
Virginia's Nursing Home Administrator Workforce: 2016

Healthcare Workforce Data Center

June 2016

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

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

718 Nursing Home Administrators voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Long-Term Care Administrators

Chair

Karen Hopkins Stanfield, NHA
Dinwiddie

Vice-Chair

Derrick Kendall, NHA
Blackstone

Members

Shervonne Banks
Hampton

Mary B. Brydon
Richmond

Mitchell P. Davis, NHA
Salem

Martha H. Hunt, ALFA
Richmond

Dr. Warren W. Koontz, MD
Henrico

Cary Douglas Nevitt, ALFA
Fredericksburg

Marj Pantone, ALFA
Virginia Beach

Executive Director

Lisa R. Hahn, MPA

Contents

Results in Brief.....	2
Survey Response Rates.....	3
The Workforce.....	4
Demographics.....	5
Background	6
Education & Job Titles	8
Current Employment Situation	9
Employment Quality.....	10
2015-2016 Labor Market	11
Work Site Distribution.....	12
Establishment Type	13
Time Allocation	15
Patient Workload	16
Retirement & Future Plans	17
Full-Time Equivalency Units.....	19
Maps	20
Council on Virginia’s Future Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts.....	24
Appendices.....	25
Appendix A: Weights	25

The Nursing Home Administrator Workforce: At a Glance:

The Workforce

Licenses:	884
Virginia's Workforce:	692
FTEs:	791

Background

Rural Childhood:	42%
HS Degree in VA:	54%
Prof. Degree in VA:	79%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-time Job:	87%
Satisfied?:	94%

Survey Response Rate

All Licenses:	81%
Renewing Practitioners:	94%

Highest Prof. Degree

Admin-in-Training:	40%
Masters:	27%

Job Turnover

Switched Jobs:	11%
Employed over 2 yrs:	56%

Demographics

Female:	58%
Diversity Index:	21%
Median Age:	50

Finances

Median Inc.: \$100k-\$110k	
Vacation:	93%
Retirement:	71%

Time Allocation

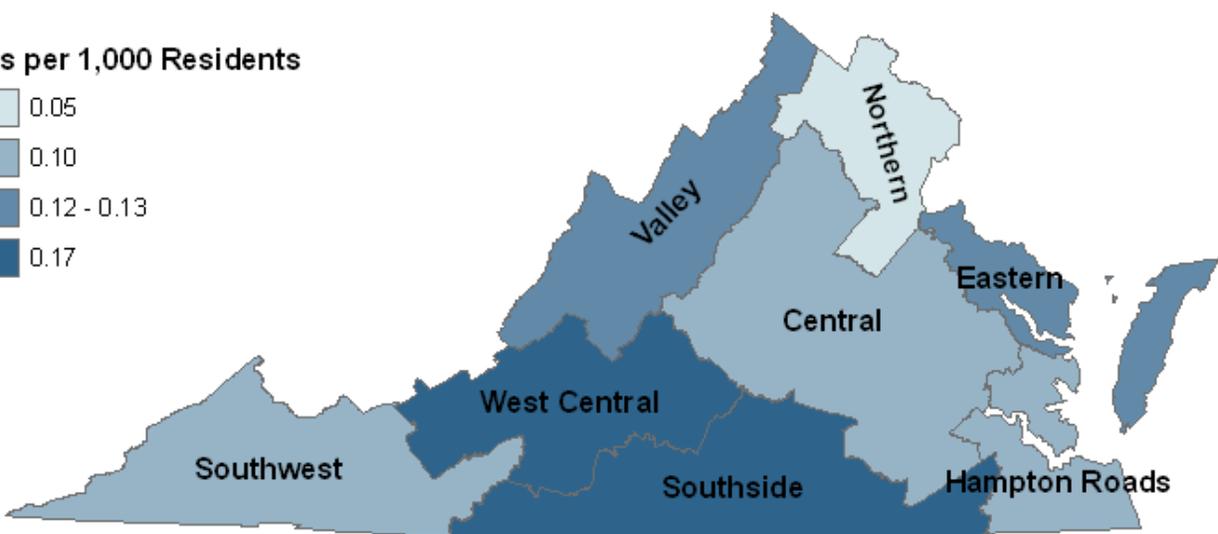
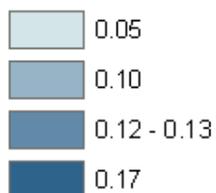
Administration:	50%-59%
Supervisory:	20%-29%
Patient Care:	10%-19%

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

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014
Source: U.S. Census Bureau, Population Division



718 Nursing Home Administrators (NHAs) voluntarily took part in the 2016 Nursing Home Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for NHAs. These survey respondents represent 81% of the 884 NHAs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 692 NHAs 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 NHA at some point in the future. Between April 2015 and March 2016, Virginia's NHA workforce provided 791 "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).

58% of NHAs are female, and the median age of all NHAs is 50. In a random encounter between two NHAs, there is just a 21% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's NHA workforce considerably less diverse than the state's overall population, which currently has a diversity index of 55%.

42% of all NHAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 18% of Virginia's NHAs work in rural areas of the state. In addition, 82% of Virginia's NHA workforce has some educational background in the state, including 51% who received both their high school and initial professional degrees in the state.

40% of Virginia's NHAs hold an Administrator-in-Training certificate as their highest professional degree, while another 27% have earned a Master's degree. In addition to holding a NHA license, 13% of NHAs hold either an RN or a LPN license, while 5% hold an ALFA license. 45% of all NHAs in the state are considered an Administrator at their primary work location, while another 14% hold the title of Executive Director.

88% of Virginia's NHAs are currently employed in the profession, and just 1% are involuntarily unemployed at the moment. In addition, 87% of Virginia's NHA workforce holds one full-time job, while just 5% of all NHAs currently hold multiple positions. With respect to work hours, 42% of NHAs work between 40 and 49 hours per week, while 15% work at least 60 hours per week.

The median annual income for Virginia's NHAs is between \$100,000 and \$110,000. In addition, 94% of NHAs receive at least one employer-sponsored benefit, including 71% who have access to some form of a retirement plan. 94% of NHAs indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

While 11% of NHAs have switched jobs in the past year, 56% have remained at the same primary work location for at least two years. 61% of all Virginia's NHAs work at a for-profit establishment, while another 36% work for a non-profit institution. Skilled nursing facilities were the most common establishment type, employing 56% of Virginia's NHA workforce.

A typical NHA spends approximately half of her time on administrative tasks. In fact, 31% of NHAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical NHA spends one-quarter of her time performing supervisory tasks and another 15% of her time treating patients. On average, the typical NHA is responsible for between 100 and 124 total patients at her primary work location.

30% of NHAs expect to retire by the age of 65. 8% of Virginia's NHA workforce expects to retire in the next two years, while half the current workforce expects to retire by 2036. Over the next two years, 14% of all NHAs expect to pursue additional educational opportunities. 14% of NHAs also plan to begin accepting Administrators-in-Training.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	733	83%
New Licensees	83	9%
Non-Renewals	68	8%
All Licensees	884	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 94% of renewing NHAs submitted a survey. These respondents represent 81% of all NHAs who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	13	22	63%
30 to 34	14	46	77%
35 to 39	13	65	83%
40 to 44	23	80	78%
45 to 49	15	95	86%
50 to 54	19	105	85%
55 to 59	23	104	82%
60 and Over	46	201	81%
Total	166	718	81%
New Licenses			
Issued in Past Year	55	28	34%
Metro Status			
Non-Metro	13	105	89%
Metro	79	479	86%
Not in Virginia	75	135	64%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	884
New:	9%
Not Renewed:	8%

Response Rates

All Licensees:	81%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	718
Response Rate, all licensees	81%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2016.
- 2. Target Population:** All NHAs who held a Virginia license at some point between April 2015 and March 2016.
- 3. Survey Population:** The survey was available to NHAs who renewed their licenses online. It was not available to those who did not renew, including some NHAs newly licensed in the past year.

