
Virginia's Assisted Living Facility Administrator Workforce: 2017

Healthcare Workforce Data Center

May 2017

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

Follow us on Tumblr: www.vahwdc.tumblr.com

506 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!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Long-Term Care Administrators

Chair

Derrick Kendall, NHA
Blackstone

Vice-Chair

Martha H. Hunt, ALFA
Richmond

Members

Karen Hopkins Stanfield, NHA
Dinwiddie

Marj Pantone, ALFA
Virginia Beach

Cary Douglas Nevitt, ALFA
Fredericksburg

Mitchell P. Davis, NHA
Salem

Shervonne Banks
Hampton

Mary B. Brydon
Richmond

Basil Acey
Henrico

Executive Director

Corie E. Tillman Wolf, J.D.

Contents

Results in Brief.....	2
Summary of Trends	3
Survey Response Rates.....	4
The Workforce.....	5
Demographics.....	6
Background	7
Education & Job Titles	9
Current Employment Situation	10
Employment Quality.....	11
2016-2017 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
Council on Virginia’s Future 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 Assisted Living Facility Administrator Workforce: At a Glance:

The Workforce

Licensees:	643
Virginia's Workforce:	616
FTEs:	725

Background

Rural Childhood:	44%
HS Degree in VA:	60%
Prof. Degree in VA:	92%

Current Employment

Employed in Prof.:	87%
Hold 1 Full-time Job:	82%
Satisfied?:	95%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	94%

Health Admin. Edu.

Admin-in-Training:	32%
Baccalaureate:	13%

Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	64%

Demographics

Female:	84%
Diversity Index:	41%
Median Age:	52

Finances

Median Income:	\$70k-\$80k
Vacation:	81%
Retirement:	50%

Time Allocation

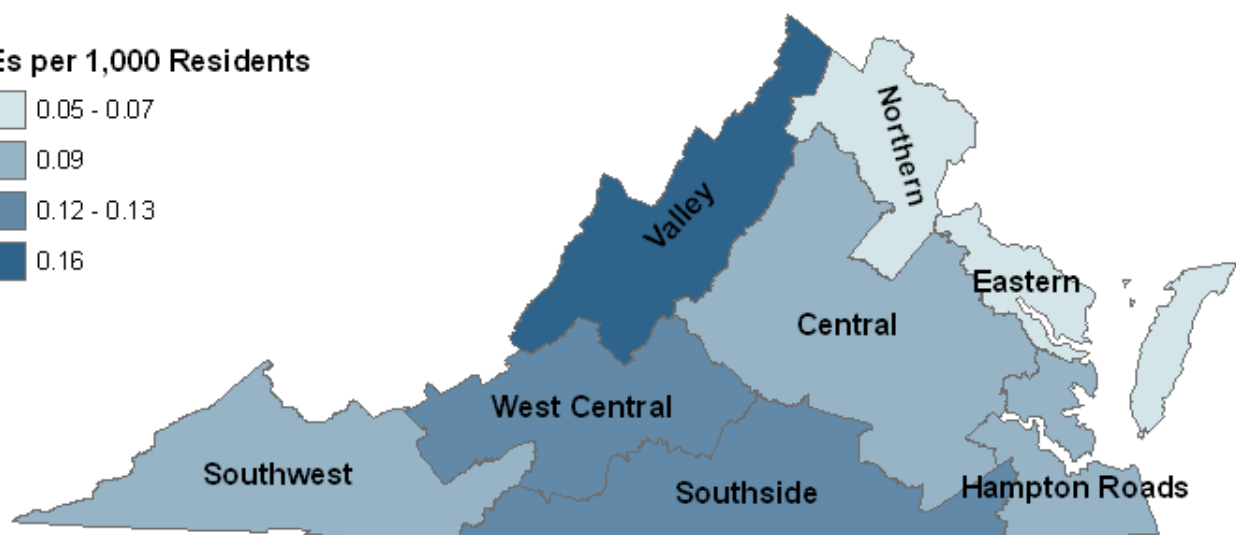
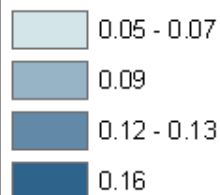
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



506 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2017 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 79% of the 643 ALFAs who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 616 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 2016 and March 2017, Virginia's ALFA workforce provided 725 "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).

84% of ALFAs are female, including 78% of those ALFAs who are under the age of 40. Overall, the median age of Virginia's ALFA workforce is 52. In a random encounter between two ALFAs, there is a 41% chance that they would be of different races or ethnicities, a measure known as the diversity index. Among ALFAs who are under the age of 40, this index rises to 45%. Regardless, this makes Virginia's ALFA workforce less diverse than the state's overall population, which currently has a diversity index of 56%.

44% of all ALFAs grew up in a rural area, and 26% of these professionals currently work in non-metro areas of the state. Overall, 16% of Virginia's ALFAs work in non-metro areas of the state. In addition, 93% of Virginia's ALFA workforce has some educational background in the state, including 58% who received both their high school and initial professional degrees in the state.

32% of Virginia's ALFAs hold an Administrator-in-Training certificate as their highest professional degree, while another 13% have earned a bachelor's degree in health administration. 42% of all ALFAs in the state hold the title of Administrator at their primary work location, while another 22% hold the title of Executive Director. In addition to being licensed as an ALFA, 20% of the workforce is also licensed as a nurse (either a RN or a LPN) and 14% are licensed as a Registered Medication Aide (RMA).

87% of Virginia's ALFAs are currently employed in the profession, and just 1% are involuntarily unemployed at the moment. 82% of Virginia's ALFA workforce holds one full-time job, while 10% hold multiple positions simultaneously. 47% of all ALFAs work between 40 and 49 hours per week, while 17% work at least 60 hours per week. Only 2% of ALFAs work less than 30 hours per week.

The median annual income for ALFAs is between \$70,000 and \$80,000. In addition, 84% of ALFAs who work receive at least one employer-sponsored benefit, including 81% who receive paid vacation time and 50% who have access to some form of a retirement plan. 95% of ALFAs indicate they are satisfied with their current employment situation, including 72% who indicate they are "very satisfied".

While 8% of Virginia's ALFAs have switched jobs in the past year, 64% of all ALFAs have remained at the same primary work location for at least two years. 81% of all ALFAs work at a for-profit establishment, and assisted living facilities were by far the most common primary establishment type, employing 74% of Virginia's ALFA workforce.

A typical ALFA spends nearly half of her time on administrative tasks, and 31% of all ALFAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical ALFA spends approximately one-quarter of her time performing supervisory tasks and 15% of her time treating patients. On average, the typical ALFA is responsible for between 50 and 74 patients at her primary work location.

25% of ALFAs expect to retire by the age of 65. 29% of Virginia's ALFA workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2037. Over the next two years, 12% of all ALFAs expect to pursue additional educational opportunities, while 11% plan to begin accepting administrators-in-training.

Summary of Trends

Over the past four years, there has been essentially no change in the number of licensed ALFAs in Virginia. In 2013, there were 642 licensed ALFAs in the state, but this figure only increased by one to 643 in 2017. On the other hand, these licensees were more likely to respond to the ALFA survey in 2017. 436 ALFAs responded to the 2013 ALFA survey, which represented 68% of all licensees and 81% of renewing practitioners. However, 506 ALFAs completed the survey in 2017, which represents 79% of all licensees and 94% of renewing practitioners.

The size of the ALFA workforce has also hardly changed since 2013. There were 612 ALFAs in Virginia's 2013 ALFA workforce, but this number has only increased to 616 in 2017. At the same time, the number of FTEs furnished by this workforce has decreased slightly over the past four years. The 2013 ALFA workforce provided 728 FTEs, but only 725 FTEs were furnished by Virginia's ALFA workforce in 2017.

Females make up the majority of the ALFA workforce, and this percentage has actually increased slightly since 2013. 83% of Virginia's ALFA workforce were female in 2013, and this percentage has drifted upward to 84% in 2017. On the other hand, the percentage of female ALFAs who are under the age of 40 has decreased slightly from 79% to 78%. At the same time, Virginia's ALFA workforce has become more diverse. In 2013, the diversity index of Virginia's ALFA workforce was 37%, but this percentage has increased to 41% in 2017. As for ALFAs who are under the age of 40, the same trend also holds. Their diversity index has increased from 41% to 45% since 2013.

With respect to the background of Virginia's ALFA workforce, these professionals were less likely to grow up or work in non-metro areas of the state. In 2013, 49% of all ALFAs spent their childhoods in a rural area of the state, but this percentage has fallen to 44% in 2017. At the same time, those ALFAs who grew up in rural areas of Virginia were less likely to stay there. In particular, the percentage of ALFAs who grew up in a rural area and chose to work in a non-metro area of the state decreased from 33% in 2013 to just 26% in 2017. Overall, the percentage of ALFAs who work in non-metro areas of the state has fallen from 21% to 16%.

There have also been some significant changes in the employment situation of Virginia's ALFA workforce. For example, 93% of all ALFAs were employed in the profession in 2013, but this percentage fell to 87% in 2017. In addition, the percentage of ALFAs who hold one full-time job has fallen from 85% to 82% during the same time period. There was a similar decline in percentage of ALFAs who work between 40 and 49 hours per week from 51% in 2013 to 47% in 2017. At the same time, the percentage of ALFAs who hold two or more positions has increased from 8% to 10%, while the percentage of ALFAs who work 60 or more hours per week has increased from 8% to 10%.

