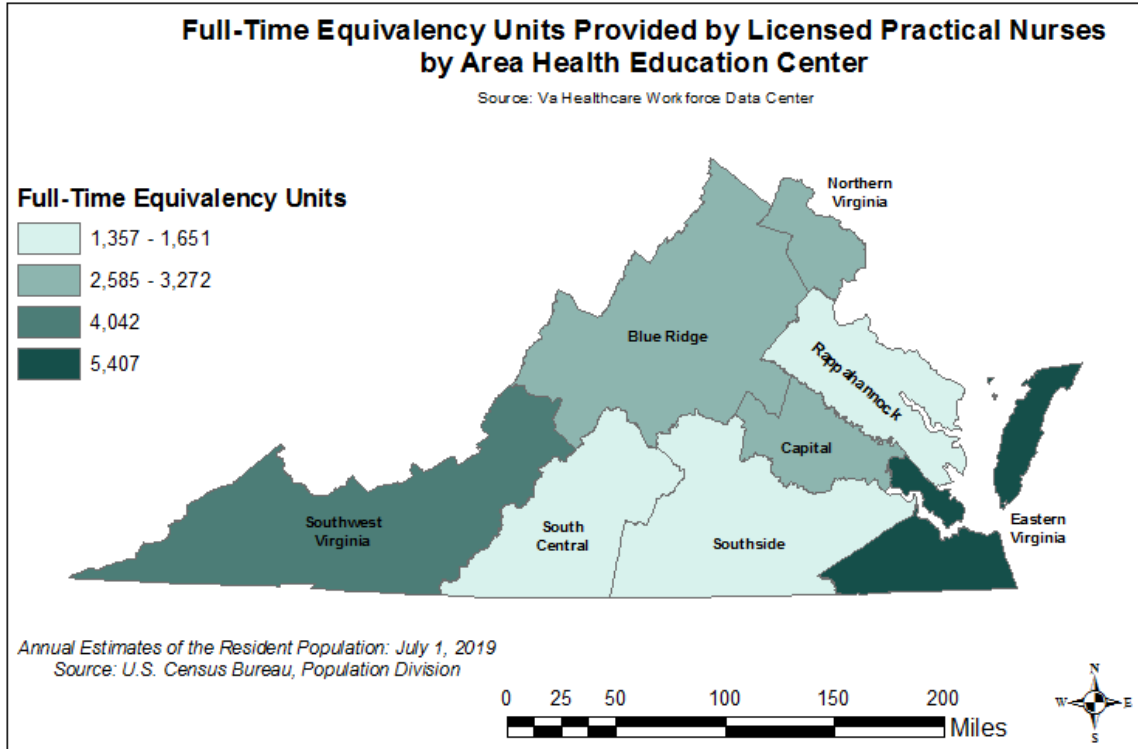## Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

