



Virginia Department of
Health Professions



RN, LPN, and CNA Workforces: 2023 Survey Findings

Barbara Hodgdon, PhD

Deputy Director, Healthcare Workforce Data Center
and Data Analytics Division

Board of Nursing Meeting

Jan. 23rd, 2024



Virginia Department of
Health Professions



Key Findings:

2023 RN
Workforce Survey



Trends in Licensees and Workforce



Increase in
total
licensees

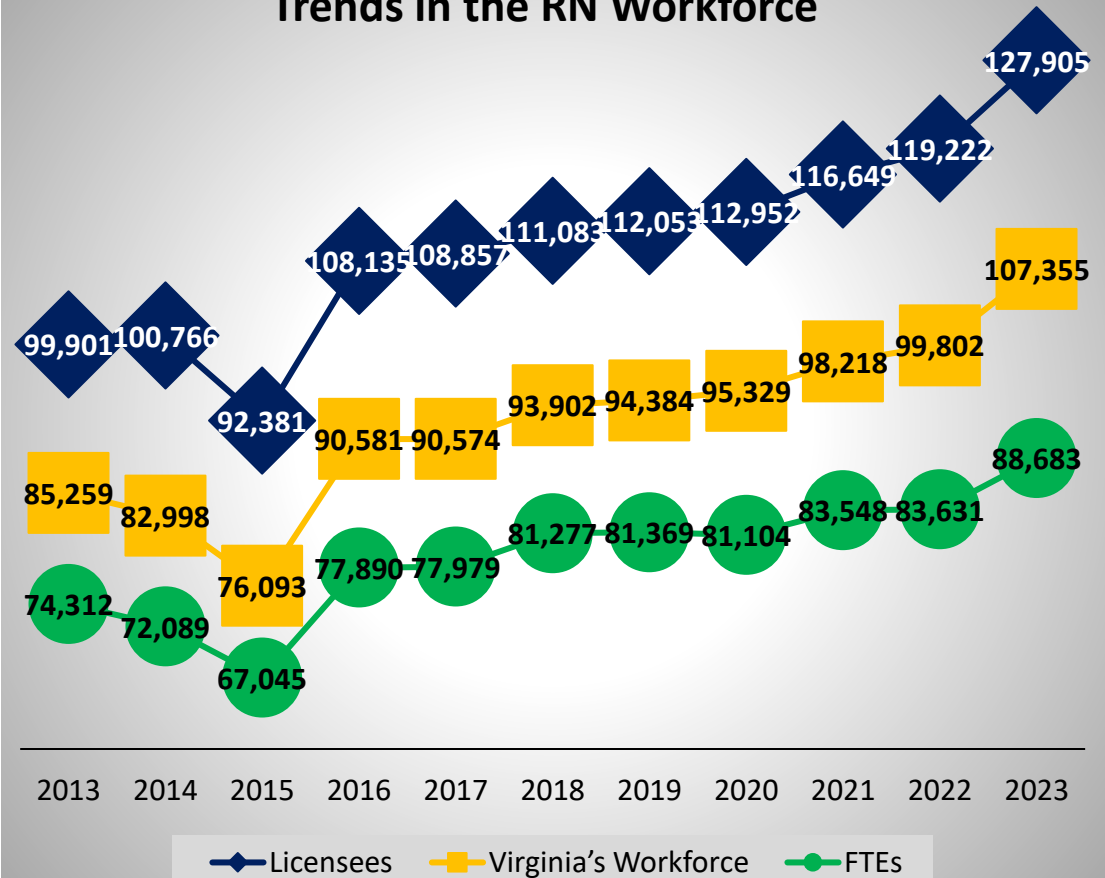


Increase in
VA's
workforce



Increase in
total FTEs

Trends in the RN Workforce





Trends in Demographics



Majority
female
workforce

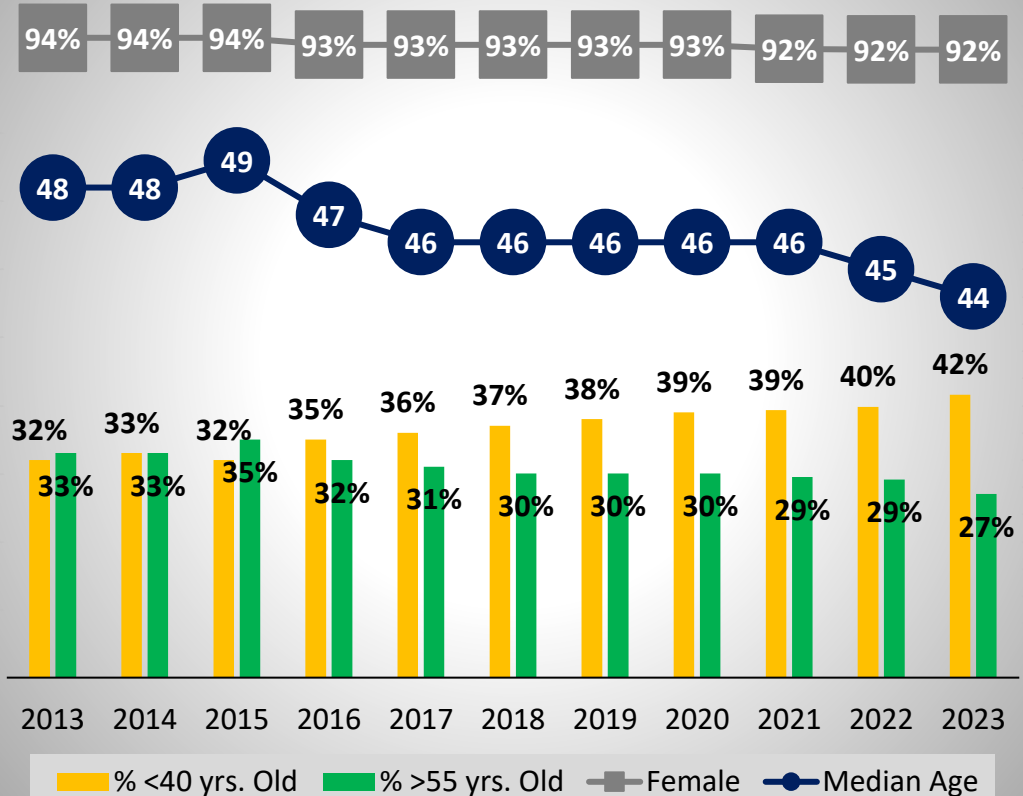


Median age
declining
since 2015



Younger age
distribution

Trends in Age and Gender



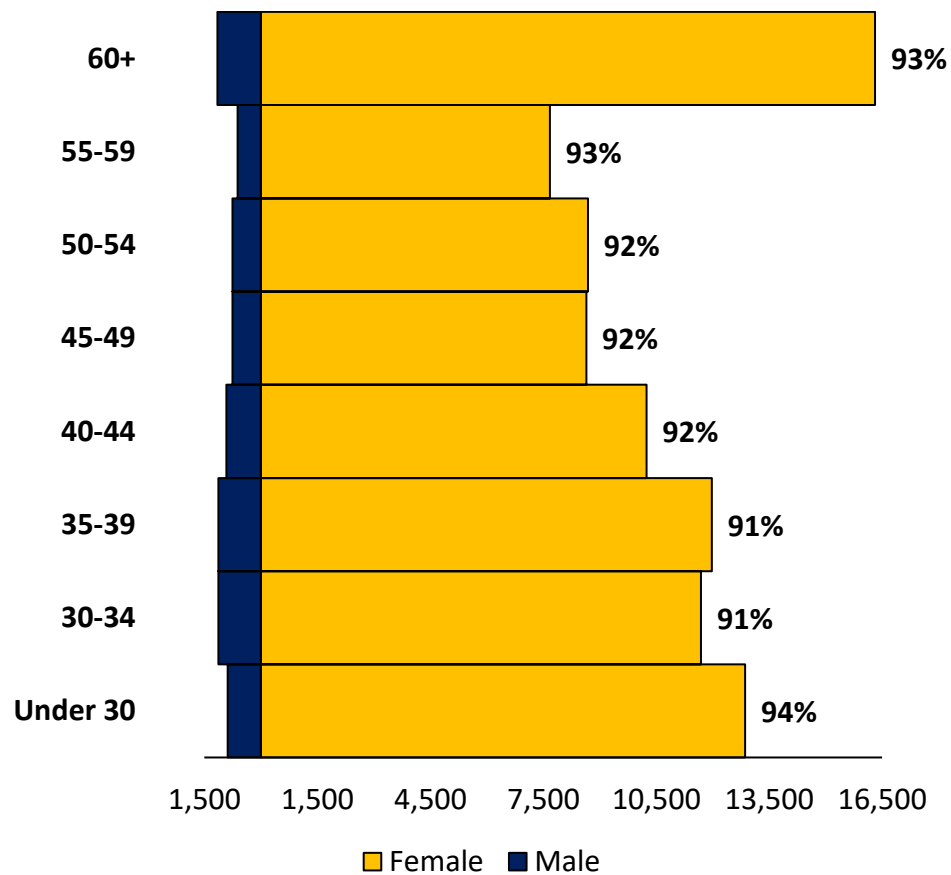
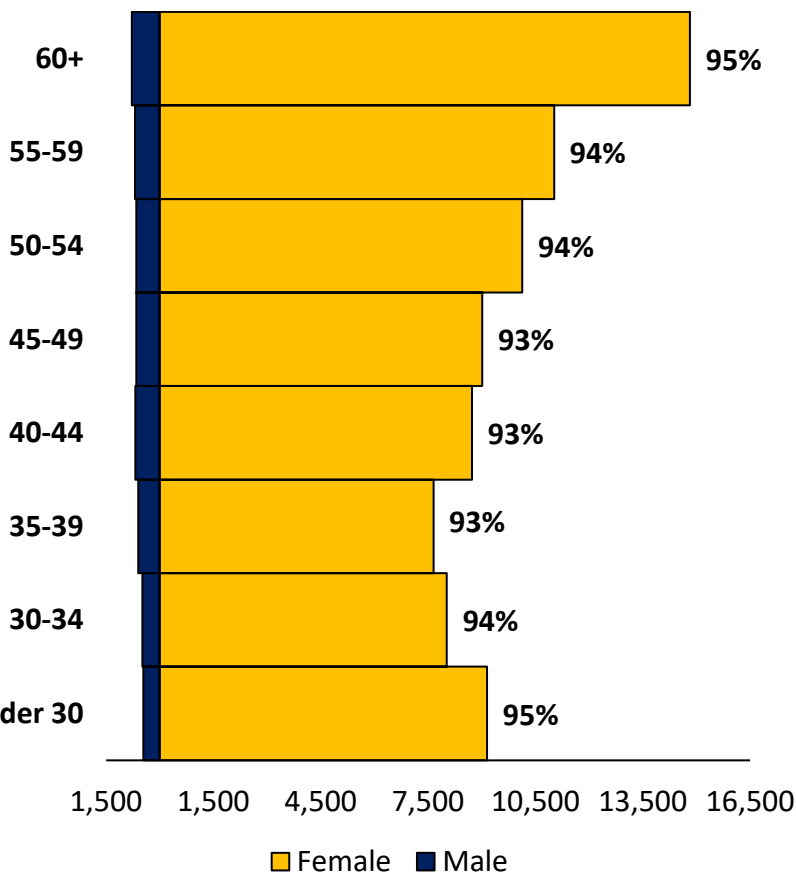


