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# *Virginia's Licensed Practical Nurse Workforce: 2020*

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Healthcare Workforce Data Center

October 2020

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Healthcare Workforce Data Center  
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*Nearly 10,000 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:	29,112
Virginia's Workforce:	26,431
FTEs:	23,490

### Background

Rural Childhood:	49%
HS Degree in VA:	72%
Prof. Degree in VA:	86%

### Current Employment

Employed in Prof.:	89%
Hold 1 Full-Time Job:	69%
Satisfied?:	95%

### Survey Response Rate

All Licensees:	33%
Renewing Practitioners:	79%

### Education

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

### Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	56%

### Demographics

Female:	95%
Diversity Index:	55%
Median Age:	46

### Finances

Median Income:	\$40k-\$50k
Health Insurance:	61%
Under 40 w/ Ed. Debt:	60%

### Time Allocation

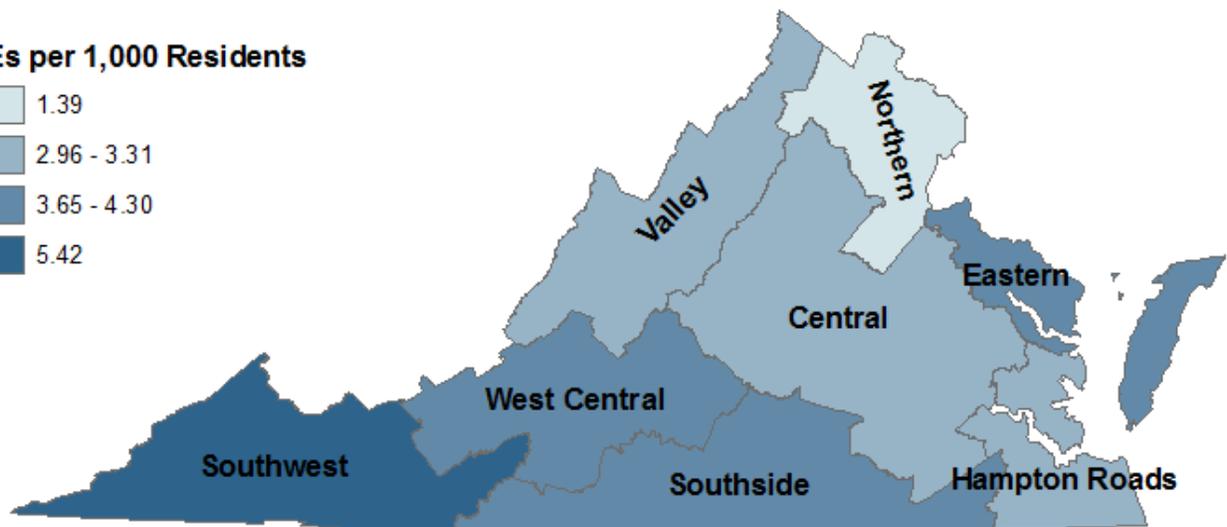
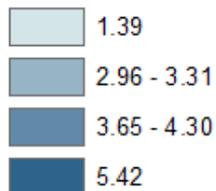
Patient Care:	80%-89%
Patient Care Role:	68%
Admin. Role:	7%

Source: Va. Healthcare Workforce Data Center

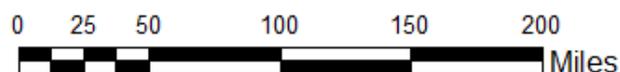
## Full-Time Equivalency Units Provided by Licensed Practical Nurses per 1,000 Residents by Virginia Performs Region

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



This report contains the results of the 2020 Licensed Practical Nurse (LPN) Survey. Nearly 10,000 LPNs voluntarily took part 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 during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of LPNs have access to the survey in a given year. These survey respondents represent 33% of the 29,112 LPNs who are licensed in the state and 79% of renewing practitioners.

The HWDC estimates that 26,431 LPNs participated in Virginia's workforce during the survey period, which is defined as those LPNs 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. Virginia's LPN workforce provided 23,490 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

More than 90% of all LPNs are female, and the median age of the LPN workforce is 46. In a random encounter between two LPNs, there is a 55% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's LPN workforce nearly as diverse as the state's overall population, which has a diversity index of 57%. Nearly half of all LPNs grew up in rural areas, and 32% of these professionals currently work in non-metro areas of the state. Overall, 19% of Virginia's LPNs work in non-metro areas of the state.

Nearly 90% of all LPNs are currently employed in the profession, 69% hold one full-time job, and 54% work between 40 and 49 hours per week. On the other hand, 3% of LPNs have experienced involuntary unemployment at some point over the past year, while 4% have experienced underemployment during the same period. More than 80% of all LPNs work in the private sector, including 61% who work in the for-profit sector. With respect to establishment types, more than one-quarter of all LPNs work in long-term care facilities or nursing homes, while 13% work in primary care or non-specialty clinics. The median annual income for Virginia's LPN workforce is between \$40,000 and \$50,000. In addition, 78% of all LPNs receive at least one employer-sponsored benefit, including 61% who have access to health insurance. More than 90% of all LPNs indicate that they are satisfied with their current employment situation, including 64% who indicate that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2015 LPN workforce. The number of licensed LPNs in Virginia has increased by 6% (29,112 vs. 27,550). In addition, the size of Virginia's LPN workforce has increased by 13% (26,431 vs. 23,493), and the number of FTEs provided by this workforce has grown by 2% (23,490 vs. 23,138). Virginia's renewing LPNs are more likely to respond to this survey (79% vs. 73%).

While there has been no change in the percentage of LPNs who are female (95%), the median age of this workforce has increased slightly (46 vs. 45). The state's LPN workforce has become more diverse (55% vs. 53%), although there has been no change in the diversity index of LPNs who are under the age of 40 (58%). At the same time, there has also been no change in the percentage of LPNs who grew up in rural areas (49%). However, this group of LPNs is slightly more likely to work in non-metro areas of the state (32% vs. 31%).

Virginia's LPNs are more likely to be employed in the profession (89% vs. 86%), hold one full-time job (69% vs. 67%), and work between 40 and 49 hours per week (54% vs. 53%). Although the rate of involuntary unemployment remained steady (3%), the rate of underemployment has fallen considerably (4% vs. 8%). Most LPNs continue to work in the for-profit sector (61% vs. 63%), but the percentage of LPNs who work in the non-profit sector has increased (22% vs. 19%).

LPNs are more likely to carry education debt (43% vs. 40%). However, the median debt amount among these professionals has not changed (\$20k-\$30k). The median annual income of Virginia's LPNs has increased (\$40k-\$50k vs. \$30k-\$40k). In addition, LPNs are more likely to receive at least one employer-sponsored benefit (78% vs. 76%), including those who have access to health insurance (61% vs. 56%). More LPNs indicate that they are satisfied with their current work situation (95% vs. 93%), including those who indicate that they are "very satisfied" (64% vs. 62%).

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	12,522	43%
New Licensees	1,082	4%
Non-Renewals	1,864	6%
Renewal Date Not in Survey Period	13,644	47%
<b>All Licensees</b>	<b>29,112</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Nearly 80% of renewing LPNs submitted a survey. This represents one-third of all LPNs who held a license at some point during the survey period.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	2,314	733	24%
30 to 34	2,097	1,257	38%
35 to 39	2,559	979	28%
40 to 44	2,070	1,466	42%
45 to 49	2,318	1,011	30%
50 to 54	1,852	1,341	42%
55 to 59	2,185	991	31%
60 and Over	3,975	1,964	33%
<b>Total</b>	<b>19,370</b>	<b>9,742</b>	<b>34%</b>
<b>New Licenses</b>			
Issued in Past Year	1,082	0	0%
<b>Metro Status</b>			
Non-Metro	4,085	2,199	35%
Metro	14,126	7,132	34%
Not in Virginia	1,159	410	26%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2019 and September 2020 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.

Response Rates	
Completed Surveys	9,742
Response Rate, All Licensees	33%
Response Rate, Renewals	79%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licenses Practical Nurses**

Number: 29,112  
 New: 4%  
 Not Renewed: 6%

**Response Rates**

All Licensees: 33%  
 Renewing Practitioners: 79%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's LPN Workforce: 26,431  
 FTEs: 23,490

### Utilization Ratios

Licensees in VA Workforce: 91%  
 Licensees per FTE: 1.24  
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

## Definitions

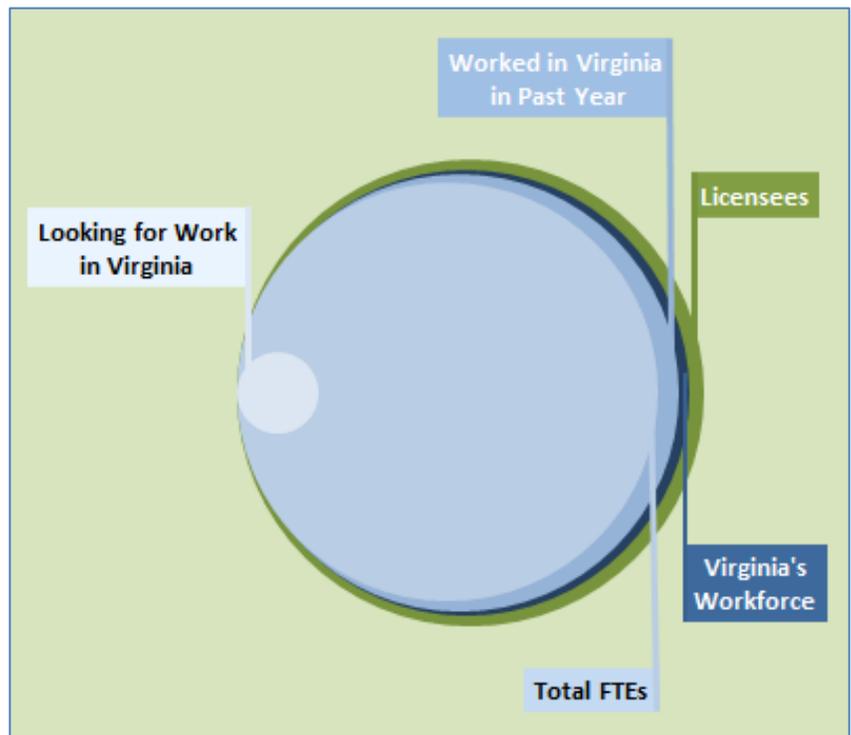
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey time frame or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) 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.

