Virginia's Assisted Living Facility Administrator Workforce: 2018

Healthcare Workforce Data Center

May 2018

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

Follow us on Tumblr: ***www.vahwdc.tumblr.com***
Get a copy of this report from: ***https://www.dhp.virginia.gov/hwdc/findings.htm***

534 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, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, PhD	Yetty Shobo, PhD	Laura Jackson	Christopher Coyle
Director	*Deputy Director*	*Operations Manager*	*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, JD

Contents

Results in Brief **2**

Summary of Trends **2**

Survey Response Rates **3**

The Workforce **4**

Demographics **5**

Background **6**

Education **8**

Licenses & Job Titles **9**

Current Employment Situation **10**

Employment Quality **11**

2017-2018 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:	653
Virginia's Workforce:	620
FTEs:	751

Background

Rural Childhood:	45%
HS Degree in VA:	57%
Prof. Degree in VA:	91%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-time Job:	84%
Satisfied?:	95%

Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	94%

Health Admin. Edu.

Admin-in-Training:	33%
Baccalaureate:	11%

Job Turnover

Switched Jobs:	8%
Employed over 2 yrs:	63%

Demographics

Female:	81%
Diversity Index:	41%
Median Age:	52

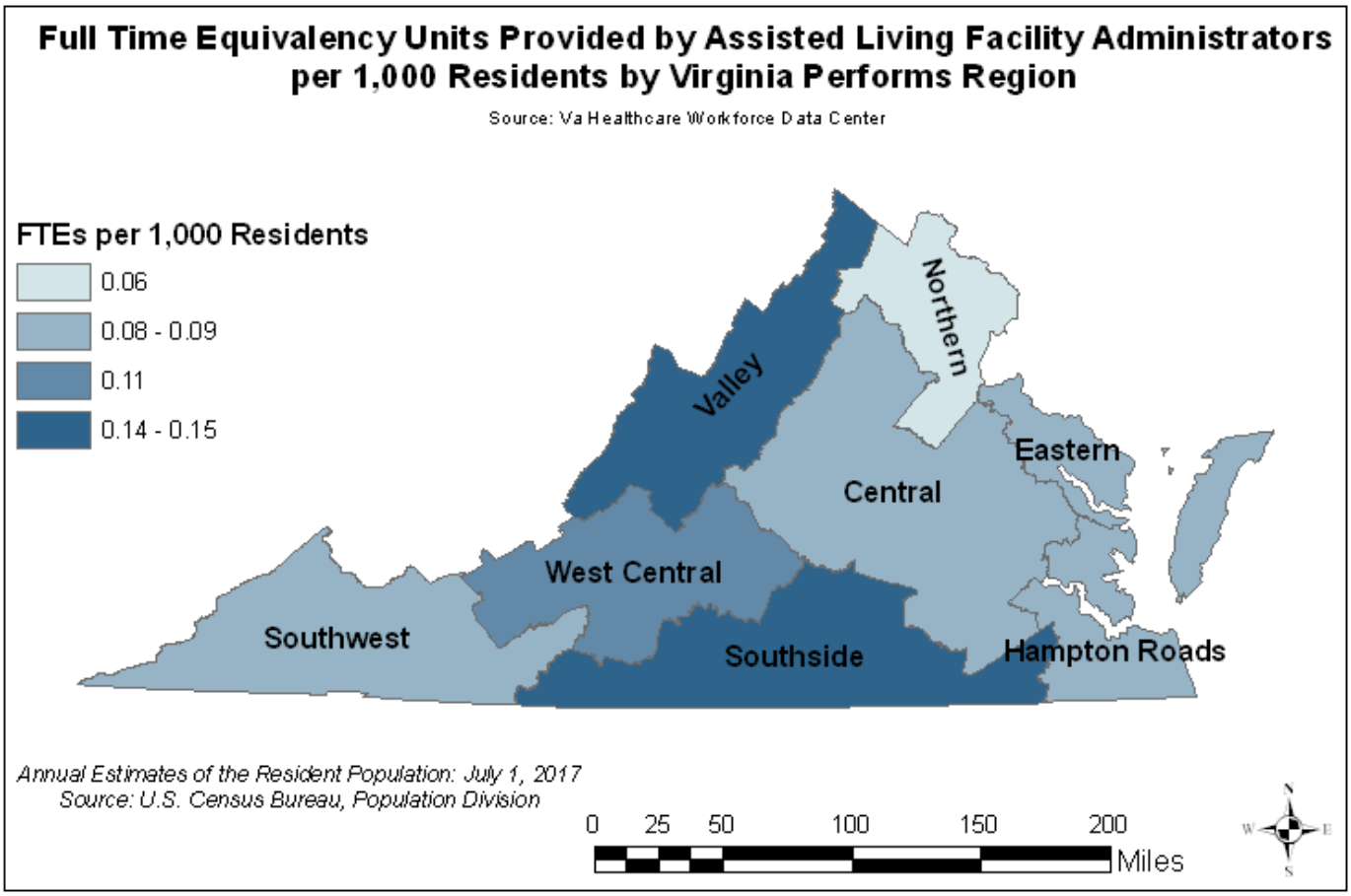
Finances

Median Income:	$70k-$80k
Retirement Benefits:	49%
Under 40 w/ Ed debt:	59%

Time Allocation

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

Source: Va. Healthcare Workforce Data Center



Results in Brief

The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2018 Assisted Living Facility Administrator (ALFA) workforce survey in March 2018. 534 ALFAs responded to this survey, which represents 82% of the 653 ALFAs who are licensed in the state. In 2018, there were a total of 620 ALFAs in Virginia's workforce, and these professionals provided 751 "full-time equivalency units", which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks with two weeks off).

81% of all ALFAs are female, and the median age of the 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. This makes Virginia's ALFA workforce less diverse than the state's overall population with its diversity index of 56%. 45% of all ALFAs grew up in a rural area during their childhood, and 26% of these professionals currently work in non-metro areas of the state. Overall, 17% of Virginia's ALFAs work in non-metro areas.

34% of all ALFAs hold a Baccalaureate degree as their highest overall degree. With respect to professional degrees specifically, 33% hold an Administrator-in-Training certificate as their highest degree. 28% of all ALFAs carry education debt, including 59% of those under the age of 40. For those ALFAs with education debt, the median debt burden is between $20,000 and $30,000.

90% of all ALFAs are currently employed in the profession, and 84% hold one full-time job. Meanwhile, 2% of ALFAs have been involuntarily unemployment at some point in the past year, and another 2% have been underemployed. The median annual income for ALFAs is between $70,000 and $80,000. In addition, 87% of ALFAs receive at least one employer-sponsored benefit, including 85% who receive paid vacation time. 95% of ALFAs are satisfied with their current employment situation, including 70% who are "very satisfied".

46% of all ALFAs work in either Hampton Roads or Northern Virginia. 80% work in the for-profit sector, and 70% are employed in assisted living facilities as their primary work location. The typical ALFA spends approximately half of her time on administrative tasks and treats between 50 and 74 patients at her primary work location. 27% of Virginia's ALFA workforce expect to retire in the next ten years, and one-half of the workforce expect to retire by 2038.

Summary of Trends

Although the number of licensed ALFAs has hardly increased since 2013 (653 vs. 642), the response rate among these licensees has increased significantly (82% vs. 68%). Meanwhile, the size of the ALFA workforce has increased by just 1% (620 vs. 612), and the number of FTEs provided by this workforce has increased by 3% (751 vs. 728).

While the percentage of females in the ALFA workforce has fallen over the past five years (81% vs. 83%), the ALFA workforce has also seen an increase in its diversity index (41% vs 37%). Among AFLAs who are under the age of 40, the increase in the diversity index has been even more pronounced (50% vs. 41%). In addition, Virginia's ALFAs are less likely to have grown up in rural areas (45% vs. 49%), and those professionals are less likely to work in non-metro areas (26% vs. 33%). ALFAs are now more likely to hold an Administrator-in-Training certificate as their highest professional degree (33% vs. 24%). ALFAs are also more likely to hold a Baccalaureate degree as their highest overall degree (34% vs. 32%).

Since 2013, ALFAs have become less likely to be employed in the profession (90% vs. 93%). ALFAs are also less likely to work at their primary work location for at least two years (63% vs. 69%). Meanwhile, their median annual income has increased by $10,000 since 2014, and more ALFAs earn at least $100,000 per year (20% vs. 13%). Regardless, ALFAs are less likely to consider themselves "very satisfied" at their primary work location relative to 2013 (70% vs. 73%).

ALFAs have become less likely to be employed at an assisted living facility since 2015 (70% vs. 78%). Instead, they are more likely to work at continuing care retirement facilities (5% vs. 4%) and hospices (2% vs. 1%). Meanwhile, ALFAs have become more likely to serve an administrate role since 2013 (28% vs. 23%). ALFAs are also less likely to be planning to pursue additional educational opportunities (15% vs. 18%) or increase patient care hours (5% vs. 8%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	536	82%
New Licensees	62	9%
Non-Renewals	55	8%
All Licensees	**653**	**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 82% of all ALFAs who held a license at some point in the past year.