Virginia Department of Health Professions



2013 RN Population Pyramid

2023 RN Population Pyramid

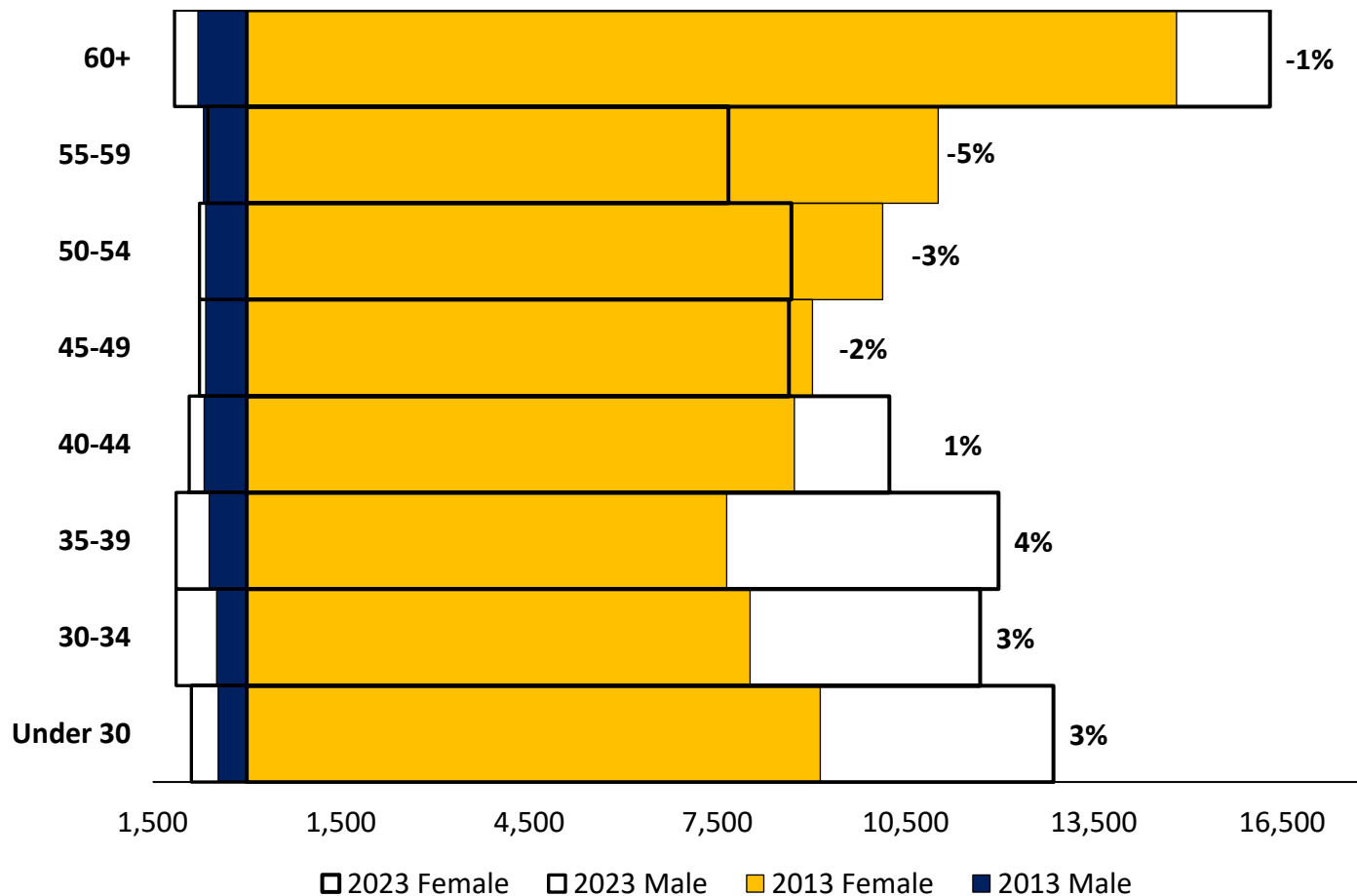




Virginia Department of Health Professions



2013 versus 2023 RN Population Pyramid





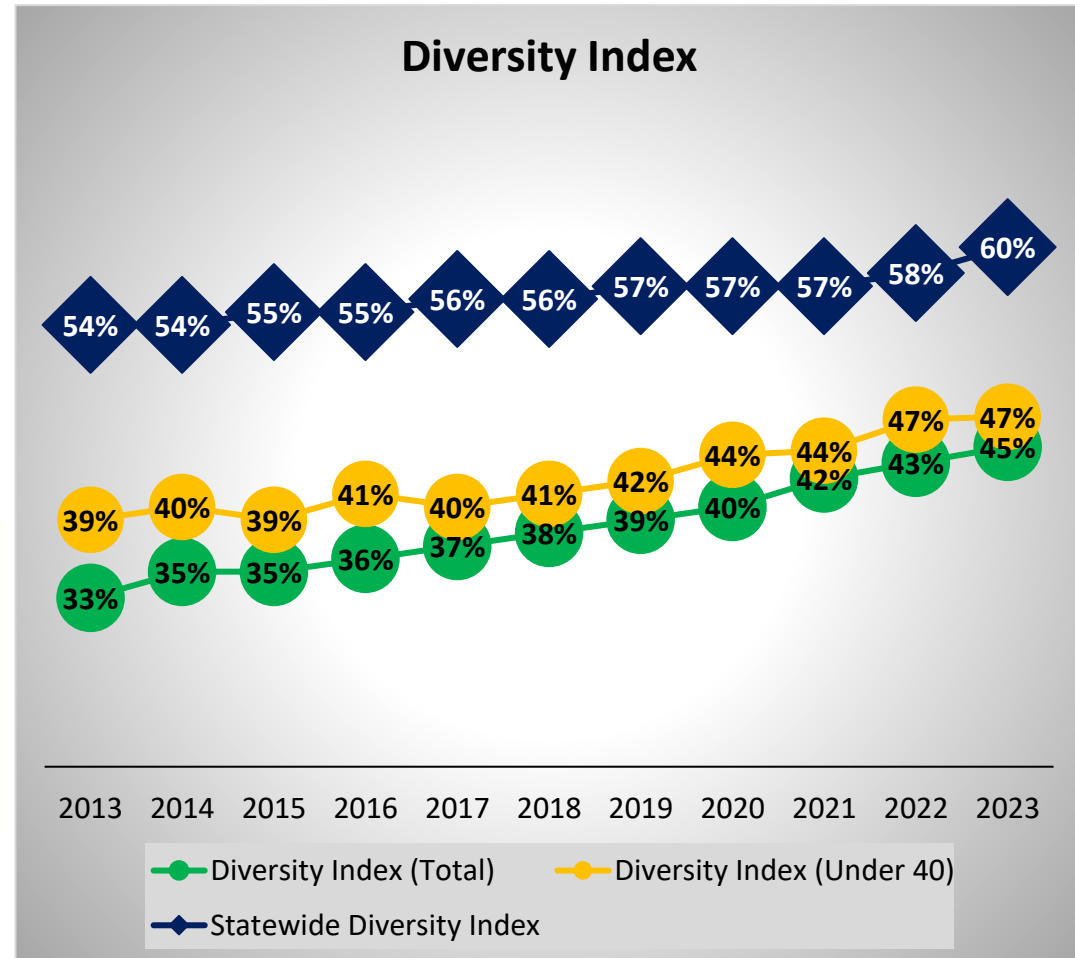
Trends in Demographics



Diversity index increasing over time



Higher diversity index among those under 40





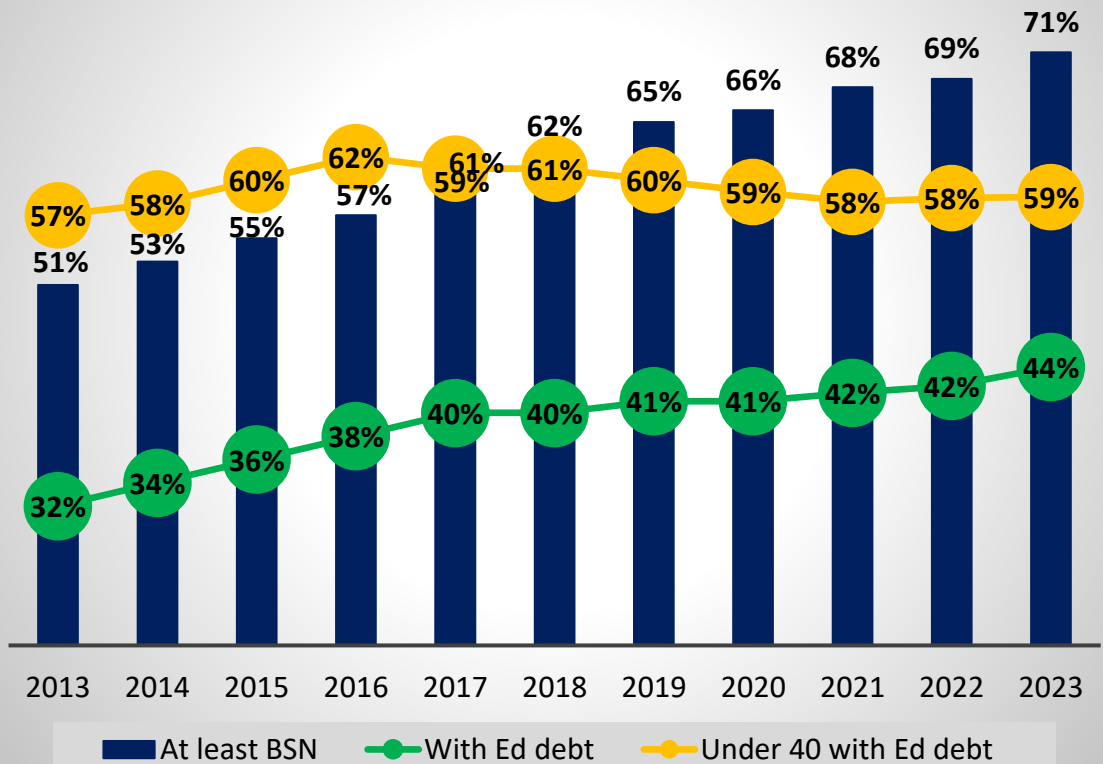
Trends in Education and Debt

Educational attainment increasing

Increase in % with education debt

% under 40 with education debt stable since 2020

Trends in Education and Education Debt



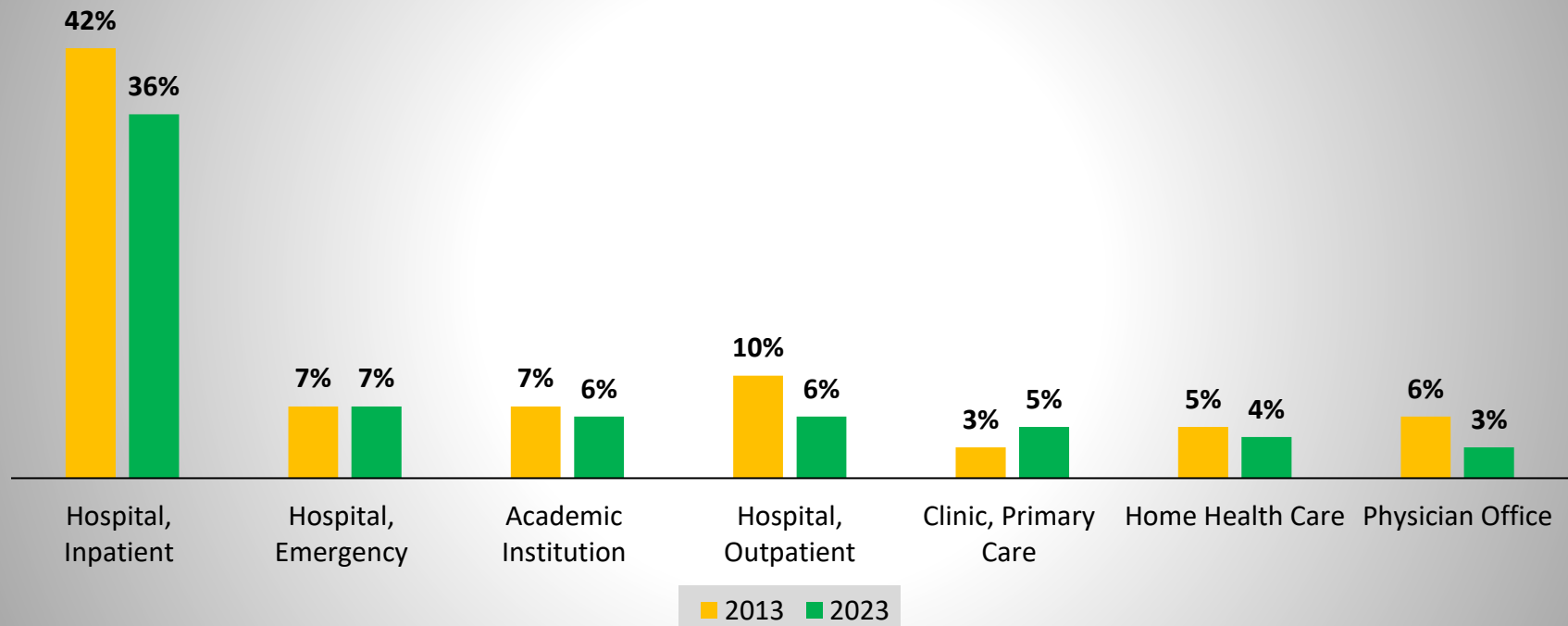


Establishment Types



Greatest decrease in % in inpatient hospital departments
Greatest increase in % in primary care clinics

