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# *Virginia's Assisted Living Facility Administrator Workforce: 2015*

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Healthcare Workforce Data Center

September 2015

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*468 Assisted Living Facility 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!***

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# The Assisted Living Facility Administrator Workforce: At a Glance:

## The Workforce

Licensees:	673
Virginia's Workforce:	628
FTEs:	740

## Background

Rural Childhood:	47%
HS Degree in VA:	61%
Prof. Degree in VA:	95%

## Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	82%
Satisfied?:	95%

## Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	85%

## Highest Prof. Degree

Admin-in-Training:	25%
Baccalaureate:	13%

## Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	68%

## Demographics

Female:	82%
Diversity Index:	39%
Median Age:	53

## Finances

Median Income:	\$60k-\$70k
Vacation:	79%
Retirement:	37%

## Time Allocation

Administration:	50%-59%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

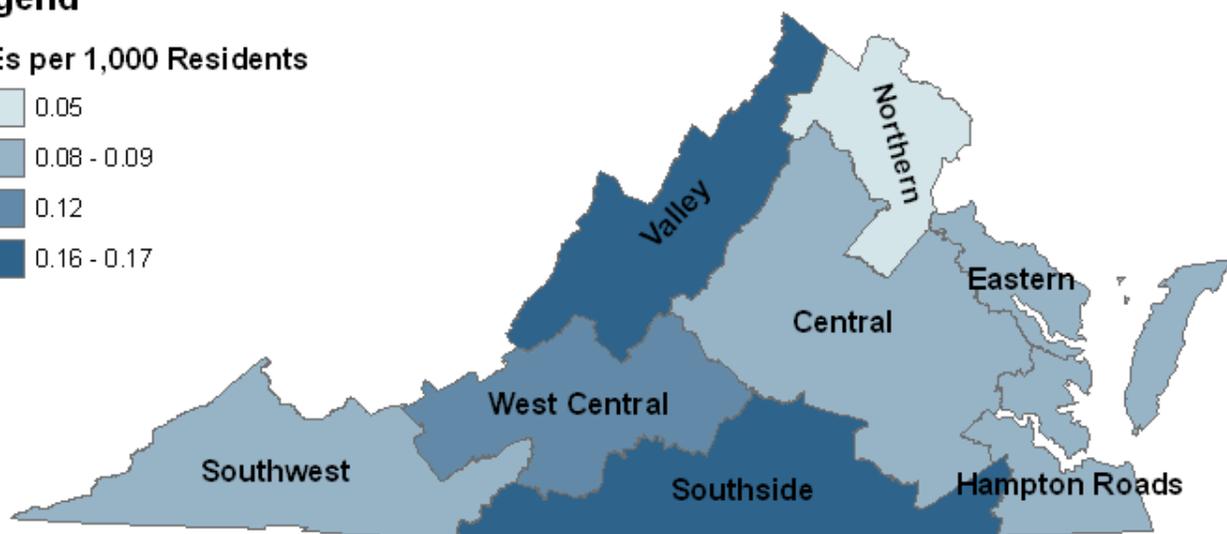
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.05
	0.08 - 0.09
	0.12
	0.16 - 0.17



July 2014 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



468 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2015 Assisted Living Facility 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 ALFAs. These survey respondents represent 70% of the 673 ALFAs who are licensed in the state and 85% of renewing practitioners.

The HWDC estimates that 628 ALFAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an ALFA at some point in the future. Between April 2014 and March 2015, Virginia's ALFA workforce provided 740 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

83% of ALFAs are female, including 79% of those ALFAs who are under the age of 40. In a random encounter between two ALFAs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. Although this percentage increases to 42% for those ALFAs who are under the age of 40, this still remains below the diversity index of 54% for Virginia's overall population.

47% of all ALFAs grew up in a rural area, but less than one-third of these professionals currently work in non-Metro areas of the state. Overall, 21% of Virginia's ALFAs work in rural areas of the state. In addition, 96% of Virginia's ALFA workforce has some educational background in the state, including 60% who received both their high school and initial professional degrees in the state.

One-quarter of ALFAs hold an Administrator-in-Training certificate as their highest professional degree, while another 19% do not have any professional degree that is specific to health administration. One half of all ALFAs in the state hold the title of Administrator at their primary work location, while another 20% hold the title of Executive Director.

92% of Virginia's ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 82% of all ALFAs hold one full-time position, while another 12% work multiple jobs. More than half of all ALFAs work between 40 and 49 hours per week, while 15% work at least 60 hours per week.

The median annual income for ALFAs is between \$60,000 and \$70,000. In addition, 81% of ALFAs receive at least one employer-sponsored benefit, including 79% who receive paid vacation time. 95% of ALFAs indicate they are satisfied with their current employment situation, including 72% who indicate they are "very satisfied".

Over the past year, 5% of Virginia's ALFAs have switched jobs, and 20% have been employed at multiple work locations. Meanwhile, more than two-thirds of all ALFAs have remained at the same primary work location for at least two years. 81% of all ALFAs work at a for-profit establishment, while most of the remaining workforce is employed at non-profit institutions.

A typical ALFA spends approximately half of her time on administrative tasks, and more than one-third of all ALFAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical ALFA spends approximately one-quarter of her time performing supervisory tasks and 15% of her time treating patients. On average, the typical ALFA treats between 50 and 74 total patients at her primary work location.

31% of ALFAs expect to retire by the age of 65. Nearly 30% of the workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2035. Over the next two years, only 2% of Virginia's ALFA workforce plans to leave the profession, while 3% expect to leave the state to practice elsewhere. Meanwhile, 15% hope to pursue additional educational opportunities, and 7% expect to increase their patient care activities.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	521	77%
<b>New Licensees</b>	69	10%
<b>Non-Renewals</b>	83	12%
<b>All Licensees</b>	673	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 85% of renewing ALFAs submitted a survey. These respondents represent 70% of all ALFAs who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
<b>Under 30</b>	8	12	60%
<b>30 to 34</b>	13	24	65%
<b>35 to 39</b>	20	32	62%
<b>40 to 44</b>	24	63	72%
<b>45 to 49</b>	18	60	77%
<b>50 to 54</b>	27	78	74%
<b>55 to 59</b>	33	86	72%
<b>60 and Over</b>	62	113	65%
<b>Total</b>	205	468	70%
<b>New Licenses</b>			
<b>Issued in Past Year</b>	43	26	38%
<b>Metro Status</b>			
<b>Non-Metro</b>	36	93	72%
<b>Metro</b>	144	356	71%
<b>Not in Virginia</b>	25	19	43%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Administrators**

Number:	673
New:	10%
Not Renewed:	12%

**Response Rates**

All Licensees:	70%
Renewing Practitioners:	85%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	468
<b>Response Rate, all licensees</b>	70%
<b>Response Rate, Renewals</b>	85%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2015.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2014 and March 2015.
- 3. Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in the past year.

## At a Glance:

### Workforce

ALFA Workforce: 628  
 FTEs: 740

### Utilization Ratios

Licensees in VA Workforce: 93%  
 Licensees per FTE: 0.91  
 Workers per FTE: 0.85

Source: Va. Healthcare Workforce Data Center

Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	619	99%
Looking for Work in Virginia	8	1%
Virginia's Workforce	628	100%
Total FTEs	740	
Licensees	673	

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 the past year 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](http://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	2	9%	16	91%	17	3%
30 to 34	8	23%	25	77%	33	6%
35 to 39	10	23%	32	77%	42	8%
40 to 44	16	21%	62	79%	78	14%
45 to 49	13	20%	55	80%	68	12%
50 to 54	9	11%	75	89%	85	15%
55 to 59	14	14%	89	86%	103	18%
60 +	30	22%	104	78%	134	24%
<b>Total</b>	<b>101</b>	<b>18%</b>	<b>457</b>	<b>82%</b>	<b>559</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	64%	433	76%	70	74%
Black	19%	101	18%	15	16%
Asian	6%	19	3%	5	5%
Other Race	0%	3	1%	2	2%
Two or more races	2%	3	1%	0	0%
Hispanic	8%	10	2%	2	2%
<b>Total</b>	<b>100%</b>	<b>569</b>	<b>100%</b>	<b>94</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

16% of all ALFAs are under the age of 40, and nearly 80% of these professionals are female. In addition, there is a 42% chance that two randomly chosen ALFAs from this age group would be of a different race or ethnicity.

