
Virginia's Licensed Advanced Practice Registered Nurse Workforce: 2023

Healthcare Workforce Data Center

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7,102 Licensed Advanced Practice Registered Nurses

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***7,102 Licensed Advanced Practice 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 their ongoing cooperation.*

Thank You!

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The Licensed Advanced Practice Registered Nurse Workforce: At a Glance:

The Workforce

Licensees:	20,485
Virginia's Workforce:	14,837
FTEs:	12,313

Background

Rural Childhood:	34%
HS Degree in VA:	44%
Prof. Degree in VA:	50%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	64%
Satisfied?:	94%

Survey Response Rate

All Licensees:	35%
Renewing Practitioners:	91%

Education

Master's Degree:	76%
Post-Masters Cert.:	7%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	53%

Demographics

Female:	90%
Diversity Index:	45%
Median Age:	44

Finances

Median Income:	\$110k-\$120k
Health Benefits:	61%
Under 40 w/ Ed debt:	64%

Time Allocation

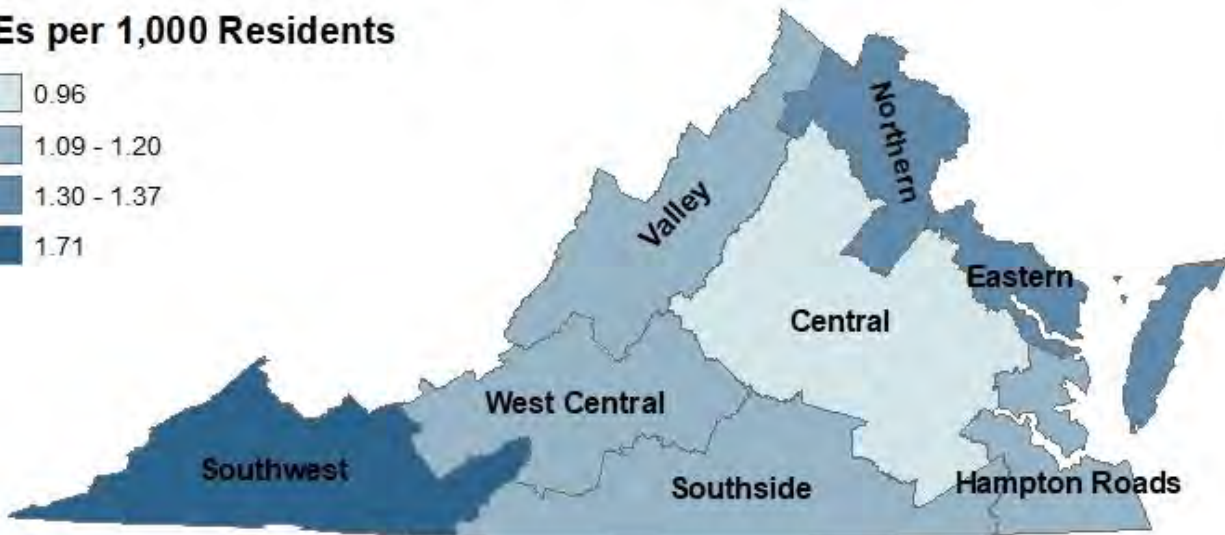
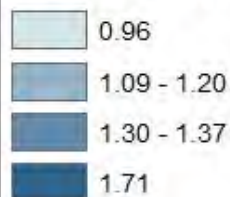
Patient Care:	90%-99%
Patient Care Role:	88%
Admin. Role:	3%

Source: Va. Healthcare Workforce Data Center

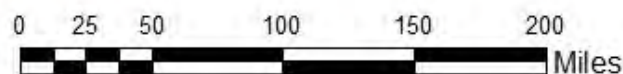
Full Time Equivalency Units Provided by Advanced Practice Registered Nurses per 1,000 Residents by Virginia Performs Areas

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



Over 7,000 Licensed Advanced Practice Registered Nurse (APRNs) voluntarily took part in the 2023 Licensed Nurse Practitioner Workforce Survey¹. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during license renewal, which takes place during a two-year renewal cycle in the birth month of each respondent. About half of all APRNs have access to the survey every year. The 2023 survey respondents represent 35% of the 20,485 APRNs who are licensed in the state and 91% of renewing practitioners. This report includes any advanced practice registered nurse. Detailed information on APRNs, nurse anesthetists, and/or certified nurse midwives is available as a separate report.

The HWDC estimates that 14,837 APRNs 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 APRN at some point in the future. Between October 2022 and September 2023, Virginia's APRN workforce provided 12,313 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

Nine out of 10 APRNs are female, and the median age of all APRNs is 44. In a random encounter between two APRNs, there is a 45% chance that they would be of different races or ethnicities; this measure is known as the diversity index. This makes Virginia's APRN workforce less diverse than the state's overall population which has a diversity index of 60%. The diversity index is 45% among APRNs under age 40. Over one-third of APRNs grew up in a rural area, and 24% of these professionals currently work in non-Metro areas of the state. Overall, 11% of APRNs work in rural areas. Meanwhile, 44% of Virginia's APRNs graduated from high school in Virginia, and 50% of APRNs earned their initial professional degree in the state. In total, 55% of Virginia's APRN workforce have some educational background in the state.

Over three quarters of all APRNs hold a Master's degree as their highest professional degree and over 20% have additional education or certifications beyond a Master's degree. Over half of all APRNs currently carry educational debt, including 64% of those under the age of 40. The median debt for those APRNs with educational debt is between \$70,000 and \$80,000.

Summary of Trends

Several significant changes have occurred in the APRN workforce in the past six years. In 2018, a policy change authorized the Committee of the Joint Boards of Nursing and Medicine (the Joint Boards) to promulgate regulations that permit qualified nurse practitioners to practice autonomously after the completion of five years of clinical experience as a nurse practitioner. In 2020, the General Assembly reduced the required clinical experience to two years before autonomous practice. This change sunset July 1, 2022; the prerequisite years of clinical experience is 5 years, again. The number of licensed APRNs in the state has more than doubled since 2014; the number in the state's workforce also has more than doubled, and the FTEs provided increased by 113%. Compared to 2020, the response rate of renewing APRNs increased from 77% to 91%. The percent of APRNs working in non-metro areas decreased from a high of 14% in 2022 to compared to 11% in 2023.

The percent female has stayed consistently around 90%. The diversity index continues to increase from 28% in 2014 to a high of 45% in 2023, though the diversity index is still lower than the statewide diversity index (60%). Median age declined from 48 years in 2014 to 44 years in 2020 and has stayed at 44 through 2023. In 2023, the percent of APRNs with a doctorate APRN is 11%, which is higher than the 2014 level of 4%. The percent carrying debt also has increased across the years; 52% of all APRNs carry debt compared to 40% in 2014. Median debt increased from \$40,000-\$50,000 in 2014 to \$70,000-\$80,000. Median income also increased to \$110,000-\$120,000 since 2022. Retirement expectations have declined over time; and 19% of APRNs intend to retire within a decade of the survey, as compared to 24% in 2014.

¹ To reduce respondents' burden, HWDC changed its procedure in 2019 so that nurses now complete a survey for the highest profession in which they are practicing. This may have resulted in more APRNs responding. This distinction should be kept in mind when comparing this year's survey to previous years.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,720	33%
New Licensees	2,912	14%
Non-Renewals	978	5%
Renewal date not in survey period	9,578	47%
All Licensees	20,485	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. More than nine of every ten renewing APRNs submitted a survey. These represent 35% of APRNs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	462	84	15%
30 to 34	1,692	873	34%
35 to 39	2,706	1,082	29%
40 to 44	2,048	1,346	40%
45 to 49	1,883	870	32%
50 to 54	1,486	995	40%
55 to 59	1,163	577	33%
60 and Over	1,943	1,275	40%
Total	13,383	7,102	35%
New Licenses			
Issued After Sept. 2021	2,746	166	6%
Metro Status			
Non-Metro	961	603	39%
Metro	6,881	4,685	41%
Not in Virginia	5,541	1,813	25%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted between October 2022 and September 2023 in the birth month of each renewing practitioner.
- Target Population:** All APRNs who held a Virginia license at some point during the survey period.
- Survey Population:** The survey was available to APRNs who renewed their licenses online. It was not available to those who did not renew, including APRNs newly licensed during the

Response Rates	
Completed Surveys	7,102
Response Rate, all licensees	35%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed APRNs

Number:	20,485
New:	14%
Not Renewed:	5%

Response Rates

All Licensees:	35%
Renewing Practitioners:	91%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's APRN Workforce: 14,837
FTEs: 12,313

Utilization Ratios

Licensees in VA Workforce: 72%
Licensees per FTE: 1.66
Workers per FTE: 1.20

Source: Va. Healthcare Workforce Data Center

Virginia's APRN Workforce		
Status	#	%
Worked in Virginia in Past Year	14,561	98%
Looking for Work in Virginia	275	2%
Virginia's Workforce	14,837	100%
Total FTEs	12,313	
Licensees	20,485	

