Virginia's Nursing Home Administrator Workforce: 2020

Healthcare Workforce Data Center

May 2020

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466 (fax)
E-mail: ***HWDC@dhp.virginia.gov***

Follow us on Tumblr: ***www.vahwdc.tumblr.com***
Get a copy of this report from:
https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/

More than 800 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD	Yetty Shobo, PhD	Laura Jackson, MSHSA	Rajana Siva, MBA	Christopher Coyle
Director	*Deputy Director*	*Operations Manager*	*Research Analyst*	*Research Assistant*

Virginia Board of Long-Term Care Administrators

Chair

Mitchell P. Davis, NHA
Salem

Vice-Chair

Marj Pantone, ALFA
Virginia Beach

Members

Basil Acey
Henrico

Shervonne Banks
Hampton

Ali Faruk, MPA
Richmond

Martha H. Hunt, ALFA
Richmond

Jenny Inker, PhD, MBA, ALFA
Williamsburg

Ashley Jackson, MBA, NHA
Chesapeake

Derrick Kendall, NHA
Blackstone

Executive Director

Corie E. Tillman Wolf, JD

Contents

Results in Brief **2**

Summary of Trends **2**

Survey Response Rates **3**

The Workforce **4**

Demographics **5**

Background **6**

Education **8**

Licenses & Job Titles **9**

Current Employment Situation **10**

Employment Quality **11**

Labor Market **12**

Work Site Distribution **13**

Establishment Type **14**

Time Allocation **16**

Patient Workload **17**

Retirement & Future Plans **18**

Full-Time Equivalency Units **20**

Maps **21**

Virginia Performs Regions 21

Area Health Education Center Regions 22

Workforce Investment Areas 23

Health Services Areas 24

Planning Districts 25

Appendices **26**

Appendix A: Weights 26

The Nursing Home Administrator Workforce: At a Glance:

The Workforce

Licensees:	964
Virginia's Workforce:	751
FTEs:	780

Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	99%

Demographics

Female:	57%
Diversity Index:	30%
Median Age:	50

Background

Rural Childhood:	46%
HS Degree in VA:	55%
Prof. Degree in VA:	76%

Health Admin. Edu.

Admin-in-Training:	42%
Masters:	26%

Finances

Median Inc.:	$110k-$120k
Retirement Benefits:	74%
Under 40 w/ Ed. Debt:	54%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-Time Job:	89%
Satisfied?:	95%

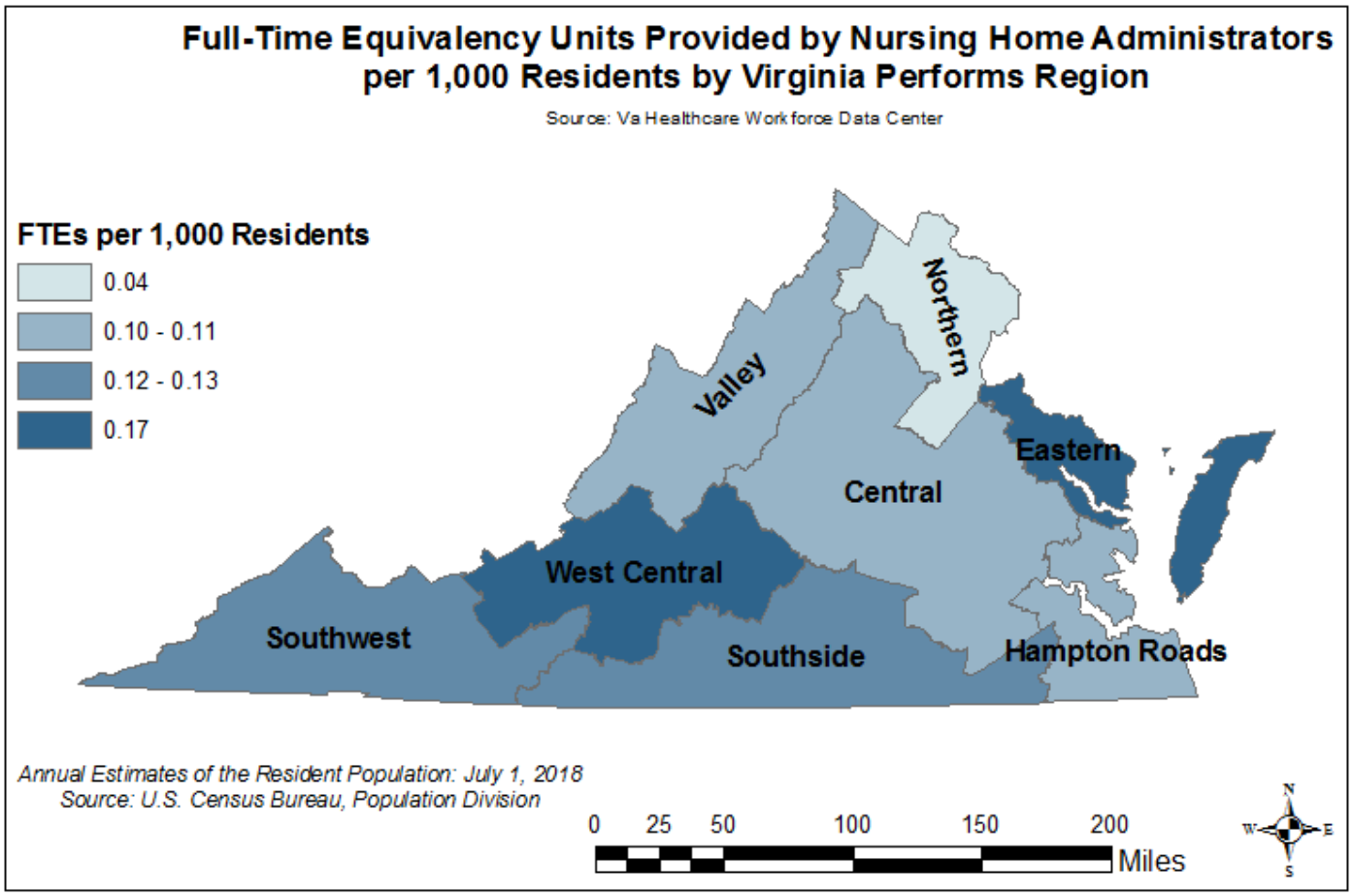
Job Turnover

Switched Jobs:	12%
Employed Over 2 Yrs.:	50%

Time Allocation

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

Source: Va. Healthcare Workforce Data Center



Results in Brief

This report contains the results of the 2020 Nursing Home Administrator (NHA) Workforce Survey. More than 800 NHAs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for NHAs. These survey respondents represent 84% of the 964 NHAs who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 751 NHAs participated in Virginia's workforce during the survey time 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 in the profession at some point in the future. Virginia's NHA workforce provided 780 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

Nearly 60% of all NHAs are female, and the median age of the NHA workforce is 50. In a random encounter between two NHAs, there is a 30% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the NHA workforce less diverse than the state's overall population, which has a diversity index of 57%. Nearly half of all NHAs grew up in a rural area, and 32% of these professionals currently work in non-metro areas of Virginia. In total, 19% of all NHAs work in non-metro areas of the state.

More than four out of every five NHAs are currently employed in the profession, 89% hold one full-time job, and 42% work between 40 and 49 hours per week. Meanwhile, 3% of NHAs have experienced involuntary unemployment at some point in the past year, and 1% have experienced underemployment during the same time period. More than 60% of all NHAs work in the for-profit sector, while another 36% work in the non-profit sector. With respect to establishment types, more than half of all NHAs are employed at skilled nursing facilities, while another 18% work at assisted living facilities. The typical NHA earns between $110,000 and $120,000 per year. In addition, 98% of all NHAs receive at least one employer-sponsored benefit, including 74% who have access to a retirement plan. More than nine out of every ten NHAs are satisfied with their current work situation, including 69% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for this year are compared to the 2015 NHA workforce. The number of licensed NHAs in Virginia has increased by 5% (964 vs. 920). In addition, the size of the NHA workforce has also increased by 5% (751 vs. 715). Despite this increase, the number of FTEs provided by this workforce has fallen by 1% (780 vs. 791). Virginia's NHAs are more likely to respond to this survey (99% vs. 88%).

Virginia's NHAs are relatively less likely to be female (57% vs. 60%). Meanwhile, the NHA workforce has become more diverse (30% vs. 22%), and this effect was even more pronounced among those NHAs who are under the age of 40 (34% vs. 24%). The percentage of NHAs who grew up in rural areas has increased (46% vs. 41%), and these professionals are more likely to work in non-metro areas of Virginia (32% vs. 29%).

Although the percentage of NHAs who work in the profession has fallen (86% vs. 87%), so too has the percentage of NHAs who are underemployed (1% vs. 3%). Virginia's NHA workforce is experiencing increasing job turnover. The percentage of NHAs who have switched jobs has increased (12% vs. 8%), while the percentage of NHAs who have been employed at their primary work location for more than two years has fallen (50% vs. 55%). Although skilled nursing facilities remain the most common establishment type among Virginia's NHAs, they are relatively less likely to work in them (52% vs. 56%). Instead, NHAs are relatively more likely to work in assisted living facilities (18% vs. 12%).

The median annual income of Virginia's NHAs has increased ($110k-$120k vs. $100k-$110k). In addition, NHAs are slightly more likely to receive at least one employer-sponsored benefit (98% vs. 97%), including those who have access to dental insurance (82% vs. 79%) and a retirement plan (74% vs. 67%). However, the percentage of NHAs who indicate that they are satisfied with their current work situation fell slightly (95% vs. 96%), and this decline was even larger among those NHAs who indicate that they are "very satisfied" (69% vs. 73%).

