
Virginia's Licensed Advanced Practice Registered Nurse Workforce: Comparison by Specialty

Healthcare Workforce Data Center

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Over 12,000 Licensed Advanced Practice Registered Nurse voluntarily participated in the 2021 and 2022 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 their ongoing cooperation.

Thank You!

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Results in Brief

This is a special report created for the Committee of the Joint Boards of Nursing and Medicine. The report uses data from the 2022 and 2023 Advanced Practice Registered Nurse 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 APRNs have access to the survey in any given year. Two years' worth of data, therefore, will allow all eligible Advanced Practice Registered Nurses (APRNs) the opportunity to complete the survey. The 2022 survey occurred between October 2021 and September 2022; the 2023 survey occurred between October 2022 and September 2023. The survey was available to all renewing APRNs 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 APRNs 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 APRNs. Over 80% of APRNs are CNPs and CNMs constitute only 3% of APRNs. The full time equivalency units are also similarly distributed by specialty.

Nine of ten APRNs are female; CNMs are all female whereas approximately 71% of CRNAs are female; 92% of CNPs are female. The median age of all APRNs is 44. The median age of CRNAs is 46 and the median age for CNMs and CNPs is 44. In a random encounter between two APRNs, there is a 44% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNMs were the least diverse with 36% diversity index; CRNAs and CNPs had 41% and 45% diversity indices, respectively. Overall, 11% of APRNs work in rural areas. CNPs had the highest rural workforce participation; 13% of CNPs work in rural areas compared to 6% and 7% of CRNAs and CNMs, respectively.

CRNAs had the highest educational attainment with 19% reporting a doctor of nursing practice degree; only 10% of CNMs and 10% of CNPs did. However, CNMs reported the highest median education debt of \$95k and half of CNMs had education debt. Over half of CNPs also reported education debt although they had the lowest median at \$60k-\$70k. CRNAs had \$80-\$90k in education debt but only 40% of all CRNAs carried education debt.

CRNAs reported the highest median annual income, \$120k or more per year, which reflected the median for all APRNs. Further, 87% of CRNAs reported \$120,000 or more in annual income compared to 38% of CNMs and 24% of CNPs. However, only 68% of CRNAs received at least one employer-sponsored benefit compared to 81% of CNMs and 80% of CNPs. Overall, 93% of APRNs are satisfied with their current employment situation. However, only 89% of CNMs were satisfied compared to 97% of CRNAs and 93% of CNPs. Almost a third of all APRNs reported employment instability in the year prior to the survey, with CNMs being most likely to report employment instability.

CRNAs had the highest participation in the private sector, 92% of them worked in the sector compared to 87% of CNMs and 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 13% of CRNAs used at least one form of electronic health record or telehealth compared to 42% of CNMs and 45% of CNPs. More than one in four CRNAs plan to retire within the next decade compared to 21% of CNMs and 18% of CNPs. About 50%, 36% and 40% of CRNAs, CNMs, and CNPs, respectively, plan to retire by the age of 65. Meanwhile, 3%, 4%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not intend to retire.

A Closer Look:

At a Glance:

Licensed APRNs

Total:	21,235
CRNA:	2,771
CNM:	531
CNP:	17,933

Response Rates

All Licensees: (2022 & 2023)	61%
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Source: Va. Healthcare Workforce Data Center

This report uses data from the 2022 and 2023 APRN Surveys, and licensure data retrieved in October 2023. Two years of survey data were used to get a complete portrait of the APRN workforce since APRNs are surveyed every two years in their birth month. Thus, every APRN would have been eligible to complete a survey in only one of the two years. Newly licensed APRNs do not complete the survey, so they are excluded from the survey. From the licensure data, 2,771 of APRNs reported their first specialty as CRNA; 531 had a first specialty of CNM, and 17,933 had other first specialties. However, 86 CNMs reported one additional specialty. 28 CRNAs also reported one other specialty. “At a Glance” shows the break down by specialty. Over 80% are CNPs, 13% are CRNAs, and about 3% are CNMs.

Response Rates				
	CRNA	CNM	CNP	Total
Completed Surveys 2022	830	160	4,780	5,770
Completed Surveys 2023	965	170	5,965	7,100
Response Rate, all licensees	65%	62%	60%	61%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. An average of 61% of APRNs submitted a survey in both 2022 and 2023. As shown above, the response rate was highest for CRNAs and lowest for CNPs.

Not in Workforce in Past Year				
	CRNA	CNM	CNP	All 2022
% of Licensees not in VA Workforce	31%	19%	26%	19%
% in Federal Employee or Military:	7%	21%	11%	13%
% Working in Virginia Border State or DC	15%	15%	22%	20%

Source: Va. Healthcare Workforce Data Center

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

Definitions

- 1. The Survey Period:** The survey was conducted between October 2021 and September 2022, and between October 2022 and September 2023, on the birth month of each renewing practitioner.
- 2. Target Population:** All APRNs who held a Virginia license at some point during the survey period.
- 3. Survey Population:** The survey was available to APRNs who renewed their licenses online. It was not available to those who did not renew, including APRNs newly licensed during the survey time frame.

