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# *Virginia's Licensed Clinical Psychologist Workforce: 2019*

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Healthcare Workforce Data Center

July 2019

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*3,246 Licensed Clinical Psychologists 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 Psychology express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Licensed Clinical Psychologist Workforce: At a Glance:

## The Workforce

Licensees:	3,739
Virginia's Workforce:	2,682
FTEs:	2,317

## Background

Rural Childhood:	20%
HS Degree in VA:	23%
Prof. Degree in VA:	30%

## Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	57%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	95%

## Education

Doctor of Psych.:	57%
Other Ph.D.:	43%

## Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	72%

## Demographics

Female:	67%
Diversity Index:	30%
Median Age:	50

## Finances

Median Income:	\$90k-\$100k
Health Benefits:	63%
Under 40 w/ Ed debt:	69%

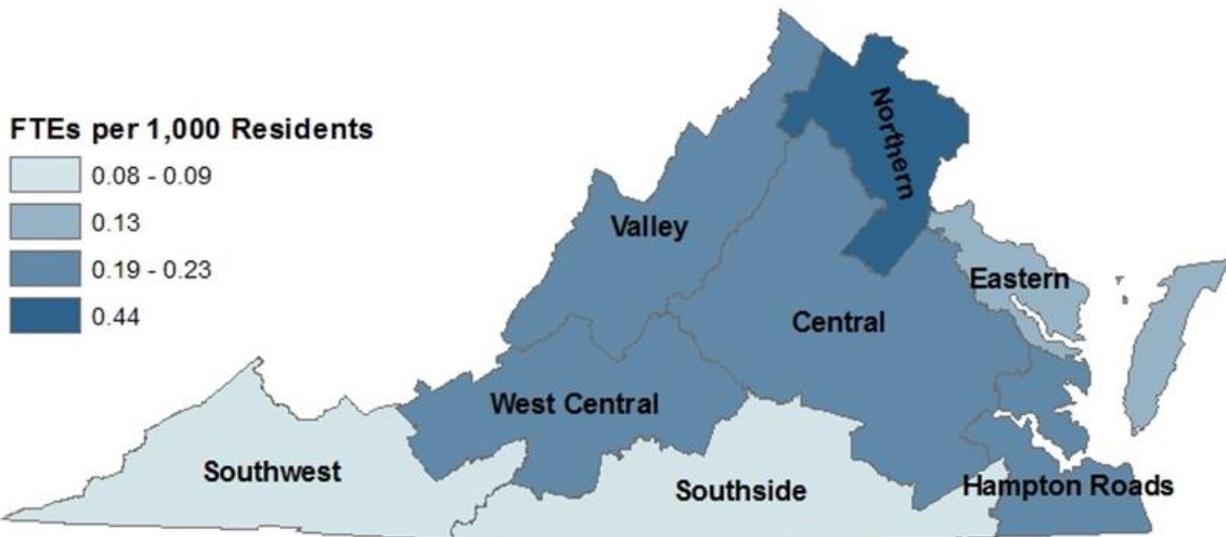
## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	65%

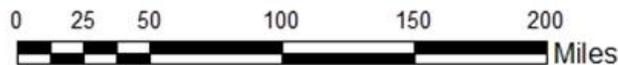
Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units Provided by Clinical Psychologists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center



Annual Estimates of the Resident Population: July 1, 2018  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2019 Licensed Clinical Psychologists (LCPs) 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 LCPs. In 2019, 3,246 LCPs voluntarily completed the survey, representing 87% of the 3,739 LCPs who are licensed in the state and 95% of renewing practitioners. An estimated 2,682 LCPs 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 LCP sometime in the future. Between July 2018 and June 2019, this workforce provided 2,317 "full-time equivalency units" (FTE), which the HWDC defines simply as working 2,000 hours a year.

Sixty-seven percent of all LCPs are female, including 84% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index; LCP's diversity index is significantly below the state diversity index of 57%. Twenty percent of all LCPs grew up in a rural area of Virginia, but only 8% of these professionals work in non-Metro areas of the state. Overall, just 3% of Virginia's LCPs work in non-Metro areas of the state. Further, 70% of LCPs work in the private sector; private solo and group practices are the most common establishment types in Virginia, employing nearly half of LCPs.

All of the state's LCP workforce have a doctorate degree. About a third have a primary specialty in mental health. About 40% of LCPs currently carry education debt, including 69% of those under age 40. The median debt burden for those LCPs with education debt is between \$90,000 and \$100,000. Meanwhile the median annual income is also between \$90,000 and \$100,000. Regarding future plans, only 17% of LCPs expect to retire by the age of 65. About a quarter of the workforce expect to retire in the next ten years; half of the current workforce expect to retire by 2044.

## Summary of Trends

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The number of LCPs continued its gradual increase. Since 2013, the number of LCPs has increased by 24%. A similar increase is recorded in the number of LCPs in the state workforce and in the FTEs they provide; both increased by 15% and 10%, respectively, in the same period. However, LCPs reported fewer FTEs in 2019 compared to 2018. Further, a lower proportion of LCPs were in the state workforce in 2019 compared to past surveys. Seventy-seven percent of LCPs were in the state workforce in 2013 compared to 72% in 2019.

The racial/ethnic diversity of the LCP workforce has increased since 2013. The diversity index of the LCP workforce increased from 24% in 2013 to 30% in 2019. Gender diversity, however, is declining. Females constitute an increasing majority in the LCP workforce. In 2013, 61% were female whereas now 67% of LCPs are female. Although the median age did not change in this year's survey, it has declined from 52 to 50 years in the past six years. The proportion above age 55 also declined from 45% in 2013 to 39% in 2019, indicating a younger LCP workforce. The percent of LCPs working in rural areas did not change. The same 3% reported that they work in rural areas in the past three years; however, this is a decline from 2013 when 4% worked in rural areas.

For the first time in five years, the median income reported by LCPs increased. The median income increased from \$80,000-\$90,000 to \$90,000-\$100,000. This increase makes median income equal to median education debt which had increased to \$90,000-\$100,000 in 2018. The percent reporting over \$150,000 in education debt doubled from 6% in 2013 to 13% in 2019. Further, the percent reporting debt also has increased from 34% in 2013 to 39% in both 2018 and 2019. For those under 40, however, the percent with debt has declined from 74% in 2013 to 69% currently.

The percent of LCPs who expect to retire by age 65 stayed at the highest level in six years. In both 2018 and 2019, 17% of LCPs expected to retire by age 65. In 2017, 15% reported the same, a slight decline from the 16% who reported in 2013. About a quarter of LCPs consistently report that they expect to retire within a decade of the surveys. Further, as revealed in the last six years of data, half of the LCP workforce plan to retire within two decades of the surveys.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	3,314	89%
<b>New Licensees</b>	235	6%
<b>Non-Renewals</b>	190	5%
<b>All Licensees</b>	<b>3,739</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

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

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	84	279	77%
<b>35 to 39</b>	75	513	87%
<b>40 to 44</b>	57	413	88%
<b>45 to 49</b>	38	431	92%
<b>50 to 54</b>	31	324	91%
<b>55 to 59</b>	38	264	87%
<b>60 to 64</b>	38	277	88%
<b>65 and Over</b>	132	745	85%
<b>Total</b>	<b>493</b>	<b>3,246</b>	<b>87%</b>
<b>New Licenses</b>			
<b>Issued in Past Year</b>	153	82	35%
<b>Metro Status</b>			
<b>Non-Metro</b>	17	107	86%
<b>Metro</b>	272	2,245	89%
<b>Not in Virginia</b>	204	894	81%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2019.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2018 and June 2019.
- 3. Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2019.

Response Rates	
<b>Completed Surveys</b>	3,246
<b>Response Rate, all licensees</b>	87%
<b>Response Rate, Renewals</b>	95%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCPs**

Number: 3,739  
 New: 6%  
 Not Renewed: 5%

**Response Rates**

All Licensees: 87%  
 Renewing Practitioners: 95%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LCP Workforce: 2,682  
 FTEs: 2,317

### Utilization Ratios

Licensees in VA Workforce: 72%  
 Licensees per FTE: 1.61  
 Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,628	98%
Looking for Work in Virginia	53	2%
Virginia's Workforce	2,682	100%
Total FTEs	2,317	
Licensees	3,739	

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](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	27	13%	186	87%	213	10%
35 to 39	68	18%	301	82%	369	17%
40 to 44	49	18%	228	82%	277	13%
45 to 49	71	26%	206	74%	277	13%
50 to 54	66	32%	141	68%	207	9%
55 to 59	44	27%	119	73%	162	7%
60 to 64	104	50%	103	50%	206	9%
65 +	291	59%	201	41%	492	22%
<b>Total</b>	<b>720</b>	<b>33%</b>	<b>1,484</b>	<b>67%</b>	<b>2,203</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	61%	1,831	83%	437	76%
Black	19%	131	6%	44	8%
Asian	7%	72	3%	26	5%
Other Race	0%	12	1%	3	1%
Two or more races	3%	61	3%	18	3%
Hispanic	10%	96	4%	48	8%
<b>Total</b>	<b>100%</b>	<b>2,203</b>	<b>100%</b>	<b>576</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 67%  
 % Under 40 Female: 84%

