
Virginia's Licensed Clinical Psychologist Workforce: 2020

Healthcare Workforce Data Center

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Nearly 3,500 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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Contents

Results in Brief	2
Summary of Trends	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Specialties	9
Current Employment Situation	10
Employment Quality	11
2020 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Patient Workload	17
Patient Allocation	18
Retirement & Future Plans	19
Full-Time Equivalency Units	21
Maps	22
Virginia Performs Regions	22
Area Health Education Center Regions	23
Workforce Investment Areas	24
Health Services Areas	25
Planning Districts.....	26
Appendices	27
Appendix A: Weights	27

The Licensed Clinical Psychologist Workforce: At a Glance:

The Workforce

Licensees ¹ :	3,887
Virginia's Workforce:	2,860
FTEs:	2,485

Background

Rural Childhood:	18%
HS Degree in VA:	23%
Prof. Degree in VA:	30%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	58%
Satisfied?:	96%

Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	96%

Education

Doctor of Psych.:	58%
Other PhD:	42%

Job Turnover

Switched Jobs:	5%
Employed Over 2 Yrs.:	71%

Demographics

Female:	69%
Diversity Index:	32%
Median Age:	49

Finances

Median Inc.:	\$90k-\$100k
Health Benefits:	63%
Under 40 w/ Ed. Debt:	70%

Time Allocation

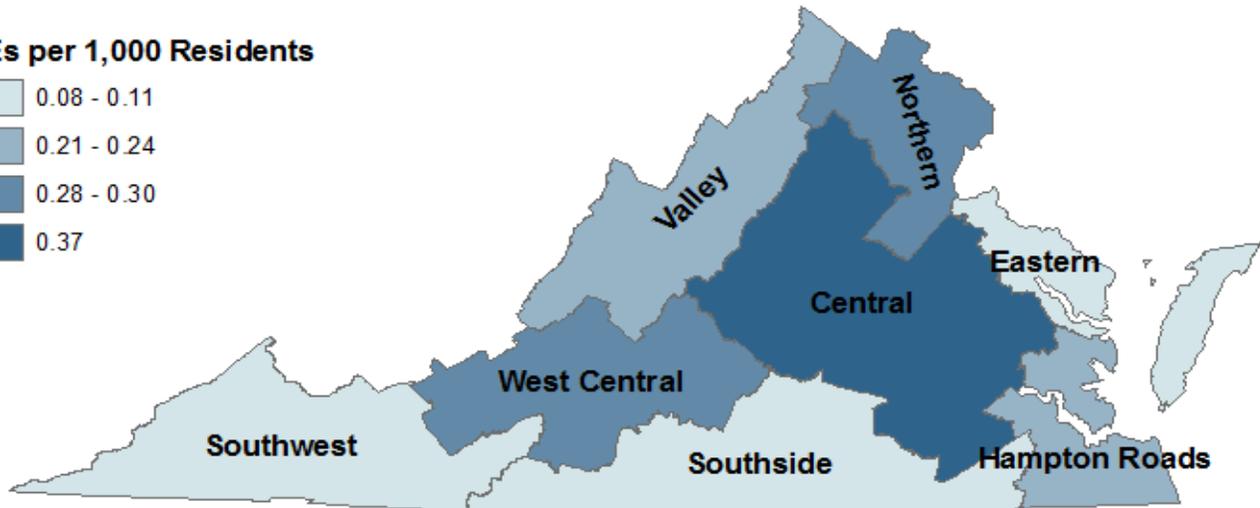
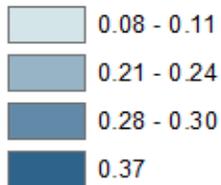
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	65%

Source: Va. Healthcare Workforce Data Center

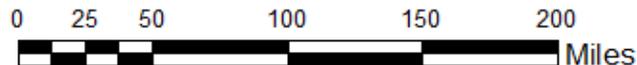
Full-Time Equivalency Units Provided by Clinical Psychologists per 1,000 Residents by Virginia Performs Region

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 415 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 Clinical Psychologist (LCP) Workforce Survey. Nearly 3,500 LCPs 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 LCPs. These survey respondents represent 80% of the 4,302 LCPs who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 2,860 LCPs participated in Virginia's workforce during the survey period, which is defined as those LCPs who worked at least a portion of the year in the state or who live in the state and intend to work as a LCP at some point in the future. Over the past year, Virginia's LCP workforce provided 2,485 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than two-thirds of all LCPs are female, including 86% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index. For LCPs who are under the age of 40, the diversity index increases to 41%, which suggests that the LCP workforce may be becoming more diverse. Regardless, Virginia's LCP workforce is less diverse than the state's overall population, which has a diversity index of 57%. Nearly 20% of LCPs grew up in rural areas, and 8% of these professionals currently work in non-metro areas of Virginia. In total, 4% of all LCPs work in non-metro areas of the state.

More than nine out of every ten LCPs are currently employed in the profession, 58% hold one full-time job, and 40% work between 40 and 49 hours per week. On the other hand, 2% of LCPs have experienced involuntary unemployment at some point over the past year, and 2% have also experienced underemployment. More than 70% of all LCPs are employed in the private sector, including 58% who work in the for-profit sector. With respect to establishment types, nearly half of all LCPs are employed at either solo or group private practices. The median annual income of Virginia's LCP workforce is between \$90,000 and \$100,000. Nearly all LCPs are satisfied with their current work situation, including 70% of LCPs who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 LCP workforce. The number of licensed LCPs in Virginia has increased by 36% (4,302 vs. 3,167). In addition, the size of Virginia's LCP workforce has increased by 19% (2,860 vs. 2,395), and the number of FTEs provided by this workforce has increased by 15% (2,485 vs. 2,158). Virginia's renewing LCPs are more likely to respond to this survey (96% vs. 89%).

Females now make up a greater proportion of Virginia's LCP workforce (69% vs. 64%), and the median age of this workforce has declined (49 vs. 52). At the same time, the state's LCP workforce has also become more diverse (32% vs. 26%). Virginia's LCPs are slightly less likely to have been raised in rural areas (18% vs. 19%), but this group of LCPs are more likely to work in non-metro areas of the state (8% vs. 6%). Overall, the percentage of LCPs who work in non-metro areas of Virginia has increased (4% vs. 3%).

Virginia's LCPs are more likely to hold one full-time job (58% vs. 54%) in lieu of two or more positions simultaneously (20% vs. 25%). At the same time, the rate of involuntary unemployment has increased (2% vs. 1%), and LCPs are less likely to be employed at their primary work location for more than two years (71% vs. 74%). LCPs have also become relatively more likely to work at group private practices (24% vs. 21%) instead of solo private practices (24% vs. 27%).

The median annual income of Virginia's LCP workforce has increased (\$90k-\$100k vs. \$80k-\$90k). In addition, LCPs 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 (74% vs. 70%), including those LCPs who have access to health insurance (63% vs. 60%). At the same time, LCPs are more likely to carry education debt (41% vs. 35%), although this is not the case among those LCPs who are under the age of 40 (70% vs. 74%). For those LCPs with education debt, the median debt burden has increased (\$100k-\$110k vs. \$80k-\$90k). There has been no change in the percentage of LCPs who indicate that they are satisfied with their current work situation (96%), but fewer LCPs indicate that they are "very satisfied" (70% vs. 72%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,470	81%
New Licensees	274	6%
Temporary Licensees¹	415	10%
Non-Renewals	143	3%
All Licensees	4,302	100%
All Licensees Without Temporary	3,887	90%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LCPs submitted a survey. These represent 80% of the 4,302 LCPs 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 LCPs who held a Virginia license at some point between July 2019 and June 2020.
- 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 2020.

Response Rates

Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	185	311	63%
35 to 39	146	526	78%
40 to 44	114	470	81%
45 to 49	77	437	85%
50 to 54	77	380	83%
55 to 59	42	277	87%
60 to 64	56	275	83%
65 and Over	146	783	84%
Total	843	3,459	80%
New Licenses			
Issued in Past Year	552	137	20%
Metro Status			
Non-Metro	24	116	83%
Metro	240	2,355	91%
Not in Virginia	579	988	63%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	3,459
Response Rate, All Licensees	80%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	4,302
New:	6%
Not Renewed:	3%

Response Rates

All Licensees:	80%
Renewing Practitioners:	96%

Source: Va. Healthcare Workforce Data Center

¹ These 415 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 LCP Workforce: 2,860
 FTEs: 2,485