### Virginia's LPN Workforce

Status	#	%
Worked in Virginia in Past Year	25,553	97%
Looking for Work in Virginia	879	3%
Virginia's Workforce	26,431	100%
Total FTEs	23,490	
Licensees	29,112	

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/>*



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	132	5%	2,531	95%	2,663	12%
30 to 34	151	5%	2,634	95%	2,784	12%
35 to 39	114	4%	2,737	96%	2,851	13%
40 to 44	128	4%	2,810	96%	2,938	13%
45 to 49	172	7%	2,472	94%	2,644	12%
50 to 54	134	6%	2,315	95%	2,448	11%
55 to 59	143	6%	2,207	94%	2,350	10%
60 and Over	143	4%	3,765	96%	3,909	17%
<b>Total</b>	<b>1,117</b>	<b>5%</b>	<b>21,470</b>	<b>95%</b>	<b>22,587</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 46  
 % Under 40: 37%  
 % 55 and Over: 28%

**Diversity**

Diversity Index: 55%  
 Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

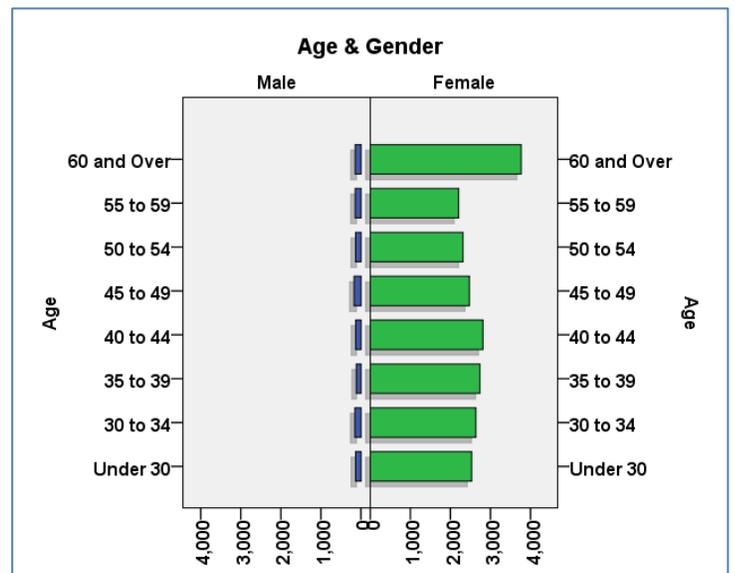
Race & Ethnicity					
Race/Ethnicity	Virginia*	LPNs		LPNs Under 40	
	%	#	%	#	%
White	61%	13,731	60%	4,852	58%
Black	19%	6,910	30%	2,301	27%
Hispanic	10%	923	4%	604	7%
Asian	7%	516	2%	207	2%
Two or More Races	3%	605	3%	335	4%
Other Race	0%	258	1%	106	1%
<b>Total</b>	<b>100%</b>	<b>22,943</b>	<b>100%</b>	<b>8,405</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPNs, there is a 55% chance that they would be of different races or ethnicities (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.

More than one-third of all LPNs are under the age of 40. More than 90% of these LPNs are female, and the diversity index among these professionals is 58%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 20%  
 Rural Childhood: 49%

### Virginia Background

HS in Virginia: 72%  
 Prof. Edu. in VA: 86%  
 HS or Prof. Edu. in VA: 89%

### Location Choice

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

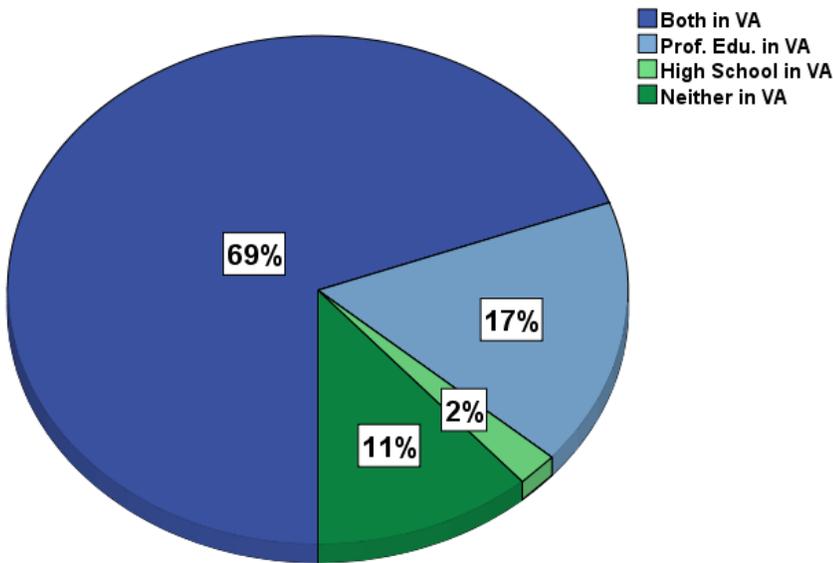
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	30%	42%	29%
2	Metro, 250,000 to 1 Million	66%	22%	12%
3	Metro, 250,000 or Less	73%	18%	9%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	75%	15%	11%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	79%	15%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	4%	3%
8	Rural, Metro Adjacent	86%	10%	4%
9	Rural, Non-Adjacent	74%	20%	7%
<b>Overall</b>		<b>49%</b>	<b>31%</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of all LPNs grew up in self-described rural areas, and 32% of these professionals currently work in non-metro counties. Overall, 19% of 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	16,276	Virginia	19,622
2	Outside U.S./Canada	1,643	New York	391
3	New York	797	West Virginia	285
4	Pennsylvania	418	Pennsylvania	239
5	West Virginia	400	New Jersey	194
6	North Carolina	331	Florida	182
7	New Jersey	331	Texas	174
8	Florida	274	North Carolina	159
9	Maryland	253	California	148
10	Ohio	211	Washington, D.C.	144

Source: Va. Healthcare Workforce Data Center

*More than 70% of LPNs received their high school degree in Virginia, and 86% obtained their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	2,931	Virginia	3,440
2	Outside U.S./Canada	304	New York	98
3	New York	166	West Virginia	83
4	New Jersey	77	California	73
5	California	68	Pennsylvania	56
6	West Virginia	60	New Jersey	52
7	Pennsylvania	60	Florida	44
8	Florida	57	Texas	37
9	North Carolina	49	Tennessee	36
10	Maryland	39	Ohio	32

Source: Va. Healthcare Workforce Data Center

*Among LPNs who have obtained their license in the past five years, 70% received their high school degree in Virginia, while 83% obtained their initial professional degree in the state.*

*Among all licensees, 9% did not participate in Virginia's LPN workforce during the past year. More than 60% of these licensees worked at some point in the past year, including 54% who worked in a nursing-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total:	2,678
% of Licensees:	9%
Federal/Military:	7%
VA Border State/D.C.:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
LPN Diploma or Cert.	21,642	96%
Hospital RN Diploma	14	0%
Associate Degree	869	4%
Baccalaureate Degree	83	0%
Master's Degree	10	0%
Doctorate Degree	0	0%
<b>Total</b>	<b>22,618</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly all LPNs hold a LPN/LVN diploma or certificate as their highest professional degree. More than 40% of LPNs carry education debt, including 60% of those LPNs who are under the age of 40. The median debt burden among those LPNs with education debt is between \$20,000 and \$30,000.

Current Educational Attainment		
Currently Enrolled?	#	%
Yes	3,270	15%
No	19,275	85%
<b>Total</b>	<b>22,545</b>	<b>100%</b>
Degree Pursued	#	%
Associate	2,053	66%
Baccalaureate	936	30%
Master's	124	4%
Doctorate	19	1%
<b>Total</b>	<b>3,133</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Education

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

### Education Debt

Carry Debt: 43%  
Under Age 40 w/ Debt: 60%  
Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All LPNs		LPNs Under 40	
	#	%	#	%
None	11,008	57%	2,905	40%
Less than \$10,000	1,748	9%	860	12%
\$10,000-\$19,999	1,558	8%	843	12%
\$20,000-\$29,999	1,624	8%	869	12%
\$30,000-\$39,999	1,153	6%	670	9%
\$40,000-\$49,999	751	4%	391	5%
\$50,000-\$59,999	563	3%	298	4%
\$60,000-\$69,999	342	2%	174	2%
\$70,000-\$79,999	231	1%	110	2%
\$80,000-\$89,999	179	1%	81	1%
\$90,000-\$99,999	61	0%	20	0%
\$100,000-\$109,999	70	0%	22	0%
\$110,000-\$119,999	39	0%	19	0%
\$120,000 or More	83	0%	17	0%
<b>Total</b>	<b>19,410</b>	<b>100%</b>	<b>7,279</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Primary Specialty

