
Virginia's Licensed Nurse Practitioner Workforce: 2014

Healthcare Workforce Data Center

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More than 3,000 Licensed Nurse Practitioners voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Nurse Practitioner Workforce: At a Glance:

The Workforce

Licensees:	7,741
Virginia's Workforce:	6,302
FTEs:	5,777

Background

Rural Childhood:	31%
HS Degree in VA:	43%
Prof. Degree in VA:	48%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	65%
Satisfied?:	95%

Survey Response Rate

All Licensees:	39%
Renewing Practitioners:	79%

Education

Masters Degree:	75%
Post-Masters Cert.:	10%

Job Turnover

Switched Jobs:	19%
Employed over 2 yrs:	60%

Demographics

Female:	90%
Diversity Index:	28%
Median Age:	48

Finances

Median Income:	\$90k-\$99k
Health Benefits:	66%
Under 40 w/ Ed debt:	68%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	87%
Admin. Role:	3%





Source: Va. Healthcare Workforce Data Center

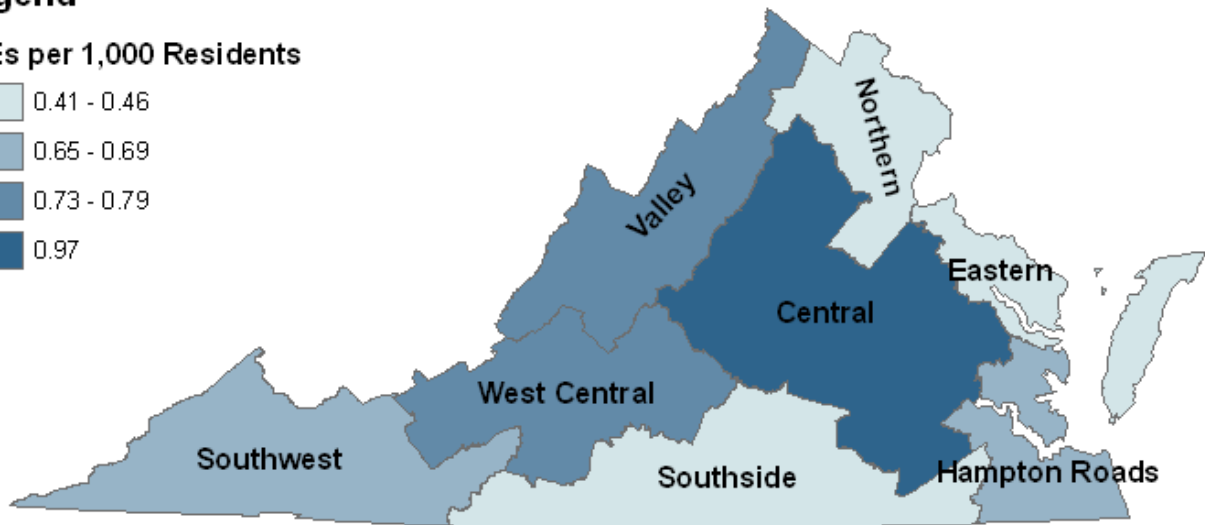
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.41 - 0.46
	0.65 - 0.69
	0.73 - 0.79
	0.97



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

3,055 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2014 Licensed Nurse Practitioner Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all NPs have access to the survey in any given year. Thus, these survey respondents represent just 39% of the 7,741 NPs who are licensed in the state but 79% of renewing practitioners.

The HWDC estimates that 6,302 NPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an NP at some point in the future. Between October 2013 and September 2014, Virginia's NP workforce provided 5,777 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

90% of all NPs are female, while the median age of all NPs is 48. In a random encounter between two NPs, there is a 28% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NP workforce considerably less diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities. Among NPs who are under the age of 40, however, the diversity index increases somewhat to 34%.

Nearly one-third of NPs grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Meanwhile, 43% of Virginia's NPs graduated from high school in Virginia, and 48% of NPs earned their initial professional degree in the state. In total, 53% of Virginia's NP workforce has some educational background in the state.

Three-quarters of all NPs hold a Master's degree as their highest professional degree, while another 10% of NPs have a post-Masters certificate. 40% of all NPs currently carry educational debt, including 68% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$40,000 and \$50,000.

96% of NPs are currently employed in the profession, and less than 1% of NPs are currently unemployed. Nearly two-thirds of all NPs hold one full-time position, while 17% hold two or more positions simultaneously. 49% of NPs work between 40 and 49 hours per week, while just 6% of NPs work at least 60 hours per week. Meanwhile, 60% of NPs have been at their primary work location for more than two years, and just 4% of NPs have experienced involuntary unemployment at some point in the past year.

The median annual income for NPs is between \$90,000 and \$100,000. In addition, 84% of wage or salaried NPs receive at least one employer-sponsored benefit, including 66% who receive health insurance. 95% of NPs are satisfied with their current employment situation, including 66% who indicate they are "very satisfied".

More than one-quarter of NPs have worked at two or more locations in the past year, while 24% of NPs currently do so. 82% of NPs work in the private sector, including one-half who work at a for-profit institution. The inpatient department of hospitals is the most common working establishment type for Virginia's NPs.

A typical NP spends nearly all of her time treating patients, although a typical NP also spends a small amount of time undertaking administrative and educational activities. 87% of NPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

37% of NPs expect to retire by the age of 65. Just 6% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2034. Over the next two years, only 4% of NPs plan on leaving either the state or the profession. Meanwhile, 10% of NPs plan on increasing patient care activities over the next two years, and 14% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,142	41%
New Licensees	743	10%
Non-Renewals	424	5%
Renewal date not in survey period	3,432	44%
All Licensees	7,741	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 79% of renewing NPs submitted a survey. These represent 39% of NPs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	249	83	25%
30 to 34	540	382	41%
35 to 39	684	294	30%
40 to 44	556	433	44%
45 to 49	566	339	38%
50 to 54	536	467	47%
55 to 59	686	418	38%
60 and Over	869	639	42%
Total	4,686	3,055	40%
New Licenses			
Issued After Sept. 2013	670	73	10%
Metro Status			
Non-Metro	338	288	46%
Metro	2,977	2,473	45%
Not in Virginia	1,356	279	17%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number:	7,741
New:	10%
Not Renewed:	5%

Response Rates

All Licensees:	39%
Renewing Practitioners:	79%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	3,055
Response Rate, all licensees	39%
Response Rate, Renewals	79%

Source: Va. Healthcare Workforce Data Center

Definitions

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

At a Glance:

Workforce

Virginia's NP Workforce: 6,302
 FTEs: 5,777

Utilization Ratios

Licensees in VA Workforce: 81%
 Licensees per FTE: 1.34
 Workers per FTE: 1.09

Source: Va. Healthcare Workforce Data Center

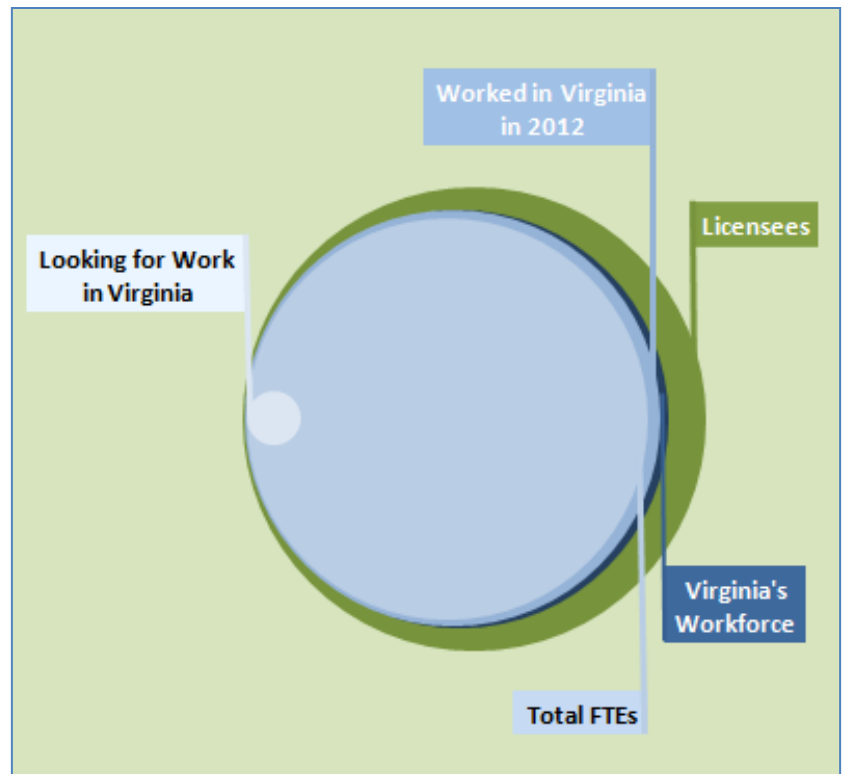
Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	6,193	98%
Looking for Work in Virginia	109	2%
Virginia's Workforce	6,302	100%
Total FTEs	5,777	
Licensees	7,741	

