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# *Virginia's Funeral Service Provider Workforce: 2019*

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Healthcare Workforce Data Center

April 2019

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*More than 1,000 Funeral Service Providers 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 Funeral Directors and Embalmers express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Funeral Service Provider Workforce: At a Glance:

### The Workforce

|                       |       |
|-----------------------|-------|
| Licensees:            | 1,582 |
| Virginia's Workforce: | 1,300 |
| FTEs:                 | 1,495 |

### Background

|                     |     |
|---------------------|-----|
| Rural Childhood:    | 53% |
| HS Diploma in VA:   | 69% |
| Prof. Degree in VA: | 49% |

### Current Employment

|                       |     |
|-----------------------|-----|
| Employed in Prof.:    | 86% |
| Hold 1 Full-Time Job: | 73% |
| Satisfied?:           | 96% |

### Survey Response Rate

|                         |     |
|-------------------------|-----|
| All Licensees:          | 69% |
| Renewing Practitioners: | 75% |

### Education

|                |     |
|----------------|-----|
| Associate:     | 75% |
| Baccalaureate: | 16% |

### Job Turnover

|                       |     |
|-----------------------|-----|
| Switched Jobs:        | 4%  |
| Employed Over 2 Yrs.: | 78% |

### Demographics

|                  |     |
|------------------|-----|
| Female:          | 30% |
| Diversity Index: | 38% |
| Median Age:      | 54  |

### Finances

|                      |             |
|----------------------|-------------|
| Median Inc.:         | \$50k-\$60k |
| Retirement Benefits: | 43%         |
| Under 40 w/ Ed Debt: | 43%         |

### Time Allocation

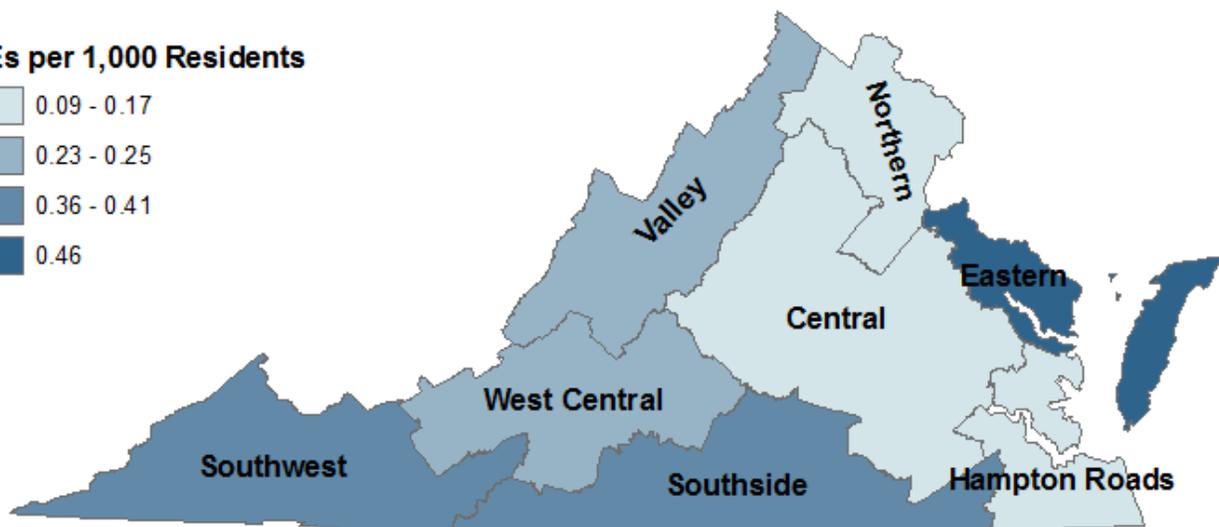
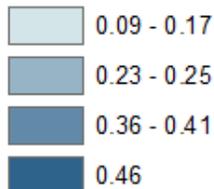
|                   |        |
|-------------------|--------|
| Client Care:      | 40-49% |
| Administration:   | 40-49% |
| Client Care Role: | 30%    |

Source: Va. Healthcare Workforce Data Center

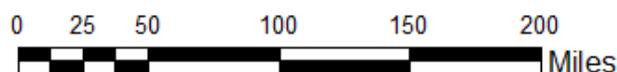
## Full Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017  
Source: U.S. Census Bureau, Population Division



More than 1,000 Funeral Service Providers (FSPs) voluntarily took part in the 2019 Funeral Service Provider 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 FSPs. These survey respondents represent 69% of the 1,582 FSPs who are licensed in the state and 75% of renewing practitioners.

The HWDC estimates that 1,300 FSPs participated in Virginia's workforce during the survey period, which is defined as those FSPs 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 FSP at some point in the future. Over the past year, Virginia's FSP workforce provided 1,495 "full-time equivalency units".

The median age of Virginia's FSP workforce is 54. In addition, 30% of all FSPs are female, including 52% of those FSPs who are under the age of 40. In total, 21% of all FSPs in the state are under the age of 40. There is a 38% chance that two randomly chosen FSPs would be of a different race or ethnicity, a measure known as the diversity index. This makes Virginia's FSP workforce less diverse than the state's overall population, which has a diversity index of 57%.

More than half of all FSPs grew up in a rural area, and 37% of these professionals currently work in non-metro areas of the state. In total, nearly one-quarter of all FSPs work in non-metro areas of Virginia. More than three out of every four FSPs have some educational background in the state. One out of every five FSPs currently carry education debt, including 43% of those FSPs who are under the age of 40. The median debt burden of those with education debt is between \$10,000 and \$20,000.

More than 85% of all FSPs are currently employed in the profession, while only 1% of FSPs have been involuntarily unemployed during the past year. Nearly all FSPs work in the for-profit sector. The median annual income for Virginia's FSPs is between \$50,000 and \$60,000. In addition, 70% of FSPs receive at least one employer-sponsored benefit, including 54% who have access to health insurance. Overall, 96% of all FSPs are satisfied with their current employment situation, including 78% who indicate that they are "very satisfied".

## Summary of Trends

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Since 2017, the number of licensed FSPs has increased by 2% (1,582 vs. 1,557). These licensees are far more likely to respond to the HWDC Funeral Service Provider survey (69% vs. 50%). In addition, the size of the FSP workforce has increased by an even larger 5% (1,300 vs. 1,239), and the number of FTEs provided by this workforce has increased by 18% (1,495 vs. 1,263).

The percentage of females in Virginia's FSP workforce has increased since 2017 (30% vs. 26%). This is also the case among those FSPs who are under the age of 40 (52% vs. 46%). On the other hand, the diversity index of Virginia's FSPs has actually decreased (38% vs. 41%) even though the diversity index of Virginia's overall population has increased. At the same time, Virginia's FSPs have also become less likely to grow up in a rural area (53% vs. 56%).

FSPs have become less likely to have some educational background in the state (76% vs. 80%). The state's FSP workforce is more likely to have earned a Baccalaureate degree as their highest professional degree (16% vs. 14%) in lieu of an Associate degree (75% vs. 77%). FSPs who are under the age of 40 are more likely to carry education debt (43% vs. 41%), but the median debt amount has fallen (\$10,000-\$20,000 vs. \$20,000-\$30,000).

FSPs are less likely to hold one-full-time job (73% vs. 76%) or work between 40 and 49 hours per week (48% vs. 50%). Although there has been no change in the median annual income of Virginia's FSPs, they are more likely to receive this income in the form of a salary or commission (66% vs. 64%). FSPs are more likely to work in Northern Virginia (19% vs. 17%) and Central Virginia (19% vs. 17%) but less likely to work in Hampton Roads (17% vs. 20%). At their primary work location, FSPs are more likely to fill a client care role (30% vs. 27%) and an administrative role (27% vs. 23%).

**A Closer Look:**

| Licensees              |              |             |
|------------------------|--------------|-------------|
| License Status         | #            | %           |
| Renewing Practitioners | 1,438        | 91%         |
| New Licensees          | 53           | 3%          |
| Non-Renewals           | 91           | 6%          |
| <b>All Licensees</b>   | <b>1,582</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2019.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2018 and March 2019.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some FSPs newly licensed in the past year.

*HWDC surveys tend to achieve very high response rates. Three out of every four renewing FSPs submitted a survey. These represent 69% of FSPs who held a license at some point in the past year.*

| Statistic           | Response Rates  |              |               |
|---------------------|-----------------|--------------|---------------|
|                     | Non Respondents | Respondents  | Response Rate |
| <b>By Age</b>       |                 |              |               |
| Under 35            | 48              | 105          | 69%           |
| 35 to 39            | 37              | 109          | 75%           |
| 40 to 44            | 43              | 92           | 68%           |
| 45 to 49            | 48              | 131          | 73%           |
| 50 to 54            | 55              | 150          | 73%           |
| 55 to 59            | 48              | 132          | 73%           |
| 60 to 64            | 49              | 137          | 74%           |
| 65 and Over         | 156             | 242          | 61%           |
| <b>Total</b>        | <b>484</b>      | <b>1,098</b> | <b>69%</b>    |
| <b>New Licenses</b> |                 |              |               |
| Issued in Past Year | 32              | 21           | 40%           |
| <b>Metro Status</b> |                 |              |               |
| Non-Metro           | 102             | 227          | 69%           |
| Metro               | 322             | 657          | 67%           |
| Not in Virginia     | 60              | 214          | 78%           |

Source: Va. Healthcare Workforce Data Center

| Response Rates               |              |
|------------------------------|--------------|
| Completed Surveys            | <b>1,098</b> |
| Response Rate, All Licensees | <b>69%</b>   |
| Response Rate, Renewals      | <b>75%</b>   |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed FSPs**

Number: 1,582  
 New 3%  
 Not Renewed: 6%

**Response Rates**

All Licensees: 69%  
 Renewing Practitioners: 75%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

