
Virginia's Licensed Professional Counselor Workforce: 2017

Healthcare Workforce Data Center

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4,291 Licensed Professional Counselors 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 Counseling express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Professional Counselor Workforce: At a Glance:

The Workforce

Licensees:	4,933
Virginia's Workforce:	4,287
FTEs:	3,606

Background

Rural Childhood:	30%
HS Degree in VA:	47%
Prof. Degree in VA:	66%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	53%
Satisfied?:	95%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	95%

Education

Masters:	86%
Ph.D.:	14%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	70%

Demographics

Female:	79%
Diversity Index:	32%
Median Age:	50

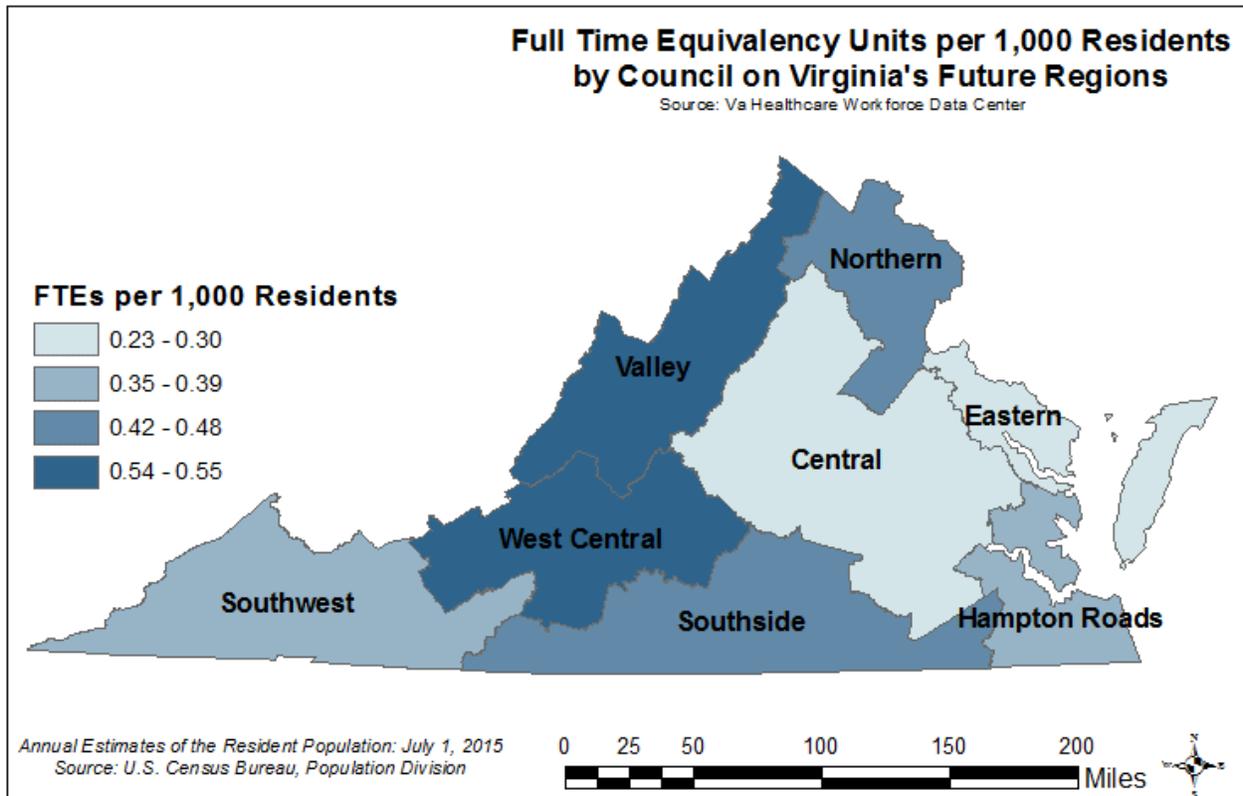
Finances

Median Income:	\$50k-\$60k
Health Benefits:	61%
Under 40 w/ Ed debt:	70%

Time Allocation

Patient Care:	60%-69%
Administration:	10%-19%
Patient Care Role:	58%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

4,291 Licensed Professional Counselors (LPCs) voluntarily took part in the 2017 Licensed Professional Counselor Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LPCs. These survey respondents represent 87% of the 4,933 LPCs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 4,287 LPCs 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 LPC at some point in the future. Between July 2016 and June 2017, Virginia's LPC workforce provided 3,606 "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).

79% of all LPCs are female, including 86% of those LPCs who are under the age of 40. In a random encounter between two LPCs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LPCs who are under the age of 40, however, this value was 36%. Regardless, Virginia's LPC workforce is less diverse than Virginia's population as a whole, which has a diversity index of 56%.

30% of all LPCs grew up in a rural area of Virginia, but just 21% of these professionals currently work in non-Metro areas of the state. Overall, 9% of Virginia's LPCs currently work in non-Metro areas of the state. Meanwhile, 47% of all LPCs graduated from high school in Virginia, while 66% earned their initial professional degree in the state.

86% of the state's LPC workforce have a Master's degree as their highest professional degree, while the remainder have gone on to earn a doctorate. In addition, 54% of all LPCs have a primary specialty in mental health. 42% of all LPCs currently carry educational debt, including 70% of those under the age of 40. The median debt burden for those LPCs with educational debt is between \$50,000 and \$60,000.

92% of LPCs are currently employed in the profession. 53% currently hold one full-time position, while another 26% hold multiple positions. Only 7% of LPCs have switched jobs over the past 12 months, while 70% have worked at the same work location for at least two years. In addition, only 1% of Virginia's LPCs have experienced involuntary unemployment at some point in the past year.

The median annual income for LPCs is between \$50,000 and \$60,000. In addition, among those LPCs who receive either an hourly wage or a salary at their primary work location, 74% also receive at least one employer-sponsored benefit. This includes 61% who have access to employer-sponsored health insurance and 56% who have access to some form of a retirement plan. 95% of LPCs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

29% of all LPCs work in Northern Virginia, the most of any region in the state. In addition, another 20% of LPCs work in both Hampton Roads and Central Virginia. 75% of all LPCs work in the private sector, including 55% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type in Virginia, employing 18% of the state's LPC workforce.

A typical LPC spends approximately two-thirds of her time treating patients. In fact, 58% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical LPC treats between 1 and 24 patients per week at their primary work location, and approximately 75% of these patients are adults.

24% of all LPCs expect to retire by the age of 65. 25% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2042. Over the next two years, 15% of LPCs plan on increasing patient care activities, and 12% plan on pursuing additional educational opportunities.

Summary of Trends

The number of licensed professional counselors (LPC) in Virginia has increased by 31% in the past four years. Similarly, the number of licensed counselors in the state workforce has increased by 28% and the full time equivalency units produced by this workforce has increased by 20% over the same period. The number and percent of LPCs participating in the workforce survey has also increased significantly over the years; 45% more LPCs responded to the survey in 2017 than did in 2013.

The LPC workforce has become slightly more diverse and younger over the years. The diversity index has increased from 25% to 32% although the diversity index for those under age 40 has not changed much. It increased from 34% to 38% between 2013 and 2016 but dropped down to 36% in the 2017 survey. The population is also slightly younger as median age has declined from 53 in 2013 to 50 in 2017. The percent under 40 has also increased significantly from 19% to 27% between 2013 and 2017. Not surprisingly, the percent over age 55 has declined from 45% to 39% in the same period.

Gender diversity is, however, declining in the LPC population. The percent female has inched up by 1% every year from 76% in 2013 to 79% in 2017. LPCs also have not increased their presence in rural areas significantly. Only 9% of LPCs worked in non-metro areas in 2017. A negligible increase when compared to 8% who did the same in 2013.

The educational attainment of Virginia's LPCs has also declined over the years. Compared to 2013 when 17% reported a doctorate degree and 83% reported a Master's degree, only 14% reported a doctorate degree in 2017; 86% now report a Master's degree. However, the decline in educational attainment is accompanied by an increase in the proportion carrying education debt. The percent carrying education debt has increased from 32% to 42% in four years. The same increase is observed for LPCs aged 40 and under; 70% now carry education debt compared to 66% in 2013. The amount of debt carried has also increased significantly. The median debt carried was \$30,000 to \$40,000 in 2013 compared to \$50,000 to \$60,000 in 2017. Meanwhile, median income has still remained at \$50,000 to \$60,000 in the past 4 years.

Things are relatively stable with regards to the labor market for LPCs in Virginia. Over 90% are employed in the profession over the period examined and involuntary unemployment has been 1% or less in the past four years. Workforce participation patterns have also held constant. About the same proportion hold one full-time job and LPCs today report similar work hours' distribution as those in 2013. Job satisfaction also has not changed much over the years; 96% reported being satisfied in 2013 and 95% reported the same in the current survey.

The geographical distribution of LPCs around the state has also remained unchanged over the years. Most work in Northern Virginia and about 20% work in both Central Virginia and Hampton Roads. Eastern Virginia still has only 1% LPCs. Further, the establishment distribution of Virginia's LPCs has changed very little over the years. Most (36%) still work in private solo or group practice over the past four years. Time allocation and patient allocation also have seen little changes over the years. More changes are recorded in the sector of work of LPCs. Fewer work in the public sector and more work in the private sector. Only 22% of LPCs work in state or local government now compared to 27% in 2013. Meanwhile, 55% now work in the for-profit compared to 52% in 2013 and 20% now work in the non-profit sector compared to 19% in 2013.

