Virginia's Nursing Home Administrator Workforce: 2023

Healthcare Workforce Data Center

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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 their ongoing cooperation.*

Thank You!

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The Nursing Home Administrator Workforce At a Glance:

The Workforce

Licensees:	969
Virginia's Workforce:	757
FTEs:	813

Background

Rural Childhood:	44%
HS Degree in VA:	55%
Prof. Degree in VA:	77%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-Time Job:	88%
Satisfied?:	93%

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	100%

Health Admin. Edu.

Admin-in-Training:	40%
Masters:	27%

Job Turnover

Switched Jobs:	15%
Employed Over 2 Yrs.:	46%

Demographics

Female:	60%
Diversity Index:	36%
Median Age:	50

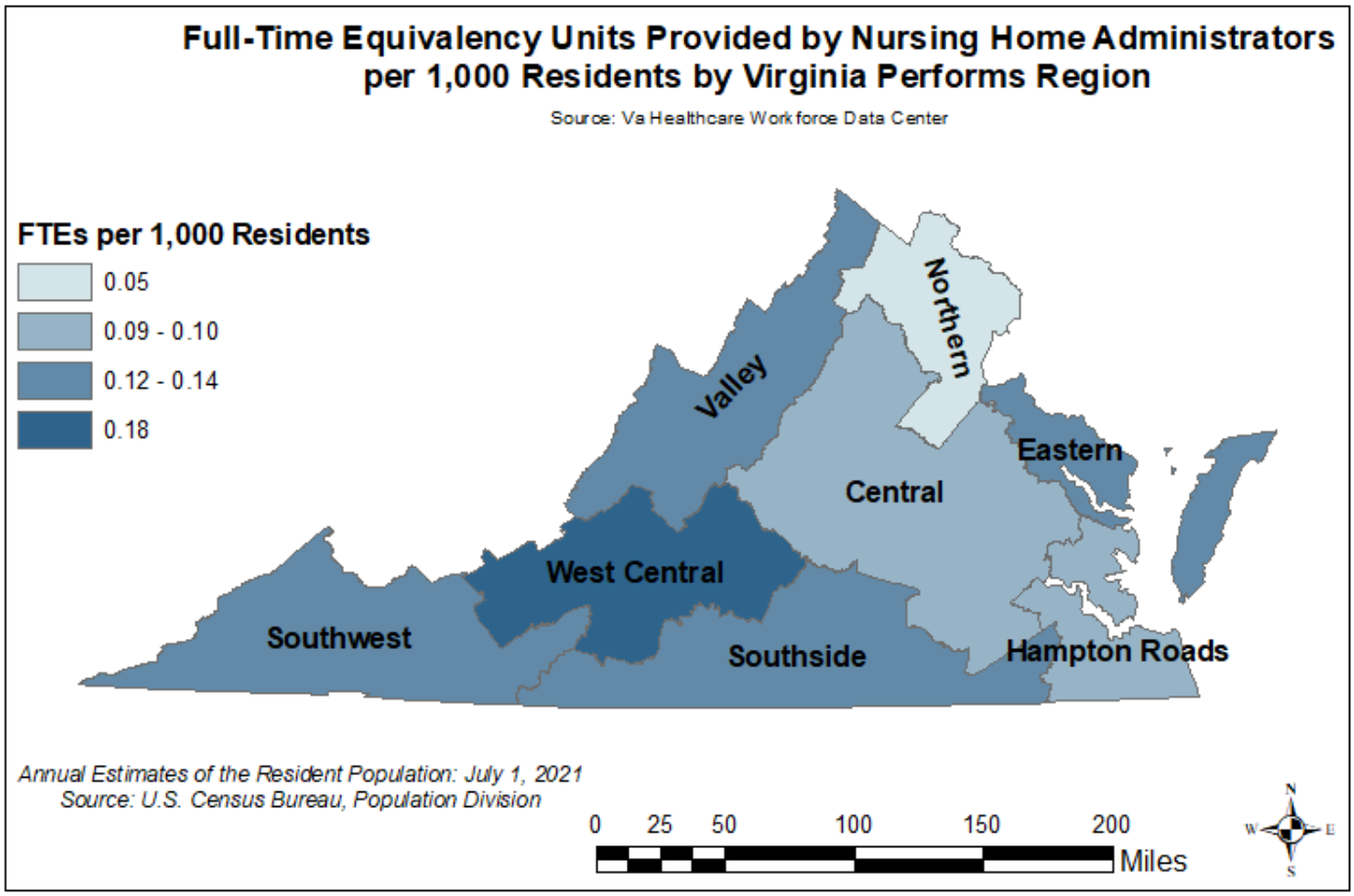
Finances

Median Inc.:	$130k-$140k
Retirement Benefits:	68%
Under 40 w/ Ed. Debt:	60%

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 2023 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 83% of the 969 NHAs licensed in the state and 100% of renewing practitioners.

The HWDC estimates that 757 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 813 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Three out of every five NHAs are female, including 64% of those NHAs who are under the age of 40. In a random encounter between two NHAs, there is a 36% chance that they would be of different races or ethnicities, a measure known as the diversity index. For NHAs who are under the age of 40, this diversity index increases to 44%. This makes Virginia's NHA workforce less diverse than the state's overall population, which has a comparable diversity index of 58%. More than two out of every five NHAs grew up in a rural area, and 29% of NHAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% of all NHAs work in a non-metro area of the state.

Among all NHAs, 86% are currently employed in the profession, 88% hold one full-time job, and 45% work between 40 and 49 hours per week. Nearly two-thirds of all NHAs work in the for-profit sector, while another 30% of NHAs work in the non-profit sector. Skilled nursing facilities were identified as the primary work location of 52% of all NHAs, while another 18% work at an assisted living facility. The typical NHA earns between $130,000 and $140,000 per year. In addition, 93% of all NHAs receive at least one employer-sponsored benefit. Among all NHAs, 93% are satisfied with their current work situation, including 59% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2018 NHA workforce. The number of licensed NHAs in Virginia has increased by 6% (969 vs. 916). In addition, the size of the NHA workforce has increased by 4% (757 vs. 730), but the number of FTEs provided by this workforce has remained essentially constant (813 vs. 811). Virginia's renewing NHAs are more likely to respond to this survey (100% vs. 98%).

The percentage of Virginia's NHAs who are female has increased (60% vs. 56%), and this increase is even larger among NHAs who are under the age of 40 (64% vs. 50%). Likewise, the diversity index of Virginia's NHA workforce has increased as well (36% vs. 24%), and NHAs who are under the age of 40 have seen their diversity index increase to an even greater extent (44% vs. 25%). NHAs are more likely to have grown up in a rural area (44% vs. 41%), but NHAs who grew up in a rural area are less likely to work in a non-metro area of Virginia (29% vs. 32%). In total, the percentage of all NHAs who work in a non-metro area of the state has fallen slightly (17% vs. 18%).

NHAs are slightly less likely to be currently employed in the profession (86% vs. 87%) or hold one full-time job (88% vs. 89%), but they are more likely to work between 40 and 49 hours per week (45% vs. 41%). At the same time, the one-year rates of involuntary unemployment (1% vs. 4%) and underemployment (1% vs. 2%) have both fallen. Meanwhile, NHAs are less likely to have worked at their primary work location for more than two years (46% vs. 52%). NHAs have become more likely to work in the for-profit sector (65% vs. 61%) instead of the non-profit sector (30% vs. 35%).

NHAs are more likely to carry education debt (38% vs. 30%), a trend that has also occurred among NHAs who are under the age of 40 (60% vs. 49%). For those NHAs with education debt, their median debt amount has increased ($40k-$50k vs. $30k-$40k). The median annual income of NHAs has increased ($130k-$140k vs. $110k-$120k). However, NHAs are less likely to receive at least one employer-sponsored benefit (93% vs. 97%), including those NHAs with access to a retirement plan (68% vs. 78%). The percentage of NHAs who indicated that they are satisfied with their current work situation has fallen (93% vs. 94%), including those NHAs who indicated that they are "very satisfied" (59% vs. 68%).

A Closer Look:

Licensees		
License Status	**#**	**%**
Renewing Practitioners	788	81%
New Licensees	67	7%
Non-Renewals	114	12%
All Licensees	**969**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing NHAs, 100% submitted a survey. These respondents represent 83% of the 969 NHAs who held a license at some point in the past year.