FSP Workforce: 1,300  
 FTEs: 1,495

### Utilization Ratios

Licenses in VA Workforce: 82%  
 Licenses per FTE: 1.06  
 Workers per FTE: 0.87

Source: Va. Healthcare Workforce Data Center

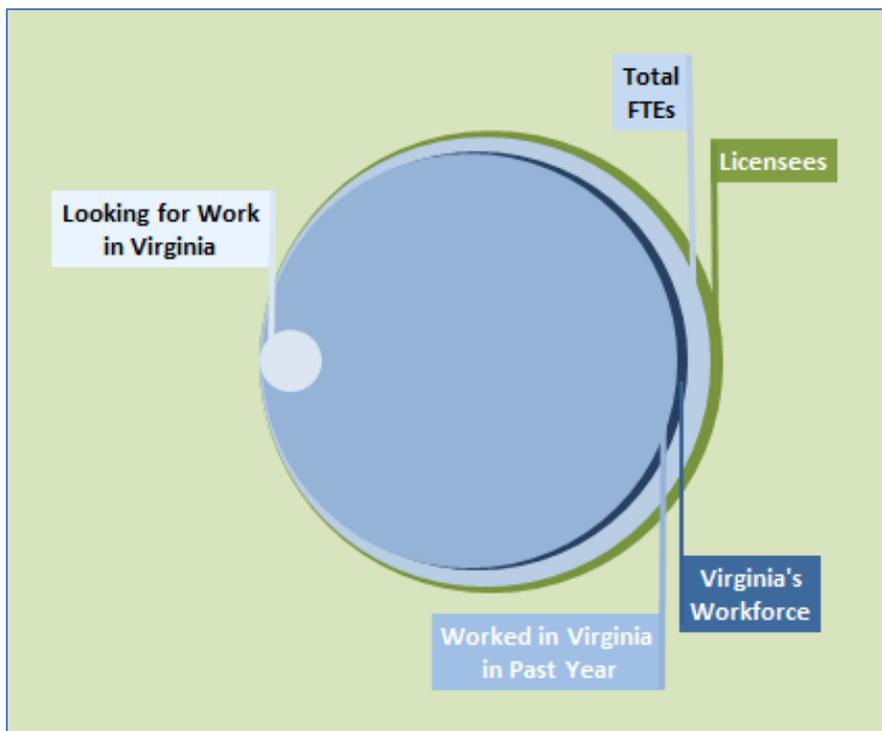
| Virginia's FSP Workforce        |       |      |
|---------------------------------|-------|------|
| Status                          | #     | %    |
| Worked in Virginia in Past Year | 1,271 | 98%  |
| Looking for Work in Virginia    | 28    | 2%   |
| Virginia's Workforce            | 1,300 | 100% |
| Total FTEs                      | 1,495 |      |
| Licenses                        | 1,582 |      |

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. 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.

*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 35     | 47         | 43%        | 61         | 57%        | 107        | 11%            |
| 35 to 39     | 50         | 53%        | 45         | 47%        | 95         | 10%            |
| 40 to 44     | 41         | 54%        | 36         | 46%        | 77         | 8%             |
| 45 to 49     | 67         | 63%        | 39         | 37%        | 106        | 11%            |
| 50 to 54     | 97         | 74%        | 34         | 26%        | 131        | 14%            |
| 55 to 59     | 91         | 82%        | 20         | 18%        | 111        | 12%            |
| 60 to 64     | 91         | 79%        | 24         | 21%        | 115        | 12%            |
| 65 and Over  | 183        | 88%        | 24         | 12%        | 208        | 22%            |
| <b>Total</b> | <b>668</b> | <b>70%</b> | <b>283</b> | <b>30%</b> | <b>951</b> | <b>100%</b>    |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity   |             |                           |             |               |             |
|--------------------|-------------|---------------------------|-------------|---------------|-------------|
| Race/<br>Ethnicity | Virginia*   | Funeral Service Providers |             | FSPs Under 40 |             |
|                    | %           | #                         | %           | #             | %           |
| White              | 62%         | 732                       | 75%         | 154           | 77%         |
| Black              | 19%         | 214                       | 22%         | 34            | 17%         |
| Asian              | 7%          | 3                         | 0%          | 1             | 1%          |
| Other Race         | 0%          | 3                         | 0%          | 0             | 0%          |
| Two or More Races  | 3%          | 5                         | 1%          | 4             | 2%          |
| Hispanic           | 9%          | 15                        | 2%          | 6             | 3%          |
| <b>Total</b>       | <b>100%</b> | <b>972</b>                | <b>100%</b> | <b>199</b>    | <b>100%</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, 2017.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 30%  
 % Under 40 Female: 52%

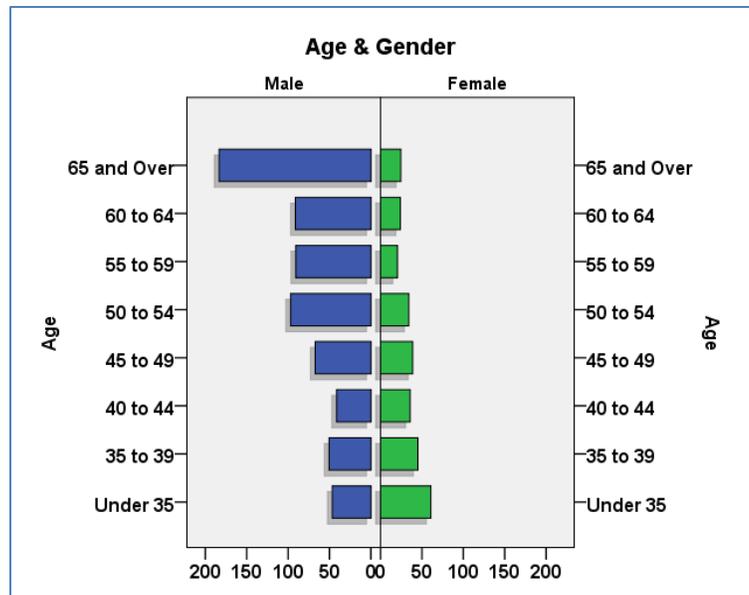
**Age**  
 Median Age: 54  
 % Under 40: 21%  
 % 55 and Over: 46%

**Diversity**  
 Diversity Index: 38%  
 Under 40 Div. Index: 37%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two FSPs, there is a 38% 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 57%.*

*More than 20% of all FSPs are under the age of 40, and 52% of these professionals are female. In addition, the diversity index among FSPs who are under the age of 40 is 37%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 15%  
Rural Childhood: 53%

### Virginia Background

HS in Virginia: 69%  
Prof Ed. in VA: 49%  
HS or Prof Ed. in VA: 76%

### Location Choice

% Rural to Non-Metro: 37%  
% Urban/Suburban to Non-Metro: 9%

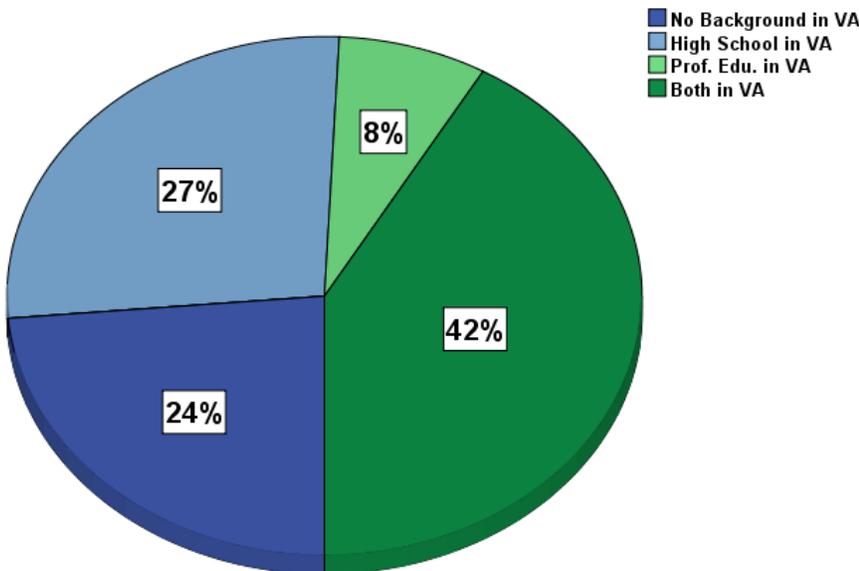
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Primary Location:<br>USDA Rural Urban Continuum |  | Rural Status of Childhood<br>Location |            |            |
|---|--|---------------------------------------|------------|------------|
| Code  | Description                              | Rural                                 | Suburban   | Urban      |
| <b>Metro Counties</b>                           |  |                                       |            |            |
| 1   | Metro, 1 Million+                        | 35%                                   | 43%        | 22%        |
| 2   | Metro, 250,000 to 1 Million              | 58%                                   | 32%        | 11%        |
| 3   | Metro, 250,000 or Less                   | 65%                                   | 15%        | 19%        |
| <b>Non-Metro Counties</b>                       |  |                                       |            |            |
| 4   | Urban Pop. 20,000+, Metro Adjacent       | 70%                                   | 23%        | 8%         |
| 6   | Urban Pop., 2,500-19,999, Metro Adjacent | 85%                                   | 10%        | 5%         |
| 7   | Urban Pop., 2,500-19,999, Non-Adjacent   | 84%                                   | 14%        | 2%         |
| 8   | Rural, Metro Adjacent                    | 88%                                   | 12%        | 0%         |
| 9   | Rural, Non-Adjacent                      | 94%                                   | 6%         | 0%         |
| <b>Overall</b>                                  |  | <b>53%</b>                            | <b>31%</b> | <b>15%</b> |

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than half of all FSPs grew up in a rural area, and 37% of this group currently work in non-metro areas of the state. Overall, 24% of FSPs currently work in non-metro areas of Virginia.

## Top Ten States for FSP Recruitment

| Rank | All FSPs       |     |                     |     |
|------|----------------|-----|---------------------|-----|
|      | High School    | #   | Professional School | #   |
| 1    | Virginia       | 656 | Virginia            | 459 |
| 2    | Pennsylvania   | 42  | Georgia             | 114 |
| 3    | North Carolina | 36  | Ohio                | 74  |
| 4    | New York       | 32  | Pennsylvania        | 73  |
| 5    | Maryland       | 25  | New York            | 40  |
| 6    | West Virginia  | 21  | Maryland            | 26  |
| 7    | Ohio           | 12  | Indiana             | 22  |
| 8    | Illinois       | 10  | Washington, D.C.    | 19  |
| 9    | Michigan       | 9   | North Carolina      | 18  |
| 10   | Tennessee      | 8   | Tennessee           | 12  |

Source: Va. Healthcare Workforce Data Center

*More than two-thirds of all FSPs earned their high school degree in Virginia, and 49% also received their initial professional degree in the state.*

*Among FSPs who received their initial license in the past five years, 56% earned their high school degree in Virginia, while 57% received their initial professional degree in the state.*

| Rank | Licensed in the Past 5 Years |    |                     |    |
|------|------------------------------|----|---------------------|----|
|      | High School                  | #  | Professional School | #  |
| 1    | Virginia                     | 89 | Virginia            | 91 |
| 2    | Maryland                     | 7  | Pennsylvania        | 16 |
| 3    | Pennsylvania                 | 6  | Georgia             | 8  |
| 4    | North Carolina               | 6  | Illinois            | 6  |
| 5    | South Carolina               | 5  | Washington, D.C.    | 6  |
| 6    | Texas                        | 4  | Texas               | 5  |
| 7    | New York                     | 4  | California          | 4  |
| 8    | Tennessee                    | 4  | Ohio                | 4  |
| 9    | California                   | 3  | North Carolina      | 4  |
| 10   | Hawaii                       | 3  | New York            | 3  |

Source: Va. Healthcare Workforce Data Center

*Nearly 20% of Virginia's licensees were not part of the state's FSP workforce. More than four out of every five of these licensees worked at some point in the past year, including 72% who worked as FSPs.*

### At a Glance:

#### Not in VA Workforce

|                     |     |
|---------------------|-----|
| Total:              | 282 |
| % of Licensees:     | 18% |
| Federal/Military:   | 3%  |
| VA Border State/DC: | 32% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Degree       |            |             |
|----------------------|------------|-------------|
| Degree               | #          | %           |
| High School/GED      | 53         | 6%          |
| Associate's Degree   | 688        | 75%         |
| Baccalaureate Degree | 147        | 16%         |
| Master's Degree      | 19         | 2%          |
| Doctorate            | 9          | 1%          |
| <b>Total</b>         | <b>915</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

One-fifth of all FSPs carry education debt, including 43% of those under the age of 40. For those in debt, their median debt burden is between \$10,000 and \$20,000.

