Virginia's Nursing Home Administrator Workforce: 2014

Healthcare Workforce Data Center

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

Thank You!

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The Nursing Home Administrator Workforce: At a Glance:

The Workforce

Licensees:	873
Virginia's Workforce:	667
FTEs:	763

Background

Rural Childhood:	40%
HS Degree in VA:	53%
Prof. Degree in VA:	76%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	87%
Satisfied?:	96%

Survey Response Rate

All Licensees:	78%
Renewing Practitioners:	90%

Highest Prof. Degree

Masters Degree:	25%
Bachelors Degree:	23%

Job Turnover

Switched Jobs:	11%
Employed over 2 yrs:	57%

Demographics

Female:	59%
Diversity Index:	22%
Median Age:	51

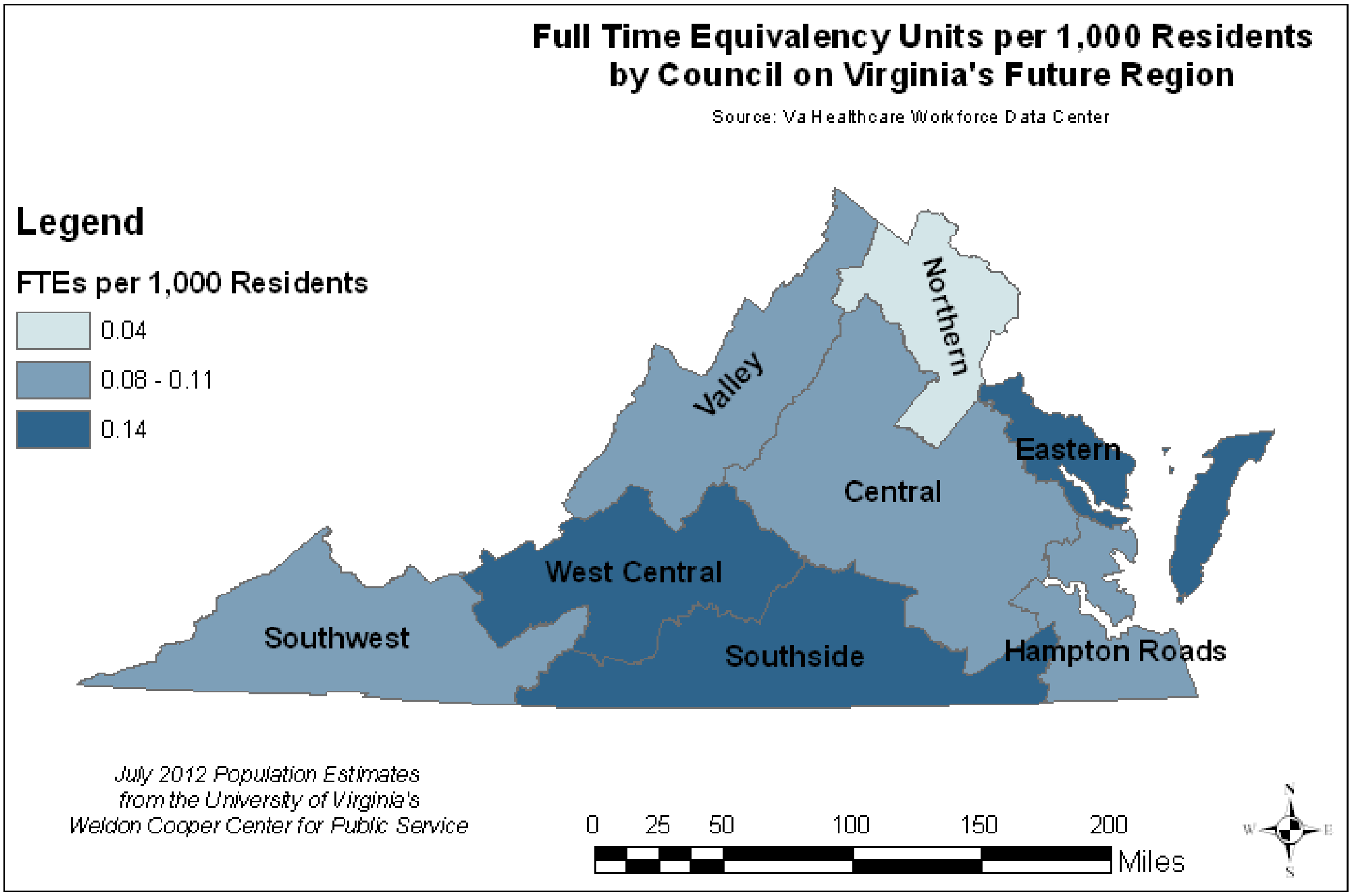
Finances

Median Inc.:	$100k-$110k
Vacation:	94%
Retirement:	69%

Time Allocation

Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center



Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend
FTEs per 1,000 Residents
0.04
0.08 - 0.11
0.14
Northern
Valley
Eastern
Central
West Central
Southwest
Southside
Hampton Roads
0
25
50
100
150
200
Miles
N
W
E
S

July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

Results in Brief

683 Nursing Home Administrators (NHAs) voluntarily took part in the 2014 Nursing Home Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for NHAs. These survey respondents represent 78% of the 873 NHAs who are licensed in the state and 90% of renewing practitioners.

The HWDC estimates that 667 NHAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an NHA at some point in the future. Between April 2013 and March 2014, Virginia's NHA workforce provided 763 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Nearly 60% of NHAs are female, and the median age of all NHAs is 51. In a random encounter between two NHAs, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, the diversity index for those NHAs who are under the age of 40 is slightly higher at 24%.

40% of NHAs grew up in a rural area, and nearly one-third of these professionals currently work in non-Metro areas of the state. Meanwhile, more than half of Virginia's NHAs graduated from high school in Virginia, while approximately three-quarters received their initial professional degree in the state. In total, 79% of Virginia's NHA workforce has some educational background in the state.

38% of NHAs hold an Administrator-in-Training degree as their highest profession-specific degree, while nearly half of all NHAs have either a Baccalaureate or Masters Degree in health administration. Meanwhile, approximately half of NHAs hold the title of Administrator at their primary work location, while 14% hold the title of Executive Director.

86% of NHAs are currently employed in the profession. 87% hold one full-time position, while just 4% currently hold two or more positions. 43% of NHAs work between 40 and 49 hours per week, while 14% work 60 or more hours per week. Only 1% of NHAs are involuntarily unemployed, although 4% are unemployed by their own choosing. 57% of all NHAs have been at their primary work location for at least two years.

The median annual income for NHAs is between $100,000 and $110,000. Nearly all NHAs receive at least one employer-sponsored benefit, including 69% who have access to some form of retirement plan. Meanwhile, 96% of NHAs indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

Approximately 75% of NHAs work in the regions of Central Virginia, Hampton Roads, Northern Virginia, or West Central Virginia. 18% of NHAs worked at two or more locations in the past year. 97% of NHAs work in the private sector, including 59% who work at a for-profit company. 45% of NHAs work at a skilled nursing facility, while another 14% work at a continuing-care retirement community.

A typical NHA spends approximately half of her time on administrative tasks and one-quarter of her time on supervisory tasks. The typical NHA also spends between 10% and 20% of her time treating patients, but only 1% serves a patient care role, meaning that at least 60% of her time is spent in patient care activities. On average, an NHA is responsible for between 100 and 124 patients per week at her primary work location, in keeping with her job title.

More than one-quarter of NHAs expect to retire by the age of 65. Nearly one-third of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2034. Over the next two years, 6% of NHAs plan on leaving either the state or the profession. Meanwhile, 13% of NHAs expect to pursue additional educational opportunities in the next two years, while 11% expect to begin accepting administrators-in-training.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	734	84%
New Licensees	75	9%
Non-Renewals	64	7%
All Licensees	873	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 90% of renewing NHAs submitted a survey. These respondents represent 78% of all NHAs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	5	27	84%
30 to 34	18	53	75%
35 to 39	12	57	83%
40 to 44	15	75	83%
45 to 49	24	97	80%
50 to 54	17	105	86%
55 to 59	34	96	74%
60 and Over	65	173	73%
Total	190	683	78%
New Licenses			
Issued 4/2013 to 3/2014	49	26	35%
Metro Status			
Non-Metro	28	85	75%
Metro	103	454	82%
Not in Virginia	60	145	71%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	873
New:	9%
Not Renewed:	7%

Response Rates

All Licensees:	78%
Renewing Practitioners:	90%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	683
Response Rate, all licensees	78%
Response Rate, Renewals	90%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in March 2014.
2. **Target Population:** All NHAs who held a Virginia license at some point between April 2013 and March 2014.
3. **Survey Population:** The survey was available to NHAs who renewed their licenses online. It was not available to those who did not renew, including some NHAs newly licensed in 2013 or 2014.