Meanwhile Virginia's LPCs are reporting they will stay in the workforce longer now than they did in 2013. Compared to 2013 when 27% reported that they planned to leave the workforce within a decade, only 25% now plan to leave in a decade. Further, half of the workforce in 2013 planned to leave in 20 years whereas half of today's workforce plan to exit in 25 years. However, the percent planning to increase patient care hours within two years of the survey has declined from 17% to 15% and the percent planning to pursue additional education has declined from 14% to 12% in the past four years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,272	87%
New Licensees	495	10%
Non-Renewals	166	3%
All Licensees	4,933	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 95% of renewing LPCs submitted a survey. These represent 87% of LPCs who held a license at some point during the survey time period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	123	445	78%
35 to 39	74	539	88%
40 to 44	78	502	87%
45 to 49	62	532	90%
50 to 54	49	474	91%
55 to 59	52	496	91%
60 to 64	55	494	90%
65 and Over	149	809	84%
Total	642	4,291	87%
New Licenses			
Issued in Past Year	275	220	44%
Metro Status			
Non-Metro	39	313	89%
Metro	479	3,457	88%
Not in Virginia	124	521	81%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number:	4,933
New:	10%
Not Renewed:	3%

Response Rates

All Licensees:	87%
Renewing Practitioners:	95%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	4,291
Response Rate, all licensees	87%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2017.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2016 and June 2017.
- 3. Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2017.

At a Glance:

Workforce

Virginia's LPC Workforce: 4,287
 FTEs: 3,606

Utilization Ratios

Licenses in VA Workforce: 87%
 Licenses per FTE: 1.37
 Workers per FTE: 1.19

Source: Va. Healthcare Workforce Data Center

Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	4,188	98%
Looking for Work in Virginia	99	2%
Virginia's Workforce	4,287	100%
Total FTEs	3,606	
Licenses	4,933	

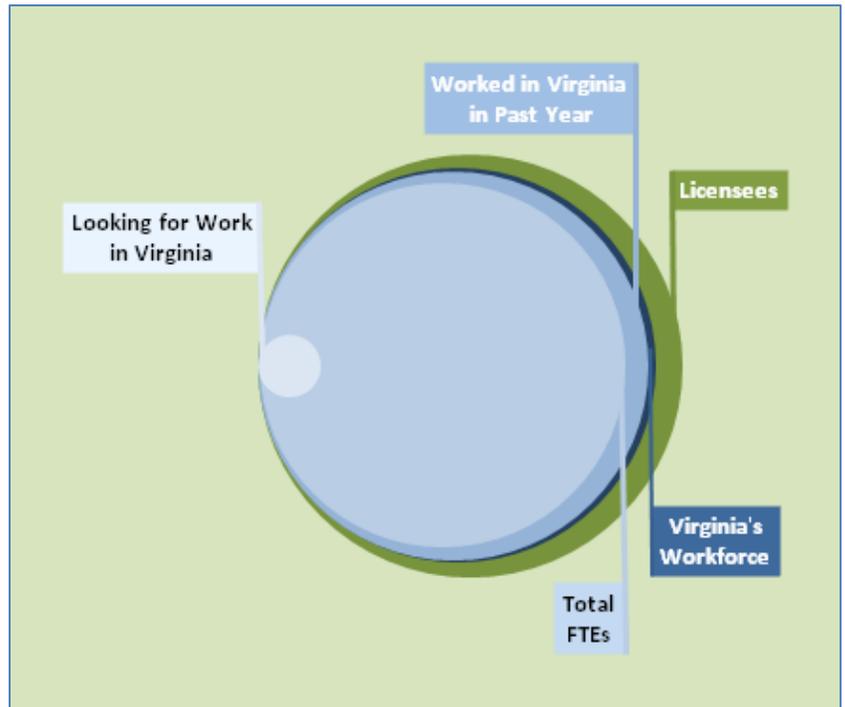
Source: Va. Healthcare Workforce Data Center

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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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 35	70	14%	418	86%	488	13%
35 to 39	74	14%	439	86%	513	14%
40 to 44	76	17%	382	83%	458	12%
45 to 49	74	17%	374	83%	448	12%
50 to 54	73	19%	314	81%	387	10%
55 to 59	101	25%	301	75%	402	11%
60 to 64	121	30%	286	70%	407	11%
65 +	194	30%	453	70%	647	17%
Total	782	21%	2,968	79%	3,750	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	63%	3,060	82%	782	78%
Black	19%	431	11%	138	14%
Asian	6%	47	1%	13	1%
Other Race	0%	16	0%	4	0%
Two or more races	2%	78	2%	25	3%
Hispanic	9%	122	3%	34	3%
Total	100%	3,754	100%	996	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 79%
 % Under 40 Female: 86%

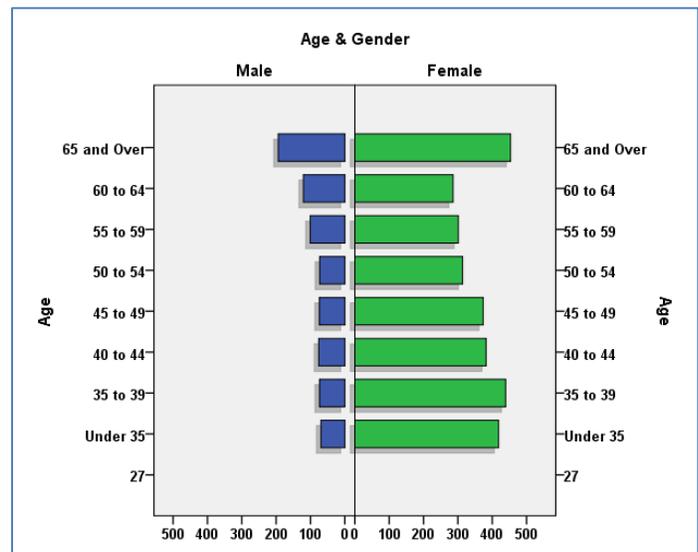
Age
 Median Age: 50
 % Under 40: 27%
 % 55+: 39%

Diversity
 Diversity Index: 32%
 Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 32% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

27% of all LPCs are under the age of 40, and 86% of these professionals are female. In addition, the diversity index among LPCs who are under the age of 40 is 36%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 47%
 Prof. Ed. in VA: 66%
 HS or Prof. Ed. in VA: 74%

Location Choice

% Rural to Non-Metro: 21%
 % Urban/Suburban to Non-Metro: 4%

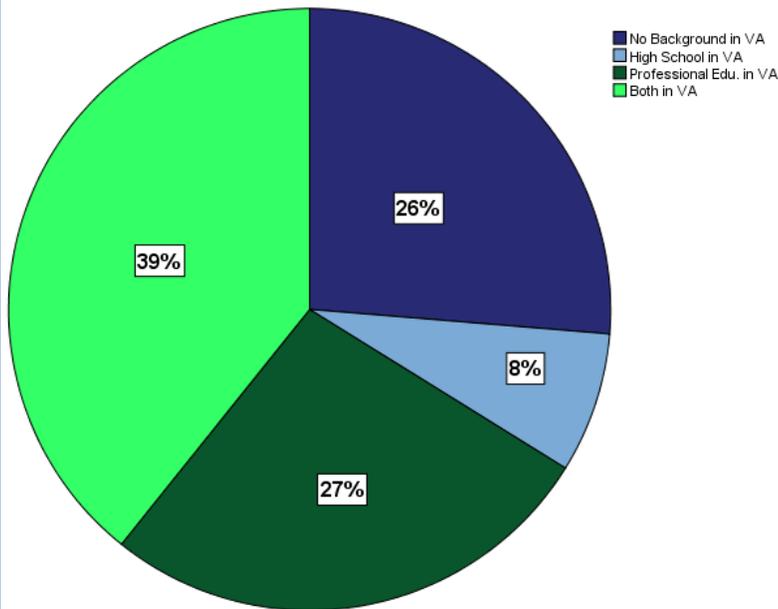
Source: Va. Healthcare Workforce Data Center

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+	21%	62%	18%
2	Metro, 250,000 to 1 million	38%	50%	12%
3	Metro, 250,000 or less	39%	52%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	63%	24%	13%
6	Urban pop, 2,500-19,999, Metro adj	58%	31%	12%
7	Urban pop, 2,500-19,999, nonadj	85%	7%	7%
8	Rural, Metro adj	71%	27%	2%
9	Rural, nonadj	63%	32%	5%
Overall		30%	55%	15%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

30% of LPCs grew up in self-described rural areas, and 21% of these professionals currently work in non-metro counties. Overall, 9% of all LPCs in the state currently work in non-metro counties.

Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	1,745	Virginia	2,463
2	New York	219	Maryland	116
3	Pennsylvania	196	Washington, D.C.	102
4	Maryland	164	North Carolina	91
5	Outside U.S./Canada	136	Florida	67
6	North Carolina	121	Pennsylvania	64
7	New Jersey	114	Ohio	63
8	Ohio	94	New York	63
9	Florida	84	Massachusetts	52
10	California	64	Texas	51

Source: Va. Healthcare Workforce Data Center

47% of licensed LPCs received their high school degree in Virginia, and 66% received their initial professional degree in the state.

Among LPCs who received their initial license in the past five years, 48% received their high school degree in Virginia, while 64% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	720	Virginia	948
2	New York	77	North Carolina	42
3	Maryland	73	Ohio	36
4	Pennsylvania	63	Maryland	35
5	Outside U.S./Canada	60	Florida	33
6	North Carolina	58	Washington, D.C.	32
7	New Jersey	41	Minnesota	29
8	Ohio	38	Texas	27
9	Florida	32	New York	24
10	Texas	26	Georgia	24

Source: Va. Healthcare Workforce Data Center

13% of Virginia's licensees did not participate in the state's LPC workforce during the past year. 80% of these professionals worked at some point in the past year, including 71% who worked in a job related to behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	646
% of Licensees:	13%
Federal/Military:	10%
Va. Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	2	0%
Master's Degree	3,161	86%
Doctor of Psychology	89	2%
Other Doctorate	440	12%
Total	3,692	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

86% of LPCs hold a Master's degree as their highest professional degree. 42% of LPCs carry educational debt, including 70% of those under the age of 40. The median debt burden among LPCs with educational debt is between \$50,000 and \$60,000.