Source: Va. Healthcare Workforce Data Center

Definitions

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

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	0	0%	286	100%	286	5%
30 to 34	48	6%	728	94%	776	13%
35 to 39	87	11%	731	89%	818	13%
40 to 44	107	14%	664	86%	771	13%
45 to 49	88	12%	641	88%	729	12%
50 to 54	54	7%	712	93%	766	12%
55 to 59	90	10%	779	90%	869	14%
60 +	147	13%	994	87%	1,141	19%
Total	619	10%	5,536	90%	6,156	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 90%
 % Under 40 Female: 93%

Age

Median Age: 48
 % Under 40: 31%
 % 55+: 33%

Diversity

Diversity Index: 28%
 Under 40 Div. Index: 34%

Source: Va. Healthcare Workforce Data Center

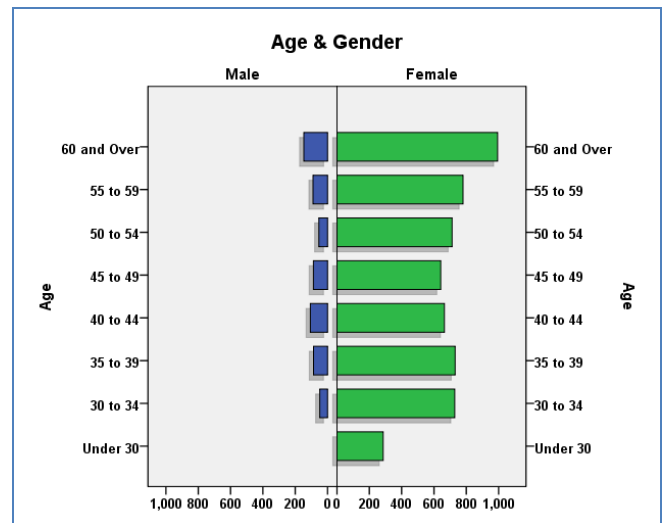
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	64%	5,231	85%	1,508	81%
Black	19%	458	7%	140	7%
Asian	6%	234	4%	103	6%
Other Race	0%	59	1%	16	1%
Two or more races	2%	104	2%	54	3%
Hispanic	8%	103	2%	46	2%
Total	100%	6,189	100%	1,867	100%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 28% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

31% of NPs are under the age of 40. 93% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 34%, which is higher than the diversity index among Virginia's overall NP workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 31%

Virginia Background

HS in Virginia: 43%
 Prof. Ed. in VA: 48%
 HS or Prof. Ed. in VA: 53%
 Initial NP Degree: 55%

Location Choice

% Rural to Non-Metro: 20%
 % Urban/Suburban to Non-Metro: 5%

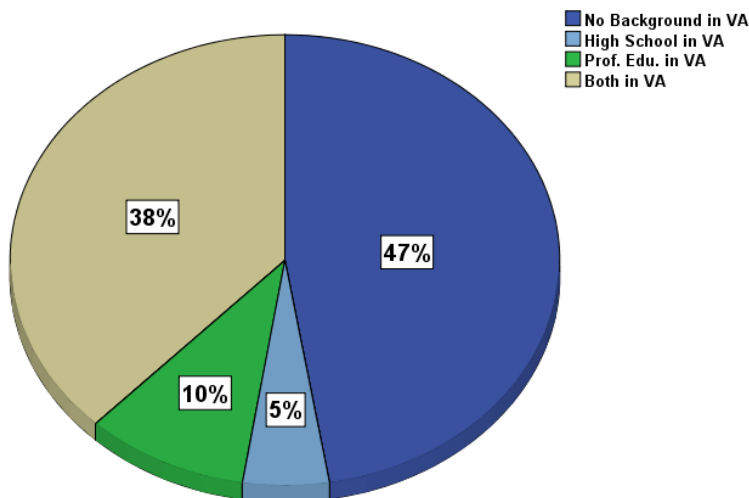
Source: Va. Healthcare Workforce Data Center

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+	23%	62%	15%
2	Metro, 250,000 to 1 million	43%	38%	20%
3	Metro, 250,000 or less	40%	47%	13%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	64%	19%	17%
6	Urban pop, 2,500-19,999, Metro adj	61%	29%	10%
7	Urban pop, 2,500-19,999, nonadj	73%	23%	4%
8	Rural, Metro adj	55%	39%	7%
9	Rural, nonadj	61%	33%	7%
Overall		31%	55%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

31% of all NPs grew up in self-described rural areas, and 20% of these professionals currently work in non-Metro counties. Overall, 10% of all NPs currently work in non-Metro counties.

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All NPs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	2,633	Virginia	2,908	Virginia	3,585
2	New York	403	Pennsylvania	344	Washington, D.C.	406
3	Pennsylvania	331	New York	343	Pennsylvania	271
4	Outside of U.S./Canada	287	Maryland	214	West Virginia	198
5	Maryland	238	West Virginia	196	North Carolina	162
6	West Virginia	232	North Carolina	178	Maryland	157
7	New Jersey	179	Washington, D.C.	152	Tennessee	150
8	Ohio	170	Florida	144	New York	143
9	North Carolina	125	Ohio	144	Ohio	112
10	Florida	122	Tennessee	139	Florida	96

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,019	Virginia	1,134	Virginia	1,299
2	Outside of U.S./Canada	143	Pennsylvania	120	Washington, D.C.	173
3	New York	133	New York	99	Pennsylvania	94
4	Pennsylvania	108	Florida	81	West Virginia	73
5	West Virginia	78	North Carolina	76	North Carolina	72
6	North Carolina	68	Maryland	72	Maryland	68
7	Ohio	67	Ohio	63	Ohio	68
8	Maryland	66	Washington, D.C.	59	Florida	60
9	Florida	65	West Virginia	51	Alabama	53
10	New Jersey	59	Tennessee	50	Tennessee	52

Source: Va. Healthcare Workforce Data Center

13% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 93% of these licensees worked at some point in the past year, including 89% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	1,455
% of Licensees:	19%
Federal/Military:	22%
Va. Border State/DC:	21%

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	472	8%
Masters Degree	4,571	75%
Post-Masters Cert.	583	10%
Doctorate of NP	272	4%
Other Doctorate	163	3%
Post-Ph.D. Cert.	4	0%
Total	6,067	100%

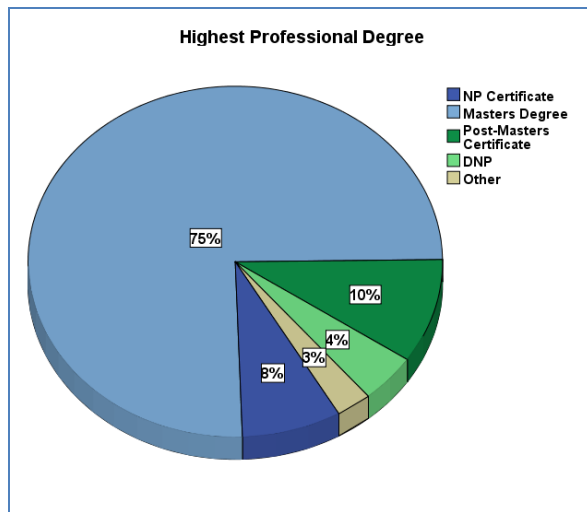
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
Masters Degree: 75%
Post-Masters Cert.: 10%

Educational Debt
Carry debt: 40%
Under age 40 w/ debt: 68%
Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Three-quarters of all NPs hold a Masters degree as their highest professional degree. 40% of NPs carry education debt, including 68% of those under the age of 40. The median debt burden among NPs with educational debt is between \$40,000 and \$50,000.

