
Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

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6,600 Licensed Nurse Practitioners voluntarily participated in the 2018 and 2019 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, PhD
Executive Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Joint Boards of Nursing and Medicine

Chair

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Midlothian

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Reston

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Pearisburg

Executive Director, Board of Medicine

William Harp, MD

Executive Director, Board of Nursing

Jay P. Douglas, MSM, RN, CSAC, FRE

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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 2018 and 2019 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 2018 survey occurred between October 2017 and September 2018; the 2019 survey occurred between October 2018 and September 2019. 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 who were 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. Some CNPs now practice autonomously because of House Bill 793 which was implemented in January 2019. Subsequent reports will examine this group separately if there are sufficient data.

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 is 44. However, the median age of CRNAs and CNMs is 46 and the median age for CNPs is 44. In a random encounter between two NPs, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNMs were the least diverse with 22% diversity index whereas CRNAs and CNPs had 30% and 36% diversity index, respectively. Overall, 11% of NPs work in rural areas. CNPs had the highest rural workforce participation; 12% of CNPs work in rural areas compared to 4% and 2% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 15% reporting a doctorate degree; only 8% of CNMs and 9% of CNPs did. Not surprisingly, CRNAs also reported the highest median education debt although less than half of CRNAs had debt; CRNAs reported \$80-\$90k in education debt. CNMs also had \$80-\$90k in education debt but 51% of them had debt. CNPs reported \$50k-\$60k in educational debt but 49% had debt. Further, 16% of CRNAs reported over \$120,000 in education debt compared to 16% of CNMs and 6% 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 26% of CNMs and 18% of CNPs. However, only 78% of CRNAs and 81% of 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 86% of CNMs are satisfied compared to 97% of CRNAs and 95% of CNPs. Close to a third of CNPs reported employment instability in the year prior to the survey compared to 27% of CRNAs and CNMs.

CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 87% of CNMs and 84% of CNPs. 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 5% and 3% of CNMs and CRNAs, respectively.

About 26% of CRNAs plan to retire within the next decade compared to 23% of CNMs and 19% of CNPs. About 38%, 32% and 37% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Further, 26%, 22%, and 24% of CRNAs, CNMs, and CNPs, respectively, who are age 50 or over expect to retire by the same age. Meanwhile, 3%, 10%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

A Closer Look:

At a Glance:

Licensed NPs

| | |
|--------|--------|
| Total: | 11,846 |
| CRNA: | 2,070 |
| CNM: | 355 |
| CNP: | 9,361 |

Response Rates

| | |
|---------------------------------|-----|
| All Licensees: (2018 & 2019) | 56% |
|---------------------------------|-----|

Source: Va. Healthcare Workforce Data Center

This report uses data from the 2018 and 2019 Nurse Practitioner Surveys, and licensure data retrieved in October 2019. 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. Newly licensed NPs do not complete the survey so they will be excluded from the survey. From the licensure data, 2,070 of NPs reported their first specialty as CRNA; 355 had first specialty of CNM, 9,361 had other first specialties. Of the 9,361, 50 had a second specialty of CNM and six had a second specialty of CRNA. 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 2018 | 556 | 99 | 2,329 | 2,984 |
| Completed Surveys 2019 | 649 | 146 | 2,821 | 3,616 |
| Response Rate, all licensees | 58% | 69% | 55% | 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 2018 and 2019. As shown above, response rates are most similar between CRNAs and CNPs; CNMs had a much higher response rate.

| Not in Workforce in Past Year | | | | |
|---|------|-----|-----|------------|
| | CRNA | CNM | CNP | All 2019 |
| % of Licensees not in VA Workforce | 22% | 19% | 16% | 17% |
| % in Federal Employee or Military: | 8% | 20% | 22% | 17% |
| % Working in Virginia Border State or DC | 19% | 38% | 28% | 26% |

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.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2017 and September 2018, and between October 2018 and September 2019, 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.

A Closer Look:

At a Glance:

2018 and 2019 Workforce

Virginia's NP Workforce: 9,891
 FTEs: 8,827

Workforce by Specialty

CRNA: 1,634
 CNM: 306
 CNP: 7,833

FTE by Specialty

CRNA: 1,444
 CNM: 304
 CNP: 6,954

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.

| Virginia's NP Workforce | | | | | | | | |
|--|--------------|-------------|------------|-------------|--------------|-------------|---------------|-------------|
| Status | CRNA | | CNM | | CNP | | All (2019) | |
| | # | % | # | % | # | % | # | % |
| Worked in Virginia in Past Year | 1,619 | 99% | 299 | 98% | 7,647 | 98% | 9,679 | 98% |
| Looking for Work in Virginia | 15 | 1% | 8 | 3% | 186 | 2% | 211 | 2% |
| Virginia's Workforce | 1,634 | 100% | 306 | 100% | 7,833 | 100% | 9,891 | 100% |
| Total FTEs | 1,444 | | 304 | | 6,954 | | 8,827 | |
| Licensees | 2,070 | | 355 | | 9,361 | | 11,840 | |

Source: Va. Healthcare Workforce Data Center

CNPs provided about 80% of the nurse practitioner FTEs in the state. CRNAs provided 17% whereas CNMs provided 3% of the FTEs.