At a Glance:

Education
 Master's Degree: 86%
 Doctorate: 14%

Educational Debt
 Carry debt: 42%
 Under age 40 w/ debt: 70%
 Median debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
None	1,941	58%	268	30%
Less than \$10,000	175	5%	56	6%
\$10,000-\$19,999	146	4%	60	7%
\$20,000-\$29,999	116	3%	46	5%
\$30,000-\$39,999	133	4%	67	8%
\$40,000-\$49,999	107	3%	55	6%
\$50,000-\$59,999	78	2%	39	4%
\$60,000-\$69,999	76	2%	40	5%
\$70,000-\$79,999	74	2%	42	5%
\$80,000-\$89,999	68	2%	38	4%
\$90,000-\$99,999	59	2%	24	3%
\$100,000-\$109,999	88	3%	40	5%
\$110,000-\$119,999	43	1%	19	2%
\$120,000-\$129,999	39	1%	15	2%
\$130,000-\$139,999	31	1%	15	2%
\$140,000-\$149,999	19	1%	7	1%
\$150,000 or More	149	4%	56	6%
Total	3,342	100%	887	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 54%
 Child: 8%
 Substance Abuse: 7%

Secondary Specialty

Mental Health: 16%
 Substance Abuse: 13%
 Family: 12%

Source: Va. Healthcare Workforce Data Center

54% of all LPCs have a primary specialty in mental health. Another 8% have a primary specialty in children, while 7% have a primary specialty in substance abuse.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Mental Health	1,966	54%	524	16%
Child	304	8%	315	10%
Substance Abuse	265	7%	443	13%
Behavioral Disorders	182	5%	378	12%
Family	180	5%	362	11%
Marriage	126	3%	255	8%
School/Educational	88	2%	133	4%
Sex Offender Treatment	38	1%	34	1%
Vocational/Work Environment	21	1%	27	1%
Forensic	19	1%	37	1%
Health/Medical	14	0%	30	1%
Rehabilitation	14	0%	32	1%
Neurology/Neuropsychology	6	0%	8	0%
Gerontologic	6	0%	10	0%
Social	3	0%	15	0%
Public Health	2	0%	6	0%
Industrial-Organizational	2	0%	10	0%
Experimental or Research	1	0%	3	0%
Other Specialty Area	148	4%	259	8%
General Practice (Non-Specialty)	270	7%	405	12%
Total	3,655	100%	3,284	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 92%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-time: 53%
 2 or More Positions: 26%

Weekly Hours:

40 to 49: 43%
 60 or more: 6%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	7	<1%
Employed in a behavioral sciences-related capacity	3,423	92%
Employed, NOT in a behavioral sciences-related capacity	113	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	7	0%
Voluntarily unemployed	81	2%
Retired	78	2%
Total	3,710	100%

Source: Va. Healthcare Workforce Data Center

92% of LPCs are currently employed in their profession. 53% of LPCs hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	167	5%
1 to 9 hours	116	3%
10 to 19 hours	223	6%
20 to 29 hours	356	10%
30 to 39 hours	537	15%
40 to 49 hours	1,577	43%
50 to 59 hours	472	13%
60 to 69 hours	159	4%
70 to 79 hours	30	1%
80 or more hours	12	0%
Total	3,648	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	167	5%
One Part-Time Position	603	16%
Two Part-Time Positions	205	6%
One Full-Time Position	1,946	53%
One Full-Time Position & One Part-Time Position	644	18%
Two Full-Time Positions	21	1%
More than Two Positions	79	2%
Total	3,663	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	40	1%
Less than \$20,000	263	9%
\$20,000-\$29,999	145	5%
\$30,000-\$39,999	227	8%
\$40,000-\$49,999	355	12%
\$50,000-\$59,999	514	17%
\$60,000-\$69,999	508	17%
\$70,000-\$79,999	367	12%
\$80,000-\$89,999	226	8%
\$90,000-\$99,999	127	4%
\$100,000-\$109,999	94	3%
\$110,000 or More	142	5%
Total	3,008	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$50k-\$60k

Benefits
(Salary & Wage Employees only)
Health Insurance: 61%
Retirement: 56%

Satisfaction
Satisfied: 95%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,517	70%
Somewhat Satisfied	906	25%
Somewhat Dissatisfied	131	4%
Very Dissatisfied	41	1%
Total	3,595	100%

Source: Va. Healthcare Workforce Data Center

The typical LPC earned between \$50,000 and \$60,000 per year. Among LPCs who received either an hourly wage or salary as compensation at the primary work location, 61% received health insurance and 56% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,691	49%	67%
Paid Sick Leave	1,579	46%	63%
Health Insurance	1,568	46%	61%
Dental Insurance	1,467	43%	58%
Retirement	1,433	42%	56%
Group Life Insurance	1,193	35%	48%
Signing/Retention Bonus	83	2%	3%
Received At Least One Benefit	1,921	56%	74%

*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?	36	1%
Experience Voluntary Unemployment?	180	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	90	2%
Work two or more positions at the same time?	1,117	26%
Switch employers or practices?	291	7%
Experienced at least one	1,454	34%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia’s average monthly unemployment rate was 3.9% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	71	2%	53	5%
Less than 6 Months	156	4%	96	9%
6 Months to 1 Year	276	8%	145	14%
1 to 2 Years	560	16%	175	17%
3 to 5 Years	856	24%	254	24%
6 to 10 Years	668	19%	168	16%
More than 10 Years	940	27%	161	15%
Subtotal	3,525	100%	1,052	100%
Did not have location	105		3,182	
Item Missing	656		52	
Total	4,287		4,287	

Source: Va. Healthcare Workforce Data Center

58% of LPCs are salaried employees, while 21% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 19%
Over 2 years: 70%
Over 2 yrs, 2nd location: 55%

Employment Type

Salary/Commission: 58%
Business/Practice Income: 21%
Hourly Wage: 13%

Source: Va. Healthcare Workforce Data Center

70% of LPCs have worked at their primary location for more than two years, while 7% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,687	58%
Business/ Practice Income	601	21%
Hourly Wage	390	13%
By Contract	194	7%
Unpaid	23	1%
Subtotal	2,896	100%
Did not have location	105	
Item Missing	1,285	

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 3.6% in April 2017 to 4.2% in January 2017. The rate for June 2017, the last month used in this calculation, is preliminary.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	69%
Lowest Region:	1%

Locations

2 or more (Past Year):	30%
2 or more (Now*):	28%

Source: Va. Healthcare Workforce Data Center

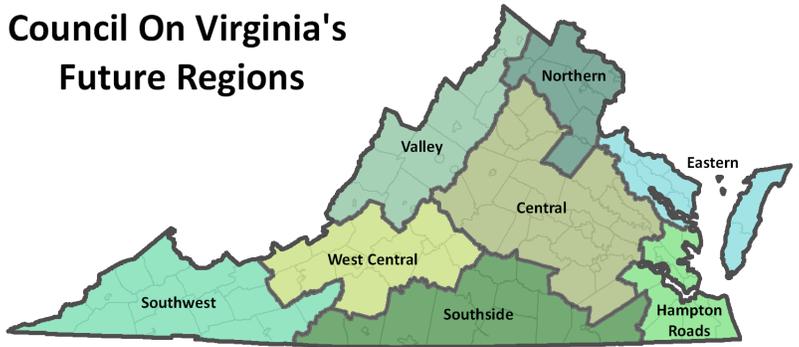
29% of LPCs work in Northern Virginia, the most of any region in the state. Another 20% work in both Hampton Roads and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	713	20%	205	19%
Eastern	38	1%	8	1%
Hampton Roads	694	20%	217	20%
Northern	1,007	29%	302	28%
Southside	131	4%	45	4%
Southwest	138	4%	47	4%
Valley	284	8%	60	6%
West Central	481	14%	138	13%
Virginia Border State/DC	17	0%	18	2%
Other US State	15	0%	27	3%
Outside of the US	0	0%	5	0%
Total	3,518	100%	1,072	100%
Item Missing	661		33	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



28% of all LPCs currently have multiple work locations, while 30% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	99	3%	147	4%
1	2,300	69%	2,317	69%
2	484	14%	469	14%
3	402	12%	382	11%
4	36	1%	19	1%
5	12	0%	8	0%
6 or More	24	1%	15	0%
Total	3,357	100%	3,357	100%

*At the time of survey completion, June 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,836	55%	684	71%
Non-Profit	665	20%	151	16%
State/Local Government	735	22%	121	12%
Veterans Administration	9	0%	0	0%
U.S. Military	51	2%	11	1%
Other Federal Government	34	1%	3	0%
Total	3,330	100%	970	100%
Did not have location	105		3182	
Item Missing	851		134	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

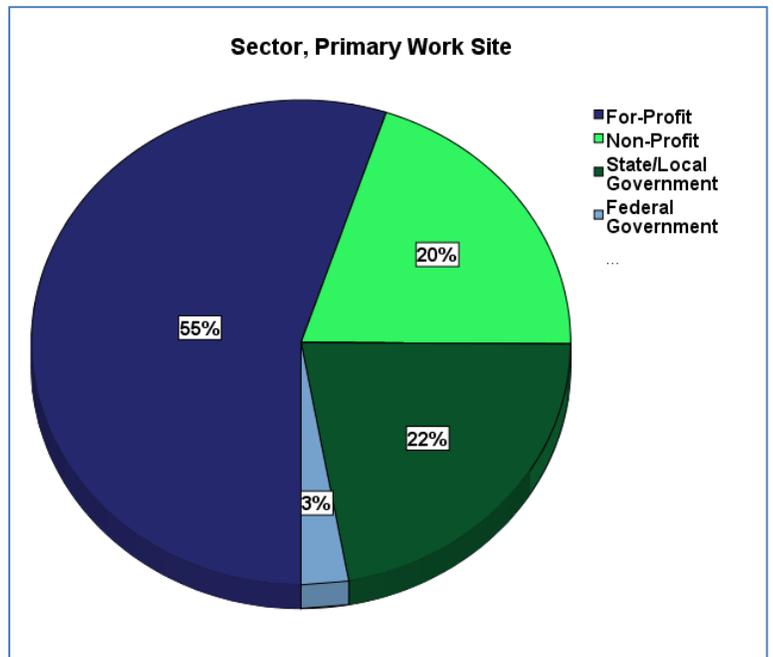
For Profit:	55%
Federal:	3%

Top Establishments

Private Practice, Solo:	18%
Private Practice, Group:	18%
Comm. Services Board:	16%

Source: Va. Healthcare Workforce Data Center

75% of LPCs work in the private sector, including 55% who work at for-profit establishments. Another 22% of LPCs work for state or local governments.



