
Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty

Healthcare Workforce Data Center

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6,234 Licensed Nurse Practitioners voluntarily participated in the 2017 and 2018 surveys. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Joint Boards of Nursing and Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Results in Brief

This is a special report created for the Joint Boards of Nursing and Medicine. The report uses data from the 2017 and 2018 Nurse Practitioners 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 all NPs have access to the survey in any given year. Two years' worth of data, therefore, will allow all eligible Nurse Practitioners (NPs) the opportunity of completing the survey. The 2017 survey occurred between October 2016 and September 2017; the 2018 survey occurred between October 2017 and September 2018. The survey was available to all renewing NPs who held a Virginia license during the survey period and who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey period.

This report breaks down survey findings for certified registered nurse anesthetists (CRNA), certified nurse midwives (CNM), and Certified Nurse Practitioners (CNP). CNPs make up the highest proportion of NPs. Over three-quarters of NPs are CNPs whereas CNMs constitute only 3% of NPs. The full time equivalency units provided by each specialty are also similarly distributed.

Nine out of 10 NPs are female; CNMs are all female whereas slightly less than three-quarters of CRNAs are female; 94% of CNPs are female. The median age of all NPs as well as CRNAs is 46. However, the median age of CNMs is 49 and the median age for CNPs is 45. In a random encounter between two NPs, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNMs were the least diverse with 29% diversity index whereas CRNAs and CNPs had 33% and 34% diversity index, respectively. Overall, 10% of NPs work in rural areas. CNPs had the highest rural workforce participation; 11% of CNPs work in rural areas compared to 6% and 4% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 13% reporting a doctorate degree; only 7% of CNMs and 10% of CNPs did. Not surprisingly, CRNAs also reported the highest median education debt although less than half of CRNAs had debt whereas half of CNMs did. CRNAs reported \$80-\$90k in education debt whereas CNPs reported \$50k-\$60k and CNMs reported \$60k-\$70k in educational debt. Further, 16% of CRNAs reported over \$120,000 in education debt compared to 12% of CNMs and 5% of CNPs.

CRNAs also reported the highest median annual income; they reported \$120k-\$130k in median income. The average for all other NPs is \$90k-\$100k. Further, 83% of CRNAs reported more than \$120,000 in income compared to 25% of CNMs and 15% of CNPs. However, only 81% of CRNAs and CNPs received at least one employer-sponsored benefit compared to 85% of CNMs. Overall, 95% of NPs are satisfied with their current employment situation. However, only 85% of CNMs are satisfied compared to 97% of CRNAs and 95% of CNPs. Close to a third of CNMs also reported employment instability in the year prior to the survey compared to 30% of CNPs and 25% of CRNAs.

CRNAs had the highest participation in the private sector, 90% of them worked in the sector compared to 84% of CNPs and 82% of CNMs. Meanwhile, CRNAs had the lowest percent working in state or local government. CRNAs were most likely to be working in the inpatient department of hospitals whereas CNMs were most likely to work in private practice and CNPs were most likely to work in primary care clinics. About 9% of CNPs cared for Virginia patients using telehealth compared to 2% and 1% of CNMs and CRNAs, respectively.

About 30% CNMs plan to retire within the next decade compared to 25% of CRNAs and 20% of CNPs. About 40%, 35% and 35% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Further, 26%, 20%, and 35% of CRNAs, CNMs, and CNPs, respectively, who are age 50 or over expect to retire by the same age. Meanwhile, 3%, 8%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

A Closer Look:

At a Glance:

Licensed NPs

Total:	11,438
CRNA:	2,191
CNM:	353
CNP:	8,894

Response Rates

All Licensees: (2017&2018)	56%
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Source: Va. Healthcare Workforce Data Center

This report uses data from the 2017 and 2018 Nurse Practitioner Surveys, and licensure data retrieved in October 2018. Two years of survey data were used to get a complete portrait of the NP workforce since NPs are surveyed every two years on their birth month. Thus, every eligible NP would have been eligible to complete the survey in either of the two years. New NPs do not complete the survey so they will be excluded from the survey. From the licensure data, 2,184 of NPs reported their first specialty as CRNA; 325 had first specialty of CNM, 8,929 had other first specialties. Of the 8,929, 27 had a second specialty of CNM and seven had a second specialty of CRNA. One NP also had a third specialty of CNM. Therefore, after assigning any mention of CNM as CNM and similarly for CRNAs, “At a Glance” shows the break down by specialty. Over three-quarters are CNPs and about 3% are CNMs.

Response Rates				
	CRNA	CNM	CNP	Total
Completed Surveys 2017	634	98	2,522	3,254
Completed Surveys 2018	557	99	2,324	2980
Response Rate, all licensees	55%	57%	56%	56%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. An average of 56% of NPs submitted a survey in both 2017 and 2018. As shown above, response rates are nearly the same among the different specialty groups.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2016 and September 2017, and between October 2017 and September 2018, on the birth month of each renewing practitioner.
- 2. Target Population:** All NPs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to NPs who renewed their licenses online. It was not available to those who did not renew, including NPs newly licensed during the survey time frame.

Not in Workforce in Past Year

	CRNA	CNM	CNP	All 2018
% of Licensees not in VA Workforce	22%	19%	17%	18%
% in Federal Employee or Military:	8%	20%	21%	18%
% Working in Virginia Border State or DC	19%	38%	26%	25%

Source: Va. Healthcare Workforce Data Center

CRNAs were most likely to not be working in the state workforce whereas CNMs were most likely to be working in border states.