At a Glance:

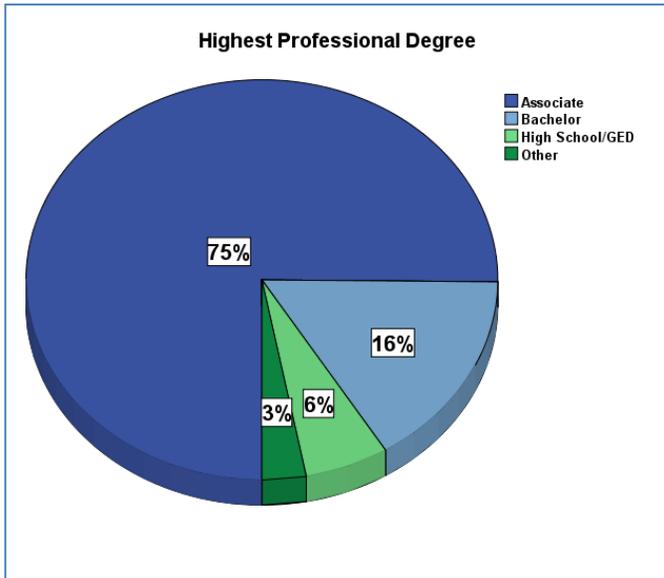
Education

|                  |     |
|------------------|-----|
| Associate:       | 75% |
| Baccalaureate:   | 16% |
| High School/GED: | 6%  |

Education Debt

|                       |             |
|-----------------------|-------------|
| Carry Debt:           | 20%         |
| Under Age 40 w/ Debt: | 43%         |
| Median Debt:          | \$10k-\$20k |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

| Amount Carried     | All FSPs   |             | FSPs under 40 |             |
|--------------------|------------|-------------|---------------|-------------|
|                    | #          | %           | #             | %           |
| None               | 571        | 80%         | 93            | 57%         |
| Less than \$10,000 | 38         | 5%          | 18            | 11%         |
| \$10,000-\$19,999  | 37         | 5%          | 26            | 16%         |
| \$20,000-\$29,999  | 17         | 2%          | 9             | 6%          |
| \$30,000-\$39,999  | 13         | 2%          | 7             | 4%          |
| \$40,000-\$49,999  | 9          | 1%          | 3             | 2%          |
| \$50,000-\$59,999  | 8          | 1%          | 4             | 2%          |
| \$60,000-\$69,999  | 1          | 0%          | 0             | 0%          |
| \$70,000-\$79,999  | 3          | 0%          | 3             | 2%          |
| \$80,000-\$89,999  | 6          | 1%          | 0             | 0%          |
| \$90,000-\$99,999  | 3          | 0%          | 0             | 0%          |
| \$100,000 or More  | 9          | 1%          | 0             | 0%          |
| <b>Total</b>       | <b>715</b> | <b>100%</b> | <b>163</b>    | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 86%

Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 73%

2 or More Positions: 11%

### Weekly Hours:

40 to 49: 48%

60 or More: 14%

Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Current Work Status                     |            |             |
|---|------------|-------------|
| Status                                  | #          | %           |
| Employed, Capacity Unknown              | 2          | < 1%        |
| Employed in a FSP Related Capacity      | 819        | 86%         |
| Employed, NOT in a FSP Related Capacity | 78         | 8%          |
| Not Working, Reason Unknown             | 0          | 0%          |
| Involuntarily Unemployed                | 10         | 1%          |
| Voluntarily Unemployed                  | 12         | 1%          |
| Retired                                 | 31         | 3%          |
| <b>Total</b>                            | <b>952</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*More than 85% of Virginia's FSPs are employed in the profession, and nearly three-quarters currently have one full-time job. Nearly half of FSPs currently work between 40 and 49 hours per week, while 14% work at least 60 hours per week.*

| Current Positions                               |            |             |
|---|------------|-------------|
| Positions                                       | #          | %           |
| No Positions                                    | 53         | 6%          |
| One Part-Time Position                          | 99         | 11%         |
| Two Part-Time Positions                         | 19         | 2%          |
| One Full-Time Position                          | 671        | 73%         |
| One Full-Time Position & One Part-Time Position | 47         | 5%          |
| Two Full-Time Positions                         | 14         | 2%          |
| More than Two Positions                         | 20         | 2%          |
| <b>Total</b>                                    | <b>923</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Current Weekly Hours |            |             |
|----------------------|------------|-------------|
| Hours                | #          | %           |
| 0 Hours              | 53         | 6%          |
| 1 to 9 Hours         | 39         | 4%          |
| 10 to 19 Hours       | 22         | 2%          |
| 20 to 29 Hours       | 32         | 4%          |
| 30 to 39 Hours       | 51         | 6%          |
| 40 to 49 Hours       | 431        | 48%         |
| 50 to 59 Hours       | 142        | 16%         |
| 60 to 69 Hours       | 79         | 9%          |
| 70 to 79 Hours       | 23         | 3%          |
| 80 or More Hours     | 25         | 3%          |
| <b>Total</b>         | <b>897</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Income                     |            |             |
|----------------------------|------------|-------------|
| Annual Income              | #          | %           |
| <b>Volunteer Work Only</b> | 12         | 2%          |
| <b>Less than 30,000</b>    | 90         | 15%         |
| <b>\$30,000-\$39,999</b>   | 52         | 9%          |
| <b>\$40,000-\$49,999</b>   | 70         | 12%         |
| <b>\$50,000-\$59,999</b>   | 75         | 13%         |
| <b>\$60,000-\$69,999</b>   | 66         | 11%         |
| <b>\$70,000-\$79,999</b>   | 69         | 12%         |
| <b>\$80,000-\$89,999</b>   | 34         | 6%          |
| <b>\$90,000-\$99,999</b>   | 26         | 4%          |
| <b>\$100,000-\$109,999</b> | 23         | 4%          |
| <b>\$110,000-\$119,999</b> | 16         | 3%          |
| <b>\$120,000 or More</b>   | 52         | 9%          |
| <b>Total</b>               | <b>587</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$50k-\$60k

**Benefits**  
Health Insurance: 54%  
Retirement: 43%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 78%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction             |            |             |
|------------------------------|------------|-------------|
| Level                        | #          | %           |
| <b>Very Satisfied</b>        | 717        | 78%         |
| <b>Somewhat Satisfied</b>    | 159        | 17%         |
| <b>Somewhat Dissatisfied</b> | 28         | 3%          |
| <b>Very Dissatisfied</b>     | 12         | 1%          |
| <b>Total</b>                 | <b>916</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*The typical FSP made between \$50,000 and \$60,000 in the past year. Among FSPs who were compensated at their primary work location with either a salary or an hourly wage, 75% received at least one employer-sponsored benefit, including 59% who had access to health insurance.*

| Employer-Sponsored Benefits    |            |            |                            |
|--------------------------------|------------|------------|----------------------------|
| Benefit                        | #          | %          | % of Wage/Salary Employees |
| <b>Paid Vacation</b>           | 528        | 64%        | 69%                        |
| <b>Health Insurance</b>        | 445        | 54%        | 59%                        |
| <b>Paid Sick Leave</b>         | 419        | 51%        | 57%                        |
| <b>Retirement</b>              | 351        | 43%        | 49%                        |
| <b>Dental Insurance</b>        | 333        | 41%        | 46%                        |
| <b>Group Life Insurance</b>    | 287        | 35%        | 40%                        |
| <b>Signing/Retention Bonus</b> | 41         | 5%         | 6%                         |
| <b>At Least One Benefit</b>    | <b>577</b> | <b>70%</b> | <b>75%</b>                 |

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Employment Instability in Past Year   |            |            |
|---|------------|------------|
| In the Past Year Did You . . . ?  | #          | %          |
| Experience Involuntary Unemployment?  | 13         | 1%         |
| Experience Voluntary Unemployment?  | 38         | 3%         |
| Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position? | 15         | 1%         |
| Work Two or More Positions at the Same Time?  | 157        | 12%        |
| Switch Employers or Practices?  | 48         | 4%         |
| <b>Experienced At Least One</b>   | <b>238</b> | <b>18%</b> |

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's FSPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 2.9% over the past year.<sup>1</sup>*

| Location Tenure                               |              |             |              |             |
|---|--------------|-------------|--------------|-------------|
| Tenure  | Primary      |             | Secondary    |             |
|   | #            | %           | #            | %           |
| <b>Not Currently Working at This Location</b> | 29           | 3%          | 20           | 10%         |
| <b>Less than 6 Months</b>                     | 38           | 4%          | 14           | 7%          |
| <b>6 Months to 1 Year</b>                     | 41           | 5%          | 4            | 2%          |
| <b>1 to 2 Years</b>                           | 86           | 10%         | 25           | 12%         |
| <b>3 to 5 Years</b>                           | 126          | 15%         | 42           | 20%         |
| <b>6 to 10 Years</b>                          | 139          | 16%         | 44           | 21%         |
| <b>More than 10 Years</b>                     | 410          | 47%         | 61           | 29%         |
| <b>Subtotal</b>                               | <b>868</b>   | <b>100%</b> | <b>210</b>   | <b>100%</b> |
| <b>Did Not Have Location</b>                  | 51           |             | 1,077        |             |
| <b>Item Missing</b>                           | 380          |             | 12           |             |
| <b>Total</b>                                  | <b>1,300</b> |             | <b>1,300</b> |             |

Source: Va. Healthcare Workforce Data Center

*Two-thirds of FSPs are salaried employees at their primary work location, while 22% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 4%  
New Location: 11%  
Over 2 Years: 78%  
Over 2 Yrs., 2<sup>nd</sup> Location: 70%

**Employment Type**

Salary/Commission: 66%  
Hourly Wage: 22%

Source: Va. Healthcare Workforce Data Center

*Nearly 80% of FSPs have worked at their primary work location for at least two years.*

| Employment Type                  |            |             |
|----------------------------------|------------|-------------|
| Primary Work Site                | #          | %           |
| <b>Salary/ Commission</b>        | 409        | 66%         |
| <b>Hourly Wage</b>               | 135        | 22%         |
| <b>Business/ Practice Income</b> | 43         | 7%          |
| <b>By Contract</b>               | 26         | 4%          |
| <b>Unpaid</b>                    | 3          | 0%          |
| <b>Subtotal</b>                  | <b>617</b> | <b>100%</b> |
| <b>Did Not Have Location</b>     | 51         |             |
| <b>Item Missing</b>              | 631        |             |

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 increase from 2.7% in April 2018 to 3.0% in March 2019. At the time of publication, the unemployment rate from March 2019 was still preliminary.

