
Virginia's Licensed Practical Nurse Workforce: 2017

Healthcare Workforce Data Center

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10,591 Licensed Practical 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 Licensed Practical Nurse Workforce: At a Glance:

The Workforce

Licensees:	30,444
Virginia's Workforce:	27,578
FTEs:	24,286

Background

Rural Childhood:	49%
HS Degree in VA:	71%
Prof. Degree in VA:	86%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-time Job:	69%
Satisfied?:	94%

Survey Response Rate

All Licensees:	35%
Renewing Practitioners:	82%

Education

LPN Diploma/Cert.:	96%
Associate:	4%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	55%

Demographics

Female:	95%
Diversity Index:	54%
Median Age:	46

Finances

Median Income:	\$30k-\$40k
Health Benefits:	59%
Under 40 w/ Ed debt:	60%

Time Allocation

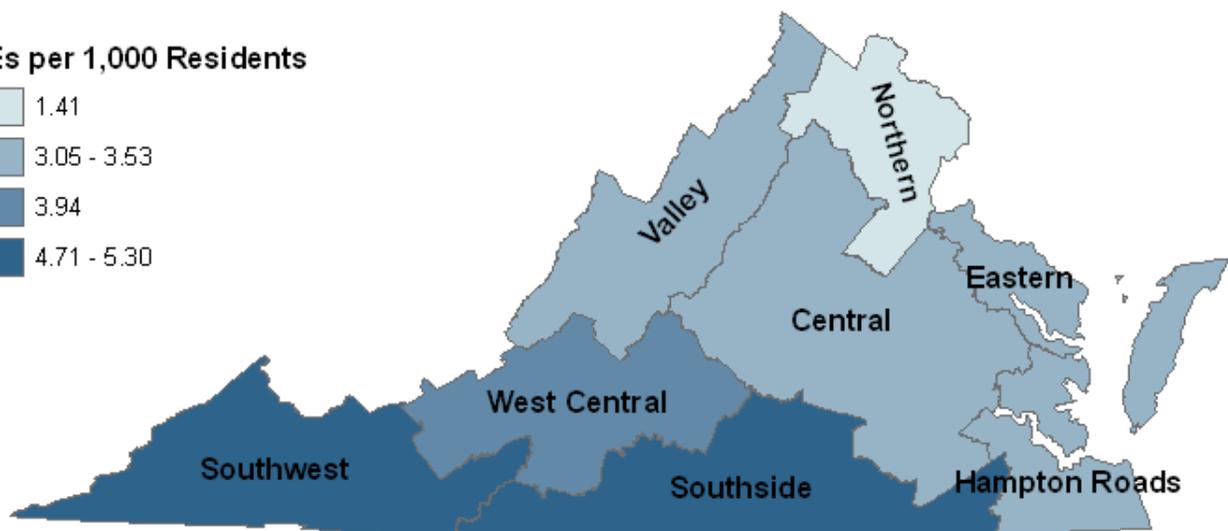
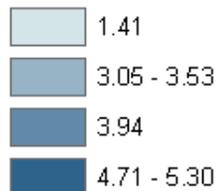
Patient Care:	80%-89%
Patient Care Role:	67%
Admin. Role:	7%

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

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



10,591 Licensed Practical Nurses (LPNs) voluntarily took part in the 2017 Licensed Practical Nurse 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 LPNs have access to the survey in any given year. Thus, these survey respondents represent only 35% of the 30,444 LPNs who are licensed in the state but 82% of renewing practitioners.

The HWDC estimates that 27,578 LPNs 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 LPN at some point in the future. Between October 2016 and September 2017, Virginia's LPN workforce provided 24,286 "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).

95% of all LPNs are female, and this percentage does not change for those LPNs who are under the age of 40. In a random encounter between two LPNs, there is a 54% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among those LPNs who are under the age of 40, this diversity index increases to 58%. Thus, while the LPN workforce as a whole is slightly less diverse than Virginia's overall population, whose diversity index currently rests at 56%, it is actually more diverse than the general statewide population with respect to those LPNs who are under the age of 40.

49% of all LPNs grew up in a rural area, and 32% of these professionals currently work in non-Metro areas of the state. Overall, 19% of all LPNs work in a non-Metro area of the state. Meanwhile, 71% of Virginia's LPNs graduated from high school in Virginia, and 86% earned their initial professional degree in the state. In total, 88% of Virginia's LPN workforce has some educational background in the state.

96% of all LPNs hold a LPN/LVN diploma or certificate as their highest professional degree. Among those LPNs who have pursued additional education, the vast majority have earned an Associate degree in Nursing. 42% of Virginia's LPN workforce currently has education debt, including 60% of those under the age of 40. The median debt burden for those LPNs with educational debt is between \$20,000 and \$30,000.

88% of LPNs are currently employed in the profession. 69% of all LPNs hold one full-time position at the moment, while another 12% currently hold two or more positions at the same time. 55% of Virginia's LPNs work between 40 and 49 hours per week, while just 5% of LPNs work at least 60 hours per week. Although 9% of LPNs have switched jobs at some point in the past year, another 55% of LPNs have remained at their current position for at least two years.

The median annual income for LPNs is between \$30,000 and \$40,000. In addition, 75% of wage or salaried LPNs receive at least one employer-sponsored benefit, including 59% who receive health insurance. 94% of LPNs are satisfied with their current employment situation, including 64% who indicate they are "very satisfied".

25% of Virginia's LPNs have worked at two or more locations in the past year, while 22% of LPNs currently do so. 83% of LPNs work in the private sector, including 63% who work at a for-profit institution. 26% of all LPNs currently work at a long-term care facility or nursing home, while 13% are employed at a physician's office.

A typical LPN spends between 80% and 90% of her time treating patients. In fact, 67% of LPNs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Meanwhile, a typical LPN spends approximately 45% of her time treating elderly patients and 35% of her time treating adult patients.

34% of LPNs 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 plans to retire by 2042. Over the next two years, 34% of all LPNs expect to pursue additional educational opportunities, while 9% plan on increasing their patient care hours.

Summary of Trends

Over the past four years, the number of licensed LPNs in the state of Virginia actually fell slightly from 30,752 to 30,444. At the same time, the Healthcare Workforce Data Center experienced an increase in the response rates from these professionals. In 2013, only 33% of all licensees responded to the HWDC survey, but this percentage increased to 35% in 2017. Among renewing practitioners, the increase was even more dramatic. Since 2013, the response rate among renewing practitioners has increased from 74% to 82%.

In addition to the decline in the number of licensed LPNs in Virginia, there was also a decrease in the size of the state's LPN workforce. In 2013, there were 28,391 LPNs in the state's workforce, but this number fell to 27,578 in 2017. At the same time, this workforce has provided considerably fewer FTEs. Virginia's LPN workforce provided 26,573 FTEs in 2013, but the 2017 LPN workforce only provided 24,286 FTEs.

Although there was not much change in the demographic breakdown of Virginia's LPN workforce with respect to its age, the workforce has become somewhat more diverse. The diversity index of the 2013 LPN workforce was 51%, but this percentage increased to 54% in 2017. In addition, the diversity index for those LPNs who are under the age of 40 increased slightly over the past four years from 57% to 58%.

In 2013, half of all LPNs in the state came from a rural background. Over the course of the past four years, this percentage has experienced a modest decline to 49%. At the same time, however, the percentage of those LPNs who grew up in rural areas and chose to work in a non-Metro area of the state increased from 30% in 2013 to 32% in 2017. Overall, there was no change in the percentage of LPNs who work in non-Metro areas of the state. This percentage has remained at 19% over the course of the past four years.

97% of all LPNs held a LPN/LVN diploma or certificate as their highest professional degree in 2013. However, this was only true of 96% of LPNs in 2017. Instead, LPNs have been more likely to pursue additional forms of education. In particular, the percentage of LPNs who hold an Associate degree in Nursing has doubled over the past four years from 2% to 4%. This pursuit of additional education has been accompanied by a rise in education debt among Virginia's LPN workforce. While 37% of all LPNs held education debt in 2013, 42% carry such debt today. In addition, the median debt level has increased since 2013. Four years ago, the median debt burden among those LPNs with education debt was \$10,000-\$20,000, but this median level has risen to \$20,000-\$30,000 in 2017.

There has been no change in the median annual income of Virginia's LPN workforce since 2013, which remains at \$30,000-\$40,000. However, there have been some changes in access to various forms of employer-sponsored benefits. For instance, 63% of all LPNs received health insurance through their employer in 2013, but only 60% have access to employer-sponsored health insurance in 2017. On the other hand, the percentage of LPNs who have access to an employer-sponsored retirement plan has increased from 51% to 53%. These changes have resulted in a marked increase in the percentage of LPNs who declare themselves to be "very satisfied" with their current work situation from 59% in 2013 to 64% in 2017.

Although there was no change in the median income of the LPN workforce, there was a change in how LPNs received this income. In particular, more LPNs are receiving an hourly wage at their primary work location. In 2013, 81% of all LPNs received an hourly wage, but this percentage increased to 84% in 2017. Meanwhile, the percentage of LPNs who receive a salary at their primary work location has seen a concomitant decrease from 16% to 13%.

22% of all LPNs began work in a new location at either their primary or secondary work locations in 2013, but this percentage increased to 27% in 2017. In addition, the percentage of LPNs who work at multiple locations has increased over the past four years from 20% to 25%. At the same time, there has also been a marked increase in the percentage of LPNs who work in the for-profit sector from 56% in 2013 to 63% in 2017. Meanwhile, LPNs have experienced changes in their time allocation roles over the past four years. For instance, 79% of all LPNs served a patient care role in 2013, but this percentage has fallen to just 67% in 2017. Regardless, the typical LPN still spends 80%-90% of her time treating patients on any given day.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	13,170	43%
New Licensees	1,069	4%
Non-Renewals	2,174	7%
Renewal date not in survey period	14,031	46%
All Licensees	30,444	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 82% of renewing LPNs submitted a survey. These represent 35% of LPNs who held a license at some point during the survey period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	2,611	1,010	28%
30 to 34	2,116	1,388	40%
35 to 39	2,489	1,191	32%
40 to 44	2,093	1,441	41%
45 to 49	2,386	1,268	35%
50 to 54	1,967	1,386	41%
55 to 59	2,242	1,061	32%
60 and Over	3,949	1,846	32%
Total	19,853	10,591	35%
New Licenses			
Issued After Sept. 2016	1,069	0	0%
Metro Status			
Non-Metro	4,182	2,391	36%
Metro	14,479	7,788	35%
Not in Virginia	1,192	412	26%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPNs

Number:	30,444
New:	4%
Not Renewed:	7%

Response Rates

All Licensees:	35%
Renewing Practitioners:	82%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	10,591
Response Rate, all licensees	35%
Response Rate, Renewals	82%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2016 and September 2017 on the birth month of each renewing practitioner.
- 2. Target Population:** All LPNs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to LPNs who renewed their licenses online. It was not available to those who did not renew, including LPNs newly licensed during the survey time frame.

