Virginia's Nursing Home Administrator Workforce: 2018

Healthcare Workforce Data Center

May 2018

769 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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Demographics
Female:	56%
Diversity Index:	24%
Median Age:	51

Background
Rural Childhood:	41%
HS Degree in VA:	54%
Prof. Degree in VA:	77%

Health Admin. Edu.
Admin-in-Training:	39%
Masters:	26%

Finances
Median Inc.:	$110k-$120k
Retirement Benefits:	78%
Under 40 w/ Ed debt:	49%

Current Employment
Employed in Prof.:	87%
Hold 1 Full-time Job:	89%
Satisfied?:	94%

Job Turnover
Switched Jobs:	9%
Employed over 2 yrs:	52%

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

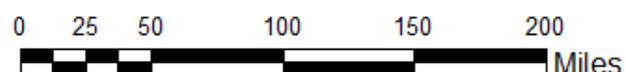*Source: Va. Healthcare Workforce Data Center*

Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.05
- 0.09 - 0.12
- 0.14
- 0.16 - 0.18
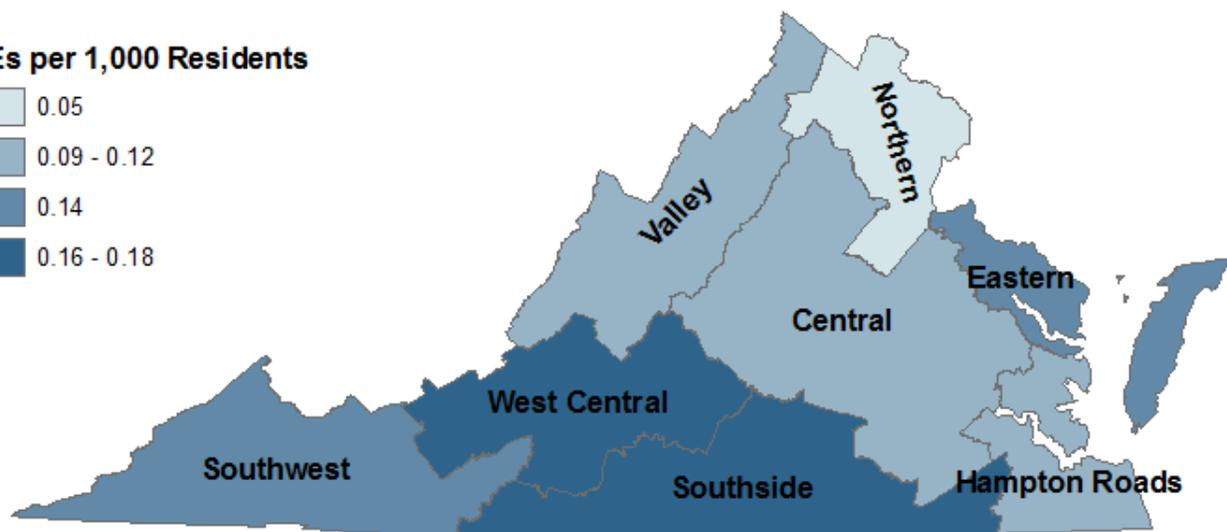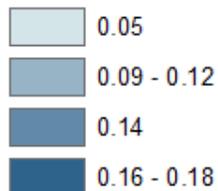
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

Results in Brief

The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2018 Nursing Home Administrator (NHA) workforce survey in March 2018. 769 NHAs responded to this survey, which represents 84% of the 916 NHAs who are licensed in the state. In 2018, there were a total of 730 Nursing Home Administrators (NHAs) in Virginia's workforce, and these professionals provided 811 "full-time equivalency units", which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks with two weeks off).

56% of all NHAs are female, and the median age of the NHA workforce is 51. In a random encounter between two NHAs, there is a 24% chance that they would be of different races or ethnicities, a measure known as the diversity index. For Virginia's population as a whole, the diversity index is at 56%.

41% of all NHAs grew up in a rural area. In total, 18% of Virginia's NHA workforce is currently employed in non-metro areas of the state. 39% of all NHAs hold an Administrator-in-Training certificate as their highest professional degree, while another 26% hold a Master's degree in health administration. 30% of all NHAs hold education debt, including 49% of those who are under the age of 40. The median debt burden of those with education debt is between $30,000 and $40,000.

87% of Virginia's NHAs are currently employed in the profession, and 89% have one full-time job. The median annual income for NHAs is between $110,000 and $120,000. 97% also receive at least one employer-sponsored benefit. 94% of Virginia's NHAs are satisfied with their current employment situation, including 68% who are "very satisfied". 4% of NHAs have been involuntarily unemployed at some point in the past year, while 2% have been underemployed.

22% of NHAs work in Central Virginia, while another 19% work in Hampton Roads. 61% work in the for-profit sector. In addition, 52% are employed in skilled nursing facilities. The typical NHA spends nearly half of her time on administrative tasks and treats between 100 and 124 patients at her primary work location. 31% of NHAs expect to retire in the next ten years, while one-half of the NHA workforce expect to retire by 2038.

Summary of Trends

Over the past five years, the survey response rate among all licensed NHAs has increased from 75% to 84%. At the same time, the size of the NHA workforce has increased by 8% from 674 to 730. In addition, the number of FTEs has increased by 7% from 760 to 811. Females make up a smaller proportion of Virginia's NHA workforce in 2018 (56% vs. 60%), and this decline is particularly pronounced among NHAs who are under the age of 40 (50% vs. 59%). Meanwhile, Virginia's NHA workforce has become more diverse since 2013 (24% vs. 18%).

Although there was little change in the childhood background among NHAs since 2013, they are more likely to receive either their high school or professional degree in the state (79% vs. 75%). In addition, Virginia's NHAs are somewhat more likely to earn an Administrator-in-Training certificate (39% vs. 36%) and somewhat less likely to earn a Baccalaureate degree in health administration (23% vs. 26%).

There were not many significant changes with respect to the current employment situation of Virginia's NHAs, but they are more likely to hold one full-time job in 2018 (89% vs. 86%). On the other hand, fewer NHAs have been at their primary work location for at least two years (52% vs. 57%). The median annual income of NHAs increased for the first time in more than four years, and NHAs are also more likely to receive an employer-sponsored benefit (97% vs. 92%).

Since 2013, NHAs have become somewhat more likely to work in the for-profit sector (61% vs. 59%). With respect to time allocation, NHAs are considerably more likely to serve an administrative role (30% vs 23%) as well as being somewhat more likely to serve a patient care role (3% vs. 0%). In general, the future plans of Virginia's NHAs have not changed much over the past five years, but NHAs are now less likely to plan to pursue additional education over the next two years (12% vs. 15%). In addition, more NHAs expect to retire within the next two years (9% vs. 7%). However, they are also slightly less likely to intend to retire by the age of 65 (30% vs. 31%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	746	81%
New Licensees	77	8%
Non-Renewals	93	10%
All Licensees	916	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 98% of renewing NHAs submitted a survey. These respondents represent 84% 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	12	24	67%
30 to 34	10	48	83%
35 to 39	8	65	89%
40 to 44	15	87	85%
45 to 49	15	116	89%
50 to 54	17	109	87%
55 to 59	22	102	82%
60 and Over	48	218	82%
Total	147	769	84%
New Licenses			
Issued in Past Year	43	34	44%
Metro Status			
Non-Metro	16	107	87%
Metro	75	513	87%
Not in Virginia	57	149	72%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in March 2018.
2. **Target Population:** All NHAs who held a Virginia license at some point between April 2017 and March 2018.
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.