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	3,305	60%	515	32%
\$10,000 or less	300	5%	107	7%
\$10,000-\$19,999	246	4%	89	5%
\$20,000-\$29,999	235	4%	112	7%
\$30,000-\$39,999	207	4%	91	6%
\$40,000-\$49,999	215	4%	89	5%
\$50,000-\$59,999	182	3%	83	5%
\$60,000-\$69,999	153	3%	85	5%
\$70,000-\$79,999	103	2%	51	3%
\$80,000-\$89,999	75	1%	48	3%
\$90,000-\$99,999	118	2%	86	5%
\$100,000-\$109,999	91	2%	49	3%
\$110,000-\$119,999	66	1%	54	3%
\$120,000 or more	231	4%	168	10%
Total	5,527	100%	1,627	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

RN Anesthetist:	24%
Family Health:	23%
Pediatrics:	8%

Credentials

ANCC – Family NP:	24%
AANPCP – Family NP:	13%
ANCC – Adult NP:	7%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Certified RN Anesthetist	1,428	24%
Family Health	1,378	23%
Pediatrics	489	8%
Family Health	466	8%
Acute Care/ Emergency Room	447	7%
OB/GYN – Women’s Health	373	6%
Psychiatric/Mental Health	206	3%
Surgical	171	3%
Certified Nurse Midwife	142	2%
Neonatal Care	135	2%
Geriatrics/Gerontology	124	2%
Gastroenterology	81	1%
Other	585	10%
Total	6,049	100%

Credentials		
Credential	#	%
ANCC: Family NP	1,486	24%
AANPCP: Family NP	825	13%
ANCC: Adult NP	433	7%
NCC: Women’s Health Care NP	327	5%
ANCC: Acute Care NP	301	5%
AANPCP: Adult NP	141	2%
ANCC: Pediatric NP	136	2%
NCC: Neonatal NP	129	2%
ANCC: Adult Psychiatric-Mental Health NP	74	1%
ANCC: Family Psychiatric-Mental Health NP	56	1%
ANCC: Gerontological NP	48	1%
ANCC: Adult-Gerontology Acute Care NP	42	1%
ANCC: Adult-Gerontology Primary Care NP	32	1%
All Other Credentials	17	0%
At Least One Credential	3,799	60%

Nearly one-quarter of all NPs had a primary specialty as a Certified RN Anesthetist, while another 23% had a primary specialty in family health. 60% of all NPs also held at least one credential. ANCC: Family NP was the most common credential held by Virginia’s NP workforce.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 65%
2 or More Positions: 17%

Weekly Hours:

40 to 49: 49%
60 or more: 6%
Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a nursing- related capacity	5,909	96%
Employed, NOT in a nursing-related capacity	46	1%
Not working, reason unknown	2	0%
Involuntarily unemployed	18	0%
Voluntarily unemployed	120	2%
Retired	47	1%
Total	6,144	100%

Source: Va. Healthcare Workforce Data Center

96% of NPs are currently employed in their profession. 65% of NPs hold one full-time job, while 17% currently have multiple jobs. Nearly half of all NPs work between 40 and 49 hours per week, while just 6% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	140	2%
1 to 9 hours	103	2%
10 to 19 hours	224	4%
20 to 29 hours	466	8%
30 to 39 hours	1,113	19%
40 to 49 hours	2,923	49%
50 to 59 hours	664	11%
60 to 69 hours	223	4%
70 to 79 hours	71	1%
80 or more hours	81	1%
Total	6,008	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	140	2%
One Part-Time Position	990	16%
Two Part-Time Positions	211	4%
One Full-Time Position	3,896	65%
One Full-Time Position & One Part-Time Position	704	12%
Two Full-Time Positions	6	0%
More than Two Positions	73	1%
Total	6,020	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	43	1%
Less than \$40,000	311	6%
\$40,000-\$49,999	157	3%
\$50,000-\$59,999	195	4%
\$60,000-\$69,999	299	6%
\$70,000-\$79,999	510	10%
\$80,000-\$89,999	808	17%
\$90,000-\$99,999	708	14%
\$100,000-\$109,999	528	11%
\$110,000-\$119,999	311	6%
\$120,000 or more	1,036	21%
Total	4,906	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
Health Insurance: 66%
Retirement: 65%

Satisfaction
Satisfied: 95%
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,935	66%
Somewhat Satisfied	1,722	29%
Somewhat Dissatisfied	245	4%
Very Dissatisfied	74	1%
Total	5,977	100%

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$90,000 and \$100,000. Among NPs who received either a wage or salary as compensation at the primary work location, 66% received health insurance and 65% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	713	12%	13%
Dental Insurance	3,284	56%	58%
Health Insurance	3,703	63%	66%
Paid Leave	4,134	70%	74%
Group Life Insurance	2,955	50%	53%
Retirement	3,657	62%	65%
Receive at least one benefit	4,727	80%	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	120	2%
Experience Voluntary Unemployment?	268	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	158	3%
Work two or more positions at the same time?	1,188	19%
Switch employers or practices?	525	8%
Experienced at least 1	1,881	30%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2013.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	91	2%	86	6%
Less than 6 Months	424	7%	176	11%
6 Months to 1 Year	575	10%	200	13%
1 to 2 Years	1,267	21%	338	22%
3 to 5 Years	1,267	21%	339	22%
6 to 10 Years	944	16%	203	13%
More than 10 Years	1,332	23%	199	13%
Subtotal	5,900	100%	1,541	100%
Did not have location	113		4,707	
Item Missing	288		54	
Total	6,302		6,302	

Source: Va. Healthcare Workforce Data Center

61% of NPs receive a salary at their primary work location, while 32% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 8%
New Location: 23%
Over 2 years: 60%
Over 2 yrs, 2nd location: 48%

Employment Type

Salary: 61%
Hourly Wage: 32%

Source: Va. Healthcare Workforce Data Center

60% of NPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	3,036	61%
Hourly Wage	1,608	32%
By Contract	185	4%
Business/ Practice Income	88	2%
Unpaid	46	1%
Subtotal	4,962	100%
Did not have location	113	
Item Missing	1,226	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	28%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more	
(Past Year):	26%
2 or more (Now*):	24%

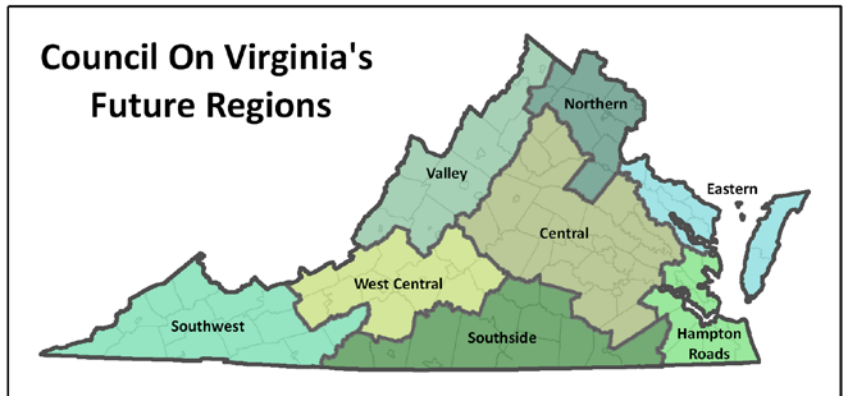
Source: Va. Healthcare Workforce Data Center

Central Virginia is the COVF region that has the largest number of NPs in the state, while Eastern Virginia has the fewest number of NPs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,652	28%	367	23%
Eastern	63	1%	18	1%
Hampton Roads	1,131	19%	306	20%
Northern	1,474	25%	369	24%
Southside	159	3%	23	1%
Southwest	309	5%	102	7%
Valley	410	7%	81	5%
West Central	552	9%	128	8%
Virginia Border State/DC	59	1%	60	4%
Other US State	63	1%	105	7%
Outside of the US	3	0%	9	1%
Total	5,875	100%	1,568	100%
Item Missing	315		26	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	109	2%	180	3%
1	4,324	72%	4,370	73%
2	732	12%	726	12%
3	675	11%	622	10%
4	93	2%	64	1%
5	34	1%	18	0%
6 or More	56	1%	41	1%
Total	6,023	100%	6,023	100%

72% of all NPs had just one work location during the past year, while 26% of NPs had multiple work locations.

*At the time of survey completion (Oct. 2013-Sept. 2014, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,834	50%	814	55%
Non-Profit	1,802	32%	441	30%
State/Local Government	592	10%	141	10%
Veterans Administration	139	2%	21	1%
U.S. Military	238	4%	36	2%
Other Federal Government	86	2%	28	2%
Total	5,691	100%	1,481	100%
Did not have location	113		4707	
Item Missing	498		114	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

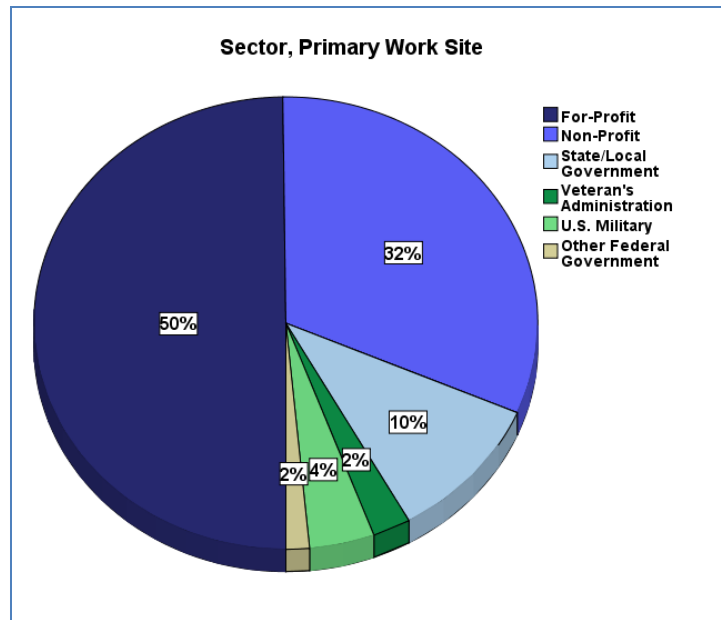
For Profit:	50%
Federal:	8%

Top Establishments

Hospital, Inpatient:	20%
Clinic, Primary Care:	13%
Private Practice, Group:	11%

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 50% in for-profit establishments. Meanwhile, 10% of NPs work for state or local governments, and 8% work for the federal government.

