
Virginia's Nursing Home Administrator Workforce: 2017

Healthcare Workforce Data Center

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756 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:	906
Virginia's Workforce:	703
FTEs:	765

Background

Rural Childhood:	43%
HS Degree in VA:	52%
Prof. Degree in VA:	74%

Current Employment

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

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	97%

Health. Admin. Edu.

Admin-in-Training:	40%
Masters:	26%

Job Turnover

Switched Jobs:	10%
Employed over 2 yrs:	54%

Demographics

Female:	56%
Diversity Index:	23%
Median Age:	51

Finances

Median Inc.: \$100k-\$110k	
Vacation:	94%
Retirement:	72%

Time Allocation

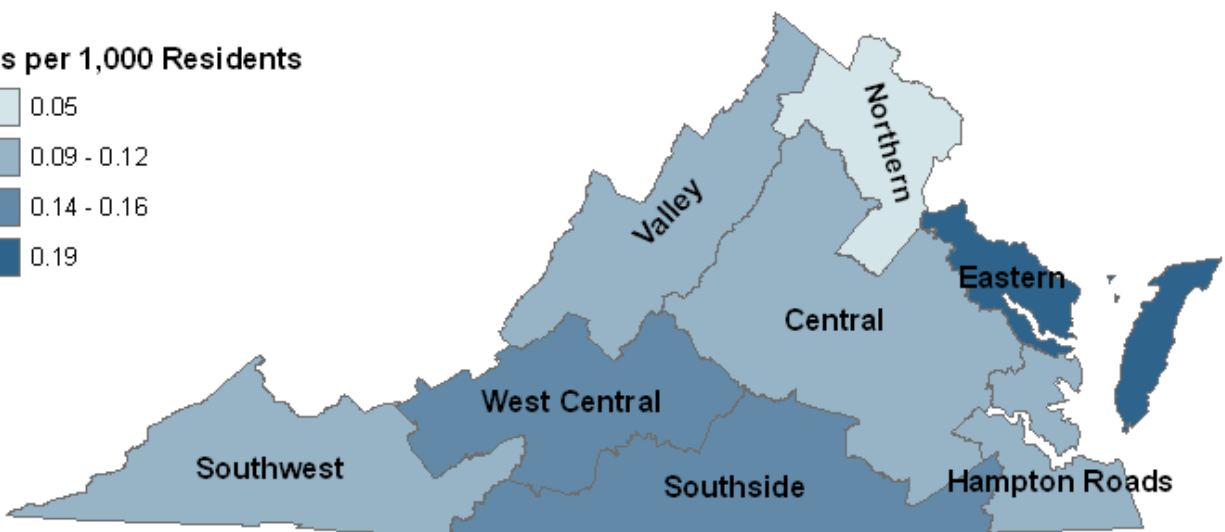
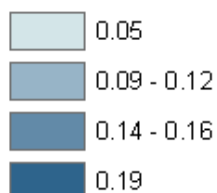
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

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

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



756 Nursing Home Administrators (NHAs) voluntarily took part in the 2017 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 83% of the 906 NHAs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 703 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 2016 and March 2017, Virginia's NHA workforce provided 765 "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).

56% of NHAs are female, including 48% of those NHAs who are under the age of 40. Overall, the median age of Virginia's NHA workforce is 51. In a random encounter between two NHAs, there is a 23% 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, this index falls slightly to 22%. Virginia's NHA workforce is considerably less diverse than the state's overall population, which currently has a diversity index of 56%.

43% of all NHAs grew up in a rural area, and 30% of these professionals currently work in non-metro areas of the state. Overall, 18% of Virginia's NHAs work in non-metro areas of the state. Meanwhile, 77% of Virginia's NHA workforce has some educational background in the state, including 48% who received both their high school and initial professional degrees in the state.

40% of Virginia's NHAs hold an Administrator-in-Training certificate as their highest professional degree, while another 26% have earned a Master's degree in health administration. 42% of all NHAs in the state hold the title of Administrator at their primary work location, while another 14% hold the title of Executive Director. In addition to being licensed as an NHA, 13% of the workforce is also licensed as a nurse (either a RN or a LPN) and 4% are licensed as an Assisted Living Facility Administrator (ALFA).

88% of Virginia's NHAs are currently employed in the profession, and just 1% are involuntarily unemployed at the moment. 88% of Virginia's NHA workforce holds one full-time job, while 4% hold multiple positions simultaneously. 45% of all NHAs work between 40 and 49 hours per week, while 15% work at least 60 hours per week. Only 1% of NHAs work less than 30 hours per week.

The median annual income for NHAs is between \$100,000 and \$110,000. In addition, 95% of NHAs receive at least one employer-sponsored benefit, including 94% who receive paid vacation time and 72% who have access to some form of a retirement plan. 96% of NHAs indicate they are satisfied with their current employment situation, including 71% who indicate they are "very satisfied".

While 10% of Virginia's NHAs have switched jobs in the past year, 54% of all NHAs have remained at the same primary work location for at least two years. 62% of all NHAs are employed by a for-profit organization, and 54% work at a skilled nursing facility, making it the most common establishment type among Virginia's NHA workforce.

A typical NHA spends nearly half of her time on administrative tasks, and 28% 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 15% of her time treating patients. On average, the typical NHA is responsible for between 100 and 124 patients at her primary work location.

29% of NHAs expect to retire by the age of 65. 29% of Virginia's NHA workforce also expects to retire in the next ten years, while half the current workforce expects to retire by 2037. Over the next two years, 13% of all NHAs expect to pursue additional educational opportunities, while 12% plan to begin accepting administrators-in-training.

Summary of Trends

In 2013, there were 844 NHAs who were licensed in the state of Virginia, but this number has increased to 906 licensees in 2017. At the same time, these licensees were more likely to respond to the NHA survey. 634 NHAs responded to the 2013 NHA survey, which represents 75% of all licensees and 88% of renewing practitioners. Meanwhile, 756 NHAs responded to the 2017 NHA survey, which represents 83% of all licensees and 97% of renewing practitioners.

During the same time period, the size of the NHA workforce has increased from 674 to 703. However, the increase in the size of the NHA workforce has not translated into a large increase in the number of FTEs provided by these NHAs. In 2013, Virginia's NHA workforce provided 760 FTEs across the state, but this figure has only increased to 765 FTEs for the 2017 NHA workforce.

Although 60% of all NHAs were female in 2013, this percentage has fallen to 56% in 2017. This decline in the percentage of NHAs who are female has been even more pronounced among those who are under the age of 40. In fact, while a majority of all NHAs are still female, this is not the case for NHAs who are under the age of 40. For those under the age of 40, 59% were female in 2013 compared to 48% in 2017.

At the same time, Virginia's NHA workforce has become somewhat more diverse. In 2013, the diversity index for Virginia's NHA workforce was 18%, but this percentage has increased to 23% for the 2017 NHA workforce. On the other hand, there was no corresponding increase for those NHAs who are under the age of 40. In fact, the current diversity index for those NHAs who are under the age of 40 remains the same as it was in 2013, 22%.

In 2013, 42% of all NHAs in the state reported that they grew up in a rural area during their childhood. This percentage increased slightly to 43% in 2017. At the same time, the percentage of NHAs who grew up in a rural area and work in a non-metro area of the state also increased slightly from 29% to 30%. On the other hand, the overall percentage of Virginia's NHA workforce who worked in a non-metro area of the state has remained unchanged over the past four years at 18%.

With respect to the employment situation of Virginia's NHA workforce, the percentage of NHAs who are employed in the profession has increased from 86% to 88%. In addition, the percentage of NHA who hold one full-time job has increased similarly from 86% to 88%. Virginia's NHA workforce is also more likely to work between 40 and 49 hours per week in 2017. While 39% of NHA worked between 40 and 49 hours per week in 2013, this percentage increased to 45% in 2017.

The median annual income for the typical NHA in 2013 was between \$75,000 and \$100,000. This increased to between \$100,000 and \$110,000 per year for the typical NHA in 2017. At the same time, NHAs were also somewhat more likely to receive an employer-sponsored benefit in 2017. 92% of all NHAs received at least one employer-sponsored benefit in 2013, but this percentage increased to 95% for the 2017 NHA workforce. Thanks in part to the improving financial situation of Virginia's NHA workforce, these professionals were more satisfied with their work circumstances in 2017. While 93% of NHAs indicated that they were satisfied with their current work situation in 2013, 96% of NHAs indicated likewise in 2017.

Virginia's 2017 NHA workforce was more likely to work in the for-profit sector. 59% of all NHAs worked in this sector in 2013, a percentage that increased to 62% for the 2017 NHA workforce. There was also a slight percentage increase in NHA employment in state and local governments from 3% in 2013 to 4% in 2017. By contrast, NHA employment in the non-profit sector fell from 38% in 2013 to 34% in 2017.

There has been a small shift in retirement expectations among Virginia's NHA workforce over the past four years. In 2013, 31% of all NHA expected to retire by age 65, but only 29% expected to do the same in 2017. Within the next 10 years, 29% of all 2017 NHAs expect to retire. In 2013, on the other hand, 31% had expected to retire within the next ten years.