Closer Look:

At a Glance:

2017 and 2018 Workforce

Virginia’s NP Workforce: 9,234
 FTEs: 8,206

Workforce by Specialty

CRNA: 1,658
 CNM: 280
 CNP: 7,296

FTE by Specialty

CRNA: 1,496
 CNM: 284
 CNP: 6,424

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.

Virginia's NP Workforce								
Status	CRNA		CNM		CNP		All (2018)	
	#	%	#	%	#	%	#	%
Worked in Virginia in Past Year	1,647	99%	275	98%	7,136	98%	8,690	98%
Looking for Work in Virginia	12	1%	5	2%	160	2%	189	2%
Virginia's Workforce	1,658	100%	280	100%	7,296	100%	8,879	100%
Total FTEs	1,497		284		6,425		7,912	
Licensees	2,162		344		8,696		10,772	

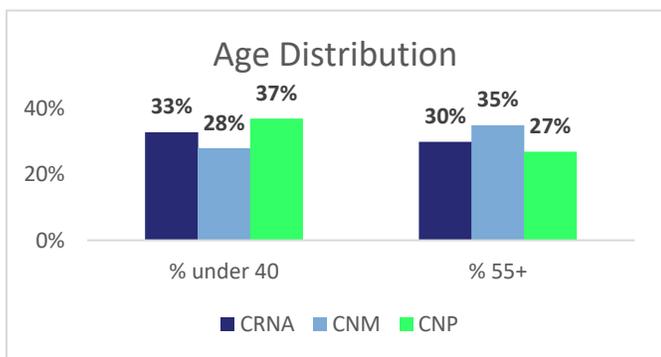
Source: Va. Healthcare Workforce Data Center

CNPs provided about 78% of the nurse practitioner FTEs in the state. CRNAs provided 18% whereas CNMs provided 3% of the FTEs.

Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	34	10%	306	90%	340	4%
30 to 34	78	6%	1,196	94%	1,274	16%
35 to 39	124	10%	1,098	90%	1,223	15%
40 to 44	144	13%	959	87%	1,103	14%
45 to 49	129	13%	853	87%	983	12%
50 to 54	116	14%	717	86%	833	10%
55 to 59	72	9%	709	91%	781	10%
60 +	125	8%	1,355	92%	1,480	18%
Total	823	10%	7,193	90%	8,016	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

- % Female: 90%
- % Under 40 Female: 92%

% Female by Specialty

- CRNA: 71%
- CNM: 100%
- CNP: 94%

% Female <40 by Specialty

- CRNA: 78%
- CNM: 100%
- CNP: 95%

Source: Va. Healthcare Workforce Data Center

Median age is 49 for CNMs, 46 for CRNAs, and 45 for CNPs.

Age & Gender by Specialty												
Age	CRNA				CNM				CNP			
	Female		Total		Female		Total		Female		Total	
	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group
Under 30	16	54%	30	2%	12	100%	12	5%	303	94%	323	5%
30 to 34	206	81%	256	17%	24	100%	24	10%	1,050	97%	1,080	16%
35 to 39	172	79%	217	14%	32	100%	32	13%	991	93%	1,068	16%
40 to 44	160	68%	236	15%	32	100%	32	13%	770	91%	843	13%
45 to 49	109	68%	160	10%	30	100%	30	12%	792	94%	839	13%
50 to 54	114	65%	176	12%	27	100%	27	11%	631	92%	687	10%
55 to 59	113	72%	157	10%	32	100%	32	13%	614	93%	660	10%
60 +	198	67%	297	19%	54	100%	54	22%	1,063	95%	1,117	17%
Total	1,088	71%	1,529	100%	244	100%	244	100%	6,215	94%	6,616	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Race & Ethnicity (2018)					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	62%	6,481	81%	2,185	77%
Black	19%	742	9%	273	10%
Asian	6%	340	4%	146	5%
Other Race	<1%	102	1%	48	2%
Two or more races	3%	156	2%	71	3%
Hispanic	9%	188	2%	103	4%
Total	100%	8,010	100%	2,825	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

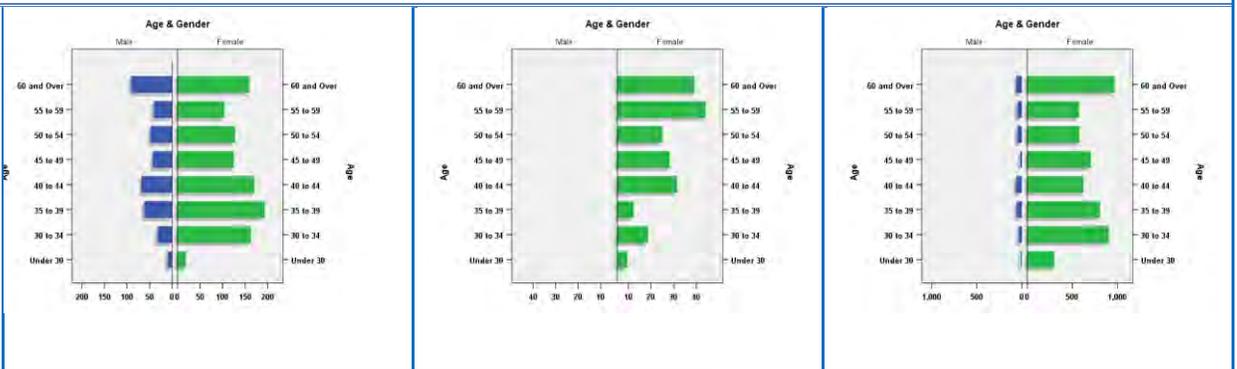
At a Glance:

2018 Diversity
 Diversity Index: 33%
 Under 40 Div. Index: 39%

By Specialty
 CRNA: 33%
 CNM: 29%
 CNP: 34%

Source: Va. Healthcare Workforce Data Center

Age, Race, Ethnicity & Gender												
Race/ Ethnicity	CRNA				CNM				CNP			
	NPs		NPs under 40		NPs		NPs under 40		NPs		NPs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,245	82%	385	78%	204	84%	53	78%	5,328	80%	1,909	78%
Black	96	6%	34	7%	13	5%	0	0%	641	10%	244	10%
Asian	103	7%	52	10%	0	0%	0	0%	291	4%	135	5%
Other Race	19	1%	5	1%	11	5%	11	16%	92	1%	33	1%
Two or more races	41	3%	12	2%	5	2%	0	0%	107	2%	57	2%
Hispanic	23	2%	9	2%	11	4%	4	6%	161	2%	84	3%
Total	1,528	100%	496	100%	244	100%	68	100%	6,620	100%	2,461	100%



Source: Va. Healthcare Workforce Data Center

A Closer Look:

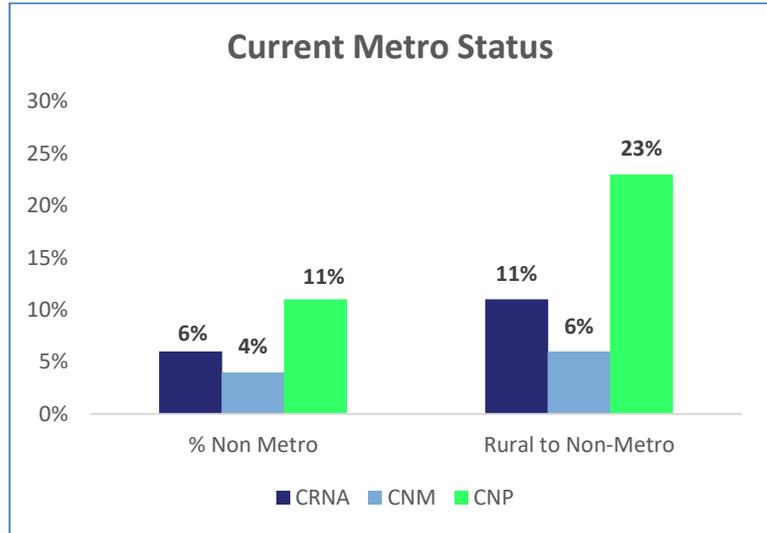
At a Glance:

Rural Childhood

CRNA: 27%
 CNM: 34%
 CNP: 34%
 All: 33%

Non-Metro Location

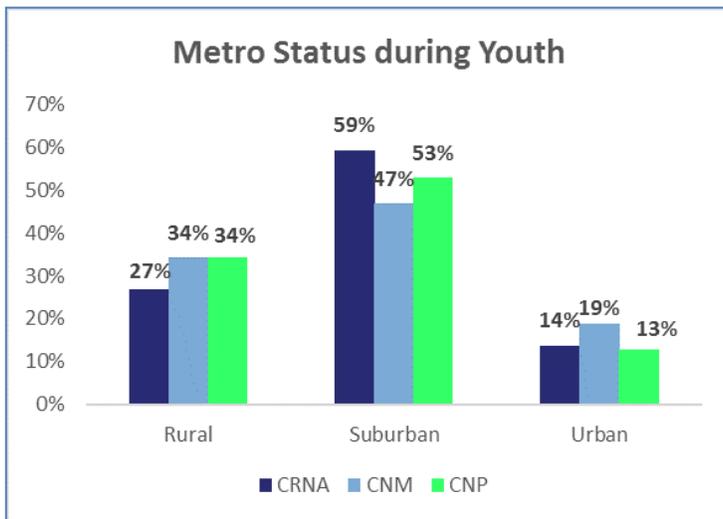
CRNA: 6%
 CNM: 4%
 CNP: 11%
 All: 10%



Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	NP Degree in VA
CRNA	30%	31%	36%	42%
CNM	30%	36%	41%	24%
CNP	51%	57%	62%	62%
All (2018)	45%	51%	56%	58%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

CNPs were most likely to have been educated in the state. CNMs were least likely to have obtained their NP education in the state. CNPs had the highest percent reporting a non-metro work location.

Education

A Closer Look:

At a Glance:

Median Educational Debt

CRNA:	\$80k-\$90k
CNM:	\$60k-\$70k
CNP:	\$50k-\$60k

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to carry education debt; 50% and 89% of all CNMs and of CNMs under age 40, respectively, had education debt. Their median debt was \$60k-\$70k. However, 48% of CRNAs reported education debt but they reported the highest median education debt of \$80k-\$90k.

