**COMMITTEE OF THE JOINT BOARDS OF NURSING AND MEDICINE
AND ADVISORY COMMITTEE OF THE JOINT BOARDS**
Department of Health Professions
Henrico, Virginia 23233

BUSINESS MEETING AGENDA
Wednesday, February 28, 2024, at 9:00 A.M.- **Board Room 2**

DHP Mission – *the mission of the Department of Health Professions is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.*

Call To Order – Cindy M. Swineford, RN, MSN, CNE; Chair

Establishment of Quorum

Welcome New Members
Joint Boards Committee Members:
  ➢ John R. ("Randy") Clements, DPM
  ➢ Karen A. Ransone, MD
Advisory Committee Member:
  ➢ Adam T. Kaul, MD

Dialogue with DHP Director – **Mr. Owens**

Staff Reports – (Dr. Hills)
  ➢ New Profession Update - Licensed Certified Midwife
  ➢ APRN Tab on BON website
  ➢ APRN Licensure & Discipline Update

Public Comment

A. Discipline Minutes
  ➢ October 25, 2023 – information only

B. Legislation/Regulations – Ms. Barrett
  ➢ Chart of Regulatory Actions (distributed day of meeting)
  ➢ Report of the 2024 General Assembly (distributed day of meeting)

C. New Business
  ➢ Healthcare Workforce Data Center (HWDC) Reports
    Presentation: Yetty Shobo. PhD, Executive Director
                   Barbara Hodgdon, PhD, Deputy Director
      ❖ APRN Workforce Report: 2023
      ❖ APRN Specialties Comparison Report: 2023

Environmental Scan – Advisory Committee Members (**verbal report**)

Adjourn

Next Meeting – Wednesday, April 24, 2024, at 9:00 A.M in Board Room 2

10:30 A.M. – Consideration of Agency Subordinate Recommendations
      Members of the Committee of the Joint Boards ONLY

DRAFT

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

Healthcare Workforce Data Center

December 2023

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!

Virginia Department of Health Professions

Arne Owens, MS
Director

James Jenkins, BS/N, RN, SCRN
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD	Barbara Hodgdon, PhD	Rajana Siva, MBA	Christopher Coyle, BA
Executive Director	*Deputy Director*	*Data Analyst*	*Research Assistant*

Joint Boards of Nursing and Medicine

Members

Laurie Buchwald, MSN, WHNP, NCMP, FNP
Radford

Blanton L. Marchese
North Chesterfield

Helen M. Parke, DNP, FNP-BC
Concord

Joel Silverman, MD
Richmond

Ryan Williams, MD
Suffolk

Executive Director, Board of Medicine

William Harp, MD

Executive Director, Board of Nursing

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

Contents

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 (CNPs). 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:	61%
(2022 & 2023)	

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							
	Male		**Female**		**Total**		
Age	#	% 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

Age Distribution
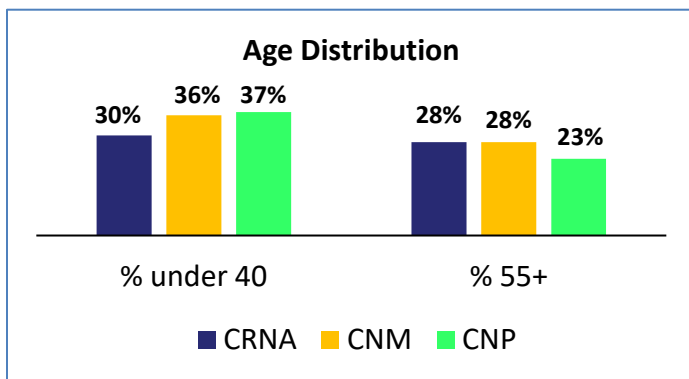
Source: Va. Healthcare Workforce Data Center

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											
	CRNA				**CNM**				**CNP**		
	Female		**Total**		**Female**		**Total**		**Female**		**Total**	
Age	#	% 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.
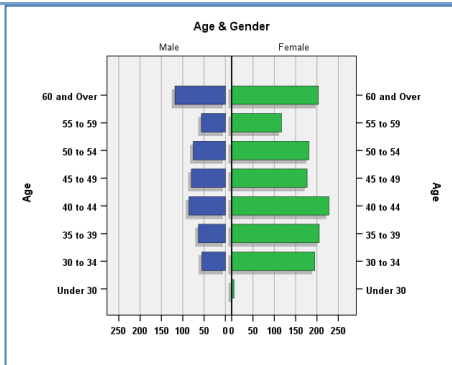
Source: Va. Healthcare Workforce Data Center

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												
	CRNA				CNM				CNP			
Race/ Ethnicity	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
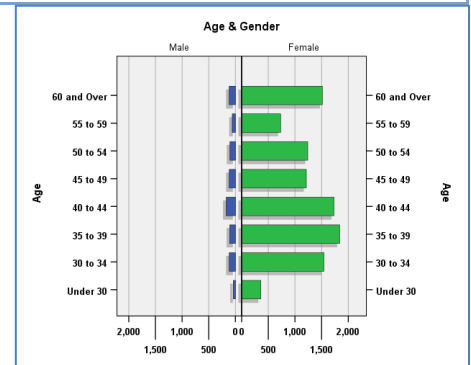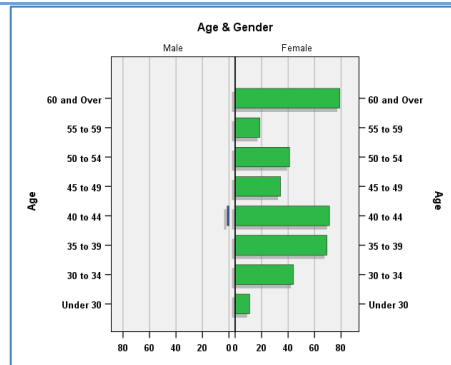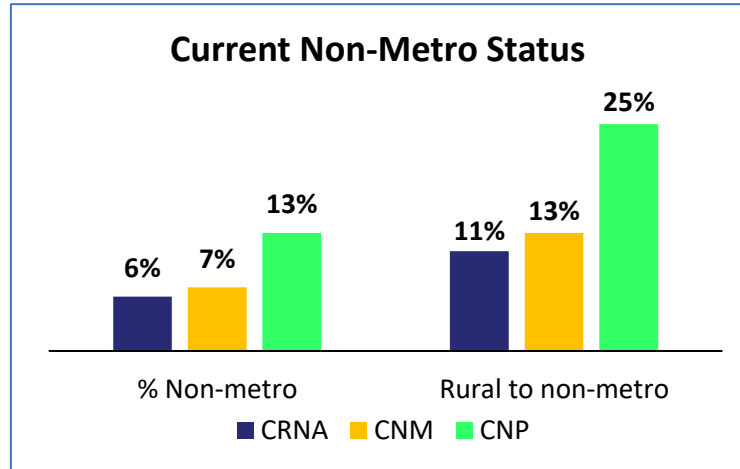
A Closer Look:

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

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.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Median Educational Debt
CRNA:	$80k-$90k
CNM:	$90k-$100k
CNP:	$60k-$70k
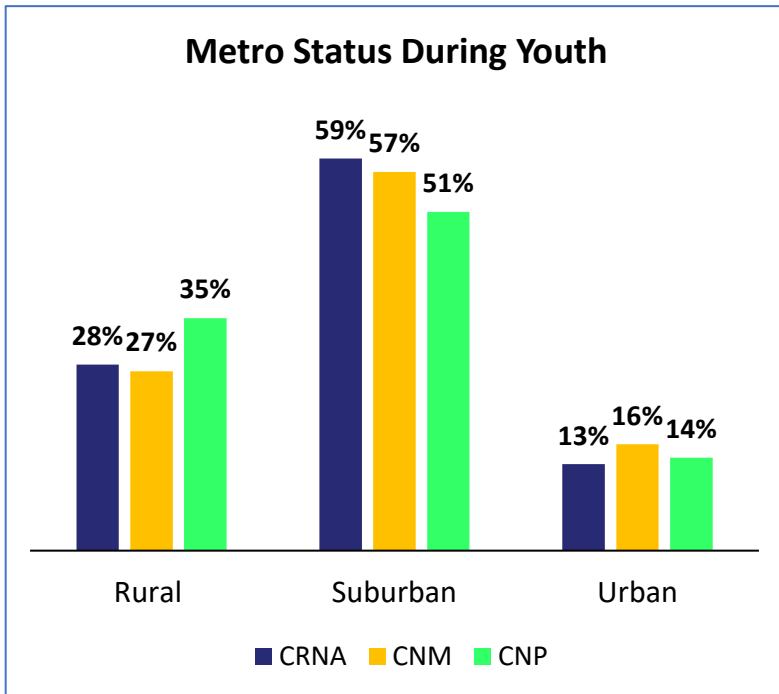
Source: Va. Healthcare Workforce Data Center

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								
	CRNA		CNM		CNP		All (2023)	
Degree	#	%	#	%	#	%	#	%
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								
	CRNA		CNM		CNP		All (2023)	
Amount Carried	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:

Hours	Current Weekly 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.

