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# *Virginia's Licensed Clinical Social Worker Workforce: 2013*

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Healthcare Workforce Data Center

December 2013

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*Nearly 4,500 Licensed Clinical Social Workers 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 Social Work express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Licensed Clinical Social Worker Workforce: At a Glance:

## The Workforce

Licensees:	5,784
Virginia's Workforce:	4,969
FTEs:	4,391

## Background

Rural Childhood:	22%
HS Degree in VA:	42%
Prof. Degree in VA:	52%

## Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	55%
Satisfied?:	95%

## Survey Response Rate

All Licensees:	78%
Renewing Practitioners:	89%

## Education

Masters Degree:	95%
Doctoral Degree:	5%

## Job Turnover

Switched Jobs (TTM):	7%
Employed over 2 yrs:	73%

## Demographics

Female:	84%
Diversity Index:	27%
Median Age:	53

## Finances

Median Income: \$55k-\$60k	
Health Benefits:	53%
Under 40 w/ Ed debt:	68%

## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	62%

Source: Va. Healthcare Workforce Data Center

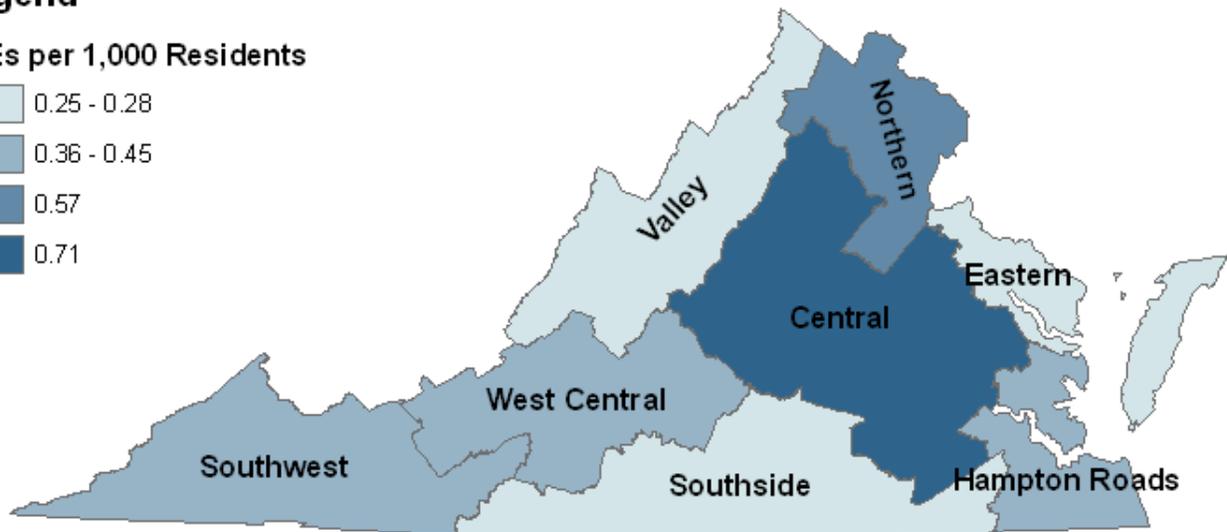
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.25 - 0.28
	0.36 - 0.45
	0.57
	0.71



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

Nearly 4,500 licensed clinical social workers (LCSWs) voluntarily took part in the 2013 Licensed Clinical Social Worker Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place in June during odd-numbered years. These survey respondents represent 78% of the 5,784 LCSWs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 4,969 LCSWs participated in Virginia's workforce during the survey timeframe (July 2012-June 2013), 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 a LCSW at some point in the future. Virginia's LCSW workforce provided 4,391 "full-time equivalency units" during the survey timeframe, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

More than 80% of LCSWs are female, and their median age is 53. In a random encounter between two LCSWs, there is a 27% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. For LCSWs who are under the age of 40, the diversity index increases to 36%.

Nearly 20% of LCSWs grew up in a rural area, but just 14% currently work in non-Metro areas of the state. Meanwhile, 42% of Virginia's LCSWs graduated from high school in Virginia, while just over half received their initial professional degree in the state. In total, 61% of Virginia's LCSW workforce has some educational background in the state.

Nearly all LCSWs hold a Masters degree as their highest professional degree, while the remainder holds doctorates. More than two-thirds of LCSWs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$30,000 and \$40,000.

Nine out of ten LCSWs were employed in the profession at the time of the survey. 55% held one full-time position, while nearly 20% held one part-time position. Only 7% of LCSWs switched jobs in 2012, and just 3% were either involuntarily unemployed or underemployed. Meanwhile, nearly three-quarters have been at their primary work location for at least two years.

The median annual income for LCSWs is between \$50,000 and \$60,000, while one-quarter earn more than \$70,000 per year. In addition to monetary compensation, nearly two out of three of Virginia's LCSWs receive at least one employer-sponsored benefit, including 53% who receive employer-sponsored health insurance. 95% of LCSWs indicated they were satisfied with their current employment situation, including 69% who indicated they were "very satisfied".

Nearly 40% of LCSWs worked in Northern Virginia, while another 26% worked in Central Virginia. During the survey timeframe, one-quarter of LCSWs worked at two or more locations. Nearly half of LCSWs worked at for-profit establishments, while one-quarter worked for either the state or local government. 28% of LCSWs worked in private practice, while nearly one in five worked in mental health facilities.

LCSWs focused most of their efforts on patient care activities. The typical LCSW spent three-quarters of their time on patient care and 15% on administrative tasks. In addition, LCSWs mainly treated adults at their primary work location. Adults accounted for 75% of the typical LCSW's patient workload.

One-quarter of LCSWs expect to retire by the age of 65. Nearly 30% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2033. Over the next two years, only 3% of the LCSW workforce plans on leaving either the state or the profession. Meanwhile, 15% expect to increase their patient care activities, while 13% plan on pursuing additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	5,024	87%
<b>New Licensees</b>	378	7%
<b>Non-Renewals</b>	382	7%
<b>All Licensees</b>	5,784	100%

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. Nearly 90% of renewing LCSWs submitted a survey. These represent 78% of LCSWs who held a license at some point during the survey period.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
<b>Under 30</b>	26	30	54%
<b>30 to 34</b>	98	280	74%
<b>35 to 39</b>	100	480	83%
<b>40 to 44</b>	110	585	84%
<b>45 to 49</b>	111	548	83%
<b>50 to 54</b>	129	598	82%
<b>55 to 59</b>	147	581	80%
<b>60 and Over</b>	573	1,388	71%
<b>Total</b>	1,294	4,490	78%
<b>New Licenses</b>			
<b>Issued Since June 2012</b>	187	191	51%
<b>Metro Status</b>			
<b>Non-Metro</b>	72	218	75%
<b>Metro</b>	942	3,685	80%
<b>Not in Virginia</b>	275	556	67%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCSWs**

Number:	5,784
New:	7%
Not Renewed:	7%

**Response Rates**

All Licensees:	78%
Renewing Practitioners:	89%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	4,490
<b>Response Rate, all licensees</b>	78%
<b>Response Rate, Renewals</b>	89%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2013.
- 2. Target Population:** All LCSWs who held a Virginia license at some point between July 2012 and June 2013.
- 3. Survey Population:** The survey was available to LCSWs who renewed their licenses online. It was not available to those who did not renew, including LCSWs newly licensed during the survey period.

## At a Glance:

### Workforce

2012 LCSW Workforce: 4,969  
 FTEs: 4,391

### Utilization Ratios

Licensees in VA Workforce: 86%  
 Licensees per FTE: 1.32  
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	4,764	96%
Looking for Work in Virginia	205	4%
Virginia's Workforce	4,969	100%
Total FTEs	4,391	
Licensees	5,784	

Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 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.

*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 Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	0	0%	48	100%	48	1%
30 to 34	26	8%	313	92%	339	7%
35 to 39	27	6%	453	94%	480	10%
40 to 44	83	14%	512	86%	595	12%
45 to 49	76	14%	485	87%	560	12%
50 to 54	80	13%	538	87%	618	13%
55 to 59	123	21%	479	80%	602	12%
60 +	342	21%	1,262	79%	1,604	33%
<b>Total</b>	<b>758</b>	<b>16%</b>	<b>4,088</b>	<b>84%</b>	<b>4,846</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCSWs		LCSWs under 40	
	%	#	%	#	%
White	64%	4,160	85%	690	79%
Black	19%	471	10%	100	11%
Asian	6%	61	1%	26	3%
Other Race	0%	21	0%	0	0%
Two or more races	2%	78	2%	23	3%
Hispanic	8%	125	3%	35	4%
<b>Total</b>	<b>100%</b>	<b>4,916</b>	<b>100%</b>	<b>874</b>	<b>100%</b>

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

84% of all LCSWs are female. The median age of all LCSWs is 53. 18% of LCSWs are under the age of 40, 94% of whom are female.