Definitions

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

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	7	10	59%
30 to 34	7	39	85%
35 to 39	6	46	89%
40 to 44	20	61	75%
45 to 49	15	82	85%
50 to 54	16	72	82%
55 to 59	17	88	84%
60 and Over	31	136	81%
Total	**119**	**534**	**82%**
New Licenses			
Issued in Past Year	35	27	44%
Metro Status			
Non-Metro	17	104	86%
Metro	87	393	82%
Not in Virginia	15	37	71%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	**534**
Response Rate, All Licensees	**82%**
Response Rate, Renewals	**94%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	653
New:	9%
Not Renewed:	8%

Response Rates

All Licensees:	82%
Renewing Practitioners:	94%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce:	620
FTEs:	751

Utilization Ratios

Licensees in VA Workforce:	95%
Licensees per FTE:	0.87
Workers per FTE:	0.83

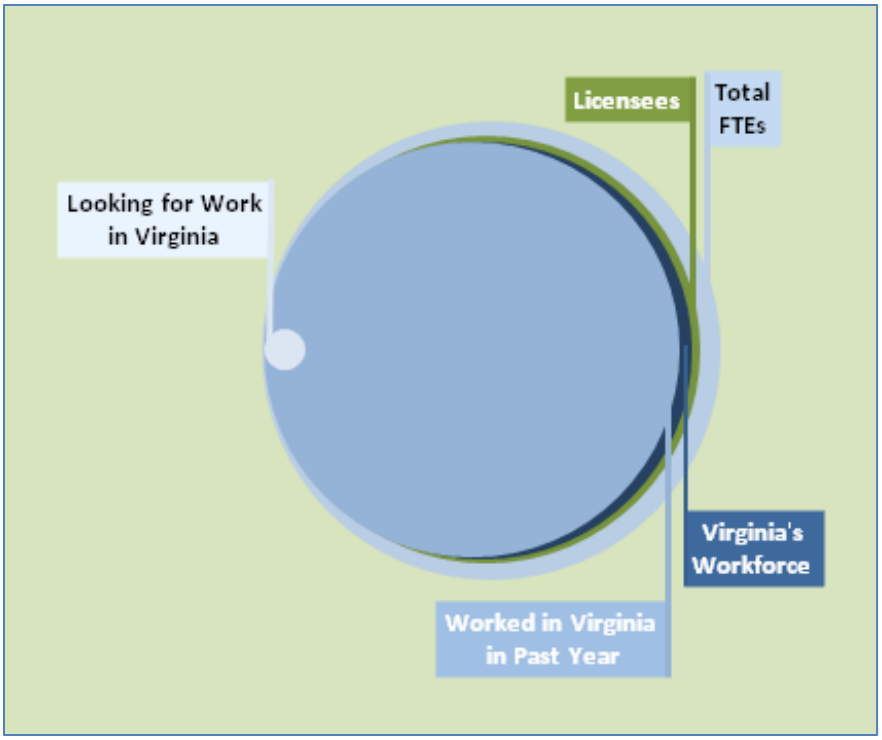
Source: Va. Healthcare Workforce Data Center

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 ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	614	99%
Looking for Work in Virginia	6	1%
Virginia's Workforce	**620**	**100%**
Total FTEs	**751**	
Licensees	**653**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	2	11%	13	89%	15	3%
30 to 34	10	23%	33	77%	42	8%
35 to 39	9	21%	36	80%	45	9%
40 to 44	9	15%	52	85%	61	12%
45 to 49	15	20%	61	80%	76	15%
50 to 54	15	21%	54	79%	69	13%
55 to 59	12	15%	71	86%	83	16%
60 +	26	20%	105	81%	131	25%
Total	**97**	**19%**	**425**	**81%**	**522**	**100%**

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	62%	397	75%	70	68%
Black	19%	87	16%	19	18%
Asian	6%	22	4%	6	6%
Other Race	0%	4	1%	2	2%
Two or more races	3%	7	1%	3	3%
Hispanic	9%	11	2%	3	3%
Total	**100%**	**528**	**100%**	**103**	**100%**

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2016.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	81%
% Under 40 Female:	80%

Age

Median Age:	52
% Under 40:	20%
% 55+:	41%

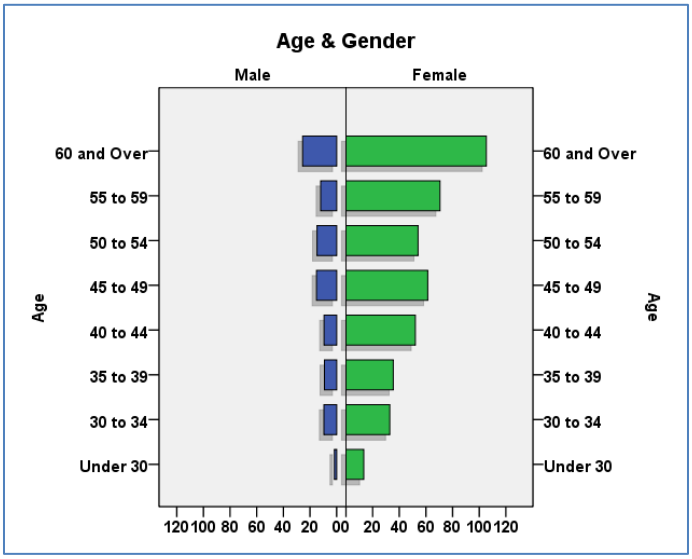
Diversity

Diversity Index:	41%
Under 40 Div. Index:	50%

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%.

20% of all ALFAs are under the age of 40, and 80% of these professionals are female. In addition, there is a 50% 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:	18%
Rural Childhood:	45%

Virginia Background

HS in Virginia:	57%
Prof. in VA:	91%
HS or Prof. in VA:	93%

Location Choice

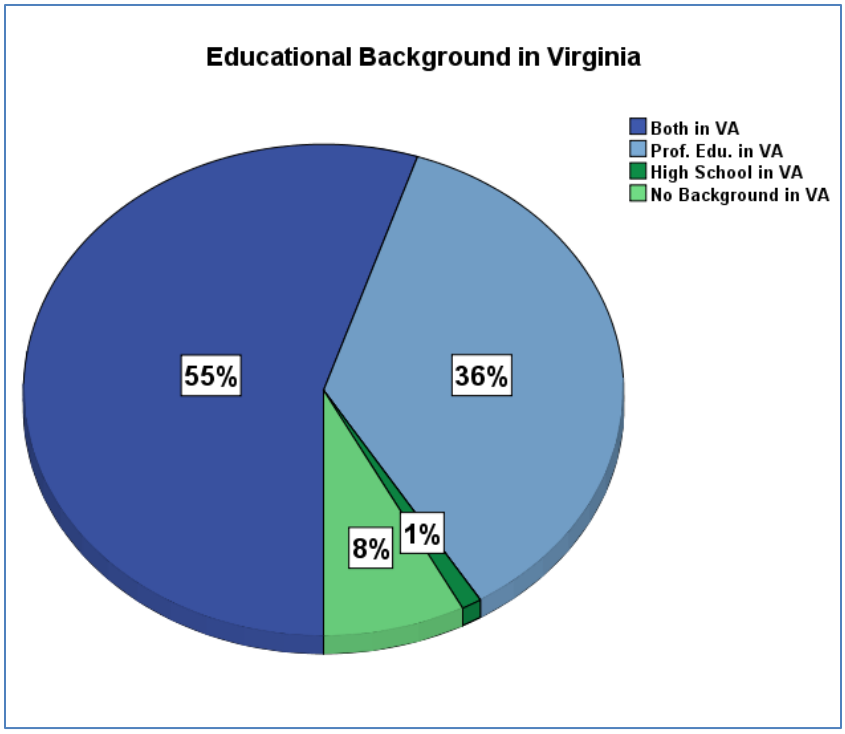
% Rural to Non-Metro:	26%
% Urban/Suburban to Non-Metro:	9%

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+	34%	45%	21%
2	Metro, 250,000 to 1 million	53%	26%	21%
3	Metro, 250,000 or less	59%	38%	4%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	60%	27%	13%
6	Urban pop, 2,500-19,999, Metro adj	72%	21%	8%
7	Urban pop, 2,500-19,999, nonadj	83%	0%	17%
8	Rural, Metro adj	60%	20%	20%
9	Rural, nonadj	25%	50%	25%
	Overall	**45%**	**38%**	**18%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

45% of all ALFAs grew up in a rural area, and 26% of these professionals currently work in non-metro areas of the state. Overall, 17% of ALFAs currently work in non-metro 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	298	Virginia	424
2	Outside U.S./Canada	32	North Carolina	8
3	New York	32	Maryland	5
4	Pennsylvania	20	Iowa	5
5	North Carolina	17	New Jersey	4
6	Maryland	16	New York	3
7	New Jersey	10	Illinois	3
8	West Virginia	9	California	2
9	Illinois	8	New Mexico	1
10	Florida	7	Georgia	1

Source: Va. Healthcare Workforce Data Center

57% of licensed ALFAs received their high school degree in Virginia, and 91% earned their initial professional degree in the state.

Among ALFAs who have been licensed in the past five years, 53% received their high school degree in Virginia, while 89% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	104	Virginia	158
2	Outside U.S./Canada	14	New York	3
3	New York	11	New Jersey	3
4	Maryland	10	North Carolina	3
5	North Carolina	9	Illinois	3
6	Pennsylvania	6	Iowa	2
7	West Virginia	5	New Mexico	1
8	Illinois	4	Maryland	1
9	Ohio	4	Oregon	1
10	Indiana	3	Nevada	1

Source: Va. Healthcare Workforce Data Center

5% of licensees were not a part of Virginia's ALFA workforce. 93% of these licensees worked at some point in the past year, including 84% who worked as ALFAs.

