Virginia's Assisted Living Facility Administrator Workforce: 2019

Healthcare Workforce Data Center

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More than 500 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:	688
Virginia's Workforce:	645
FTEs:	742

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	93%

Demographics

Female:	80%
Diversity Index:	45%
Median Age:	52

Background

Rural Childhood:	45%
HS Degree in VA:	60%
Prof. Degree in VA:	91%

Health Admin. Edu.

Admin-in-Training:	34%
Baccalaureate:	12%

Finances

Median Inc.:	$70k-$80k
Retirement Benefits:	51%
Under 40 w/ Ed Debt:	56%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	83%
Satisfied?:	94%

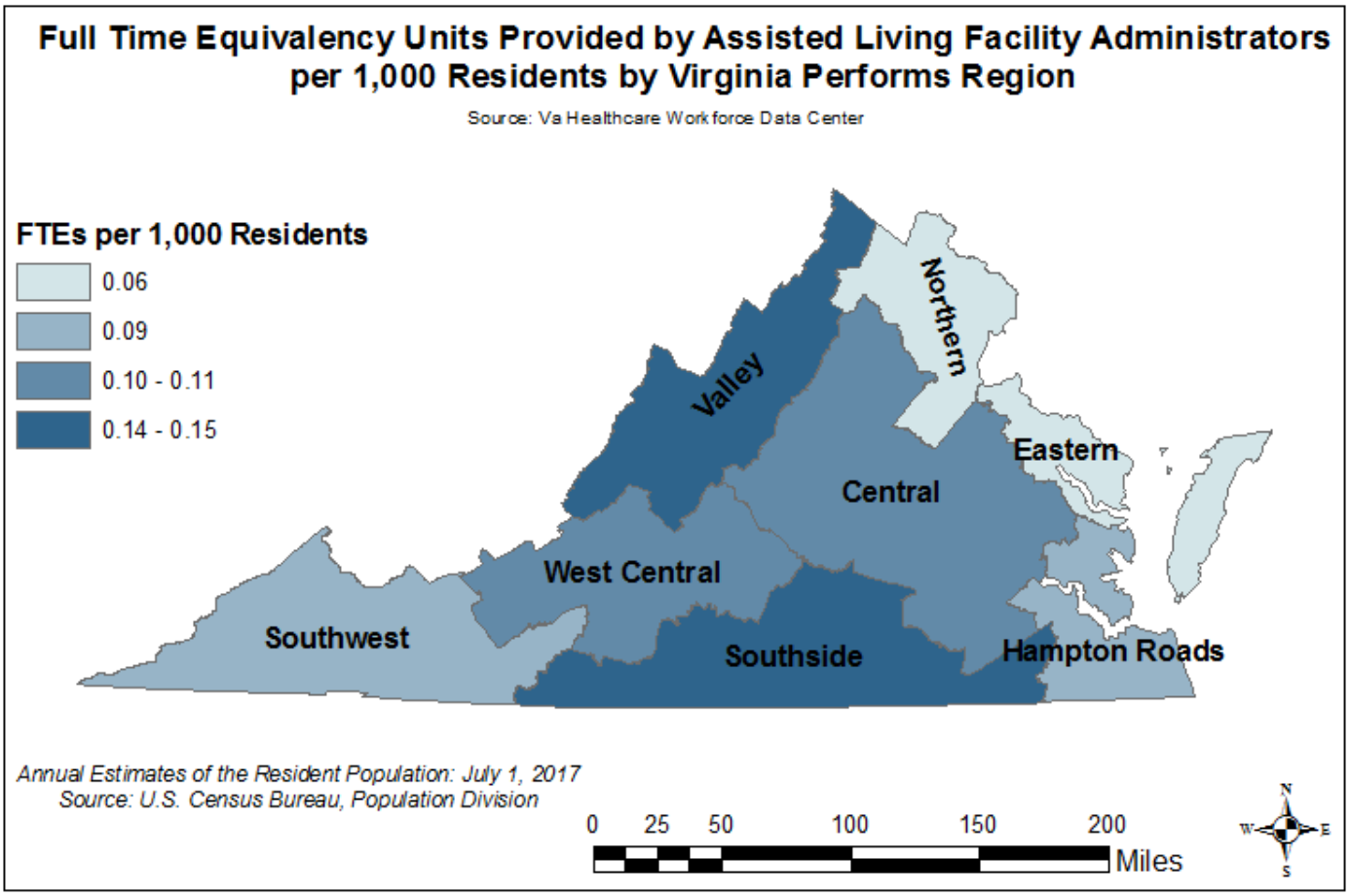
Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs:	63%

Time Allocation

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

Source: Va. Healthcare Workforce Data Center



Results in Brief

More than 500 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2019 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 688 ALFAs who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 645 ALFAs participated in Virginia's workforce during the survey period, which is defined as those ALFAs 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. Over the past year, Virginia's ALFA workforce provided 742 "full-time equivalency units".

Nearly 20% of all ALFAs are under the age of 40. Within this age group, nearly three-quarters are female. In addition, there is a 55% chance that two randomly chosen ALFAs from this age group would be of a different race or ethnicity, a measure known as the diversity index. This makes ALFAs who are under the age of 40 nearly as diverse as the overall statewide population with its diversity index of 57%. Meanwhile, 45% of ALFAs grew up in a rural area, and 26% of these professionals currently work in non-metro areas of Virginia. In total, 17% of all ALFAs currently work in non-metro areas of the state.

Nine out of every ten ALFAs are currently employed in the profession, while only 1% of ALFAs have been involuntarily unemployed at some point over the past year. Nearly all ALFAs work in the private sector, including 81% who are employed at for-profit establishments. Assisted Living Facilities employ 70% of all ALFAs in the state, while another 6% work at either continuing care retirement facilities or home/community health care establishments.

The typical ALFA earns between $70,000 and $80,000 per year. In addition, 85% of ALFAs receive at least one employer-sponsored benefit, including 51% who have access to a retirement plan. At the same time, 28% of ALFAs currently carry education debt, including 56% of those ALFAs who are under the age of 40. For those ALFAs with education debt, the median debt burden is between $30,000 and $40,000. More than 90% of ALFAs are satisfied with their current work situation, including 75% who indicate that they are "very satisfied".

Summary of Trends

Since 2014, the number of licensed ALFAs in Virginia has increased by 5% (688 vs. 656), and the survey response rate among these licensees has increased considerably (79% vs. 72%). The size of Virginia's ALFA workforce has also increased by 5% (645 vs. 612), while the number of FTEs provided by this workforce has increased by 3% (742 vs. 718).

ALFAs are less likely to be female (80% vs. 83%), and this decline is even more pronounced among ALFAs who are under the age of 40 (74% vs. 79%). Meanwhile, the diversity index of Virginia's ALFAs has increased significantly (45% vs. 35%). This is also true among those ALFAs who are under the age of 40 (55% vs. 42%). At the same time, Virginia's ALFAs are less likely to have grown up in a rural area (45% vs. 49%). Overall, the percentage of ALFAs who work in non-metro areas of Virginia has declined (17% vs. 19%).

Although the percentage of ALFAs who are employed in the profession has not changed since 2014, they are more likely to work between 50 and 59 hours per week (28% vs. 23%) instead of between 40 and 49 hours per week (44% vs. 51%). In addition, ALFAs are less likely to have worked at their primary work location for at least two years (63% vs. 71%). With respect to organization type, ALFAs are more likely to work at a facility chain organization (41% vs. 35%) in lieu of an independent/stand-alone organization (52% vs 58%).

The median annual income of Virginia's ALFA workforce has increased ($70,000-$80,000 vs. $60,000-$70,000), and ALFAs are also more likely to receive at least one employer-sponsored benefit (85% vs. 83%). Although fewer ALFAs indicate that they are satisfied with their current work situation (94% vs. 96%), slightly more ALFAs indicate that they are "very satisfied" (75% vs. 74%).

A Closer Look:

Licensees		
License Status	**#**	**%**
Renewing Practitioners	544	79%
New Licensees	69	10%
Non-Renewals	75	11%
All Licensees	**688**	**100%**

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 90% of renewing ALFAs submitted a survey. These respondents represent 79% 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 2019.
2. **Target Population:** All ALFAs who held a Virginia license at some point between April 2018 and March 2019.
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**	**Respondents**	**Response Rate**
By Age			
Under 30	4	11	73%
30 to 34	8	40	83%
35 to 39	11	45	80%
40 to 44	19	62	77%
45 to 49	18	80	82%
50 to 54	16	88	85%
55 to 59	28	79	74%
60 and Over	42	137	77%
Total	**146**	**542**	**79%**
New Licenses			
Issued in Past Year	37	32	46%
Metro Status			
Non-Metro	23	105	82%
Metro	111	395	78%
Not in Virginia	12	42	78%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	**542**
Response Rate, All Licensees	**79%**
Response Rate, Renewals	**93%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	688
New:	10%
Not Renewed:	11%

Response Rates

All Licensees:	79%
Renewing Practitioners:	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce:	645
FTEs:	742