At a Glance:

Workforce

Virginia's LPN Workforce: 27,578
 FTEs: 24,286

Utilization Ratios

Licensees in VA Workforce: 91%
 Licensees per FTE: 1.25
 Workers per FTE: 1.14

Source: Va. Healthcare Workforce Data Center

Virginia's LPN Workforce		
Status	#	%
Worked in Virginia in Past Year	26,449	96%
Looking for Work in Virginia	1,129	4%
Virginia's Workforce	27,578	100%
Total FTEs	24,286	
Licensees	30,444	

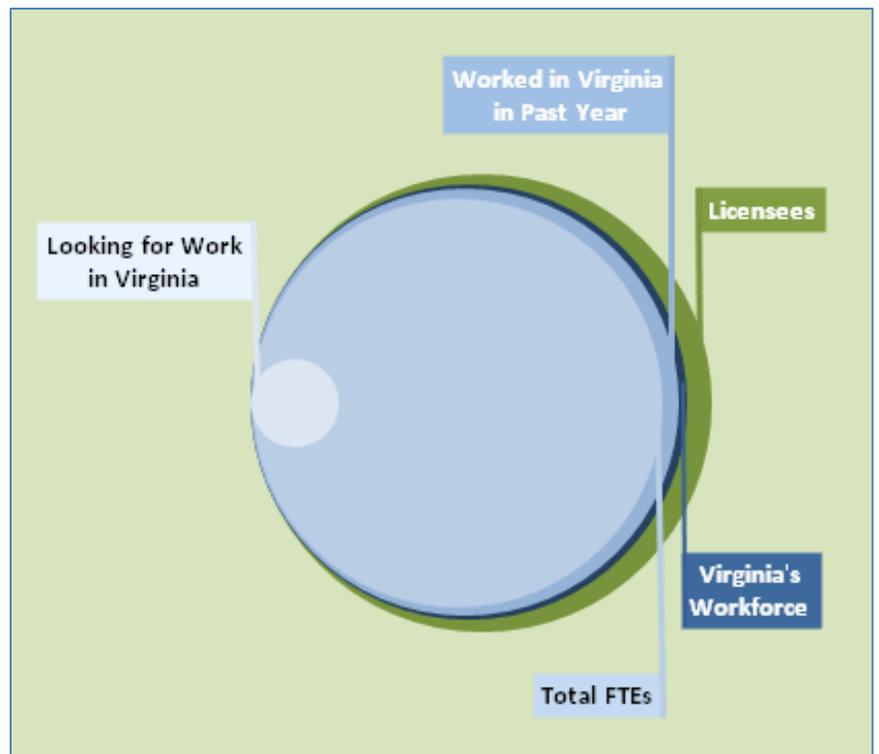
Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	172	5%	3,064	95%	3,236	13%
30 to 34	135	4%	2,920	96%	3,055	12%
35 to 39	149	5%	2,966	95%	3,115	13%
40 to 44	129	4%	2,879	96%	3,008	12%
45 to 49	177	6%	2,790	94%	2,967	12%
50 to 54	123	5%	2,597	96%	2,720	11%
55 to 59	157	6%	2,416	94%	2,573	10%
60 +	215	5%	3,990	95%	4,205	17%
Total	1,257	5%	23,622	95%	24,878	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LPNs		LPNs under 40	
	%	#	%	#	%
White	63%	15,073	60%	5,292	56%
Black	19%	7,744	31%	3,025	32%
Asian	6%	464	2%	236	2%
Other Race	0%	278	1%	97	1%
Two or more races	3%	575	2%	271	3%
Hispanic	9%	828	3%	531	6%
Total	100%	24,962	100%	9,452	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 95%
% Under 40 Female: 95%

Age

Median Age: 46
% Under 40: 38%
% 55+: 27%

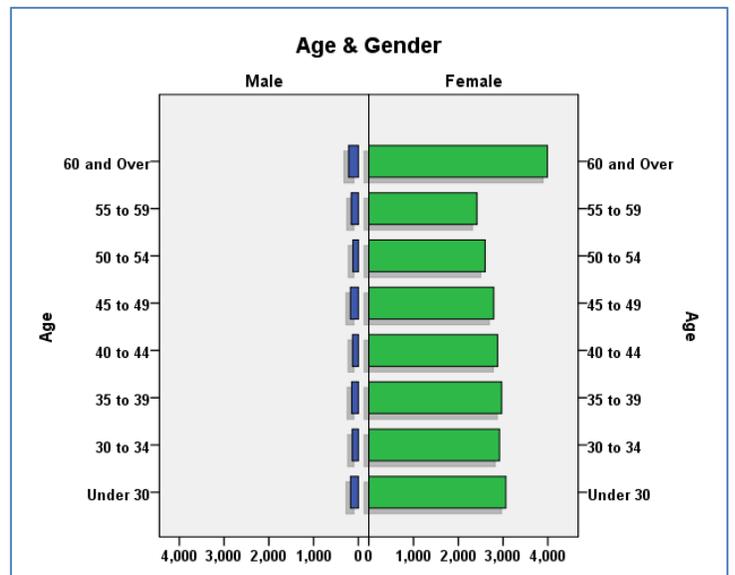
Diversity

Diversity Index: 54%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 54% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

38% of LPNs are under the age of 40. 95% of these professionals are female. In addition, the diversity index among LPNs under the age of 40 is 58%, which is higher than the diversity index for Virginia's overall population.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 71%
 Prof. Ed. in VA: 86%
 HS or Prof. Ed. in VA: 88%

Location Choice

% Rural to Non-Metro: 32%
 % Urban/Suburban to Non-Metro: 6%

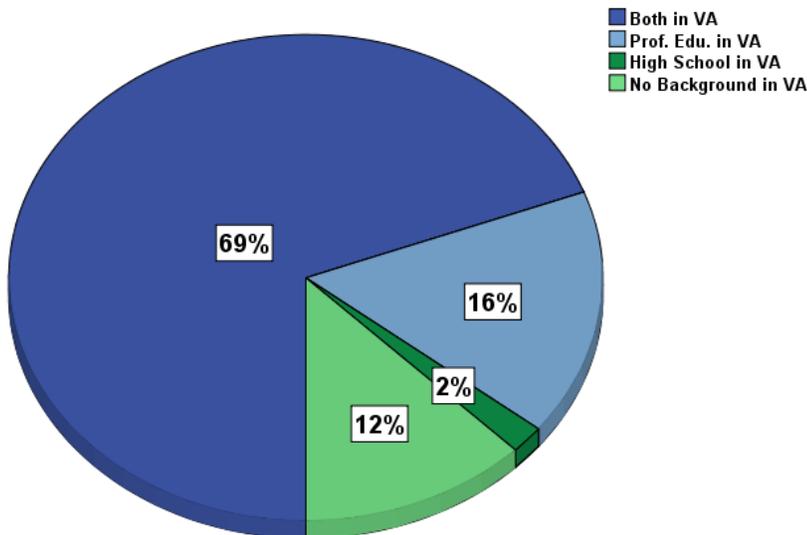
Source: Va. Healthcare Workforce Data Center

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+	31%	42%	27%
2	Metro, 250,000 to 1 million	62%	26%	13%
3	Metro, 250,000 or less	71%	21%	8%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	67%	20%	13%
6	Urban pop, 2,500-19,999, Metro adj	84%	11%	5%
7	Urban pop, 2,500-19,999, nonadj	91%	6%	3%
8	Rural, Metro adj	79%	18%	3%
9	Rural, nonadj	82%	11%	7%
Overall		49%	32%	19%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

49% of LPNs grew up in self-described rural areas, and 32% of these professionals currently work in non-Metro counties. Overall, 19% of all LPNs currently work in non-Metro counties.

Top Ten States for Licensed Practical Nurse Recruitment

Rank	All LPNs			
	High School	#	Init. Prof Degree	#
1	Virginia	17,656	Virginia	21,215
2	Outside U.S./Canada	1,470	New York	442
3	New York	848	West Virginia	326
4	Pennsylvania	507	Pennsylvania	283
5	West Virginia	461	Texas	220
6	North Carolina	358	Florida	209
7	New Jersey	336	New Jersey	206
8	Florida	288	Washington, D.C.	197
9	Maryland	283	North Carolina	181
10	Ohio	278	California	172

71% of licensed LPNs received their high school degree in Virginia, and 86% 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	4,346	Virginia	5,287
2	Outside U.S./Canada	410	West Virginia	112
3	New York	195	Texas	112
4	Pennsylvania	126	New York	98
5	Ohio	107	Florida	83
6	Florida	105	Pennsylvania	76
7	West Virginia	101	California	74
8	California	93	North Carolina	56
9	North Carolina	90	Ohio	56
10	Maryland	77	New Jersey	46

Among LPNs who received their license in the past five years, 68% received their high school degree in Virginia, while 83% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

9% of Virginia's licensees did not participate in Virginia's LPN workforce during the past year. 64% of these licensees worked at some point in the past year, including 55% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

Total:	2,858
% of Licensees:	9%
Federal/Military:	8%
Va. Border State/DC:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
LPN Diploma or Cert.	23,677	96%
Hospital RN Diploma	27	0%
Associate Degree	891	4%
Baccalaureate Degree	93	0%
Master's Degree	4	0%
Doctorate Degree	3	0%
Total	24,695	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 LPN Diploma/Cert.: 96%
 Associate: 4%