Degree	Highest Degree							
	CRNA		CNM		CNP		All (2018)	
	#	%	#	%	#	%	#	%
NP Certificate	198	13%	8	3%	123	2%	296	4%
Master's Degree	1,094	73%	174	73%	5,169	79%	5,988	76%
Post-Masters Cert.	14	1%	41	17%	609	9%	653	8%
Doctorate of NP	117	8%	11	5%	450	7%	654	8%
Other Doctorate	71	5%	4	2%	168	3%	261	3%
Post-Ph.D. Cert.	0	0%	0	0%	3	0%	3	0%
Total	1,495	100%	237	100%	6,522	100%	7,854	100%

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt							
	CRNA		CNM		CNP		All (2018)	
	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40
None	52%	21%	50%	11%	52%	35%	54%	34%
\$20,000 or less	4%	3%	8%	15%	10%	12%	8%	10%
\$20,000-\$29,999	3%	2%	6%	3%	5%	5%	4%	5%
\$30,000-\$39,999	4%	4%	4%	5%	4%	5%	4%	4%
\$40,000-\$49,999	3%	5%	0%	0%	4%	6%	4%	5%
\$50,000-\$59,999	4%	5%	6%	17%	4%	6%	4%	6%
\$60,000-\$69,999	3%	4%	3%	6%	4%	5%	4%	6%
\$70,000-\$79,999	2%	3%	5%	12%	3%	5%	3%	5%
\$80,000-\$89,999	3%	8%	2%	0%	3%	4%	3%	5%
\$90,000-\$99,999	2%	3%	1%	0%	2%	4%	2%	3%
\$100,000-\$109,999	2%	5%	3%	6%	2%	3%	2%	3%
\$110,000-\$119,999	1%	1%	0%	0%	1%	2%	1%	2%
\$120,000 or more	16%	36%	12%	26%	5%	8%	7%	12%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employed in Profession

CRNA:	98%
CNM:	90%
CNP:	96%

Involuntary Unemployment

CRNA:	0%
CNM:	2%
CNP:	<1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Hours	Current Weekly Hours			
	CRNA	CNM	CNP	All (2018)
0 hours	1%	9%	3%	3%
1 to 9 hours	0%	2%	2%	1%
10 to 19 hours	3%	1%	3%	3%
20 to 29 hours	7%	4%	8%	7%
30 to 39 hours	20%	12%	19%	19%
40 to 49 hours	58%	34%	48%	49%
50 to 59 hours	9%	18%	12%	12%
60 to 69 hours	1%	14%	4%	4%
70 to 79 hours	0%	4%	1%	1%
80 or more hours	0%	3%	1%	1%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Over half of CRNAs work 40-49 hours and 10% work more than 50 hours whereas about 40% of CNMs work more than 50 hours. Close to half of CNPs work 40-49 hours and about 18% work more than 50 hours.

Positions	Current Positions							
	CRNA		CNM		CNP		All (2018)	
	#	%	#	%	#	%	#	%
No Positions	21	1%	21	9%	183	3%	210	3%
One Part-Time Position	186	12%	31	13%	961	15%	1,137	15%
Two Part-Time Positions	47	3%	5	2%	222	3%	243	3%
One Full-Time Position	1,027	69%	150	64%	4,172	65%	5,006	65%
One Full-Time Position & One Part-Time Position	175	12%	25	10%	766	12%	1,003	13%
Two Full-Time Positions	1	0%	1	0%	11	0%	11	0%
More than Two Positions	33	2%	2	1%	84	1%	145	2%
Total	1,491	100%	234	100%	6,401	100%	7,755	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Benefit	Employer-Sponsored Benefits*			
	CRNA	CNM	CNP	All (2018)
Signing/Retention Bonus	21%	14%	13%	14%
Dental Insurance	63%	54%	58%	60%
Health Insurance	65%	67%	62%	62%
Paid Leave	67%	72%	70%	68%
Group Life Insurance	58%	47%	50%	51%
Retirement	74%	72%	70%	70%
Receive at least one benefit	81%	85%	81%	79%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Median Income

CRNA: \$120k-\$130k

CNM: \$90k-\$100k

CNP: \$90k-\$100k

All (2018): \$100k-\$110k

Percent Satisfied

CRNA: 97%

CNM: 85%

CNP: 95%

Source: Va. Healthcare Workforce Data Center

CRNAs reported \$120k-\$130k in median income. All other NPs, including CNMs, reported \$90k-\$100k in median income. CNMs were least satisfied with their current employment situation whereas CRNAs were most satisfied. 4% of CNMs reported being very dissatisfied whereas 1% or less of the other NPs, including CRNAs, reported being very dissatisfied.

Annual Income	Income			
	CRNA	CNM	CNP	All (2018)
Volunteer Work Only	0%	1%	1%	1%
Less than \$40,000	1%	4%	5%	3%
\$40,000-\$49,999	1%	3%	3%	2%
\$50,000-\$59,999	2%	5%	4%	3%
\$60,000-\$69,999	0%	7%	5%	3%
\$70,000-\$79,999	2%	10%	7%	6%
\$80,000-\$89,999	2%	12%	13%	11%
\$90,000-\$99,999	2%	17%	20%	16%
\$100,000-\$109,999	4%	6%	17%	14%
\$110,000-\$119,999	4%	10%	11%	10%
\$120,000 or more	83%	25%	15%	30%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Labor Market

A Closer Look:

Employment Instability in Past Year				
In the past year did you . . . ?	CRNA	CNM	CNP	All (2018)
Experience Involuntary Unemployment?	1%	6%	1%	1%
Experience Voluntary Unemployment?	2%	8%	5%	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1%	8%	2%	2%
Work two or more positions at the same time?	17%	14%	18%	18%
Switch employers or practices?	7%	11%	10%	10%
Experienced at least 1	25%	33%	30%	30%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Involuntarily Unemployed