Utilization Ratios

Licensees in VA Workforce: 66%
 Licensees per FTE: 1.73
 Workers per FTE: 1.15

Source: Va. Healthcare Workforce Data Center

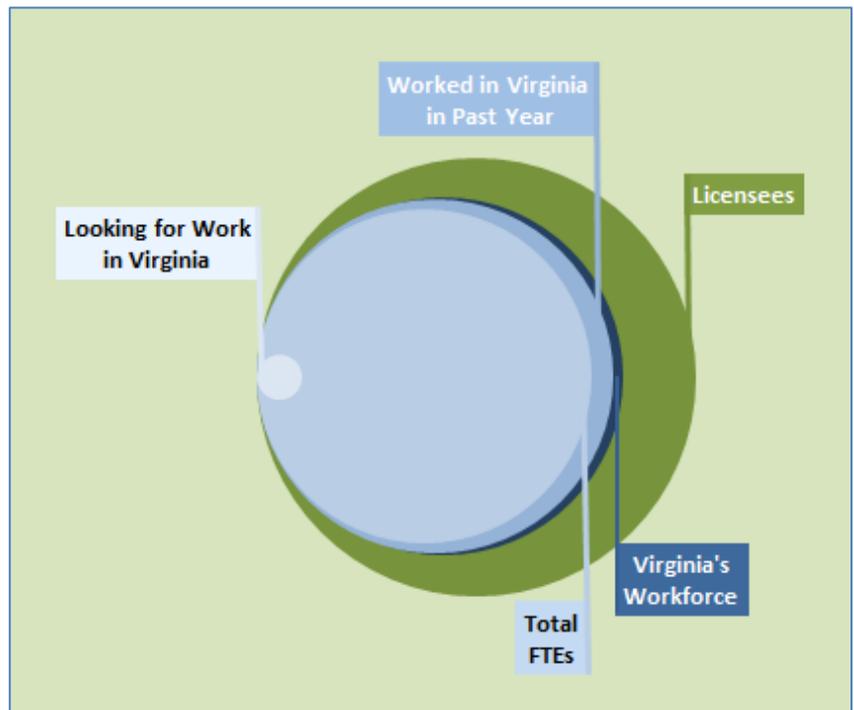
Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,814	98%
Looking for Work in Virginia	46	2%
Virginia's Workforce	2,860	100%
Total FTEs	2,485	
Licensees	4,302	

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.

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/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	30	11%	248	89%	278	12%
35 to 39	67	17%	319	83%	385	16%
40 to 44	70	22%	255	78%	325	14%
45 to 49	64	23%	217	77%	281	12%
50 to 54	70	27%	189	73%	258	11%
55 to 59	50	30%	119	70%	169	7%
60 to 64	96	49%	99	51%	195	8%
65 and Over	304	61%	196	39%	500	21%
Total	751	31%	1,640	69%	2,390	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs Under 40	
	%	#	%	#	%
White	61%	1,965	82%	504	76%
Black	19%	175	7%	62	9%
Hispanic	10%	107	4%	44	7%
Asian	7%	89	4%	32	5%
Two or More Races	3%	44	2%	13	2%
Other Race	0%	24	1%	9	1%
Total	100%	2,404	100%	664	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: 69%
% Under 40 Female: 86%

Age

Median Age: 49
% Under 40: 28%
% 55 and Over: 36%

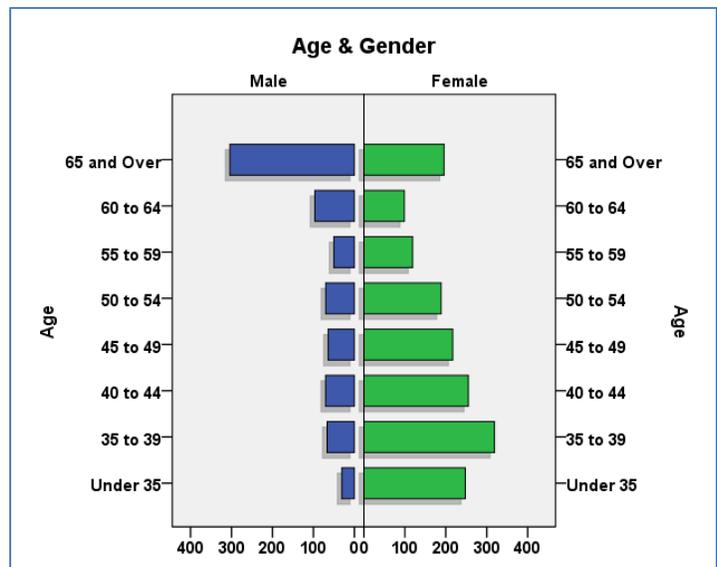
Diversity

Diversity Index: 32%
Under 40 Div. Index: 41%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 32% chance that they would be of different races or ethnicities, a measure known as the diversity index.

Nearly 30% of all LCPs are under the age of 40, and 86% of these professionals are female. In addition, the diversity index among this group of LCPs is 41%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
 Rural Childhood: 18%

Virginia Background

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

Location Choice

% Rural to Non-Metro: 8%
 % Urban/Suburban to Non-Metro: 3%

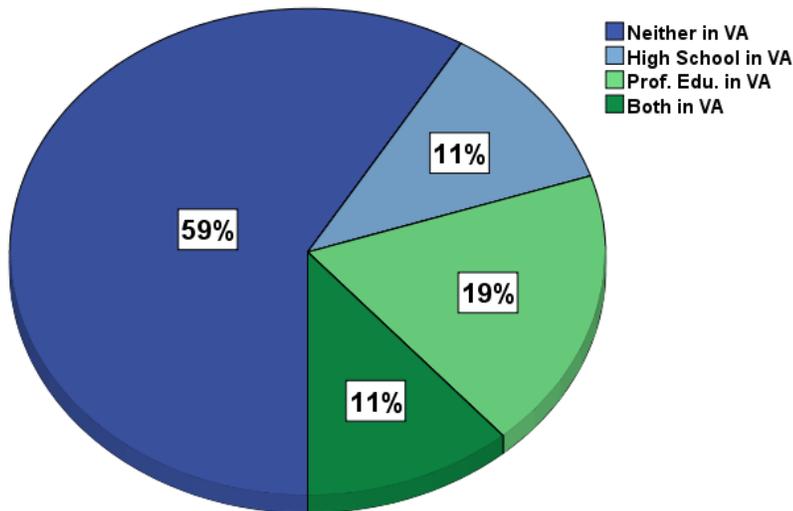
Source: Va. Healthcare Workforce Data Center

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+	16%	68%	16%
2	Metro, 250,000 to 1 Million	23%	67%	10%
3	Metro, 250,000 or Less	24%	61%	15%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	29%	57%	14%
6	Urban Pop., 2,500-19,999, Metro Adjacent	33%	53%	14%
7	Urban Pop., 2,500-19,999, Non-Adjacent	59%	24%	18%
8	Rural, Metro Adjacent	27%	64%	9%
9	Rural, Non-Adjacent	42%	33%	25%
Overall		18%	66%	16%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Nearly one-fifth of all LCPs grew up in self-described rural areas, and 8% of these professionals currently work in non-metro counties. In total, 4% of all LCPs in the state currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof. Degree	#
1	Virginia	540	Virginia	717
2	New York	263	Washington, D.C.	233
3	Pennsylvania	168	California	177
4	Maryland	166	Florida	148
5	New Jersey	111	New York	114
6	California	93	Illinois	91
7	Florida	89	Pennsylvania	89
8	Ohio	81	Ohio	85
9	North Carolina	80	Texas	67
10	Outside U.S./Canada	79	Maryland	52

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of LCPs received their high school degree in Virginia, while 30% obtained their initial professional degree in the state.

Among LCPs who received their initial license in the past five years, 23% received their high school degree in Virginia, while 29% obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	162	Virginia	200
2	New York	57	Washington, D.C.	66
3	Maryland	50	California	60
4	Pennsylvania	45	Florida	41
5	Florida	35	New York	33
6	California	34	Illinois	30
7	Ohio	33	Pennsylvania	27
8	North Carolina	25	Ohio	23
9	New Jersey	25	Maryland	22
10	Outside U.S./Canada	24	Texas	19

Source: Va. Healthcare Workforce Data Center

More than one-third of Virginia's licensees did not participate in the state's LCP workforce during the past year. More than 90% of these professional worked at some point in the past year, including 88% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

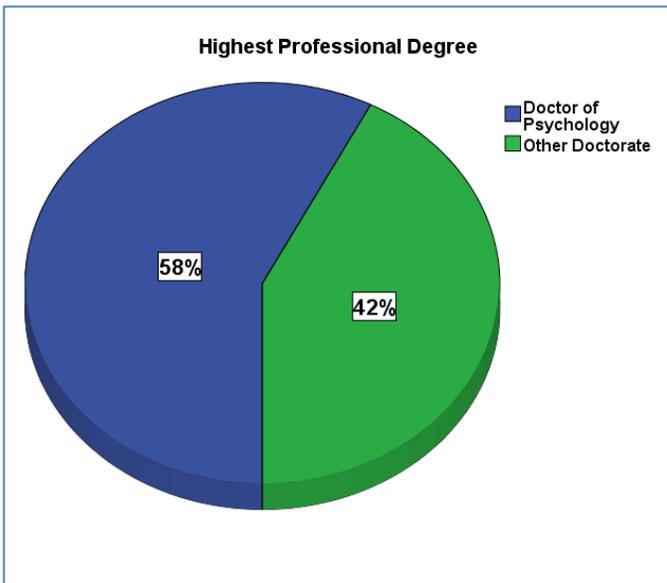
Total:	1,449
% of Licensees:	34%
Federal/Military:	32%
Va. Border State/D.C.:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	1	0%
Master's Degree	1	0%
Doctor of Psychology	1,352	58%
Other Doctorate	997	42%
Total	2,351	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than 40% of LCPs carry education debt, including 70% of those LCPs who are under the age of 40. For those LCPs with education debt, the median debt amount is between \$100,000 and \$110,000.

