
Virginia's Licensed Clinical Social Worker Workforce: 2020

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466 (fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

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More than 6,700 Licensed Clinical Social Workers 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 Social Work express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Research Analyst

Christopher Coyle
Research Assistant

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Roanoke

Joseph Walsh, PhD, LCSW
Richmond

Executive Director

Jaime H. Hoyle, JD

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The Licensed Clinical Social Worker Workforce: At a Glance:

The Workforce

Licensees ¹ :	7,598
Virginia's Workforce:	6,304
FTEs:	5,254

Background

Rural Childhood:	24%
HS Degree in VA:	46%
Prof. Degree in VA:	52%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	56%
Satisfied?:	96%

Survey Response Rate

All Licensees:	85%
Renewing Practitioners:	97%

Education

Master's:	96%
Doctorate:	4%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	68%

Demographics

Female:	87%
Diversity Index:	36%
Median Age:	50

Finances

Median Income: \$60k-\$70k	
Health Insurance:	66%
Under 40 w/ Ed. Debt:	65%

Time Allocation

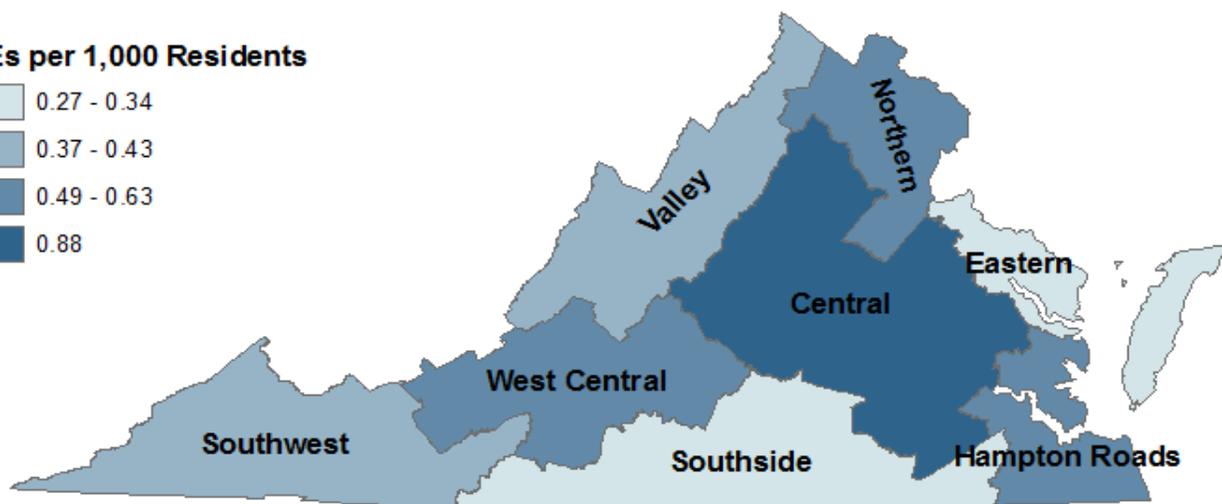
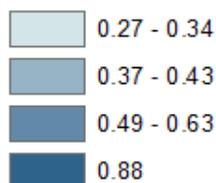
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	62%

Source: Va. Healthcare Workforce Data Center

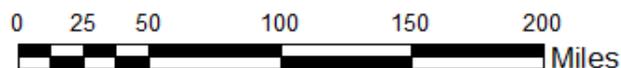
Full-Time Equivalency Units Provided by Licensed Clinical Social Workers per 1,000 Residents by Virginia Performs Region

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 323 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 Social Worker (LCSW) Workforce Survey. More than 6,700 LCSWs 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 LCSWs. These survey respondents represent 85% of the 7,921 LCSWs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 6,304 LCSWs participated in Virginia's workforce during the survey period, which is defined as those LCSWs who worked at least a portion of the year in the state or who live in the state and intend to work as a LCSW at some point in the future. Over the past year, Virginia's LCSW workforce provided 5,254 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

Nearly 90% of all LCSWs are female, including 92% of those LCSWs who are under the age of 40. In a random encounter between two LCSWs, there is a 36% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's LCSW workforce less diverse than the state's overall population, which has a diversity index of 57%. Nearly one-quarter of LCSWs grew up in rural areas, and 14% of these professionals currently work in non-metro areas of Virginia. In total, 6% of all LCSWs work in non-metro areas of the state.

Nine out of every ten LCSWs are currently employed in the profession, 56% hold one full-time job, and 48% work between 40 and 49 hours per week. Nearly 70% of LCSWs are employed in the private sector, including 48% who work in the for-profit sector. The median annual income of Virginia's LCSW workforce is between \$60,000 and \$70,000. In addition, nearly 80% of all LCSWs who earn their income in the form of either an hourly wage or a salary receive at least one employer-sponsored benefit, including 66% who have access to health insurance. Nearly all LCSWs are satisfied with their current work situation, including 67% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 LCSW workforce. The number of licensed LCSWs in Virginia has increased by 27% (7,921 vs. 6,251). At the same time, the size of Virginia's LCSW workforce has increased by 20% (6,304 vs. 5,264), and the number of FTEs provided by this workforce has increased by 18% (5,254 vs. 4,449). Virginia's renewing LCSWs are more likely to respond to this survey (97% vs. 90%).

Virginia's LCSWs are more likely to be female (87% vs. 85%), and the median age of the LCSW workforce has fallen (50 vs. 54). At the same time, the diversity index of the state's LCSW workforce has increased (36% vs. 28%). This increase in diversity can also be observed among those LCSWs who are under the age of 40 (44% vs. 36%). Virginia's LCSWs are slightly more likely to have been raised in rural areas (24% vs. 23%), but this group of professionals is no more likely to work in non-metro areas of the state (14%). In total, the percentage of all LCSWs who work in non-metro areas of Virginia has also not changed (6%).

LCSWs are more likely to be employed in the profession (90% vs. 89%), but there has been no change in either the percentage of LCSWs who hold one full-time job (56%) or who work between 40 and 49 hours per week (48%). At the same time, LCSWs are more likely to be involuntarily unemployed (2% vs. 1%), while the percentage of LCSWs who have been employed at their primary work location for more than two years has fallen (68% vs. 72%). LCSWs are more likely to work in the for-profit sector (48% vs. 46%) instead of working for state or local governments (22% vs. 24%).

Virginia's LCSWs are more likely to carry education debt (39% vs. 30%), and the median debt amount among those LCSWs with education debt has increased (\$50k-\$60k vs. \$40k-\$50k). On the other hand, there has been no change in the median annual income for Virginia's LCSW workforce (\$60k-\$70k). However, wage and salaried LCSWs are slightly more likely to receive at least one employer-sponsored benefit (79% vs. 78%), including those who have access to health insurance (66% vs. 64%). LCSWs are no more likely to indicate that they are satisfied with their current work situation (96%), although fewer LCSWs indicate that they are "very satisfied" (67% vs. 69%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,688	84%
New Licensees	533	7%
Temporary Licensees¹	323	4%
Non-Renewals	377	5%
All Licensees	7,921	100%
All Licensees Without Temporary	7,598	96%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing LCSWs submitted a survey. These represent 85% of the 7,921 LCSWs 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 LCSWs who held a Virginia license at some point between July 2019 and June 2020.
- 3. Survey Population:** The survey was available to LCSWs who renewed their licenses online. It was not available to those who did not renew, including LCSWs newly licensed in 2020.

Response Rates

Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	221	705	76%
35 to 39	166	816	83%
40 to 44	132	845	87%
45 to 49	120	827	87%
50 to 54	103	835	89%
55 to 59	93	756	89%
60 to 64	80	696	90%
65 and Over	251	1,275	84%
Total	1,166	6,755	85%
New Licenses			
Issued in Past Year	621	235	27%
Metro Status			
Non-Metro	41	322	89%
Metro	568	5,240	90%
Not in Virginia	557	1,193	68%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	6,755
Response Rate, All Licensees	85%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCSWs

Number:	7,921
New:	7%
Not Renewed:	5%

Response Rates

All Licensees:	85%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

¹ These 323 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 LCSW Workforce: 6,304
 FTEs: 5,254

Utilization Ratios

Licensees in VA Workforce: 80%
 Licensees per FTE: 1.51
 Workers per FTE: 1.20

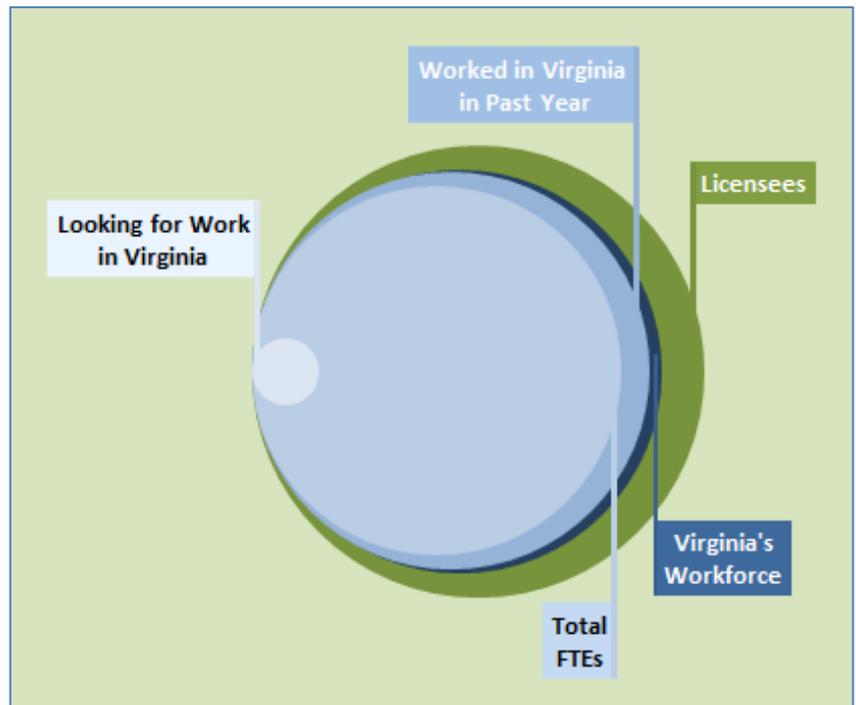
Source: Va. Healthcare Workforce Data Center