At a Glance:

Not in VA Workforce

Total:	33
% of Licensees:	5%
Federal/Military:	0%
Va Border State/DC:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
	Health Administration		All Degrees	
Degree	#	%	#	%
No Specific Training	86	17%	-	-
Admin-in-Training	166	33%	-	-
High School/GED	-	-	119	23%
Associate	53	11%	102	20%
Bachelors	57	11%	175	34%
Graduate Cert.	15	3%	21	4%
Masters	35	7%	91	18%
Doctorate	1	0%	4	1%
Other	89	18%	-	-
Total	**502**	**100%**	**512**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

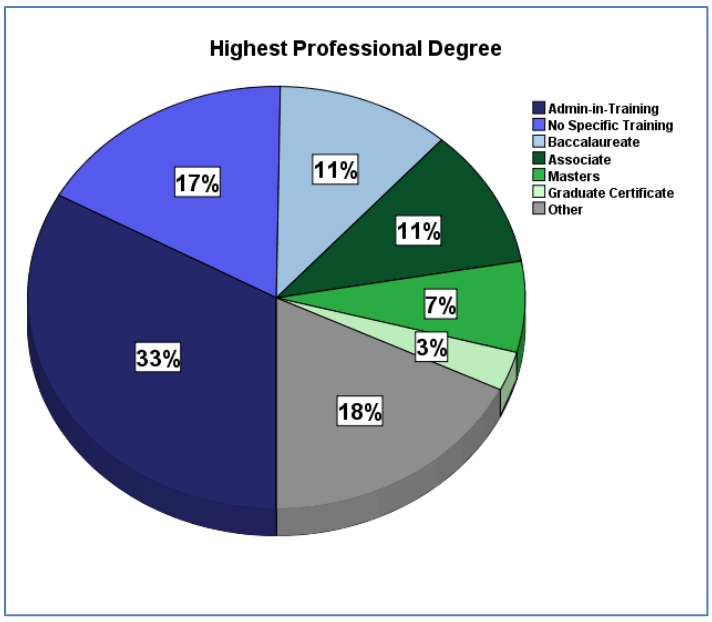
Admin-in-Training: 33%
Bachelor's Degree: 11%
Associate Degree: 11%

Educational Debt

Carry debt: 29%
Under age 40 w/ debt: 59%
Median debt: $20k-$30k

Source: Va. Healthcare Workforce Data Center

29% of ALFAs carry educational debt, including 59% of those under the age of 40. For those with educational debt, their median debt burden is between $20,000 and $30,000.



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All ALFAs		ALFAs under 40	
	#	%	#	%
None	319	71%	38	41%
Less than $20,000	50	11%	24	26%
$20,000-$49,999	39	9%	14	15%
$50,000-$99,999	26	6%	13	14%
$100,000 or more	12	3%	3	3%
Total	**448**	**100%**	**92**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	20%
RMA:	13%
CNA:	4%

Job Titles

Administrator:	40%
Executive Director:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	515	83%
Nurse (RN or LPN)	121	20%
Registered Medication Aide	83	13%
Certified Nursing Assistant	22	4%
Nursing Home Administrator	4	1%
Occupational Therapist	1	0%
At Least One	**519**	**84%**

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	251	40%	32	5%
Executive Director	136	22%	16	3%
Owner	55	9%	11	2%
Assistant Admin.	33	5%	5	1%
Pres./Exec. Officer	24	4%	5	1%
Other	114	18%	29	5%
At Least One	**495**	**80%**	**88**	**14%**

Source: Va. Healthcare Workforce Data Center

40% of Virginia's ALFA workforce held the title of Administrator at their primary work location. Another 22% held the title of Executive Direction.

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 84%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 46%
60 or more: 18%
Less than 30: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	1%
Employed in a capacity related to long-term care	471	90%
Employed, NOT in a capacity related to long-term care	37	7%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	1%
Voluntarily unemployed	4	1%
Retired	2	1%
Total	**522**	**100%**

Source: Va. Healthcare Workforce Data Center

90% of licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 84% of all ALFAs hold one full-time job, and 46% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	11	2%
One Part-Time Position	24	5%
Two Part-Time Positions	3	1%
One Full-Time Position	427	84%
One Full-Time Position & One Part-Time Position	25	5%
Two Full-Time Positions	10	2%
More than Two Positions	9	2%
Total	**509**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	11	2%
1 to 9 hours	3	1%
10 to 19 hours	9	2%
20 to 29 hours	6	1%
30 to 39 hours	20	4%
40 to 49 hours	236	46%
50 to 59 hours	132	26%
60 to 69 hours	65	13%
70 to 79 hours	11	2%
80 or more hours	15	3%
Total	**508**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	1	0%
Less than $30,000	32	8%
$30,000-$39,999	21	5%
$40,000-$49,999	43	10%
$50,000-$59,999	51	12%
$60,000-$69,999	45	10%
$70,000-$79,999	47	11%
$80,000-$89,999	63	15%
$90,000-$99,999	37	9%
$100,000-$109,999	37	9%
$110,000-$119,999	8	2%
$120,000 or More	40	10%
Total	**427**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $70k-$80k

Benefits
Paid Vacation: 85%
Employer Retirement: 49%

Satisfaction
Satisfied: 95%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	398	85%
Paid Sick Leave	330	70%
Dental Insurance	292	62%
Group Life Insurance	262	56%
Retirement	231	49%
Signing/Retention Bonus	50	11%
At Least One Benefit	**408**	**87%**

*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, 87% of ALFAs receive at least one employer-sponsored benefit, including 85% who receive paid vacation time.

95% of ALFAs are satisfied with their job, including 70% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	360	70%
Somewhat Satisfied	125	25%
Somewhat Dissatisfied	20	4%
Very Dissatisfied	7	1%
Total	**513**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . .?	#	%
Experience Involuntary Unemployment?	15	2%
Experience Voluntary Unemployment?	17	3%
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?	75	12%
Switch employers or practices?	50	8%
Experienced at least one	**144**	**23%**

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 3.6% during the past year.[1]

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 23%
Over 2 years: 63%
Over 2 yrs, 2nd location: 47%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	5	1%	10	11%
Less than 6 Months	40	8%	12	13%
6 Months to 1 Year	58	12%	6	7%
1 to 2 Years	83	17%	20	22%
3 to 5 Years	95	19%	16	18%
6 to 10 Years	57	11%	5	6%
More than 10 Years	162	32%	21	23%
Subtotal	**500**	**100%**	**90**	**100%**
Did not have location	6		521	
Item Missing	114		8	
Total	620		620	

Source: Va. Healthcare Workforce Data Center

63% of ALFAs have worked at their primary location for more than two years.

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

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	64%
Lowest Region:	1%

Locations

2 or more (Past Year):	20%
2 or more (Now*):	16%

Source: Va. Healthcare Workforce Data Center

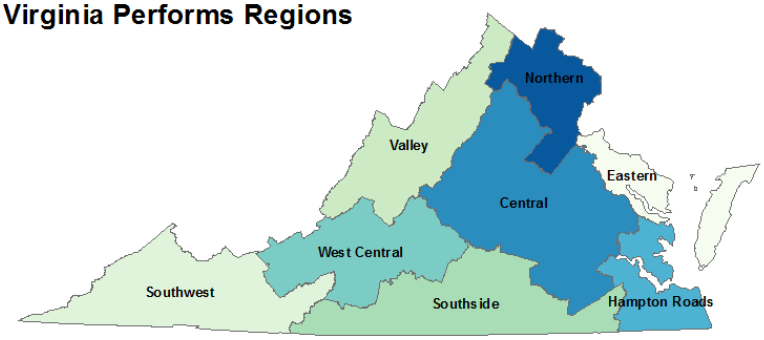
64% of all ALFAs in the state work in Hampton Roads, Northern Virginia, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	95	19%	25	27%
Eastern	5	1%	1	1%
Hampton Roads	114	23%	18	20%
Northern	113	23%	20	22%
Southside	36	7%	7	8%
Southwest	22	4%	4	4%
Valley	48	10%	4	4%
West Central	63	13%	8	9%
Virginia Border State/DC	4	1%	0	0%
Other US State	1	0%	4	4%
Outside of the US	0	0%	0	0%
Total	**501**	**100%**	**91**	**100%**
Item Missing	113		7	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	6	1%	6	1%
1	399	80%	414	82%
2	55	11%	52	10%
3	31	6%	20	4%
4	0	0%	1	0%
5	1	0%	1	0%
6 or More	11	2%	8	2%
Total	**502**	**100%**	**502**	**100%**

*At the time of survey completion, March 2018.

Source: Va. Healthcare Workforce Data Center

16% of ALFAs currently have multiple work locations, while 20% have had multiple work locations over the past 12 months.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	392	80%	80	91%
Non-Profit	79	16%	8	9%
State/Local Government	15	3%	0	0%
Veterans Administration	2	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	**488**	**100%**	**88**	**100%**
Did not have location	6		521	
Item Missing	127		10	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

