
Virginia's Licensed Professional Counselor Workforce: 2020

Healthcare Workforce Data Center

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Nearly 6,000 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 ¹ :	6,565
Virginia's Workforce:	5,812
FTEs:	4,904

Background

Rural Childhood:	30%
HS Degree in VA:	49%
Prof. Degree in VA:	65%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	54%
Satisfied?:	96%

Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	97%

Education

Master's:	88%
Doctorate:	12%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	64%

Demographics

Female:	82%
Diversity Index:	40%
Median Age:	47

Finances

Median Income: \$60k-\$70k
Health Insurance: 62%
Under 40 w/ Ed. Debt: 67%

Time Allocation

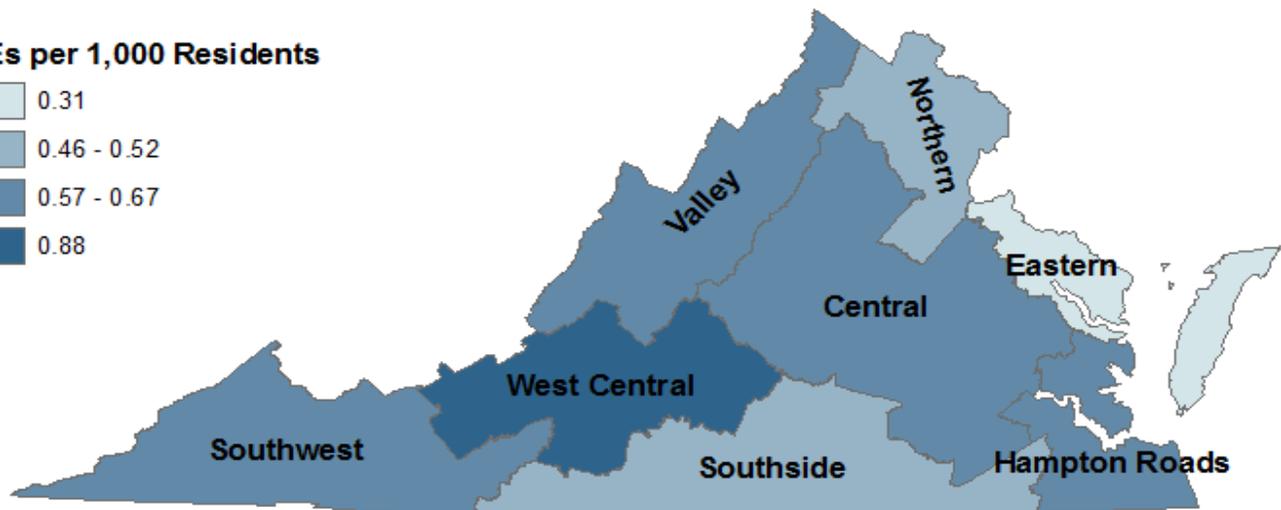
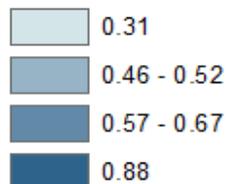
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	61%

Source: Va. Healthcare Workforce Data Center

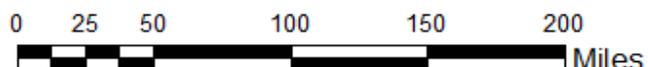
Full-Time Equivalency Units Provided by Licensed Professional Counselors per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



¹ Excludes 330 temporary licenses which were issued between April and June as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses will expire in September 2020.

This report contains the results of the 2020 Licensed Professional Counselor (LPC) Workforce Survey. Nearly 6,000 LPCs voluntarily participated in this 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 84% of the 6,895 LPCs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 5,812 LPCs participated in Virginia's workforce during the survey period, which is defined as those LPCs who worked at least a portion of the year in the state or who live in the state and intend to work as a LPC at some point in the future. Over the past year, Virginia's LPC workforce provided 4,904 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 80% 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 40% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's LPC workforce less diverse than the state's overall population, which has a diversity index of 57%. Nearly one-third of all LPCs grew up in rural areas, and 21% of these professionals currently work in non-metro areas of Virginia. In total, 9% of all LPCs work in non-metro areas of the state.

More than 90% of all LPCs are currently employed in the profession, 54% hold one full-time job, and 44% work between 40 and 49 hours per week. Meanwhile, 2% of LPCs have experienced involuntary unemployment at some point over the past year, and 3% have experienced underemployment. Three out of every four LPCs are employed in the private sector, including 58% who work in the for-profit sector. With respect to establishment types, more than one-third of all LPCs are employed at either group or solo private practices. The median annual income of Virginia's LPC workforce is between \$60,000 and \$70,000. Nearly all LPCs are satisfied with their current work situation, including 70% of LPCs who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 LPC workforce. The number of licensed LPCs in Virginia has increased by 62% (6,895 vs. 4,252). At the same time, the size of Virginia's LPC workforce has increased by 55% (5,812 vs. 3,740), and the number of FTEs provided by this workforce has increased by 54% (4,904 vs. 3,185). Virginia's renewing LPCs are more likely to respond to this survey (97% vs. 90%).

Virginia's LPCs are more likely to be female (82% vs. 78%), although this trend is reversed among those LPCs who are under the age of 40 (86% vs. 88%). In addition, the median age of the state's LPC workforce has fallen (47 vs. 53). Virginia's LPC workforce is also becoming increasingly diverse (40% vs. 27%) at a rate that is considerably faster than the state's overall population (57% vs. 55%). LPCs are slightly more likely to have grown up in rural areas (30% vs. 29%), although this group of LPCs is no more likely to work in non-metro areas of the state (21%). In total, the percentage of LPCs who work in non-metro areas of Virginia has not changed (9%).

LPCs are more likely to be employed in the profession (94% vs. 93%), hold one full-time job (54% vs. 52%), and work between 40 and 49 hours per week (44% vs. 43%). However, the rate of involuntary unemployment, which had remained steady at 1% since 2015, increased to 2% in 2020. LPCs are more likely to work at a new location (22% vs. 17%) and less likely to be employed at their primary work location for more than two years (64% vs. 72%). LPCs are more likely to work in the for-profit sector (58% vs. 54%) instead of working for state or local governments (21% vs. 24%).

Virginia's LPCs are more likely to hold a Master's degree (88% vs. 84%) instead of a Doctorate (12% vs. 16%) as their highest professional degree. At the same time, LPCs are more likely to carry education debt (49% vs. 37%), and the median debt burden among those LPCs with education debt has increased as well (\$80-\$90k vs. \$40k-\$50k). The median annual income of Virginia's LPCs has increased (\$60k-\$70k vs. \$50k-\$60k). In addition, LPCs who earn their income in the form of either an hourly wage or a salary are more likely to receive at least one employer-sponsored benefit (75% vs. 73%). LPCs indicate that they are slightly more satisfied with their current work situation (96% vs. 95%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	5,616	81%
New Licensees	731	11%
Temporary Licensees ¹	330	5%
Non-Renewals	218	3%
All Licensees	6,895	100%
All Licensees Without Temporary	6,565	95%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LPCs submitted a survey. These represent 84% of the 6,895 LPCs who held a license at some point during the survey period.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2020.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2019 and June 2020.
- 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 2020.

Response Rates

Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	228	731	76%
35 to 39	190	859	82%
40 to 44	143	796	85%
45 to 49	100	694	87%
50 to 54	96	653	87%
55 to 59	83	558	87%
60 to 64	77	518	87%
65 and Over	165	1,004	86%
Total	1,082	5,813	84%
New Licenses			
Issued in Past Year	703	358	34%
Metro Status			
Non-Metro	59	438	88%
Metro	608	4,599	88%
Not in Virginia	415	775	65%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	5,813
Response Rate, All Licensees	84%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number:	6,895
New:	11%
Not Renewed:	3%

Response Rates

All Licensees:	84%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

¹ These 330 temporary licenses were issued between April and June as a result of procedural changes that were implemented by the DHP due to the coronavirus pandemic. All of these temporary licenses will expire in September 2020.