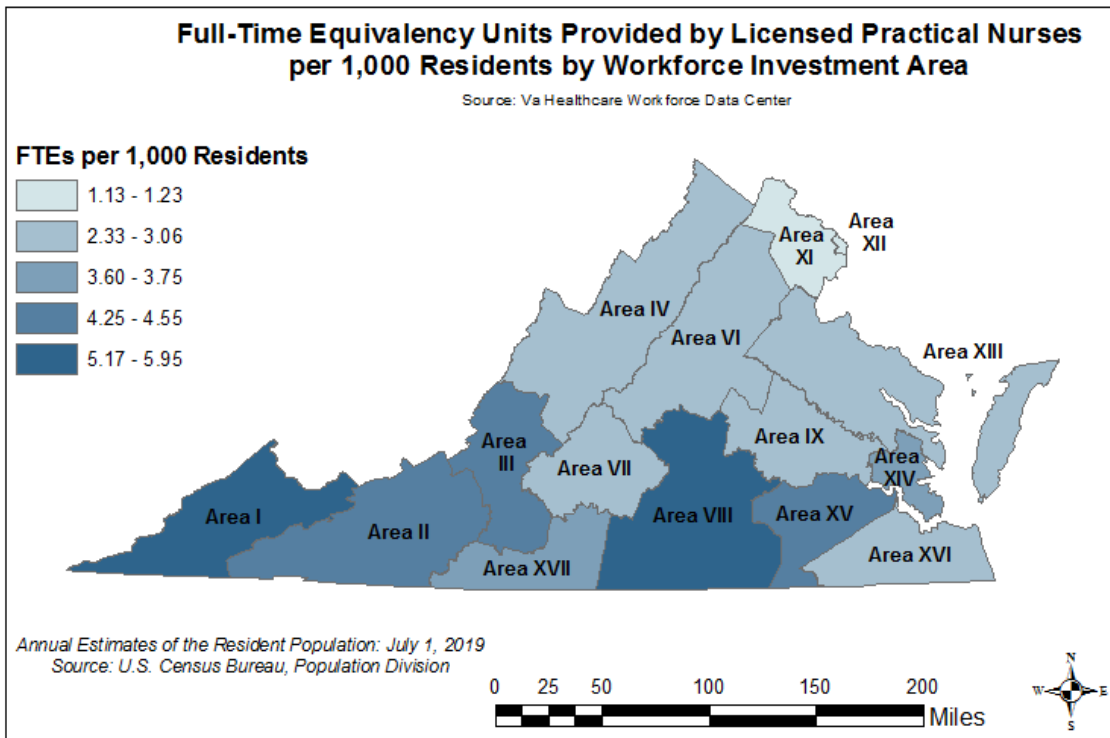**FTEs per 1,000 Residents**

- 1.13 - 1.23
- 2.33 - 3.06
- 3.60 - 3.75
- 4.25 - 4.55
- 5.17 - 5.95

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

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Full-Time Equivalency Units Provided by Licensed Practical Nurses by Health Services Area

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 3,066
- 3,355
- 4,923
- 5,600
- 5,994

