
Virginia's Funeral Service Provider Workforce: 2020

Healthcare Workforce Data Center

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More than 1,100 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:	1,570
Virginia's Workforce:	1,299
FTEs:	1,341

Background

Rural Childhood:	51%
HS Diploma in VA:	71%
Prof. Degree in VA:	49%

Current Employment

Employed in Prof.:	87%
Hold 1 Full-Time Job:	76%
Satisfied?:	96%

Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	80%

Education

Associate:	75%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	3%
Employed Over 2 Yrs.:	78%

Demographics

Female:	27%
Diversity Index:	36%
Median Age:	54

Finances

Median Inc.:	\$60k-\$70k
Retirement Benefits:	43%
Under 40 w/ Ed. Debt:	39%

Time Allocation

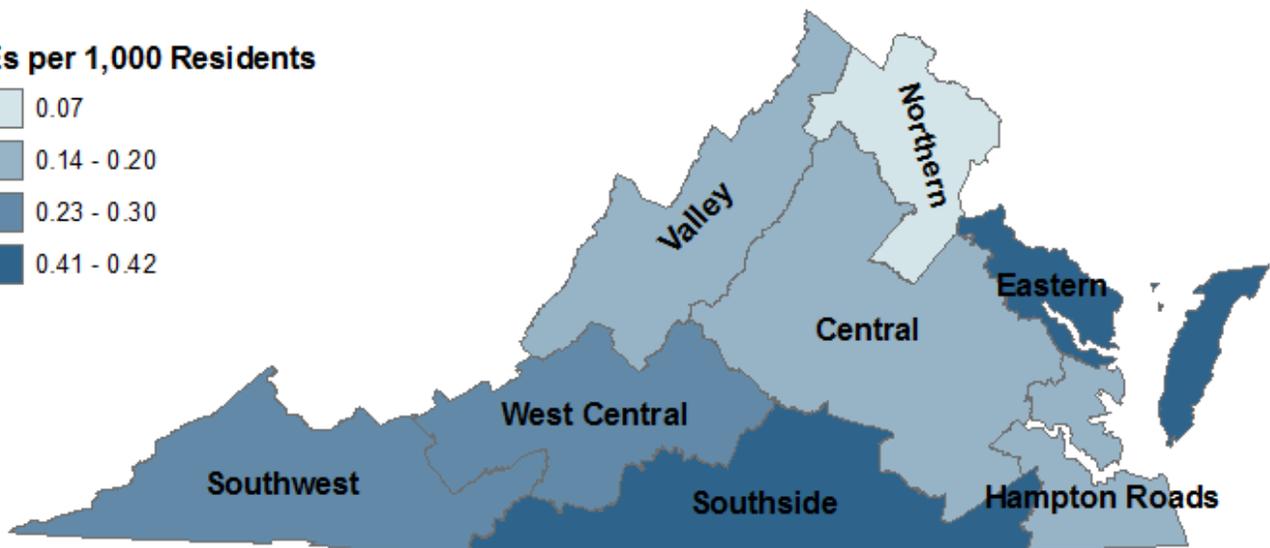
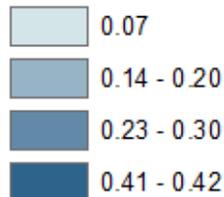
Client Care:	40%-49%
Administration:	30%-39%
Client Care Role:	26%

Source: Va. Healthcare Workforce Data Center

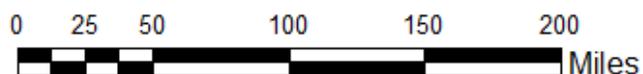
Full-Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Funeral Service Provider (FSP) Workforce Survey. More than 1,100 FSPs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for FSPs. These survey respondents represent 74% of the 1,570 FSPs who are licensed in the state and 80% of renewing practitioners.

The HWDC estimates that 1,299 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 1,341 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than one-quarter of all FSPs are female, including 54% of those FSPs who are under the age of 40. In a random encounter between two FSPs, there is a 36% chance that they would be of different races or ethnicities, 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 this group currently work in non-metro areas of Virginia. In total, 22% of all FSPs currently work in non-metro areas of the state.

Nearly 90% of all FSPs are currently employed in the profession, 76% hold one full-time job, and 55% work between 40 and 49 hours per week. In addition, nearly all FSPs work in the for-profit sector. With respect to establishment types, more than half of all FSPs are employed at funeral-only establishments, while another 34% of FSPs work at funeral establishments that also provide crematory services. The median annual income for Virginia's FSP workforce is between \$60,000 and \$70,000. In addition, 73% of FSPs receive at least one employer-sponsored benefit, including 56% 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

In this section, all statistics for this year are compared to the 2017 FSP workforce. The number of licensed FSPs in Virginia has increased by 1% (1,570 vs. 1,557). In addition, the size of the FSP workforce has increased by 5% (1,299 vs. 1,239), and the number of FTEs provided by this workforce has increased by 6% (1,341 vs. 1,263). Virginia's FSPs are considerably more likely to respond to this survey (80% vs. 53%).

While the percentage of FSPs who are female has increased only slightly (27% vs. 26%), this increase is much larger among those FSPs who are under the age of 40 (54% vs. 46%). On the other hand, the diversity index of the FSP workforce has fallen (36% vs. 41%), and this decline in diversity is even more pronounced for FSPs who are under the age of 40 (31% vs. 39%). This has occurred despite the fact that the diversity of the state's overall population has increased over the same time period (57% vs. 56%). The percentage of FSPs who grew up in a rural area has fallen (51% vs. 56%), and this group of FSPs is slightly less likely to work in non-metro areas of Virginia (37% vs. 38%). In total, the overall percentage of FSPs who work in non-metro areas of the state has declined (22% vs. 25%).

There has been no change in either the percentage of FSPs who are employed in the profession or the percentage of FSPs who hold one full-time job. However, FSPs are more likely to work between 40 and 49 hours per week (55% vs. 50%) and less likely to work 50 or more hours per week (27% vs. 32%). The FSP workforce has experienced increased employment turnover since 2017. FSPs are less likely to have worked at their primary work location for more than two years (78% vs. 80%), and relatively more FSPs have begun employment at a new work location (12% vs. 10%).

The median annual income of Virginia's FSPs has increased (\$60k-\$70k vs. \$50k-\$60k). FSPs are also more likely to receive at least one employer-sponsored benefit (73% vs. 70%), including those who receive paid vacation time (68% vs. 65%) and paid sick leave (56% vs. 50%). Regardless, there has been no change in the percentage of FSPs who indicate that they are satisfied with their current work situation. In fact, the percentage of FSPs who indicate that they are "very satisfied" with their current work situation has fallen slightly (78% vs. 79%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,434	91%
New Licensees	43	3%
Non-Renewals	93	6%
All Licensees	1,570	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Four out of every five renewing FSPs submitted a survey. These represent 74% of all FSPs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2020.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2019 and March 2020.
- 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.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 35	48	106	69%
35 to 39	29	108	79%
40 to 44	33	106	76%
45 to 49	41	128	76%
50 to 54	37	154	81%
55 to 59	44	144	77%
60 to 64	40	139	78%
65 and Over	132	281	68%
Total	404	1,166	74%
New Licenses			
Issued in Past Year	29	14	33%
Metro Status			
Non-Metro	82	248	75%
Metro	270	706	72%
Not in Virginia	52	212	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	1,166
Response Rate, All Licensees	74%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed FSPs

Number:	1,570
New	3%
Not Renewed:	6%

Response Rates

All Licensees:	74%
Renewing Practitioners:	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