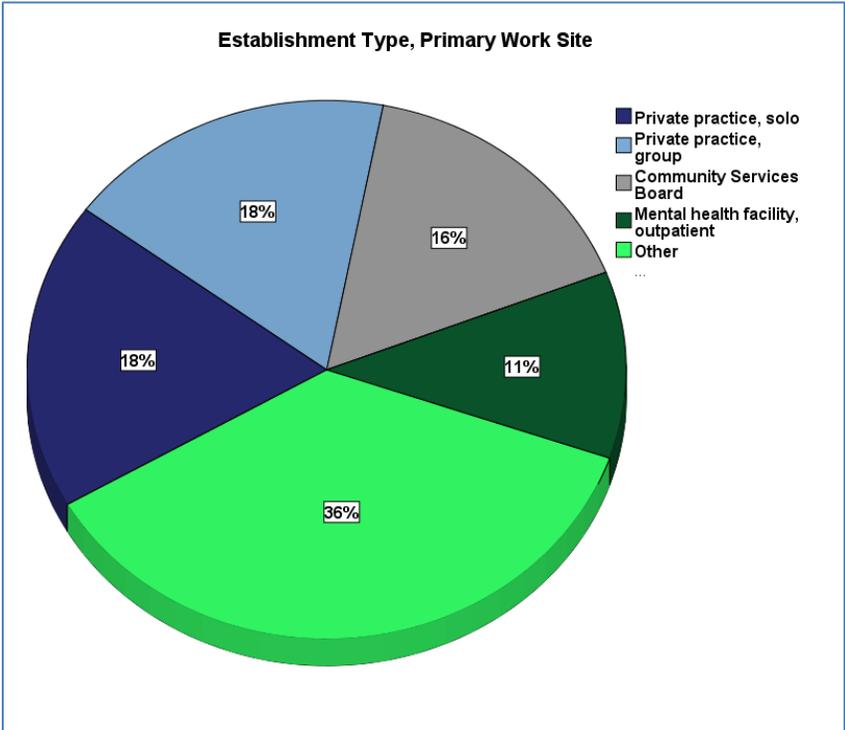
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	584	18%	215	23%
Private practice, group	566	18%	184	20%
Community Services Board	508	16%	57	6%
Mental health facility, outpatient	355	11%	98	11%
Community-based clinic or health center	275	9%	82	9%
School (providing care to clients)	173	5%	24	3%
Academic institution (teaching health professions students)	105	3%	61	7%
Residential mental health/substance abuse facility	70	2%	22	2%
Hospital, psychiatric	69	2%	19	2%
Corrections/Jail	63	2%	11	1%
Hospital, general	51	2%	18	2%
Administrative or regulatory	32	1%	8	1%
Physician Office	18	1%	4	0%
Other practice setting	293	9%	122	13%
Total	3,162	100%	925	100%
Did Not Have a Location	105		3,182	

36% of all LPCs work at either a solo or group private practice, while another 16% works at a community services board.

Source: Va. Healthcare Workforce Data Center

Among those LPCs who also have a secondary work location, 43% work at either a solo or group private practice, while 11% work at an outpatient mental health facility.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 60%-69%
Administration: 10%-19%

Roles

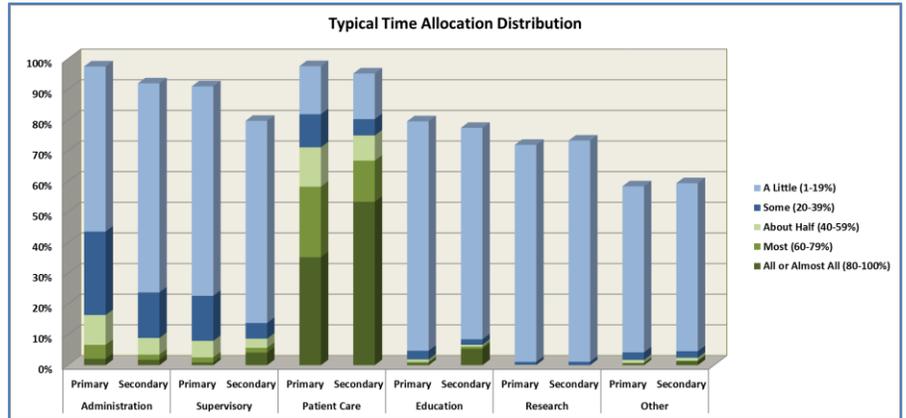
Patient Care: 58%
Administrative: 7%
Supervisory: 3%

Patient Care LPCs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



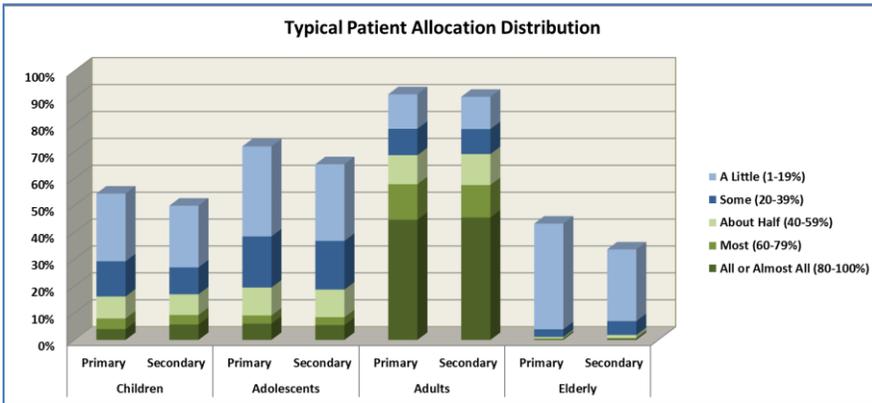
Source: Va. Healthcare Workforce Data Center

The typical LPC spends approximately two-thirds of her time treating patients. In fact, 58% of all LPCs 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%)	2%	2%	1%	4%	35%	53%	1%	5%	0%	0%	1%	1%	
Most (60-79%)	5%	2%	2%	2%	23%	13%	0%	1%	0%	0%	0%	0%	
About Half (40-59%)	10%	5%	5%	3%	13%	8%	1%	1%	0%	0%	1%	1%	
Some (20-39%)	27%	15%	15%	5%	11%	5%	3%	2%	1%	1%	2%	2%	
A Little (1-19%)	54%	68%	68%	66%	16%	15%	75%	69%	71%	72%	54%	55%	
None (0%)	2%	8%	9%	20%	2%	5%	20%	23%	28%	27%	42%	41%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: 1%-9%
 Adolescents: 10%-19%
 Adults: 70%-79%
 Elderly: None

Roles

Children: 8%
 Adolescents: 9%
 Adults: 58%
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of all patients seen by a typical LPC at her primary work location are adults. In addition, 58% of LPCs serve an adult patient care role, meaning that at least 60% of their patients are 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
All or Almost All (80-100%)	4%	6%	6%	6%	45%	45%	0%	1%
Most (60-79%)	4%	4%	3%	3%	13%	12%	0%	0%
About Half (40-59%)	8%	8%	10%	10%	11%	11%	1%	1%
Some (20-39%)	13%	10%	19%	18%	10%	9%	3%	5%
A Little (1-19%)	25%	23%	33%	28%	13%	12%	39%	27%
None (0%)	46%	50%	28%	35%	9%	10%	57%	66%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

Primary Location: 1-24

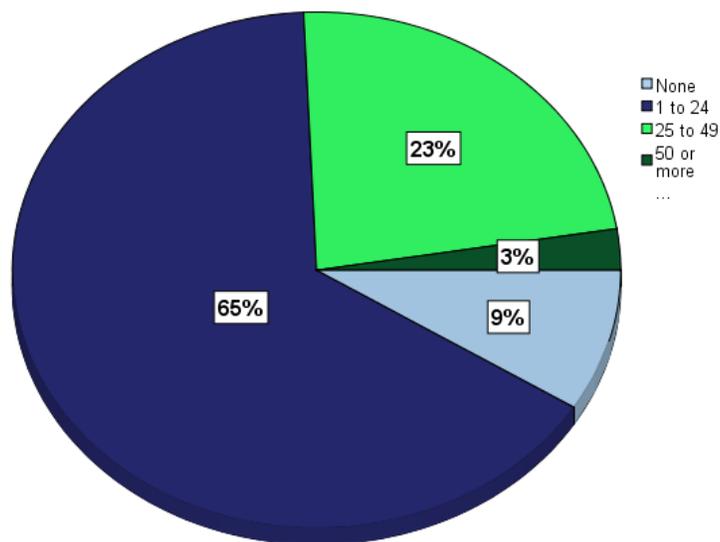
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	295	9%	147	15%
1 to 24	2,162	65%	733	76%
25 to 49	764	23%	67	7%
50 to 74	55	2%	11	1%
75 or More	29	1%	4	0%
Total	3,305	100%	962	100%

Source: Va. Healthcare Workforce Data Center

Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

65% of all LPCs treat between 1 and 24 patients per week at their primary work location. Among those LPCs who also have a secondary work location, 76% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs over 50	
	#	%	#	%
Under age 50	22	1%	-	-
50 to 54	75	2%	0	0%
55 to 59	177	6%	41	3%
60 to 64	500	16%	154	10%
65 to 69	979	31%	460	30%
70 to 74	704	22%	434	28%
75 to 79	262	8%	181	12%
80 or over	82	3%	51	3%
I do not intend to retire	377	12%	224	14%
Total	3,178	100%	1,545	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 24%

Under 60: 9%

LPCs 50 and over

Under 65: 13%

Under 60: 3%

Time until Retirement

Within 2 years: 6%

Within 10 years: 25%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

9% of LPCs expect to retire no later than the age of 60, while 24% expect to retire by the age of 65. Among those LPCs who are ages 50 or over, 13% still expect to retire by the age of 65.

