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# *Virginia's Assisted Living Facility Administrator Workforce: 2014*

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Healthcare Workforce Data Center

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*472 Assisted Living Facility Administrators voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Assisted Living Facility Administrator Workforce: At a Glance:

## The Workforce

Licensees:	656
Virginia's Workforce:	612
FTEs:	718

## Background

Rural Childhood:	49%
HS Degree in VA:	60%
Prof. Degree in VA:	94%

## Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	83%
Satisfied?:	96%

## Survey Response Rate

All Licensees:	72%
Renewing Practitioners:	83%

## Highest Prof. Degree

Admin-in-Training:	24%
Baccalaureate:	13%

## Job Turnover

Switched Jobs:	6%
Employed over 2 yrs:	71%

## Demographics

Female:	83%
Diversity Index:	35%
Median Age:	53

## Finances

Median Income:	\$60k-\$70k
Vacation:	80%
Retirement:	42%

## Time Allocation

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




Source: Va. Healthcare Workforce Data Center

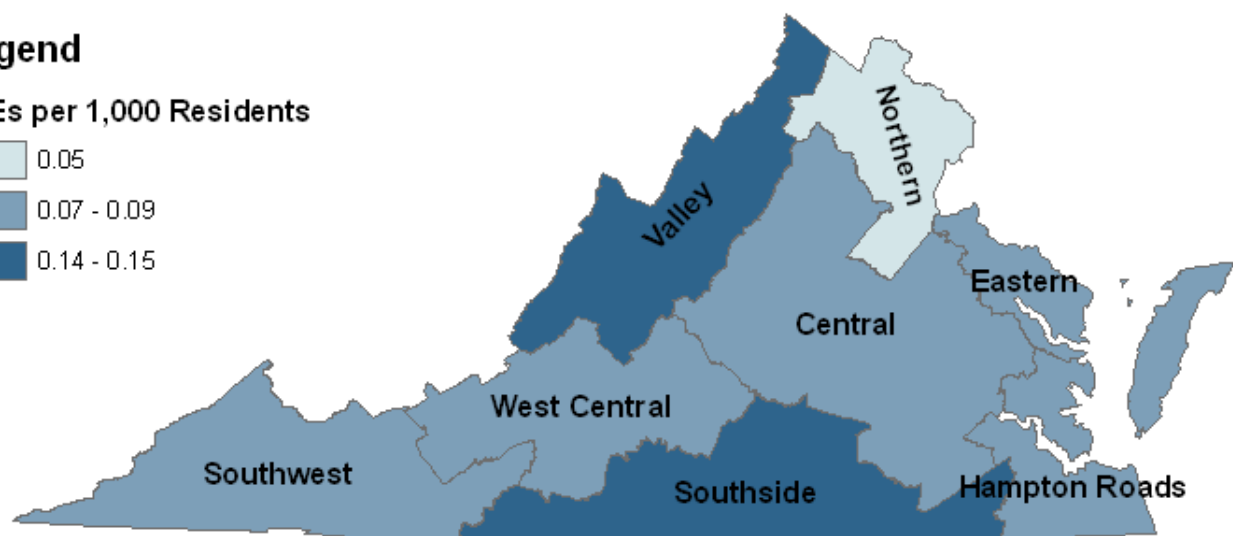
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.05
	0.07 - 0.09
	0.14 - 0.15



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



472 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2014 Assisted Living Facility Administrator Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for ALFAs. These survey respondents represent 72% of the 656 ALFAs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 612 ALFAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an ALFA at some point in the future. Between April 2013 and March 2014, Virginia's ALFA workforce provided 718 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

83% of ALFAs are female, while the median age of all ALFAs is 53. In a random encounter between two ALFAs, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, the diversity index for those ALFAs who are under the age of 40 is somewhat higher at 42%.

Nearly half of all ALFAs grew up in a rural area, but only 28% of these professionals currently work in non-Metro areas of the state. Meanwhile, 60% of Virginia's ALFAs graduated from high school in Virginia, while 94% received their initial professional degree in the state. In total, 95% of Virginia's ALFA workforce has some educational background in the state.

Nearly one-quarter of ALFAs hold an Administrator-in-Training certificate as their highest professional degree, while another 21% do not have any professional degree that is specific to health administration. Meanwhile, 59% of ALFAs hold the title of Administrator at their primary work location, while 21% hold the title of Executive Director.

90% of ALFAs are currently employed in the profession. 83% hold one full-time position, while another 9% hold two or more positions. Approximately half of all ALFAs work between 40 and 49 hours per week, while 16% work 60 or more hours per week. Only 1% of ALFAs are involuntarily unemployed, while another 2% are voluntarily unemployed. 71% of all ALFAs have been at their primary work location for at least two years.

The median annual income for ALFAs is between \$60,000 and \$70,000. In addition, 83% of ALFAs receive at least one employer-sponsored benefit, including 42% who have access to some form of retirement plan. 96% of ALFAs indicate they are satisfied with their current employment situation, including nearly three-quarters who indicate they are "very satisfied".

Nearly two-thirds of ALFAs work in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 19% of ALFAs worked at two or more locations in the past year. Nearly all ALFAs work in the private sector, including 81% who work at a for-profit company. More than four out of five ALFAs work at an assisted living facility, while another 4% work at a continuing-care retirement community.

A typical ALFA spends approximately half of her time on administrative tasks and one-quarter of her time on supervisory tasks. The typical ALFA also spends between 10% and 20% of her time treating patients, but only 1% serve a patient care role, meaning that at least 60% of her time is spent in patient care activities. On average, an ALFA treats between 50 and 74 patients per week at her primary work location.

30% of ALFAs expect to retire by the age of 65. Nearly 10% of the workforce expects to retire in the next two years, while half the current workforce expects to retire by 2034. Over the next two years, only 5% of ALFAs plan on leaving either the state or the profession. Meanwhile, 17% of ALFAs expect to pursue additional educational opportunities in the next two years, and 12% expect to begin accepting administrators-in-training.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	543	83%
New Licensees	60	9%
Non-Renewals	53	8%
All Licensees	656	100%

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. 83% of renewing ALFAs submitted a survey. These respondents represent 72% of all ALFAs who held a license at some point during the licensing period.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
Under 30	9	12	57%
30 to 34	9	22	71%
35 to 39	20	45	69%
40 to 44	19	49	72%
45 to 49	18	64	78%
50 to 54	33	77	70%
55 to 59	24	84	78%
60 and Over	52	119	70%
<b>Total</b>	<b>184</b>	<b>472</b>	<b>72%</b>
<b>New Licenses</b>			
Issued 4/2013 to 3/2014	43	17	28%
<b>Metro Status</b>			
Non-Metro	33	88	73%
Metro	129	362	74%
Not in Virginia	22	22	50%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Administrators**

Number:	656
New:	9%
Not Renewed:	8%

**Response Rates**

All Licensees:	72%
Renewing Practitioners:	83%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	472
Response Rate, all licensees	72%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2014.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2013 and March 2014.
- 3. Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in 2013 or 2014.

## At a Glance:

### Workforce

ALFA Workforce: 612  
 FTEs: 718

### Utilization Ratios

Licensees in VA Workforce: 93%  
 Licensees per FTE: 0.91  
 Workers per FTE: 0.85

Source: Va. Healthcare Workforce Data Center

Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	611	100%
Looking for Work in Virginia	1	0%
Virginia's Workforce	612	100%
Total FTEs	718	
Licensees	656	

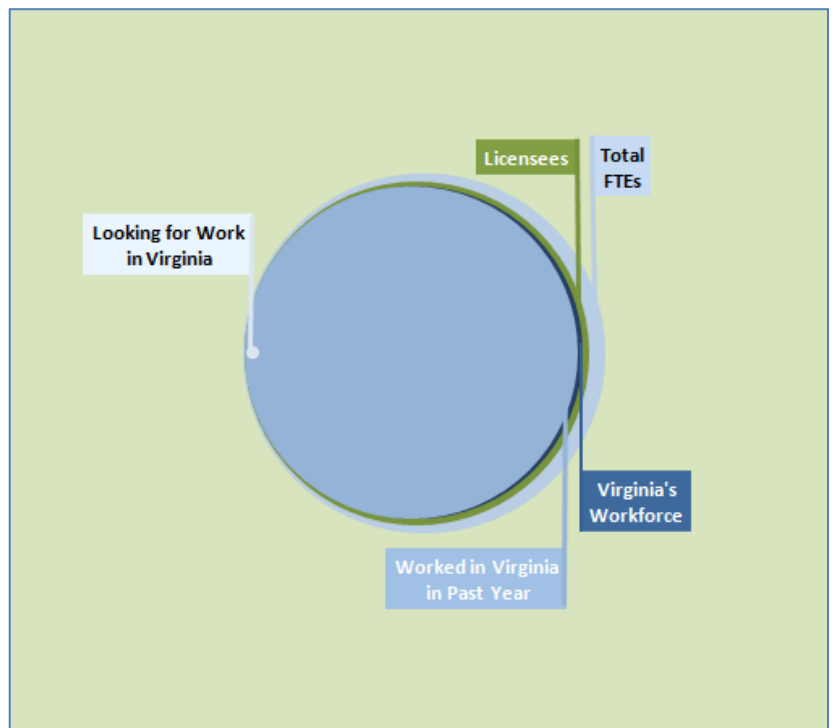
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2013 and March 2014 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	3	16%	18	84%	21	4%
30 to 34	7	27%	19	74%	26	5%
35 to 39	12	22%	44	78%	56	10%
40 to 44	15	24%	45	76%	60	11%
45 to 49	15	20%	61	80%	76	14%
50 to 54	11	12%	87	89%	98	17%
55 to 59	12	14%	74	87%	86	15%
60 +	22	16%	116	84%	138	25%
<b>Total</b>	<b>97</b>	<b>17%</b>	<b>463</b>	<b>83%</b>	<b>561</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	64%	447	79%	74	73%
Black	19%	89	16%	20	20%
Asian	6%	15	3%	3	3%
Other Race	0%	6	1%	1	1%
Two or more races	2%	3	1%	0	0%
Hispanic	8%	6	1%	3	3%
<b>Total</b>	<b>100%</b>	<b>566</b>	<b>100%</b>	<b>101</b>	<b>100%</b>

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

Only 18% of ALFAs are under the age of 40. Nearly 80% of this group is female, and nearly three-quarters are non-Hispanic white.