A Closer Look:

Licensees		
License Status	**#**	**%**
Renewing Practitioners	782	81%
New Licensees	79	8%
Non-Renewals	103	11%
All Licensees	**964**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing NHAs submitted a survey. These respondents represent 84% of all NHAs who held a license at some point in the past year.

Definitions

1. **The Survey Period:** The survey was conducted in March 2020.
2. **Target Population:** All NHAs who held a Virginia license at some point between April 2019 and March 2020.
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			
Statistic	**Non Respondents**	**Respondents**	**Response Rate**
By Age			
Under 30	14	33	70%
30 to 34	9	55	86%
35 to 39	21	73	78%
40 to 44	11	87	89%
45 to 49	17	116	87%
50 to 54	18	107	86%
55 to 59	19	118	86%
60 and Over	50	216	81%
Total	**159**	**805**	**84%**
New Licenses			
Issued in Past Year	46	33	42%
Metro Status			
Non-Metro	16	108	87%
Metro	79	528	87%
Not in Virginia	64	169	73%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	**805**
Response Rate, All Licensees	**84%**
Response Rate, Renewals	**99%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 964
New: 8%
Not Renewed: 11%

Response Rates

All Licensees: 84%
Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

NHA Workforce:	751
FTEs:	780

Utilization Ratios

Licensees in VA Workforce:	78%
Licensees per FTE:	1.24
Workers per FTE:	0.96

Source: Va. Healthcare Workforce Data Center

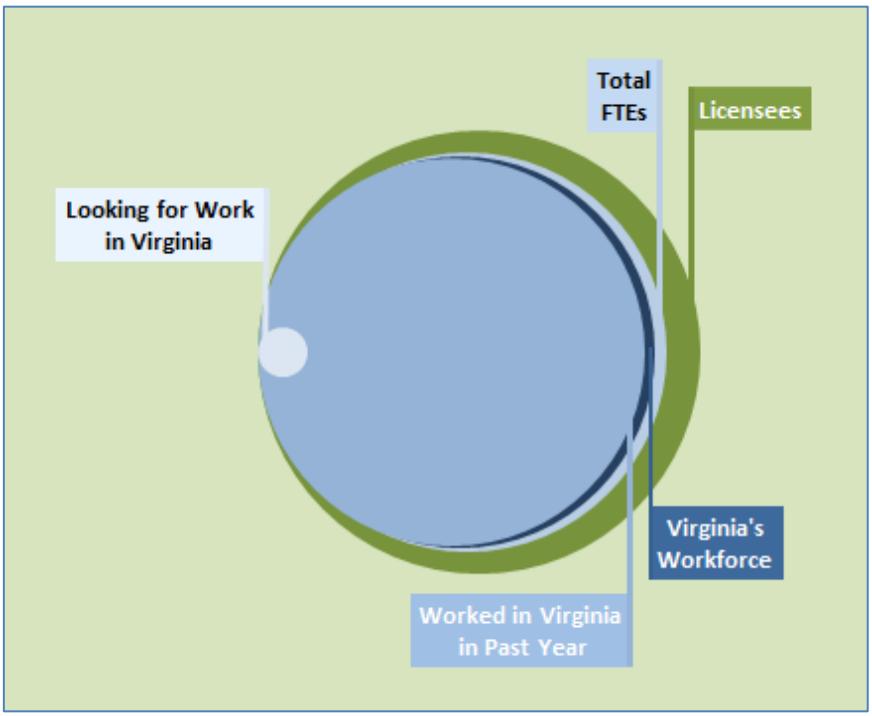
Definitions

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	738	98%
Looking for Work in Virginia	12	2%
Virginia's Workforce	**751**	**100%**
Total FTEs	**780**	
Licensees	**964**	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	13	31%	28	69%	41	6%
30 to 34	22	46%	25	54%	47	7%
35 to 39	40	52%	36	48%	76	11%
40 to 44	37	49%	38	51%	76	11%
45 to 49	27	29%	66	71%	93	14%
50 to 54	34	44%	44	56%	78	12%
55 to 59	43	47%	49	53%	92	14%
60 and Over	69	43%	92	57%	160	24%
Total	**285**	**43%**	**378**	**57%**	**663**	**100%**

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	61%	552	83%	130	80%
Black	19%	82	12%	22	13%
Asian	7%	5	1%	0	0%
Other Race	0%	2	0%	0	0%
Two or More Races	3%	7	1%	3	2%
Hispanic	10%	18	3%	8	5%
Total	**100%**	**666**	**100%**	**163**	**100%**

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	57%
% Under 40 Female:	54%

Age

Median Age:	50
% Under 40:	25%
% 55 and Over:	38%

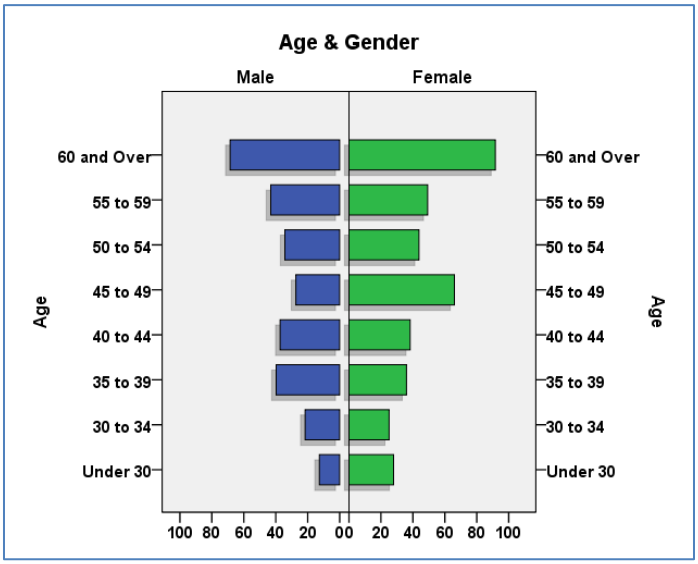
Diversity

Diversity Index:	30%
Under 40 Div. Index:	34%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two NHAs, there is a 30% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 57%.

One-fourth of all NHAs are under the age of 40, and 54% of these professionals are female. In addition, there is a 34% chance that two randomly chosen NHAs from this age group would be of different races or ethnicities.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	15%
Rural Childhood:	46%

Virginia Background

HS in Virginia:	55%
Prof. Edu. in VA:	76%
HS or Prof. Edu. in VA:	81%

Location Choice

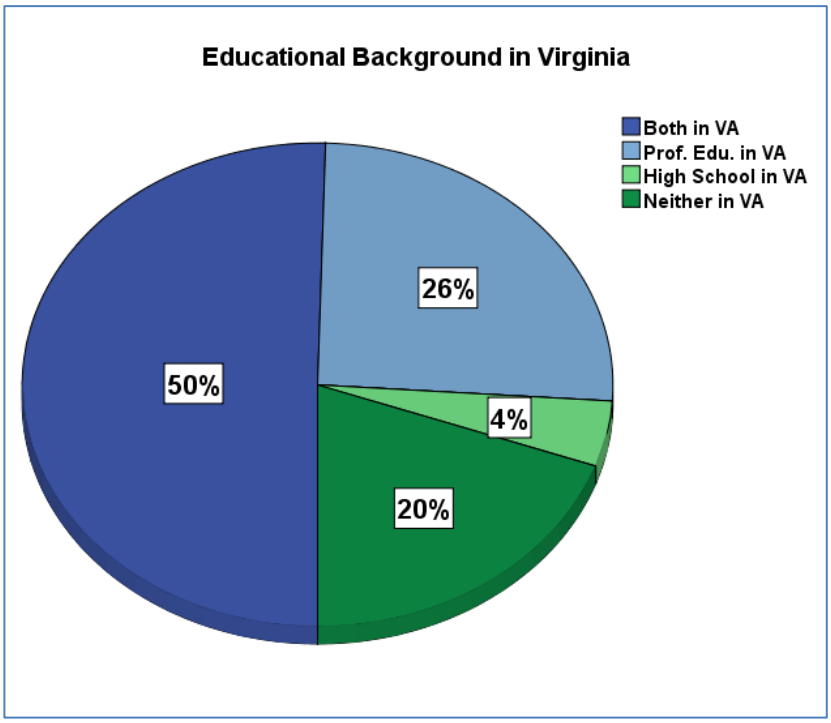
% Rural to Non-Metro:	32%
% Urban/Suburban to Non-Metro:	7%

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+	31%	50%	19%
2	Metro, 250,000 to 1 Million	54%	35%	11%
3	Metro, 250,000 or Less	58%	31%	11%
	Non-Metro Counties			
4	Urban Pop., 20,000+, Metro Adjacent	78%	22%	0%
6	Urban Pop., 2,500-19,999, Metro Adjacent	77%	13%	11%
7	Urban Pop., 2,500-19,999, Non-Adjacent	88%	13%	0%
8	Rural, Metro Adjacent	90%	11%	0%
9	Rural, Non-Adjacent	68%	21%	11%
	Overall	**46%**	**39%**	**15%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly half of all NHAs grew up in rural areas, and 32% of these professionals currently work in non-metro areas of Virginia. Overall, 19% of all 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	#	Professional School	#
1	Virginia	365	Virginia	467
2	New York	39	Ohio	19
3	Ohio	32	Maryland	15
4	West Virginia	25	North Carolina	10
5	Outside U.S./Canada	22	West Virginia	10
6	Pennsylvania	22	New York	10
7	Maryland	19	Tennessee	7
8	North Carolina	18	Kentucky	6
9	New Jersey	15	Texas	6
10	Tennessee	14	Pennsylvania	6

Source: Va. Healthcare Workforce Data Center

More than half of all licensed NHAs received their high school degree in Virginia, and 76% obtained their initial professional degree in the state.

