
Virginia's Registered Nurse Workforce: 2013

Healthcare Workforce Data Center

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More than 35,000 Registered Nurses 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 Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	99,901
Virginia's Workforce:	85,259
FTEs:	74,312

Background

Rural Childhood:	37%
HS Degree in VA:	53%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	71%
Satisfied?:	91%

Survey Response Rate

All Licensees:	36%
Renewing Practitioners:	80%

Education

Baccalaureate:	38%
Associate:	34%

Job Turnover

New Location:	16%
Employed over 2 yrs:	63%

Demographics

Female:	94%
Diversity Index:	33%
Median Age:	48

Finances

Median Income:	\$50k-\$60k
Health Benefits:	71%
Under 40 w/ Ed debt:	57%

Time Allocation

Patient Care:	90%-100%
Patient Care Role:	73%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

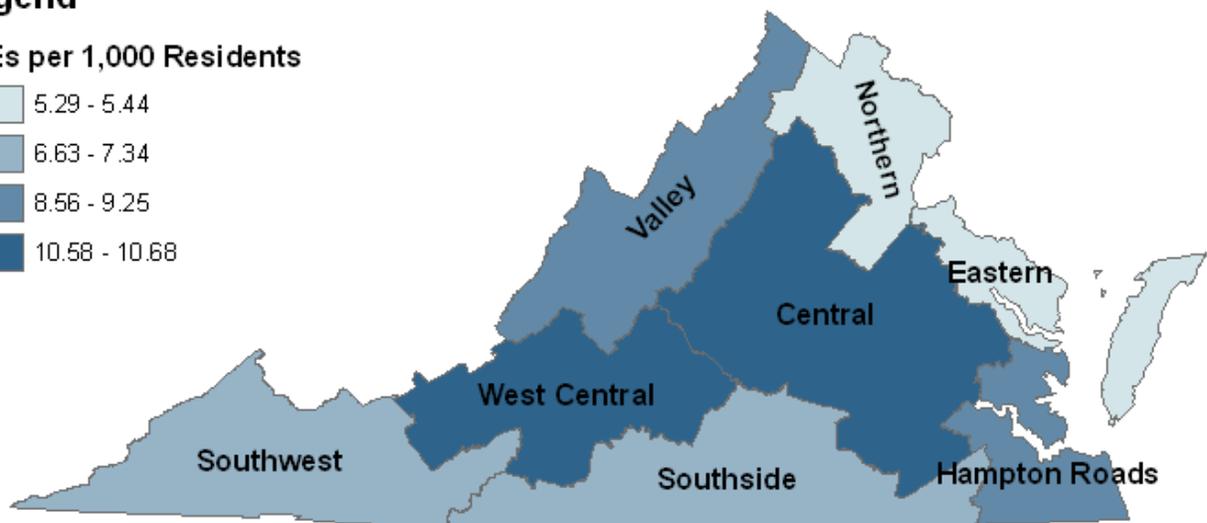
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	5.29 - 5.44
	6.63 - 7.34
	8.56 - 9.25
	10.58 - 10.68



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



Source: Va. Healthcare Workforce Data Center

More than 35,000 Registered Nurses (RNs) voluntarily took part in the 2013 Nursing Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, only approximately half of all RNs have access to the survey in any given year. As such, these survey respondents represent just 36% of the 99,901 RNs who are licensed in the state. However, 80% of practitioners who renewed during the survey period, which ran from October 2012 to September 2013, completed the survey.

The HWDC estimates that 85,259 RNs 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 a RN at some point in the future. Virginia's RN workforce provided 74,312 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of RNs are female, and the median age of all RNs is 48. In a random encounter between two RNs, there is a one-third chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. For RNs who are under the age of 40, the diversity index increases to 39%.

More than one-third of all RNs grew up in a rural area, and 20% of these professionals currently work in non-Metro areas of the state. Meanwhile, 53% of Virginia's RNs graduated from high school in Virginia, while nearly two-thirds received their initial professional degree in the state. In total, 67% of Virginia's RN workforce has some educational background in the state.

38% of all RNs hold a baccalaureate degree as their highest professional degree, while 34% earned an associate degree. 57% of RNs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$20,000 and \$30,000.

90% of RNs were employed in the profession at the time of the survey. 71% held one full-time position, while 14% held one part-time position. Only 1% of RNs were involuntarily unemployed, while 3% were voluntarily unemployed. Nearly two-thirds of all RNs have been at their primary work location for at least two years.

The median annual income for RNs is between \$50,000 and \$60,000, while one-quarter earn more than \$80,000 per year. In addition to monetary compensation, 93% of Virginia's RNs receive at least one employer-sponsored benefit, including 71% who receive employer-sponsored health insurance. 91% of RNs indicated they are satisfied with their current employment situation, including more than half who indicated they are "very satisfied".

More than 70% of all RNs work in Central Virginia, Northern Virginia or Hampton Roads. 18% of RNs work at two or more locations in the past year. More than 80% of RNs work in the private sector, including 46% who work at a non-profit institution. More than half of all RNs worked in either an inpatient or outpatient hospital at their primary work location, while 7% work in an academic setting.

RNs focused essentially all of their efforts on patient care activities. 73% of RNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, RNs spend most of their time treating adults and the elderly at their primary work location. Adults account for approximately half of the average RN's patient workload, while the elderly account for approximately 25%.

Nearly one-third of RNs expect to retire by the age of 65. 22% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2038. Over the next two years, only 4% of the RN workforce plans on leaving either the state or the profession. Meanwhile, 28% of RNs expect to pursue additional educational opportunities, while 6% plan on increasing patient care activities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	31,659	32%
New Licensees	5,093	5%
Non-Renewals	12,401	12%
Not Given Survey	50,748	51%
All Licensees	99,901	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 80% of all renewing practitioners submitted a survey.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	8,084	2,869	26%
30 to 34	6,074	3,743	38%
35 to 39	6,390	3,129	33%
40 to 44	6,439	4,474	41%
45 to 49	7,270	3,804	34%
50 to 54	7,299	5,272	42%
55 to 59	9,094	4,851	35%
60 and Over	13,484	7,625	36%
Total	64,134	35,767	36%
New Licenses			
Issued Since Oct. 2012	5,092	1	0%
Metro Status			
Non-Metro	7,636	4,483	37%
Metro	49,597	28,905	37%
Not in Virginia	6,901	2,379	26%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed RNs

Number:	99,901
New:	5%
Not Renewed:	12%

Response Rates

All Licensees:	36%
Renewing Practitioners:	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	35,767
Response Rate, all licensees	36%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between Oct. 2012 and Sept. 2013 on the birth month of each renewing practitioner.
- 2. Target Population:** All RNs who held a Virginia license at some point during the survey period.
- 3. Survey Population:** The survey was available to RNs who renewed their licenses online. It was not available to those who did not renew, including RNs newly licensed during the survey period.

At a Glance:

Workforce

2012 RN Workforce: 85,259
 FTEs: 74,312

Utilization Ratios

Licensees in VA Workforce: 85%
 Licensees per FTE: 1.34
 Workers per FTE: 1.15

Source: Va. Healthcare Workforce Data Center

Virginia's RN Workforce		
Status	#	%
Worked in Virginia in Past Year	82,034	96%
Looking for Work in Virginia	3,225	4%
Virginia's Workforce	85,259	100%
Total FTEs	74,312	
Licensees	99,901	

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 2012 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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	455	5%	9,143	95%	9,597	11%
30 to 34	481	6%	8,024	94%	8,505	10%
35 to 39	599	7%	7,650	93%	8,248	10%
40 to 44	681	7%	8,729	93%	9,410	11%
45 to 49	657	7%	9,014	93%	9,671	12%
50 to 54	655	6%	10,135	94%	10,790	13%
55 to 59	688	6%	11,021	94%	11,709	14%
60 +	780	5%	14,819	95%	15,598	19%
Total	4,995	6%	78,533	94%	83,528	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	RNs		RNs under 40	
	%	#	%	#	%
White	64%	68,193	81%	20,462	77%
Black	19%	8,342	10%	2,885	11%
Asian	6%	3,782	4%	1,339	5%
Other Race	0%	1,000	1%	396	1%
Two or more races	2%	1,415	2%	630	2%
Hispanic	8%	1,672	2%	755	3%
Total	100%	84,404	100%	26,467	100%

*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: 94%
% Under 40 Female: 94%

Age

Median Age: 48
% Under 40: 32%
% 55+: 33%

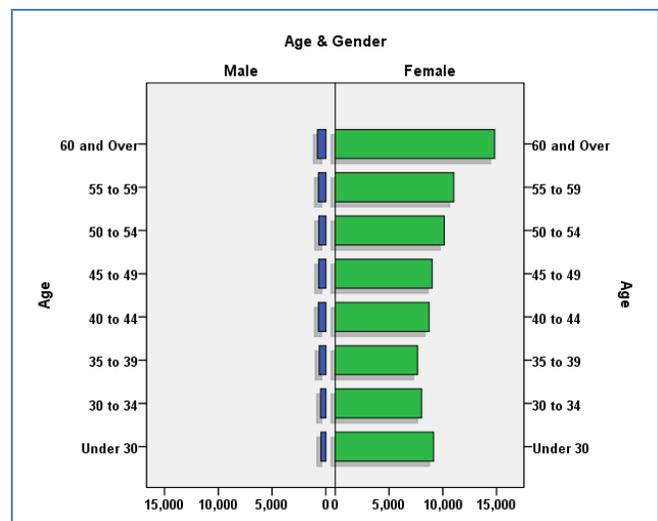
Diversity

Diversity Index: 33%
Under 40 Div. Index: 39%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two RNs, there is a one-in-three 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. The diversity index for those RNs who are under the age of 40 is 39%.