At a Glance:

**Gender**

% Female: 83%  
% Under 40 Female: 79%

**Age**

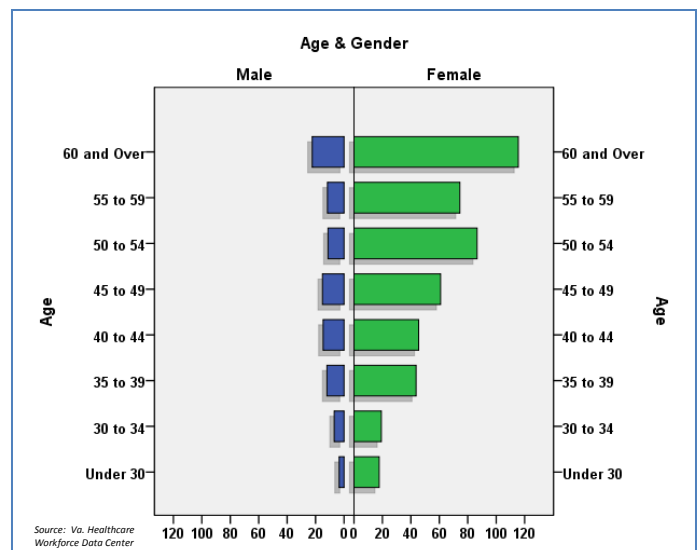
Median Age: 53  
% Under 40: 18%  
% 55+: 40%

**Diversity**

Diversity Index: 35%  
Under 40 Div. Index: 42%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 35% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 14%  
 Rural Childhood: 49%

### Virginia Background

HS in Virginia: 60%  
 Prof. in VA: 94%  
 HS or Prof. in VA: 95%

### Location Choice

% Rural to Non-Metro: 28%  
 % Urban/Suburban to Non-Metro: 10%

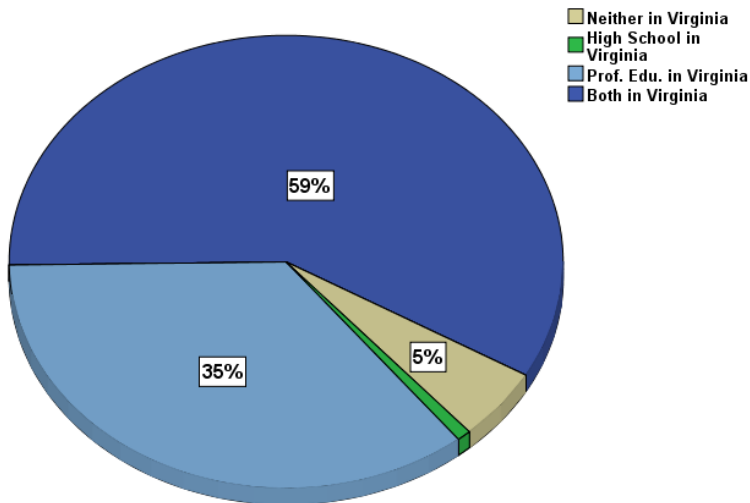
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	37%	44%	19%
2	Metro, 250,000 to 1 million	57%	30%	13%
3	Metro, 250,000 or less	67%	20%	13%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	81%	14%	5%
6	Urban pop, 2,500-19,999, Metro adj	73%	17%	10%
7	Urban pop, 2,500-19,999, nonadj	81%	14%	5%
8	Rural, Metro adj	55%	27%	18%
9	Rural, nonadj	60%	0%	40%
<b>Overall</b>		49%	35%	16%

Source: Va. Healthcare Workforce Data Center

## Educational Background



Source: Va. Healthcare Workforce Data Center

*Nearly half of all ALFAs grew up in a rural area, and more than one-quarter of this group currently work in non-Metro areas of the state. Overall, 19% of ALFAs currently work in rural areas of the state.*

## Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	336	Virginia	483
2	New York	29	North Carolina	6
3	Outside U.S./Canada	25	Florida	4
4	Pennsylvania	24	New Jersey	3
5	North Carolina	19	Washington, D.C.	2
6	West Virginia	12	Missouri	2
7	Maryland	11	Georgia	1
8	California	10	Pennsylvania	1
9	Florida	8	Iowa	1
10	New Jersey	8	Maryland	1

Source: Va. Healthcare Workforce Data Center

*60% of licensed ALFAs received their high school degree in Virginia, and 94% received their initial professional degree in the state. Outside of Virginia, New York, Pennsylvania, and North Carolina were also significant contributors to Virginia's ALFA workforce.*

*Among ALFAs who have been licensed in the past five years, 57% received their high school degree in Virginia, while 92% earned their initial professional degree in the state.*

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	172	Virginia	269
2	New York	18	North Carolina	4
3	North Carolina	16	Florida	3
4	Outside U.S./Canada	15	New Jersey	3
5	Pennsylvania	13	Washington, D.C.	2
6	Ohio	8	Missouri	2
7	Maryland	7	Maryland	1
8	Florida	5	Oklahoma	1
9	Tennessee	5	Idaho	1
10	New Jersey	5	Colorado	1

Source: Va. Healthcare Workforce Data Center

*7% of licensees were not a part of Virginia's ALFA workforce. 87% of these licensees worked at some point in the past year, including more than two-thirds who worked as ALFAs.*

### At a Glance:

#### Not in VA Workforce

Total:	44
% of Licensees:	7%
Federal/Military:	0%
Va Border State/DC:	11%

**A Closer Look:**

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
None	114	21%	-	-
Admin-in-Training	130	24%	-	-
High School/GED	-	-	154	28%
Associate	59	11%	112	20%
Bachelors	70	13%	183	33%
Graduate Cert.	18	3%	36	6%
Masters	29	5%	65	12%
Doctorate	3	1%	9	2%
Other	129	23%	-	-
<b>Total</b>	<b>552</b>	<b>100%</b>	<b>558</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*One-third of ALFAs hold a bachelor's degree as their highest degree, while more than one-quarter have either a high school degree or GED.*

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	359	59%	45	7%
Executive Director	126	21%	12	2%
Owner	60	10%	13	2%
Assistant Admin.	49	8%	11	2%
Pres./Exec. Officer	34	6%	7	1%
Other	98	16%	35	6%
<b>At Least One</b>	<b>540</b>	<b>88%</b>	<b>96</b>	<b>16%</b>

**At a Glance:**

**Health Administration Education**

Admin-in-Training:	24%
Bachelor's Degree:	13%
Associate Degree:	11%

**Licenses/Registrations**

Nurse (RN or LPN):	23%
RMA:	17%
CNA:	4%

**Job Titles**

Administrator:	59%
Executive Director:	21%

Source: Va. Healthcare Workforce Data Center

**Licenses and Registrations**

License/Registration	#	%
<b>Nurse (RN or LPN)</b>	140	23%
<b>Registered Medication Aide</b>	101	17%
<b>Certified Nursing Assistant</b>	25	4%
<b>Nursing Home Administrator</b>	8	1%
<b>Other</b>	44	7%
<b>At Least One</b>	<b>262</b>	<b>43%</b>

*Nearly 60% of Virginia's ALFA workforce held the title of Administrator at their primary work location.*

## At a Glance:

### Employment

Employed in Profession: 90%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 83%  
2 or More Positions: 9%

### Weekly Hours:

40 to 49: 51%  
60 or more: 16%  
Less than 30: 4%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
<b>Employed in a LTC-related capacity</b>	507	90%
<b>Employed, NOT in a LTC-related capacity</b>	32	6%
<b>Involuntarily unemployed</b>	8	1%
<b>Voluntarily unemployed</b>	10	2%
<b>Retired</b>	4	1%
<b>Total</b>	<b>562</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*90% of Virginia's ALFA workforce is employed in the profession, and 83% currently have one full-time job. More than half of all ALFAs currently work between 40 and 50 hours per week.*

