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# *Virginia's Licensed Clinical Psychologist Workforce: 2024*

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Healthcare Workforce Data Center

July 2024

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<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

***More than 4,200 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 their ongoing cooperation.***

***Thank You!***

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## The Licensed Clinical Psychologist Workforce At a Glance:

### The Workforce

Licensees:	4,802
Virginia's Workforce:	3,063
FTEs:	2,542

### Background

Rural Childhood:	19%
HS Degree in VA:	23%
Prof. Degree in VA:	27%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	55%
Satisfied:	96%

### Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	97%

### Education

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

### Job Turnover

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

### Demographics

Female:	72%
Diversity Index:	38%
Median Age:	50

### Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	61%
Under 40 w/ Ed. Debt:	67%

### Time Allocation

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

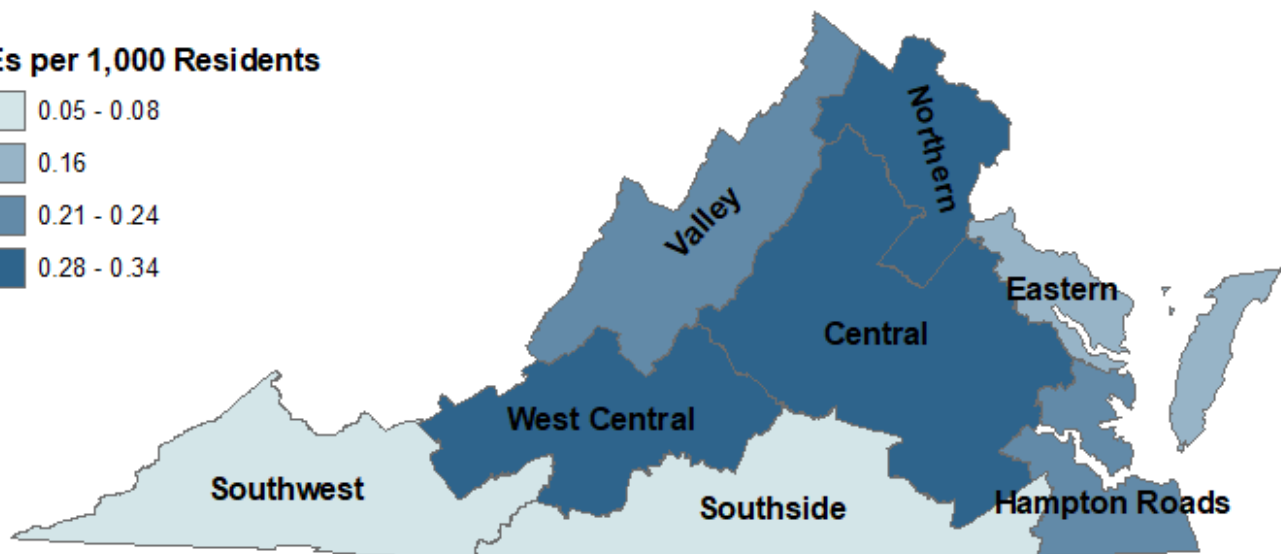
Source: Va. Healthcare Workforce Data Center

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

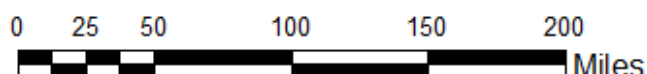
Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents

0.05 - 0.08
0.16
0.21 - 0.24
0.28 - 0.34



Annual Estimates of the Resident Population: July 1, 2022  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2024 Licensed Clinical Psychologist (LCP) Workforce Survey. Among all LCPs, 4,248 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 88% of the 4,802 LCPs licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 3,063 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 an LCP at some point in the future. Over the past year, Virginia's LCP workforce provided 2,542 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than seven out of every ten LCPs are female, including 83% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 43% among those LCPs who are under the age of 40. For Virginia's population as a whole, the comparable diversity index is 60%. Nearly one out of every five LCPs grew up in a rural area, and 3% of LCPs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 3% of all LCPs work in a non-metro area of the state.

Among all LCPs, 95% are currently employed in the profession, 55% hold one full-time job, and 39% work between 40 and 49 hours per week. Three out of every five LCPs are employed in the for-profit sector, while another 13% work in the non-profit sector. More than one-third of all LCPs carry education debt, including 67% of those LCPs who are under the age of 40. For those LCPs with education debt, the median outstanding balance is between \$130,000 and \$140,000. The median annual income of Virginia's LCP workforce is between \$110,000 and \$120,000, and 53% of LCPs receive this income in the form of a salary. In addition, nearly three-quarters of all wage and salaried LCPs receive at least one employer-sponsored benefit, including 61% who have access to health insurance. Among all LCPs, 96% are satisfied with their current work situation, including 69% of LCPs who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2014 LCP workforce. The number of licensed LCPs in Virginia has increased by 58% (4,802 vs. 3,037). In addition, the size of Virginia's LCP workforce has increased by 30% (3,063 vs. 2,354), and the number of FTEs provided by this workforce has increased by 16% (2,542 vs. 2,191). Virginia's renewing LCPs are more likely to respond to this survey (97% vs. 88%).

The percentage of LCPs who are female has increased (72% vs. 64%). At the same time, the median age of Virginia's LCP workforce has fallen (50 vs. 52). Virginia's LCPs have become more diverse (38% vs. 25%), a trend that has also occurred among LCPs who are under the age of 40 (43% vs. 36%). LCPs are slightly less likely to have grown up in a rural area (19% vs. 20%), and LCPs who grew up in a rural area are less likely to work in a non-metro area of Virginia (3% vs. 8%). In addition, the percentage of all LCPs who work in a non-metro area of the state has fallen slightly (3% vs. 4%). While the percentage of all LCPs who carry education debt has increased (37% vs. 35%), the opposite is true among those LCPs who are under the age of 40 (67% vs. 74%). The median outstanding balance among those LCPs with education debt has grown (\$130k-\$140k vs. \$80k-\$90k).

While LCPs are more likely to hold one full-time job (55% vs. 53%), there are also slightly less likely to work between 40 and 49 hours per week (39% vs. 40%). Meanwhile, LCPs are less likely to have been employed at their primary work location for at least two years (71% vs. 75%). The median annual income of Virginia's LCP workforce has increased (\$110k-\$120k vs. \$70k-\$80k), and LCPs are more likely to receive this income in the form of a salary (53% vs. 51%) than as income from a business or practice (28% vs. 29%). Wage and salaried LCPs are more likely to receive at least one employer-sponsored benefit (74% vs. 69%), including those LCPs who have access to health insurance benefits (61% vs. 59%). While LCPs are equally likely to indicate that they are satisfied with their current work situation (96%), they are less likely to indicate that they are "very satisfied" (69% vs. 72%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,221	88%
New Licensees	351	7%
Non-Renewals	230	5%
All Licensees	4,802	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing LCPs, 97% submitted a survey. These represent 88% of the 4,802 LCPs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	109	348	76%
35 to 39	80	635	89%
40 to 44	67	726	92%
45 to 49	61	529	90%
50 to 54	39	495	93%
55 to 59	31	390	93%
60 to 64	43	293	87%
65 and Over	124	832	87%
Total	554	4,248	89%
New Licenses			
Issued in Past Year	199	152	43%
Metro Status			
Non-Metro	23	133	85%
Metro	256	2,551	91%
Not in Virginia	275	1,564	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. **The Survey Period:** The survey was conducted in June 2024.
- 2. **Target Population:** All LCPs who held a Virginia license at some point between July 2023 and June 2024.
- 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 2024.

Response Rates	
Completed Surveys	4,248
Response Rate, All Licensees	88%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	4,802
New:	7%
Not Renewed:	5%

Response Rates

All Licensees:	88%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LCP Workforce: 3,063  
FTEs: 2,542

### Utilization Ratios

Licensees in VA Workforce: 64%  
Licensees per FTE: 1.89  
Workers per FTE: 1.21

Source: Va. Healthcare Workforce Data Center

### Virginia's LCP Workforce

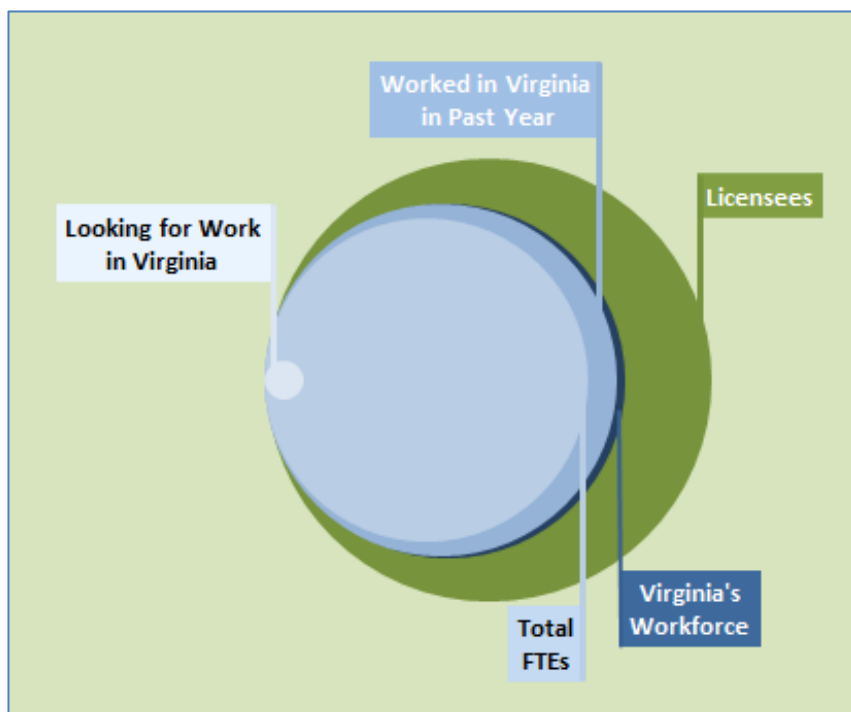
Status	#	%
Worked in Virginia in Past Year	3,025	99%
Looking for Work in Virginia	38	1%
Virginia's Workforce	3,063	100%
Total FTEs	2,542	
Licensees	4,802	

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/>

## 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



## A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	33	14%	210	87%	242	10%
35 to 39	64	20%	260	80%	324	13%
40 to 44	70	18%	325	82%	395	16%
45 to 49	53	18%	252	83%	305	13%
50 to 54	78	28%	201	72%	279	12%
55 to 59	57	27%	156	73%	213	9%
60 to 64	47	30%	108	70%	156	6%
65 and Over	283	57%	218	44%	500	21%
<b>Total</b>	<b>686</b>	<b>28%</b>	<b>1,730</b>	<b>72%</b>	<b>2,416</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs Under 40	
	%	#	%	#	%
White	59%	1,900	78%	419	74%
Black	18%	206	8%	59	10%
Asian	7%	100	4%	27	5%
Other Race	1%	21	1%	6	1%
Two or More Races	5%	65	3%	16	3%
Hispanic	10%	138	6%	37	7%
<b>Total</b>	<b>100%</b>	<b>2,430</b>	<b>100%</b>	<b>564</b>	<b>100%</b>

\*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, 2022.