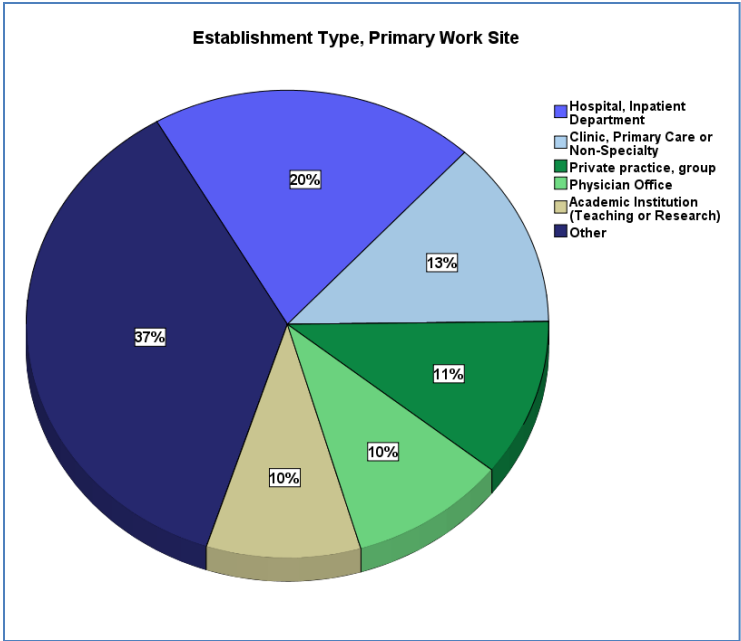


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,110	20%	294	21%
Clinic, Primary Care or Non-Specialty	711	13%	193	14%
Private Practice, Group	598	11%	90	6%
Physician Office	536	10%	78	6%
Academic Institution (Teaching or Research)	526	10%	134	10%
Hospital, Outpatient Department	425	8%	76	5%
Ambulatory/Outpatient Surgical Unit	255	5%	93	7%
Hospital, Emergency Department	119	2%	35	2%
Private Practice, Solo	111	2%	22	2%
Clinic, Non-Surgical Specialty	107	2%	46	3%
Public Health Agency	99	2%	25	2%
School (Providing Care to Students)	93	2%	25	2%
Long Term Care Facility, Nursing Home	91	2%	26	2%
Other Practice Setting	715	13%	265	19%
Total	5,496	100%	1,402	100%
Did Not Have a Location	113		4707	

The single largest employer of Virginia's NPs is the inpatient department of hospitals, where 20% of all NPs have their primary work location. Primary care/non-specialty clinics, group private practices, physicians' offices, and academic institutions were also common primary establishment types for Virginia's NP workforce.

Among those NPs who also have a secondary work location, 21% work at the inpatient department of a hospital and 14% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

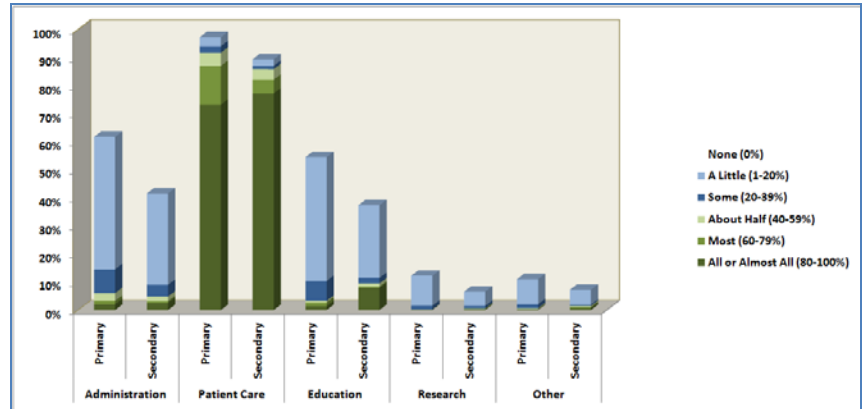
Patient Care: 87%
Administrative: 3%
Education: 3%

Patient Care NPs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NP spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 87% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	73%	77%	1%	8%	0%	0%	0%	1%
Most (60-79%)	1%	1%	14%	5%	1%	0%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	5%	4%	1%	1%	0%	0%	0%	0%
Some (20-39%)	8%	4%	2%	1%	7%	2%	1%	1%	1%	0%
A Little (1-20%)	47%	33%	3%	2%	44%	26%	11%	5%	9%	5%
None (0%)	38%	58%	3%	11%	46%	63%	88%	93%	89%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	71	1%	-	-
50 to 54	112	2%	4	0%
55 to 59	412	8%	104	4%
60 to 64	1,357	25%	549	22%
65 to 69	2,141	40%	1,122	46%
70 to 74	712	13%	454	18%
75 to 79	171	3%	90	4%
80 or over	54	1%	25	1%
I do not intend to retire	309	6%	114	5%
Total	5,339	100%	2,462	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 37%

Under 60: 11%

NPs 50 and over

Under 65: 27%

Under 60: 4%

Time until Retirement

Within 2 years: 6%

Within 10 years: 25%

Half the workforce: by 2034

Source: Va. Healthcare Workforce Data Center

37% of NPs expect to retire by the age of 65, while 27% of NPs who are age 50 or over still expect to retire by the same age. Meanwhile, 40% of all NPs expect to retire in their late 60s, and 23% of all NPs expect to work until at least age 70, including 6% who do not expect to retire at all.

Within the next two years, only 4% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 10% of NPs plan on increasing patient care hours, and 14% plan on pursuing additional educational opportunities.

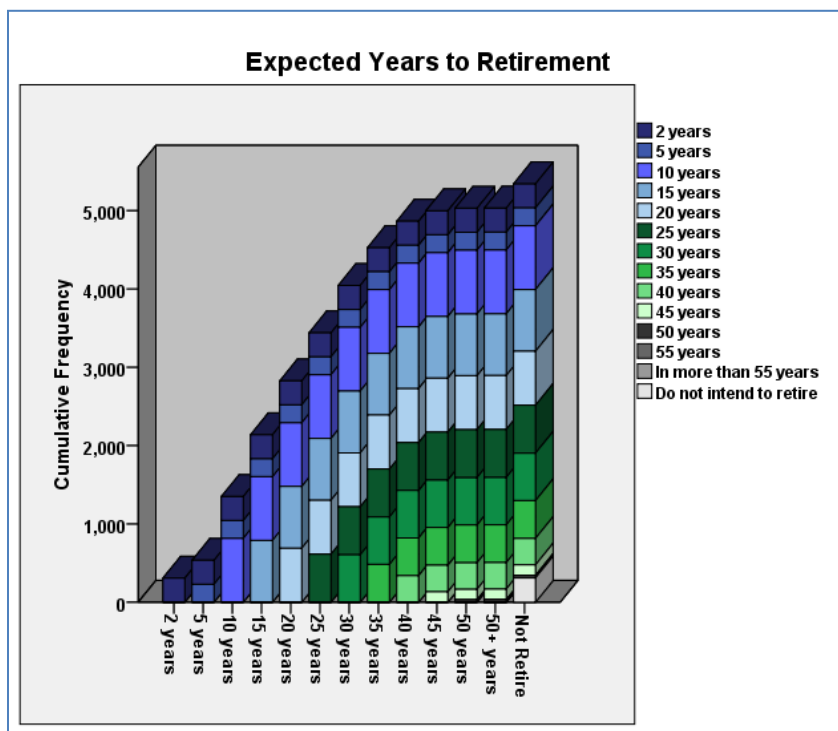
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	49	1%
Leave Virginia	198	3%
Decrease Patient Care Hours	547	9%
Decrease Teaching Hours	94	1%
Increase Participation		
Increase Patient Care Hours	642	10%
Increase Teaching Hours	767	12%
Pursue Additional Education	893	14%
Return to Virginia's Workforce	42	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 6% of NPs expect to retire in the next two years, while 25% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2034.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	307	6%	6%
5 years	229	4%	10%
10 years	814	15%	25%
15 years	788	15%	40%
20 years	689	13%	53%
25 years	613	11%	64%
30 years	605	11%	76%
35 years	482	9%	85%
40 years	338	6%	91%
45 years	133	2%	94%
50 years	32	1%	94%
55 years	0	0%	94%
In more than 55 years	2	0%	94%
Do not intend to retire	309	6%	100%
Total	5,341	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 15% of the current workforce between 2024 and 2029 before declining to under 10% of the current workforce again around 2049.