Among NHAs who have been licensed in the past five years, 50% received their high school degree in Virginia, and 76% obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	122	Virginia	175
2	Outside U.S./Canada	18	North Carolina	8
3	Ohio	17	Ohio	6
4	West Virginia	11	Maryland	5
5	North Carolina	10	West Virginia	5
6	New Jersey	9	Florida	4
7	Maryland	7	Kentucky	4
8	New York	7	Texas	3
9	Florida	5	California	2
10	Tennessee	4	Missouri	2

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all licensees were not a part of Virginia's NHA workforce. Nearly 90% of these licensees worked at some point in the past year, including 80% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	213
% of Licensees:	22%
Federal/Military:	0%
Va. Border State/D.C.:	14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	23	4%	-	-
Admin-in-Training	269	42%	-	-
High School/GED	-	-	8	1%
Associate	15	2%	45	7%
Baccalaureate	142	22%	291	44%
Graduate Cert.	8	1%	14	2%
Masters	170	26%	294	44%
Doctorate	4	1%	9	1%
Other	13	2%	-	-
Total	644	100%	663	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

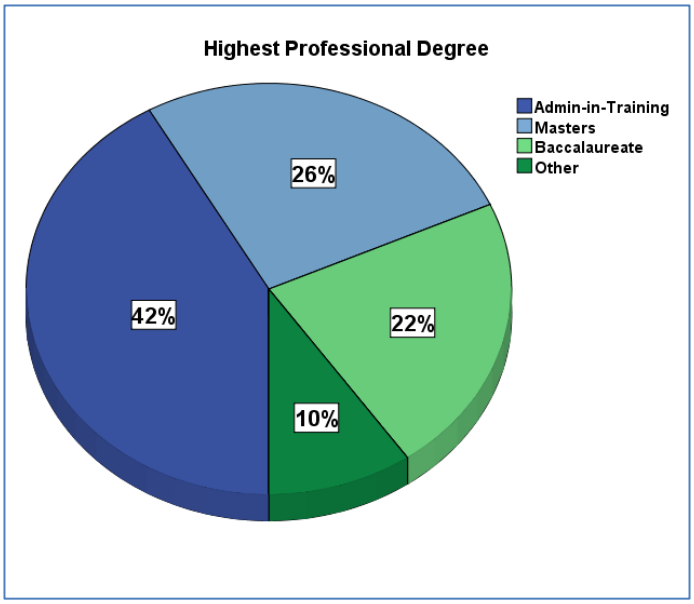
Admin-in-Training: 42%
Masters Degree: 26%
Baccalaureate Degree: 22%

Education Debt

Carry Debt: 36%
Under Age 40 w/ Debt: 54%
Median Debt: $30k-$40k

Source: Va. Healthcare Workforce Data Center

More than one-third of NHAs carry education debt, including 54% of those under the age of 40. For those with education debt, the median debt burden is between $30,000 and $40,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All NHAs		NHAs Under 40	
	#	%	#	%
None	363	64%	65	46%
Less than $10,000	39	7%	12	9%
$10,000-$19,999	27	5%	8	6%
$20,000-$29,999	31	5%	13	9%
$30,000-$39,999	16	3%	1	1%
$40,000-$49,999	12	2%	7	5%
$50,000-$59,999	12	2%	5	4%
$60,000-$69,999	11	2%	8	6%
$70,000-$79,999	6	1%	4	3%
$80,000-$89,999	11	2%	8	6%
$90,000-$99,999	7	1%	4	3%
$100,000 or More	34	6%	6	4%
Total	569	100%	140	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	13%
ALFA:	2%
CNA:	1%

Job Titles

Administrator:	42%
Executive Director:	14%
President/Exec. Officer:	13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	**#**	**%**
Nursing Home Administrator	657	87%
Nurse (RN or LPN)	97	13%
ALF Administrator	17	2%
Certified Nursing Assistant	7	1%
Physical Therapist	7	1%
Registered Medication Aide	5	1%
Occupational Therapist	4	1%
Speech-Language Pathologist	2	0%
Respiratory Therapist	1	0%
Other	32	4%
At Least One License	**660**	**88%**

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Administrator	318	42%	41	5%
Executive Director	103	14%	12	2%
President or Executive Officer	94	13%	7	1%
Assistant Administrator	24	3%	5	1%
Owner	14	2%	2	0%
Other	124	17%	24	3%
At Least One Title	**629**	**84%**	**85**	**11%**

Source: Va. Healthcare Workforce Data Center

More than 40% of NHAs hold the title of administrator at their primary work location. Another 14% hold the title of executive director.

At a Glance:

Employment
Employed in Profession: 86%
Involuntarily Unemployed: 1%

Positions Held
1 Full-Time: 89%
2 or More Positions: 2%

Weekly Hours:
40 to 49: 42%
60 or More: 13%
Less than 30: 3%

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	574	86%
Employed, NOT in a Capacity Related to Long-Term Care	59	9%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	1%
Voluntarily Unemployed	15	2%
Retired	9	1%
Total	**665**	**100%**

Source: Va. Healthcare Workforce Data Center

More than four out of every five NHAs are currently employed in the profession, 89% hold one full-time job, and 42% work between 40 and 49 hours per week.

Current Positions		
Positions	**#**	**%**
No Positions	30	5%
One Part-Time Position	27	4%
Two Part-Time Positions	3	0%
One Full-Time Position	582	89%
One Full-Time Position & One Part-Time Position	12	2%
Two Full-Time Positions	0	0%
More than Two Positions	1	0%
Total	**655**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	30	5%
1 to 9 Hours	8	1%
10 to 19 Hours	7	1%
20 to 29 Hours	4	1%
30 to 39 Hours	17	3%
40 to 49 Hours	276	42%
50 to 59 Hours	221	34%
60 to 69 Hours	64	10%
70 to 79 Hours	13	2%
80 or More Hours	10	2%
Total	**650**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	**#**	**%**
Volunteer Work Only	8	2%
Less than $60,000	49	9%
$60,000-$69,999	12	2%
$70,000-$79,999	24	5%
$80,000-$89,999	29	5%
$90,000-$99,999	42	8%
$100,000-$109,999	68	13%
$110,000-$119,999	63	12%
$120,000-$129,999	58	11%
$130,000-$139,999	49	9%
$140,000-$149,999	32	6%
$150,000-$159,999	24	5%
$160,000 or More	73	14%
Total	**533**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $110k-$120k

Benefits
Paid Vacation: 97%
Employer Retirement: 74%

Satisfaction
Satisfied: 95%
Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	**#**	**%**
Paid Vacation	556	97%
Paid Sick Leave	484	84%
Dental Insurance	470	82%
Group Life Insurance	447	78%
Retirement	424	74%
Signing/Retention Bonus	81	14%
At Least One Benefit	**562**	**98%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median annual income for NHAs is between $110,000 and $120,000. In addition, 98% of NHAs receive at least one employer-sponsored benefit, including 74% who have access to a retirement plan.

Nearly all NHAs are satisfied with their current work situation, including 69% who indicate that they are "very satisfied".

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	450	69%
Somewhat Satisfied	166	26%
Somewhat Dissatisfied	25	4%
Very Dissatisfied	9	1%
Total	**651**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . .?	**#**	**%**
Switch Employers or Practices?	88	12%
Work Two or More Positions at the Same Time?	42	6%
Experience Voluntary Unemployment?	33	4%
Experience Involuntary Unemployment?	23	3%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	10	1%
Experience At Least One	**166**	**22%**

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 3% experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.7% during the same time period.[1]

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 3%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 12%
New Location: 32%
Over 2 Years: 50%
Over 2 Yrs., 2nd Location: 36%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Not Currently Working at This Location	16	3%	16	19%
Less than 6 Months	88	14%	15	17%
6 Months to 1 Year	90	14%	13	15%
1 to 2 Years	129	20%	11	13%
3 to 5 Years	126	20%	15	17%
6 to 10 Years	73	11%	9	10%
More than 10 Years	117	18%	7	8%
Subtotal	**637**	**100%**	**86**	**100%**
Did Not Have Location	17		647	
Item Missing	97		18	
Total	**751**		**751**	

Source: Va. Healthcare Workforce Data Center

One-half of all NHAs have worked at their primary location for more than two years.

[1] As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.3%.

At a Glance:

Concentration

Top Region:	21%
Top 3 Regions:	60%
Lowest Region:	3%

Locations

2 or More (Past Year):	16%
2 or More (Now*):	11%

Source: Va. Healthcare Workforce Data Center

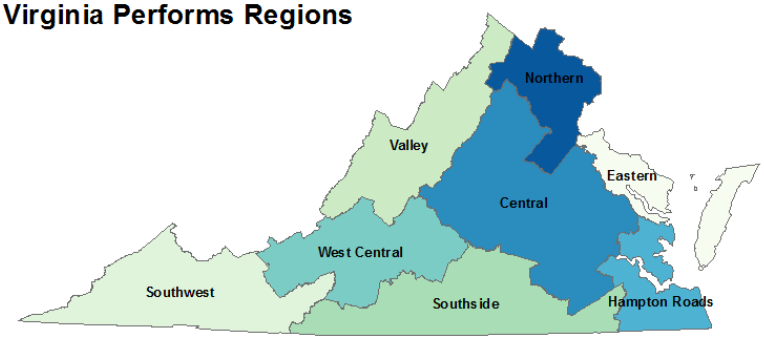
Three out of every five NHAs work in Central Virginia, Hampton Roads, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	133	21%	16	18%
Hampton Roads	131	21%	22	25%
Northern	114	18%	9	10%
West Central	97	15%	16	18%
Valley	52	8%	4	5%
Southside	47	7%	1	1%
Southwest	40	6%	8	9%
Eastern	20	3%	2	2%
Virginia Border State/D.C.	0	0%	1	1%
Other U.S. State	0	0%	8	9%
Outside of the U.S.	0	0%	0	0%
Total	**634**	**100%**	**87**	**100%**
Item Missing	100		17	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	12	2%	23	4%
1	529	82%	549	85%
2	77	12%	53	8%
3	15	2%	10	2%
4	2	0%	1	0%
5	1	0%	0	0%
6 or More	7	1%	7	1%
Total	**644**	**100%**	**644**	**100%**

*At the time of survey completion, March 2020.

