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# *Virginia's Funeral Service Provider Workforce: 2022*

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Healthcare Workforce Data Center

May 2022

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*Nearly 1,300 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:	1,583
Virginia's Workforce:	1,297
FTEs:	1,298

### Background

Rural Childhood:	49%
HS Diploma in VA:	72%
Prof. Degree in VA:	49%

### Current Employment

Employed in Prof.:	89%
Hold 1 Full-Time Job:	72%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	85%

### Education

Associate:	74%
Baccalaureate:	18%

### Job Turnover

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

### Demographics

Female:	34%
Diversity Index:	41%
Median Age:	55

### Finances

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

### Time Allocation

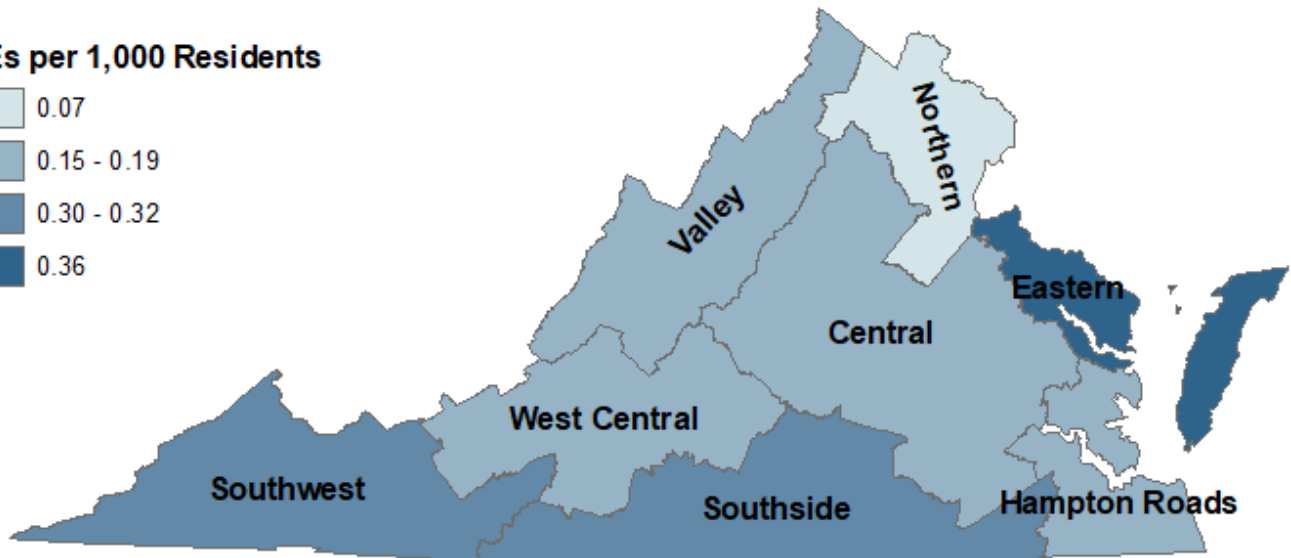
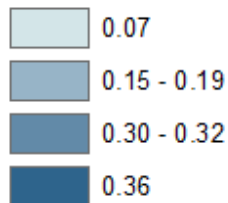
Client Care:	40%-49%
Administration:	40%-49%
Client Care Role:	28%

Source: Va. Healthcare Workforce Data Center

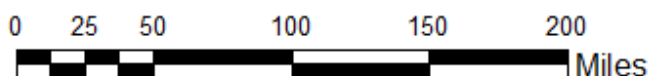
## Full-Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Funeral Service Provider (FSP) Workforce Survey. Nearly 1,300 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 80% of the 1,583 FSPs who are licensed in the state and 85% of renewing practitioners.

The HWDC estimates that 1,297 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 1,298 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than one-third of all FSPs are female, including 57% of those FSPs who are under the age of 40. In a random encounter between two FSPs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. However, this diversity index decreases to 36% for those FSPs who are under the age of 40. Both of these values are below the comparable diversity index of 60% for Virginia's population as a whole. Nearly half of all FSPs grew up in a rural area, and 31% of this group of professionals currently work in a non-metro area of Virginia. In total, 20% of all FSPs currently work in a non-metro area of the state.

Among all FSPs, 89% are currently employed in the profession, 72% hold one full-time job, and 52% work between 40 and 49 hours per week. Nearly all FSPs work in the private sector, including 96% who work in the for-profit sector. More than half of all FSPs are employed at a funeral-only establishment, while another 36% 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, 72% of wage or salaried FSPs receive at least one employer-sponsored benefit, including 56% who have access to health insurance. Overall, 96% of FSPs are satisfied with their current employment situation, including 80% who indicated that they are "very satisfied."

## Summary of Trends

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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 2% (1,583 vs. 1,557). In addition, the size of the FSP workforce has increased by 5% (1,297 vs. 1,239), and the number of FTEs provided by this workforce has increased by 3% (1,298 vs. 1,263). Virginia's renewing FSPs are considerably more likely to respond to this survey (85% vs. 53%).

Virginia's FSPs are relatively more likely to be female (34% vs. 26%), and this is also true among FSPs who are under the age of 40 (57% vs. 46%). There has been no change in the diversity index of the FSP workforce (41%). However, the diversity index among FSPs who are under the age of 40 has fallen (36% vs. 39%) at a time when the comparable diversity index of Virginia's overall population has increased (60% vs. 56%). FSPs are less likely to have grown up in a rural area (49% vs. 56%), and this group of professionals is less likely to work in a non-metro area of Virginia (31% vs. 38%). In total, the percentage of all FSPs who work in a non-metro area of the state has declined (20% vs. 25%).

FSPs are more likely to be currently employed in the profession (89% vs. 87%) and work between 40 and 49 hours per week (52% vs. 50%). On the other hand, the percentage of FSPs who hold one full-time job has fallen (72% vs. 76%). There has been no change in the one-year rates of involuntary unemployment (1%) and underemployment (1%). At the same time, FSPs are less likely to be employed at their primary work location for more than two years (78% vs. 80%).

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 (25% vs. 22%) instead of a salary (62% vs. 64%). Meanwhile, FSPs who receive either a salary or an hourly wage at their primary work location are less likely to receive at least one employer-sponsored benefit (72% vs. 75%), and this includes those FSPs who have access of health insurance (56% vs. 59%). FSPs are slightly more likely to indicate that they are "very satisfied" with their current work situation (80% vs. 79%).

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	1,447	91%
New Licensees	51	3%
Non-Renewals	85	5%
<b>All Licensees</b>	<b>1,583</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing FSPs, 85% submitted a survey. These represent 80% of the 1,583 FSPs who held a license at some point in the past year.*

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2022.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2021 and March 2022.
- 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
<b>By Age</b>			
Under 35	53	117	69%
35 to 39	24	102	81%
40 to 44	26	117	82%
45 to 49	27	131	83%
50 to 54	28	166	86%
55 to 59	31	159	84%
60 to 64	36	142	80%
65 and Over	97	327	77%
<b>Total</b>	<b>322</b>	<b>1,261</b>	<b>80%</b>
<b>New Licenses</b>			
Issued in Past Year	33	18	35%
<b>Metro Status</b>			
Non-Metro	65	262	80%
Metro	215	768	78%
Not in Virginia	42	231	85%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>1,261</b>
Response Rate, All Licensees	<b>80%</b>
Response Rate, Renewals	<b>85%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed FSPs**  
 Number: 1,583  
 New 3%  
 Not Renewed: 5%

**Response Rates**  
 All Licensees: 80%  
 Renewing Practitioners: 85%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

FSP Workforce: 1,297  
 FTEs: 1,298

### Utilization Ratios

Licenses in VA Workforce: 82%  
 Licenses per FTE: 1.22  
 Workers per FTE: 1.00

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.

