
Virginia's Funeral Service Provider Workforce: 2023

Healthcare Workforce Data Center

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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:	1,601
Virginia's Workforce:	1,297
FTEs:	1,219

Background

Rural Childhood:	47%
HS Diploma in VA:	72%
Prof. Degree in VA:	54%

Current Employment

Employed in Prof.:	89%
Hold 1 Full-Time Job:	74%
Satisfied?:	97%

Survey Response Rate

All Licensees:	81%
Renewing Practitioners:	87%

Education

Associate:	77%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	3%
Employed Over 2 Yrs.:	77%

Demographics

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

Finances

Median Income: \$60k-\$70k	
Retirement Benefits:	45%
Under 40 w/ Ed. Debt:	45%

Time Allocation

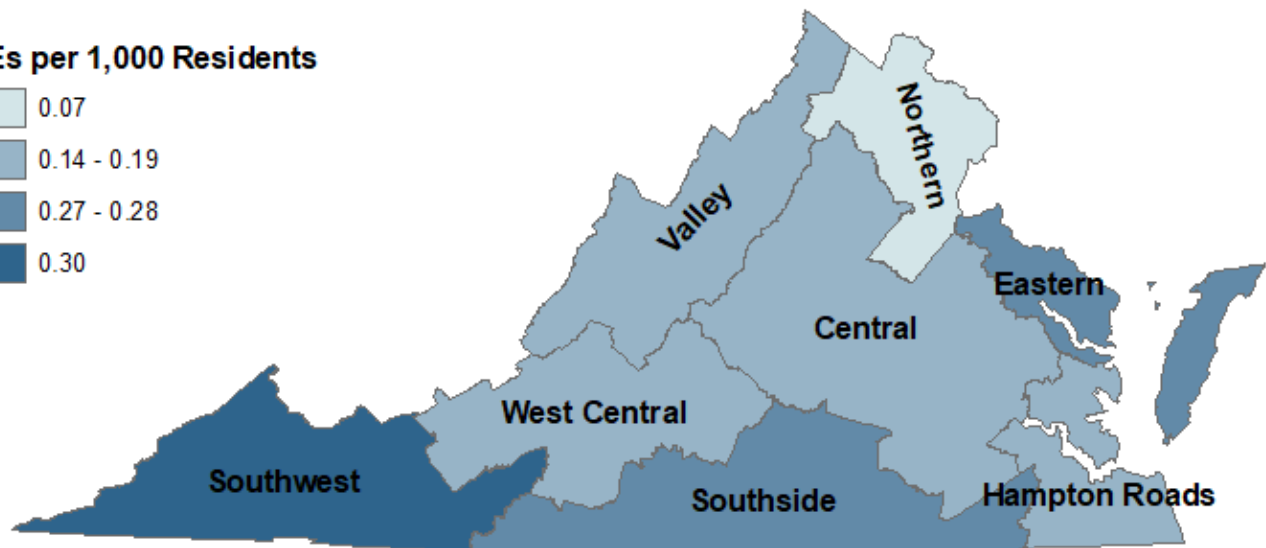
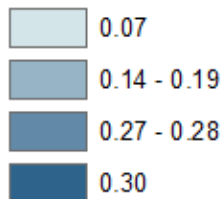
Client Care:	40%-49%
Administration:	40%-49%
Client Care Role:	28%

Source: Va. Healthcare Workforce Data Center

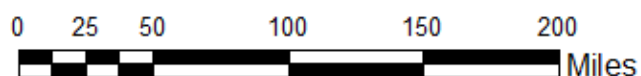
Full-Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 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 81% of the 1,601 FSPs who are licensed in the state and 87% 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 1,219 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

One-third of all FSPs are female, including 59% 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. FSPs who are under the age of 40 have an equivalent diversity index of 40%. This makes Virginia's FSP workforce less diverse than the state's population as a whole, which has a comparable diversity index of 58%. Nearly half of all FSPs grew up in a rural area, and 35% of FSPs who grew up in a rural area 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, 74% hold one full-time job, and 54% work between 40 and 49 hours per week. In addition, 95% of FSPs work in the for-profit sector. With respect to establishment types, 52% of FSPs are employed at a funeral-only establishment, while another 37% of FSPs work at a funeral establishment that also provides crematory services. The median annual income for Virginia's FSPs is between \$60,000 and \$70,000, and 63% receive this income in the form of a salary or commission. In addition, 73% of wage or salaried FSPs receive at least one employer-sponsored benefit, including 57% who have access to health insurance. Overall, 97% of FSPs are satisfied with their current employment situation, including 79% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2018 FSP workforce. The number of licensed FSPs in Virginia has increased by 2% (1,601 vs. 1,573). In addition, the size of the FSP workforce has increased by 1% (1,297 vs. 1,280), but the number of FTEs provided by this workforce has fallen by 10% (1,219 vs. 1,354). Virginia's renewing FSPs are more likely to respond to this survey (87% vs. 68%).

The percentage of Virginia's FSPs who are female has increased (33% vs. 29%), and this trend has also occurred among FSPs who are under the age of 40 (59% vs. 49%). The diversity index of the FSP workforce has increased slightly (40% vs. 39%) during a time in which the comparable diversity index of Virginia's overall population has also increased (58% vs. 56%). FSPs are less likely to have grown up in a rural area (47% vs. 52%), and FSPs who grew up in a rural area are also less likely to work in a non-metro area of Virginia (35% vs. 40%). In total, the percentage of all FSPs who work in a non-metro area of the state has declined (20% vs. 25%).

FSPs have become more likely to earn an associate degree (77% vs. 75%) as their highest professional degree instead of either a baccalaureate degree (15% vs. 16%) or a high school degree/GED (5% vs. 7%). At the same time, FSPs who are under the age of 40 are more likely to carry education debt (45% vs. 36%), and those FSPs with education debt have seen their median debt amount increase (\$20k-\$30k vs. \$10k-\$20k).

FSPs are more likely to be currently employed in the profession (89% vs. 87%) and work between 40 and 49 hours per week (54% vs. 52%). FSPs are also relatively more likely to work in a funeral establishment combined with a crematory (37% vs. 32%) instead of a funeral-only establishment (52% vs. 56%). The median annual income of FSPs has increased (\$60k-\$70k vs. \$50k-\$60k), and FSPs are relatively more likely to receive this income in the form of an hourly wage (28% vs. 21%) instead of a salary (63% vs. 64%). FSPs are less likely to indicate that they are satisfied with their current work situation (97% vs. 98%), including those FSPs who indicated that they are "very satisfied" (79% vs. 80%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,451	91%
New Licensees	75	5%
Non-Renewals	75	5%
All Licensees	1,601	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing FSPs, 87% submitted a survey. These represent 81% of the 1,601 FSPs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2023.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2022 and March 2023.
- 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	55	126	70%
35 to 39	26	104	80%
40 to 44	31	126	80%
45 to 49	15	133	90%
50 to 54	20	163	89%
55 to 59	34	165	83%
60 to 64	30	142	83%
65 and Over	97	334	78%
Total	308	1,293	81%
New Licenses			
Issued in Past Year	48	27	36%
Metro Status			
Non-Metro	73	259	78%
Metro	189	790	81%
Not in Virginia	46	244	84%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	1,293
Response Rate, All Licensees	81%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed FSPs

Number: 1,601
 New 5%
 Not Renewed: 5%

Response Rates

All Licensees: 81%
 Renewing Practitioners: 87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