Source: Va. Healthcare Workforce Data Center

While 11% of NHAs currently have multiple work locations, 16% have had multiple work locations over the past 12 months.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	377	61%	57	67%
Non-Profit	218	36%	23	27%
State/Local Government	15	2%	4	5%
Veterans Administration	2	0%	1	1%
U.S. Military	1	0%	0	0%
Other Federal Government	1	0%	0	0%
Total	**614**	**100%**	**85**	**100%**
Did Not Have Location	17		647	
Item Missing	119		19	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

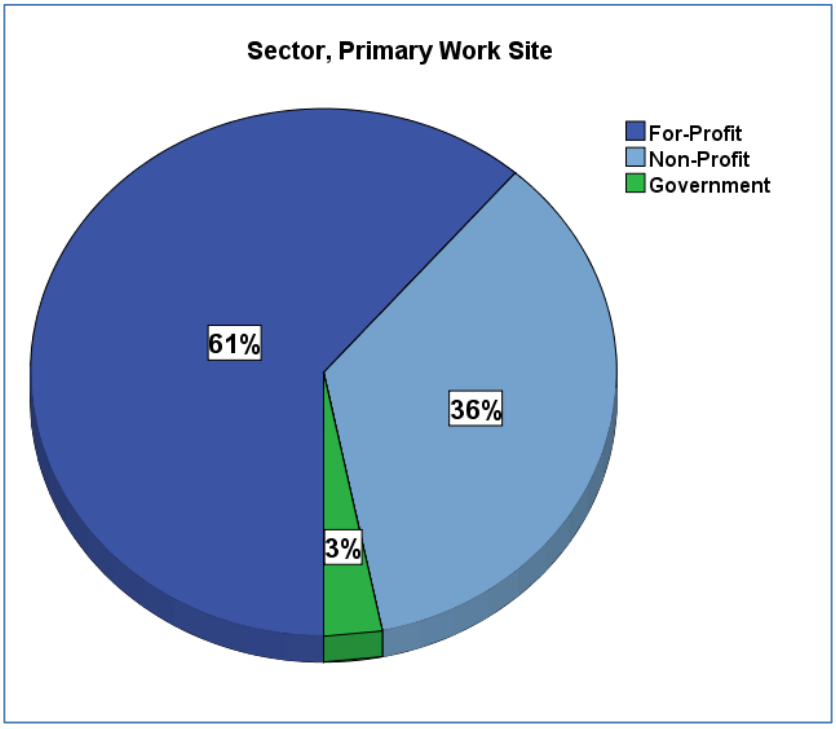
For-Profit: 61%
Federal: 1%

Top Establishments

Skilled Nursing Facility: 52%
Assisted Living Facility: 18%
Continuing Care Retirement Community: 15%

Source: Va. Healthcare Workforce Data Center

Nearly all NHAs work in the private sector, including 61% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	388	52%	49	7%
Assisted Living Facility	132	18%	13	2%
Continuing Care Retirement Community	115	15%	8	1%
Acute Care/Rehabilitative Facility	23	3%	1	0%
Home/Community Health Care	20	3%	2	0%
Hospice	17	2%	1	0%
Adult Day Care	6	1%	1	0%
PACE	6	1%	0	0%
Academic Institution	5	1%	3	0%
Other Practice Type	55	7%	10	1%
At Least One Establishment	**628**	**84%**	**83**	**11%**

Source: Va. Healthcare Workforce Data Center

More than half of all NHAs are employed at skilled nursing facilities as their primary work location.

Nearly 60% of NHAs work at facility chain organizations as their primary work location. Another 27% of NHAs are employed at independent/stand-alone organizations.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	331	58%	49	64%
Independent/Stand-Alone	152	27%	17	22%
Integrated Health System (Veterans Administration, Large Health System)	26	5%	2	3%
Hospital-Based	25	4%	2	3%
College or University	1	0%	3	4%
Other	31	5%	4	5%
Total	**566**	**100%**	**77**	**100%**
Did Not Have Location	17		647	
Item Missing	169		27	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

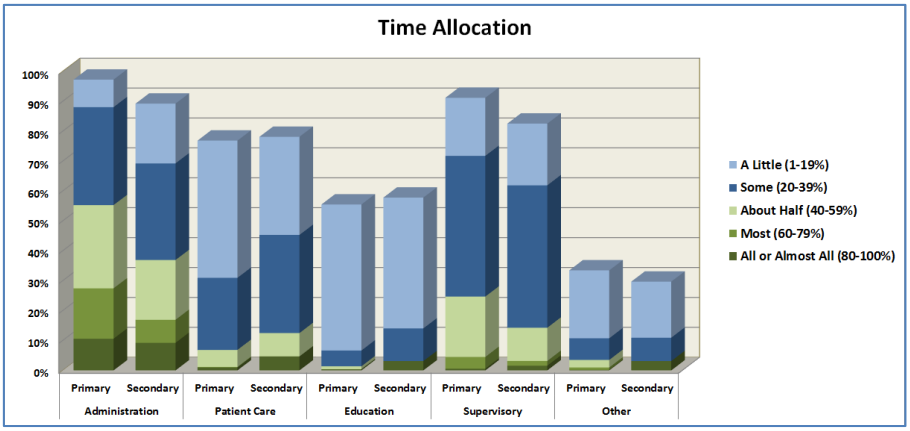
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	27%
Supervisory:	5%
Patient Care:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



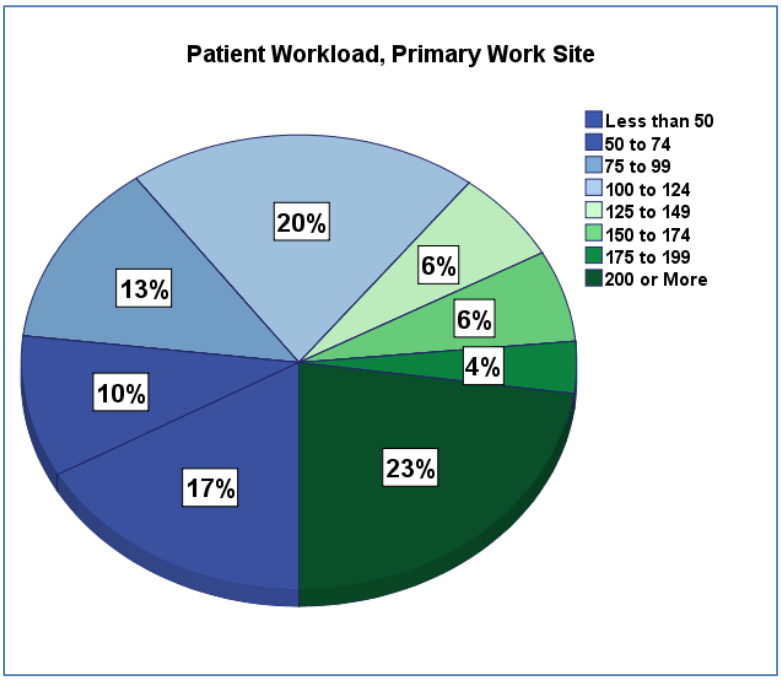
Source: Va. Healthcare Workforce Data Center

A typical NHA spends approximately half of her time performing administrative tasks and one-quarter of her time performing supervisory tasks. In addition, 27% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	11%	9%	1%	5%	0%	3%	1%	2%	0%	3%
Most (60-79%)	17%	8%	0%	0%	0%	0%	4%	2%	1%	0%
About Half (40-59%)	28%	20%	6%	8%	1%	0%	20%	11%	3%	0%
Some (20-39%)	33%	33%	24%	33%	5%	11%	47%	47%	7%	8%
A Little (1-19%)	9%	20%	46%	33%	49%	44%	19%	20%	23%	19%
None (0%)	3%	11%	23%	22%	44%	42%	9%	17%	67%	70%

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 median patient workload for NHAs at their primary work location is between 100 and 124 patients. For those NHAs who also have a secondary work location, the median patient workload is between 75 to 99 patients.

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	57	10%	15	19%
1-24	18	3%	6	8%
25-49	21	4%	3	4%
50-74	58	10%	14	18%
75-99	75	13%	11	14%
100-124	117	20%	16	20%
125-149	37	6%	5	6%
150-174	37	6%	6	8%
175-199	21	4%	1	1%
200-224	22	4%	0	0%
225-249	6	1%	0	0%
250-274	7	1%	0	0%
275-299	6	1%	0	0%
300 or More	91	16%	2	3%
Total	572	100%	80	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs 50 and Over	
	#	%	#	%
Under Age 50	10	2%	-	-
50 to 54	18	3%	1	0%
55 to 59	50	8%	11	4%
60 to 64	116	19%	44	15%
65 to 69	242	40%	129	43%
70 to 74	121	20%	88	29%
75 to 79	16	3%	8	3%
80 or Over	9	1%	6	2%
I Do Not Intend to Retire	25	4%	15	5%
Total	**607**	**100%**	**302**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 32%

Under 60: 13%

NHAs 50 and Over

Under 65: 19%

Under 60: 4%

Time Until Retirement

Within 2 Years: 9%

Within 10 Years: 29%

Half the Workforce: By 2040

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all NHAs expect to retire before the age of 65. Among NHAs who are at least age 50, 19% expect to retire by the age of 65.

