
Virginia's Licensed Nurse Practitioner Workforce: Comparison by Specialty

Healthcare Workforce Data Center

November 2020

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Over 7,500 Licensed Nurse Practitioners voluntarily participated in the 2019 and 2020 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 2019 and 2020 Nurse Practitioner Surveys. 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 to complete the survey. The 2019 survey occurred between October 2018 and September 2019; the 2020 survey occurred between October 2019 and September 2020. 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.

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 38% chance that they would be of different races or ethnicities, a measure known as the diversity index. CRNAs were the least diverse with 29% diversity index whereas CNMs and CNPs had 37% and 39% 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 7% and 4% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 19% reporting a doctorate degree; only 11% of CNMs and 12% 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 had \$70-\$80k in education debt but 52% of them had debt. CNPs reported \$60k-\$70k in educational debt but 50% had debt. Further, 14% and 15% of CRNAs and CNMs, respectively, reported over \$120,000 in education debt compared to 8% of CNPs.

CRNAs also reported the highest median annual income; they reported \$120k-\$130k in median income. The average for all other NPs is \$100k-\$110k. Further, 82% of CRNAs reported more than \$120,000 in income compared to 32% of CNMs and 24% of CNPs. However, only 76% of CRNAs received at least one employer-sponsored benefit compared to 81% of CNMs and 82% of CNPs. Overall, 95% of NPs are satisfied with their current employment situation. However, only 92% of CNMs are satisfied compared to 97% of CRNAs and 94% of CNPs. Close to a third of all NPs reported employment instability in the year prior to the survey.

CRNAs had the highest participation in the private sector, 93% of them worked in the sector compared to 83% of CNMs and 85% of CNPs. Meanwhile, CRNAs had the lowest percent working in federal, state, or local government. CRNAs and CNMs were most likely to be working in the inpatient department of hospitals whereas CNPs were most likely to work in primary care clinics. Only 12% of CRNAs used at least one form of electronic health record or telehealth compared to 30% of CNMs and 41% of CNPs. About 21% of CRNAs plan to retire within the next decade compared to 26% of CNMs and 19% of CNPs. About 43%, 29% and 36% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Meanwhile, 3%, 8%, and 7% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

In 2018, the General Assembly authorized the Boards of Nursing and Medicine (the Joint Boards) to promulgate regulations that would permit qualified nurse practitioners to practice autonomously after the completion of five years of clinical experience as a nurse practitioner under a practice agreement. The bill required that the Joint Boards relate information regarding the practice of NPs without practice agreements to committees of the General Assembly by November 2021. That report will include demographic, complaint, and disciplinary data, and suggested modifications to the provisions of the law. The HWDC will also report on autonomous practicing NPs if their numbers are sufficient.

A Closer Look:

At a Glance:

Licensed NPs

Total:	13,010
CRNA:	2,112
CNM:	391
CNP:	10,507

Response Rates

All Licensees: (2019 & 2020)	58%
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Source: Va. Healthcare Workforce Data Center

This report uses data from the 2019 and 2020 Nurse Practitioner Surveys, and licensure data retrieved in October 2020. 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 NP would have been eligible to complete a survey in only one of the two years. Newly licensed NPs do not complete the survey so they will be excluded from the survey. From the licensure data, 2,105 of NPs reported their first specialty as CRNA; 378 had a first specialty of CNM, 10,527 had other first specialties. However, 7 of the 10,527 had a second specialty of CRNA and thirteen had a second 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 80% are CNPs and about 3% are CNMs.

Response Rates				
	CRNA	CNM	CNP	Total
Completed Surveys 2019	644	109	2,814	3,567
Completed Surveys 2020	655	126	3,219	4,000
Response Rate, all licensees	62%	60%	57%	58%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. An average of 58% of NPs submitted a survey in both 2019 and 2020. As shown above, the response rate was highest for CRNAs and lowest for CNPs. We weight our analysis to address non-response.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2018 and September 2019, and between October 2019 and September 2020, 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 2020
% of Licensees not in VA Workforce	24%	17%	2%	17%
% in Federal Employee or Military:	10%	20%	12%	17%
% Working in Virginia Border State or DC	11%	32%	18%	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.

