
Virginia's Licensed Practical Nurse Workforce: 2015

Healthcare Workforce Data Center

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More than 9,000 Licensed Practical Nurses 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 Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Practical Nurse Workforce: At a Glance:

The Workforce

Licensees:	27,550
Virginia's Workforce:	23,493
FTEs:	23,138

Background

Rural Childhood:	49%
HS Degree in VA:	70%
Prof. Degree in VA:	85%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	67%
Satisfied?:	93%

Survey Response Rate

All Licensees:	35%
Renewing Practitioners:	73%

Education

LPN Diploma/Cert.:	97%
Associate:	3%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	57%

Demographics

Female:	95%
Diversity Index:	53%
Median Age:	45

Finances

Median Income:	\$30k-\$40k
Health Benefits:	54%
Under 40 w/ Ed debt:	61%

Time Allocation

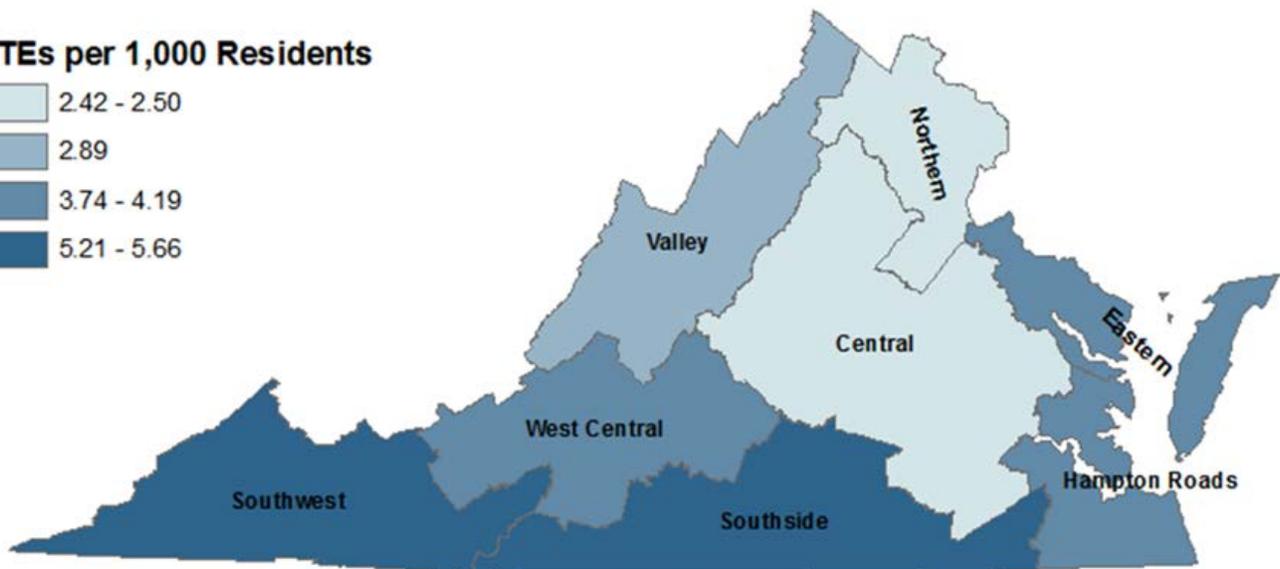
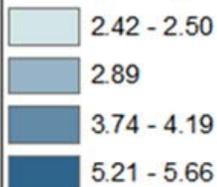
Patient Care:	80%-89%
Patient Care Role:	68%
Admin. Role:	8%

Source: Va. Healthcare Workforce Data Center

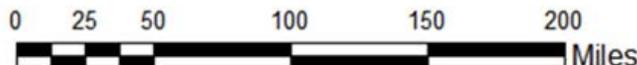
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



9,771 Licensed Practical Nurses (LPNs) voluntarily took part in the 2015 Licensed Practical Nurse Workforce 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, only approximately half of all LPNs have access to the survey in any given year. Thus, these survey respondents represent only 35% of the 27,550 LPNs who are licensed in the state but 73% of renewing practitioners.

The HWDC estimates that 23,493 LPNs 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 LPN at some point in the future. Between October 2014 and September 2015, Virginia's LPN workforce provided 23,138 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

95% of all LPNs are female, and the median age of all LPNs is 45. In a random encounter between two LPNs, there is a 53% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's LPN workforce just slightly less diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among LPNs who are under the age of 40, the workforce is more diverse than the overall population as the diversity index increases to 58%.

Nearly half of all LPNs grew up in a rural area, and nearly one-third of these professionals currently work in non-Metro areas of the state. Meanwhile, 70% of Virginia's LPNs graduated from high school in Virginia, and 85% of LPNs earned their initial professional degree in the state. In total, 87% of Virginia's LPN workforce has some educational background in the state.

Nearly all LPNs hold a LPN/LVM diploma or certificate as their highest professional degree. More than one-third of LPNs currently carry education debt, including 61% of those under the age of 40. The median debt burden for those LPNs with educational debt is between \$20,000 and \$30,000.

86% of LPNs are currently employed in the profession. Two-thirds of all LPNs hold one full-time position, while 11% hold two or more positions simultaneously. More than half of LPNs work between 40 and 49 hours per week, while just 4% of LPNs work at least 60 hours per week. Meanwhile, 57% of LPNs have been at their primary work location for more than two years, although 3% of LPNs have experienced involuntary unemployment at some point in the past year.

The median annual income for LPNs is between \$30,000 and \$40,000. In addition, 73% of wage or salaried LPNs receive at least one employer-sponsored benefit, including 54% who receive health insurance. 93% of LPNs are satisfied with their current employment situation, including 62% who indicate they are "very satisfied".

One-quarter of LPNs have worked at two or more locations in the past year, while 24% of LPNs currently do so. 82% of LPNs work in the private sector, including 63% who work at a for-profit institution. Long-term care facilities/nursing homes are the most common working establishment type for Virginia's LPNs.

A typical LPN spends nearly all of her time treating patients. More than two-thirds of LPNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, a typical LPN spends approximately one-third of her time treating the elderly and a quarter of her time treating adult patients.

35% of LPNs expect to retire by the age of 65. 7% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2040. Over the next two years, only 5% of LPNs plan on leaving either the state or the profession. Meanwhile, 11% of LPNs plan on increasing patient care activities over the next two years, and 39% expect to pursue additional educational opportunities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	13,652	50%
New Licensees	1,116	4%
Non-Renewals	2,530	9%
Renewal date not in survey period	10,252	37%
All Licensees	27,550	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 73% of renewing LPNs submitted a survey. These represent 35% of LPNs who held a license at some point during the survey period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	2,010	1,011	33%
30 to 34	2,060	999	33%
35 to 39	1,835	1,406	43%
40 to 44	2,130	1,028	33%
45 to 49	1,737	1,422	45%
50 to 54	2,057	1,017	33%
55 to 59	1,671	1,259	43%
60 and Over	4,279	1,629	28%
Total	17,779	9,771	35%
New Licenses			
Issued After Sept. 2014	1,116	0	0%
Metro Status			
Non-Metro	3,680	2,212	38%
Metro	12,840	7,174	36%
Not in Virginia	1,259	385	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

Number:	27,550
New:	4%
Not Renewed:	9%

Response Rates

All Licensees:	35%
Renewing Practitioners:	73%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	9,771
Response Rate, all licensees	35%
Response Rate, Renewals	73%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted between October 2014 and September 2015 on the birth month of each renewing practitioner.
- Target Population:** All LPNs who held a Virginia license at some point during the survey time period.
- Survey Population:** The survey was available to LPNs who renewed their licenses online. It was not available to those who did not renew, including LPNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's LPN Workforce: 23,493
 FTEs: 23,138

Utilization Ratios

Licensees in VA Workforce: 90%
 Licensees per FTE: 1.19
 Workers per FTE: 1.07

Source: Va. Healthcare Workforce Data Center

Virginia's LPN Workforce		
Status	#	%
Worked in Virginia in Past Year	23,493	95%
Looking for Work in Virginia	1,292	5%
Virginia's Workforce	24,785	100%
Total FTEs	23,138	
Licensees	27,550	

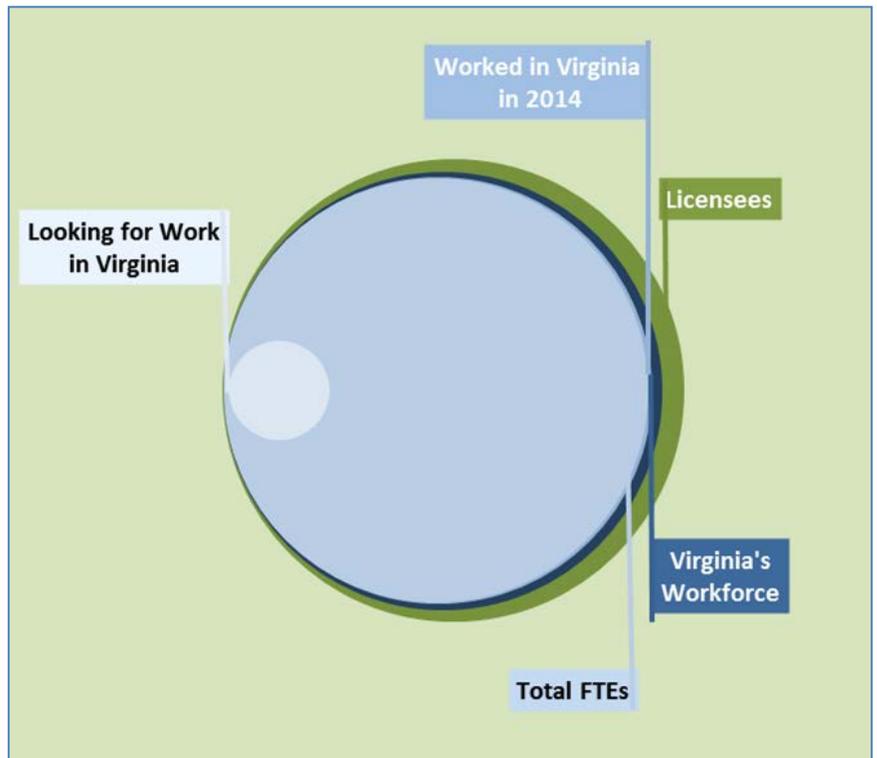
Source: Va. Healthcare Workforce Data Center