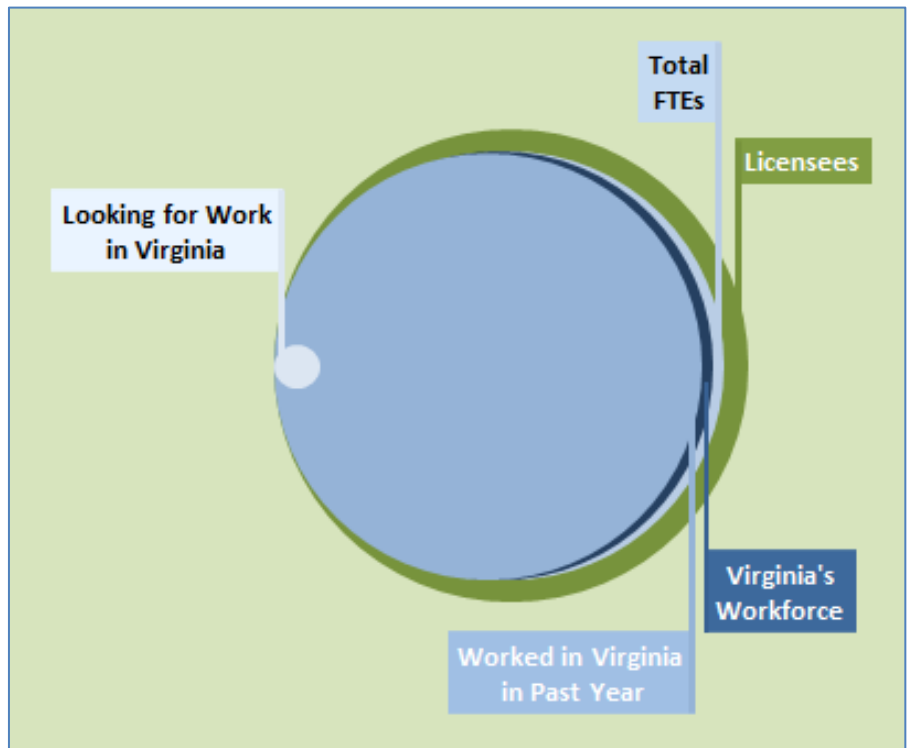
### Virginia's FSP Workforce

Status	#	%
Worked in Virginia in Past Year	1,283	99%
Looking for Work in Virginia	14	1%
Virginia's Workforce	1,297	100%
Total FTEs	1,298	
Licenses	1,583	

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	33	35%	62	65%	95	12%
35 to 39	34	57%	26	43%	60	7%
40 to 44	47	53%	41	47%	88	11%
45 to 49	51	61%	33	39%	84	10%
50 to 54	56	66%	30	34%	86	11%
55 to 59	76	73%	29	28%	105	13%
60 to 64	72	74%	25	26%	97	12%
65 and Over	159	84%	31	16%	191	24%
<b>Total</b>	<b>529</b>	<b>66%</b>	<b>276</b>	<b>34%</b>	<b>805</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Funeral Service Providers		FSPs Under 40	
	%	#	%	#	%
White	59%	612	74%	126	79%
Black	18%	170	21%	12	8%
Asian	7%	4	0%	2	1%
Other Race	1%	1	0%	0	0%
Two or More Races	5%	18	2%	6	4%
Hispanic	11%	21	3%	13	8%
<b>Total</b>	<b>100%</b>	<b>826</b>	<b>100%</b>	<b>159</b>	<b>100%</b>

\*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, 2020.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 34%  
 % Under 40 Female: 57%

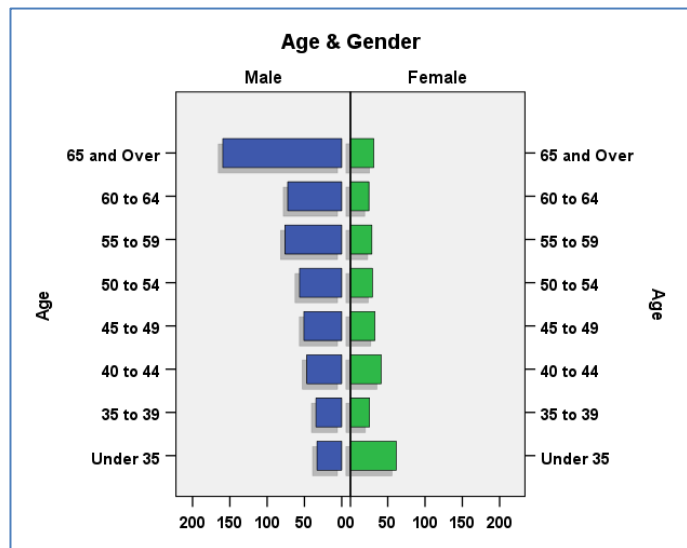
**Age**  
 Median Age: 55  
 % Under 40: 19%  
 % 55 and Over: 49%

**Diversity**  
 Diversity Index: 41%  
 Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two FSPs, there is a 41% 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 60%.*

*Nearly 20% of all FSPs are under the age of 40, and 57% of this group of professionals are female. In addition, the diversity index among this group of FSPs is 36%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 15%  
 Rural Childhood: 49%

### Virginia Background

HS in Virginia: 72%  
 Prof. Edu. in VA: 49%  
 HS or Prof. Edu. in VA: 78%

### Location Choice

% Rural to Non-Metro: 31%  
 % Urban/Suburban to Non-Metro: 8%

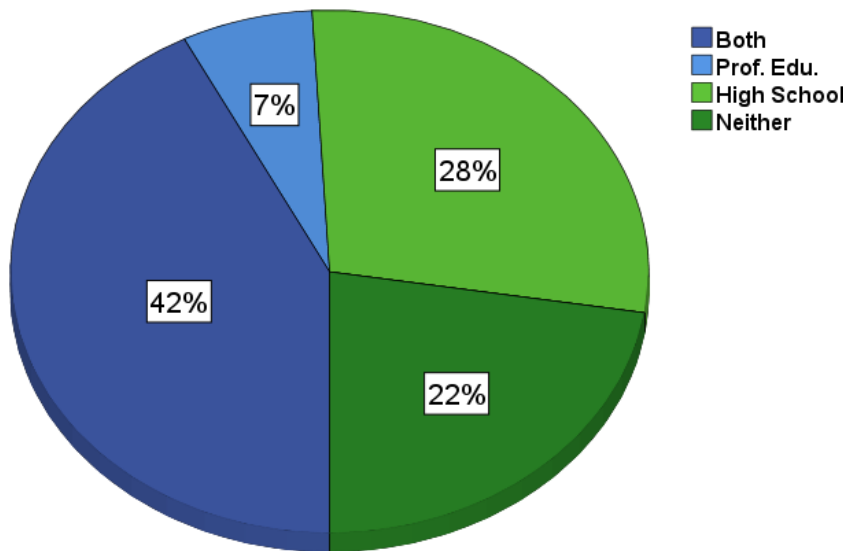
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	33%	48%	19%
2	Metro, 250,000 to 1 Million	63%	23%	14%
3	Metro, 250,000 or Less	65%	26%	9%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	50%	29%	21%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	95%	3%	3%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	85%	13%	3%
8	Rural, Metro Adjacent	76%	19%	5%
9	Rural, Non-Adjacent	87%	0%	13%
<b>Overall</b>		<b>49%</b>	<b>36%</b>	<b>15%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Nearly half of all FSPs grew up in a rural area, and 31% of this group of professionals currently work in a non-metro area of Virginia. In total, 20% of all FSPs currently work in a non-metro area of the state.*

## Top Ten States for Funeral Service Provider Recruitment

Rank	All Funeral Service Providers			
	High School	#	Professional School	#
1	Virginia	587	Virginia	392
2	Pennsylvania	33	Georgia	104
3	New York	29	Pennsylvania	69
4	Maryland	22	Ohio	60
5	North Carolina	21	New York	28
6	West Virginia	18	Maryland	22
7	Ohio	11	Texas	17
8	Illinois	11	Indiana	16
9	Florida	10	North Carolina	15
10	Tennessee	9	Washington, D.C.	14

Source: Va. Healthcare Workforce Data Center

*Among all FSPs, 72% received their high school degree in Virginia, and 49% also received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	100	Virginia	87
2	Pennsylvania	10	Pennsylvania	23
3	New York	8	Texas	9
4	Maryland	7	Georgia	6
5	North Carolina	4	Washington, D.C.	5
6	California	3	Illinois	4
7	Texas	3	Tennessee	4
8	Illinois	3	New York	4
9	West Virginia	3	North Carolina	4
10	Georgia	2	Ohio	3

Source: Va. Healthcare Workforce Data Center

*Among FSPs who obtained their initial license in the past five years, 63% received their high school degree in Virginia, and 55% 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 four out of every five of these licensees worked at some point in the past year, including 69% who currently work as a FSP.*

### At a Glance:

#### Not in VA Workforce

Total:	287
% of Licensees:	18%
Federal/Military:	4%
VA Border State/DC:	37%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	38	5%
Associate Degree	587	74%
Baccalaureate Degree	141	18%
Master's Degree	26	3%
Doctorate	2	0%
<b>Total</b>	<b>794</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all FSPs carry education debt, including 40% of those FSPs who are under the age of 40. For those FSPs with education debt, the median debt amount is between \$20,000 and \$30,000.

