Virginia's Nursing Home Administrator Workforce: 2015

Healthcare Workforce Data Center

October 2015

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694 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:	920
Virginia's Workforce:	715
FTEs:	791

Survey Response Rate

All Licensees:	75%
Renewing Practitioners:	88%

Demographics

Female:	60%
Diversity Index:	22%
Median Age:	50

Background

Rural Childhood:	41%
HS Degree in VA:	55%
Prof. Degree in VA:	76%

Highest Prof. Degree

Admin-in-Training:	35%
Masters:	26%

Finances

Median Income:	$105,000
Paid Vacation:	96%
Retirement:	67%

Current Employment

Employed in Prof.:	87%
Hold 1 Full-time Job:	88%
Satisfied?:	96%

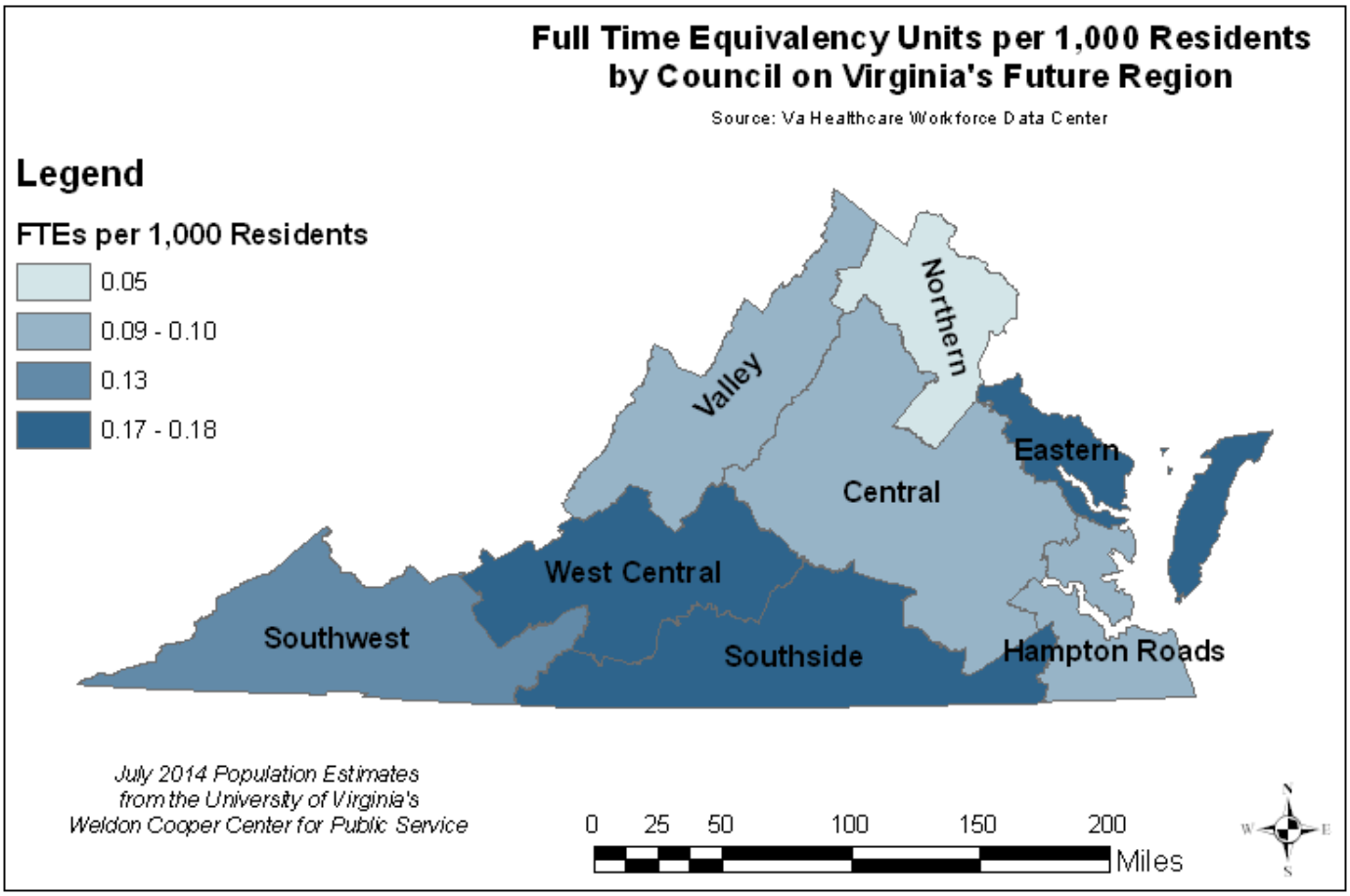
Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	55%

Time Allocation

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

Source: Va. Healthcare Workforce Data Center



Results in Brief

694 Nursing Home Administrators (NHAs) voluntarily took part in the 2015 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 75% of the 920 NHAs who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 715 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 a NHA at some point in the future. Between April 2014 and March 2015, Virginia's NHA workforce provided 791 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

60% of NHAs are female, including 55% of those NHAs who are under the age of 40. 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. Among NHAs who are under the age of 40, the diversity index increases only slightly to 24%. By way of comparison, the diversity index is 54% for Virginia's overall population.

41% of all NHAs grew up in a rural area of Virginia, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 19% of Virginia's NHA workforce is employed in rural areas of the state. In addition, nearly 80% of NHAs have some educational background in Virginia, including 51% who received both their high school and initial professional degrees in the state.

More than one-third of all NHAs hold an Administrator-in-Training certificate as their highest professional degree, while another 26% have earned a Master's degree. Another 25% hold a bachelor's degree as their highest professional degree. 45% all NHAs in the state hold the title of Administrator at their primary work location, while 14% hold the title of Executive Director.

87% of Virginia's NHAs are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 88% of all NHAs hold one full-time position, while just 4% currently work multiple jobs. 46% of all NHAs work between 40 and 49 hours per week, while 13% work at least 60 hours per week.

The median annual income for a typical NHA is between $100,000 and $110,000. In addition, 97% of NHAs receive at least one employer-sponsored benefit, including 96% who receive paid vacation time. 96% of NHAs indicate they are satisfied with their current employment situation, including 73% who indicate they are "very satisfied".

Over the past year, 8% of Virginia's NHAs have switched jobs, and 18% have been employed at multiple work locations. Meanwhile, 55% of Virginia's NHA workforce has remained at the same primary work location for at least two years. 61% of all NHAs work at a for-profit establishment, while another 35% are employed at non-profit institutions. More than half of all NHAs work at a skilled nursing facility at their primary work location.

A typical NHA spends nearly half of her time on administrative tasks, and nearly one-third of all NHAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical NHA spends approximately one-quarter of her time performing supervisory tasks and an additional 15% of her time treating patients. On average, the typical NHA treats between 100 and 125 total patients at her primary work location.

31% of the NHA workforce expects to retire in the next ten years, while half the current workforce is planning to retire by 2035. Over the next two years, only 3% of Virginia's NHA workforce plans to leave the profession, while 5% expect to leave the state to practice elsewhere. Meanwhile, 16% hope to pursue additional educational opportunities, and 6% expect to increase their patient care activities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	721	78%
New Licensees	98	11%
Non-Renewals	101	11%
All Licensees	920	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 88% of renewing NHAs submitted a survey. These respondents represent 75% of all NHAs who held a license at some point in the past year.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	15	26	63%
30 to 34	25	47	65%
35 to 39	14	59	81%
40 to 44	22	83	79%
45 to 49	28	91	77%
50 to 54	24	102	81%
55 to 59	29	98	77%
60 and Over	69	188	73%
Total	226	694	75%
New Licenses			
Issued in Past Year	71	27	28%
Metro Status			
Non-Metro	28	93	77%
Metro	118	456	79%
Not in Virginia	82	146	64%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	920
New:	11%
Not Renewed:	11%

Response Rates

All Licensees:	75%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	694
Response Rate, all licensees	75%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in March 2015.
2. **Target Population:** All NHAs who held a Virginia license at some point between April 2014 and March 2015.
3. **Survey Population:** The survey was available to NHAs who renewed their licenses online. It was not available to those who did not renew, including some NHAs newly licensed in the past year.