FSP Workforce: 1,297
 FTEs: 1,219

Utilization Ratios

Licenses in VA Workforce: 81%
 Licenses per FTE: 1.31
 Workers per FTE: 1.06

Source: Va. Healthcare Workforce Data Center

Definitions

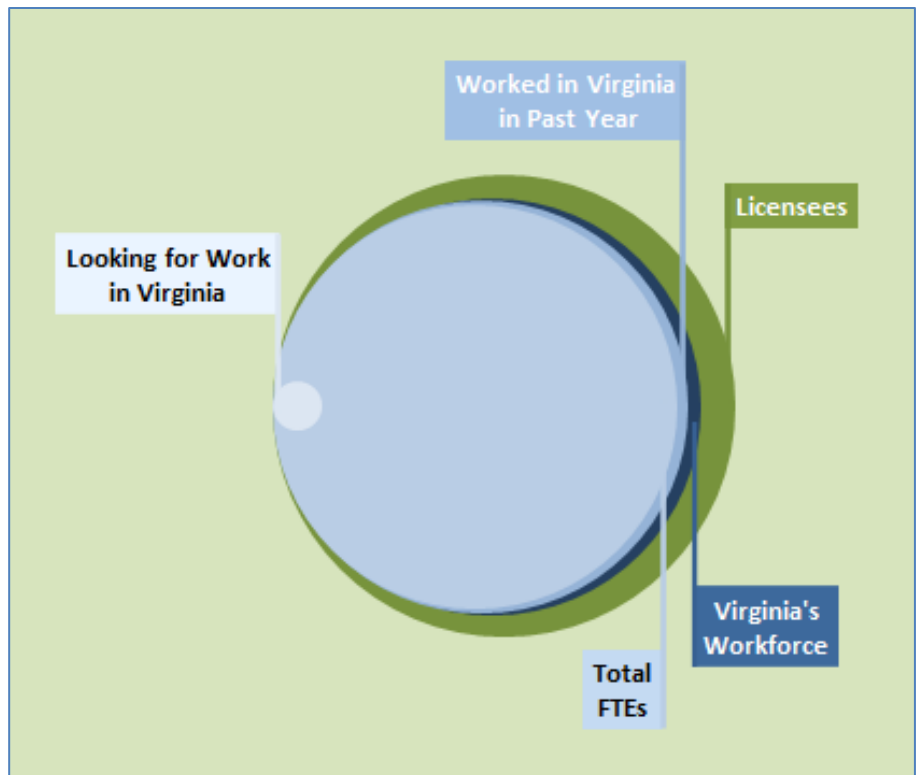
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	1,279	99%
Looking for Work in Virginia	18	1%
Virginia's Workforce	1,297	100%
Total FTEs	1,219	
Licenses	1,601	

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	46	37%	80	63%	126	15%
35 to 39	33	47%	37	53%	71	8%
40 to 44	48	57%	36	43%	83	10%
45 to 49	41	60%	27	40%	67	8%
50 to 54	59	63%	34	37%	93	11%
55 to 59	81	80%	21	20%	102	12%
60 to 64	80	79%	21	21%	101	12%
65 and Over	179	86%	29	14%	208	24%
Total	566	67%	284	33%	850	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Funeral Service Providers		FSPs Under 40	
	%	#	%	#	%
White	60%	650	75%	151	76%
Black	19%	173	20%	20	10%
Asian	7%	0	0%	0	0%
Other Race	0%	3	0%	1	1%
Two or More Races	3%	19	2%	7	4%
Hispanic	10%	27	3%	19	10%
Total	100%	872	100%	198	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, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 33%
 % Under 40 Female: 59%

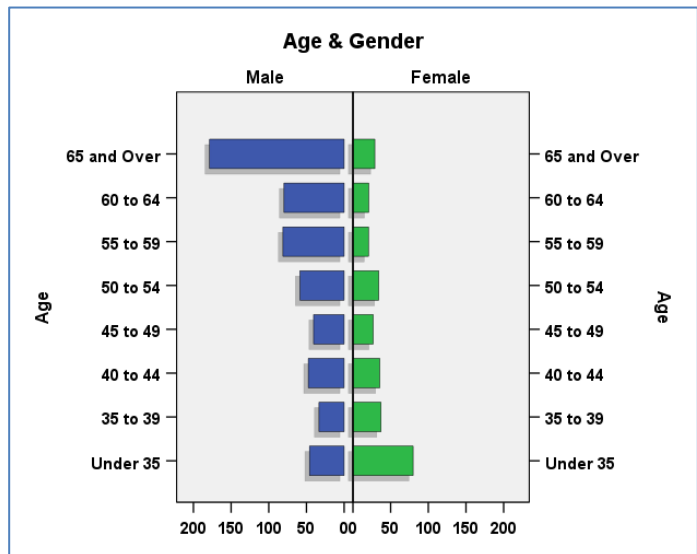
Age
 Median Age: 54
 % Under 40: 23%
 % 55 and Over: 48%

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

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 58%.

Nearly one-quarter of all FSPs are under the age of 40, and 59% of FSPs who are under the age of 40 are female. In addition, the diversity index among FSPs who are under the age of 40 is 40%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
 Rural Childhood: 47%

Virginia Background

HS in Virginia: 72%
 Prof. Edu. in VA: 54%
 HS or Prof. Edu. in VA: 80%

Location Choice

% Rural to Non-Metro: 35%
 % Urban/Suburban to Non-Metro: 7%

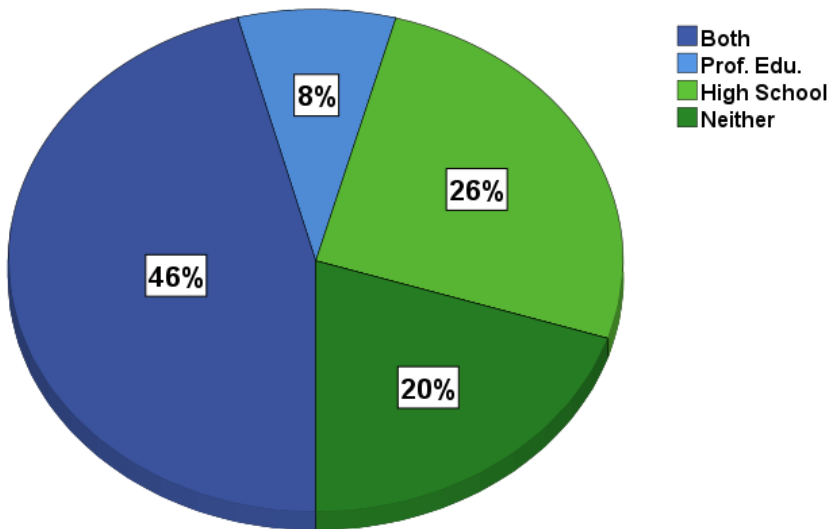
Source: Va. Healthcare Workforce Data Center

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+	29%	51%	20%
2	Metro, 250,000 to 1 Million	56%	35%	10%
3	Metro, 250,000 or Less	63%	24%	14%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	56%	28%	16%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	86%	7%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	5%	3%
8	Rural, Metro Adjacent	80%	10%	10%
9	Rural, Non-Adjacent	94%	0%	6%
Overall		47%	38%	16%

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 35% of FSPs who grew up in a rural area 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	619	Virginia	460
2	New York	34	Georgia	110
3	Pennsylvania	28	Pennsylvania	53
4	Maryland	21	Ohio	40
5	North Carolina	20	New York	29
6	West Virginia	19	Washington, D.C.	23
7	Florida	13	Indiana	20
8	Tennessee	11	Maryland	19
9	Illinois	10	North Carolina	16
10	California	9	Texas	15

Source: Va. Healthcare Workforce Data Center

Among all FSPs, 72% received their high school degree in Virginia, and 54% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	111	Virginia	98
2	Maryland	7	Pennsylvania	16
3	Pennsylvania	7	Texas	9
4	New York	6	North Carolina	9
5	North Carolina	5	Georgia	8
6	Illinois	4	Washington, D.C.	7
7	California	4	Tennessee	4
8	West Virginia	4	Maryland	4
9	Texas	3	Ohio	3
10	Georgia	2	California	3

Source: Va. Healthcare Workforce Data Center

Among FSPs who obtained their initial license in the past five years, 67% received their high school degree in Virginia, and 59% 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. Four out of every five of these licensees worked at some point in the past year, including 67% who currently work as an FSP.

At a Glance:

Not in VA Workforce

Total:	304
% of Licensees:	19%
Federal/Military:	5%
VA Border State/DC:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	41	5%
Associate Degree	647	77%
Baccalaureate Degree	128	15%
Master's Degree	22	3%
Doctorate	2	0%
Total	841	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

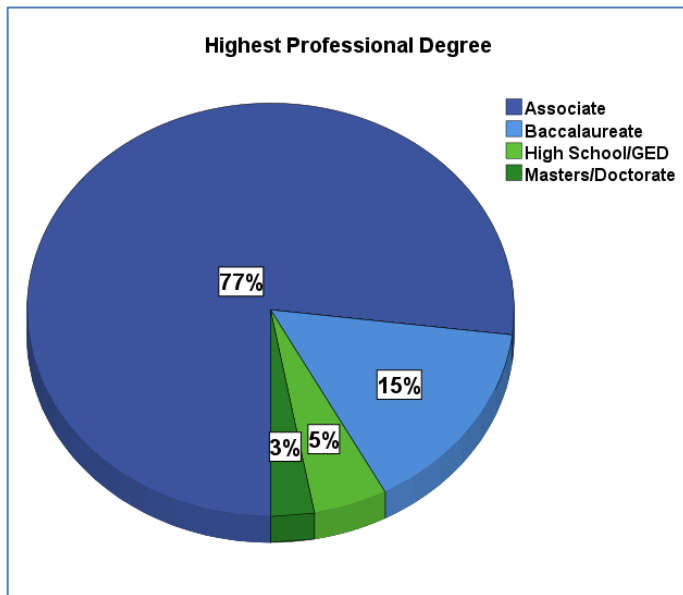
Associate:	77%
Baccalaureate:	15%
High School/GED:	5%