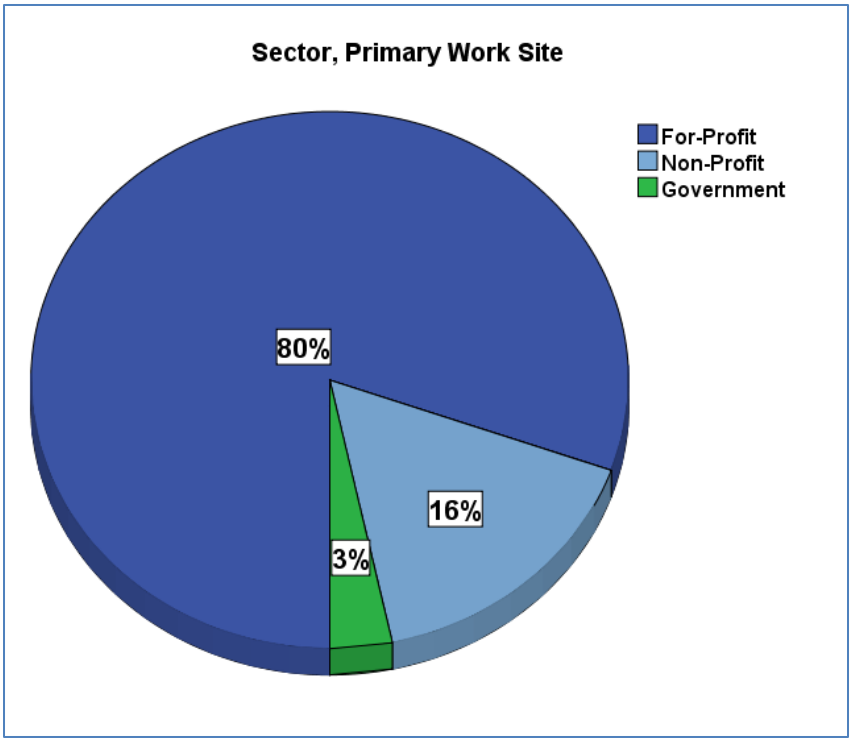
For Profit:	80%
Federal:	< 1%

Top Establishments

Assisted Living Facility:	70%
Continuing Care Retirement Comm.:	5%
Hospice:	2%

Source: Va. Healthcare Workforce Data Center

97% of all ALFAs work in the private sector, including 80% who worked at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	437	70%	66	11%
Continuing Care Retirement Community	29	5%	0	0%
Hospice	14	2%	1	0%
Skilled Nursing Facility	11	2%	2	0%
Academic Institution	8	1%	0	0%
Home/Community Health Care	7	1%	5	1%
Acute Care/Rehabilitative Facility	6	1%	1	0%
Adult Day Care	6	1%	1	0%
Other Practice Type	35	6%	17	3%
At Least One Establishment	**501**	**81%**	**88**	**14%**

Source: Va. Healthcare Workforce Data Center

70% of Virginia's ALFA workforce are 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 39% of Virginia's ALFAs are employed at a facility chain organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	227	51%	33	41%
Facility Chain	176	39%	35	44%
Hospital-Based	9	2%	1	1%
College or University	4	1%	1	1%
Integrated Health System (Veterans Administration, Large Health System)	1	0%	0	0%
Other	31	7%	10	13%
Total	**448**	**100%**	**80**	**100%**
Did Not Have Location	6		521	
Item Missing	165		18	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

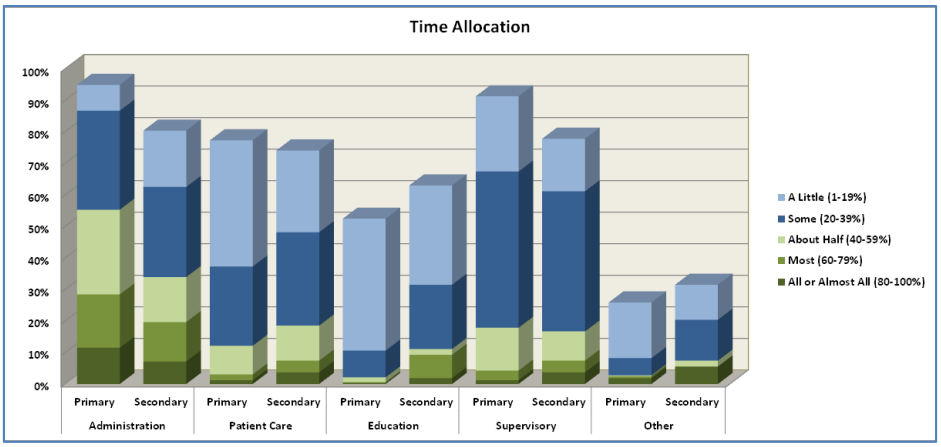
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	28%
Supervisory:	4%
Patient Care:	3%
Education:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



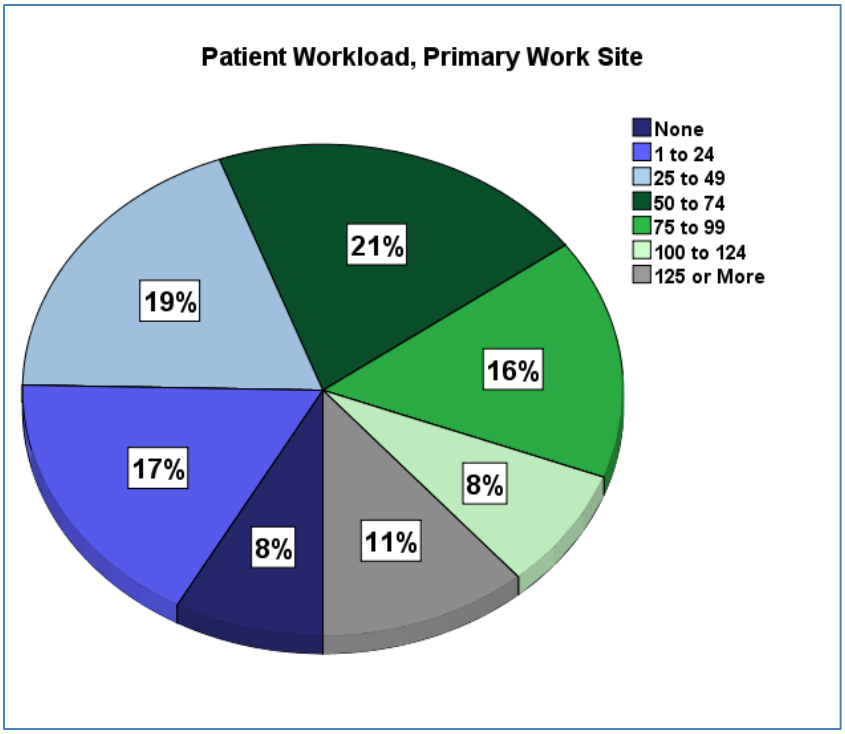
Source: Va. Healthcare Workforce Data Center

A typical ALFA spends nearly half of her time performing administrative tasks. In addition, 28% 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%	7%	1%	4%	0%	2%	1%	4%	2%	5%
Most (60-79%)	17%	13%	2%	4%	0%	7%	3%	4%	1%	0%
About Half (40-59%)	27%	15%	9%	11%	2%	2%	14%	9%	0%	2%
Some (20-39%)	32%	29%	25%	29%	8%	20%	50%	44%	5%	13%
A Little (1-19%)	8%	18%	40%	25%	42%	31%	24%	16%	18%	11%
None (0%)	5%	20%	23%	25%	48%	36%	9%	22%	74%	67%

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: 1-24

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 1 to 24 patients.

Patient Workload Responsibility				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	37	8%	13	17%
1-24	78	17%	26	34%
25-49	87	19%	11	14%
50-74	93	20%	6	8%
75-99	72	16%	7	9%
100-124	36	8%	4	5%
125-149	15	3%	4	5%
150-174	9	2%	0	0%
175-199	6	1%	0	0%
200-224	8	2%	1	1%
225-249	0	0%	1	1%
250-274	0	0%	0	0%
275-299	0	0%	0	0%
300 or more	14	3%	4	5%
Total	**454**	**100%**	**77**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs over 50	
	#	%	#	%
Under age 50	4	1%	-	-
50 to 54	11	2%	1	0%
55 to 59	29	6%	11	4%
60 to 64	97	21%	37	15%
65 to 69	170	36%	94	37%
70 to 74	88	19%	61	24%
75 to 79	17	4%	12	5%
80 or over	11	2%	7	3%
I do not intend to retire	45	10%	30	12%
Total	**472**	**100%**	**253**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 30%

Under 60: 9%

ALFAs 50 and over

Under 65: 19%

Under 60: 5%

Time until Retirement

Within 2 years: 7%

Within 10 years: 27%

Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

30% of all ALFAs expect to retire before the age of 65. Among ALFAs who are already at least age 50, 19% still expect to retire by age 65.

Within the next two years, 15% of ALFAs expect to pursue additional educational opportunities, and 12% expect to begin accepting Administrators-in-Training.

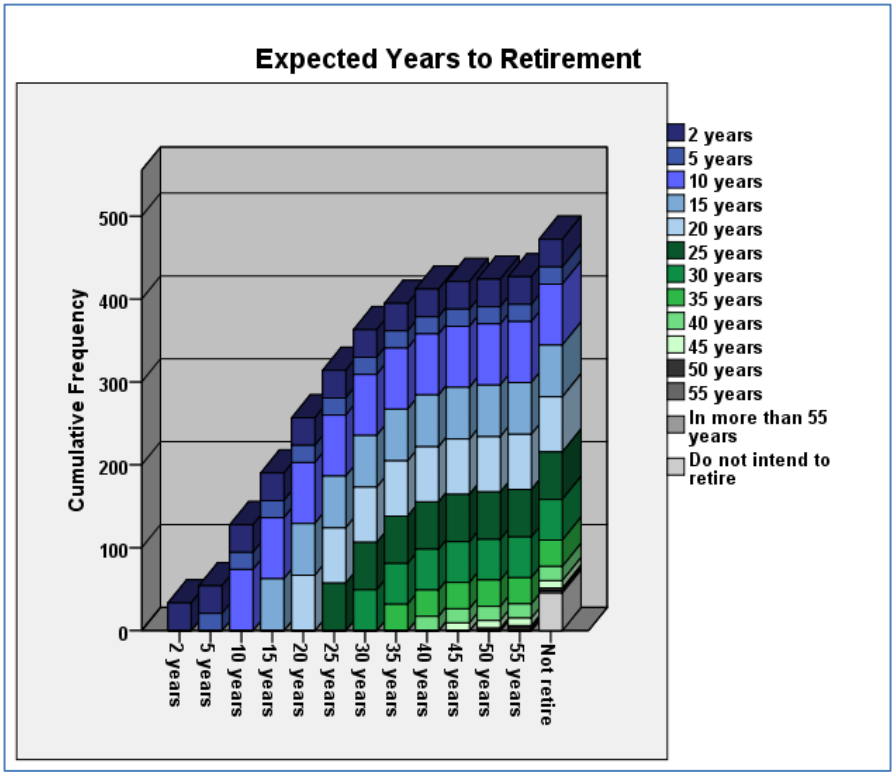
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	10	2%
Leave Virginia	33	5%
Decrease Patient Care Hours	50	8%
Decrease Teaching Hours	4	1%
Cease Accepting Trainees	9	1%
Increase Participation		
Increase Patient Care Hours	33	5%
Increase Teaching Hours	20	3%
Pursue Additional Education	95	15%
Return to the Workforce	5	1%
Begin Accepting Trainees	72	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 7% of ALFAs expect to retire in the next two years, 27% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2038.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	33	7%	7%
5 years	21	4%	11%
10 years	74	16%	27%
15 years	62	13%	40%
20 years	67	14%	54%
25 years	57	12%	67%
30 years	49	10%	77%
35 years	32	7%	84%
40 years	17	4%	87%
45 years	9	2%	89%
50 years	3	1%	90%
55 years	3	1%	90%
In more than 55 years	0	0%	90%
Do not intend to retire	45	10%	100%
Total	**472**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2028. Retirements will peak at 16% of the current workforce around the same time before declining to under 10% again around 2053.

