Virginia's Licensed Practical Nurse Workforce: 2022

Healthcare Workforce Data Center

October 2022

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 their ongoing cooperation.

Thank You!

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Renewing Practitioners:	87%

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Median Age:	46

Background
Rural Childhood:	49%
HS Degree in VA:	71%
Prof. Degree in VA:	87%

Education
LPN Diploma/Cert.:	95%
Associate:	5%

Finances
Median Income: $40k-$50k	
Health Insurance:	58%
Under 40 w/ Ed. Debt: 59%	

Current Employment
Employed in Prof.:	88%
Hold 1 Full-Time Job:	69%
Satisfied?:	93%

Job Turnover
Switched Jobs:	9%
Employed Over 2 Yrs.:	55%

Time Allocation
Patient Care:	80%-89%
Patient Care Role:	67%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center
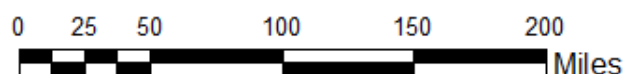

Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 1.36
- 2.73 - 3.31
- 3.65 - 4.31
- 5.41

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

Results in Brief
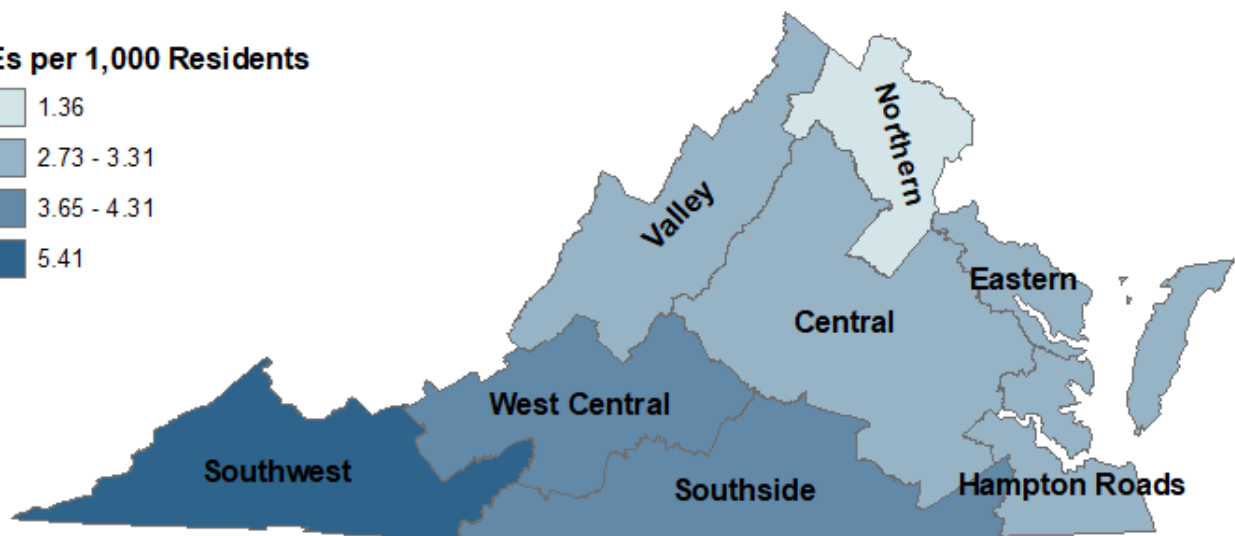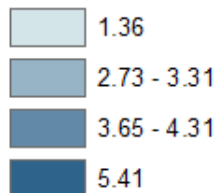
This report contains the results of the 2022 Licensed Practical Nurse (LPN) survey. More than 10,000 LPNs took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during 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 37% of the 28,789 LPNs who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 25,884 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 an LPN at some point in the future. Virginia's LPN workforce provided 22,628 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

More than nine out of every ten LPNs are female, and the median age of this workforce is 46. 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. This makes Virginia's LPN workforce nearly as diverse as the state's overall population, which has a diversity index of 58%. The diversity index increases even further to 59% for those LPNs who are under the age of 40. Nearly half of all LPNs grew up in a rural area, and nearly one-third of LPNs who grew up in a rural area currently work in a non-metro area of Virginia. Overall, 18% of Virginia's LPNs work in a non-metro area of the state. In addition, 5% of Virginia's LPN workforce has served in the military.

Among all LPNs, 88% are currently employed in the profession, 69% hold one full-time job, and 53% work between 40 and 49 hours per week. More than four out of every five LPNs work in the private sector, including 60% who work in the for-profit sector. The median annual income for Virginia's LPN workforce is between $40,000 and $50,000, and 81% of LPNs receive this income in the form of an hourly wage. In addition, 76% of LPNs receive at least one employer-sponsored benefit, including 58% who have access to health insurance. More than 90% of LPNs indicated that they are satisfied with their current employment situation, including 61% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 LPN workforce. The number of licensed LPNs in Virginia has fallen by 5% (28,789 vs. 30,444). At the same time, the size of Virginia's LPN workforce has declined by 6% (25,884 vs. 27,578), and the number of FTEs provided by this workforce has fallen by 7% (22,628 vs. 24,286). A higher percentage of Virginia's renewing LPNs responded to this survey (87% vs. 82%).

Virginia's LPN workforce has become more diverse (56% vs. 54%) at the same time as the state's overall population has also become more diverse (58% vs. 56%). This increase in the diversity index has also occurred among LPNs who are under the age of 40 (59% vs. 58%). There has been no change in the percentage of LPNs who grew up in a rural area (49%), but the percentage of all LPNs who currently work in a non-metro area of the state has fallen slightly (18% vs. 19%). In addition, the percentage of LPNs who have served in the military has fallen (5% vs. 7%).

Although there has been no change in the percentage of LPNs who are currently employed in the profession (88%), the percentage of LPNs who are underemployed has decreased considerably (4% vs. 7%). LPNs are also slightly less likely to work two or more positions simultaneously (11% vs. 12%). Additionally, relatively more LPNs are working in a state/local government (13% vs. 12%) instead of in the for-profit sector (60% vs. 63%).

The median annual income of Virginia's LPN workforce has increased ($40k-$50k vs. $30k-$40k), and LPNs are relatively more likely to receive this income in the form of a salary (14% vs. 13%) instead of an hourly wage (81% vs. 84%). However, LPNs are less likely to receive at least one employer-sponsored benefit (76% vs. 78%), including those LPNs who have access to health insurance (58% vs. 60%). LPNs are also slightly less likely to indicate that they are satisfied with their current work situation (93% vs. 94%), including those LPNs who indicated that they are "very satisfied" (61% vs. 64%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	12,207	42%
New Licensees	1,033	4%
Non-Renewals	1,999	7%
Renewal Date Not in Survey Period	13,550	47%
All Licensees	28,789	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing LPNs, 87% voluntarily submitted a survey. This represents 37% 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	1,976	761	28%
30 to 34	1,853	1,236	40%
35 to 39	2,402	1,108	32%
40 to 44	2,065	1,525	43%
45 to 49	2,078	1,201	37%
50 to 54	1,886	1,456	44%
55 to 59	1,915	1,100	37%
60 and Over	4,059	2,168	35%
Total	**18,234**	**10,555**	**37%**
New Licenses			
Issued in Past Year	1,033	0	0%
Metro Status			
Non-Metro	3,818	2,368	38%
Metro	13,341	7,749	37%
Not in Virginia	1,075	437	29%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2021 and September 2022 on the birth month of each renewing practitioner.
2. **Target Population:** All 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	10,555
Response Rate, All Licensees	37%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Practical Nurses
Number: 28,789
New: 4%
Not Renewed: 7%

Response Rates
All Licensees: 37%
Renewing Practitioners: 87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce
Virginia's LPN Workforce:	25,884
FTEs:	22,628

Utilization Ratios
Licensees in VA Workforce:	90%
Licensees per FTE:	1.27
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	24,802	96%
Looking for Work in Virginia	1,082	4%
Virginia's Workforce	**25,884**	**100%**
Total FTEs	**22,628**	
Licensees	**28,789**	