Utilization Ratios

Licensees in VA Workforce:	94%
Licensees per FTE:	0.93
Workers per FTE:	0.87

Source: Va. Healthcare Workforce Data Center

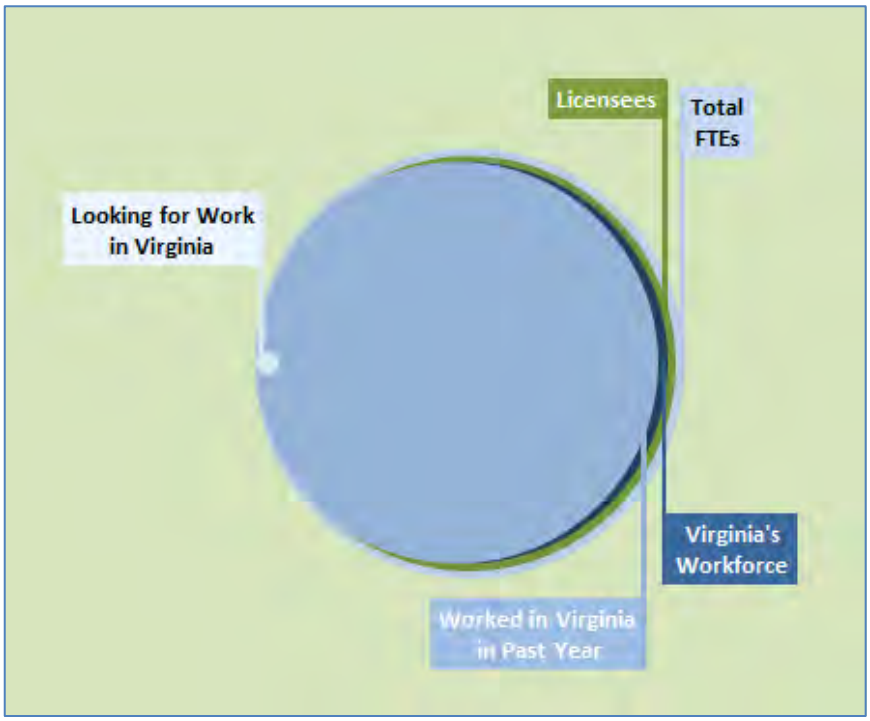
Definitions

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	643	100%
Looking for Work in Virginia	2	0%
Virginia's Workforce	**645**	**100%**
Total FTEs	**742**	
Licensees	**688**	

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	3	21%	10	79%	13	2%
30 to 34	12	30%	28	70%	39	7%
35 to 39	10	23%	34	77%	45	8%
40 to 44	18	28%	47	72%	66	12%
45 to 49	12	18%	56	82%	69	13%
50 to 54	16	18%	69	82%	85	16%
55 to 59	14	16%	72	84%	86	16%
60 and Over	22	17%	112	84%	134	25%
Total	**107**	**20%**	**429**	**80%**	**536**	**100%**

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	62%	387	71%	61	64%
Black	19%	109	20%	16	17%
Asian	7%	22	4%	7	7%
Other Race	0%	8	1%	5	5%
Two or More Races	3%	9	2%	5	5%
Hispanic	9%	10	2%	1	1%
Total	**100%**	**545**	**100%**	**95**	**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, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	80%
% Under 40 Female:	74%

Age

Median Age:	52
% Under 40:	18%
% 55 and Over:	41%

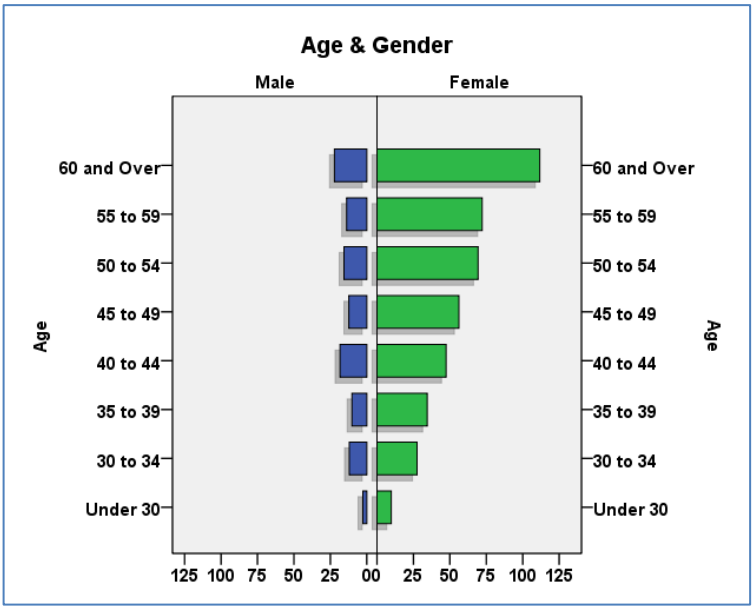
Diversity

Diversity Index:	45%
Under 40 Div. Index:	55%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 45% chance that 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 57%.

Nearly 20% of all ALFAs are under the age of 40, and 74% of these professionals are female. In addition, there is a 55% 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:	17%
Rural Childhood:	45%

Virginia Background

HS in Virginia:	60%
Prof. Edu. in VA:	91%
HS or Prof. Edu. in VA:	92%

Location Choice

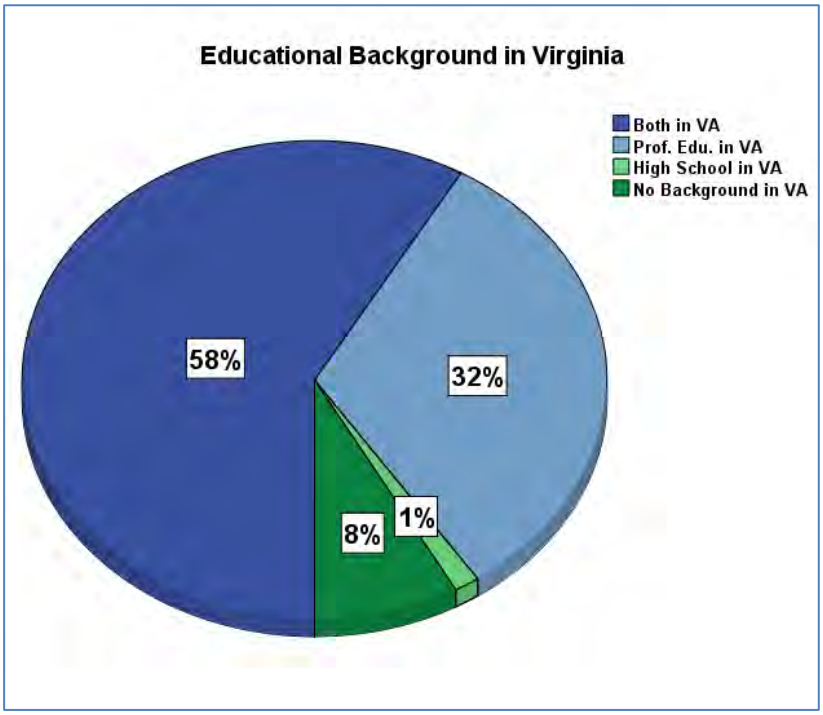
% Rural to Non-Metro:	26%
% Urban/Suburban to Non-Metro:	10%

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
	Metro Counties			
1	Metro, 1 Million+	33%	46%	21%
2	Metro, 250,000 to 1 Million	58%	25%	17%
3	Metro, 250,000 or Less	55%	38%	7%
	Non-Metro Counties			
4	Urban Pop. 20,000+, Metro Adjacent	71%	24%	6%
6	Urban Pop., 2,500-19,999, Metro Adjacent	61%	29%	10%
7	Urban Pop., 2,500-19,999, Non-Adjacent	67%	11%	22%
8	Rural, Metro Adjacent	100%	0%	0%
9	Rural, Non-Adjacent	80%	0%	20%
	Overall	**45%**	**38%**	**17%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly half of all ALFAs grew up in a rural area, and 26% of these professionals currently work in non-metro areas of Virginia. 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	320	Virginia	439
2	Outside U.S./Canada	37	North Carolina	10
3	New York	29	New York	4
4	Pennsylvania	18	New Jersey	4
5	North Carolina	15	Pennsylvania	3
6	Maryland	11	Illinois	3
7	Illinois	9	Iowa	3
8	Florida	9	Texas	3
9	New Jersey	9	Delaware	1
10	West Virginia	8	Washington, D.C.	1

Source: Va. Healthcare Workforce Data Center

Three out of every five 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, 56% 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	120	Virginia	175
2	Outside U.S./Canada	17	North Carolina	4
3	New York	12	New Jersey	4
4	North Carolina	7	Texas	3
5	Pennsylvania	5	New York	2
6	Connecticut	5	Pennsylvania	2
7	Florida	4	Washington	1
8	West Virginia	4	Illinois	1
9	New Jersey	4	New Mexico	1
10	Iowa	4	California	1

Source: Va. Healthcare Workforce Data Center

More than 5% of all licensees were not a part of Virginia's ALFA workforce. More than 90% of these licensees worked at some point in the past year, including 83% who worked as ALFAs.

