
Virginia's Nursing Home Administrator Workforce: 2013

Healthcare Workforce Data Center

December 2013

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

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

More than 600 Nursing Home Administrators 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 Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

Dianne L. Reynolds-Cane, M.D.
Director

Arne W. Owens
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Justin Crow, MPA
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Long-Term Care Administrators

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Manassas

Martha H. Hunt, ALFA
Smithfield

Cary Douglas Nevitt, ALFA
Fredericksburg

Gracie Bowers
Portsmouth

Executive Director

Lisa R. Hahn, MPA

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The Nursing Home Administrator Workforce: At a Glance:

The Workforce

Licensees:	844
Virginia's Workforce:	674
FTEs:	760

Background

Rural Childhood:	42%
HS Degree in VA:	50%
Prof. Degree in VA:	69%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	86%
Satisfied?:	93%

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	88%

Education

Professional Cert.:	36%
Masters Degree:	26%

Job Turnover

Switched Jobs in 2012:	8%
Employed over 2 yrs:	57%

Demographics

Female:	60%
Diversity Index:	18%
Median Age:	51

Finances

Median Income:	\$75k-\$100k
Health Benefits:	82%
Retirement:	65%

Time Allocation

Patient Care:	10%
Administration:	50%
Admin. Role:	23%

Source: Va. Healthcare Workforce Data Center

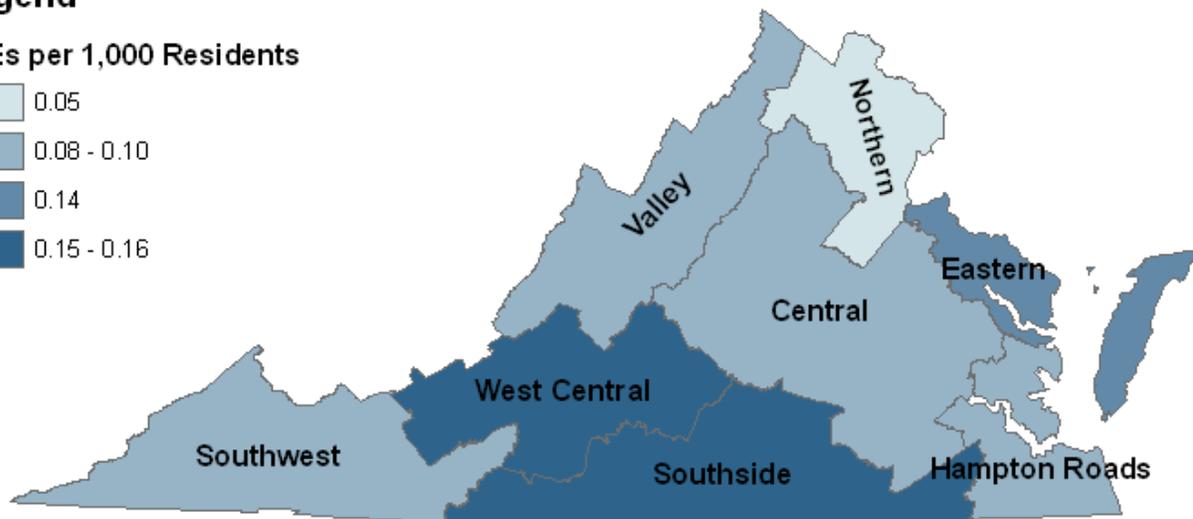
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.05
	0.08 - 0.10
	0.14
	0.15 - 0.16



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service

0 25 50 100 150 200 Miles



Source: Va. Healthcare Workforce Data Center

More than 600 nursing home administrators (NHAs) voluntarily took part in the 2013 Nursing Home Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for NHAs. These survey respondents represent 75% of the 844 NHAs who were licensed in Virginia during the survey period and 88% of renewing practitioners.

The HWDC estimates that 674 nursing home administrators participated in Virginia's workforce in 2012, 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 a NHA at some point in the future. Virginia's NHA workforce provided 760 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

86% of Virginia's nursing home administrators were employed in the profession at the time of the survey, including 57% who have been employed at their primary work location for at least two years. 86% of Virginia's NHAs held one full-time position, while only 3% of NHAs had one part-time job. In addition, just 4% held two or more positions. Overall, NHAs are very happy in their profession: 93% indicated they were satisfied with their current employment situation, including 71% who indicated they were "very satisfied".

Three out of five nursing home administrators are female. Their median age is 51, which is significantly higher than the median age of Virginia's labor force as a whole. Virginia's NHA workforce is not very diverse, with white practitioners accounting for 90% of the workforce. In a random encounter between two NHAs, there is only an 18% probability that they would be of different races or ethnicities. For the Virginia population as a whole, this same probability is 54%. NHAs who are under the age of 40 are slightly more diverse, but white practitioners still account for 88% of this group.

More than 40% of Virginia's nursing home administrators grew up in a rural area, but only 29% of these professionals currently work in non-Metro areas of the state. Half of Virginia's NHA workforce graduated from high school in Virginia, while more than two-thirds received their initial professional degree in the state. In total, three-quarters of Virginia's NHAs have some educational background in the state. Outside of Virginia, New York, Pennsylvania, and West Virginia were among the largest sources of the state's NHA workforce.

More than one-third of all nursing home administrators earned a profession-specific certificate as their highest professional degree, while one-half received either a Bachelor's or Master's degree. The median annual income for NHAs is between \$75,000 and \$100,000, while one-quarter earn more than \$125,000 per year. In addition to monetary compensation, more than nine out of ten of Virginia's NHAs receive at least one employer-sponsored benefit, including more than 80% who received health insurance through their employer.

Nursing home administrators focused most of their efforts on administrative activities. The typical NHA spent half of their time on administrative duties and 30% on supervisory tasks. Only 10% of their time was spent in patient care activities, while a negligible amount of time was spent on educational work. Nearly one-quarter of NHAs spent at least 65% of their work time on administrative activities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	724	86%
New Licensees	74	9%
Non-Renewals	46	5%
All Licensees	844	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 88% of renewing nursing home administrators submitted a survey. These represent three-quarters of nursing home administrators who held a license at some point during the licensing period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	10	26	72%
30 to 34	8	58	88%
35 to 39	13	52	80%
40 to 44	23	83	78%
45 to 49	23	84	79%
50 to 54	34	69	67%
55 to 59	37	104	74%
60 and Over	62	158	72%
Total	210	634	75%
New Licenses			
Issued 4/2012 to 3/2013	42	32	43%
Metro Status			
Non-Metro	27	77	74%
Metro	124	428	78%
Not in Virginia	61	137	69%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	844
New:	9%
Not Renewed:	5%

Response Rates

All Licensees:	75%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	634
Response Rate, all licensees	75%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2013.
- 2. Target Population:** All nursing home administrators who held a Virginia license at some point in 2012.
- 3. Survey Population:** The survey was available to nursing home administrators who renewed their licenses online. It was not available to those who did not renew, including some nursing home administrators newly licensed in 2012 or 2013.

At a Glance:

Workforce

2012 NHA Workforce: 674
 FTEs: 760

Utilization Ratios

Licensees in VA Workforce: 80%
 Licensees per FTE: 1.11
 Workers per FTE: 0.89

Source: Va. Healthcare Workforce Data Center

Virginia's NHA Workforce		
Status	#	%
Worked in Virginia in Past Year	646	96%
Looking for Work in Virginia	28	4%
Virginia's Workforce	674	100%
Total FTEs	760	
Licensees	844	

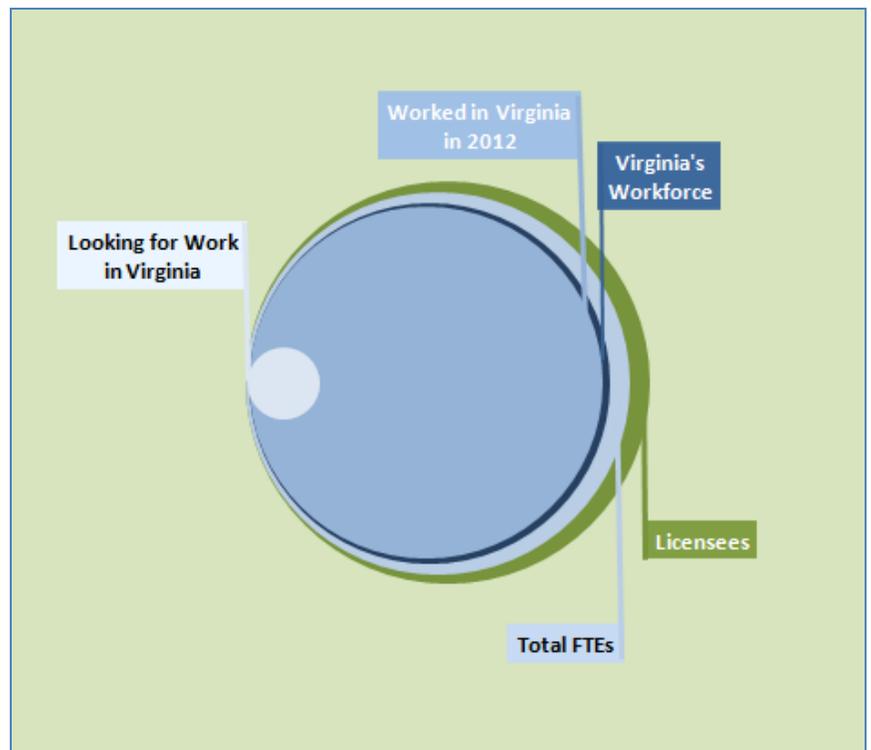
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 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.

