Virginia's Licensed Practical Nurse Workforce: 2023

Healthcare Workforce Data Center

November 2023

More than 11,000 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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The Licensed Practical Nurse Workforce
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The Workforce
Licensees:	29,377
Virginia's Workforce:	26,531
FTEs:	22,955

Survey Response Rate
All Licensees:	40%
Renewing Practitioners:	95%

Demographics
Female:	95%
Diversity Index:	58%
Median Age:	46

Background
Rural Childhood:	48%
HS Degree in VA:	72%
Prof. Degree in VA:	87%

Education
LPN Diploma/Cert.:	94%
Associate:	5%

Finances
Median Income: $50k-$60k	
Health Insurance:	56%
Under 40 w/ Ed. Debt:	62%

Current Employment
Employed in Prof.:	89%
Hold 1 Full-Time Job:	69%
Satisfied?:	94%

Job Turnover
Switched Jobs:	8%
Employed Over 2 Yrs.:	52%

Time Allocation
Patient Care:	80%-89%
Patient Care Role:	66%
Admin. Role:	7%

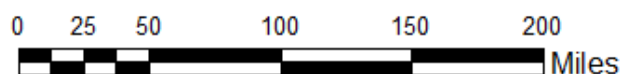*Source: Va. Healthcare Workforce Data Center*

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
- 1.38
- 2.72 - 3.12
- 3.62 - 3.72
- 4.34 - 5.02

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

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Results in Brief
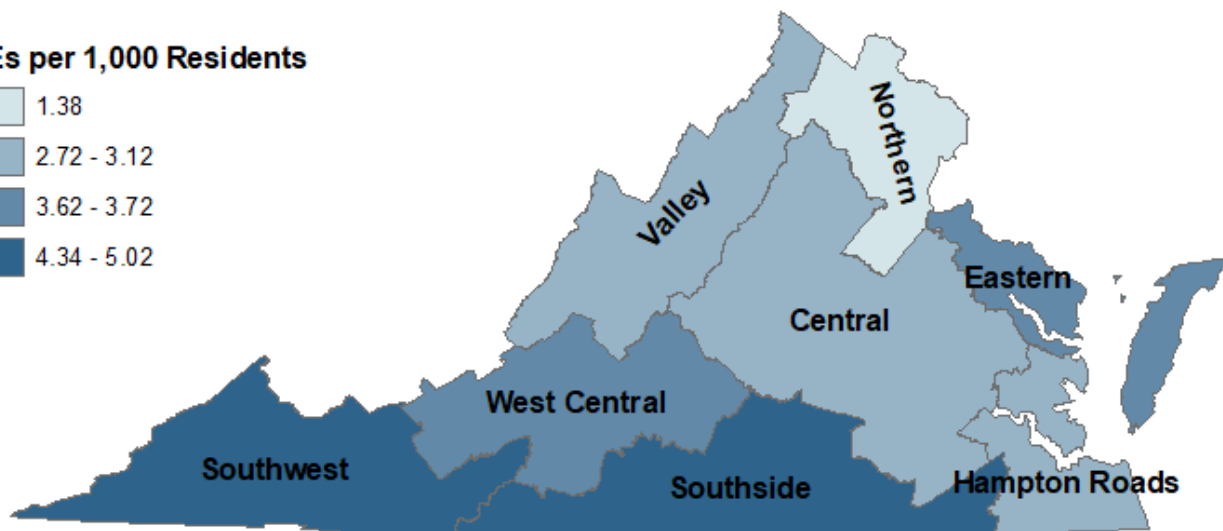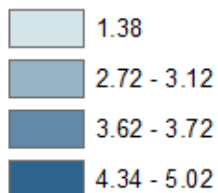
This report contains the results of the 2023 Licensed Practical Nurse (LPN) survey. In total, 11,609 LPNs took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during 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 40% of the 29,377 LPNs who are licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 26,531 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 22,955 "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 percentage of LPNs who are female is 95%, and the median age of this workforce is 46. In a random encounter between two LPNs, there is a 58% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among LPNs who are under the age of 40, the diversity index increases to 61%. Virginia's LPN workforce reflects the diversity of the state's overall population, which has a comparable diversity index of 60%. Nearly half of all LPNs grew up in a rural area, and one-third of LPNs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 19% of all LPNs work in a non-metro area of the state. In addition, 6% of Virginia's LPN workforce has served in the military. Among LPNs who have served in the military, 53% served in the Army.

Among all LPNs, 89% are currently employed in the profession, 69% hold one full-time job, and 52% 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 $50,000 and $60,000, and 81% of LPNs receive this income in the form of an hourly wage. In addition, 73% of LPNs receive at least one employer-sponsored benefit, including 56% who have access to health insurance. Among all LPNs, 94% indicated that they are satisfied with their current employment situation, including 64% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2013 LPN workforce. The number of licensed LPNs in Virginia has fallen by 4% (29,377 vs. 30,752). At the same time, the size of Virginia's LPN workforce has declined by 7% (26,531 vs. 28,391), and the number of FTEs provided by this workforce has fallen by 14% (22,955 vs. 26,573). Virginia's renewing LPNs are considerably more likely to respond to this survey (95% vs. 74%).

There has been no change in the percentage of Virginia's LPN workforce that is female (95%). Virginia's LPN workforce has become more diverse (58% vs. 51%), a trend that has also occurred among LPNs who are under the age of 40 (61% vs. 57%). This has occurred during a time in which the diversity index of Virginia's overall population has increased (60% vs. 54%). Although LPNs are less likely to have grown up in a rural area (48% vs. 50%), LPNs who grew up in a rural area are more likely to work in a non-metro area (33% vs. 30%). However, there has been no change in the percentage of all LPNs who work in a non-metro area of the state (19%). LPNs are relatively more likely to hold an associate degree in nursing as their highest professional degree (5% vs. 2%) instead of an LPN/LVN diploma or certificate (94% vs. 97%). LPNs are more likely to carry education debt (45% vs. 37%), and the median debt amount among LPNs with education debt has increased ($20k-$30k vs. $10k-$20k).

LPNs are slightly less likely to hold one full-time job (69% vs. 70%). At the same time, LPNs are more likely to work between 40 and 49 hours per week (52% vs. 42%) instead of 60 or more hours per week (6% vs. 18%). LPNs are more likely to work in the for-profit sector (60% vs. 56%) instead of the non-profit sector (22% vs. 25%). At their primary work location, LPNs are less likely to fill a patient care role (66% vs. 79%). Instead, LPNs are relatively more likely to fill either an administrative role (7% vs. 4%) or a supervisory role (4% vs. 2%). The median annual income of Virginia's LPN workforce has increased ($50k-$60k vs. $30k-$40k). LPNs are more likely to indicate that they are satisfied with their current work situation (94% vs. 93%), including those LPNs who indicated that they are "very satisfied" (64% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	12,577	43%
New Licensees	1,446	5%
Non-Renewals	2,102	7%
Renewal Date Not in Survey Period	13,004	44%
All Licensees	29,377	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing LPNs, 95% voluntarily submitted a survey. This represents 40% 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	2,054	747	27%
30 to 34	1,809	1,250	41%
35 to 39	2,376	1,239	34%
40 to 44	2,021	1,663	45%
45 to 49	2,089	1,296	38%
50 to 54	1,785	1,677	48%
55 to 59	1,867	1,188	39%
60 and Over	3,767	2,549	40%
Total	**17,768**	**11,609**	**40%**
New Licenses			
Issued in Past Year	1,445	1	0%
Metro Status			
Non-Metro	3,702	2,535	41%
Metro	13,042	8,548	40%
Not in Virginia	1,023	526	34%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2022 and September 2023 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	11,609
Response Rate, All Licensees	40%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Practical Nurses
Number: 29,377
New: 5%
Not Renewed: 7%

Response Rates
All Licensees: 40%
Renewing Practitioners: 95%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	101	4%	2,329	96%	2,431	11%
30 to 34	137	5%	2,461	95%	2,598	11%
35 to 39	155	5%	2,815	95%	2,970	13%
40 to 44	140	5%	2,841	95%	2,981	13%
45 to 49	134	5%	2,531	95%	2,665	12%
50 to 54	167	6%	2,462	94%	2,629	12%
55 to 59	98	4%	2,132	96%	2,230	10%
60 and Over	263	6%	3,869	94%	4,132	18%
Total	1,195	5%	21,441	95%	22,636	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPNs		LPNs Under 40	
	%	#	%	#	%
White	59%	12,762	55%	4,321	53%
Black	18%	7,808	34%	2,533	31%
Asian	7%	567	2%	214	3%
Other Race	1%	250	1%	69	1%
Two or More Races	5%	574	2%	266	3%
Hispanic	10%	1,125	5%	700	9%
Total	100%	23,086	100%	8,103	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2022.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
Median Age: 46
% Under 40: 35%
% 55 and Over: 28%

Diversity
Diversity Index: 58%
Under 40 Div. Index: 61%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 58% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 60% chance for Virginia's population as a whole.

