

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

**BUSINESS MEETING AGENDA**  
Wednesday, June 17, 2026, 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** – Helen M. Parke, DNP, FNP; Board of Nursing; **Chair**

**Establishment of Quorum**

Helen Parke, DNP, FNP; Board of Nursing  
Carol Cartte, RN, BSN; Board of Nursing

Bo Vaughan, Jr., MD; Board of Medicine  
Blanton Marchese; Board of Medicine  
Randy Clements, DPM; Board of Medicine

**Public Comment**

**Please note** - Public Comment is not an opportunity to:

- Engage the Board in a discussion.
- Comment on regulatory actions for which the public comment period is closed.
- Address an investigation, a disciplinary proceeding or a closed case.

In order to allow ample time for the Board to conduct its business, the Board asked that the public limit your comment to 3-5 minutes.

**A. Advanced Practice Registered Nurse Workforce Survey Reports: 2025**

- Presentation by Yetty Shobo, Ph.D. and Barbara Hodgdon, Ph.D

**B. New Business**

**Discipline Meeting today at 9:45 am – see Agenda Next Scheduled Meeting Date/Location:**

Wednesday, October 21, 2026, at 9:00 A.M in Board Room 2

**Adjourn**

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# *Virginia's Licensed Advanced Practice Registered Nurse Workforce: 2025*

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Healthcare Workforce Data Center

November 2025

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
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Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

Get a copy of this report from:

<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

*Over 8,800 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***

**Arne E. Owens, MS**  
*Director*

*Healthcare Workforce Data Center Staff:*

Yetty Shobo, PhD  
*Director*

Barbara Hodgdon, PhD  
*Deputy Director*

Rajana Siva, MBA  
*Data Analyst*

Christopher Coyle, BA  
*Research Assistant*

# **The Committee of the Joint Boards of Nursing and Medicine**

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*Quinton*

Blanton L. Marchese  
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## ***Executive Director of Board of Medicine***

William L. Harp, MD

## ***Executive Director of Board of Nursing***

Claire Morris, RN, LNHA

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

## The Workforce

Licensees:	25,353
Virginia's Workforce:	17,135
FTEs:	14,929

## Background

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

## Current Employment

Employed in Prof.:	96%
Hold 1 Full-Time Job:	63%
Satisfied?:	95%

## Survey Response Rate

All Licensees:	35%
Renewing Practitioners:	91%

## Education

Master's Degree:	73%
Post-Masters Cert.:	8%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	54%

## Demographics

Female:	90%
Diversity Index:	48%
Median Age:	44

## Finances

Median Inc.: \$120k or More	
Health Benefits:	61%
Under 40 w/ Ed. Debt:	62%

## Time Allocation

Patient Care:	90%-99%
Patient Care Role:	86%
Admin. Role:	3%

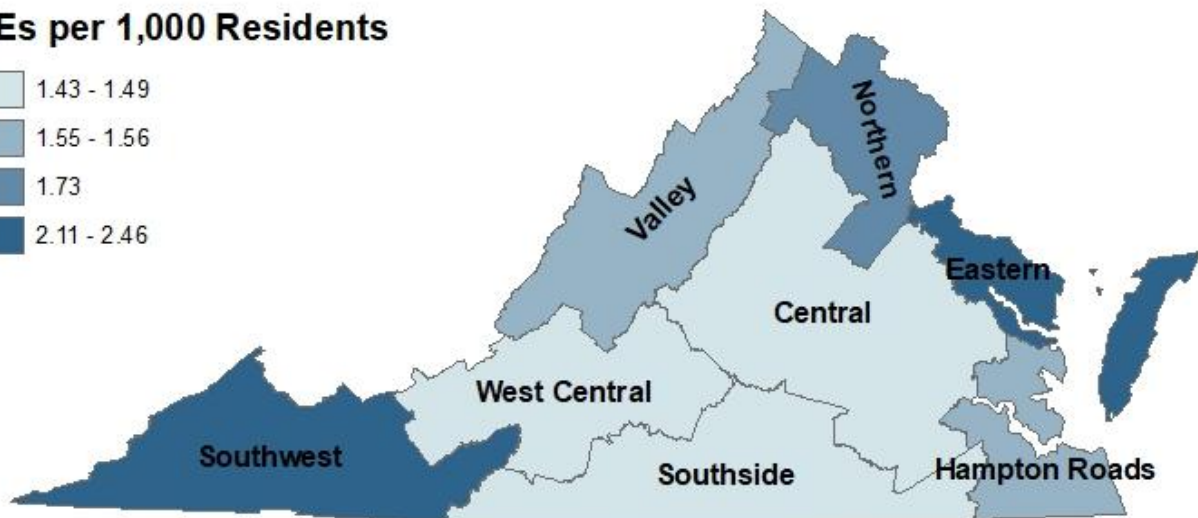
Source: Va. Healthcare Workforce Data Center

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

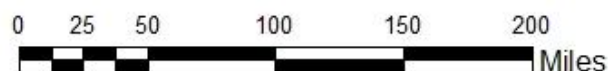
Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents

1.43 - 1.49
1.55 - 1.56
1.73
2.11 - 2.46



Annual Estimates of the Resident Population: July 1, 2023  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2025 Advanced Practice Registered Nurse (APRN) survey. In total, 8,803 APRNs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during a two-year renewal cycle on the birth month of each respondent. Therefore, approximately half of APRNs have access to the survey in a given year. These survey respondents represent 35% of the 25,353 APRNs who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 17,135 APRNs participated in Virginia's workforce during the survey period, which is defined as those APRNs 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. Virginia's APRN workforce provided 14,929 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks of vacation).

Nine out of every ten APRNs are female, and the median age of this workforce is 44. In a random encounter between two APRNs, there is a 48% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index decreases to 47% for APRNs who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. One-third of all APRNs grew up in a rural area, and 24% of APRNs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 12% of all APRNs work in a non-metro area of the state. More than half of Virginia's APRN workforce have some educational background in the state.

Among all APRNs, 96% are employed in the profession, 63% hold one full-time job, and 49% work between 40 and 49 hours per week. More than half of all APRNs work in the for-profit sector, while another 33% work in the non-profit sector. The median annual income of Virginia's APRN workforce is greater than \$120,000 per year, and 88% receive this income as either a salary or an hourly wage. In addition, 81% of wage or salaried APRNs receive at least one employer-sponsored benefit, including 61% who have access to health insurance. Among all APRNs, 95% indicated that they are satisfied with their current work situation, including 66% who indicated that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2014 APRN workforce.<sup>1</sup> The number of licensed APRNs in Virginia has increased by 228% (25,353 vs. 7,741). At the same time, the size of Virginia's APRN workforce has increased by 172% (17,135 vs. 6,302), and the number of FTEs provided by this workforce has increased by 158% (14,929 vs. 5,777). Virginia's renewing APRNs are more likely to respond to this survey (91% vs. 79%).

While there has been no change in the percentage of all APRNs who are female (90%), the median age of this workforce has fallen (44 vs. 48). The diversity index of this workforce has increased (48% vs. 28%), and this is also the case among those APRNs who are under the age of 40 (47% vs. 34%). APRNs are more likely to have grown up in a rural area (34% vs. 31%), and APRNs who grew up in a rural area are more likely to currently work in a non-metro area of Virginia (24% vs. 20%). The percentage of all APRNs who work in a non-metro area of the state has risen as well (12% vs. 10%). APRNs are more likely to carry education debt (51% vs. 40%), and the median outstanding balance among APRNs who carry education debt has increased (\$60k-\$70k vs. \$40k-\$50k).

The median annual income of Virginia's APRN workforce has increased (\$120k or more vs. \$90k-\$100k), and APRNs are more likely to receive this income as a salary (65% vs. 61%) than as an hourly wage (23% vs. 32%). However, wage and salaried APRNs are slightly less likely to receive at least one employer-sponsored benefit (81% vs. 84%), including those APRNs who have access to health insurance (61% vs. 66%). There has been no change in the percentage of all APRNs who indicated that they are satisfied with their current work situation (95%), and percentage who indicated that they are "very satisfied" is the same (66%).

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<sup>1</sup> See the "Results in Brief" and "Summary of Trends" sections of the 2023 APRN report for details of the policy changes in the APRN workforce over the past seven years.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	8,455	33%
New Licensees	3,499	14%
Non-Renewals	1,183	5%
Renewal Date Not in Survey Period	11,845	47%
<b>All Licensees</b>	<b>25,353</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. Among all renewing APRNs, 91% voluntarily submitted a survey. These represent 35% of the 25,353 APRNs who held a license at some point during the licensing period.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	453	89	16%
30 to 34	1,845	926	33%
35 to 39	3,305	1,333	29%
40 to 44	2,901	1,726	37%
45 to 49	2,504	1,191	32%
50 to 54	1,836	1,317	42%
55 to 59	1,488	748	34%
60 and Over	2,218	1,473	40%
<b>Total</b>	<b>16,550</b>	<b>8,803</b>	<b>35%</b>
<b>New Licenses</b>			
Issued in Past Year	3,347	152	4%
<b>Metro Status</b>			
Non-Metro	1,114	729	40%
Metro	7,758	5,396	41%
Not in Virginia	7,678	2,677	26%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2024 and September 2025 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 some APRNs newly licensed during the survey time frame.

Response Rates	
Completed Surveys	<b>8,803</b>
Response Rate, All Licensees	<b>35%</b>
Response Rate, Renewals	<b>91%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed APRNs**

Number: 25,353  
 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: 17,135  
 FTEs: 14,929

### Utilization Ratios

Licenses in VA Workforce: 68%  
 Licenses per FTE: 1.70  
 Workers per FTE: 1.15

Source: Va. Healthcare Workforce Data Center

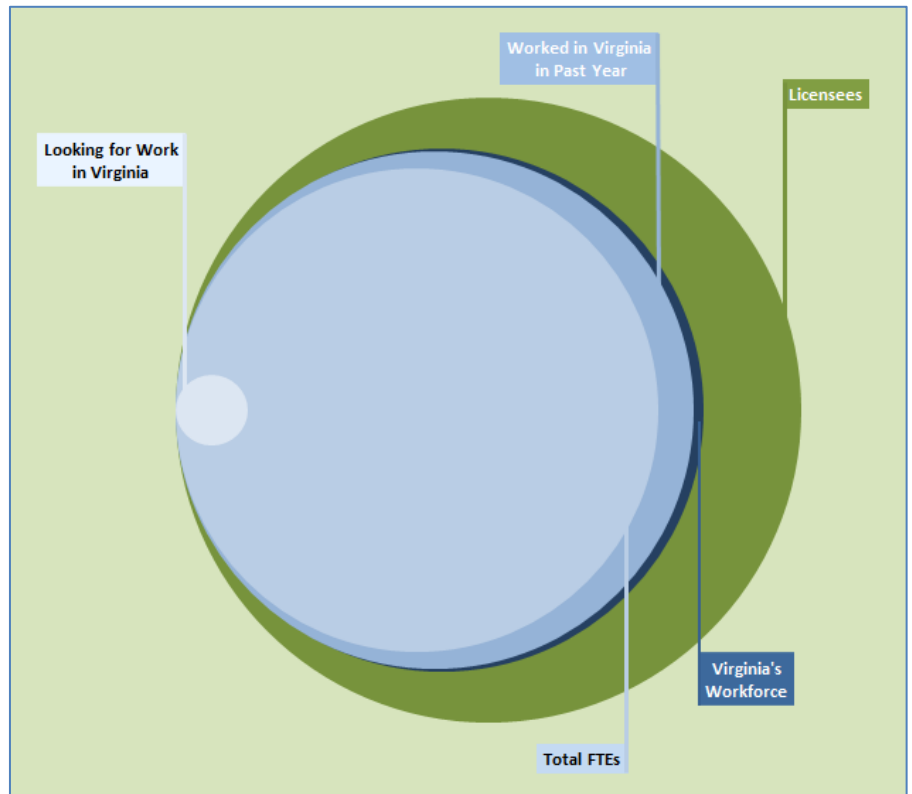
## Definitions

- 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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	16,834	98%
Looking for Work in Virginia	300	2%
Virginia's Workforce	17,135	100%
Total FTEs	14,929	
Licenses	25,353	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>*

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	51	12%	382	88%	433	3%
30 to 34	111	6%	1,661	94%	1,772	12%
35 to 39	280	11%	2,280	89%	2,560	18%
40 to 44	251	10%	2,220	90%	2,471	17%
45 to 49	192	10%	1,809	90%	2,001	14%
50 to 54	209	12%	1,534	88%	1,743	12%
55 to 59	138	11%	1,090	89%	1,228	9%
60 and Over	202	10%	1,771	90%	1,973	14%
<b>Total</b>	<b>1,434</b>	<b>10%</b>	<b>12,747</b>	<b>90%</b>	<b>14,181</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	APRNs		APRNs Under 40	
	%	#	%	#	%
White	59%	9,889	70%	3,386	71%
Black	19%	2,277	16%	593	12%
Asian	7%	944	7%	372	8%
Other Race	<1%	156	1%	37	1%
Two or More Races	3%	344	2%	141	3%
Hispanic	11%	563	4%	228	5%
<b>Total</b>	<b>100%</b>	<b>14,173</b>	<b>100%</b>	<b>4,757</b>	<b>100%</b>

\*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: 91%

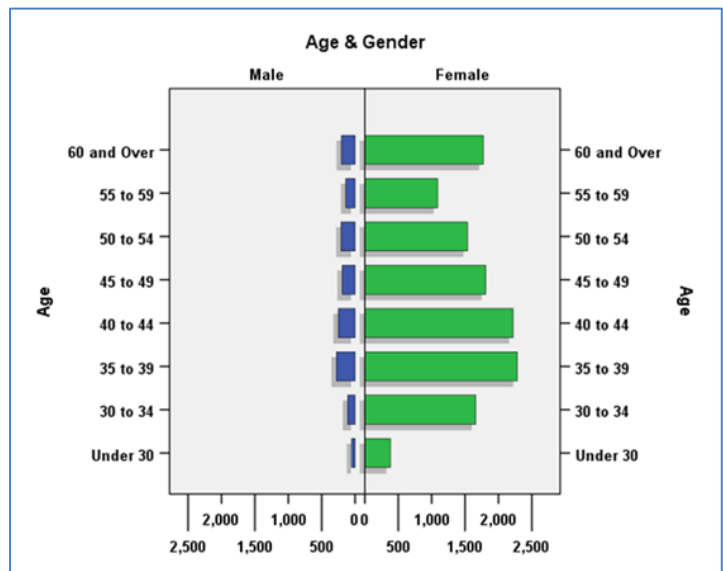
**Age**  
 Median Age: 44  
 % Under 40: 34%  
 % 55 and Over: 23%

**Diversity**  
 Diversity Index: 48%  
 Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two APRNs, there is a 48% chance that they would be of different races or ethnicities (a measure known as the Diversity Index), compared to a 60% chance for Virginia's population as a whole.*

*More than one-third of all APRNs are under the age of 40. Among APRNs who are under the age of 40, 91% are female. In addition, the diversity index among APRNs who are under the age of 40 is 47%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
 Rural Childhood: 34%

### Virginia Background

HS in Virginia: 44%  
 Prof. Ed. in VA: 50%  
 HS or Prof. Ed. in VA: 55%  
 Initial APRN Degree in VA: 49%

