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# *Virginia's Licensed Nurse Practitioner Workforce: 2022*

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Healthcare Workforce Data Center

October 2022

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Get a copy of this report from:

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

*5,789 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 their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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# The Licensed Nurse Practitioner Workforce: At a Glance:

## The Workforce

Licenses:	17,057
Virginia's Workforce:	13,178
FTEs:	11,655

## Background

Rural Childhood:	34%
HS Degree in VA:	44%
Prof. Degree in VA:	50%

## Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	64%
Satisfied?:	93%

## Survey Response Rate

All Licensees:	34%
Renewing Practitioners:	86%

## Education

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

## Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	53%

## Demographics

Female:	90%
Diversity Index:	43%
Median Age:	44

## Finances

Median Income:	\$100k-\$110k
Health Benefits:	64%
Under 40 w/ Ed debt:	63%

## Time Allocation

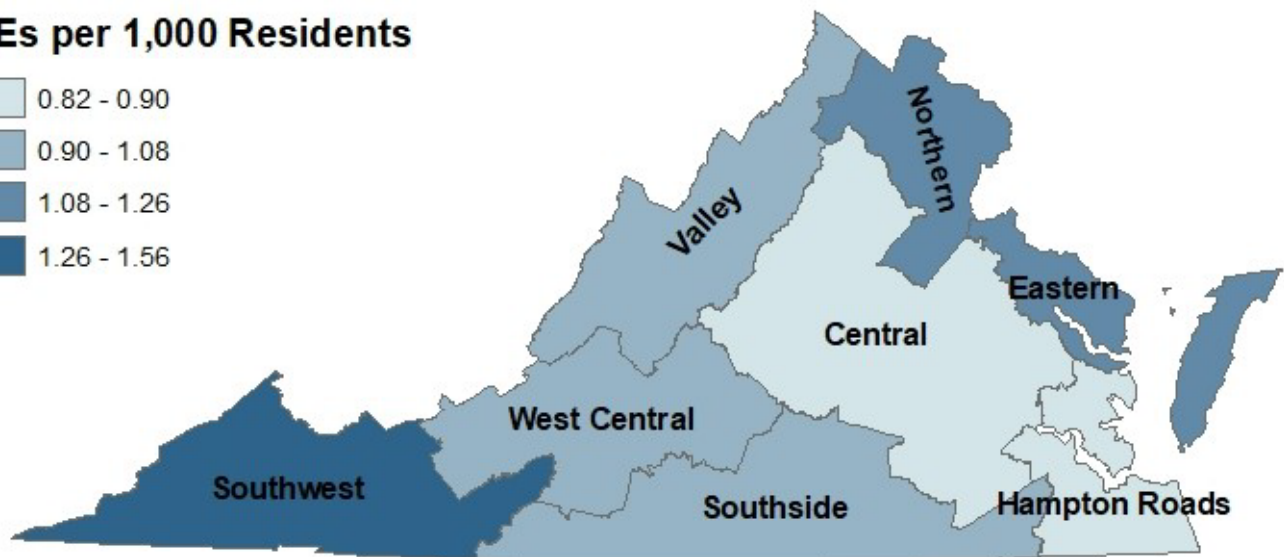
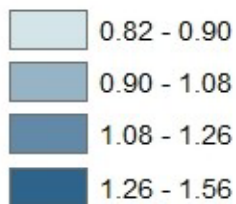
Patient Care:	90%-99%
Patient Care Role:	87%
Admin. Role:	3%

Source: Va. Healthcare Workforce Data Center

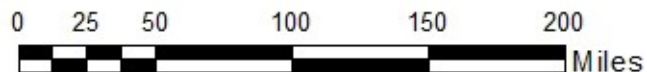
## Full Time Equivalency Units Provided by Nurse Practitioners per 1,000 Residents by Virginia Performs Areas

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



Over 5,700 Licensed Nurse Practitioners (NPs) voluntarily took part in the 2022 Licensed Nurse Practitioner Workforce Survey<sup>1</sup>. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during license renewal, which takes place during a two-year renewal cycle in the birth month of each respondent. About half of all NPs have access to the survey every year. The 2022 survey respondents represent 34% of the 17,057 NPs who are licensed in the state and 86% of renewing practitioners. This report includes any advanced practice registered nurse. Detailed information on NPs, nurse anesthetists, and/or certified nurse midwives is available as a separate report.

The HWDC estimates that 13,178 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 2021 and September 2022, Virginia's NP workforce provided 11,655 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Nine out of 10 NPs are female, and the median age of all NPs is 44. In a random encounter between two NPs, there is a 43% chance that they would be of different races or ethnicities; this measure is known as the diversity index. This makes Virginia's NP workforce less diverse than the state's overall population which has a diversity index of 58%. The diversity index is 46% among NPs under age 40. Over 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, 14% of NPs work in rural areas. Meanwhile, 44% of Virginia's NPs graduated from high school in Virginia, and 50% of NPs earned their initial professional degree in the state. In total, 55% 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 and over 20% have at least a Master's degree. Half of all NPs currently carry educational debt, including 63% 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

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Several significant changes have occurred in the NP workforce in the past six years. In 2018, the General Assembly authorized the Committee of the Joint Boards of Nursing and Medicine (the Joint Boards) to promulgate regulations that 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 was submitted to the General Assembly<sup>2</sup>. In 2020, the General Assembly reduced the required clinical experience to two years before autonomous practice. This change sunsets July 1, 2022; if not reenacted, the prerequisite years of clinical experience will again be 5 years. The number of licensed NPs in the state has more than doubled since 2014; the number in the state's workforce also has more than doubled, and the FTEs provided increased by 102%. Compared to 2020, the response rate of renewing NPs increased from 77% to 86%. The percent of NPs working in non-metro areas also reached a high of 14% compared to 11% in 2020.

The percent female has stayed consistently around 90%. The diversity index continues to increase from 28% in 2014 to a high of 43% in 2022, though the diversity index is still lower than the statewide diversity index (58%). Median age declined from 48 years in 2014 to 44 years in 2020 and stayed at 44 through 2022. NPs educational attainment has increased since 2014. In 2022, the percent of NPs with a doctorate NP increased to an all-time high of 11%, this level is considerably higher than the 2014 level of 4%. Not surprisingly, the percent carrying debt also has increased across the years; 50% 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 and then decreased to 1% in 2022. Retirement expectations have declined over time; and 20% of NPs intend to retire within a decade of the survey, as compared to 24% in 2014.

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<sup>1</sup> 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.

<sup>2</sup> <https://rga.lis.virginia.gov/Published/2021/RD625/PDF>

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	6,280	37%
<b>New Licensees</b>	2,124	12%
<b>Non-Renewals</b>	822	5%
<b>Renewal date not in survey period</b>	7,831	46%
<b>All Licensees</b>	<b>17,057</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

*Our surveys tend to achieve very high response rates. More than eight of every ten renewing NPs submitted a survey. These represent 34% of NPs who held a license at some point during the licensing period.*

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2021 and September 2022 in the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey 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	
<b>By Age</b>			
<b>Under 30</b>	394	78	17%
<b>30 to 34</b>	1,437	792	36%
<b>35 to 39</b>	2,234	854	28%
<b>40 to 44</b>	1,663	1,004	38%
<b>45 to 49</b>	1,563	680	30%
<b>50 to 54</b>	1,194	829	41%
<b>55 to 59</b>	1,017	471	32%
<b>60 and Over</b>	1,766	1,081	38%
<b>Total</b>	<b>11,268</b>	<b>5,789</b>	<b>34%</b>
<b>New Licenses</b>			
<b>Issued After Sept. 2021</b>	1,986	138	6%
<b>Metro Status</b>			
<b>Non-Metro</b>	862	519	38%
<b>Metro</b>	6,248	3,963	39%
<b>Not in Virginia</b>	4,157	1,307	24%

Source: Va. Healthcare Workforce Data

Response Rates	
<b>Completed Surveys</b>	5,789
<b>Response Rate, all licensees</b>	34%
<b>Response Rate, Renewals</b>	86%

Source: Va. Healthcare Workforce Data

**At a Glance:**

**Licensed NPs**

Number: 17,057  
 New: 12%  
 Not Renewed: 5%

**Response Rates**

All Licensees: 34%  
 Renewing Practitioners: 86%

Source: Va. Healthcare Workforce Data

## At a Glance:

### Workforce

Virginia's NP Workforce: 13,178  
 FTEs: 11,655

### Utilization Ratios

Licenses in VA Workforce: 77%  
 Licenses per FTE: 1.46  
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data

Virginia's NP Workforce		
Status	#	%
Worked in Virginia in Past Year	12,944	98%
Looking for Work in Virginia	235	2%
Virginia's Workforce	13,178	100%
Total FTEs	11,655	
Licenses	17,057	