A Closer Look:

At a Glance:

2021 and 2022 Workforce

Virginia's APRN

Workforce: 15,591

FTEs: 13,435

Workforce by Specialty

CRNA: 2,173

CNM: 427

CNP: 12,991

FTE by Specialty

CRNA: 1,869

CNM: 409

CNP: 11,176

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 APRN Workforce								
	CRNA		CNM		CNP		All (2023)	
Status	#	%	#	%	#	%	#	%
Worked in Virginia in Past Year	2,162	99%	409	96%	12,737	98%	15,308	98%
Looking for Work in Virginia	11	1%	18	4%	254	2%	283	2%
Virginia's Workforce	2,173	100%	427	100%	12,991	100%	15,591	100%
Total FTEs	1,869		409		11,176		13,435	
Licensees	2,771		531		17,933		21,235	

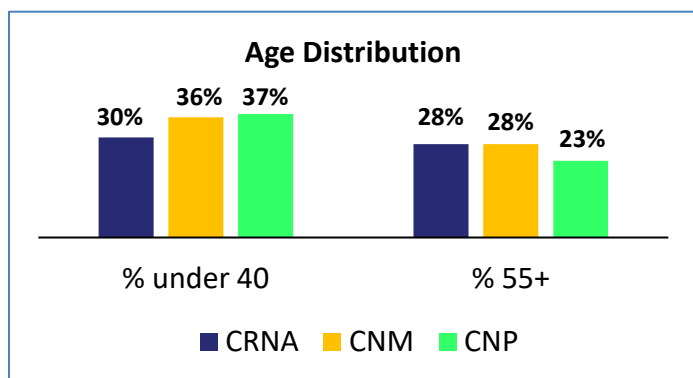
Source: Va. Healthcare Workforce Data Center

CNPs provided 83% of the nurse practitioner FTEs in the state. CRNAs provided 14% 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 the other APRNs.

A Closer Look (All Nurse Practitioners in 2023):

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	33	8%	381	92%	414	3%
30 to 34	163	9%	1,766	92%	1,929	16%
35 to 39	187	9%	1,939	91%	2,125	17%
40 to 44	216	11%	1,816	89%	2,032	16%
45 to 49	181	13%	1,269	88%	1,450	12%
50 to 54	161	11%	1,326	89%	1,486	12%
55 to 59	107	11%	879	89%	986	8%
60 +	220	11%	1,767	89%	1,987	16%
Total	1,269	10%	11,142	90%	12,411	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:	93%

% Female <40 by Specialty

CRNA:	77%
CNM:	100%
CNP:	93%

Source: Va. Healthcare Workforce Data Center

CNMs have and CNPs have a median age of 44.
The median age of CRNAs is 46.

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	5	100%	5	0%	11	100%	11	3%	361	90%	401	4%
30 to 34	195	78%	250	14%	44	100%	44	12%	1,545	93%	1,661	15%
35 to 39	205	77%	269	15%	69	100%	69	19%	1,840	95%	1,947	18%
40 to 44	228	73%	314	17%	71	98%	73	20%	1,734	91%	1,907	17%
45 to 49	177	69%	257	14%	34	100%	34	9%	1,213	91%	1,329	12%
50 to 54	181	71%	256	14%	41	100%	41	11%	1,240	92%	1,342	12%
55 to 59	117	68%	173	9%	19	100%	19	5%	732	93%	791	7%
60 +	204	63%	322	17%	79	100%	79	21%	1,516	93%	1,631	15%
Total	1,313	71%	1,847	100%	369	100%	370	100%	10,181	93%	11,010	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look (All APRNs in 2023):

Race & Ethnicity (2023)					
Race/ Ethnicity	Virginia*	APRNs		APRNs under 40	
	%	#	%	#	%
White	59%	9,662	73%	3,385	73%
Black	18%	1,866	14%	560	12%
Asian	7%	794	6%	326	7%
Other Race	1%	137	1%	35	1%
Two or more races	5%	297	2%	106	2%
Hispanic	10%	468	4%	209	5%
Total	100%	13,224	100%	4,621	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, 2022.