A Closer Look:

| Age & Gender | | | | | | |
|-----------------|------------|------------|--------------|------------|--------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 33 | 8% | 377 | 92% | 410 | 5% |
| 30 to 34 | 102 | 7% | 1,301 | 93% | 1,404 | 16% |
| 35 to 39 | 156 | 10% | 1,368 | 90% | 1,523 | 17% |
| 40 to 44 | 136 | 11% | 1,083 | 89% | 1,219 | 14% |
| 45 to 49 | 119 | 11% | 997 | 89% | 1,115 | 13% |
| 50 to 54 | 96 | 11% | 772 | 89% | 867 | 10% |
| 55 to 59 | 87 | 10% | 778 | 90% | 865 | 10% |
| 60 + | 157 | 11% | 1,270 | 89% | 1,427 | 16% |
| Total | 886 | 10% | 7,945 | 90% | 8,830 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 90%

% Under 40 Female: 91%

% Female by Specialty

CRNA: 72%

CNM: 100%

CNP: 94%

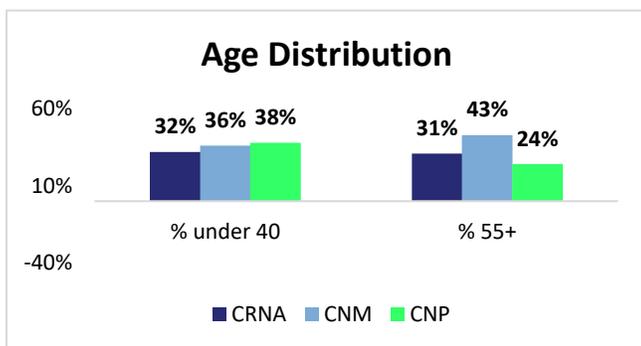
% Female <40 by Specialty

CRNA: 79%

CNM: 100%

CNP: 94%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Median age is 46 for CRNAs and CNMs, and 44 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 | 22 | 73% | 30 | 2% | 16 | 100% | 16 | 6% | 322 | 93% | 346 | 5% |
| 30 to 34 | 181 | 79% | 229 | 15% | 42 | 100% | 42 | 16% | 1,229 | 96% | 1,279 | 18% |
| 35 to 39 | 176 | 79% | 221 | 15% | 36 | 100% | 36 | 14% | 984 | 92% | 1,066 | 15% |
| 40 to 44 | 161 | 69% | 234 | 16% | 37 | 100% | 37 | 14% | 982 | 92% | 1,066 | 15% |
| 45 to 49 | 121 | 68% | 178 | 12% | 21 | 100% | 21 | 8% | 728 | 93% | 781 | 11% |
| 50 to 54 | 89 | 60% | 148 | 10% | 24 | 100% | 24 | 9% | 739 | 93% | 794 | 11% |
| 55 to 59 | 108 | 76% | 141 | 9% | 28 | 100% | 28 | 11% | 539 | 94% | 576 | 8% |
| 60 + | 223 | 71% | 317 | 21% | 59 | 100% | 59 | 23% | 1,057 | 95% | 1,116 | 16% |
| Total | 1,081 | 72% | 1,499 | 100% | 262 | 100% | 262 | 100% | 6,579 | 94% | 7,023 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Race & Ethnicity (2019) | | | | | |
|-------------------------|-------------|--------------|-------------|--------------|-------------|
| Race/ Ethnicity | Virginia* | NPs | | NPs under 40 | |
| | % | # | % | # | % |
| White | 62% | 7,079 | 80% | 2,593 | 78% |
| Black | 19% | 797 | 9% | 273 | 8% |
| Asian | 6% | 473 | 5% | 234 | 7% |
| Other Race | 0% | 113 | 1% | 51 | 2% |
| Two or more races | 3% | 143 | 2% | 63 | 2% |
| Hispanic | 9% | 230 | 3% | 102 | 3% |
| Total | 100% | 8,835 | 100% | 3,316 | 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, 2018.

Source: Va. Healthcare Workforce Data Center

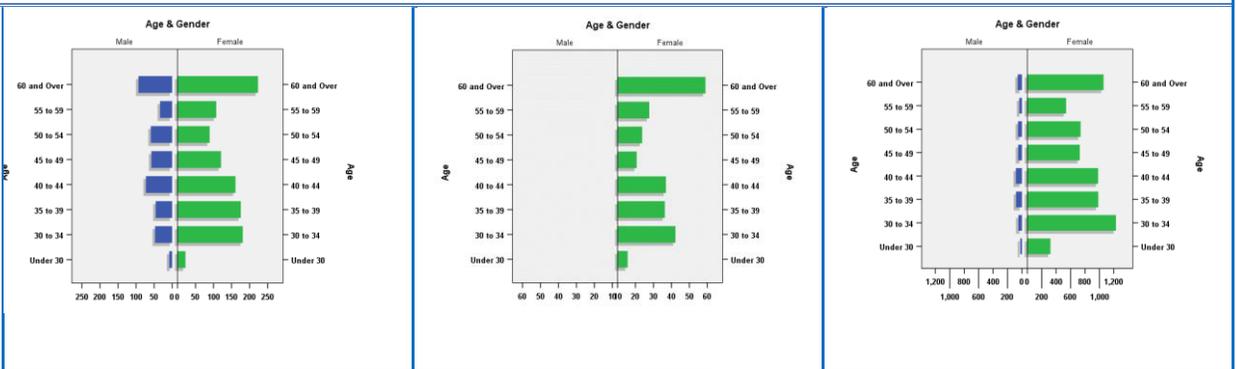
At a Glance:

2019 Diversity
 Diversity Index: 35%
 Under 40 Div. Index: 38%

By Specialty
 CRNA: 30%
 CNM: 22%
 CNP: 36%

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 | 1,243 | 83% | 398 | 83% | 233 | 88% | 83 | 87% | 5,576 | 79% | 2,051 | 77% |
| Black | 66 | 4% | 16 | 3% | 15 | 6% | 2 | 2% | 732 | 10% | 271 | 10% |
| Asian | 86 | 6% | 31 | 6% | 2 | 1% | 2 | 2% | 343 | 5% | 166 | 6% |
| Other Race | 27 | 2% | 11 | 2% | 7 | 3% | 6 | 6% | 80 | 1% | 35 | 1% |
| Two or more races | 38 | 3% | 8 | 2% | 0 | 0% | 0 | 0% | 116 | 2% | 61 | 2% |
| Hispanic | 33 | 2% | 15 | 3% | 8 | 3% | 2 | 2% | 179 | 3% | 90 | 3% |
| Total | 1,493 | 100% | 479 | 100% | 265 | 100% | 95 | 100% | 7,026 | 100% | 2,674 | 100% |



Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Rural Childhood

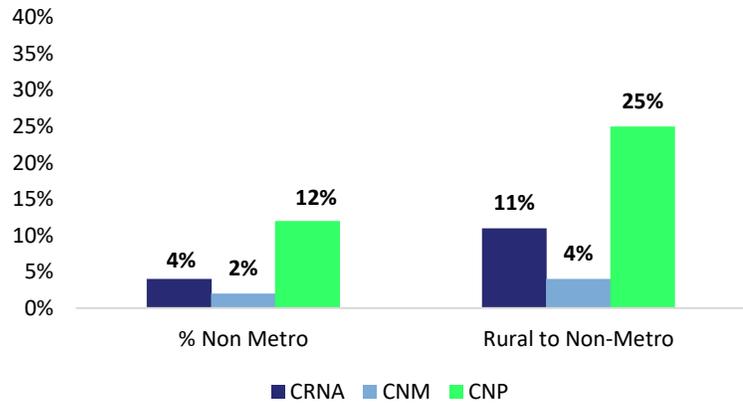
CRNA: 28%
 CNM: 17%
 CNP: 35%
 All: 34%

Non-Metro Location

CRNA: 4%
 CNM: 2%
 CNP: 12%
 All: 11%

Source: Va. Healthcare Workforce Data Center

Current Metro Status

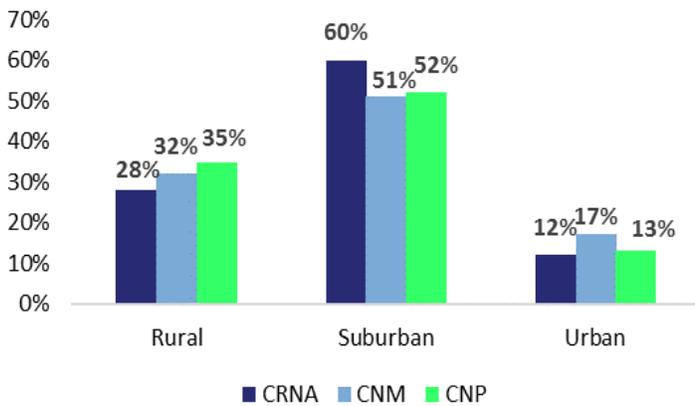


Source: Va. Healthcare Workforce Data Center

| | HS in VA | Prof. Ed. in VA | HS or Prof in VA | NP Degree in VA |
|-------------------|------------|-----------------|------------------|-----------------|
| CRNA | 29% | 31% | 36% | 41% |
| CNM | 28% | 33% | 38% | 23% |
| CNP | 50% | 56% | 61% | 59% |
| All (2019) | 44% | 50% | 55% | 54% |

Source: Va. Healthcare Workforce Data Center

Metro Status during Youth



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. Also, 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: | \$80k-\$90k |
| CNP: | \$50k-\$60k |

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to carry education debt; 51% and 79% of all CNMs and of CNMs under age 40, respectively, had education debt. Their median debt was \$80k-\$90k. CRNAs also had the same median education debt as CNMs but only 46% of them had education debt. CNPs had the lowest median education debt.

| Degree | Highest Degree | | | | | | | |
|--------------------|----------------|-------------|------------|-------------|--------------|-------------|--------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | # | % | # | % | # | % | # | % |
| NP Certificate | 189 | 13% | 9 | 3% | 104 | 2% | 266 | 3% |
| Master's Degree | 1,054 | 72% | 192 | 74% | 5,447 | 79% | 6,790 | 78% |
| Post-Masters Cert. | 11 | 1% | 38 | 15% | 690 | 10% | 775 | 9% |
| Doctorate of NP | 146 | 10% | 16 | 6% | 500 | 7% | 654 | 8% |
| Other Doctorate | 71 | 5% | 5 | 2% | 170 | 2% | 234 | 3% |
| Post-Ph.D. Cert. | 0 | 0% | 0 | 0% | 1 | 0% | 0 | 0% |
| Total | 1,471 | 100% | 260 | 100% | 6,912 | 100% | 8,719 | 100% |