Survey Response Rates

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	746	82%
New Licensees	70	8%
Non-Renewals	90	10%
All Licensees	906	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 97% of renewing NHAs submitted a survey. These respondents represent 83% of all NHAs who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	10	19	66%
30 to 34	6	54	90%
35 to 39	13	65	83%
40 to 44	12	81	87%
45 to 49	21	109	84%
50 to 54	17	109	87%
55 to 59	21	104	83%
60 and Over	50	215	81%
Total	150	756	83%
New Licenses			
Issued in Past Year	35	35	50%
Metro Status			
Non-Metro	15	107	88%
Metro	62	505	89%
Not in Virginia	74	144	66%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	906
New:	8%
Not Renewed:	10%

Response Rates

All Licensees:	83%
Renewing Practitioners:	97%

Response Rates

Completed Surveys	756
Response Rate, all licensees	83%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2017.
- Target Population:** All NHAs who held a Virginia license at some point between April 2016 and March 2017.
- 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: 703
 FTEs: 765

Utilization Ratios

Licensees in VA Workforce: 78%
 Licensees per FTE: 1.18
 Workers per FTE: 0.92

Source: Va. Healthcare Workforce Data Center

Virginia's NHA Workforce		
Status	#	%
Worked in Virginia in Past Year	689	98%
Looking for Work in Virginia	14	2%
Virginia's Workforce	703	100%
Total FTEs	765	
Licensees	906	

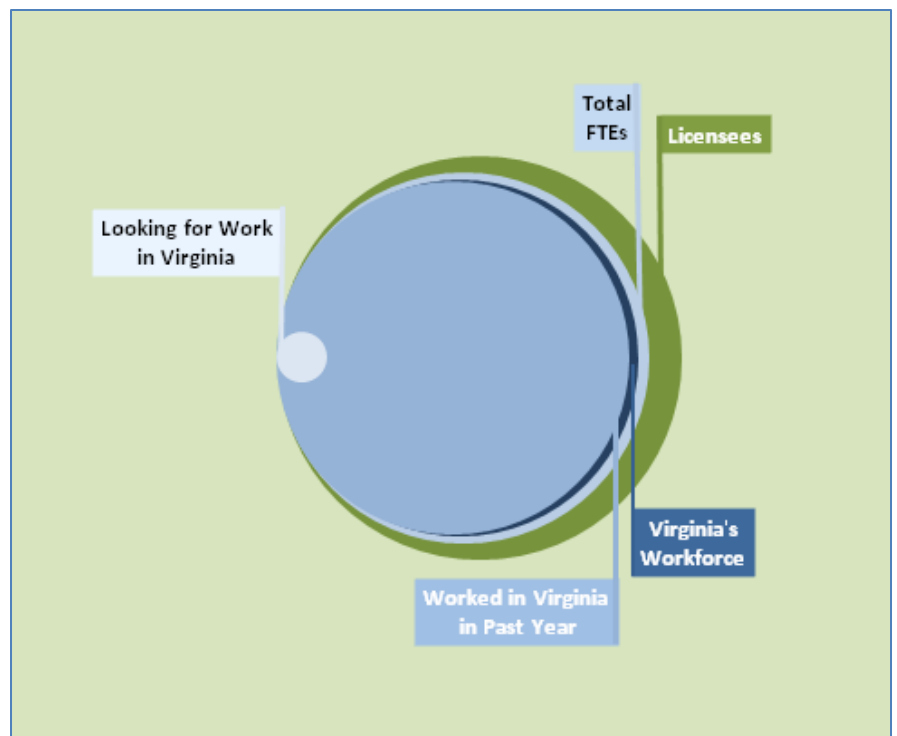
Source: Va. Healthcare Workforce Data Center

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.

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	13	49%	14	51%	26	4%
30 to 34	24	46%	28	54%	52	8%
35 to 39	37	60%	25	41%	62	10%
40 to 44	22	31%	48	69%	70	11%
45 to 49	39	40%	60	60%	99	16%
50 to 54	36	42%	50	58%	86	14%
55 to 59	39	46%	46	54%	85	13%
60 +	70	46%	84	54%	154	24%
Total	280	44%	355	56%	636	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	63%	554	87%	122	88%
Black	19%	62	10%	11	8%
Asian	6%	7	1%	1	1%
Other Race	0%	2	< 1%	0	0%
Two or more races	3%	3	< 1%	2	1%
Hispanic	9%	8	1%	3	2%
Total	100%	636	100%	139	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 56%
% Under 40 Female: 48%

Age

Median Age: 51
% Under 40: 22%
% 55+: 38%

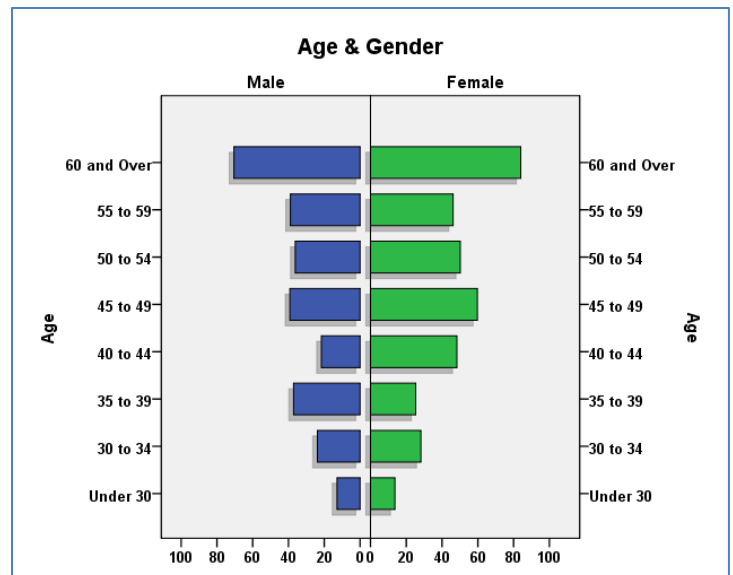
Diversity

Diversity Index: 23%
Under 40 Div. Index: 22%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NHAs, there is a 23% 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 56%.

22% of all NHAs are under the age of 40, and 48% of these professionals are female. In addition, there is a 22% chance that two randomly chosen NHAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 43%

Virginia Background

HS in Virginia: 52%
 Prof. in VA: 74%
 HS or Prof. in VA: 77%

Location Choice

% Rural to Non-Metro: 30%
 % Urban/Suburban to Non-Metro: 10%

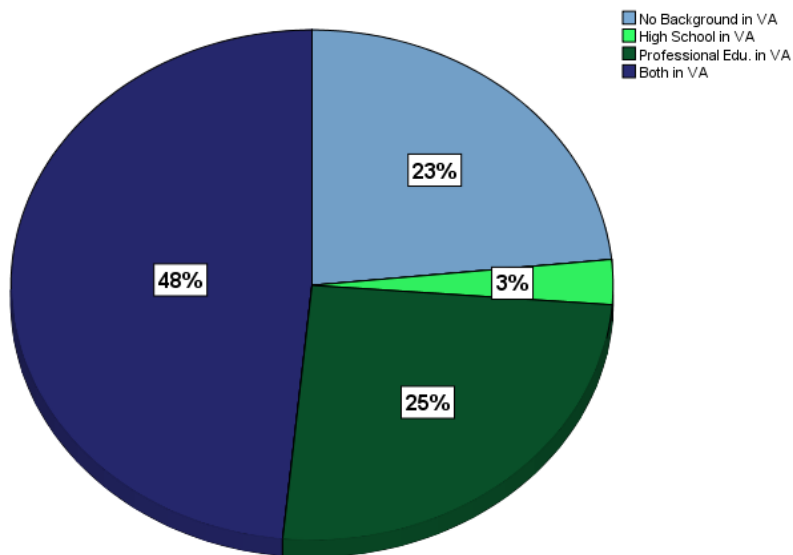
Source: Va. Healthcare Workforce Data Center

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+	30%	54%	17%
2	Metro, 250,000 to 1 million	49%	42%	9%
3	Metro, 250,000 or less	56%	37%	7%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	58%	37%	5%
6	Urban pop, 2,500-19,999, Metro adj	65%	24%	12%
7	Urban pop, 2,500-19,999, nonadj	81%	14%	5%
8	Rural, Metro adj	74%	26%	0%
9	Rural, nonadj	73%	20%	7%
Overall		43%	45%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



43% of all NHAs grew up in a rural area, and 30% of these professionals currently work in non-metro areas of the state. Overall, 18% of NHAs currently work in non-metro areas of the state.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	327	Virginia	442
2	New York	34	Maryland	19
3	West Virginia	31	West Virginia	18
4	Pennsylvania	26	Ohio	16
5	Maryland	22	Tennessee	14
6	Outside U.S./Canada	20	New York	11
7	Tennessee	20	North Carolina	10
8	Ohio	20	Washington, D.C.	6
9	North Carolina	17	Pennsylvania	6
10	New Jersey	13	Texas	4

