
Virginia's Licensed Nurse Practitioner Workforce: 2018

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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2,990 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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Contents

| | |
|-----------------------------------------------|-----------|
| Results in Brief | 2 |
| Summary of Trends | 2 |
| Survey Response Rates | 3 |
| The Workforce | 4 |
| Demographics | 5 |
| Background | 6 |
| Education | 8 |
| Specialties & Certifications | 9 |
| Current Employment Situation | 10 |
| Employment Quality | 11 |
| 2018 Labor Market | 12 |
| Work Site Distribution | 13 |
| Establishment Type | 14 |
| Time Allocation | 16 |
| Retirement & Future Plans | 17 |
| Full-Time Equivalency Units | 19 |
| Maps | 20 |
| Virginia Performs Regions | 20 |
| Area Health Education Center Regions | 21 |
| Health Services Areas | 23 |
| Planning Districts..... | 24 |
| Appendices | 25 |
| Appendix A: Weights | 25 |

The Licensed Nurse Practitioner Workforce: At a Glance:

The Workforce

| | |
|-----------------------|--------|
| Licenses: | 10,772 |
| Virginia's Workforce: | 8,879 |
| FTEs: | 7,912 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 33% |
| HS Degree in VA: | 45% |
| Prof. Degree in VA: | 51% |

Current Employment

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

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 28% |
| Renewing Practitioners: | 68% |

Education

| | |
|---------------------|-----|
| Master's Degree: | 76% |
| Post-Masters Cert.: | 8% |

Job Turnover

| | |
|----------------------|-----|
| Switched Jobs: | 10% |
| Employed over 2 yrs: | 55% |

Demographics

| | |
|------------------|-----|
| Female: | 90% |
| Diversity Index: | 33% |
| Median Age: | 46 |

Finances

| | |
|----------------------|---------------|
| Median Income: | \$100k-\$110k |
| Health Benefits: | 66% |
| Under 40 w/ Ed debt: | 66% |

Time Allocation

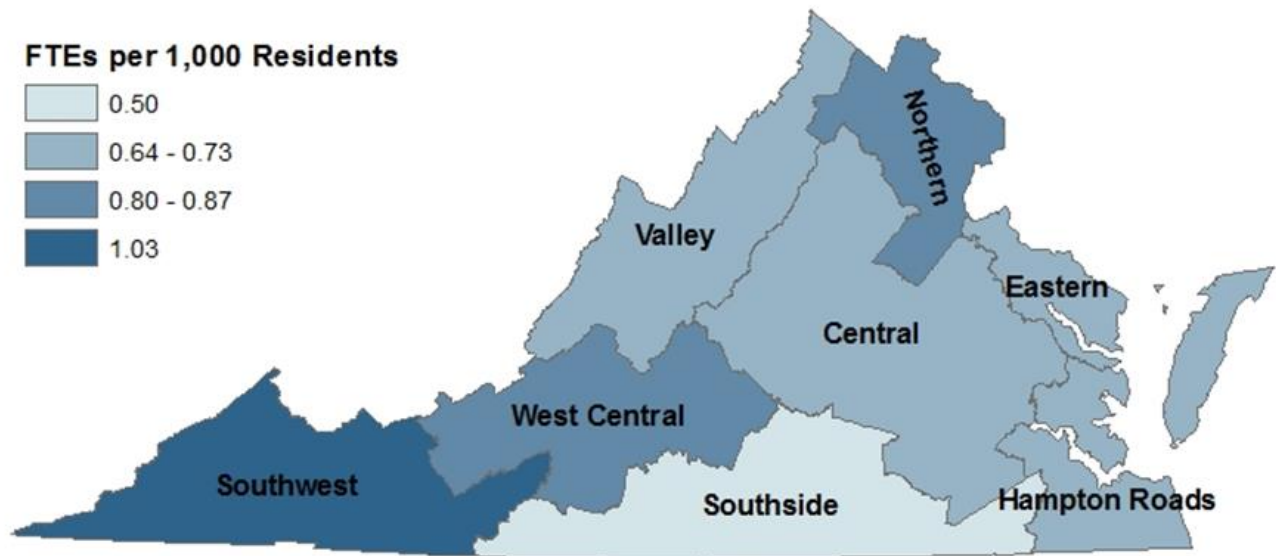
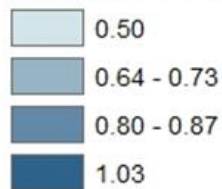
| | |
|--------------------|---------|
| Patient Care: | 90%-99% |
| Patient Care Role: | 88% |
| Admin. Role: | 3% |

Source: Va. Healthcare Workforce Data Center

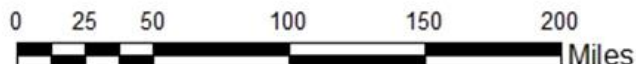
Full Time Equivalency Units Provided by Nurse Practitioners per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



Source: Va. Healthcare Workforce Data Center

Nearly 3,000 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2018 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, approximately half of all NPs have access to the survey in any given year. Thus, these survey respondents represent 28% of the 10,772 NPs who are licensed in the state but 68% of renewing practitioners.

The HWDC estimates that 8,879 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 2017 and September 2018, Virginia's NP workforce provided 7,912 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

Nine out of 10 NPs are female; while the median age of all NPs is 46. In a random encounter between two NPs, there is a 33% 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 56% 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 to 39%.

One-third of NPs grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Overall, 10% of NPs work in rural areas. Meanwhile, 45% of Virginia's NPs graduated from high school in Virginia, and 51% of NPs earned their initial professional degree in the state. In total, 56% of Virginia's NP workforce has some educational background in the state.

About three quarters of all NPs hold a Master's degree as their highest professional degree, while another 8% have a post-Masters certificate. Nearly half of all NPs currently carry educational debt, including 66% of those under the age of 40. The median debt burden for those NPs with educational debt is between \$50,000 and \$60,000.

Summary of Trends

Several significant changes have occurred in the NP workforce in the past four years. The number of licensed NPs in the state has grown by 39%; the number in the state's workforce has grown by 41% and the FTEs provided has increased by 37%. The response rate, however, declined precipitously this year. Compared to 2014 when 79% of renewing NPs responded to the survey, only 68% did in 2018.

The percent female has stayed consistently around 90%. The diversity index which increased significantly from 2014 to 2017, stayed at the same level in 2018. Only the diversity index for NPs under 40 years of age increased to 39% from 38% in 2017 and 34%-35% in prior years. Median age is currently stable at 46 years from 48 years in 2014.

The percent of NPs working in Virginia has barely changed over the years. The percent of licensed NPs working in Virginia increased from 81% in 2014 to 82% in 2017 and remained at the 2017 level in 2018. The geographical distribution of NPs also has been stable within the state. Only a tenth of NPs reported working in rural areas in all the surveys.

Over the past four years, educational attainment has improved for NPs. In the 2018 survey, the percent of NPs with a doctorate NP increased from 4% in 2014 to 8% currently. The percent with a master's degree declined to 76% from 79% in the 2017 survey. Additionally, the percent with a post-master's certificate is also stable at 8% after declining from 10% in 2014. Not surprisingly, the median debt and the percent carrying debt has also increased. Of all NPs, 46% now carry debt compared to 40% in 2014; median debt is now \$50,000-\$60,000 from \$40,000-\$50,000. Retirement expectation, however, has remained relatively stable over the years with 36% to 37% expecting to retire by age 65.

A Closer Look:

| Licensees | | |
|------------------------------------------|---------------|-------------|
| License Status | # | % |
| Renewing Practitioners | 4,180 | 39% |
| New Licensees | 1,063 | 10% |
| Non-Renewals | 554 | 5% |
| Renewal date not in survey period | 4,975 | 46% |
| All Licensees | 10,772 | 100% |

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 68% of renewing NPs submitted a survey. These represent 28% of NPs who held a license at some point during the licensing period.

| Statistic | Response Rates | | Response Rate |
|--------------------------------|-----------------|--------------|---------------|
| | Non Respondents | Respondent | |
| By Age | | | |
| Under 30 | 325 | 71 | 18% |
| 30 to 34 | 1,087 | 463 | 30% |
| 35 to 39 | 1,256 | 360 | 22% |
| 40 to 44 | 987 | 444 | 31% |
| 45 to 49 | 1,074 | 335 | 24% |
| 50 to 54 | 726 | 413 | 36% |
| 55 to 59 | 873 | 287 | 25% |
| 60 and Over | 1,454 | 617 | 30% |
| Total | 7,782 | 2,990 | 28% |
| New Licenses | | | |
| Issued After Sept. 2017 | 954 | 109 | 10% |
| Metro Status | | | |
| Non-Metro | 603 | 308 | 34% |
| Metro | 5,088 | 2,386 | 32% |
| Not in Virginia | 2,091 | 296 | 12% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

| | |
|--------------|--------|
| Number: | 10,772 |
| New: | 10% |
| Not Renewed: | 5% |

Response Rates

| | |
|-------------------------|-----|
| All Licensees: | 28% |
| Renewing Practitioners: | 68% |

Source: Va. Healthcare Workforce Data Center

| Response Rates | |
|-------------------------------------|-------|
| Completed Surveys | 2,990 |
| Response Rate, all licensees | 28% |
| Response Rate, Renewals | 68% |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2017 and September 2018 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.