**Age**

Median Age: 50  
 % Under 40: 26%  
 % 55+: 39%

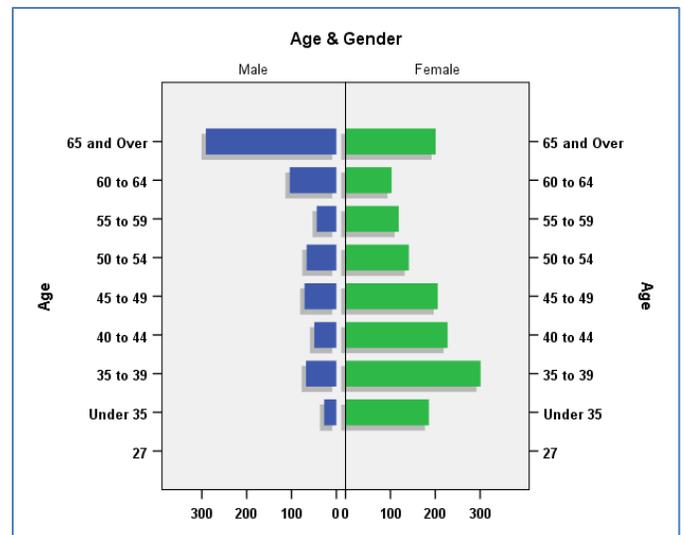
**Diversity**

Diversity Index: 30%  
 Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCPs, there is a 30% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).*

*26% of all LCPs are under the age of 40, and 84% of these professionals are female. In addition, the diversity index among LCPs who are under the age of 40 is 41%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
Rural Childhood: 20%

### Virginia Background

HS in Virginia: 23%  
Prof. Ed. in VA: 30%  
HS or Prof. Ed. in VA: 41%

### Location Choice

% Rural to Non-Metro: 8%  
% Urban/Suburban to Non-Metro: 2%

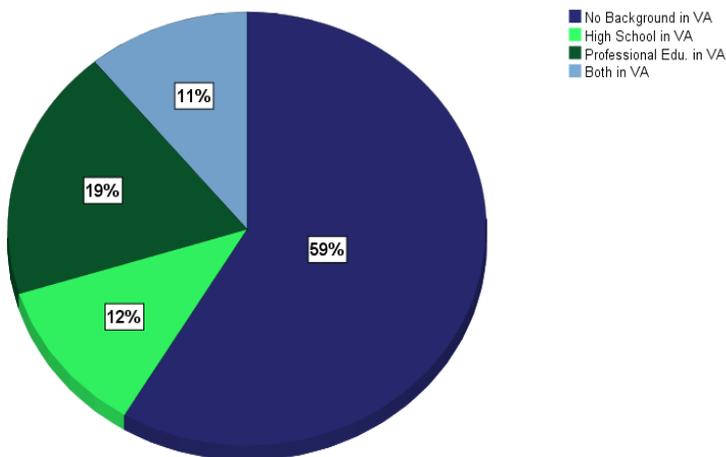
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	18%	65%	17%
2	Metro, 250,000 to 1 million	27%	65%	8%
3	Metro, 250,000 or less	21%	59%	20%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	56%	44%	0%
6	Urban pop, 2,500-19,999, Metro adj	39%	54%	7%
7	Urban pop, 2,500-19,999, nonadj	67%	25%	8%
8	Rural, Metro adj	40%	60%	0%
9	Rural, nonadj	29%	57%	14%
<b>Overall</b>		<b>20%</b>	<b>64%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

20% of LCPs grew up in self-described rural areas, and 8% of these professionals currently work in non-metro counties. Overall, 3% of all LCPs in the state currently work in non-metro counties.

## Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	489	Virginia	646
2	New York	254	Washington, D.C.	194
3	Pennsylvania	160	California	168
4	Maryland	140	Florida	135
5	New Jersey	102	New York	106
6	California	89	Illinois	91
7	North Carolina	82	Ohio	84
8	Ohio	70	Pennsylvania	78
9	Outside U.S./Canada	70	Texas	64
10	Florida	66	Maryland	58

Source: Va. Healthcare Workforce Data Center

22% of LCPs received their high school degree in Virginia, and 30% received their initial professional degree in the state.

Among LCPs who received their initial license in the past five years, 24% received their high school degree in Virginia, while 31% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	208	Virginia	269
2	New York	83	Washington, D.C.	82
3	Maryland	59	California	70
4	Pennsylvania	52	Florida	55
5	California	42	New York	44
6	North Carolina	36	Pennsylvania	40
7	Outside U.S./Canada	33	Illinois	39
8	Ohio	30	Maryland	26
9	New Jersey	29	Ohio	25
10	Florida	25	Texas	21

Source: Va. Healthcare Workforce Data Center

28% of Virginia's licensees did not participate in the state's LCP workforce during the past year. 92% of these professional worked at some point in the past year, including 87% who worked in a job related to behavioral sciences.

### At a Glance:

#### Not in VA Workforce

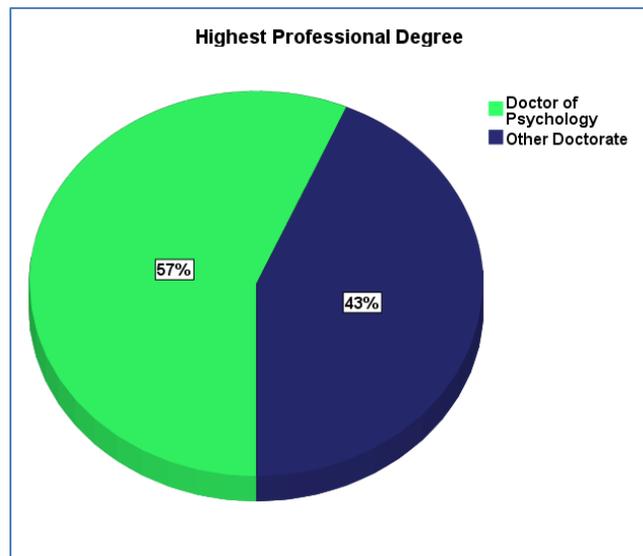
Total:	1,058
% of Licensees:	28%
Federal/Military:	35%
Va. Border State/DC:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Doctor of Psychology	1,222	57%
Other Doctorate	940	43%
<b>Total</b>	<b>2,163</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

57% of LCPs hold a Doctorate of Psychology as their highest professional degree. 39% of LCPs carry educational debt, including 69% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$90,000 and \$100,000.

## At a Glance:

**Education**  
 Doctor of Psychology: 57%  
 Other Doctorate/Ph.D.: 43%

**Educational Debt**  
 Carry debt: 39%  
 Under age 40 w/ debt: 69%  
 Median debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,208	61%	155	31%
Less than \$10,000	40	2%	10	2%
\$10,000-\$19,999	34	2%	14	3%
\$20,000-\$29,999	50	3%	17	3%
\$30,000-\$39,999	42	2%	14	3%
\$40,000-\$49,999	40	2%	15	3%
\$50,000-\$59,999	47	2%	19	4%
\$60,000-\$69,999	35	2%	12	2%
\$70,000-\$79,999	35	2%	17	3%
\$80,000-\$89,999	41	2%	11	2%
\$90,000-\$99,999	21	1%	11	2%
\$100,000-\$109,999	31	2%	11	2%
\$110,000-\$119,999	23	1%	11	2%
\$120,000-\$129,999	25	1%	10	2%
\$130,000-\$139,999	20	1%	9	2%
\$140,000-\$149,999	17	1%	5	1%
\$150,000 or More	262	13%	167	33%
<b>Total</b>	<b>1,971</b>	<b>100%</b>	<b>508</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:**

**Primary Specialty**

Mental Health: 29%  
 Child: 15%  
 Forensic: 6%

**Secondary Specialty**

Mental Health: 12%  
 Child: 9%  
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

*29% of all LCPs have a primary specialty in mental health. Another 15% have a primary specialty in children’s health, while 6% have a primary specialty in forensic science.*

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	634	29%	229	12%
<b>Child</b>	328	15%	180	9%
<b>Forensic</b>	140	6%	116	6%
<b>Neurology/Neuropsychology</b>	127	6%	63	3%
<b>Behavioral Disorders</b>	85	4%	161	8%
<b>Health/Medical</b>	85	4%	134	7%
<b>Family</b>	37	2%	119	6%
<b>School/Educational</b>	33	2%	62	3%
<b>Marriage</b>	23	1%	83	4%
<b>Rehabilitation</b>	18	1%	36	2%
<b>Gerontologic</b>	16	1%	33	2%
<b>Substance Abuse</b>	13	1%	34	2%
<b>Vocational/Work Environment</b>	11	1%	12	1%
<b>Experimental or Research</b>	10	0%	18	1%
<b>Industrial-Organizational</b>	5	0%	8	0%
<b>Sex Offender Treatment</b>	4	0%	20	1%
<b>Public Health</b>	4	0%	11	1%
<b>Social</b>	0	0%	1	0%
<b>Other Specialty Area</b>	125	6%	172	9%
<b>General Practice (Non-Specialty)</b>	457	21%	416	22%
<b>Total</b>	<b>2,155</b>	<b>100%</b>	<b>1,907</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 95%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-time: 57%  
 2 or More Positions: 22%

