
Virginia's Licensed Nurse Practitioner Workforce: 2020

Healthcare Workforce Data Center

November 2020

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

4,024 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Virginia Joint Board of Nursing and Medicine

Chair

Marie Gerardo, MS, RN, ANP-BC
Midlothian

Members

Ann Tucker Gleason, PhD
Zion Crossroads

Louise Hershkowitz, CRNA, MSHA
Reston

Karen A. Ransone, MD
Cobbs Creek

Nathaniel Ray Tuck, Jr, DC
Blacksburg

Kenneth J. Walker, MD
Pearisburg

Executive Director of Board of Medicine

William Harp, MD

Executive Director of Board of Nursing

Jay P. Douglas, MSM, RN, CSAC, FRE

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
2020 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
Workforce Investment Areas	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:	13,063
Virginia's Workforce:	10,650
FTEs:	9,383

Background

Rural Childhood:	34%
HS Degree in VA:	46%
Prof. Degree in VA:	52%

Current Employment

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

Survey Response Rate

All Licensees:	31%
Renewing Practitioners:	77%

Education

Master's Degree:	77%
Post-Masters Cert.:	8%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	56%

Demographics

Female:	90%
Diversity Index:	38%
Median Age:	44

Finances

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

Time Allocation

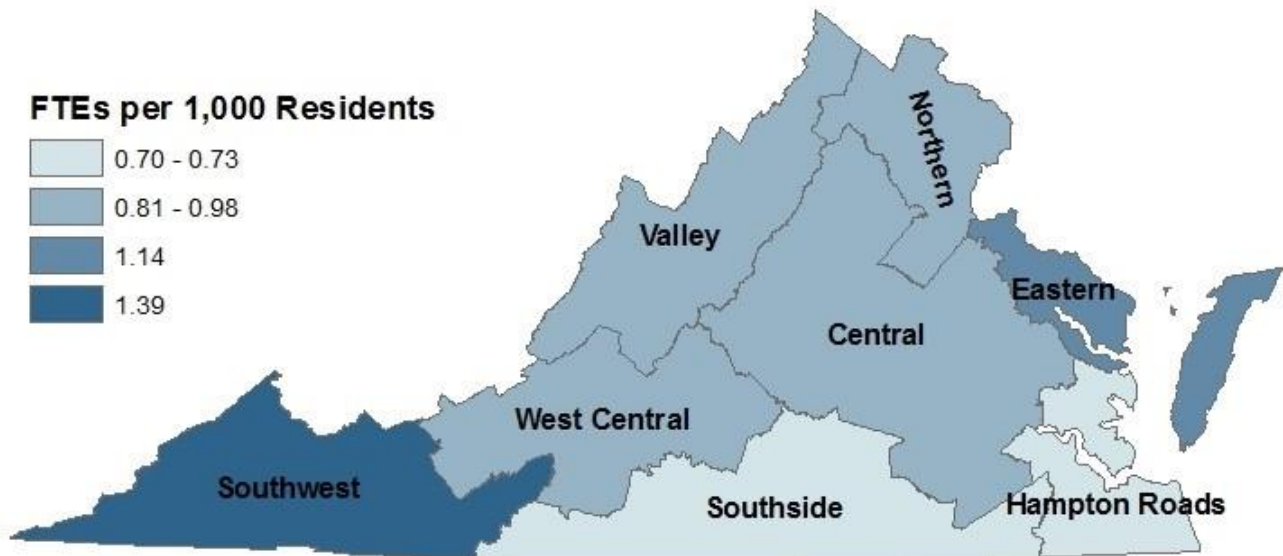
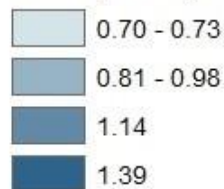
Patient Care:	90%-99%
Patient Care Role:	89%
Admin. Role:	3%

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



Over 4,000 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2020 Licensed Nurse Practitioner Workforce Survey¹. 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. Approximately half of all NPs have access to the survey in any given year. The 2020 survey respondents represent 31% of the 13,063 NPs who are licensed in the state and 77% of renewing practitioners.

The HWDC estimates that 10,650 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 2019 and September 2020, Virginia's NP workforce provided 9,383 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Nine out of 10 NPs are female; while the median age of all NPs is 44. In a random encounter between two NPs, there is a 38% 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 57% 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 42%.

One-third of NPs grew up in a rural area, and 23% of these professionals currently work in non-Metro areas of the state. Overall, 11% of NPs work in rural areas. Meanwhile, 46% of Virginia's NPs graduated from high school in Virginia, and 52% of NPs earned their initial professional degree in the state. In total, 57% of Virginia's NP workforce have some educational background in the state.

Over three quarters of all NPs hold a Master's degree as their highest professional degree, while another 8% have a Post-Masters certificate. 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 \$60,000 and \$70,000.

Summary of Trends

Several significant changes have occurred in the NP workforce in the past six years, the most significant of which occurred in 2018 when the General Assembly authorized the Boards of Nursing and Medicine (the Joint Boards) to promulgate regulations that would permit qualified nurse practitioners to practice autonomously after the completion of five years of clinical experience as a nurse practitioner. A separate report on this policy will be produced and submitted to the General Assembly in 2021. Another change of importance is the number of licensed NPs in the state which has grown by 69% since 2014; the number in the state's workforce has also grown by 69% and the FTEs provided have increased by 62%. Compared to 2018, the response rate of renewing NPs increased from 68% to 77% in 2020 although this is still lower than the 2014 level of 79%. The percent of licensed NPs working in Virginia increased from 81% in 2014 to 83% in 2019 but most recently declined to 82% in 2020. As seen in 2019, 11% of NPs still reported that they worked in non-metro areas in 2020 compared to the 10% who did the same from 2014 to 2018.

The percent female has stayed consistently around 90%. The diversity index continues to increase from 28% in 2014 to a five-year high of 38% in 2020. Median age declined from 48 years in 2014 to 44 years in 2020. Over the past six years, educational attainment has increased for NPs. In 2020, the percent of NPs with a doctorate NP increased to an all-time high of 9%, this level is considerably higher than the 2014 level of 4%. Not surprisingly, the percent carrying debt has also increased. Half of all NPs now carry debt compared to 40% in 2014; median debt is now \$60,000-\$70,000, up from \$40,000-\$50,000 in 2014. Median income has stayed at \$100,000-\$110,000 since 2017. Involuntary unemployment increased from less than 1% in previous years to 4% in 2020; this is likely due to the coronavirus pandemic. Retirement expectations has declined over time; only 19% intend to retire within a decade of the survey compared to 24% in 2014.

¹ To reduce respondents' burden, HWDC changed its procedure in 2019 so that nurses now complete a survey for the highest profession in which they are practicing. This may have resulted in more NPs responding. This distinction should be kept in mind when comparing this year's survey to previous years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,950	38%
New Licensees	1,586	12%
Non-Renewals	649	5%
Renewal date not in survey period	5,878	45%
All Licensees	13,063	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 77% of renewing NPs submitted a survey. These represent 31% of NPs who held a license at some point during the licensing period.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2019 and September 2020 in 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.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	391	55	12%
30 to 34	1,277	589	32%
35 to 39	1,662	556	25%
40 to 44	1,159	662	36%
45 to 49	1,276	471	27%
50 to 54	827	525	39%
55 to 59	932	356	28%
60 and Over	1,515	810	35%
Total	9,039	4,024	31%
New Licenses			
Issued After Sept. 2018	1,486	100	6%
Metro Status			
Non-Metro	708	408	37%
Metro	5,531	3,029	35%
Not in Virginia	2,799	587	17%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	4,024
Response Rate, all licensees	31%
Response Rate, Renewals	77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed NPs

Number: 13,063
 New: 12%
 Not Renewed: 5%

Response Rates

All Licensees: 31%
 Renewing Practitioners: 77%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's NP Workforce: 10,650
 FTEs: 9,383

Utilization Ratios

Licenses in VA Workforce: 82%
 Licenses per FTE: 1.39
 Workers per FTE: 1.13

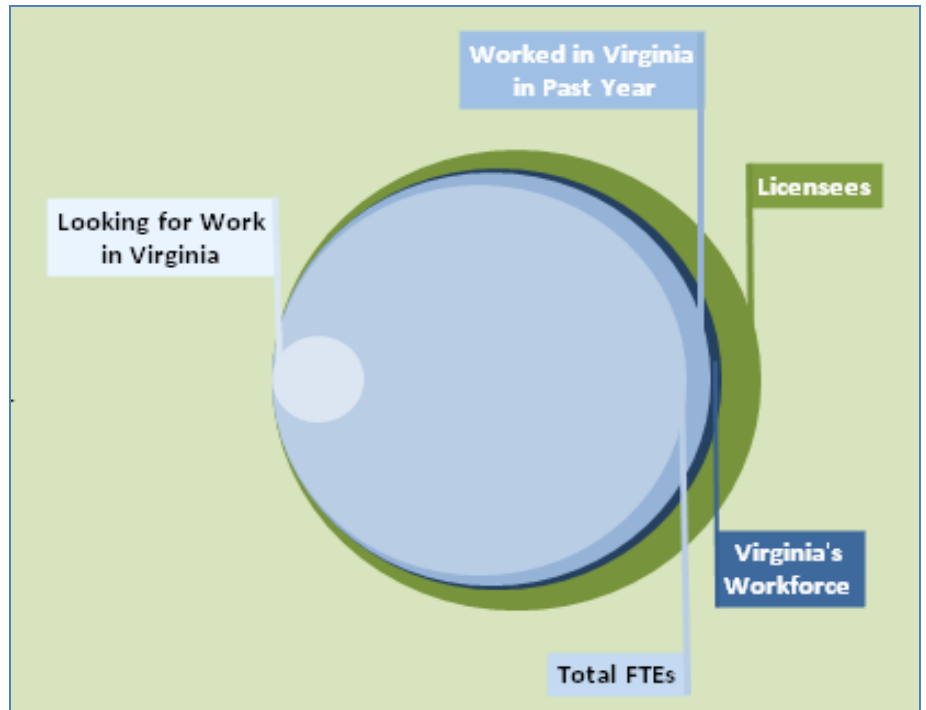
Source: Va. Healthcare Workforce Data Center