At a Glance:

Workforce

NHA Workforce: 692
 FTEs: 791

Utilization Ratios

Licensees in VA Workforce: 78%
 Licensees per FTE: 1.12
 Workers per FTE: 0.87

Source: Va. Healthcare Workforce Data Center

Virginia's NHA Workforce		
Status	#	%
Worked in Virginia in Past Year	680	98%
Looking for Work in Virginia	12	2%
Virginia's Workforce	692	100%
Total FTEs	791	
Licensees	884	

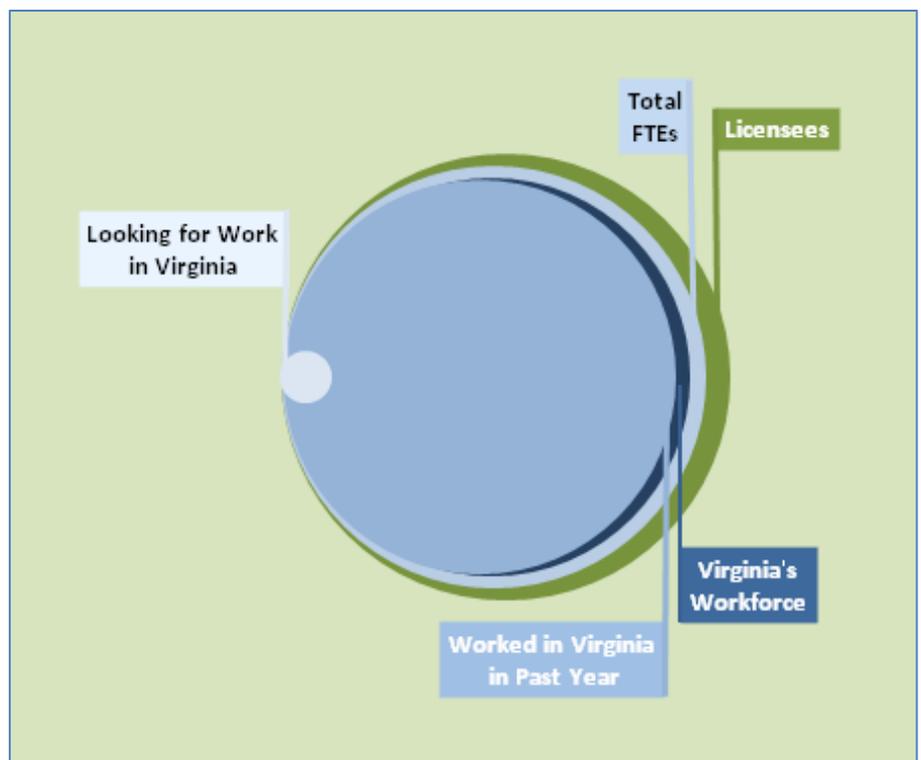
Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	14	50%	14	50%	27	4%
30 to 34	23	46%	27	54%	50	8%
35 to 39	31	50%	31	50%	62	10%
40 to 44	21	29%	52	71%	73	11%
45 to 49	32	38%	52	62%	85	13%
50 to 54	38	41%	54	59%	92	14%
55 to 59	37	43%	49	57%	86	13%
60 +	72	44%	92	56%	164	26%
Total	269	42%	372	58%	641	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	63%	566	88%	120	86%
Black	19%	61	10%	12	9%
Asian	6%	6	1%	1	1%
Other Race	0%	2	0%	1	1%
Two or more races	2%	2	0%	1	1%
Hispanic	9%	5	1%	4	3%
Total	100%	642	100%	139	100%

* 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, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 58%
% Under 40 Female: 52%

Age

Median Age: 50
% Under 40: 22%
% 55+: 39%

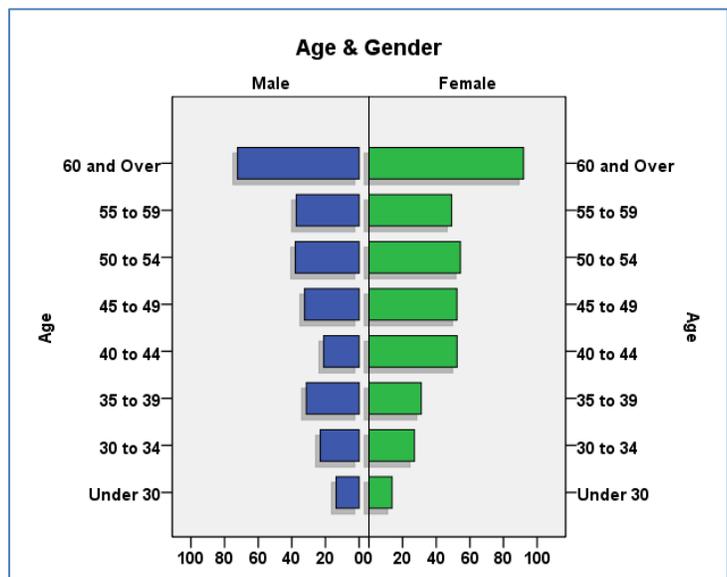
Diversity

Diversity Index: 21%
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NHAs, there is a 21% 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 55%.

22% of all NHAs are under the age of 40, and 52% of these professionals are female. In addition, there is a 25% chance that two randomly chosen NHAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 42%

Virginia Background

HS in Virginia: 54%
 Prof. in VA: 79%
 HS or Prof. in VA: 82%

Location Choice

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

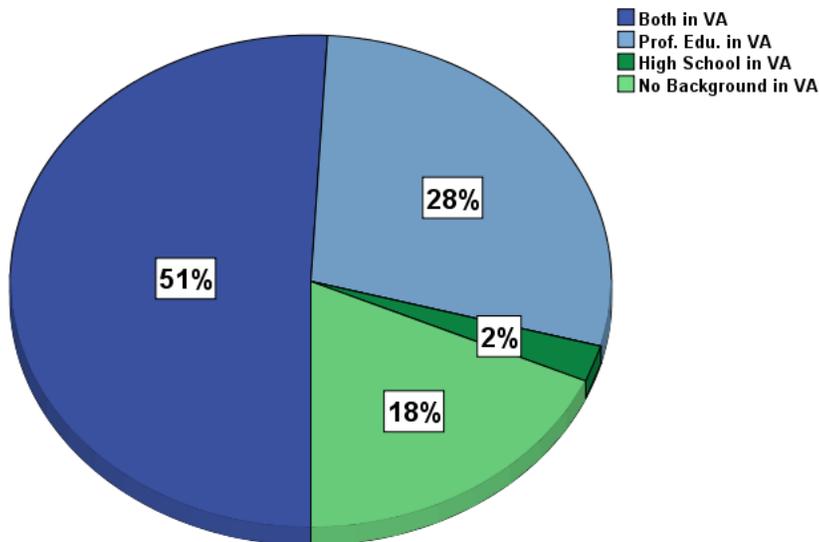
Source: Va. Healthcare Workforce Data Center

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+	28%	57%	15%
2	Metro, 250,000 to 1 million	52%	40%	8%
3	Metro, 250,000 or less	52%	41%	8%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	83%	11%	6%
6	Urban pop, 2,500-19,999, Metro adj	61%	27%	12%
7	Urban pop, 2,500-19,999, nonadj	58%	21%	21%
8	Rural, Metro adj	67%	33%	0%
9	Rural, nonadj	70%	20%	10%
Overall		42%	46%	12%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

42% of all NHAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 18% of NHAs currently work in rural areas of the state.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	339	Virginia	468
2	Pennsylvania	33	Ohio	18
3	New York	30	Maryland	18
4	Maryland	25	Pennsylvania	8
5	Ohio	24	Tennessee	7
6	West Virginia	23	West Virginia	7
7	North Carolina	18	Texas	6
8	Outside U.S./Canada	16	Massachusetts	5
9	Tennessee	12	South Carolina	4
10	New Jersey	10	Connecticut	4

54% of licensed NHAs received their high school degree in Virginia, and 79% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among NHAs who have been licensed in the past five years, 46% received their high school degree in Virginia, while 72% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	88	Virginia	131
2	Maryland	11	Ohio	9
3	Ohio	10	Maryland	6
4	Pennsylvania	8	North Carolina	4
5	North Carolina	8	Massachusetts	3
6	New York	8	Pennsylvania	3
7	Outside U.S./Canada	7	Kentucky	2
8	New Jersey	5	Texas	2
9	Tennessee	5	Georgia	2
10	Connecticut	5	Washington, D.C.	1

Source: Va. Healthcare Workforce Data Center

22% of licensees were not a part of Virginia's NHA workforce. 94% of these licensees worked at some point in the past year, including 86% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	192
% of Licensees:	22%
Federal/Military:	0%
Va Border State/DC:	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	27	4%	-	-
Admin-in-Training	247	40%	-	-
High School/GED	-	-	14	2%
Associate	9	1%	49	8%
Bachelors	143	23%	282	45%
Graduate Cert.	12	2%	12	2%
Masters	167	27%	259	41%
Doctorate	0	0%	14	2%
Other	17	3%	-	-
Total	621	100%	629	100%

Source: Va. Healthcare Workforce Data Center

40% of all NHAs have an Administrator-in-Training certificate as their highest professional education, while 27% have earned a Master's degree.

