
Virginia's Funeral Service Provider Workforce: 2021

Healthcare Workforce Data Center

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More than 1,200 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 their ongoing cooperation.

Thank You!

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The Funeral Service Provider Workforce At a Glance:

The Workforce

Licensees:	1,580
Virginia's Workforce:	1,292
FTEs:	1,215

Background

Rural Childhood:	52%
HS Diploma in VA:	72%
Prof. Degree in VA:	50%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-Time Job:	72%
Satisfied?:	96%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	84%

Education

Associate:	77%
Baccalaureate:	16%

Job Turnover

Switched Jobs:	2%
Employed Over 2 Yrs.:	77%

Demographics

Female:	33%
Diversity Index:	40%
Median Age:	54

Finances

Median Income: \$60k-\$70k	
Retirement Benefits:	41%
Under 40 w/ Ed. Debt:	46%

Time Allocation

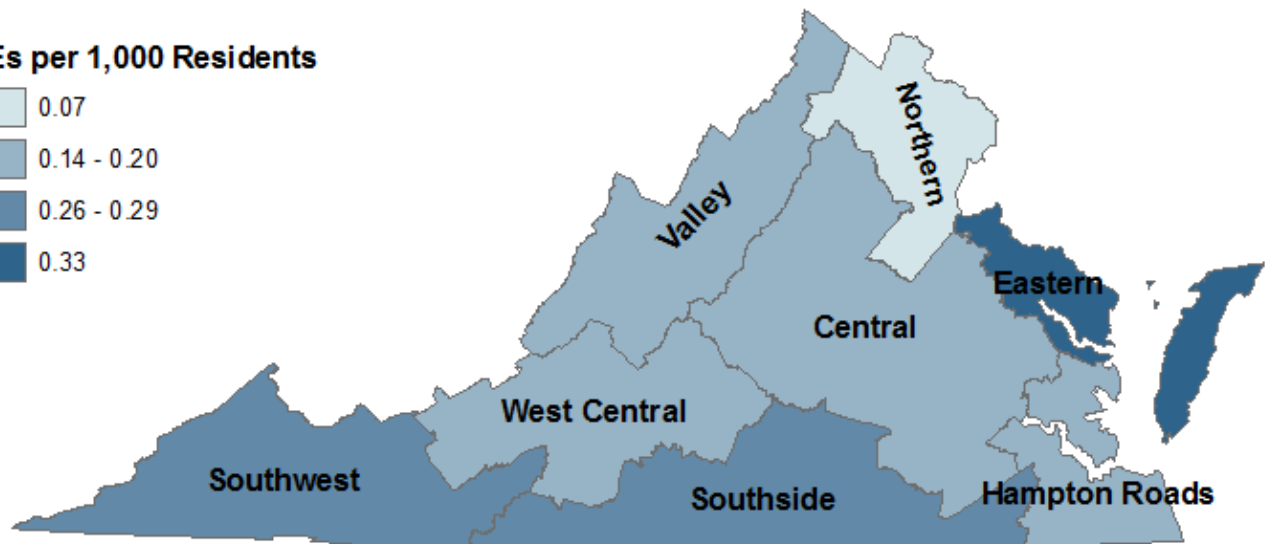
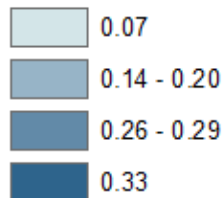
Client Care:	30%-39%
Administration:	30%-39%
Client Care Role:	27%

Source: Va. Healthcare Workforce Data Center

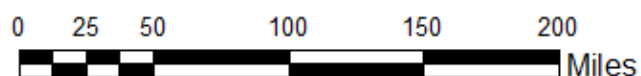
Full-Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Funeral Service Provider (FSP) Workforce Survey. More than 1,200 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 79% of the 1,580 FSPs who are licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 1,292 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 1,215 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

One-third 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 40% chance that they would be of different races or ethnicities, a measure known as the diversity index. For FSPs who are under the age of 40, this diversity index increases to 42%. Both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. More than half of all FSPs grew up in a rural area, and 36% of this group of professionals 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, 72% hold one full-time job, and 53% work between 40 and 49 hours per week. Nearly all FSPs work in the private sector, including 94% who work in the for-profit sector. More than half of all FSPs are employed at a funeral-only establishment, while another 35% of FSPs work at a funeral establishment that also provides crematory services. The median annual income for Virginia's FSP workforce is between \$60,000 and \$70,000. In addition, 71% of FSPs receive at least one employer-sponsored benefit, including 55% who have access to health insurance. Overall, 96% of all FSPs are satisfied with their current employment situation, including 82% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 FSP workforce. The number of licensed FSPs in Virginia has increased by 1% (1,580 vs. 1,557). In addition, the size of the FSP workforce has increased by 4% (1,292 vs. 1,239), although the number of FTEs provided by this workforce has decreased by 4% (1,215 vs. 1,263). Virginia's renewing FSPs are considerably more likely to respond to this survey (84% vs. 53%).

Virginia's FSPs are relatively more likely to be female (33% vs. 26%). In addition, more than half of all FSPs who are under the age of 40 are now female (54% vs. 46%). However, the diversity index of the FSP workforce has fallen slightly (40% vs. 41%). On the other hand, the comparable diversity index among FSPs who are under the age of 40 has increased (42% vs. 39%). FSPs are relatively less likely to have grown up in a rural area (52% vs. 56%), and this group of professionals is also less likely to work in non-metro areas of Virginia (36% vs. 38%). In total, the percentage of all FSPs who work in non-metro areas of the state has declined (22% vs. 25%).

FSPs are more likely to be currently employed in the profession (88% vs. 87%) and work between 40 and 49 hours per week (53% vs. 50%). On the other hand, the percentage of FSPs who hold one full-time job has fallen (72% vs. 76%). Unlike many other professions, the coronavirus pandemic has not had a significant impact on employment instability among Virginia's FSPs. In fact, there has been no change in either the one-year rate of involuntary unemployment (1%) or the one-year rate of underemployment (1%).

The median annual income of Virginia's FSPs has increased (\$60k-\$70k vs. \$50k-\$60k), and these professionals are relatively more likely to receive this income in the form of an hourly wage (27% vs. 22%) instead of a salary (59% vs. 64%). FSPs who are under the age of 40 are more likely to carry education debt (46% vs. 41%), but the median debt burden among those with education debt has declined (\$10k-\$20k vs. \$20k-\$30k). FSPs are more likely to indicate that they are "very satisfied" with their current work situation (82% vs. 79%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,443	91%
New Licensees	63	4%
Non-Renewals	74	5%
All Licensees	1,580	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of all renewing FSPs submitted a survey. These represent 79% 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 2021.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2020 and March 2021.
- 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	51	114	69%
35 to 39	34	107	76%
40 to 44	24	105	81%
45 to 49	25	144	85%
50 to 54	34	159	82%
55 to 59	35	158	82%
60 to 64	33	139	81%
65 and Over	100	318	76%
Total	336	1,244	79%
New Licenses			
Issued in Past Year	43	20	32%
Metro Status			
Non-Metro	69	255	79%
Metro	216	767	78%
Not in Virginia	51	222	81%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	1,244
Response Rate, All Licensees	79%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed FSPs

Number: 1,580
 New 4%
 Not Renewed: 5%

Response Rates

All Licensees: 79%
 Renewing Practitioners: 84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

FSP Workforce: 1,292
 FTEs: 1,215

Utilization Ratios

Licenses in VA Workforce: 82%
 Licenses per FTE: 1.30
 Workers per FTE: 1.06

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.