### Weekly Hours:

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a behavioral sciences-related capacity	2,066	95%
Employed, NOT in a behavioral sciences-related capacity	32	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	1	<1%
Voluntarily unemployed	43	2%
Retired	34	2%
<b>Total</b>	<b>2,177</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*95% of LCPs are currently employed in their profession. 57% of LCPs hold one full-time job, and 40% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	78	4%
1 to 9 hours	55	3%
10 to 19 hours	160	7%
20 to 29 hours	201	9%
30 to 39 hours	336	16%
40 to 49 hours	859	40%
50 to 59 hours	312	15%
60 to 69 hours	110	5%
70 to 79 hours	17	1%
80 or more hours	10	0%
<b>Total</b>	<b>2,138</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	78	4%
One Part-Time Position	384	18%
Two Part-Time Positions	125	6%
One Full-Time Position	1,216	57%
One Full-Time Position & One Part-Time Position	287	13%
Two Full-Time Positions	17	1%
More than Two Positions	36	2%
<b>Total</b>	<b>2,143</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
Volunteer Work Only	22	1%
Less than \$40,000	169	10%
\$40,000-\$49,999	70	4%
\$50,000-\$59,999	93	5%
\$60,000-\$69,999	147	8%
\$70,000-\$79,999	181	10%
\$80,000-\$89,999	188	11%
\$90,000-\$99,999	170	10%
\$100,000-109,999	209	12%
\$110,000-\$119,999	120	7%
\$120,000-\$129,999	93	5%
\$130,000 or More	297	17%
<b>Total</b>	<b>1,760</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$90k-\$100k

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 63%  
Retirement: 62%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 74%

Job Satisfaction		
Level	#	%
Very Satisfied	1,559	74%
Somewhat Satisfied	476	23%
Somewhat Dissatisfied	64	3%
Very Dissatisfied	21	1%
<b>Total</b>	<b>2,120</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical LCP earned between \$90,000 and \$100,000 per year. Among LCPs who received either an hourly wage or salary as compensation at the primary work location, 63% received health insurance and 62% also had access to some form of retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	874	42%	63%
Retirement	867	42%	62%
Paid Vacation	832	40%	63%
Paid Sick Leave	782	38%	60%
Dental Insurance	745	36%	54%
Group Life Insurance	593	29%	45%
Signing/Retention Bonus	83	4%	6%
<b>At Least One Benefit</b>	<b>1,048</b>	<b>51%</b>	<b>74%</b>

\*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?	19	1%
Experience Voluntary Unemployment?	91	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	30	1%
Work two or more positions at the same time?	539	20%
Switch employers or practices?	140	5%
<b>Experienced at least one</b>	<b>711</b>	<b>27%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the past 12 months.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	27	1%	22	4%
Less than 6 Months	86	4%	45	8%
6 Months to 1 Year	140	7%	51	9%
1 to 2 Years	335	16%	93	17%
3 to 5 Years	480	23%	113	20%
6 to 10 Years	335	16%	69	12%
More than 10 Years	683	33%	163	29%
<b>Subtotal</b>	<b>2,085</b>	<b>100%</b>	<b>555</b>	<b>100%</b>
Did not have location	54		2,100	
Item Missing	542		26	
<b>Total</b>	<b>2,682</b>		<b>2,682</b>	

Source: Va. Healthcare Workforce Data Center

*51% of LCPs are salaried employees, while 30% receive income from their own business/practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 15%  
Over 2 years: 72%  
Over 2 yrs, 2<sup>nd</sup> location: 62%

**Employment Type**

Salary/Commission: 51%  
Business/Practice Income: 30%

Source: Va. Healthcare Workforce Data Center

*72% of LCPs have worked at their primary location for more than two years, while 5% have switched jobs during the past 12 months.*

Employment Type		
Primary Work Site	#	%
Salary/Commission	877	51%
Hourly Wage	517	30%
By Contract	193	11%
Business/Practice Income	127	7%
Unpaid	9	1%
<b>Subtotal</b>	<b>1,724</b>	<b>100%</b>
Did Not Have Location	54	
Item Missing	904	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 2.5% in April 2019 to 3.2% in January and February 2019. The rate for June 2019 was not available at the time of this report.

## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	81%
Lowest Region:	<1%

### Locations

2 or more (Past Year):	27%
2 or more (Now*):	25%

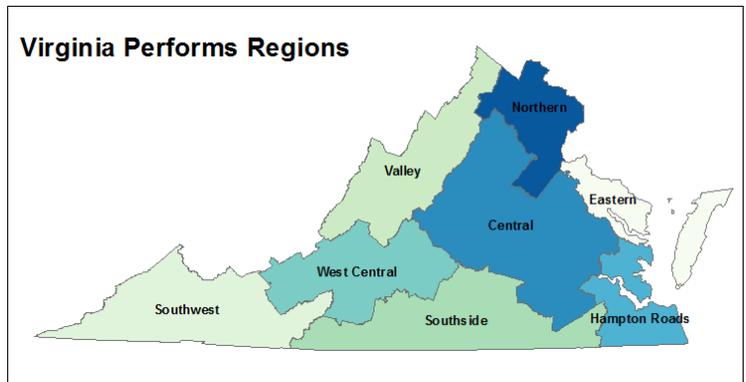
Source: Va. Healthcare Workforce Data Center

39% of LCPs work in Northern Virginia, the most of any region in the state. Another 25% work in Central Virginia, while 17% work in Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	517	25%	108	19%
Eastern	10	<1%	6	1%
Hampton Roads	345	17%	83	14%
Northern	820	39%	209	36%
Southside	20	1%	5	1%
Southwest	32	2%	10	2%
Valley	103	5%	27	5%
West Central	162	8%	40	7%
Virginia Border State/DC	48	2%	43	7%
Other US State	24	1%	43	7%
Outside of the US	1	0%	1	0%
<b>Total</b>	<b>2,082</b>	<b>100%</b>	<b>575</b>	<b>100%</b>
Item Missing	543		6	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

25% of all LCPs currently have multiple work locations, while 27% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	53	3%	75	4%
1	1,507	70%	1,522	71%
2	278	13%	281	13%
3	257	12%	232	11%
4	15	1%	11	1%
5	9	0%	5	0%
6 or More	20	1%	13	1%
<b>Total</b>	<b>2,139</b>	<b>100%</b>	<b>2,139</b>	<b>100%</b>

\*At the time of survey completion, June 2019.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,139	58%	381	75%
<b>Non-Profit</b>	243	12%	64	13%
<b>State/Local Government</b>	310	16%	42	8%
<b>Veterans Administration</b>	107	5%	6	1%
<b>U.S. Military</b>	97	5%	6	1%
<b>Other Federal Government</b>	57	3%	12	2%
<b>Total</b>	<b>1,953</b>	<b>100%</b>	<b>511</b>	<b>100%</b>
<b>Did not have location</b>	54		2,100	
<b>Item Missing</b>	675		71	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

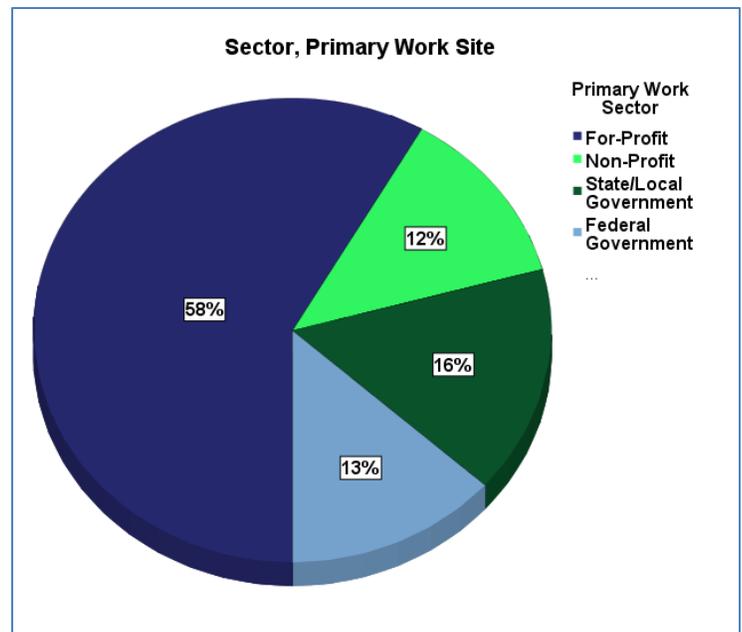
For Profit:	58%
Federal:	13%

**Top Establishments**

Private Practice, Solo:	25%
Private Practice, Group:	24%
Academic Institution:	9%

Source: Va. Healthcare Workforce Data Center

70% of LCPs work in the private sector, including 58% who work at for-profit establishments. Another 16% of LCPs work for state or local governments.