Source: Va. Healthcare Workforce Data Center

| Amount Carried | Educational Debt | | | | | | | |
|---------------------|------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | All NPs | NPs < 40 | All NPs | NPs < 40 | All NPs | NPs < 40 | All NPs | NPs < 40 |
| None | 54% | 25% | 49% | 21% | 51% | 38% | 50% | 36% |
| \$20,000 or less | 5% | 3% | 5% | 6% | 8% | 10% | 3% | 8% |
| \$20,000-\$29,999 | 4% | 3% | 6% | 5% | 4% | 5% | 4% | 4% |
| \$30,000-\$39,999 | 3% | 3% | 2% | 2% | 5% | 5% | 5% | 5% |
| \$40,000-\$49,999 | 3% | 4% | 0% | 0% | 4% | 5% | 4% | 5% |
| \$50,000-\$59,999 | 3% | 4% | 4% | 7% | 4% | 5% | 4% | 4% |
| \$60,000-\$69,999 | 2% | 3% | 4% | 6% | 4% | 6% | 4% | 5% |
| \$70,000-\$79,999 | 2% | 4% | 4% | 6% | 4% | 5% | 4% | 5% |
| \$80,000-\$89,999 | 3% | 7% | 3% | 3% | 3% | 5% | 3% | 5% |
| \$90,000-\$99,999 | 1% | 2% | 3% | 2% | 2% | 2% | 2% | 2% |
| \$100,000-\$109,999 | 2% | 4% | 2% | 0% | 3% | 5% | 4% | 5% |
| \$110,000-\$119,999 | 1% | 1% | 4% | 7% | 1% | 2% | 1% | 2% |
| \$120,000 or more | 16% | 37% | 16% | 34% | 6% | 7% | 9% | 14% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employed in Profession

| | |
|-------|-----|
| CRNA: | 98% |
| CNM: | 91% |
| CNP: | 96% |

Involuntary Unemployment

| | |
|-------|-----|
| CRNA: | <1% |
| CNM: | 2% |
| CNP: | <1% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Hours | Current Weekly Hours | | | |
|-------------------------|----------------------|-------------|-------------|-------------|
| | CRNA | CNM | CNP | All (2019) |
| 0 hours | 2% | 6% | 3% | 3% |
| 1 to 9 hours | 1% | 3% | 2% | 2% |
| 10 to 19 hours | 2% | 0% | 3% | 2% |
| 20 to 29 hours | 7% | 5% | 7% | 7% |
| 30 to 39 hours | 22% | 12% | 19% | 20% |
| 40 to 49 hours | 55% | 34% | 49% | 50% |
| 50 to 59 hours | 9% | 15% | 11% | 11% |
| 60 to 69 hours | 1% | 14% | 4% | 3% |
| 70 to 79 hours | 0% | 4% | 1% | 1% |
| 80 or more hours | 0% | 7% | 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. Half of CNPs work 40-49 hours and 16% work more than 50 hours.

| Positions | Current Positions | | | | | | | |
|--|-------------------|-------------|------------|-------------|--------------|-------------|--------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | # | % | # | % | # | % | # | % |
| No Positions | 25 | 2% | 16 | 6% | 198 | 3% | 250 | 3% |
| One Part-Time Position | 203 | 14% | 38 | 15% | 1,003 | 15% | 1,253 | 15% |
| Two Part-Time Positions | 51 | 3% | 4 | 2% | 181 | 3% | 215 | 3% |
| One Full-Time Position | 940 | 64% | 165 | 64% | 4,449 | 66% | 5,598 | 65% |
| One Full-Time Position & One Part-Time Position | 206 | 14% | 27 | 11% | 823 | 12% | 1,040 | 12% |
| Two Full-Time Positions | 1 | 0% | 1 | 0% | 16 | 0% | 26 | 0% |
| More than Two Positions | 36 | 2% | 5 | 2% | 115 | 2% | 165 | 2% |
| Total | 1,462 | 100% | 256 | 100% | 6,785 | 100% | 8,547 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Benefit | Employer-Sponsored Benefits* | | | |
|-------------------------------------|------------------------------|------------|------------|------------|
| | CRNA | CNM | CNP | All (2019) |
| Signing/Retention Bonus | 24% | 15% | 13% | 16% |
| Dental Insurance | 60% | 67% | 60% | 60% |
| Health Insurance | 61% | 72% | 62% | 63% |
| Paid Leave | 65% | 68% | 69% | 69% |
| Group Life Insurance | 56% | 50% | 50% | 52% |
| Retirement | 71% | 75% | 71% | 72% |
| Receive at least one benefit | 78% | 86% | 81% | 81% |