Definitions

1. **The Survey Period:** The survey was conducted in March 2023.
2. **Target Population:** All NHAs who held a Virginia license at some point between April 2022 and March 2023.
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	12	27	69%
30 to 34	13	57	81%
35 to 39	20	79	80%
40 to 44	17	95	85%
45 to 49	13	100	89%
50 to 54	19	141	88%
55 to 59	13	107	89%
60 and Over	58	198	77%
Total	**165**	**804**	**83%**
New Licenses			
Issued in Past Year	47	20	30%
Metro Status			
Non-Metro	28	108	79%
Metro	71	511	88%
Not in Virginia	66	185	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	**804**
Response Rate, All Licensees	**83%**
Response Rate, Renewals	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 969
New: 7%
Not Renewed: 12%

Response Rates

All Licensees: 83%
Renewing Practitioners: 100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

NHA Workforce:	757
FTEs:	813

Utilization Ratios

Licensees in VA Workforce:	78%
Licensees per FTE:	1.19
Workers per FTE:	0.93

Source: Va. Healthcare Workforce Data Center

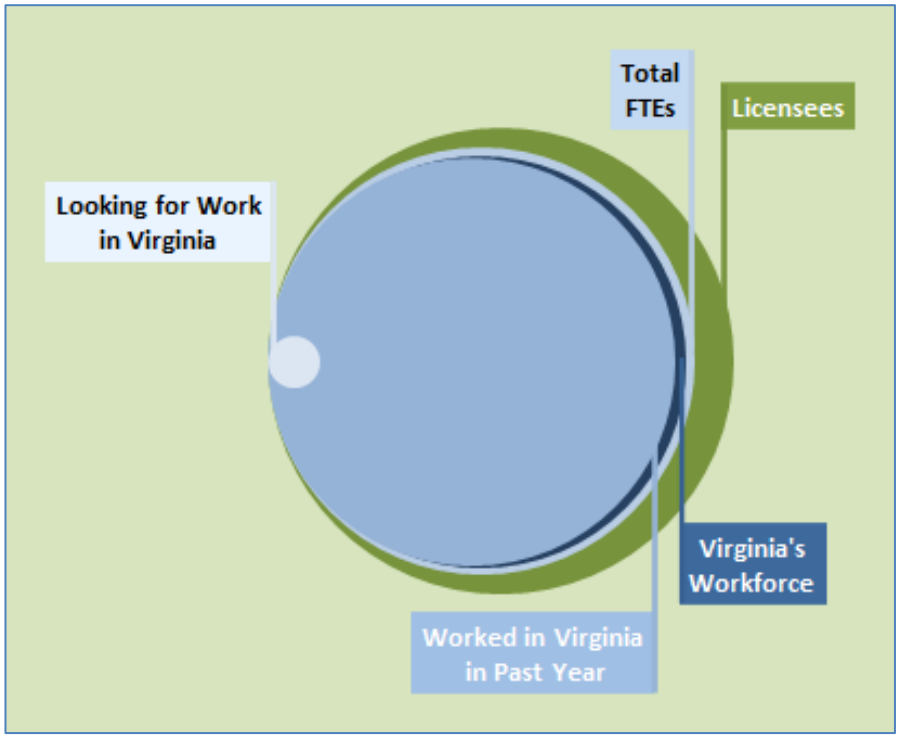
Definitions

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	745	98%
Looking for Work in Virginia	12	2%
Virginia's Workforce	**757**	**100%**
Total FTEs	**813**	
Licensees	**969**	

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	39%	20	61%	33	5%
30 to 34	18	31%	39	69%	57	9%
35 to 39	29	39%	45	61%	73	11%
40 to 44	44	52%	40	48%	85	13%
45 to 49	20	26%	57	74%	76	12%
50 to 54	38	36%	67	64%	105	16%
55 to 59	36	42%	50	58%	86	13%
60 and Over	69	47%	76	53%	145	22%
Total	**266**	**40%**	**393**	**60%**	**660**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	60%
% Under 40 Female:	64%

Age

Median Age:	50
% Under 40:	25%
% 55 and Over:	35%

Diversity

Diversity Index:	36%
Under 40 Div. Index:	44%

Source: Va. Healthcare Workforce Data Center

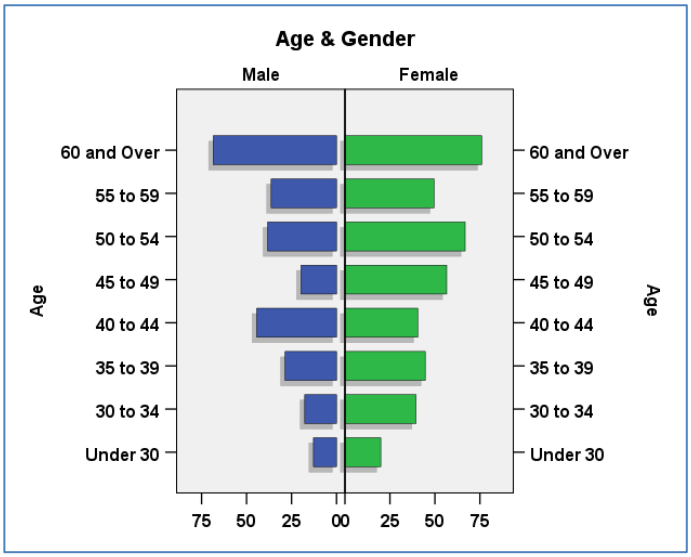
Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	60%	521	78%	121	72%
Black	19%	105	16%	32	19%
Asian	7%	8	1%	3	2%
Other Race	0%	1	0%	1	1%
Two or More Races	3%	16	2%	5	3%
Hispanic	10%	13	2%	6	4%
Total	**100%**	**664**	**100%**	**168**	**100%**

*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, 2021.

Source: Va. Healthcare Workforce Data Center

In a random encounter between two NHAs, there is a 36% 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 58%.

One-quarter of all NHAs are under the age of 40, and 64% of NHAs who are under the age of 40 are female. In addition, the diversity index among NHAs who are under the age of 40 is 44%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	13%
Rural Childhood:	44%

Virginia Background

HS in Virginia:	55%
Prof. Edu. in VA:	77%
HS or Prof. Edu. in VA:	81%

Location Choice

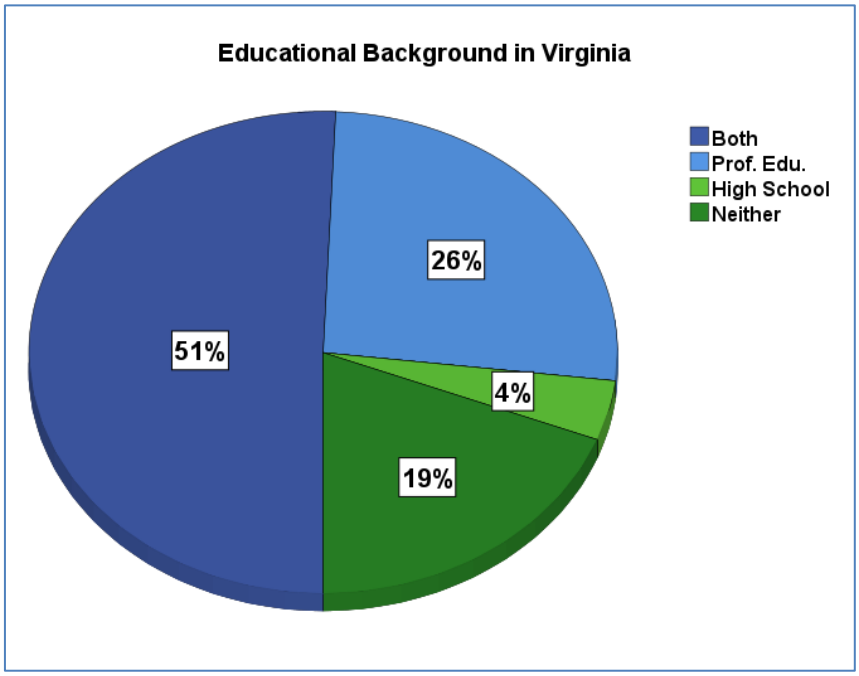
% Rural to Non-Metro:	29%
% Urban/Suburban to Non-Metro:	8%

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%	52%	18%
2	Metro, 250,000 to 1 Million	47%	44%	8%
3	Metro, 250,000 or Less	61%	33%	7%
	Non-Metro Counties			
4	Urban, Pop. 20,000+, Metro Adjacent	65%	35%	0%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	75%	20%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	86%	9%	5%
8	Rural, Metro Adjacent	65%	35%	0%
9	Rural, Non-Adjacent	70%	10%	20%
	Overall	**44%**	**44%**	**13%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than two out of every five NHAs grew up in a rural area, and 29% of NHAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% of all NHAs currently work in a non-metro area of the state.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Professional School	#
1	Virginia	365	Virginia	482
2	West Virginia	35	Ohio	16
3	New York	34	North Carolina	16
4	Ohio	29	West Virginia	15
5	Outside U.S./Canada	23	Maryland	14
6	North Carolina	22	New York	7
7	Pennsylvania	21	Texas	7
8	New Jersey	18	Florida	6
9	Maryland	16	Pennsylvania	6
10	Tennessee	12	New Jersey	5

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 55% received their high school degree in Virginia, and 77% received 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 73% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	109	Virginia	150
2	West Virginia	17	West Virginia	8
3	Ohio	12	North Carolina	8
4	North Carolina	11	Ohio	6
5	Outside U.S./Canada	8	Florida	6
6	New York	6	Texas	5
7	California	5	Maryland	3
8	Florida	5	California	3
9	Maryland	5	Oklahoma	2
10	New Jersey	5	New York	2

Source: Va. Healthcare Workforce Data Center

More than one-fifth of all licensees were not a part of Virginia's NHA workforce. More than 90% of these licensees worked at some point in the past year, including 83% who currently work as an NHA.