Virginia's LCSW Workforce		
Status	#	%
Worked in Virginia in Past Year	6,131	97%
Looking for Work in Virginia	174	3%
Virginia's Workforce	6,304	100%
Total FTEs	5,254	
Licensees	7,921	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	48	7%	662	93%	710	13%
35 to 39	69	10%	643	90%	712	13%
40 to 44	64	9%	617	91%	681	13%
45 to 49	76	12%	575	88%	651	12%
50 to 54	85	13%	561	87%	646	12%
55 to 59	83	14%	500	86%	583	11%
60 to 64	75	15%	412	85%	487	9%
65 and Over	211	22%	750	78%	960	18%
Total	711	13%	4,719	87%	5,430	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCSWs		LCSWs Under 40	
	%	#	%	#	%
White	61%	4,307	79%	1,040	73%
Black	19%	742	14%	231	16%
Hispanic	10%	190	3%	66	5%
Asian	7%	89	2%	36	3%
Two or More Races	3%	113	2%	45	3%
Other Race	0%	36	1%	9	1%
Total	100%	5,477	100%	1,427	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

More than one-quarter of all LCSWs are under the age of 40, and 92% of these professionals are female. In addition, the diversity index among this group of LCSWs is 44%.

At a Glance:

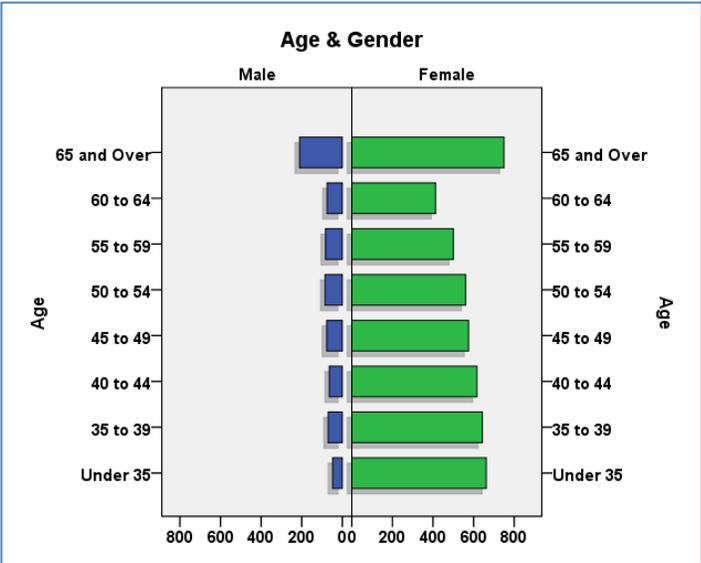
Gender
 % Female: 87%
 % Under 40 Female: 92%

Age
 Median Age: 50
 % Under 40: 26%
 % 55 and Over: 37%

Diversity
 Diversity Index: 36%
 Under 40 Div. Index: 44%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two LCSWs, there is a 36% chance that they would be of different races or ethnicities, a measure known as the diversity index.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 24%

Virginia Background

HS in Virginia: 46%
 Prof. Edu. in VA: 52%
 HS or Prof. Edu. in VA: 62%

Location Choice

% Rural to Non-Metro: 14%
 % Urban/Suburban to Non-Metro: 3%

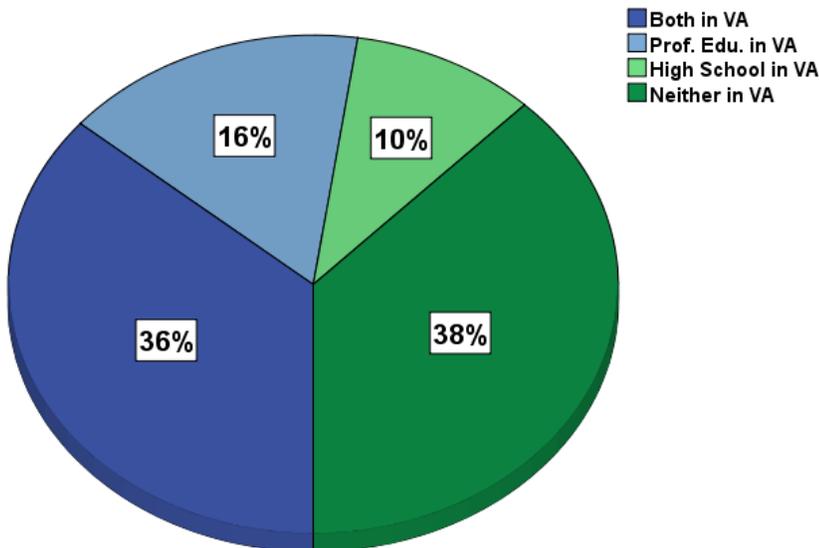
Source: Va. Healthcare Workforce Data Center

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+	18%	67%	15%
2	Metro, 250,000 to 1 Million	44%	42%	14%
3	Metro, 250,000 or Less	35%	54%	12%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	57%	28%	15%
6	Urban Pop., 2,500-19,999, Metro Adjacent	59%	36%	5%
7	Urban Pop., 2,500-19,999, Non-Adjacent	83%	10%	7%
8	Rural, Metro Adjacent	32%	64%	4%
9	Rural, Non-Adjacent	59%	41%	0%
Overall		24%	62%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all LCSWs grew up in self-described rural areas, and 14% of these professionals currently work in non-metro counties. In total, 6% of all LCSWs in the state currently work in non-metro counties.

Top Ten States for Licensed Clinical Social Worker Recruitment

Rank	All Licensed Clinical Social Workers			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,508	Virginia	2,842
2	New York	433	Washington, D.C.	426
3	Maryland	314	New York	315
4	Pennsylvania	234	Maryland	243
5	North Carolina	182	Massachusetts	162
6	New Jersey	177	North Carolina	146
7	Outside U.S./Canada	117	Pennsylvania	135
8	Ohio	102	Florida	107
9	California	100	Michigan	101
10	Florida	96	Illinois	92

Source: Va. Healthcare Workforce Data Center

Nearly half of all LCSWs received their high school degree in Virginia, while 52% obtained their initial professional degree in the state.

Among LCSWs who have obtained their initial license in the past five years, 45% received their high school degree in Virginia, while 46% obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	797	Virginia	810
2	New York	129	New York	123
3	Maryland	112	Washington, D.C.	115
4	North Carolina	73	Maryland	76
5	Pennsylvania	59	North Carolina	70
6	New Jersey	55	Florida	54
7	Outside U.S./Canada	38	Massachusetts	52
8	Florida	37	Pennsylvania	45
9	California	36	California	43
10	Illinois	36	Illinois	36

Source: Va. Healthcare Workforce Data Center

Among all LCSWs who are licensed in Virginia, 20% did not participate in the state's LCSW workforce during the past year. More than 80% of these professionals worked at some point in the past year, including 74% who worked in a job related to the behavioral sciences.

At a Glance:

Not in VA Workforce

Total:	1,615
% of Licensees:	20%
Federal/Military:	20%
VA Border State/D.C.:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	1	0%
Master's Degree	5,203	96%
Doctor of Psychology	26	0%
Other Doctorate	163	3%
Total	5,393	100%

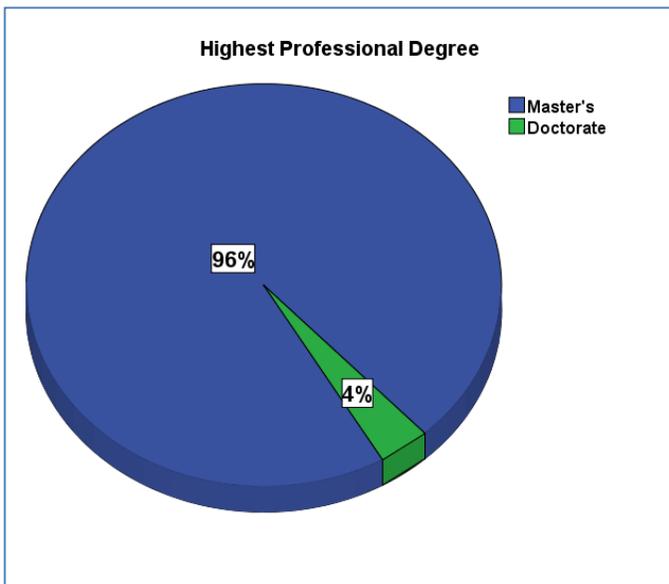
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Master's: 96%
 Doctorate: 4%

Education Debt
 Carry Debt: 39%
 Under Age 40 w/ Debt: 65%
 Median Debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 40% of LCSWs carry education debt, including 65% of those LCSWs who are under the age of 40. For those LCSWs with education debt, the median debt amount is between \$50,000 and \$60,000.