At a Glance:

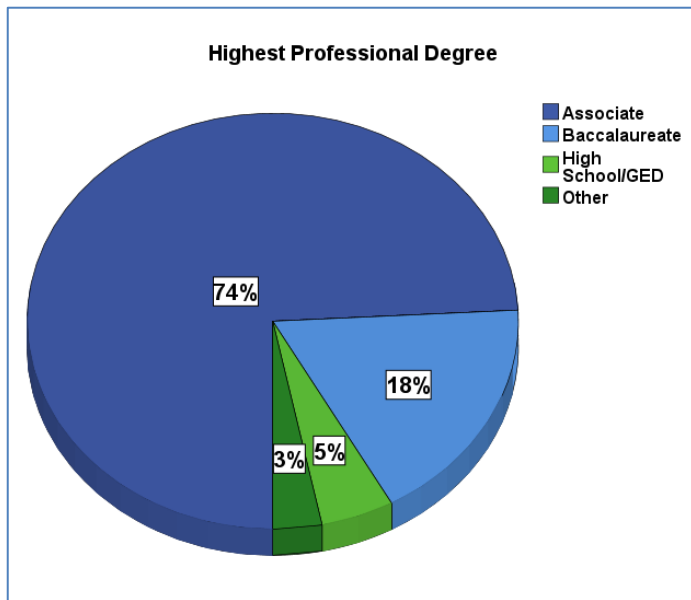
Education

Associate:	74%
Baccalaureate:	18%
High School/GED:	5%

Education Debt

Carry Debt:	22%
Under Age 40 w/ Debt:	40%
Median Debt:	\$20k-\$30k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All FSPs		FSPs Under 40	
	#	%	#	%
None	498	78%	78	60%
Less than \$10,000	37	6%	15	12%
\$10,000-\$19,999	20	3%	8	6%
\$20,000-\$29,999	16	3%	9	7%
\$30,000-\$39,999	19	3%	5	4%
\$40,000-\$49,999	8	1%	4	3%
\$50,000-\$59,999	7	1%	4	3%
\$60,000-\$69,999	3	0%	1	1%
\$70,000-\$79,999	8	1%	1	1%
\$80,000-\$89,999	4	1%	0	0%
\$90,000-\$99,999	4	1%	0	0%
\$100,000 or More	11	2%	5	4%
<b>Total</b>	<b>635</b>	<b>100%</b>	<b>130</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 89%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 72%  
 2 or More Positions: 12%

### Weekly Hours:

40 to 49: 52%  
 60 or More: 16%  
 Less than 30: 8%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a FSP-Related Capacity	726	89%
Employed, NOT in a FSP-Related Capacity	52	6%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	< 1%
Voluntarily Unemployed	15	2%
Retired	22	3%
<b>Total</b>	<b>818</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all FSPs, 89% are currently employed in the profession, 72% hold one full-time job, and 52% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	40	5%
One Part-Time Position	82	10%
Two Part-Time Positions	19	2%
One Full-Time Position	572	72%
One Full-Time Position & One Part-Time Position	34	4%
Two Full-Time Positions	17	2%
More than Two Positions	27	3%
<b>Total</b>	<b>791</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	40	5%
1 to 9 Hours	24	3%
10 to 19 Hours	26	3%
20 to 29 Hours	14	2%
30 to 39 Hours	34	4%
40 to 49 Hours	402	52%
50 to 59 Hours	107	14%
60 to 69 Hours	78	10%
70 to 79 Hours	12	2%
80 or More Hours	30	4%
<b>Total</b>	<b>767</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	15	3%
Less than \$30,000	60	11%
\$30,000-\$39,999	28	5%
\$40,000-\$49,999	52	10%
\$50,000-\$59,999	77	14%
\$60,000-\$69,999	70	13%
\$70,000-\$79,999	62	12%
\$80,000-\$89,999	45	8%
\$90,000-\$99,999	20	4%
\$100,000-\$109,999	32	6%
\$110,000-\$119,999	10	2%
\$120,000 or More	66	12%
<b>Total</b>	<b>538</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 56%  
Retirement: 46%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 80%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	622	80%
Somewhat Satisfied	132	17%
Somewhat Dissatisfied	17	2%
Very Dissatisfied	11	1%
<b>Total</b>	<b>782</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical FSP earns between \$60,000 and \$70,000 per year. In addition, 72% of all wage and salaried 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	473	65%	68%
Paid Sick Leave	400	55%	58%
Health Insurance	394	54%	56%
Dental Insurance	312	43%	46%
Retirement	312	43%	46%
Group Life Insurance	241	33%	38%
Signing/Retention Bonus	55	8%	7%
<b>At Least One Benefit</b>	<b>507</b>	<b>70%</b>	<b>72%</b>

\*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 . . . ?	#	%
Experience Involuntary Unemployment?	8	1%
Experience Voluntary Unemployment?	40	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	15	1%
Work Two or More Positions at the Same Time?	128	10%
Switch Employers or Practices?	38	3%
<b>Experience at Least One?</b>	<b>214</b>	<b>16%</b>

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 3.5% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	27	4%	30	16%
Less than 6 Months	31	4%	7	4%
6 Months to 1 Year	40	5%	8	4%
1 to 2 Years	74	10%	19	10%
3 to 5 Years	141	18%	28	15%
6 to 10 Years	124	16%	34	19%
More than 10 Years	330	43%	56	31%
<b>Subtotal</b>	<b>767</b>	<b>100%</b>	<b>182</b>	<b>100%</b>
Did Not Have Location	26		1,092	
Item Missing	503		22	
<b>Total</b>	<b>1,297</b>		<b>1,297</b>	

Source: Va. Healthcare Workforce Data Center

*More than 60% of FSPs are salaried employees at their primary work location, while 25% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 3%  
New Location: 11%  
Over 2 Years: 78%  
Over 2 Yrs., 2<sup>nd</sup> Location: 65%

**Employment Type**

Salary/Commission: 62%  
Hourly Wage: 25%

Source: Va. Healthcare Workforce Data Center

*Nearly four out of every five FSPs have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
Salary/Commission	315	62%
Hourly Wage	127	25%
By Contract	18	4%
Business/Practice Income	38	7%
Unpaid	10	2%
<b>Subtotal</b>	<b>507</b>	<b>100%</b>
Did Not Have Location	26	
Item Missing	763	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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 2.7% and a high of 4.5%. At the time of publication, the unemployment rate from March 2022 was still preliminary.

## At a Glance:

### Concentration

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

### Locations

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

Source: Va. Healthcare Workforce Data Center

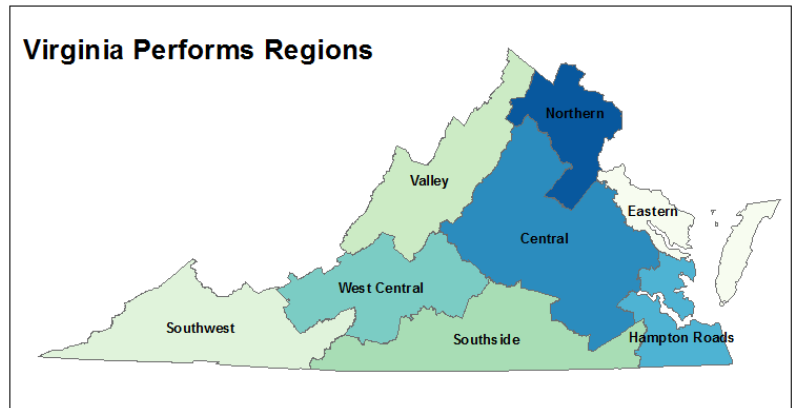
*Three out of every five FSPs work in Central Virginia, Hampton Roads, and Northern Virginia.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	175	23%	38	19%
Eastern	26	3%	17	9%
Hampton Roads	142	19%	35	18%
Northern	142	19%	21	11%
Southside	63	8%	17	9%
Southwest	69	9%	18	9%
Valley	43	6%	10	5%
West Central	97	13%	22	11%
Virginia Border State/D.C.	3	0%	8	4%
Other U.S. State	6	1%	10	5%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>766</b>	<b>100%</b>	<b>196</b>	<b>100%</b>
Item Missing	505		10	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

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

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	14	2%	37	5%
1	560	72%	583	75%
2	120	15%	90	12%
3	59	8%	46	6%
4	7	1%	5	1%
5	9	1%	9	1%
6 or More	9	1%	8	1%
<b>Total</b>	<b>777</b>	<b>100%</b>	<b>777</b>	<b>100%</b>

\*At the time of survey completion, March 2022.

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	687	96%	148	93%
<b>Non-Profit</b>	10	1%	4	3%
<b>State/Local Government</b>	13	2%	7	4%
<b>Veterans Administration</b>	1	0%	0	0%
<b>U.S. Military</b>	0	0%	0	0%
<b>Other Federal Government</b>	4	1%	1	1%
<b>Total</b>	<b>715</b>	<b>100%</b>	<b>160</b>	<b>100%</b>
<b>Did Not Have Location</b>	26		1,092	
<b>Item Missing</b>	556		45	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

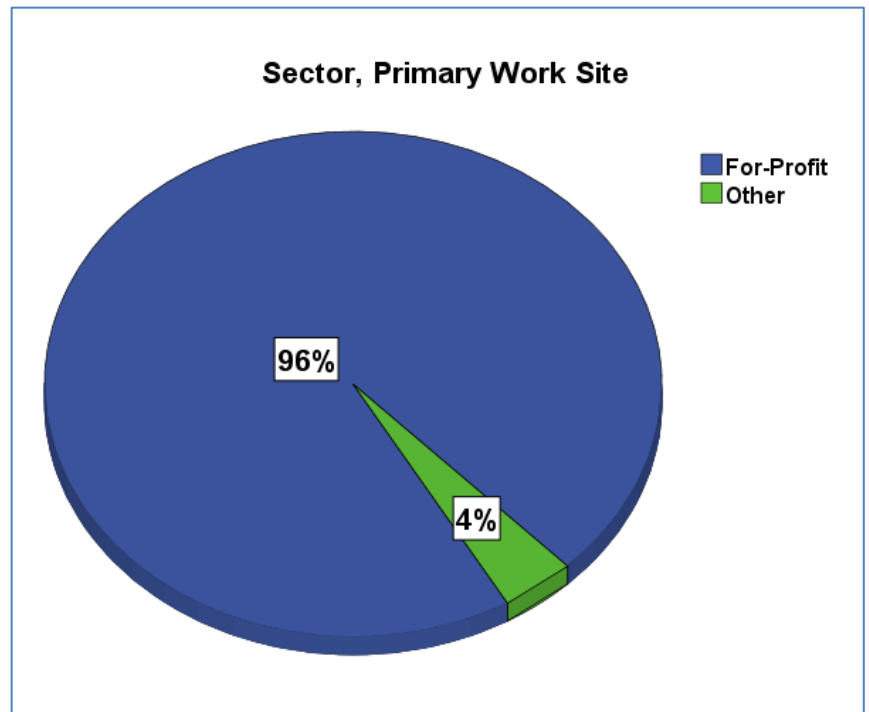
For-Profit:	96%
Federal:	1%

**Top Establishments**

Funeral-Only Establishment:	56%
Funeral Establishment w/ Crematory:	36%

Source: Va. Healthcare Workforce Data Center

Nearly all FSPs work in the private sector, including 96% who work in the for-profit sector.