At a Glance:

FTEs

Total: 5,777
 FTEs/1,000 Residents: 0.699
 Average: 0.93

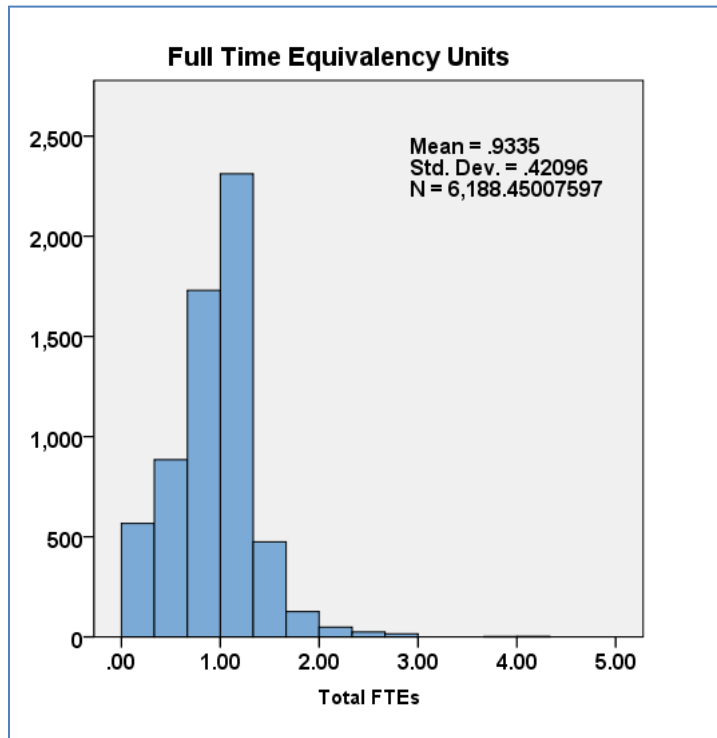
Age & Gender Effect

Age, Partial Eta²: Small
 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:

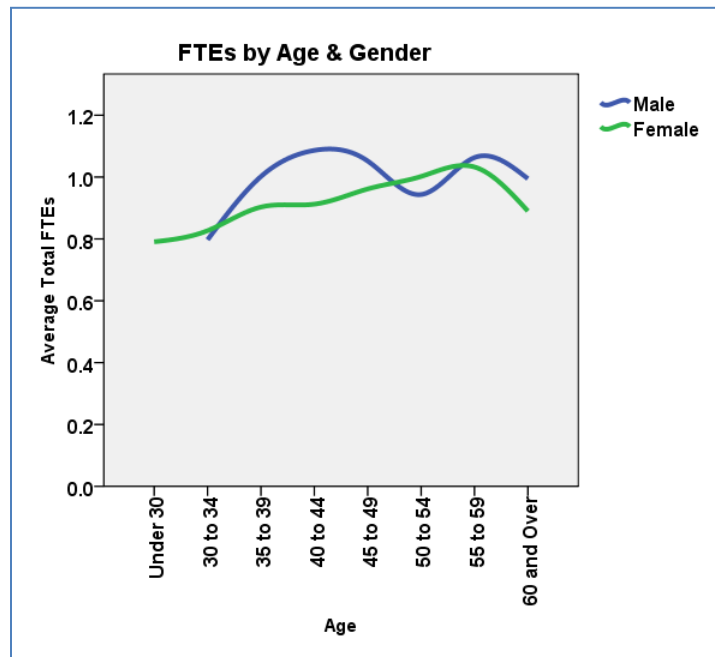


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.99 FTEs, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

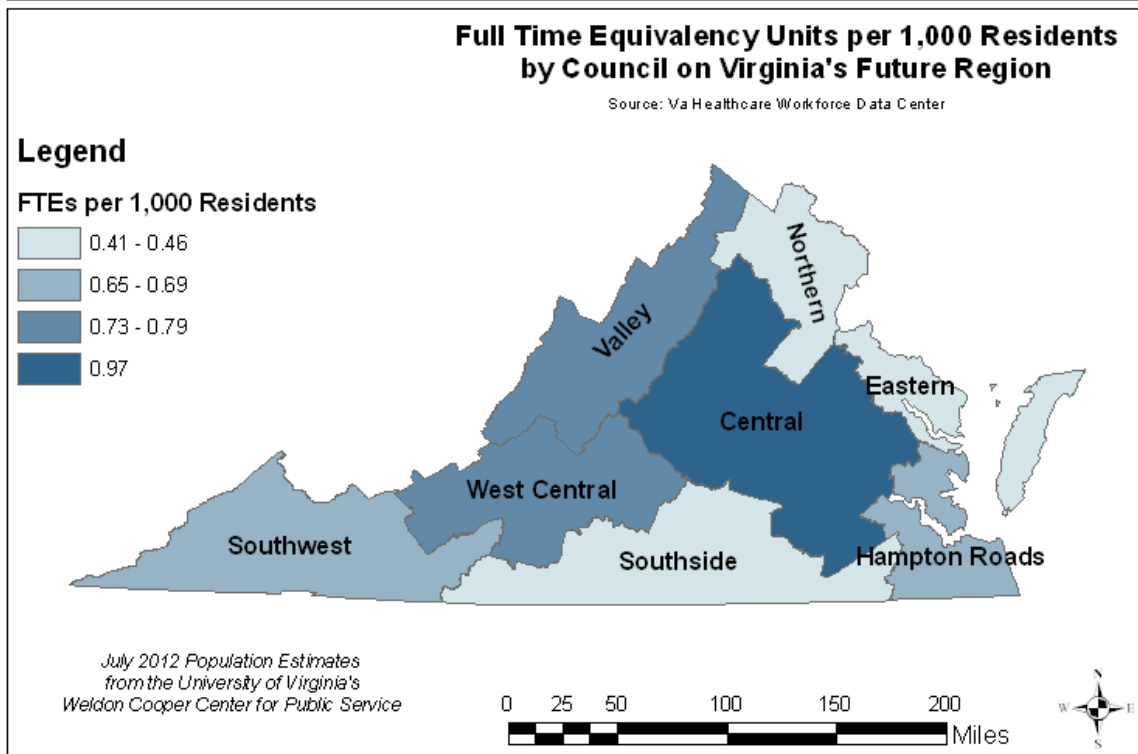
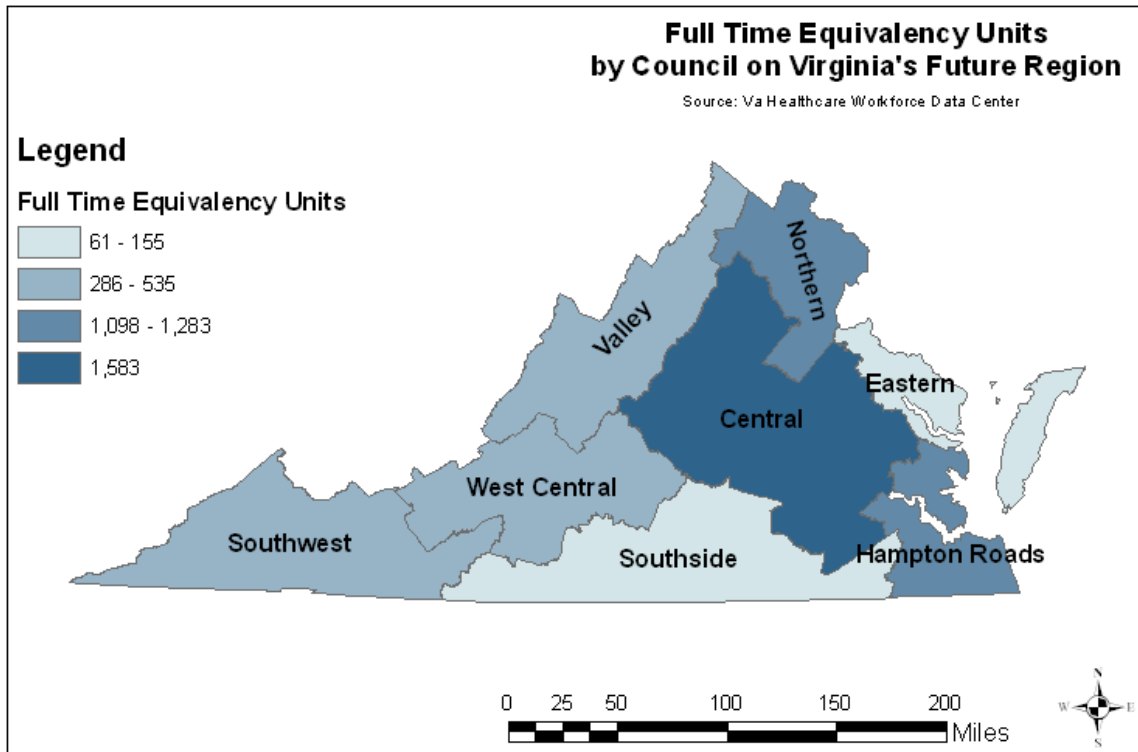
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.78	0.83
30 to 34	0.82	0.86
35 to 39	0.91	0.93
40 to 44	0.94	0.93
45 to 49	0.96	1.03
50 to 54	1.00	1.01
55 to 59	1.04	1.08
60 and Over	0.91	0.92
Gender		
Male	1.01	1.06
Female	0.92	0.95