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/
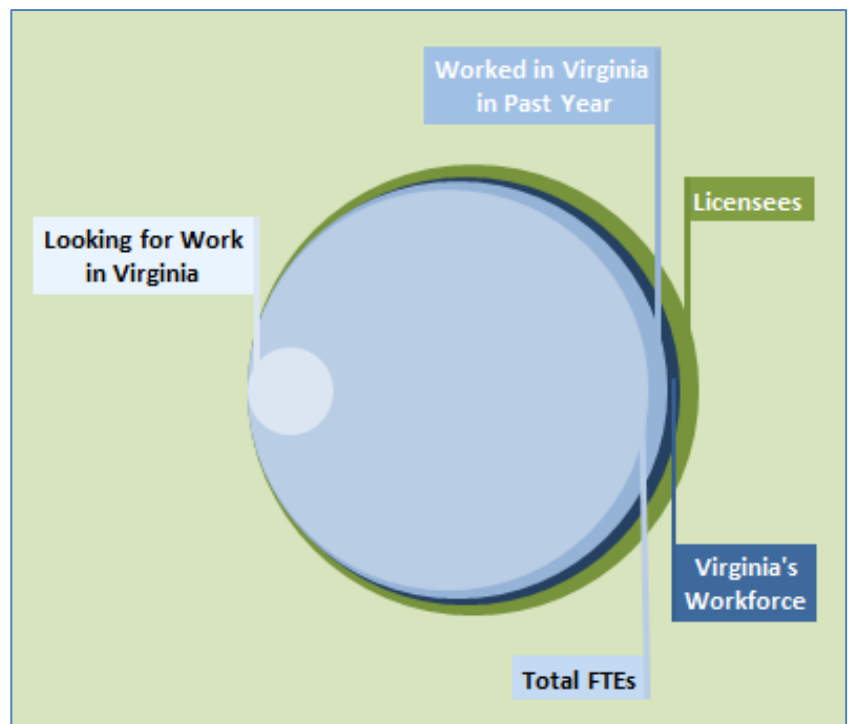
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	100	4%	2,317	96%	2,417	11%
30 to 34	150	6%	2,507	94%	2,656	12%
35 to 39	113	4%	2,857	96%	2,970	13%
40 to 44	111	4%	2,804	96%	2,914	13%
45 to 49	169	7%	2,381	93%	2,551	11%
50 to 54	167	6%	2,429	94%	2,597	12%
55 to 59	148	7%	2,119	94%	2,266	10%
60 and Over	172	4%	3,917	96%	4,089	18%
Total	1,129	5%	21,331	95%	22,460	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs Under 40	
	%	#	%	#	%
White	60%	13,156	58%	4,591	57%
Black	19%	7,296	32%	2,353	29%
Asian	7%	532	2%	209	3%
Other Race	0%	233	1%	72	1%
Two or More Races	3%	611	3%	312	4%
Hispanic	10%	944	4%	564	7%
Total	100%	22,772	100%	8,101	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

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 58% chance for Virginia's population as a whole.

More than one-third of all LPNs are under the age of 40. Among LPNs who are under the age of 40, 95% are female. In addition, the diversity index among LPNs who are under the age of 40 is 59%.
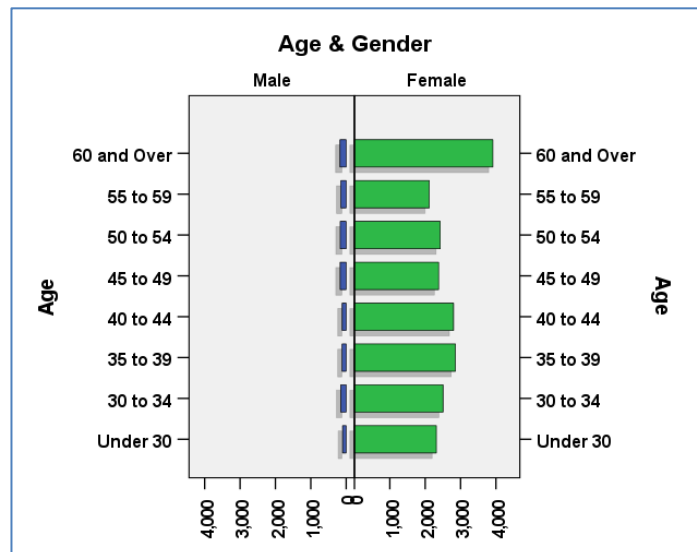
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood:	20%
Rural Childhood:	49%

Virginia Background
HS in Virginia:	71%
Prof. Edu. in VA:	87%
HS or Prof. Edu. in VA:	89%

Location Choice
% Rural to Non-Metro:	31%
% Urban/Suburban to Non-Metro:	6%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Code	Primary Location: USDA Rural Urban Continuum — Description	Rural	Suburban	Urban
	Metro Counties			
1	Metro, 1 Million+	30%	41%	29%
2	Metro, 250,000 to 1 Million	65%	23%	12%
3	Metro, 250,000 or Less	71%	20%	8%
	Non-Metro Counties			
4	Urban, Pop. 20,000+, Metro Adjacent	71%	23%	6%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	14%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	89%	9%	3%
8	Rural, Metro Adjacent	86%	8%	7%
9	Rural, Non-Adjacent	83%	10%	7%
	Overall	**49%**	**31%**	**20%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

Legend:
- Both
- Prof. Edu.
- High School
- Neither

70%, 17%, 2%, 11%
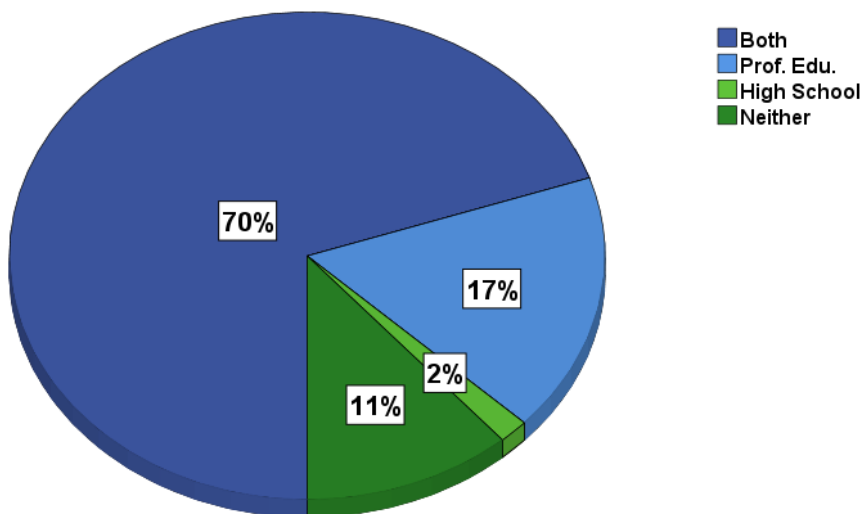
Source: Va. Healthcare Workforce Data Center

Nearly half of all LPNs grew up in a self-described rural area, and 31% of LPNs who grew up in a rural area currently work in a non-metro county. Overall, 18% of LPNs currently work in a non-metro county.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All Licenced Practical Nurses			
	High School	#	Init. Prof. Degree	#
1	Virginia	16,157	Virginia	19,599
2	Outside U.S./Canada	1,653	New York	376
3	New York	793	Pennsylvania	255
4	Pennsylvania	445	West Virginia	217
5	North Carolina	358	North Carolina	208
6	West Virginia	336	California	184
7	New Jersey	315	New Jersey	181
8	Florida	277	Florida	160
9	California	209	Texas	140
10	Ohio	198	Washington, D.C.	133

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 71% received their high school degree in Virginia, and 87% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	3,005	Virginia	3,671
2	Outside U.S./Canada	366	New York	73
3	New York	148	California	68
4	Pennsylvania	82	North Carolina	54
5	New Jersey	71	New Jersey	44
6	California	61	Pennsylvania	40
7	North Carolina	59	West Virginia	37
8	Florida	55	Texas	34
9	Georgia	39	Florida	27
10	Maryland	32	Tennessee	26

Source: Va. Healthcare Workforce Data Center

Among LPNs who have obtained their license in the past five years, 70% received their high school degree in Virginia, and 86% received their initial professional degree in the state.

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 currently work in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,908
% of Licensees:	10%
Federal/Military:	7%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	21,306	95%
Hospital RN Diploma	31	0%
Associate Degree	1,044	5%
Baccalaureate Degree	110	0%
Master's Degree	12	0%
Doctorate Degree	2	0%
Total	22,505	100%

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 95% have 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 amount among those LPNs with education debt is between $20,000 and $30,000.