### Location Choice

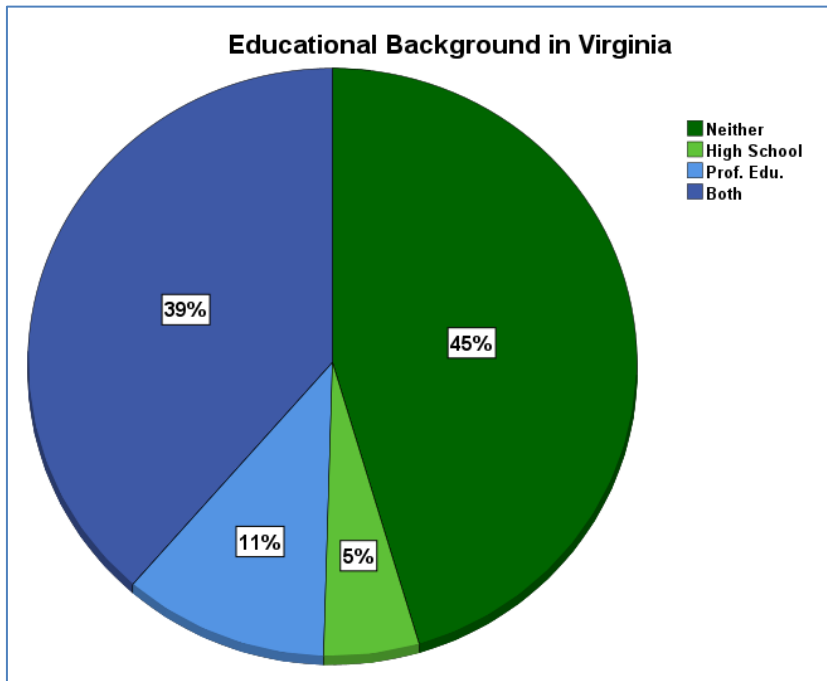
% Rural to Non-Metro: 24%  
 % Urban/Suburban to Non-Metro: 6%

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
<b>Metro Counties</b>				
1	Metro, 1 Million+	24%	60%	16%
2	Metro, 250,000 to 1 Million	54%	38%	8%
3	Metro, 250,000 or Less	46%	44%	11%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	63%	25%	12%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	62%	32%	6%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	84%	11%	5%
8	Rural, Metro Adjacent	62%	31%	7%
9	Rural, Non-Adjacent	58%	28%	15%
<b>Overall</b>		<b>34%</b>	<b>52%</b>	<b>14%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*A little over one-third of all APNs grew up in self-described rural areas, and 24% of these professionals currently work in non-metro counties. Overall, 12% of all APNs currently work in non-metro counties.*

## Top Ten States for Licensed Advanced Practical Registered Nurse Recruitment

Rank	All APRNs					
	High School	#	Init. Prof Degree	#	Init. APRN Degree	#
1	Virginia	6,099	Virginia	6,882	Virginia	6,818
2	Outside U.S./Canada	1,292	Pennsylvania	604	Tennessee	766
3	New York	619	Maryland	578	Washington, D.C.	691
4	Maryland	579	Tennessee	549	Pennsylvania	493
5	Pennsylvania	534	New York	527	Maryland	461
6	North Carolina	489	North Carolina	503	Minnesota	420
7	Florida	413	Florida	437	North Carolina	415
8	Tennessee	330	Outside U.S./Canada	383	Illinois	370
9	Ohio	325	West Virginia	313	Florida	352
10	West Virginia	290	Ohio	271	New York	305

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in the Past Five Years					
	High School	#	Init. Prof Degree	#	Init. APRN Degree	#
1	Virginia	2,812	Virginia	3,203	Virginia	3,057
2	Outside U.S./Canada	735	Maryland	342	Tennessee	379
3	Maryland	292	Pennsylvania	293	Minnesota	302
4	New York	276	Tennessee	261	Washington, D.C.	269
5	North Carolina	270	North Carolina	250	Maryland	269
6	Pennsylvania	241	Florida	250	Illinois	263
7	Florida	233	Outside U.S./Canada	219	North Carolina	236
8	Tennessee	163	New York	217	Pennsylvania	204
9	Ohio	143	West Virginia	157	Florida	204
10	West Virginia	143	Washington, D.C.	125	Alabama	141

Source: Va. Healthcare Workforce Data Center

*Among all licensees, 32% did not participate in Virginia's APRN workforce during the past year. Among licensees who did not participate in Virginia's APRN workforce, 96% worked at some point in the past year, including 95% who worked in a nursing-related capacity.*

### At a Glance:

#### Not in VA Workforce

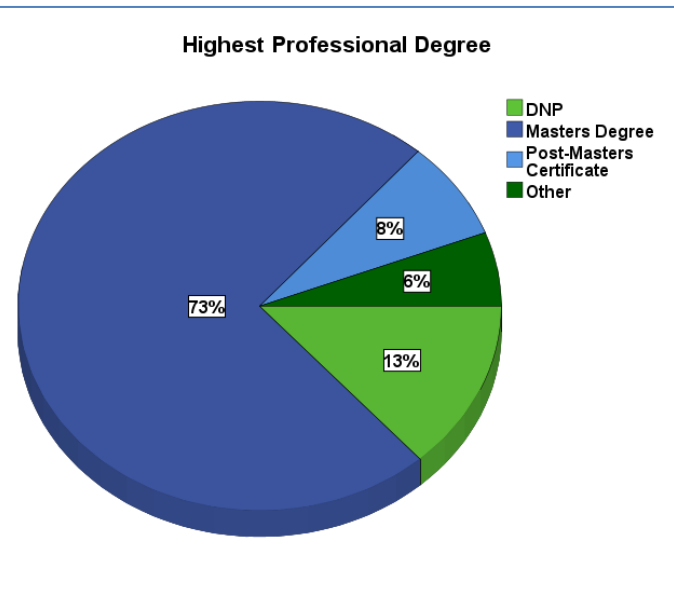
Total:	8,216
% of Licensees:	32%
Federal/Military:	7%
Va. Border State/DC:	15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
NP Certificate	157	1%
Master's Degree	10,112	73%
Post-Masters Cert.	1,078	8%
Doctorate of NP	1,861	13%
Other Doctorate	637	5%
Post-PhD Cert.	15	0%
<b>Total</b>	<b>13,860</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Master's Degree: 73%  
 Post-Masters Cert.: 8%

**Education Debt**  
 Carry Debt: 51%  
 Under Age 40 w/ Debt: 62%  
 Median Debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All APRNs		APRNs Under 40	
	#	%	#	%
None	6,072	49%	1,549	38%
Less than \$30,000	1,096	9%	452	11%
\$30,000-\$39,999	504	4%	242	6%
\$40,000-\$49,999	483	4%	221	5%
\$50,000-\$59,999	544	4%	248	6%
\$60,000-\$69,999	482	4%	222	5%
\$70,000-\$79,999	439	4%	179	4%
\$80,000-\$89,999	385	3%	154	4%
\$90,000-\$99,999	277	2%	104	3%
\$100,000-\$109,999	411	3%	126	3%
\$110,000-\$119,999	225	2%	98	2%
\$120,000 or More	1,465	12%	507	12%
<b>Total</b>	<b>12,383</b>	<b>100%</b>	<b>4,102</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all APRNs, 73% have a Master's degree as their highest professional degree. More than half of all APRNs carry education debt, including 62% of APRNs who are under the age of 40. The median outstanding balance among those APRNs with education debt is between \$60,000 and \$70,000.*

## At a Glance:

### Primary Specialty

Family Health:	27%
RN Anesthetist:	12%
Psychiatric/ Mental Health:	12%

### Credentials

AANPCP – Family NP:	22%
ANCC – Family NP:	18%
ANCC – Family Psychiatric- Mental Health NP:	5%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Specialties		
Specialty	#	%
Family Health	3,752	27%
Certified Registered Nurse Anesthetist	1,668	12%
Psychiatric/Mental Health	1,612	12%
Acute Care/Emergency Room	1,033	8%
Adult Health	937	7%
Pediatrics	845	6%
OB/GYN - Women's Health	516	4%
Geriatrics/Gerontology	462	3%
Surgical	392	3%
Medical Specialties (Not Listed)	328	2%
Certified Nurse Midwife	216	2%
Neonatal Care	178	1%
Other Specialty Area	1,253	13%
<b>Total</b>	<b>13,659</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
AANPCP: Family NP (FNP-C)	3,843	22%
ANCC: Family NP (FNP-BC)	3,082	18%
ANCC: Family Psychiatric-Mental Health NP (PMHNP-BC)	941	5%
ANCC: Adult Psychiatric-Mental Health NP (PMHNP-BC)	780	5%
ANCC: Adult-Gerontology Acute Care NP (AGACNP-BC)	742	4%
NCC: Women's Health Care NP (WHNP-BC)	396	2%
ANCC: Acute Care NP (ACNP-BC)	370	2%
AANPCP: Adult-Gerontology Primary Care NP (A-GNP-C)	317	2%
ANCC: Adult NP (ANP-BC)	295	2%
ANCC: Adult-Gerontology Primary Care NP (AGPCNP-BC)	294	2%
ANCC: Pediatric NP (PNP-BC)	276	2%
NCC: Neonatal NP (NNP-BC)	168	1%
All Other Credentials	265	2%
<b>At Least One Credential</b>	<b>10,794</b>	<b>63%</b>

Source: Va. Healthcare Workforce Data Center

Among all APRNs, 27% have a primary specialty in family health, while another 12% have a primary specialty as a Certified RN Anesthetist. In addition, 63% of APRNs hold at least one credential, including 22% who are credentialed as an AANPCP: Family NP (FNP-C).

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 63%  
 2 or More Positions: 21%

### Weekly Hours:

40 to 49: 49%  
 60 or More: 6%  
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	9	<1%
Employed in a Nursing-Related Capacity	13,388	96%
Employed, NOT in a Nursing-Related Capacity	91	1%
Not Working, Reason Unknown	2	0%
Involuntarily Unemployed	40	0%
Voluntarily Unemployed	261	2%
Retired	112	1%
<b>Total</b>	<b>13,902</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all APRNs, 96% are currently employed in the profession, 63% hold one full-time job, and 49% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 Hours	415	3%
1 to 9 Hours	151	1%
10 to 19 Hours	381	3%
20 to 29 Hours	960	7%
30 to 39 Hours	2,823	21%
40 to 49 Hours	6,604	49%
50 to 59 Hours	1,379	10%
60 to 69 Hours	543	4%
70 to 79 Hours	94	1%
80 or More Hours	200	1%
<b>Total</b>	<b>13,550</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	415	3%
One Part-Time Position	1,803	13%
Two Part-Time Positions	639	5%
One Full-Time Position	8,585	63%
One Full-Time Position & One Part-Time Position	1,861	14%
Two Full-Time Positions	62	0%
More than Two Positions	347	3%
<b>Total</b>	<b>13,712</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	51	1%
Less than \$80,000	1,006	9%
\$80,000-\$89,999	540	5%
\$90,000-\$99,999	577	5%
\$100,000-\$109,999	959	9%
\$110,000-\$119,999	1,091	10%
\$120,000 or More	6,449	60%
<b>Total</b>	<b>10,673</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	8,905	65%
Somewhat Satisfied	4,023	30%
Somewhat Dissatisfied	526	4%
Very Dissatisfied	134	1%
<b>Total</b>	<b>13,589</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: > \$120k

**Benefits**  
(Wage/Salary Employees)  
Retirement: 70%  
Health Insurance: 61%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

*The typical APRN has an annual income of more than \$120,000. Among APRNs who receive either an hourly wage or a salary as compensation at their primary work location, 73% have access to a retirement plan and 61% receive health insurance.*

Employer-Sponsored Benefits*			
Benefit	#	%	% of Wage/Salary Employees
Retirement	8,447	63%	70%
Paid Leave	8,246	62%	69%
Health Insurance	7,374	55%	61%
Dental Insurance	7,228	54%	60%
Group Life Insurance	5,675	42%	48%
Signing/Retention Bonus	2,474	18%	21%
<b>At Least One Benefit</b>	<b>9,831</b>	<b>73%</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	175	1%
Experience Voluntary Unemployment?	615	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	334	2%
Work Two or More Positions at the Same Time?	3,369	20%
Switch Employers or Practices?	1,263	7%
Experience at Least One?	<b>4,956</b>	<b>29%</b>

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 3.3% during the same period.<sup>2</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	205	2%	192	5%
Less than 6 Months	1,047	8%	518	14%
6 Months to 1 Year	1,443	11%	564	15%
1 to 2 Years	3,444	26%	913	24%
3 to 5 Years	3,210	24%	844	23%
6 to 10 Years	1,925	15%	408	11%
More than 10 Years	1,947	15%	290	8%
<b>Subtotal</b>	<b>13,220</b>	<b>100%</b>	<b>3,729</b>	<b>100%</b>
Did Not Have Location	333		13,365	
Item Missing	3,582		40	
<b>Total</b>	<b>17,135</b>		<b>17,135</b>	

Source: Va. Healthcare Workforce Data Center

*Almost two-thirds of all APRNs receive a salary at their primary work location, while 23% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 27%  
Over 2 Years: 54%  
Over 2 Yrs., 2<sup>nd</sup> Location: 41%

**Employment Type**

Salary: 65%  
Hourly Wage: 23%

Source: Va. Healthcare Workforce Data Center

*More than half of all APRNs have worked at their primary work location for more than two years.*

**Employment Type**

Primary Work Site	#	%
Salary/Commission	6,619	65%
Hourly Wage	2,358	23%
By Contract	636	6%
Business/Practice Income	504	5%
Unpaid	45	<1%
<b>Subtotal</b>	<b>10,163</b>	<b>100%</b>
Missing Location	333	
Item Missing	6,639	

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> 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 3.9%. At the time of publication, the unemployment rate for August 2025 was still preliminary, and the unemployment rate for September 2025 had not yet been released.

## At a Glance:

### Concentration

Top Region:	28%
Top 3 Regions:	70%
Lowest Region:	2%

### Locations

2 or More (Past Year):	28%
2 or More (Now*):	26%

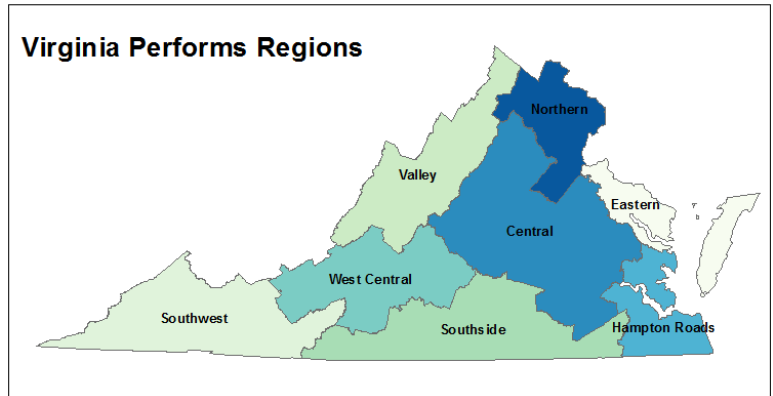
Source: Va. Healthcare Workforce Data Center

Seven out of every ten APRNs work in Northern Virginia, Central Virginia, or Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	3,243	25%	634	17%
Eastern	266	2%	59	2%
Hampton Roads	2,343	18%	639	17%
Northern	3,635	28%	923	25%
Southside	500	4%	146	4%
Southwest	851	6%	237	6%
Valley	758	6%	231	6%
West Central	1,115	8%	315	8%
Virginia Border State/D.C.	159	1%	149	4%
Other U.S. State	319	2%	390	10%
Outside of the U.S.	10	0%	10	0%
<b>Total</b>	<b>13,199</b>	<b>100%</b>	<b>3,733</b>	<b>100%</b>
Item Missing	3,603		38	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Among all APRNs, 26% currently have multiple work locations, while 28% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	298	2%	406	3%
1	9,414	70%	9,537	71%
2	2,231	17%	2,191	16%
3	1,147	9%	1,060	8%
4	137	1%	104	1%
5	89	1%	63	1%
6 or More	159	1%	115	1%
<b>Total</b>	<b>13,476</b>	<b>100%</b>	<b>13,476</b>	<b>100%</b>

\*At the time of survey completion (Oct. 2024 - Sept. 2025, birth month of respondent).