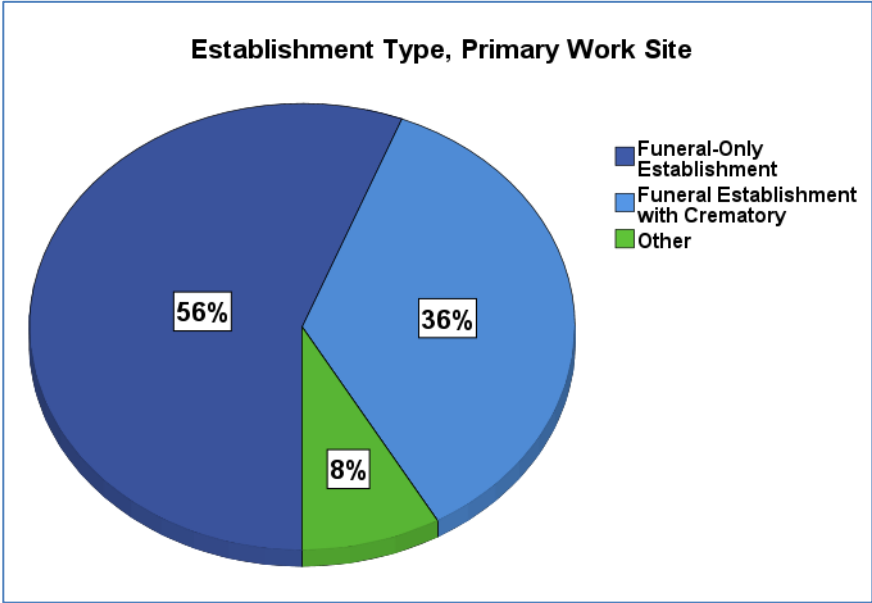
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment	391	56%	98	64%
Funeral Establishment Combined with Crematory	250	36%	32	21%
Funeral Establishment Combined with Surface Transport and Removal	8	1%	5	3%
Crematory (Only)	5	1%	0	0%
Academic Institution	4	1%	6	4%
Surface Transport and Removal (Only)	3	0%	1	1%
Other Practice Setting	39	6%	10	7%
<b>Total</b>	<b>700</b>	<b>100%</b>	<b>152</b>	<b>100%</b>
<b>Did Not Have a Location</b>	26		1,092	

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five FSPs work at a funeral-only establishment as their primary work location. Another 36% work at an establishment that combines funeral and crematory services.

Among those FSPs who also have a secondary work location, 64% work at a funeral-only establishment, while another 21% work at an establishment that combines funeral and crematory services.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:  
(Primary Locations)**

**Languages Offered**

Spanish:	11%
Tagalog/Filipino:	1%
Arabic:	1%

**Means of Communication**

Other Staff Members:	58%
Onsite Translation:	16%
Respondent:	14%

Source: Va. Healthcare Workforce Data Center

*More than one out of every ten FSPs are employed at a primary work location that offers Spanish language services for clients.*

Languages Offered		
Language	#	% of Workforce
Spanish	140	11%
Tagalog/Filipino	12	1%
Arabic	8	1%
Chinese	8	1%
Vietnamese	8	1%
Hindi	7	1%
Amharic, Somali, or Other Afro-Asiatic Languages	6	0%
French	6	0%
Korean	6	0%
Pashto	5	0%
Persian	5	0%
Urdu	5	0%
Others	11	1%
<b>At Least One Language</b>	<b>146</b>	<b>11%</b>

Source: Va. Healthcare Workforce Data Center

*Nearly three out of every five FSPs who are employed at a primary work location that offers language services for clients provide it by means of a staff member who is proficient.*

**Means of Language Communication**

Provision	#	% of Workforce with Language Services
<b>Other Staff Member is Proficient</b>	85	58%
<b>Onsite Translation Service</b>	23	16%
<b>Respondent is Proficient</b>	21	14%
<b>Virtual Translation Services</b>	17	12%
<b>Other</b>	14	10%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

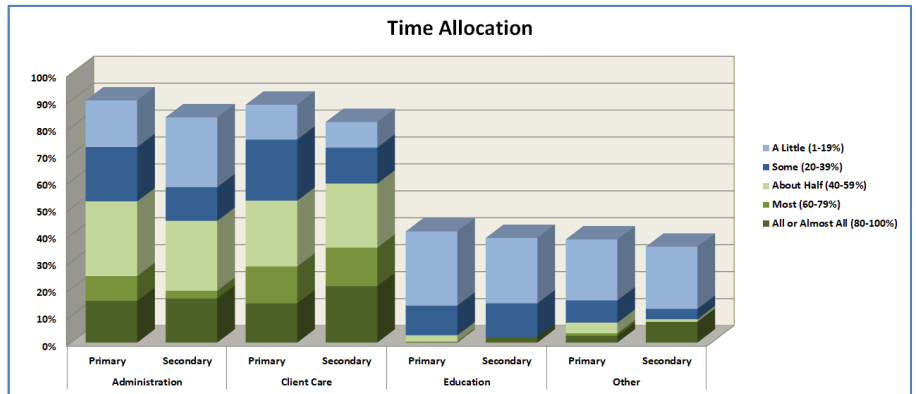
Client Care: 28%  
Administration: 25%  
Other: 3%

### Client 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, 53% 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
<b>All or Almost All (80-100%)</b>	15%	16%	15%	21%	0%	2%	3%	8%
<b>Most (60-79%)</b>	9%	3%	14%	14%	0%	0%	1%	0%
<b>About Half (40-59%)</b>	28%	26%	25%	24%	2%	0%	4%	1%
<b>Some (20-39%)</b>	20%	13%	23%	13%	11%	13%	8%	4%
<b>A Little (1-19%)</b>	17%	26%	13%	10%	28%	24%	23%	23%
<b>None (0%)</b>	10%	16%	12%	18%	59%	61%	62%	64%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	20	3%	-	-
<b>50 to 54</b>	14	2%	1	0%
<b>55 to 59</b>	26	4%	7	2%
<b>60 to 64</b>	90	15%	37	11%
<b>65 to 69</b>	166	27%	92	27%
<b>70 to 74</b>	94	16%	74	21%
<b>75 to 79</b>	28	5%	24	7%
<b>80 or Over</b>	23	4%	18	5%
<b>I Do Not Intend to Retire</b>	144	24%	94	27%
<b>Total</b>	<b>605</b>	<b>100%</b>	<b>347</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All FSPs**

Under 65: 25%  
Under 60: 10%

**FSPs 50 and Over**

Under 65: 13%  
Under 60: 2%

**Time Until Retirement**

Within 2 Years: 9%  
Within 10 Years: 27%  
Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

*One-quarter of all FSPs expect to retire before the age of 65. Among FSPs who are age 50 and over, 13% expect to retire by the age of 65.*

*Within the next two years, 5% of FSPs expect to increase practice hours, and 4% also expect to pursue additional educational opportunities.*