A Closer Look:

At a Glance:

2019 and 2020 Workforce

Virginia’s NP Workforce: 10,650
 FTEs: 9,383

Workforce by Specialty

CRNA: 1,741
 CNM: 317
 CNP: 8,545

FTE by Specialty

CRNA: 1,511
 CNM: 301
 CNP: 7,524

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 (2020)	
	#	%	#	%	#	%	#	%
Worked in Virginia in Past Year	1,735	100%	303	96%	8,383	98%	10,470	98%
Looking for Work in Virginia	6	<1%	14	4%	161	2%	181	2%
Virginia's Workforce	1,741	100%	317	100%	8,545	100%	10,650	100%
Total FTEs	1,511		301		7,524		9,383	
Licensees	2,112		391		10,507		13,063	

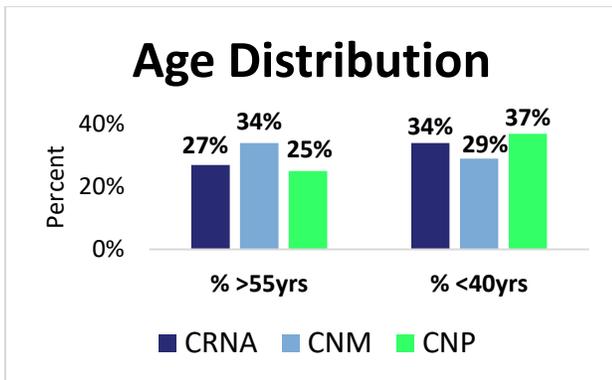
Source: Va. Healthcare Workforce Data Center

CNPs provided about 81% of the nurse practitioner FTEs in the state. CRNAs provided 16% whereas CNMs provided 3% of the FTEs. 4% of CNMs in the state’s workforce were looking for work compared to 2% or less of other NPs.

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	53	16%	274	84%	327	3%
30 to 34	118	8%	1,362	92%	1,480	16%
35 to 39	165	10%	1,484	90%	1,650	17%
40 to 44	135	10%	1,262	90%	1,398	15%
45 to 49	163	13%	1,100	87%	1,263	13%
50 to 54	136	15%	786	85%	922	10%
55 to 59	75	8%	829	92%	903	10%
60 +	134	9%	1,375	91%	1,509	16%
Total	980	10%	8,472	90%	9,452	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 90%

% Under 40 Female: 90%

% Female by Specialty

CRNA: 70%

CNM: 100%

CNP: 94%

% Female <40 by Specialty

CRNA: 71%

CNM: 100%

CNP: 94%

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	21	60%	35	2%	7	100%	7	3%	246	86%	284	4%
30 to 34	140	75%	187	12%	39	100%	39	14%	1,163	95%	1,229	16%
35 to 39	214	70%	304	20%	35	100%	35	13%	1,224	94%	1,299	17%
40 to 44	188	78%	241	16%	46	100%	46	17%	1,028	93%	1,111	15%
45 to 49	130	62%	211	14%	29	100%	29	10%	941	93%	1,012	13%
50 to 54	91	62%	147	10%	25	100%	25	9%	667	89%	747	10%
55 to 59	117	74%	158	10%	37	100%	37	13%	674	95%	708	9%
60 +	169	66%	258	17%	57	100%	57	21%	1,149	96%	1,195	16%
Total	1,071	70%	1,542	100%	277	100%	277	100%	7,092	94%	7,585	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Race & Ethnicity (2020)					
Race/ Ethnicity	Virginia*	NPs		NPs under 40	
	%	#	%	#	%
White	61%	7,326	78%	2,592	75%
Black	19%	1,121	12%	424	12%
Asian	7%	432	5%	183	5%
Other Race	0%	103	1%	32	1%
Two or more races	3%	167	2%	94	3%
Hispanic	10%	290	3%	140	4%
Total	100%	9,439	100%	3,465	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, 2019.

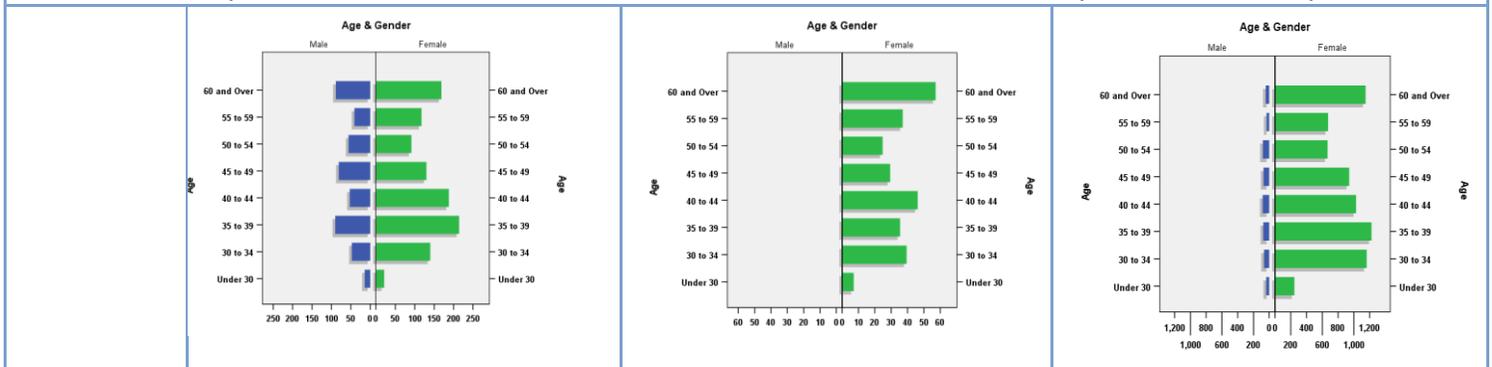
Source: Va. Healthcare Workforce Data Center