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	6,812	54%	2,407	67%
<b>Non-Profit</b>	4,103	33%	869	24%
<b>State/Local Government</b>	905	7%	190	5%
<b>Veterans Administration</b>	324	3%	18	1%
<b>U.S. Military</b>	205	2%	43	1%
<b>Other Federal Government</b>	178	1%	40	1%
<b>Total</b>	<b>12,527</b>	<b>100%</b>	<b>3,567</b>	<b>100%</b>
<b>Did Not Have Location</b>	333		13,365	
<b>Item Missing</b>	4,275		203	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

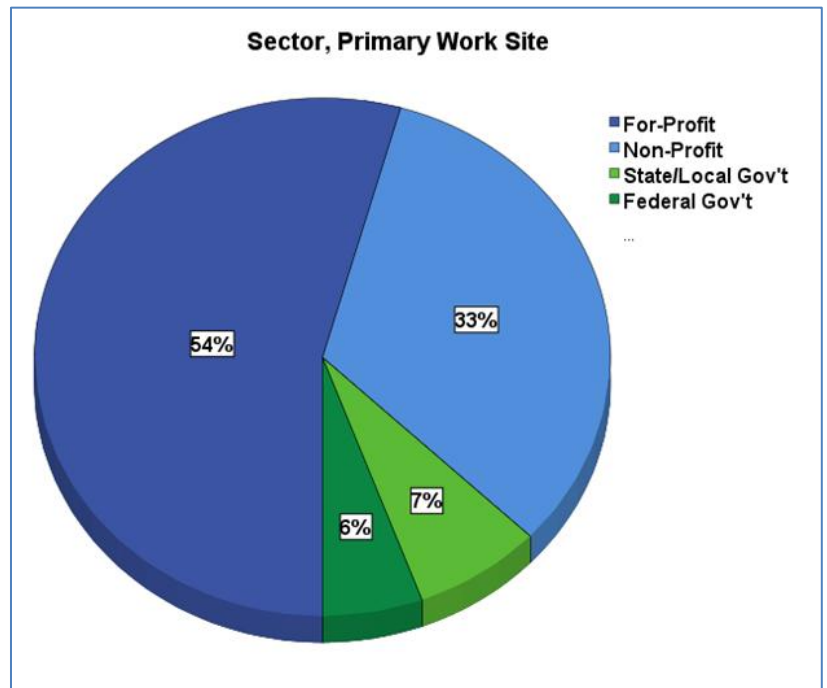
For Profit:	54%
Federal:	6%

**Top Establishments**

Clinic, Primary Care:	19%
Hospital, Inpatient:	17%
Academic Institution:	7%

Source: Va. Healthcare Workforce Data Center

Nearly nine out of every ten APRNs work in the private sector, including 54% who work in for-profit establishments. Meanwhile, 7% of APRNs work for state or local governments, and 6% work for the federal government.



Source: Va. Healthcare Workforce Data Center

More than one-quarter of the state's APRN workforce use EHRs. More than one out of every four APRNs also provide remote health care for Virginia patients.

Electronic Health Records (EHRs) and Telehealth		
Activity	#	% of Workforce
<b>Meaningful Use of EHRs</b>	4,683	27%
<b>Remote Health, Caring for Patients in Virginia</b>	4,545	27%
<b>Remote Health, Caring for Patients Outside of Virginia</b>	1,229	7%
<b>Use at Least One</b>	<b>7,015</b>	<b>41%</b>

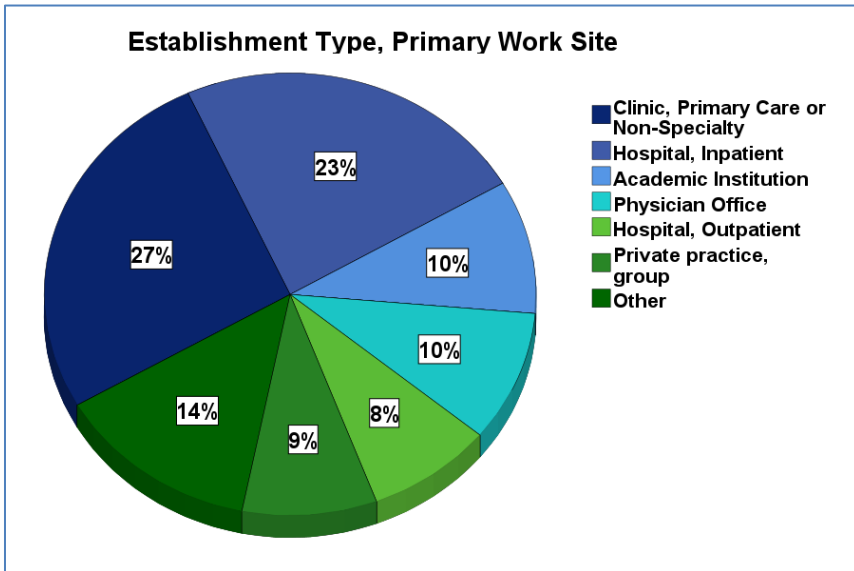
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Clinic, Primary Care or Non-Specialty (e.g., FQHC, Retail or Free Clinic)	2,358	19%	476	14%
Hospital, Inpatient Department	2,085	17%	540	16%
Academic Institution (Teaching or Research)	867	7%	190	6%
Physician Office	853	7%	104	3%
Private Practice, Group	789	6%	154	5%
Hospital, Outpatient Department	740	6%	144	4%
Mental Health, or Substance Abuse, Outpatient Center	725	6%	238	7%
Clinic, Non-Surgical Specialty (e.g., Dialysis, Diagnostic, Infusion, Blood)	549	4%	130	4%
Ambulatory/Outpatient Surgical Unit	475	4%	194	6%
Other Practice Setting	2,848	23%	1,232	36%
<b>Total</b>	<b>12,289</b>	<b>100%</b>	<b>3,402</b>	<b>100%</b>
<b>Did Not Have Location</b>	<b>333</b>		<b>13,365</b>	

Nearly two out of every five APRNs work in either a primary care/non-specialty clinic or the inpatient department of a hospital.

Source: Va. Healthcare Workforce Data Center

Among those APRNs who also have a secondary work location, three in ten work in either the inpatient department of a hospital or a primary care/non-specialty clinic.



Source: Va. Healthcare Workforce Data Center

Accepted Forms of Payment		
Payment	#	% of Workforce
Private Insurance	10,105	59%
Medicaid	9,319	54%
Medicare	9,230	54%
Cash/Self-Pay	8,785	51%

Private insurance is the most commonly accepted form of payment among Virginia's APRNs.

Source: Va. Healthcare Workforce Data Center

### At a Glance: (Primary Locations)

#### Languages Offered

Spanish:	29%
French:	17%
Arabic:	17%

#### Means of Communication

Virtual Translation:	73%
Onsite Translation:	28%
Other Staff Member:	25%

Source: Va. Healthcare Workforce Data Center

### A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	5,025	29%
French	2,905	17%
Arabic	2,869	17%
Chinese	2,848	17%
Korean	2,750	16%
Vietnamese	2,662	16%
Hindi	2,555	15%
Tagalog/Filipino	2,498	15%
Persian	2,367	14%
Urdu	2,242	13%
Amharic, Somali, or Other Afro-Asiatic Languages	2,151	13%
Pashto	2,109	12%
Others	1,381	8%
<b>At Least One Language</b>	<b>6,151</b>	<b>36%</b>

Source: Va. Healthcare Workforce Data Center

*Among all APRNs, 29% are employed at a primary work location that offers Spanish language services for patients.*

### Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Services	4,508	73%
Onsite Translation Service	1,708	28%
Other Staff Member is Proficient	1,512	25%
Respondent is Proficient	997	16%
Other	149	2%

Source: Va. Healthcare Workforce Data Center

*Among APRNs who are employed at a primary work location that offers language services for patients, 73% offer these services by means of a virtual translation service.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

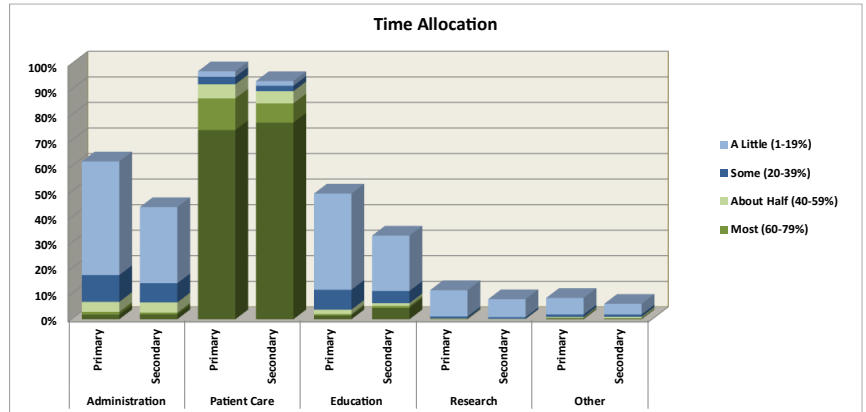
Patient Care: 86%  
Administration: 3%  
Education: 2%

### Patient Care APRNs

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*APRNs typically spend most of their time on patient care activities. In fact, 86% 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		
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	
<b>All or Almost All (80-100%)</b>	2%	2%	74%	77%	1%	4%	0%	0%	0%	0%	
<b>Most (60-79%)</b>	1%	1%	12%	8%	1%	1%	0%	0%	0%	0%	
<b>About Half (40-59%)</b>	4%	4%	6%	5%	2%	1%	0%	0%	0%	1%	
<b>Some (20-39%)</b>	10%	8%	3%	2%	8%	5%	1%	1%	1%	1%	
<b>A Little (1-19%)</b>	44%	30%	2%	2%	38%	22%	10%	7%	6%	4%	
<b>None (0%)</b>	38%	56%	3%	7%	51%	67%	89%	92%	92%	94%	

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All APRNs		APRNs 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	192	2%	0	0%
<b>50 to 54</b>	455	4%	11	<1%
<b>55 to 59</b>	1,021	9%	176	4%
<b>60 to 64</b>	2,984	26%	823	21%
<b>65 to 69</b>	4,223	37%	1,568	39%
<b>70 to 74</b>	1,521	13%	815	20%
<b>75 to 79</b>	419	4%	245	6%
<b>80 or Over</b>	148	1%	87	2%
<b>I Do Not Intend to Retire</b>	606	5%	271	7%
<b>Total</b>	<b>11,569</b>	<b>100%</b>	<b>3,996</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Retirement Expectations

**All APRNs**

Under 65: 40%  
Under 60: 15%

**APRNs 50 and Over**

Under 65: 25%  
Under 60: 5%

Time Until Retirement

Within 2 Years: 4%  
Within 10 Years: 18%  
Half the Workforce: By 2050

Source: Va. Healthcare Workforce Data Center

*Among all APRNs, 40% expect to retire by the age of 65. Among APRNs who are age 50 and over, 25% expect to retire by the age of 65.*

*Within the next two years, 11% of APRNs expect to increase patient care hours, and 10% expect to pursue additional educational opportunities.*

**Future Plans**

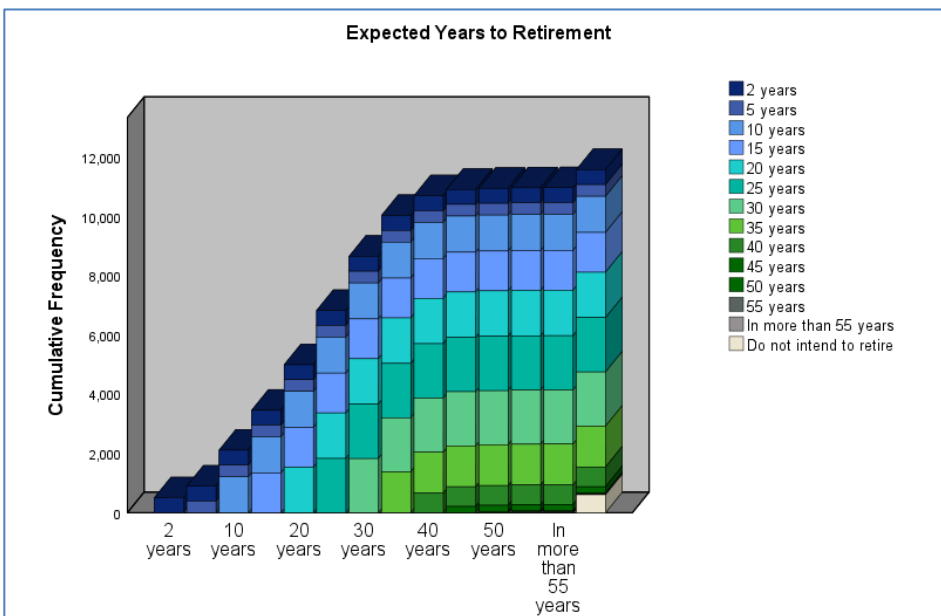
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	126	1%
<b>Leave Virginia</b>	379	2%
<b>Decrease Patient Care Hours</b>	1,475	9%
<b>Decrease Teaching Hours</b>	91	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	1,816	11%
<b>Increase Teaching Hours</b>	1,542	9%
<b>Pursue Additional Education</b>	1,688	10%
<b>Return to Virginia's Workforce</b>	172	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for APRNs. While 4% of APRNs expect to retire in the next two years, 18% expect to retire in the next ten years. More than half of the current APRN workforce expect to retire by 2050.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
<b>2 Years</b>	503	4%	4%
<b>5 Years</b>	395	3%	8%
<b>10 Years</b>	1,215	11%	18%
<b>15 Years</b>	1,343	12%	30%
<b>20 Years</b>	1,533	13%	43%
<b>25 Years</b>	1,832	16%	59%
<b>30 Years</b>	1,826	16%	75%
<b>35 Years</b>	1,377	12%	87%
<b>40 Years</b>	665	6%	92%
<b>45 Years</b>	212	2%	94%
<b>50 Years</b>	38	0%	95%
<b>55 Years</b>	18	0%	95%
<b>In More than 55 Years</b>	4	0%	95%
<b>Do Not Intend to Retire</b>	606	5%	100%
<b>Total</b>	<b>11,568</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2035. Retirement will peak at 16% of the current workforce around 2050 before declining to under 10% of the current workforce again around 2065.

