
Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty

Healthcare Workforce Data Center

December 2022

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/>

Over 10,000 Licensed Nurse Practitioners voluntarily participated in the 2021 and 2022 surveys. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Joint Boards of Nursing and Medicine express our sincerest appreciation for their ongoing cooperation.

Thank You!

Virginia Department of Health Professions

Arne Owens, MS
Director

James Jenkins, BS/N, RN, SCRNP
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Executive Director

Barbara Hodgdon, PhD
Deputy Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle, BA
Research Assistant

Joint Boards of Nursing and Medicine

Chair

Marie Gerardo, MS, RN, ANP-BC
Midlothian

Members

Laurie Buchwald, MSN, WHNP, NCMP, FNP
Radford

Ann Tucker Gleason, PhD
Zion Crossroads

Blanton L. Marchese
North Chesterfield

Helen M. Parke, DNP, FNP-BC
Concord

Joel Silverman, MD
Richmond

Ryan Williams, MD
Suffolk

Executive Director, Board of Medicine

William Harp, MD

Executive Director, Board of Nursing

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

Contents

Results in Brief.....	4
Survey Response Rates.....	5
The Workforce.....	6
Demographics – Age and Gender.....	7
Demographics – Race/Ethnicity	8
Background	9
Education	10
Current Employment Situation	11
Employment Quality.....	12
Labor Market.....	13
Work Site Distribution	14
Establishment Type	15
Time Allocation	17
Retirement & Future Plans	18
Map of Full Time Equivalency Units – Certified Registered Nurse Anesthetists.....	20
Map of Full Time Equivalency Units – Certified Nurse Midwives	21
Map of Full Time Equivalency Units – Certified Nurse Practitioners.....	22

Results in Brief

This is a special report created for the Committee of the Joint Boards of Nursing and Medicine. The report uses data from the 2021 and 2022 Nurse Practitioner Surveys. 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. Two years' worth of data, therefore, will allow all eligible Nurse Practitioners (NPs) the opportunity to complete the survey. The 2021 survey occurred between October 2020 and September 2021; the 2022 survey occurred between October 2021 and September 2022. The survey was available to all renewing NPs who held a Virginia license during the survey period and who renewed their licenses online. It was not available to those who did not renew, including NPs who were newly licensed during the survey period.

This report breaks down survey findings for certified registered nurse anesthetists (CRNA), certified nurse midwives (CNM), and certified nurse practitioners (CNP). CNPs make up the highest proportion of NPs. Over 80% of NPs are CNPs and CNMs constitute only 3% of NPs. The full time equivalency units are also similarly distributed by specialty.

Nine of ten NPs are female; CNMs are nearly all female whereas slightly less than three-quarters of CRNAs are female; 93% of CNPs are female. The median age of all NPs is 44. The median age of CRNAs is 46 and the median age for CNMs and CNPs is 44. In a random encounter between two NPs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNMs were the least diverse with 36% diversity index; CRNAs and CNPs had 37% and 42% diversity indices, respectively. Overall, 12% of NPs work in rural areas. CNPs had the highest rural workforce participation; 13% of CNPs work in rural areas compared to 6% and 3% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 17% reporting a doctorate of NP degree; only 12% of CNMs and 10% of CNPs did. However, CNMs reported the highest median education debt of \$95k and more than half of CNMs had education debt. Over half of CNPs also reported education debt although they had the lowest median at \$60k-\$70k. CRNAs had \$70-\$80k in education debt but only 42% of all CRNAs carried education debt.

CRNAs reported the highest median annual income, \$120k or more per year, which reflected the average for all other NPs. Further, 87% of CRNAs reported \$120,000 or more in annual income compared to 31% of CNMs and 28% of CNPs. However, only 71% of CRNAs received at least one employer-sponsored benefit compared to 80% of CNMs and 79% of CNPs. Overall, 93% of NPs are satisfied with their current employment situation. However, only 89% of CNMs were satisfied compared to 97% of CRNAs and 93% of CNPs. Almost a third of all NPs reported employment instability in the year prior to the survey, with CNMs being most likely to report employment instability.

CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 87% of CNMs and 86% of CNPs. Meanwhile, CRNAs had the lowest percent working in federal, state, or local government. CRNAs and CNMs were most likely to be working in the inpatient department of hospitals whereas CNPs were most likely to work in primary care clinics. Only 12% of CRNAs used at least one form of electronic health record or telehealth compared to 44% of CNMs and 46% of CNPs. More than one in four CRNAs plan to retire within the next decade compared to 21% of CNMs and 18% of CNPs. About 48%, 35% and 38% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Meanwhile, 2%, 5%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not intend to retire.

In 2018, the General Assembly authorized the Joint Boards of Nursing and Medicine 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 under a practice agreement. The bill required that the Boards provide information regarding the practice of autonomously practicing NPs to committees of the General Assembly by November 2021. That report, which includes demographic, complaint, and disciplinary data, and suggested modifications to the provisions of the law, is now available¹.