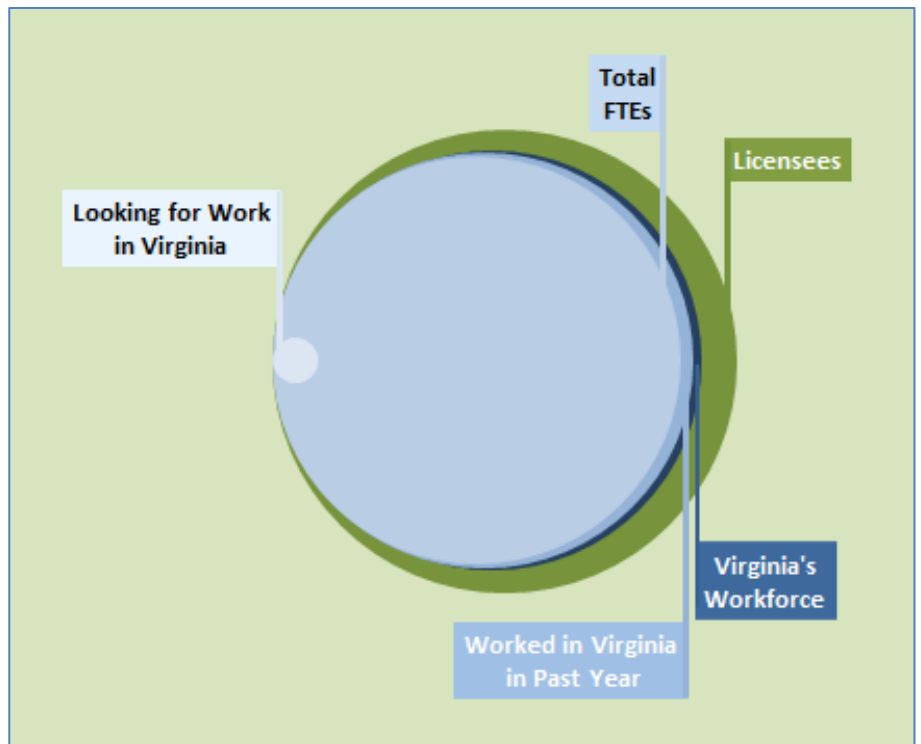
Virginia's FSP Workforce

Status	#	%
Worked in Virginia in Past Year	1,276	99%
Looking for Work in Virginia	16	1%
Virginia's Workforce	1,292	100%
Total FTEs	1,215	
Licenses	1,580	

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 the 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	52	48%	58	52%	110	13%
35 to 39	29	44%	37	56%	65	8%
40 to 44	42	52%	38	48%	79	9%
45 to 49	56	62%	34	38%	90	11%
50 to 54	66	66%	33	34%	99	12%
55 to 59	80	77%	24	23%	105	12%
60 to 64	75	76%	24	24%	99	12%
65 and Over	172	86%	29	15%	201	24%
Total	570	67%	277	33%	847	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Funeral Service Providers		FSPs Under 40	
	%	#	%	#	%
White	61%	630	75%	129	75%
Black	19%	177	21%	26	15%
Hispanic	10%	22	3%	12	7%
Asian	7%	3	0%	2	1%
Two or More Races	3%	10	1%	4	2%
Other	0%	1	0%	0	0%
Total	100%	843	100%	173	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, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 33%
 % Under 40 Female: 54%

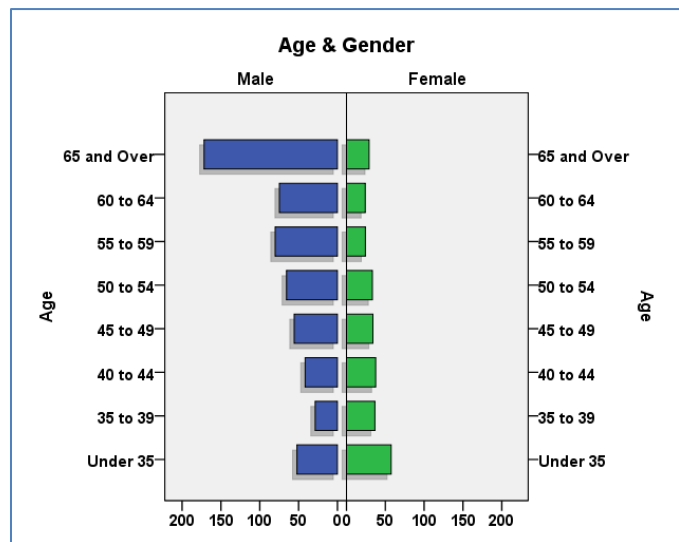
Age
 Median Age: 54
 % Under 40: 21%
 % 55 and Over: 48%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two FSPs, there is a 40% 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%.

More than 20% of all 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 42%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 52%

Virginia Background

HS in Virginia: 72%
 Prof. Edu. in VA: 50%
 HS or Prof. Edu. in VA: 78%

Location Choice

% Rural to Non-Metro: 36%
 % Urban/Suburban to Non-Metro: 6%

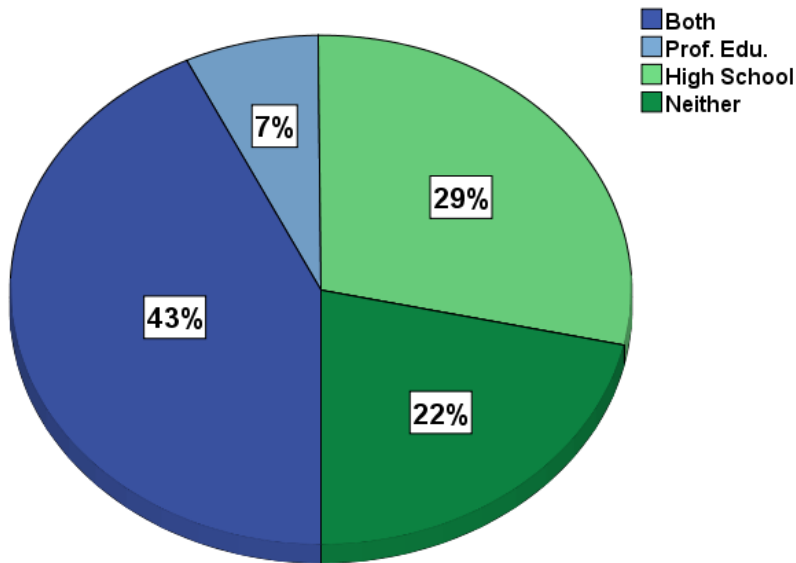
Source: Va. Healthcare Workforce Data Center

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%	49%	19%
2	Metro, 250,000 to 1 Million	59%	30%	11%
3	Metro, 250,000 or Less	73%	18%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	74%	3%	23%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	91%	8%	2%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	85%	12%	3%
8	Rural, Metro Adjacent	97%	3%	0%
9	Rural, Non-Adjacent	78%	6%	17%
Overall		52%	34%	14%

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 36% of these professionals currently work in non-metro areas of Virginia. In total, 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	602	Virginia	413
2	New York	27	Georgia	108
3	Pennsylvania	27	Ohio	66
4	Maryland	22	Pennsylvania	60
5	North Carolina	21	New York	26
6	West Virginia	14	Maryland	22
7	Florida	13	Washington, D.C.	21
8	Ohio	11	Indiana	17
9	Tennessee	10	Texas	15
10	Illinois	9	Tennessee	9

Source: Va. Healthcare Workforce Data Center

More than 70% of all FSPs received their high school degree in Virginia, and 50% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	95	Virginia	81
2	Pennsylvania	8	Pennsylvania	19
3	Maryland	6	Texas	11
4	Texas	5	Georgia	8
5	New York	5	Washington, D.C.	8
6	North Carolina	4	Ohio	6
7	New Hampshire	3	New York	4
8	Missouri	3	Massachusetts	3
9	Georgia	3	Illinois	3
10	South Carolina	3	Florida	2

Source: Va. Healthcare Workforce Data Center

Among FSPs who obtained their initial license in the past five years, 61% received their high school degree in Virginia, and 53% received their initial professional degree in the state.

Nearly one-fifth of Virginia's licensees were not a part of the state's FSP workforce. More than 80% of these licensees worked at some point in the past year, including 70% who currently work as a FSP.

At a Glance:

Not in VA Workforce

Total:	289
% of Licensees:	18%
Federal/Military:	4%
VA Border State/DC:	31%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	41	5%
Associate Degree	634	77%
Baccalaureate Degree	129	16%
Master's Degree	13	2%
Doctorate	5	1%
Total	822	100%

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all FSPs carry education debt, including 46% of those FSPs who are under the age of 40. For those FSPs with education debt, the median debt burden is between \$10,000 and \$20,000.