Positions	Current 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:

Employer-Sponsored Benefits*				
Benefit	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

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

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.

Income				
Annual 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

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						
	CRNA		CNM		CNP	
Tenure	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

A Closer Look

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.

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
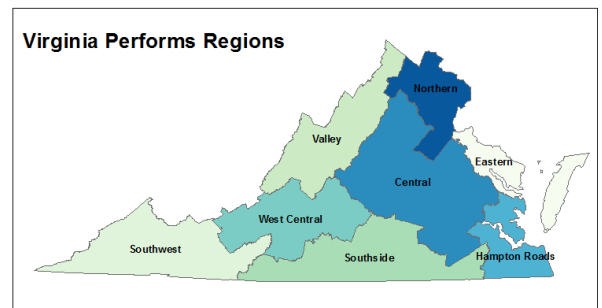
A Closer Look:

Location Sector								
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

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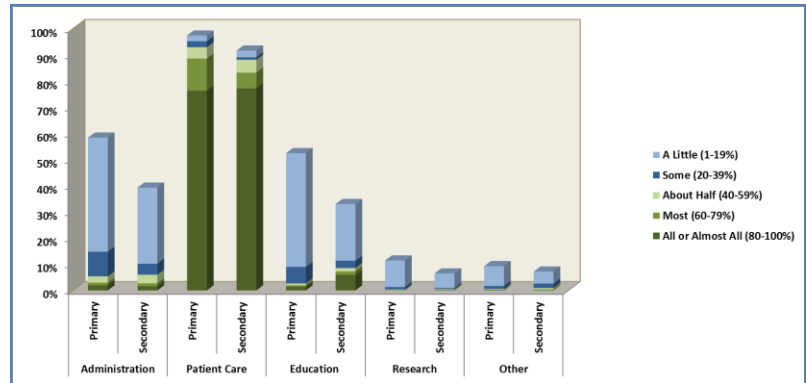|	
CRNA:	95%
CNM:	80%
CNP:	87%

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.

	Patient Care Time Allocation							
Time Spent	**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.

Full Time Equivalency Units Provided by CRNAs by Virginia Counties

Source: Va Healthcare Work force Data Center

Full Time Equivalency Units

	0.00 - 4.62
	5.81 - 20.60
	23.79 - 55.18
	77.33 - 101.52
	164.96 - 203.87

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units Provided by CRNAs per 1,000 Residents by Virginia Counties

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

	0.00 - 0.04
	0.048 - 0.13
	0.17 - 0.35
	0.41 - 0.72
	0.88 - 1.60

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division
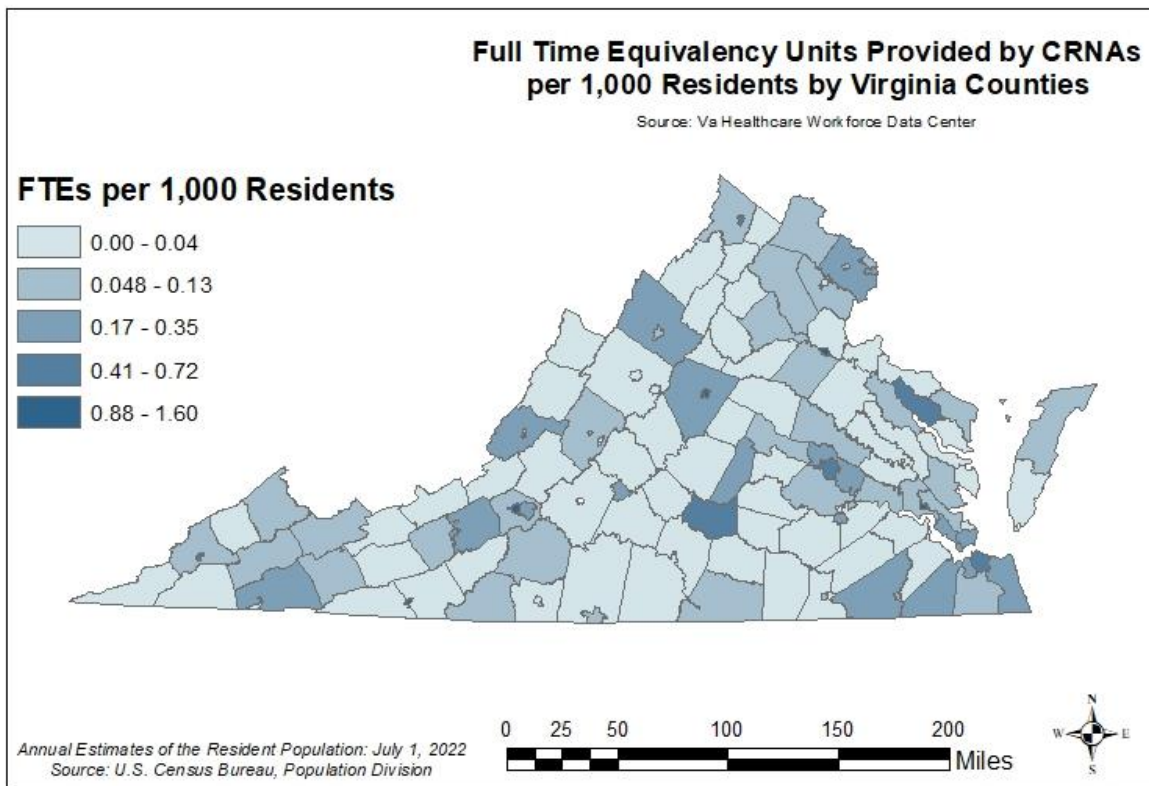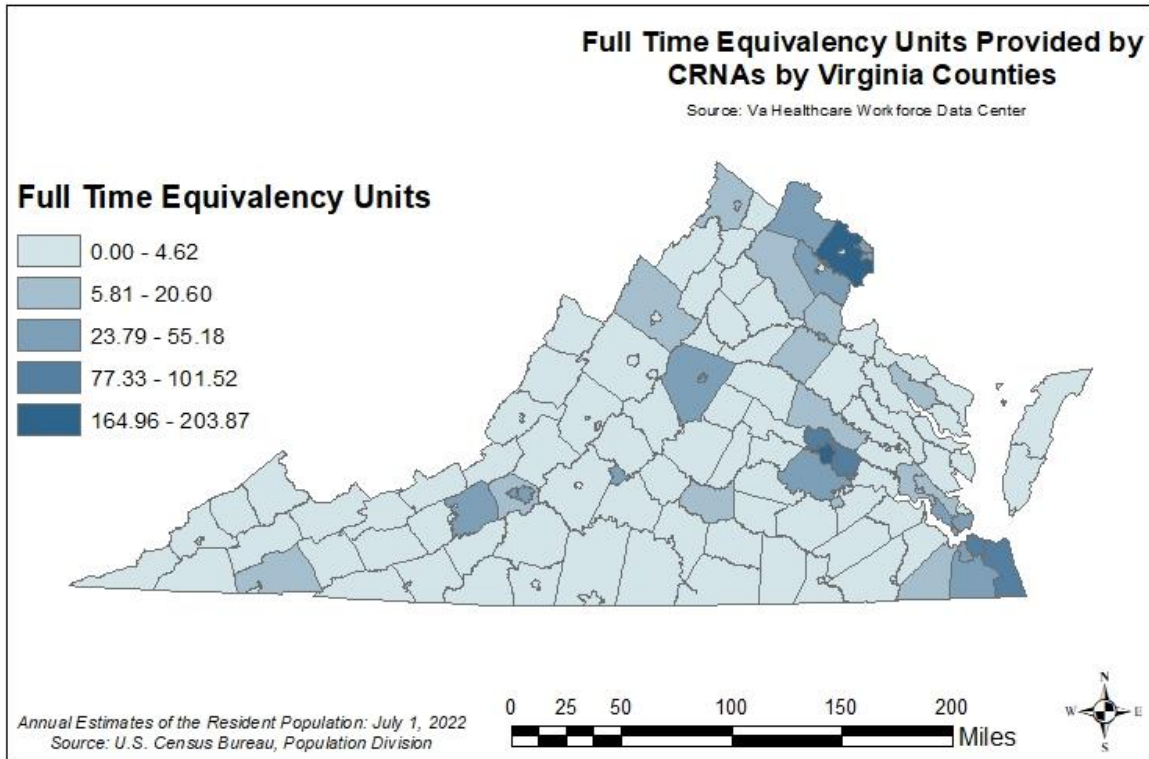
Note: Maps show reported work hours in primary and secondary locations of respondents who provided a response to the relevant question. Map may not reflect hours worked by all nurse practitioners licensed in the state since response rate was less than 100%.