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	308	45%	48	7%
Executive Director	98	14%	14	2%
Pres./Exec. Officer	84	12%	7	1%
Assistant Admin.	24	3%	3	0%
Owner	13	2%	1	0%
Other	121	17%	36	5%
At Least One	605	87%	100	14%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

Admin-in-Training: 40%
 Master's Degree: 27%
 Bachelor's Degree: 23%

Licenses/Registrations

Nurse (RN or LPN): 13%
 ALFA: 5%
 RMA: 2%

Job Titles

Administrator: 45%
 Executive Director: 14%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nurse (RN or LPN)	91	13%
Assisted Living Facility Administrator	33	5%
Registered Medication Aide	12	2%
Certified Nursing Assistant	8	1%
Other	47	7%
At Least One	174	25%

Source: Va. Healthcare Workforce Data Center

45% of Virginia's NHA workforce holds the title of Administrator at their primary work location. Another 14% hold the title of Executive Director.

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 87%
2 or More Positions: 5%

Weekly Hours:

40 to 49: 42%
60 or more: 15%
Less than 30: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a capacity related to long-term care	558	88%
Employed, NOT in a capacity related to long-term care	46	7%
Not working, reason unknown	0	0%
Involuntarily unemployed	8	1%
Voluntarily unemployed	17	3%
Retired	7	1%
Total	637	100%

Source: Va. Healthcare Workforce Data Center

88% of licensed NHAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 87% of all NHAs hold one full-time job, and 42% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	32	5%
One Part-Time Position	15	2%
Two Part-Time Positions	3	0%
One Full-Time Position	548	87%
One Full-Time Position & One Part-Time Position	27	4%
Two Full-Time Positions	1	0%
More than Two Positions	1	0%
Total	627	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	32	5%
1 to 9 hours	3	0%
10 to 19 hours	2	0%
20 to 29 hours	2	0%
30 to 39 hours	9	1%
40 to 49 hours	261	42%
50 to 59 hours	225	36%
60 to 69 hours	74	12%
70 to 79 hours	9	1%
80 or more hours	9	1%
Total	626	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	3	1%
Less than \$60,000	49	10%
\$60,000-\$69,999	16	3%
\$70,000-\$79,999	30	6%
\$80,000-\$89,999	47	9%
\$90,000-\$99,999	72	14%
\$100,000-\$109,999	66	13%
\$110,000-\$119,999	64	13%
\$120,000-\$129,999	35	7%
\$130,000-\$139,999	27	5%
\$140,000-\$149,999	24	5%
\$150,000-\$159,999	22	4%
\$160,000 or More	50	10%
Total	504	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Paid Vacation: 93%
Retirement: 71%

Satisfaction
Satisfied: 94%
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	519	93%
Paid Sick Leave	463	83%
Dental Insurance	437	78%
Group Life Insurance	433	78%
Retirement	396	71%
Signing/Retention Bonus	70	13%
At Least One Benefit	527	94%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for NHAs is between \$100,000 and \$110,000 per year. In addition, 94% of NHAs receive at least one employer-sponsored benefit, including 93% who receive paid vacation time.

94% of NHAs are satisfied with their job, including 69% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	427	69%
Somewhat Satisfied	157	25%
Somewhat Dissatisfied	27	4%
Very Dissatisfied	9	2%
Total	621	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	18	3%
Experience Voluntary Unemployment?	31	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	9	1%
Work two or more positions at the same time?	50	7%
Switch employers or practices?	73	11%
Experienced at least 1	158	23%

Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia's NHAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 4.3% during the past year.¹

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 11%
New Location: 26%
Over 2 years: 56%
Over 2 yrs, 2nd location: 44%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	12	2%	13	12%
Less than 6 Months	52	8%	13	12%
6 Months to 1 Year	76	12%	17	16%
1 to 2 Years	127	21%	17	16%
3 to 5 Years	143	23%	25	23%
6 to 10 Years	75	12%	11	10%
More than 10 Years	126	21%	11	10%
Subtotal	612	100%	107	100%
Did not have location	15		576	
Item Missing	66		9	
Total	692		692	

Source: Va. Healthcare Workforce Data Center

56% of NHAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December 2015 to 4.7% in May 2015.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	60%
Lowest Region:	2%

Locations

2 or more (Past Year):	19%
2 or more (Now*):	15%

Source: Va. Healthcare Workforce Data Center

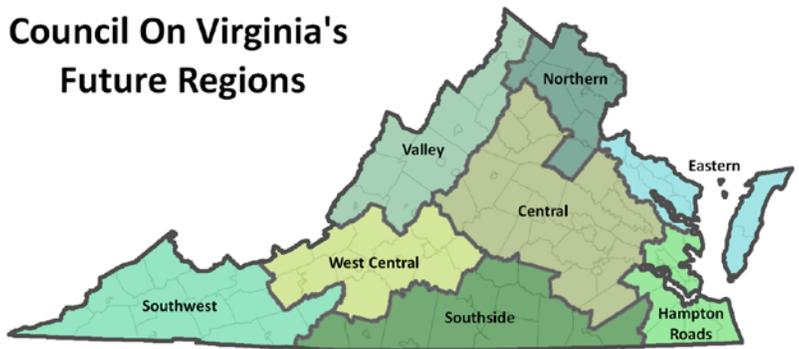
60% of all NHAs in the state work in Central Virginia, Hampton Roads, and West Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	143	23%	13	12%
Eastern	14	2%	4	4%
Hampton Roads	117	19%	22	20%
Northern	96	16%	19	17%
Southside	47	8%	10	9%
Southwest	34	6%	2	2%
Valley	47	8%	8	7%
West Central	105	17%	15	14%
Virginia Border State/DC	0	0%	4	4%
Other US State	6	1%	13	12%
Outside of the US	0	0%	0	0%
Total	609	100%	110	100%
Item Missing	68		6	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



15% of NHAs currently have multiple work locations, while 19% have had multiple work locations over the past 12 months.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	12	2%	18	3%
1	493	80%	508	82%
2	71	11%	56	9%
3	24	4%	25	4%
4	7	1%	3	1%
5	0	0%	1	0%
6 or More	13	2%	8	1%
Total	620	100%	620	100%

*At the time of survey completion, March 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	366	61%	73	73%
Non-Profit	216	36%	26	26%
State/Local Government	15	3%	1	1%
Veterans Administration	2	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	599	100%	100	100%
Did not have location	15		576	
Item Missing	79		16	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