At a Glance:

Not in VA Workforce

Total:	212
% of Licensees:	22%
Federal/Military:	0%
VA Border State/DC:	12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	30	5%	-	-
Admin-in-Training	259	40%	-	-
High School/GED	-	-	3	0%
Associate	19	3%	47	7%
Baccalaureate	135	21%	295	45%
Graduate Cert.	11	2%	13	2%
Masters	175	27%	284	43%
Doctorate	9	1%	16	2%
Other	17	3%	-	-
Total	655	100%	659	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

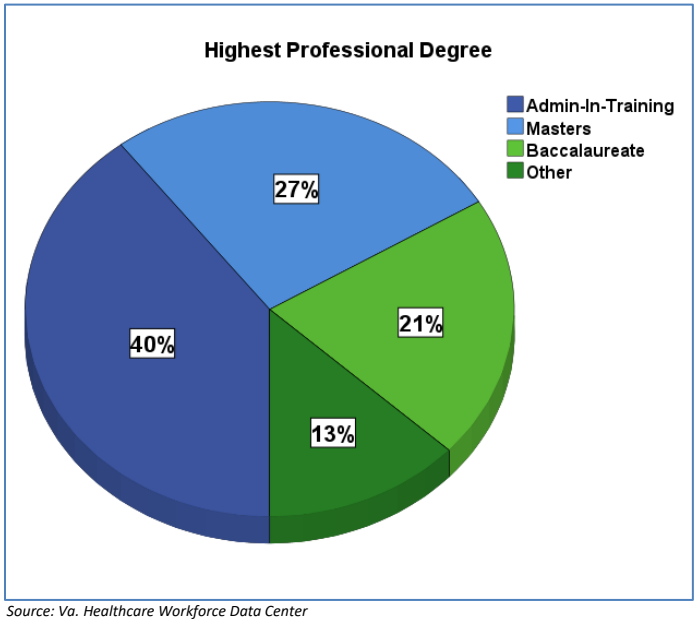
Admin-in-Training: 40%
Master's Degree: 27%
Baccalaureate Degree: 21%

Education Debt

Carry Debt: 38%
Under Age 40 w/ Debt: 60%
Median Debt: $40k-$50k

Source: Va. Healthcare Workforce Data Center

Nearly two out of every five NHAs carry education debt, including 60% of NHAs who are under the age of 40. For those with education debt, the median debt amount is between $40,000 and $50,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All NHAs		NHAs Under 40	
	#	%	#	%
None	346	62%	59	40%
Less than $10,000	36	6%	13	9%
$10,000-$19,999	20	4%	10	7%
$20,000-$29,999	23	4%	11	8%
$30,000-$39,999	16	3%	5	3%
$40,000-$49,999	24	4%	9	6%
$50,000-$59,999	20	4%	9	6%
$60,000-$69,999	17	3%	8	5%
$70,000-$79,999	12	2%	7	5%
$80,000-$89,999	5	1%	1	1%
$90,000-$99,999	9	2%	5	3%
$100,000 or More	33	6%	9	6%
Total	560	100%	146	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

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

Job Titles

Administrator:	44%
Executive Director:	13%
President/Exec. Officer:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	**#**	**%**
Nursing Home Administrator	653	86%
Nurse (RN or LPN)	103	14%
ALF Administrator	29	4%
Certified Nursing Assistant	10	1%
Registered Medication Aide	6	1%
Occupational Therapist	3	0%
Physical Therapist	3	0%
Speech-Language Pathologist	3	0%
Respiratory Therapist	1	0%
Other	37	5%
At Least One License	**661**	**87%**

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Administrator	332	44%	45	6%
Executive Director	100	13%	17	2%
President or Executive Officer	79	10%	9	1%
Assistant Administrator	15	2%	4	1%
Owner	9	1%	1	0%
Other	112	115%	21	3%
At Least One Title	**598**	**79%**	**90**	**12%**

Source: Va. Healthcare Workforce Data Center

More than 40% of NHAs hold the title of administrator at their primary work location. Another 13% hold the title of executive director.

At a Glance:

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

Positions Held
1 Full-Time: 88%
2 or More Positions: 5%

Weekly Hours:
40 to 49: 45%
60 or More: 15%
Less than 30: 2%

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	569	86%
Employed, NOT in a Capacity Related to Long-Term Care	64	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	4	1%
Voluntarily Unemployed	12	2%
Retired	11	2%
Total	**661**	**100%**

Source: Va. Healthcare Workforce Data Center

In total, 86% of all NHAs are currently employed in the profession, 88% 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	18	3%
Two Part-Time Positions	4	1%
One Full-Time Position	576	88%
One Full-Time Position & One Part-Time Position	23	4%
Two Full-Time Positions	2	0%
More than Two Positions	2	0%
Total	**652**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	27	4%
1 to 9 Hours	5	1%
10 to 19 Hours	8	1%
20 to 29 Hours	2	0%
30 to 39 Hours	15	2%
40 to 49 Hours	289	45%
50 to 59 Hours	205	32%
60 to 69 Hours	64	10%
70 to 79 Hours	16	2%
80 or More Hours	16	2%
Total	**647**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	6	1%
Less than $60,000	29	6%
$60,000-$69,999	15	3%
$70,000-$79,999	19	4%
$80,000-$89,999	11	2%
$90,000-$99,999	28	5%
$100,000-$109,999	40	8%
$110,000-$119,999	51	10%
$120,000-$129,999	57	11%
$130,000-$139,999	74	14%
$140,000-$149,999	58	11%
$150,000-$159,999	37	7%
$160,000 or More	99	19%
Total	**522**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $130k-$140k

Benefits
Paid Vacation: 90%
Employer Retirement: 68%

Satisfaction
Satisfied: 93%
Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	**#**	**%**
Paid Vacation	511	90%
Dental Insurance	444	78%
Paid Sick Leave	426	75%
Retirement	386	68%
Group Life Insurance	373	66%
Signing/Retention Bonus	94	17%
At Least One Benefit	**528**	**93%**

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median annual income for NHAs is between $130,000 and $140,000. In addition, 93% of NHAs receive at least one employer-sponsored benefit, including 68% who have access to a retirement plan.

More than nine out of every ten NHAs are satisfied with their current work situation, including 59% who indicated that they are "very satisfied."

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	381	59%
Somewhat Satisfied	217	34%
Somewhat Dissatisfied	34	5%
Very Dissatisfied	12	2%
Total	**644**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . .?	**#**	**%**
Experience Involuntary Unemployment?	10	1%
Experience Voluntary Unemployment?	37	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	10	1%
Work Two or More Positions at the Same Time?	49	6%
Switch Employers or Practices?	111	15%
Experience At Least One?	**173**	**23%**

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 1% experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.[1]

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 15%
New Location: 33%
Over 2 Years: 46%
Over 2 Yrs., 2nd Location: 38%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Not Currently Working at This Location	15	2%	15	17%
Less than 6 Months	69	11%	11	13%
6 Months to 1 Year	118	19%	12	14%
1 to 2 Years	137	22%	16	18%
3 to 5 Years	112	18%	17	20%
6 to 10 Years	80	13%	9	10%
More than 10 Years	98	16%	7	8%
Subtotal	**629**	**100%**	**87**	**100%**
Did Not Have Location	12		657	
Item Missing	117		12	
Total	**757**		**757**	

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 46% 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 the time of publication, the unemployment rate from March 2023 was still preliminary.

At a Glance:

Concentration

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

Locations

2 or More (Past Year):	15%
2 or More (Now*):	11%

Source: Va. Healthcare Workforce Data Center

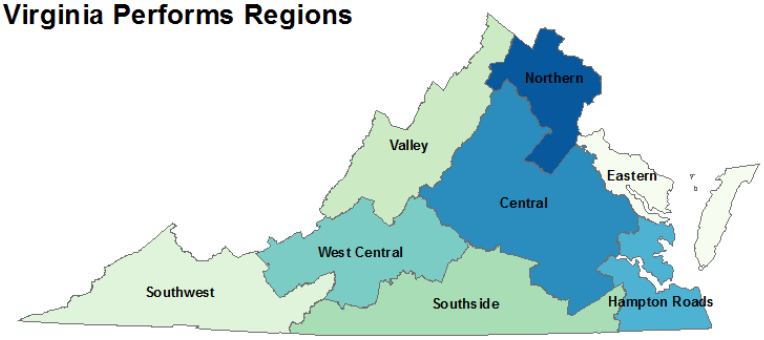
Nearly three out of every five NHAs work in Central Virginia, Hampton Roads, or Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	133	21%	17	19%
Eastern	17	3%	2	2%
Hampton Roads	125	20%	19	22%
Northern	118	19%	20	23%
Southside	38	6%	4	5%
Southwest	37	6%	2	2%
Valley	55	9%	5	6%
West Central	104	16%	14	16%
Virginia Border State/D.C.	0	0%	0	0%
Other U.S. State	5	1%	5	6%
Outside of the U.S.	0	0%	0	0%
Total	**632**	**100%**	**88**	**100%**
Item Missing	113		9	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	12	2%	21	3%
1	528	83%	543	85%
2	67	11%	52	8%
3	21	3%	15	2%
4	4	1%	1	0%
5	0	0%	0	0%
6 or More	5	1%	3	1%
Total	**636**	**100%**	**636**	**100%**

*At the time of survey completion, March 2023.