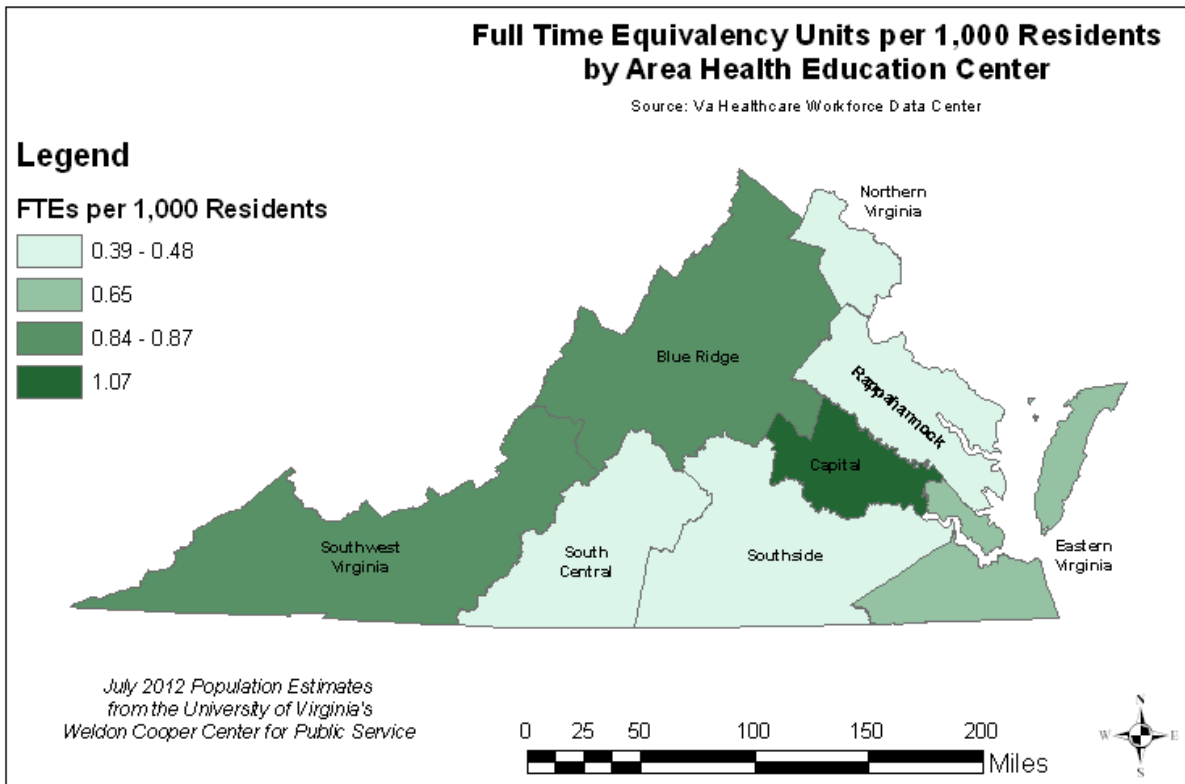
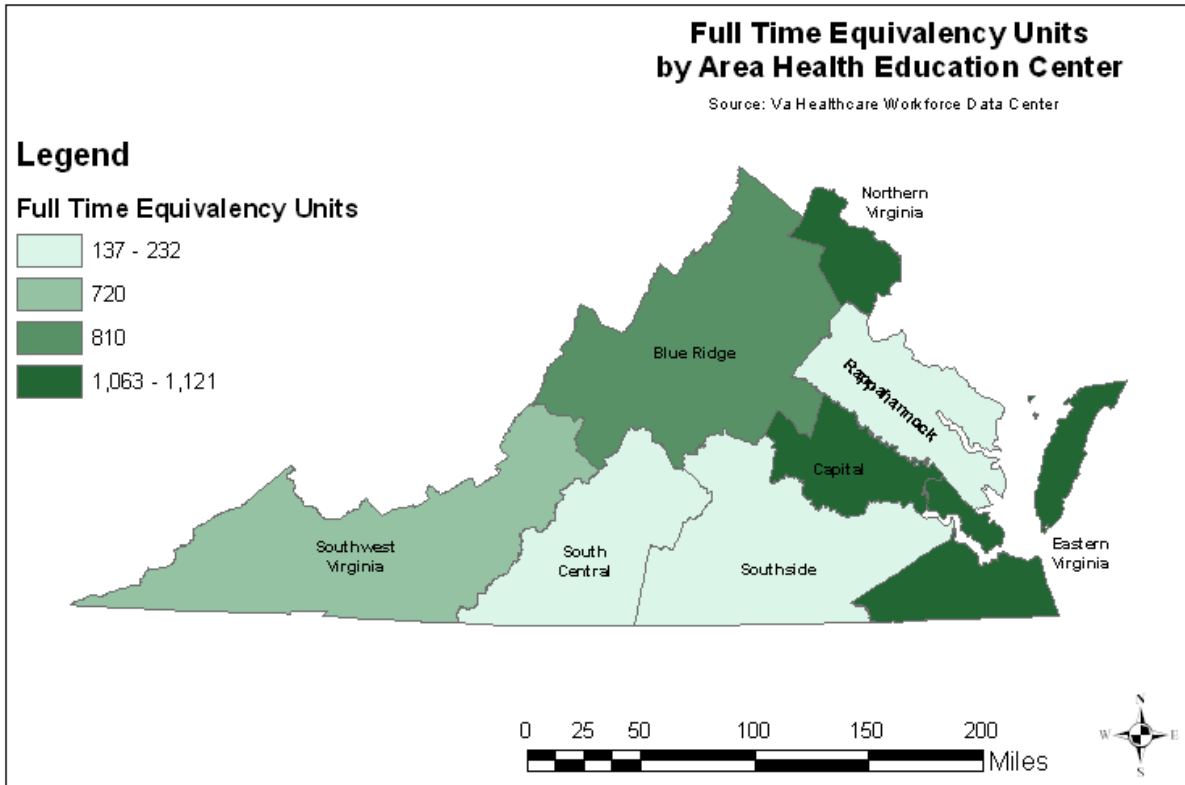
Source: Va. Healthcare Workforce Data Center