At a Glance:

FTEs

Total:	751
FTEs/1,000 Residents[2]:	.089
Average:	1.22

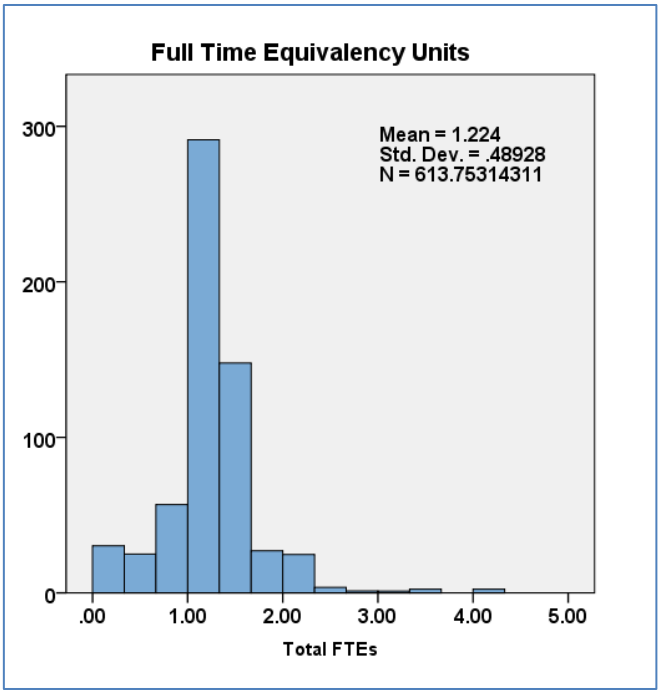
Age & Gender Effect

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:

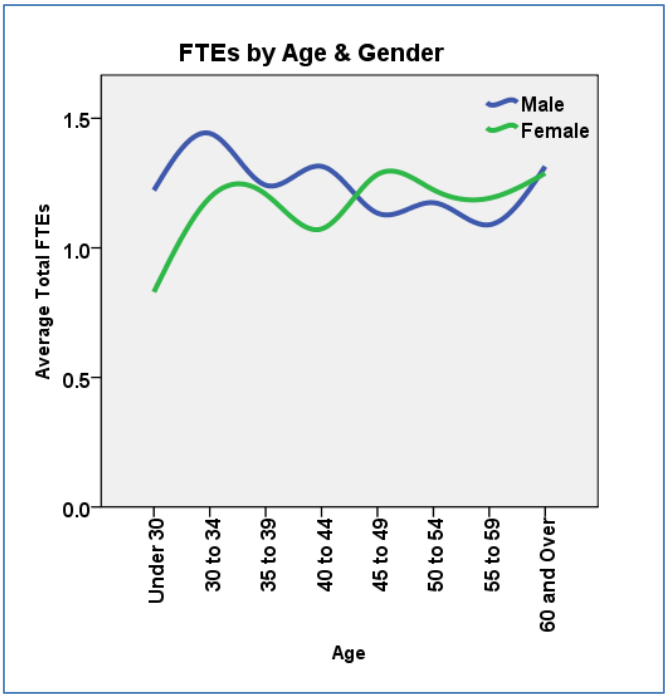


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.20 FTEs in the past year, or approximately 48 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	0.89	1.01
30 to 34	1.24	1.18
35 to 39	1.21	1.09
40 to 44	1.17	1.27
45 to 49	1.22	1.18
50 to 54	1.20	1.15
55 to 59	1.18	1.18
60 and Over	1.33	1.33
Gender		
Male	1.24	1.22
Female	1.21	1.18

Source: Va. Healthcare Workforce Data Center

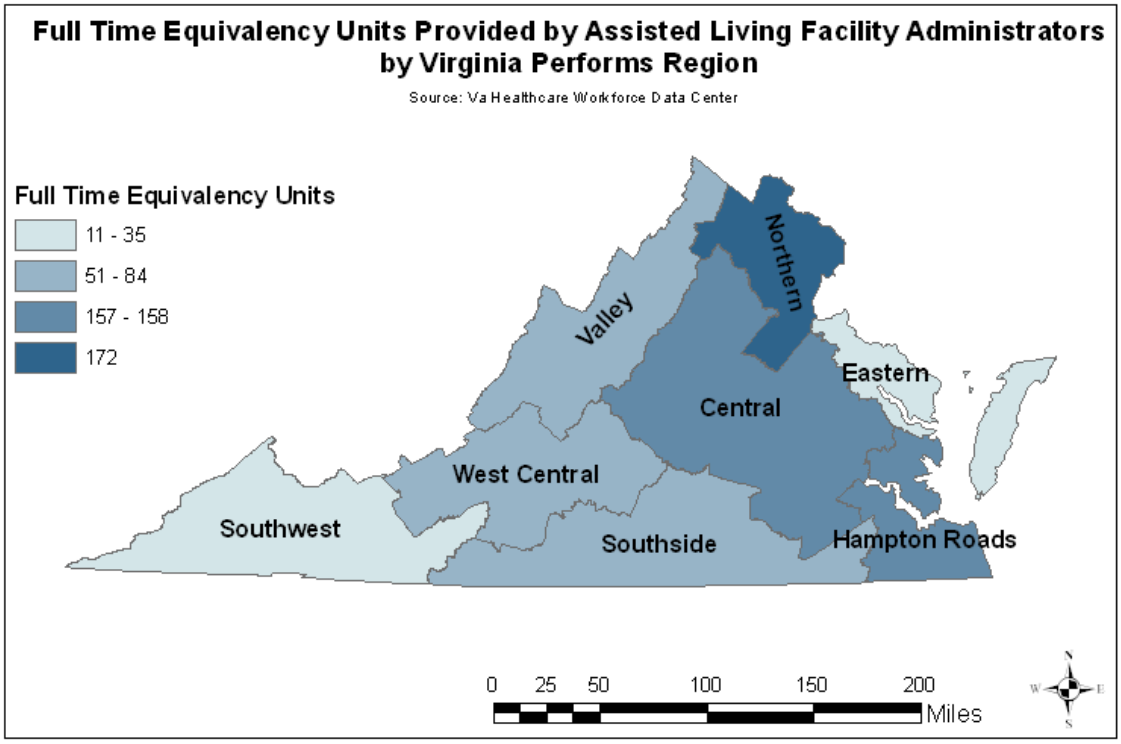


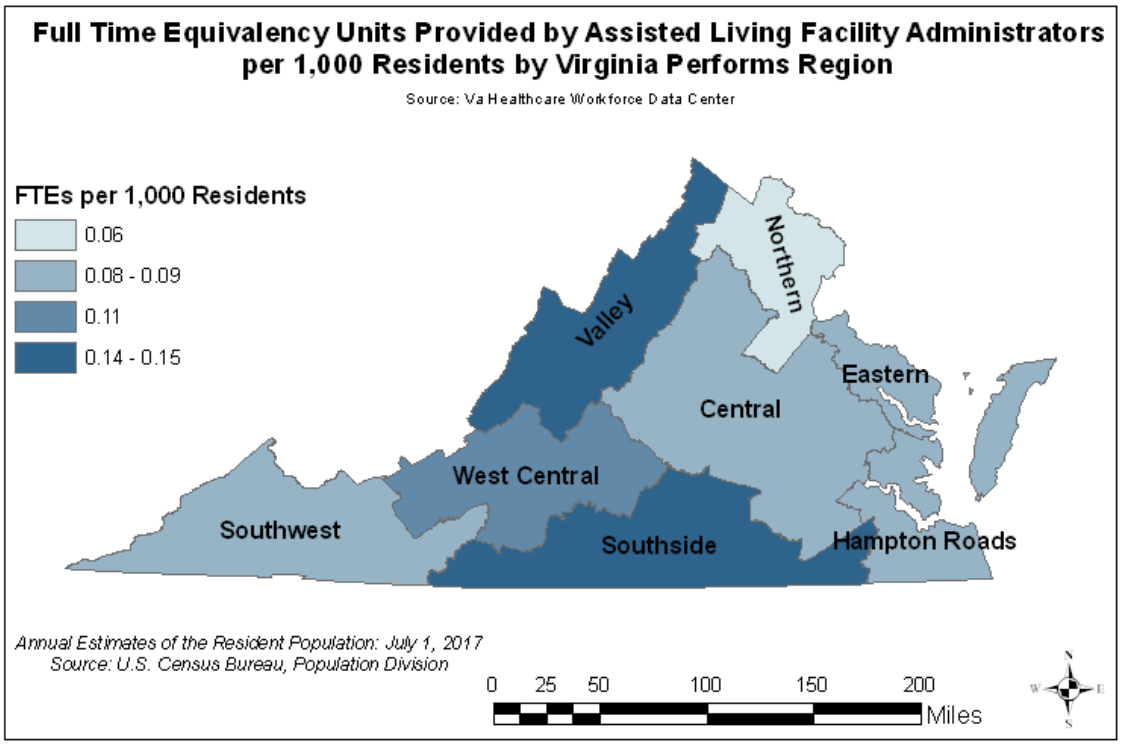
Source: Va. Healthcare Workforce Data Center