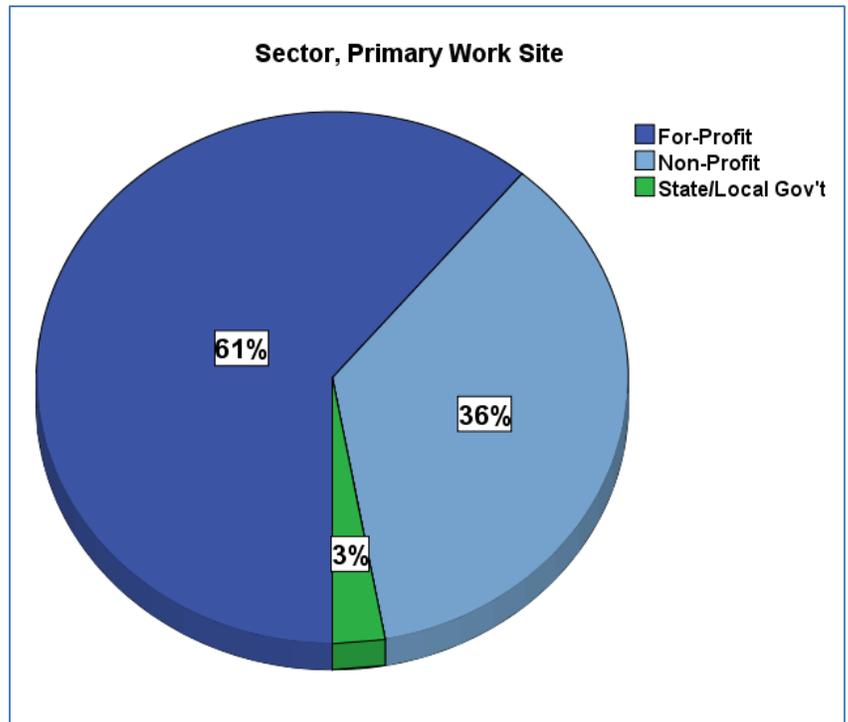
For Profit:	61%
Federal:	0%

Top Establishments

Skilled Nursing Facility:	56%
Continuing Care	
Retirement Community:	16%
Assisted Living Facility:	15%

Source: Va. Healthcare Workforce Data Center

Nearly all NHAs work in the private sector, including 61% who work at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	387	56%	59	9%
Continuing Care Retirement Community	113	16%	10	1%
Assisted Living Facility	103	15%	11	2%
Rehabilitation Facility	74	11%	9	1%
Hospice	14	2%	3	0%
Home/Community Health Care	10	1%	8	1%
PACE	7	1%	0	0%
Adult Day Care	5	1%	0	0%
Academic Institution	4	1%	9	1%
Other Practice Type	62	9%	14	2%
At Least One Establishment	601	87%	103	15%

Source: Va. Healthcare Workforce Data Center

56% of Virginia's NHA workforce are employed at a Skilled Nursing Facility as their primary work location.

59% of all NHAs are employed at a facility chain organization as their primary work location.

Organization Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	333	59%	54	56%
Independent/Stand Alone	136	24%	16	17%
Hospital-Based	39	7%	9	9%
Integrated Health System	18	3%	2	2%
College or University	1	0%	8	8%
Other	33	6%	7	7%
Total	560	100%	96	100%
Did Not Have Location	15		576	
Item Missing	117		20	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

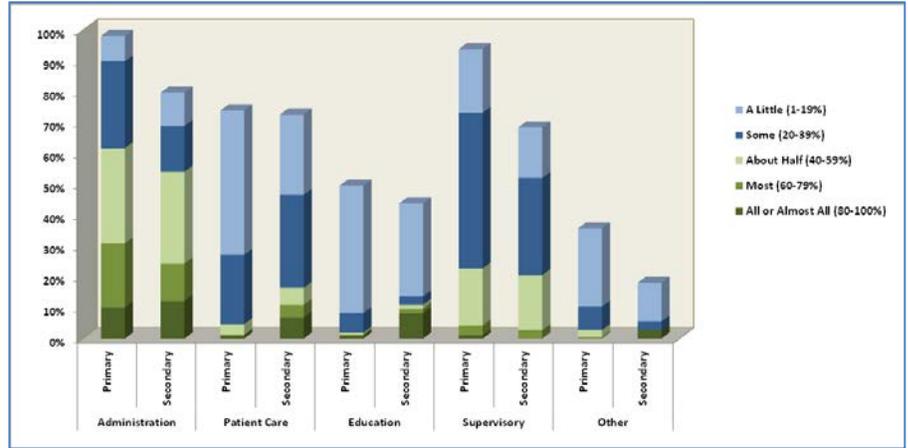
Administration: 50%-59%
 Supervisory: 20%-29%
 Patient Care: 10%-19%

Roles

Administration: 31%
 Supervisory: 4%
 Patient Care: 1%
 Education: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



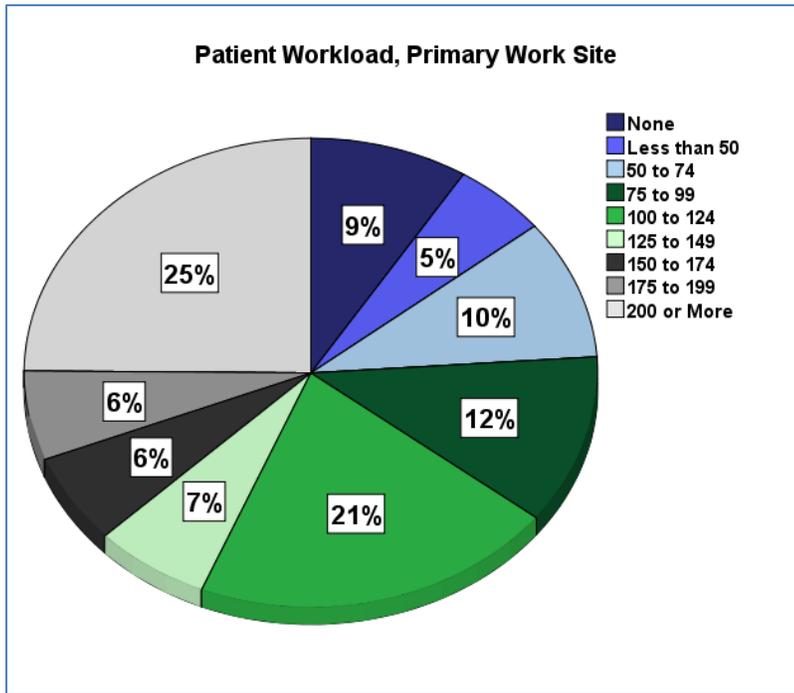
Source: Va. Healthcare Workforce Data Center

A typical NHA spends approximately half of her time performing administrative tasks. In addition, 31% of NHAs 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	
All or Almost All (80-100%)	10%	12%	1%	7%	1%	8%	1%	0%	0%	3%	
Most (60-79%)	21%	12%	0%	4%	0%	1%	3%	3%	0%	0%	
About Half (40-59%)	31%	30%	3%	5%	1%	1%	18%	18%	2%	0%	
Some (20-39%)	28%	15%	22%	30%	6%	3%	50%	32%	8%	3%	
A Little (1-19%)	8%	11%	47%	26%	41%	30%	21%	16%	25%	12%	
None (0%)	2%	21%	26%	27%	50%	56%	6%	32%	64%	81%	

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 100-124

Secondary Location: 100-124

Source: Va. Healthcare Workforce Data Center

The typical NHA is responsible for between 100 and 124 patients at their primary work location. Those NHAs who also have a secondary work location are typically responsible for an additional 100 to 124 patients.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	47	9%	20	22%
1-24	8	2%	7	8%
25-49	20	4%	4	4%
50-74	51	10%	5	5%
75-99	62	12%	9	10%
100-124	109	21%	16	17%
125-149	35	7%	9	10%
150-174	33	6%	5	5%
175-199	33	6%	7	8%
200-224	18	3%	0	0%
225-249	10	2%	2	2%
250-274	5	1%	0	0%
275-299	13	2%	0	0%
300 or more	86	16%	10	11%
Total	530	100%	93	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	8	1%	-	-
50 to 54	9	2%	1	0%
55 to 59	52	9%	14	5%
60 to 64	96	17%	50	17%
65 to 69	231	42%	137	46%
70 to 74	101	18%	63	21%
75 to 79	27	5%	20	7%
80 or over	2	0%	1	0%
I do not intend to retire	26	5%	15	5%
Total	552	100%	301	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65:	30%
Under 60:	13%

NHAs 50 and over

Under 65:	22%
Under 60:	5%

Time until Retirement

Within 2 years:	8%
Within 10 years:	34%
Half the workforce:	By 2036

Source: Va. Healthcare Workforce Data Center

30% of Virginia's NHA workforce expects to retire before the age of 65. Meanwhile, 28% of NHAs expect to work at least until age 70, including 5% who do not intend to retire at all.