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

### Secondary Specialty

LTC/Assisted Living:	14%
Geriatrics/Gerontology:	11%
Pediatrics:	5%

### Licenses

Registered Nurse:	1%
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Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
<b>Long-Term Care/Assisted Living/Nursing Home</b>	3,157	14%	2,410	14%
<b>Geriatrics/Gerontology</b>	2,795	13%	1,899	11%
<b>Pediatrics</b>	1,663	8%	971	5%
<b>Family Health</b>	1,353	6%	688	4%
<b>Psychiatric/Mental Health</b>	633	3%	449	3%
<b>Adult Health</b>	456	2%	481	3%
<b>Acute/Critical Care/Emergency/Trauma</b>	439	2%	493	3%
<b>Surgery/OR/Pre-, Peri- or Post-Operative</b>	343	2%	235	1%
<b>Rehabilitation</b>	320	1%	524	3%
<b>Cardiology</b>	316	1%	188	1%
<b>Community Health/Public Health</b>	285	1%	301	2%
<b>Women's Health/Gynecology</b>	267	1%	227	1%
<b>Administration/Management</b>	240	1%	464	3%
<b>Orthopedics</b>	215	1%	122	1%
<b>General Nursing/No Specialty</b>	6,002	27%	5,367	30%
<b>Medical Specialties (Not Listed)</b>	285	1%	226	1%
<b>Other Specialty Area</b>	3,242	15%	2,647	15%
<b>Total</b>	<b>22,012</b>	<b>100%</b>	<b>17,692</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## Other Licenses

License	#	% of Workforce
<b>Registered Nurse</b>	334	1%
<b>Certified Massage Therapist</b>	32	0%
<b>Licensed Nurse Practitioner</b>	17	0%
<b>Respiratory Therapist</b>	12	0%
<b>Clinical Nurse Specialist</b>	3	0%

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of all LPNs have a primary specialty in either long-term care/assisted living/nursing homes or geriatrics/gerontology.*

**A Closer Look:**

Military Service		
Service?	#	%
<b>Yes</b>	1,159	5%
<b>No</b>	20,589	95%
<b>Total</b>	<b>21,747</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Branch of Service		
Branch	#	%
<b>Army</b>	573	54%
<b>Navy/Marine</b>	375	35%
<b>Air Force</b>	109	10%
<b>Other</b>	14	1%
<b>Total</b>	<b>1,071</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Military Service

% Who Served: 5%

Branch of Service

Army: 54%  
Navy/Marines: 35%  
Air Force: 10%

Occupation

Army Health Care Spec.: 18%  
Navy Basic Med. Tech.: 9%  
Air Force Basic Med. Tech.: 1%

Source: Va. Healthcare Workforce Data Center

*In total, 5% of Virginia's LPN workforce has served in the military. More than half of these LPNs have served in the Army, including 18% who worked as an Army Health Care Specialist (68W Army Medic).*

Military Occupation		
Occupation	#	%
<b>Army Health Care Specialist (68W Army Medic)</b>	175	18%
<b>Navy Basic Medical Technician (Navy HM0000)</b>	90	9%
<b>Air Force Basic Medical Technician (Air Force BMTCP 4NOX1)</b>	8	1%
<b>Air Force Independent Duty Medical Technician (IDMT 4NOX1C)</b>	2	0%
<b>Other</b>	720	72%
<b>Total</b>	<b>996</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 89%  
 Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 69%  
 2 or More Positions: 11%

### Weekly Hours

40 to 49: 54%  
 60 or More: 5%  
 Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	15	< 1%
Employed in a Nursing-Related Capacity	19,956	89%
Employed, NOT in a Nursing-Related Capacity	923	4%
Not Working, Reason Unknown	8	< 1%
Involuntarily Unemployed	194	1%
Voluntarily Unemployed	1,005	5%
Retired	380	2%
<b>Total</b>	<b>22,482</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Nearly 90% of all LPNs are currently employed in the profession, more than two-thirds hold one full-time job, and 54% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 Hours	1,587	7%
1 to 9 Hours	358	2%
10 to 19 Hours	637	3%
20 to 29 Hours	1,219	6%
30 to 39 Hours	3,769	17%
40 to 49 Hours	11,750	54%
50 to 59 Hours	1,222	6%
60 to 69 Hours	546	3%
70 to 79 Hours	187	1%
80 or More Hours	457	2%
<b>Total</b>	<b>21,732</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,587	7%
One Part-Time Position	2,772	13%
Two Part-Time Positions	410	2%
One Full-Time Position	15,254	69%
One Full-Time Position & One Part-Time Position	1,796	8%
Two Full-Time Positions	110	0%
More than Two Positions	150	1%
<b>Total</b>	<b>22,079</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	225	1%
Less than \$20,000	925	5%
\$20,000-\$29,999	1,429	8%
\$30,000-\$39,999	3,767	22%
\$40,000-\$49,999	4,972	29%
\$50,000-\$59,999	3,209	19%
\$60,000-\$69,999	1,399	8%
\$70,000-\$79,999	609	4%
\$80,000-\$89,999	233	1%
\$90,000-\$99,999	104	1%
\$100,000 or More	145	1%
<b>Total</b>	<b>17,018</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$40k-\$50k

**Benefits**  
Health Insurance: 61%  
Retirement: 55%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	13,705	64%
Somewhat Satisfied	6,721	31%
Somewhat Dissatisfied	813	4%
Very Dissatisfied	308	1%
<b>Total</b>	<b>21,548</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical LPN earns between \$40,000 and \$50,000 per year. Among LPNs who receive either an hourly wage or salary as compensation at their primary work location, 76% receive at least one employer-sponsored benefit.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	12,608	63%	62%
Health Insurance	12,229	61%	60%
Dental Insurance	11,852	59%	58%
Retirement	11,020	55%	55%
Group Life Insurance	8,073	40%	40%
Signing/Retention Bonus	1,242	6%	6%
<b>At Least One Benefit</b>	<b>15,614</b>	<b>78%</b>	<b>76%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	3,614	14%
Switch Employers or Practices?	2,027	8%
Experience Voluntary Unemployment?	1,539	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	1,094	4%
Experience Involuntary Unemployment?	731	3%
<b>Experienced at Least One</b>	<b>7,575</b>	<b>29%</b>

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia’s LPNs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.4% during the same time period.<sup>1</sup>

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	838	4%	382	8%
Less than 6 Months	1,558	7%	651	14%
6 Months to 1 Year	2,285	11%	672	14%
1 to 2 Years	4,643	22%	989	21%
3 to 5 Years	4,870	23%	969	20%
6 to 10 Years	2,845	14%	517	11%
More than 10 Years	3,958	19%	547	12%
<b>Subtotal</b>	<b>20,997</b>	<b>100%</b>	<b>4,727</b>	<b>100%</b>
Did Not Have Location	1,102		21,423	
Item Missing	4,333		282	
<b>Total</b>	<b>26,431</b>		<b>26,431</b>	

Source: Va. Healthcare Workforce Data Center

More than 80% of LPNs receive an hourly wage at their primary work location, while 14% are salaried employees.

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 3%  
Underemployed: 4%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 25%  
Over 2 Years: 56%  
Over 2 Yrs., 2<sup>nd</sup> Location: 43%

**Employment Type**

Hourly Wage: 83%  
Salary: 14%

Source: Va. Healthcare Workforce Data Center

More than half of LPNs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	12,729	83%
Salary	2,121	14%
By Contract/Per Diem	297	2%
Unpaid	80	1%
Business/Contractor Income	71	0%
<b>Subtotal</b>	<b>15,297</b>	<b>100%</b>
Did Not Have Location	1,102	
Item Missing	10,033	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for September 2020 was still preliminary.

## At a Glance:

### Concentration

Top Region:	24%
Top 3 Regions:	62%
Lowest Region:	2%

### Locations

2 or More (Past Year):	23%
2 or More (Now*):	20%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all LPNs work in Hampton Roads, Central Virginia, and Northern Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Hampton Roads	5,027	24%	1,174	25%
Central	4,512	22%	1,014	21%
Northern	3,300	16%	894	19%
West Central	2,519	12%	551	12%
Southwest	1,797	9%	351	7%
Valley	1,469	7%	265	6%
Southside	1,362	7%	302	6%
Eastern	505	2%	90	2%
Virginia Border State/D.C.	50	0%	42	1%
Other U.S. State	50	0%	88	2%
Outside of the U.S.	3	0%	7	0%
<b>Total</b>	<b>20,594</b>	<b>100%</b>	<b>4,778</b>	<b>100%</b>
Item Missing	4,735		230	

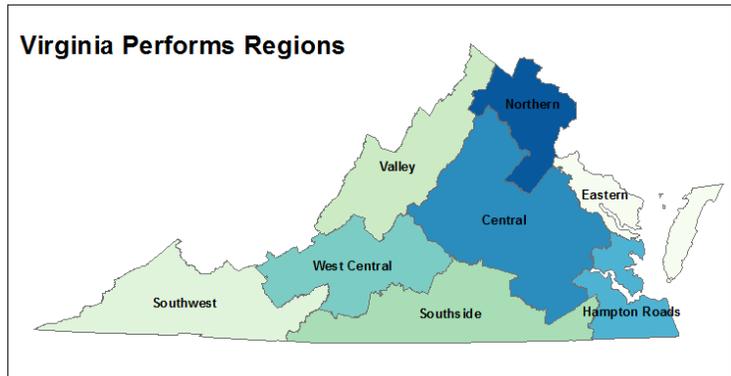
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	879	4%	1,574	7%
1	15,960	73%	15,879	73%
2	2,916	13%	2,765	13%
3	1,673	8%	1,453	7%
4	175	1%	59	0%
5	53	0%	22	0%
6 or More	159	1%	65	0%
<b>Total</b>	<b>21,816</b>	<b>100%</b>	<b>21,816</b>	<b>100%</b>

