Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty

Healthcare Workforce Data Center

March 2018

3,273 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 Joint Boards of Nursing and Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Contents

Results in Brief

This is a special report created for the Joint Boards of Nursing and Medicine. The report uses data from the 2017 Nurse Practitioners Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of all NPs have access to the survey in any given year. The survey occurred between October 2016 and September 2017 on the birth month of each renewing practitioner. 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 newly licensed during the survey period.

This report breaks down survey findings for Certified Registered Nurse CRNAs (CRNA), Certified Nurse CNMs (CNM), and Certified Nurse Practitioners (CNPs). Of the 3,273 Licensed Nurse Practitioners (NPs) who took part in the 2017 Licensed Nurse Practitioner Workforce Survey, 638 were CRNAs, 98 were CNMs, and 2,537 were CNPs. CNPs make up the highest proportion of NPs. Over three-quarters of NPs are CNPs whereas CNMs constitute only 3% of NPs.

The HWDC estimates that 8,215 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. Of these, 1,569 were CRNAs, 236 were CNMs and 6,410 were CNPs. Eighteen percent of NPs did not participate in the NP workforce in the past year. CRNAs were least likely to report working in the state workforce last year; 22% of CRNAs did not participate in the state workforce in the past year compared to 19% of CNMs and 17% of CNPs.

Nine out 10 NPs are female; CNMs are all female whereas slightly less than three-quarters of CRNAs are female. The median age of all NPs is 46; this is the median age of CRNAs and CNPs as well. However, the median age of CNMs is 49. In a random encounter between two NPs, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. CRNAs were the most diverse with 36% diversity index whereas CNMs and CNPs had 21% and 33% diversity index, respectively.

Overall, 10% of NPs work in rural areas. CNPs had the highest workforce participation in rural areas. 12% of CNPs work in rural areas compared to 6% and 3% of CRNAs and CNMs, respectively. CNPs were most likely to be educated in the state; 61% of CNPs reported attending a high school or professional school in the state compared to 40% of CRNAs and CNMs.

CRNAs had the highest educational attainment with 12% reporting a doctorate degree; only 4% of CNMs and 8% of CNPs did. Not surprisingly, CRNAs also were most likely to report education debt and they reported the highest median education debt. CRNA reported $80-$90k in education debt whereas others reported $50k-$60k. Further, 16% of CRNAs reported over $120,000 in education debt compared to 11% of CNMs and 5% of CNPs.

CRNAs also reported the highest median annual income; they reported $120k-$130k in median income. The average for all other NPs is between $100,000 and $110,000. Further, 83% of CRNAs reported more than $120,000 in median income compared to 28% of CNMs and 13% of CNPs. In addition, 85% of CNMs received at least one employer-sponsored benefit, compared to 84% of CRNAs and 81% of CNPs. Overall, 95% of NPs are satisfied with their current employment situation. However, only 83% of CNMs are satisfied compared to 97% of CRNAs and 94% of CNPs.

CRNAs had the highest participation in the private sector, 87% of them worked in the sector compared to 83% of CNPs and 78% of CNMs. Meanwhile, CRNAs had lowest percent working in state or local government. Close to a third of CNMs reported employment instability in the past year compared to 30% of CNPs and 24% of CRNAs.

A third of CNMs plan to retire within the next decade compared to 24% of CRNAs and 20% of CNPs. About 43%, 32% and 35% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Further, 30%, 19%, and 23% of CRNAs, CNMs, and CNPs, respectively, who are age 50 or over expect to retire by the same age. Meanwhile, 3%, 8%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

A Closer Look:

At a Glance:

Licensed NPs

Total:	10,038
CRNA:	2,043
CNM:	305
CNP:	7,690

Response Rates

All Licensees:	33%
Renewing Practitioners:	81%

This report uses data from the 2017 Nurse Practitioner Survey and licensure data. From the licensure data, 2,037 of NPs reported their first specialty as CRNA; 279 had first specialty of CNM, 7,722 had other first specialties. Of the 7,722, 26 had a second specialty of CNM and six had a second specialty of CRNA. Therefore, after assigning any mention of CNM as CNM and similarly for CRNAs, "At a Glance" shows the break down. Over three-quarters are CNPs and less than 5% are CNMs.

Response Rates				
	CRNA	**CNM**	**CNP**	**Total**
Completed Surveys	638	98	2,537	**3,273**
Response Rate, all licensees	31%	32%	33%	**33%**
Response Rate, Renewals	77%	81%	81%	**81%**

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 81% of renewing NPs submitted a survey. These represent 33% of NPs who held a license at some point during the licensing period. Response rates vary among the different specialty groups.

Response Rate by Metro Status				
	CRNA	**CNM**	**CNP**	**All**
Non-Metro	40%	25%	37%	**37%**
Metro	39%	37%	37%	**38%**
Not in Virginia	13%	13%	15%	**14%**

Source: Va. Healthcare Workforce Data Center

Not in Workforce in Past Year				
	CRNA	**CNM**	**CNP**	**All**
% of Licensees not in VA Workforce	22%	19%	17%	**18%**
% in Federal Employee or Military:	8%	20%	21%	**18%**
% Working in Virginia Border State or DC	19%	38%	26%	**25%**

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Workforce
Virginia's NP Workforce: 8,215
FTEs: 7,323

Workforce by Specialty
CRNA: 1,569
CNM: 236
CNP: 6,410

FTE by Specialty
CRNA: 1,447
CNM: 242
CNP: 5,634

Closer Look:

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								
	CRNA		CNM		CNP		All	
Status	#	%	#	%	#	%	#	%
Worked in Virginia in Past Year	1,558	99%	231	98%	6,280	98%	8,070	98%
Looking for Work in Virginia	10	1%	5	2%	130	2%	145	2%
Virginia's Workforce	**1,569**	**100%**	**236**	**100%**	**6,410**	**100%**	**8,215**	**100%**
Total FTEs	**1,447**		**242**		**5,634**		**7,323**	
Licensees	**2,043**		**305**		**7,690**		**10,038**	

Source: Va. Healthcare Workforce Data Center

CNPs provided about 77% of the nurse practitioner FTEs in the state. CRNAs provided 20% whereas CNMs provided 3% of the FTEs.

Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	24	7%	330	93%	354	5%
30 to 34	67	6%	1,087	94%	1,154	15%
35 to 39	121	11%	1,010	89%	1,131	15%
40 to 44	133	14%	827	86%	960	13%
45 to 49	63	7%	860	93%	922	12%
50 to 54	100	12%	731	88%	831	11%
55 to 59	91	11%	720	89%	811	11%
60 +	155	12%	1,165	88%	1,319	18%
Total	754	10%	6,729	90%	7,483	100%

Source: Va. Healthcare Workforce Data Center

Age Distribution
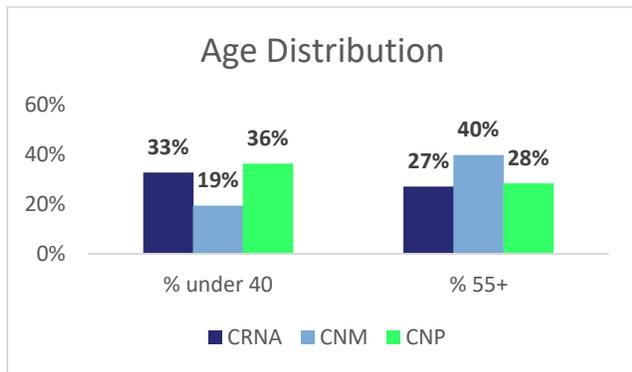
Source: Va. Healthcare Workforce Data Center

At a Glance:

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

% Female by Specialty
CRNA: 73%
CNM: 100%
CNP: 94%

% Female <40 by Specialty
CRNA: 78%
CNM: 100%
CNP: 95%

Source: Va. Healthcare Workforce Data Center

Median age is 49 for CNMs and 46 for others.

Age & Gender by Specialty													Source: Va. Healthcare Workforce Data Center
	CRNA				CNM				CNP				
Age	Female		Total										
	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group
Under 30	19	67%	29	2%	10	100%	10	5%	301	95%	316	5%
30 to 34	163	84%	195	13%	19	100%	19	9%	905	96%	940	16%
35 to 39	193	76%	256	18%	12	100%	12	6%	804	93%	863	15%
40 to 44	171	72%	239	16%	32	100%	32	15%	624	91%	689	12%
45 to 49	125	75%	168	12%	28	100%	28	14%	706	97%	726	12%
50 to 54	128	73%	176	12%	25	100%	25	12%	578	92%	630	11%
55 to 59	104	72%	145	10%	44	100%	44	21%	572	92%	622	11%
60 +	159	64%	251	17%	39	100%	39	19%	966	94%	1,030	18%
Total	1,063	73%	1,458	100%	209	100%	209	100%	5,457	94%	5,815	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	63%	6,083	81%	2,032	78%
Black	19%	647	9%	235	9%
Asian	6%	357	5%	183	7%
Other Race	0%	116	2%	37	1%
Two or more races	3%	124	2%	58	2%
Hispanic	9%	165	2%	75	3%
Total	100%	7,492	100%	2,619	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, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Diversity
Diversity Index: 33%
Under 40 Div. Index: 38%

By Specialty
CRNA: 36%
CNM: 21%
CNP: 33%

Source: Va. Healthcare Workforce Data Center

Age, Race, Ethnicity & Gender												
	CRNA				CNM				CNP			
Race/ Ethnicity	NPs		NPs under 40		NPs		NPs under 40		NPs		NPs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,161	79%	342	72%	184	88%	38	94%	4,737	81%	1,652	78%
Black	113	8%	45	10%	5	2%	0	0%	528	9%	189	9%
Asian	118	8%	69	15%	0	0%	0	0%	240	4%	114	5%
Other Race	16	1%	3	1%	0	0%	0	0%	100	2%	34	2%
Two or more races	31	2%	8	2%	7	3%	0	0%	86	1%	50	2%
Hispanic	26	2%	6	1%	12	6%	3	6%	127	2%	67	3%
Total	1,465	100%	473	100%	209	100%	41	100%	5,818	100%	2,106	100%
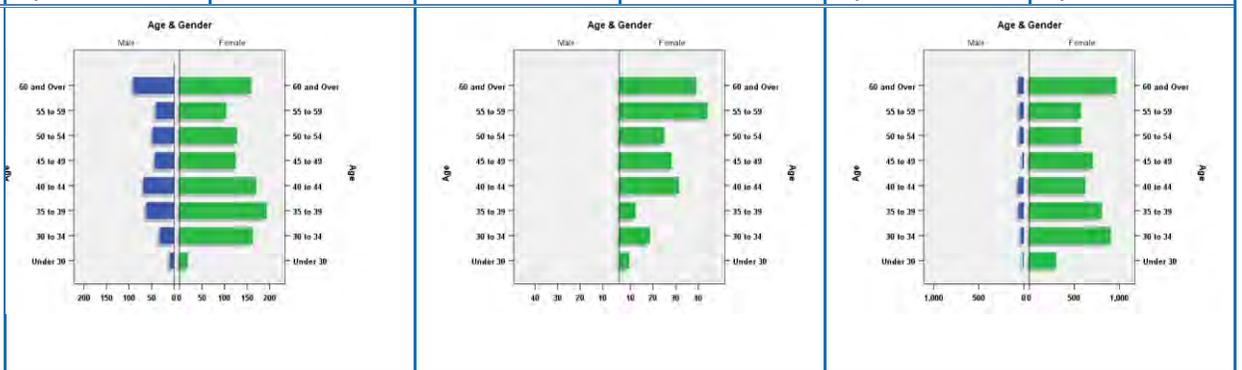
Source: Va. Healthcare Workforce Data Center

