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# *Virginia's Licensed Clinical Psychologist Workforce: 2014*

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Healthcare Workforce Data Center

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*2,500 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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# The Licensed Clinical Psychologist Workforce: At a Glance:

## The Workforce

Licensees:	3,037
Virginia's Workforce:	2,354
FTEs:	2,191

## Background

Rural Childhood:	20%
HS Degree in VA:	20%
Prof. Degree in VA:	28%

## Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	53%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	88%

## Education

Doctor of Psych.:	56%
Other Ph.D.:	44%

## Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	75%

## Demographics

Female:	64%
Diversity Index:	25%
Median Age:	52

## Finances

Median Income:	\$70k-\$80k
Health Benefits:	59%
Under 40 w/ Ed debt:	74%

## Time Allocation

Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	64%

Source: Va. Healthcare Workforce Data Center

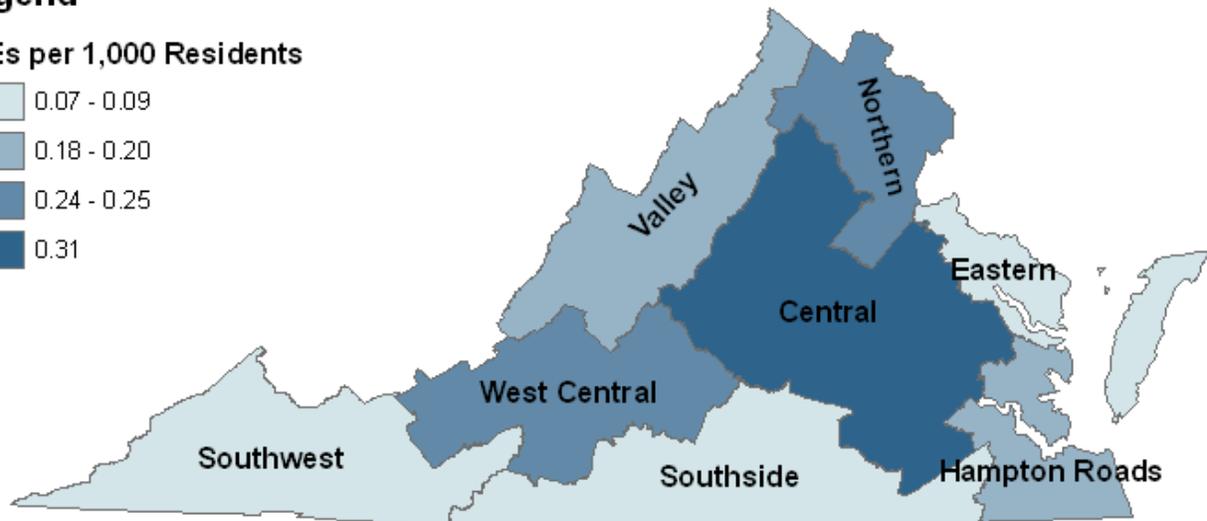
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.07 - 0.09
	0.18 - 0.20
	0.24 - 0.25
	0.31



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

2,500 Licensed Clinical Psychologists (LCPs) voluntarily took part in the 2014 Licensed Clinical Psychologist Workforce 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 Licensed Clinical Psychologists. These survey respondents represent 82% of the 3,037 Licensed Clinical Psychologists who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 2,354 Licensed Clinical Psychologists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LPC at some point in the future. Between July 2013 and June 2014, Virginia's Licensed Clinical Psychologist workforce provided 2,191 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Nearly two-thirds of all LCPs are female, while the median age of all LCPs is 52. In a random encounter between two Licensed Clinical Psychologists, there is just a one-in-four chance that they would be of different races or ethnicities, a measure known as the diversity index. However, the diversity index for LCPs who are under the age of 40 is somewhat higher at 36%. Regardless, Virginia's Licensed Clinical Psychologist workforce is less diverse than Virginia's population as a whole, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities.

20% of all LCPs grew up in a rural area, but only 8% of these professionals currently work in non-Metro areas of the state. Meanwhile, only 20% of Virginia's Licensed Clinical Psychologist graduated from high school in Virginia, while 28% earned their initial professional degree in the state. In total, just 38% of Virginia's Licensed Clinical Psychologist workforce has some educational background in the state.

All Licensed Clinical Psychologists hold a doctorate as their highest professional degree, including 56% who have earned a Doctorate in Psychology. More than one-third of all LCPs currently carry education debt, including nearly 75% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$80,000 and \$90,000.

95% of LCPs are currently employed in the profession. 53% hold one full-time position, while another 26% hold two or more positions simultaneously. Just 40% of LCPs work between 40 and 49 hours per week, while 19% of LCPs work less than 30 hours per week. Meanwhile, three-quarters of all LCPs have been at their primary work location for more than two years, and only 1% of LCPs have experienced involuntary unemployment at some point in the past year.

The median annual income for LCPs is between \$70,000 and \$80,000. In addition, 48% of LCPs receive at least one employer-sponsored benefit, including 69% of those LCPs who work as a wage or salaried employee. 96% of LCPs indicate they are satisfied with their current employment situation, including 72% who indicate they are "very satisfied".

Fully 80% of all LCPs work in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 31% of LCPs worked at two or more locations in the past year. Approximately 70% of LCPs work in the private sector, including 57% who work at a for-profit company. Approximately half of all LCPs work in either a solo or group private practice at their primary work location.

A typical LCP spends approximately three-quarters of her time treating patients. Nearly two-thirds of LCPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Approximately 75% of patients seen by the typical LCP are adults, and 58% of LCPs serve an adult patient care role, meaning that at least 60% of their patients were adults.

17% of LCPs expect to retire by the age of 65. 6% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2039. Over the next two years, only 4% of LCPs plan on leaving either the state or the profession. Meanwhile, 15% of LCPs plan on increasing patient care activities over the next two years, and 6% expect to pursue additional educational opportunities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	2,714	89%
<b>New Licensees</b>	214	7%
<b>Non-Renewals</b>	109	4%
<b>All Licensees</b>	3,037	100%

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. 88% of renewing LCPs submitted a survey. These represent 82% of LCPs who held a license at some point during the licensing period.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
<b>Under 30</b>	10	15	60%
<b>30 to 34</b>	71	216	75%
<b>35 to 39</b>	62	300	83%
<b>40 to 44</b>	57	345	86%
<b>45 to 49</b>	37	272	88%
<b>50 to 54</b>	44	242	85%
<b>55 to 59</b>	48	252	84%
<b>60 and Over</b>	208	858	81%
<b>Total</b>	537	2,500	82%
<b>New Licenses</b>			
<b>Issued Since June 2013</b>	113	101	47%
<b>Metro Status</b>			
<b>Non-Metro</b>	24	72	75%
<b>Metro</b>	361	1,847	84%
<b>Not in Virginia</b>	146	568	80%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LCPs**

Number:	3,037
New:	7%
Not Renewed:	4%

**Response Rates**

All Licensees:	82%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	2,500
<b>Response Rate, all licensees</b>	82%
<b>Response Rate, Renewals</b>	88%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2014.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2013 and June 2014.
- 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 2014.

## At a Glance:

### Workforce

Virginia's LCP Workforce: 2,354  
 FTEs: 2,191

### Utilization Ratios

Licensees in VA Workforce: 78%  
 Licensees per FTE: 1.39  
 Workers per FTE: 1.07

Source: Va. Healthcare Workforce Data Center

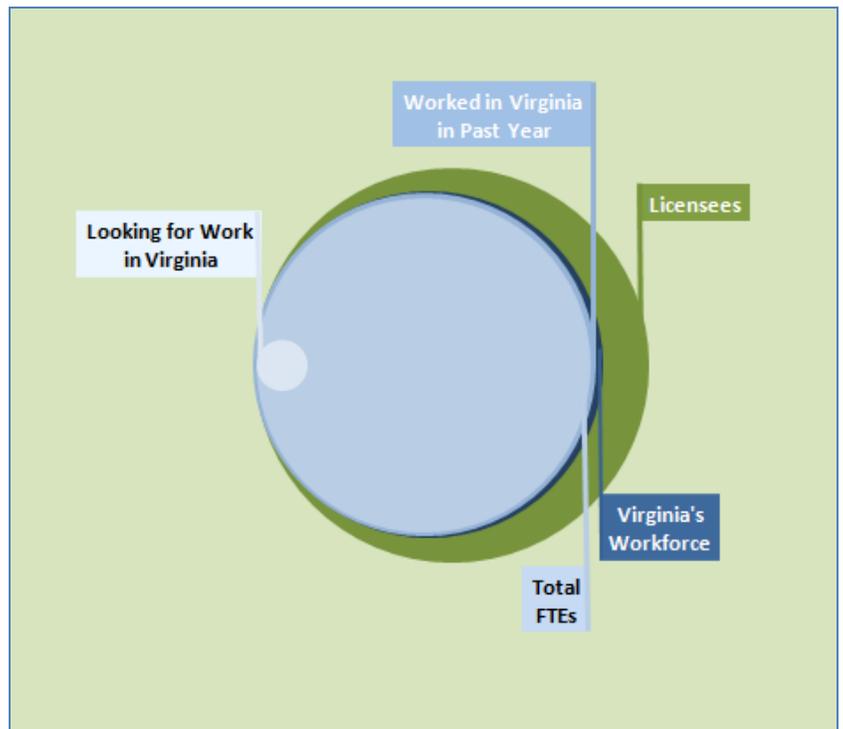
Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,303	98%
Looking for Work in Virginia	50	2%
Virginia's Workforce	2,354	100%
Total FTEs	2,191	
Licensees	3,037	