At a Glance:

Workforce

Virginia's LPC Workforce: 5,812
 FTEs: 4,904

Utilization Ratios

Licensees in VA Workforce: 84%
 Licensees per FTE: 1.41
 Workers per FTE: 1.19

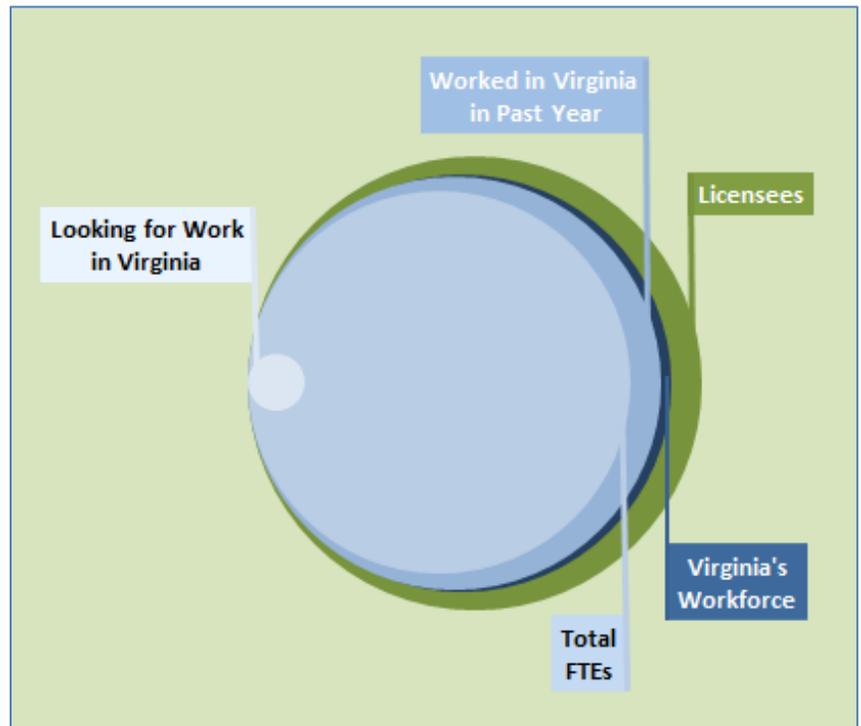
Source: Va. Healthcare Workforce Data Center

Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	5,705	98%
Looking for Work in Virginia	107	2%
Virginia's Workforce	5,812	100%
Total FTEs	4,904	
Licensees	6,895	

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 the past year 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.



Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	111	14%	685	86%	796	16%
35 to 39	107	13%	701	87%	808	16%
40 to 44	109	15%	603	85%	712	14%
45 to 49	88	15%	485	85%	573	11%
50 to 54	115	21%	440	79%	555	11%
55 to 59	79	18%	370	82%	449	9%
60 to 64	111	27%	307	73%	418	8%
65 and Over	205	29%	512	72%	717	14%
Total	924	18%	4,103	82%	5,028	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LPCs		LPCs Under 40	
	%	#	%	#	%
White	61%	3,818	76%	1,135	71%
Black	19%	786	16%	284	18%
Hispanic	10%	211	4%	91	6%
Asian	7%	69	1%	20	1%
Two or More Races	3%	108	2%	49	3%
Other Race	0%	41	1%	17	1%
Total	100%	5,033	100%	1,596	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 82%
% Under 40 Female: 86%

Age

Median Age: 47
% Under 40: 32%
% 55 and Over: 32%

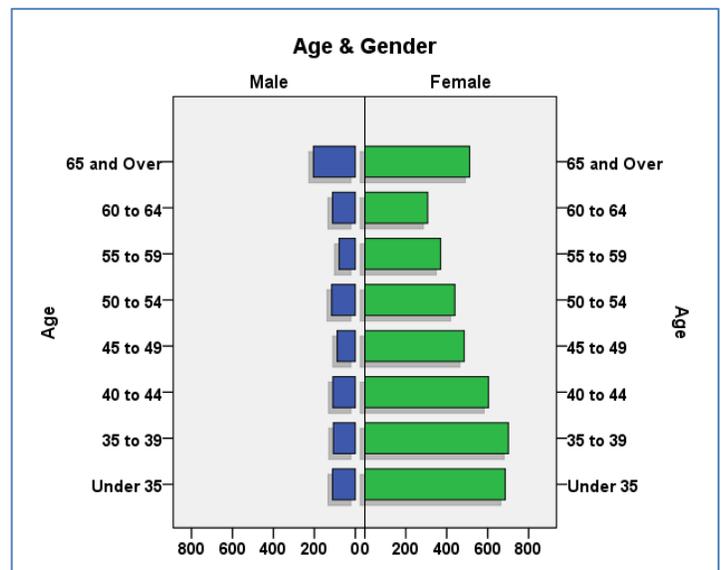
Diversity

Diversity Index: 40%
Under 40 Div. Index: 46%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is a 40% chance that they would be of different races or ethnicities, a measure known as the diversity index.

Nearly one-third of all LPCs are under the age of 40, and 86% of these professionals are female. In addition, the diversity index among this group of LPCs is 46%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 49%
 Prof. Edu. in VA: 65%
 HS or Prof. Edu. in VA: 74%

Location Choice

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

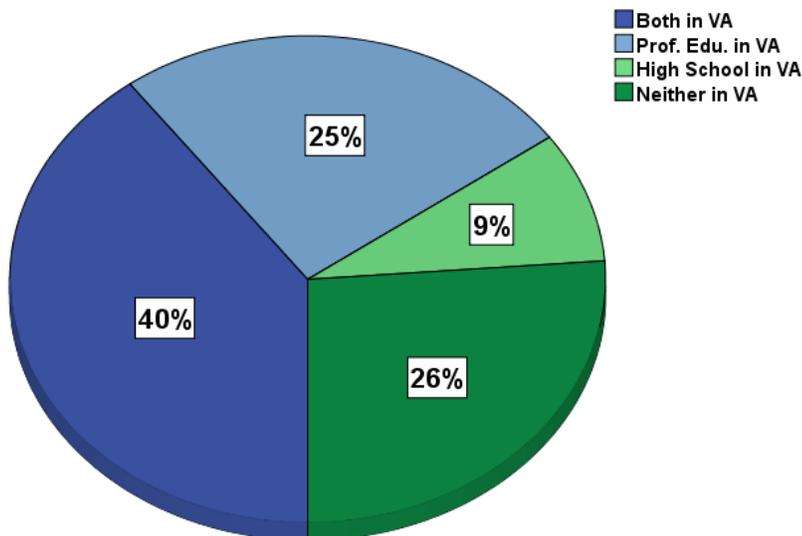
Source: Va. Healthcare Workforce Data Center

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%	17%
2	Metro, 250,000 to 1 Million	40%	50%	11%
3	Metro, 250,000 or Less	41%	51%	8%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	64%	23%	13%
6	Urban Pop., 2,500-19,999, Metro Adjacent	59%	33%	8%
7	Urban Pop., 2,500-19,999, Non-Adjacent	91%	9%	1%
8	Rural, Metro Adjacent	74%	22%	4%
9	Rural, Non-Adjacent	50%	37%	13%
Overall		30%	56%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-third of all LPCs grew up in self-described rural areas, and 21% of these professionals currently work in non-metro counties. In total, 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	2,415	Virginia	3,238
2	New York	298	Maryland	164
3	Pennsylvania	240	Washington, D.C.	152
4	Maryland	204	North Carolina	116
5	North Carolina	179	New York	104
6	Outside U.S./Canada	173	Florida	103
7	New Jersey	137	Pennsylvania	100
8	Florida	134	Minnesota	98
9	Ohio	134	Ohio	80
10	California	83	Massachusetts	68

Source: Va. Healthcare Workforce Data Center

Nearly half of all LPCs received their high school degree in Virginia, while 65% obtained their initial professional degree in the state.

Among LPCs who received their initial license in the past five years, 50% received their high school degree in Virginia, while 63% obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	1,136	Virginia	1,442
2	New York	131	Minnesota	78
3	Pennsylvania	94	Maryland	72
4	North Carolina	89	Washington, D.C.	70
5	Maryland	87	New York	68
6	Outside U.S./Canada	85	Florida	62
7	Florida	66	North Carolina	55
8	Ohio	63	Pennsylvania	44
9	New Jersey	62	Kentucky	35
10	Texas	39	Colorado	29

Source: Va. Healthcare Workforce Data Center

Among all LPCs who are licensed in Virginia, 16% did not participate in the state's LPC workforce during the past year. More than four out of every five of these professionals worked at some point in the past year, including 74% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	1,082
% of Licensees:	16%
Federal/Military:	6%
VA Border State/D.C.:	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	1	0%
Master's Degree	4,364	88%
Doctor of Psychology	90	2%
Other Doctorate	482	10%
Total	4,937	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Master's: 88%

Doctorate: 12%

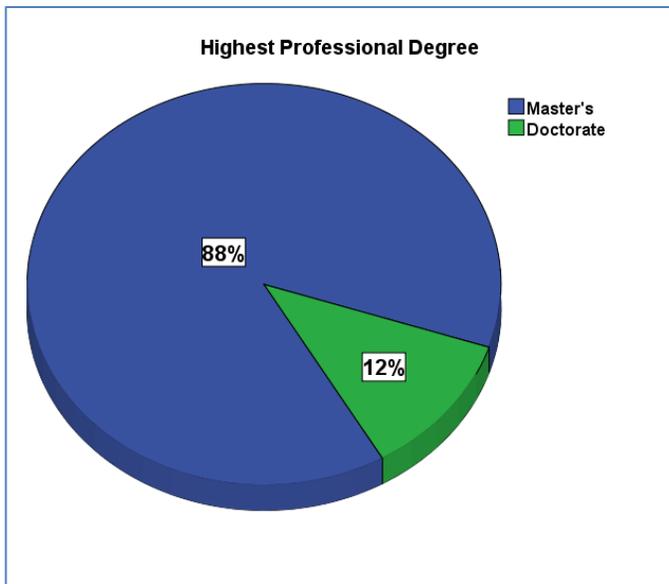
Education Debt

Carry Debt: 49%

Under Age 40 w/ Debt: 67%

Median Debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly half of LPCs carry education debt, including 67% of those LPCs who are under the age of 40. For those LPCs with education debt, the median debt amount is between \$80,000 and \$90,000.