HSA II

HSA I

HSA IV

HSA III

HSA V

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

0   25   50   100   150   200
Miles

Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Health Services Area

Source: Va Healthcare Workforce Data Center

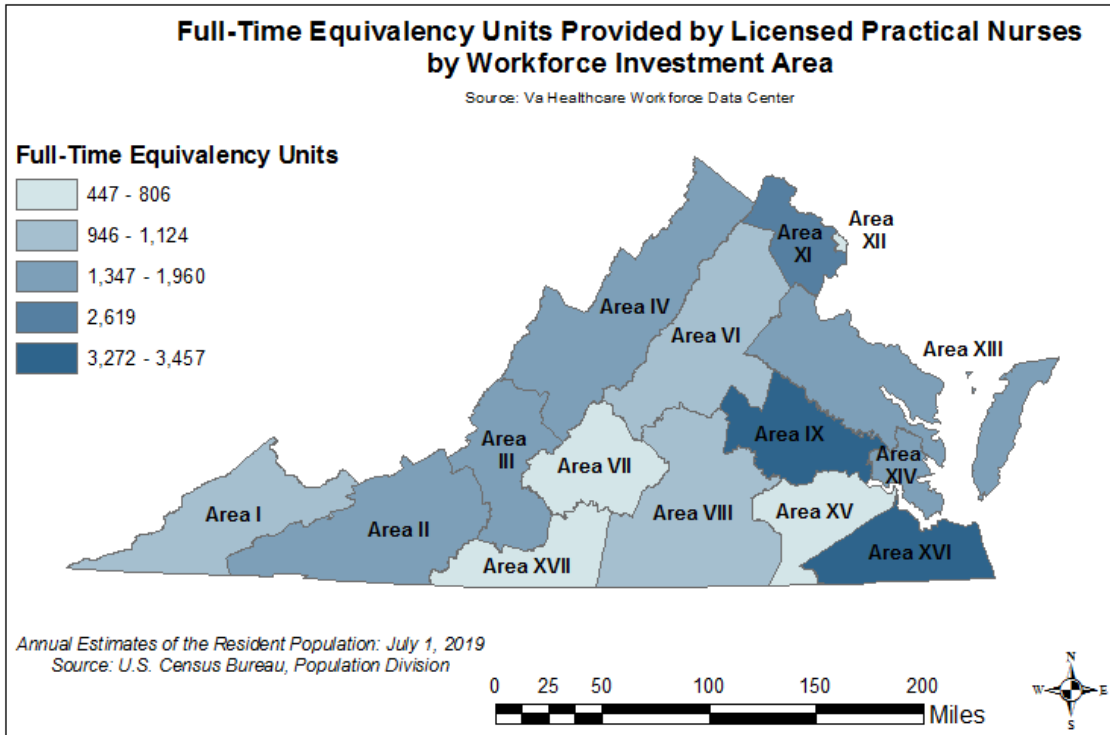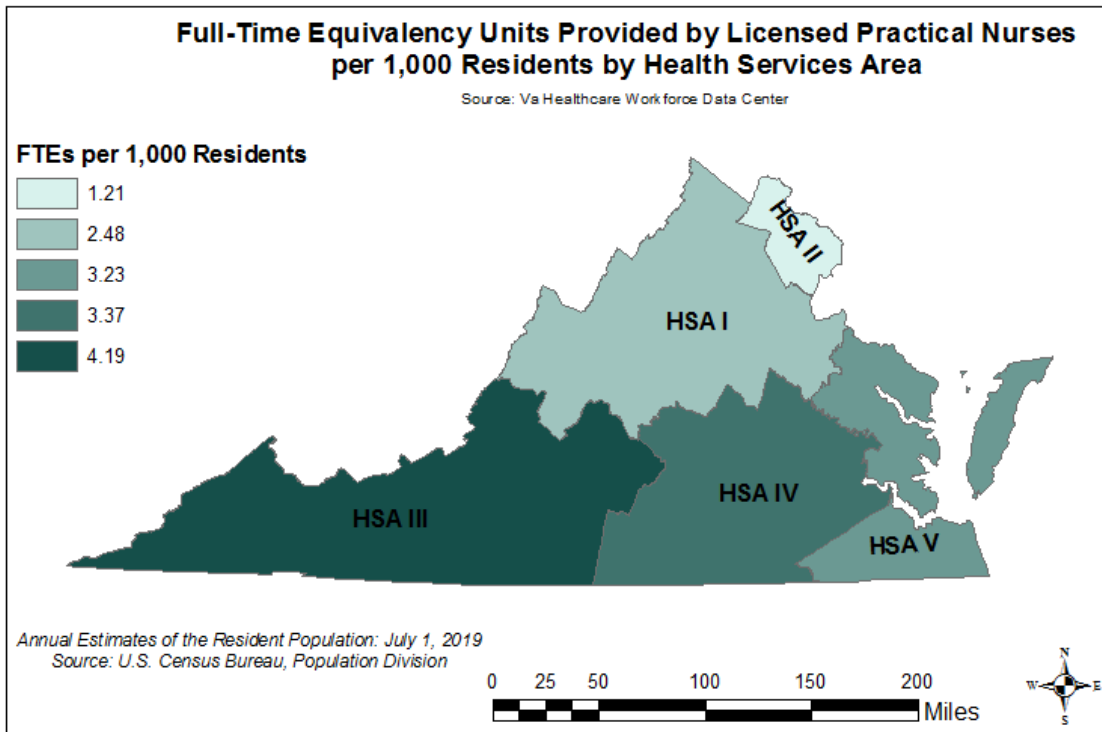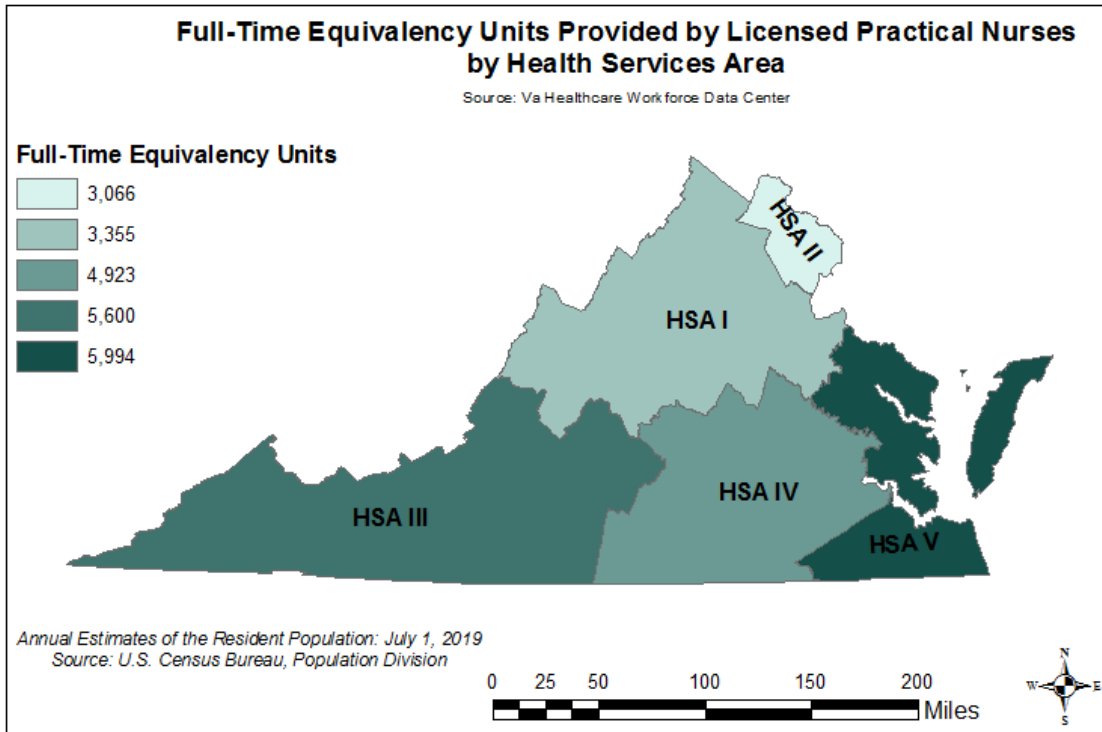**FTEs per 1,000 Residents**