¹ <https://rga.lis.virginia.gov/Published/2021/RD625/PDF>

A Closer Look:

At a Glance:

Licensed NPs

Total:	18,264
CRNA:	2,318
CNM:	492
CNP:	14,295

Response Rates

All Licensees: (2021 & 2022)	61%
---------------------------------	-----

Source: Va. Healthcare Workforce Data

This report uses data from the 2021 and 2022 Nurse Practitioner Surveys, and licensure data retrieved in October 2022. Two years of survey data were used to get a complete portrait of the NP workforce since NPs are surveyed every two years in their birth month. Thus, every NP would have been eligible to complete a survey in only one of the two years. Newly licensed NPs do not complete the survey, so they are excluded from the survey. From the licensure data, 2,318 of NPs reported their first specialty as CRNA; 492 had a first specialty of CNM, and 15,454 had other first specialties. However, 7 CNMs reported one additional specialty. 35 CRNAs also reported one other specialty. “At a Glance” shows the break down by specialty. Over 75% are CNPs, 13% are CRNAs, and about 3% are CNMs.

Response Rates				
	CRNA	CNM	CNP	Total
Completed Surveys 2021	718	132	3,714	4,564
Completed Surveys 2022	831	160	4,793	5,784
Response Rate, all licensees	67%	59%	60%	61%

Source: Va. Healthcare Workforce Data

Our surveys tend to achieve very high response rates. An average of 61% of NPs submitted a survey in both 2021 and 2022. As shown above, the response rate was highest for CRNAs and lowest for CNMs.

Not in Workforce in Past Year				
	CRNA	CNM	CNP	All 2022
% of Licensees not in VA Workforce	26%	19%	24%	22%
% in Federal Employee or Military:	8%	30%	14%	13%
% Working in Virginia Border State or DC	16%	22%	23%	20%

Source: Va. Healthcare Workforce Data

CRNAs were most likely to not be working in the state workforce whereas CNPs were most likely to be working in border states.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2021 and September 2022, and between October 2021 and September 2022, on 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 frame.

A Closer Look:

At a Glance:

2021 and 2022 Workforce

Virginia’s NP Workforce: 14,181
 FTEs: 12,508

Workforce by Specialty

CRNA: 1,922
 CNM: 398
 CNP: 11,837

FTE by Specialty

CRNA: 1,660
 CNM: 359
 CNP: 10,507

Source: Va. Healthcare Workforce Data
 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. Licensees in VA Workforce:** The proportion of licensees in Virginia’s Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's NP Workforce								
Status	CRNA		CNM		CNP		All (2022)	
	#	%	#	%	#	%	#	%
Worked in Virginia in Past Year	1,922	99%	378	95%	11,573	98%	13,886	98%
Looking for Work in Virginia	14	1%	20	5%	264	2%	295	2%
Virginia's Workforce	1,937	100%	398	100%	11,837	100%	14,181	100%
Total FTEs	1,660		359		10,507		12,508	
Licensees	2318		429		14,925		18,260	

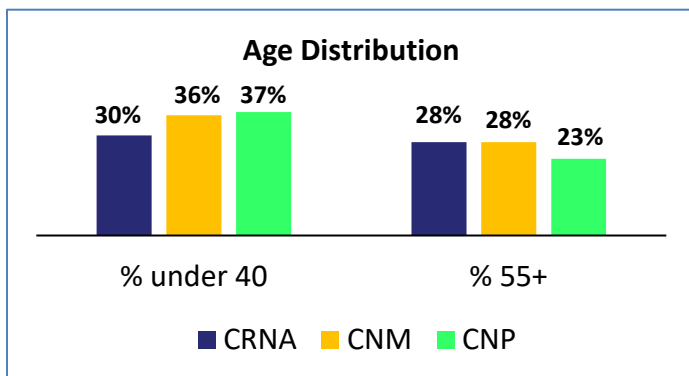
Source: Va. Healthcare Workforce Data

CNPs provided 84% of the nurse practitioner FTEs in the state. CRNAs provided 13% whereas CNMs provided 3% of the FTEs. 5% of CNMs in the state’s workforce were looking for work compared to 2% or less of the other NPs.

A Closer Look (All Nurse Practitioners in 2022):

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	33	8%	381	92%	414	3%
30 to 34	163	9%	1,766	92%	1,929	16%
35 to 39	187	9%	1,939	91%	2,125	17%
40 to 44	216	11%	1,816	89%	2,032	16%
45 to 49	181	13%	1,269	88%	1,450	12%
50 to 54	161	11%	1,326	89%	1,486	12%
55 to 59	107	11%	879	89%	986	8%
60 +	220	11%	1,767	89%	1,987	16%
Total	1,269	10%	11,142	90%	12,411	100%

Source: Va. Healthcare Workforce Data



Source: Va. Healthcare Workforce Data

At a Glance:

Gender

- % Female: 90%
- % Under 40 Female: 91%

% Female by Specialty

- CRNA: 71%
- CNM: 98%
- CNP: 93%

% Female <40 by Specialty

- CRNA: 76%
- CNM: 97%
- CNP: 94%

Source: Va. Healthcare Workforce Data

CNMs have and CNPs have the median age of 44.
The median age of CRNAs is 46.