Current Positions		
Positions	#	%
<b>No Positions</b>	22	4%
<b>One Part-Time Position</b>	21	4%
<b>Two Part-Time Positions</b>	6	1%
<b>One Full-Time Position</b>	466	83%
<b>One Full-Time Position &amp; One Part-Time Position</b>	32	6%
<b>Two Full-Time Positions</b>	8	1%
<b>More than Two Positions</b>	4	1%
<b>Total</b>	<b>559</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
<b>0 hours</b>	22	4%
<b>1 to 9 hours</b>	3	1%
<b>10 to 19 hours</b>	5	1%
<b>20 to 29 hours</b>	13	2%
<b>30 to 39 hours</b>	11	2%
<b>40 to 49 hours</b>	285	51%
<b>50 to 59 hours</b>	128	23%
<b>60 to 69 hours</b>	59	11%
<b>70 to 79 hours</b>	12	2%
<b>80 or more hours</b>	16	3%
<b>Total</b>	<b>554</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	4	1%
<b>Less than \$30,000</b>	45	10%
<b>\$30,000-\$39,999</b>	39	9%
<b>\$40,000-\$49,999</b>	73	16%
<b>\$50,000-\$59,999</b>	55	12%
<b>\$60,000-\$69,999</b>	62	14%
<b>\$70,000-\$79,999</b>	57	12%
<b>\$80,000-\$89,999</b>	43	9%
<b>\$90,000-\$99,999</b>	19	4%
<b>\$100,000 or More</b>	62	13%
<b>Total</b>	<b>458</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$60k-\$70k

**Benefits**  
Paid Vacation: 80%  
Employer Retirement: 42%

**Satisfaction**  
Satisfied: 96%  
Very Satisfied: 74%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
<b>Paid Vacation</b>	404	80%
<b>Paid Sick Leave</b>	330	65%
<b>Dental Insurance</b>	258	51%
<b>Group Life Insurance</b>	258	51%
<b>Retirement</b>	215	42%
<b>Signing/Retention Bonus</b>	38	7%
<b>Receive at least one benefit</b>	<b>419</b>	<b>83%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

*The median income for ALFAs is between \$60,000 and \$70,000 per year. In addition, 83% of ALFAs received at least one employer-sponsored benefit at their place of work, including 42% who had access to a retirement plan.*

*96% of ALFAs are satisfied with their job, including 74% who are very satisfied with their current work circumstances.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	403	74%
<b>Somewhat Satisfied</b>	117	22%
<b>Somewhat Dissatisfied</b>	13	2%
<b>Very Dissatisfied</b>	12	2%
<b>Total</b>	<b>544</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	13	2%
Experience Voluntary Unemployment?	14	2%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	7	1%
Work two or more positions at the same time?	81	13%
Switch employers or practices?	38	6%
<b>Experienced at least 1</b>	<b>139</b>	<b>23%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Unemployment Experience 2013**

Involuntarily Unemployed: 2%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 15%  
Over 2 years: 71%  
Over 2 yrs, 2<sup>nd</sup> location: 56%

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia's ALFAs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.5% in 2013.<sup>1</sup>*

**Location Tenure**

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	10	2%	3	3%
Less than 6 Months	20	4%	8	8%
6 Months to 1 Year	41	8%	13	14%
1 to 2 Years	86	16%	18	19%
3 to 5 Years	91	17%	12	13%
6 to 10 Years	122	22%	18	19%
More than 10 Years	175	32%	23	24%
<b>Subtotal</b>	<b>546</b>	<b>100%</b>	<b>95</b>	<b>100%</b>
Did not have location	4		495	
Item Missing	62		21	
<b>Total</b>	<b>612</b>		<b>612</b>	

*71% of ALFAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.*

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.3% in January 2013 to 4.8% in December 2013.

## At a Glance:

### Concentration

Top Region:	22%
Top 3 Regions:	64%
Lowest Region:	1%

### Locations

2 or more (Past Year):	19%
2 or more (Now*):	17%

Source: Va. Healthcare Workforce Data Center

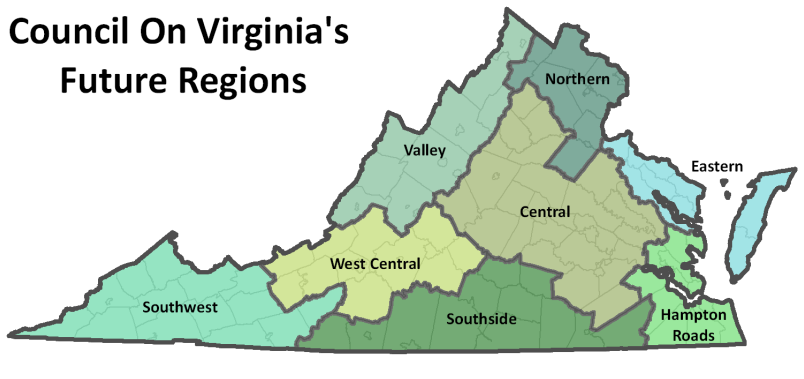
*Approximately two-thirds of ALFAs work in Northern Virginia, Central Virginia, or Hampton Roads. More than one-fifth of AFLAs work in either West Central Virginia or the Valley.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	115	21%	19	18%
Eastern	7	1%	4	4%
Hampton Roads	115	21%	23	22%
Northern	117	22%	25	24%
Southside	40	7%	8	8%
Southwest	27	5%	6	6%
Valley	60	11%	10	10%
West Central	61	11%	8	8%
Virginia Border State/DC	0	0%	0	0%
Other US State	1	0%	2	2%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>543</b>	<b>100%</b>	<b>105</b>	<b>100%</b>
<b>Item Missing</b>	<b>65</b>		<b>11</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*More than 80% of AFLAs currently have just one work location, while 11% currently work at two different locations.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
<b>0</b>	4	1%	8	2%
<b>1</b>	491	80%	446	82%
<b>2</b>	72	12%	58	11%
<b>3</b>	35	6%	28	5%
<b>4</b>	1	0%	0	0%
<b>5</b>	1	0%	3	1%
<b>6 or More</b>	7	1%	4	1%
<b>Total</b>	<b>612</b>	<b>100%</b>	<b>548</b>	<b>100%</b>

\*At the time of survey completion, March 2014.

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	427	81%	79	81%
Non-Profit	94	18%	14	14%
State/Local Government	8	2%	5	5%
Veterans Administration	0	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
<b>Total</b>	<b>529</b>	<b>100%</b>	<b>98</b>	<b>100%</b>
Did not have location	4		495	
Item Missing	78		18	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

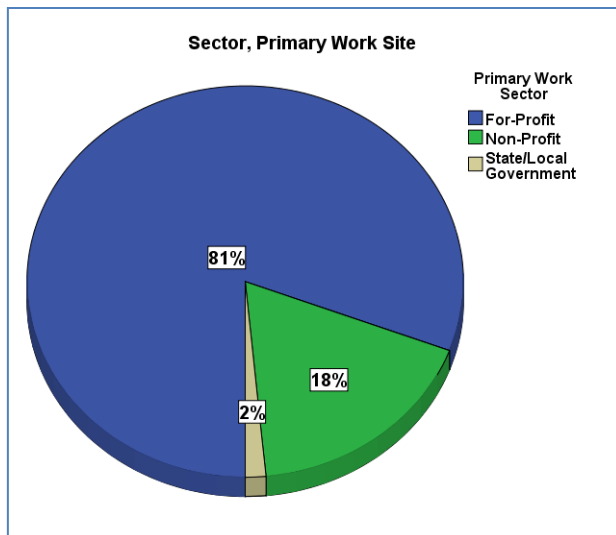
For Profit:	81%
Federal:	0%

**Top Establishments**

Assisted Living Facility:	83%
Continuing Care	
Retirement Comm.:	4%

Source: Va. Healthcare Workforce Data Center

Nearly all ALFAs work in the private sector, including 81% who worked in a for-profit organization. 58% of ALFAs work at independent organizations, while most of the remaining ALFAs work for facility chains.



Source: Va. Healthcare Workforce Data Center

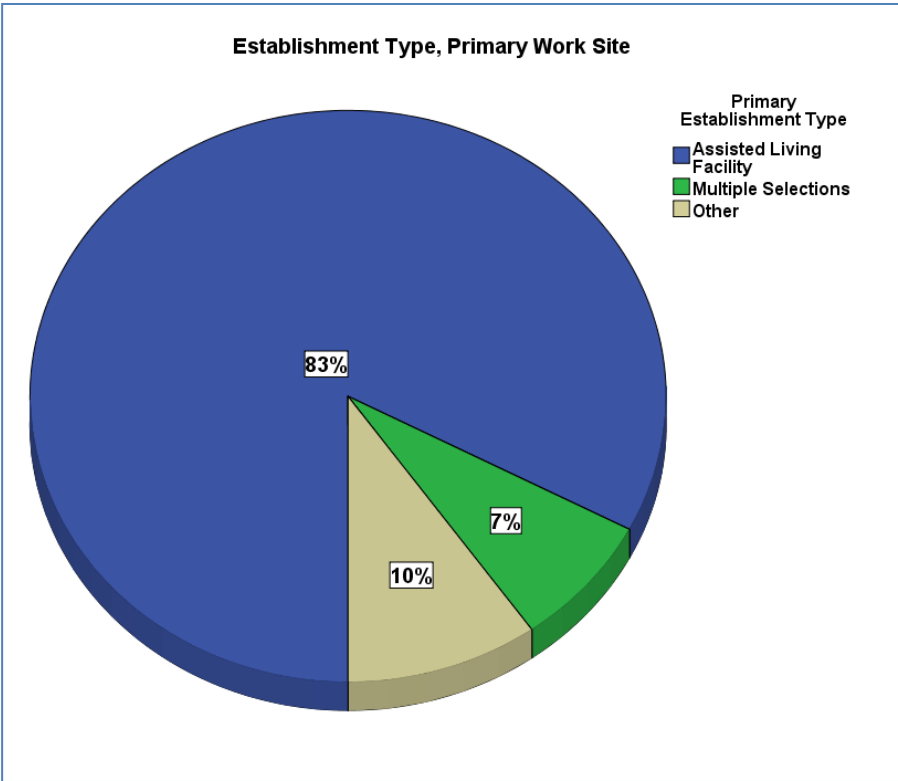
Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	280	58%	43	47%
Facility Chain	166	35%	27	30%
Hospital-Based	11	2%	5	5%
College/University	1	0%	4	4%
Integrated Health System	0	0%	1	1%
Other	23	5%	11	12%
<b>Total</b>	<b>481</b>	<b>100%</b>	<b>91</b>	<b>100%</b>
Did not have location	4		495	
Item Missing	126		25	

Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
<b>Assisted Living Facility</b>	452	83%	55	58%
<b>Continuing Care Retirement Community</b>	20	4%	3	3%
<b>Adult Day Care</b>	4	1%	2	2%
<b>Home/Community Health Care</b>	4	1%	0	0%
<b>Hospice</b>	4	1%	0	0%
<b>Skilled Nursing Facility</b>	3	1%	1	1%
<b>Rehabilitation Facility</b>	1	0%	3	3%
<b>PACE</b>	1	0%	0	0%
<b>Multiple Selections</b>	41	7%	17	18%
<b>Other</b>	16	3%	14	15%
<b>Total</b>	546	100%	95	100%
<b>Did Not Have a Location</b>	4		495	

*A majority of ALFAs at both primary and secondary work locations are employed by assisted living facilities.*

*7% of ALFAs are employed by multiple establishment types at their primary work location. This percentage increases to 18% for those with secondary work locations.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

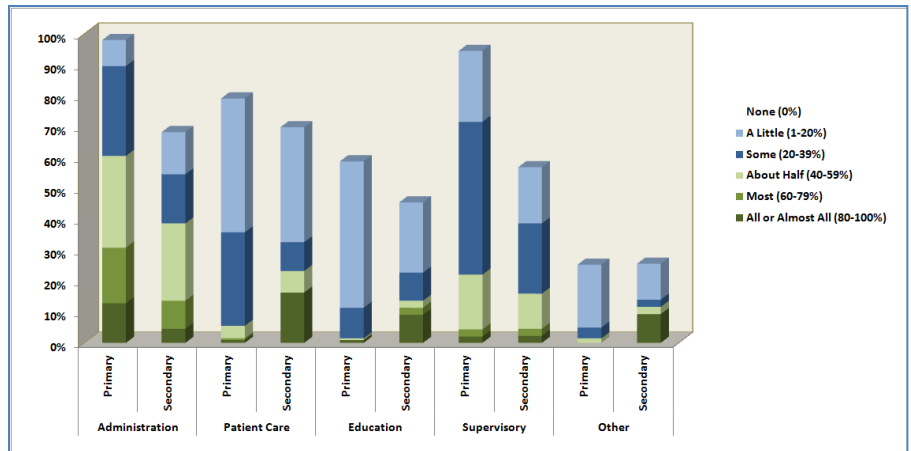
Administration: 40%-50%  
 Supervisory: 20%-30%  
 Patient Care: 10%-20%  
 Education: 1%-10%

### Roles

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical ALFA spends nearly half of her time on administrative tasks and one-quarter of her time on supervisory activities. Nearly one-third of ALFAs 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	
<b>All or Almost All (80-100%)</b>	13%	5%	1%	16%	1%	9%	2%	2%	0%	9%	
<b>Most (60-79%)</b>	18%	9%	1%	0%	0%	2%	2%	2%	0%	0%	
<b>About Half (40-59%)</b>	30%	25%	4%	7%	1%	2%	18%	11%	1%	2%	
<b>Some (20-39%)</b>	29%	16%	30%	9%	10%	9%	49%	23%	3%	2%	
<b>A Little (1-20%)</b>	8%	14%	43%	36%	47%	23%	23%	18%	20%	11%	
<b>None (0%)</b>	2%	32%	21%	30%	41%	55%	6%	43%	74%	73%	

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
<b>None</b>	19	4%	17	18%
<b>1-24</b>	91	19%	30	31%
<b>25-49</b>	120	25%	21	22%
<b>50-74</b>	111	23%	11	11%
<b>75-99</b>	65	13%	7	7%
<b>100-124</b>	31	6%	7	7%
<b>125-149</b>	20	4%	0	0%
<b>150-174</b>	4	1%	0	0%
<b>175-199</b>	4	1%	0	0%
<b>200-224</b>	5	1%	1	1%
<b>225-249</b>	3	1%	0	0%
<b>250-274</b>	3	1%	0	0%
<b>275-299</b>	1	0%	0	0%
<b>300 or more</b>	11	2%	3	3%
<b>Total</b>	<b>487</b>	<b>100%</b>	<b>96</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

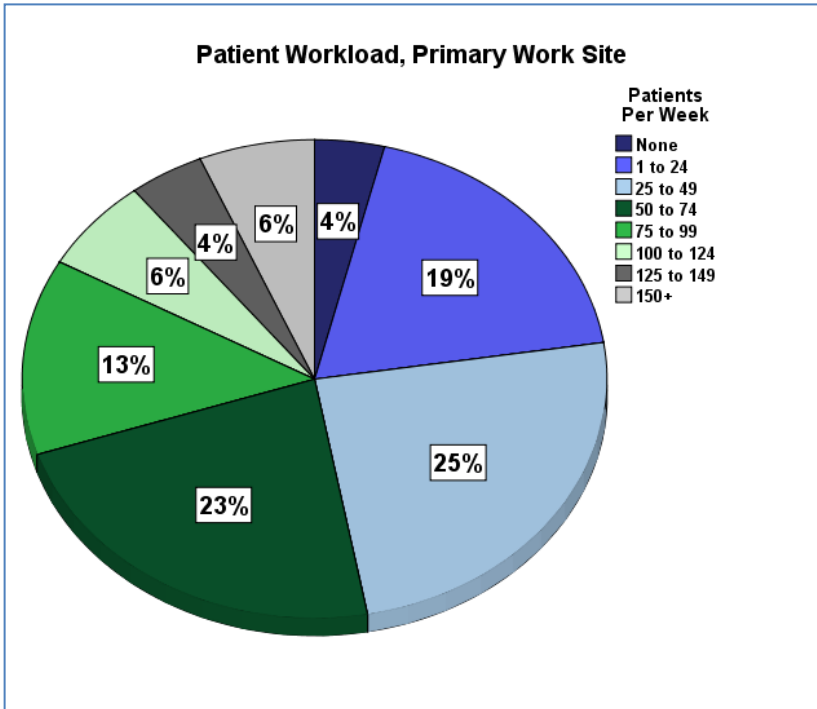
## At a Glance:

**Patient Workload (Median)**

Primary Location: 50-74  
Secondary Location: 25-49

Source: Va. Healthcare Workforce Data Center

The typical ALFA was responsible for between 50 and 74 patients at their primary work location and an additional 25 to 49 patients at their secondary work location, if they had one.



Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
<b>Under age 50</b>	5	1%	-	-
<b>50 to 54</b>	13	3%	-	-
<b>55 to 59</b>	30	6%	10	4%
<b>60 to 64</b>	100	20%	63	23%
<b>65 to 69</b>	177	36%	99	36%
<b>70 to 74</b>	93	19%	59	21%
<b>75 to 79</b>	19	4%	15	5%
<b>80 or over</b>	4	1%	4	1%
<b>I do not intend to retire</b>	46	9%	27	10%
<b>Total</b>	<b>489</b>	<b>100%</b>	<b>277</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All ALFAs**

Under 65: 30%  
Under 60: 10%

**ALFAs 50 and over**

Under 65: 26%  
Under 60: 4%

**Time until Retirement**

Within 2 years: 9%  
Within 10 years: 30%  
Half the workforce: by 2034

Source: Va. Healthcare Workforce Data Center

*30% of ALFAs expect to retire by the age of 65, but this percentage falls to 26% for those ALFAs who are age 50 or over. Meanwhile, approximately one-third of all ALFAs expect to work until at least age 70, including nearly 10% who do not expect to retire at all.*

*Within the next two years, 5% of Virginia’s ALFAs plan on leaving either the profession or the state. Meanwhile, 17% expect to pursue additional educational opportunities, while 12% will begin accepting administrators-in-training.*