More than 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 61%.
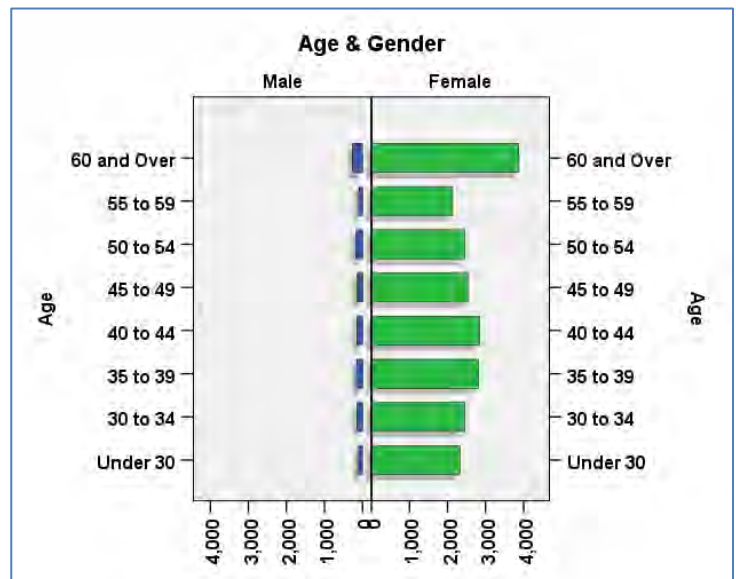
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood:	21%
Rural Childhood:	48%

Virginia Background
HS in Virginia:	72%
Prof. Edu. in VA:	87%
HS or Prof. Edu. in VA:	89%

Location Choice
% Rural to Non-Metro:	33%
% 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+	29%	42%	29%
2	Metro, 250,000 to 1 Million	63%	22%	15%
3	Metro, 250,000 or Less	71%	22%	8%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	68%	17%	15%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	13%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	88%	8%	4%
8	Rural, Metro Adjacent	87%	9%	4%
9	Rural, Non-Adjacent	74%	15%	11%
	Overall	**48%**	**32%**	**21%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

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

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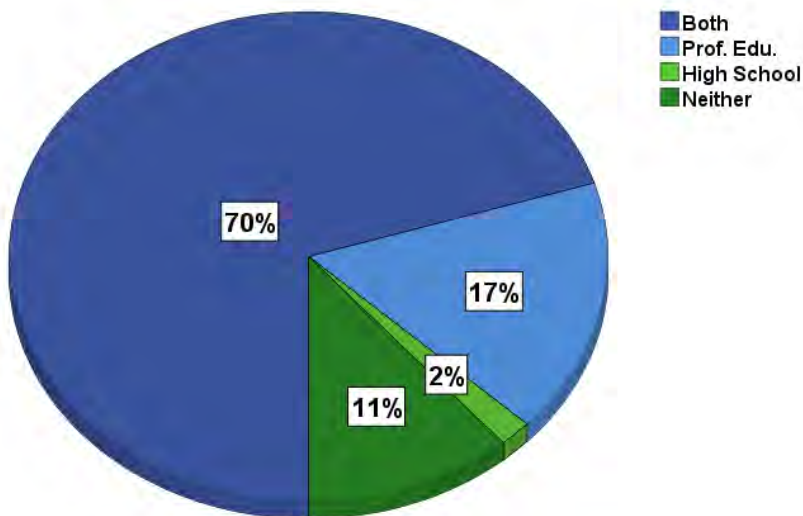
Source: Va. Healthcare Workforce Data Center

Nearly half of all LPNs grew up in a self-described rural area, and 33% of LPNs who grew up in a rural area currently work in a non-metro county. In total, 19% of all 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	16,434	Virginia	19,780
2	Outside U.S./Canada	1,570	New York	408
3	New York	803	Pennsylvania	297
4	Pennsylvania	459	Texas	212
5	North Carolina	319	West Virginia	207
6	New Jersey	315	New Jersey	194
7	West Virginia	298	California	165
8	California	252	Florida	162
9	Florida	231	Washington, D.C.	150
10	Maryland	221	North Carolina	136

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 72% 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, and 83% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,719	Virginia	3,425
2	Outside U.S./Canada	417	New York	101
3	New York	181	Pennsylvania	86
4	Pennsylvania	99	California	79
5	California	77	Texas	50
6	North Carolina	73	New Jersey	42
7	New Jersey	50	North Carolina	39
8	Maryland	48	Outside U.S./Canada	36
9	Florida	43	Ohio	33
10	Texas	41	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 three out of every five of these licensees worked at some point in the past year, including 54% who currently work in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,839
% of Licensees:	10%
Federal/Military:	6%
VA Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	**#**	**%**
LPN Diploma or Cert.	21,374	94%
Hospital RN Diploma	37	0%
Associate Degree	1,116	5%
Baccalaureate Degree	160	1%
Master's Degree	14	0%
Doctorate Degree	3	0%
Total	**22,704**	**100%**

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 94% have a LPN/LVN diploma or certificate as their highest professional degree. More than two out of every five LPNs carry education debt, including 62% 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.:	94%
Associate:	5%

Education Debt
Carry Debt:	45%
Under Age 40 w/ Debt:	62%
Median Debt:	$20k-$30k

Source: Va. Healthcare Workforce Data Center

Current Educational Attainment		
Currently Enrolled?	**#**	**%**
Yes	2,926	13%
No	19,655	87%
Total	**22,580**	**100%**
Degree Pursued	**#**	**%**
Associate	1,958	69%
Baccalaureate	740	26%
Masters	94	3%
Doctorate	30	1%
Total	**2,822**	**100%**

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	**All LPNs**		**LPNs Under 40**	
	#	**%**	**#**	**%**
None	10,240	55%	2,560	38%
Less than $10,000	1,571	8%	775	12%
$10,000-$19,999	1,538	8%	808	12%
$20,000-$29,999	1,594	9%	836	13%
$30,000-$39,999	1,069	6%	559	8%
$40,000-$49,999	787	4%	407	6%
$50,000-$59,999	600	3%	289	4%
$60,000-$69,999	401	2%	173	3%
$70,000-$79,999	299	2%	125	2%
$80,000-$89,999	232	1%	73	1%
$90,000-$99,999	105	1%	31	0%
$100,000-$109,999	125	1%	22	0%
$110,000-$119,999	41	0%	5	0%
$120,000 or More	83	0%	10	0%
Total	**18,685**	**100%**	**6,673**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty
LTC/Assisted Living: 15%
Geriatrics/Gerontology: 12%
Pediatrics: 6%

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

Licenses
Registered Nurse: 2%

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	3,273	15%	2,418	14%
Geriatrics/Gerontology	2,661	12%	1,815	10%
Pediatrics	1,427	6%	858	5%
Family Health	1,255	6%	705	4%
Psychiatric/Mental Health	681	3%	507	3%
Acute/Critical Care/Emergency/Trauma	600	3%	558	3%
Adult Health	443	2%	591	3%
Community Health/Public Health	331	2%	311	2%
Women's Health/Gynecology	303	1%	224	1%
Cardiology	264	1%	213	1%
Hospital/Float	256	1%	260	1%
Rehabilitation	248	1%	424	2%
Student Health	241	1%	107	1%
Administration/Management	232	1%	530	3%
Surgery/OR/Pre-, Peri- or Post-Operative	232	1%	184	1%
Case Management	208	1%	202	1%
General Nursing/No Specialty	6,310	29%	5,625	32%
Other Specialty Area	2,794	13%	2,134	12%
Medical Specialties (Not Listed)	275	1%	168	1%
Total	**22,031**	**100%**	**17,834**	**100%**

Source: Va. Healthcare Workforce Data Center

Other Licenses		
License	**#**	**% of Workforce**
Registered Nurse	402	2%
Certified Massage Therapist	52	0%
Licensed Nurse Practitioner	39	0%
Respiratory Therapist	12	0%
Clinical Nurse Specialist	9	0%
Certified Nurse Midwife	8	0%

Source: Va. Healthcare Workforce Data Center

In addition to being licensed as an LPN, 2% of LPNs also hold a license as a Registered Nurse.