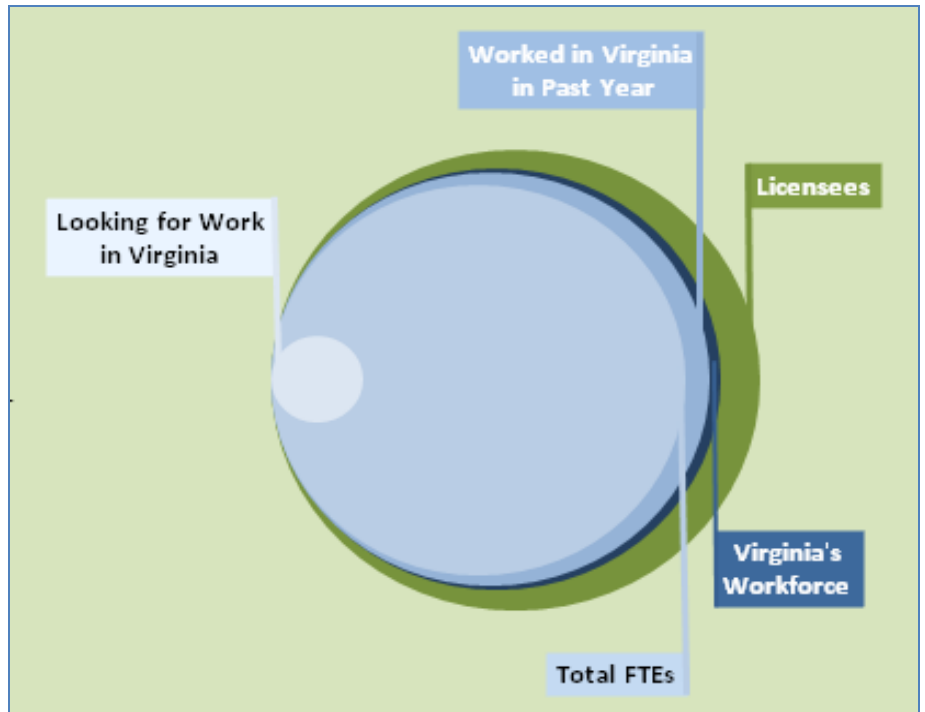
Source: Va. Healthcare Workforce Data

## 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.

*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](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	44	12%	334	88%	378	3%
30 to 34	137	8%	1,475	92%	1,612	14%
35 to 39	153	7%	1,918	93%	2,071	18%
40 to 44	191	11%	1,569	89%	1,760	15%
45 to 49	191	13%	1,300	87%	1,490	13%
50 to 54	139	11%	1,157	89%	1,296	11%
55 to 59	123	12%	881	88%	1,005	9%
60 +	202	11%	1,590	89%	1,792	16%
<b>Total</b>	<b>1,180</b>	<b>10%</b>	<b>10,223</b>	<b>90%</b>	<b>11,403</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

### At a Glance:

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

**Age**  
 Median Age: 44  
 % Under 40: 36%  
 % 55+: 25%

**Diversity**  
 Diversity Index: 43%  
 Under 40 Div. Index: 46%

Source: Va. Healthcare Workforce Data

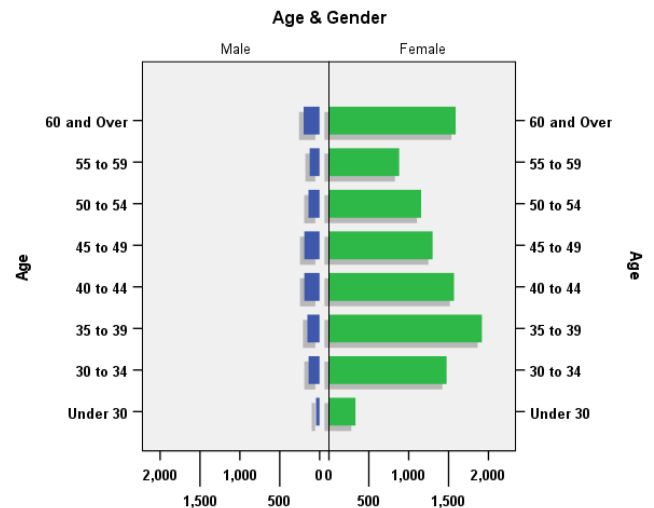
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	8,385	74%	2,870	72%
Black	19%	1,565	14%	534	13%
Asian	7%	691	6%	314	8%
Other Race	0%	128	1%	31	1%
Two or more races	3%	244	2%	97	2%
Hispanic	10%	363	3%	168	4%
<b>Total</b>	<b>100%</b>	<b>11,376</b>	<b>100%</b>	<b>4,014</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data

*In a chance encounter between two NPs, there is a 43% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 58% chance for Virginia's population as a whole.*

*36% 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 46%, 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: 14%  
Rural Childhood: 34%

### Virginia Background

HS in Virginia: 44%  
Prof. Ed. in VA: 50%  
HS or Prof. Ed. in VA: 55%  
Initial NP Degree in VA: 49%

### Location Choice

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

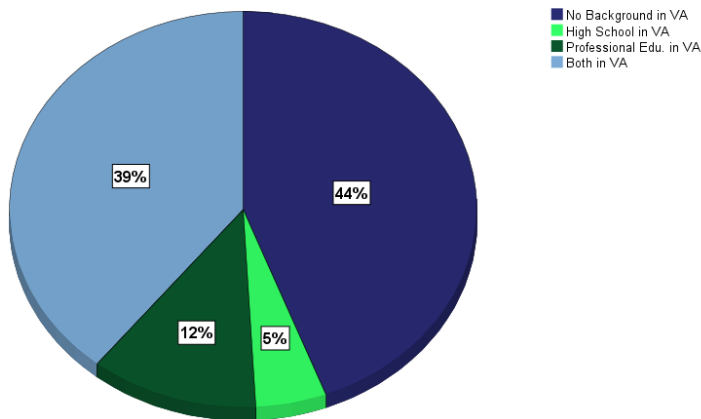
Source: Va. Healthcare Workforce Data

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	23.0%	60.8%	16.2%
2	Metro, 250,000 to 1 million	51.8%	36.6%	11.5%
3	Metro, 250,000 or less	44.6%	45.1%	10.2%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adjacent	67.6%	25.7%	6.7%
6	Urban pop, 2,500-19,999, Metro adjacent	66.2%	29.4%	4.5%
7	Urban pop, 2,500-19,999, non adjacent	78.5%	12.8%	8.8%
8	Rural, Metro adjacent	61.1%	34.3%	4.6%
9	Rural, non adjacent	62.5%	26.3%	11.3%
<b>Overall</b>		<b>34%</b>	<b>52%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data

Educational Background in Virginia



Source: Va. Healthcare Workforce Data

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	4,941	Virginia	5,638	Virginia	5,487
2	Outside of U.S./Canada	853	Pennsylvania	500	Washington, D.C.	746
3	New York	539	New York	491	Tennessee	570
4	Pennsylvania	500	North Carolina	429	Pennsylvania	400
5	Maryland	426	Tennessee	412	North Carolina	390
6	North Carolina	377	Maryland	364	Minnesota	309
7	Florida	324	Florida	321	Maryland	299
8	Ohio	257	West Virginia	264	New York	272
9	West Virginia	247	Washington, D.C.	243	Illinois	266
10	New Jersey	245	Outside of U.S./Canada	217	Florida	233

Source: Va. Healthcare Workforce Data

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	2,381	Virginia	2,770	Virginia	2,465
2	Outside of U.S./Canada	558	North Carolina	238	Tennessee	326
3	New York	233	Pennsylvania	237	Washington, D.C.	299
4	Maryland	232	New York	226	Illinois	235
5	Florida	206	Maryland	213	Minnesota	235
6	North Carolina	198	Tennessee	200	Pennsylvania	224
7	Pennsylvania	197	Florida	189	North Carolina	185
8	New Jersey	149	Outside of U.S./Canada	130	Florida	154
9	Ohio	131	Texas	124	Maryland	138
10	Tennessee	120	South Carolina	114	Georgia	133

Source: Va. Healthcare Workforce Data

*23% of Virginia's licensees did not participate in Virginia's NP workforce during the past year. Ninety-four percent of these licensees worked at some point in the past year, including 91% who worked in a nursing-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total:	3,871
% of Licensees:	23%
Federal/Military:	13%
Va. Border State/DC:	20%

Source: Va. Healthcare Workforce Data

A Closer Look:

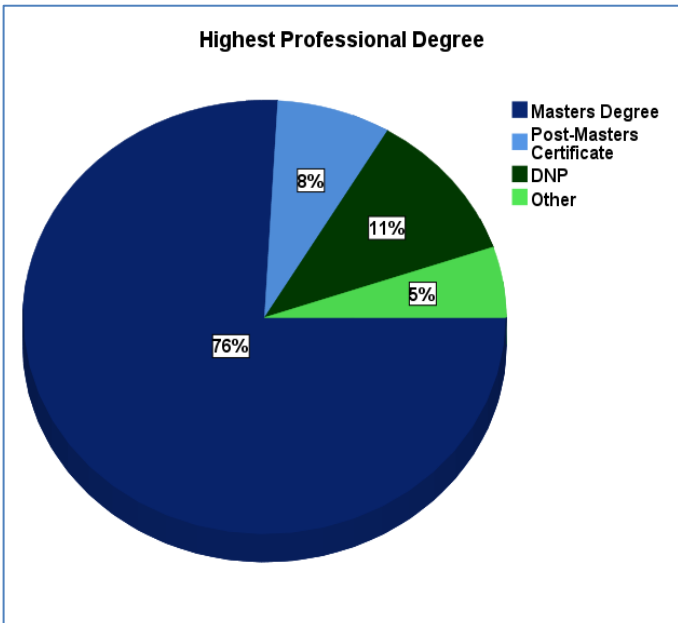
Highest Degree		
Degree	#	%
NP Certificate	205	2%
Master's Degree	8,477	76%
Post-Masters Cert.	851	8%
Doctorate of NP	1,256	11%
Other Doctorate	381	3%
Post-Ph.D. Cert.	2	0%
<b>Total</b>	<b>11,172</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

## At a Glance:

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

**Educational Debt**  
 Carry debt: 50%  
 Under age 40 w/ debt: 63%  
 Median debt: \$60k-\$70k



Source: Va. Healthcare Workforce Data

*More than three-quarters of all NPs hold a Master's degree as their highest professional degree. Half of NPs carry education debt, including 63% of those under the age of 40. The median debt burden among NPs with educational debt is between \$60,000 and \$70,000.*

Educational Debt				
Amount Carried	All NPs		NPs under 40	
	#	%	#	%
None	5,052	50%	1,298	37%
\$10,000 or less	313	3%	117	3%
\$10,000-\$19,999	331	3%	121	3%
\$20,000-\$29,999	373	4%	158	4%
\$30,000-\$39,999	337	3%	162	5%
\$40,000-\$49,999	425	4%	208	6%
\$50,000-\$59,999	358	4%	137	4%
\$60,000-\$69,999	397	4%	224	6%
\$70,000-\$79,999	350	3%	212	6%
\$80,000-\$89,999	370	4%	170	5%
\$90,000-\$99,999	255	3%	112	3%
\$100,000-\$109,999	355	4%	139	4%
\$110,000-\$119,999	190	2%	106	3%
\$120,000 or more	961	10%	371	10%
<b>Total</b>	<b>10,067</b>	<b>100%</b>	<b>3,535</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