Education Debt

Carry Debt:	22%
Under Age 40 w/ Debt:	45%
Median Debt:	\$20k-\$30k

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all FSPs carry education debt, including 45% 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.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All FSPs		FSPs Under 40	
	#	%	#	%
None	517	78%	87	55%
Less than \$10,000	31	5%	15	10%
\$10,000-\$19,999	32	5%	14	9%
\$20,000-\$29,999	25	4%	15	10%
\$30,000-\$39,999	9	1%	4	3%
\$40,000-\$49,999	14	2%	8	5%
\$50,000-\$59,999	3	0%	0	0%
\$60,000-\$69,999	6	1%	4	3%
\$70,000-\$79,999	7	1%	4	3%
\$80,000-\$89,999	4	1%	1	1%
\$90,000-\$99,999	4	1%	1	1%
\$100,000 or More	14	2%	4	3%
Total	666	100%	157	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

1 Full-Time: 74%
 2 or More Positions: 11%

Weekly Hours:

40 to 49: 54%
 60 or More: 11%
 Less than 30: 8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an FSP-Related Capacity	758	89%
Employed, NOT in an FSP-Related Capacity	60	7%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	< 1%
Voluntarily Unemployed	8	1%
Retired	28	3%
Total	855	100%

Source: Va. Healthcare Workforce Data Center

Among all FSPs, 89% are currently employed in the profession, 74% hold one full-time job, and 54% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	37	4%
One Part-Time Position	83	10%
Two Part-Time Positions	10	1%
One Full-Time Position	616	74%
One Full-Time Position & One Part-Time Position	47	6%
Two Full-Time Positions	15	2%
More than Two Positions	22	3%
Total	830	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	37	5%
1 to 9 Hours	16	2%
10 to 19 Hours	20	2%
20 to 29 Hours	29	4%
30 to 39 Hours	40	5%
40 to 49 Hours	431	54%
50 to 59 Hours	136	17%
60 to 69 Hours	56	7%
70 to 79 Hours	10	1%
80 or More Hours	26	3%
Total	801	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	16	3%
Less than \$30,000	65	12%
\$30,000-\$39,999	30	6%
\$40,000-\$49,999	31	6%
\$50,000-\$59,999	72	13%
\$60,000-\$69,999	83	15%
\$70,000-\$79,999	62	11%
\$80,000-\$89,999	57	10%
\$90,000-\$99,999	31	6%
\$100,000-\$109,999	28	5%
\$110,000-\$119,999	22	4%
\$120,000 or More	56	10%
Total	553	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits (Wage/Salary Employees)
Health Insurance: 57%
Retirement: 45%

Satisfaction
Satisfied: 97%
Very Satisfied: 79%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	651	79%
Somewhat Satisfied	153	18%
Somewhat Dissatisfied	21	3%
Very Dissatisfied	3	0%
Total	828	100%

Source: Va. Healthcare Workforce Data Center

The typical FSP earns between \$60,000 and \$70,000 per year. In addition, 73% of all wage and salaried FSPs receive at least one employer-sponsored benefit, including 57% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	473	62%	66%
Health Insurance	402	53%	57%
Paid Sick Leave	400	53%	57%
Retirement	326	43%	45%
Dental Insurance	314	41%	45%
Group Life Insurance	262	35%	38%
Signing/Retention Bonus	43	6%	8%
At Least One Benefit	520	69%	73%

*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?	6	< 1%
Experience Voluntary Unemployment?	35	3%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	20	2%
Work Two or More Positions at the Same Time?	134	10%
Switch Employers or Practices?	34	3%
Experience at Least One?	210	16%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia's FSPs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	27	3%	22	13%
Less than 6 Months	22	3%	11	6%
6 Months to 1 Year	39	5%	20	12%
1 to 2 Years	96	12%	15	9%
3 to 5 Years	148	19%	27	16%
6 to 10 Years	124	16%	21	12%
More than 10 Years	337	42%	55	32%
Subtotal	793	100%	172	100%
Did Not Have Location	31		1,102	
Item Missing	472		23	
Total	1,297		1,297	

Source: Va. Healthcare Workforce Data Center

More than three out of every five FSPs are salaried employees at their primary work location, while 28% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: < 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 3%
New Location: 12%
Over 2 Years: 77%
Over 2 Yrs., 2nd Location: 60%

Employment Type

Salary/Commission: 63%
Hourly Wage: 28%

Source: Va. Healthcare Workforce Data Center

More than three out of every four FSPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	332	63%
Hourly Wage	145	28%
By Contract	19	4%
Business/Practice Income	22	4%
Unpaid	5	1%
Subtotal	523	100%
Did Not Have Location	31	
Item Missing	742	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.3%. At the time of publication, the unemployment rate from March 2023 was still preliminary.

At a Glance:

Concentration

Top Region:	21%
Top 3 Regions:	59%
Lowest Region:	3%

Locations

2 or More (Past Year):	24%
2 or More (Now*):	19%

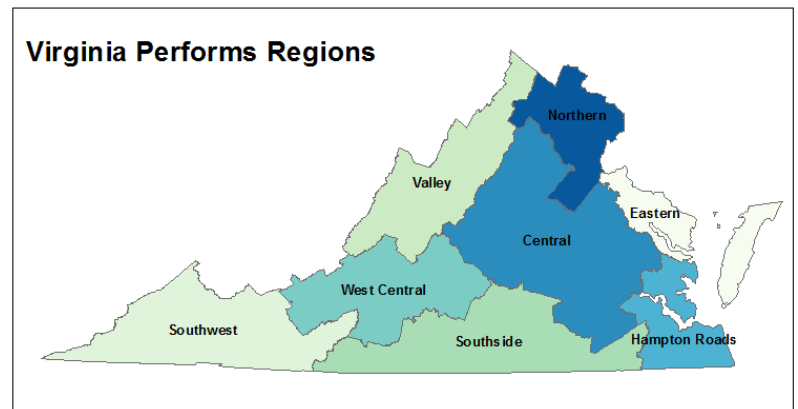
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	167	21%	42	23%
Eastern	24	3%	8	4%
Hampton Roads	158	20%	41	22%
Northern	138	17%	28	15%
Southside	68	9%	17	9%
Southwest	70	9%	11	6%
Valley	54	7%	7	4%
West Central	104	13%	21	11%
Virginia Border State/D.C.	5	1%	1	1%
Other U.S. State	3	0%	10	5%
Outside of the U.S.	0	0%	0	0%
Total	791	100%	186	100%
Item Missing	475		9	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	18	2%	37	5%
1	599	74%	617	77%
2	117	15%	87	11%
3	53	7%	49	6%
4	10	1%	8	1%
5	5	1%	4	0%
6 or More	6	1%	5	1%
Total	807	100%	807	100%

Nearly one out of every five FSPs currently have multiple work locations, while 24% have had multiple work locations over the past year.

*At the time of survey completion, March 2023.
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	706	95%	141	93%
Non-Profit	13	2%	4	3%
State/Local Government	16	2%	5	3%
Veterans Administration	1	0%	1	1%
U.S. Military	3	0%	1	1%
Other Federal Government	7	1%	0	0%
Total	746	100%	152	100%
Did Not Have Location	31		1,102	
Item Missing	520		43	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