\*At the time of survey completion (Oct. 2019-Sept. 2020, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



While one out of every five LPNs currently hold two or more positions, 23% have held multiple positions over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	11,921	61%	2,940	66%
<b>Non-Profit</b>	4,232	22%	796	18%
<b>State/Local Government</b>	2,473	13%	562	13%
<b>Veteran's Administration</b>	398	2%	40	1%
<b>U.S. Military</b>	323	2%	51	1%
<b>Other Federal Government</b>	258	1%	40	1%
<b>Total</b>	<b>19,605</b>	<b>100%</b>	<b>4,429</b>	<b>100%</b>
<b>Did Not Have Location</b>	1,102		21,423	
<b>Item Missing</b>	5,724		578	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

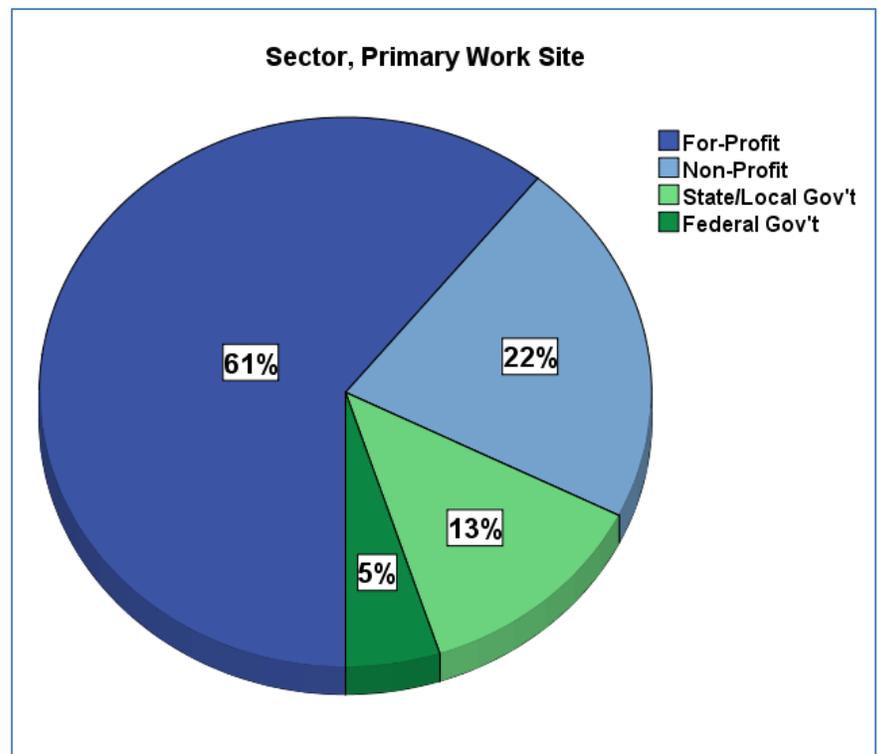
For-Profit:	61%
Federal:	5%

**Top Establishments**

LTC/Nursing Home:	27%
Clinic, Primary Care:	13%
Physician Office:	11%

Source: Va. Healthcare Workforce Data Center

More than four out of every five LPNs work in the private sector, including 61% who work in the for-profit sector.



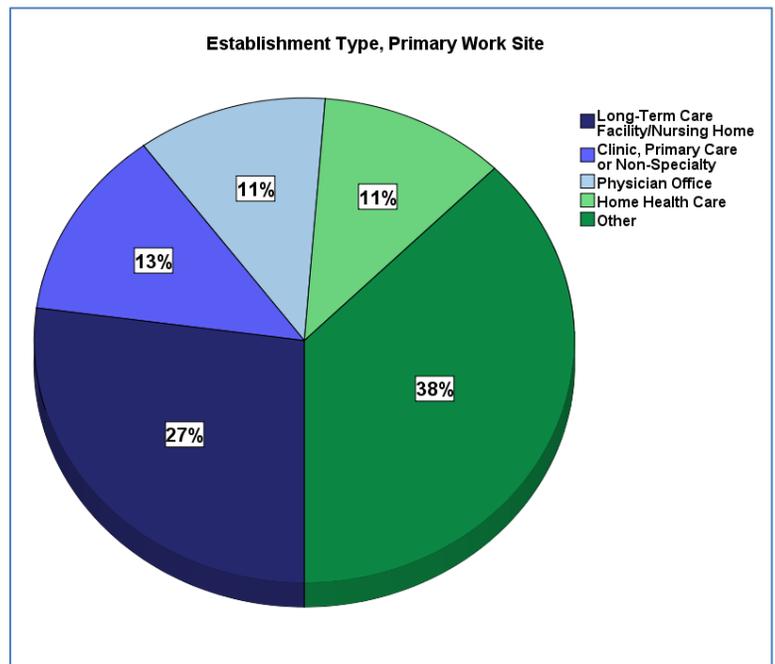
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Long-Term Care Facility/Nursing Home	5,098	27%	1,425	34%
Clinic, Primary Care or Non-Specialty	2,386	13%	340	8%
Physician Office	2,138	11%	243	6%
Home Health Care	2,103	11%	818	19%
Hospital, Inpatient Department	819	4%	122	3%
Corrections/Jail	743	4%	203	5%
Clinic, Non-Surgical Specialty	613	3%	82	2%
Rehabilitation Facility	573	3%	167	4%
School (Providing Care to Students)	489	3%	71	2%
Hospital, Outpatient Department	472	3%	46	1%
Other Practice Setting	3,348	18%	725	17%
<b>Total</b>	<b>18,782</b>	<b>100%</b>	<b>4,242</b>	<b>100%</b>
Did Not Have a Location	1,102		21,423	

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of all LPNs in Virginia work in long-term care facilities or nursing homes, while another 13% work in primary care or non-specialty clinics.*

*Among those LPNs who also have a secondary work location, more than one-third work in long-term care facilities or nursing homes, while 19% work in home health care establishments.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 80%-89%

### Roles

Patient Care: 68%

Administrative: 7%

Supervisory: 4%

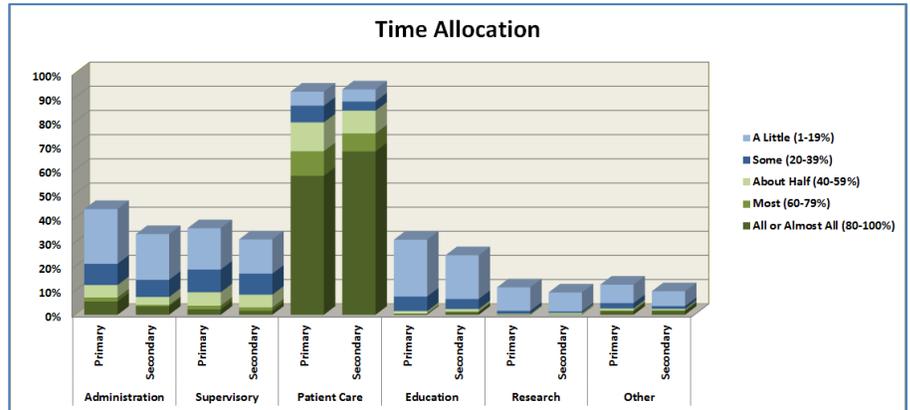
### Patient Care LPNs

Median Admin. Time: 0%

Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



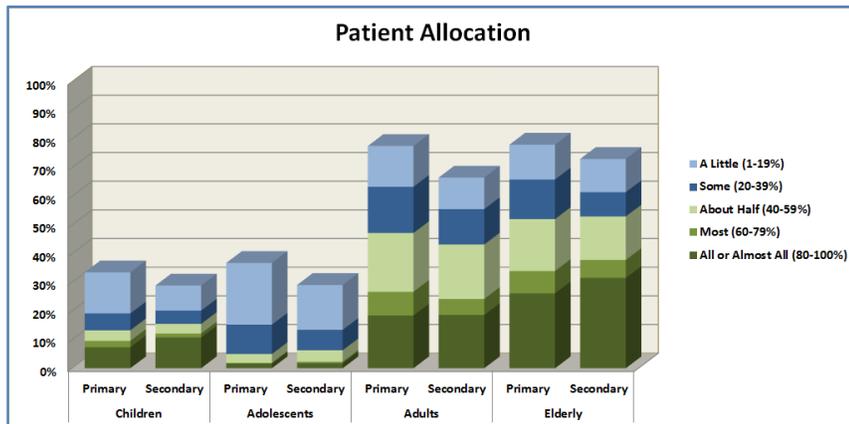
Source: Va. Healthcare Workforce Data Center

*A typical LPN spends most of her time on patient care activities. More than two-thirds of all LPNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	5%	3%	2%	2%	58%	68%	0%	1%	0%	0%	1%	2%
<b>Most (60-79%)</b>	2%	1%	2%	1%	10%	7%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	5%	3%	6%	5%	12%	9%	1%	1%	0%	0%	1%	1%
<b>Some (20-39%)</b>	9%	7%	9%	9%	7%	4%	6%	4%	1%	1%	2%	1%
<b>A Little (1-19%)</b>	23%	19%	17%	14%	6%	5%	24%	18%	10%	8%	8%	6%
<b>None (0%)</b>	56%	67%	64%	69%	8%	7%	69%	75%	89%	91%	88%	90%

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. More than one-third of all LPNs serve an elderly patient care role, meaning that at least 60% of their patients are the elderly.*