A Closer Look:

Military Service		
Service?	**#**	**%**
Yes	1,211	6%
No	20,606	94%
Total	**21,817**	**100%**

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	**#**	**%**
Army	621	53%
Navy/Marine	419	36%
Air Force	104	9%
Other	27	2%
Total	**1,171**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service
% Who Served: 6%

Branch of Service
Army: 53%
Navy/Marines: 36%
Air Force: 9%

Occupation
Army Health Care Spec.:   15%
Navy Basic Med. Tech.:   7%
Air Force Basic Med. Tech.: 4%

Source: Va. Healthcare Workforce Data Center

In total, 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 Army Health Care Specialists (68W Army Medic).

Military Occupation		
Occupation	**#**	**%**
Army Health Care Specialist (68W Army Medic)	170	15%
Navy Basic Medical Technician (Navy HM0000)	75	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	46	4%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	3	0%
Other	824	74%
Total	**1,117**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession:	89%
Involuntarily Unemployed:	1%

Positions Held

1 Full-Time:	69%
2 or More Positions:	12%

Weekly Hours

40 to 49:	52%
60 or More:	6%
Less than 30:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	**#**	**%**
Employed, Capacity Unknown	36	< 1%
Employed in a Nursing-Related Capacity	20,059	89%
Employed, NOT in a Nursing-Related Capacity	917	4%
Not Working, Reason Unknown	7	< 1%
Involuntarily Unemployed	110	1%
Voluntarily Unemployed	954	4%
Retired	421	2%
Total	**22,505**	**100%**

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 89% are currently employed in the profession, 69% hold one full-time job, and 52% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	1,492	7%
1 to 9 Hours	315	1%
10 to 19 Hours	658	3%
20 to 29 Hours	1,237	6%
30 to 39 Hours	4,036	19%
40 to 49 Hours	11,305	52%
50 to 59 Hours	1,338	6%
60 to 69 Hours	636	3%
70 to 79 Hours	214	1%
80 or More Hours	486	2%
Total	**21,717**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	**#**	**%**
No Positions	1,492	7%
One Part-Time Position	2,755	12%
Two Part-Time Positions	468	2%
One Full-Time Position	15,205	69%
One Full-Time Position & One Part-Time Position	1,903	9%
Two Full-Time Positions	141	1%
More than Two Positions	157	1%
Total	**22,121**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	210	1%
Less than $20,000	714	4%
$20,000-$29,999	758	5%
$30,000-$39,999	1,824	11%
$40,000-$49,999	3,444	21%
$50,000-$59,999	3,938	24%
$60,000-$69,999	2,671	16%
$70,000-$79,999	1,553	9%
$80,000-$89,999	828	5%
$90,000-$99,999	357	2%
$100,000 or More	468	3%
Total	**16,765**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $50k-$60k

Benefits
Health Insurance: 56%
Retirement: 52%

Satisfaction
Satisfied: 94%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	13,697	64%
Somewhat Satisfied	6,601	31%
Somewhat Dissatisfied	912	4%
Very Dissatisfied	315	2%
Total	**21,525**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical LPN earns between $50,000 and $60,000 per year. In addition, nearly three out of every four LPNs receive at least one employer-sponsored benefit, including 56% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	**#**	**%**	**% of Wage/Salary Employees**
Paid Leave	11,805	59%	60%
Health Insurance	11,172	56%	56%
Dental Insurance	11,032	55%	55%
Retirement	10,395	52%	52%
Group Life Insurance	7,820	39%	40%
Signing/Retention Bonus	2,274	11%	12%
At Least One Benefit	**14,670**	**73%**	**73%**
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?	277	1%
Experience Voluntary Unemployment?	1,535	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	974	4%
Work Two or More Positions at the Same Time?	3,992	15%
Switch Employers or Practices?	2,243	8%
Experience at Least One?	7,729	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	643	3%	390	8%
Less than 6 Months	1,915	9%	782	16%
6 Months to 1 Year	2,662	13%	844	17%
1 to 2 Years	4,641	22%	1,048	21%
3 to 5 Years	4,112	20%	853	17%
6 to 10 Years	2,927	14%	468	10%
More than 10 Years	3,833	18%	506	10%
Subtotal	20,734	100%	4,892	100%
Did Not Have Location	1,250		21,262	
Item Missing	4,547		377	
Total	26,531		26,531	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience
Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure
Switched Jobs: 8%
New Location: 30%
Over 2 Years: 52%
Over 2 Yrs., 2nd Location: 37%

Employment Type
Hourly Wage: 81%
Salary: 15%

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	2,076	15%
Hourly Wage	11,424	81%
By Contract/Per Diem	495	3%
Business/Contractor Income	65	0%
Unpaid	87	1%
Subtotal	14,147	100%
Did Not Have Location	1,250	
Item Missing	11,133	

Source: Va. Healthcare Workforce Data Center

[1] As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for September 2023 was still preliminary.

At a Glance:

Concentration
Top Region:	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, or Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	4,315	21%	956	19%
Eastern	498	2%	155	3%
Hampton Roads	4,826	24%	1,149	23%
Northern	3,324	16%	899	18%
Southside	1,456	7%	338	7%
Southwest	1,817	9%	342	7%
Valley	1,415	7%	307	6%
West Central	2,649	13%	671	13%
Virginia Border State/D.C.	59	0%	35	1%
Other U.S. State	82	0%	153	3%
Outside of the U.S.	0	0%	11	0%
Total	20,441	100%	5,016	100%
Item Missing	4,839		254	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions
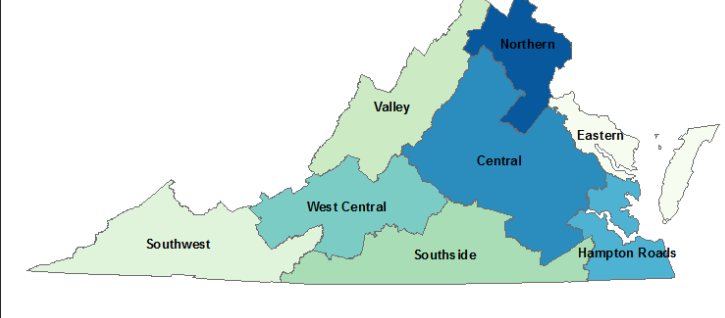
Source: Va. Healthcare Workforce Data Center

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	981	5%	1,474	7%
1	15,451	71%	15,585	72%
2	3,071	14%	2,993	14%
3	1,771	8%	1,462	7%
4	127	1%	35	0%
5	83	0%	42	0%
6 or More	167	1%	59	0%
Total	21,650	100%	21,650	100%

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
For-Profit	11,478	60%	3,010	67%
Non-Profit	4,162	22%	753	17%
State/Local Government	2,672	14%	565	13%
Veteran's Administration	396	2%	28	1%
U.S. Military	295	2%	38	1%
Other Federal Government	259	1%	68	2%
Total	**19,262**	**100%**	**4,462**	**100%**
Did Not Have Location	1,250		21,262	
Item Missing	6,019		808	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
For-Profit: 60%
Federal: 5%

Top Establishments
LTC/Nursing Home: 28%
Clinic, Primary Care: 12%
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.