With respect to location sectors, there was a shift in employment away from the non-profit sector in favor of employment in the for-profit sector and in state or local governments. In 2013, 20% of ALFAs were employed in the non-profit sector, but only 16% of ALFAs worked in this sector in 2017. Meanwhile, the percentage of ALFAs who work in the for-profit sector has increased from 79% to 81%, while the percentage who works in the state or local government has increased from 1% to 2%.

Although there hasn't been much change in the typical time allocation or patient workload for the ALFA workforce since 2013, there was a large increase in the percentage of ALFAs who serve an administrative role. In 2013, 23% of all ALFAs spent at least 60% of their time on administrative tasks, but this percentage has increased to 31% in 2017. There was also a small increase in the percentage of ALFAs who serve a patient care role from 1% to 2%.

Meanwhile, there were some significant changes in the future plans of Virginia's ALFAs. For instance, while 18% of Virginia's ALFA workforce expected to pursue additional education within the next two years in 2013, only 12% expect to do so in 2017. At the same time, the percentage of ALFAs who plan on increasing patient care hours has decreased from 8% to 5%.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	511	79%
New Licensees	54	8%
Non-Renewals	78	12%
All Licensees	643	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 94% of renewing ALFAs submitted a survey. These respondents represent 79% of all ALFAs who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	3	11	79%
30 to 34	9	31	78%
35 to 39	11	44	80%
40 to 44	21	62	75%
45 to 49	8	77	91%
50 to 54	19	61	76%
55 to 59	23	89	80%
60 and Over	43	131	75%
Total	137	506	79%
New Licenses			
Issued in Past Year	27	27	50%
Metro Status			
Non-Metro	20	94	83%
Metro	108	377	78%
Not in Virginia	9	35	80%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	643
New:	8%
Not Renewed:	12%

Response Rates

All Licensees:	79%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	506
Response Rate, all licensees	79%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2017.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2016 and March 2017.
- 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 the past year.

At a Glance:

Workforce

ALFA Workforce: 616
 FTEs: 725

Utilization Ratios

Licensees in VA Workforce: 96%
 Licensees per FTE: 0.89
 Workers per FTE: 0.85

Source: Va. Healthcare Workforce Data Center

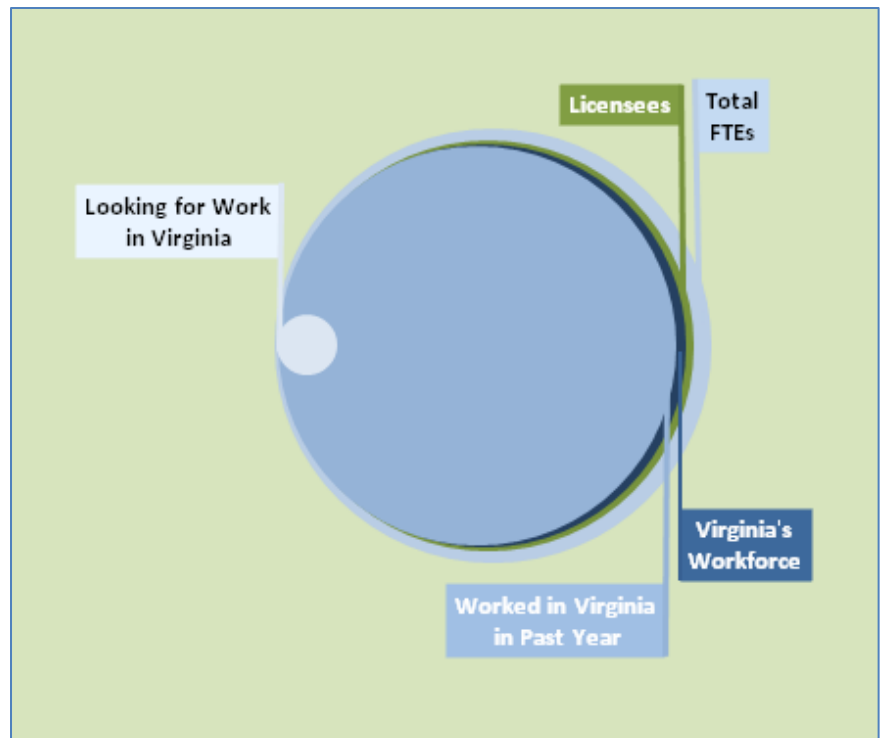
Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	602	98%
Looking for Work in Virginia	14	2%
Virginia's Workforce	616	100%
Total FTEs	725	
Licensees	643	

Source: Va. Healthcare Workforce Data Center

Definitions

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

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	7	50%	6	50%	13	2%
30 to 34	10	27%	28	73%	38	7%
35 to 39	5	10%	45	90%	50	9%
40 to 44	4	7%	57	94%	61	11%
45 to 49	13	20%	55	81%	68	13%
50 to 54	16	24%	50	76%	65	12%
55 to 59	11	12%	88	89%	100	19%
60 +	22	16%	119	84%	142	26%
Total	88	17%	448	84%	537	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	63%	408	75%	72	72%
Black	19%	98	18%	16	16%
Asian	6%	18	3%	5	5%
Other Race	0%	5	1%	2	2%
Two or more races	3%	4	1%	1	1%
Hispanic	9%	12	2%	4	4%
Total	100%	545	100%	100	100%

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 84%
% Under 40 Female: 78%

Age

Median Age: 52
% Under 40: 19%
% 55+: 45%

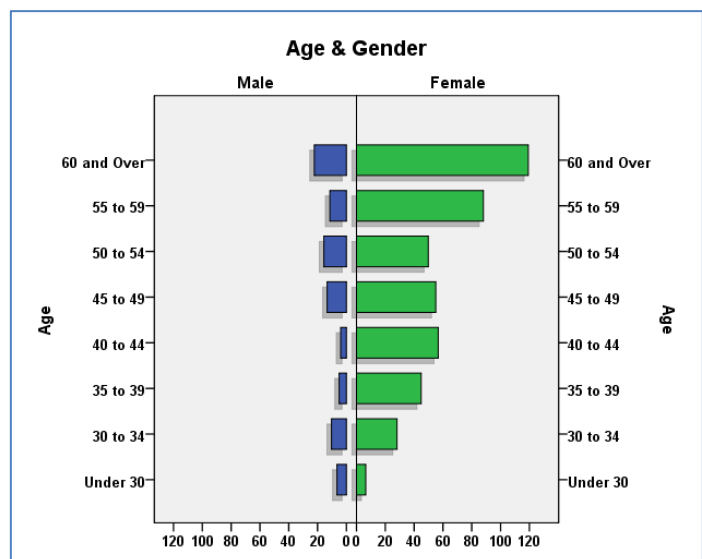
Diversity

Diversity Index: 41%
Under 40 Div. Index: 45%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 41% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 56%.

19% of all ALFAs are under the age of 40, and 78% of these professionals are female. In addition, there is a 45% chance that two randomly chosen ALFAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
Rural Childhood: 44%

Virginia Background

HS in Virginia: 60%
Prof. in VA: 92%
HS or Prof. in VA: 93%

Location Choice

% Rural to Non-Metro: 26%
% Urban/Suburban to Non-Metro: 9%

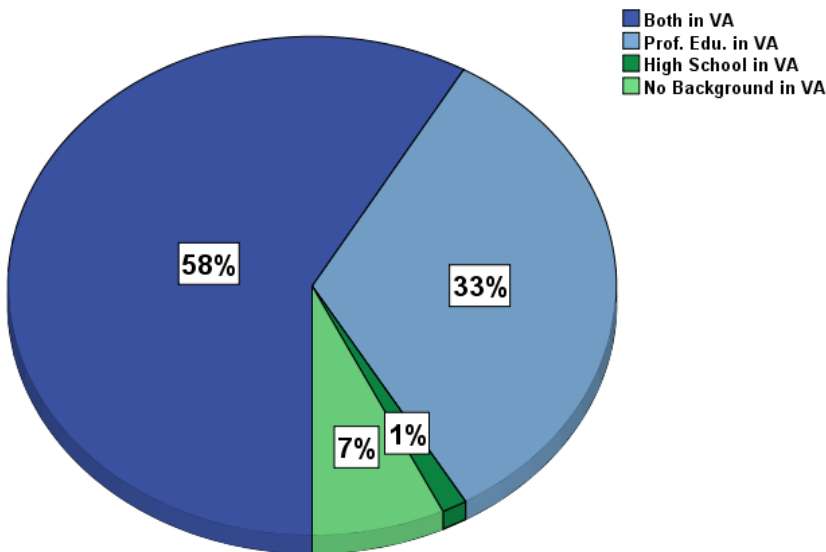
Source: Va. Healthcare Workforce Data Center

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%	49%	21%
2	Metro, 250,000 to 1 million	63%	30%	8%
3	Metro, 250,000 or less	63%	24%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	83%	17%	0%
6	Urban pop, 2,500-19,999, Metro adj	66%	26%	8%
7	Urban pop, 2,500-19,999, nonadj	80%	15%	5%
8	Rural, Metro adj	71%	14%	14%
9	Rural, nonadj	25%	75%	0%
Overall		44%	40%	16%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