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

**Typical Patient Allocation**

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

**Roles**

Children: 10%  
 Adolescents: 2%  
 Adults: 27%  
 Elderly: 34%

Source: Va. Healthcare Workforce Data Center

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	7%	11%	2%	2%	18%	19%	26%	32%
<b>Most (60-79%)</b>	2%	1%	0%	0%	8%	6%	8%	6%
<b>About Half (40-59%)</b>	4%	3%	3%	4%	21%	19%	18%	15%
<b>Some (20-39%)</b>	6%	5%	10%	7%	16%	12%	14%	8%
<b>A Little (1-19%)</b>	14%	9%	22%	16%	14%	11%	12%	12%
<b>None (0%)</b>	67%	71%	63%	71%	22%	33%	22%	27%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All LPNs		LPNs 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	357	2%	-	-
<b>50 to 54</b>	556	3%	35	1%
<b>55 to 59</b>	1,069	6%	197	3%
<b>60 to 64</b>	4,014	21%	1,395	20%
<b>65 to 69</b>	7,496	40%	3,106	45%
<b>70 to 74</b>	2,807	15%	1,178	17%
<b>75 to 79</b>	691	4%	313	5%
<b>80 or Over</b>	313	2%	117	2%
<b>I Do Not Intend to Retire</b>	1,386	7%	529	8%
<b>Total</b>	<b>18,689</b>	<b>100%</b>	<b>6,870</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LPNs**

Under 65: 32%

Under 60: 11%

**LPNs 50 and Over**

Under 65: 24%

Under 60: 3%

**Time Until Retirement**

Within 2 Years: 6%

Within 10 Years: 19%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

Nearly one-third of LPNs expect to retire by the age of 65. Among LPNs who are age 50 and over, nearly one-quarter expect to retire by the age of 65.

Within the next two years, 30% of LPNs expect to pursue additional educational opportunities, and 9% expect to increase their patient care hours.

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Patient Care Hours</b>	1,481	6%
<b>Leave Virginia</b>	745	3%
<b>Leave Profession</b>	411	2%
<b>Decrease Teaching Hours</b>	36	0%
<b>Increase Participation</b>		
<b>Pursue Additional Education</b>	7,865	30%
<b>Increase Patient Care Hours</b>	2,368	9%
<b>Increase Teaching Hours</b>	578	2%
<b>Return to the Workforce</b>	408	2%

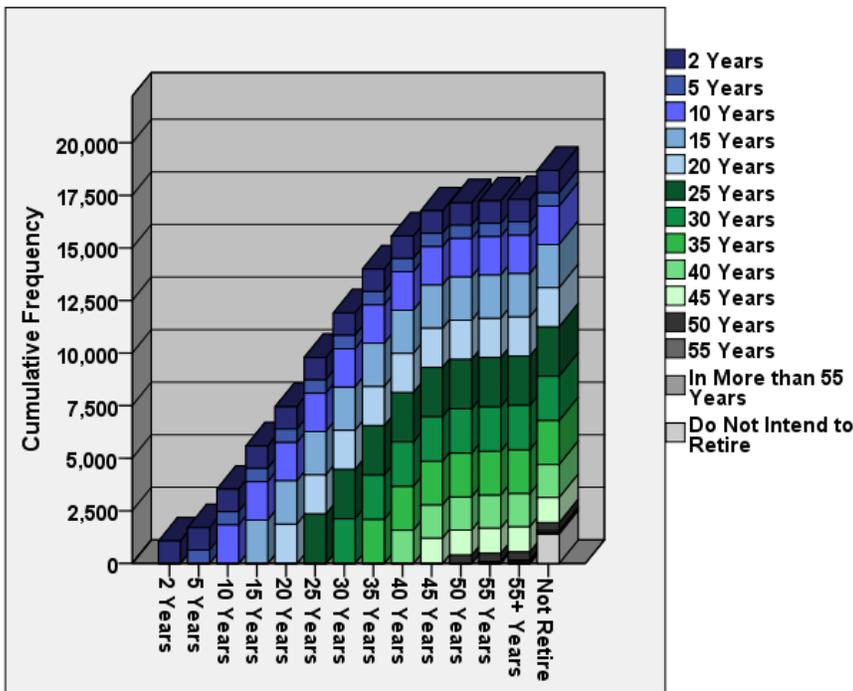
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPNs. While 6% of LPNs expect to retire in the next two years, 19% expect to retire in the next ten years. More than half of the current LPN workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	1,064	6%	6%
5 Years	635	3%	9%
10 Years	1,826	10%	19%
15 Years	2,059	11%	30%
20 Years	1,864	10%	40%
25 Years	2,344	13%	52%
30 Years	2,116	11%	64%
35 Years	2,085	11%	75%
40 Years	1,573	8%	83%
45 Years	1,195	6%	90%
50 Years	384	2%	92%
55 Years	89	0%	92%
In More than 55 Years	69	0%	93%
Do Not Intend to Retire	1,386	7%	100%
<b>Total</b>	<b>18,688</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2030. Retirement will peak at 13% of the current workforce around 2045 before declining to under 10% of the current workforce again around 2060.

## At a Glance:

### FTEs

Total: 23,490  
 FTEs/1,000 Residents<sup>2</sup>: 2.75  
 Average: 0.93

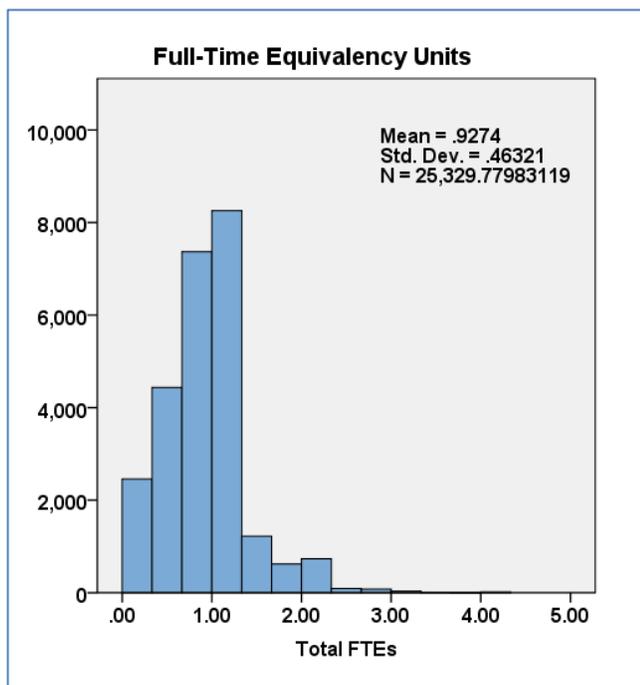
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Negligible  
 Gender, Partial Eta<sup>2</sup>: None

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

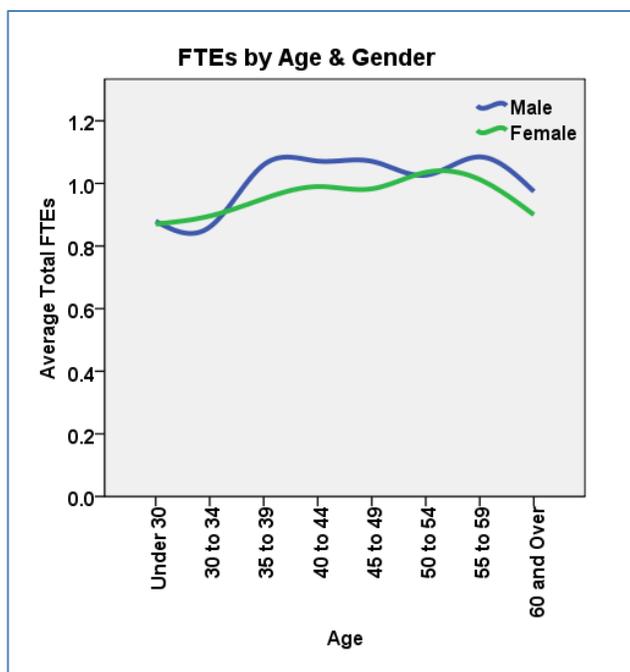


Source: Va. Healthcare Workforce Data Center

*The typical (median) LPN provided 0.95 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.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.87	0.90
30 to 34	0.87	0.93
35 to 39	0.91	0.93
40 to 44	0.99	0.98
45 to 49	0.98	0.96
50 to 54	1.00	0.99
55 to 59	1.00	0.96
60 and Over	0.85	0.76
Gender		
Male	1.00	1.01
Female	0.95	1.00