Source: Va. Healthcare Workforce Data Center

At a Glance:

2023 Diversity

Diversity Index: 44%

Under 40 Div. Index: 44%

Diversity by Specialty

CRNA: 41%

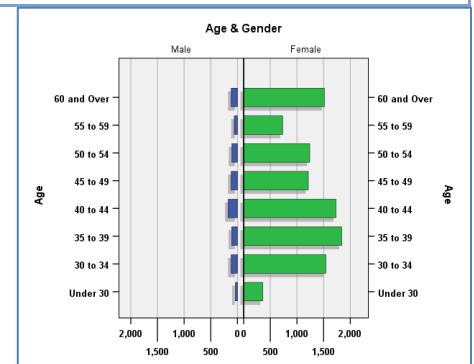
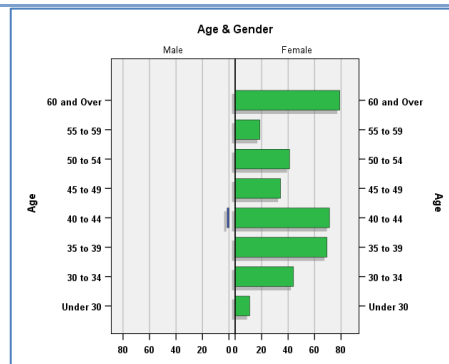
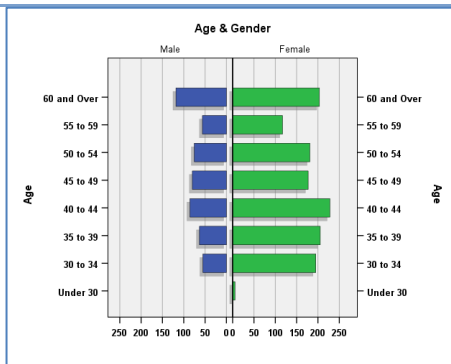
CNM: 36%

CNP: 45%

Source: Va. Healthcare Workforce Data Center

Age, Race, Ethnicity & Gender

Race/ Ethnicity	CRNA				CNM				CNP			
	APRNs		APRNs under 40		APRNs		APRNs under 40		APRNs		APRNs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%
White	1,393	76%	380	73%	290	79%	104	81%	7,979	72%	2,902	73%
Black	162	9%	44	8%	46	13%	18	14%	1,658	15%	498	13%
Asian	119	6%	40	8%	1	0%	0	0%	674	6%	286	7%
Other Race	19	1%	2	0%	4	1%	0	0%	115	1%	33	1%
Two or more races	63	3%	24	5%	8	2%	2	2%	225	2%	80	2%
Hispanic	89	5%	31	6%	19	5%	5	4%	360	3%	174	4%
Total	1,845	100%	521	100%	368	100%	129	100%	11,011	100%	3,973	100%



Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Rural Childhood

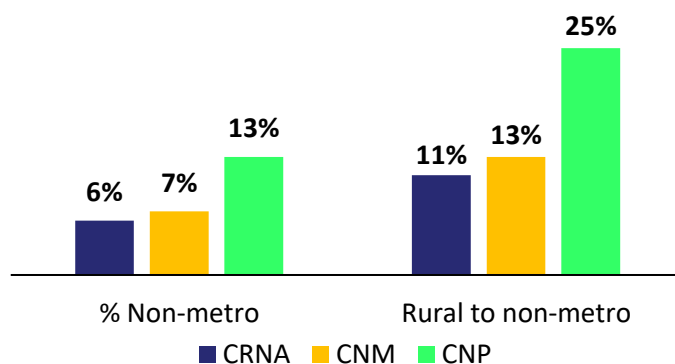
CRNA:	28%
CNM:	27%
CNP:	36%
All:	34%

Non-Metro Location

CRNA:	6%
CNM:	7%
CNP:	13%
All:	11%

Source: Va. Healthcare Workforce Data Center

Current Non-Metro Status

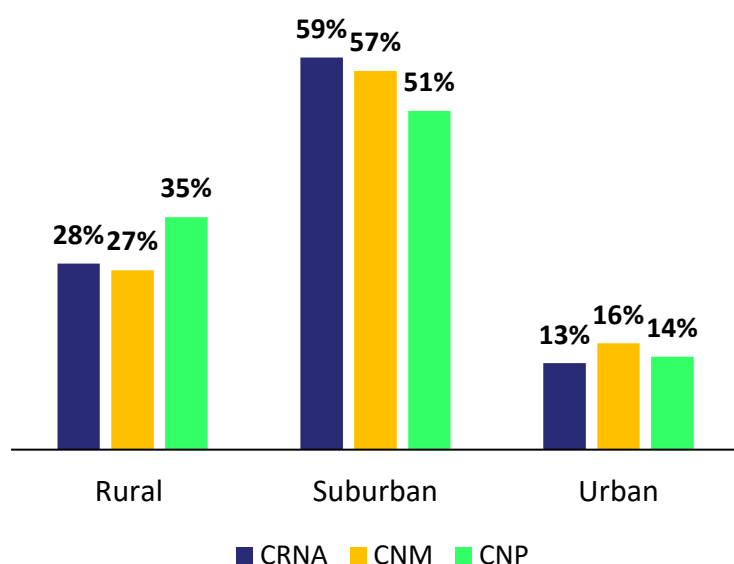


Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	APRN Degree in VA
CRNA	29%	30%	35%	36%
CNM	31%	32%	39%	24%
CNP	47%	54%	59%	53%
All (2022)	43%	50%	55%	49%

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 APRN education in the state. Also, CNPs had the highest percent reporting a non-metro work location.

