

Comparing Virginia's and the United States' Nurse Practitioner Workforce

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Disclosure



❖ No conflicts of interest

Background



- ❖ Research is projecting an impending shortage of primary care practitioners, and nurse practitioners serve an increasingly important role in supplementing this workforce (Auerbach et al., 2020; Peterson et al., 2015; Zhang et al., 2020).
- ❖ To proactively address workforce issues, it is vital to understand how Virginia's NP workforce may compare to national numbers.
- ❖ This study situates Virginia's nurse practitioner workforce, in the national context to understand how they compare.



Study Aims

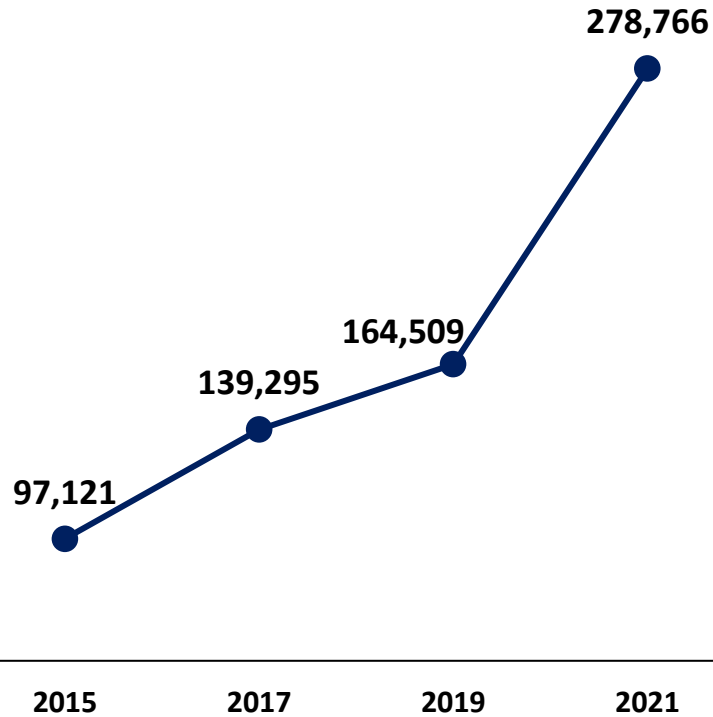
- ❖ Compare numbers of NPs in Virginia and across the US
- ❖ Describe the gender breakdown of the workforce across the US and Virginia
- ❖ Document income statistics across the US and Virginia

Study Methods

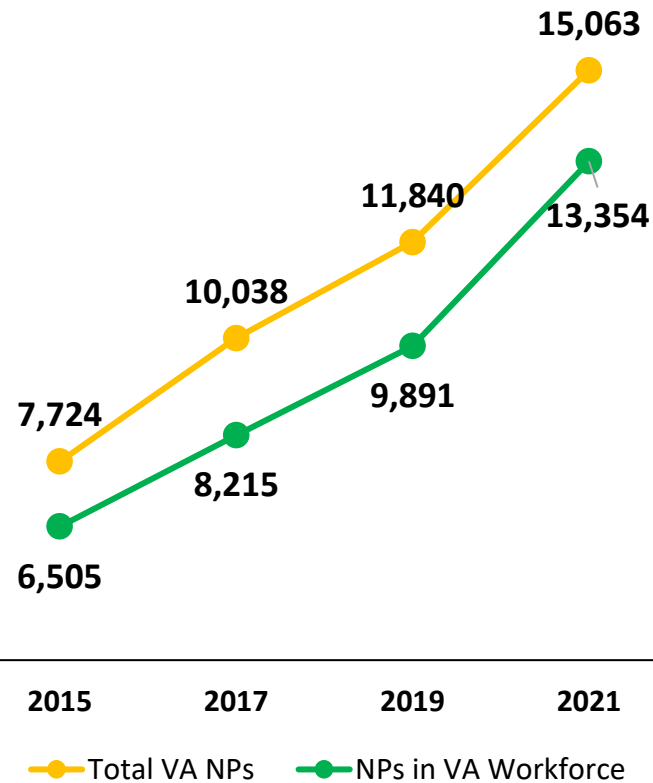
- ❖ Estimates of the national NP workforce were derived from the American Community Survey
- ❖ Survey data from Virginia NPs included information on:
 - ❖ Number of NPs in licensed and working in Virginia
 - ❖ NP demographic information
 - ❖ NP income