FSP Workforce: 1,299
 FTEs: 1,341

Utilization Ratios

Licenses in VA Workforce: 83%
 Licenses per FTE: 1.17
 Workers per FTE: 0.97

Source: Va. Healthcare Workforce Data Center

Definitions

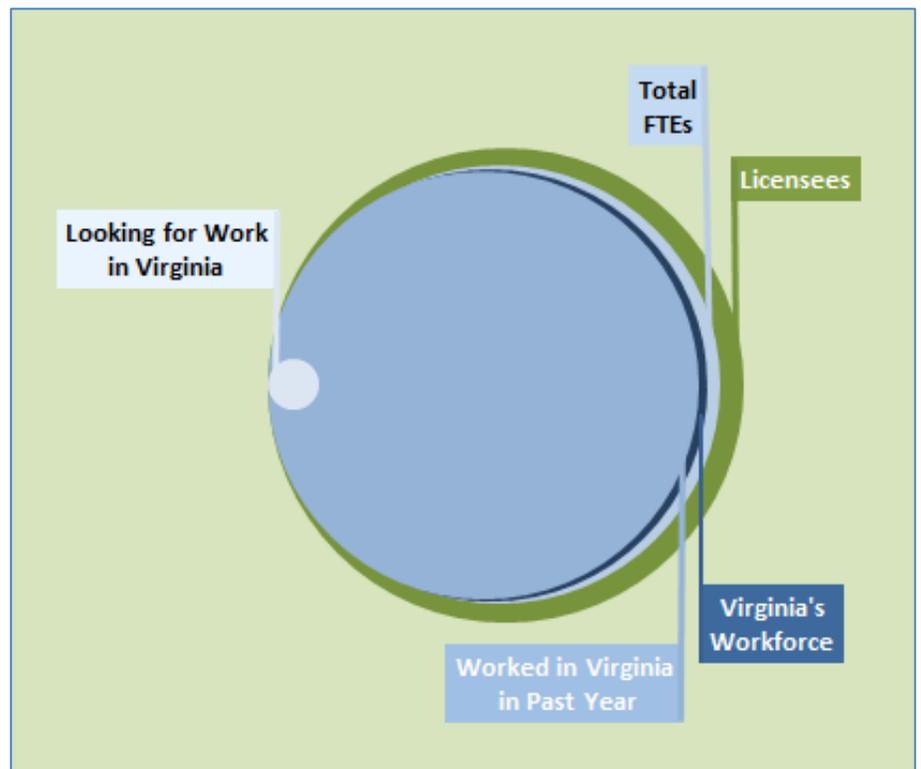
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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.

Virginia's FSP Workforce

Status	#	%
Worked in Virginia in Past Year	1,281	99%
Looking for Work in Virginia	18	1%
Virginia's Workforce	1,299	100%
Total FTEs	1,341	
Licenses	1,570	

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	47	44%	61	57%	108	11%
35 to 39	41	50%	41	50%	81	9%
40 to 44	53	55%	44	45%	97	10%
45 to 49	63	69%	28	31%	91	10%
50 to 54	93	76%	30	24%	122	13%
55 to 59	91	81%	22	19%	113	12%
60 to 64	95	84%	19	16%	113	12%
65 and Over	207	93%	16	7%	224	24%
Total	690	73%	260	27%	950	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Funeral Service Providers		FSPs Under 40	
	%	#	%	#	%
White	61%	752	77%	157	82%
Black	19%	201	21%	23	12%
Asian	7%	3	0%	1	1%
Other Race	0%	1	0%	0	0%
Two or More Races	3%	5	1%	1	1%
Hispanic	10%	15	2%	9	5%
Total	100%	977	100%	191	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 27%
 % Under 40 Female: 54%

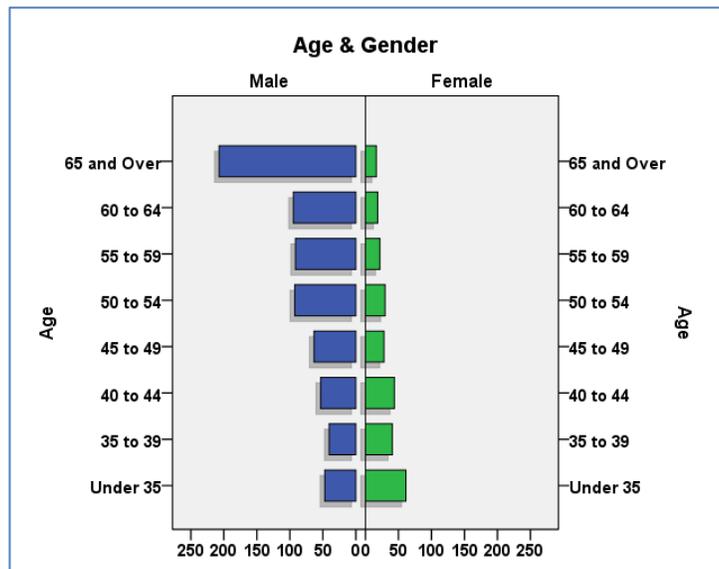
Age
 Median Age: 54
 % Under 40: 20%
 % 55 and Over: 47%

Diversity
 Diversity Index: 36%
 Under 40 Div. Index: 31%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two FSPs, there is a 36% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 57%.

One out of every five FSPs are under the age of 40, and 54% of these professionals are female. In addition, the diversity index among this group of FSPs is 31%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 51%

Virginia Background

HS in Virginia: 71%
 Prof. Edu. in VA: 49%
 HS or Prof. Edu. in VA: 77%

Location Choice

% Rural to Non-Metro: 37%
 % Urban/Suburban to Non-Metro: 5%

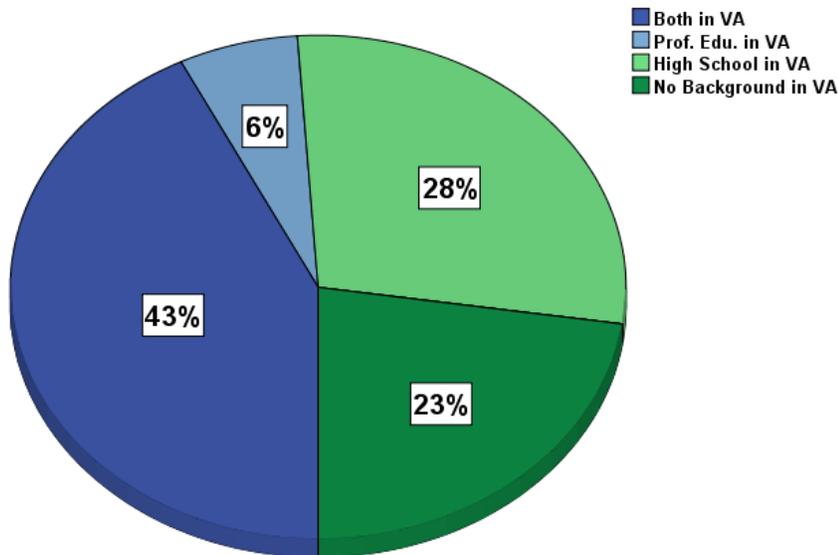
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	32%	44%	24%
2	Metro, 250,000 to 1 Million	64%	25%	11%
3	Metro, 250,000 or Less	58%	27%	16%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	65%	27%	9%
6	Urban Pop., 2,500-19,999, Metro Adjacent	91%	5%	5%
7	Urban Pop., 2,500-19,999, Non-Adjacent	95%	0%	5%
8	Rural, Metro Adjacent	97%	3%	0%
9	Rural, Non-Adjacent	90%	5%	5%
Overall		51%	32%	17%

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 these professionals currently work in non-metro areas of Virginia. Overall, 22% of all FSPs currently work in non-metro areas of the state.

Top Ten States for Funeral Service Provider Recruitment

Rank	All Funeral Service Providers			
	High School	#	Professional School	#
1	Virginia	676	Virginia	456
2	Pennsylvania	37	Georgia	119
3	New York	30	Ohio	81
4	North Carolina	25	Pennsylvania	73
5	Maryland	23	New York	32
6	West Virginia	16	Maryland	23
7	Ohio	15	Indiana	21
8	Florida	13	Washington, D.C.	19
9	Illinois	10	North Carolina	18
10	Georgia	9	Texas	16

Source: Va. Healthcare Workforce Data Center

More than 70% of all FSPs received their high school degree in Virginia, and 49% also obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	103	Virginia	85
2	New York	6	Pennsylvania	19
3	Pennsylvania	5	Ohio	11
4	Maryland	5	Georgia	9
5	New Hampshire	3	Texas	7
6	Oklahoma	3	Washington, D.C.	6
7	South Carolina	3	New York	4
8	West Virginia	3	North Carolina	4
9	Florida	3	Oklahoma	3
10	Georgia	3	Illinois	3

Source: Va. Healthcare Workforce Data Center

Among FSPs who received their initial license in the past five years, 63% received their high school degree in Virginia, while 52% obtained their initial professional degree in the state.

Nearly 20% of Virginia's licensees were not a 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 73% who worked as FSPs.