### At a Glance:

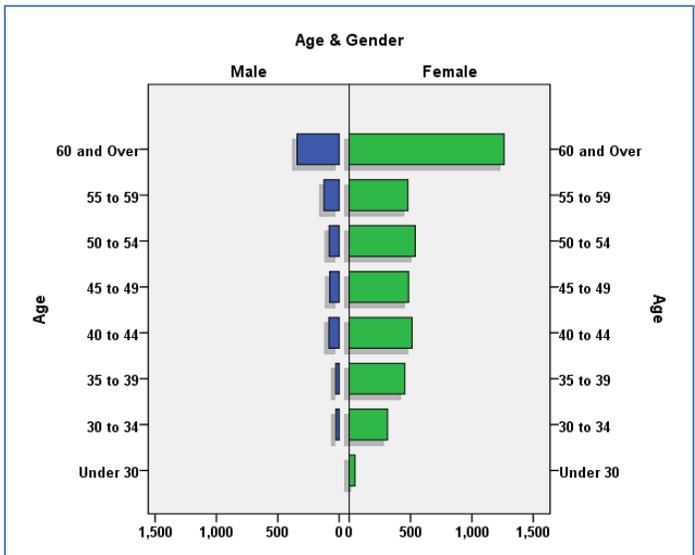
**Gender**  
 % Female: 84%  
 % Under 40 Female: 94%

**Age**  
 Median Age: 53  
 % Under 40: 18%  
 % 55+: 46%

**Diversity**  
 Diversity Index: 27%  
 Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCSWs, there is only a 27% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The diversity index for those LCSWs who are under the age of 40 is 36%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 18%  
Rural Childhood: 22%

### Virginia Background

HS in Virginia: 42%  
Prof. Ed in VA: 52%  
HS or Prof. Ed in VA: 61%

### Location Choice

% Rural to Non-Metro: 14%  
% Urban/Suburban to Non-Metro: 4%

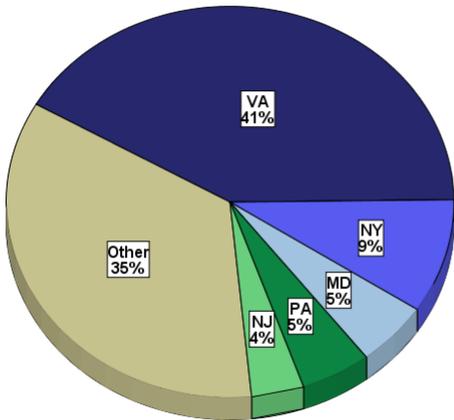
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location:		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	17%	64%	19%
2	Metro, 250,000 to 1 million	41%	43%	17%
3	Metro, 250,000 or less	31%	54%	15%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	66%	19%	16%
6	Urban pop, 2,500-19,999, Metro adj	41%	48%	11%
7	Urban pop, 2,500-19,999, nonadj	75%	14%	11%
8	Rural, Metro adj	29%	54%	17%
9	Rural, nonadj	29%	48%	24%
<b>Overall</b>		<b>22%</b>	<b>60%</b>	<b>18%</b>

Source: Va. Healthcare Workforce Data Center

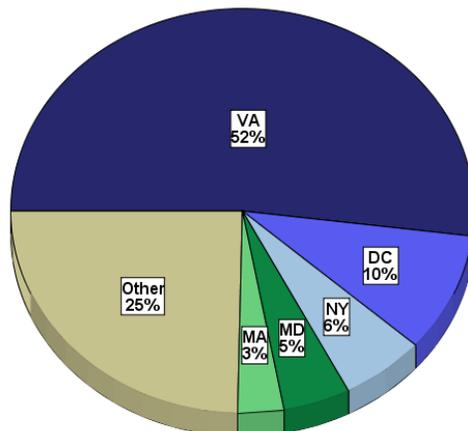
High School Location



Source: Va. Healthcare Workforce Data Center

22% of LCSWs grew up in self-described rural areas, but only 6% currently work in Non-Metro counties. In addition, only 14% of LCSWs who grew up in rural areas currently work in Non-Metro counties.

Location, Initial Professional Education



Source: Va. Healthcare Workforce Data Center

61% of Virginia's LCSWs have a background in the state, including nearly one-third who received both their high school and initial professional degrees in Virginia.

## Top Ten States for Licensed Clinical Social Worker Recruitment

Rank	All LCSWs			
	High School	#	Init. Prof Degree	#
1	Virginia	2,029	Virginia	2,536
2	New York	462	Washington, D.C.	467
3	Maryland	261	New York	287
4	Pennsylvania	249	Maryland	229
5	New Jersey	185	Massachusetts	157
6	North Carolina	129	Pennsylvania	116
7	Massachusetts	120	Michigan	113
8	Michigan	108	North Carolina	100
9	Outside U.S./Canada	105	Illinois	74
10	Ohio	104	Florida	67

Source: Va. Healthcare Workforce Data Center

*Outside of Virginia, many LCSWs received their high school education in New York, Maryland and Pennsylvania. Washington, D.C., New York and Maryland were the most likely locations outside of Virginia for LCSWs to receive their initial professional degree.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	551	Virginia	630
2	New York	93	New York	95
3	Maryland	62	Washington, D.C.	71
4	New Jersey	47	Maryland	46
5	Pennsylvania	44	Massachusetts	38
6	North Carolina	38	North Carolina	35
7	California	29	Pennsylvania	34
8	Outside U.S./Canada	29	Michigan	29
9	Michigan	26	Illinois	22
10	Massachusetts	26	Florida	21

Source: Va. Healthcare Workforce Data Center

*46% of LCSWs who have been licensed in the past five years received their high school education in Virginia, and more than half received their initial professional degree in the state.*

*14% of Virginia's licensees did not participate in Virginia's LCSW workforce during the survey period. More than four out of five of these licensees worked at some point in the past year, including nearly three-quarters who worked as a LCSW. 28% of LCSWs worked for the federal government, including 13% who worked for the military.*

### At a Glance:

#### Not in VA Workforce

Total:	820
% of Licensees:	14%
Federal/Military:	28%
Va Border State/DC:	25%

A Closer Look:

Highest Degree		
Degree	#	%
<b>Masters Degree</b>	4,601	95%
<b>Doctorate</b>	218	5%
<b>Total</b>	<b>4,819</b>	<b>100%</b>

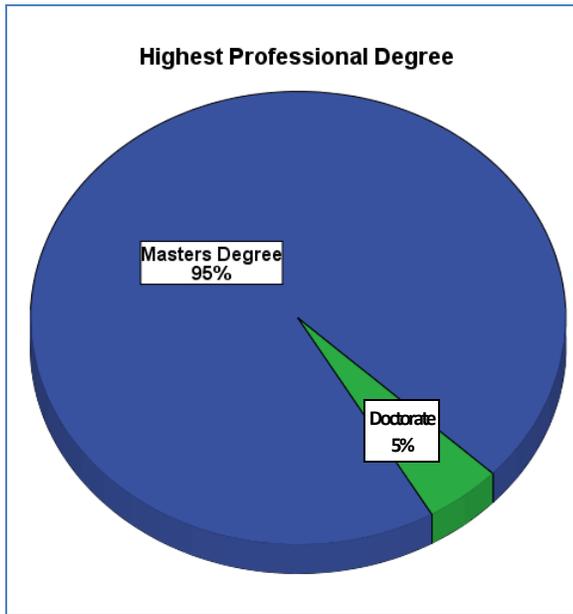
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Masters Degree: 95%  
 Doctoral Degree: 5%

**Educational Debt**  
 Carry debt: 27%  
 Under age 40 w/ debt: 68%  
 Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Nearly all LCSWs hold a Masters degree as their highest professional degree. More than one-quarter of all LCSWs carry education debt, including more than two-thirds of those under the age of 40. The median debt burden among LCSWs with educational debt is between \$30,000 and \$40,000.*

Educational Debt				
Amount Carried	All LCSWs		LCSWs under 40	
	#	%	#	%
<b>None</b>	3,121	73%	244	32%
<b>\$10,000 or less</b>	165	4%	52	7%
<b>\$10,001-\$20,000</b>	171	4%	76	10%
<b>\$20,001-\$30,000</b>	198	5%	89	12%
<b>\$30,001-\$40,000</b>	175	4%	105	14%
<b>\$40,001-\$50,000</b>	136	3%	64	8%
<b>\$50,001-\$60,000</b>	88	2%	40	5%
<b>\$60,001-\$70,000</b>	64	1%	26	3%
<b>\$70,001-\$80,000</b>	33	1%	22	3%
<b>\$80,001-\$90,000</b>	39	1%	15	2%
<b>\$90,001-\$100,000</b>	23	1%	5	1%
<b>\$100,001-\$110,000</b>	19	0%	5	1%
<b>\$110,001-\$120,000</b>	17	0%	6	1%
<b>\$120,001-\$130,000</b>	12	0%	4	1%
<b>\$130,001-\$140,000</b>	2	0%	0	0%
<b>\$140,001-\$150,000</b>	10	0%	4	1%
<b>More than \$150,000</b>	16	0%	4	1%
<b>Total</b>	<b>4,289</b>	<b>100%</b>	<b>761</b>	<b>100%</b>