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	10,470	98%
Looking for Work in Virginia	181	2%
Virginia's Workforce	10,650	100%
Total FTEs	9,383	
Licenses	13,063	

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	53	16%	274	84%	327	3%
30 to 34	118	8%	1,362	92%	1,480	16%
35 to 39	165	10%	1,484	90%	1,650	17%
40 to 44	135	10%	1,262	90%	1,398	15%
45 to 49	163	13%	1,100	87%	1,263	13%
50 to 54	136	15%	786	85%	922	10%
55 to 59	75	8%	829	92%	903	10%
60 +	134	9%	1,375	91%	1,509	16%
Total	980	10%	8,472	90%	9,452	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
 Median Age: 44
 % Under 40: 37%
 % 55+: 26%

Diversity
 Diversity Index: 38%
 Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

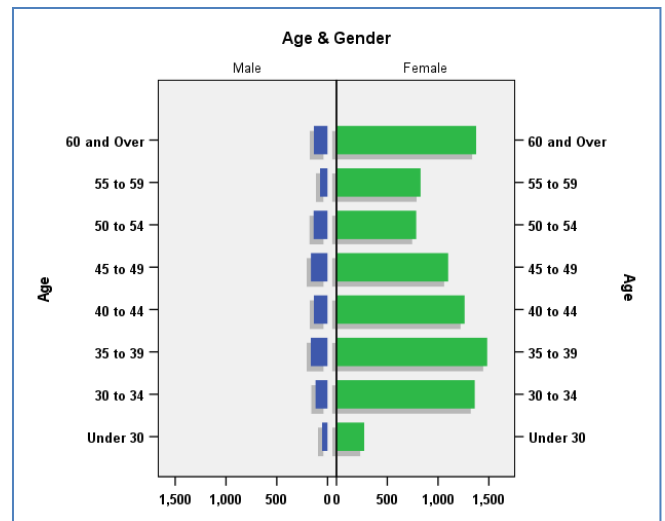
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	7,326	78%	2,592	75%
Black	19%	1,121	12%	424	12%
Asian	7%	432	5%	183	5%
Other Race	0%	103	1%	32	1%
Two or more races	3%	167	2%	94	3%
Hispanic	10%	290	3%	140	4%
Total	100%	9,439	100%	3,465	100%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NPs, there is a 38% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 57% chance for Virginia's population as a whole.

37% of NPs are under the age of 40. 90% of these professionals are female. In addition, the diversity index among NPs under the age of 40 is 42%, which is slightly 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: 34%

Virginia Background

HS in Virginia: 46%
 Prof. Ed. in VA: 52%
 HS or Prof. Ed. in VA: 57%
 Initial NP Degree in VA: 53%

Location Choice

% Rural to Non-Metro: 23%
 % Urban/Suburban to Non-Metro: 5%

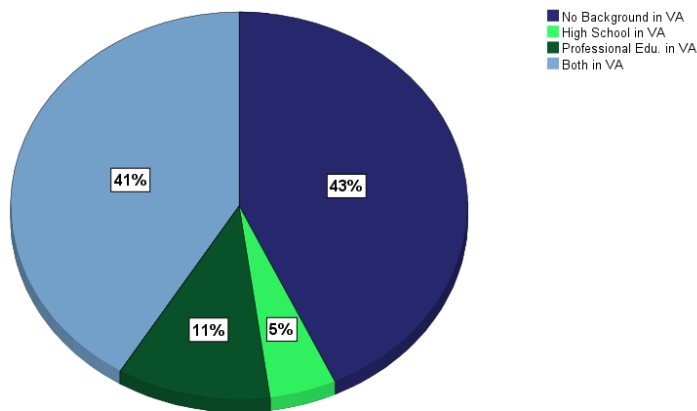
Source: Va. Healthcare Workforce Data Center

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%	63%	15%
2	Metro, 250,000 to 1 million	54%	37%	10%
3	Metro, 250,000 or less	46%	45%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	54%	35%	11%
6	Urban pop, 2,500-19,999, Metro adjacent	67%	20%	13%
7	Urban pop, 2,500-19,999, non adjacent	86%	9%	6%
8	Rural, Metro adjacent	60%	31%	9%
9	Rural, non adjacent	66%	27%	8%
Overall		34%	53%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

34% of all NPs grew up in self-described rural areas, and 23% of these professionals currently work in non-Metro counties. Overall, 11% 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	4,302	Virginia	4,860	Virginia	4,947
2	Outside of U.S./Canada	544	Pennsylvania	457	Washington, D.C.	682
3	Pennsylvania	477	New York	382	Tennessee	425
4	New York	465	Tennessee	300	Pennsylvania	329
5	Maryland	337	Florida	268	North Carolina	287
6	Florida	251	North Carolina	265	Maryland	247
7	North Carolina	244	Maryland	262	Minnesota	213
8	West Virginia	235	West Virginia	248	New York	208
9	New Jersey	196	Washington, D.C.	206	Florida	186
10	Ohio	176	Outside of U.S./Canada	173	Alabama	186

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	1,995	Virginia	2,299	Virginia	2,052
2	Outside of U.S./Canada	321	Pennsylvania	212	Washington, D.C.	357
3	Pennsylvania	205	Florida	157	Tennessee	247
4	New York	159	Tennessee	152	Minnesota	185
5	Maryland	159	West Virginia	152	Pennsylvania	165
6	Florida	158	Maryland	135	Maryland	132
7	North Carolina	143	New York	125	Illinois	126
8	West Virginia	126	North Carolina	124	North Carolina	120
9	New Jersey	100	Outside of U.S./Canada	95	Alabama	104
10	Georgia	83	Ohio	87	Florida	104

Source: Va. Healthcare Workforce Data Center

18% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. 90% of these licensees worked at some point in the past year, including 85% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,405
% of Licensees:	18%
Federal/Military:	13%
Va. Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	207	2%
Master's Degree	7,182	77%
Post-Masters Cert.	740	8%
Doctorate of NP	833	9%
Other Doctorate	317	3%
Post-Ph.D. Cert.	0	0%
Total	9,279	100%

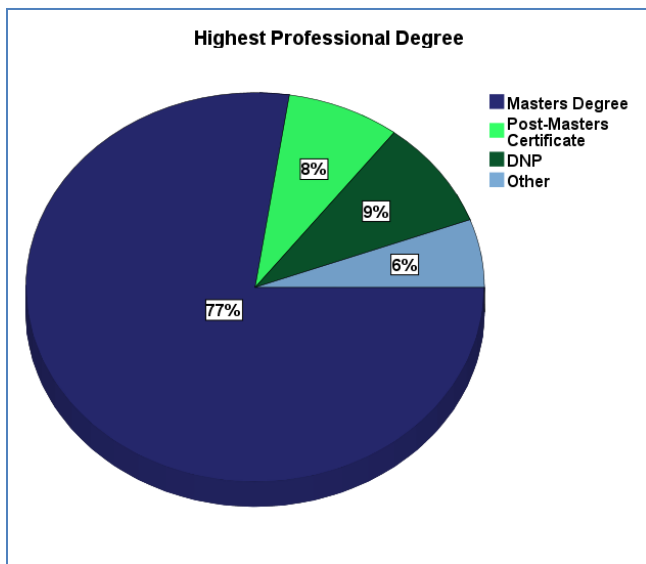
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Master's Degree: 77%
 Post-Masters Cert.: 8%

Educational Debt
 Carry debt: 50%
 Under age 40 w/ debt: 66%
 Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three-quarters of all NPs hold a Master's degree as their highest professional degree. Half 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 \$60,000 and \$70,000.