A Closer Look:

At a Glance:

Median Educational Debt

CRNA:	\$80k-\$90k
CNM:	\$90k-\$100k
CNP:	\$60k-\$70k

Source: Va. Healthcare Workforce Data Center

CNPs were most likely to carry education debt; 53% of all CNPs and 63% of CNPs under age 40 had education debt. However, CNPs had the lowest median education debt. CNMs had the highest median debt at \$90k-\$100K. Additionally, 50% of all CNMs, and 66% of CNMs under 40 reported education debt.

Highest Degree								
Degree	CRNA		CNM		CNP		All (2023)	
	#	%	#	%	#	%	#	%
NP Certificate	111	6%	13	4%	112	1%	236	2%
Master's Degree	1,187	66%	275	74%	8,388	78%	9,850	76%
Post-Masters Cert.	18	1%	34	9%	907	8%	960	7%
Doctorate of NP	351	19%	38	10%	1,094	10%	1,484	11%
Other Doctorate	134	7%	10	3%	296	3%	441	3%
Post-Ph.D. Cert.	0	0%	0	0%	3	0%	3	0%
Total	1,801	100%	370	100%	10,800	100%	12,974	100%

Source: Va. Healthcare Workforce Data Center

Educational Debt								
Amount Carried	CRNA		CNM		CNP		All (2023)	
	All	Under 40	All	Under 40	All	Under 40	All	Under 40
None	60%	35%	50%	34%	47%	37%	49%	36%
\$20,000 or less	6%	4%	4%	3%	7%	8%	7%	7%
\$20,000-\$29,999	2%	2%	<1%	0%	4%	5%	4%	5%
\$30,000-\$39,999	2%	3%	3%	3%	4%	5%	4%	5%
\$40,000-\$49,999	3%	5%	3%	4%	4%	6%	4%	5%
\$50,000-\$59,999	2%	1%	2%	4%	4%	5%	4%	5%
\$60,000-\$69,999	2%	4%	2%	1%	4%	6%	4%	6%
\$70,000-\$79,999	2%	4%	3%	6%	4%	5%	4%	5%
\$80,000-\$89,999	3%	5%	3%	3%	4%	4%	3%	4%
\$90,000-\$99,999	1%	2%	3%	3%	3%	4%	3%	3%
\$100,000-\$109,999	2%	3%	4%	4%	3%	3%	3%	4%
\$110,000-\$119,999	1%	2%	4%	11%	2%	3%	2%	3%
\$120,000 or more	14%	29%	4%	3%	10%	8%	10%	11%
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:	0%
CNM:	1%
CNP:	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Weekly Hours				
Hours	CRNA	CNM	CNP	All (2023)
0 hours	1%	7%	3%	3%
1 to 9 hours	1%	2%	1%	1%
10 to 19 hours	3%	5%	3%	3%
20 to 29 hours	8%	4%	7%	7%
30 to 39 hours	24%	15%	20%	20%
40 to 49 hours	53%	37%	49%	49%
50 to 59 hours	7%	14%	11%	11%
60 to 69 hours	2%	11%	4%	4%
70 to 79 hours	<1%	3%	1%	1%
80 or more hours	<1%	3%	2%	2%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Over half of CRNAs work 40-49 hours and approximately 10% work more than 50 hours whereas about 37% of CNMs work 40-49 hours and 31% work more than 50 hours. Close to half of CNPs work 40-49 hours and 18% work more than 50 hours.

Current Positions								
Positions	CRNA		CNM		CNP		All (2023)	
	#	%	#	%	#	%	#	%
No Positions	19	1%	25	7%	289	3%	333	3%
One Part-Time Position	254	14%	6	2%	1,383	13%	1,679	13%
Two Part-Time Positions	101	6%	17	5%	429	4%	550	4%
One Full-Time Position	1,056	59%	14	4%	6,925	65%	8,203	64%
One Full-Time Position & One Part-Time Position	244	14%	54	15%	1,293	12%	1,578	12%
Two Full-Time Positions	10	1%	132	37%	43	0%	53	<1%
More than Two Positions	117	6%	49	14%	211	2%	338	3%
Total	1,801	100%	41	11%	10,573	100%	12,734	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Benefit	Employer-Sponsored Benefits*			
	CRNA	CNM	CNP	All (2023)
Signing/Retention Bonus	30%	20%	15%	17%
Dental Insurance	50%	59%	58%	57%
Health Insurance	51%	61%	60%	59%
Paid Leave	53%	70%	68%	66%
Group Life Insurance	45%	47%	46%	46%
Retirement	62%	72%	67%	66%
Receive at least one benefit	68%	81%	80%	78%
*Wage and salaried employees receiving from any employer at time of survey.				