Age & Gender by Specialty												
Age	CRNA				CNM				CNP			
	Female		Total		Female		Total		Female		Total	
	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group
Under 30	25	100%	25	1%	12	100%	12	3%	350	92%	383	4%
30 to 34	314	76%	411	13%	57	100%	57	16%	1,538	94%	1,643	16%
35 to 39	390	74%	529	16%	54	93%	58	17%	1,705	94%	1,816	17%
40 to 44	396	76%	523	16%	65	98%	66	19%	1,549	92%	1,690	16%
45 to 49	329	69%	476	15%	26	100%	26	7%	1,113	91%	1,222	12%
50 to 54	253	68%	374	11%	34	100%	34	10%	1,159	93%	1,250	12%
55 to 59	240	69%	351	11%	16	100%	16	5%	762	94%	815	8%
60 +	370	65%	566	17%	81	100%	81	23%	1,457	93%	1,561	15%
Total	2,316	71%	3,255	100%	344	98%	350	100%	9,633	93%	10,380	100%

Source: Va. Healthcare Workforce Data

A Closer Look (All Nurse Practitioners in 2022):

Race & Ethnicity (2022)					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	9,335	75%	3,273	74%
Black	19%	1,577	13%	542	12%
Asian	7%	736	6%	309	7%
Other Race	0%	132	1%	36	1%
Two or more races	3%	247	2%	94	2%
Hispanic	10%	397	3%	192	4%
Total	100%	12,424	100%	4,446	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, 2020.

Source: Va. Healthcare Workforce Data

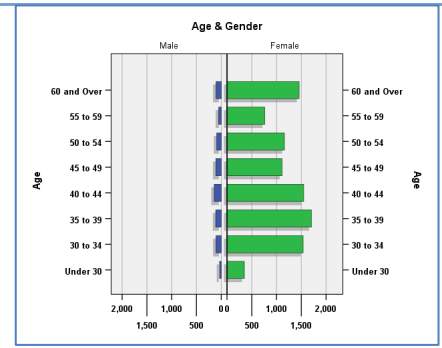
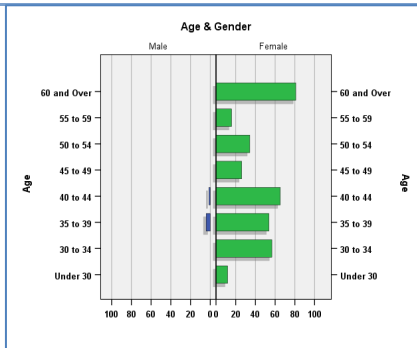
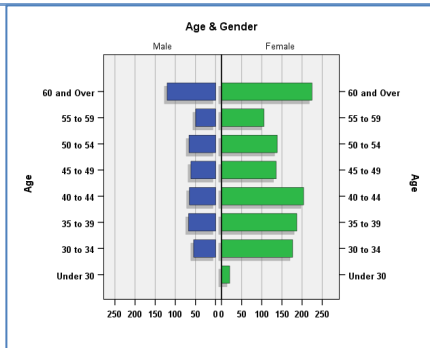
At a Glance:

2022 Diversity
 Diversity Index: 41%
 Under 40 Div. Index: 44%

Diversity by Specialty
 CRNA: 37%
 CNM: 36%
 CNP: 42%

Source: Va. Healthcare Workforce Data

Age, Race, Ethnicity & Gender												
Race/ Ethnicity	CRNA				CNM				CNP			
	NPs		NPs under 40		NPs		NPs under 40		NPs		NPs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,327	79%	392	77%	289	83%	109	85%	7,711	74%	2,777	73%
Black	120	7%	32	6%	35	10%	14	11%	1,434	14%	500	13%
Asian	113	7%	35	7%	1	0%	0	0%	619	6%	275	7%
Other Race	18	1%	4	1%	4	1%	0	0%	109	1%	33	1%
Two or more races	41	2%	18	4%	5	1%	2	2%	204	2%	77	2%
Hispanic	66	4%	29	6%	15	4%	3	2%	308	3%	156	4%
Total	1,685	100%	510	100%	349	100%	128	100%	10,385	100%	3,818	100%



Source: Va. Healthcare Workforce Data

A Closer Look:

At a Glance:

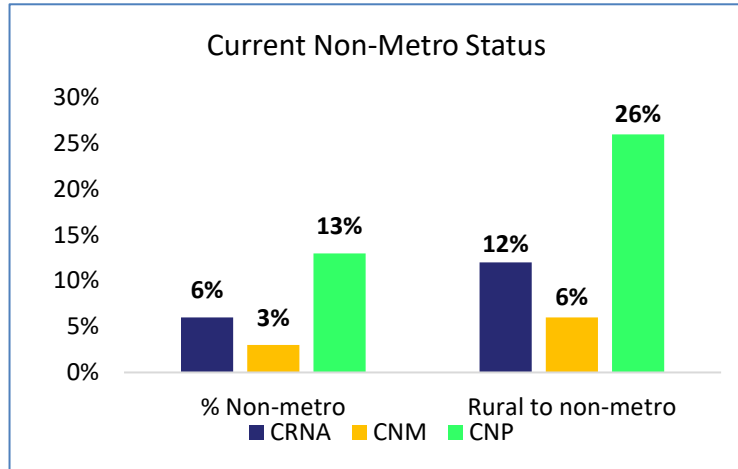
Rural Childhood

CRNA:	29%
CNM:	20%
CNP:	36%
All:	34%

Non-Metro Location

CRNA:	6%
CNM:	3%
CNP:	13%
All:	12%

Source: Va. Healthcare Workforce Data

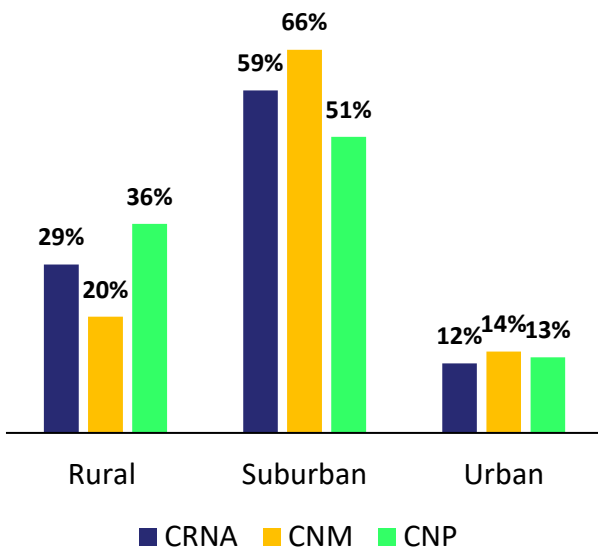


Source: Va. Healthcare Workforce Data

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	NP Degree in VA
CRNA	29%	32%	36%	38%
CNM	31%	33%	39%	21%
CNP	47%	54%	59%	53%
All (2022)	44%	50%	55%	50%

Source: Va. Healthcare Workforce Data

Metro Status During Youth



Source: Va. Healthcare Workforce Data

CNPs were most likely to have been educated in the state. CNMs were least likely to have obtained their NP education in the state. Also, CNPs had the highest percent reporting a non-metro work location.

Education

A Closer Look:

At a Glance:

Median Educational Debt

CRNA:	\$80k-\$90k
CNM:	\$90k-\$100k
CNP:	\$60k-\$70k

Source: Va. Healthcare Workforce Data

CNPs were most likely to carry education debt; 52% of all CNPs and 63% of CNPs under age 40 had education debt. However, CNPs had the lowest median education debt. CNMs had the highest median debt at \$90k-\$100K. Additionally, 42% of all CNMs, and 66% of CNMs under 40 reported education debt.

Degree	Highest Degree							
	CRNA		CNM		CNP		All (2022)	
	#	%	#	%	#	%	#	%
NP Certificate	127	8%	11	3%	109	1%	242	2%
Master's Degree	1,121	68%	253	74%	7,979	78%	9,363	77%
Post-Masters Cert.	14	1%	34	10%	864	8%	901	7%
Doctorate of NP	275	17%	42	12%	982	10%	1,301	11%
Other Doctorate	113	7%	5	1%	253	2%	379	3%
Post-Ph.D. Cert.	0	0%	0	0%	3	0%	3	0%
Total	1,650	100%	345	100%	10,190	100%	12,189	100%

Source: Va. Healthcare Workforce Data

Amount Carried	Educational Debt							
	CRNA		CNM		CNP		All (2022)	
	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40
None	58%	34%	54%	38%	48%	37%	49%	37%
\$20,000 or less	6%	5%	5%	2%	7%	7%	7%	7%
\$20,000-\$29,999	2%	1%	4%	3%	4%	5%	4%	5%
\$30,000-\$39,999	2%	3%	2%	2%	4%	6%	4%	5%
\$40,000-\$49,999	3%	7%	4%	6%	4%	5%	4%	6%
\$50,000-\$59,999	2%	1%	3%	3%	4%	4%	3%	4%
\$60,000-\$69,999	1%	2%	3%	5%	4%	6%	4%	6%
\$70,000-\$79,999	2%	3%	3%	4%	4%	6%	4%	6%
\$80,000-\$89,999	2%	5%	0%	0%	4%	4%	3%	4%
\$90,000-\$99,999	2%	2%	1%	0%	3%	4%	3%	3%
\$100,000-\$109,999	2%	4%	5%	11%	4%	3%	3%	4%
\$110,000-\$119,999	1%	3%	1%	0%	2%	3%	2%	3%
\$120,000 or more	15%	29%	17%	27%	9%	9%	10%	12%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

At a Glance:

Employed in Profession

CRNA:	98%
CNM:	92%
CNP:	95%

Involuntary Unemployment

CRNA:	0%
CNM:	1%
CNP:	0%

Source: Va. Healthcare Workforce Data

A Closer Look:

Hours	Current Weekly Hours			
	CRNA	CNM	CNP	All (2022)
0 hours	1%	5%	3%	3%
1 to 9 hours	1%	3%	1%	1%
10 to 19 hours	3%	4%	3%	3%
20 to 29 hours	8%	5%	7%	7%
30 to 39 hours	23%	20%	20%	20%
40 to 49 hours	52%	36%	48%	48%
50 to 59 hours	10%	13%	11%	11%
60 to 69 hours	2%	8%	4%	4%
70 to 79 hours	0%	2%	1%	1%
80 or more hours	1%	3%	2%	2%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

Over half of CRNAs work 40-49 hours and 10% work more than 50 hours whereas about 36% of CNMs work 40-49 hours and 13% work more than 50 hours. Close to half of CNPs work 40-49 hours and 11% work more than 50 hours.