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 30	2	9%	18	91%	20	1%
30 to 34	30	14%	187	86%	217	10%
35 to 39	52	20%	209	80%	261	12%
40 to 44	64	22%	225	78%	289	13%
45 to 49	64	30%	152	71%	215	10%
50 to 54	52	27%	140	73%	192	9%
55 to 59	101	47%	113	53%	213	10%
60 +	418	57%	322	44%	740	34%
<b>Total</b>	<b>782</b>	<b>36%</b>	<b>1,366</b>	<b>64%</b>	<b>2,148</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	64%	1,868	86%	393	79%
Black	19%	118	5%	36	7%
Asian	6%	53	2%	23	5%
Other Race	0%	26	1%	6	1%
Two or more races	2%	37	2%	11	2%
Hispanic	8%	69	3%	27	5%
<b>Total</b>	<b>100%</b>	<b>2,171</b>	<b>100%</b>	<b>496</b>	<b>100%</b>

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Gender**

% Female: 64%  
% Under 40 Female: 83%

**Age**

Median Age: 52  
% Under 40: 23%  
% 55+: 44%

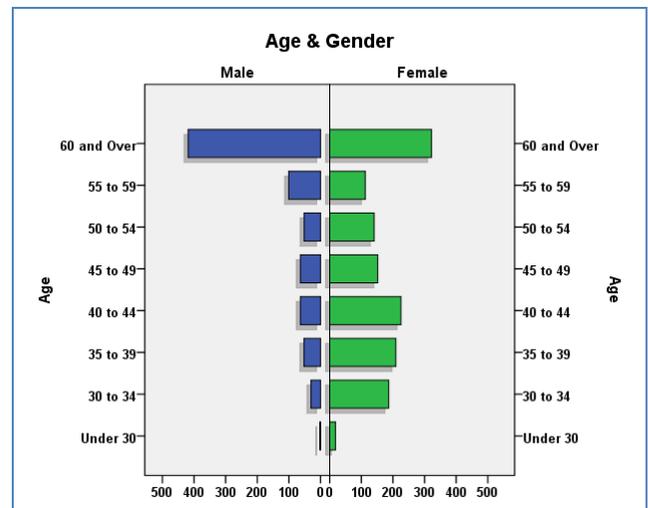
**Diversity**

Diversity Index: 25%  
Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LCPs, there is a 23% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.*

*Nearly one-quarter of LCPs are under the age of 40. 83% of these professionals are female. In addition, the diversity index among LCPs under the age of 40 is 36%, which is higher than the diversity index among all LCPs.*



## At a Glance:

### Childhood

Urban Childhood: 19%  
 Rural Childhood: 20%

### Virginia Background

HS in Virginia: 20%  
 Prof. Ed. in VA: 28%  
 HS or Prof. Ed. in VA: 38%

### Location Choice

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

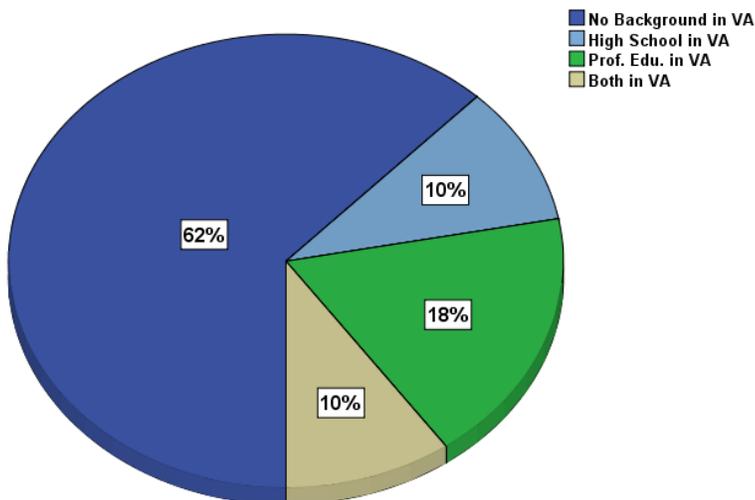
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	18%	64%	18%
2	Metro, 250,000 to 1 million	19%	67%	14%
3	Metro, 250,000 or less	22%	54%	23%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	33%	67%	0%
6	Urban pop, 2,500-19,999, Metro adj	34%	46%	20%
7	Urban pop, 2,500-19,999, nonadj	60%	20%	20%
8	Rural, Metro adj	20%	20%	60%
9	Rural, nonadj	33%	67%	0%
<b>Overall</b>		20%	62%	19%

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, but only 8% of these professionals currently work in non-Metro counties. Overall, just 4% of all LCPs currently work in non-Metro counties.*

## Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	424	Virginia	607
2	New York	279	Washington, D.C.	213
3	Pennsylvania	167	California	154
4	Maryland	148	Florida	140
5	New Jersey	123	New York	98
6	California	79	Illinois	83
7	Outside of U.S./Canada	74	Ohio	83
8	Ohio	71	Texas	79
9	Florida	68	Pennsylvania	71
10	North Carolina	64	Maryland	52

*20% of licensed LCPs received their high school degree in Virginia, and 28% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	138	Virginia	196
2	New York	63	Washington, D.C.	48
3	Maryland	40	California	42
4	Pennsylvania	36	Florida	34
5	New Jersey	26	New York	25
6	California	25	Pennsylvania	24
7	Outside of U.S./Canada	25	Texas	22
8	Ohio	21	Ohio	17
9	North Carolina	20	Illinois	16
10	Florida	15	Tennessee	12

*Among LCPs who received their license in the past five years, 24% received their high school degree in Virginia, while 34% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*22% of Virginia's licensees did not participate in Virginia's LCP workforce during the past year. 90% of these licensees worked at some point in the past year, including 83% who worked as a LCP.*

### At a Glance:

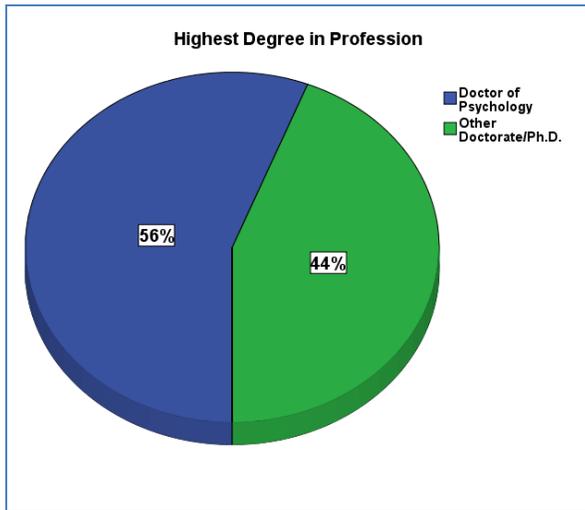
#### Not in VA Workforce

Total:	680
% of Licensees:	22%
Federal/Military:	27%
Va. Border State/DC:	31%

A Closer Look:

Highest Degree		
Degree	#	%
<b>Doctor of Psychology</b>	1,187	56%
<b>Other Doctorate</b>	935	44%
<b>Total</b>	2,122	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

All LCPs hold a doctorate as their highest professional degree. More than one-third of all LCPs carry education debt, including 74% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$80,000 and \$90,000.

## At a Glance:

**Education**  
 Doctor of Psychology: 56%  
 Other Doctorate: 44%

**Educational Debt**  
 Carry debt: 35%  
 Under age 40 w/ debt: 74%  
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
<b>None</b>	1,255	65%	116	26%
<b>\$10,000 or less</b>	50	3%	15	3%
<b>\$10,001-\$20,000</b>	32	2%	15	3%
<b>\$20,001-\$30,000</b>	34	2%	10	2%
<b>\$30,001-\$40,000</b>	49	3%	11	2%
<b>\$40,001-\$50,000</b>	34	2%	12	3%
<b>\$50,001-\$60,000</b>	34	2%	11	2%
<b>\$60,001-\$70,000</b>	41	2%	19	4%
<b>\$70,001-\$80,000</b>	38	2%	20	4%
<b>\$80,001-\$90,000</b>	37	2%	19	4%
<b>\$90,001-\$100,000</b>	29	2%	14	3%
<b>\$100,001-\$110,000</b>	43	2%	23	5%
<b>\$110,001-\$120,000</b>	29	2%	17	4%
<b>\$120,001-\$130,000</b>	34	2%	20	4%
<b>\$130,001-\$140,000</b>	18	1%	11	2%
<b>\$140,001-\$150,000</b>	16	1%	11	2%
<b>More than \$150,000</b>	158	8%	101	23%
<b>Total</b>	1,931	100%	445	100%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

Mental Health:	29%
General Practice:	19%
Child:	16%

### Secondary Specialty

General Practice:	20%
Mental Health:	12%
Child:	10%

Source: Va. Healthcare Workforce Data Center

*Mental health and children were the most common primary and secondary specialties. Forensics, neurology, and behavioral disorders were also among the leading specialties for Virginia's Licensed Clinical Psychologists.*