94% of RNs are female. The median age of all RNs is 48, and nearly one-third of RNs are under the age of 40.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 15%
Rural Childhood: 37%

Virginia Background

HS in Virginia: 53%
Prof. in VA: 64%
HS or Prof. in VA: 67%

Location Choice

% Rural to Non-Metro: 20%
% Urban/Suburban to Non-Metro: 4%

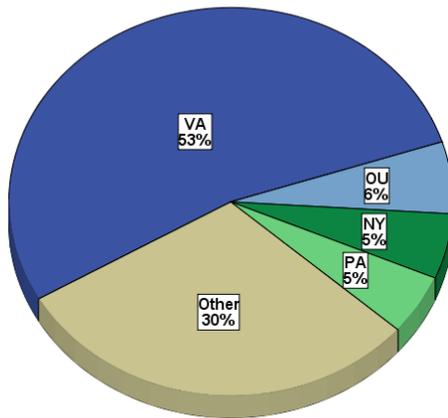
Source: Va. Healthcare Workforce Data Center

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+	26%	56%	18%
2	Metro, 250,000 to 1 million	52%	36%	12%
3	Metro, 250,000 or less	53%	37%	10%
Non-Metro Counties				
4	Urban pop, 20,000+, Metro adj	66%	25%	9%
6	Urban pop, 2,500-19,999, Metro adj	73%	19%	9%
7	Urban pop, 2,500-19,999, nonadj	86%	10%	5%
8	Rural, Metro adj	77%	18%	5%
9	Rural, nonadj	72%	18%	10%
Overall		37%	48%	15%

Source: Va. Healthcare Workforce Data Center

High School Location

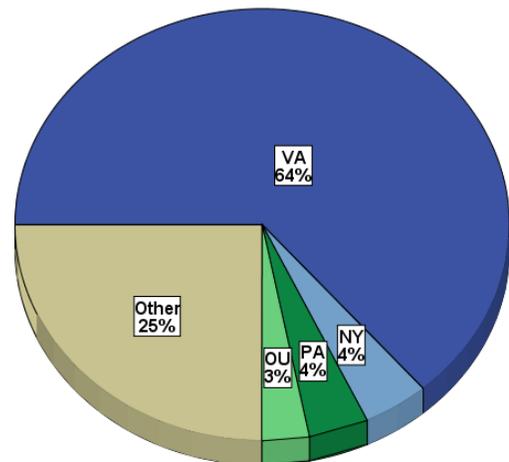


Source: Va. Healthcare Workforce Data Center

More than one-third of all RNs grew up in self-described rural areas, but only 20% of these RNs currently work in Non-Metro counties. In total, 10% of all RNs work in Non-Metro counties.

Two-thirds of Virginia's RNs have a background in the state, including one-half who received both their high school and initial professional degrees in Virginia.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Top Ten States for Registered Nurse Recruitment

Rank	All RNs			
	High School	#	Init. Prof Degree	#
1	Virginia	44,809	Virginia	53,323
2	Outside of U.S./Canada	5,033	New York	3,610
3	New York	4,560	Pennsylvania	3,283
4	Pennsylvania	4,219	Outside of U.S./Canada	2,590
5	Maryland	2,420	Maryland	1,751
6	New Jersey	2,153	North Carolina	1,742
7	West Virginia	1,928	West Virginia	1,501
8	Ohio	1,807	Ohio	1,328
9	North Carolina	1,756	Florida	1,249
10	Florida	1,474	New Jersey	1,093

The majority of RNs received their high school degree and initial professional degree in Virginia. Outside of Virginia, many RNs went to high school or obtained their initial professional degree in New York, Pennsylvania or Maryland. In addition, many RNs received education in a foreign country.

Source: Va. Healthcare Workforce Data Center

More than half of RNs who have been licensed in the past five years received their high school education in Virginia, and more than two-thirds received their initial professional degree in the state. Outside of Virginia, Pennsylvania, New York and Florida were among the largest contributors to the state's RN workforce.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	11,365	Virginia	14,318
2	Outside of U.S./Canada	1,354	Pennsylvania	641
3	Pennsylvania	795	New York	557
4	New York	751	Florida	438
5	Florida	520	Outside of U.S./Canada	409
6	New Jersey	487	North Carolina	370
7	Maryland	486	Maryland	350
8	North Carolina	467	Ohio	343
9	Ohio	457	West Virginia	337
10	West Virginia	396	New Jersey	219

Source: Va. Healthcare Workforce Data Center

15% of Virginia's licensees did not participate in Virginia's RN workforce during the previous 12 months. Of this group, three-quarters worked at some point in the past year, including 69% who worked in a nursing-related capacity. 10% worked for the federal government, including 7% who worked for the military.

At a Glance:

Not in VA Workforce

Total:	14,619
% of Licensees:	15%
Federal/Military:	10%
Va Border State/DC:	19%

A Closer Look:

Highest Degree		
Degree	#	%
LPN/LVN Dipl. or Cert.	206	0%
Hospital RN Diploma	11,886	14%
Associate Degree	28,467	34%
Baccalaureate Degree	32,087	38%
Masters Degree	10,126	12%
Doctorate	769	1%
Total	83,541	

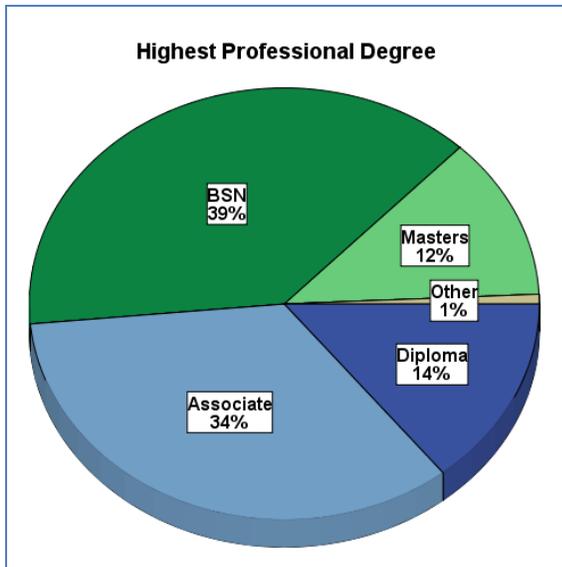
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Baccalaureate Degree: 38%
 Associate Degree: 34%

Educational Debt
 Carry debt: 32%
 Under age 40 w/ debt: 57%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center



38% of RNs earned a baccalaureate degree as their highest professional education, and another one-third earned an associate degree. 32% of all RNs carry education debt, including 57% of those under the age of 40. The median debt burden for these RNs is between \$20,000 and \$30,000.

Amount Carried	All RNs		RNs under 40	
	#	%	#	%
None	46,874	68%	9,749	43%
\$10,000 or less	5,446	8%	2,886	13%
\$10,001-\$19,999	4,697	7%	2,917	13%
\$20,000-\$29,999	3,887	6%	2,333	10%
\$30,000-\$39,999	2,369	3%	1,416	6%
\$40,000-\$49,999	1,668	2%	1,001	4%
\$50,000-\$59,999	1,282	2%	773	3%
\$60,000-\$69,999	858	1%	520	2%
\$70,000-\$79,999	489	1%	303	1%
\$80,000-\$89,999	401	1%	233	1%
\$90,000-\$99,999	252	0%	147	1%
\$100,000-\$109,999	273	0%	152	1%
\$110,000-\$119,999	94	0%	47	0%
\$120,000 or more	405	1%	237	1%
Total	68,995	100%	22,714	100%

At a Glance:

Primary Specialty

Acute/Critical Care:	16%
Medical/Surgical:	11%
General Nursing/None:	9%

Secondary Specialty

Acute/Critical Care:	12%
Medical/Surgical:	12%
Admin./Management:	6%

Licenses

Registered Nurse:	90%
Licensed Nurse Practitioner:	6%

16% of RNs had a primary specialty in acute/critical care, while another 11% had a medical/surgical specialty. Meanwhile, nearly one-quarter of RNs had a secondary specialty in one of the same two specialties.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Acute/Critical Care	13,315	16%	5,716	12%
Medical/Surgical	9,051	11%	5,620	12%
General Nursing/None	7,126	9%	0	0%
Maternal/Womens Health	5,398	7%	2,250	5%
Pediatrics	3,871	5%	2,236	5%
Psychiatric/Mental Health	3,276	4%	1,376	3%
Admin./Management	2,900	4%	3,011	6%
Geriatrics/Gerontology	2,769	3%	2,351	5%
Neonatal Care	2,521	3%	1,435	3%
Oncology	2,438	3%	1,548	3%
Community/Public Health	2,365	3%	1,884	4%
Case Management	2,112	3%	1,729	4%
Family Health	1,959	2%	846	2%
Trauma	1,828	2%	2,367	5%
Anesthesia	1,386	2%	544	1%
Adult Health	1,116	1%	1,114	2%
Student Health	1,031	1%	618	1%
Rehabilitation	973	1%	853	2%
Renal Health/Dialysis	834	1%	493	1%
Palliative Care	684	1%	790	2%
Quality Improvement	596	1%	601	1%
Occupational Health	533	1%	385	1%
Informatics	481	1%	443	1%
Nurse Midwifery	150	0%	84	0%
Policy/Regulation	138	0%	193	0%
Substance Abuse	78	0%	346	1%
Other Specialty Area	13,521	16%	8,064	17%
Total	82,451	100%	46,898	100%