At a Glance:

Not in VA Workforce

Total:	43
% of Licensees:	6%
Federal/Military:	0%
VA Border State/D.C.:	35%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	74	14%	-	-
Admin-in-Training	180	34%	-	-
High School/GED	-	-	125	23%
Associate	51	10%	107	20%
Baccalaureate	61	12%	172	32%
Graduate Cert.	14	3%	21	4%
Masters	56	11%	102	19%
Doctorate	1	0%	6	1%
Other	84	16%	-	-
Total	**522**	**100%**	**533**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

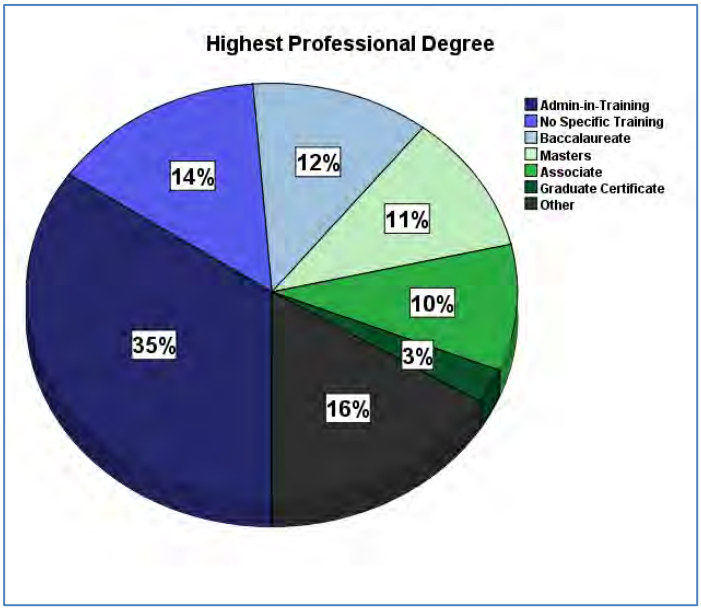
Admin-in-Training: 34%
Baccalaureate Degree: 12%
Master's Degree: 11%

Education Debt

Carry Debt: 28%
Under Age 40 w/ Debt: 56%
Median Debt: $30k-$40k

Source: Va. Healthcare Workforce Data Center

Nearly 30% of ALFAs carry education debt, including 56% of those under the age of 40. For those with education debt, their median debt burden is between $30,000 and $40,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All ALFAs		ALFAs Under 40	
	#	%	#	%
None	340	72%	36	44%
Less than $10,000	25	5%	13	16%
$10,000-$19,999	14	3%	4	5%
$20,000-$29,999	15	3%	6	7%
$30,000-$39,999	21	4%	7	9%
$40,000-$49,999	11	2%	5	6%
$50,000-$59,999	11	2%	2	2%
$60,000-$69,999	7	1%	3	4%
$70,000-$79,999	5	1%	3	4%
$80,000-$89,999	1	0%	0	0%
$90,000-$99,999	6	1%	2	2%
$100,000 or More	15	3%	1	1%
Total	**473**	**100%**	**82**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

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

Job Titles

Administrator:	37%
Executive Director:	23%
Owner:	7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	**#**	**%**
ALF Administrator	527	82%
Nurse (RN or LPN)	127	20%
Registered Medication Aide	88	14%
Certified Nursing Assistant	23	4%
Nursing Home Administrator	5	1%
Occupational Therapist	1	0%
Other	44	7%
At Least One License	**533**	**83%**

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Administrator	240	37%	28	4%
Executive Director	151	23%	15	2%
Owner	42	7%	9	1%
Assistant Administrator	33	5%	5	1%
President or Executive Officer	24	4%	1	0%
Other	122	19%	25	4%
At Least One Title	**508**	**79%**	**73**	**11%**

Source: Va. Healthcare Workforce Data Center

More than one-third of ALFAs hold the title of administrator at their primary work location. Another 23% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 83%
2 or More Positions: 8%

Weekly Hours:

40 to 49: 44%
60 or More: 17%
Less than 30: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	**#**	**%**
Employed, Capacity Unknown	0	0%
Employed in a Capacity Related to Long-Term Care	478	90%
Employed, NOT in a Capacity Related to Long-Term Care	36	7%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	1%
Voluntarily Unemployed	9	2%
Retired	0	0%
Total	**529**	**100%**

Source: Va. Healthcare Workforce Data Center

Nine out of every ten licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 83% of all ALFAs hold one full-time job, and 44% work between 40 and 49 hours per week.

Current Positions		
Positions	**#**	**%**
No Positions	15	3%
One Part-Time Position	28	5%
Two Part-Time Positions	5	1%
One Full-Time Position	433	83%
One Full-Time Position & One Part-Time Position	25	5%
Two Full-Time Positions	10	2%
More than Two Positions	3	1%
Total	**519**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	15	3%
1 to 9 Hours	4	1%
10 to 19 Hours	4	1%
20 to 29 Hours	14	3%
30 to 39 Hours	22	4%
40 to 49 Hours	227	44%
50 to 59 Hours	143	28%
60 to 69 Hours	64	12%
70 to 79 Hours	7	1%
80 or More Hours	18	3%
Total	**518**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	**#**	**%**
Volunteer Work Only	1	0%
Less than $30,000	37	9%
$30,000-$39,999	16	4%
$40,000-$49,999	35	9%
$50,000-$59,999	34	8%
$60,000-$69,999	47	11%
$70,000-$79,999	46	11%
$80,000-$89,999	53	13%
$90,000-$99,999	45	11%
$100,000-$109,999	42	10%
$110,000-$119,999	20	5%
$120,000-$129,999	7	2%
$130,000 or More	38	9%
Total	**420**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: $70k-$80k

Benefits
Paid Vacation: 84%
Employer Retirement: 51%

Satisfaction
Satisfied: 94%
Very Satisfied: 75%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	**#**	**%**
Paid Vacation	403	84%
Paid Sick Leave	343	72%
Dental Insurance	297	62%
Group Life Insurance	257	54%
Retirement	243	51%
Signing/Retention Bonus	41	9%
At Least One Benefit	**408**	**85%**

*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, 85% of ALFAs receive at least one employer-sponsored benefit, including 84% who receive paid vacation time.

Nearly 95% of ALFAs are satisfied with their job, including 75% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	392	75%
Somewhat Satisfied	100	19%
Somewhat Dissatisfied	18	4%
Very Dissatisfied	11	2%
Total	**521**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In The Past Year Did You . . .?	**#**	**%**
Experience Involuntary Unemployment?	8	1%
Experience Voluntary Unemployment?	20	3%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	4	1%
Work Two or More Positions at the Same Time?	86	13%
Switch Employers or Practices?	55	9%
Experienced At Least One	**159**	**25%**

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's ALFAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the past year.[1]

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 9%
New Location: 22%
Over 2 Years: 63%
Over 2 Yrs, 2nd Location: 49%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	**Primary**		**Secondary**	
	#	**%**	**#**	**%**
Not Currently Working at This Location	9	2%	7	9%
Less than 6 Months	38	7%	11	14%
6 Months to 1 Year	56	11%	10	13%
1 to 2 Years	87	17%	13	17%
3 to 5 Years	102	20%	11	14%
6 to 10 Years	60	12%	7	9%
More than 10 Years	161	31%	20	26%
Subtotal	**514**	**100%**	**78**	**100%**
Did Not Have Location	7		554	
Item Missing	124		13	
Total	**645**		**645**	

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of ALFAs have worked at their primary location for more than two years.

[1] As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate increased from 2.7% in April 2018 to 3.0% in March 2019. At the time of publication, the unemployment rate from March 2019 was still preliminary.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	66%
Lowest Region:	1%

Locations

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

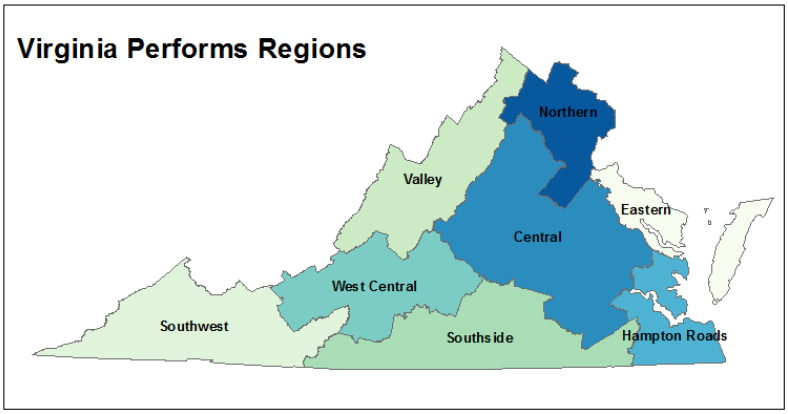
Source: Va. Healthcare Workforce Data Center

Two-thirds of all ALFAs in the state work in Central Virginia, Hampton Roads, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	119	23%	17	22%
Hampton Roads	114	22%	18	23%
Northern	103	20%	19	24%
West Central	60	12%	8	10%
Valley	48	9%	4	5%
Southside	35	7%	6	8%
Southwest	23	5%	1	1%
Eastern	6	1%	1	1%
Virginia Border State/D.C.	0	0%	3	4%
Other U.S. State	2	0%	1	1%
Outside of the U.S.	0	0%	0	0%
Total	**510**	**100%**	**78**	**100%**
Item Missing	127		13	

Source: Va. Healthcare Workforce Data Center



Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	2	1%	6	1%
1	423	82%	438	85%
2	50	10%	41	8%
3	31	6%	23	5%
4	1	0%	1	0%
5	1	0%	1	0%
6 or More	6	1%	4	1%
Total	**515**	**100%**	**515**	**100%**

*At the time of survey completion, March 2019.

Source: Va. Healthcare Workforce Data Center

Nearly 15% of ALFAs currently have multiple work locations, while 17% have had multiple work locations over the past 12 months.