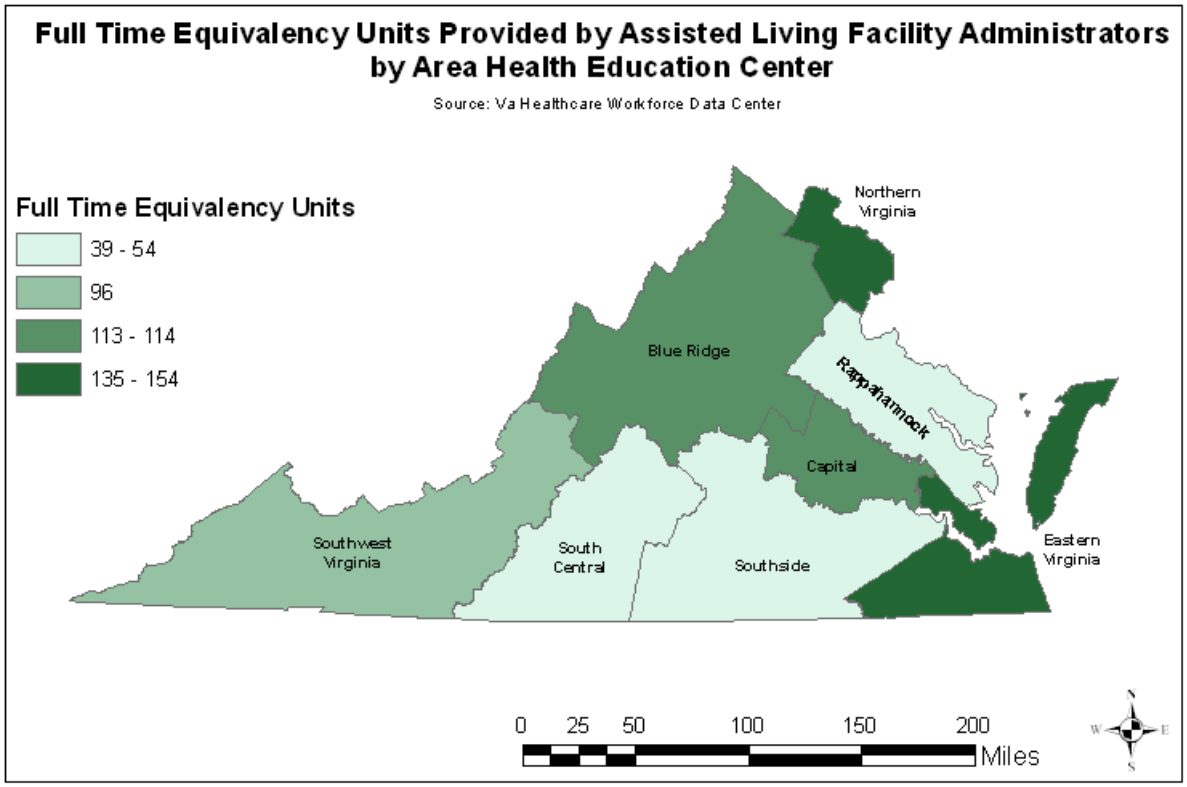
[2] Number of residents in 2017 was used as the denominator.