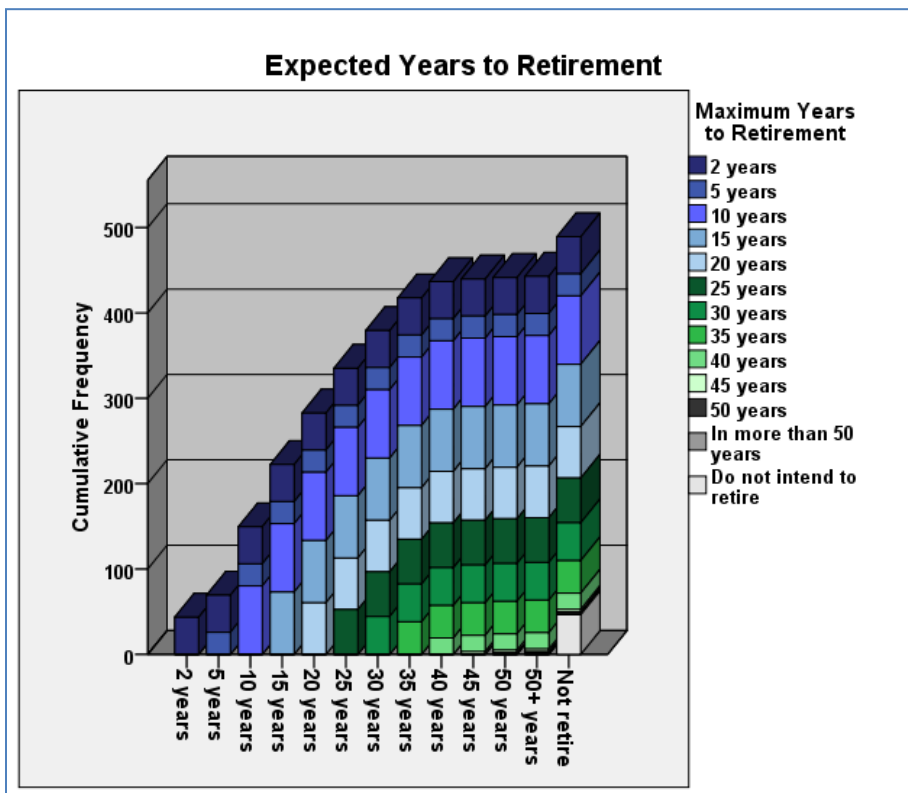
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	7	1%
<b>Leave Virginia</b>	23	4%
<b>Decrease Patient Care Hours</b>	46	8%
<b>Decrease Teaching Hours</b>	5	1%
<b>Cease Accepting Trainees</b>	3	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	33	5%
<b>Increase Teaching Hours</b>	24	4%
<b>Pursue Additional Education</b>	107	17%
<b>Begin Accepting Trainees</b>	73	12%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While only 9% of ALFAs expect to retire in the next two years, 30% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2034.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	43	9%	9%
5 years	26	5%	14%
10 years	80	16%	30%
15 years	73	15%	45%
20 years	60	12%	58%
25 years	52	11%	68%
30 years	44	9%	77%
35 years	38	8%	85%
40 years	19	4%	89%
45 years	3	1%	90%
50 years	2	0%	90%
55 years	0	0%	90%
In more than 55 years	1	0%	90%
Do not intend to retire	46	9%	100%
<b>Total</b>	<b>489</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 16% of the current workforce around the same time before declining to under 10% again around 2044.

## At a Glance:

### FTEs

Total: 718  
 FTEs/1,000 Residents: .087  
 Average: 1.18

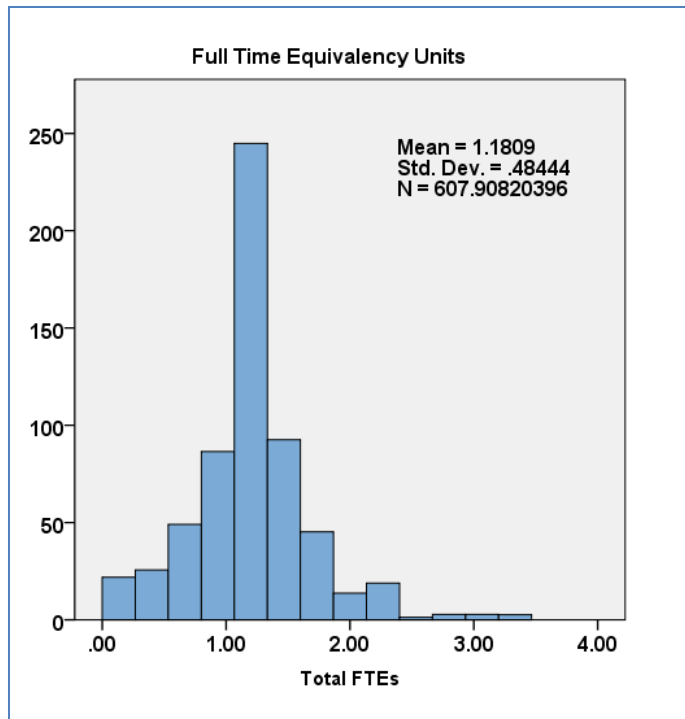
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: None

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

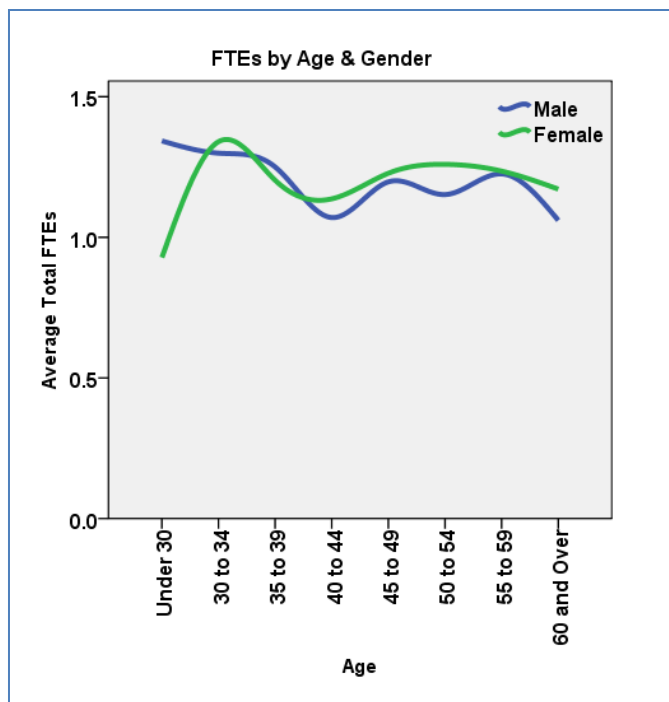


Source: Va. Healthcare Workforce Data Center

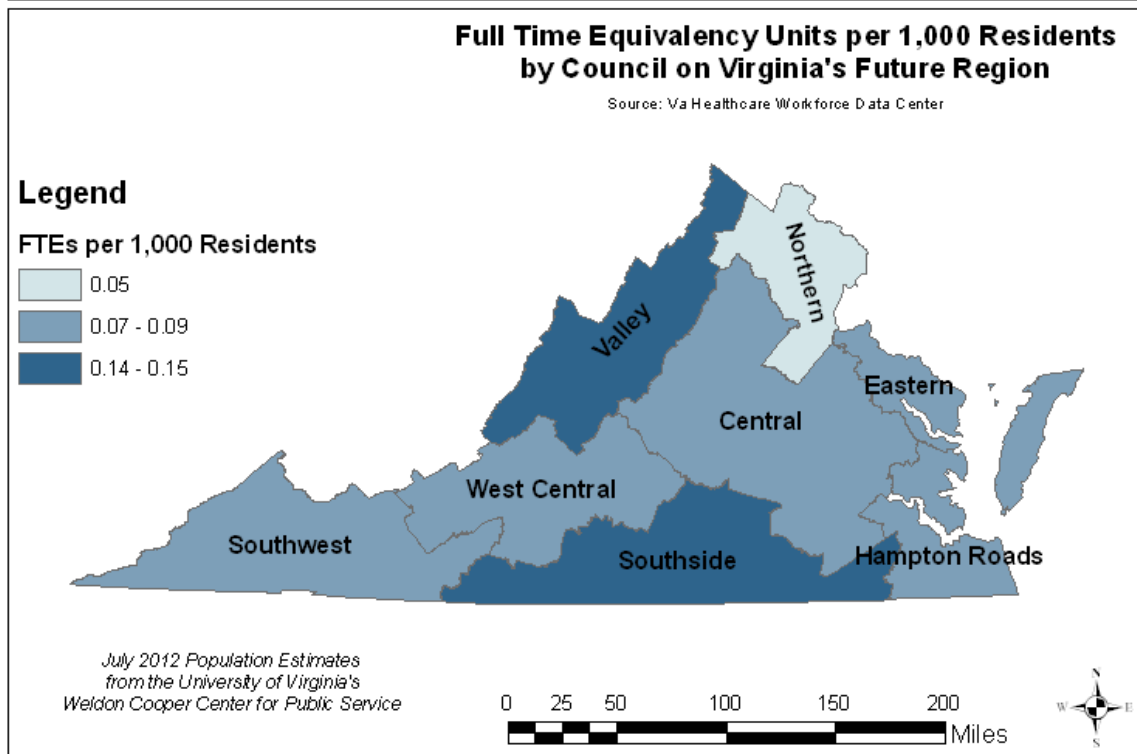
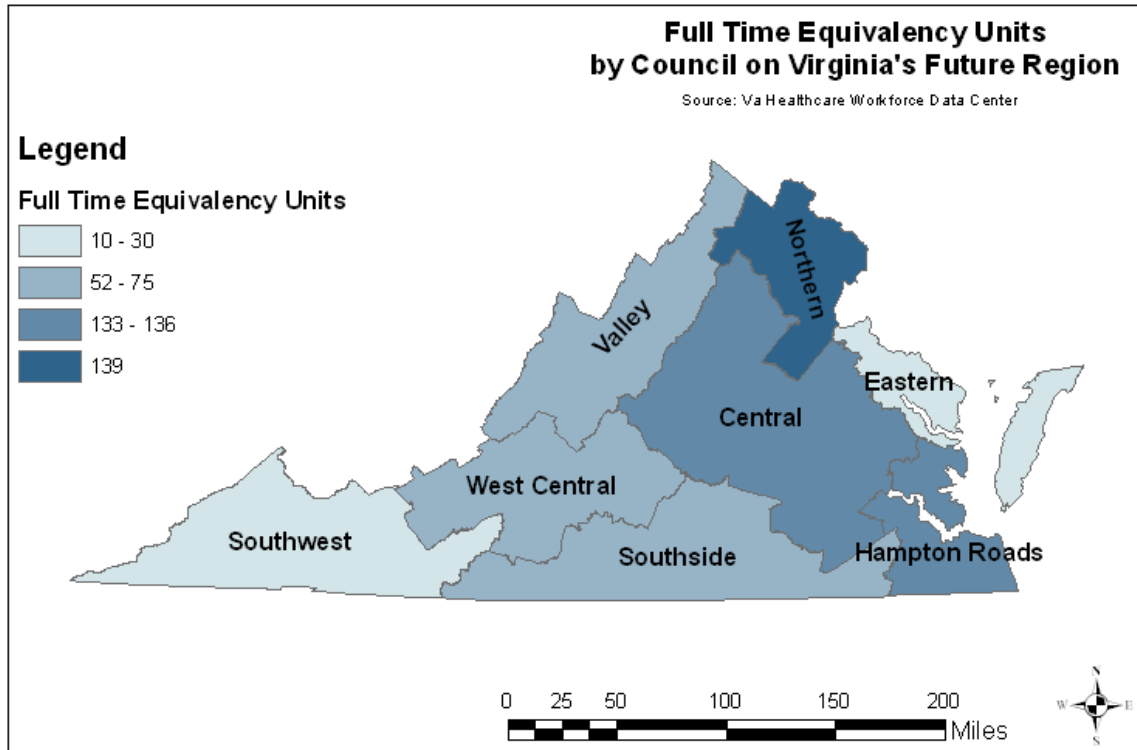
*The typical (median) ALFA provided 1.17 FTEs in 2013, or approximately 45 hours per week for 52 weeks. Statistical tests do not indicate that FTEs vary by age or gender.*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	1.00	1.13
30 to 34	1.29	1.17
35 to 39	1.19	1.17
40 to 44	1.12	1.17
45 to 49	1.21	1.17
50 to 54	1.24	1.17
55 to 59	1.22	1.17
60 and Over	1.13	1.13
<b>Gender</b>		
Male	1.17	1.17
Female	1.20	1.17