Educational Debt
 Carry debt: 42%
 Under age 40 w/ debt: 60%
 Median debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

96% of all LPNs hold a LPN/LVN Diploma or Certificate as their highest professional degree. 42% of LPNs carry education debt, including 60% of those under the age of 40. The median debt burden among LPNs with educational debt is between \$20,000 and \$30,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	3,580	15%
No	21,032	85%
Total	24,612	100%
Degree Pursued	#	%
Associate	2,197	64%
Bachelor	1,123	33%
Masters	99	3%
Doctorate	14	0%
Total	3,434	100%

Source: Va. Healthcare Workforce Data Center

Amount Carried	All LPNs		LPNs under 40	
	#	%	#	%
None	12,261	58%	3,304	40%
\$10,000 or less	2,228	11%	1,196	15%
\$10,000-\$19,999	1,892	9%	1,093	13%
\$20,000-\$29,999	1,712	8%	1,066	13%
\$30,000-\$39,999	1,041	5%	624	8%
\$40,000-\$49,999	597	3%	324	4%
\$50,000-\$59,999	493	2%	284	3%
\$60,000-\$69,999	308	1%	157	2%
\$70,000-\$79,999	163	1%	76	1%
\$80,000-\$89,999	94	0%	48	1%
\$90,000-\$99,999	57	0%	36	0%
\$100,000-\$109,999	45	0%	14	0%
\$110,000-\$119,999	24	0%	16	0%
\$120,000 or more	51	0%	7	0%
Total	20,966	100%	8,245	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

LTC/Assisted Living: 14%
 Geriatrics/Gerontology: 13%
 Pediatrics: 8%

Secondary Specialty

LTC/Assisted Living: 13%
 Geriatrics/Gerontology: 11%
 Pediatrics: 5%

Licenses

Registered Nurse: 1%

Source: Va. Healthcare Workforce Data Center

14% of all LPNs work at a long-term care facility, assisted living facility, or nursing home at the primary work location, the most of any establishment type in the state.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Long-Term Care/Assisted Living/Nursing Home	3,243	14%	2,558	13%
Geriatrics/Gerontology	3,084	13%	2,034	11%
Pediatrics	1,968	8%	994	5%
Family Health	1,370	6%	727	4%
Psychiatric/Mental Health	760	3%	520	3%
Acute/Critical Care/Emergency/Trauma	576	2%	605	3%
Rehabilitation	423	2%	600	3%
Adult Health	395	2%	567	3%
Surgery/OR/Pre-, Peri- or Post-Operative	382	2%	273	1%
Cardiology	352	1%	258	1%
Women's Health/Gynecology	344	1%	235	1%
Community Health/Public Health	279	1%	328	2%
Administration/Management	272	1%	436	2%
Orthopedics	238	1%	181	1%
Obstetrics/Nurse Midwifery	229	1%	189	1%
Student Health	218	1%	89	0%
Hospital/Float	187	1%	243	1%
Renal Health/Dialysis	183	1%	109	1%
Palliative/Hospice Care	163	1%	197	1%
General Nursing/No Specialty	6,507	27%	5,765	30%
Medical Specialties (Not Listed)	322	1%	208	1%
Other Specialty Area	2,359	10%	1,951	10%
Total	23,856	100%	19,068	100%

Source: Va. Healthcare Workforce Data Center

Other Certifications		
Certification	#	% of Workforce
Registered Nurse	299	1%
Licensed Nurse Practitioner	49	0%
Certified Message Therapist	37	0%
Respiratory Therapist	34	0%
Clinical Nurse Specialist	3	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Military Service		
Service?	#	%
Yes	1,581	7%
No	21,949	93%
Total	23,530	100%

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
Army	766	53%
Navy/Marine	506	35%
Air Force	154	11%
Other	25	2%
Total	1,451	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Military Service

% Served: 7%

Branch of Service

Army: 53%
Navy/Marine: 35%
Air Force: 11%

Occupation

Army Health Care Spec.: 14%
Navy Basic Med. Tech.: 7%
Air Force Basic Med. Tech.: 2%

Source: Va. Healthcare Workforce Data Center

7% of Virginia's LPN workforce has served in the military. 53% of these LPNs served in the Army, including 14% who worked as an Army Health Care Specialist (68W Army Medic).

Military Occupation		
Occupation	#	%
Army Health Care Specialist (68W Army Medic)	196	14%
Navy Basic Medical Technician (Navy HM0000)	100	7%
Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)	21	2%
Air Force Independent Duty Medical Technician (IDMT 4NOX1C)	3	0%
Other	1,073	77%
Total	1,392	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 69%
2 or More Positions: 12%

Weekly Hours:

40 to 49: 55%
60 or more: 5%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	24	0%
Employed in a nursing- related capacity	21,609	88%
Employed, NOT in a nursing-related capacity	1,067	4%
Not working, reason unknown	8	0%
Involuntarily unemployed	140	1%
Voluntarily unemployed	1,179	5%
Retired	416	2%
Total	24,443	100%

Source: Va. Healthcare Workforce Data Center

88% of LPNs are currently employed in their profession. 69% of LPNs hold one full-time job, while 12% currently have multiple jobs. 55% of all LPNs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	1,327	6%
1 to 9 hours	398	2%
10 to 19 hours	744	3%
20 to 29 hours	1,353	6%
30 to 39 hours	4,065	17%
40 to 49 hours	12,758	55%
50 to 59 hours	1,408	6%
60 to 69 hours	571	2%
70 to 79 hours	231	1%
80 or more hours	386	2%
Total	23,241	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,327	6%
One Part-Time Position	3,000	13%
Two Part-Time Positions	520	2%
One Full-Time Position	16,341	69%
One Full-Time Position & One Part-Time Position	2,041	9%
Two Full-Time Positions	133	1%
More than Two Positions	158	1%
Total	23,520	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	296	2%
Less than \$20,000	1,248	7%
\$20,000-\$29,999	2,244	12%
\$30,000-\$39,999	5,719	30%
\$40,000-\$49,999	5,292	28%
\$50,000-\$59,999	2,437	13%
\$60,000-\$69,999	891	5%
\$70,000-\$79,999	382	2%
\$80,000-\$89,999	144	1%
\$90,000-\$99,999	54	0%
\$100,000 or more	90	0%
Total	18,797	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$30k-\$40k

Benefits
Health Insurance: 59%
Retirement: 52%

Satisfaction
Satisfied: 94%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	14,889	64%
Somewhat Satisfied	7,159	31%
Somewhat Dissatisfied	950	4%
Very Dissatisfied	398	2%
Total	23,397	100%

Source: Va. Healthcare Workforce Data Center

The typical LPN earned between \$30,000 and \$40,000 in the past year. Among LPNs who received either a wage or salary as compensation at their primary work location, 75% received at least one employer-sponsored benefit.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	13,155	61%	60%
Health Insurance	13,003	60%	59%
Dental Insurance	12,318	57%	55%
Retirement	11,468	53%	52%
Group Life Insurance	8,856	41%	40%
Signing/Retention Bonus	812	4%	4%
Receive at least one benefit	16,753	78%	75%

*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?	409	1%
Experience Voluntary Unemployment?	1,801	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1,154	4%
Work two or more positions at the same time?	4,165	15%
Switch employers or practices?	2,468	9%
Experienced at least one	8,389	30%

Source: Va. Healthcare Workforce Data Center

1% of Virginia's LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 3.8% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	719	3%	482	9%
Less than 6 Months	1,949	9%	866	15%
6 Months to 1 Year	2,492	11%	878	16%
1 to 2 Years	5,110	23%	1,220	22%
3 to 5 Years	4,696	21%	1,027	18%
6 to 10 Years	3,082	14%	547	10%
More than 10 Years	4,530	20%	599	11%
Subtotal	22,579	100%	5,619	100%
Did not have location	1,430		21,532	
Item Missing	3,569		427	
Total	27,578		27,578	

Source: Va. Healthcare Workforce Data Center

84% of LPNs receive an hourly wage at their primary work location, while 13% are salaried employees.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 7%

Turnover & Tenure

Switched Jobs: 9%
New Location: 27%
Over 2 years: 55%
Over 2 yrs, 2nd location: 39%

Employment Type

Hourly Wage: 84%
Salary: 13%

Source: Va. Healthcare Workforce Data Center

55% of LPNs have worked at their primary location for more than 2 years—the job tenure normally required to attain a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Hourly Wage	13,832	84%
Salary	2,118	13%
By Contract/Per Diem	337	2%
Unpaid	132	1%
Business/Contractor Income	87	1%
Subtotal	16,506	100%
Did not have location	1,430	
Item Missing	9,641	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.0% in October 2016 to 3.6% in September 2017, the period of the survey. At the time of publication, the unemployment rate for September 2017 was still preliminary.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	62%
Lowest Region:	2%

Locations

2 or more (Past Year):	25%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

25% of all LPNs in Virginia work in Hampton Roads, the most of any region in the state. Another 21% of LPNs work in Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region ²	Primary Location		Secondary Location	
	#	%	#	%
Central	4,686	21%	1,275	22%
Eastern	467	2%	137	2%
Hampton Roads	5,633	25%	1,370	24%
Northern	3,525	16%	1,014	18%
Southside	1,534	7%	392	7%
Southwest	1,940	9%	385	7%
Valley	1,567	7%	324	6%
West Central	2,686	12%	607	11%
Virginia Border State/DC	51	0%	77	1%
Other US State	65	0%	143	2%
Outside of the US	0	0%	6	0%
Total	22,154	100%	5,730	100%
Item Missing	3,993		317	

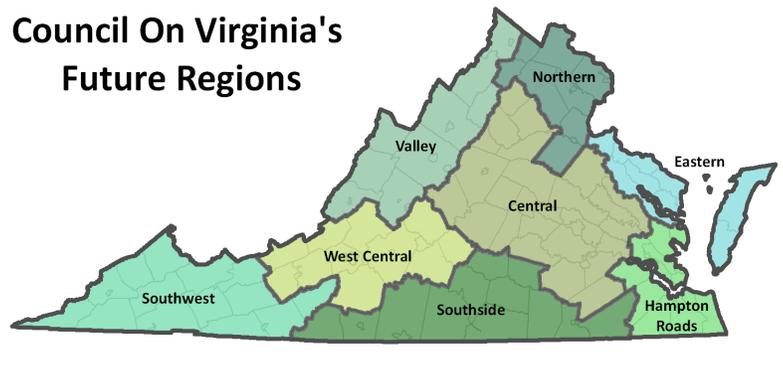
Source: Va. Healthcare Workforce Data Center

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1,120	5%	1,700	7%
1	16,554	70%	16,750	71%
2	3,521	15%	3,330	14%
3	2,100	9%	1,701	7%
4	153	1%	76	0%
5	47	0%	24	0%
6 or More	173	1%	86	0%
Total	23,668	100%	23,668	100%

*At the time of survey completion (Oct. 2016-Sept. 2017, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



25% of all LPNs held two or more positions over the past year, while 22% currently hold multiple positions.