At a Glance:

Workforce

Virginia's NP Workforce: 8,879
 FTEs: 7,912

Utilization Ratios

Licenses in VA Workforce: 82%
 Licenses per FTE: 1.36
 Workers per FTE: 1.12

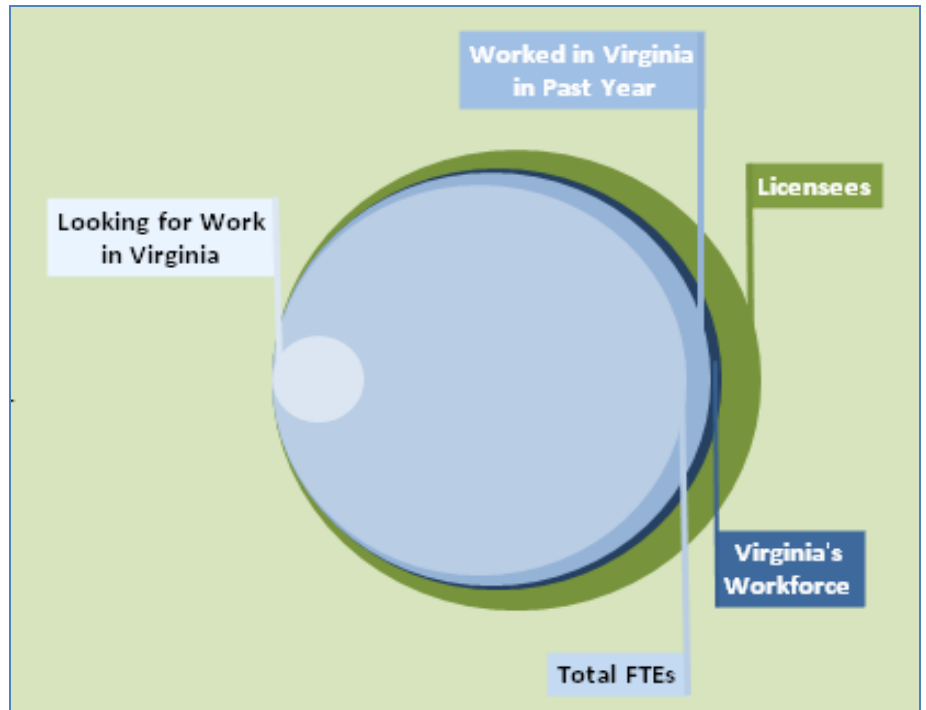
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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 NP Workforce | | |
|---------------------------------|--------|------|
| Status | # | % |
| Worked in Virginia in Past Year | 8,690 | 98% |
| Looking for Work in Virginia | 189 | 2% |
| Virginia's Workforce | 8,879 | 100% |
| Total FTEs | 7,912 | |
| Licenses | 10,772 | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

www.dhp.virginia.gov/hwdc

A Closer Look:

| Age & Gender | | | | | | |
|--------------|------------|------------|--------------|------------|--------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 34 | 10% | 306 | 90% | 340 | 4% |
| 30 to 34 | 78 | 6% | 1,196 | 94% | 1,274 | 16% |
| 35 to 39 | 124 | 10% | 1,098 | 90% | 1,223 | 15% |
| 40 to 44 | 144 | 13% | 959 | 87% | 1,103 | 14% |
| 45 to 49 | 129 | 13% | 853 | 87% | 983 | 12% |
| 50 to 54 | 116 | 14% | 717 | 86% | 833 | 10% |
| 55 to 59 | 72 | 9% | 709 | 91% | 781 | 10% |
| 60 + | 125 | 8% | 1,355 | 92% | 1,480 | 18% |
| Total | 823 | 10% | 7,193 | 90% | 8,016 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 90%
 % Under 40 Female: 92%

Age
 Median Age: 46
 % Under 40: 35%
 % 55+: 28%

Diversity
 Diversity Index: 33%
 Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

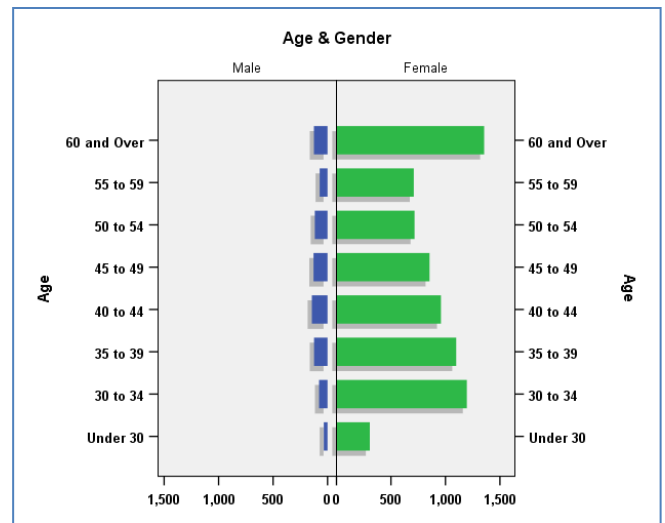
| Race & Ethnicity | | | | | |
|--------------------|-------------|--------------|-------------|--------------|-------------|
| Race/ Ethnicity | Virginia* | NPs | | NPs under 40 | |
| | % | # | % | # | % |
| White | 62% | 6,481 | 81% | 2,185 | 77% |
| Black | 19% | 742 | 9% | 273 | 10% |
| Asian | 6% | 340 | 4% | 146 | 5% |
| Other Race | <1% | 102 | 1% | 48 | 2% |
| Two or more races | 3% | 156 | 2% | 71 | 3% |
| Hispanic | 9% | 188 | 2% | 103 | 4% |
| Total | 100% | 8,010 | 100% | 2,825 | 100% |

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 33% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

35% of NPs are under the age of 40. 92% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 39%, 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: 13%
 Rural Childhood: 33%

Virginia Background

HS in Virginia: 45%
 Prof. Ed. in VA: 51%
 HS or Prof. Ed. in VA: 56%
 Initial NP Degree in VA: 58%

Location Choice

% Rural to Non-Metro: 22%
 % Urban/Suburban to Non-Metro: 5%

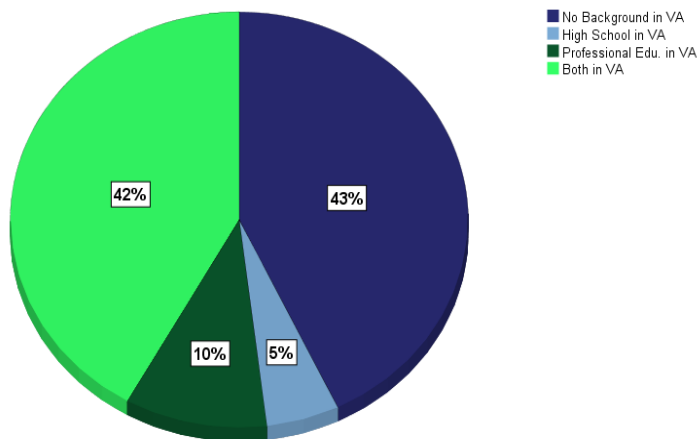
Source: Va. Healthcare Workforce Data Center

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 | 53% | 34% | 13% |
| 3 | Metro, 250,000 or less | 45% | 46% | 9% |
| Non-Metro Counties | | | | |
| 4 | Urban pop 20,000+, Metro adjacent | 67% | 26% | 7% |
| 6 | Urban pop, 2,500-19,999, Metro adjacent | 65% | 25% | 10% |
| 7 | Urban pop, 2,500-19,999, non adjacent | 80% | 11% | 9% |
| 8 | Rural, Metro adj | 58% | 27% | 16% |
| 9 | Rural, non adjacent | 57% | 32% | 12% |
| Overall | | 33% | 53% | 14% |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

33% 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 | 3,714 | Virginia | 4,110 | Virginia | 4,470 |
| 2 | New York | 417 | New York | 416 | Washington, D.C. | 641 |
| 3 | Pennsylvania | 407 | Pennsylvania | 375 | Tennessee | 334 |
| 4 | Outside of U.S./Canada | 365 | North Carolina | 235 | Pennsylvania | 282 |
| 5 | Maryland | 250 | Tennessee | 221 | North Carolina | 208 |
| 6 | Ohio | 212 | Maryland | 214 | New York | 205 |
| 7 | North Carolina | 201 | Florida | 213 | Maryland | 155 |
| 8 | Florida | 193 | West Virginia | 196 | Florida | 149 |
| 9 | West Virginia | 193 | Washington, D.C. | 195 | Minnesota | 136 |
| 10 | New Jersey | 150 | Outside of U.S./Canada | 135 | Alabama | 117 |

Source: Va. Healthcare Workforce Data Center

| Rank | Licensed in the Past 5 Years | | | | | |
|------|------------------------------|-------|------------------------|-------|------------------|-------|
| | High School | # | Init. Prof Degree | # | Init. NP Degree | # |
| 1 | Virginia | 1,617 | Virginia | 1,854 | Virginia | 1,750 |
| 2 | Outside of U.S./Canada | 189 | Pennsylvania | 162 | Washington, D.C. | 342 |
| 3 | Pennsylvania | 176 | New York | 129 | Tennessee | 196 |
| 4 | New York | 129 | Tennessee | 126 | Pennsylvania | 118 |
| 5 | North Carolina | 121 | West Virginia | 109 | Minnesota | 106 |
| 6 | West Virginia | 103 | North Carolina | 107 | Alabama | 90 |
| 7 | Florida | 98 | Florida | 102 | North Carolina | 89 |
| 8 | Maryland | 93 | Maryland | 71 | Florida | 76 |
| 9 | Ohio | 74 | Outside of U.S./Canada | 70 | Maryland | 70 |
| 10 | Michigan | 73 | Washington, D.C. | 69 | West Virginia | 60 |

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 92% of these licensees worked at some point in the past year, including 88% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

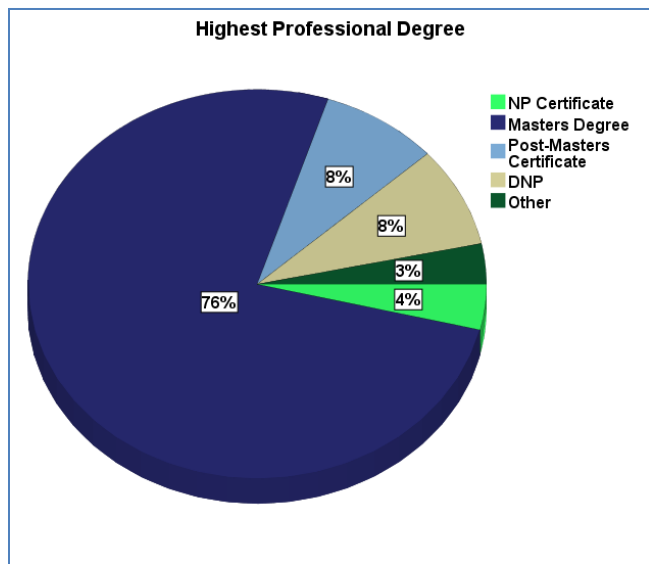
| | |
|----------------------|-------|
| Total: | 1,892 |
| % of Licensees: | 18% |
| Federal/Military: | 21% |
| Va. Border State/DC: | 30% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Degree | | |
|--------------------|--------------|-------------|
| Degree | # | % |
| NP Certificate | 296 | 4% |
| Master's Degree | 5,988 | 76% |
| Post-Masters Cert. | 653 | 8% |
| Doctorate of NP | 654 | 8% |
| Other Doctorate | 261 | 3% |
| Post-Ph.D. Cert. | 3 | 0% |
| Total | 7,854 | 100% |

Source: Va. Healthcare Workforce Data Center



More than three-quarters of all NPs hold a Master's degree as their highest professional degree. 46% of NPs carry education debt, including 66% of those under the age of 40. The median debt burden among NPs with educational debt is between \$50,000 and \$60,000.