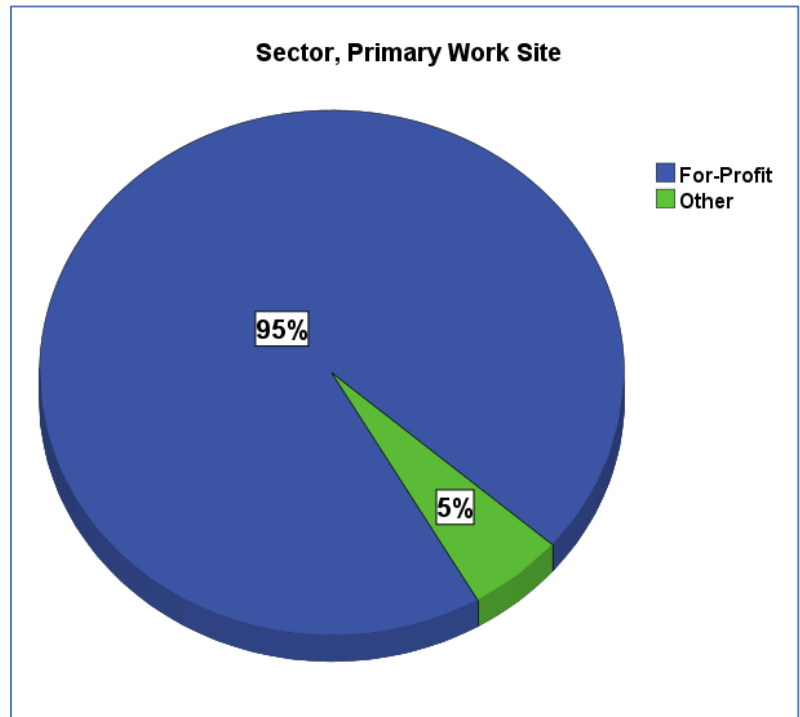
For-Profit:	95%
Federal:	1%

Top Establishments

Funeral-Only Establishment:	52%
Funeral Establishment w/ Crematory:	37%

Source: Va. Healthcare Workforce Data Center

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



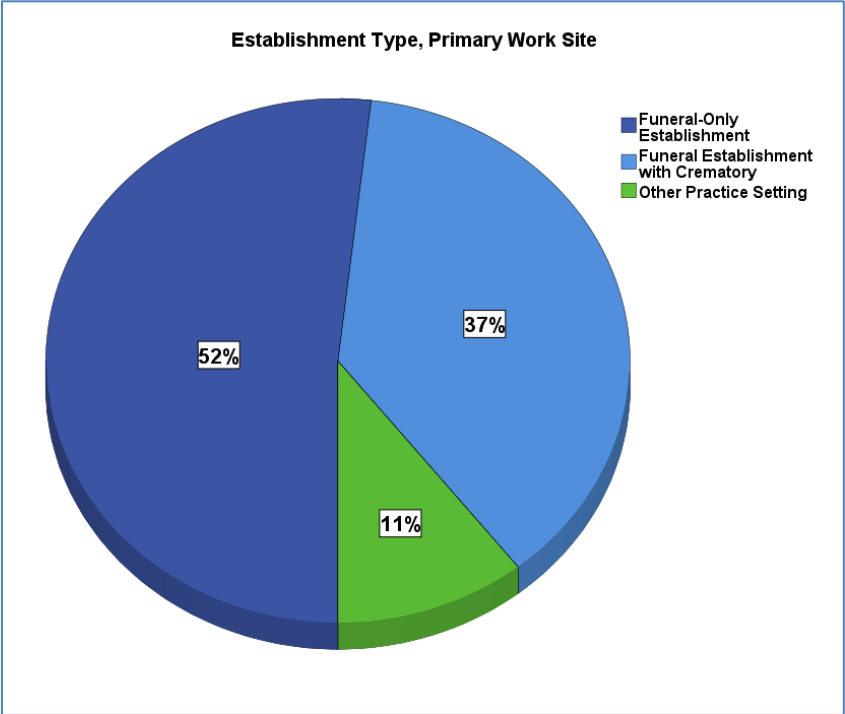
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment	374	52%	97	64%
Funeral Establishment Combined with Crematory	271	37%	31	21%
Funeral Establishment Combined with Surface Transport and Removal	10	1%	0	0%
Crematory (Only)	4	1%	0	0%
Surface Transport and Removal (Only)	3	0%	0	0%
Academic Institution	2	0%	4	3%
Other Practice Setting	59	8%	19	13%
Total	723	100%	151	100%
Did Not Have a Location	31		1,102	

Source: Va. Healthcare Workforce Data Center

More than half of all FSPs work at a funeral-only establishment as their primary work location. Another 37% 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

At a Glance: (Primary Locations)

Languages Offered

Spanish:	11%
Arabic:	0%
Chinese:	0%

Means of Communication

Other Staff Members:	55%
Respondent:	17%
Virtual Translation:	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	140	11%
Arabic	6	0%
Chinese	5	0%
Hindi	5	0%
Vietnamese	5	0%
Tagalog/Filipino	4	0%
Korean	3	0%
Amharic, Somali, or Other Afro-Asiatic Languages	1	0%
French	1	0%
Pashto	1	0%
Urdu	1	0%
Others	13	1%
At Least One Language	148	11%

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.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	81	55%
Respondent is Proficient	25	17%
Virtual Translation Services	21	14%
Onsite Translation Services	16	11%
Other	19	13%

Source: Va. Healthcare Workforce Data Center

More than half of all 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.

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

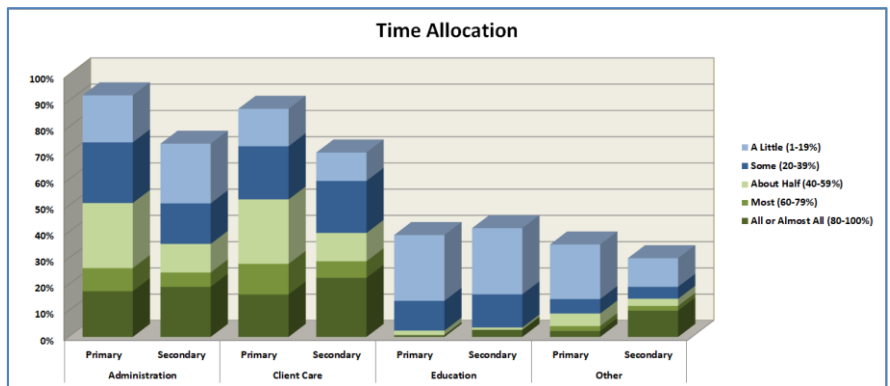
Client Care: 28%
Administration: 26%
Education: 1%

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, 54% 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%)	17%	19%	16%	22%	1%	3%	2%	10%
Most (60-79%)	9%	5%	12%	6%	0%	0%	2%	2%
About Half (40-59%)	25%	11%	25%	11%	2%	1%	5%	3%
Some (20-39%)	23%	15%	20%	20%	11%	13%	6%	4%
A Little (1-19%)	18%	22%	14%	11%	25%	25%	21%	11%
None (0%)	8%	26%	13%	29%	61%	58%	65%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs 50 and Over	
	#	%	#	%
Under Age 50	23	4%	-	-
50 to 54	16	3%	4	1%
55 to 59	30	5%	6	2%
60 to 64	87	14%	37	11%
65 to 69	186	31%	103	29%
70 to 74	85	14%	70	20%
75 to 79	32	5%	28	8%
80 or Over	16	3%	14	4%
I Do Not Intend to Retire	131	22%	88	25%
Total	607	100%	350	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All FSPs

Under 65: 26%
Under 60: 11%

FSPs 50 and Over

Under 65: 13%
Under 60: 3%

Time Until Retirement

Within 2 Years: 10%
Within 10 Years: 28%
Half the Workforce: By 2048

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, 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

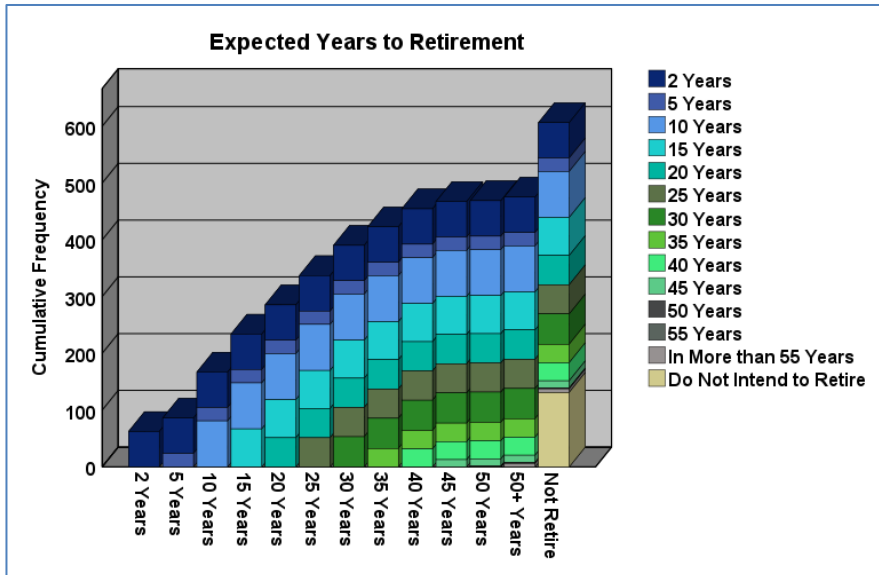
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	17	1%
Leave Virginia	19	1%
Decrease Practice Hours	96	7%
Decrease Teaching Hours	4	0%
Increase Participation		
Increase Practice Hours	66	5%
Increase Teaching Hours	26	2%
Pursue Additional Education	48	4%
Return to the Workforce	5	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for FSPs. While only 10% of FSPs expect to retire in the next two years, 28% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	62	10%	10%
5 Years	24	4%	14%
10 Years	81	13%	28%
15 Years	67	11%	39%
20 Years	51	8%	47%
25 Years	52	9%	56%
30 Years	53	9%	64%
35 Years	33	5%	70%
40 Years	32	5%	75%
45 Years	13	2%	77%
50 Years	1	0%	77%
55 Years	0	0%	77%
In More than 55 Years	6	1%	78%
Do Not Intend to Retire	131	22%	100%
Total	607	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 2033. Retirement will peak at 13% of the current workforce around the same time before declining to under 10% again around 2043.