## At a Glance:

### Primary Specialty

Family Health:	28%
RN Anesthetist:	14%
Acute Care/ER:	8%

### Credentials

AANPCP – Family NP:	23%
ANCC – Family NP:	19%
ANCC – Adult-Gerontology	
Acute Care NP:	4%

Source: Va. Healthcare Workforce Data

Specialty	Primary	
	#	%
Family Health	3,125	28%
Certified Registered Nurse Anesthetist	1,556	14%
Acute Care/Emergency Room	907	8%
Psychiatric/Mental Health	839	8%
Adult Health	707	6%
Pediatrics	634	6%
OB/GYN - Women's Health	468	4%
Surgical	364	3%
Geriatrics/Gerontology	342	3%
Medical Specialties (Not Listed)	320	3%
Certified Nurse Midwife	219	2%
Neonatal Care	162	1%
Gastroenterology	122	1%
Pain Management	72	1%
Other	19,425	11%
<b>Total</b>	<b>12,111</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

## Credentials

Credential	#	%
AANPCP: Family NP	3,081	23%
ANCC: Family NP	2,566	19%
ANCC: Adult-Gerontology Acute Care NP	538	4%
ANCC: Family Psychiatric-Mental Health NP	473	4%
ANCC: Adult Psychiatric-Mental Health NP	382	3%
NCC: Women's Health Care NP	355	3%
ANCC: Acute Care NP	326	2%
ANCC: Adult NP	318	2%
ANCC: Adult-Gerontology Primary Care NP	247	2%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	241	2%
ANCC: Pediatric NP	159	1%
NCC: Neonatal NP	157	1%
AANPCP: Adult NP	89	1%
All Other Credentials	20	0%
<b>At Least One Credential</b>	<b>8,409</b>	<b>64%</b>

Over a quarter of all NPs had a primary specialty in family health, while another 14% had a primary specialty as a Certified RN Anesthetist. 64% of all NPs also held at least one credential. AANPCP: Family NP was the most reported credential held by Virginia's NP workforce.

Source: Va. Healthcare Workforce Data

## At a Glance:

### Employment

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

### Positions Held

1 Full-time: 64%  
 2 or More Positions: 20%

### Weekly Hours:

40 to 49: 49%  
 60 or more: 7%  
 Less than 30: 11%

Source: Va. Healthcare Workforce Data

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a nursing- related capacity	10,774	96%
Employed, NOT in a nursing-related capacity	60	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	29	<1%
Voluntarily unemployed	268	2%
Retired	115	1%
<b>Total</b>	<b>11,248</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

*96% of NPs are currently employed in their profession. 64% of NPs hold one full-time job, while 20% 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	297	3%
1 to 9 hours	119	1%
10 to 19 hours	316	3%
20 to 29 hours	749	7%
30 to 39 hours	2,142	20%
40 to 49 hours	5,334	49%
50 to 59 hours	1,172	11%
60 to 69 hours	430	4%
70 to 79 hours	104	1%
80 or more hours	197	2%
<b>Total</b>	<b>10,860</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

Current Positions		
Positions	#	%
No Positions	297	3%
One Part-Time Position	1,397	13%
Two Part-Time Positions	460	4%
One Full-Time Position	7,041	64%
One Full-Time Position & One Part-Time Position	1,410	13%
Two Full-Time Positions	51	0%
More than Two Positions	284	3%
<b>Total</b>	<b>10,940</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	74	1%
<b>Less than \$40,000</b>	352	4%
<b>\$40,000-\$49,999</b>	127	1%
<b>\$50,000-\$59,999</b>	195	2%
<b>\$60,000-\$69,999</b>	298	3%
<b>\$70,000-\$79,999</b>	403	5%
<b>\$80,000-\$89,999</b>	554	6%
<b>\$90,000-\$99,999</b>	850	10%
<b>\$100,000-\$109,999</b>	1466	17%
<b>\$110,000-\$119,999</b>	1188	13%
<b>\$120,000 or more</b>	3,298	37%
<b>Total</b>	<b>8,805</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

## At a Glance:

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

**Benefits**  
Retirement: 71%  
Health Insurance: 64%

**Satisfaction**  
Satisfied: 93%  
Very Satisfied: 59%

Source: Va. Healthcare Workforce Data

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	6,529	59%
<b>Somewhat Satisfied</b>	3,712	34%
<b>Somewhat Dissatisfied</b>	599	5%
<b>Very Dissatisfied</b>	153	1%
<b>Total</b>	<b>10,993</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

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, 71% also had access to a retirement plan and 64% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Leave</b>	7,014	85%	71%
<b>Retirement</b>	7,040	85%	71%
<b>Health Insurance</b>	6,285	76%	64%
<b>Dental Insurance</b>	6,100	74%	62%
<b>Group Life Insurance</b>	4,971	60%	51%
<b>Signing/Retention Bonus</b>	1,678	20%	17%
<b>Receive at least one benefit</b>	<b>8,257</b>	<b>77%</b>	<b>83%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	166	1%
Experience Voluntary Unemployment?	599	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	338	3%
Work two or more positions at the same time?	2,597	20%
Switch employers or practices?	1,172	9%
<b>Experienced at least 1</b>	<b>4,037</b>	<b>31%</b>

Source: Va. Healthcare Workforce Data

*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 2.9% during the same period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	240	2%	179	6%
<b>Less than 6 Months</b>	1,090	10%	458	16%
<b>6 Months to 1 Year</b>	1,258	12%	394	14%
<b>1 to 2 Years</b>	2,429	23%	588	20%
<b>3 to 5 Years</b>	2,575	24%	654	23%
<b>6 to 10 Years</b>	1,448	14%	320	11%
<b>More than 10 Years</b>	1,679	16%	277	10%
<b>Subtotal</b>	<b>10,719</b>	<b>100%</b>	<b>2,871</b>	<b>100%</b>
<b>Did not have location</b>	252		10,268	
<b>Item Missing</b>	2,207		39	
<b>Total</b>	<b>13,178</b>		<b>13,178</b>	

Source: Va. Healthcare Workforce Data

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

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 5%

**Turnover & Tenure**

Switched Jobs: 9%  
New Location: 30%  
Over 2 years: 53%  
Over 2 yrs, 2<sup>nd</sup> location: 44%

**Employment Type**

Salary: 67%  
Hourly Wage: 27%

Source: Va. Healthcare Workforce Data

*53% 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	#	%
<b>Salary/ Commission</b>	5,642	67%
<b>Hourly Wage</b>	2,239	27%
<b>By Contract</b>	521	6%
<b>Business/ Practice Income</b>	0	0%
<b>Unpaid</b>	46	1%
<b>Subtotal</b>	<b>8,448</b>	
<b>Missing location</b>	252	
<b>Item missing</b>	4,226	

Source: Va. Healthcare Workforce Data

<sup>1</sup> 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 3.2% and a high of 5.7%. At the time of publication, the unemployment rate for September 2022 was still preliminary.



## At a Glance:

### Concentration

Top Region:	26%
Top 3 Regions:	70%
Lowest Region:	2%

### Locations

2 or more (Past Year):	27%
2 or more (Now*):	25%

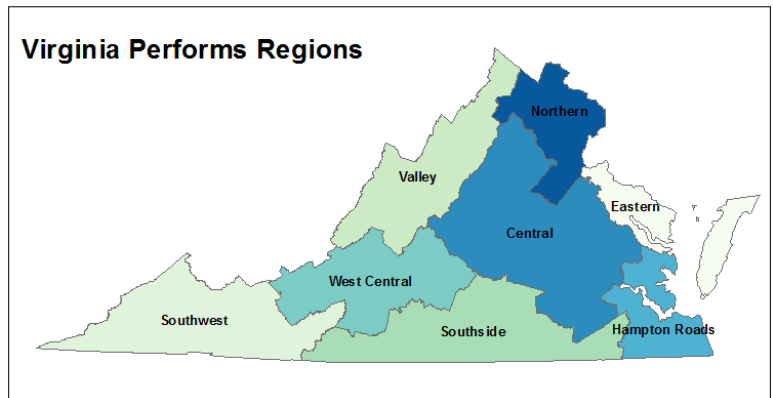
Source: Va. Healthcare Workforce Data

Northern Virginia has the highest 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	2,743	26%	572	20%
Eastern	186	2%	36	1%
Hampton Roads	1,911	18%	499	17%
Northern	2,799	26%	739	26%
Southside	372	3%	58	2%
Southwest	716	7%	168	6%
Valley	536	5%	141	5%
West Central	1,054	10%	257	9%
Virginia Border State/DC	127	1%	100	3%
Other US State	230	2%	317	11%
Outside of the US	10	0%	2	0%
<b>Total</b>	<b>10,685</b>	<b>100%</b>	<b>2,889</b>	<b>100%</b>
Item Missing	2,241		21	

Source: Va. Healthcare Workforce Data



71% of all NPs had just one work location during the past year, while 27% of NPs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	235	2%	391	4%
1	7,784	71%	7,800	71%
2	1,680	15%	1,738	16%
3	871	8%	756	7%
4	154	1%	101	1%
5	67	1%	58	1%
6 or More	126	1%	73	1%
<b>Total</b>	<b>10,917</b>	<b>100%</b>	<b>10,917</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	5,395	53%	1,730	62%
<b>Non-Profit</b>	3,475	34%	773	28%
<b>State/Local Government</b>	757	7%	196	7%
<b>Veterans Administration</b>	220	2%	17	1%
<b>U.S. Military</b>	223	2%	17	1%
<b>Other Federal Government</b>	87	1%	39	1%
<b>Total</b>	<b>10,157</b>	<b>100%</b>	<b>2,772</b>	<b>100%</b>
<b>Did not have location</b>	252		10,268	
<b>Item Missing</b>	2,769		139	