At a Glance:

Workforce

NHA Workforce:	715
FTEs:	791

Utilization Ratios

Licensees in VA Workforce:	78%
Licensees per FTE:	1.16
Workers per FTE:	0.90

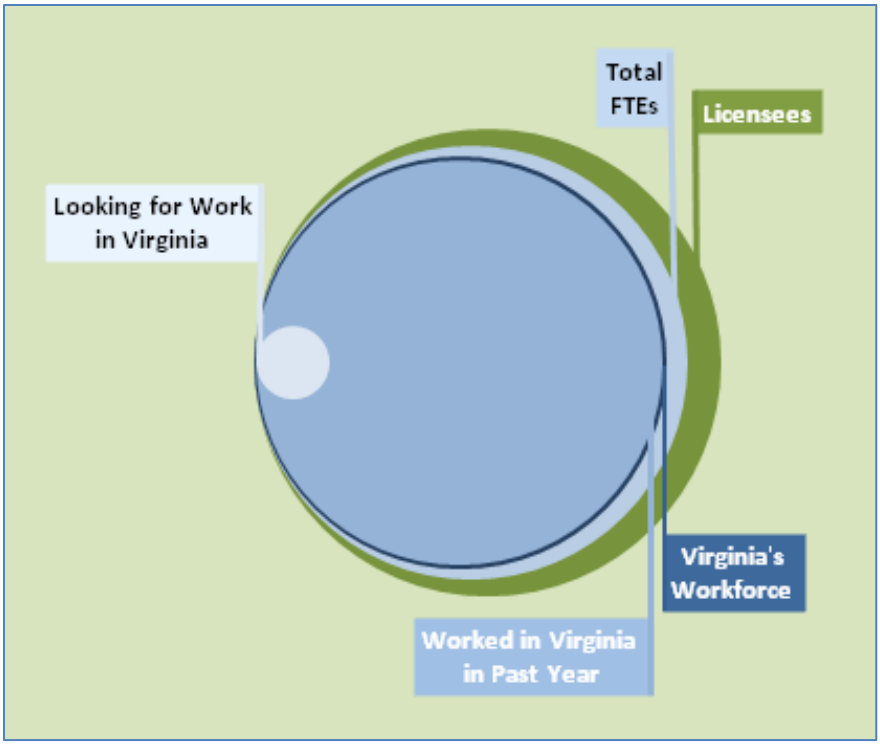
Source: Va. Healthcare Workforce Data Center

Definitions

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

Virginia's NHA Workforce		
Status	#	%
Worked in Virginia in Past Year	692	97%
Looking for Work in Virginia	23	3%
Virginia's Workforce	715	100%
Total FTEs	791	
Licensees	920	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	13	41%	19	59%	32	5%
30 to 34	31	53%	28	47%	58	9%
35 to 39	25	42%	35	58%	60	9%
40 to 44	25	29%	62	71%	87	13%
45 to 49	34	37%	59	63%	93	14%
50 to 54	39	44%	49	56%	88	13%
55 to 59	37	40%	55	60%	92	14%
60 +	71	43%	96	58%	167	25%
Total	275	41%	403	60%	678	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	64%	598	88%	132	87%
Black	19%	64	9%	12	8%
Asian	6%	5	1%	1	1%
Other Race	0%	1	0%	1	1%
Two or more races	2%	5	1%	1	1%
Hispanic	8%	6	1%	5	3%
Total	100%	679	100%	152	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:	60%
% Under 40 Female:	55%

Age

Median Age:	50
% Under 40:	22%
% 55+:	38%

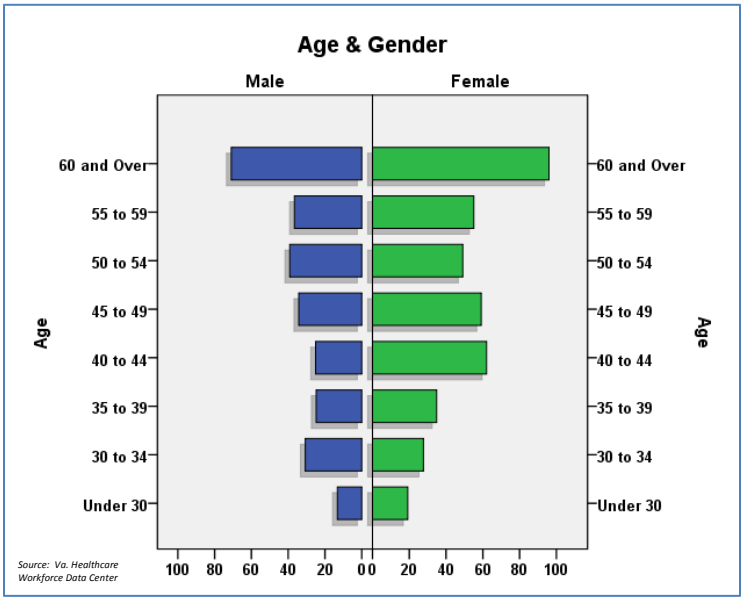
Diversity

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). For Virginia's population as a whole, the comparable number is 54%.

22% of all NHAs are under the age of 40, and 55% of these professionals are female. In addition, there is a nearly one-in-four chance that two randomly chosen NHAs from this age group would be of a different race or ethnicity.



At a Glance:

Childhood

Urban Childhood:	13%
Rural Childhood:	41%

Virginia Background

HS in Virginia:	55%
Prof. in VA:	76%
HS or Prof. in VA:	79%

Location Choice

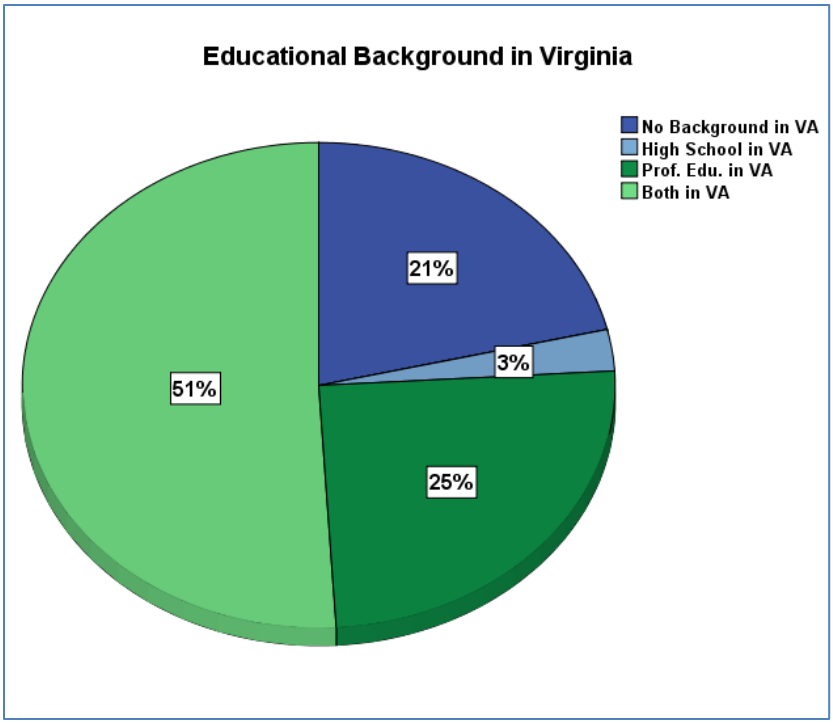
% Rural to Non-Metro:	29%
% Urban/Suburban to Non-Metro:	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
	Metro Counties			
1	Metro, 1 million+	28%	56%	16%
2	Metro, 250,000 to 1 million	55%	38%	8%
3	Metro, 250,000 or less	46%	41%	13%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	62%	33%	5%
6	Urban pop, 2,500-19,999, Metro adj	62%	24%	14%
7	Urban pop, 2,500-19,999, nonadj	56%	41%	4%
8	Rural, Metro adj	70%	13%	17%
9	Rural, nonadj	50%	40%	10%
	Overall	41%	46%	13%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

41% of all NHAs grew up in a rural area of Virginia, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 19% of NHAs currently work in rural areas of the state.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	370	Virginia	484
2	Pennsylvania	32	Ohio	21
3	New York	31	Tennessee	18
4	Ohio	24	Maryland	16
5	West Virginia	22	West Virginia	11
6	Maryland	21	North Carolina	11
7	North Carolina	19	New York	8
8	Tennessee	18	Florida	6
9	Outside U.S./Canada	17	Pennsylvania	6
10	Illinois	9	Washington, D.C.	5

Source: Va. Healthcare Workforce Data Center

55% of licensed NHAs received their high school degree in Virginia, and 76% earned their initial professional degree in the state.

Among NHAs who have been licensed in the past five years, 53% received their high school degree in Virginia, while 75% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	115	Virginia	155
2	Outside U.S./Canada	11	Ohio	8
3	Ohio	10	Tennessee	8
4	Pennsylvania	10	Maryland	6
5	North Carolina	9	North Carolina	6
6	New York	6	West Virginia	4
7	Tennessee	6	Florida	2
8	West Virginia	6	Vermont	2
9	New Jersey	5	Georgia	2
10	Maryland	4	Minnesota	2

Source: Va. Healthcare Workforce Data Center

22% of licensees were not a part of Virginia's NHA workforce. 95% of these licensees worked at some point in the past year, including 84% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	206
% of Licensees:	22%
Federal/Military:	0%
Va Border State/DC:	15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
	Health Administration		All Degrees	
Degree	#	%	#	%
No Specific Training	17	3%	-	-
Admin-in-Training	234	35%	-	-
High School/GED	-	-	17	3%
Associate	17	3%	48	7%
Bachelors	170	25%	289	43%
Graduate Cert.	16	2%	18	3%
Masters	176	26%	280	42%
Doctorate	6	1%	16	2%
Other	32	5%	-	-
Total	668	100%	668	100%

Source: Va. Healthcare Workforce Data Center

More than one-third of all NHAs have an Administrator-in-Training certificate as their highest professional education, while more than one-quarter have earned a Master's degree.

At a Glance:

Health Admin. Education

Admin-in-Training:	35%
Master's Degree:	26%
Bachelor's Degree:	25%

Licenses/Registrations

Nurse (RN or LPN):	14%
ALFA:	4%
RMA:	1%

Job Titles

Administrator:	45%
Executive Director:	14%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nurse (RN or LPN)	102	14%
ALF Administrator	26	4%
Registered Medication Aide	10	1%
Certified Nursing Aide	8	1%
Occupational Therapist	5	1%
Other	46	6%
At Least One	**180**	**25%**

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	322	45%	35	5%
Executive Director	25	3%	16	2%
Pres./Exec. Officer	102	14%	11	2%
Assistant Admin.	78	11%	1	0%
Owner	12	2%	6	1%
Other	140	20%	33	5%
At Least One	**638**	**89%**	**96**	**13%**

45% of Virginia's NHA workforce held the title of Administrator at their primary work location. Another 14% held the title of President/Executive Office.