At a Glance:

2020 Diversity
 Diversity Index: 38%
 Under 40 Div. Index: 42%

By Specialty
 CRNA: 29%
 CNM: 37%
 CNP: 39%

Age, Race, Ethnicity & Gender												
Race/ Ethnicity	CRNA				CNM				CNP			
	NPs		NPs under 40		NPs		NPs under 40		NPs		NPs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,259	84%	436	84%	217	78%	52	63%	5,820	77%	2,088	74%
Black	83	6%	30	6%	46	16%	20	24%	983	13%	364	13%
Asian	90	6%	26	5%	0	0%	0	0%	339	4%	153	5%
Other Race	19	1%	6	1%	3	1%	3	4%	80	1%	23	1%
Two or more races	27	2%	13	3%	0	0%	0	0%	140	2%	81	3%
Hispanic	27	2%	9	2%	14	5%	7	9%	244	3%	119	4%
Total	1,505	100%	520	100%	280	100%	82	100%	7,606	100%	2,828	100%



Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

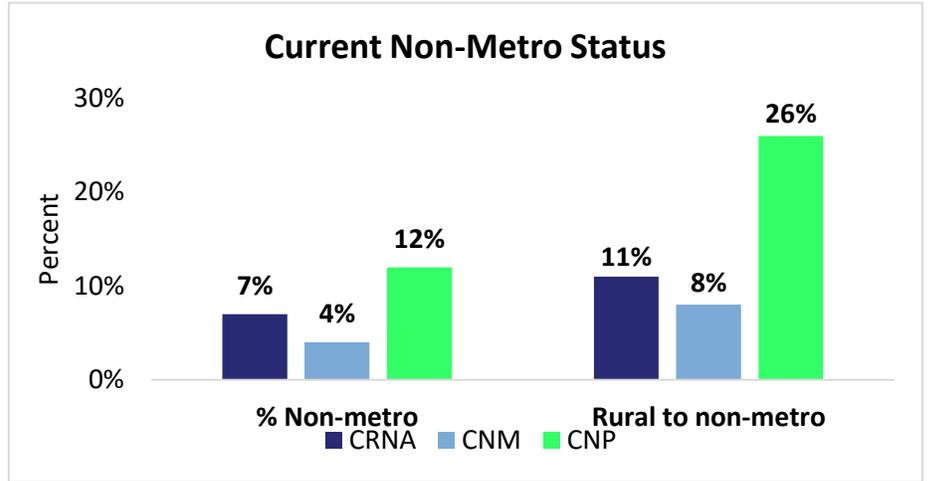
Rural Childhood

CRNA:	31%
CNM:	29%
CNP:	35%
All:	34%

Non-Metro Location

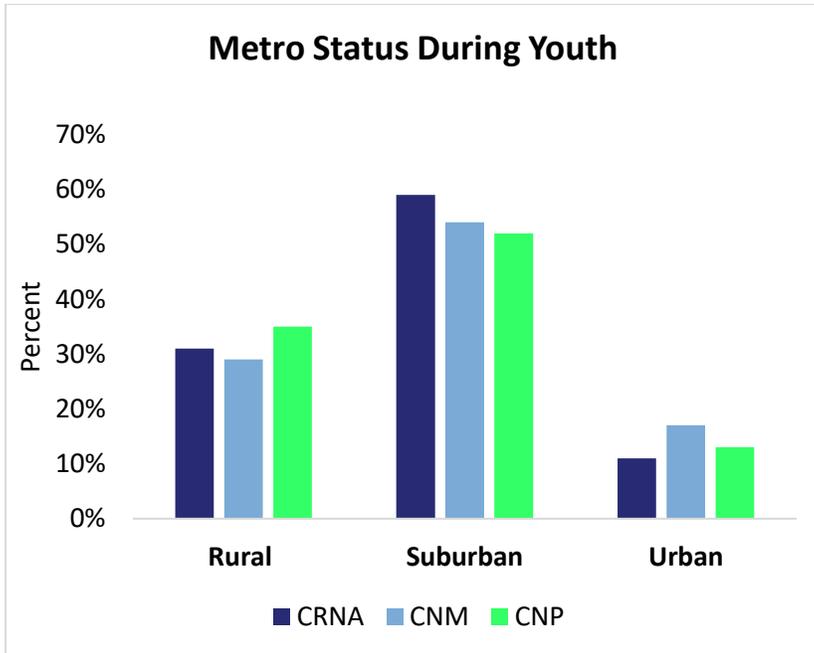
CRNA:	7%
CNM:	4%
CNP:	12%
All:	11%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	NP Degree in VA
CRNA	30%	33%	37%	42%
CNM	29%	32%	39%	30%
CNP	50%	57%	62%	56%
All (2020)	46%	52%	57%	53%