Full Time Equivalency Units Provided by CNMs by Virginia Counties

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 0.00 - 1.29
- 1.68 - 4.43
- 5.03 - 8.05
- 9.54 - 14.26
- 17.84 - 23.14

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division

0 25 50 100 150 200 Miles

Full Time Equivalency Units Provided by CNMs per 1,000 Residents by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

FTEs Per 1,000 Residents

- 0.0 - 0.02
- 0.02 - 0.05
- 0.05 - 0.10
- 0.14 - 0.26
- 0.32 - 0.38

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division

0 25 50 100 150 200 Miles

Full Time Equivalency Units Provided by CNPs by Virginia Counties
Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 0.00 - 29.17
- 31.12 - 87.20
- 94.25 - 181.21
- 191.59 - 323.68
- 799.53 - 989.08

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units Provided by CNPs per 1,000 Residents by Virginia Counties
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.00 - 0.52
- 0.52 - 1.06
- 1.11 - 2.00
- 2.19 - 3.72
- 4.79 - 6.73

Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division

DRAFT

Virginia's Licensed Advanced Practice Registered Nurse Workforce: 2023

Healthcare Workforce Data Center

November 2023

7,102 Licensed Advanced Practice Registered Nurses voluntarily participated in this survey. *Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for their ongoing cooperation.*

Thank You!

Virginia Department of Health Professions

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

Contents

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

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

Survey Response Rate
All Licensees:	35%
Renewing Practitioners:	91%

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

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

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

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

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

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.96
- 1.09 - 1.20
- 1.30 - 1.37
- 1.71

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

Results in Brief
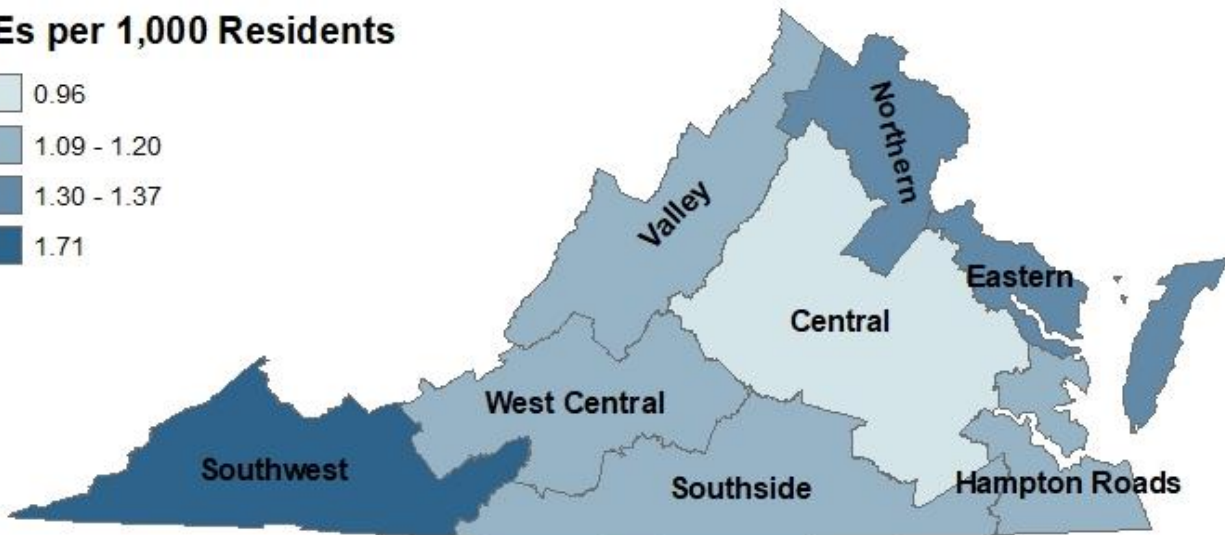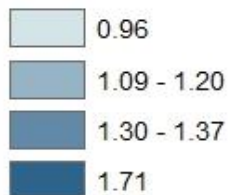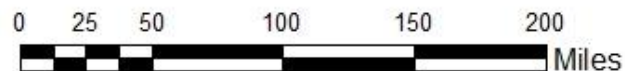
Over 7,000 Licensed Advanced Practice Registered Nurse (APRNs) voluntarily took part in the 2023 Licensed Nurse Practitioner Workforce Survey[1]. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during license renewal, which takes place during a two-year renewal cycle in the birth month of each respondent. About half of all APRNs have access to the survey every year. The 2023 survey respondents represent 35% of the 20,485 APRNs who are licensed in the state and 91% of renewing practitioners. This report includes any advanced practice registered nurse. Detailed information on APRNs, nurse anesthetists, and/or certified nurse midwives is available as a separate report.

The HWDC estimates that 14,837 APRNs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an APRN at some point in the future. Between October 2022 and September 2023, Virginia's APRN workforce provided 12,313 "full-time equivalency units" (FTEs), which the HWDC defines simply as working 2,000 hours a year.

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

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

Summary of Trends

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

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

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

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted between October 2022 and September 2023 in 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

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Response Rates
All Licensees: 35%
Renewing Practitioners: 91%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

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

Source: Va. Healthcare Workforce Data Center

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		
Status	#	%
Worked in Virginia in Past Year	14,561	98%
Looking for Work in Virginia	275	2%
Virginia's Workforce	14,837	100%
Total FTEs	12,313	
Licensees	20,485	
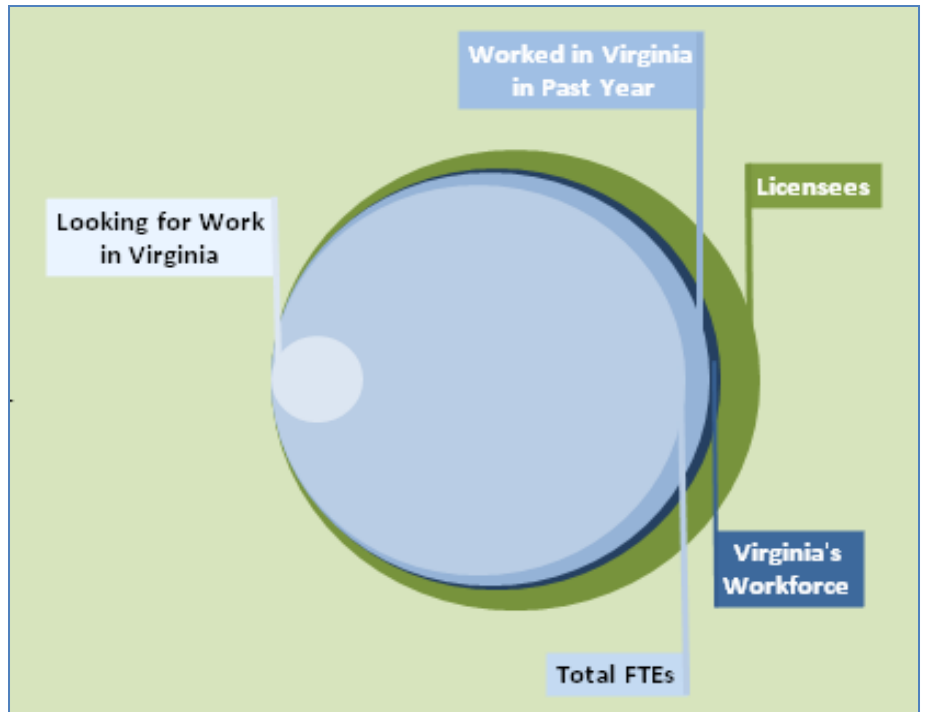
Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: *www.dhp.virginia.gov/hwdc*

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
% Female: 90%
% Under 40 Female: 92%

Age
Median Age: 44
% Under 40: 35%
% 55+: 23%

Diversity
Diversity Index: 45%
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

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

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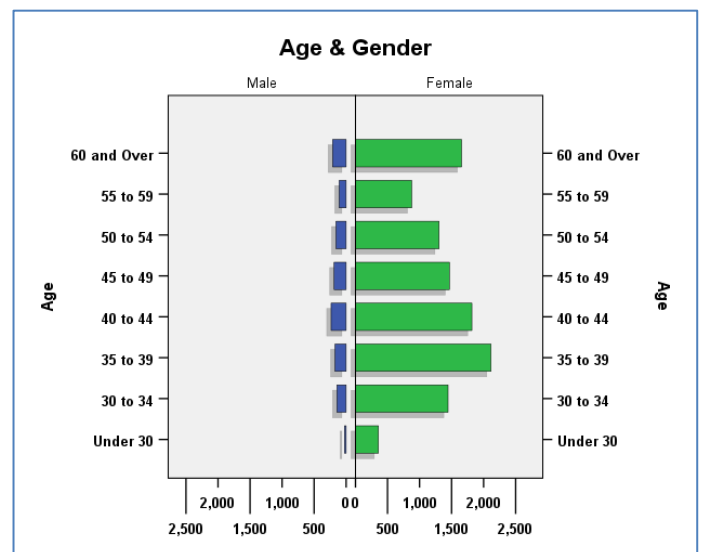
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood: 13%
Rural Childhood: 34%