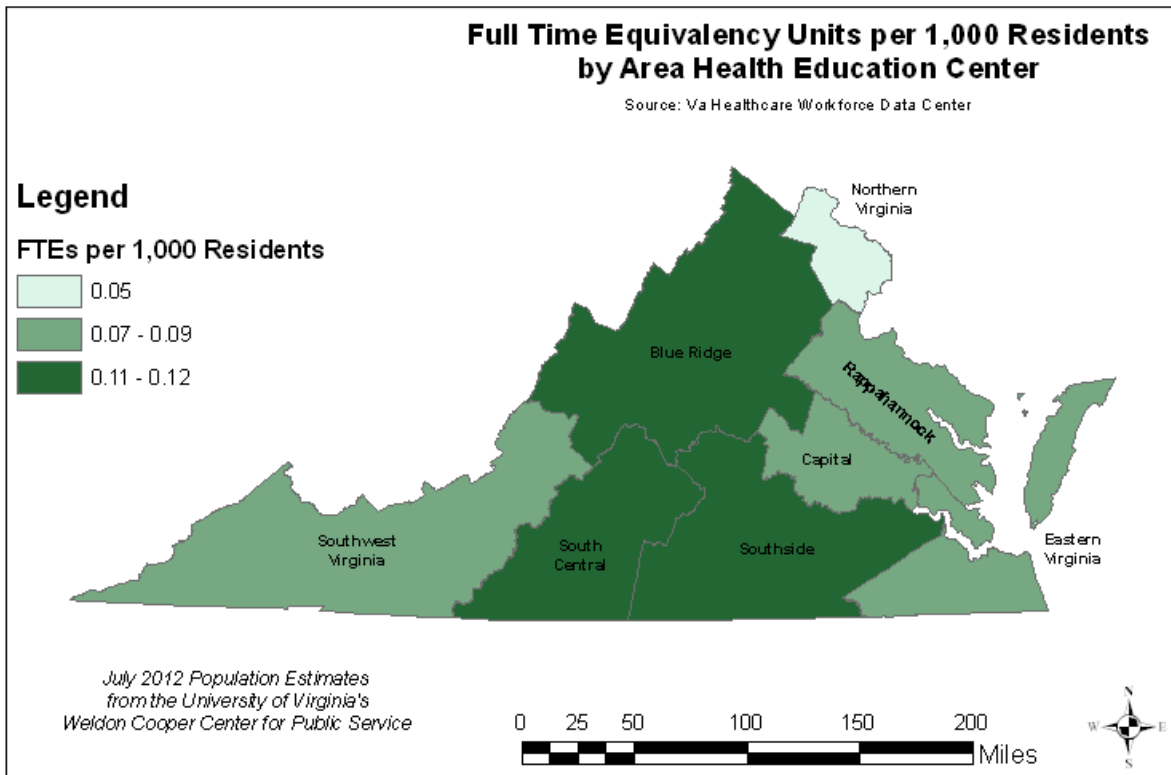
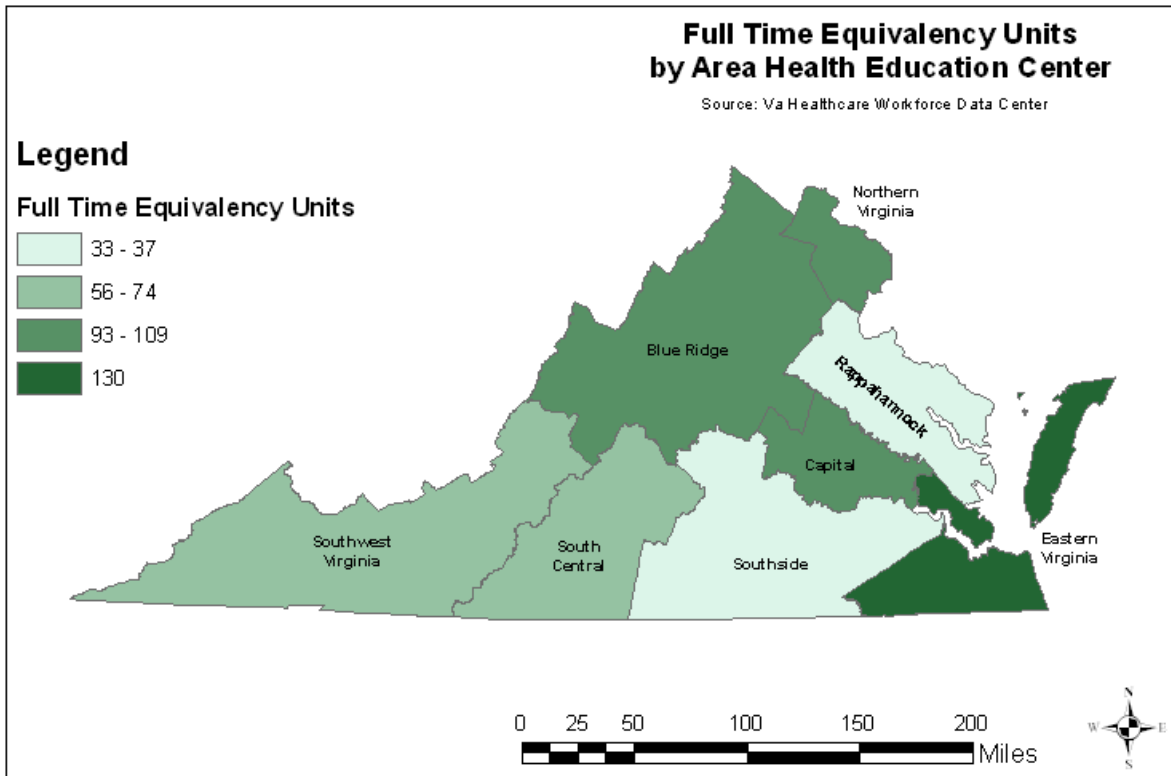
Source: Va. Healthcare Workforce Data Center