52% of licensed NHAs received their high school degree in Virginia, and 74% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among NHAs who have been licensed in the past five years, 41% received their high school degree in Virginia, while 67% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	88	Virginia	137
2	Outside U.S./Canada	13	Maryland	8
3	New York	12	Ohio	6
4	West Virginia	11	North Carolina	6
5	Maryland	10	West Virginia	5
6	Ohio	9	Tennessee	4
7	Tennessee	8	Washington, D.C.	4
8	North Carolina	8	Texas	3
9	Pennsylvania	6	Georgia	3
10	New Jersey	5	Arizona	3

Source: Va. Healthcare Workforce Data Center

22% of licensees were not a part of Virginia's NHA workforce. 93% of these licensees worked at some point in the past year, including 82% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	203
% of Licensees:	22%
Federal/Military:	0%
Va Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	30	5%	-	-
Admin-in-Training	249	40%	-	-
High School/GED	-	-	12	2%
Associate	15	2%	47	7%
Bachelors	130	21%	297	47%
Graduate Cert.	9	1%	9	1%
Masters	158	26%	257	41%
Doctorate	3	0%	9	1%
Other	22	4%	-	-
Total	616	100%	630	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

Admin-in-Training: 40%
 Master's Degree: 26%
 Bachelor's Degree: 21%

Licenses/Registrations

Nurse (RN or LPN): 13%
 ALFA: 4%
 CNA: 1%

Job Titles

Administrator: 42%
 Executive Director: 14%

Source: Va. Healthcare Workforce Data Center

40% of all NHAs have an Administrator-in-Training certificate as their highest professional education, while 26% have earned a Master's degree in health administration.

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	298	42%	29	4%
Executive Director	101	14%	20	3%
President or Executive Officer	69	10%	3	< 1%
Assistant Administrator	25	4%	8	1%
Owner	10	1%	0	0%
Other	129	18%	32	5%
At Least One	592	84%	88	13%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
Nursing Home Administrator	633	90%
Nurse (RN or LPN)	94	13%
ALF Administrator	30	4%
Certified Nursing Assistant	10	1%
Registered Medication Aide	7	1%
Physical Therapist	2	< 1%
Occupational Therapist	1	< 1%
Other	39	6%
At Least One	634	90%

Source: Va. Healthcare Workforce Data Center

42% of Virginia's NHA workforce held the title of Administrator at their primary work location. Another 14% held the title of Executive Director.

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: 1%

Positions Held

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

Weekly Hours:

40 to 49: 45%
60 or more: 15%
Less than 30: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	< 1%
Employed in a capacity related to long-term care	555	88%
Employed, NOT in a capacity related to long-term care	51	8%
Not working, reason unknown	0	0%
Involuntarily unemployed	3	1%
Voluntarily unemployed	20	3%
Retired	4	1%
Total	634	100%

Source: Va. Healthcare Workforce Data Center

88% of licensed NHAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 88% of all NHAs hold one full-time job, and 45% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	27	4%
One Part-Time Position	23	4%
Two Part-Time Positions	0	0%
One Full-Time Position	555	88%
One Full-Time Position & One Part-Time Position	19	3%
Two Full-Time Positions	1	< 1%
More than Two Positions	3	< 1%
Total	628	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	27	4%
1 to 9 hours	1	< 1%
10 to 19 hours	1	< 1%
20 to 29 hours	4	1%
30 to 39 hours	10	2%
40 to 49 hours	280	45%
50 to 59 hours	204	33%
60 to 69 hours	80	13%
70 to 79 hours	6	1%
80 or more hours	5	1%
Total	618	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	8	2%
Less than \$60,000	41	8%
\$60,000-\$69,999	13	3%
\$70,000-\$79,999	31	6%
\$80,000-\$89,999	46	9%
\$90,000-\$99,999	74	14%
\$100,000-\$109,999	72	14%
\$110,000-\$119,999	43	8%
\$120,000-\$129,999	64	12%
\$130,000-\$139,999	29	6%
\$140,000-\$149,999	18	3%
\$150,000-\$159,999	24	5%
\$160,000 or More	54	11%
Total	516	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Paid Vacation: 94%
Employer Retirement: 72%

Satisfaction
Satisfied: 96%
Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	522	94%
Paid Sick Leave	468	84%
Group Life Insurance	435	78%
Dental Insurance	429	77%
Retirement	398	72%
Signing/Retention Bonus	66	12%
At Least One Benefit	530	95%

*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, 95% of NHAs receive at least one employer-sponsored benefit, including 94% who receive paid vacation time.

96% of NHAs are satisfied with their job, including 71% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	444	71%
Somewhat Satisfied	150	24%
Somewhat Dissatisfied	23	4%
Very Dissatisfied	5	1%
Total	622	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	11	2%
Experience Voluntary Unemployment?	37	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	9	1%
Work two or more positions at the same time?	49	7%
Switch employers or practices?	72	10%
Experienced at least one	157	22%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 10%
New Location: 29%
Over 2 years: 54%
Over 2 yrs, 2nd location: 40%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's NHAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 4.0% during the past year.¹

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	7	1%	13	14%
Less than 6 Months	77	13%	11	12%
6 Months to 1 Year	71	12%	17	18%
1 to 2 Years	122	20%	14	15%
3 to 5 Years	130	22%	19	20%
6 to 10 Years	77	13%	8	9%
More than 10 Years	118	20%	10	11%
Subtotal	602	100%	93	100%
Did not have location	14		599	
Item Missing	87		11	
Total	703		703	

54% of NHAs have worked at their primary location for more than 2 years.

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.6% in April 2016 to 3.8% in March 2017.

At a Glance:

Concentration

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

Locations

2 or more (Past Year):	16%
2 or more (Now*):	13%

Source: Va. Healthcare Workforce Data Center

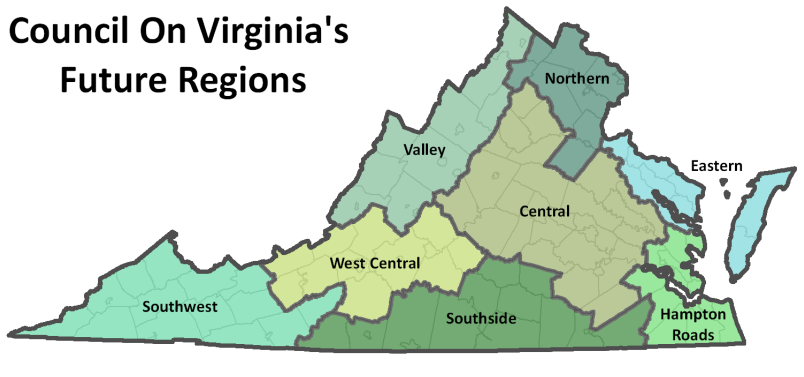
59% of all NHAs in the state work in Central Virginia, Hampton Roads, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	129	21%	9	10%
Eastern	19	3%	7	8%
Hampton Roads	113	19%	26	28%
Northern	112	19%	20	22%
Southside	41	7%	2	2%
Southwest	42	7%	2	2%
Valley	45	7%	9	10%
West Central	97	16%	13	14%
Virginia Border State/DC	1	< 1%	0	0%
Other US State	6	1%	5	5%
Outside of the US	0	0%	0	0%
Total	605	100%	93	100%
Item Missing	84		12	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



13% of NHAs currently have multiple work locations, while 16% have had multiple work locations over the past 12 months.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	12	2%	14	2%
1	504	82%	520	85%
2	63	10%	56	9%
3	22	4%	16	3%
4	4	1%	2	< 1%
5	1	< 1%	0	0%
6 or More	8	1%	7	1%
Total	615	100%	615	100%

*At the time of survey completion, March 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	365	62%	63	72%
Non-Profit	198	34%	22	25%
State/Local Government	21	4%	0	0%
Veterans Administration	1	< 1%	0	0%
U.S. Military	0	0%	1	1%
Other Federal Government	0	0%	2	2%
Total	585	100%	88	100%
Did not have location	14		599	
Item Missing	105		15	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

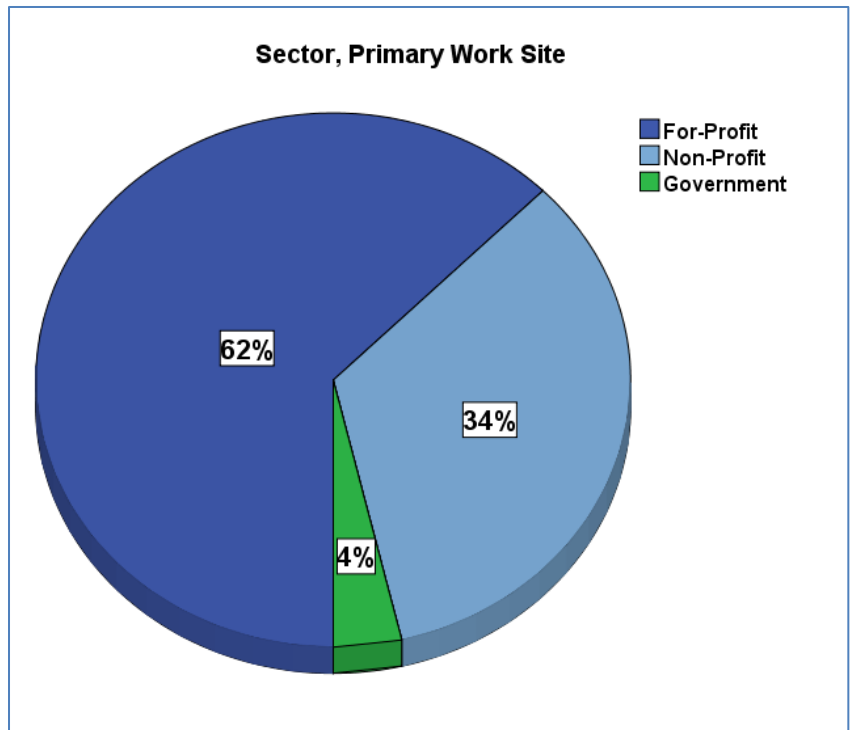
For Profit:	62%
Federal:	< 1%

Top Establishments

Skilled Nursing Facility:	54%
Assisted Living Facility:	18%
Continuing Care	
Retirement Comm.:	16%

Source: Va. Healthcare Workforce Data Center

96% of all NHAs work in the private sector, including 62% who worked at a for-profit establishment.



Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	378	54%	54	8%
Assisted Living Facility	126	18%	14	2%
Continuing Care Retirement Community	115	16%	7	1%
Rehabilitation Facility	78	11%	5	1%
Home/Community Health Care	16	2%	0	0%
Hospice	11	2%	0	0%
PACE	7	1%	1	< 1%
Adult Day Care	4	1%	0	0%
Academic Institution	3	< 1%	4	1%
Other Practice Type	66	9%	9	1%
At Least One Establishment	604	86%	88	13%

54% of Virginia's NHA workforce are employed at a skilled nursing facility as their primary work location.

Source: Va. Healthcare Workforce Data Center

56% of NHAs are employed at a facility chain organization as their primary work location. Another 29% of Virginia's NHAs are employed at an independent/stand-alone organization.

Organization Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	306	56%	48	58%
Independent/Stand Alone	159	29%	15	18%
Hospital-Based	32	6%	7	8%
Integrated Health System	20	4%	4	5%
College or University	1	< 1%	3	4%
Other	29	5%	6	7%
Total	547	100%	83	100%
Did Not Have Location	14		599	
Item Missing	142		21	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

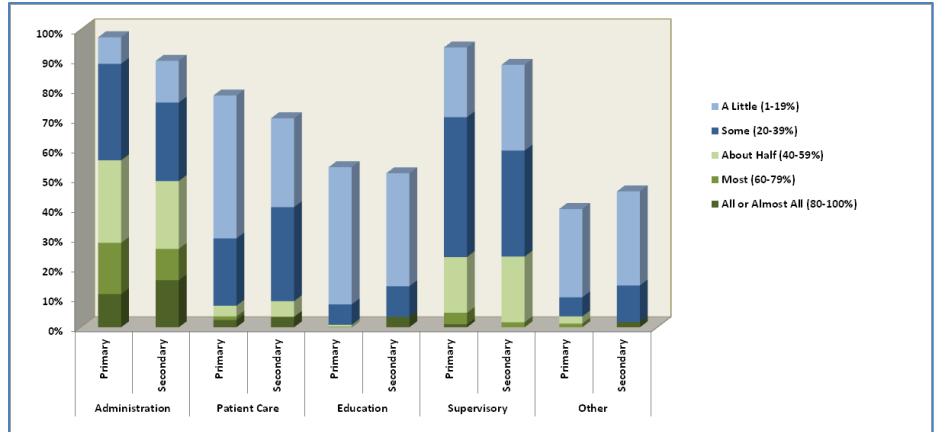
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 28%
 Supervisory: 5%
 Patient Care: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



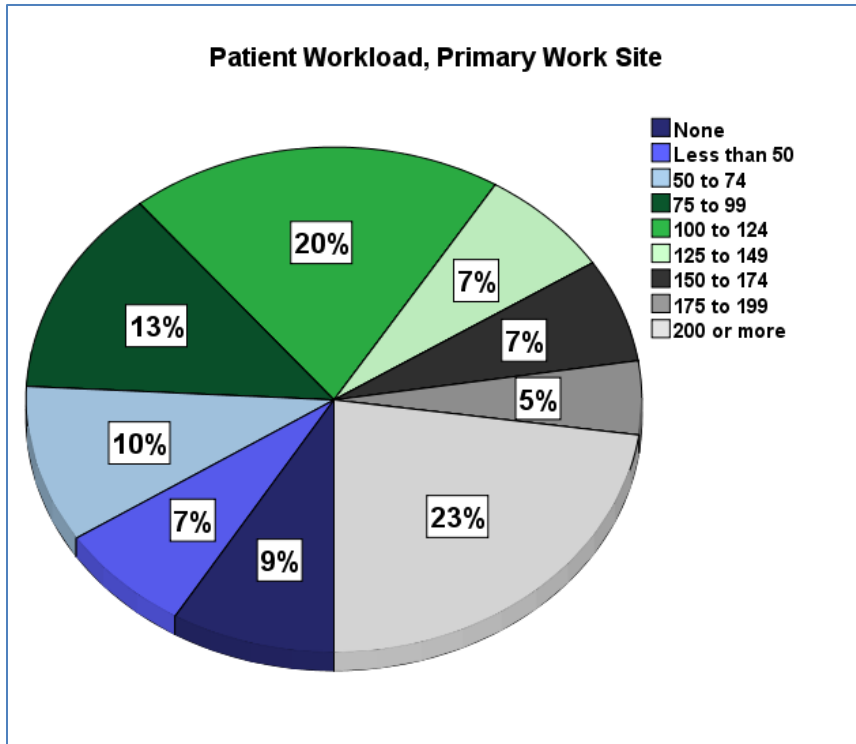
Source: Va. Healthcare Workforce Data Center

A typical NHA spends nearly half of her time performing administrative tasks. In addition, 28% 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%	16%	2%	3%	0%	3%	1%	0%	0%	2%
Most (60-79%)	17%	10%	1%	0%	0%	0%	4%	2%	1%	0%
About Half (40-59%)	28%	22%	4%	5%	1%	0%	19%	22%	2%	0%
Some (20-39%)	32%	26%	23%	31%	7%	10%	47%	36%	6%	12%
A Little (1-19%)	9%	14%	48%	29%	46%	38%	23%	29%	30%	31%
None (0%)	3%	10%	22%	29%	46%	48%	6%	12%	60%	53%

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: 75-99

Source: Va. Healthcare Workforce Data Center

The typical NHA is responsible for between 100 and 124 patients at their primary work location. Those NHAs who also have a secondary work location are typically responsible for an additional 75 to 99 patients.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	48	9%	14	17%
1-24	18	3%	9	11%
25-49	22	4%	2	2%
50-74	57	10%	7	8%
75-99	75	13%	10	12%
100-124	110	20%	18	22%
125-149	40	7%	7	8%
150-174	37	7%	4	5%
175-199	26	5%	3	4%
200-224	19	3%	1	1%
225-249	16	3%	0	0%
250-274	8	1%	0	0%
275-299	6	1%	0	0%
300 or more	79	14%	8	10%
Total	561	100%	83	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	11	2%	-	-
50 to 54	14	2%	4	1%
55 to 59	38	7%	6	2%
60 to 64	102	18%	44	15%
65 to 69	241	43%	140	49%
70 to 74	101	18%	60	21%
75 to 79	20	4%	12	4%
80 or over	3	1%	2	1%
I do not intend to retire	31	6%	18	6%
Total	561	100%	286	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 29%
Under 60: 11%

NHAs 50 and over

Under 65: 19%
Under 60: 3%

Time until Retirement

Within 2 years: 9%
Within 10 years: 29%
Half the workforce: By 2037

Source: Va. Healthcare Workforce Data Center

29% of all NHAs expect to retire before the age of 65. This falls to 19% for those NHAs who are age 50 and over. Meanwhile, 28% of Virginia's NHA workforce expects to work at least until age 70.

Within the next two years, 13% of NHAs plan on pursuing additional educational opportunities, and 12% also expect to begin accepting Administrators-in-Training.