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						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	11	32%	23	68%	34	5%
30 to 34	23	52%	21	48%	44	7%
35 to 39	20	37%	33	63%	53	8%
40 to 44	29	34%	56	66%	85	13%
45 to 49	35	40%	52	60%	87	13%
50 to 54	35	45%	44	56%	79	12%
55 to 59	44	38%	71	62%	116	18%
60 +	65	42%	90	58%	155	24%
Total	263	40%	391	60%	653	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	64%	605	90%	115	88%
Black	19%	56	8%	13	10%
Asian	6%	3	0%	0	0%
Other Race	0%	3	0%	2	2%
Two or more races	2%	1	0%	0	0%
Hispanic	8%	2	0%	1	1%
Total	100%	670	100%	131	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 60%
% Under 40 Female: 59%

Age

Median Age: 51
% Under 40: 20%
% 55+: 42%

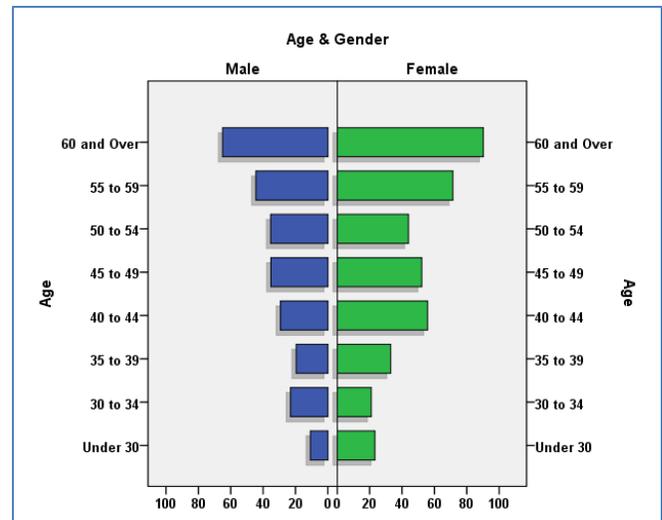
Diversity

Diversity Index: 18%
Under 40 Div. Index: 22%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two nursing home administrators, there is only an 18% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The percentage increase to 22% for those under the age of 40.

Three out of five NHAs are female. The median age of all NHAs is 51. Only one-fifth of NHAs are under the age of 40.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 42%

Virginia Background

HS in Virginia: 50%
 Dental Ed. in VA: 69%
 HS or Dental Ed. in VA: 75%

Location Choice

% Rural to Non-Metro: 29%
 % Urban/Suburban to Non-Metro: 10%

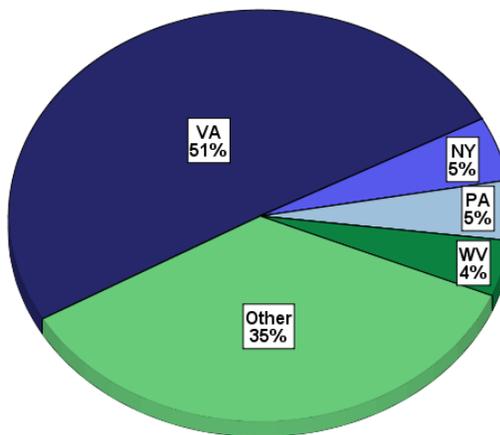
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location:		Rural Status of Childhood Location		
USDA Rural Urban Continuum		Rural	Suburban	Urban
Code	Description			
Metro Counties				
1	Metro, 1 million+	32%	54%	14%
2	Metro, 250,000 to 1 million	42%	49%	9%
3	Metro, 250,000 or less	53%	39%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	77%	18%	6%
6	Urban pop, 2,500-19,999, Metro adj	77%	14%	9%
7	Urban pop, 2,500-19,999, nonadj	48%	41%	11%
8	Rural, Metro adj	71%	24%	6%
9	Rural, nonadj	78%	11%	11%
Overall		42%	46%	12%

Source: Va. Healthcare Workforce Data Center

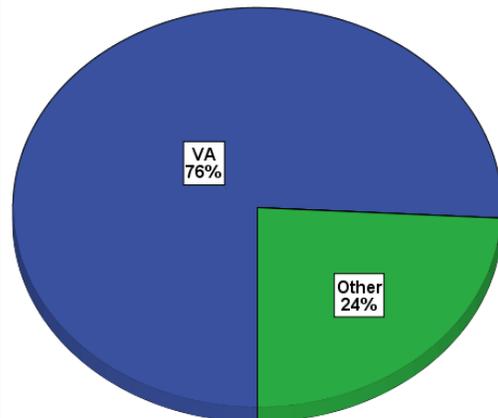
High School Location



Source: Va. Healthcare Workforce Data Center

42% of nursing home administrators grew up in self-described rural areas, but less than one in five NHAs work in Non-Metro counties. Nearly 30% of NHAs who grew up in rural areas work in Non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Three out of four of Virginia's nursing home administrators have a background in the state, including 44% who received both their high school and initial professional degrees in Virginia.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	338	Virginia	464
2	New York	34	Tennessee	17
3	Pennsylvania	31	Maryland	15
4	West Virginia	29	North Carolina	13
5	North Carolina	24	Ohio	13
6	Ohio	23	Pennsylvania	12
7	Tennessee	21	New York	12
8	Maryland	16	West Virginia	11
9	Outside of U.S.	15	Florida	6
10	New Jersey	15	Massachusetts	5

Outside of Virginia, New York, Pennsylvania and West Virginia are the largest contributors to Virginia's nursing home administrator workforce. Few NHAs are from outside of the United States.

Source: Va. Healthcare Workforce Data Center

Nearly half of Virginia's NHAs received their high school degree in the state, and three-fourths received their initial professional degree in Virginia. New York, Pennsylvania and West Virginia were also significant contributors to Virginia's NHA workforce.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	100	Virginia	142
2	New York	12	Maryland	8
3	Pennsylvania	11	Tennessee	5
4	West Virginia	9	Pennsylvania	5
5	Outside of U.S.	8	North Carolina	4
6	North Carolina	7	Florida	4
7	Tennessee	7	Ohio	3
8	Florida	7	Minnesota	3
9	Connecticut	5	West Virginia	2
10	Ohio	4	Maine	1

Source: Va. Healthcare Workforce Data Center

More than one out of five licensees did not participate in Virginia's nursing home administrator workforce in 2012. 94% of these licensees worked at some point in the past year, including nearly four-fifths who worked in the NHA profession. None of these professionals worked for the federal government, and only 18% worked in a state bordering Virginia or the District of Columbia.

At a Glance:

Not in VA Workforce

Total:	181
% of Licensees:	21%
Federal/Military:	0%
Va Border State/DC:	18%

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
Admin-in-Training	234	36%	13*	2%
Associate	26	4%	59	9%
Bachelors	168	26%	295	45%
Graduate Cert.	14	2%	18	3%
Masters	170	26%	262	40%
Doctorate	3	0%	13	2%
Other	35	5%	NA	NA
Total	650	100%	661	100%

*Highest degree other than Admin-in-Training is HS/GE Diploma

Source: Va. Healthcare Workforce Data Center

More than one-third of all nursing home administrators have an NHA certificate as their highest professional degree, while just over half have earned a Bachelor's or Master's degree. Nearly all NHAs are also Certified Nursing Assistants, while 16% are nurses.

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	266	44%	39	41%
Assistant Administrator	31	5%	4	4%
Executive Director	84	14%	6	6%
President/Executive Officer	63	10%	4	4%
Owner	3	0%	1	1%
Other	118	19%	38	40%
Multiple Titles	42	7%	4	4%
Total	607	100%	96	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin Education

Admin-in-Training: 36%
 Masters Degree: 26%
 Bachelors Degree: 26%

Licenses/Registrations

CNA: 98%
 Nurse (RN or LPN): 16%
 ALFA: 6%

Job Titles

Administrator: 44%
 Executive Director: 14%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Certified Nursing Assistant	660	98%
Nurse (RN or LPN)	105	16%
ALF Administrator	39	6%
Registered Medication Aide	7	1%
Other	66	10%
At Least One	665	99%

Source: Va. Healthcare Workforce Data Center

Administrator was the most commonly held job title, with 44% of NHAs holding that title. Executive Director and President/Executive Officer trailed at 14% and 10% respectively.