At a Glance:

Rural Childhood
CRNA:	26%
CNM:	43%
CNP:	35%
All:	33%

Non-Metro Location
CRNA:	6%
CNM:	3%
CNP:	12%
All:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Metro Status
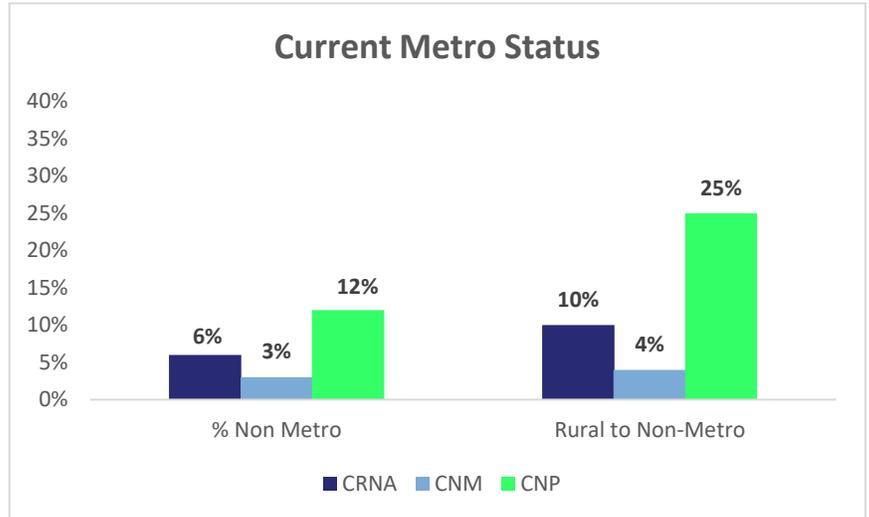
Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	NP Degree in VA
CRNA	31%	33%	39%	40%
CNM	29%	37%	40%	25%
CNP	49%	56%	61%	63%
Total	**45%**	**51%**	**56%**	**58%**

Source: Va. Healthcare Workforce Data Center

Metro Status during Youth
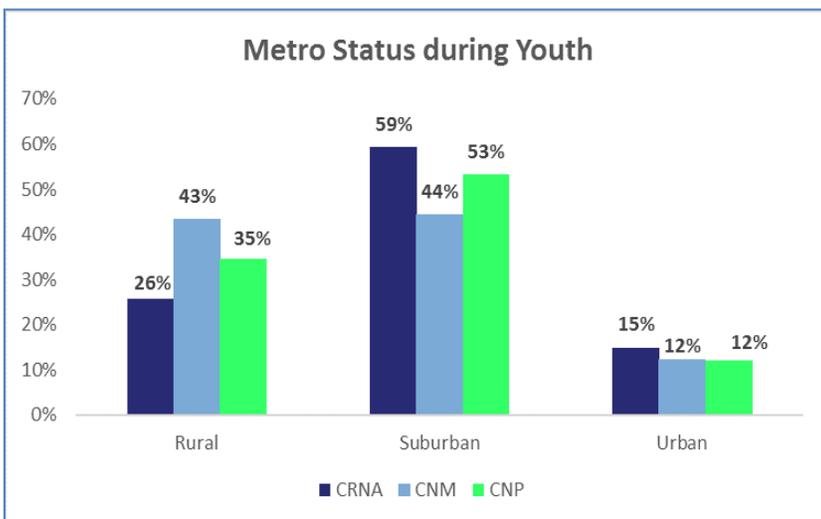
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

At a Glance:

Median Educational Debt
CRNA:	$80k-$90k
CNM:	$70k-$80k
CNP:	$50k-$60k

Source: Va. Healthcare Workforce Data Center

CRNAs were most likely to carry education debt and they reported the highest median education debt. 51% and 79% of all CRNAs and CRNAs, respectively, under age 40 carried education debt. Their median debt was $80k-$90k.