Within the next two years, 14% of NHAs plan on pursuing additional educational opportunities. In addition, 14% also expect to begin accepting Administrators-in-Training.

Future Plans

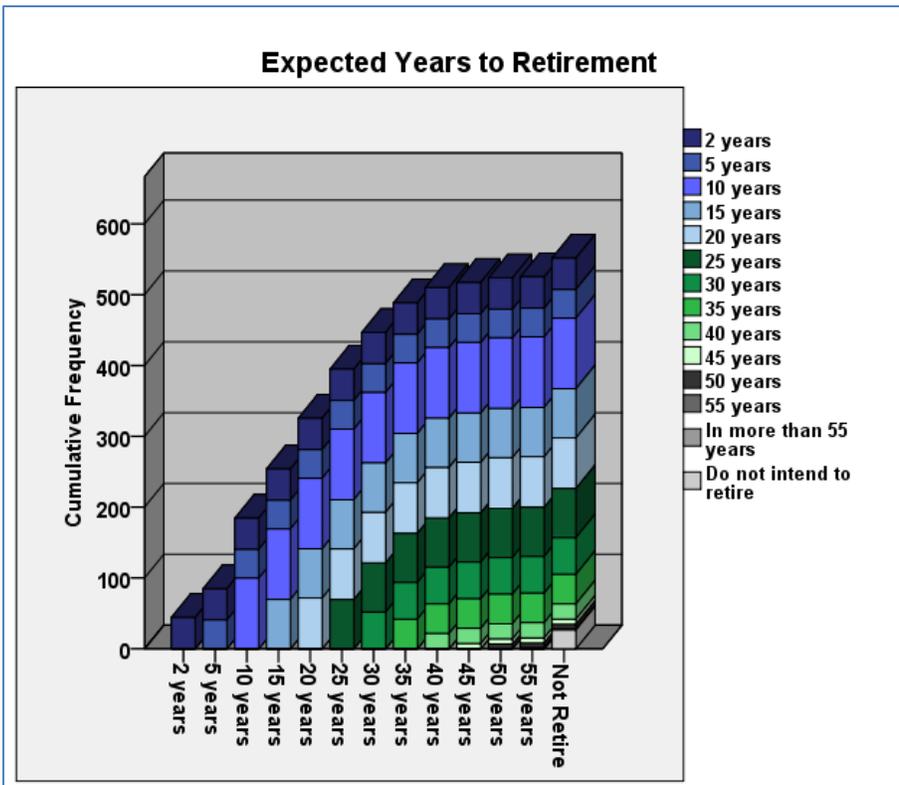
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	17	2%
Leave Virginia	30	4%
Decrease Patient Care Hours	45	7%
Decrease Teaching Hours	0	0%
Cease Accepting Trainees	4	1%
Increase Participation		
Increase Patient Care Hours	38	5%
Increase Teaching Hours	30	4%
Pursue Additional Education	97	14%
Return to the Workforce	8	1%
Begin Accepting Trainees	94	14%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While only 8% of NHAs expect to retire in the next two years, 34% expect to retire within the next decade. More than half of the current NHA workforce expects to retire by 2036.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	44	8%	8%
5 years	41	7%	15%
10 years	100	18%	34%
15 years	70	13%	46%
20 years	72	13%	59%
25 years	69	13%	72%
30 years	52	9%	81%
35 years	42	8%	89%
40 years	22	4%	93%
45 years	7	1%	94%
50 years	6	1%	95%
55 years	1	0%	95%
In more than 55 years	0	0%	95%
Do not intend to retire	26	5%	100%
Total	552	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2026. Retirements will peak at 18% of the current workforce around the same time before declining to under 10% again around 2046.

At a Glance:

FTEs

Total: 791
 FTEs/1,000 Residents: .095
 Average: 1.17

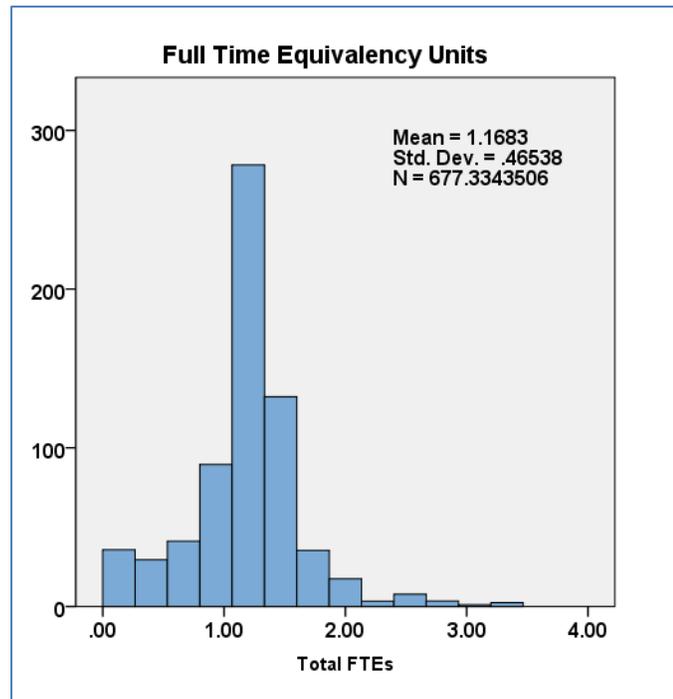
Age & Gender Effect

Age, Partial Eta²: Small
 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:

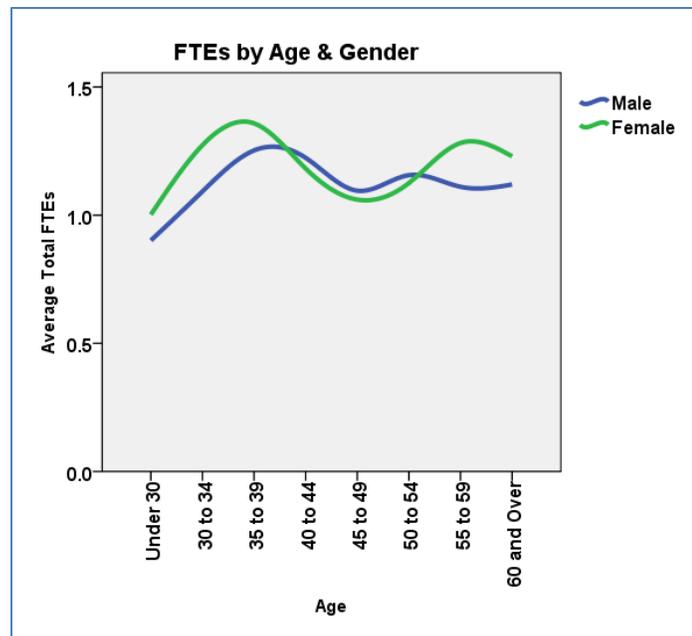


Source: Va. Healthcare Workforce Data Center

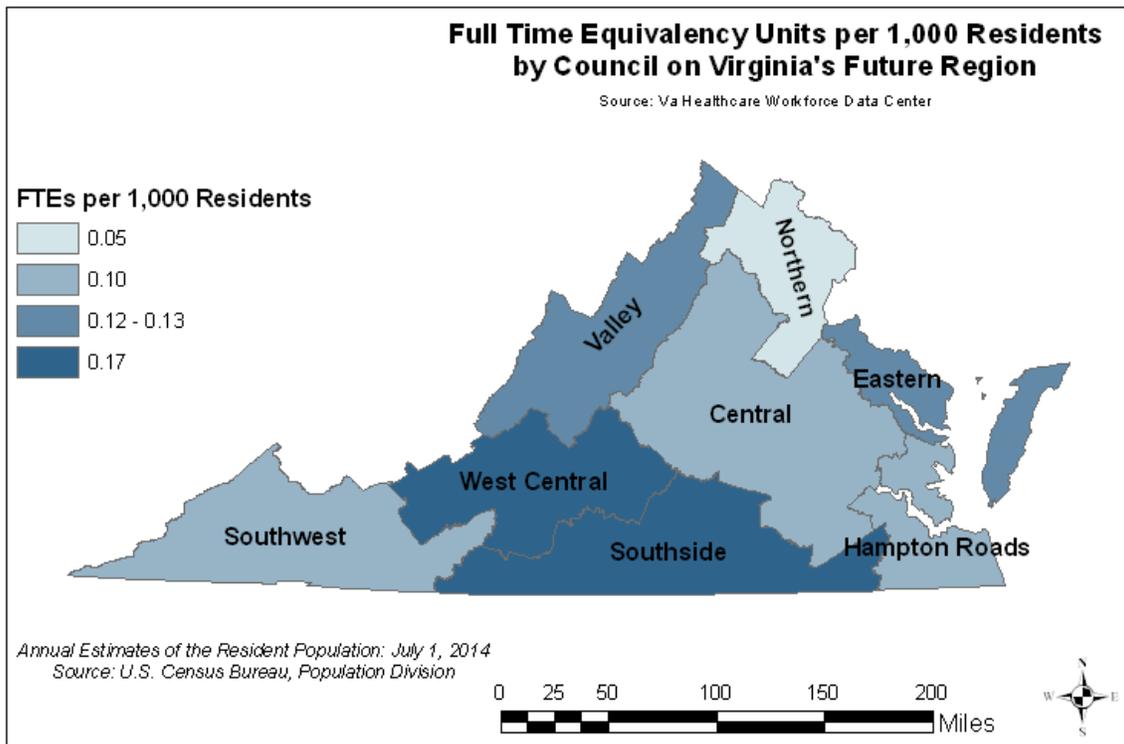
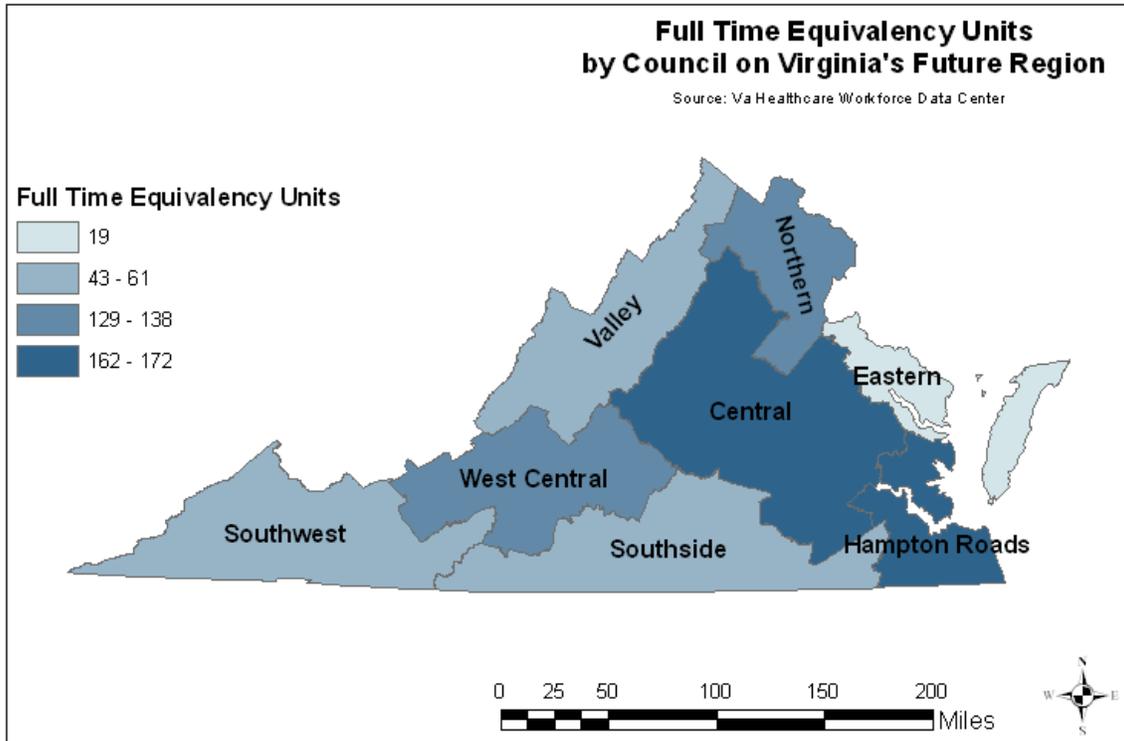
The typical NHA provided 1.18 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

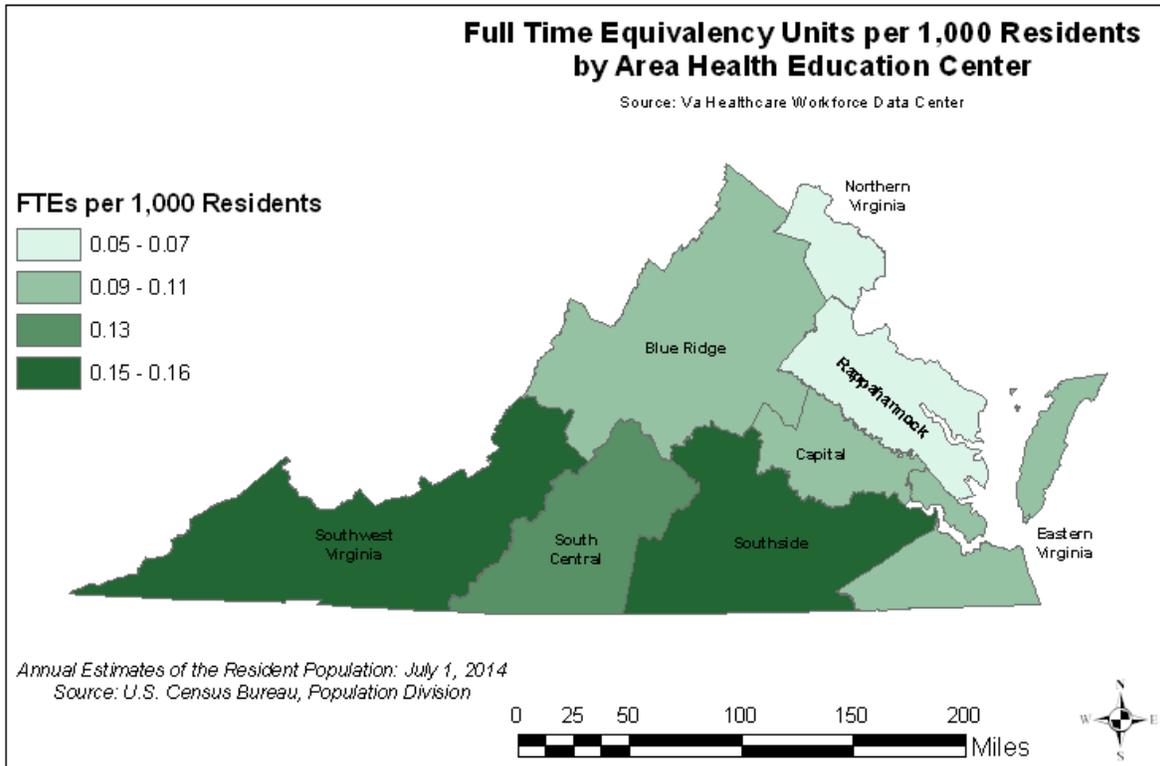
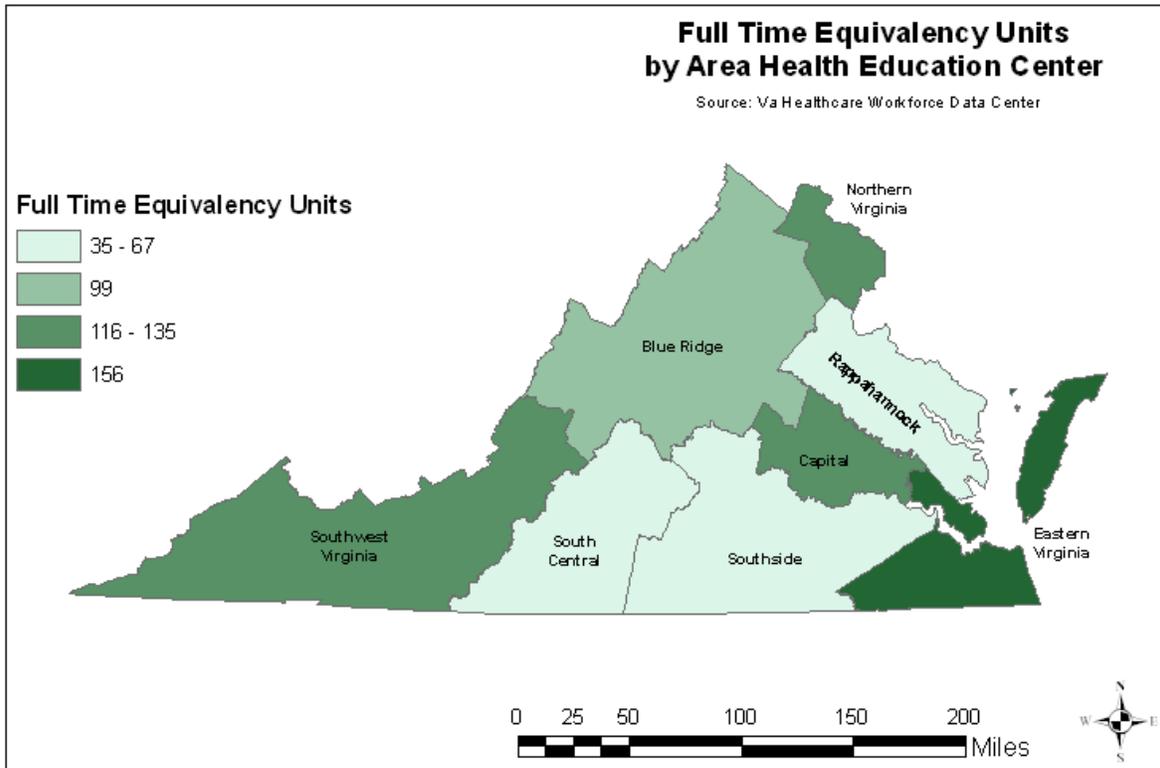
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.97	1.09
30 to 34	1.18	1.22
35 to 39	1.29	1.27
40 to 44	1.18	1.14
45 to 49	1.08	1.09
50 to 54	1.14	1.18
55 to 59	1.20	1.22
60 and Over	1.19	1.20
Gender		
Male	1.13	1.18
Female	1.19	1.22