Education Debt				
Amount Carried	All LCSWs		LCSWs Under 40	
	#	%	#	%
None	2,938	61%	435	35%
Less than \$10,000	180	4%	49	4%
\$10,000-\$19,999	170	4%	69	6%
\$20,000-\$29,999	197	4%	84	7%
\$30,000-\$39,999	161	3%	58	5%
\$40,000-\$49,999	153	3%	67	5%
\$50,000-\$59,999	117	2%	58	5%
\$60,000-\$69,999	128	3%	70	6%
\$70,000-\$79,999	127	3%	65	5%
\$80,000-\$89,999	108	2%	60	5%
\$90,000-\$99,999	68	1%	32	3%
\$100,000 or More	433	9%	200	16%
Total	4,780	100%	1,247	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 57%
 Child: 7%
 Health/Medical: 7%

Secondary Specialty

Mental Health: 16%
 Substance Abuse: 12%
 Child: 11%

Source: Va. Healthcare Workforce Data Center

More than half of all LCSWs have a primary specialty in mental health, while another 7% of LCSWs have a primary specialty in children's health.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	3,009	57%	721	16%
Child	390	7%	486	11%
Health/Medical	345	7%	262	6%
Behavioral Disorders	217	4%	449	10%
Substance Abuse	211	4%	525	12%
School/Educational	203	4%	193	4%
Family	198	4%	438	10%
Gerontologic	97	2%	98	2%
Marriage	53	1%	174	4%
Social	27	1%	53	1%
Forensic	20	0%	40	1%
Sex Offender Treatment	20	0%	37	1%
Vocational/Work Environment	15	0%	17	0%
Public Health	7	0%	25	1%
Industrial/Organizational	7	0%	11	0%
Rehabilitation	6	0%	20	0%
Neurology/Neuropsychology	2	0%	8	0%
Experimental/Research	2	0%	3	0%
General Practice (Non-Specialty)	266	5%	669	15%
Other Specialty Area	209	4%	320	7%
Total	5,306	100%	4,550	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 56%
2 or More Positions: 21%

Weekly Hours:

40 to 49: 48%
60 or More: 4%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	6	< 1%
Employed in a Behavioral Sciences-Related Capacity	4,861	90%
Employed, NOT in a Behavioral Sciences-Related Capacity	253	5%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	23	< 1%
Voluntarily Unemployed	150	3%
Retired	112	2%
Total	5,404	100%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten LCSWs are currently employed in the profession, 56% hold one full-time job, and 48% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	285	5%
1 to 9 Hours	174	3%
10 to 19 Hours	359	7%
20 to 29 Hours	452	9%
30 to 39 Hours	722	14%
40 to 49 Hours	2,549	48%
50 to 59 Hours	557	11%
60 to 69 Hours	160	3%
70 to 79 Hours	29	1%
80 or More Hours	14	0%
Total	5,301	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	285	5%
One Part-Time Position	914	17%
Two Part-Time Positions	192	4%
One Full-Time Position	2,990	56%
One Full-Time Position & One Part-Time Position	806	15%
Two Full-Time Positions	27	1%
More than Two Positions	95	2%
Total	5,309	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	59	1%
Less than \$20,000	246	6%
\$20,000-\$29,999	176	4%
\$30,000-\$39,999	235	6%
\$40,000-\$49,999	345	8%
\$50,000-\$59,999	528	12%
\$60,000-\$69,999	694	16%
\$70,000-\$79,999	639	15%
\$80,000-\$89,999	482	11%
\$90,000-\$99,999	276	7%
\$100,000 or More	561	13%
Total	4,241	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
(Salary/Wage Employees Only)
Health Insurance: 66%
Retirement: 64%

Satisfaction
Satisfied: 96%
Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,462	67%
Somewhat Satisfied	1,479	29%
Somewhat Dissatisfied	148	3%
Very Dissatisfied	59	1%
Total	5,147	100%

Source: Va. Healthcare Workforce Data Center

The typical LCSW earns between \$60,000 and \$70,000 per year. Among LCSWs who receive either an hourly wage or salary as compensation at their primary work location, 66% have access to health insurance and 64% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,807	58%	73%
Paid Sick Leave	2,640	54%	68%
Health Insurance	2,576	53%	66%
Retirement	2,487	51%	64%
Dental Insurance	2,469	51%	64%
Group Life Insurance	1,993	41%	53%
Signing/Retention Bonus	202	4%	5%
At Least One Benefit	3,148	65%	79%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	1,313	21%
Switch Employers or Practices?	359	6%
Experience Voluntary Unemployment?	302	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	151	2%
Experience Involuntary Unemployment?	139	2%
Experience At Least One	1,943	31%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's LCSWs 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	130	3%	53	4%
Less than 6 Months	200	4%	141	11%
6 Months to 1 Year	414	8%	161	13%
1 to 2 Years	889	17%	251	20%
3 to 5 Years	1,157	23%	275	22%
6 to 10 Years	862	17%	175	14%
More than 10 Years	1,458	29%	215	17%
Subtotal	5,112	100%	1,271	100%
Did Not Have Location	191		4,958	
Item Missing	1,002		75	
Total	6,304		6,304	

Source: Va. Healthcare Workforce Data Center

More than 60% of all LCSWs are salaried employees, while 17% receive income from their own business or practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 6%
New Location: 18%
Over 2 Years: 68%
Over 2 Yrs., 2nd Location: 52%

Employment Type

Salary/Commission: 61%
Business/Practice Income: 17%

Source: Va. Healthcare Workforce Data Center

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

Employment Type

Primary Work Site	#	%
Salary/Commission	2,352	61%
Business/Practice Income	668	17%
Hourly Wage	522	14%
By Contract	296	8%
Unpaid	27	1%
Subtotal	3,866	100%
Did Not Have Location	191	
Item Missing	2,248	

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:	38%
Top 3 Regions:	81%
Lowest Region:	1%

Locations

2 or More (Past Year):	25%
2 or More (Now*):	23%

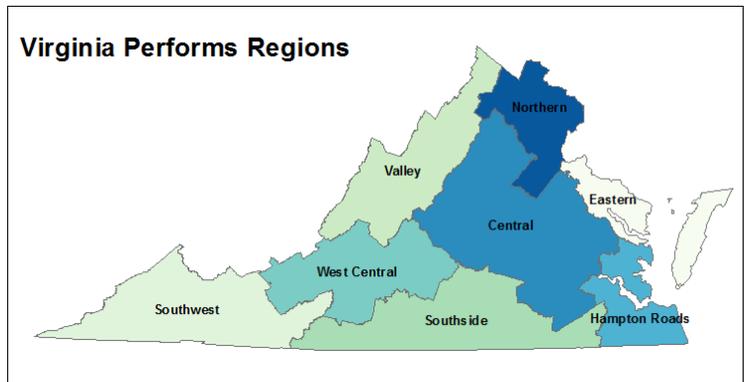
Source: Va. Healthcare Workforce Data Center

More than 80% of all LCSWs 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	1,912	38%	441	34%
Central	1,454	29%	321	25%
Hampton Roads	778	15%	237	18%
West Central	384	8%	84	6%
Valley	187	4%	43	3%
Southwest	158	3%	34	3%
Southside	110	2%	32	2%
Eastern	39	1%	14	1%
Virginia Border State/D.C.	44	1%	39	3%
Other U.S. State	25	0%	61	5%
Outside of the U.S.	0	0%	1	0%
Total	5,091	100%	1,307	100%
Item Missing	1,024		38	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all LCSWs currently have multiple work locations, while 25% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	173	3%	277	5%
1	3,759	71%	3,759	71%
2	668	13%	674	13%
3	584	11%	520	10%
4	41	1%	21	0%
5	17	0%	10	0%
6 or More	32	1%	12	0%
Total	5,273	100%	5,273	100%

*At the time of survey completion, June 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,263	48%	858	73%
Non-Profit	1,002	21%	172	15%
State/Local Government	1,045	22%	117	10%
Veterans Administration	210	4%	10	1%
U.S. Military	156	3%	9	1%
Other Federal Government	69	1%	4	0%
Total	4,745	100%	1,170	100%
Did Not Have Location	191		4,958	
Item Missing	1,368		175	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	48%
Federal:	9%