At a Glance:

Education
LPN Diploma/Cert.: 95%
Associate: 5%

Education Debt
Carry Debt: 44%
Under Age 40 w/ Debt: 59%
Median Debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	3,042	14%
No	19,376	86%
Total	22,418	100%
Degree Pursued	#	%
Associate	2,010	68%
Baccalaureate	830	28%
Masters	112	4%
Doctorate	19	1%
Total	2,971	100%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LPNs		LPNs Under 40	
	#	%	#	%
None	10,502	56%	2,723	41%
Less than $10,000	1,511	8%	681	10%
$10,000-$19,999	1,452	8%	701	10%
$20,000-$29,999	1,462	8%	776	12%
$30,000-$39,999	1,160	6%	594	9%
$40,000-$49,999	799	4%	375	6%
$50,000-$59,999	648	3%	359	5%
$60,000-$69,999	436	2%	246	4%
$70,000-$79,999	267	1%	101	2%
$80,000-$89,999	179	1%	69	1%
$90,000-$99,999	115	1%	42	1%
$100,000-$109,999	87	0%	35	1%
$110,000-$119,999	36	0%	3	0%
$120,000 or More	117	1%	17	0%
Total	18,771	100%	6,722	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty
LTC/Assisted Living:	15%
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

Among all LPNs, 15% have a primary specialty in long-term care/assisted living/nursing homes. Another 12% of LPNs have a primary specialty in geriatrics/gerontology.

A Closer Look:

Specialties				
Specialty	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Long-Term Care/Assisted Living/Nursing Home	3,223	15%	2,419	14%
Geriatrics/Gerontology	2,700	12%	1,769	10%
Pediatrics	1,466	7%	873	5%
Family Health	1,329	6%	685	4%
Psychiatric/Mental Health	593	3%	441	2%
Acute/Critical Care/Emergency/Trauma	523	2%	502	3%
Adult Health	415	2%	626	4%
Community Health/Public Health	367	2%	328	2%
Cardiology	307	1%	209	1%
Rehabilitation	297	1%	416	2%
Women's Health/Gynecology	291	1%	202	1%
Administration/Management	283	1%	483	3%
Surgery/OR/Pre-, Peri- or Post-Operative	281	1%	171	1%
Hospital/Float	238	1%	195	1%
Student Health	206	1%	112	1%
General Nursing/No Specialty	6,219	28%	5,619	31%
Medical Specialties (Not Listed)	239	1%	213	1%
Other Specialty Area	2,929	13%	2,590	15%
Total	**21,906**	**100%**	**17,851**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	**#**	**% of Workforce**
Registered Nurse	368	1%
Certified Massage Therapist	26	0%
Licensed Nurse Practitioner	26	0%
Respiratory Therapist	20	0%
Clinical Nurse Specialist	13	0%
Certified Nurse Midwife	2	0%

Source: Va. Healthcare Workforce Data Center

In addition to being licensed as an LPN, 1% of LPNs also hold a license as a Registered Nurse.

A Closer Look:

Military Service		
Service?	#	%
Yes	1,119	5%
No	20,445	95%
Total	21,564	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	549	51%
Navy/Marine	387	36%
Air Force	112	10%
Other	21	2%
Total	1,069	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Who Served: 5%

Branch of Service
Army: 51%
Navy/Marines: 36%
Air Force: 10%

Occupation
Army Health Care Spec.:   15%
Navy Basic Med. Tech.:   10%
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 served in the Army, including 15% who worked as Army Health Care Specialists (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	158	15%
Navy Basic Medical Technician (Navy HM0000)	102	10%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	17	2%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	0	0%
Other	761	73%
Total	1,039	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment
Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held
1 Full-Time: 69%
2 or More Positions: 11%

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	11	< 1%
Employed in a Nursing-Related Capacity	19,567	88%
Employed, NOT in a Nursing-Related Capacity	1,005	5%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	118	1%
Voluntarily Unemployed	1,149	5%
Retired	449	2%
Total	**22,300**	**100%**

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 88% 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	1,716	8%
1 to 9 Hours	284	1%
10 to 19 Hours	545	3%
20 to 29 Hours	1,288	6%
30 to 39 Hours	3,631	17%
40 to 49 Hours	11,444	53%
50 to 59 Hours	1,389	6%
60 to 69 Hours	586	3%
70 to 79 Hours	200	1%
80 or More Hours	462	2%
Total	**21,545**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	**#**	**%**
No Positions	1,716	8%
One Part-Time Position	2,681	12%
Two Part-Time Positions	351	2%
One Full-Time Position	15,128	69%
One Full-Time Position & One Part-Time Position	1,739	8%
Two Full-Time Positions	105	0%
More than Two Positions	154	1%
Total	**21,874**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	277	2%
Less than $20,000	702	4%
$20,000-$29,999	887	5%
$30,000-$39,999	2,608	16%
$40,000-$49,999	4,140	25%
$50,000-$59,999	3,742	23%
$60,000-$69,999	2,096	13%
$70,000-$79,999	981	6%
$80,000-$89,999	456	3%
$90,000-$99,999	202	1%
$100,000 or More	229	1%
Total	**16,320**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $40k-$50k

Benefits
Health Insurance: 58%
Retirement: 53%

Satisfaction
Satisfied: 93%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	12,933	61%
Somewhat Satisfied	6,953	33%
Somewhat Dissatisfied	1,017	5%
Very Dissatisfied	392	2%
Total	**21,295**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical LPN earns between $40,000 and $50,000 per year. In addition, 76% of all LPNs receive at least one employer-sponsored benefit, including 58% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	**#**	**%**	**% of Wage/Salary Employees**
Paid Leave	11,662	60%	60%
Health Insurance	11,281	58%	58%
Dental Insurance	10,896	56%	56%
Retirement	10,425	53%	53%
Group Life Insurance	7,529	38%	39%
Signing/Retention Bonus	1,896	10%	10%
At Least One Benefit	**14,806**	**76%**	**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 . . .?	#	%
Experience Involuntary Unemployment?	363	1%
Experience Voluntary Unemployment?	1,788	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	991	4%
Work Two or More Positions at the Same Time?	3,629	14%
Switch Employers or Practices?	2,221	9%
Experience at Least One?	7,623	29%

Source: Va. Healthcare Workforce Data Center

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

Location Tenure				
	Primary		Secondary	
Tenure	#	%	#	%
Not Currently Working at This Location	758	4%	426	9%
Less than 6 Months	1,890	9%	785	16%
6 Months to 1 Year	2,443	12%	755	16%
1 to 2 Years	4,122	20%	1,009	21%
3 to 5 Years	4,462	22%	837	18%
6 to 10 Years	2,861	14%	462	10%
More than 10 Years	3,934	19%	493	10%
Subtotal	20,471	100%	4,767	100%
Did Not Have Location	1,347		20,740	
Item Missing	4,065		377	
Total	25,884		25,884	

Source: Va. Healthcare Workforce Data Center

More than four out of every five LPNs receive an hourly wage at their primary work location, while 14% are salaried employees.

At a Glance:

Unemployment Experience
Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure
Switched Jobs: 9%
New Location: 29%
Over 2 Years: 55%
Over 2 Yrs., 2nd Location: 38%

Employment Type
Hourly Wage: 81%
Salary: 14%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary	2,072	14%
Hourly Wage	12,047	81%
By Contract/Per Diem	580	4%
Business/Contractor Income	87	1%
Unpaid	90	1%
Subtotal	14,876	100%
Did Not Have Location	1,347	
Item Missing	9,660	

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

Work Site Distribution

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	61%
Lowest Region:	2%

Locations

|	
2 or More (Past Year):	24%
2 or More (Now*):	21%

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	
	#	%	#	%
Central	4,317	21%	1,029	21%
Eastern	412	2%	106	2%
Hampton Roads	4,780	24%	1,231	25%
Northern	3,281	16%	836	17%
Southside	1,351	7%	270	6%
Southwest	1,823	9%	383	8%
Valley	1,461	7%	304	6%
West Central	2,595	13%	583	12%
Virginia Border State/D.C.	63	0%	42	1%
Other U.S. State	60	0%	103	2%
Outside of the U.S.	0	0%	2	0%
Total	20,143	100%	4,889	100%
Item Missing	4,392		255	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions
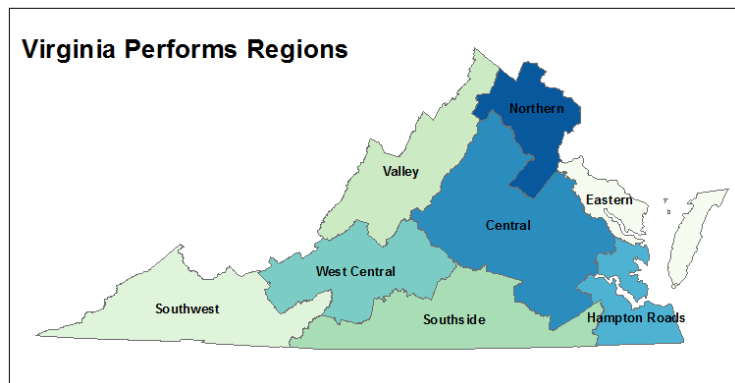
Source: Va. Healthcare Workforce Data Center

Among all LPNs, 21% currently have multiple work locations, while 24% have had multiple work locations over the past year.

Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1,079	5%	1,697	8%
1	15,307	71%	15,364	72%
2	2,828	13%	2,629	12%
3	1,849	9%	1,629	8%
4	169	1%	54	0%
5	87	0%	35	0%
6 or More	170	1%	82	0%
Total	21,489	100%	21,489	100%

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
For-Profit	11,379	60%	2,874	65%
Non-Profit	3,998	21%	857	19%
State/Local Government	2,454	13%	516	12%
Veteran's Administration	469	2%	63	1%
U.S. Military	258	1%	79	2%
Other Federal Government	319	2%	60	1%
Total	**18,877**	**100%**	**4,449**	**100%**
Did Not Have Location	1,347		20,740	
Item Missing	5,660		695	

Source: Va. Healthcare Workforce Data Center

At a Glance:
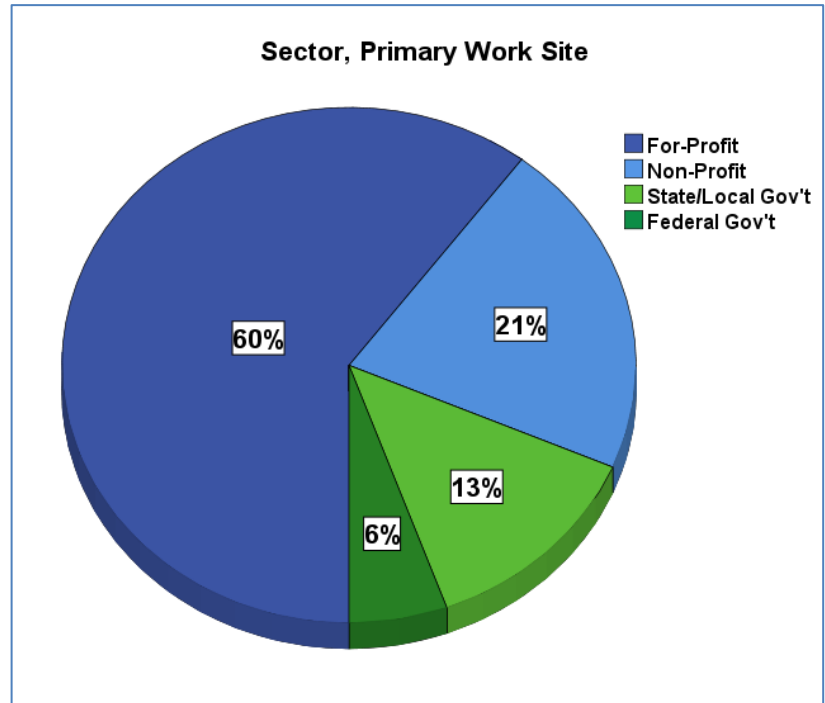### (Primary Locations)

Sector
For-Profit: 60%
Federal: 6%

Top Establishments
LTC/Nursing Home: 27%
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 60% who work in the for-profit sector.
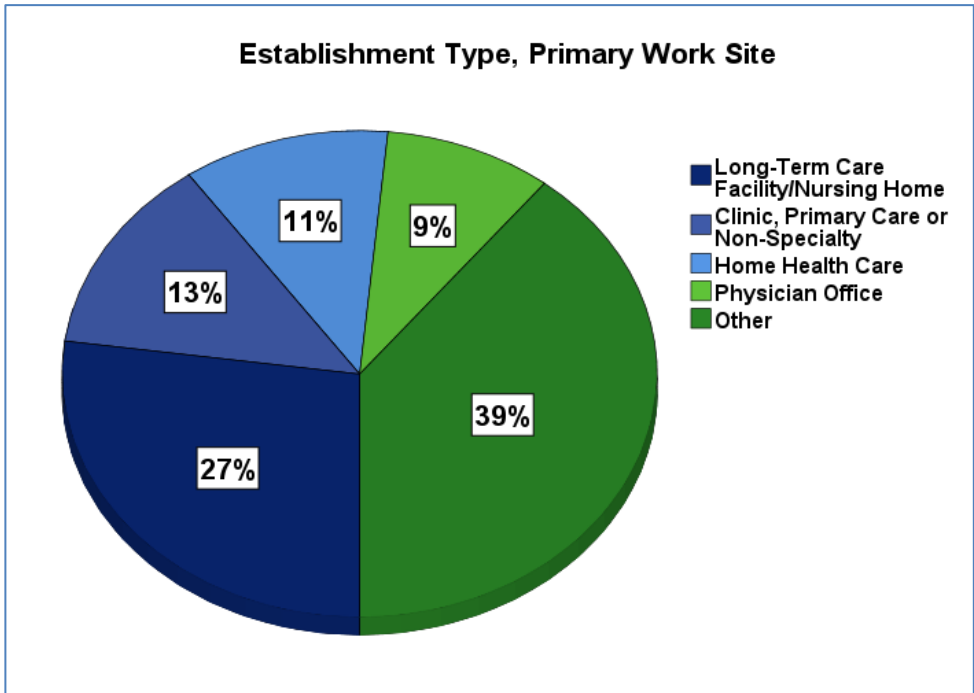

Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Long Term Care Facility, Nursing Home	4,976	27%	1,423	34%
Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)	2,397	13%	310	7%
Home Health Care	2,063	11%	735	17%
Physician Office	1,676	9%	257	6%
Hospital, Inpatient Department	873	5%	159	4%
Corrections/Jail	723	4%	170	4%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	631	3%	136	3%
Rehabilitation Facility	569	3%	151	4%
Hospital, Outpatient Department	533	3%	52	1%
School (Providing Care to Students)	479	3%	66	2%
Other Practice Setting	3,393	19%	785	18%
Total	**18,313**	**100%**	**4,244**	**100%**
Did Not Have a Location	1,347		20,740	

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LPNs work at a long-term care facility or nursing home, while another 13% work at either a primary care or non-specialty clinic.

Among those LPNs who also have a secondary work location, 34% work at a long-term care facility or nursing home, while 17% work at a home health care establishment.

Establishment Type, Primary Work Site

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

11%
9%
13%
39%
27%

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation
Patient Care: 80%-89%

Roles
Patient Care: 67%
Administrative: 8%
Supervisory: 3%

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

Source: Va. Healthcare Workforce Data Center

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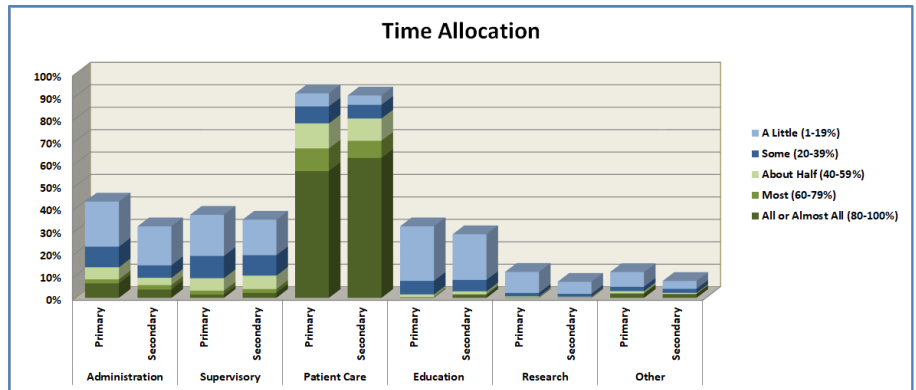
Source: Va. Healthcare Workforce Data Center

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%	4%	1%	2%	57%	62%	0%	1%	0%	0%	2%	2%
Most (60-79%)	2%	2%	2%	2%	10%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	6%	6%	11%	10%	1%	1%	0%	0%	1%	1%
Some (20-39%)	9%	6%	10%	9%	8%	6%	6%	5%	2%	1%	2%	2%
A Little (1-19%)	20%	17%	18%	16%	6%	4%	24%	20%	9%	5%	7%	3%
None (0%)	57%	68%	63%	65%	9%	10%	68%	72%	88%	93%	88%	92%

Source: Va. Healthcare Workforce Data Center

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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%)
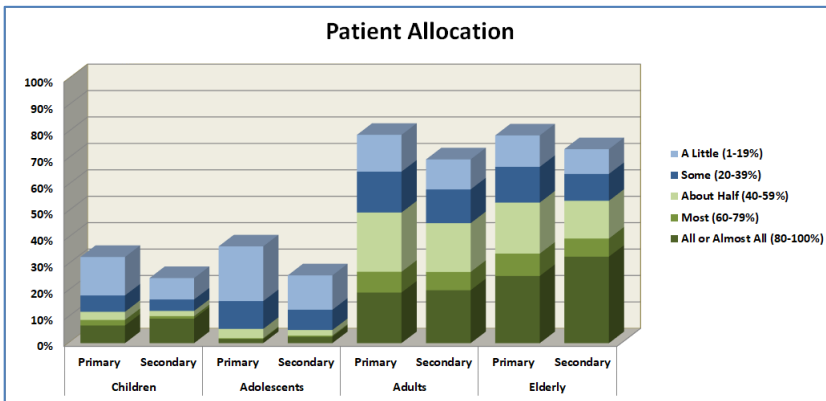
Source: Va. Healthcare Workforce Data Center