Within the next two years, 13% of NHAs expect to begin accepting Administrators-in-Training, and 11% of NHAs expect to pursue additional educational opportunities.

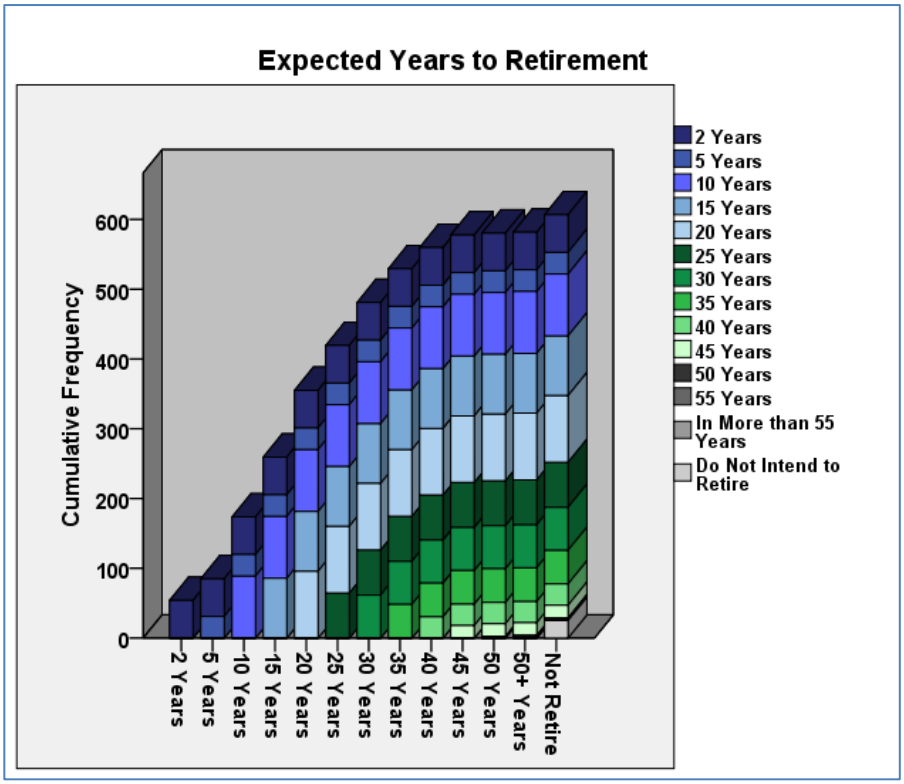
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Virginia	37	5%
Decrease Patient Care Hours	34	5%
Leave Profession	18	2%
Cease Accepting Trainees	6	1%
Decrease Teaching Hours	2	0%
Increase Participation		
Begin Accepting Trainees	99	13%
Pursue Additional Education	86	11%
Increase Patient Care Hours	45	6%
Increase Teaching Hours	24	3%
Return to the Workforce	10	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While 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 expect to retire by 2040.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	54	9%	9%
5 Years	31	5%	14%
10 Years	89	15%	29%
15 Years	86	14%	43%
20 Years	96	16%	59%
25 Years	64	11%	69%
30 Years	62	10%	79%
35 Years	48	8%	87%
40 Years	30	5%	92%
45 Years	18	3%	95%
50 Years	3	0%	96%
55 Years	0	0%	96%
In More than 55 Years	1	0%	96%
Do Not Intend to Retire	25	4%	100%
Total	607	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2030. Retirement will peak at 16% of the current workforce around 2040 before declining to under 10% again by 2055.

At a Glance:

FTEs

Total:	780
FTEs/1,000 Residents[2]:	.092
Average:	1.06

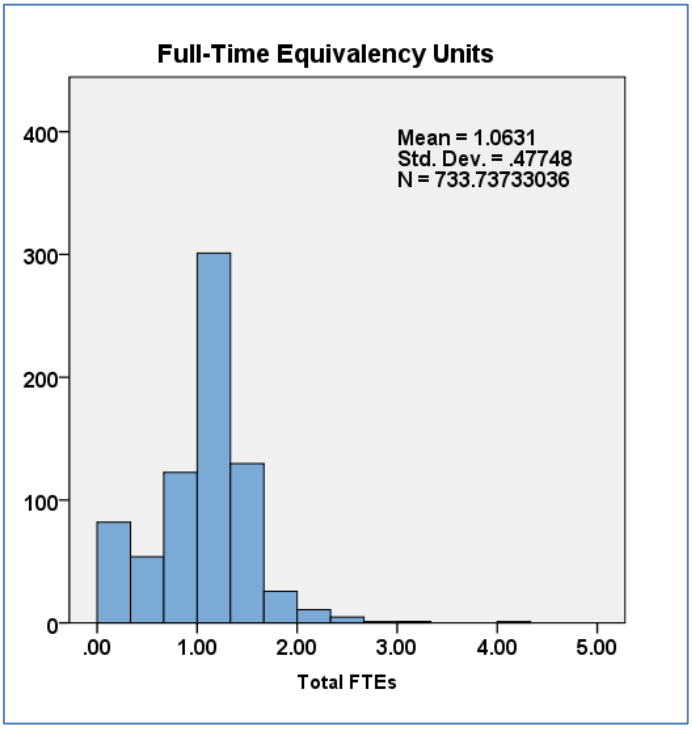
Age & Gender Effect

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:

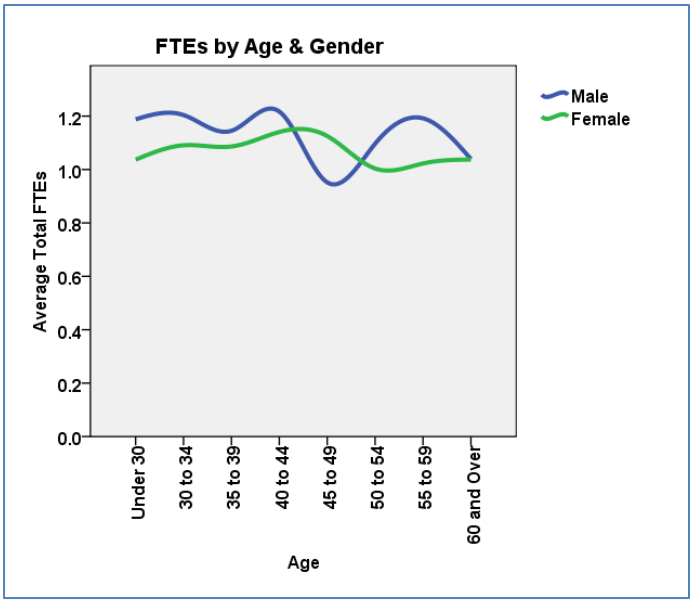


Source: Va. Healthcare Workforce Data Center

The typical NHA provided 1.09 FTEs in the past year, or approximately 44 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by either age or gender.

Full-Time Equivalency Units		
Age	**Average Age**	**Median Age**
Under 30	1.08	1.09
30 to 34	1.10	1.05
35 to 39	1.11	1.18
40 to 44	1.16	1.18
45 to 49	1.06	1.05
50 to 54	1.07	1.05
55 to 59	1.13	1.27
60 and Over	0.94	1.08
Gender		
Male	1.12	1.18
Female	1.07	1.15