NPs in the US



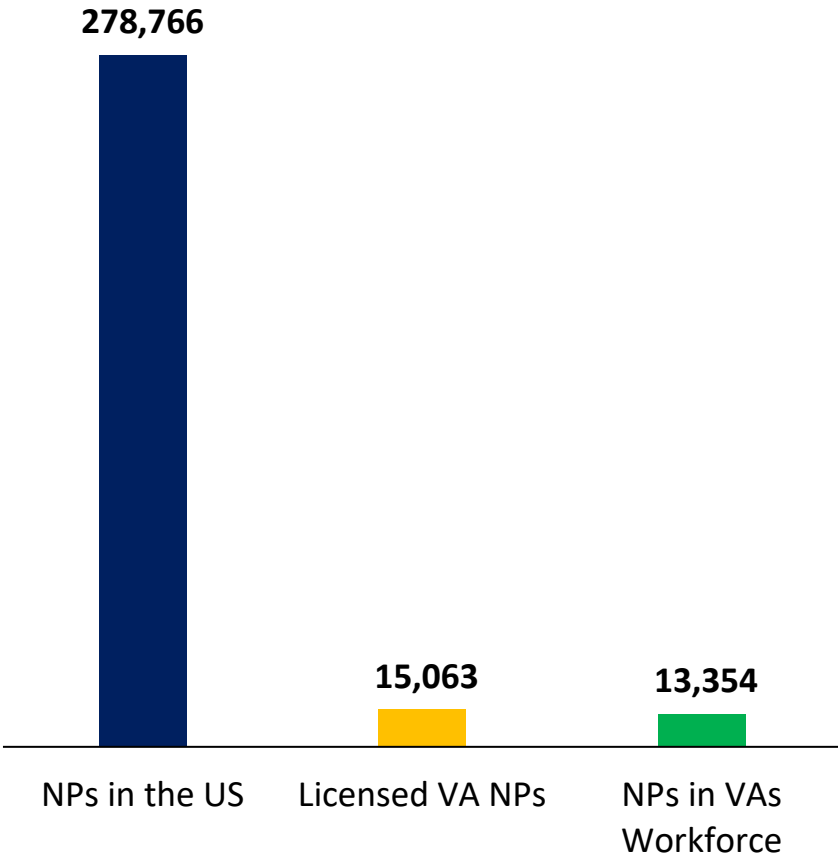
NPs in Virginia



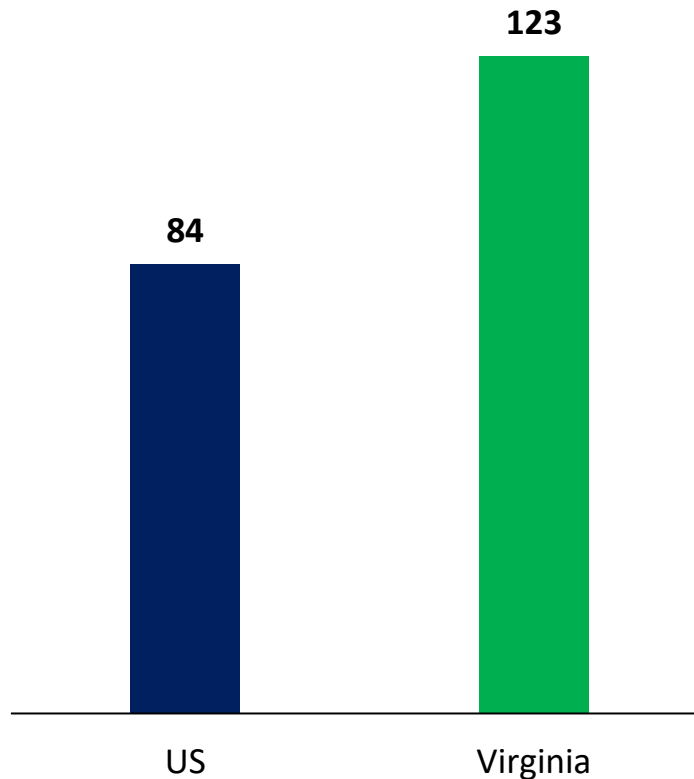
Findings: Workforce Trends

- ❖ Nationally, from 2015-2021, the numbers of NPs has more than doubled
- ❖ In Virginia, the number of licensed NPs has almost doubled
- ❖ The number of NPs working in VA has doubled