At a Glance:

Employment
Employed in Profession: 87%
Involuntarily Unemployed: 1%

Positions Held
1 Full-time: 88%
2 or More Positions: 4%

Weekly Hours:
40 to 49: 46%
60 or more: 13%
Less than 30: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a capacity related to long-term care	590	87%
Employed, NOT in a capacity related to long-term care	56	8%
Not working, reason unknown	0	0%
Involuntarily unemployed	7	1%
Voluntarily unemployed	19	3%
Retired	7	1%
Total	**681**	**100%**

Source: Va. Healthcare Workforce Data Center

88% of licensed NHAs currently hold one full-time job, and 87% are currently employed in a profession related to long-term care. 46% of all NHAs work between 40 and 49 hours per week, while 13% of NHAs work at least 60 hours per week.

Current Positions		
Positions	#	%
No Positions	33	5%
One Part-Time Position	15	2%
Two Part-Time Positions	7	1%
One Full-Time Position	595	88%
One Full-Time Position & One Part-Time Position	23	3%
Two Full-Time Positions	0	0%
More than Two Positions	0	0%
Total	**673**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	33	5%
1 to 9 hours	4	1%
10 to 19 hours	5	1%
20 to 29 hours	4	1%
30 to 39 hours	6	1%
40 to 49 hours	310	46%
50 to 59 hours	226	34%
60 to 69 hours	72	11%
70 to 79 hours	10	1%
80 or more hours	4	1%
Total	**674**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	8	2%
Less than $30,000	12	2%
$30,000-$49,999	15	3%
$50,000-$69,999	38	7%
$70,000-$89,999	101	19%
$90,000-$109,999	167	31%
$110,000-$129,999	89	16%
$130,000-$149,999	47	9%
$150,000-$169,999	32	6%
$170,000-$189,999	19	3%
$190,000 or More	21	4%
Total	**547**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $100k-$110k

Benefits
Paid Vacation: 96%
Employer Retirement: 67%

Satisfaction
Satisfied: 96%
Very Satisfied: 73%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	566	96%
Paid Sick Leave	493	84%
Group Life Insurance	475	81%
Dental Insurance	469	79%
Retirement	397	67%
Signing/Retention Bonus	80	14%
Receive at least one benefit	**575**	**97%**

*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, 97% of NHAs receive at least one employer-sponsored benefit at their place of work, including 96% who receive paid vacation time.

96% of NHAs are satisfied with their job, including 73% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	485	73%
Somewhat Satisfied	153	23%
Somewhat Dissatisfied	21	3%
Very Dissatisfied	8	1%
Total	667	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	18	3%
Experience Voluntary Unemployment?	32	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	19	3%
Work two or more positions at the same time?	50	7%
Switch employers or practices?	58	8%
Experienced at least 1	146	20%

Source: Va. Healthcare Workforce Data Center

3% of Virginia's NHAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 5.0% during the past year.[1]

At a Glance:

Unemployment Experience 2015

Involuntarily Unemployed: 3%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 8%
New Location: 26%
Over 2 years: 55%
Over 2 yrs, 2nd location: 43%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	9	1%	5	5%
Less than 6 Months	55	9%	16	16%
6 Months to 1 Year	83	13%	16	16%
1 to 2 Years	145	23%	20	20%
3 to 5 Years	154	24%	24	24%
6 to 10 Years	65	10%	6	6%
More than 10 Years	133	21%	14	14%
Subtotal	**644**	**100%**	**102**	**100%**
Did not have location	23		594	
Item Missing	48		19	
Total	715		715	

Source: Va. Healthcare Workforce Data Center

55% of NHAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.

[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.5% in July/August 2014 to 4.5% in December 2014.

At a Glance:

Concentration

Top Region:	22%
Top 3 Regions:	59%
Lowest Region:	3%

Locations

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

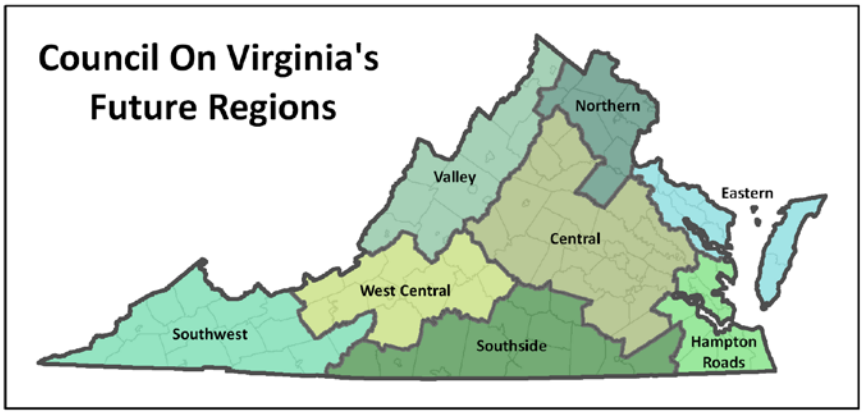
Source: Va. Healthcare Workforce Data Center

22% of all NHAs are employed in Central Virginia, the most of any region in the state. Hampton Roads and West Central Virginia are also significant employers of the state's NHA workforce

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	142	22%	16	15%
Eastern	19	3%	6	6%
Hampton Roads	133	21%	20	19%
Northern	99	15%	20	19%
Southside	52	8%	7	6%
Southwest	45	7%	6	6%
Valley	43	7%	7	6%
West Central	109	17%	13	12%
Virginia Border State/DC	0	0%	4	4%
Other US State	4	1%	9	8%
Outside of the US	0	0%	0	0%
Total	646	100%	108	100%
Item Missing	45		14	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	23	3%	25	4%
1	525	79%	551	82%
2	73	11%	57	9%
3	34	5%	25	4%
4	0	0%	0	0%
5	3	0%	3	0%
6 or More	12	2%	8	1%
Total	670	100%	670	100%

*At the time of survey completion, March 2015.

Source: Va. Healthcare Workforce Data Center

14% of Virginia's NHA workforce currently have multiple work locations, while 18% of all NHAs have worked at multiple locations over the past year.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	378	61%	72	71%
Non-Profit	217	35%	25	25%
State/Local Government	23	4%	4	4%
Veterans Administration	4	1%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	0%	0	0%
Total	**623**	**100%**	**101**	**100%**
Did not have location	23		594	
Item Missing	68		21	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

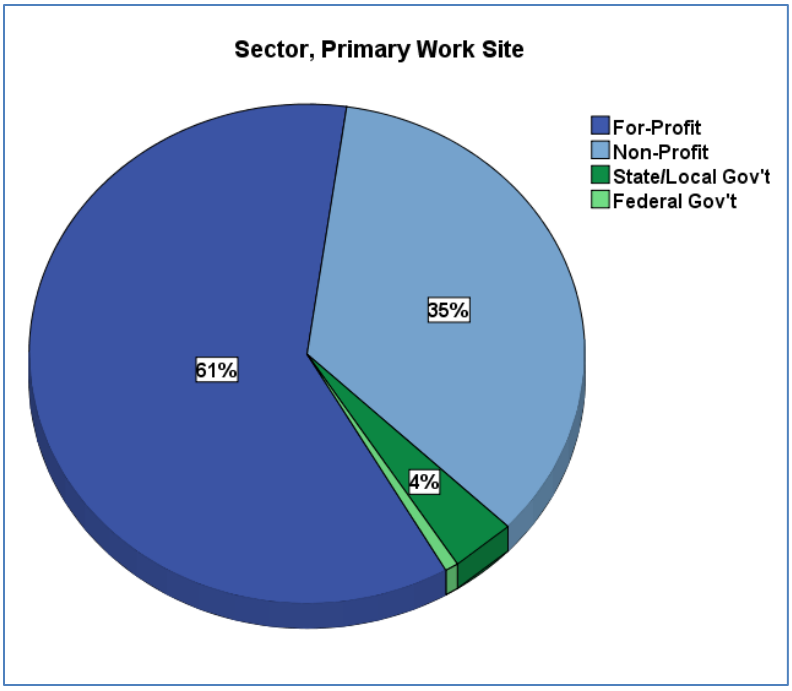
For Profit:	61%
Federal:	1%

Top Establishments

Skilled Nursing Facility:	56%
Continuing Care Retirement Comm.:	17%

Source: Va. Healthcare Workforce Data Center

Approximately 95% of all NHAs work in the private sector, including 61% who work at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	403	56%	53	7%
Continuing Care Retirement Community	121	17%	14	2%
Assisted Living Facility	86	12%	8	1%
Rehabilitation Facility	70	10%	8	1%
Home/Community Health Care	23	3%	4	1%
Hospice	11	2%	5	1%
Academic Institution	8	1%	6	1%
PACE	4	1%	2	0%
Adult Day Care	4	1%	0	0%
Other Practice Type	77	11%	20	3%
At Least One Establishment	647	90%	105	15%

Source: Va. Healthcare Workforce Data Center

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

55% of NHAs are employed at a facility chain organization at their primary work location. Another 26% are employed at an independent/stand-alone organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	318	55%	49	52%
Independent/Stand Alone	150	26%	19	20%
Hospital-Based	41	7%	7	7%
Integrated Health System	24	4%	4	4%
College or University	3	1%	6	6%
Other	44	8%	10	11%
Total	580	100%	95	100%
Did Not Have Location	23		594	
Item Missing	112		26	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