Definitions

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

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	118	4%	2,674	96%	2,793	12%
30 to 34	105	4%	2,666	96%	2,772	11%
35 to 39	127	4%	2,800	96%	2,928	12%
40 to 44	125	4%	2,782	96%	2,907	12%
45 to 49	188	7%	2,628	93%	2,815	12%
50 to 54	160	6%	2,522	94%	2,682	11%
55 to 59	143	6%	2,387	94%	2,530	10%
60 +	224	5%	4,539	95%	4,763	20%
Total	1,190	5%	22,999	95%	24,190	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LPNs		LPNs under 40	
	%	#	%	#	%
White	63%	14,968	61%	4,771	56%
Black	19%	7,553	31%	2,722	32%
Asian	6%	431	2%	225	3%
Other Race	0%	271	1%	108	1%
Two or more races	2%	519	2%	262	3%
Hispanic	9%	725	3%	439	5%
Total	100%	24,467	100%	8,528	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, 2014.
Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 95%
% Under 40 Female: 96%

Age

Median Age: 45
% Under 40: 35%
% 55+: 30%

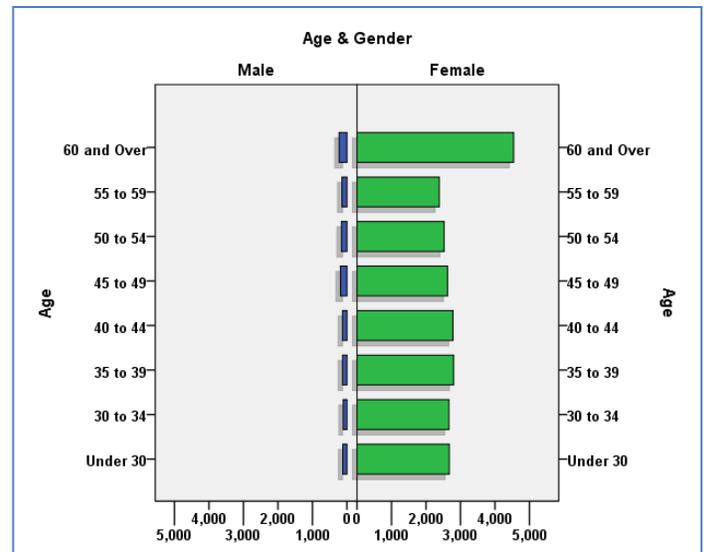
Diversity

Diversity Index: 53%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 53% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.

35% of LPNs are under the age of 40. 96% of these professionals are female. In addition, the diversity index among LPNs under the age of 40 is 58%, which is higher than the diversity index for Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 20%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 70%
 Prof. Ed. in VA: 85%
 HS or Prof. Ed. in VA: 87%

Location Choice

% Rural to Non-Metro: 31%
 % Urban/Suburban to Non-Metro: 7%

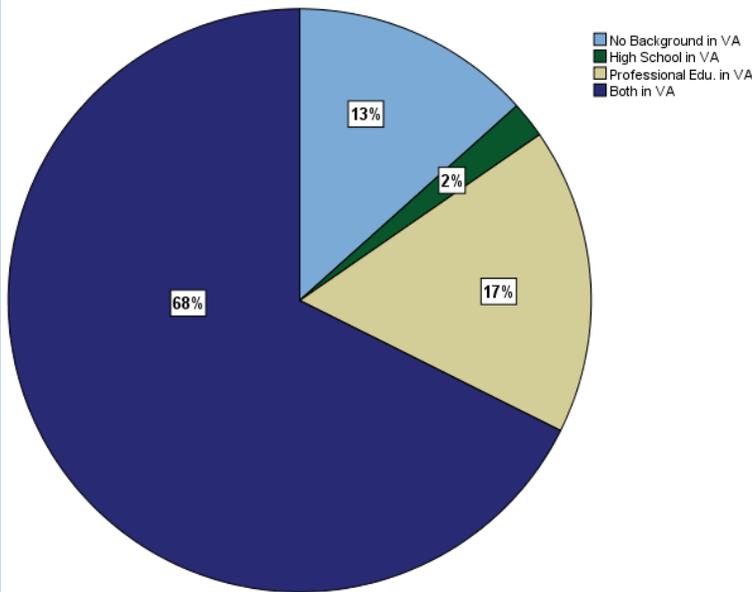
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	31%	40%	28%
2	Metro, 250,000 to 1 million	66%	24%	10%
3	Metro, 250,000 or less	71%	20%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	73%	14%	12%
6	Urban pop, 2,500-19,999, Metro adj	80%	12%	8%
7	Urban pop, 2,500-19,999, nonadj	88%	7%	4%
8	Rural, Metro adj	83%	13%	4%
9	Rural, nonadj	69%	17%	14%
Overall		49%	31%	20%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of LPNs grew up in self-described rural areas, and 31% of these professionals currently work in non-Metro counties. Overall, 19% of all LPNs currently work in non-Metro counties.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All LPNs			
	High School	#	Init. Prof Degree	#
1	Virginia	16,883	Virginia	20,500
2	Outside of U.S./Canada	1,424	New York	441
3	New York	880	West Virginia	352
4	Pennsylvania	529	Pennsylvania	316
5	West Virginia	511	Washington, D.C.	242
6	New Jersey	408	Texas	229
7	North Carolina	393	New Jersey	227
8	Florida	326	Florida	217
9	Ohio	286	California	159
10	Maryland	273	North Carolina	156

70% of licensed LPNs received their high school degree in Virginia, and 85% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	3,360	Virginia	4,307
2	Outside of U.S./Canada	376	West Virginia	93
3	New York	192	Texas	79
4	Pennsylvania	115	New York	77
5	Florida	108	Pennsylvania	73
6	Ohio	98	Florida	68
7	West Virginia	89	New Jersey	49
8	New Jersey	86	Ohio	44
9	North Carolina	82	California	42
10	California	78	Washington, D.C.	36

Among LPNs who received their license in the past five years, 65% received their high school degree in Virginia, while 84% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

10% of Virginia's licensees did not participate in Virginia's LPN workforce during the past year. 63% of these licensees worked at some point in the past year, including 52% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

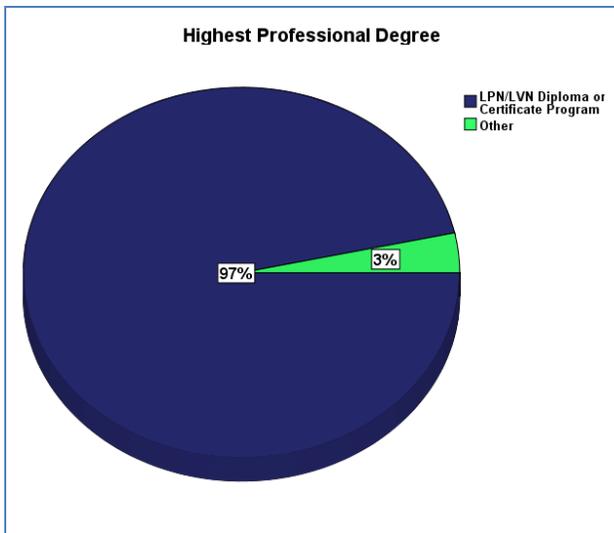
Total:	2,763
% of Licensees:	10%
Federal/Military:	10%
Va. Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	23,193	97%
Hospital RN Diploma	45	0%
Associate Degree	692	3%
Baccalaureate Degree	83	0%
Master's Degree	9	0%
Doctorate Degree	0	0%
Total	24,021	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly all LPNs hold a LPN/LVM Diploma or Certificate as their highest professional degree. 40% of LPNs carry education debt, including 61% of those under the age of 40. The median debt burden among LPNs with educational debt is between \$20,000 and \$30,000.