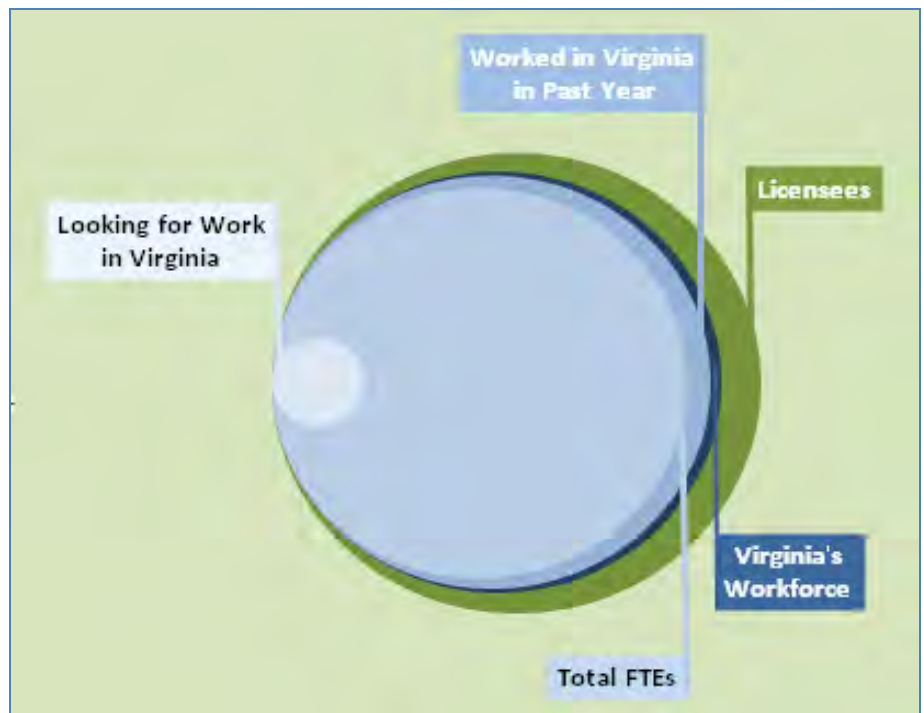
Source: Va. Healthcare Workforce Data Center

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	26	7%	358	93%	384	3%
30 to 34	144	9%	1,445	91%	1,589	13%
35 to 39	174	8%	2,115	92%	2,289	19%
40 to 44	234	11%	1,817	89%	2,052	17%
45 to 49	188	11%	1,467	89%	1,655	13%
50 to 54	159	11%	1,305	89%	1,464	12%
55 to 59	108	11%	877	89%	986	8%
60 +	212	11%	1,656	89%	1,868	15%
Total	1,245	10%	11,041	90%	12,286	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	APRNs		APRNs under 40	
	%	#	%	#	%
White	59%	8,952	73%	3,174	75%
Black	18%	1,762	14%	476	11%
Asian	7%	735	6%	269	6%
Other Race	1%	120	1%	32	1%
Two or more races	5%	280	2%	91	2%
Hispanic	10%	460	4%	200	5%
Total	100%	12,309	100%	4,242	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2022.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 90%

% Under 40 Female: 92%

Age

Median Age: 44

% Under 40: 35%

% 55+: 23%

Diversity

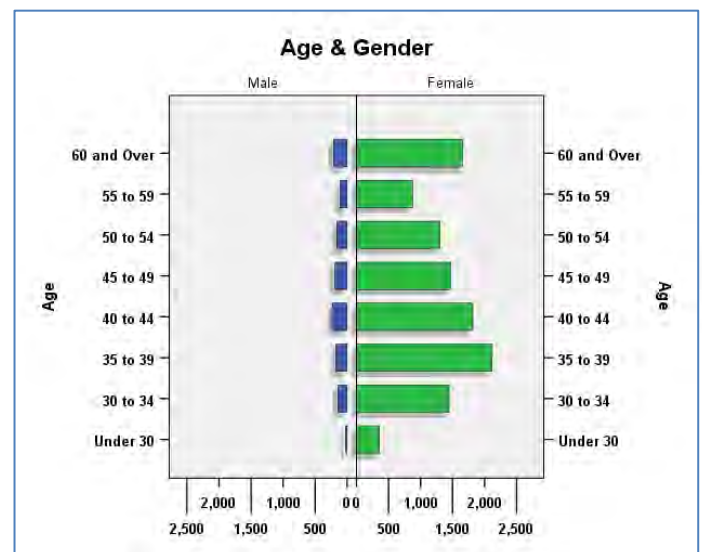
Diversity Index: 45%

Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two APRNs, there is a 45% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 60% chance for Virginia's population as a whole.

35% of APRNs are under the age of 40. 92% of these professionals are female. In addition, the diversity index among APRNs under the age of 40 is 42%, which is slightly lower than the diversity index among Virginia's overall APRN workforce.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
Rural Childhood: 34%

Virginia Background

HS in Virginia: 44%
Prof. Ed. in VA: 50%
HS or Prof. Ed. in VA: 55%
Initial NP Degree in VA: 51%

Location Choice

% Rural to Non-Metro: 24%
% Urban/Suburban
to Non-Metro: 5%

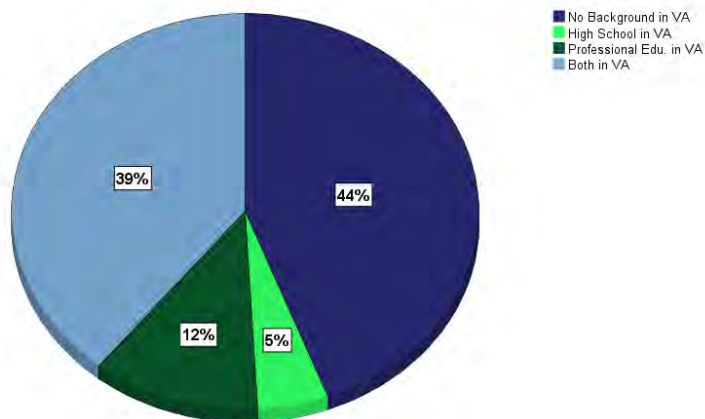
Source: Va. Healthcare Workforce Data Center

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+	23.4%	61.2%	15.4%
2	Metro, 250,000 to 1 million	53.6%	38.4%	8.0%
3	Metro, 250,000 or less	44.1%	45.4%	10.6%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adjacent	65.2%	25.9%	9.0%
6	Urban pop, 2,500-19,999, Metro adjacent	66.3%	29.2%	4.4%
7	Urban pop, 2,500-19,999, non adjacent	87.5%	9.3%	3.2%
8	Rural, Metro adjacent	72.5%	22.2%	5.2%
9	Rural, non adjacent	52.0%	34.7%	13.3%
Overall		34%	53%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



34% of all APRNs grew up in self-described rural areas, and 24% of these professionals currently work in non-metro counties. Overall, 11% of all APRNs currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Nurse Practitioner Recruitment

Rank	All APRNs					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	5,334	Virginia	6,088	Virginia	6,147
2	Outside of U.S./Canada	1,026	Pennsylvania	522	Washington, D.C.	627
3	New York	586	New York	508	Tennessee	597
4	Maryland	474	Tennessee	456	Pennsylvania	439
5	Pennsylvania	471	Maryland	455	North Carolina	434
6	North Carolina	458	North Carolina	449	Maryland	315
7	Florida	325	Florida	341	New York	298
8	Tennessee	276	Outside of U.S./Canada	311	Florida	276
9	West Virginia	255	West Virginia	266	Illinois	261
10	Ohio	248	Ohio	233	Minnesota	258

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past 5 Years					
	High School	#	Init. Prof Degree	#	Init. NP Degree	#
1	Virginia	2,381	Virginia	3,028	Virginia	2,876
2	Outside of U.S./Canada	558	Maryland	301	Tennessee	329
3	Maryland	233	Pennsylvania	252	Washington, D.C.	286
4	New York	232	North Carolina	245	North Carolina	225
5	Pennsylvania	206	Tennessee	219	Pennsylvania	202
6	North Carolina	198	New York	193	Illinois	202
7	Florida	197	Florida	179	Maryland	198
8	Tennessee	149	Outside of U.S./Canada	168	Minnesota	191
9	New Jersey	131	West Virginia	129	Florida	155
10	Minnesota	120	Ohio	117	Massachusetts	145

Source: Va. Healthcare Workforce Data Center

28% of Virginia's licensees did not participate in Virginia's APRN workforce during the past year. Ninety-five percent of these licensees worked at some point in the past year, including 91% who worked in a nursing-related capacity.

At a Glance:

Not in VA Workforce

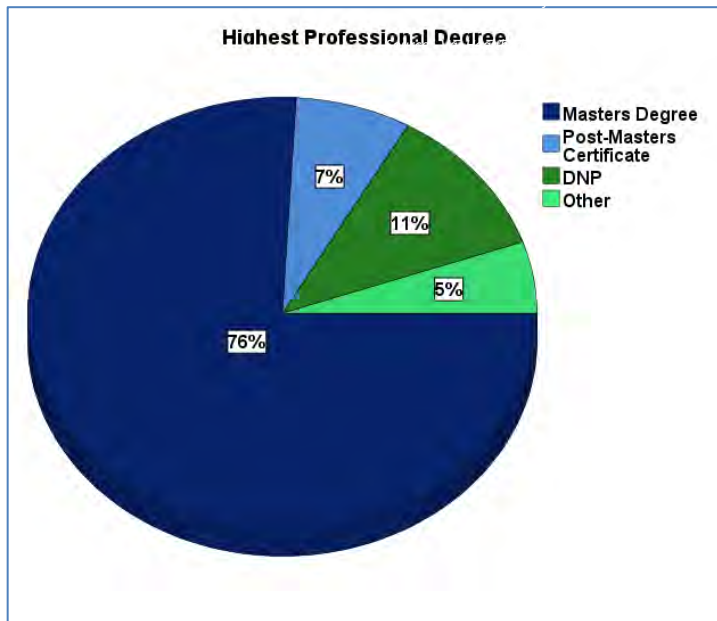
Total:	5,651
% of Licensees:	28%
Federal/Military:	9%
Va. Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	220	2%
Master's Degree	9,146	76%
Post-Masters Cert.	887	7%
Doctorate of NP	1,377	11%
Other Doctorate	423	4%
Post-Ph.D. Cert.	2	0%
Total	12,055	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than three-quarters of all APRNs hold a Master's degree as their highest professional degree. Half of APRNs carry education debt, including 64% of those under the age of 40. The median debt burden among APRNs with educational debt is between \$70,000 and \$80,000.