At a Glance:

Education
 Master's Degree: 76%
 Post-Masters Cert.: 8%

Educational Debt
 Carry debt: 46%
 Under age 40 w/ debt: 66%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

| Amount Carried | All NPs | | NPs under 40 | |
|---------------------|--------------|-------------|--------------|-------------|
| | # | % | # | % |
| None | 3,805 | 54% | 820 | 34% |
| \$10,000 or less | 284 | 4% | 101 | 4% |
| \$10,000-\$19,999 | 300 | 4% | 138 | 6% |
| \$20,000-\$29,999 | 306 | 4% | 110 | 5% |
| \$30,000-\$39,999 | 260 | 4% | 95 | 4% |
| \$40,000-\$49,999 | 255 | 4% | 125 | 5% |
| \$50,000-\$59,999 | 256 | 4% | 149 | 6% |
| \$60,000-\$69,999 | 277 | 4% | 135 | 6% |
| \$70,000-\$79,999 | 201 | 3% | 118 | 5% |
| \$80,000-\$89,999 | 225 | 3% | 126 | 5% |
| \$90,000-\$99,999 | 134 | 2% | 65 | 3% |
| \$100,000-\$109,999 | 134 | 2% | 76 | 3% |
| \$110,000-\$119,999 | 96 | 1% | 48 | 2% |
| \$120,000 or more | 524 | 7% | 292 | 12% |
| Total | 7,057 | 100% | 2,399 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

| | |
|-----------------|-----|
| Family Health: | 27% |
| RN Anesthetist: | 18% |
| Acute Care/ER: | 8% |

Credentials

| | |
|---------------------|-----|
| ANCC – Family NP: | 23% |
| AANPCP – Family NP: | 18% |
| ANCC – Adult NP: | 4% |

Source: Va. Healthcare Workforce Data Center

| Specialty | Primary | |
|----------------------------------------|--------------|-------------|
| | # | % |
| Family Health | 2,080 | 27% |
| Certified Registered Nurse Anesthetist | 1,409 | 18% |
| Acute Care/Emergency Room | 618 | 8% |
| Pediatrics | 596 | 8% |
| Adult Health | 573 | 7% |
| OB/GYN - Women's Health | 331 | 4% |
| Psychiatric/Mental Health | 331 | 4% |
| Surgical | 240 | 3% |
| Geriatrics/Gerontology | 207 | 3% |
| Certified Nurse Midwife | 165 | 3% |
| Neonatal Care | 159 | 2% |
| Gastroenterology | 111 | 2% |
| Occupational/Industrial Health | 37 | 1% |
| Pain Management | 32 | 0% |
| Other | 951 | 9% |
| Total | 7,839 | 100% |

Source: Va. Healthcare Workforce Data Center

Credentials

| Credential | # | % |
|-----------------------------------------------------|--------------|------------|
| ANCC: Family NP | 2,082 | 23% |
| AANPCP: Family NP | 1,631 | 18% |
| ANCC: Adult NP | 334 | 4% |
| ANCC: Acute Care NP | 317 | 4% |
| NCC: Women's Health Care NP | 277 | 3% |
| ANCC: Adult-Gerontology Acute Care NP | 203 | 2% |
| ANCC: Family Psychiatric-Mental Health NP | 166 | 2% |
| NCC: Neonatal NP | 164 | 2% |
| ANCC: Pediatric NP | 153 | 2% |
| ANCC: Adult-Gerontology Primary Care NP | 119 | 1% |
| ANCC: Adult Psychiatric-Mental Health NP | 112 | 1% |
| AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C) | 105 | 1% |
| AANPCP: Adult NP | 95 | 1% |
| All Other Credentials | 68 | 1% |
| At Least One Credential | 5,545 | 68% |

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 18% had a primary specialty as a Certified RN Anesthetist. 68% of all NPs also held at least one credential. ANCC: Family NP was the most common credential held by Virginia's NP workforce.

At a Glance:

Employment

Employed in Profession: 96%
 Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 65%
 2 or More Positions: 18%

Weekly Hours:

40 to 49: 49%
 60 or more: 6%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|---------------------------------------------|--------------|-------------|
| Status | # | % |
| Employed, capacity unknown | 0 | 0% |
| Employed in a nursing- related capacity | 7,617 | 96% |
| Employed, NOT in a nursing-related capacity | 29 | <1% |
| Not working, reason unknown | 0 | 0% |
| Involuntarily unemployed | 16 | <1% |
| Voluntarily unemployed | 194 | 2% |
| Retired | 66 | 1% |
| Total | 7,922 | 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 18% 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 | 210 | 3% |
| 1 to 9 hours | 101 | 1% |
| 10 to 19 hours | 260 | 3% |
| 20 to 29 hours | 525 | 7% |
| 30 to 39 hours | 1,422 | 19% |
| 40 to 49 hours | 3,759 | 49% |
| 50 to 59 hours | 904 | 12% |
| 60 to 69 hours | 324 | 4% |
| 70 to 79 hours | 94 | 1% |
| 80 or more hours | 76 | 1% |
| Total | 7,676 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Positions | | |
|-------------------------------------------------|--------------|-------------|
| Positions | # | % |
| No Positions | 210 | 3% |
| One Part-Time Position | 1,137 | 15% |
| Two Part-Time Positions | 243 | 3% |
| One Full-Time Position | 5,006 | 65% |
| One Full-Time Position & One Part-Time Position | 1,003 | 13% |
| Two Full-Time Positions | 11 | 0% |
| More than Two Positions | 145 | 2% |
| Total | 7,755 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Income | | |
|---------------------|--------------|-------------|
| Hourly Wage | # | % |
| Volunteer Work Only | 48 | 1% |
| Less than \$40,000 | 262 | 3% |
| \$40,000-\$49,999 | 109 | 2% |
| \$50,000-\$59,999 | 174 | 3% |
| \$60,000-\$69,999 | 201 | 3% |
| \$70,000-\$79,999 | 375 | 6% |
| \$80,000-\$89,999 | 670 | 11% |
| \$90,000-\$99,999 | 1,002 | 16% |
| \$100,000-\$109,999 | 880 | 14% |
| \$110,000-\$119,999 | 626 | 10% |
| \$120,000 or more | 1,839 | 30% |
| Total | 6,186 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Retirement: 76%
Health Insurance: 66%

Satisfaction
Satisfied: 95%
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction | | |
|-----------------------|--------------|-------------|
| Level | # | % |
| Very Satisfied | 5,077 | 66% |
| Somewhat Satisfied | 2,276 | 29% |
| Somewhat Dissatisfied | 299 | 4% |
| Very Dissatisfied | 73 | 1% |
| Total | 7,725 | 100% |

Source: Va. Healthcare Workforce Data Center

The typical NP had an annual income of between \$100,000 and \$110,000. Among NPs who received either a wage or salary as compensation at the primary work location, 76% also had access to a retirement plan and 66% received health insurance.

| Employer-Sponsored Benefits* | | | |
|-------------------------------------|--------------|------------|----------------------------|
| Benefit | # | % | % of Wage/Salary Employees |
| Signing/Retention Bonus | 1,052 | 14% | 16% |
| Dental Insurance | 4,550 | 60% | 65% |
| Health Insurance | 4,701 | 62% | 66% |
| Paid Leave | 5,172 | 68% | 73% |
| Group Life Insurance | 3,875 | 51% | 55% |
| Retirement | 5,335 | 70% | 76% |
| Receive at least one benefit | 6,044 | 79% | 85% |

*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? | 125 | 1% |
| Experience Voluntary Unemployment? | 383 | 4% |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 172 | 2% |
| Work two or more positions at the same time? | 1,634 | 18% |
| Switch employers or practices? | 857 | 10% |
| Experienced at least 1 | 2,673 | 30% |

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 3.2% during the same period.¹

| Location Tenure | | | | |
|-----------------------------------------------|--------------|-------------|--------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at this Location | 123 | 2% | 109 | 6% |
| Less than 6 Months | 733 | 10% | 194 | 10% |
| 6 Months to 1 Year | 762 | 10% | 237 | 13% |
| 1 to 2 Years | 1,760 | 23% | 354 | 19% |
| 3 to 5 Years | 1,610 | 21% | 441 | 24% |
| 6 to 10 Years | 1,051 | 14% | 273 | 15% |
| More than 10 Years | 1,516 | 20% | 245 | 13% |
| Subtotal | 7,556 | 100% | 1,852 | 100% |
| Did not have location | 192 | | 6,972 | |
| Item Missing | 1,130 | | 55 | |
| Total | 8,879 | | 8,879 | |

Source: Va. Healthcare Workforce Data Center

70% of NPs receive a salary at their primary work location, while 26% receive an hourly wage.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 1%
 Underemployed: 4%

Turnover & Tenure
 Switched Jobs: 10%
 New Location: 25%
 Over 2 years: 55%
 Over 2 yrs, 2nd location: 52%

Employment Type
 Salary: 70%
 Hourly Wage: 26%

Source: Va. Healthcare Workforce Data Center

55% 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 | 4,192 | 70% |
| Hourly Wage | 1,532 | 26% |
| By Contract | 234 | 4% |
| Business/ Practice Income | 0 | 0% |
| Unpaid | 44 | 1% |
| Subtotal | 6,001 | 100% |
| Missing location | 192 | |
| Item missing | 2,545 | |

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 3.4% in October 2017 to 3.1% in August 2018. At the time of publication, the unemployment rate for August 2018 was still preliminary, while the unemployment rate for September 2018 had still not been reported.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 27% |
| Top 3 Regions: | 73% |
| Lowest Region: | 1% |

Locations

| | |
|---------------------------|-----|
| 2 or more (Past Year): | 25% |
| 2 or more (Now*): | 23% |

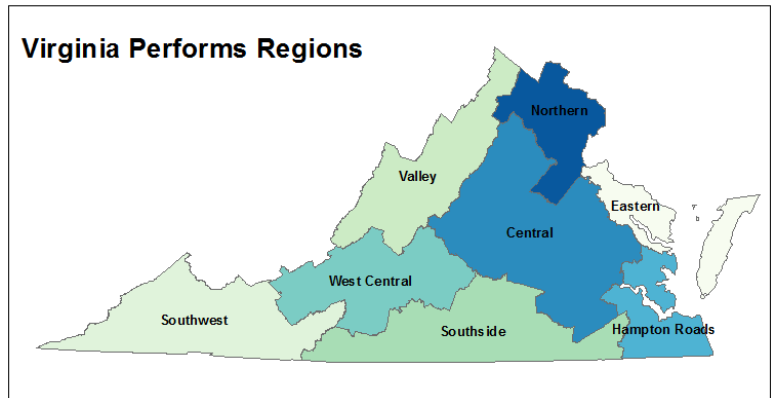
Source: Va. Healthcare Workforce Data Center