Source: Va. Healthcare Workforce Data Center

While 11% of NHAs currently have multiple work locations, 15% have had multiple work locations over the past 12 months.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	393	65%	63	73%
Non-Profit	180	30%	18	21%
State/Local Government	27	4%	5	6%
Veterans Administration	1	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	**601**	**100%**	**86**	**100%**
Did Not Have Location	12		657	
Item Missing	144		13	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

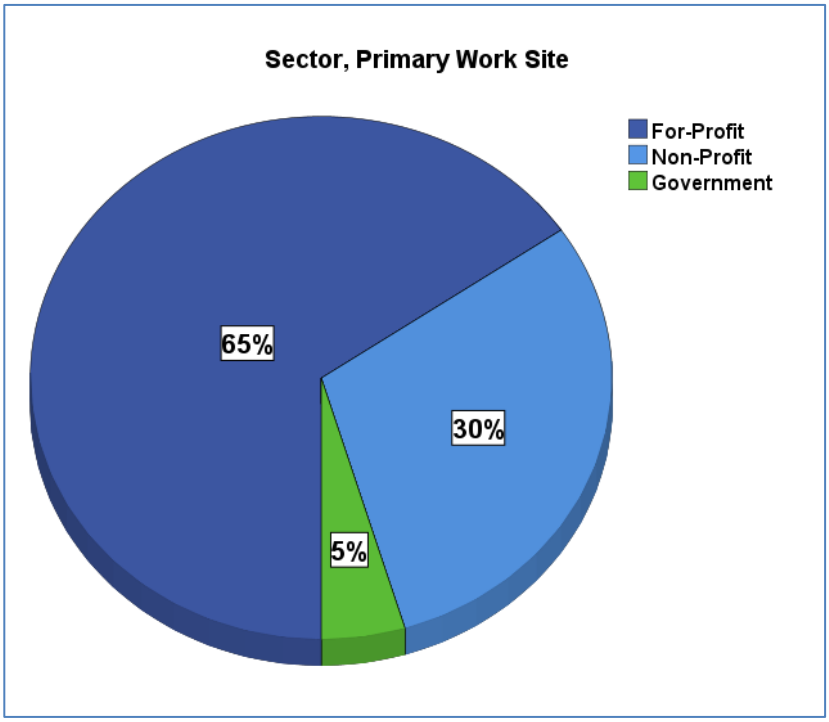
For-Profit: 65%
Federal: 0%

Top Establishments

Skilled Nursing Facility: 52%
Assisted Living Facility: 18%
Continuing Care Retirement Community: 14%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all NHAs work in the for-profit sector, while another 30% work in the non-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	394	52%	54	7%
Assisted Living Facility	135	18%	18	2%
Continuing Care Retirement Community	107	14%	6	1%
Acute Care/Rehabilitative Facility	31	4%	3	0%
Hospice	18	2%	0	0%
Home/Community Health Care	16	2%	1	0%
Adult Day Care	7	1%	0	0%
Academic Institution	5	1%	5	1%
PACE	2	0%	0	0%
Other Practice Type	63	8%	12	2%
At Least One Establishment	**621**	**82%**	**89**	**12%**

Source: Va. Healthcare Workforce Data Center

More than half of all NHAs are employed at a skilled nursing facility as their primary work location. Another 18% of NHAs are employed at an assisted living facility.

Nearly three out of every five NHAs work at a facility chain organization as their primary work location. Another 29% of NHAs are employed at an independent/stand-alone organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	332	59%	46	54%
Independent/Stand Alone	162	29%	17	20%
Hospital-Based	25	4%	7	8%
Integrated Health System (Veterans Administration, Large Health System)	8	1%	5	6%
College or University	1	0%	5	6%
Other	33	6%	5	6%
Total	**561**	**100%**	**85**	**100%**
Did Not Have Location	12		657	
Item Missing	184		14	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Languages Offered

Spanish:	26%
French:	10%
Chinese:	10%

Means of Communication

Virtual Translation:	67%
Other Staff Members:	42%
Onsite Translation:	17%

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all NHAs are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	**#**	**% of Workforce**
Spanish	197	26%
French	79	10%
Chinese	72	10%
Korean	70	9%
Vietnamese	59	8%
Arabic	58	8%
Hindi	54	7%
Tagalog/Filipino	52	7%
Persian	44	6%
Pashto	40	5%
Urdu	39	5%
Amharic, Somali, or Other Afro-Asiatic Languages	37	5%
Others	39	5%
At Least One Language	**223**	**29%**

Source: Va. Healthcare Workforce Data Center

Means of Language Communication		
Provision	**#**	**% of Workforce with Language Services**
Virtual Translation Services	149	67%
Other Staff Member is Proficient	94	42%
Onsite Translation Service	37	17%
Respondent is Proficient	22	10%
Other	13	6%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all NHAs who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance:
(Primary Locations)

Typical Time Allocation

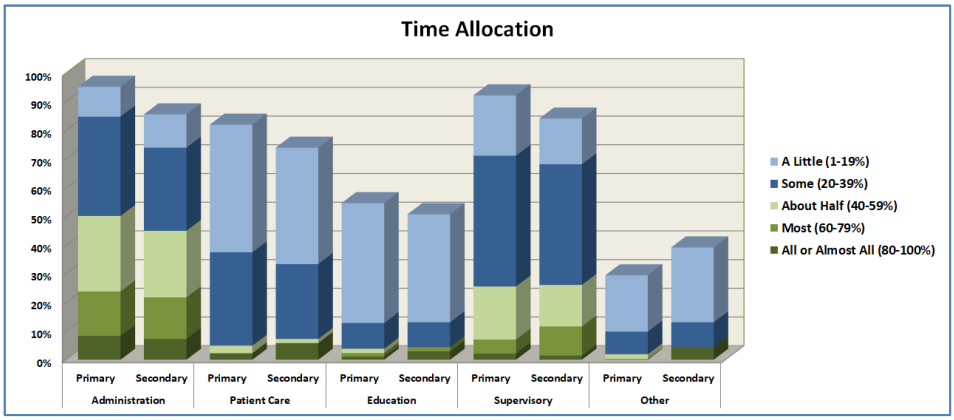
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	24%
Supervisory:	7%
Patient Care:	2%
Education:	2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

NHAs typically spend approximately half of their time performing administrative tasks. In fact, nearly one-quarter 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%)	8%	7%	2%	6%	1%	3%	2%	1%	0%	4%
Most (60-79%)	16%	14%	0%	0%	1%	1%	5%	10%	0%	0%
About Half (40-59%)	26%	23%	3%	1%	1%	0%	19%	14%	2%	0%
Some (20-39%)	35%	29%	33%	26%	9%	9%	46%	42%	8%	9%
A Little (1-19%)	10%	12%	44%	41%	42%	38%	21%	16%	20%	26%
None (0%)	5%	14%	18%	26%	45%	49%	8%	16%	70%	61%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	55	11%	14	17%
1-24	16	3%	1	1%
25-49	21	4%	8	10%
50-74	53	11%	13	16%
75-99	66	13%	9	11%
100-124	98	20%	13	16%
125-149	51	10%	11	13%
150-174	30	6%	2	2%
175-199	29	6%	7	8%
200-224	8	2%	1	1%
225-249	3	1%	0	0%
250-274	0	0%	0	0%
275-299	2	0%	0	0%
300 or More	64	13%	4	5%
Total	**497**	**100%**	**83**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 100-124
Secondary Location: 75-99

Resident Capacity (Median)

Primary Location: 100-150
Secondary Location: 50-100

Source: Va. Healthcare Workforce Data Center

The median patient workload for NHAs at their primary work location is between 100 and 124 patients. In addition, the typical NHA works at a facility that contains between 100 and 150 beds for residents.

Resident Capacity				
# of Beds	Primary Location		Secondary Location	
	#	%	#	%
Not Applicable	64	10%	15	17%
10 or Less	4	1%	1	1%
10-25	0	0%	0	0%
25-50	29	5%	6	7%
50-100	143	23%	25	29%
100-150	201	33%	23	27%
150-250	96	16%	14	16%
More than 250	75	12%	2	2%
Total	**612**	**100%**	**86**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs 50 and Over	
	#	%	#	%
Under Age 50	24	4%	-	-
50 to 54	20	3%	5	2%
55 to 59	55	10%	18	6%
60 to 64	123	21%	57	20%
65 to 69	231	40%	137	47%
70 to 74	74	13%	46	16%
75 to 79	15	3%	10	3%
80 or Over	1	0%	0	0%
I Do Not Intend to Retire	31	5%	16	6%
Total	**574**	**100%**	**289**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 39%

Under 60: 17%

NHAs 50 and Over

Under 65: 28%

Under 60: 8%

Time Until Retirement

Within 2 Years: 9%

Within 10 Years: 28%

Half the Workforce: By 2043

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all NHAs expect to retire before the age of 65. Among NHAs who are age 50 and over, 28% expect to retire by the age of 65.

Within the next two years, 14% of NHAs expect to begin accepting Administrators-in-Training, and 9% of NHAs expect to pursue additional educational opportunities.

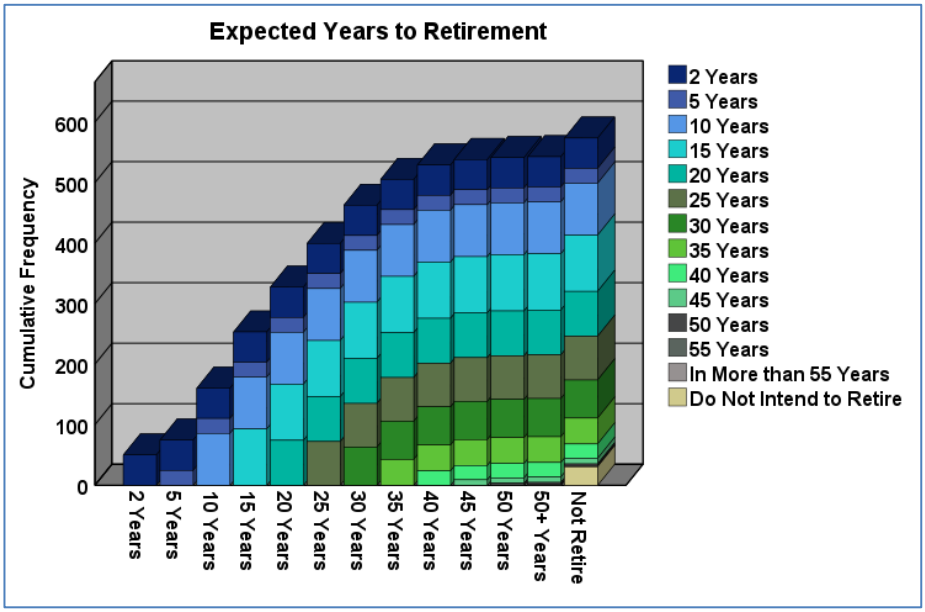
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	43	6%
Leave Virginia	39	5%
Decrease Patient Care Hours	56	7%
Decrease Teaching Hours	3	0%
Cease Accepting Trainees	4	1%
Increase Participation		
Increase Patient Care Hours	48	6%
Increase Teaching Hours	37	5%
Pursue Additional Education	71	9%
Return to the Workforce	6	1%
Begin Accepting Trainees	106	14%

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, 28% expect to retire within the next decade. More than half of the current NHA workforce expect to retire by 2043.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	50	9%	9%
5 Years	25	4%	13%
10 Years	86	15%	28%
15 Years	93	16%	44%
20 Years	74	13%	57%
25 Years	72	13%	70%
30 Years	63	11%	81%
35 Years	43	7%	88%
40 Years	24	4%	92%
45 Years	9	2%	94%
50 Years	3	1%	94%
55 Years	0	0%	94%
In More than 55 Years	2	0%	95%
Do Not Intend to Retire	31	5%	100%
Total	**574**	**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 2033. Retirement will peak at 16% of the current workforce around 2038 before declining to under 10% again by 2058.