*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 (2019): \$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 the most satisfied. 2% 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 (2019) |
| Volunteer Work Only | 0% | 0% | 1% | 1% |
| Less than \$40,000 | 1% | 6% | 5% | 5% |
| \$40,000-\$49,999 | 1% | 2% | 2% | 2% |
| \$50,000-\$59,999 | 1% | 3% | 3% | 3% |
| \$60,000-\$69,999 | 0% | 6% | 4% | 4% |
| \$70,000-\$79,999 | 2% | 7% | 6% | 5% |
| \$80,000-\$89,999 | 2% | 13% | 12% | 9% |
| \$90,000-\$99,999 | 2% | 14% | 19% | 14% |
| \$100,000-\$109,999 | 4% | 11% | 19% | 17% |
| \$110,000-\$119,999 | 3% | 12% | 11% | 9% |
| \$120,000 or more | 83% | 26% | 18% | 33% |
| 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 (2019) |
| Experience Involuntary Unemployment? | 1% | 4% | 1% | 1% |
| Experience Voluntary Unemployment? | 3% | 6% | 5% | 4% |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 1% | 5% | 2% | 2% |
| Work two or more positions at the same time? | 19% | 13% | 17% | 17% |
| Switch employers or practices? | 7% | 8% | 9% | 8% |
| Experienced at least 1 | 27% | 27% | 30% | 28% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Involuntarily Unemployed

| | |
|-------|----|
| CRNA: | 1% |
| CNM: | 4% |
| CNP: | 1% |

Underemployed

| | |
|-------|----|
| CRNA: | 1% |
| CNM: | 5% |
| CNP: | 2% |

Over 2 Years Job Tenure

| | |
|-------|-----|
| CRNA: | 64% |
| CNM: | 51% |
| CNP: | 53% |

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% | 3% | 6% | 0% | 1% | 6% |
| < 6 Months | 5% | 10% | 2% | 10% | 9% | 11% |
| 6 Months-1 yr | 8% | 13% | 9% | 7% | 12% | 14% |
| 1 to 2 Years | 21% | 25% | 32% | 10% | 25% | 23% |
| 3 to 5 Years | 21% | 25% | 31% | 33% | 22% | 23% |
| 6 to 10 Years | 17% | 13% | 9% | 20% | 14% | 13% |
| > 10 Years | 26% | 11% | 11% | 20% | 17% | 10% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to be paid by salary or commission. Over three-quarters of them were paid that way, compared to 71% of CNPs and 57% of CRNAs.

| Primary Work Site | Forms of Payment | | | |
|---------------------------|------------------|-------------|-------------|-------------|
| | CRNA | CNM | CNP | All (2019) |
| Salary/ Commission | 57% | 76% | 71% | 68% |
| Hourly Wage | 35% | 17% | 24% | 27% |
| By Contract | 7% | 6% | 4% | 5% |
| Total | 100% | 100% | 100% | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

% in Top 3 Regions

| | |
|-------|-----|
| CRNA: | 79% |
| CNM: | 71% |
| CNP: | 70% |

2 or More Locations

| | |
|-------|-----|
| CRNA: | 28% |
| CNM: | 16% |
| CNP: | 21% |

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

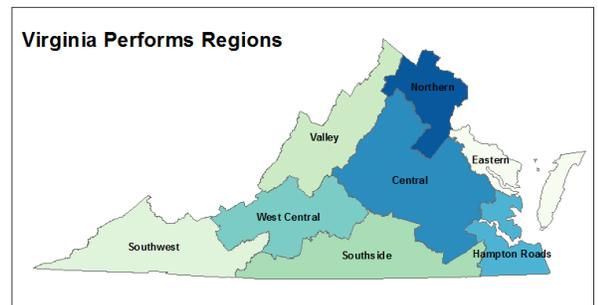
| Virginia Performs Region | Regional Distribution of Work Locations | | | | | |
|---------------------------------|---|-------------|-------------|-------------|-------------|-------------|
| | CRNA | | CNM | | CNP | |
| | Primary | Secondary | Primary | Secondary | Primary | Secondary |
| Central | 28% | 17% | 20% | 19% | 26% | 19% |
| Eastern | 1% | 3% | 1% | 0% | 1% | 1% |
| Hampton Roads | 23% | 27% | 18% | 28% | 18% | 16% |
| Northern | 28% | 33% | 33% | 23% | 26% | 23% |
| Southside | 2% | 4% | 0% | 2% | 4% | 4% |
| Southwest | 2% | 3% | 1% | 2% | 6% | 9% |
| Valley | 2% | 4% | 15% | 12% | 7% | 6% |
| West Central | 8% | 6% | 12% | 7% | 10% | 11% |
| Virginia Border State/DC | 2% | 1% | 0% | 2% | 1% | 3% |
| Other US State | 3% | 4% | 0% | 5% | 1% | 7% |
| 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% | 21 | 8% | 253 | 4% |
| 1 | 1,043 | 71% | 193 | 75% | 5,077 | 75% |
| 2 | 214 | 15% | 27 | 11% | 874 | 13% |
| 3 | 158 | 11% | 15 | 6% | 431 | 6% |
| 4 | 19 | 1% | 0 | 0% | 57 | 1% |
| 5 | 9 | 1% | 0 | 0% | 34 | 1% |
| 6 + | 8 | 1% | 0 | 0% | 52 | 1% |
| Total | 1,477 | 100% | 256 | 100% | 6,779 | 100% |

Source: Va. Healthcare Workforce Data Center

*At survey completion (birth month of respondents)



A Closer Look:

| Sector | Location Sector | | | | | | | |
|---------------------------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | Primary | Sec | Primary | Sec | Primary | Sec | Primary | Sec |
| For-Profit | 54% | 72% | 60% | 55% | 50% | 57% | 51% | 59% |
| Non-Profit | 37% | 24% | 27% | 39% | 34% | 29% | 35% | 30% |
| State/Local Government | 3% | 1% | 7% | 2% | 10% | 10% | 9% | 7% |
| Veterans Administration | 2% | 0% | 0% | 0% | 3% | 1% | 3% | 1% |
| U.S. Military | 3% | 2% | 6% | 5% | 2% | 2% | 3% | 2% |
| Other Federal Government | 0% | 0% | 0% | 0% | 1% | 1% | 1% | 1% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

Source: Va. Healthcare Workforce Data Center

CRNAs had the highest participation in the private sector, 91% of them worked in the sector compared to 84% of CNPs and 87% of CNMs. Meanwhile, CRNAs had the lowest percent working in state or local government.