² These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	13,202	63%	3,691	70%
Non-Profit	4,334	21%	864	16%
State/Local Government	2,488	12%	585	11%
Veterans Administration	460	2%	36	1%
U.S. Military	374	2%	56	1%
Other Federal Government	247	1%	72	1%
Total	21,105	100%	5,304	100%
Did not have location	1,430		21532	
Item Missing	5,043		742	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

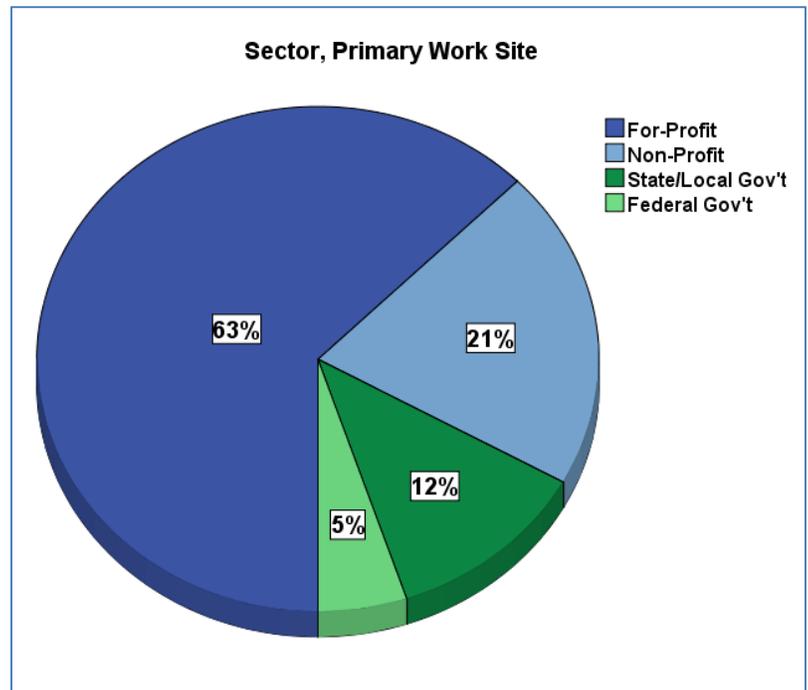
For Profit:	63%
Federal:	5%

Top Establishments

LTC/Nursing Home:	26%
Physician Office:	13%
Home Health Care:	11%

Source: Va. Healthcare Workforce Data Center

83% of all LPNs work in the private sector, including 63% in for-profit establishments. Another 12% of LPNs work for state or local governments, while 5% work for the federal government.



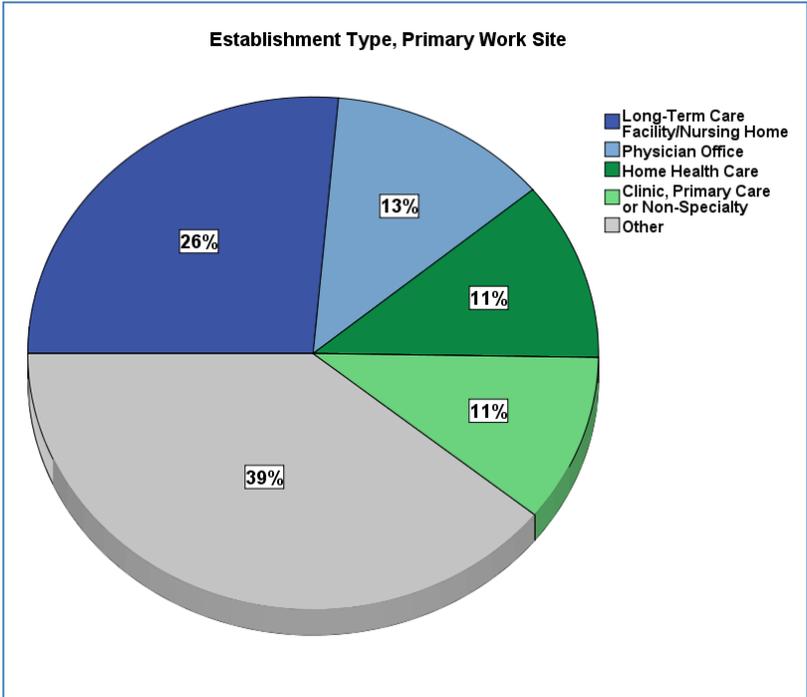
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Long Term Care Facility, Nursing Home	5,356	26%	1,609	31%
Physician Office	2,544	13%	409	8%
Home Health Care	2,285	11%	828	16%
Clinic, Primary Care or Non-Specialty	2,145	11%	377	7%
Hospital, Inpatient Department	1,011	5%	163	3%
Rehabilitation Facility	885	4%	267	5%
Clinic, Non-Surgical Specialty	761	4%	158	3%
Corrections/Jail	735	4%	232	5%
Mental Health, Development or Substance Abuse, Residential/Group Home	491	2%	153	3%
Hospital, Outpatient Department	486	2%	72	1%
School (Providing Care to Students)	459	2%	64	1%
Other Practice Setting	3,110	15%	776	15%
Total	20,268	100%	5,108	100%
Did Not Have a Location	1,430		21,532	

Source: Va. Healthcare Workforce Data Center

26% of all LPNs in the state work at either a long-term care facility or a nursing home as their primary work location. Physician offices and home health care are also common primary establishment types among Virginia's LPN workforce.

Among those LPNs who also have a secondary work location, 31% work at a long-term care facility or a nursing home. Another 16% work for a home health care establishment.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%

Roles

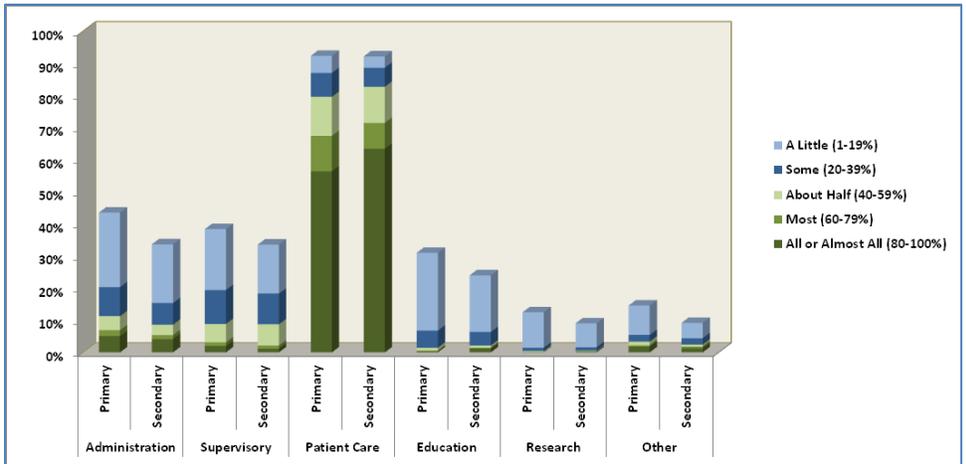
Patient Care: 67%
 Administrative: 7%
 Supervisory: 3%
 Education: 1%

Patient Care LPNs

Median Admin Time: 0%
 Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



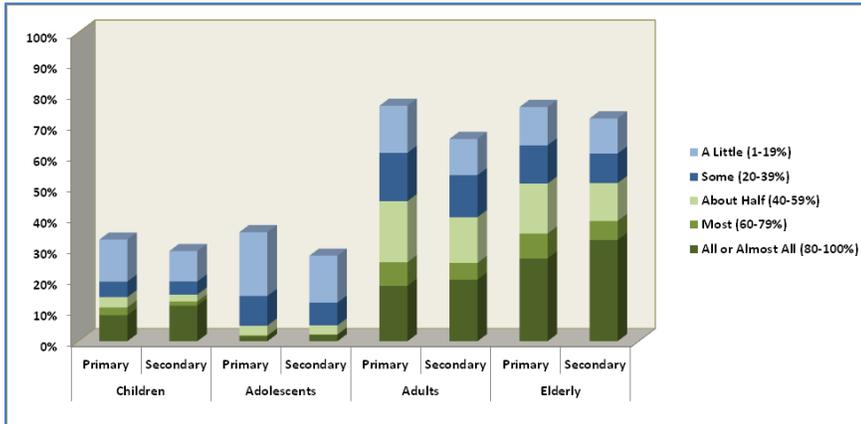
Source: Va. Healthcare Workforce Data Center

A typical LPN spends most of her time on patient care activities. 67% of all LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities. Another 7% of LPNs serve an administrative role.

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	
All or Almost All (80-100%)	5%	4%	2%	1%	56%	63%	0%	1%	0%	0%	2%	1%	
Most (60-79%)	2%	1%	1%	1%	11%	8%	0%	0%	0%	0%	0%	0%	
About Half (40-59%)	4%	3%	6%	7%	12%	11%	1%	1%	0%	0%	1%	1%	
Some (20-39%)	9%	7%	11%	10%	7%	6%	5%	4%	1%	1%	2%	2%	
A Little (1-19%)	23%	18%	19%	15%	5%	4%	24%	18%	11%	7%	9%	5%	
None (0%)	56%	66%	62%	66%	8%	8%	69%	76%	87%	91%	85%	91%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

The typical LPN devotes most of her time to treating adults and the elderly. 35% of all LPNs serve an elderly patient care role, meaning that at least 60% of their patients are the elderly. In addition, 26% of all LPNs serve an adult patient care role.