Source: Va. Healthcare Workforce Data

### At a Glance: (Primary Locations)

**Sector**

For Profit:	53%
Federal:	5%

**Top Establishments**

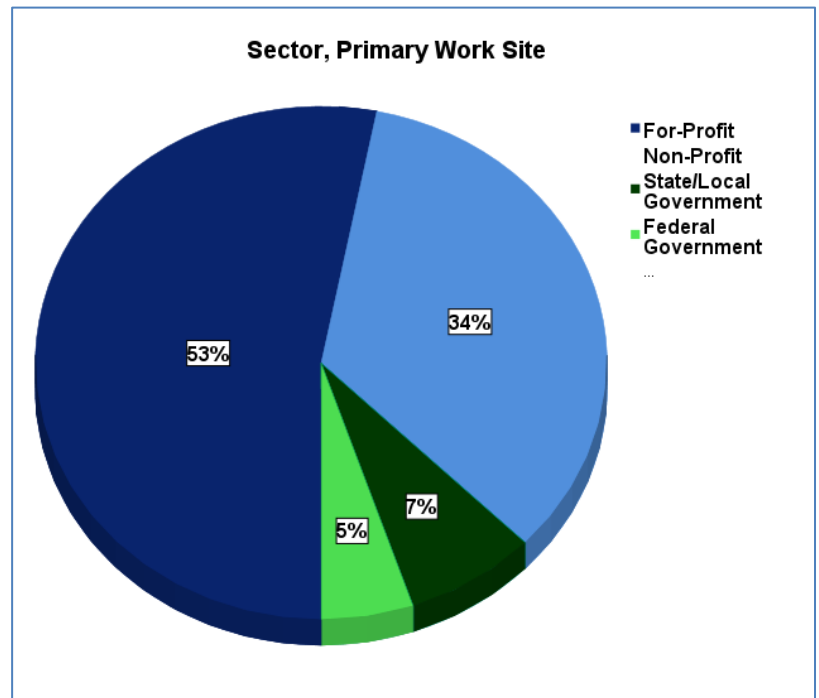
Clinic, Primary Care:	19%
Hospital, Inpatient:	19%
Physician Office:	7%

Source: Va. Healthcare Workforce Data

*More than 85% of all NPs work in the private sector, including 53% in for-profit establishments. Meanwhile, 7% of NPs work for state or local governments, and 5% work for the federal government.*

Electronic Health Records (EHRs) and Telehealth		
	#	%
<b>Meaningful use of EHRs</b>	3,561	27%
<b>Remote Health, Caring for Patients in Virginia</b>	3,144	24%
<b>Remote Health, Caring for Patients Outside of Virginia</b>	692	5%
<b>Use at least one</b>	<b>4,985</b>	<b>38%</b>

Source: Va. Healthcare Workforce Data



*Over a quarter of the state's NP workforce use EHRs. 24% also provide remote health care for Virginia patients.*

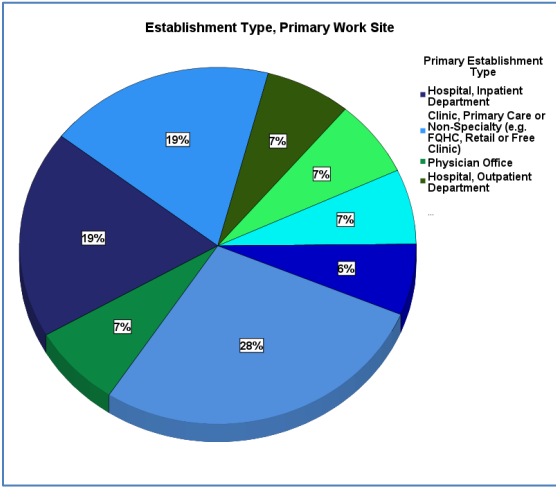
Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient Department	1,831	19%	466	18%
Clinic, Primary Care or Non-Specialty	1,804	19%	360	14%
Physician Office	721	7%	106	4%
Hospital, Outpatient Department	682	7%	117	4%
Academic Institution (Teaching or Research)	673	7%	196	7%
Private practice, group	660	7%	139	5%
Ambulatory/Outpatient Surgical Unit	396	4%	171	6%
Clinic, Non-Surgical Specialty	385	4%	93	4%
Mental Health, or Substance Abuse, Outpatient Center	382	4%	78	3%
Long Term Care Facility, Nursing Home	313	3%	108	4%
Hospital, Emergency Department	232	2%	98	4%
Private practice, solo	217	2%	71	3%
Home Health Care	119	1%	54	2%
Other Practice Setting	1,296	13%	600	23%
<b>Total</b>	<b>9,711</b>	<b>100%</b>	<b>2,657</b>	<b>100%</b>
Did Not Have a Location	252		10,268	

Source: Va. Healthcare Workforce Data

*The single largest employer of Virginia's NPs is inpatient departments of hospitals, where 19% of all NPs have their primary work location. Primary care or non-specialty clinics, physicians' offices, academic institutions, and group private practices were also common primary establishment types for Virginia's NP workforce.*

*Among those NPs who also have a secondary work location, 18% work at the inpatient department of a hospital and 14% work in a primary care/non-specialty clinic.*

*92% of NPs who responded to the question about forms of payment reported accepting private insurance as a form of payment for services rendered.*



Source: Va. Healthcare Workforce Data

Accepted Forms of Payment		
Payment	#	% of Workforce
Private Insurance	7,885	92%
Medicaid	7,198	84%
Medicare	7,195	84%
Cash/Self-Pay	6,835	80%

Source: Va. Healthcare Workforce Data

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

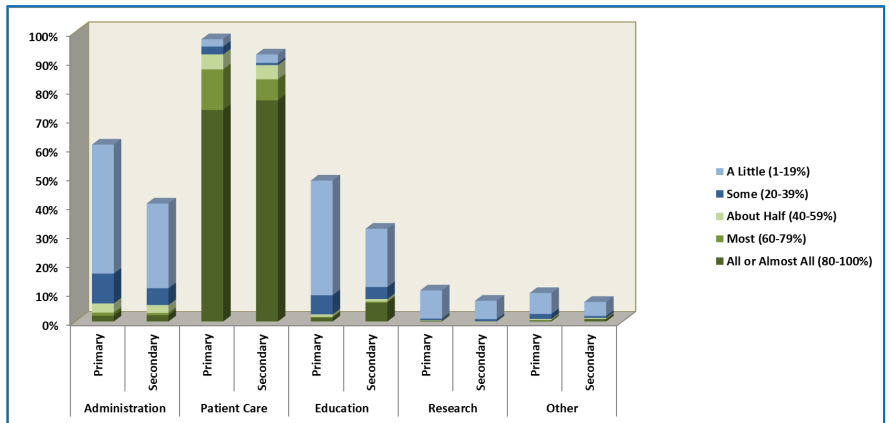
Patient Care: 87%  
Administration: 3%  
Education: 2%

### Patient Care NPs

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

Source: Va. Healthcare Workforce Data

## A Closer Look:



Source: Va. Healthcare Workforce Data

*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
<b>All or Almost All (80-100%)</b>	2%	2%	73%	76%	1%	6%	0%	0%	0%	1%
<b>Most (60-79%)</b>	1%	1%	14%	7%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	3%	3%	5%	5%	1%	1%	0%	0%	0%	0%
<b>Some (20-39%)</b>	10%	6%	3%	1%	7%	4%	1%	1%	2%	1%
<b>A Little (1-20%)</b>	45%	29%	3%	3%	40%	20%	10%	6%	7%	5%
<b>None (0%)</b>	39%	59%	3%	8%	51%	68%	89%	93%	90%	93%

Source: Va. Healthcare Workforce Data

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All NPs		NPs over 50	
	#	%	#	%
<b>Under age 50</b>	182	2%	0	0%
<b>50 to 54</b>	332	4%	19	1%
<b>55 to 59</b>	795	8%	141	4%
<b>60 to 64</b>	2,402	26%	782	23%
<b>65 to 69</b>	3,522	37%	1,376	40%
<b>70 to 74</b>	1,195	13%	627	18%
<b>75 to 79</b>	343	4%	214	6%
<b>80 or over</b>	76	1%	33	1%
<b>I do not intend to retire</b>	564	6%	248	7%
<b>Total</b>	<b>9,411</b>	<b>100%</b>	<b>3,440</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data

**At a Glance:**

**Retirement Expectations**

**All NPs**

Under 65: 39%  
Under 60: 14%

**NPs 50 and over**

Under 65: 27%  
Under 60: 5%

**Time until Retirement**

Within 2 years: 5%  
Within 10 years: 20%  
Half the workforce: By 2047

Source: Va. Healthcare Workforce Data

*39% of NPs expect to retire by the age of 65, while 27% of NPs who are age 50 or over expect to retire by the same age. Meanwhile, 37% 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 3% of Virginia's NPs plan on leaving either the profession or the state. Meanwhile, 11% of NPs plan on increasing patient care hours, and 12% plan on pursuing additional educational opportunities.*