At a Glance:

Not in VA Workforce

Total:	271
% of Licensees:	17%
Federal/Military:	4%
Va. Border State/D.C.:	36%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	62	7%
Associate Degree	692	75%
Baccalaureate Degree	141	15%
Masters Degree	22	2%
Doctorate	8	1%
Total	924	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

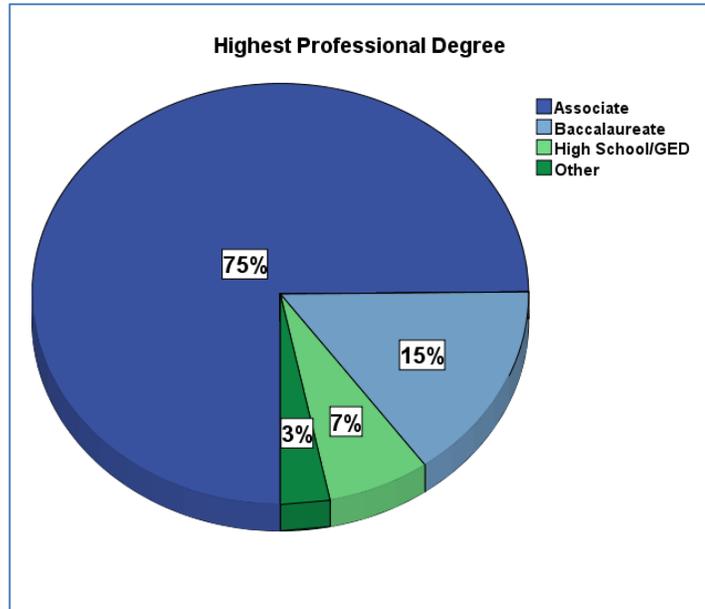
Associate:	75%
Baccalaureate:	15%
High School/GED:	7%

Education Debt

Carry Debt:	19%
Under Age 40 w/ Debt:	39%
Median Debt:	\$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Nearly 20% of all FSPs carry education debt, including 39% of those FSPs who are under the age of 40. For those FSPs with education debt, the median debt burden is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All FSPs		FSPs Under 40	
	#	%	#	%
None	626	81%	95	61%
Less than \$10,000	37	5%	14	9%
\$10,000-\$19,999	28	4%	14	9%
\$20,000-\$29,999	22	3%	7	5%
\$30,000-\$39,999	18	2%	9	6%
\$40,000-\$49,999	15	2%	6	4%
\$50,000-\$59,999	5	1%	0	0%
\$60,000-\$69,999	9	1%	7	5%
\$70,000-\$79,999	6	1%	3	2%
\$80,000-\$89,999	0	0%	0	0%
\$90,000-\$99,999	1	0%	0	0%
\$100,000 or More	10	1%	0	0%
Total	777	100%	155	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 87%

Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 76%

2 or More Positions: 9%

Weekly Hours:

40 to 49: 55%

60 or More: 13%

Less than 30: 8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a FSP-Related Capacity	830	87%
Employed, NOT in a FSP-Related Capacity	81	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	< 1%
Voluntarily Unemployed	13	1%
Retired	28	3%
Total	955	100%

Source: Va. Healthcare Workforce Data Center

More than 85% of Virginia's FSPs are currently employed in the profession, 76% have one full-time job, and 55% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	44	5%
One Part-Time Position	98	11%
Two Part-Time Positions	4	0%
One Full-Time Position	704	76%
One Full-Time Position & One Part-Time Position	39	4%
Two Full-Time Positions	18	2%
More than Two Positions	21	2%
Total	928	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	44	5%
1 to 9 Hours	28	3%
10 to 19 Hours	16	2%
20 to 29 Hours	27	3%
30 to 39 Hours	44	5%
40 to 49 Hours	500	55%
50 to 59 Hours	127	14%
60 to 69 Hours	80	9%
70 to 79 Hours	20	2%
80 or More Hours	18	2%
Total	904	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	18	3%
Less than \$30,000	93	15%
\$30,000-\$39,999	39	6%
\$40,000-\$49,999	75	12%
\$50,000-\$59,999	76	12%
\$60,000-\$69,999	90	15%
\$70,000-\$79,999	61	10%
\$80,000-\$89,999	53	9%
\$90,000-\$99,999	34	6%
\$100,000-\$109,999	24	4%
\$110,000-\$119,999	6	1%
\$120,000 or More	46	8%
Total	614	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 56%
Retirement: 43%

Satisfaction
Satisfied: 96%
Very Satisfied: 78%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	720	78%
Somewhat Satisfied	165	18%
Somewhat Dissatisfied	29	3%
Very Dissatisfied	8	1%
Total	922	100%

Source: Va. Healthcare Workforce Data Center

The typical FSP earns between \$60,000 and \$70,000 per year. In addition, nearly three-quarters of all FSPs receive at least one employer-sponsored benefit, including 56% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	565	68%	71%
Paid Sick Leave	467	56%	59%
Health Insurance	464	56%	61%
Retirement	358	43%	48%
Dental Insurance	336	40%	43%
Group Life Insurance	276	33%	36%
Signing/Retention Bonus	41	5%	5%
At Least One Benefit	603	73%	76%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	129	10%
Switch Employers or Practices?	45	3%
Experience Voluntary Unemployment?	30	2%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	18	1%
Experience Involuntary Unemployment?	14	1%
Experienced At Least One	220	17%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's FSPs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.7% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	29	3%	35	17%
Less than 6 Months	37	4%	9	4%
6 Months to 1 Year	49	5%	9	4%
1 to 2 Years	80	9%	20	10%
3 to 5 Years	137	15%	31	15%
6 to 10 Years	129	14%	35	17%
More than 10 Years	435	49%	66	32%
Subtotal	896	100%	207	100%
Did Not Have Location	30		1,061	
Item Missing	373		31	
Total	1,299		1,299	

Source: Va. Healthcare Workforce Data Center

Nearly 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: 3%
New Location: 12%
Over 2 Years: 78%
Over 2 Yrs., 2nd Location: 64%

Employment Type

Salary/Commission: 65%
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	#	%
Salary/Commission	413	65%
Hourly Wage	138	22%
Business/Practice Income	52	8%
By Contract	26	4%
Unpaid	3	0%
Subtotal	633	100%
Did Not Have Location	30	
Item Missing	636	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.3%.

At a Glance:

Concentration

Top Region:	21%
Top 3 Regions:	55%
Lowest Region:	4%

Locations

2 or More (Past Year):	26%
2 or More (Now*):	20%

Source: Va. Healthcare Workforce Data Center

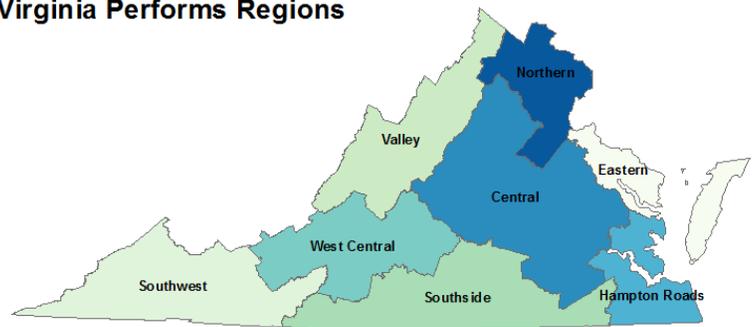
More than half of all FSPs work in Hampton Roads, Northern Virginia, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Hampton Roads	190	21%	39	17%
Northern	158	18%	30	13%
Central	147	16%	33	14%
West Central	130	15%	32	14%
Southside	80	9%	32	14%
Valley	71	8%	18	8%
Southwest	70	8%	18	8%
Eastern	33	4%	14	6%
Virginia Border State/D.C.	5	1%	3	1%
Other U.S. State	8	1%	12	5%
Outside of the U.S.	0	0%	0	0%
Total	892	100%	231	100%
Item Missing	378		8	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



One out of every five FSPs currently have multiple work locations, while 26% have had multiple work locations during the past year.

Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	18	2%	44	5%
1	658	72%	682	75%
2	132	15%	106	12%
3	82	9%	64	7%
4	5	1%	3	0%
5	5	1%	6	1%
6 or More	12	1%	8	1%
Total	913	100%	913	100%

*At the time of survey completion, March 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	776	95%	165	92%
Non-Profit	12	1%	4	2%
State/Local Government	18	2%	5	3%
Veterans Administration	4	0%	3	2%
U.S. Military	4	0%	1	1%
Other Federal Government	5	1%	1	1%
Total	819	100%	179	100%
Did Not Have Location	30		1,061	
Item Missing	451		58	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