## At a Glance:

### Primary Specialty

Mental Health:	58%
Child:	9%
Family:	6%

### Secondary Specialty

Mental Health:	14%
General Practice:	13%
Family:	13%

Nearly 60% of all LCSWs had a primary specialty in mental health. Meanwhile, 9% had a primary specialty in children, and 6% had a primary specialty in family. Among those LCSWs with a secondary specialty, 14% had a specialty in mental health, while 13% each had a specialty in either general practice or family.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	2,548	53%	587	14%
<b>Child</b>	437	9%	474	11%
<b>Family</b>	309	6%	544	13%
<b>Health/Medical</b>	251	5%	198	5%
<b>General Practice (Non-Specialty)</b>	224	5%	552	13%
<b>Behavioral Disorders</b>	196	4%	390	9%
<b>Substance Abuse</b>	180	4%	477	11%
<b>School/Educational</b>	134	3%	146	3%
<b>Gerontologic</b>	114	2%	109	3%
<b>Marriage</b>	59	1%	221	5%
<b>Sex Offender Treatment</b>	37	1%	47	1%
<b>Social</b>	31	1%	40	1%
<b>Vocational/Work Environment</b>	21	0%	37	1%
<b>Forensic</b>	14	0%	38	1%
<b>Industrial/Organizational</b>	12	0%	18	0%
<b>Public Health</b>	7	0%	20	0%
<b>Neurology</b>	3	0%	3	0%
<b>Rehabilitation</b>	1	0%	20	0%
<b>Human Factors</b>	1	0%	6	0%
<b>Experimental/Research</b>	0	0%	8	0%
<b>Other Specialty Area</b>	213	4%	306	7%
<b>Total</b>	<b>4,791</b>	<b>100%</b>	<b>4,239</b>	<b>100%</b>

## At a Glance:

### Employment

Employed in Profession: 90%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-time: 55%  
2 or More Positions: 21%

### Weekly Hours:

40 to 49: 46%  
60 or more: 4%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	6	0%
Employed in a behavioral sciences related capacity	4,367	90%
Employed, NOT in a behavioral sciences related capacity	200	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	21	0%
Voluntarily unemployed	196	4%
Retired	86	2%
<b>Total</b>	<b>4,878</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	303	6%
One Part-Time Position	872	18%
Two Part-Time Positions	215	4%
One Full-Time Position	2,624	55%
One Full-Time Position & One Part-Time Position	687	14%
Two Full-Time Positions	12	0%
More than Two Positions	76	2%
<b>Total</b>	<b>4,789</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	303	6%
1 to 9 hours	156	3%
10 to 19 hours	317	7%
20 to 29 hours	457	10%
30 to 39 hours	615	13%
40 to 49 hours	2,209	46%
50 to 59 hours	545	11%
60 to 69 hours	127	3%
70 to 79 hours	27	1%
80 or more hours	21	0%
<b>Total</b>	<b>4,777</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Nine out of ten LCSWs were employed in their profession. 55% of LCSWs held one full-time job, while more than one out of five held multiple jobs. Nearly half of LCSWs worked between 40 and 49 hours per week, while only 4% worked more than 60 hours per week.*

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	61	2%
<b>\$20,000 or less</b>	303	8%
<b>\$20,001-\$30,000</b>	246	6%
<b>\$30,001-\$40,000</b>	292	7%
<b>\$40,001-\$50,000</b>	506	13%
<b>\$50,001-\$60,000</b>	669	17%
<b>\$60,001-\$70,000</b>	709	18%
<b>\$70,001-\$80,000</b>	434	11%
<b>\$80,001-\$90,000</b>	328	8%
<b>More than \$90,000</b>	349	9%
<b>Total</b>	<b>3,895</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
 Median Income: \$50k-\$60k  
 Middle 50%: \$40k-\$80k

**Benefits**  
 Employer Health Insurance: 53%  
 Employer Retirement: 45%

**Satisfaction**  
 Satisfied: 95%  
 Very Satisfied: 69%

Employer-Sponsored Benefits		
Benefit	#	%
<b>Signing/Retention Bonus</b>	98	2%
<b>Dental Insurance</b>	2,069	47%
<b>Health Insurance</b>	2,299	53%
<b>Paid Leave</b>	2,452	56%
<b>Group Life Insurance</b>	1,795	41%
<b>Retirement</b>	1,955	45%
<b>Receive at least one benefit</b>	<b>2,773</b>	<b>63%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

*The median income for LCSWs is between \$50,000 and \$60,000 per year, while one-quarter of LCSWs earned more than \$70,000 per year. In addition, nearly two-thirds of all LCSWs received at least one employer-sponsored benefit at their place of work, including more than half who received health insurance.*

*95% of LCSWs are satisfied with their job, including 69% who are very satisfied with their current work circumstances.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	3,220	69%
<b>Somewhat Satisfied</b>	1,229	26%
<b>Somewhat Dissatisfied</b>	160	3%
<b>Very Dissatisfied</b>	68	2%
<b>Total</b>	<b>4,677</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	69	1%
Experience Voluntary Unemployment?	301	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	85	2%
Work two or more positions at the same time?	1,186	24%
Switch employers or practices?	343	7%
<b>Experienced at least 1</b>	<b>1,727</b>	<b>35%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's LCSWs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2012.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	100	2%	67	6%
<b>Less than 6 Months</b>	193	4%	109	9%
<b>6 Months to 1 Year</b>	278	6%	144	12%
<b>1 to 2 Years</b>	640	14%	193	16%
<b>3 to 5 Years</b>	907	20%	293	24%
<b>6 to 10 Years</b>	938	21%	186	15%
<b>More than 10 Years</b>	1,515	33%	214	18%
<b>Subtotal</b>	<b>4,573</b>	<b>100%</b>	<b>1,206</b>	<b>100%</b>
<b>Did not have location</b>	215		3,709	
<b>Item Missing</b>	181		54	
<b>Total</b>	<b>4,969</b>		<b>4,969</b>	

Source: Va. Healthcare Workforce Data Center

*Seven out of ten LCSWs received either a salary or an hourly wage at their primary work site. In addition, 18% earned income from their own practice.*

**At a Glance:**

**Unemployment Experience 2012**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 16%  
Over 2 years: 73%  
Over 2 yrs, 2<sup>nd</sup> location: 57%

**Employment Type**

Salary or Wage: 70%  
Business/Practice Income: 18%

Source: Va. Healthcare Workforce Data Center

*Nearly three-quarters of LCSWs 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>	2,160	57%
<b>Hourly Wage</b>	508	13%
<b>By Contract</b>	409	11%
<b>Business/ Practice Income</b>	676	18%
<b>Unpaid</b>	34	1%
<b>Subtotal</b>	<b>3,787</b>	<b>100%</b>
<b>Did not have location</b>	215	
<b>Item Missing</b>	967	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	82%
Lowest Region:	1%

### Locations

2 or more (2012):	25%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

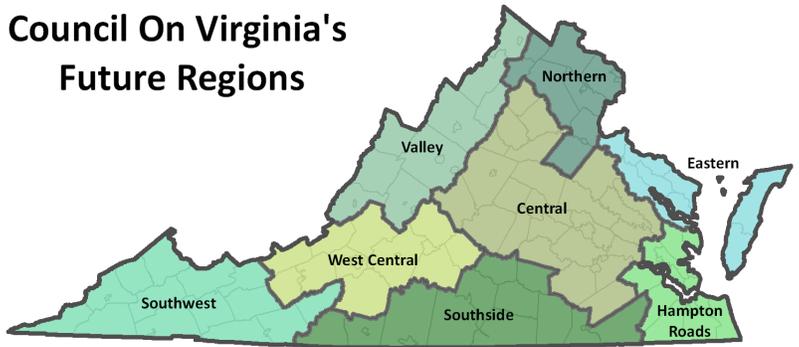
More than four out of five LCSWs worked in Northern Virginia, Hampton Roads or Central Virginia. Meanwhile, only 6% of LCSWs worked in Southwest Virginia, Southside Virginia or Eastern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	1,197	26%	311	26%
Eastern	39	1%	10	1%
Hampton Roads	769	17%	218	18%
Northern	1,775	39%	398	33%
Southside	92	2%	34	3%
Southwest	149	3%	45	4%
Valley	153	3%	32	3%
West Central	355	8%	83	7%
Virginia Border State/DC	36	1%	45	4%
Other US State	19	0%	36	3%
Outside of the US	1	0%	3	0%
<b>Total</b>	<b>4,585</b>	<b>100%</b>	<b>1,215</b>	<b>100%</b>
Item Missing	170		45	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