At a Glance:

Education

Master's Degree: 76%

Post-Masters Cert.: 7%

Educational Debt

Carry debt: 52%

Under age 40 w/ debt: 64%

Median debt: \$70k-\$80k

Source: Va. Healthcare Workforce Data

Educational Debt				
Amount Carried	All APRNs		APRNs under 40	
	#	%	#	%
None	5,240	48%	1,343	36%
\$10,000 or less	380	3%	151	4%
\$10,000-\$19,999	379	3%	134	4%
\$20,000-\$29,999	403	4%	186	5%
\$30,000-\$39,999	442	4%	200	5%
\$40,000-\$49,999	415	4%	193	5%
\$50,000-\$59,999	397	4%	190	5%
\$60,000-\$69,999	423	4%	219	6%
\$70,000-\$79,999	411	4%	179	5%
\$80,000-\$89,999	357	3%	161	4%
\$90,000-\$99,999	322	3%	144	4%
\$100,000-\$109,999	320	3%	128	3%
\$110,000-\$119,999	235	2%	92	2%
\$120,000 or more	1,210	11%	451	12%
Total	10,934	100%	3,771	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialty

Family Health:	29%
RN Anesthetist:	14%
Psychiatric/ Mental Health:	9%

Credentials

AANPCP – Family NP:	22%
ANCC – Family NP:	19%
ANCC – Family Psychiatric- Mental Health NP:	4%

Source: Va. Healthcare Workforce Data Center

Specialty	Primary	
	#	%
Family Health	3,504	29%
Certified Registered Nurse Anesthetist	1,606	14%
Psychiatric/Mental Health	1,055	9%
Acute Care/Emergency Room	957	8%
Pediatrics	778	7%
Adult Health	726	6%
OB/GYN - Women's Health	378	3%
Geriatrics/Gerontology	358	3%
Surgical	343	3%
Medical Specialties (Not Listed)	270	2%
Certified Nurse Midwife	230	2%
Neonatal Care	166	1%
Clinical Nurse Specialist	129	1%
Gastroenterology	117	1%
Other	1,278	11%
Total	11,895	100%

Source: Va. Healthcare Workforce Data Center

Credentials

Credential	#	%
AANPCP: Family NP	3,320	22%
ANCC: Family NP	2,766	19%
ANCC: Family Psychiatric-Mental Health NP	566	4%
ANCC: Adult-Gerontology Acute Care NP	497	3%
ANCC: Adult Psychiatric-Mental Health NP	453	3%
ANCC: Adult NP	334	2%
ANCC: Acute Care NP	332	2%
NCC: Women's Health Care NP	316	2%
ANCC: Adult-Gerontology Primary Care NP	294	2%
ANCC: Pediatric NP	261	2%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	227	2%
NCC: Neonatal NP	157	1%
AANPCP: Adult NP	120	1%
All Other Credentials	111	1%
At Least One Credential	9,106	61%

Source: Va. Healthcare Workforce Data Center

Approximately 30% of all APRNs had a primary specialty in family health, while another 14% had a primary specialty as a Certified RN Anesthetist. 61% of all APRNs also held at least one credential. AANPCP: Family NP was the most reported credential held by Virginia's APRN workforce.

At a Glance:

Employment

Employed in Profession: 96%

Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 64%

2 or More Positions: 19%

Weekly Hours:

40 to 49: 50%

60 or more: 6%

Less than 30: 12%

Source: Va. Healthcare Workforce Data

A Closer Look:

Current Work Status

Status	#	%
Employed, capacity unknown	9	<1%
Employed in a nursing- related capacity	11,111	96%
Employed, NOT in a nursing-related capacity	62	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	15	<1%
Voluntarily unemployed	288	3%
Retired	112	1%
Total	11,596	100%

Source: Va. Healthcare Workforce Data Center

96% of APRNs are currently employed in their profession. 64% of APRNs hold one full-time job, while 19% currently have multiple jobs. Half of all APRNs work between 40 and 49 hours per week, while 6% work at least 60 hours per week.

Current Weekly Hours

Hours	#	%
0 hours	2	<1%
1 to 9 hours	166	1%
10 to 19 hours	313	3%
20 to 29 hours	858	7%
30 to 39 hours	2,464	21%
40 to 49 hours	5,756	50%
50 to 59 hours	1,178	10%
60 to 69 hours	500	4%
70 to 79 hours	98	1%
80 or more hours	137	1%
Total	11,472	100%

Source: Va. Healthcare Workforce Data Center

Current Positions

Positions	#	%
No Positions	303	3%
One Part-Time Position	1,618	14%
Two Part-Time Positions	518	4%
One Full-Time Position	7,629	64%
One Full-Time Position & One Part-Time Position	1,427	12%
Two Full-Time Positions	45	<1%
More than Two Positions	311	3%
Total	11,851	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	57	1%
Less than \$40,000	352	4%
\$40,000-\$49,999	157	2%
\$50,000-\$59,999	206	2%
\$60,000-\$69,999	232	3%
\$70,000-\$79,999	335	4%
\$80,000-\$89,999	574	6%
\$90,000-\$99,999	804	9%
\$100,000-\$109,999	1,334	14%
\$110,000-\$119,999	1,151	12%
\$120,000 or more	4,196	45%
Total	9,398	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$110k-\$120k

Benefits

Retirement: 71%

Health Insurance: 61%

Satisfaction

Satisfied: 94%

Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	7,336	62%
Somewhat Satisfied	3,877	33%
Somewhat Dissatisfied	535	5%
Very Dissatisfied	137	1%
Total	11,884	100%

Source: Va. Healthcare Workforce Data Center

The typical APRN had an annual income of between \$110,000 and \$120,000. Among APRNs who received either a wage or salary as compensation at their primary work location, 71% also had access to a retirement plan and 61% received health insurance.

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Paid Leave	7,431	85%	71%
Retirement	7,525	86%	71%
Health Insurance	6,607	75%	61%
Dental Insurance	6,357	72%	59%
Group Life Insurance	5,193	59%	49%
Signing/Retention Bonus	2,002	23%	18%
Receive at least one benefit	8,799	79%	82%

*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?	102	1%
Experience Voluntary Unemployment?	647	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	386	3%
Work two or more positions at the same time?	2,717	18%
Switch employers or practices?	1,338	9%
Experienced at least 1	4,329	29%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's APRNs experienced involuntary unemployment at some point in the prior year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	235	2%	183	6%
Less than 6 Months	1,132	10%	474	15%
6 Months to 1 Year	1,455	13%	459	14%
1 to 2 Years	2,645	23%	741	23%
3 to 5 Years	2,655	23%	687	22%
6 to 10 Years	1,626	14%	345	11%
More than 10 Years	1,798	16%	280	9%
Subtotal	11,546	100%	3,169	100%
Did not have location	299		11,587	
Item Missing	2,992		81	
Total	14,837		14,837	

Source: Va. Healthcare Workforce Data Center

65% of APRNs receive a salary at their primary work location, while 27% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 9%
New Location: 30%
Over 2 years: 53%
Over 2 yrs, 2nd location: 41%

Employment Type

Salary: 65%
Hourly Wage: 27%

Source: Va. Healthcare Workforce Data Center

53% of APRNs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	5,621	65%
Hourly Wage	2,353	27%
By Contract	618	7%
Business/ Practice Income	0	0%
Unpaid	37	<1%
Subtotal	8,629	
Missing location	299	
Item missing	5,546	

Source: Va. Healthcare Workforce Data Center

¹ 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 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for September 2023 was still preliminary.