Licenses		
Level	#	%
Registered Nurse	77,050	90%
Licensed Nurse Practitioner	4,889	6%
Licensed Practical Nurse	827	1%
All Other Licenses	1,166	1%
At Least One License	78,779	92%

In addition to the license that allows them to practice as a registered nurse, 6% of RNs were also licensed nurse practitioners.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1,183	2%
Less than \$20,000	2,976	5%
\$20,000-\$29,999	2,485	4%
\$30,000-\$39,999	5,203	8%
\$40,000-\$49,999	9,995	16%
\$50,000-\$59,999	11,452	18%
\$60,000-\$69,999	10,479	17%
\$70,000-\$79,999	7,311	12%
\$80,000-\$89,999	4,998	8%
\$90,000-\$99,999	2,833	5%
\$100,000-\$109,999	1,713	3%
\$110,000-\$119,999	672	1%
\$120,000-\$129,999	476	1%
\$130,000 or more	1,155	2%
Total	62,932	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	3,938	6%
Paid Leave	43,703	68%
Health Insurance	28,985	45%
Dental Insurance	45,652	71%
Retirement	46,364	72%
Group Life Insurance	31,728	49%
Paid Disability Leave	7,735	12%
Stock Options	46,127	72%
Signing/Retention Bonus	53,921	84%
Receive at least one benefit	59,860	93%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

91% of RNs are satisfied with their job, including 53% who are very satisfied with their current work circumstances.

At a Glance:

Earnings
 Median Income: \$50k-\$60k
 Middle 50%: \$40k-\$80k

Benefits
 Employer Health Ins.: 71%
 Employer Retirement: 72%

Satisfaction
 Satisfied: 91%
 Very Satisfied: 53%

Source: Va. Healthcare Workforce Data Center

The median income for RNs is between \$50,000 and \$60,000 per year, while one-quarter of RNs earn more than \$80,000 per year. In addition, 93% of RNs receive at least one employer-sponsored benefit at their place of work.

Job Satisfaction		
Level	#	%
Very Satisfied	32,160	53%
Somewhat Satisfied	23,336	38%
Somewhat Dissatisfied	3,972	7%
Very Dissatisfied	1,300	2%
Total	60,768	100%

A Closer Look:

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	4,808	7%	3,289	25%
Less than 6 Months	3,285	5%	1,643	13%
6 Months to 1 Year	5,497	8%	1,172	9%
1 to 2 Years	12,738	18%	1,923	15%
3 to 5 Years	14,241	20%	2,139	16%
6 to 10 Years	12,474	17%	1,332	10%
More than 10 Years	18,257	26%	1,572	12%
Subtotal	71,300	100%	13,071	100%
Did not have location	3,225		70,070	
Item Missing	10,733		2,119	
Total	85,259		85,259	

Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

New Location: 16%
 Over 2 years: 63%
 Over 2 yrs, 2nd location: 39%

Employment Type

Hourly Wage: 64%
 Salary: 31%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of RNs have worked at their primary location for more than 2 years—the job tenure normally required to obtain a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary	20,484	31%
Hourly Wage	41,473	64%
Per Diem	1,427	2%
Business/ Contractor Profits	474	1%
Unpaid	1,336	2%
Subtotal	65,194	100%
Did not have location	3,225	
Item Missing	16,840	

Source: Va. Healthcare Workforce Data Center

64% of RNs received an hourly wage at their primary work site, while another 31% earned a salary.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (2012):	18%
2 or more (Now*):	13%

Source: Va. Healthcare Workforce Data Center

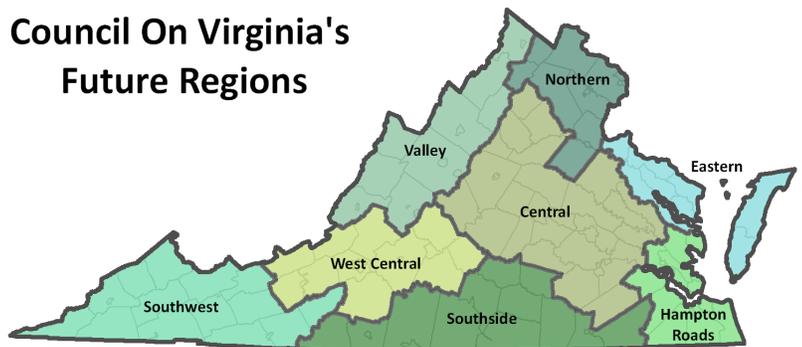
71% of RNs worked in Central Virginia, Northern Virginia or Hampton Roads. Meanwhile, only 9% of RNs worked in Southwest Virginia, Southside Virginia or Eastern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	18,492	26%	3,199	22%
Eastern	823	1%	252	2%
Hampton Roads	15,415	22%	2,896	20%
Northern	16,858	24%	3,098	22%
Southside	2,510	4%	598	4%
Southwest	3,169	4%	693	5%
Valley	4,955	7%	921	6%
West Central	8,486	12%	1,474	10%
Virginia Border State/DC	289	0%	306	2%
Other US State	338	0%	625	4%
Outside of the US	27	0%	186	1%
Total	71,362	100%	14,248	100%
Item Missing	10,671		941	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly three-quarters of all RNs had just one work location during the survey period. In addition, 86% of RNs currently have just one work location.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	6,303	8%	723	1%
1	57,346	74%	57,618	86%
2	2,386	3%	5,987	9%
3 or More	11,630	15%	2,888	4%
Total	77,666	100%	67,215	100%

*At the time of survey completion (birth month of survey respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	26,689	38%	5,374	42%
Non-Profit	32,677	46%	5,540	44%
State/Local Government	7,656	11%	1,367	11%
Veterans Administration	1,339	2%	93	1%
U.S. Military	1,527	2%	208	2%
Other Federal Government	571	1%	134	1%
Total	70,459	100%	12,716	100%
Did not have location	3,225		70,070	
Item Missing	11,574		2,473	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

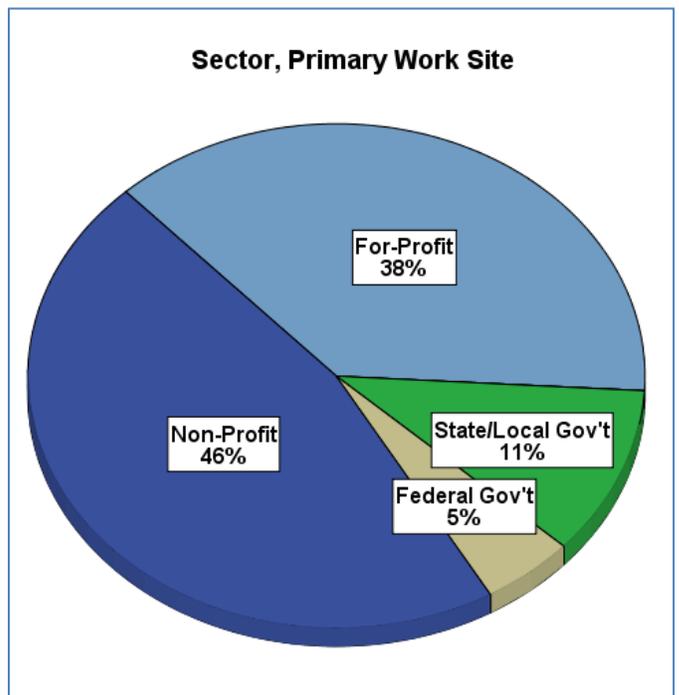
For Profit:	38%
Federal:	5%

Top Establishments

Hospital (Inpatient or Outpatient):	52%
Academic (Teaching or Research):	7%
Physician Office:	6%

Source: Va. Healthcare Workforce Data Center

More than 80% of RNs work in the private sector, including 46% in non-profit establishments. 11% of RNs work for the state government, while 5% work for the federal government.