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 86%
2 or More Positions: 4%

Weekly Hours:

40 to 49: 39%
60 or more: 15%
Less than 30: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed in a LTC related capacity	572	86%
Employed, NOT in a LTC related capacity	53	8%
Involuntarily unemployed	14	2%
Voluntarily unemployed	25	4%
Retired	3	0%
Total	666	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	42	6%
One Part-Time Position	23	3%
Two Part-Time Positions	4	1%
One Full-Time Position	568	86%
One Full-Time Position & One Part-Time Position	21	3%
Two Full-Time Positions	1	0%
More than Two Positions	3	0%
Total	662	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	42	7%
1 to 9 hours	1	0%
10 to 19 hours	4	1%
20 to 29 hours	12	2%
30 to 39 hours	4	1%
40 to 49 hours	253	39%
50 to 59 hours	234	36%
60 to 69 hours	72	11%
70 to 79 hours	9	1%
80 or more hours	14	2%
Total	645	100%

Source: Va. Healthcare Workforce Data Center

86% of Virginia's nursing home administrators were employed in their profession, and the same percentage held one full-time job. Only 4% of NHAs worked two or more jobs. Three out of four NHAs worked between 40 and 60 hours per week. Only 3% worked less than 30 hours per week, while 7% were not currently working.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	8	2%
\$25,000 or less	17	3%
\$25,001-\$50,000	19	4%
\$50,001-\$75,000	75	14%
\$75,001-\$100,000	158	31%
\$100,001-\$125,000	122	24%
\$125,001-\$150,000	48	9%
\$150,001-\$175,000	39	8%
\$175,001-\$200,000	17	3%
Over \$200,000	15	3%
Total	518	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$75k-\$100k
Middle 50%: \$75k-\$125k

Benefits

Employer Health Insurance: 82%
Employer Retirement: 65%

Satisfaction

Satisfied: 93%
Very Satisfied: 71%

Employer-Sponsored Benefits		
Benefit	#	%
Signing/Retention Bonus	74	13%
Dental Insurance	432	76%
Health Insurance	468	82%
Paid Leave	459	80%
Group Life Insurance	415	73%
Retirement	369	65%
Receive at least one benefit	526	92%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for nursing home administrators is between \$75,000 and \$100,000 per year, while one-quarter of NHAs earned more than \$125,000 per year. In addition, more than nine out of ten NHAs received at least one employer-sponsored benefit at their place of work.

93% of nursing home administrators are satisfied with their job, including 71% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	457	71%
Somewhat Satisfied	146	23%
Somewhat Dissatisfied	31	5%
Very Dissatisfied	14	2%
Total	648	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	27	4%
Experience Voluntary Unemployment?	32	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	12	2%
Work two or more positions at the same time?	53	8%
Switch employers or practices?	51	8%
Experienced at least 1	154	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience 2012

Involuntarily Unemployed: 4%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 24%
Over 2 years: 57%
Over 2 yrs, 2nd location: 36%

Only 4% of Virginia’s nursing home administrators experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2012.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	16	3%	24	24%
Less than 6 Months	47	8%	18	18%
6 Months to 1 Year	72	12%	8	8%
1 to 2 Years	125	20%	13	13%
3 to 5 Years	124	20%	18	18%
6 to 10 Years	91	15%	10	10%
More than 10 Years	139	23%	8	8%
Subtotal	616	100%	100	100%
Did not have location	30		560	
Item Missing	28		13	
Total	674		674	

Source: Va. Healthcare Workforce Data Center

57% of nursing home administrators have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	22%
Top 3 Regions:	58%
Lowest Region:	2%

Locations

2 or more (2012):	17%
2 or more (Now*):	12%

Source: Va. Healthcare Workforce Data Center

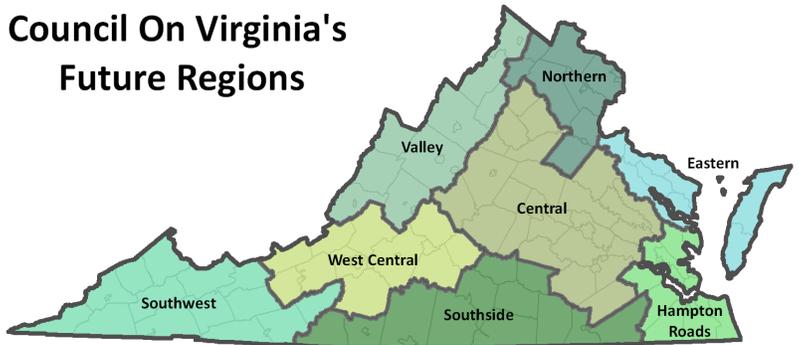
Nearly 60% of nursing home administrators worked in Central Virginia, Hampton Roads or West Central Virginia, and another 17% worked in Northern Virginia. Fewer than 10% of NHAs worked in either Southwest or Eastern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	135	22%	20	20%
Eastern	15	2%	1	1%
Hampton Roads	113	19%	22	22%
Northern	105	17%	10	10%
Southside	44	7%	10	10%
Southwest	34	6%	8	8%
Valley	42	7%	6	6%
West Central	106	17%	16	16%
Virginia Border State/DC	4	1%	1	1%
Other US State	8	1%	3	3%
Outside of the US	0	0%	2	2%
Total	606	100%	99	100%
Item Missing	38		15	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly four out of five nursing home administrators had just one work location in 2012. More than 10% of NHAs worked at two locations in 2012, while only 6% had at least three primary work locations.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	30	5%	31	5%
1	530	79%	528	83%
2	71	11%	48	8%
3	27	4%	17	3%
4	1	0%	1	0%
5	5	1%	1	0%
6 or More	9	1%	9	1%
Total	674	100%	635	100%

*At the time of survey completion, March 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	354	59%	66	72%
Non-Profit	227	38%	22	24%
State/Local Government	17	3%	4	4%
Veterans Administration	0	0%	0	0%
U.S. Military	1	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	599	100%	92	100%
Did not have location	30		560	
Item Missing	44		22	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

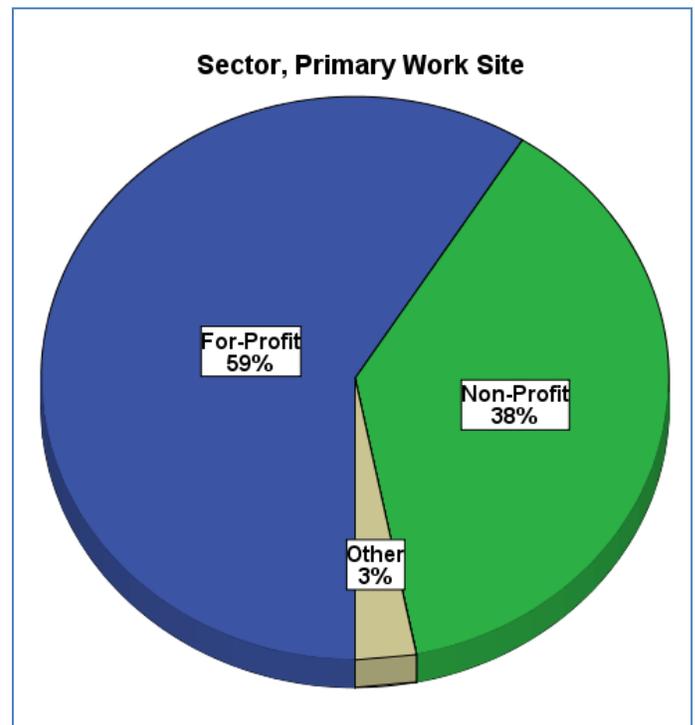
For Profit:	59%
Federal:	0%

Top Establishments

Skilled Nursing Facility:	43%
Multiple Selections:	25%
Continuing Care Retirement Community:	13%

Source: Va. Healthcare Workforce Data Center

Nearly all nursing home administrators worked in the private sector, including 38% who worked for a non-profit organization. Only 3% worked for a governmental organization; most of these NHAs worked for state or local government.