At a Glance:

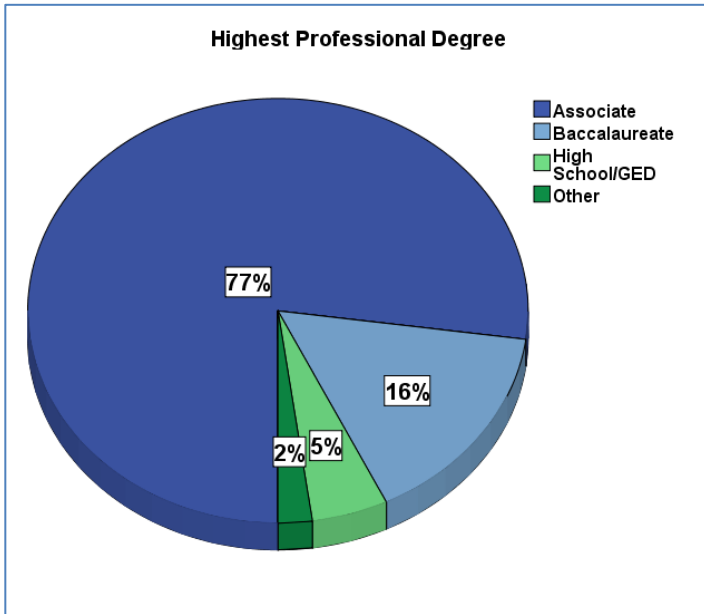
Education

Associate:	77%
Baccalaureate:	16%
High School/GED:	5%

Education Debt

Carry Debt:	22%
Under Age 40 w/ Debt:	46%
Median Debt:	\$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All FSPs		FSPs Under 40	
	#	%	#	%
None	512	78%	73	54%
Less than \$10,000	43	7%	18	13%
\$10,000-\$19,999	32	5%	18	13%
\$20,000-\$29,999	14	2%	7	5%
\$30,000-\$39,999	17	3%	10	7%
\$40,000-\$49,999	9	1%	2	1%
\$50,000-\$59,999	6	1%	3	2%
\$60,000-\$69,999	4	1%	1	1%
\$70,000-\$79,999	2	0%	2	1%
\$80,000-\$89,999	4	1%	0	0%
\$90,000-\$99,999	4	1%	1	1%
\$100,000 or More	9	1%	0	0%
Total	656	100%	135	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 88%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 72%
 2 or More Positions: 13%

Weekly Hours:

40 to 49: 53%
 60 or More: 13%
 Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a FSP-Related Capacity	737	88%
Employed, NOT in a FSP-Related Capacity	66	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	< 1%
Voluntarily Unemployed	8	1%
Retired	20	2%
Total	836	100%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of Virginia's FSPs are currently employed in the profession, 72% hold one full-time job, and 53% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	31	4%
One Part-Time Position	94	12%
Two Part-Time Positions	5	1%
One Full-Time Position	584	72%
One Full-Time Position & One Part-Time Position	48	6%
Two Full-Time Positions	22	3%
More than Two Positions	29	4%
Total	813	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	31	4%
1 to 9 Hours	34	4%
10 to 19 Hours	17	2%
20 to 29 Hours	27	3%
30 to 39 Hours	37	5%
40 to 49 Hours	420	53%
50 to 59 Hours	123	16%
60 to 69 Hours	72	9%
70 to 79 Hours	15	2%
80 or More Hours	14	2%
Total	790	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	15	3%
Less than \$30,000	68	13%
\$30,000-\$39,999	26	5%
\$40,000-\$49,999	51	10%
\$50,000-\$59,999	88	16%
\$60,000-\$69,999	77	14%
\$70,000-\$79,999	60	11%
\$80,000-\$89,999	46	9%
\$90,000-\$99,999	29	5%
\$100,000-\$109,999	25	5%
\$110,000-\$119,999	10	2%
\$120,000 or More	45	8%
Total	539	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 55%
Retirement: 41%

Satisfaction
Satisfied: 96%
Very Satisfied: 82%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	657	82%
Somewhat Satisfied	117	15%
Somewhat Dissatisfied	18	2%
Very Dissatisfied	12	2%
Total	805	100%

Source: Va. Healthcare Workforce Data Center

The typical FSP earns between \$60,000 and \$70,000 per year. In addition, more than 70% of all FSPs receive at least one employer-sponsored benefit, including 55% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	484	66%	71%
Health Insurance	405	55%	62%
Paid Sick Leave	403	55%	60%
Dental Insurance	308	42%	48%
Retirement	305	41%	48%
Group Life Insurance	273	37%	43%
Signing/Retention Bonus	39	5%	6%
At Least One Benefit	520	71%	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?	135	10%
Experience Voluntary Unemployment?	33	3%
Switch Employers or Practices?	26	2%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	13	1%
Experience Involuntary Unemployment?	12	1%
Experienced At Least One?	203	16%

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 6.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	22	3%	30	15%
Less than 6 Months	28	4%	2	1%
6 Months to 1 Year	23	3%	18	9%
1 to 2 Years	108	14%	19	10%
3 to 5 Years	126	16%	38	19%
6 to 10 Years	105	13%	25	13%
More than 10 Years	367	47%	65	33%
Subtotal	780	100%	197	100%
Did Not Have Location	30		1,067	
Item Missing	482		28	
Total	1,292		1,292	

Source: Va. Healthcare Workforce Data Center

Nearly 60% of FSPs are salaried employees at their primary work location, while 27% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 2%
New Location: 9%
Over 2 Years: 77%
Over 2 Yrs., 2nd Location: 65%

Employment Type

Salary/Commission: 59%
Hourly Wage: 27%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of all FSPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	321	59%
Hourly Wage	146	27%
Business/Practice Income	51	9%
By Contract	24	4%
Unpaid	4	1%
Subtotal	544	100%
Did Not Have Location	30	
Item Missing	718	

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 5.1% and a high of 11.0%. At the time of publication, the unemployment rate from March 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	20%
Top 3 Regions:	57%
Lowest Region:	4%

Locations

2 or More (Past Year):	28%
2 or More (Now*):	22%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five FSPs work in Central Virginia, Hampton Roads, and Northern Virginia.

Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	16	2%	30	4%
1	551	70%	582	74%
2	136	17%	107	14%
3	54	7%	44	6%
4	9	1%	5	1%
5	8	1%	6	1%
6 or More	14	2%	14	2%
Total	788	100%	788	100%

*At the time of survey completion, March 2021.

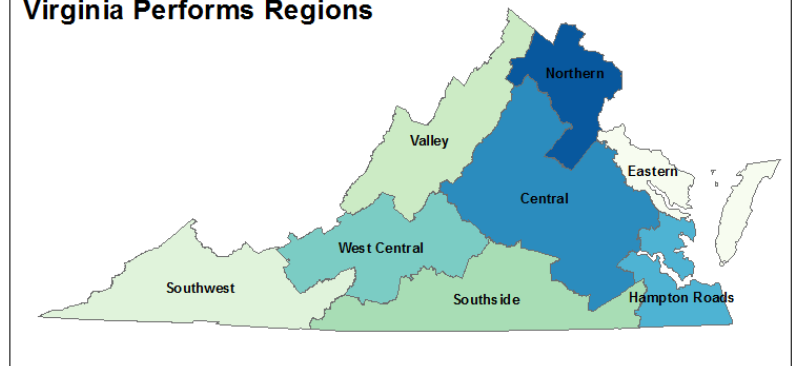
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	152	20%	40	19%
Hampton Roads	148	19%	41	19%
Northern	143	18%	36	17%
West Central	113	15%	27	13%
Southside	66	9%	18	8%
Southwest	60	8%	15	7%
Valley	49	6%	16	7%
Eastern	31	4%	9	4%
Virginia Border State/D.C.	7	1%	5	2%
Other U.S. State	6	1%	8	4%
Outside of the U.S.	0	0%	0	0%
Total	775	100%	215	100%
Item Missing	485		11	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

More than one out of every five FSPs currently have multiple work locations, while 28% have had multiple work locations at some point over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	665	94%	161	88%
Non-Profit	15	2%	10	5%
State/Local Government	20	3%	8	4%
Veterans Administration	3	0%	3	2%
U.S. Military	4	1%	0	0%
Other Federal Government	4	1%	0	0%
Total	711	100%	182	100%
Did Not Have Location	30		1,067	
Item Missing	552		44	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

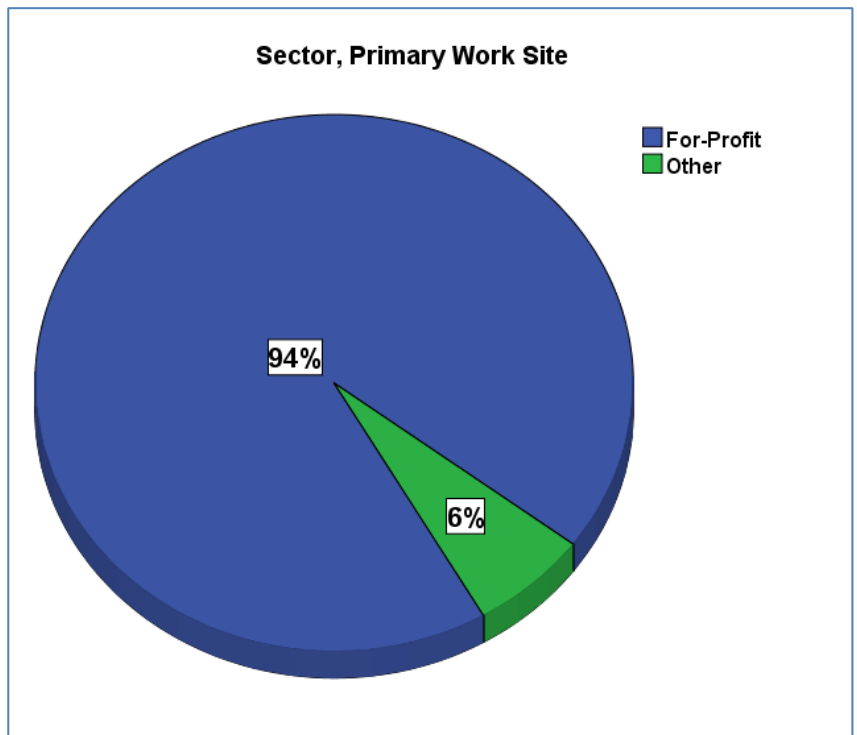
For-Profit:	94%
Federal:	2%

Top Establishments

Funeral-Only Establishment:	55%
Funeral Establishment w/ Crematory:	35%

Source: Va. Healthcare Workforce Data Center

Nearly all FSPs work in the private sector, including 94% who work in the for-profit sector.