At a Glance:

Education
 LPN Diploma/Cert.: 97%
 Associate: 3%

Educational Debt
 Carry debt: 40%
 Under age 40 w/ debt: 61%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPNs		LPNs under 40	
	#	%	#	%
None	12,324	60%	2,898	39%
\$10,000 or less	2,263	11%	1,143	15%
\$10,000-\$19,999	1,795	9%	999	13%
\$20,000-\$29,999	1,613	8%	958	13%
\$30,000-\$39,999	970	5%	571	8%
\$40,000-\$49,999	561	3%	356	5%
\$50,000-\$59,999	446	2%	254	3%
\$60,000-\$69,999	206	1%	119	2%
\$70,000-\$79,999	128	1%	51	1%
\$80,000-\$89,999	50	0%	22	0%
\$90,000-\$99,999	38	0%	19	0%
\$100,000-\$109,999	48	0%	22	0%
\$110,000-\$119,999	2	0%	0	0%
\$120,000 or more	44	0%	7	0%
Total	20,488	100%	7,419	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Geriatrics/Gerontology: 14%
 LTC/Assisted Living: 14%
 Pediatrics: 7%

Secondary Specialty

LTC/Assisted Living: 14%
 Geriatrics/Gerontology: 10%
 Pediatrics: 5%

Licenses

Licensed Practical Nurse: 97%
 Registered Nurse: 1%

Source: Va. Healthcare Workforce Data Center

Geriatrics/gerontology, long-term care/assisted living, and pediatrics were the most common primary and secondary specialties among Virginia's LPN workforce.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Geriatrics/Gerontology	3,244	14%	2,034	10%
Long-Term Care/Assisted Living/Nursing Home	3,238	14%	2,734	14%
Pediatrics	1,774	7%	1,019	5%
Family Health	1,325	6%	623	3%
Psychiatric/Mental Health	821	3%	506	3%
Acute/Critical Care/Emergency/Trauma	558	2%	605	3%
Surgery/OR/Pre-, Peri- or Post-Operative	433	2%	224	1%
Adult Health	430	2%	503	3%
Rehabilitation	399	2%	748	4%
Women's Health/Gynecology	364	2%	231	1%
Medical Specialties (Not Listed)	311	1%	255	1%
Cardiology	304	1%	240	1%
Administration/Management	278	1%	451	2%
Community Health/Public Health	277	1%	302	2%
Obstetrics/Nurse Midwifery	250	1%	237	1%
Orthopedics	238	1%	203	1%
Hospital/Float	226	1%	293	1%
Renal Health/Dialysis	207	1%	109	1%
Student Health	171	1%	86	0%
Oncology	162	1%	120	1%
Palliative/Hospice Care	144	1%	203	1%
Case Management	132	1%	162	1%
Occupational/Employee/Industrial Health	131	1%	108	1%
General Nursing/No Specialty	6,353	27%	6,375	32%
Other Specialty Area	1,982	8%	1,665	8%
Total	23,752	100%	20,035	100%

Source: Va. Healthcare Workforce Data Center

Certifications

Certification	#	%
Registered Nurse	162	1%
Certified Massage Therapist	46	0%
All Other Licenses	49	0%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 67%
2 or More Positions: 11%

Weekly Hours:

40 to 49: 53%
60 or more: 4%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	29	0%
Employed in a nursing- related capacity	20,810	86%
Employed, NOT in a nursing-related capacity	1,127	5%
Not working, reason unknown	5	0%
Involuntarily unemployed	334	1%
Voluntarily unemployed	1,407	6%
Retired	462	2%
Total	24,173	100%

Source: Va. Healthcare Workforce Data Center

86% of LPNs are currently employed in their profession. 67% of LPNs hold one full-time job, while just 11% currently have multiple jobs. More than half of all LPNs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	1,746	8%
1 to 9 hours	474	2%
10 to 19 hours	715	3%
20 to 29 hours	1,468	6%
30 to 39 hours	4,209	18%
40 to 49 hours	12,292	53%
50 to 59 hours	1,195	5%
60 to 69 hours	437	2%
70 to 79 hours	196	1%
80 or more hours	404	2%
Total	23,136	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,746	7%
One Part-Time Position	3,307	14%
Two Part-Time Positions	519	2%
One Full-Time Position	15,731	67%
One Full-Time Position & One Part-Time Position	1,801	8%
Two Full-Time Positions	119	1%
More than Two Positions	159	1%
Total	23,383	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	351	2%
Less than \$20,000	1,514	8%
\$20,000-\$29,999	2,716	15%
\$30,000-\$39,999	6,089	33%
\$40,000-\$49,999	4,754	26%
\$50,000-\$59,999	1,871	10%
\$60,000-\$69,999	702	4%
\$70,000-\$79,999	281	2%
\$80,000-\$89,999	130	1%
\$90,000-\$99,999	41	0%
\$100,000 or more	42	0%
Total	18,489	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$30k-\$40k

Benefits
Health Insurance: 54%
Retirement: 45%

Satisfaction
Satisfied: 93%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	14,466	62%
Somewhat Satisfied	7,176	31%
Somewhat Dissatisfied	1,193	5%
Very Dissatisfied	508	2%
Total	23,343	100%

Source: Va. Healthcare Workforce Data Center

The typical LPN earned between \$30,000 and \$40,000 in the past year. Among LPNs who received either a wage or salary as compensation at their primary work location, 54% received health insurance and 45% also had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Signing/Retention Bonus	533	3%	2%
Dental Insurance	10,944	53%	50%
Health Insurance	11,732	56%	54%
Paid Leave	12,215	59%	56%
Group Life Insurance	8,077	39%	37%
Retirement	9,823	47%	45%
Receive at least one benefit	15,814	76%	73%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	697	3%
Experience Voluntary Unemployment?	2,051	8%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,472	6%
Work two or more positions at the same time?	3,939	16%
Switch employers or practices?	2,240	9%
Experienced at least 1	8,551	35%

Source: Va. Healthcare Workforce Data Center

3% of Virginia’s LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 4.7% in 2015.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	1,069	5%	564	9%
Less than 6 Months	1,772	8%	869	15%
6 Months to 1 Year	2,368	11%	882	15%
1 to 2 Years	4,354	20%	1,209	20%
3 to 5 Years	4,659	21%	1,084	18%
6 to 10 Years	3,582	16%	662	11%
More than 10 Years	4,418	20%	695	12%
Subtotal	22,222	100%	5,965	100%
Did not have location	1,548		18,389	
Item Missing	1,015		431	
Total	24,785		24,785	

Source: Va. Healthcare Workforce Data Center

83% of LPNs receive an hourly wage at their primary work location, while 13% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 8%

Turnover & Tenure

Switched Jobs: 9%
New Location: 27%
Over 2 years: 57%
Over 2 yrs, 2nd location: 41%

Employment Type

Hourly Wage: 83%
Salary: 13%

Source: Va. Healthcare Workforce Data Center

57% of LPNs have worked at their primary location for more than 2 years—the job tenure normally required to attain a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,213	13%
Hourly Wage	13,734	83%
By Contract	386	2%
Business/ Practice Income	0	0%
Unpaid	127	1%
Subtotal	16,460	100%
Did not have location	1,548	
Item Missing	6,666	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.7% in October 2014 to 4.1% in September 2015, the period of the survey.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	63%
Lowest Region:	2%

Locations

2 or more	
(Past Year):	27%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

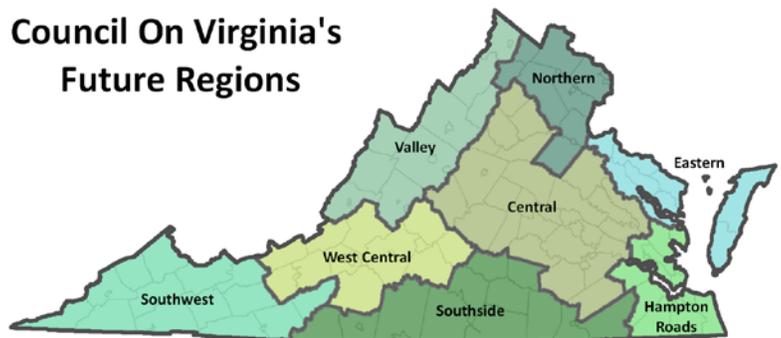
Hampton Roads is the COVF region that has the largest number of LPNs in the state, while Eastern Virginia has the fewest number of LPNs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	4,477	20%	1,306	21%
Eastern	501	2%	151	2%
Hampton Roads	5,617	26%	1,581	26%
Northern	3,691	17%	1,043	17%
Southside	1,611	7%	391	6%
Southwest	1,824	8%	420	7%
Valley	1,487	7%	346	6%
West Central	2,638	12%	692	11%
Virginia Border State/DC	55	0%	55	1%
Other US State	50	0%	110	2%
Outside of the US	0	0%	10	0%
Total	21,951	100%	6,105	100%
Item Missing	1,286		291	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



67% of all LPNs had just one work location during the past year, while 24% of LPNs had multiple work locations.

Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1,279	6%	2,172	9%
1	15,783	67%	15,705	67%
2	3,536	15%	3,322	14%
3	2,331	10%	2,017	9%
4	167	1%	57	0%
5	94	0%	44	0%
6 or More	215	1%	88	0%
Total	23,405	100%	23,405	100%

*At the time of survey completion (Oct. 2014-Sept. 2015, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	13,243	63%	3,833	68%
Non-Profit	4,045	19%	883	16%
State/Local Government	2,694	13%	692	12%
Veterans Administration	405	2%	58	1%
U.S. Military	429	2%	77	1%
Other Federal Government	243	1%	63	1%
Total	21,059	100%	5,606	100%
Did not have location	1,548		18,389	
Item Missing	2,178		791	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

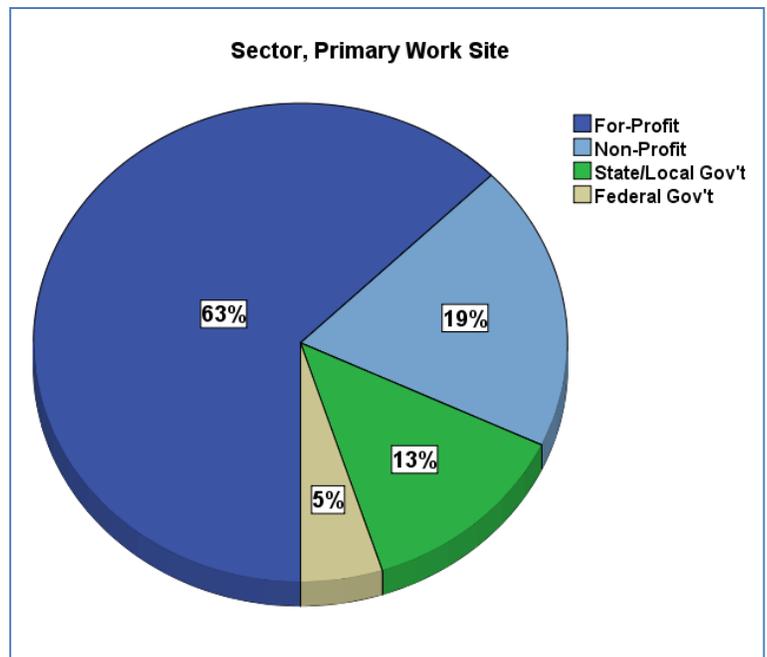
For Profit:	63%
Federal:	5%

Top Establishments

LTC/Nursing Home:	27%
Physician Office:	14%
Home Health Care:	11%

Source: Va. Healthcare Workforce Data Center

82% of all LPNs work in the private sector, including 63% in for-profit establishments. Meanwhile, 13% of LPNs work for state or local governments, and 5% work for the federal government.