At a Glance:

**Gender**

% Female: 82%  
% Under 40 Female: 79%

**Age**

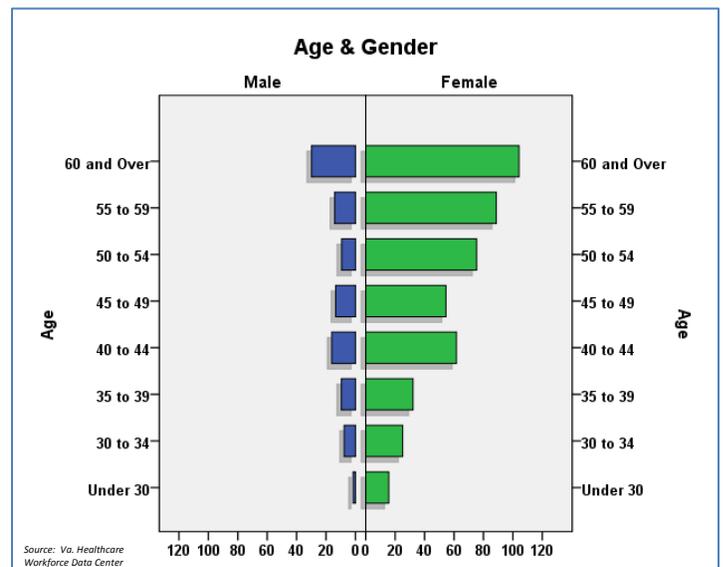
Median Age: 53  
% Under 40: 16%  
% 55+: 42%

**Diversity**

Diversity Index: 39%  
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 39% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
 Rural Childhood: 47%

### Virginia Background

HS in Virginia: 61%  
 Prof. in VA: 95%  
 HS or Prof. in VA: 96%

### Location Choice

% Rural to Non-Metro: 31%  
 % Urban/Suburban to Non-Metro: 11%

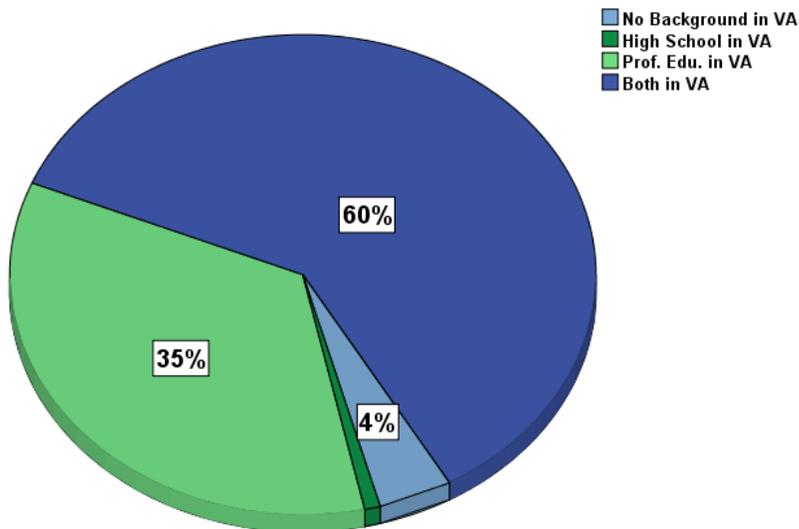
Source: Va. Healthcare Workforce Data Center

## 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+	32%	49%	19%
2	Metro, 250,000 to 1 million	55%	30%	15%
3	Metro, 250,000 or less	73%	17%	10%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	65%	20%	15%
6	Urban pop, 2,500-19,999, Metro adj	70%	21%	9%
7	Urban pop, 2,500-19,999, nonadj	95%	0%	5%
8	Rural, Metro adj	64%	27%	9%
9	Rural, nonadj	50%	25%	25%
<b>Overall</b>		<b>47%</b>	<b>37%</b>	<b>16%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*47% of all ALFAs grew up in a rural area, and 31% of these professionals currently work in non-Metro areas of the state. Overall, 21% of ALFAs currently work in rural areas of the state.*

## Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	342	Virginia	489
2	New York	30	North Carolina	4
3	Outside U.S./Canada	28	New York	4
4	Pennsylvania	21	Iowa	3
5	North Carolina	18	New Jersey	3
6	Maryland	18	New Mexico	2
7	West Virginia	12	Pennsylvania	2
8	New Jersey	11	Georgia	1
9	Florida	7	Kentucky	1
10	California	7	Delaware	1

*61% of licensed ALFAs received their high school degree in Virginia, and 95% earned their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*Among ALFAs who have been licensed in the past five years, 58% received their high school degree in Virginia, while 93% earned their initial professional degree in the state.*

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	108	Virginia	156
2	North Carolina	11	New York	3
3	Maryland	11	New Mexico	2
4	Pennsylvania	9	New Jersey	1
5	Outside U.S./Canada	7	Delaware	1
6	New York	7	North Carolina	1
7	Massachusetts	6	Washington, D.C.	1
8	West Virginia	4	West Virginia	1
9	New Jersey	4	Maryland	1
10	Illinois	3	-	-

Source: Va. Healthcare Workforce Data Center

*7% of licensees were not a part of Virginia's ALFA workforce. 97% of these licensees worked at some point in the past year, including 83% who worked as ALFAs.*

### At a Glance:

#### Not in VA Workforce

Total:	44
% of Licensees:	7%
Federal/Military:	0%
Va Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	107	19%	-	-
Admin-in-Training	140	25%	-	-
High School/GED	-	-	158	29%
Associate	53	10%	116	21%
Bachelors	72	13%	172	31%
Graduate Cert.	18	3%	24	4%
Masters	36	6%	80	14%
Doctorate	3	1%	4	1%
Other	125	23%	-	-
<b>Total</b>	<b>554</b>	<b>100%</b>	<b>554</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*One-quarter of all ALFAs have an Administrator-in-Training certificate as their highest professional education, while 19% have no health administration-specific training.*

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	316	50%	46	7%
Executive Director	124	20%	16	3%
Owner	58	9%	18	3%
Assistant Admin.	34	5%	14	2%
Pres./Exec. Officer	30	5%	9	1%
Other	88	14%	20	3%
<b>At Least One</b>	<b>533</b>	<b>85%</b>	<b>96</b>	<b>15%</b>

**At a Glance:**

**Health Administration Education**

Admin-in-Training:	25%
Bachelor's Degree:	13%
Associate Degree:	10%

**Licenses/Registrations**

Nurse (RN or LPN):	21%
RMA:	17%
CNA:	4%

**Job Titles**

Administrator:	50%
Executive Director:	20%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nurse (RN or LPN)	132	21%
Registered Medication Aide	106	17%
Certified Nursing Assistant	27	4%
Nursing Home Administrator	10	2%
Respiratory Therapist	1	0%
Other	43	7%
<b>At Least One</b>	<b>275</b>	<b>44%</b>

*One half of Virginia's ALFA workforce held the title of Administrator at their primary work location. Another 20% held the title of Executive Director.*

## At a Glance:

### Employment

Employed in Profession: 92%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 82%  
2 or More Positions: 12%

### Weekly Hours:

40 to 49: 53%  
60 or more: 15%  
Less than 30: 1%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a capacity related to long-term care	517	92%
Employed, NOT in a capacity related to long-term care	25	4%
Not working, reason unknown	0	0%
Involuntarily unemployed	3	1%
Voluntarily unemployed	8	1%
Retired	7	1%
<b>Total</b>	<b>560</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

92% of licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 82% of all ALFAs currently hold one full-time job, while 12% have multiple positions. More than half of all ALFAs work between 40 and 49 hours per week, while 15% of ALFAs work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	18	3%
One Part-Time Position	13	2%
Two Part-Time Positions	3	1%
One Full-Time Position	459	82%
One Full-Time Position & One Part-Time Position	39	7%
Two Full-Time Positions	15	3%
More than Two Positions	10	2%
<b>Total</b>	<b>557</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	18	3%
1 to 9 hours	3	1%
10 to 19 hours	1	0%
20 to 29 hours	2	0%
30 to 39 hours	18	3%
40 to 49 hours	290	53%
50 to 59 hours	135	25%
60 to 69 hours	49	9%
70 to 79 hours	15	3%
80 or more hours	17	3%
<b>Total</b>	<b>548</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	3	1%
<b>Less than \$30,000</b>	34	8%
<b>\$30,000-\$39,999</b>	37	8%
<b>\$40,000-\$49,999</b>	59	13%
<b>\$50,000-\$59,999</b>	71	16%
<b>\$60,000-\$69,999</b>	73	16%
<b>\$70,000-\$79,999</b>	60	13%
<b>\$80,000-\$89,999</b>	45	10%
<b>\$90,000-\$99,999</b>	30	7%
<b>\$100,000 or More</b>	39	9%
<b>Total</b>	<b>451</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$60k-\$70k

**Benefits**  
Paid Vacation: 79%  
Employer Retirement: 37%

**Satisfaction**  
Satisfied: 95%  
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
<b>Paid Vacation</b>	406	79%
<b>Paid Sick Leave</b>	331	64%
<b>Dental Insurance</b>	279	54%
<b>Group Life Insurance</b>	243	47%
<b>Retirement</b>	190	37%
<b>Signing/Retention Bonus</b>	39	8%
<b>Receive at least one benefit</b>	<b>420</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