At a Glance:

Workforce

NHA Workforce:	667
FTEs:	763

Utilization Ratios

Licensees in VA Workforce:	76%
Licensees per FTE:	1.14
Workers per FTE:	0.87

Source: Va. Healthcare Workforce Data Center

Definitions

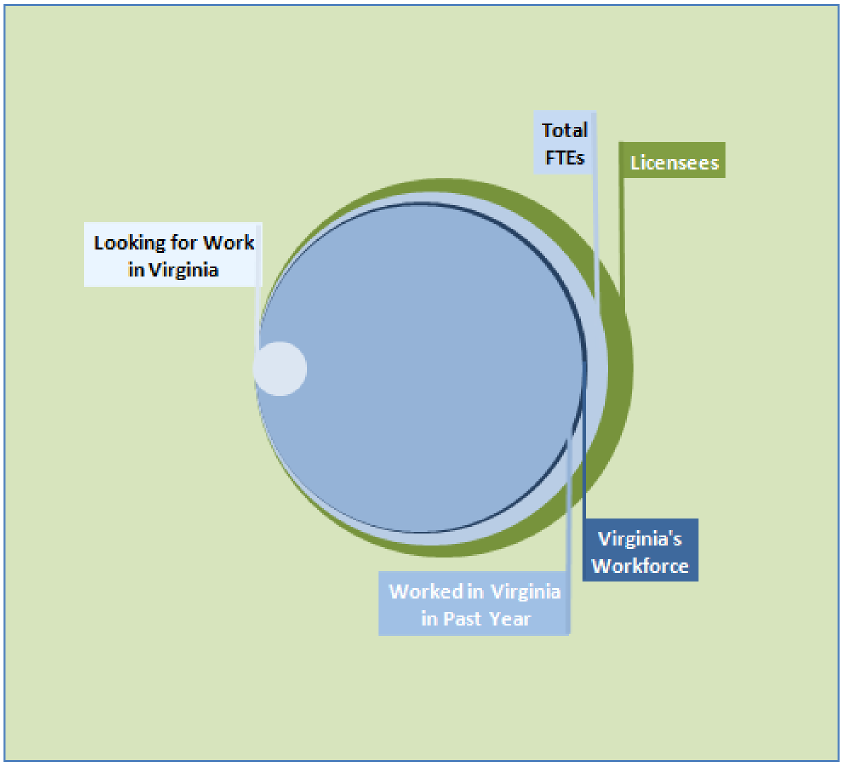
1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2013 and March 2014 or who indicated intent to return to Virginia's workforce at any point in the future.
2. **Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
3. **Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
4. **Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
5. **Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's NHA Workforce

Status	#	%
Worked in Virginia in Past Year	648	97%
Looking for Work in Virginia	18	3%
Virginia's Workforce	667	100%
Total FTEs	763	
Licensees	873	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender

Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	9	34%	18	66%	27	4%
30 to 34	22	48%	24	52%	47	8%
35 to 39	22	39%	34	61%	57	9%
40 to 44	18	27%	51	74%	70	11%
45 to 49	43	47%	48	53%	91	15%
50 to 54	35	38%	56	62%	90	14%
55 to 59	43	48%	46	52%	89	14%
60 +	64	42%	88	58%	152	24%
Total	257	41%	366	59%	622	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity

Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	64%	548	88%	112	87%
Black	19%	59	9%	12	9%
Asian	6%	5	1%	1	1%
Other Race	0%	3	0%	2	2%
Two or more races	2%	5	1%	1	1%
Hispanic	8%	3	0%	1	1%
Total	100%	623	100%	129	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 59%
% Under 40 Female: 58%

Age

Median Age: 51
% Under 40: 21%
% 55+: 39%

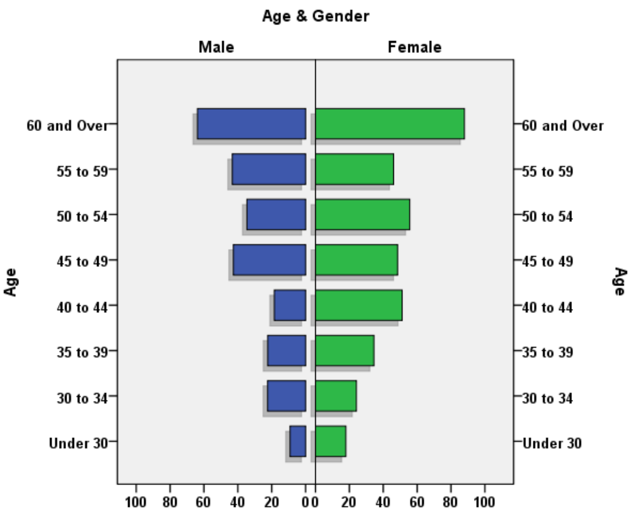
Diversity

Diversity Index: 22%
Under 40 Div. Index: 24%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NHAs, there is a 22% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

21% of NHAs are under the age of 40. 58% of this group is female, and 87% are non-Hispanic white.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	13%
Rural Childhood:	40%

Virginia Background

HS in Virginia:	53%
Prof. in VA:	76%
HS or Prof. in VA:	79%

Location Choice

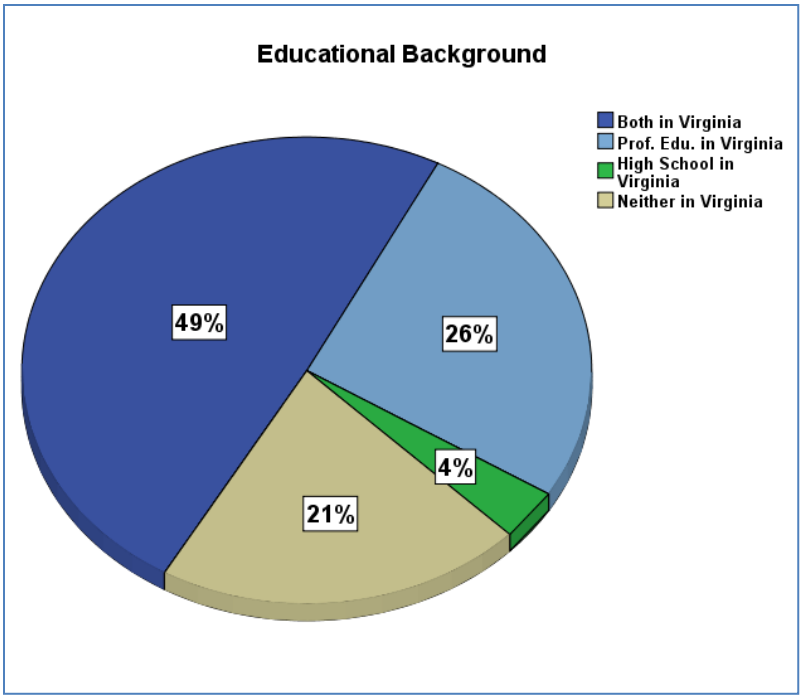
% Rural to Non-Metro:	32%
% Urban/Suburban to Non-Metro:	11%

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+	31%	55%	14%
2	Metro, 250,000 to 1 million	37%	48%	15%
3	Metro, 250,000 or less	47%	43%	9%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	77%	18%	6%
6	Urban pop, 2,500-19,999, Metro adj	66%	27%	7%
7	Urban pop, 2,500-19,999, nonadj	61%	17%	22%
8	Rural, Metro adj	63%	37%	0%
9	Rural, nonadj	64%	0%	36%
	Overall	40%	47%	13%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of NHAs grew up in a rural area, and nearly one-third of this group currently works in non-Metro areas of the state. Overall, 19% of NHAs currently work in rural areas of Virginia.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	330	Virginia	434
2	New York	37	Tennessee	17
3	Pennsylvania	30	West Virginia	14
4	West Virginia	28	Maryland	13
5	Ohio	17	Ohio	12
6	Tennessee	16	Pennsylvania	9
7	Maryland	16	Missouri	8
8	Outside of U.S./Canada	15	North Carolina	8
9	North Carolina	13	Washington, D.C.	7
10	New Jersey	13	Connecticut	5

Source: Va. Healthcare Workforce Data Center

53% of licensed NHAs received their high school degree in Virginia, and 76% received their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	101	Virginia	130
2	New York	14	Tennessee	8
3	Pennsylvania	10	Maryland	8
4	Tennessee	7	Pennsylvania	4
5	Outside of U.S./Canada	7	West Virginia	4
6	West Virginia	6	Ohio	3
7	Ohio	6	Connecticut	3
8	Maryland	4	North Carolina	3
9	Indiana	4	Minnesota	3
10	Florida	4	Texas	2

Source: Va. Healthcare Workforce Data Center

Among NHAs who have been licensed in the past five years, 51% received their high school degree in Virginia, while 73% earned their initial professional degree in the state.

Nearly one-quarter of licensees were not a part of Virginia's NHA workforce. 96% of these licensees worked at some point in the past year, including 80% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	208
% of Licensees:	24%
Federal/Military:	0%
Va. Border State/DC:	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
	Health Administration		All Degrees	
Degree	#	%	#	%
None	36	6%	-	-
Admin-in-Training	234	38%	-	-
High School/GED	-	-	11	2%
Associate	16	3%	51	8%
Bachelors	139	23%	285	46%
Graduate Cert.	10	2%	9	1%
Masters	151	25%	242	39%
Doctorate	2	0%	16	3%
Other	23	4%	-	-
Total	**612**	**100%**	**614**	**100%**

Source: Va. Healthcare Workforce Data Center

> *46% of NHAs have a Bachelor's Degree as their highest level of educational attainment, while 39% have earned a Masters Degree.*

At a Glance:

Health Administration Education

Admin-in-Training:	38%
Masters Degree:	25%
Bachelors Degree:	23%

Licenses/Registrations

Nurse (RN or LPN):	15%
ALF Administrator:	6%
CNA:	1%

Job Titles

Administrator:	49%
Executive Director:	14%
President:	11%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nursing (RN or LPN)	99	15%
ALF Administrator	37	6%
Certified Nursing Assistant	8	1%
Registered Medication Aide	7	1%
Other	58	8%
At Least One	**192**	**29%**

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	324	49%	40	6%
Executive Director	93	14%	10	1%
Pres./Exec. Officer	71	11%	14	2%
Assistant Admin.	22	3%	5	1%
Owner	10	1%	2	0%
Other	112	17%	35	5%
At Least One	**574**	**86%**	**98**	**15%**

> *Nearly half of Virginia's NHA workforce held the title of Administrator at their primary work location.*

At a Glance:

Employment

Employed in Profession:	86%
Involuntarily Unemployed:	1%

Positions Held

1 Full-time:	87%
2 or More Positions:	4%

Weekly Hours:

40 to 49:	43%
60 or more:	14%
Less than 30:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status

Status	#	%
Employed in a LTC-related capacity	535	86%
Employed, NOT in a LTC-related capacity	49	8%
Involuntarily unemployed	6	1%
Voluntarily unemployed	28	4%
Retired	5	1%
Total	**622**	**100%**

Source: Va. Healthcare Workforce Data Center

86% of Virginia's NHA workforce is employed in the profession, and 87% currently have one full-time job. 43% of all NHAs currently work between 40 and 49 hours per week.