	Highest Degree							
	CRNA		CNM		CNP		All	
Degree	#	%	#	%	#	%	#	%
NP Certificate	182	13%	5	2%	118	2%	305	4%
Master's Degree	1,090	75%	164	80%	4,563	80%	5,817	79%
Post-Masters Cert.	10	1%	26	13%	564	10%	599	8%
Doctorate of NP	96	7%	7	3%	349	6%	451	6%
Other Doctorate	70	5%	3	1%	141	2%	213	3%
Post-Ph.D. Cert.	0	0%	0	0%	2	0%	2	0%
Total	1,447	100%	204	100%	5,737	100%	7,388	100%

Source: Va. Healthcare Workforce Data Center

	Educational Debt							
	CRNA		CNM		CNP		All	
Amount Carried	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40
None	49%	21%	56%	19%	53%	34%	52%	31%
$10,000 or less	2%	3%	6%	12%	5%	7%	5%	7%
$10,000-$19,999	2%	1%	0%	0%	5%	6%	4%	5%
$20,000-$29,999	3%	1%	5%	0%	5%	5%	4%	4%
$30,000-$39,999	4%	7%	7%	7%	4%	5%	4%	5%
$40,000-$49,999	3%	5%	0%	0%	4%	6%	4%	6%
$50,000-$59,999	4%	4%	2%	0%	5%	7%	4%	6%
$60,000-$69,999	2%	5%	1%	0%	3%	5%	3%	4%
$70,000-$79,999	3%	2%	5%	12%	3%	5%	3%	4%
$80,000-$89,999	4%	8%	2%	0%	3%	4%	3%	4%
$90,000-$99,999	2%	3%	0%	0%	3%	5%	3%	4%
$100,000-$109,999	3%	7%	4%	14%	2%	3%	2%	4%
$110,000-$119,999	2%	1%	0%	0%	1%	1%	1%	1%
$120,000 or more	16%	33%	11%	36%	5%	9%	8%	14%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employed in Profession
CRNA: 97%
CNM: 95%
CNP: 96%

Involuntary Unemployment
CRNA: 0%
CNM: 2%
CNP: <1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Hours	Current Weekly Hours			
	CRNA	CNM	CNP	All
0 hours	2%	5%	3%	3%
1 to 9 hours	0%	1%	2%	2%
10 to 19 hours	3%	1%	3%	3%
20 to 29 hours	7%	4%	9%	8%
30 to 39 hours	17%	16%	19%	19%
40 to 49 hours	60%	30%	47%	49%
50 to 59 hours	10%	24%	13%	12%
60 to 69 hours	1%	16%	3%	3%
70 to 79 hours	0%	1%	1%	1%
80 or more hours	0%	1%	1%	1%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Over half of CRNAs work 40-49 hours and 12% work more than 50 hours whereas over 40% of CNMs work more than 50 hours. Close to half of CNPs work 40-49 hours and about 17% work more than 50 hours.

Positions	Current Positions							
	CRNA		CNM		CNP		All	
	#	%	#	%	#	%	#	%
No Positions	26	2%	10	5%	159	3%	194	3%
One Part-Time Position	161	11%	26	13%	868	15%	1,056	15%
Two Part-Time Positions	49	3%	5	3%	221	4%	276	4%
One Full-Time Position	1,004	70%	140	69%	3,669	65%	4,813	66%
One Full-Time Position & One Part-Time Position	163	11%	22	11%	617	11%	802	11%
Two Full-Time Positions	3	0%	0	0%	13	0%	16	0%
More than Two Positions	29	2%	0	0%	60	1%	89	1%
Total	1,435	100%	204	100%	5,608	100%	7,246	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Benefit	Employer-Sponsored Benefits*			
	CRNA	CNM	CNP	All
Signing/Retention Bonus	20%	17%	12%	14%
Dental Insurance	64%	36%	57%	58%
Health Insurance	66%	56%	63%	63%
Paid Leave	67%	80%	70%	70%
Group Life Insurance	59%	38%	51%	52%
Retirement	76%	66%	71%	72%
Receive at least one benefit	**84%**	**85%**	**81%**	**82%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Median Income

CRNA:	$120k-$130k
CNM:	$90k-$100k
CNP:	$90k-$100K
All:	$100k-$110k

Percent Satisfied

CRNA:	97%
CNM:	83%
CNP:	94%

Source: Va. Healthcare Workforce Data Center

CRNAs reported $120k-$130k in median income. All other NPs, including CNMs, reported $90k-$100k in median income. CNMs were least satisfied with their current employment situation whereas CRNAs were most satisfied. 4% of CNMs also were very dissatisfied whereas 1% or less of the other NPs, including CRNAs, were very dissatisfied.

Hourly Wage	Income			
	CRNA	CNM	CNP	All
Volunteer Work Only	0%	2%	1%	1%
Less than $40,000	1%	4%	5%	4%
$40,000-$49,999	0%	4%	3%	3%
$50,000-$59,999	2%	7%	4%	4%
$60,000-$69,999	0%	9%	5%	4%
$70,000-$79,999	1%	9%	8%	6%
$80,000-$89,999	1%	9%	13%	11%
$90,000-$99,999	2%	10%	20%	16%
$100,000-$109,999	5%	6%	17%	15%
$110,000-$119,999	4%	11%	10%	9%
$120,000 or more	83%	28%	13%	27%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year				
In the past year did you . . .?	**CRNA**	**CNM**	**CNP**	**All**
Experience Involuntary Unemployment?	1%	2%	1%	1%
Experience Voluntary Unemployment?	3%	3%	5%	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1%	4%	3%	2%
Work two or more positions at the same time?	17%	12%	17%	17%
Switch employers or practices?	5%	14%	11%	10%
Experienced at least 1	**24%**	**32%**	**30%**	**29%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Involuntarily Unemployed
CRNA: 1%
CNM: 2%
CNP: 1%