Amount Carried	Educational Debt			
	All NPs		NPs under 40	
	#	%	#	%
None	4,224	50%	1,032	34%
\$10,000 or less	301	4%	122	4%
\$10,000-\$19,999	320	4%	127	4%
\$20,000-\$29,999	316	4%	116	4%
\$30,000-\$39,999	314	4%	155	5%
\$40,000-\$49,999	338	4%	151	5%
\$50,000-\$59,999	363	4%	144	5%
\$60,000-\$69,999	296	4%	162	5%
\$70,000-\$79,999	288	3%	172	6%
\$80,000-\$89,999	237	3%	120	4%
\$90,000-\$99,999	192	2%	99	3%
\$100,000-\$109,999	264	3%	124	4%
\$110,000-\$119,999	182	2%	111	4%
\$120,000 or more	748	9%	384	13%
Total	8,383	100%	3,019	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	27%
RN Anesthetist:	16%
Acute Care/ER:	9%

Credentials

AANPCP – Family NP:	23%
ANCC – Family NP:	21%
ANCC – Adult-Gerontology	
Acute Care NP:	4%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	2,466	27%
Certified Registered Nurse Anesthetist	1,488	16%
Acute Care/Emergency Room	785	9%
Adult Health	666	7%
Pediatrics	546	6%
Psychiatric/Mental Health	470	5%
OB/GYN - Women's Health	357	4%
Surgical	323	3%
Geriatrics/Gerontology	309	3%
Certified Nurse Midwife	201	2%
Neonatal Care	153	2%
Gastroenterology	96	1%
Occupational/Employee/Industrial Health	72	1%
Pain Management	67	1%
Other	1,231	13%
Total	9,230	100%

Source: Va. Healthcare Workforce Data Center

Credentials

Credential	#	%
AANPCP: Family NP	2,466	23%
ANCC: Family NP	2,234	21%
ANCC: Adult-Gerontology Acute Care NP	415	4%
ANCC: Adult NP	368	3%
ANCC: Acute Care NP	331	3%
NCC: Women's Health Care NP	288	3%
ANCC: Adult Psychiatric-Mental Health NP	209	2%
ANCC: Family Psychiatric-Mental Health NP	208	2%
ANCC: Adult-Gerontology Primary Care NP	156	1%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	150	1%
ANCC: Pediatric NP	147	1%
NCC: Neonatal NP	145	1%
AANPCP: Adult NP	108	1%
All Other Credentials	73	1%
At Least One Credential	6,926	65%

Source: Va. Healthcare Workforce Data Center

Over a quarter of all NPs had a primary specialty in family health, while another 16% had a primary specialty as a Certified RN Anesthetist. 65% of all NPs also held at least one credential. AANPCP: 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: 48%

60 or more: 7%

Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	10	0%
Employed in a nursing- related capacity	8,951	96%
Employed, NOT in a nursing-related capacity	55	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	58	1%
Voluntarily unemployed	207	2%
Retired	68	1%
Total	9,348	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 7% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	265	3%
1 to 9 hours	150	2%
10 to 19 hours	271	3%
20 to 29 hours	573	6%
30 to 39 hours	1,993	22%
40 to 49 hours	4,337	48%
50 to 59 hours	882	10%
60 to 69 hours	335	4%
70 to 79 hours	96	1%
80 or more hours	181	2%
Total	9,083	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	265	3%
One Part-Time Position	1,249	14%
Two Part-Time Positions	316	3%
One Full-Time Position	5,950	65%
One Full-Time Position & One Part-Time Position	1,185	13%
Two Full-Time Positions	27	0%
More than Two Positions	161	2%
Total	9,153	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	58	1%
Less than \$40,000	313	4%
\$40,000-\$49,999	127	2%
\$50,000-\$59,999	204	3%
\$60,000-\$69,999	237	3%
\$70,000-\$79,999	304	4%
\$80,000-\$89,999	608	8%
\$90,000-\$99,999	977	13%
\$100,000-\$109,999	1158	16%
\$110,000-\$119,999	860	12%
\$120,000 or more	2,532	34%
Total	7,378	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Retirement: 74%
Health Insurance: 66%

Satisfaction
Satisfied: 95%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	5,838	64%
Somewhat Satisfied	2,793	31%
Somewhat Dissatisfied	298	3%
Very Dissatisfied	178	2%
Total	9,106	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, 74% also had access to a retirement plan and 66% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	6,281	88%	76%
Retirement	6,103	85%	74%
Health Insurance	5,512	77%	66%
Dental Insurance	5,281	74%	64%
Group Life Insurance	4,424	62%	53%
Signing/Retention Bonus	1,392	19%	17%
Receive at least one benefit	7,162	80%	86%

*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?	404	4%
Experience Voluntary Unemployment?	481	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	320	3%
Work two or more positions at the same time?	1,983	19%
Switch employers or practices?	919	9%
Experienced at least 1	3,295	31%

Source: Va. Healthcare Workforce Data Center

Only 4% of Virginia's NPs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 5.4% during the same period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	200	2%	168	7%
Less than 6 Months	667	7%	301	13%
6 Months to 1 Year	1,016	11%	387	17%
1 to 2 Years	2,037	23%	482	21%
3 to 5 Years	2,242	25%	500	21%
6 to 10 Years	1,220	14%	264	11%
More than 10 Years	1,532	17%	231	10%
Subtotal	8,914	100%	2,332	100%
Did not have location	191		8,257	
Item Missing	1,545		61	
Total	10,650		10,650	

Source: Va. Healthcare Workforce Data Center

67% of NPs receive a salary at their primary work location, while 27% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 4%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 9%
New Location: 27%
Over 2 years: 56%
Over 2 yrs, 2nd location: 43%

Employment Type

Salary: 70%
Hourly Wage: 26%

Source: Va. Healthcare Workforce Data Center

56% 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	4,799	67%
Hourly Wage	1,920	27%
By Contract	376	5%
Business/ Practice Income	0	0%
Unpaid	35	0%
Subtotal	7,129	
Missing location	191	
Item missing	3,146	

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 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for September 2020 was still preliminary.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	71%
Lowest Region:	2%

Locations

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

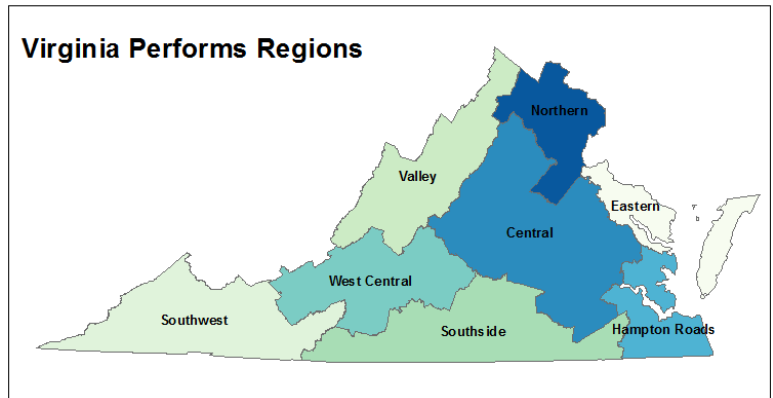
Source: Va. Healthcare Workforce Data Center

Northern Virginia is the 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	2,353	26%	522	22%
Eastern	143	2%	43	2%
Hampton Roads	1,617	18%	395	17%
Northern	2,367	27%	549	23%
Southside	305	3%	65	3%
Southwest	585	7%	129	5%
Valley	483	5%	122	5%
West Central	877	10%	245	10%
Virginia Border State/DC	65	1%	89	4%
Other US State	102	1%	189	8%
Outside of the US	9	0%	11	0%
Total	8,906	100%	2,359	100%
Item Missing	1,553		34	

Source: Va. Healthcare Workforce Data Center



22% of all NPs had just one work location during the past year, while 26% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	181	2%	322	4%
1	6,503	72%	6,546	72%
2	1,231	14%	1,233	14%
3	908	10%	790	9%
4	115	1%	86	1%
5	33	0%	36	0%
6 or More	100	1%	56	1%
Total	9,070	100%	9,070	100%

*At the time of survey completion (Oct. 2019 - Sept. 2020, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	4,447	53%	1,431	63%
Non-Profit	2,806	33%	602	27%
State/Local Government	677	8%	163	7%
Veterans Administration	210	2%	14	1%
U.S. Military	188	2%	32	1%
Other Federal Government	93	1%	16	1%
Total	8,421	100%	2,258	100%
Did not have location	191		8,257	
Item Missing	2,039		135	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

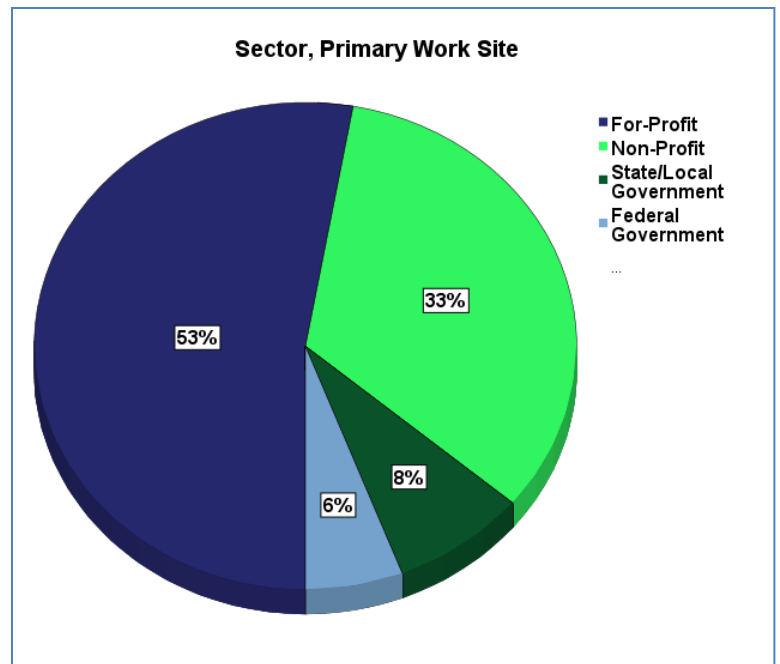
For Profit:	53%
Federal:	6%

Top Establishments

Hospital, Inpatient:	20%
Clinic, Primary Care:	17%
Physician Office:	9%

Source: Va. Healthcare Workforce Data Center

More than 80% of all NPs work in the private sector, including 53% 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

36% of the state's NP workforce use EHRs. 15% also provide remote health care for Virginia patients.