At a Glance:

Concentration

Top Region:	27%
Top 3 Regions:	70%
Lowest Region:	2%

Locations

2 or more (Past Year):	28%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

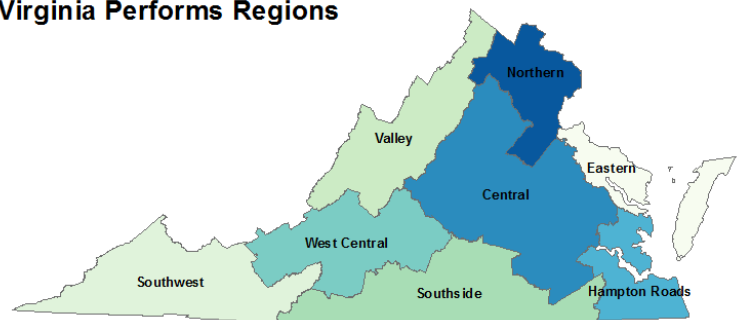
Northern Virginia has the highest number of APRNs in the state, while Eastern Virginia has the fewest number of APRNs in Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,787	24%	513	16%
Eastern	178	2%	33	1%
Hampton Roads	2,100	18%	631	20%
Northern	3,143	27%	788	24%
Southside	426	4%	131	4%
Southwest	684	6%	215	7%
Valley	748	6%	162	5%
West Central	1,113	10%	282	9%
Virginia Border State/DC	117	1%	112	3%
Other US State	250	2%	345	11%
Outside of the US	3	0%	11	0%
Total	11,549	100%	3,223	100%
Item Missing	2,989		28	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



26% of all APRNs had just one work location during the past year, while 28% of APRNs had multiple work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	273	2%	401	3%
1	8,249	70%	8,348	71%
2	1,928	16%	1,927	16%
3	957	8%	851	7%
4	180	2%	110	1%
5	65	1%	42	<1%
6 or More	108	1%	81	1%
Total	11,761	100%	11,761	100%

*At the time of survey completion (Oct. 2022 - Sept. 2023, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	5,925	54%	1,941	64%
Non-Profit	3,641	33%	807	26%
State/Local Government	770	7%	183	6%
Veterans Administration	279	3%	34	1%
U.S. Military	211	2%	65	2%
Other Federal Government	109	1%	16	1%
Total	10,935	100%	3,046	100%
Did not have location	299		11,587	
Item Missing	3,603		204	

Source: Va. Healthcare Workforce Data Center

More than 85% of all APRNs work in the private sector, including 54% in for-profit establishments. Meanwhile, 7% of APRNs work for state or local governments, and 5% work for the federal government.

Electronic Health Records (EHRs) and Telehealth		
	#	%
Meaningful use of EHRs	4,164	28%
Remote Health, Caring for Patients in Virginia	3,717	25%
Remote Health, Caring for Patients Outside of Virginia	938	6%
Use at least one	5,946	40%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

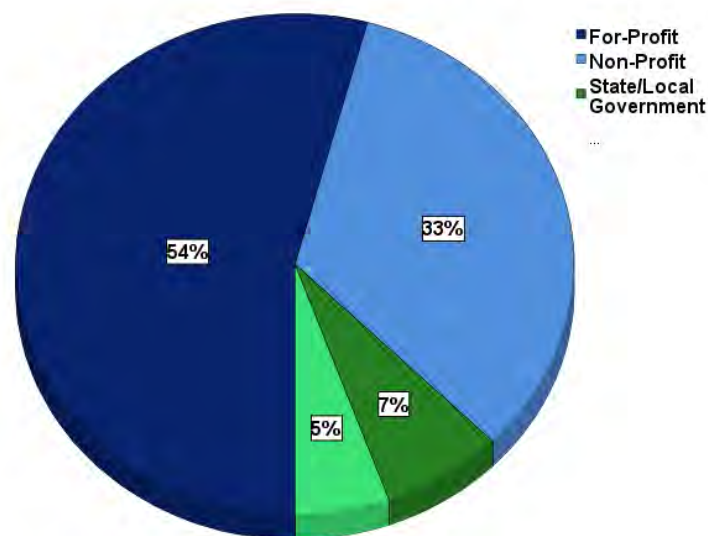
For Profit: 54%
Federal: 5%

Top Establishments

Hospital, Inpatient: 20%
Clinic, Primary Care: 17%
Academic Institution: 7%

Source: Va. Healthcare Workforce Data Center

Sector, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Over a quarter of the state's APRN workforce use EHRs. 25% also provide remote health care for Virginia patients.

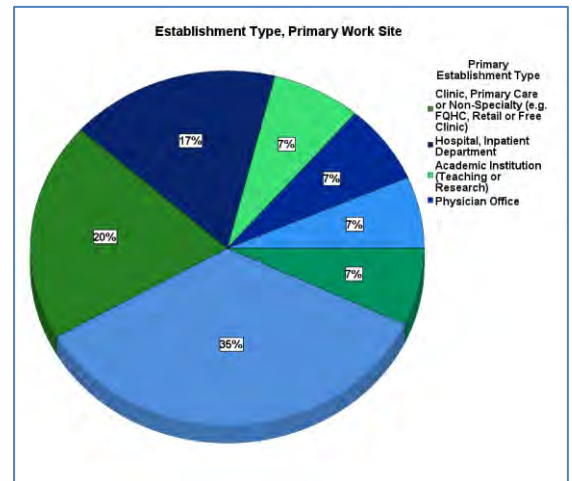
Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Clinic, Primary Care or Non-Specialty	2,126	20%	407	14%
Hospital, Inpatient Department	1,834	17%	428	15%
Academic Institution (Teaching or Research)	786	7%	222	8%
Physician Office	765	7%	116	4%
Hospital, Outpatient Department	693	7%	106	4%
Private practice, group	600	6%	118	4%
Clinic, Non-Surgical Specialty	506	5%	132	5%
Mental Health, or Substance Abuse, Outpatient Center	488	5%	177	6%
Ambulatory/Outpatient Surgical Unit	368	3%	189	7%
Long Term Care Facility, Nursing Home	347	3%	119	4%
Hospital, Emergency Department	272	3%	117	4%
Private practice, solo	233	2%	85	3%
Home Health Care	172	2%	77	3%
Other Practice Setting	1,452	14%	612	21%
Total	10,642	100%	2,905	100%
Did Not Have a Location	299		11,587	

Source: Va. Healthcare Workforce Data Center

The single largest employer of Virginia's APRNs is primary care or non-specialty clinics of hospitals, where 20% of all APRNs have their primary work location. Inpatient hospital departments, academic institutions, physicians' offices, and outpatient hospital departments were also common primary establishment types for Virginia's APRN workforce.

Among those APRNs who also have a secondary work location, 15% work at the inpatient department of a hospital and 14% work in a primary care/non-specialty clinic.

92% of APRNs who responded to the question about forms of payment reported accepting private insurance as a form of payment for services rendered.



Source: Va. Healthcare Workforce Data Center

Accepted Forms of Payment		
Payment	#	% of Workforce
Private Insurance	8,553	92%
Medicaid	7,912	85%
Medicare	7,885	85%
Cash/Self-Pay	7,513	81%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care:	90%-99%
Administration:	1%-9%
Education:	1%-9%

Roles

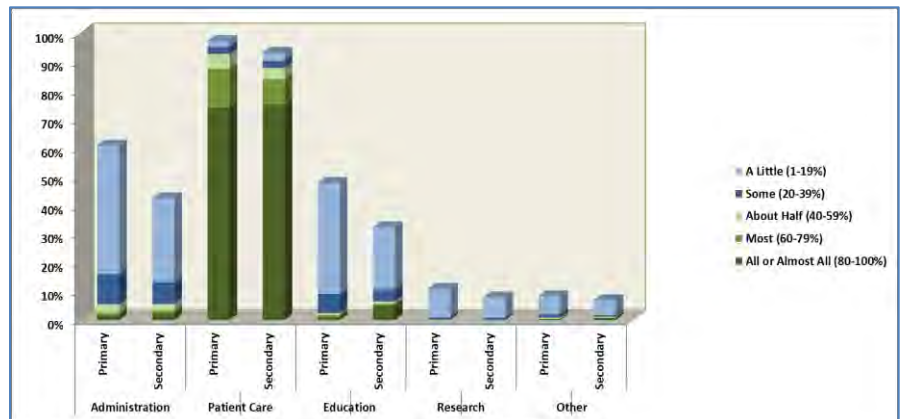
Patient Care:	88%
Administration:	3%
Education:	2%

Patient Care APRNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical APRN spends most of her time on patient care activities, with most of the remaining time split between administrative and educational tasks. 88% of all APRNs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		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
All or Almost All (80-100%)	2%	2%	74%	75%	1%	5%	0%	0%	0%	1%
Most (60-79%)	1%	1%	14%	9%	1%	1%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	5%	4%	1%	1%	0%	0%	0%	0%
Some (20-39%)	11%	8%	2%	2%	7%	4%	1%	1%	1%	0%
A Little (1-20%)	45%	29%	2%	3%	39%	22%	10%	7%	6%	5%
None (0%)	39%	58%	3%	7%	52%	68%	89%	92%	92%	93%

Source: Va. Healthcare Workforce Data

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All APRNs		APRNs over 50	
	#	%	#	%
Under age 50	198	2%	0	0%
50 to 54	372	4%	20	1%
55 to 59	967	9%	148	4%
60 to 64	2,715	26%	760	21%
65 to 69	3,732	36%	1,496	41%
70 to 74	1,283	12%	676	19%
75 to 79	406	4%	242	7%
80 or over	130	1%	70	2%
I do not intend to retire	583	6%	240	7%
Total	10,386	100%	3,652	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All APRNs

Under 65: 41%

Under 60: 15%

APRNs 50 and over

Under 65: 25%

Under 60: 5%

Time until Retirement

Within 2 years: 6%

Within 10 years: 19%

Half the workforce: By 2048

Source: Va. Healthcare Workforce Data Center

41% of APRNs expect to retire by the age of 65, while 25% of APRNs who are age 50 or over expect to retire by the same age. Meanwhile, 36% of all APRNs expect to retire in their late 60s, and 23% of all APRNs expect to work until at least age 70, including 6% who do not expect to retire at all.

Within the next two years, only 2% of Virginia's APRNs plan on leaving either the profession or the state. Meanwhile, 10% of APRNs plan on increasing patient care hours, and 11% plan on pursuing additional educational opportunities.