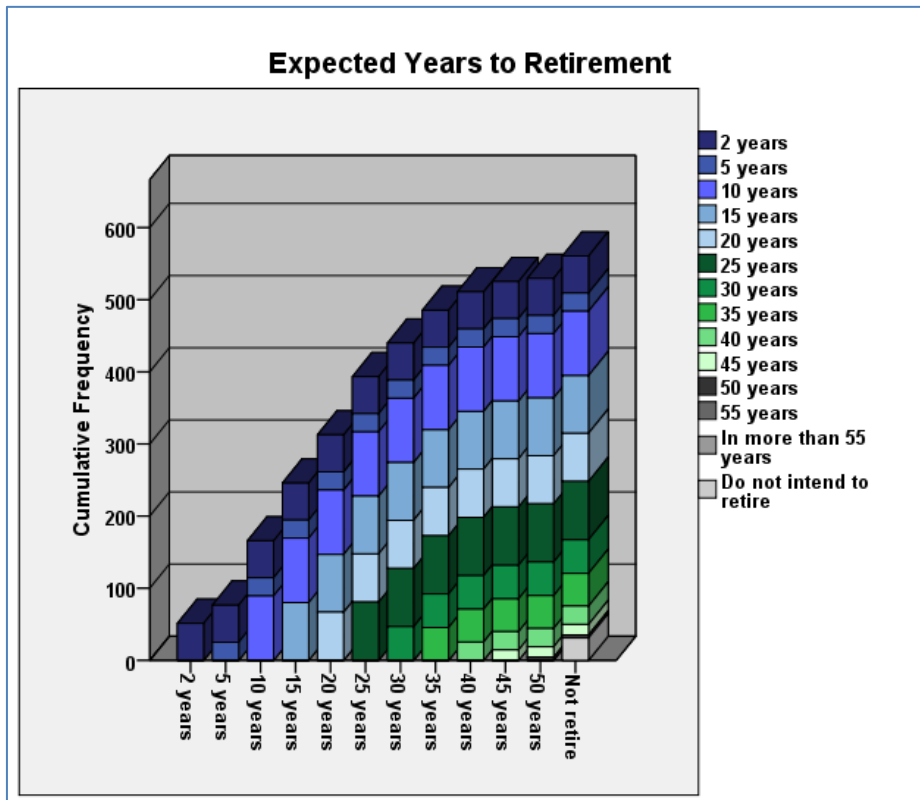
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	24	3%
Leave Virginia	35	5%
Decrease Patient Care Hours	37	5%
Decrease Teaching Hours	1	< 1%
Cease Accepting Trainees	4	1%
Increase Participation		
Increase Patient Care Hours	40	6%
Increase Teaching Hours	26	4%
Pursue Additional Education	90	13%
Return to the Workforce	9	1%
Begin Accepting Trainees	86	12%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While only 9% of NHAs expect to retire in the next two years, 29% expect to retire within the next decade. More than half of the current NHA workforce expects to retire by 2037.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	51	9%	9%
5 years	25	4%	14%
10 years	89	16%	29%
15 years	80	14%	44%
20 years	67	12%	56%
25 years	81	14%	70%
30 years	47	8%	78%
35 years	45	8%	86%
40 years	25	4%	91%
45 years	14	2%	93%
50 years	4	1%	94%
55 years	0	0%	94%
In more than 55 years	0	0%	94%
Do not intend to retire	31	6%	100%
Total	561	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 2027. Retirements will peak at 16% of the current workforce around the same time before declining to under 10% again around 2047.

At a Glance:

FTEs

Total: 765
 FTEs/1,000 Residents: .091
 Average: 1.11

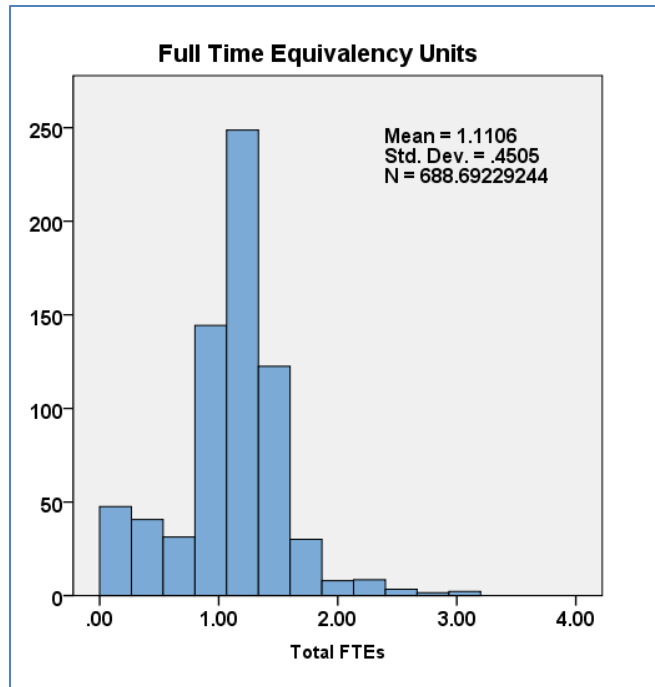
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: None

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

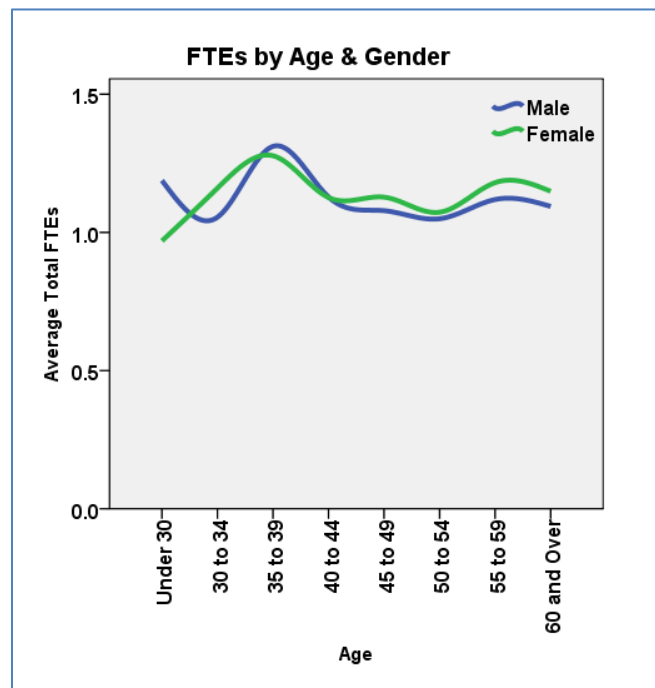


Source: Va. Healthcare Workforce Data Center

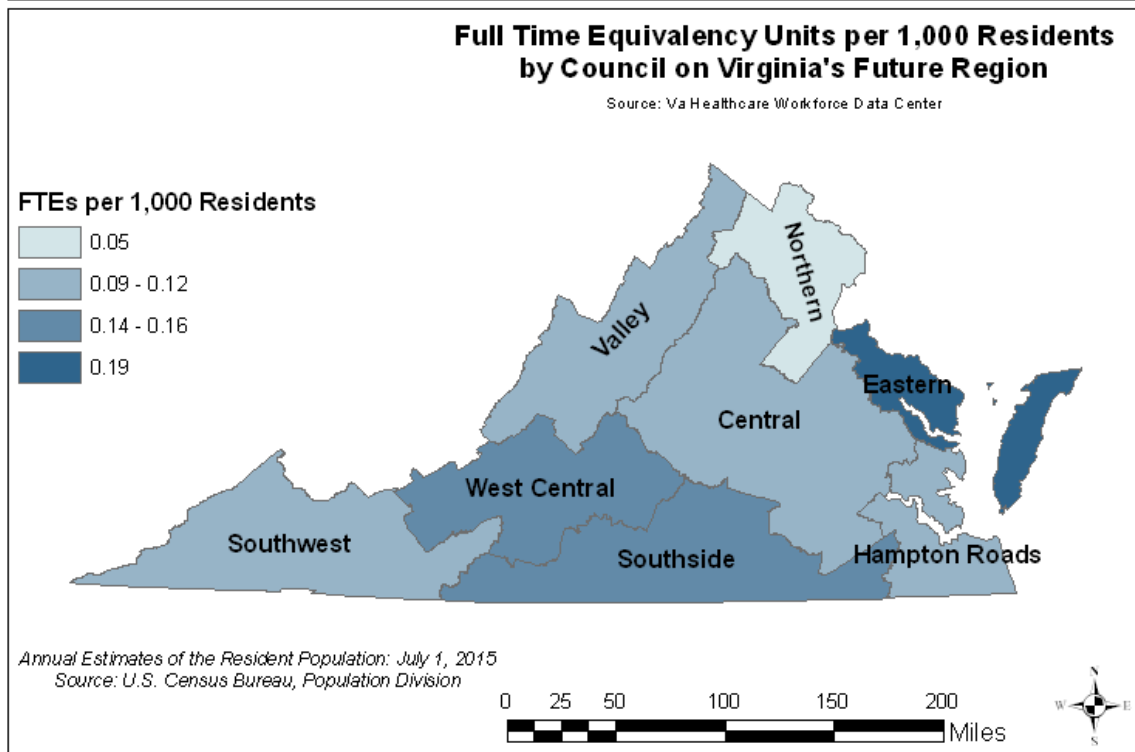
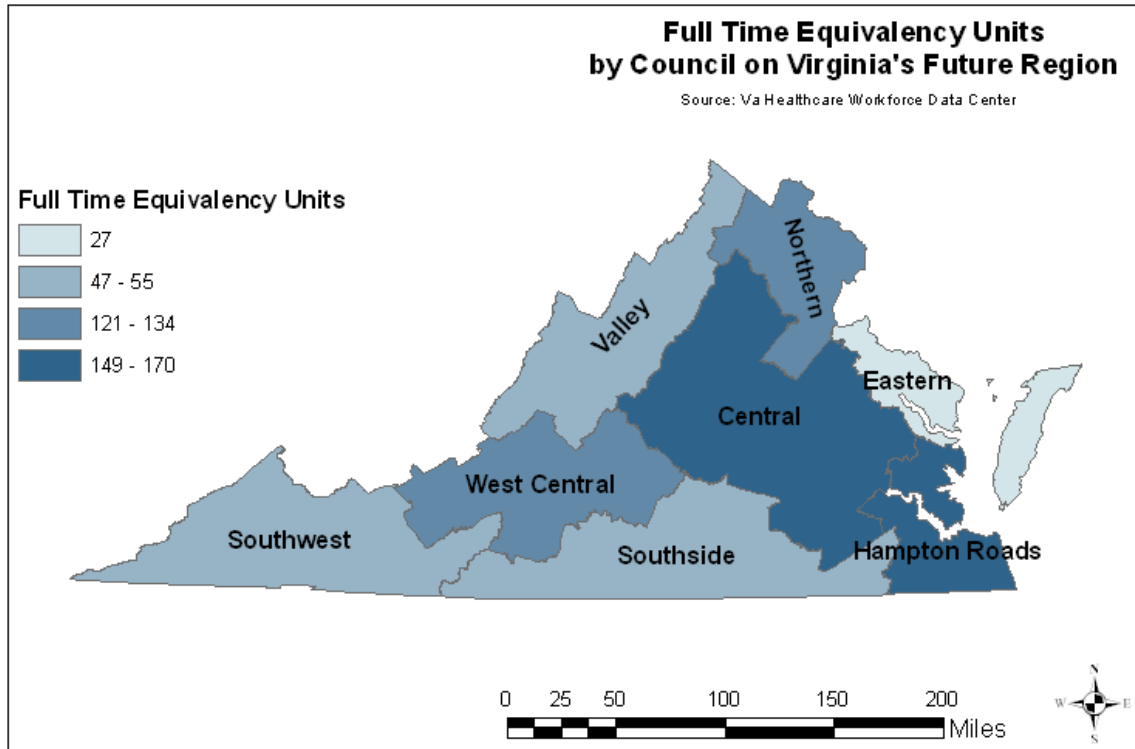
The typical NHA provided 1.17 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