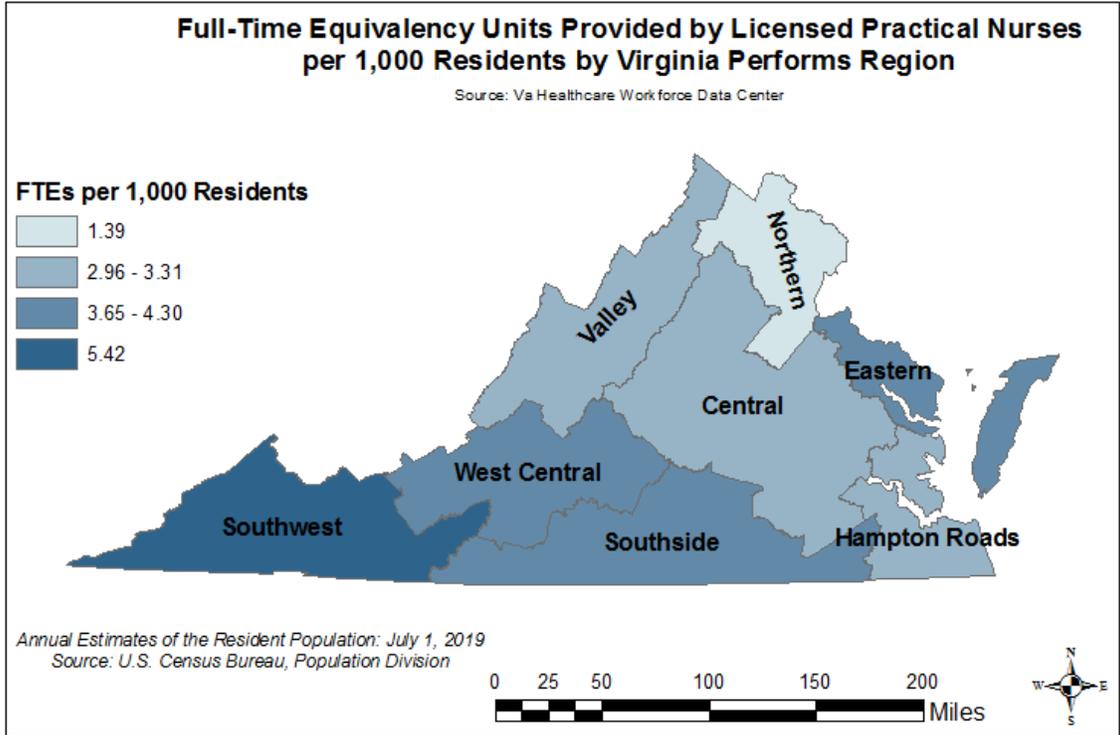
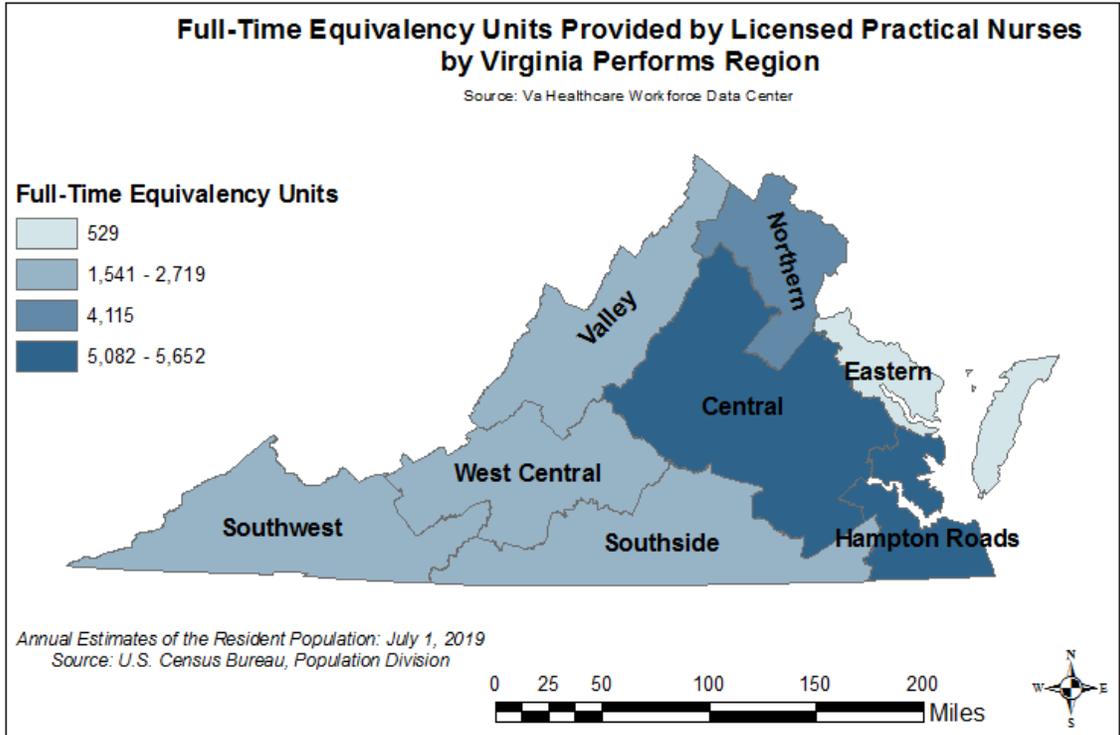
Source: Va. Healthcare Workforce Data Center

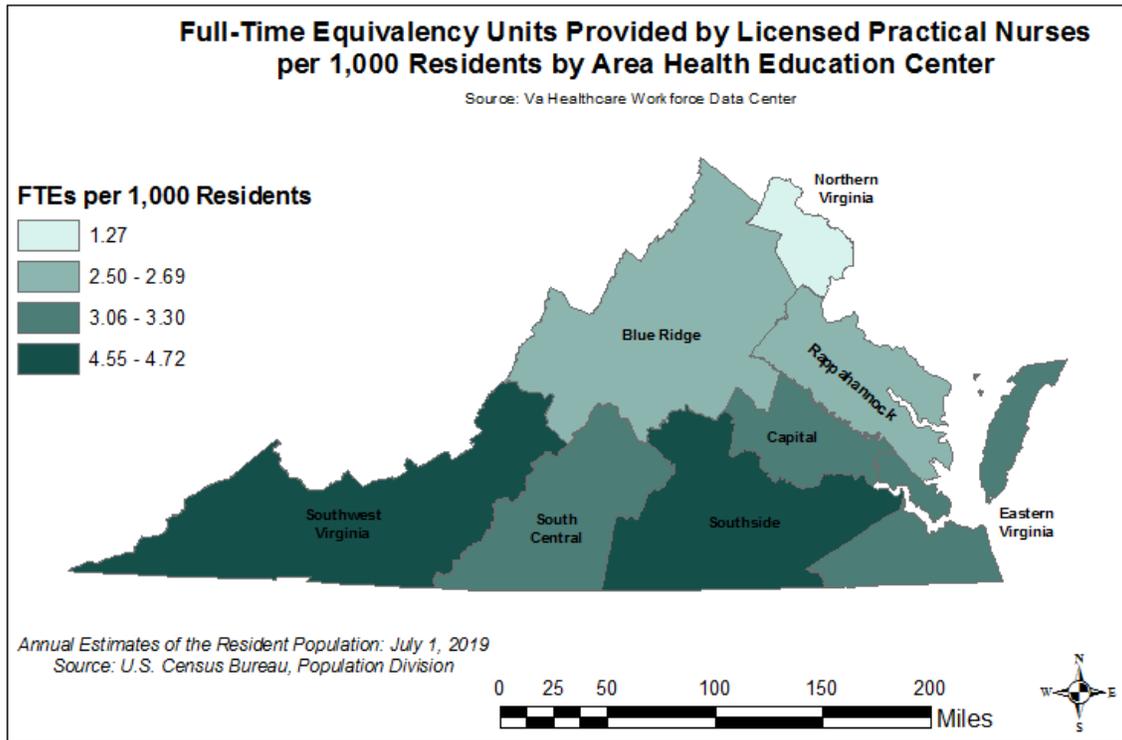
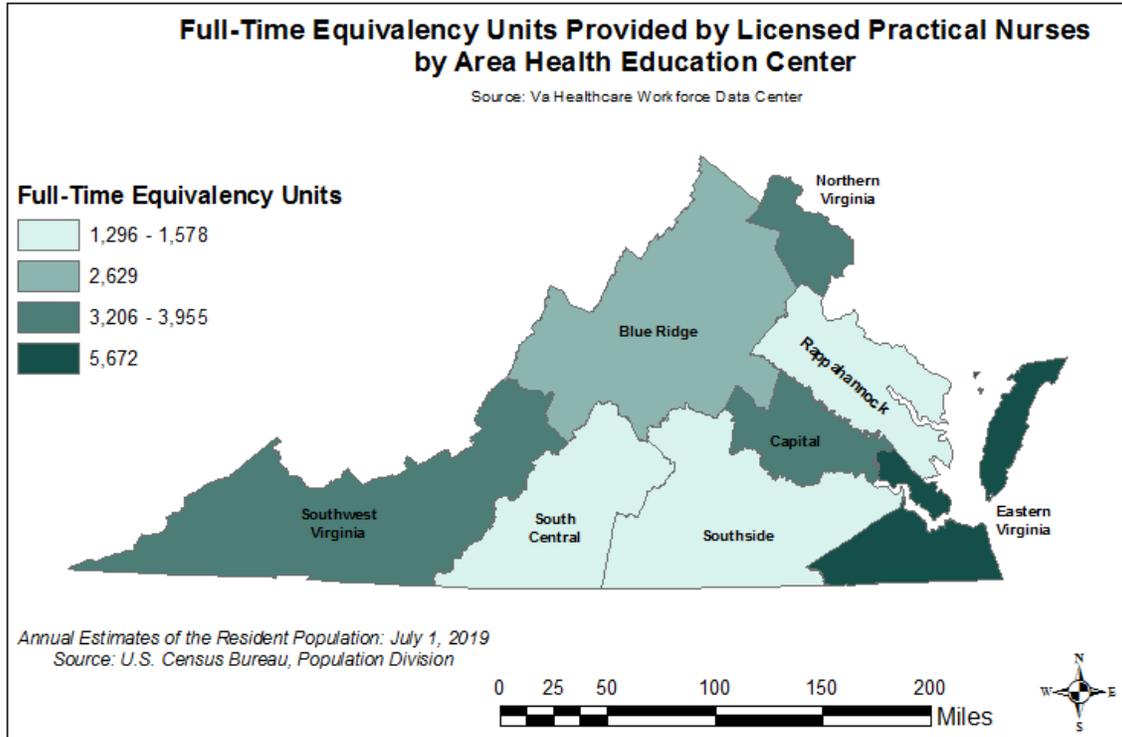