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: 0%
 Adolescents: 0%
 Adults: 30%-39%
 Elderly: 40%-49%

Roles

Children: 11%
 Adolescents: 2%
 Adults: 26%
 Elderly: 35%

Source: Va. Healthcare Workforce Data Center

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%	12%	2%	2%	18%	20%	27%	33%
Most (60-79%)	3%	1%	0%	0%	8%	5%	8%	6%
About Half (40-59%)	3%	2%	3%	3%	20%	15%	16%	12%
Some (20-39%)	5%	4%	10%	7%	16%	14%	12%	10%
A Little (1-19%)	14%	10%	21%	15%	15%	12%	12%	11%
None (0%)	67%	71%	65%	72%	24%	34%	24%	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs over 50	
	#	%	#	%
Under age 50	368	2%	-	-
50 to 54	519	3%	42	1%
55 to 59	1,222	6%	289	4%
60 to 64	4,686	23%	1,656	23%
65 to 69	7,949	39%	3,237	44%
70 to 74	2,863	14%	1,197	16%
75 to 79	652	3%	245	3%
80 or over	309	2%	105	1%
I do not intend to retire	1,595	8%	543	7%
Total	20,163	100%	7,314	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPNs

Under 65: 34%

Under 60: 10%

LPNs 50 and over

Under 65: 27%

Under 60: 5%

Time until Retirement

Within 2 years: 6%

Within 10 years: 19%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

34% of LPNs expect to retire by the age of 65, while 27% of LPNs who are age 50 or over expect to retire by the same age. Meanwhile, 27% of all LPNs expect to work until at least age 70, including 8% who do not expect to retire at all.

Within the next two years, 34% of LPNs plan on pursuing additional educational opportunities, and 9% expect to increase their patient care hours.

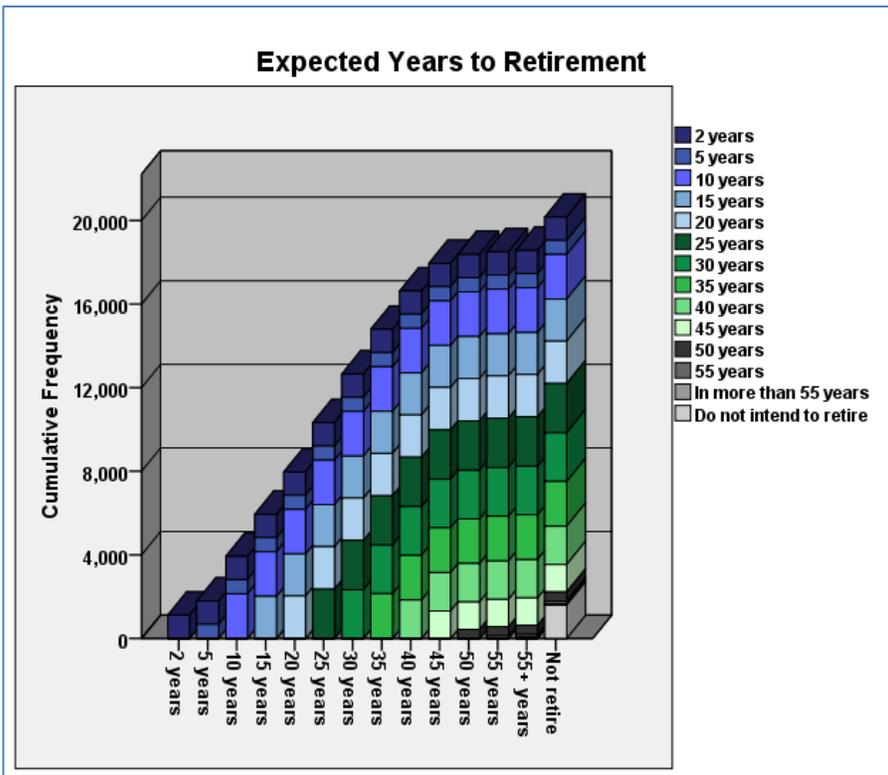
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	436	2%
Leave Virginia	713	3%
Decrease Patient Care Hours	1,501	5%
Decrease Teaching Hours	21	0%
Increase Participation		
Increase Patient Care Hours	2,566	9%
Increase Teaching Hours	533	2%
Pursue Additional Education	9,326	34%
Return to Virginia's Workforce	510	2%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. 6% of LPNs expect to retire in the next two years, while 19% expect to retire in the next 10 years. More than half of the current LPN workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	1,113	6%	6%
5 years	677	3%	9%
10 years	2,135	11%	19%
15 years	2,012	10%	29%
20 years	2,030	10%	40%
25 years	2,358	12%	51%
30 years	2,328	12%	63%
35 years	2,142	11%	73%
40 years	1,837	9%	82%
45 years	1,313	7%	89%
50 years	431	2%	91%
55 years	126	1%	92%
In more than 55 years	65	0%	92%
Do not intend to retire	1,595	8%	100%
Total	20,164	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 2027. Retirements will peak at 12% of the current workforce around 2042 before declining to under 10% of the current workforce again around 2057.

At a Glance:

FTEs

Total: 24,286
 FTEs/1,000 Residents: 2.90
 Average: 0.93

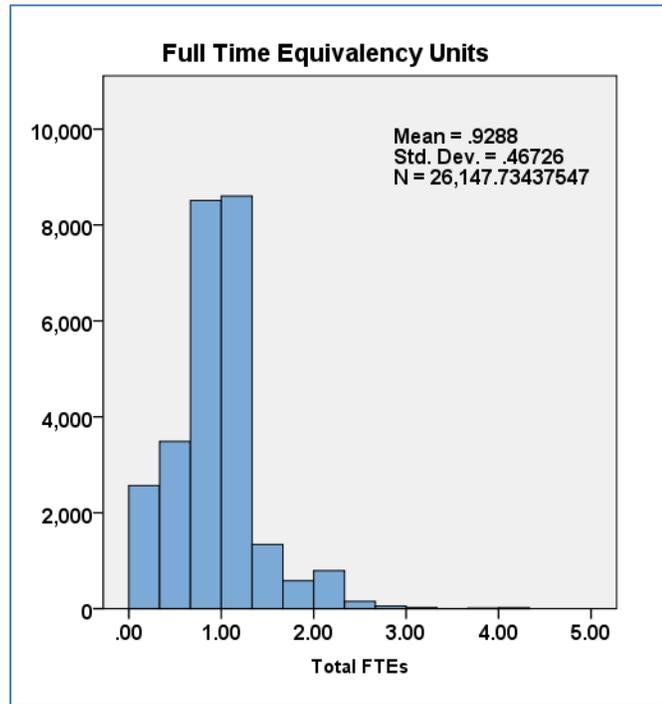
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

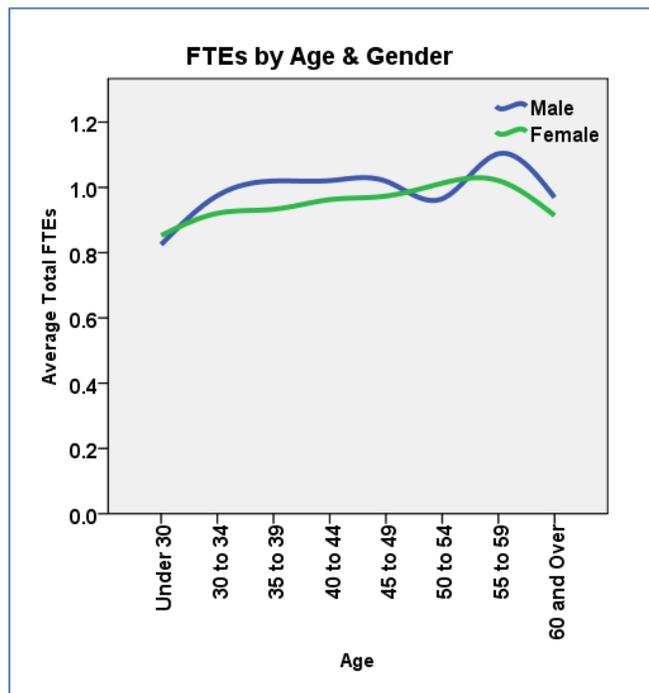


Source: Va. Healthcare Workforce Data Center

The typical (median) LPN provided 0.94 FTEs, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