At a Glance:

Education
 Doctor of Psychology: 58%
 Other Doctorate/PhD: 42%

Education Debt
 Carry Debt: 41%
 Under Age 40 w/ Debt: 70%
 Median Debt: \$100k-\$110k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LCPs		LCPs Under 40	
	#	%	#	%
None	1,256	59%	182	30%
Less than \$10,000	49	2%	19	3%
\$10,000-\$29,999	84	4%	33	6%
\$30,000-\$49,999	90	4%	25	4%
\$50,000-\$69,999	92	4%	37	6%
\$70,000-\$89,999	87	4%	30	5%
\$90,000-\$109,999	65	3%	20	3%
\$110,000-\$129,999	62	3%	33	6%
\$130,000-\$149,999	24	1%	8	1%
\$150,000 or More	336	16%	210	35%
Total	2,145	100%	597	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 30%
 Child: 13%
 Forensic: 7%

Secondary Specialty

Mental Health: 14%
 Child: 9%
 Behavioral Disorders: 7%

Source: Va. Healthcare Workforce Data Center

Three out of every ten LCPs have a primary specialty in mental health, while another 13% of LCPs have a primary specialty in children’s health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	710	30%	274	14%
Child	305	13%	191	9%
Forensic	163	7%	125	6%
Neurology/Neuropsychology	139	6%	58	3%
Health/Medical	114	5%	121	6%
Behavioral Disorders	70	3%	140	7%
Family	44	2%	94	5%
School/Educational	34	1%	83	4%
Gerontologic	22	1%	35	2%
Rehabilitation	22	1%	31	2%
Marriage	19	1%	96	5%
Sex Offender Treatment	12	1%	18	1%
Substance Abuse	11	0%	37	2%
Experimental or Research	7	0%	20	1%
Vocational/Work Environment	6	0%	9	0%
Public Health	6	0%	8	0%
Industrial-Organizational	4	0%	7	0%
Social	3	0%	1	0%
General Practice (Non-Specialty)	517	22%	461	23%
Other Specialty Area	131	6%	204	10%
Total	2,338	100%	2,014	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-Time: 58%
 2 or More Positions: 20%

Weekly Hours:

40 to 49: 40%
 60 or More: 5%
 Less than 30: 21%

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	2,240	94%
Employed, NOT in a Behavioral Sciences-Related Capacity	41	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	37	2%
Retired	45	2%
Total	2,372	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of LCPs are currently employed in the profession, 58% hold one full-time job, and 40% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	88	4%
1 to 9 Hours	70	3%
10 to 19 Hours	170	7%
20 to 29 Hours	244	10%
30 to 39 Hours	371	16%
40 to 49 Hours	939	40%
50 to 59 Hours	328	14%
60 to 69 Hours	99	4%
70 to 79 Hours	20	1%
80 or More Hours	6	0%
Total	2,335	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	88	4%
One Part-Time Position	429	18%
Two Part-Time Positions	96	4%
One Full-Time Position	1,365	58%
One Full-Time Position & One Part-Time Position	311	13%
Two Full-Time Positions	20	1%
More than Two Positions	32	1%
Total	2,341	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	24	1%
Less than \$40,000	186	10%
\$40,000-\$49,999	82	4%
\$50,000-\$59,999	82	4%
\$60,000-\$69,999	159	8%
\$70,000-\$79,999	196	10%
\$80,000-\$89,999	173	9%
\$90,000-\$99,999	211	11%
\$100,000-109,999	180	9%
\$110,000-\$119,999	155	8%
\$120,000-\$129,999	113	6%
\$130,000 or More	349	18%
Total	1,911	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,598	70%
Somewhat Satisfied	584	26%
Somewhat Dissatisfied	72	3%
Very Dissatisfied	23	1%
Total	2,277	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	947	42%	63%
Retirement	944	42%	62%
Paid Vacation	915	41%	62%
Paid Sick Leave	879	39%	61%
Dental Insurance	828	37%	57%
Group Life Insurance	636	28%	44%
Signing/Retention Bonus	147	7%	11%
At Least One Benefit	1,162	52%	74%

*From any employer at time of survey.

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: 70%

Source: Va. Healthcare Workforce Data Center

The typical LCP earns between \$90,000 and \$100,000 per year. Among LCPs who receive either an hourly wage or a salary as compensation at their primary work location, 63% have access to health insurance, and 62% have access to a retirement plan.

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	527	18%
Switch Employers or Practices?	138	5%
Experience Voluntary Unemployment?	129	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	62	2%
Experience Involuntary Unemployment?	55	2%
Experience At Least One	785	27%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's LCPs 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	48	2%	27	5%
Less than 6 Months	75	3%	33	6%
6 Months to 1 Year	172	8%	70	12%
1 to 2 Years	358	16%	114	20%
3 to 5 Years	542	24%	120	21%
6 to 10 Years	388	17%	65	11%
More than 10 Years	695	31%	147	25%
Subtotal	2,278	100%	577	100%
Did Not Have Location	47		2,263	
Item Missing	535		19	
Total	2,860		2,860	

Source: Va. Healthcare Workforce Data Center

More than half of all LCPs are salaried employees, while 31% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 5%
New Location: 15%
Over 2 Years: 71%
Over 2 Yrs., 2nd Location: 58%

Employment Type

Salary/Commission: 52%
Business/Practice Income: 31%

Source: Va. Healthcare Workforce Data Center

More than 70% of all LCPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	910	52%
Business/Practice Income	543	31%
Hourly Wage	171	10%
By Contract	133	8%
Unpaid	9	1%
Subtotal	1,766	100%
Did Not Have Location	47	
Item Missing	1,047	

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:	41%
Top 3 Regions:	80%
Lowest Region:	1%

Locations

2 or More (Past Year):	26%
2 or More (Now*):	24%

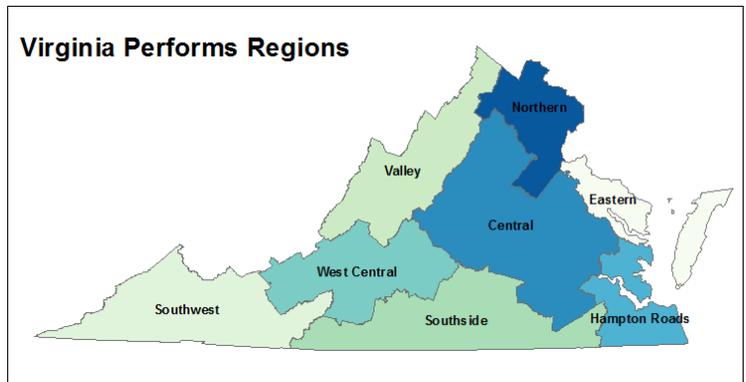
Source: Va. Healthcare Workforce Data Center

Four out of every five LCPs in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	933	41%	215	36%
Central	547	24%	103	17%
Hampton Roads	353	15%	87	15%
West Central	181	8%	36	6%
Valley	109	5%	28	5%
Southwest	30	1%	3	1%
Southside	28	1%	7	1%
Eastern	15	1%	6	1%
Virginia Border State/D.C.	60	3%	49	8%
Other U.S. State	23	1%	54	9%
Outside of the U.S.	1	0%	3	1%
Total	2,280	100%	591	100%
Item Missing	532		6	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all LCPs currently have multiple work locations, while 26% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	46	2%	85	4%
1	1,677	72%	1,679	72%
2	307	13%	297	13%
3	254	11%	240	10%
4	13	1%	8	0%
5	5	0%	2	0%
6 or More	15	1%	8	0%
Total	2,319	100%	2,319	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	1,225	58%	400	74%
Non-Profit	278	13%	75	14%
State/Local Government	327	16%	43	8%
Veterans Administration	116	6%	6	1%
U.S. Military	96	5%	7	1%
Other Federal Government	65	3%	9	2%
Total	2,107	100%	540	100%
Did Not Have Location	47		2,263	
Item Missing	707		57	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	58%
Federal:	13%