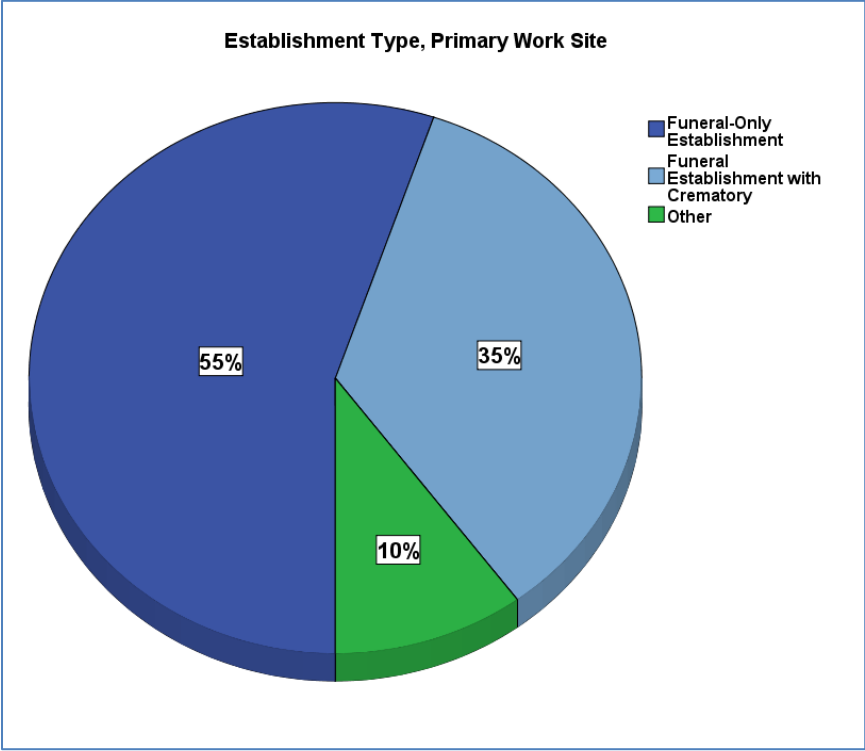
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment	372	55%	128	73%
Funeral Establishment Combined with Crematory	234	35%	26	15%
Funeral Establishment Combined with Surface Transport and Removal	7	1%	3	2%
Academic Institution	4	1%	4	2%
Surface Transport and Removal (Only)	4	1%	0	0%
Crematory (Only)	3	0%	0	0%
Other Practice Setting	50	7%	15	9%
Total	674	100%	176	100%
Did Not Have a Location	30		1,067	

More than half of all FSPs work at a funeral-only establishment as their primary work location. Another 35% work at an establishment that combines funeral and crematory services.

Source: Va. Healthcare Workforce Data Center

Among those FSPs who also have a secondary work location, 73% work at a funeral-only establishment, while another 15% work at an establishment that combines funeral and crematory services.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 30%-39%
Administration: 30%-39%

Roles

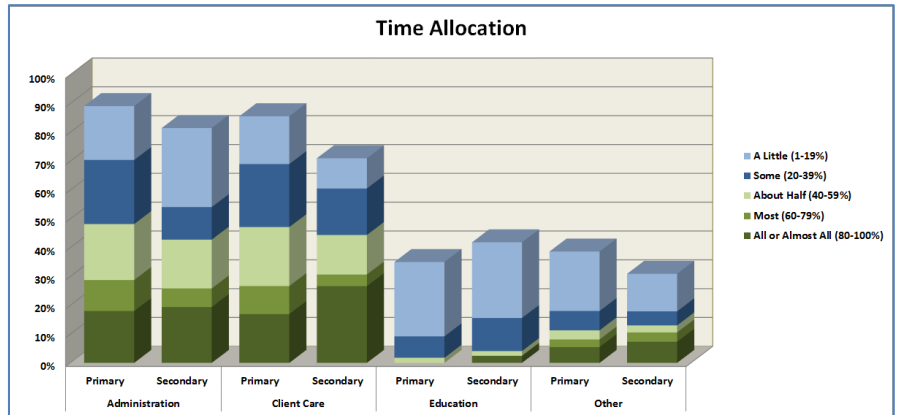
Administration: 29%
Client Care: 27%
Other: 8%

Patient Care FSPs

Median Admin. Time: 10%-19%
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 fact, 55% of FSPs fill either a client care role or an administrative role, defined as spending 60% or more of their time in one of those activities.

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%)	18%	19%	17%	27%	0%	2%	5%	7%
Most (60-79%)	11%	6%	10%	4%	0%	0%	3%	3%
About Half (40-59%)	19%	17%	20%	14%	2%	2%	3%	2%
Some (20-39%)	22%	11%	22%	16%	7%	11%	7%	5%
A Little (1-19%)	19%	27%	17%	10%	26%	26%	21%	13%
None (0%)	11%	19%	14%	29%	65%	57%	61%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs 50 and Over	
	#	%	#	%
Under Age 50	15	2%	-	-
50 to 54	13	2%	4	1%
55 to 59	25	4%	6	2%
60 to 64	108	17%	43	12%
65 to 69	163	26%	90	24%
70 to 74	115	18%	91	25%
75 to 79	43	7%	33	9%
80 or Over	21	3%	18	5%
I Do Not Intend to Retire	123	20%	86	23%
Total	626	100%	371	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All FSPs

Under 65: 26%

Under 60: 8%

FSPs 50 and Over

Under 65: 14%

Under 60: 3%

Time Until Retirement

Within 2 Years: 8%

Within 10 Years: 30%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all FSPs expect to retire before the age of 65. Among FSPs who are age 50 and over, 14% expect to retire by age 65.

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

Future Plans

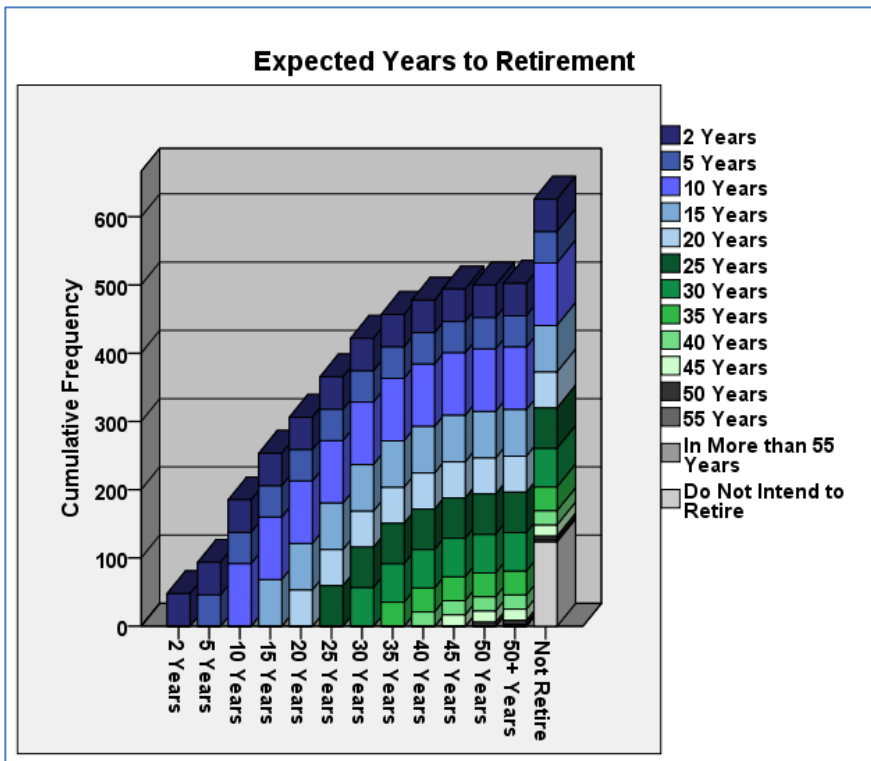
Two-Year Plans:	#	%
Decrease Participation		
Decrease Client Care Hours	87	7%
Leave Virginia	25	2%
Leave Profession	14	1%
Decrease Teaching Hours	1	0%
Increase Participation		
Increase Client Care Hours	61	5%
Pursue Additional Education	59	5%
Increase Teaching Hours	29	2%
Return to Virginia's Workforce	1	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 8% of FSPs expect to retire in the next two years, 30% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	48	8%	8%
5 Years	46	7%	15%
10 Years	92	15%	30%
15 Years	68	11%	41%
20 Years	53	8%	49%
25 Years	59	9%	58%
30 Years	56	9%	67%
35 Years	35	6%	73%
40 Years	21	3%	76%
45 Years	16	3%	79%
50 Years	6	1%	80%
55 Years	0	0%	80%
In More than 55 Years	3	0%	80%
Do Not Intend to Retire	123	20%	100%
Total	626	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 2031. Retirement will peak at 15% of the current workforce around the same time before declining to under 10% again around 2041.