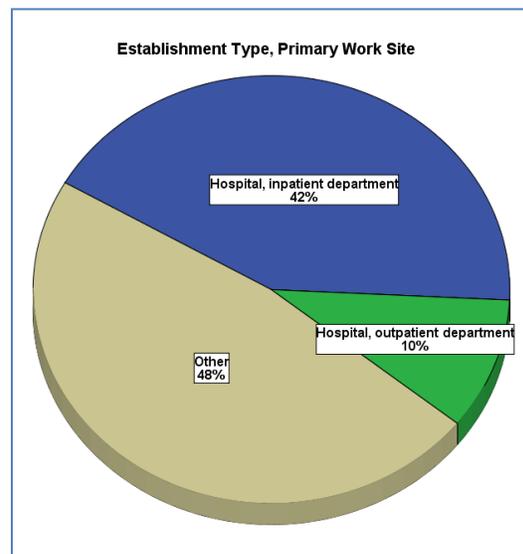
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Hospital, Inpatient	29,125	42%	3,450	28%
Hospital, Outpatient	6,837	10%	815	7%
Academic Institution (Teaching or Research)	4,640	7%	895	7%
Physician Office	3,949	6%	604	5%
Home Health Care	3,194	5%	942	8%
Community-Based Clinic or Health Center	2,379	3%	771	6%
Long-Term Care Facility/ Nursing Home	2,363	3%	711	6%
School (Providing Care to Students)	2,055	3%	446	4%
Outpatient Surgical Center	1,442	2%	274	2%
Insurance Company, Health Plan	1,345	2%	119	1%
Hospice	1,179	2%	234	2%
Mental Health Facility	1,131	2%	216	2%
Rehabilitation Facility	941	1%	229	2%
Public Health Agency	908	1%	182	1%
Occupational Health Site	445	1%	117	1%
Corrections/Jail	354	1%	118	1%
Residential Facility/Group Home	351	1%	132	1%
Admin./Association/Regulatory Agency	351	1%	72	1%
Day Care	139	0%	60	0%
Other Practice Setting	5,487	8%	2,002	16%
Total	68,615	100%	12,389	100%
Does not have location	3,225		70,070	

More than half of all RNs work in a hospital at their primary work location. Academic institutions and physicians' offices are also common establishment types for RNs at their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those RNs who also have a secondary work location, more than one-third works in a hospital. Meanwhile, 8% work in home health care, and 7% work in an academic setting.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care:	90%-100%
Education:	1%-10%
Supervisory:	0%
Administrative:	0%
Research:	0%

Roles

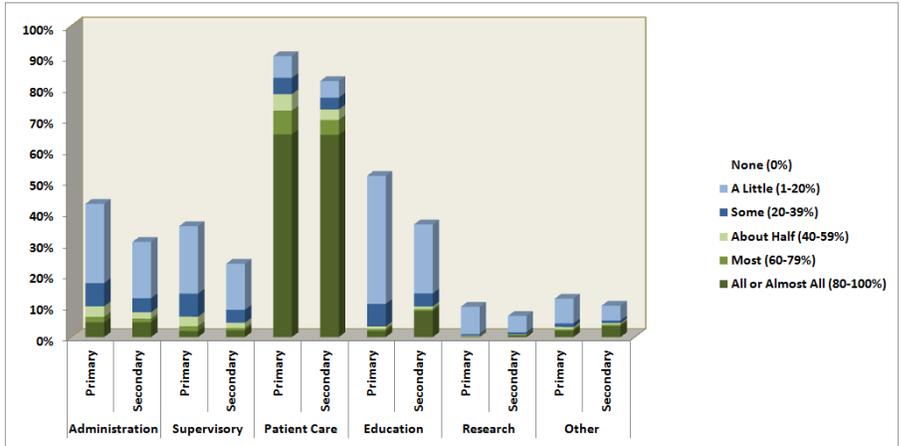
Patient Care:	73%
Administrative:	7%
Supervisory:	4%
Education:	3%
Research:	0%

Admin. Time

Median Admin Time:	0%
Ave. Admin Time:	1%-10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

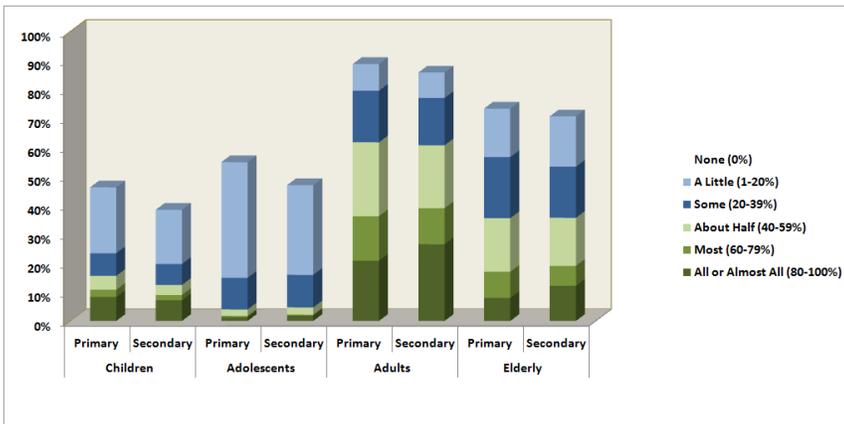


Source: Va. Healthcare Workforce Data Center

A typical RN spends nearly all of her time on patient care activities. Nearly three out of four RNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Spent	Time Allocation											
	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
All or Almost All (80-100%)	5%	5%	2%	2%	65%	65%	2%	8%	0%	1%	2%	4%
Most (60-79%)	2%	1%	2%	1%	8%	5%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	3%	2%	5%	3%	1%	1%	0%	0%	1%	0%
Some (20-39%)	7%	5%	7%	4%	5%	4%	7%	4%	0%	1%	1%	1%
A Little (1-20%)	25%	18%	22%	15%	7%	5%	41%	22%	9%	5%	8%	5%
None (0%)	57%	69%	64%	76%	10%	18%	48%	64%	90%	93%	88%	90%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Patient Allocation

Children: 0%
 Adolescents: 1%-10%
 Adults: 50%-60%
 Elderly: 20%-30%

Roles

Children: 11%
 Adolescents: 2%
 Adults: 36%
 Elderly: 17%

Source: Va. Healthcare Workforce Data Center

The typical RN treats mainly adults and the elderly. More than one-third of all RNs have a primary work location where at least 60% of their patients are adults.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	8%	7%	1%	2%	21%	26%	8%	12%
Most (60-79%)	3%	2%	0%	0%	15%	12%	9%	7%
About Half (40-59%)	5%	3%	2%	2%	26%	22%	19%	17%
Some (20-39%)	8%	7%	11%	11%	18%	16%	21%	18%
A Little (1-20%)	23%	19%	40%	31%	9%	9%	17%	17%
None (0%)	54%	62%	45%	53%	11%	14%	27%	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All RNs		RNs over 50	
	#	%	#	%
Under age 50	1,643	2%	-	-
50 to 54	596	1%	-	-
55 to 59	4,394	7%	1,040	4%
60 to 64	14,278	22%	5,951	21%
65 to 69	28,883	44%	13,337	47%
70 to 74	8,210	12%	4,346	15%
75 and over	2,690	4%	1,451	5%
I do not intend to retire	5,171	8%	2,497	9%
Total	65,865	100%	28,622	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All RNs

Under 65: 32%
Under 60: 10%

RNs 50 and over

Under 65: 24%
Under 60: 4%

Time until Retirement

Within 2 years: 7%
Within 10 years: 22%
Half the workforce: by 2038

Source: Va. Healthcare Workforce Data Center

22% of all RNs expect to retire between the ages of 60 and 64, while two-thirds expect to retire at some point in their 60s. Among RNs who are over the age of 50, nearly one-quarter expect to retire by age 65, while more than two-thirds expect to retire at some point in their 60s. Nearly 30% of RNs who are age 50 and over expect to work through at least age 70, including 9% who do not intend to retire at all.

Within the next two years, only 4% of Virginia’s RNs plan on leaving either the profession or the state. Meanwhile, nearly 30% of RNs plan on pursuing additional education over the next two years, while 6% plan on increasing patient care hours.