CRNA:	1%
CNM:	6%
CNP:	1%

Underemployed

CRNA:	1%
CNM:	8%
CNP:	2%

Over 2 Years Job Tenure

CRNA:	65%
CNM:	42%
CNP:	54%

Source: Va. Healthcare Workforce Data Center

Tenure	Job Tenure at Location					
	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Not Currently Working at this Location	1%	4%	8%	5%	1%	3%
< 6 Months	7%	11%	9%	10%	10%	3%
6 Months-1 yr	6%	13%	10%	13%	12%	5%
1 to 2 Years	21%	19%	30%	10%	23%	6%
3 to 5 Years	21%	25%	22%	30%	23%	4%
6 to 10 Years	18%	16%	10%	17%	13%	3%
> 10 Years	25%	11%	11%	15%	19%	25%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to be paid by salary or commission. Nearly three-quarters of them were paid that way, compared to 70% of CNPs and 60% of CRNAs.

Primary Work Site	Forms of Payment			
	CRNA	CNM	CNP	All (2018)
Salary/ Commission	60%	78%	70%	70%
Hourly Wage	37%	17%	26%	26%
By Contract	4%	4%	3%	4%
Other	0%	1%	0%	1%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

% in Top 3 Regions

CRNA: 78%
 CNM: 70%
 CNP: 71%

More than 2 Locations

CRNA: 28%
 CNM: 29%
 CNP: 22%

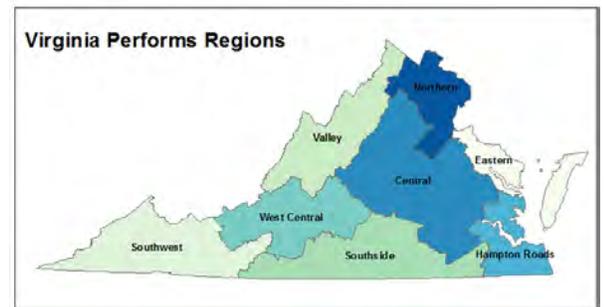
Source: Va. Healthcare Workforce Data Center

For primary work locations, Northern Virginia has the highest proportion of CRNAs and CNMs whereas CNPs were mostly concentrated in the Central region.

Regional Distribution of Work Locations						
Virginia Performs Region	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	27%	17%	17%	13%	27%	21%
Eastern	1%	1%	1%	0%	1%	1%
Hampton Roads	23%	25%	20%	26%	18%	18%
Northern	28%	32%	33%	17%	25%	22%
Southside	2%	1%	1%	2%	3%	4%
Southwest	2%	3%	2%	2%	6%	9%
Valley	3%	2%	17%	22%	7%	6%
West Central	9%	8%	9%	7%	10%	9%
Virginia Border State/DC	3%	3%	0%	4%	1%	2%
Other US State	2%	6%	1%	6%	1%	8%
Outside of the US	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Locations	Number of Work Locations Now*					
	CRNA		CNM		CNP	
	#	%	#	%	#	%
0	26	2%	25	10%	174	3%
1	1,043	71%	155	65%	4,743	75%
2	214	15%	44	18%	840	13%
3	158	11%	13	6%	464	7%
4	19	1%	0	0%	42	1%
5	9	1%	1	1%	36	1%
6 +	8	1%	0	0%	41	1%
Total	1,477	100%	238	100%	6,340	100%



*At survey completion (birth month of respondents)

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector							
	CRNA		CNM		CNP		All (2018)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
For-Profit	53%	68%	59%	68%	51%	56%	52%	62%
Non-Profit	37%	24%	23%	26%	33%	30%	33%	27%
State/Local Government	5%	3%	8%	2%	9%	11%	8%	8%
Veterans Administration	3%	1%	0%	0%	3%	1%	2%	1%
U.S. Military	4%	5%	9%	4%	3%	1%	3%	1%
Other Federal Government	0%	0%	0%	0%	1%	1%	1%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

CRNAs had the highest participation in the private sector, 90% of them worked in the sector compared to 84% of CNPs and 82% of CNMs. Meanwhile, CRNAs had the lowest percent working in state or local government.

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

For-Profit Primary Sector

CRNA: 53%
CNM: 59%
CNP: 51%

Top Establishments

CRNA: Inpatient Department
CNM: Primary Care Clinic
CNP: Group Private Practice

Source: Va. Healthcare Workforce Data Center

Electronic Health Records (EHRs) and Telehealth				
	CRNA	CNM	CNP	All (2018)
Meaningful use of EHRs	9%	27%	35%	29%
Remote Health, Caring for Patients in Virginia	1%	2%	9%	7%
Remote Health, Caring for Patients Outside of Virginia	1%	0%	2%	2%
Use at least one	11%	29%	39%	33%

Source: Va. Healthcare Workforce Data Center

A third of the state NP workforce use EHRs. 7% also provided remote health care for Virginia patients. CNPs were most likely to report using at least one EHR or telehealth whereas CRNAs were least likely to report doing so.