Electronic Health Records (EHRs) and Telehealth		
	#	%
Meaningful use of EHRs	3,037	29%
Remote Health, Caring for Patients in Virginia	1,638	15%
Remote Health, Caring for Patients Outside of Virginia	360	3%
Use at least one	3,822	36%

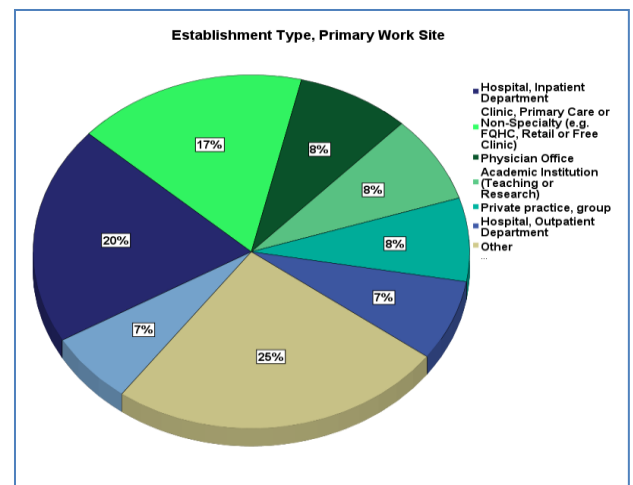
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,604	20%	390	18%
Clinic, Primary Care or Non-Specialty	1,371	17%	270	12%
Physician Office	675	8%	92	4%
Academic Institution (Teaching or Research)	641	8%	188	9%
Private practice, group	613	8%	111	5%
Hospital, Outpatient Department	594	7%	93	4%
Ambulatory/Outpatient Surgical Unit	321	4%	155	7%
Clinic, Non-Surgical Specialty	275	3%	77	4%
Long Term Care Facility, Nursing Home	240	3%	64	3%
Mental Health, or Substance Abuse, Outpatient Center	184	2%	69	3%
Hospital, Emergency Department	168	2%	78	4%
Private practice, solo	155	2%	78	4%
Home health care	108	1%	34	2%
Other Practice Setting	1,085	14%	463	21%
Total	8,034	100%	2,162	100%
Did Not Have a Location	191		8,257	

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, physicians' offices, academic institutions, and group private practices 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, 18% work at the inpatient department of a hospital and 12% work in a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

95% of NPs who responded to the question about forms of payment reported accepting private insurance as a form of payment for services rendered.

Accepted Forms of Payment		
Payment	#	% of Workforce
Private Insurance	1,581	95%
Medicaid	1,506	91%
Medicare	1,462	88%
Cash/Self-Pay	1,348	81%

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

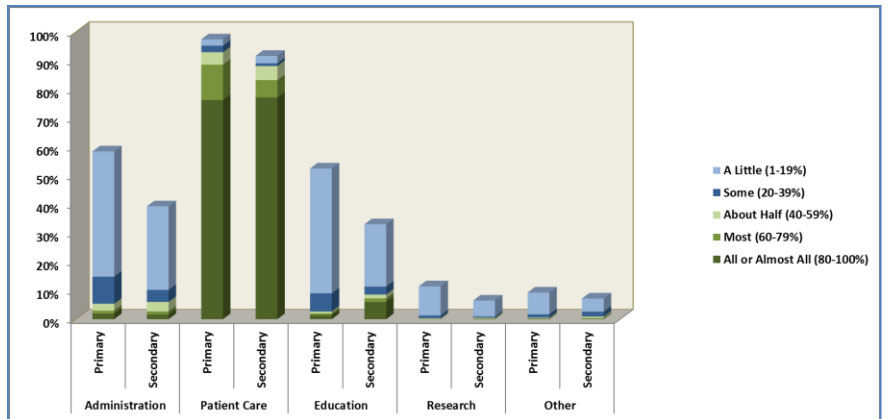
Patient Care: 89%
Administration: 3%
Education: 2%

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. 89% 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%	76%	77%	1%	6%	0%	0%	0%	0%
Most (60-79%)	1%	1%	12%	6%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	2%	3%	4%	5%	1%	1%	0%	0%	0%	1%
Some (20-39%)	9%	4%	2%	1%	6%	3%	1%	0%	1%	2%
A Little (1-20%)	44%	29%	2%	3%	43%	22%	10%	6%	8%	5%
None (0%)	42%	61%	3%	8%	48%	67%	89%	94%	91%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
Under age 50	82	1%	0	0%
50 to 54	231	3%	8	0%
55 to 59	641	8%	90	3%
60 to 64	1,972	25%	590	21%
65 to 69	3,118	39%	1,215	43%
70 to 74	1,101	14%	562	20%
75 to 79	257	3%	135	5%
80 or over	103	1%	52	2%
I do not intend to retire	479	6%	177	6%
Total	7,984	100%	2,829	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NPs

Under 65: 37%

Under 60: 12%

NPs 50 and over

Under 65: 24%

Under 60: 3%

Time until Retirement

Within 2 years: 5%

Within 10 years: 19%

Half the workforce: By 2045

Source: Va. Healthcare Workforce Data Center

37% 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, 39% of all NPs expect to retire in their late 60s, and 24% 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 13% plan on pursuing additional educational opportunities.

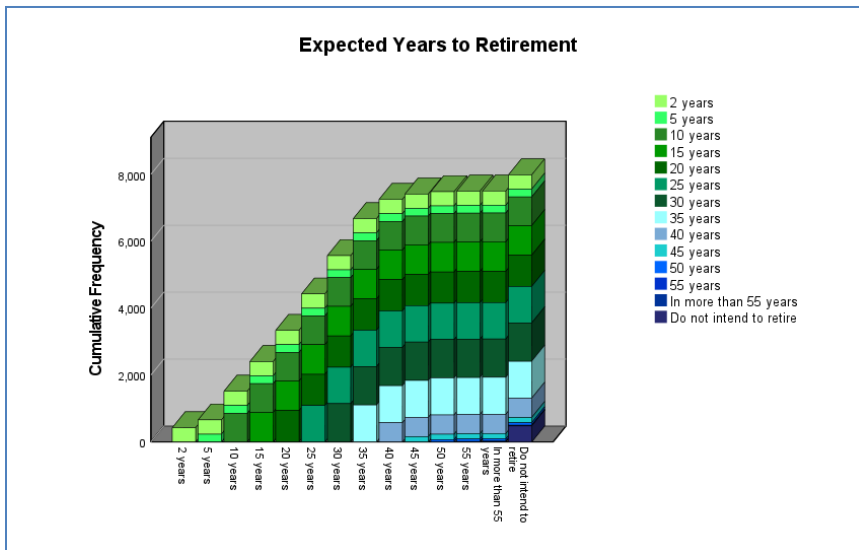
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	100	1%
Leave Virginia	304	3%
Decrease Patient Care Hours	797	7%
Decrease Teaching Hours	66	1%
Increase Participation		
Increase Patient Care Hours	1,081	10%
Increase Teaching Hours	1,176	11%
Pursue Additional Education	1,344	13%
Return to Virginia's Workforce	71	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NPs. 5% of NPs expect to retire in the next two years, while 19% expect to retire in the next 10 years. More than half of the current NP workforce expect to retire by 2045.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	426	5%	5%
5 years	233	3%	8%
10 years	858	11%	19%
15 years	884	11%	30%
20 years	935	12%	42%
25 years	1,088	14%	55%
30 years	1,146	14%	70%
35 years	1,106	14%	84%
40 years	576	7%	91%
45 years	158	2%	93%
50 years	73	1%	94%
55 years	15	0%	94%
In more than 55 years	6	0%	94%
Do not intend to retire	479	6%	100%
Total	7,983	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2030. Retirements will peak at 14% of the current workforce around 2045 before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 9,380
 FTEs/1,000 Residents: 1.10
 Average: 0.90