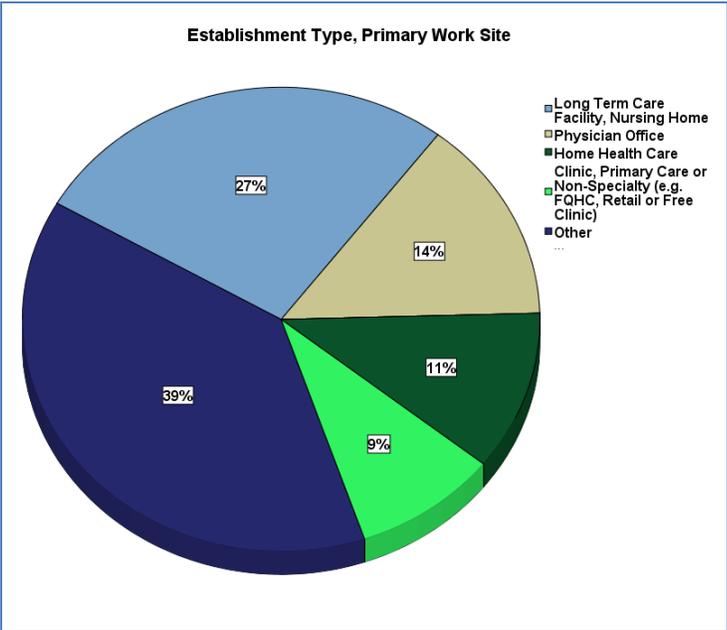
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
LTC Facility, Nursing Home	5,497	27%	1,612	30%
Physician Office	2,888	14%	459	8%
Home Health Care	2,262	11%	1,080	20%
Clinic, Primary Care or Non-Specialty	1,844	9%	323	6%
Hospital, Inpatient Department	1,109	5%	197	4%
Rehabilitation Facility	882	4%	243	4%
Corrections/Jail	723	4%	315	6%
Clinic, Non-Surgical Specialty	578	3%	95	2%
Mental Health, Development or Substance Abuse, Residential/Group Home	524	3%	141	3%
School (Providing Care to Students)	483	2%	106	2%
Hospital, Outpatient Department	424	2%	72	1%
Ambulatory/Outpatient Surgical Unit	291	1%	44	1%
Mental Health, or Substance Abuse, Outpatient Center	258	1%	62	1%
Insurance Company, Health Plan	219	1%	35	1%
Other Practice Setting	2,350	12%	652	12%
Total	20,332	100%	5,436	100%
Did Not Have a Location	1,548		18,389	

More than one-quarter of all LPNs work at long-term care facilities/nursing homes as their primary work location. In addition, physicians' offices and home health care establishments each employ more than 10% of all LPNs in the state. Primary care/non-specialty clinics and the inpatient departments of hospitals are also typical employers of Virginia's LPN workforce.

Source: Va. Healthcare Workforce Data Center

Among those LPNs who also have a secondary work location, 58% work at a long-term care facility/nursing home, home health care establishment, or a physicians' office.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

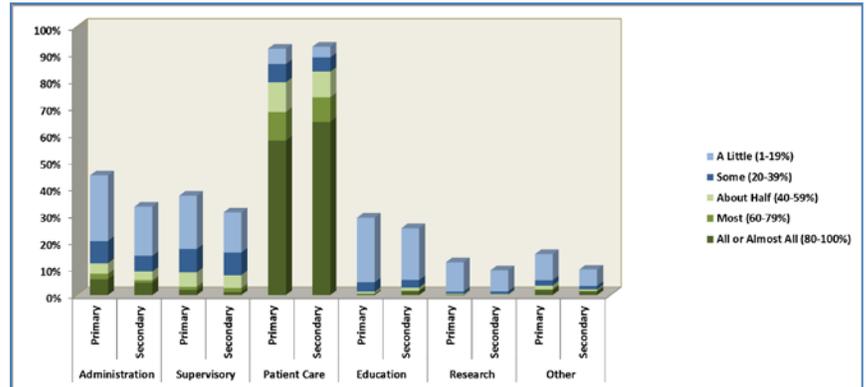
Patient Care: 68%
 Administrative: 8%
 Supervisory: 3%

Patient Care LPNs

Median Admin Time: 0%
 Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

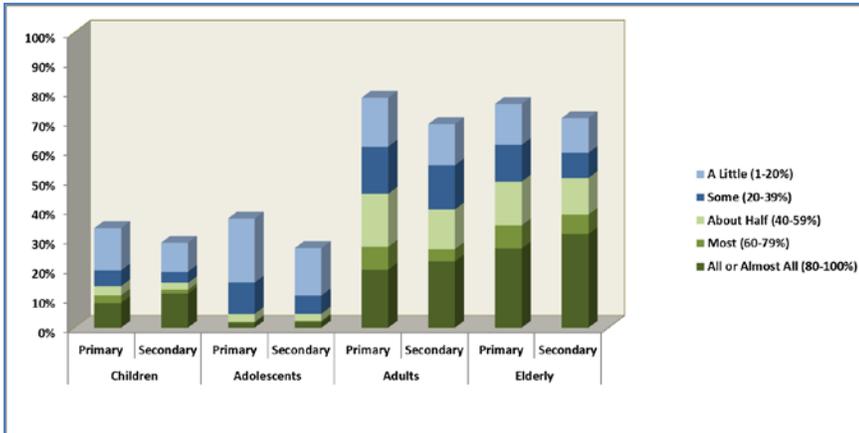


Source: Va. Healthcare Workforce Data Center

A typical LPN spends most of her time on patient care activities. More than two-thirds of all LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		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
All or Almost All (80-100%)	6%	5%	2%	1%	58%	65%	0%	1%	0%	0%	2%	1%
Most (60-79%)	2%	1%	1%	1%	11%	9%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	4%	3%	5%	5%	11%	10%	1%	1%	0%	0%	1%	1%
Some (20-39%)	8%	6%	9%	8%	7%	5%	4%	3%	1%	1%	2%	1%
A Little (1-20%)	24%	18%	20%	15%	6%	4%	24%	19%	11%	8%	10%	6%
None (0%)	55%	67%	63%	69%	8%	7%	71%	75%	88%	91%	85%	90%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 30%-39%
 Elderly: 30%-39%

Roles

Children: 11%
 Adolescents: 2%
 Adults: 27%
 Elderly: 35%

Source: Va. Healthcare Workforce Data Center

The typical LPN devotes most of her time to treating adults and the elderly. More than one-third of all LPNs serve an elderly patient care role, meaning that at least 60% of her patients are the elderly. In addition, more than one-quarter of all LPNs serve an adult patient care role.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	8%	11%	2%	2%	20%	22%	27%	32%
Most (60-79%)	3%	1%	0%	0%	8%	4%	8%	7%
About Half (40-59%)	3%	2%	3%	2%	18%	13%	15%	12%
Some (20-39%)	5%	4%	11%	6%	16%	15%	12%	9%
A Little (1-20%)	14%	10%	22%	16%	17%	14%	14%	12%
None (0%)	66%	71%	63%	73%	22%	31%	24%	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs over 50	
	#	%	#	%
Under age 50	327	2%	-	-
50 to 54	583	3%	80	1%
55 to 59	1,288	6%	290	4%
60 to 64	4,833	24%	1,892	24%
65 to 69	7,531	38%	3,406	43%
70 to 74	2,766	14%	1,242	16%
75 to 79	627	3%	269	3%
80 or over	339	2%	116	1%
I do not intend to retire	1,604	8%	658	8%
Total	19,898	100%	7,953	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 35%

Under 60: 11%

LPNs 50 and over

Under 65: 28%

Under 60: 5%

Time until Retirement

Within 2 years: 7%

Within 10 years: 23%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

35% of LPNs expect to retire by the age of 65, while 28% of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, nearly one-quarter of all LPNs expect to work until at least age 70, including 8% who do not expect to retire at all.

Within the next two years, only 5% of Virginia’s LPNs plan on leaving either the profession or the state. Meanwhile, 11% of LPNs plan on increasing patient care hours, and 39% plan on pursuing additional educational opportunities.