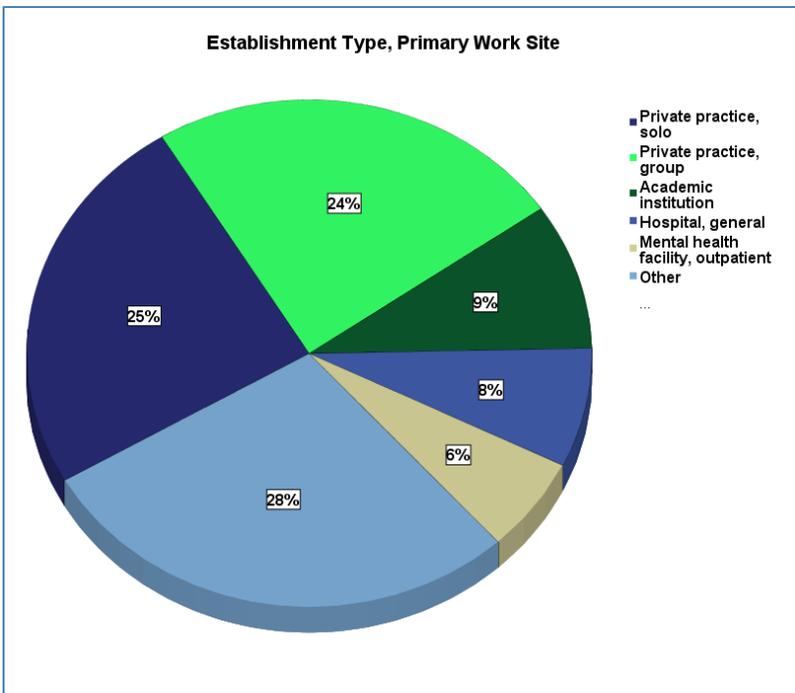


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	448	25%	140	28%
Private practice, group	438	24%	135	27%
Academic institution (teaching health professions students)	170	9%	44	9%
Hospital, general	138	8%	10	2%
Mental health facility, outpatient	110	6%	24	5%
Hospital, psychiatric	84	5%	10	2%
School (providing care to clients)	76	4%	14	3%
Community-based clinic or health center	67	4%	17	3%
Community Services Board	43	2%	2	0%
Administrative or regulatory	38	2%	7	1%
Residential mental health/substance abuse facility	25	1%	7	1%
Physician office	22	1%	8	2%
Corrections/Jail	20	1%	11	2%
Rehabilitation facility	19	1%	7	1%
Other Practice Setting	122	7%	56	11%
<b>Total</b>	<b>1,820</b>	<b>100%</b>	<b>492</b>	<b>100%</b>
Did Not Have a Location	54		2,100	

*The primary location for close to half of all LCPs is either a solo or group private practice; another 9% of LCPs work at academic institutions.*

Source: Va. Healthcare Workforce Data Center



*Among those LCPs who also have a secondary work location, 55% work at either a solo or a group private practice, while 9% work at an academic institution.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

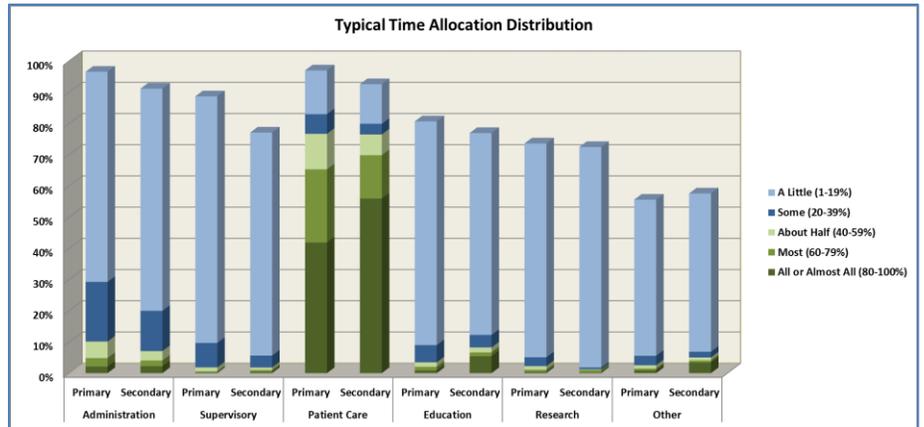
Patient Care: 65%  
Administrative: 5%  
Education: 2%

### Patient Care LCPs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



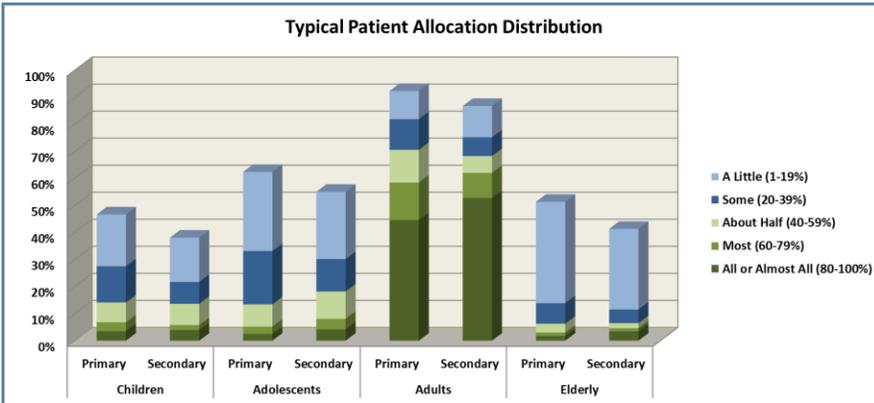
Source: Va. Healthcare Workforce Data Center

*The typical LCP spends approximately 75% of her time treating patients. In fact, 65% of all LCPs 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
<b>All or Almost All (80-100%)</b>	2%	2%	0%	0%	42%	56%	1%	5%	0%	0%	1%	3%
<b>Most (60-79%)</b>	3%	2%	0%	1%	23%	14%	1%	1%	1%	1%	1%	1%
<b>About Half (40-59%)</b>	5%	3%	1%	1%	11%	7%	1%	2%	1%	0%	1%	1%
<b>Some (20-39%)</b>	19%	13%	8%	4%	6%	3%	6%	4%	3%	1%	3%	2%
<b>A Little (1-19%)</b>	67%	71%	79%	71%	14%	13%	72%	65%	68%	71%	50%	51%
<b>None (0%)</b>	3%	9%	11%	23%	3%	7%	19%	23%	26%	28%	44%	42%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

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

**Typical Patient Allocation**

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

**Roles**

Children: 7%  
 Adolescents: 5%  
 Adults: 58%  
 Elderly: 3%

Source: Va. Healthcare Workforce Data Center

*Approximately 75% of all patients seen by a typical LCP at her primary work location are adults. In addition, 58% of LCPs 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
<b>All or Almost All (80-100%)</b>	4%	4%	2%	4%	45%	53%	2%	3%
<b>Most (60-79%)</b>	3%	2%	3%	4%	14%	9%	1%	1%
<b>About Half (40-59%)</b>	7%	8%	8%	10%	12%	6%	3%	2%
<b>Some (20-39%)</b>	13%	8%	20%	12%	11%	7%	8%	5%
<b>A Little (1-19%)</b>	19%	16%	29%	25%	10%	12%	37%	30%
<b>None (0%)</b>	53%	62%	38%	45%	8%	13%	49%	59%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

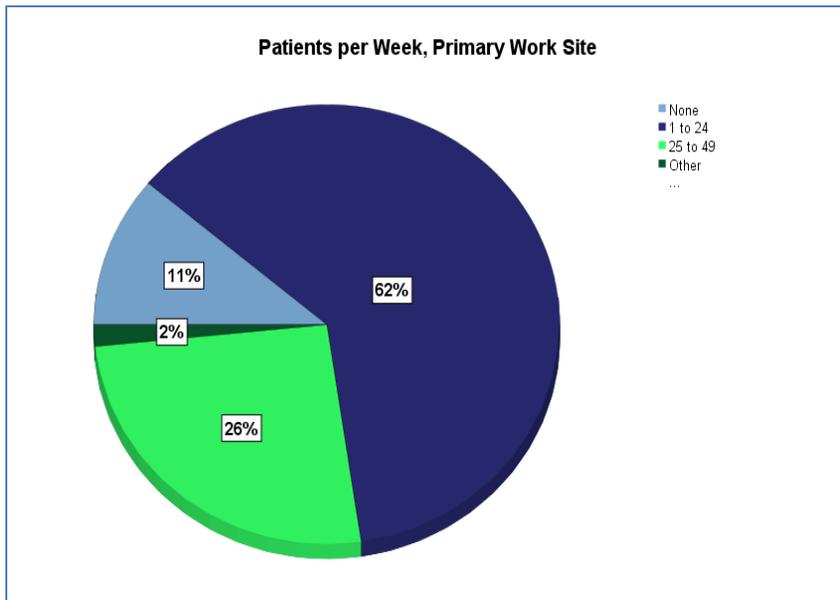
Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

# of Patients	Patients Per Week			
	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	215	11%	90	18%
<b>1 to 24</b>	1,193	62%	390	76%
<b>25 to 49</b>	500	26%	31	6%
<b>50 to 74</b>	24	1%	3	1%
<b>75 or More</b>	6	0%	0	0%
<b>Total</b>	<b>1,938</b>	<b>100%</b>	<b>514</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*62% of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs 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 LCPs		LCPs over 50	
	#	%	#	%
<b>Under age 50</b>	7	0%	-	-
<b>50 to 54</b>	18	1%	3	0%
<b>55 to 59</b>	58	3%	15	2%
<b>60 to 64</b>	236	12%	67	7%
<b>65 to 69</b>	580	31%	222	24%
<b>70 to 74</b>	473	25%	285	31%
<b>75 to 79</b>	249	13%	159	17%
<b>80 or over</b>	78	4%	60	6%
<b>I do not intend to retire</b>	189	10%	119	13%
<b>Total</b>	<b>1,890</b>	<b>100%</b>	<b>930</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCPs**

Under 65: 17%

Under 60: 4%

**LCPs 50 and over**

Under 65: 9%

Under 60: 2%

**Time until Retirement**

Within 2 years: 6%

Within 10 years: 26%

Half the workforce: By 2044

Source: Va. Healthcare Workforce Data Center

4% of LCPs expect to retire no later than the age of 60, while 17% expect to retire by the age of 65. Among those LCPs who are ages 50 or over, 9% expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LCPs plan to leave the state to practice elsewhere, while 1% plans to leave the profession entirely. Meanwhile, 11% plan to increase patient care hours, and 4% expect to pursue additional educational opportunities.