Top Establishments

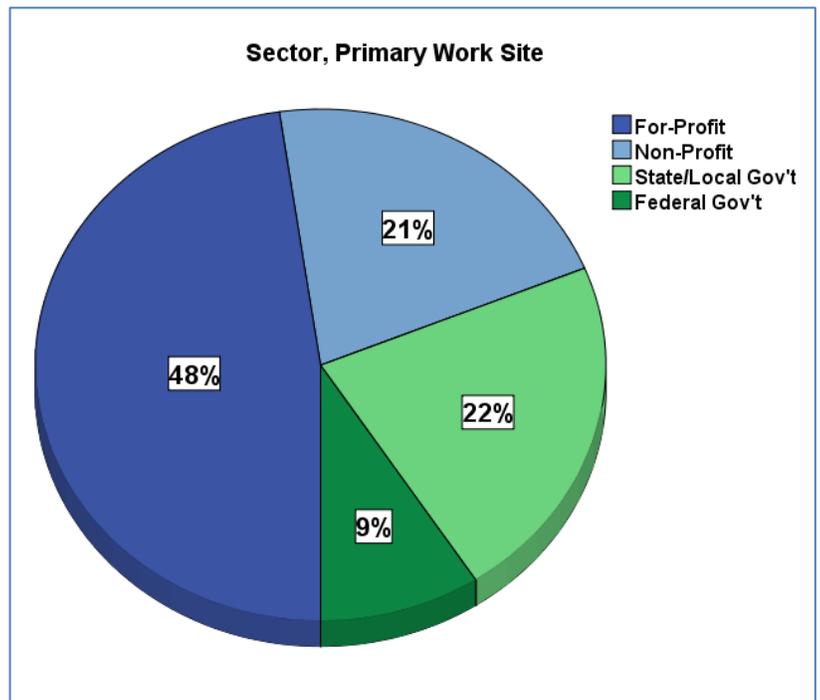
Private Practice, Solo:	16%
Private Practice, Group:	13%
Mental Health Facility:	13%

Payment Method

Cash/Self-Pay:	52%
Private Insurance:	43%

Source: Va. Healthcare Workforce Data Center

Nearly 70% of all LCSWs work in the private sector, including 48% who work at for-profit establishments. Another 22% of LCSWs work for state or local governments.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Solo	722	16%	220	20%
Private Practice, Group	602	13%	260	23%
Mental Health Facility, Outpatient	601	13%	155	14%
Community Services Board	443	10%	57	5%
School (Providing Care to Clients)	321	7%	16	1%
Hospital, General	329	7%	42	4%
Community-Based Clinic or Health Center	314	7%	93	8%
Hospital, Psychiatric	142	3%	27	2%
Residential Mental Health/Substance Abuse Facility	94	2%	13	1%
Administrative or Regulatory	83	2%	4	0%
Academic Institution (Teaching Health Professions Students)	73	2%	64	6%
Other Practice Setting	765	17%	169	15%
Total	4,489	100%	1,120	100%
Did Not Have a Location	191		4,958	

Source: Va. Healthcare Workforce Data Center

Group and solo private practices employ nearly 30% of all LCSWs in Virginia. Another 13% of LCSWs work at outpatient mental health facilities.

More than half of all LCSWs 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 LCSW workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	3,250	52%
Private Insurance	2,738	43%
Medicaid	2,027	32%
Medicare	1,814	29%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

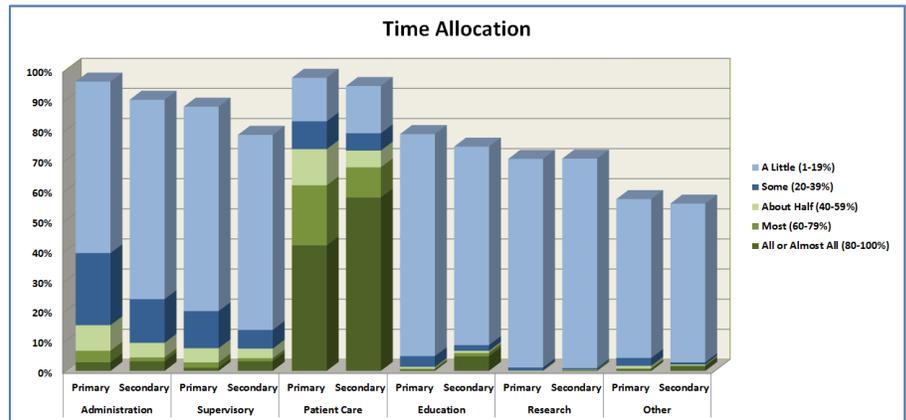
Patient Care: 62%
Administration: 7%
Supervisory: 3%

Patient Care LCSWs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, LCSWs spend approximately three-quarters of their time treating patients. In fact, 62% of all LCSWs 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%)	3%	3%	1%	3%	42%	58%	0%	5%	0%	0%	1%	1%
Most (60-79%)	4%	1%	2%	1%	20%	10%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	8%	5%	5%	3%	12%	6%	1%	1%	0%	0%	1%	0%
Some (20-39%)	24%	14%	12%	6%	9%	6%	4%	2%	1%	0%	3%	1%
A Little (1-19%)	57%	66%	68%	65%	14%	16%	74%	66%	69%	69%	53%	53%
None (0%)	4%	10%	12%	22%	3%	5%	21%	26%	30%	29%	43%	44%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	425	9%	167	15%
1 to 24	2,974	64%	860	76%
25 to 49	1,056	23%	79	7%
50 to 74	113	2%	15	1%
75 or More	73	2%	10	1%
Total	4,641	100%	1,132	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

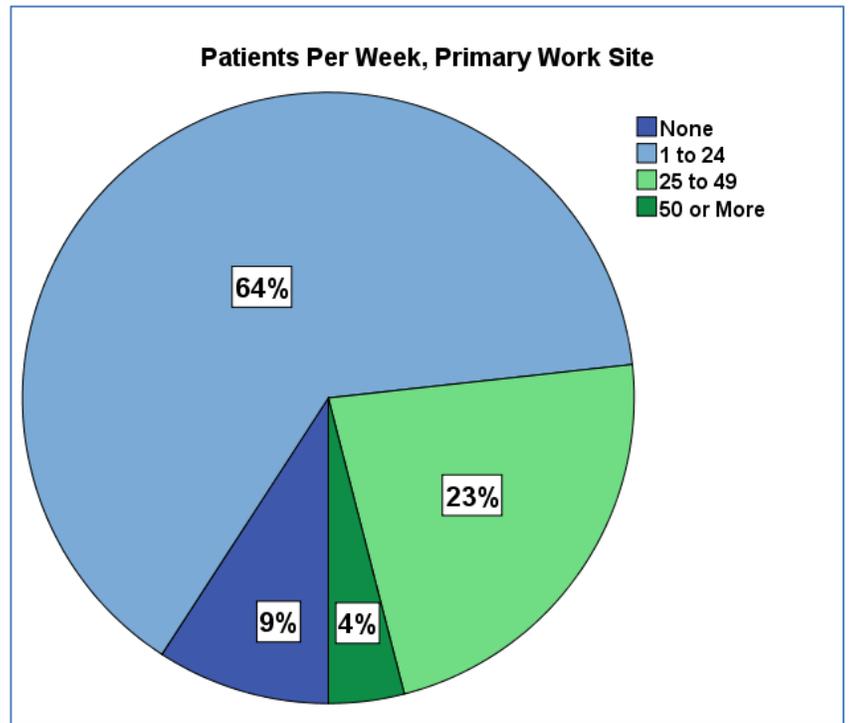
Patients Per Week

Primary Location: 1-24

Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LCSWs treat between 1 and 24 patients per week at their primary work location. Among those LCSWs 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

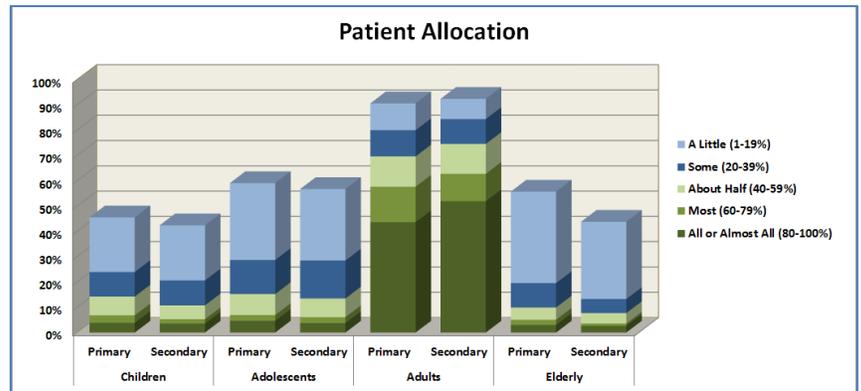
Children: 0%
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

Roles

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, approximately three-quarters of all patients seen by LCSWs at their primary work location are adults. In addition, 58% of LCSWs serve an adult patient care role, meaning that at least 60% of their patients are adults.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	4%	4%	5%	4%	44%	52%	3%	3%
Most (60-79%)	3%	2%	2%	2%	14%	11%	2%	1%
About Half (40-59%)	7%	5%	8%	7%	12%	12%	5%	4%
Some (20-39%)	10%	10%	13%	15%	10%	10%	10%	6%
A Little (1-19%)	22%	22%	30%	28%	11%	8%	36%	31%
None (0%)	54%	57%	41%	43%	9%	8%	44%	56%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCSWs		LCSWs 50 and Over	
	#	%	#	%
Under Age 50	48	1%	-	-
50 to 54	81	2%	7	0%
55 to 59	280	6%	69	3%
60 to 64	821	18%	286	12%
65 to 69	1,514	33%	707	31%
70 to 74	946	21%	604	26%
75 to 79	367	8%	265	11%
80 or Over	118	3%	93	4%
I Do Not Intend to Retire	437	9%	275	12%
Total	4,611	100%	2,306	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCSWs

Under 65: 27%
Under 60: 9%

LCSWs 50 and Over

Under 65: 16%
Under 60: 3%

Time Until Retirement

Within 2 Years: 8%
Within 10 Years: 26%
Half the Workforce: By 2040

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all LCSWs expect to retire before the age of 65. Among those LCSWs who are age 50 or over, 16% expect to retire by the age of 65.