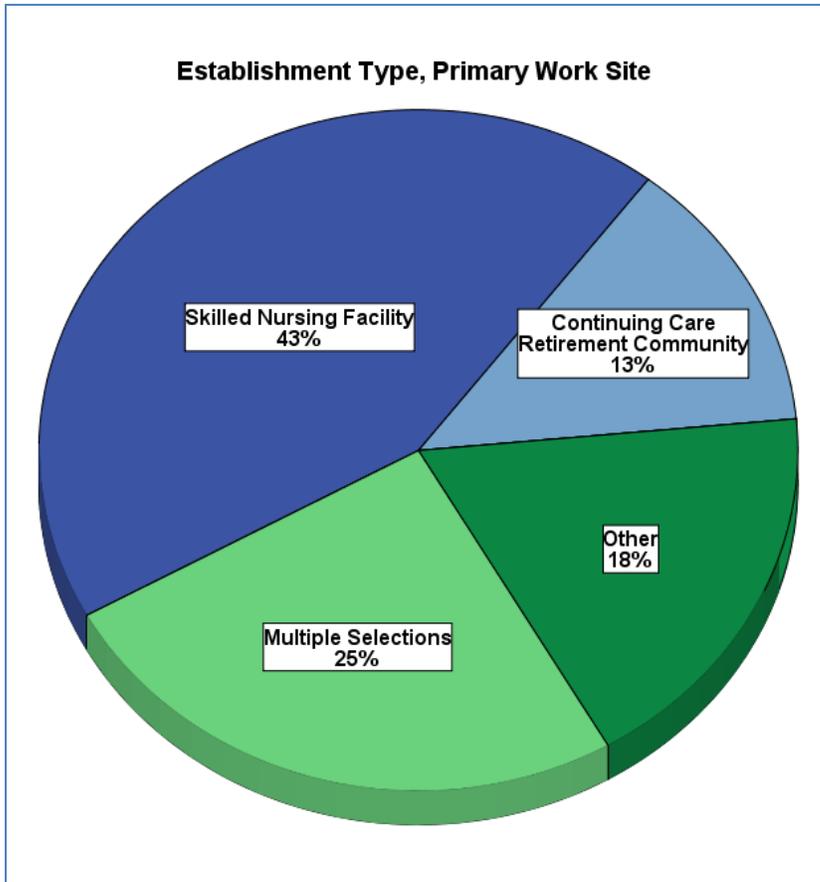


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	262	43%	42	43%
Multiple Selections	153	25%	17	17%
Continuing Care Retirement Community	80	13%	5	5%
Assisted Living Facility	41	7%	9	9%
Home/Community Health Care	8	1%	0	0%
Rehabilitation Facility	7	1%	3	3%
Academic Institution	5	1%	6	6%
Hospice	1	0%	1	1%
Other	47	8%	15	15%
Total	604	100%	98	100%
Does not have location	30		560	

Source: Va. Healthcare Workforce Data Center

More than half of all nursing home administrators worked in either skilled nursing facilities or continuing care retirement communities at their primary work location. In addition, one-quarter of NHAs worked at a facility that encompassed multiple establishment types.



Among those nursing home administrators who also had a secondary work location, nearly half worked in either a skilled nursing facility or a continuing care retirement community, while 17% worked at a facility that encompassed multiple establishment types.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

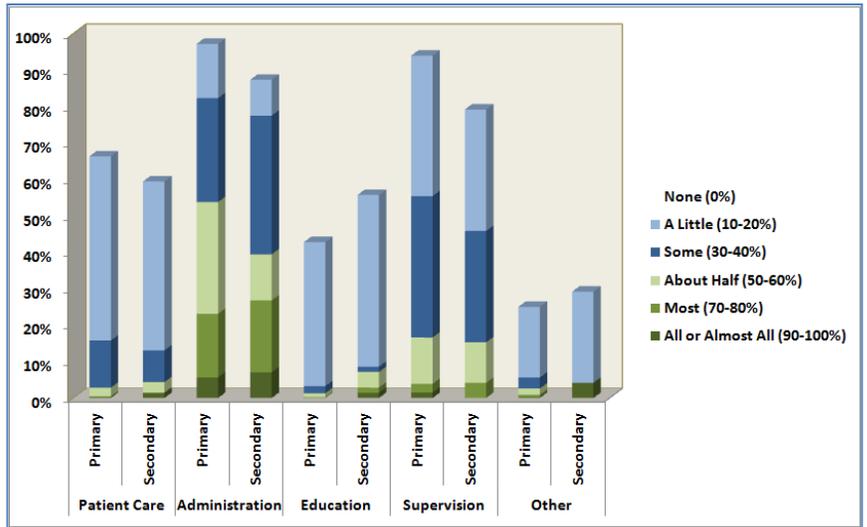
Patient Care:	10%
Administration:	50%
Education:	0%
Supervision:	30%

Roles

Patient Care:	0%
Administrative:	23%
Education:	0%
Supervision:	4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical nursing home administrator spends half of their time on administrative tasks, with most of the remaining time spent on supervisory activities. Nearly one-quarter of NHAs fill an administrative role, defined as spending 65% or more of their time on administrative activities.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Supervision		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%)	0%	1%	6%	7%	0%	1%	2%	0%	0%	4%
Most (60-79%)	0%	0%	17%	20%	0%	1%	2%	4%	1%	0%
About Half (40-59%)	2%	3%	31%	13%	1%	4%	13%	11%	2%	0%
Some (20-39%)	13%	8%	28%	38%	2%	1%	39%	31%	3%	0%
A Little (1-20%)	50%	45%	15%	10%	39%	46%	39%	34%	19%	25%
None (0%)	34%	39%	3%	13%	57%	44%	6%	21%	75%	72%

Source: Va. Healthcare Workforce Data Center

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	51	10%	24	25%
1-24	13	2%	3	3%
25-49	11	2%	0	0%
50-74	60	11%	16	17%
75-99	58	11%	11	11%
100-124	101	19%	16	17%
125-149	34	6%	5	5%
150-174	29	6%	5	5%
175-199	37	7%	6	6%
200-224	14	3%	3	3%
225-249	13	2%	1	1%
250-274	8	2%	0	0%
275-299	7	1%	0	0%
300 or more	91	17%	7	7%
Total	525	100%	96	100%

The typical nursing home administrator was responsible, pursuant to their job title, for between 100 and 125 patients at their primary work location. However, a quarter of NHAs were responsible for more than 200 patients, including 17% who were responsible for more than 300 patients.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	16	3%	-	0%
50 to 54	21	4%	-	0%
55 to 59	27	5%	1	0%
60 to 64	116	20%	57	18%
65 to 69	258	45%	155	50%
70 to 74	84	15%	58	19%
75 to 79	20	3%	20	6%
80 or over	3	1%	3	1%
I do not intend to retire	30	5%	15	5%
Total	575	100%	309	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65:	31%
Under 60:	11%

NHAs 50 and over

Under 65:	19%
Under 60:	0%

Time until Retirement

Within 2 years:	7%
Within 10 years:	31%
Half the workforce:	by 2033

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of nursing home administrators expect to retire in their 60s, while 12% expect to retire before the age of 60. Among NHAs who are over the age of 50, more than two-thirds still expect to retire at some point in their 60s, while 30% expect to work through at least the age of 70, including 5% who do not intend to retire.

Within the next two years, only 7% of Virginia’s nursing home administrators plan on leaving either the profession or the state. Meanwhile, 15% of Virginia’s NHA workforce expects to pursue additional educational opportunities and 13% will begin accepting administrators-in-training.

Future Plans

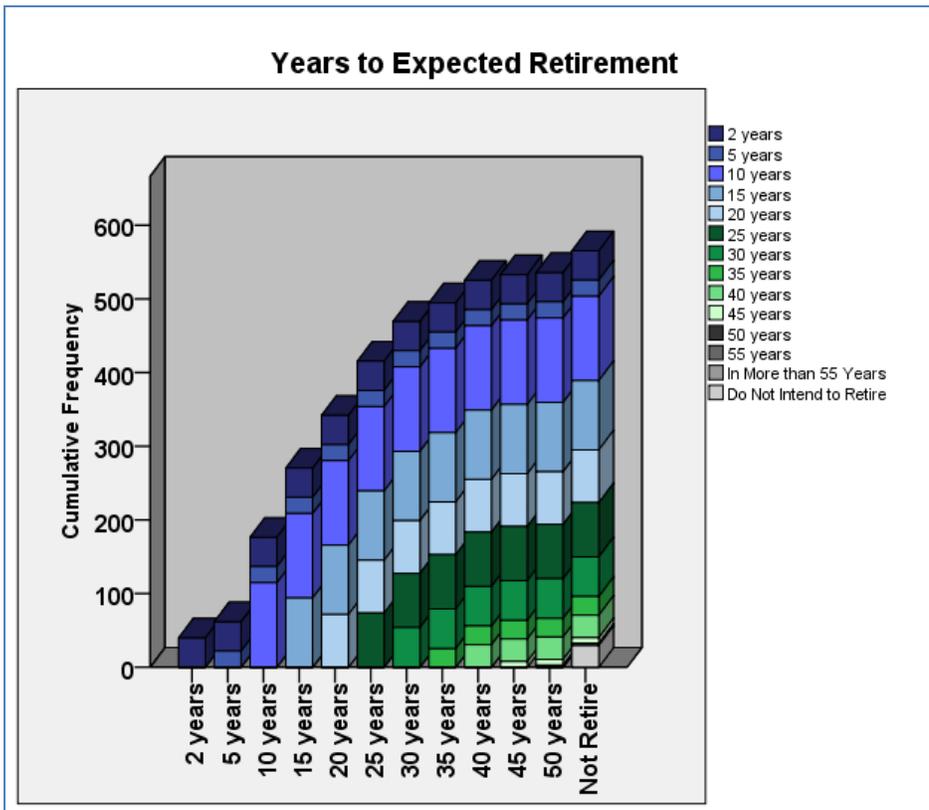
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	21	3%
Leave Virginia	27	4%
Decrease LTC Hours	41	6%
Decrease Teaching Hours	0	0%
Cease Accepting Trainees	7	1%
Increase Participation		
Increase LTC Hours	48	7%
Increase Teaching Hours	24	4%
Pursue Additional Education	101	15%
Return to Virginia’s Workforce	14	2%
Begin Accepting Trainees	88	13%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for nursing home administrators. While only 7% of NHAs expect to retire in the next two years, nearly one-third expect to retire within the next decade. More than half of the current NHA workforce expects to retire by 2033.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	40	7%	7%
5 years	22	4%	11%
10 years	115	20%	31%
15 years	94	17%	48%
20 years	72	13%	61%
25 years	74	13%	74%
30 years	54	10%	83%
35 years	25	4%	88%
40 years	31	5%	93%
45 years	8	1%	95%
50 years	3	1%	95%
55 years	0	0%	95%
In more than 55 years	0	0%	95%
Do not intend to retire	30	5%	100%
Total	565	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2018. Retirements will peak at 20% of the current workforce around 2023 before declining to under 10% again around 2048. In total, half of all nursing home administrators expect to retire between 2023 and 2033.