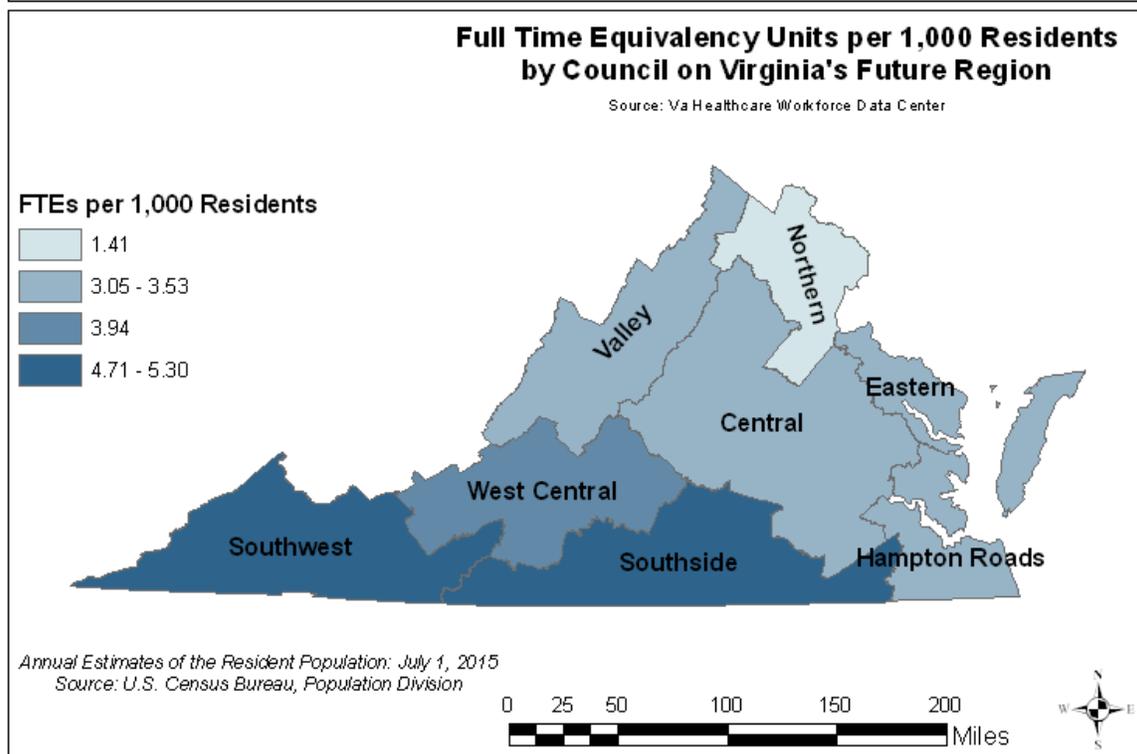
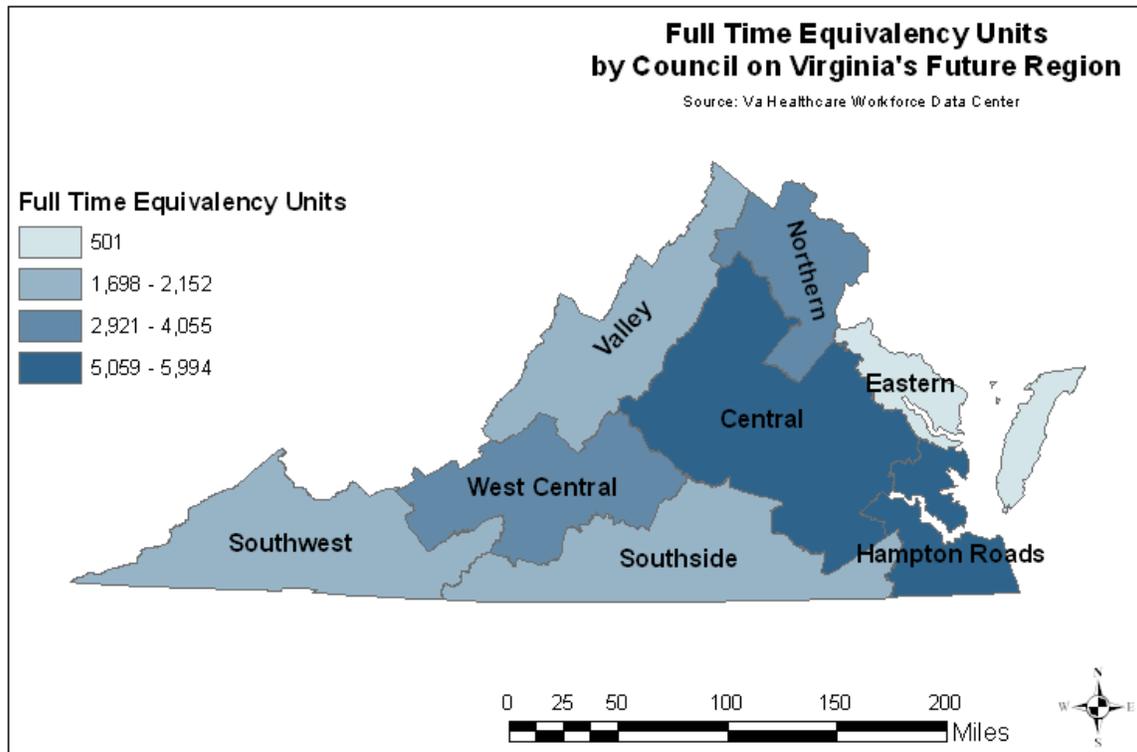
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.86	0.90
30 to 34	0.90	0.95
35 to 39	0.90	0.93
40 to 44	0.94	0.96
45 to 49	0.97	0.96
50 to 54	0.99	0.97
55 to 59	1.01	0.97
60 and Over	0.89	0.85
Gender		
Male	0.98	1.01
Female	0.94	0.97

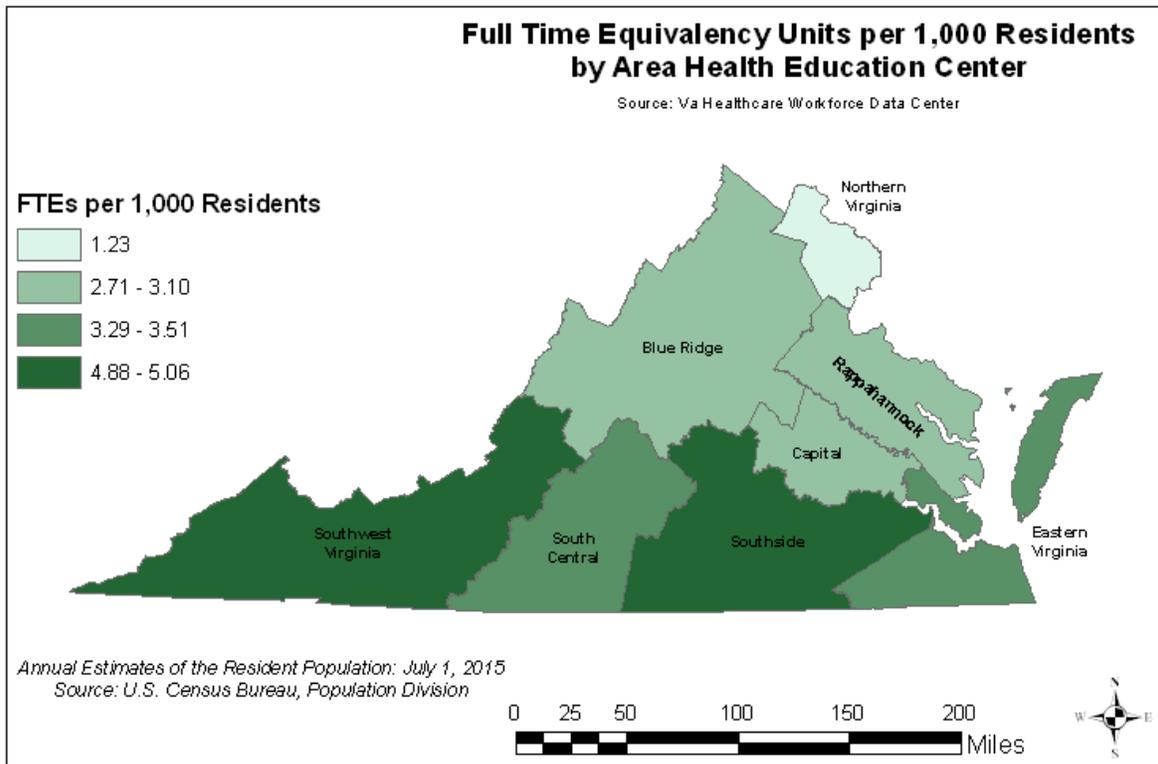
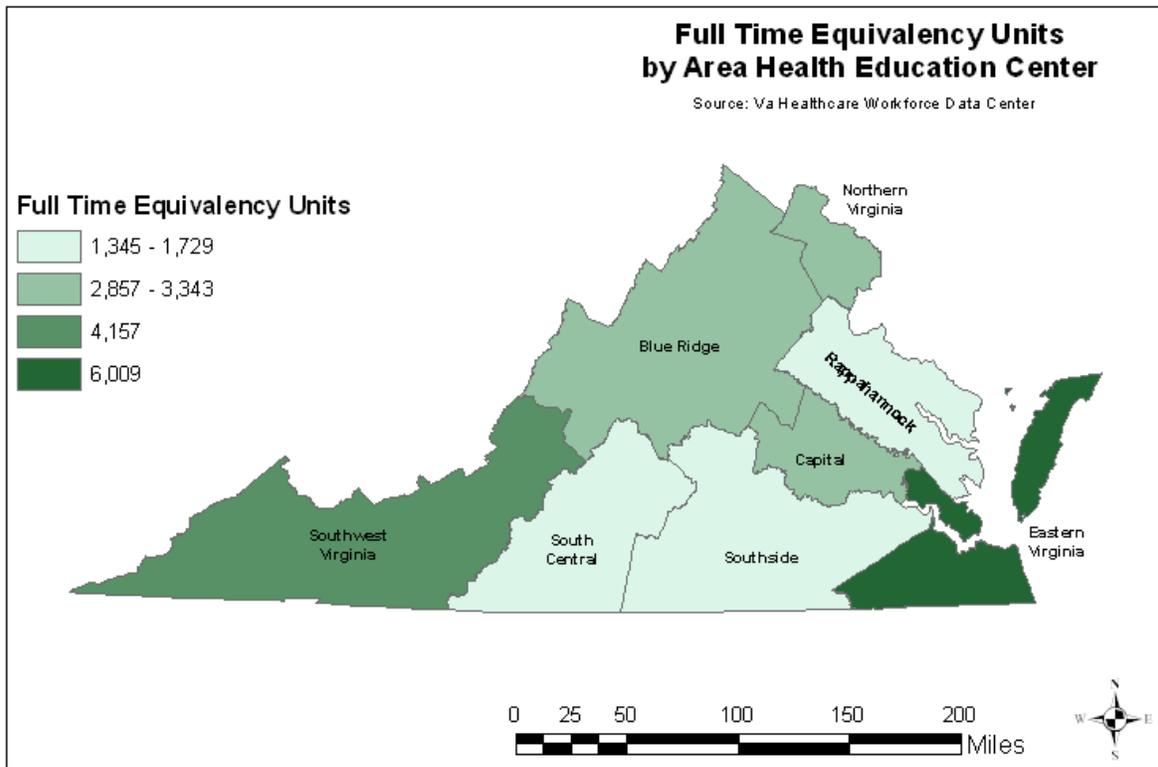
Source: Va. Healthcare Workforce Data Center