Sector, Primary Work Site

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

60%
22%
14%
5%
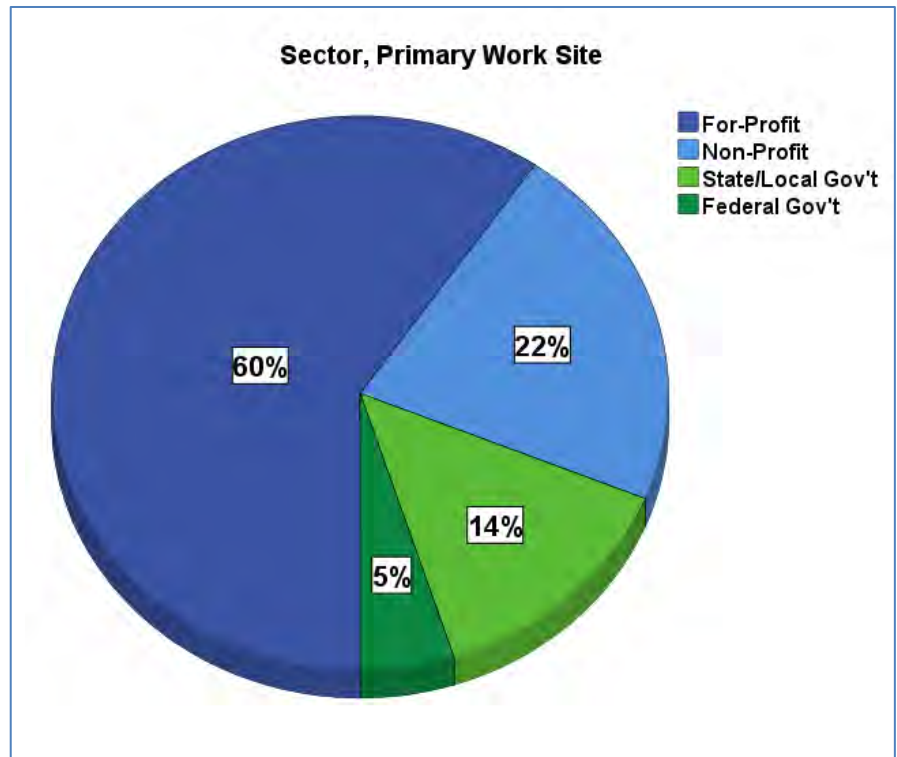
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Long-Term Care Facility/Nursing Home	5,322	28%	1,552	36%
Clinic, Primary Care or Non-Specialty (e.g., FQHC, Retail or Free Clinic)	2,298	12%	313	7%
Home Health Care	1,979	11%	666	16%
Physician Office	1,585	8%	198	5%
Hospital, Inpatient Department	1,068	6%	181	4%
Corrections/Jail	732	4%	207	5%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	671	4%	135	3%
Rehabilitation Facility	602	3%	148	3%
School (Providing Care to Students)	567	3%	71	2%
Hospital, Outpatient Department	477	3%	29	1%
Other Practice Setting	3,542	19%	796	19%
Total	**18,843**	**100%**	**4,296**	**100%**
Did Not Have a Location	1,250		21,262	

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 12% work at either a primary care or non-specialty clinic.

Among those LPNs who also have a secondary work location, 36% work at a long-term care facility or nursing home, while 16% work at a home health care establishment.

Establishment Type, Primary Work Site

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

11%, 8%, 12%, 41%, 28%
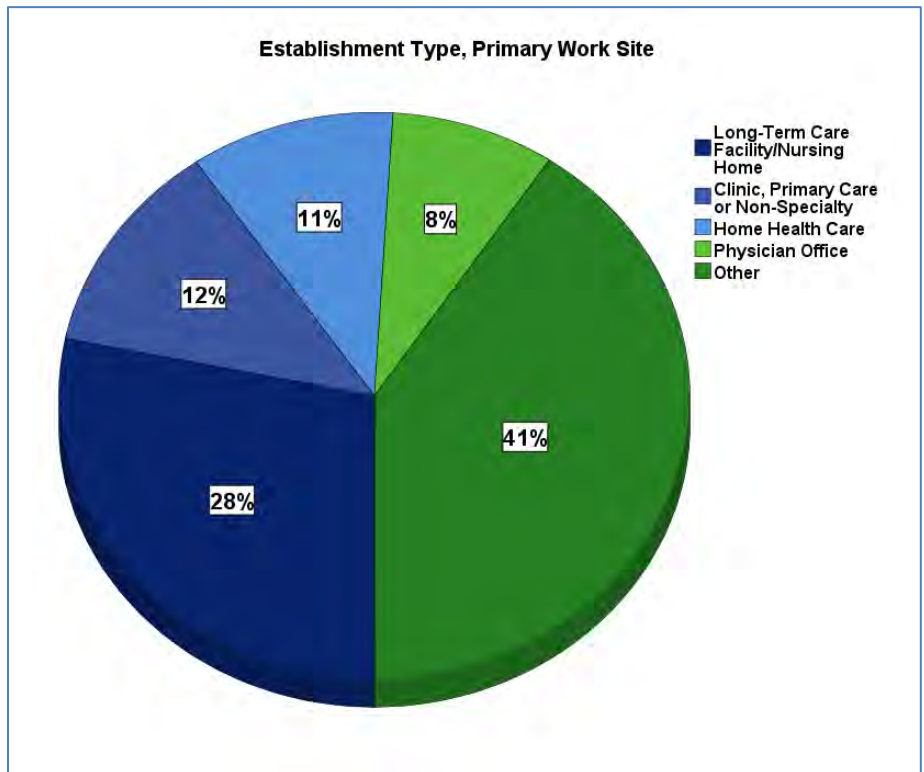
Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Languages Offered

Spanish:	11%
Chinese:	5%
French:	5%

Means of Communication

Virtual Translation:	57%
Other Staff Member:	29%
Onsite Translation:	24%

Source: Va. Healthcare Workforce Data Center

Among all LPNs, 11% are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	**#**	**% of Workforce**
Spanish	2,989	11%
Chinese	1,299	5%
French	1,277	5%
Arabic	1,254	5%
Korean	1,167	4%
Vietnamese	1,116	4%
Tagalog/Filipino	1,100	4%
Hindi	1,068	4%
Persian	901	3%
Amharic, Somali, or Other Afro-Asiatic Languages	861	3%
Pashto	819	3%
Urdu	823	3%
Others	620	2%
At Least One Language	**3,561**	**13%**

Source: Va. Healthcare Workforce Data Center

Means of Language Communication		
Provision	**#**	**% of Workforce with Language Services**
Virtual Translation Services	2,030	57%
Other Staff Member is Proficient	1,044	29%
Onsite Translation Service	862	24%
Respondent is Proficient	509	14%
Other	235	7%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five LPNs are employed at a primary work location that offers language services by means of a virtual translation service.

At a Glance:
(Primary Locations)

Typical Time Allocation
Patient Care: 80%-89%

Roles
Patient Care: 66%
Administrative: 7%
Supervisory: 4%

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

Source: Va. Healthcare Workforce Data Center

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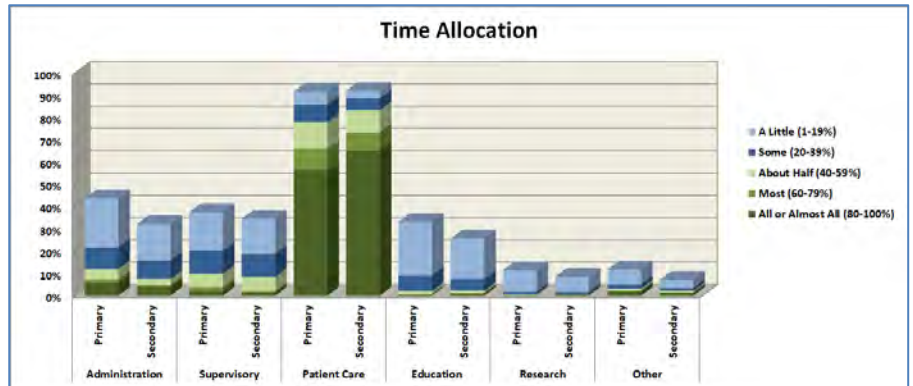
Source: Va. Healthcare Workforce Data Center

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%	4%	2%	1%	56%	65%	0%	1%	0%	0%	2%	1%
Most (60-79%)	2%	1%	2%	0%	10%	8%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	5%	3%	6%	7%	12%	10%	2%	1%	0%	0%	1%	1%
Some (20-39%)	10%	8%	10%	10%	8%	5%	7%	5%	1%	1%	2%	1%
A Little (1-19%)	22%	16%	17%	16%	6%	3%	24%	18%	10%	7%	7%	4%
None (0%)	56%	68%	63%	66%	9%	8%	67%	74%	89%	91%	88%	93%