70% of all LCSWs had just one work location in 2012. Only 12% of LCSWs had at least three primary work locations in 2012.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	215	4%	289	6%
1	3,495	70%	3,326	70%
2	649	13%	640	13%
3	527	11%	470	10%
4	36	1%	20	0%
5	18	0%	8	0%
6 or More	30	1%	20	0%
<b>Total</b>	<b>4,969</b>	<b>100%</b>	<b>4,773</b>	<b>100%</b>

\*At the time of survey completion, March 2013.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,941	45%	737	64%
<b>Non-Profit</b>	915	21%	251	22%
<b>State/Local Government</b>	1,086	25%	136	12%
<b>Veterans Administration</b>	167	4%	9	1%
<b>U.S. Military</b>	186	4%	21	2%
<b>Other Federal Government</b>	56	1%	6	1%
<b>Total</b>	<b>4,351</b>	<b>100%</b>	<b>1,160</b>	<b>100%</b>
<b>Did not have location</b>	215		3,709	
<b>Item Missing</b>	403		98	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

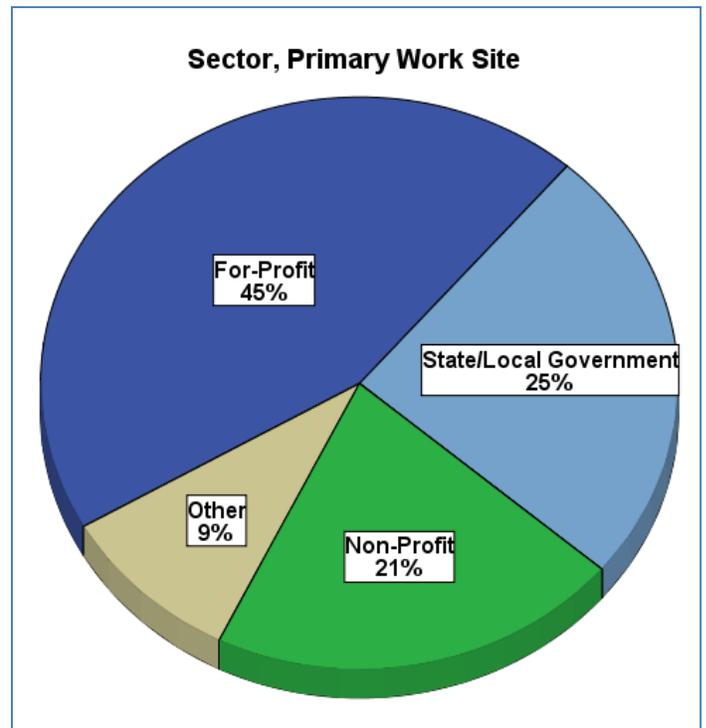
For Profit:	45%
Federal:	9%

**Top Establishments**

Solo or Group Practice:	28%
Mental Health Facilities (Inpatient or Outpatient):	19%
Comm. Services Boards:	10%

Source: Va. Healthcare Workforce Data Center

*Two-thirds of LCSWs worked in the private sector, including 45% in for-profit establishments. One in four LCSWs worked for the state government, while nearly 10% worked for the federal government.*



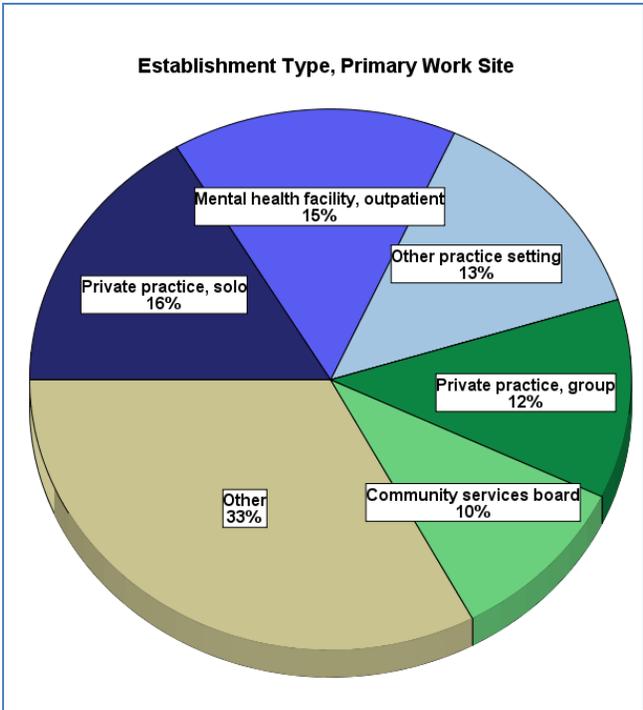
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice (Solo)	686	16%	224	20%
Mental Health Facility (Outpatient)	638	15%	157	14%
Private Practice (Group)	496	12%	199	18%
Community Service Board	420	10%	49	4%
Hospital (General)	300	7%	60	5%
School (Patient Care)	286	7%	35	3%
Community-Based Clinic/Health Center	256	6%	63	6%
Mental Health Facility (Inpatient)	169	4%	40	4%
Academic Institution (Teaching)	84	2%	54	5%
Administrative/Regulatory	75	2%	14	1%
Home Health Care	65	2%	27	2%
Corrections/Jail	42	1%	9	1%
Rehabilitation Facility	38	1%	14	1%
Long-Term Care Facility/Nursing Home	34	1%	4	0%
Physician Office	20	0%	6	1%
Other Practice Setting	562	13%	178	16%
<b>Total</b>	<b>4,171</b>	<b>100%</b>	<b>1,133</b>	<b>100%</b>
<b>Does not have location</b>	<b>215</b>		<b>3,709</b>	

Source: Va. Healthcare Workforce Data Center

28% of LCSWs worked in either a solo or group practice at their primary work location. Mental health facilities and community services boards were also common establishment types for LCSWs at their primary work location.

Among those LCSWs who also had a secondary work location, 37% were in private practice. Meanwhile, another 17% worked for mental health facilities.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Supervisory:	1%-9%
Education:	1%-9%
Research:	1%-9%

### Roles

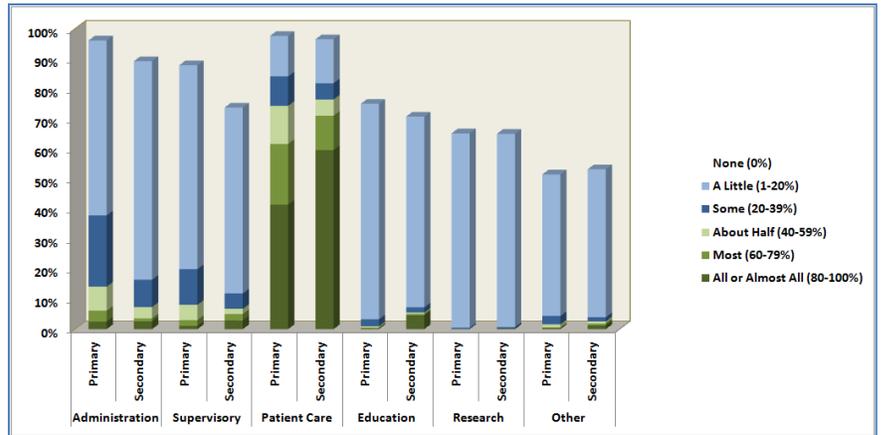
Patient Care:	62%
Administrative:	6%
Supervisory:	3%
Education:	1%
Research:	0%

### Admin. Time

Median Admin Time:	1%-9%
Ave. Admin Time:	10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

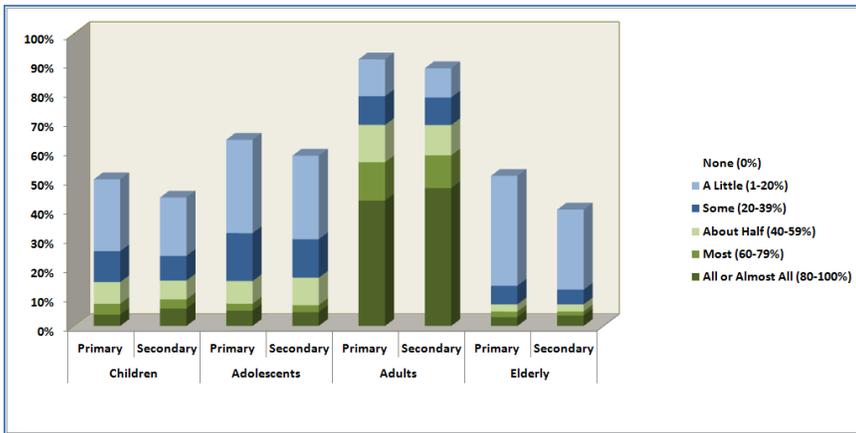


Source: Va. Healthcare Workforce Data Center

*A typical LCSW spends approximately three-quarters of their time on patient care activities. More than 60% of LCSWs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation													
Time Spent	Patient Care		Supervisory		Admin.		Education		Research		Other		
	Prim. Site	Sec. Site	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>	41%	60%	1%	3%	2%	3%	0%	5%	0%	0%	0%	1%	
<b>Most (60-79%)</b>	20%	11%	2%	2%	4%	1%	0%	0%	0%	0%	0%	1%	
<b>About Half (40-59%)</b>	13%	5%	5%	2%	8%	4%	0%	0%	0%	0%	1%	1%	
<b>Some (20-39%)</b>	10%	5%	12%	5%	24%	9%	2%	2%	0%	0%	3%	1%	
<b>A Little (1-20%)</b>	13%	15%	68%	62%	58%	73%	72%	64%	65%	64%	47%	49%	
<b>None (0%)</b>	2%	3%	12%	26%	4%	11%	25%	29%	35%	35%	48%	47%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Patient Allocation