Future Plans

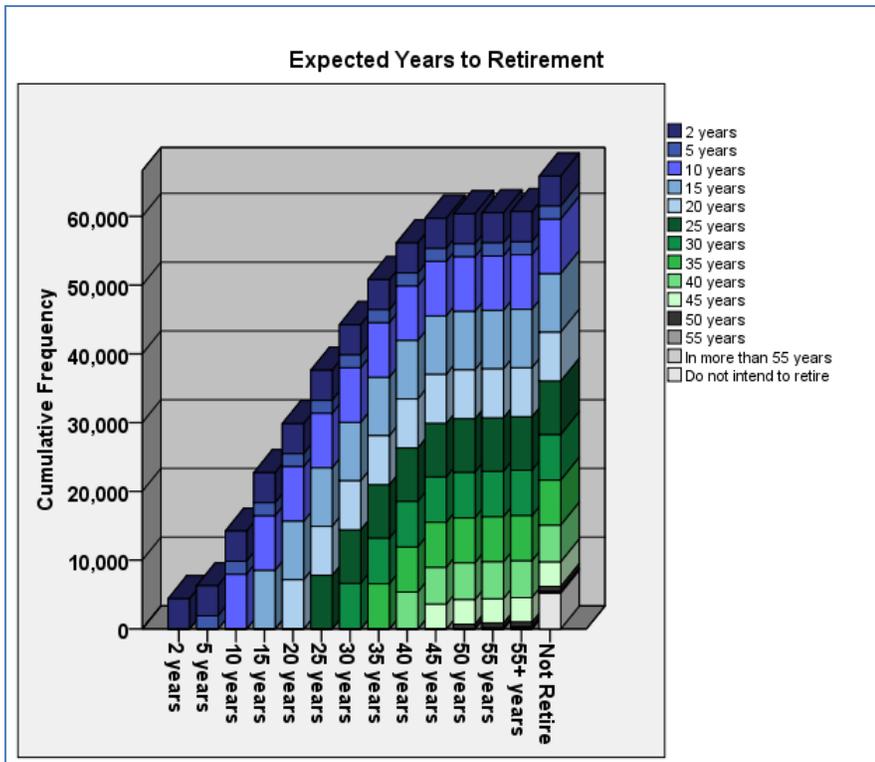
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,405	2%
Leave Virginia	2,120	2%
Decrease Patient Care Hours	5,857	7%
Decrease Teaching Hours	289	0%
Increase Participation		
Increase Patient Care Hours	5,321	6%
Increase Teaching Hours	3,893	5%
Pursue Additional Education	23,863	28%
Return to Virginia’s Workforce	800	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for RNs. Only 7% of RNs expect to retire in the next five years, while 22% expect to retire in the next 10 years. More than half of the current RN workforce expects to retire by 2038.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	4,382	7%	7%
5 years	1,895	3%	10%
10 years	7,937	12%	22%
15 years	8,501	13%	34%
20 years	7,141	11%	45%
25 years	7,769	12%	57%
30 years	6,616	10%	67%
35 years	6,555	10%	77%
40 years	5,350	8%	85%
45 years	3,576	5%	91%
50 years	658	1%	92%
55 years	145	0%	92%
In more than 55 years	168	0%	92%
Do not intend to retire	5,171	8%	100%
Total	65,864	100%	

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 2023. Retirements will peak at 13% of the current workforce around 2028 before declining to under 10% of the current workforce again around 2053. In total, nearly half of all current RNs plan on retiring between 2023 and 2038.

At a Glance:

FTEs

Total: 74,312

Average: 0.91

Age & Gender Effect

Age, Partial Eta²: .002

Gender, Partial Eta²: .003

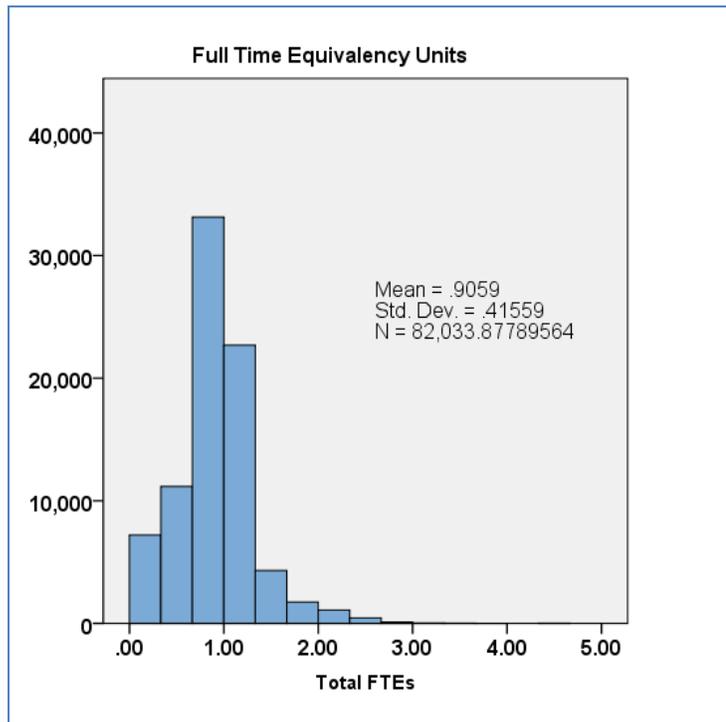
Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

.01=Small Effect

.06=Medium Effect

.138=Large Effect

A Closer Look:

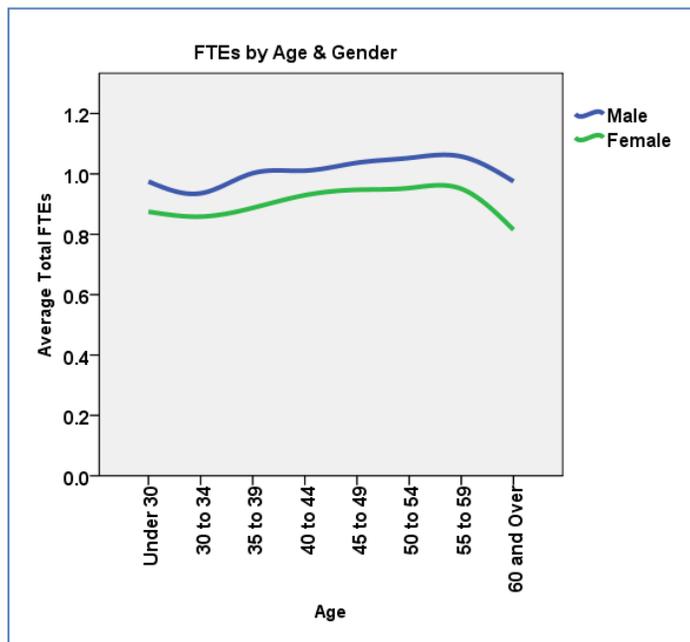


Source: Va. Healthcare Workforce Data Center

The typical (median) RN provided 0.90 FTEs during the year, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

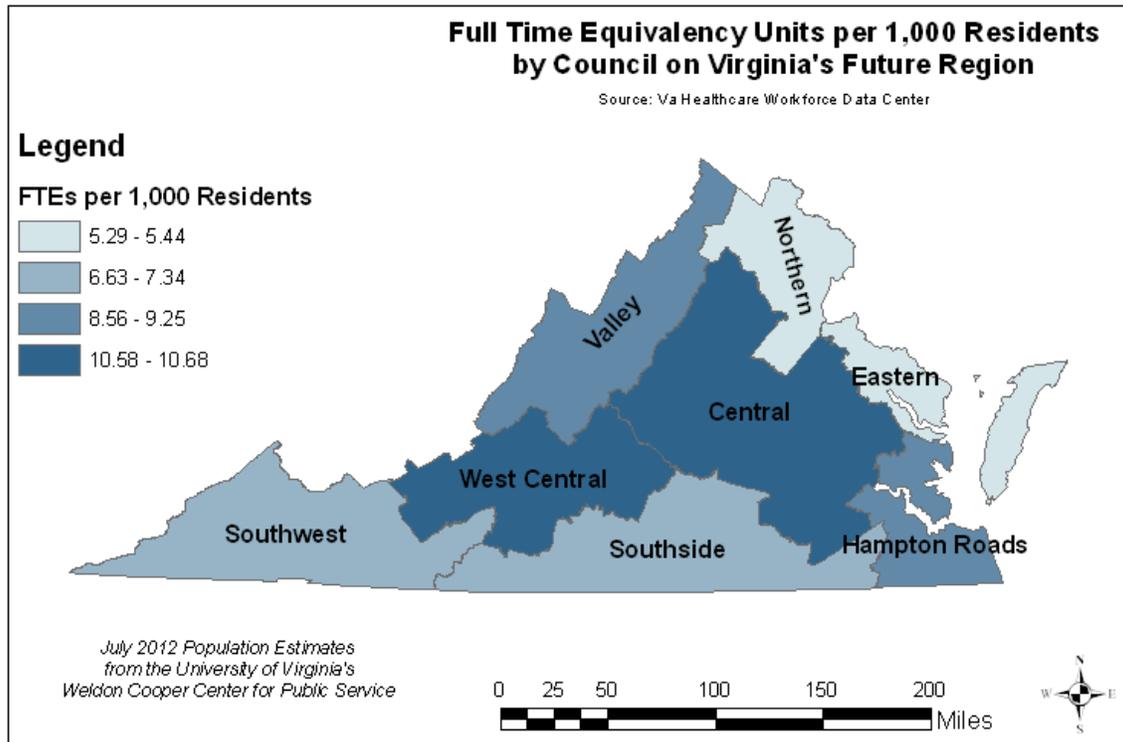
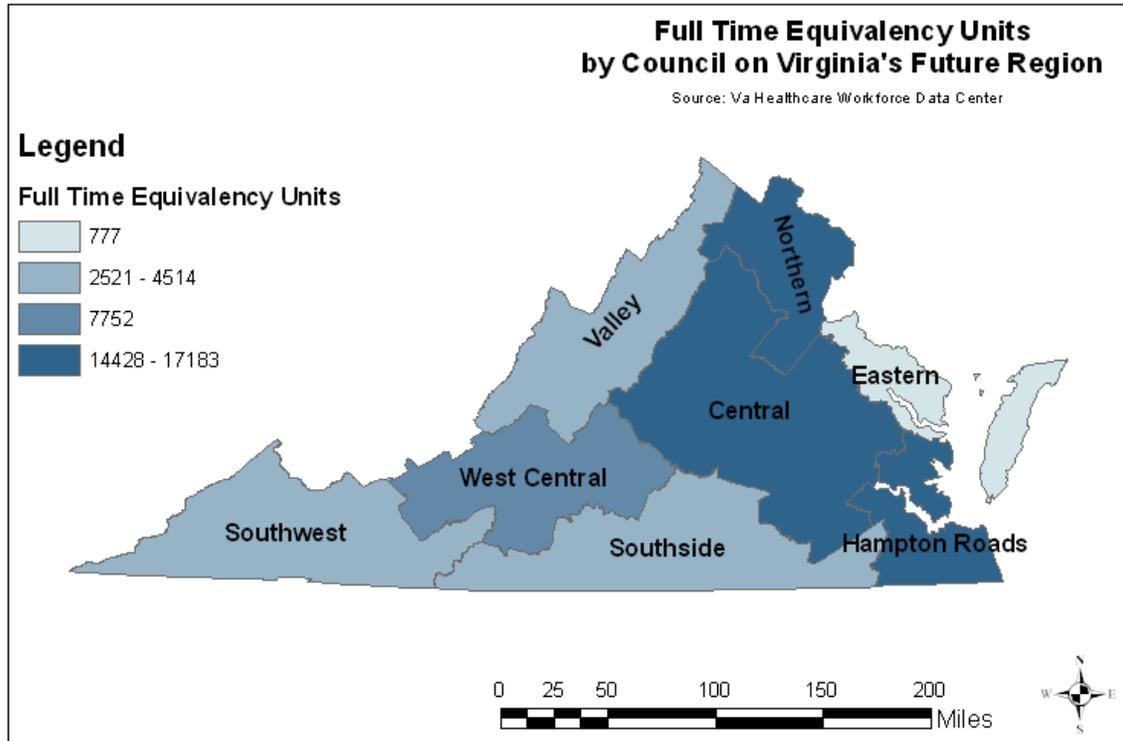
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.88	0.88
30 to 34	0.86	0.88
35 to 39	0.90	0.88
40 to 44	0.94	0.95
45 to 49	0.95	0.91
50 to 54	0.96	0.91
55 to 59	0.96	0.91
60 and Over	0.82	0.82
Gender		
Male	1.01	0.95
Female	0.90	0.89