**Future Plans**

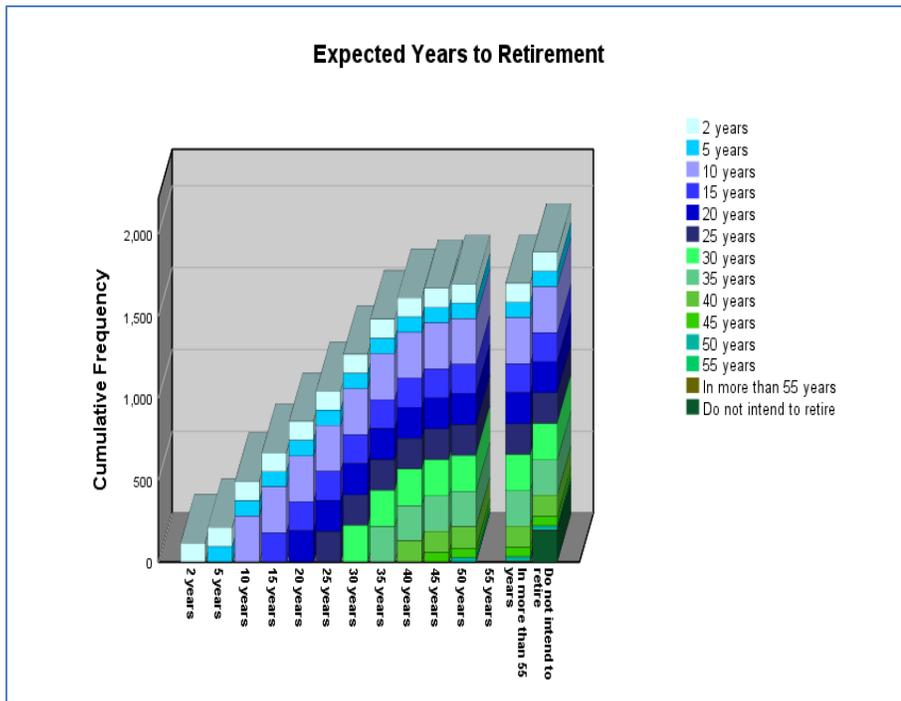
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	18	1%
<b>Leave Virginia</b>	59	2%
<b>Decrease Patient Care Hours</b>	268	10%
<b>Decrease Teaching Hours</b>	31	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	288	11%
<b>Increase Teaching Hours</b>	137	5%
<b>Pursue Additional Education</b>	118	4%
<b>Return to Virginia’s Workforce</b>	24	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Six percent of LCPs expect to retire in the next two years, while 26% plan on retiring in the next ten years. More than half of the current LCP workforce expect to retire by 2044.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	117	6%	6%
<b>5 years</b>	94	5%	11%
<b>10 years</b>	279	15%	26%
<b>15 years</b>	178	9%	35%
<b>20 years</b>	190	10%	45%
<b>25 years</b>	187	10%	55%
<b>30 years</b>	223	12%	67%
<b>35 years</b>	214	11%	78%
<b>40 years</b>	131	7%	85%
<b>45 years</b>	57	3%	88%
<b>50 years</b>	27	1%	90%
<b>55 years</b>	0	0%	90%
<b>In more than 55 years</b>	5	0%	90%
<b>Do not intend to retire</b>	189	10%	100%
<b>Total</b>	<b>1,890</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to average over 10% of the current workforce every five years by 2029. Retirement will peak at 15% of the current workforce around the same period.*

## At a Glance:

### FTEs

Total: 2,317  
 FTEs/1,000 Residents<sup>2</sup>: 0.272  
 Average: 0.88

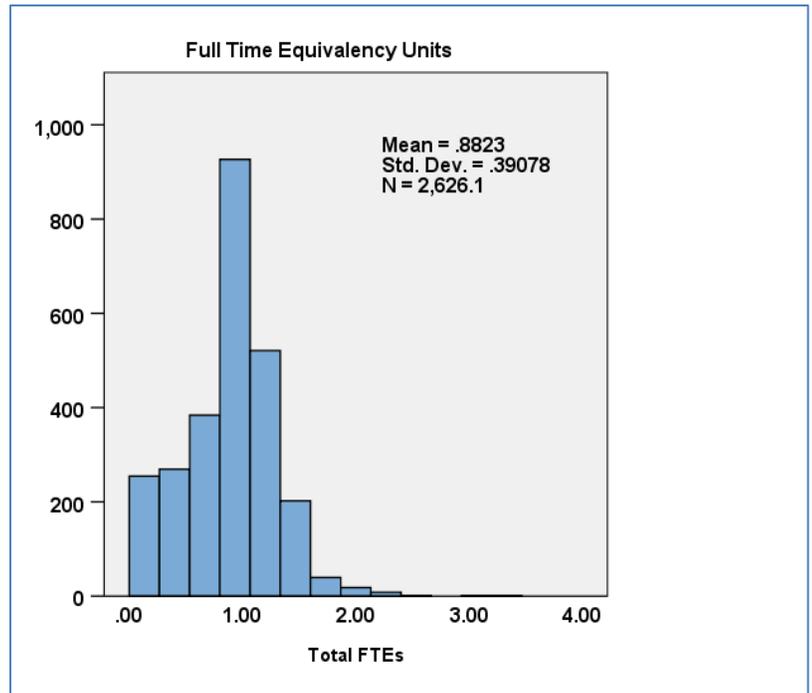
### Age & Gender Effect

Age, Partial Eta<sup>3</sup>: Medium  
 Gender, Partial Eta<sup>3</sup>: Small

*Partial Eta<sup>3</sup> Explained:*  
 Partial Eta<sup>3</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

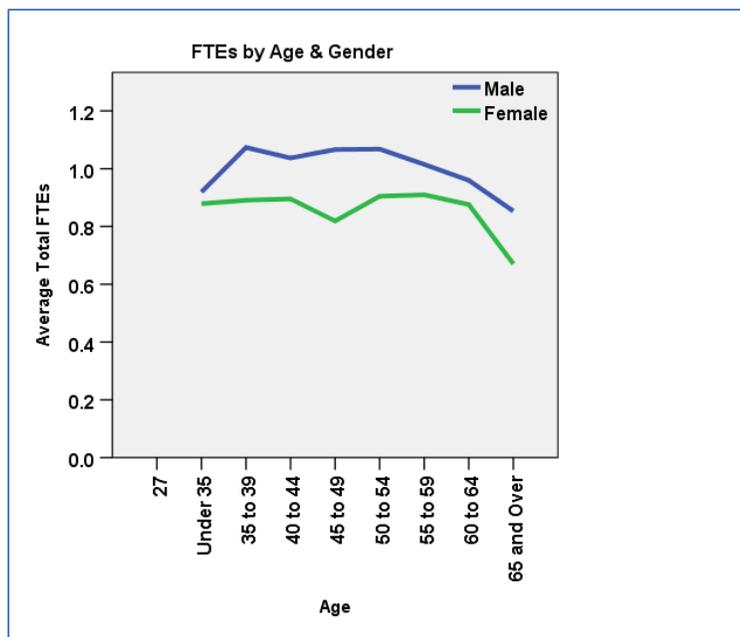


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.93 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.<sup>3</sup>

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 35	0.90	0.97
35 to 39	0.91	0.94
40 to 44	0.92	0.92
45 to 49	0.77	0.83
50 to 54	0.95	0.95
55 to 59	1.04	1.09
60 to 64	0.91	0.90
65 and Over	0.81	0.93
<b>Gender</b>		
Male	0.95	1.01
Female	0.86	0.91