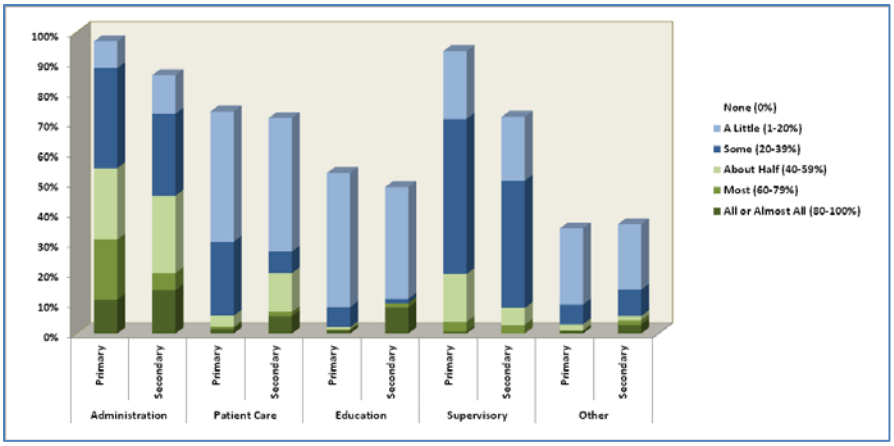
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	31%
Supervisory:	4%
Patient Care:	2%
Education:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



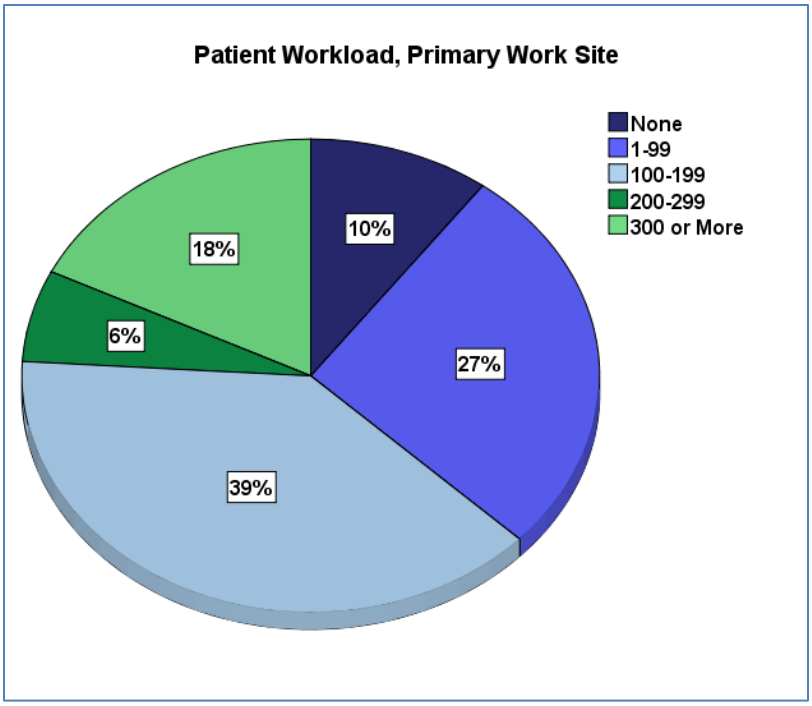
Source: Va. Healthcare Workforce Data Center

A typical NHA spends nearly half of her time performing administrative tasks. In addition, 31% of NHAs fill an administrative role, defined as spending 60% or more of their time on administrative activities.

Time Allocation										
Time Spent	**Admin.**		**Patient Care**		**Education**		**Supervisory**		**Other**	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	11%	14%	2%	6%	1%	9%	1%	0%	1%	3%
Most (60-79%)	20%	6%	1%	1%	0%	1%	3%	3%	0%	1%
About Half (40-59%)	24%	26%	4%	13%	1%	0%	16%	6%	2%	1%
Some (20-39%)	33%	27%	25%	7%	7%	1%	51%	43%	6%	9%
A Little (1-20%)	9%	13%	43%	44%	44%	37%	23%	21%	25%	21%
None (0%)	3%	14%	26%	29%	47%	51%	6%	29%	65%	63%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 100-124
Secondary Location: 50-74

Source: Va. Healthcare Workforce Data Center

The typical NHA is responsible for between 100 and 124 patients at their primary work location and an additional 50 to 74 patients at their secondary work location, if they had one.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	60	10%	26	27%
1-24	17	3%	11	11%
25-49	21	4%	4	4%
50-74	50	8%	7	7%
75-99	72	12%	12	13%
100-124	115	19%	11	11%
125-149	42	7%	4	4%
150-174	31	5%	5	5%
175-199	41	7%	2	2%
200-224	16	3%	3	3%
225-249	8	1%	0	0%
250-274	4	1%	0	0%
275-299	9	2%	0	0%
300 or more	105	18%	11	11%
Total	590	100%	96	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	6	1%	-	-
50 to 54	22	4%	1	0%
55 to 59	36	6%	10	3%
60 to 64	115	19%	55	17%
65 to 69	260	44%	154	49%
70 to 74	103	17%	64	20%
75 to 79	17	3%	8	3%
80 or over	9	2%	6	2%
I do not intend to retire	28	5%	17	5%
Total	**594**	**100%**	**315**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 30%

Under 60: 11%

NHAs 50 and over

Under 65: 21%

Under 60: 3%

Time until Retirement

Within 2 years: 7%

Within 10 years: 31%

Half the workforce: by 2035

Source: Va. Healthcare Workforce Data Center

30% of all NHAs expect to retire before the age of 65, while 26% plan on working until at least age 70. Among NHAs who are age 50 and over, 21% still expect to retire by age 65, while 30% plan on working until at least age 70.

Within the next two years, just 3% of Virginia's NHA workforce expects to leave the profession and 5% plan on leaving the state. Meanwhile, 16% of NHAs plan on pursing additional educational opportunities, and 6% also expect to increase patient care hours.

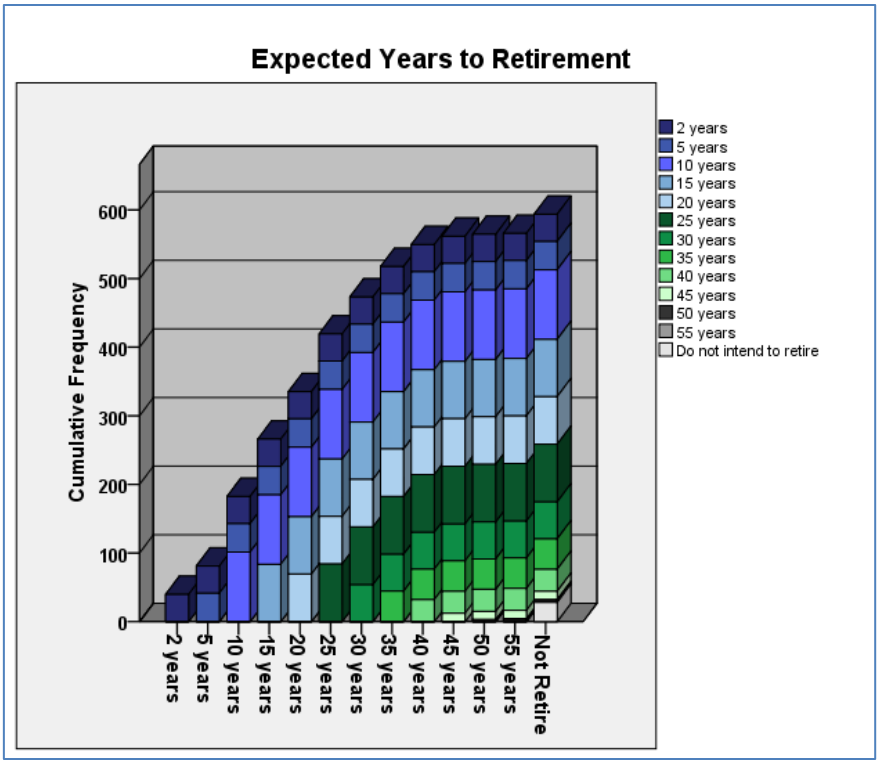
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	19	3%
Leave Virginia	33	5%
Decrease Patient Care Hours	37	5%
Decrease Teaching Hours	2	0%
Cease Accepting Trainees	2	0%
Increase Participation		
Increase Patient Care Hours	42	6%
Increase Teaching Hours	23	3%
Pursue Additional Education	115	16%
Return to the Workforce	10	1%
Begin Accepting Trainees	75	10%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While only 7% of NHAs expect to retire in the next two years, 31% expect to retire within the next decade. More than half of the current NHA workforce expects to retire by 2035.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	40	7%	7%
5 years	41	7%	14%
10 years	101	17%	31%
15 years	84	14%	45%
20 years	69	12%	56%
25 years	84	14%	71%
30 years	54	9%	80%
35 years	44	7%	87%
40 years	32	5%	92%
45 years	12	2%	94%
50 years	3	1%	95%
55 years	1	0%	95%
In more than 55 years	0	0%	95%
Do not intend to retire	28	5%	100%
Total	**594**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2025. Retirements will peak at 17% of the current workforce around the same time before declining to under 10% again around 2045.