Top 7 Work Establishments





Retirement Intentions

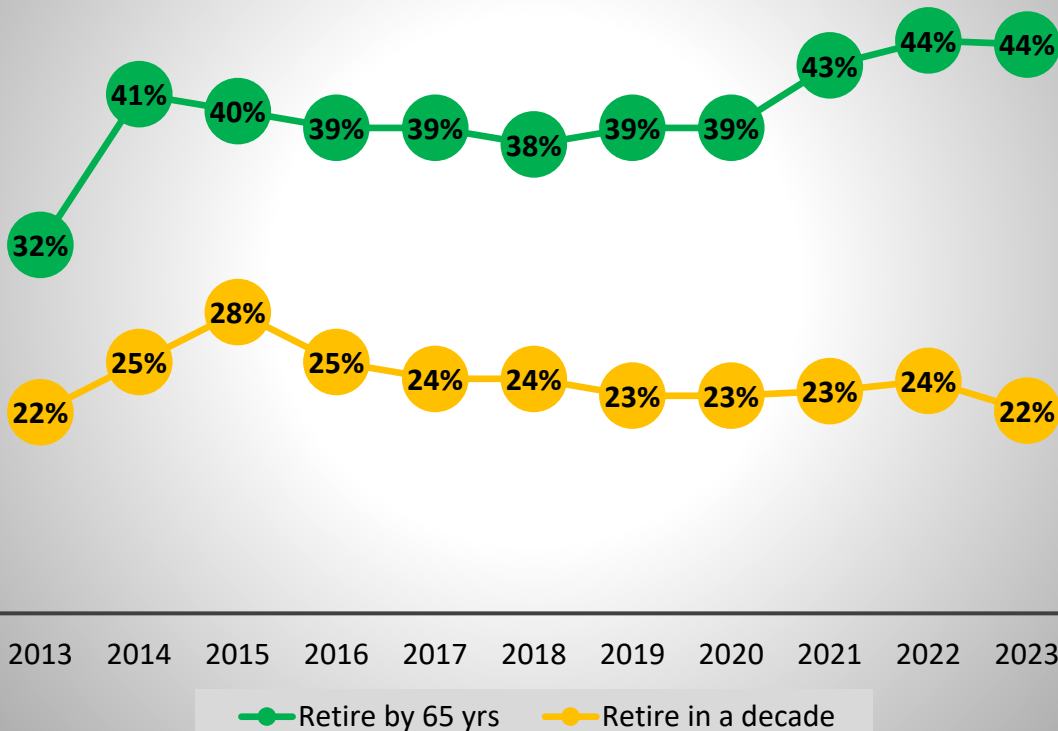


% intending to retire by 65 steady at 44%



Slight decrease in % intending to retire in 10 yrs since 2022

Trends in Retirement Intentions

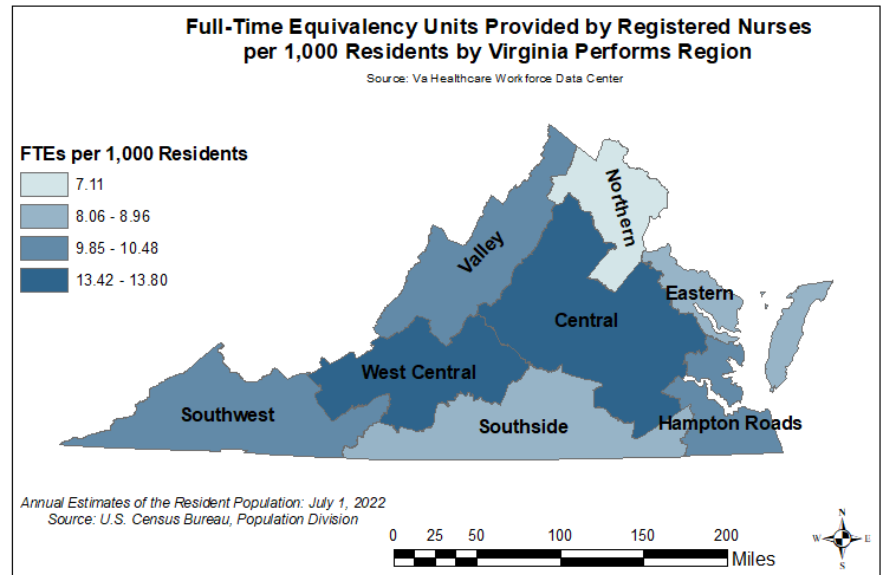
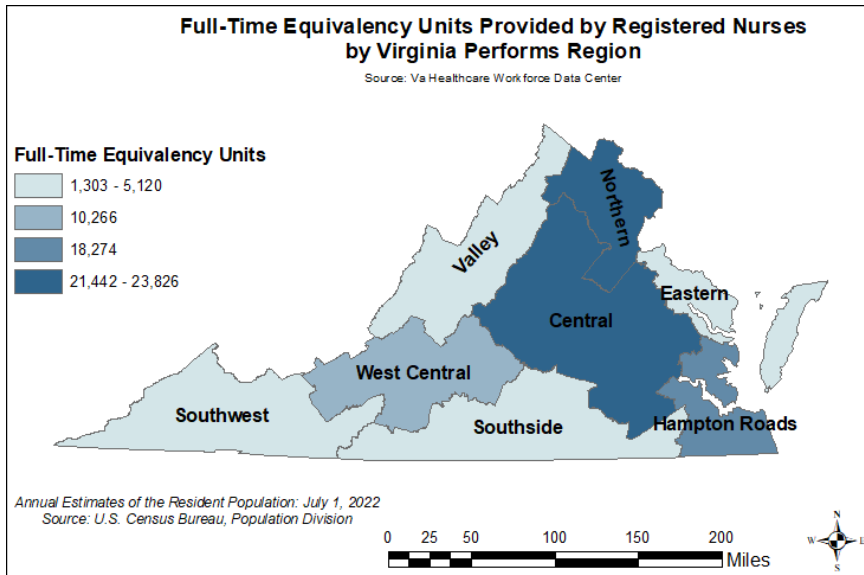




Geographical Distribution



Northern VA has lowest concentration of RNs per 1,000 residents





Conclusion



Increase in licensees, VA's workforce, and FTEs



Younger age distribution and diversity index increasing



Educational attainment and % with education debt increasing



Decrease in % of RNs working in inpatient hospital departments



Between 20% and 25% intend to retire within a decade



Virginia Department of
Health Professions



Key Findings:

2023 LPN
Workforce Survey



Trends in Licensees and Workforce



Increase in total licensees since 2022

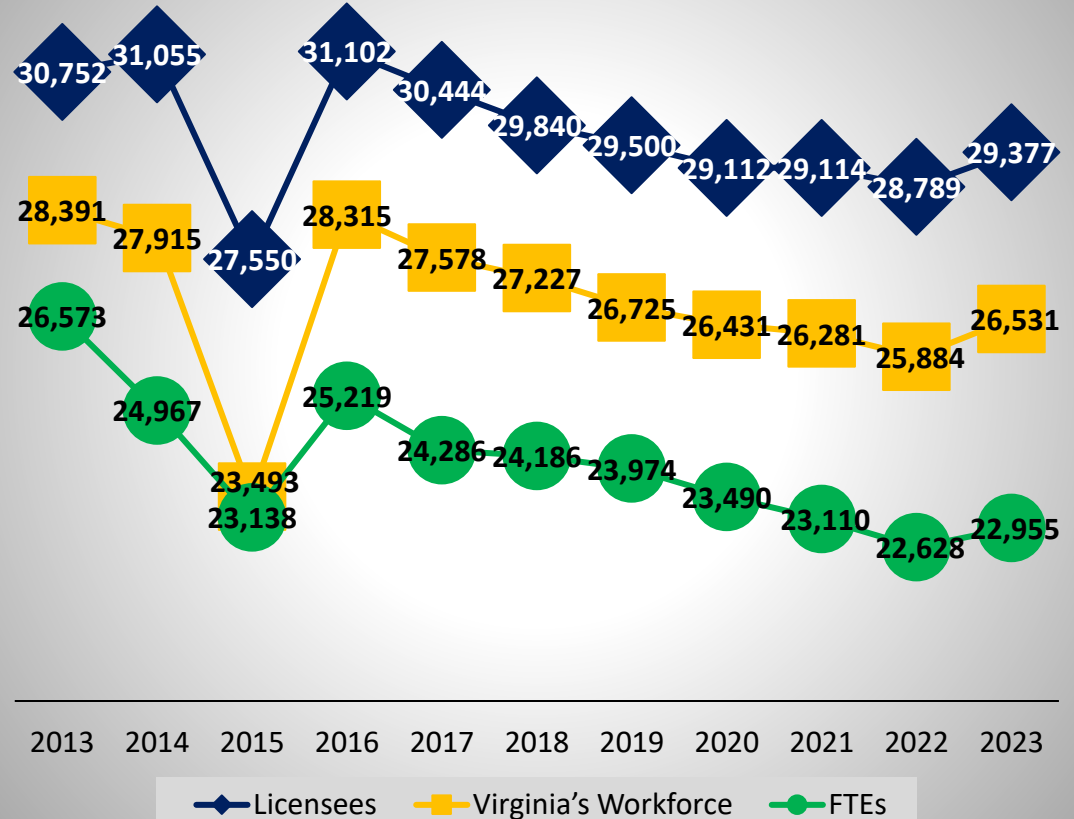


Increase in VA's workforce since 2022



Increase in total FTEs since 2022

Trends in the LPN Workforce





Trends in Demographics



95% female workforce since 2013

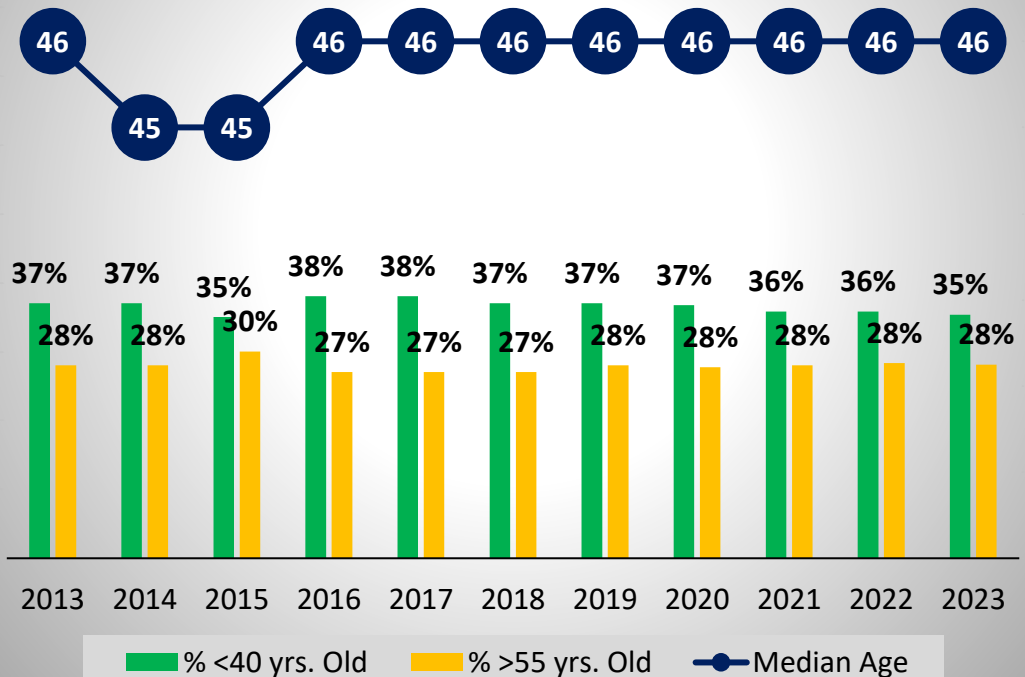


Median age stable since 2016



Stable age distribution since 2019

Trends in Age and Gender

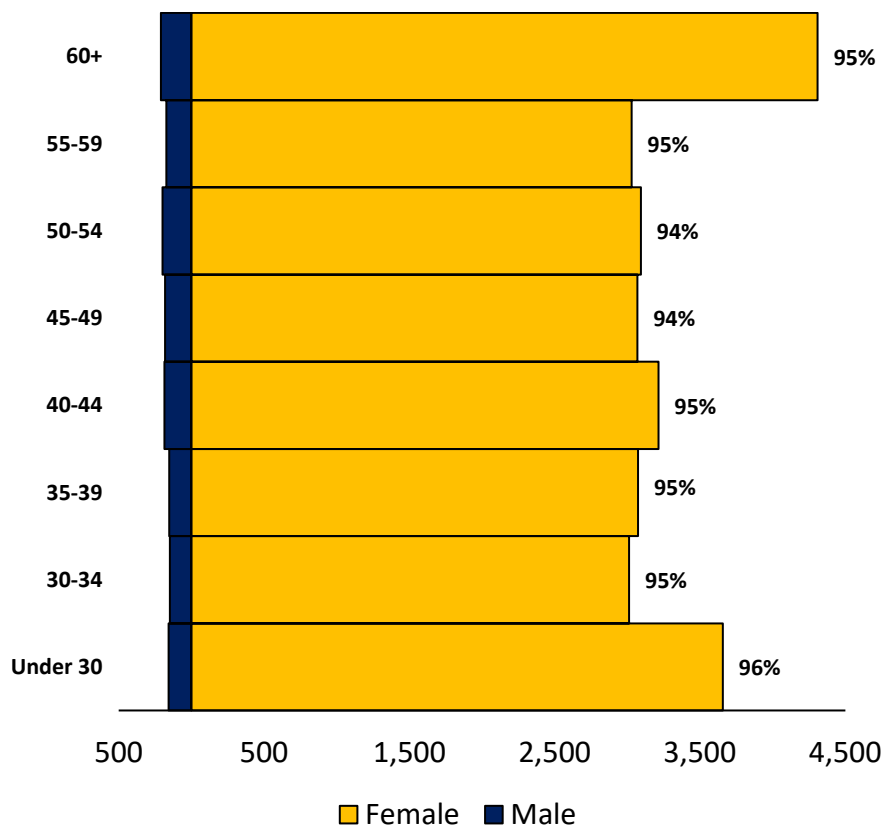




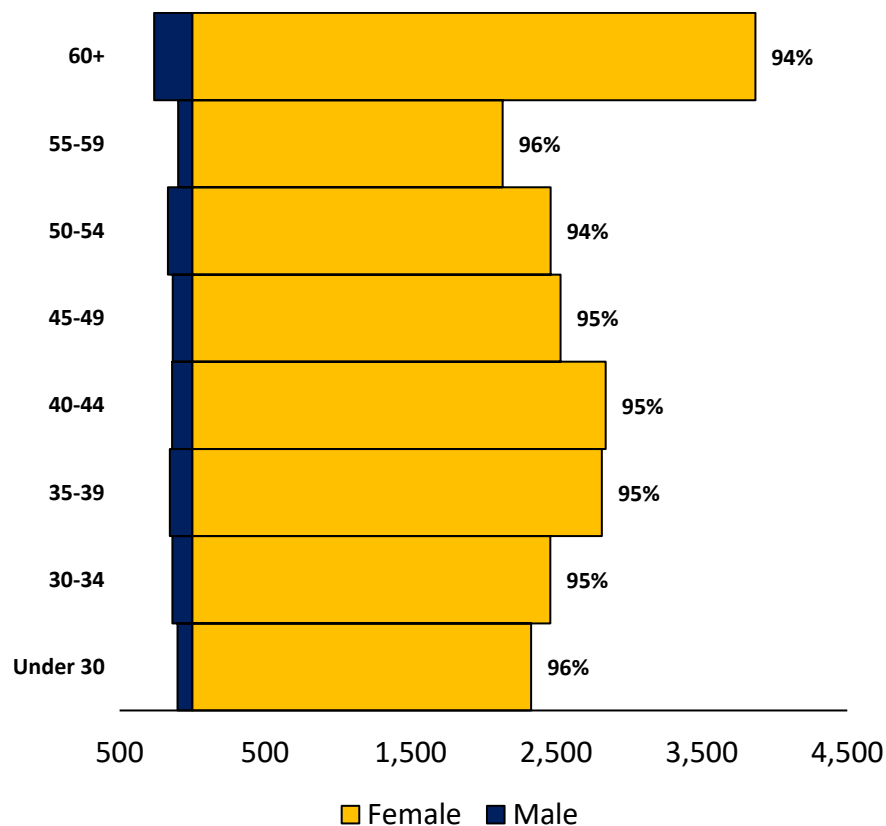
Virginia Department of Health Professions