Children:	1%-9%
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	1%-9%

### Roles

Children:	8%
Adolescents:	8%
Adults:	56%
Elderly:	5%

Source: Va. Healthcare Workforce Data Center

*Approximately three-quarters of the typical LCSW's patients are adults. In addition, more than half of LCSWs had a primary work location where at least 60% of their patients were adults.*

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	4%	6%	5%	5%	43%	47%	3%	4%
<b>Most (60-79%)</b>	4%	3%	2%	2%	13%	11%	2%	1%
<b>About Half (40-59%)</b>	7%	6%	8%	9%	13%	10%	2%	2%
<b>Some (20-39%)</b>	11%	8%	16%	13%	10%	9%	6%	5%
<b>A Little (1-20%)</b>	25%	20%	32%	28%	13%	10%	38%	27%
<b>None (0%)</b>	50%	56%	36%	42%	9%	12%	49%	60%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs over 50	
	#	%	#	%
<b>Under age 50</b>	20	0%	-	-
<b>50 to 54</b>	62	2%	0	0%
<b>55 to 59</b>	249	6%	76	3%
<b>60 to 64</b>	684	17%	295	12%
<b>65 to 69</b>	1,507	37%	871	36%
<b>70 to 74</b>	820	20%	596	25%
<b>75 to 79</b>	266	6%	210	9%
<b>80 or over</b>	81	2%	68	3%
<b>I do not intend to retire</b>	430	10%	303	13%
<b>Total</b>	<b>4,119</b>	<b>100%</b>	<b>2,419</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCSWs**

Under 65: 25%

Under 60: 8%

**LCSWs 50 and over**

Under 65: 15%

Under 60: 3%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 29%

Half the workforce: by 2033

Source: Va. Healthcare Workforce Data Center

*More than one-third of LCSWs expect to retire between the ages of 65 and 69, while more than half expect to retire at some point in their 60s. Among LCSWs who are over the age of 50, 15% expect to retire by age 65, while nearly half expect to retire at some point in their 60s. 49% of LCSWs who are age 50 and over expect to work through at least age 70, including 13% who do not intend to retire at all.*

*Within the next two years, only 3% of Virginia’s LCSWs plan on leaving either the profession or the state. Meanwhile, 15% of LCSWs plan on increasing patient care hours, and 13% plan on pursuing additional education over the next two years.*

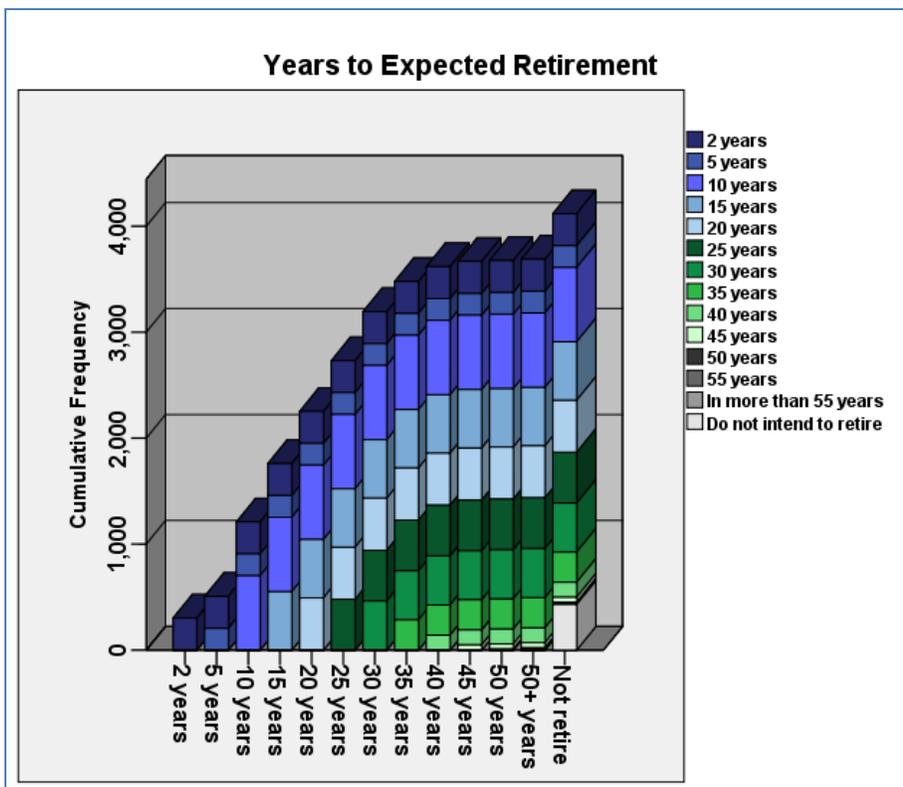
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	64	1%
<b>Leave Virginia</b>	107	2%
<b>Decrease Patient Care Hours</b>	366	7%
<b>Decrease Teaching Hours</b>	38	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	744	15%
<b>Increase Teaching Hours</b>	314	6%
<b>Pursue Additional Education</b>	642	13%
<b>Return to Virginia’s Workforce</b>	46	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. 12% of LCSWs expect to retire in the next five years, while nearly 30% expect to retire in the next 10 years. More than half of the current LCSW workforce expects to retire by 2033.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
<b>2 years</b>	302	7%	7%
<b>5 years</b>	205	5%	12%
<b>10 years</b>	702	17%	29%
<b>15 years</b>	552	13%	43%
<b>20 years</b>	492	12%	55%
<b>25 years</b>	479	12%	66%
<b>30 years</b>	463	11%	78%
<b>35 years</b>	285	7%	85%
<b>40 years</b>	141	3%	88%
<b>45 years</b>	48	1%	89%
<b>50 years</b>	9	0%	89%
<b>55 years</b>	0	0%	89%
<b>In more than 55 years</b>	12	0%	90%
<b>Do not intend to retire</b>	430	10%	100%
<b>Total</b>	<b>4,118</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2023. Retirements will peak at 17% of the current workforce in the same year before declining to under 10% of the current workforce again around 2048. In total, approximately two-thirds of the current LCSW workforce plan on retiring between 2023 and 2043.

## At a Glance:

### FTEs

Total: 4,391  
Average: 0.92

### Age & Gender Effect

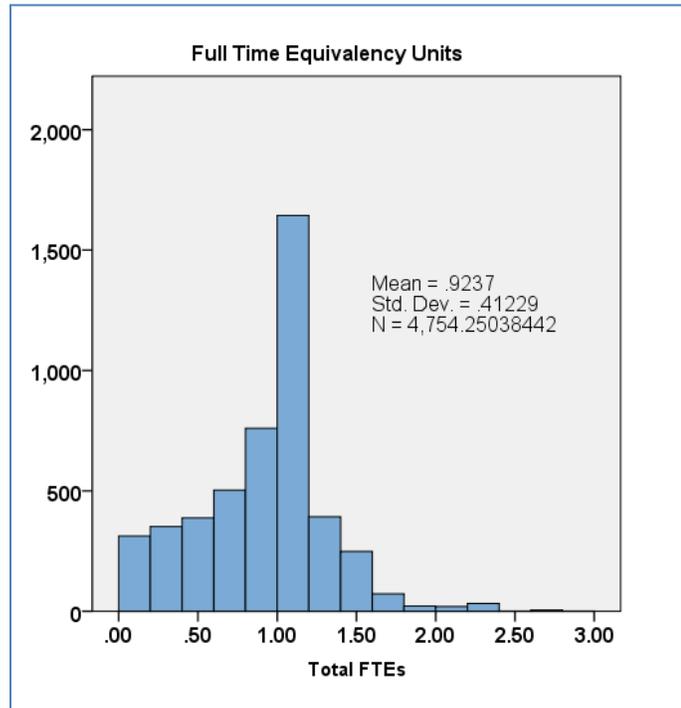
Age, Partial Eta<sup>2</sup>: .02  
Gender, Partial Eta<sup>2</sup>: .01

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

.01=Small Effect  
.06=Medium Effect  
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