Response Rates	
Completed Surveys	769
Response Rate, All Licensees	84%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators
Number: 916
New: 8%
Not Renewed: 10%

Response Rates
All Licensees: 84%
Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce
NHA Workforce:	730
FTEs:	811

Utilization Ratios
Licensees in VA Workforce:	80%
Licensees per FTE:	1.13
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	713	98%
Looking for Work in Virginia	16	2%
Virginia's Workforce	**730**	**100%**
Total FTEs	**811**	
Licensees	**916**	

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
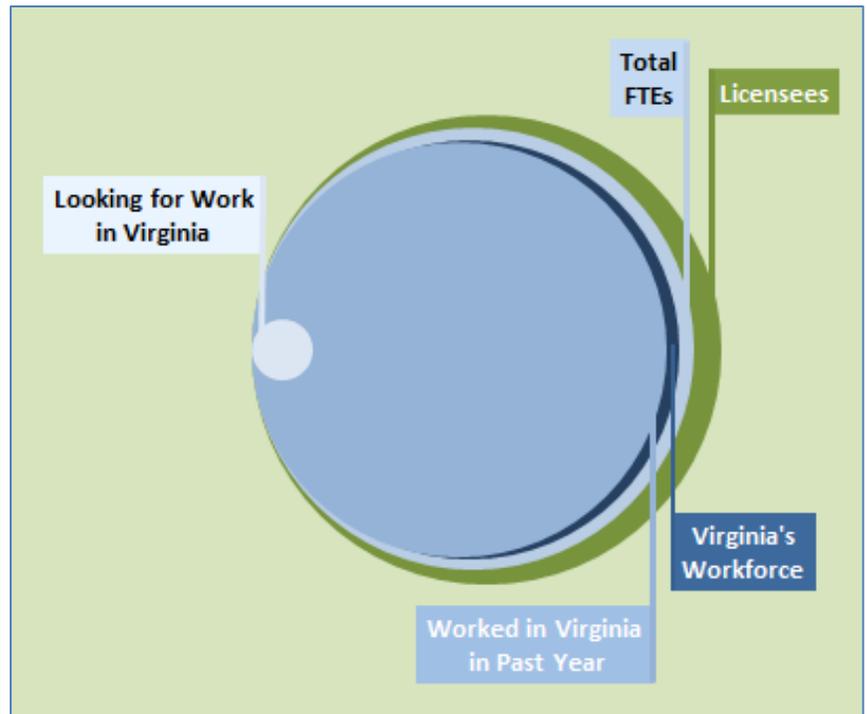
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	11	37%	19	63%	31	5%
30 to 34	20	44%	26	56%	46	7%
35 to 39	36	62%	22	38%	58	9%
40 to 44	25	32%	53	68%	78	12%
45 to 49	35	36%	62	64%	98	15%
50 to 54	36	42%	49	58%	85	13%
55 to 59	42	51%	40	49%	83	13%
60 +	82	48%	90	52%	172	26%
Total	288	44%	362	56%	651	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	62%	563	86%	116	86%
Black	19%	68	10%	10	7%
Asian	6%	7	1%	1	1%
Other Race	0%	2	0%	1	1%
Two or more races	3%	5	1%	4	3%
Hispanic	9%	7	1%	3	2%
Total	100%	652	100%	135	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, 2016.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
% Female: 56%
% Under 40 Female: 50%

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

Diversity
Diversity Index: 24%
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NHAs, there is a 24% 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%.

21% of all NHAs are under the age of 40, and 50% of these professionals are female. In addition, there is a 25% chance that two randomly chosen NHAs from this age group would be of a different race or ethnicity.

Age & Gender
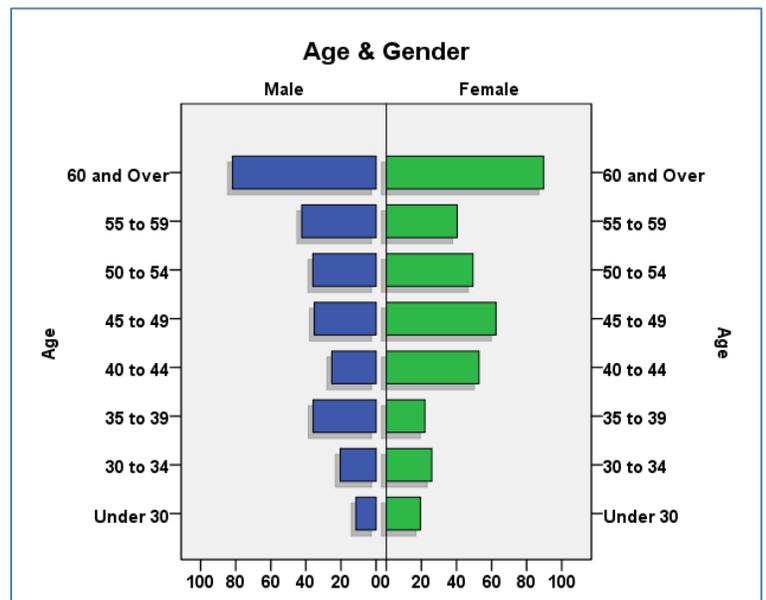
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood: 13%
Rural Childhood: 41%

Virginia Background
HS in Virginia: 54%
Prof. in VA: 77%
HS or Prof. in VA: 79%

Location Choice
% Rural to Non-Metro: 32%
% Urban/Suburban
   to Non-Metro: 7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	26%	58%	16%
2	Metro, 250,000 to 1 million	51%	39%	10%
3	Metro, 250,000 or less	52%	37%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	73%	27%	0%
6	Urban pop, 2,500-19,999, Metro adj	76%	7%	17%
7	Urban pop, 2,500-19,999, nonadj	90%	5%	5%
8	Rural, Metro adj	68%	32%	0%
9	Rural, nonadj	69%	23%	8%
	Overall	**41%**	**46%**	**13%**

Source: Va. Healthcare Workforce Data Center
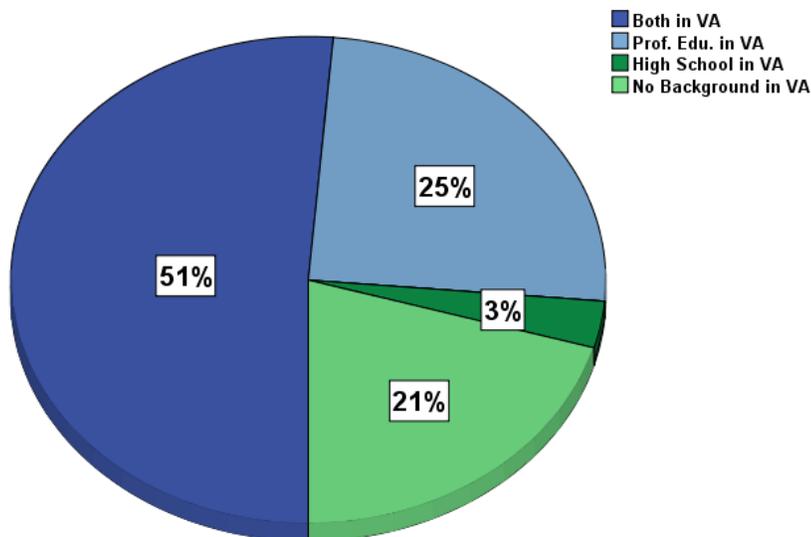
Source: Va. Healthcare Workforce Data Center

41% of all NHAs grew up in a rural area, and 32% 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.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	**#**	**Init. Prof Degree**	**#**
1	Virginia	352	Virginia	457
2	New York	41	Maryland	17
3	Pennsylvania	28	Ohio	11
4	West Virginia	24	West Virginia	11
5	North Carolina	22	Tennessee	11
6	Ohio	21	North Carolina	7
7	Maryland	19	New York	7
8	Outside U.S./Canada	17	New Jersey	6
9	Tennessee	15	Indiana	6
10	New Jersey	13	Washington, D.C.	5

Source: Va. Healthcare Workforce Data Center

54% of licensed NHAs received their high school degree in Virginia, and 77% earned their initial professional degree in the state.