2013 LPN Population Pyramid



2023 LPN Population Pyramid

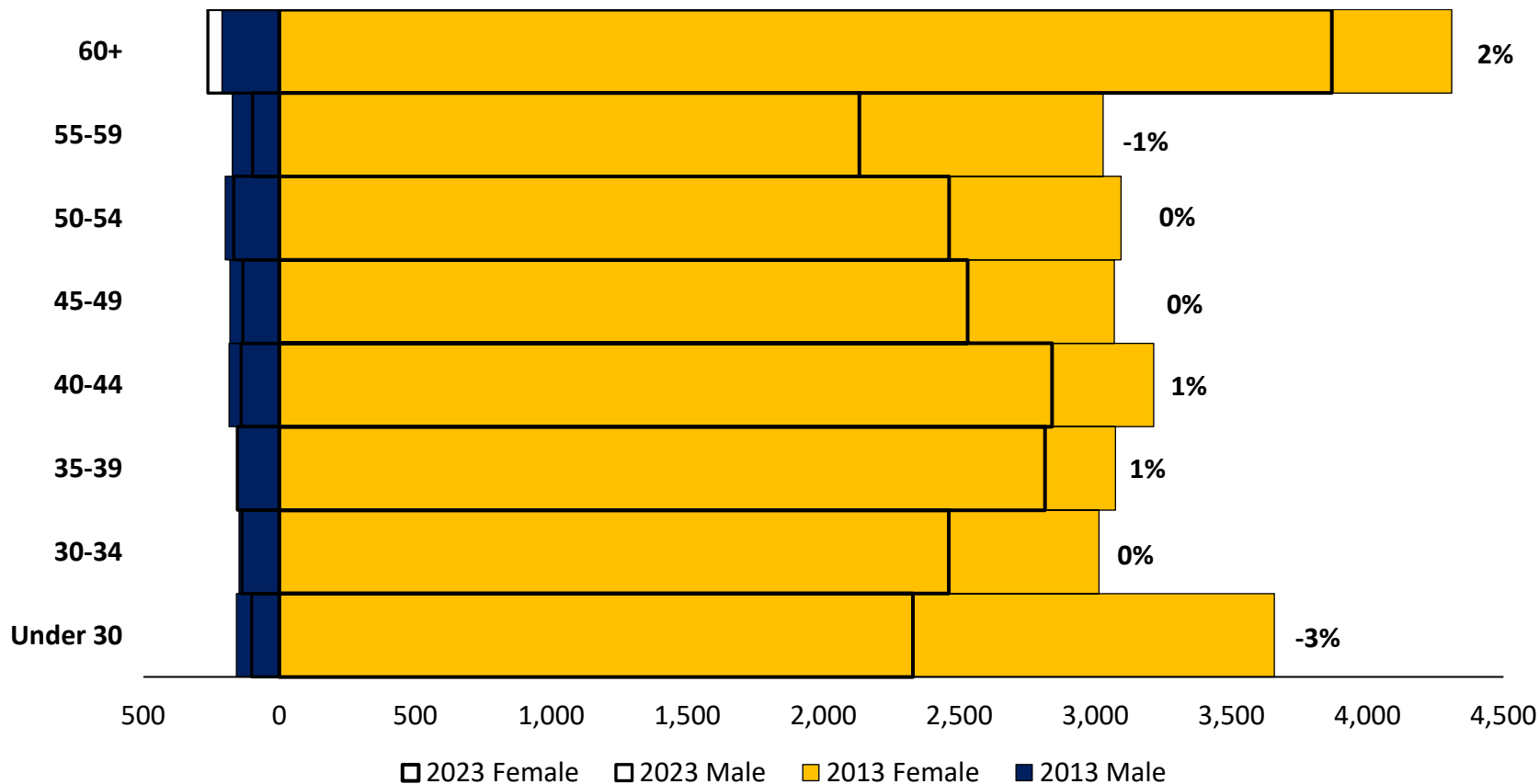




Virginia Department of Health Professions



2013 versus 2023 LPN Population Pyramid





Trends in Demographics

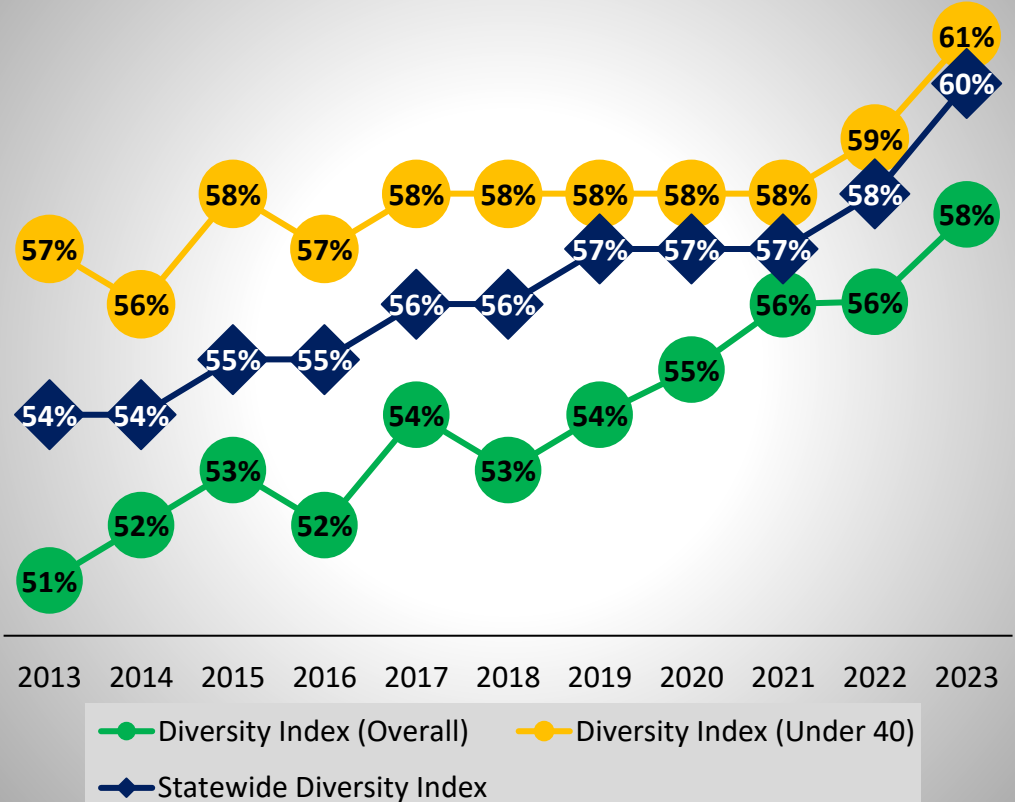


Diversity index increasing over time



Higher diversity index among those under 40 than statewide diversity index

Diversity Index





Trends in Education and Debt



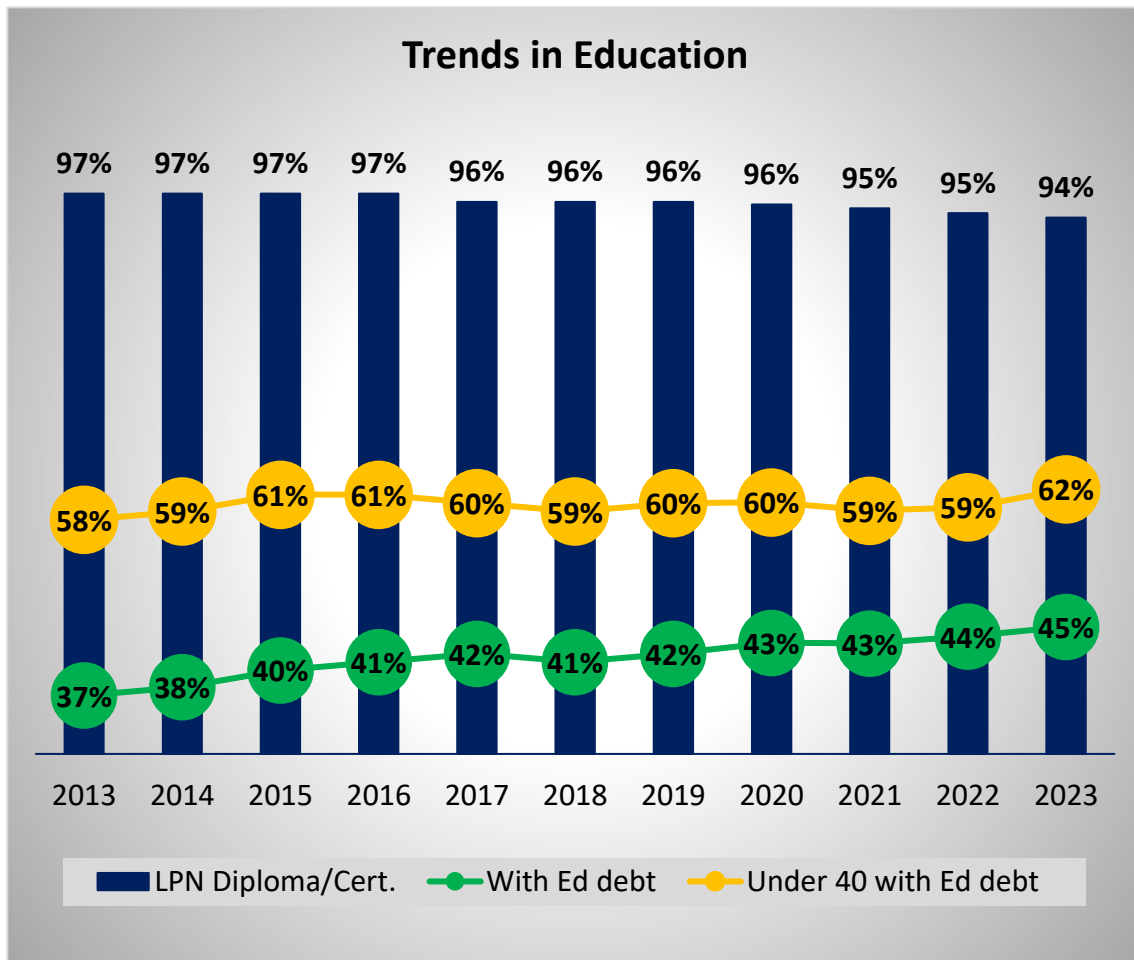
Increase in % with bachelor's degree



Slight increases in % with ed. debt



Increase in % under 40 with ed. debt since 2022

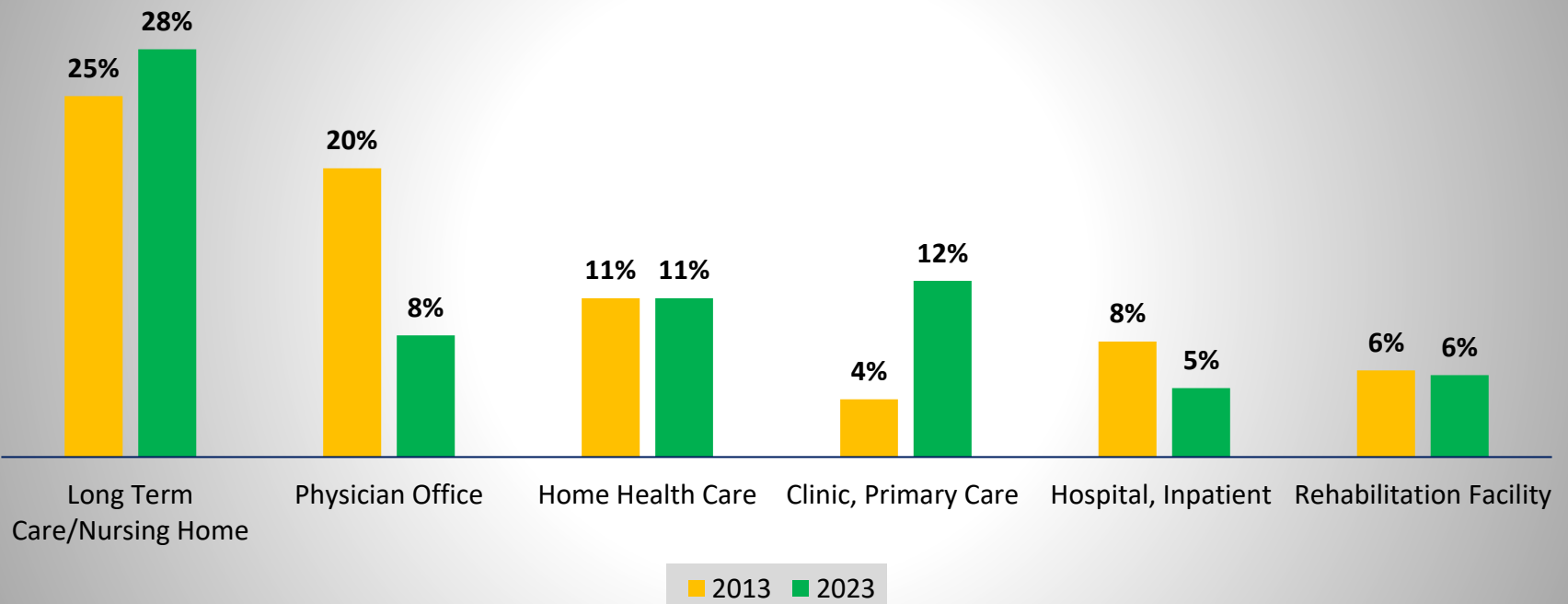




Establishment Types

Greatest decrease in % in physician offices
Greatest increase in % in primary care clinics