At a Glance:

FTEs

Total: 1,215
 FTEs/1,000 Residents²: 0.142
 Average: 0.96

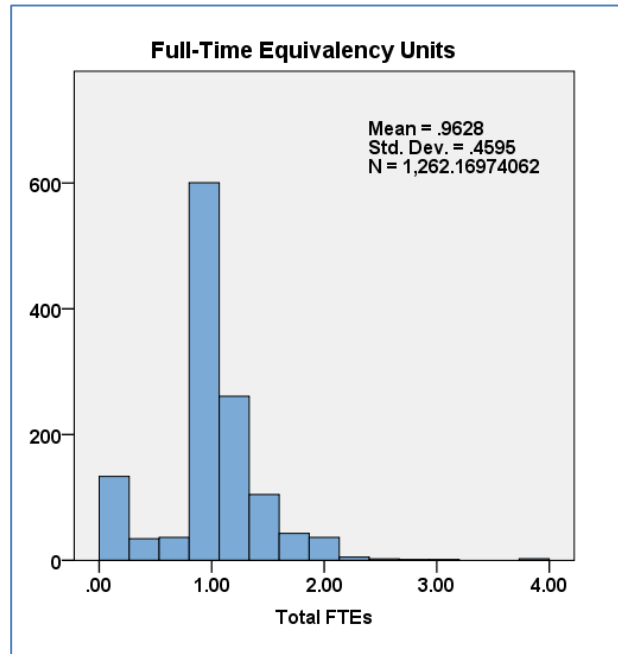
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Small

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

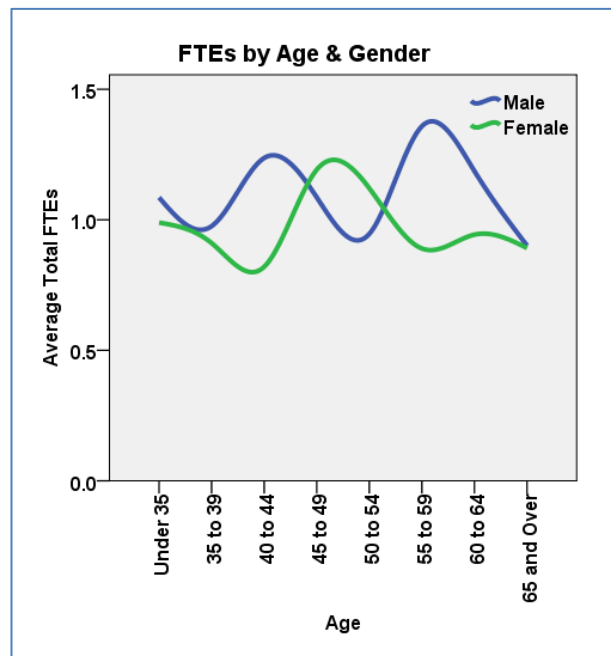


Source: Va. Healthcare Workforce Data Center

The typical FSP provided 0.89 FTEs during the past year, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.99	0.90
35 to 39	0.91	0.86
40 to 44	0.78	0.99
45 to 49	1.04	1.01
50 to 54	0.96	0.86
55 to 59	1.11	1.01
60 to 64	1.06	0.99
65 and Over	0.88	0.86
Gender		
Male	1.07	1.09
Female	0.97	1.05

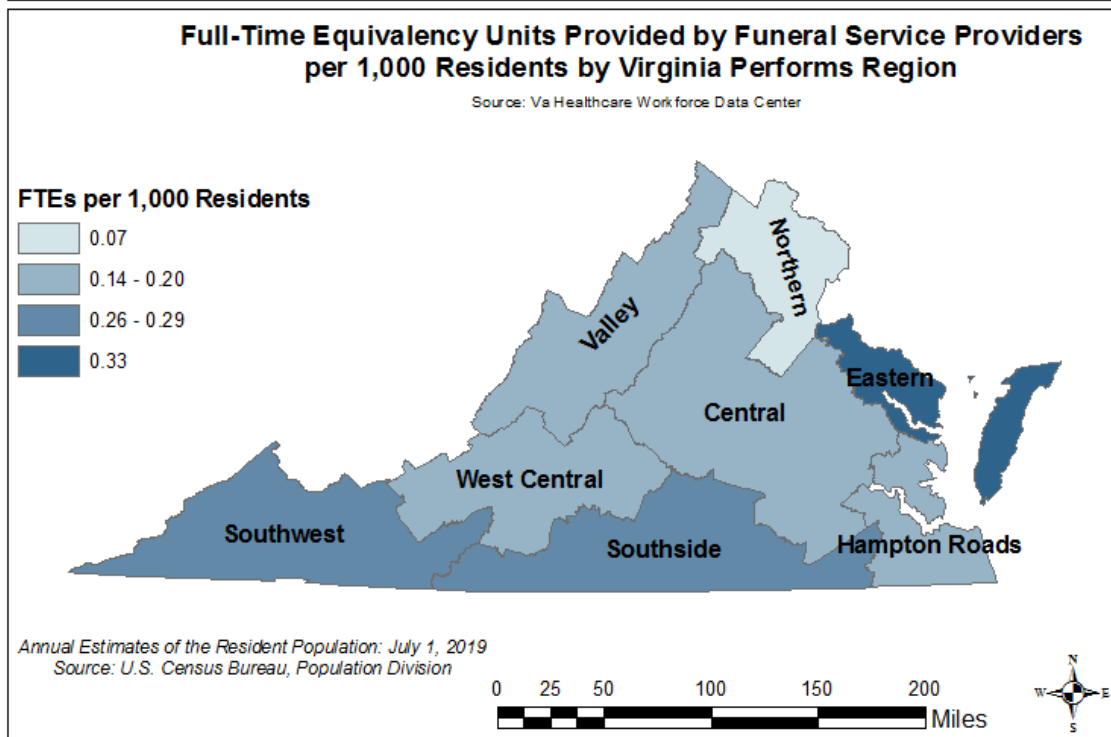
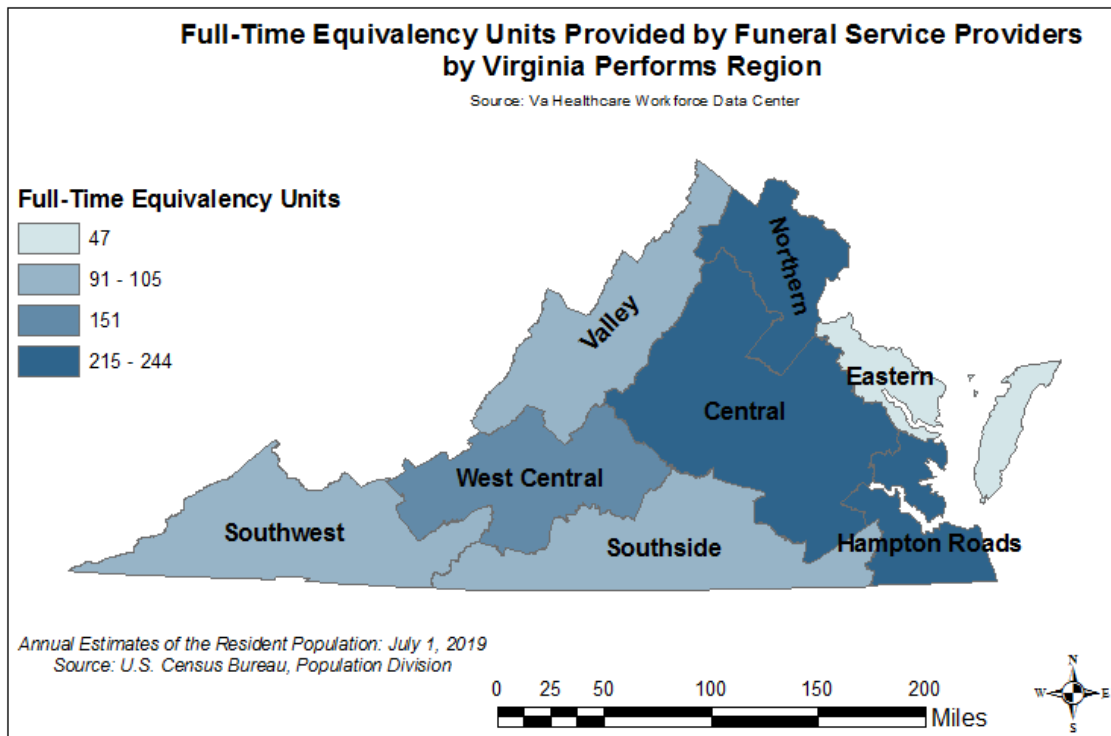
Source: Va. Healthcare Workforce Data Center