Source: Va. Healthcare Workforce Data Center

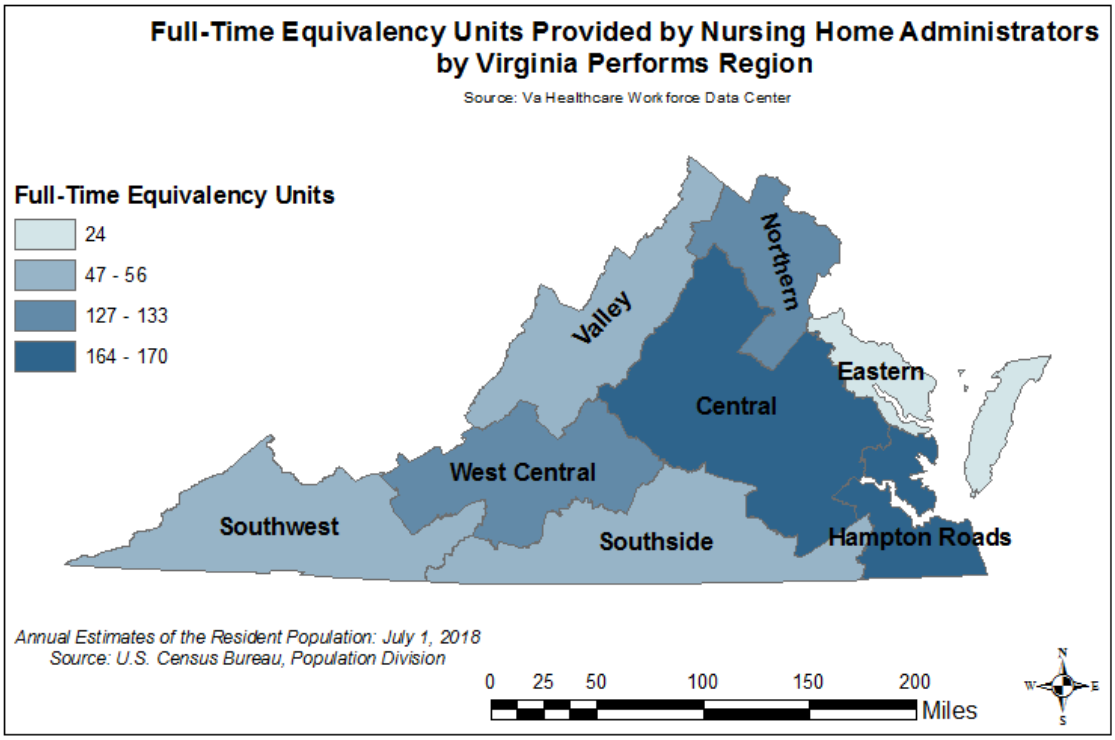


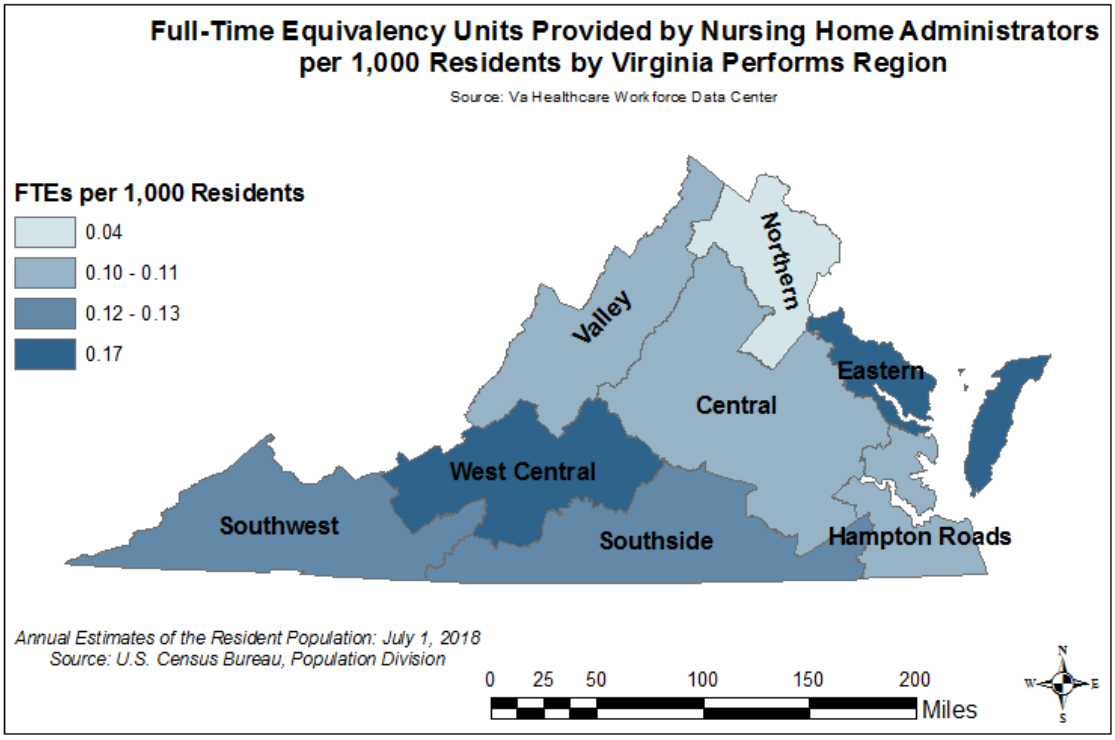
Source: Va. Healthcare Workforce Data Center

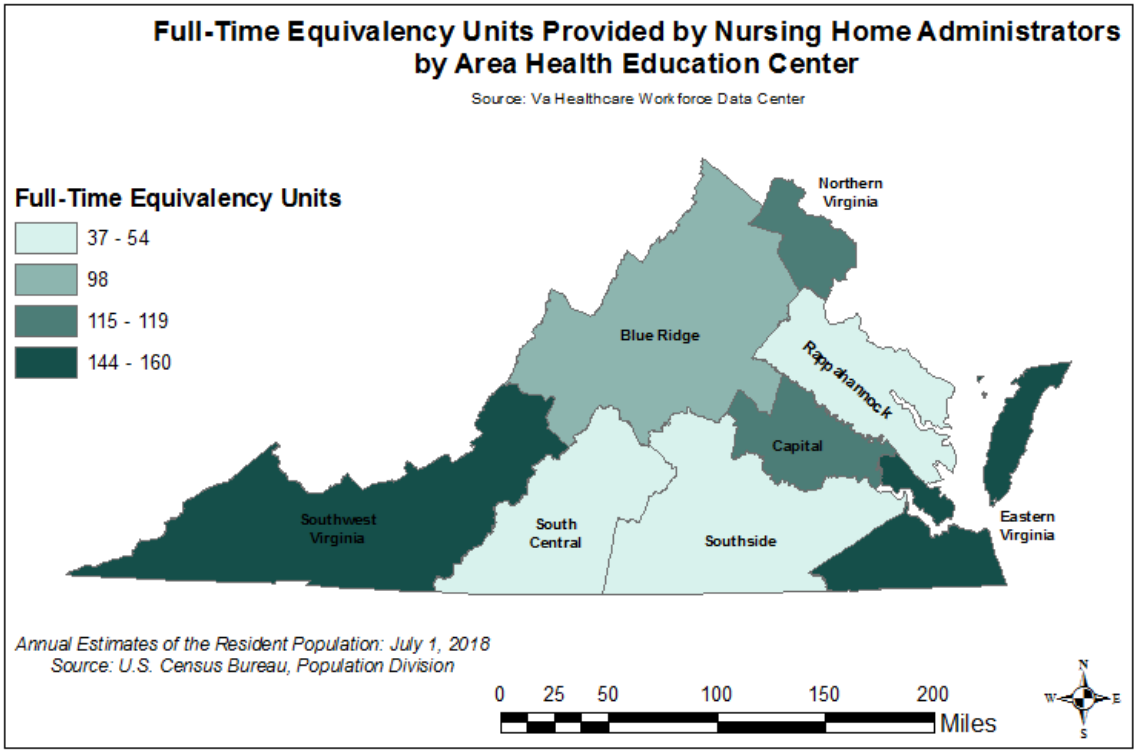
[2] Number of residents in 2018 was used as the denominator.