Within the next two years, only 2% of Virginia's LPCs plan on leaving the state to practice elsewhere, while 1% plan on leaving the profession entirely. Meanwhile, 15% plan on increasing patient care hours, and 12% expect to pursue additional educational opportunities.

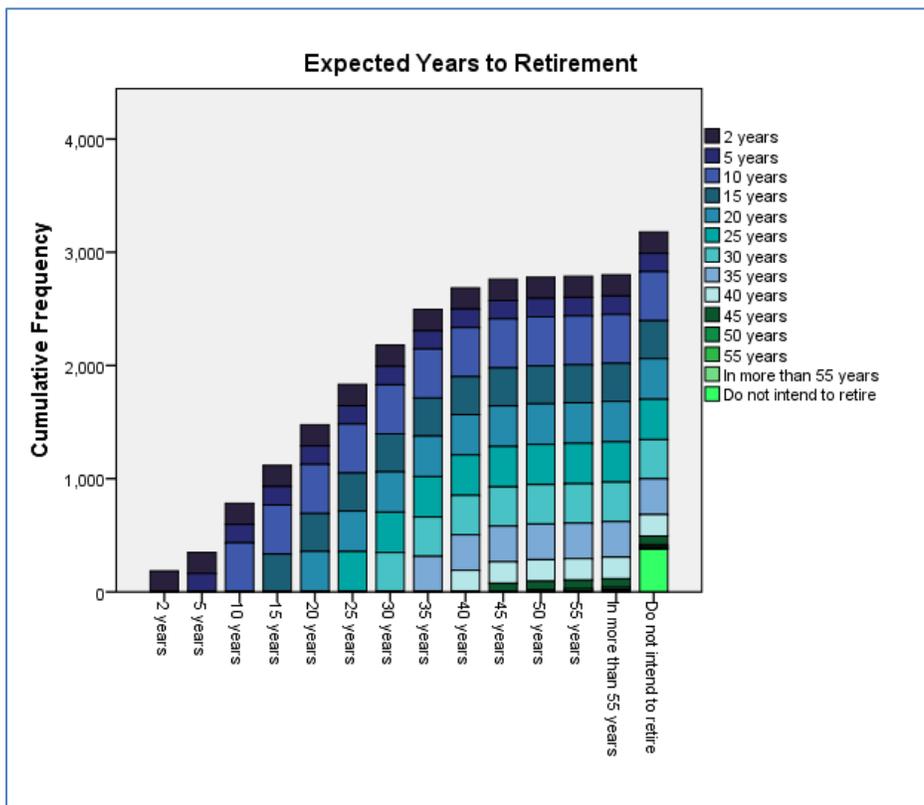
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	44	1%
Leave Virginia	89	2%
Decrease Patient Care Hours	333	8%
Decrease Teaching Hours	39	1%
Increase Participation		
Increase Patient Care Hours	657	15%
Increase Teaching Hours	282	7%
Pursue Additional Education	506	12%
Return to Virginia's Workforce	30	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 6% of LPCs expect to retire in the next two years, while 25% plan on retiring in the next ten years. More than half of the current LPC workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	187	6%	6%
5 years	163	5%	11%
10 years	433	14%	25%
15 years	335	11%	35%
20 years	358	11%	46%
25 years	356	11%	58%
30 years	348	11%	69%
35 years	315	10%	79%
40 years	191	6%	85%
45 years	76	2%	87%
50 years	19	1%	88%
55 years	9	0%	88%
In more than 55 years	13	0%	88%
Do not intend to retire	377	12%	100%
Total	3,178	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 five years by 2027. Retirements will peak at 14% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 3,606
 FTEs/1,000 Residents: 0.430
 Average: 0.86

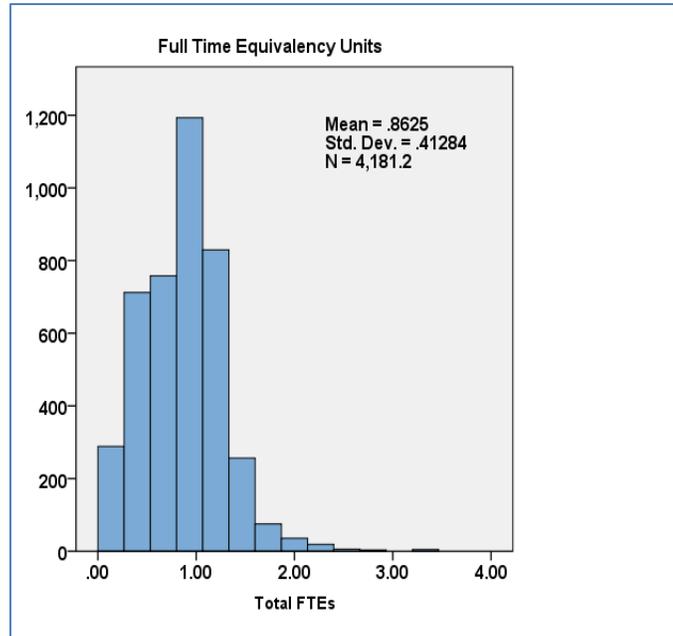
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Small

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

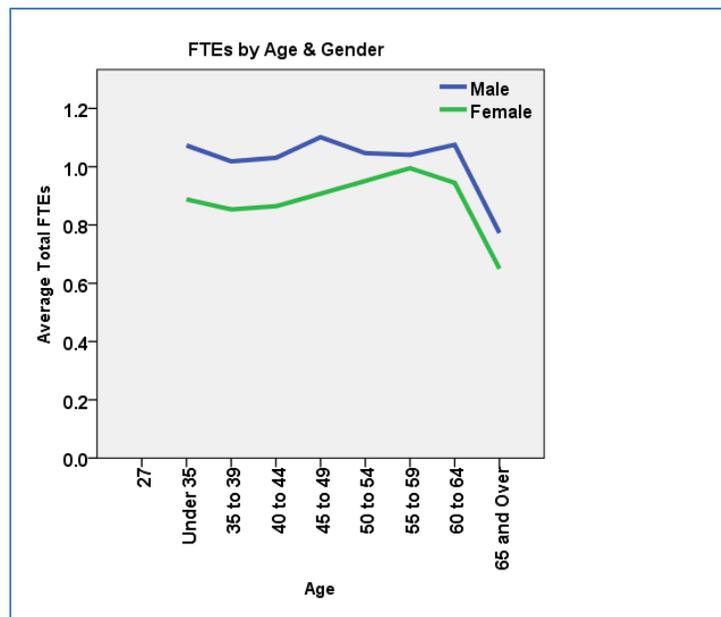


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.91 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