At a Glance:

FTEs

Total:	791
FTEs/1,000 Residents:	.095
Average:	1.14

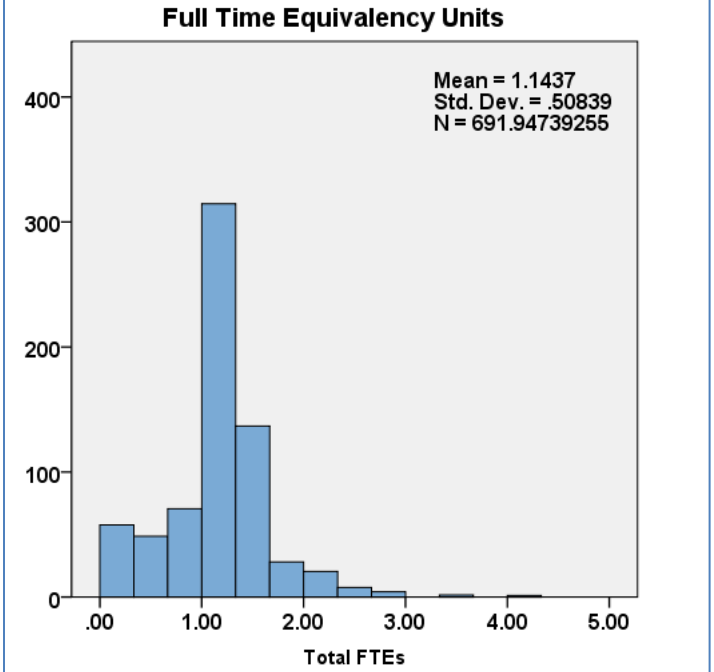
Age & Gender Effect

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:

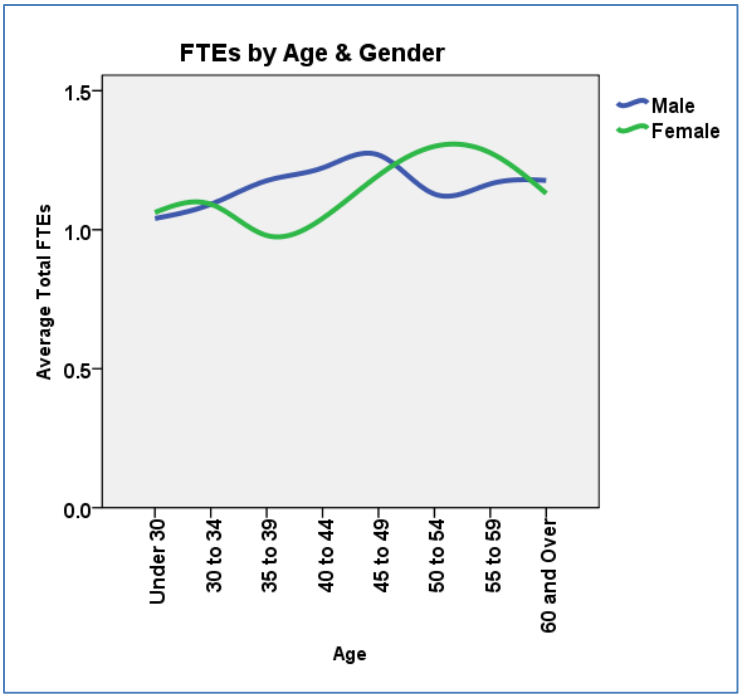


Source: Va. Healthcare Workforce Data Center

The typical NHA provided 1.18 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests did not verify that a difference exists.[2]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	1.05	1.09
30 to 34	1.09	1.18
35 to 39	1.07	1.22
40 to 44	1.09	1.18
45 to 49	1.17	1.18
50 to 54	1.24	1.25
55 to 59	1.23	1.22
60 and Over	1.12	1.15
Gender		
Male	1.17	1.20
Female	1.15	1.18

Source: Va. Healthcare Workforce Data Center

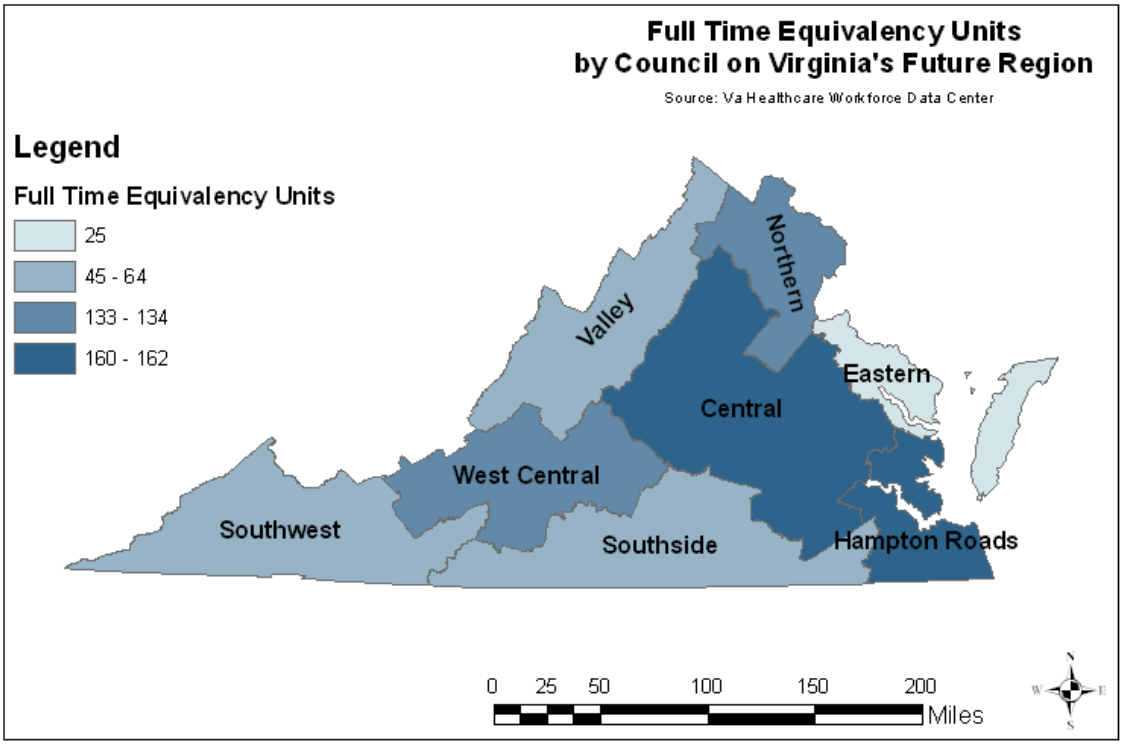


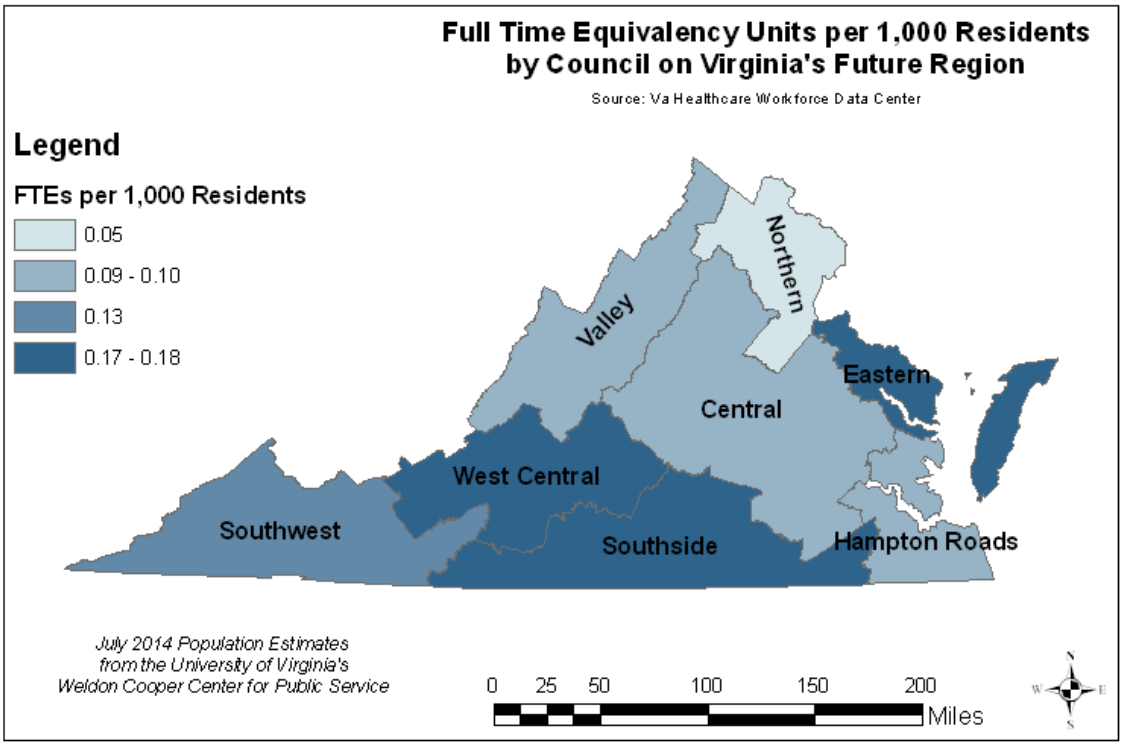
Source: Va. Healthcare Workforce Data Center