Top 6 Work Establishments





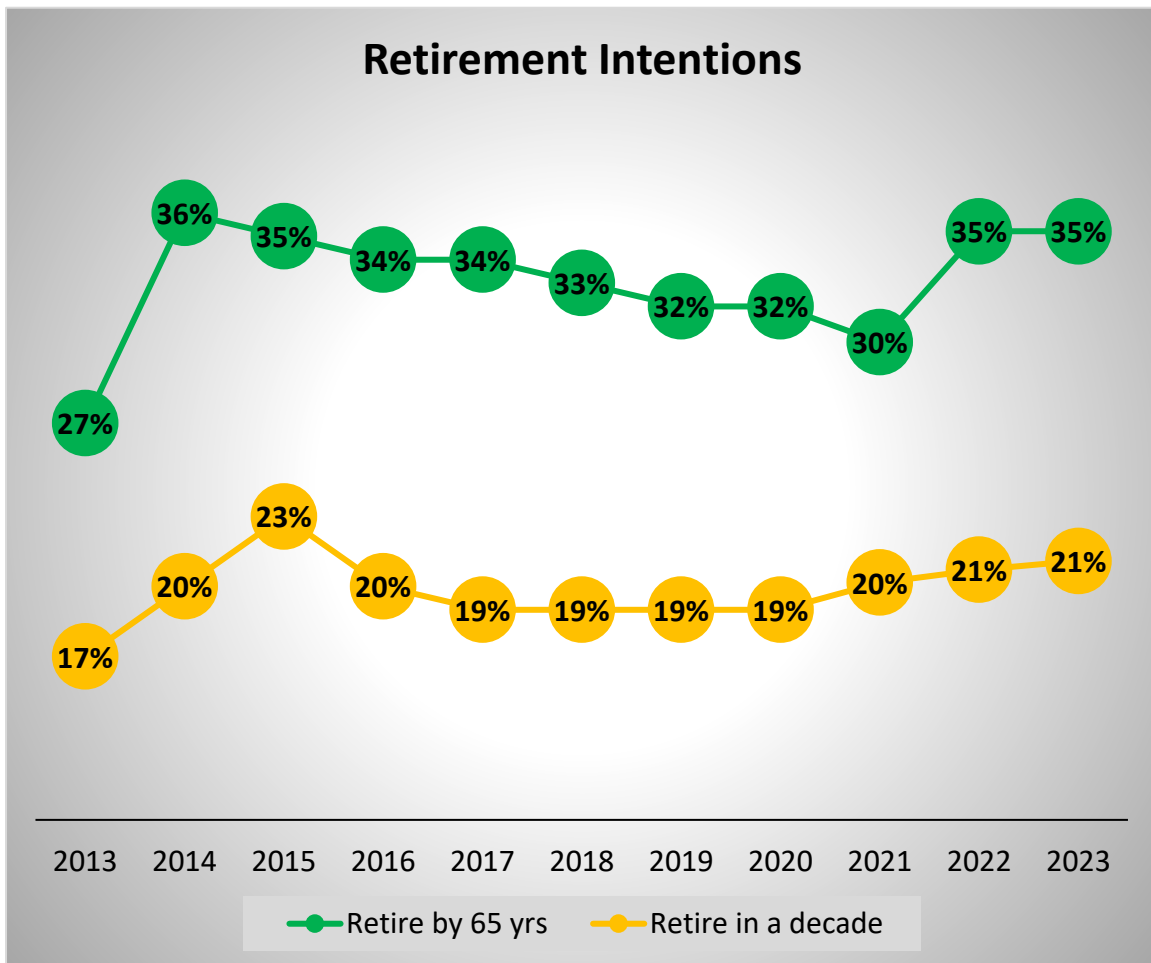
Retirement Intentions



% intending to retire by 65 steady since 2022



Over 1 in 5 intend to retire in 10 years

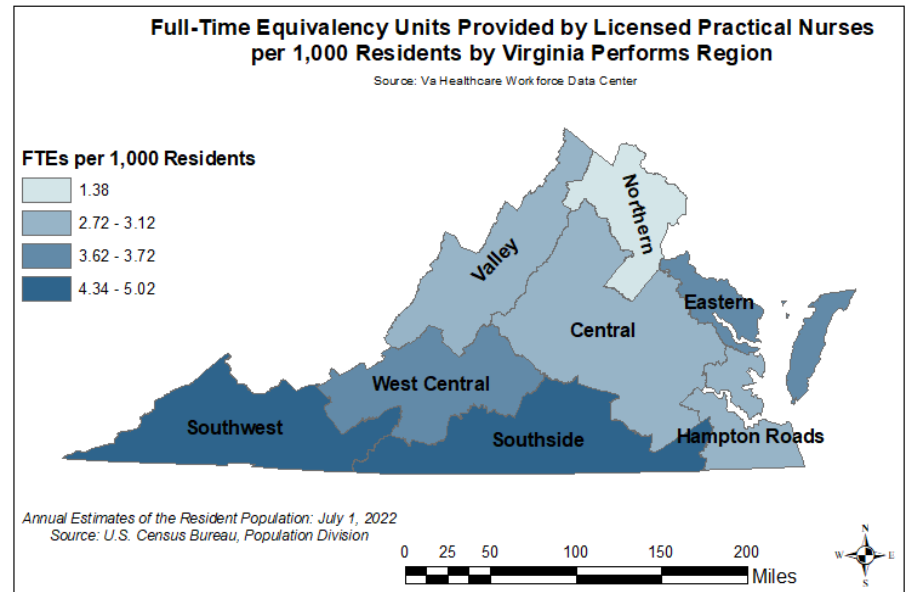
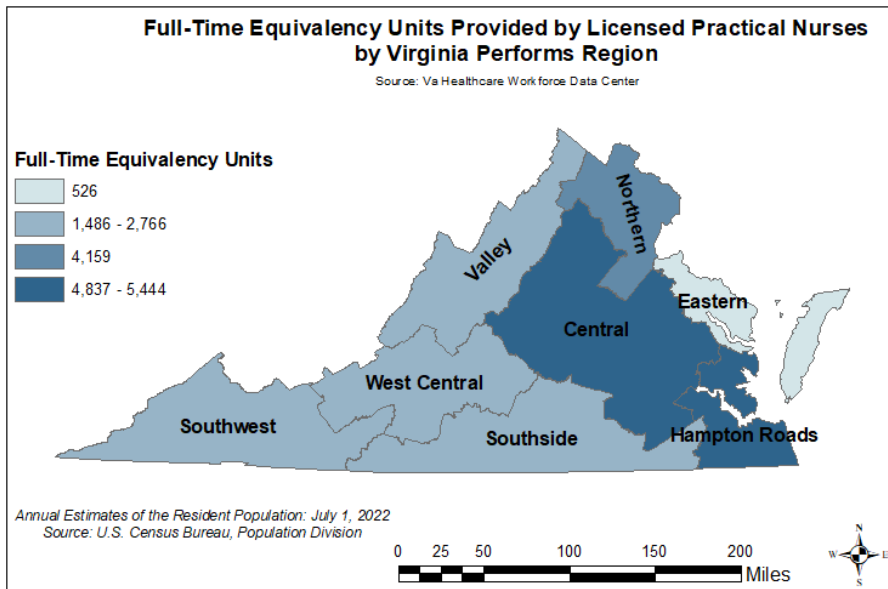




Geographical Distribution



Northern VA has lowest concentration of LPNs per 1,000 residents





Conclusion



Increase in licensees, VA's workforce, and FTEs since 2022



Stable age distribution; increasing diversity index



Increase in % with bachelors; increase in % with education debt



Greatest increase in % working in primary care clinics



A little over 20% intend to retire within 10 years



Virginia Department of
Health Professions



Key Findings:

2023 CNA
Workforce Survey



Trends in Licensees and Workforce



Increase in total licensees since 2022

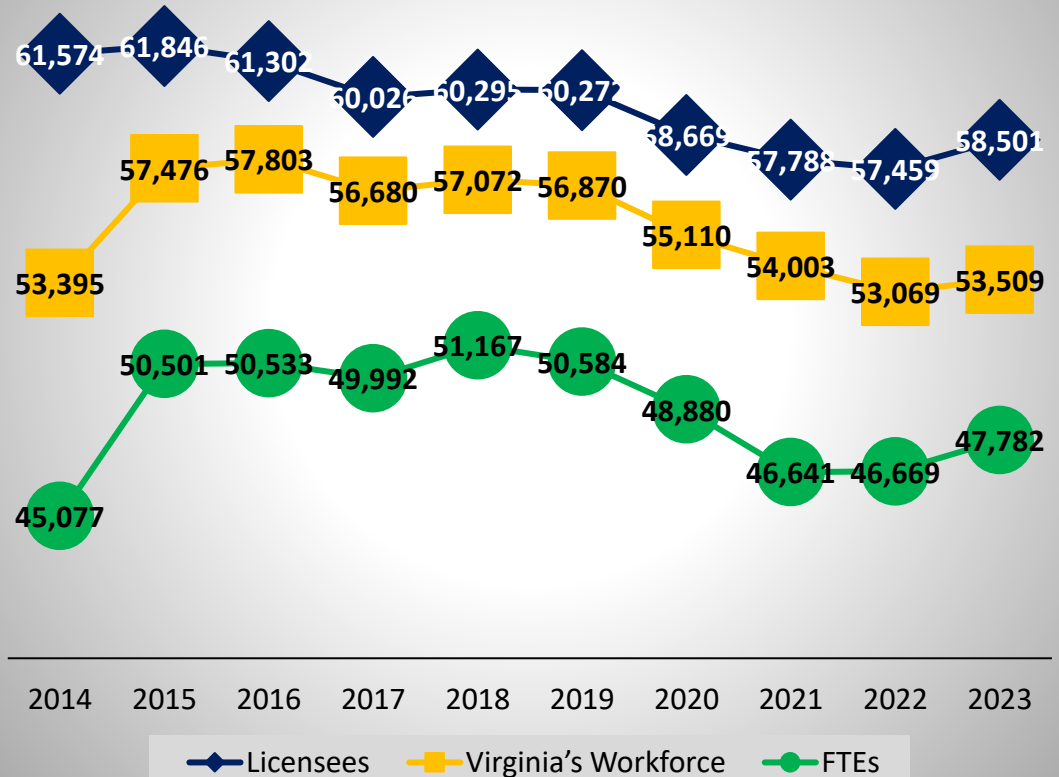


Increase in VA's workforce since 2022



Increase in total FTEs since 2022

Trends in the CNA Workforce





Trends in Demographics



94% female workforce since 2013

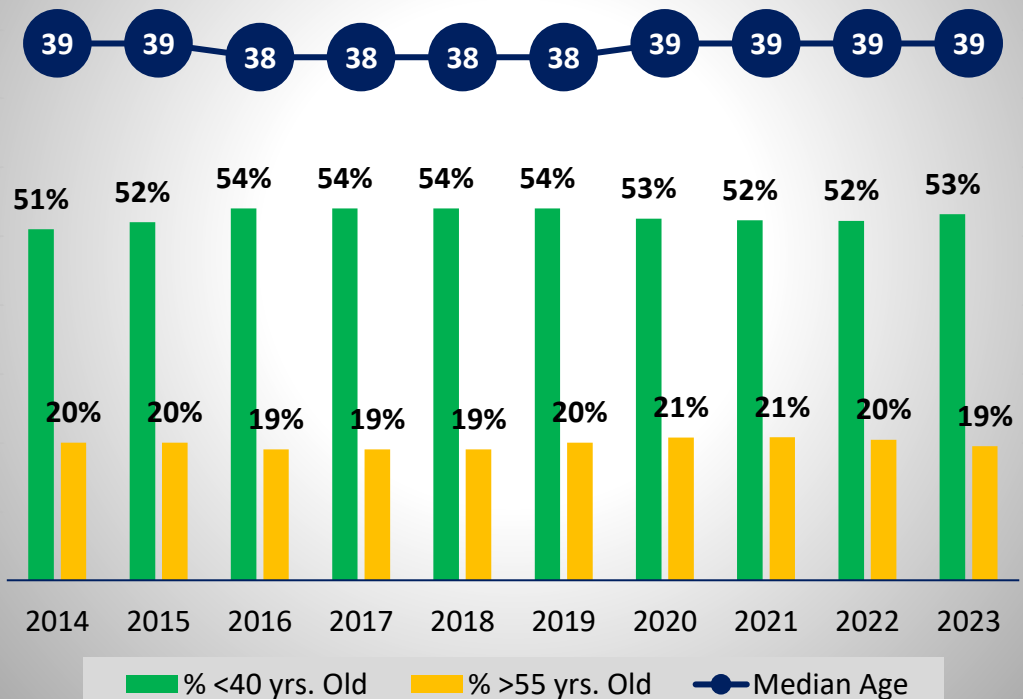


Median age Stable since 2020



Majority of workforce under 40 yrs.