Top Establishments

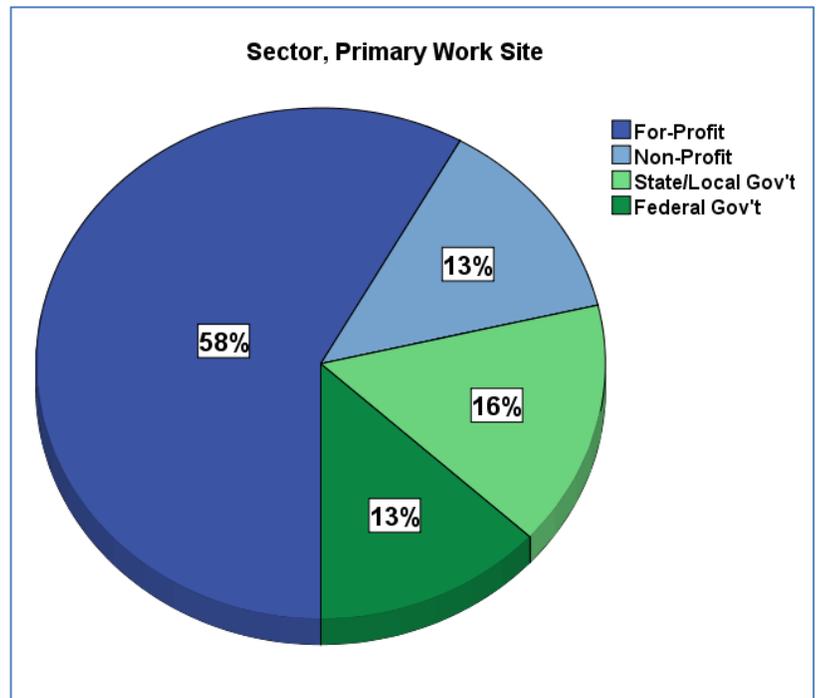
Private Practice, Solo:	24%
Private Practice, Group:	24%
Academic Institution:	9%

Payment Method

Cash/Self-Pay:	60%
Private Insurance:	38%

Source: Va. Healthcare Workforce Data Center

More than 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

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	486	24%	134	26%
Private Practice, Group	475	24%	149	29%
Academic Institution (Teaching Health Professions Students)	184	9%	56	11%
Mental Health Facility, Outpatient	139	7%	22	4%
Hospital, General	132	7%	13	2%
Hospital, Psychiatric	86	4%	11	2%
Community-Based Clinic or Health Center	78	4%	23	4%
School (Providing Care to Clients)	73	4%	12	2%
Community Services Board	45	2%	3	1%
Administrative or Regulatory	32	2%	4	1%
Corrections/Jail	30	2%	9	2%
Physician Office	23	1%	8	2%
Residential Mental Health/Substance Abuse Facility	19	1%	5	1%
Rehabilitation Facility	18	1%	8	2%
Long-Term Care Facility, Nursing Home	14	1%	9	2%
Other Practice Setting	155	8%	55	11%
Total	1,989	100%	521	100%
Did Not Have a Location	47		2,263	

Source: Va. Healthcare Workforce Data Center

Solo and group private practices employ nearly half of all LCPs in Virginia. Another 9% of LCPs work at academic institutions.

Three out of every five LCPs 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 LCP workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	1,702	60%
Private Insurance	1,101	38%
Medicare	668	23%
Medicaid	564	20%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

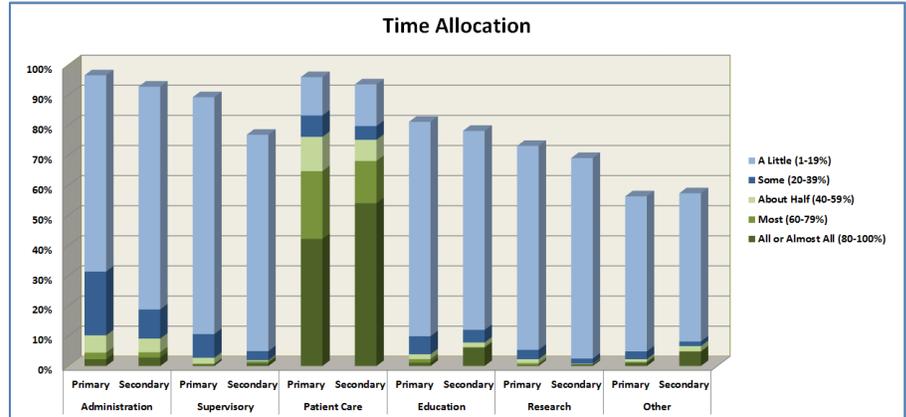
Patient Care: 65%
Administration: 4%
Education: 2%

Patient Care LCPs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, LCPs spend approximately 75% of their 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	
	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%	3%	0%	1%	42%	54%	1%	6%	0%	1%	1%	5%
Most (60-79%)	2%	2%	0%	1%	22%	14%	1%	0%	1%	0%	0%	0%
About Half (40-59%)	6%	5%	2%	0%	11%	7%	2%	2%	1%	0%	1%	2%
Some (20-39%)	21%	10%	8%	3%	7%	5%	6%	4%	3%	2%	3%	2%
A Little (1-19%)	65%	74%	79%	72%	13%	14%	71%	66%	68%	67%	51%	49%
None (0%)	3%	7%	11%	23%	4%	6%	19%	22%	27%	31%	44%	43%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	239	11%	93	18%
1 to 24	1,316	63%	398	76%
25 to 49	507	24%	25	5%
50 to 74	29	1%	4	1%
75 or More	7	0%	2	0%
Total	2,098	100%	522	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

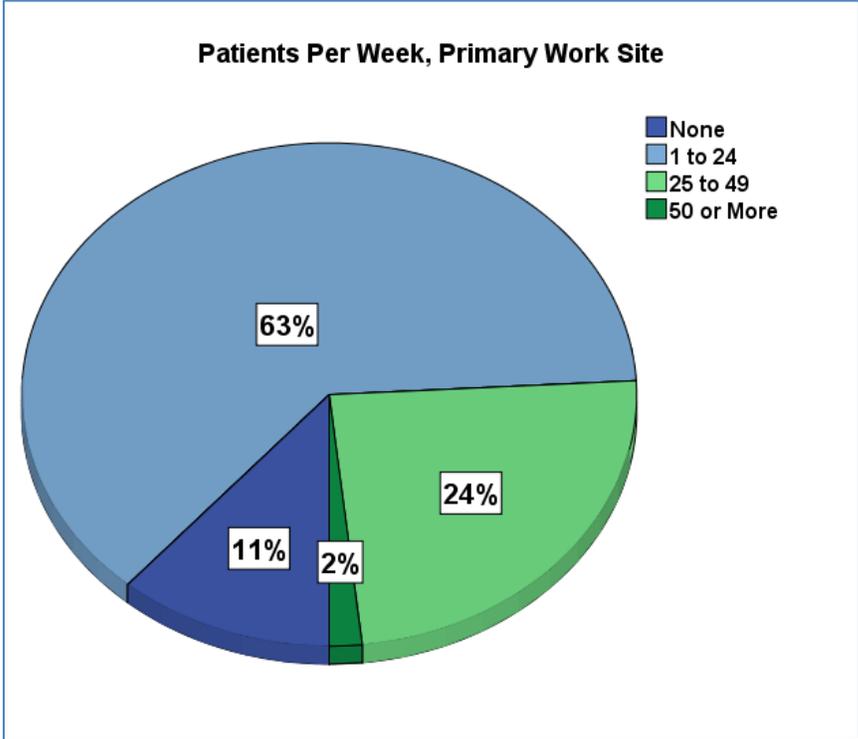
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all 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.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Patient Allocation

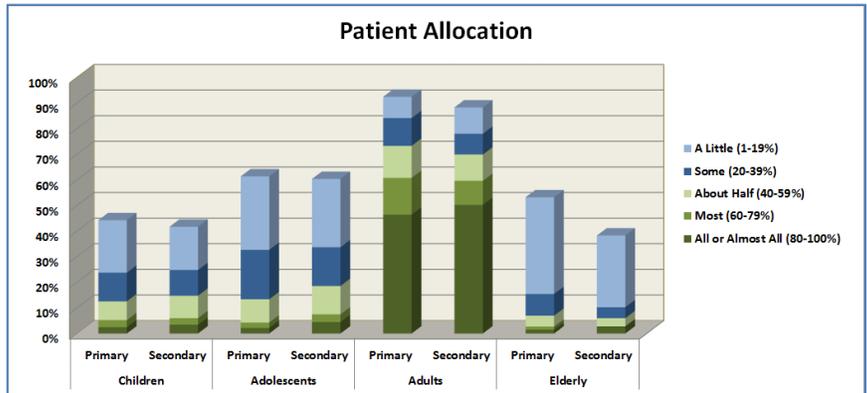
Children:	None
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	1%-9%

Roles

Children:	5%
Adolescents:	4%
Adults:	61%
Elderly:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately 75% of all patients seen by LCPs at their primary work location are adults. In addition, 61% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	2%	4%	46%	50%	1%	3%
Most (60-79%)	3%	3%	2%	3%	14%	9%	1%	0%
About Half (40-59%)	7%	9%	9%	11%	12%	10%	4%	3%
Some (20-39%)	11%	10%	19%	15%	11%	8%	8%	4%
A Little (1-19%)	20%	17%	29%	27%	8%	10%	38%	28%
None (0%)	56%	58%	39%	40%	8%	12%	47%	62%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs 50 and Over	
	#	%	#	%
Under Age 50	7	0%	-	-
50 to 54	13	1%	2	0%
55 to 59	78	4%	25	3%
60 to 64	278	13%	82	8%
65 to 69	629	30%	234	24%
70 to 74	532	25%	284	29%
75 to 79	217	10%	152	15%
80 or Over	92	4%	70	7%
I Do Not Intend to Retire	248	12%	140	14%
Total	2,095	100%	989	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 18%

Under 60: 5%

LCPs 50 and Over

Under 65: 11%

Under 60: 3%

Time Until Retirement

Within 2 Years: 6%

Within 10 Years: 24%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

Nearly one out of every five LCPs expects to retire before the age of 65. Among those LCPs who are age 50 or over, 11% expect to retire by the age of 65.