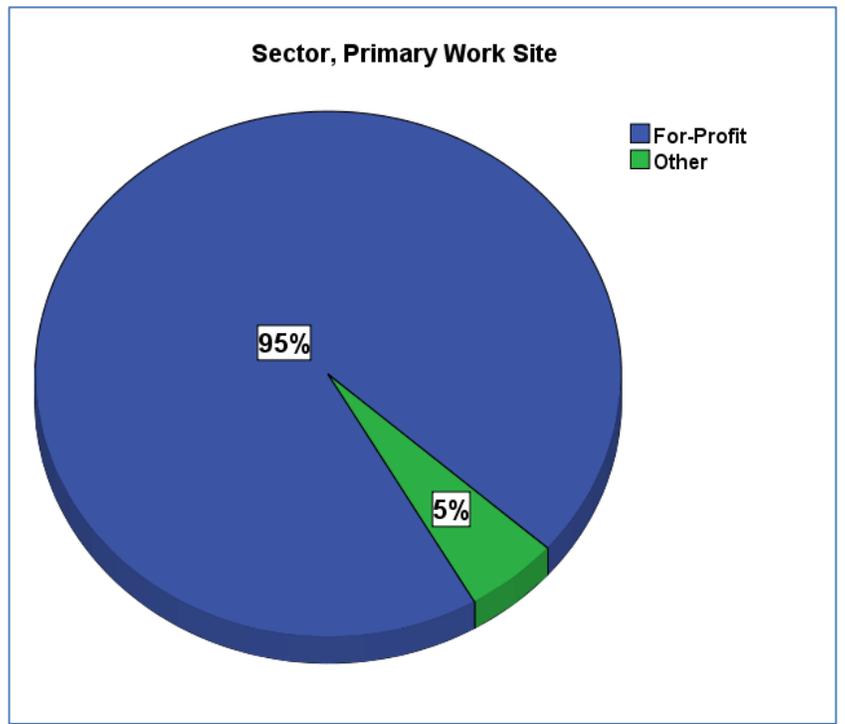
For-Profit:	95%
Federal:	2%

Top Establishments

Funeral-Only Establishment:	56%
Funeral Establishment w/ Crematory:	34%

Source: Va. Healthcare Workforce Data Center

Nearly all FSPs work in the private sector, including 95% who work in the for-profit sector.



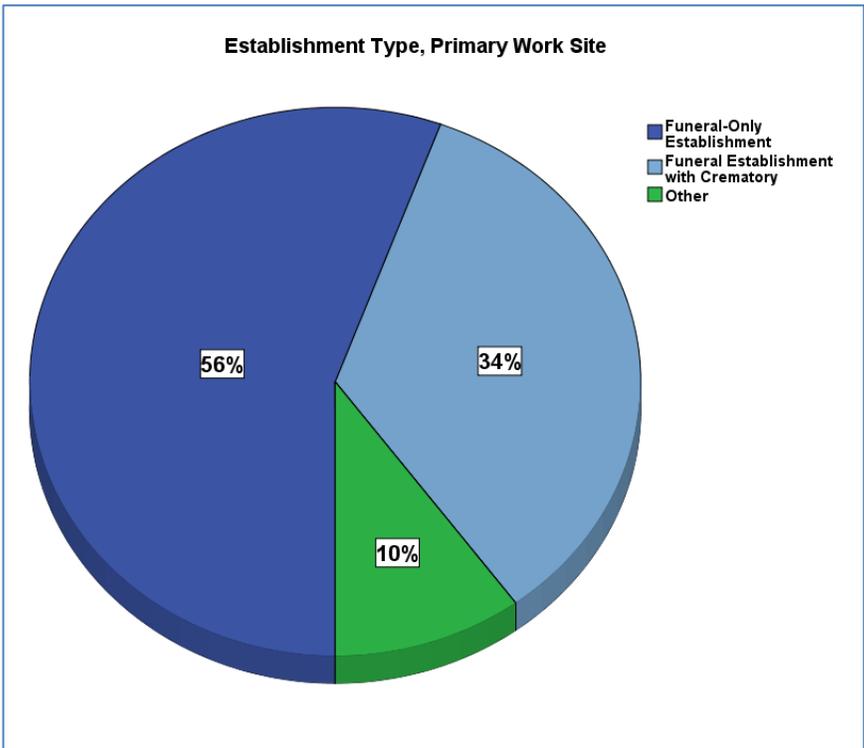
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment (Only)	433	56%	123	72%
Funeral Establishment Combined with Crematory	268	34%	25	15%
Funeral Establishment Combined with Surface Transport and Removal	7	1%	1	1%
Surface Transport and Removal (Only)	6	1%	0	0%
Academic Institution	3	0%	0	0%
Crematory (Only)	1	0%	1	1%
Other Practice Setting	61	8%	22	13%
Total	779	100%	172	100%
Did Not Have a Location	30		1,061	

Source: Va. Healthcare Workforce Data Center

More than half of all FSPs work at funeral-only establishments as their primary work location. Another 34% work at establishments that combine funeral and crematory services.

Among those FSPs who also have a secondary work location, 72% work at funeral-only establishments, and another 15% 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: 30%-39%

Roles

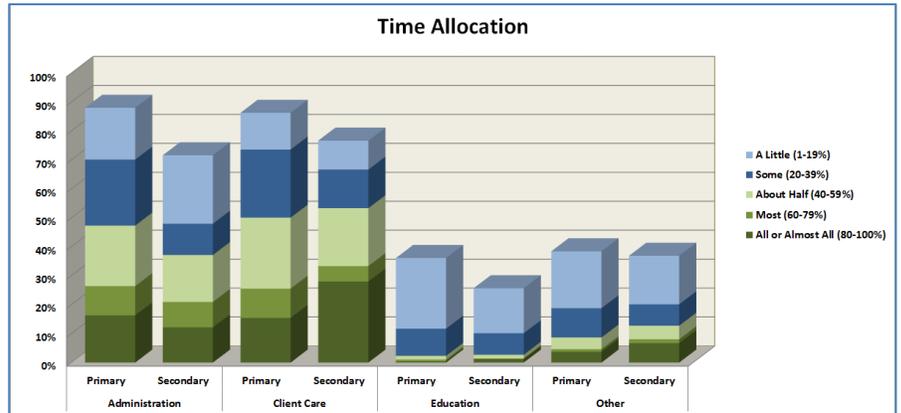
Client Care: 26%
Administration: 26%
Education: 1%

Patient Care FSPs

Median Admin. Time: 1%-9%
Avg. Admin. Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

FSPs spend most of their time attending to clients and performing administrative tasks. In addition, 52% of FSPs fill either a client care role or an administrative role, defined as spending 60% or more of their time in those activity.

Time Allocation									
Time Spent	Admin.		Client Care		Education		Other		
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	
All or Almost All (80-100%)	16%	12%	15%	28%	0%	1%	4%	7%	
Most (60-79%)	10%	9%	10%	5%	1%	0%	1%	1%	
About Half (40-59%)	21%	16%	25%	20%	1%	1%	4%	5%	
Some (20-39%)	23%	11%	24%	13%	9%	7%	10%	7%	
A Little (1-19%)	18%	23%	13%	10%	24%	15%	20%	17%	
None (0%)	12%	28%	14%	23%	64%	73%	62%	63%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs 50 and Over	
	#	%	#	%
Under Age 50	29	4%	-	-
50 to 54	16	2%	3	1%
55 to 59	26	4%	8	2%
60 to 64	101	14%	43	10%
65 to 69	193	27%	117	27%
70 to 74	122	17%	87	20%
75 to 79	51	7%	36	8%
80 or Over	30	4%	25	6%
I Do Not Intend to Retire	155	21%	114	26%
Total	723	100%	433	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All FSPs

Under 65: 24%
Under 60: 10%

FSPs 50 and Over

Under 65: 12%
Under 60: 3%

Time Until Retirement

Within 2 Years: 9%
Within 10 Years: 28%
Half the Workforce: By 2045

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, 12% expect to retire by age 65.

Within the next two years, 7% of FSPs expect to increase client care hours, and 6% expect to pursue additional educational opportunities.

Future Plans

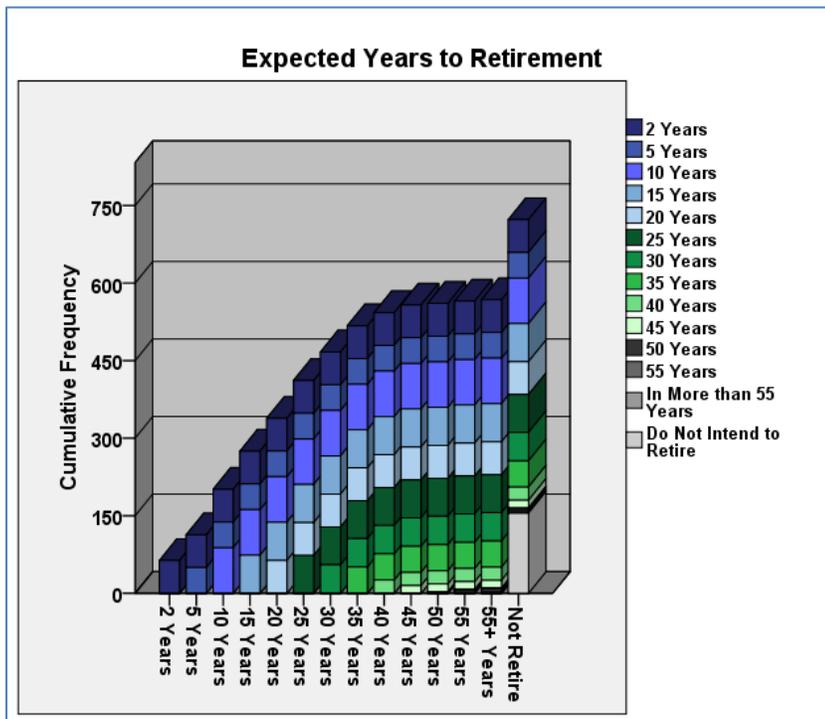
Two-Year Plans:	#	%
Decrease Participation		
Decrease Client Care Hours	94	7%
Leave Profession	25	2%
Leave Virginia	22	2%
Decrease Teaching Hours	4	0%
Increase Participation		
Increase Client Care Hours	89	7%
Pursue Additional Education	72	6%
Increase Teaching Hours	41	3%
Return to Virginia's Workforce	3	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for FSPs. While only 9% of FSPs expect to retire in the next two years, 28% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	63	9%	9%
5 Years	50	7%	16%
10 Years	88	12%	28%
15 Years	74	10%	38%
20 Years	64	9%	47%
25 Years	73	10%	57%
30 Years	55	8%	65%
35 Years	51	7%	72%
40 Years	26	4%	75%
45 Years	15	2%	77%
50 Years	3	0%	78%
55 Years	4	1%	78%
In More than 55 Years	3	0%	79%
Do Not Intend to Retire	155	21%	100%
Total	723	100%	