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	399	81%	61	78%
Non-Profit	83	17%	13	17%
State/Local Government	11	2%	3	4%
Veterans Administration	1	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	1	1%
Total	**494**	**100%**	**78**	**100%**
Did Not Have Location	7		554	
Item Missing	145		14	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Sector

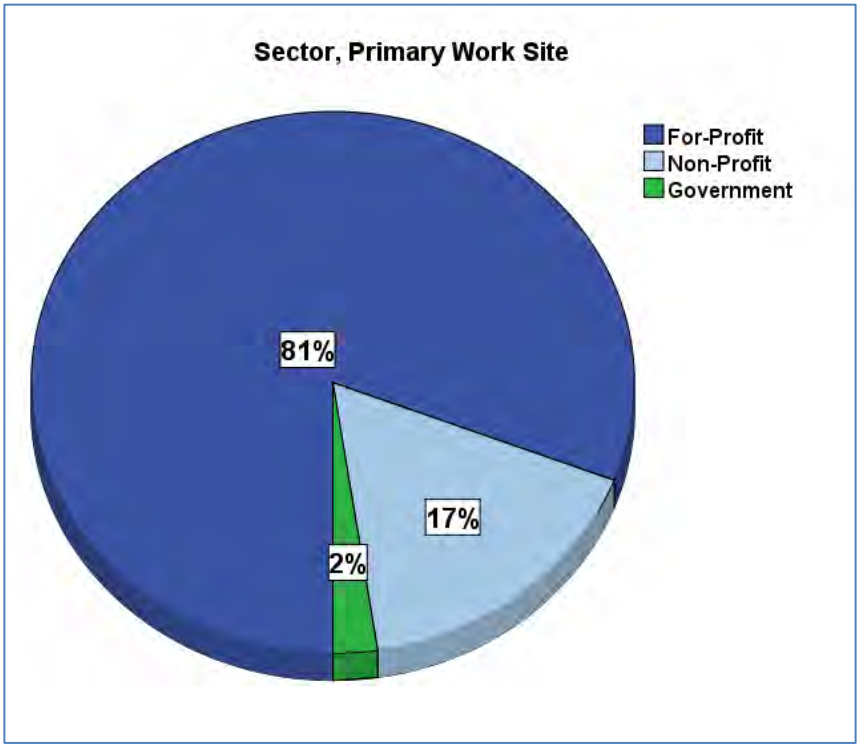
For Profit: 81%
Federal: 0%

Top Establishments

Assisted Living Facility: 70%
Continuing Care Retirement Community: 3%
Home/Community Care: 3%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	453	70%	60	9%
Continuing Care Retirement Community	22	3%	3	0%
Home/Community Health Care	17	3%	5	1%
Skilled Nursing Facility	13	2%	5	1%
Adult Day Care	8	1%	1	0%
Academic Institution	4	1%	1	0%
Hospice	6	1%	2	0%
Acute Care/Rehabilitative Facility	3	0%	0	0%
PACE	1	0%	0	0%
Other Practice Type	31	5%	13	2%
At Least One Establishment	**509**	**79%**	**78**	**12%**

Source: Va. Healthcare Workforce Data Center

Seven out of every ten ALFAs are employed at an assisted living facility as their primary work location.

More than half of ALFAs are employed at an independent/stand-alone organization as their primary work location. Another 41% of Virginia's ALFAs are employed at a facility chain organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand-Alone	220	52%	30	42%
Facility Chain	173	41%	24	34%
Hospital-Based	10	2%	1	1%
College or University	3	1%	0	0%
Integrated Health System (Veterans Administration, Large Health System)	2	0%	0	0%
Other	18	4%	16	23%
Total	**426**	**100%**	**71**	**100%**
Did Not Have Location	7		554	
Item Missing	212		21	

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Typical Time Allocation

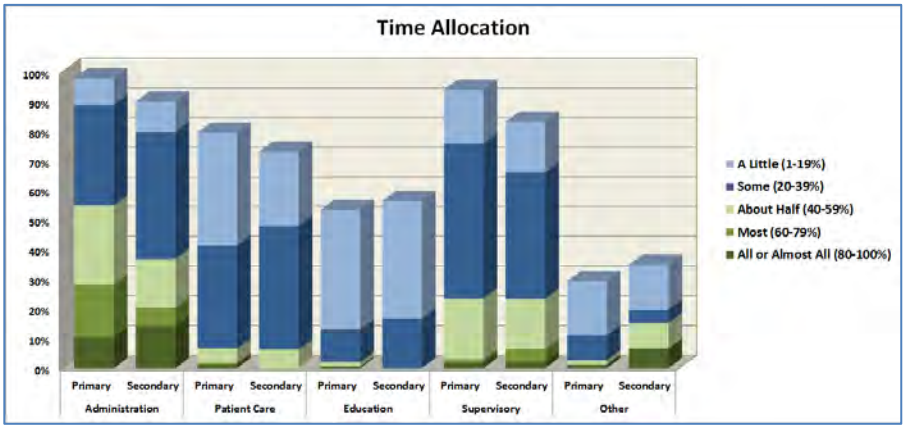
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	28%
Supervisory:	3%
Patient Care:	2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



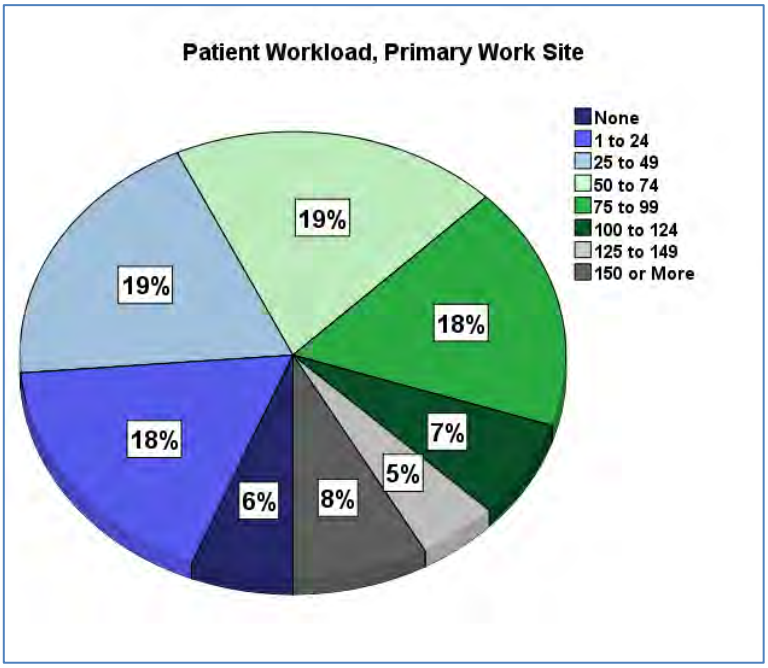
Source: Va. Healthcare Workforce Data Center

A typical ALFA spends approximately 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%)	10%	15%	1%	0%	1%	0%	2%	2%	1%	6%
Most (60-79%)	18%	6%	1%	0%	0%	0%	1%	4%	0%	0%
About Half (40-59%)	26%	17%	5%	6%	1%	0%	21%	17%	1%	9%
Some (20-39%)	34%	45%	35%	43%	11%	17%	52%	43%	8%	4%
A Little (1-19%)	9%	11%	38%	26%	40%	40%	18%	17%	18%	15%
None (0%)	2%	11%	21%	28%	47%	45%	6%	17%	71%	64%

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 median patient workload for ALFAs at their primary work location is between 50 and 74 patients. For those ALFAs who have a secondary work location, the median patient workload is also between 50 to 74 patients.

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	27	6%	12	16%
1-24	80	18%	20	27%
25-49	87	19%	4	5%
50-74	88	19%	11	15%
75-99	80	18%	12	16%
100-124	32	7%	5	7%
125-149	21	5%	5	7%
150-174	13	3%	1	1%
175-199	7	2%	1	1%
200-224	3	1%	0	0%
225-249	0	0%	0	0%
250-274	1	0%	0	0%
275-299	0	0%	0	0%
300 or More	13	3%	1	1%
Total	**452**	**100%**	**73**	**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	14	3%	1	0%
55 to 59	24	5%	5	2%
60 to 64	91	18%	48	17%
65 to 69	187	38%	115	40%
70 to 74	96	19%	63	22%
75 to 79	23	5%	17	6%
80 or Over	5	1%	5	2%
I Do Not Intend to Retire	48	10%	35	12%
Total	493	100%	289	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 27%

Under 60: 9%

ALFAs Over 50

Under 65: 19%

Under 60: 2%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 26%

Half the Workforce: By 2039

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all ALFAs expect to retire before the age of 65. Among ALFAs who are already over the age of 50, 19% still expect to retire by age 65.

Within the next two years, 15% of ALFAs expect to pursue additional educational opportunities, and 13% of ALFAs expect to begin accepting Administrators-in-Training.

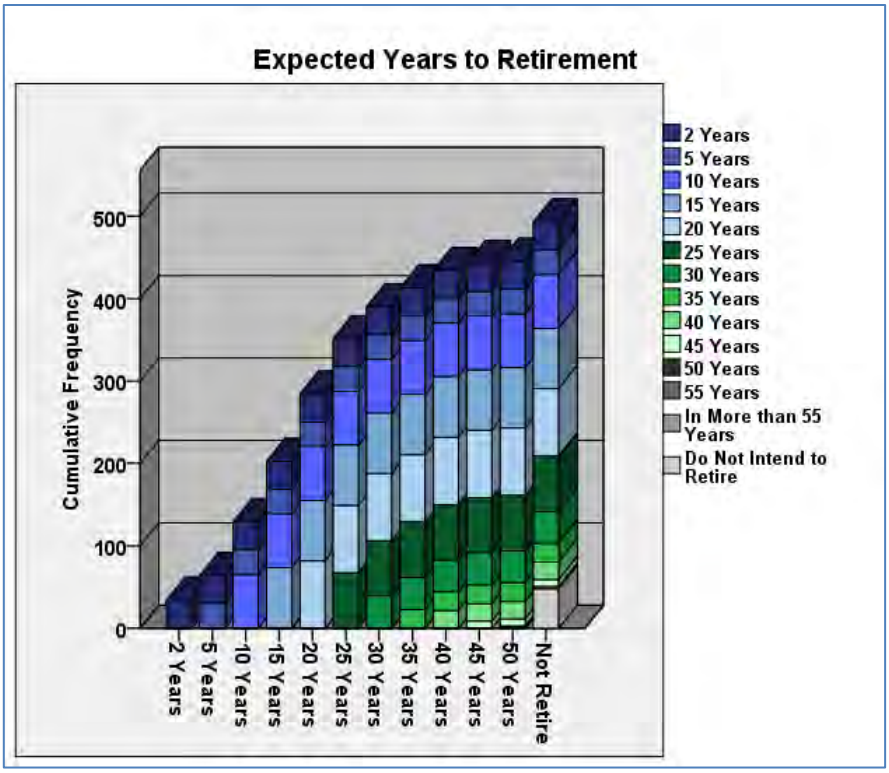
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	17	3%
Leave Virginia	26	4%
Decrease Patient Care Hours	39	6%
Decrease Teaching Hours	5	1%
Cease Accepting Trainees	12	2%
Increase Participation		
Increase Patient Care Hours	35	5%
Increase Teaching Hours	13	2%
Pursue Additional Education	99	15%
Return to the Workforce	2	0%
Begin Accepting Trainees	81	13%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While 7% of ALFAs expect to retire in the next two years, 26% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2039.