Current Positions

Positions	#	%
No Positions	39	6%
One Part-Time Position	17	3%
Two Part-Time Positions	1	0%
One Full-Time Position	528	87%
One Full-Time Position & One Part-Time Position	21	3%
Two Full-Time Positions	3	0%
More than Two Positions	1	0%
Total	**610**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours

Hours	#	%
0 hours	39	6%
1 to 9 hours	1	0%
10 to 19 hours	1	0%
20 to 29 hours	4	1%
30 to 39 hours	9	1%
40 to 49 hours	260	43%
50 to 59 hours	212	35%
60 to 69 hours	66	11%
70 to 79 hours	10	2%
80 or more hours	8	1%
Total	**610**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	**#**	**%**
Volunteer Work Only	9	2%
Less than $30,000	13	3%
$30,000-$49,999	10	2%
$50,000-$69,999	31	6%
$70,000-$89,999	99	20%
$90,000-$109,999	148	30%
$110,000-$129,999	70	14%
$130,000-$149,999	48	10%
$150,000-$169,999	30	6%
$170,000 or More	31	6%
Total	**489**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income:	$100k-$110k

Benefits

Paid Vacation:	94%
Employer Retirement:	69%

Satisfaction

Satisfied:	96%
Very Satisfied:	69%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	**#**	**%**
Paid Vacation	505	94%
Paid Sick Leave	453	85%
Dental Insurance	416	78%
Group Life Insurance	407	76%
Retirement	370	69%
Signing/Retention Bonus	73	14%
Receive at least one benefit	**514**	**96%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for NHAs is between $100,000 and $110,000 per year. In addition, 96% of NHAs received at least one employer-sponsored benefit at their place of work, including 69% who had access to a retirement plan.

96% of NHAs are satisfied with their job, including 69% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	417	69%
Somewhat Satisfied	158	26%
Somewhat Dissatisfied	20	3%
Very Dissatisfied	6	1%
Total	**602**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	**#**	**%**
Experience Involuntary Unemployment?	21	3%
Experience Voluntary Unemployment?	39	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	5	1%
Work two or more positions at the same time?	43	6%
Switch employers or practices?	71	11%
Experienced at least 1	152	23%

Source: Va. Healthcare Workforce Data Center

> *Only 3% of Virginia's NHAs experienced involuntary unemployment at some point during the past year. By comparison, Virginia's average monthly unemployment rate was 5.5% in 2013.[1]*

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed:	3%
Underemployed:	1%

Turnover & Tenure

Switched Jobs:	11%
New Location:	27%
Over 2 years:	57%
Over 2 yrs, 2nd location:	39%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Not Currently Working at this Location	10	2%	12	12%
Less than 6 Months	59	10%	13	13%
6 Months to 1 Year	70	12%	19	19%
1 to 2 Years	111	19%	19	19%
3 to 5 Years	127	22%	20	20%
6 to 10 Years	70	12%	9	9%
More than 10 Years	141	24%	10	10%
Subtotal	**588**	**100%**	**101**	**100%**
Did not have location	19		546	
Item Missing	59		19	
Total	667		667	

Source: Va. Healthcare Workforce Data Center

> *57% of NHAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.*

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[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.3% in January 2013 to 4.8% in December 2013.

At a Glance:

Concentration

Top Region:	22%
Top 3 Regions:	60%
Lowest Region:	3%

Locations

2 or more (Past Year):	18%
2 or more (Now*):	14%

Source: Va. Healthcare Workforce Data Center

22% of all NHAs work in Central Virginia, the most of any region in Virginia. With only 3% of the workforce, Eastern Virginia had the fewest NHAs of any region in the state.

A Closer Look:

Regional Distribution of Work Locations

COVF Region	Primary Location #	Primary Location %	Secondary Location #	Secondary Location %
Central	130	22%	14	14%
Eastern	18	3%	2	2%
Hampton Roads	118	20%	27	26%
Northern	99	17%	13	13%
Southside	40	7%	8	8%
Southwest	38	7%	6	6%
Valley	40	7%	7	7%
West Central	95	16%	13	13%
Virginia Border State/DC	1	0%	3	3%
Other US State	4	1%	9	9%
Outside of the US	0	0%	0	0%
Total	583	100%	102	100%
Item Missing	63		18	

Source: Va. Healthcare Workforce Data Center

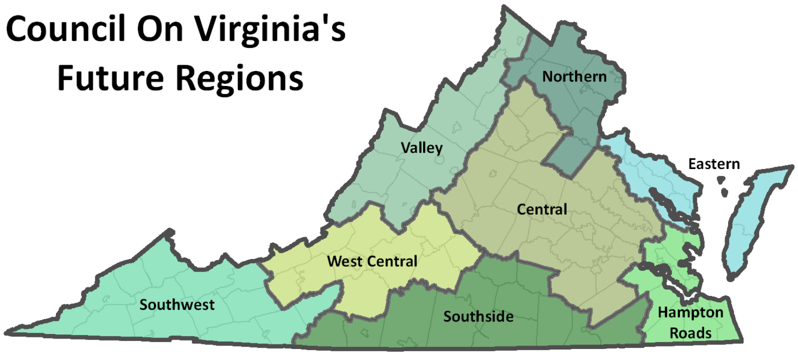
Number of Work Locations

Locations	Work Locations in Past Year #	Work Locations in Past Year %	Work Locations Now* #	Work Locations Now* %
0	18	3%	27	4%
1	529	79%	496	81%
2	87	13%	60	10%
3	20	3%	17	3%
4	2	0%	0	0%
5	0	0%	1	0%
6 or More	10	2%	9	1%
Total	667	100%	609	100%

*At the time of survey completion, March 2014.

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



81% of NHAs currently have just one work location, while 10% currently work at two different locations.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	340	59%	67	71%
Non-Profit	213	37%	27	28%
State/Local Government	17	3%	1	1%
Veterans Administration	2	0%	0	0%
U.S. Military	1	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	**573**	**100%**	**95**	**100%**
Did not have location	19		546	
Item Missing	73		25	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

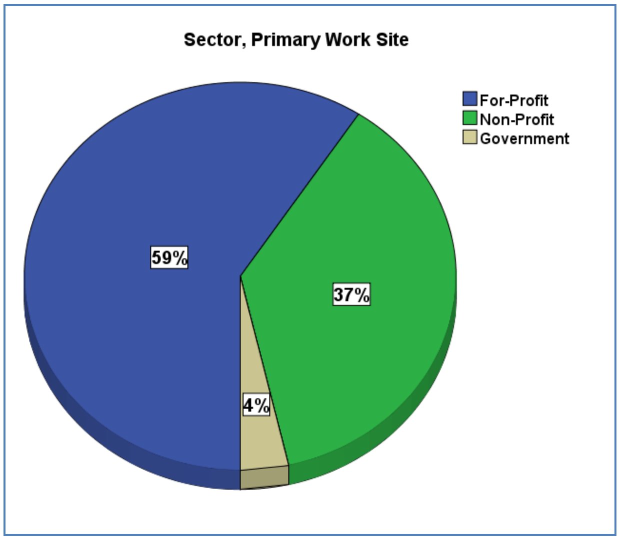
Sector

For Profit:	59%
Federal:	1%

Top Establishments

Skilled Nursing Facility:	45%
Continuing Care Retirement Community:	14%
Assisted Living Facility:	6%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	304	56%	54	61%
Independent/Stand-Alone	132	24%	14	16%
Hospital-Based	46	8%	2	2%
Integrated Health System	30	5%	6	7%
College/University	2	0%	4	4%
Other	32	6%	9	10%
Total	**546**	**100%**	**89**	**100%**
Did not have location	19		546	
Item Missing	101		32	

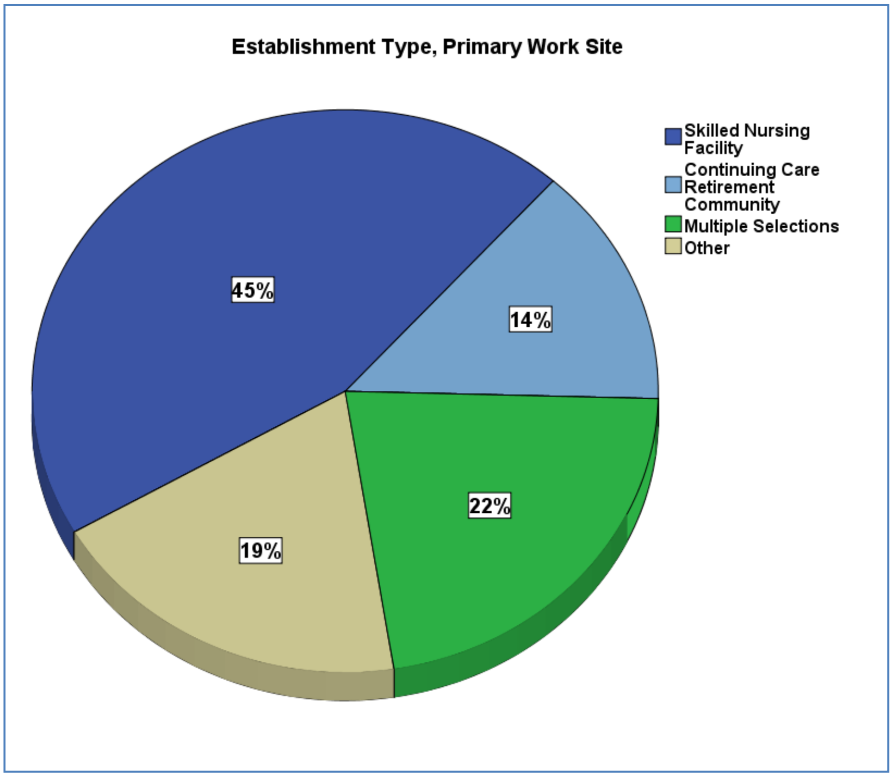
Source: Va. Healthcare Workforce Data Center

Nearly all NHAs work in the private sector, including 59% who work in a for-profit organization. More than half of all NHAs work in a facility chain at their primary work location, while nearly one-quarter work for an independent organization.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	260	45%	45	48%
Continuing Care Retirement Community	80	14%	7	7%
Assisted Living Facility	37	6%	7	7%
Home/Community Health Care	13	2%	4	4%
PACE	3	1%	0	0%
Rehabilitation Facility	3	1%	0	0%
Hospice	1	0%	4	4%
Adult Day Care	0	0%	0	0%
Multiple Selections	128	22%	18	19%
Other	52	9%	9	10%
Total	577	100%	94	100%
Did Not Have a Location	19		546	

At both primary and secondary work locations, nearly half of NHAs were employed at skilled nursing facilities. Continuing care retirement communities were also significant employers of Virginia's NHA workforce.