Among NHAs who have been licensed in the past five years, 48% received their high school degree in Virginia, while 72% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	**#**	**Init. Prof Degree**	**#**
1	Virginia	102	Virginia	145
2	New York	13	Maryland	6
3	Ohio	10	Ohio	6
4	Outside U.S./Canada	9	North Carolina	5
5	Pennsylvania	8	Washington, D.C.	4
6	Maryland	8	Arizona	4
7	North Carolina	8	West Virginia	4
8	West Virginia	7	Indiana	3
9	Tennessee	6	Delaware	3
10	Indiana	5	Georgia	3

Source: Va. Healthcare Workforce Data Center

20% of licensees were not a part of Virginia's NHA workforce. 94% of these licensees worked at some point in the past year, including 81% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	187
% of Licensees:	20%
Federal/Military:	1%
Va Border State/DC:	15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
	Health Administration		All Degrees	
Degree	#	%	#	%
No Specific Training	23	4%	-	-
Admin-in-Training	243	39%	-	-
High School/GED	-	-	13	2%
Associate	11	2%	45	7%
Bachelors	145	23%	281	44%
Graduate Cert.	12	2%	16	3%
Masters	164	26%	270	42%
Doctorate	3	0%	13	2%
Other	22	4%	-	-
Total	**624**	**100%**	**638**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education
Admin-in-Training: 39%
Master's Degree: 26%
Bachelor's Degree: 23%

Educational Debt
Carry debt: 30%
Under age 40 w/ debt: 49%
Median debt: $30k-$40k

Source: Va. Healthcare Workforce Data Center

30% of NHAs carry educational debt, including 49% of those under the age of 40. For those with educational debt, their median debt burden is between $30,000 and $40,000.

Highest Professional Degree

Legend:
- Admin-in-Training
- Masters
- Baccalaureate
- Other

26%, 39%, 11%, 23%
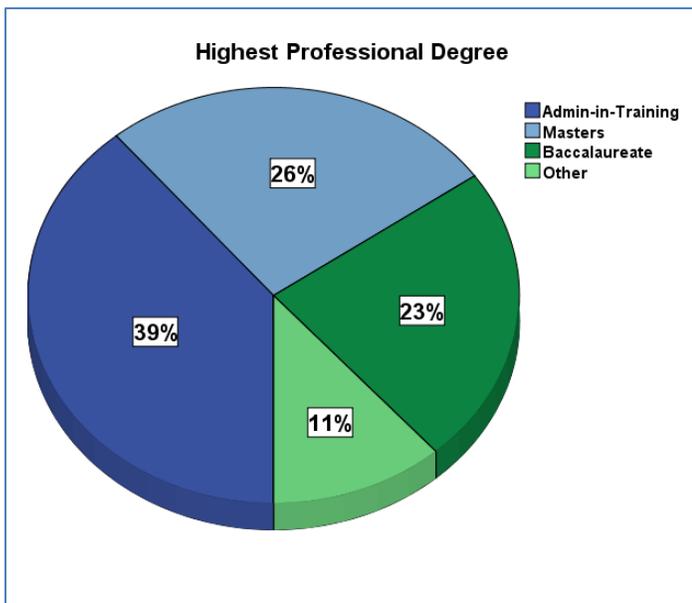
Source: Va. Healthcare Workforce Data Center

Educational Debt				
	All NHAs		NHAs under 40	
Amount Carried	#	%	#	%
None	390	70%	59	51%
Less than $20,000	54	10%	25	22%
$20,000-$49,999	55	10%	18	16%
$50,000-$99,999	40	7%	11	9%
$100,000 or more	16	3%	3	3%
Total	**555**	**100%**	**116**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	13%
ALFA:	4%
CNA:	2%

Job Titles

Administrator:	43%
Executive Director:	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
Nursing Home Administrator	636	87%
Nurse (RN or LPN)	95	13%
ALF Administrator	28	4%
Certified Nursing Assistant	14	2%
Registered Medication Aide	7	1%
Occupational Therapist	2	0%
Physical Therapist	1	0%
Respiratory Therapist	1	0%
Speech-Language Pathologist	1	0%
Other	45	6%
At Least One	**641**	**88%**

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	311	43%	40	5%
Executive Director	95	13%	8	1%
Pres./Exec. Officer	79	11%	8	1%
Assistant Admin.	28	4%	4	1%
Owner	12	2%	3	0%
Other	125	17%	27	4%
At Least One	**605**	**83%**	**81**	**11%**

Source: Va. Healthcare Workforce Data Center

43% of Virginia's NHA workforce held the title of Administrator at their primary work location. Another 13% held the title of Executive Director.

At a Glance:

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

Positions Held
1 Full-time: 89%
2 or More Positions: 4%

Weekly Hours:
40 to 49:   41%
60 or more: 14%
Less than 30:   1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in a capacity related to long-term care	559	87%
Employed, NOT in a capacity related to long-term care	57	9%
Not working, reason unknown	0	0%
Involuntarily unemployed	6	1%
Voluntarily unemployed	11	2%
Retired	12	2%
Total	**645**	**100%**

Source: Va. Healthcare Workforce Data Center

87% of licensed NHAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 89% of all NHAs hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	29	5%
One Part-Time Position	16	3%
Two Part-Time Positions	3	< 1%
One Full-Time Position	570	89%
One Full-Time Position & One Part-Time Position	16	3%
Two Full-Time Positions	0	0%
More than Two Positions	4	1%
Total	**638**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	29	5%
1 to 9 hours	2	< 1%
10 to 19 hours	2	< 1%
20 to 29 hours	5	1%
30 to 39 hours	8	1%
40 to 49 hours	258	41%
50 to 59 hours	237	38%
60 to 69 hours	73	12%
70 to 79 hours	9	1%
80 or more hours	6	1%
Total	**629**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	**#**	**%**
Volunteer Work Only	9	2%
Less than $60,000	36	7%
$60,000-$69,999	18	4%
$70,000-$79,999	33	6%
$80,000-$89,999	36	7%
$90,000-$99,999	54	10%
$100,000-$109,999	72	14%
$110,000-$119,999	61	12%
$120,000-$129,999	53	10%
$130,000-$139,999	40	8%
$140,000-$149,999	21	4%
$150,000-$159,999	23	5%
$160,000 or More	66	13%
Total	**522**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $110k-$120k

Benefits
Paid Vacation: 96%
Employer Retirement: 78%

Satisfaction
Satisfied: 94%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	**#**	**%**
Paid Vacation	534	96%
Paid Sick Leave	482	86%
Dental Insurance	445	80%
Group Life Insurance	445	80%
Retirement	436	78%
Signing/Retention Bonus	88	16%
At Least One Benefit	**544**	**97%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for NHAs is between $110,000 and $120,000 per year. In addition, 97% of NHAs receive at least one employer-sponsored benefit, including 96% who receive paid vacation time.