Source: Va. Healthcare Workforce Data Center

Among all LCPs, 23% are under the age of 40, and 83% of LCPs who are under the age of 40 are female. In addition, the diversity index among LCPs who are under the age of 40 is 43%.

## At a Glance:

### Gender

% Female: 72%  
% Under 40 Female: 83%

### Age

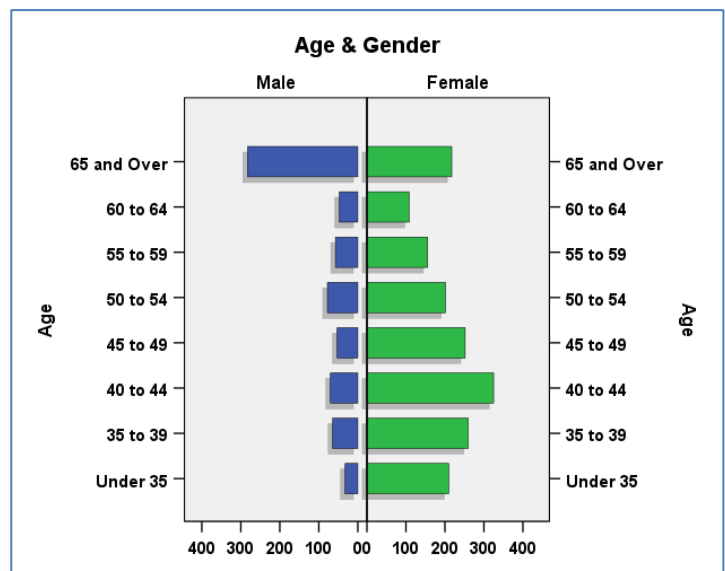
Median Age: 50  
% Under 40: 23%  
% 55 and Over: 36%

### Diversity

Diversity Index: 38%  
Under 40 Div. Index: 43%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the comparable diversity index is 60%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood:	15%
Rural Childhood:	19%

### Virginia Background

HS in Virginia:	23%
Prof. Edu. in VA:	27%
HS or Prof. Edu. in VA:	39%

### Location Choice

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

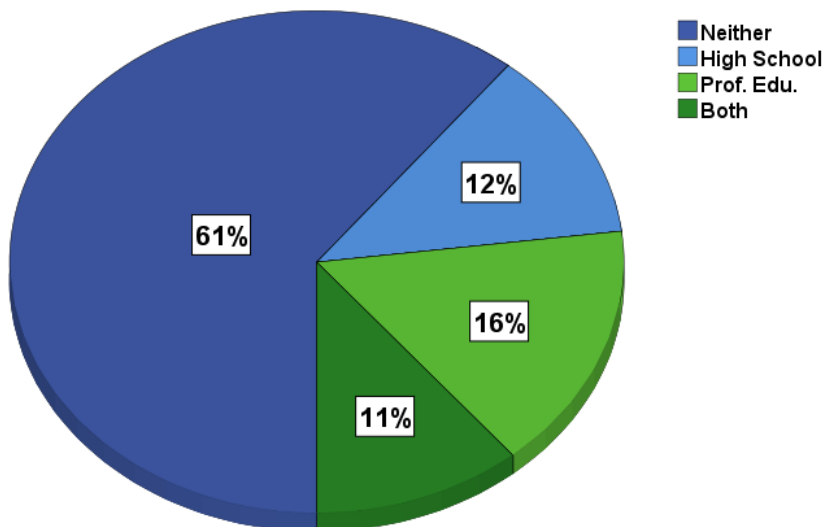
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	17%	68%	16%
2	Metro, 250,000 to 1 Million	24%	64%	12%
3	Metro, 250,000 or Less	24%	62%	14%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	17%	83%	0%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	21%	64%	14%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	29%	43%	29%
8	Rural, Metro Adjacent	17%	83%	0%
9	Rural, Non-Adjacent	13%	60%	27%
<b>Overall</b>		<b>19%</b>	<b>66%</b>	<b>15%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one out of every five LCPs grew up in a self-described rural area, and 3% of LCPs who grew up in a rural area currently work in a non-metro county. In total, 3% of all LCPs in the state currently work in a non-metro county.

## Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof. Degree	#
1	Virginia	560	Virginia	647
2	New York	235	Washington, D.C.	255
3	Pennsylvania	174	California	192
4	Maryland	156	Florida	148
5	New Jersey	112	New York	120
6	California	98	Illinois	95
7	Outside U.S./Canada	87	Pennsylvania	87
8	Florida	82	Ohio	75
9	North Carolina	82	Texas	65
10	Ohio	79	Maryland	63

Source: Va. Healthcare Workforce Data Center

*Among all LCPs, 23% received their high school degree in Virginia, and 27% received their initial professional degree in the state.*

*Among LCPs who have obtained their initial license in the past five years, 22% received their high school degree in Virginia, and 20% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	148	Virginia	137
2	Maryland	50	Washington, D.C.	86
3	New York	49	California	48
4	Pennsylvania	47	Florida	44
5	New Jersey	31	Illinois	38
6	California	31	Pennsylvania	28
7	Outside U.S./Canada	29	New York	27
8	Florida	26	Texas	24
9	North Carolina	24	Maryland	23
10	Ohio	23	Ohio	18

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. Among these LCPs, 95% worked at some point in the past year, including 91% who currently work in a job related to the behavioral sciences.*

### At a Glance:

#### Not in VA Workforce

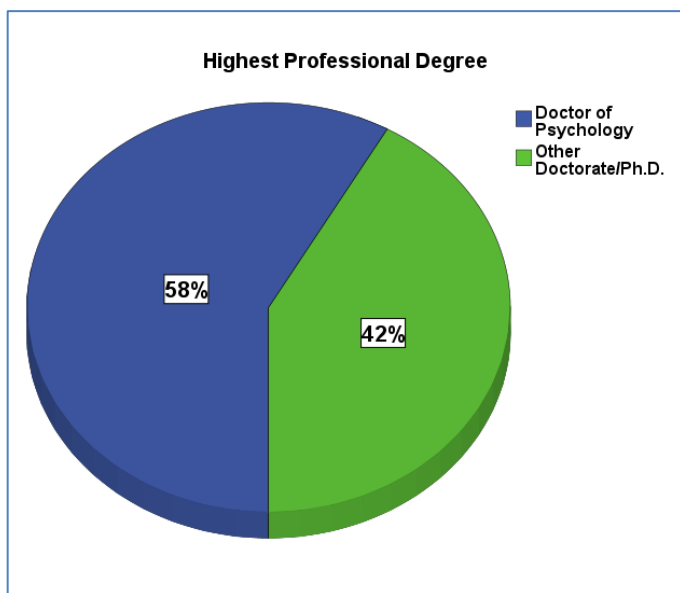
Total:	1,739
% of Licensees:	36%
Federal/Military:	32%
Va. Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	0	0%
Doctor of Psychology	1,376	58%
Other Doctorate	989	42%
<b>Total</b>	<b>2,365</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one out of every three LCPs carry education debt, including 67% of those LCPs who are under the age of 40. For those LCPs with education debt, the median outstanding balance is between \$130,000 and \$140,000.

## At a Glance:

### Education

Doctor of Psychology: 58%

Other Doctorate/PhD: 42%

### Education Debt

Carry Debt: 37%

Under Age 40 w/ Debt: 67%

Median Debt: \$130k-\$140k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LCPs		LCPs Under 40	
	#	%	#	%
None	1,339	63%	162	33%
Less than \$10,000	45	2%	15	3%
\$10,000-\$29,999	81	4%	22	4%
\$30,000-\$49,999	60	3%	16	3%
\$50,000-\$69,999	78	4%	28	6%
\$70,000-\$89,999	48	2%	19	4%
\$90,000-\$109,999	48	2%	24	5%
\$110,000-\$129,999	44	2%	23	5%
\$130,000-\$149,999	34	2%	17	3%
\$150,000 or More	337	16%	166	34%
<b>Total</b>	<b>2,114</b>	<b>100%</b>	<b>492</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

Mental Health:	32%
Child:	13%
Forensic:	6%

### Secondary Specialty

Mental Health:	15%
Child:	9%
Behavioral Disorders:	8%

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all LCPs have a primary specialty in mental health, while another 13% of LCPs have a primary specialty in children's health.