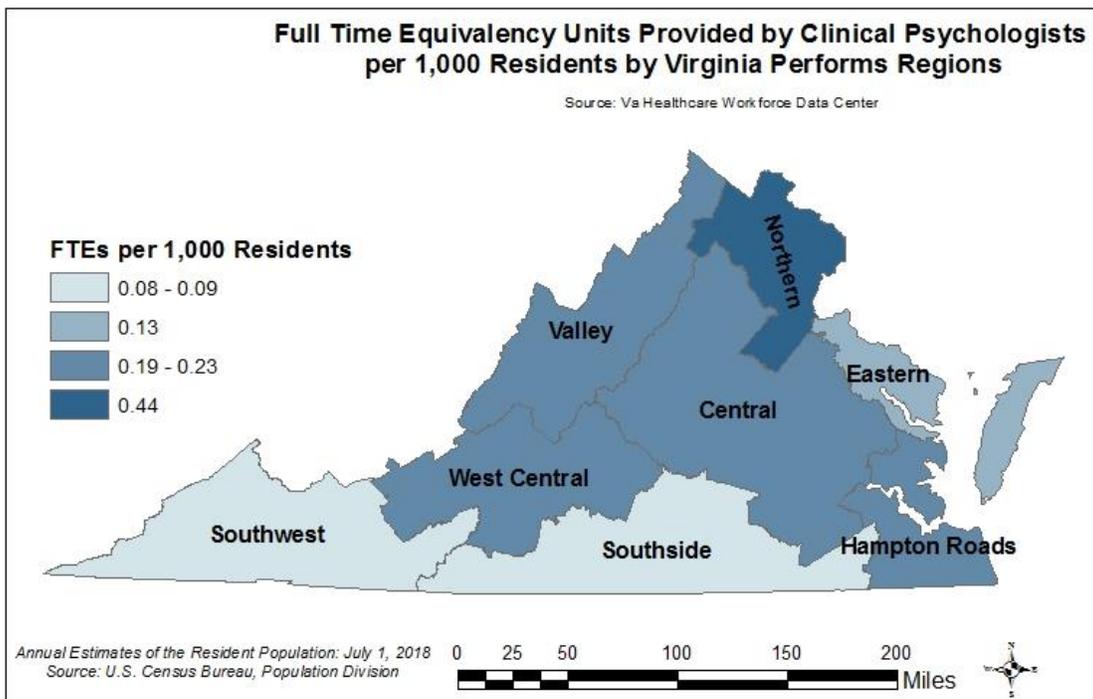
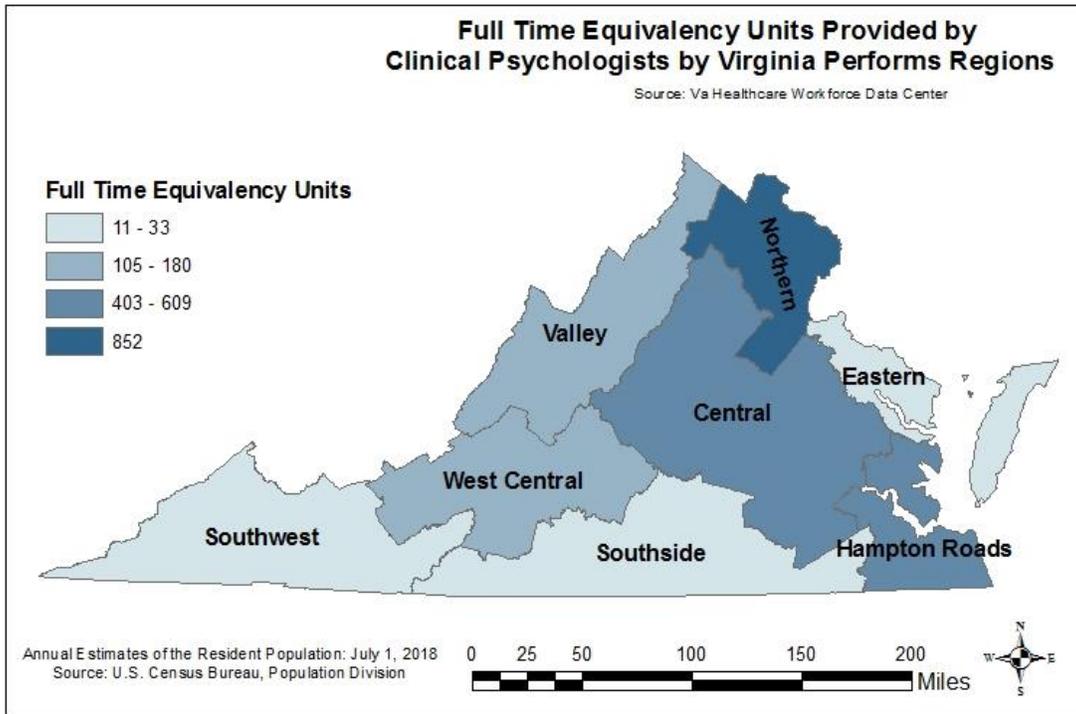
Source: Va. Healthcare Workforce Data Center

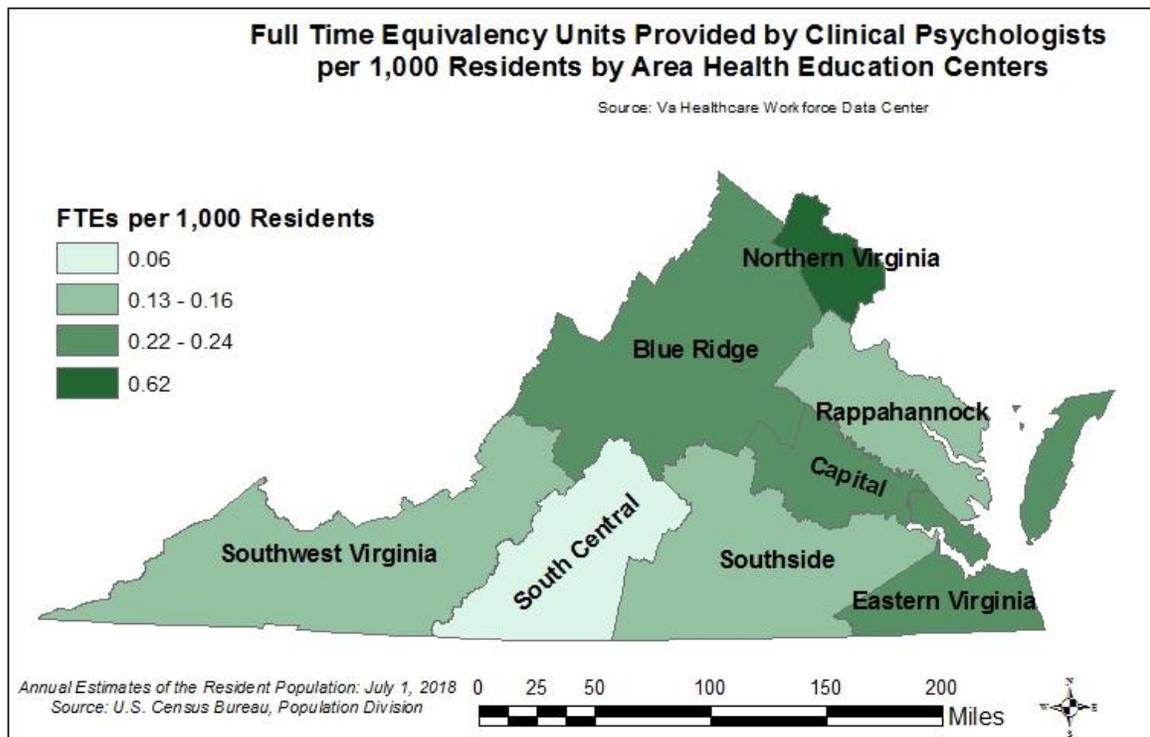
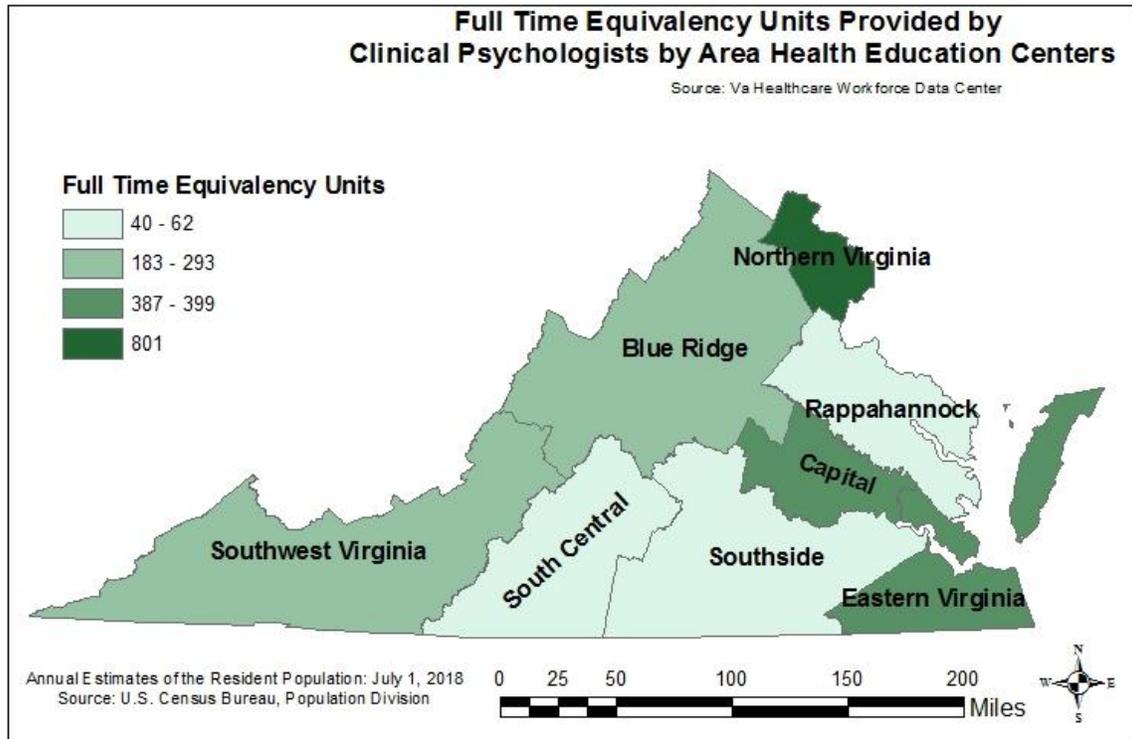