94% of NHAs are satisfied with their job, including 68% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	425	68%
Somewhat Satisfied	164	26%
Somewhat Dissatisfied	25	4%
Very Dissatisfied	13	2%
Total	**628**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	28	4%
Experience Voluntary Unemployment?	30	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	14	2%
Work two or more positions at the same time?	46	6%
Switch employers or practices?	67	9%
Experienced at least one	158	22%

Source: Va. Healthcare Workforce Data Center

4% of Virginia's NHAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 3.6% during the past year.[1]

At a Glance:

Unemployment Experience
Involuntarily Unemployed: 4%
Underemployed: 2%

Turnover & Tenure
Switched Jobs: 9%
New Location: 30%
Over 2 years: 52%
Over 2 yrs, 2nd location: 44%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	7	1%	13	15%
Less than 6 Months	85	14%	14	16%
6 Months to 1 Year	75	12%	8	9%
1 to 2 Years	125	20%	13	15%
3 to 5 Years	118	19%	23	27%
6 to 10 Years	85	14%	6	7%
More than 10 Years	117	19%	8	9%
Subtotal	612	100%	85	100%
Did not have location	20		630	
Item Missing	98		15	
Total	730		730	

Source: Va. Healthcare Workforce Data Center

52% of NHAs have worked at their primary location for more than two years.

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[1] As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.5% in April 2017 to 3.3% in March 2018. Between these two dates, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 3.3% and a high of 3.9%.

At a Glance:

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

Locations
2 or more (Past Year):	16%
2 or more (Now*):	12%

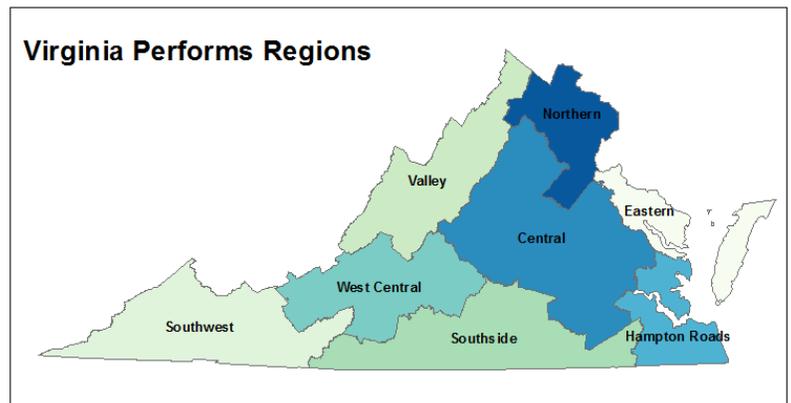*Source: Va. Healthcare Workforce Data Center*

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

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	131	22%	18	21%
Eastern	17	3%	6	7%
Hampton Roads	118	19%	20	23%
Northern	109	18%	9	10%
Southside	38	6%	6	7%
Southwest	42	7%	6	7%
Valley	45	7%	4	5%
West Central	100	16%	14	16%
Virginia Border State/DC	0	0%	0	0%
Other US State	7	1%	4	5%
Outside of the US	0	0%	0	0%
Total	607	100%	87	100%
Item Missing	103		13	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	16	3%	21	3%
1	511	82%	528	84%
2	65	10%	58	9%
3	25	4%	15	2%
4	2	0%	0	0%
5	2	0%	1	0%
6 or More	5	1%	2	0%
Total	627	100%	627	100%

*At the time of survey completion, March 2018.
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	364	61%	62	78%
Non-Profit	206	35%	14	18%
State/Local Government	22	4%	2	3%
Veterans Administration	0	0%	0	0%
U.S. Military	0	0%	1	1%
Other Federal Government	0	0%	0	0%
Total	592	100%	79	100%
Did not have location	20		630	
Item Missing	118		21	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector
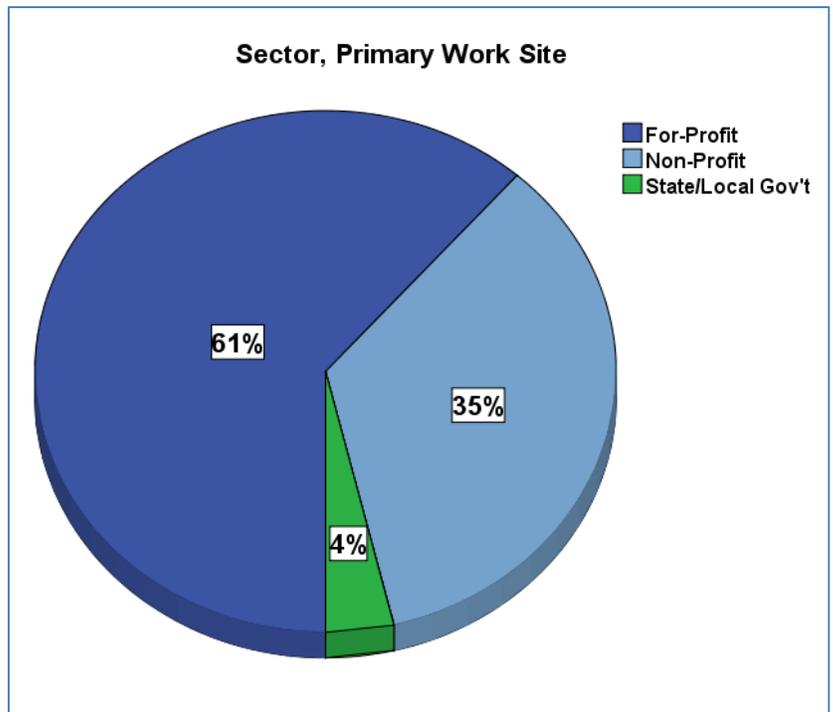For Profit: 61%
Federal: 0%

Top Establishments
Skilled Nursing Facility: 52%
Continuing Care
Retirement Comm.:   17%
Assisted Living Facility: 15%

Source: Va. Healthcare Workforce Data Center

96% of all NHAs work in the private sector, including 61% who worked at a for-profit establishment.

Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	377	52%	52	7%
Continuing Care Retirement Community	124	17%	8	1%
Assisted Living Facility	113	15%	9	1%
Acute Care/Rehabilitative Facility	25	3%	5	1%
Home/Community Health Care	21	3%	1	0%
Hospice	10	1%	0	0%
Adult Day Care	7	1%	0	0%
PACE	3	0%	0	0%
Academic Institution	2	0%	2	0%
Other Practice Type	56	8%	14	2%
At Least One Establishment	**606**	**83%**	**82**	**11%**

Source: Va. Healthcare Workforce Data Center

52% of Virginia's NHA workforce are employed at a skilled nursing facility as their primary work location.