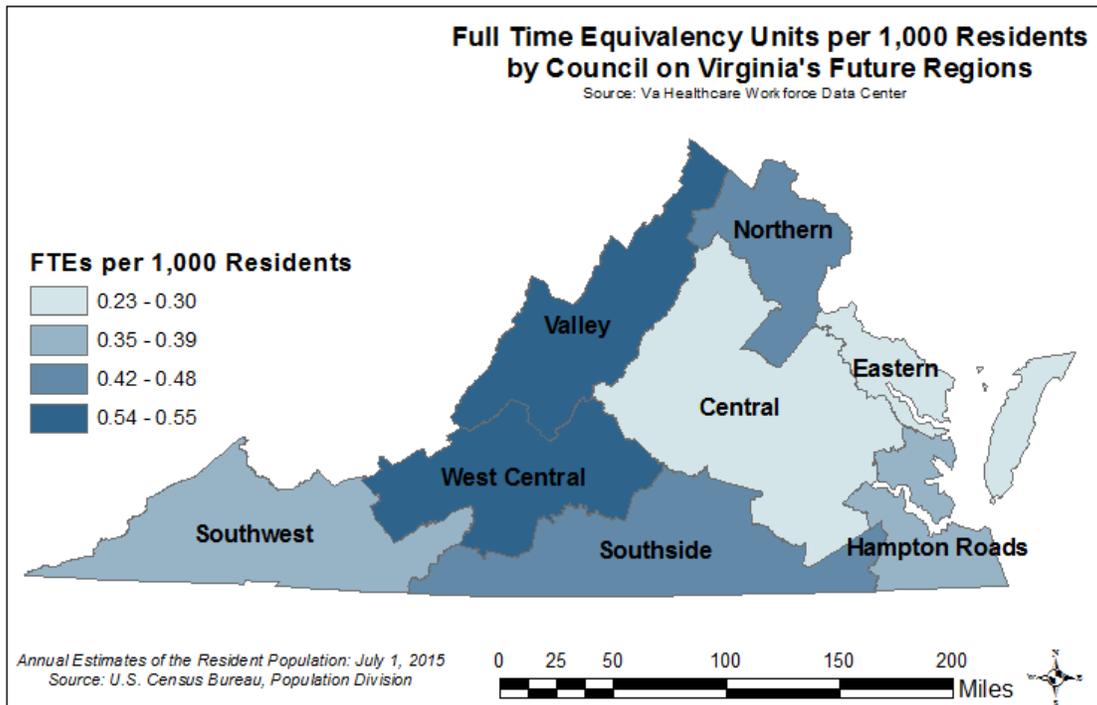
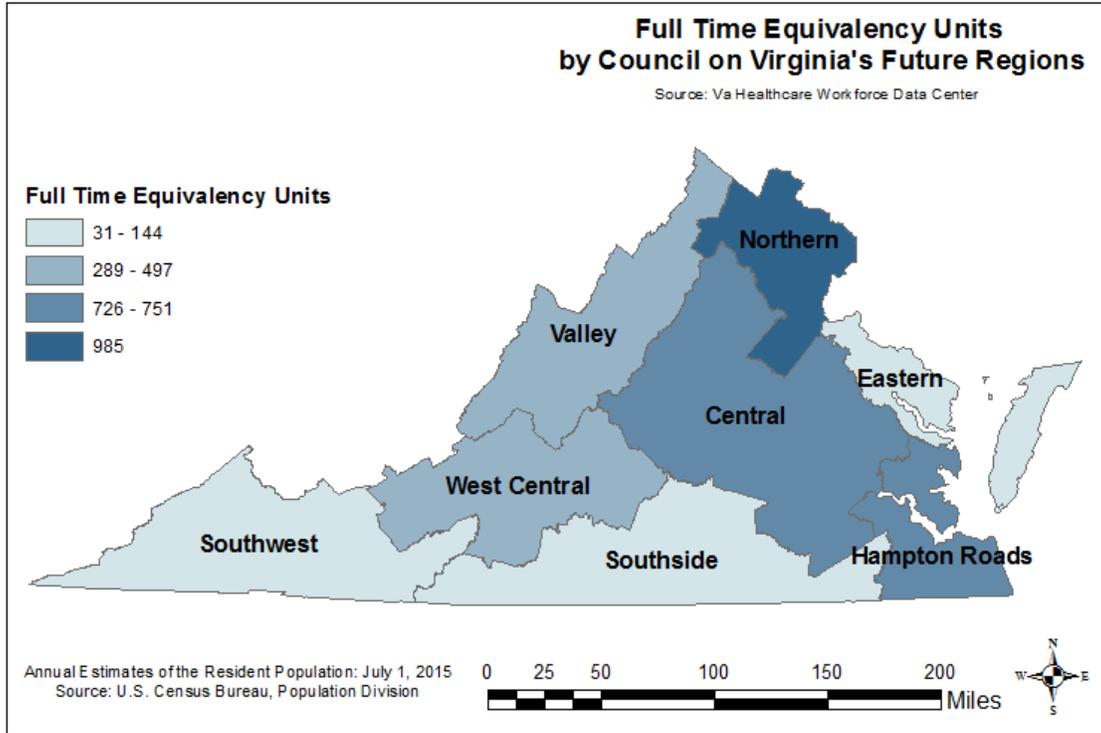
Full-Time Equivalency Units		
Age	Average Age	Median Age
Under 35	0.90	0.96
35 to 39	0.86	0.93
40 to 44	0.85	0.93
45 to 49	0.88	0.95
50 to 54	0.95	0.94
55 to 59	0.99	0.96
60 to 64	0.98	0.93
65 and Over	0.63	0.53
Gender		
Male	0.99	1.05
Female	0.87	0.93

Source: Va. Healthcare Workforce Data Center



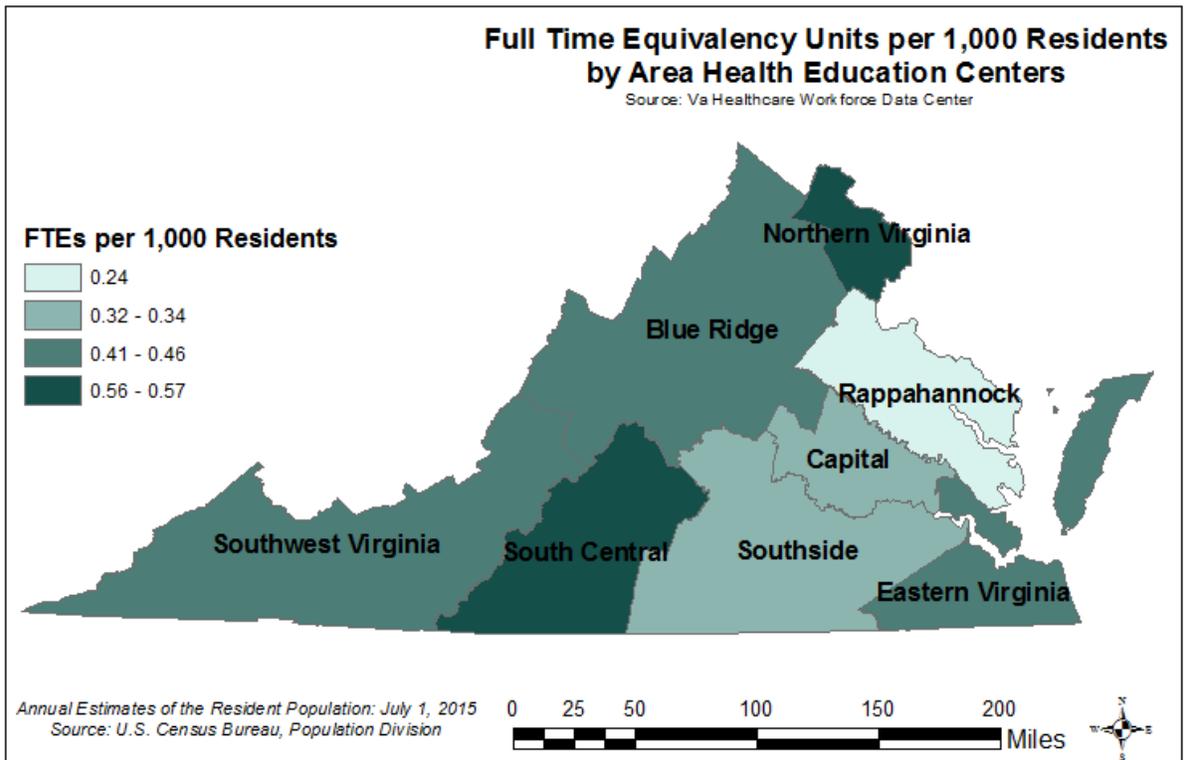
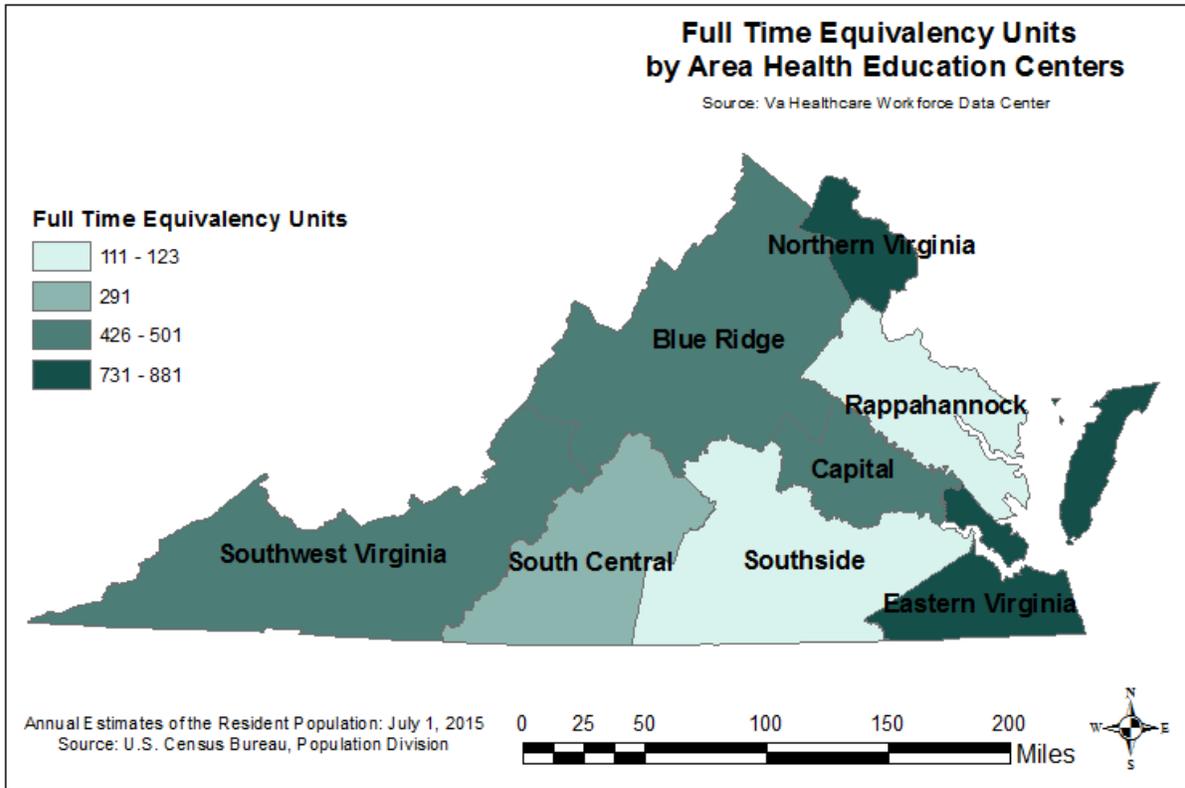
Source: Va. Healthcare Workforce Data Center