Within the next two years, 11% of LCSWs expect to increase their patient care hours, and 9% expect to pursue additional educational opportunities.

Future Plans

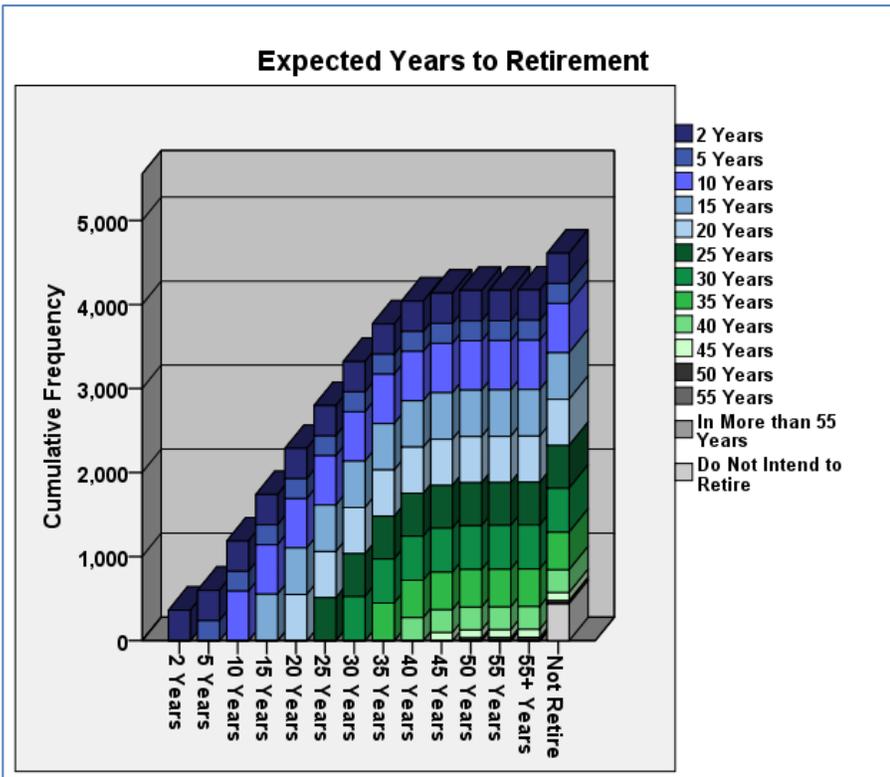
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	451	7%
Leave Virginia	133	2%
Leave Profession	75	1%
Decrease Teaching Hours	30	0%
Increase Participation		
Increase Patient Care Hours	690	11%
Pursue Additional Education	557	9%
Increase Teaching Hours	360	6%
Return to Virginia's Workforce	70	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCSWs. While 8% of LCSWs expect to retire in the next two years, 26% expect to retire in the next ten years. Half of the current workforce expect to retire by 2040.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	361	8%	8%
5 Years	237	5%	13%
10 Years	588	13%	26%
15 Years	553	12%	38%
20 Years	549	12%	50%
25 Years	510	11%	61%
30 Years	523	11%	72%
35 Years	447	10%	82%
40 Years	272	6%	88%
45 Years	95	2%	90%
50 Years	31	1%	90%
55 Years	2	0%	90%
In More than 55 Years	5	0%	91%
Do Not Intend to Retire	437	9%	100%
Total	4,611	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: 5,254
 FTEs/1,000 Residents³: 0.616
 Average: 0.86

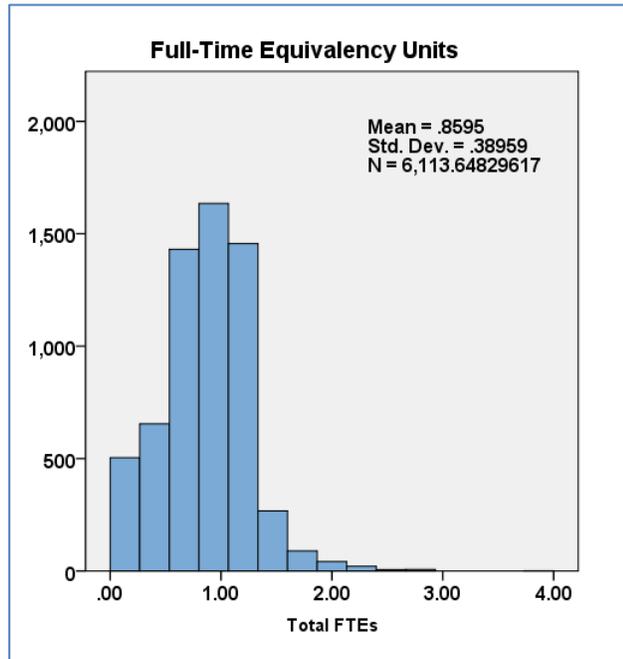
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

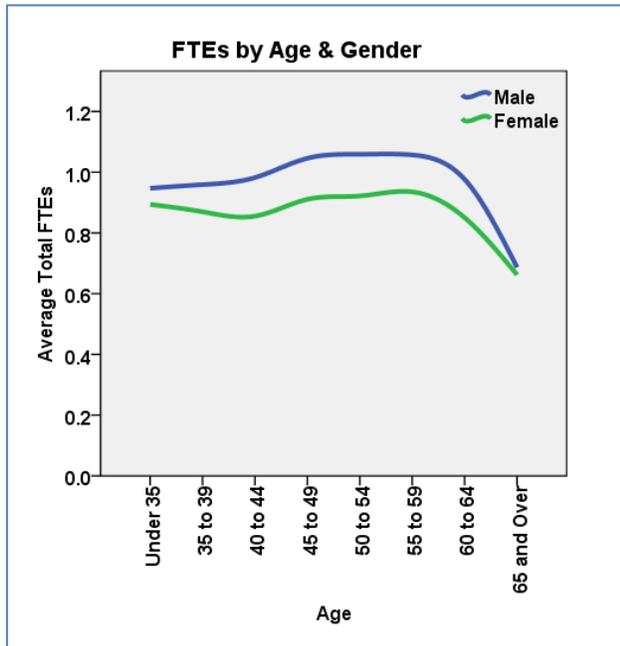


Source: Va. Healthcare Workforce Data Center

The typical (median) LCSW 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.⁴

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.89	0.92
35 to 39	0.87	0.94
40 to 44	0.85	0.89
45 to 49	0.92	0.89
50 to 54	0.97	1.05
55 to 59	0.97	1.06
60 to 64	0.85	0.80
65 and Over	0.66	0.61
Gender		
Male	0.92	1.00
Female	0.86	0.93