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
<b>Mental Health</b>	631	29%	223	12%
<b>General Practice (Non-Specialty)</b>	416	19%	381	20%
<b>Child</b>	334	16%	186	10%
<b>Forensic</b>	125	6%	124	7%
<b>Neurology/Neuropsychology</b>	124	6%	59	3%
<b>Behavioral Disorders</b>	88	4%	137	7%
<b>Health/Medical</b>	73	3%	98	5%
<b>Family</b>	50	2%	153	8%
<b>School/Educational</b>	37	2%	62	3%
<b>Marriage</b>	25	1%	97	5%
<b>Rehabilitation</b>	23	1%	28	2%
<b>Substance Abuse</b>	16	1%	40	2%
<b>Gerontologic</b>	15	1%	35	2%
<b>Sex Offender Treatment</b>	9	0%	26	1%
<b>Experimental or Research</b>	9	0%	19	1%
<b>Industrial-Organizational</b>	6	0%	10	1%
<b>Vocational/Work Environment</b>	2	0%	16	1%
<b>Public Health</b>	0	0%	2	0%
<b>Social</b>	0	0%	1	0%
<b>Human Factors</b>	0	0%	0	0%
<b>Other Specialty Area</b>	156	7%	165	9%
<b>Total</b>	2139	100%	1,861	100%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 95%  
Involuntarily Unemployed: 0%

### Positions Held

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

### 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	0	0%
Employed in a behavioral sciences-related capacity	2,050	95%
Employed, NOT in a behavioral sciences-related capacity	31	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	0%
Voluntarily unemployed	38	2%
Retired	39	2%
<b>Total</b>	<b>2,163</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

95% of LCPs are currently employed in their profession. 53% of LCPs hold one full-time job, while 26% currently have multiple jobs. 40% of LCPs work between 40 and 49 hours per week, while 19% of LCPs work less than 30 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	82	4%
1 to 9 hours	54	3%
10 to 19 hours	157	7%
20 to 29 hours	198	9%
30 to 39 hours	293	14%
40 to 49 hours	851	40%
50 to 59 hours	347	16%
60 to 69 hours	106	5%
70 to 79 hours	22	1%
80 or more hours	6	0%
<b>Total</b>	<b>2,116</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	82	4%
One Part-Time Position	363	17%
Two Part-Time Positions	168	8%
One Full-Time Position	1,140	53%
One Full-Time Position & One Part-Time Position	318	15%
Two Full-Time Positions	13	1%
More than Two Positions	48	2%
<b>Total</b>	<b>2,132</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	21	1%
<b>Less than \$50,000</b>	328	19%
<b>\$50,000-\$59,999</b>	143	8%
<b>\$60,000-\$69,999</b>	190	11%
<b>\$70,000-\$79,999</b>	189	11%
<b>\$80,000-\$89,999</b>	183	11%
<b>\$90,000-\$99,999</b>	153	9%
<b>\$100,000-\$109,999</b>	156	9%
<b>\$110,000-\$119,999</b>	75	4%
<b>\$120,000 or more</b>	289	17%
<b>Total</b>	<b>1,725</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$70k-\$80k

**Benefits**  
(Salary & Wage Employees only)  
Health Insurance: 59%  
Retirement: 59%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,505	72%
<b>Somewhat Satisfied</b>	493	24%
<b>Somewhat Dissatisfied</b>	73	4%
<b>Very Dissatisfied</b>	18	1%
<b>Total</b>	<b>2,089</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical LCP earned between \$70,000 and \$80,000 in the past year. Among LCPs who received either a wage or salary as compensation at the primary work location, 59% received health insurance and 59% also had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Signing/Retention Bonus</b>	34	2%	3%
<b>Dental Insurance</b>	680	33%	51%
<b>Health Insurance</b>	814	40%	59%
<b>Paid Leave</b>	752	37%	58%
<b>Group Life Insurance</b>	553	27%	43%
<b>Retirement</b>	802	39%	59%
<b>Paid Vacation</b>	782	38%	59%
<b>Receive at least one benefit</b>	<b>977</b>	<b>48%</b>	<b>69%</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?	15	1%
Experience Voluntary Unemployment?	92	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	44	2%
Work two or more positions at the same time?	608	26%
Switch employers or practices?	110	5%
<b>Experienced at least 1</b>	<b>767</b>	<b>33%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s LCPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2013.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	26	1%	10	2%
<b>Less than 6 Months</b>	57	3%	41	6%
<b>6 Months to 1 Year</b>	121	6%	58	9%
<b>1 to 2 Years</b>	315	15%	92	15%
<b>3 to 5 Years</b>	393	19%	135	21%
<b>6 to 10 Years</b>	412	20%	118	19%
<b>More than 10 Years</b>	727	35%	178	28%
<b>Subtotal</b>	<b>2,052</b>	<b>100%</b>	<b>632</b>	<b>100%</b>
<b>Did not have location</b>	52		1,689	
<b>Item Missing</b>	250		32	
<b>Total</b>	<b>2,354</b>		<b>2,354</b>	

Source: Va. Healthcare Workforce Data Center

*62% of LCPs are wage or salaried employees, while 29% receive income from their own practice.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 13%  
Over 2 years: 75%  
Over 2 yrs, 2<sup>nd</sup> location: 68%

**Employment Type**

Salary/Wage: 62%  
Business/Practice Income: 29%

Source: Va. Healthcare Workforce Data Center

*75% of LCPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	896	51%
<b>Hourly Wage</b>	197	11%
<b>By Contract</b>	132	7%
<b>Business/ Practice Income</b>	519	29%
<b>Unpaid</b>	18	1%
<b>Subtotal</b>	<b>1,762</b>	<b>100%</b>
<b>Did not have location</b>	52	
<b>Item Missing</b>	540	

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 6.3% in January to 4.8% in December.

## At a Glance:

### Concentration

Top Region:	39%
Top 3 Regions:	80%
Lowest Region:	1%

### Locations

2 or more (Past Year):	31%
2 or more (Now*):	30%

Source: Va. Healthcare Workforce Data Center

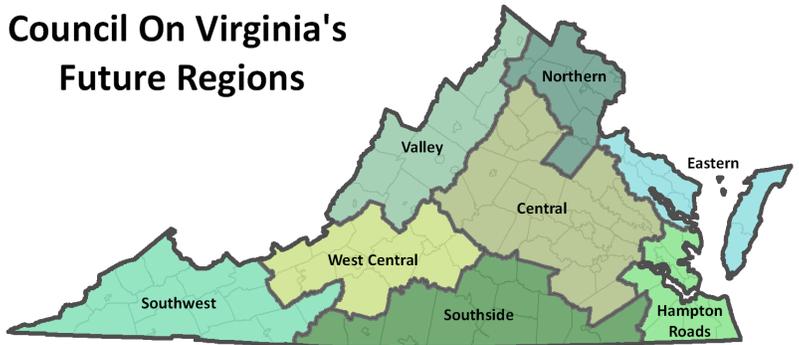
## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	505	25%	142	22%
Eastern	13	1%	9	1%
Hampton Roads	347	17%	101	15%
Northern	801	39%	230	35%
Southside	29	1%	13	2%
Southwest	31	2%	11	2%
Valley	98	5%	23	4%
West Central	172	8%	48	7%
Virginia Border State/DC	44	2%	42	6%
Other US State	19	1%	35	5%
Outside of the US	0	0%	1	0%
<b>Total</b>	<b>2,059</b>	<b>100%</b>	<b>655</b>	<b>100%</b>
<b>Item Missing</b>	<b>242</b>		<b>9</b>	

Source: Va. Healthcare Workforce Data Center

39% of LCPs work in Northern Virginia, the most of any region in the state. Meanwhile, only 1% of LCPs work in Eastern Virginia, the fewest of any region in Virginia.

## Council On Virginia's Future Regions



Two-thirds of all LCPs had just one work location during the past year, while 31% of LCPs had multiple primary work locations.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	50	2%	76	4%
1	1,400	66%	1,409	67%
2	309	15%	319	15%
3	292	14%	270	13%
4	31	2%	17	1%
5	9	0%	9	0%
6 or More	21	1%	12	1%
<b>Total</b>	<b>2,112</b>	<b>100%</b>	<b>2,112</b>	<b>100%</b>

\*At the time of survey completion, June 2014.

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,118	57%	423	70%
<b>Non-Profit</b>	230	12%	85	14%
<b>State/Local Government</b>	375	19%	81	13%
<b>Veterans Administration</b>	104	5%	1	0%
<b>U.S. Military</b>	72	4%	7	1%
<b>Other Federal Government</b>	51	3%	4	1%
<b>Total</b>	<b>1,950</b>	<b>100%</b>	<b>601</b>	<b>100%</b>
<b>Did not have location</b>	52		1689	
<b>Item Missing</b>	352		63	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