At a Glance:

FTEs

Total: 813
FTEs/1,000 Residents[2]: .094
Average: 1.09

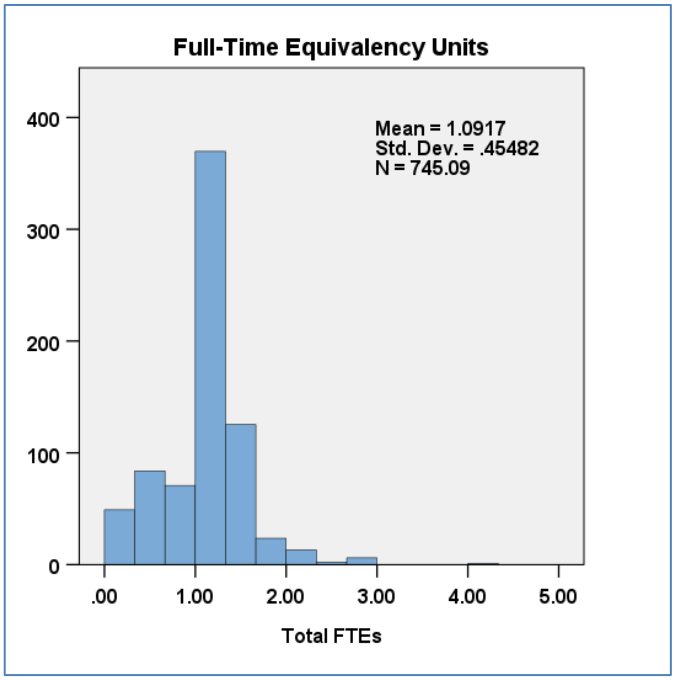
Age & Gender Effect

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:

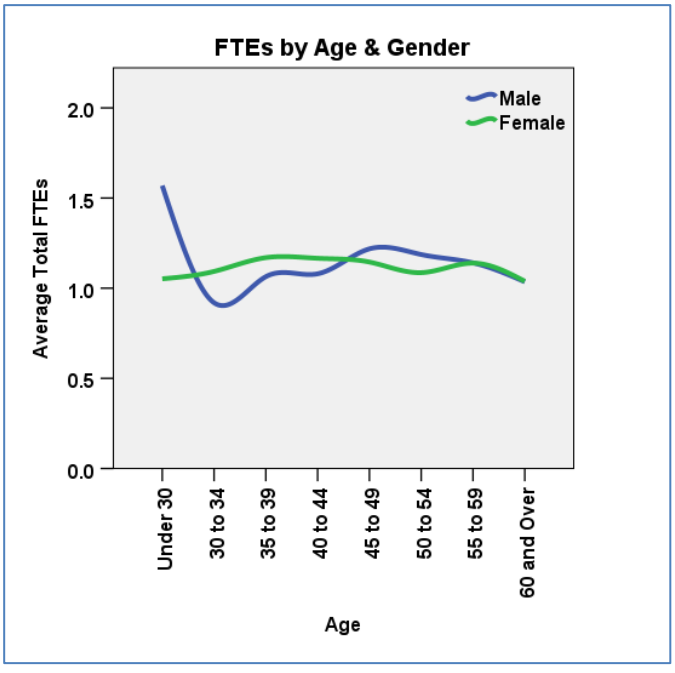


Source: Va. Healthcare Workforce Data Center

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

Full-Time Equivalency Units		
Age	**Average Age**	**Median Age**
Under 30	1.25	1.13
30 to 34	1.05	1.09
35 to 39	1.12	1.18
40 to 44	1.12	1.15
45 to 49	1.15	1.09
50 to 54	1.12	1.09
55 to 59	1.13	1.18
60 and Over	0.97	1.08
Gender		
Male	1.12	1.15
Female	1.11	1.18

Source: Va. Healthcare Workforce Data Center

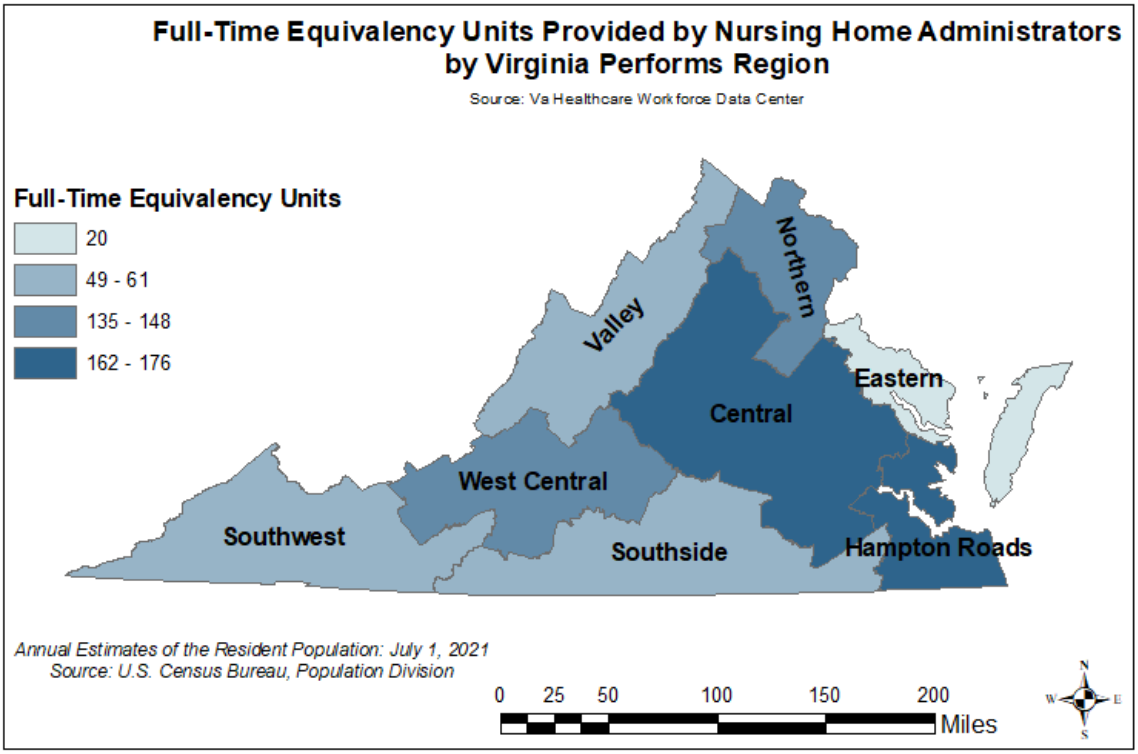


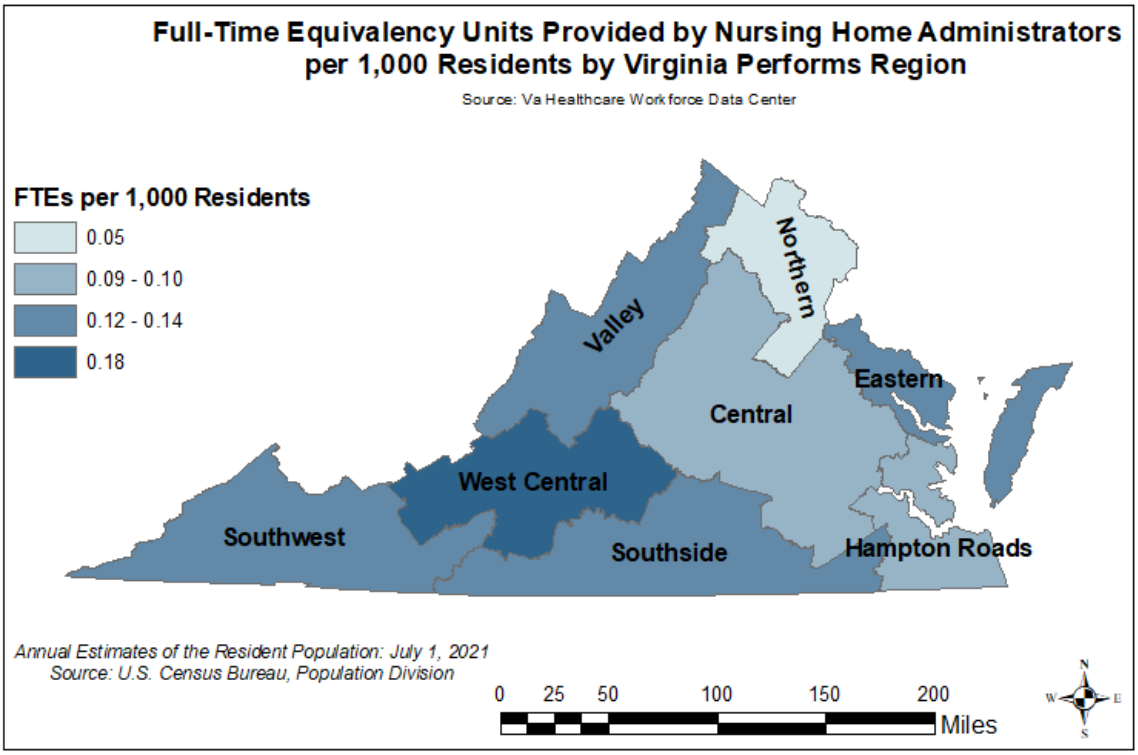
Source: Va. Healthcare Workforce Data Center