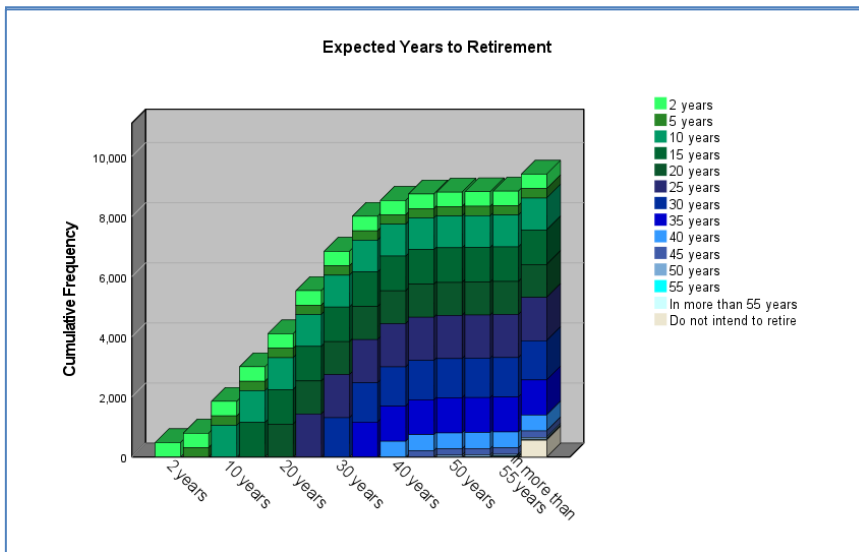
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	124	1%
<b>Leave Virginia</b>	317	2%
<b>Decrease Patient Care Hours</b>	1,399	11%
<b>Decrease Teaching Hours</b>	106	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	1,388	11%
<b>Increase Teaching Hours</b>	1,368	10%
<b>Pursue Additional Education</b>	1,547	12%
<b>Return to Virginia's Workforce</b>	73	1%

Source: Va. Healthcare Workforce Data

*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 20% expect to retire in the next 10 years. More than half of the current NP workforce expect to retire by 2047.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	482	5%	5%
<b>5 years</b>	313	3%	8%
<b>10 years</b>	1,059	11%	20%
<b>15 years</b>	1,152	12%	32%
<b>20 years</b>	1,095	12%	44%
<b>25 years</b>	1,438	15%	59%
<b>30 years</b>	1,309	14%	73%
<b>35 years</b>	1,165	12%	85%
<b>40 years</b>	530	6%	91%
<b>45 years</b>	212	2%	93%
<b>50 years</b>	62	1%	94%
<b>55 years</b>	12	0%	94%
<b>In more than 55 years</b>	20	0%	94%
<b>Do not intend to retire</b>	564	6%	100%
<b>Total</b>	<b>9,412</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data



Source: Va. Healthcare Workforce Data

*Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2032. Retirement will peak at 15% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.*

## At a Glance:

### FTEs

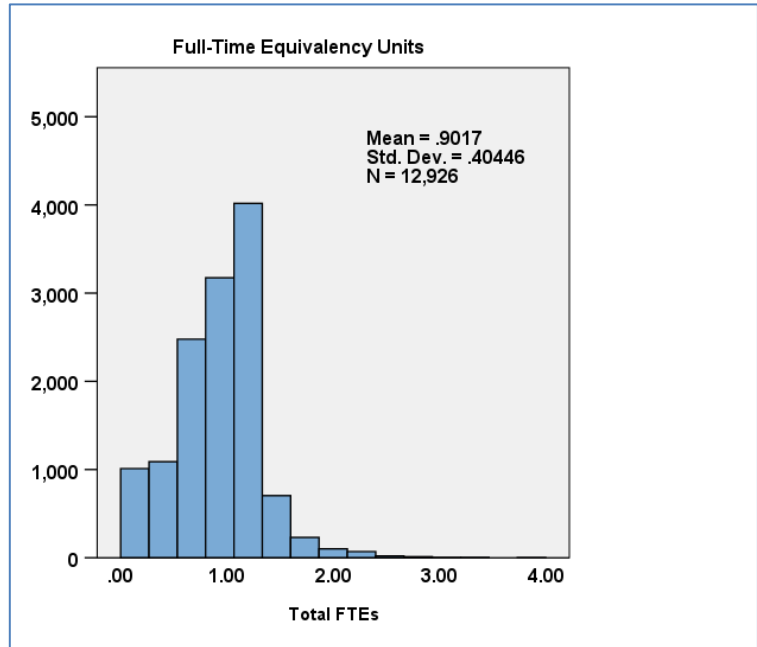
Total: 11,655  
 FTEs/1,000 Residents: 1.37  
 Average: 0.90

### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Negligible  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

## A Closer Look:

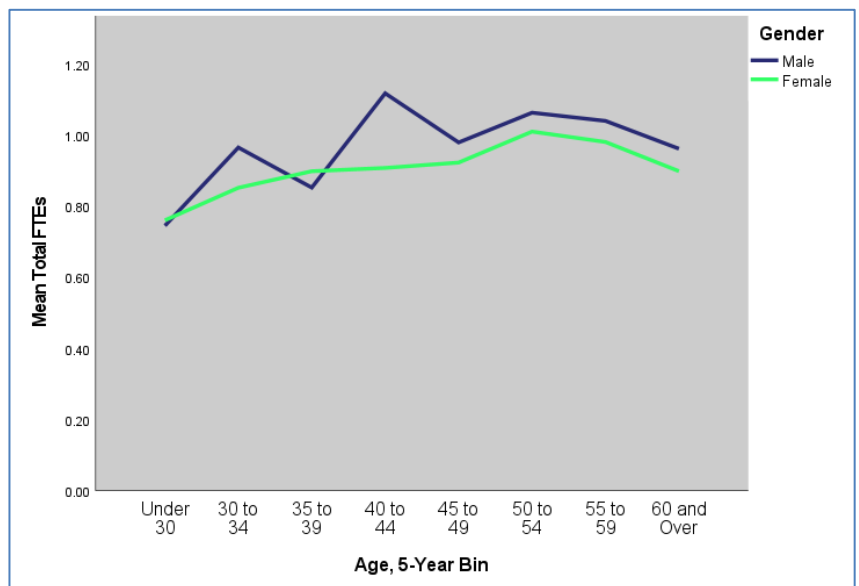


Source: Va. Healthcare Workforce Data

*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 exists<sup>2</sup>.*

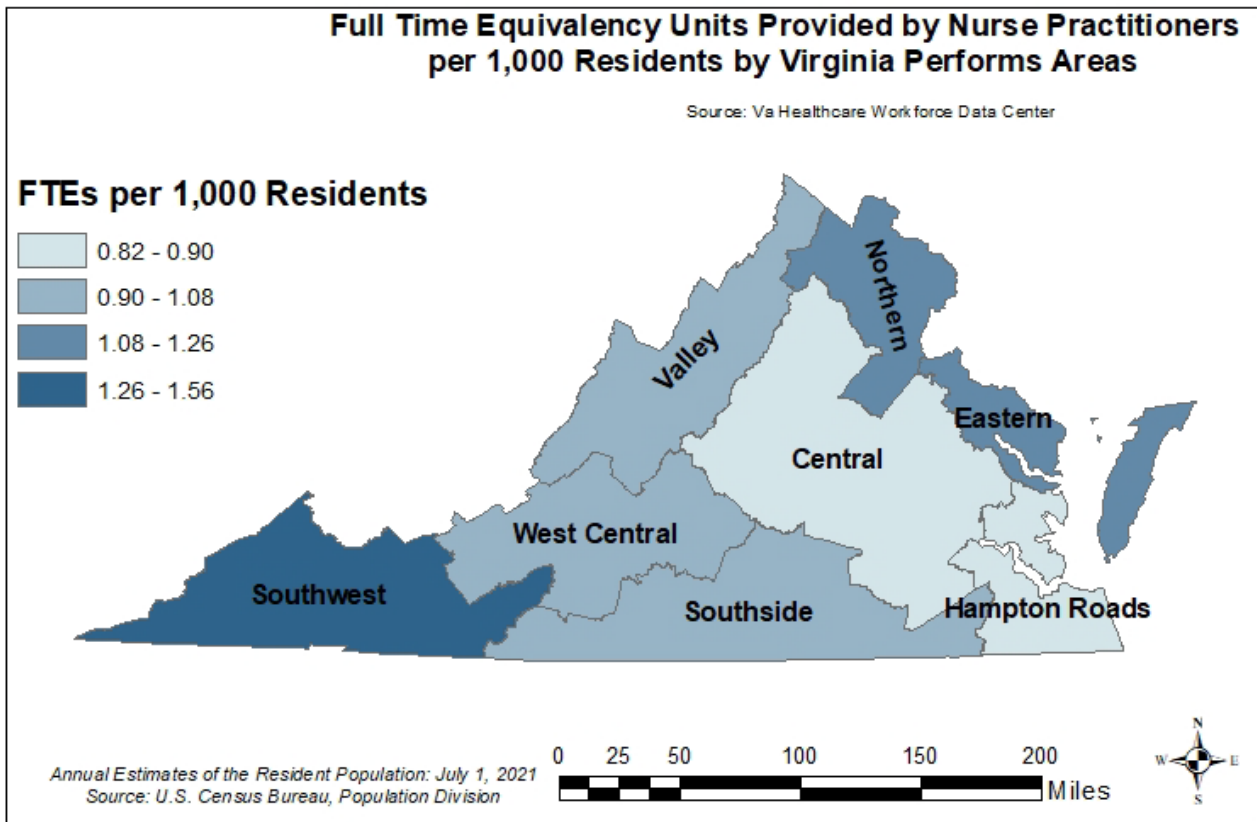
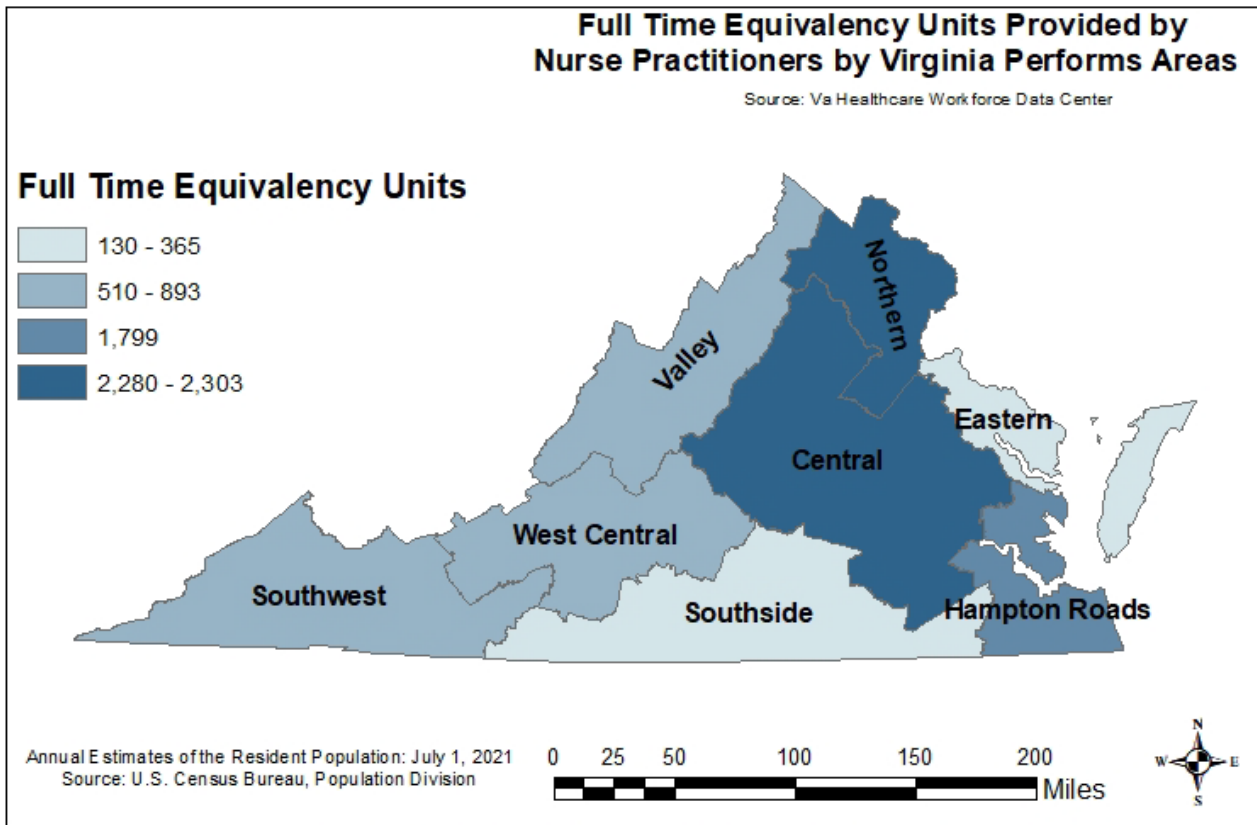
Full-Time Equivalency Units		
Age	Average Age	Median
<b>Under 30</b>	0.87	0.90
<b>30 to 34</b>	0.88	0.96
<b>35 to 39</b>	0.85	0.86
<b>40 to 44</b>	0.86	0.88
<b>45 to 49</b>	0.93	0.90
<b>50 to 54</b>	1.00	1.06
<b>55 to 59</b>	0.91	0.91
<b>60 and Over</b>	0.93	1.08
Gender		
<b>Male</b>	0.94	1.02
<b>Female</b>	0.90	0.91