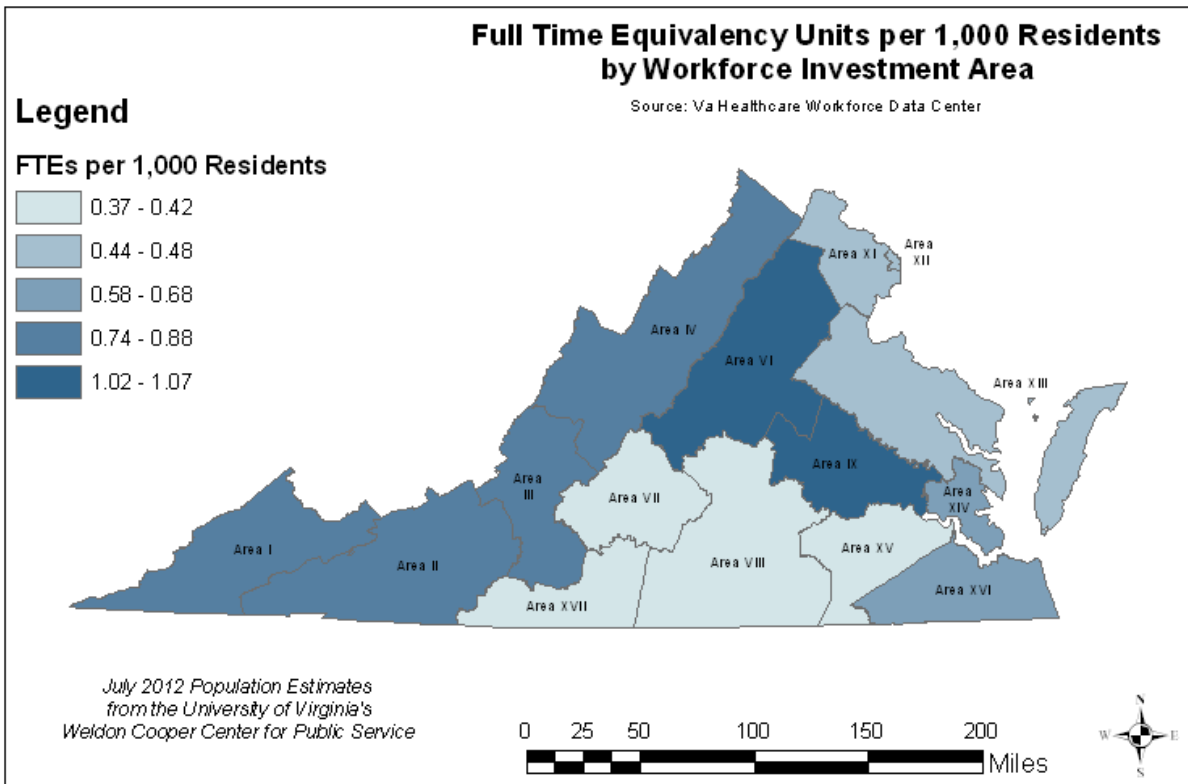
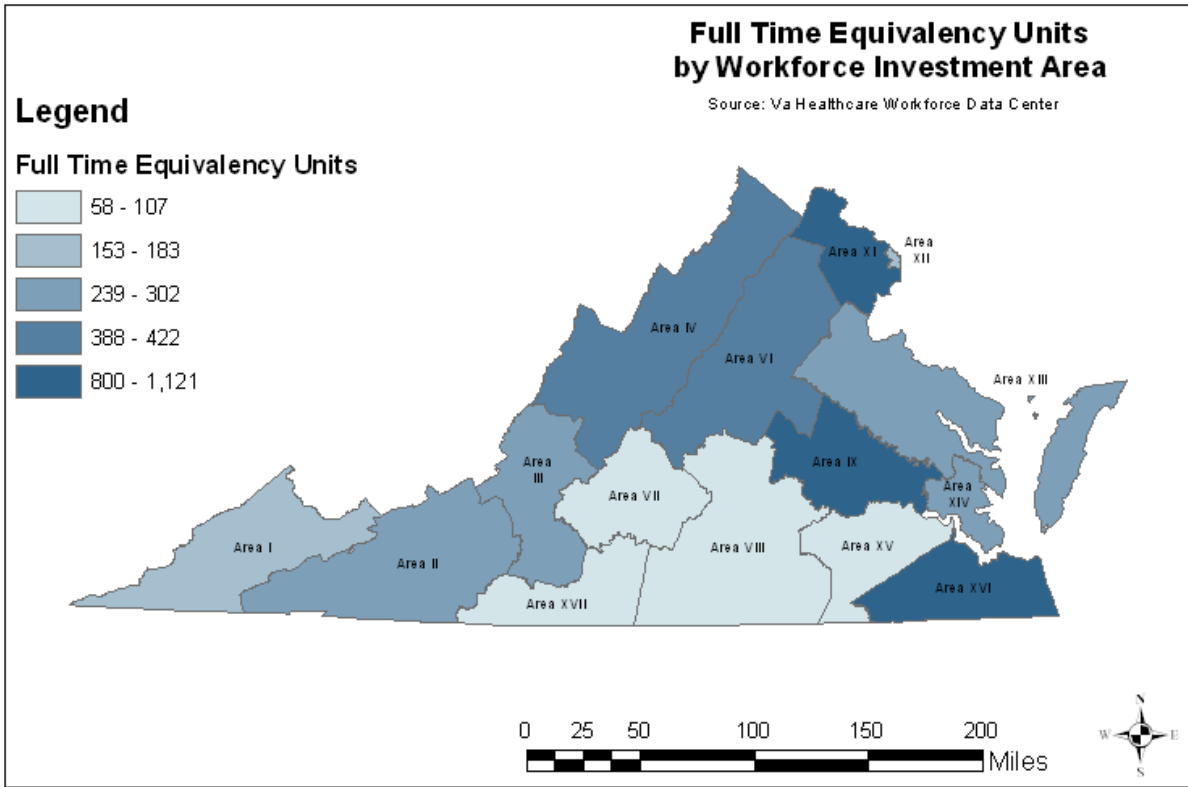


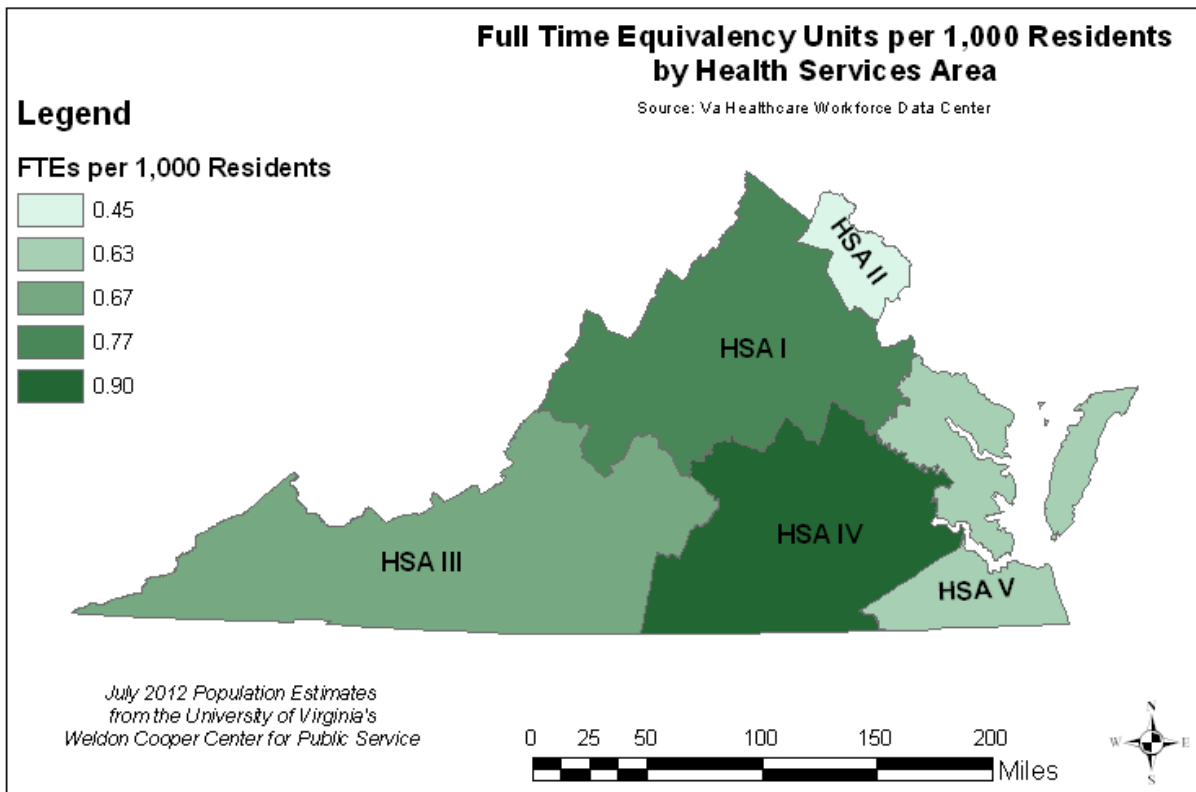
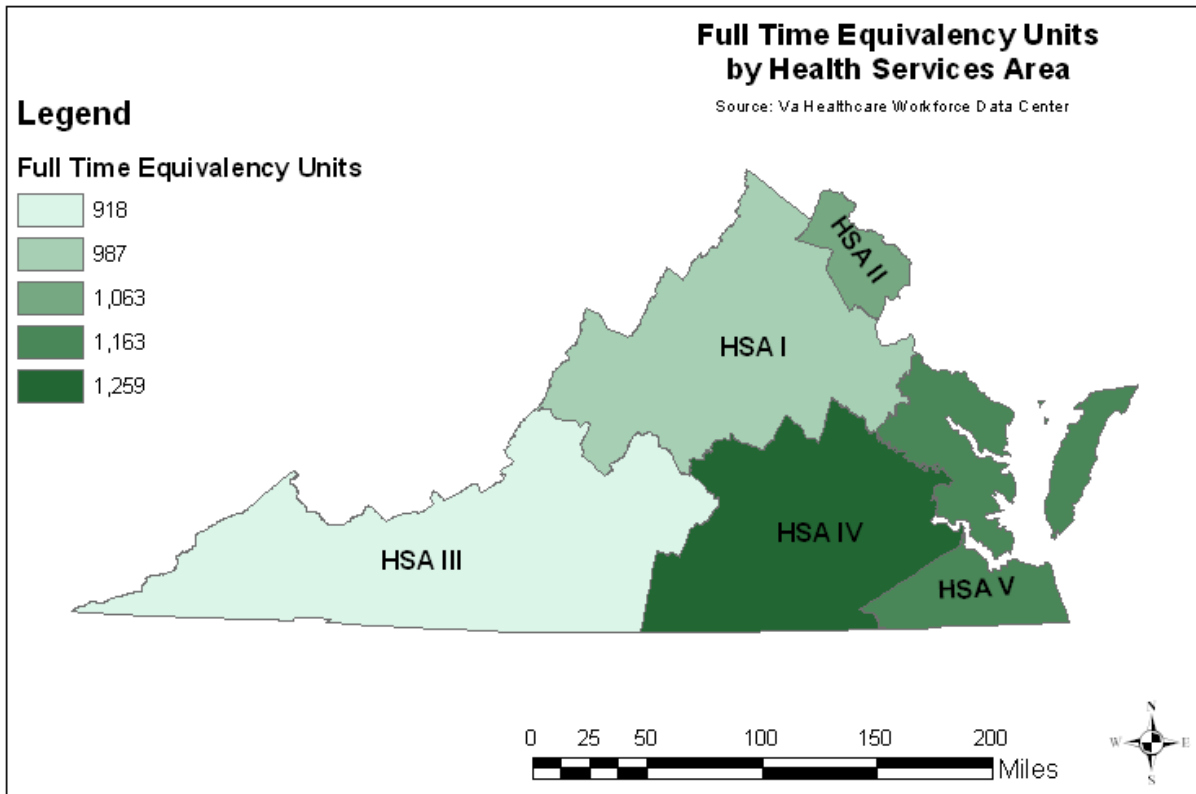
Source: Va. Healthcare Workforce Data Center