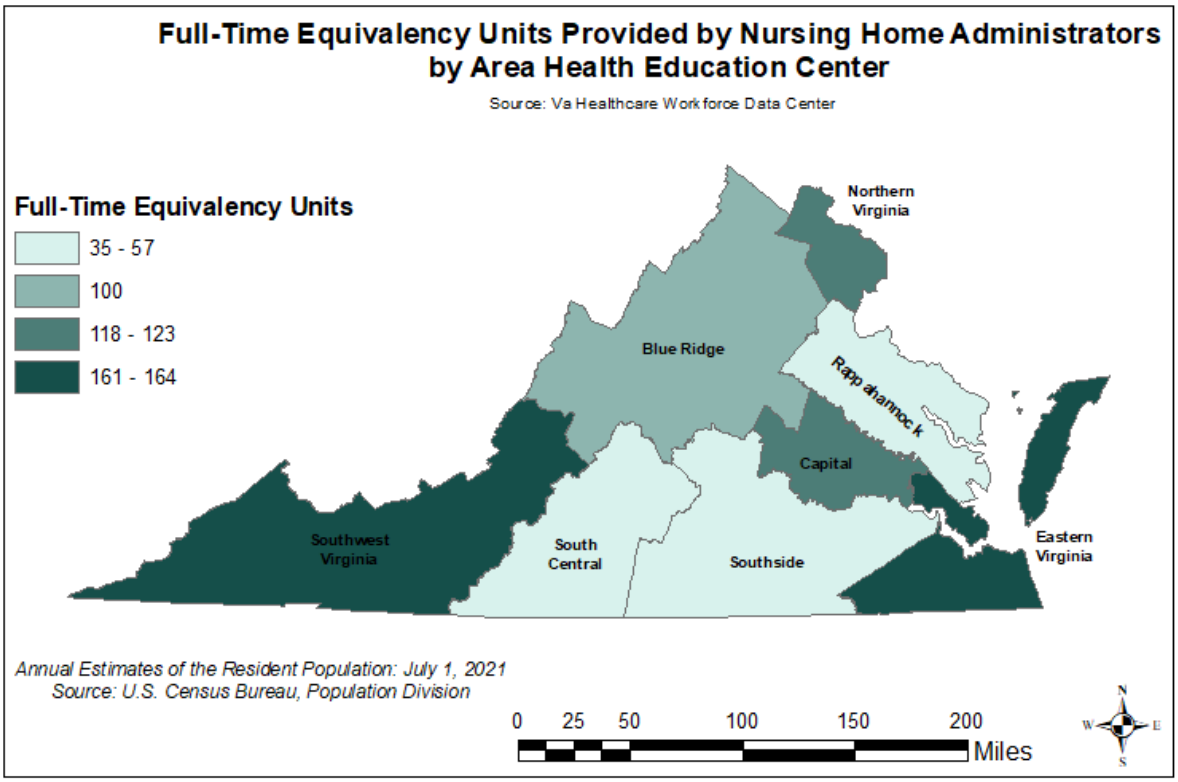
[2] Number of residents in 2021 was used as the denominator.