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.

Source: Va. Healthcare Workforce Data Center

Education

A Closer Look:

At a Glance:

Median Educational Debt

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

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to carry education debt; 52% and 87% of all CNMs and of CNMs under age 40, respectively, had education debt. Their median debt was \$70k-\$80k. CRNAs had the highest median education debt but only 45% of them had education debt. CNPs had the lowest median education debt.

Degree	Highest Degree							
	CRNA		CNM		CNP		All (2020)	
	#	%	#	%	#	%	#	%
NP Certificate	120	8%	5	2%	83	1%	207	2%
Master's Degree	1,076	72%	198	71%	5,870	79%	7,182	77%
Post-Masters Cert.	22	1%	44	16%	664	9%	740	8%
Doctorate of NP	179	12%	18	6%	635	9%	833	9%
Other Doctorate	105	7%	14	5%	198	3%	317	3%
Post-Ph.D. Cert.	0	0%	0	0%	0	0%	0	0%
Total	1,502	100%	279	100%	7,450	100%	9,279	100%

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt							
	CRNA		CNM		CNP		All (2020)	
	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40	All NPs	NPs < 40
None	55%	32%	48%	13%	50%	35%	50%	34%
\$20,000 or less	6%	4%	5%	10%	8%	9%	8%	8%
\$20,000-\$29,999	3%	1%	3%	0%	4%	5%	4%	4%
\$30,000-\$39,999	4%	6%	0%	0%	4%	5%	4%	5%
\$40,000-\$49,999	4%	5%	1%	0%	4%	5%	4%	5%
\$50,000-\$59,999	3%	3%	9%	23%	5%	5%	4%	5%
\$60,000-\$69,999	2%	3%	4%	0%	4%	6%	4%	5%
\$70,000-\$79,999	2%	5%	2%	7%	4%	6%	3%	6%
\$80,000-\$89,999	1%	1%	4%	0%	3%	5%	3%	4%
\$90,000-\$99,999	1%	2%	2%	5%	2%	4%	2%	3%
\$100,000-\$109,999	2%	4%	3%	5%	3%	4%	3%	4%
\$110,000-\$119,999	2%	5%	1%	5%	2%	3%	2%	4%
\$120,000 or more	14%	30%	15%	32%	8%	9%	9%	13%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employed in Profession

CRNA:	98%
CNM:	89%
CNP:	96%

Involuntary Unemployment

CRNA:	1%
CNM:	4%
CNP:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Hours	Current Weekly Hours			
	CRNA	CNM	CNP	All (2020)
0 hours	1%	6%	3%	3%
1 to 9 hours	1%	3%	2%	2%
10 to 19 hours	4%	0%	3%	3%
20 to 29 hours	5%	5%	6%	6%
30 to 39 hours	27%	12%	21%	22%
40 to 49 hours	53%	34%	47%	48%
50 to 59 hours	5%	15%	10%	10%
60 to 69 hours	2%	14%	4%	4%
70 to 79 hours	0%	4%	1%	1%
80 or more hours	0%	7%	2%	2%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Over half of CRNAs work 40-49 hours and 7% 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 17% work more than 50 hours.

Current Positions

Positions	CRNA		CNM		CNP		All (2020)	
	#	%	#	%	#	%	#	%
No Positions	19	1%	22	8%	224	3%	265	3%
One Part-Time Position	212	14%	32	12%	996	14%	1,249	14%
Two Part-Time Positions	60	4%	3	1%	254	3%	316	3%
One Full-Time Position	984	65%	168	61%	4,773	65%	5,950	65%
One Full-Time Position & One Part-Time Position	189	13%	40	15%	942	13%	1,185	13%
Two Full-Time Positions	0	0%	0	0%	27	0%	27	0%
More than Two Positions	44	3%	10	4%	108	1%	161	2%
Total	1,508	100%	275	100%	7,324	100%	9,153	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Benefit	Employer-Sponsored Benefits*			
	CRNA	CNM	CNP	All (2020)
Signing/Retention Bonus	27%	22%	13%	16%
Dental Insurance	58%	58%	60%	60%
Health Insurance	61%	61%	62%	63%
Paid Leave	64%	72%	69%	69%
Group Life Insurance	55%	46%	50%	52%
Retirement	71%	72%	71%	72%
Receive at least one benefit	76%	82%	81%	81%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Median Income