Total Number of NPs



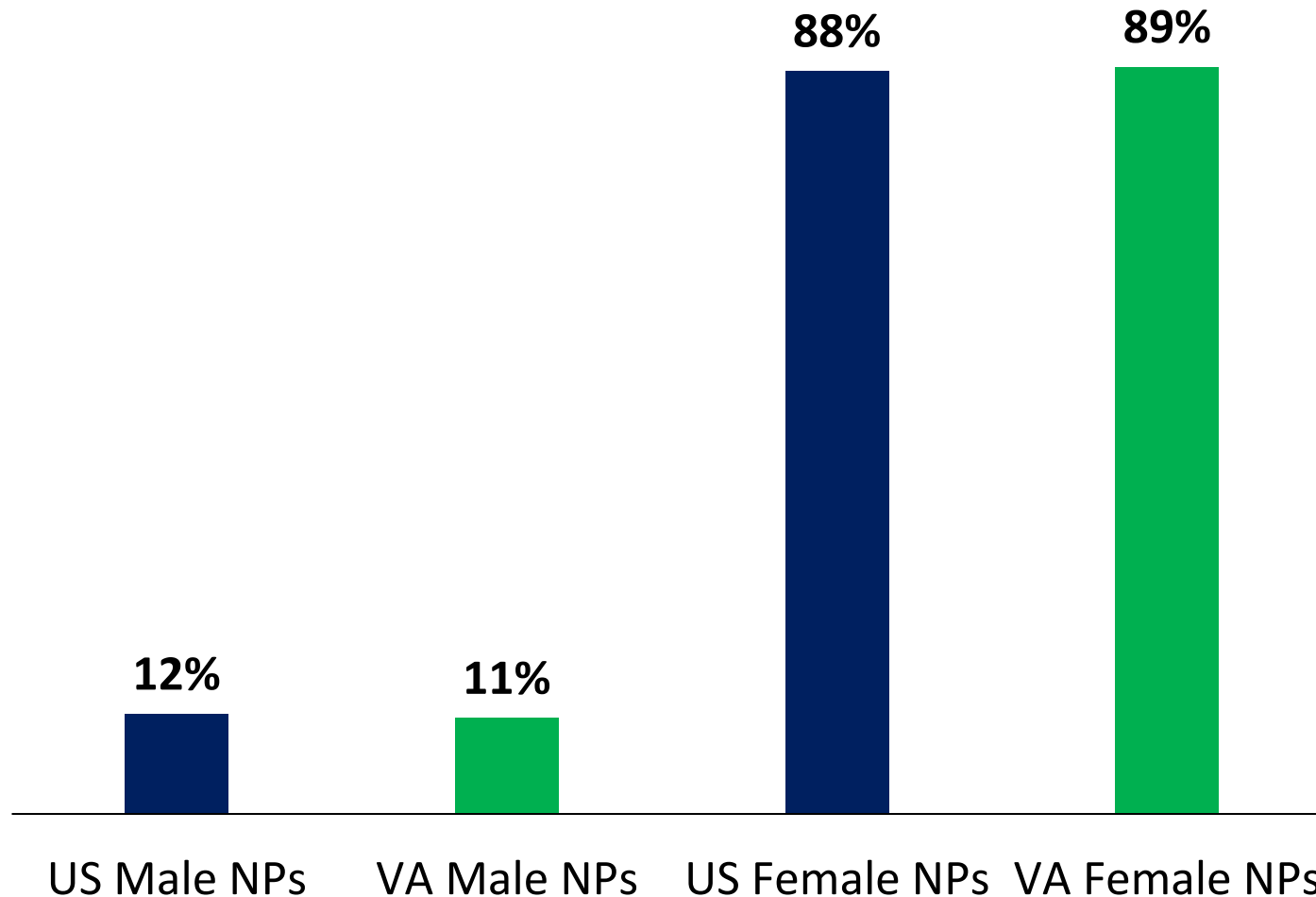
NPs Per 100,000 Residents



Findings: 2021 Workforce

- ❖ 5% of all NPs in the US are working in Virginia
- ❖ More NPs per 100,000 residents in VA than in the US