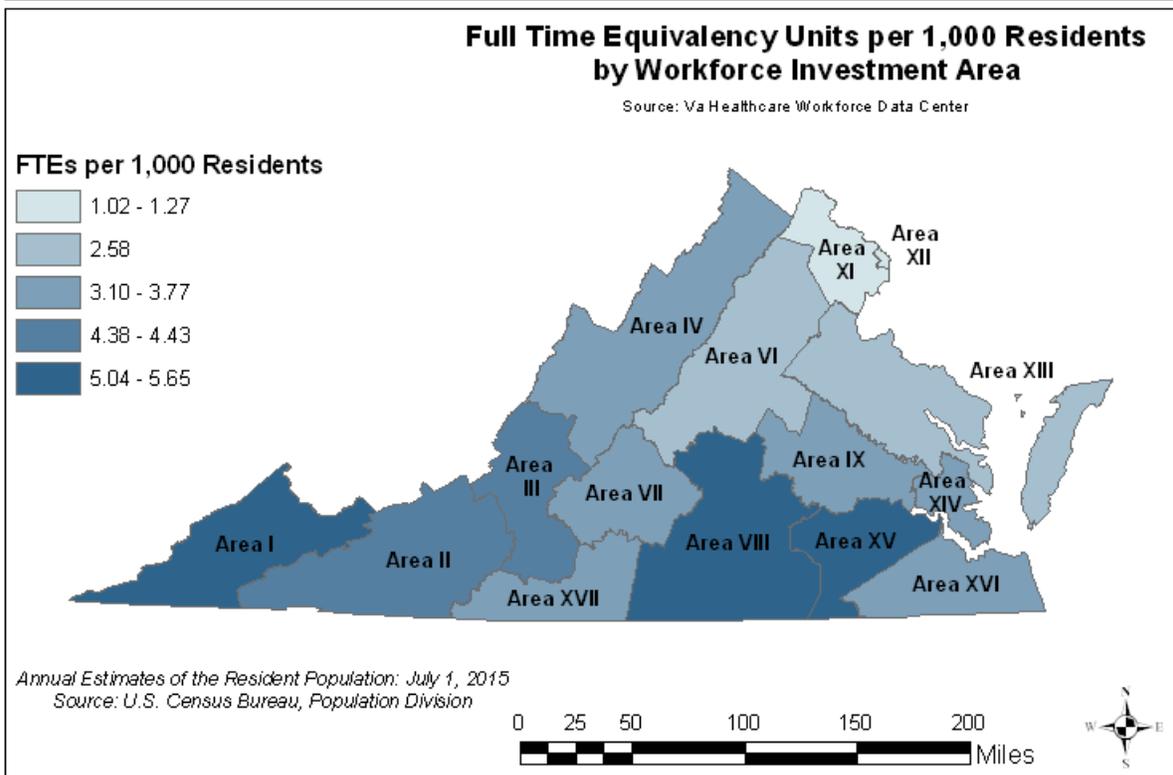
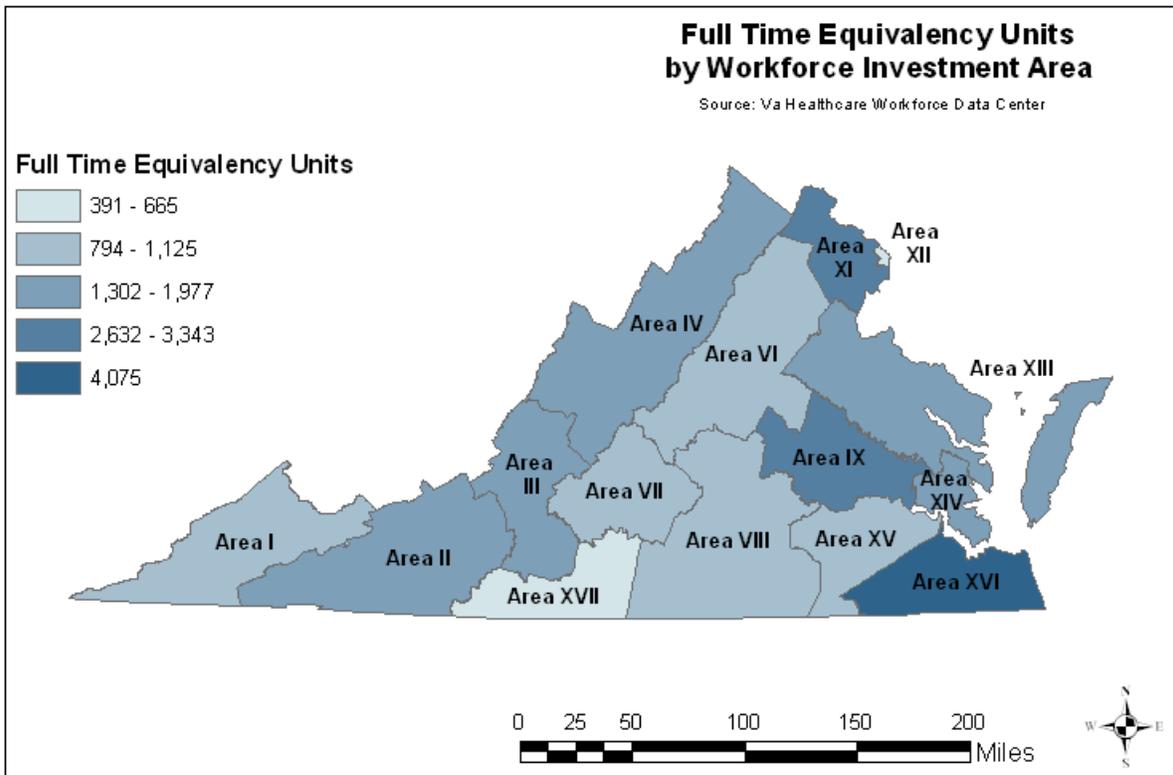


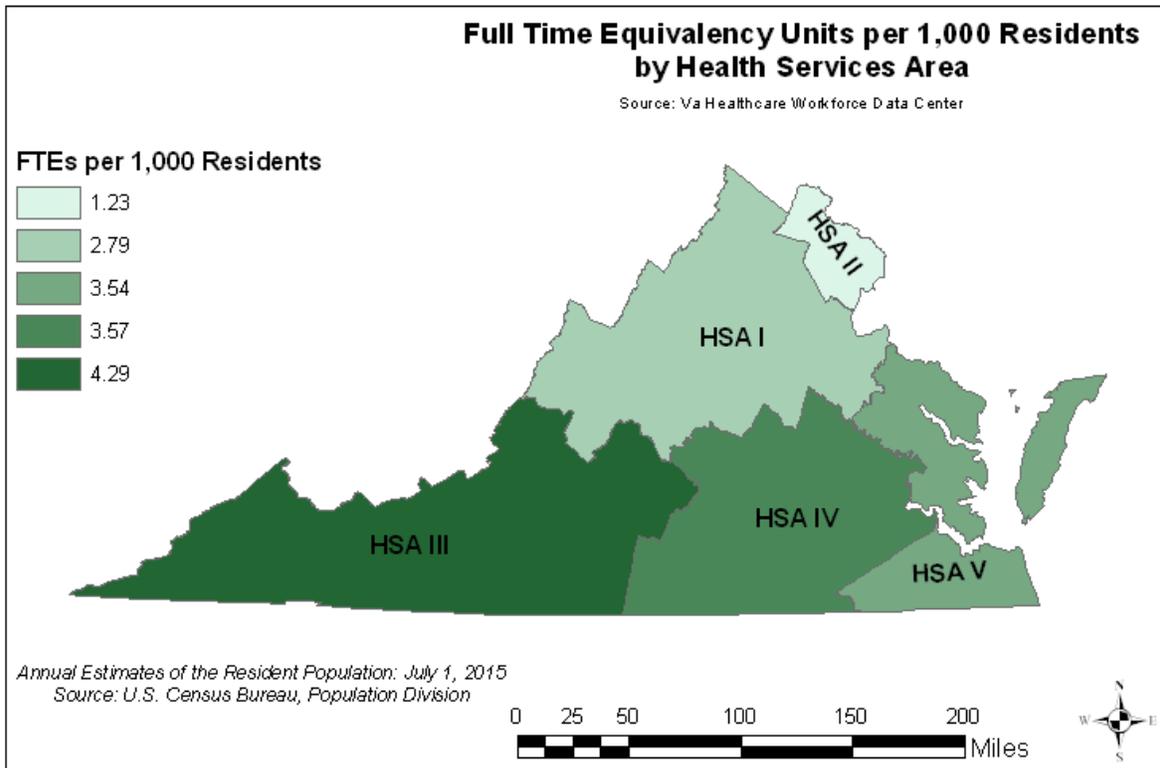
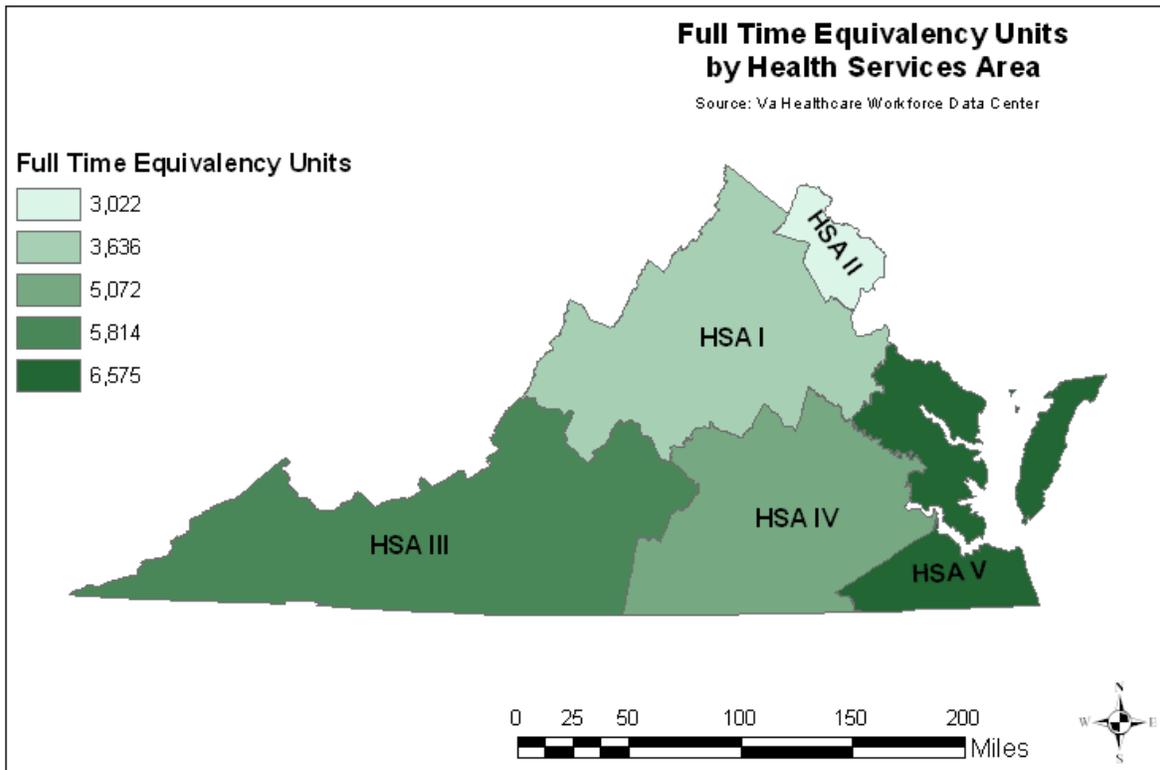
Source: Va. Healthcare Workforce Data Center