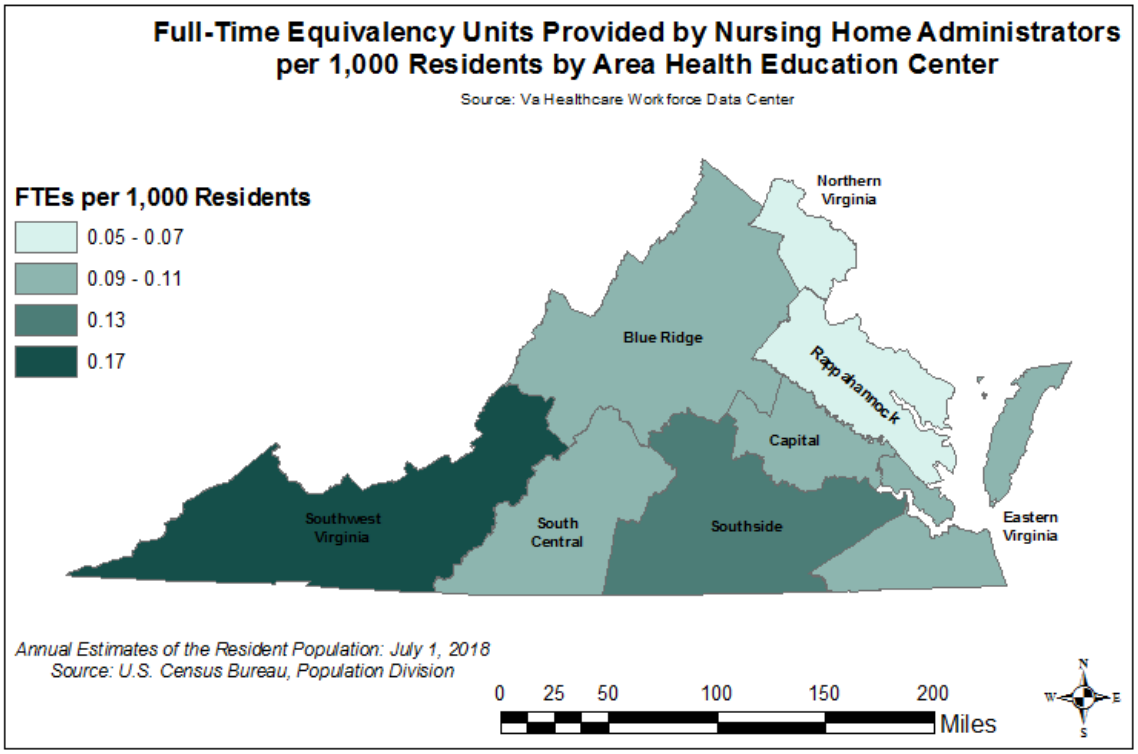
Maps

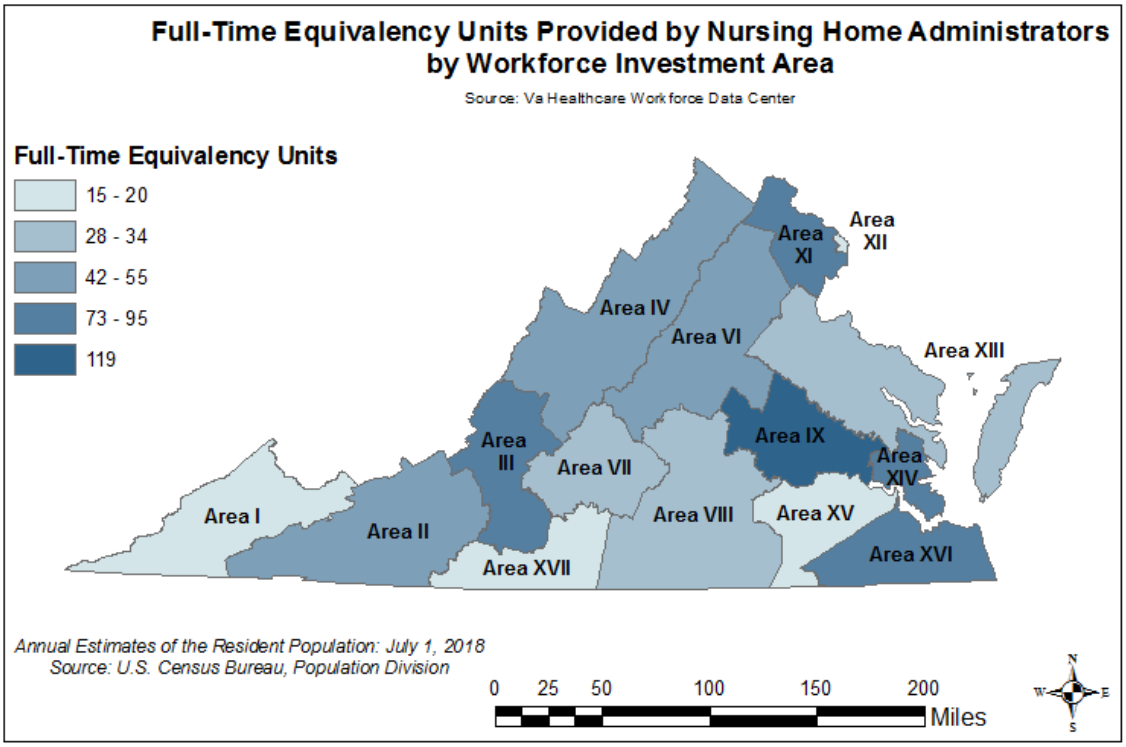
Virginia Performs Regions

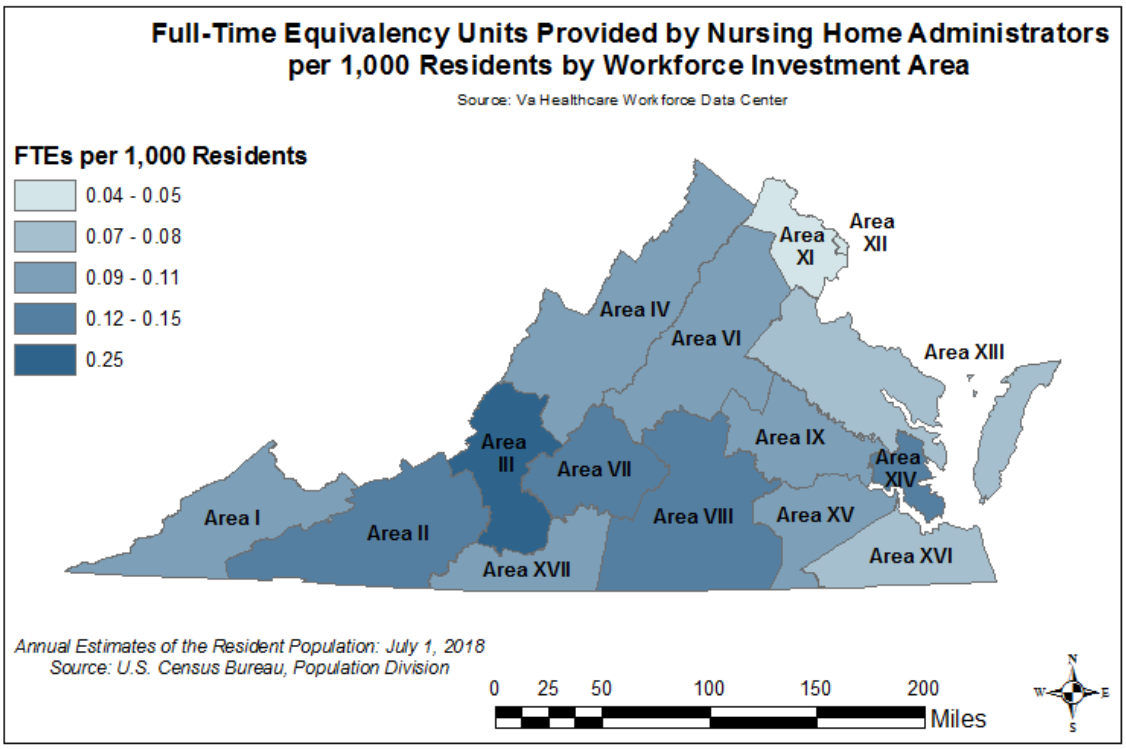


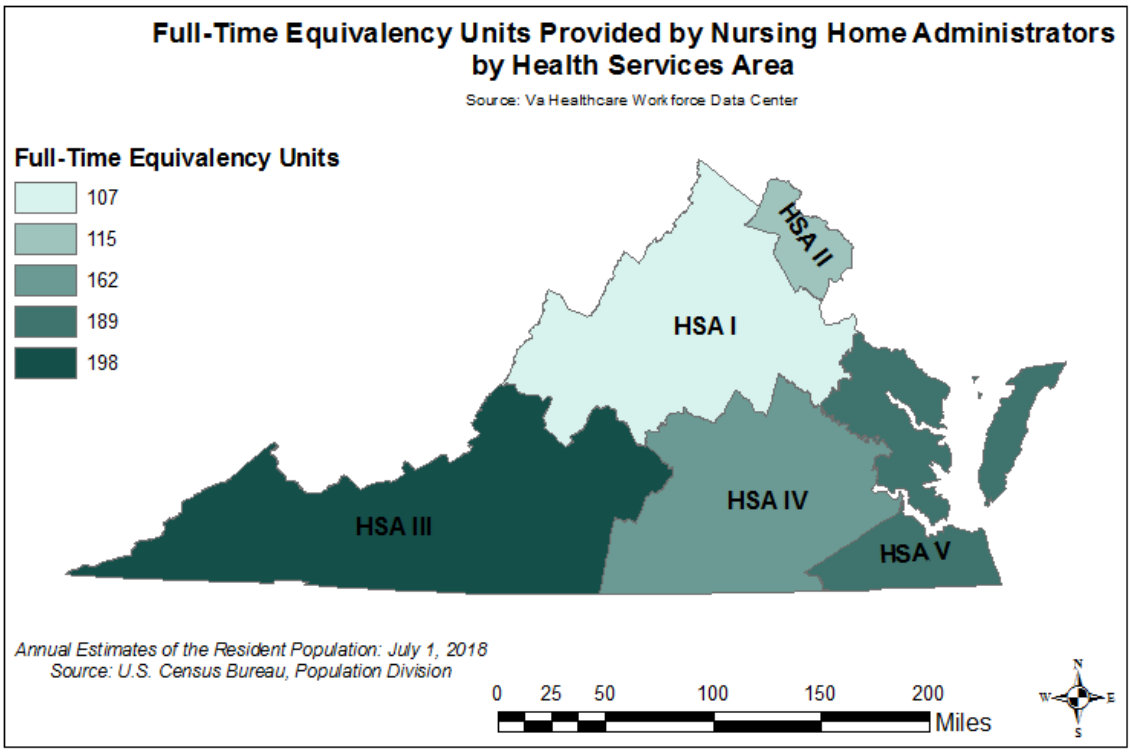


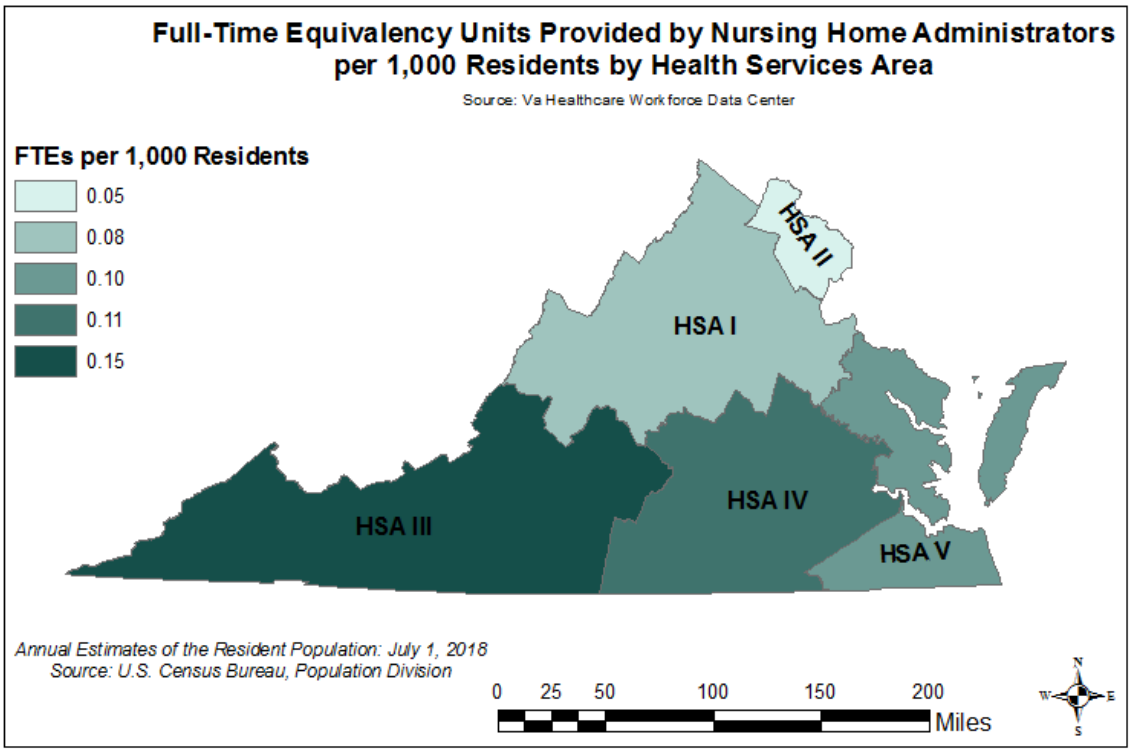

Full-Time Equivalency Units Provided by Nursing Home Administrators by Area Health Education Center
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
37 - 54
98
115 - 119
144 - 160
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