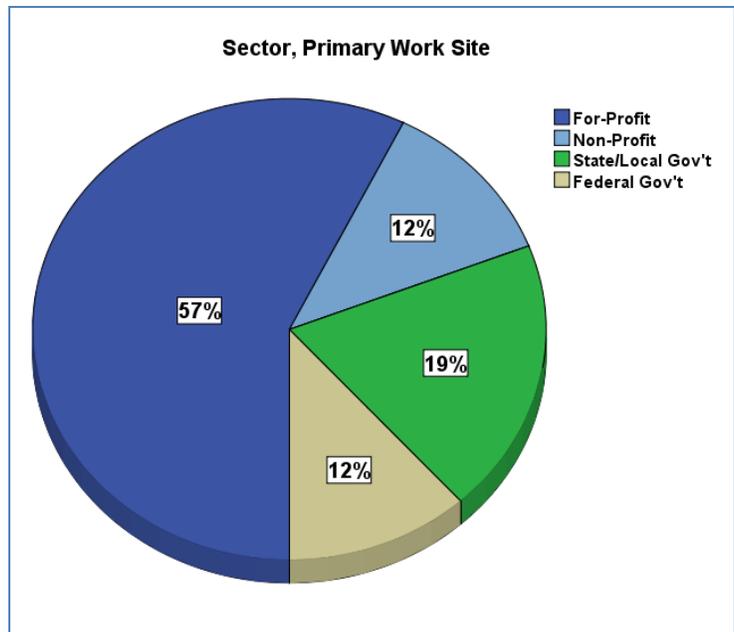
For Profit:	57%
Federal:	12%

**Top Establishments**

Private Practices:	48%
Hospitals:	11%
Academic Institutions:	9%

Source: Va. Healthcare Workforce Data Center

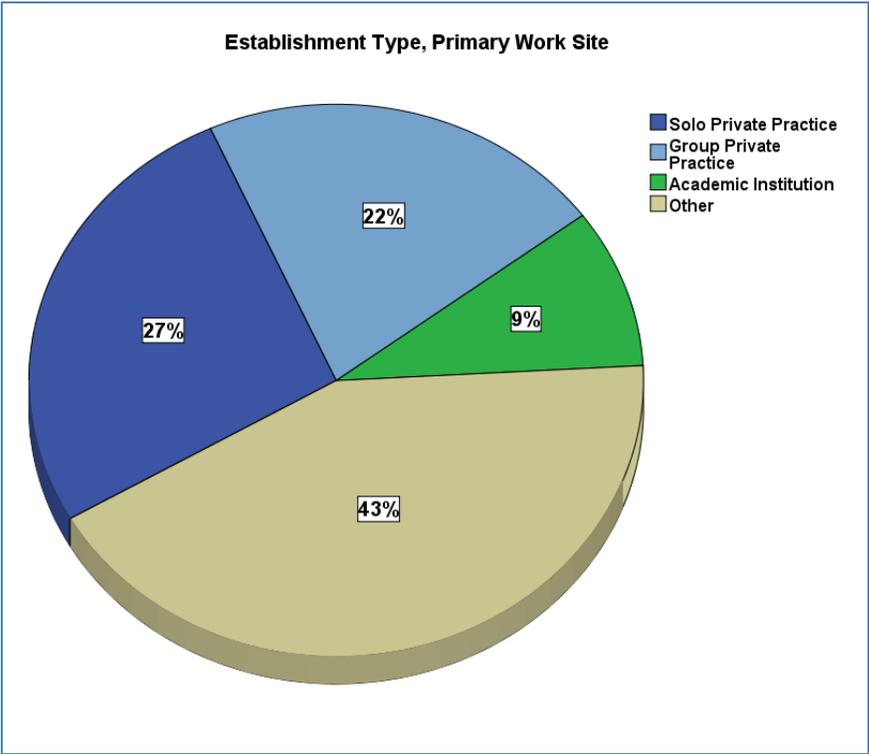
*69% of LCPs work in the private sector, including 57% in for-profit establishments. Meanwhile, nearly 20% of LCPs work for state or local governments, and 12% work for the federal government.*



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	501	27%	165	29%
Private practice, group	405	22%	127	22%
Academic Institution (Teaching Health Professions Students)	175	9%	82	14%
Mental Health Facility, Outpatient	120	6%	26	5%
Hospital, General	120	6%	16	3%
Hospital, Psychiatric	94	5%	18	3%
School (Providing Care to Clients)	86	5%	11	2%
Community-Based Clinic or Health Center	73	4%	23	4%
Community Services Board	41	2%	8	1%
Corrections/Jail	35	2%	8	1%
Residential Mental Health/Substance Abuse Facility	32	2%	9	2%
Other Practice Setting	199	11%	83	14%
<b>Total</b>	<b>1,881</b>	<b>100%</b>	<b>576</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>52</b>		<b>1689</b>	

*More than one-quarter of all LCPs work at a solo private practice, while 22% work at a group private practice. Academic Institutions, Hospitals and Outpatient Mental Health Facilities are also significant employers of Virginia's LCP workforce.*



*Among those LCPs who also have a secondary work location, more than half work at either a solo or group private practice. 14% of LCPs also have a secondary work location 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

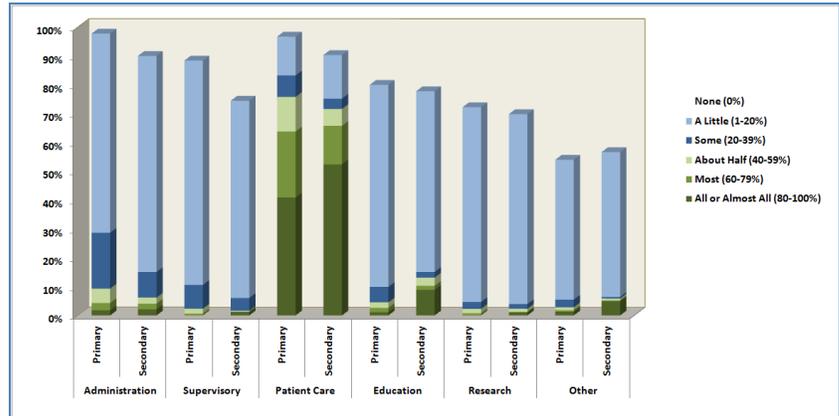
Patient Care: 64%  
Administrative: 4%  
Education: 3%

### Patient Care LCPs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

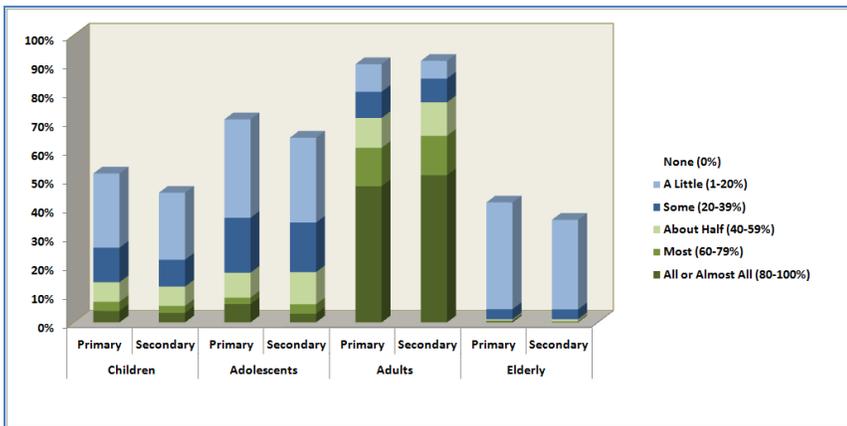


Source: Va. Healthcare Workforce Data Center

*A typical LCP spends approximately three-quarters of her time on patient care activities. Nearly two-thirds of 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%	1%	41%	52%	1%	9%	0%	1%	1%	5%	
<b>Most (60-79%)</b>	3%	2%	1%	0%	23%	13%	1%	1%	1%	0%	1%	0%	
<b>About Half (40-59%)</b>	5%	2%	2%	0%	12%	6%	2%	3%	2%	1%	1%	1%	
<b>Some (20-39%)</b>	19%	9%	8%	4%	7%	4%	5%	2%	2%	2%	3%	1%	
<b>A Little (1-20%)</b>	69%	75%	78%	68%	13%	15%	70%	63%	68%	66%	49%	50%	
<b>None (0%)</b>	2%	10%	12%	25%	3%	10%	20%	22%	28%	30%	46%	43%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Patient Allocation

Children:	1%-9%
Adolescents:	1%-9%
Adults:	70%-79%
Elderly:	1%-9%

### Roles

Children:	7%
Adolescents:	4%
Adults:	58%
Elderly:	8%

Source: Va. Healthcare Workforce Data Center

Approximately 75% of the 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 her 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%	5%	3%	2%	44%	44%	1%	3%
<b>Most (60-79%)</b>	4%	3%	2%	2%	14%	15%	1%	1%
<b>About Half (40-59%)</b>	9%	11%	8%	15%	12%	9%	2%	1%
<b>Some (20-39%)</b>	15%	11%	22%	15%	13%	10%	7%	4%
<b>A Little (1-20%)</b>	20%	19%	31%	30%	9%	11%	40%	29%
<b>None (0%)</b>	49%	50%	35%	36%	8%	12%	49%	62%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
<b>Under age 50</b>	8	0%	-	-
<b>50 to 54</b>	18	1%	-	-
<b>55 to 59</b>	65	4%	17	2%
<b>60 to 64</b>	214	12%	70	7%
<b>65 to 69</b>	565	31%	276	28%
<b>70 to 74</b>	505	27%	322	32%
<b>75 to 79</b>	172	9%	118	12%
<b>80 or over</b>	66	4%	43	4%
<b>I do not intend to retire</b>	234	13%	149	15%
<b>Total</b>	<b>1,848</b>	<b>100%</b>	<b>995</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LCPs**

Under 65: 17%

Under 60: 5%

**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 2039

Source: Va. Healthcare Workforce Data Center

*Only 17% of LCPs expect to retire by the age of 65, while just 9% of those LCPs who are age 50 or over expect to retire by the same age. Meanwhile, over half of LCPs expect to work until at least age 70, including 13% who do not expect to retire at all.*

*Within the next two years, only 4% of Virginia's LCPs plan on leaving either the profession or the state. Meanwhile, 15% of LCPs plan on increasing patient care hours, and 6% plan on pursuing additional educational opportunities.*