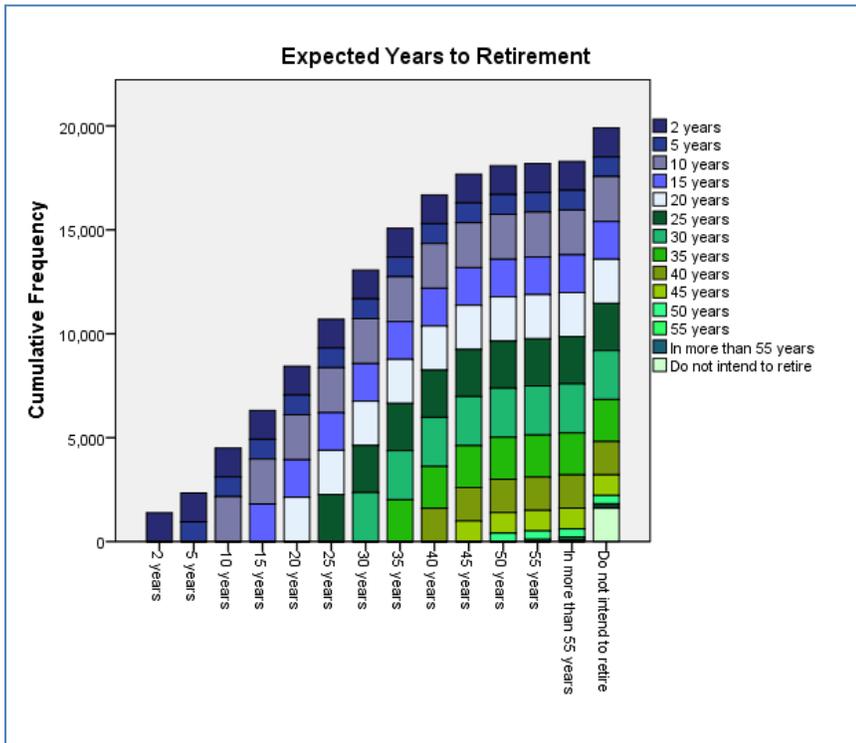
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	455	2%
Leave Virginia	810	3%
Decrease Patient Care Hours	1,374	6%
Decrease Teaching Hours	33	0%
Increase Participation		
Increase Patient Care Hours	2,705	11%
Increase Teaching Hours	502	2%
Pursue Additional Education	9,743	39%
Return to Virginia’s Workforce	414	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. 7% of LPNs expect to retire in the next two years, while 23% expect to retire in the next 10 years. More than half of the current LPN workforce expects to retire by 2040.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	1,389	7%	7%
5 years	948	5%	12%
10 years	2,161	11%	23%
15 years	1,812	9%	32%
20 years	2,128	11%	42%
25 years	2,265	11%	54%
30 years	2,361	12%	66%
35 years	2,018	10%	76%
40 years	1,602	8%	84%
45 years	995	5%	89%
50 years	404	2%	91%
55 years	106	1%	91%
In more than 55 years	105	1%	92%
Do not intend to retire	1,604	8%	100%
Total	19,898	100%	

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 2025. Retirements will peak at 12% of the current workforce before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 23,138
 FTEs/1,000 Residents: 2.8011
 Average: 1.00

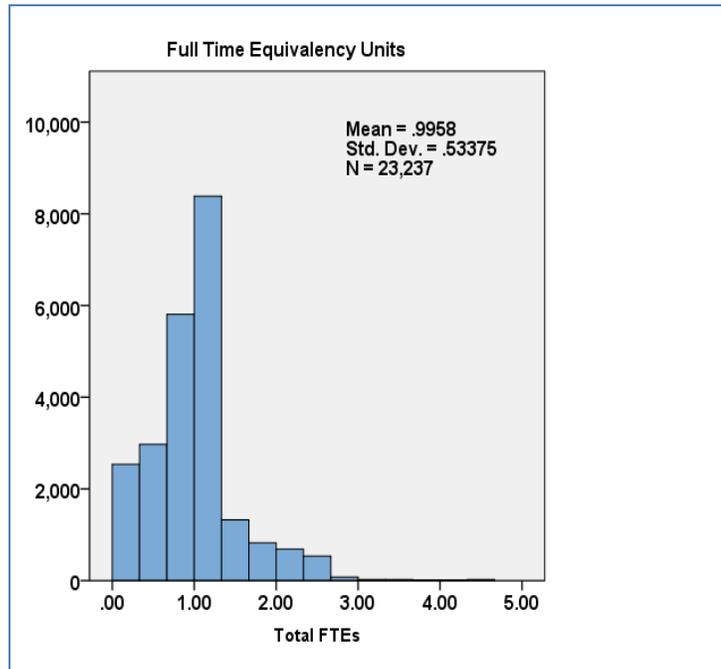
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

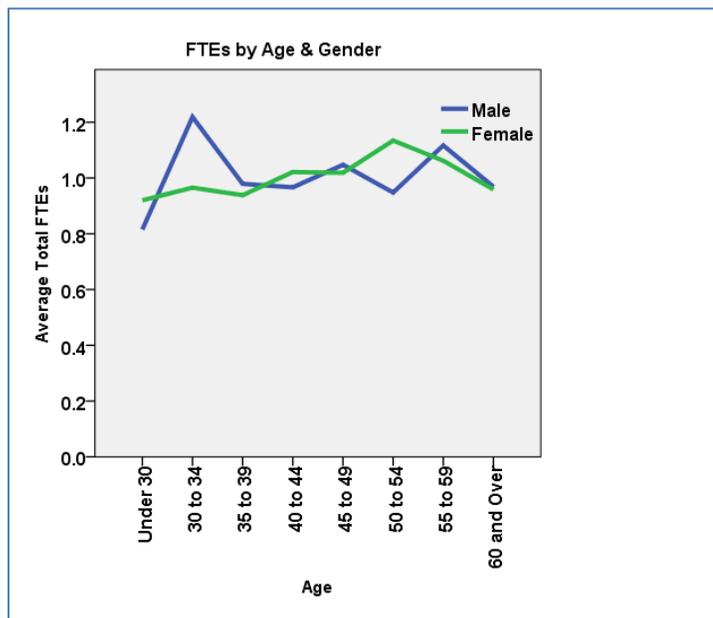


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 1.03 FTEs, or approximately 38 hours per week for 52 weeks. Statistical tests did not indicate that work hours vary by gender or age.²

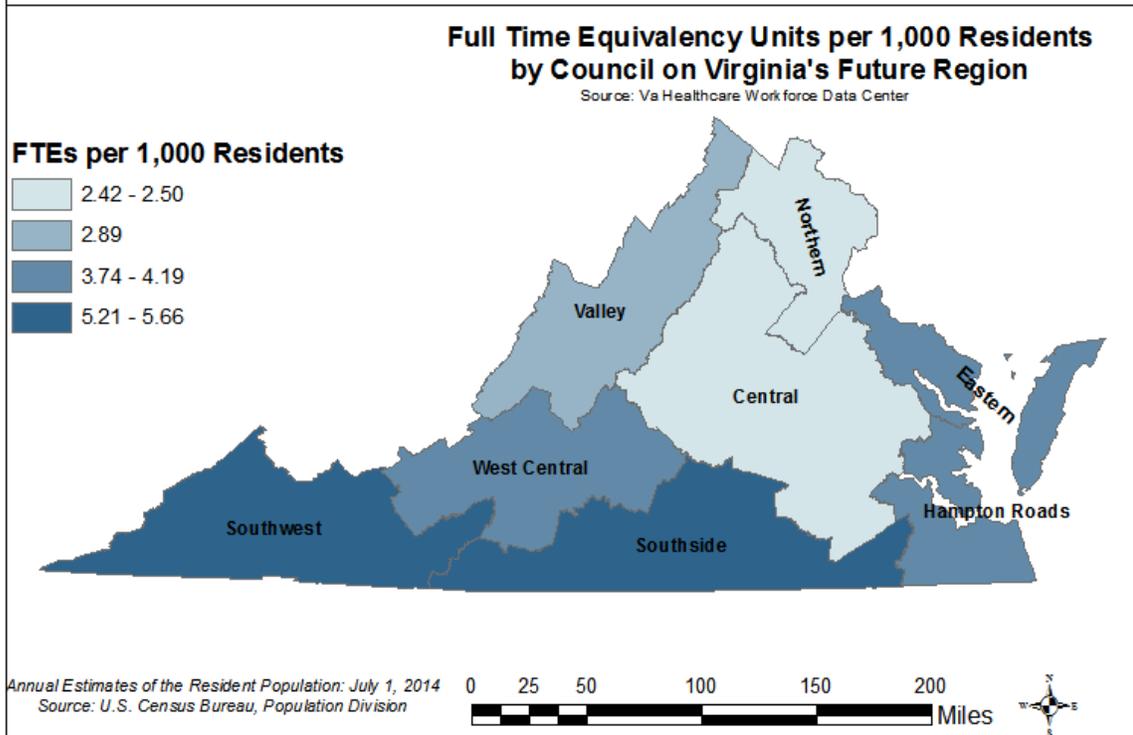
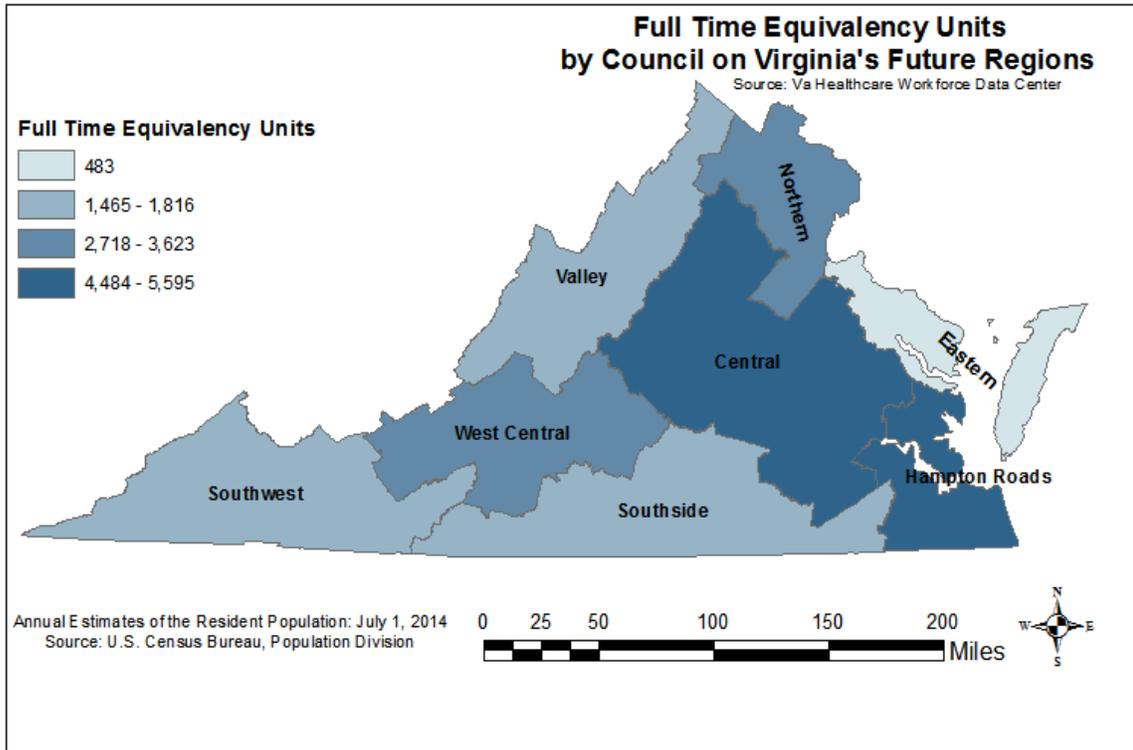
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.92	0.91
30 to 34	0.97	0.93
35 to 39	0.94	0.91
40 to 44	1.02	1.08
45 to 49	1.02	1.08
50 to 54	1.12	1.13
55 to 59	1.07	1.10
60 and Over	0.96	0.91
Gender		
Male	1.00	0.97
Female	1.00	1.04