Source: Va. Healthcare Workforce Data Center

CRNAs reported \$120k or more in median income. All other NPs, including CNMs, reported \$90k-\$110k in median income. CNMs were the least satisfied with their current employment situation whereas CRNAs were the most satisfied. Approximately 1% of CRNAs, CNMs, and CNPs reported being very dissatisfied.

At a Glance:

Median Income

CRNA: \$120k or more
 CNM: \$100k-\$110k
 CNP: \$90k-\$100K
 All (2022): \$120k or More

Percent Satisfied

CRNA: 97%
 CNM: 89%
 CNP: 93%

Source: Va. Healthcare Workforce Data Center

Annual Income	Income			
	CRNA	CNM	CNP	All (2023)
Volunteer Work Only	0%	1%	1%	1%
Less than \$40,000	1%	6%	4%	4%
\$40,000-\$49,999	0%	2%	2%	2%
\$50,000-\$59,999	1%	5%	2%	2%
\$60,000-\$69,999	0%	1%	3%	3%
\$70,000-\$79,999	1%	3%	5%	4%
\$80,000-\$89,999	2%	8%	7%	6%
\$90,000-\$99,999	2%	10%	10%	9%
\$100,000-\$109,999	3%	16%	17%	15%
\$110,000-\$119,999	2%	11%	15%	13%
\$120,000 or more	87%	38%	34%	41%
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 (2023)
Experience Involuntary Unemployment?	1%	1%	1%	1%
Experience Voluntary Unemployment?	3%	11%	5%	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1%	4%	3%	3%
Work two or more positions at the same time?	23%	20%	18%	19%
Switch employers or practices?	6%	10%	10%	9%
Experienced at least 1	30%	35%	30%	30%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Involuntarily Unemployed

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

Underemployed

CRNA:	3%
CNM:	11%
CNP:	5%

Over 2 Years Job Tenure

CRNA:	64%
CNM:	46%
CNP:	53%

Source: Va. Healthcare Workforce Data Center

Job Tenure at Location						
Tenure	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Not Currently Working at this Location	2%	5%	5%	6%	2%	6%
< 6 Months	6%	11%	8%	15%	11%	16%
6 Months-1 yr	9%	11%	14%	11%	13%	15%
1 to 2 Years	23%	20%	27%	30%	23%	22%
3 to 5 Years	22%	24%	21%	20%	24%	22%
6 to 10 Years	15%	15%	14%	10%	14%	10%
> 10 Years	23%	14%	11%	9%	14%	8%
Total	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

80% of CNMs were be paid by salary or commission, as compared to 49% of CRNAs and 68% of CNPs. This makes CNMs the most likely to be paid in this way.

Forms of Payment				
Primary Work Site	CRNA	CNM	CNP	All (2023)
Salary/ Commission	49%	80%	68%	66%
Hourly Wage	36%	16%	25%	27%
By Contract	14%	3%	6%	7%
Unpaid	<1%	1%	1%	<1%
Total	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

% in Top 3 Regions

CRNA:	77%
CNM:	68%
CNP:	68%

2 or More Locations Now

CRNA:	32%
CNM:	23%
CNP:	24%

Source: Va. Healthcare Workforce Data Center

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

A Closer Look

Regional Distribution of Work Locations						
Virginia Performs Region	CRNA		CNM		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary
Central	26%	17%	18%	31%	25%	17%
Eastern	1%	0%	1%	1%	2%	1%
Hampton Roads	24%	26%	17%	19%	17%	17%
Northern	27%	30%	33%	14%	27%	24%
Southside	2%	2%	4%	1%	4%	3%
Southwest	2%	3%	1%	1%	7%	7%
Valley	4%	3%	10%	16%	6%	5%
West Central	9%	6%	11%	10%	10%	9%
Virginia Border State/DC	1%	2%	2%	1%	1%	4%
Other US State	3%	9%	4%	7%	2%	12%
Outside of the US	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%

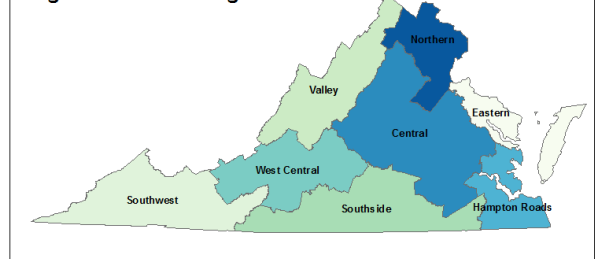
Source: Va. Healthcare Workforce Data Center