At a Glance:

FTEs

Total: 1,219
 FTEs/1,000 Residents²: 0.141
 Average: 0.96

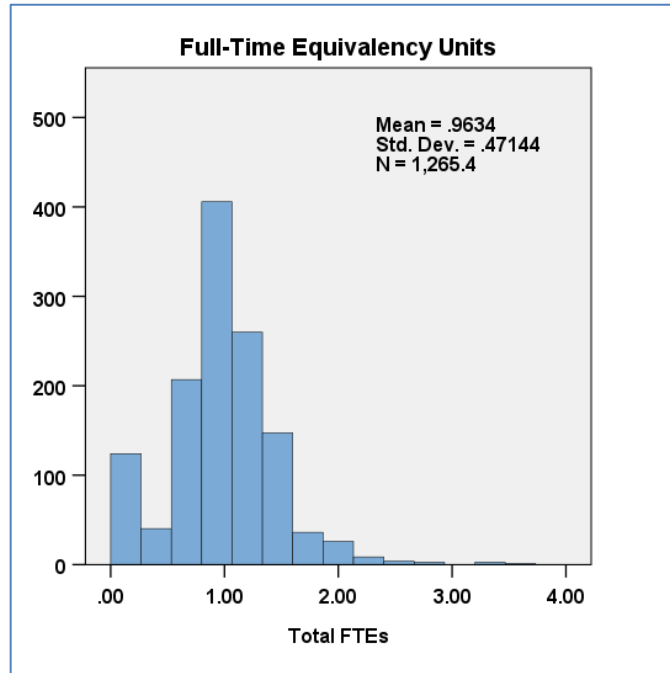
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

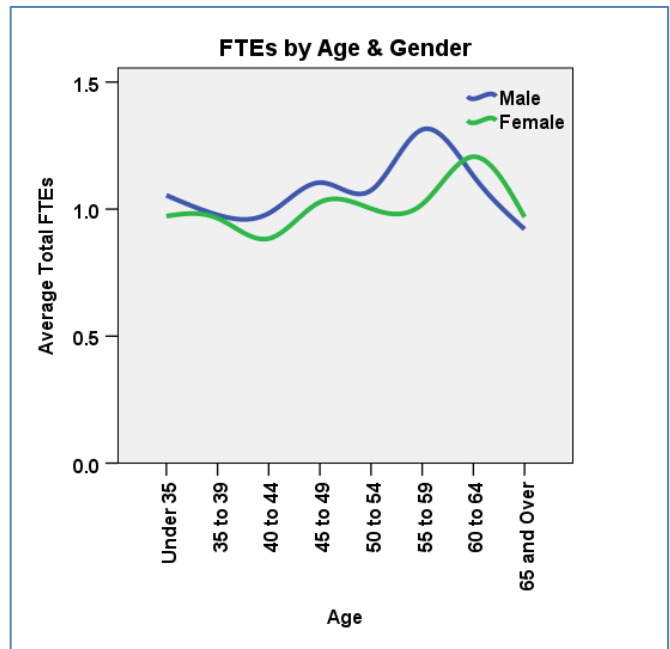


Source: Va. Healthcare Workforce Data Center

The typical FSP provided 0.92 FTEs during the past year, or approximately 37 hours per week for 50 weeks. Statistical tests did not verify that FTEs vary by either age or gender.³

Full-Time Equivalency Units		
Age	Average	Median
Under 35	0.98	1.03
35 to 39	0.94	0.88
40 to 44	0.64	0.51
45 to 49	0.99	0.88
50 to 54	0.98	0.88
55 to 59	1.33	1.48
60 to 64	1.07	0.99
65 and Over	0.84	0.67
Gender		
Male	1.06	1.09
Female	0.99	1.05

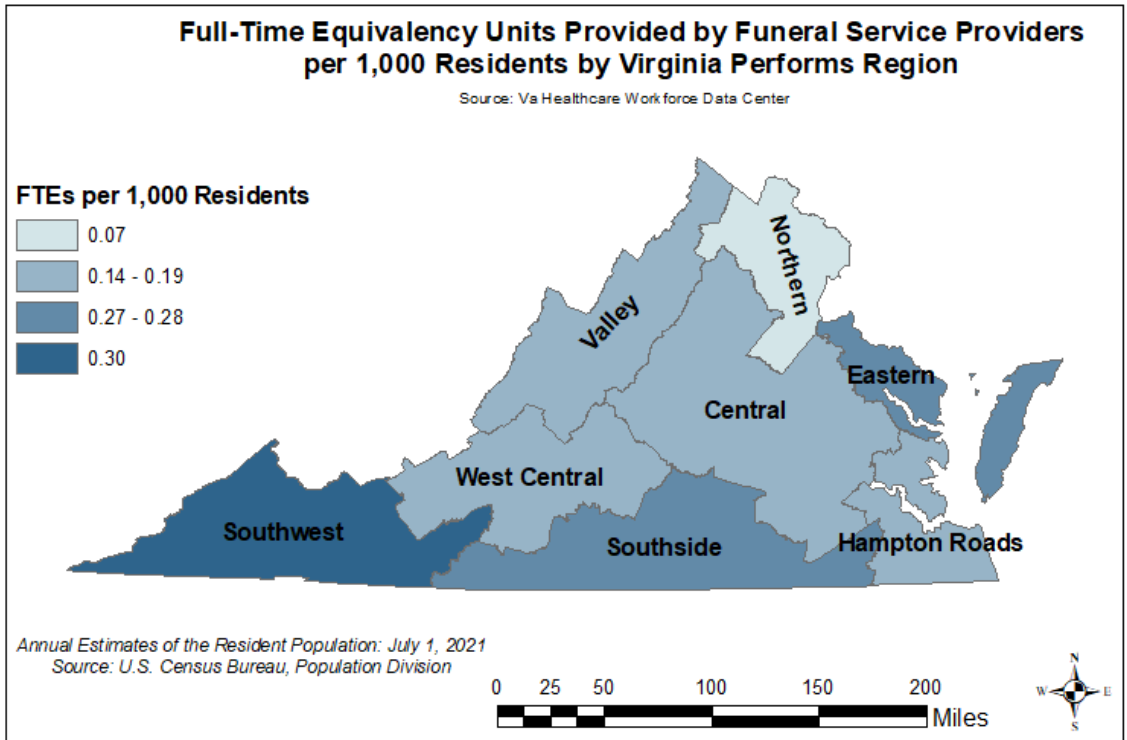
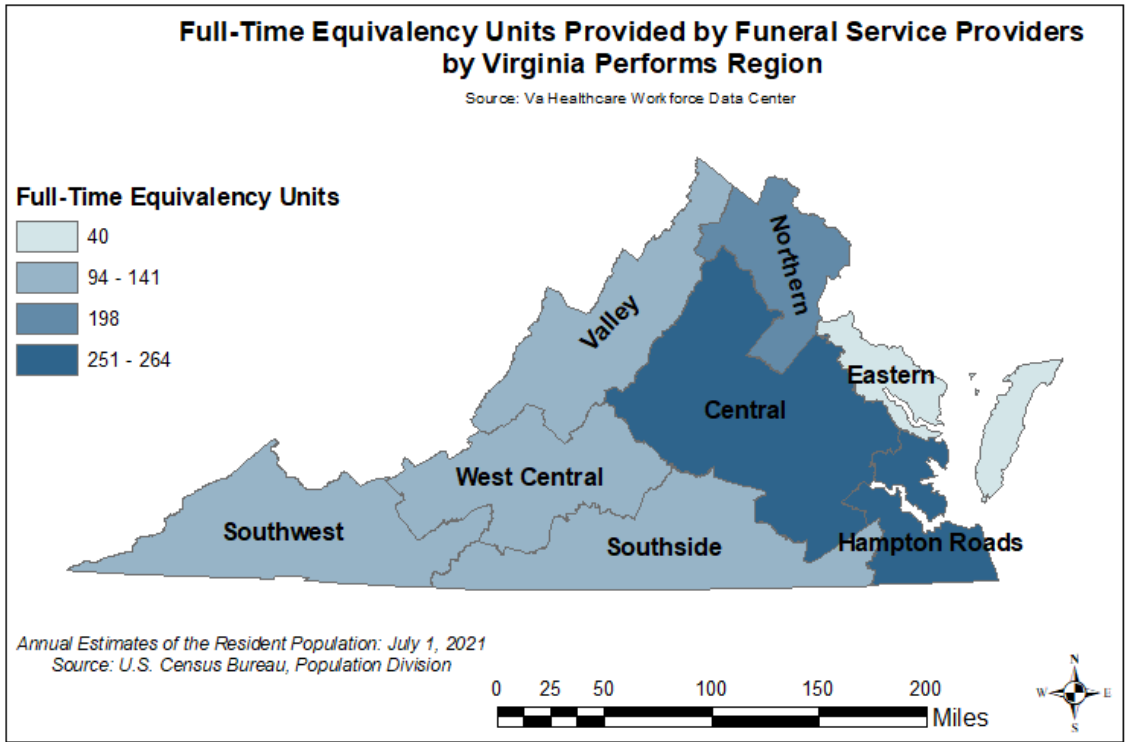
Source: Va. Healthcare Workforce Data Center