**Future Plans**

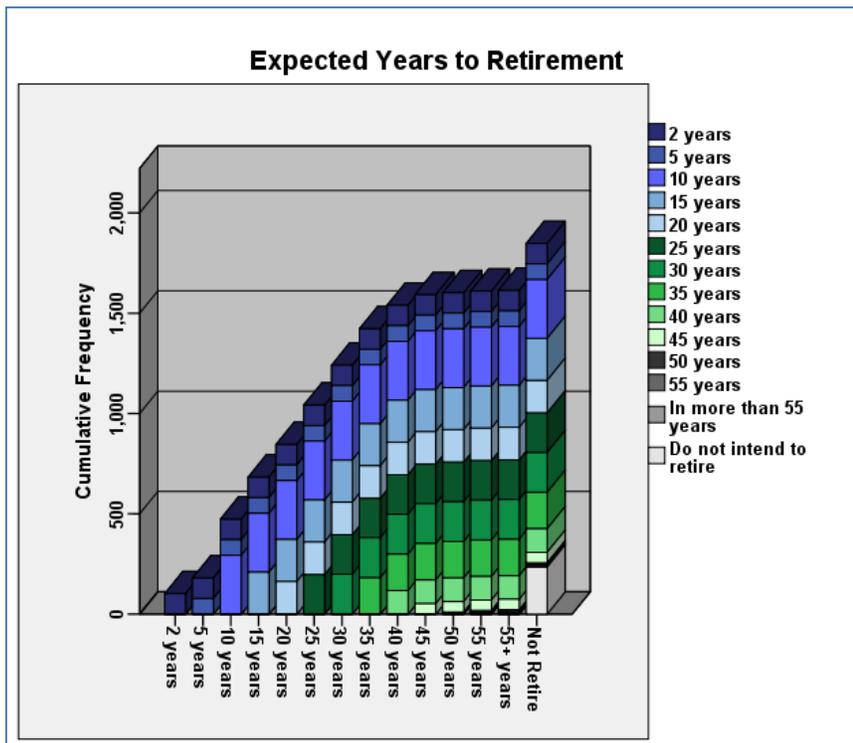
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	22	1%
<b>Leave Virginia</b>	61	3%
<b>Decrease Patient Care Hours</b>	229	10%
<b>Decrease Teaching Hours</b>	31	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	345	15%
<b>Increase Teaching Hours</b>	155	7%
<b>Pursue Additional Education</b>	137	6%
<b>Return to Virginia's Workforce</b>	18	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. 6% of LCPs expect to retire in the next two years, while 26% expect to retire in the next 10 years. More than half of the current LCP workforce expects to retire by 2039.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
<b>2 years</b>	102	6%	6%
<b>5 years</b>	78	4%	10%
<b>10 years</b>	294	16%	26%
<b>15 years</b>	209	11%	37%
<b>20 years</b>	163	9%	46%
<b>25 years</b>	197	11%	56%
<b>30 years</b>	199	11%	67%
<b>35 years</b>	181	10%	77%
<b>40 years</b>	117	6%	83%
<b>45 years</b>	53	3%	86%
<b>50 years</b>	10	1%	87%
<b>55 years</b>	8	0%	87%
<b>In more than 55 years</b>	4	0%	87%
<b>Do not intend to retire</b>	234	13%	100%
<b>Total</b>	<b>1,848</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 16% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2054.

## At a Glance:

### FTEs

Total: 2,191  
 FTEs/1,000 Residents: 0.265  
 Average: 0.95

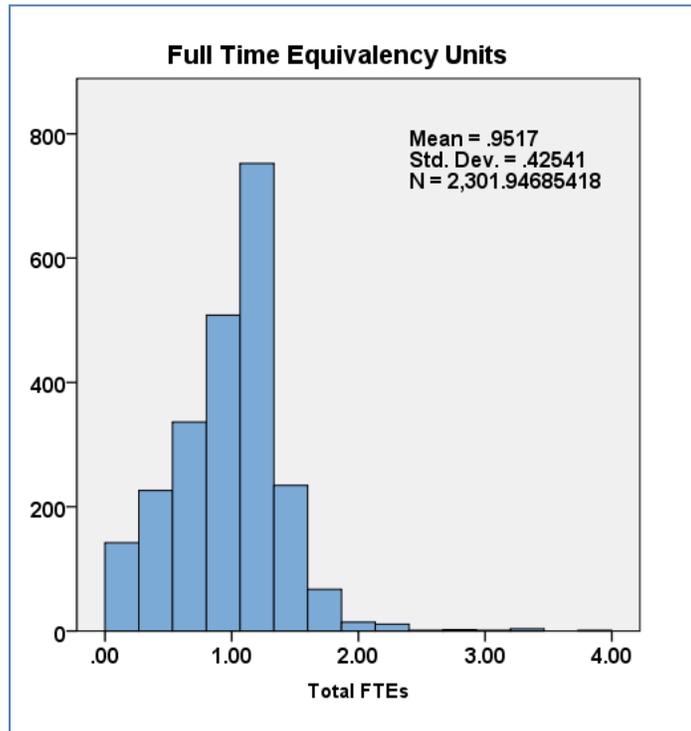
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 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:

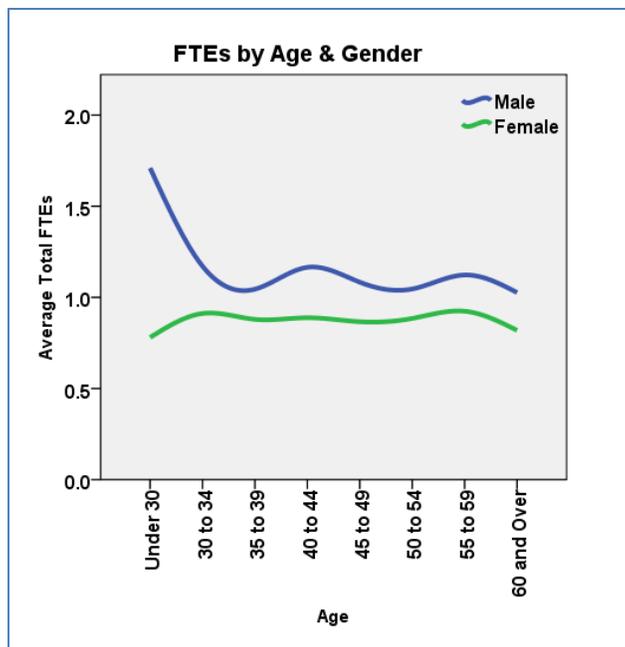


Source: Va. Healthcare Workforce Data Center

*The typical (median) LCP provided 1.01 FTEs, or approximately 39 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>*

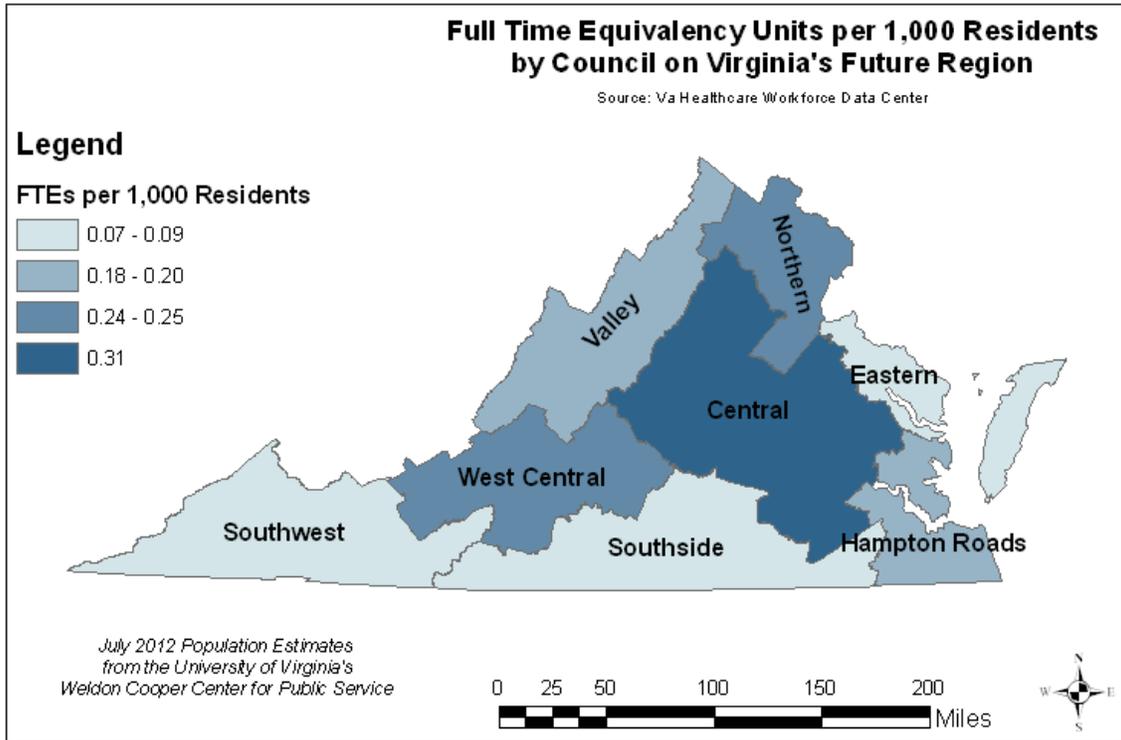
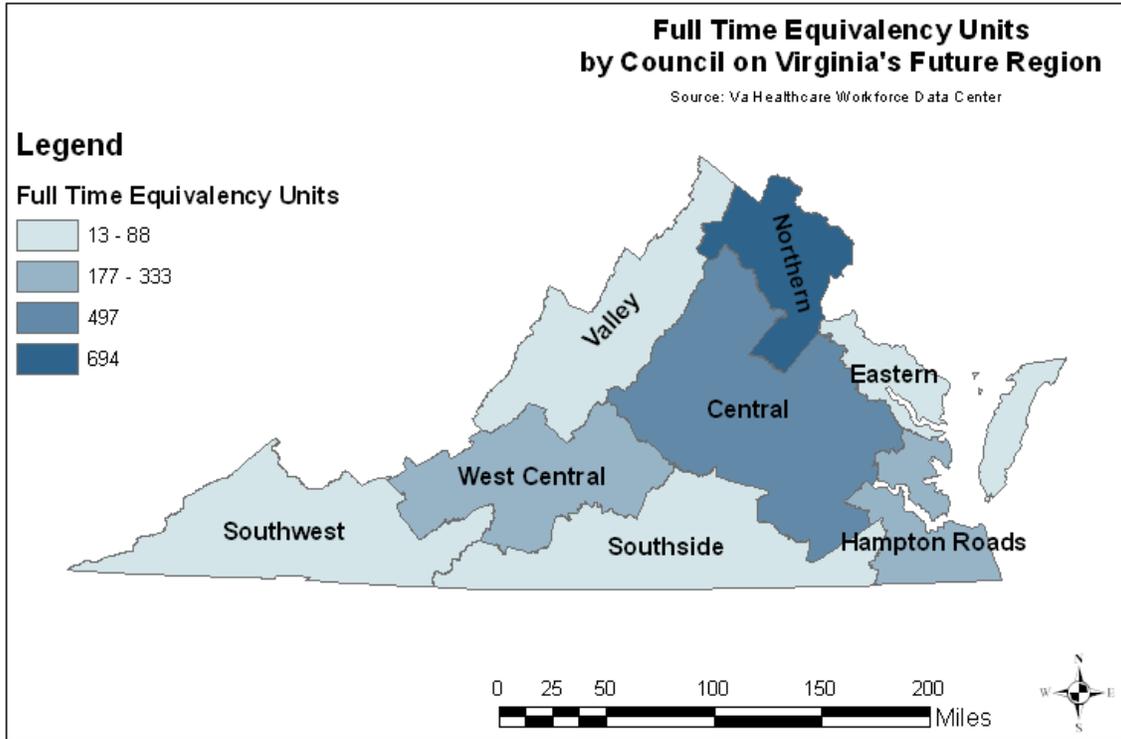
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.87	0.90
30 to 34	0.94	0.95
35 to 39	0.92	0.97
40 to 44	0.96	1.01
45 to 49	0.92	0.88
50 to 54	0.90	0.91
55 to 59	1.05	1.08
60 and Over	0.96	1.08
<b>Gender</b>		
Male	1.06	1.13
Female	0.87	0.90