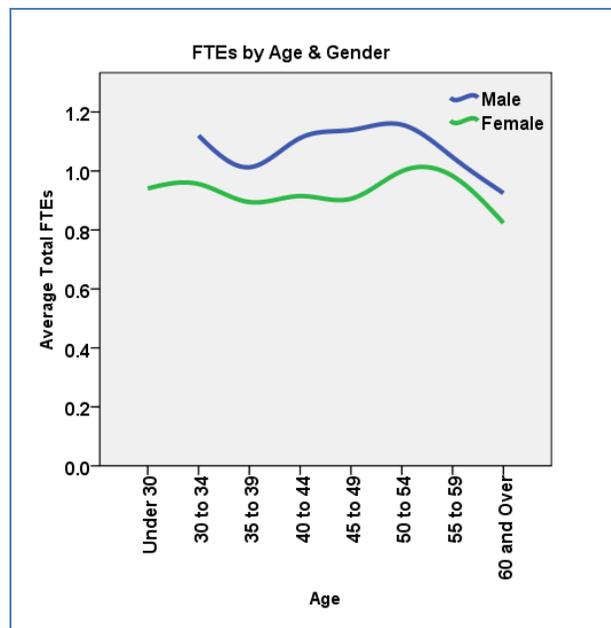


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCSW provided 1.01 FTEs in 2012, or approximately 39 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>*

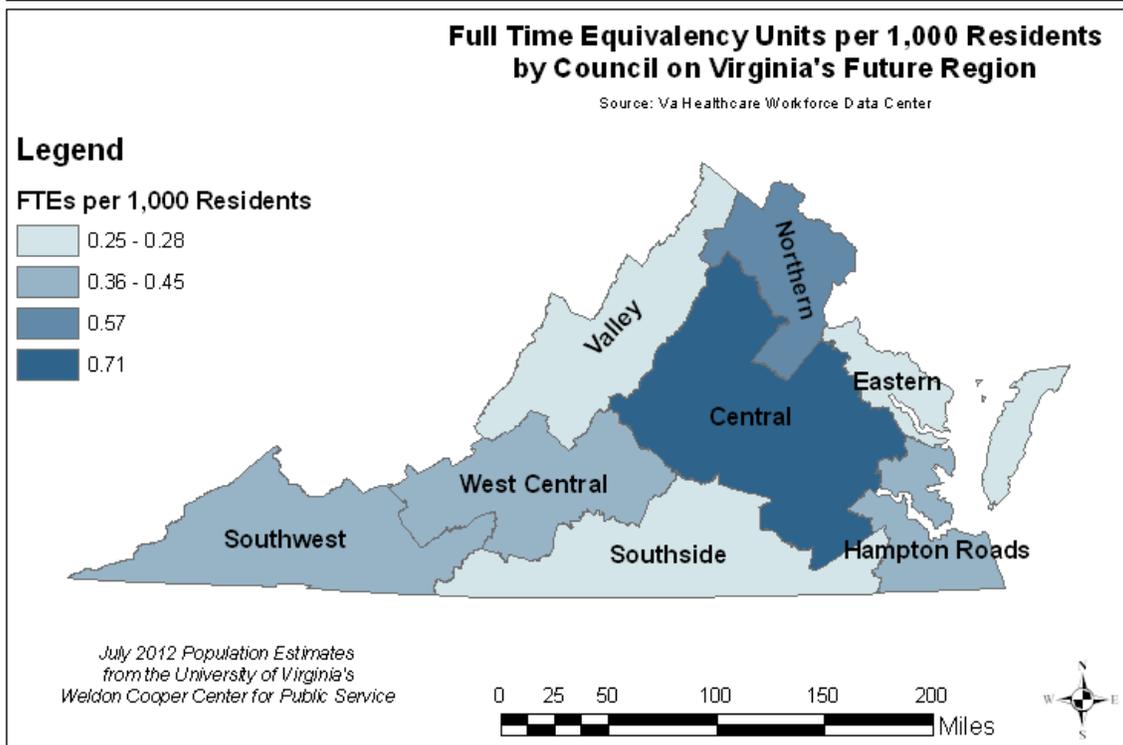
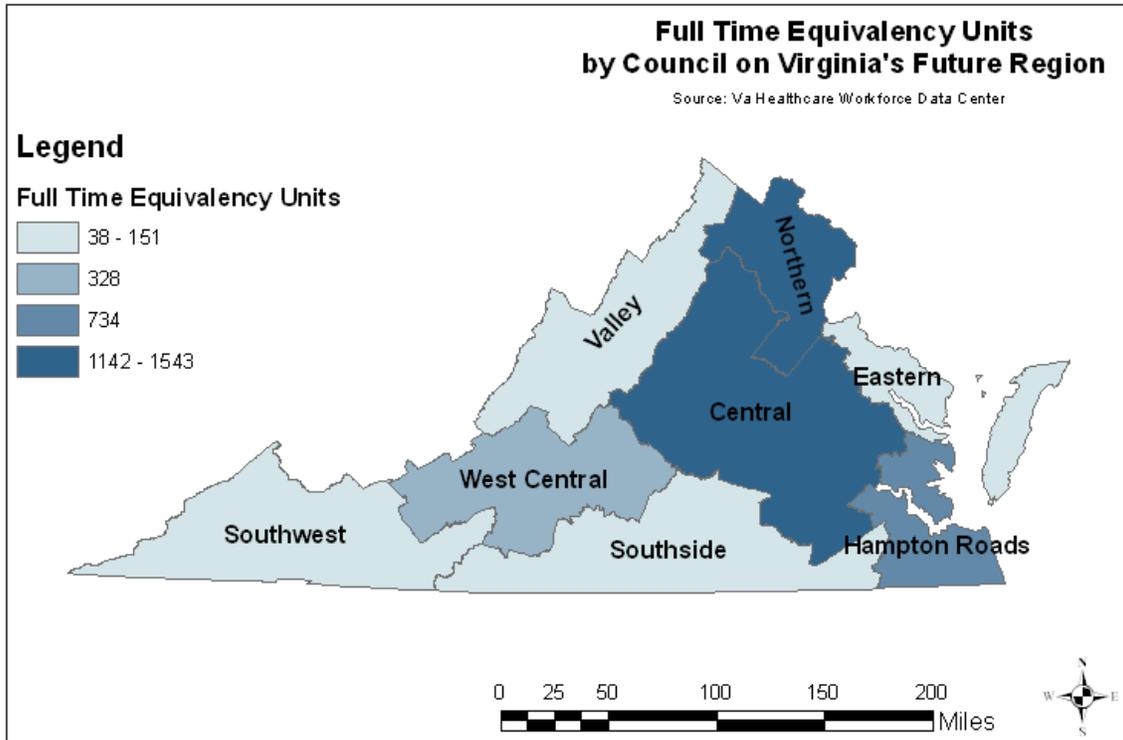
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.94	0.93
30 to 34	0.97	1.08
35 to 39	0.90	0.97
40 to 44	0.95	1.08
45 to 49	0.94	1.01
50 to 54	1.02	1.10
55 to 59	0.99	1.08
60 and Over	0.84	0.89
<b>Gender</b>		
Male	1.02	1.12
Female	0.91	0.99