55% of NHAs are employed at a facility chain organization as their primary work location. Another 30% of Virginia's NHAs are employed at an independent/stand-alone organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	310	55%	43	60%
Independent/Stand Alone	168	30%	16	22%
Hospital-Based	28	5%	3	4%
Integrated Health System (Veterans Administration, Large Health System)	23	4%	2	3%
College or University	1	0%	3	4%
Other	31	6%	5	7%
Total	**561**	**100%**	**72**	**100%**
Did Not Have Location	20		630	
Item Missing	148		27	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

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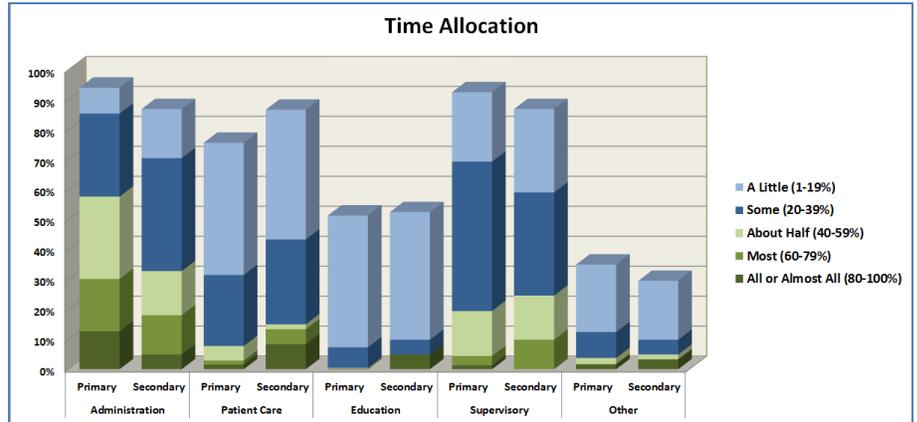Administration: 40%-49%
Supervisory: 20%-29%
Patient Care: 10%-19%
Education: 1%-9%

Roles
Administration: 30%
Supervisory: 4%
Patient Care: 3%

Source: Va. Healthcare Workforce Data Center
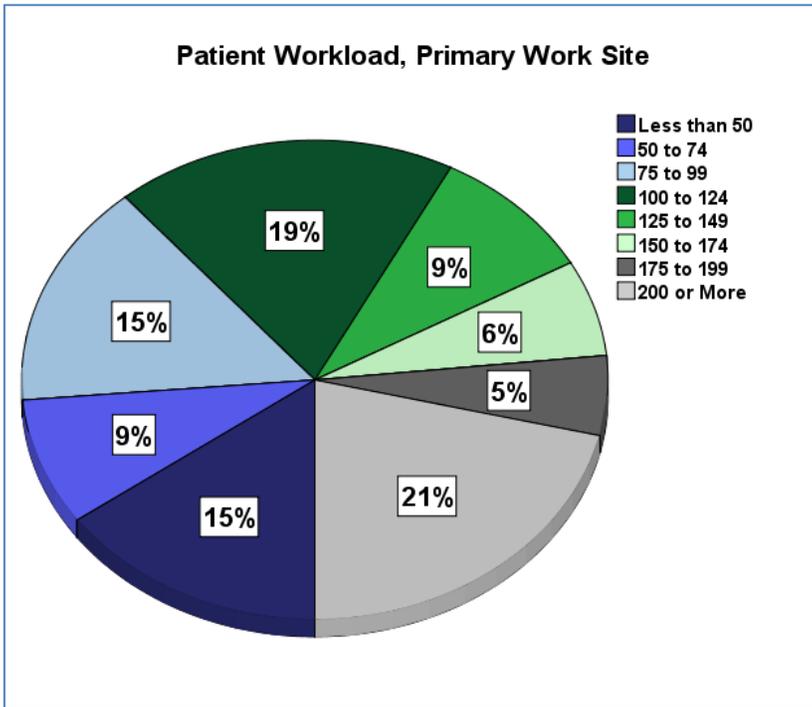
A Closer Look:

Source: Va. Healthcare Workforce Data Center

A typical NHA spends nearly half of her time performing administrative tasks. In addition, 30% 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%)	13%	5%	2%	8%	0%	5%	1%	0%	2%	3%
Most (60-79%)	17%	13%	1%	5%	0%	0%	3%	10%	0%	0%
About Half (40-59%)	27%	15%	5%	2%	0%	0%	15%	15%	2%	2%
Some (20-39%)	28%	38%	24%	28%	7%	5%	50%	34%	9%	5%
A Little (1-19%)	9%	16%	44%	43%	44%	43%	23%	28%	23%	20%
None (0%)	6%	13%	24%	13%	49%	48%	8%	13%	65%	70%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload, Primary Work Site

Legend:
- Less than 50
- 50 to 74
- 75 to 99
- 100 to 124
- 125 to 149
- 150 to 174
- 175 to 199
- 200 or More

19%, 9%, 6%, 15%, 5%, 9%, 15%, 21%

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 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 100 to 124 patients.

# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	54	10%	15	18%
1-24	9	2%	4	5%
25-49	21	4%	0	0%
50-74	48	9%	8	10%
75-99	85	15%	8	10%
100-124	106	19%	18	22%
125-149	52	9%	11	13%
150-174	37	6%	7	9%
175-199	30	5%	2	2%
200-224	15	3%	0	0%
225-249	7	1%	1	1%
250-274	8	1%	1	1%
275-299	7	1%	0	0%
300 or more	83	15%	6	7%
Total	562	100%	82	100%

Patient Workload Responsibility

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs over 50	
	#	%	#	%
Under age 50	9	2%	-	-
50 to 54	19	3%	3	1%
55 to 59	34	6%	6	2%
60 to 64	111	19%	49	16%
65 to 69	256	44%	154	49%
70 to 74	111	19%	76	24%
75 to 79	13	2%	8	3%
80 or over	4	1%	4	1%
I do not intend to retire	27	5%	14	4%
Total	584	100%	314	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:   18%
Under 60:   3%

Time until Retirement
Within 2 years: 9%
Within 10 years: 31%
Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

30% of all NHAs expect to retire before the age of 65. Among NHAs who are already at least age 50, 18% expect to retire by age 65.