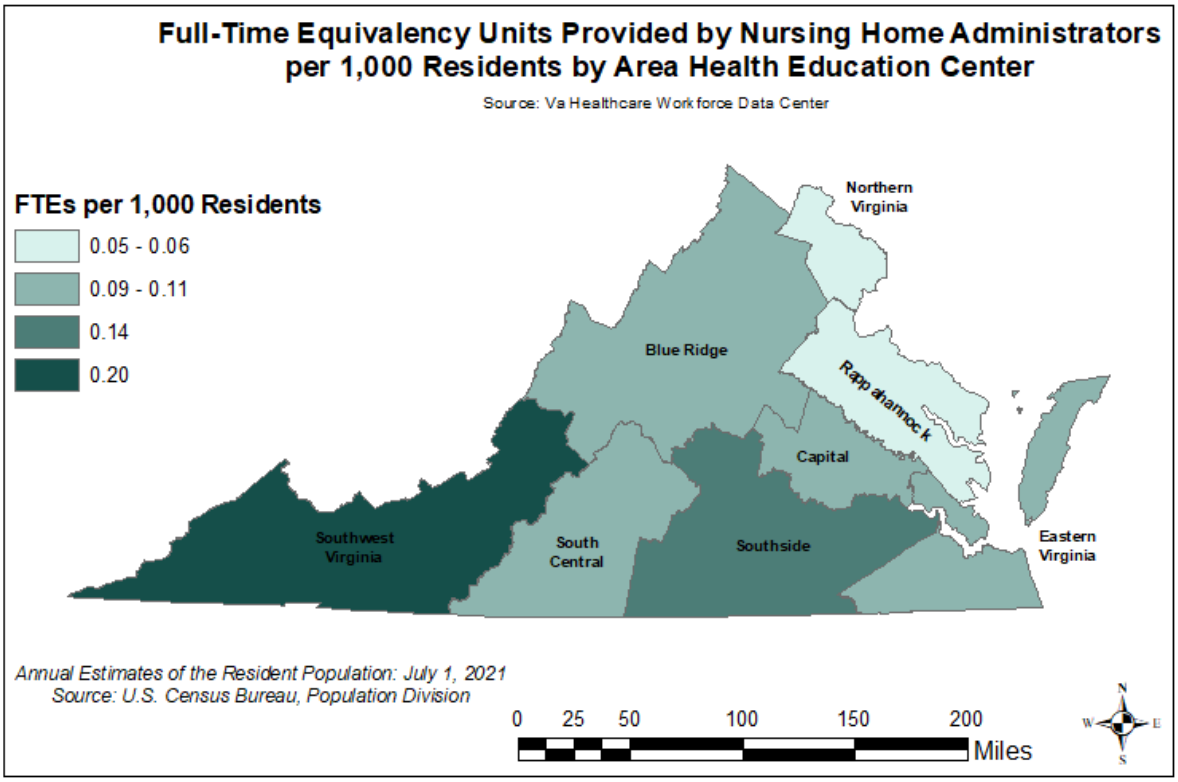
Maps

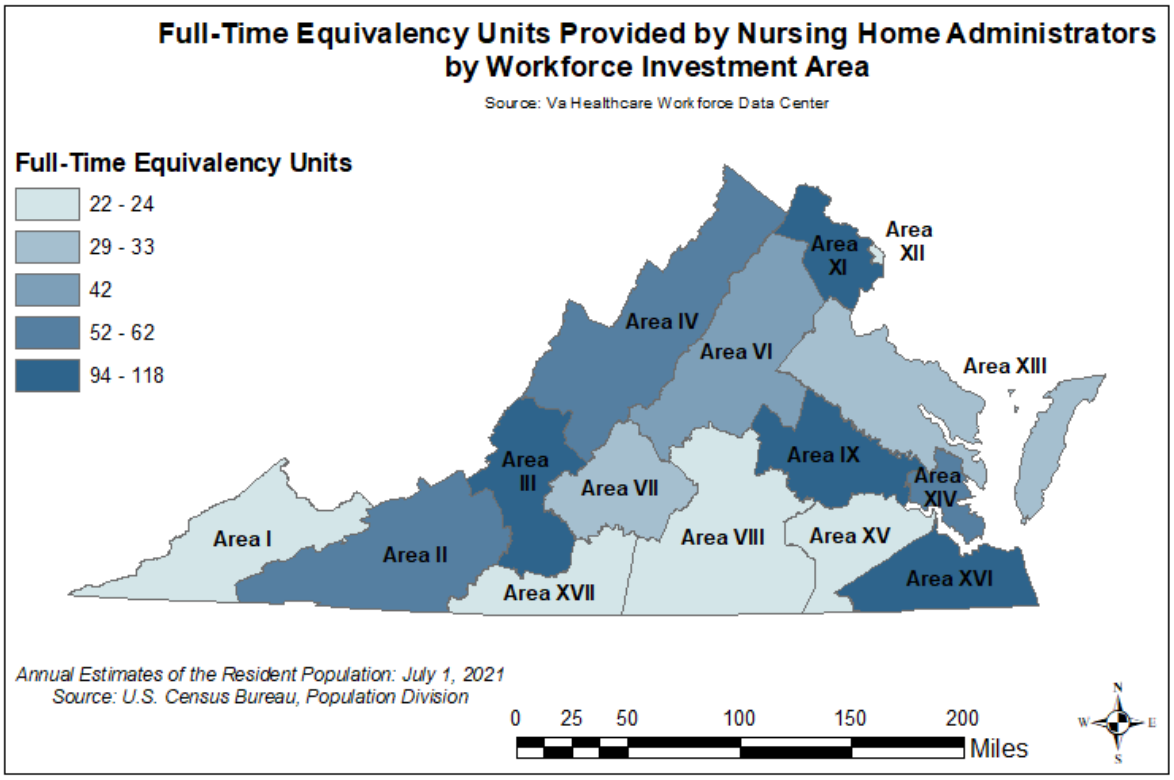
Virginia Performs Regions

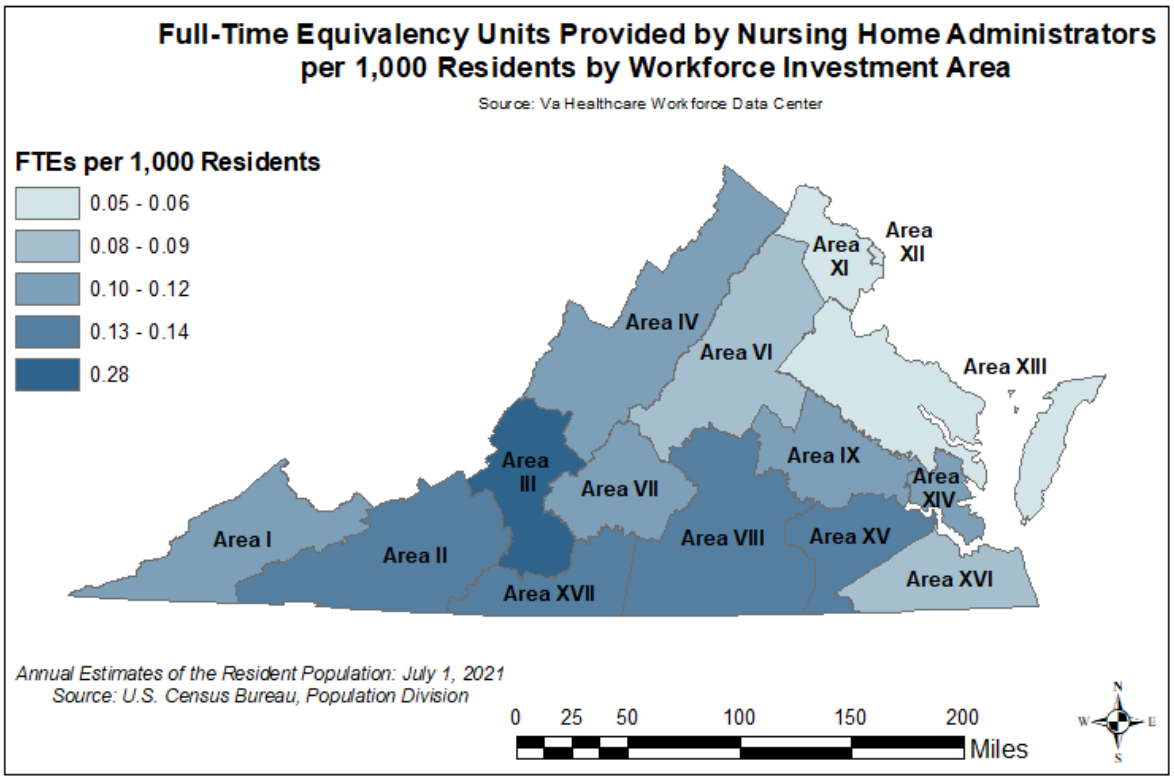


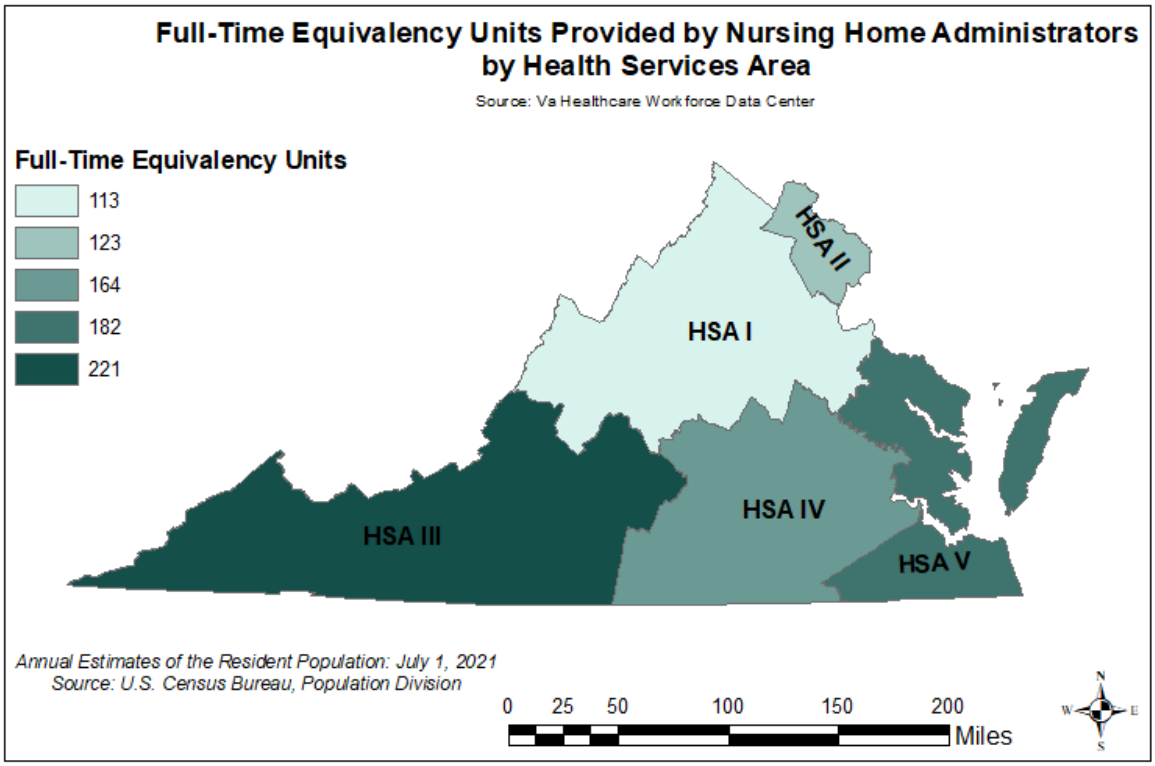


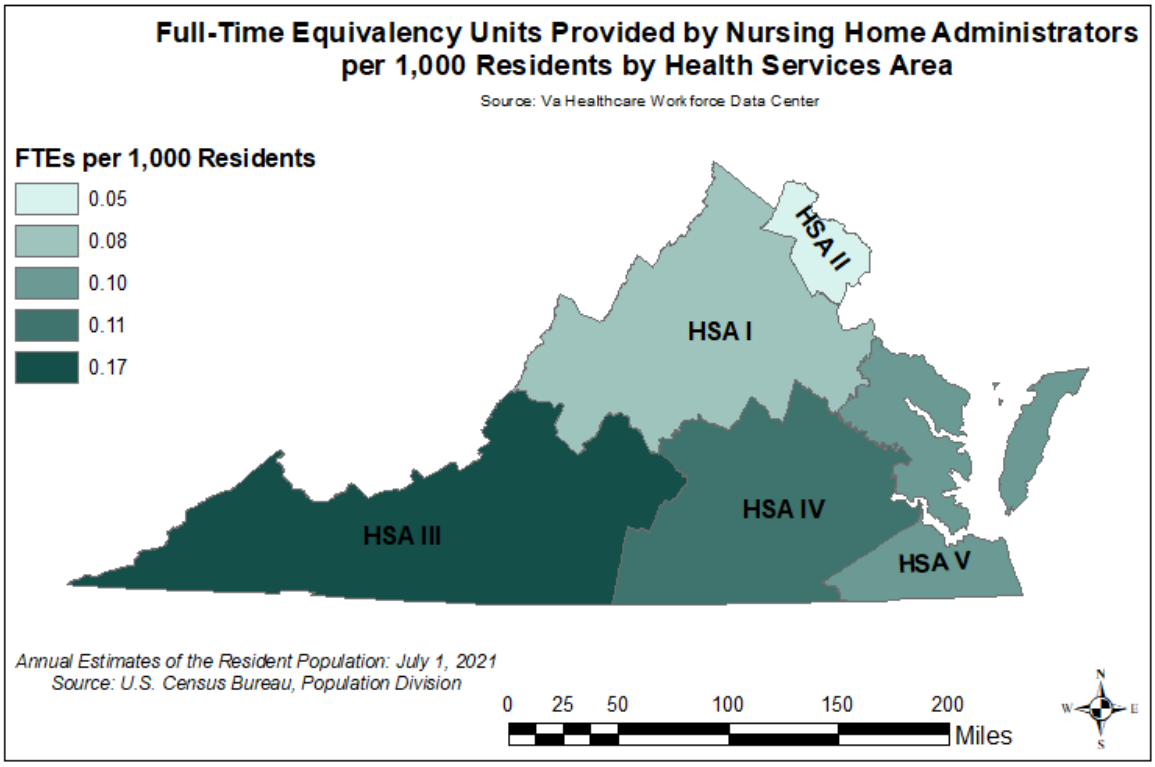

Full-Time Equivalency Units Provided by Nursing Home Administrators by Area Health Education Center
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
35 - 57
100
118 - 123
161 - 164
Northern Virginia
Blue Ridge
Rappahannock
Capital
Eastern Virginia
Southwest Virginia
South Central
Southside
Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