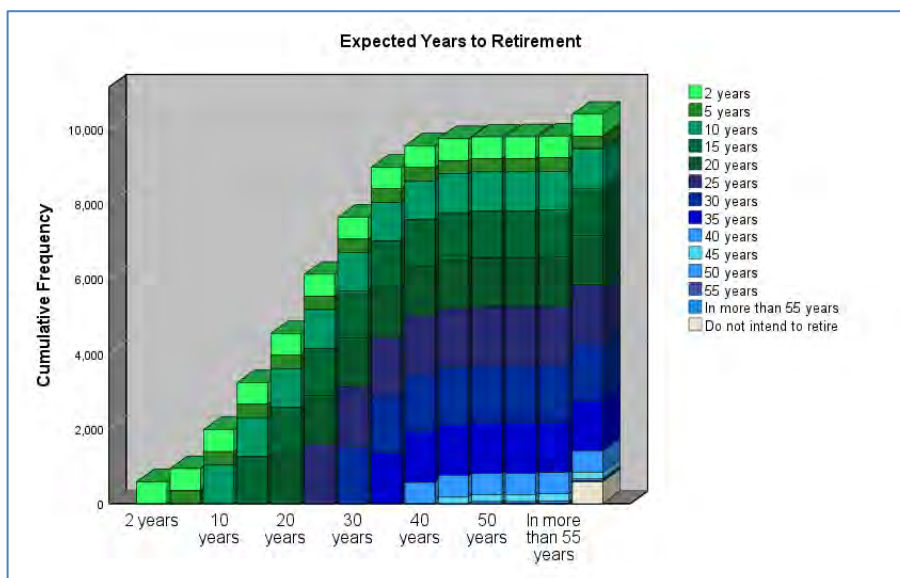
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	146	1%
Leave Virginia	319	2%
Decrease Patient Care Hours	1,439	10%
Decrease Teaching Hours	98	1%
Increase Participation		
Increase Patient Care Hours	1,508	10%
Increase Teaching Hours	1,464	10%
Pursue Additional Education	1,638	11%
Return to Virginia's Workforce	106	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for APRNs. 6% of APRNs expect to retire in the next two years, while 19% expect to retire in the next 10 years. More than half of the current APRN workforce expect to retire by 2048.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	581	6%	6%
5 years	355	3%	9%
10 years	1,037	10%	19%
15 years	1,257	12%	31%
20 years	1,309	13%	44%
25 years	1,577	15%	59%
30 years	1,524	15%	74%
35 years	1,335	13%	86%
40 years	569	5%	92%
45 years	190	2%	94%
50 years	52	1%	94%
55 years	2	0%	94%
In more than 55 years	16	0%	94%
Do not intend to retire	583	6%	100%
Total	10,386	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2033. Retirement will peak at 15% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 12,313
FTEs/1,000 Residents: 1.42
Average: 0.85

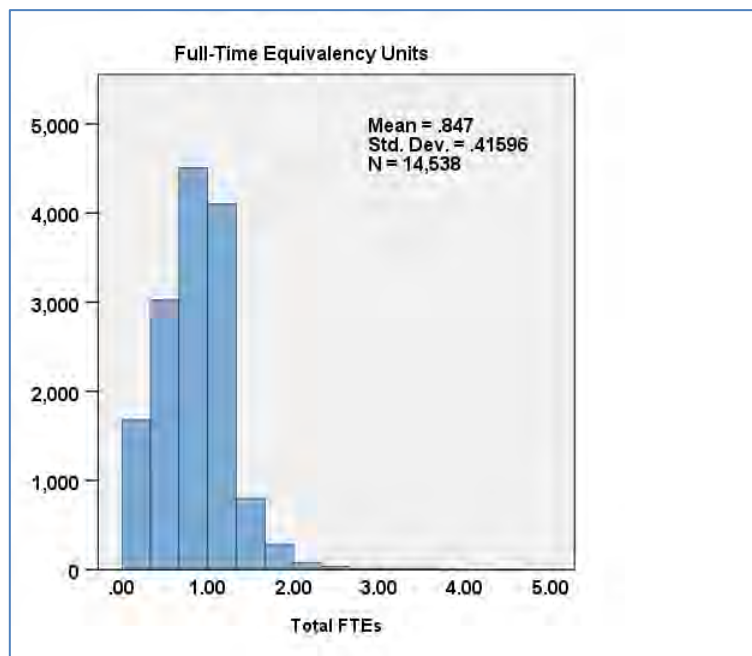
Age & Gender Effect

Age, Partial Eta²: Negligible
Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

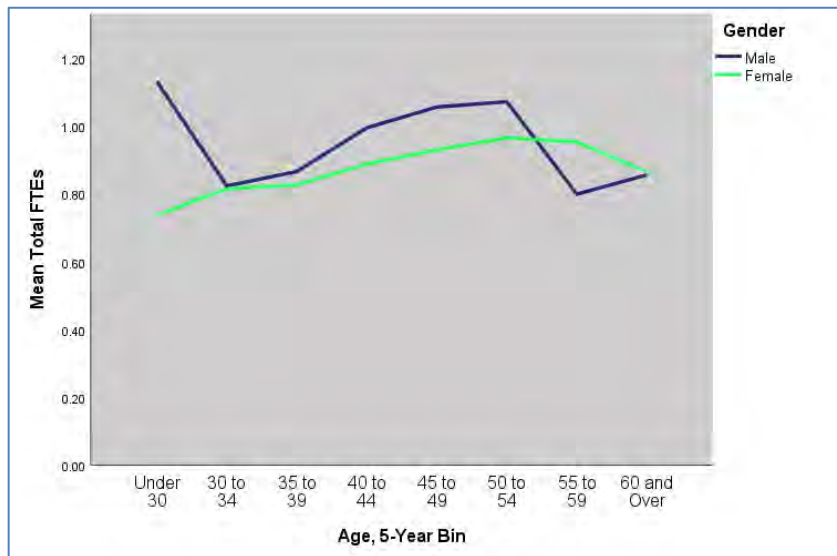


Source: Va. Healthcare Workforce Data Center

The typical (median) APRN provided 0.85 FTEs, or approximately 34 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists².

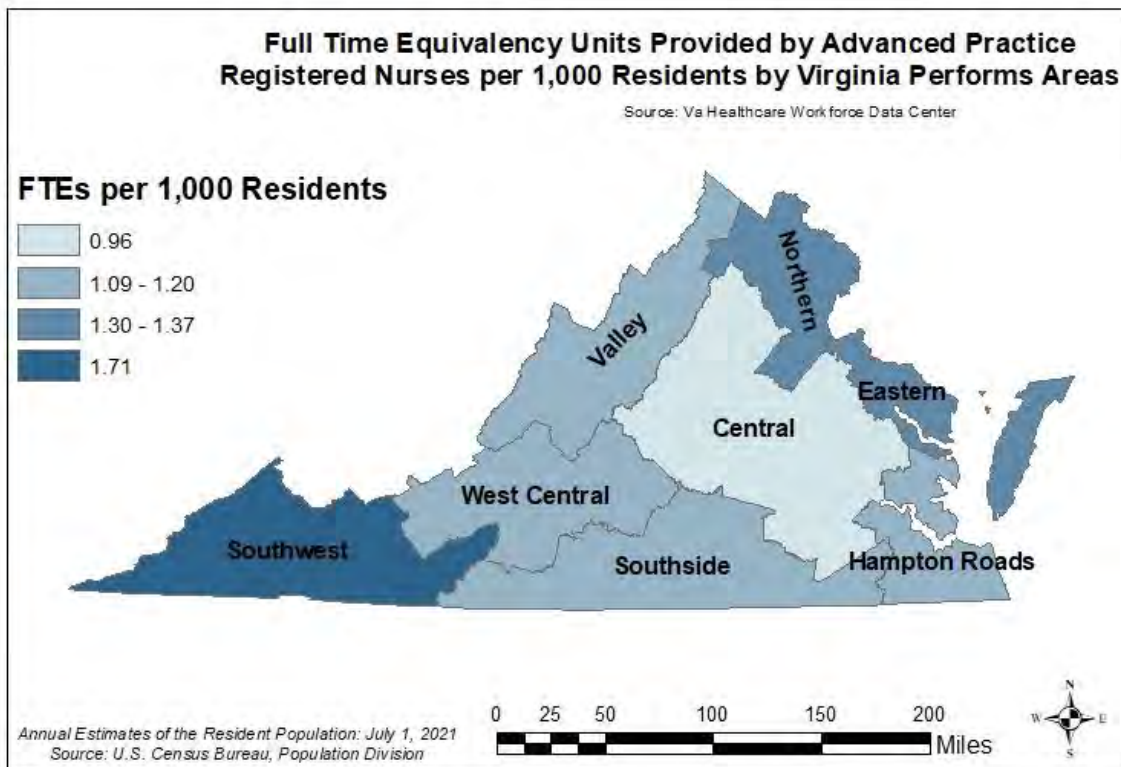
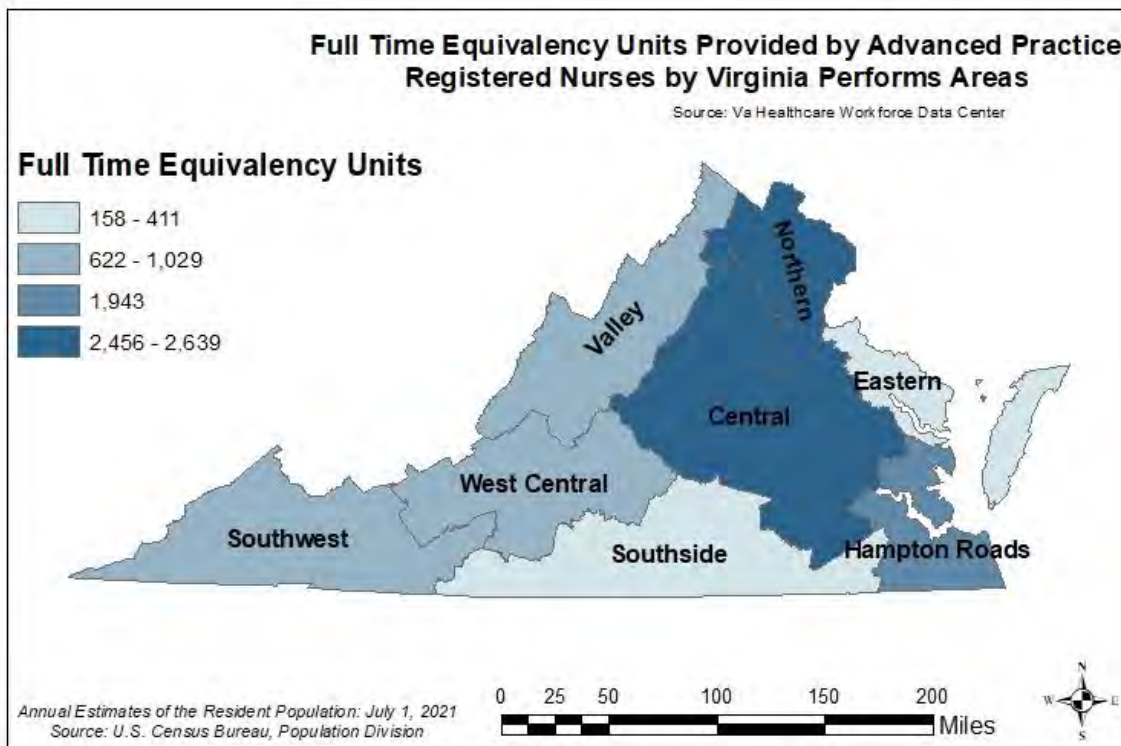
Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.76	0.74
30 to 34	0.79	0.79
35 to 39	0.77	0.79
40 to 44	0.89	0.83
45 to 49	0.93	0.86
50 to 54	0.96	0.90
55 to 59	0.79	0.89
60 and Over	0.82	0.81
Gender		
Male	0.94	1.03
Female	0.88	0.91