*The median income for ALFAs is between \$60,000 and \$70,000 per year. In addition, 81% of ALFAs receive at least one employer-sponsored benefit at their place of work, including 79% who receive paid vacation time.*

*95% of ALFAs are satisfied with their job, including 72% who are very satisfied with their current work circumstances.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	393	72%
<b>Somewhat Satisfied</b>	125	23%
<b>Somewhat Dissatisfied</b>	21	4%
<b>Very Dissatisfied</b>	8	2%
<b>Total</b>	<b>548</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	9	1%
Experience Voluntary Unemployment?	24	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	5	1%
Work two or more positions at the same time?	90	14%
Switch employers or practices?	33	5%
<b>Experienced at least 1</b>	<b>147</b>	<b>23%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Unemployment Experience 2015**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 5%  
New Location: 16%  
Over 2 years: 68%  
Over 2 yrs, 2<sup>nd</sup> location: 63%

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s ALFAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 5.0% during the past year.<sup>1</sup>*

**Location Tenure**

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	3	1%	7	7%
Less than 6 Months	38	7%	11	12%
6 Months to 1 Year	34	6%	4	4%
1 to 2 Years	97	18%	14	15%
3 to 5 Years	92	17%	14	15%
6 to 10 Years	96	18%	23	24%
More than 10 Years	184	34%	22	23%
<b>Subtotal</b>	<b>544</b>	<b>100%</b>	<b>94</b>	<b>100%</b>
Did not have location	10		516	
Item Missing	74		18	
<b>Total</b>	<b>628</b>		<b>628</b>	

*68% of ALFAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.*

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.5% in July/August 2014 to 4.5% in December 2014.

## At a Glance:

### Concentration

Top Region:	21%
Top 3 Regions:	61%
Lowest Region:	3%

### Locations

2 or more (Past Year):	20%
2 or more (Now*):	16%

Source: Va. Healthcare Workforce Data Center

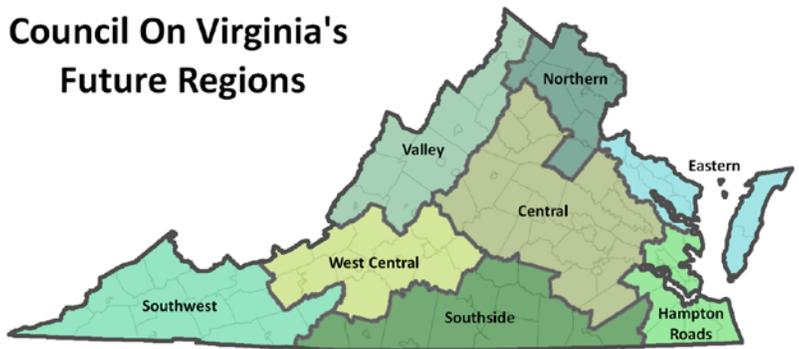
*More ALFAs work in Hampton Roads than in any other region of the state. Northern and Central Virginia are also significant employers of Virginia's ALFA workforce.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	106	20%	17	18%
Eastern	14	3%	0	0%
Hampton Roads	116	21%	27	28%
Northern	108	20%	14	15%
Southside	45	8%	11	12%
Southwest	26	5%	6	6%
Valley	54	10%	8	8%
West Central	69	13%	8	8%
Virginia Border State/DC	3	1%	0	0%
Other US State	1	0%	4	4%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>542</b>	<b>100%</b>	<b>95</b>	<b>100%</b>
<b>Item Missing</b>	<b>75</b>		<b>17</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*16% of Virginia's ALFA workforce currently have multiple work locations, while 20% of all ALFAs have had multiple work locations at some point in the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	8	2%	13	2%
1	436	78%	455	82%
2	74	13%	62	11%
3	32	6%	24	4%
4	0	0%	0	0%
5	1	0%	1	0%
6 or More	5	1%	3	1%
<b>Total</b>	<b>557</b>	<b>100%</b>	<b>557</b>	<b>100%</b>

\*At the time of survey completion, March 2015.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	428	81%	80	86%
<b>Non-Profit</b>	95	18%	10	11%
<b>State/Local Government</b>	7	1%	3	3%
<b>Veterans Administration</b>	0	0%	0	0%
<b>U.S. Military</b>	0	0%	0	0%
<b>Other Federal Government</b>	0	0%	0	0%
<b>Total</b>	<b>530</b>	<b>100%</b>	<b>93</b>	<b>100%</b>
<b>Did not have location</b>	10		516	
<b>Item Missing</b>	89		19	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

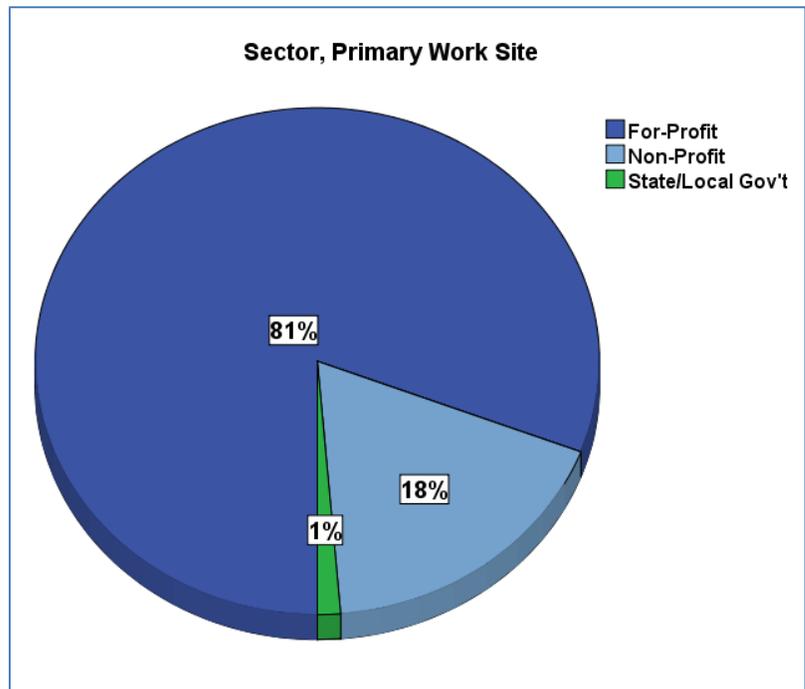
For Profit:	81%
Federal:	0%

**Top Establishments**

Assisted Living Facility:	85%
Continuing Care	
Retirement Comm.:	3%

Source: Va. Healthcare Workforce Data Center

Nearly all ALFAs work in the private sector, including 81% who worked at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
<b>Assisted Living Facility</b>	490	78%	75	12%
<b>Continuing Care Retirement Community</b>	25	4%	4	1%
<b>Skilled Nursing Facility</b>	18	3%	7	1%
<b>Home/Community Health Care</b>	14	2%	6	1%
<b>Rehabilitation Facility</b>	10	2%	4	1%
<b>Academic Institution</b>	6	1%	3	0%
<b>Hospice</b>	6	1%	3	0%
<b>Adult Day Care</b>	6	1%	0	0%
<b>PACE</b>	3	0%	0	0%
<b>Other Practice Type</b>	22	4%	15	2%
<b>At Least One Establishment</b>	543	86%	97	15%

*78% of Virginia's ALFA workforce was employed at an Assisted Living Facility at their primary work location.*

Source: Va. Healthcare Workforce Data Center

*55% of ALFAs were employed at an independent/stand-alone organization at their primary work location. Another 38% of Virginia's ALFAs were employed at a facility chain organization.*

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
<b>Independent/Stand Alone</b>	263	55%	43	54%
<b>Facility Chain</b>	182	38%	31	39%
<b>Hospital-Based</b>	4	1%	0	0%
<b>College/University</b>	4	1%	0	0%
<b>Integrated Health System</b>	4	1%	0	0%
<b>Other</b>	21	4%	5	6%
<b>Total</b>	478	100%	79	100%
<b>Did not have location</b>	10		516	
<b>Item Missing</b>	140		33	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

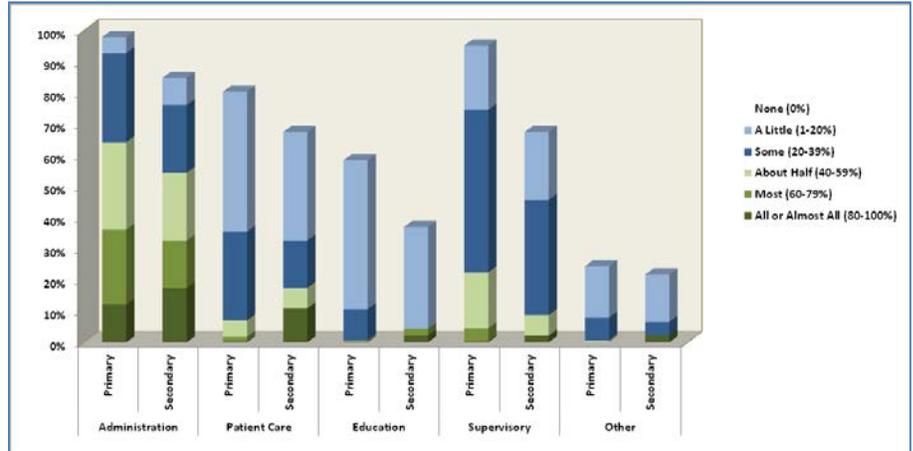
Administration: 50%-59%  
 Supervisory: 20%-29%  
 Patient Care: 10%-19%  
 Education: 1%-9%