Education Debt				
Amount Carried	All LPCs		LPCs Under 40	
	#	%	#	%
None	2,266	51%	462	33%
Less than \$10,000	167	4%	42	3%
\$10,000-\$29,999	264	6%	96	7%
\$30,000-\$49,999	283	6%	113	8%
\$50,000-\$69,999	249	6%	116	8%
\$70,000-\$89,999	226	5%	127	9%
\$90,000-\$109,999	294	7%	141	10%
\$110,000-\$129,999	193	4%	110	8%
\$130,000-\$149,999	120	3%	56	4%
\$150,000 or More	378	9%	129	9%
Total	4,440	100%	1,392	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 60%
 Child: 8%
 Substance Abuse: 6%

Secondary Specialty

Mental Health: 15%
 Substance Abuse: 14%
 Behavioral Disorders: 12%

Source: Va. Healthcare Workforce Data Center

Three out of every five LPCs have a primary specialty in mental health, while another 8% of LPCs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	2,901	60%	667	15%
Child	405	8%	408	9%
Substance Abuse	298	6%	627	14%
Behavioral Disorders	237	5%	529	12%
Family	162	3%	378	9%
Marriage	105	2%	292	7%
School/Educational	75	2%	160	4%
Forensic	38	1%	39	1%
Sex Offender Treatment	33	1%	49	1%
Vocational/Work Environment	16	0%	34	1%
Health/Medical	13	0%	43	1%
Rehabilitation	11	0%	33	1%
Public Health	6	0%	13	0%
Neurology/Neuropsychology	5	0%	12	0%
Gerontologic	4	0%	8	0%
Social	3	0%	36	1%
Industrial/Organizational	3	0%	3	0%
Experimental or Research	0	0%	2	0%
General Practice (Non-Specialty)	364	7%	641	15%
Other Specialty Area	192	4%	364	8%
Total	4,870	100%	4,335	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 94%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 54%
 2 or More Positions: 26%

Weekly Hours:

40 to 49: 44%
 60 or More: 6%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a Behavioral Sciences-Related Capacity	4,656	94%
Employed, NOT in a Behavioral Sciences-Related Capacity	126	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	18	< 1%
Voluntarily Unemployed	84	2%
Retired	74	2%
Total	4,961	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of LPCs are currently employed in the profession, 54% hold one full-time job, and 44% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	176	4%
1 to 9 Hours	155	3%
10 to 19 Hours	331	7%
20 to 29 Hours	450	9%
30 to 39 Hours	744	15%
40 to 49 Hours	2,154	44%
50 to 59 Hours	580	12%
60 to 69 Hours	234	5%
70 to 79 Hours	37	1%
80 or More Hours	21	0%
Total	4,882	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	176	4%
One Part-Time Position	792	16%
Two Part-Time Positions	221	5%
One Full-Time Position	2,627	54%
One Full-Time Position & One Part-Time Position	915	19%
Two Full-Time Positions	34	1%
More than Two Positions	121	2%
Total	4,886	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	37	1%
Less than \$20,000	270	7%
\$20,000-\$29,999	191	5%
\$30,000-\$39,999	229	6%
\$40,000-\$49,999	434	11%
\$50,000-\$59,999	624	16%
\$60,000-\$69,999	647	16%
\$70,000-\$79,999	576	14%
\$80,000-\$89,999	369	9%
\$90,000-\$99,999	206	5%
\$100,000 or More	413	10%
Total	3,997	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$60k-\$70k

Benefits
(Salary/Wage Employees Only)
Health Insurance: 62%
Retirement: 57%

Satisfaction
Satisfied: 96%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,326	70%
Somewhat Satisfied	1,271	27%
Somewhat Dissatisfied	139	3%
Very Dissatisfied	39	1%
Total	4,775	100%

Source: Va. Healthcare Workforce Data Center

The typical LPC earns between \$60,000 and \$70,000 per year. Among LPCs who receive either an hourly wage or salary as compensation at their primary work location, 62% have access to health insurance and 57% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,287	49%	68%
Health Insurance	2,107	45%	62%
Paid Sick Leave	2,100	45%	62%
Dental Insurance	2,016	43%	60%
Retirement	1,954	42%	57%
Group Life Insurance	1,519	33%	46%
Signing/Retention Bonus	154	3%	5%
At Least One Benefit	2,618	56%	75%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	1,530	26%
Switch Employers or Practices?	413	7%
Experience Voluntary Unemployment?	217	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	156	3%
Experience Involuntary Unemployment?	143	2%
Experience At Least One	2,049	35%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 4.4% during the past 12 months.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	87	2%	55	4%
Less than 6 Months	204	4%	153	11%
6 Months to 1 Year	512	11%	199	14%
1 to 2 Years	928	19%	255	19%
3 to 5 Years	1,158	24%	348	25%
6 to 10 Years	830	17%	191	14%
More than 10 Years	1,041	22%	176	13%
Subtotal	4,759	100%	1,377	100%
Did Not Have Location	122		4,377	
Item Missing	931		58	
Total	5,812		5,812	

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all LPCs are salaried employees, while 21% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 7%
New Location: 22%
Over 2 Years: 64%
Over 2 Yrs., 2nd Location: 52%

Employment Type

Salary/Commission: 58%
Business/Practice Income: 21%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPCs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,180	58%
Business/Practice Income	803	21%
Hourly Wage	484	13%
By Contract	286	8%
Unpaid	22	1%
Subtotal	3,775	100%
Did Not Have Location	122	
Item Missing	1,916	

Source: Va. Healthcare Workforce Data Center

² As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for June 2020 was still preliminary.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	70%
Lowest Region:	1%

Locations

2 or More (Past Year):	29%
2 or More (Now*):	27%

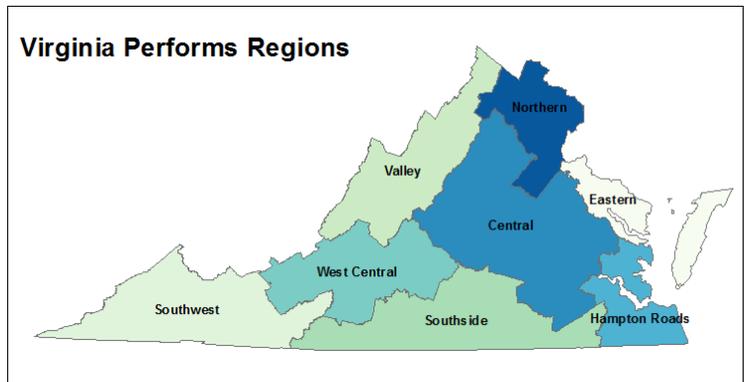
Source: Va. Healthcare Workforce Data Center

Seven out of every ten LPCs in the state work in Northern Virginia, Hampton Roads, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	1,369	29%	369	26%
Hampton Roads	973	20%	287	20%
Central	963	20%	287	20%
West Central	625	13%	172	12%
Valley	335	7%	86	6%
Southwest	204	4%	48	3%
Southside	174	4%	50	4%
Eastern	48	1%	24	2%
Virginia Border State/D.C.	28	1%	28	2%
Other U.S. State	30	1%	49	3%
Outside of the U.S.	0	0%	1	0%
Total	4,749	100%	1,401	100%
Item Missing	942		34	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LPCs currently have multiple work locations, while 29% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	107	2%	170	4%
1	3,319	68%	3,362	69%
2	713	15%	724	15%
3	662	14%	572	12%
4	28	1%	12	0%
5	10	0%	8	0%
6 or More	19	0%	9	0%
Total	4,858	100%	4,858	100%

*At the time of survey completion, June 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,583	58%	931	74%
Non-Profit	792	18%	190	15%
State/Local Government	960	21%	129	10%
Veterans Administration	9	0%	1	0%
U.S. Military	94	2%	8	1%
Other Federal Government	37	1%	3	0%
Total	4,475	100%	1,262	100%
Did Not Have Location	122		4,377	
Item Missing	1,214		172	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	58%
Federal:	3%