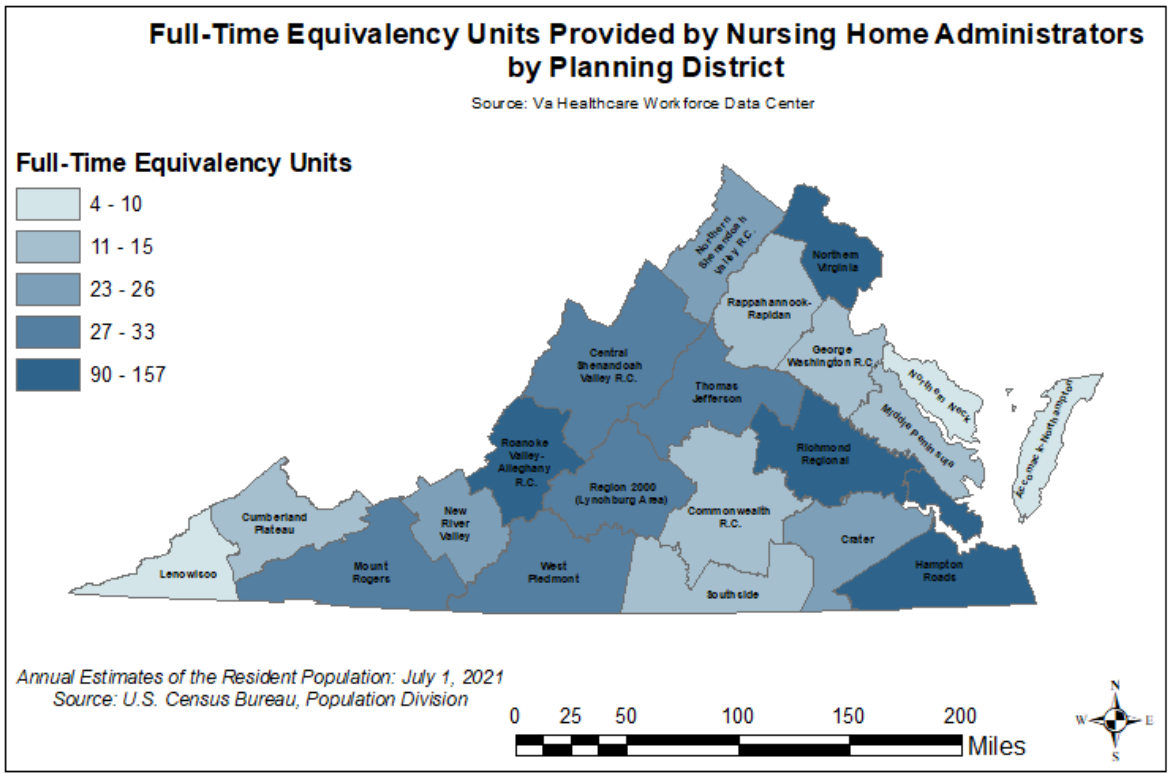

Full-Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Area Health Education Center
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.05 - 0.06
0.09 - 0.11
0.14
0.20
Northern Virginia
Blue Ridge
Rappahannock
Capital
Eastern Virginia
Southwest Virginia
South Central
Southside
Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

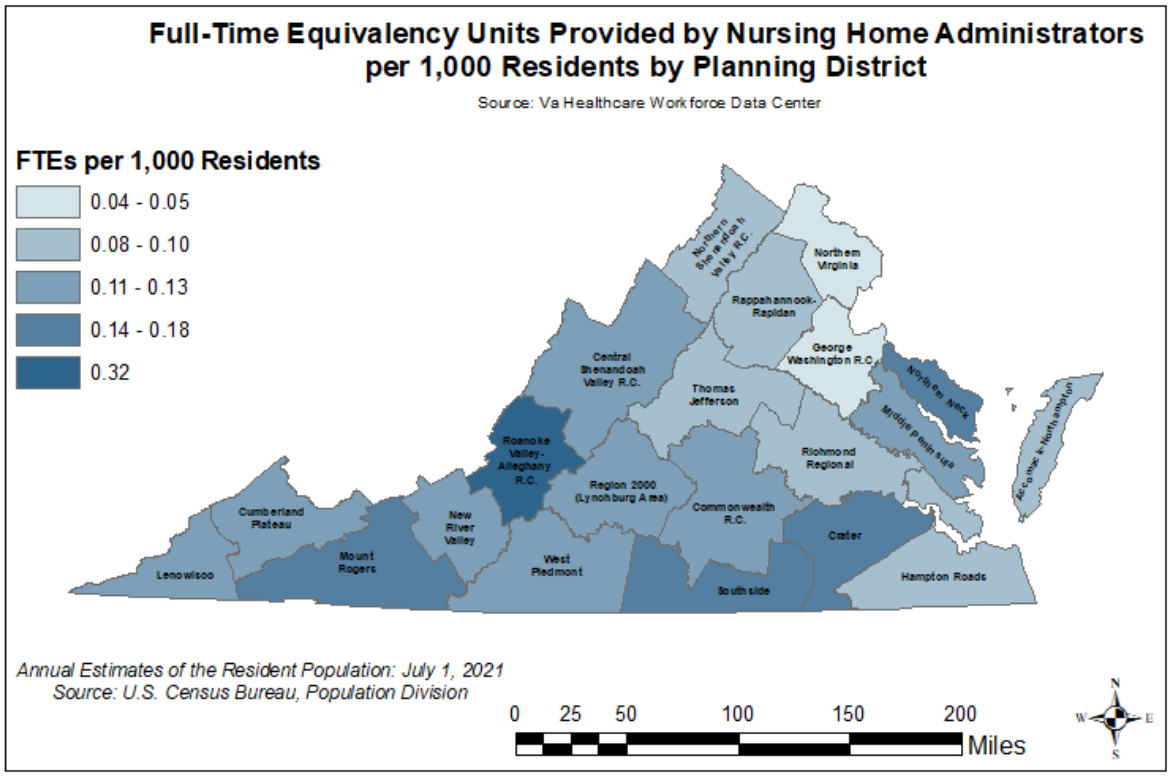

Full-Time Equivalency Units Provided by Nursing Home Administrators by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full-Time Equivalency Units
22 - 24
29 - 33
42
52 - 62
94 - 118
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
Annual Estimates of the Resident Population: July 1, 2021
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
0.05 - 0.06
0.08 - 0.09
0.10 - 0.12
0.13 - 0.14
0.28
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, 2021
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
113
123
164
182
221
HSA II
HSA I
HSA IV
HSA III
HSA V
Annual Estimates of the Resident Population: July 1, 2021
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
0.17
HSA II
HSA I
HSA IV
HSA III
HSA V
Annual Estimates of the Resident Population: July 1, 2021
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
4 - 10
11 - 15
23 - 26
27 - 33
90 - 157
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
New River Valley
Cumberland Plateau
Mount Rogers
West Piedmont
Southside
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2021
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
0.04 - 0.05
0.08 - 0.10
0.11 - 0.13
0.14 - 0.18
0.32
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
New River Valley
Cumberland Plateau
Mount Rogers
West Piedmont
Southside
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2021
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+	385	87.79%	1.139	1.060	1.365
Metro, 250,000 to 1 Million	115	90.43%	1.106	1.029	1.325
Metro, 250,000 or Less	82	84.15%	1.188	1.106	1.424
Urban, Pop. 20,000+, Metro Adj.	12	66.67%	1.500	1.412	1.798
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	52	76.92%	1.300	1.210	1.395
Urban, Pop. 2,500-19,999, Non-Adj.	29	86.21%	1.160	1.079	1.390
Rural, Metro Adj.	26	88.46%	1.130	1.052	1.355
Rural, Non-Adj.	17	70.59%	1.417	1.318	1.520
Virginia Border State/D.C.	144	70.83%	1.412	1.314	1.692
Other U.S. State	107	77.57%	1.289	1.200	1.545

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	39	69.23%	1.444	1.325	1.798
30 to 34	70	81.43%	1.228	1.127	1.444
35 to 39	99	79.80%	1.253	1.150	1.473
40 to 44	112	84.82%	1.179	1.082	1.467
45 to 49	113	88.50%	1.130	1.037	1.328
50 to 54	160	88.12%	1.135	1.041	1.412
55 to 59	120	89.17%	1.121	1.029	1.318
60 and Over	256	77.34%	1.293	1.186	1.609

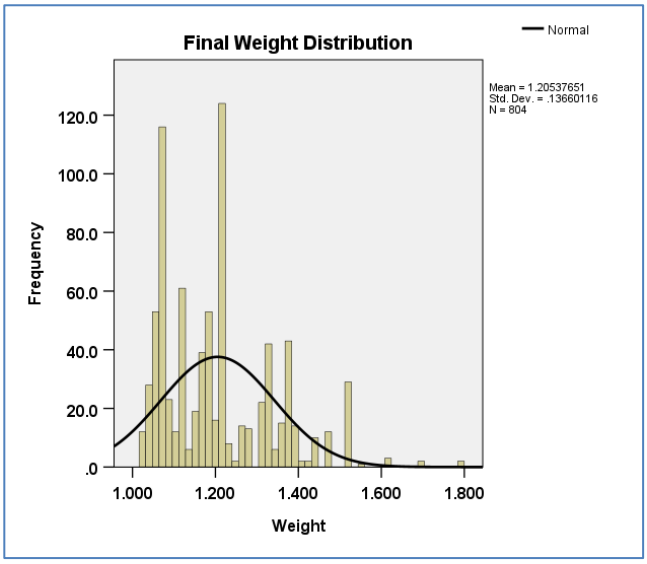
Source: Va. Healthcare Workforce Data Center

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: **0.829721**



Source: Va. Healthcare Workforce Data Center