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 | | | | |
|-----------------------------------------|------------------|-------------|--------------------|-------------|
| Virginia Performs Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 2,021 | 27% | 371 | 20% |
| Eastern | 91 | 1% | 14 | 1% |
| Hampton Roads | 1,517 | 20% | 371 | 20% |
| Northern | 1,928 | 26% | 448 | 24% |
| Southside | 230 | 3% | 71 | 4% |
| Southwest | 414 | 6% | 102 | 5% |
| Valley | 428 | 6% | 104 | 6% |
| West Central | 763 | 10% | 190 | 10% |
| Virginia Border State/DC | 80 | 1% | 48 | 3% |
| Other US State | 47 | 1% | 149 | 8% |
| Outside of the US | 2 | 0% | 3 | 0% |
| Total | 7,521 | 100% | 1,871 | 100% |
| Item Missing | 1,166 | | 37 | |

Source: Va. Healthcare Workforce Data Center



73% of all NPs had just one work location during the past year, while 25% of NPs had multiple work locations.

| Number of Work Locations | | | | |
|--------------------------|-----------------------------|-------------|---------------------|-------------|
| Locations | Work Locations in Past Year | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 189 | 2% | 273 | 4% |
| 1 | 5,632 | 73% | 5,685 | 74% |
| 2 | 1,060 | 14% | 1,028 | 13% |
| 3 | 609 | 8% | 578 | 7% |
| 4 | 116 | 1% | 74 | 1% |
| 5 | 48 | 1% | 35 | 0% |
| 6 or More | 72 | 1% | 53 | 1% |
| Total | 7,726 | 100% | 7,726 | 100% |

*At the time of survey completion (Oct. 2017 - Sept. 2018, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Sector | Location Sector | | | |
|---------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 3,721 | 52% | 1,107 | 62% |
| Non-Profit | 2,385 | 33% | 489 | 27% |
| State/Local Government | 594 | 8% | 147 | 8% |
| Veterans Administration | 162 | 2% | 10 | 1% |
| U.S. Military | 191 | 3% | 19 | 1% |
| Other Federal Government | 83 | 1% | 8 | 0% |
| Total | 7,136 | 100% | 1,780 | 100% |
| Did not have location | 192 | | 6,972 | |
| Item Missing | 1,552 | | 126 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

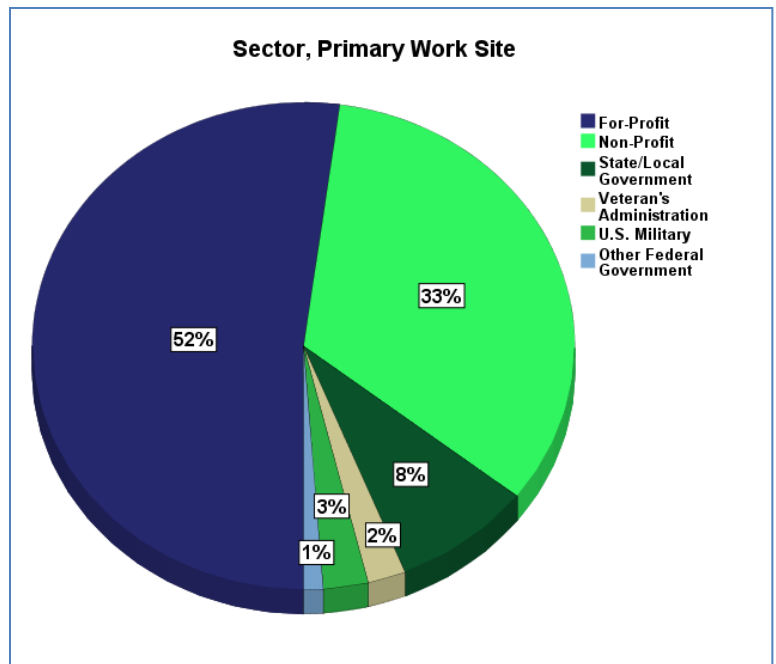
| | |
|-------------|-----|
| For Profit: | 52% |
| Federal: | 6% |

Top Establishments

| | |
|---------------------------|-----|
| Hospital, Inpatient: | 20% |
| Clinic, Primary Care: | 17% |
| Private practice (Group): | 9% |

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 52% in for-profit establishments. Meanwhile, 8% of NPs work for state or local governments, and 6% work for the federal government.



Source: Va. Healthcare Workforce Data Center

Close to a third of the state NP workforce use EHRs. 7% also provide remote health care for Virginia patients.

| Electronic Health Records (EHRs) and Telehealth | | |
|---------------------------------------------------------------|--------------|------------|
| | # | % |
| Meaningful use of EHRs | 2,574 | 29% |
| Remote Health, Caring for Patients in Virginia | 600 | 7% |
| Remote Health, Caring for Patients Outside of Virginia | 175 | 2% |
| Use at least one | 2,891 | 33% |

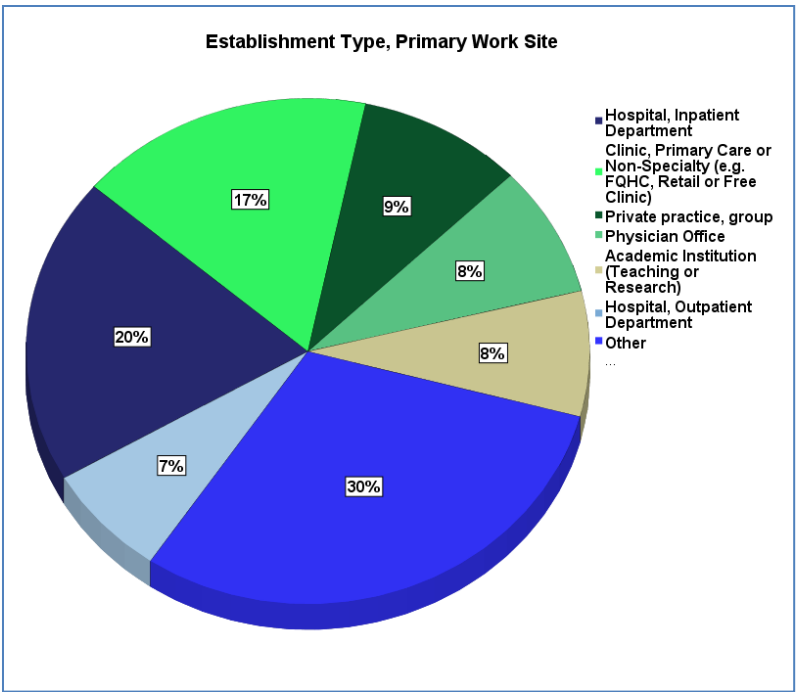
Source: Va. Healthcare Workforce Data Center

| Establishment Type | Location Type | | | |
|------------------------------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Hospital, Inpatient Department | 1,343 | 20% | 291 | 17% |
| Clinic, Primary Care or Non-Specialty | 1,164 | 17% | 234 | 13% |
| Private practice, group | 649 | 9% | 101 | 6% |
| Physician Office | 573 | 8% | 78 | 4% |
| Academic Institution (Teaching or Research) | 548 | 8% | 149 | 9% |
| Hospital, Outpatient Department | 477 | 7% | 86 | 5% |
| Ambulatory/Outpatient Surgical Unit | 332 | 5% | 170 | 10% |
| Hospital, Emergency Department | 219 | 3% | 105 | 6% |
| Clinic, Non-Surgical Specialty | 205 | 3% | 31 | 2% |
| Private practice, solo | 154 | 2% | 30 | 2% |
| Mental Health, or Substance Abuse, Outpatient Center | 144 | 2% | 35 | 2% |
| Long Term Care Facility, Nursing Home | 129 | 2% | 48 | 3% |
| School (providing care to students) | 66 | 1% | 21 | 1% |
| Other Practice Setting | 842 | 12% | 369 | 21% |
| Total | 6,845 | 100% | 1,748 | 100% |
| Did Not Have a Location | 192 | | 6,972 | |

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.

Source: Va. Healthcare Workforce Data Center

Among those NPs who also have a secondary work location, 17% work at the inpatient department of a hospital and 13% 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

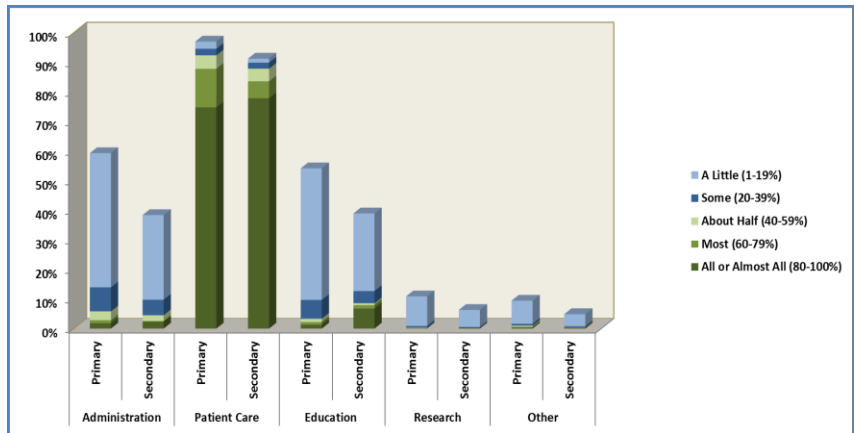
Patient Care: 88%
Administration: 3%
Education: 2%

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. 88% 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% | 2% | 75% | 78% | 1% | 7% | 0% | 0% | 0% | 0% |
| Most (60-79%) | 1% | 0% | 13% | 6% | 1% | 1% | 0% | 0% | 0% | 0% |
| About Half (40-59%) | 3% | 2% | 5% | 4% | 1% | 1% | 0% | 0% | 0% | 0% |
| Some (20-39%) | 8% | 5% | 2% | 2% | 6% | 4% | 1% | 0% | 1% | 0% |
| A Little (1-20%) | 45% | 29% | 2% | 1% | 44% | 26% | 10% | 6% | 8% | 4% |
| None (0%) | 41% | 62% | 3% | 9% | 46% | 61% | 89% | 94% | 91% | 95% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|--------------|-------------|--------------|-------------|
| Expected Retirement Age | All NPs | | NPs over 50 | |
| | # | % | # | % |
| Under age 50 | 87 | 1% | 0 | 0% |
| 50 to 54 | 147 | 2% | 12 | 0% |
| 55 to 59 | 591 | 9% | 95 | 4% |
| 60 to 64 | 1,582 | 24% | 520 | 20% |
| 65 to 69 | 2,694 | 40% | 1,234 | 46% |
| 70 to 74 | 937 | 14% | 501 | 19% |
| 75 to 79 | 190 | 3% | 104 | 4% |
| 80 or over | 78 | 1% | 39 | 1% |
| I do not intend to retire | 361 | 5% | 154 | 6% |
| Total | 6,667 | 100% | 2,659 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 36%
Under 60: 12%

NPs 50 and over

Under 65: 24%
Under 60: 4%

Time until Retirement

Within 2 years: 6%
Within 10 years: 22%
Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

36% of NPs expect to retire by the age of 65, while 24% of NPs who are age 50 or over 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 5% 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, 8% of NPs plan on increasing patient care hours, and 11% plan on pursuing additional educational opportunities.