LPNs typically devote most of their time to treating adults and the elderly. 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:	34%

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%	9%	2%	2%	19%	20%	25%	33%
Most (60-79%)	2%	1%	0%	0%	8%	7%	8%	7%
About Half (40-59%)	3%	2%	4%	2%	22%	18%	19%	14%
Some (20-39%)	6%	4%	11%	8%	15%	13%	14%	10%
A Little (1-19%)	15%	8%	21%	13%	14%	11%	12%	9%
None (0%)	67%	75%	63%	74%	21%	30%	21%	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs 50 and Over	
	#	%	#	%
Under Age 50	485	3%	-	-
50 to 54	542	3%	40	1%
55 to 59	1,198	7%	255	4%
60 to 64	4,145	23%	1,495	21%
65 to 69	7,048	39%	3,095	44%
70 to 74	2,436	13%	1,229	17%
75 to 79	634	4%	324	5%
80 or Over	318	2%	111	2%
I Do Not Intend to Retire	1,285	7%	505	7%
Total	18,091	100%	7,054	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: 21%
Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 35% 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, 27% of LPNs expect to pursue additional educational opportunities, and 10% expect to increase their patient care hours.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	565	2%
Leave Virginia	848	3%
Decrease Patient Care Hours	1,753	7%
Decrease Teaching Hours	47	0%
Increase Participation		
Increase Patient Care Hours	2,549	10%
Increase Teaching Hours	543	2%
Pursue Additional Education	6,925	27%
Return to the Workforce	534	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, 21% expect to retire in the next ten years. More than half of the current LPN workforce expect to retire by 2047.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	1,125	6%	6%
5 Years	680	4%	10%
10 Years	1,942	11%	21%
15 Years	1,998	11%	32%
20 Years	2,046	11%	43%
25 Years	2,235	12%	55%
30 Years	2,186	12%	68%
35 Years	1,957	11%	78%
40 Years	1,358	8%	86%
45 Years	877	5%	91%
50 Years	297	2%	92%
55 Years	58	0%	93%
In More than 55 Years	49	0%	93%
Do Not Intend to Retire	1,285	7%	100%
Total	18,091	100%	

Source: Va. Healthcare Workforce Data Center
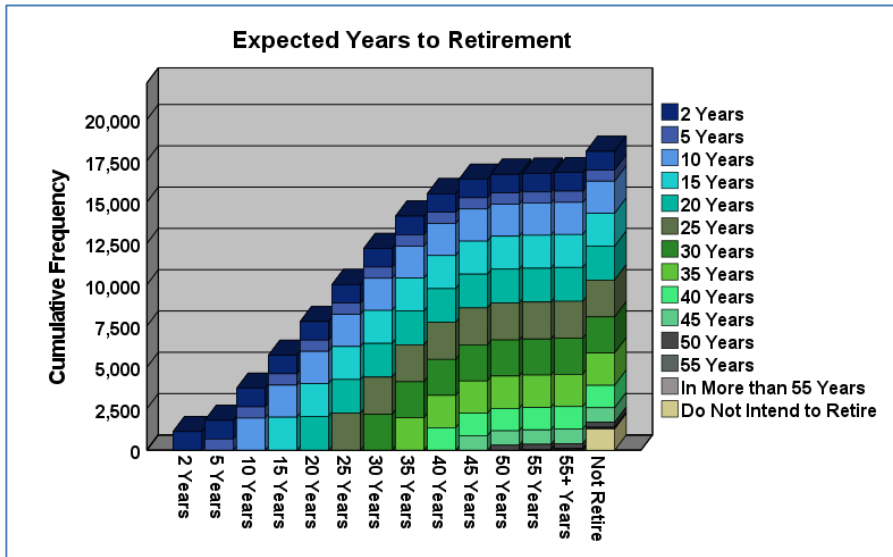
Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2032. Retirement will peak at 12% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.

At a Glance:

FTEs
Total: 22,628
FTEs/1,000 Residents[2]: 2.62
Average: 0.92

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:

Full-Time Equivalency Units

Mean = .9222
Std. Dev. = .48681
N = 24,536
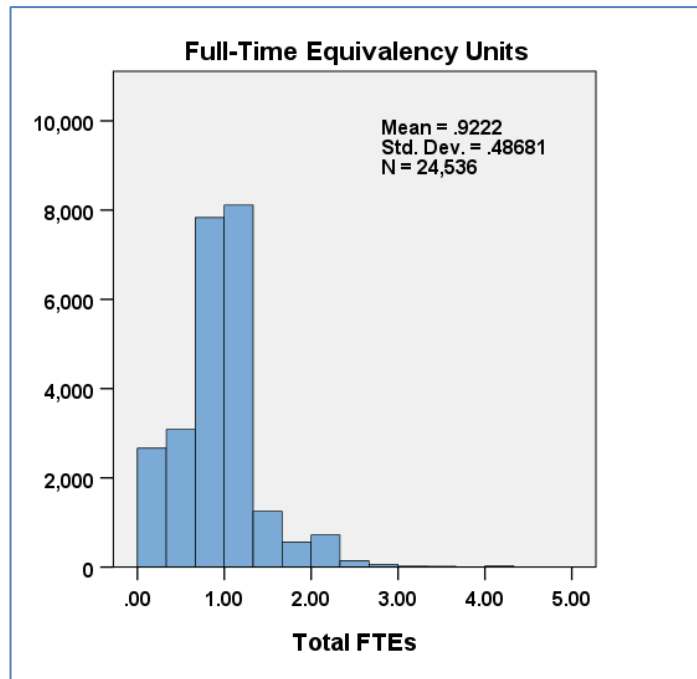
Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.94 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**	**Median**
Under 30	0.88	0.94
30 to 34	0.86	0.93
35 to 39	0.86	0.89
40 to 44	0.93	0.95
45 to 49	0.97	0.95
50 to 54	1.01	1.06
55 to 59	1.02	0.96
60 and Over	0.87	0.78
Gender		
Male	1.05	1.03
Female	0.94	0.96

Source: Va. Healthcare Workforce Data Center

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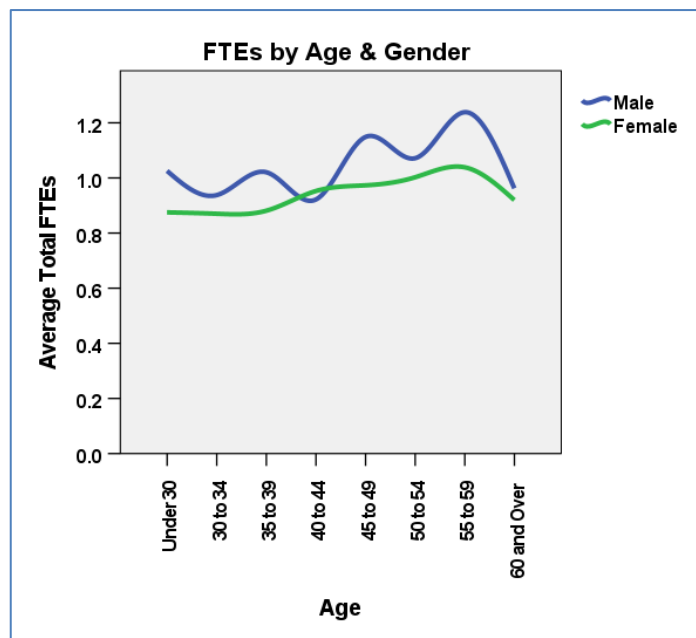
Source: Va. Healthcare Workforce Data Center

[2] Number of residents in 2021 was used as the denominator.
[3] Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).