Top Establishments

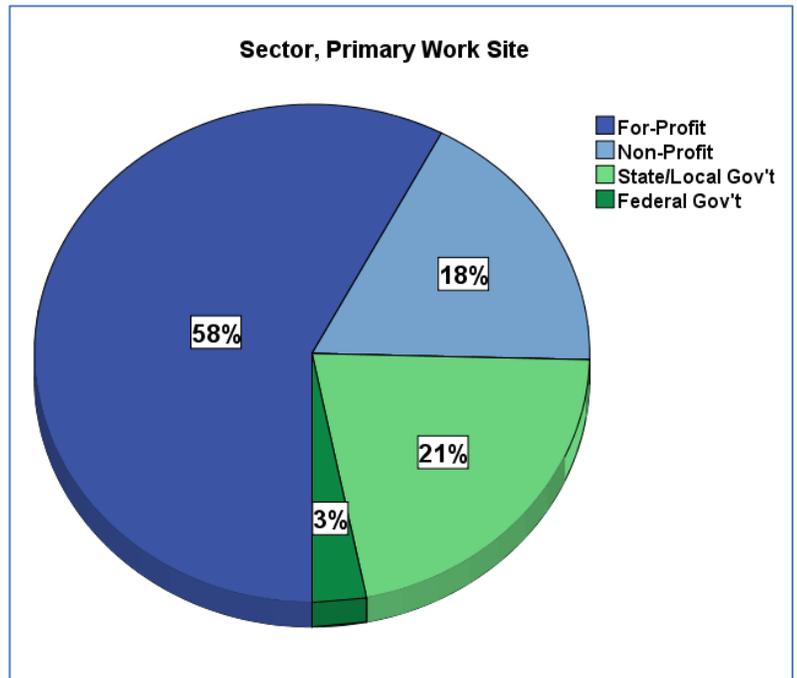
Private Practice, Group:	19%
Private Practice, Solo:	18%
Comm. Services Board:	16%

Payment Method

Cash/Self-Pay:	66%
Private Insurance:	55%

Source: Va. Healthcare Workforce Data Center

Three-fourths of all LPCs work in the private sector, including 58% who work at for-profit establishments. Another 21% of LPCs work for state or local governments.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	793	19%	290	24%
Private Practice, Solo	763	18%	255	21%
Community Services Board	658	16%	72	6%
Mental Health Facility, Outpatient	534	13%	145	12%
Community-Based Clinic or Health Center	376	9%	131	11%
School (Providing Care to Clients)	229	5%	43	4%
Academic Institution (Teaching Health Professions Students)	120	3%	68	6%
Residential Mental Health/Substance Abuse Facility	110	3%	17	1%
Corrections/Jail	88	2%	19	2%
Hospital, Psychiatric	66	2%	23	2%
Hospital, General	54	1%	16	1%
Administrative or Regulatory	46	1%	8	1%
Rehabilitation Facility	23	1%	4	0%
Other Practice Setting	359	9%	107	9%
Total	4,219	100%	1,198	100%
Did Not Have a Location	122		4,377	

Source: Va. Healthcare Workforce Data Center

Group and solo private practices employ more than one-third of all LPCs in Virginia. Another 16% of LPCs work at Community Services Boards.

Two-thirds of all LPCs work at establishments that accept cash/self-pay as a form of payment for services rendered. This makes cash/self-pay the most commonly accepted form of payment among Virginia's LPC workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	3,826	66%
Private Insurance	3,174	55%
Medicaid	2,316	40%
Medicare	503	9%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

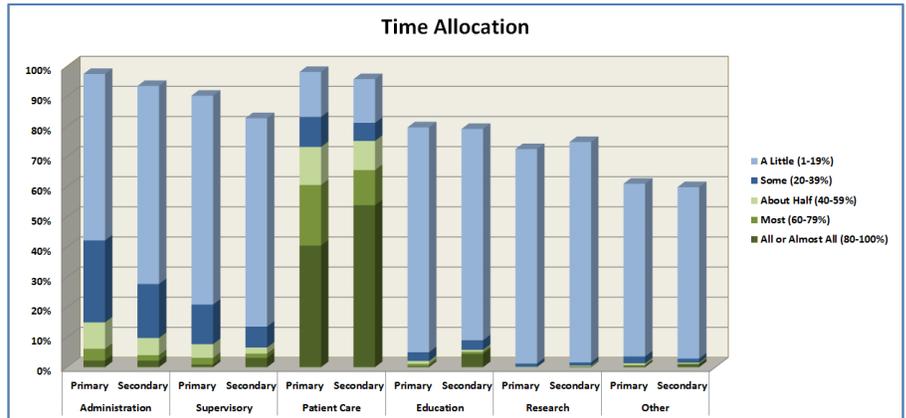
Patient Care: 61%
Administration: 6%
Supervisory: 3%

Patient Care LPCs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, LPCs spend approximately 75% of their time treating patients. In fact, 61% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	2%	2%	1%	3%	40%	54%	0%	4%	0%	0%	0%	1%
Most (60-79%)	4%	2%	2%	1%	20%	12%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	9%	6%	5%	2%	13%	10%	1%	1%	0%	0%	1%	0%
Some (20-39%)	27%	18%	13%	7%	10%	6%	3%	3%	1%	1%	2%	1%
A Little (1-19%)	55%	66%	69%	69%	15%	15%	75%	70%	71%	73%	57%	57%
None (0%)	3%	7%	10%	17%	2%	4%	20%	21%	28%	25%	39%	40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	357	8%	155	13%
1 to 24	2,775	63%	957	78%
25 to 49	1,183	27%	100	8%
50 to 74	68	2%	10	1%
75 or More	47	1%	10	1%
Total	4,430	100%	1,233	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

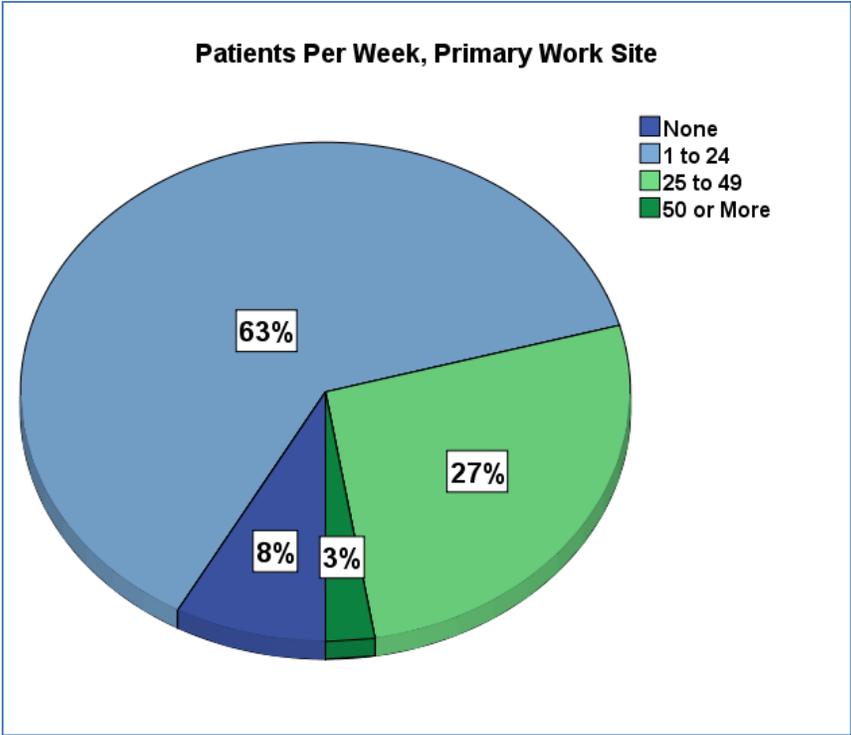
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds 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, 78% treat between 1 and 24 patients per week.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

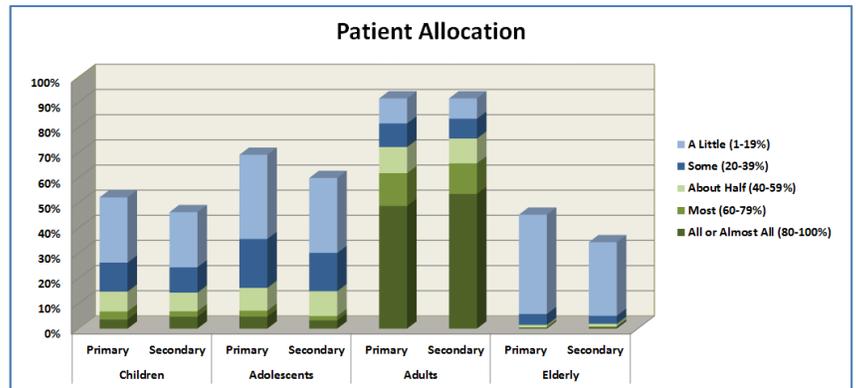
Children: 1%-9%
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: None

Roles

Children: 7%
 Adolescents: 7%
 Adults: 62%
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately 75% of all patients seen by LPCs at their primary work location are adults. In addition, 62% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	4%	5%	5%	3%	49%	54%	0%	1%
Most (60-79%)	3%	2%	2%	2%	13%	12%	0%	0%
About Half (40-59%)	8%	7%	9%	10%	10%	10%	1%	1%
Some (20-39%)	12%	10%	19%	15%	9%	8%	4%	3%
A Little (1-19%)	26%	22%	33%	30%	10%	8%	39%	29%
None (0%)	48%	54%	31%	40%	9%	9%	55%	66%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs 50 and Over	
	#	%	#	%
Under Age 50	45	1%	-	-
50 to 54	75	2%	3	0%
55 to 59	262	6%	47	3%
60 to 64	696	16%	185	10%
65 to 69	1,321	31%	545	30%
70 to 74	860	20%	485	26%
75 to 79	370	9%	226	12%
80 or Over	129	3%	88	5%
I Do Not Intend to Retire	516	12%	256	14%
Total	4,275	100%	1,835	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 25%

Under 60: 9%

LPCs 50 and Over

Under 65: 13%

Under 60: 3%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 20%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

One-fourth of all LPCs expect to retire before the age of 65. Among those LPCs who are age 50 or over, 13% expect to retire by the age of 65.