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

Legend:
- No Background in VA
- High School in VA
- Professional Edu. in VA
- Both in VA

Pie chart values: 44%, 5%, 12%, 39%
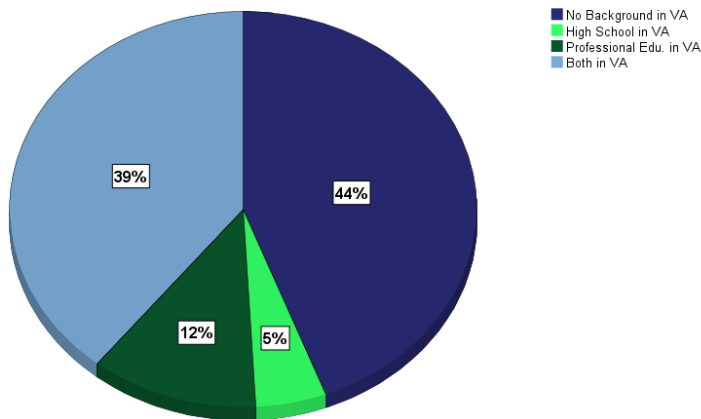
Source: Va. Healthcare Workforce Data Center

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

Top Ten States for Licensed Nurse Practitioner Recruitment

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Not in VA Workforce

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree

Legend:
- Masters Degree
- Post-Masters Certificate
- DNP
- Other

7%
11%
5%
76%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Educational Debt
Carry debt: 52%
Under age 40 w/ debt: 64%
Median debt: $70k-$80k

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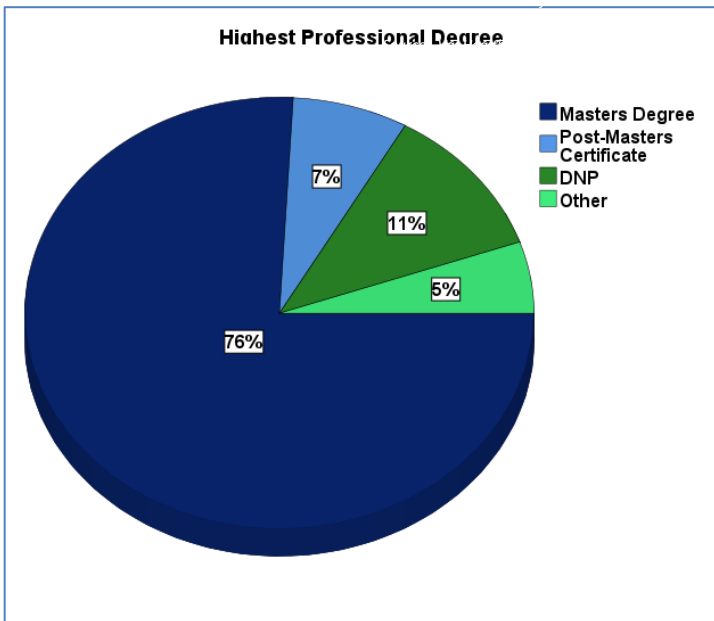
More than three-quarters of all APRNs hold a Master's degree as their highest professional degree. Half of APRNs carry education debt, including 64% of those under the age of 40. The median debt burden among APRNs with educational debt is between $70,000 and $80,000.

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Employment
Employed in Profession: 96%
Involuntarily Unemployed: <1%

Positions Held
1 Full-time: 64%
2 or More Positions: 19%

Weekly Hours:
40 to 49:   50%
60 or more: 6%
Less than 30:   12%

Source: Va. Healthcare Workforce Data

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $110k-$120k

Benefits
Retirement: 71%
Health Insurance: 61%

Satisfaction
Satisfied: 94%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

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

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	102	1%
Experience Voluntary Unemployment?	647	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	386	3%
Work two or more positions at the same time?	2,717	18%
Switch employers or practices?	1,338	9%
Experienced at least 1	**4,329**	**29%**

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience
Involuntarily Unemployed: 1%
Underemployed: 4%

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

Employment Type
Salary: 65%
Hourly Wage: 27%

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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[1] As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate has fluctuated between a low of 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for September 2023 was still preliminary.

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

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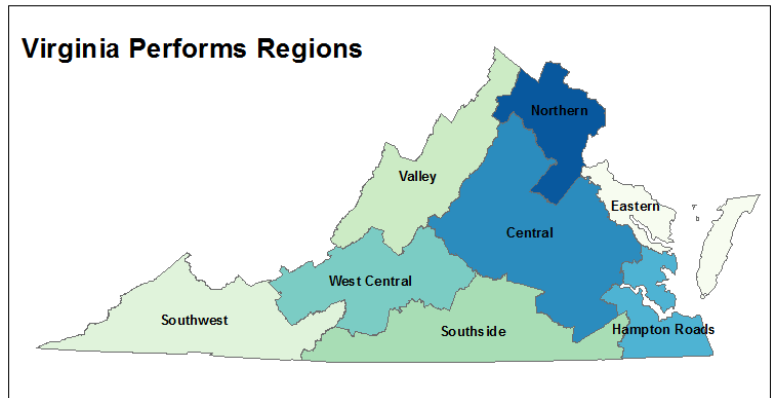|	
2 or more (Past Year):	28%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

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

Virginia Performs Regions

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

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

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
For Profit: 54%
Federal: 5%

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

Source: Va. Healthcare Workforce Data Center

Sector, Primary Work Site

Legend: For-Profit, Non-Profit, State/Local Government, …

Pie chart values: 54%, 33%, 7%, 5%
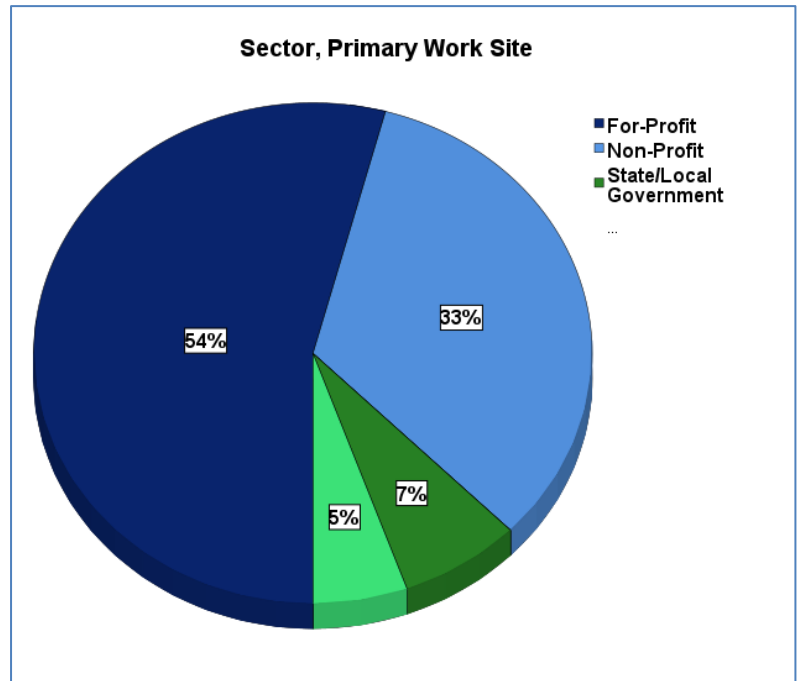
Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

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

Establishment Type, Primary Work Site

Primary Establishment Type
- Clinic, Primary Care or Non-Specialty (e.g. FQHC, Retail or Free Clinic)
- Hospital, Inpatient Department
- Academic Institution (Teaching or Research)
- Physician Office
...

17%, 7%, 20%, 7%, 7%, 35%

Source: Va. Healthcare Workforce Data Center

92% of APRNs who responded to the question about forms of payment reported accepting private insurance as a form of payment for services rendered.
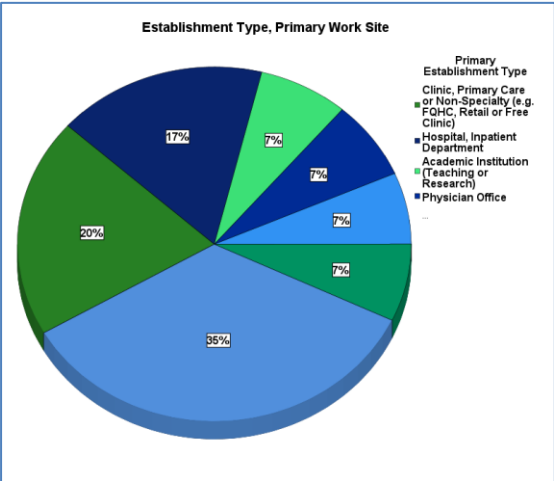
Accepted Forms of Payment		
Payment	**#**	**% of Workforce**
Private Insurance	8,553	92%
Medicaid	7,912	85%
Medicare	7,885	85%
Cash/Self-Pay	7,513	81%