Within the next two years, 11% of LCPs expect to increase their patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans

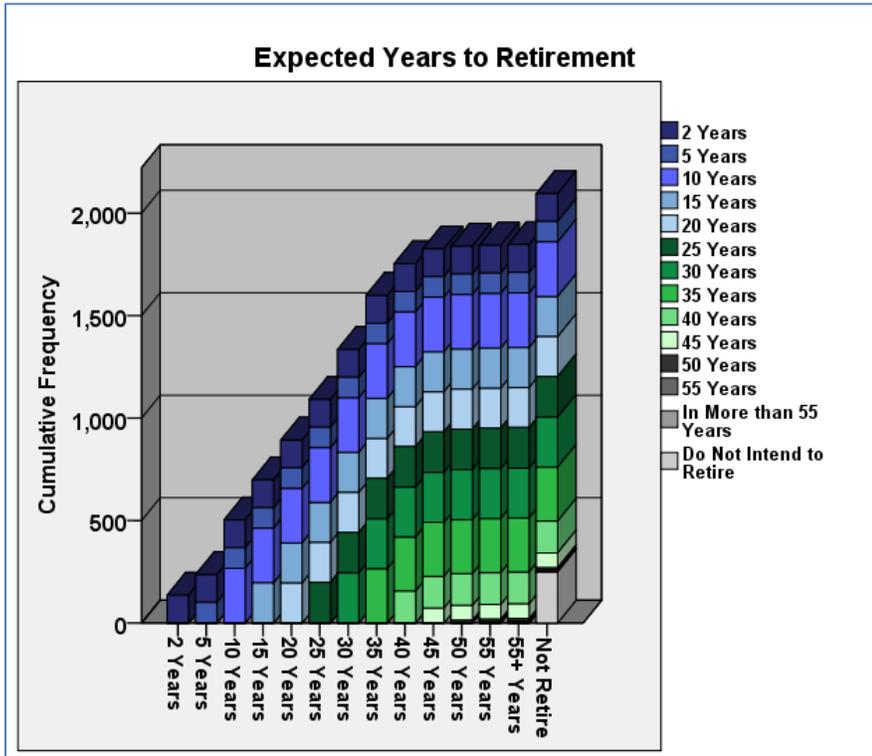
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	262	9%
Leave Virginia	55	2%
Leave Profession	28	1%
Decrease Teaching Hours	19	1%
Increase Participation		
Increase Patient Care Hours	318	11%
Increase Teaching Hours	138	5%
Pursue Additional Education	123	4%
Return to Virginia's Workforce	22	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Only 6% of LCPs expect to retire in the next two years, while 24% 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	136	6%	6%
5 Years	100	5%	11%
10 Years	267	13%	24%
15 Years	195	9%	33%
20 Years	195	9%	43%
25 Years	198	9%	52%
30 Years	244	12%	64%
35 Years	264	13%	76%
40 Years	155	7%	84%
45 Years	72	3%	87%
50 Years	13	1%	88%
55 Years	5	0%	88%
In More than 55 Years	3	0%	88%
Do Not Intend to Retire	248	12%	100%
Total	2,095	100%	

Source: Va. Healthcare Workforce Data Center



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 the same time before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 2,485
 FTEs/1,000 Residents³: 0.291
 Average: 0.88

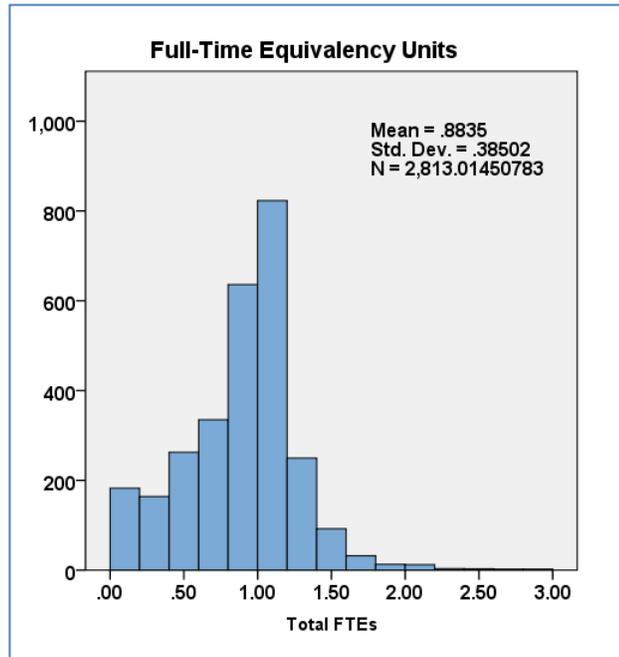
Age & Gender Effect

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:

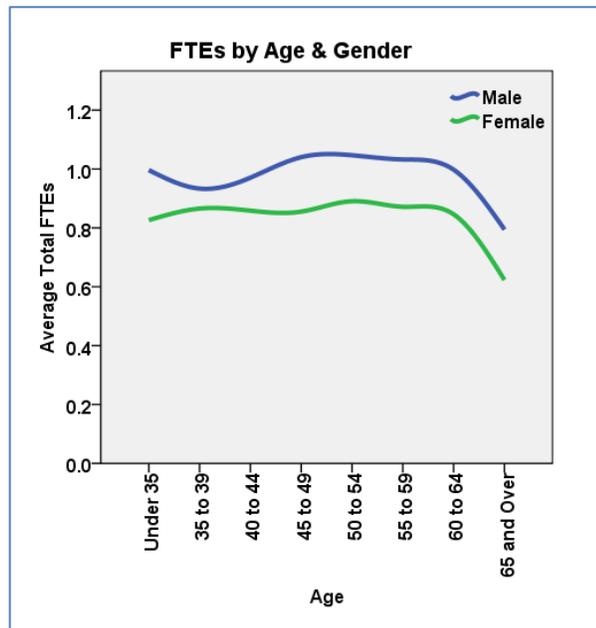


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.94 FTEs over the past year, or approximately 38 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	0.84	0.88
35 to 39	0.89	0.94
40 to 44	0.89	0.96
45 to 49	0.94	1.05
50 to 54	0.92	0.83
55 to 59	1.01	1.05
60 to 64	0.91	0.85
65 and Over	0.79	0.90
Gender		
Male	0.92	1.01
Female	0.83	0.89