Establishment Type	Location Type							
	CRNA		CNM		CNP		All (2018)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
Hospital, Inpatient Department	41%	32%	18%	16%	15%	1%	20%	17%
Clinic, Primary Care or Non-Specialty	0%	1%	12%	15%	22%	0%	17%	13%
Private practice, group	5%	3%	24%	25%	10%	0%	9%	6%
Physician Office	1%	2%	10%	16%	11%	2%	8%	4%
Academic Institution (Teaching or Research)	10%	2%	9%	11%	8%	0%	8%	9%
Hospital, Outpatient Department	10%	12%	4%	0%	7%	3%	7%	5%
Ambulatory/Outpatient Surgical Unit	19%	34%	0%	0%	1%	0%	5%	10%
Hospital, Emergency Department	2%	3%	1%	0%	3%	1%	3%	6%
Clinic, Non-Surgical Specialty	0%	1%	2%	0%	4%	0%	3%	2%
Private practice, solo	0%	0%	3%	2%	2%	1%	2%	2%
Mental Health, or Substance Abuse, Outpatient Center	0%	0%	0%	0%	2%	3%	2%	2%
Long Term Care Facility, Nursing Home	0%	0%	0%	0%	3%	1%	2%	3%
School	0%	0%	0%	0%	1%	0%	1%	1%
Other Practice Setting	12%	9%	17%	16%	12%	88%	12%	88%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

The inpatient department of a hospital was the most mentioned primary work establishment for NPs on average. This result was driven primarily by CRNAs. For CNMs, private practice was the most mentioned primary work establishment whereas for CNPs, primary care clinic was the most mentioned primary work establishment.

At a Glance: (Primary Locations)

Patient Care Role

CRNA:	95%
CNM:	84%
CNP:	87%

Education Role

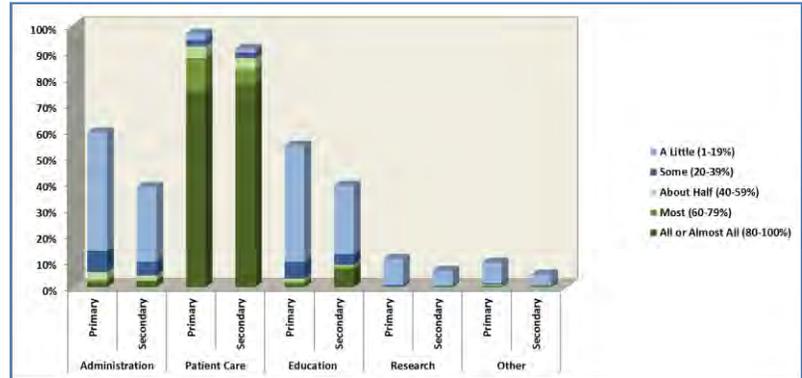
CRNA:	0%
CNM:	1%
CNP:	2%

Admin Role

CRNA:	2%
CNM:	8%
CNP:	2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

On average, 88% of all NPs fill a patient care role, defined as spending 60% or more of their time on patient care activities. CRNAs were most likely to fill a patient care role; 95% of CRNAs filled such role compared to 84% and 87% of CNMs and CNPs, respectively.

Time Spent	Patient Care Time Allocation							
	CRNA		CNM		CNP		All (2018)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	89%	92%	62%	60%	72%	73%	75%	78%
Most (60-79%)	6%	2%	22%	25%	15%	6%	13%	6%
About Half (40-59%)	3%	1%	2%	4%	5%	4%	5%	4%
Some (20-39%)	1%	0%	2%	0%	3%	2%	2%	2%
A Little (1-20%)	1%	1%	9%	0%	2%	3%	2%	1%
None (0%)	1%	4%	2%	9%	3%	10%	3%	9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Future Plans						
2 Year Plans:	CRNA		CNM		CNP	
	#	%	#	%	#	%
Decrease Participation						
Leave Profession	19	1%	2	1%	50	1%
Leave Virginia	57	3%	14	5%	210	3%
Decrease Patient Care Hours	147	9%	34	12%	620	8%
Decrease Teaching Hours	6	0%	2	1%	75	1%
Increase Participation						
Increase Patient Care Hours	75	5%	28	12%	678	9%
Increase Teaching Hours	85	5%	53	23%	949	13%
Pursue Additional Education	79	5%	27	11%	1,002	14%
Return to Virginia's Workforce	3	0%	0	0%	50	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement within 2 Years

CRNA:	6%
CNM:	5%
CNP:	5%

Retirement within 10 Years

CRNA:	25%
CNM:	29%
CNP:	20%

Source: Va. Healthcare Workforce Data Center

40%, 35% and 35% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 26%, 20%, and 35% of CRNAs, CNMs, and CNPs, respectively, who are age 50 or over expect to retire by the same age. Meanwhile, 3%, 8%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