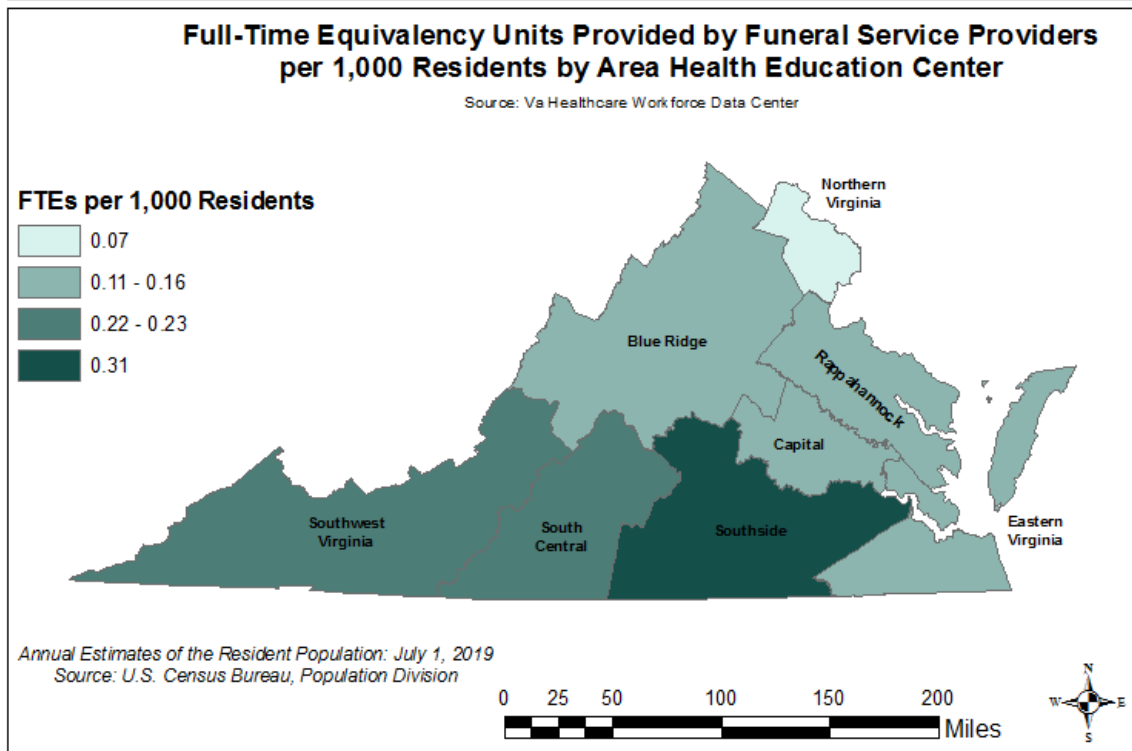
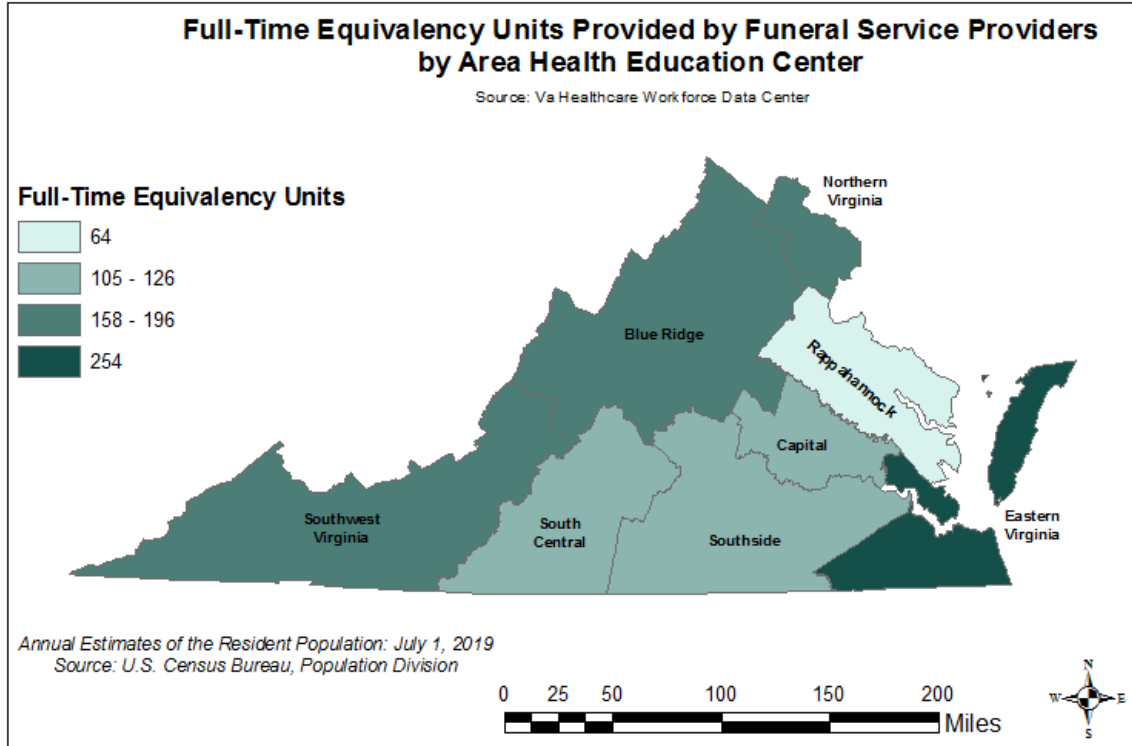