Number of Work Locations Now*						
Locations	CRNA		CNM		CNP	
	#	%	#	%	#	%
0	27	2%	2	8%	383	4%
1	1,180	66%	356	66%	7,596	72%
2	306	17%	29	17%	1,687	16%
3	194	11%	235	6%	692	7%
4	41	2%	60	2%	66	1%
5	18	1%	23	0%	39	0%
6 +	16	1%	7	1%	66	1%
Total	1,782	100%	356	100%	10,529	100%

Source: Va. Healthcare Workforce Data Center

*At survey completion (birth month of respondents)

Virginia Performs Regions



A Closer Look:

Sector	Location Sector							
	CRNA		CNM		CNP		All (2023)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
For-Profit	54%	68%	55%	50%	54%	63%	54%	63%
Non-Profit	38%	28%	32%	40%	33%	27%	34%	27%
State/Local Government	4%	2%	7%	7%	8%	7%	7%	6%
Veterans Administration	2%	1%	0%	0%	3%	1%	2%	1%
U.S. Military	3%	2%	3%	3%	2%	1%	2%	1%
Other Federal Government	<1%	0%	2%	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, 92% of them worked in the sector compared to 87% of CNMs and CNPs. Meanwhile, CRNAs had the lowest percent working in state, local or federal government.

At a Glance: (Primary Locations)

For-Profit Primary Sector

CRNA:	54%
CNM:	55%
CNP:	54%

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 (2023)
Meaningful use of EHRs	12%	30%	31%	28%
Remote Health, Caring for Patients in Virginia	1%	22%	29%	25%
Remote Health, Caring for Patients Outside of Virginia	<1%	7%	7%	6%
Use at least one	13%	42%	45%	40%

Source: Va. Healthcare Workforce Data Center

More than a quarter of the state APRN workforce used at least one EHR. 25% 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 (2023)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
Clinic, Primary Care or Non-Specialty	1%	3%	13%	23%	23%	16%	19%	14%
Hospital, Inpatient Department	39%	29%	19%	23%	14%	13%	18%	16%
Physician Office	1%	3%	6%	2%	8%	4%	7%	4%
Academic Institution (Teaching or Research)	11%	6%	9%	5%	6%	8%	7%	7%
Private practice, group	2%	3%	17%	11%	7%	5%	6%	5%
Hospital, Outpatient Department	14%	11%	4%	0%	6%	3%	7%	4%
Clinic, Non-Surgical Specialty	1%	1%	5%	1%	5%	5%	4%	4%
Ambulatory/Outpatient Surgical Unit	19%	33%	3%	5%	1%	1%	4%	6%
Long Term Care Facility, Nursing Home	0%	0%	0%	0%	4%	5%	3%	4%
Hospital, Emergency Department	3%	2%	1%	2%	3%	4%	3%	4%
Mental Health, or Substance Abuse, Outpatient Center	0%	0%	0%	0%	5%	6%	4%	5%
Private practice, solo	0%	1%	3%	6%	2%	3%	2%	3%
Hospice	0%	0%	0%	0%	1%	3%	1%	3%
Other Practice Setting	9%	8%	18%	21%	15%	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 CRNAs and CNMs. For CNPs, primary care clinic was the most mentioned primary work establishment, followed by the inpatient department.

At a Glance: (Primary Locations)

Patient Care Role

CRNA:	95%
CNM:	80%
CNP:	87%

Education Role

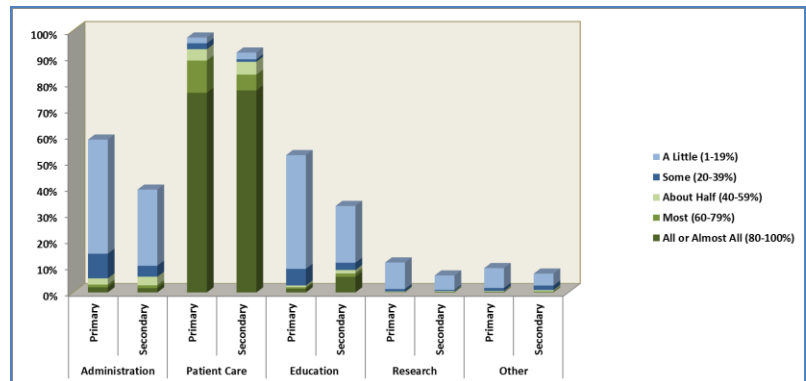
CRNA:	<1%
CNM:	3%
CNP:	2%

Admin Role

CRNA:	2%
CNM:	4%
CNP:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

On average, 87% of all APRNs 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 80% of CNMs and 87% CNPs.