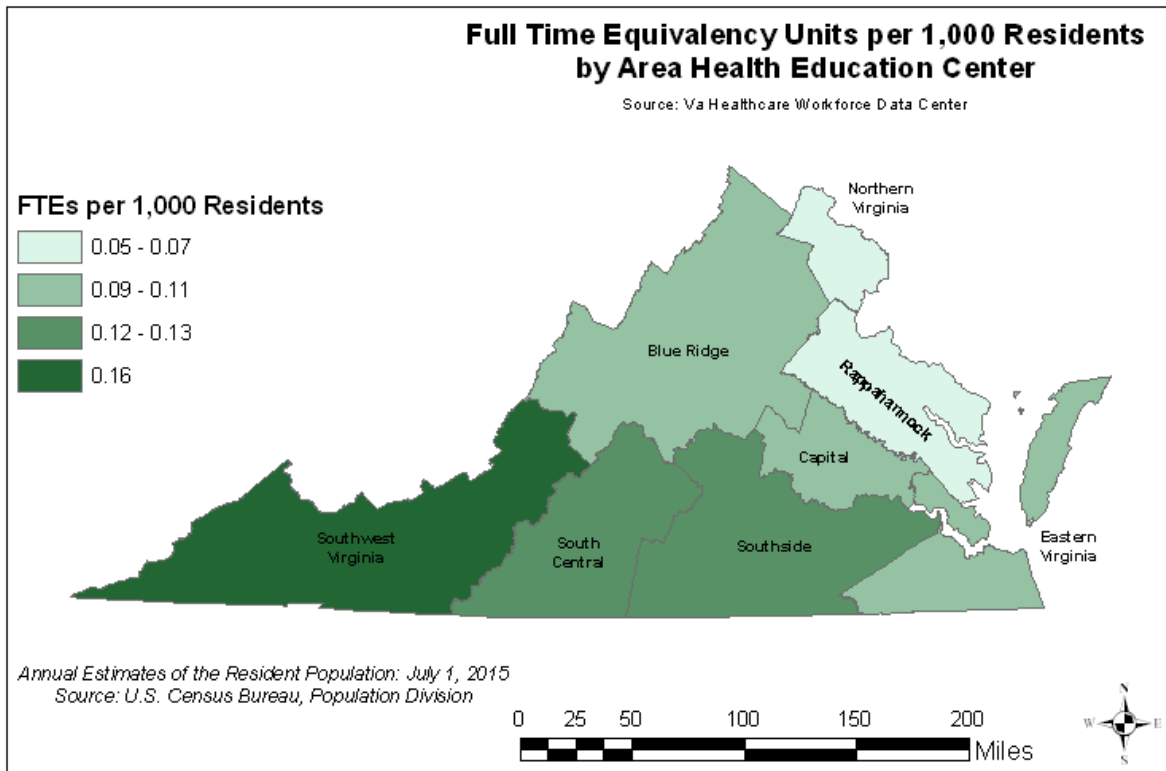
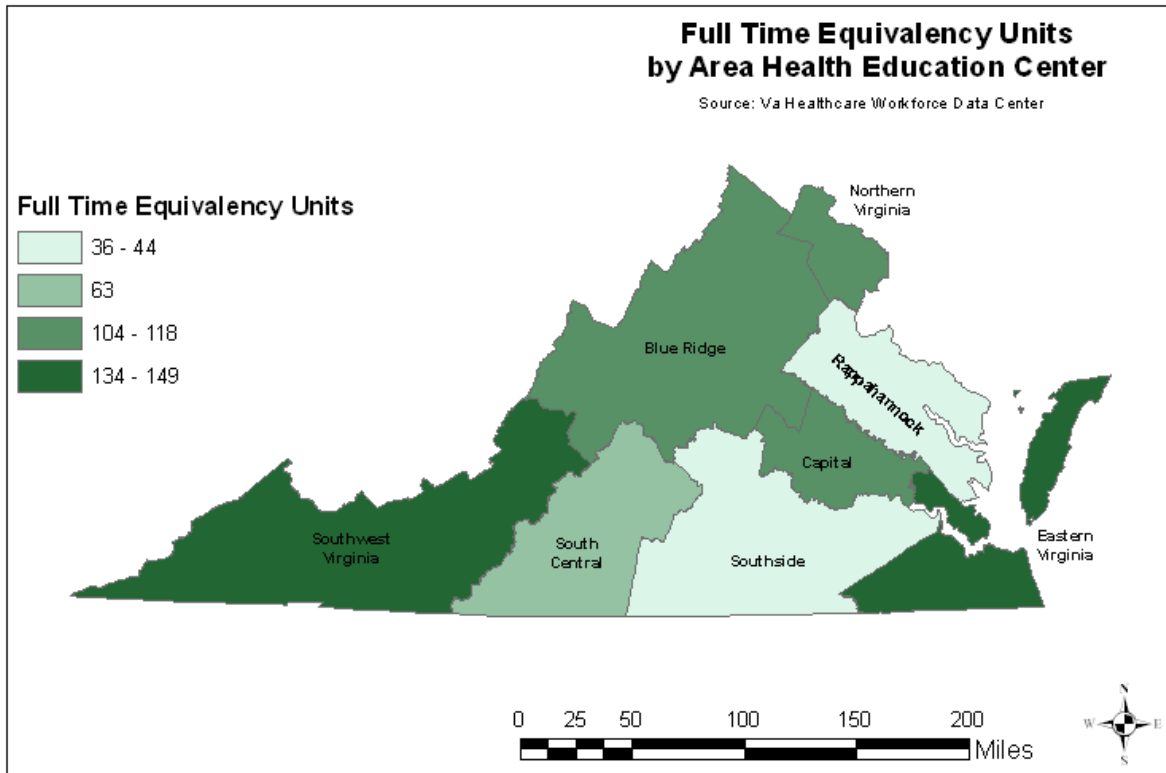
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.09	1.18
30 to 34	1.11	1.15
35 to 39	1.29	1.30
40 to 44	1.12	1.13
45 to 49	1.04	1.10
50 to 54	1.07	1.17
55 to 59	1.15	1.20
60 and Over	1.09	1.15
Gender		
Male	1.12	1.18
Female	1.14	1.18