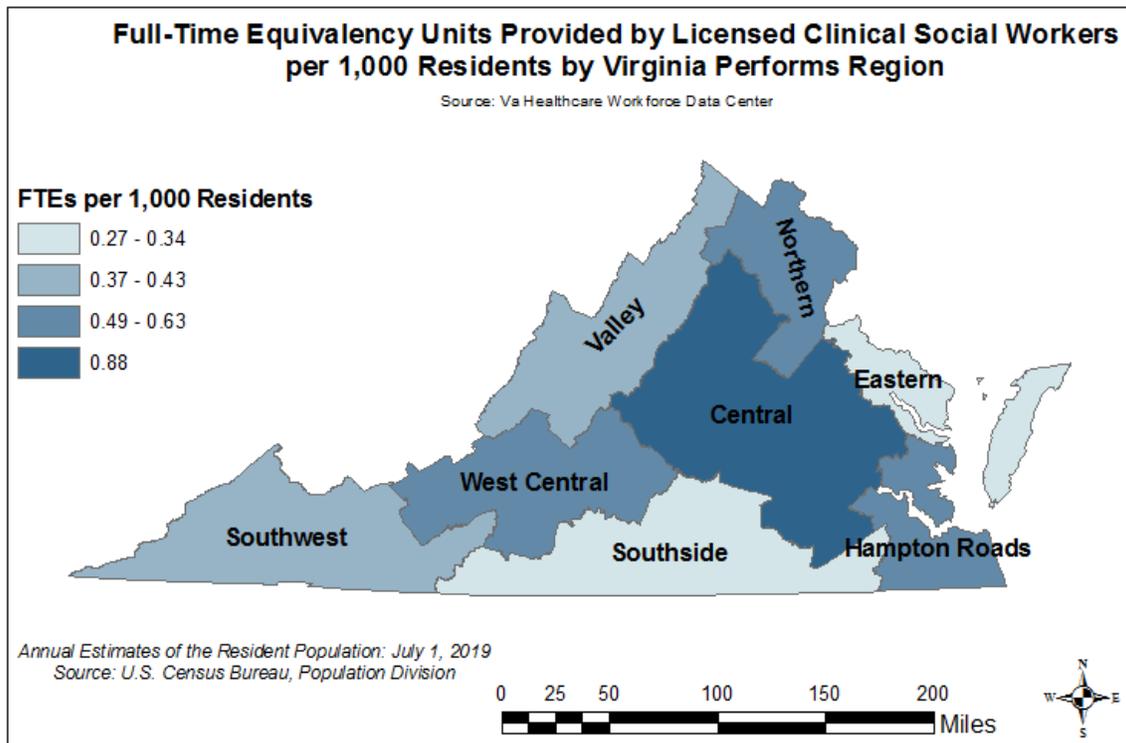
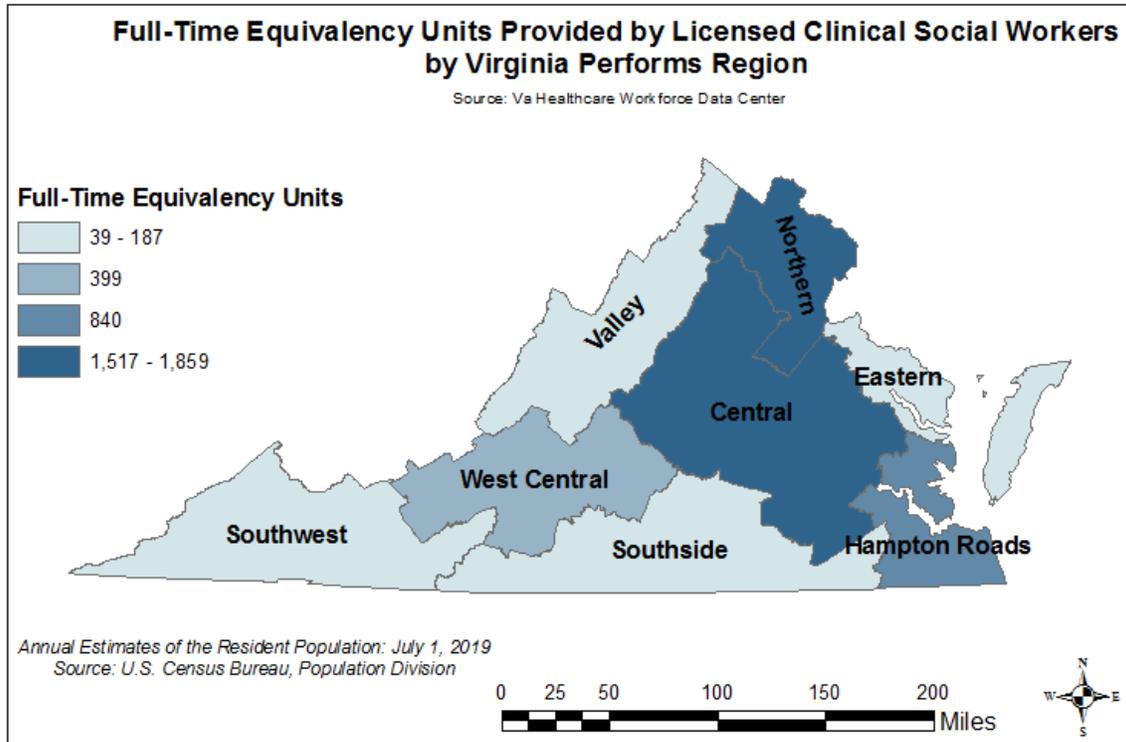
Source: Va. Healthcare Workforce Data Center

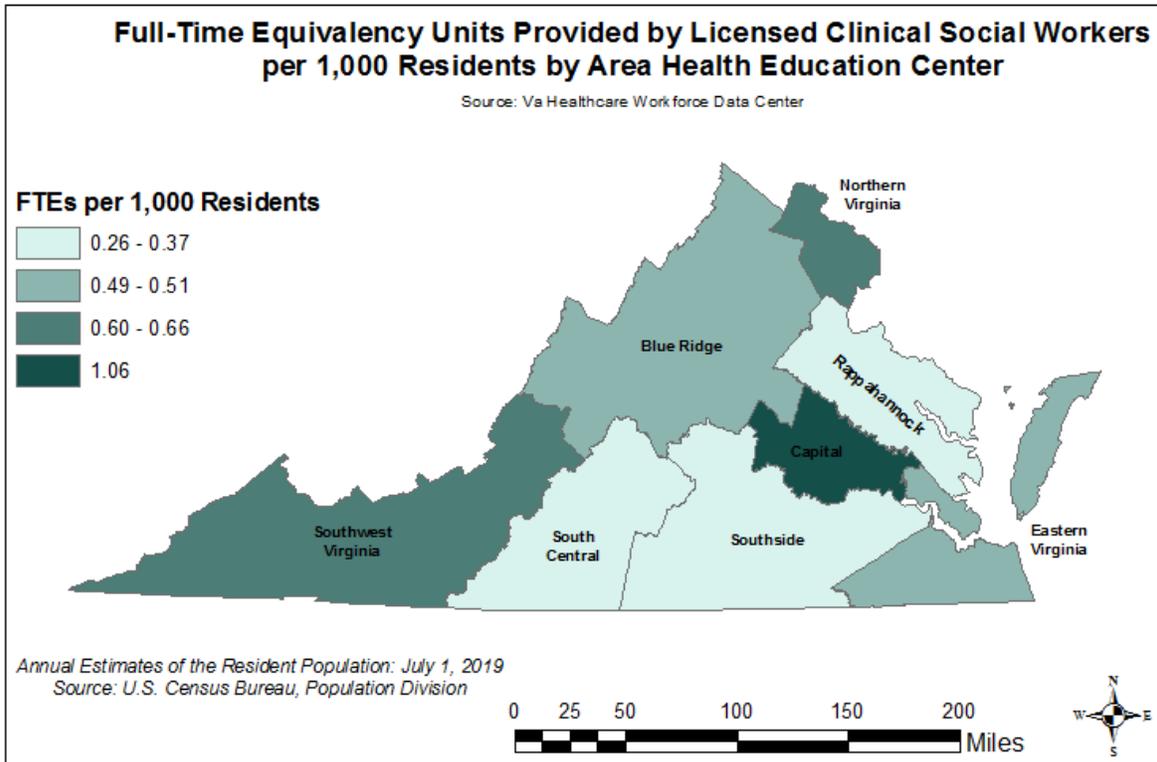
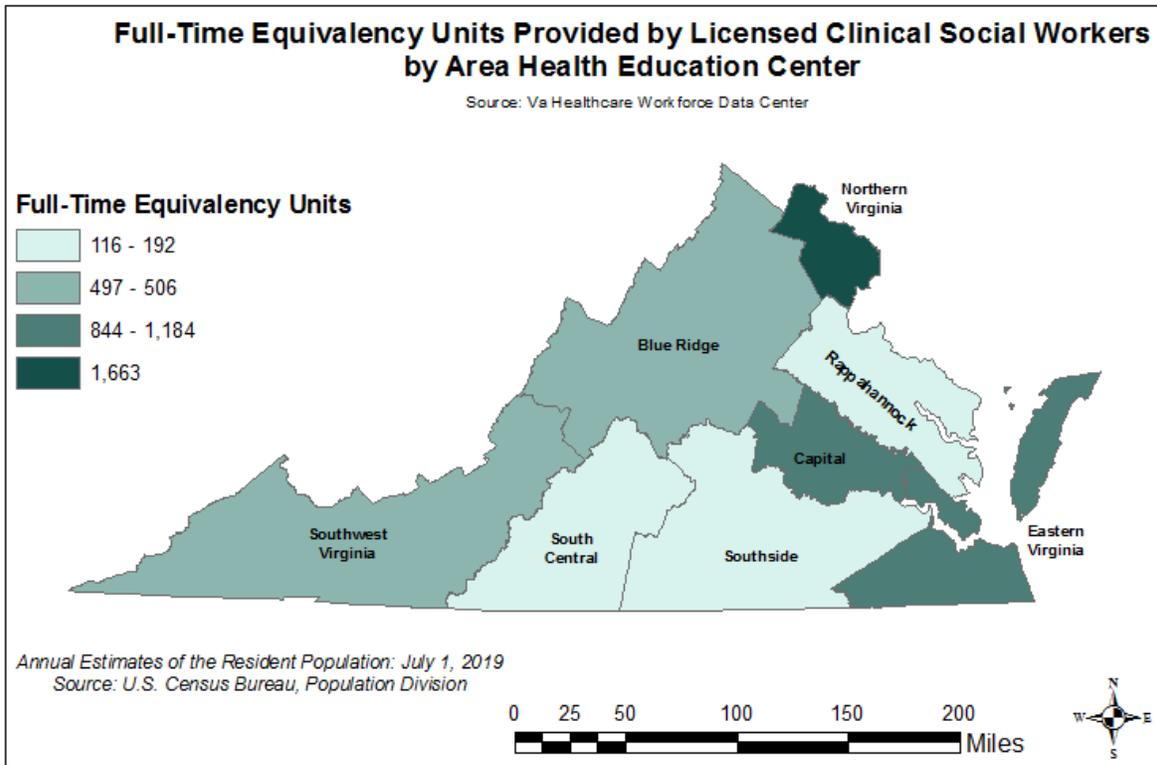