Time Spent	Patient Care Time Allocation							
	CRNA		CNM		CNP		All (2023)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	89%	93%	62%	79%	71%	72%	74%	76%
Most (60-79%)	6%	2%	19%	7%	15%	9%	14%	8%
About Half (40-59%)	2%	1%	10%	3%	5%	5%	5%	4%
Some (20-39%)	1%	0%	5%	2%	3%	2%	3%	2%
A Little (1-20%)	1%	1%	2%	2%	3%	3%	2%	3%
None (0%)	2%	1%	3%	5%	3%	8%	3%	7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Future Plans						
	CRNA		CNM		CNP	
2 Year Plans:	#	%	#	%	#	%
Decrease Participation						
Leave Profession	19	1%	13	3%	119	1%
Leave Virginia	56	3%	12	3%	298	2%
Decrease Patient Care Hours	249	11%	61	14%	1,262	10%
Decrease Teaching Hours	6	0%	1	0%	106	1%
Increase Patient Care Hours	112	5%	47	11%	1,461	11%
Increase Teaching Hours	99	5%	56	13%	1,440	11%
Pursue Additional Education	77	4%	52	12%	1,660	13%
Return to Virginia's Workforce	4	0%	8	2%	91	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement within 2 Years

CRNA:	8%
CNM:	8%
CNP:	5%

Retirement within 10 Years

CRNA:	26%
CNM:	21%
CNP:	18%

Source: Va. Healthcare Workforce Data Center

50%, 36% and 40% of CRNAs, CNMs, and CNPs, respectively, expect to retire by the age of 65. Further, 35%, 24%, and 24% of CRNAs, CNMs, and CNPs, respectively, aged 50 or over expect to retire by the same age. Meanwhile, 3%, 4%, and 6% of CRNAs, CNMs, and CNPs, respectively, do not plan to retire at all.