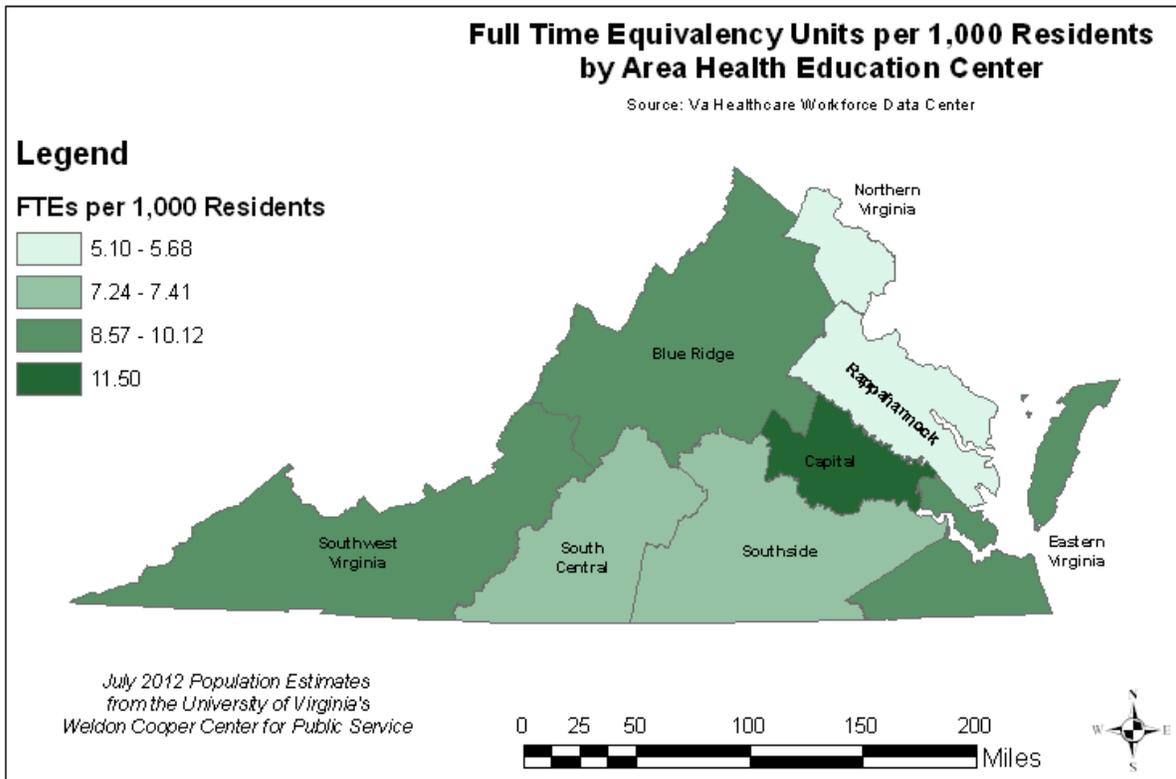
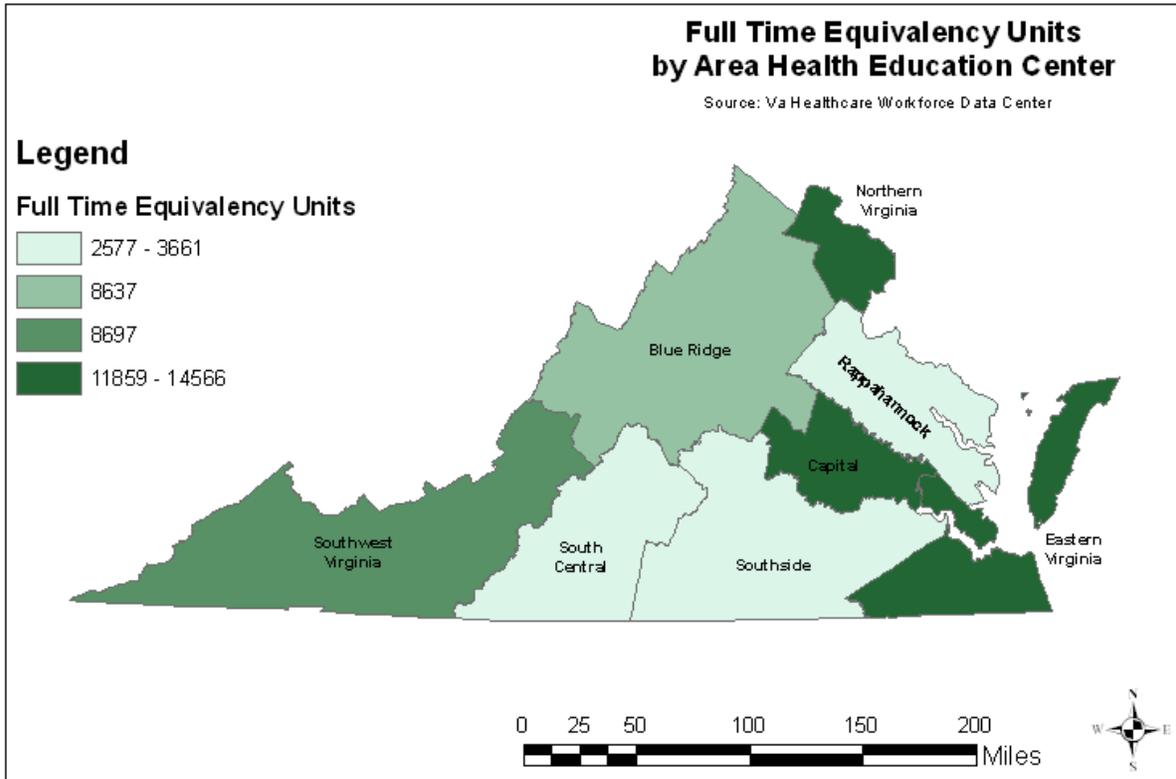
Source: Va. Healthcare Workforce Data Center