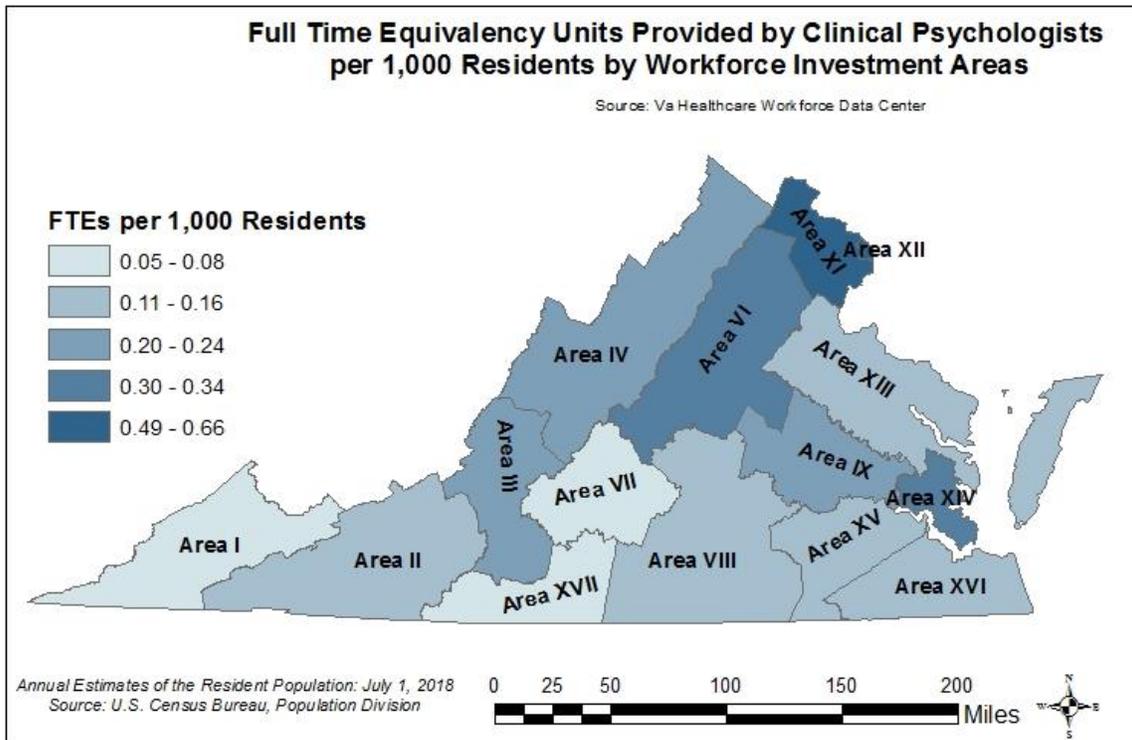
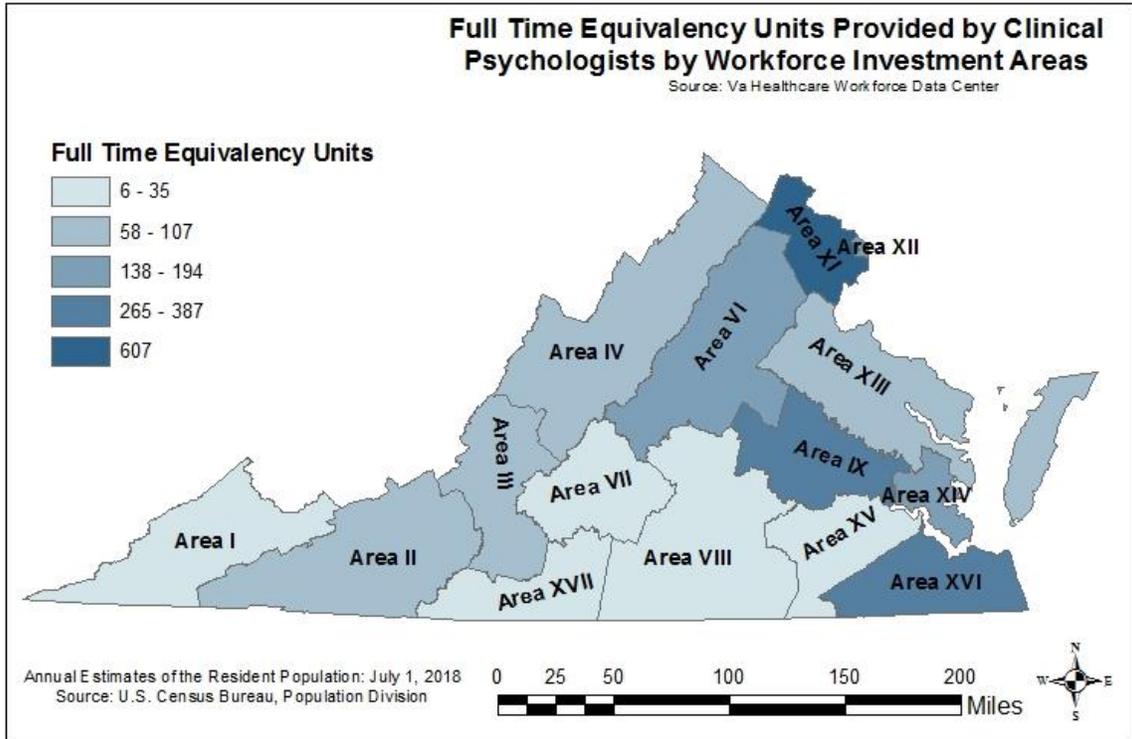
Source: Va. Healthcare Workforce Data Center

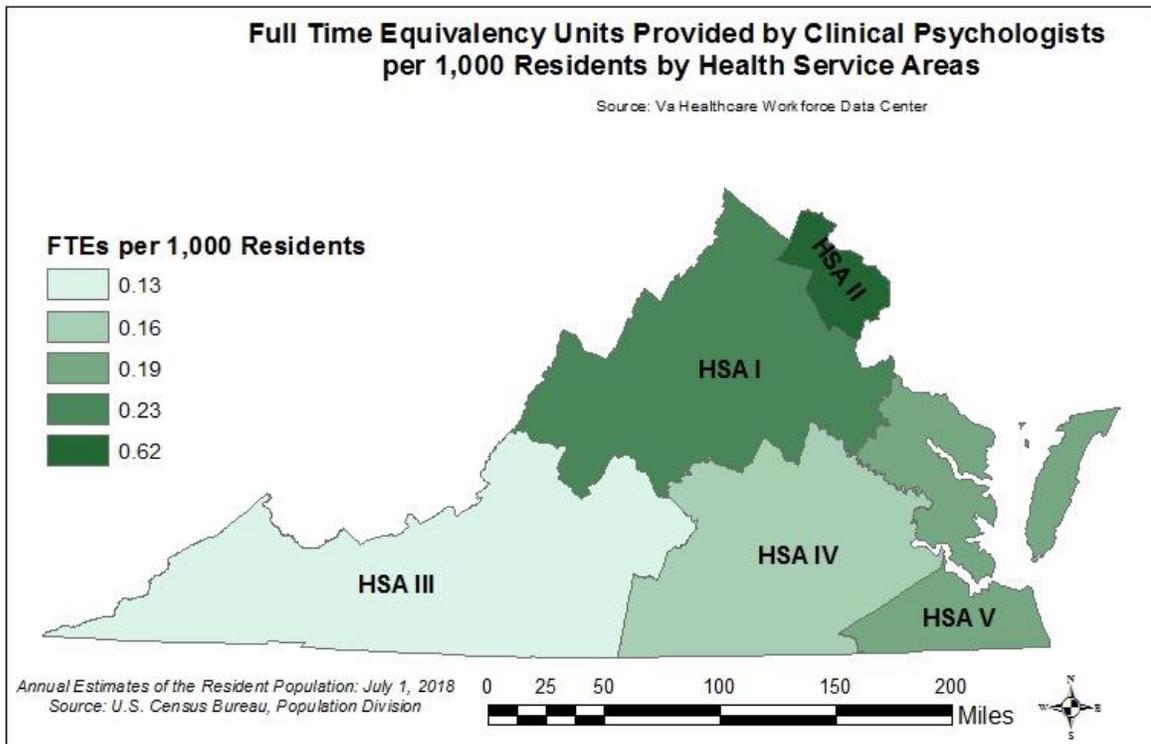
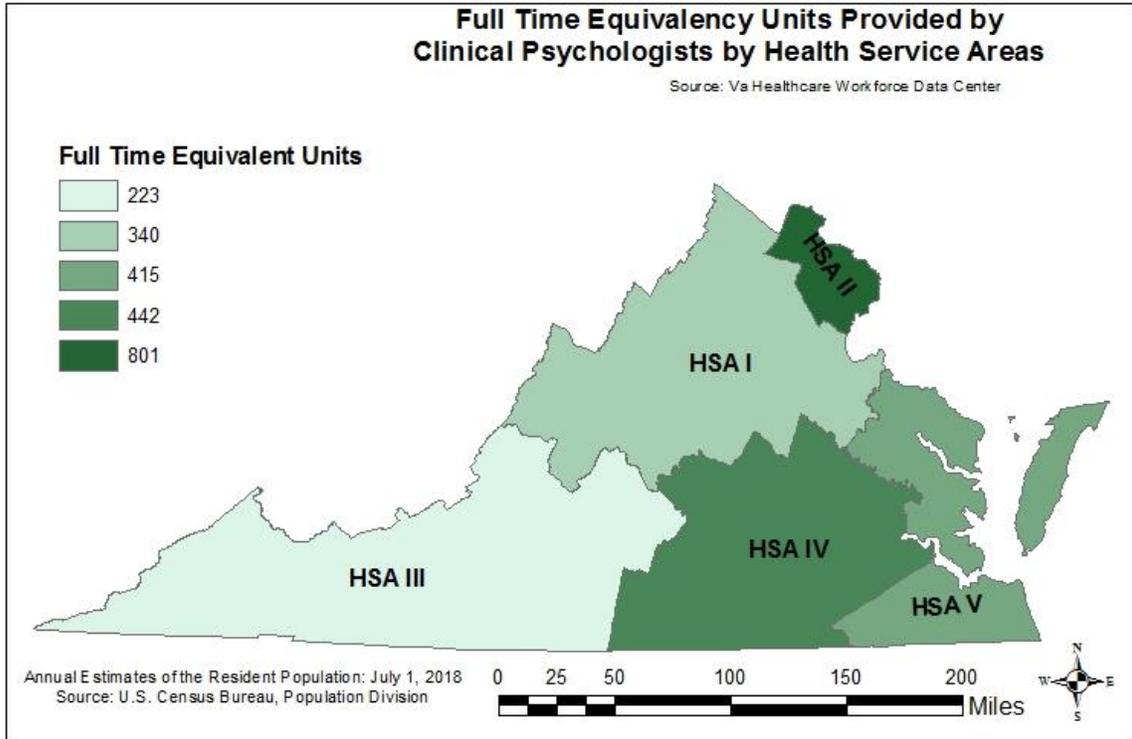
<sup>2</sup> Number of residents in 2018 was used as the denominator.