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

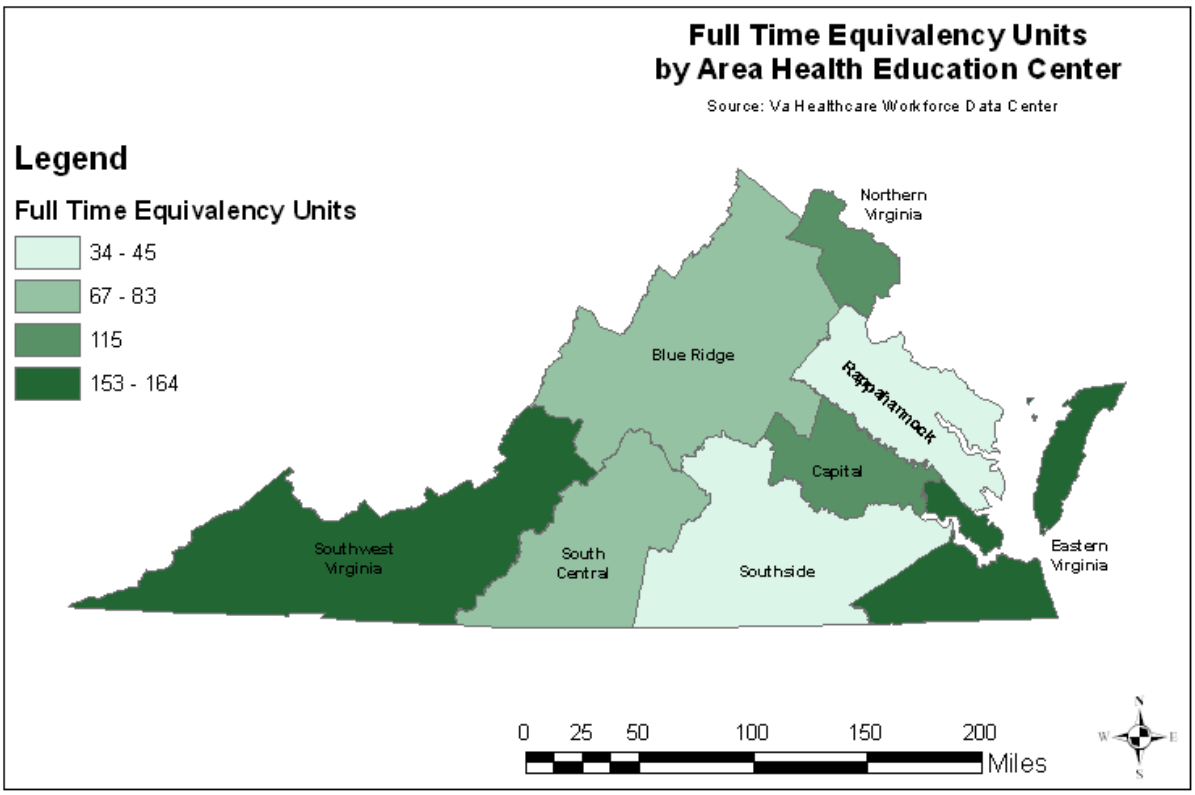
Maps

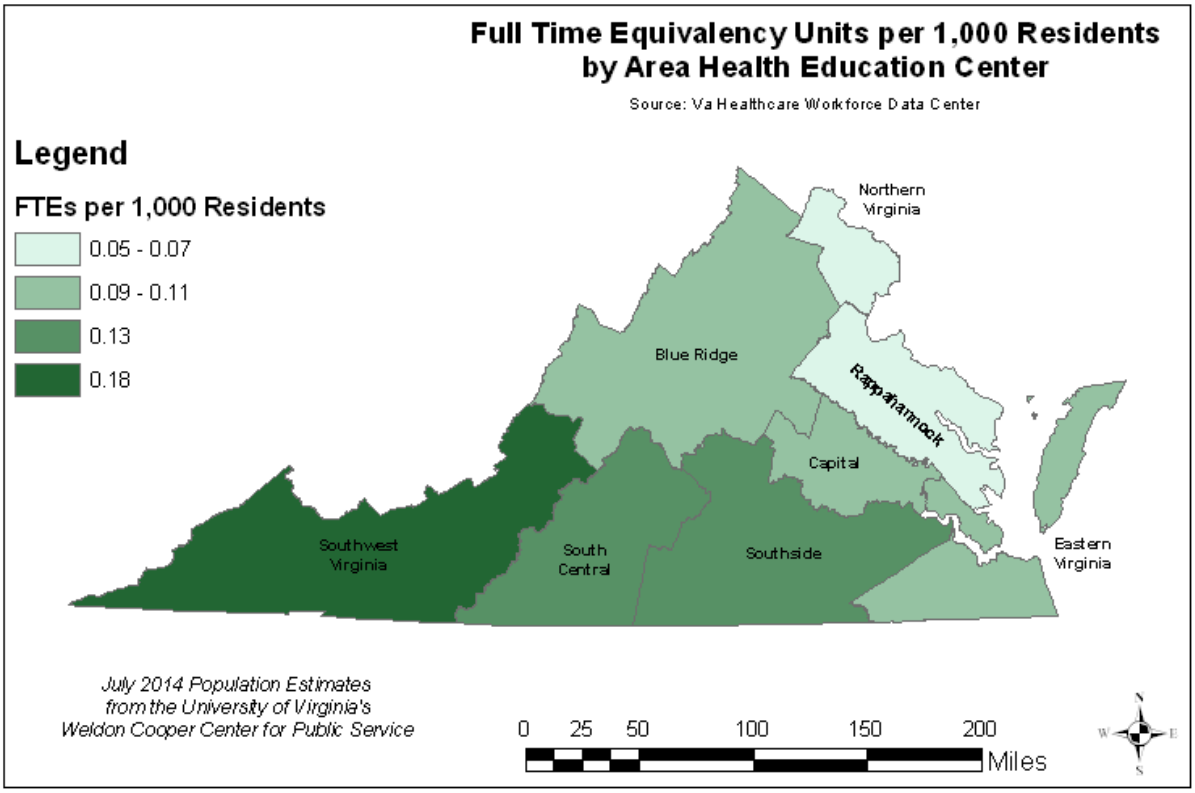
Council on Virginia's Future Regions



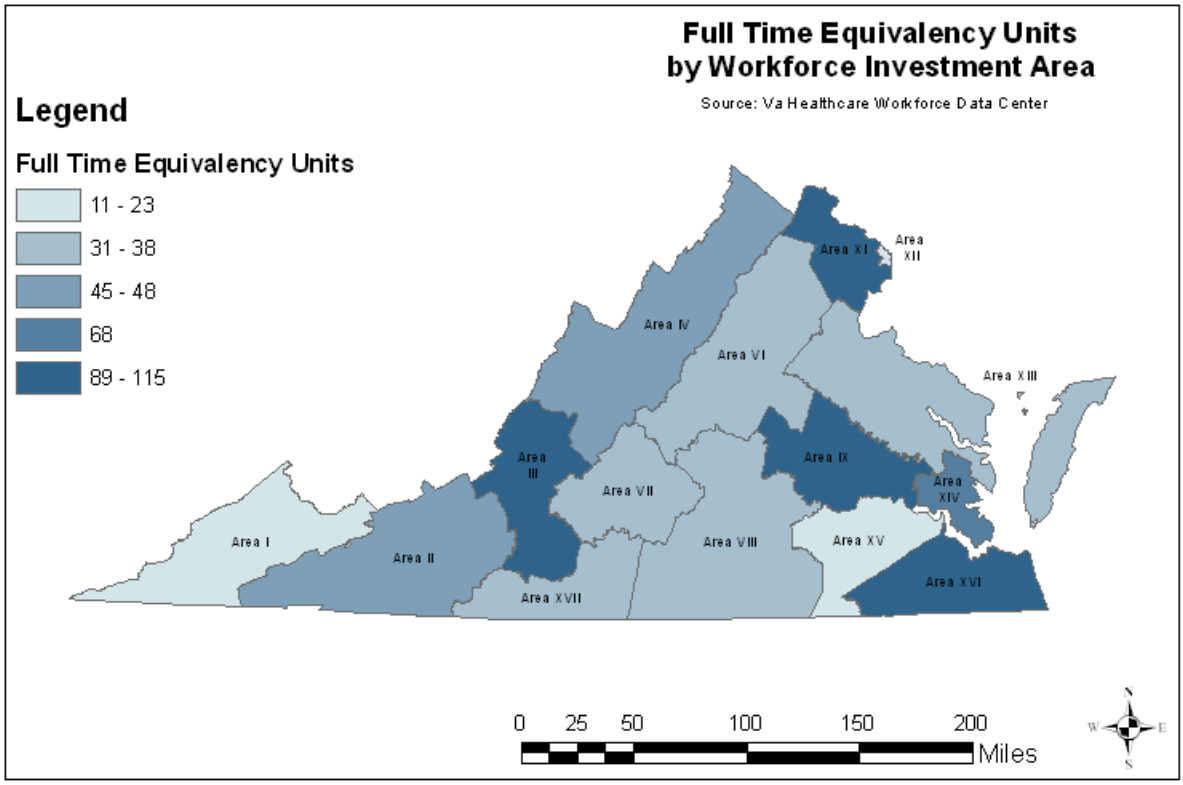


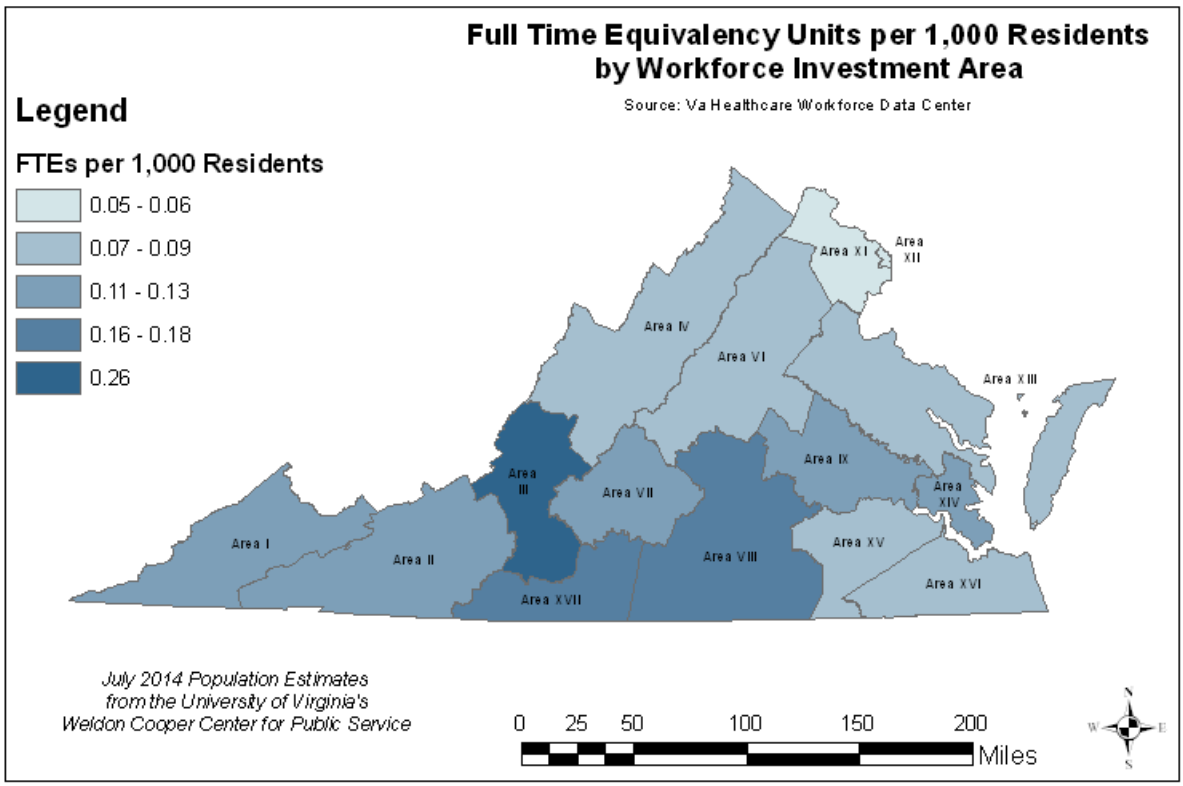
Area Health Education Center Regions

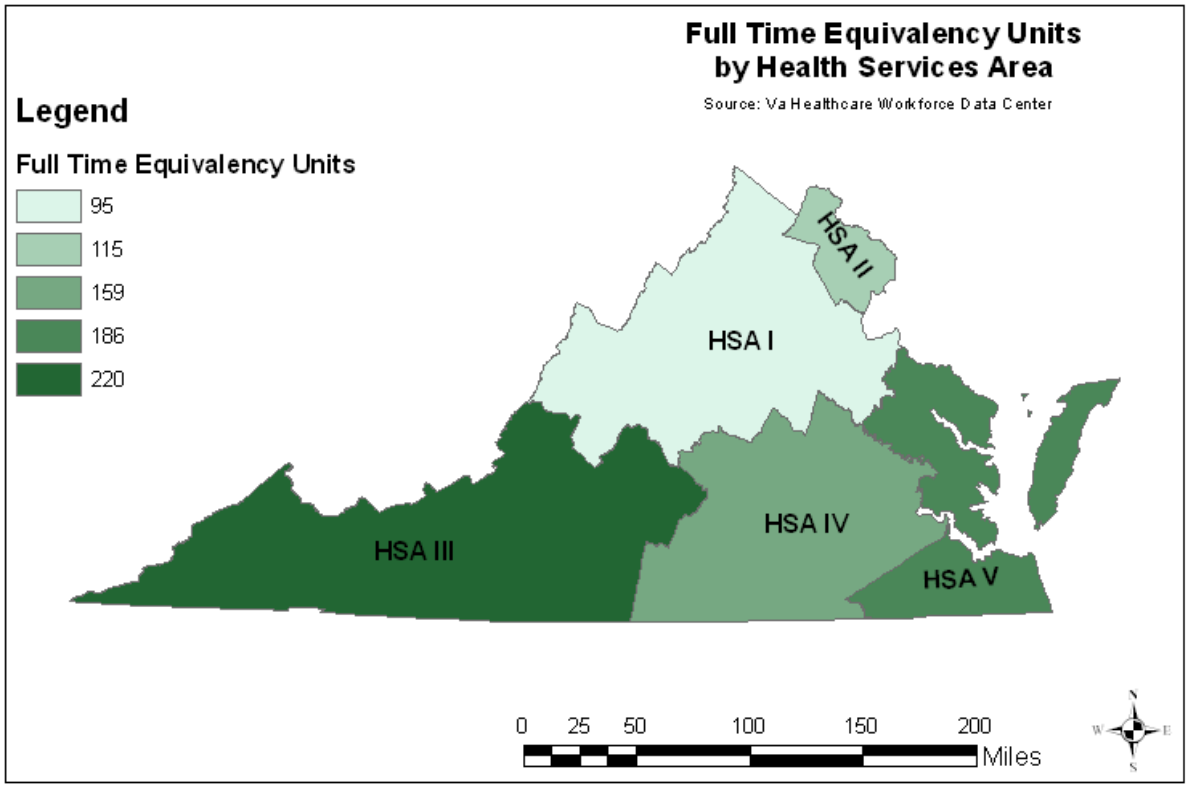


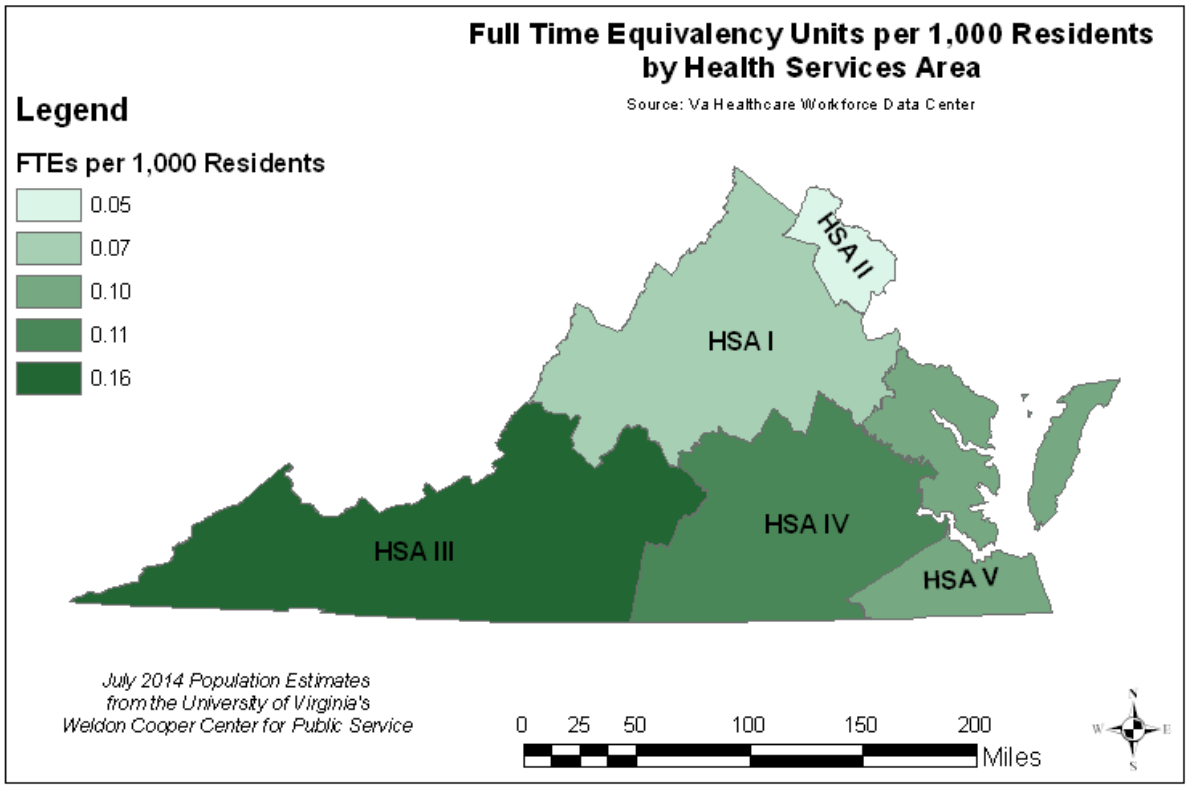


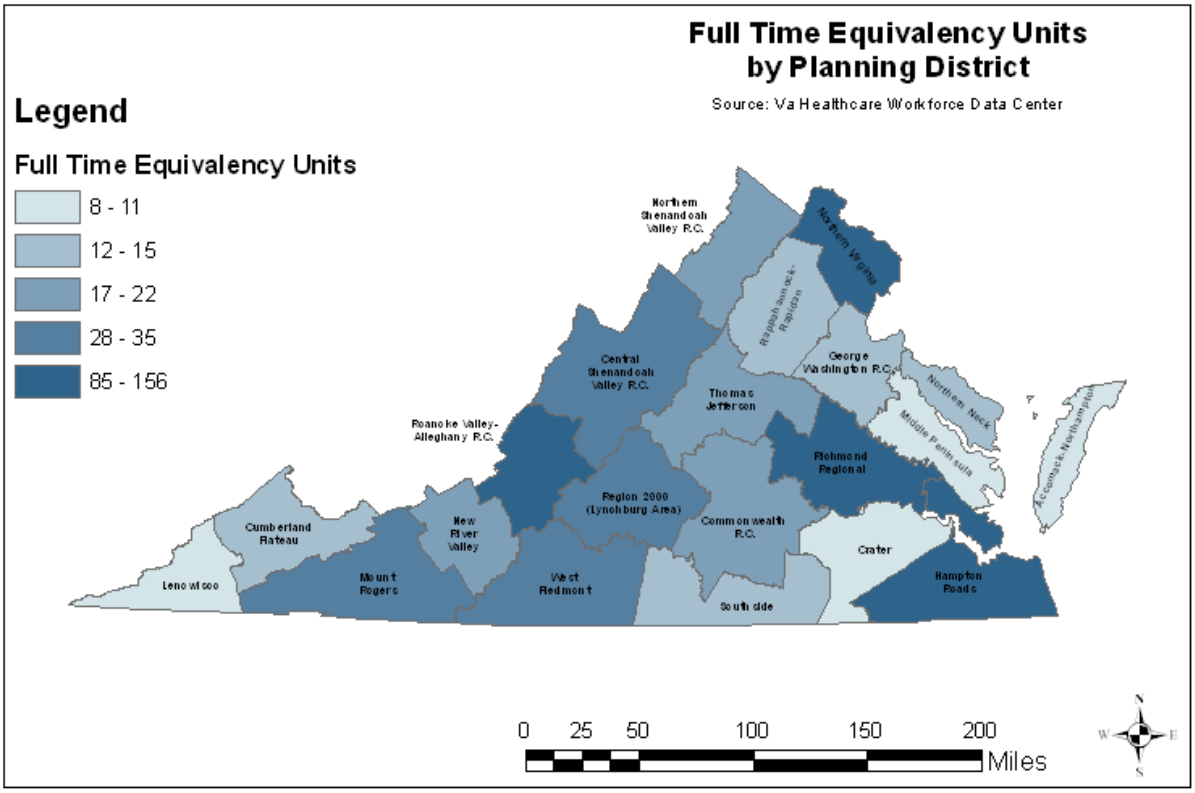
Workforce Investment Areas

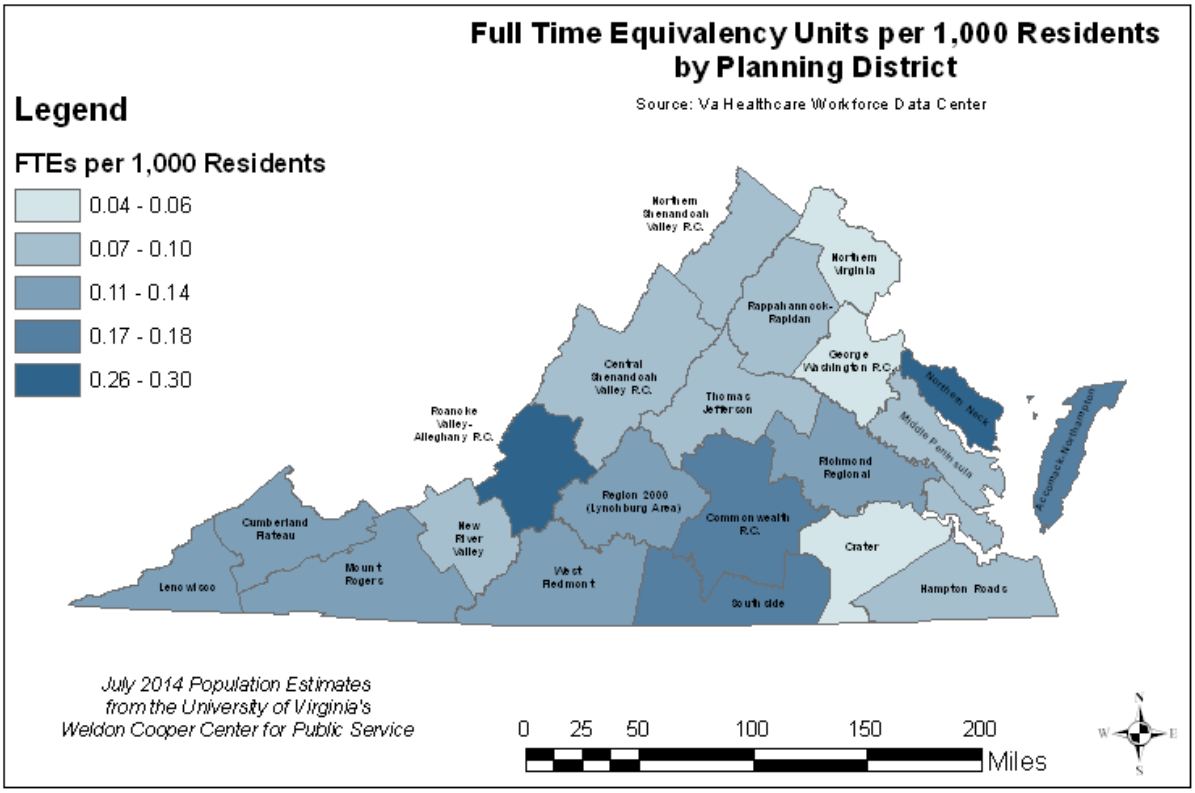





Full Time Equivalency Units
by Health Services Area
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
95
115
159
186
220
HSA I
HSA II
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles


Full Time Equivalency Units per 1,000 Residents
by Health Services Area
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
0.05
0.07
0.10
0.11
0.16
HSA I
HSA II
HSA III
HSA IV