At a Glance:

FTEs

Total: 760
Average: 1.18

Age & Gender Effect

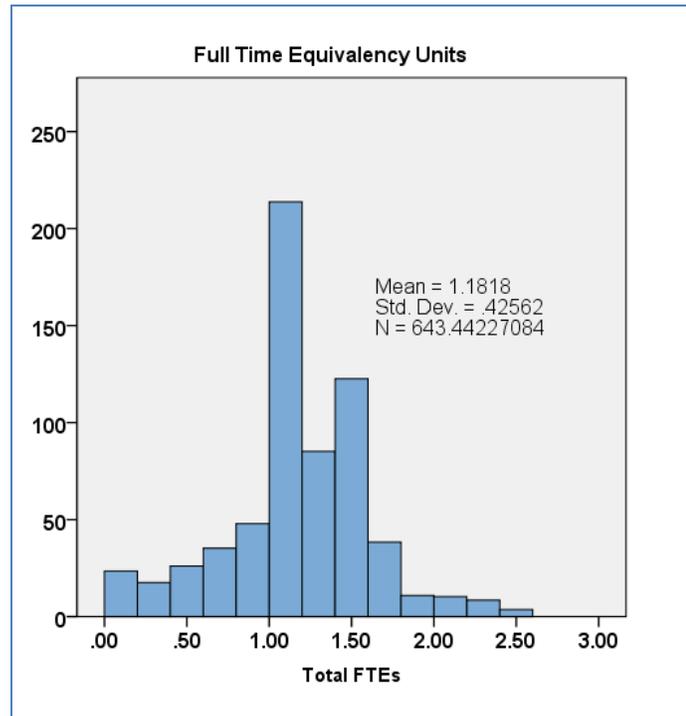
Age, Partial Eta²: .033
Gender, Partial Eta²: .001

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

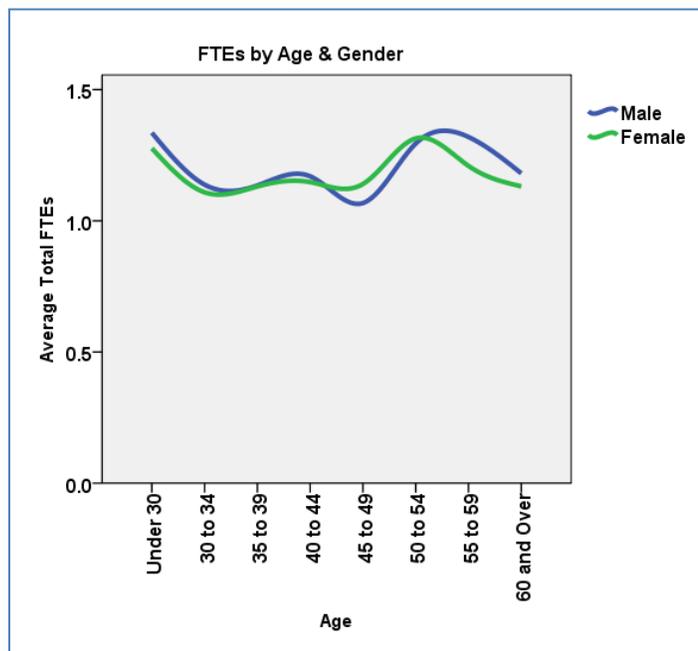


Source: Va. Healthcare Workforce Data Center

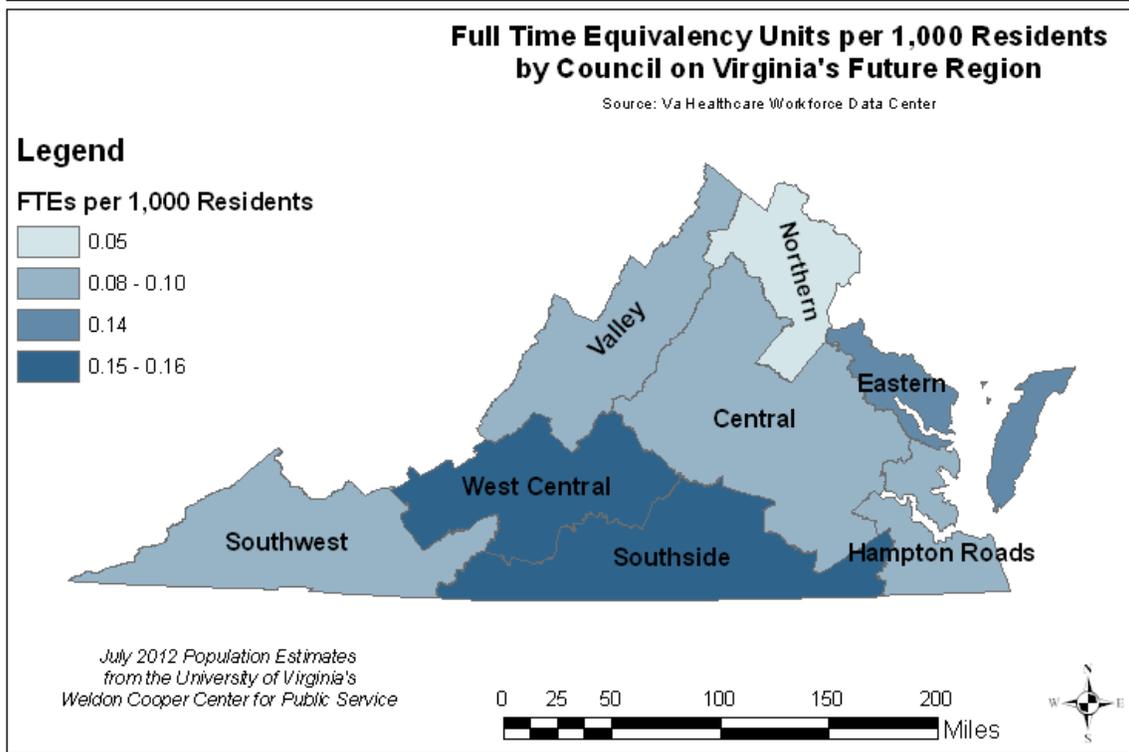
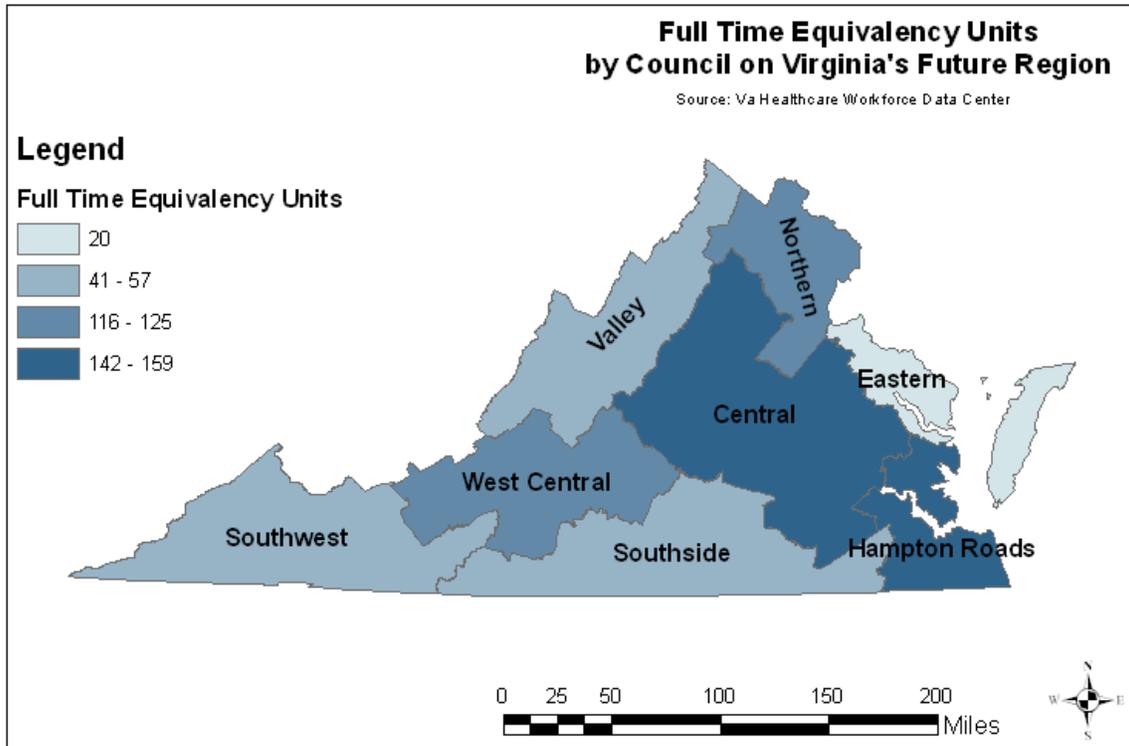
The typical (median) nursing home administrator provided 1.17 FTEs in 2012, or approximately 45 hours per week for 52 weeks. Statistical tests indicate that FTEs do vary by age but not gender.