### Roles

Administration: 36%  
 Supervisory: 5%  
 Patient Care: 2%  
 Education: 0%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



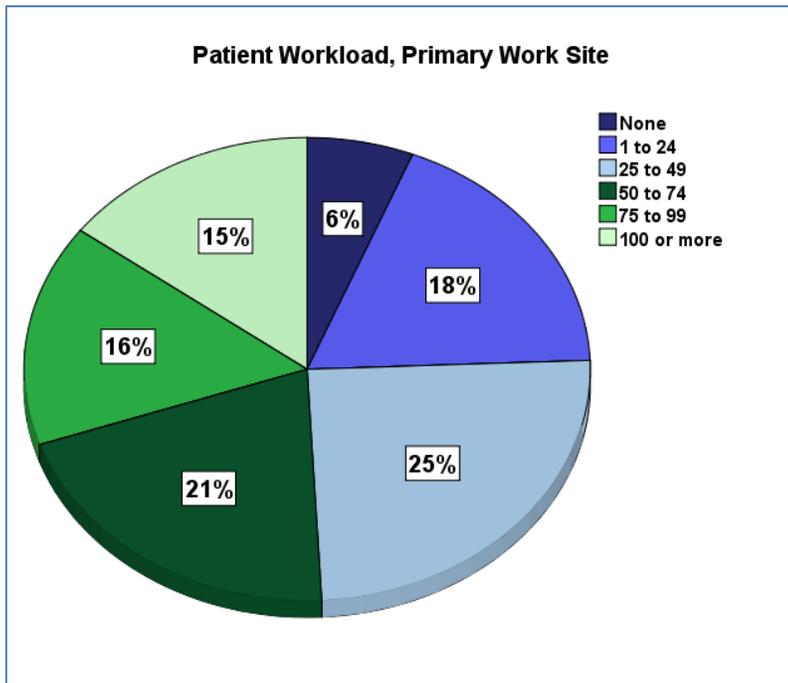
Source: Va. Healthcare Workforce Data Center

*A typical ALFA spends more than half of her time performing administrative tasks. In addition, 36% of ALFAs fill an administrative role, defined as spending 60% or more of their time on administrative activities.*

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Supervisory		Other	
	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>	12%	17%	0%	11%	0%	2%	0%	2%	0%	2%
<b>Most (60-79%)</b>	24%	15%	2%	0%	0%	2%	4%	0%	0%	0%
<b>About Half (40-59%)</b>	28%	22%	5%	7%	0%	0%	18%	7%	1%	0%
<b>Some (20-39%)</b>	28%	22%	28%	15%	10%	0%	52%	37%	7%	4%
<b>A Little (1-20%)</b>	5%	9%	45%	35%	48%	33%	21%	22%	16%	15%
<b>None (0%)</b>	2%	15%	20%	33%	42%	63%	5%	33%	75%	78%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Patient Workload (Median)**

Primary Location: 50-74

Secondary Location: 25-49

Source: Va. Healthcare Workforce Data Center

The typical ALFA was responsible for between 50 and 74 patients at their primary work location and an additional 25 to 49 patients at their secondary work location, if they had one.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	30	6%	14	17%
<b>1-24</b>	91	18%	24	29%
<b>25-49</b>	123	25%	15	18%
<b>50-74</b>	102	21%	17	20%
<b>75-99</b>	77	15%	5	6%
<b>100-124</b>	23	5%	3	4%
<b>125-149</b>	19	4%	0	0%
<b>150-174</b>	9	2%	0	0%
<b>175-199</b>	9	2%	1	1%
<b>200-224</b>	1	0%	1	1%
<b>225-249</b>	3	1%	0	0%
<b>250-274</b>	0	0%	0	0%
<b>275-299</b>	0	0%	0	0%
<b>300 or more</b>	8	2%	2	2%
<b>Total</b>	497	100%	84	100%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
<b>Under age 50</b>	4	1%	-	-
<b>50 to 54</b>	9	2%	0	0%
<b>55 to 59</b>	42	9%	12	4%
<b>60 to 64</b>	97	20%	45	16%
<b>65 to 69</b>	176	36%	106	38%
<b>70 to 74</b>	84	17%	63	23%
<b>75 to 79</b>	21	4%	15	5%
<b>80 or over</b>	6	1%	6	2%
<b>I do not intend to retire</b>	51	10%	31	11%
<b>Total</b>	<b>490</b>	<b>100%</b>	<b>278</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All ALFAs**

Under 65:	31%
Under 60:	11%

**ALFAs 50 and over**

Under 65:	21%
Under 60:	4%

**Time until Retirement**

Within 2 years:	6%
Within 10 years:	29%
Half the workforce:	by 2035

Source: Va. Healthcare Workforce Data Center

*31% of all ALFAs expect to retire before the age of 65, while one-third plan on working until at least age 70. Among ALFAs who are age 50 and over, 21% still expect to retire by age 65, while 41% plan on working until at least age 70.*

*Within the next two years, just 2% of Virginia's ALFA workforce expects to leave the profession and 3% plan on leaving the state. Meanwhile, 15% of ALFAs plan on pursuing additional educational opportunities, and 7% also expect to increase patient care hours.*

**Future Plans**

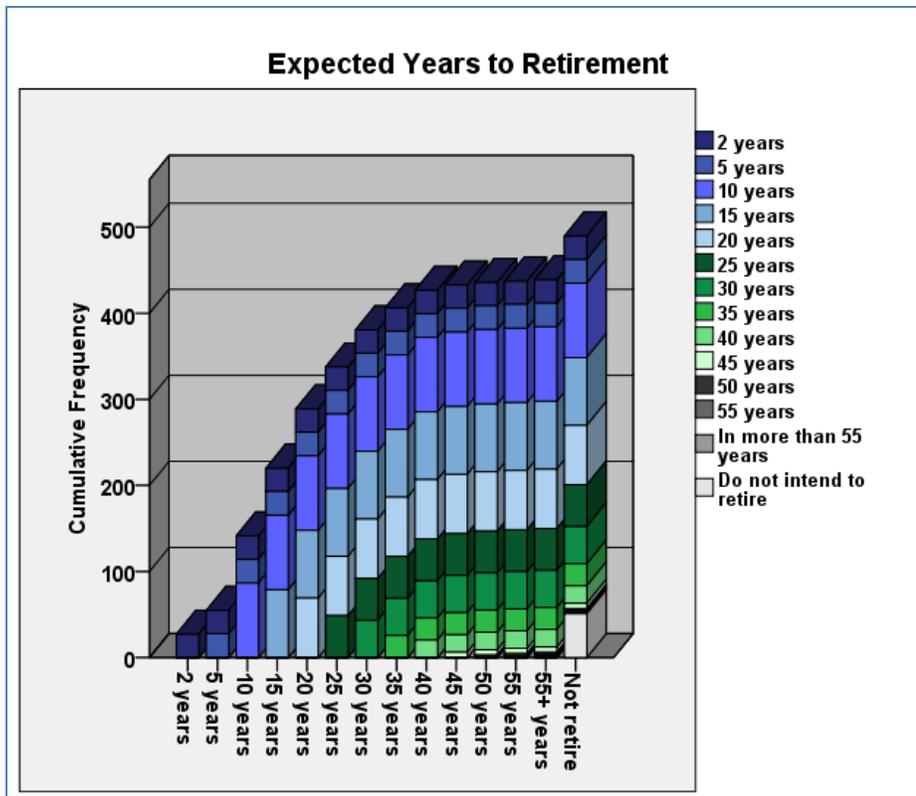
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	13	2%
<b>Leave Virginia</b>	20	3%
<b>Decrease Patient Care Hours</b>	53	8%
<b>Decrease Teaching Hours</b>	2	0%
<b>Cease Accepting Trainees</b>	6	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	45	7%
<b>Increase Teaching Hours</b>	9	1%
<b>Pursue Additional Education</b>	92	15%
<b>Return to the Workforce</b>	7	1%
<b>Begin Accepting Trainees</b>	57	9%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While only 6% of ALFAs expect to retire in the next two years, 29% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	27	6%	6%
5 years	28	6%	11%
10 years	87	18%	29%
15 years	79	16%	45%
20 years	69	14%	59%
25 years	49	10%	69%
30 years	43	9%	78%
35 years	26	5%	83%
40 years	20	4%	87%
45 years	6	1%	89%
50 years	3	1%	89%
55 years	2	0%	90%
In more than 55 years	1	0%	90%
Do not intend to retire	51	10%	100%
<b>Total</b>	<b>490</b>	<b>100%</b>	

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 five years by 2025. Retirements will peak at 18% of the current workforce around the same time before declining to under 10% again around 2045.