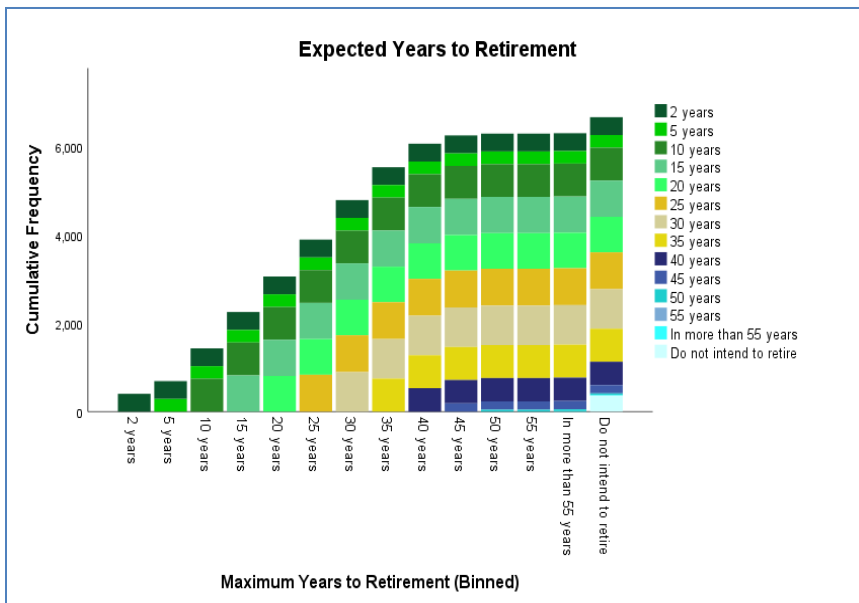
| Future Plans | | |
|---------------------------------------|-------|-----|
| 2 Year Plans: | # | % |
| Decrease Participation | | |
| Leave Profession | 77 | 1% |
| Leave Virginia | 292 | 3% |
| Decrease Patient Care Hours | 766 | 9% |
| Decrease Teaching Hours | 91 | 1% |
| Increase Participation | | |
| Increase Patient Care Hours | 739 | 8% |
| Increase Teaching Hours | 1,045 | 12% |
| Pursue Additional Education | 1,012 | 11% |
| Return to Virginia's Workforce | 50 | 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 22% expect to retire in the next 10 years. More than half of the current NP workforce expects to retire by 2043.

| Time to Retirement | | | |
|--------------------------------|--------------|-------------|--------------|
| Expect to retire within. . . | # | % | Cumulative % |
| 2 years | 404 | 6% | 6% |
| 5 years | 287 | 4% | 10% |
| 10 years | 743 | 11% | 22% |
| 15 years | 820 | 12% | 34% |
| 20 years | 805 | 12% | 46% |
| 25 years | 836 | 13% | 58% |
| 30 years | 894 | 13% | 72% |
| 35 years | 747 | 11% | 83% |
| 40 years | 530 | 8% | 91% |
| 45 years | 187 | 3% | 94% |
| 50 years | 42 | 1% | 94% |
| 55 years | 0 | 0% | 94% |
| In more than 55 years | 10 | 0% | 95% |
| Do not intend to retire | 361 | 5% | 100% |
| Total | 6,666 | 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 2028. Retirements will peak at 13% of the current workforce around 2043 before declining to under 10% of the current workforce again around 2058.

At a Glance:

FTEs

Total: 7,912
 FTEs/1,000 Residents: 0.94
 Average: 0.91

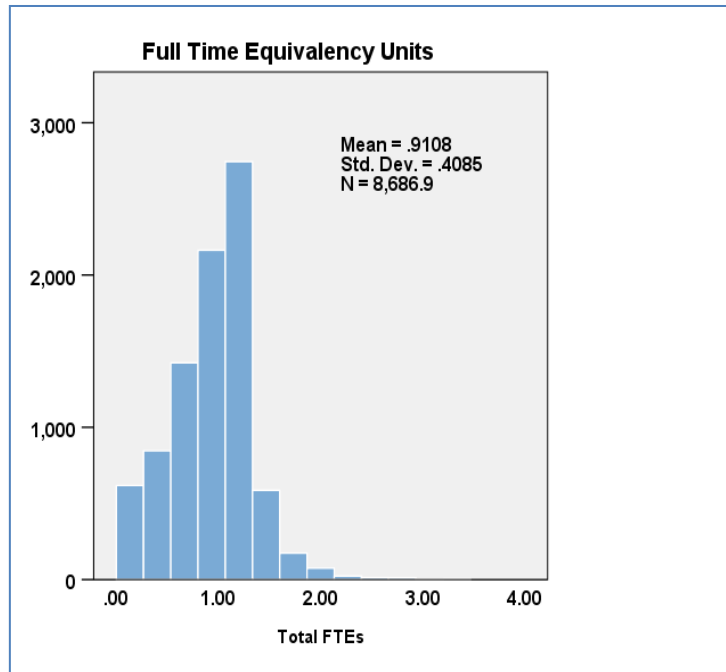
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

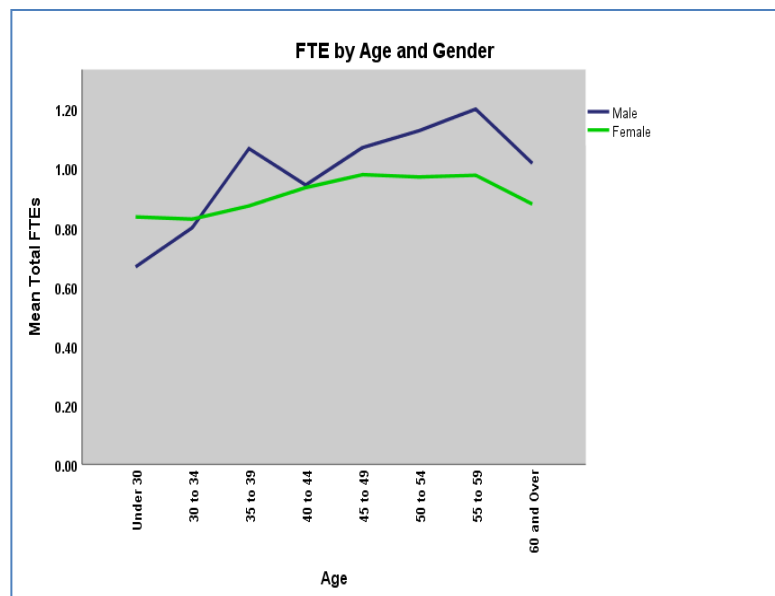


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.97 FTEs, or approximately 39 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