Underemployed
CRNA: 1%
CNM: 4%
CNP: 3%

Over 2 Years Job Tenure
CRNA: 70%
CNM: 39%
CNP: 55%

Source: Va. Healthcare Workforce Data Center

	Job Tenure at Location					
	CRNA		**CNM**		**CNP**	
Tenure	Primary	Secondary	Primary	Secondary	Primary	Secondary
Not Currently Working at this Location	2%	5%	3%	8%	2%	8%
< 6 Months	5%	11%	17%	13%	10%	15%
6 Months-1 yr	5%	11%	14%	15%	12%	11%
1 to 2 Years	19%	21%	27%	21%	21%	22%
3 to 5 Years	24%	21%	19%	27%	23%	23%
6 to 10 Years	21%	19%	13%	11%	12%	13%
> 10 Years	25%	12%	8%	5%	20%	9%
Subtotal	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to be paid by salary or commission. Nearly three-quarters of them were paid that way, compared to 68% of CNPs and 58% of CRNAs.

Forms of Payment				
Primary Work Site	**CRNA**	**CNM**	**CNP**	**All**
Salary/ Commission	58%	74%	68%	66%
Hourly Wage	39%	20%	28%	30%
By Contract	3%	4%	3%	3%
Other	0%	2%	1%	1%
Subtotal	**100%**	**100%**	**100%**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

% in Top 3 Regions
CRNA: 81%
CNM: 73%
CNP: 69%

More than 2 Locations
CRNA: 27%
CNM: 29%
CNP: 22%

Source: Va. Healthcare Workforce Data Center

Northern Virginia has the highest proportion of CRNAs and CNMs whereas CNPs were mostly concentrated in the Central region.

A Closer Look:

Regional Distribution of Work Locations						
COVF Region	**CRNA**		**CNM**		**CNP**	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	28%	16%	11%	8%	28%	22%
Eastern	1%	2%	1%	0%	1%	1%
Hampton Roads	23%	26%	20%	25%	17%	17%
Northern	31%	29%	42%	14%	25%	21%
Southside	2%	1%	0%	0%	3%	3%
Southwest	2%	2%	1%	0%	7%	12%
Valley	3%	2%	14%	24%	7%	6%
West Central	6%	8%	9%	12%	10%	8%
Virginia Border State/DC	3%	5%	0%	4%	1%	2%
Other US State	2%	7%	1%	13%	2%	7%
Outside of the US	0%	1%	0%	0%	0%	1%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center
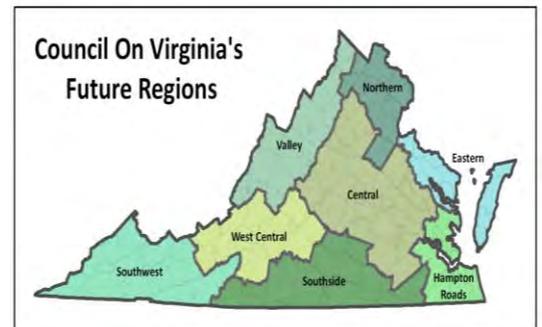
Number of Work Locations Now*						
Locations	**CRNA**		**CNM**		**CNP**	
	#	%	#	%	#	%
0	28	2%	10	5%	193	3%
1	1,011	71%	134	66%	4,120	74%
2	217	15%	48	24%	698	13%
3	139	10%	8	4%	449	8%
4	15	1%	0	0%	30	1%
5	8	1%	3	1%	15	0%
6 +	3	0%	0	0%	40	1%
Total	1,421	100%	204	100%	5,545	100%

*At survey completion (birth month of respondents)

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions

A Closer Look:

Sector	Location Sector							
	CRNA		CNM		CNP		All	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
For-Profit	51%	63%	60%	83%	51%	53%	51%	56%
Non-Profit	36%	25%	18%	17%	32%	31%	33%	29%
State/Local Government	6%	4%	9%	0%	10%	12%	9%	10%
Veterans Administration	3%	1%	0%	0%	3%	1%	3%	1%
U.S. Military	4%	7%	12%	0%	3%	2%	3%	3%
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 Center

CRNAs had the highest participation in the private sector, 87% of them worked in the sector compared to 83% of CNPs and 78% of CNMs. Meanwhile, CRNAs had the lowest percent working in state or local government.

At a Glance:
(Primary Locations)

For-Profit Primary Sector
CRNA: 63%
CNM: 60%
CNP: 51%

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

Source: Va. Healthcare Workforce Data Center

Electronic Health Records (EHRs) and Telehealth				
	CRNA	CNM	CNP	All
Meaningful use of EHRs	10%	26%	36%	30%
Remote Health, Caring for Patients in Virginia	1%	2%	9%	8%
Remote Health, Caring for Patients Outside of Virginia	1%	1%	2%	2%
Use at least one	**11%**	**29%**	**39%**	**34%**

A third of the state NP workforce use EHRs. 8% 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.