Within the next two years, 15% of LPCs expect to increase their patient care hours, and 12% expect to pursue additional educational opportunities.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	453	8%
Leave Virginia	135	2%
Leave Profession	58	1%
Decrease Teaching Hours	38	1%
Increase Participation		
Increase Patient Care Hours	885	15%
Pursue Additional Education	702	12%
Increase Teaching Hours	407	7%
Return to Virginia's Workforce	42	1%

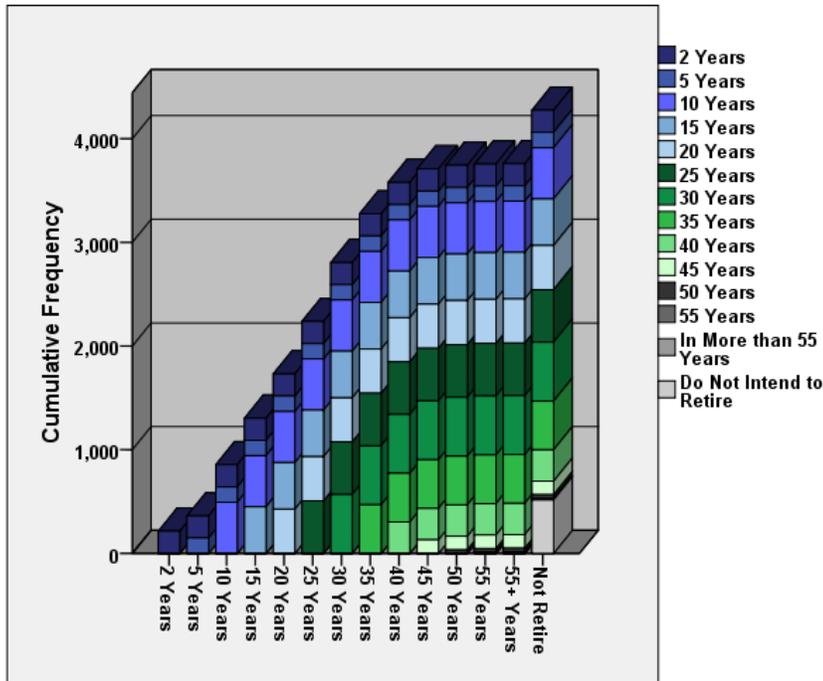
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. Only 5% of LPCs expect to retire in the next two years, while 20% expect to retire in the next ten years. Half of the current workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	214	5%	5%
5 Years	148	3%	8%
10 Years	494	12%	20%
15 Years	449	11%	31%
20 Years	426	10%	40%
25 Years	506	12%	52%
30 Years	568	13%	66%
35 Years	470	11%	77%
40 Years	303	7%	84%
45 Years	131	3%	87%
50 Years	34	1%	88%
55 Years	12	0%	88%
In More than 55 Years	3	0%	88%
Do Not Intend to Retire	516	12%	100%
Total	4,275	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2030. Retirement will peak at 13% of the current workforce around 2050 before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 4,904
 FTEs/1,000 Residents³: 0.575
 Average: 0.86

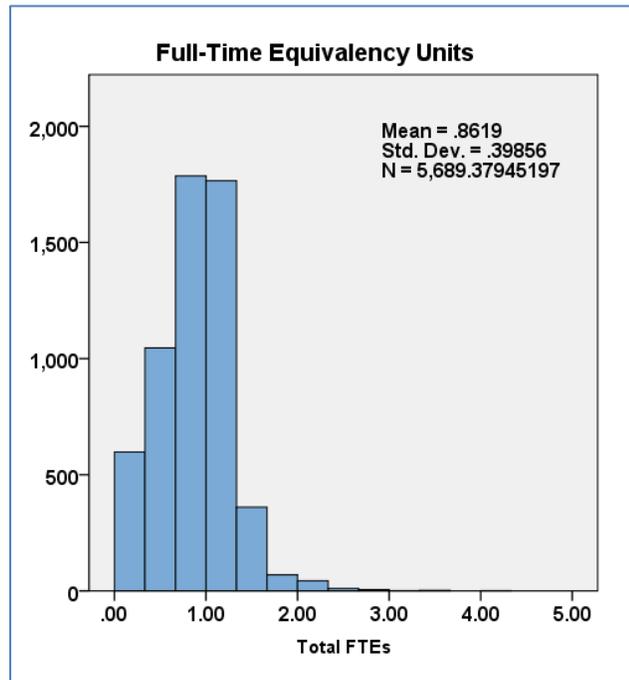
Age & Gender Effect

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:

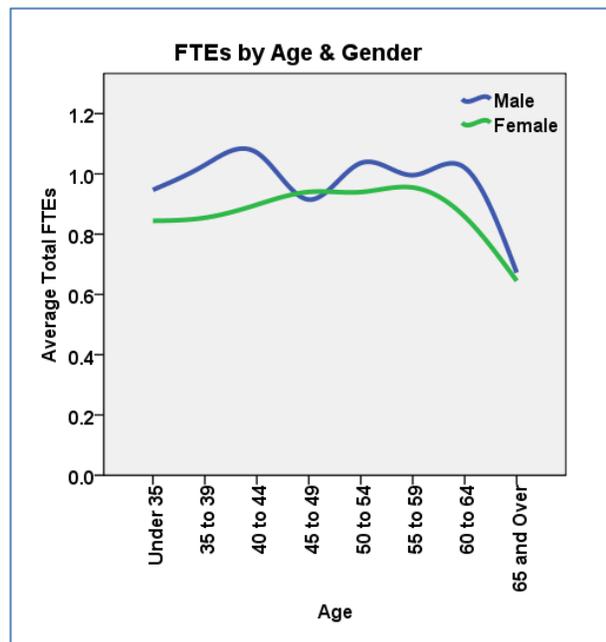


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.87 FTEs over the past year, or approximately 35 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.86	0.86
35 to 39	0.87	0.91
40 to 44	0.90	0.90
45 to 49	0.92	0.92
50 to 54	0.94	0.96
55 to 59	0.97	1.03
60 to 64	0.90	0.87
65 and Over	0.65	0.63
Gender		
Male	0.93	1.01
Female	0.86	0.91