## At a Glance:

### Concentration

|                |     |
|----------------|-----|
| Top Region:    | 19% |
| Top 3 Regions: | 55% |
| Lowest Region: | 4%  |

### Locations

|                        |     |
|------------------------|-----|
| 2 or More (Past Year): | 25% |
| 2 or More (Now*):      | 22% |

Source: Va. Healthcare Workforce Data Center

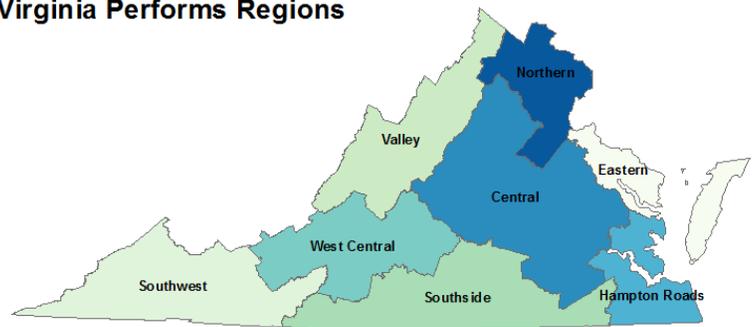
More than half of all FSPs work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

| Regional Distribution of Work Locations |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| Virginia Performs Region                | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Central                                 | 161              | 19%         | 44                 | 20%         |
| Eastern                                 | 34               | 4%          | 12                 | 6%          |
| Hampton Roads                           | 152              | 17%         | 40                 | 19%         |
| Northern                                | 165              | 19%         | 29                 | 13%         |
| Southside                               | 86               | 10%         | 20                 | 9%          |
| Southwest                               | 67               | 8%          | 15                 | 7%          |
| Valley                                  | 74               | 9%          | 15                 | 7%          |
| West Central                            | 118              | 14%         | 26                 | 12%         |
| Virginia Border State/D.C.              | 5                | 1%          | 4                  | 2%          |
| Other U.S. State                        | 8                | 1%          | 11                 | 5%          |
| Outside of the U.S.                     | 0                | 0%          | 0                  | 0%          |
| <b>Total</b>                            | <b>870</b>       | <b>100%</b> | <b>216</b>         | <b>100%</b> |
| Item Missing                            | 380              |             | 5                  |             |

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



More than one out of every five FSPs currently have multiple work locations, while one-quarter have had multiple work locations during the past year.

| Locations    | Number of Work Locations    |             |                     |             |
|--------------|-----------------------------|-------------|---------------------|-------------|
|              | Work Locations in Past Year |             | Work Locations Now* |             |
|              | #                           | %           | #                   | %           |
| 0            | 28                          | 3%          | 52                  | 6%          |
| 1            | 643                         | 72%         | 640                 | 72%         |
| 2            | 109                         | 12%         | 99                  | 11%         |
| 3            | 76                          | 9%          | 77                  | 9%          |
| 4            | 9                           | 1%          | 4                   | 0%          |
| 5            | 10                          | 1%          | 5                   | 1%          |
| 6 or More    | 17                          | 2%          | 14                  | 2%          |
| <b>Total</b> | <b>892</b>                  | <b>100%</b> | <b>892</b>          | <b>100%</b> |

\*At the time of survey completion, March 2019.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Sector                          | Location Sector  |             |                    |             |
|---------------------------------|------------------|-------------|--------------------|-------------|
|                                 | Primary Location |             | Secondary Location |             |
|                                 | #                | %           | #                  | %           |
| <b>For-Profit</b>               | 771              | 96%         | 170                | 91%         |
| <b>Non-Profit</b>               | 12               | 1%          | 6                  | 3%          |
| <b>State/Local Government</b>   | 11               | 1%          | 7                  | 4%          |
| <b>Veterans Administration</b>  | 3                | 0%          | 1                  | 1%          |
| <b>U.S. Military</b>            | 3                | 0%          | 3                  | 2%          |
| <b>Other Federal Government</b> | 3                | 0%          | 0                  | 0%          |
| <b>Total</b>                    | <b>803</b>       | <b>100%</b> | <b>187</b>         | <b>100%</b> |
| <b>Did Not Have Location</b>    | 51               |             | 1,077              |             |
| <b>Item Missing</b>             | 445              |             | 35                 |             |

Source: Va. Healthcare Workforce Data Center

### At a Glance: (Primary Locations)

**Sector**

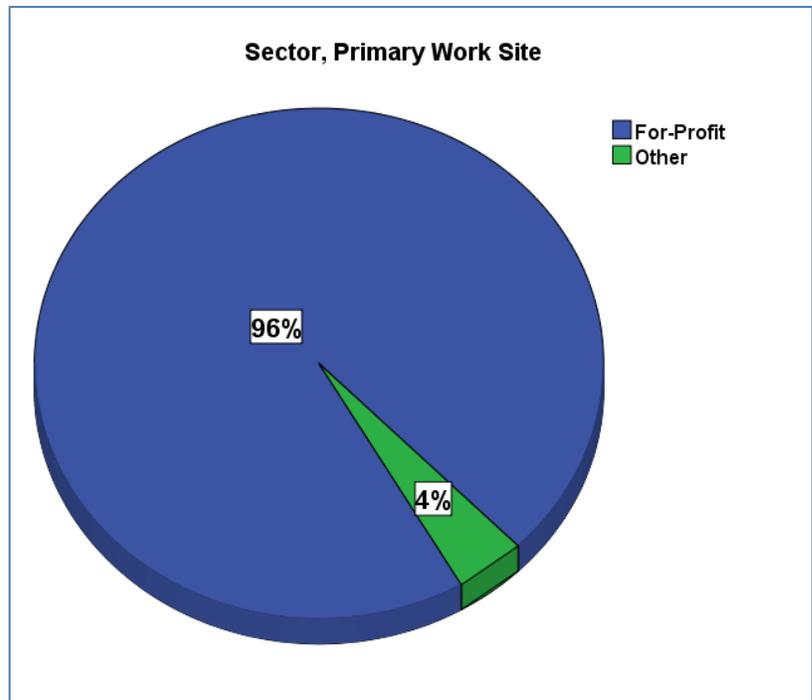
|             |     |
|-------------|-----|
| For Profit: | 96% |
| Federal:    | 1%  |

**Top Establishments**

|  |     |
|--|-----|
| Funeral Establishment:                 | 56% |
| Funeral Establishment w/<br>Crematory: | 36% |

Source: Va. Healthcare Workforce Data Center

Nearly all FSPs work in a for-profit establishment, while another 1% work for the federal government.



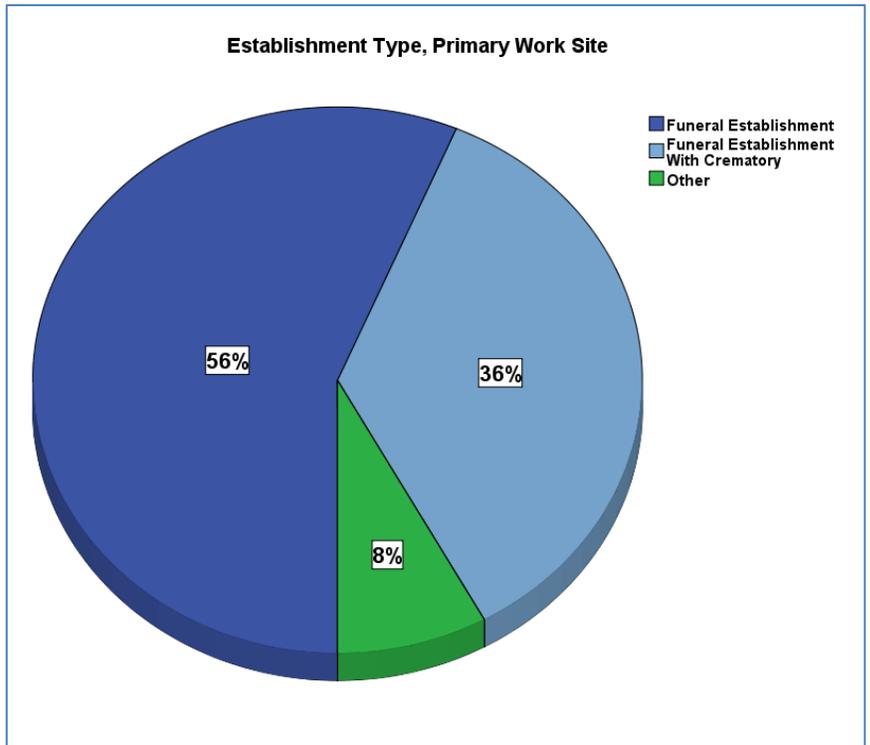
Source: Va. Healthcare Workforce Data Center

| Establishment Type  | Location Type    |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
|   | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Funeral Establishment   | 424              | 56%         | 121                | 71%         |
| Funeral Establishment Combined with Crematory                     | 268              | 36%         | 21                 | 12%         |
| Academic Institution  | 8                | 1%          | 3                  | 2%          |
| Crematory (Only)  | 6                | 1%          | 1                  | 1%          |
| Funeral Establishment Combined with Surface Transport and Removal | 6                | 1%          | 0                  | 0%          |
| Surface Transport and Removal (Only)                              | 5                | 1%          | 3                  | 2%          |
| Other Practice Setting  | 36               | 5%          | 22                 | 13%         |
| <b>Total</b>  | <b>753</b>       | <b>100%</b> | <b>171</b>         | <b>100%</b> |
| Did Not Have a Location   | 51               |             | 1,077              |             |

Source: Va. Healthcare Workforce Data Center

More than half of all FSPs work at a funeral establishment as their primary work location. Another 36% work at practices that combine funeral and crematory services.