16

Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type							
	CRNA		CNM		CNP		All	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
Hospital, Inpatient Department	43%	37%	21%	13%	15%	14%	21%	19%
Clinic, Primary Care or Non-Specialty	0%	1%	6%	0%	23%	19%	18%	15%
Physician Office	1%	1%	11%	29%	11%	4%	9%	4%
Private practice, group	4%	2%	28%	22%	9%	5%	9%	5%
Academic Institution (Teaching or Research)	12%	2%	4%	20%	8%	10%	9%	9%
Hospital, Outpatient Department	11%	15%	7%	0%	7%	3%	8%	5%
Ambulatory/Outpatient Surgical Unit	16%	28%	0%	0%	1%	0%	4%	6%
Clinic, Non-Surgical Specialty	0%	0%	0%	0%	4%	5%	3%	3%
Hospital, Emergency Department	1%	0%	1%	0%	3%	5%	2%	3%
Long Term Care Facility, Nursing Home	0%	0%	0%	0%	3%	4%	2%	3%
Private practice, solo	0%	0%	1%	0%	2%	2%	2%	2%
Mental Health, or Substance Abuse, Outpatient Center	0%	0%	0%	0%	2%	3%	1%	2%
Public Health Agency	0%	0%	3%	4%	1%	2%	1%	1%
Other Practice Setting	12%	13%	18%	13%	11%	24%	12%	22%
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Source: Va. Healthcare Workforce Data Center

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

At a Glance:
(Primary Locations)

Patient Care Role

CRNA:	93%
CNM:	89%
CNP:	88%

Education Role

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

Admin Role

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:
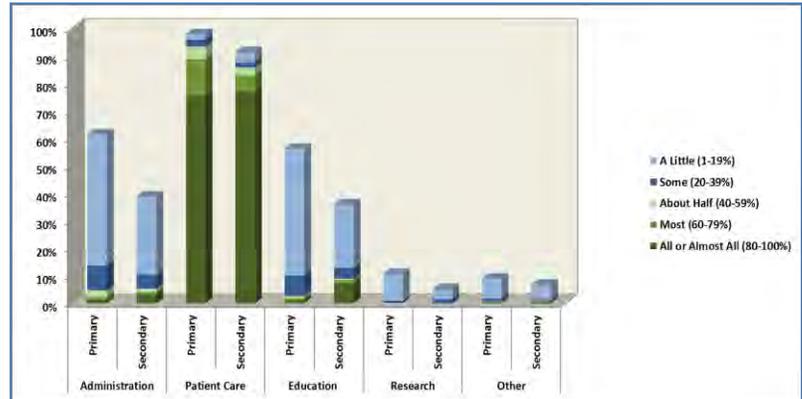
Source: Va. Healthcare Workforce Data Center

On average, 89% 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; 93% of CRNAs filled such role compared to 89% and 88% of CNMs and CNPs, respectively.

	Patient Care Time Allocation							
	CRNA		CNM		CNP		All	
Time Spent	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	86%	88%	66%	52%	73%	74%	75%	77%
Most (60-79%)	7%	1%	23%	33%	15%	6%	13%	6%
About Half (40-59%)	3%	2%	3%	0%	5%	3%	4%	3%
Some (20-39%)	1%	1%	1%	0%	3%	2%	2%	2%
A Little (1-20%)	1%	2%	5%	0%	2%	5%	2%	4%
None (0%)	1%	6%	1%	15%	3%	9%	2%	9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Future Plans						
	CRNA		CNM		CNP	
2 Year Plans:	#	%	#	%	#	%
Decrease Participation						
Leave Profession	15	1%	0	0%	38	1%
Leave Virginia	29	2%	15	6%	162	3%
Decrease Patient Care Hours	130	8%	37	16%	576	9%
Decrease Teaching Hours	5	0%	3	1%	62	1%
Increase Participation						
Increase Patient Care Hours	52	3%	28	12%	599	9%
Increase Teaching Hours	83	5%	53	23%	802	13%
Pursue Additional Education	80	5%	27	11%	907	14%
Return to Virginia's Workforce	5	0%	0	0%	47	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement within 2 Years
CRNA:	6%
CNM:	7%
CNP:	5%

Retirement within 10 Years
CRNA:	24%
CNM:	33%
CNP:	20%

*Source: Va. Healthcare Workforce Data Center*

43%, 32% and 35% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 30%, 19%, and 23% of CRNAs, CNMs, and CNPs, respectively, who are age 50 or over expect to retire by the same age. Meanwhile, 3%, 8%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

Expected Retirement Age	CRNA		CNM		CNP		All	
	All NPs	NP >50 yrs	All NPs	NP >50 yrs	All NPs	NP >50 yrs	All NPs	NP >50 yrs
Under age 50	1%	-	4%	-	1%	-	1%	-
50 to 54	3%	0%	0%	0%	2%	0%	2%	0%
55 to 59	9%	4%	3%	0%	6%	3%	7%	3%
60 to 64	31%	25%	25%	19%	25%	20%	26%	21%
65 to 69	40%	46%	49%	52%	39%	44%	40%	44%
70 to 74	13%	19%	8%	12%	15%	19%	14%	19%
75 to 79	1%	2%	1%	2%	4%	4%	3%	4%
80 or over	0%	1%	1%	0%	1%	2%	1%	1%
I do not intend to retire	3%	3%	8%	15%	6%	8%	5%	7%
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Source: Va. Healthcare Workforce Data Center

19

Expect to retire within. . .	Time to Retirement							
	CRNA		CNM		CNP		All	
	#	%	#	%	#	%	#	%
2 years	74	6%	13	7%	260	5%	347	5%
5 years	66	5%	5	3%	149	3%	220	3%
10 years	171	13%	45	24%	583	12%	799	12%
15 years	129	10%	29	15%	624	13%	782	12%
20 years	171	13%	5	3%	537	11%	713	11%
25 years	197	15%	24	13%	579	12%	801	12%
30 years	201	15%	17	9%	675	14%	894	14%
35 years	158	12%	28	15%	641	13%	827	13%
40 years	87	7%	3	1%	379	8%	469	7%
45 years	12	1%	0	0%	191	4%	203	3%
50 years	0	0%	0	0%	54	1%	54	1%
55 years	0	0%	3	1%	5	0%	7	0%
In more than 55 years	0	0%	0	0%	5	0%	5	0%
Do not intend to retire	36	3%	15	8%	291	6%	342	5%
Total	1,304	100%	186	100%	4,973	100%	6,463	100%

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2027. Retirements will peak at 14% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2057.