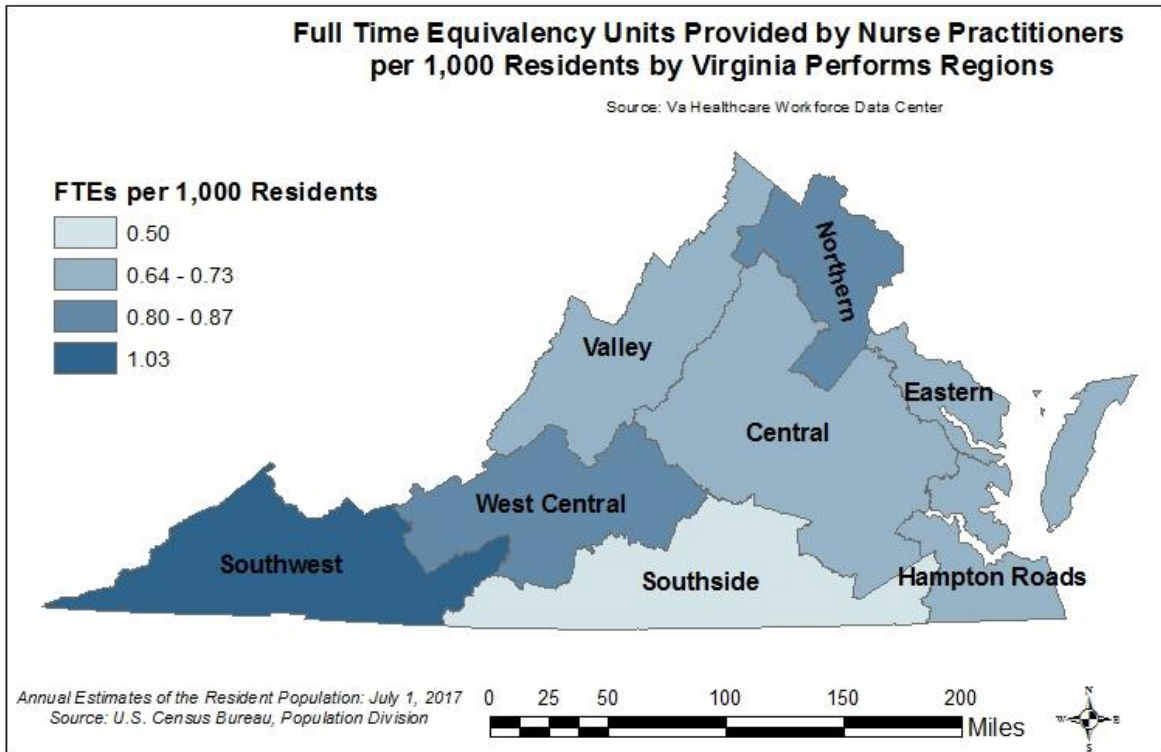
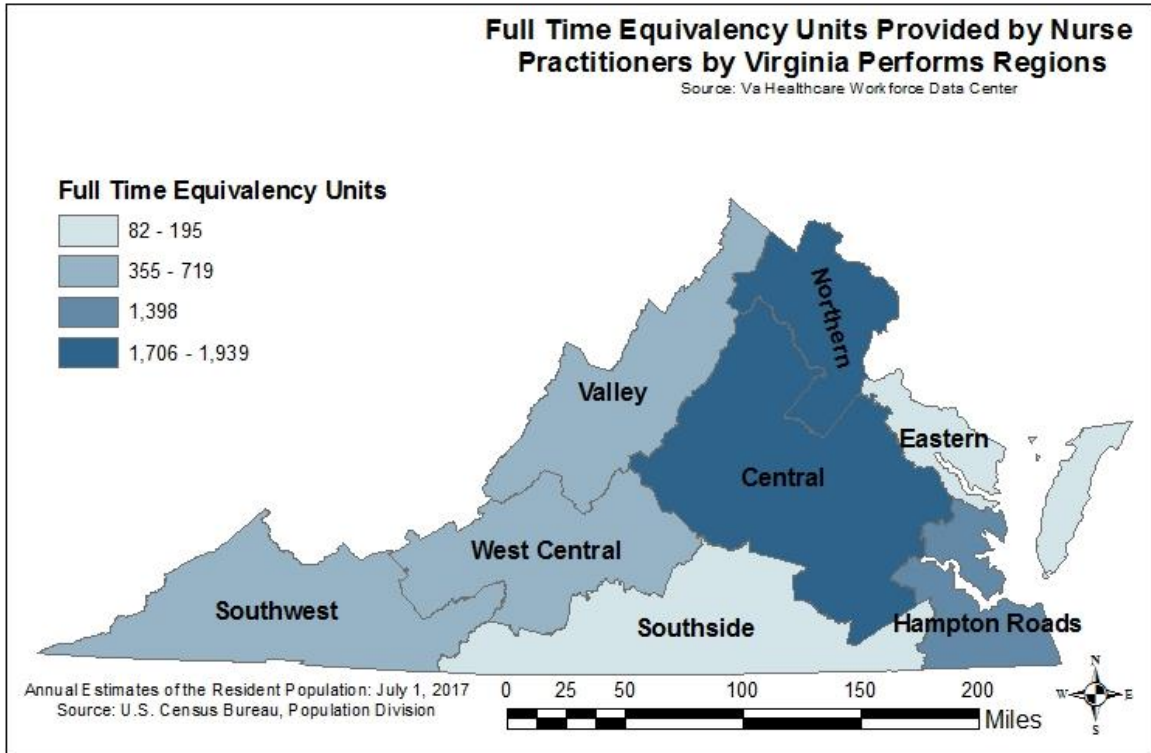
| Full-Time Equivalency Units | | |
|-----------------------------|-------------|--------|
| Age | Average Age | Median |
| Under 30 | 0.81 | 0.90 |
| 30 to 34 | 0.80 | 0.88 |
| 35 to 39 | 0.92 | 1.06 |
| 40 to 44 | 0.93 | 0.91 |
| 45 to 49 | 1.01 | 1.09 |
| 50 to 54 | 1.00 | 1.02 |
| 55 to 59 | 0.94 | 0.91 |
| 60 and Over | 0.87 | 0.88 |
| Gender | | |
| Male | 1.02 | 1.08 |
| Female | 0.91 | 0.96 |

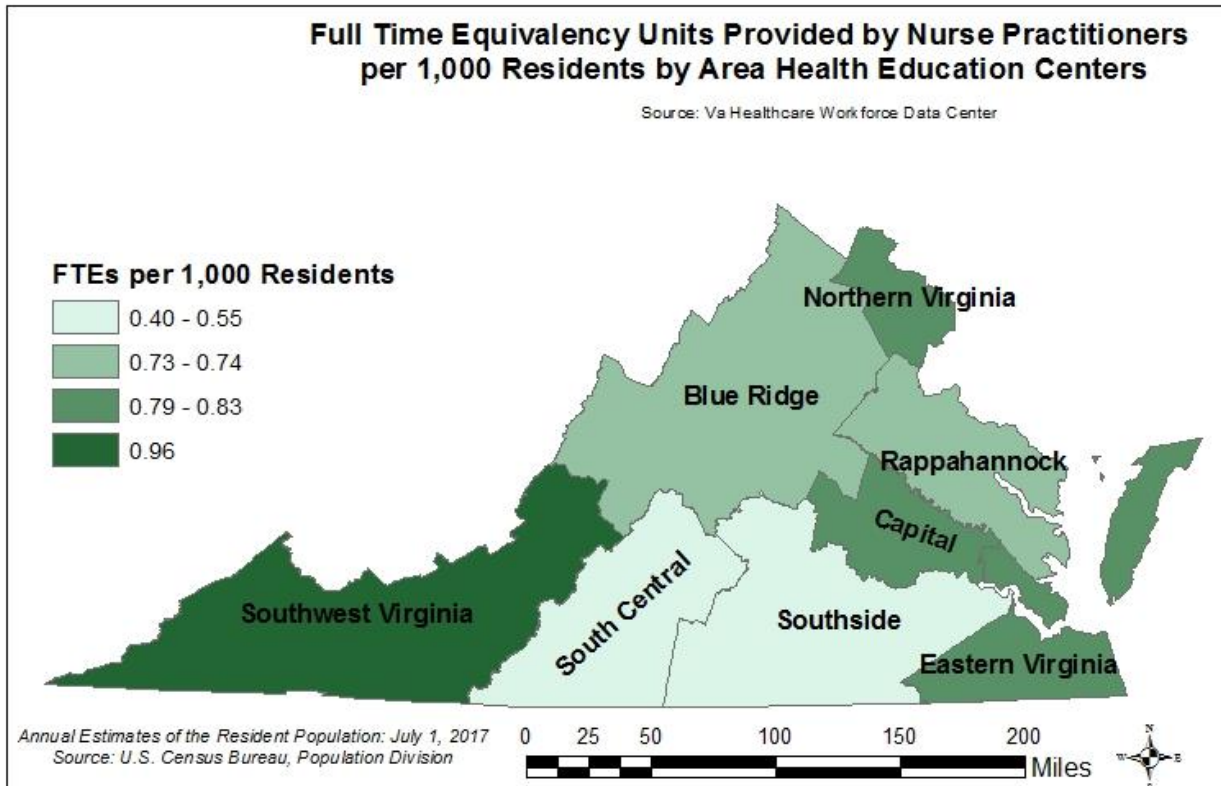
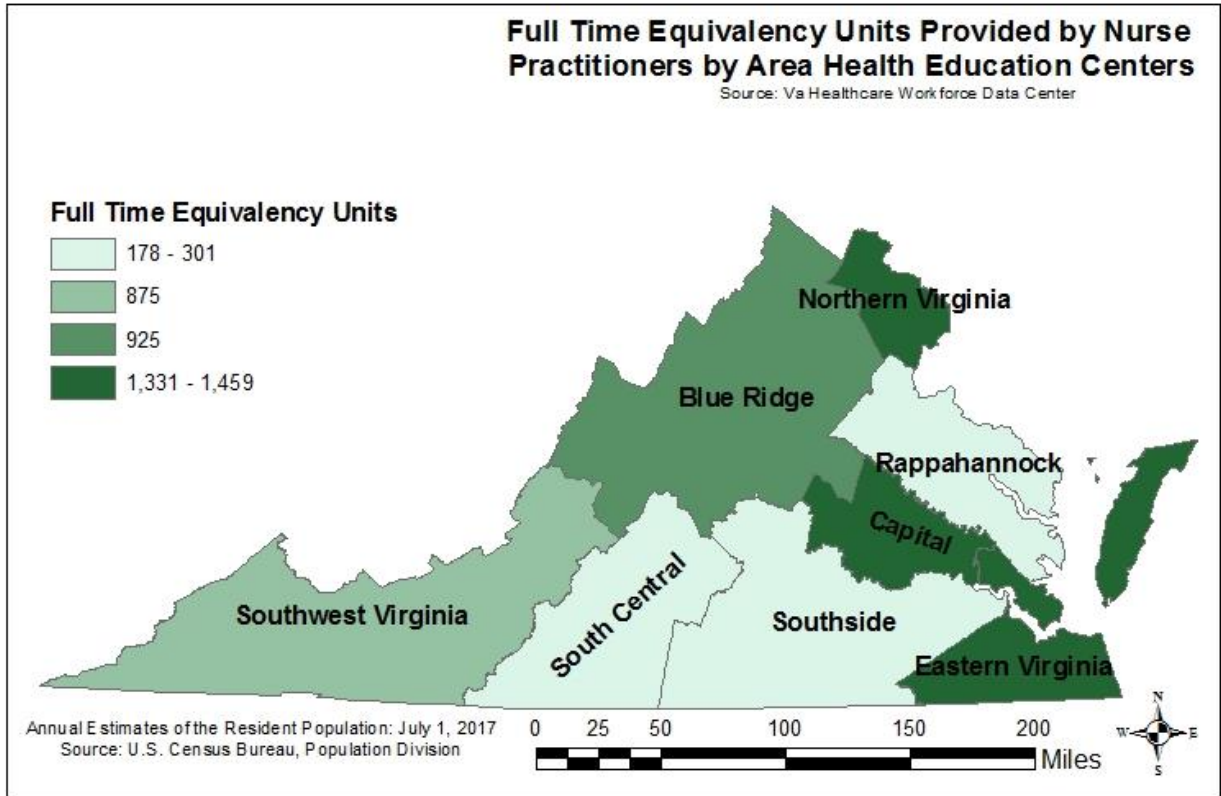
Source: Va. Healthcare Workforce Data Center