- 1.21
- 2.48
- 3.23
- 3.37
- 4.19

HSA II

HSA I

HSA IV

HSA III

HSA V

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

0   25   50   100   150   200
Miles

Full-Time Equivalency Units Provided by Licensed Practical Nurses by Planning District

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 158 - 347
- 412 - 641
- 753 - 1,031
- 1,344
- 3,066 - 5,248

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

Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Planning District

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 1.21 - 2.37
- 2.89 - 3.17
- 3.43 - 3.77
- 4.30 - 4.98
- 5.61 - 6.36

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

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	16,056	33.73%	2.965	2.271	4.035
Metro, 250,000 to 1 Million	2,782	35.77%	2.796	2.142	3.806
Metro, 250,000 or Less	2,443	36.39%	2.748	2.105	3.741
Urban, Pop. 20,000+, Metro Adj.	838	34.25%	2.920	2.237	3.974
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	2,047	33.90%	2.950	2.260	4.015
Urban, Pop. 2,500-19,999, Non-Adj.	1,583	34.05%	2.937	2.250	3.998
Rural, Metro Adj.	1,153	35.65%	2.805	2.149	3.819
Rural, Non-Adj.	671	31.45%	3.180	2.436	4.329
Virginia Border State/D.C.	533	30.96%	3.230	2.475	4.397
Other U.S. State	1,007	23.34%	4.285	3.283	5.833

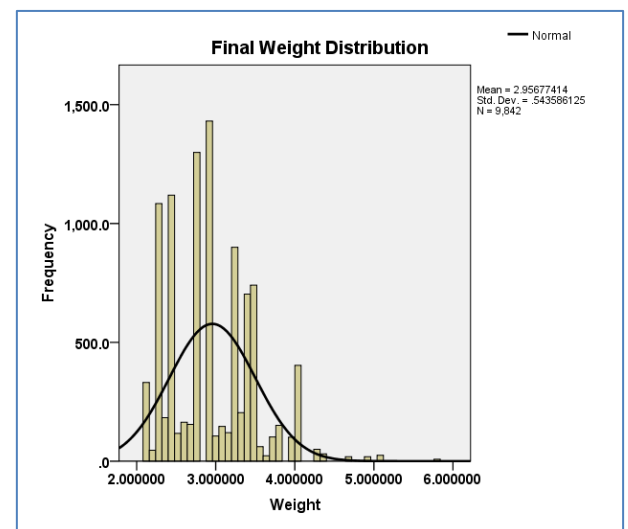*Source: Va. Healthcare Workforce Data Center*

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

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

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

Overall Response Rate: 0.338050

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	2,883	24.84%	4.027	3.741	5.833
30 to 34	3,269	36.52%	2.738	2.543	3.966
35 to 39	3,522	28.53%	3.504	3.256	5.077
40 to 44	3,591	40.60%	2.463	2.288	3.568
45 to 49	3,288	29.53%	3.386	3.146	4.905
50 to 54	3,293	44.12%	2.266	2.105	3.283
55 to 59	3,126	30.81%	3.246	3.016	4.702
60 and Over	6,142	33.90%	2.950	2.741	4.273

Source: Va. Healthcare Workforce Data Center