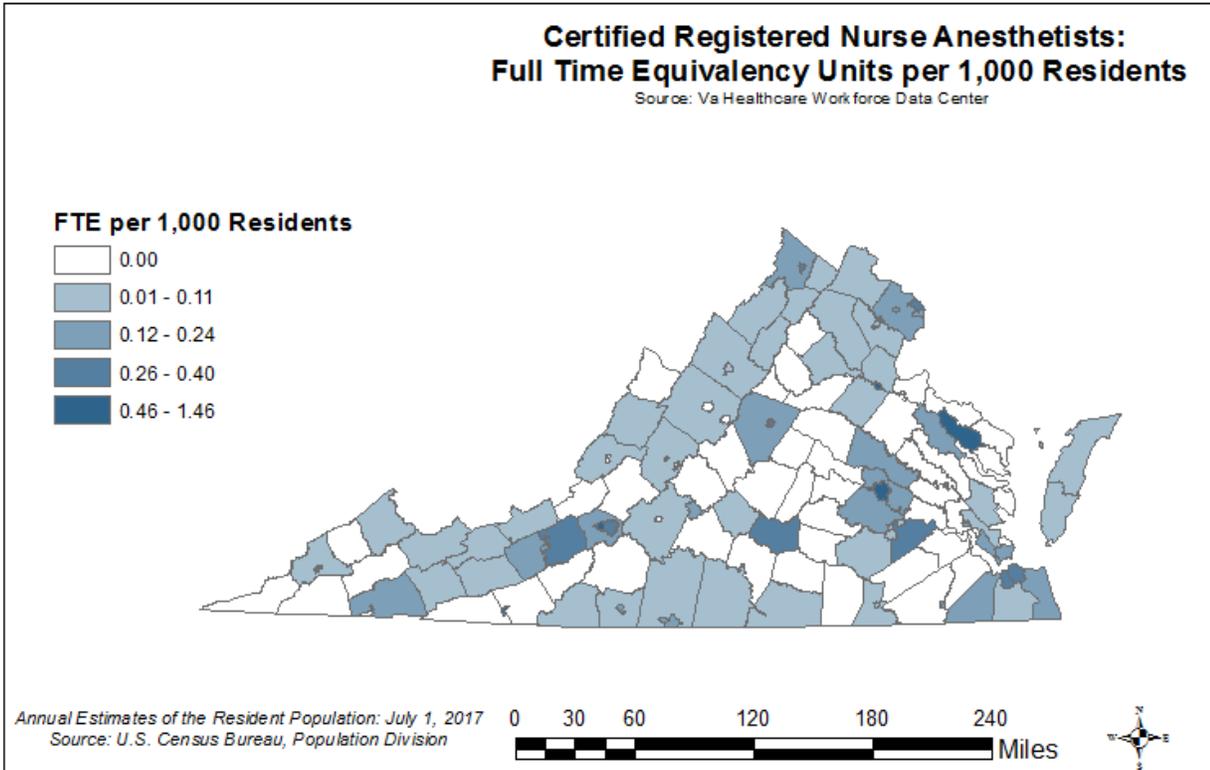
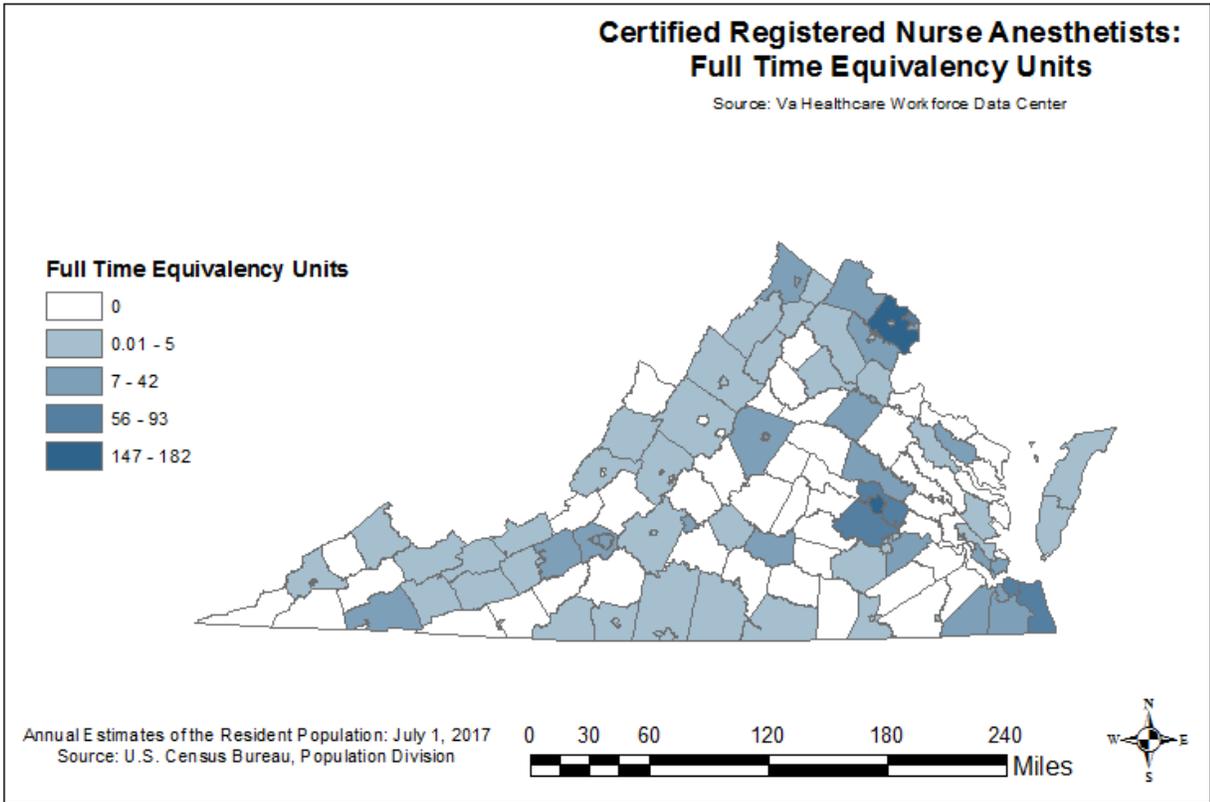
Expected Retirement Age	CRNA		CNM		CNP		All (2018)	
	All NPs	NP >50 yrs						
Under age 50	1%	-	3%	-	1%	-	1%	0%
50 to 54	3%	0%	1%	0%	2%	0%	2%	2%
55 to 59	9%	3%	4%	0%	6%	3%	8%	8%
60 to 64	28%	22%	28%	20%	25%	20%	24%	25%
65 to 69	42%	49%	40%	53%	39%	44%	40%	40%
70 to 74	13%	19%	12%	15%	15%	19%	15%	14%
75 to 79	2%	3%	3%	1%	4%	4%	3%	3%
80 or over	1%	1%	2%	1%	1%	2%	1%	1%
I do not intend to retire	3%	2%	8%	9%	6%	8%	6%	6%
Total	100%							