**Future Plans**

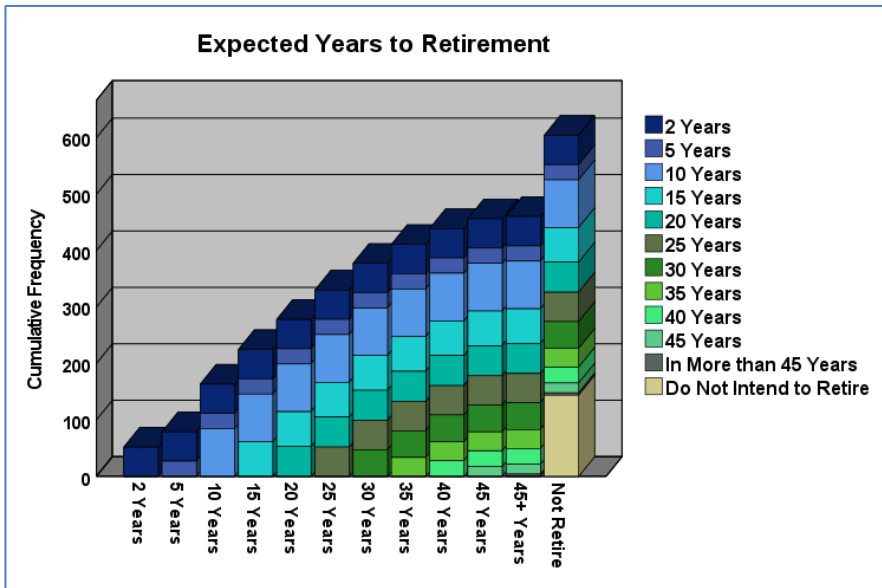
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	24	2%
<b>Leave Virginia</b>	22	2%
<b>Decrease Practice Hours</b>	95	7%
<b>Decrease Teaching Hours</b>	4	0%
<b>Increase Participation</b>		
<b>Increase Practice Hours</b>	66	5%
<b>Increase Teaching Hours</b>	30	2%
<b>Pursue Additional Education</b>	51	4%
<b>Return to the Workforce</b>	6	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, 27% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2047.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
<b>2 Years</b>	52	9%	9%
<b>5 Years</b>	27	4%	13%
<b>10 Years</b>	85	14%	27%
<b>15 Years</b>	61	10%	37%
<b>20 Years</b>	53	9%	46%
<b>25 Years</b>	52	9%	55%
<b>30 Years</b>	47	8%	62%
<b>35 Years</b>	34	6%	68%
<b>40 Years</b>	28	5%	73%
<b>45 Years</b>	17	3%	75%
<b>50 Years</b>	0	0%	75%
<b>55 Years</b>	0	0%	75%
<b>In More than 55 Years</b>	4	1%	76%
<b>Do Not Intend to Retire</b>	144	24%	100%
<b>Total</b>	<b>605</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2032. Retirement will peak at 14% of the current workforce around the same time before declining to under 10% again around 2042.

## At a Glance:

### FTEs

Total: 1,298  
 FTEs/1,000 Residents<sup>2</sup>: 0.150  
 Average: 1.02

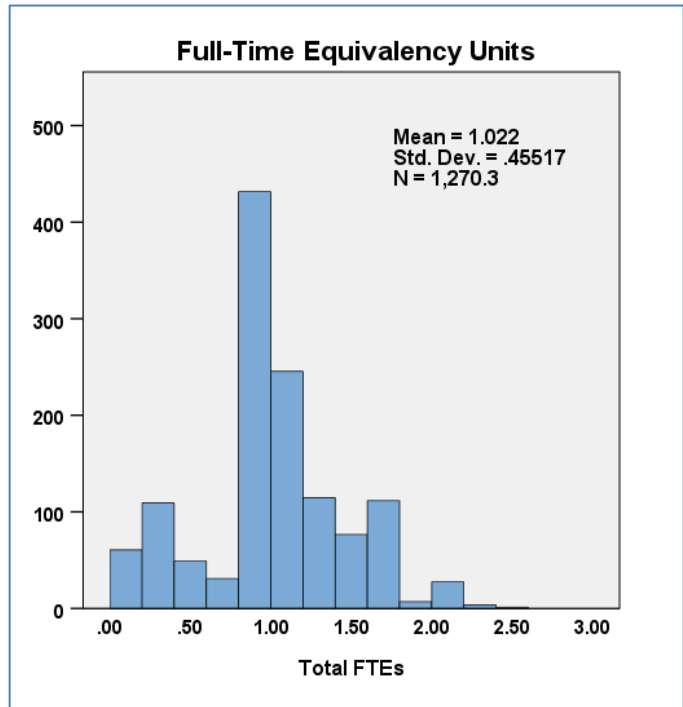
### Age & Gender Effect

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

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

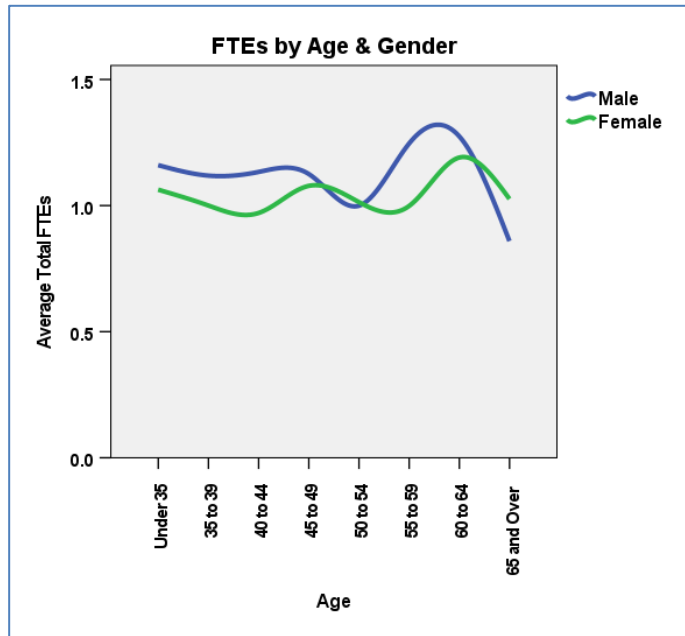


Source: Va. Healthcare Workforce Data Center

The typical FSP provided 0.96 FTEs during the past year, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 35	1.05	0.96
35 to 39	1.03	0.96
40 to 44	1.04	0.96
45 to 49	1.04	0.96
50 to 54	0.69	0.30
55 to 59	1.38	1.48
60 to 64	1.15	0.99
65 and Over	0.93	0.96
<b>Gender</b>		
Male	1.07	1.09
Female	1.04	1.08

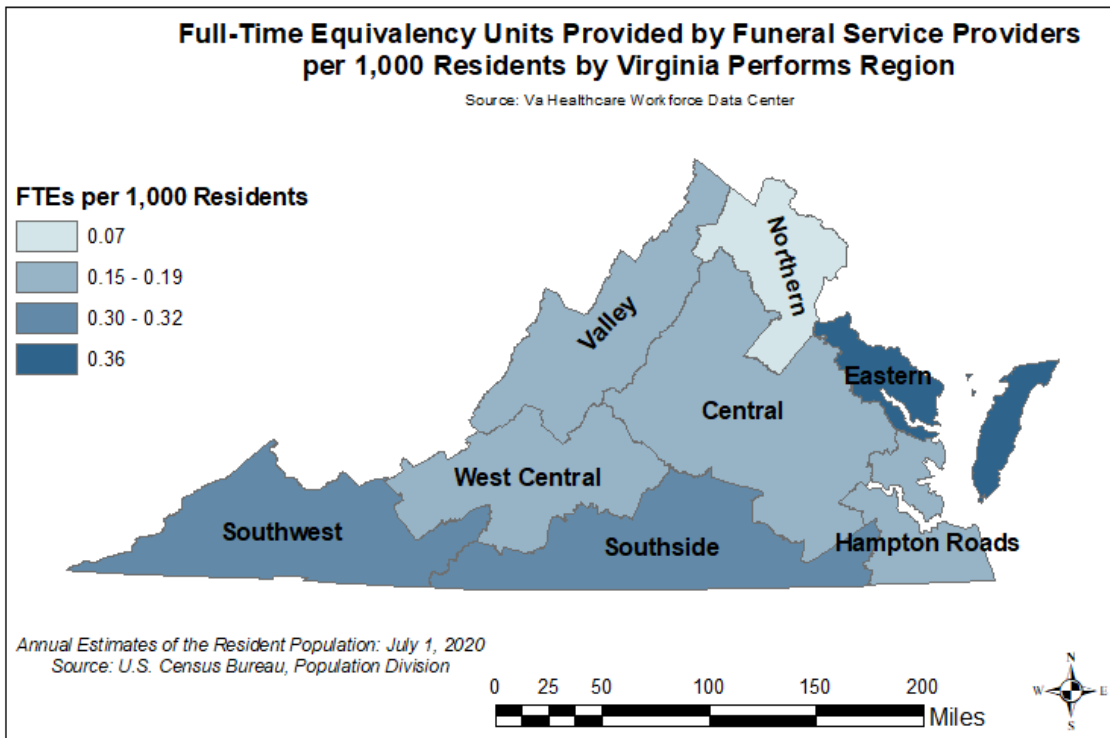
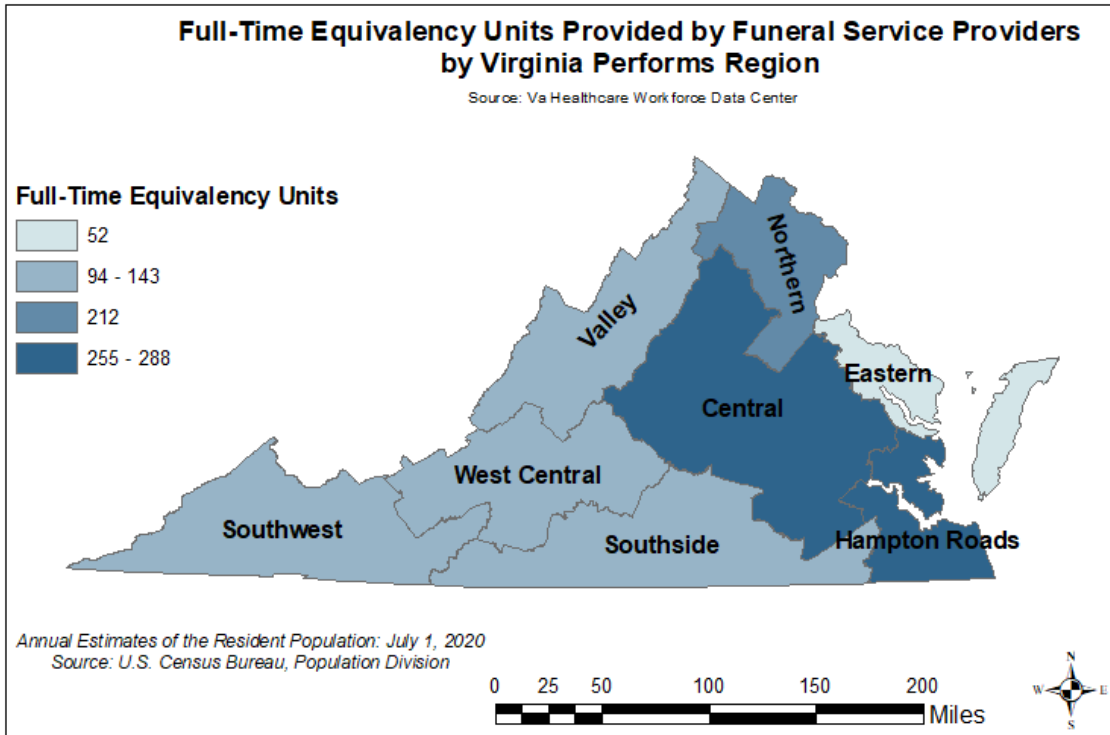
Source: Va. Healthcare Workforce Data Center