## At a Glance:

### FTEs

Total: 740  
 FTEs/1,000 Residents: .089  
 Average: 1.20

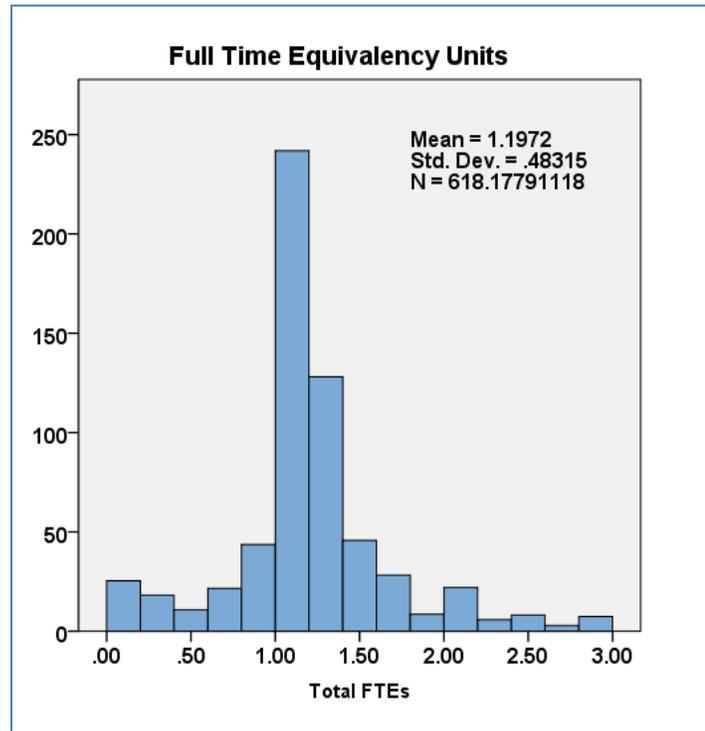
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: None

*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:

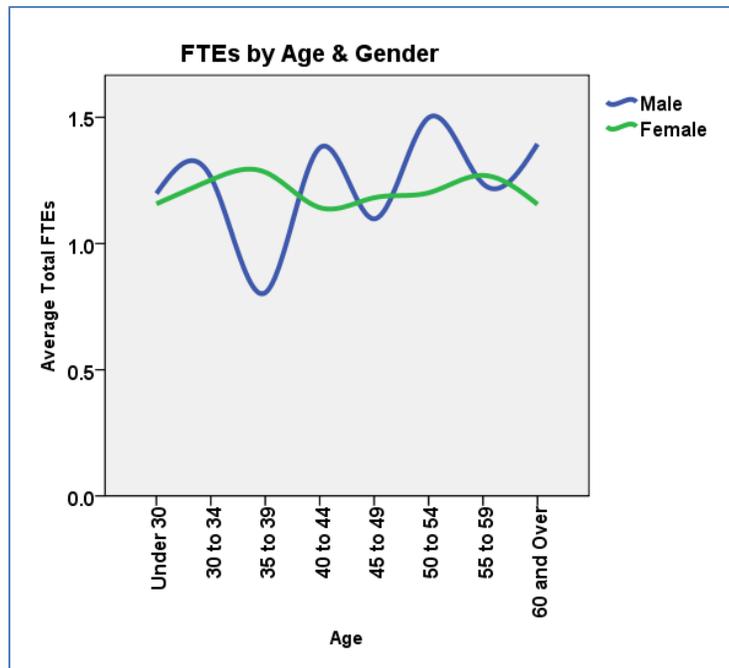


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.17 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests did not verify that a difference exists.<sup>2</sup>

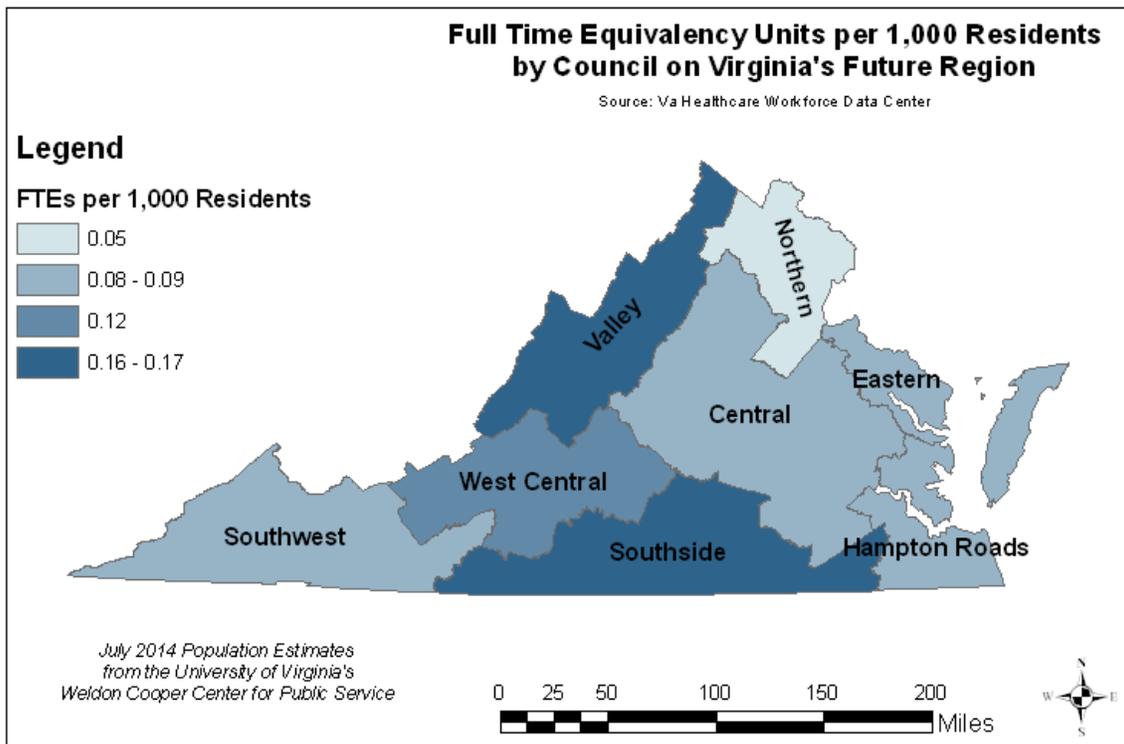
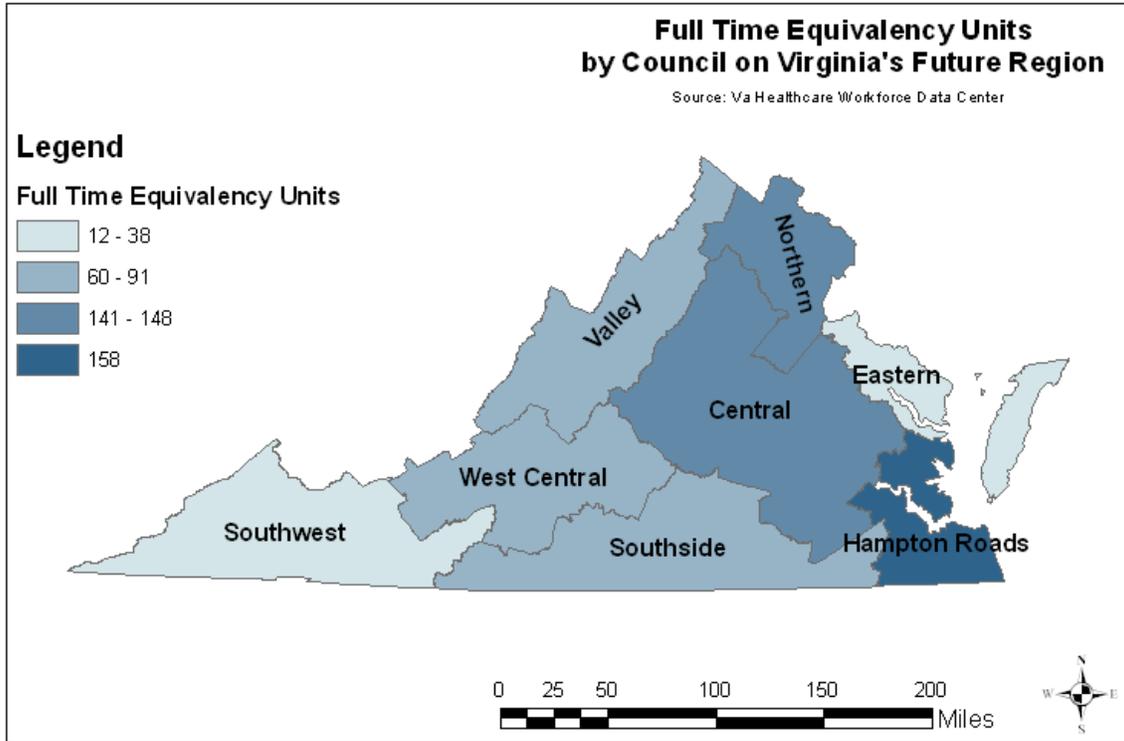
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	1.14	1.20
30 to 34	1.25	1.22
35 to 39	1.16	1.18
40 to 44	1.18	1.15
45 to 49	1.16	1.09
50 to 54	1.23	1.17
55 to 59	1.25	1.18
60 and Over	1.18	1.09
<b>Gender</b>		
Male	1.27	1.15
Female	1.20	1.20