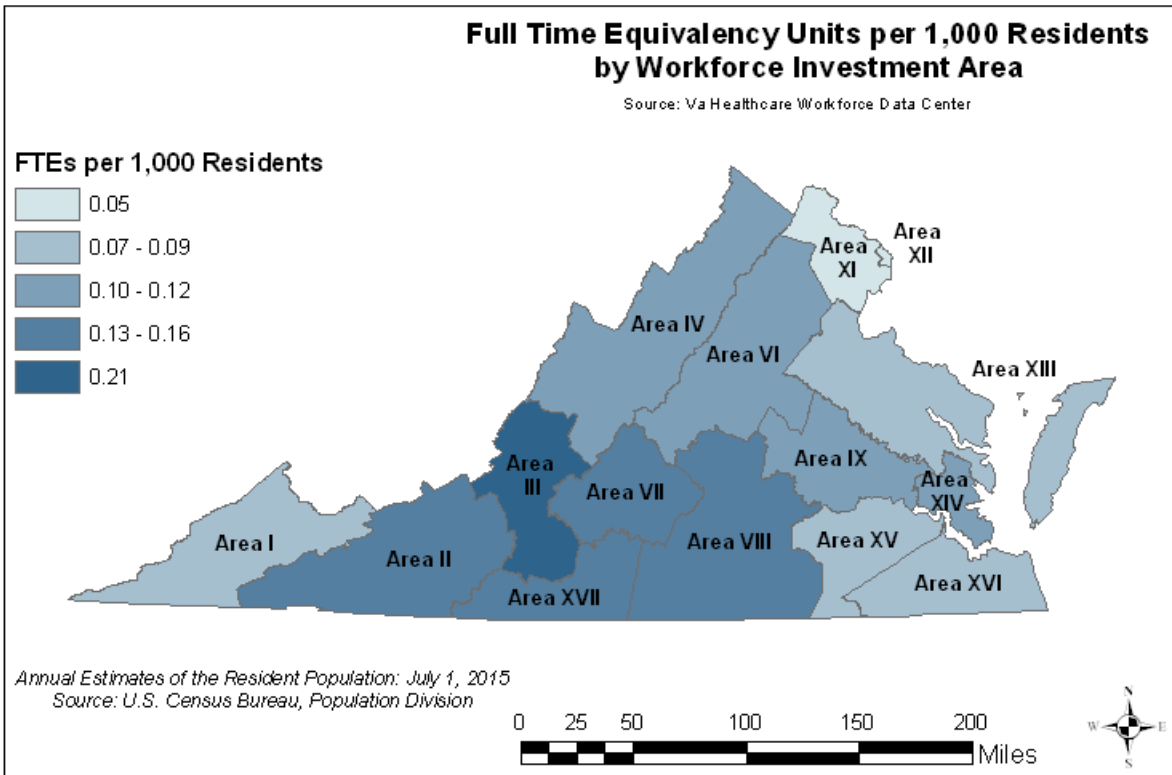
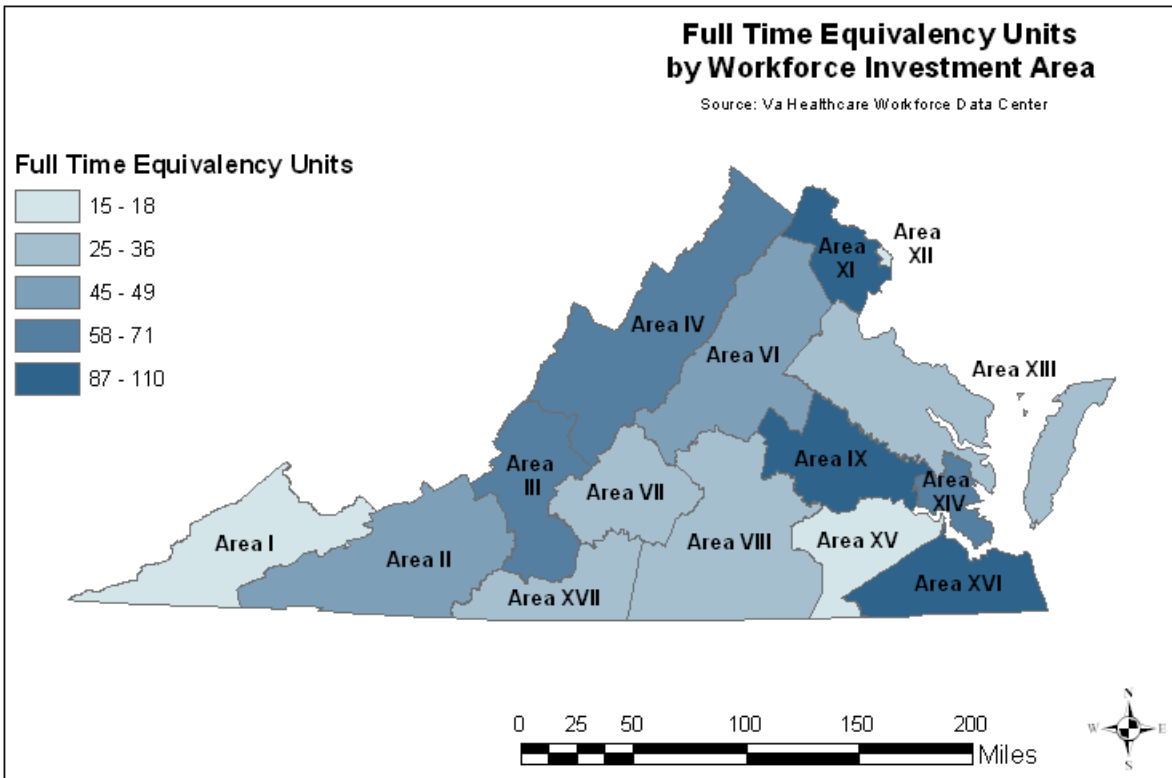
Source: Va. Healthcare Workforce Data Center

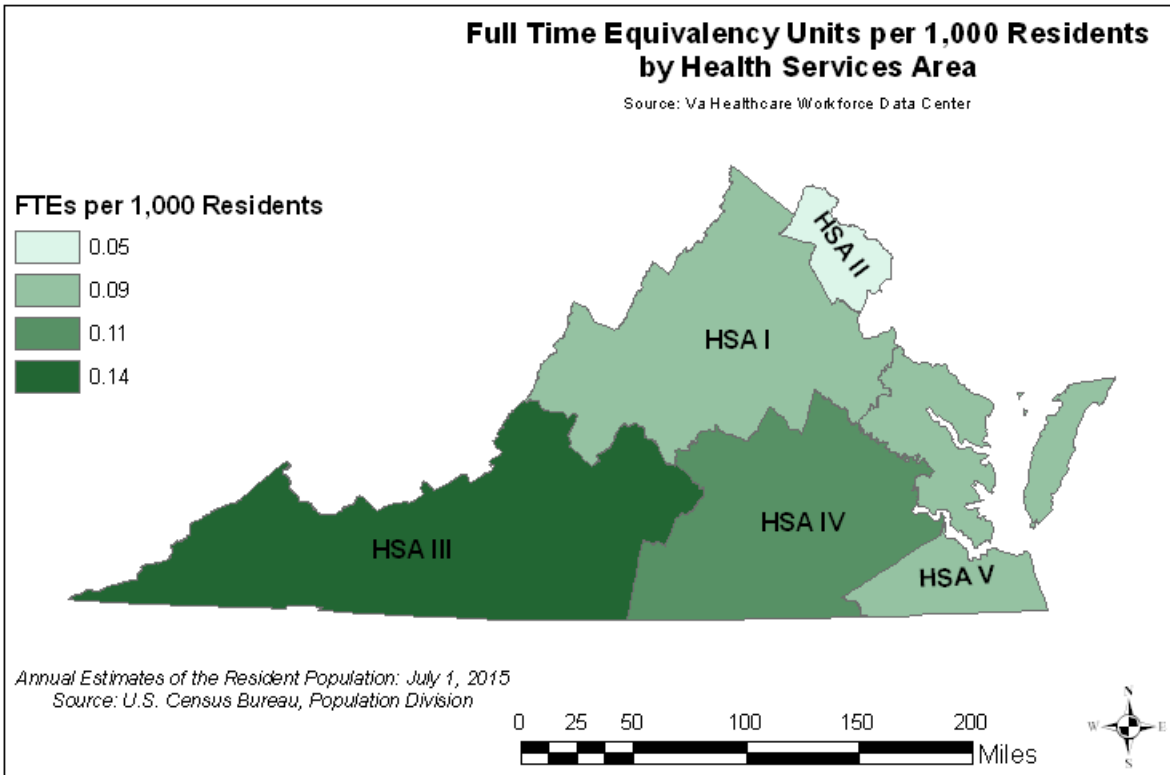
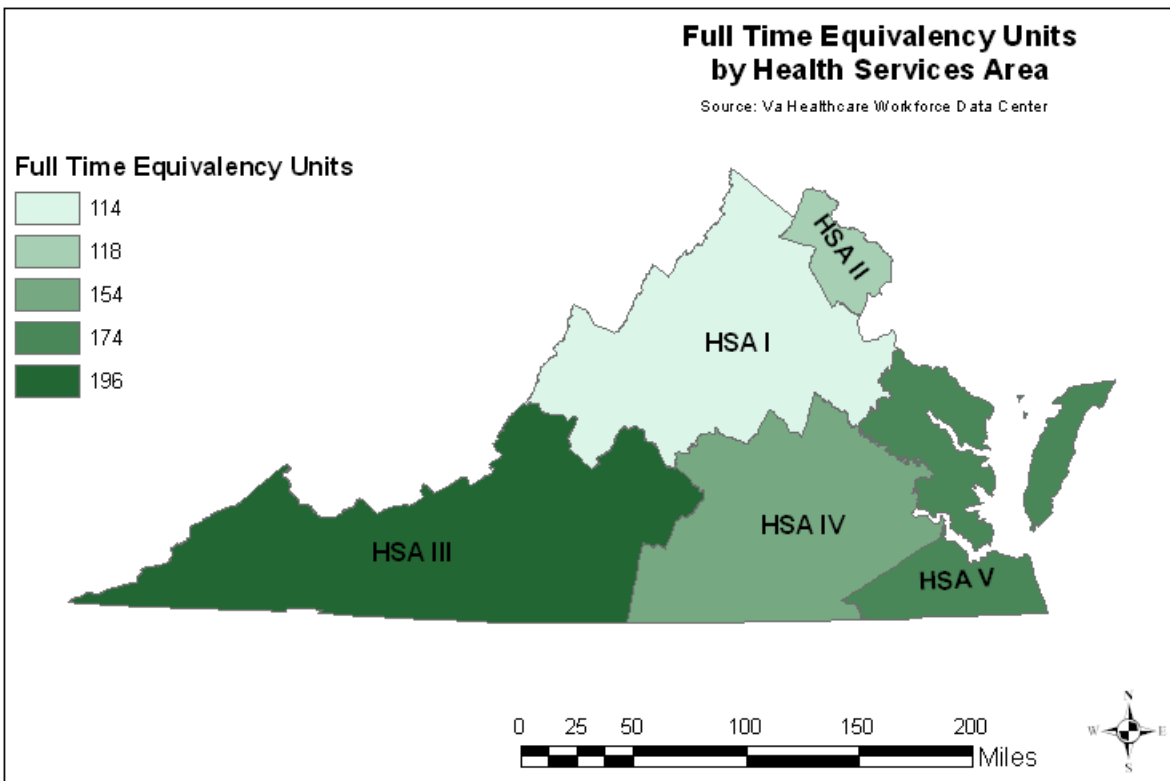