Within the next two years, 13% of NHAs expect to begin accepting Administrators-in-Training, and 12% expect to pursue additional educational opportunities.
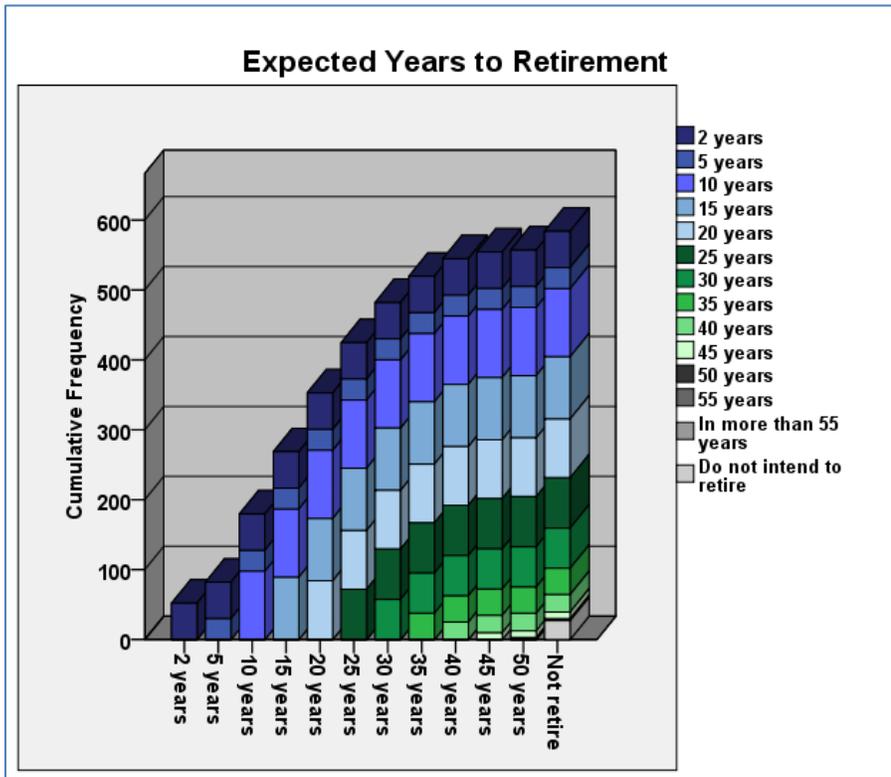
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	13	2%
Leave Virginia	36	5%
Decrease Patient Care Hours	44	6%
Decrease Teaching Hours	0	0%
Cease Accepting Trainees	7	1%
Increase Participation		
Increase Patient Care Hours	42	6%
Increase Teaching Hours	29	4%
Pursue Additional Education	85	12%
Return to the Workforce	10	1%
Begin Accepting Trainees	98	13%

Source: Va. Healthcare Workforce Data Center

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	52	9%	9%
5 years	30	5%	14%
10 years	98	17%	31%
15 years	89	15%	46%
20 years	84	14%	60%
25 years	72	12%	73%
30 years	57	10%	83%
35 years	38	7%	89%
40 years	25	4%	93%
45 years	10	2%	95%
50 years	3	1%	96%
55 years	0	0%	96%
In more than 55 years	0	0%	96%
Do not intend to retire	27	5%	100%
Total	584	100%	

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, 31% expect to retire within the next decade. More than half of the current NHA workforce expect to retire by 2038.

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2028. Retirements will peak at 17% of the current workforce around the same time before declining to under 10% again around 2053.

At a Glance:

FTEs
Total: 811
FTEs/1,000 Residents[2]:   .096
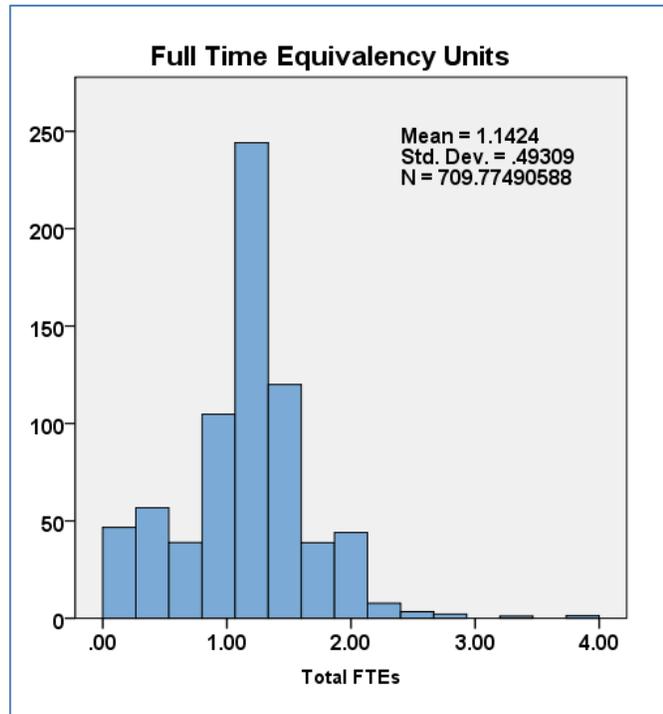Average: 1.14

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:

Full Time Equivalency Units

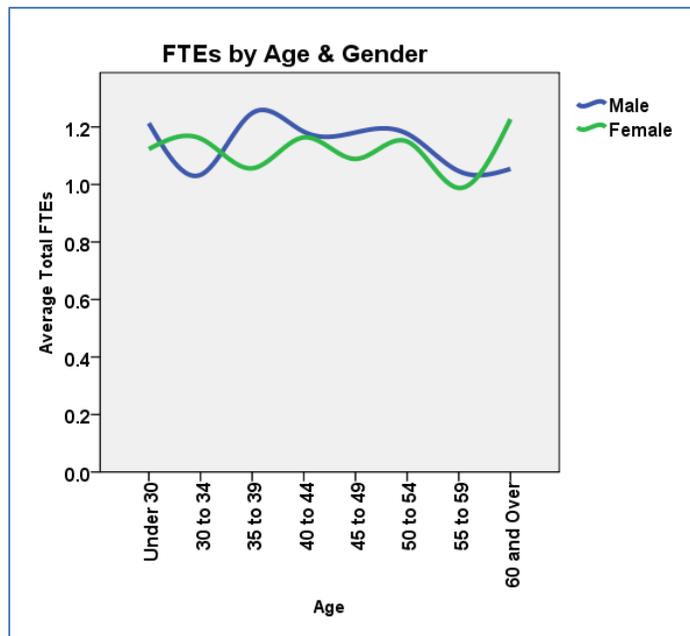Mean = 1.1424
Std. Dev. = .49309
N = 709.77490588

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 do not indicate that FTEs vary by age or gender.

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	1.15	1.20
30 to 34	1.10	1.13
35 to 39	1.17	1.18
40 to 44	1.16	1.15
45 to 49	1.12	1.13
50 to 54	1.10	1.22
55 to 59	1.04	1.15
60 and Over	1.22	1.22
Gender		
Male	1.12	1.18
Female	1.14	1.20

Source: Va. Healthcare Workforce Data Center

FTEs by Age & Gender

Source: Va. Healthcare Workforce Data Center

[2] Number of residents in 2017 was used as the denominator.

Maps

Virginia Performs Regions

Full Time Equivalency Units Provided by Nursing Home Administrators by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units
- 19
- 56 - 59
- 132 - 147
- 184

Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.05
- 0.09 - 0.12
- 0.14
- 0.16 - 0.18

Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units Provided by Nursing Home Administrators by Area Health Education Center

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 30 - 60
- 106 - 117
- 128
- 147 - 155