CRNA: \$120k-\$130k
 CNM: \$100k-\$110k
 CNP: \$100k-\$110k
 All (2020): \$100k-\$110k

Percent Satisfied

CRNA: 97%
 CNM: 92%
 CNP: 94%

Source: Va. Healthcare Workforce Data Center

CRNAs reported \$120k-\$130k in median income. All other NPs, including CNMs, reported \$100k-\$110k in median income. CNMs were least satisfied with their current employment situation whereas CRNAs were the most satisfied. 5% of CNMs reported being very dissatisfied whereas 2% of the other NPs and 1% of CRNAs reported being very dissatisfied.

Annual Income	Income			
	CRNA	CNM	CNP	All (2020)
Volunteer Work Only	0%	2%	1%	1%
Less than \$40,000	2%	5%	5%	4%
\$40,000-\$49,999	0%	1%	2%	2%
\$50,000-\$59,999	2%	2%	3%	3%
\$60,000-\$69,999	1%	5%	4%	3%
\$70,000-\$79,999	1%	2%	5%	4%
\$80,000-\$89,999	2%	5%	10%	8%
\$90,000-\$99,999	2%	16%	16%	13%
\$100,000-\$109,999	5%	16%	18%	16%
\$110,000-\$119,999	4%	12%	13%	12%
\$120,000 or more	82%	32%	24%	34%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year				
In the past year did you . . . ?	CRNA	CNM	CNP	All (2020)
Experience Involuntary Unemployment?	6%	3%	3%	4%
Experience Voluntary Unemployment?	3%	7%	5%	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	2%	3%	3%	3%
Work two or more positions at the same time?	19%	17%	19%	19%
Switch employers or practices?	7%	8%	9%	9%
Experienced at least 1	31%	31%	31%	31%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Involuntarily Unemployed

CRNA: 6%
 CNM: 3%
 CNP: 3%

Underemployed

CRNA: 2%
 CNM: 3%
 CNP: 3%

Over 2 Years Job Tenure

CRNA: 68%
 CNM: 48%
 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	2%	5%	4%	7%	2%	7%
< 6 Months	5%	9%	3%	10%	8%	14%
6 Months-1 yr	6%	13%	13%	11%	13%	17%
1 to 2 Years	19%	19%	32%	35%	23%	21%
3 to 5 Years	30%	34%	17%	9%	25%	19%
6 to 10 Years	15%	11%	14%	17%	13%	11%
> 10 Years	23%	9%	17%	11%	16%	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 85% of them were paid that way, compared to 55% of CRNAs and 69% of CNPs.

Primary Work Site	Forms of Payment			
	CRNA	CNM	CNP	All (2020)
Salary/ Commission	55%	87%	69%	67%
Hourly Wage	36%	11%	26%	27%
By Contract	9%	3%	4%	5%
Unpaid	0%	0%	1%	0%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

% in Top 3 Regions

CRNA: 76%
 CNM: 72%
 CNP: 70%

2 or More Locations Now

CRNA: 28%
 CNM: 24%
 CNP: 23%

Source: Va. Healthcare Workforce Data Center

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

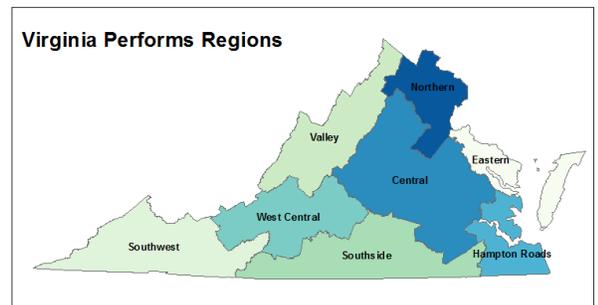
Virginia Performs Region	Regional Distribution of Work Locations					
	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	27%	22%	19%	29%	27%	22%
Eastern	1%	0%	1%	0%	2%	2%
Hampton Roads	19%	23%	21%	14%	18%	15%
Northern	30%	31%	33%	15%	26%	22%
Southside	3%	2%	1%	0%	4%	3%
Southwest	2%	2%	1%	4%	8%	6%
Valley	2%	3%	10%	8%	6%	6%
West Central	12%	8%	14%	5%	9%	11%
Virginia Border State/DC	1%	2%	0%	18%	1%	4%
Other US State	1%	4%	0%	7%	1%	9%
Outside of the US	0%	1%	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	22	2%	22	8%	278	4%
1	1,053	71%	176	67%	5,288	73%
2	161	11%	38	15%	1,021	14%
3	203	14%	23	9%	558	8%
4	23	2%	0	0%	64	1%
5	12	1%	3	1%	21	0%
6 +	16	1%	0	0%	40	1%
Total	1,489	100%	262	100%	7,270	100%