Source: Va. Healthcare Workforce Data Center

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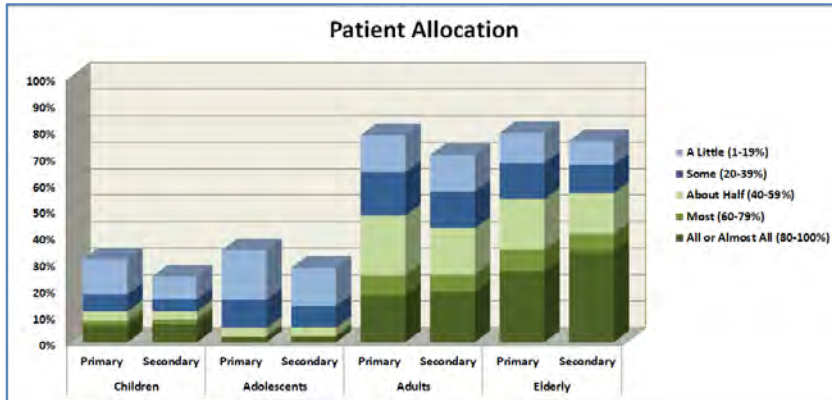
Source: Va. Healthcare Workforce Data Center

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:	8%
Adolescents:	2%
Adults:	25%
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%)	6%	7%	2%	2%	18%	19%	27%	34%
Most (60-79%)	2%	2%	0%	0%	8%	6%	8%	7%
About Half (40-59%)	3%	3%	3%	3%	22%	18%	19%	15%
Some (20-39%)	6%	5%	11%	8%	16%	14%	14%	11%
A Little (1-19%)	13%	9%	19%	14%	14%	14%	11%	9%
None (0%)	69%	75%	65%	72%	22%	29%	21%	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs 50 and Over	
	#	%	#	%
Under Age 50	513	3%	-	-
50 to 54	618	3%	34	0%
55 to 59	1,031	6%	213	3%
60 to 64	4,073	23%	1,501	21%
65 to 69	7,074	39%	3,120	45%
70 to 74	2,431	13%	1,154	17%
75 to 79	671	4%	345	5%
80 or Over	309	2%	107	2%
I Do Not Intend to Retire	1,320	7%	517	7%
Total	18,040	100%	6,991	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: 7%
Within 10 Years: 21%
Half the Workforce: By 2048

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, 25% 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	610	2%
Leave Virginia	835	3%
Decrease Patient Care Hours	1,675	6%
Decrease Teaching Hours	40	0%
Increase Participation		
Increase Patient Care Hours	2,538	10%
Increase Teaching Hours	450	2%
Pursue Additional Education	6,676	25%
Return to the Workforce	489	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. While 7% 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 2048.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	1,204	7%	7%
5 Years	696	4%	11%
10 Years	1,904	11%	21%
15 Years	1,999	11%	32%
20 Years	2,017	11%	43%
25 Years	2,152	12%	55%
30 Years	2,142	12%	67%
35 Years	1,987	11%	78%
40 Years	1,413	8%	86%
45 Years	797	4%	90%
50 Years	289	2%	92%
55 Years	73	0%	92%
In More than 55 Years	46	0%	93%
Do Not Intend to Retire	1,320	7%	100%
Total	18,039	100%	

Source: Va. Healthcare Workforce Data Center

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2033. Retirement will peak at 12% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs
Total:	22,955
FTEs/1,000 Residents[2]:	2.64
Average:	0.91

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:
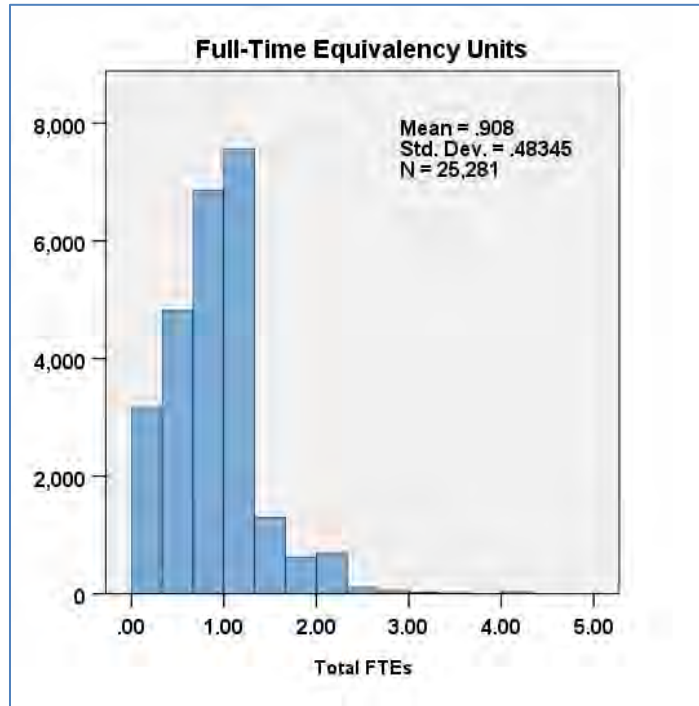
Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.94 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**
	Age	
Under 30	0.81	0.84
30 to 34	0.86	0.92
35 to 39	0.89	0.92
40 to 44	0.96	0.94
45 to 49	0.94	0.94
50 to 54	0.97	0.94
55 to 59	0.98	0.94
60 and Over	0.87	0.76
Gender		
Male	1.01	1.03
Female	0.93	0.96

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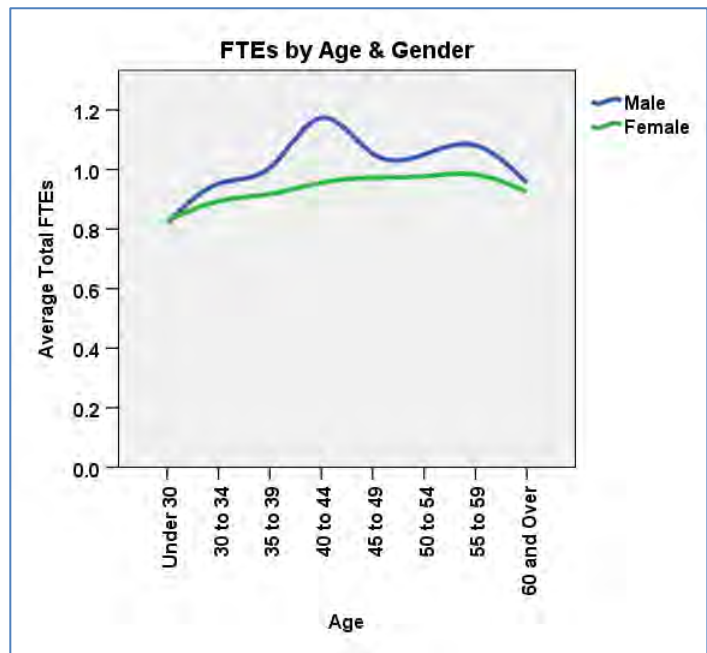
Source: Va. Healthcare Workforce Data Center

[2] Number of residents in 2022 was used as the denominator.
[3] Due to assumption violations in Mixed between-within ANOVA (Levene's Test was 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

- 526
- 1,486 - 2,766
- 4,159
- 4,837 - 5,444

Annual Estimates of the Resident Population: July 1, 2022
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

- 1.38
- 2.72 - 3.12
- 3.62 - 3.72
- 4.34 - 5.02

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

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

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 1,337 - 1,537
- 2,553
- 3,203 - 3,859
- 5,445

Northern Virginia

Blue Ridge

Rappahannock

Capital

Southwest Virginia

South Central

Southside

Eastern Virginia

Annual Estimates of the Resident Population: July 1, 2022
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 Workforce Data Center