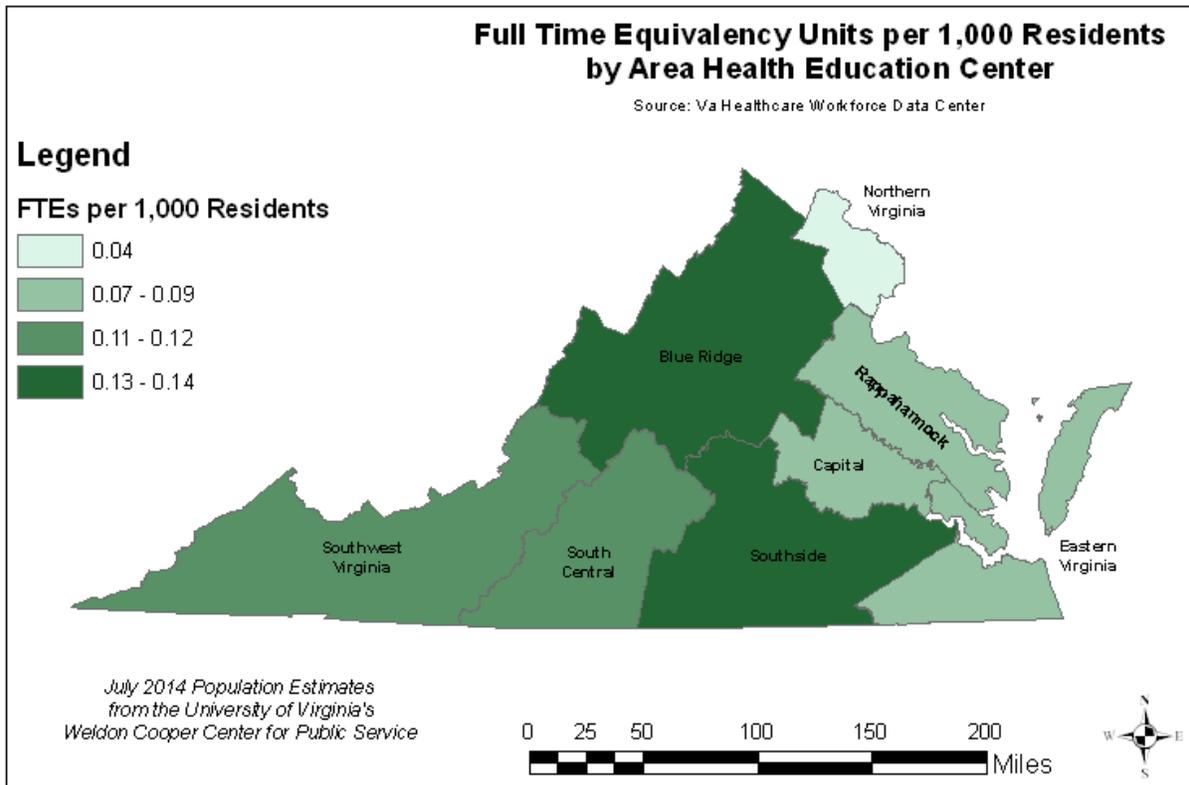
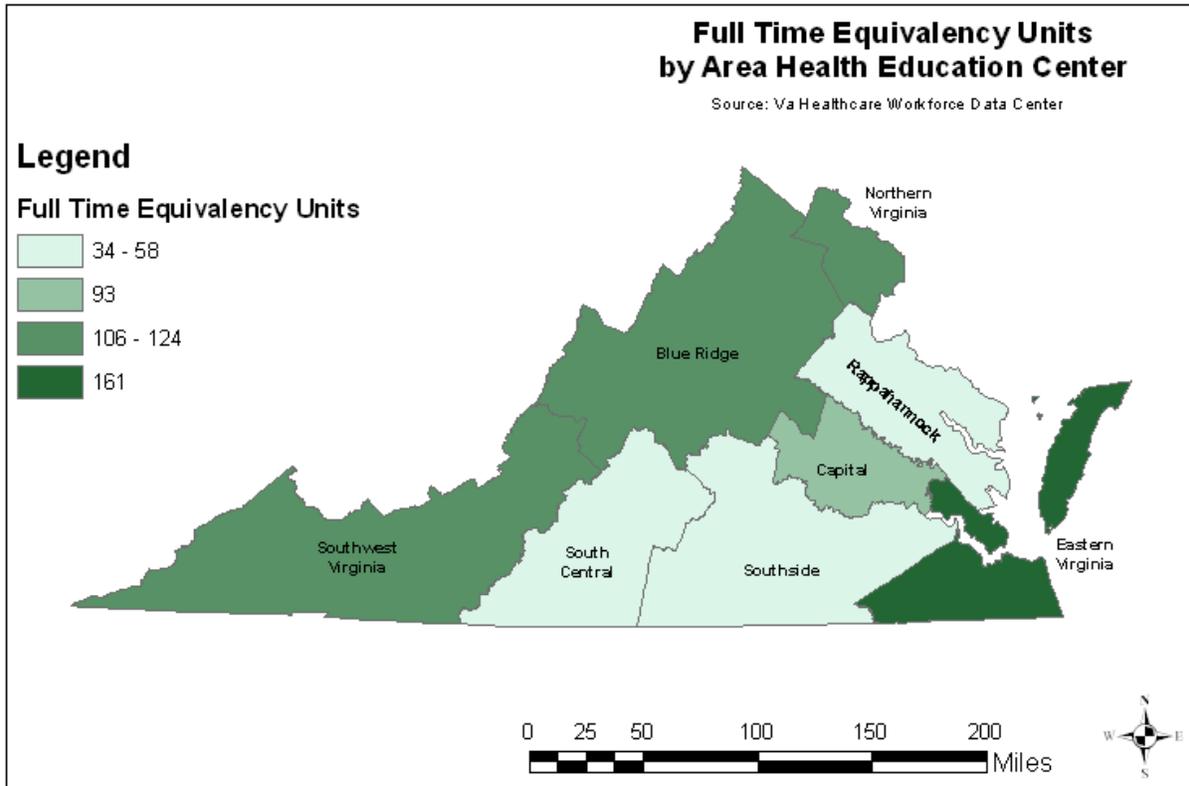
Source: Va. Healthcare Workforce Data Center