Source: Va. Healthcare Workforce Data Center

*At survey completion (birth month of respondents)



A Closer Look:

Sector	Location Sector							
	CRNA		CNM		CNP		All (2020)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
For-Profit	56%	67%	53%	56%	52%	63%	53%	63%
Non-Profit	37%	25%	30%	30%	33%	27%	33%	27%
State/Local Government	3%	3%	8%	7%	9%	8%	8%	7%
Veterans Administration	2%	0%	0%	0%	3%	1%	2%	1%
U.S. Military	2%	3%	6%	7%	2%	1%	2%	1%
Other Federal Government	0%	1%	3%	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, 93% of them worked in the sector compared to 83% of CNMs and 85% of CNPs. Meanwhile, CRNAs had the lowest percent working in state, local or federal government.

At a Glance:
(Primary Locations)

For-Profit Primary Sector

CRNA: 56%
CNM: 53%
CNP: 52%

Top Establishments

CRNA: Inpatient Department
CNM: Inpatient Department
CNP: Clinic, Primary Care

Source: Va. Healthcare Workforce Data Center

Electronic Health Records (EHRs) and Telehealth				
	CRNA	CNM	CNP	All (2020)
Meaningful use of EHRs	11%	22%	32%	29%
Remote Health, Caring for Patients in Virginia	1%	15%	18%	15%
Remote Health, Caring for Patients Outside of Virginia	0%	3%	4%	3%
Use at least one	12%	30%	41%	36%

Source: Va. Healthcare Workforce Data Center

More than a third of the state NP workforce use at least one EHRs. 15% 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 (2020)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
Hospital, Inpatient Department	37%	36%	20%	42%	15%	14%	20%	18%
Clinic, Primary Care or Non-Specialty	1%	2%	12%	3%	21%	16%	17%	12%
Physician Office	1%	3%	12%	5%	10%	5%	8%	4%
Academic Institution (Teaching or Research)	4%	3%	11%	8%	8%	10%	8%	9%
Private practice, group	9%	3%	17%	8%	8%	6%	8%	5%
Hospital, Outpatient Department	11%	10%	5%	0%	7%	3%	7%	4%
Ambulatory/Outpatient Surgical Unit	21%	33%	0%	0%	1%	1%	4%	7%
Clinic, Non-Surgical Specialty	0%	1%	7%	6%	4%	4%	3%	4%
Long Term Care Facility, Nursing Home	0%	0%	0%	0%	4%	4%	3%	3%
Mental Health, or Substance Abuse, Outpatient Center	2%	4%	0%	0%	3%	4%	2%	3%
Hospital, Emergency Department	0%	0%	0%	0%	2%	4%	2%	4%
Private practice, solo	0%	0%	2%	3%	2%	4%	2%	4%
Home health care	0%	0%	0%	0%	2%	2%	1%	2%
Other Practice Setting	13%	5%	14%	26%	14%	23%	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 and CNMs. 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:	87%

Education Role

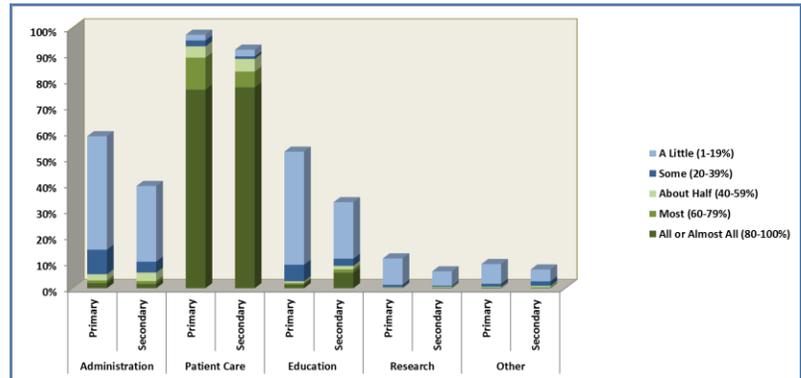
CRNA:	1%
CNM:	5%
CNP:	2%

Admin Role

CRNA:	2%
CNM:	3%
CNP:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

On average, 89% 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 87% of CNMs and CNPs, respectively.