## A Closer Look:

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	752	32%	289	15%
<b>Child</b>	302	13%	173	9%
<b>Forensic</b>	151	6%	107	6%
<b>Neurology/Neuropsychology</b>	151	6%	45	2%
<b>Health/Medical</b>	104	4%	141	7%
<b>Behavioral Disorders</b>	83	4%	147	8%
<b>School/Educational</b>	30	1%	59	3%
<b>Family</b>	27	1%	97	5%
<b>Substance Abuse</b>	21	1%	39	2%
<b>Rehabilitation</b>	18	1%	27	1%
<b>Gerontologic</b>	15	1%	27	1%
<b>Marriage</b>	13	1%	80	4%
<b>Experimental or Research</b>	8	0%	24	1%
<b>Vocational/Work Environment</b>	8	0%	13	1%
<b>Industrial-Organizational</b>	8	0%	12	1%
<b>Sex Offender Treatment</b>	2	0%	12	1%
<b>Public Health</b>	1	0%	12	1%
<b>Social</b>	0	0%	1	0%
<b>General Practice (Non-Specialty)</b>	519	22%	461	24%
<b>Other Specialty Area</b>	143	6%	177	9%
<b>Total</b>	<b>2,356</b>	<b>100%</b>	<b>1,944</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: 55%  
2 or More Positions: 23%

#### Weekly Hours:

40 to 49: 39%  
60 or More: 5%  
Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Behavioral Sciences-Related Capacity	2,253	95%
Employed, NOT in a Behavioral Sciences-Related Capacity	42	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	< 1%
Voluntarily Unemployed	34	1%
Retired	37	2%
<b>Total</b>	<b>2,368</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all LCPs, 95% are currently employed in the profession, 55% hold one full-time job, and 39% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 Hours	72	3%
1 to 9 Hours	75	3%
10 to 19 Hours	173	7%
20 to 29 Hours	240	10%
30 to 39 Hours	422	18%
40 to 49 Hours	900	39%
50 to 59 Hours	327	14%
60 to 69 Hours	98	4%
70 to 79 Hours	19	1%
80 or More Hours	9	0%
<b>Total</b>	<b>2,335</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	72	3%
One Part-Time Position	427	18%
Two Part-Time Positions	104	4%
One Full-Time Position	1,290	55%
One Full-Time Position & One Part-Time Position	378	16%
Two Full-Time Positions	12	1%
More than Two Positions	54	2%
<b>Total</b>	<b>2,337</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	18	1%
Less than \$60,000	252	13%
\$60,000-\$69,999	94	5%
\$70,000-\$79,999	96	5%
\$80,000-\$89,999	145	8%
\$90,000-\$99,999	137	7%
\$100,000-\$109,999	177	9%
\$110,000-\$119,999	148	8%
\$120,000-\$129,999	150	8%
\$130,000-\$139,999	119	6%
\$140,000-\$149,999	111	6%
\$150,000 or More	489	25%
<b>Total</b>	<b>1,936</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,597	69%
Somewhat Satisfied	616	27%
Somewhat Dissatisfied	67	3%
Very Dissatisfied	25	1%
<b>Total</b>	<b>2,305</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Earnings

Median Income: \$110k-\$120k

### Benefits

#### (Salary/Wage Employees Only)

Health Insurance: 61%

Retirement: 64%

### Satisfaction

Satisfied: 96%

Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

The typical LCP earns between \$110,000 and \$120,000 per year. Among LCPs who receive either an hourly wage or a salary as compensation at their primary work location, 74% receive at least one employer-sponsored benefit, including 61% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	947	42%	64%
Health Insurance	919	41%	61%
Paid Vacation	906	40%	63%
Paid Sick Leave	838	37%	58%
Dental Insurance	830	37%	57%
Group Life Insurance	618	27%	44%
Signing/Retention Bonus	210	9%	15%
<b>At Least One Benefit</b>	<b>1,130</b>	<b>50%</b>	<b>74%</b>

\*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 . . . ?	#	%
Experience Involuntary Unemployment?	12	< 1%
Experience Voluntary Unemployment?	105	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	46	2%
Work Two or More Positions at the Same Time?	602	20%
Switch Employers or Practices?	145	5%
Experience at Least One?	803	26%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia's LCPs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 2.8% during the same time period.<sup>1</sup>

## Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	38	2%	19	3%
Less than 6 Months	76	3%	50	8%
6 Months to 1 Year	179	8%	66	11%
1 to 2 Years	375	16%	110	18%
3 to 5 Years	543	24%	146	24%
6 to 10 Years	402	18%	93	16%
More than 10 Years	662	29%	116	19%
Subtotal	2,276	100%	600	100%
Did Not Have Location	40		2,438	
Item Missing	747		26	
Total	3,063		3,063	

Source: Va. Healthcare Workforce Data Center

More than half of all LCPs are salaried employees, while 28% receive income from their own business or practice.

## At a Glance:

## Unemployment Experience

Involuntarily Unemployed: < 1%  
Underemployed: 2%

## Turnover &amp; Tenure

Switched Jobs: 5%  
New Location: 16%  
Over 2 Years: 71%  
Over 2 Yrs., 2<sup>nd</sup> Location: 59%

## Employment Type

Salary/Commission: 53%  
Business/Practice Income: 28%

Source: Va. Healthcare Workforce Data Center

More than seven out of every ten LCPs have worked at their primary work location for more than two years.

## Employment Type

Primary Work Site	#	%
Salary/Commission	909	53%
Hourly Wage	186	11%
By Contract	121	7%
Business/Practice Income	481	28%
Unpaid	12	1%
Subtotal	1,709	100%
Did Not Have Location	40	
Item Missing	1,314	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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 2.3% and a high of 3.2%. At the time of publication, the unemployment rate for June 2024 was still preliminary.



## At a Glance:

### Concentration

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

### Locations

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

Source: Va. Healthcare Workforce Data Center

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

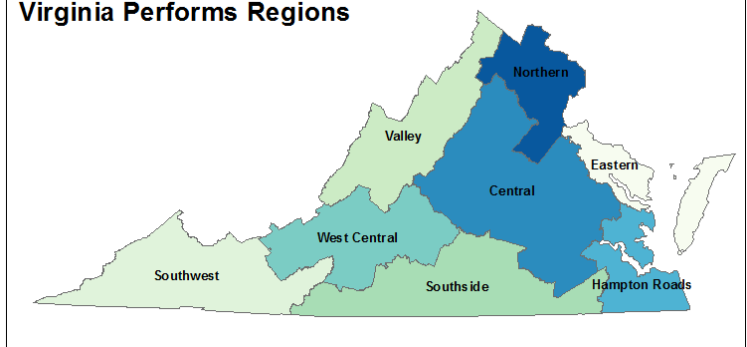
## A Closer Look:

### Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	531	23%	117	19%
Eastern	24	1%	7	1%
Hampton Roads	366	16%	103	17%
Northern	932	41%	222	36%
Southside	22	1%	3	0%
Southwest	18	1%	3	0%
Valley	96	4%	30	5%
West Central	198	9%	39	6%
Virginia Border State/D.C.	46	2%	34	6%
Other U.S. State	54	2%	51	8%
Outside of the U.S.	1	0%	0	0%
<b>Total</b>	<b>2,288</b>	<b>100%</b>	<b>609</b>	<b>100%</b>
Item Missing	734		15	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While one out of every four LCPs currently have multiple work locations, 27% have had multiple work locations over the past year.

### Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	38	2%	66	3%
1	1,646	71%	1,658	72%
2	343	15%	344	15%
3	246	11%	217	9%
4	19	1%	10	0%
5	5	0%	4	0%
6 or More	10	0%	8	0%
<b>Total</b>	<b>2,308</b>	<b>100%</b>	<b>2,308</b>	<b>100%</b>

\*At the time of survey completion, June 2024.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,265	60%	404	73%
<b>Non-Profit</b>	268	13%	69	12%
<b>State/Local Government</b>	267	13%	42	8%
<b>Veterans Administration</b>	171	8%	14	3%
<b>U.S. Military</b>	79	4%	13	2%
<b>Other Federal Government</b>	65	3%	11	2%
<b>Total</b>	<b>2,115</b>	<b>100%</b>	<b>553</b>	<b>100%</b>
<b>Did Not Have Location</b>	40		2,438	
<b>Item Missing</b>	906		71	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Sector

For-Profit:	60%
Federal:	15%

### Top Establishments

Private Practice, Solo:	28%
Private Practice, Group:	23%
Academic Institution:	9%

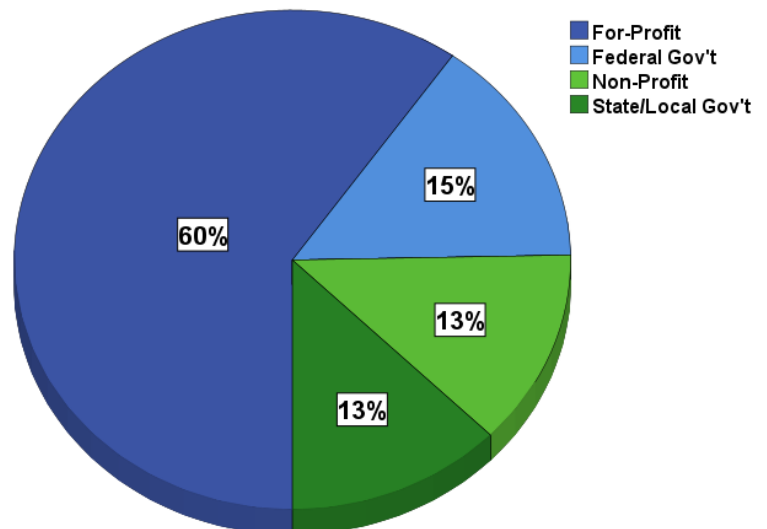
### Payment Method

Cash/Self-Pay:	57%
Private Insurance:	34%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every four LCPs work in the private sector, including 60% who work in the for-profit sector. Another 15% of LCPs work for the federal government.