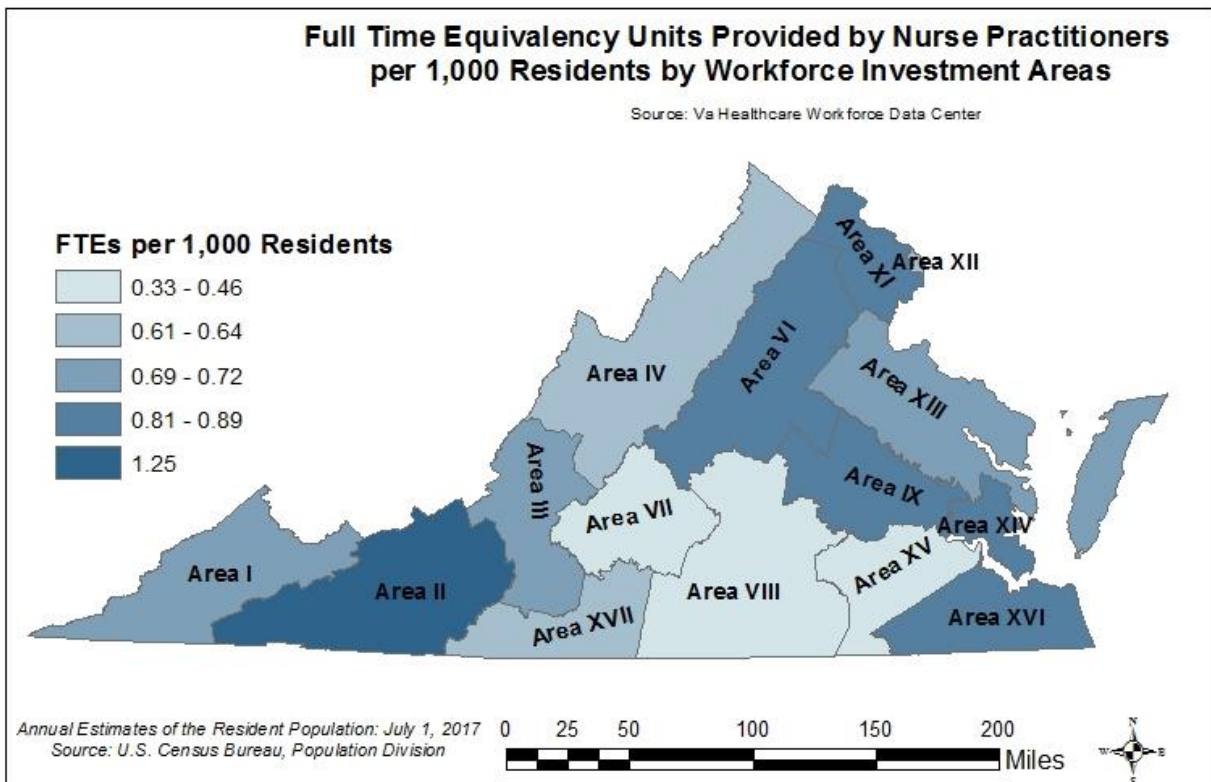
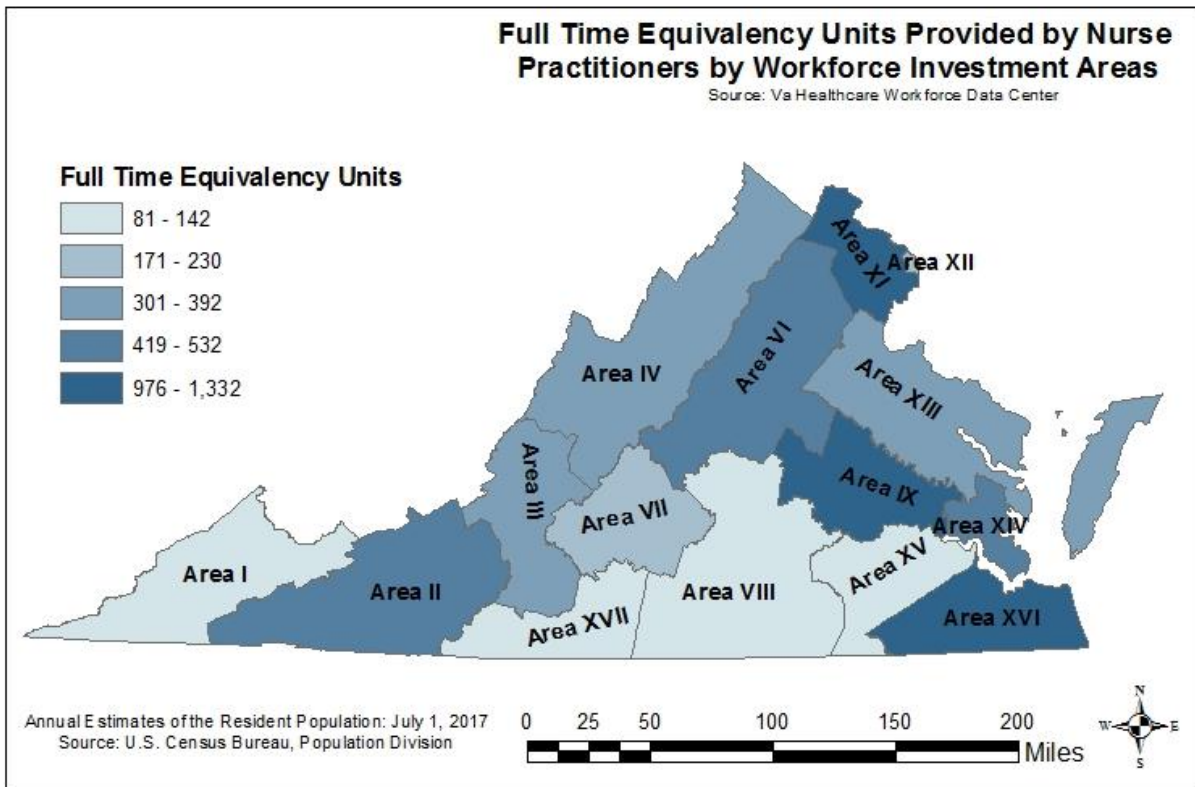
Source: Va. Healthcare Workforce Data Center

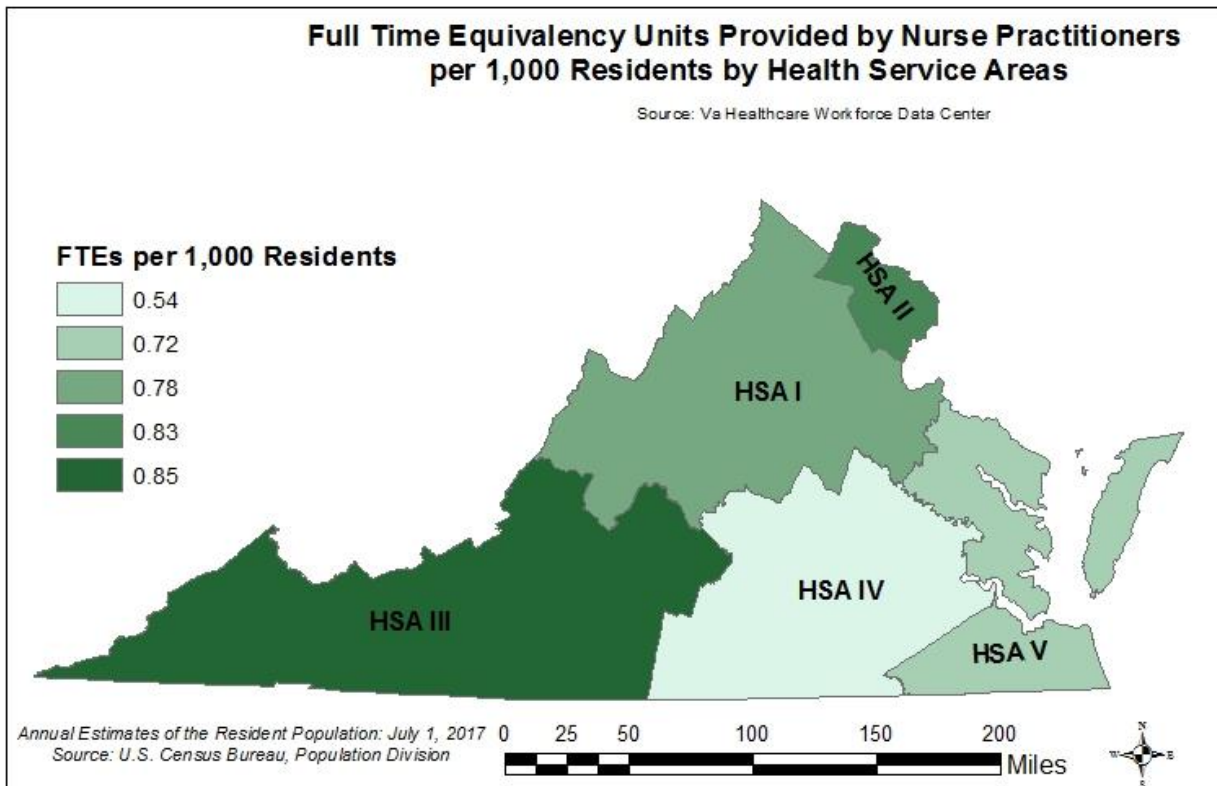
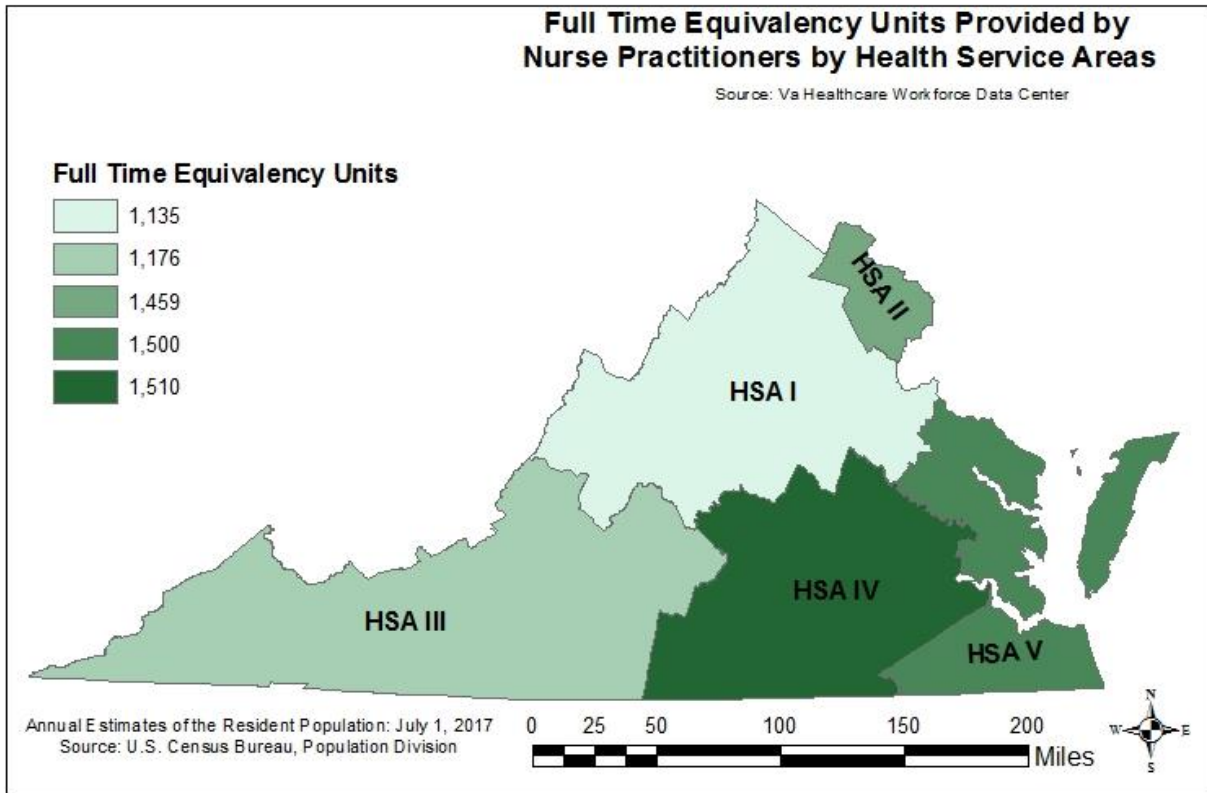
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