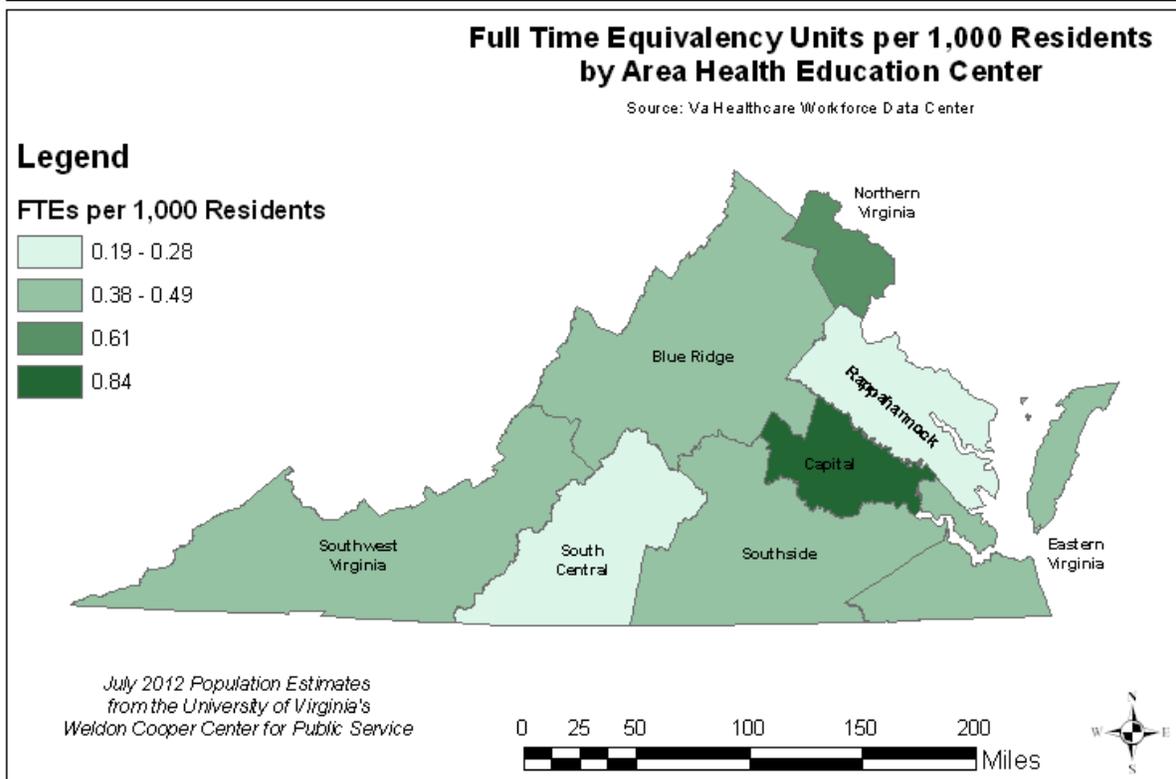
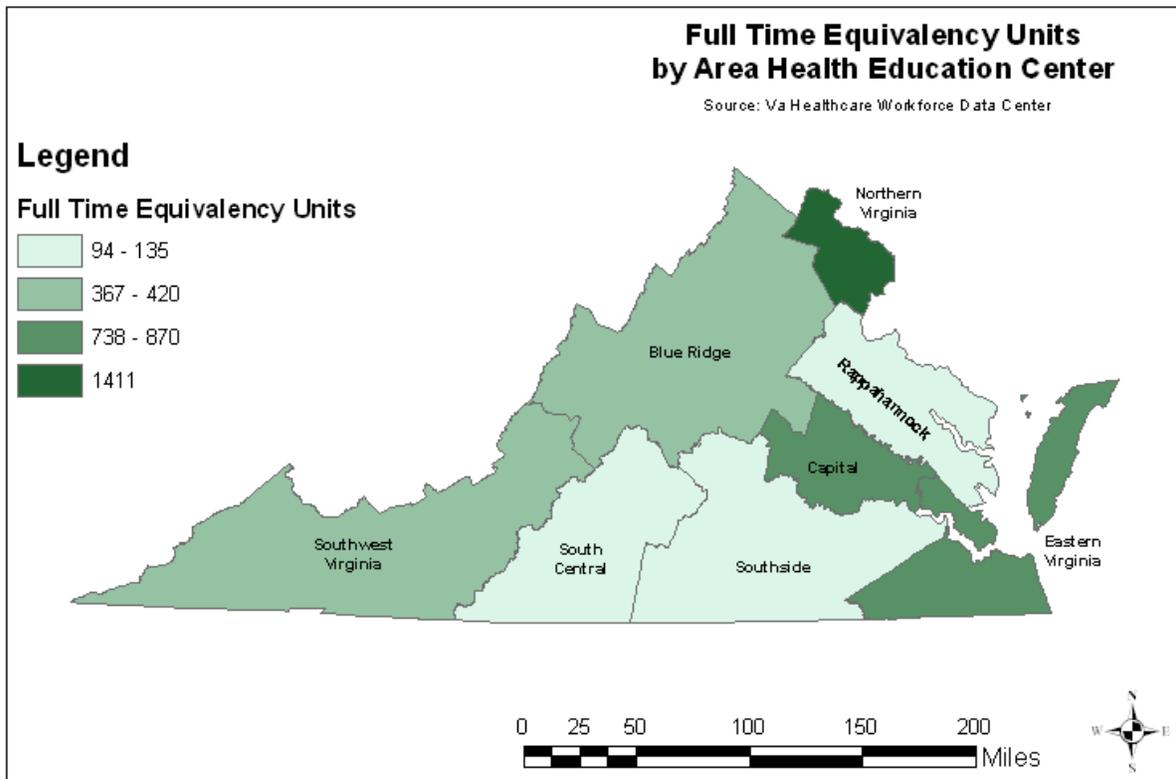
Source: Va. Healthcare Workforce Data Center

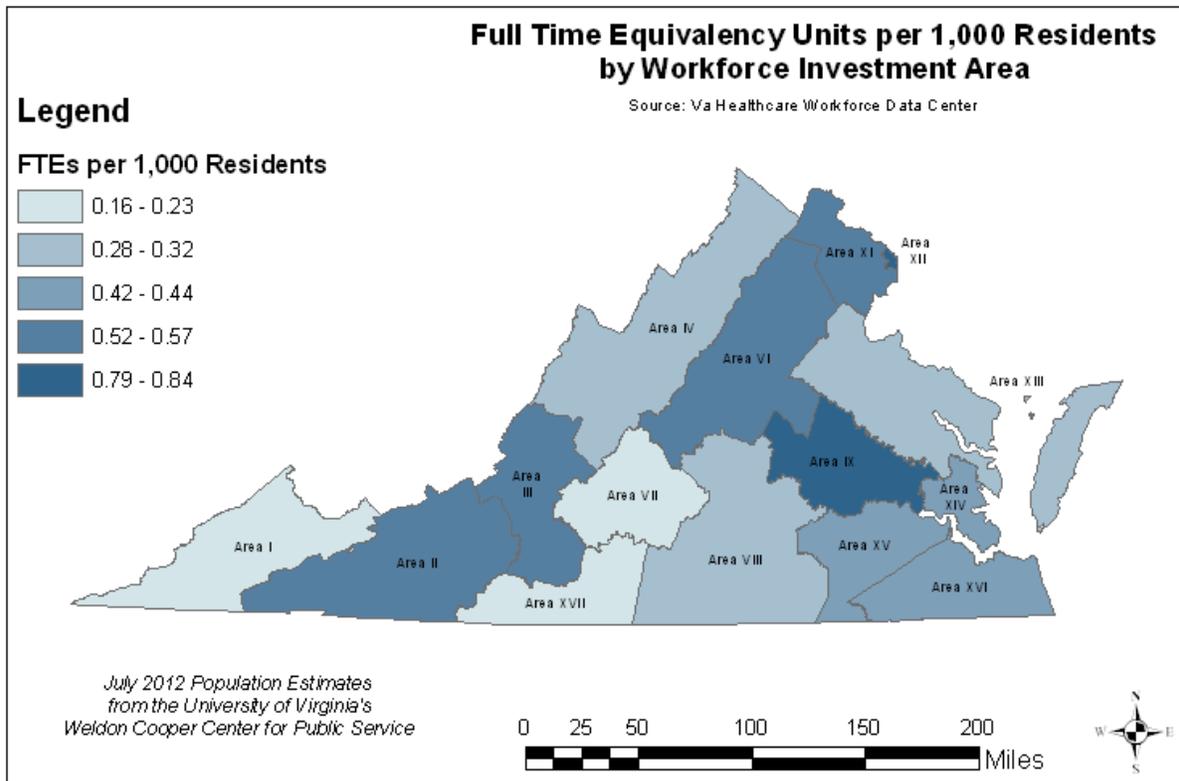
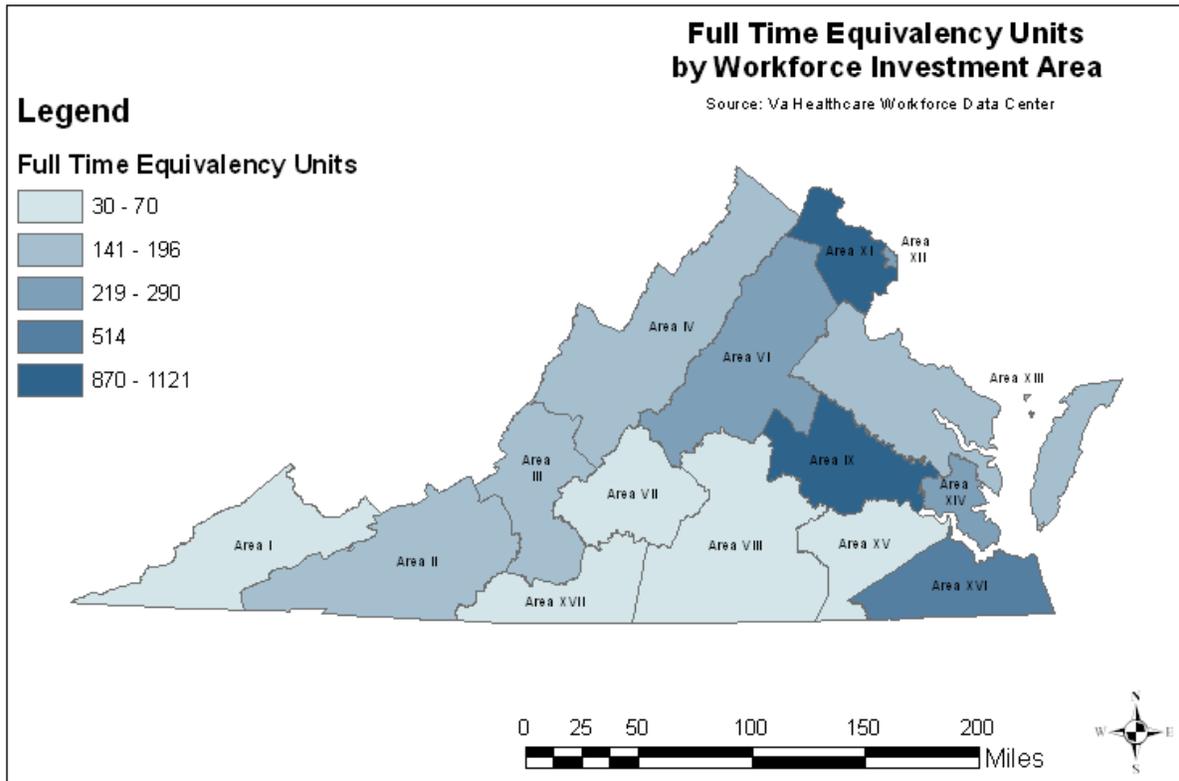