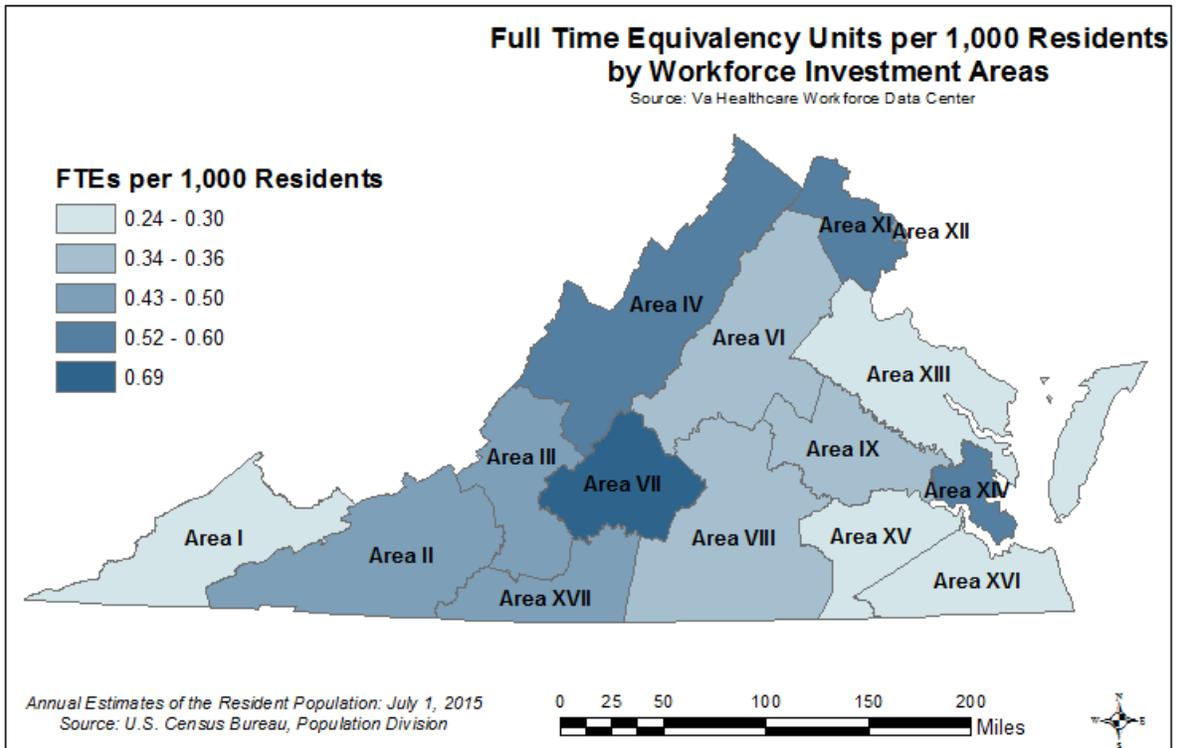
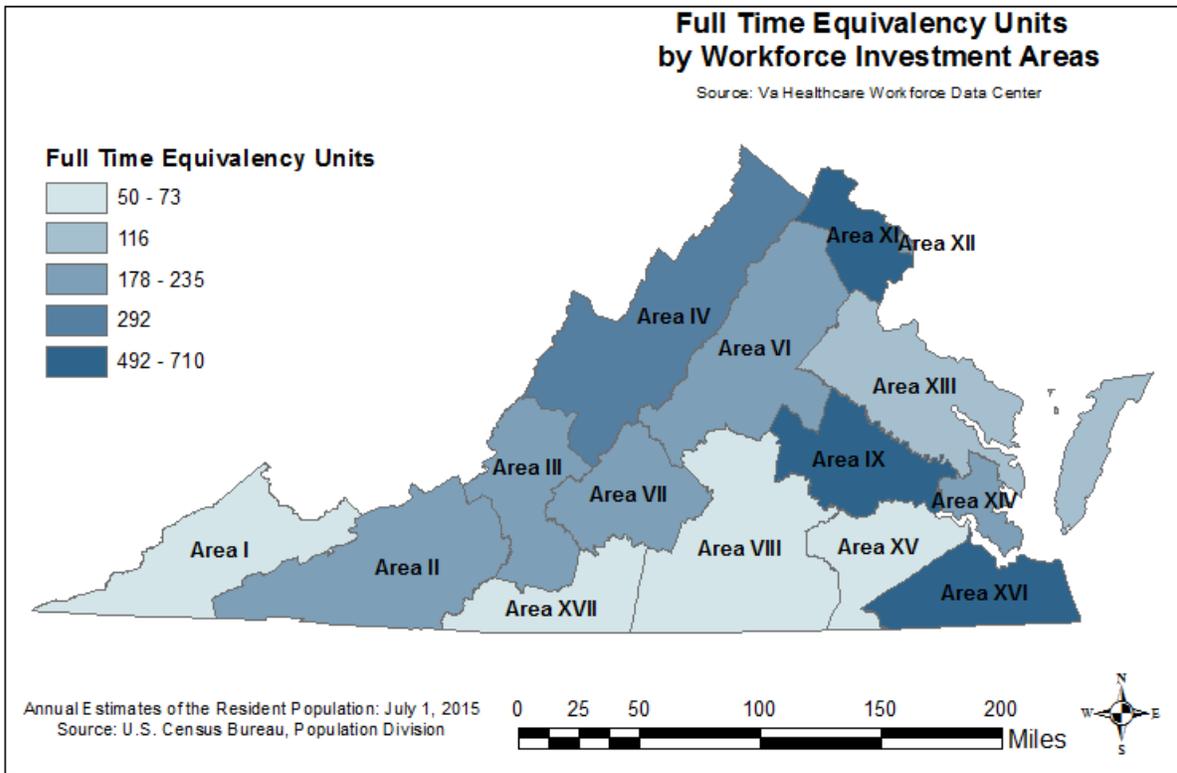
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)

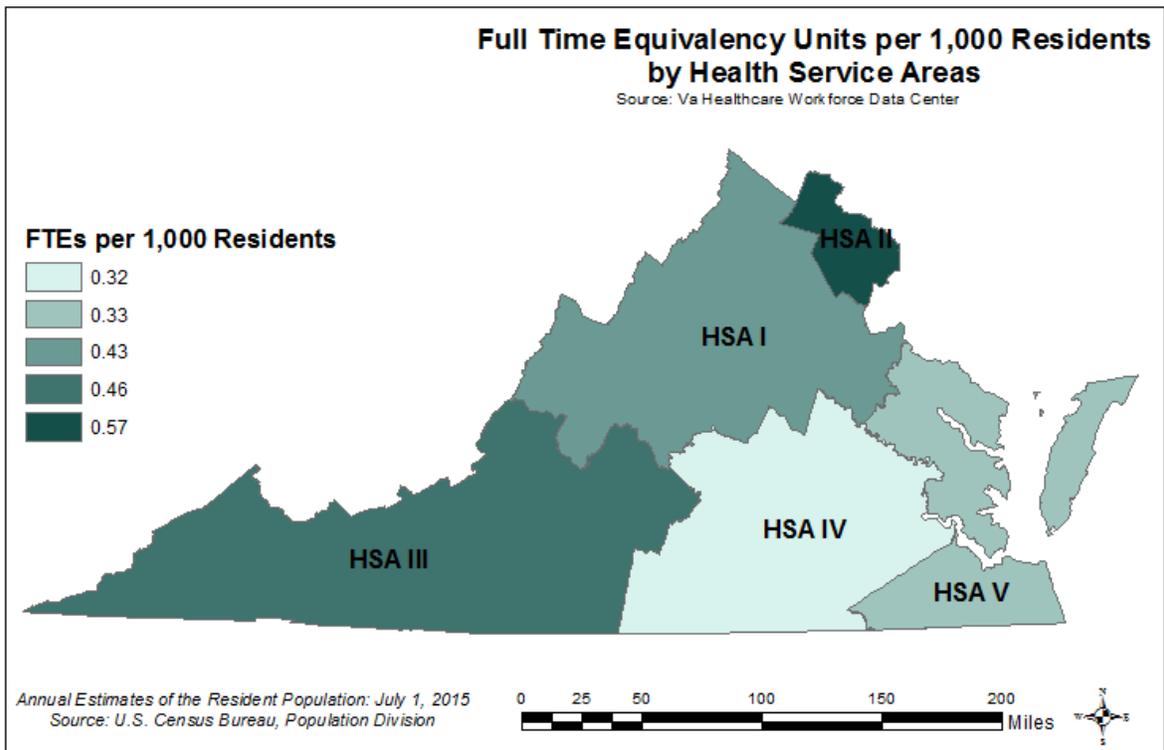
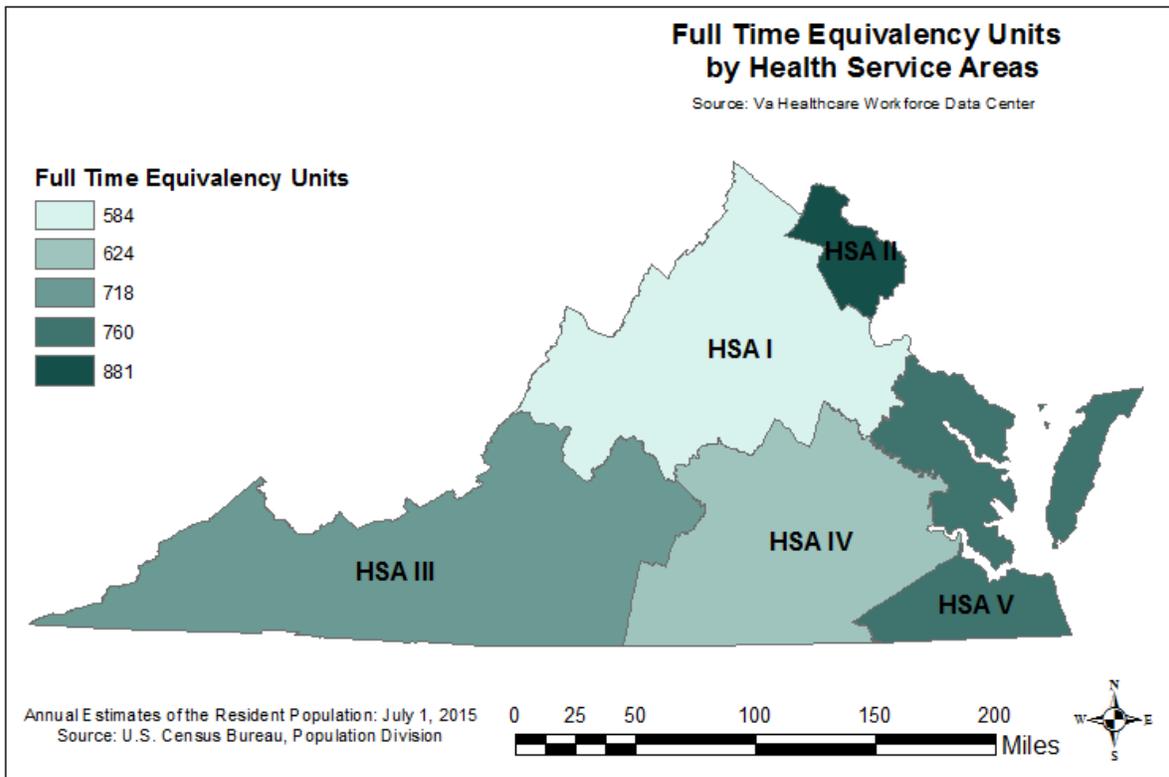