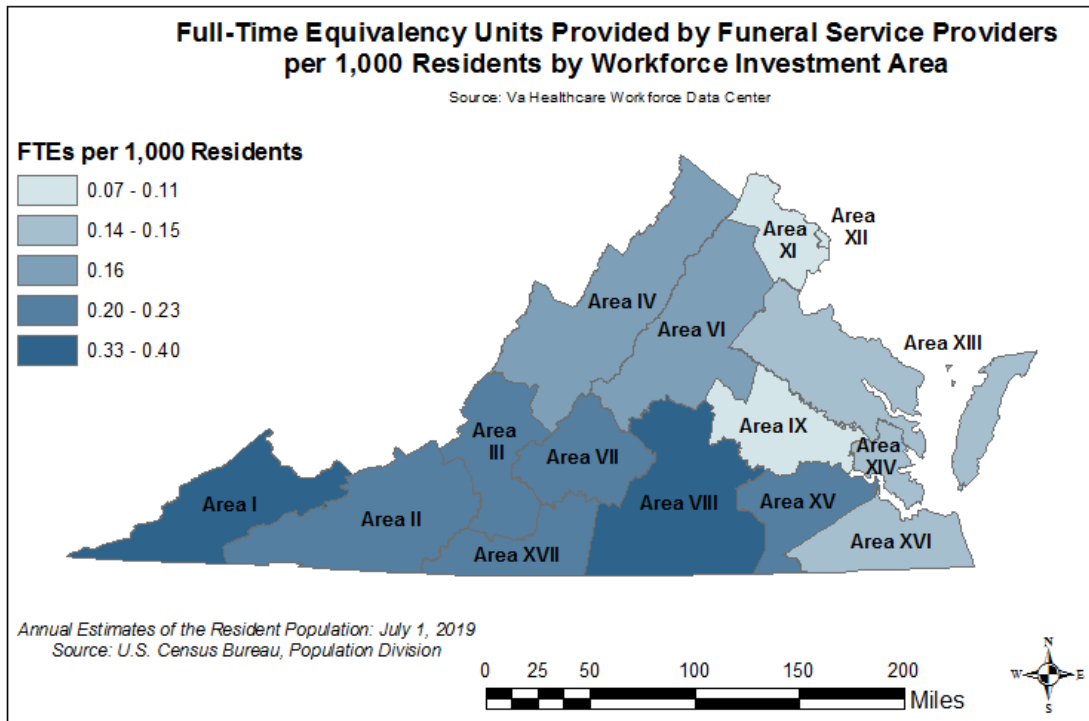
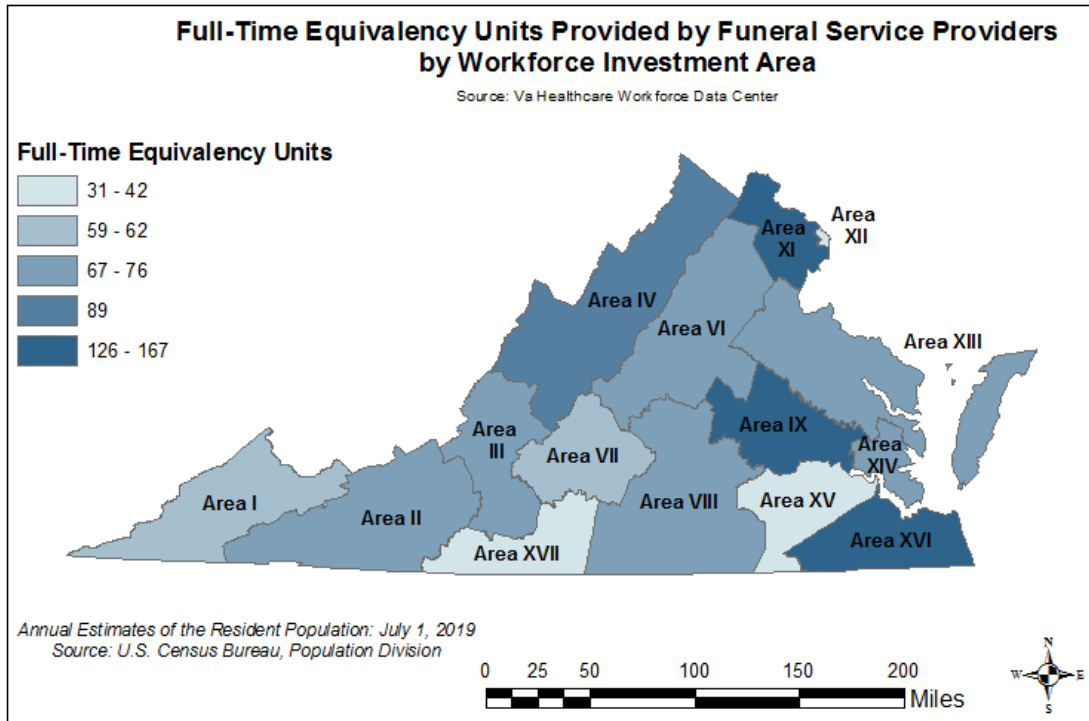
Source: Va. Healthcare Workforce Data Center

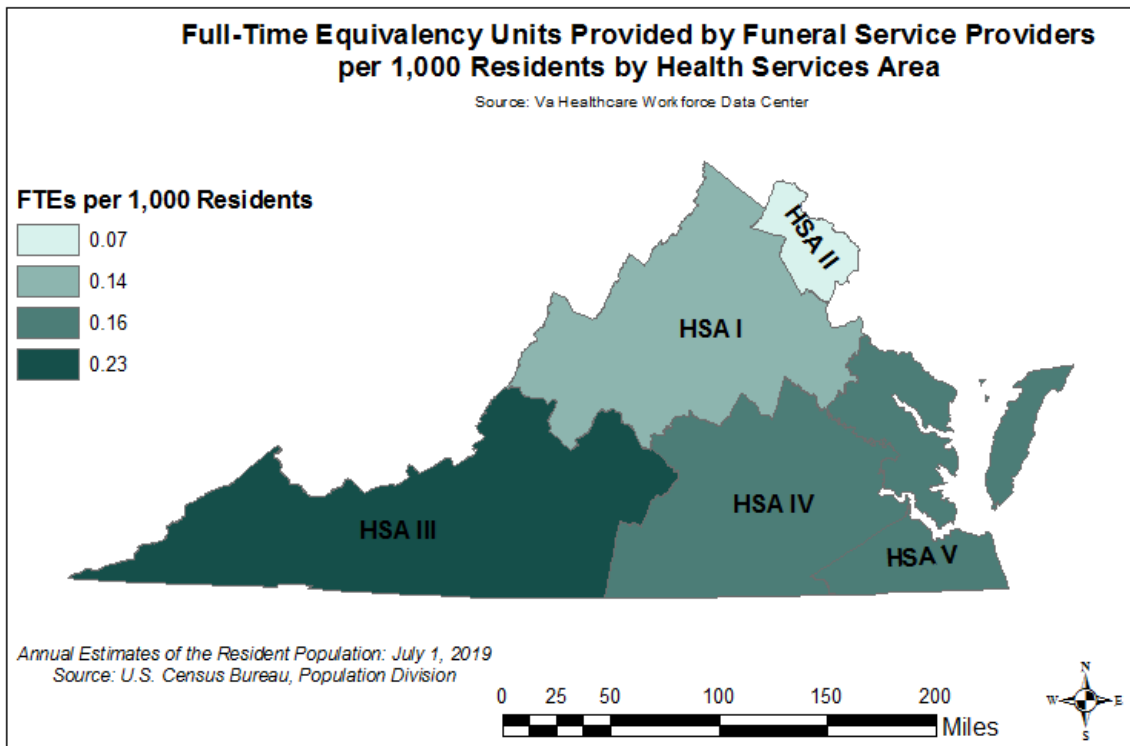
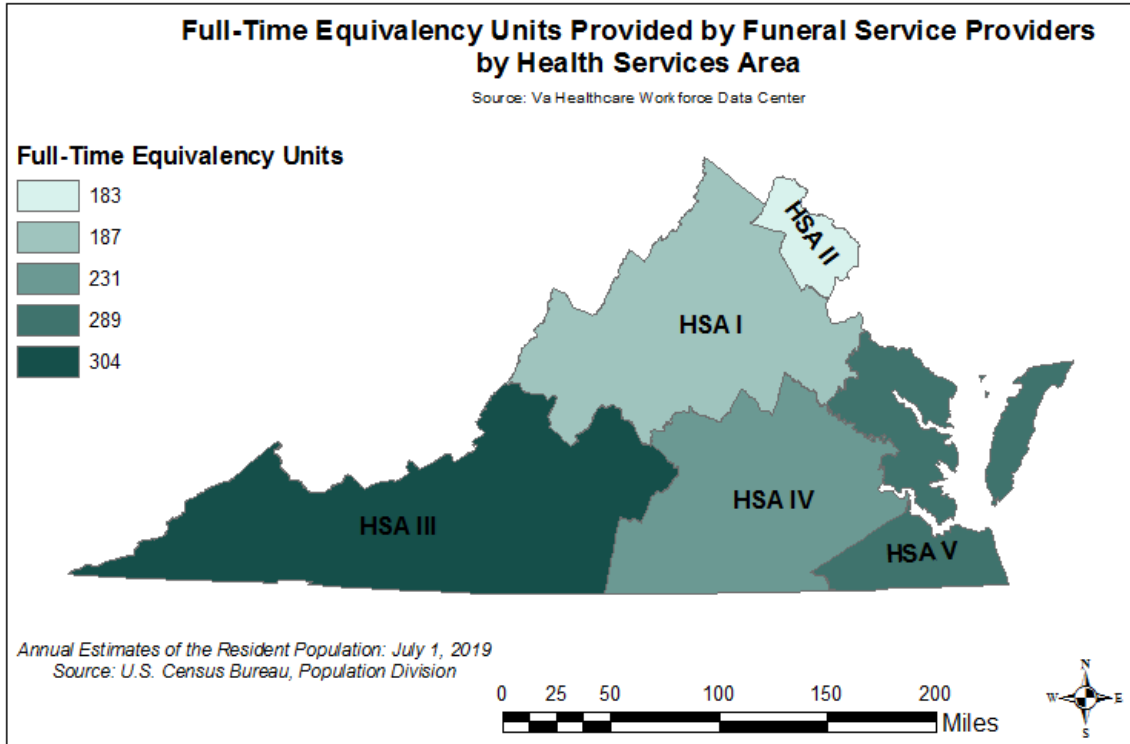
² Number of residents in 2019 was used as the denominator.