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 2030. Retirement will peak at 12% of the current workforce around the same time before declining to under 10% again around 2050.

At a Glance:

FTEs

Total: 1,341
 FTEs/1,000 Residents²: 0.157
 Average: 1.06

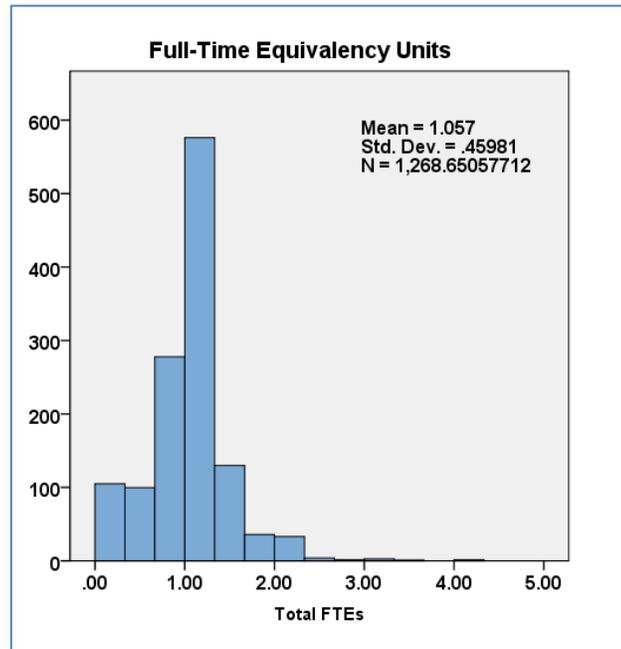
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

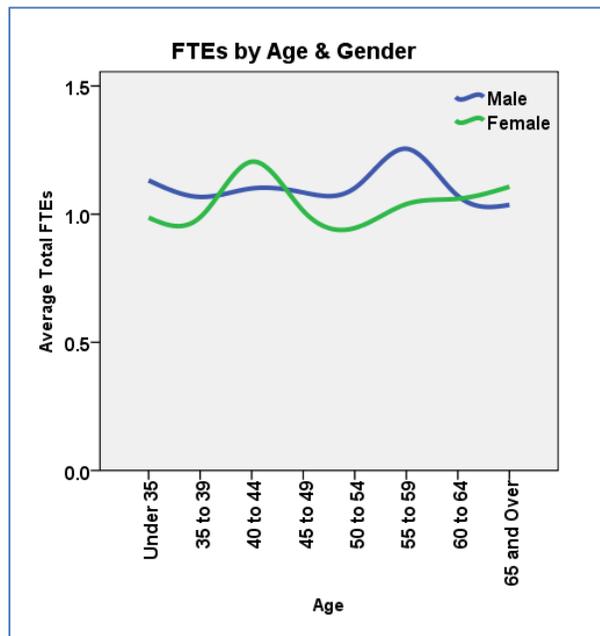


Source: Va. Healthcare Workforce Data Center

The typical FSP provided 1.09 FTEs during the past year, or approximately 44 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

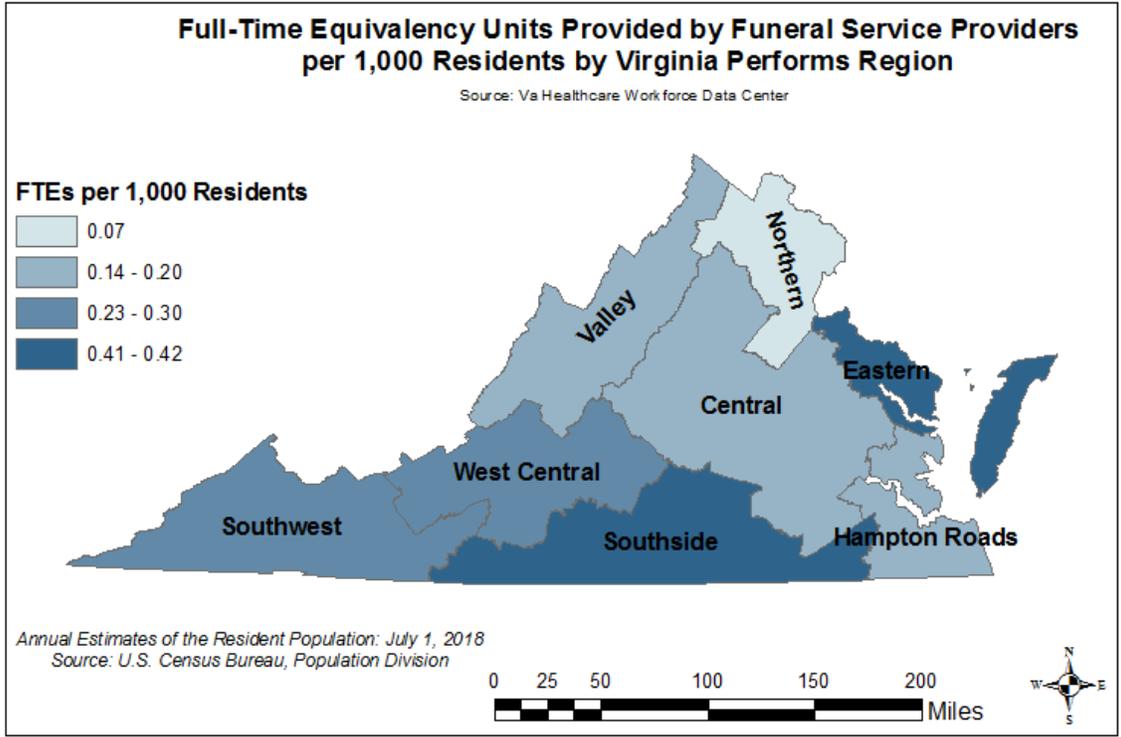
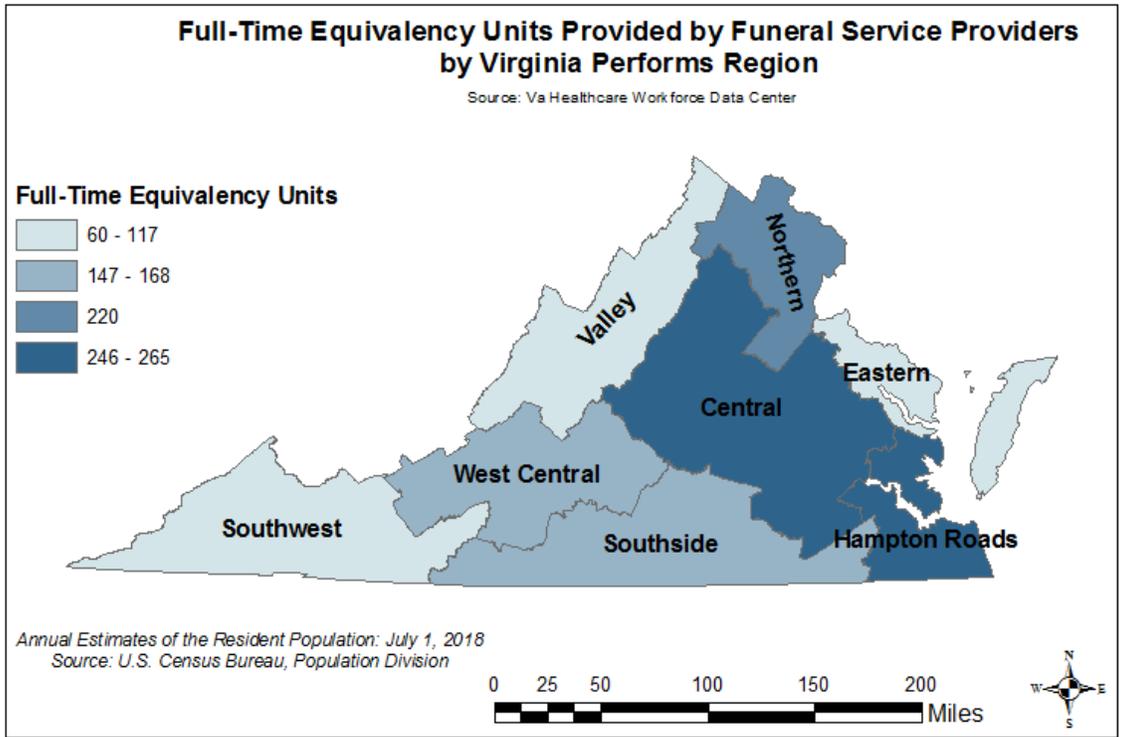
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	1.02	1.01
35 to 39	1.00	0.96
40 to 44	1.11	1.05
45 to 49	0.98	0.94
50 to 54	1.07	1.09
55 to 59	1.04	1.05
60 to 64	1.03	1.01
65 and Over	1.12	1.30
Gender		
Male	1.10	1.09
Female	1.04	1.06