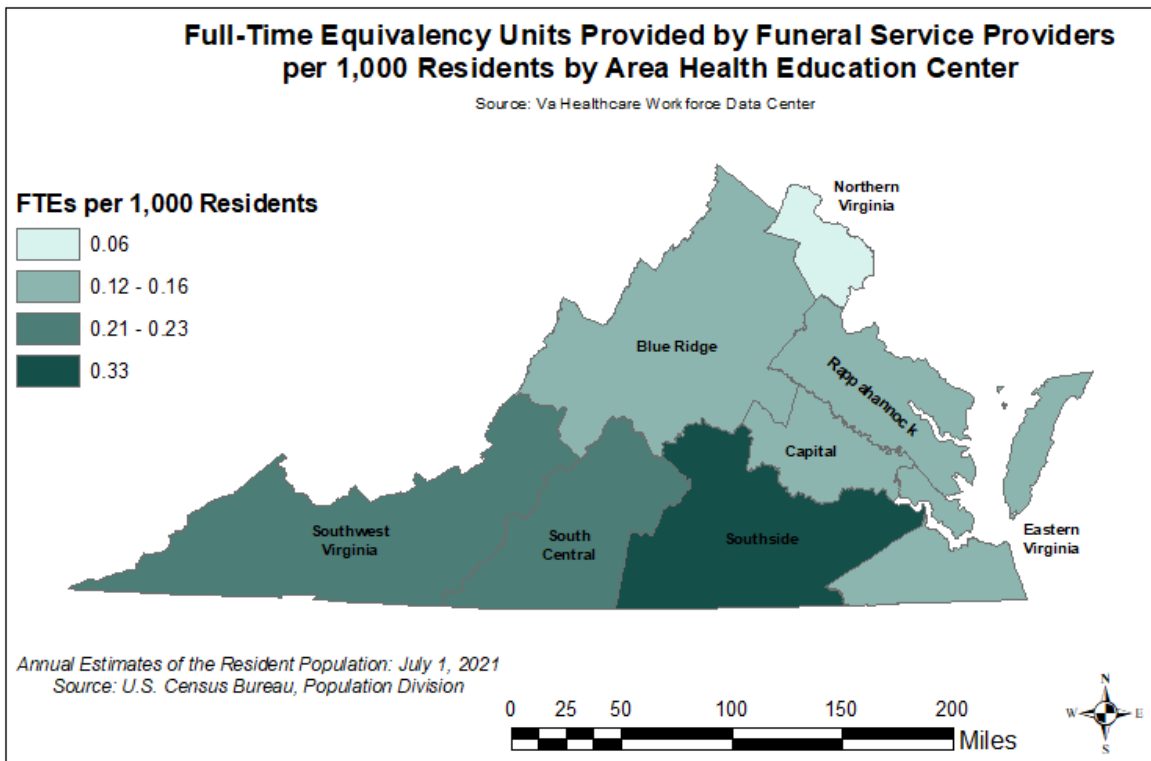
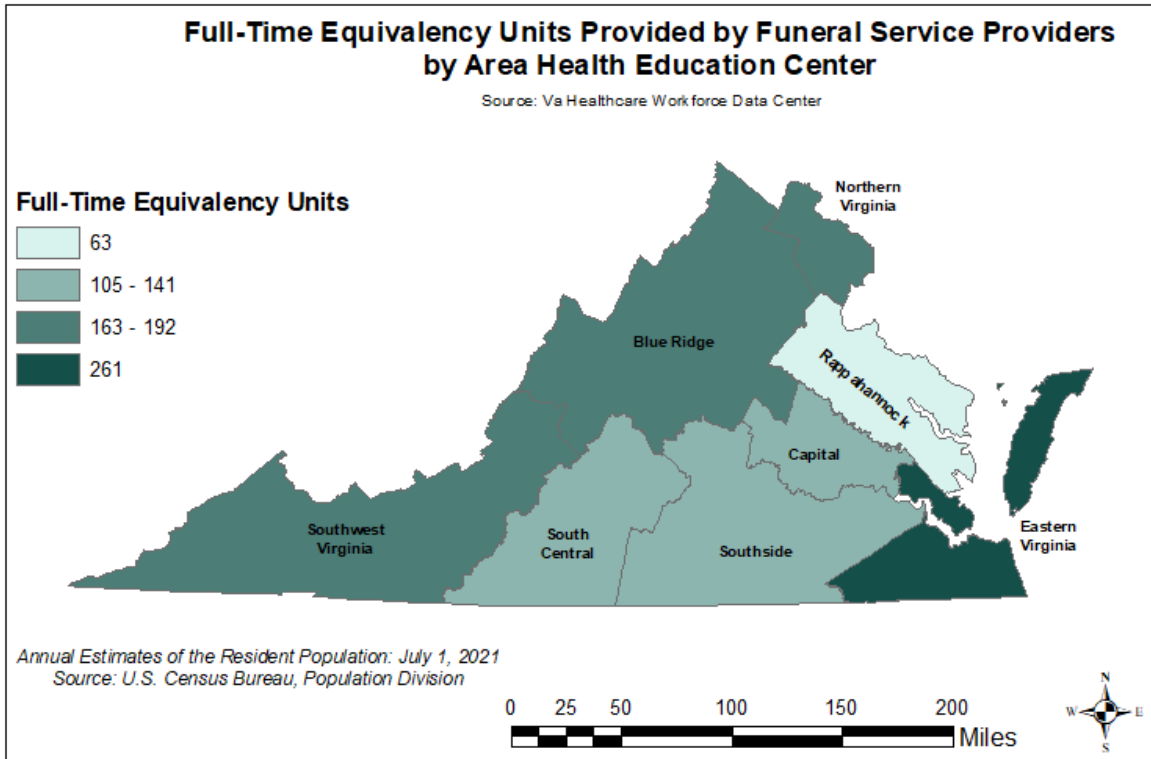