Among those FSPs who also have a secondary work location, 71% work at a funeral establishment, and another 12% work at establishments that combine funeral and crematory services.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Client Care: 40%-49%  
Administration: 40%-49%

### Roles

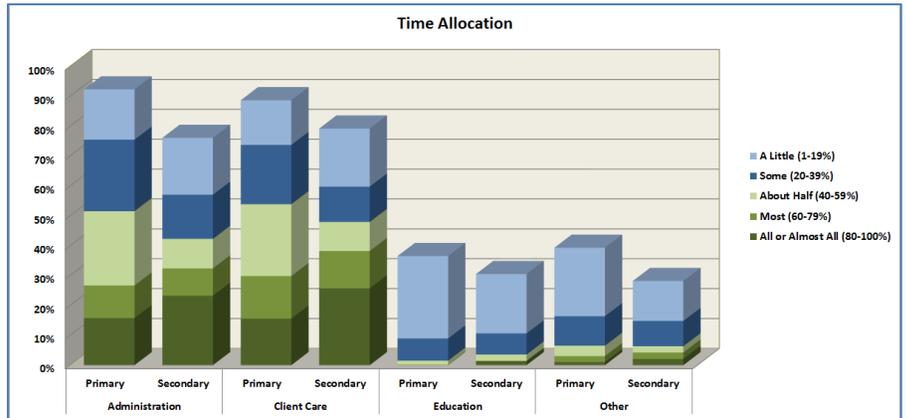
Client Care: 30%  
Administrative: 27%  
Other: 3%

### Patient Care FSPs

Median Admin Time: 10%-19%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical FSP spends most of his time attending to clients and doing administrative tasks. In addition, 30% of FSPs fill a client care role, defined as spending 60% or more of their time dealing with clients.*

| Time Allocation                    |            |           |             |           |            |           |            |           |
|------------------------------------|------------|-----------|-------------|-----------|------------|-----------|------------|-----------|
| Time Spent                         | Admin.     |           | Client Care |           | Education  |           | Other      |           |
|                                    | Prim. Site | Sec. Site | Prim. Site  | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| <b>All or Almost All (80-100%)</b> | 16%        | 23%       | 16%         | 26%       | 0%         | 1%        | 1%         | 2%        |
| <b>Most (60-79%)</b>               | 11%        | 9%        | 14%         | 13%       | 0%         | 0%        | 2%         | 2%        |
| <b>About Half (40-59%)</b>         | 25%        | 10%       | 24%         | 10%       | 1%         | 2%        | 3%         | 2%        |
| <b>Some (20-39%)</b>               | 24%        | 15%       | 20%         | 12%       | 7%         | 7%        | 10%        | 8%        |
| <b>A Little (1-19%)</b>            | 17%        | 19%       | 15%         | 20%       | 28%        | 20%       | 23%        | 13%       |
| <b>None (0%)</b>                   | 8%         | 24%       | 11%         | 21%       | 63%        | 69%       | 61%        | 72%       |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Retirement Expectations          |            |             |              |             |
|----------------------------------|------------|-------------|--------------|-------------|
| Expected Retirement Age          | All FSPs   |             | FSPs Over 50 |             |
|                                  | #          | %           | #            | %           |
| <b>Under Age 50</b>              | 19         | 3%          | -            | -           |
| <b>50 to 54</b>                  | 18         | 3%          | 1            | 0%          |
| <b>55 to 59</b>                  | 35         | 5%          | 10           | 3%          |
| <b>60 to 64</b>                  | 83         | 12%         | 31           | 8%          |
| <b>65 to 69</b>                  | 185        | 27%         | 106          | 27%         |
| <b>70 to 74</b>                  | 116        | 17%         | 69           | 18%         |
| <b>75 to 79</b>                  | 46         | 7%          | 38           | 10%         |
| <b>80 or Over</b>                | 40         | 6%          | 30           | 8%          |
| <b>I Do Not Intend to Retire</b> | 146        | 21%         | 104          | 27%         |
| <b>Total</b>                     | <b>687</b> | <b>100%</b> | <b>389</b>   | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All FSPs**

Under 65: 23%

Under 60: 10%

**FSPs 50 and Over**

Under 65: 11%

Under 60: 3%

**Time Until Retirement**

Within 2 Years: 7%

Within 10 Years: 22%

Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all FSPs expect to retire before the age of 65. Among FSPs who are at least age 50, 11% still expect to retire by age 65.

Within the next two years, 6% of FSPs expect to pursue additional educational opportunities, and 5% expect to increase client care hours.

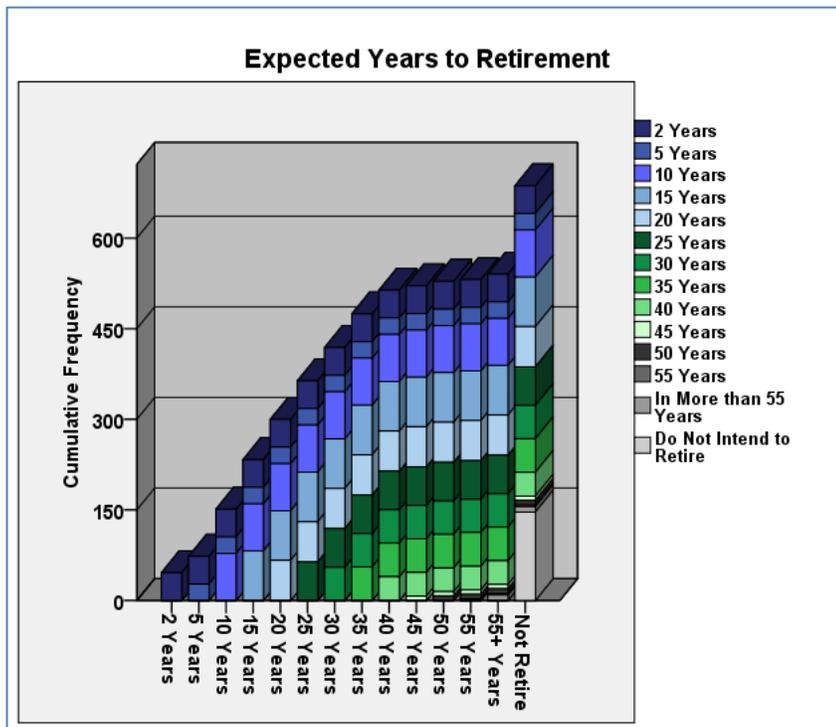
| Future Plans                          |    |    |
|---------------------------------------|----|----|
| Two Year Plans:                       | #  | %  |
| <b>Decrease Participation</b>         |    |    |
| <b>Leave Profession</b>               | 21 | 2% |
| <b>Leave Virginia</b>                 | 22 | 2% |
| <b>Decrease Client Care Hours</b>     | 79 | 6% |
| <b>Decrease Teaching Hours</b>        | 3  | 0% |
| <b>Increase Participation</b>         |    |    |
| <b>Increase Client Care Hours</b>     | 69 | 5% |
| <b>Increase Teaching Hours</b>        | 31 | 2% |
| <b>Pursue Additional Education</b>    | 72 | 6% |
| <b>Return to Virginia's Workforce</b> | 9  | 1% |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for FSPs. While only 7% of FSPs expect to retire in the next two years, 22% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2044.

| Time to Retirement             |            |             |              |
|--------------------------------|------------|-------------|--------------|
| Expect to Retire Within . . .  | #          | %           | Cumulative % |
| <b>2 Years</b>                 | 46         | 7%          | 7%           |
| <b>5 Years</b>                 | 27         | 4%          | 11%          |
| <b>10 Years</b>                | 78         | 11%         | 22%          |
| <b>15 Years</b>                | 82         | 12%         | 34%          |
| <b>20 Years</b>                | 67         | 10%         | 44%          |
| <b>25 Years</b>                | 64         | 9%          | 53%          |
| <b>30 Years</b>                | 55         | 8%          | 61%          |
| <b>35 Years</b>                | 56         | 8%          | 69%          |
| <b>40 Years</b>                | 39         | 6%          | 75%          |
| <b>45 Years</b>                | 7          | 1%          | 76%          |
| <b>50 Years</b>                | 8          | 1%          | 77%          |
| <b>55 Years</b>                | 3          | 0%          | 77%          |
| <b>In More than 55 Years</b>   | 9          | 1%          | 79%          |
| <b>Do Not Intend to Retire</b> | 146        | 21%         | 100%         |
| <b>Total</b>                   | <b>687</b> | <b>100%</b> |              |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2029. Retirement will peak at 12% of the current workforce around 2034 before declining to under 10% again around 2044.

## At a Glance:

### FTEs

Total: 1,495  
 FTEs/1,000 Residents<sup>2</sup>: 0.176  
 Average: 1.20

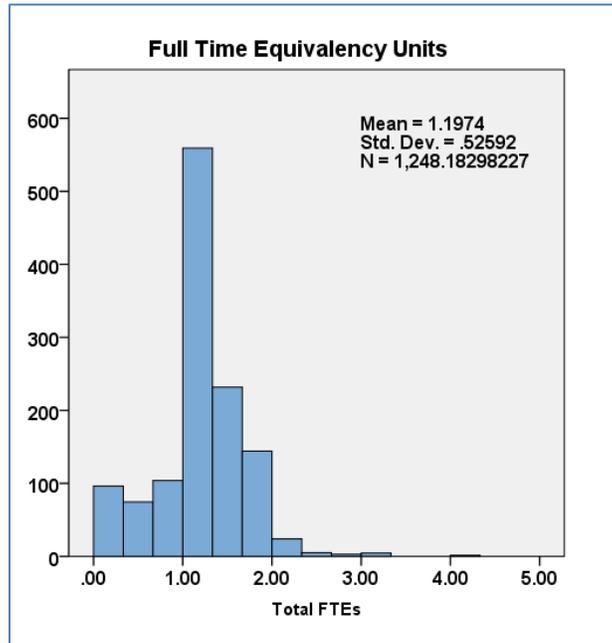
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*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:

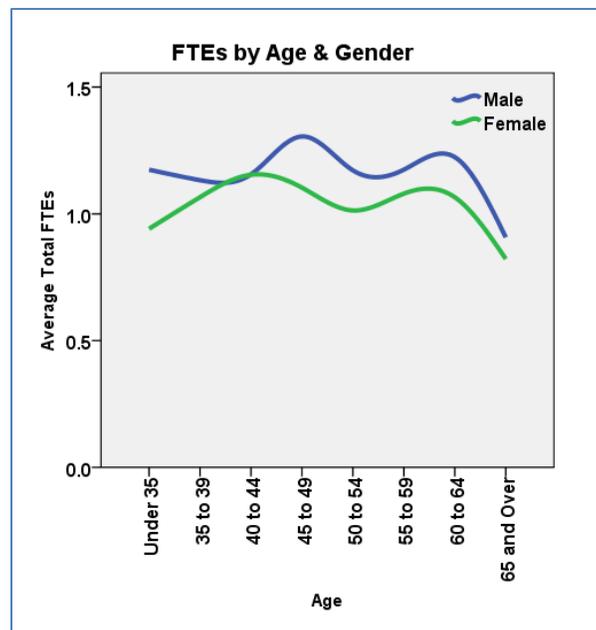


Source: Va. Healthcare Workforce Data Center

*The typical FSP provided 1.09 FTEs during the past year or approximately 44 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

| Full-Time Equivalency Units |         |        |
|-----------------------------|---------|--------|
| Age                         | Average | Median |
| <b>Age</b>                  |         |        |
| Under 35                    | 1.05    | 1.08   |
| 35 to 39                    | 1.10    | 1.08   |
| 40 to 44                    | 1.19    | 1.30   |
| 45 to 49                    | 1.19    | 1.08   |
| 50 to 54                    | 1.12    | 1.08   |
| 55 to 59                    | 1.28    | 1.30   |
| 60 to 64                    | 1.30    | 1.37   |
| 65 and Over                 | 1.26    | 1.22   |
| <b>Gender</b>               |         |        |
| Male                        | 1.10    | 1.09   |
| Female                      | 1.03    | 1.09   |

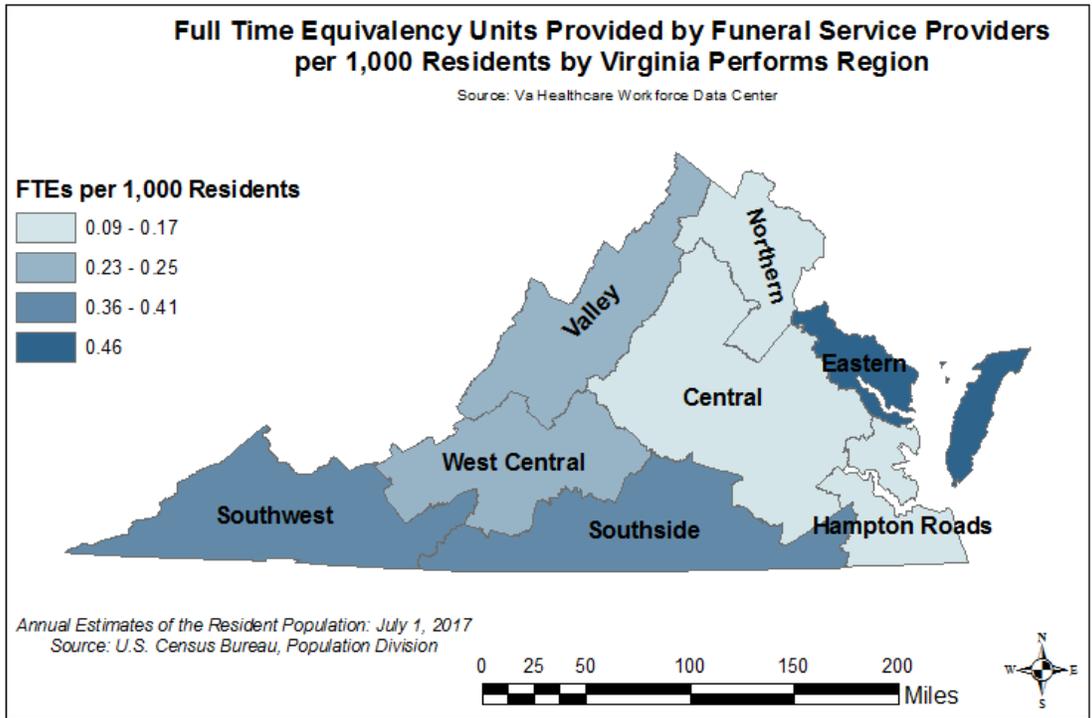
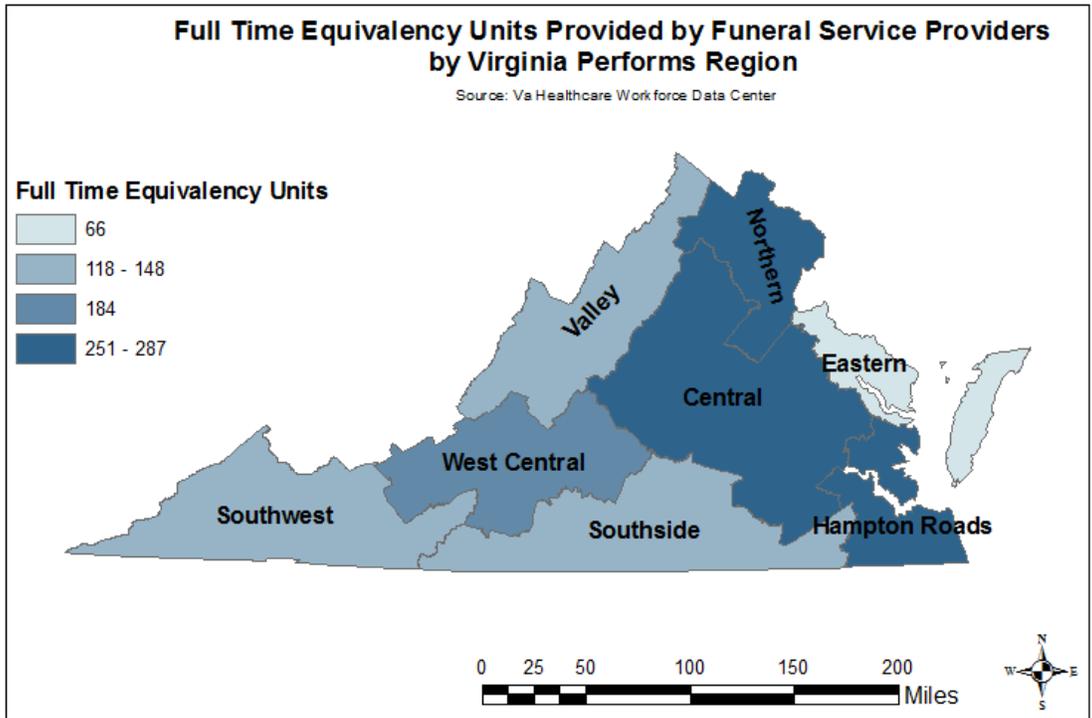
Source: Va. Healthcare Workforce Data Center

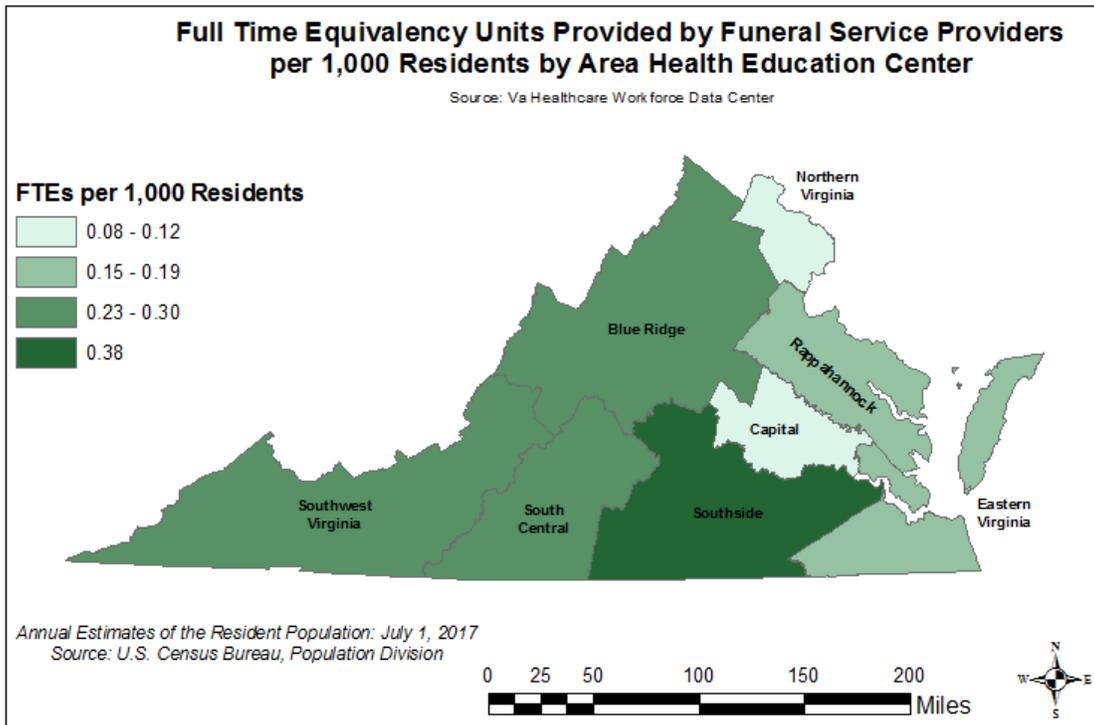
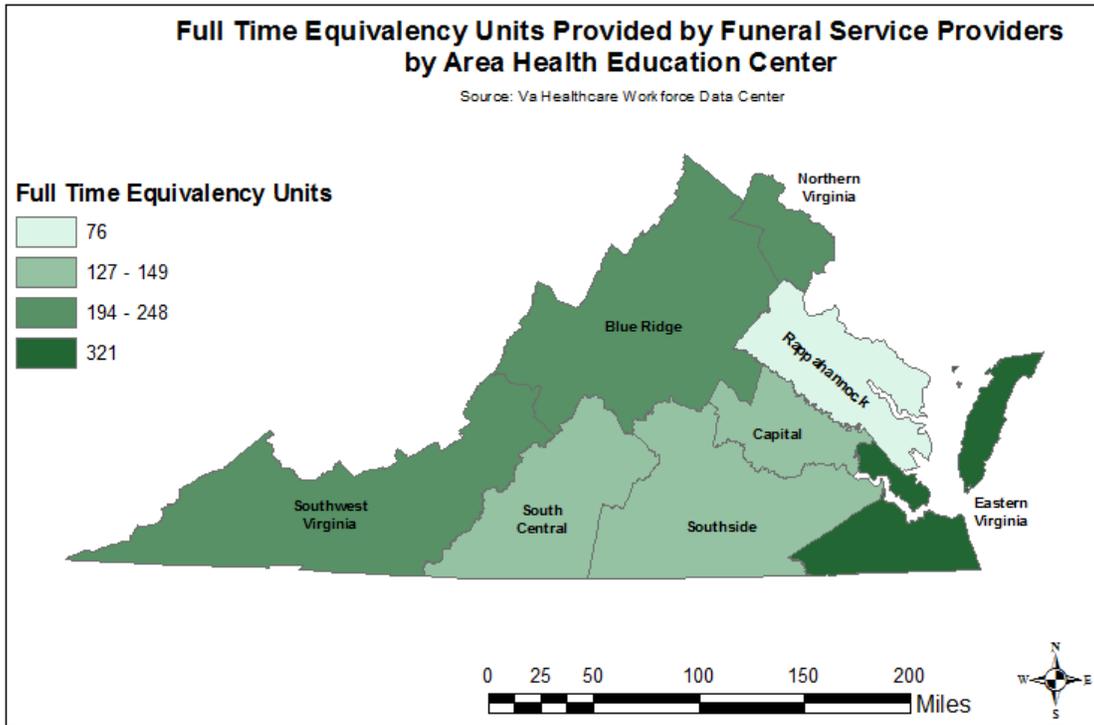