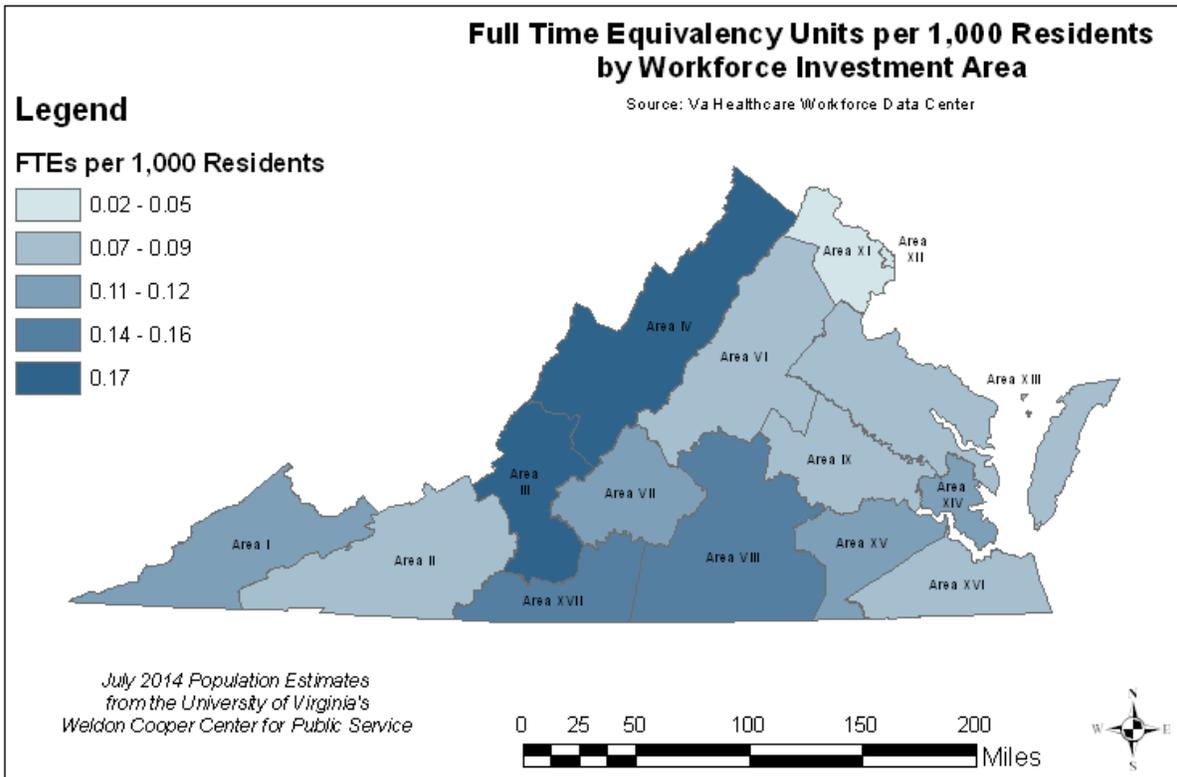
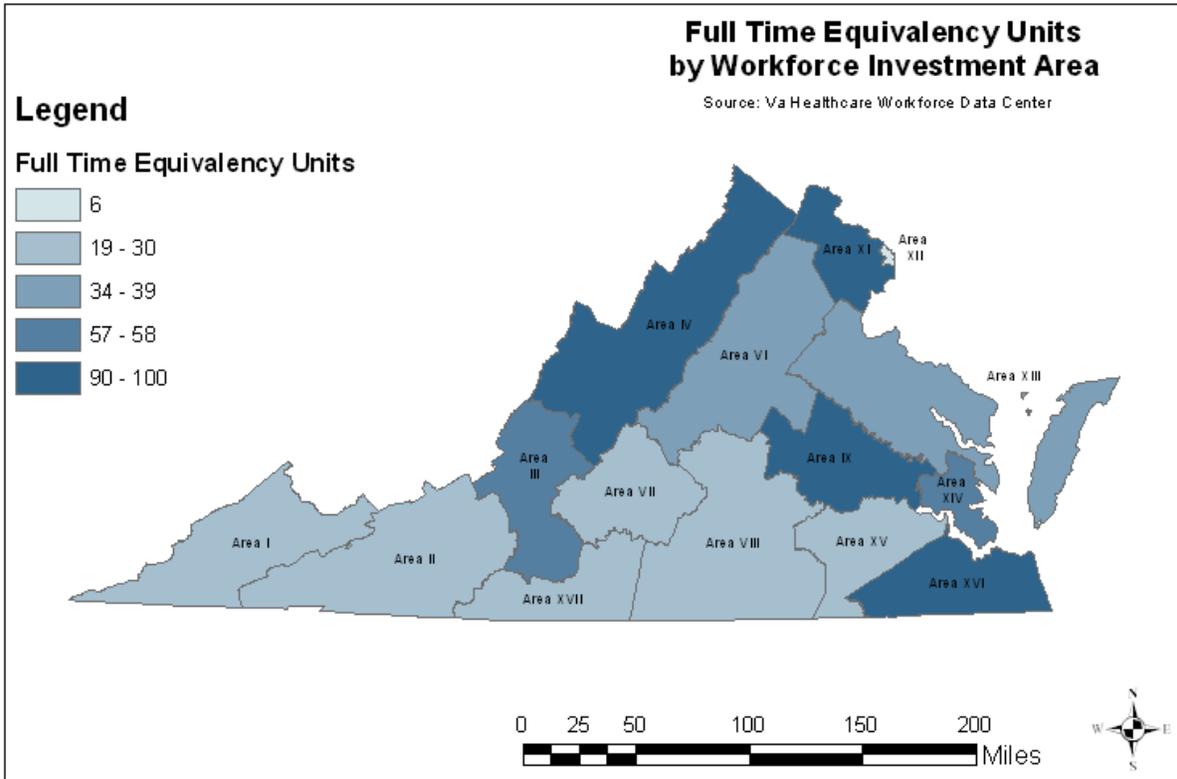


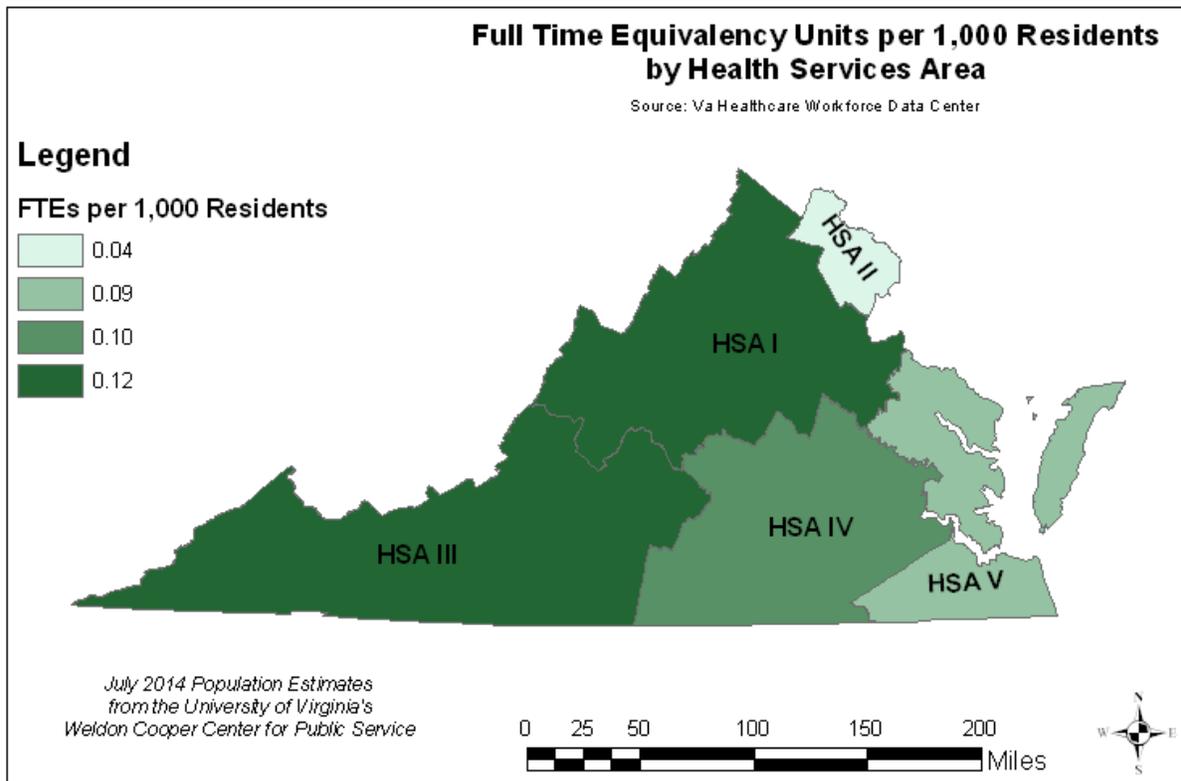
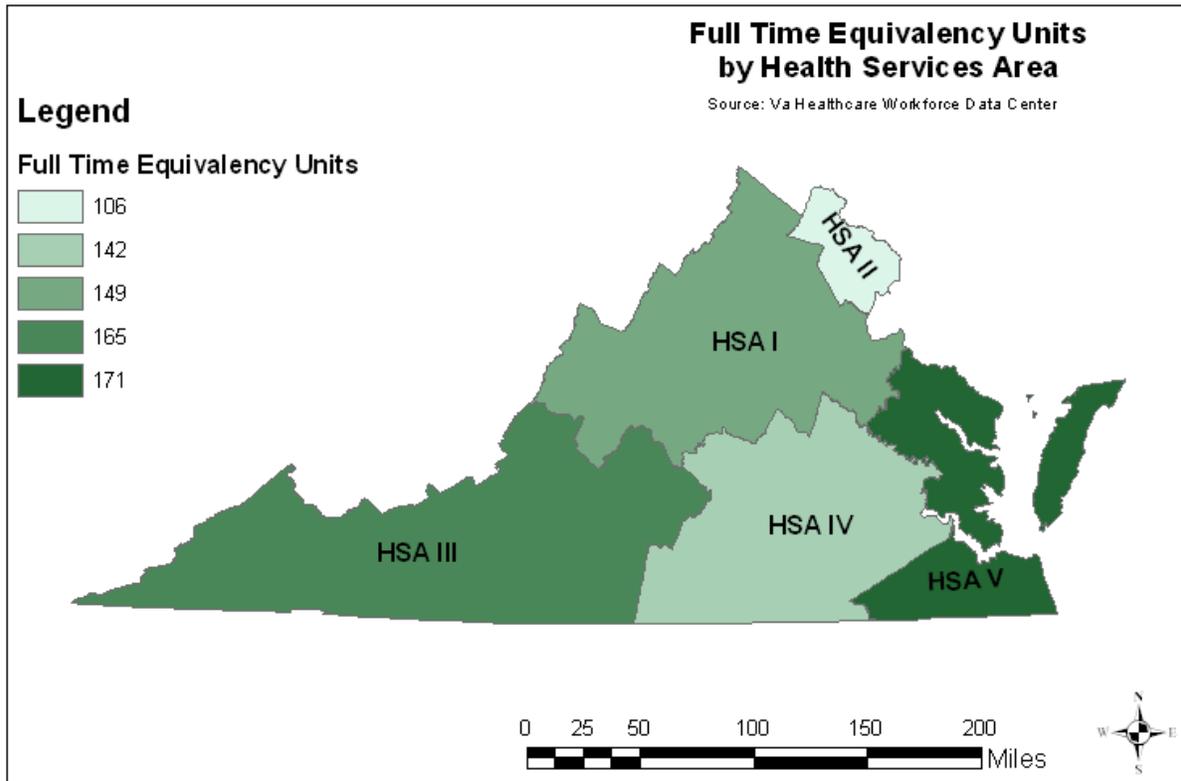
Source: Va. Healthcare Workforce Data Center