Time to Retirement			
Expect to Retire Within. . .	**#**	**%**	**Cumulative %**
2 Years	34	7%	7%
5 Years	30	6%	13%
10 Years	65	13%	26%
15 Years	73	15%	41%
20 Years	82	17%	58%
25 Years	67	14%	71%
30 Years	39	8%	79%
35 Years	23	5%	84%
40 Years	21	4%	88%
45 Years	8	2%	90%
50 Years	3	1%	90%
55 Years	0	0%	90%
In More than 55 Years	0	0%	90%
Do Not Intend to Retire	48	10%	100%
Total	**493**	**100%**	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2029. Retirement will peak at 17% of the current workforce by 2039 before declining to under 10% again by 2049.

At a Glance:

FTEs

Total:	742
FTEs/1,000 Residents[2]:	.088
Average:	1.16

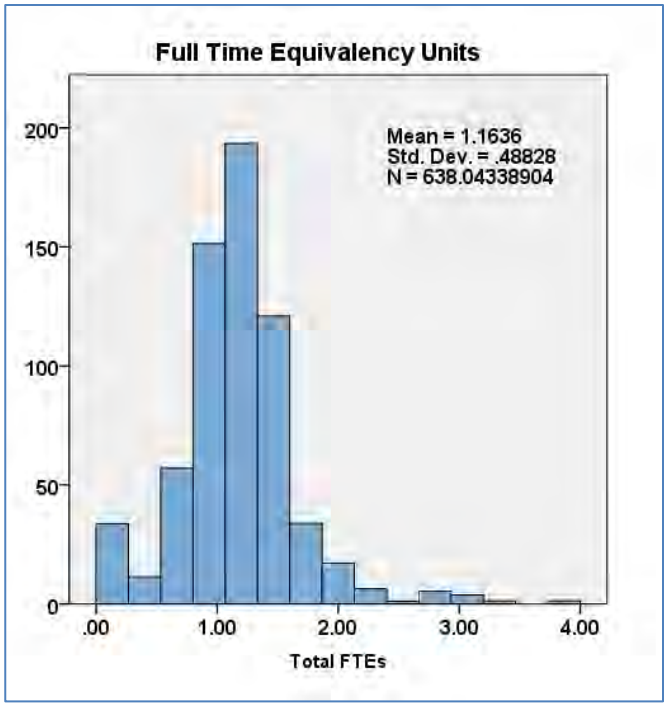
Age & Gender Effect

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:

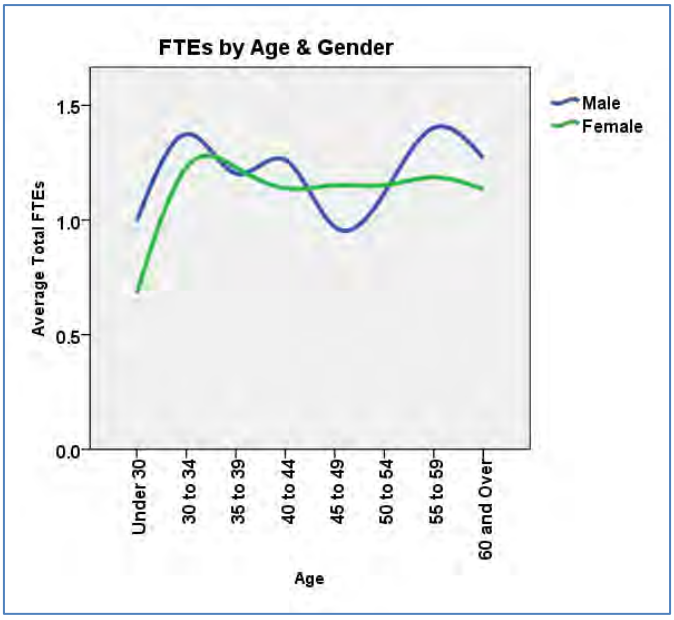


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.17 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	0.79	0.89
30 to 34	1.25	1.09
35 to 39	1.19	1.13
40 to 44	1.18	1.05
45 to 49	1.17	1.22
50 to 54	1.08	1.09
55 to 59	1.17	1.18
60 and Over	1.20	1.22
Gender		
Male	1.23	1.22
Female	1.15	1.15

Source: Va. Healthcare Workforce Data Center

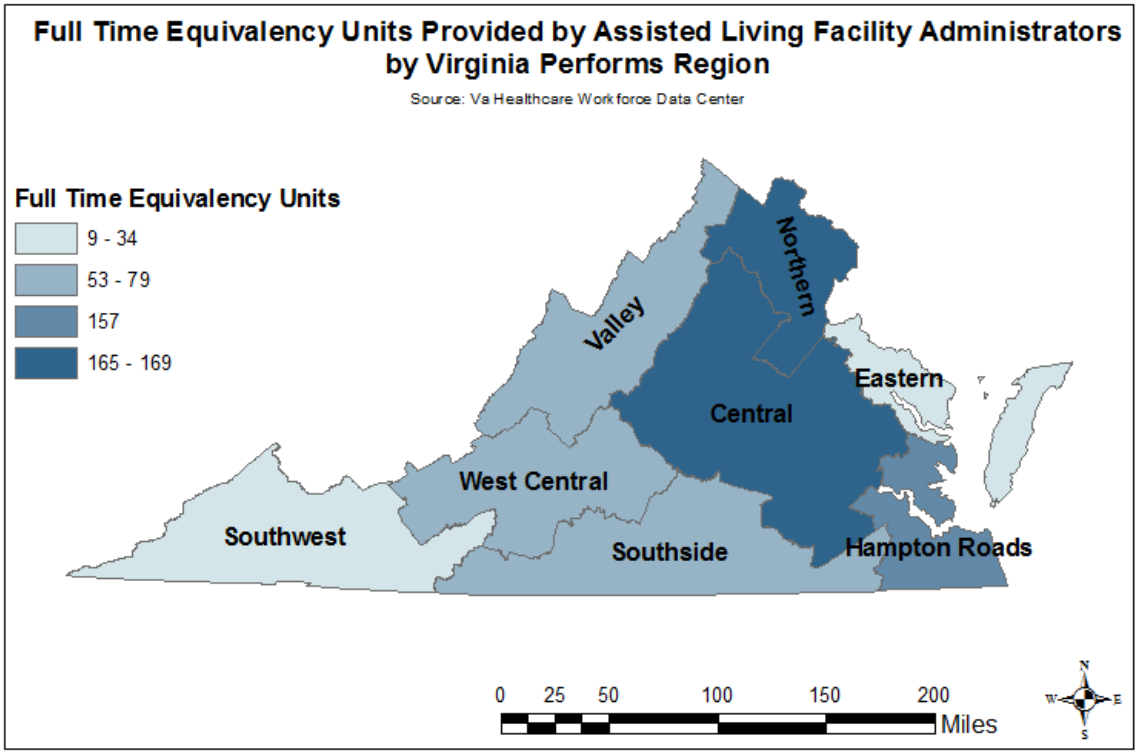


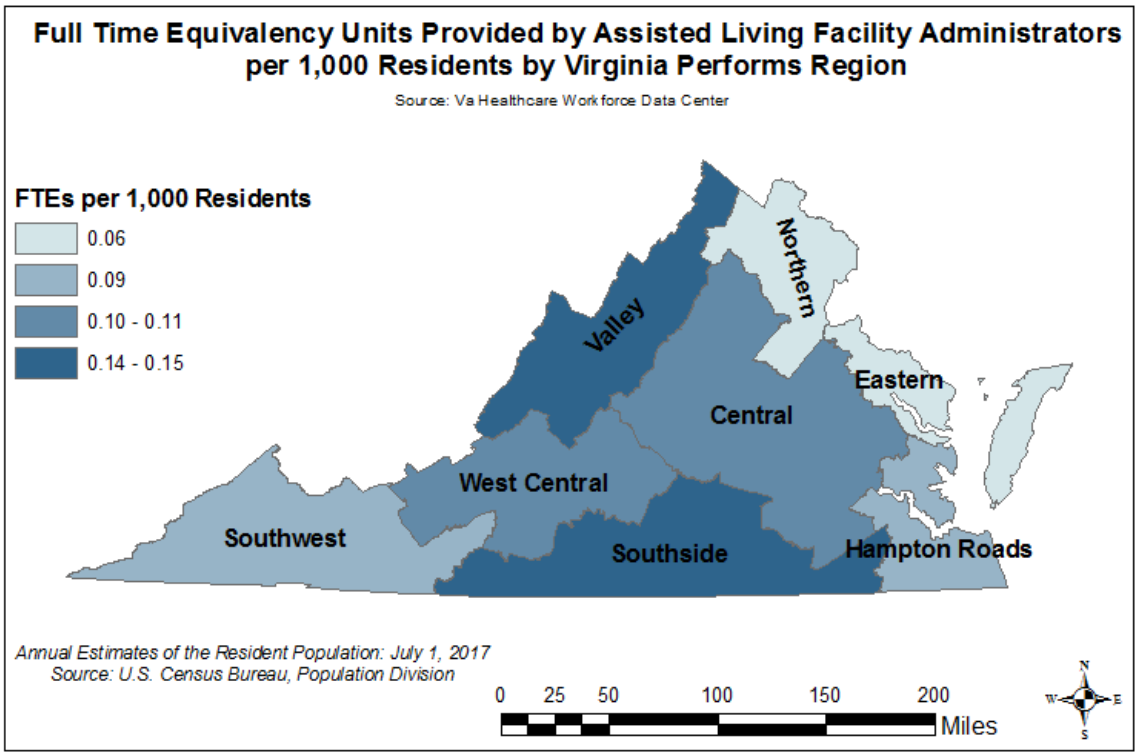
Source: Va. Healthcare Workforce Data Center