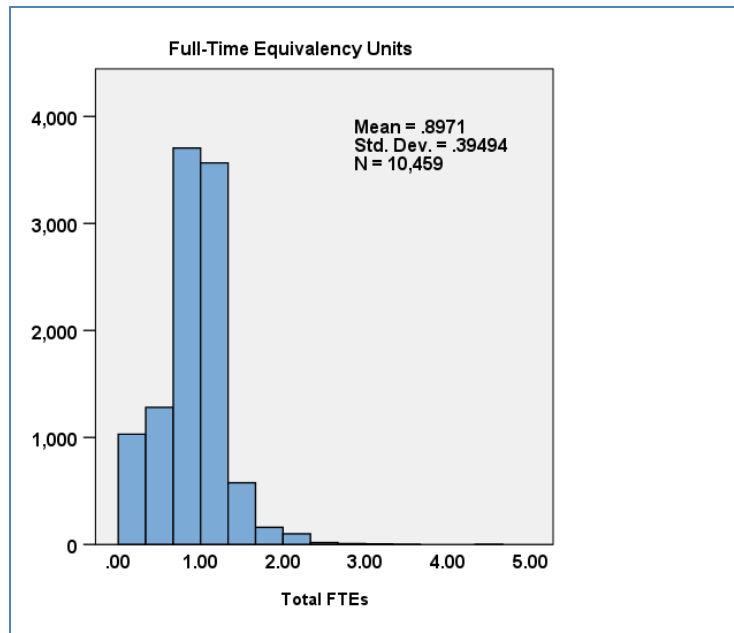
Age & Gender Effect

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:

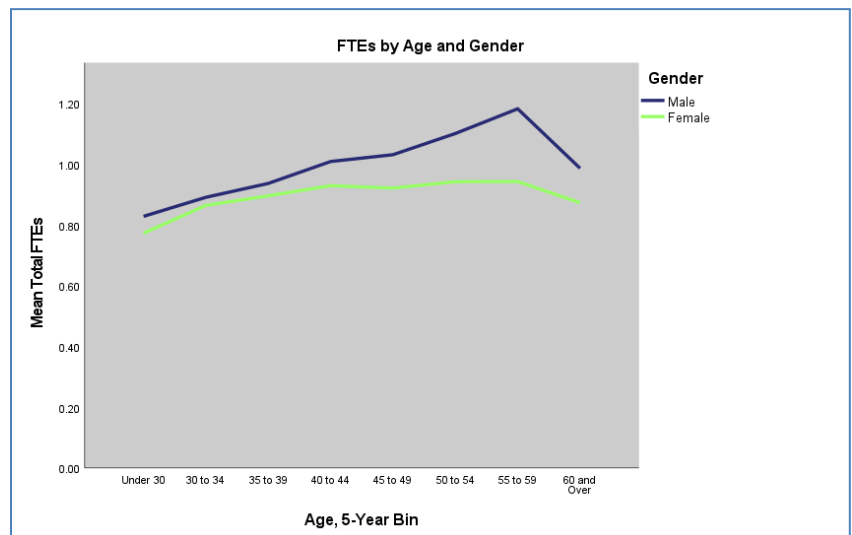


Source: Va. Healthcare Workforce Data Center

The typical (median) NP provided 0.91 FTEs, or approximately 36 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists².

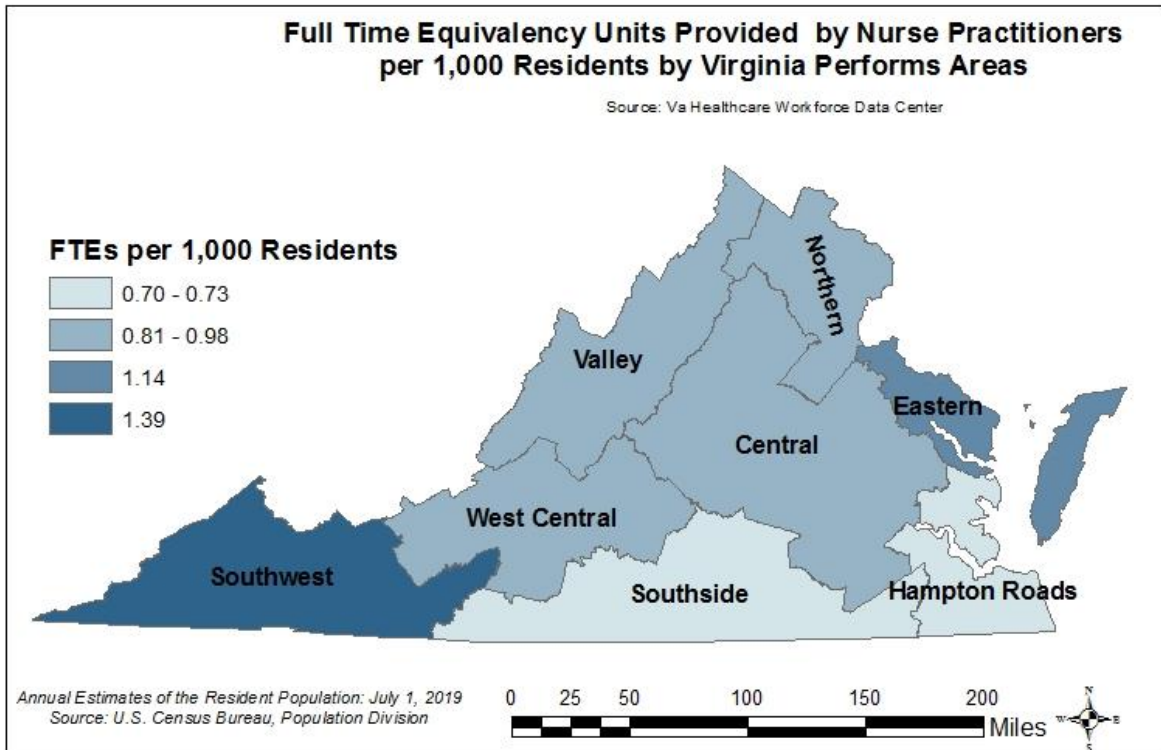
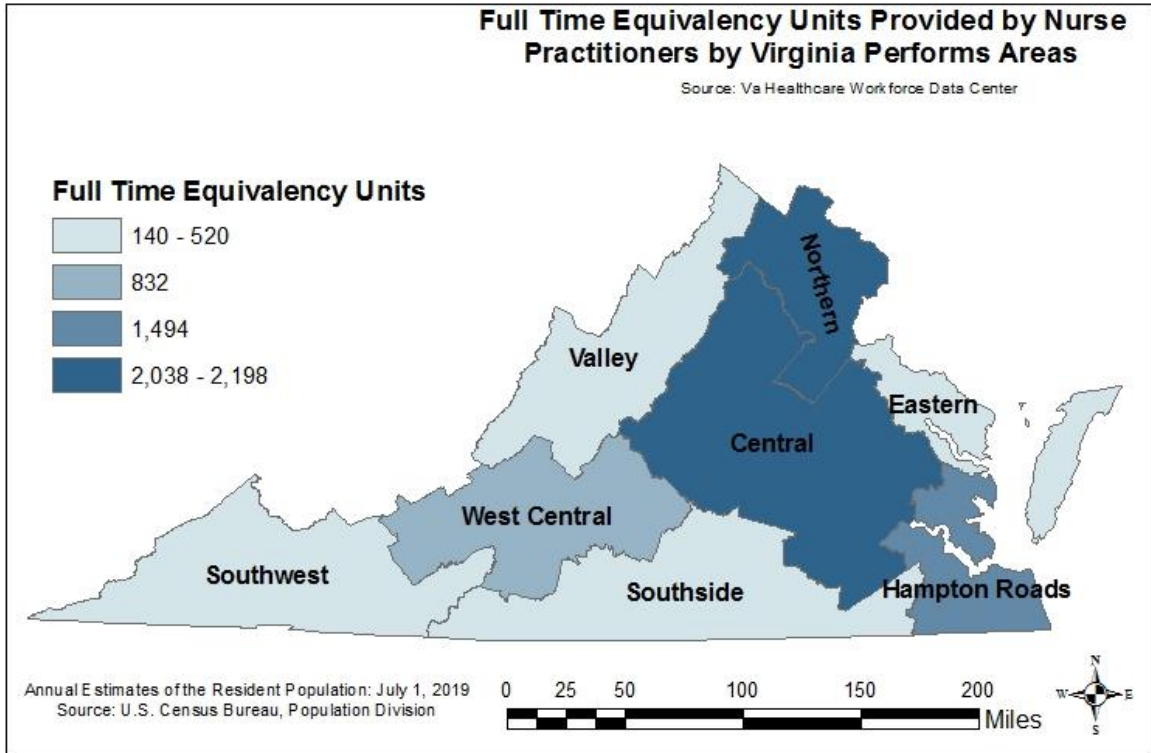
Full-Time Equivalency Units		
Age	Average Age	Median
Under 30	0.78	0.81
30 to 34	0.86	0.88
35 to 39	0.90	0.91
40 to 44	0.92	0.90
45 to 49	0.92	0.91
50 to 54	0.99	1.10
55 to 59	0.89	0.91
60 and Over	0.86	0.84
Gender		
Male	1.00	1.06
Female	0.90	0.91