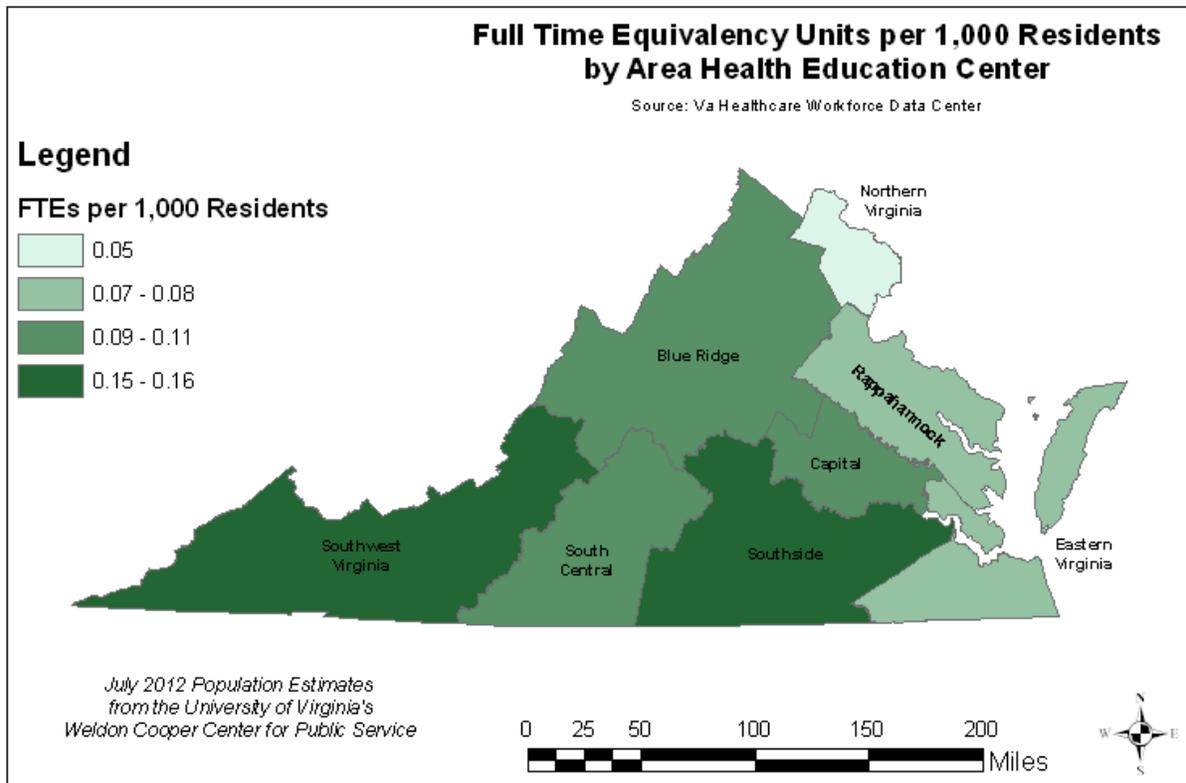
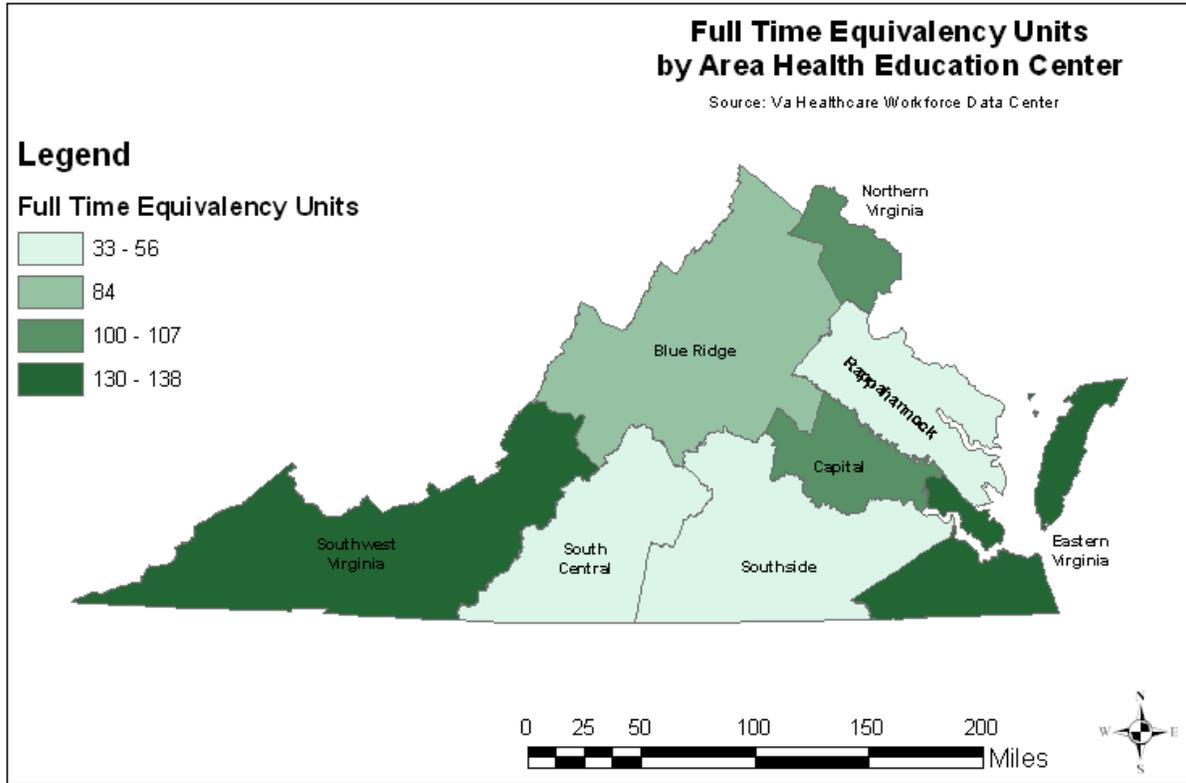
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.29	1.17
30 to 34	1.12	1.15
35 to 39	1.14	1.17
40 to 44	1.15	1.17
45 to 49	1.08	1.17
50 to 54	1.31	1.35
55 to 59	1.25	1.29
60 and Over	1.16	1.17
Gender		
Male	1.19	1.17
Female	1.18	1.17