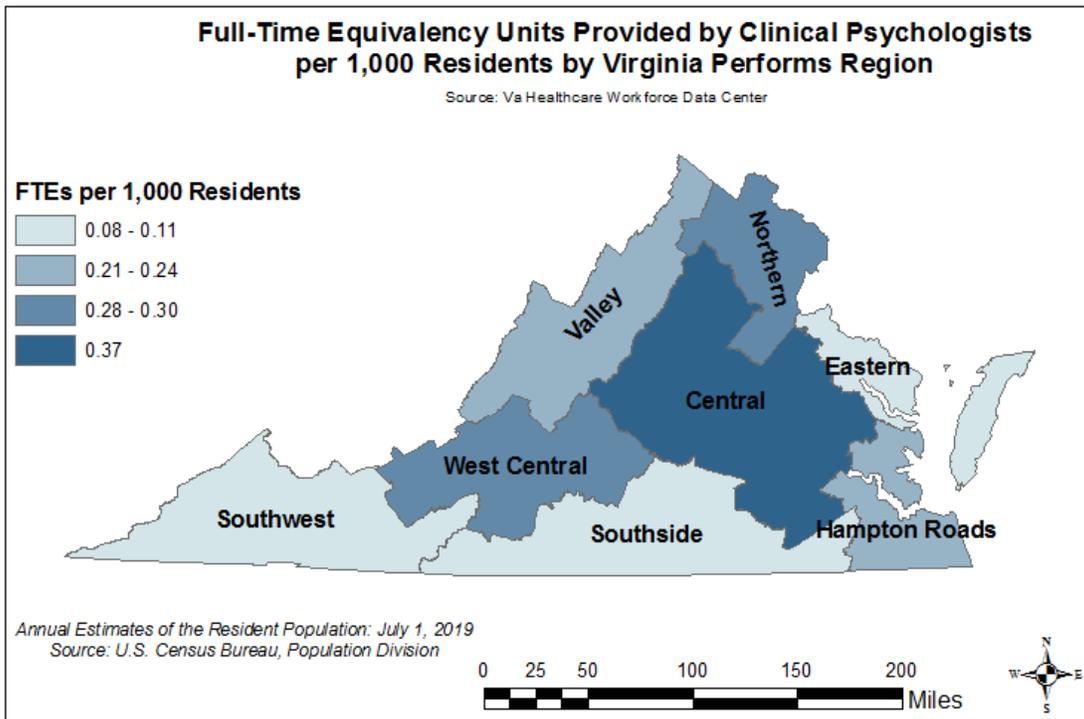
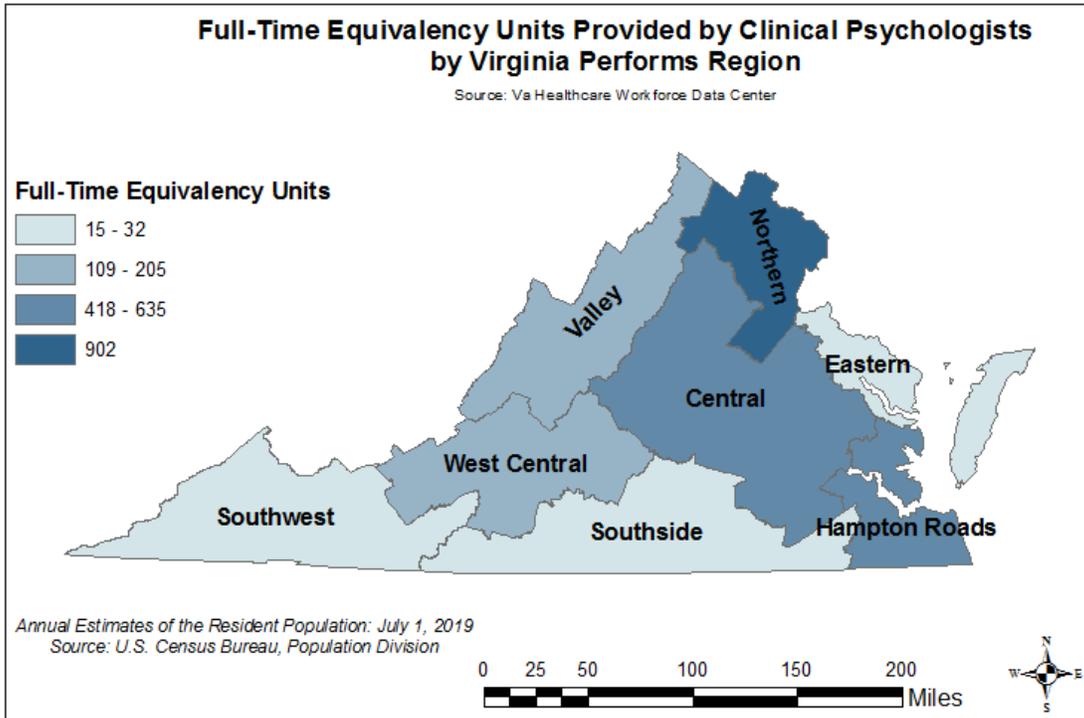
Source: Va. Healthcare Workforce Data Center

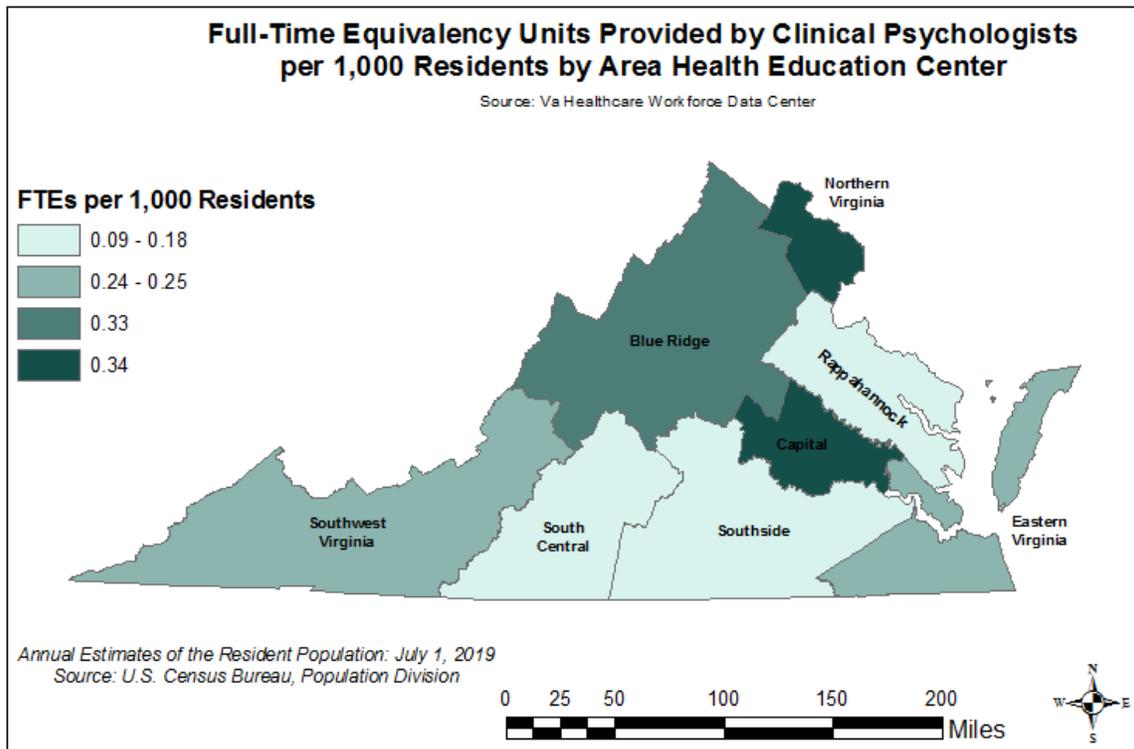
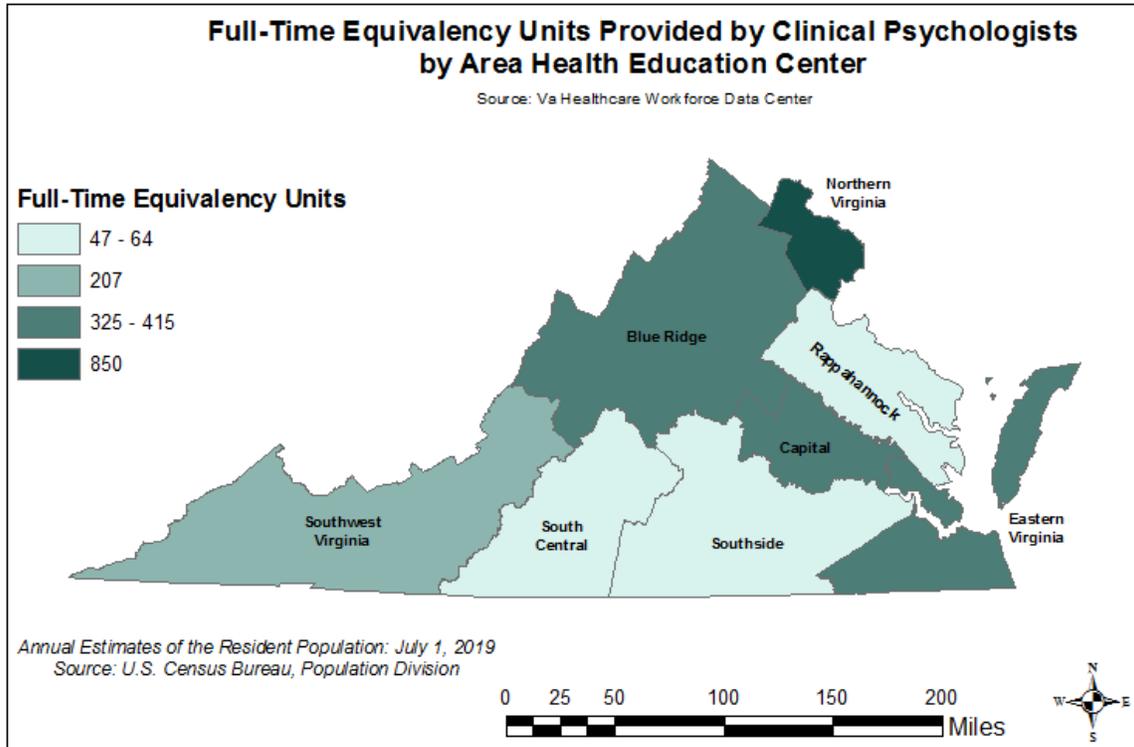