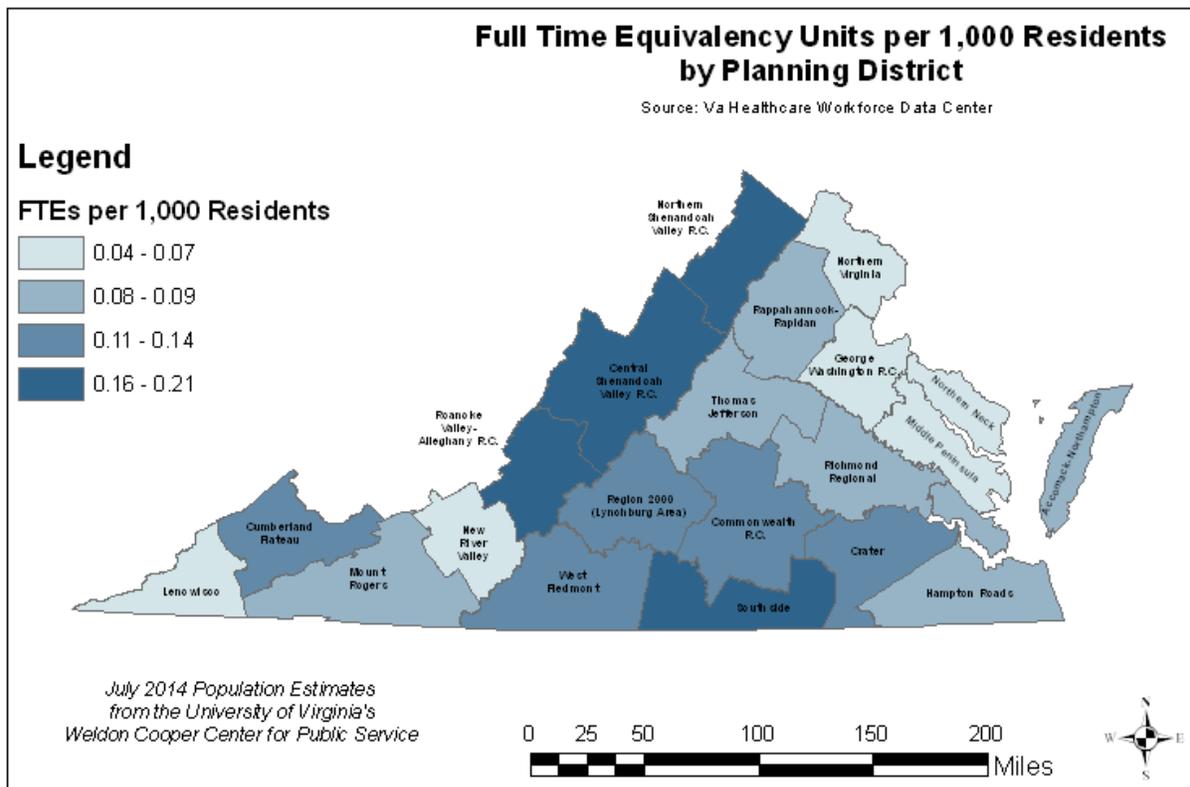
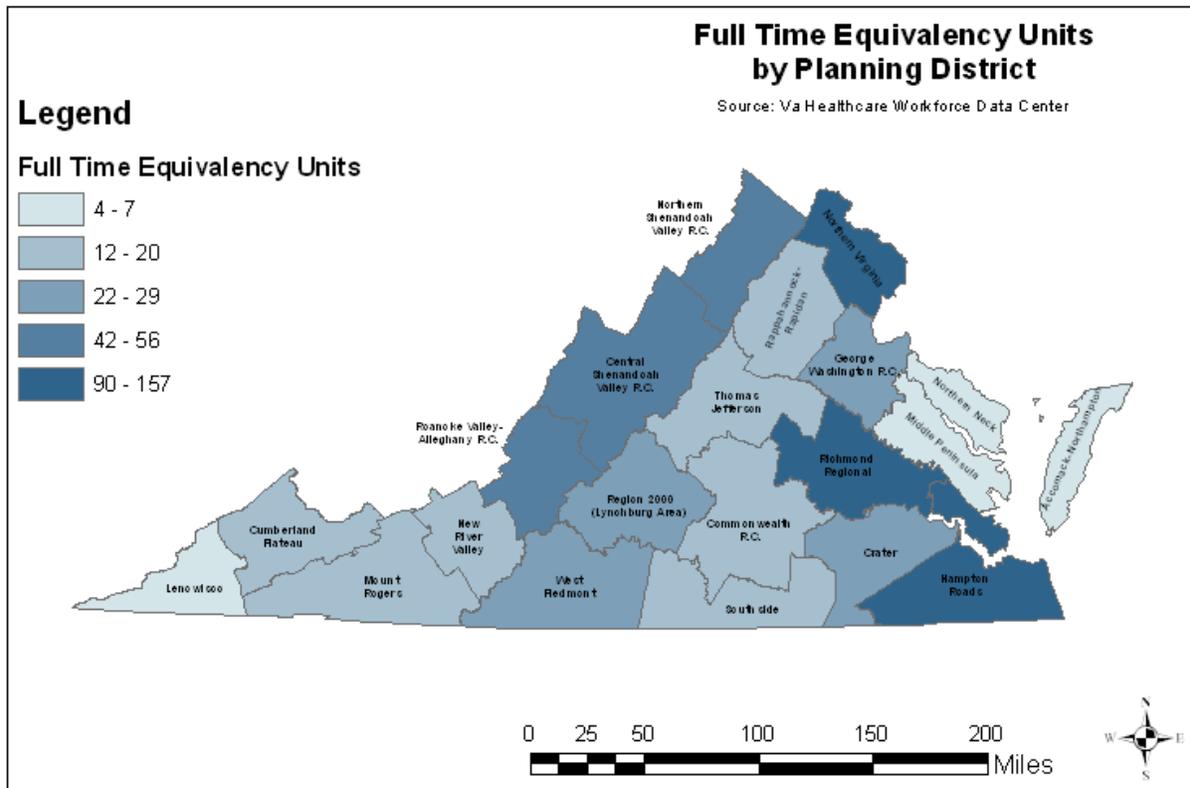
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Interaction effect was significant).











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	370	71.89%	1.390977	1.25746	1.61213
Metro, 250,000 to 1 million	64	76.56%	1.306122	1.18075	1.47594
Metro, 250,000 or less	66	62.12%	1.609756	1.45524	1.81905
Urban pop 20,000+, Metro adj	21	61.90%	1.615385	1.46033	1.73967
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	59	74.58%	1.340909	1.2122	1.5541
Urban pop, 2,500-19,999, nonadj	29	72.41%	1.380952	1.2484	1.60051
Rural, Metro adj	13	76.92%	1.3	1.17522	1.46902
Rural, nonadj	7	71.43%	1.4	1.26562	1.50771
Virginia border state/DC	30	40.00%	2.5	2.26003	2.89747
Other US State	14	50.00%	2	1.80802	2.26003

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	20	60.00%	1.666667	1.5541	2.89747
30 to 34	37	64.86%	1.541667	1.39369	2.68016
35 to 39	52	61.54%	1.625	1.46902	2.82504
40 to 44	87	72.41%	1.380952	1.25428	2.40076
45 to 49	78	76.92%	1.3	1.17522	2.26003
50 to 54	105	74.29%	1.346154	1.21694	2.34027
55 to 59	119	72.27%	1.383721	1.2509	2.40558
60 and Over	175	64.57%	1.548673	1.40002	2.69234

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.695394**