Certified Registered Nurse Anesthetists: Full Time Equivalency Units

Full Time Equivalency Units

- 0
- 0.01 - 25
- 27 - 53
- 71 - 106
- 138 - 190

FTEs per 1,000 Residents

FTEs per 1,000 Residents

- 0
- 0.01 - 0.11
- 0.13 - 0.31
- 0.32 - 0.64
- 0.73 - 1.67
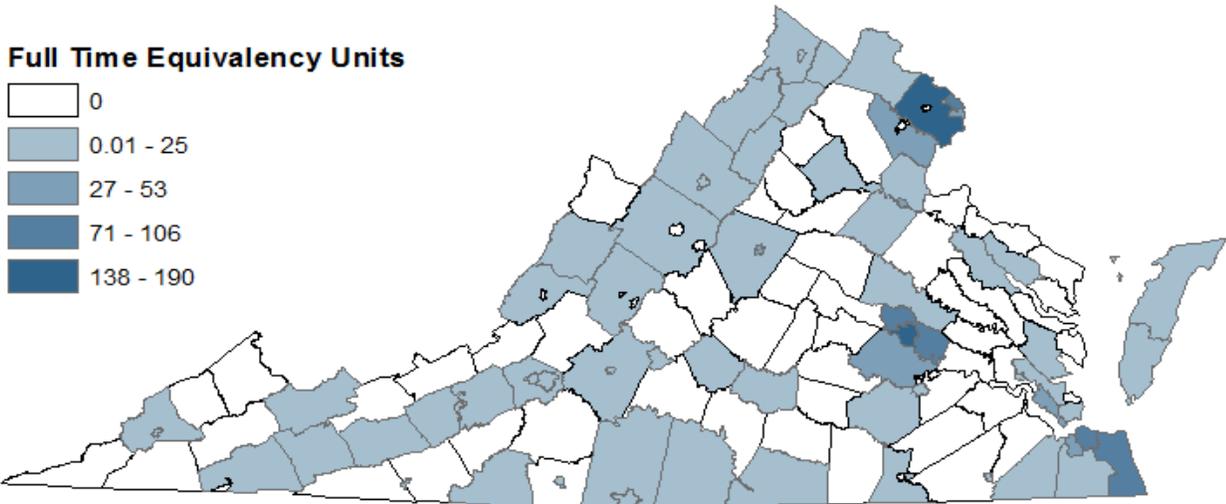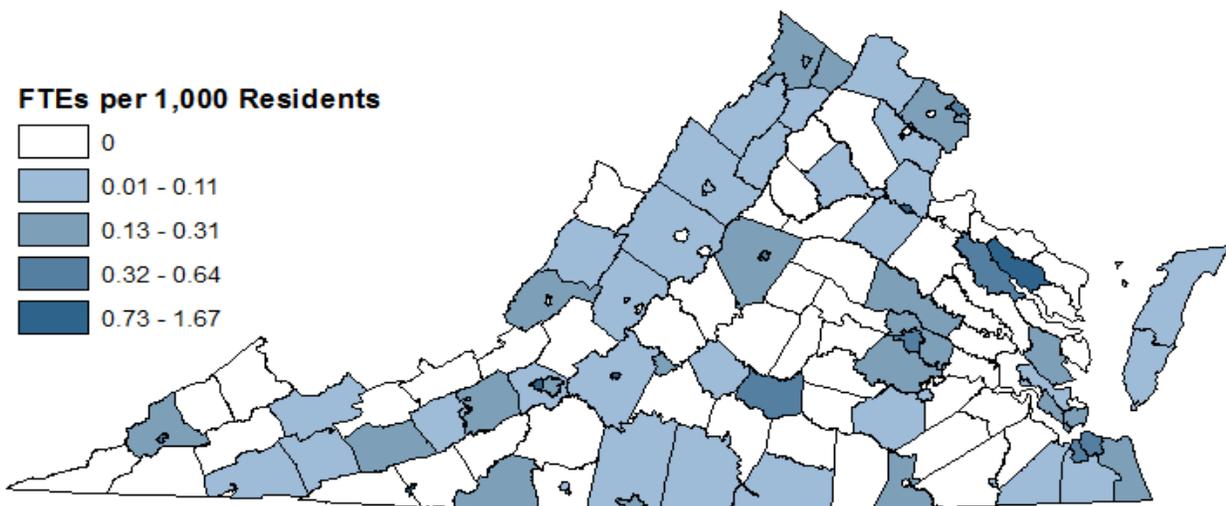
Note: Maps are based only on reported work hours in primary and secondary locations of respondents who provided a response to the relevant question. Map does not reflect hours worked by all nurse practitioners licensed in the state.