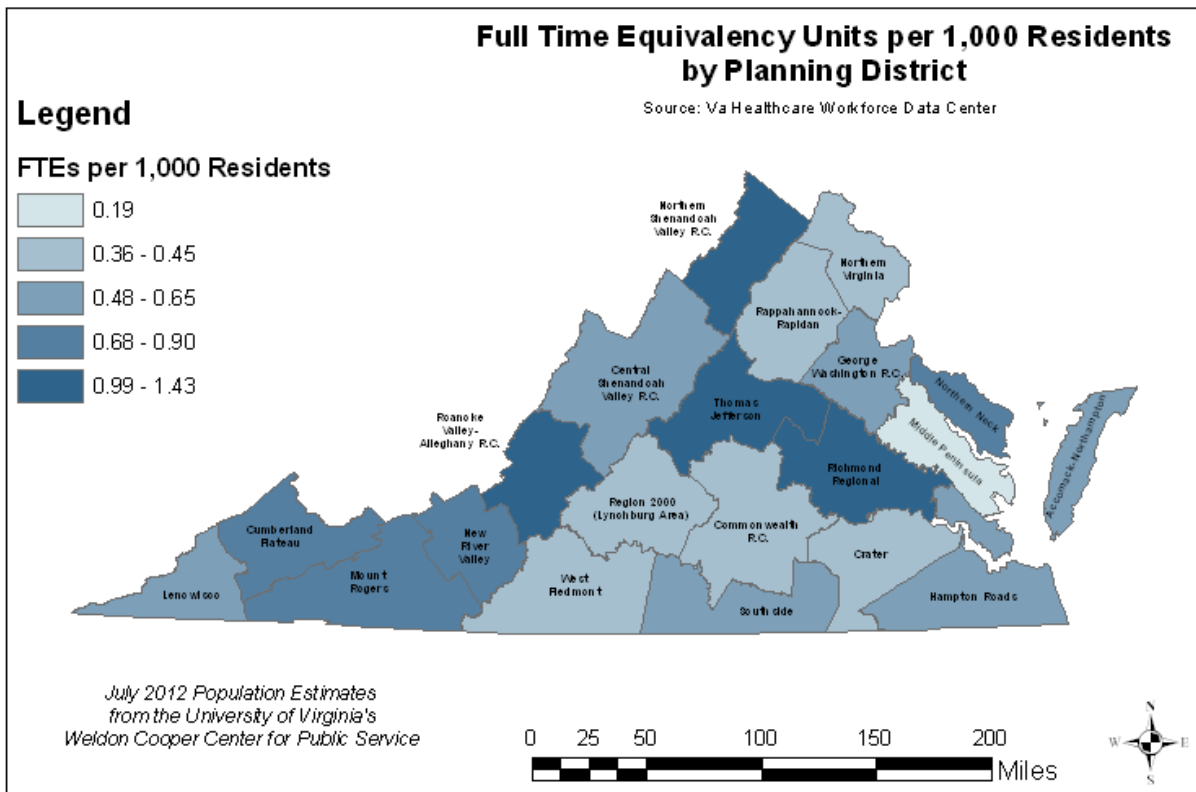
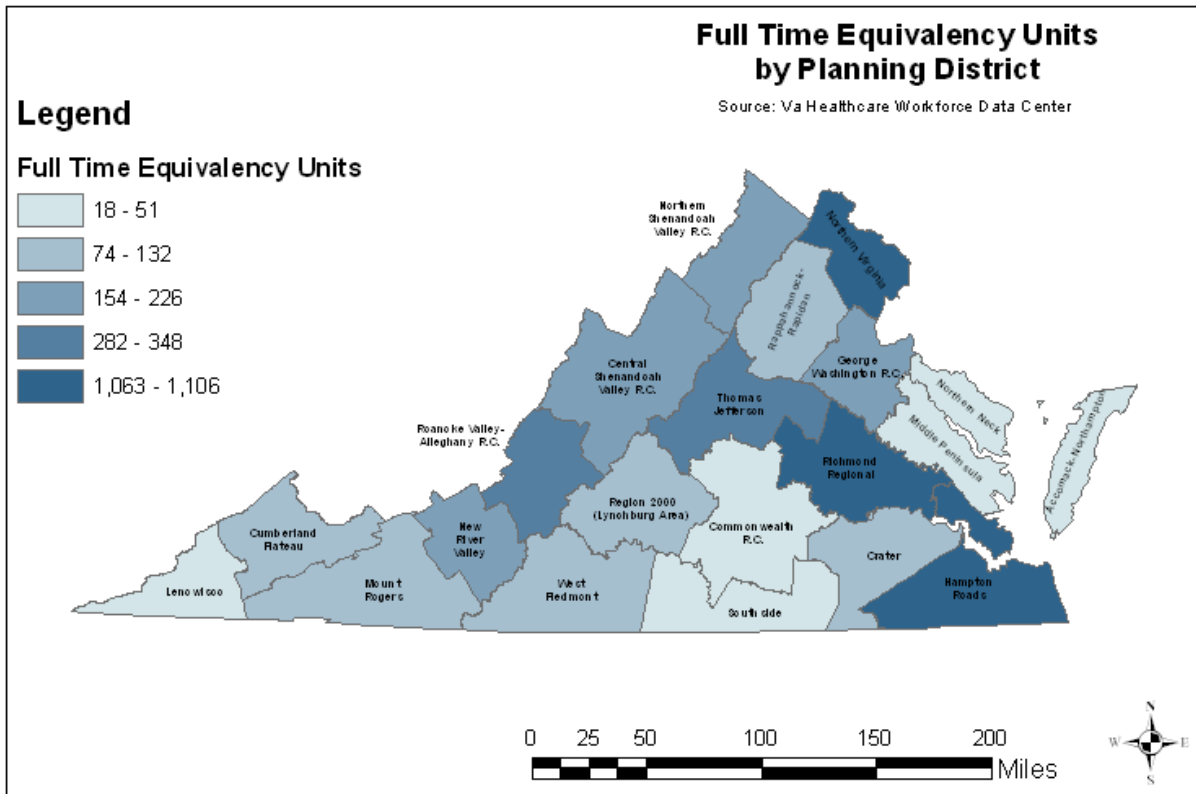
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,252	45.63%	2.191753	1.857761	3.459917
Metro, 250,000 to 1 million	497	40.64%	2.460396	2.085467	3.883999
Metro, 250,000 or less	701	47.22%	2.117825	1.795098	3.343214
Urban pop 20,000+, Metro adj	97	50.52%	1.979592	1.67793	3.124998
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	178	44.38%	2.253165	1.909814	2.958003
Urban pop, 2,500-19,999, nonadj	171	45.03%	2.220779	1.882364	3.505739
Rural, Metro adj	112	45.54%	2.196078	1.861427	2.883059
Rural, nonadj	68	47.06%	2.125	1.80118	2.789746
Virginia border state/DC	932	10.73%	9.32	7.899764	14.71262
Other US State	703	25.46%	3.927374	3.328898	6.199782

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	332	25.00%	4	3.124998	14.71262
30 to 34	922	41.43%	2.413613	1.885634	8.877642
35 to 39	978	30.06%	3.326531	2.598851	12.2355
40 to 44	989	43.78%	2.284065	1.784425	8.401145
45 to 49	905	37.46%	2.669617	2.085637	9.819264
50 to 54	1,003	46.56%	2.147752	1.67793	7.899764
55 to 59	1,104	37.86%	2.641148	2.063396	9.714554
60 and Over	1,508	42.37%	2.359937	1.8437	8.680216

See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.394652