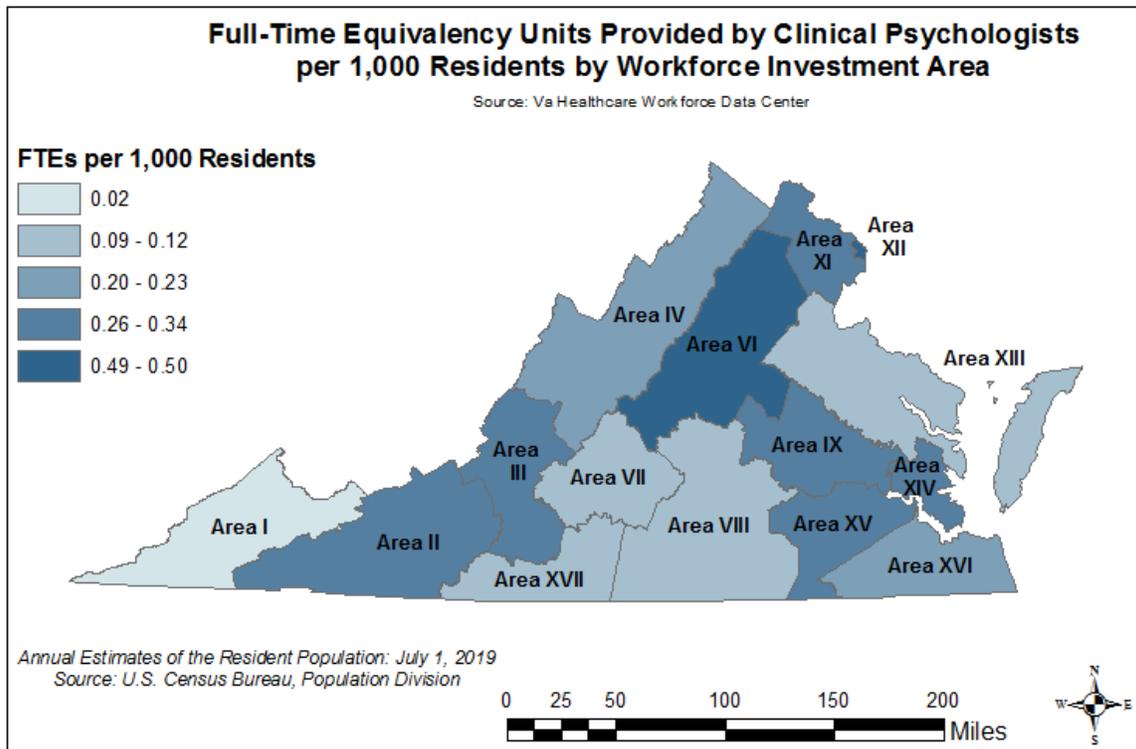
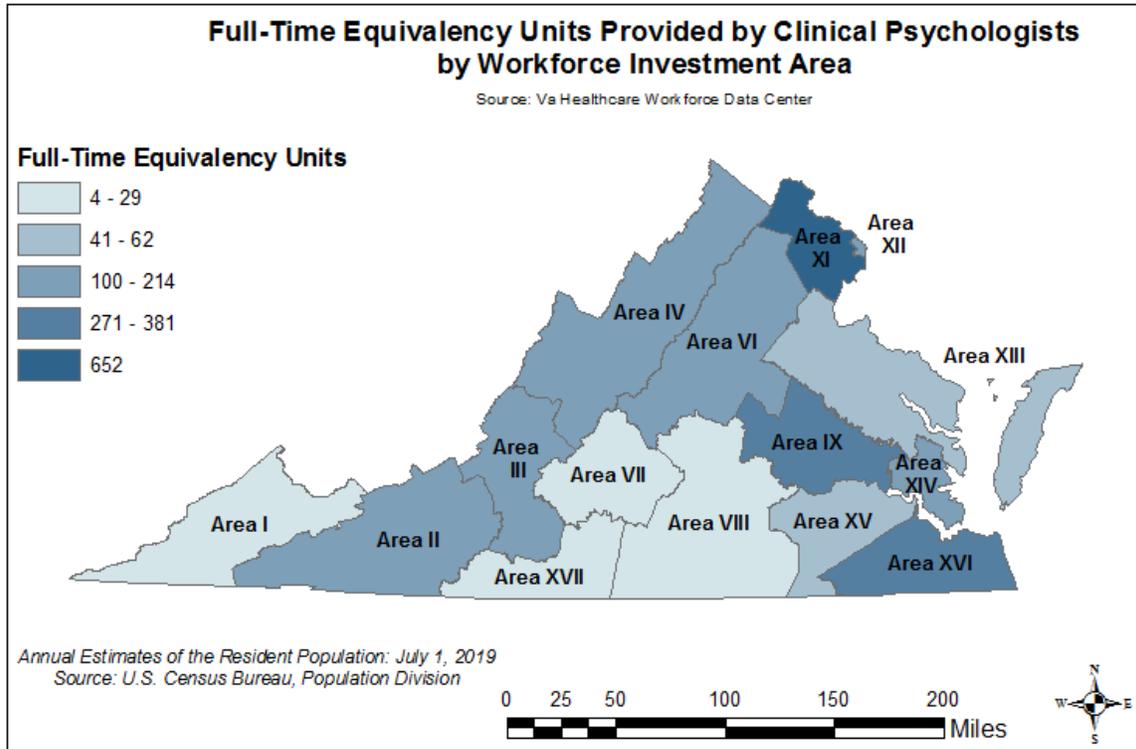
Source: Va. Healthcare Workforce Data Center

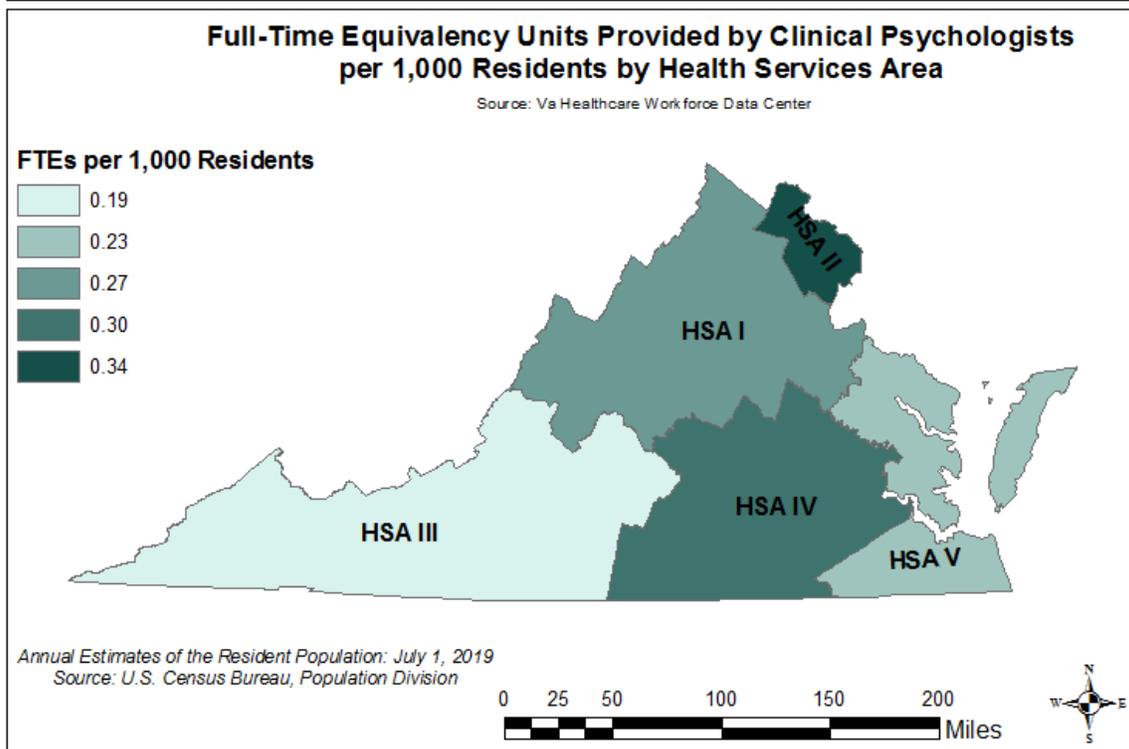
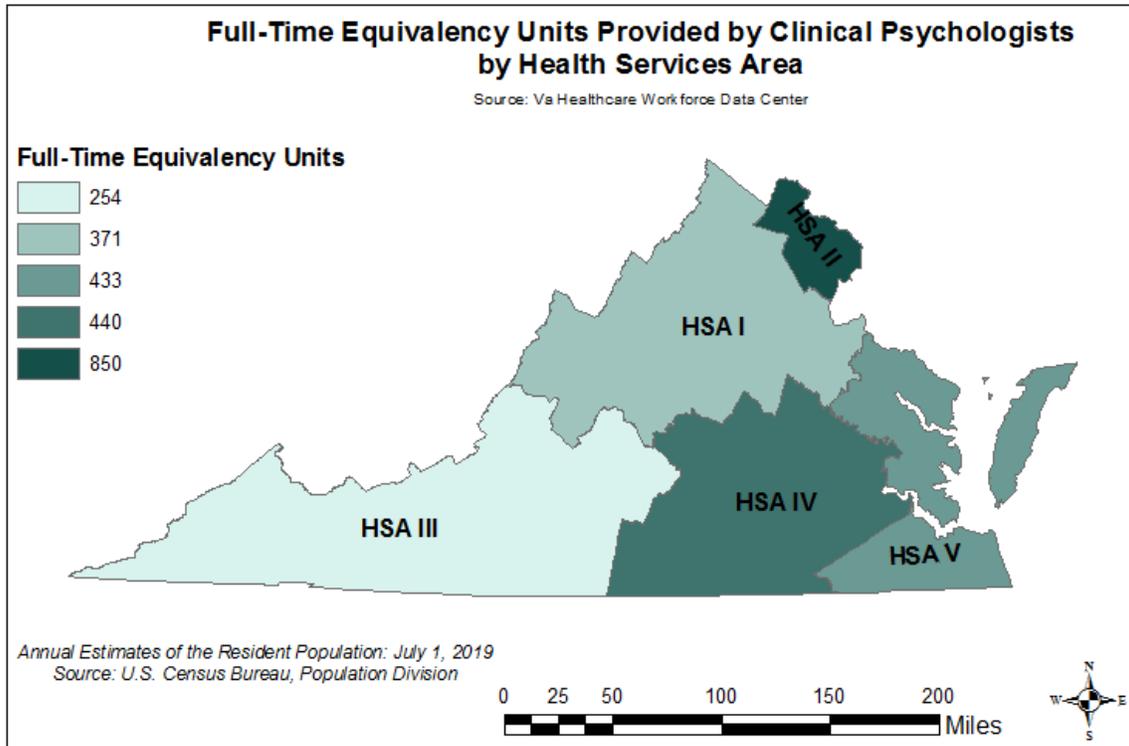
³ Number of residents in 2019 was used as the denominator.