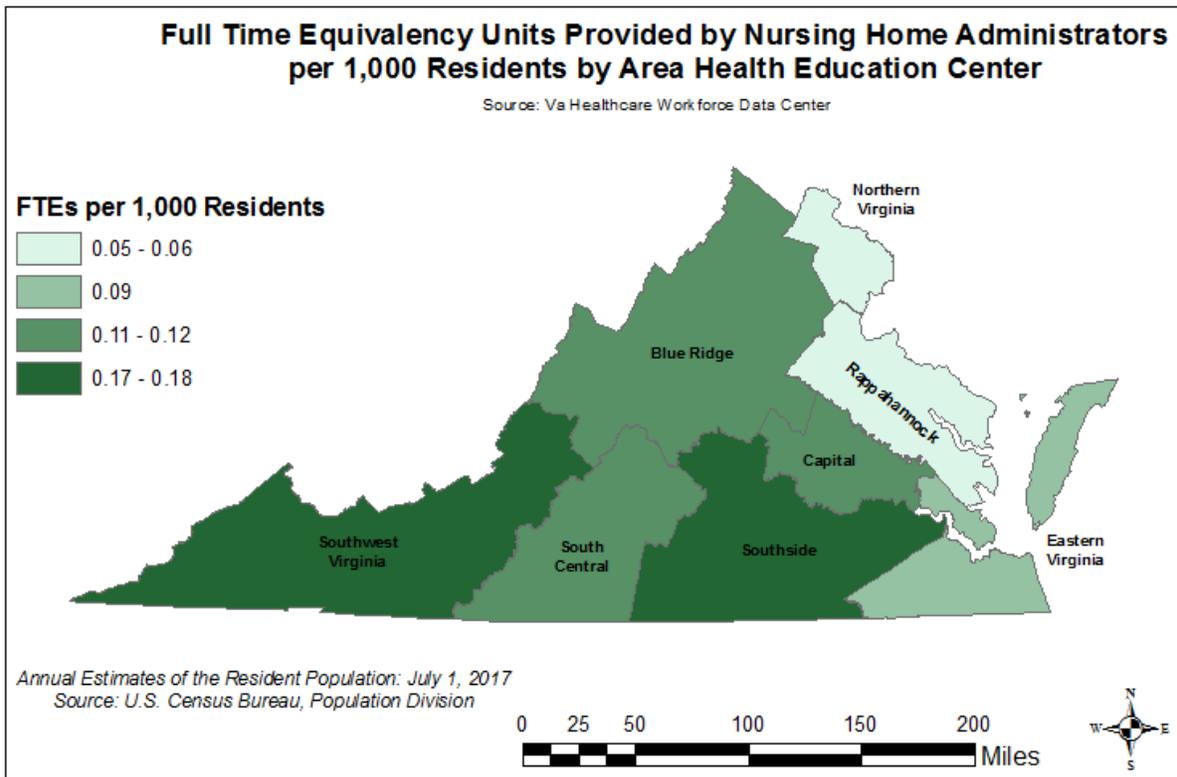**Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Area Health Education Center**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.05 - 0.06
- 0.09
- 0.11 - 0.12
- 0.17 - 0.18

Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

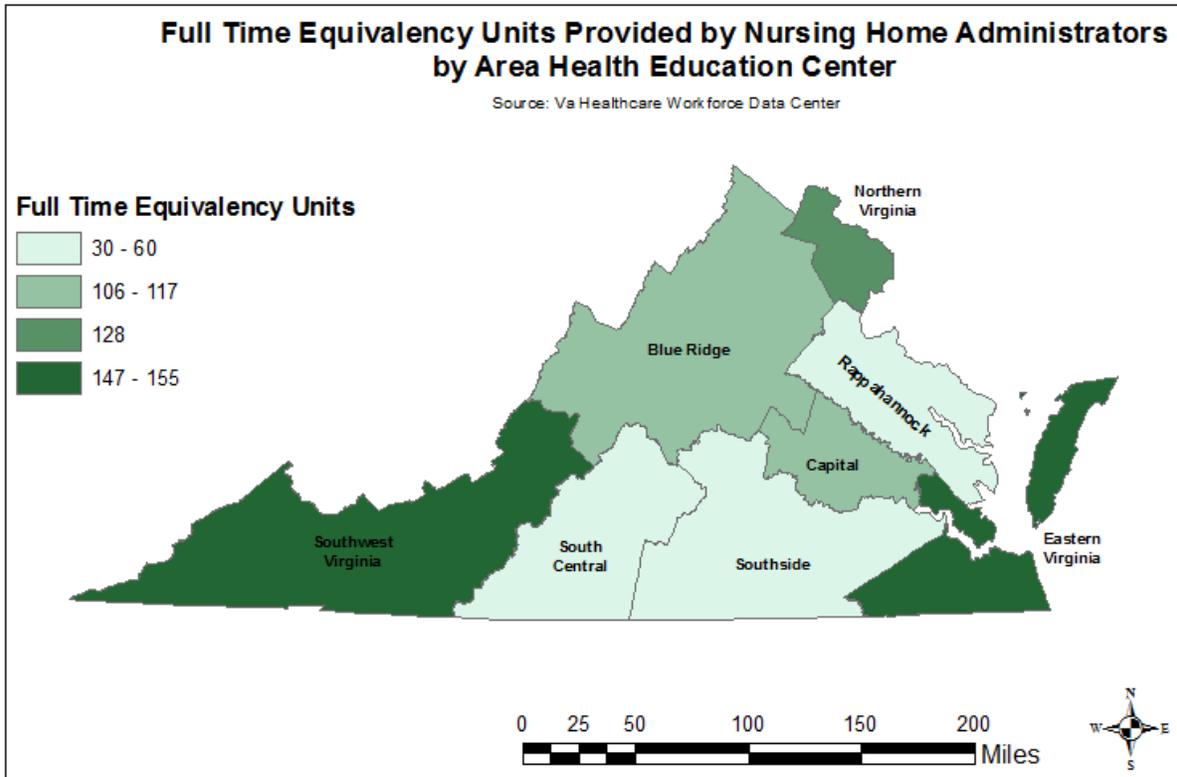**Full Time Equivalency Units Provided by Nursing Home Administrators by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 16 - 23
- 28 - 34
- 47 - 65
- 83 - 100
- 117

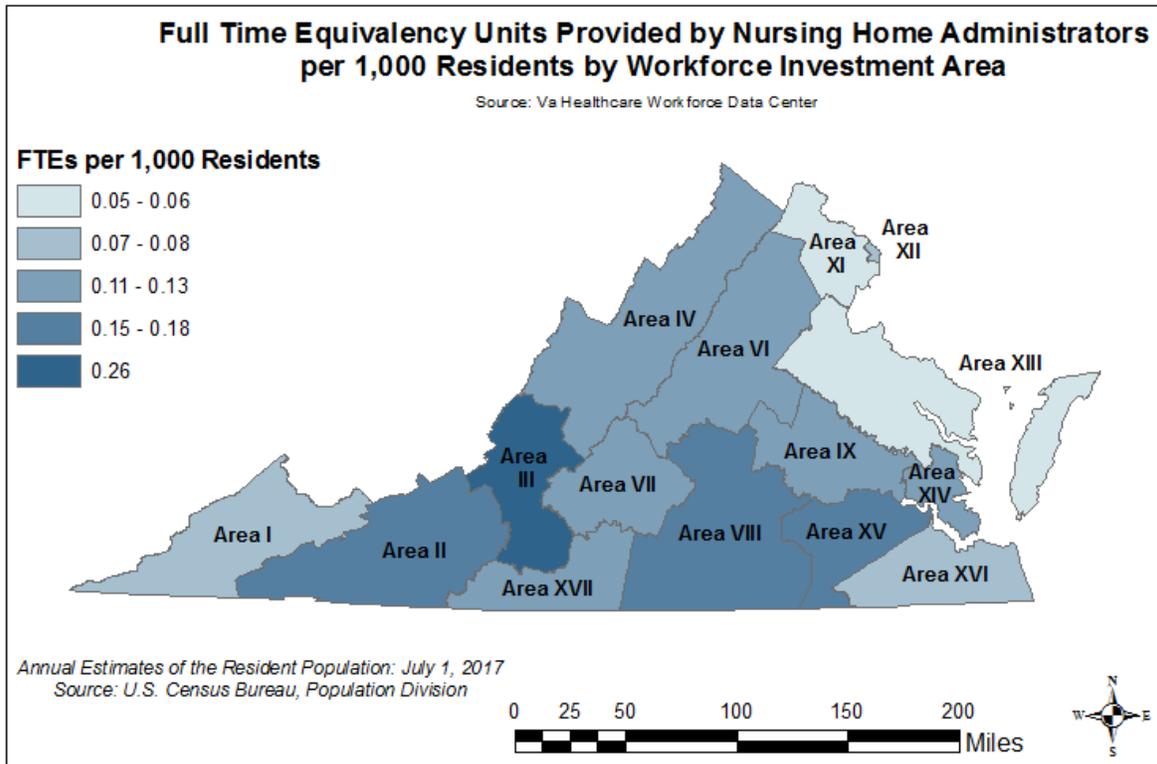**Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Workforce Investment Area**