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

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

Roles

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

Patient Care APRNs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:
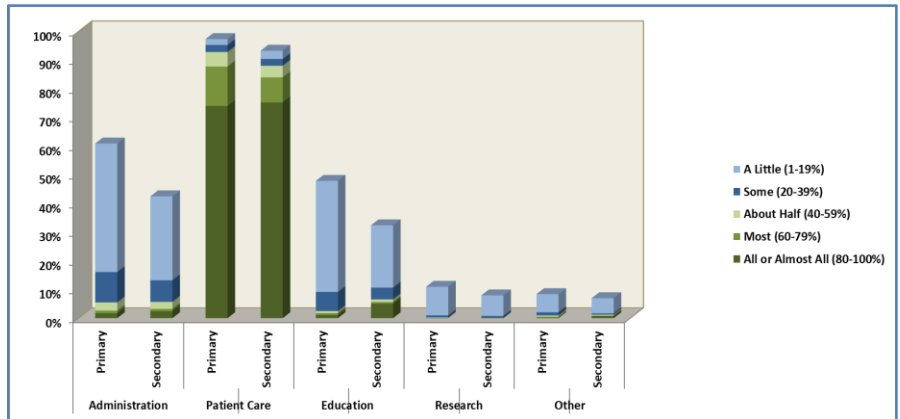
Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations
All APRNs
Under 65:   41%
Under 60:   15%
APRNs 50 and over
Under 65:   25%
Under 60:   5%

Time until Retirement
Within 2 years: 6%
Within 10 years: 19%
Half the workforce: By 2048

Source: Va. Healthcare Workforce Data Center

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

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

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

Source: Va. Healthcare Workforce Data Center

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

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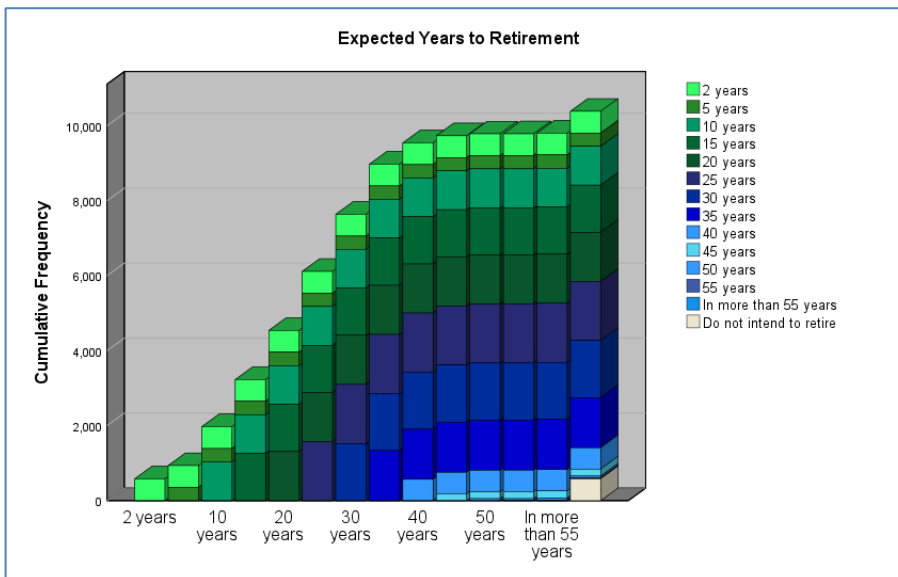
By comparing retirement expectation to age, we can estimate the maximum years to retirement for APRNs. 6% of APRNs expect to retire in the next two years, while 19% expect to retire in the next 10 years. More than half of the current APRN workforce expect to retire by 2048.

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

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

Age & Gender Effect
Age, Partial Eta^2: Negligible
Gender, Partial Eta^2: Negligible

Partial Eta^2 Explained:
Partial Eta^2 is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Full-Time Equivalency Units

Mean = .847
Std. Dev. = .41596
N = 14,538
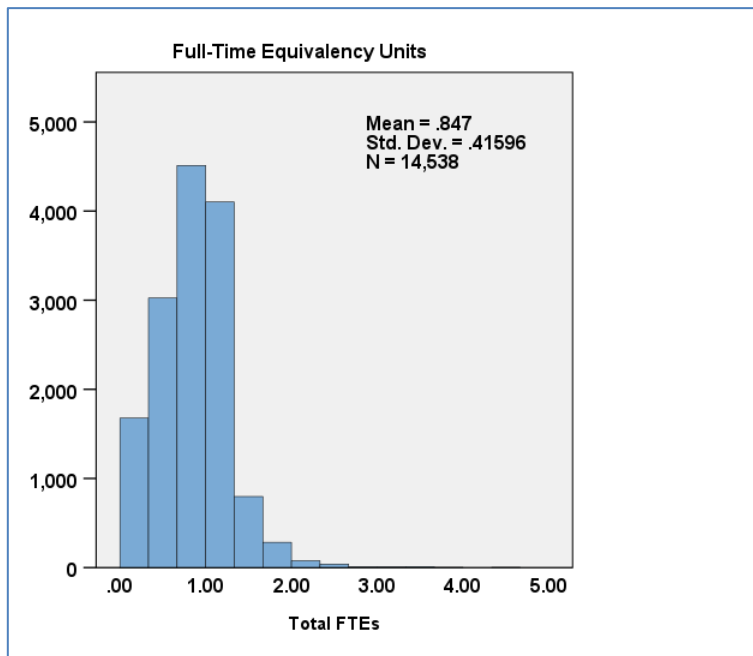
Source: Va. Healthcare Workforce Data Center

The typical (median) APRN provided 0.85 FTEs, or approximately 34 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists[2].

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

Source: Va. Healthcare Workforce Data Center

Source: Va. Healthcare Workforce Data Center

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

Maps

Virginia Performs Regions

Full Time Equivalency Units Provided by Advanced Practice Registered Nurses by Virginia Performs Areas

Source: Va Healthcare Work force Data Center

Full Time Equivalency Units

- 158 - 411
- 622 - 1,029
- 1,943
- 2,456 - 2,639

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

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

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

- 0.96
- 1.09 - 1.20
- 1.30 - 1.37
- 1.71

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

Full Time Equivalency Units Provided by Advanced Practice Registered Nurses by Area Health Education Centers

Source: Va Healthcare Work force Data Center

Full Time Equivalency Units

- 363 - 540
- 1,274 - 1,367
- 1,703
- 1,955 - 2,164

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

Full Time Equivalency Units Provided by Advanced Practice Registered Nurses per 1,000 Residents by Area Health Education Centers

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents

- 1.00 - 1.01
- 1.06 - 1.14
- 1.34
- 1.64

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

Full Time Equivalency Units Provided by Advanced Practice Registered Nurses by Workforce Investment Areas

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 167 – 205
- 287 – 411
- 512 – 550
- 593 – 653
- 1,299 – 1,753