## At a Glance:

### FTEs

Total: 14,929  
 FTEs/1,000 Residents<sup>3</sup>: 1.72  
 Average: 0.89

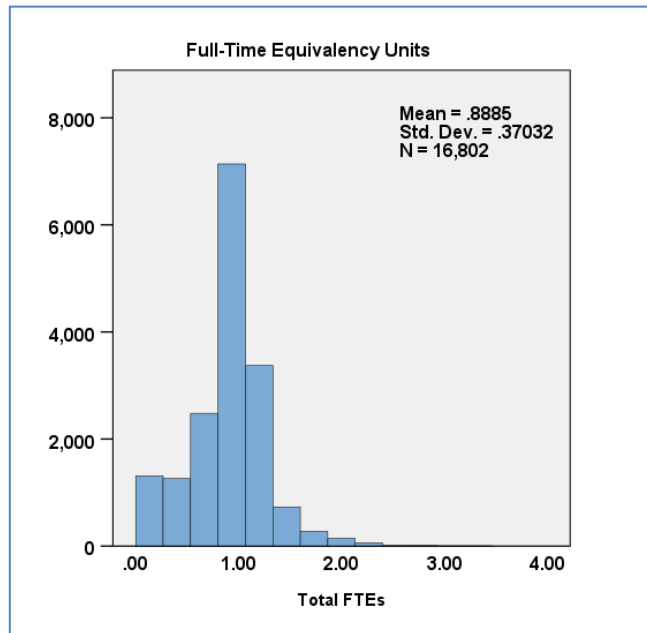
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Negligible  
 Gender, *Partial Eta*<sup>2</sup>: Negligible

*Partial Eta*<sup>2</sup> Explained:  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

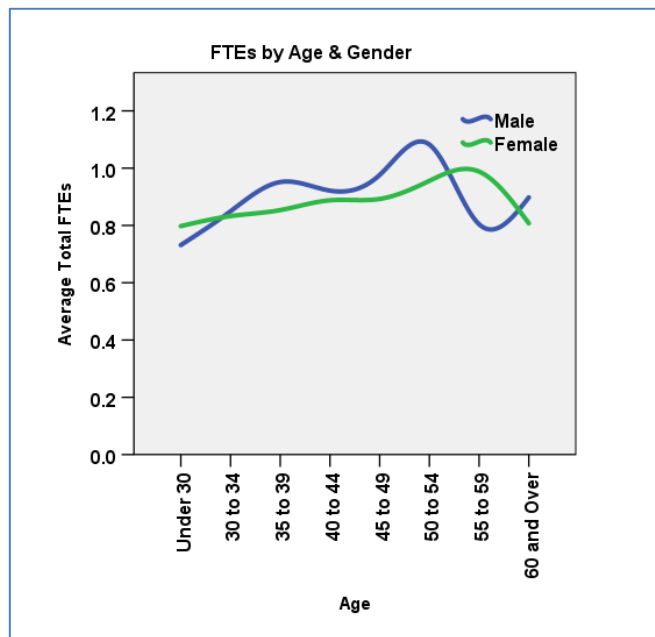


Source: Va. Healthcare Workforce Data Center

The typical (median) APRN provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>4</sup>

Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.79	0.80
30 to 34	0.83	0.84
35 to 39	0.86	0.82
40 to 44	0.92	1.05
45 to 49	0.89	0.83
50 to 54	0.99	1.07
55 to 59	0.96	0.93
60 and Over	0.82	0.81
Gender		
Male	0.93	0.98
Female	0.88	0.93

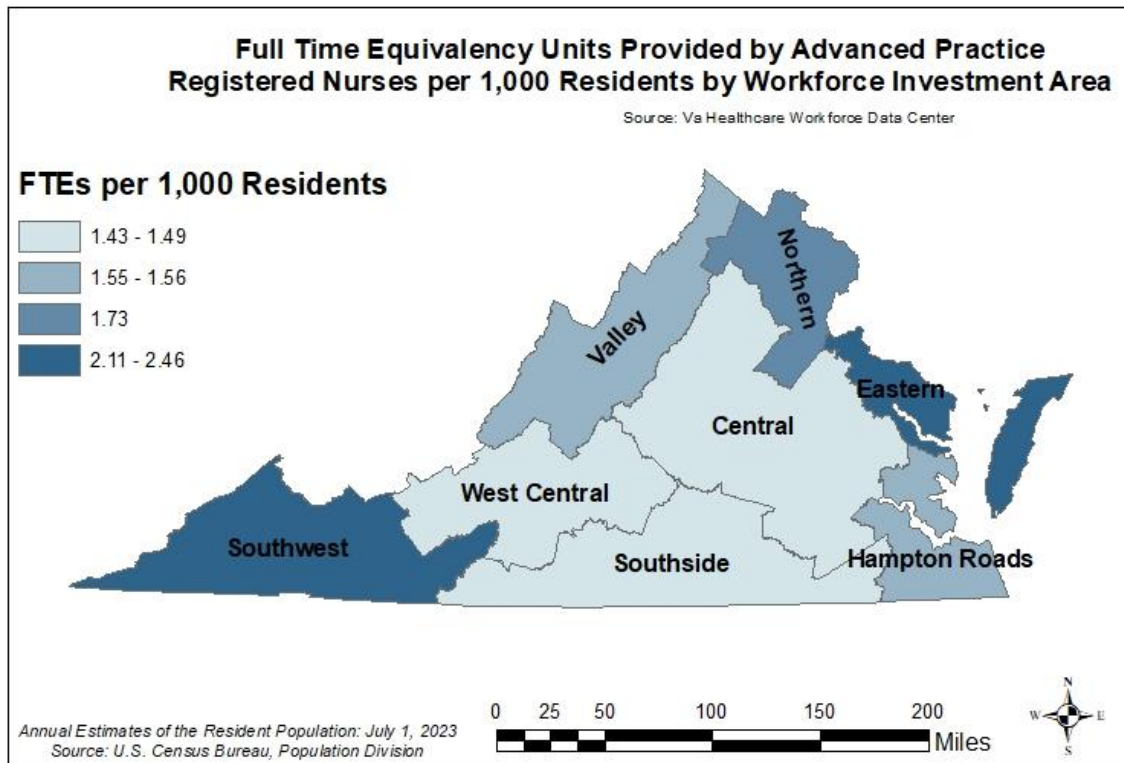
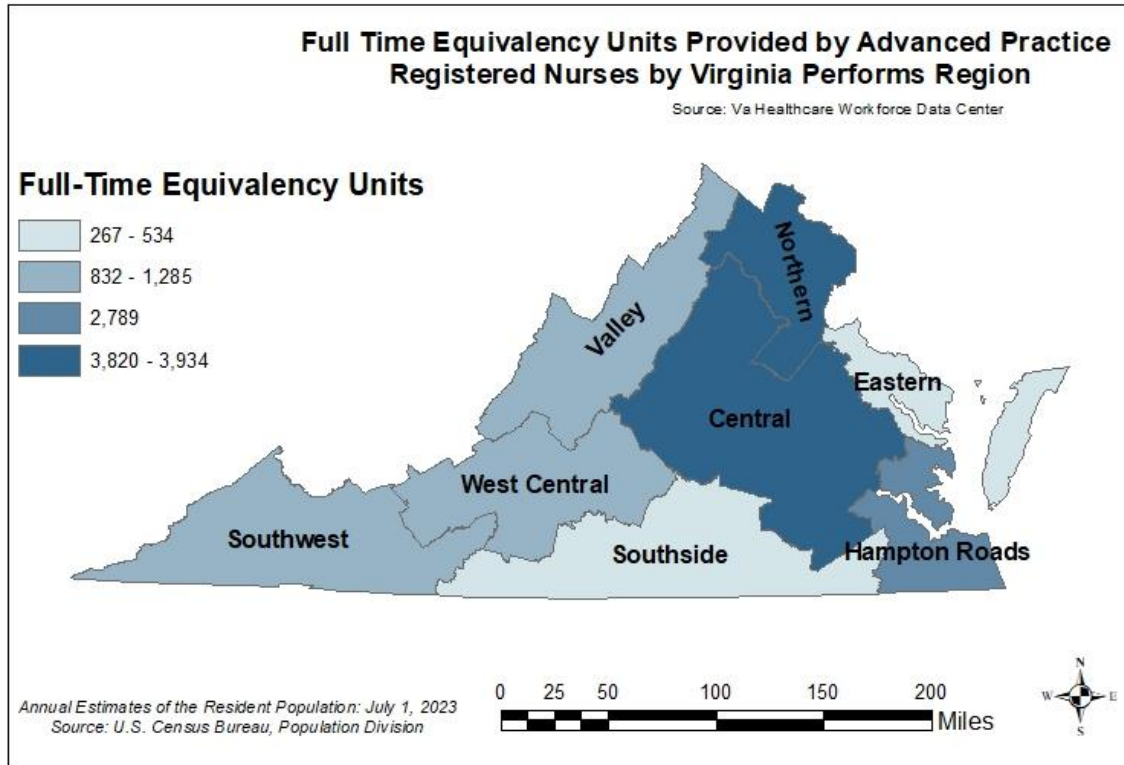
Source: Va. Healthcare Workforce Data Center

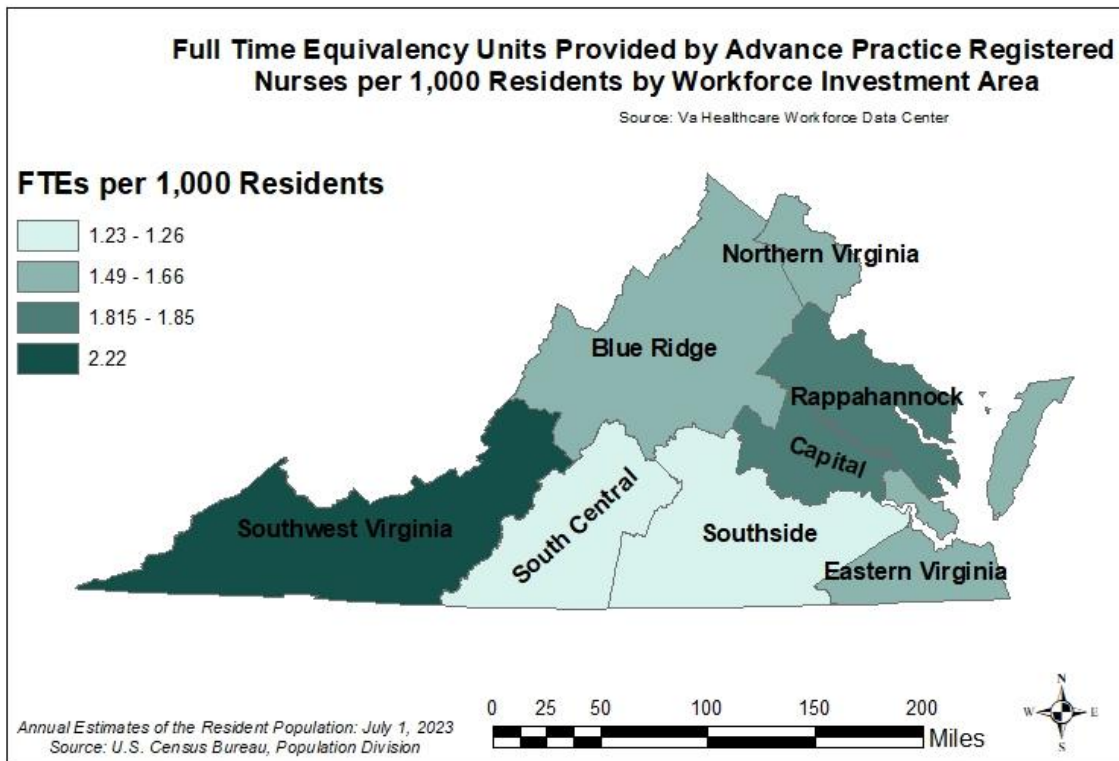
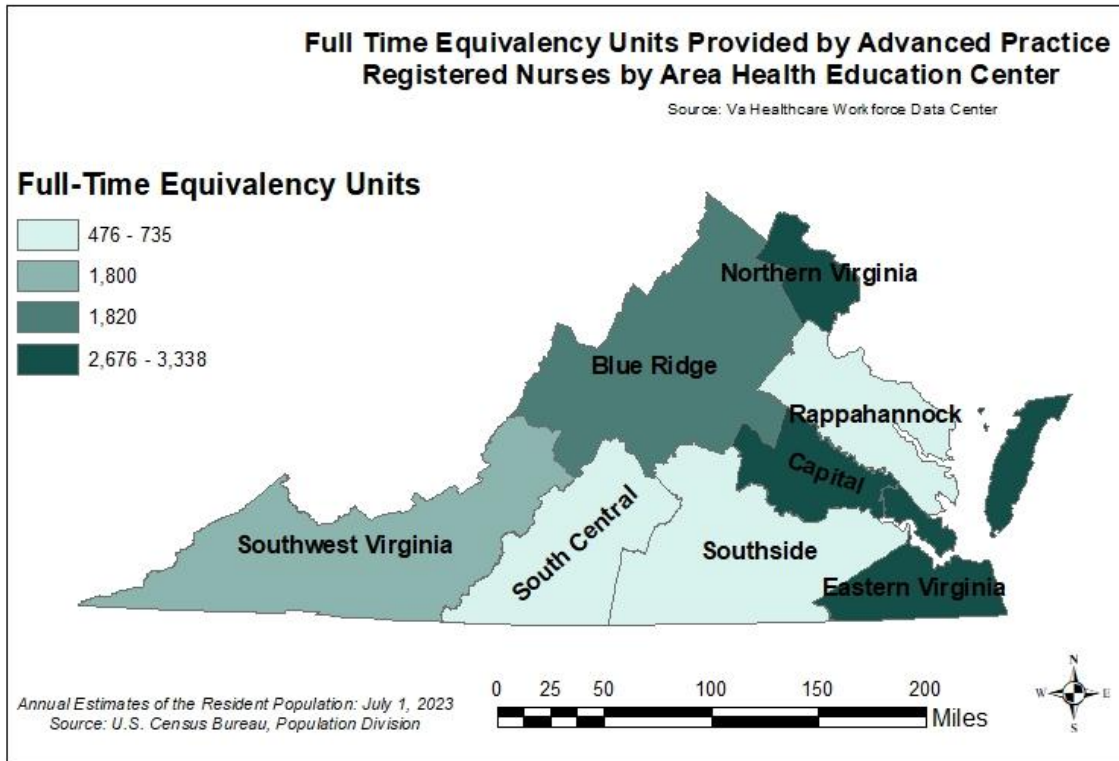