At both primary and secondary work locations, approximately one out of five NHAs is employed at a site characterized by multiple establishment types.



Source: Va. Healthcare Workforce Data Center

At a Glance:

(Primary Locations)

Typical Time Allocation

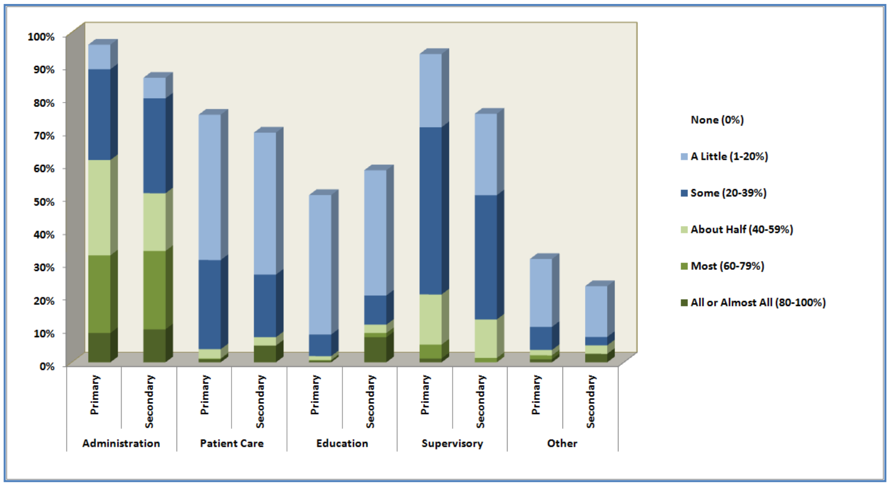
Administration:	40%-50%
Supervisory:	20%-30%
Patient Care:	10%-20%
Education:	1%-10%

Roles

Administration:	32%
Supervisory:	5%
Patient Care:	1%
Education:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical NHA spends nearly half of her time on administrative tasks and one-quarter of her time on supervisory activities. Nearly one-third of NHAs fill an administrative role, defined as spending 60% or more of her time on administrative activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Supervisory		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	9%	10%	1%	5%	0%	8%	1%	0%	1%	3%
Most (60-79%)	24%	24%	0%	0%	0%	1%	4%	1%	1%	0%
About Half (40-59%)	29%	18%	3%	3%	1%	3%	15%	11%	2%	3%
Some (20-39%)	28%	29%	27%	19%	7%	9%	51%	37%	7%	3%
A Little (1-20%)	7%	6%	44%	43%	42%	38%	22%	24%	21%	15%
None (0%)	4%	14%	25%	30%	49%	42%	7%	24%	69%	76%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	48	9%	16	18%
1-24	6	1%	4	5%
25-49	18	3%	1	1%
50-74	52	10%	5	6%
75-99	59	11%	8	9%
100-124	92	18%	24	28%
125-149	55	11%	8	9%
150-174	32	6%	5	6%
175-199	36	7%	1	1%
200-224	17	3%	2	2%
225-249	7	1%	0	0%
250-274	9	2%	0	0%
275-299	7	1%	0	0%
300 or more	85	16%	12	14%
Total	523	100%	87	100%

Source: Va. Healthcare Workforce Data Center

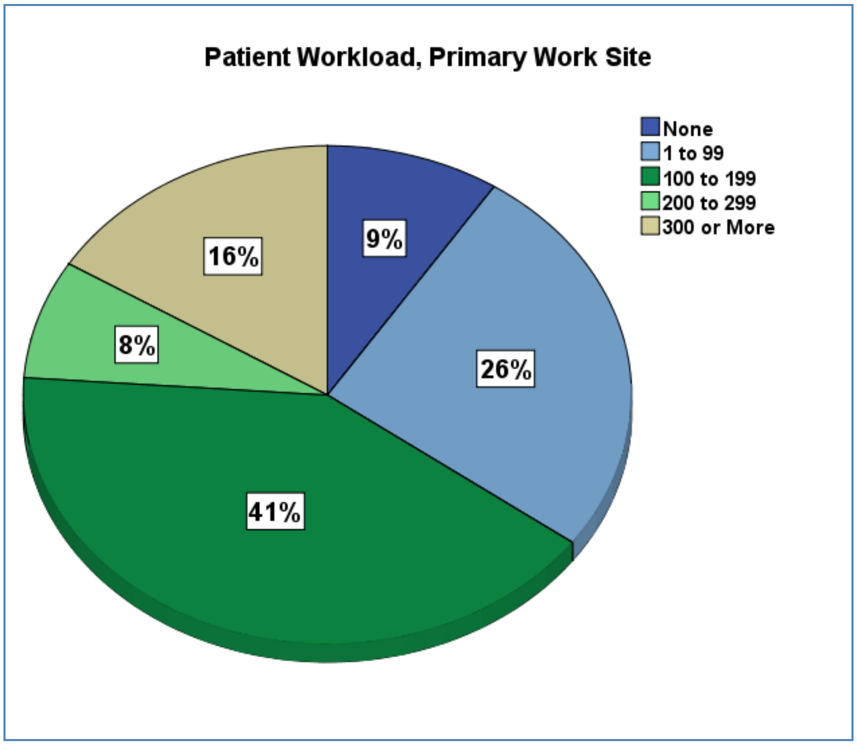
At a Glance:

Patient Workload (Median)

Primary Location:	100-124
Secondary Location:	100-124

Source: Va. Healthcare Workforce Data Center

The typical NHA was responsible for between 100 and 124 patients at their primary work location and an additional 100 to 124 patients at their secondary work location, if they had one.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	12	2%	-	-
50 to 54	8	1%	-	-
55 to 59	33	6%	8	3%
60 to 64	95	18%	42	15%
65 to 69	254	47%	158	55%
70 to 74	91	17%	50	17%
75 to 79	20	4%	20	7%
80 or over	3	1%	0	0%
I do not intend to retire	23	4%	9	3%
Total	**539**	**100%**	**287**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65:	27%
Under 60:	10%
NHAs 50 and over	
Under 65:	17%
Under 60:	3%

Time until Retirement

Within 2 years:	5%
Within 10 years:	32%
Half the workforce:	by 2034

Source: Va. Healthcare Workforce Data Center

More than one-quarter of NHAs expect to retire by the age of 65, but only 17% of those NHAs who are age 50 or over expect to retire by the same age. Meanwhile, approximately one-quarter of all NHAs expect to work until at least age 70, including 4% who do not expect to retire at all.

Within the next two years, 6% of Virginia's NHAs plan on leaving either the profession or the state. Meanwhile, 13% expect to pursue additional educational opportunities, while 11% will begin accepting administrators-in-training.

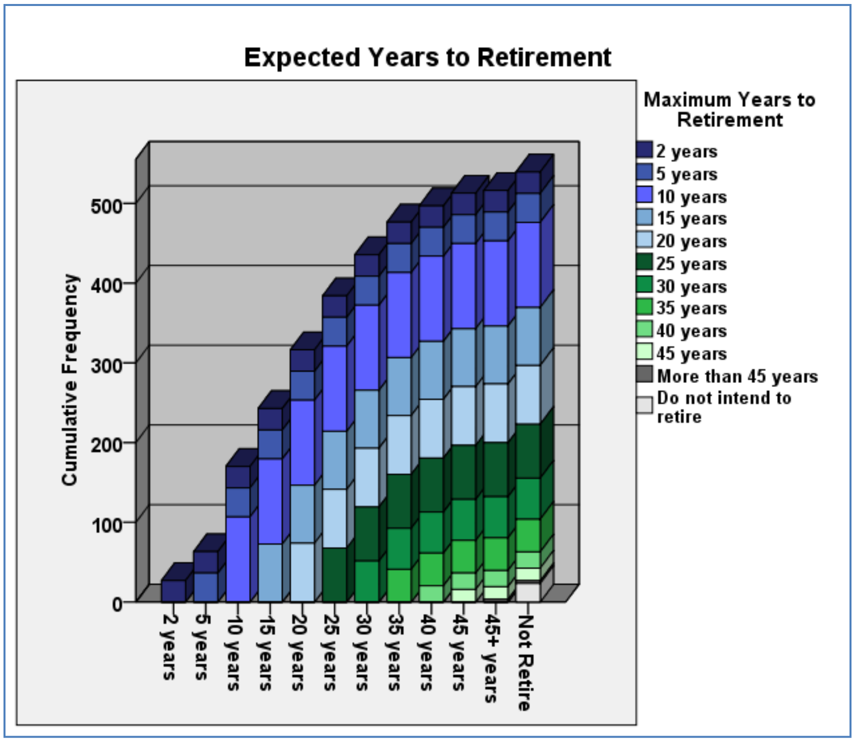
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	16	2%
Leave Virginia	26	4%
Decrease Patient Care Hours	41	6%
Decrease Teaching Hours	0	0%
Cease Accepting Trainees	6	1%
Increase Participation		
Increase Patient Care Hours	35	5%
Increase Teaching Hours	27	4%
Pursue Additional Education	88	13%
Return to Virginia's Workforce	9	1%
Begin Accepting Trainees	72	11%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While only 5% of NHAs expect to retire in the next two years, nearly one-third expects to retire within the next decade. More than half of the current NHA workforce expects to retire by 2034.

Time to Retirement			
Expect to retire within. . .	**#**	**%**	**Cumulative %**
2 years	27	5%	5%
5 years	36	7%	12%
10 years	107	20%	32%
15 years	73	14%	45%
20 years	74	14%	59%
25 years	68	13%	71%
30 years	52	10%	81%
35 years	41	8%	89%
40 years	20	4%	92%
45 years	16	3%	95%
50 years	3	1%	96%
55 years	0	0%	96%
In more than 55 years	0	0%	96%
Do not intend to retire	23	4%	100%
Total	**539**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 20% of the current workforce around the same time before declining to under 10% again around 2049.