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

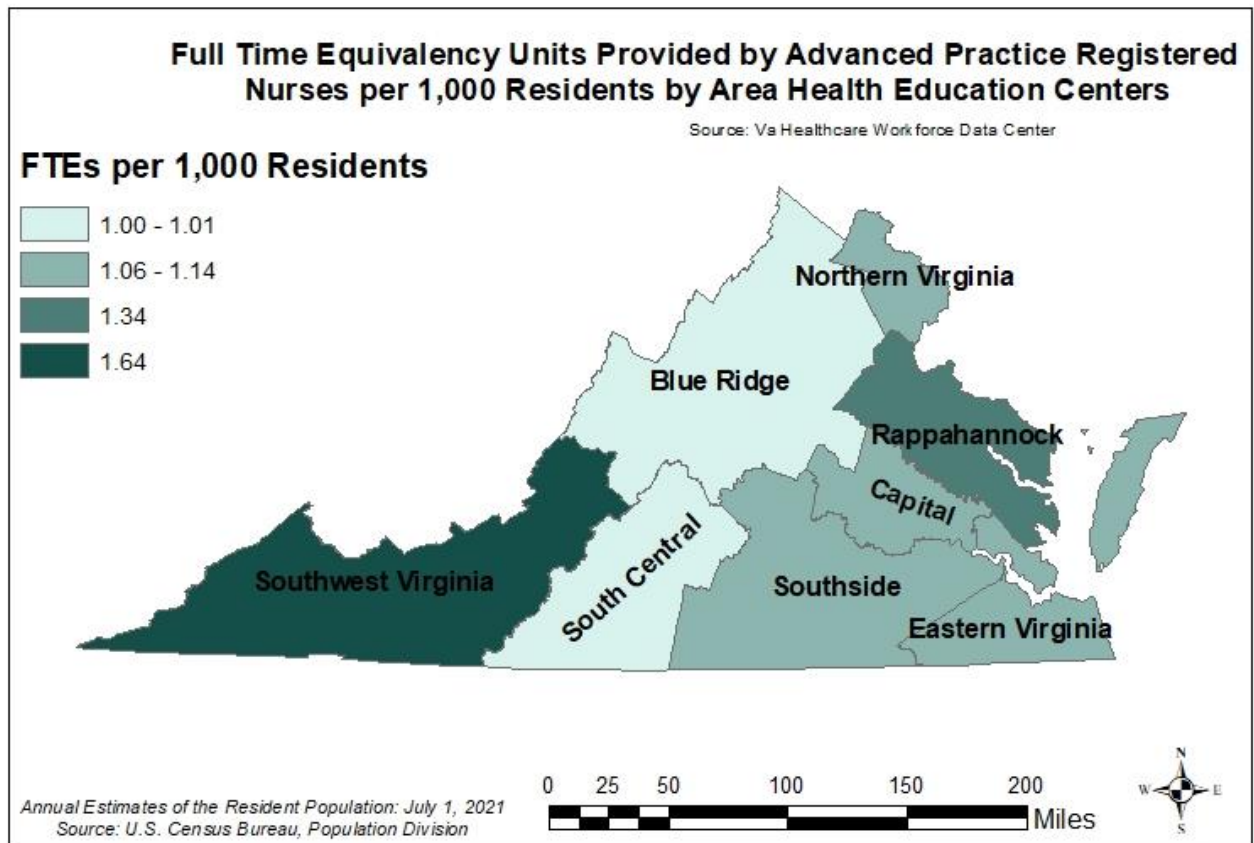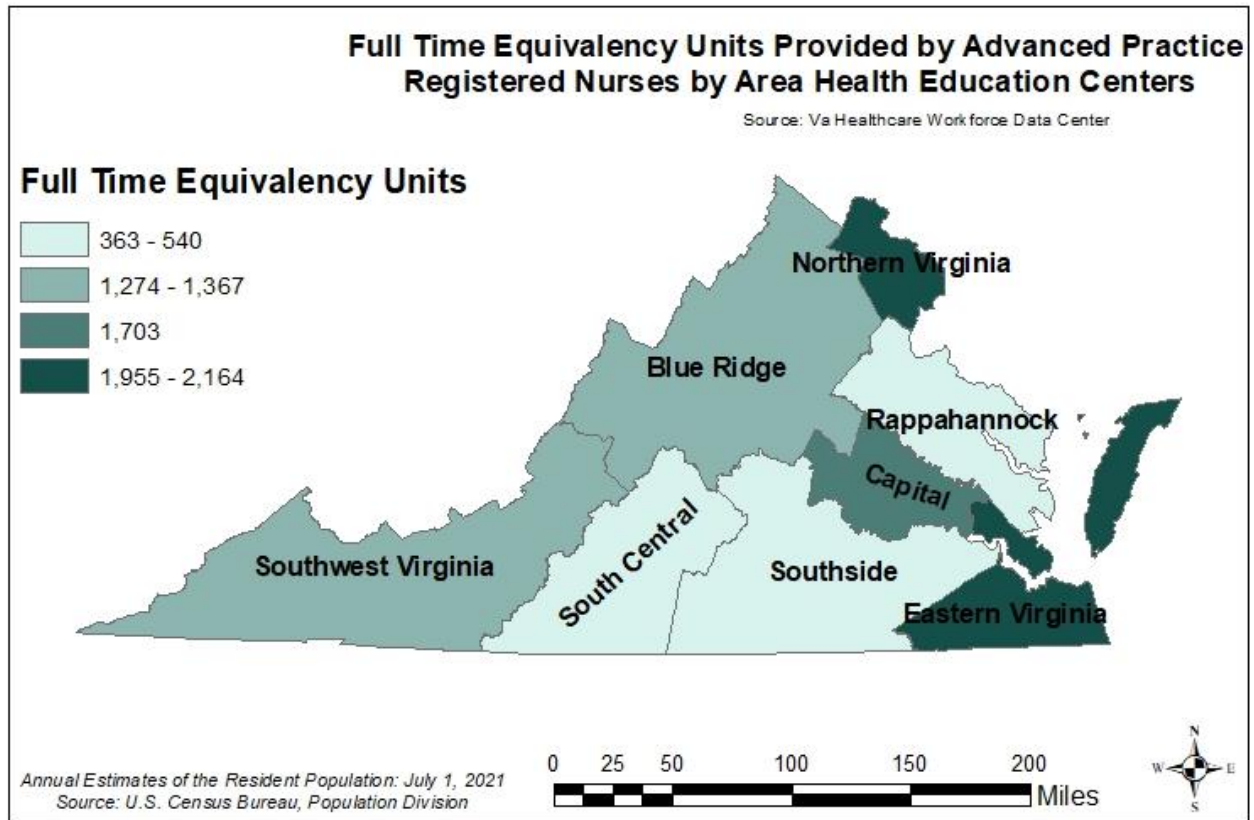**Full Time Equivalency Units Provided by Advanced Practice Registered Nurses per 1,000 Residents by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.88 – 0.99
- 1.03 – 1.14
- 1.22 – 1.31
- 1.42 – 1.50
- 1.98

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

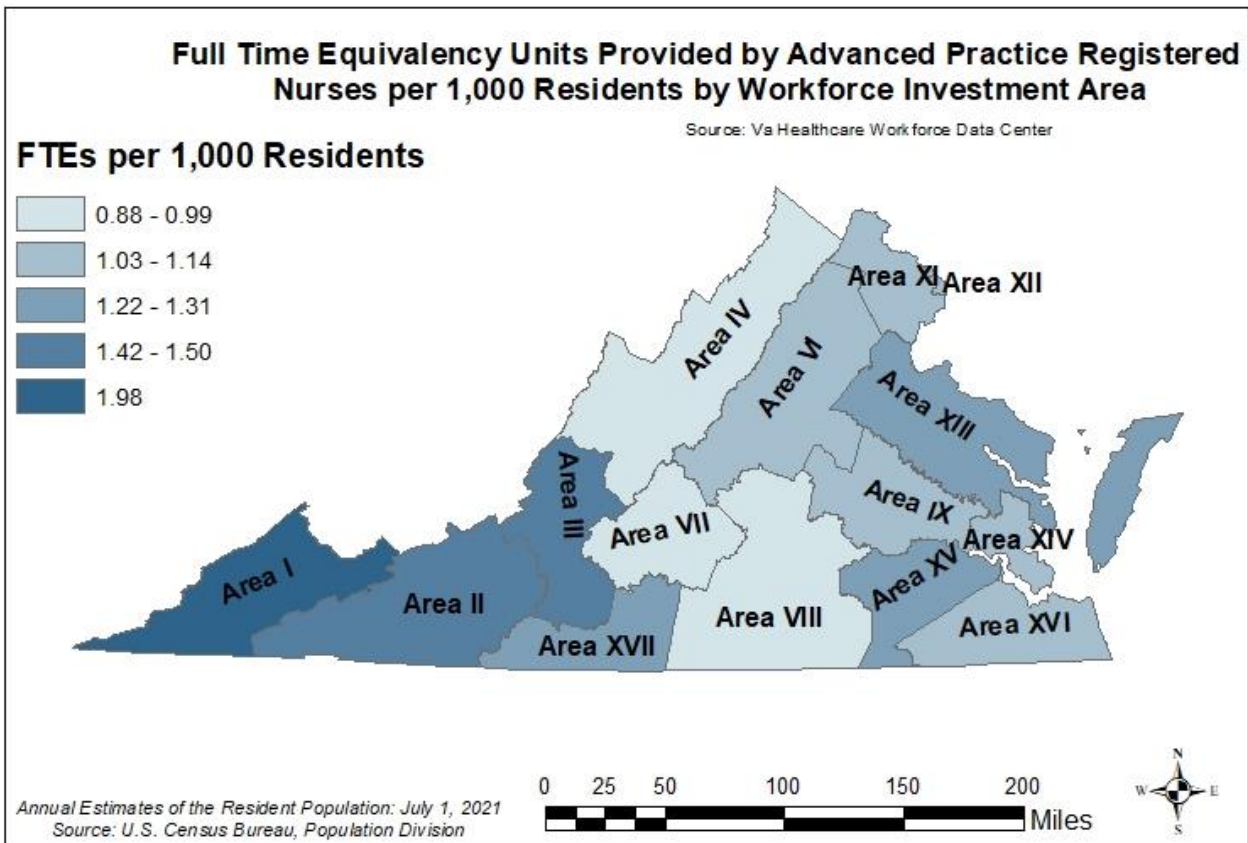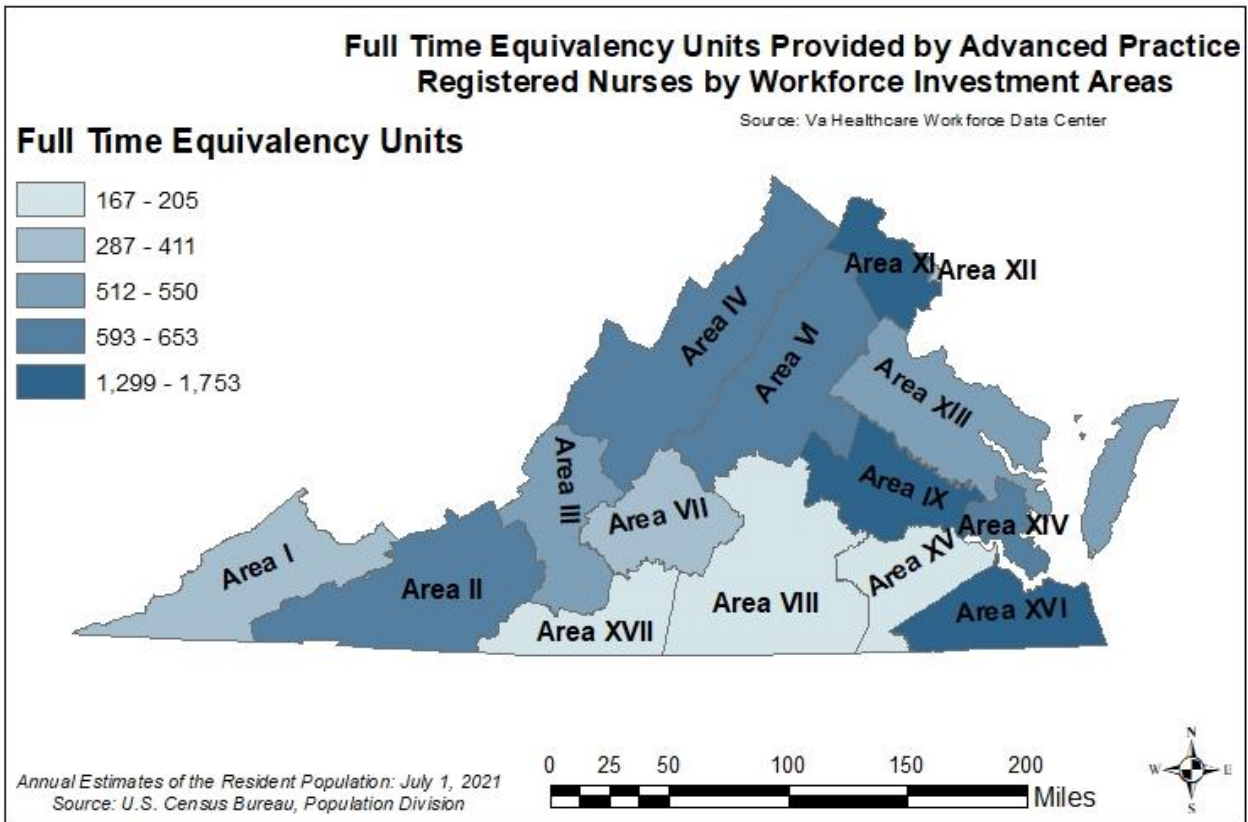**Full Time Equivalency Units Provided by Advanced Practice Registered Nurses by Health Service Areas**