Source: Va. Healthcare Workforce Data

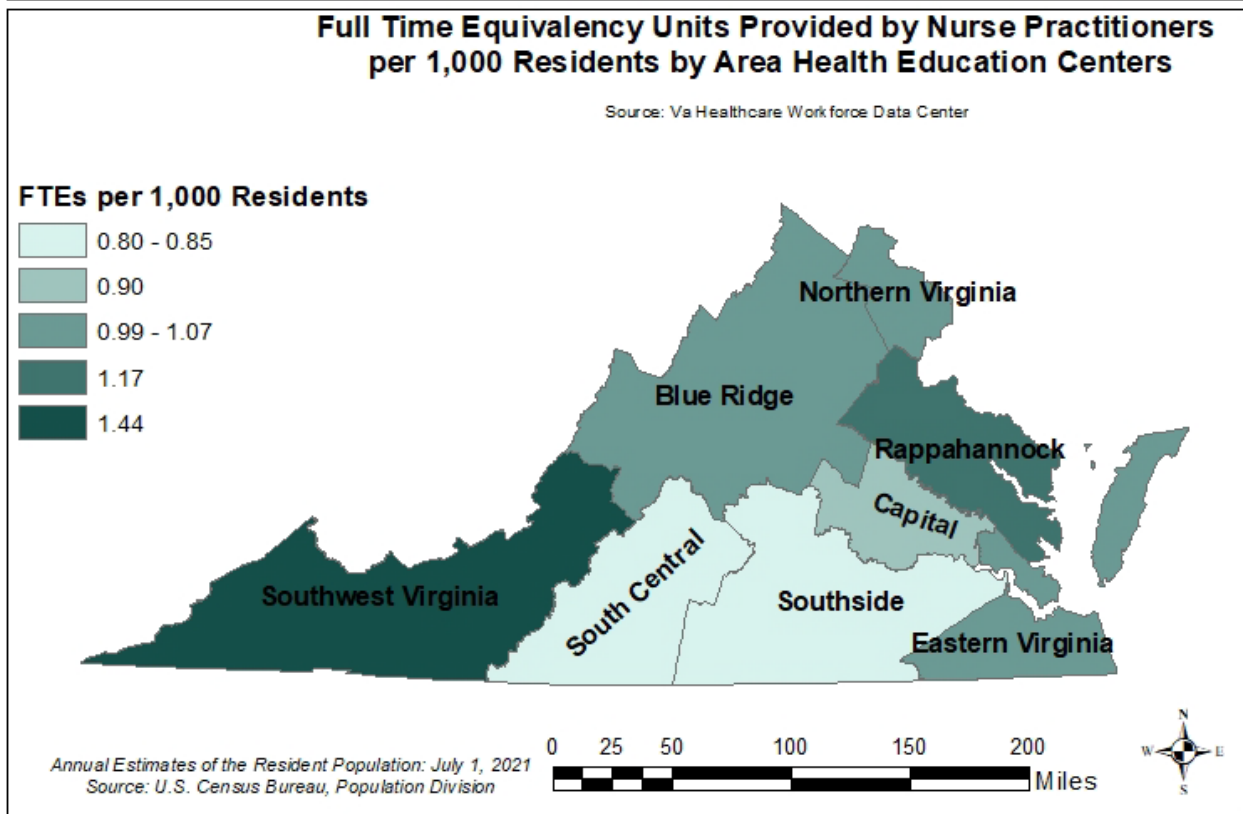
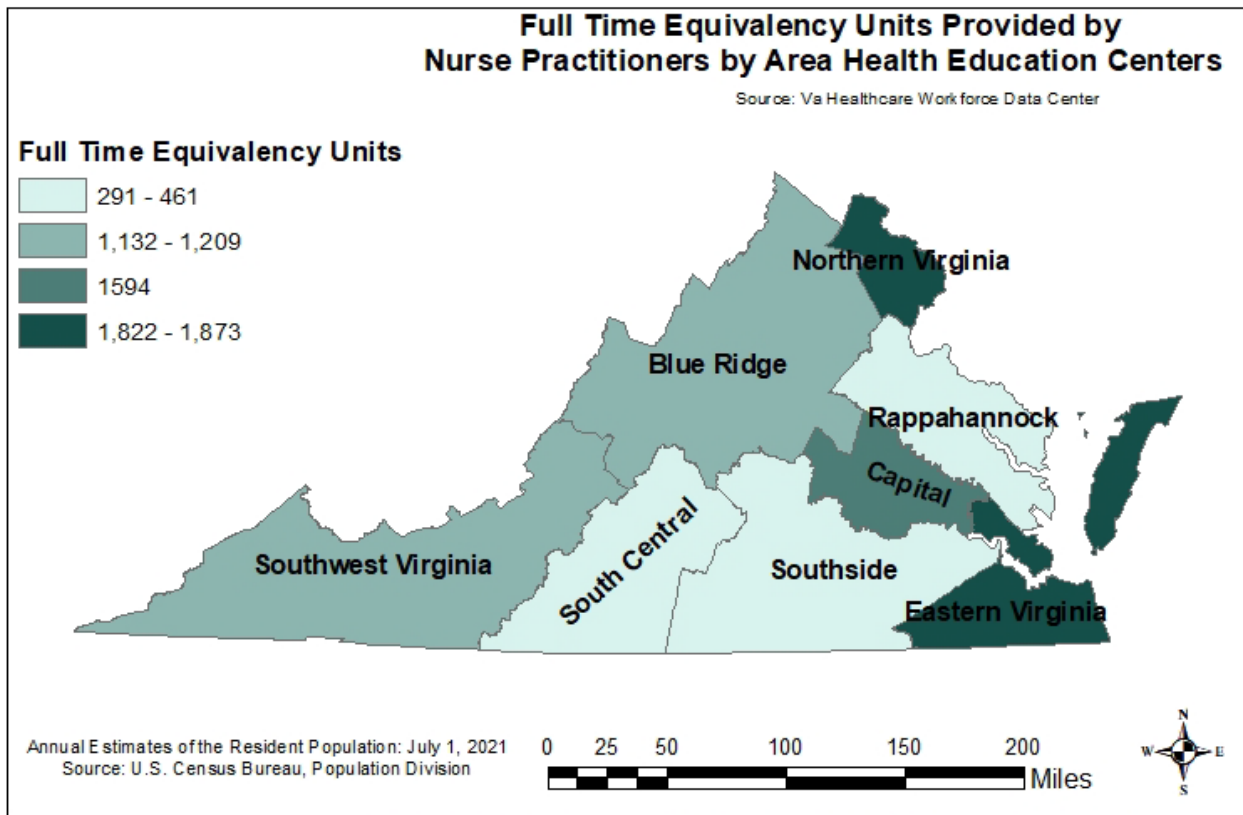