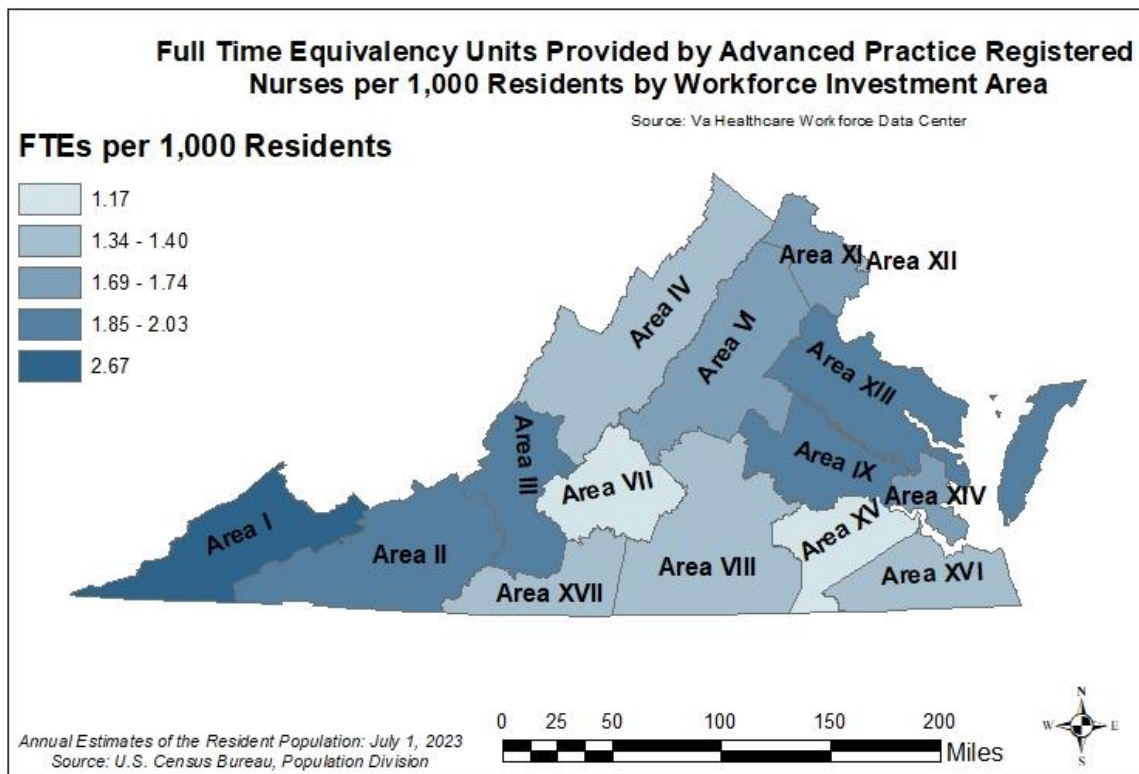
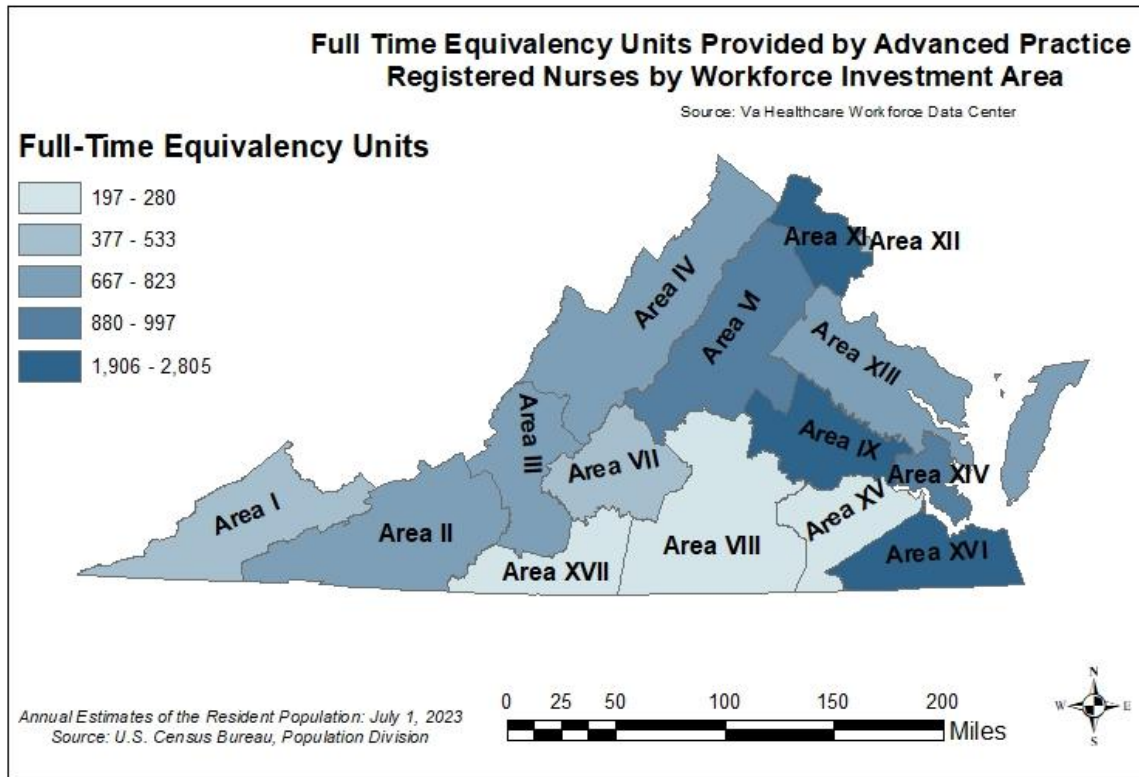
Source: Va. Healthcare Workforce Data Center

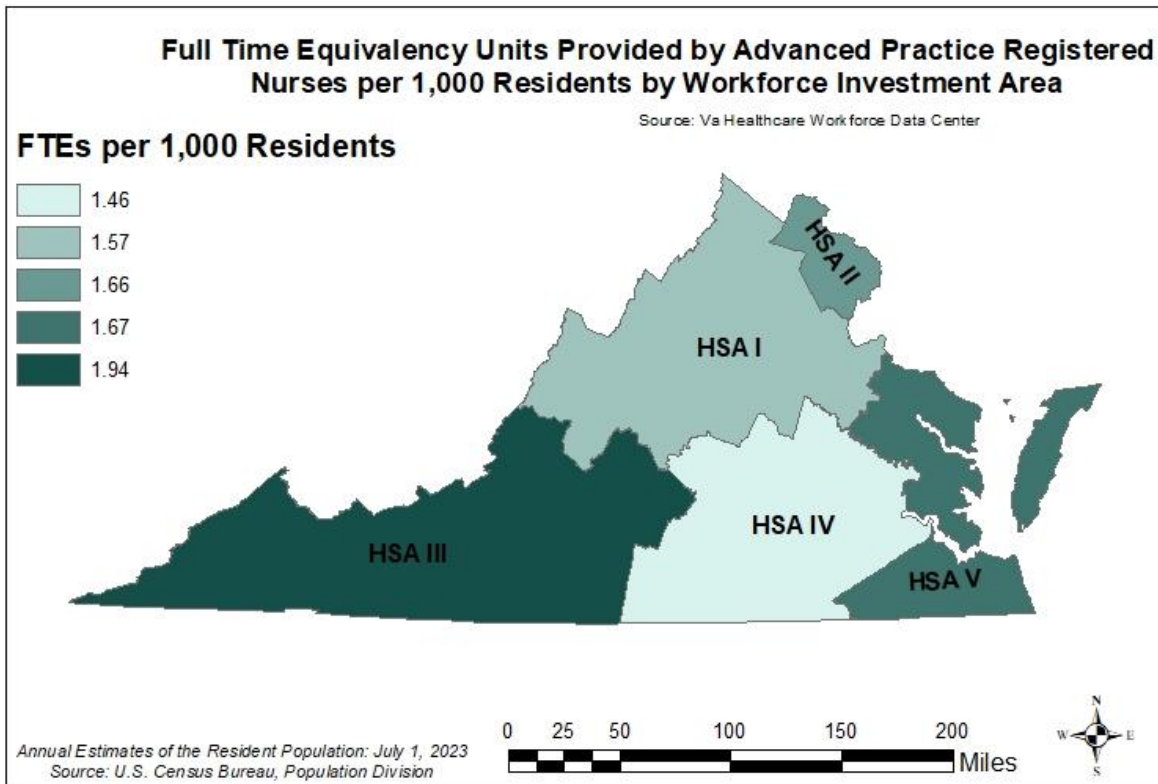
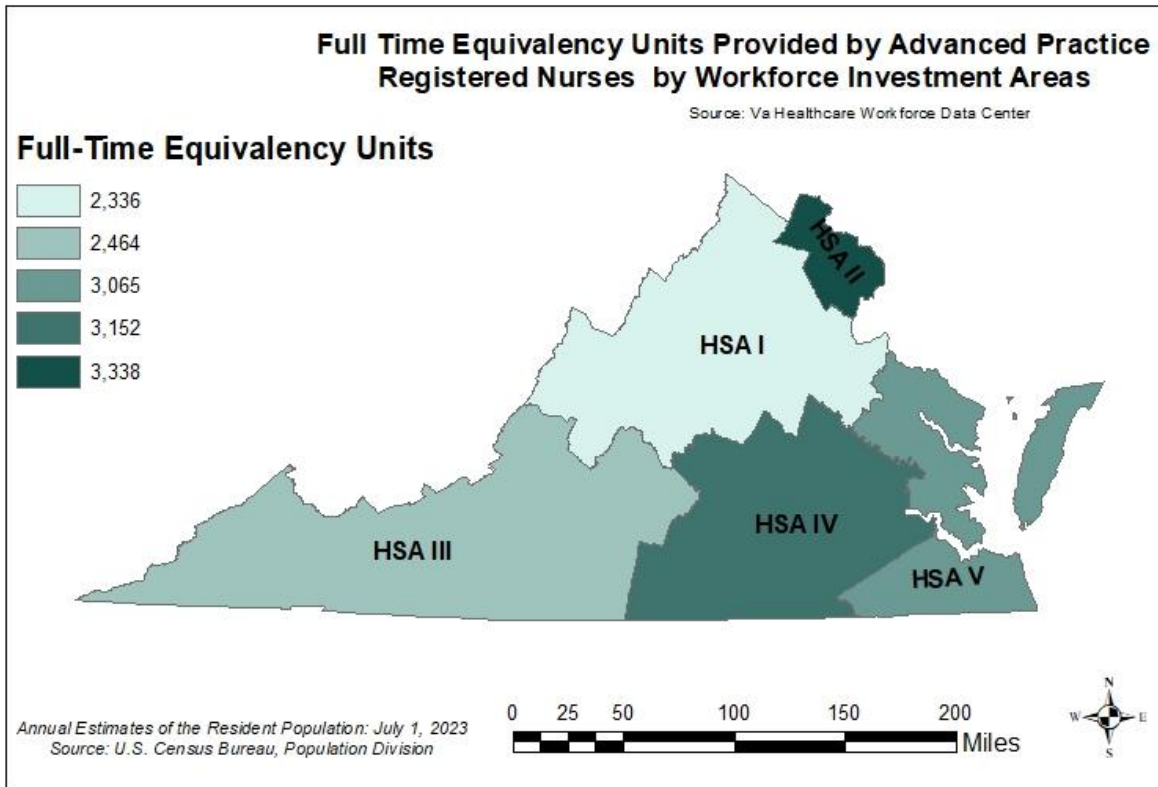
<sup>3</sup> Number of residents in 2023 was used as the denominator.

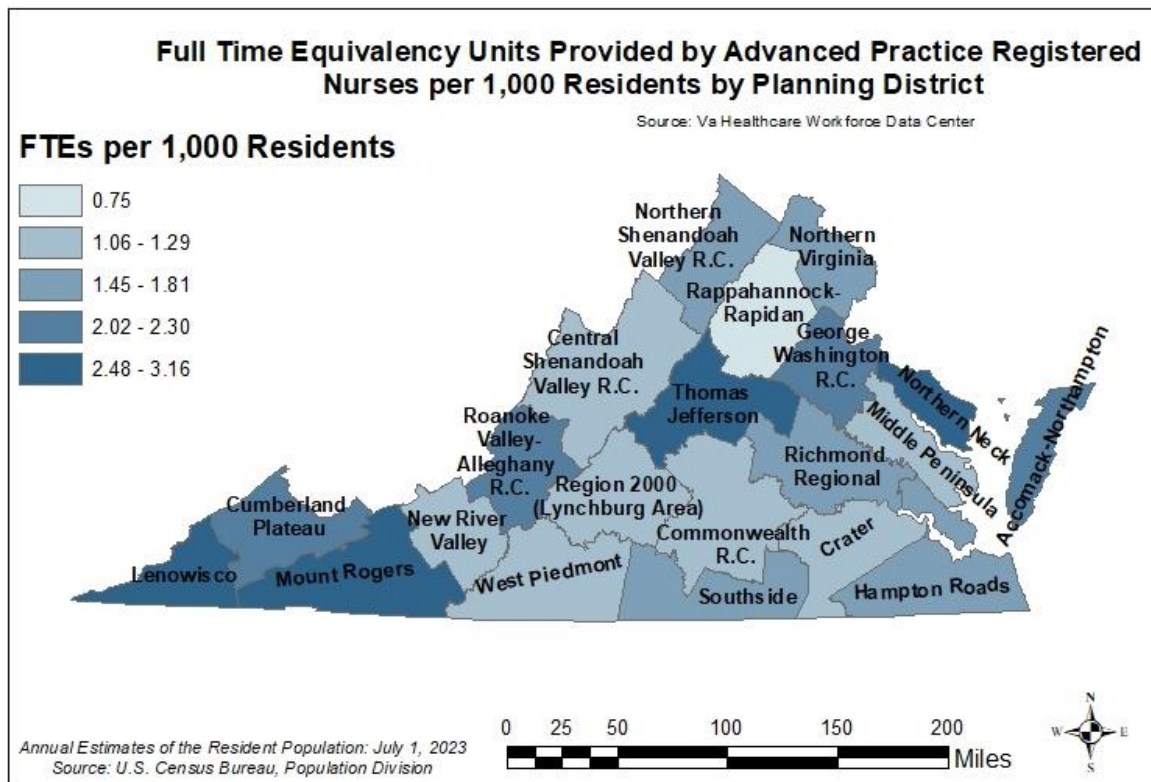
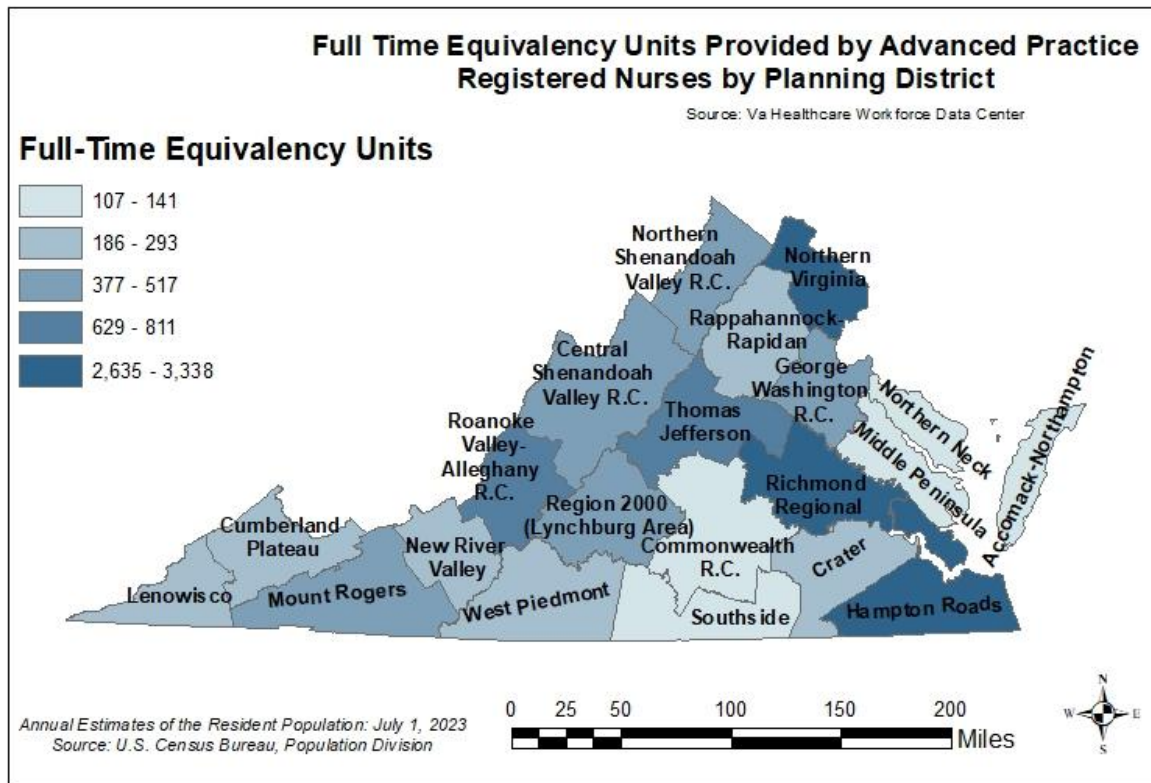
<sup>4</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	10,238	41.04%	2.436	2.025	5.152
<b>Metro, 250,000 to 1 Million</b>	1,305	41.69%	2.399	1.994	5.073
<b>Metro, 250,000 or Less</b>	1,611	40.35%	2.478	2.060	5.241
<b>Urban. Pop. 20,000+, Metro Adj.</b>	251	39.44%	2.535	2.108	5.361
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	561	37.43%	2.671	2.221	5.649
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	403	46.15%	2.167	1.801	4.581
<b>Rural, Metro Adj.</b>	454	38.99%	2.565	2.132	5.424
<b>Rural, Non-Adj.</b>	174	32.76%	3.053	2.538	6.455
<b>Virginia Border State/D.C.</b>	4,299	27.89%	3.585	2.980	7.582
<b>Other U.S. State</b>	6,056	24.41%	4.097	3.406	8.664