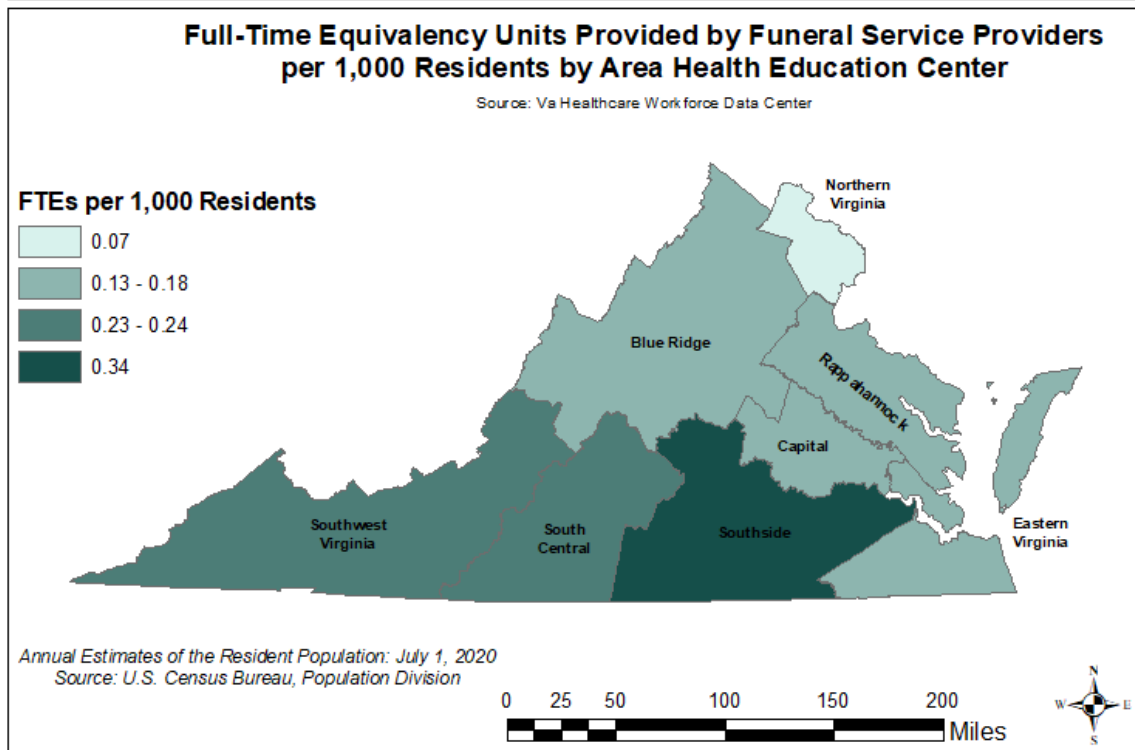
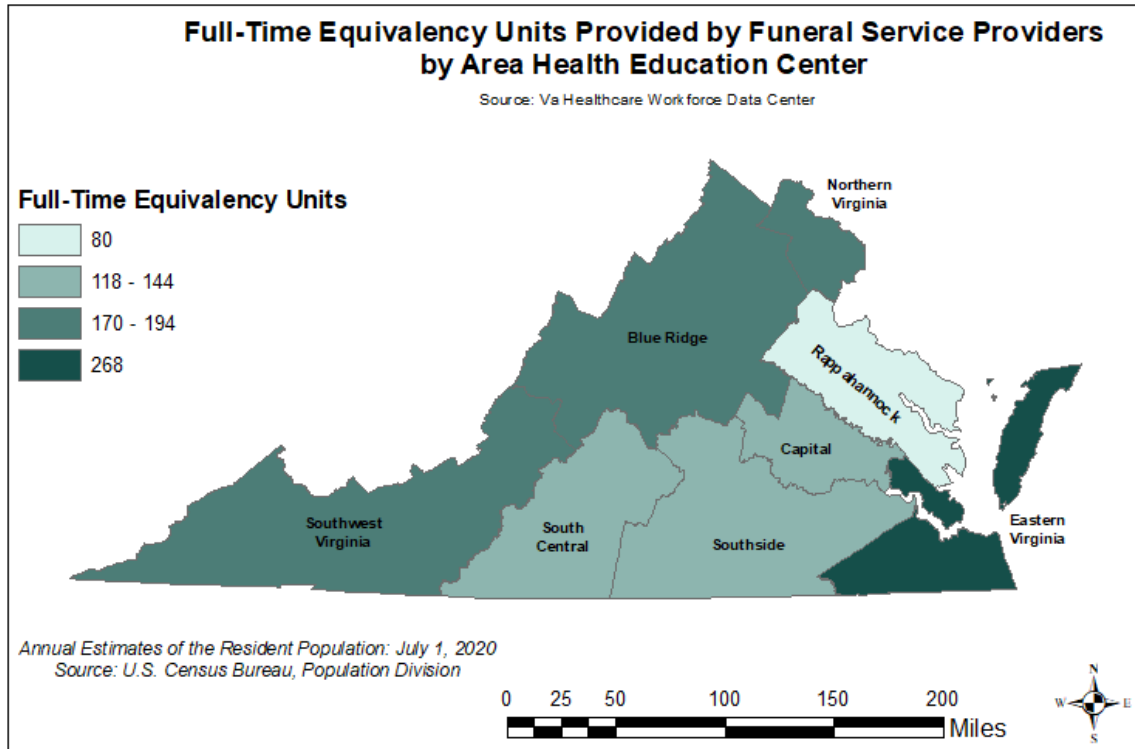
Source: Va. Healthcare Workforce Data Center