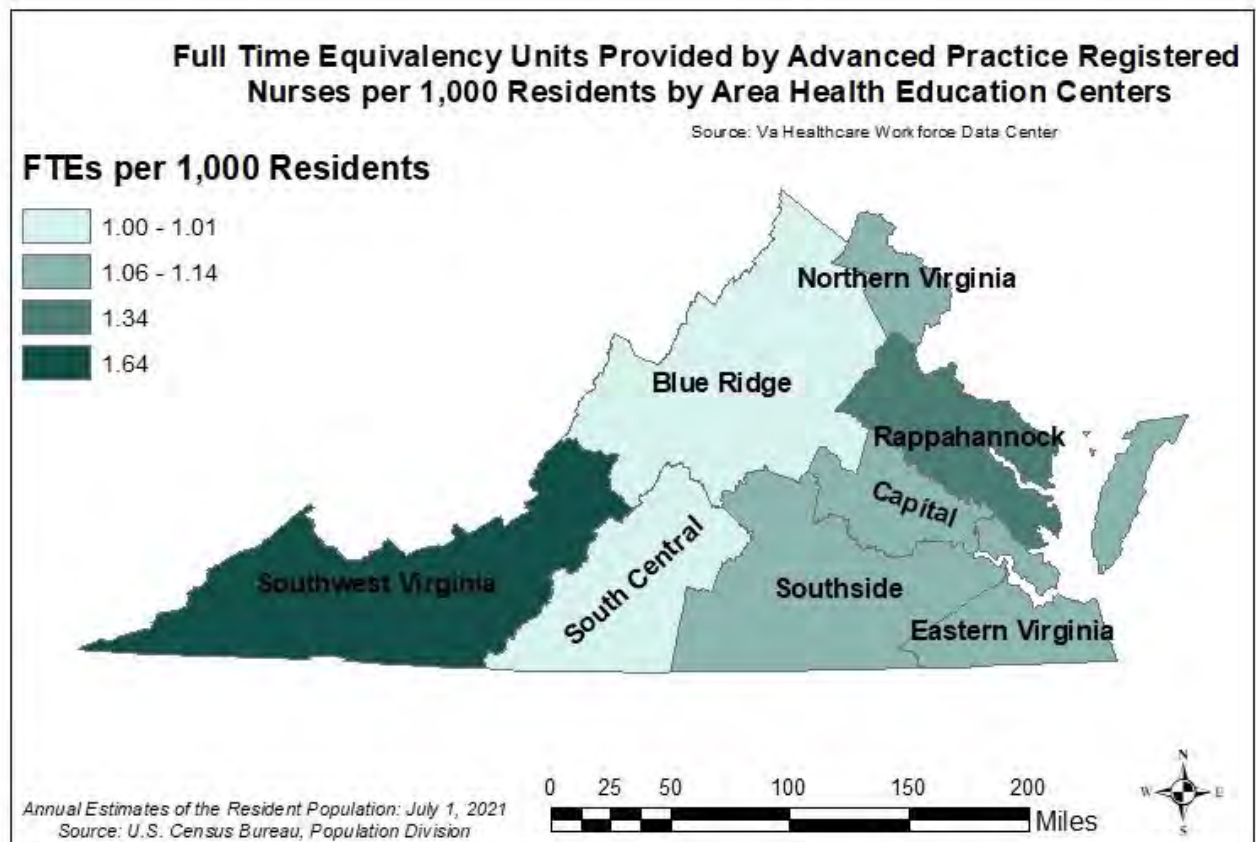
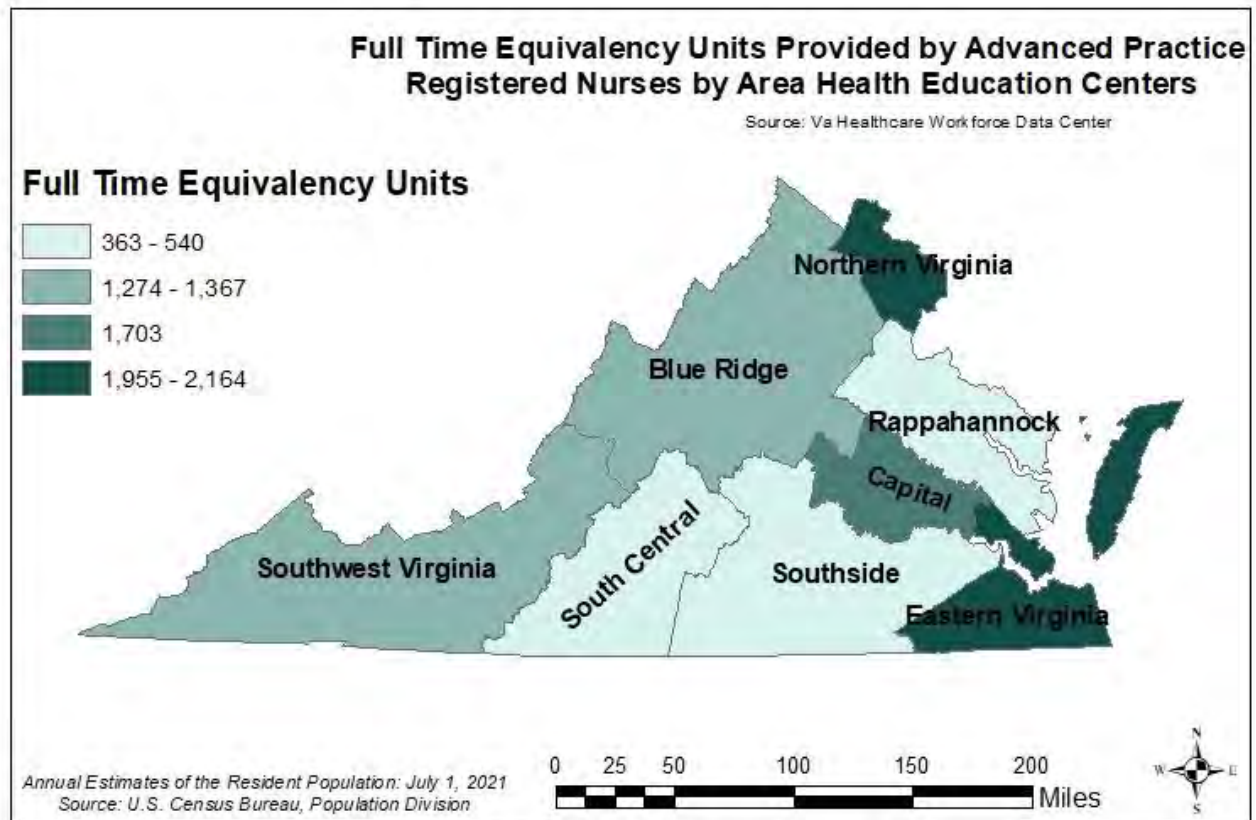
Source: Va. Healthcare Workforce Data Center