Source: Va. Healthcare Workforce Data Center

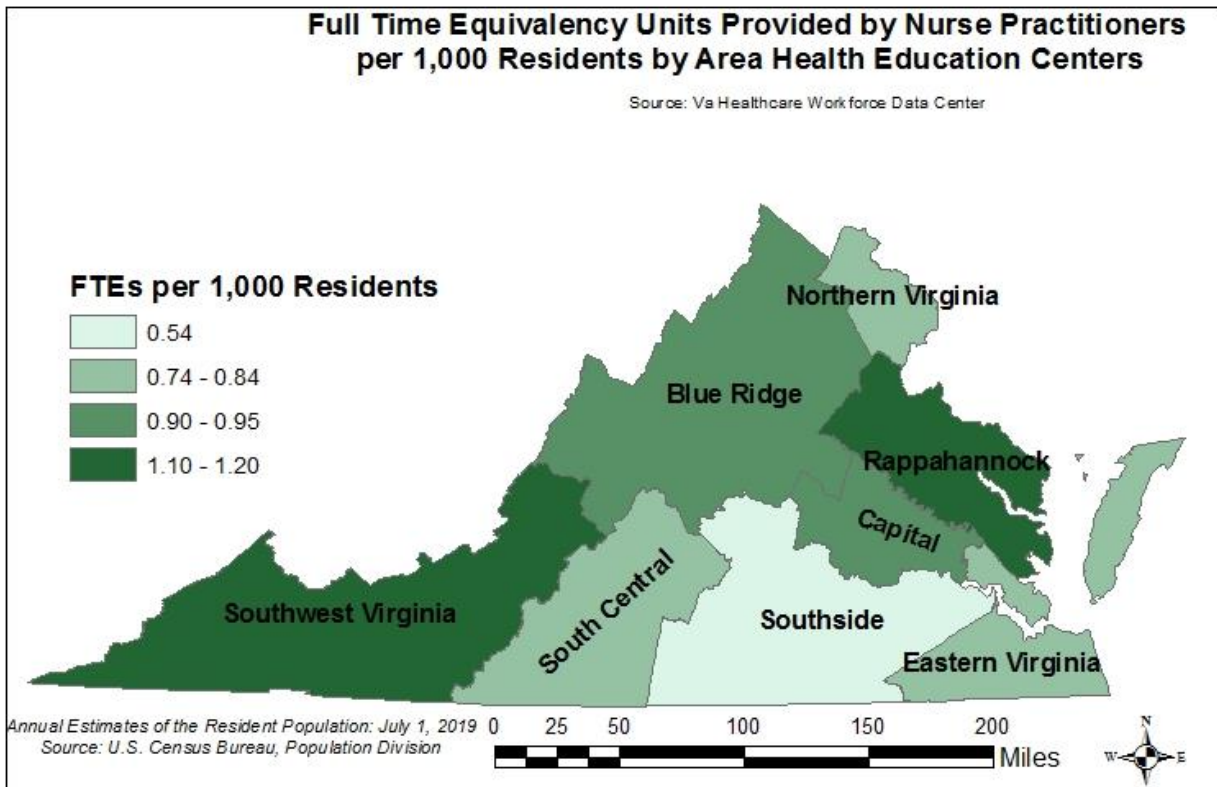
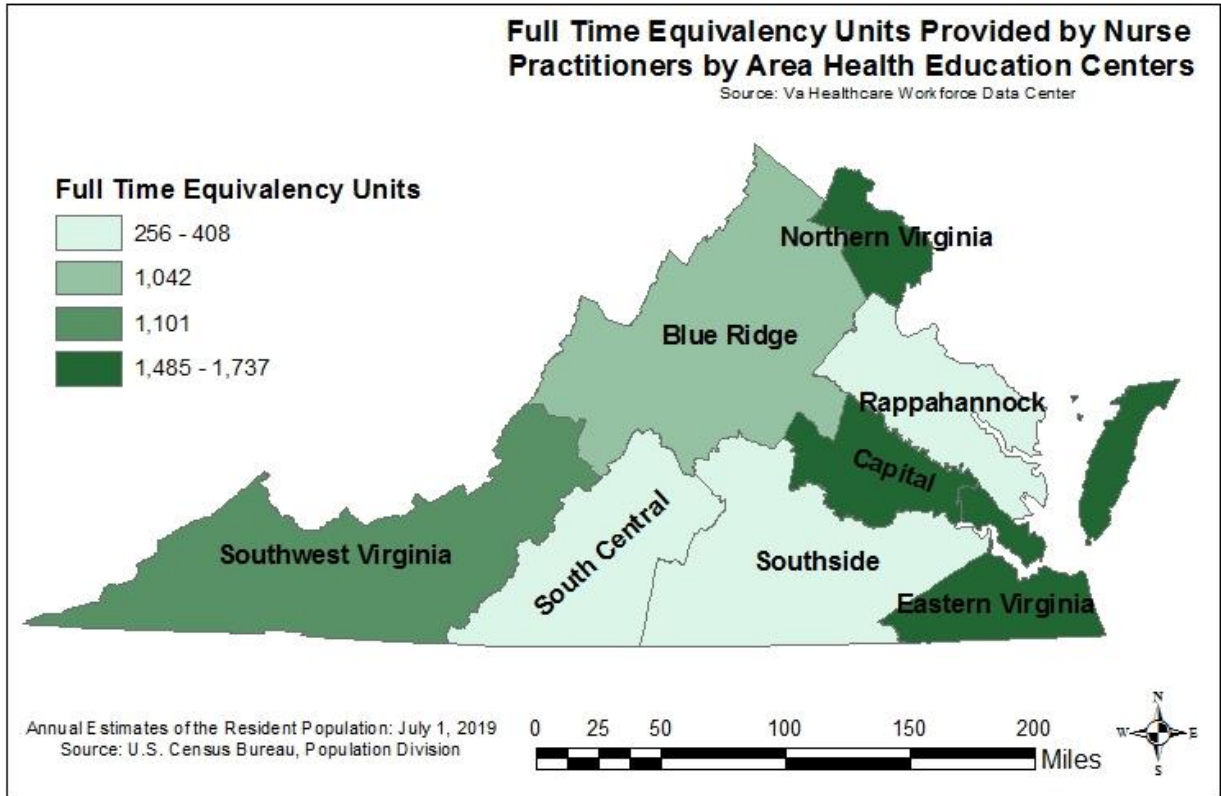