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

For-Profit Primary Sector

CRNA: 54%
CNM: 60%
CNP: 50%

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 (2019) |
| Meaningful use of EHRs | 13% | 29% | 33% | 30% |
| Remote Health, Caring for Patients in Virginia | 3% | 5% | 9% | 8% |
| Remote Health, Caring for Patients Outside of Virginia | 1% | 2% | 2% | 2% |
| Use at least one | 15% | 31% | 38% | 34% |

Source: Va. Healthcare Workforce Data Center

A third of the state NP workforce use EHRs. 8% 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 likely because of the nature of their job.

| Establishment Type | Location Type | | | | | | | |
|---|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | Primary | Sec | Primary | Sec | Primary | Sec | Primary | Sec |
| Hospital, Inpatient Department | 37% | 36% | 21% | 26% | 15% | 13% | 19% | 20% |
| Clinic, Primary Care or Non-Specialty | 1% | 2% | 11% | 19% | 21% | 16% | 16% | 12% |
| Physician Office | 1% | 3% | 8% | 2% | 11% | 6% | 10% | 5% |
| Private practice, group | 4% | 3% | 21% | 16% | 9% | 5% | 8% | 4% |
| Academic Institution (Teaching or Research) | 9% | 3% | 10% | 9% | 8% | 10% | 8% | 8% |
| Hospital, Outpatient Department | 11% | 10% | 1% | 0% | 7% | 4% | 8% | 5% |
| Ambulatory/Outpatient Surgical Unit | 21% | 33% | 0% | 0% | 1% | 1% | 5% | 7% |
| Clinic, Non-Surgical Specialty | 0% | 1% | 5% | 7% | 4% | 3% | 4% | 3% |
| Long Term Care Facility, Nursing Home | 0% | 0% | 0% | 0% | 3% | 4% | 2% | 4% |
| Hospital, Emergency Department | 2% | 4% | 0% | 0% | 3% | 6% | 2% | 4% |
| Private practice, group | 0% | 0% | 4% | 5% | 2% | 2% | 2% | 1% |
| Mental Health, or Substance Abuse, Outpatient Center | 0% | 0% | 0% | 0% | 2% | 3% | 2% | 3% |
| Hospice | 0% | 0% | 0% | 0% | 1% | 3% | 1% | 2% |
| Other Practice Setting | 13% | 5% | 19% | 16% | 13% | 24% | 14% | 21% |
| 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, both the inpatient department of a hospital and private practice were the most mentioned primary work establishments whereas for CNPs, primary care clinic was the most mentioned primary work establishment.

At a Glance: (Primary Locations)

Patient Care Role

| | |
|-------|-----|
| CRNA: | 95% |
| CNM: | 85% |
| CNP: | 86% |

Education Role

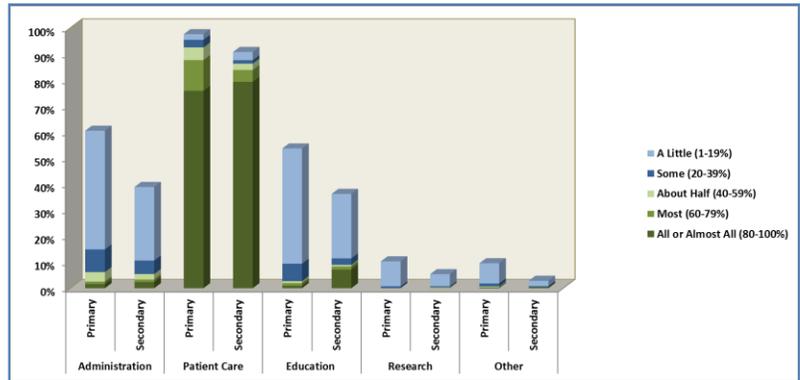
| | |
|-------|----|
| CRNA: | 0% |
| CNM: | 3% |
| CNP: | 2% |

Admin Role

| | |
|-------|----|
| CRNA: | 2% |
| CNM: | 6% |
| CNP: | 3% |

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 85% and 86% of CNMs and CNPs, respectively.