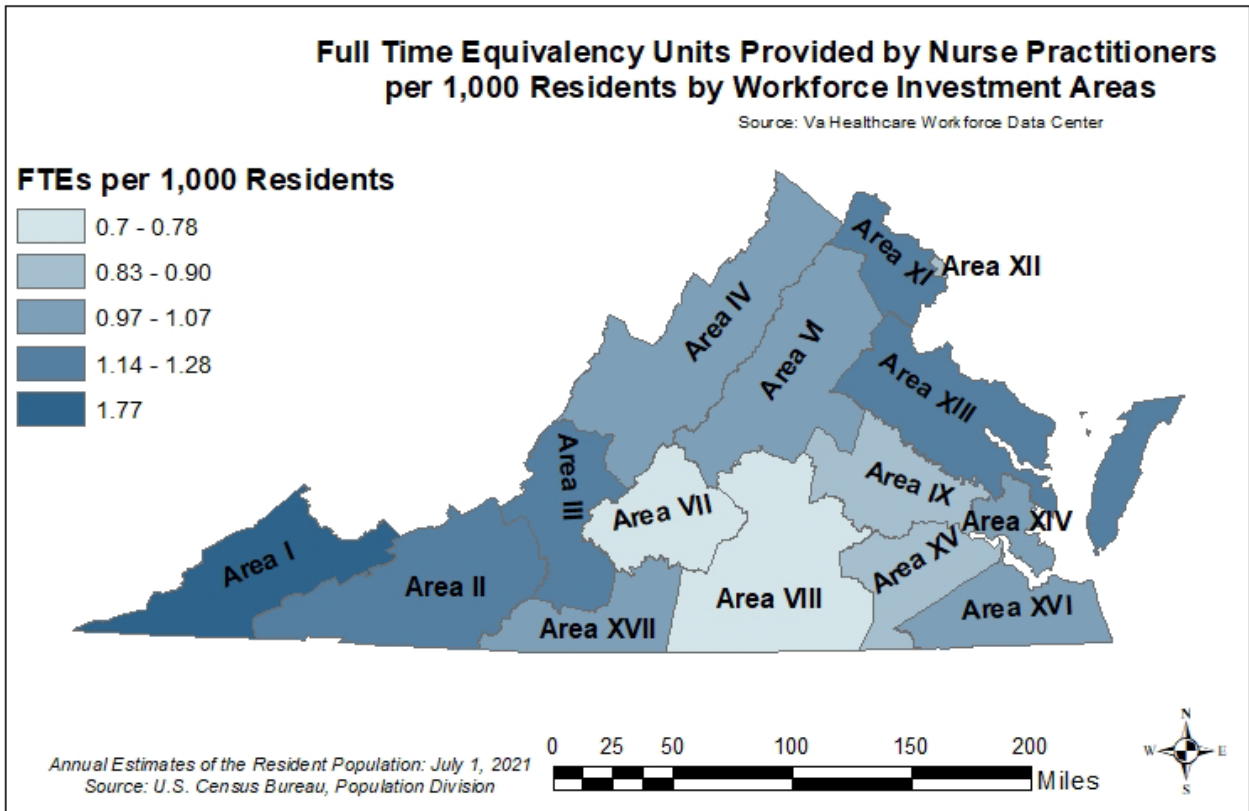
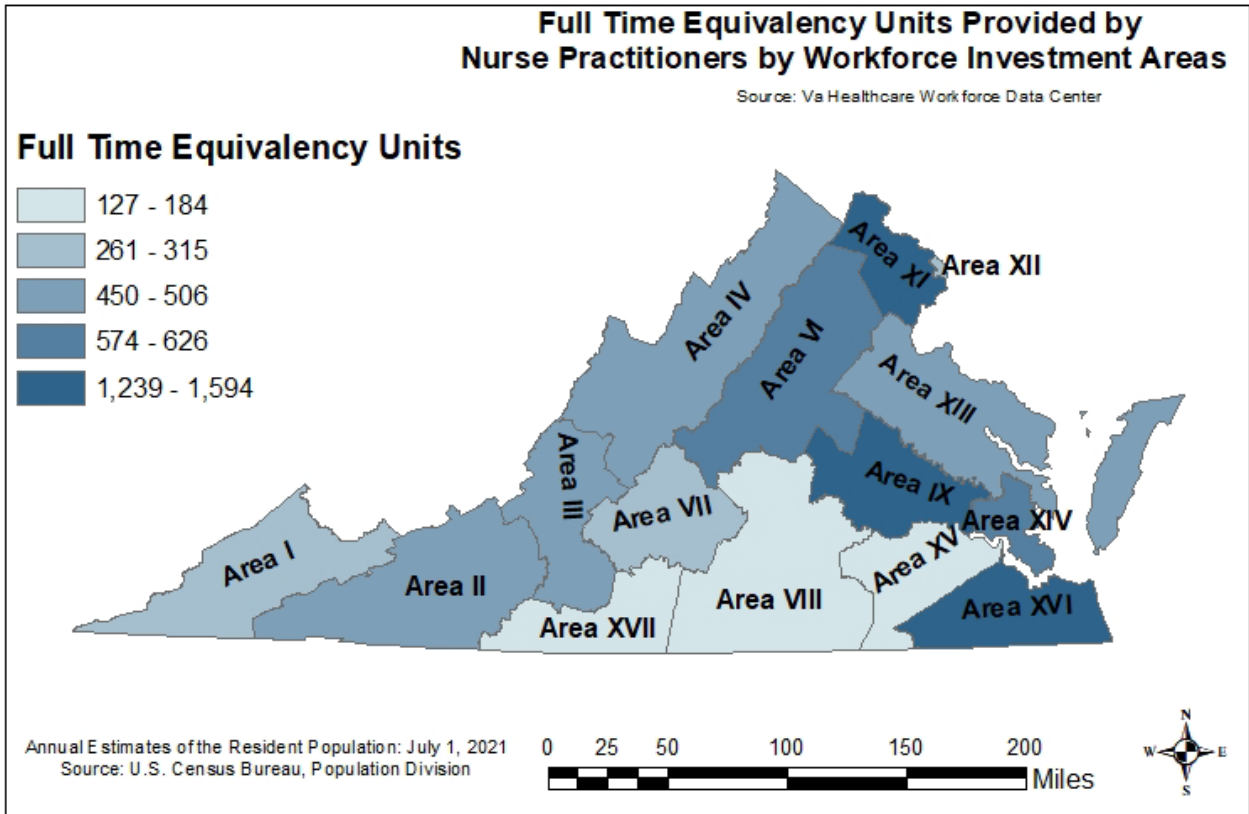
Source: Va. Healthcare Workforce Data

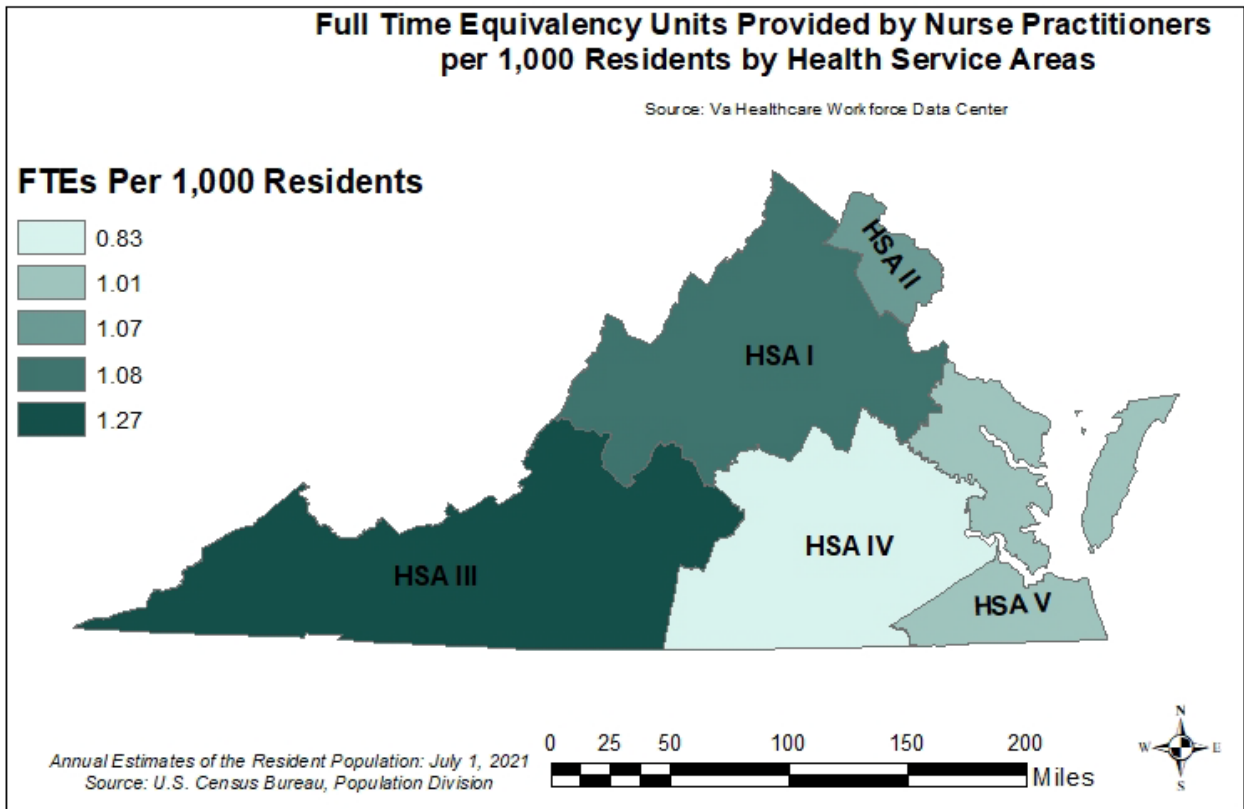
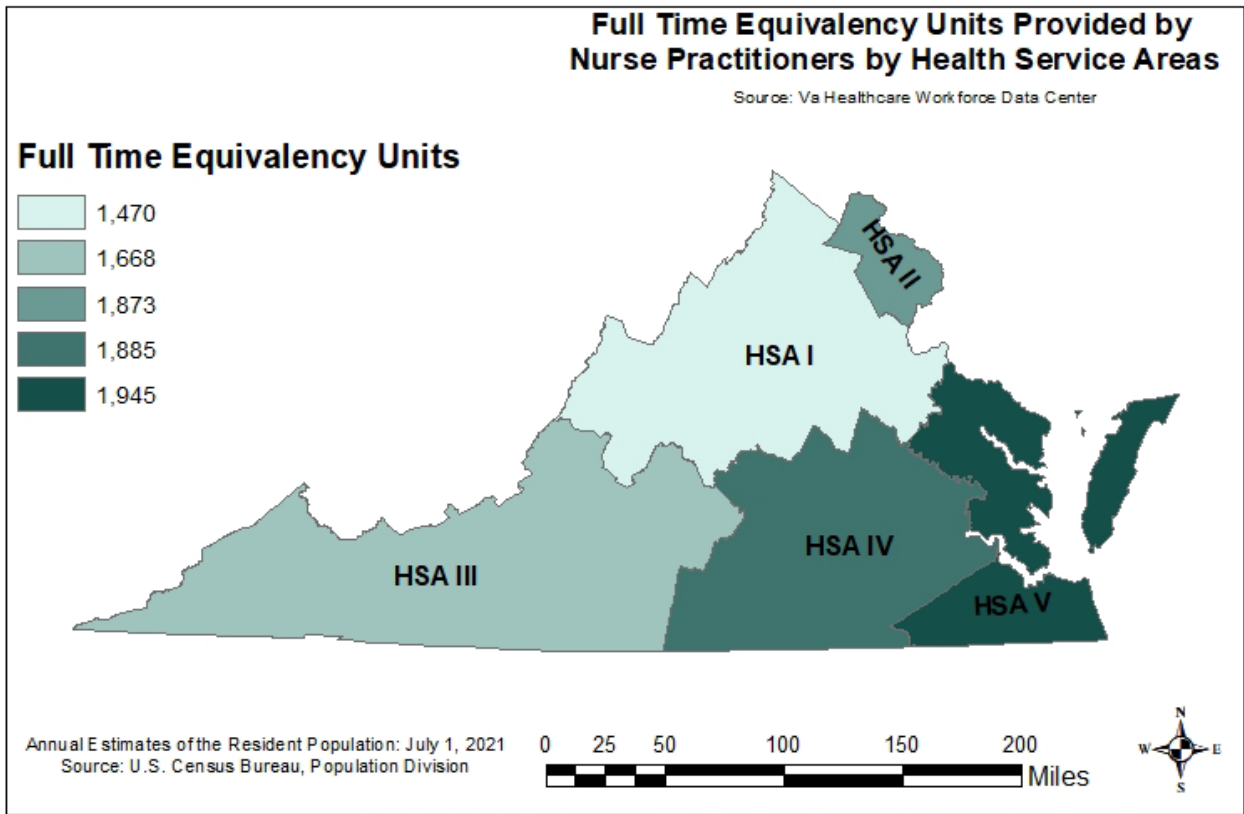
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)