Current Positions

Positions	CRNA		CNM		CNP		All (2022)	
	#	%	#	%	#	%	#	%
No Positions	22	1%	18	5%	317	3%	353	3%
One Part-Time Position	248	15%	54	16%	1,323	13%	1,624	14%
Two Part-Time Positions	67	4%	17	5%	372	4%	458	4%
One Full-Time Position	976	60%	208	62%	6,518	65%	7,686	64%
One Full-Time Position & One Part-Time Position	232	14%	29	9%	1,197	12%	1,473	12%
Two Full-Time Positions	4	0%	3	1%	50	1%	55	0%
More than Two Positions	87	5%	5	1%	176	2%	277	2%
Total	1,636	100%	334	100%	9,953	100%	11,926	100%

Source: Va. Healthcare Workforce Data

A Closer Look:

Employer-Sponsored Benefits*				
Benefit	CRNA	CNM	CNP	All (2022)
Signing/Retention Bonus	28%	20%	13%	15%
Dental Insurance	53%	52%	58%	57%
Health Insurance	54%	58%	60%	59%
Paid Leave	60%	68%	67%	66%
Group Life Insurance	48%	41%	46%	47%
Retirement	65%	66%	67%	66%
Receive at least one benefit	71%	80%	79%	78%

*Wage and salaried employees receiving from any employer at time of survey.

Source: Va. Healthcare Workforce Data

At a Glance:

Median Income

CRNA: \$120k or more
 CNM: \$100k-\$110k
 CNP: \$90k-\$100K
 All (2022): \$110k-\$120K

Percent Satisfied

CRNA: 97%
 CNM: 89%
 CNP: 93%

Source: Va. Healthcare Workforce Data

CRNAs reported \$120k or more in median income. All other NPs, including CNMs, reported \$90k-\$110k in median income. CNMs were the least satisfied with their current employment situation whereas CRNAs were the most satisfied. Less than 1% of CRNAs reported being very dissatisfied; however, approximately 2% of other NPs reported being very dissatisfied.

Income				
Annual Income	CRNA	CNM	CNP	All (2022)
Volunteer Work Only	0%	1%	1%	1%
Less than \$40,000	2%	7%	5%	4%
\$40,000-\$49,999	0%	3%	2%	2%
\$50,000-\$59,999	1%	3%	3%	2%
\$60,000-\$69,999	1%	3%	4%	4%
\$70,000-\$79,999	1%	6%	6%	5%
\$80,000-\$89,999	2%	10%	8%	7%
\$90,000-\$99,999	2%	9%	12%	10%
\$100,000-\$109,999	3%	17%	19%	17%
\$110,000-\$119,999	3%	10%	15%	13%
\$120,000 or more	87%	31%	28%	37%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

Labor Market

A Closer Look:

Employment Instability in Past Year				
In the past year did you . . . ?	CRNA	CNM	CNP	All (2022)
Experience Involuntary Unemployment?	4%	4%	2%	3%
Experience Voluntary Unemployment?	5%	8%	5%	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1%	5%	3%	3%
Work two or more positions at the same time?	21%	16%	18%	19%
Switch employers or practices?	6%	13%	9%	9%
Experienced at least 1	31%	35%	30%	31%

Source: Va. Healthcare Workforce Data

At a Glance:

Involuntarily Unemployed

CRNA:	4%
CNM:	4%
CNP:	2%

Underemployed

CRNA:	1%
CNM:	5%
CNP:	3%

Over 2 Years Job Tenure

CRNA:	64%
CNM:	50%
CNP:	53%

Source: Va. Healthcare Workforce Data

Tenure	Job Tenure at Location					
	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Not Currently Working at this Location	2%	6%	2%	5%	3%	6%
< 6 Months	6%	11%	10%	13%	10%	16%
6 Months-1 yr	8%	11%	14%	11%	12%	14%
1 to 2 Years	21%	23%	24%	21%	23%	21%
3 to 5 Years	24%	21%	25%	29%	24%	24%
6 to 10 Years	16%	14%	13%	10%	14%	11%
> 10 Years	24%	14%	11%	13%	15%	8%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

Over 75% of CNMs were be paid by salary or commission, as compared to 54% of CRNAs and 68% of CNPs. This makes CNMs the most likely to be paid in this way.

Primary Work Site	Forms of Payment			
	CRNA	CNM	CNP	All (2022)
Salary/ Commission	54%	76%	68%	66%
Hourly Wage	35%	16%	26%	27%
By Contract	12%	6%	5%	6%
Unpaid	0%	0%	0%	0%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

A Closer Look

At a Glance:

% in Top 3 Regions

CRNA: 77%
 CNM: 74%
 CNP: 69%

2 or More Locations Now

CRNA: 31%
 CNM: 23%
 CNP: 23%

Source: Va. Healthcare Workforce Data

For primary work locations, Northern Virginia has the highest proportion of CNMs and CNPs whereas CRNAs were most concentrated in both the Central and Northern Virginia regions.

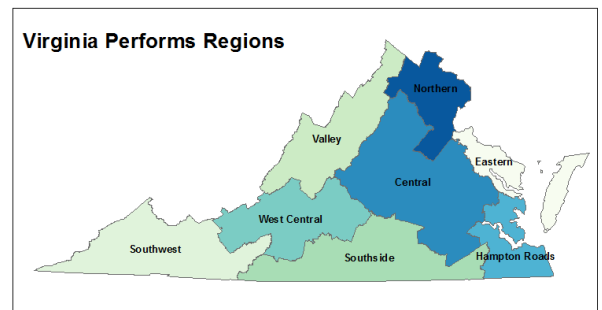
Virginia Performs Region	Regional Distribution of Work Locations					
	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	27%	21%	20%	23%	25%	19%
Eastern	1%	1%	2%	5%	2%	1%
Hampton Roads	23%	26%	20%	17%	18%	17%
Northern	27%	28%	34%	24%	26%	24%
Southside	2%	2%	1%	2%	4%	2%
Southwest	2%	3%	1%	1%	8%	7%
Valley	3%	3%	10%	15%	5%	4%
West Central	9%	7%	9%	5%	10%	9%
Virginia Border State/DC	1%	3%	1%	1%	1%	3%
Other US State	3%	8%	2%	6%	2%	12%
Outside of the US	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