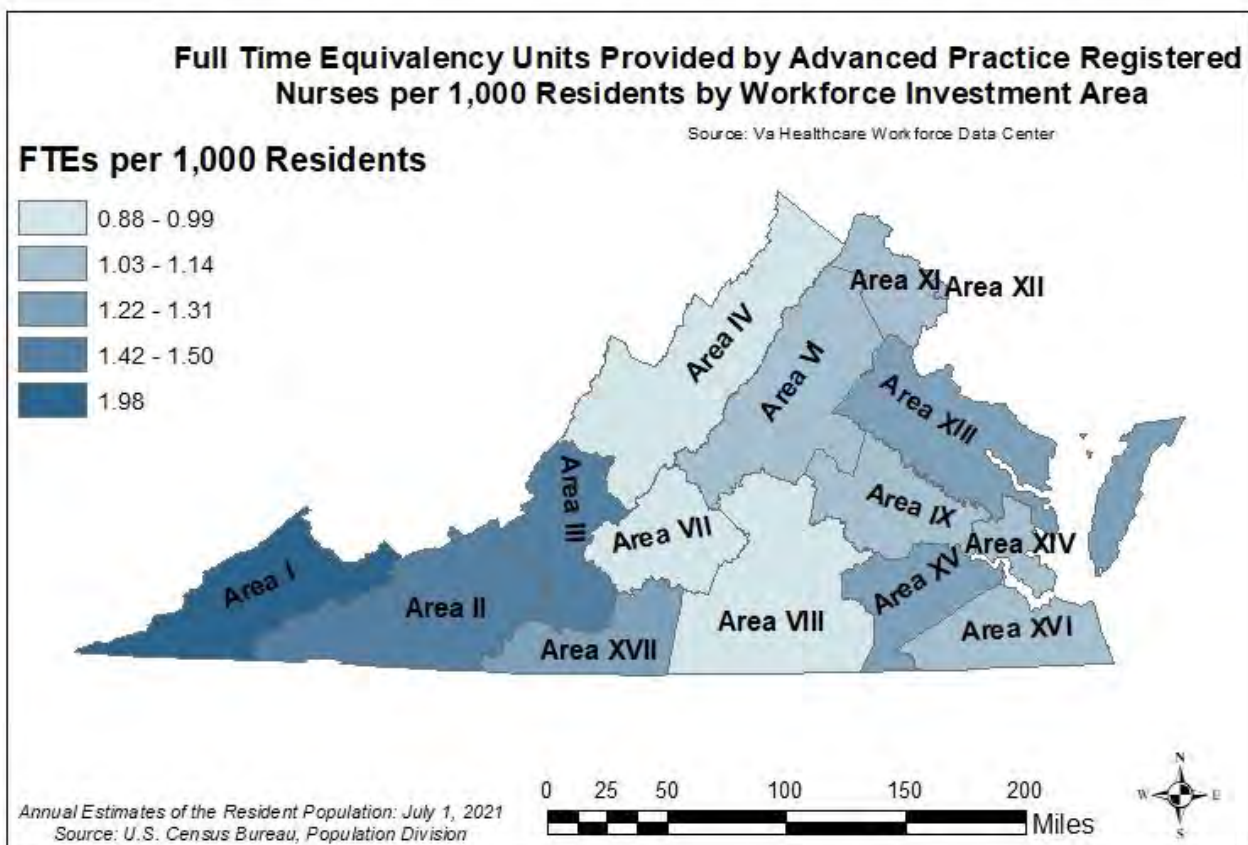
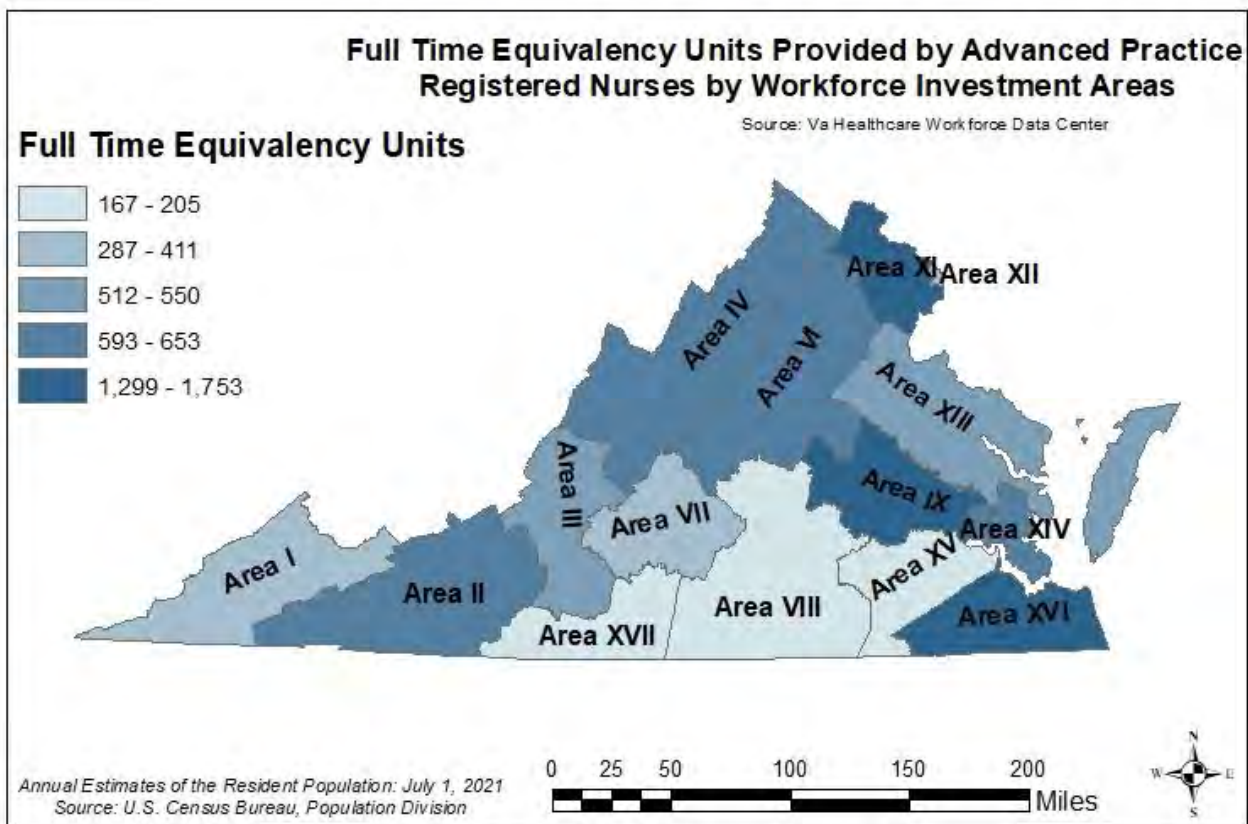