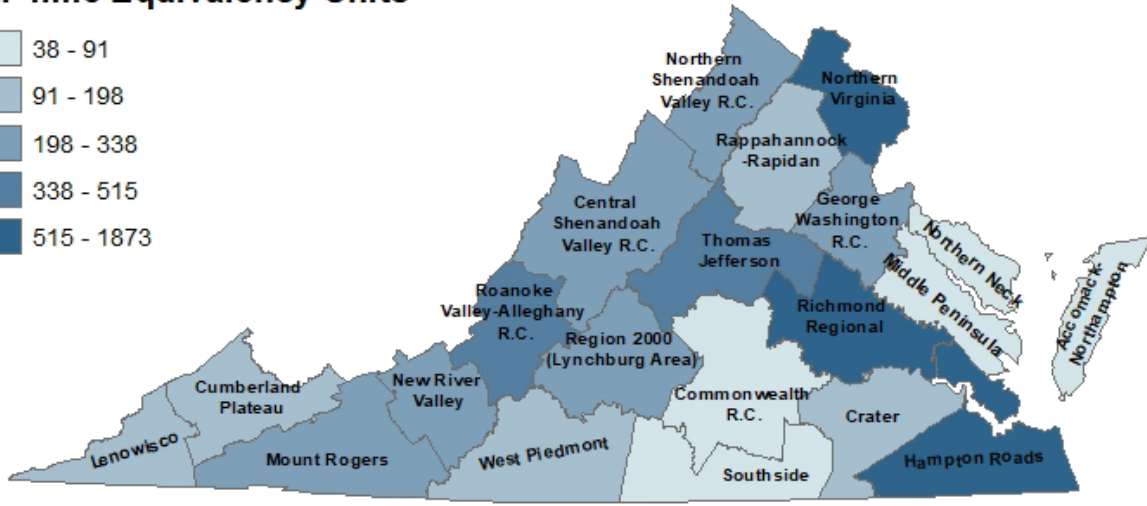
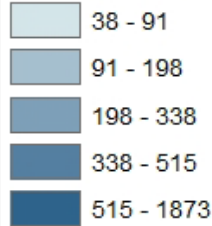




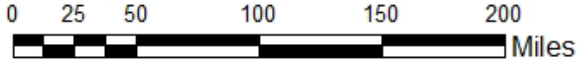
### Full Time Equivalency Units Provided by Nurse Practitioners by Planning Districts

Source: Va Healthcare Workforce Data Center

#### Full Time Equivalency Units



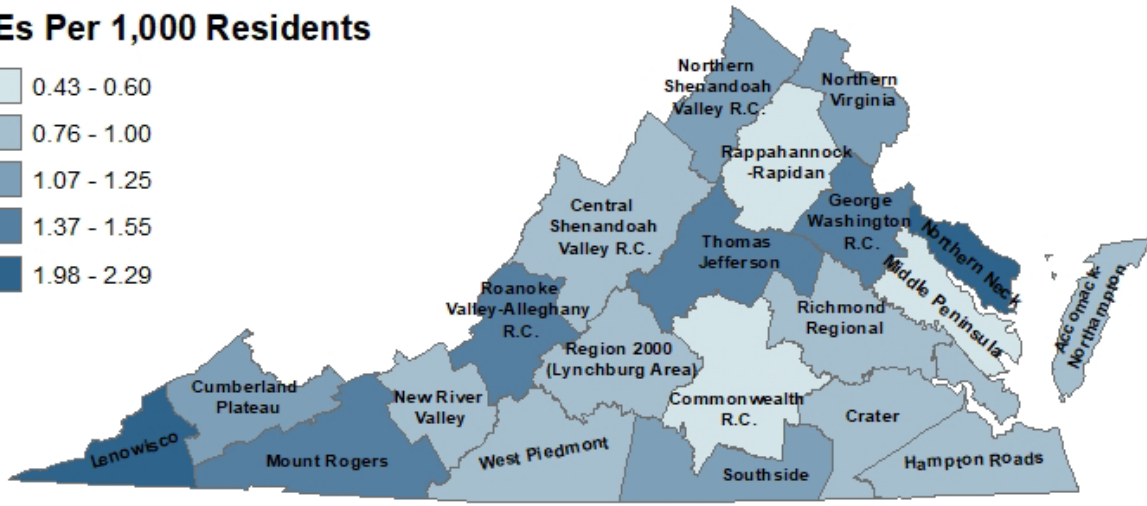
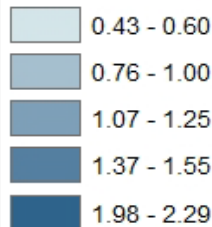
Annual Estimates of the Resident Population: July 1, 2021  
Source: U.S. Census Bureau, Population Division



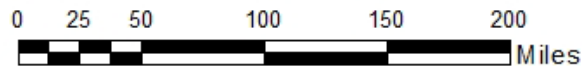
### Full Time Equivalency Units Provided by Nurse Practitioners per 1,000 Residents by Planning Districts

Source: Va Healthcare Workforce Data Center

#### FTEs Per 1,000 Residents



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



## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	7,930	38.90%	2.5705	2.1289	5.2792
Metro, 250,000 to 1 million	1,008	36.31%	2.7541	2.2810	5.6562
Metro, 250,000 or less	1,273	40.22%	2.4863	2.0592	5.1063
Urban pop 20,000+, Metro adj	201	38.31%	2.6104	2.1620	3.2035
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	398	32.66%	3.0615	2.5356	6.2876
Urban pop, 2,500-19,999, nonadj	355	40.85%	2.4483	2.0277	5.0282
Rural, Metro adj	310	35.48%	2.8182	2.3341	5.7879
Rural, nonadj	117	48.72%	2.0526	1.7000	4.2156
Virginia border state/DC	2,494	24.82%	4.0291	3.3369	8.2747
Other US State	2,970	23.16%	4.3169	3.5753	8.8658

Source: Va. Healthcare Workforce Data

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	472	16.53%	6.0513	4.2156	8.8658
30 to 34	2,229	35.53%	2.8144	1.9606	4.1234
35 to 39	3,088	27.66%	3.6159	2.5190	5.2977
40 to 44	2,667	37.65%	2.6564	1.8506	3.8919
45 to 49	2,243	30.32%	3.2985	2.2979	4.8327
50 to 54	2,023	40.98%	2.4403	1.7000	3.5753
55 to 59	1,488	31.65%	3.1592	2.2009	4.6286
60 and Over	2,847	37.97%	2.6337	1.8347	3.8586

Source: Va. Healthcare Workforce Data

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

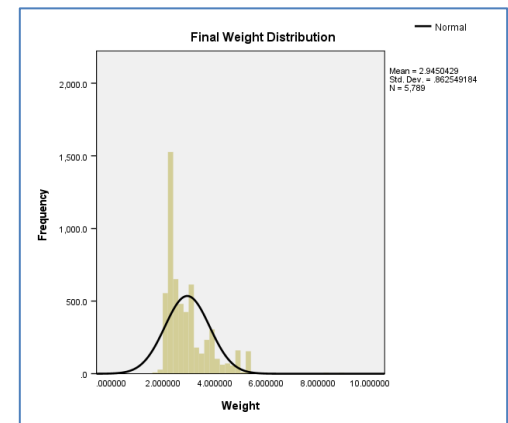
Methods:

<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: 0.30319**



Source: Va. Healthcare Workforce Data