Locations	Number of Work Locations Now*					
	CRNA		CNM		CNP	
	#	%	#	%	#	%
0	32	2%	4	8%	414	4%
1	1,104	68%	337	70%	7,280	73%
2	243	15%	26	14%	1,399	14%
3	187	11%	235	7%	675	7%
4	36	2%	47	1%	75	1%
5	15	1%	23	0%	31	0%
6+	19	1%	3	1%	55	1%
Total	1,635	100%	337	100%	9,928	100%

Source: Va. Healthcare Workforce Data

*At survey completion (birth month of respondents)



A Closer Look:

Sector	Location Sector							
	CRNA		CNM		CNP		All (2022)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
For-Profit	54%	68%	57%	46%	52%	62%	53%	63%
Non-Profit	37%	27%	30%	36%	34%	26%	34%	27%
State/Local Government	5%	3%	8%	14%	8%	8%	8%	7%
Veterans Administration	2%	0%	0%	0%	3%	1%	2%	0%
U.S. Military	3%	3%	4%	4%	2%	1%	2%	2%
Other Federal Government	0%	0%	1%	0%	1%	2%	1%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 87% of CNMs and 86% of CNPs. Meanwhile, CRNAs had the lowest percent working in state, local or federal government.

**At a Glance:
(Primary Locations)**

For-Profit Primary Sector

CRNA:	54%
CNM:	57%
CNP:	52%

Top Establishments

CRNA:	Inpatient Department
CNM:	Private Practice, Group
CNP:	Clinic, Primary Care

Source: Va. Healthcare Workforce Data

Electronic Health Records (EHRs) and Telehealth				
	CRNA	CNM	CNP	All (2022)
Meaningful use of EHRs	11%	27%	32%	24%
Remote Health, Caring for Patients in Virginia	1%	26%	30%	6%
Remote Health, Caring for Patients Outside of Virginia	0%	6%	7%	2%
Use at least one	12%	44%	46%	28%

Source: Va. Healthcare Workforce Data

More than a quarter of the state NP workforce used at least one EHR. 6% also provided remote health care for Virginia patients. CNPs were most likely to report using at least one EHR or telehealth whereas CRNAs were least likely to report doing so, likely because of the nature of their job.

Establishment Type	Location Type							
	CRNA		CNM		CNP		All (2022)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
Clinic, Primary Care or Non-Specialty	1%	3%	5%	0%	22%	15%	19%	13%
Hospital, Inpatient Department	39%	31%	16%	31%	15%	14%	19%	18%
Physician Office	1%	4%	11%	4%	9%	5%	8%	5%
Academic Institution (Teaching or Research)	11%	4%	10%	4%	6%	9%	7%	8%
Private practice, group	3%	3%	17%	9%	7%	5%	7%	5%
Hospital, Outpatient Department	13%	11%	1%	0%	6%	3%	7%	4%
Clinic, Non-Surgical Specialty	1%	1%	5%	0%	5%	4%	4%	4%
Ambulatory/Outpatient Surgical Unit	20%	29%	3%	1%	1%	1%	4%	6%
Long Term Care Facility, Nursing Home	0%	0%	0%	0%	4%	6%	3%	5%
Hospital, Emergency Department	2%	3%	0%	0%	3%	5%	3%	4%
Mental Health, or Substance Abuse, Outpatient Center	0%	1%	0%	0%	4%	3%	1%	2%
Private practice, solo	0%	0%	3%	5%	2%	2%	2%	2%
Hospice	0%	0%	0%	0%	1%	3%	1%	3%
Other Practice Setting	9%	10%	29%	46%	15%	25%	15%	21%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

The inpatient department of a hospital was the most mentioned primary work establishment for NPs on average. This result was driven primarily by CRNAs and CNMs. For CNPs, primary care clinic was the most mentioned primary work establishment.

At a Glance: (Primary Locations)

Patient Care Role

CRNA:	95%
CNM:	83%
CNP:	86%

Education Role

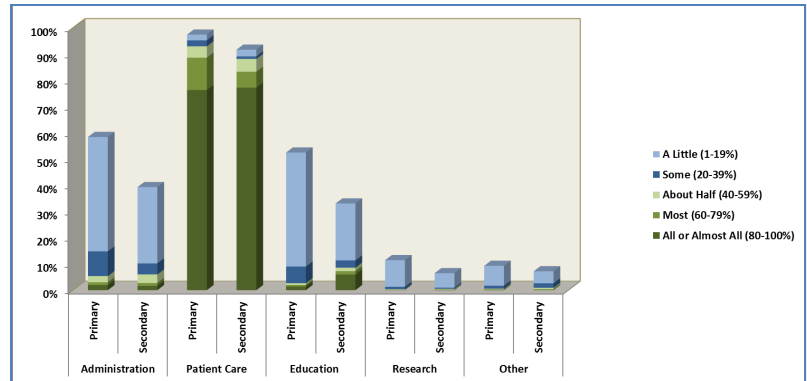
CRNA:	1%
CNM:	5%
CNP:	2%

Admin Role

CRNA:	1%
CNM:	5%
CNP:	3%

Source: Va. Healthcare Workforce Data

A Closer Look:



Source: Va. Healthcare Workforce Data

On average, 87% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities. CRNAs were most likely to fill a patient care role; 95% of CRNAs filled such role compared to 83% of CNMs and 86% of CNPs.