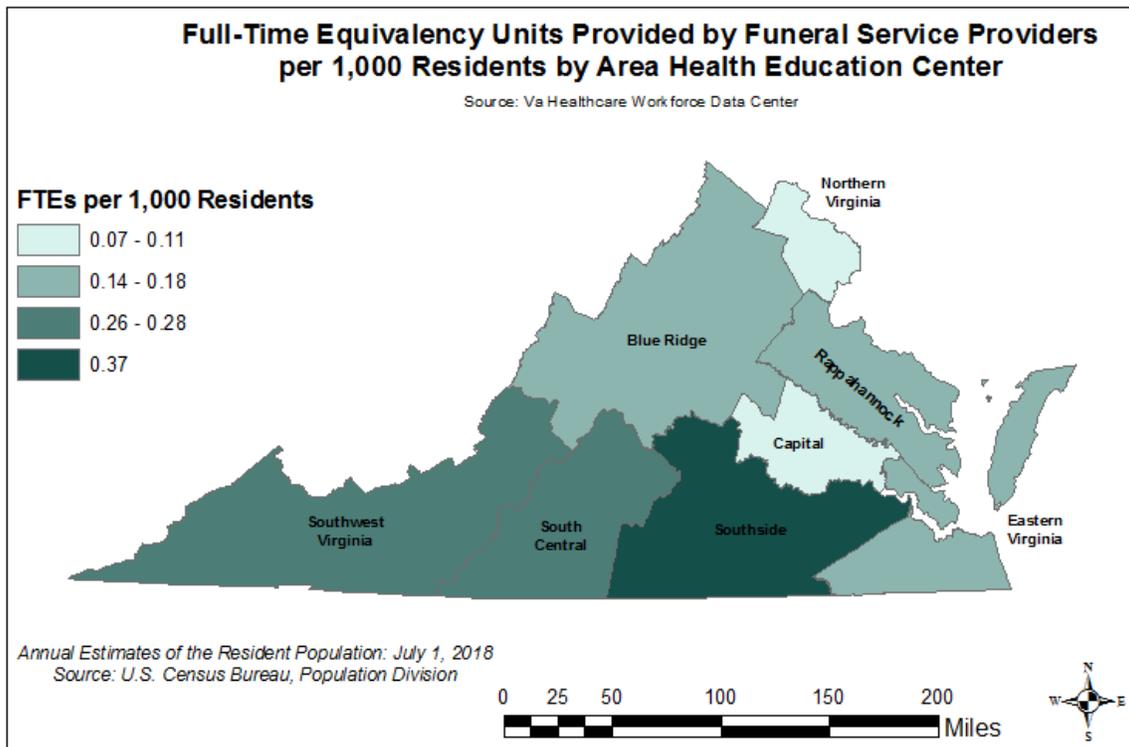
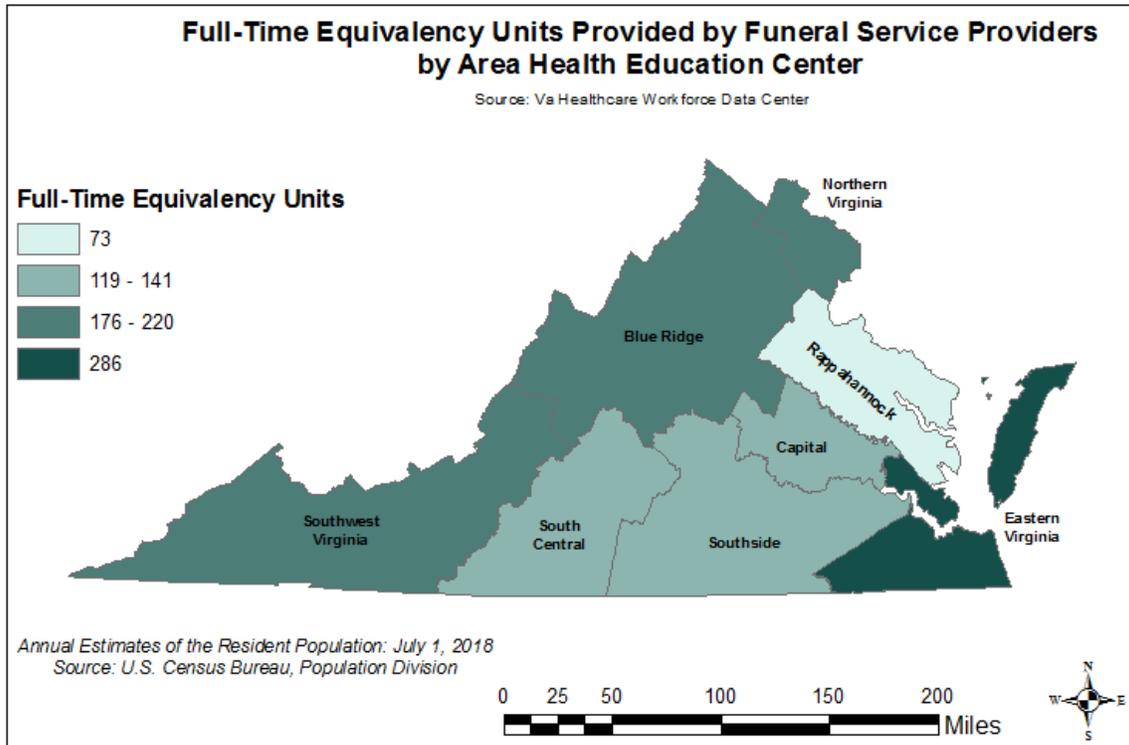
Source: Va. Healthcare Workforce Data Center