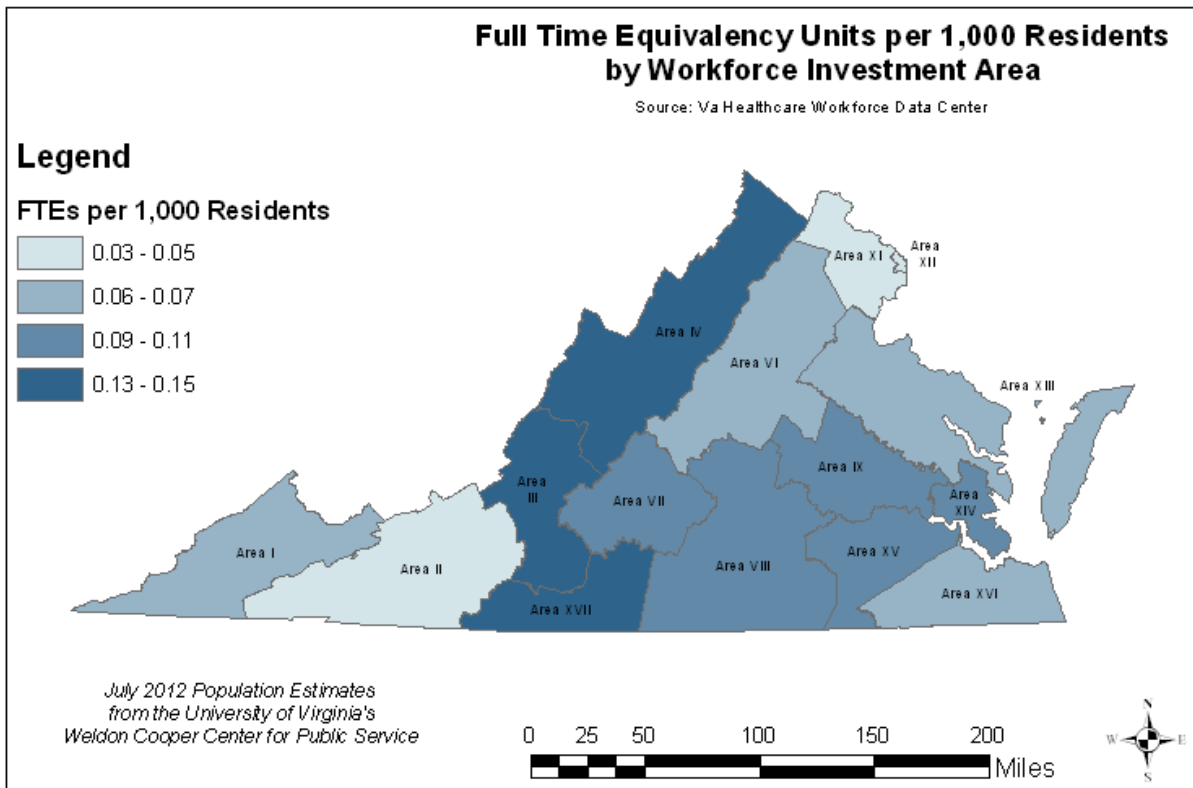
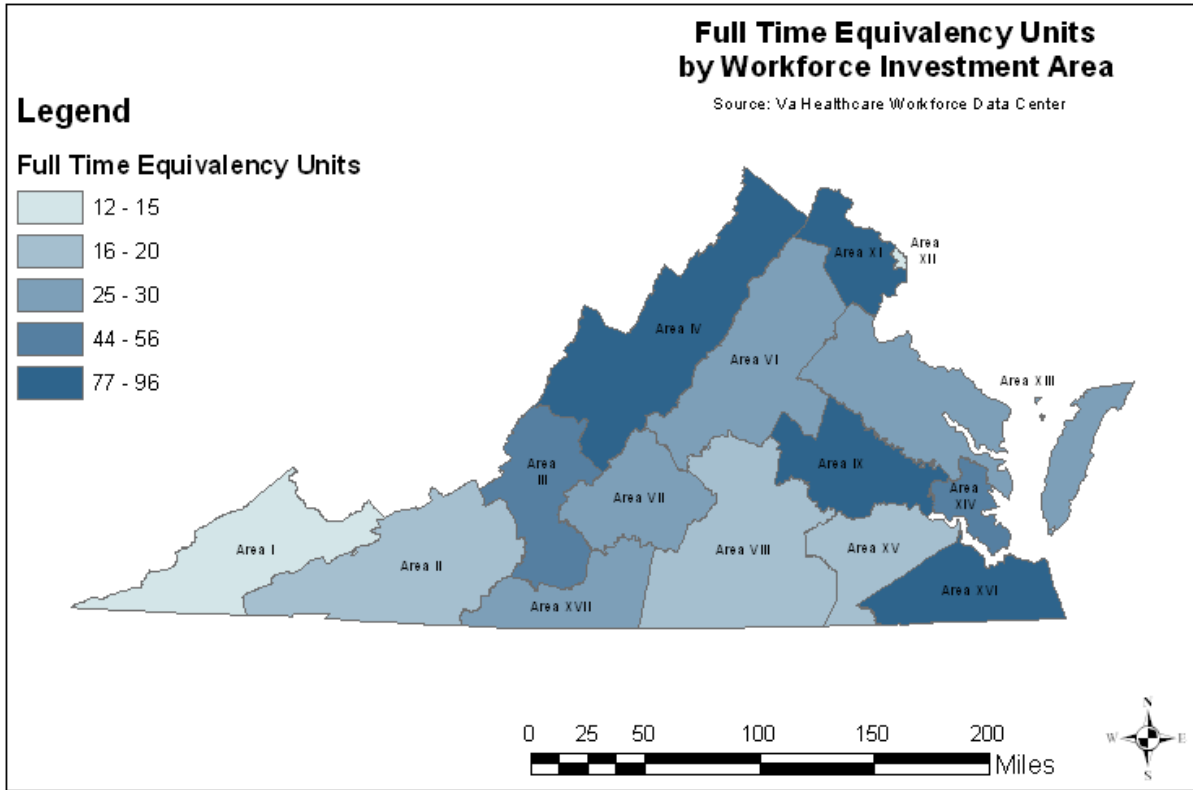


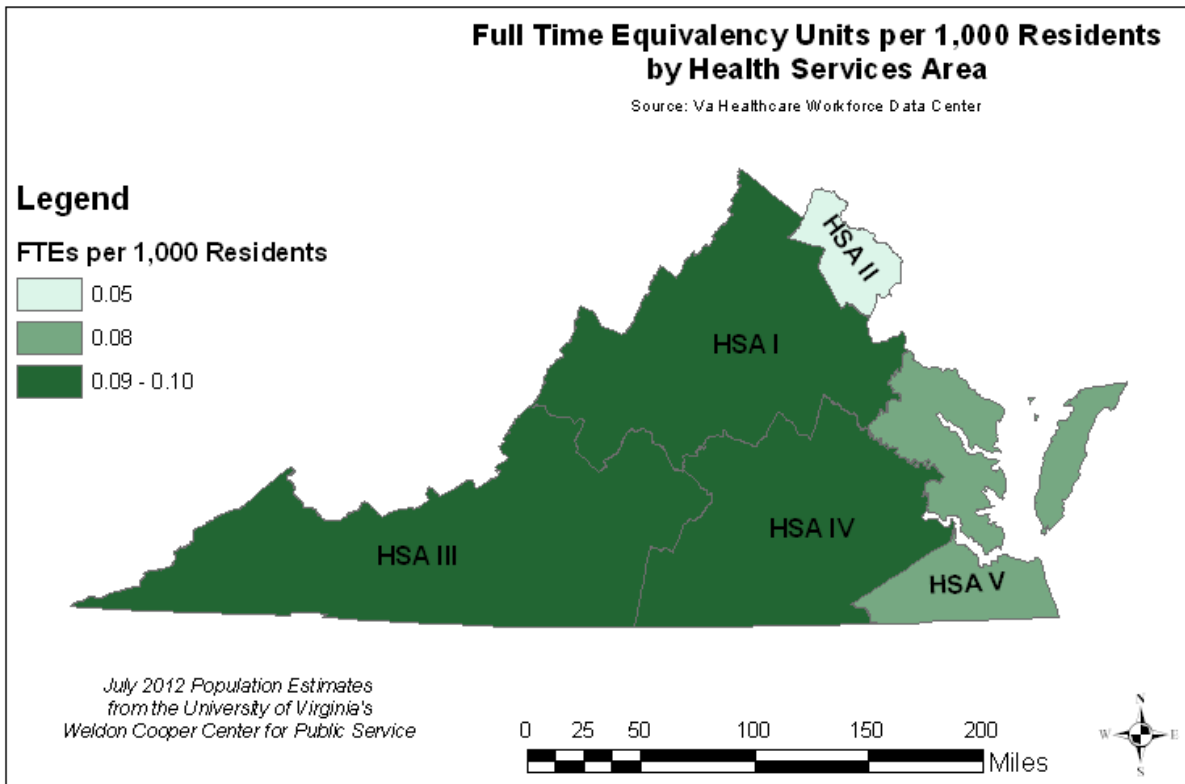
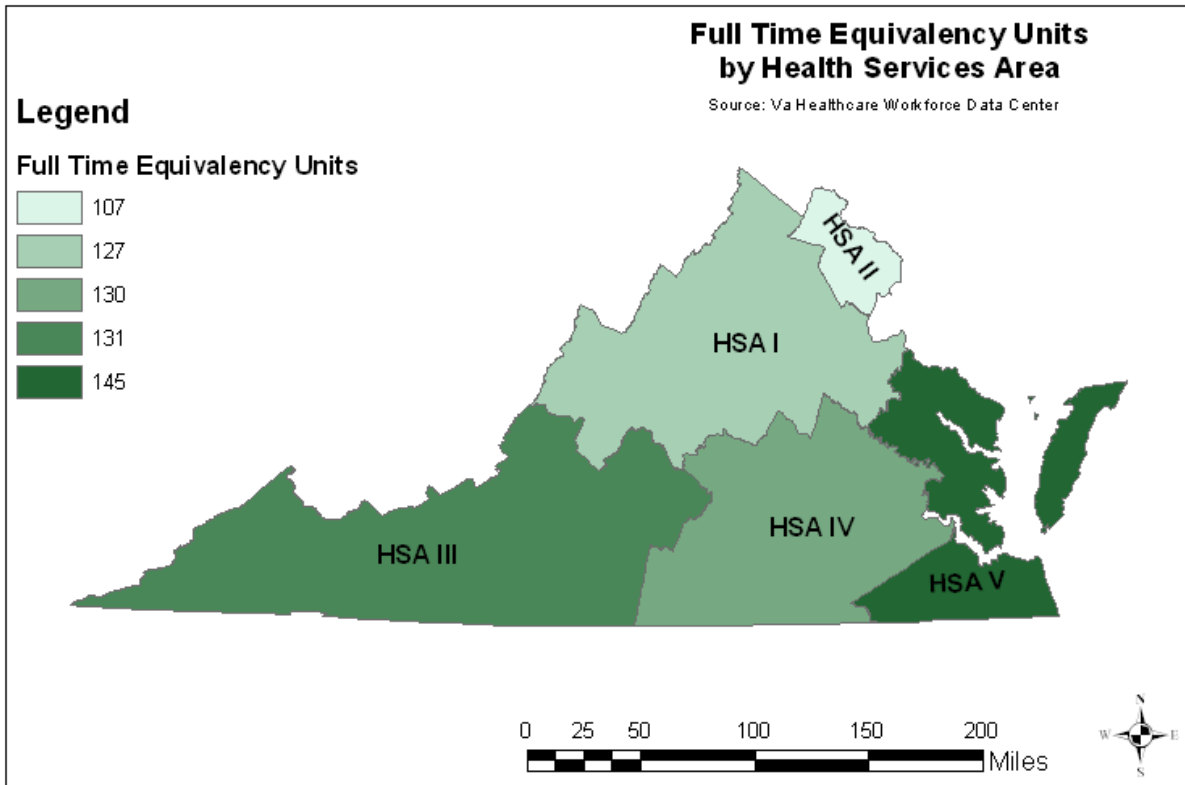
Source: Va. Healthcare Workforce Data Center