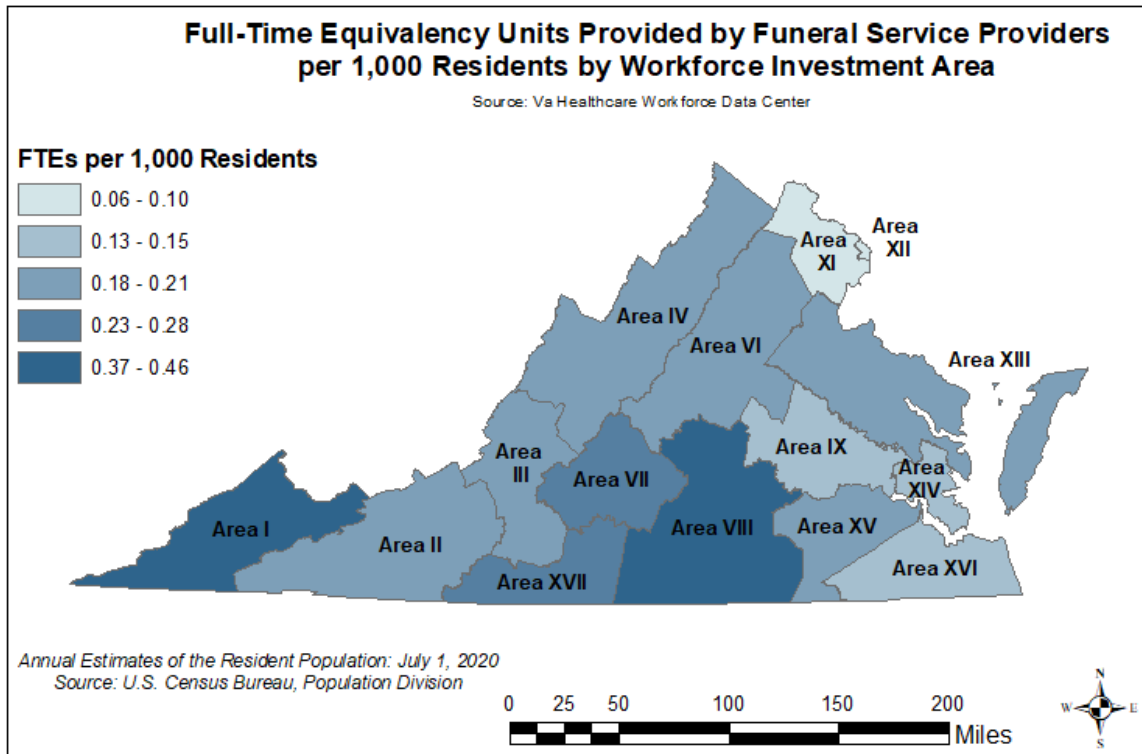
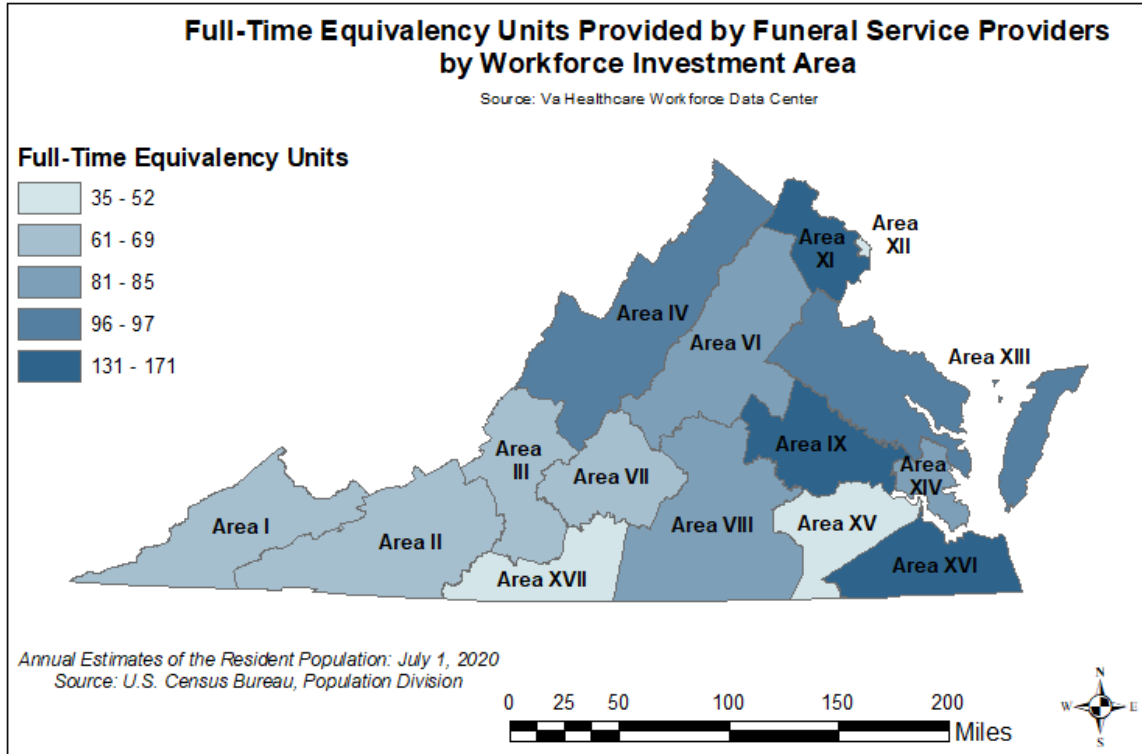
<sup>2</sup> Number of residents in 2020 was used as the denominator.

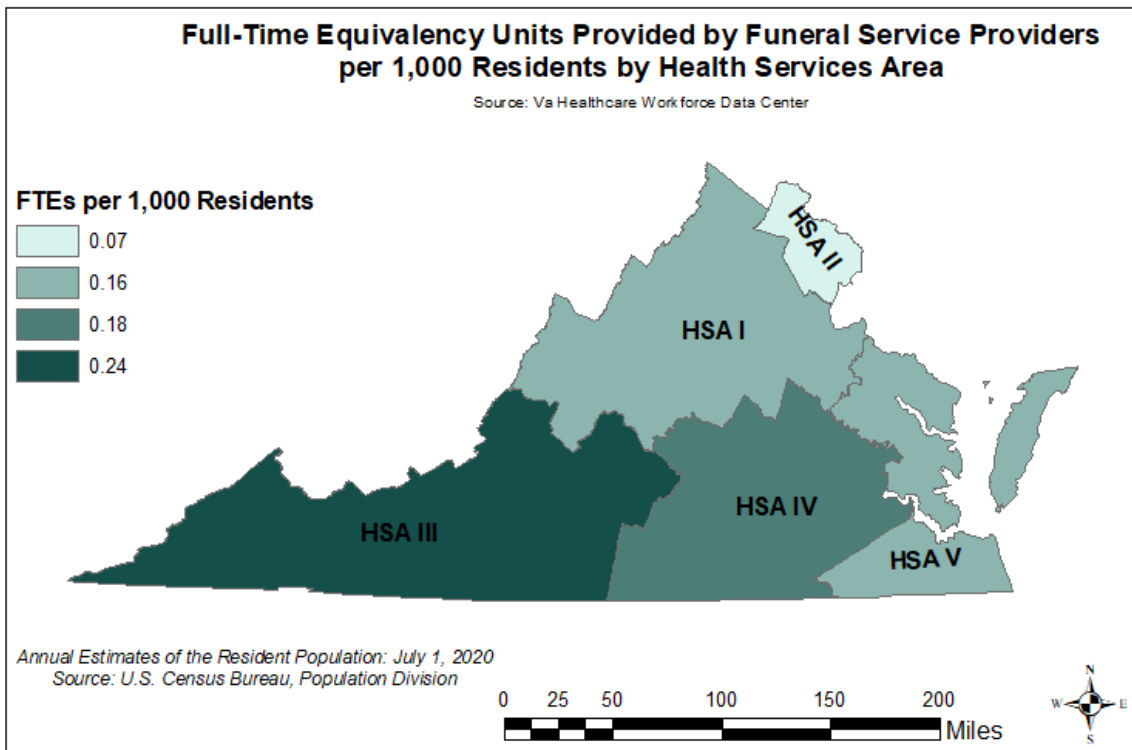
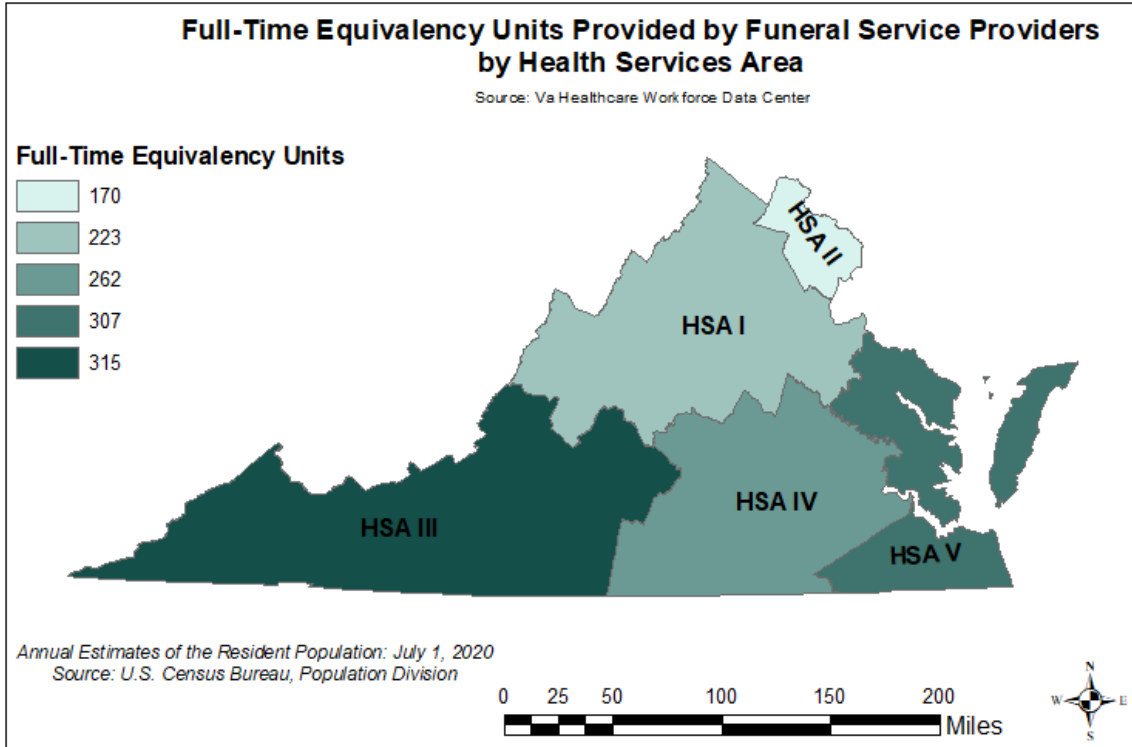
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