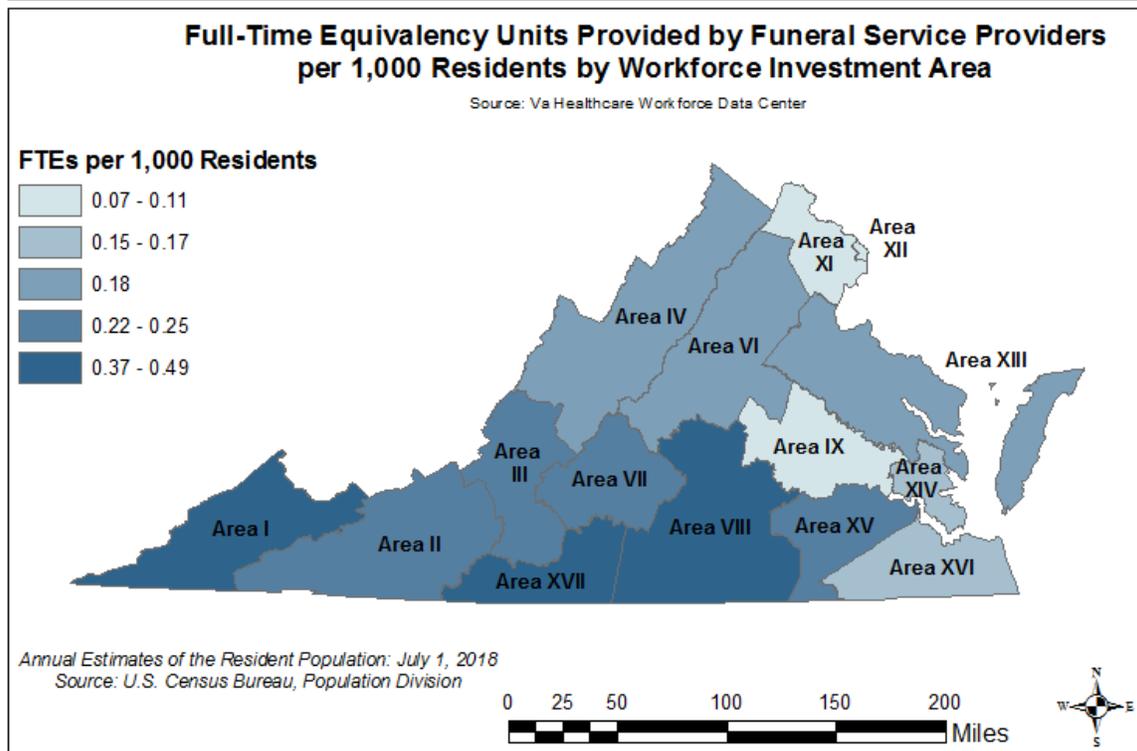
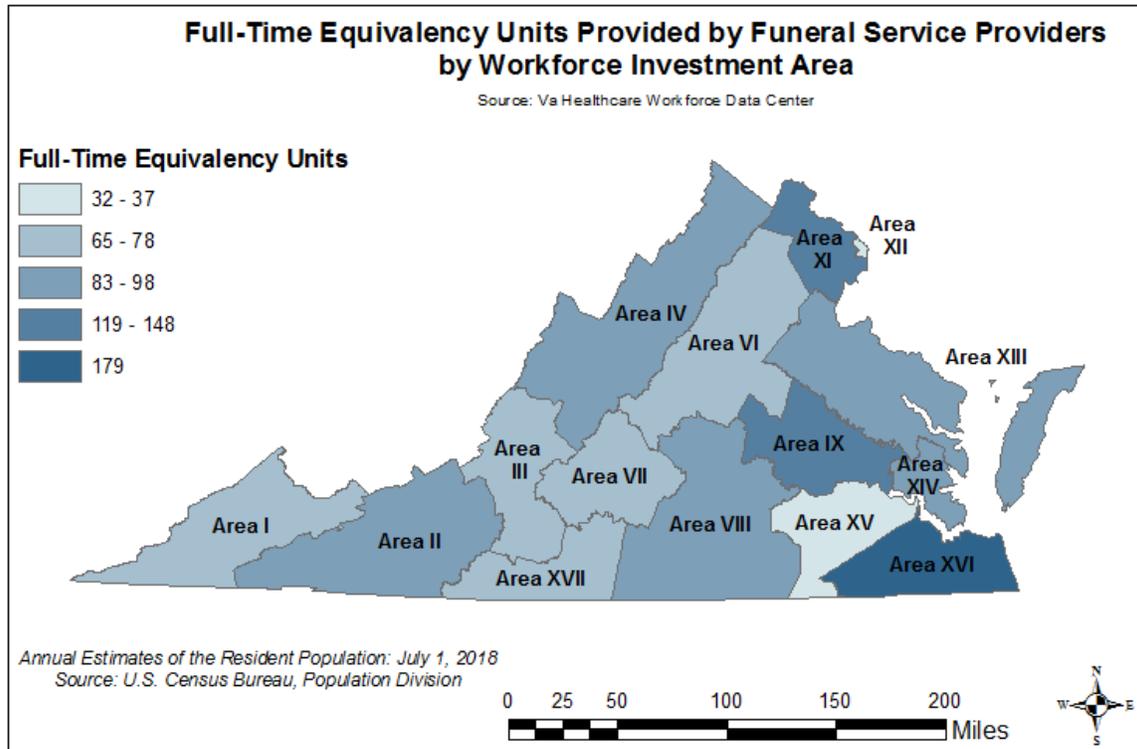


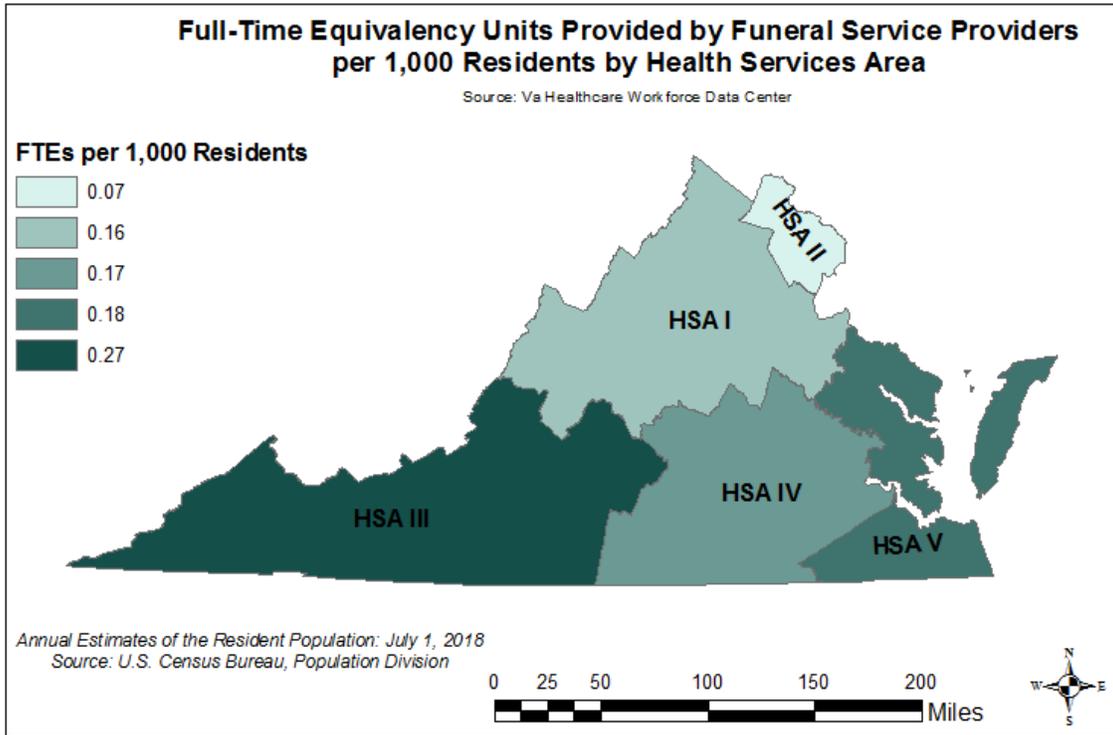
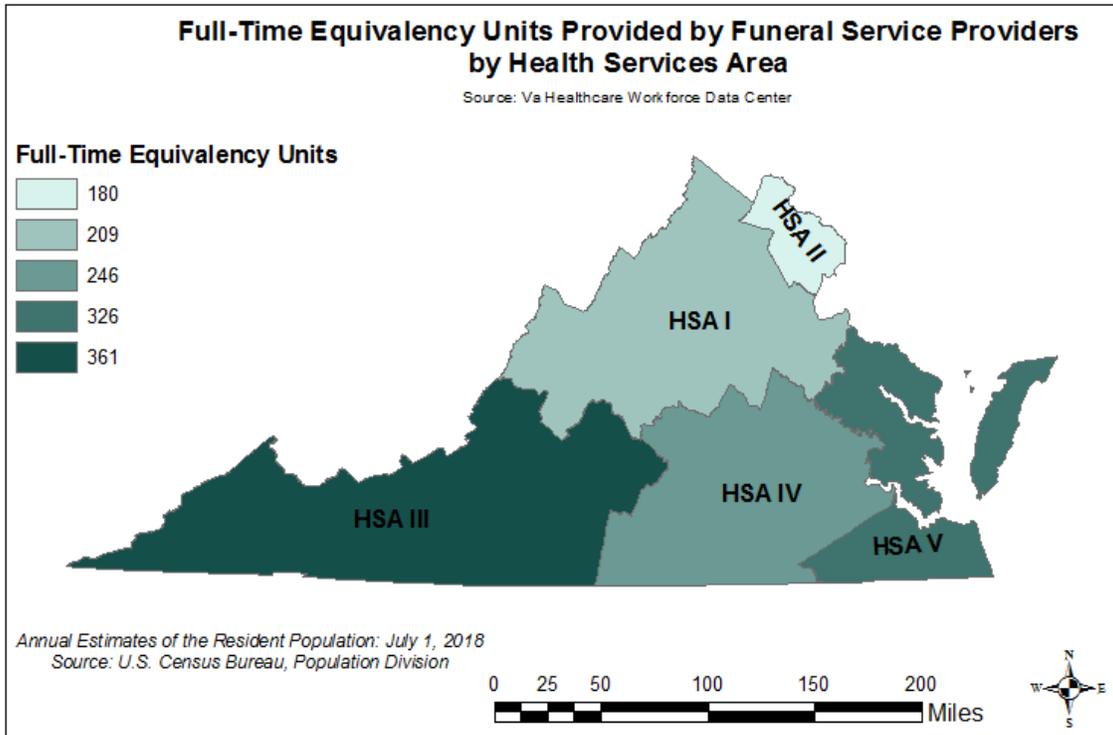
Source: Va. Healthcare Workforce Data Center