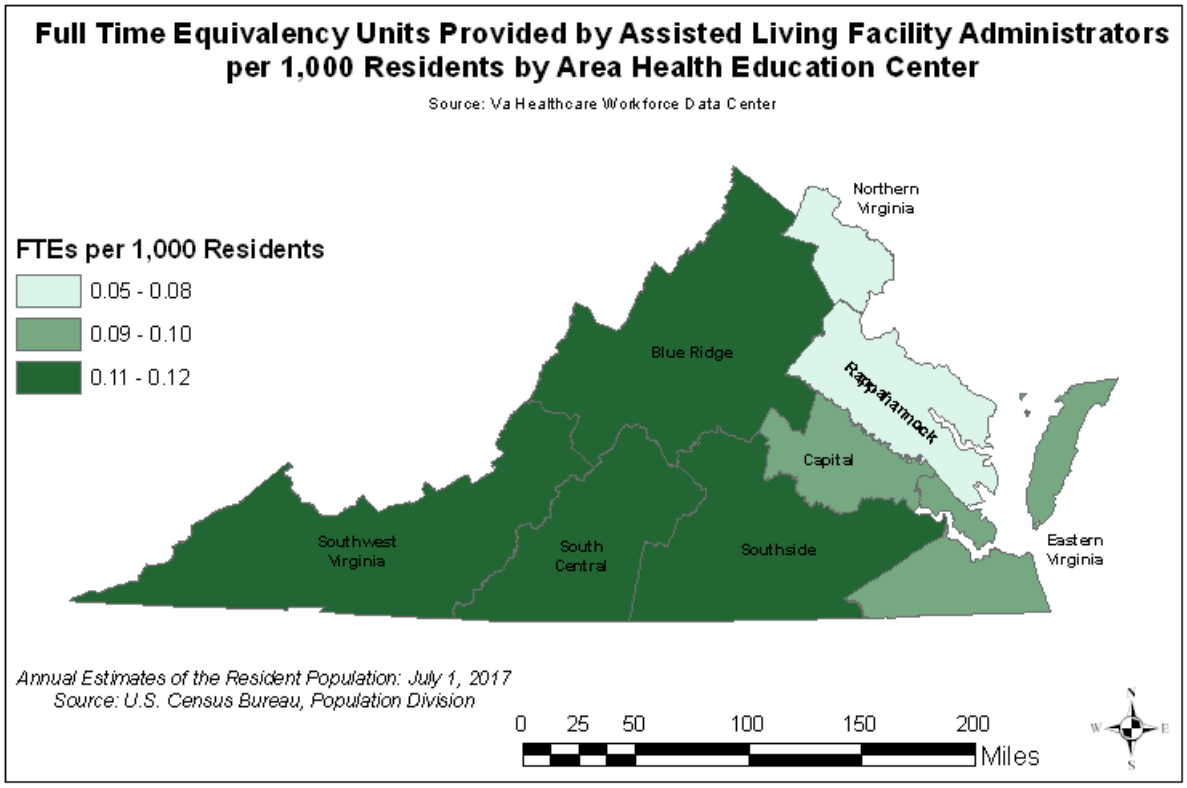
Maps

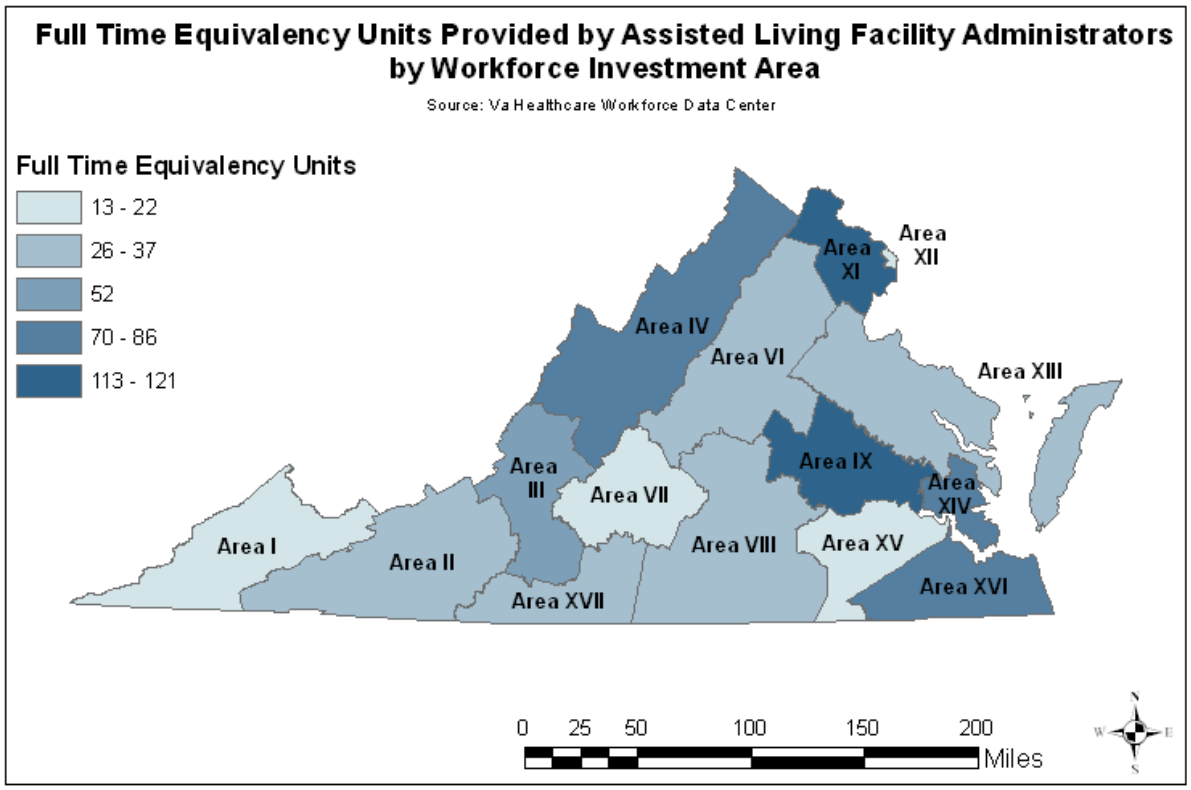
Council on Virginia's Future Regions

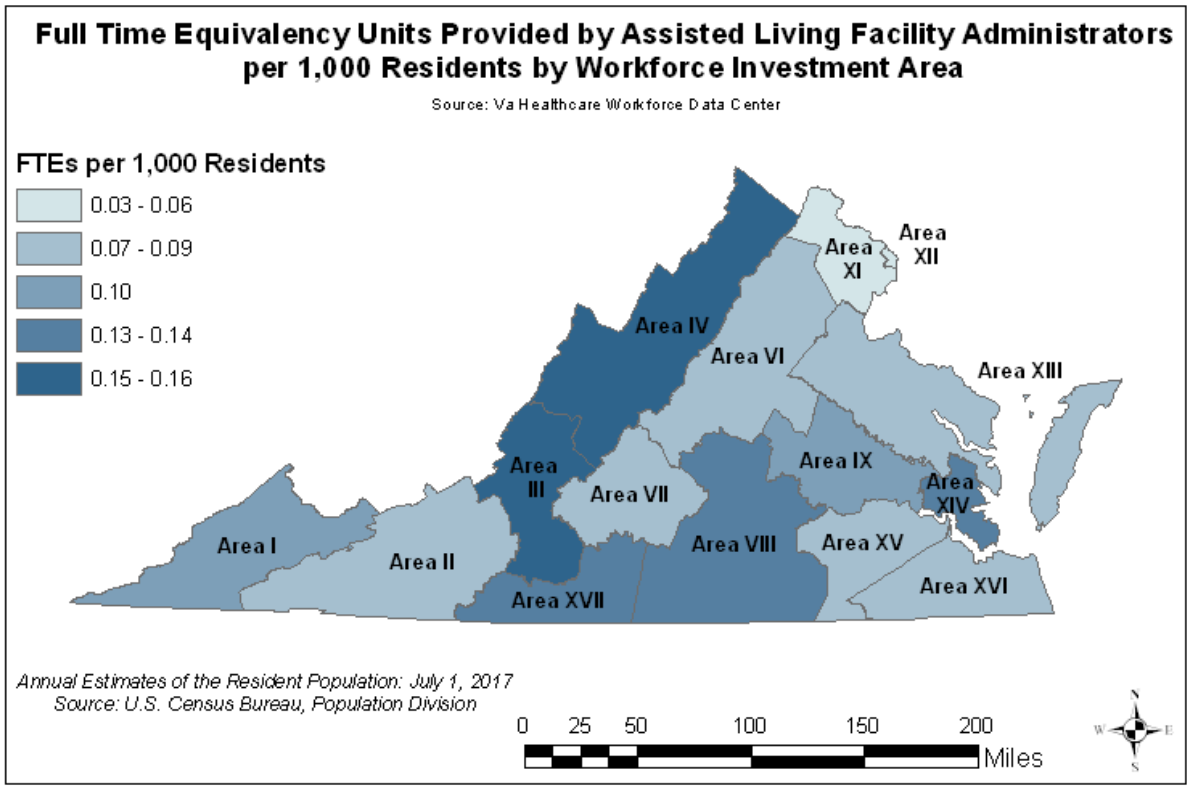


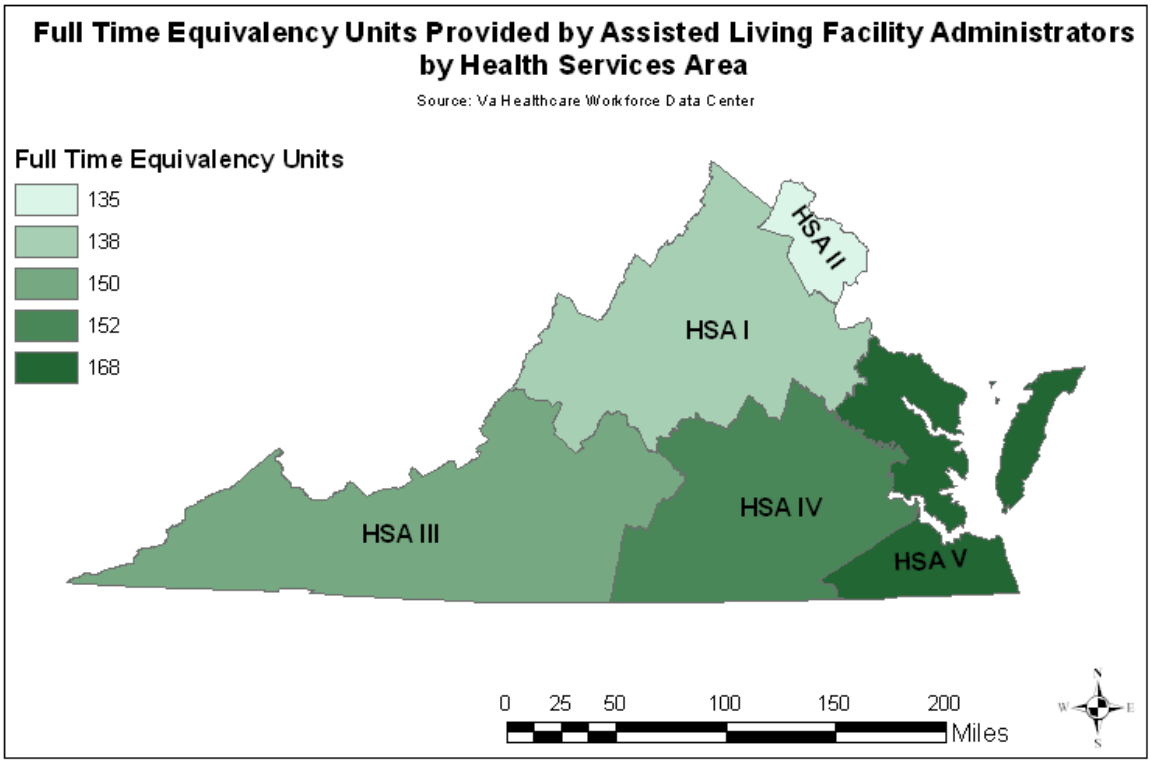


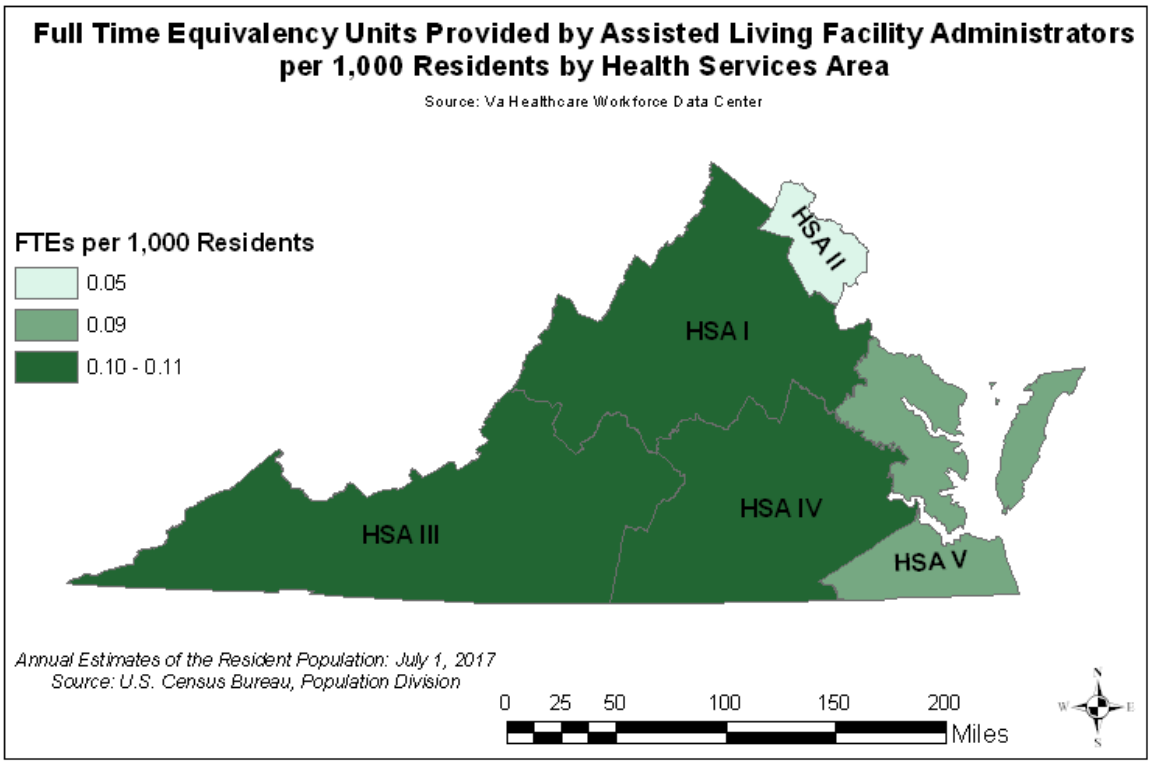

Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Area Health Education Center
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
39 - 54
96
113 - 114
135 - 154
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
0 25 50 100 150 200
Miles