Sector, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	591	28%	163	30%
Private Practice, Group	475	23%	146	27%
Academic Institution (Teaching Health Professions Students)	179	9%	56	10%
Hospital, General	166	8%	10	2%
Mental Health Facility, Outpatient	148	7%	33	6%
Community-Based Clinic or Health Center	81	4%	18	3%
School (Providing Care to Clients)	76	4%	7	1%
Hospital, Psychiatric	68	3%	4	1%
Administrative or Regulatory	29	1%	6	1%
Community Services Board	28	1%	2	0%
Corrections/Jail	17	1%	8	1%
Rehabilitation Facility	16	1%	3	1%
Physician Office	15	1%	5	1%
Long-Term Care Facility, Nursing Home	14	1%	7	1%
Residential Mental Health/Substance Abuse Facility	13	1%	1	0%
Home Health Care	5	0%	1	0%
Residential Intellectual/Development Disability Facility	2	0%	2	0%
Other Practice Setting	151	7%	64	12%
<b>Total</b>	<b>2,074</b>	<b>100%</b>	<b>536</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>40</b>		<b>2,438</b>	

Source: Va. Healthcare Workforce Data Center

*Solo private practices employ 28% of all LCPs in Virginia, while another 23% of LCPs are employed by group private practices.*

*Nearly 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	1,758	57%
Private Insurance	1,039	34%
Medicare	590	19%
Medicaid	526	17%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	12%
French:	4%
Arabic:	4%

### Means of Communication

Other Staff Member:	40%
Respondent:	40%
Virtual Translation:	32%

Source: Va. Healthcare Workforce Data Center

*Among all LCPs, 12% are employed at a primary work location that offers Spanish language services for patients.*

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	356	12%
French	116	4%
Arabic	108	4%
Chinese	108	4%
Hindi	92	3%
Korean	92	3%
Vietnamese	91	3%
Urdu	83	3%
Persian	82	3%
Tagalog/Filipino	80	3%
Pashto	69	2%
Amharic, Somali, or Other Afro-Asiatic Languages	62	2%
Others	112	4%
<b>At Least One Language</b>	<b>466</b>	<b>15%</b>

Source: Va. Healthcare Workforce Data Center

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	186	40%
Respondent is Proficient	185	40%
Virtual Translation Service	147	32%
Onsite Translation Service	103	22%
Other	10	2%

Source: Va. Healthcare Workforce Data Center

*Two out of every five LCPs who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

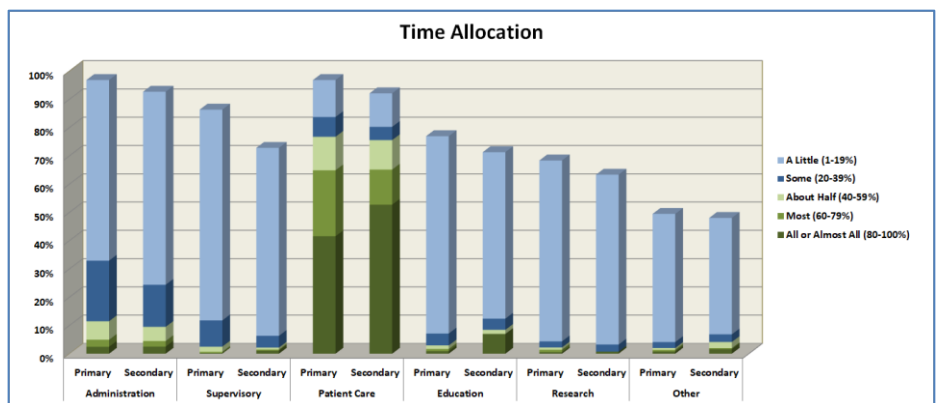
Patient Care: 65%  
Administration: 5%  
Education: 2%

### Patient Care LCPs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



*In general, LCPs spend approximately three-quarters of their time treating patients. In fact, nearly two-thirds 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
<b>All or Almost All (80-100%)</b>	2%	3%	0%	1%	42%	53%	1%	7%	1%	1%	1%	2%
<b>Most (60-79%)</b>	2%	2%	0%	0%	23%	12%	1%	0%	1%	0%	1%	0%
<b>About Half (40-59%)</b>	7%	5%	2%	1%	12%	10%	1%	1%	1%	0%	1%	2%
<b>Some (20-39%)</b>	21%	15%	9%	4%	7%	5%	4%	4%	2%	3%	2%	3%
<b>A Little (1-19%)</b>	64%	68%	75%	66%	13%	12%	70%	59%	64%	60%	45%	41%
<b>None (0%)</b>	3%	7%	14%	27%	3%	8%	23%	29%	32%	37%	51%	52%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	204	10%	88	16%
1 to 24	1,469	70%	422	79%
25 to 49	412	20%	22	4%
50 to 74	18	1%	3	1%
75 or More	6	0%	1	0%
<b>Total</b>	<b>2,109</b>	<b>100%</b>	<b>536</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patients Per Week

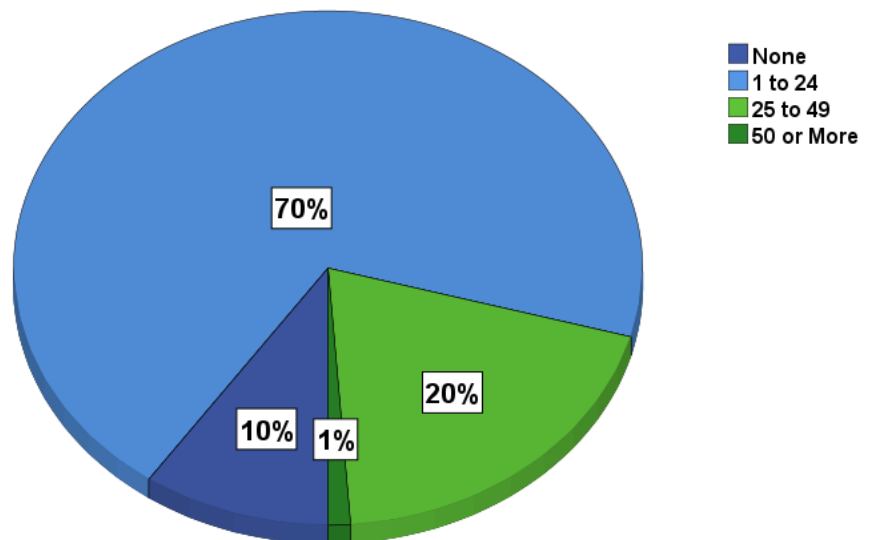
Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Seven out of every ten LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs who also have a secondary work location, 79% treat between 1 and 24 patients per week.

Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Patient Allocation

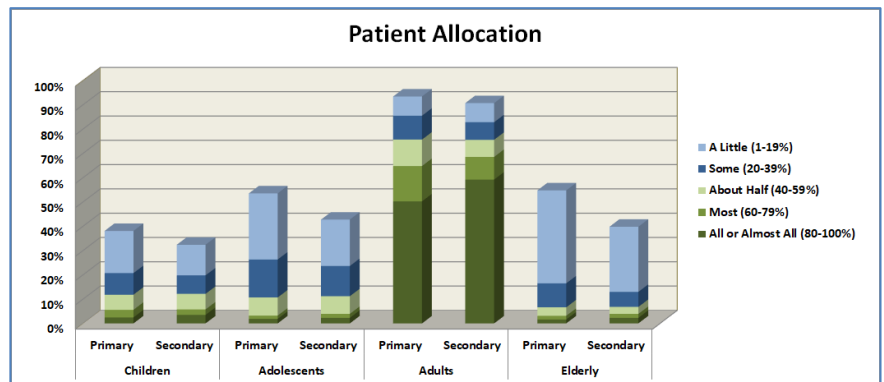
Children:	None
Adolescents:	1%-9%
Adults:	80%-89%
Elderly:	1%-9%

### Roles

Children:	6%
Adolescents:	3%
Adults:	65%
Elderly:	3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*In general, between 80% and 89% of all patients seen by LCPs at their primary work location are adults. In addition, 65% of LCPs serve an adult patient care role, meaning that at least 60% of their patients are adults.*

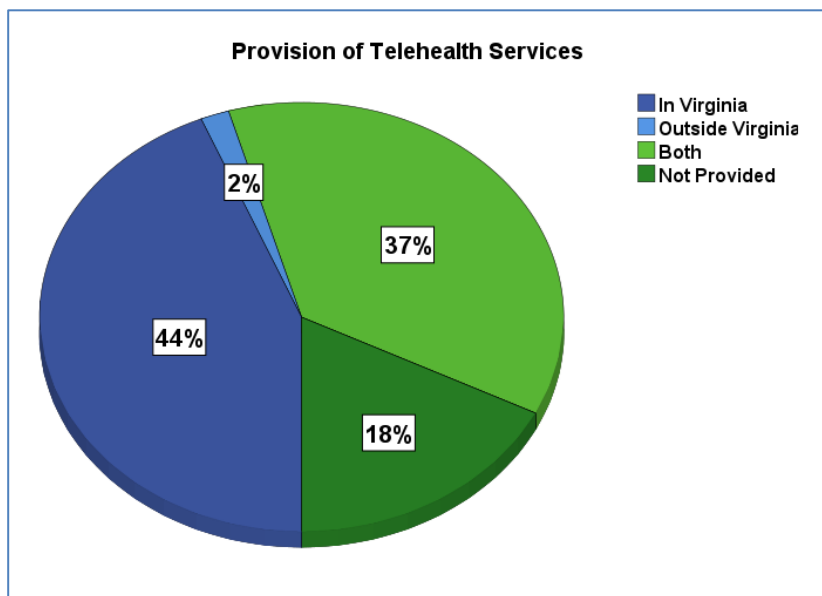
Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	2%	4%	2%	2%	50%	59%	2%	2%
<b>Most (60-79%)</b>	3%	2%	1%	2%	15%	9%	2%	2%
<b>About Half (40-59%)</b>	6%	6%	7%	7%	11%	7%	3%	3%
<b>Some (20-39%)</b>	9%	8%	16%	12%	10%	7%	10%	6%
<b>A Little (1-19%)</b>	17%	13%	27%	19%	8%	8%	38%	27%
<b>None (0%)</b>	62%	68%	46%	57%	7%	9%	45%	60%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Telehealth Services		
	#	%
Providing Telehealth Services		
In Virginia	1,021	44%
Outside of Virginia	41	2%
Both	861	37%
<b>Total Providing Telehealth Services</b>	<b>1,923</b>	<b>82%</b>
Not Providing Telehealth Services		
<b>Total Not Providing Telehealth Services</b>	<b>411</b>	<b>18%</b>
Total		
<b>Total</b>	<b>2,334</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than one out of every three LCPs work at a practice that provides more than half or all of their health care services via telehealth.*

## At a Glance:

Telehealth Services

% Providing Telehealth: 82%

Telehealth Workload

Less than Half: 64%

More than Half: 21%

All: 16%

Source: Va. Healthcare Workforce Data Center

*More than four out of every five LCPs provide telehealth services, including 44% of LCPs who provide telehealth services only in Virginia.*

Telehealth Workload		
Percentage	#	%
Less than Half	1,362	64%
More than Half	441	21%
All	331	16%
<b>Total</b>	<b>2,134</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