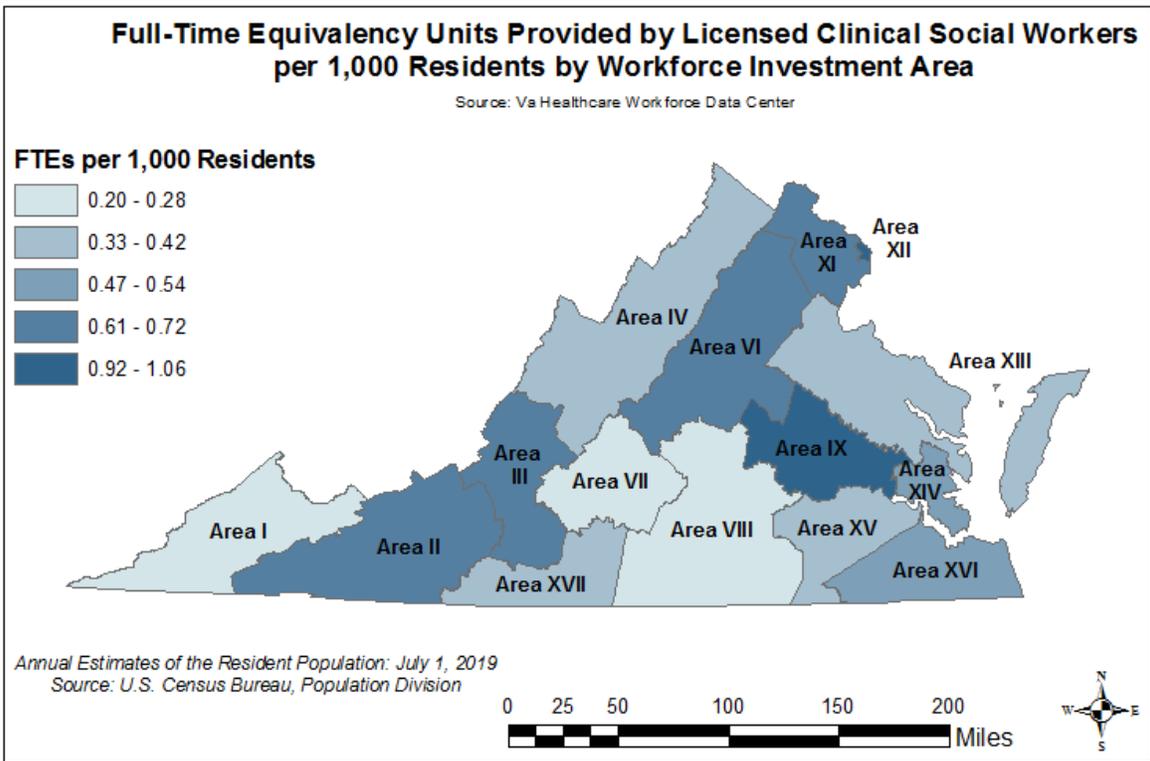
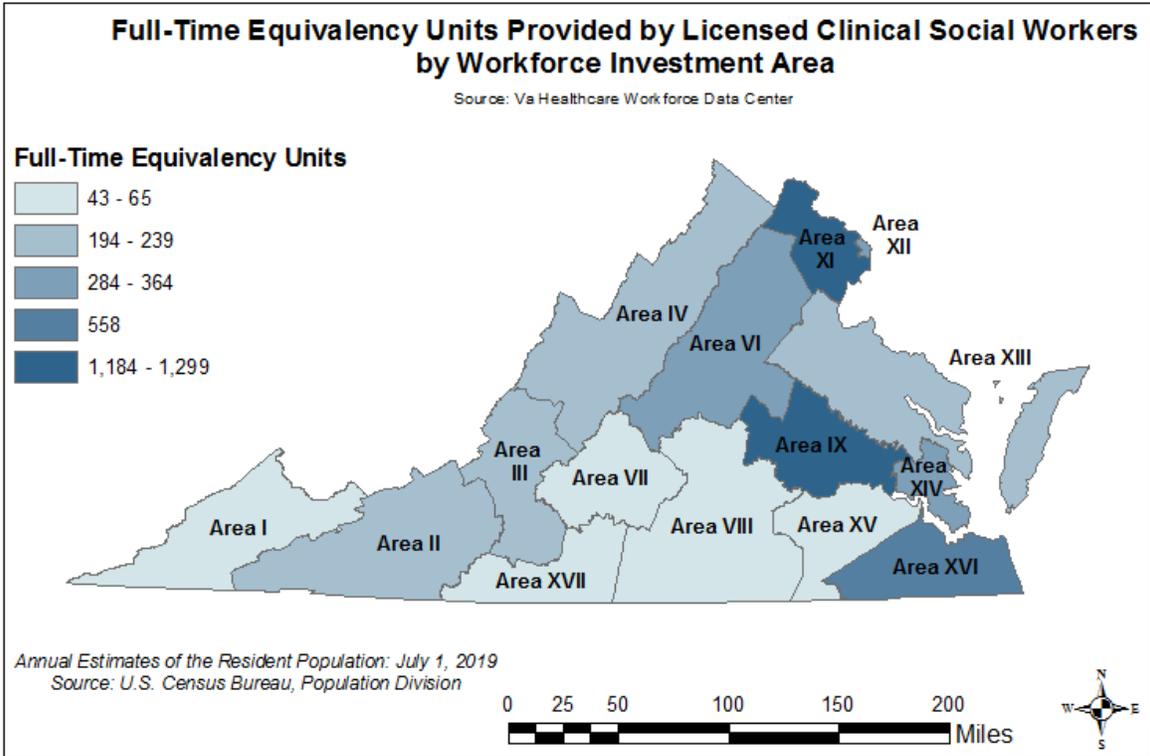
Source: Va. Healthcare Workforce Data Center

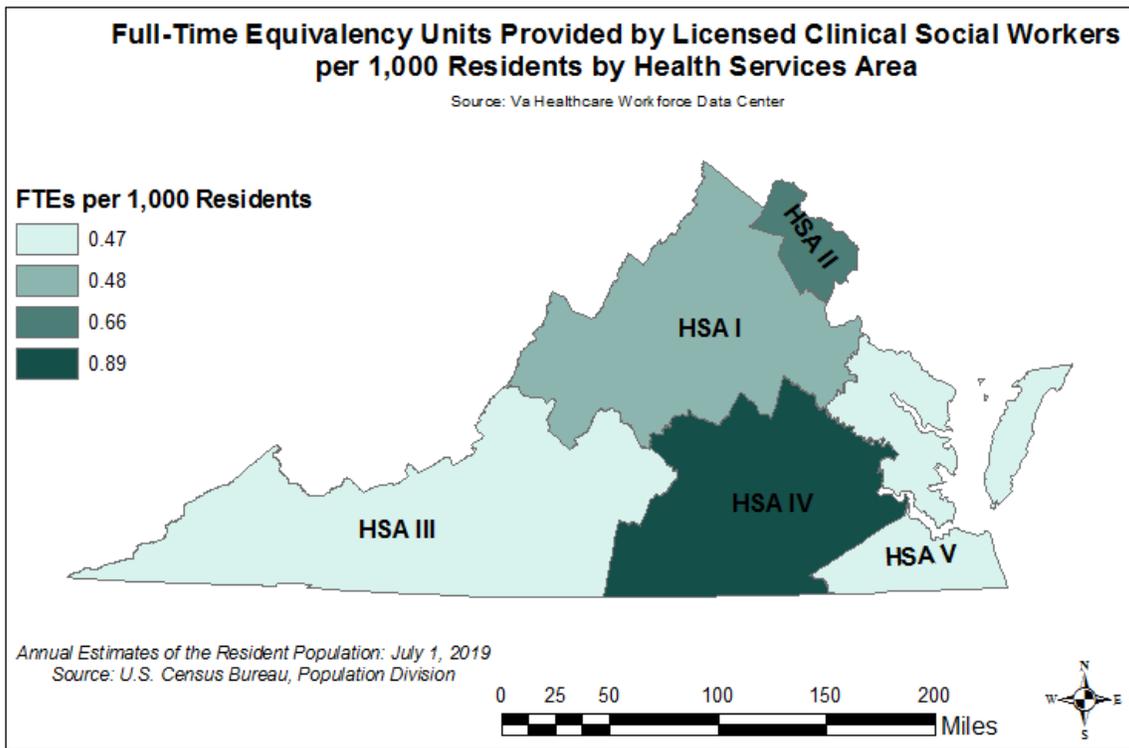
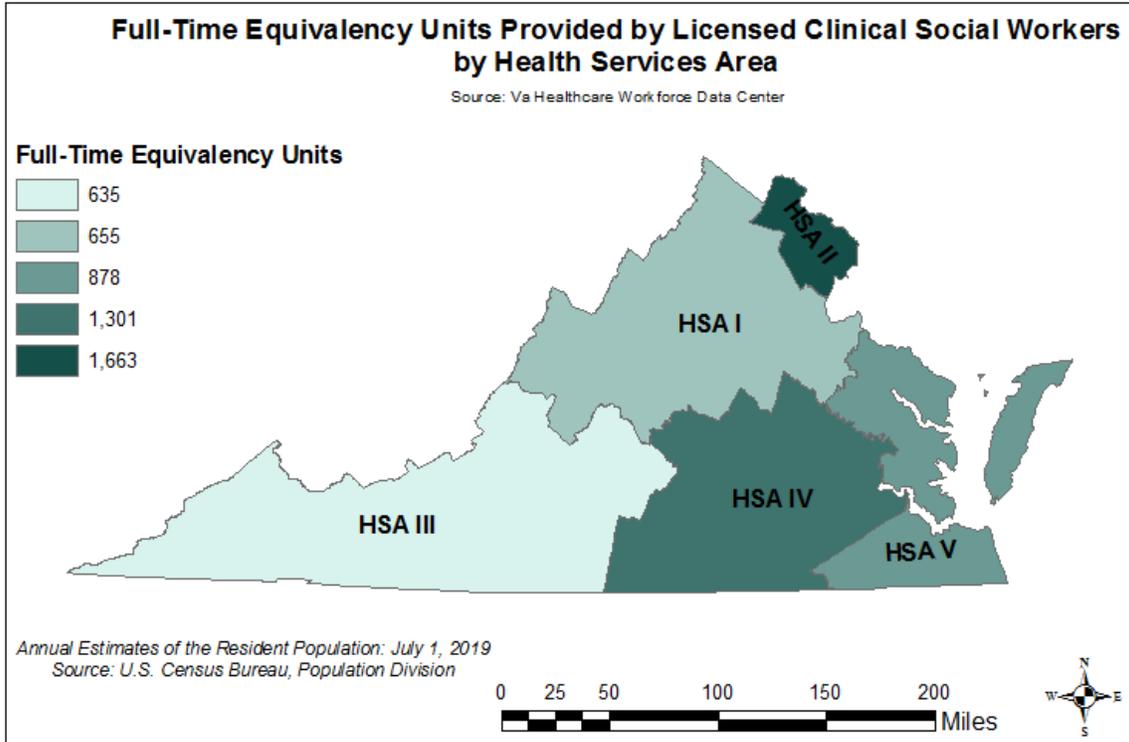
³ Number of residents in 2019 was used as the denominator.