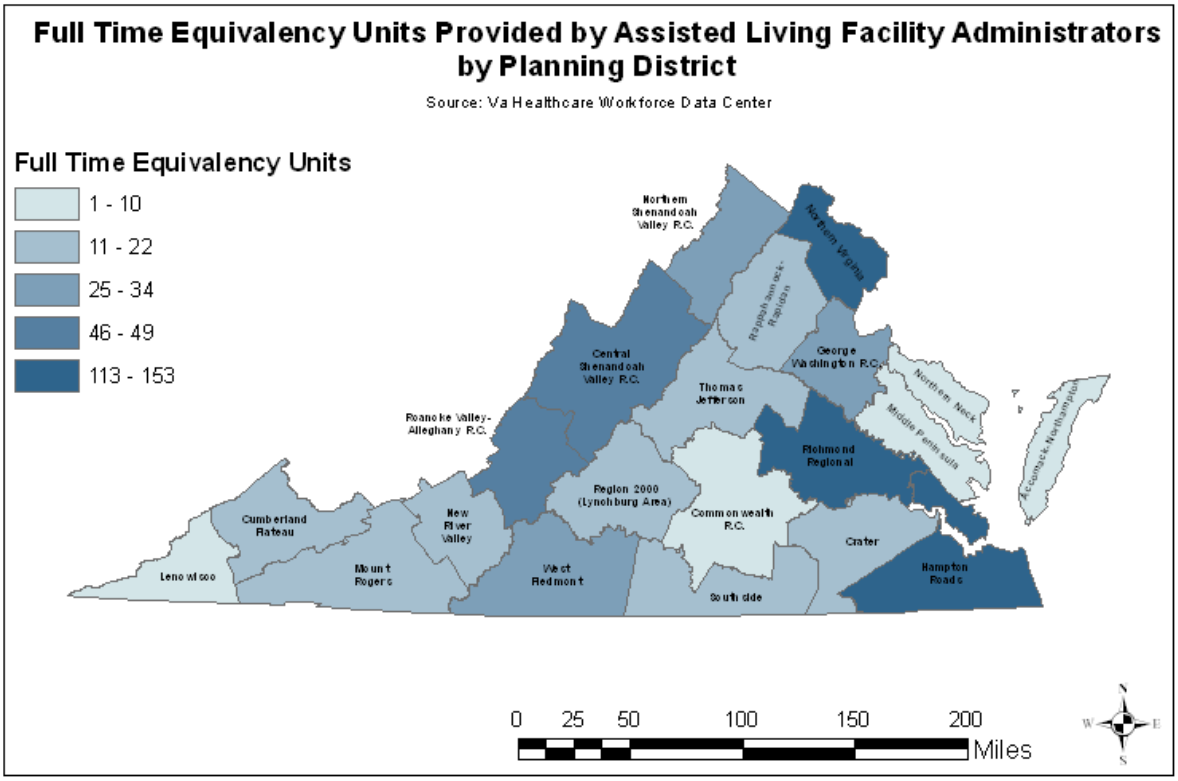

Full Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Area Health Education Center
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.05 - 0.08
0.09 - 0.10
0.11 - 0.12
Northern Virginia
Blue Ridge
Rappahannock
Capital
Southwest Virginia
South Central
Southside
Eastern Virginia
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles

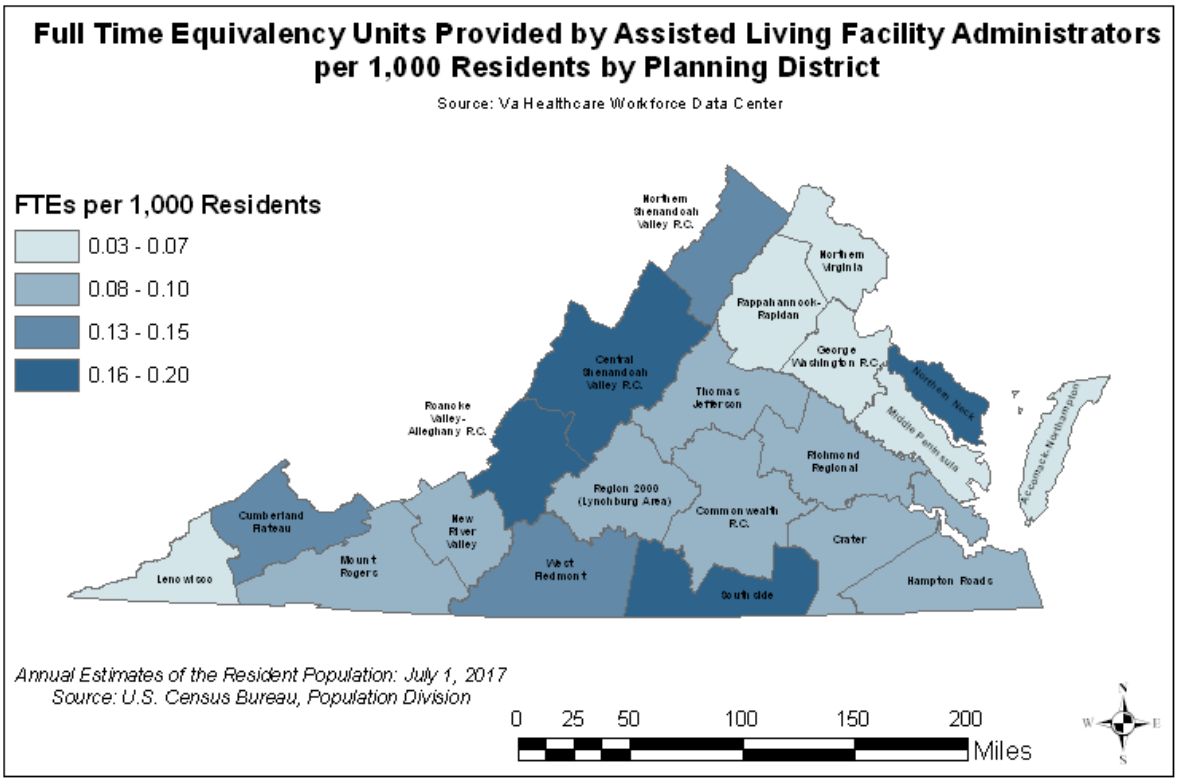

Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
13 - 22
26 - 37
52
70 - 86
113 - 121
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles


Full Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.03 - 0.06
0.07 - 0.09
0.10
0.13 - 0.14
0.15 - 0.16
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, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles


Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Health Services Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
135
138
150
152
168
HSA II
HSA I
HSA III
HSA IV
HSA V
0 25 50 100 150 200
Miles


Full Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Health Services Area
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.05
0.09
0.10 - 0.11
HSA II
HSA I
HSA III
HSA IV
HSA V
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles


Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Planning District
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
1 - 10
11 - 22
25 - 34
46 - 49
113 - 153
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
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Southside
Hampton Roads
Lenowisco
0 25 50 100 150 200
Miles
N
W
E
S


Full Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Planning District
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.03 - 0.07
0.08 - 0.10
0.13 - 0.15
0.16 - 0.20
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
Cumberland Plateau
New River Valley
Mount Rogers
West Piedmont
Southside
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	358	81.28%	1.230241	1.13727	1.71028
Metro, 250,000 to 1 million	61	83.61%	1.196078	1.10569	1.66279
Metro, 250,000 or less	61	83.61%	1.196078	1.10569	1.66279
Urban pop 20,000+, Metro adj	20	80.00%	1.25	1.15554	1.25521
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	53	86.79%	1.152174	1.0651	1.60175
Urban pop, 2,500-19,999, nonadj	26	92.31%	1.083333	1.00147	1.50605
Rural, Metro adj	12	83.33%	1.2	1.10932	1.66824
Rural, nonadj	10	80.00%	1.25	1.15554	1.25521
Virginia border state/DC	42	69.05%	1.448276	1.33883	1.57266
Other US State	10	80.00%	1.25	1.20919	1.25521

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	17	58.82%	1.7	1.50605	1.71028
30 to 34	46	84.78%	1.179487	1.11132	1.39692
35 to 39	52	88.46%	1.130435	1.00147	1.33883
40 to 44	81	75.31%	1.327869	1.17637	1.57266
45 to 49	97	84.54%	1.182927	1.04797	1.401
50 to 54	88	81.82%	1.222222	1.08278	1.44754
55 to 59	105	83.81%	1.193182	1.05705	1.41314
60 and Over	167	81.44%	1.227941	1.08785	1.45431

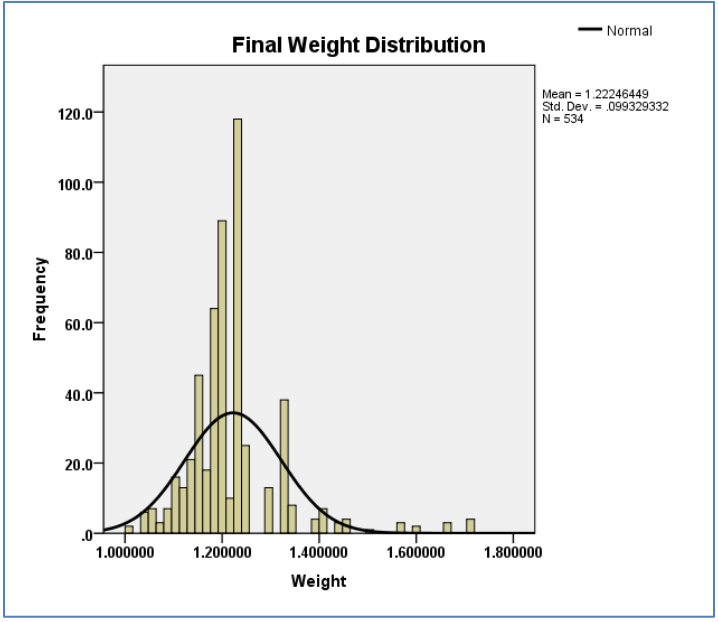
Source: Va. Healthcare Workforce Data Center

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

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

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

Overall Response Rate: **0.817764**



Source: Va. Healthcare Workforce Data Center