Time Spent	Patient Care Time Allocation							
	CRNA		CNM		CNP		All (2022)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	89%	92%	64%	78%	71%	73%	74%	77%
Most (60-79%)	5%	2%	19%	5%	15%	8%	14%	7%
About Half (40-59%)	2%	1%	5%	5%	5%	5%	5%	4%
Some (20-39%)	1%	0%	5%	3%	3%	1%	3%	1%
A Little (1-20%)	1%	0%	2%	4%	2%	3%	2%	3%
None (0%)	2%	4%	5%	5%	3%	9%	3%	8%

Source: Va. Healthcare Workforce Data

A Closer Look:

	Future Plans					
	CRNA		CNM		CNP	
2 Year Plans:	#	%	#	%	#	%
Decrease Participation						
Leave Profession	19	1%	6	2%	110	1%
Leave Virginia	43	2%	13	3%	325	3%
Decrease Patient Care Hours	247	13%	71	18%	1,165	10%
Decrease Teaching Hours	11	1%	1	0%	109	1%
Increase Participation						
Increase Patient Care Hours	102	5%	28	7%	1,323	11%
Increase Teaching Hours	79	4%	71	18%	1,365	12%
Pursue Additional Education	59	3%	56	14%	1,671	14%
Return to Virginia's Workforce	10	1%	7	2%	74	1%

Source: Va. Healthcare Workforce Data

At a Glance:

Retirement within 2 Years

CRNA:	9%
CNM:	8%
CNP:	4%

Retirement within 10 Years

CRNA:	27%
CNM:	21%
CNP:	18%

Source: Va. Healthcare Workforce Data

48%, 35% and 38% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 34%, 24%, and 25% of CRNAs, CNMs, and CNPs, respectively, aged 50 or over expect to retire by the same age. Meanwhile, 2%, 5%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