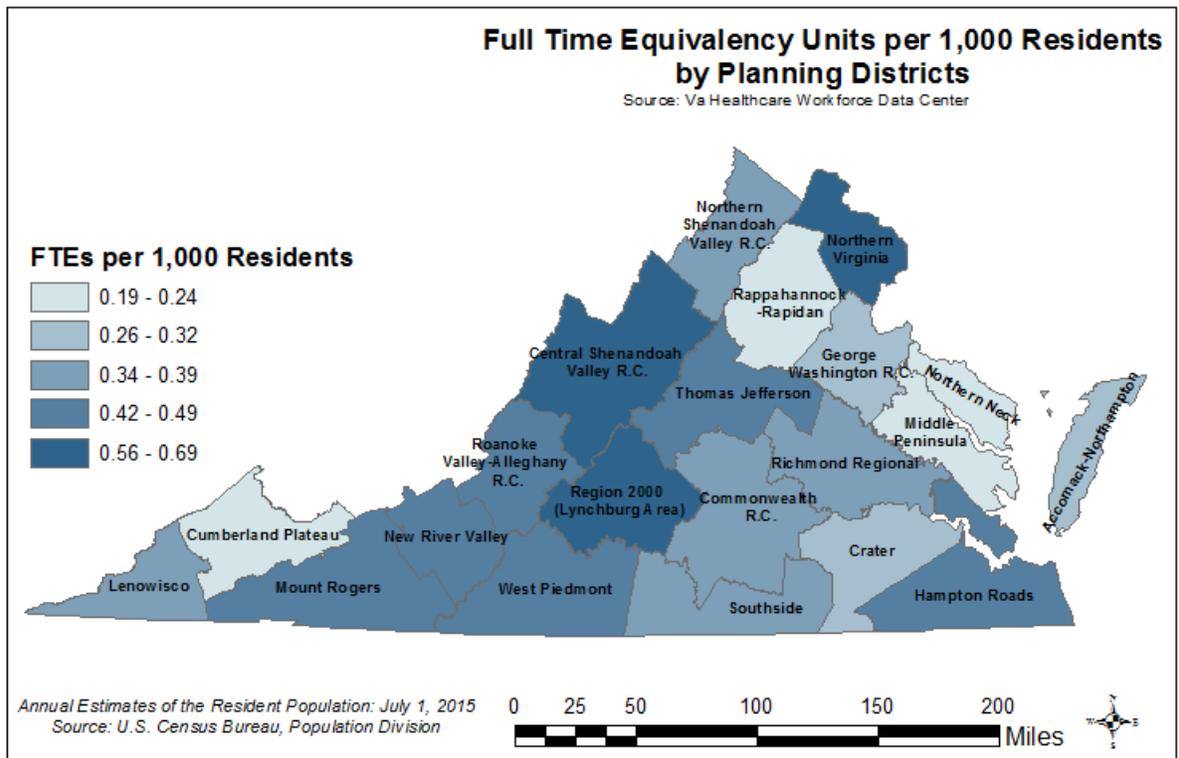
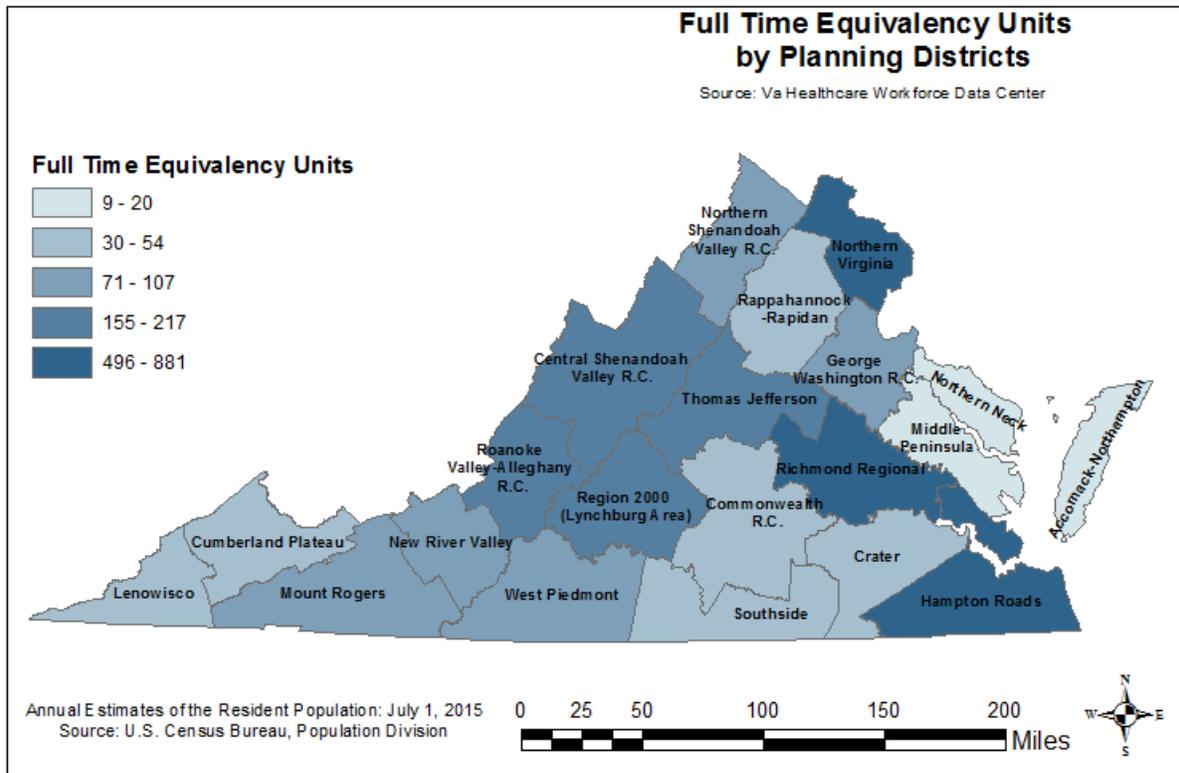
³ These are now referred to as VA Performs' regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

Area Health Education Center Regions









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2804	87.80%	1.138911	1.093102	1.26452
Metro, 250,000 to 1 million	514	88.33%	1.132159	1.086621	1.257022
Metro, 250,000 or less	618	87.54%	1.142329	1.096382	1.268314
Urban pop 20,000+, Metro adj	54	83.33%	1.2	1.151733	1.332346
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	143	90.21%	1.108527	1.06394	1.230785
Urban pop, 2,500-19,999, nonadj	75	88.00%	1.136364	1.090657	1.261691
Rural, Metro adj	57	89.47%	1.117647	1.072693	1.24091
Rural, nonadj	23	95.65%	1.045455	1.003404	1.160756
Virginia border state/DC	345	83.19%	1.202091	1.15374	1.334667
Other US State	300	78.00%	1.282051	1.230484	1.423446

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	568	78.35%	1.276404	1.160756	1.423446
35 to 39	613	87.93%	1.137291	1.034247	1.268307
40 to 44	580	86.55%	1.155378	1.050695	1.288478
45 to 49	594	89.56%	1.116541	1.076635	1.245167
50 to 54	523	90.63%	1.103376	1.003404	1.230484
55 to 59	548	90.51%	1.104839	1.004735	1.232116
60 to 64	549	89.98%	1.111336	1.010643	1.239362
65 and Over	958	84.45%	1.184178	1.076886	1.320595

Source: Va. Healthcare Workforce Data Center

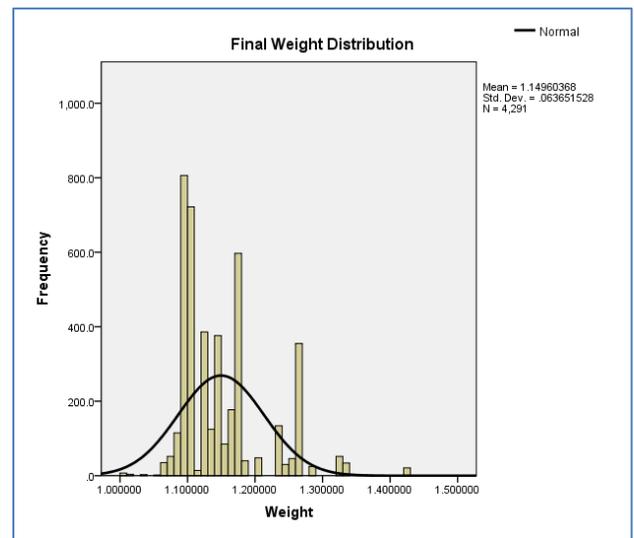
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.869856



Source: Va. Healthcare Workforce Data Center