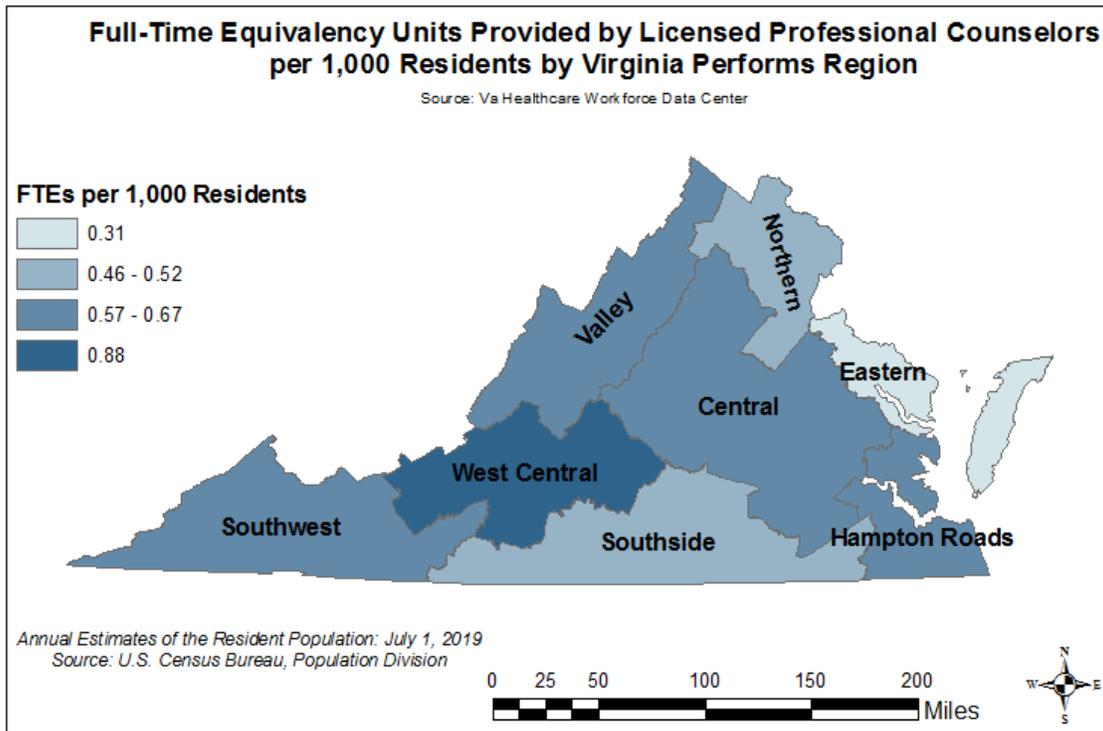
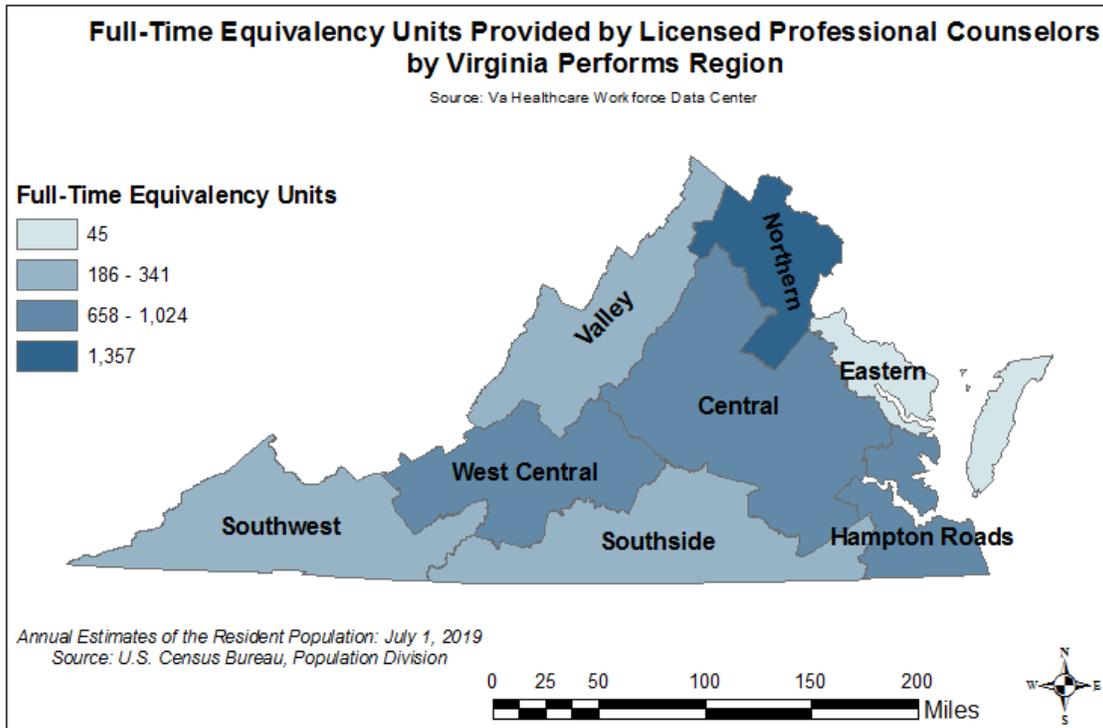
Source: Va. Healthcare Workforce Data Center

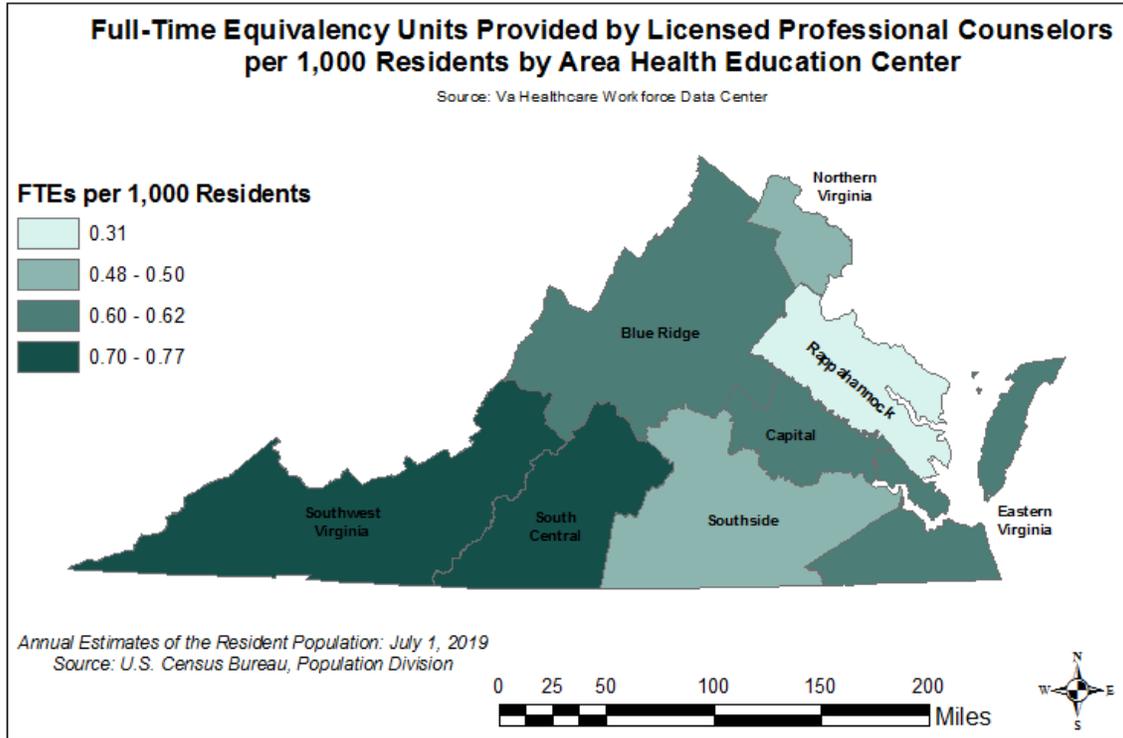
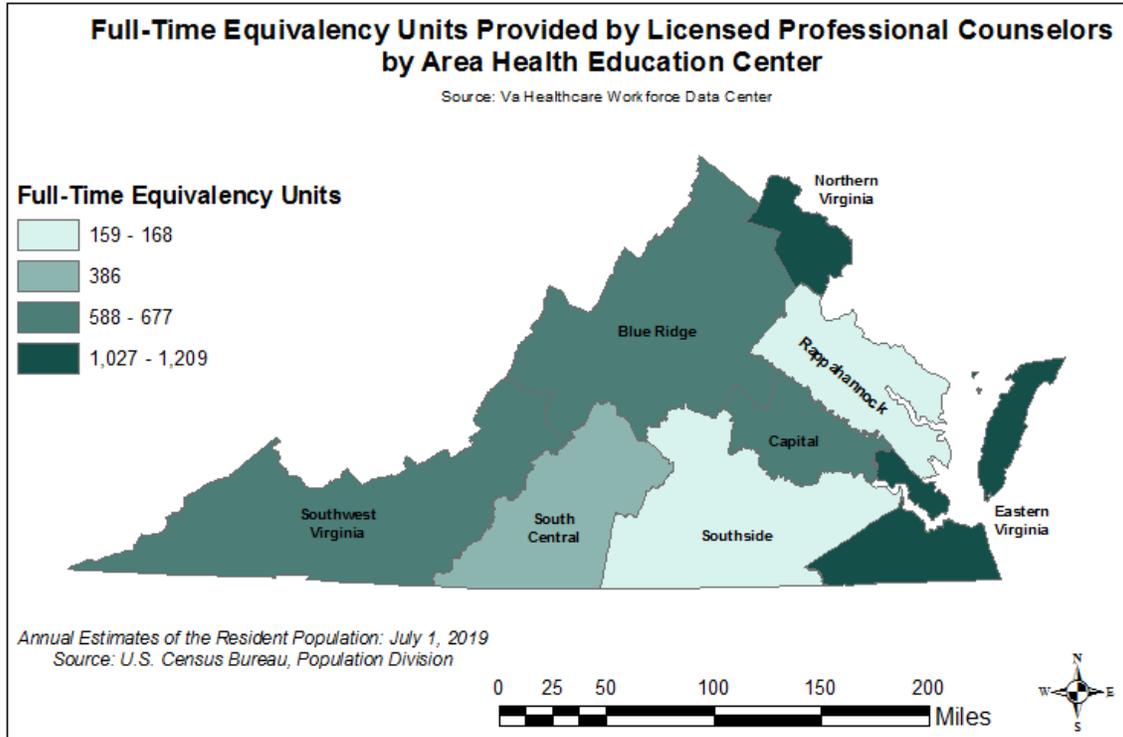