44% of all ALFAs grew up in a rural area, and 26% of these professionals currently work in non-metro areas of the state. Overall, 16% of ALFAs currently work in non-metro areas of the state.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	321	Virginia	448
2	New York	29	North Carolina	10
3	Outside U.S./Canada	26	Maryland	9
4	North Carolina	21	New Jersey	4
5	Pennsylvania	18	New York	3
6	Maryland	15	Illinois	3
7	New Jersey	12	Iowa	3
8	Illinois	10	Minnesota	1
9	West Virginia	10	South Carolina	1
10	California	7	Oklahoma	1

60% of licensed ALFAs received their high school degree in Virginia, and 92% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among ALFAs who have been licensed in the past five years, 54% received their high school degree in Virginia, while 88% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	104	Virginia	153
2	North Carolina	14	North Carolina	5
3	Maryland	11	New Jersey	3
4	New York	10	Maryland	3
5	Outside U.S./Canada	8	Illinois	3
6	Pennsylvania	5	Minnesota	1
7	New Jersey	5	South Carolina	1
8	Illinois	4	Oklahoma	1
9	West Virginia	4	New York	1
10	Ohio	4	Iowa	1

Source: Va. Healthcare Workforce Data Center

4% of licensees were not a part of Virginia's ALFA workforce. 85% of these licensees worked at some point in the past year, including 78% who worked as ALFAs.

At a Glance:

Not in VA Workforce

Total:	27
% of Licensees:	4%
Federal/Military:	0%
Va Border State/DC:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	75	15%	-	-
Admin-in-Training	166	32%	-	-
High School/GED	-	-	132	25%
Associate	50	10%	116	22%
Bachelors	66	13%	181	34%
Graduate Cert.	11	2%	26	5%
Masters	41	8%	78	15%
Doctorate	1	< 1%	1	< 1%
Other	105	20%	-	-
Total	517	100%	534	100%

Source: Va. Healthcare Workforce Data Center

32% of all ALFAs have an Administrator-in-Training certificate as their highest professional education, while 13% have earned a bachelor's degree in health administration.

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	258	42%	19	3%
Executive Director	138	22%	17	3%
Owner	52	8%	8	1%
Assistant Admin.	29	5%	4	1%
Pres./Exec. Officer	19	3%	5	1%
Other	116	19%	33	5%
At Least One	501	81%	70	11%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

- Admin-in-Training: 32%
- Bachelor's Degree: 13%
- Associate Degree: 10%

Licenses/Registrations

- Nurse (RN or LPN): 20%
- RMA: 14%
- CNA: 4%

Job Titles

- Administrator: 42%
- Executive Director: 22%

Source: Va. Healthcare Workforce Data Center

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	530	86%
Nurse (RN or LPN)	122	20%
Registered Medication Aide	88	14%
Certified Nursing Assistant	24	4%
Nursing Home Administrator	8	1%
Occupational Therapist	1	< 1%
Speech-Language Pathologist	1	< 1%
Other	41	7%
At Least One	534	87%

Source: Va. Healthcare Workforce Data Center

42% of Virginia's ALFA workforce held the title of Administrator at their primary work location. Another 22% held the title of Executive Director.

At a Glance:

Employment

Employed in Profession: 87%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 82%
 2 or More Positions: 10%

Weekly Hours:

40 to 49: 47%
 60 or more: 17%
 Less than 30: 2%

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	470	87%
Employed, NOT in a capacity related to long-term care	40	8%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	1%
Voluntarily unemployed	10	2%
Retired	11	2%
Total	538	100%

Source: Va. Healthcare Workforce Data Center

87% of licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 82% of all ALFAs hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	26	5%
One Part-Time Position	19	4%
Two Part-Time Positions	3	1%
One Full-Time Position	436	82%
One Full-Time Position & One Part-Time Position	29	5%
Two Full-Time Positions	11	2%
More than Two Positions	8	2%
Total	532	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	26	5%
1 to 9 hours	2	< 1%
10 to 19 hours	3	1%
20 to 29 hours	6	1%
30 to 39 hours	11	2%
40 to 49 hours	246	47%
50 to 59 hours	143	27%
60 to 69 hours	56	11%
70 to 79 hours	16	3%
80 or more hours	17	3%
Total	526	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1	< 1%
Less than \$30,000	23	6%
\$30,000-\$39,999	32	8%
\$40,000-\$49,999	48	11%
\$50,000-\$59,999	43	10%
\$60,000-\$69,999	55	13%
\$70,000-\$79,999	52	12%
\$80,000-\$89,999	52	12%
\$90,000-\$99,999	41	10%
\$100,000-\$109,999	36	9%
\$110,000-\$119,999	6	1%
\$120,000 or More	31	8%
Total	422	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$70k-\$80k

Benefits
Paid Vacation: 81%
Employer Retirement: 50%

Satisfaction
Satisfied: 95%
Very Satisfied: 72%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	380	81%
Paid Sick Leave	323	69%
Dental Insurance	284	60%
Group Life Insurance	251	53%
Retirement	234	50%
Signing/Retention Bonus	46	10%
At Least One Benefit	396	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for ALFAs is between \$70,000 and \$80,000 per year. In addition, 84% of ALFAs receive at least one employer-sponsored benefit, including 81% who receive paid vacation time.

95% of ALFAs are satisfied with their job, including 72% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	376	72%
Somewhat Satisfied	116	22%
Somewhat Dissatisfied	19	4%
Very Dissatisfied	9	2%
Total	521	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	14	2%
Experience Voluntary Unemployment?	27	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	10	2%
Work two or more positions at the same time?	78	13%
Switch employers or practices?	50	8%
Experienced at least one	159	26%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience 2017

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 22%
Over 2 years: 64%
Over 2 yrs, 2nd location: 44%

Source: Va. Healthcare Workforce Data Center

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

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	10	2%	10	12%
Less than 6 Months	28	6%	12	15%
6 Months to 1 Year	61	12%	10	12%
1 to 2 Years	80	16%	15	18%
3 to 5 Years	96	19%	10	12%
6 to 10 Years	60	12%	5	6%
More than 10 Years	171	34%	21	26%
Subtotal	507	100%	82	100%
Did not have location	19		523	
Item Missing	90		11	
Total	616		616	

64% of ALFAs have worked at their primary location for more than 2 years.

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	64%
Lowest Region:	2%

Locations

2 or more (Past Year):	17%
2 or more (Now*):	14%

Source: Va. Healthcare Workforce Data Center

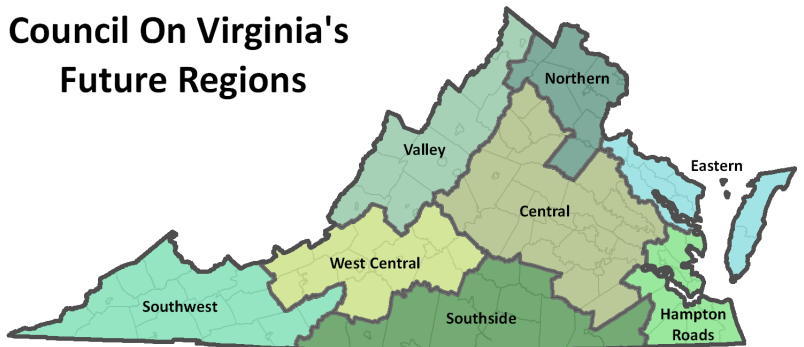
64% of all ALFAs in the state work in Hampton Roads, Northern Virginia, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	102	20%	17	20%
Eastern	8	2%	1	1%
Hampton Roads	115	23%	23	28%
Northern	104	21%	13	16%
Southside	32	6%	4	5%
Southwest	22	4%	4	5%
Valley	48	10%	5	6%
West Central	65	13%	11	13%
Virginia Border State/DC	0	0%	4	5%
Other US State	4	1%	1	1%
Outside of the US	1	< 1%	0	0%
Total	501	100%	83	100%
Item Missing	96		11	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



14% of ALFAs currently have multiple work locations, while 17% have had multiple work locations over the past 12 months.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	14	3%	21	4%
1	415	80%	429	82%
2	54	10%	45	9%
3	25	5%	19	4%
4	3	1%	3	1%
5	2	1%	1	< 1%
6 or More	6	1%	3	1%
Total	520	100%	520	100%

*At the time of survey completion, March 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	396	81%	50	68%
Non-Profit	77	16%	17	23%
State/Local Government	12	2%	5	7%
Veterans Administration	0	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	< 1%	1	1%
Total	486	100%	73	100%
Did not have location	19		523	
Item Missing	111		20	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