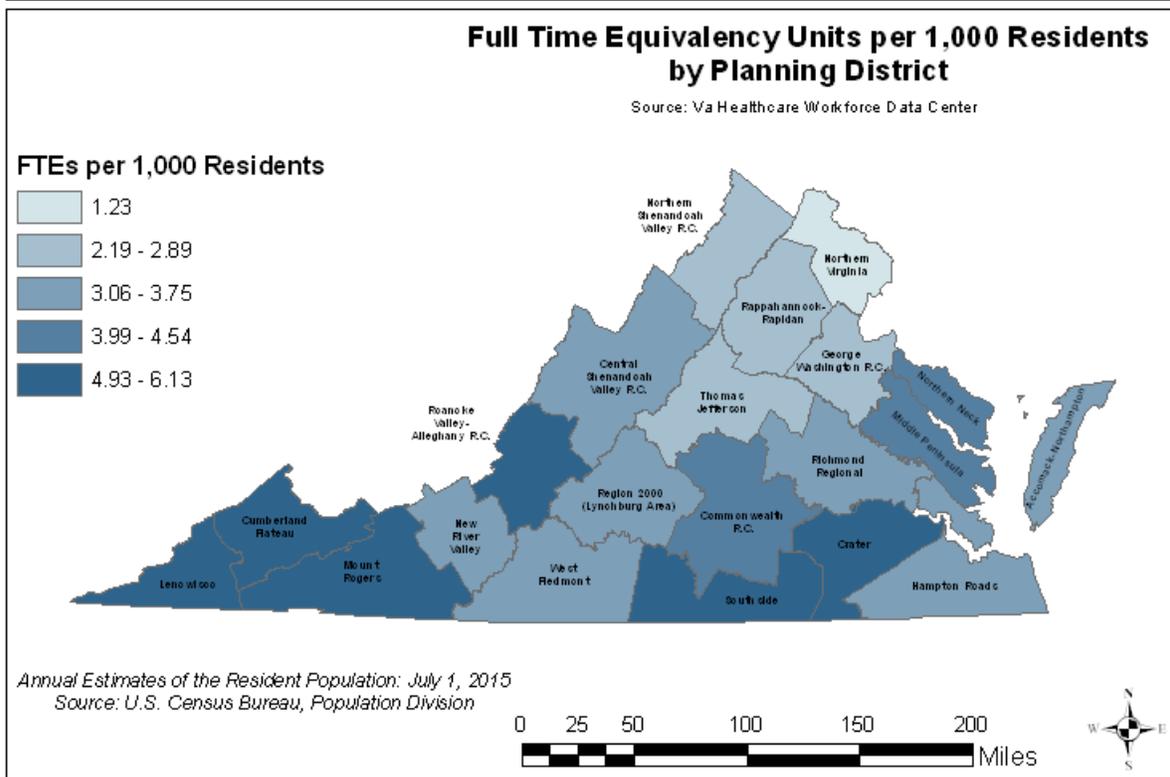
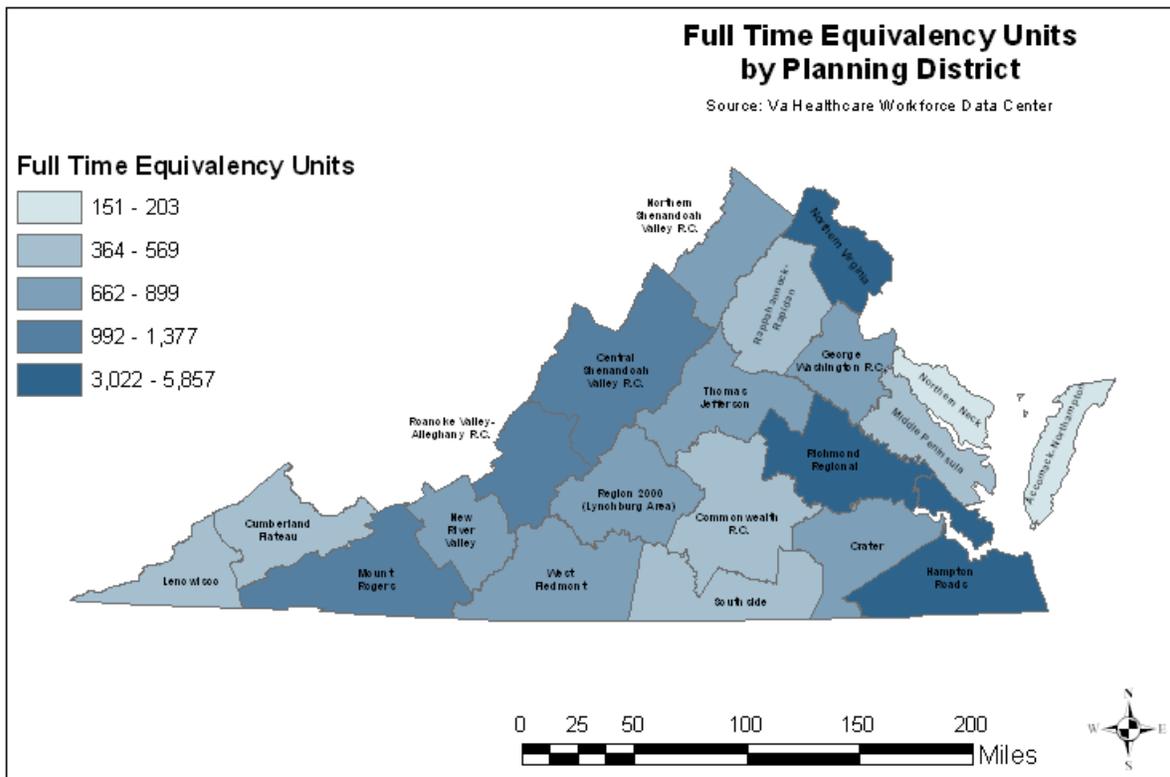
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	16,856	33.96%	2.944279	2.477905	3.672159
Metro, 250,000 to 1 million	2,811	37.64%	2.6569	2.236046	3.313734
Metro, 250,000 or less	2,600	38.65%	2.587065	2.177273	3.226634
Urban pop 20,000+, Metro adj	833	39.50%	2.531915	2.130859	3.15785
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	2,178	35.63%	2.806701	2.362119	3.500568
Urban pop, 2,500-19,999, nonadj	1,739	35.94%	2.7824	2.341667	3.47026
Rural, Metro adj	1,179	37.07%	2.697941	2.270586	3.36492
Rural, nonadj	644	34.78%	2.875	2.419599	3.585752
Virginia border state/DC	764	27.09%	3.690821	3.106194	4.603259
Other US State	840	24.40%	4.097561	3.448506	5.110552

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	3,621	27.89%	3.585149	3.15785	5.110552
30 to 34	3,504	39.61%	2.524496	2.223612	3.598614
35 to 39	3,680	32.36%	3.08984	2.721576	4.404501
40 to 44	3,534	40.78%	2.452464	2.160165	3.495934
45 to 49	3,654	34.70%	2.881703	2.538246	4.107806
50 to 54	3,353	41.34%	2.419192	2.130859	3.448506
55 to 59	3,303	32.12%	3.113101	2.742064	4.437658
60 and Over	5,795	31.86%	3.13922	2.76507	4.474891

Source: Va. Healthcare Workforce Data Center

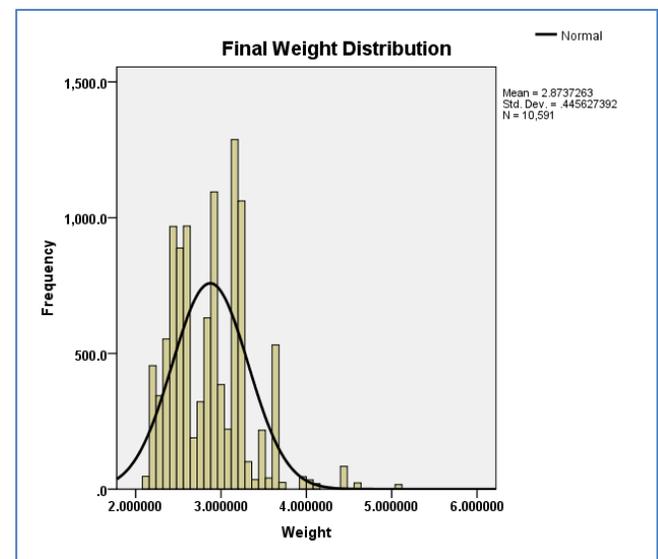
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.347885



Source: Va. Healthcare Workforce Data Center