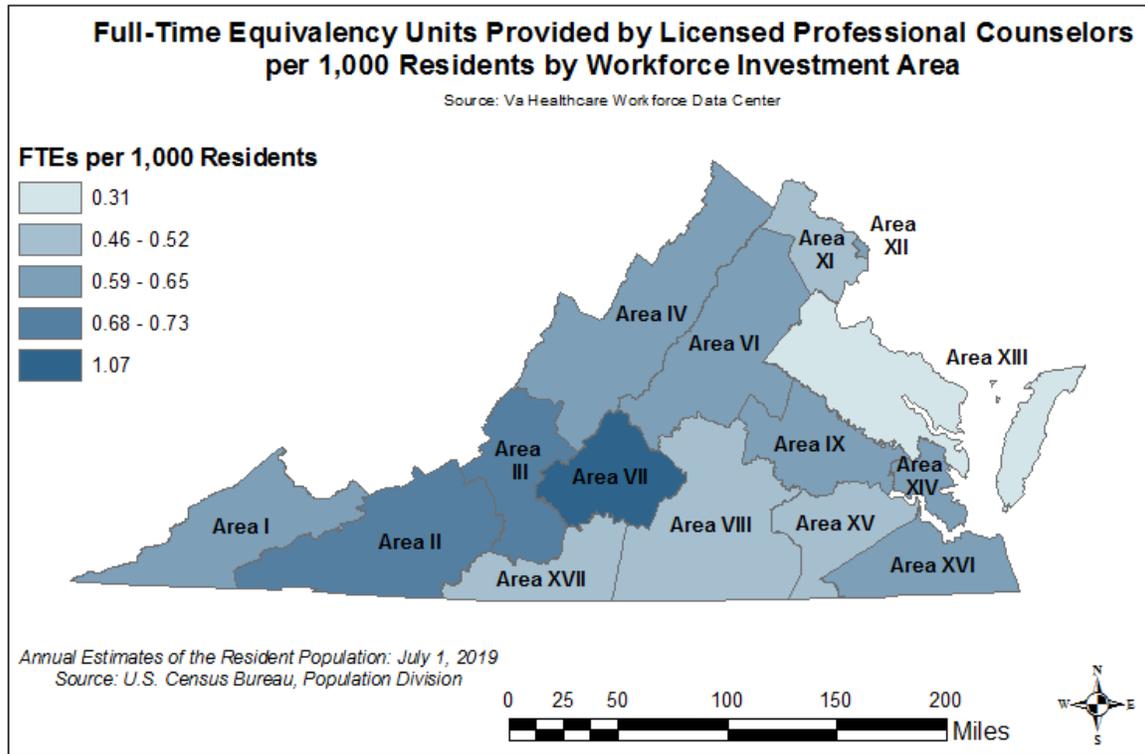
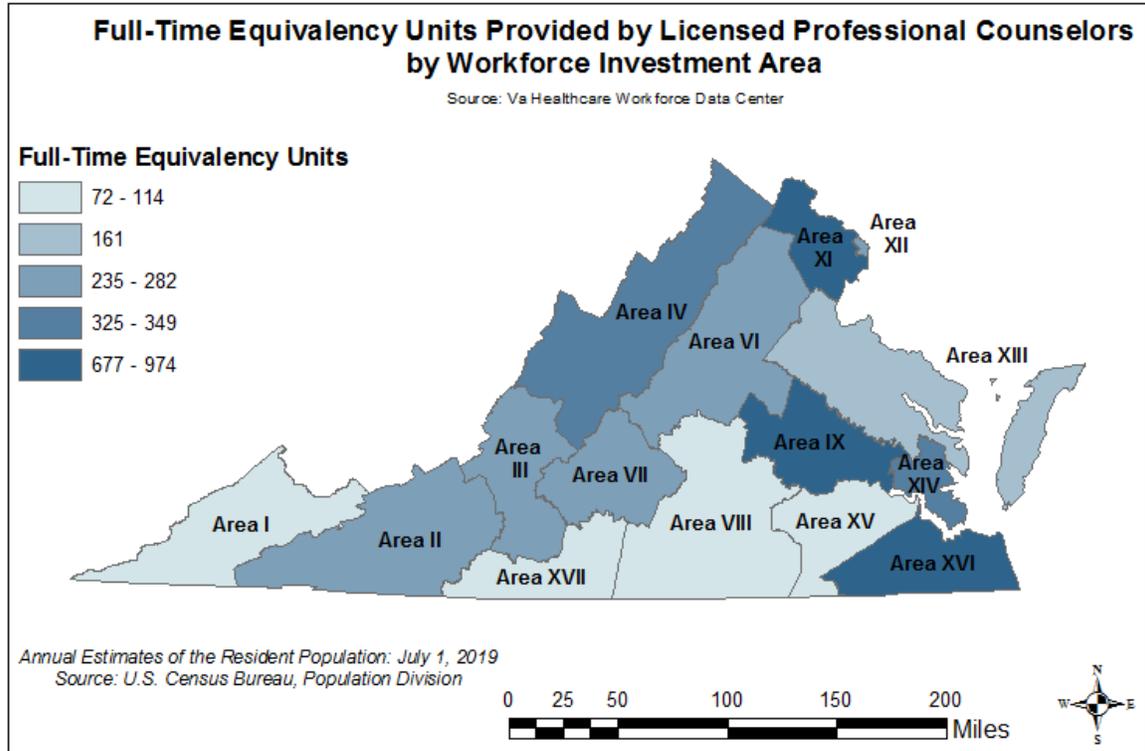
Source: Va. Healthcare Workforce Data Center

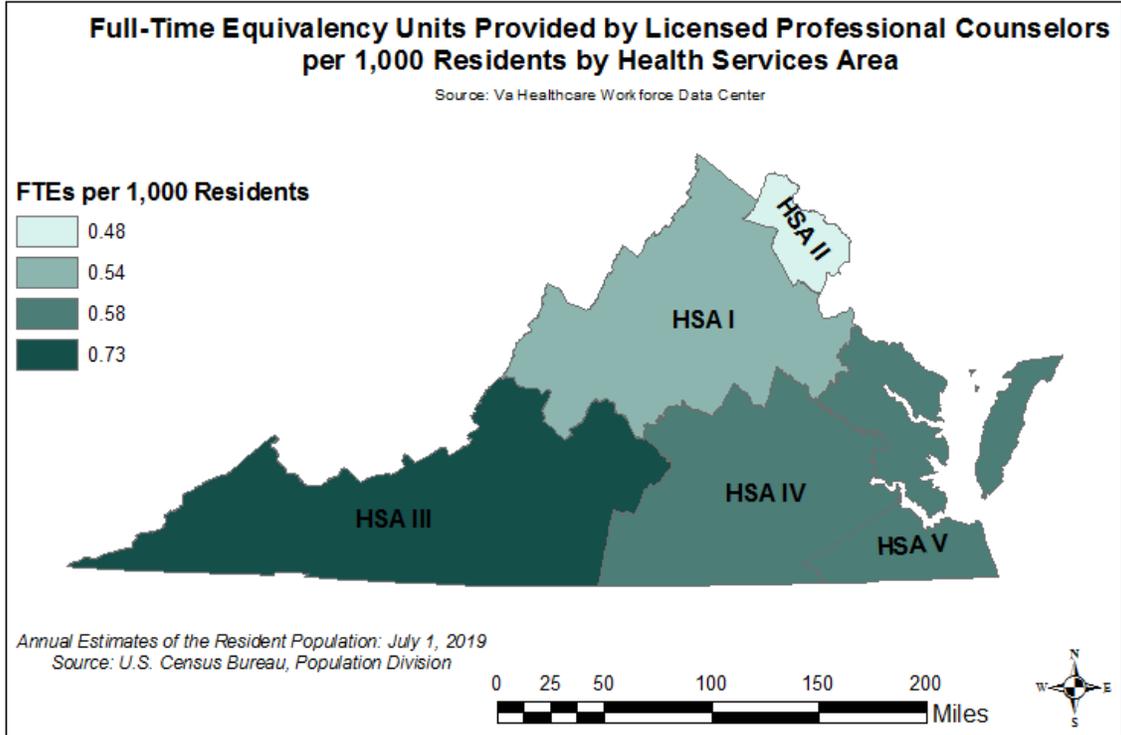
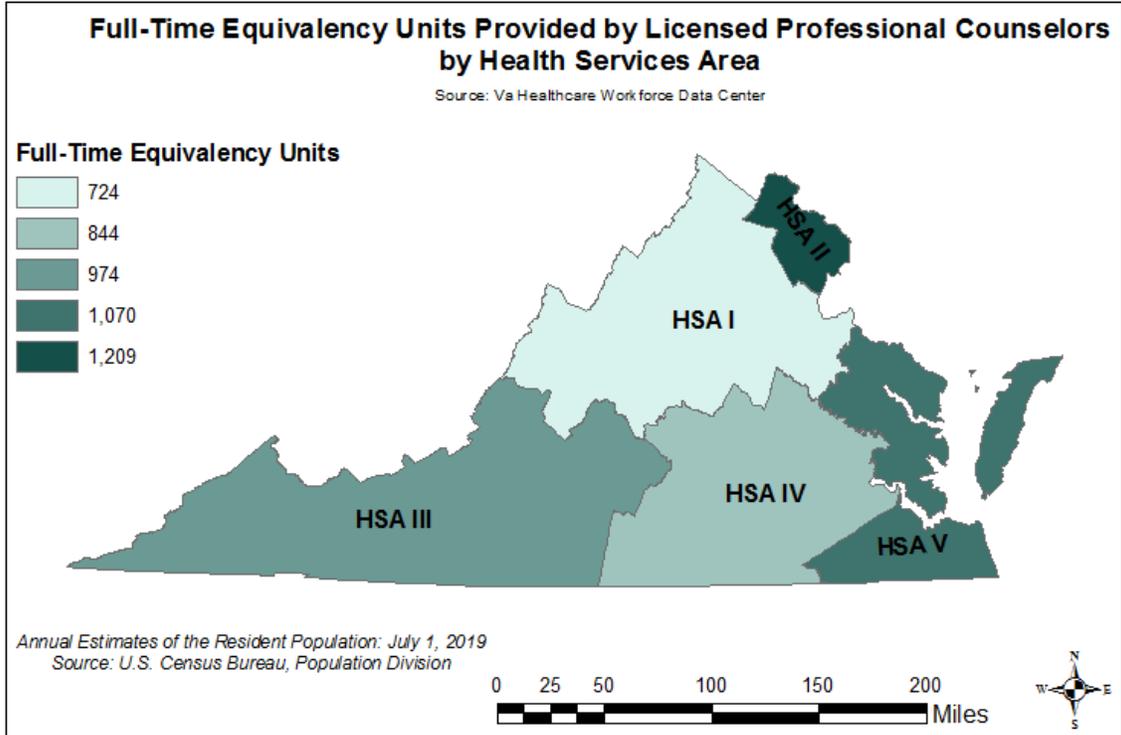
³ Number of residents in 2019 was used as the denominator.