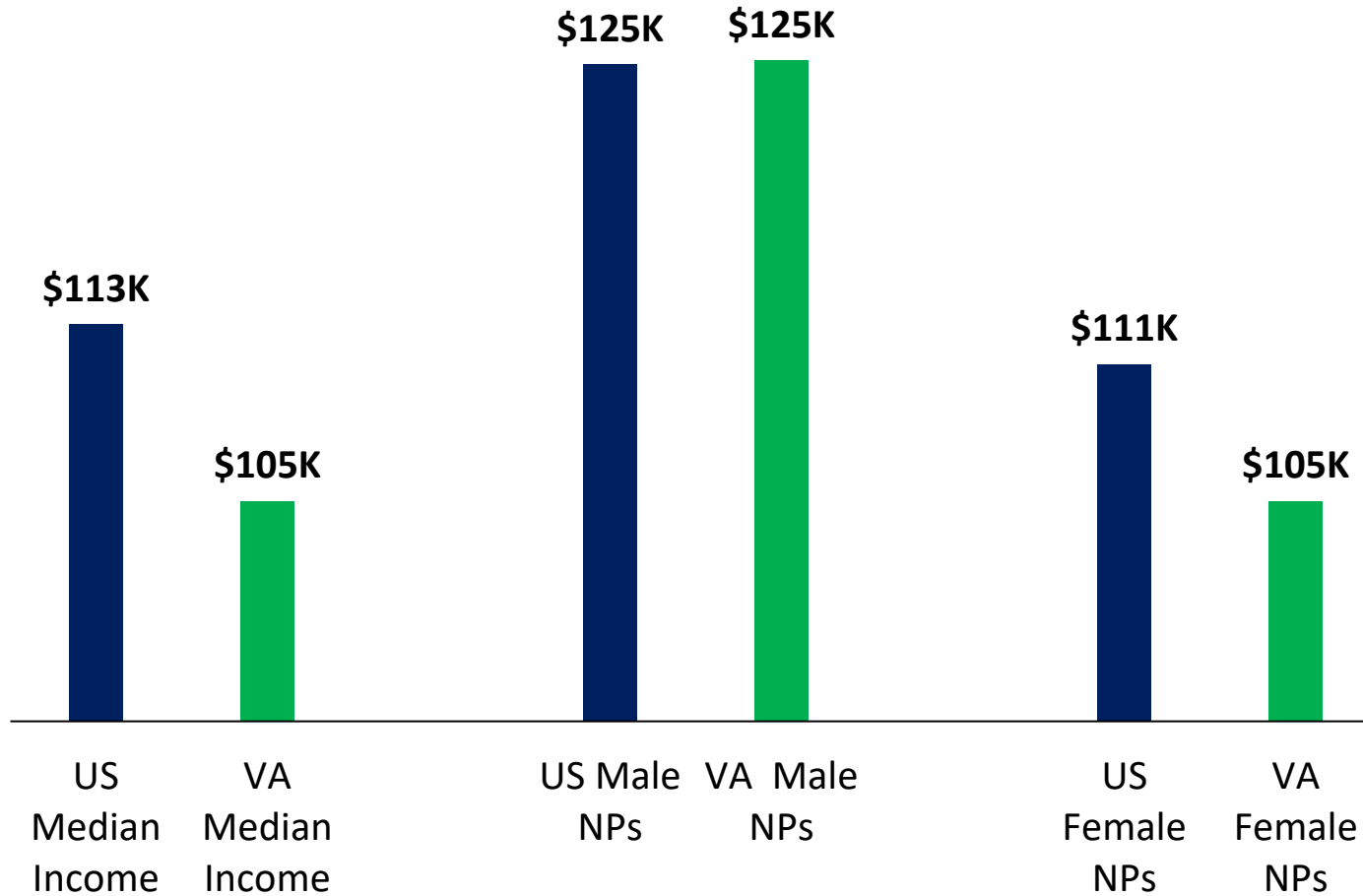
Demographics: Gender



Findings: Demographics

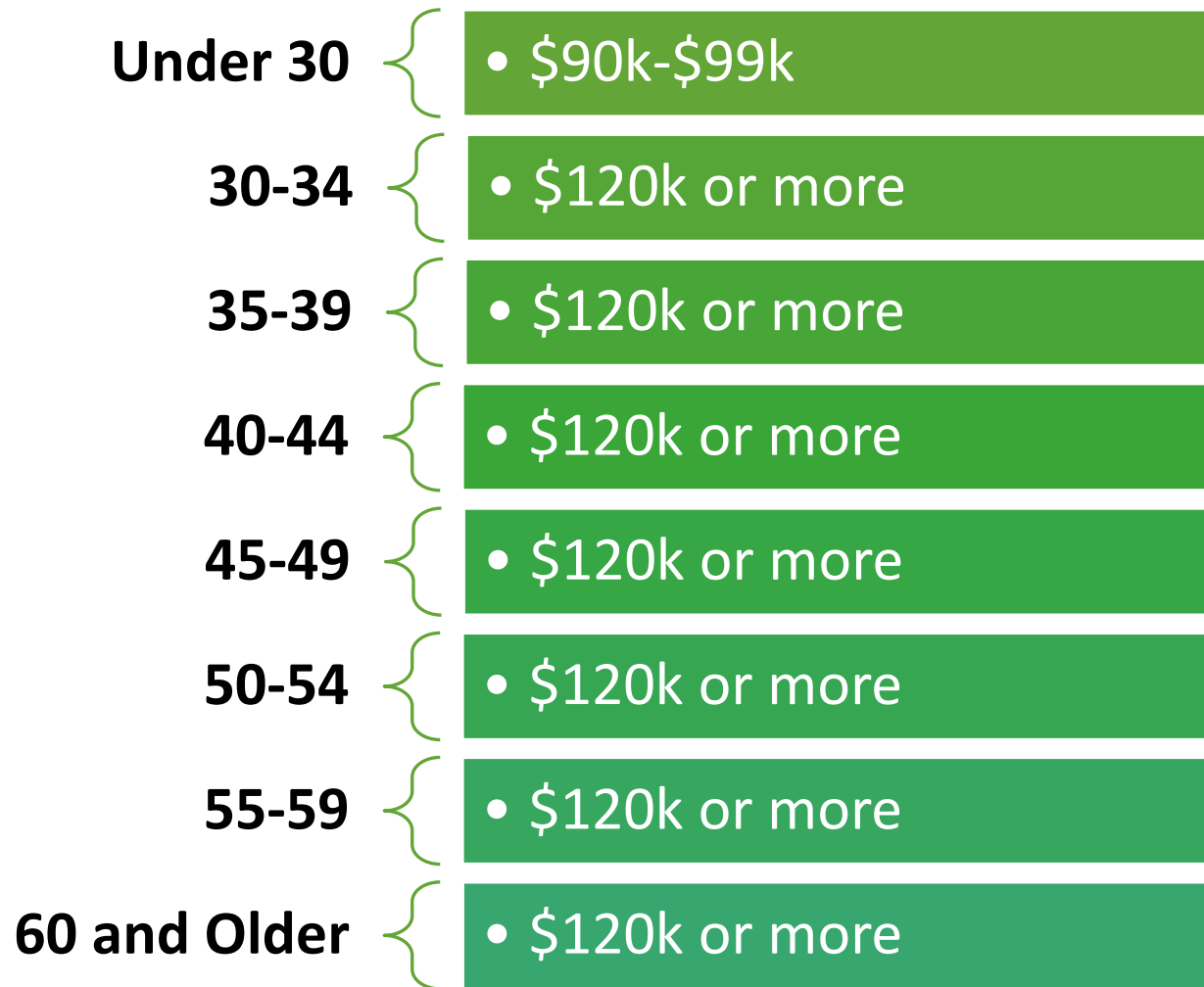
- ❖ Gender breakdown similar between the US and VA
- ❖ Majority of the NP workforce, in the US and VA, is female