| Time Spent | Patient Care Time Allocation | | | | | | | |
|------------------------------------|------------------------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| All or Almost All (80-100%) | 89% | 94% | 63% | 78% | 73% | 73% | 76% | 79% |
| Most (60-79%) | 6% | 3% | 22% | 8% | 14% | 6% | 12% | 5% |
| About Half (40-59%) | 2% | 0% | 2% | 5% | 6% | 4% | 5% | 2% |
| Some (20-39%) | 1% | 0% | 3% | 0% | 3% | 2% | 3% | 1% |
| A Little (1-20%) | 1% | 0% | 6% | 0% | 2% | 3% | 2% | 3% |
| None (0%) | 1% | 2% | 4% | 11% | 3% | 12% | 2% | 9% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Future Plans | | | | | | |
|--------------------------------|------|-----|-----|-----|-------|-----|
| 2 Year Plans: | CRNA | | CNM | | CNP | |
| | # | % | # | % | # | % |
| Decrease Participation | | | | | | |
| Leave Profession | 20 | 1% | 2 | 1% | 67 | 1% |
| Leave Virginia | 81 | 5% | 10 | 3% | 207 | 3% |
| Decrease Patient Care Hours | 162 | 10% | 27 | 9% | 631 | 8% |
| Decrease Teaching Hours | 6 | 0% | 1 | 0% | 98 | 1% |
| Increase Participation | | | | | | |
| Increase Patient Care Hours | 111 | 7% | 14 | 5% | 776 | 10% |
| Increase Teaching Hours | 87 | 5% | 41 | 13% | 1,012 | 13% |
| Pursue Additional Education | 76 | 5% | 56 | 18% | 1,094 | 14% |
| Return to Virginia's Workforce | 1 | 0% | 5 | 2% | 70 | 1% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement within 2 Years

| | |
|-------|-----|
| CRNA: | 10% |
| CNM: | 8% |
| CNP: | 5% |

Retirement within 10 Years

| | |
|-------|-----|
| CRNA: | 26% |
| CNM: | 23% |
| CNP: | 19% |

Source: Va. Healthcare Workforce Data Center

38%, 32% and 37% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 26%, 22%, and 24% of CRNAs, CNMs, and CNPs, respectively, aged 50 or over expect to retire by the same age. Meanwhile, 3%, 10%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

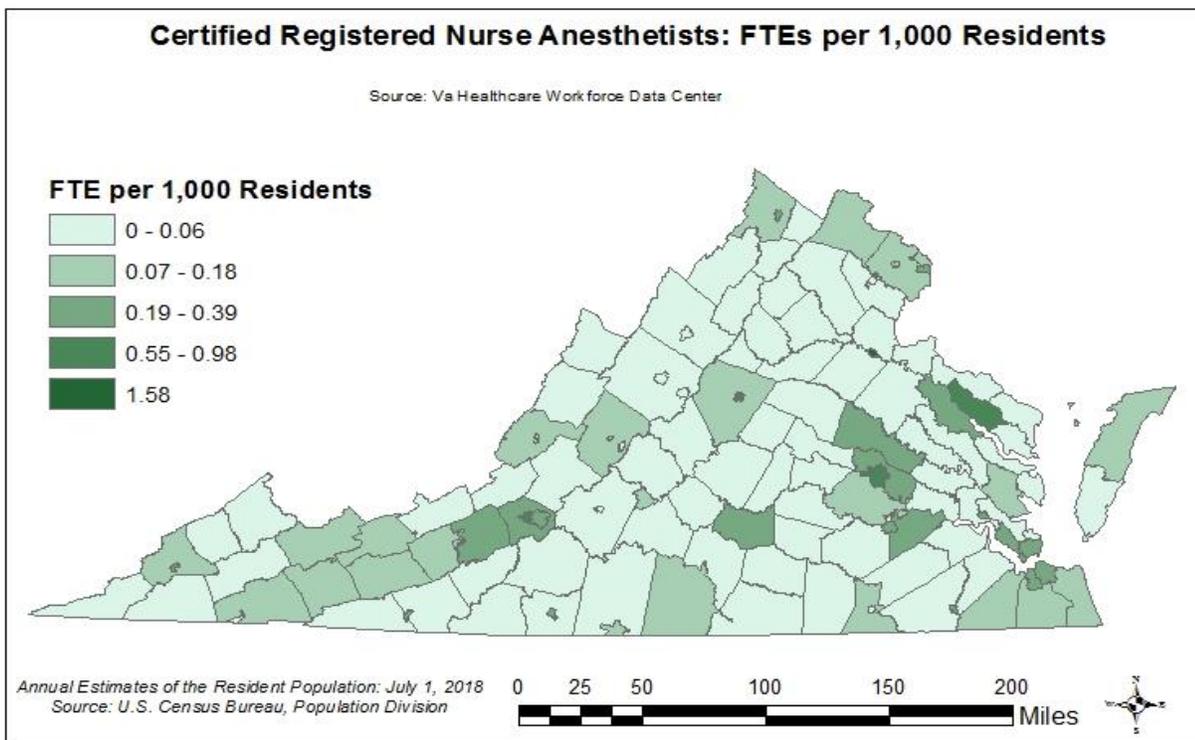
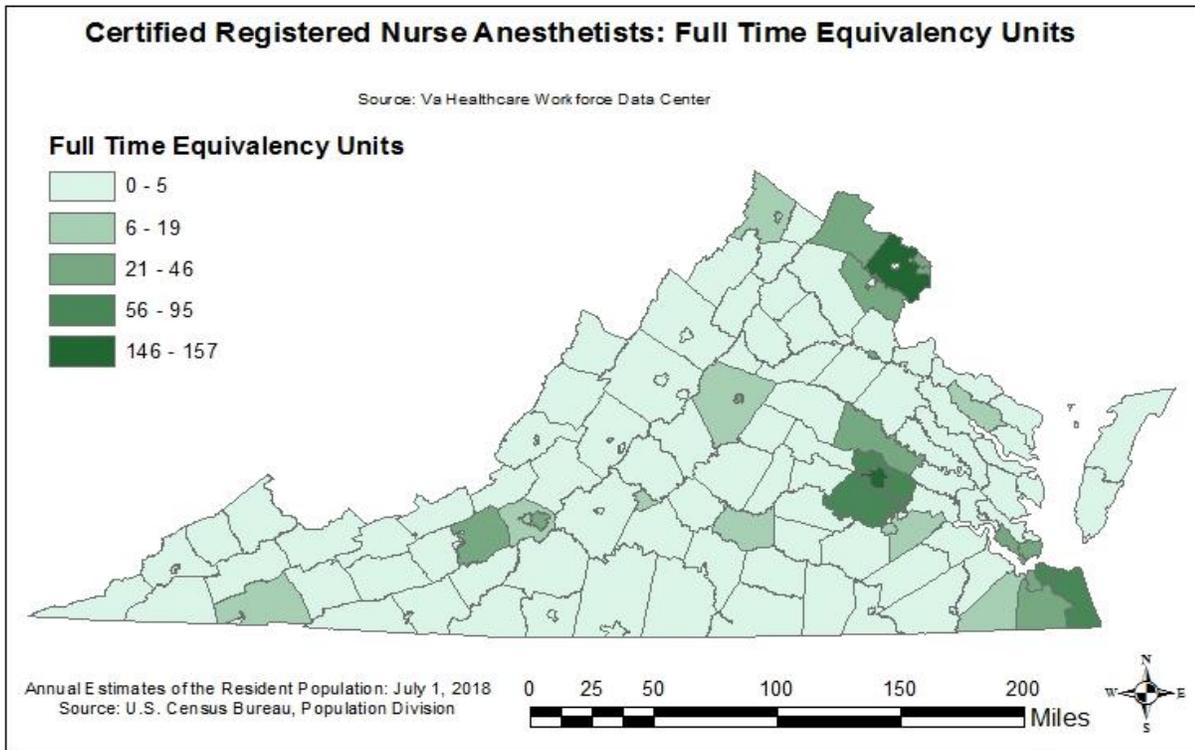
| Expected Retirement Age | CRNA | | CNM | | CNP | | All (2019) | |
|----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | All NPs | NP >50 yrs |
| Under age 50 | 1% | - | 2% | - | 1% | - | 1% | - |
| 50 to 54 | 2% | 0% | 0% | 0% | 3% | 0% | 2% | 0% |
| 55 to 59 | 11% | 4% | 5% | 0% | 8% | 4% | 9% | 4% |
| 60 to 64 | 25% | 21% | 24% | 22% | 24% | 20% | 25% | 21% |
| 65 to 69 | 42% | 49% | 35% | 46% | 39% | 43% | 39% | 43% |
| 70 to 74 | 14% | 19% | 14% | 14% | 14% | 19% | 15% | 19% |
| 75 to 79 | 2% | 2% | 7% | 4% | 3% | 4% | 3% | 4% |
| 80 or over | 1% | 1% | 2% | 1% | 1% | 2% | 1% | 2% |
| I do not intend to retire | 3% | 3% | 10% | 12% | 6% | 7% | 5% | 7% |
| Total | 100% |