Time Spent	Patient Care Time Allocation							
	CRNA		CNM		CNP		All (2020)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	89%	91%	65%	76%	74%	74%	76%	77%
Most (60-79%)	6%	3%	21%	0%	13%	7%	12%	6%
About Half (40-59%)	1%	3%	5%	8%	5%	5%	4%	5%
Some (20-39%)	1%	0%	2%	3%	3%	1%	2%	1%
A Little (1-20%)	2%	0%	1%	0%	2%	3%	2%	3%
None (0%)	1%	2%	6%	11%	3%	10%	3%	8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

	Future Plans					
	CRNA		CNM		CNP	
2 Year Plans:	#	%	#	%	#	%
Decrease Participation						
Leave Profession	8	0%	0	0%	92	1%
Leave Virginia	57	3%	5	5%	226	3%
Decrease Patient Care Hours	167	10%	26	8%	597	7%
Decrease Teaching Hours	3	0%	3	1%	60	1%
Increase Participation						
Increase Patient Care Hours	103	6%	19	6%	956	11%
Increase Teaching Hours	76	4%	47	15%	1,050	12%
Pursue Additional Education	72	4%	49	15%	1,207	14%
Return to Virginia's Workforce	6	0%	14	4%	51	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement within 2 Years

CRNA:	7%
CNM:	9%
CNP:	5%

Retirement within 10 Years

CRNA:	21%
CNM:	26%
CNP:	19%

Source: Va. Healthcare Workforce Data Center

43%, 29% and 36% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 26%, 25%, and 24% of CRNAs, CNMs, and CNPs, respectively, aged 50 or over expect to retire by the same age. Meanwhile, 3%, 8%, and 7% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