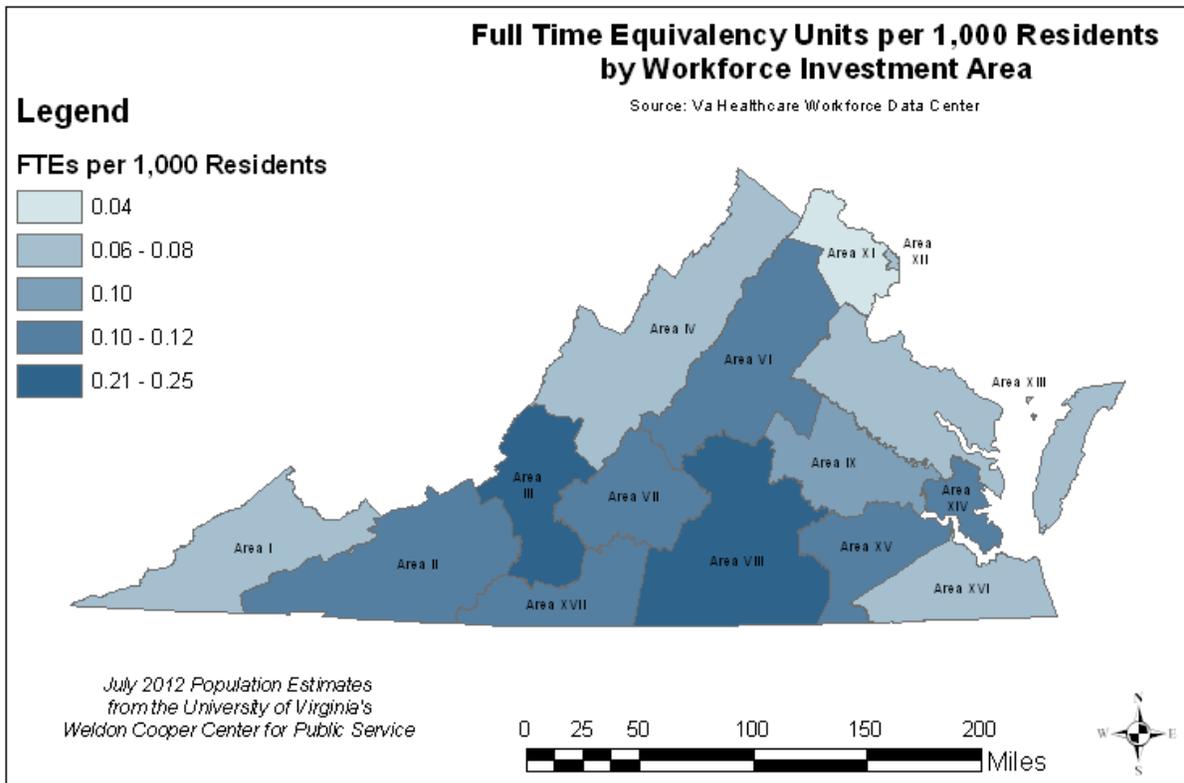
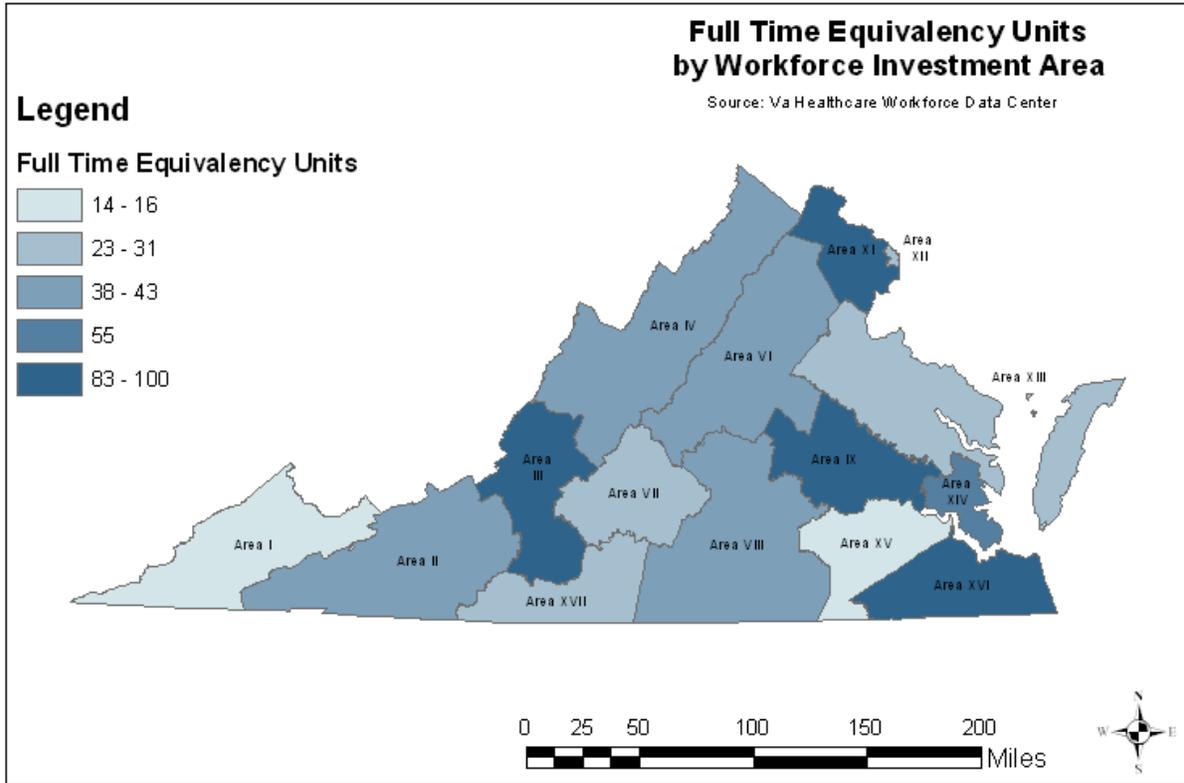
Source: Va. Healthcare Workforce Data Center

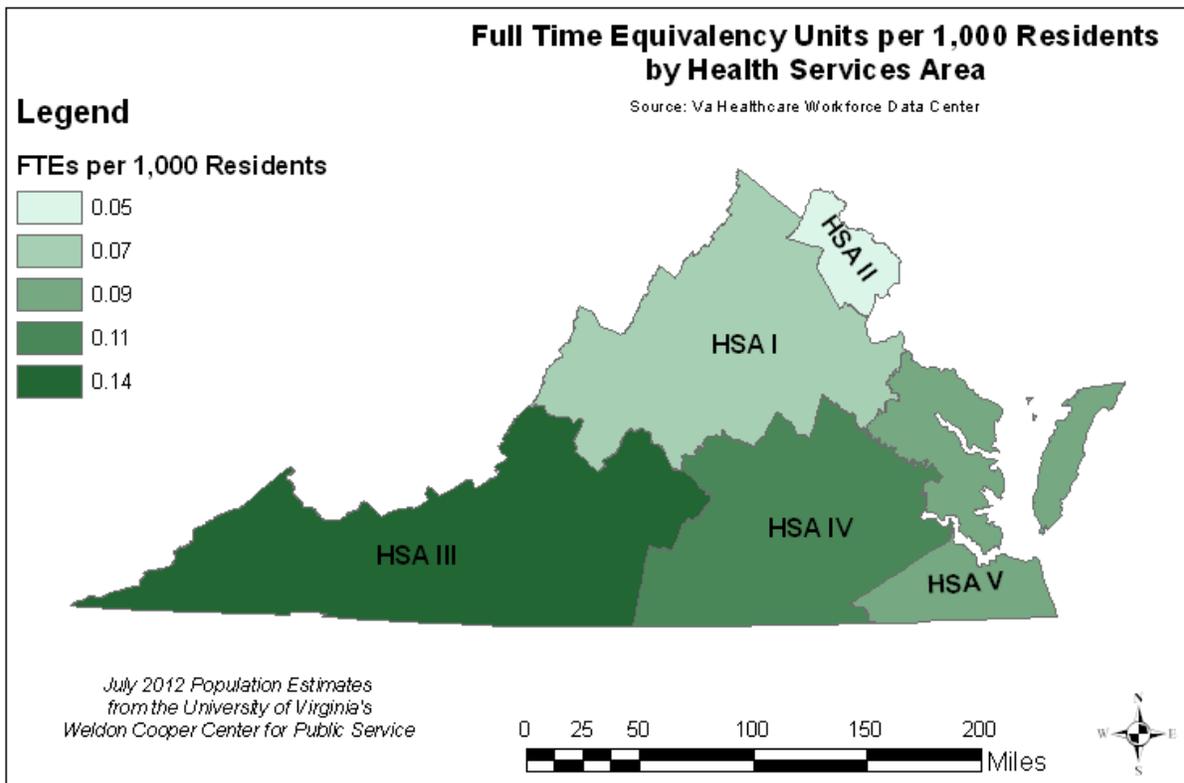
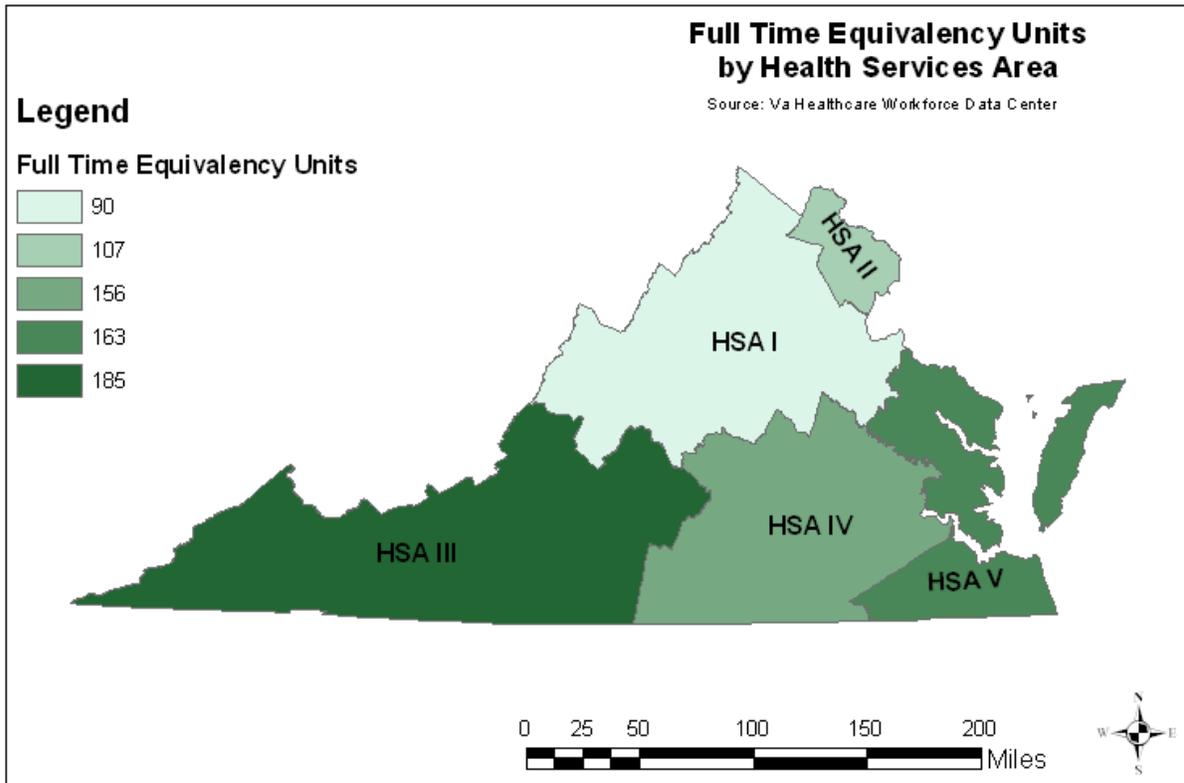