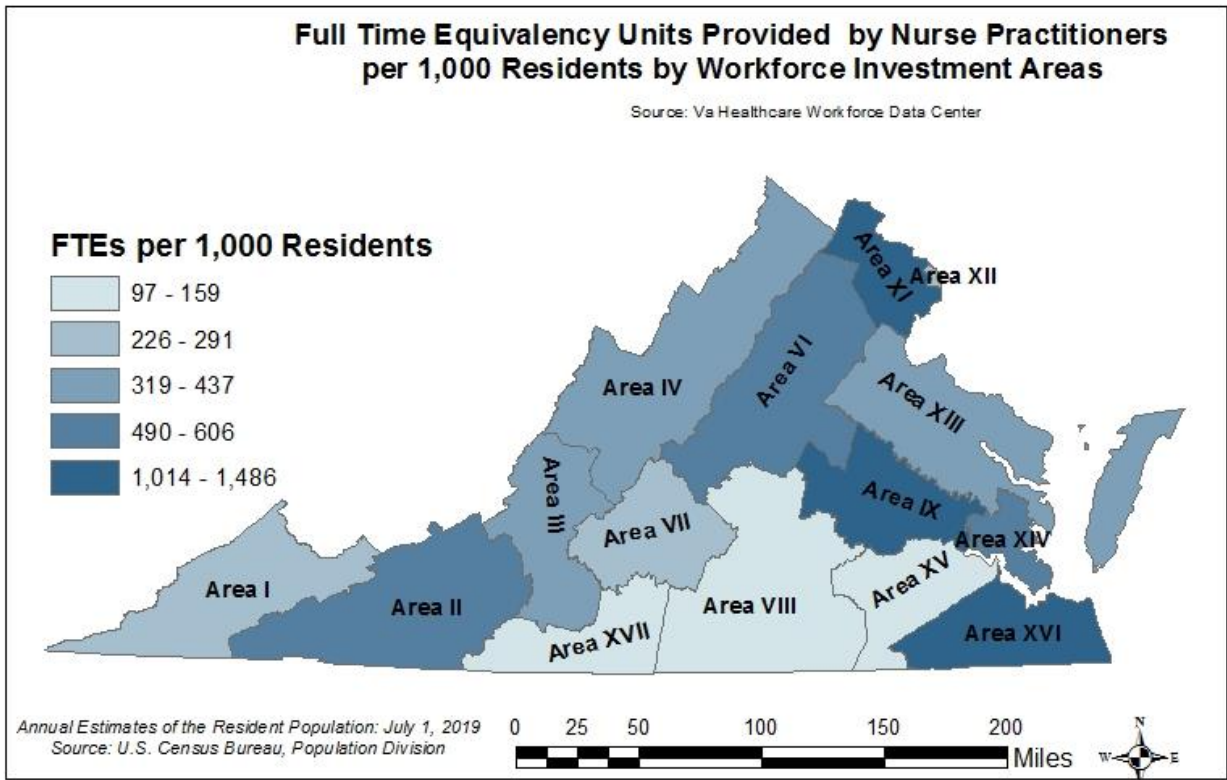
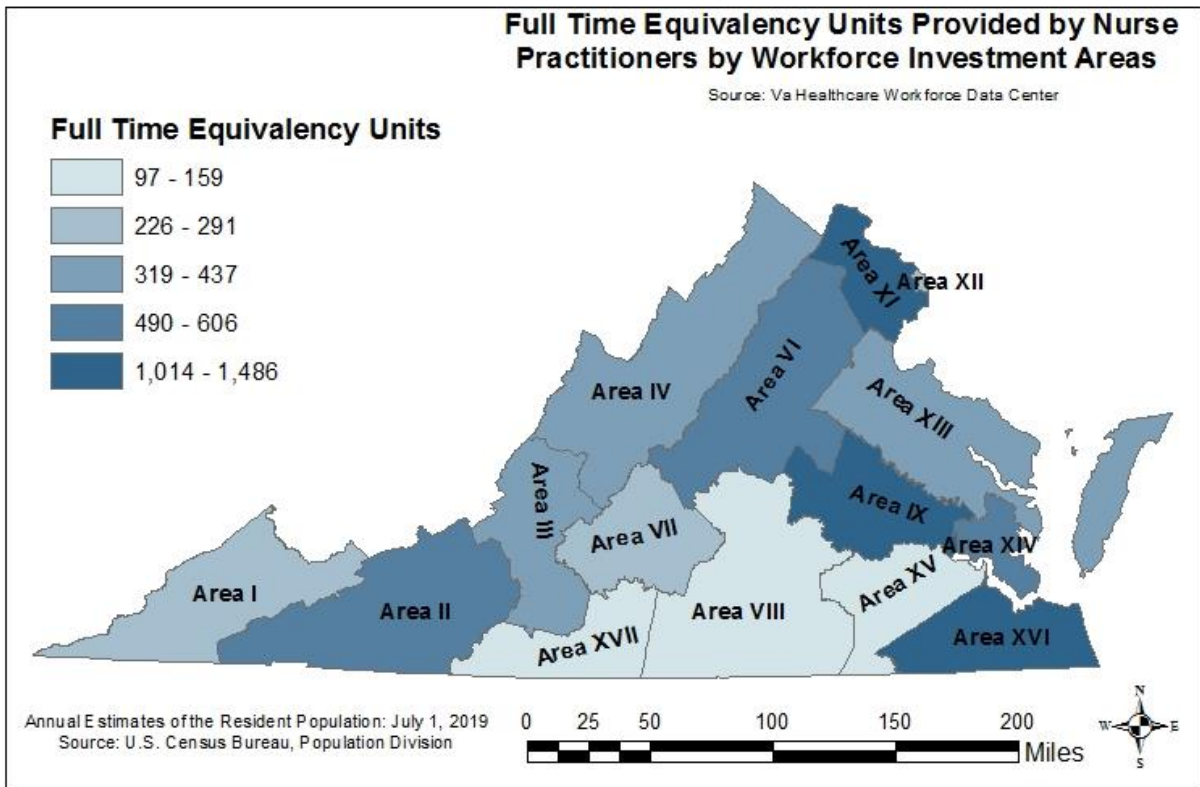
Source: Va. Healthcare Workforce Data Center

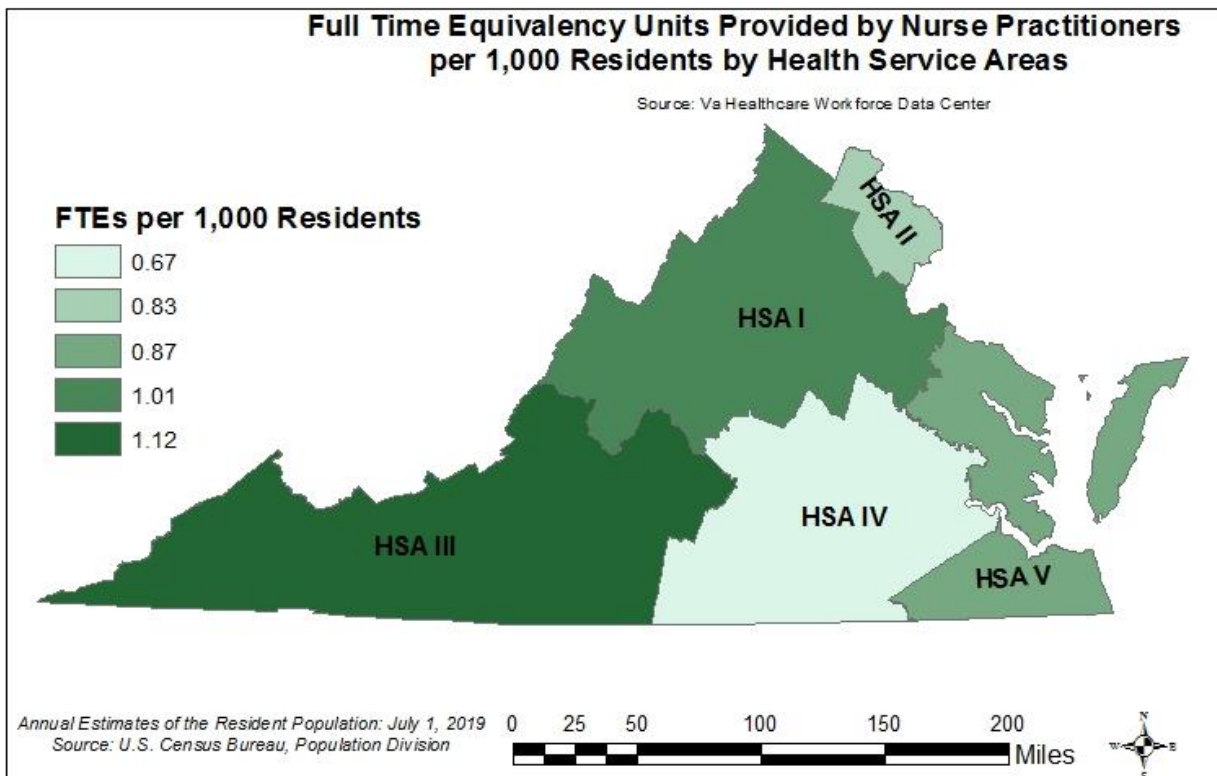
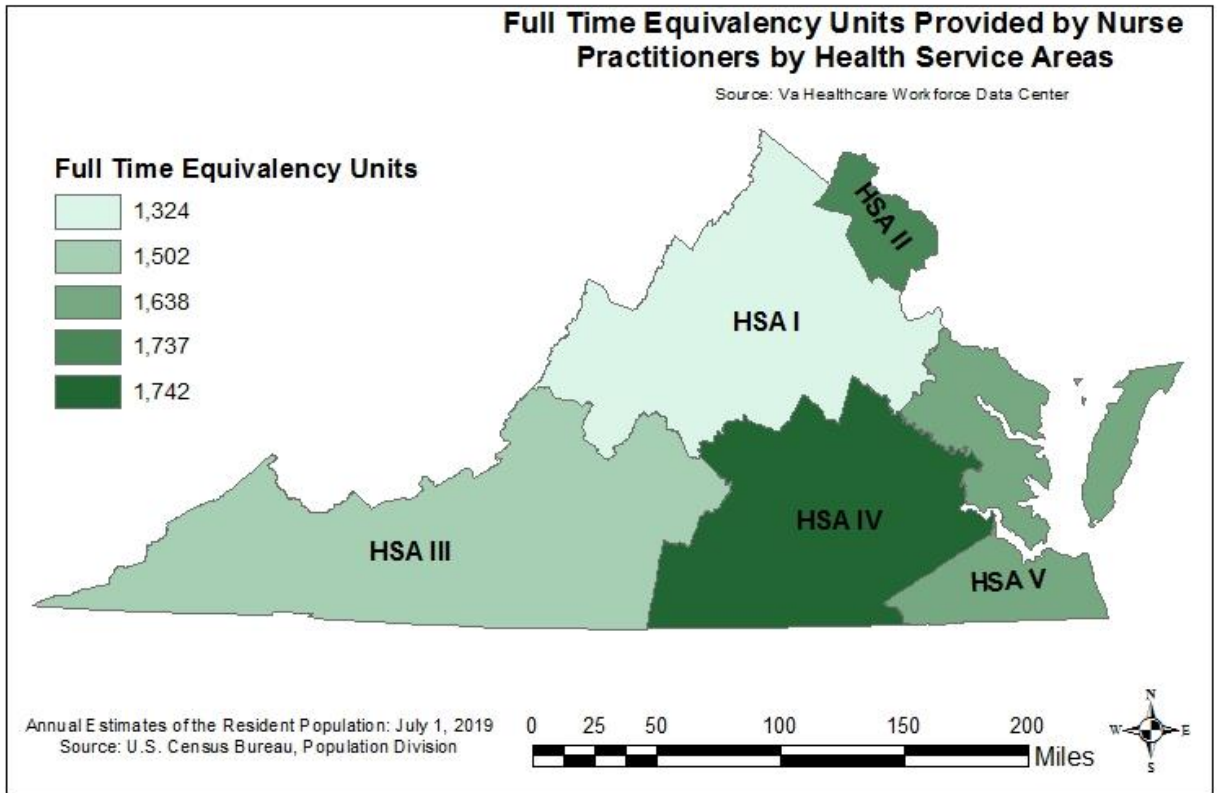
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)