Trends in Age and Gender

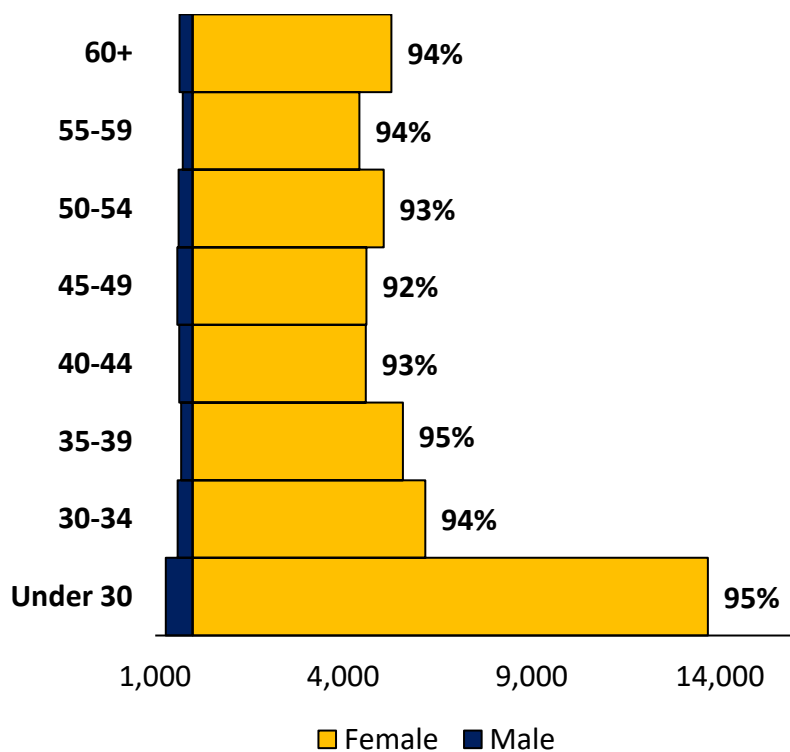




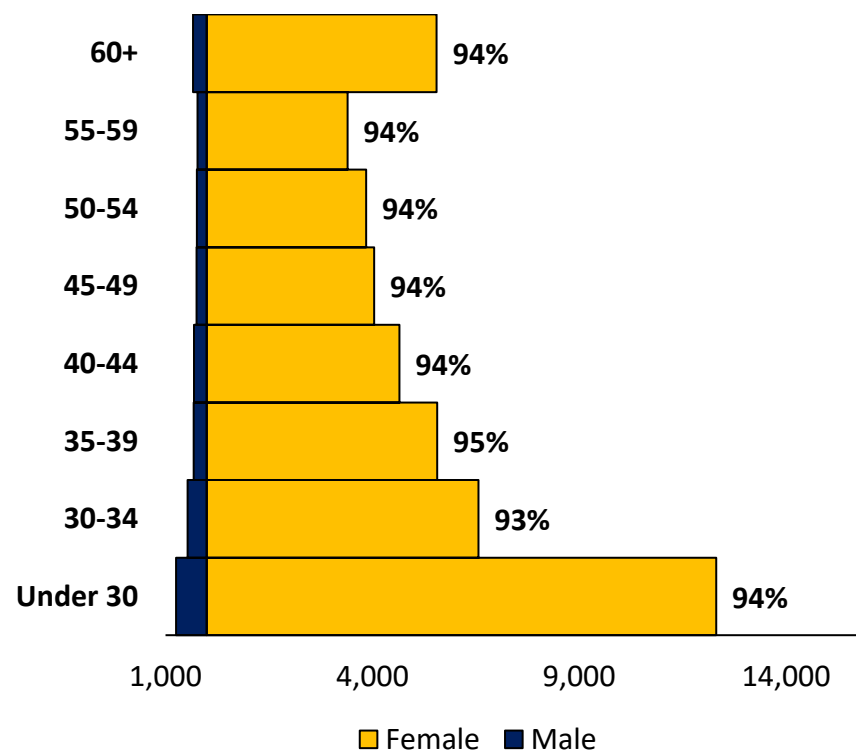
Virginia Department of Health Professions