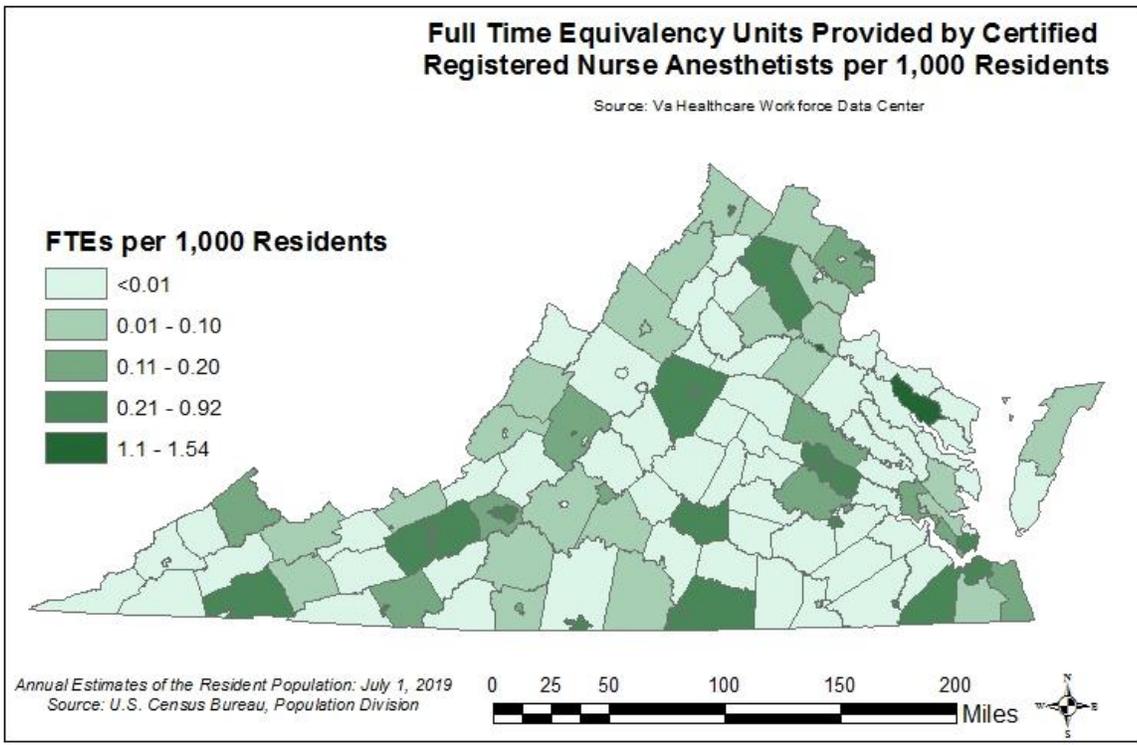
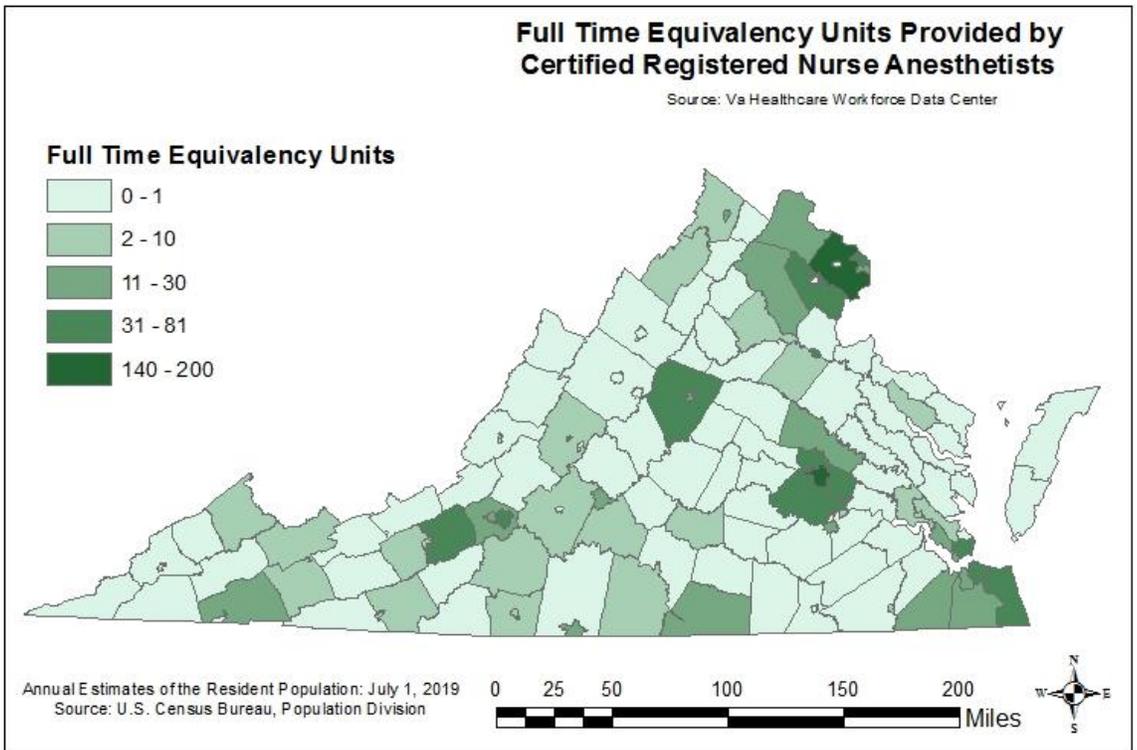
Expected Retirement Age	CRNA		CNM		CNP		All (2020)	
	All NPs	NP >50 yrs						
Under age 50	0%	-	3%	-	1%	-	1%	-
50 to 54	2%	0%	0%	0%	3%	0%	3%	0%
55 to 59	8%	2%	9%	10%	8%	3%	8%	3%
60 to 64	32%	24%	17%	14%	23%	21%	25%	21%
65 to 69	39%	46%	39%	42%	39%	42%	39%	43%
70 to 74	13%	20%	21%	29%	14%	19%	14%	20%
75 to 79	3%	5%	3%	0%	3%	5%	3%	5%
80 or over	1%	1%	1%	2%	1%	2%	1%	2%
I do not intend to retire	3%	2%	8%	2%	7%	7%	6%	6%
Total	100%							

Source: Va. Healthcare Workforce Data Center

Expect to retire within. . .	Time to Retirement							
	CRNA		CNM		CNP		All (2020)	
	#	%	#	%	#	%	#	%
2 years	94	7%	20	9%	312	5%	426	5%
5 years	44	3%	18	8%	171	3%	233	3%
10 years	144	11%	23	10%	692	11%	858	11%
15 years	171	13%	26	11%	688	11%	884	11%
20 years	193	14%	23	10%	716	11%	935	12%
25 years	183	13%	34	15%	870	14%	1,088	14%
30 years	222	16%	9	4%	905	14%	1,146	14%
35 years	172	13%	38	16%	879	14%	1,106	14%
40 years	70	5%	17	7%	484	8%	576	7%
45 years	16	1%	5	2%	137	2%	158	2%
50 years	10	1%	0	0%	63	1%	73	1%
55 years	0	0%	0	0%	12	0%	15	0%
In more than 55 years	0	0%	0	0%	6	0%	6	0%
Do not intend to retire	40	3%	18	8%	413	7%	479	6%
Total	1,360	100%	231	100%	6,348	100%	7,983	100%

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2030. Retirement will peak at 14% of the current workforce around 2045 before declining to under 10% of the current workforce again around 2060.



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%.