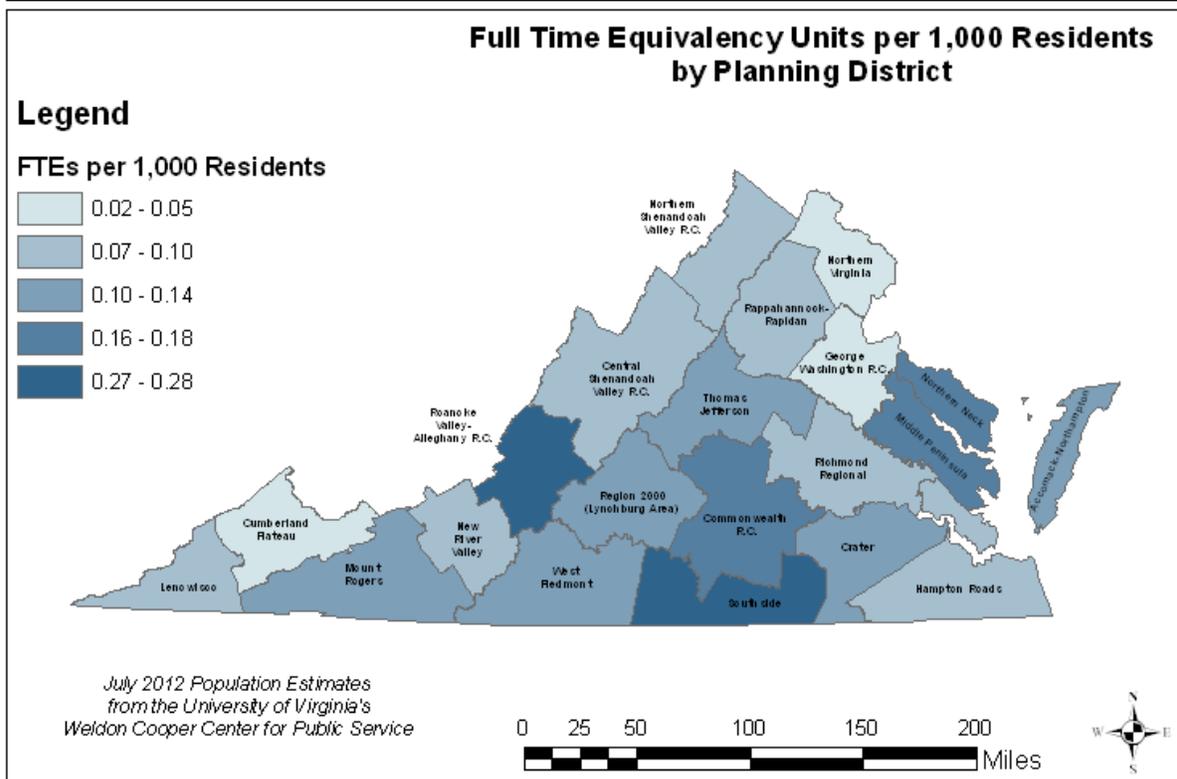
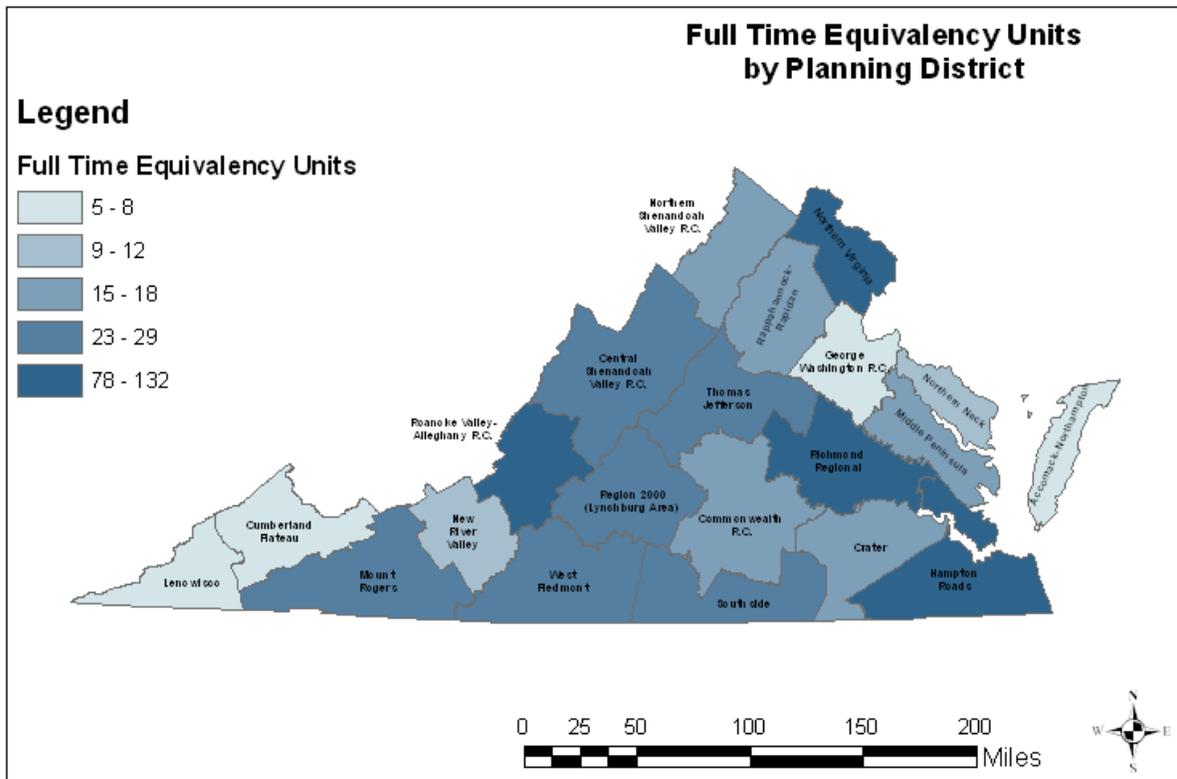
Source: Va. Healthcare Workforce Data Center











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	364	77.20%	1.295374	1.108123	1.453652
Metro, 250,000 to 1 million	112	73.21%	1.365854	1.168415	1.532743
Metro, 250,000 or less	76	85.53%	1.169231	1.000215	1.312096
Urban pop 20,000+, Metro adj	11	81.82%	1.222222	1.045546	1.27936
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	40	77.50%	1.290323	1.103803	1.447983
Urban pop, 2,500-19,999, nonadj	23	69.57%	1.4375	1.229705	1.613144
Rural, Metro adj	21	71.43%	1.4	1.197626	1.465449
Rural, nonadj	9	66.67%	1.5	1.28317	1.683281
Virginia border state/DC	122	69.67%	1.435294	1.227817	1.610669
Other US State	76	68.42%	1.461538	1.250269	1.64012

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	36	72.22%	1.384615	1.217045	1.521306
30 to 34	66	87.88%	1.137931	1.000215	1.28317
35 to 39	65	80.00%	1.25	1.098721	1.373401
40 to 44	106	78.30%	1.277108	1.122549	1.440112
45 to 49	107	78.50%	1.27381	1.119649	1.399561
50 to 54	103	66.99%	1.492754	1.312096	1.683281
55 to 59	141	73.76%	1.355769	1.19169	1.528812
60 and Over	220	71.82%	1.392405	1.223892	1.570124

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

Final weights are calculated by multiplying the two weights and the overall response rate:
 $ageweight \times ruralweight \times responserate = final\ weight.$

Overall Response Rate: 0.751756