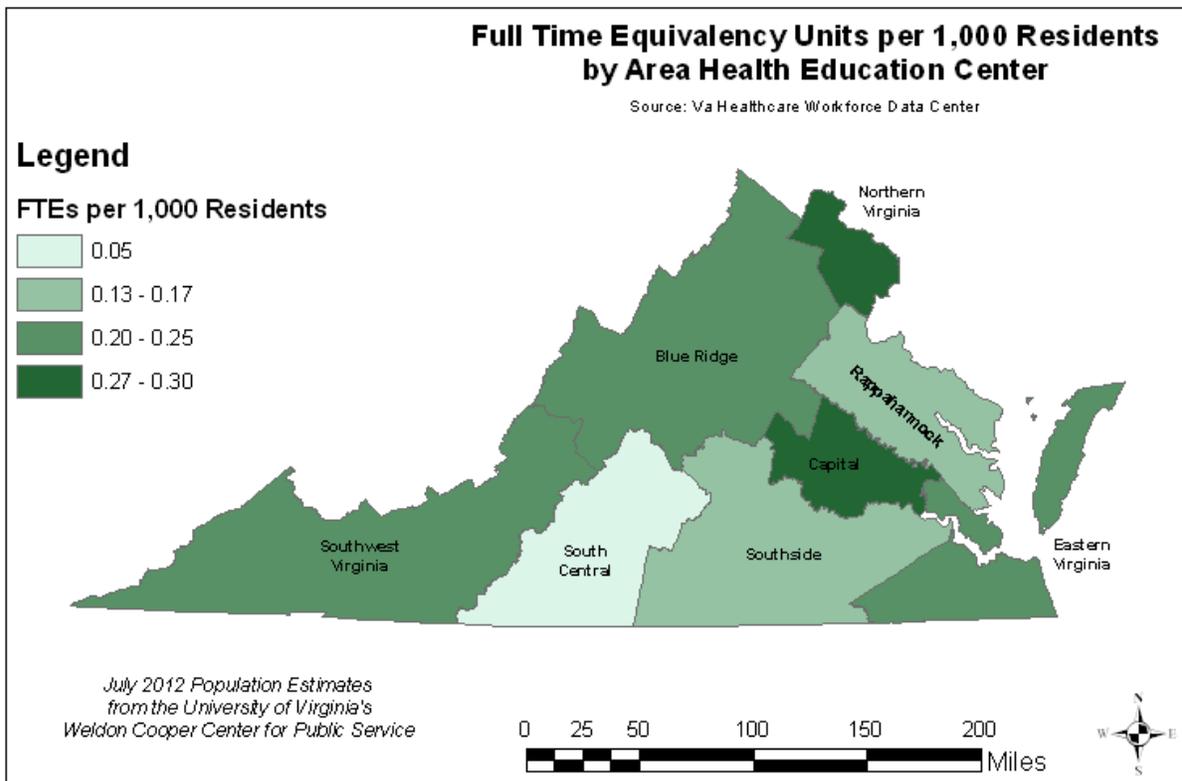
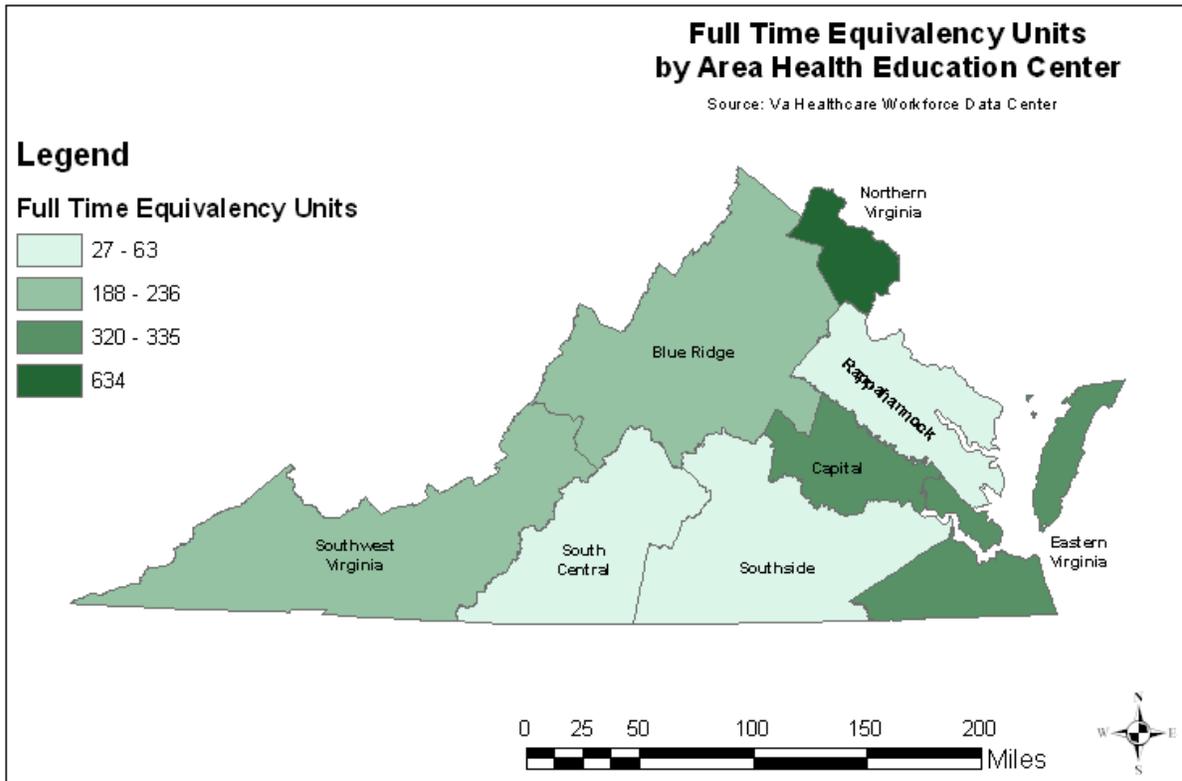
Source: Va. Healthcare Workforce Data Center