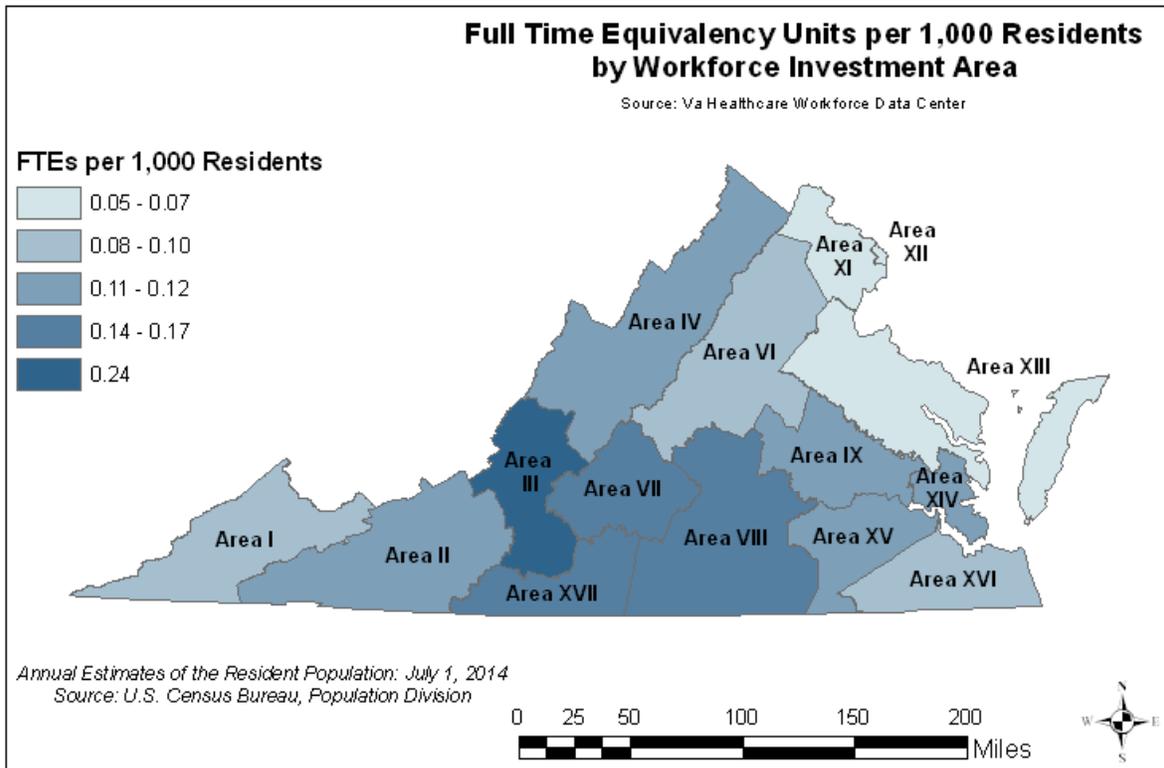
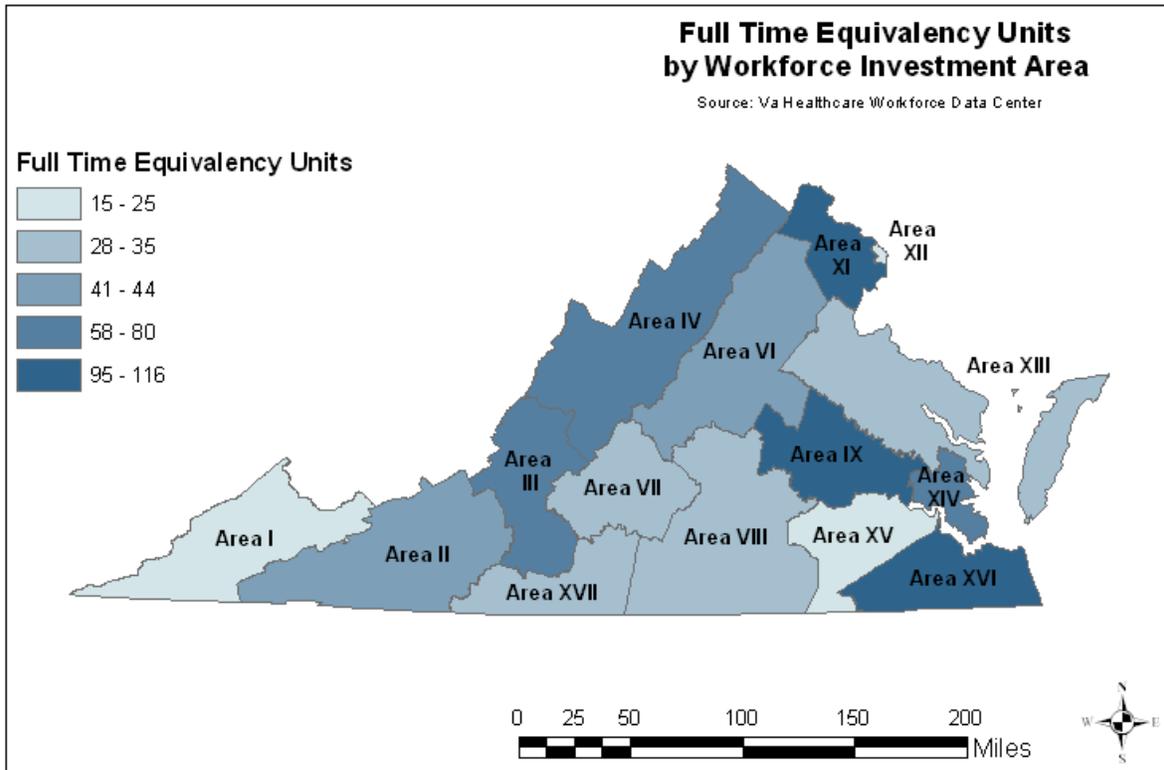
Source: Va. Healthcare Workforce Data Center