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.05 - 0.06
- 0.07 - 0.08
- 0.11 - 0.13
- 0.15 - 0.18
- 0.26

Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
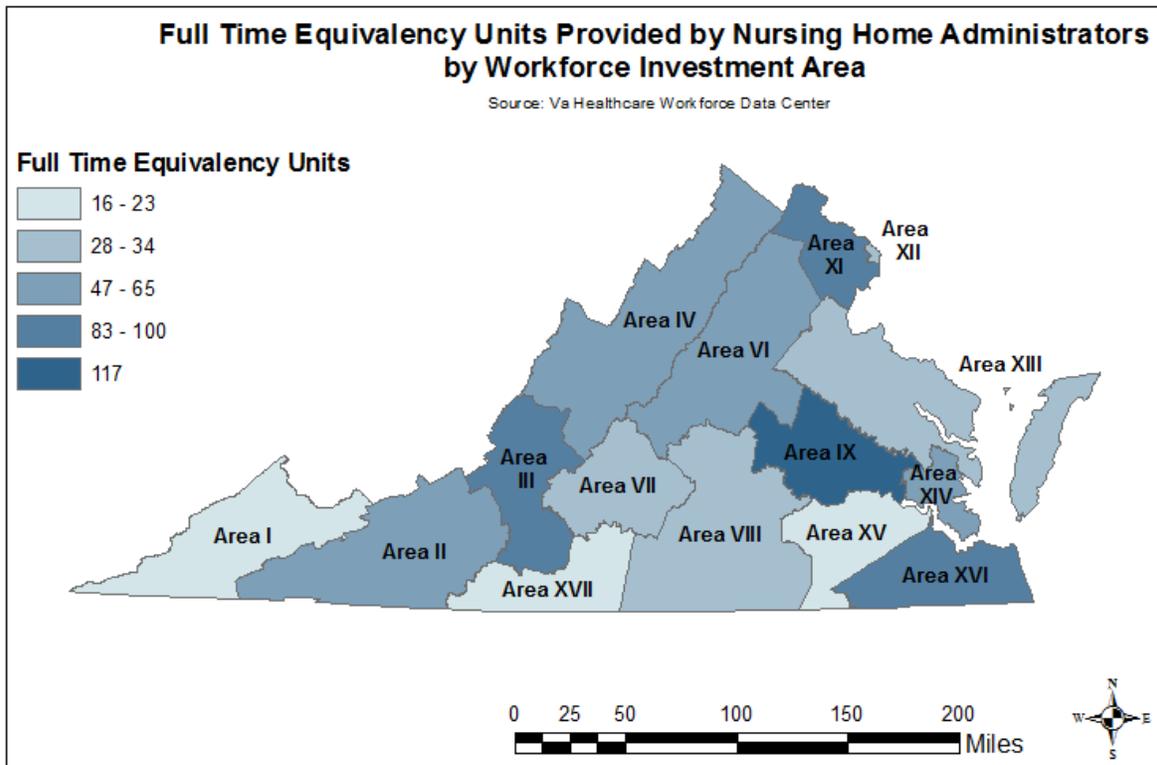
Full Time Equivalency Units Provided by Nursing Home Administrators by Health Services Area

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 118
- 128
- 165
- 173
- 215

Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Health Services Area

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.05
- 0.09
- 0.12
- 0.16

Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

Full Time Equivalency Units Provided by Nursing Home Administrators by Planning District

Source: Va Healthcare Workforce Data Center

Full Time Equivalency Units

- 4 - 12
- 13 - 20
- 26 - 31
- 34 - 35
- 84 - 143

Full Time Equivalency Units Provided Nursing Home Administrators per 1,000 Residents by Planning District

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.03 - 0.06
- 0.07 - 0.09
- 0.10 - 0.14
- 0.15 - 0.20
- 0.30

Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	398	87.44%	1.143678	1.07714	1.43864
Metro, 250,000 to 1 million	111	85.59%	1.168421	1.10044	1.46976
Metro, 250,000 or less	79	88.61%	1.128571	1.06291	1.41964
Urban pop 20,000+, Metro adj	14	85.71%	1.166667	1.09879	1.19379
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	48	89.58%	1.116279	1.05133	1.40417
Urban pop, 2,500-19,999, nonadj	20	85.00%	1.176471	1.10802	1.47989
Rural, Metro adj	22	81.82%	1.222222	1.1575	1.53744
Rural, nonadj	19	89.47%	1.117647	1.05262	1.4059
Virginia border state/DC	118	73.73%	1.356322	1.27741	1.70613
Other US State	88	70.45%	1.419355	1.33677	1.78542

Source: Va. Healthcare Workforce Data Center

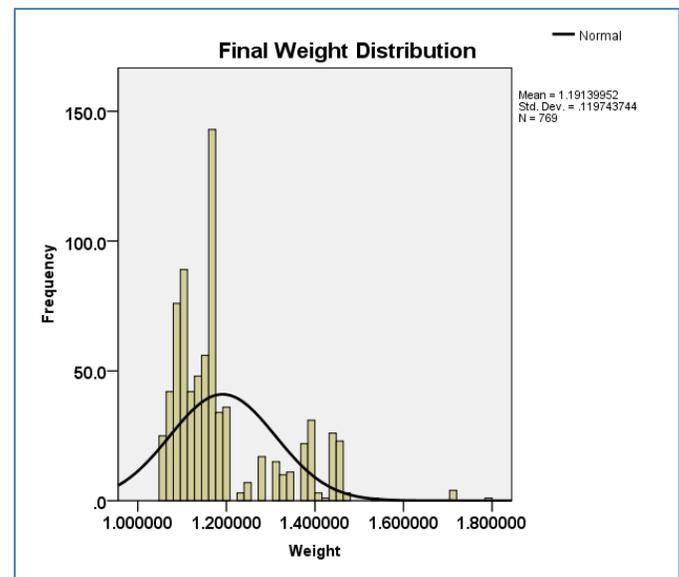| Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	36	66.67%	1.5	1.40417	1.78542
30 to 34	58	82.76%	1.208333	1.13114	1.43825
35 to 39	73	89.04%	1.123077	1.05133	1.33677
40 to 44	102	85.29%	1.172414	1.09752	1.3955
45 to 49	131	88.55%	1.12931	1.05717	1.34419
50 to 54	126	86.51%	1.155963	1.08212	1.37592
55 to 59	124	82.26%	1.215686	1.13802	1.447
60 and Over	266	81.95%	1.220183	1.14223	1.45236

Source: Va. Healthcare Workforce Data Center

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: 0.838604

Source: Va. Healthcare Workforce Data Center