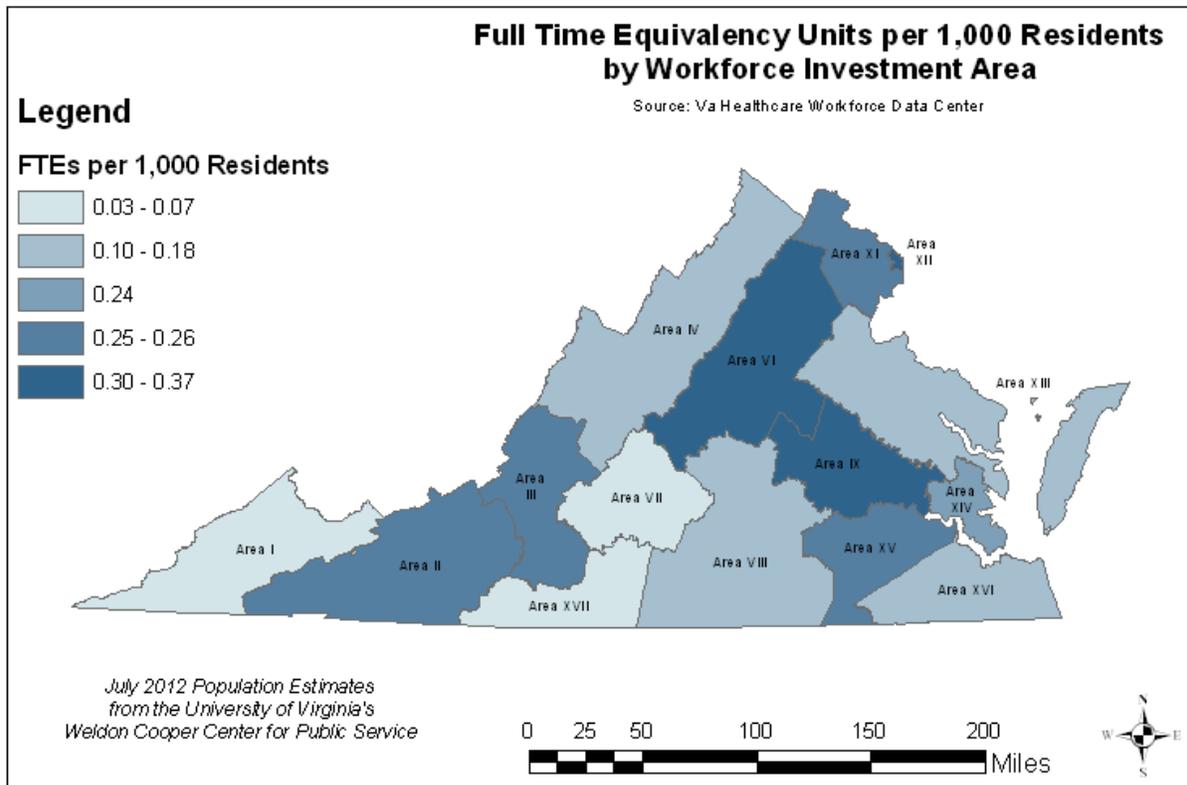
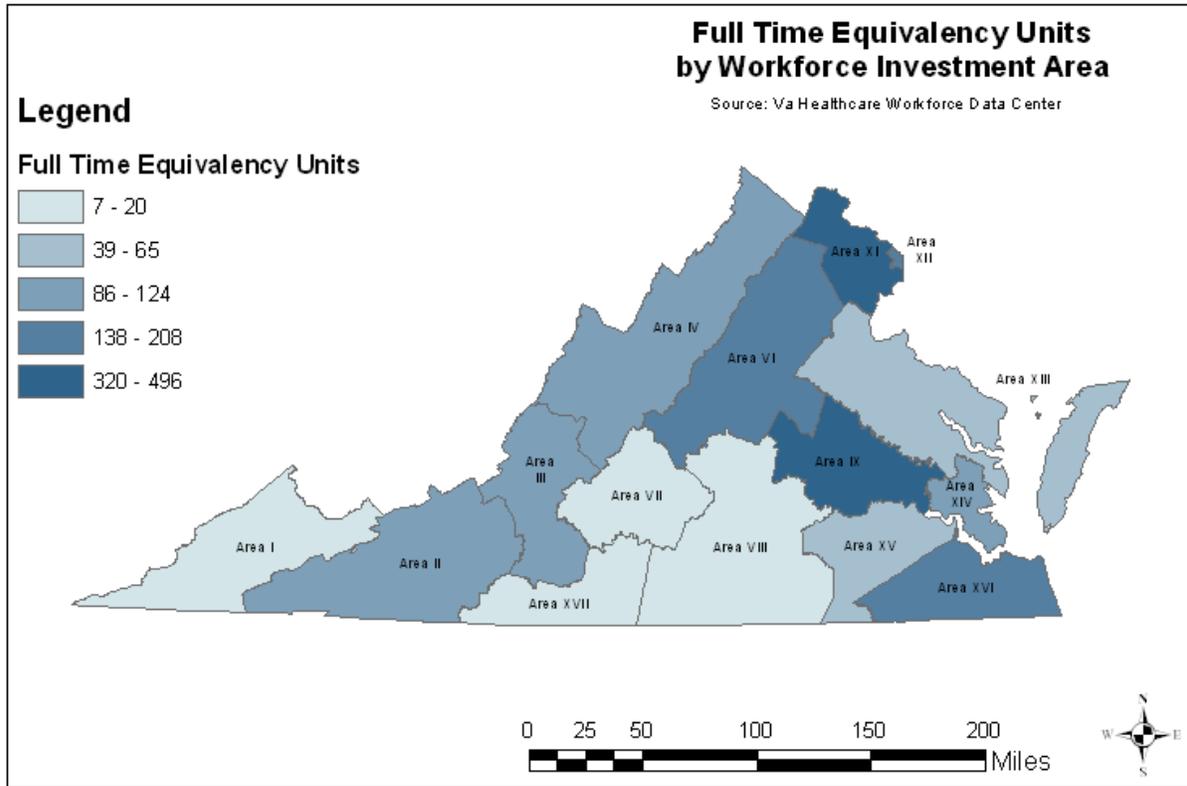


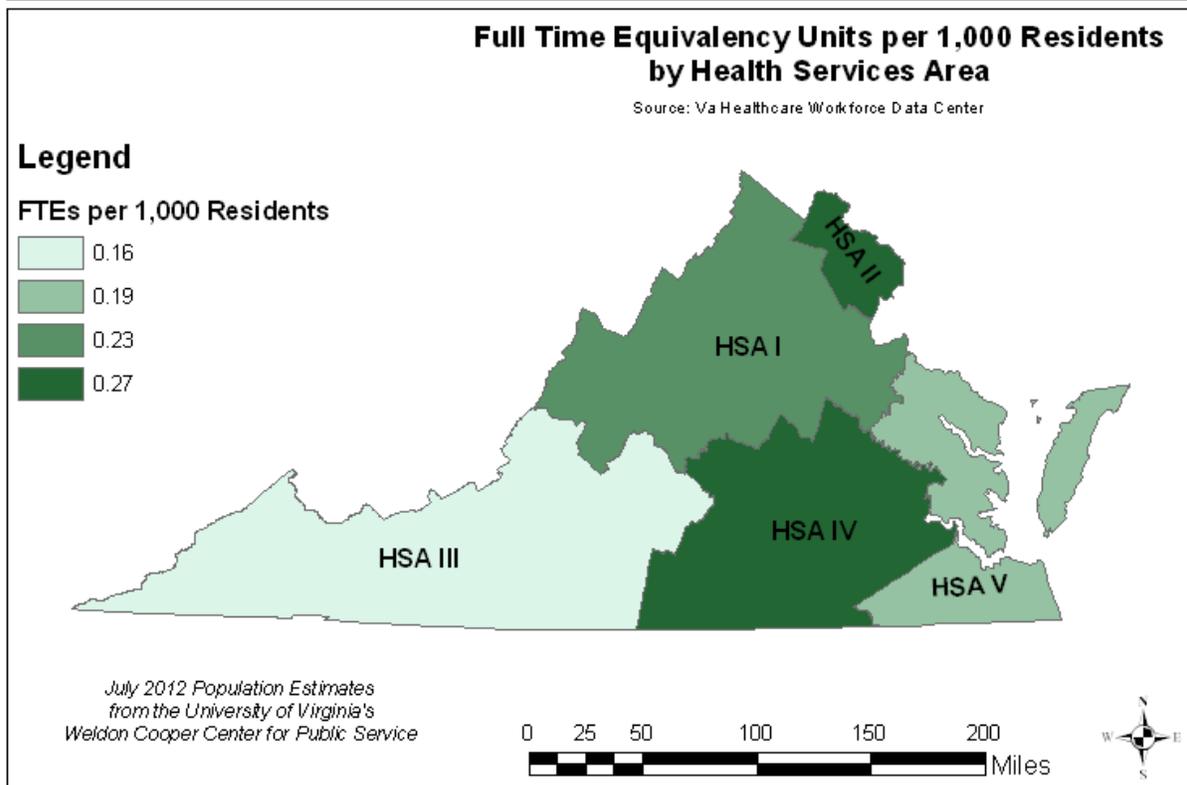
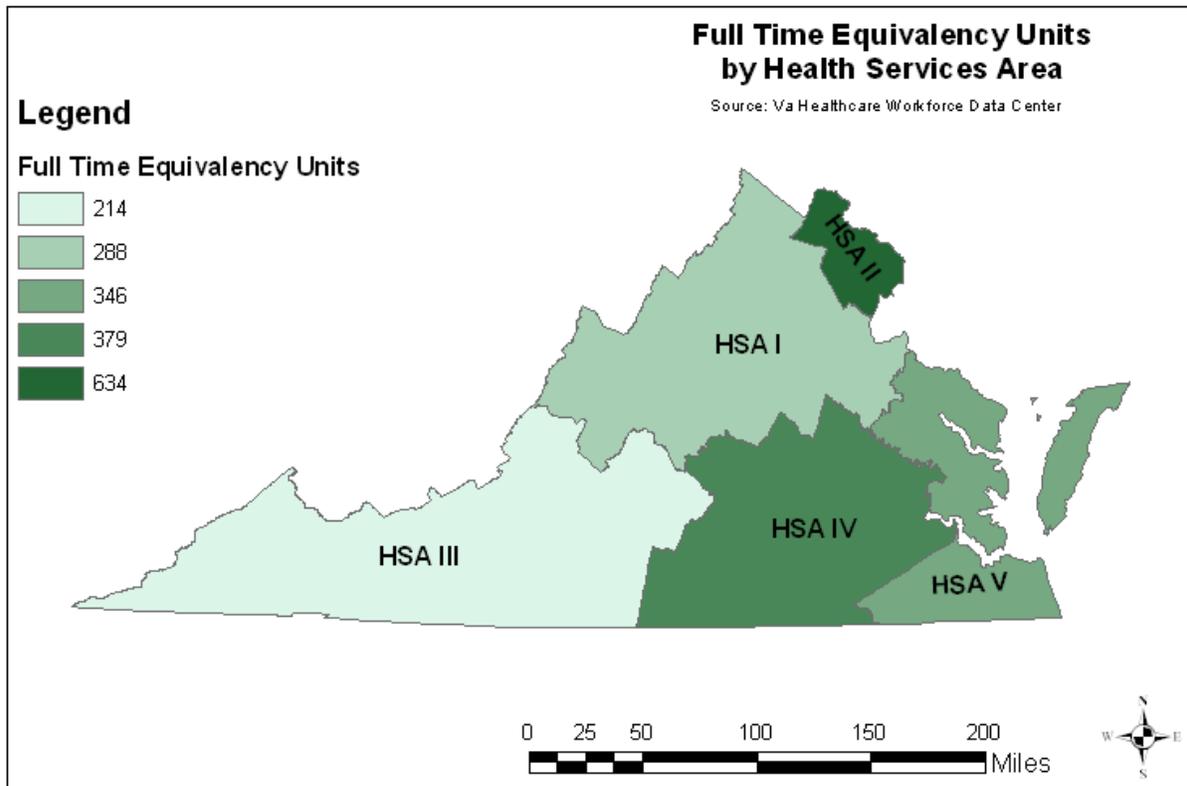
Source: Va. Healthcare Workforce Data Center