Maps

Virginia Performs Regions

Full-Time Equivalency Units Provided by Licensed Practical Nurses by Virginia Performs Region
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 480
- 1,492 - 2,707
- 4,073
- 4,787 - 5,216

Annual Estimates of the Resident Population: July 1, 2021
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 Workforce Data Center

FTEs per 1,000 Residents
- 1.36
- 2.73 - 3.31
- 3.65 - 4.31
- 5.41

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

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

Source: Va Healthcare Work force Data Center

Full-Time Equivalency Units

- 1,234 - 1,538
- 2,494
- 3,149 - 3,967
- 5,289

Annual Estimates of the Resident Population: July 1, 2021
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 Area Health Education Center

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

- 1.26
- 2.30 - 2.50
- 2.74 - 3.07
- 4.42 - 4.79

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

0   25   50   100   150   200   Miles

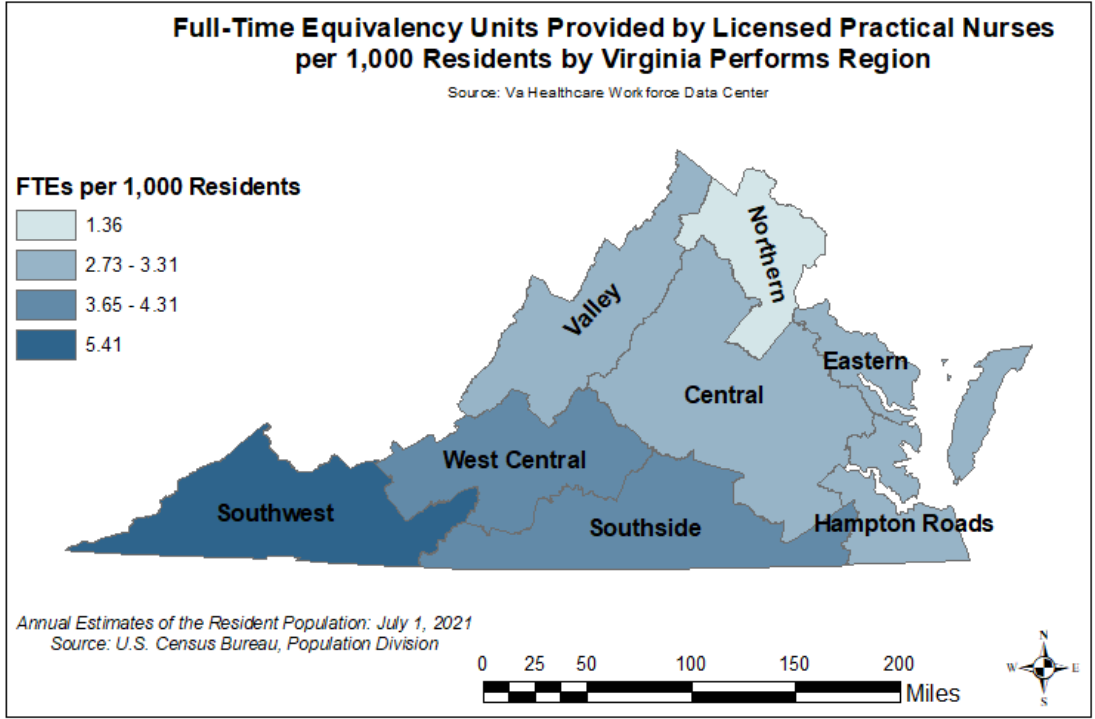**Full-Time Equivalency Units Provided by Licensed Practical Nurses by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 461 - 654
- 790 - 1,082
- 1,291 - 1,497
- 1,611 - 1,812
- 2,733 - 3,420

Area XI
Area XII
Area IV
Area VI
Area XIII
Area III
Area VII
Area IX
Area XIV
Area I
Area II
Area VIII
Area XV
Area XVII
Area XVI

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

0 25 50 100 150 200 Miles

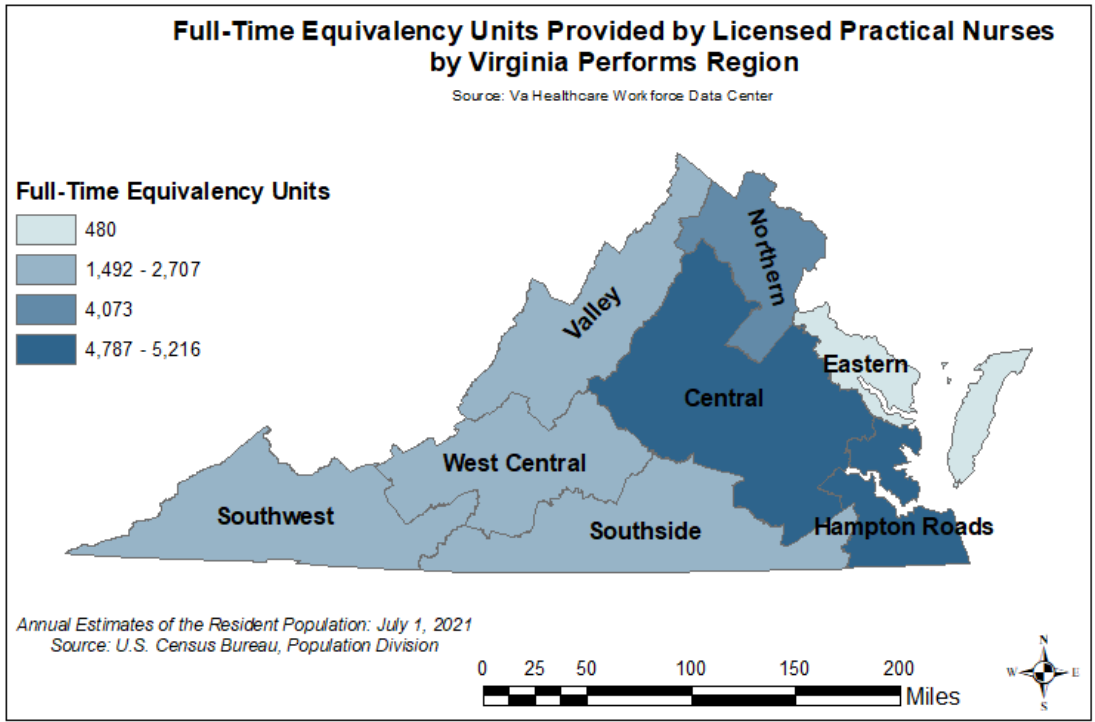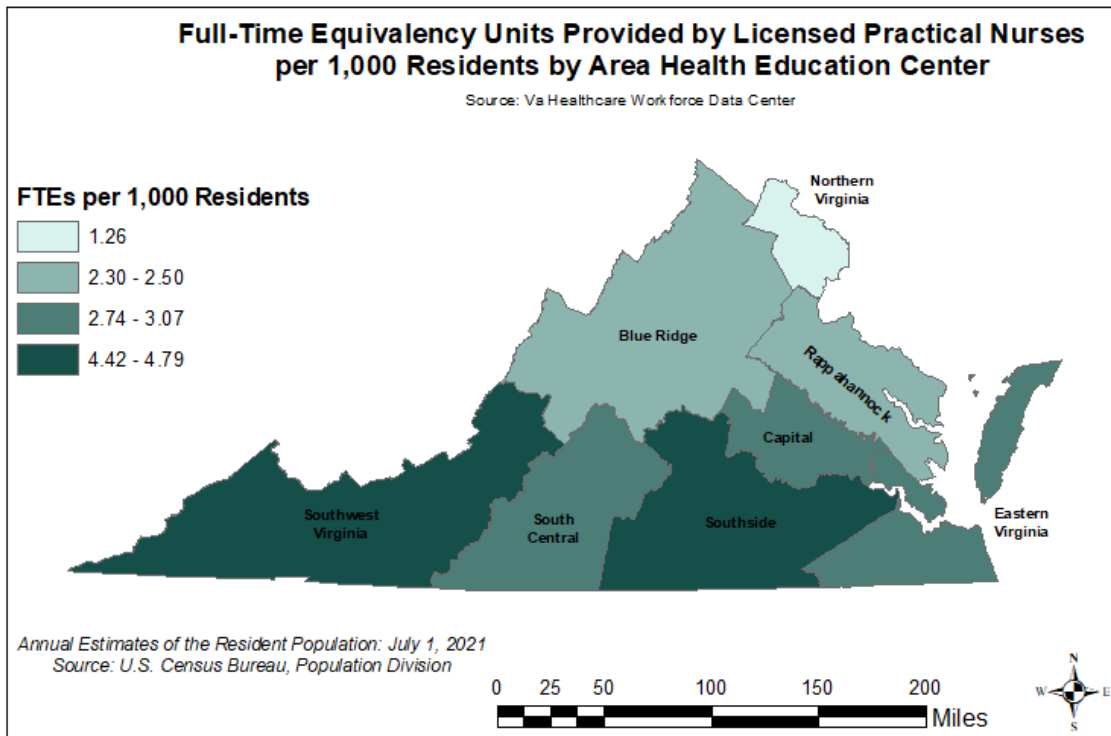**Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 1.19 - 1.27
- 2.23 - 2.84
- 3.01 - 3.49
- 4.04 - 4.76
- 5.95