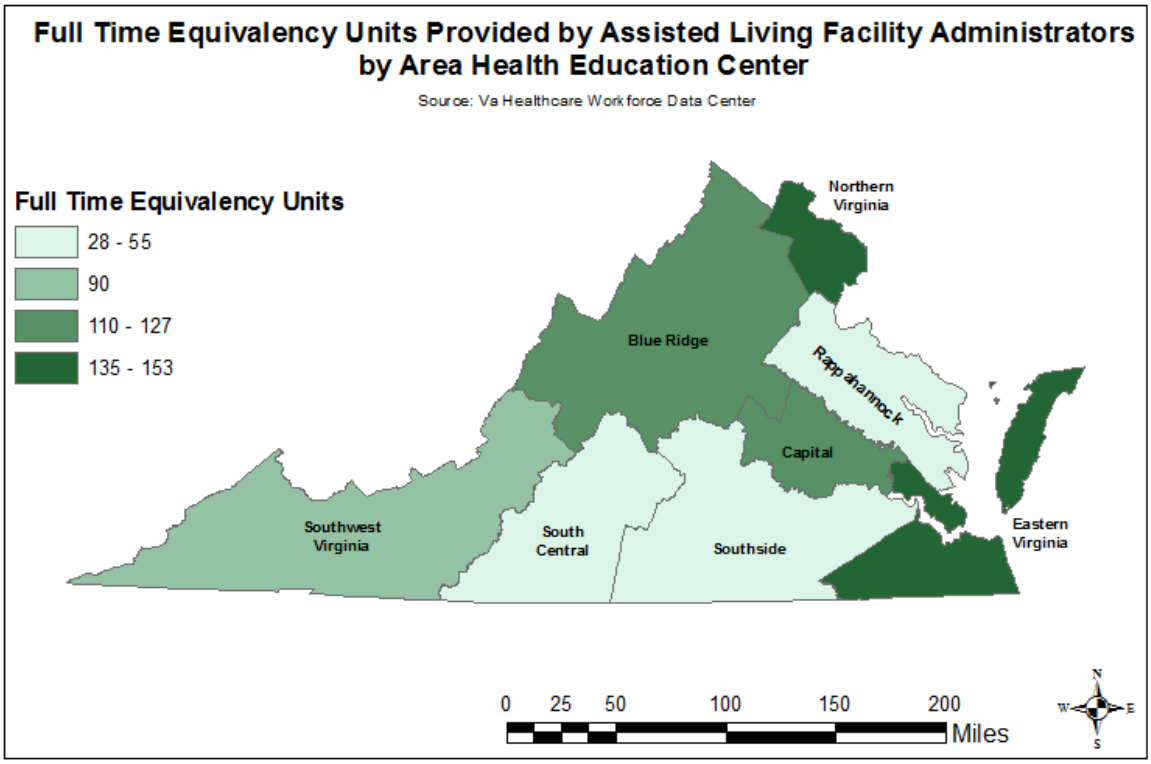
[2] Number of residents in 2017 was used as the denominator.