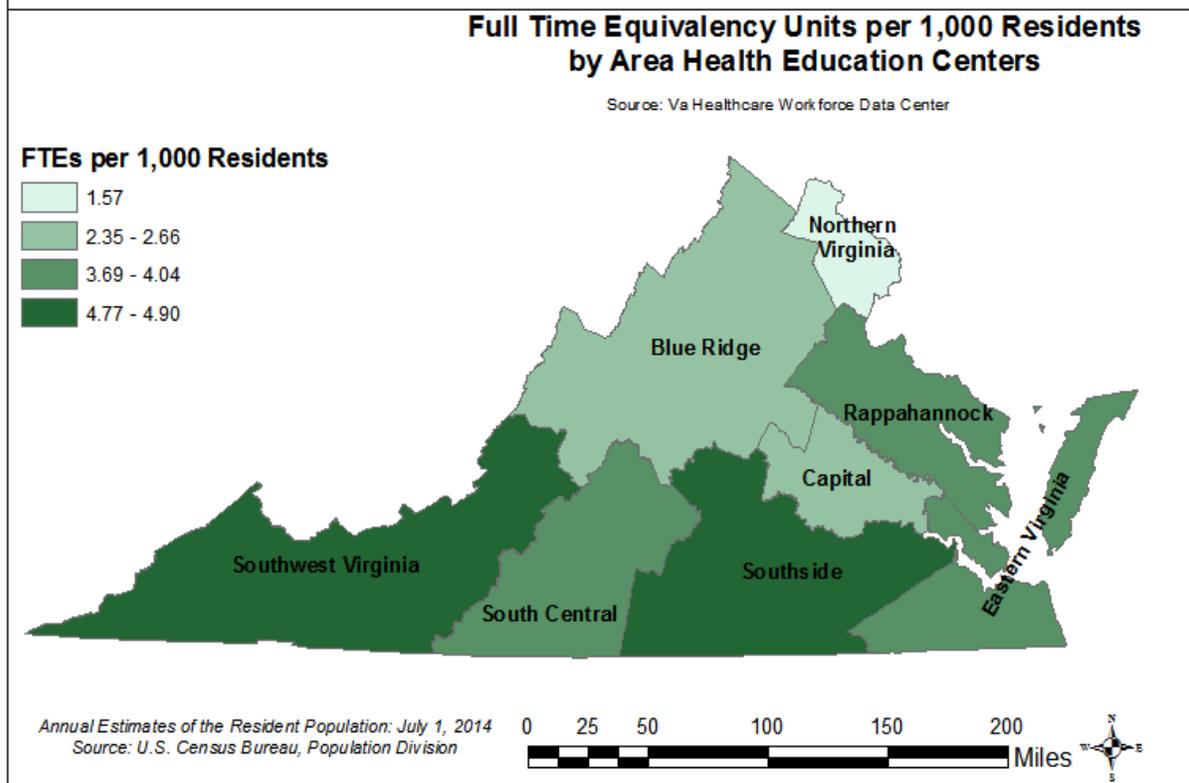
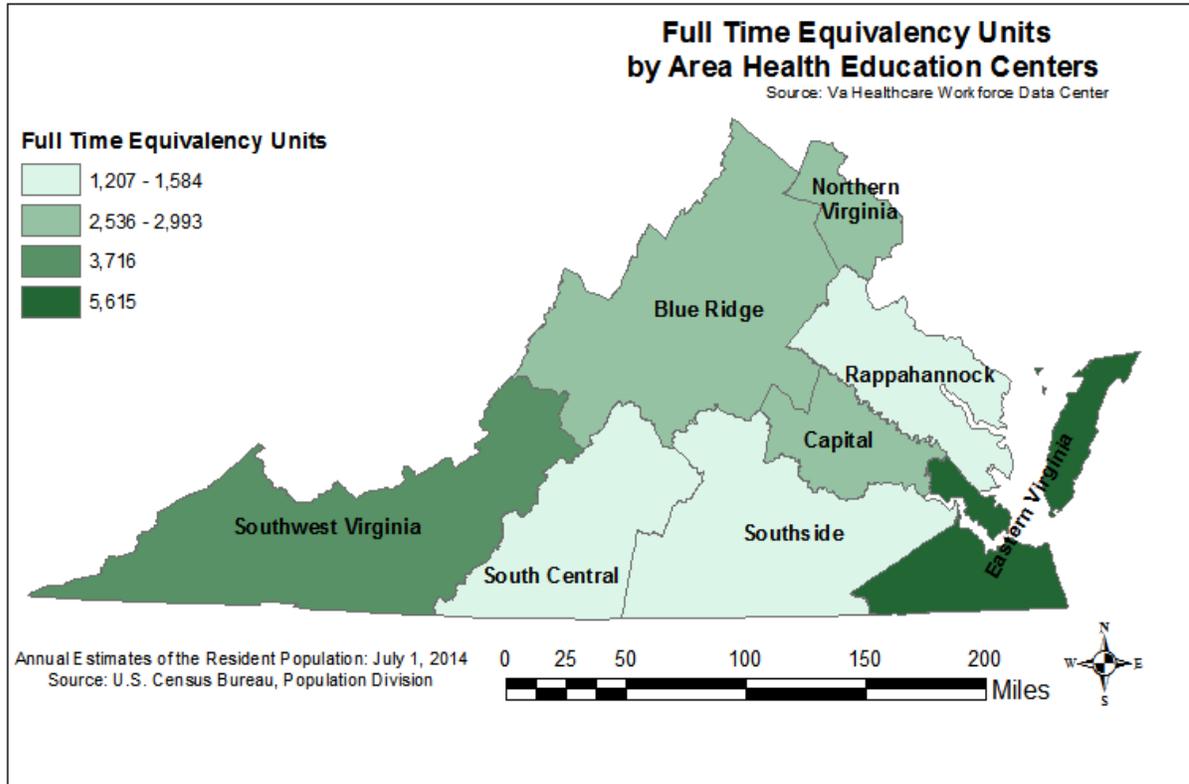
Source: Va. Healthcare Workforce Data Center