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 1,670
- 1,900
- 2,066
- 2,100
- 2,164

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

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 1.10
- 1.11
- 1.11
- 1.12
- 1.46

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

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Full Time Equivalency Units Provided by Advanced Practice Registered Nurses by Planning Districts
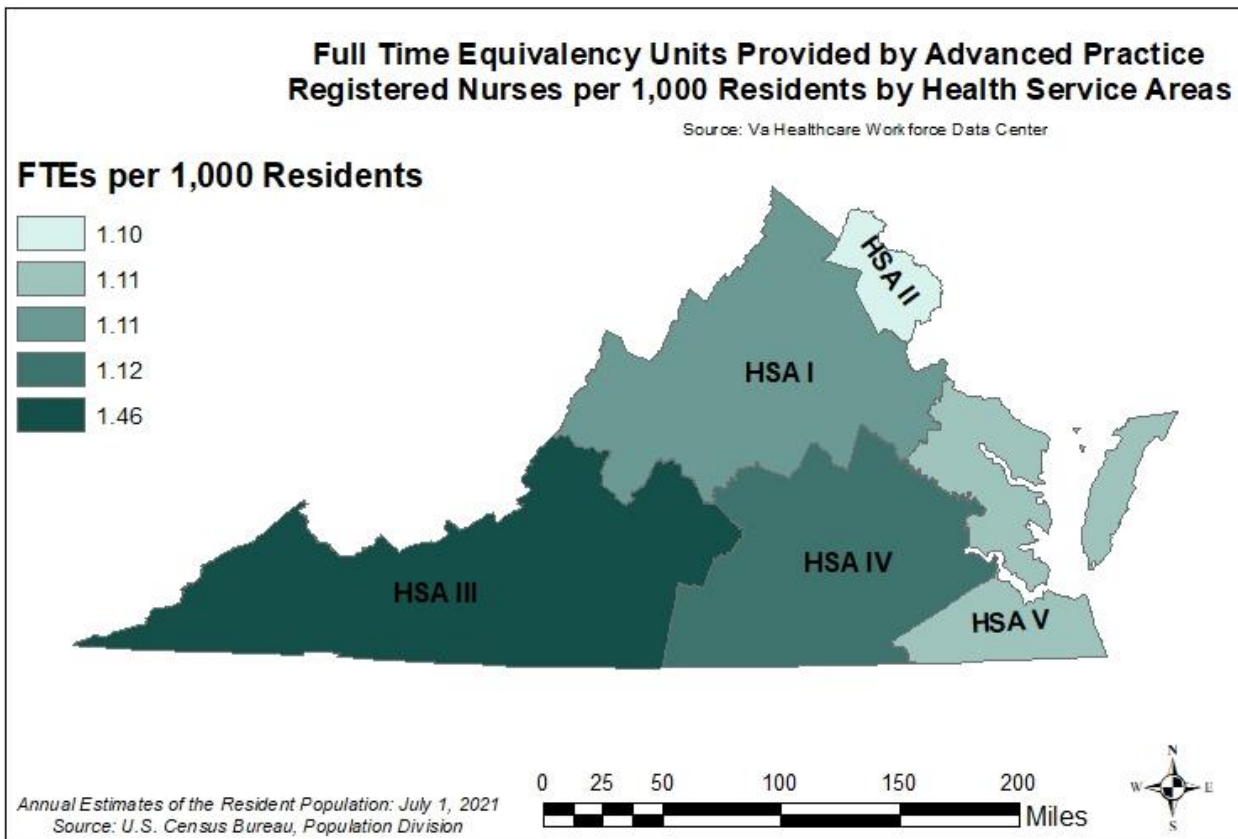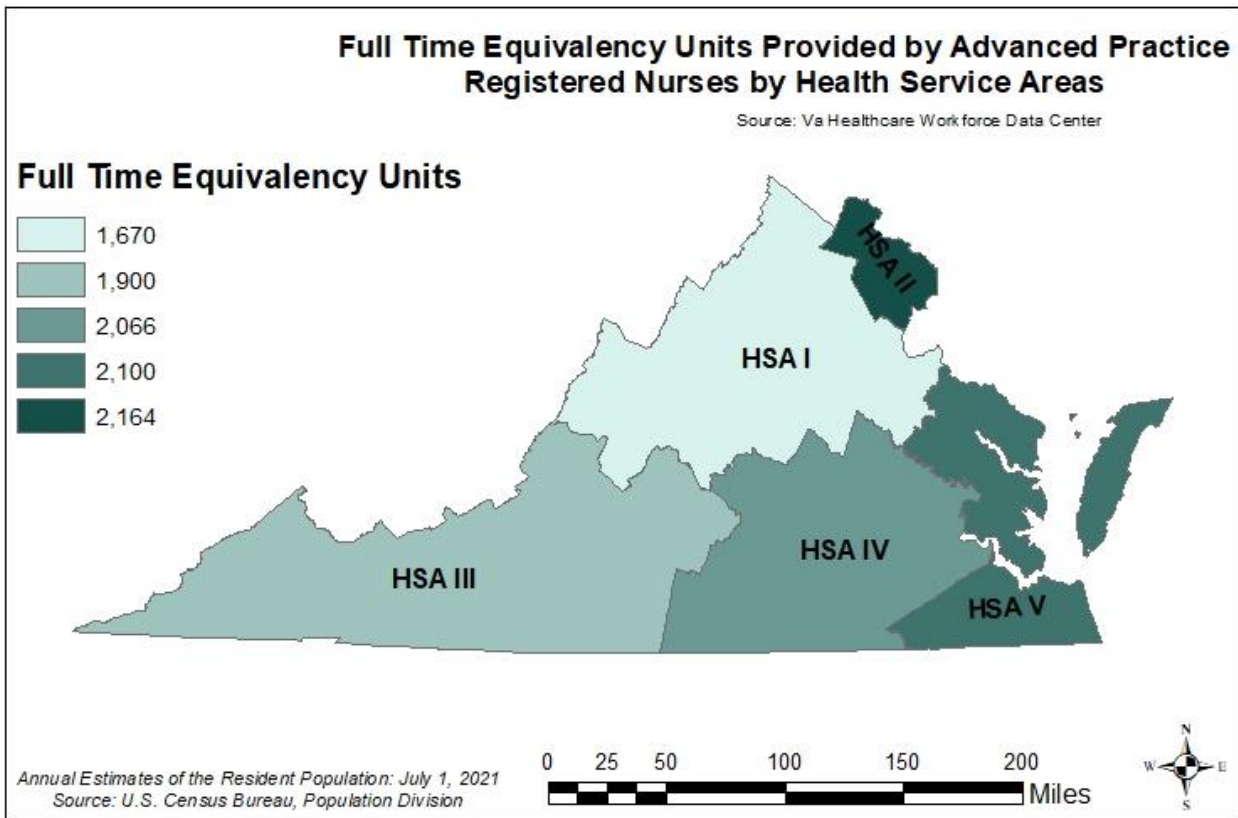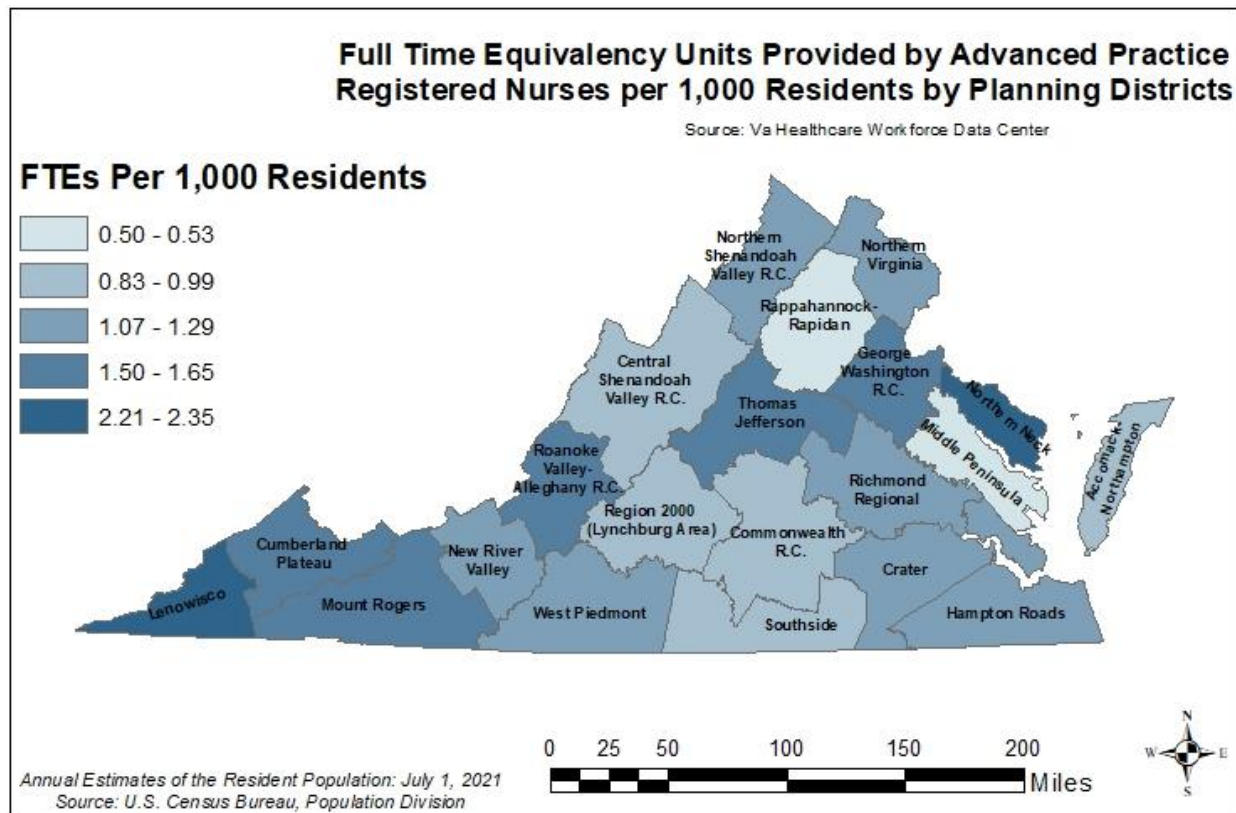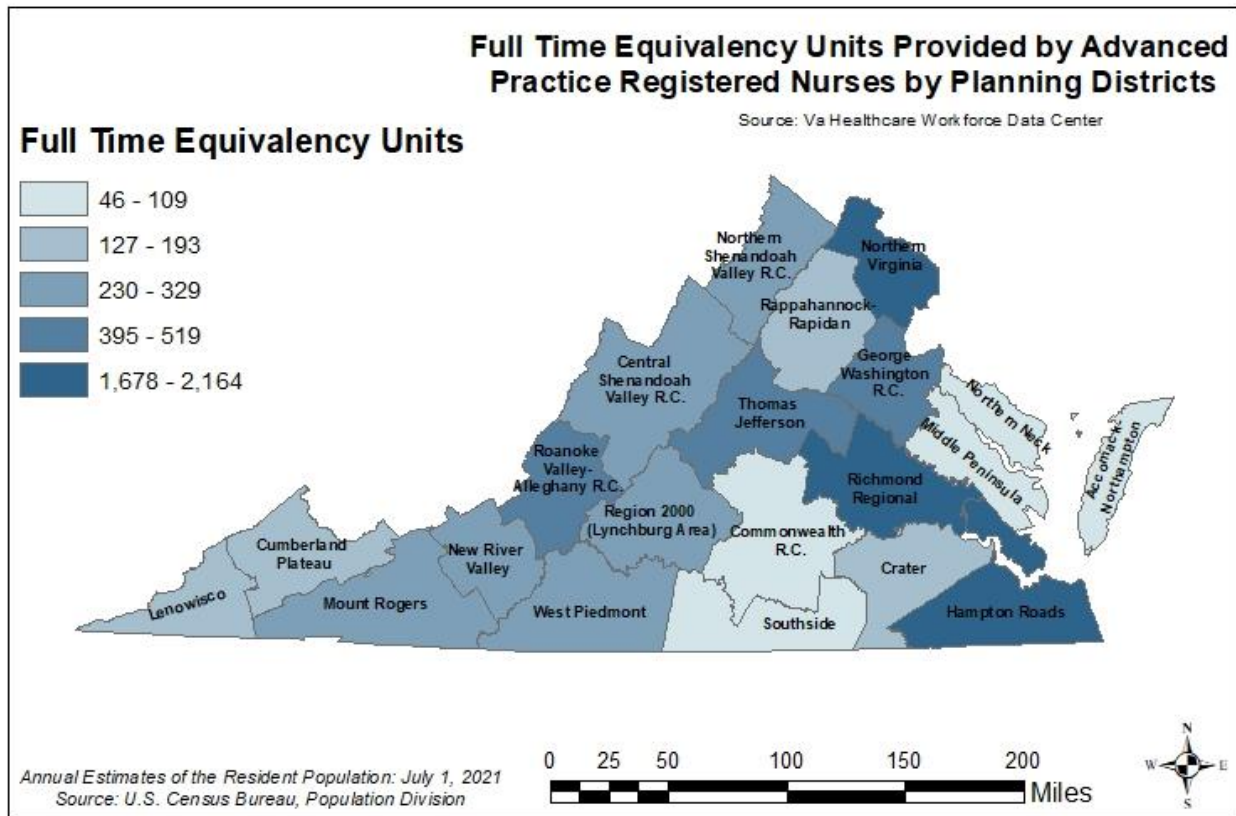
Source: Va Healthcare Work force Data Center

Full Time Equivalency Units

- 46 - 109
- 127 - 193
- 230 - 329
- 395 - 519
- 1,678 - 2,164

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