Area XI
Area XII
Area IV
Area VI
Area XIII
Area III
Area VII
Area IX
Area XIV
Area I
Area II
Area VIII
Area XV
Area XVI
Area XVII

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

0 25 50 100 150 200 Miles

24

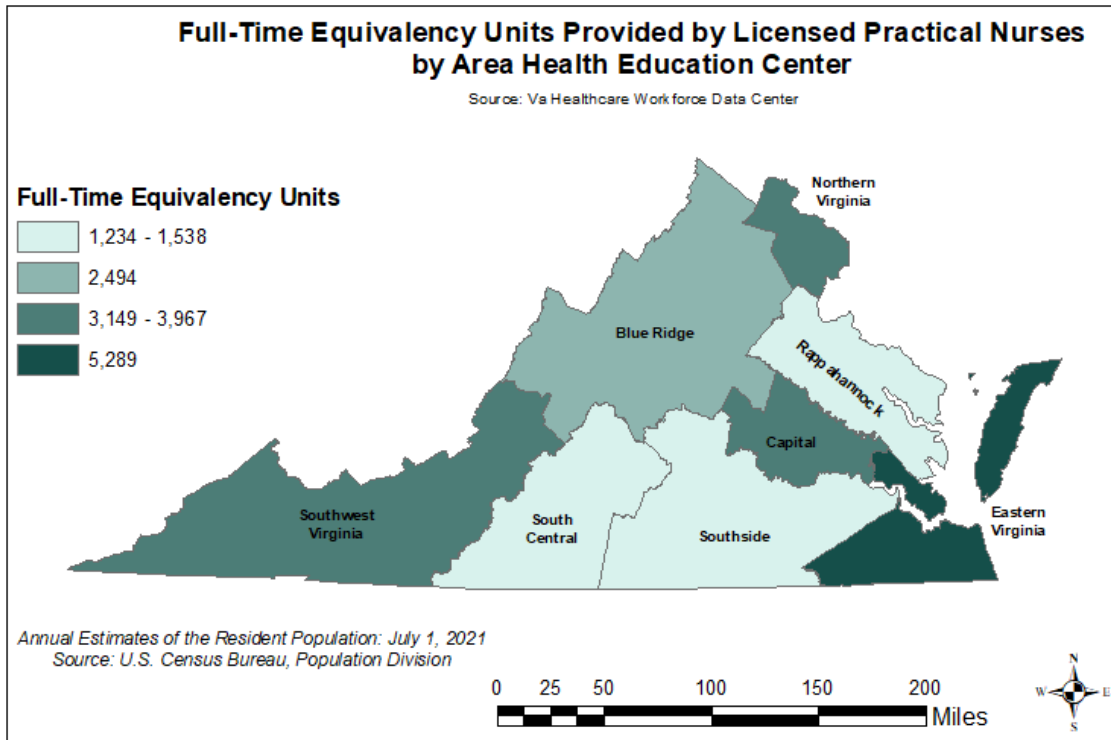## Full-Time Equivalency Units Provided by Licensed Practical Nurses by Health Services Area

Source: Va Healthcare Work force Data Center

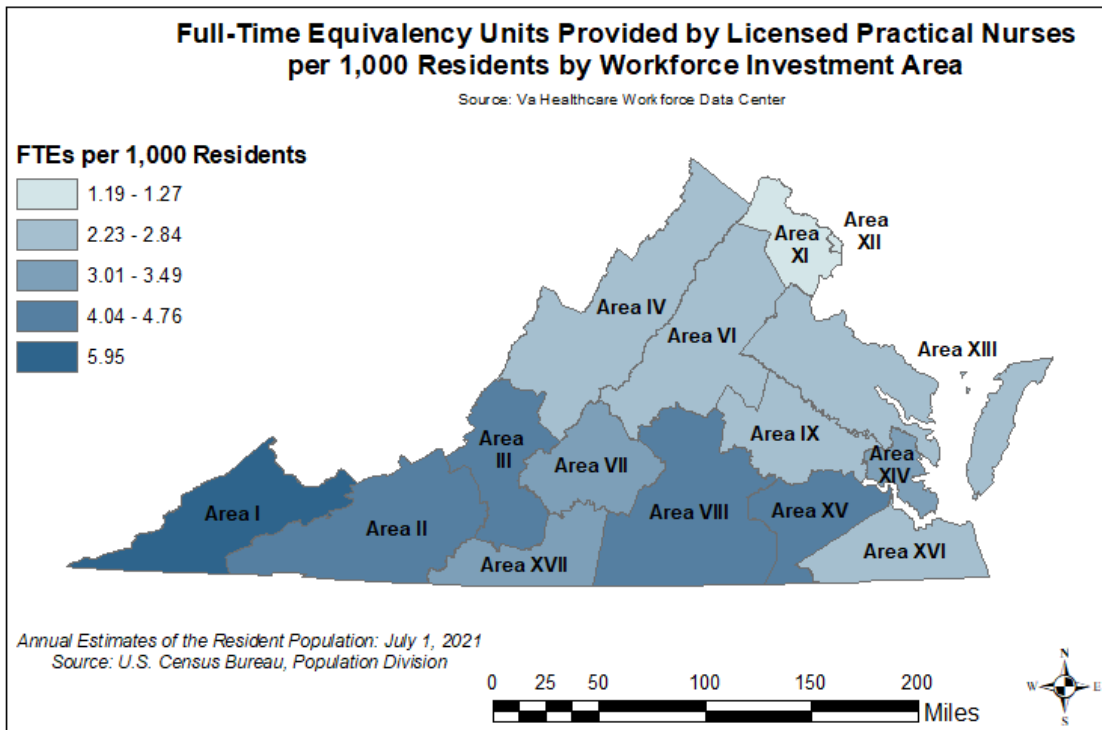**Full-Time Equivalency Units**

	3,193
	3,258
	4,663
	5,505
	5,758

HSA II

HSA I

HSA IV

HSA III

HSA V

Annual Estimates of the Resident Population: July 1, 2021
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 Work force Data Center