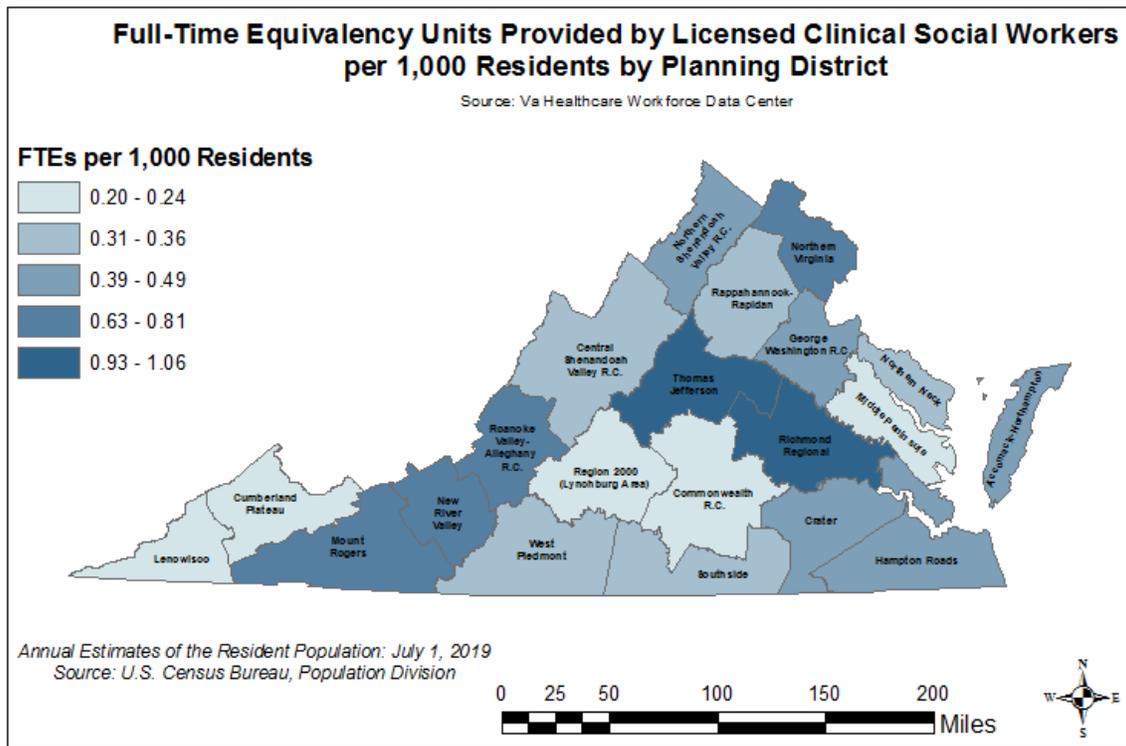
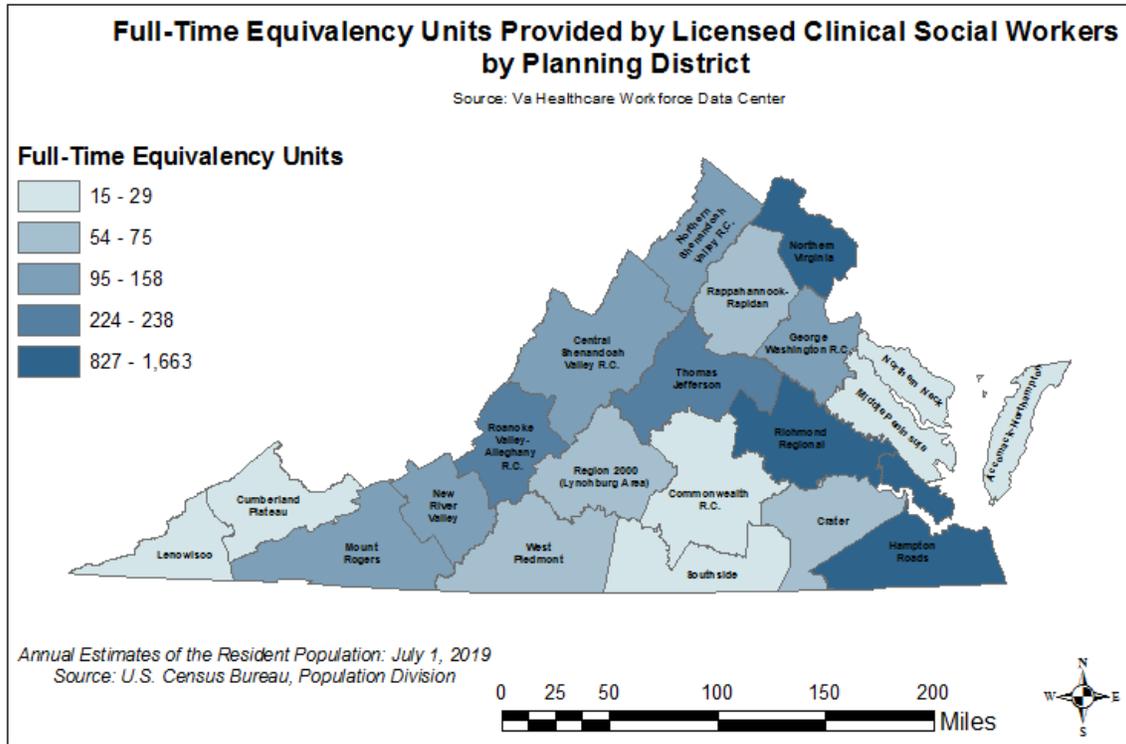
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	4,812	90.09%	1.110	1.055	1.243
Metro, 250,000 to 1 Million	396	89.14%	1.122	1.067	1.257
Metro, 250,000 or Less	600	92.00%	1.087	1.033	1.218
Urban Pop., 20,000+, Metro Adj.	36	83.33%	1.200	1.141	1.344
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	129	91.47%	1.093	1.039	1.225
Urban Pop., 2,500-19,999, Non-Adj.	80	93.75%	1.067	1.014	1.195
Rural, Metro Adj.	92	83.70%	1.195	1.136	1.338
Rural, Non-Adj.	26	84.62%	1.182	1.124	1.324
Virginia Border State/D.C.	1,056	67.61%	1.479	1.406	1.657
Other U.S. State	694	69.02%	1.449	1.378	1.623

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	926	76.13%	1.313	1.195	1.657
35 to 39	982	83.10%	1.203	1.095	1.518
40 to 44	977	86.49%	1.156	1.052	1.458
45 to 49	947	87.33%	1.145	1.042	1.444
50 to 54	938	89.02%	1.123	1.022	1.417
55 to 59	849	89.05%	1.123	1.022	1.416
60 to 64	776	89.69%	1.115	1.014	1.406
65 and Over	1,526	83.55%	1.197	1.089	1.510

Source: Va. Healthcare Workforce Data Center

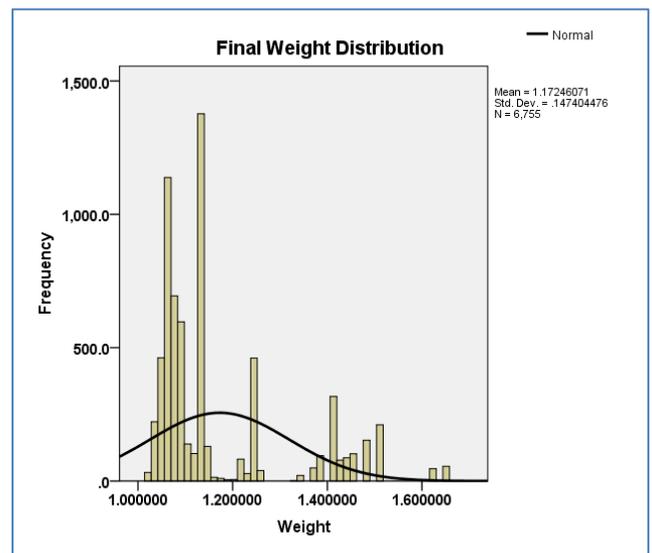
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.852796



Source: Va. Healthcare Workforce Data Center