## At a Glance:

### Interstate Compact

% in Compact: 31%

### Compact Affiliation

PSYPACT: 97%

Other: 3%

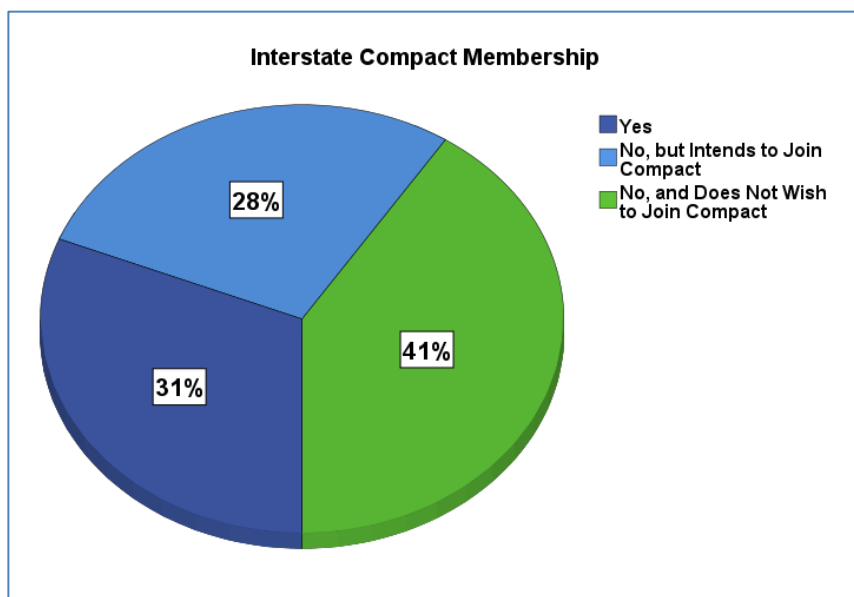
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Interstate Compact		
	#	%
In Compact		
Total in Compact	694	31%
Not in Compact		
Intends to Join Compact	628	28%
Does Not Wish to Join Compact	910	41%
Total Not in Compact	1,538	69%
Total		
Total	2,331	100%

Source: Va. Healthcare Workforce Data Center

While 31% of LCPs are currently a part of an interstate compact, another 28% intend to join an interstate compact in the future.



Source: Va. Healthcare Workforce Data Center

Compact Affiliation		
Affiliation	#	%
Psychology Interjurisdictional Compact (PSYPACT)	659	97%
Counseling Compact	0	0%
Social Work Licensure Compact	0	0%
Other	24	3%
Total	682	100%

Source: Va. Healthcare Workforce Data Center

Nearly all LCPs currently in an interstate compact are affiliated with the Psychology Interjurisdictional Compact (PSYPACT).

## A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	7	0%	-	-
<b>50 to 54</b>	24	1%	0	0%
<b>55 to 59</b>	89	4%	21	2%
<b>60 to 64</b>	335	17%	121	12%
<b>65 to 69</b>	560	28%	211	22%
<b>70 to 74</b>	456	23%	255	26%
<b>75 to 79</b>	232	11%	166	17%
<b>80 or Over</b>	92	5%	70	7%
<b>I Do Not Intend to Retire</b>	229	11%	132	14%
<b>Total</b>	<b>2,024</b>	<b>100%</b>	<b>976</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Retirement Expectations

#### All LCPs

Under 65: 22%

Under 60: 6%

#### LCPs 50 and Over

Under 65: 15%

Under 60: 2%

### Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 25%

Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

More than one out of every five LCPs expects to retire by age 65. Among those LCPs who are age 50 or over, 15% expect to retire by the age of 65.

Within the next two years, 10% of LCPs expect to increase their patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
<b>Leave Profession</b>	29	1%
<b>Leave Virginia</b>	53	2%
<b>Decrease Patient Care Hours</b>	307	10%
<b>Decrease Teaching Hours</b>	33	1%
Increase Participation		
<b>Increase Patient Care Hours</b>	319	10%
<b>Increase Teaching Hours</b>	157	5%
<b>Pursue Additional Education</b>	133	4%
<b>Return to the Workforce</b>	17	1%

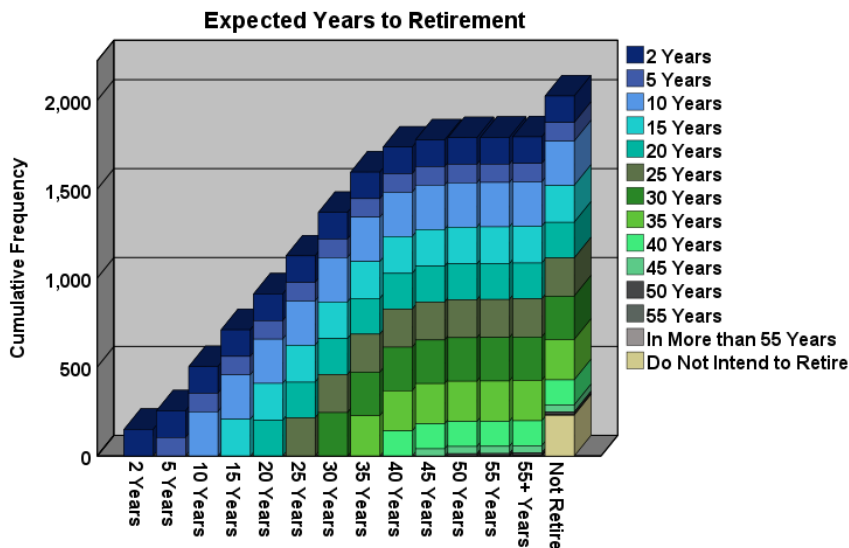
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. Only 7% of LCPs expect to retire in the next two years, while 25% expect to retire in the next ten years. Half of the current workforce expect to retire by 2049.

## Time to Retirement

Expect to Retire Within. . .	#	%	Cumulative %
<b>2 Years</b>	149	7%	7%
<b>5 Years</b>	104	5%	13%
<b>10 Years</b>	249	12%	25%
<b>15 Years</b>	207	10%	35%
<b>20 Years</b>	201	10%	45%
<b>25 Years</b>	214	11%	56%
<b>30 Years</b>	244	12%	68%
<b>35 Years</b>	227	11%	79%
<b>40 Years</b>	141	7%	86%
<b>45 Years</b>	40	2%	88%
<b>50 Years</b>	13	1%	88%
<b>55 Years</b>	1	0%	88%
<b>In More than 55 Years</b>	3	0%	89%
<b>Do Not Intend to Retire</b>	229	11%	100%
<b>Total</b>	<b>2,024</b>	<b>100%</b>	

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 2034. Retirement will peak at 12% of the current workforce around the same time before declining to under 10% of the current workforce again around 2064.

## At a Glance:

### FTEs

Total: 2,542  
FTEs/1,000 Residents<sup>2</sup>: 0.293  
Average: 0.84

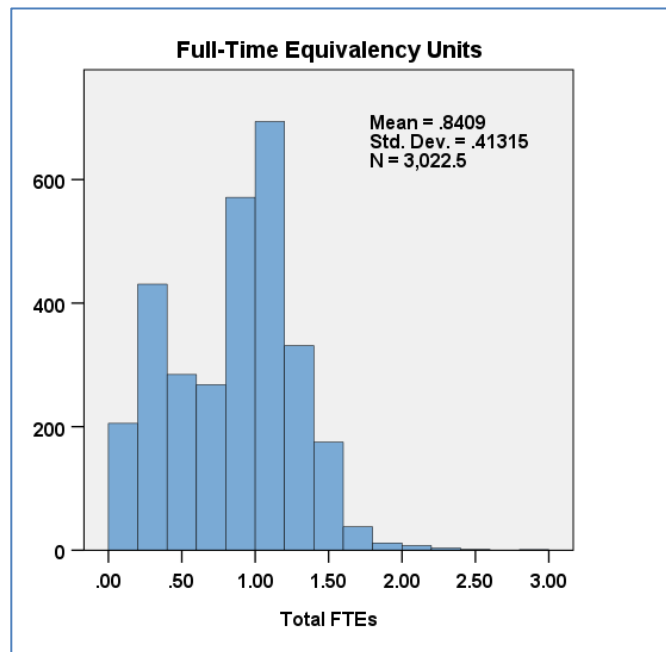
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Medium  
Gender, *Partial Eta*<sup>2</sup>: Small

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

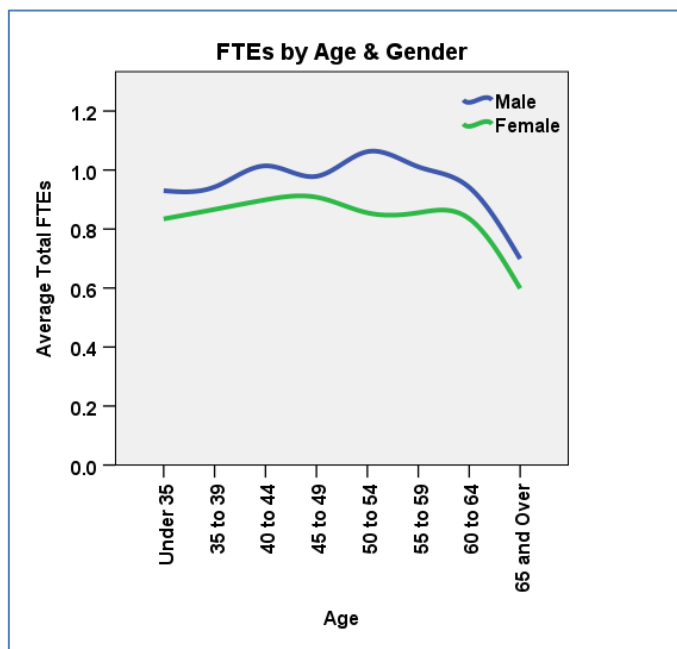


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCP provided 0.89 FTEs over the past year, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Under 35	0.85	0.92
35 to 39	0.99	1.05
40 to 44	0.97	1.05
45 to 49	0.97	1.09
50 to 54	0.78	0.82
55 to 59	0.88	0.81
60 to 64	0.85	0.81
65 and Over	0.59	0.44
Gender		
Male	0.87	0.96
Female	0.84	0.89