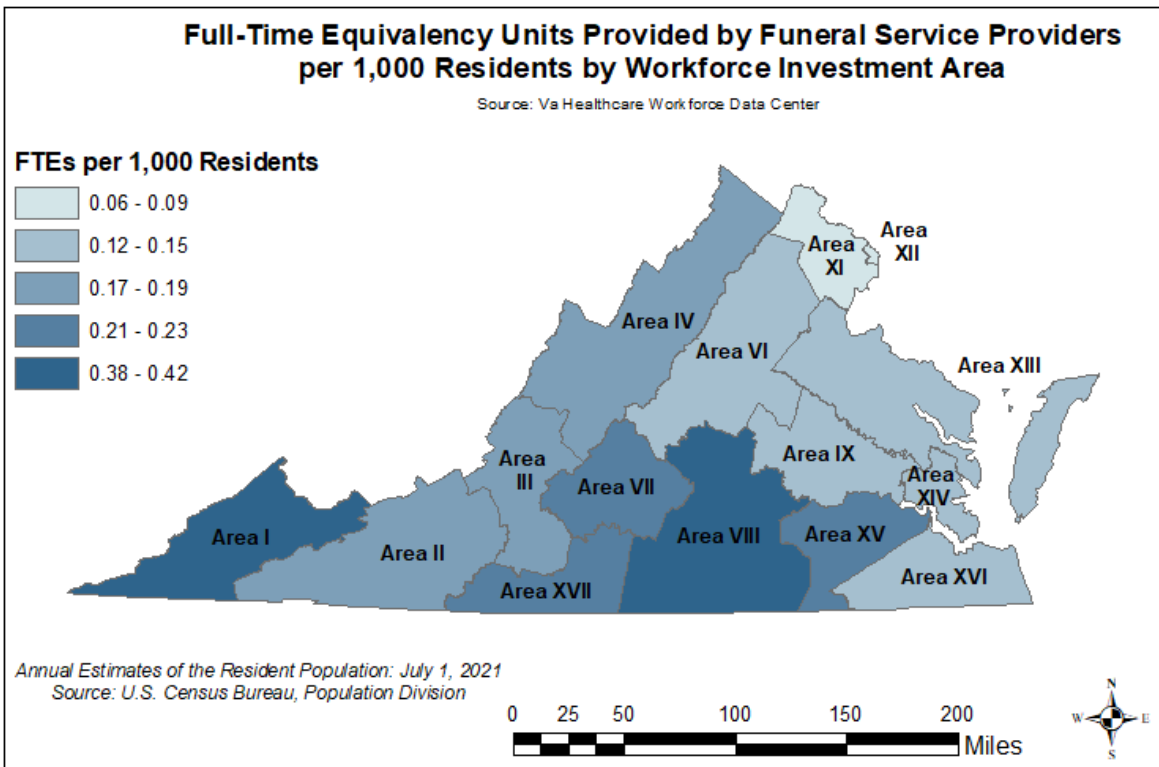
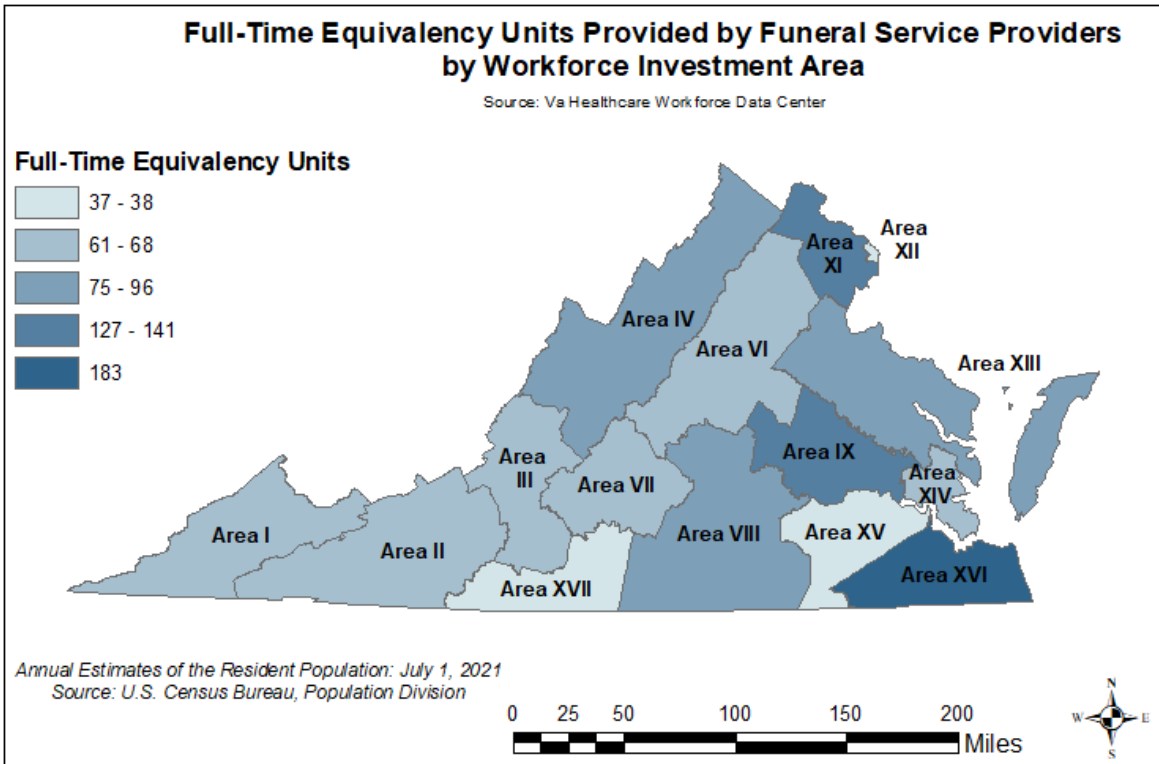
Source: Va. Healthcare Workforce Data Center

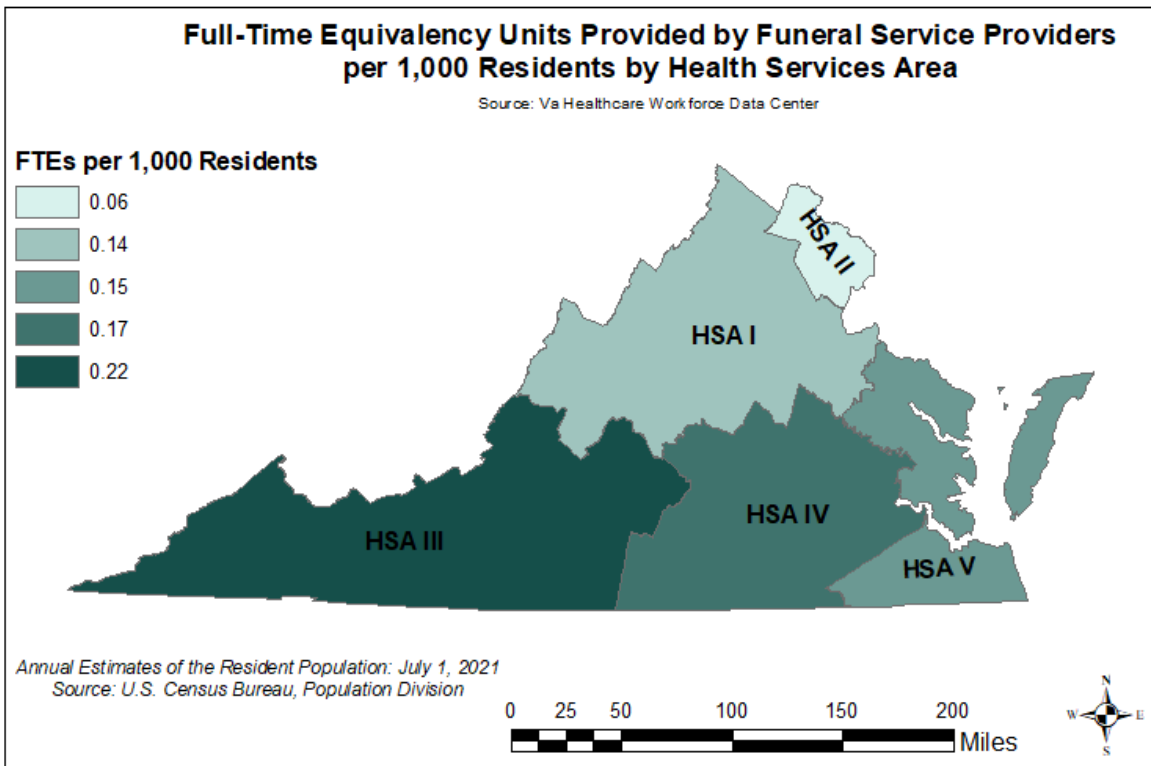
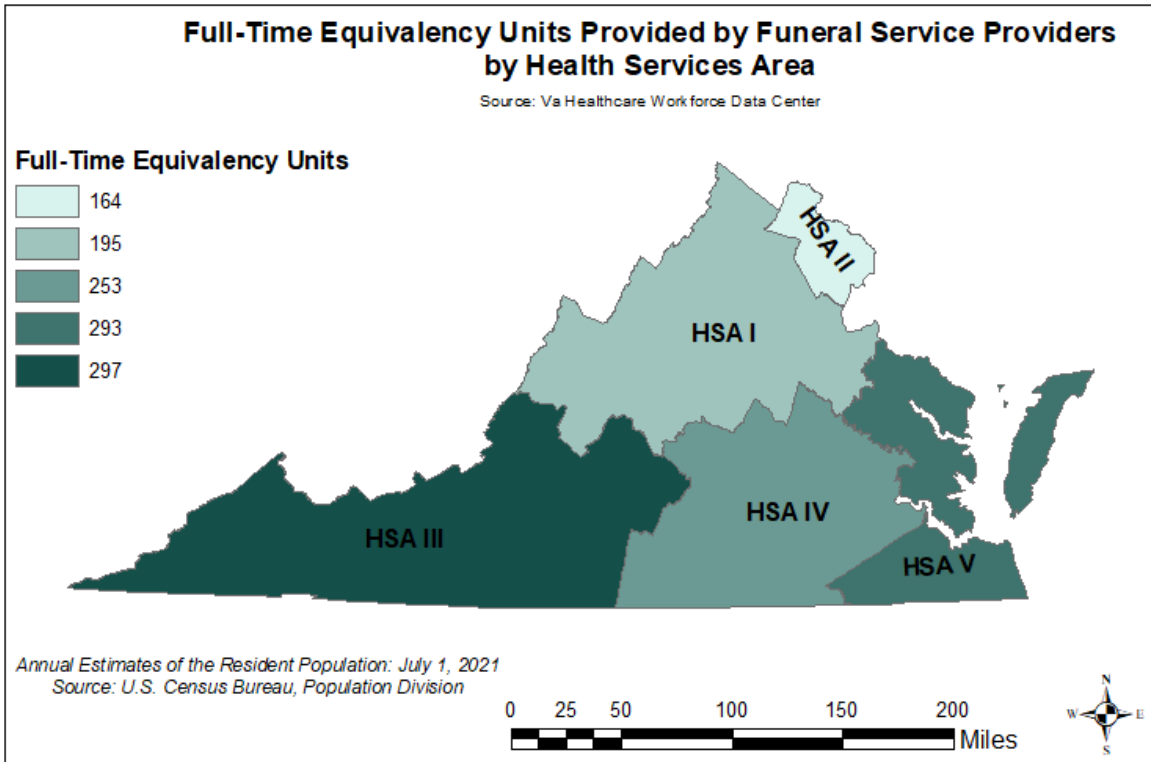
² Number of residents in 2021 was used as the denominator.