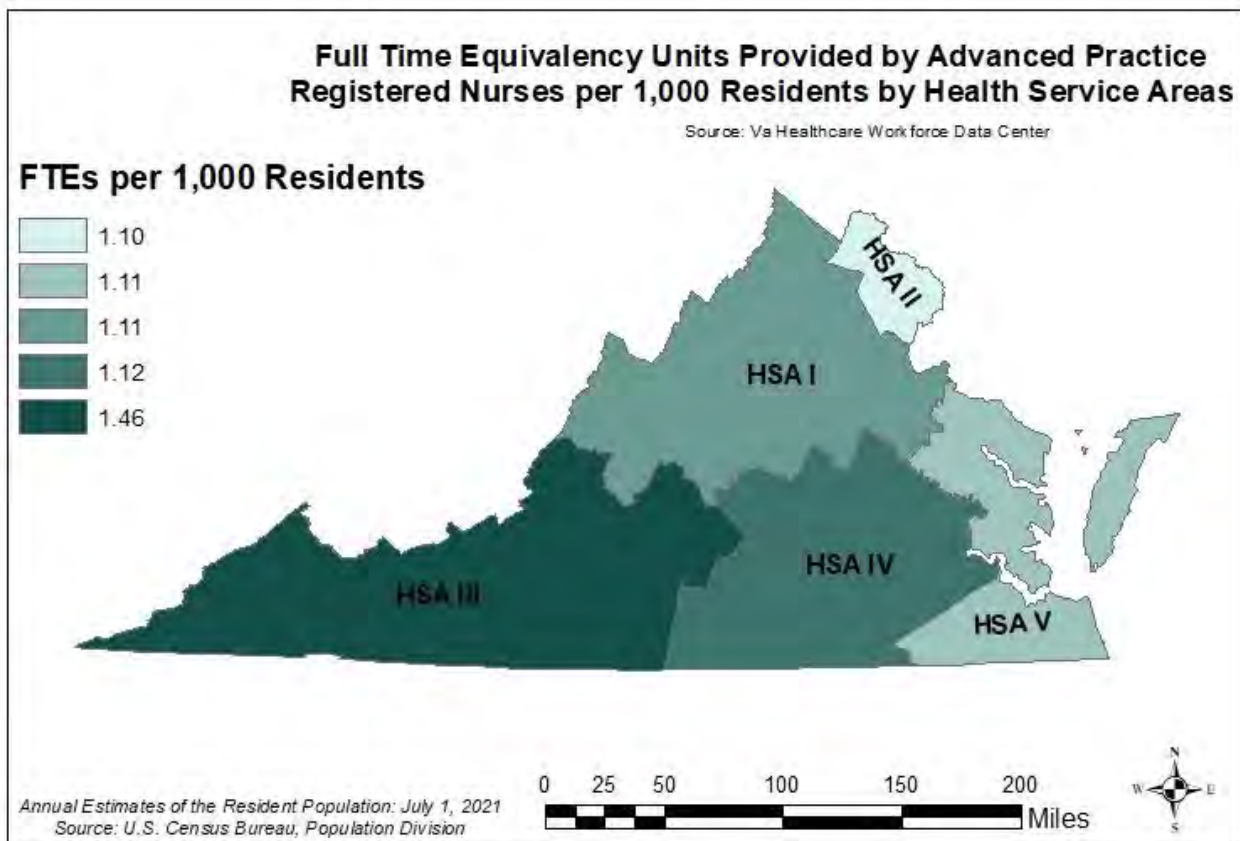
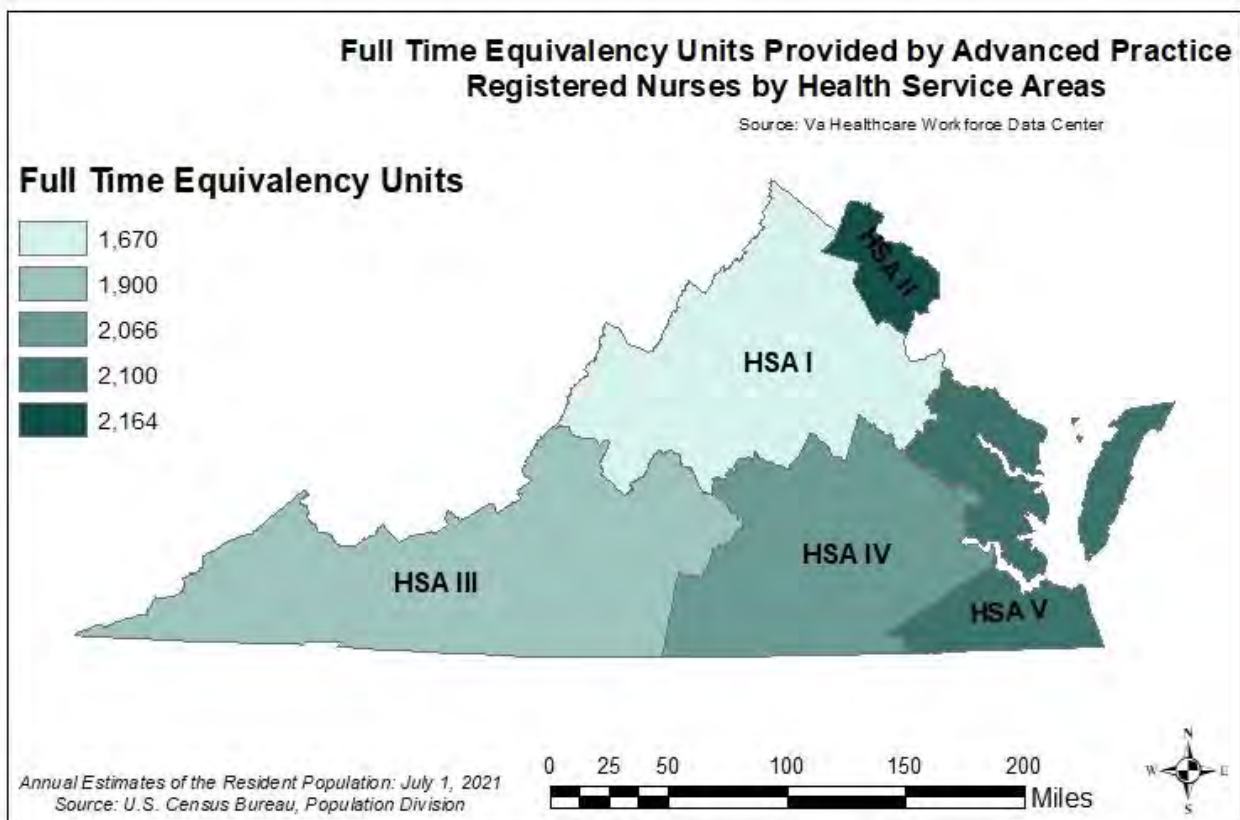
Source: Va. Healthcare Workforce Data Center

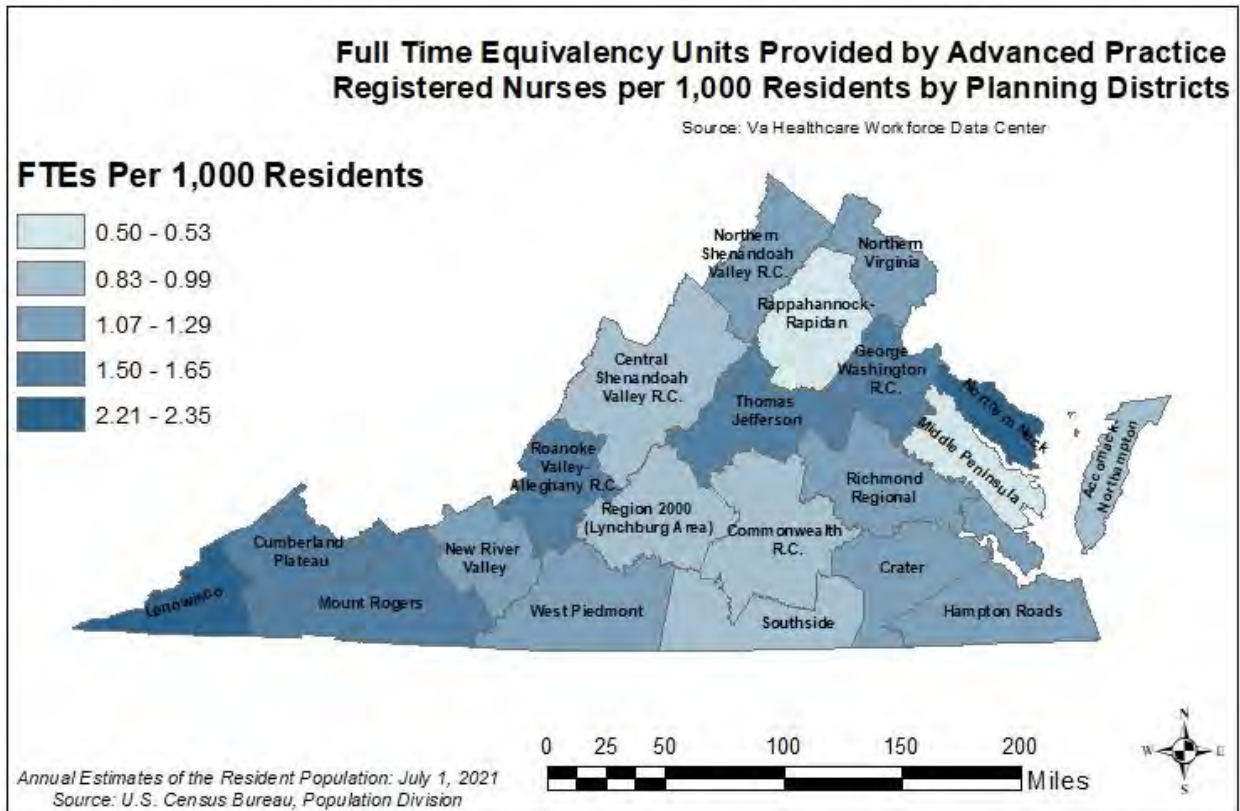
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	7,930	38.90%	2.5705	2.1289	5.2792
Metro, 250,000 to 1 million	1,008	36.31%	2.7541	2.2810	5.6562
Metro, 250,000 or less	1,273	40.22%	2.4863	2.0592	5.1063
Urban pop 20,000+, Metro adj	201	38.31%	2.6104	2.1620	3.2035
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	398	32.66%	3.0615	2.5356	6.2876
Urban pop, 2,500-19,999, nonadj	355	40.85%	2.4483	2.0277	5.0282
Rural, Metro adj	310	35.48%	2.8182	2.3341	5.7879
Rural, nonadj	117	48.72%	2.0526	1.7000	4.2156
Virginia border state/DC	2,494	24.82%	4.0291	3.3369	8.2747
Other US State	2,970	23.16%	4.3169	3.5753	8.8658

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	472	16.53%	6.0513	4.2156	8.8658
30 to 34	2,229	35.53%	2.8144	1.9606	4.1234
35 to 39	3,088	27.66%	3.6159	2.5190	5.2977
40 to 44	2,667	37.65%	2.6564	1.8506	3.8919
45 to 49	2,243	30.32%	3.2985	2.2979	4.8327
50 to 54	2,023	40.98%	2.4403	1.7000	3.5753
55 to 59	1,488	31.65%	3.1592	2.2009	4.6286
60 and Over	2,847	37.97%	2.6337	1.8347	3.8586

Source: Va. Healthcare Workforce Data Center

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

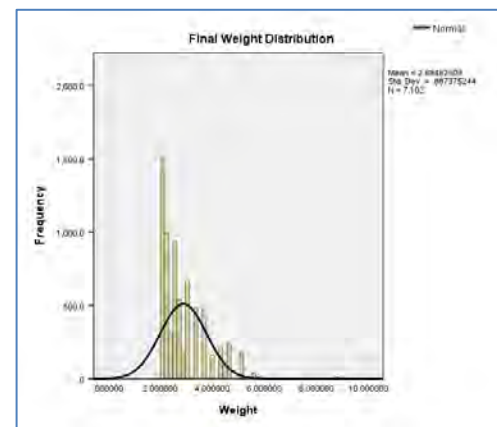
Methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.34669



Source: Va. Healthcare Workforce Data Center