At a Glance:

FTEs

Total:	763
FTEs/1,000 Residents:	.092
Average:	1.18

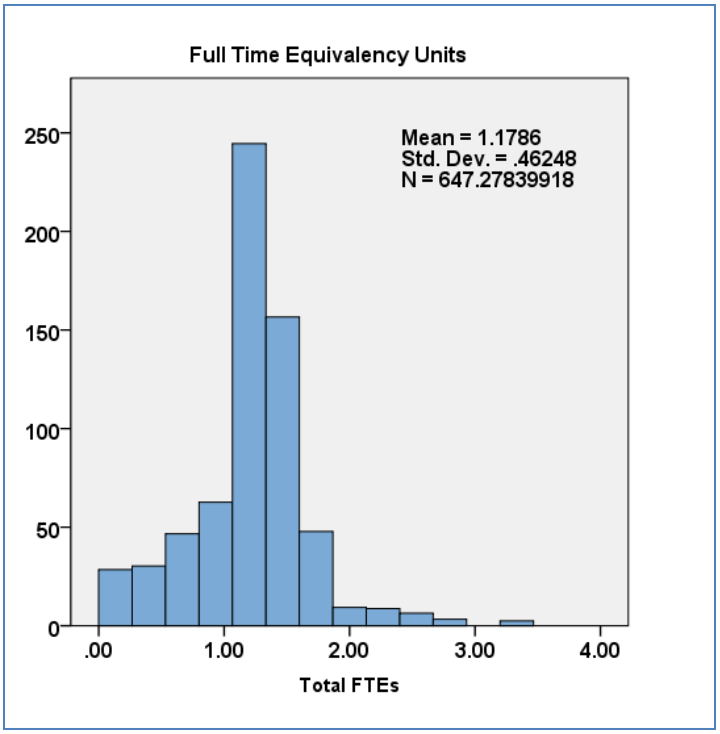
Age & Gender Effect

Age, Partial Eta^2:	Small
Gender, Partial Eta^2:	None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

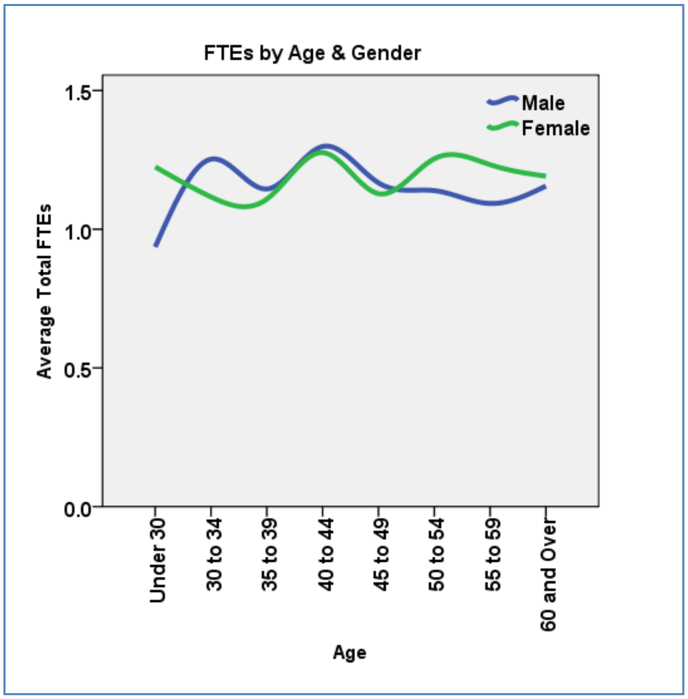


Source: Va. Healthcare Workforce Data Center

The typical (median) NHA provided 1.17 FTEs in 2013, or approximately 45 hours per week for 52 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	1.13	1.17
30 to 34	1.15	1.17
35 to 39	1.12	1.17
40 to 44	1.29	1.38
45 to 49	1.14	1.17
50 to 54	1.21	1.17
55 to 59	1.15	1.17
60 and Over	1.19	1.15
Gender		
Male	1.16	1.17
Female	1.20	1.17

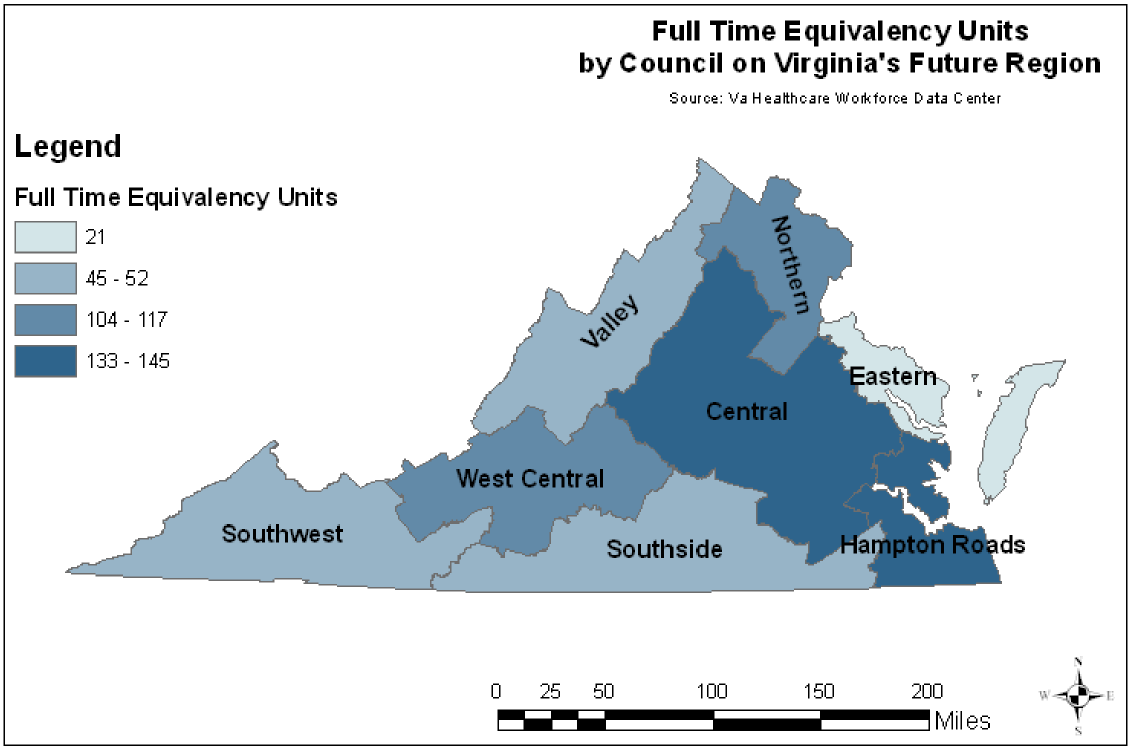
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

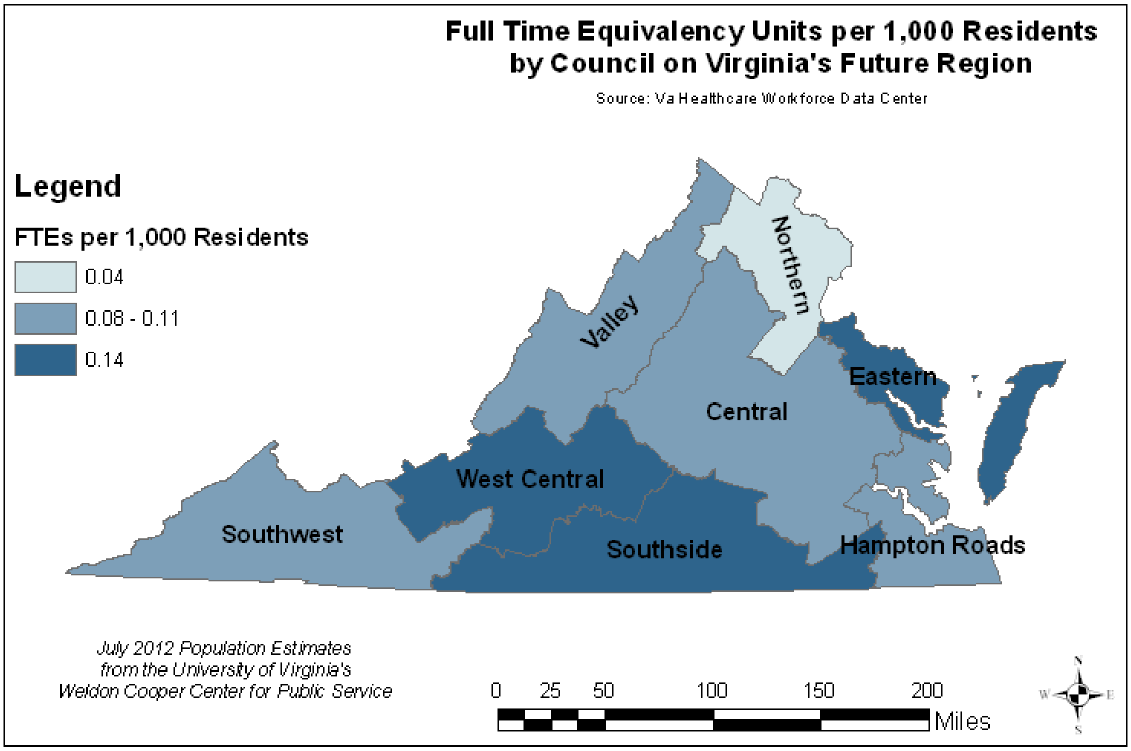
Maps

Council on Virginia's Future Regions


Full Time Equivalency Units by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend
Full Time Equivalency Units
21
45 - 52
104 - 117
133 - 145
Northern
Valley
Eastern
Central
West Central
Southwest
Southside
Hampton Roads
0 25 50 100 150 200
Miles
W
E
S