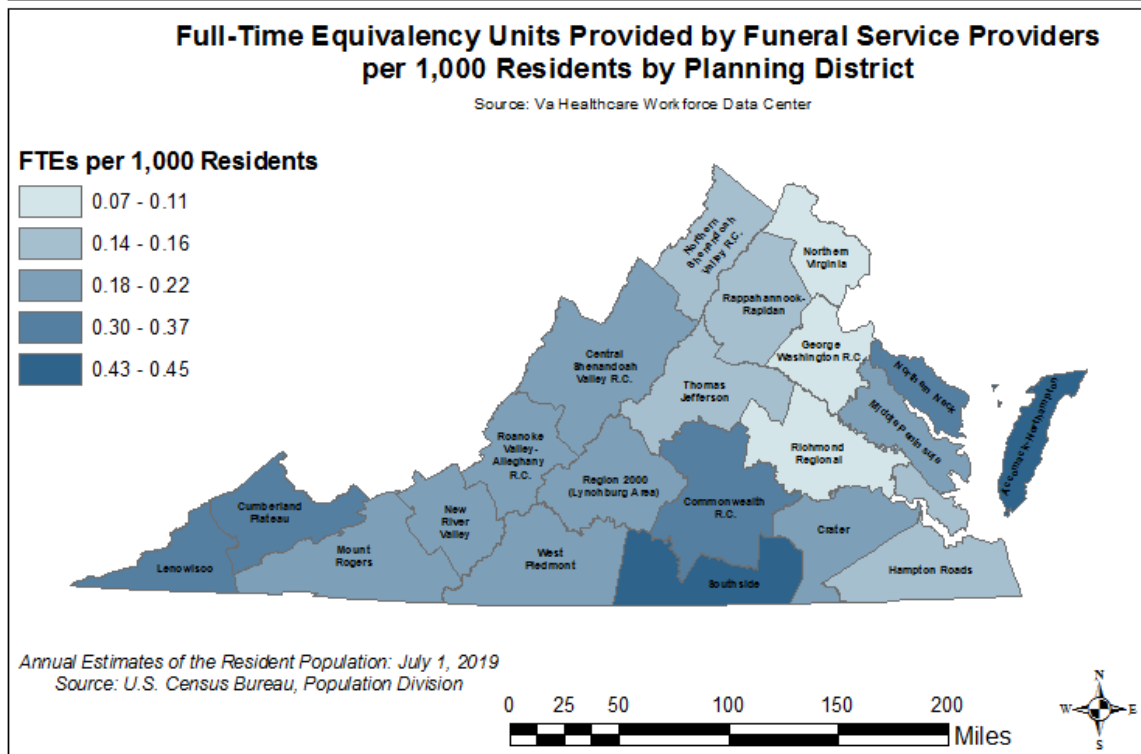
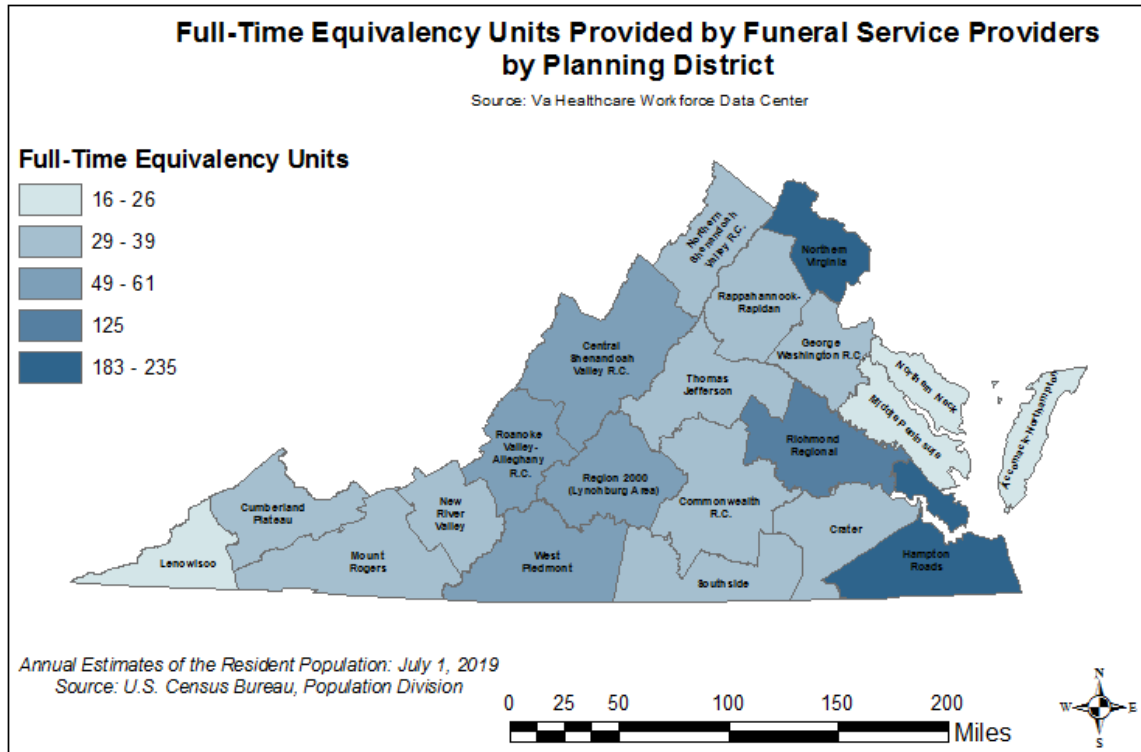
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	708	75.28%	1.328	1.227	1.514
Metro, 250,000 to 1 Million	140	89.29%	1.120	1.035	1.276
Metro, 250,000 or Less	135	80.74%	1.239	1.144	1.411
Urban, Pop. 20,000+, Metro Adj.	52	69.23%	1.444	1.380	1.646
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	98	77.55%	1.289	1.192	1.469
Urban Pop., 2,500-19,999, Non-Adj.	83	85.54%	1.169	1.080	1.332
Rural, Metro Adj.	56	75.00%	1.333	1.232	1.519
Rural, Non-Adj.	35	85.71%	1.167	1.078	1.330
Virginia Border State/D.C.	211	80.09%	1.249	1.154	1.423
Other U.S. State	62	85.48%	1.170	1.081	1.333

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	165	69.09%	1.447	1.276	1.646
35 to 39	141	75.89%	1.318	1.162	1.499
40 to 44	129	81.40%	1.229	1.083	1.397
45 to 49	169	85.21%	1.174	1.035	1.232
50 to 54	193	82.38%	1.214	1.070	1.380
55 to 59	193	81.87%	1.222	1.077	1.389
60 to 64	172	80.81%	1.237	1.091	1.407
65 and Over	418	76.08%	1.314	1.159	1.495

Source: Va. Healthcare Workforce Data Center

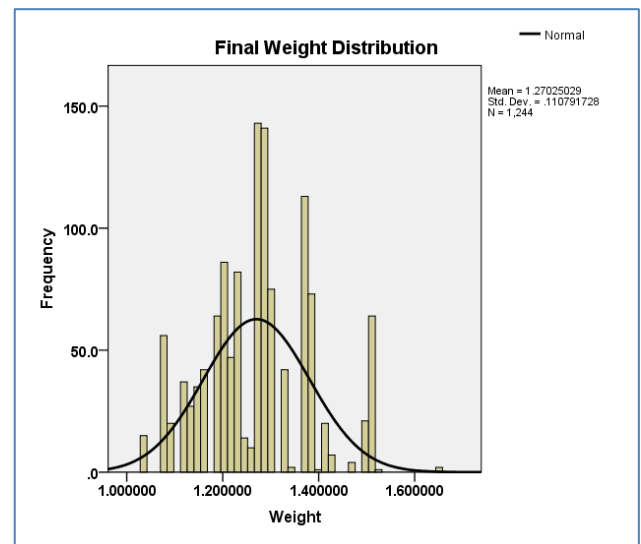
See the Methodology section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.787342



Source: Va. Healthcare Workforce Data Center