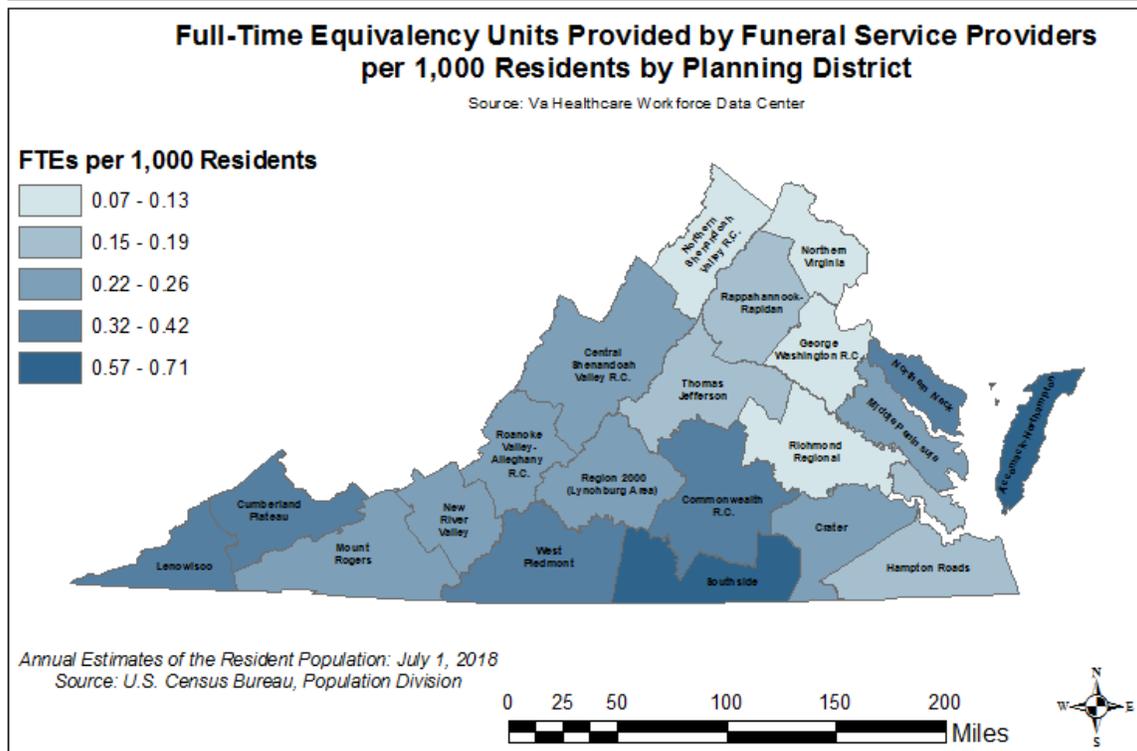
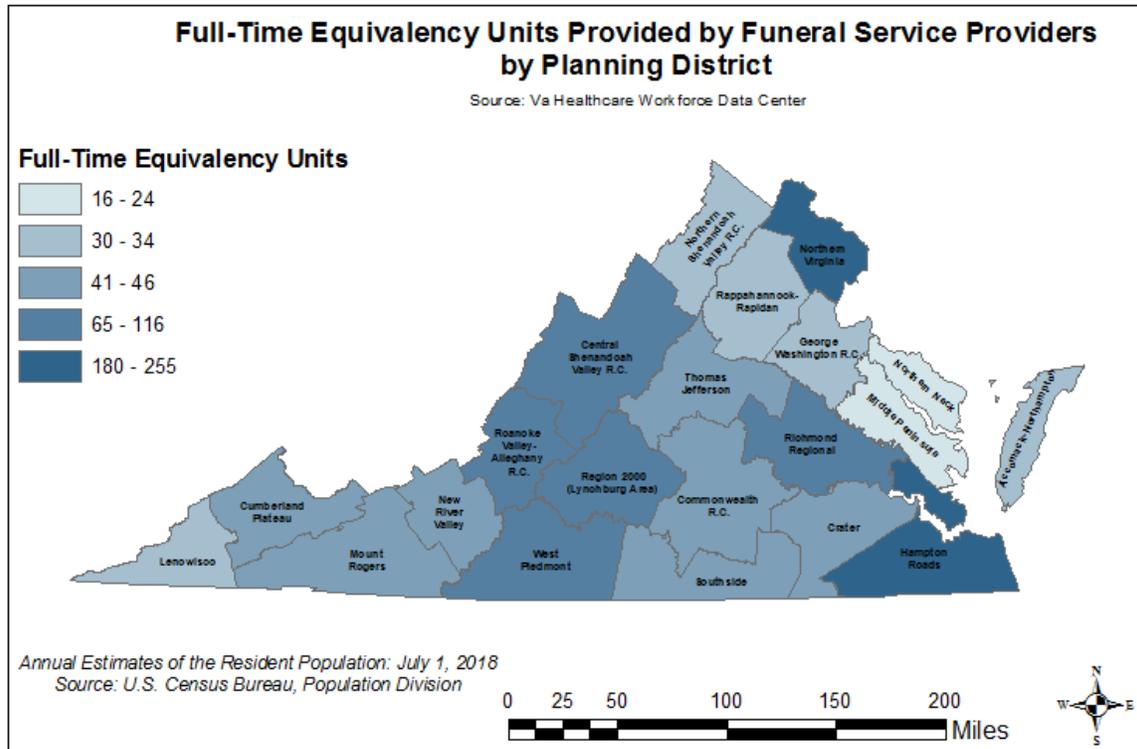
² Number of residents in 2018 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	692	68.35%	1.463	1.348	1.597
Metro, 250,000 to 1 Million	151	86.09%	1.162	1.070	1.268
Metro, 250,000 or Less	133	77.44%	1.291	1.189	1.409
Urban Pop., 20,000+, Metro Adj.	51	70.59%	1.417	1.305	1.546
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	103	69.90%	1.431	1.318	1.562
Urban Pop., 2,500-19,999, Non-Adj.	82	87.80%	1.139	1.049	1.243
Rural, Metro Adj.	59	69.49%	1.439	1.326	1.571
Rural, Non-Adj.	35	77.14%	1.296	1.194	1.415
Virginia Border State/D.C.	199	79.40%	1.259	1.160	1.375
Other U.S. State	65	83.08%	1.204	1.109	1.314

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	154	68.83%	1.453	1.229	1.579
35 to 39	137	78.83%	1.269	1.073	1.378
40 to 44	139	76.26%	1.311	1.109	1.425
45 to 49	169	75.74%	1.320	1.117	1.435
50 to 54	191	80.63%	1.240	1.049	1.348
55 to 59	188	76.60%	1.306	1.104	1.419
60 to 64	179	77.65%	1.288	1.089	1.399
65 and Over	413	68.04%	1.470	1.243	1.597

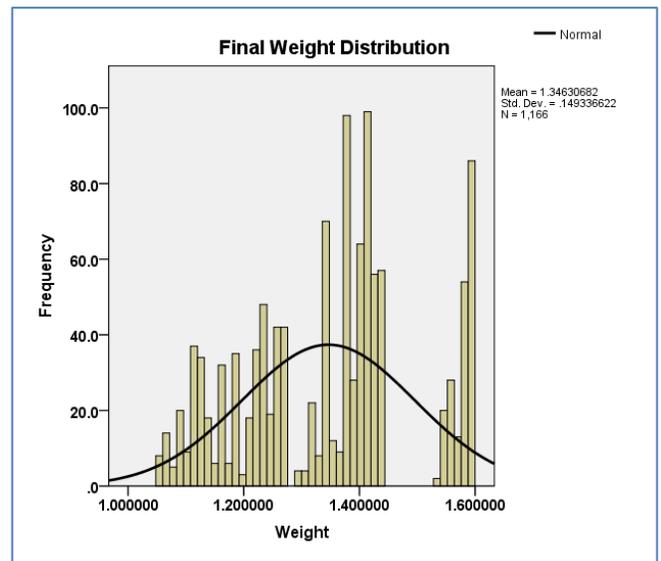
Source: Va. Healthcare Workforce Data Center

See the Methodology section on the HWDC website for details on HWDC methods:
<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.742675



Source: Va. Healthcare Workforce Data Center