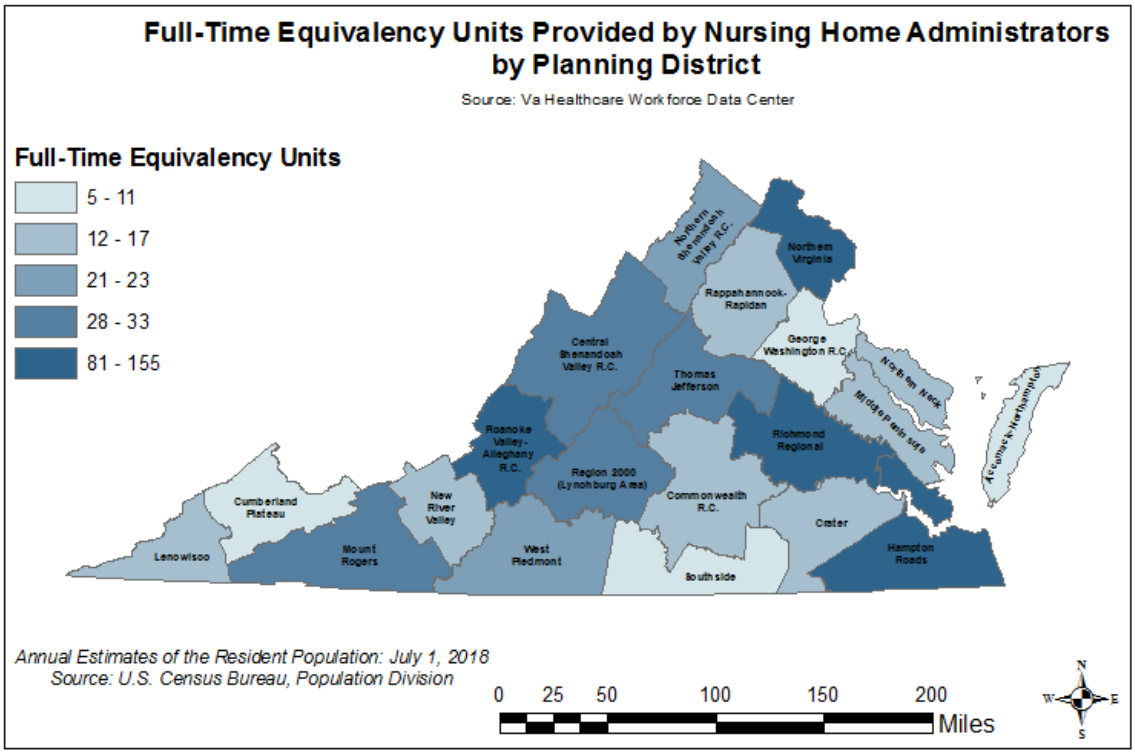

Full-Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Area Health Education Center
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.05 - 0.07
0.09 - 0.11
0.13
0.17
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

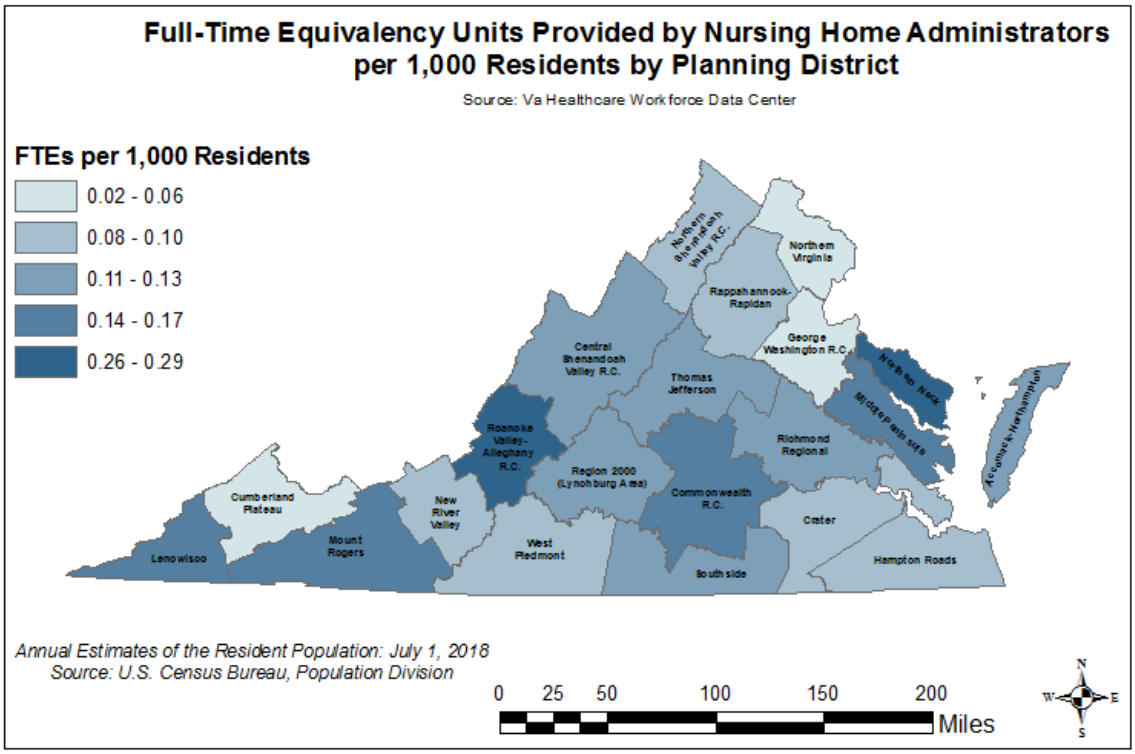

Full-Time Equivalency Units Provided by Nursing Home Administrators by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
15 - 20
28 - 34
42 - 55
73 - 95
119
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


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
0.04 - 0.05
0.07 - 0.08
0.09 - 0.11
0.12 - 0.15
0.25
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full-Time Equivalency Units Provided by Nursing Home Administrators by Health Services Area
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
107
115
162
189
198
HSA I
HSA II
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


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
0.08
0.10
0.11
0.15
HSA I
HSA II
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full-Time Equivalency Units Provided by Nursing Home Administrators by Planning District
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
5 - 11
12 - 17
21 - 23
28 - 33
81 - 155
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Central Shenandoah Valley R.C.
Thomas Jefferson
Richmond Regional
Roanoke Valley-Alleghany R.C.
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
New River Valley
Cumberland Plateau
Mount Rogers
West Piedmont
Lenowisco
South side
Hampton Roads
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S


Full-Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Planning District
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.02 - 0.06
0.08 - 0.10
0.11 - 0.13
0.14 - 0.17
0.26 - 0.29
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Northern Neck
Middle Peninsula
Accomack-Northampton
Central Shenandoah Valley R.C.
Thomas Jefferson
Richmond Regional
Roanoke Valley-Alleghany R.C.
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
New River Valley
Cumberland Plateau
Mount Rogers
West Piedmont
Lenowisco
South side
Hampton Roads
Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	412	85.92%	1.164	1.095	1.384
Metro, 250,000 to 1 Million	119	85.71%	1.167	1.097	1.388
Metro, 250,000 or Less	76	94.74%	1.056	0.993	1.255
Urban Pop., 20,000+, Metro Adj.	12	83.33%	1.200	1.163	1.427
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	45	91.11%	1.098	1.032	1.305
Urban Pop., 2,500-19,999, Non-Adj.	19	89.47%	1.118	1.070	1.202
Rural, Metro Adj.	29	82.76%	1.208	1.137	1.437
Rural, Non-Adj.	19	84.21%	1.188	1.117	1.412
Virginia Border State/D.C.	140	72.14%	1.386	1.304	1.649
Other U.S. State	93	73.12%	1.368	1.286	1.627

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	47	70.21%	1.424	1.255	1.649
30 to 34	64	85.94%	1.164	1.026	1.347
35 to 39	94	77.66%	1.288	1.135	1.490
40 to 44	98	88.78%	1.126	0.993	1.304
45 to 49	133	87.22%	1.147	1.011	1.327
50 to 54	125	85.60%	1.168	1.030	1.352
55 to 59	137	86.13%	1.161	1.023	1.344
60 and Over	266	81.20%	1.231	1.085	1.425

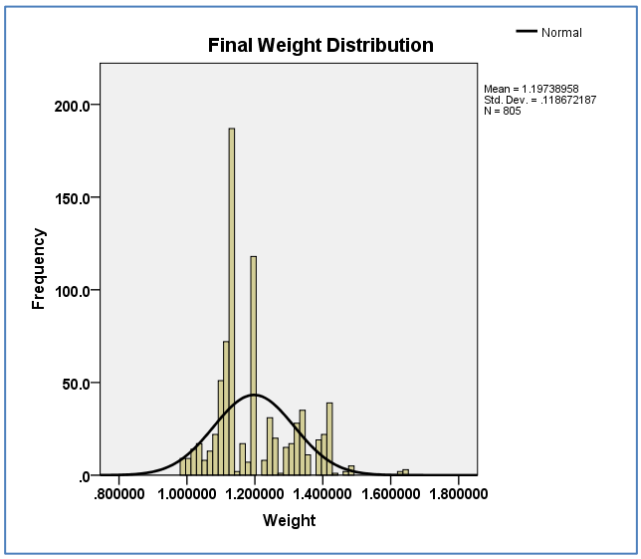
Source: Va. Healthcare Workforce Data Center

See the Methodology section on the HWDC website for details on HWDC methods: https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/

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

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

Overall Response Rate: **0.835062**



Source: Va. Healthcare Workforce Data Center