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	542	16.42%	6.090	4.581	8.664
<b>30 to 34</b>	2,771	33.42%	2.992	2.251	4.257
<b>35 to 39</b>	4,638	28.74%	3.479	2.618	4.950
<b>40 to 44</b>	4,627	37.30%	2.681	2.017	3.814
<b>45 to 49</b>	3,695	32.23%	3.102	2.334	4.414
<b>50 to 54</b>	3,153	41.77%	2.394	1.801	3.406
<b>55 to 59</b>	2,236	33.45%	2.989	2.249	4.253
<b>60 and Over</b>	3,691	39.91%	2.506	1.885	3.565

Source: Va. Healthcare Workforce Data Center

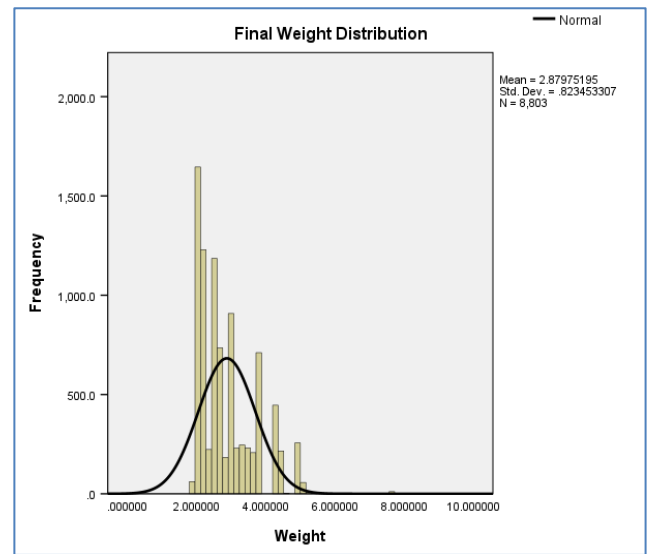
See the Methods section on the HWDC website for details on HWDC Methods:

<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: 0.347217292**



Source: Va. Healthcare Workforce Data Center

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

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Healthcare Workforce Data Center

November 2025

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
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Get a copy of this report from:

<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

*Over 16,500 Licensed Advanced Practice Registered Nurse voluntarily participated in the 2024 and 2025 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

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This is a special report created for the Committee of the Joint Boards of Nursing and Medicine. The report uses data from the 2024 and 2025 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 2024 survey occurred between October 2023 and September 2024; the 2025 survey occurred between October 2024 and September 2025. 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 (CRNAs), certified nurse midwives (CNMs), clinical nurse specialists (CNSs), and certified nurse practitioners (CNP). CNPs make up the highest proportion of APRNs. Approximately 81% of APRNs are CNPs and 13% are CRNAs while CNMs and CNSs constitute only 2% of APRNs. The full time equivalency units are also similarly distributed by specialty.

Nine of ten APRNs are female; almost all CNMs (99%) are female whereas approximately 71% of CRNAs are female; 95% of CNSs are female, and 92% of CNPs are female. The median age of all APRNs is 44. The median age of CRNAs is 46, the median age for CNMs and CNPs is 44, and the CNSs' median age is 51. In a random encounter between two APRNs, there is a 48% chance that they would be of different races or ethnicities, a measure known as the diversity index. CNSs were the least diverse with 26% diversity index, while CNPs had the highest diversity index at 49%. Overall, 12% of APRNs work in rural areas. CNPs had the highest rural workforce participation; 13% of CNPs work in rural areas compared to 7% of CRNAs, 7% of CNMs, and 5% of CNSs.

CRNAs had the highest educational attainment, with 25% reporting a doctor of nursing practice degree; whereas 23%, 10%, and 11% of CNS, CNMs, and CNPs did, respectively. However, CNMs reported the highest median education debt of \$95k and 56% of CNMs had education debt. Over half of CNPs also reported education debt. CNSs had the lowest median education debt at \$40k-\$50k. CRNAs had \$80-\$90k in education debt but only 37% of all CRNAs carried education debt.

CRNAs, CNMs, and CNPs reported a median annual income of \$120k or more per year, as compared to a median of \$110k-120k for CNSs. Further, 92% of CRNAs reported \$120,000 or more in annual income compared to 59% of CNMs, 42% of CNSs and 52% of CNPs. However, only 63% of CRNAs received at least one employer-sponsored benefit compared to 76% of CNMs, 68% of CNSs, and 77% of CNPs. Overall, 95% of APRNs are satisfied with their current employment situation. However, only 92% of CNSs were satisfied compared to 98% of CRNAs, 94% of CNMs, and 95% of CNPs. Approximately 29% of all APRNs reported employment instability in the year prior to the survey, with CNMs and CNPs being most likely to report employment instability.

Most CRNAs (92%) worked in the private sector compared to 89% of CNMs, 83% of CNSs, and 87% of CNPs. Meanwhile, CNSs (53%) were most likely to work in the non-profit sector. CRNAs, CNMs, and CNSs were most likely to be working in inpatient hospital departments whereas CNPs were most likely to work in primary care clinics. Only 14% of CRNAs used at least one form of electronic health record or telehealth compared to 43% of CNMs, 25% of CNSs, and 45% of CNPs. More than two in four CNSs plan to retire within the next decade compared to 24% of CRNAs, 18% of CNMs, and 17% of CNPs. About 49%, 33%, 23% and 49% of CRNAs, CNMs, CNSs, and CNPs, respectively, plan to retire by the age of 65. Meanwhile, 3%, 5%, 8%, and 6% of CRNAs, CNMs, CNSs, and CNPs, respectively, do not intend to retire.

**Closer Look:**

**At a Glance:**

**Licensed APRNs**

Total:	26,330
CRNA:	3,344
CNM:	610
CNS:	399
CNP:	21,976

**Response Rates**

All Licensees: (2024 & 2025)	63%
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Source: Va. Healthcare Workforce Data Center

This report uses data from the 2024 and 2025 APRN Surveys, and licensure data retrieved in October 2025. 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, 3,344 of APRNs reported their first specialty as CRNA, 610 had a first specialty of CNM, 399 reported a CNS specialty, and 21,976 had other first specialties. However, 41 CRNAs, 233 CNMs, and 23 CNSs reported other APRN specialties. “At a Glance” shows the breakdown by specialty. Approximately 83% are CNPs, 13% are CRNAs, 2% are CNMs, and 2% are CNSs.

Response Rates					
	CRNA	CNM	CNS	CNP	Total
<b>Completed Surveys 2024</b>	987	184	149	6,461	7,781
<b>Completed Surveys 2025</b>	1,087	209	160	7,344	8,800
<b>Response Rate, all licensees</b>	<b>68%</b>	<b>68%</b>	<b>67%</b>	<b>68%</b>	<b>63%</b>

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. An average of 63% of APRNs submitted a survey in both 2024 and 2025. As shown above, the response rate was lowest for CNSs.*

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2023 and September 2024, and between October 2024 and September 2025, 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.

**Not in Workforce in Past Year**

	CRNA	CNM	CNS	CNP	All 2024
<b>% of Licensees not in VA Workforce</b>	31%	24%	17%	33%	<b>32%</b>
<b>% in Federal Employee or Military:</b>	7%	15%	23%	7%	<b>7%</b>
<b>% Working in Virginia Border State or DC</b>	16%	21%	14%	17%	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

*CRNAs and CNPs were most likely to not be working in the state workforce. Additionally, CNPs were most likely to be working in border states.*

A Closer Look:

At a Glance:

**2024 and 2025 Workforce**

Virginia's APRN

Workforce: 17,439

FTEs: 15,740

**Workforce by Specialty**

CRNA: 2,318

CNM: 462

CNS: 331

CNP: 14,699

**FTE by Specialty**

CRNA: 1,948

CNM: 464

CNS: 326

CNP: 13,032

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	CRNA		CNM		CNS		CNP		All (2025)	
	#	%	#	%	#	%	#	%	#	%
<b>Worked in Virginia in Past Year</b>	2,310	99%	455	98%	319	97%	14,403	98%	17,493	98%
<b>Looking for Work in Virginia</b>	7	<1%	7	2%	11	3%	296	2%	322	2%
<b>Virginia's Workforce</b>	<b>2,318</b>	<b>100%</b>	<b>462</b>	<b>100%</b>	<b>331</b>	<b>100%</b>	<b>14,699</b>	<b>100%</b>	<b>17,815</b>	<b>100%</b>
<b>Total FTEs</b>	<b>1,948</b>		<b>464</b>		<b>326</b>		<b>13,032</b>		<b>15,740</b>	
<b>Licensees</b>	<b>3,344</b>		<b>610</b>		<b>399</b>		<b>21,976</b>		<b>26,330</b>	

Source: Va. Healthcare Workforce Data Center

CNPs provided 82% of the APRN FTEs in the state. CRNAs provided 12% whereas CNMs provided 3%, and CNSs provided 2% of the FTEs. 3% of CNSs in the state's workforce were looking for work in the state compared to 2% or less of the other APRNs.

**A Closer Look (All Nurse Practitioners in 2025):**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
<b>Under 30</b>	44	10%	392	90%	436	3%
<b>30 to 34</b>	147	7%	1,887	93%	2,034	14%
<b>35 to 39</b>	243	10%	2,265	90%	2,509	17%
<b>40 to 44</b>	297	11%	2,387	89%	2,684	18%
<b>45 to 49</b>	193	10%	1,696	90%	1,889	13%
<b>50 to 54</b>	233	12%	1,677	88%	1,910	13%
<b>55 to 59</b>	132	12%	992	88%	1,124	8%
<b>60 +</b>	230	11%	1,902	89%	2,132	14%
<b>Total</b>	<b>1,518</b>	<b>10%</b>	<b>13,199</b>	<b>90%</b>	<b>14,717</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Gender**

- % Female: 90%
- % Under 40 Female: 91%

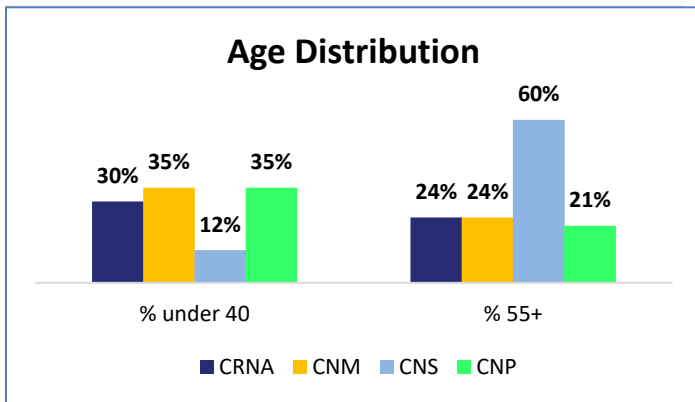
**% Female by Specialty**

- CRNA: 71%
- CNM: 99%
- CNS: 95%
- CNP: 92%

**% Female <40 by Specialty**

- CRNA: 75%
- CNM: 100%
- CNS: 91%
- 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, and CNSs' median age is 59.*

Age	Age & Gender by Specialty															
	CRNA				CNM				CNS				CNP			
	Female		Total		Female		Total		Female		Total		Female		Total	
#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	#	% Female	#	% in Age Group	
<b>Under 30</b>	13	100%	13	1%	15	100%	15	4%	0	0%	0	0%	364	89%	408	3%
<b>30-34</b>	189	79%	241	13%	64	100%	64	16%	15	100%	15	5%	1,619	95%	1,714	14%
<b>35 to 39</b>	232	72%	321	17%	59	100%	59	15%	16	84%	19	7%	1,959	93%	2,107	17%
<b>40 to 44</b>	241	69%	348	18%	72	100%	72	18%	27	100%	27	10%	2,046	92%	2,236	18%
<b>45 to 49</b>	164	71%	230	12%	55	98%	57	14%	17	93%	19	7%	1,458	92%	1,581	13%
<b>50 to 54</b>	209	70%	300	16%	32	100%	32	8%	30	96%	31	11%	1,405	91%	1,546	13%
<b>55 to 59</b>	97	67%	144	8%	23	100%	23	6%	30	100%	30	11%	843	91%	927	8%
<b>60+</b>	195	64%	303	16%	72	98%	73	18%	128	95%	135	49%	1,507	93%	1,620	13%
<b>Total</b>	<b>1,341</b>	<b>71%</b>	<b>1,901</b>	<b>100%</b>	<b>392</b>	<b>99%</b>	<b>395</b>	<b>100%</b>	<b>262</b>	<b>95%</b>	<b>275</b>	<b>100%</b>	<b>11,201</b>	<b>92%</b>	<b>12,141</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look (All APRNs in 2025):**

Race & Ethnicity (2025)						
Race/ Ethnicity	Virginia*		APRNs		APRNs under 40	
	%	#	%	#	%	#
White	59%	10,351	70%	3,538	71%	3,538
Black	19%	2,355	16%	632	13%	632
Asian	7%	956	6%	383	8%	383
Other Race	<1%	145	1%	36	1%	36
Two or more races	3%	355	2%	138	3%	138
Hispanic	11%	590	4%	254	5%	254
<b>Total</b>	<b>100%</b>	<b>14,752</b>	<b>100%</b>	<b>4,981</b>	<b>100%</b>	<b>4,981</b>

\* 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, 2023.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**2025 Diversity**

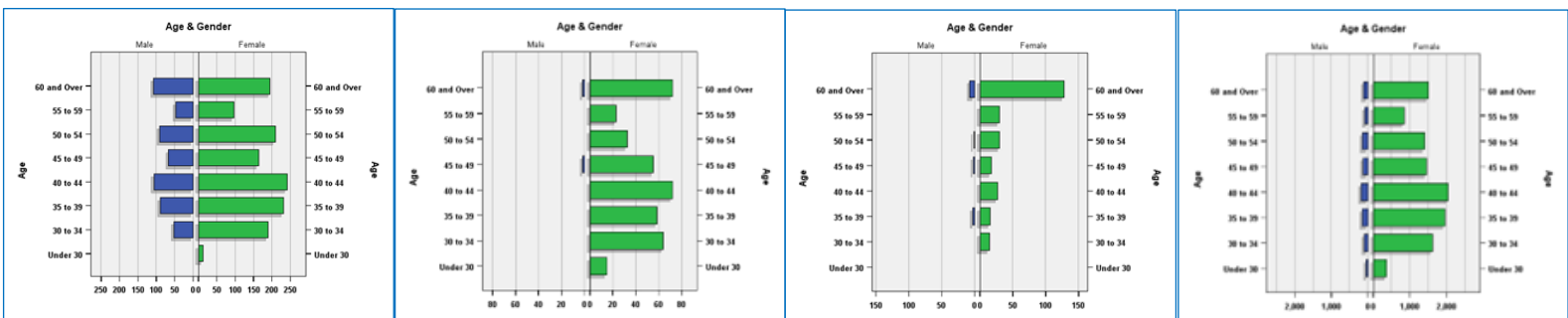
Diversity Index: 48%  
Under 40 Div. Index: 47%

**Diversity by Specialty**

CRNA: 44%  
CNM: 33%  
CNS: 30%  
CNP: 47%

Source: Va. Healthcare Workforce Data Center

Age, Race, Ethnicity & Gender																
Race/ Ethnicity	CRNA				CNM				CNS				CNP			
	APRNs		APRNs under 40		APRNs		APRNs under 40		APRNs		APRNs under 40		APRNs		APRNs under 40	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>White</b>	1,395	73%	416	73%	322	81%	111	80%	235	85%	19	61%	8,393	69%	2,990	71%
<b>Black</b>	197	10%	47	8%	43	11%	15	11%	28	10%	6	19%	2,087	17%	565	13%
<b>Asian</b>	142	7%	45	8%	6	2%	4	3%	4	1%	3	10%	804	7%	331	8%
<b>Other Race</b>	13	1%	3	1%	6	2%	0	0%	2	1%	0	0%	123	1%	33	1%
<b>Two or more races</b>	54	3%	16	3%	7	2%	6	4%	1	0%	0	0%	293	2%	116	3%
<b>Hispanic</b>	99	5%	44	8%	14	4%	3	2%	5	2%	3	10%	472	4%	204	5%
<b>Total</b>	<b>1,900</b>	<b>100%</b>	<b>571</b>	<b>100%</b>	<b>398</b>	<b>100%</b>	<b>139</b>	<b>100%</b>	<b>275</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>12,172</b>	<b>100%</b>	<b>4,239</b>	<b>100%</b>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Rural Childhood