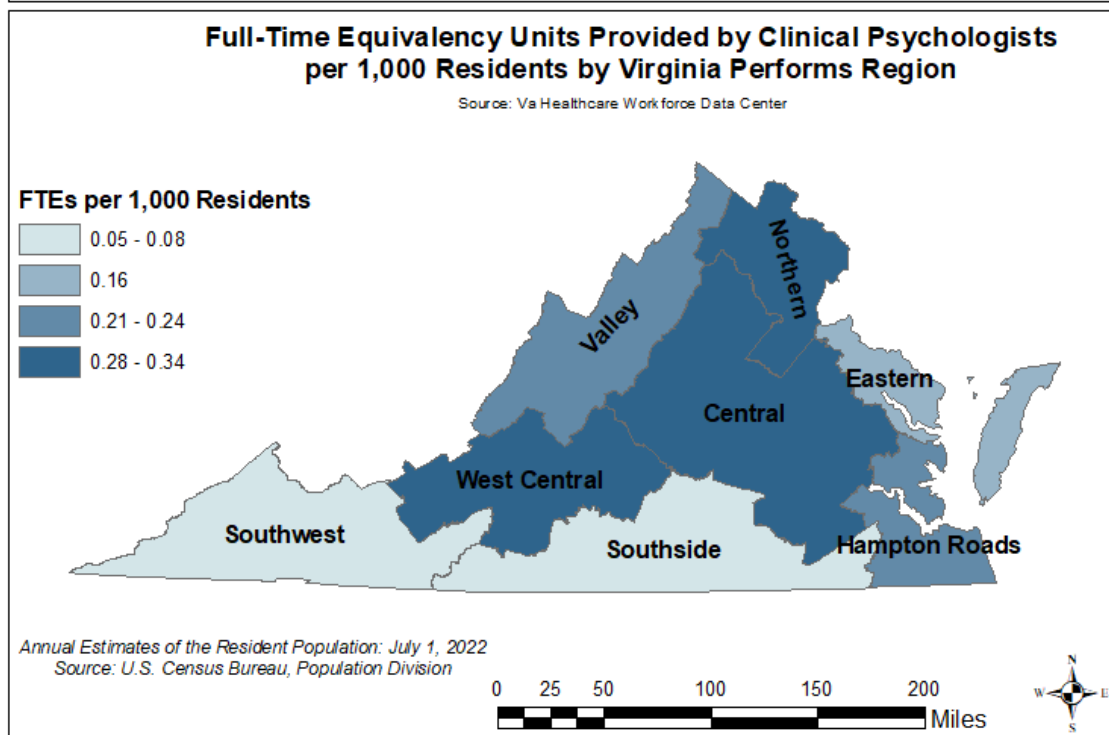
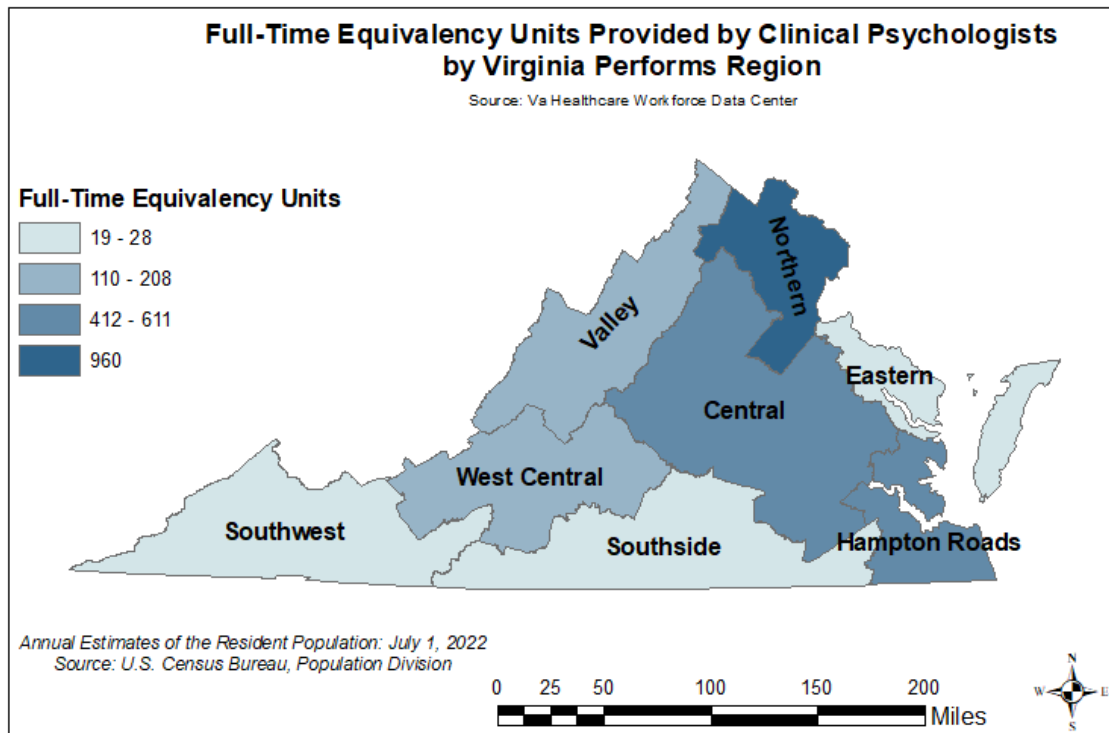
Source: Va. Healthcare Workforce Data Center

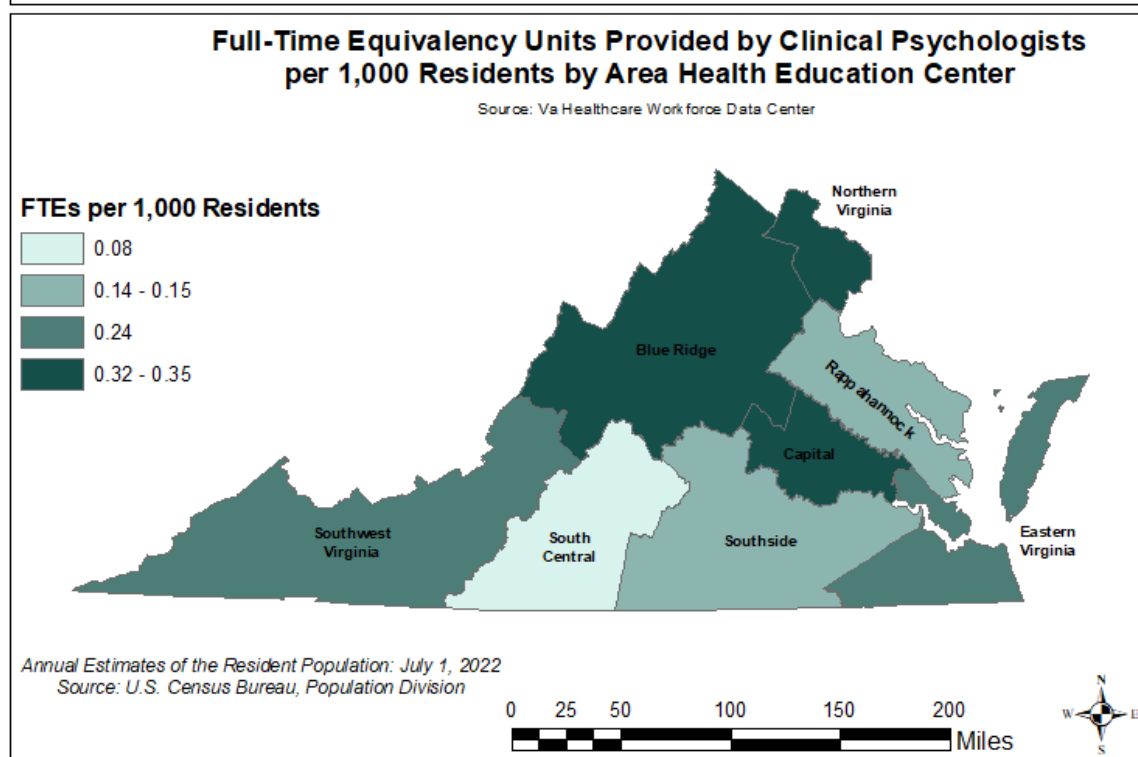
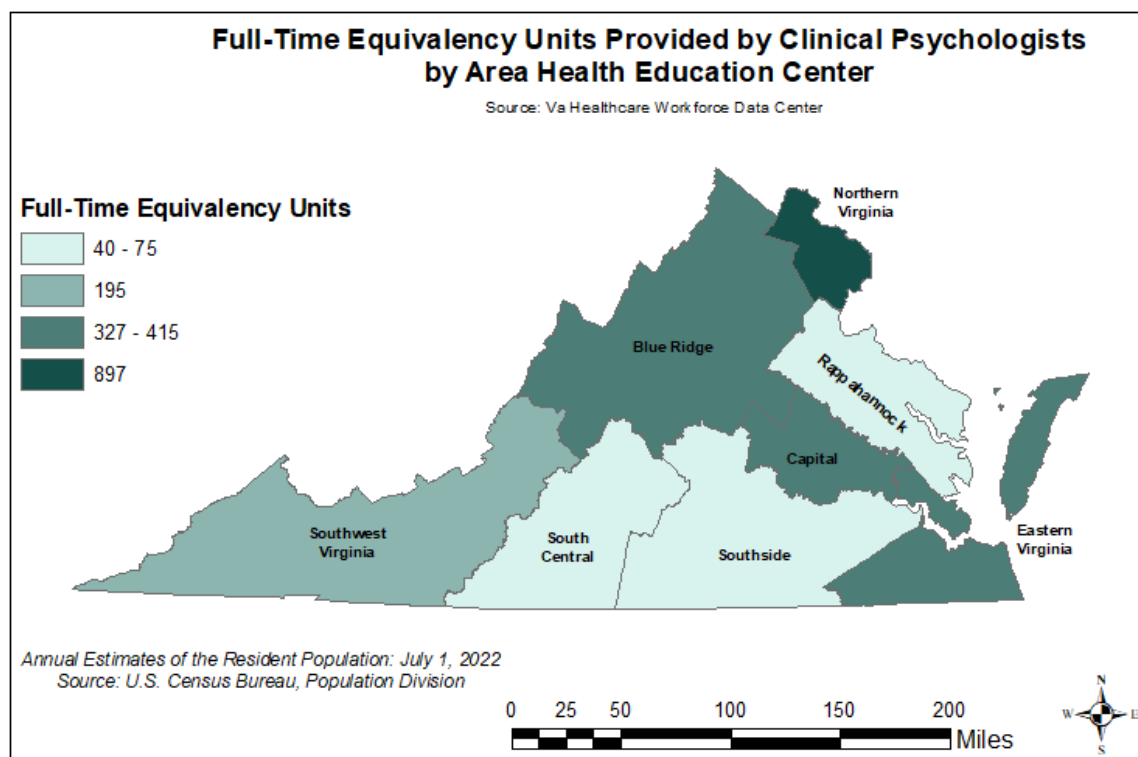