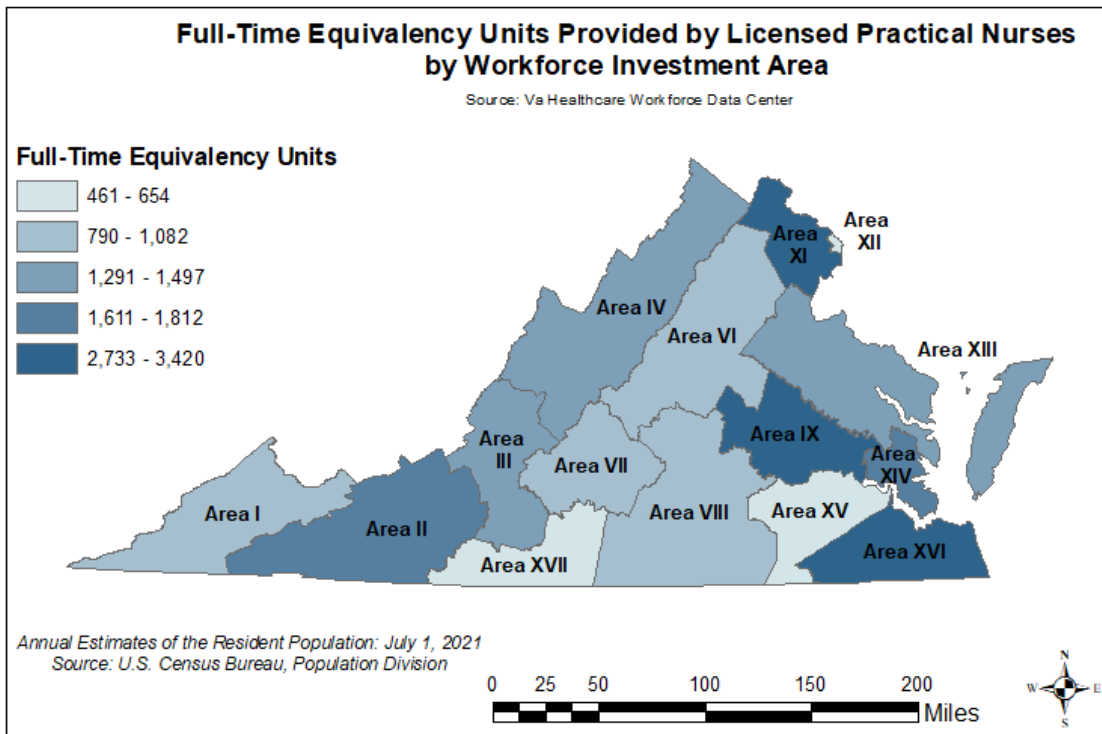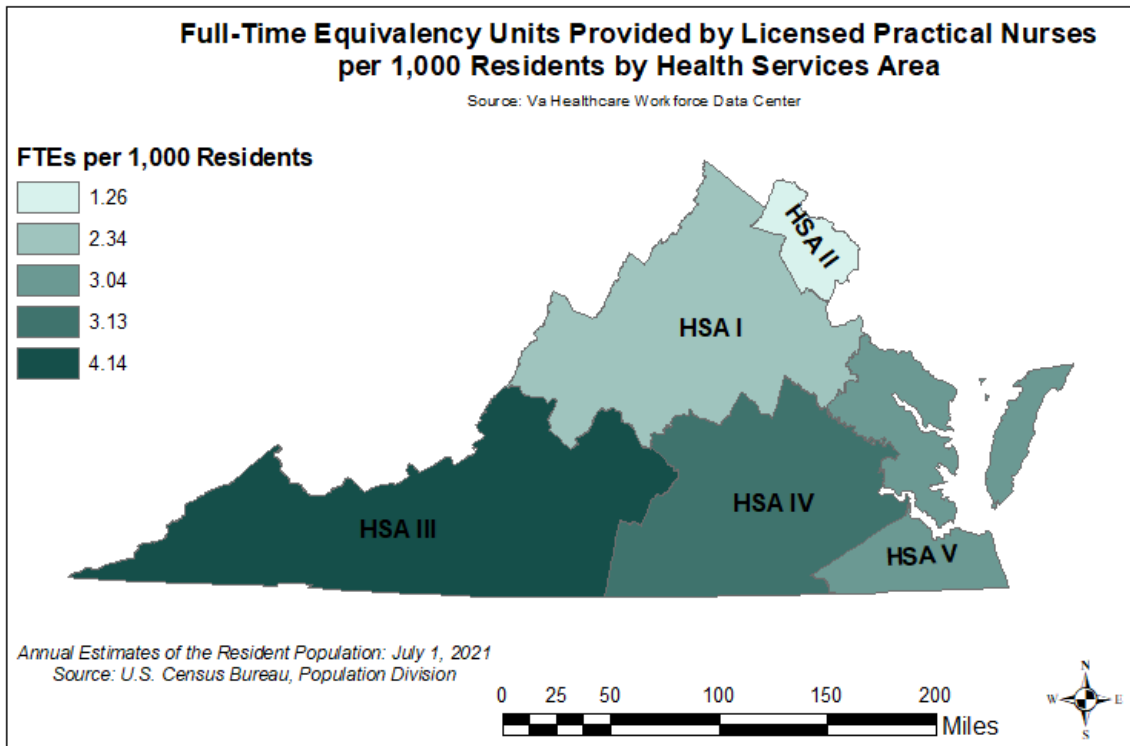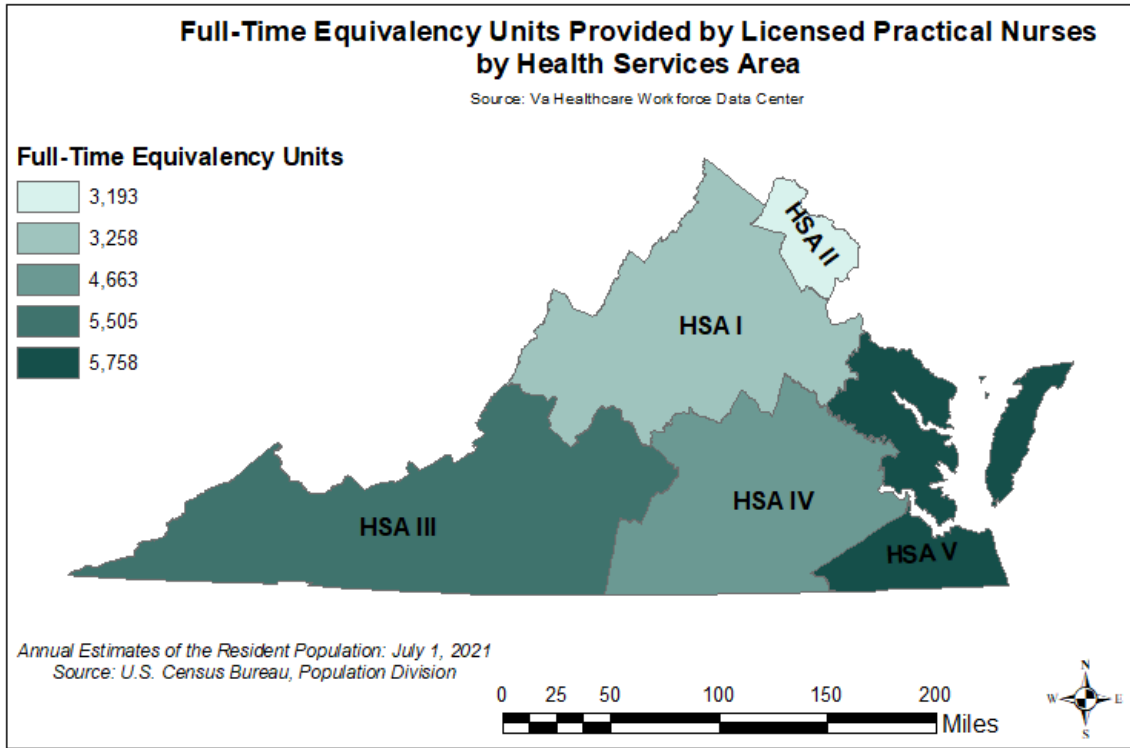**FTEs per 1,000 Residents**

	1.26
	2.34
	3.04
	3.13
	4.14

HSA II

HSA I

HSA IV

HSA III

HSA V

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

0   25   50   100   150   200
Miles

25

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

Source: Va Healthcare Work force Data Center

Full-Time Equivalency Units

- 181 - 288
- 374 - 571
- 623 - 790
- 935 - 1,274
- 3,081 - 5,096

Annual Estimates of the Resident Population: July 1, 2021
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 Work force Data Center

FTEs per 1,000 Residents

- 1.26 - 2.11
- 2.38 - 3.21
- 3.58 - 4.26
- 4.54 - 5.15
- 6.90

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

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	15,881	36.75%	2.721	2.290	3.588
Metro, 250,000 to 1 Million	2,768	36.89%	2.711	2.281	3.575
Metro, 250,000 or Less	2,441	36.54%	2.737	2.303	3.608
Urban, Pop. 20,000+, Metro Adj.	823	37.06%	2.698	2.271	3.558
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	2,010	39.30%	2.544	2.141	3.355
Urban, Pop. 2,500-19,999, Non-Adj.	1,551	37.46%	2.670	2.247	3.520
Rural, Metro Adj.	1,136	38.56%	2.594	2.183	3.420
Rural, Non-Adj.	666	38.14%	2.622	2.207	3.458
Virginia Border State/D.C.	505	33.47%	2.988	2.515	3.940
Other U.S. State	1,007	26.61%	3.757	3.162	4.955

Source: Va. Healthcare Workforce Data Center

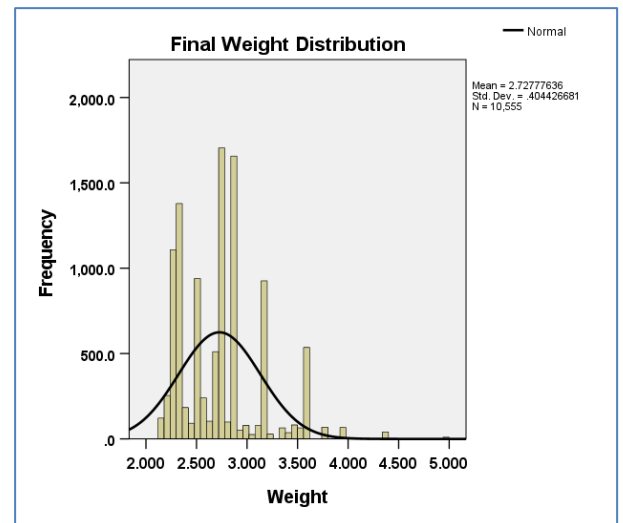| Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	2,737	27.80%	3.597	3.355	4.955
30 to 34	3,089	40.01%	2.499	2.331	3.443
35 to 39	3,510	31.57%	3.168	2.955	4.364
40 to 44	3,590	42.48%	2.354	2.196	3.243
45 to 49	3,279	36.63%	2.730	2.547	3.761
50 to 54	3,342	43.57%	2.295	2.141	3.162
55 to 59	3,015	36.48%	2.741	2.557	3.776
60 and Over	6,227	34.82%	2.872	2.679	3.957

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: 0.366633

Source: Va. Healthcare Workforce Data Center