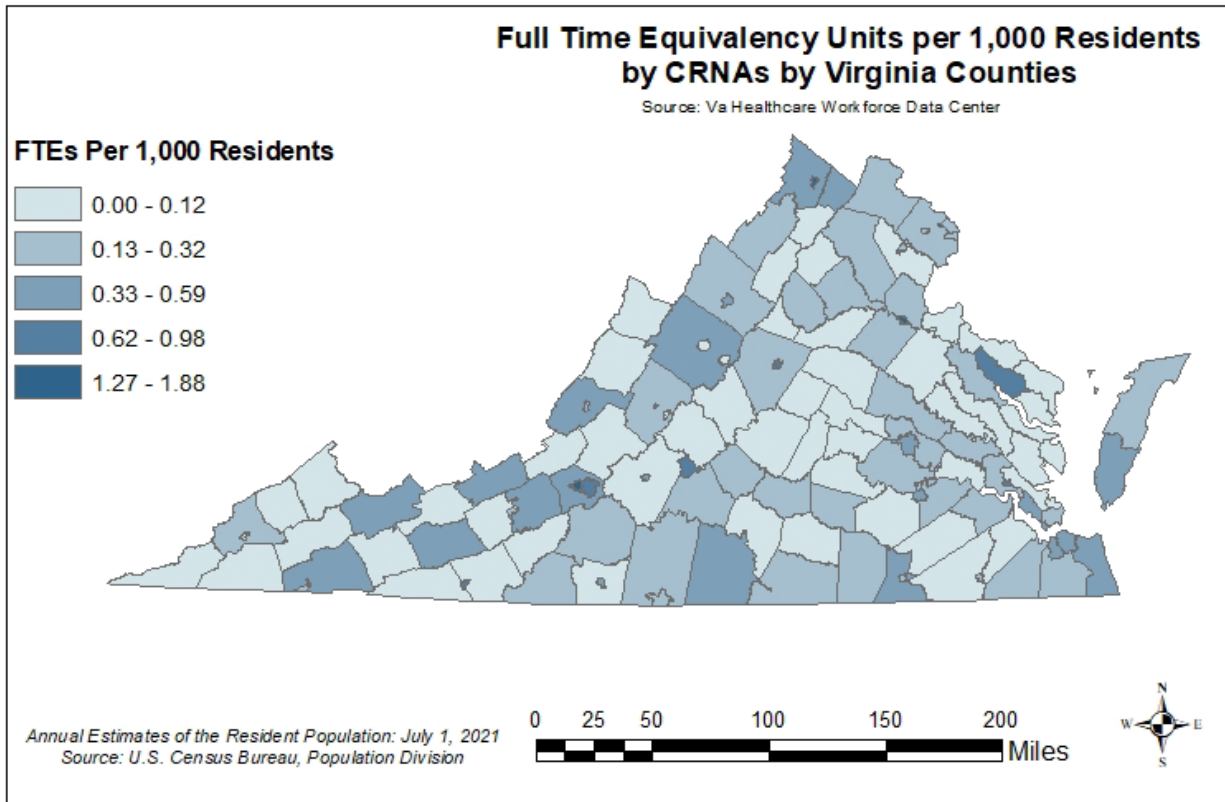
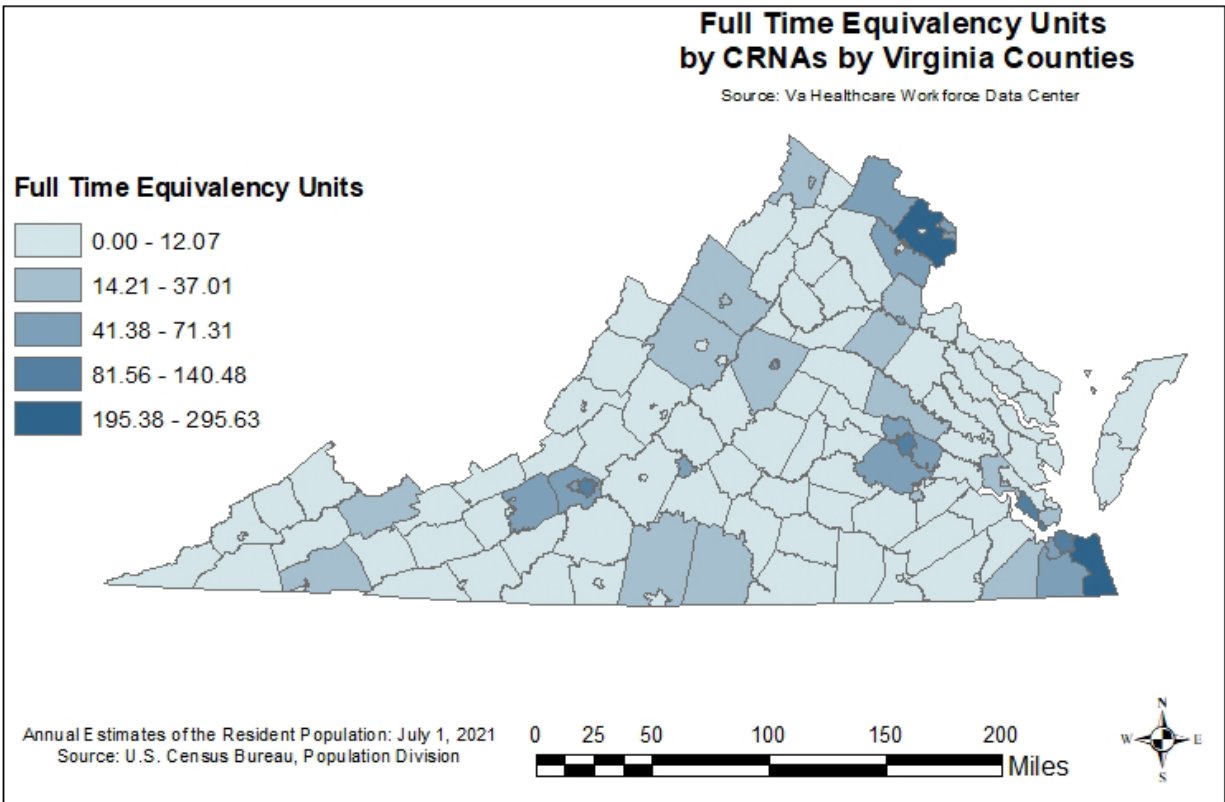
Expected Retirement Age	CRNA		CNM		CNP		All (2022)	
	All NPs	NP >50 yrs	All NPs	NP >50 yrs	All NPs	NP >50 yrs	All NPs	NP >50 yrs
Under age 50	2%	-	5%	-	2%	-	2%	-
50 to 54	3%	1%	3%	0%	3%	0%	3%	1%
55 to 59	10%	5%	10%	5%	8%	4%	9%	4%
60 to 64	33%	29%	17%	19%	25%	21%	26%	22%
65 to 69	36%	41%	38%	44%	38%	40%	37%	40%
70 to 74	11%	17%	19%	26%	13%	20%	13%	19%
75 to 79	2%	5%	3%	6%	3%	6%	3%	6%
80 or over	0%	0%	0%	0%	1%	1%	1%	1%
I do not intend to retire	2%	3%	5%	1%	6%	8%	6%	7%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data

Expect to retire within. . .	Time to Retirement							
	CRNA		CNM		CNP		All (2022)	
	#	%	#	%	#	%	#	%
2 years	125	9%	26	8%	381	4%	530	5%
5 years	61	4%	9	3%	284	3%	355	3%
10 years	201	14%	29	9%	838	10%	1,072	10%
15 years	170	12%	42	14%	976	11%	1,187	12%
20 years	216	15%	31	10%	1,004	12%	1,262	12%
25 years	208	15%	33	11%	1,274	15%	1,519	15%
30 years	180	13%	57	19%	1,256	15%	1,493	15%
35 years	162	11%	40	13%	1,091	13%	1,293	13%
40 years	51	4%	11	4%	559	7%	620	6%
45 years	15	1%	5	2%	224	3%	242	2%
50 years	0	0%	5	2%	78	1%	81	1%
55 years	0	0%	0	0%	12	0%	11	0%
In more than 55 years	0	0%	4	1%	15	0%	19	0%
Do not intend to retire	30	2%	15	5%	531	6%	572	6%
Total	1,419	100%	306	100%	8,523	100%	10,256	100%

Source: Va. Healthcare Workforce Data

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2037. Retirement will peak at 15% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.



Note: Maps show reported work hours in primary and secondary locations of respondents who provided a response to the relevant question. Map may not reflect hours worked by all nurse practitioners licensed in the state since response rate was less than 100%.