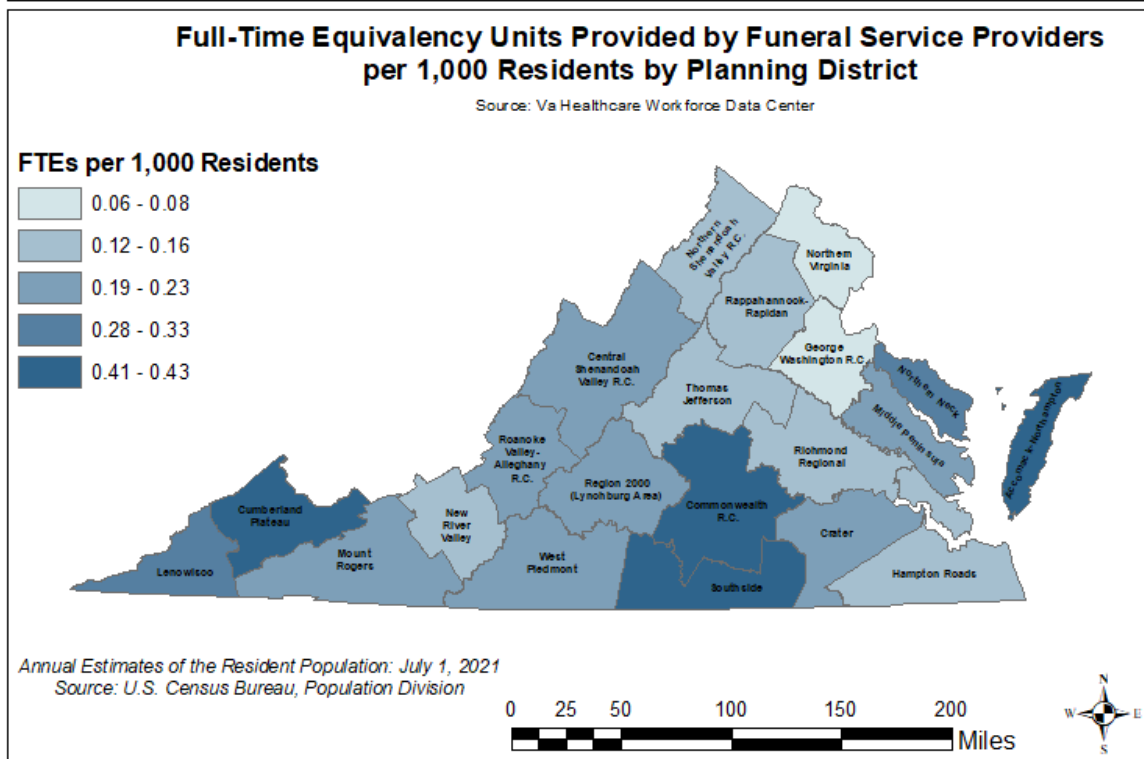
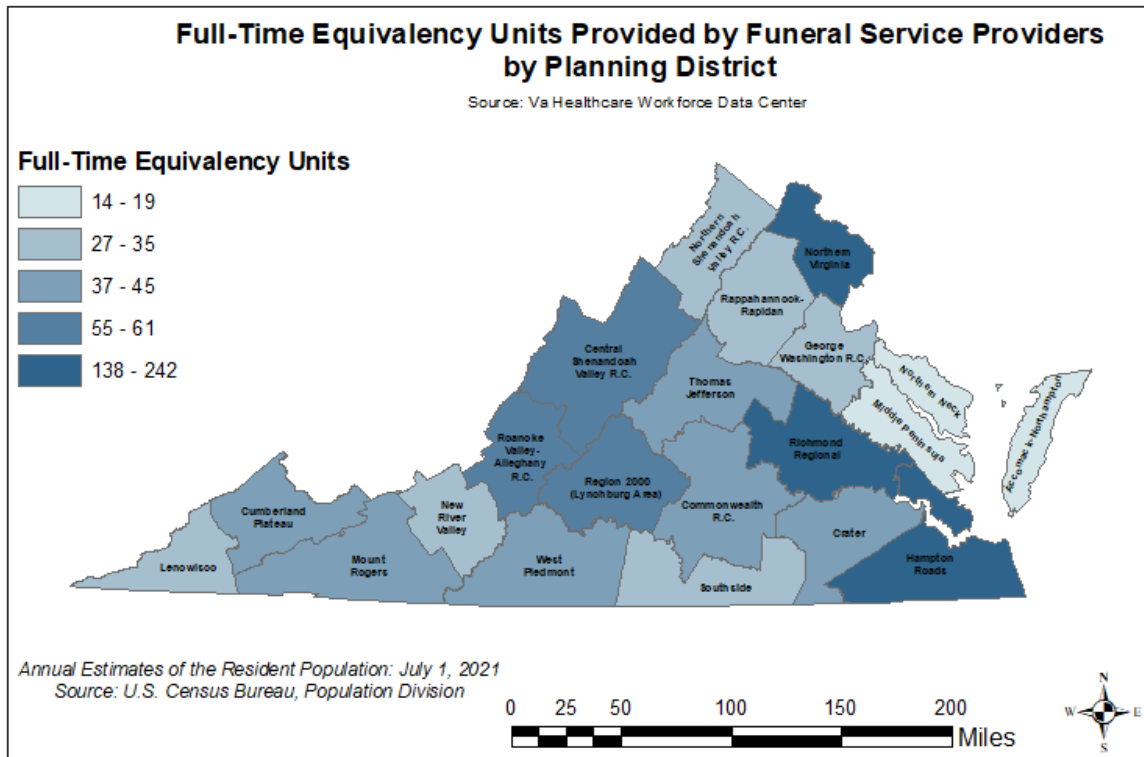
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	705	78.16%	1.279	1.150	1.484
Metro, 250,000 to 1 Million	142	89.44%	1.118	1.005	1.297
Metro, 250,000 or Less	132	84.85%	1.179	1.059	1.367
Urban, Pop. 20,000+, Metro Adj.	50	76.00%	1.316	1.193	1.527
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	104	75.96%	1.316	1.183	1.527
Urban Pop., 2,500-19,999, Non-Adj.	85	82.35%	1.214	1.091	1.409
Rural, Metro Adj.	58	74.14%	1.349	1.212	1.565
Rural, Non-Adj.	35	82.86%	1.207	1.085	1.400
Virginia Border State/D.C.	227	83.70%	1.195	1.074	1.386
Other U.S. State	63	85.71%	1.167	1.048	1.354

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 35	181	69.61%	1.437	1.297	1.565
35 to 39	130	80.00%	1.250	1.129	1.362
40 to 44	157	80.25%	1.246	1.125	1.357
45 to 49	148	89.86%	1.113	1.005	1.212
50 to 54	183	89.07%	1.123	1.014	1.223
55 to 59	199	82.91%	1.206	1.089	1.314
60 to 64	172	82.56%	1.211	1.094	1.319
65 and Over	431	77.49%	1.290	1.165	1.406

Source: Va. Healthcare Workforce Data Center

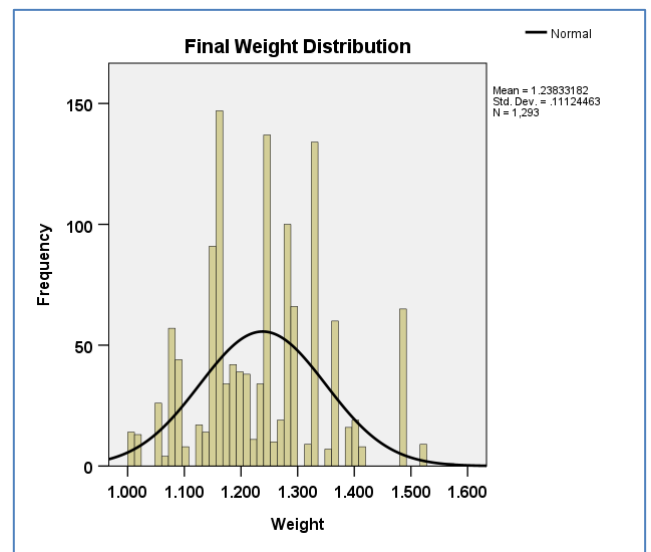
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.807620



Source: Va. Healthcare Workforce Data Center