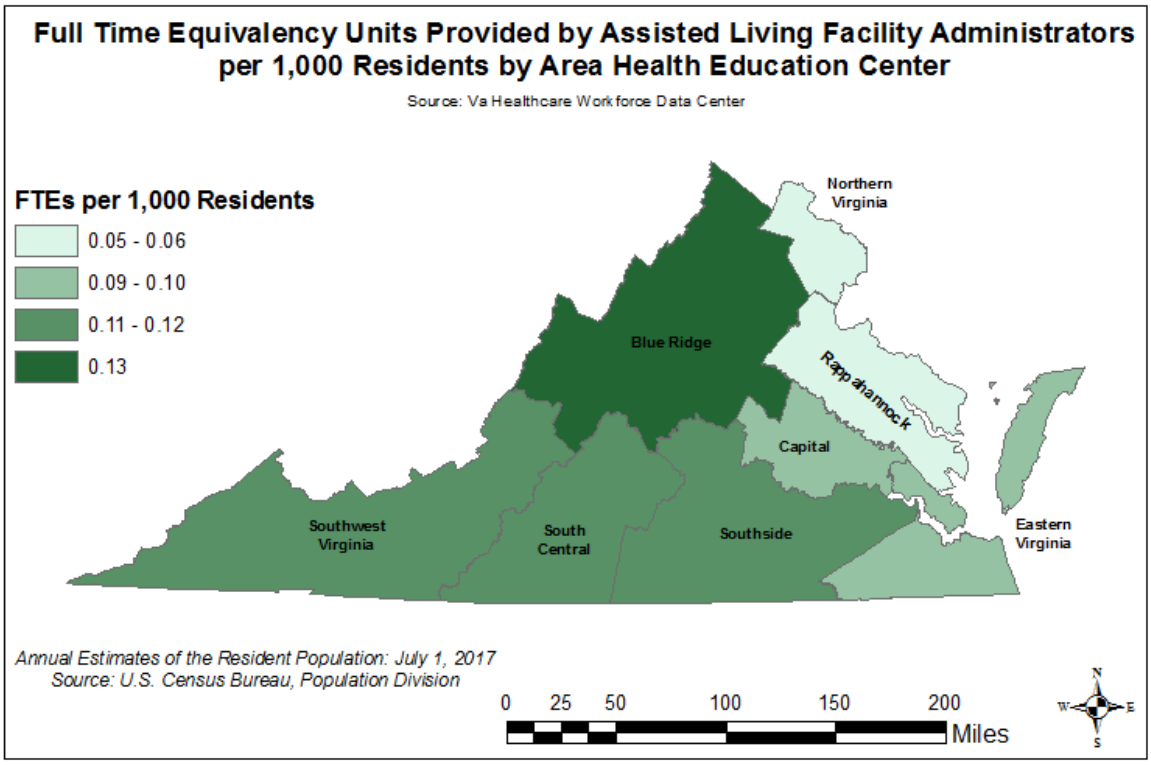
Maps

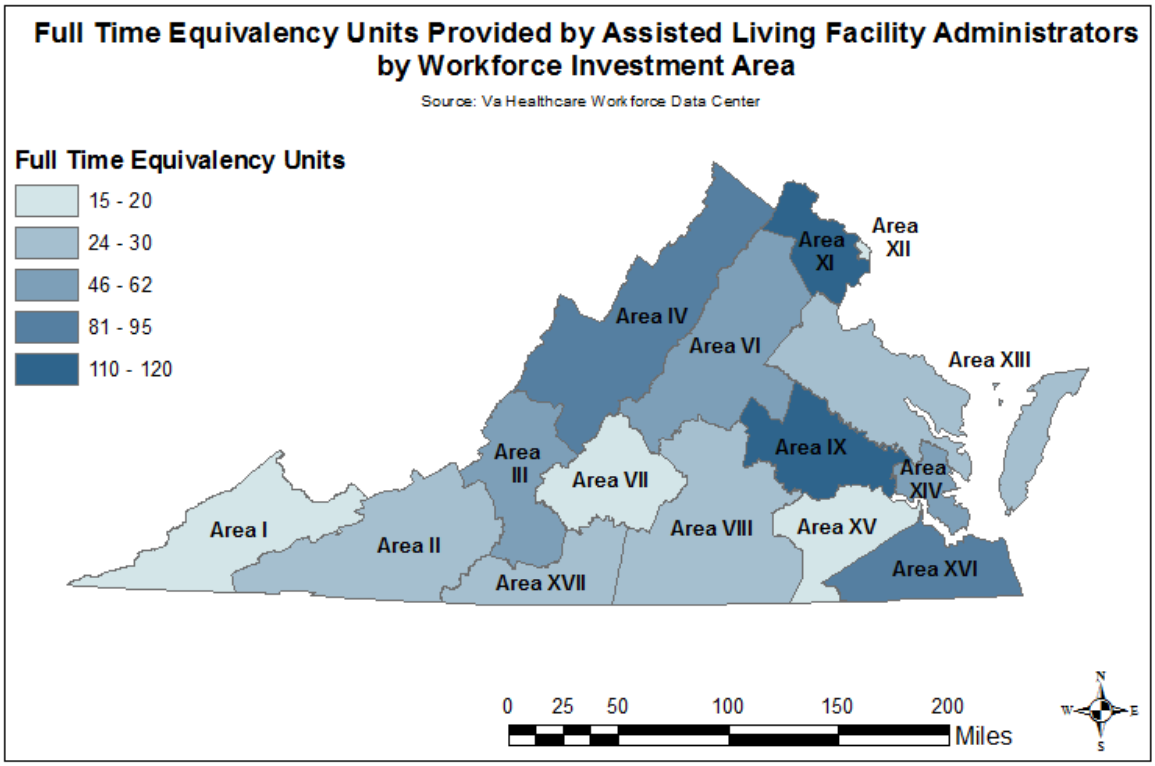
Virginia Performs Regions

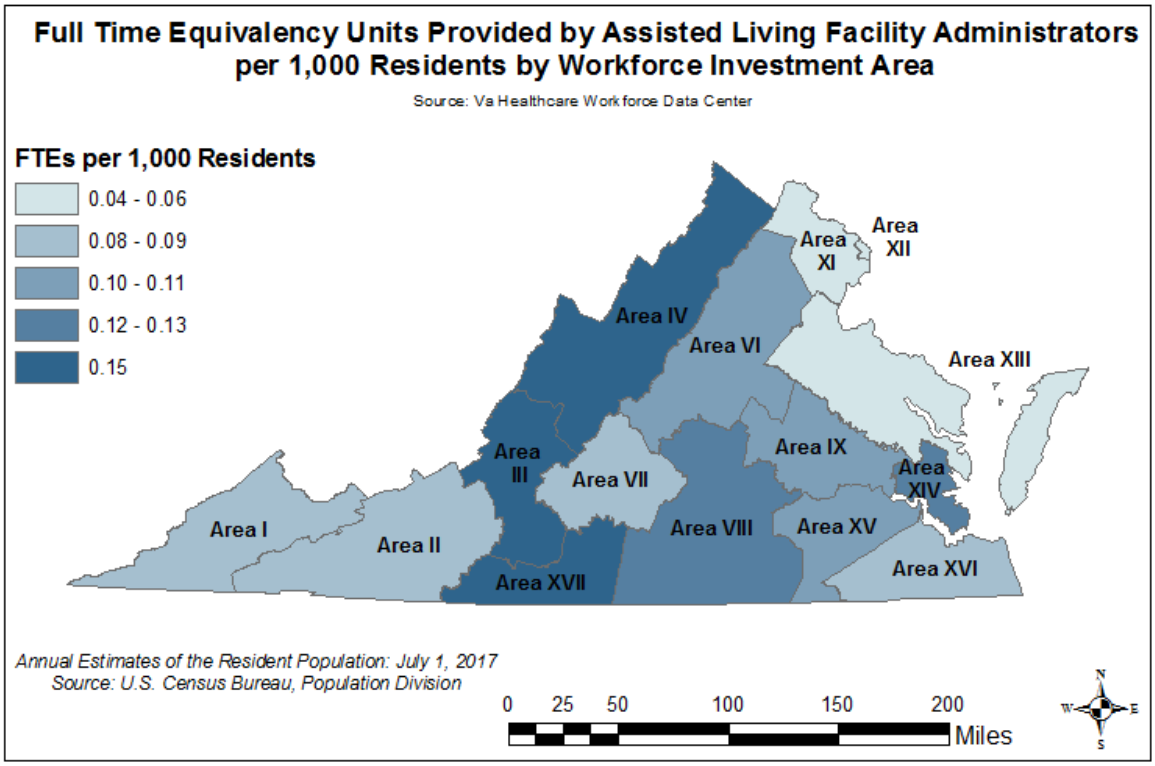


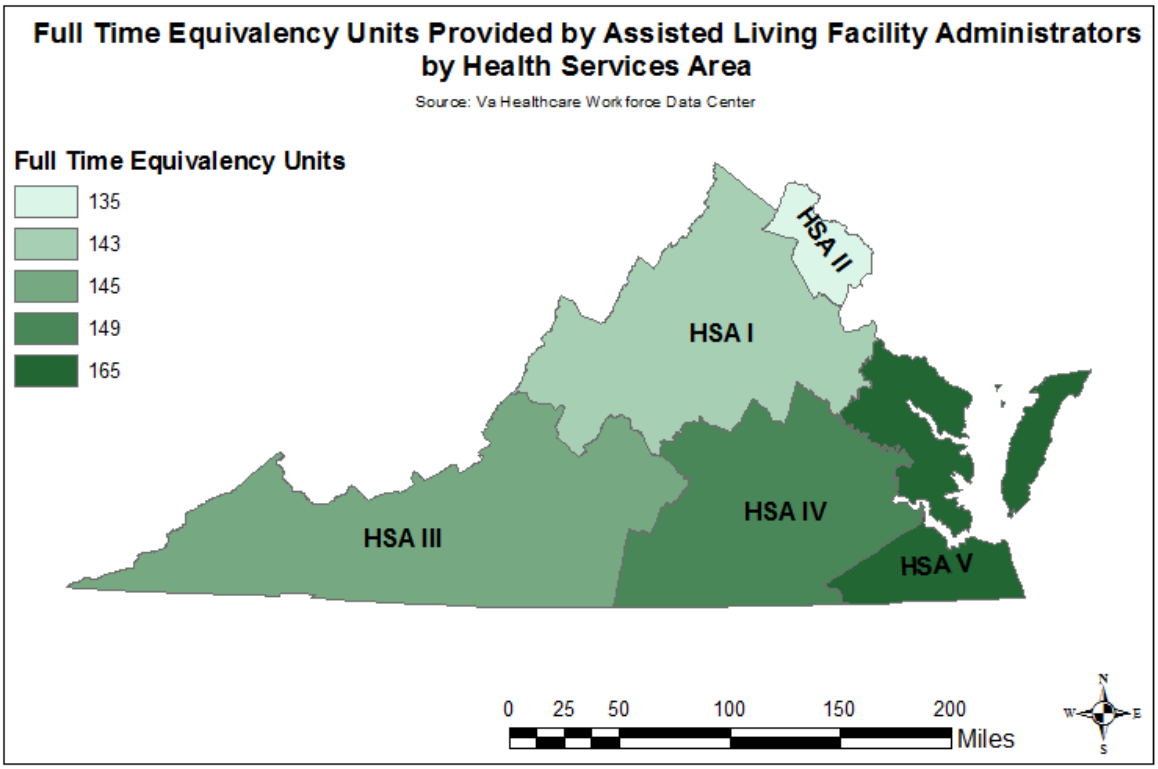


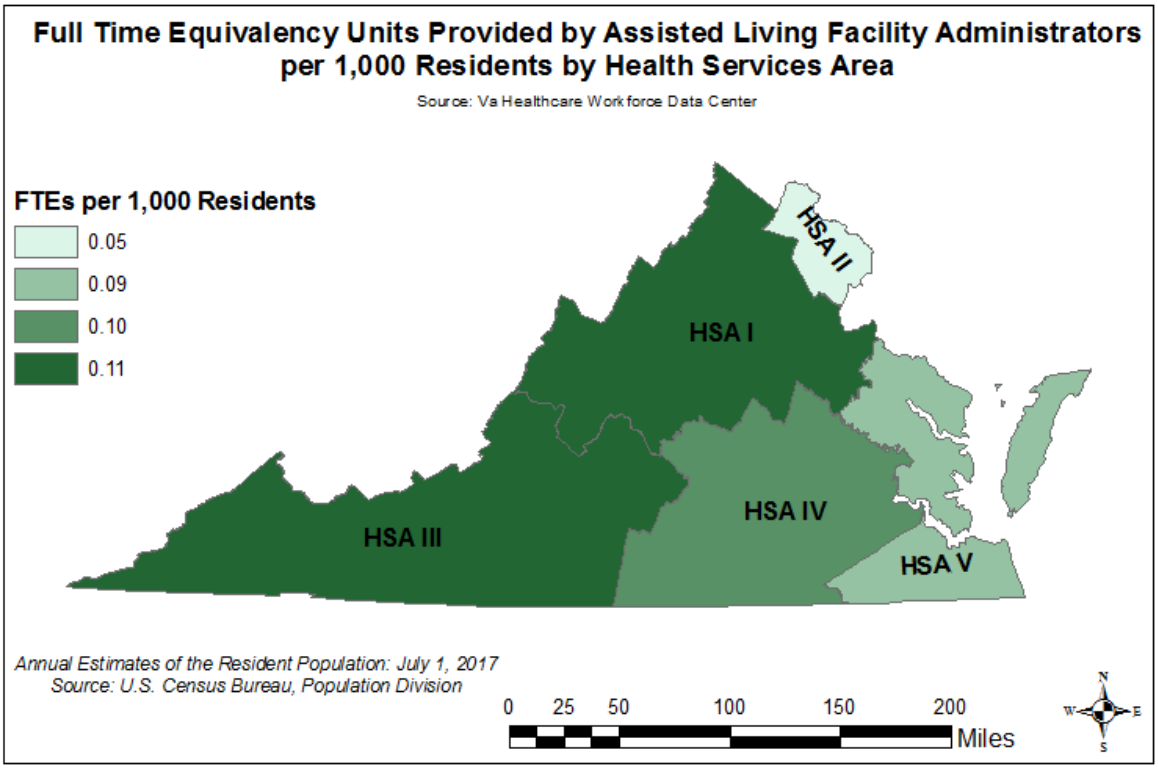

Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Area Health Education Center
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
28 - 55
90
110 - 127
135 - 153
Northern Virginia
Blue Ridge
Rappahannock
Capital
Eastern Virginia
Southwest Virginia
South Central
Southside
0 25 50 100 150 200
Miles
N
W
E
S