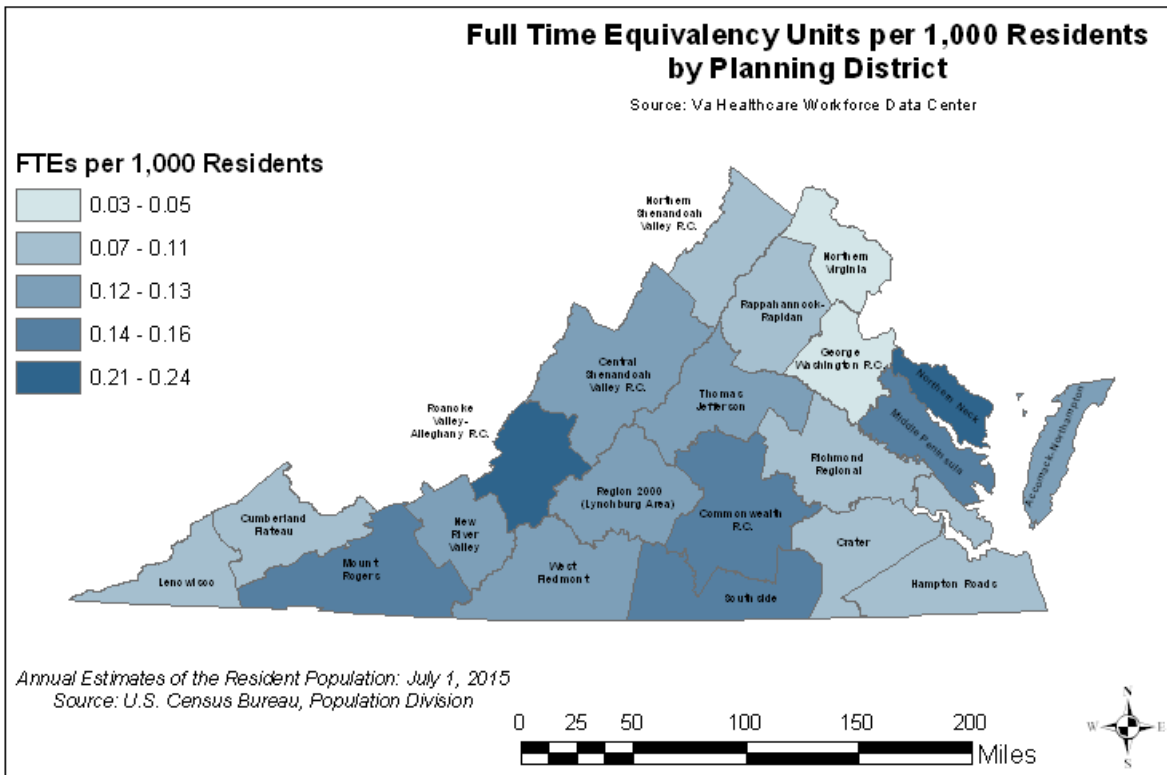
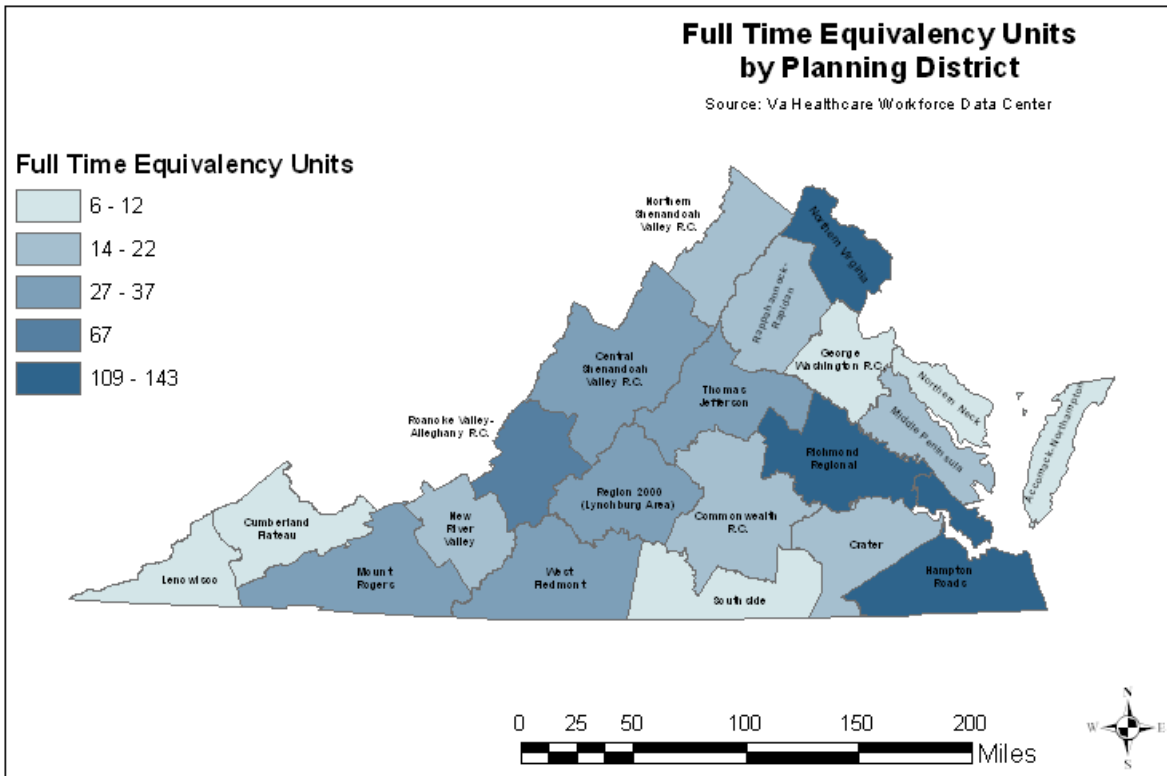
Source: Va. Healthcare Workforce Data Center











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	387	89.41%	1.118497	1.03587	1.42296
Metro, 250,000 to 1 million	108	86.11%	1.16129	1.07551	1.47741
Metro, 250,000 or less	72	91.67%	1.090909	1.01032	1.38787
Urban pop 20,000+, Metro adj	15	86.67%	1.153846	1.06861	1.18541
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	45	97.78%	1.022727	0.94718	1.05071
Urban pop, 2,500-19,999, nonadj	25	80.00%	1.25	1.15766	1.59026
Rural, Metro adj	23	73.91%	1.352941	1.253	1.38996
Rural, nonadj	14	92.86%	1.076923	0.99737	1.10639
Virginia border state/DC	126	65.08%	1.536585	1.47051	1.95486
Other US State	92	67.39%	1.483871	1.37426	1.52447

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	29	65.52%	1.526316	1.38787	1.95486
30 to 34	60	90.00%	1.111111	0.94718	1.37426
35 to 39	78	83.33%	1.2	1.02295	1.53692
40 to 44	93	87.10%	1.148148	0.97875	1.47051
45 to 49	130	83.85%	1.192661	1.0167	1.52752
50 to 54	126	86.51%	1.155963	0.98541	1.48052
55 to 59	125	83.20%	1.201923	1.02459	1.53939
60 and Over	265	81.13%	1.232558	1.05071	1.57862

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:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.833517