Certified Nurse Midwives: Full Time Equivalency Units

Full Time Equivalency Units

- 0
- 0.01 - 3.34
- 4.68 - 6.91
- 8.85 - 12.43
- 13.74 - 21.09

FTEs per 1,000 Residents

FTEs per 1,000 Residents

- 0
- 0.01 - 0.04
- 0.05 - 0.11
- 0.15 - 0.22
- 0.70 - 0.74
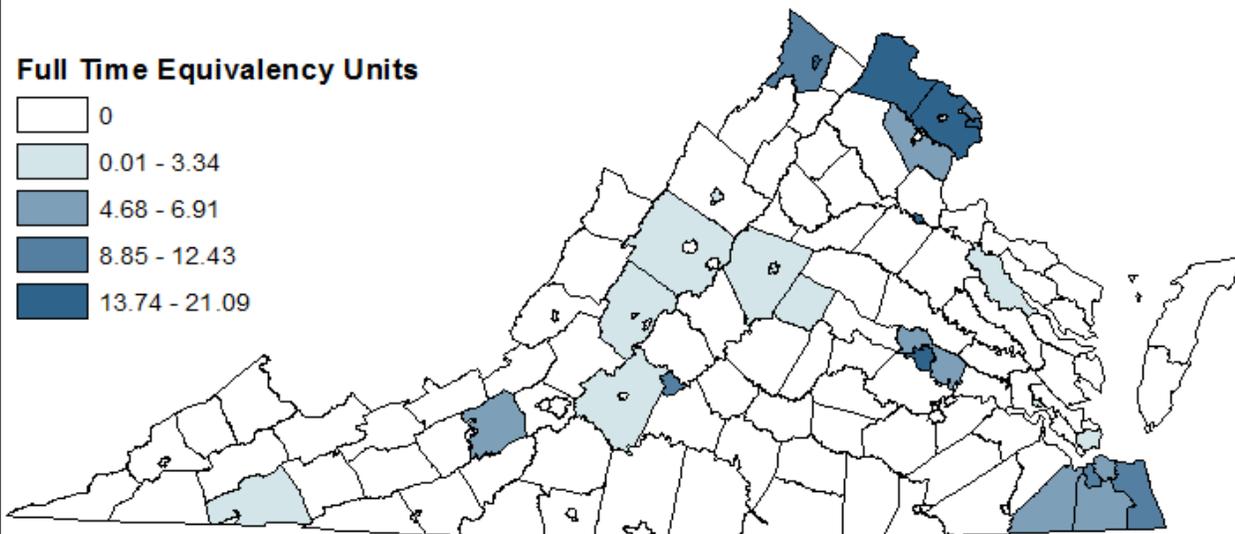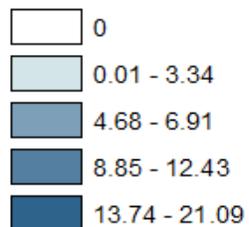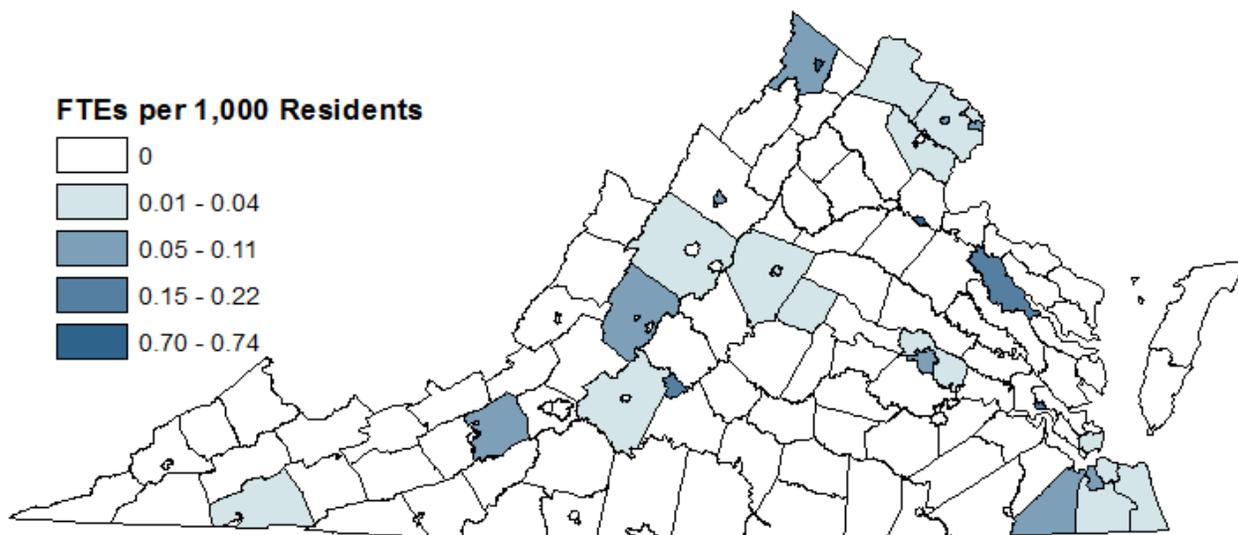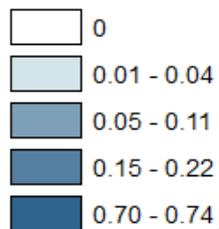
Certified Nurse Practitioners: Full Time Equivalency Units

Full Time Equivalency Units

- 0
- 1 - 43
- 61 - 91
- 116 - 228
- 472 - 599

FTEs per 1,000 Residents

FTEs per 1,000 Residents

- 0
- 0.01 - 0.50
- 0.51 - 0.83
- 0.90 - 1.63
- 1.99 - 3.77