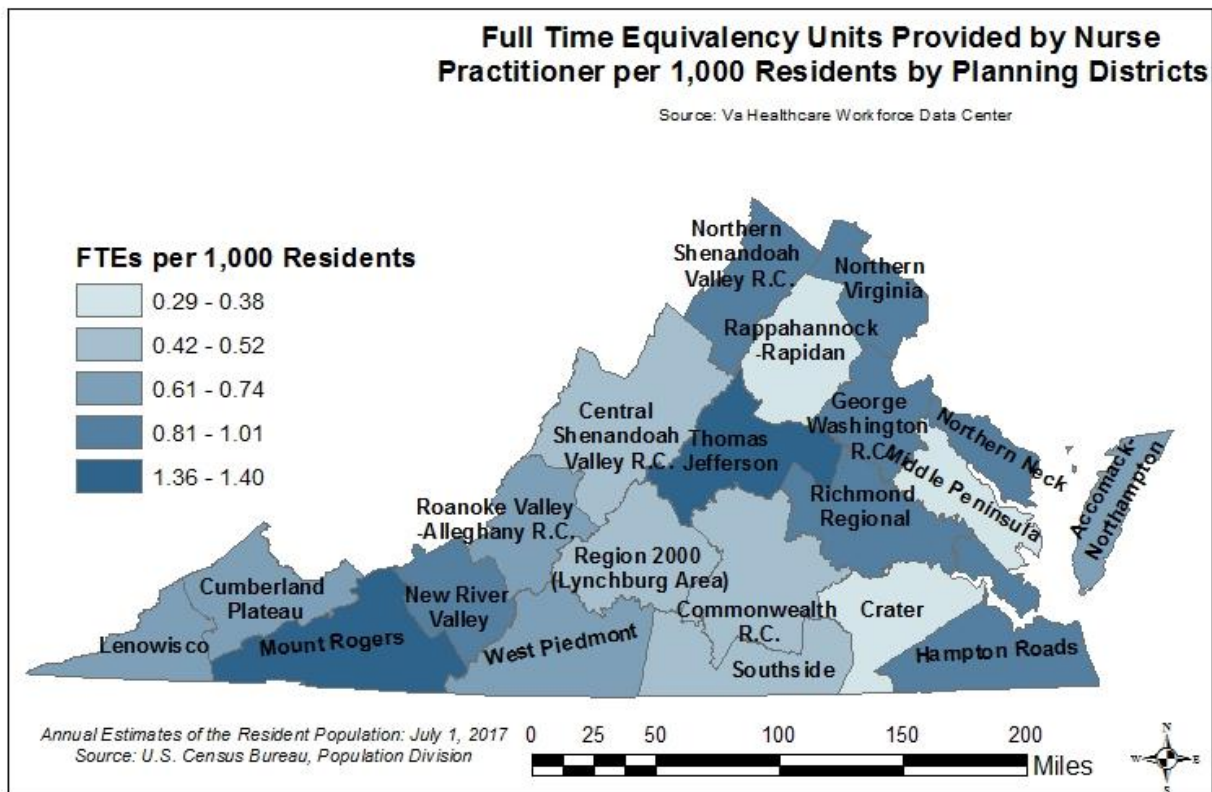
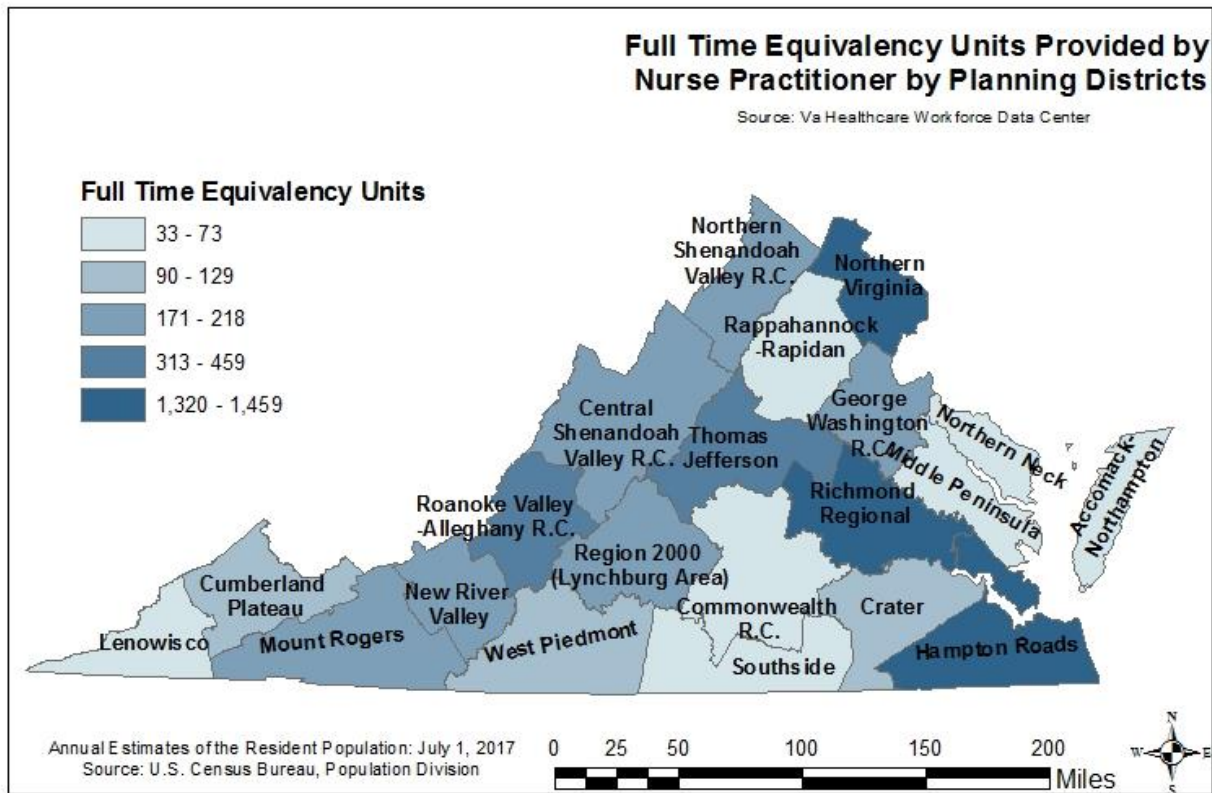




Workforce Investment Areas







Appendices

Appendix A: Weights

| Rural Status | Location Weight | | | Total Weight | |
|------------------------------------|-----------------|--------|---------|--------------|---------|
| | # | Rate | Weight | Min | Max |
| Metro, 1 million+ | 5,793 | 31.95% | 3.1297 | 2.3958 | 4.8452 |
| Metro, 250,000 to 1 million | 716 | 29.19% | 3.4258 | 2.6225 | 5.3037 |
| Metro, 250,000 or less | 965 | 33.78% | 2.9601 | 2.2660 | 4.5827 |
| Urban pop 20,000+, Metro adj | 135 | 37.78% | 2.6471 | 2.0263 | 4.0980 |
| Urban pop 20,000+, nonadj | 0 | NA | NA | NA | NA |
| Urban pop, 2,500-19,999, Metro adj | 264 | 28.79% | 3.4737 | 2.6591 | 5.3778 |
| Urban pop, 2,500-19,999, nonadj | 255 | 33.33% | 3.0000 | 2.2965 | 4.6444 |
| Rural, Metro adj | 171 | 33.92% | 2.9483 | 2.2569 | 4.5644 |
| Rural, nonadj | 86 | 44.19% | 2.2632 | 1.7325 | 2.8199 |
| Virginia border state/DC | 1,257 | 8.35% | 11.9714 | 9.1642 | 18.5335 |
| Other US State | 1,130 | 16.90% | 5.9162 | 4.5289 | 9.1592 |

Source: Va. Healthcare Workforce Data Center

| Age | Age Weight | | | Total Weight | |
|-------------|------------|--------|--------|--------------|---------|
| | # | Rate | Weight | Min | Max |
| Under 30 | 396 | 17.93% | 5.5775 | 4.0980 | 18.5335 |
| 30 to 34 | 1,550 | 29.87% | 3.3477 | 2.1030 | 11.1243 |
| 35 to 39 | 1,616 | 22.28% | 4.4889 | 2.8199 | 14.9163 |
| 40 to 44 | 1,431 | 31.03% | 3.2230 | 2.0246 | 10.7097 |
| 45 to 49 | 1,409 | 23.78% | 4.2060 | 2.6421 | 13.9761 |
| 50 to 54 | 1,139 | 36.26% | 2.7579 | 1.7325 | 9.1642 |
| 55 to 59 | 1,160 | 24.74% | 4.0418 | 2.5390 | 13.4306 |
| 60 and Over | 2,071 | 29.79% | 3.3566 | 2.1086 | 11.1536 |

Source: Va. Healthcare Workforce Data Center

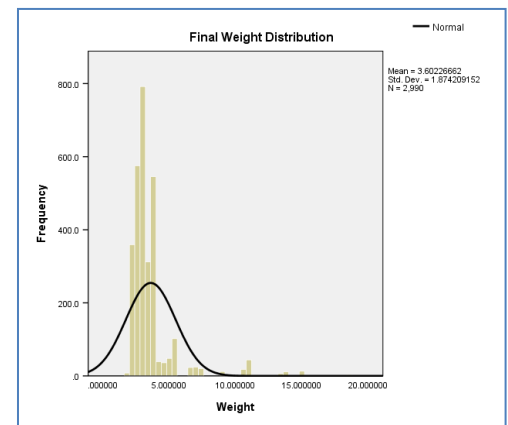
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.27757



Source: Va. Healthcare Workforce Data Center