FTEs per 1,000 Residents

- 1.26
- 2.46 - 2.53
- 2.80 - 3.11
- 4.41 - 4.66

Northern Virginia

Blue Ridge

Rappahannock

Capital

Southwest Virginia

South Central

Southside

Eastern Virginia

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

0   25   50   100   150   200
Miles

24

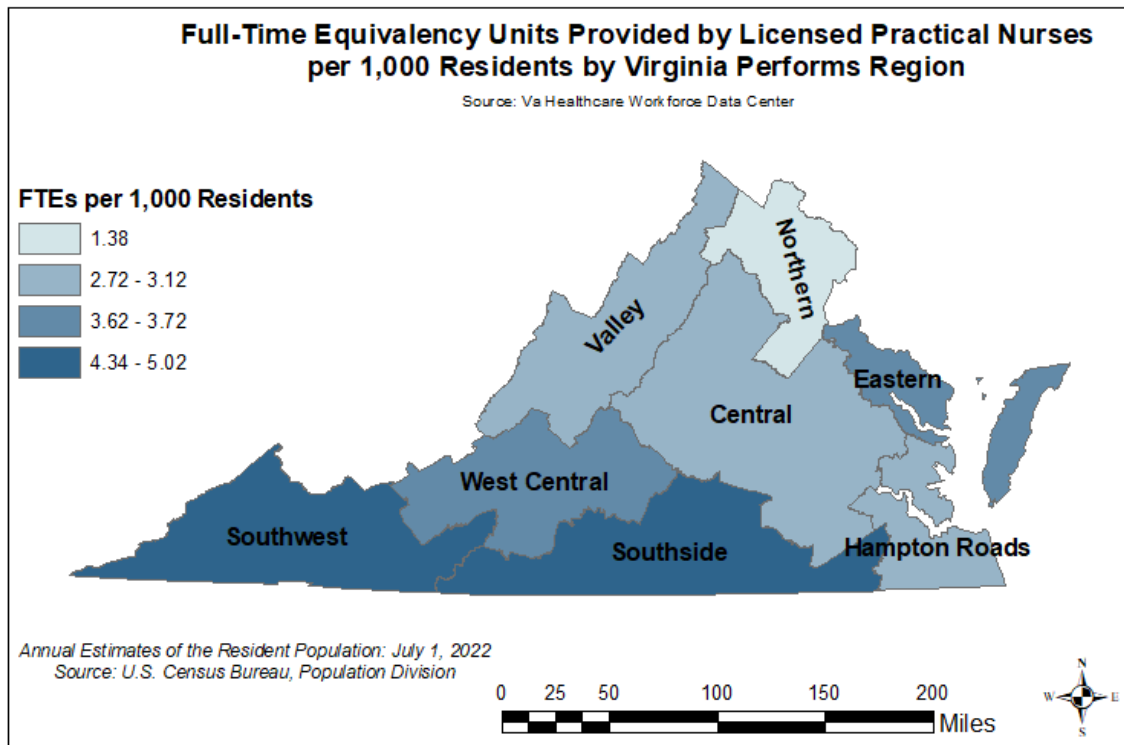**Full-Time Equivalency Units Provided by Licensed Practical Nurses by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 413 - 675
- 800 - 1,020
- 1,337 - 1,533
- 1,914
- 2,790 - 3,530

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

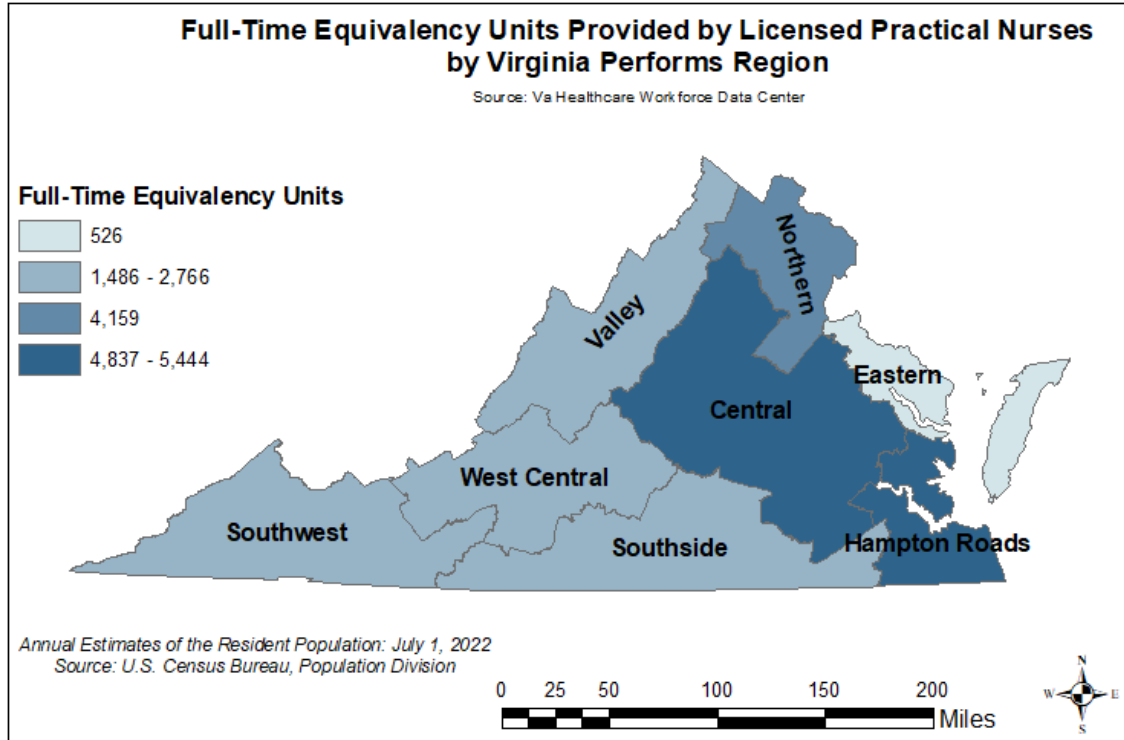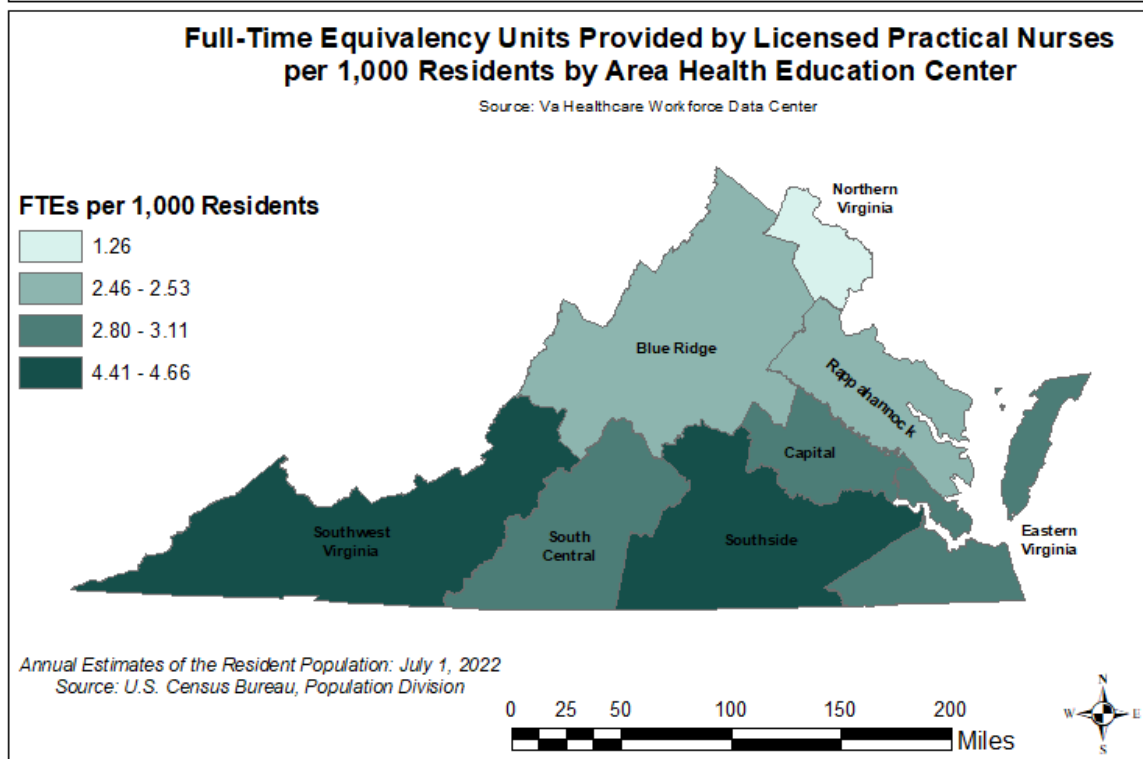**Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 1.06 - 1.29
- 2.26 - 3.04
- 3.49 - 3.53
- 4.10 - 4.61
- 5.44