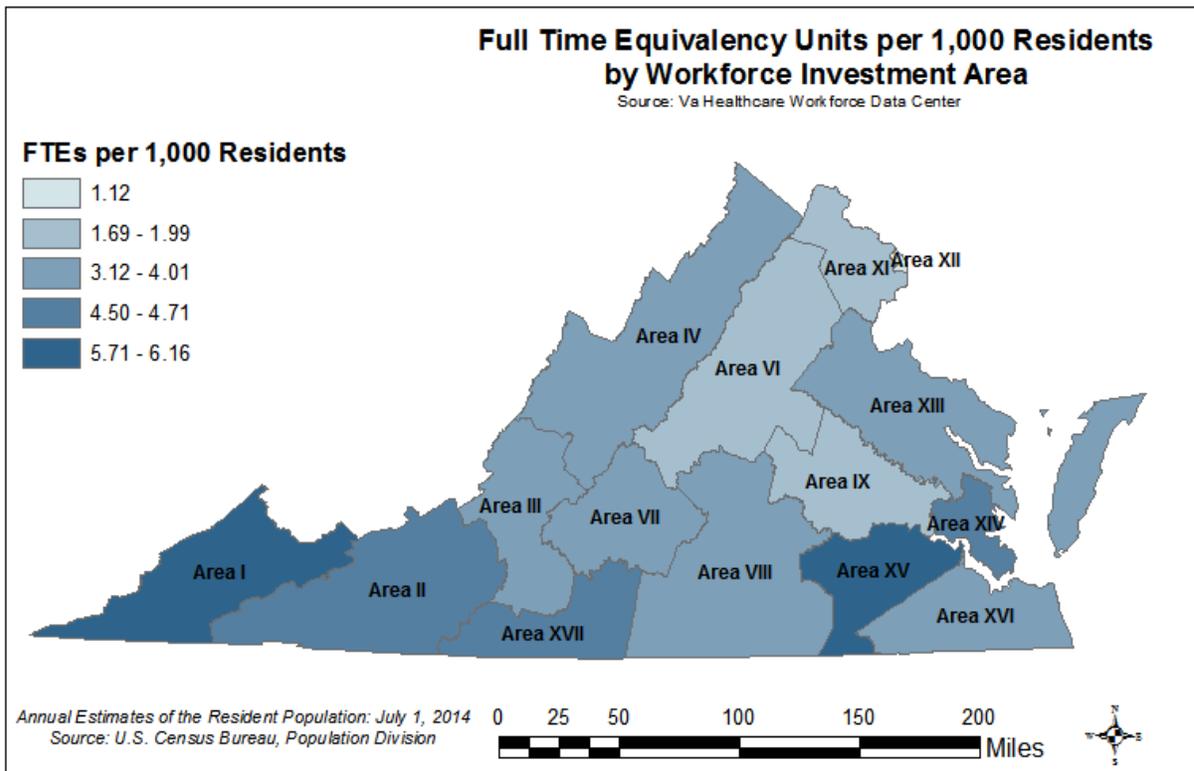
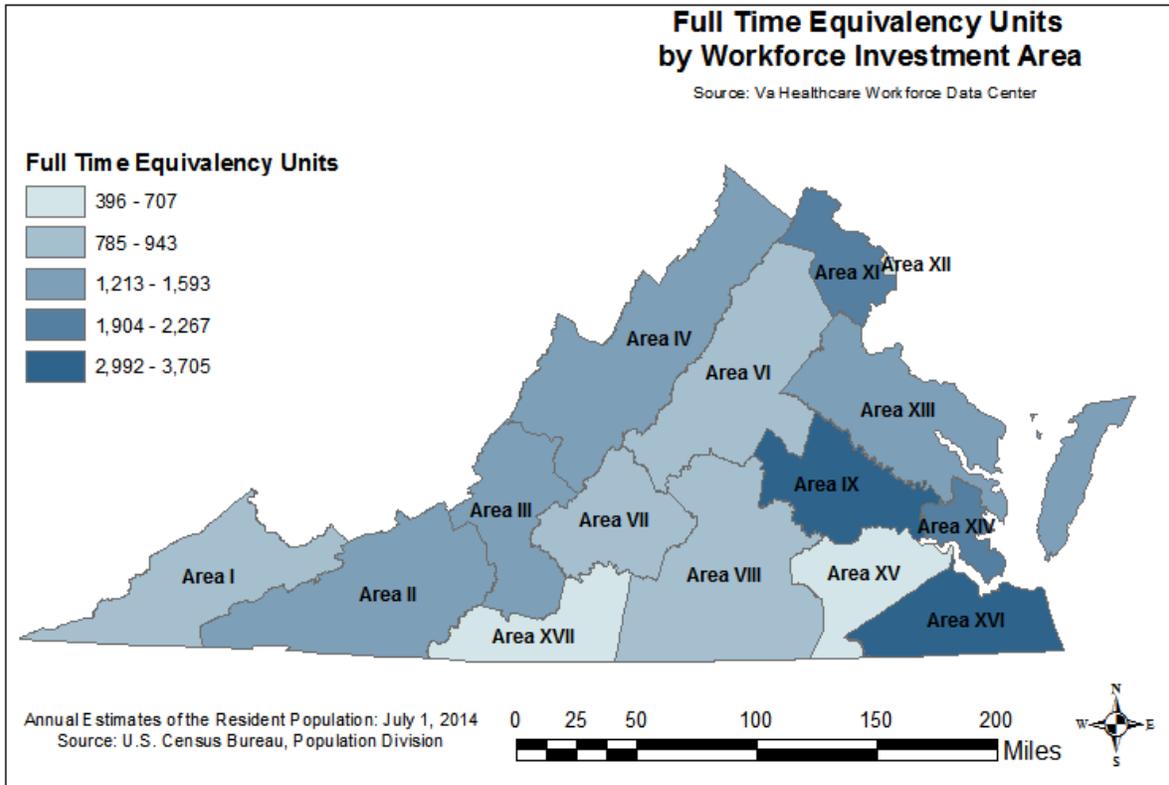


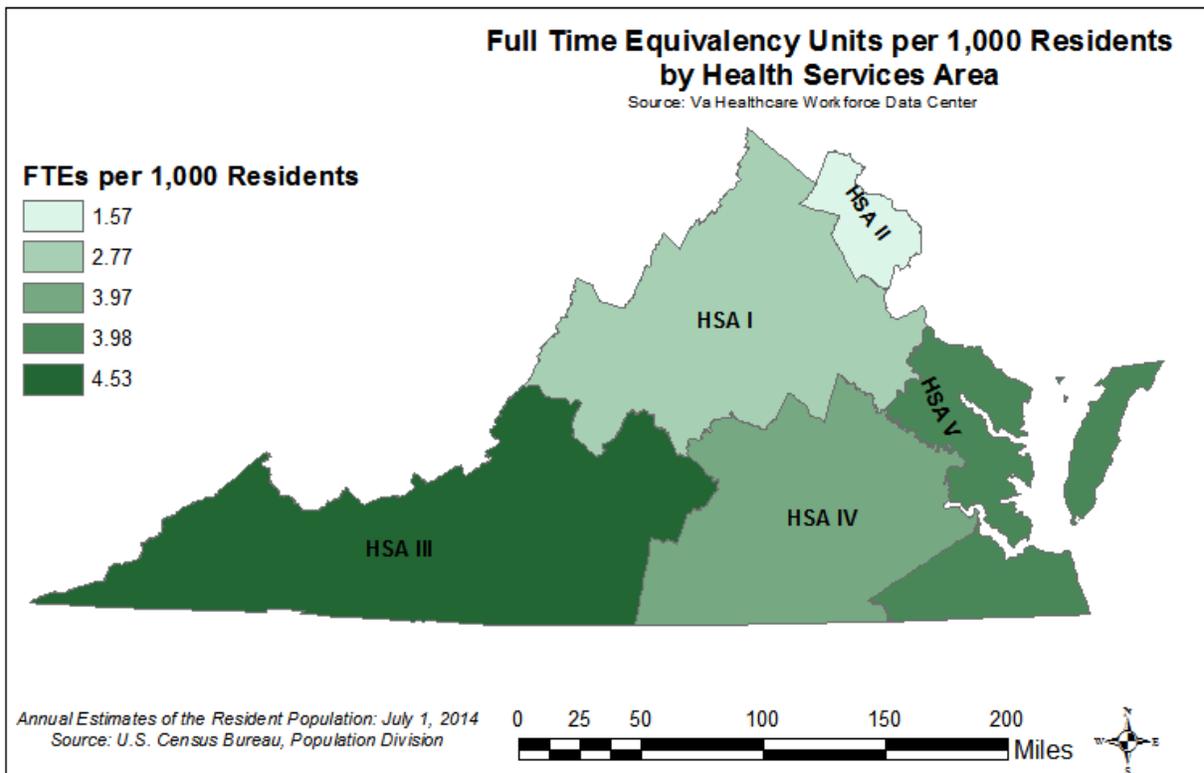
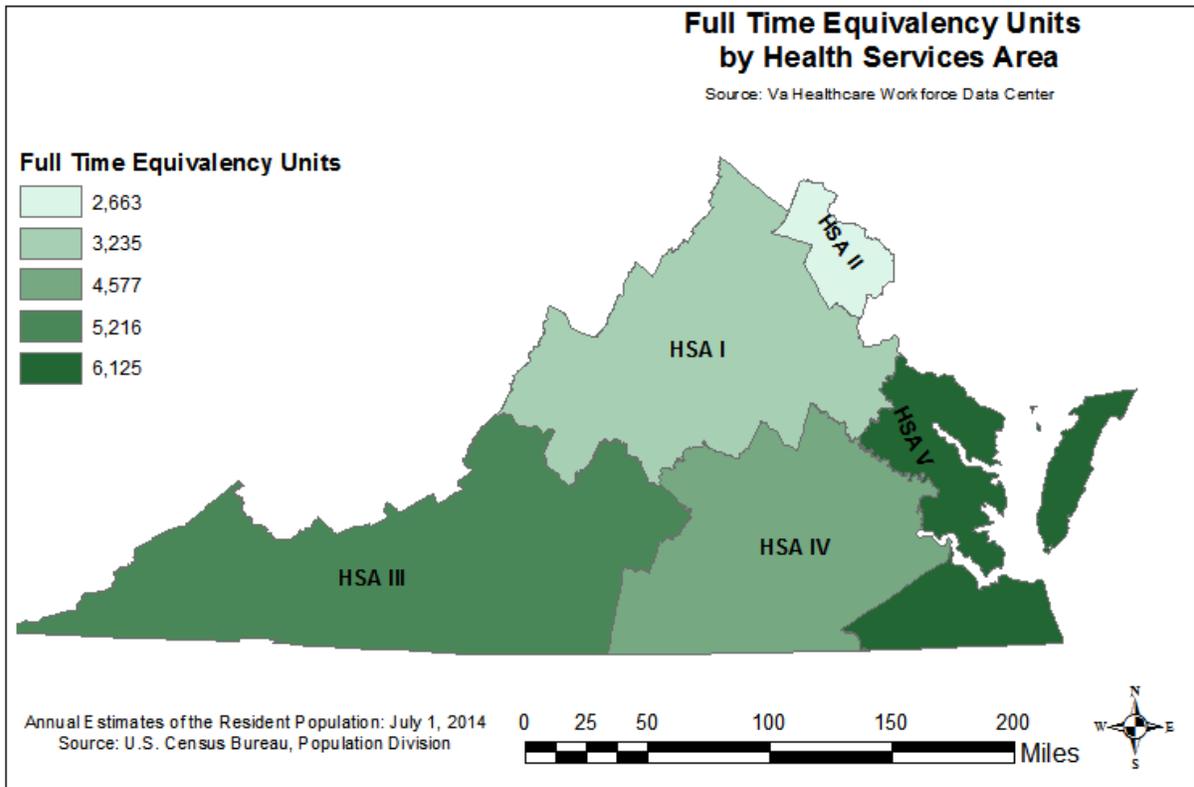
Source: Va. Healthcare Workforce Data Center