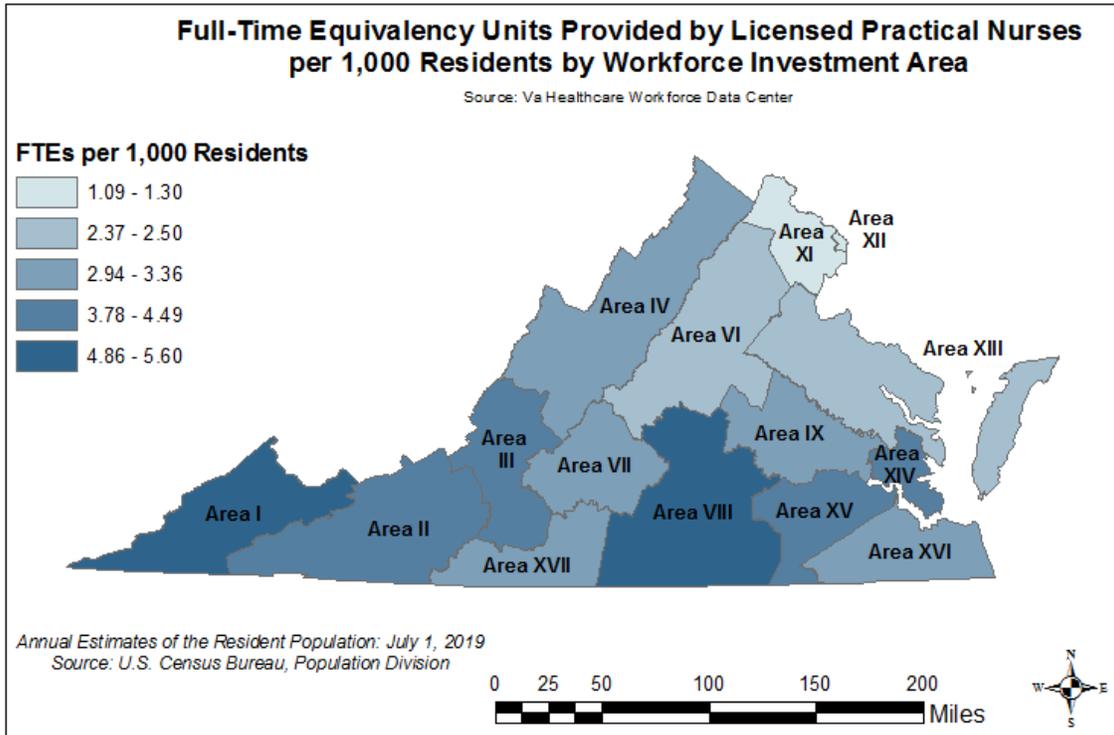
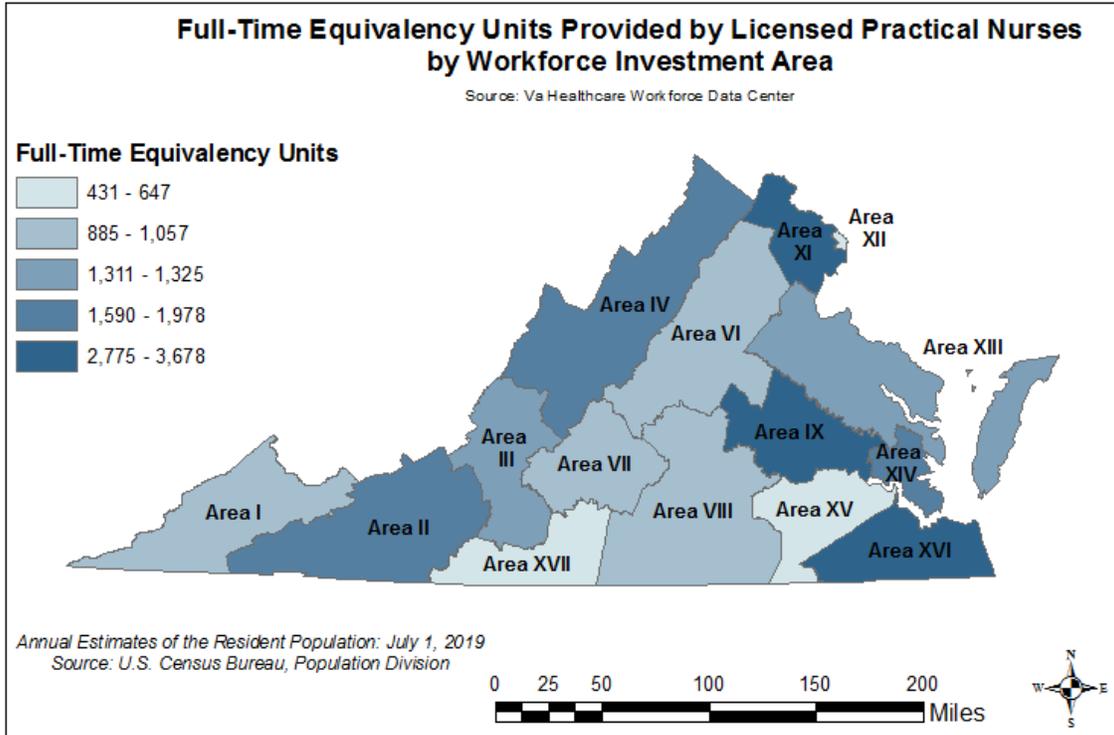
Source: Va. Healthcare Workforce Data Center

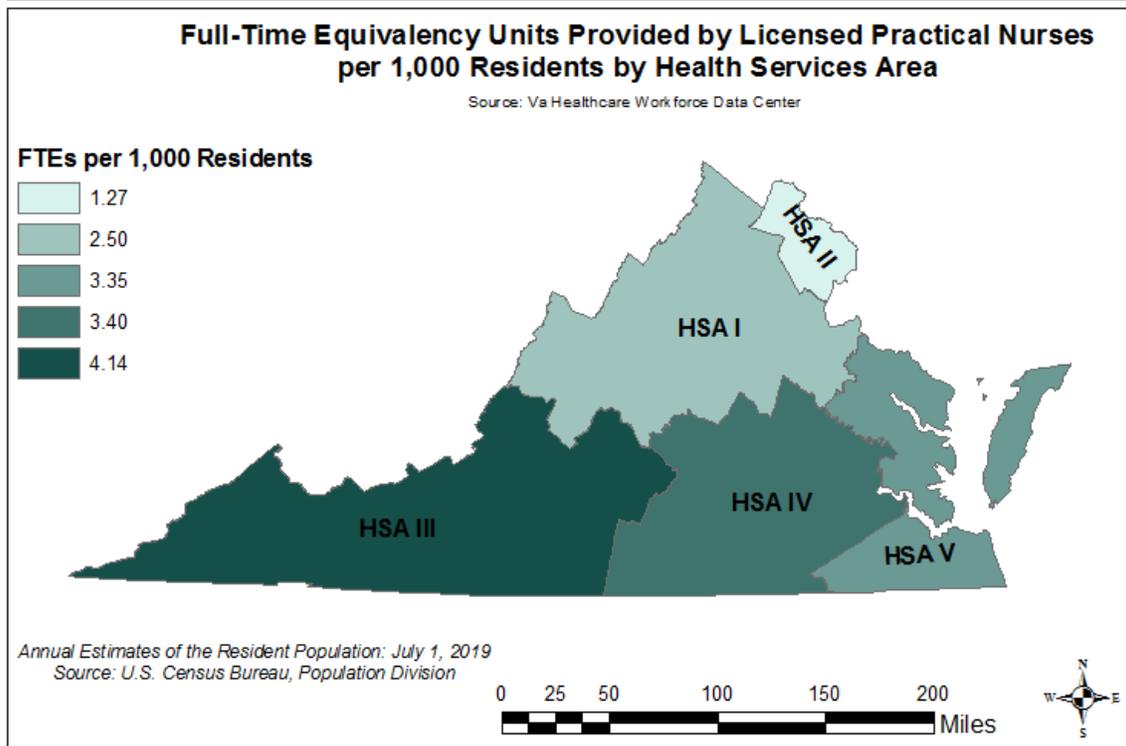
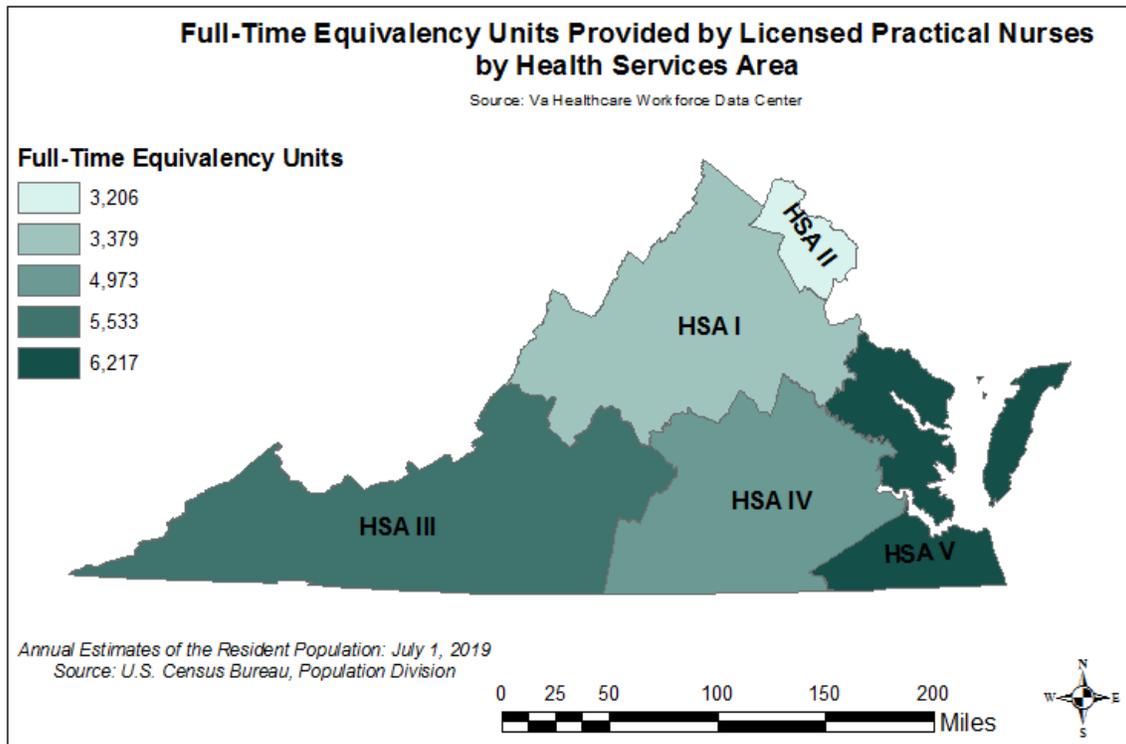
<sup>2</sup> Number of residents in 2019 was used as the denominator.