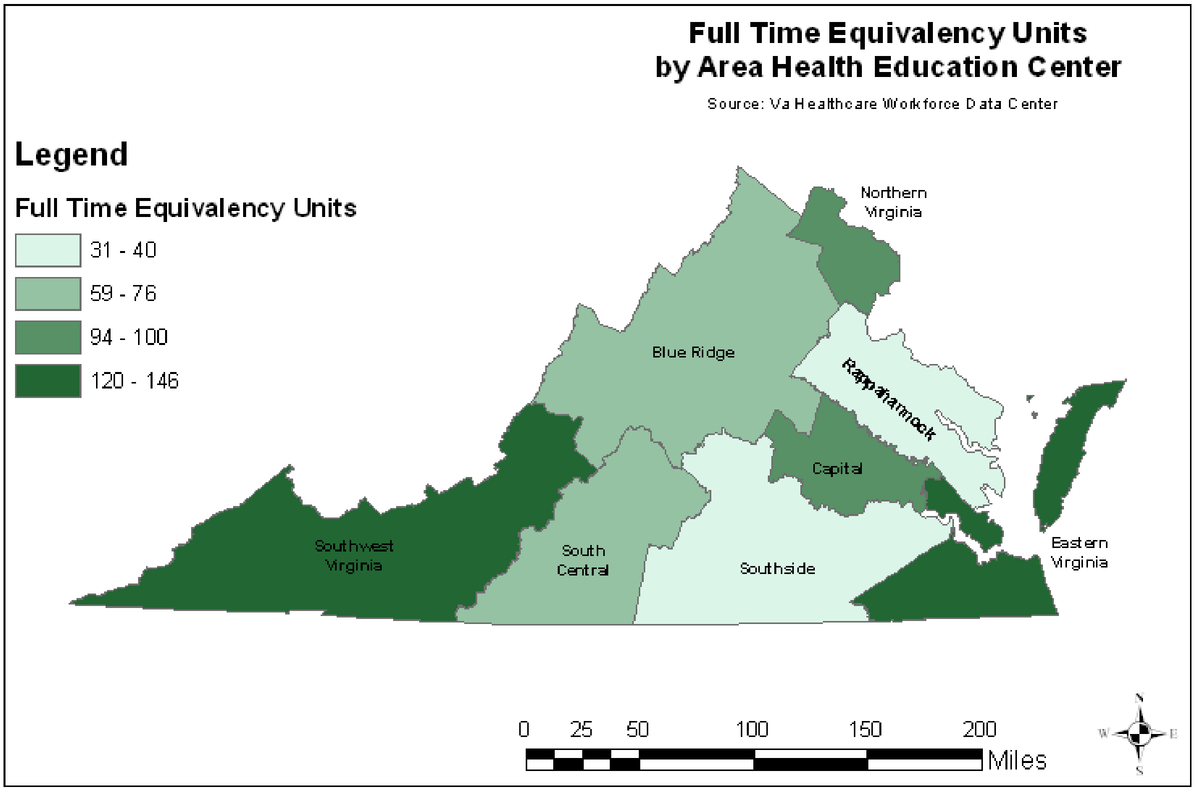

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

Legend
FTEs per 1,000 Residents
0.04
0.08 - 0.11
0.14
Northern
Valley
Eastern
Central
West Central
Southwest
Southside
Hampton Roads
0 25 50 100 150 200
Miles
W
E
S

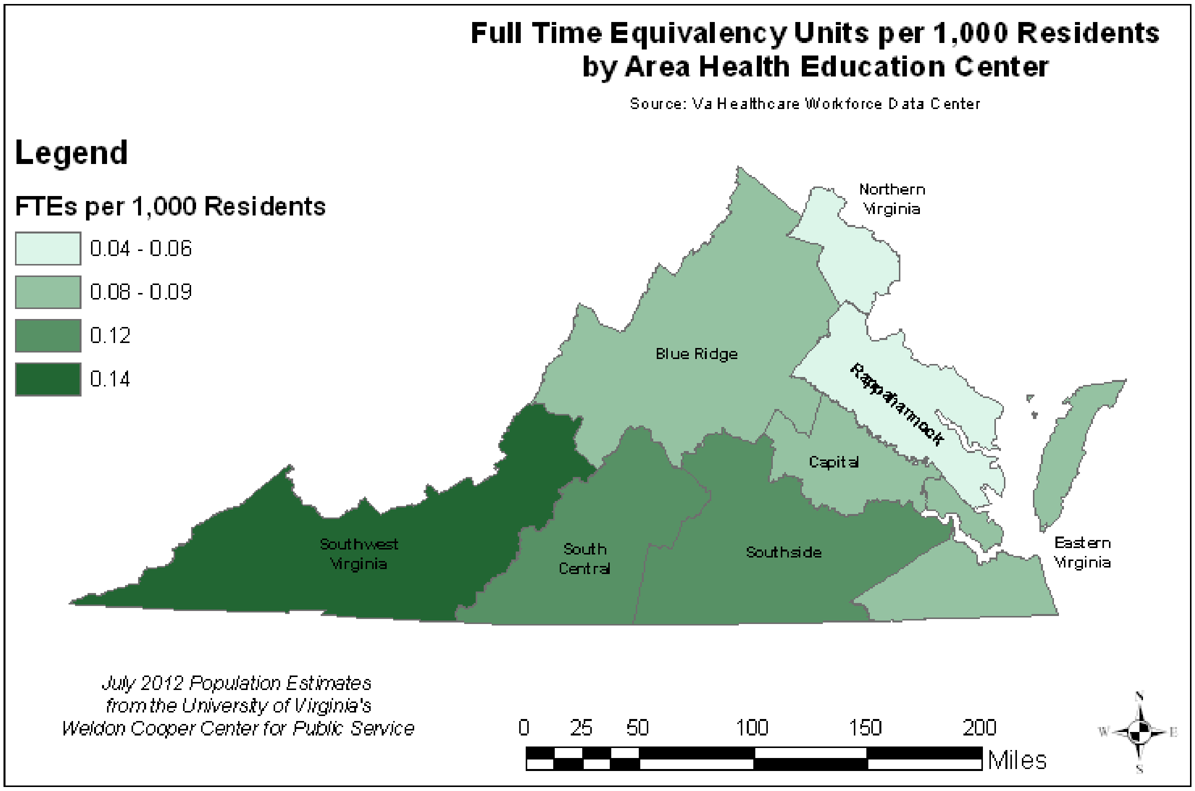
Area Health Education Center Regions



Full Time Equivalency Units by Area Health Education Center

Source: Va Healthcare Workforce Data Center

Legend
Full Time Equivalency Units
31 - 40
59 - 76
94 - 100
120 - 146
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
0
25
50
100
150
200
Miles
N
W
E
S

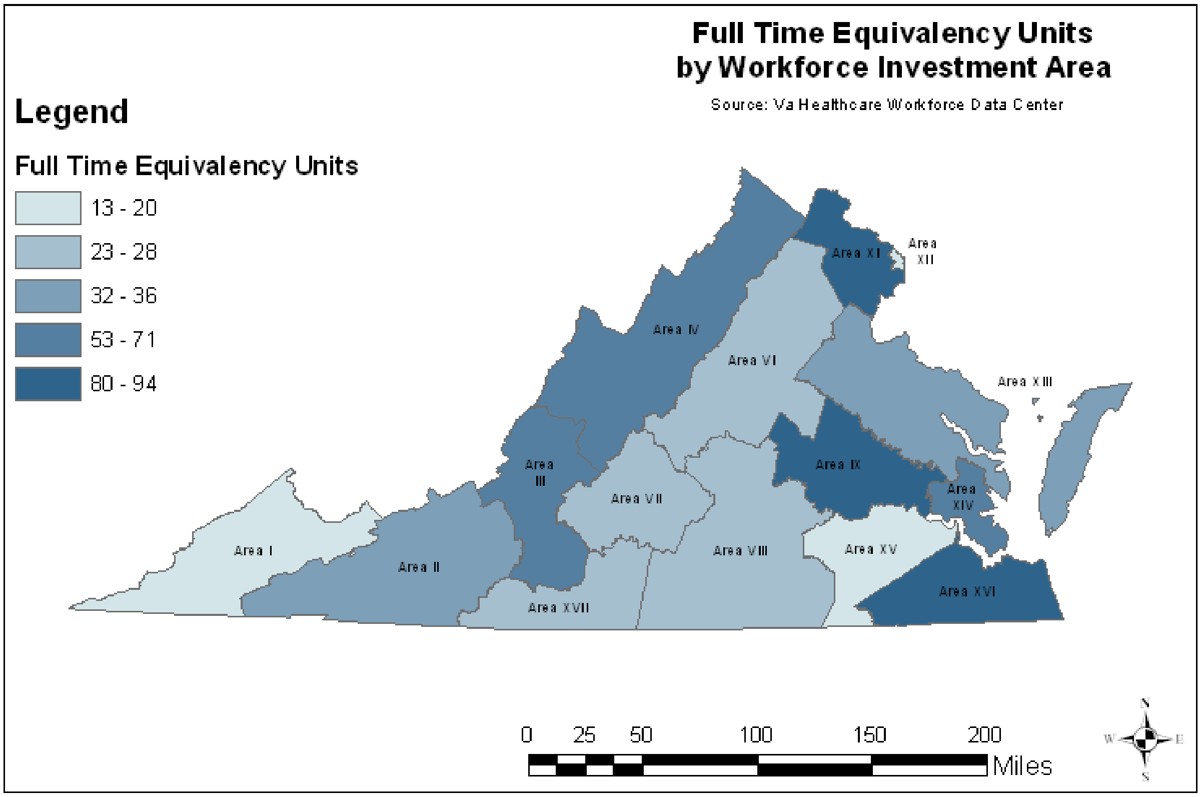


Full Time Equivalency Units per 1,000 Residents by Area Health Education Center

Source: Va Healthcare Workforce Data Center

Legend
FTEs per 1,000 Residents
0.04 - 0.06
0.08 - 0.09
0.12
0.14
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
0
25
50
100
150
200
Miles
N
W
E
S