Full Time Equivalency Units Provided by Advanced Practice Registered Nurses per 1,000 Residents by Planning Districts

Source: Va Healthcare Work force Data Center

FTEs Per 1,000 Residents

- 0.50 - 0.53
- 0.83 - 0.99
- 1.07 - 1.29
- 1.50 - 1.65
- 2.21 - 2.35

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

Appendices

Appendix A: Weights

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

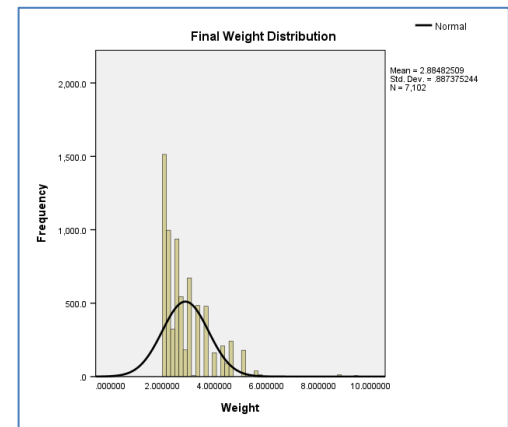See the Methods section on the HWDC website for details on HWDC Methods:
https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/

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

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: **0.34669**

Source: Va. Healthcare Workforce Data Center