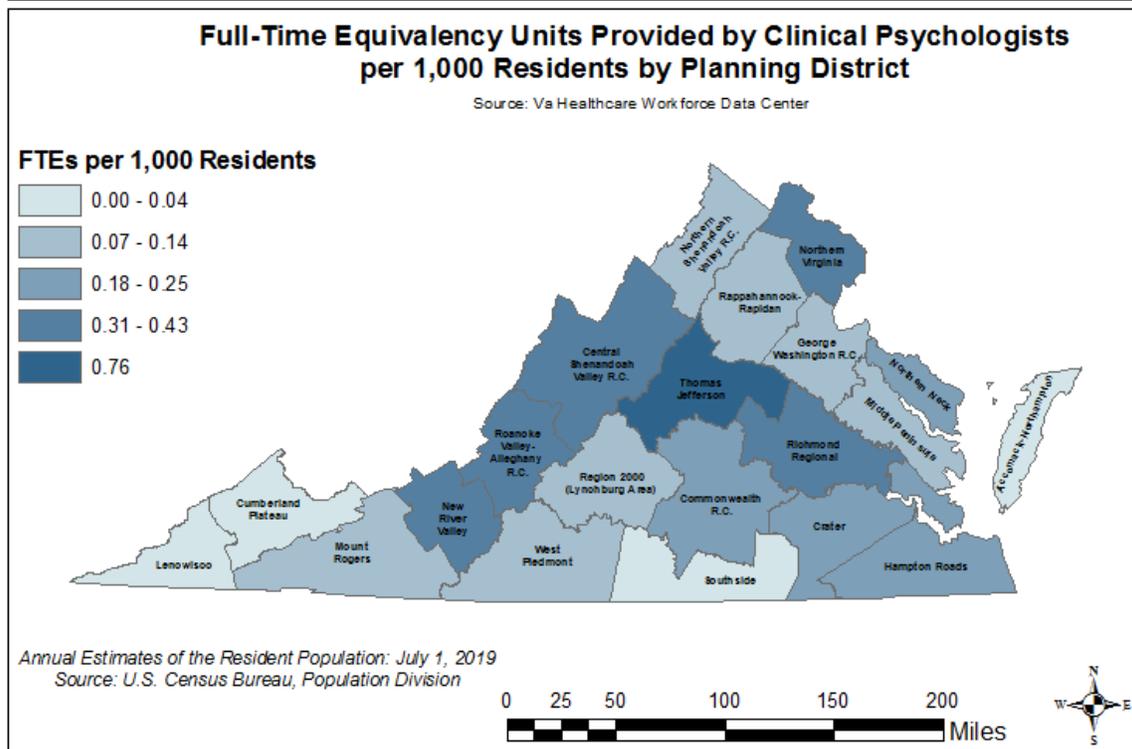
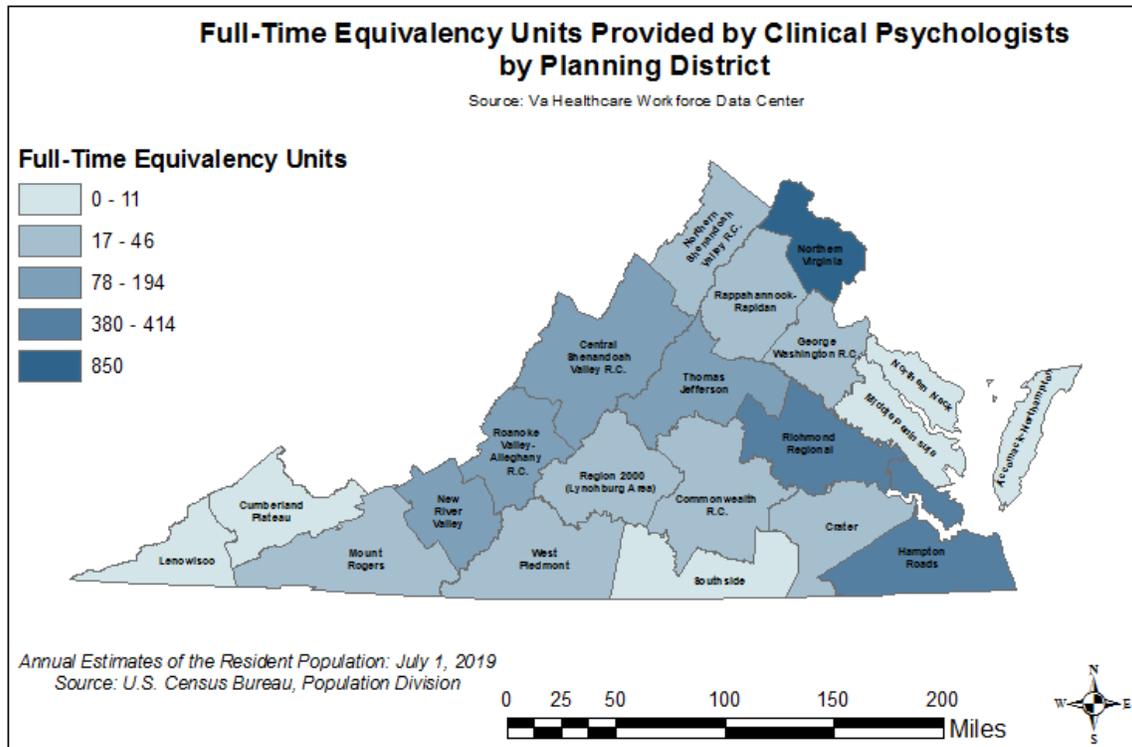
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	1,987	91.49%	1.093	1.012	1.402
Metro, 250,000 to 1 Million	154	86.36%	1.158	1.072	1.485
Metro, 250,000 or Less	454	88.99%	1.124	1.041	1.441
Urban Pop., 20,000+, Metro Adj.	9	100.00%	1.000	0.926	1.027
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	53	86.79%	1.152	1.067	1.477
Urban Pop., 2,500-19,999, Non-Adj.	20	95.00%	1.053	0.975	1.350
Rural, Metro Adj.	43	67.44%	1.483	1.373	1.901
Rural, Non-Adj.	15	86.67%	1.154	1.068	1.480
Virginia Border State/D.C.	819	61.54%	1.625	1.505	2.084
Other U.S. State	748	64.71%	1.545	1.431	1.982

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	496	62.70%	1.595	1.350	2.084
35 to 39	672	78.27%	1.278	1.027	1.669
40 to 44	584	80.48%	1.243	0.999	1.623
45 to 49	514	85.02%	1.176	0.946	1.537
50 to 54	457	83.15%	1.203	1.018	1.571
55 to 59	319	86.83%	1.152	0.926	1.505
60 to 64	331	83.08%	1.204	0.968	1.573
65 and Over	929	84.28%	1.186	0.954	1.550

Source: Va. Healthcare Workforce Data Center

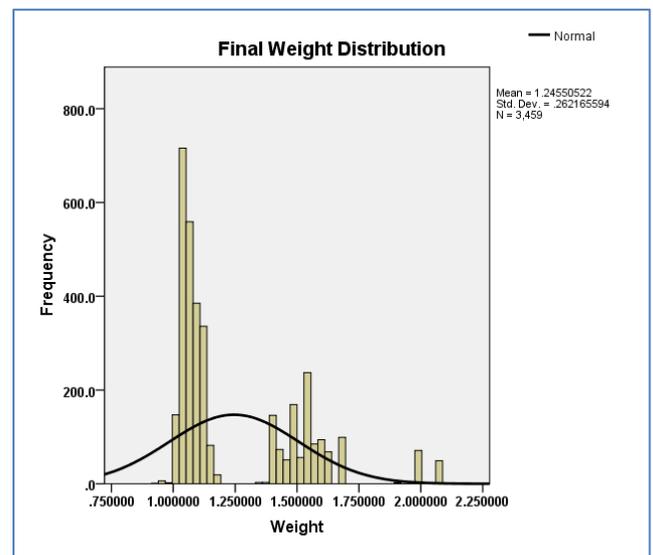
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.804045



Source: Va. Healthcare Workforce Data Center