Median Income



Findings: Income

- ❖ VA median income less than US median income
- ❖ US and VA Male NPs have the same median income
- ❖ VA NPs have a lower median income than female NPs in the US



Findings: Age and Income

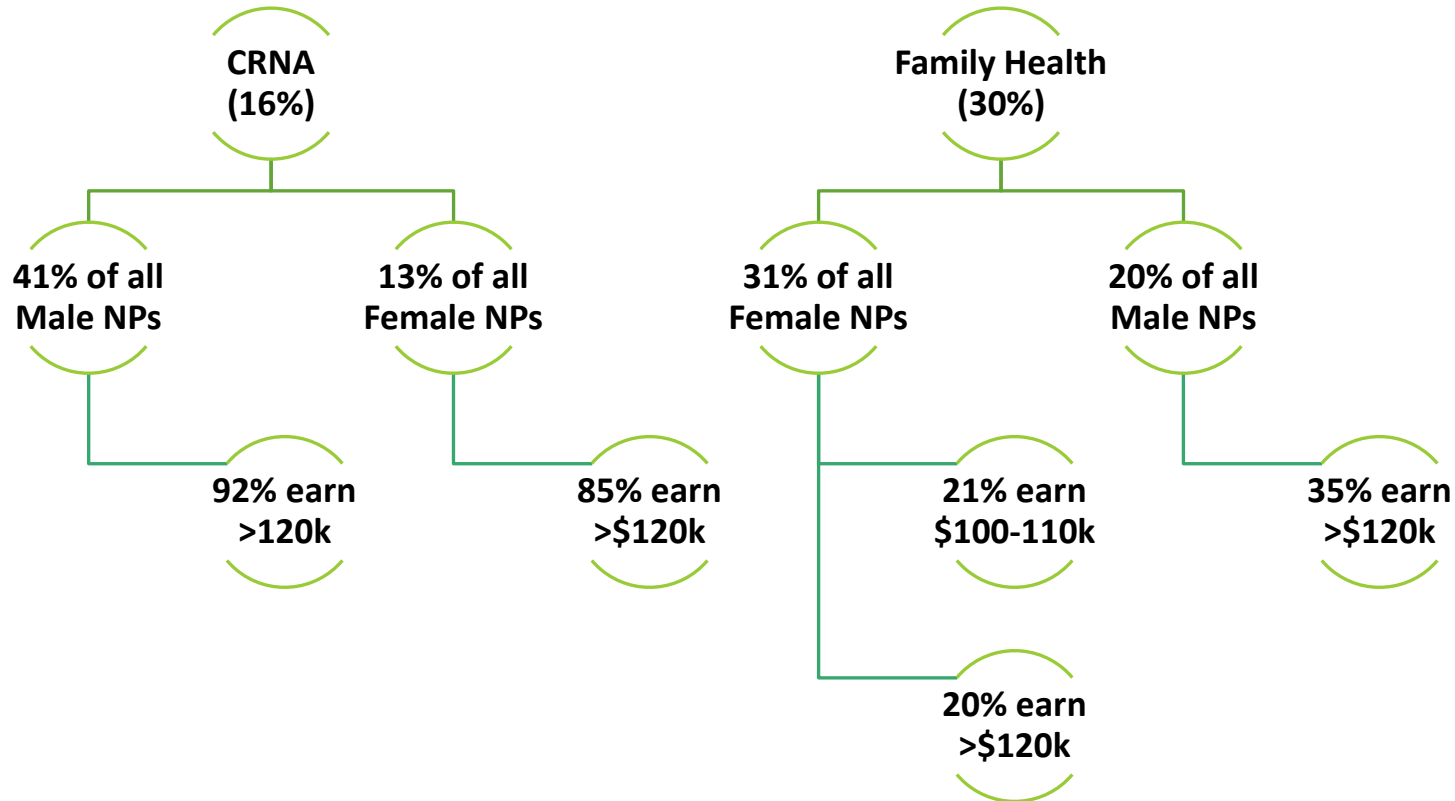
- ❖ Majority of NPs under 30 earn between 90k and 100k, annually
- ❖ Most NPs over the age of 30 earn \$120k per year