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

25

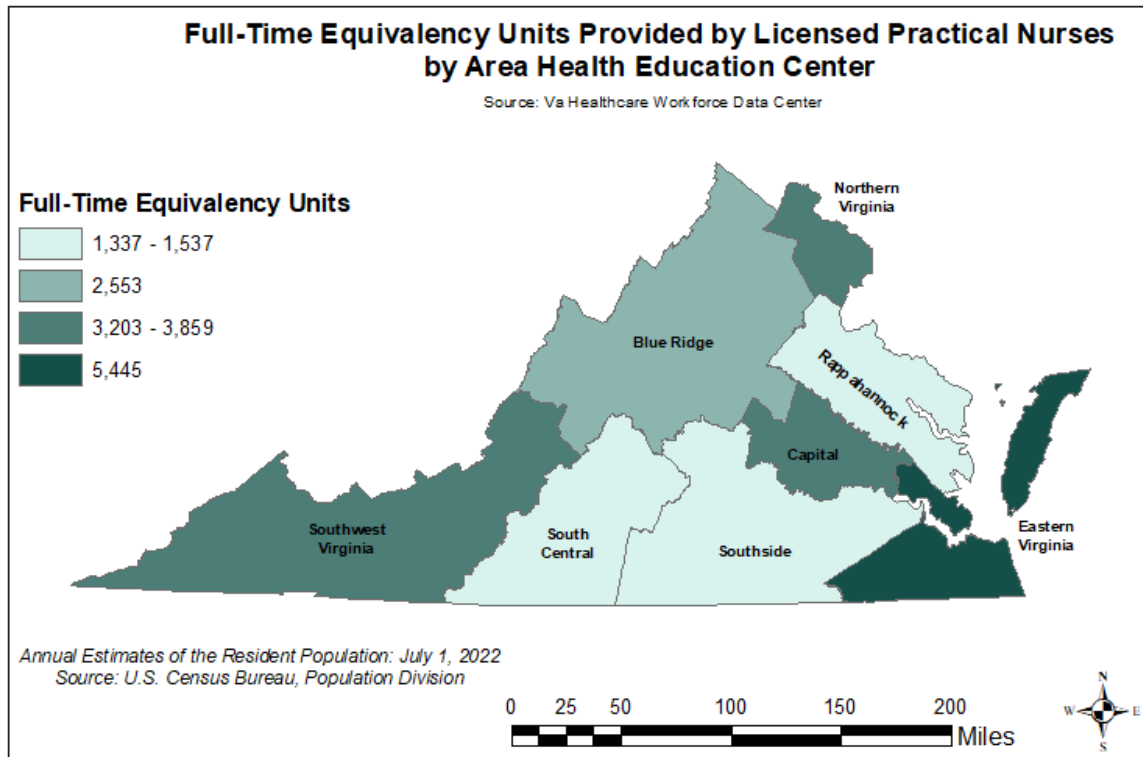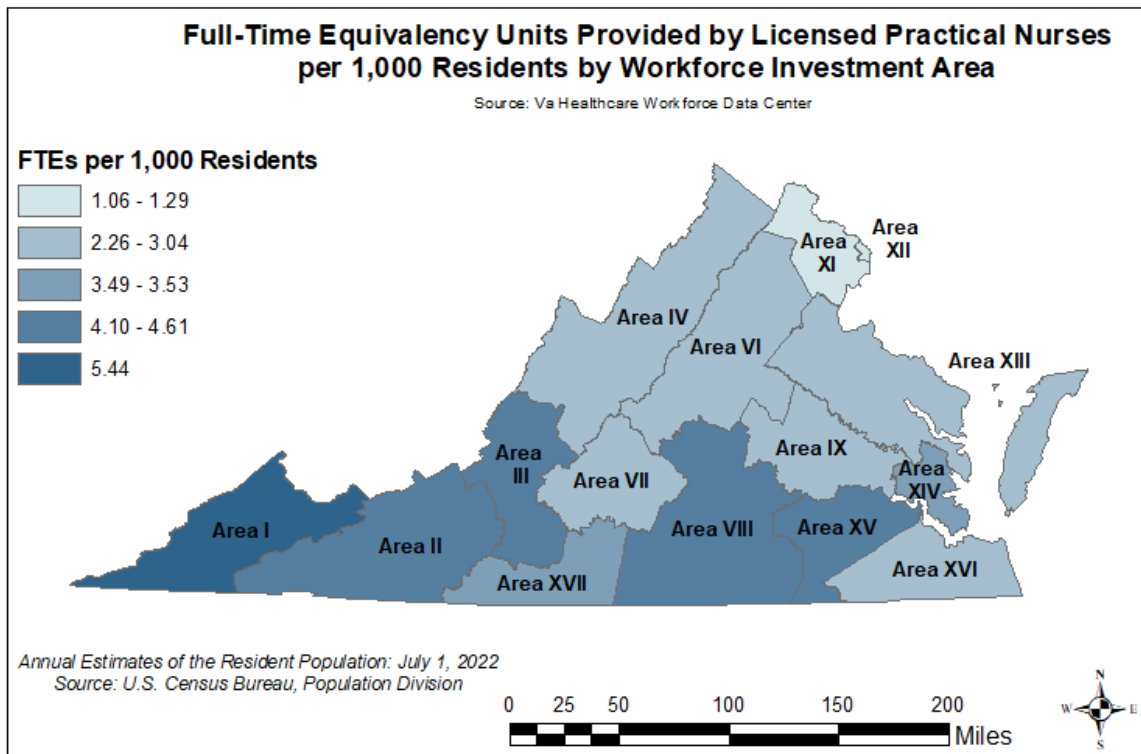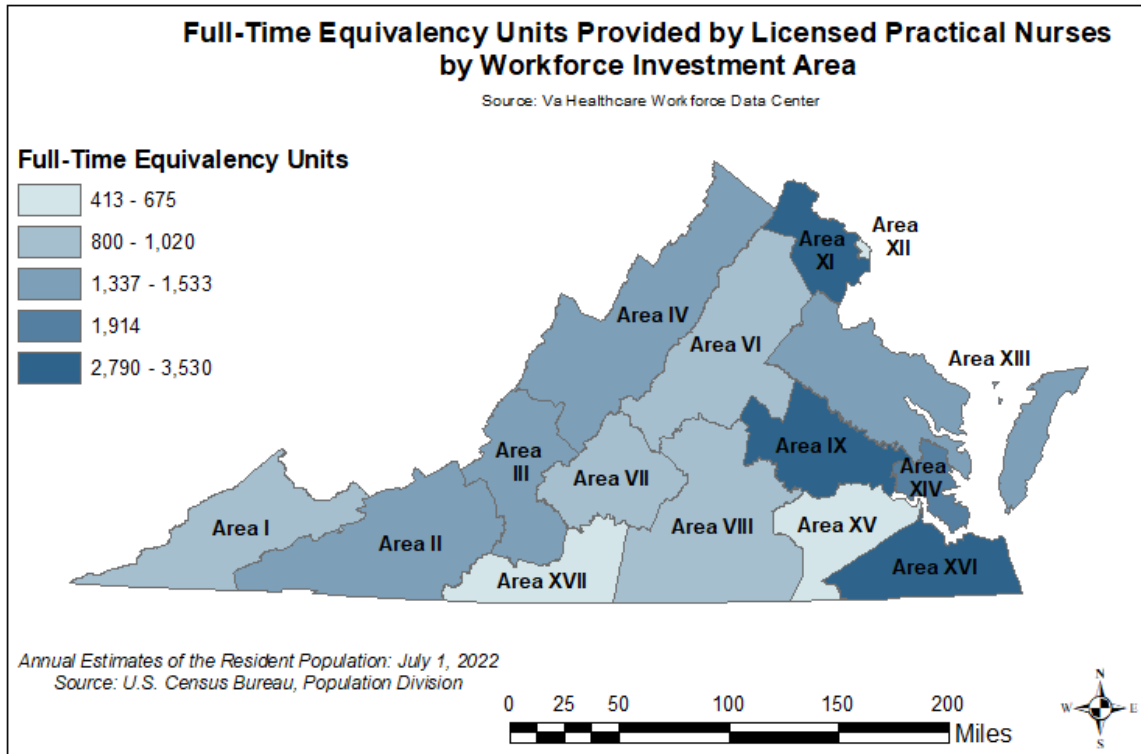**Full-Time Equivalency Units Provided by Licensed Practical Nurses by Health Services Area**

Source: Va Healthcare Work force Data Center

Full-Time Equivalency Units

	3,203
	3,330
	4,761
	5,396
	6,005

HSA II

HSA I

HSA IV

HSA III

HSA V

Annual Estimates of the Resident Population: July 1, 2022
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
	2.37
	3.16
	3.17
	4.06