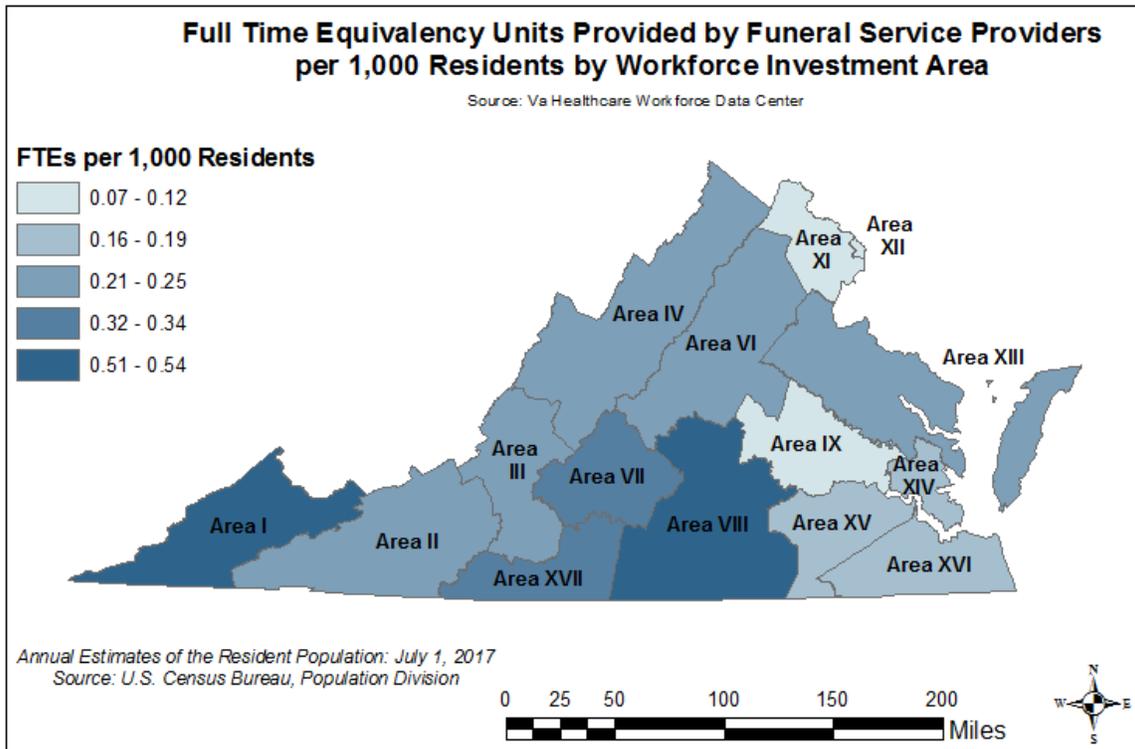
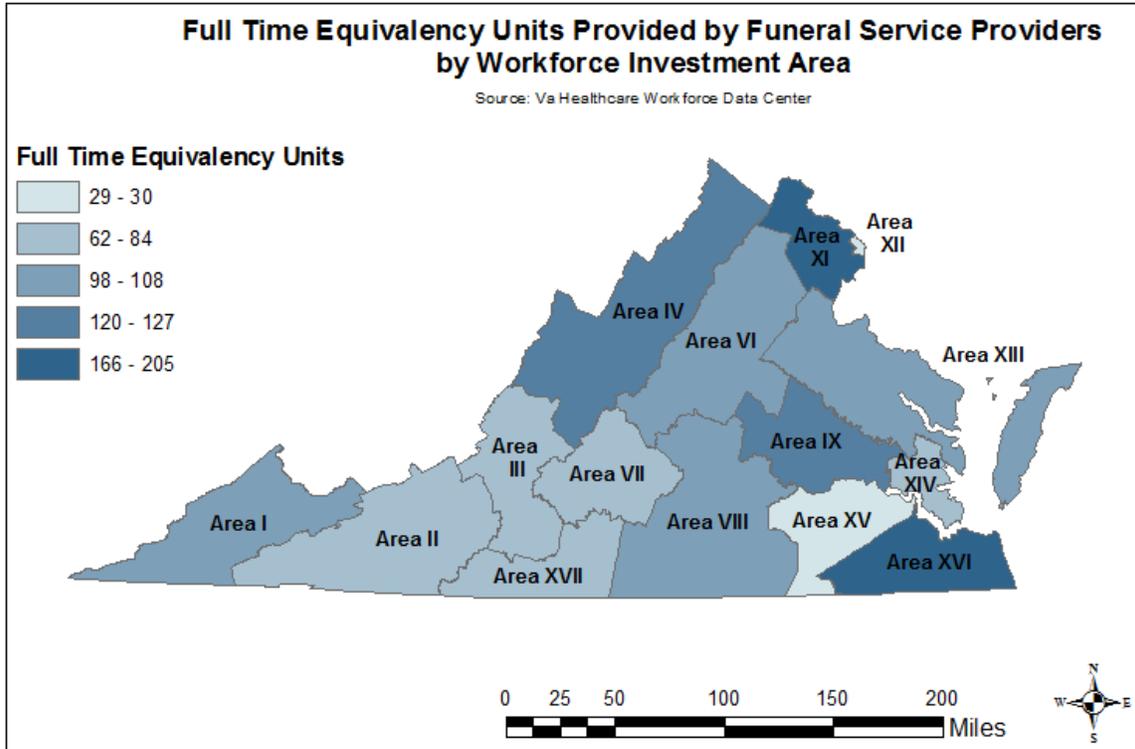
Source: Va. Healthcare Workforce Data Center

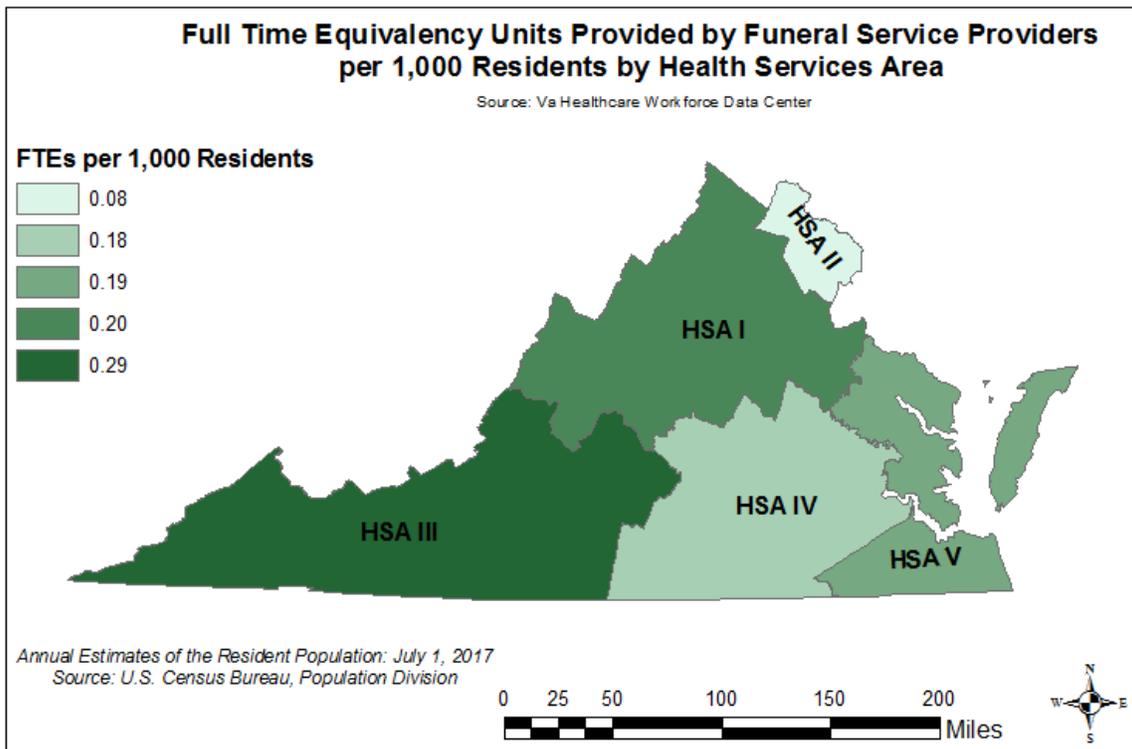
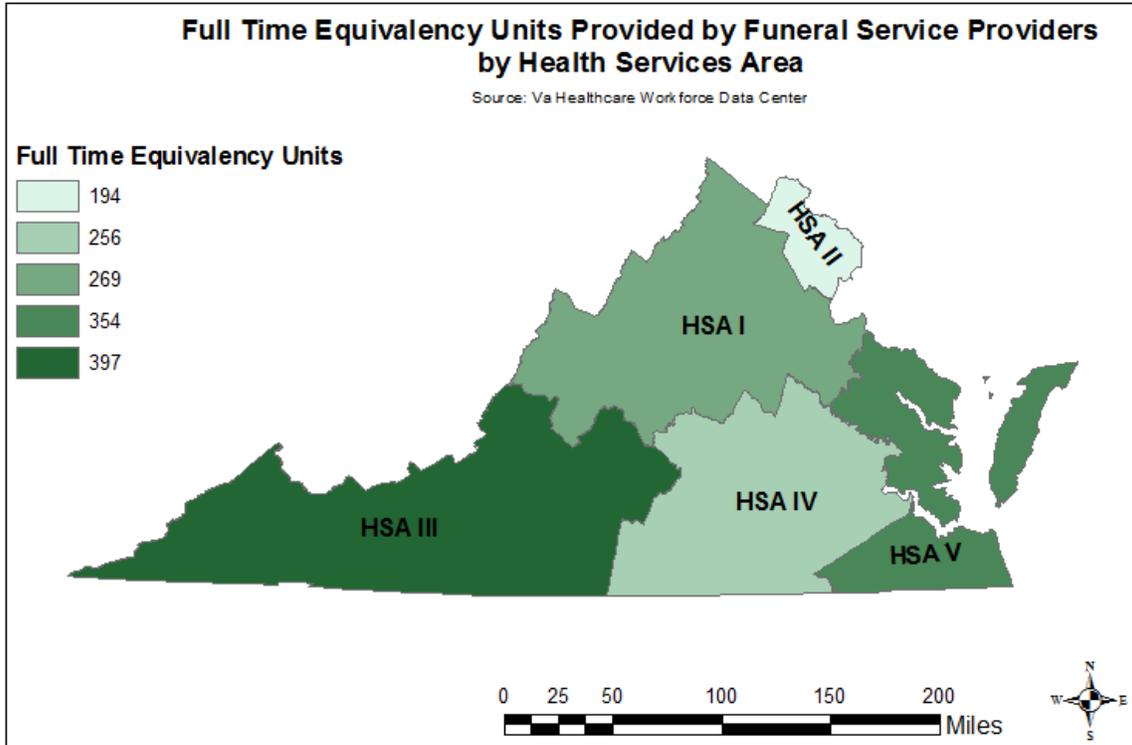
<sup>2</sup> Number of residents in 2017 was used as the denominator.