2014 CNA Population Pyramid

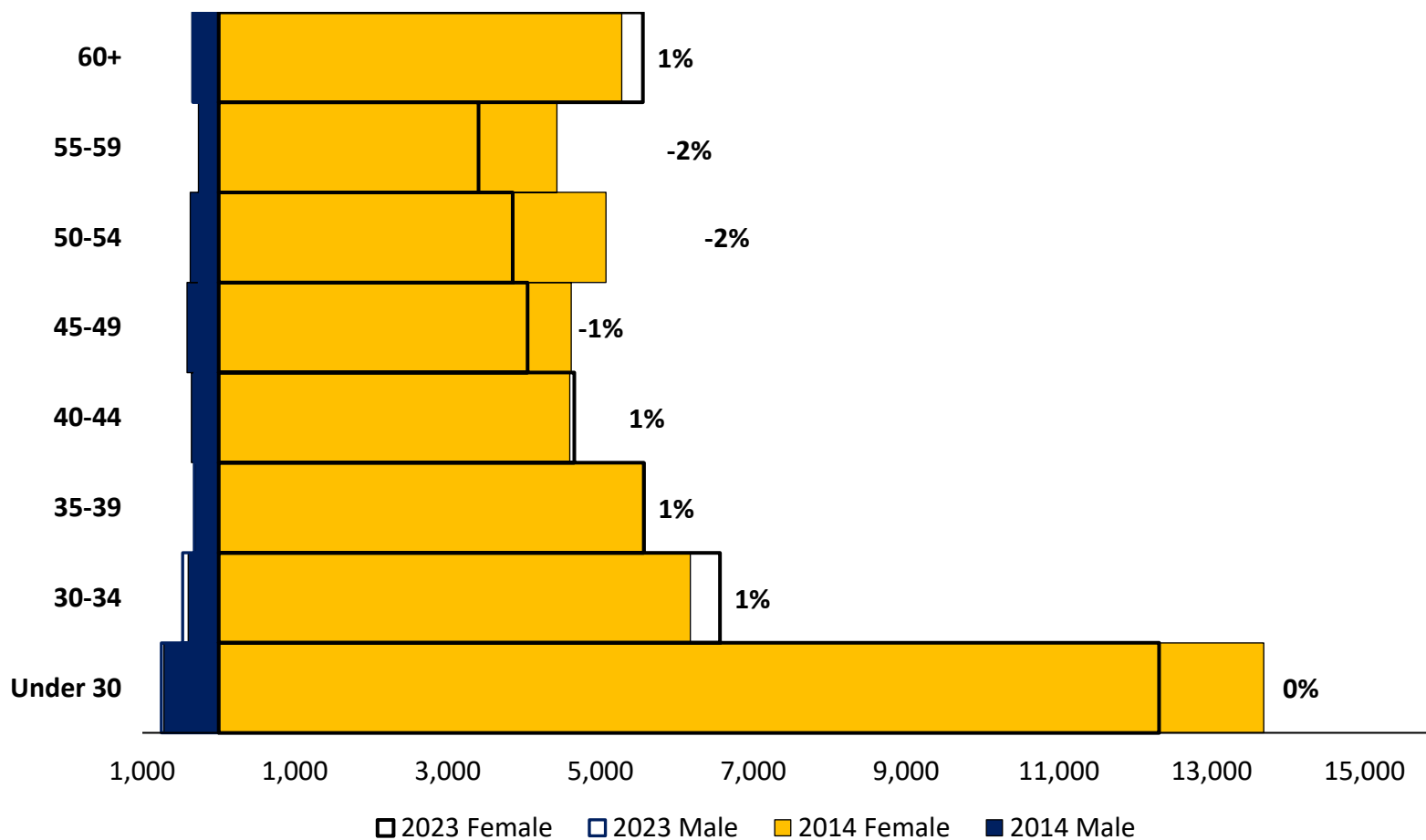


2023 CNA Population Pyramid





2014 versus 2023 CNA Population Pyramid





Trends in Demographics

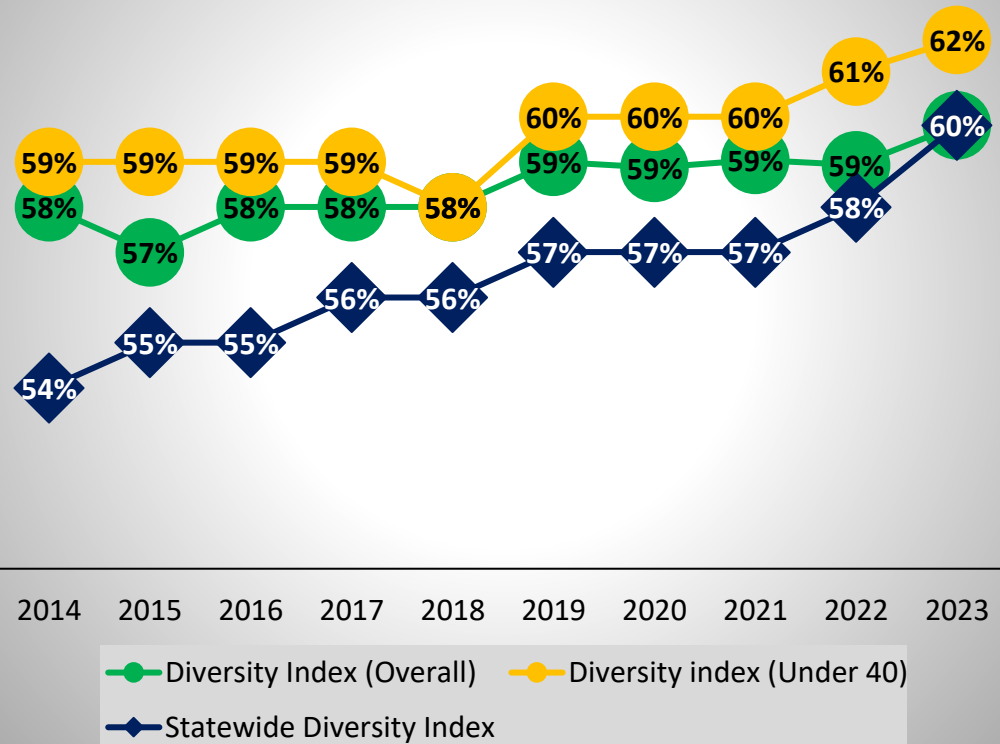


Diversity index increasing over time



Higher diversity index among those under 40

Diversity Index

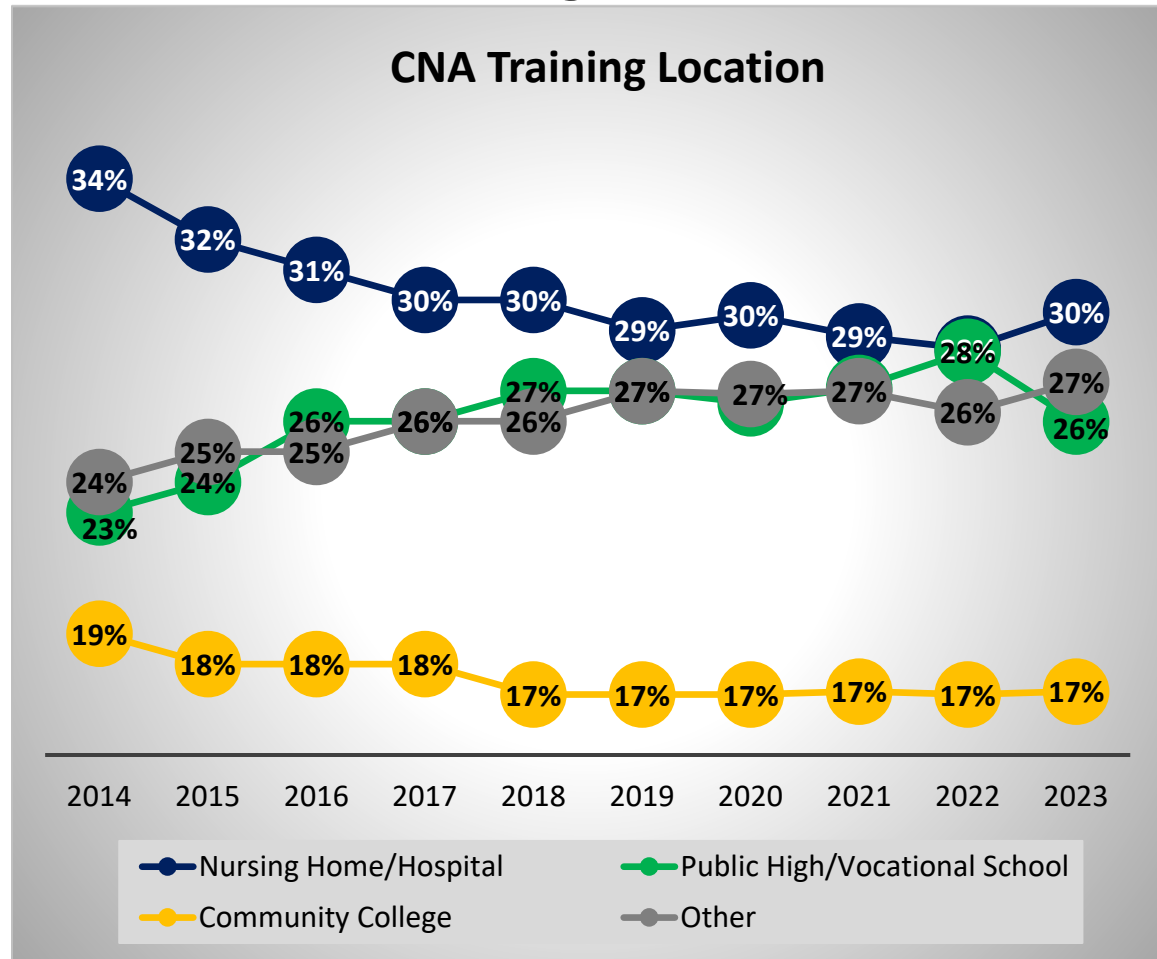




Trends in Training

 Increase in % training in nursing home/hospitals

 Decrease in training in high school/vocational school





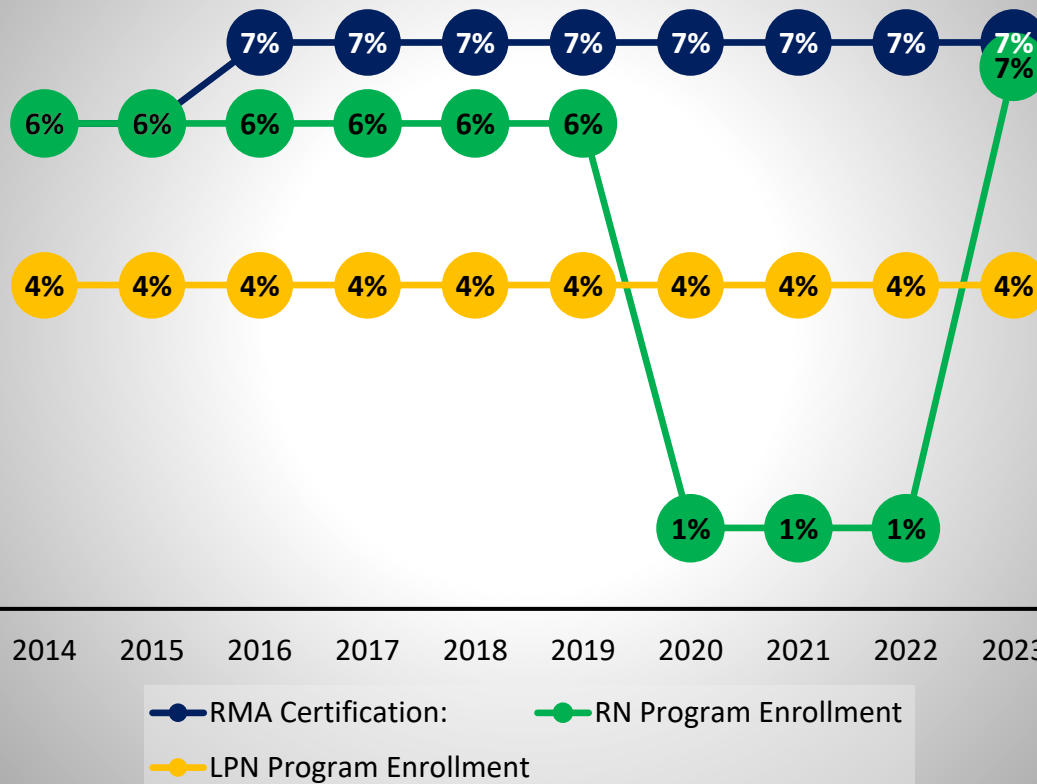
Trends in Education

Educational attainment stable

Increase in % enrolled in an RN program

% enrolled in an LPN program stable since 2014

Trends in Educational Attainment

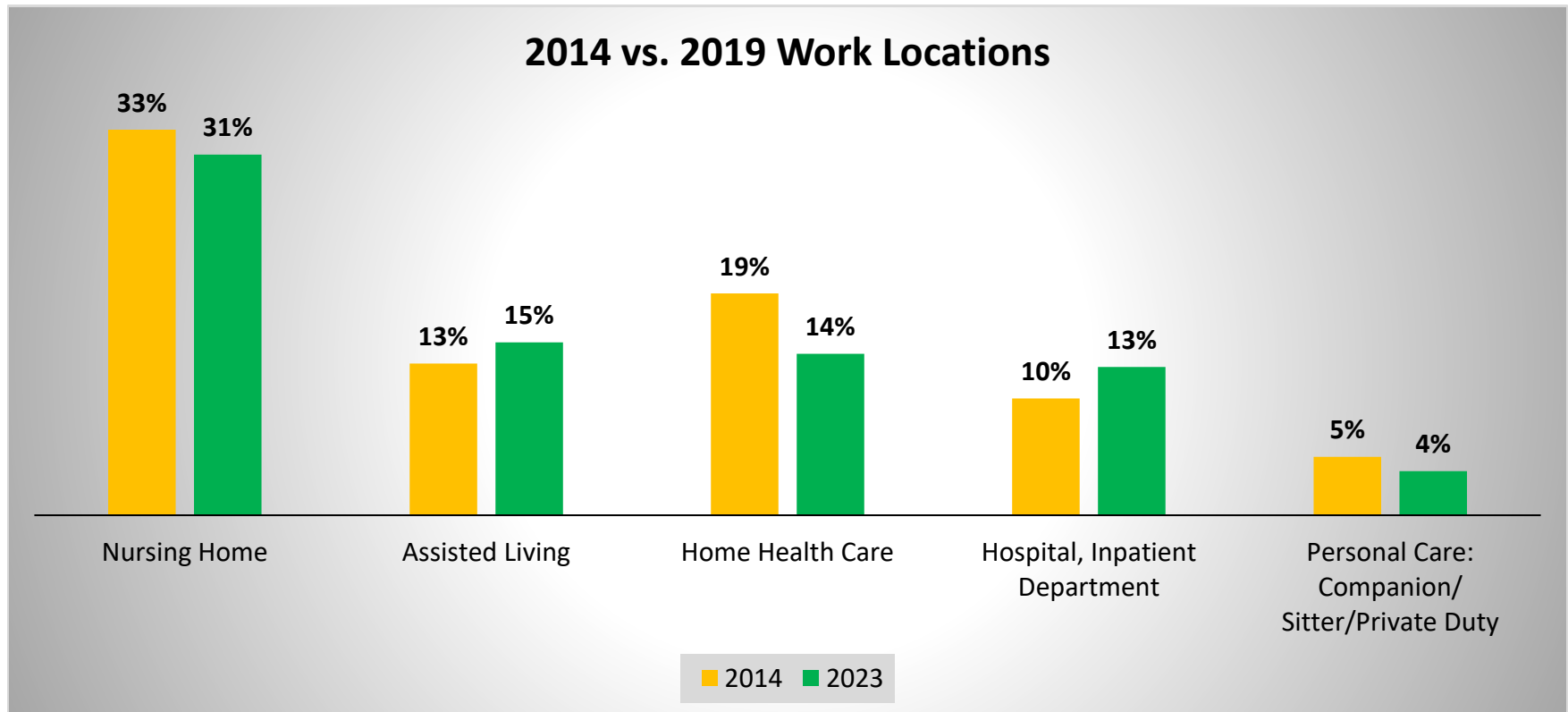




Establishment Types



Greatest decrease in % in home health care
Greatest increase in % in inpatient hospital departments





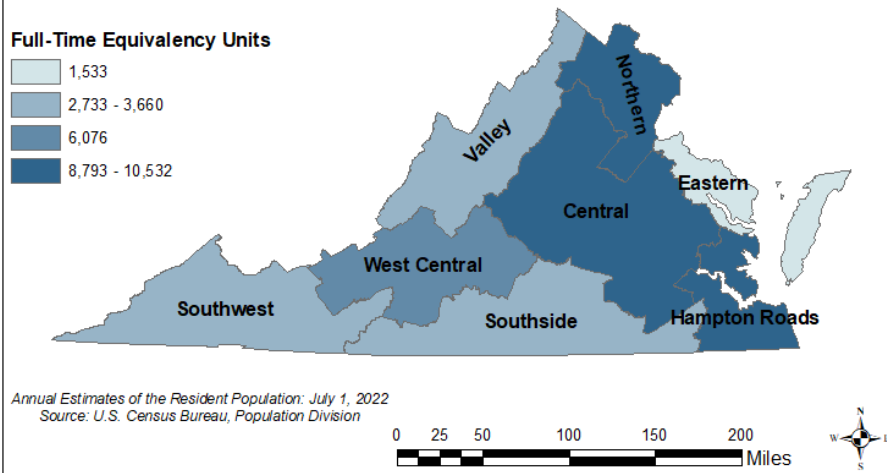
Geographical Distribution



Per capita, Northern VA and Hampton Roads VA have the lowest concentration of CNAs

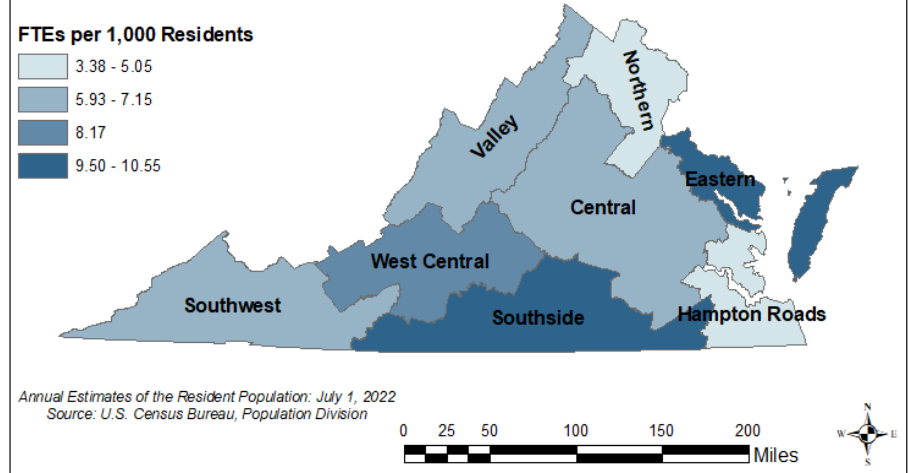
Full-Time Equivalency Units Provided by Certified Nurse Aides by Virginia Performs Region

Source: Va Healthcare Workforce Data Center



Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center





Conclusion



Increase in licensees, VA's workforce, and FTEs since 2022



Majority of workforce under 40 yrs; high diversity index



Increase in % training in nursing home/hospital settings



Increase in % enrolled in RN program



Decrease in % working in home health care



Virginia Department of
Health Professions

Thank you!