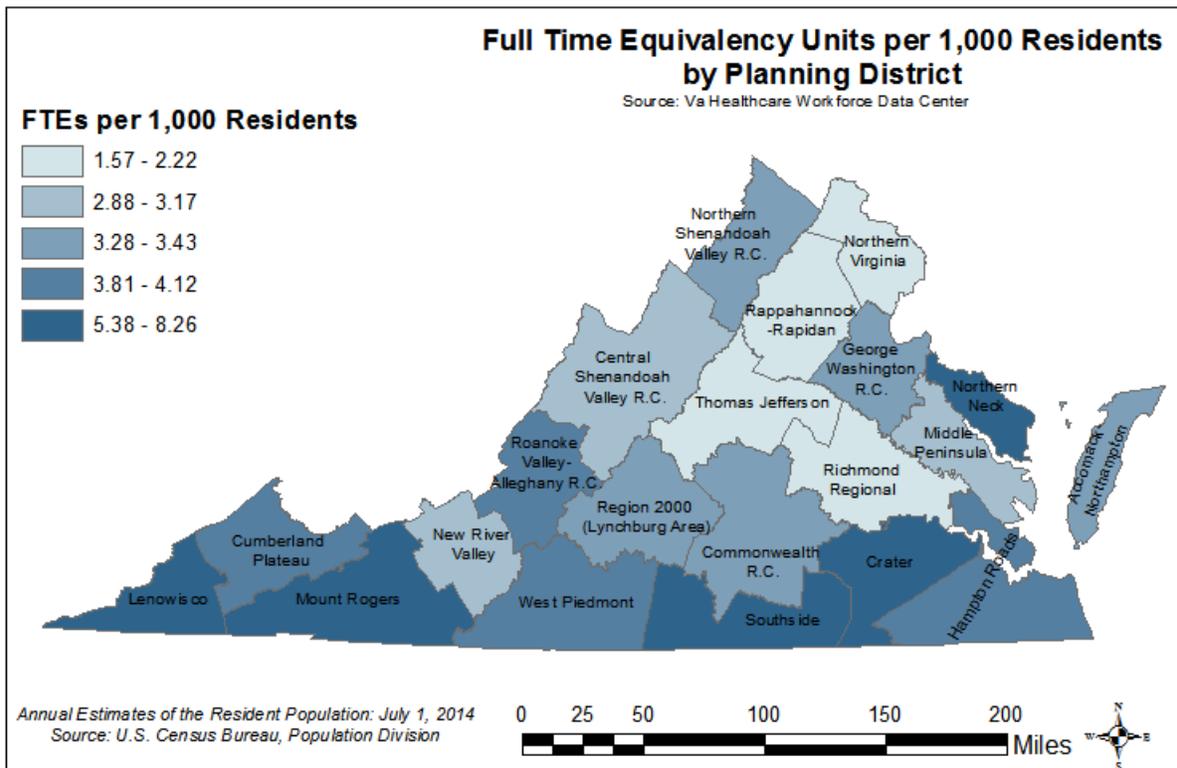
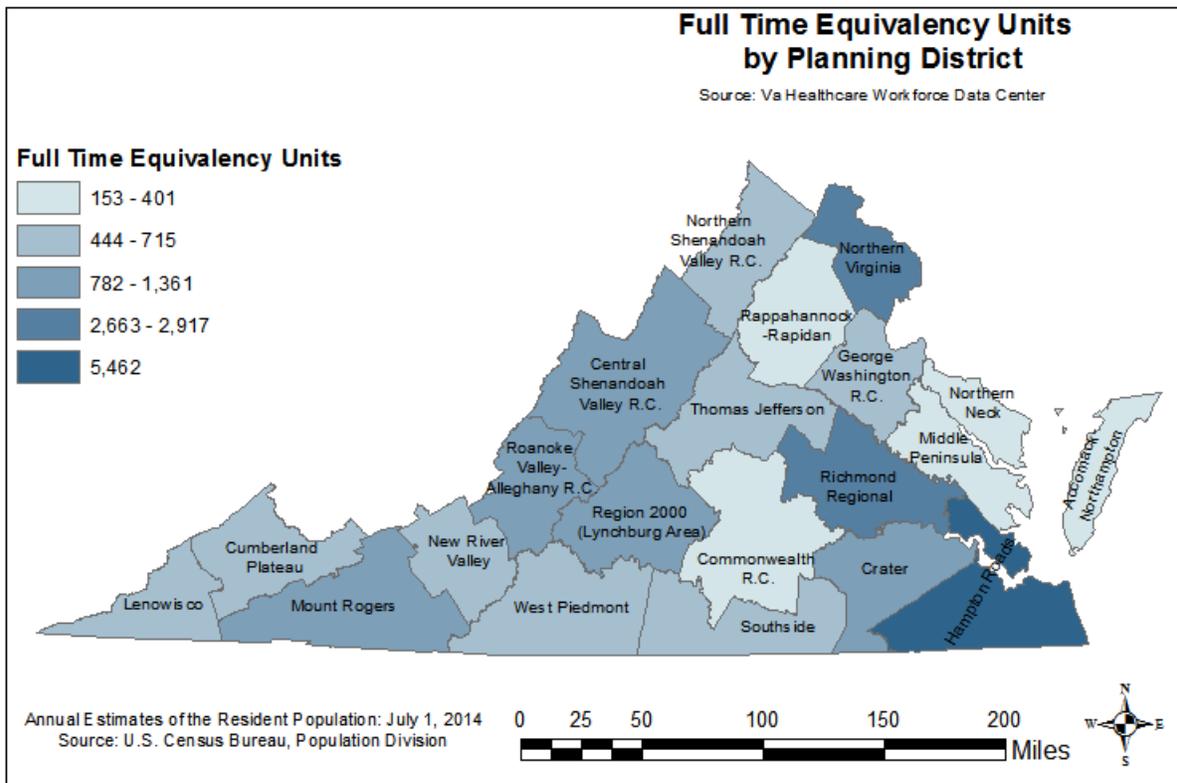
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	15109	34.73%	2.879002	2.268346	3.703213
Metro, 250,000 to 1 million	2549	39.23%	2.549	2.00834	3.278738
Metro, 250,000 or less	2356	39.30%	2.544276	2.004619	3.272662
Urban pop 20,000+, Metro adj	728	41.07%	2.434783	1.918349	3.131822
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	1974	36.78%	2.719008	2.142289	3.497416
Urban pop, 2,500-19,999, nonadj	1583	36.51%	2.738754	2.157846	3.522815
Rural, Metro adj	1063	37.63%	2.6575	2.093827	3.418299
Rural, nonadj	544	38.42%	2.602871	2.050785	3.348031
Virginia border state/DC	738	25.88%	3.863874	3.044321	4.970039
Other US State	906	21.41%	4.670103	3.679543	6.007078

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	3021	33.47%	2.988131	2.580341	4.949296
30 to 34	3059	32.66%	3.062062	2.644183	5.07175
35 to 39	3241	43.38%	2.305121	1.990542	3.818015
40 to 44	3158	32.55%	3.071984	2.652752	5.088185
45 to 49	3159	45.01%	2.221519	1.918349	3.679543
50 to 54	3074	33.08%	3.022616	2.61012	5.006414
55 to 59	2930	42.97%	2.327244	2.009646	3.854657
60 and Over	5908	27.57%	3.626765	3.131822	6.007078

Source: Va. Healthcare Workforce Data Center

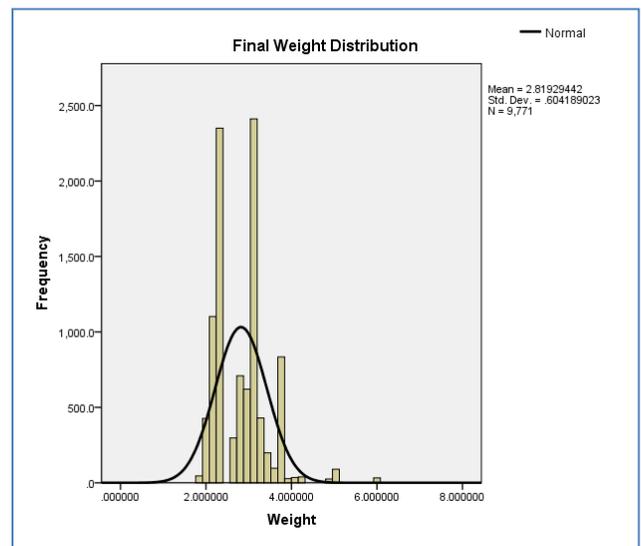
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.35466425



Source: Va. Healthcare Workforce Data Center