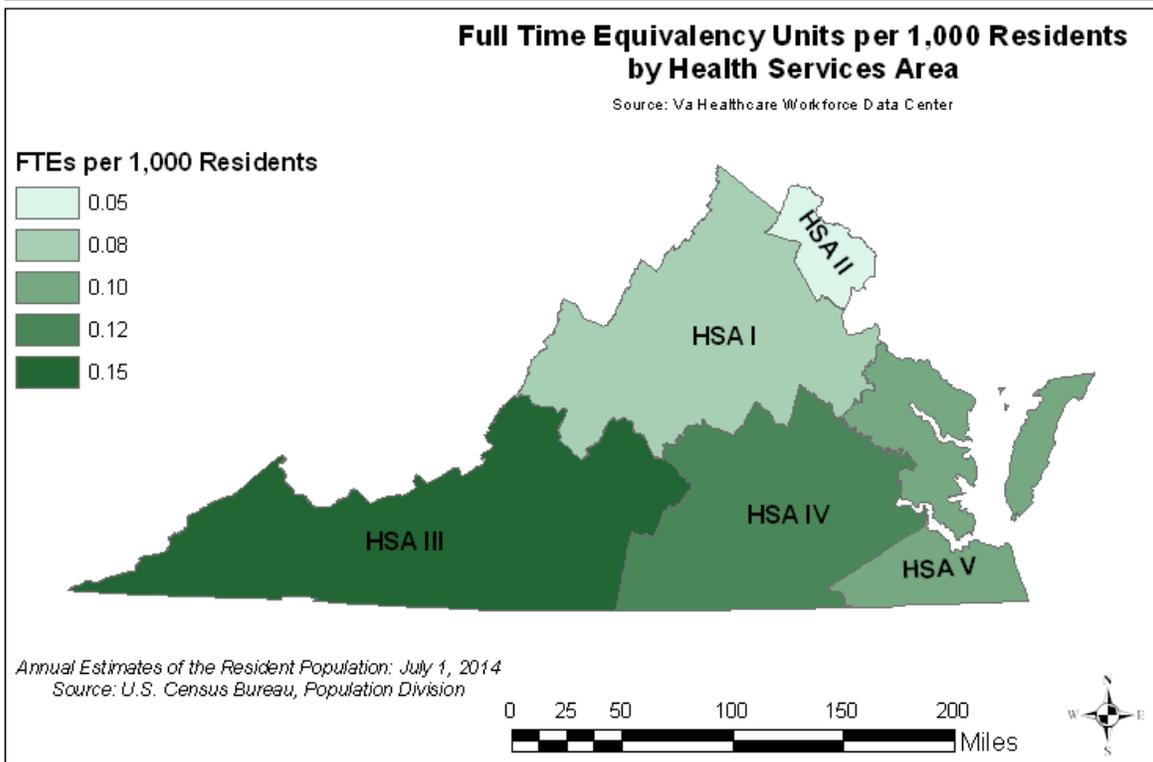
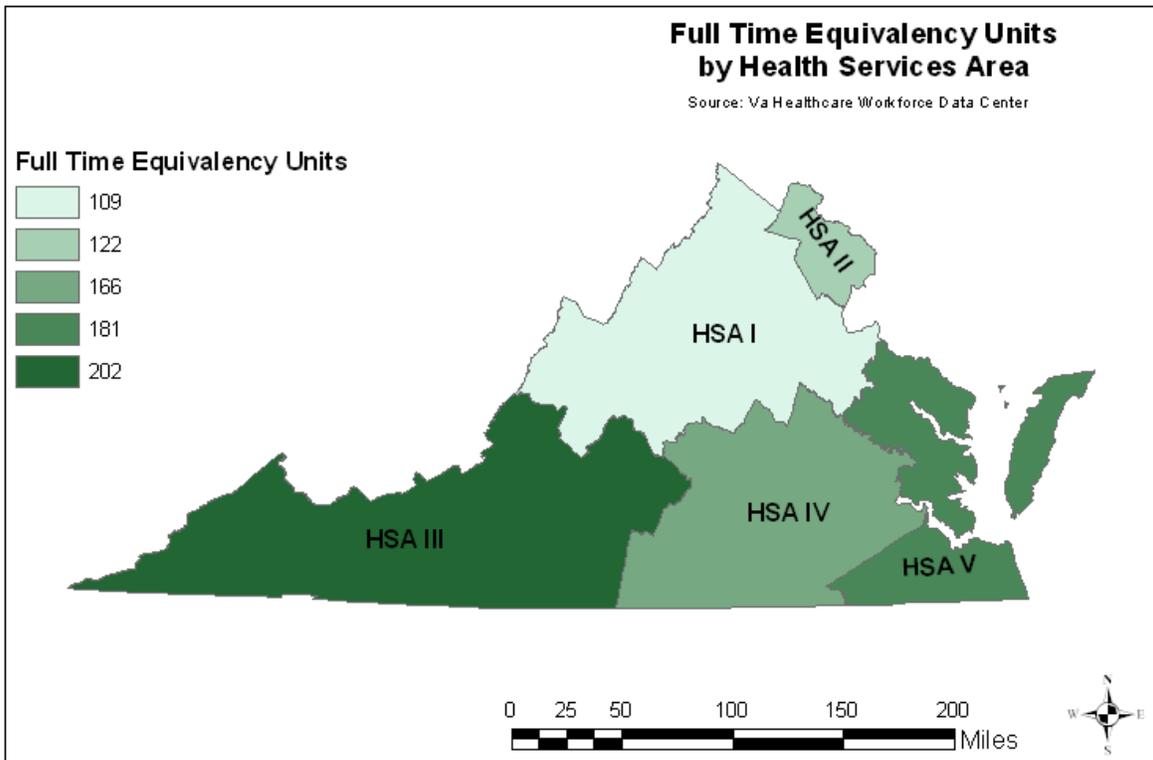


Source: Va. Healthcare Workforce Data Center









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	375	87.20%	1.146789	1.07758	1.48055
Metro, 250,000 to 1 million	108	80.56%	1.241379	1.16646	1.60267
Metro, 250,000 or less	75	86.67%	1.153846	1.08421	1.48966
Urban pop 20,000+, Metro adj	16	81.25%	1.230769	1.15649	1.30276
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	49	91.84%	1.088889	1.02317	1.4058
Urban pop, 2,500-19,999, nonadj	23	78.26%	1.277778	1.20066	1.64967
Rural, Metro adj	19	94.74%	1.055556	0.99185	1.1173
Rural, nonadj	11	100.00%	1	0.93965	1.05849
Virginia border state/DC	125	61.60%	1.623377	1.5254	1.71834
Other US State	85	68.24%	1.465517	1.37707	1.89205

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	35	62.86%	1.590909	1.4058	1.89205
30 to 34	60	76.67%	1.304348	1.05849	1.71834
35 to 39	78	83.33%	1.2	0.97382	1.58087
40 to 44	103	77.67%	1.2875	1.04482	1.69614
45 to 49	110	86.36%	1.157895	0.93965	1.5254
50 to 54	124	84.68%	1.180952	0.95836	1.55578
55 to 59	127	81.89%	1.221154	0.99098	1.60874
60 and Over	247	81.38%	1.228856	0.99723	1.61888

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

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.811512