Source: Va. Healthcare Workforce Data Center

| | Time to Retirement | | | | | | | |
|--------------------------------|--------------------|-------------|------------|-------------|--------------|-------------|--------------|-------------|
| | CRNA | | CNM | | CNP | | All (2019) | |
| Expect to retire within. . . | # | % | # | % | # | % | # | % |
| 2 years | 128 | 10% | 17 | 8% | 291 | 5% | 445 | 6% |
| 5 years | 66 | 5% | 13 | 6% | 184 | 3% | 223 | 3% |
| 10 years | 140 | 11% | 22 | 10% | 626 | 11% | 828 | 11% |
| 15 years | 155 | 12% | 26 | 12% | 633 | 11% | 796 | 10% |
| 20 years | 149 | 12% | 21 | 9% | 669 | 11% | 827 | 11% |
| 25 years | 161 | 12% | 14 | 6% | 801 | 14% | 1,030 | 14% |
| 30 years | 206 | 16% | 25 | 11% | 859 | 15% | 1,170 | 15% |
| 35 years | 119 | 9% | 27 | 12% | 791 | 13% | 994 | 13% |
| 40 years | 100 | 8% | 14 | 6% | 493 | 8% | 585 | 8% |
| 45 years | 19 | 1% | 12 | 5% | 181 | 3% | 197 | 3% |
| 50 years | 17 | 1% | 6 | 3% | 40 | 1% | 83 | 1% |
| 55 years | 0 | 0% | 4 | 2% | 5 | 0% | 15 | 0% |
| In more than 55 years | 3 | 0% | 0 | 0% | 8 | 0% | 10 | 0% |
| Do not intend to retire | 33 | 3% | 23 | 10% | 334 | 6% | 385 | 5% |
| Total | 1,294 | 100% | 224 | 100% | 5,916 | 100% | 7,588 | 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 2029. Retirements will peak at 13% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2059.



Note:

Maps show 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%.