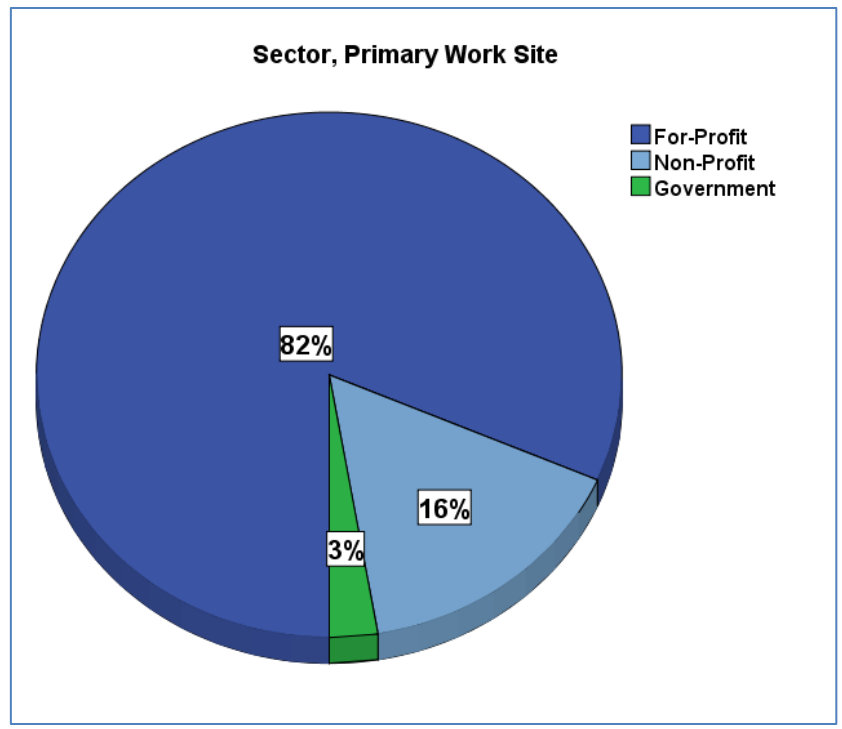
For Profit:	81%
Federal:	< 1%

Top Establishments

Assisted Living Facility:	74%
Continuing Care	
Retirement Comm.:	3%
Home/Community	
Health Care:	2%

Source: Va. Healthcare Workforce Data Center

97% of all ALFAs work in the private sector, including 81% who worked at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	453	74%	56	9%
Continuing Care Retirement Community	20	3%	0	0%
Home/Community Health Care	14	2%	5	1%
Skilled Nursing Facility	9	1%	4	1%
Adult Day Care	9	1%	3	< 1%
Rehabilitation Facility	8	1%	2	< 1%
Hospice	5	1%	1	< 1%
Academic Institution	4	1%	3	< 1%
Other Practice Type	29	5%	16	3%
At Least One Establishment	507	82%	80	13%

Source: Va. Healthcare Workforce Data Center

74% of Virginia's ALFA workforce is employed at an Assisted Living Facility as their primary work location.

51% of ALFAs are employed at an independent/stand-alone organization as their primary work location. Another 43% of Virginia's ALFAs are employed at a facility chain organization.

Organization Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	222	51%	32	44%
Facility Chain	186	43%	33	45%
Hospital-Based	5	1%	1	1%
College or University	3	1%	3	4%
Integrated Health System	1	< 1%	0	0%
Other	20	5%	4	5%
Total	437	100%	73	100%
Did Not Have Location	19		523	
Item Missing	160		21	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

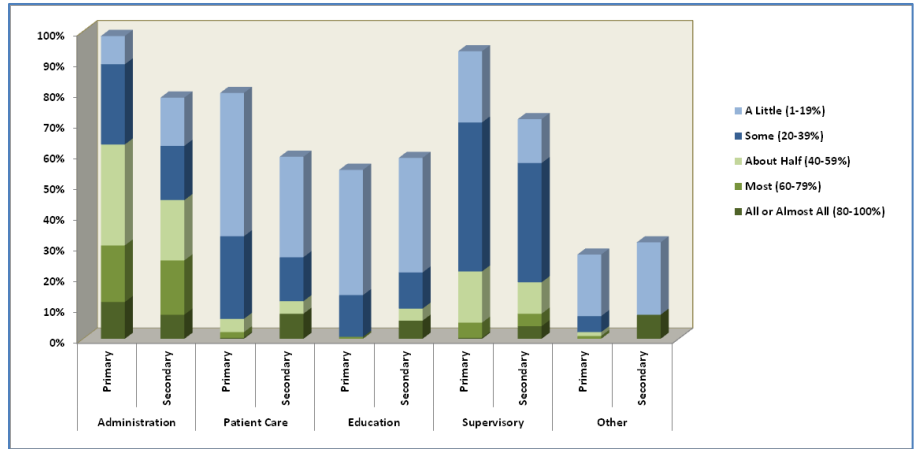
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 31%
 Supervisory: 5%
 Patient Care: 2%
 Education: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



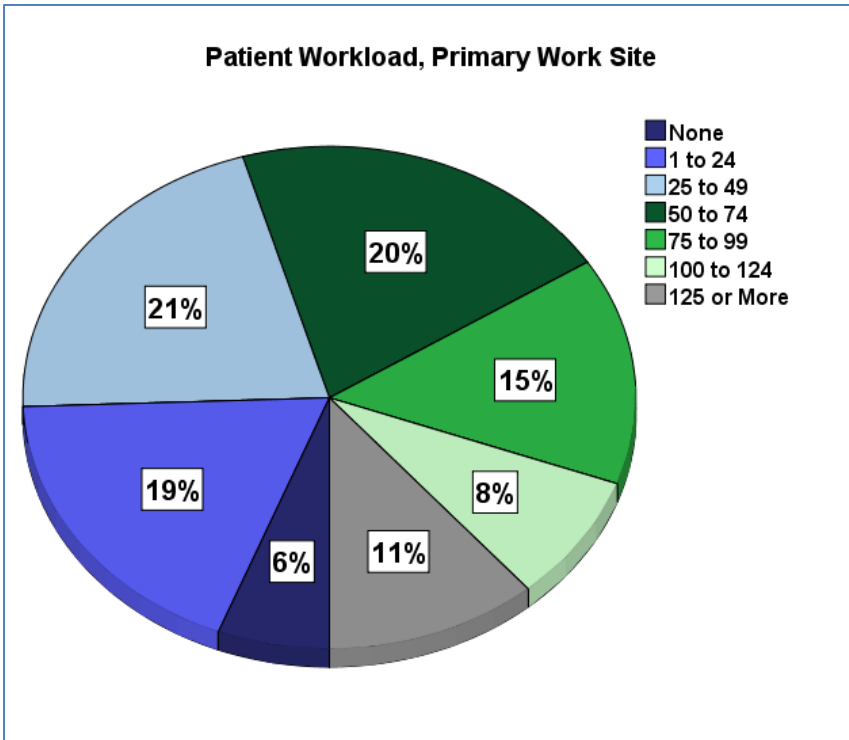
Source: Va. Healthcare Workforce Data Center

A typical ALFA spends nearly half of her time performing administrative tasks. In addition, 31% 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
All or Almost All (80-100%)	12%	8%	0%	8%	0%	6%	0%	4%	0%	8%
Most (60-79%)	19%	18%	2%	0%	1%	0%	5%	4%	1%	0%
About Half (40-59%)	33%	20%	4%	4%	0%	4%	17%	10%	1%	0%
Some (20-39%)	26%	18%	27%	14%	14%	12%	48%	37%	5%	0%
A Little (1-19%)	9%	16%	47%	31%	41%	37%	23%	14%	20%	24%
None (0%)	2%	22%	20%	39%	45%	41%	6%	27%	73%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 50-74

Secondary Location: 50-74

Source: Va. Healthcare Workforce Data Center

The typical ALFA is responsible for between 50 and 74 patients at their primary work location. Those ALFAs who also have a secondary work location are typically responsible for an additional 50 to 74 patients.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	26	6%	15	20%
1-24	83	19%	17	23%
25-49	94	21%	4	5%
50-74	91	20%	14	19%
75-99	65	15%	10	14%
100-124	37	8%	4	5%
125-149	15	3%	1	1%
150-174	7	2%	0	0%
175-199	4	1%	4	5%
200-224	6	1%	1	1%
225-249	0	0%	0	0%
250-274	1	< 1%	0	0%
275-299	0	0%	0	0%
300 or more	16	4%	4	5%
Total	446	100%	74	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
Under age 50	5	1%	-	-
50 to 54	5	1%	1	0%
55 to 59	22	5%	8	3%
60 to 64	78	18%	36	14%
65 to 69	168	38%	96	38%
70 to 74	84	19%	58	23%
75 to 79	31	7%	24	9%
80 or over	10	2%	9	4%
I do not intend to retire	39	9%	24	9%
Total	442	100%	256	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 25%
Under 60: 7%

ALFAs 50 and over

Under 65: 18%
Under 60: 4%

Time until Retirement

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

Source: Va. Healthcare Workforce Data Center

25% of all ALFAs expect to retire before the age of 65. This number falls to 18% for those ALFAs who are age 50 and over. Meanwhile, 37% of Virginia's ALFA workforce expect to work at least until age 70.

Within the next two years, 12% of ALFAs plan on pursuing additional educational opportunities, and 11% also expect to begin accepting Administrators-in-Training.