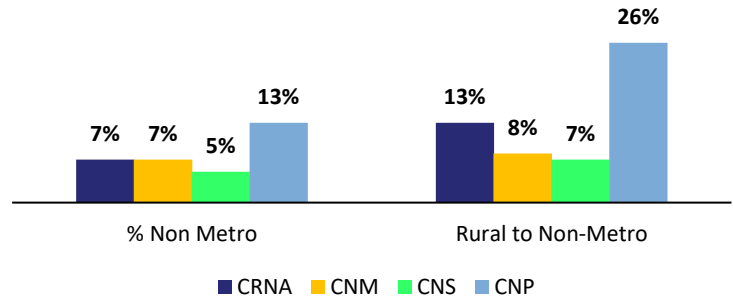
CRNA:	27%
CNM:	28%
CNS:	39%
CNP:	35%
All:	34%

Non-Metro Location

CRNA:	7%
CNM:	7%
CNS:	5%
CNP:	13%
All:	12%

Source: Va. Healthcare Workforce Data Center

Current Non-Metro Status

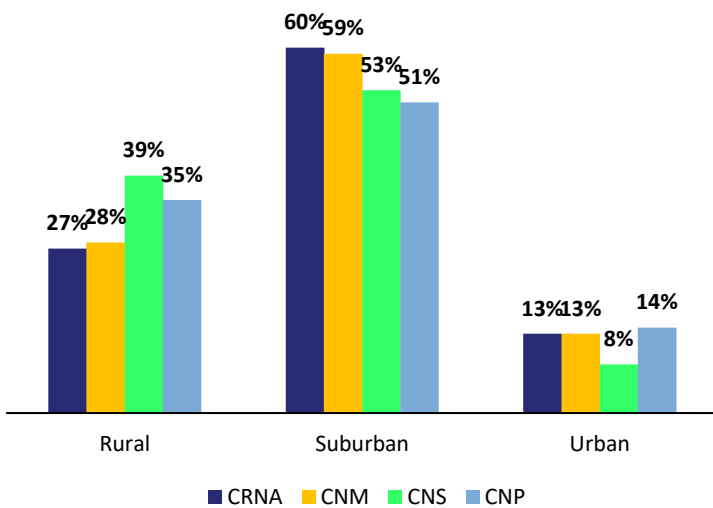


Source: Va. Healthcare Workforce Data Center

	HS in VA	Prof. Ed. in VA	HS or Prof in VA	APRN Degree in VA
CRNA	27%	29%	34%	35%
CNM	31%	31%	38%	22%
CNS	52%	54%	60%	71%
CNP	45%	53%	58%	51%
<b>All (2025)</b>	<b>43%</b>	<b>49%</b>	<b>54%</b>	<b>49%</b>

Source: Va. Healthcare Workforce Data Center

Metro Status during Youth



Source: Va. Healthcare Workforce Data Center

*CNSs 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.*

## Education

### A Closer Look:

#### At a Glance:

##### Median Educational Debt

CRNA:	\$80k-\$90k
CNM:	\$90k-\$100k
CNS:	\$40k-\$50k
CNP:	\$60k-\$70k

Source: Va. Healthcare Workforce Data Center

CNMs were most likely to carry education debt; 56% of all CNMs and 66% of CNMs under age 40 had education debt. CNMs also had the highest median debt at \$90k-\$100K. CNSs had the lowest median education debt. Finally, 37% of all CRNAs, and 60% of CRNAs under 40 reported education debt.

Degree	Highest Degree									
	CRNA		CNM		CNS		CNP		All (2025)	
	#	%	#	%	#	%	#	%	#	%
NP Certificate	79	4%	9	2%	0	0%	98	1%	186	1%
Master's Degree	1,108	59%	285	73%	143	52%	9,016	76%	10,555	73%
Post-Masters Cert.	21	1%	45	11%	41	15%	1,016	9%	1,123	8%
Doctorate of NP	460	25%	40	10%	64	23%	1,357	11%	1,921	13%
Other Doctorate	199	11%	13	3%	26	9%	400	3%	639	4%
Post-Ph.D. Cert.	1	<1%	1	<1%	0	0%	8	<1%	11	<1%
<b>Total</b>	<b>1,868</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>274</b>	<b>100%</b>	<b>11,895</b>	<b>100%</b>	<b>14,435</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt									
	CRNA		CNM		CNS		CNP		All (2025)	
	All	Under 40	All	Under 40	All	Under 40	All	Under 40	All	Under 40
None	63%	40%	44%	34%	78%	68%	49%	36%	47%	37%
Less than \$30,000	7%	9%	6%	5%	7%	12%	7%	7%	10%	12%
\$30,000-\$39,999	2%	3%	4%	3%	2%	4%	4%	5%	4%	6%
\$40,000-\$49,999	2%	3%	3%	7%	2%	12%	4%	5%	4%	6%
\$50,000-\$59,999	2%	3%	2%	1%	2%	0%	4%	5%	5%	7%
\$60,000-\$69,999	2%	3%	5%	7%	2%	4%	4%	6%	4%	5%
\$70,000-\$79,999	2%	2%	4%	3%	0%	0%	4%	5%	4%	5%
\$80,000-\$89,999	2%	4%	2%	4%	1%	0%	3%	4%	3%	4%
\$90,000-\$99,999	1%	2%	4%	3%	0%	0%	3%	3%	2%	2%
\$100,000-\$109,999	2%	3%	6%	1%	2%	0%	3%	4%	4%	4%
\$110,000-\$119,999	1%	2%	2%	2%	2%	0%	2%	3%	2%	2%
\$120,000 or more	14%	25%	18%	30%	2%	0%	10%	11%	11%	10%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employed in Profession

CRNA:	99%
CNM:	96%
CNS:	90%
CNP:	96%

### Involuntary Unemployment

CRNA:	0%
CNM:	1%
CNS:	0%
CNP:	0%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Weekly Hours					
Hours	CRNA	CNM	CNS	CNP	All (2025)
<b>0 hours</b>	1%	3%	3%	3%	2%
<b>1 to 9 hours</b>	1%	1%	3%	1%	1%
<b>10 to 19 hours</b>	3%	2%	7%	2%	3%
<b>20 to 29 hours</b>	7%	7%	6%	7%	7%
<b>30 to 39 hours</b>	29%	17%	14%	20%	21%
<b>40 to 49 hours</b>	48%	46%	48%	50%	50%
<b>50 to 59 hours</b>	7%	13%	11%	10%	10%
<b>60 to 69 hours</b>	2%	8%	6%	4%	4%
<b>70 to 79 hours</b>	0%	0%	0%	1%	1%
<b>80 or more hours</b>	1%	2%	1%	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Close to half of CRNAs work 40-49 hours and approximately 10% work more than 50 hours, whereas about 46% of CNMs work 40-49 hours and 23% work more than 50 hours. Among CNSs, 48% work 40-49 hours and an additional 18% work more than 50 hours. Half of CNPs work 40-49 hours and 16% work more than 50 hours.*

## Current Positions

Positions	CRNA		CNM		CNS		CNP		All (2025)	
	#	%	#	%	#	%	#	%	#	%
<b>No Positions</b>	10	1%	10	3%	8	3%	317	3%	345	2%
<b>One Part-Time Position</b>	269	15%	52	13%	42	17%	1,493	13%	1,858	13%
<b>Two Part-Time Positions</b>	106	6%	16	4%	16	6%	471	4%	608	4%
<b>One Full-Time Position</b>	1,104	60%	253	65%	153	61%	7,479	64%	8,993	64%
<b>One Full-Time Position &amp; One Part-Time Position</b>	232	13%	52	13%	28	11%	1,618	14%	1,930	14%
<b>Two Full-Time Positions</b>	7	0%	2	1%	0	0%	55	0%	64	0%
<b>More than Two Positions</b>	120	6%	5	1%	5	2%	224	2%	355	3%
<b>Total</b>	<b>1,848</b>	<b>100%</b>	<b>390</b>	<b>100%</b>	<b>252</b>	<b>100%</b>	<b>11,657</b>	<b>100%</b>	<b>14,153</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Benefit	Employer-Sponsored Benefits*				
	CRNA	CNM	CNS	CNP	All (2025)
<b>Signing/Retention Bonus</b>	36%	23%	9%	16%	19%
<b>Dental Insurance</b>	48%	59%	52%	56%	55%
<b>Health Insurance</b>	49%	58%	52%	58%	57%
<b>Paid Leave</b>	51%	58%	60%	65%	63%
<b>Group Life Insurance</b>	42%	48%	45%	44%	44%
<b>Retirement</b>	58%	63%	63%	66%	65%
<b>Receive at least one benefit</b>	<b>63%</b>	<b>76%</b>	<b>68%</b>	<b>77%</b>	<b>75%</b>

\*Wage and salaried employees receiving from any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

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

**At a Glance:**

**Median Income**

CRNA: \$120k or More  
 CNM: \$120k or More  
 CNS: \$110k-\$120K  
 CNP: \$120k or More  
 All (2025): \$120k or More

**Percent Satisfied**

CRNA: 98%  
 CNM: 94%  
 CNS: 92%  
 CNP: 95%

Source: Va. Healthcare Workforce Data Center

Annual Income	Income				
	CRNA	CNM	CNS	CNP	All (2025)
<b>Volunteer Work Only</b>	0%	1%	5%	1%	1%
<b>Less than \$80,000</b>	3%	8%	22%	11%	10%
<b>\$80,000-\$89,999</b>	1%	6%	6%	6%	5%
<b>\$90,000-\$99,999</b>	1%	4%	4%	6%	6%
<b>\$100,000-\$109,999</b>	2%	10%	7%	12%	10%
<b>\$110,000-\$119,999</b>	1%	12%	15%	13%	11%
<b>\$120,000 or more</b>	91%	59%	42%	52%	57%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year					
In the past year did you . . . ?	CRNA	CNM	CNS	CNP	All (2025)
Experience Involuntary Unemployment?	<1%	2%	<1%	1%	1%
Experience Voluntary Unemployment?	2%	4%	7%	4%	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	1%	2%	2%	2%	2%
Work two or more positions at the same time?	22%	19%	17%	19%	19%
Switch employers or practices?	4%	8%	4%	8%	8%
<b>Experienced at least 1</b>	<b>27%</b>	<b>29%</b>	<b>26%</b>	<b>29%</b>	<b>29%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Involuntarily Unemployed**

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

**Underemployed**

CRNA: 1%  
 CNM: 2%  
 CNS: 2%  
 CNP: 2%

**Over 2 Years Job Tenure**

CRNA: 61%  
 CNM: 56%  
 CNS: 68%  
 CNP: 51%

Source: Va. Healthcare Workforce Data Center

Tenure	Job Tenure at Location							
	CRNA		CNM		CNS		CNP	
	Primary	Secondary	Primary	Secondary	Primary	Secondary	Primary	Secondary
<b>Not Currently Working at this Location</b>	2%	4%	1%	6%	4%	2%	2%	6%
<b>&lt; 6 Months</b>	6%	12%	7%	14%	6%	8%	9%	15%
<b>6 Months-1 yr</b>	10%	13%	11%	13%	6%	12%	12%	16%
<b>1 to 2 Years</b>	21%	21%	26%	21%	17%	16%	26%	25%
<b>3 to 5 Years</b>	26%	24%	33%	33%	14%	25%	23%	21%
<b>6 to 10 Years</b>	15%	15%	14%	7%	13%	14%	14%	9%
<b>&gt; 10 Years</b>	20%	10%	9%	7%	42%	25%	13%	8%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Primary Work Site	Forms of Payment				
	CRNA	CNM	CNS	CNP	All (2025)
<b>Salary/ Commission</b>	46%	71%	60%	68%	65%
<b>Hourly Wage</b>	33%	20%	23%	22%	25%
<b>By Contract</b>	20%	8%	15%	10%	11%
<b>Unpaid</b>	<1%	1%	4%	<1%	<1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

71% of CNMs were be paid by salary or commission, as compared to 46% of CRNAs, 60% of CNSs, and 68% of CNPs. This makes CNMs the most likely to be paid in this way.

A Closer Look

At a Glance:

% in Top 3 Regions

CRNA:	76%
CNM:	70%
CNS:	77%
CNP:	69%

2 or More Locations Now

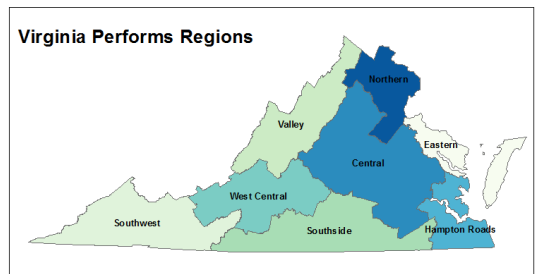
CRNA:	31%
CNM:	27%
CNS:	19%
CNP:	25%

Source: Va. Healthcare Workforce Data Center

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

Regional Distribution of Work Locations								
Virginia Performs Region	CRNA		CNM		CNS		CNP	
	Primary	Sec.	Primary	Sec.	Primary	Sec.	Primary	Sec.
Central	24%	20%	22%	14%	38%	32%	24%	17%
Eastern	1%	2%	3%	1%	2%	0%	2%	2%
Hampton Roads	23%	24%	19%	17%	18%	20%	17%	15%
Northern	29%	25%	29%	27%	21%	22%	28%	25%
Southside	3%	3%	3%	6%	2%	2%	4%	4%
Southwest	3%	2%	2%	4%	2%	0%	7%	7%
Valley	5%	4%	12%	17%	4%	8%	5%	5%
West Central	8%	6%	8%	5%	12%	14%	9%	9%
Virginia Border State/DC	2%	4%	1%	1%	0%	0%	1%	4%
Other US State	2%	9%	1%	8%	0%	2%	2%	11%
Outside of the US	0%	0%	0%	1%	0%	0%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Locations	Number of Work Locations Now*							
	CRNA		CNM		CNS		CNP	
	#	%	#	%	#	%	#	%
0	16	1%	11	3%	20	100%	422	4%
1	1,249	69%	278	72%	195	7%	8,263	71%
2	284	16%	66	17%	34	74%	1,860	16%
3	205	11%	24	6%	13	13%	822	7%
4	33	2%	1	0%	1	5%	84	1%
5	23	1%	3	1%	-	-	34	0%
6+	12	1%	2	1%	1	<1%	100	1%
<b>Total</b>	<b>1,822</b>	<b>100%</b>	<b>386</b>	<b>100%</b>	<b>264</b>	<b>100%</b>	<b>11,586</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

\*At survey completion (birth month of respondents)

A Closer Look:

Sector	Location Sector									
	CRNA		CNM		CNS		CNP		All (2025)	
	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec	Primary	Sec
<b>For-Profit</b>	51%	65%	58%	62%	30%	37%	55%	68%	54%	67%
<b>Non-Profit</b>	41%	31%	32%	33%	53%	45%	32%	23%	33%	25%
<b>State/Local Government</b>	4%	1%	6%	1%	13%	14%	8%	6%	7%	6%
<b>Veterans Administration</b>	2%	1%	0%	2%	3%	2%	3%	1%	2%	1%
<b>U.S. Military</b>	3%	3%	3%	1%	2%	0%	2%	1%	2%	1%
<b>Other Federal Government</b>	0%	0%	2%	0%	0%	2%	1%	1%	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*CRNAs had the highest participation in the private sector, 92% of them worked in the sector compared to 90% of CNMs, 83% of CNSs and 87% CNPs. Meanwhile, CRNAs had the lowest percent working in state, local or federal government.*