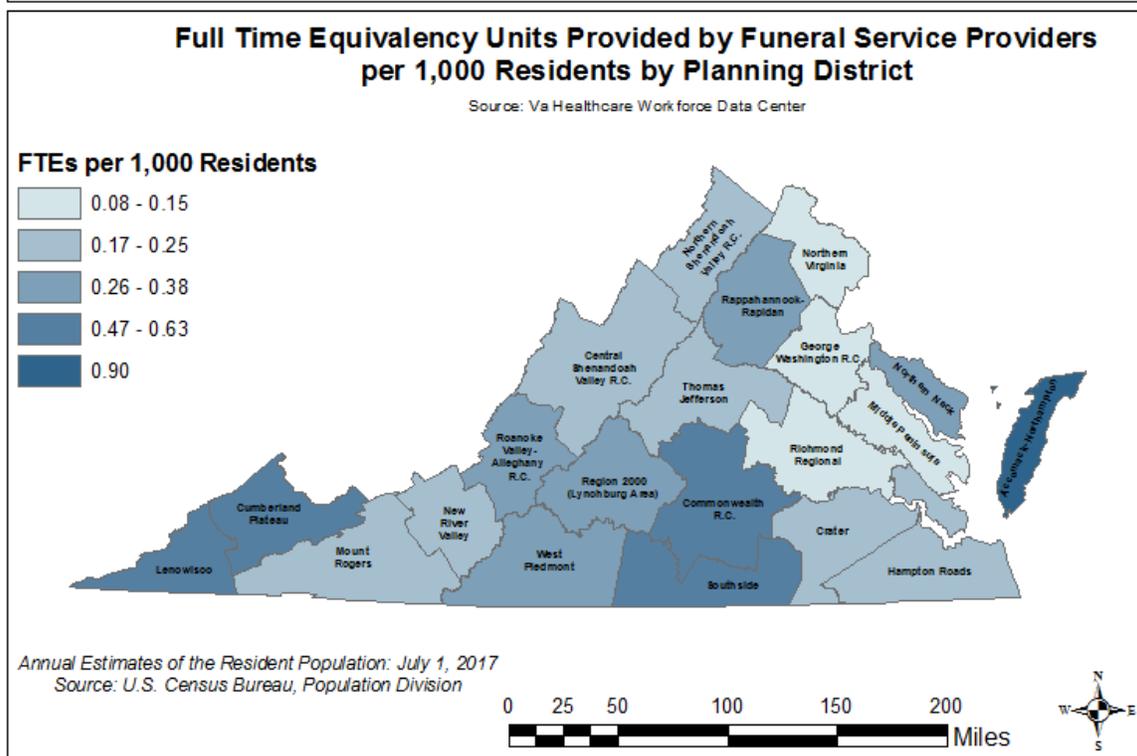
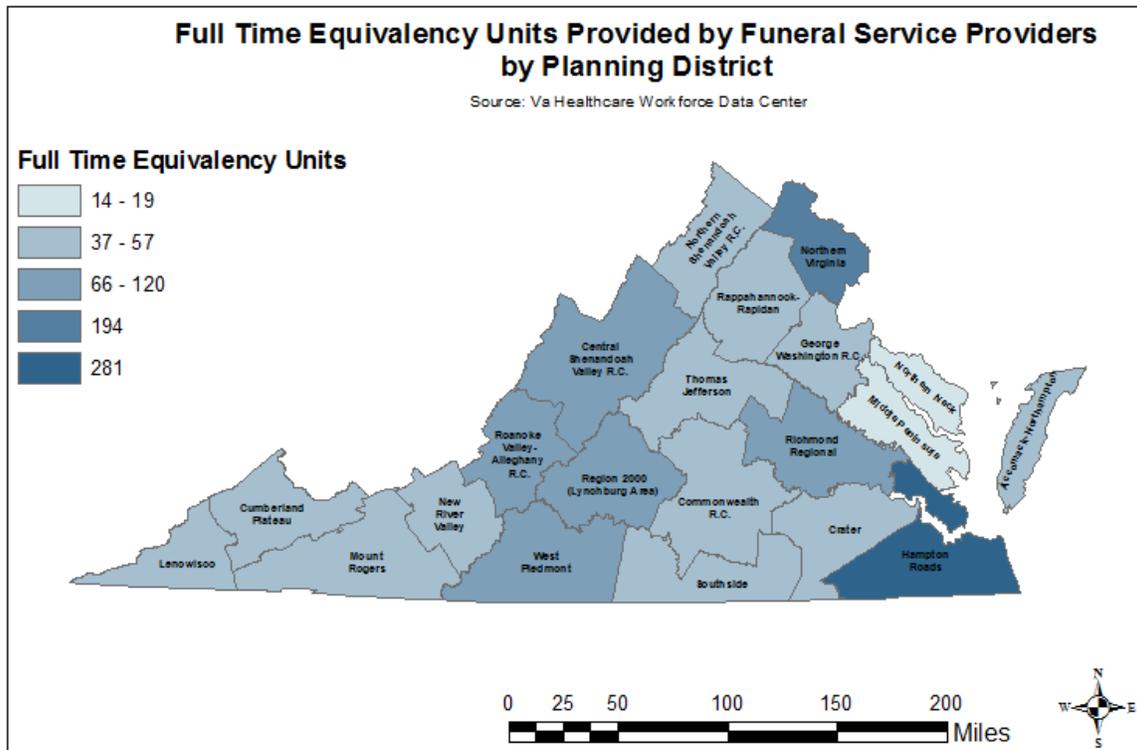
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











## Appendices

### Appendix A: Weights

| Rural Status                                | Location Weight |        |          | Total Weight |         |
|---|-----------------|--------|----------|--------------|---------|
|   | #               | Rate   | Weight   | Min          | Max     |
| <b>Metro, 1 Million+</b>                    | 692             | 64.45% | 1.55157  | 1.44243      | 1.77107 |
| <b>Metro, 250,000 to 1 Million</b>          | 155             | 81.94% | 1.220472 | 1.13462      | 1.39313 |
| <b>Metro, 250,000 or Less</b>               | 132             | 63.64% | 1.571429 | 1.46089      | 1.79374 |
| <b>Urban Pop. 20,000+, Metro Adj.</b>       | 53              | 62.26% | 1.606061 | 1.49308      | 1.83327 |
| <b>Urban Pop. 20,000+, Non-Adj.</b>         | 0               | NA     | NA       | NA           | NA      |
| <b>Urban Pop., 2,500-19,999, Metro Adj.</b> | 103             | 67.96% | 1.471429 | 1.36792      | 1.67959 |
| <b>Urban Pop., 2,500-19,999, Non-Adj.</b>   | 81              | 76.54% | 1.306452 | 1.21455      | 1.49127 |
| <b>Rural, Metro Adj.</b>                    | 57              | 64.91% | 1.540541 | 1.43217      | 1.75848 |
| <b>Rural, Non-Adj.</b>                      | 35              | 71.43% | 1.4      | 1.30152      | 1.59806 |
| <b>Virginia Border State/D.C.</b>           | 205             | 78.54% | 1.273292 | 1.18372      | 1.45342 |
| <b>Other U.S. State</b>                     | 69              | 76.81% | 1.301887 | 1.21031      | 1.48606 |

Source: Va. Healthcare Workforce Data Center

| Age                | Age Weight |        |          | Total Weight |         |
|--------------------|------------|--------|----------|--------------|---------|
|                    | #          | Rate   | Weight   | Min          | Max     |
| <b>Under 35</b>    | 153        | 68.63% | 1.457143 | 1.23432      | 1.62428 |
| <b>35 to 39</b>    | 146        | 74.66% | 1.33945  | 1.13462      | 1.49308 |
| <b>40 to 44</b>    | 135        | 68.15% | 1.467391 | 1.243        | 1.60043 |
| <b>45 to 49</b>    | 179        | 73.18% | 1.366412 | 1.15746      | 1.4903  |
| <b>50 to 54</b>    | 205        | 73.17% | 1.366667 | 1.15767      | 1.52342 |
| <b>55 to 59</b>    | 180        | 73.33% | 1.363636 | 1.15511      | 1.52005 |
| <b>60 to 64</b>    | 186        | 73.66% | 1.357664 | 1.15005      | 1.51339 |
| <b>65 and Over</b> | 398        | 60.80% | 1.644628 | 1.39313      | 1.83327 |

Source: Va. Healthcare Workforce Data Center

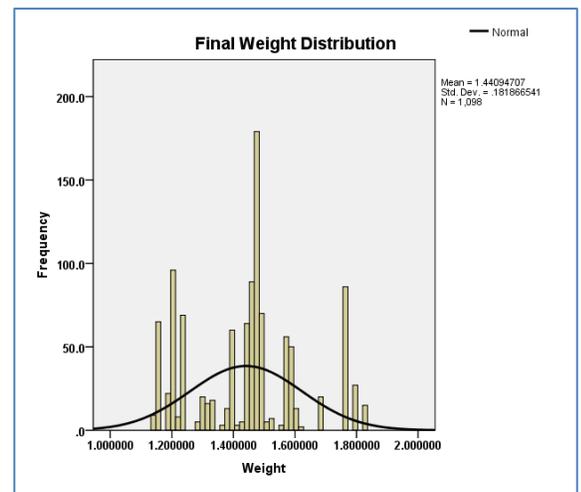
See the Methods section on the HWDC website for details on HWDC Methods:

[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:

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

**Overall Response Rate: 0.694058**



Source: Va. Healthcare Workforce Data Center