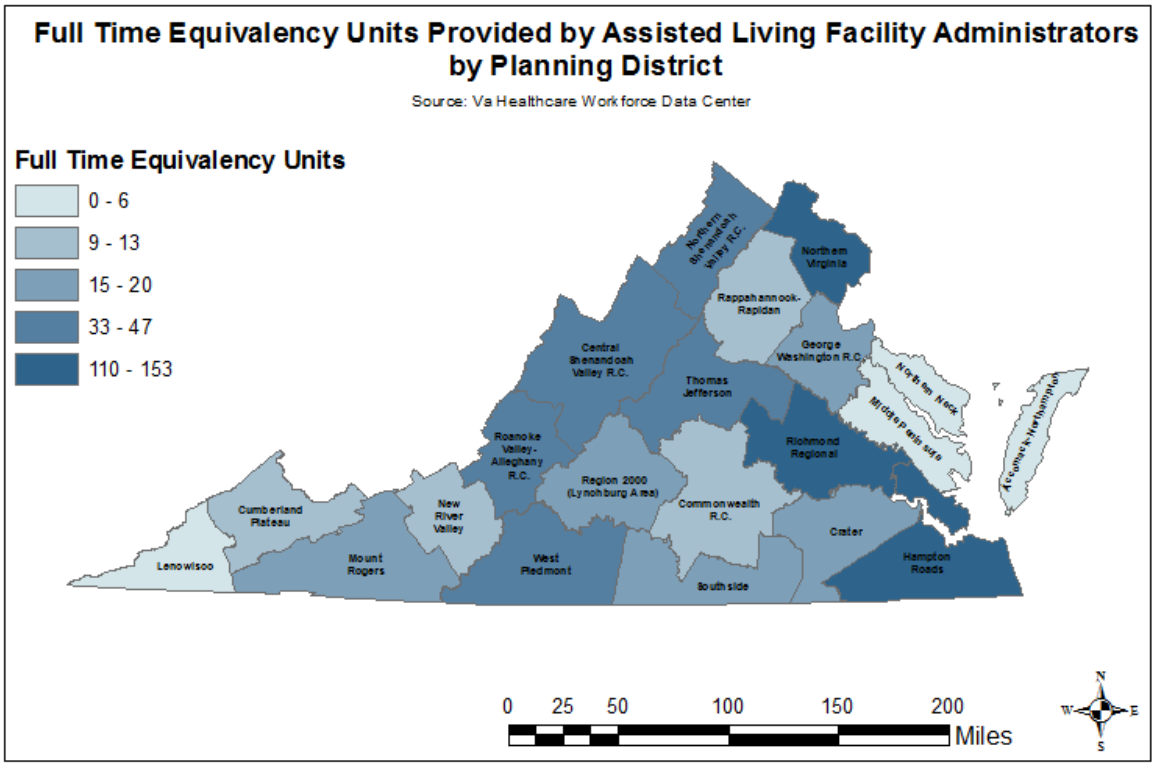

Full Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Area Health Education Center
Source: Va Healthcare Workforce Data Center
FTEs per 1,000 Residents
0.05 - 0.06
0.09 - 0.10
0.11 - 0.12
0.13
Northern Virginia
Blue Ridge
Rappahannock
Capital
Eastern Virginia
Southwest Virginia
South Central
Southside
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

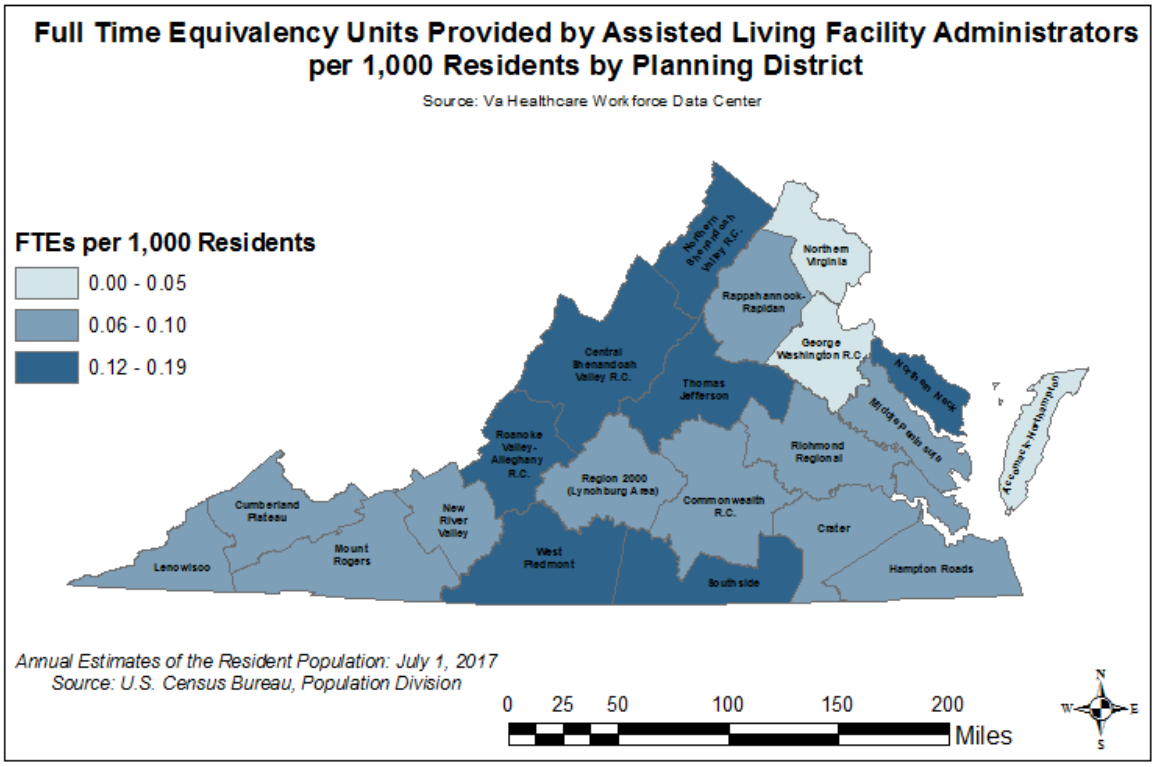

Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Workforce Investment Area
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
15 - 20
24 - 30
46 - 62
81 - 95
110 - 120
Area I
Area II
Area III
Area IV
Area VI
Area VII
Area VIII
Area IX
Area XI
Area XII
Area XIII
Area XIV
Area XV
Area XVI
Area XVII
0 25 50 100 150 200
Miles
N
W
E
S


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
0.04 - 0.06
0.08 - 0.09
0.10 - 0.11
0.12 - 0.13
0.15
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
N
W
E
S


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
143
145
149
165
HSA II
HSA I
HSA III
HSA IV
HSA V
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 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
N
W
E
S


Full Time Equivalency Units Provided by Assisted Living Facility Administrators by Planning District
Source: Va Healthcare Workforce Data Center
Full Time Equivalency Units
0 - 6
9 - 13
15 - 20
33 - 47
110 - 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
New River Valley
Cumberland Plateau
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
0.00 - 0.05
0.06 - 0.10
0.12 - 0.19
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Crater
New River Valley
Cumberland Plateau
Mount Rogers
West Piedmont
Southside
Hampton Roads
Lenowisco
Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division
0 25 50 100 150 200
Miles
N
W
E
S

Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	377	78.78%	1.26936	1.18181	1.36362
Metro, 250,000 to 1 Million	62	82.26%	1.215686	1.13184	1.30596
Metro, 250,000 or Less	67	70.15%	1.425532	1.32721	1.53139
Urban Pop. 20,000+, Metro Adj.	20	75.00%	1.333333	1.24137	1.42268
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	55	85.45%	1.170213	1.0895	1.25711
Urban Pop., 2,500-19,999, Non-Adj.	25	88.00%	1.136364	1.05798	1.22075
Rural, Metro Adj.	16	68.75%	1.454545	1.35422	1.56256
Rural, Non-Adj.	12	83.33%	1.2	1.11723	1.23516
Virginia Border State/D.C.	40	82.50%	1.212121	1.12852	1.29334
Other U.S. State	14	64.29%	1.555556	1.44826	1.65979

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	15	73.33%	1.363636	1.22075	1.56256
30 to 34	48	83.33%	1.2	1.10626	1.37505
35 to 39	56	80.36%	1.244444	1.11405	1.42598
40 to 44	81	76.54%	1.306452	1.16956	1.49703
45 to 49	98	81.63%	1.225	1.09664	1.50118
50 to 54	104	84.62%	1.181818	1.05798	1.44826
55 to 59	107	73.83%	1.35443	1.21251	1.65979
60 and Over	179	76.54%	1.306569	1.16966	1.60114

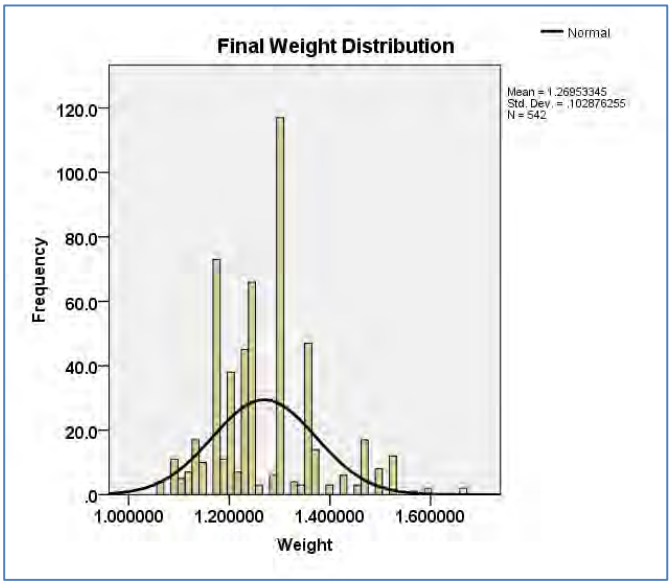
Source: Va. Healthcare Workforce Data Center

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: 0.787791



Source: Va. Healthcare Workforce Data Center