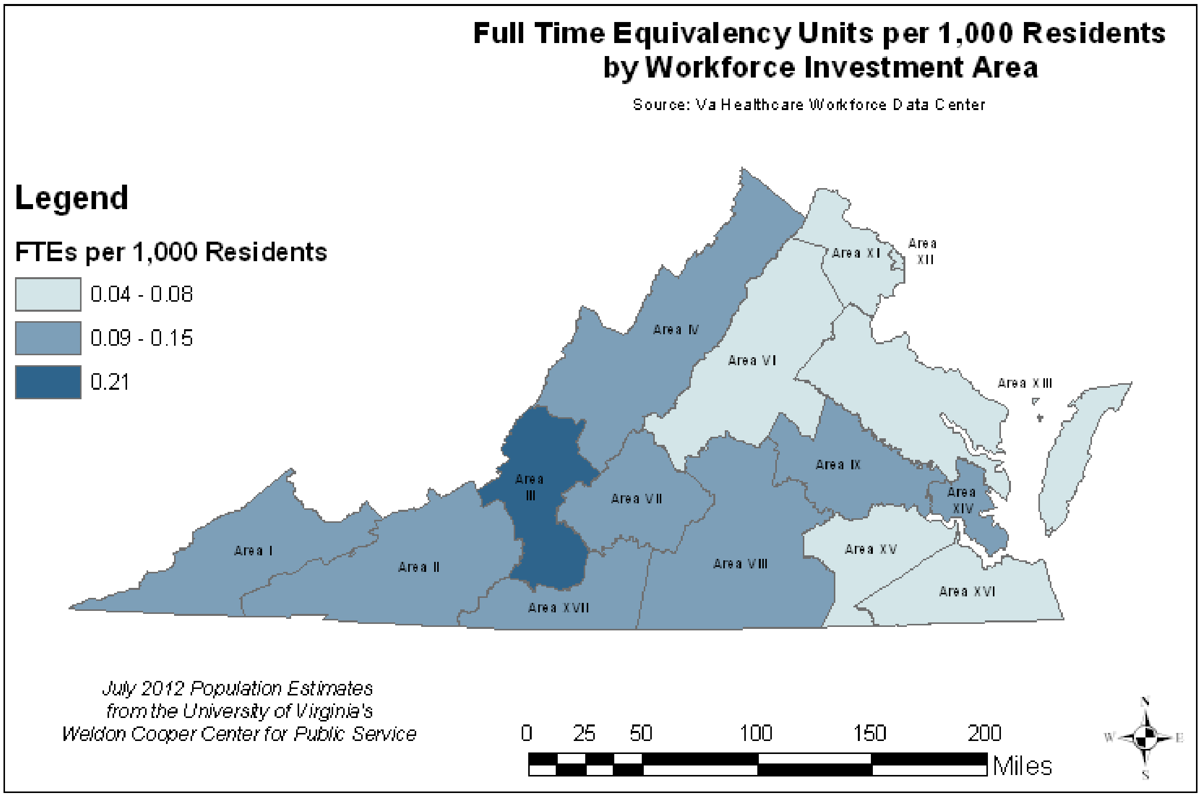
July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service



Full Time Equivalency Units by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

Legend
Full Time Equivalency Units
13 - 20
23 - 28
32 - 36
53 - 71
80 - 94
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0
25
50
100
150
200
Miles
N
S
E
W

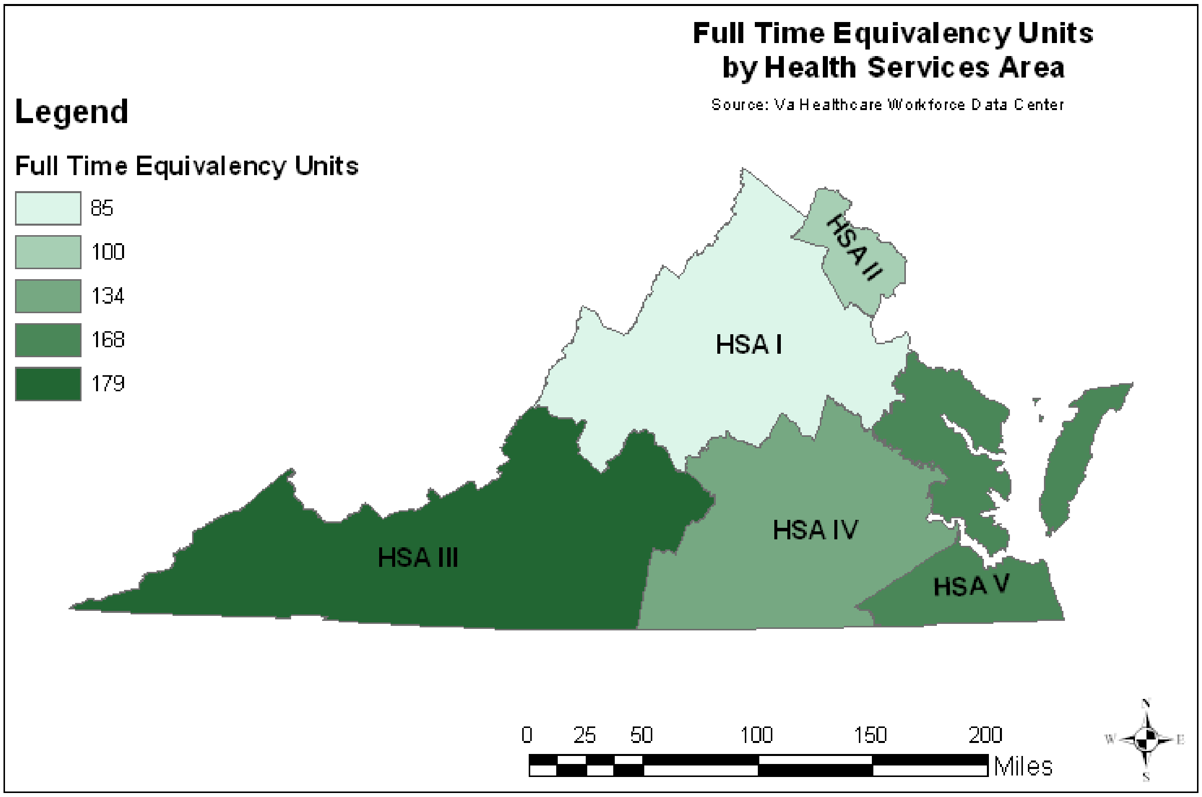


Full Time Equivalency Units per 1,000 Residents by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

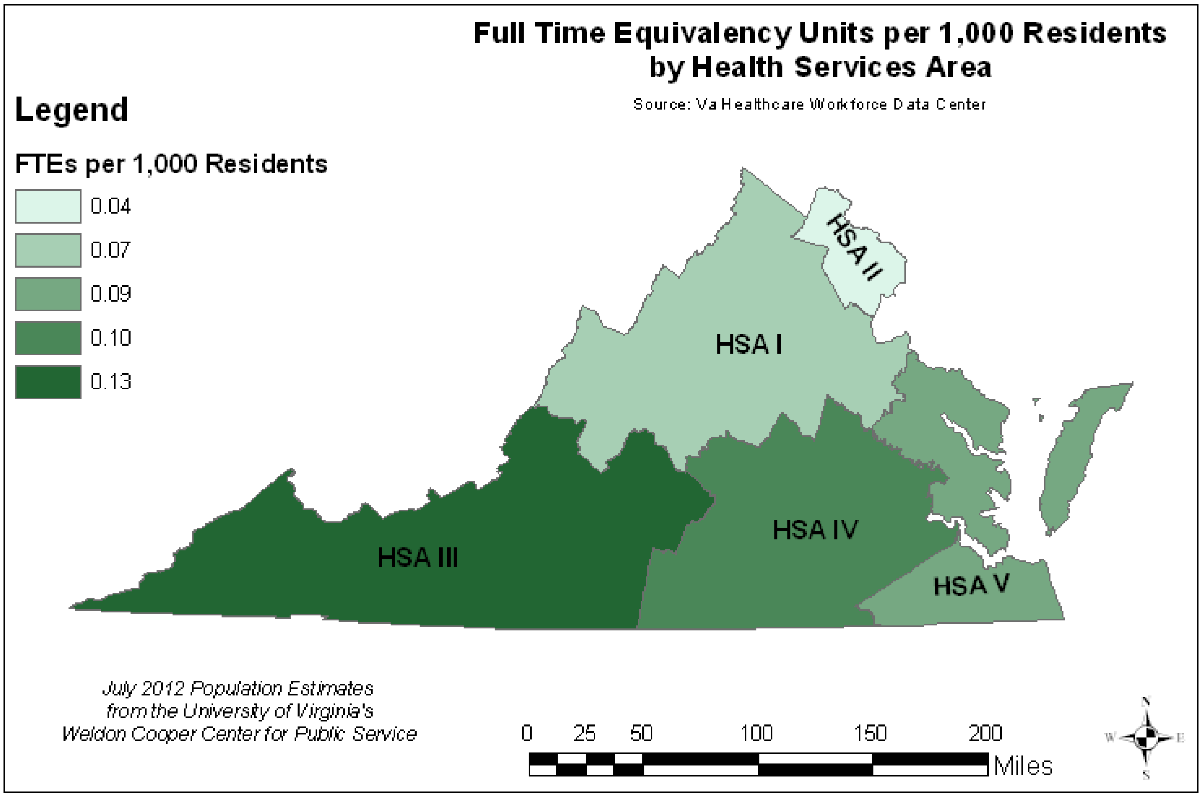
Legend
FTEs per 1,000 Residents
0.04 - 0.08
0.09 - 0.15
0.21
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0
25
50
100
150
200
Miles
N
S
E
W



Full Time Equivalency Units by Health Services Area

Source: Va Healthcare Workforce Data Center

Legend
Full Time Equivalency Units
85
100
134
168
179
HSA I
HSA II
HSA III
HSA IV
HSA V
0
25
50
100
150
200
Miles
N
W
E
S