Under 30	Male NPs	33% earn 90k-100k
	Female NPs	26% earn 90k-100k
30-34	Male NPs	46% earn \$120k or more
	Female NPs	22% earn \$120k or more
35-39	Male NPs	57% earn \$120k or more
	Female NPs	33% earn \$120k or more
40-44	Male NPs	64% earn \$120k or more
	Female NPs	39% earn \$120k or more
45-49	Male NPs	65% earn \$120k or more
	Female NPs	43% earn \$120k or more
50-54	Male NPs	79% earn \$120k or more
	Female NPs	44% earn \$120k or more
55-59	Male NPs	85% earn \$120k or more
	Female NPs	48% earn \$120k or more
60 and Older	Male NPs	59% earn \$120k or more
	Female NPs	38% earn \$120k or more

Findings: Age, Gender, and Income

- ❖ Gender difference in percentage of those in each pay category
 - ❖ Difference around 25% for most categories
- ❖ Wider spread in income for female NPs
- ❖ Greater percentage of NPs earning 120k or more, in older age categories

Findings: Gender and Specializations



- ❖ In Virginia, Certified Registered Nurse Anesthetists comprised less than 1 out of every 5 NPs
 - ❖ The majority of all male NPs were CRNAs
 - ❖ 92% made over 120k per year
- ❖ Almost 1 in every 3 NPs had a family health specialization.
 - ❖ The majority of female NPs were in family health
 - ❖ 1/5 made between 100-110k per year
 - ❖ 1/5 made over 120k per year

Take Away: NP Workforce and Demographics



- ❖ Numbers of NPs has increased in both the US and Virginia
 - ❖ In Virginia, most licensed NPs are active in the workforce
- ❖ As of 2021, NPs licensed in Virginia comprise approximately 5% of NPs in the United States
- ❖ The majority of the NPs are female
 - ❖ A little over 1 in 10 NPs are male

Take Away: Income



- ❖ NPs in Virginia reported a lower median annual income than those across the US
- ❖ Male NPs in Virginia and US reported the same median annual income
- ❖ Female NPs in Virginia and US reported lower median annual income than male counterparts.
- ❖ A greater percentage of male NPs also worked in higher paying specialties
 - ❖ Still a difference in the percentage of males and females earning in the highest category for that specialty

Implications



- ❖ Findings show that the numbers of NPs have grown, both nationally and in Virginia
 - ❖ Despite this growth, shortages in the PCP workforce are still projected
 - ❖ It is vital to recognize that NPs play an essential role in the primary care practitioner workforce
 - ❖ Especially in terms of supplementing the shortages projected in the PCP workforce
- ❖ Additionally, findings highlight differences in:
 - ❖ median annual income across the US and Virginia
 - ❖ median annual income across gender

Future Directions



- ❖ To continue to understand the nurse practitioner workforce, it could be beneficial to:
 - ❖ Document the roles nurse practitioners take on in supplementing the primary care practitioner workforce
 - ❖ Examine how the gender pay gap plays out across age and specialty



Thank you!
Questions?

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References



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