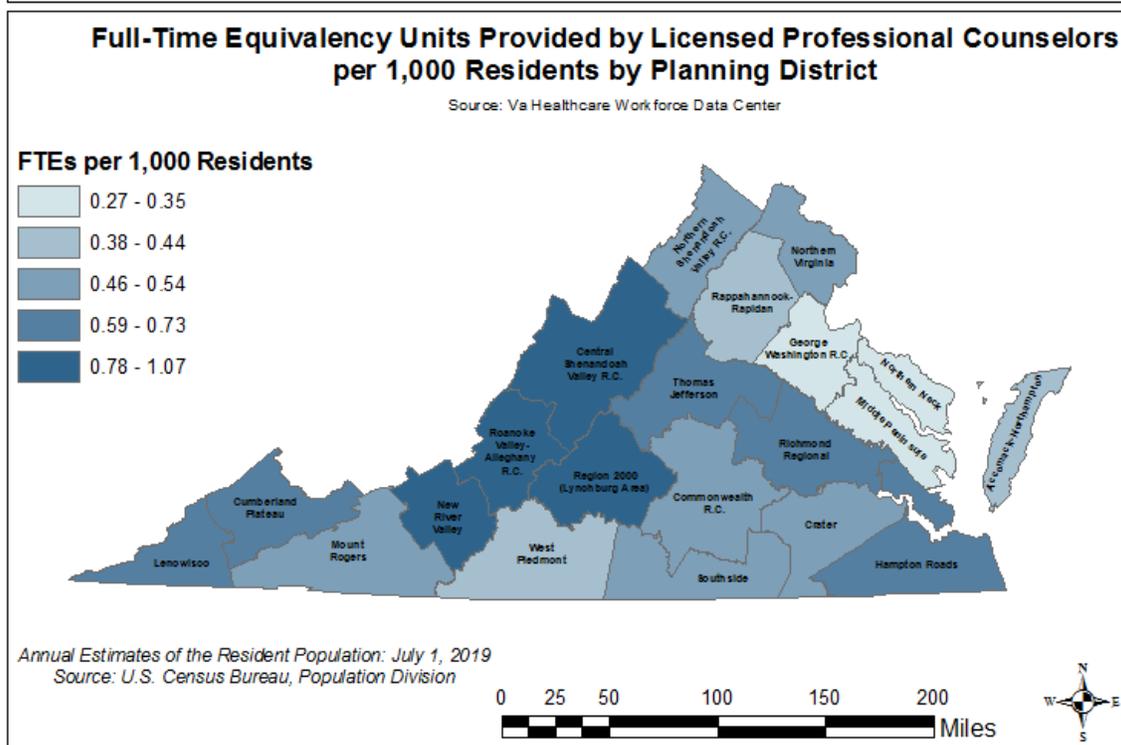
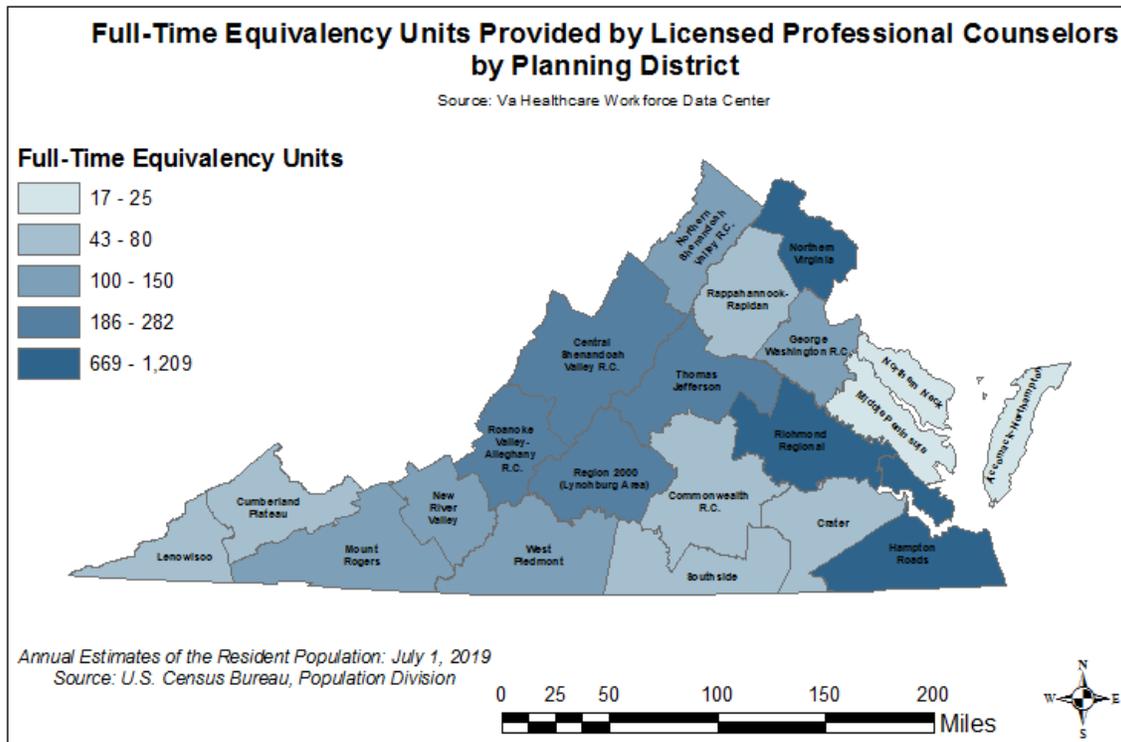
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,747	88.12%	1.135	1.095	1.255
Metro, 250,000 to 1 Million	684	89.33%	1.119	1.080	1.238
Metro, 250,000 or Less	776	88.40%	1.131	1.091	1.251
Urban Pop., 20,000+, Metro Adj.	68	94.12%	1.063	1.025	1.175
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	184	90.76%	1.102	1.063	1.219
Urban Pop., 2,500-19,999, Non-Adj.	127	88.19%	1.134	1.094	1.254
Rural, Metro Adj.	84	82.14%	1.217	1.174	1.346
Rural, Non-Adj.	34	76.47%	1.308	1.261	1.446
Virginia Border State/D.C.	658	67.78%	1.475	1.423	1.632
Other U.S. State	532	61.84%	1.617	1.560	1.788

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	959	76.23%	1.312	1.175	1.788
35 to 39	1,049	81.89%	1.221	1.094	1.665
40 to 44	939	84.77%	1.180	1.057	1.608
45 to 49	794	87.41%	1.144	1.025	1.560
50 to 54	749	87.18%	1.147	1.027	1.564
55 to 59	641	87.05%	1.149	1.029	1.566
60 to 64	595	87.06%	1.149	1.029	1.566
65 and Over	1,169	85.89%	1.164	1.043	1.587

Source: Va. Healthcare Workforce Data Center

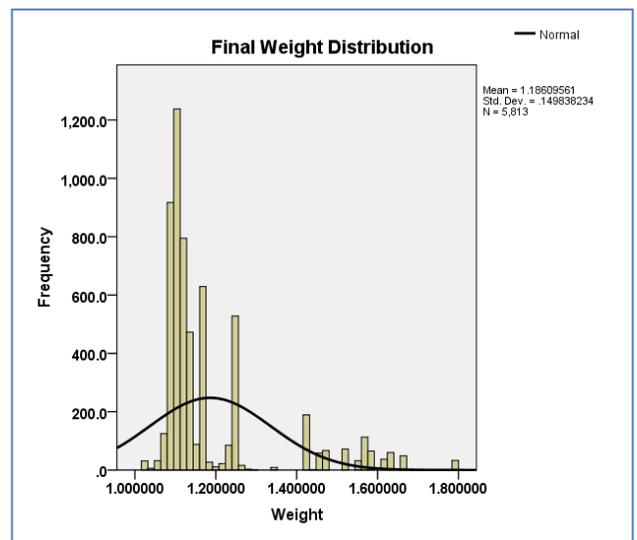
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.843075



Source: Va. Healthcare Workforce Data Center