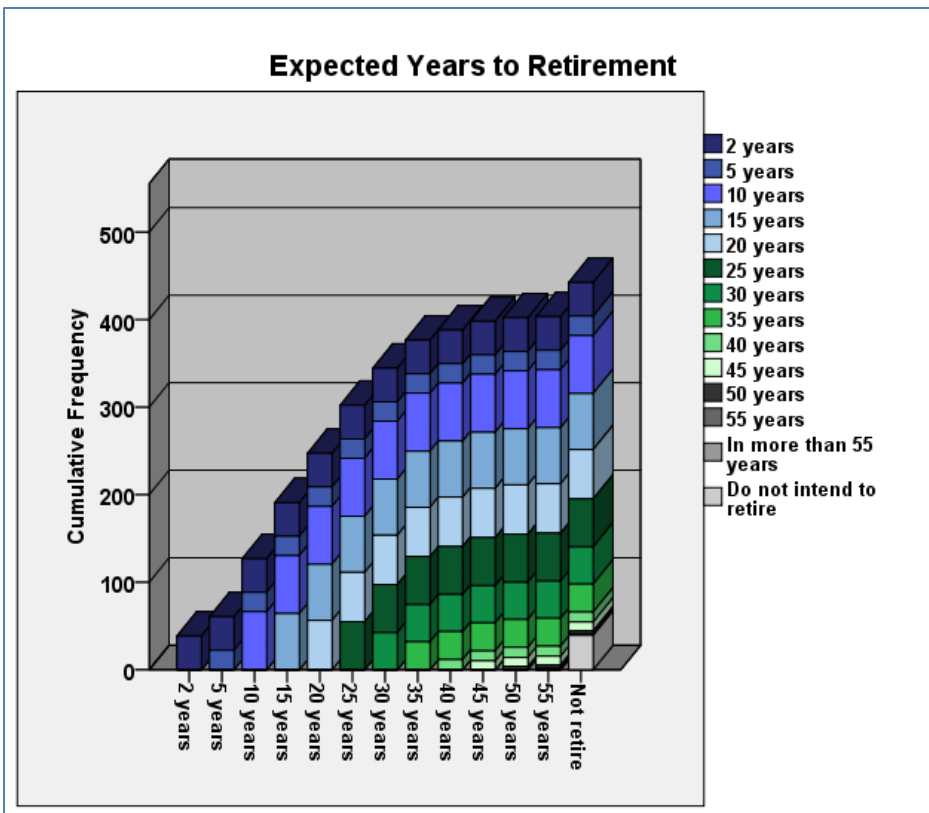
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	6	1%
Leave Virginia	32	5%
Decrease Patient Care Hours	41	7%
Decrease Teaching Hours	4	1%
Cease Accepting Trainees	7	1%
Increase Participation		
Increase Patient Care Hours	31	5%
Increase Teaching Hours	19	3%
Pursue Additional Education	74	12%
Return to the Workforce	9	1%
Begin Accepting Trainees	70	11%

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, 29% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2037.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	38	9%	9%
5 years	22	5%	14%
10 years	66	15%	29%
15 years	64	14%	43%
20 years	56	13%	56%
25 years	55	12%	68%
30 years	42	10%	78%
35 years	32	7%	85%
40 years	12	3%	88%
45 years	10	2%	90%
50 years	4	1%	91%
55 years	1	0%	91%
In more than 55 years	0	0%	91%
Do not intend to retire	39	9%	100%
Total	442	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2027. Retirements will peak at 15% of the current workforce around the same time before declining to under 10% again around 2052.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 725
 FTEs/1,000 Residents: .086
 Average: 1.21

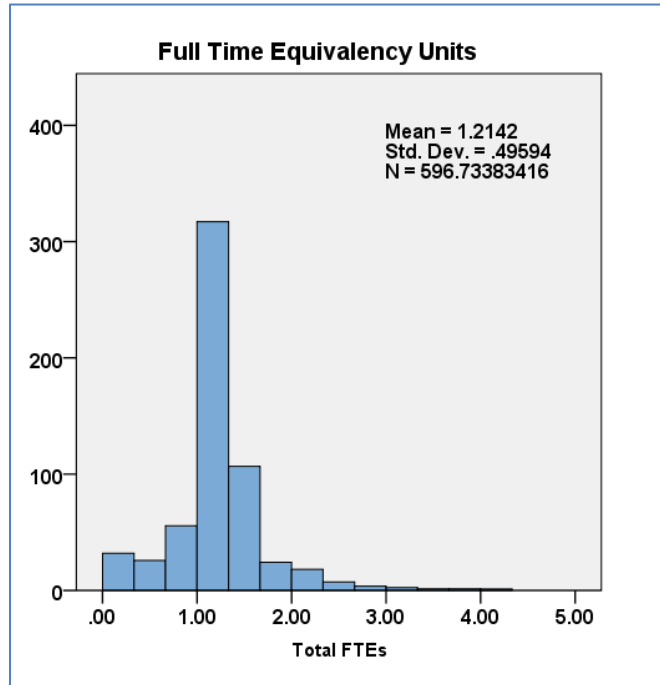
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

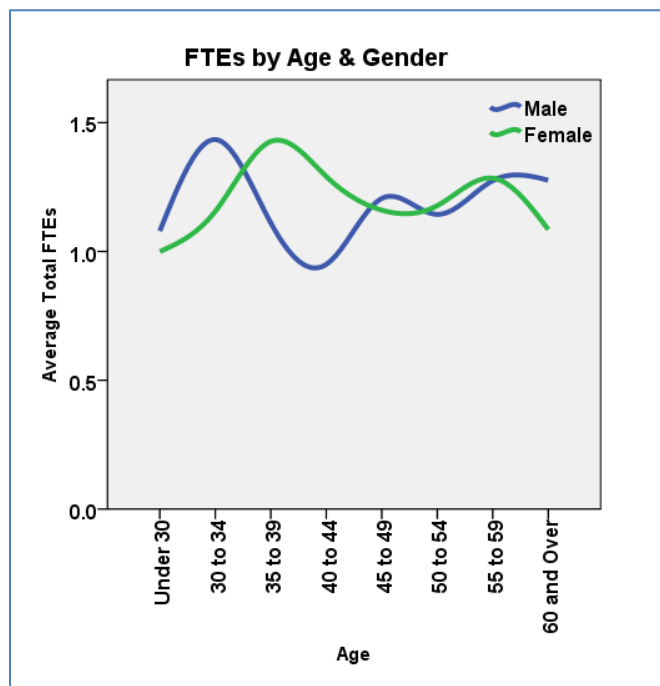


Source: Va. Healthcare Workforce Data Center

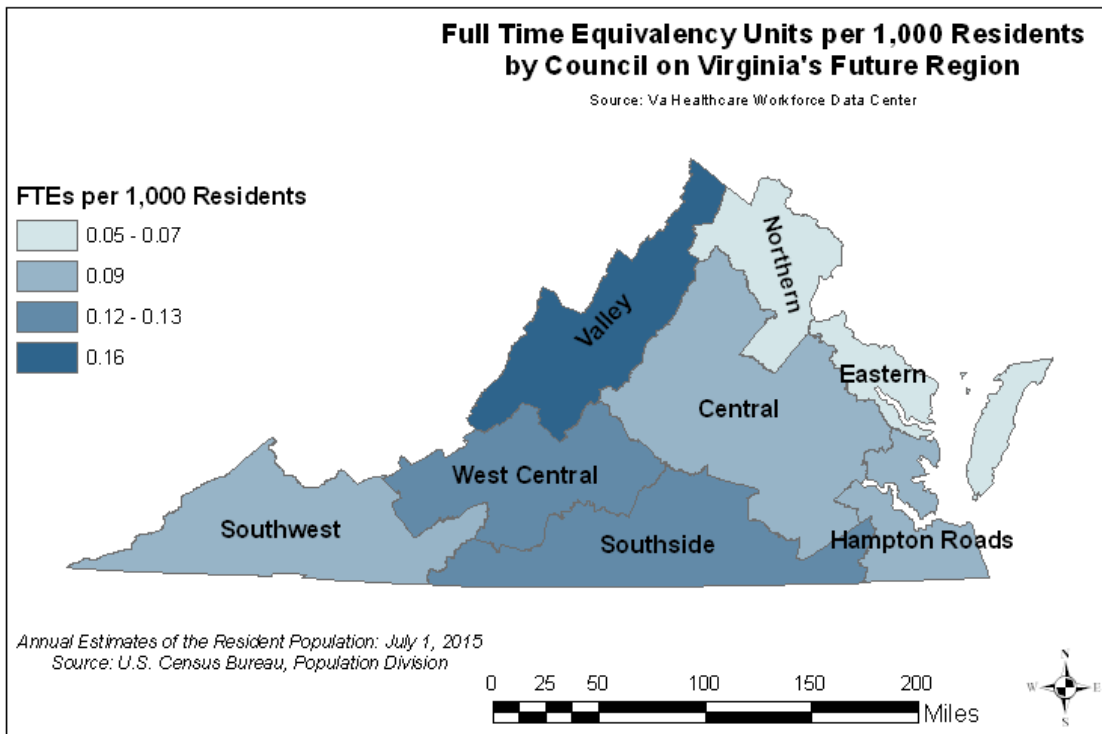
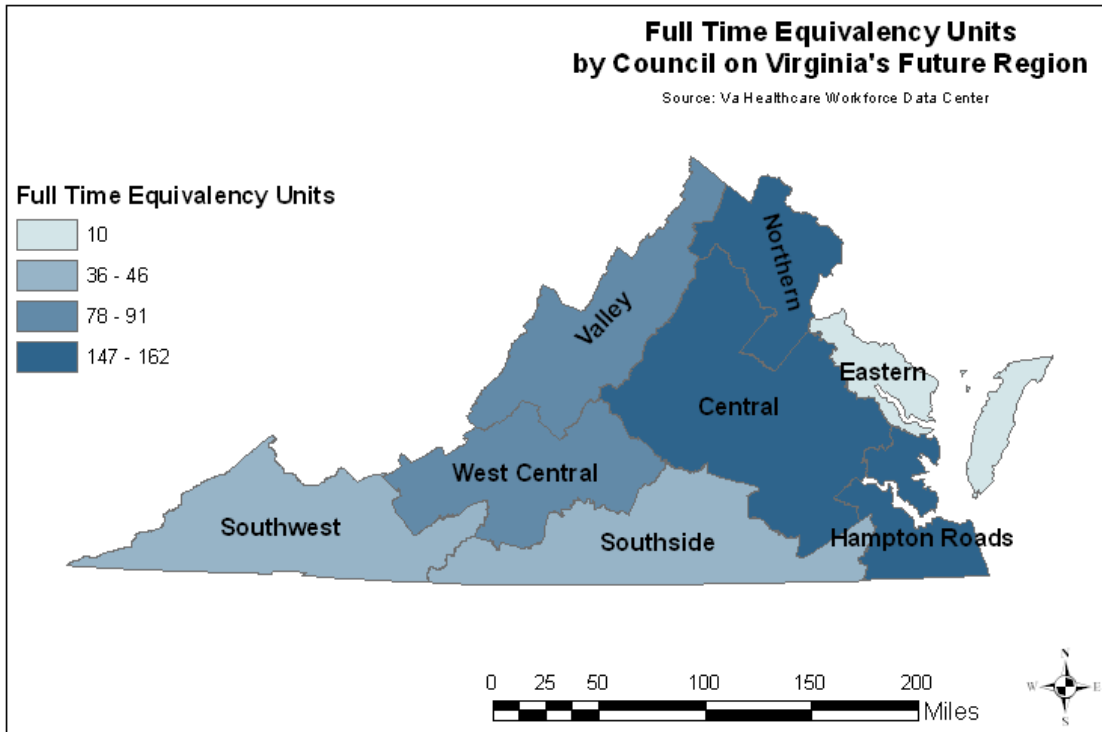
The typical ALFA provided 1.18 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