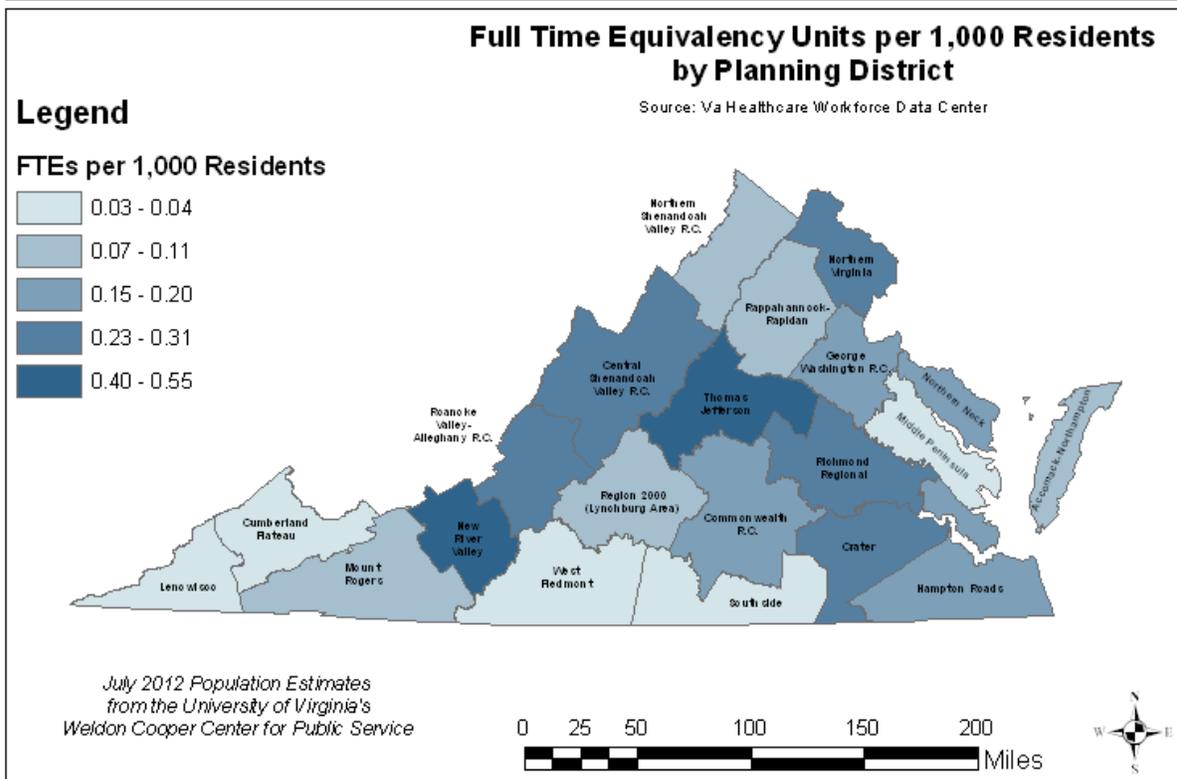
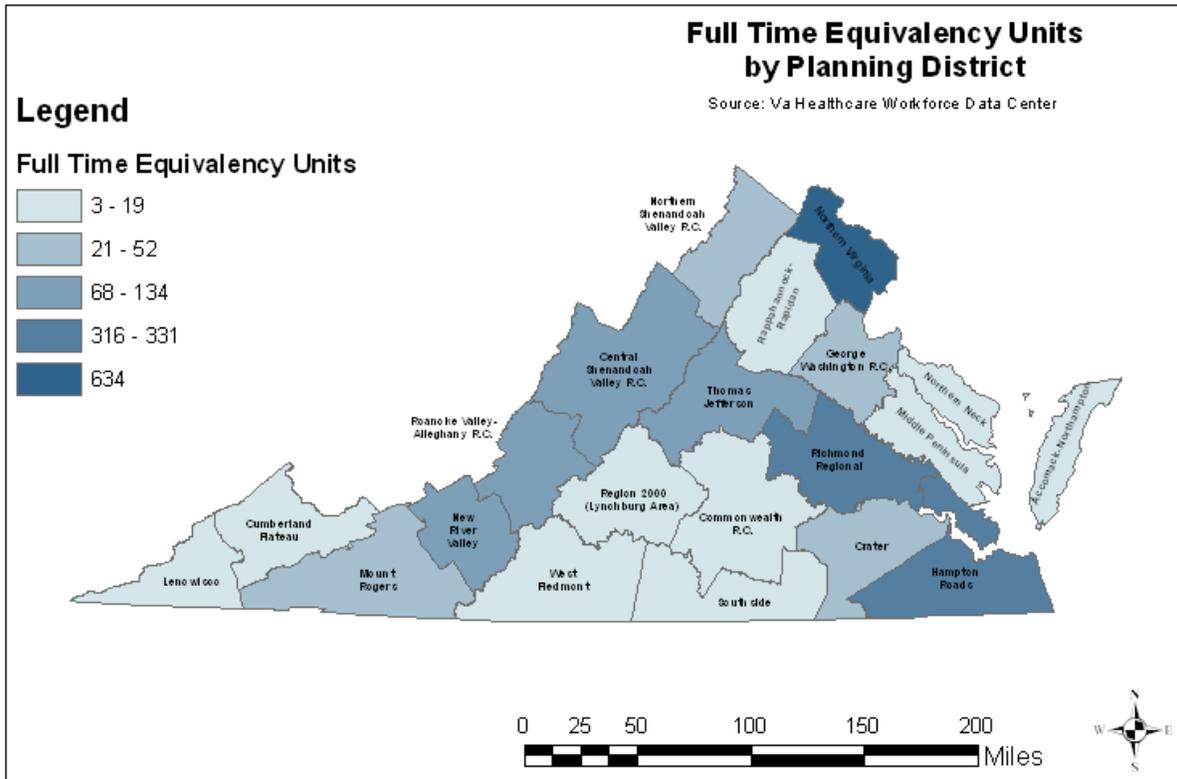
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,733	84.59%	1.182128	1.10548	1.62184
Metro, 250,000 to 1 million	123	87.80%	1.138889	1.06504	1.56252
Metro, 250,000 or less	352	77.56%	1.289377	1.20577	1.76898
Urban pop 20,000+, Metro adj	10	70.00%	1.428571	1.38979	1.46106
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	42	73.81%	1.354839	1.26699	1.48187
Urban pop, 2,500-19,999, nonadj	13	92.31%	1.083333	1.01309	1.18491
Rural, Metro adj	25	64.00%	1.5625	1.46118	1.70901
Rural, nonadj	6	100.00%	1	0.97998	1.02274
Virginia border state/DC	415	83.13%	1.202899	1.1249	1.65034
Other US State	299	74.58%	1.340807	1.25387	1.83954

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	25	60.00%	1.666667	1.56252	1.83954
30 to 34	287	75.26%	1.328704	1.18491	1.70901
35 to 39	362	82.87%	1.206667	0.99331	1.55204
40 to 44	402	85.82%	1.165217	1.09241	1.49873
45 to 49	309	88.03%	1.136029	1.01309	1.46118
50 to 54	286	84.62%	1.181818	1.10797	1.52008
55 to 59	300	84.00%	1.190476	0.97998	1.53121
60 and Over	1,066	80.49%	1.242424	1.02274	1.59803

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: 0.823181**