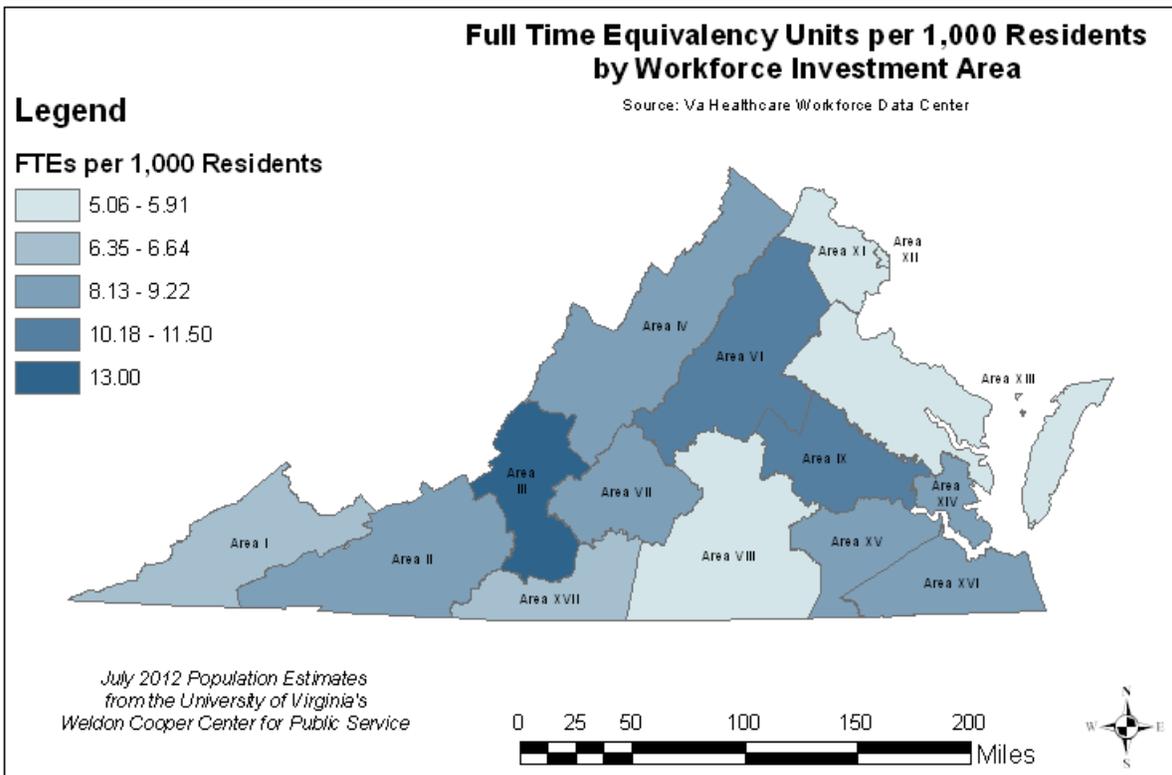
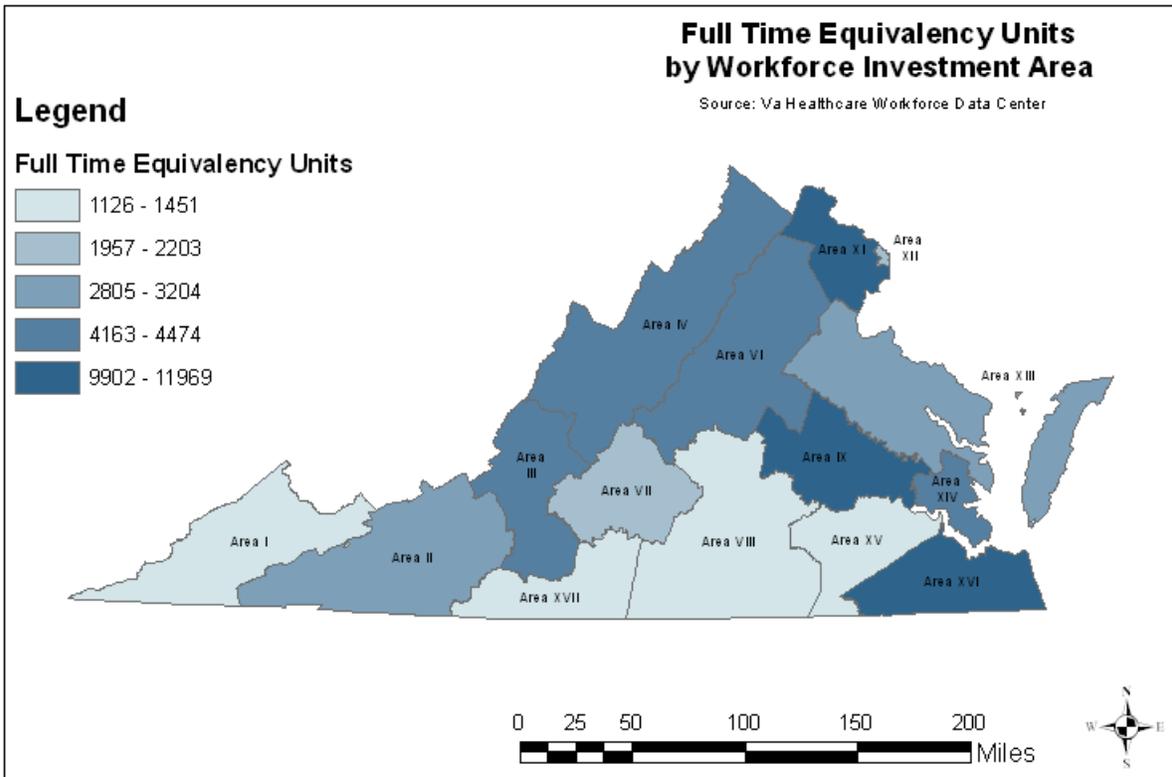


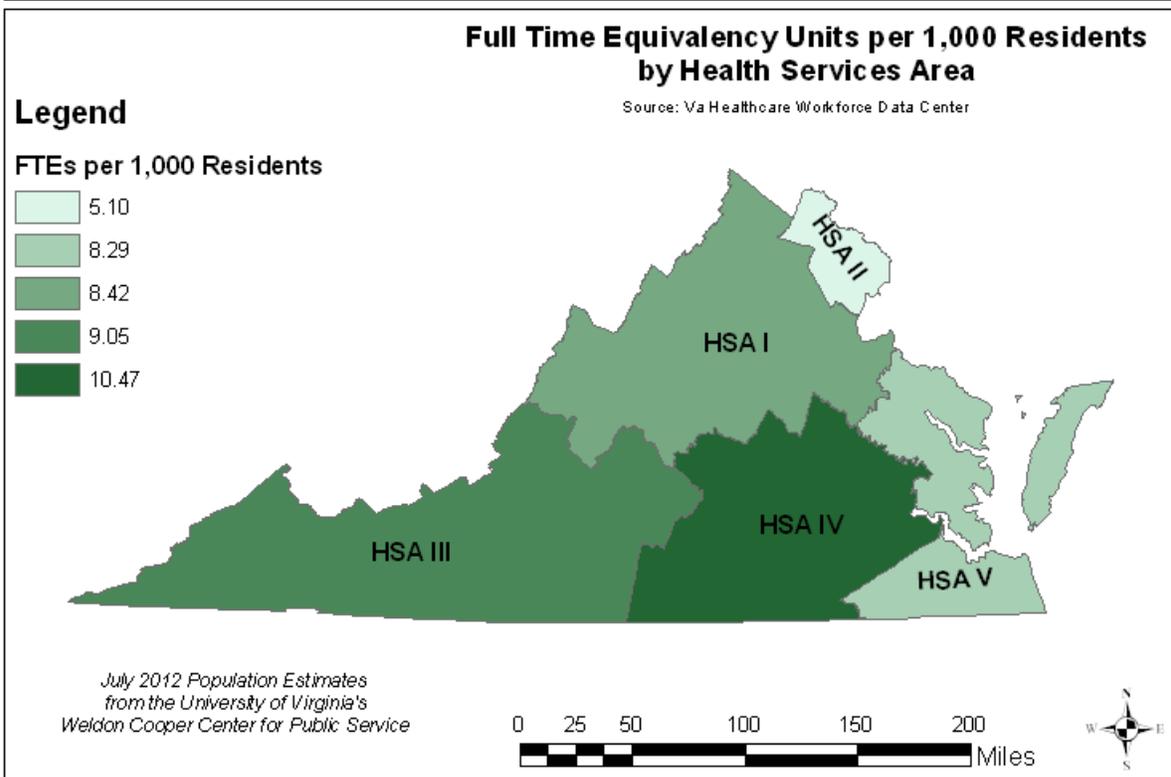
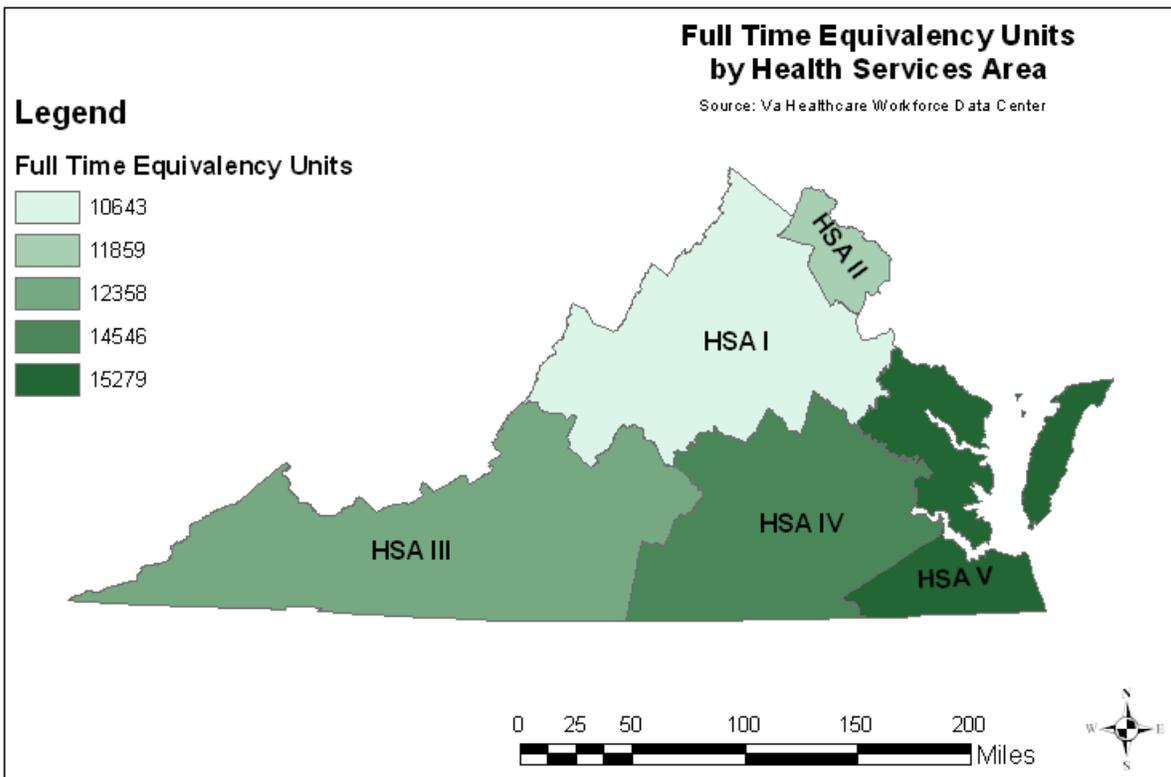
Source: Va. Healthcare Workforce Data Center