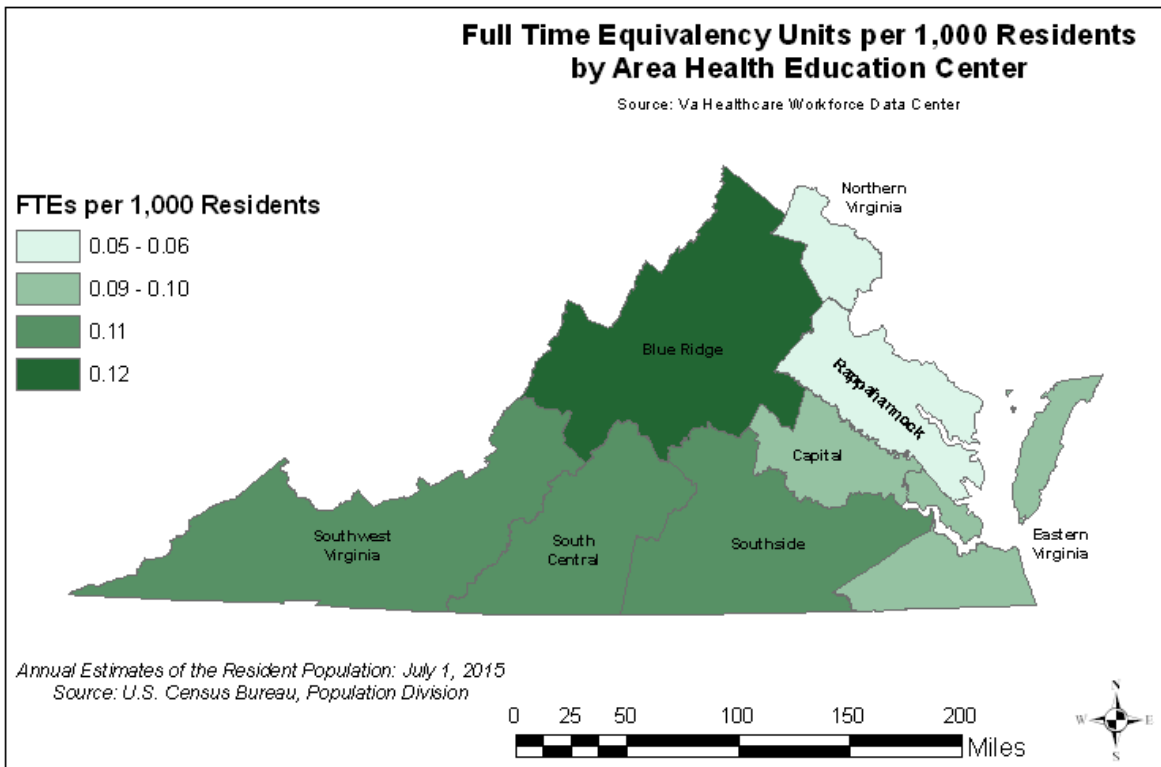
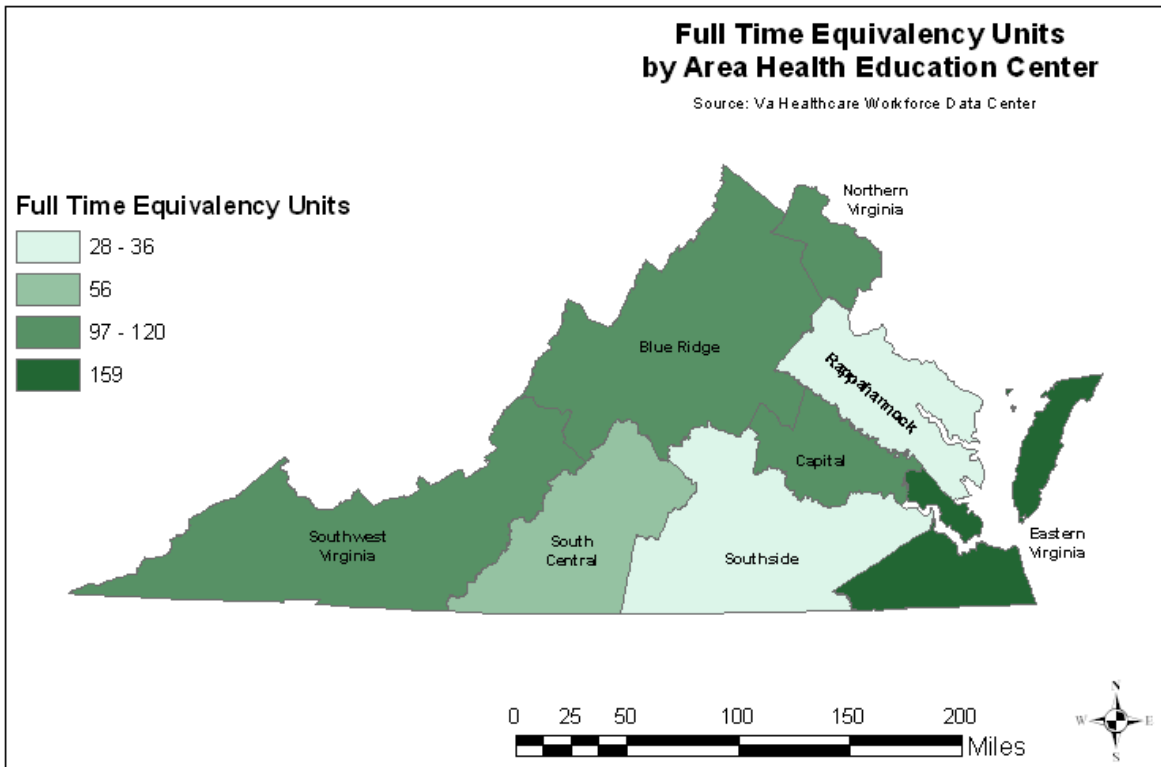
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.05	1.07
30 to 34	1.23	1.30
35 to 39	1.41	1.27
40 to 44	1.25	1.17
45 to 49	1.17	1.18
50 to 54	1.18	1.25
55 to 59	1.29	1.22
60 and Over	1.13	1.17
Gender		
Male	1.22	1.22
Female	1.21	1.18