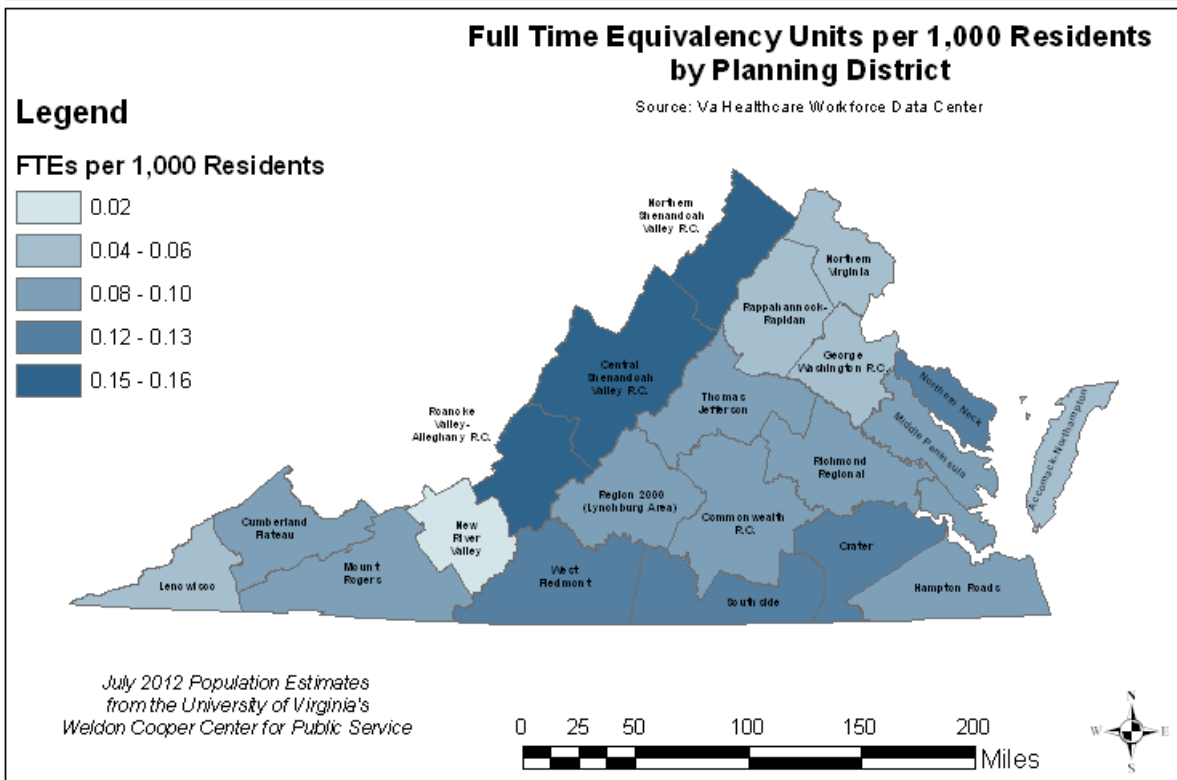
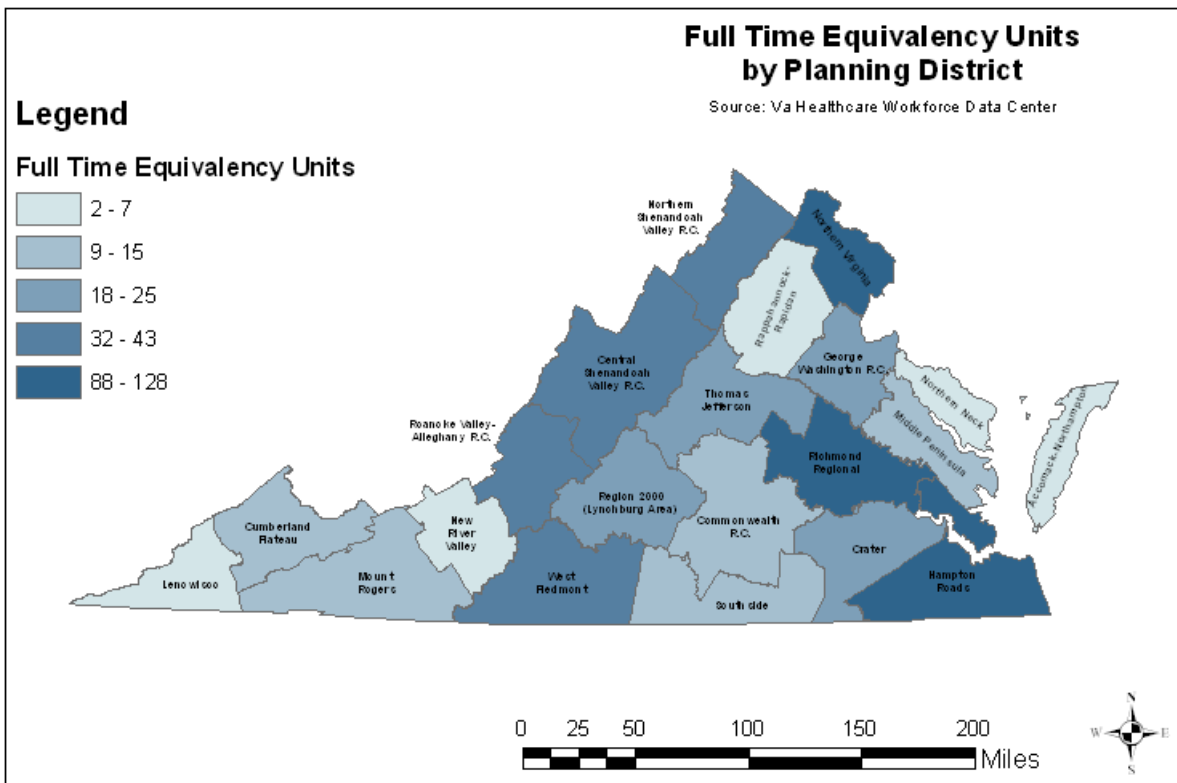












Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	361	73.41%	1.362264	1.25584	1.71529
Metro, 250,000 to 1 million	66	74.24%	1.346939	1.24171	1.69599
Metro, 250,000 or less	64	75.00%	1.333333	1.22917	1.67886
Urban pop 20,000+, Metro adj	17	70.59%	1.416667	1.30599	1.46472
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	53	71.70%	1.394737	1.28577	1.75618
Urban pop, 2,500-19,999, nonadj	29	79.31%	1.26087	1.16236	1.31042
Rural, Metro adj	14	57.14%	1.75	1.61328	2.20351
Rural, nonadj	8	87.50%	1.142857	1.05357	1.18162
Virginia border state/DC	29	48.28%	2.071429	1.9096	2.15283
Other US State	15	53.33%	1.875	1.72852	1.9386

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	21	57.14%	1.75	1.67886	2.20351
30 to 34	31	70.97%	1.409091	1.27834	2.10014
35 to 39	65	69.23%	1.444444	1.31042	2.15283
40 to 44	68	72.06%	1.387755	1.25899	2.06834
45 to 49	82	78.05%	1.28125	1.05357	1.9096
50 to 54	110	70.00%	1.428571	1.29602	2.12917
55 to 59	108	77.78%	1.285714	1.16641	1.91625
60 and Over	171	69.59%	1.436975	1.18162	2.14169

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://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: 0.719512**