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

**For-Profit Primary Sector**

CRNA:	51%
CNM:	58%
CNS:	30%
CNP:	55%

**Top Establishments**

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

Source: Va. Healthcare Workforce Data Center

**Electronic Health Records (EHRs) and Telehealth**

	CRNA	CNM	CNS	CNP	All (2025)
<b>Meaningful use of EHRs</b>	13%	29%	15%	29%	27%
<b>Remote Health, Caring for Patients in Virginia</b>	1%	30%	16%	30%	26%
<b>Remote Health, Caring for Patients Outside of Virginia</b>	0%	4%	4%	8%	7%
<b>Use at least one</b>	<b>14%</b>	<b>43%</b>	<b>25%</b>	<b>45%</b>	<b>40%</b>

Source: Va. Healthcare Workforce Data Center

*Approximately 40% of the state APRN workforce used at least one EHR. 26% 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		CNS		CNP		All (2025)	
	Primary	Sec.	Primary	Sec.	Primary	Sec.	Primary	Sec.	Primary	Sec.
<b>Clinic, Primary Care or Non-Specialty</b>	1%	1%	8%	10%	3%	7%	23%	17%	19%	14%
<b>Hospital, Inpatient Department</b>	43%	34%	30%	48%	37%	22%	13%	12%	18%	16%
<b>Physician Office</b>	1%	1%	10%	5%	3%	0%	8%	4%	7%	4%
<b>Academic Institution (Teaching or Research)</b>	10%	6%	10%	8%	20%	12%	6%	5%	7%	6%
<b>Private practice, group</b>	2%	1%	17%	10%	1%	0%	6%	5%	6%	4%
<b>Hospital, Outpatient Department</b>	12%	12%	2%	3%	4%	5%	5%	3%	6%	4%
<b>Clinic, Non-Surgical Specialty</b>	0%	2%	6%	3%	1%	2%	5%	4%	4%	3%
<b>Ambulatory/Outpatient Surgical Unit</b>	20%	35%	1%	2%	0%	0%	2%	1%	4%	6%
<b>Long Term Care Facility, Nursing Home</b>	0%	0%	0%	0%	0%	0%	4%	5%	3%	4%
<b>Hospital, Emergency Department</b>	3%	2%	1%	4%	2%	2%	3%	3%	3%	3%
<b>Mental Health, or Substance Abuse, Outpatient Center</b>	<1%	1%	2%	0%	14%	20%	6%	7%	5%	6%
<b>Private practice, solo</b>	0%	<1%	3%	2%	3%	2%	2%	4%	2%	3%
<b>Hospice</b>	0%	0%	<1%	0%	0%	2%	1%	3%	1%	3%
<b>Other Practice Setting</b>	7%	7%	12%	4%	13%	24%	15%	26%	14%	23%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The inpatient department of a hospital was the most mentioned primary work establishment for CRNAs, CNMs, and CNSs. 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:	88%
CNS:	51%
CNP:	86%

### Education Role

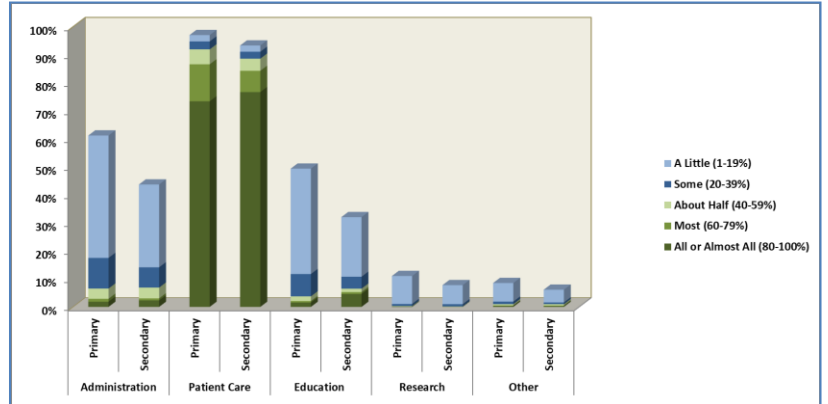
CRNA:	1%
CNM:	2%
CNS:	7%
CNP:	2%

### Admin Role

CRNA:	2%
CNM:	2%
CNS:	12%
CNP:	3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*On average, 86% 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 88% of CNMs, 51% of CNSs, and 86% CNPs.*

Time Spent	Patient Care Time Allocation									
	CRNA		CNM		CNS		CNP		All (2025)	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	88%	90%	75%	76%	40%	42%	72%	75%	73%	77%
<b>Most (60-79%)</b>	7%	2%	13%	6%	11%	2%	14%	9%	13%	8%
<b>About Half (40-59%)</b>	2%	3%	4%	1%	8%	5%	6%	5%	5%	4%
<b>Some (20-39%)</b>	1%	1%	3%	8%	14%	5%	3%	3%	3%	2%
<b>A Little (1-20%)</b>	1%	0%	1%	0%	15%	5%	2%	3%	2%	2%
<b>None (0%)</b>	1%	3%	4%	8%	13%	42%	3%	7%	3%	7%

Source: Va. Healthcare Workforce Data Center

**A Closer Look**

	Future Plans							
	CRNA		CNM		CNS		CNP	
2 Year Plans:	#	%	#	%	#	%	#	%
Decrease Participation								
Leave Profession	9	<1%	2	<1%	11	3%	99	1%
Leave Virginia	72	3%	15	3%	9	3%	331	2%
Decrease Patient Care Hours	225	10%	35	8%	30	9%	1,214	8%
Decrease Teaching Hours	13	1%	4	1%	6	2%	83	1%
Increase Participation								
Increase Patient Care Hours	116	5%	35	8%	20	6%	1,732	12%
Increase Teaching Hours	90	4%	52	11%	25	8%	1,466	10%
Pursue Additional Education	52	2%	39	8%	34	10%	1,636	11%
Return to Virginia's Workforce	4	<1%	2	0%	1	<1%	125	1%

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Retirement within 2 Years**

CRNA: 7%  
 CNM: 4%  
 CNS: 11%  
 CNP: 4%

**Retirement within 10 Years**

CRNA: 24%  
 CNM: 18%  
 CNS: 44%  
 CNP: 17%

Source: Va. Healthcare Workforce Data Center

49%, 33%, 23%, and 39% of CRNAs, CNMs, CNSs, and CNPs, respectively, expect to retire by the age of 65. Further, 35% of CRNAs, 19% of CNMs, 16% CNSs, and 24% of CNPs, aged 50 or over expect to retire by the same age. Meanwhile, 3%, 5%, 8%, and 6% of CRNAs, CNMs, CNSs, and CNPs, respectively, do not plan to retire at all.

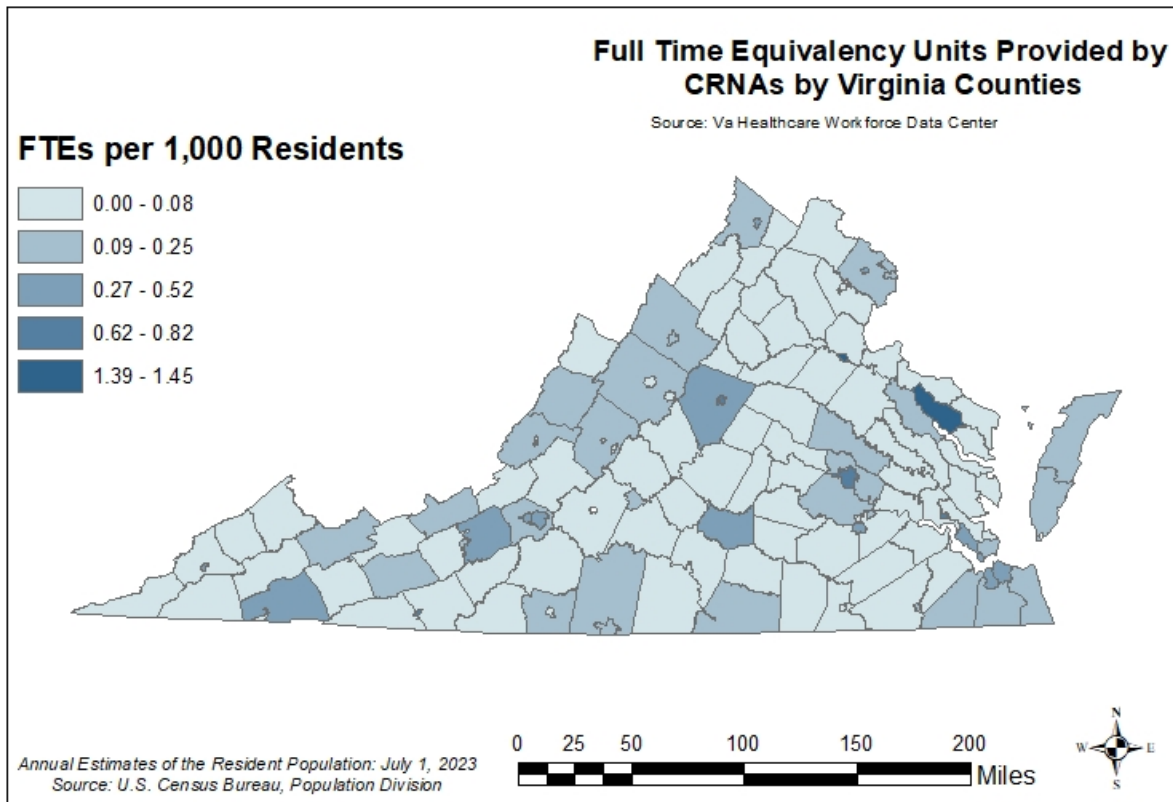
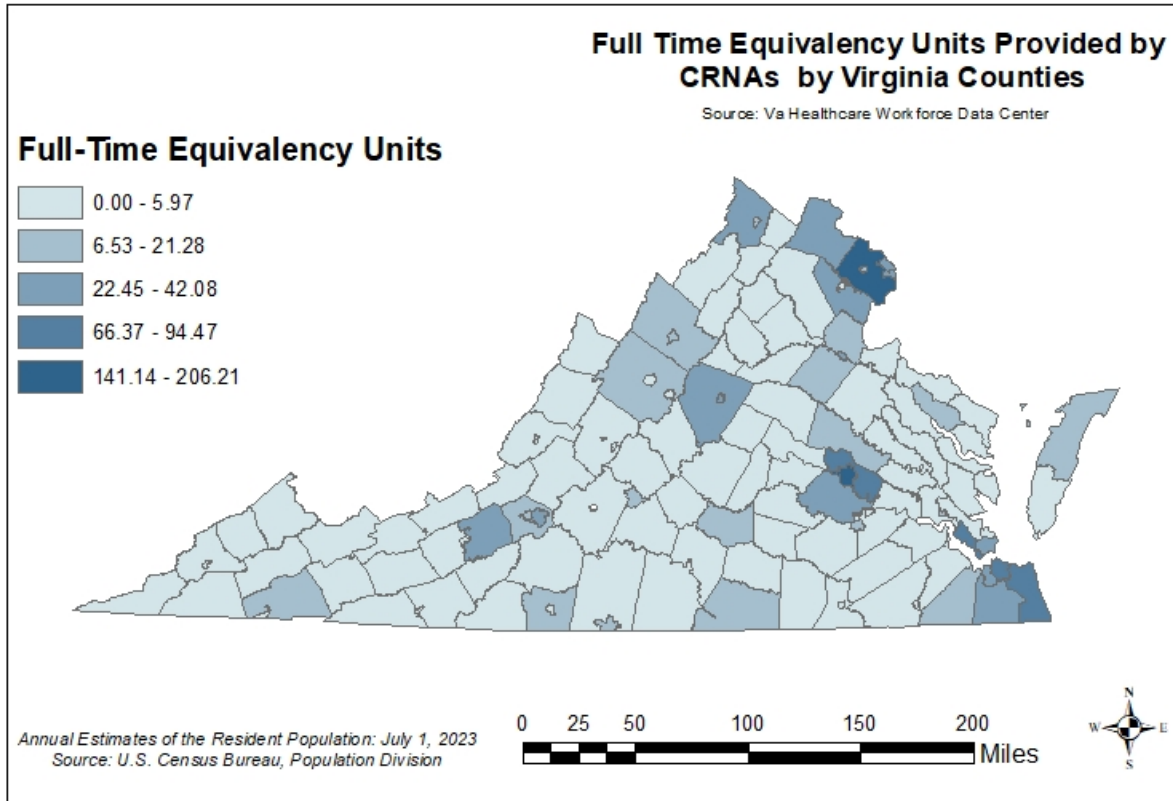
Expected Retirement Age	CRNA		CNM		CNS		CNP		All (2025)	
	All	>50 yrs	All	>50 yrs	All	>50 yrs	All	>50 yrs	All	>50 yrs
Under age 50	1%	-	1%	-	0%	-	2%	-	2%	-
50 to 54	4%	1%	3%	1%	2%	0%	4%	0%	4%	<1%
55 to 59	13%	7%	9%	1%	6%	0%	9%	5%	9%	5%
60 to 64	31%	27%	20%	17%	15%	16%	25%	19%	25%	20%
65 to 69	35%	41%	37%	38%	33%	30%	37%	41%	37%	40%
70 to 74	10%	14%	21%	26%	21%	23%	14%	22%	13%	20%
75 to 79	3%	6%	2%	7%	9%	11%	3%	5%	3%	6%
80 or over	1%	1%	3%	6%	7%	8%	1%	2%	1%	2%
I do not intend to retire	3%	3%	5%	5%	8%	11%	6%	7%	5%	6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Time to Retirement										
	CRNA		CNM		CNS		CNP		All (2025)	
Expect to retire within:	#	%	#	%	#	%	#	%	#	%
<b>2 years</b>	110	7%	15	4%	24	11%	400	4%	551	5%
<b>5 years</b>	72	4%	12	3%	23	10%	318	3%	425	4%
<b>10 years</b>	211	13%	37	11%	52	23%	931	9%	1,231	10%
<b>15 years</b>	214	13%	39	11%	24	11%	1,100	11%	1,377	11%
<b>20 years</b>	229	14%	31	9%	28	13%	1,303	13%	1,590	13%
<b>25 years</b>	270	17%	54	16%	21	9%	1,610	16%	1,956	16%
<b>30 years</b>	228	14%	55	16%	15	7%	1,543	16%	1,844	15%
<b>35 years</b>	162	10%	46	13%	11	5%	1,238	13%	1,461	12%
<b>40 years</b>	60	4%	23	7%	6	3%	638	6%	727	6%
<b>45 years</b>	12	1%	16	5%	0	0%	191	2%	218	2%
<b>50 years</b>	3	0%	2	1%	0	0%	58	1%	64	1%
<b>55 years</b>	0	0%	0	0%	0	0%	13	0%	13	0%
<b>In more than 55 years</b>	1	0%	0	0%	0	0%	6	0%	7	0%
<b>Do not intend to retire</b>	51	3%	16	5%	18	8%	552	6%	637	5%
<b>Total</b>	<b>1,623</b>	<b>100%</b>	<b>346</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>9,903</b>	<b>100%</b>	<b>12,099</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach over 10% of the current workforce every 5 years by 2035. Retirement will peak at 16% of the current workforce around 2050 before declining to under 10% of the current workforce again around 2065.*



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%.