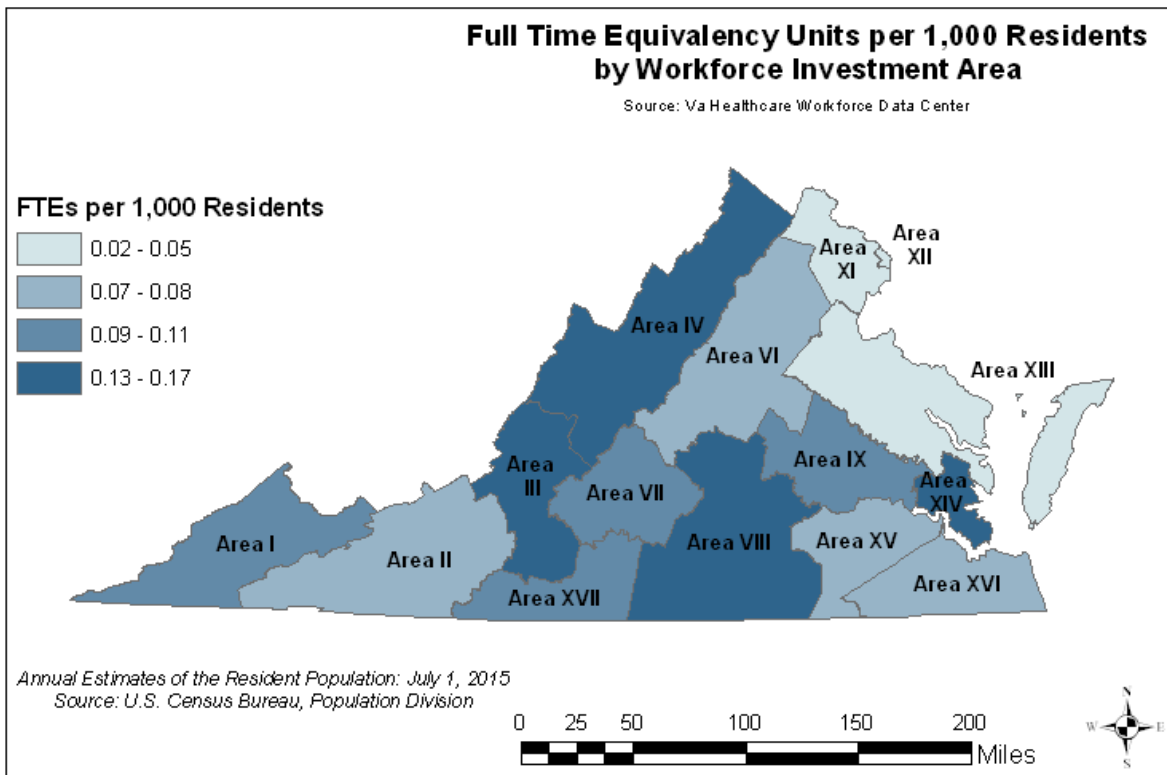
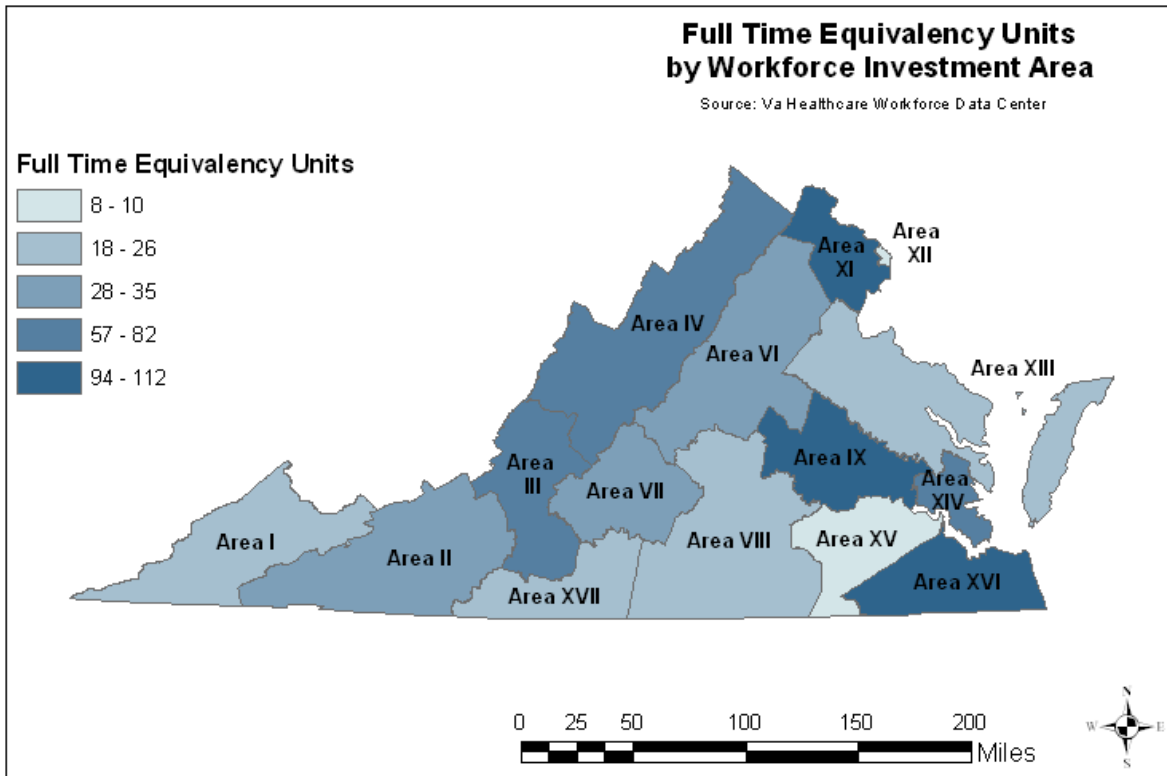
Source: Va. Healthcare Workforce Data Center

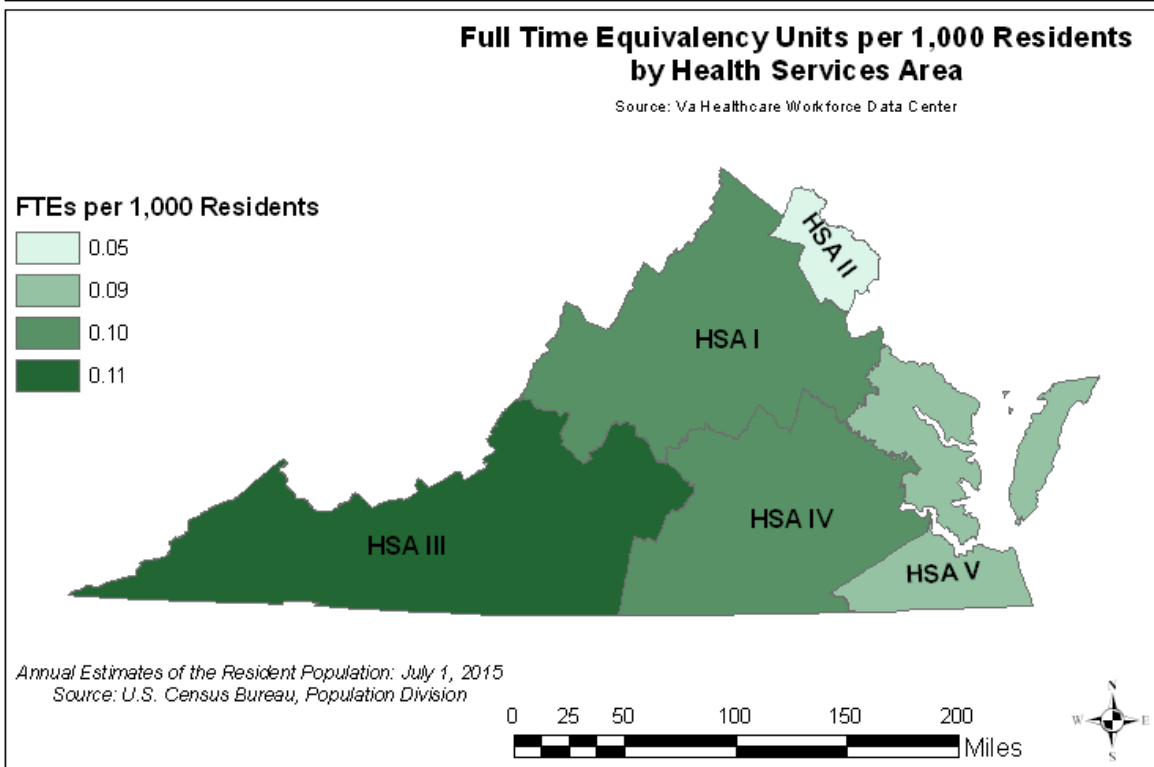
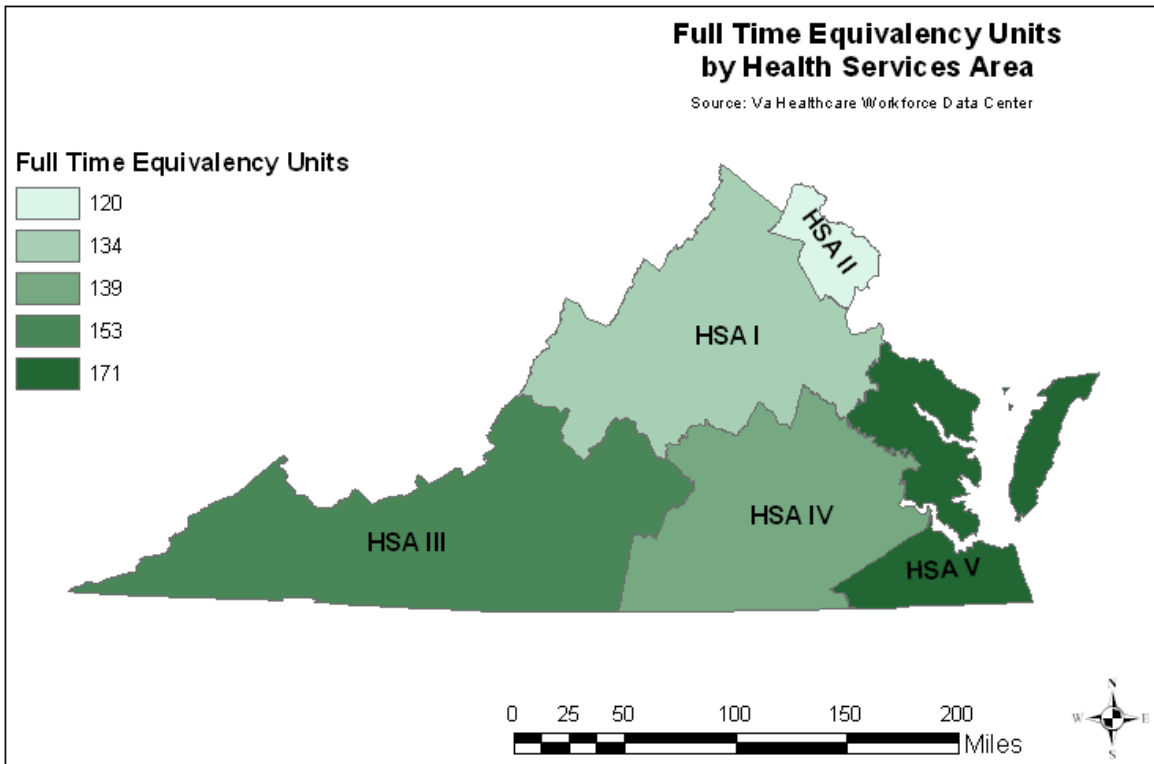