HSA V
July 2014 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles


Full Time Equivalency Units
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
8 - 11
12 - 15
17 - 22
28 - 35
85 - 156
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
South side
Hampton Roads
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
Legend
FTEs per 1,000 Residents
0.04 - 0.06
0.07 - 0.10
0.11 - 0.14
0.17 - 0.18
0.26 - 0.30
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
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South side
Hampton Roads
Lenowisco
July 2014 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
N
W
E
S

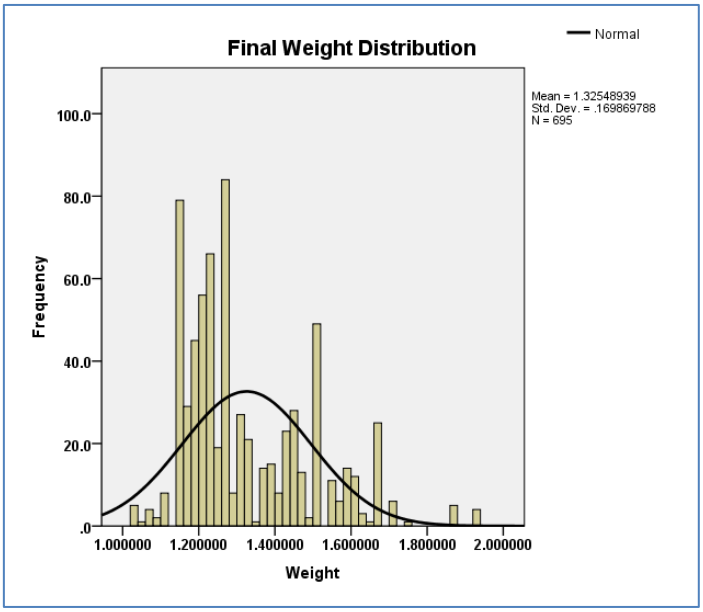
Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	381	80.58%	1.241042	1.15436	1.4736
Metro, 250,000 to 1 million	124	79.03%	1.265306	1.17693	1.50241
Metro, 250,000 or less	69	73.91%	1.352941	1.25844	1.60647
Urban pop 20,000+, Metro adj	13	76.92%	1.3	1.26854	1.49955
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	48	83.33%	1.2	1.11618	1.42487
Urban pop, 2,500-19,999, nonadj	19	89.47%	1.117647	1.03958	1.32708
Rural, Metro adj	25	60.00%	1.666667	1.55025	1.9225
Rural, nonadj	16	68.75%	1.454545	1.35513	1.67782
Virginia border state/DC	135	61.48%	1.626506	1.5129	1.9313
Other US State	93	67.74%	1.47619	1.37308	1.75282

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	41	63.41%	1.576923	1.32708	1.9313
30 to 34	72	65.28%	1.531915	1.28921	1.9225
35 to 39	73	80.82%	1.237288	1.04126	1.55275
40 to 44	105	79.05%	1.26506	1.06463	1.58761
45 to 49	119	76.47%	1.307692	1.10051	1.64111
50 to 54	126	80.95%	1.235294	1.03958	1.55025
55 to 59	127	77.17%	1.295918	1.0906	1.62633
60 and Over	257	73.15%	1.367021	1.15044	1.71557

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: 0.752979