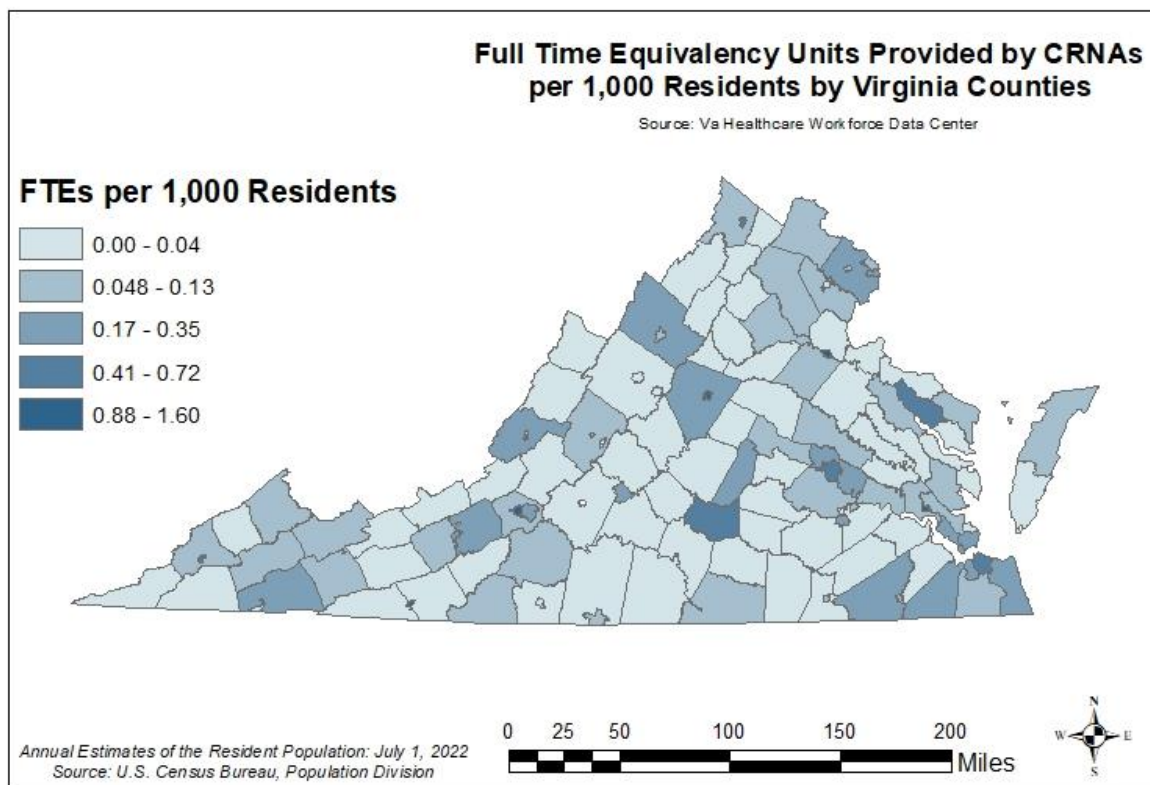
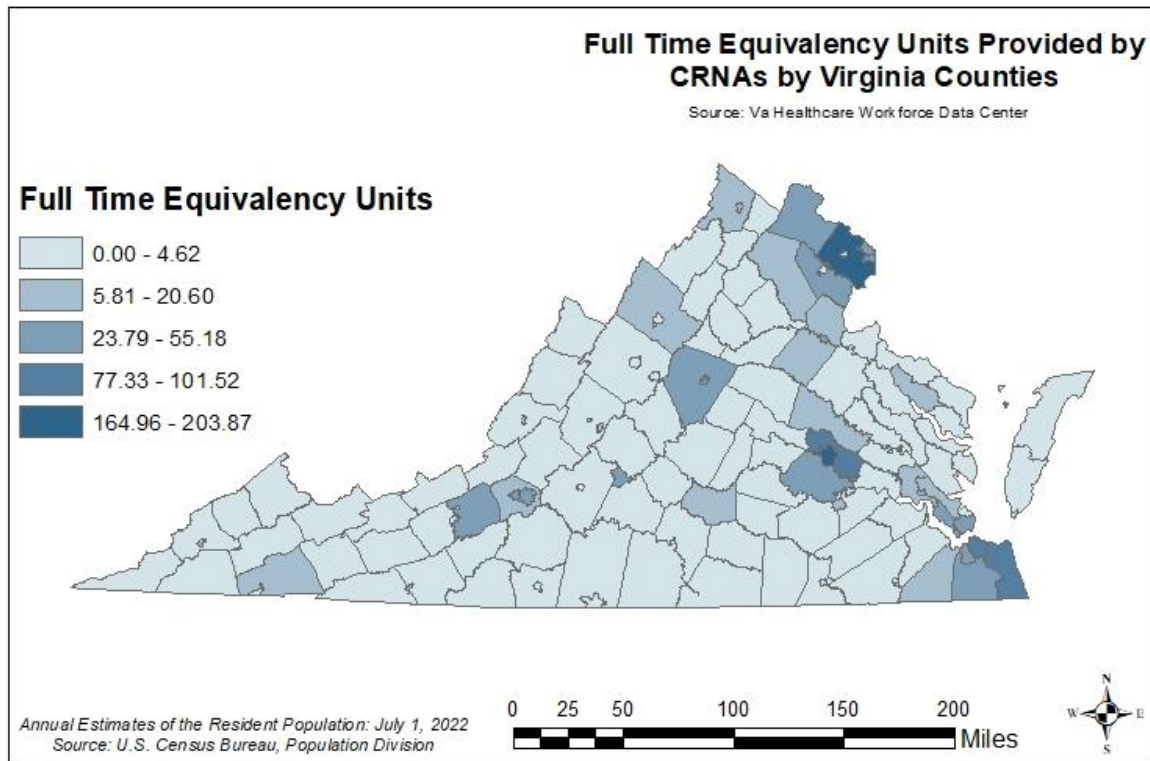
Expected Retirement Age	CRNA		CNM		CNP		All (2023)	
	All	>50 yrs	All	>50 yrs	All	>50 yrs	All	>50 yrs
Under age 50	1%	-	5%	-	2%	-	2%	-
50 to 54	4%	1%	4%	0%	4%	0%	4%	1%
55 to 59	12%	6%	7%	6%	9%	4%	9%	4%
60 to 64	33%	28%	20%	18%	25%	20%	26%	21%
65 to 69	34%	40%	36%	39%	37%	40%	36%	40%
70 to 74	10%	16%	16%	24%	13%	19%	12%	19%
75 to 79	3%	5%	5%	12%	4%	7%	4%	6%
80 or over	0%	0%	2%	0%	1%	2%	1%	1%
I do not intend to retire	3%	4%	4%	1%	6%	8%	6%	7%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: Va. Healthcare Workforce Data Center

Time to Retirement								
	CRNA		CNM		CNP		All (2023)	
Expect to retire within. . .	#	%	#	%	#	%	#	%
2 years	130	8%	25	8%	431	5%	586	5%
5 years	56	4%	13	4%	299	3%	369	3%
10 years	220	14%	29	9%	894	10%	1,144	10%
15 years	201	13%	37	12%	1,079	12%	1,316	12%
20 years	234	15%	41	13%	1,076	12%	1,352	12%
25 years	261	16%	35	11%	1,395	15%	1,691	15%
30 years	203	13%	47	15%	1,354	15%	1,604	14%
35 years	184	12%	50	16%	1,172	13%	1,405	13%
40 years	53	3%	7	2%	575	6%	635	6%
45 years	6	0%	9	3%	207	2%	221	2%
50 years	0	0%	2	1%	66	1%	67	1%
55 years	0	0%	0	0%	9	0%	9	0%
In more than 55 years	0	0%	6	2%	14	0%	20	0%
Do not intend to retire	40	3%	14	4%	593	6%	647	6%
Total	1,588	100%	316	100%	9,162	100%	11,066	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 2033. Retirement will peak at 15% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.



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%.