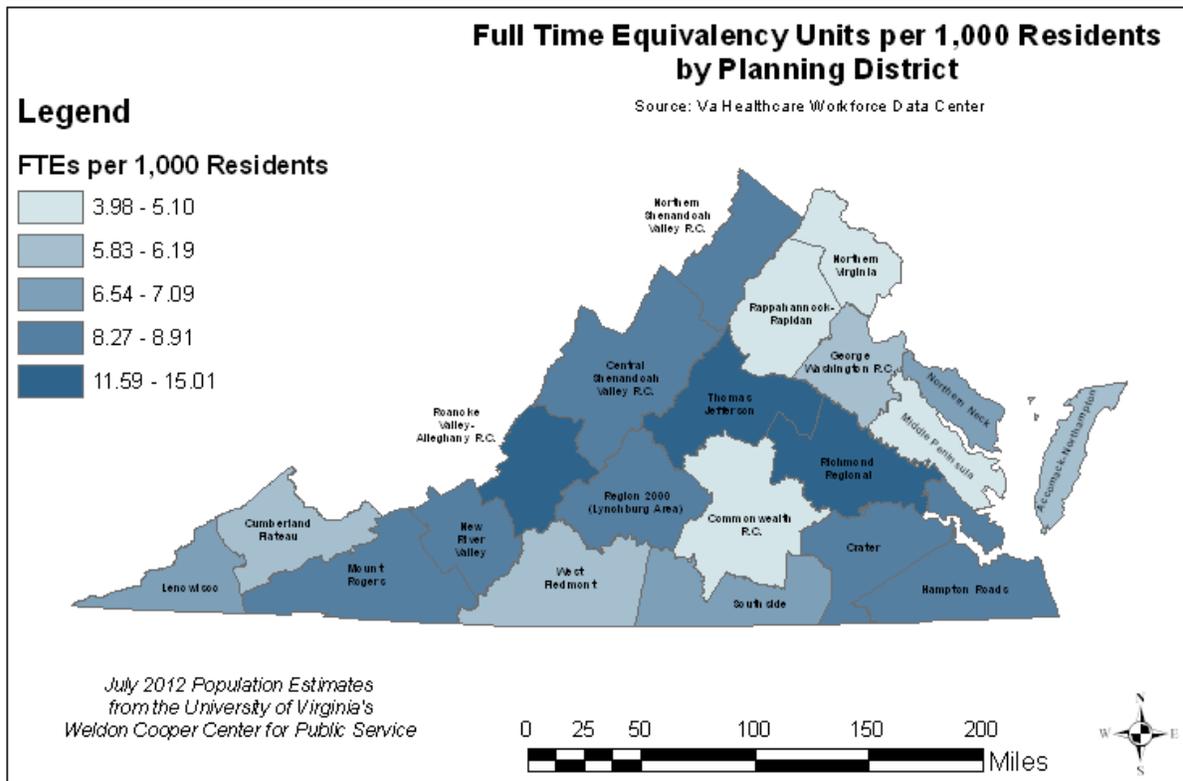
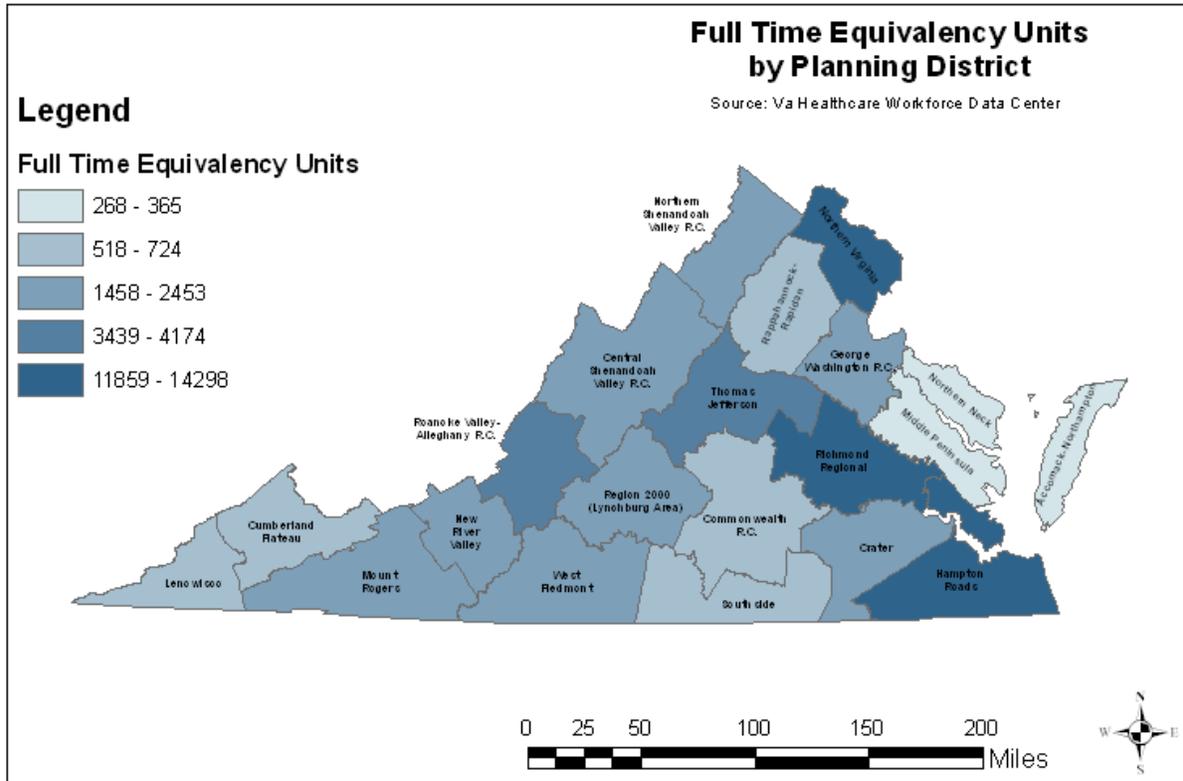
¹ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	59,223	36.67%	2.726909	2.327972	3.727227
Metro, 250,000 to 1 million	9,278	37.45%	2.669928	2.279327	3.649344
Metro, 250,000 or less	10,001	37.12%	2.694235	2.300078	3.682567
Urban pop 20,000+, Metro adj	1,862	36.73%	2.722222	2.323971	3.720821
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,050	37.78%	2.647059	2.259804	3.618085
Urban pop, 2,500-19,999, nonadj	2,739	37.24%	2.685294	2.292445	3.670347
Rural, Metro adj	2,308	35.18%	2.842365	2.426537	3.885036
Rural, nonadj	1,160	37.67%	2.654462	2.266124	3.628205
Virginia border state/DC	2,431	30.15%	3.316508	2.831314	4.533109
Other US State	6,849	24.03%	4.160996	3.552257	5.687384

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	10,953	26.19%	3.817707	3.618085	5.687384
30 to 34	9,817	38.13%	2.622762	2.485623	3.90723
35 to 39	9,519	32.87%	3.042186	2.883115	4.532061
40 to 44	10,913	41.00%	2.439204	2.311663	3.633776
45 to 49	11,074	34.35%	2.911146	2.758927	4.336846
50 to 54	12,571	41.94%	2.384484	2.259804	3.552257
55 to 59	13,945	34.79%	2.874665	2.724354	4.282499
60 and Over	21,109	36.12%	2.768393	2.623639	4.124182

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $ageweight \times ruralweight \times responserate = final\ weight.$

Overall Response Rate: 0.358024