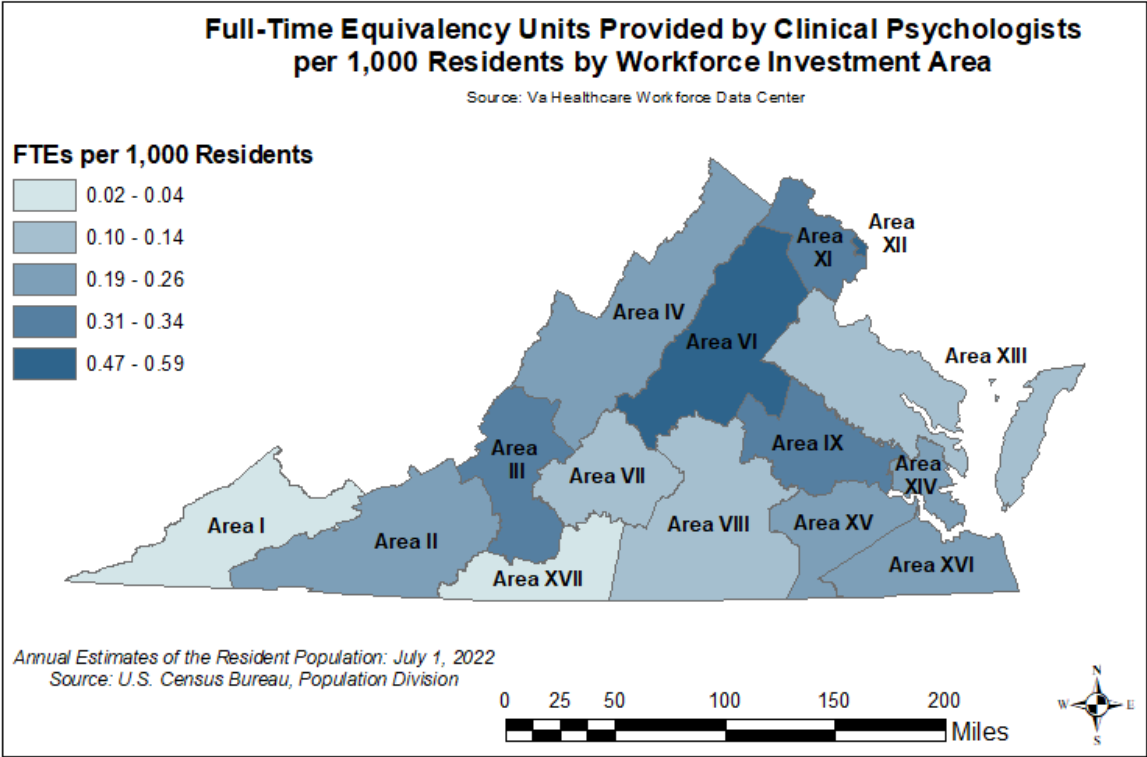
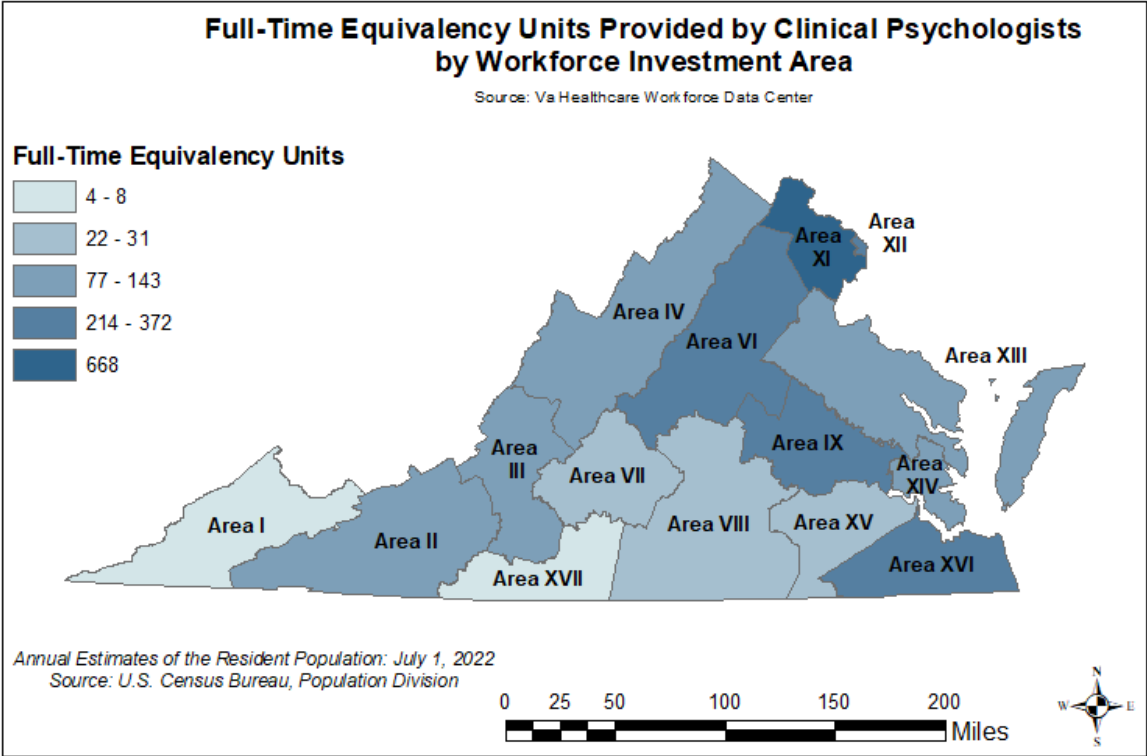
Source: Va. Healthcare Workforce Data Center

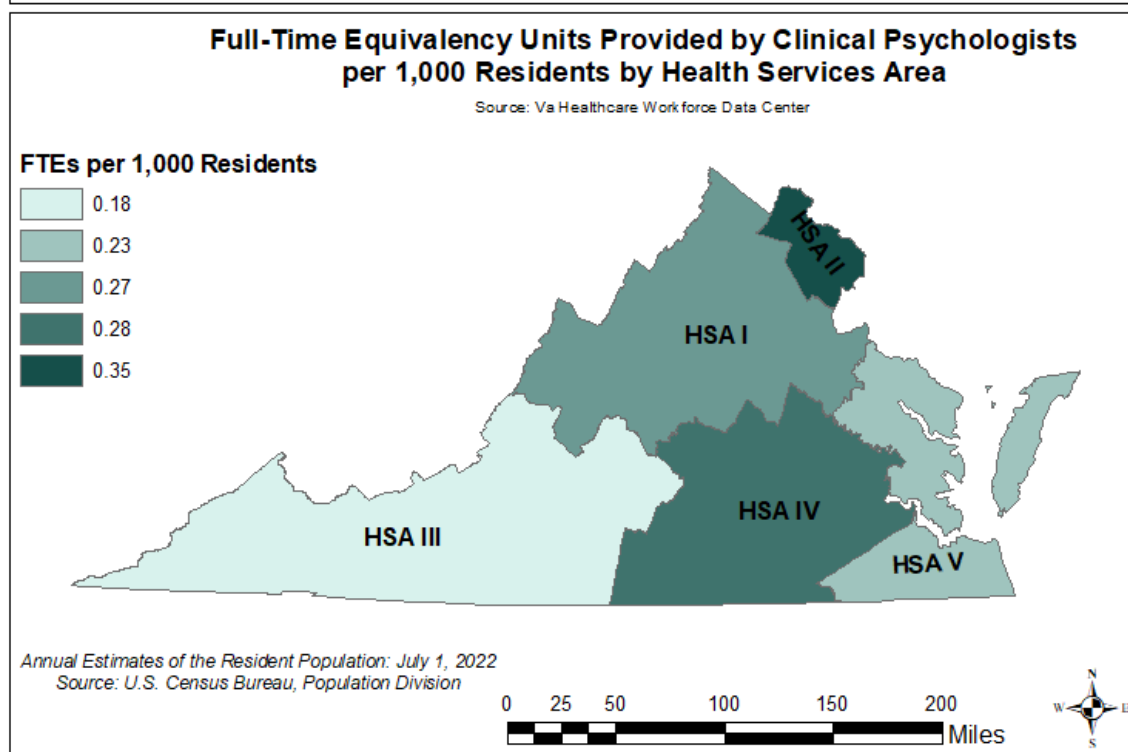
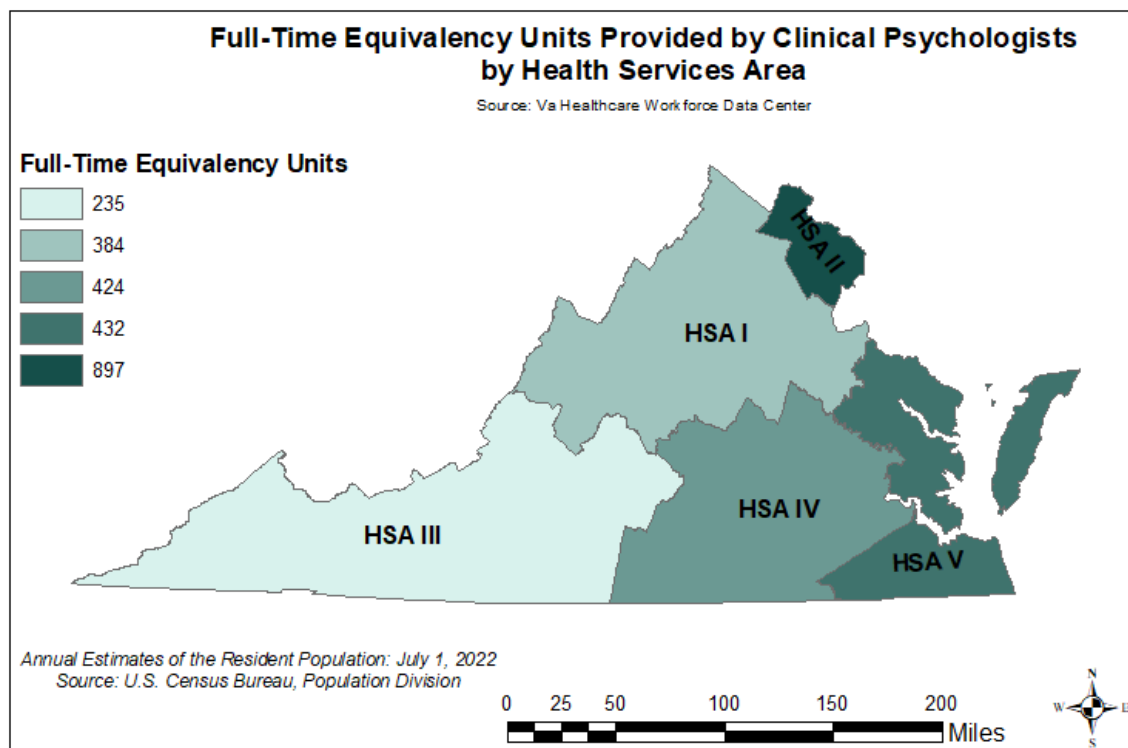
<sup>2</sup> Number of residents in 2022 was used as the denominator.