Source: Va. Healthcare Workforce Data Center

	Time to Retirement							
	CRNA		CNM		CNP		All (2018)	
Expect to retire within. . .	#	%	#	%	#	%	#	%
2 years	98	7%	11	5%	288	5%	404	6%
5 years	74	6%	9	5%	227	4%	287	4%
10 years	163	12%	39	19%	619	11%	743	11%
15 years	151	11%	27	13%	662	12%	820	12%
20 years	167	13%	17	8%	615	11%	805	12%
25 years	159	12%	23	11%	702	13%	836	13%
30 years	215	16%	20	10%	775	14%	894	13%
35 years	147	11%	27	13%	685	12%	747	11%
40 years	101	8%	8	4%	454	8%	530	8%
45 years	18	1%	2	1%	177	3%	187	3%
50 years	6	0%	2	1%	32	1%	42	1%
55 years	0	0%	3	1%	0	0%	0	0%
In more than 55 years	0	0%	0	0%	10	0%	10	0%
Do not intend to retire	37	3%	15	8%	321	6%	361	5%
Total	1,335	100%	203	100%	5,567	100%	6,666	100%

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2028. Retirements will peak at 13% of the current workforce around 2043 before declining to under 10% of the current workforce again around 2058.



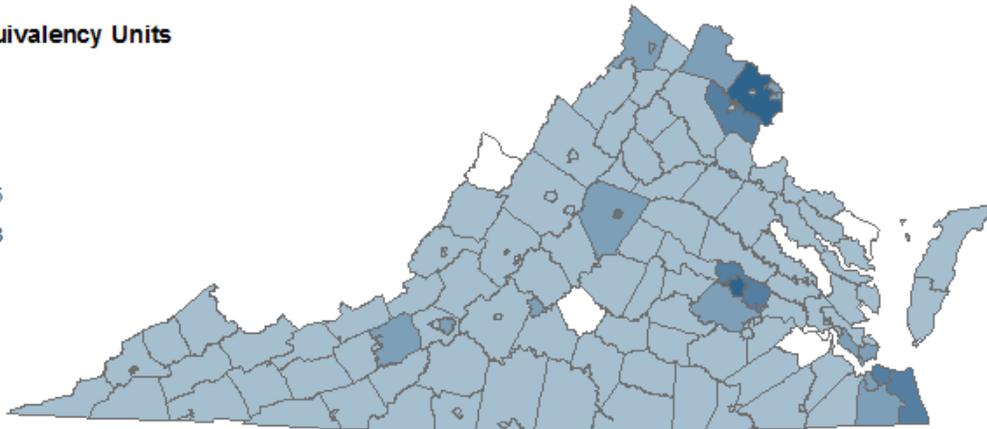
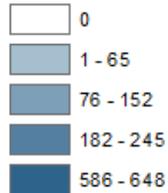
Note:

Maps are based only on reported work hours in primary and secondary locations of respondents who provided a response to the relevant question. Map may not reflect hours worked by all nurse practitioners licensed in the state since response rate was less than 100%.

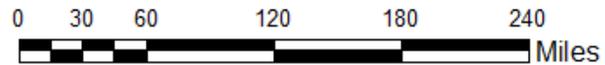
Certified Nurse Practitioners: Full Time Equivalency Units

Source: Va Healthcare Work force Data Center

Full Time Equivalency Units



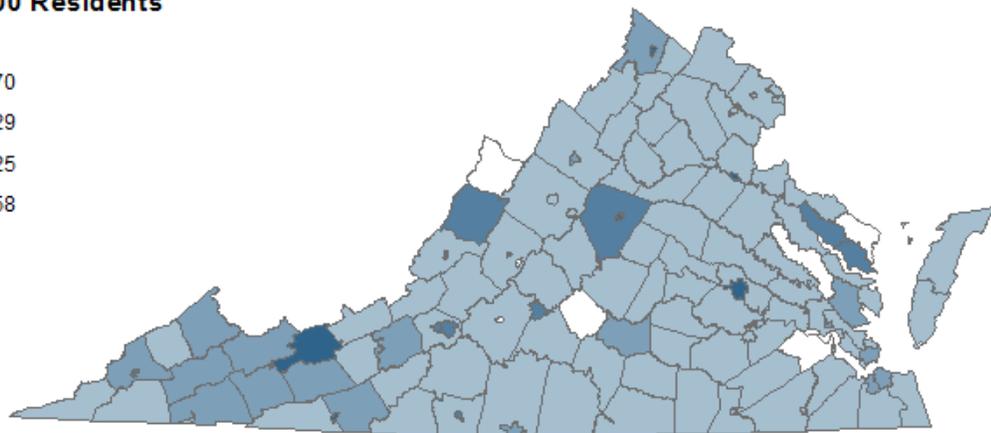
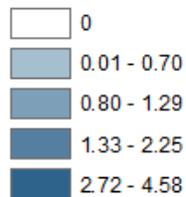
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



Certified Nurse Practitioners: Full Time Equivalency Units per 1,000 Residents

Source: Va Healthcare Work force Data Center

FTE per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