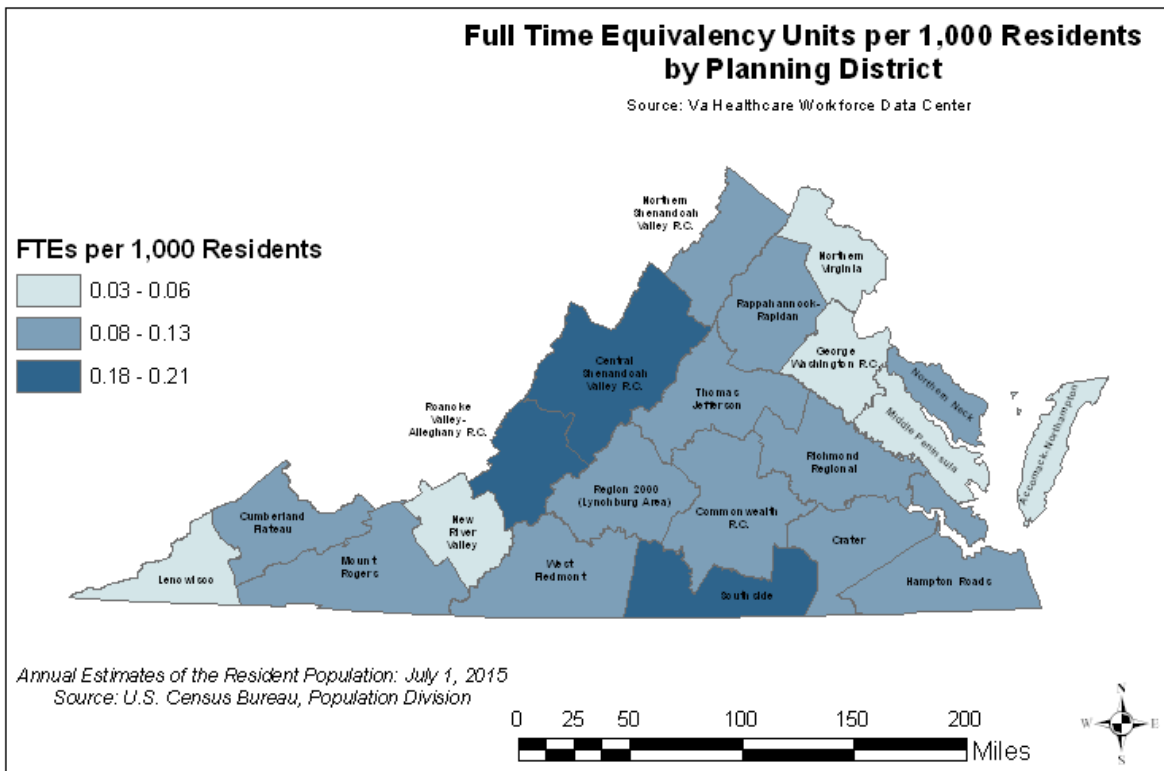
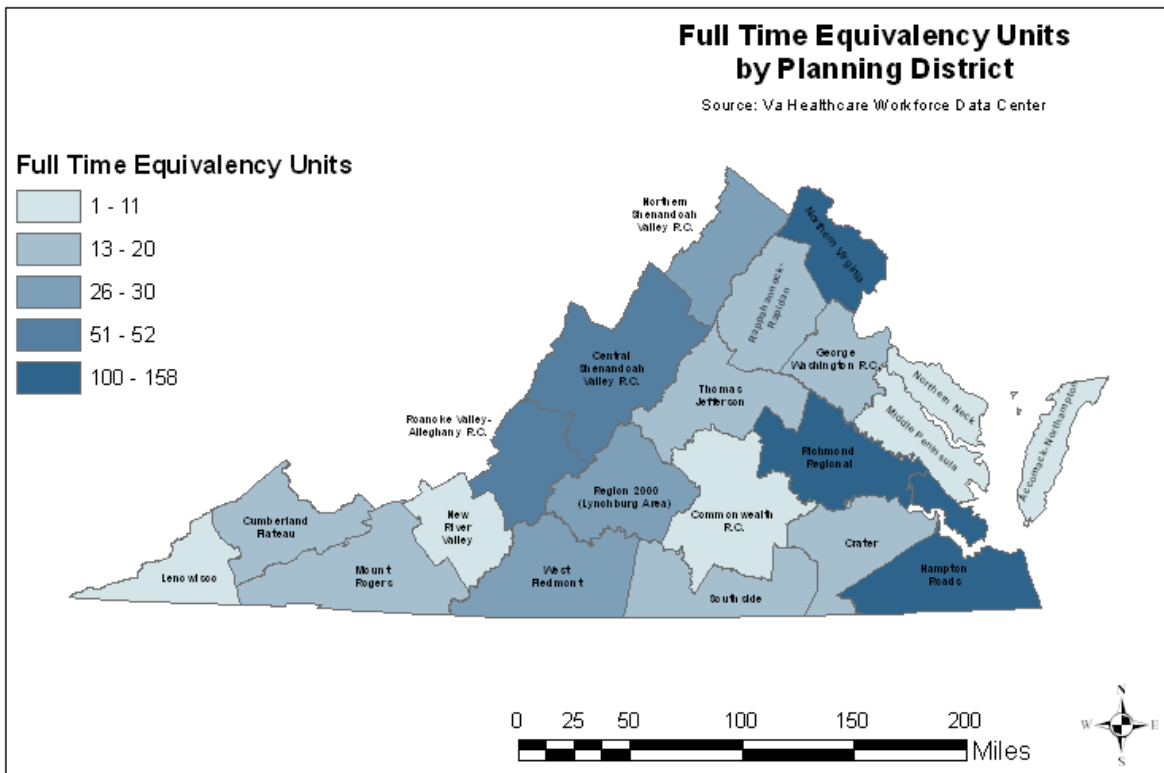
Source: Va. Healthcare Workforce Data Center











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	360	77.50%	1.290323	1.1209	1.35933
Metro, 250,000 to 1 million	61	81.97%	1.22	1.05981	1.28525
Metro, 250,000 or less	64	75.00%	1.333333	1.15826	1.40464
Urban pop 20,000+, Metro adj	16	81.25%	1.230769	1.06916	1.28645
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	51	84.31%	1.186047	1.03031	1.24948
Urban pop, 2,500-19,999, nonadj	26	80.77%	1.238095	1.07553	1.30431
Rural, Metro adj	12	83.33%	1.2	1.04244	1.25429
Rural, nonadj	9	77.78%	1.285714	1.1169	1.34389
Virginia border state/DC	35	80.00%	1.25	1.08587	1.31685
Other US State	9	77.78%	1.285714	1.1169	1.35447

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	14	78.57%	1.272727	1.18789	1.33541
30 to 34	40	77.50%	1.290323	1.20431	1.35387
35 to 39	55	80.00%	1.25	1.16668	1.31156
40 to 44	83	74.70%	1.33871	1.24948	1.40464
45 to 49	85	90.59%	1.103896	1.03031	1.15826
50 to 54	80	76.25%	1.311475	1.22406	1.37606
55 to 59	112	79.46%	1.258427	1.17454	1.3204
60 and Over	174	75.29%	1.328244	1.23971	1.39366

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.786936