<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

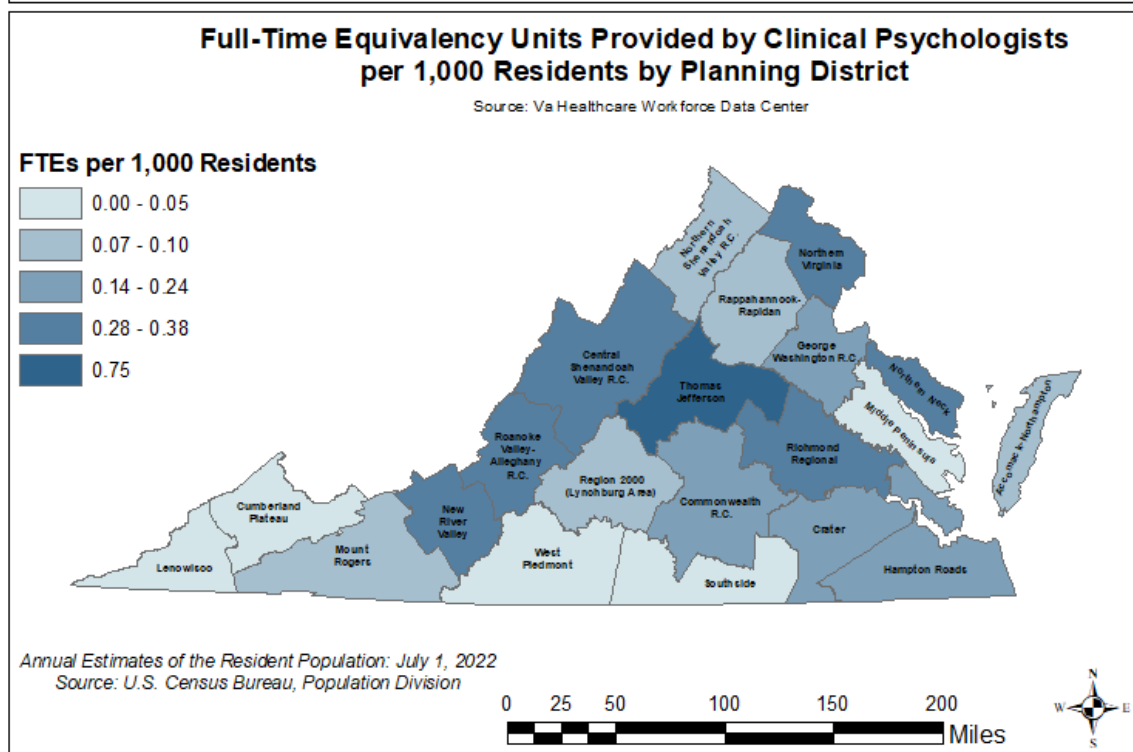
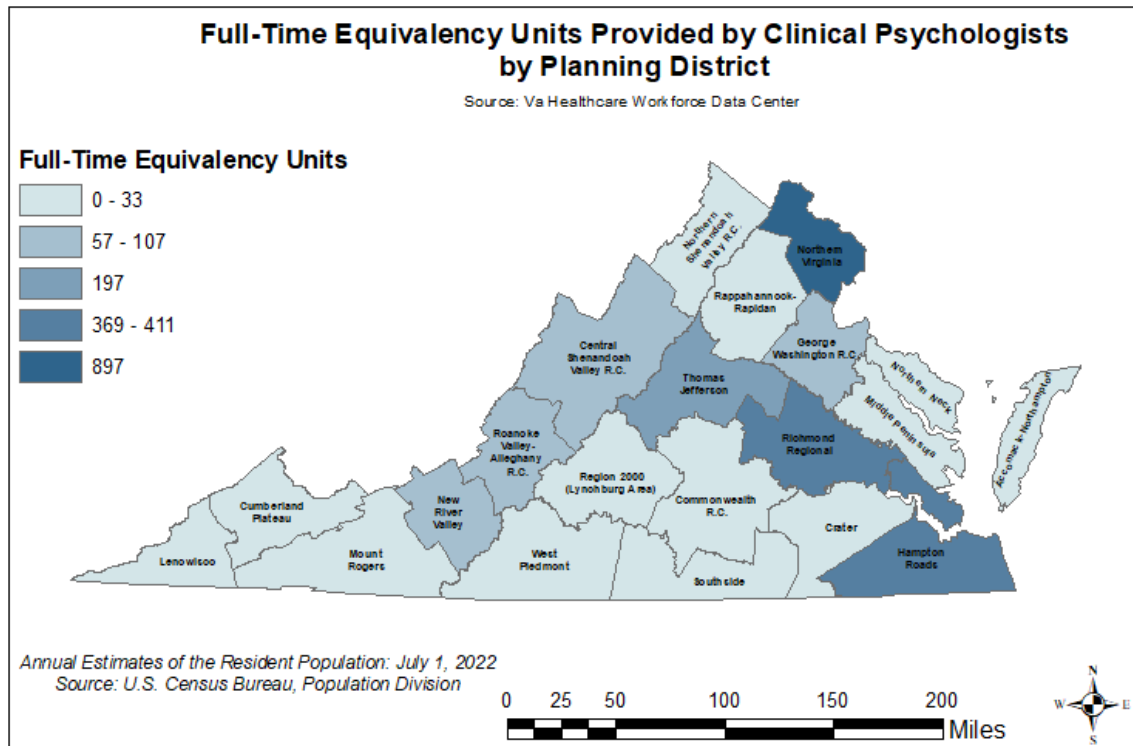












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,157	91.15%	1.097	1.047	1.275
<b>Metro, 250,000 to 1 Million</b>	156	91.03%	1.099	1.048	1.276
<b>Metro, 250,000 or Less</b>	494	89.68%	1.115	1.064	1.295
<b>Urban, Pop. 20,000+, Metro Adj.</b>	10	70.00%	1.429	1.409	1.452
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	62	83.87%	1.192	1.138	1.385
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	21	90.48%	1.105	1.055	1.284
<b>Rural, Metro Adj.</b>	49	85.71%	1.167	1.113	1.355
<b>Rural, Non-Adj.</b>	14	92.86%	1.077	1.028	1.095
<b>Virginia Border State/D.C.</b>	854	87.24%	1.146	1.094	1.332
<b>Other U.S. State</b>	985	83.15%	1.203	1.148	1.397

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 35</b>	457	76.15%	1.313	1.275	1.397
<b>35 to 39</b>	715	88.81%	1.126	1.073	1.198
<b>40 to 44</b>	793	91.55%	1.092	1.041	1.162
<b>45 to 49</b>	590	89.66%	1.115	1.063	1.409
<b>50 to 54</b>	534	92.70%	1.079	1.047	1.148
<b>55 to 59</b>	421	92.64%	1.079	1.028	1.149
<b>60 to 64</b>	336	87.20%	1.147	1.092	1.449
<b>65 and Over</b>	956	87.03%	1.149	1.095	1.452

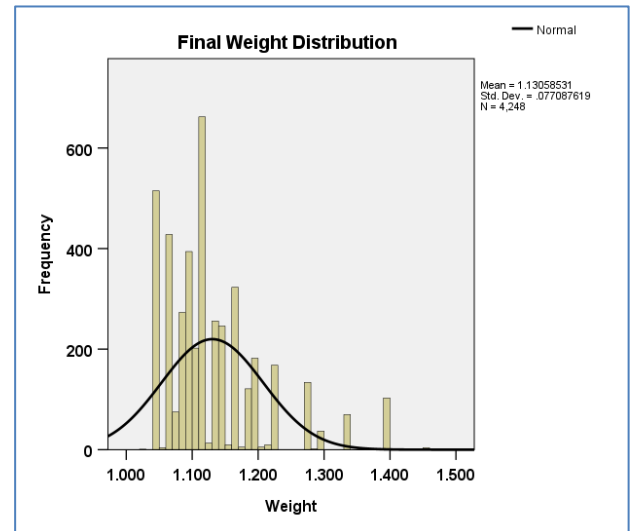
Source: Va. Healthcare Workforce Data Center

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: 0.884631**



Source: Va. Healthcare Workforce Data Center