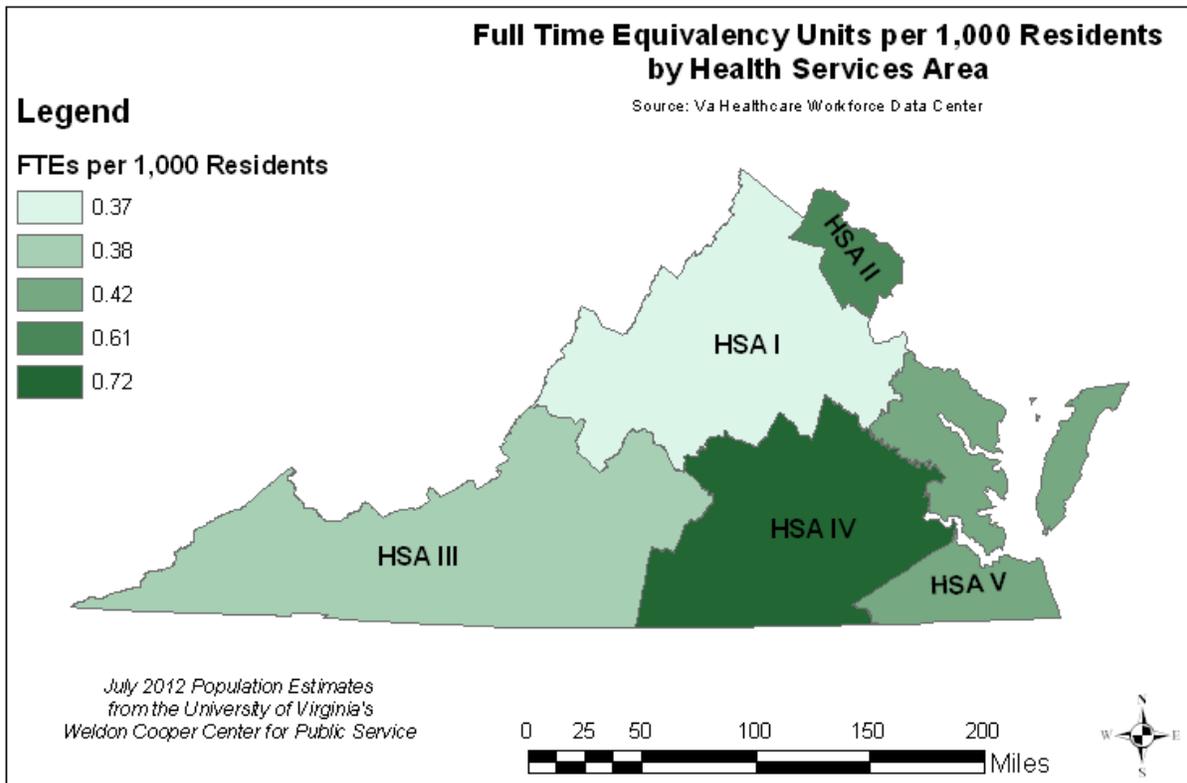
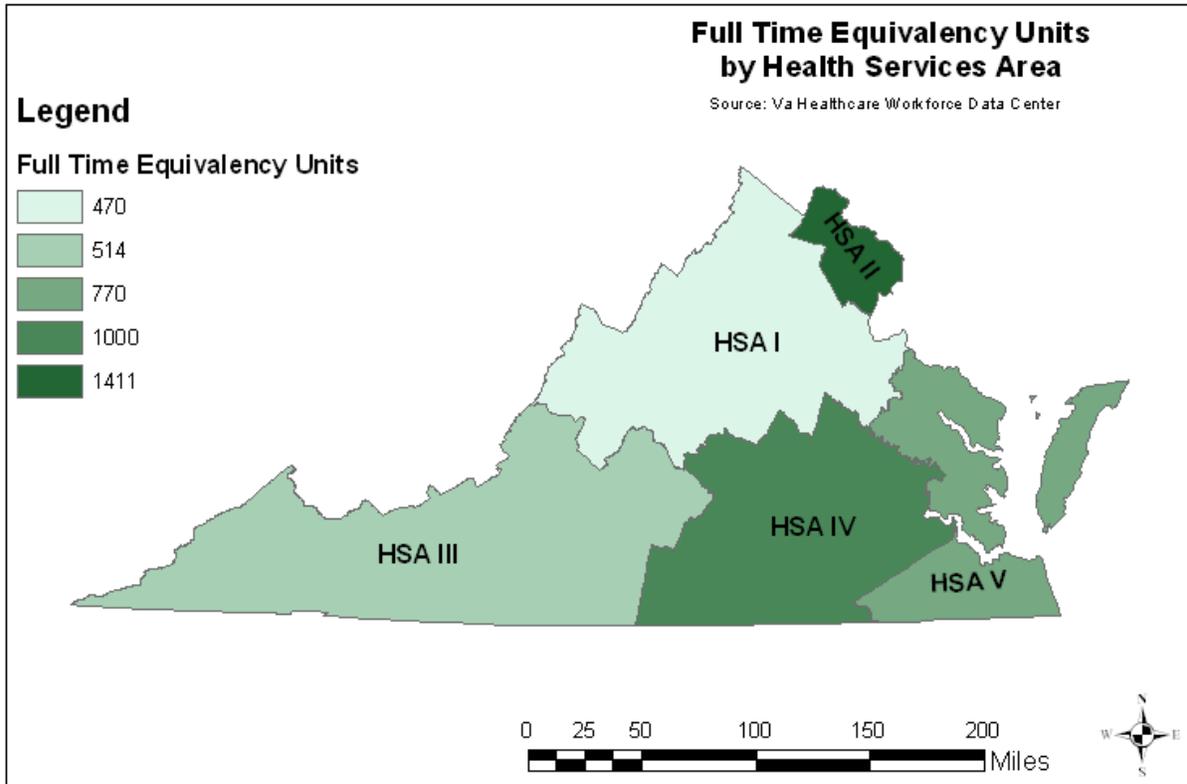
Source: Va. Healthcare Workforce Data Center

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











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Metro, 1 million+</b>	3,860	79.25%	1.26185	1.163737	1.82849
<b>Metro, 250,000 to 1 million</b>	309	83.17%	1.202335	1.108849	1.742249
<b>Metro, 250,000 or less</b>	458	80.57%	1.241192	1.144685	1.798556
<b>Urban pop 20,000+, Metro adj</b>	32	56.25%	1.777778	1.667563	2.576098
<b>Urban pop 20,000+, nonadj</b>	0	NA	NA	NA	NA
<b>Urban pop, 2,500-19,999, Metro adj</b>	96	79.17%	1.263158	1.164943	1.385364
<b>Urban pop, 2,500-19,999, nonadj</b>	83	79.52%	1.257576	1.159795	1.379242
<b>Rural, Metro adj</b>	49	71.43%	1.4	1.291145	1.535445
<b>Rural, nonadj</b>	30	76.67%	1.304348	1.20293	1.430539
<b>Virginia border state/DC</b>	526	68.25%	1.465181	1.351258	2.123128
<b>Other US State</b>	305	64.59%	1.548223	1.427843	1.698008

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	56	53.57%	1.866667	1.742249	2.576098
<b>30 to 34</b>	378	74.07%	1.35	1.260019	1.863071
<b>35 to 39</b>	580	82.76%	1.208333	1.127795	1.667563
<b>40 to 44</b>	695	84.17%	1.188034	1.108849	1.427843
<b>45 to 49</b>	659	83.16%	1.202555	1.122402	1.445295
<b>50 to 54</b>	727	82.26%	1.215719	1.134688	1.677756
<b>55 to 59</b>	728	79.81%	1.253012	1.169496	1.729222
<b>60 and Over</b>	1,961	70.78%	1.412824	1.318656	1.949771

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:  
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight.}$

**Overall Response Rate: 0.776279**