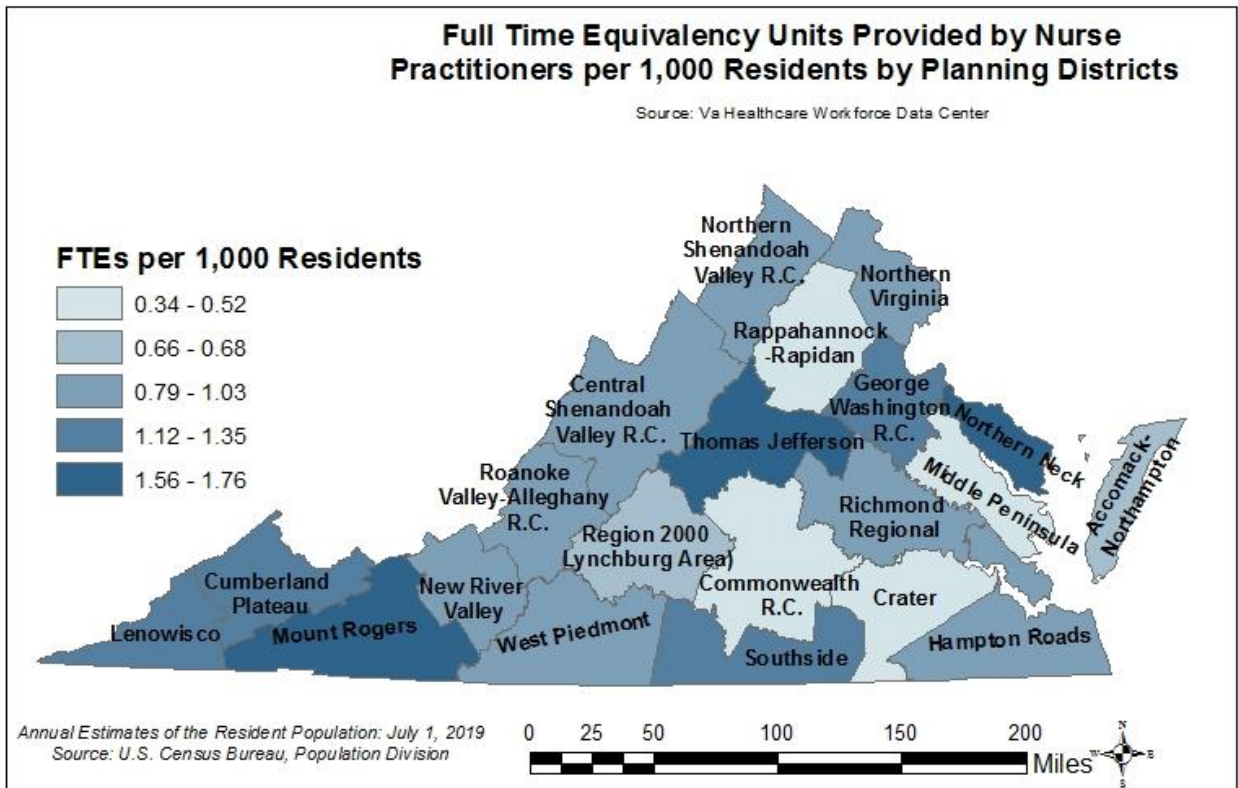
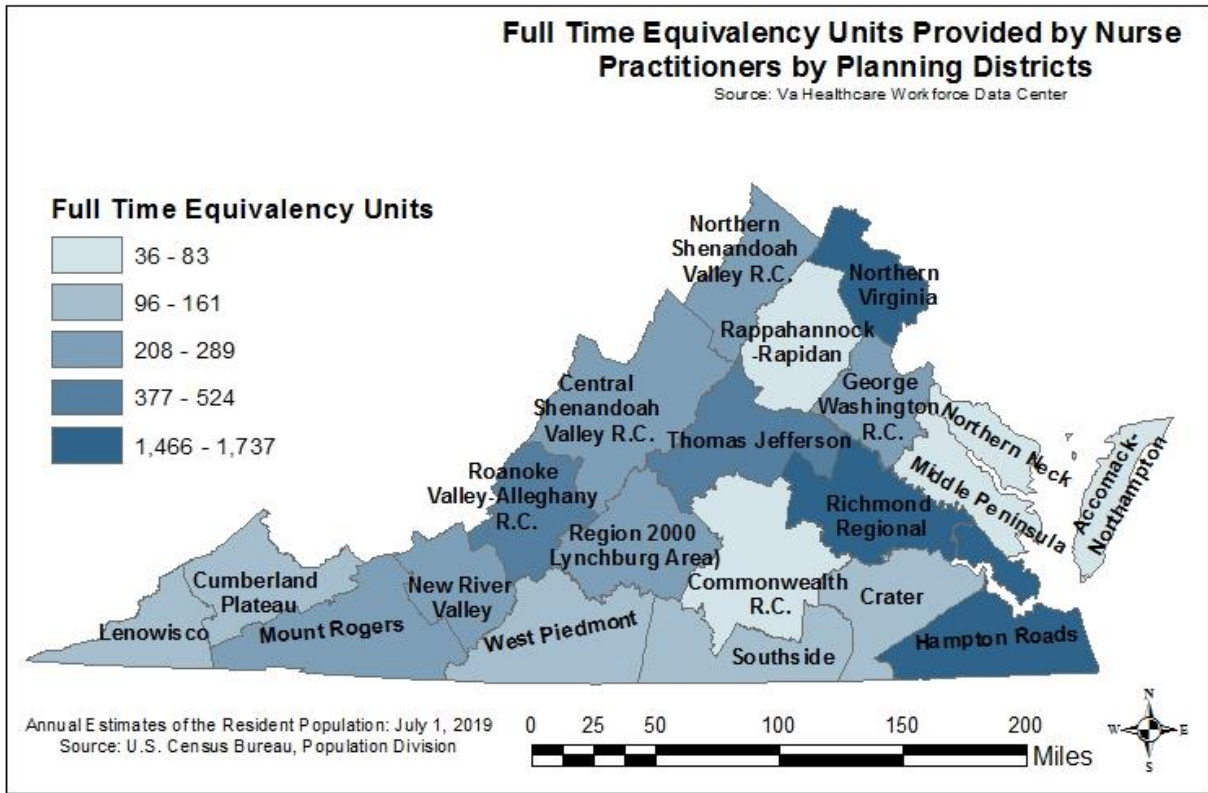


Area Health Education Center Regions









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	6,665	35.24%	2.8374	2.2509	7.0877
Metro, 250,000 to 1 million	823	33.78%	2.9604	2.3485	7.3951
Metro, 250,000 or less	1,072	37.50%	2.6667	2.1154	6.6613
Urban pop 20,000+, Metro adj	165	38.18%	2.6190	2.0777	6.5423
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	309	32.04%	3.1212	2.4760	7.7967
Urban pop, 2,500-19,999, nonadj	302	39.74%	2.5167	1.9964	6.2866
Rural, Metro adj	236	33.90%	2.9500	2.3402	3.6251
Rural, nonadj	104	44.23%	2.2609	1.7935	5.6476
Virginia border state/DC	1,656	15.10%	6.6240	5.2548	16.5466
Other US State	1,730	19.48%	5.1335	4.0724	12.8234

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	446	12.33%	8.1091	5.6476	16.5466
30 to 34	1,866	31.56%	3.1681	2.2064	6.4645
35 to 39	2,218	25.07%	3.9892	2.7783	8.1400
40 to 44	1,821	36.35%	2.7508	1.9158	5.6129
45 to 49	1,747	26.96%	3.7091	2.5832	7.5685
50 to 54	1,352	38.83%	2.5752	1.7935	5.2548
55 to 59	1,288	27.64%	3.6180	2.5197	7.3825
60 and Over	2,325	34.84%	2.8704	1.9991	5.8570

Source: Va. Healthcare Workforce Data Center

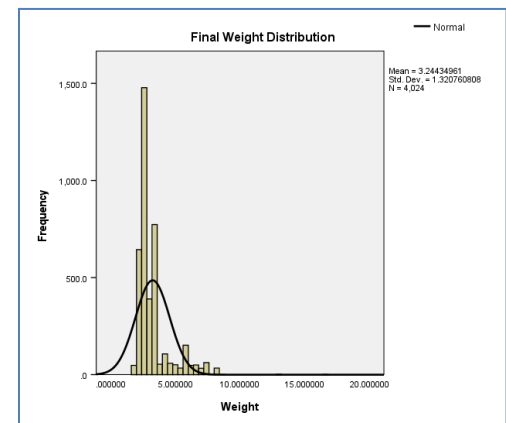
See the Methods section on the HWDC website for details on HWDC Methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.30805



Source: Va. Healthcare Workforce Data Center