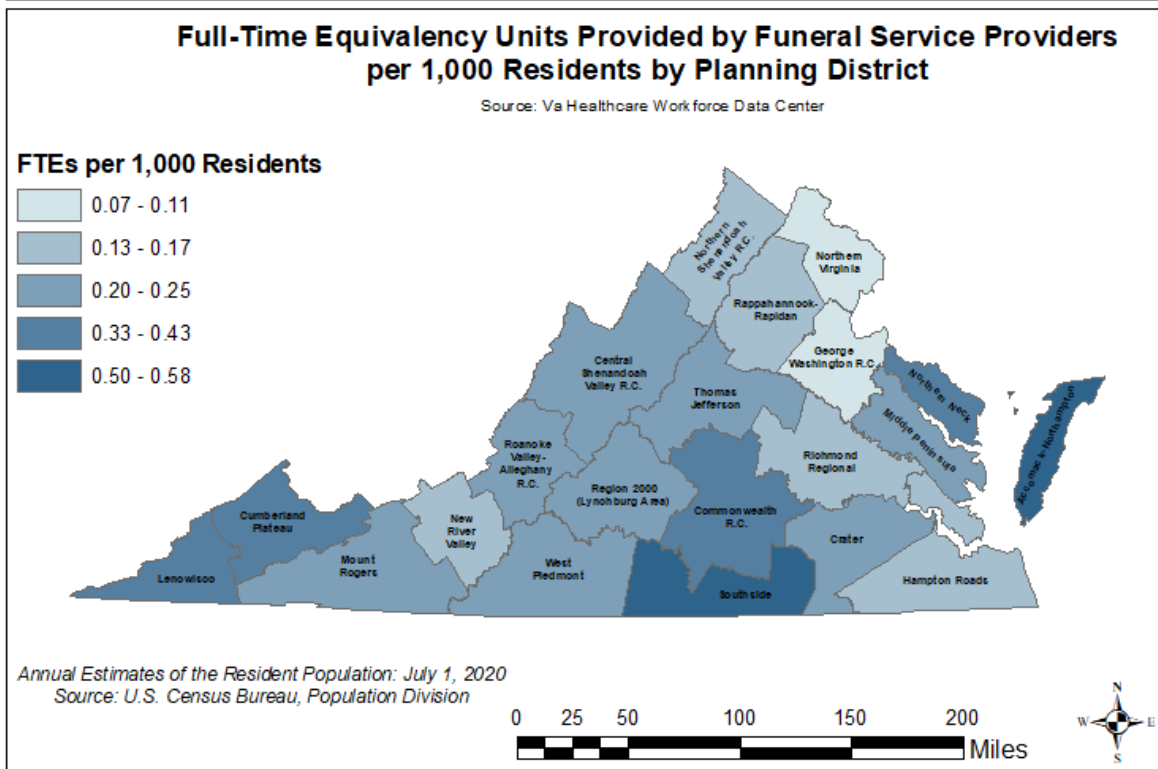
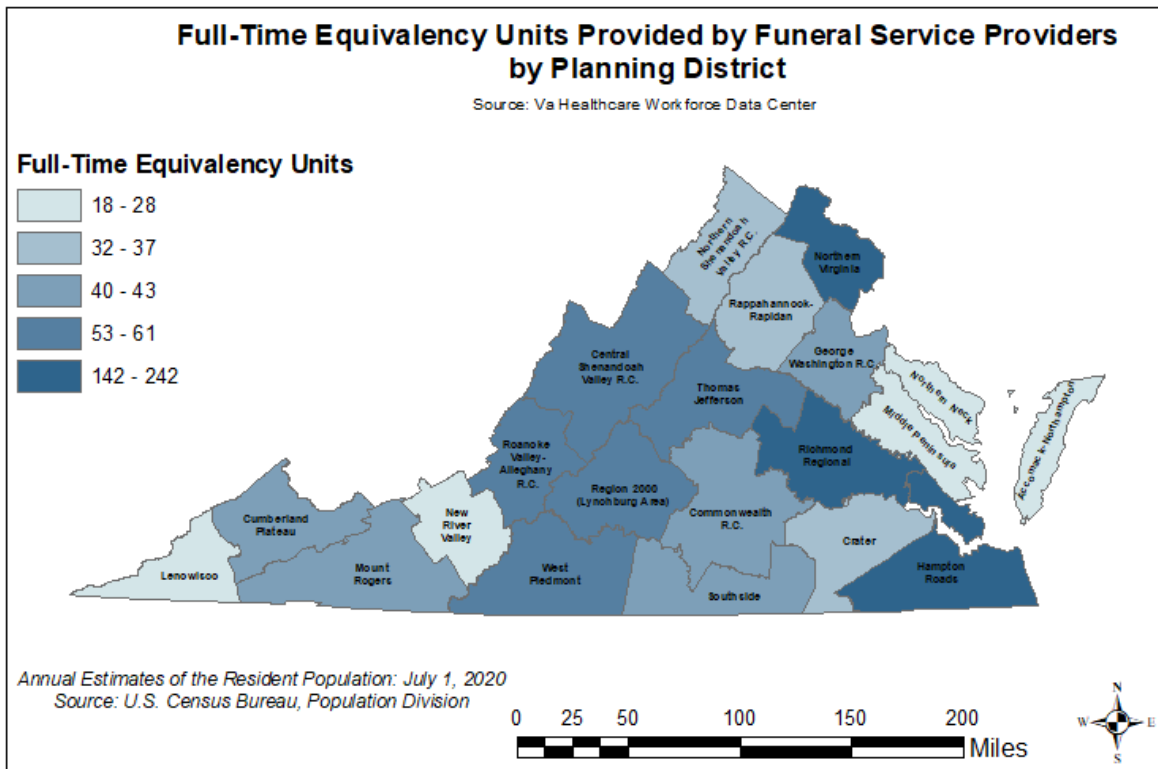












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	708	75.56%	1.323	1.232	1.532
<b>Metro, 250,000 to 1 Million</b>	139	87.77%	1.139	1.061	1.319
<b>Metro, 250,000 or Less</b>	136	81.62%	1.225	1.141	1.418
<b>Urban, Pop. 20,000+, Metro Adj.</b>	52	71.15%	1.405	1.308	1.627
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	100	79.00%	1.266	1.178	1.465
<b>Urban Pop., 2,500-19,999, Non-Adj.</b>	85	85.88%	1.164	1.084	1.348
<b>Rural, Metro Adj.</b>	55	80.00%	1.250	1.164	1.291
<b>Rural, Non-Adj.</b>	35	82.86%	1.207	1.124	1.397
<b>Virginia Border State/D.C.</b>	211	84.36%	1.185	1.104	1.372
<b>Other U.S. State</b>	62	85.48%	1.170	1.089	1.354

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 35</b>	170	68.82%	1.453	1.319	1.627
<b>35 to 39</b>	126	80.95%	1.235	1.121	1.383
<b>40 to 44</b>	143	81.82%	1.222	1.109	1.368
<b>45 to 49</b>	158	82.91%	1.206	1.095	1.271
<b>50 to 54</b>	194	85.57%	1.169	1.061	1.308
<b>55 to 59</b>	190	83.68%	1.195	1.085	1.338
<b>60 to 64</b>	178	79.78%	1.254	1.138	1.403
<b>65 and Over</b>	424	77.12%	1.297	1.177	1.452

Source: Va. Healthcare Workforce Data Center

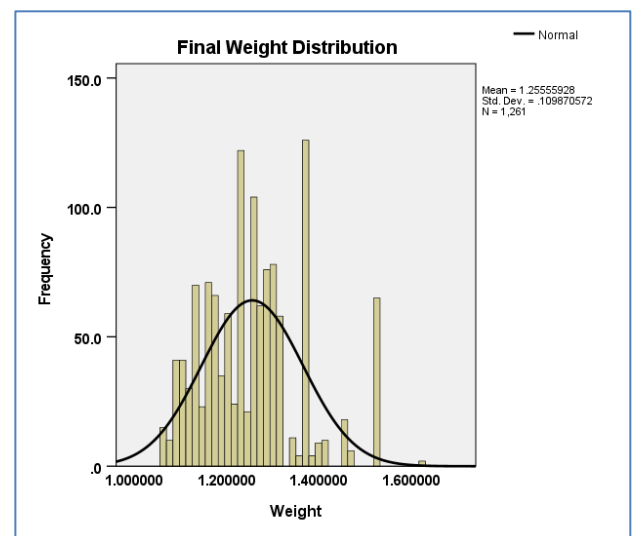
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.796589**



Source: Va. Healthcare Workforce Data Center