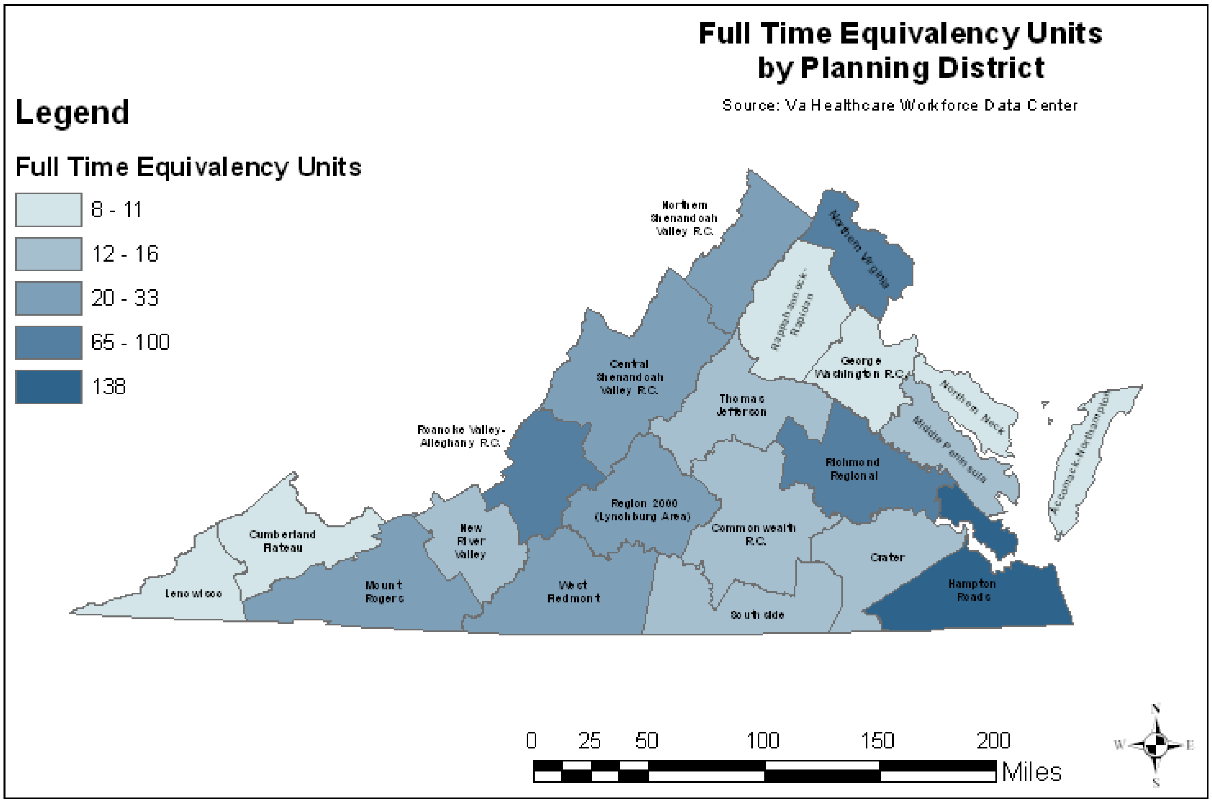


Full Time Equivalency Units per 1,000 Residents by Health Services Area

Source: Va Healthcare Workforce Data Center

July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

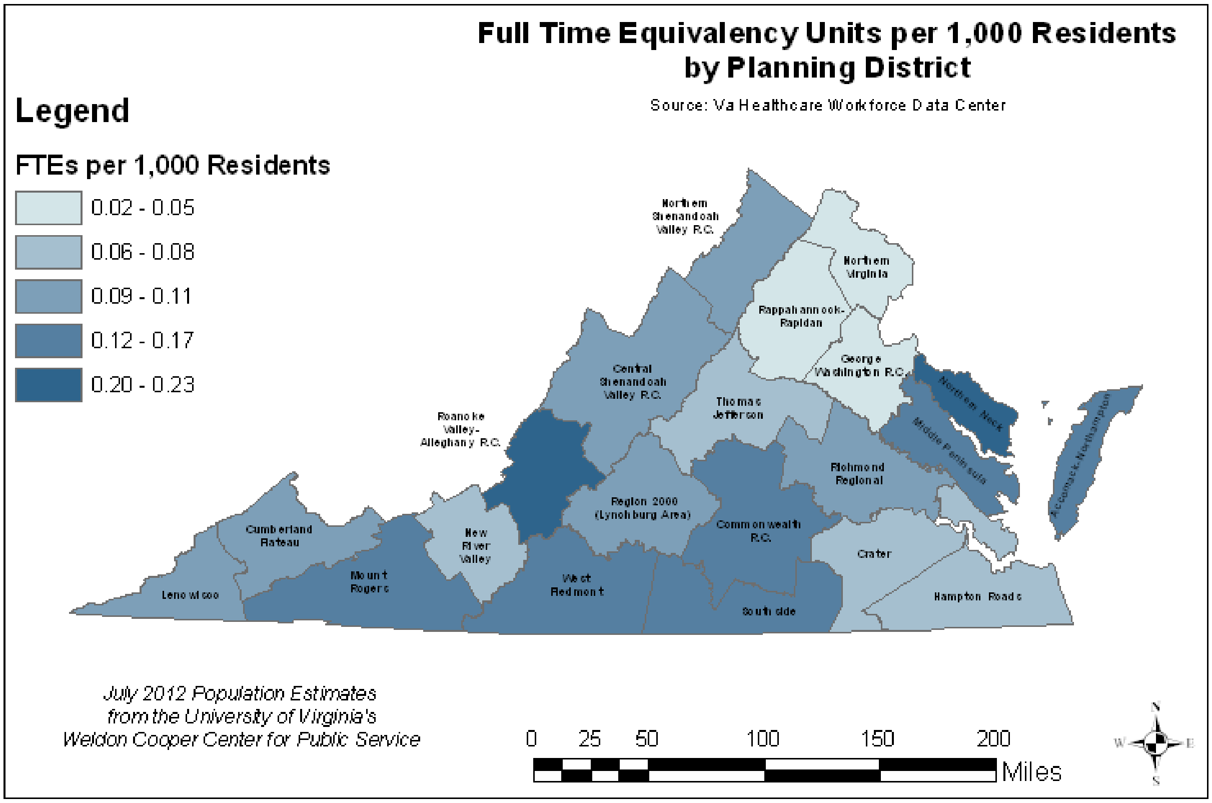
Legend
FTEs per 1,000 Residents
0.04
0.07
0.09
0.10
0.13
HSA I
HSA II
HSA III
HSA IV
HSA V
0
25
50
100
150
200
Miles
N
W
E
S



Full Time Equivalency Units by Planning District

Source: Va Healthcare Workforce Data Center

Legend
Full Time Equivalency Units
8 - 11
12 - 16
20 - 33
65 - 100
138
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Central Shenandoah Valley R.C.
Thomas Jefferson
Richmond Regional
Roanoke Valley-Alleghany R.C.
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Hampton Roads
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Southside
Lenowisco
0
25
50
100
150
200
Miles
N
W
E
S



Full Time Equivalency Units per 1,000 Residents by Planning District

Source: Va Healthcare Workforce Data Center

July 2012 Population Estimates from the University of Virginia's Weldon Cooper Center for Public Service

Legend
FTEs per 1,000 Residents
0.02 - 0.05
0.06 - 0.08
0.09 - 0.11
0.12 - 0.17
0.20 - 0.23
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Central Shenandoah Valley R.C.
Thomas Jefferson
Richmond Regional
Roanoke Valley-Alleghany R.C.
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Hampton Roads
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Southside
Lenowisco
0
25
50
100
150
200
Miles
N
W
E
S

Appendices

Appendix A: Weights

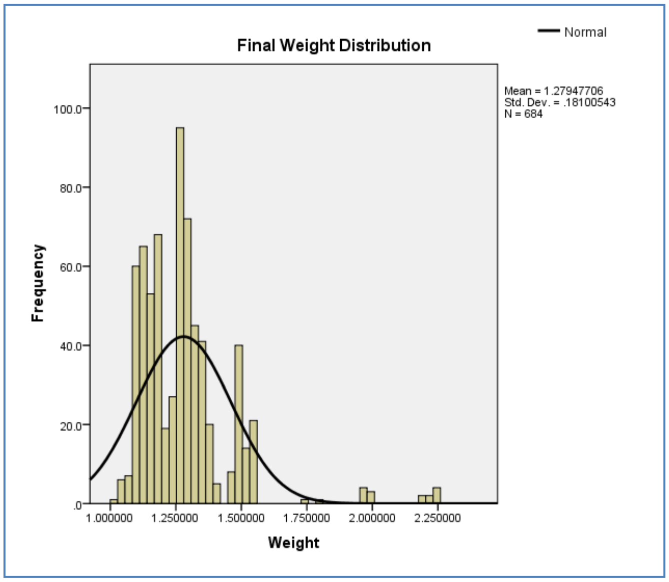
Rural Status	**Location Weight**			**Total Weight**	
	#	Rate	Weight	Min	Max
Metro, 1 million+	375	82.93%	1.205788	1.09519	1.29673
Metro, 250,000 to 1 million	107	79.44%	1.258824	1.14336	1.35377
Metro, 250,000 or less	75	77.33%	1.293103	1.1745	1.39063
Urban pop 20,000+, Metro adj	13	53.85%	1.857143	1.74211	1.99721
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	47	85.11%	1.175	1.06723	1.26362
Urban pop, 2,500-19,999, nonadj	23	86.96%	1.15	1.04452	1.23674
Rural, Metro adj	21	47.62%	2.1	1.96992	2.25839
Rural, nonadj	9	88.89%	1.125	1.02181	1.20985
Virginia border state/DC	127	71.65%	1.395604	1.2676	1.50086
Other US State	78	69.23%	1.444444	1.31196	1.55339

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	32	84.38%	1.185185	1.06545	1.33824
30 to 34	71	74.65%	1.339623	1.1781	2.19913
35 to 39	69	82.61%	1.210526	1.08823	1.9872
40 to 44	90	83.33%	1.2	1.07877	1.96992
45 to 49	121	80.17%	1.247423	1.09702	1.81095
50 to 54	122	86.07%	1.161905	1.02181	1.31196
55 to 59	130	73.85%	1.354167	1.19089	2.223
60 and Over	238	72.69%	1.375723	1.20985	2.25839

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.781714