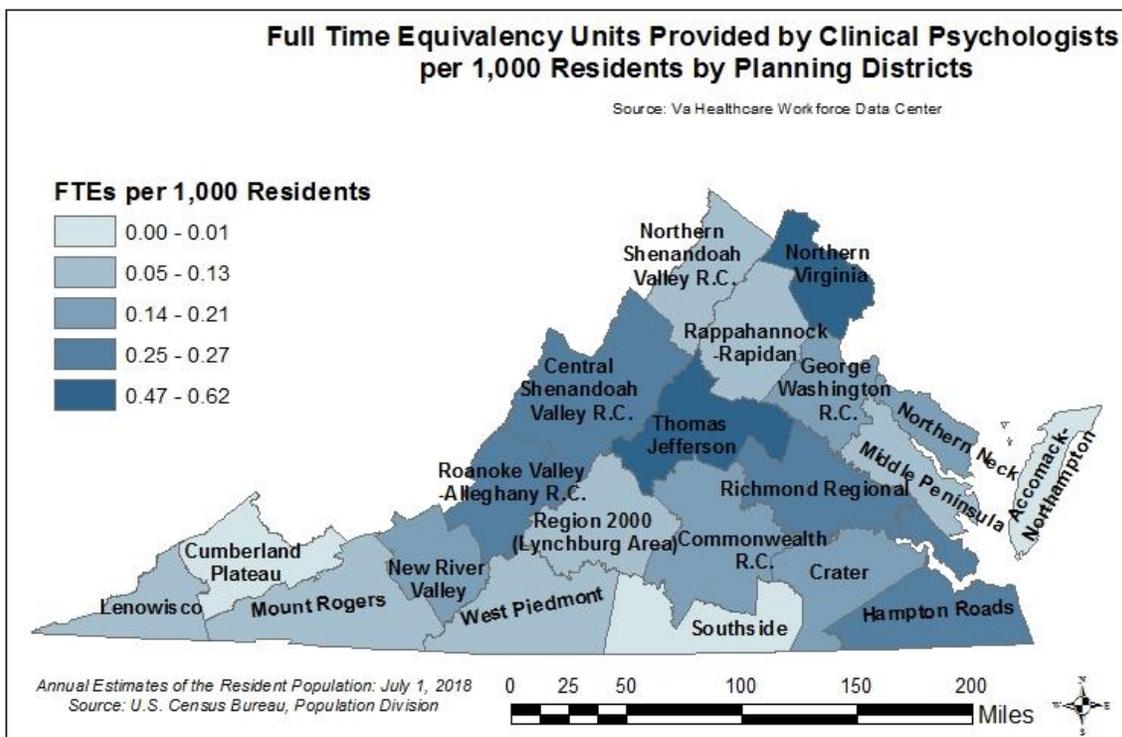
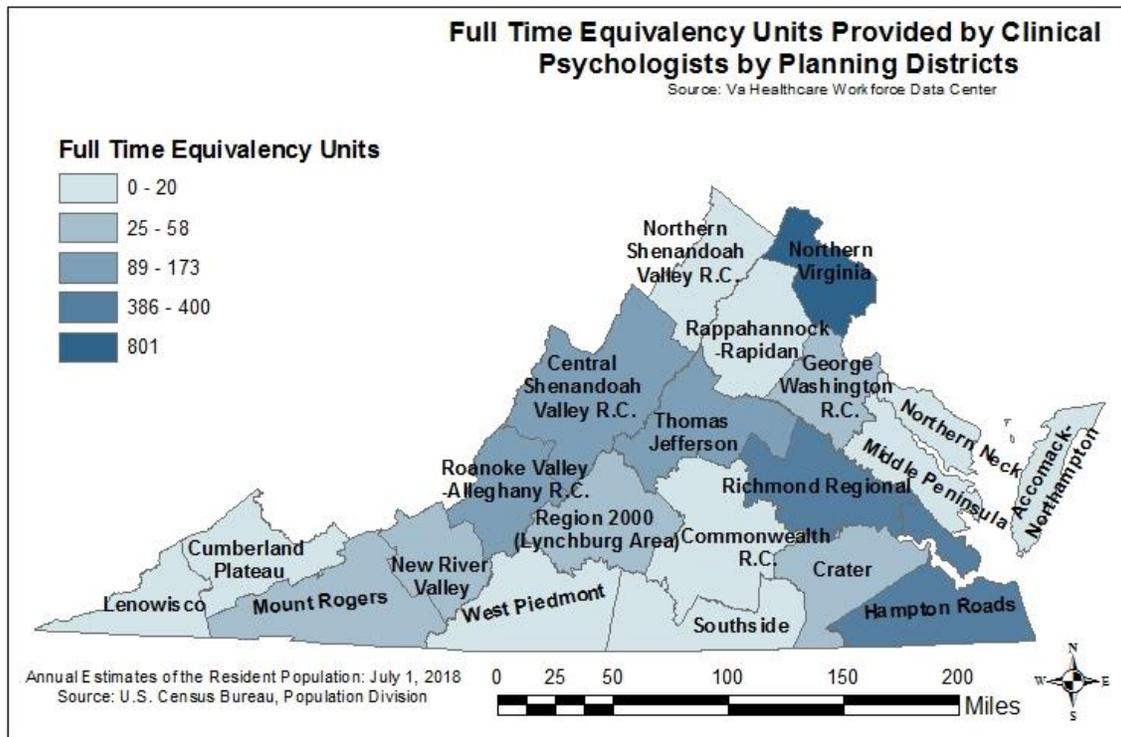
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is not significant)











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1947	89.68%	1.115	1.053	1.260
Metro, 250,000 to 1 million	137	93.43%	1.070	1.011	1.209
Metro, 250,000 or less	433	85.68%	1.167	1.103	1.318
Urban pop 20,000+, Metro adj	9	100.00%	1.000	0.987	1.022
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	50	84.00%	1.190	1.125	1.345
Urban pop, 2,500-19,999, nonadj	18	94.44%	1.059	1.000	1.082
Rural, Metro adj	33	81.82%	1.222	1.155	1.381
Rural, nonadj	14	85.71%	1.167	1.102	1.318
Virginia border state/DC	561	82.89%	1.206	1.140	1.363
Other US State	537	79.89%	1.252	1.183	1.414

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	363	76.86%	1.301	1.209	1.414
35 to 39	588	87.24%	1.146	0.995	1.246
40 to 44	470	87.87%	1.138	0.988	1.237
45 to 49	469	91.90%	1.088	1.000	1.183
50 to 54	355	91.27%	1.096	1.007	1.191
55 to 59	302	87.42%	1.144	0.993	1.243
60 to 64	315	87.94%	1.137	0.987	1.236
65 and Over	877	84.95%	1.177	1.022	1.279

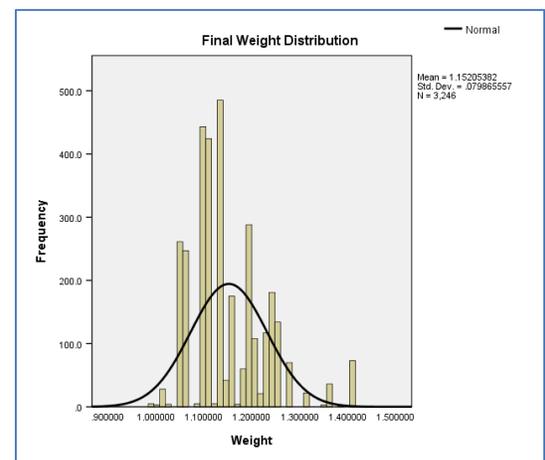
Source: Va. Healthcare Workforce Data Center

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

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

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

**Overall Response Rate: 0.8681**



Source: Va. Healthcare Workforce Data Center