HSA II

HSA I

HSA IV

HSA III

HSA V

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

0   25   50   100   150   200
Miles

26

Full-Time Equivalency Units Provided by Licensed Practical Nurses by Planning District
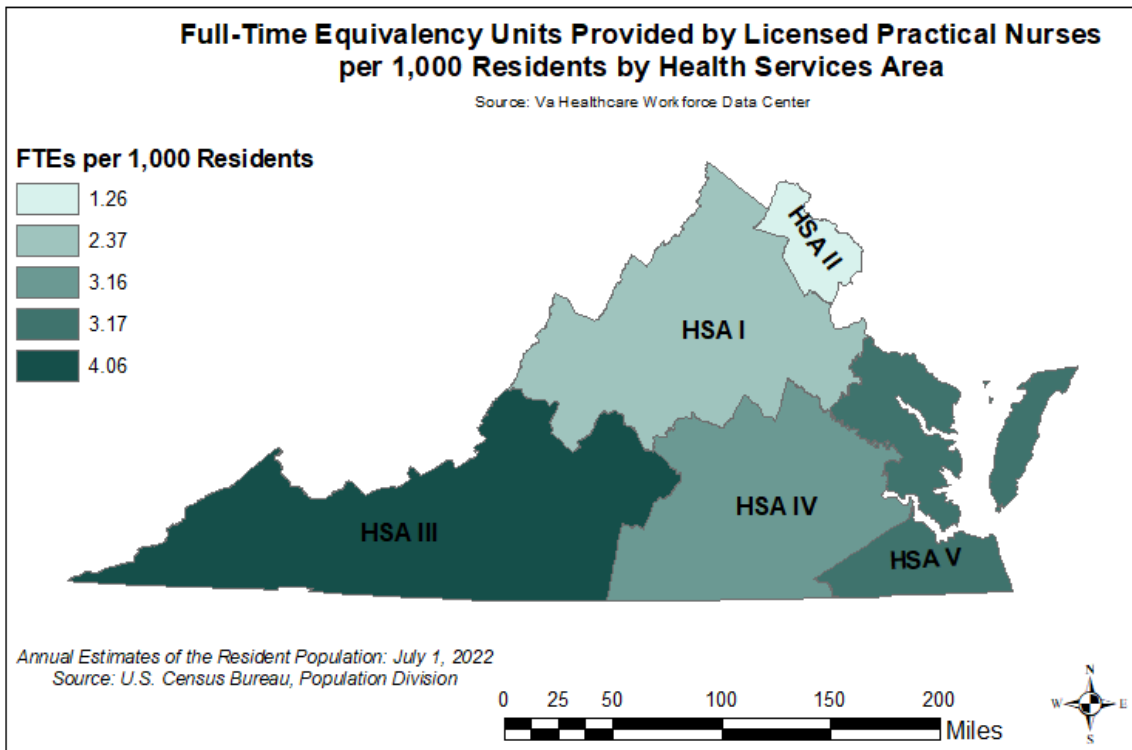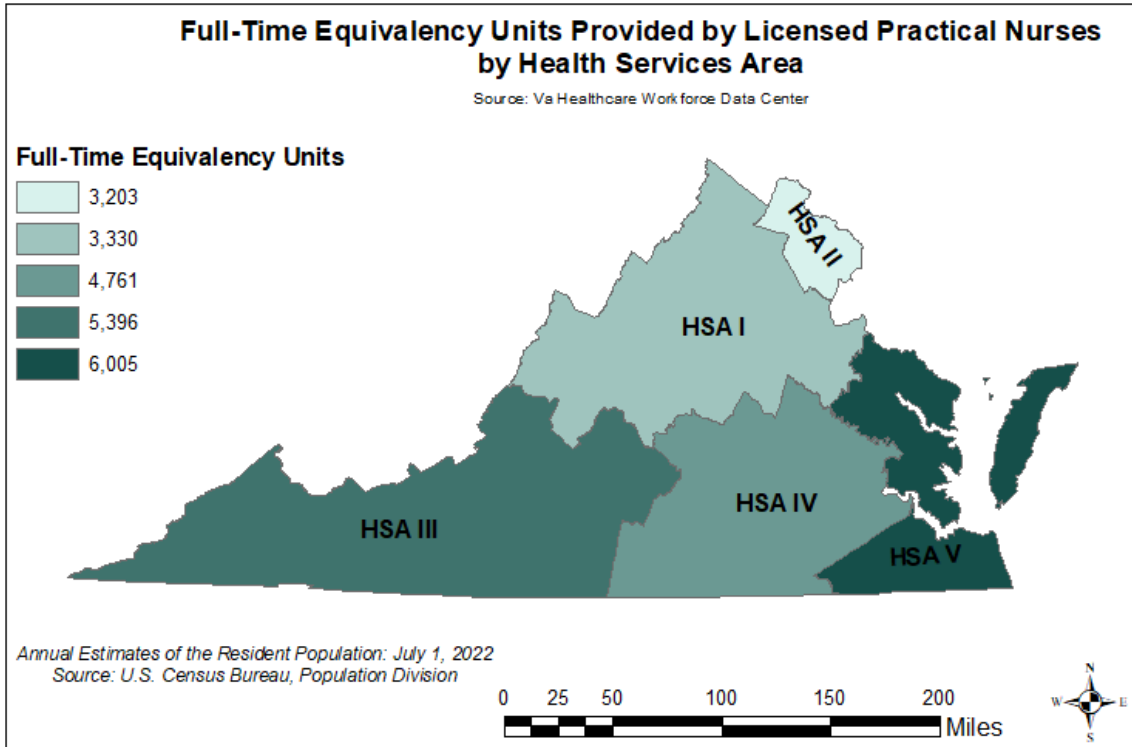
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 170 - 329
- 400 - 611
- 737 - 992
- 1,370
- 3,176 - 5,275

Annual Estimates of the Resident Population: July 1, 2022
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

- 1.26 - 2.31
- 2.78 - 3.29
- 3.47 - 3.76
- 4.17 - 4.54
- 4.89 - 5.92

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

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Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	16,307	38.90%	2.571	2.097	3.809
Metro, 250,000 to 1 Million	2,829	41.43%	2.414	1.969	3.577
Metro, 250,000 or Less	2,454	42.09%	2.376	1.938	3.520
Urban, Pop. 20,000+, Metro Adj.	823	41.80%	2.392	1.952	3.545
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	2,008	40.54%	2.467	2.012	3.655
Urban, Pop. 2,500-19,999, Non-Adj.	1,563	41.27%	2.423	1.977	3.591
Rural, Metro Adj.	1,168	40.92%	2.444	1.993	3.621
Rural, Non-Adj.	675	37.63%	2.657	2.168	3.938
Virginia Border State/D.C.	508	38.98%	2.566	2.093	3.802
Other U.S. State	1,041	31.51%	3.174	2.589	4.703

Source: Va. Healthcare Workforce Data Center

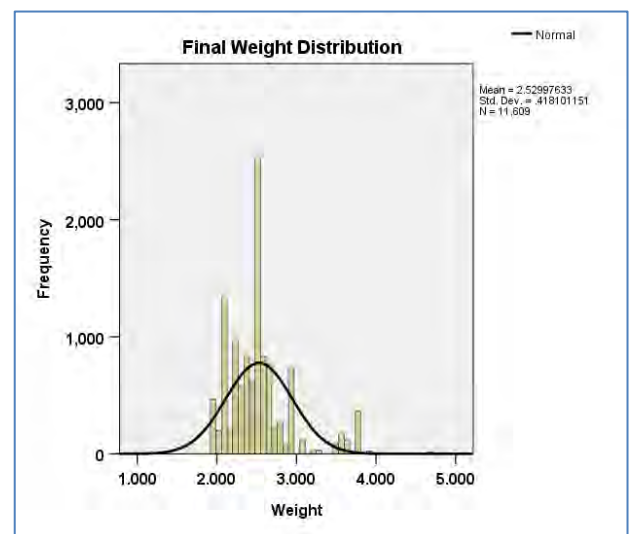| Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	2,801	26.67%	3.750	3.520	4.703
30 to 34	3,059	40.86%	2.447	2.297	3.069
35 to 39	3,615	34.27%	2.918	2.739	3.659
40 to 44	3,684	45.14%	2.215	2.080	2.778
45 to 49	3,385	38.29%	2.612	2.452	3.276
50 to 54	3,462	48.44%	2.064	1.938	2.589
55 to 59	3,055	38.89%	2.572	2.414	3.225
60 and Over	6,316	40.36%	2.478	2.326	3.108

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: 0.395173

Source: Va. Healthcare Workforce Data Center