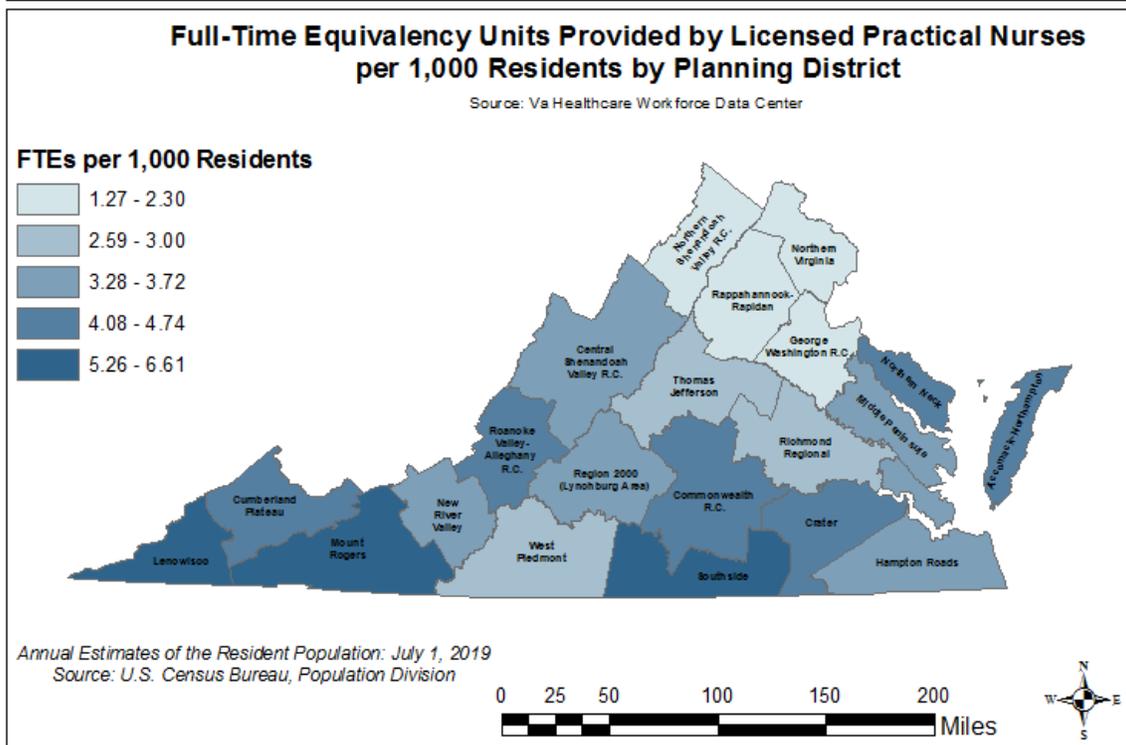
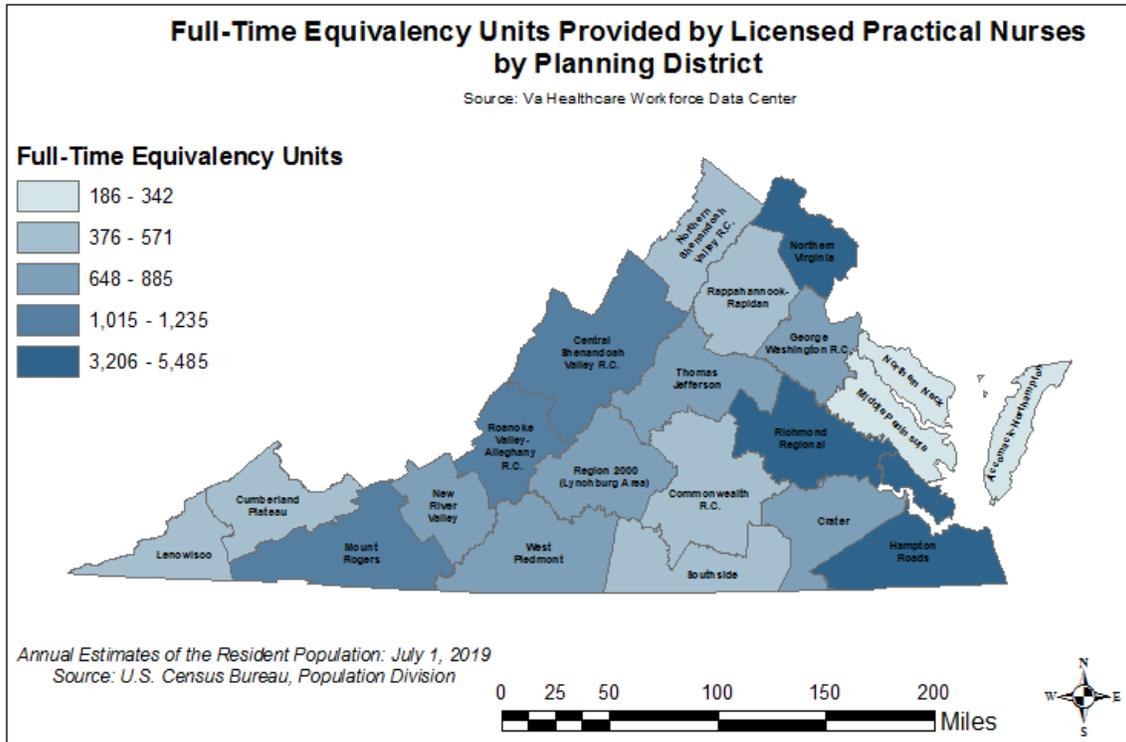
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant).











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	16,072	33.65%	2.972	2.368	4.134
<b>Metro, 250,000 to 1 Million</b>	2,742	33.15%	3.017	2.404	4.196
<b>Metro, 250,000 or Less</b>	2,444	33.35%	2.999	2.389	4.171
<b>Urban, Pop. 20,000+, Metro Adj.</b>	812	33.74%	2.964	2.361	4.122
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	2,047	37.18%	2.690	2.143	3.742
<b>Urban Pop., 2,500-19,999, Non-Adj.</b>	1,581	34.47%	2.901	2.311	4.035
<b>Rural, Metro Adj.</b>	1,174	34.07%	2.935	2.339	4.083
<b>Rural, Non-Adj.</b>	670	32.69%	3.059	2.438	4.256
<b>Virginia Border State/D.C.</b>	606	25.25%	3.961	3.156	5.510
<b>Other U.S. State</b>	963	26.69%	3.747	2.986	5.212

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	3,047	24.06%	4.157	3.742	5.510
<b>30 to 34</b>	3,354	37.48%	2.668	2.402	3.537
<b>35 to 39</b>	3,538	27.67%	3.614	3.253	4.790
<b>40 to 44</b>	3,536	41.46%	2.412	2.171	3.197
<b>45 to 49</b>	3,329	30.37%	3.293	2.964	4.364
<b>50 to 54</b>	3,193	42.00%	2.381	2.143	3.156
<b>55 to 59</b>	3,176	31.20%	3.205	2.885	4.248
<b>60 and Over</b>	5,939	33.07%	3.024	2.722	4.008

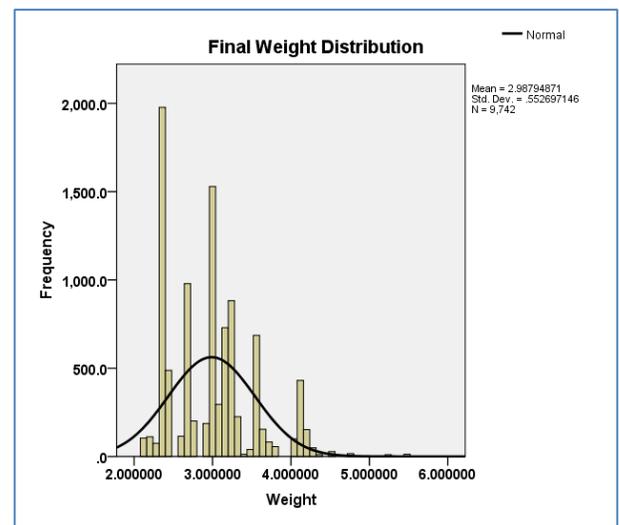
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC methods: <https://www.dhp.virginia.gov/PublicResources/HhealthcareWorkforceDataCenter/>

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: 0.334639**



Source: Va. Healthcare Workforce Data Center