
Virginia's Assisted Living Facility Administrator Workforce: 2021

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4434 (fax)
E-mail: HWDC@dhp.virginia.gov

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

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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 their 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:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Virginia Board of Long-Term Care Administrators

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Richmond

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Chesapeake

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Williamsburg

Derrick Kendall, NHA
Blackstone

Marj Pantone, ALFA
Virginia Beach

Executive Director

Corie E. Tillman Wolf, JD

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The Assisted Living Facility Administrator Workforce At a Glance:

The Workforce

Licensees:	692
Virginia's Workforce:	645
FTEs:	732

Background

Rural Childhood:	46%
HS Degree in VA:	61%
Prof. Degree in VA:	93%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-Time Job:	81%
Satisfied?:	94%

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	96%

Health Admin. Edu.

Admin-in-Training:	38%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	63%

Demographics

Female:	81%
Diversity Index:	48%
Median Age:	52

Finances

Median Income: \$80k-\$90k	
Retirement Benefits:	54%
Under 40 w/ Ed. Debt:	44%

Time Allocation

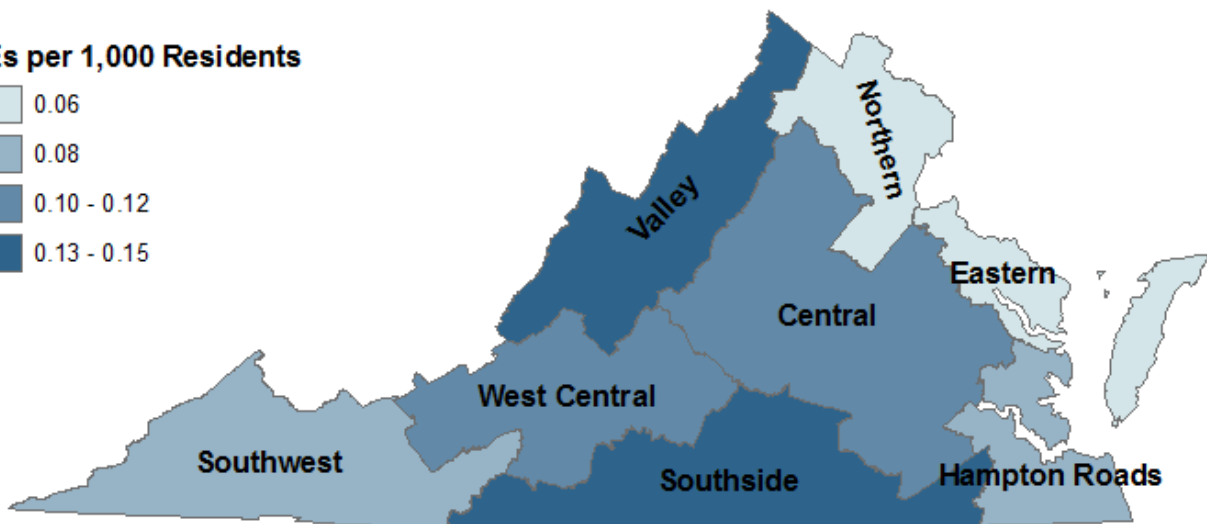
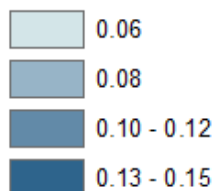
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

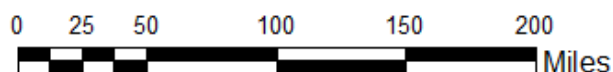
Full-Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Assisted Living Facility Administrator (ALFA) Workforce Survey. In total, 572 ALFAs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for ALFAs. These survey respondents represents 83% of the 692 ALFAs who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 645 ALFAs participated in Virginia's workforce during the survey time period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's ALFA workforce provided 732 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 80% of ALFAs are female, and the median age of the ALFA workforce is 52. In a random encounter between two ALFAs, there is a 48% chance that they would be of different races or ethnicities, a measure known as the diversity index. For ALFAs who are under the age of 40, this diversity index increases to 58%. The comparable diversity index for Virginia's population as a whole is 57%. Nearly half of all ALFAs grew up in a rural area, and 27% of this group of professionals currently work in non-metro areas of Virginia. In total, 15% of all ALFAs work in non-metro areas of the state.

Nearly 90% of ALFAs are currently employed in the profession, 81% hold one full-time job, and 47% work between 40 and 49 hours per week. Meanwhile, 2% of ALFAs have experienced involuntary unemployment at some point in the past year, and 1% have experienced underemployment over the same time period. Nearly all ALFAs work in the private sector, including 81% who work in the for-profit sector. The typical ALFA earns between \$80,000 and \$90,000 per year. In addition, 84% of all ALFAs receive at least one employer-sponsored benefit. More than nine out of every ten ALFAs are satisfied with their current work situation, including 68% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2016 ALFA workforce. The number of licensed ALFAs in Virginia has increased by 8% (692 vs. 643). In addition, the size of the ALFA workforce has increased by 5% (645 vs. 614), and the number of FTEs provided by this workforce has grown by 3% (732 vs. 712). Virginia's renewing ALFAs are more likely to respond to the survey (96% vs. 89%).

The percentage of Virginia's ALFAs who are female has fallen (81% vs. 83%), and this decline is considerably larger among those ALFAs who are under the age of 40 (73% vs. 86%). The ALFA workforce has become more racially/ethnically diverse (48% vs. 40%), and this increase in the diversity index is even greater among those ALFAs who are under the age of 40 (58% vs. 39%). Although there has been no change in the percentage of ALFAs who grew up in a rural area (46%), this group of professionals is less likely to work in a non-metro area of Virginia (27% vs. 29%). In total, the percentage of all ALFAs who work in a non-metro area of the state has fallen (15% vs. 20%).

ALFAs are less likely to currently work in the profession (88% vs. 91%), hold one full-time job (81% vs 87%), or work between 40 and 49 hours per week (47% vs. 49%). The coronavirus pandemic seems to have had little impact on the employment instability of Virginia's ALFAs as their one-year rates of involuntary unemployment (2% vs. 1%) and underemployment (1% vs. < 1%) have both risen only slightly. The percentage of ALFAs who work in the for-profit sector has fallen (81% vs. 83%).

The median annual income of Virginia's ALFAs has increased (\$80k-\$90k vs. \$60k-\$70k). In addition, ALFAs are more likely to receive at least one employer-sponsored benefit (84% vs. 82%), including those who have access to dental insurance (64% vs. 58%) and a retirement plan (54% vs. 47%). Regardless, the percentage of ALFAs who indicated that they are satisfied with their current work situation has fallen slightly (94% vs. 95%), and this decline was even larger among those ALFAs who indicated that they are "very satisfied" (68% vs. 71%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	574	83%
New Licensees	49	7%
Non-Renewals	69	10%
All Licensees	692	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing ALFAs submitted a survey. These respondents represent 83% 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 2021.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2020 and March 2021.
- 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	5	42	89%
35 to 39	15	53	78%
40 to 44	12	61	84%
45 to 49	13	86	87%
50 to 54	14	90	87%
55 to 59	17	87	84%
60 and Over	40	142	78%
Total	120	572	83%
New Licenses			
Issued in Past Year	30	19	39%
Metro Status			
Non-Metro	20	111	85%
Metro	90	415	82%
Not in Virginia	10	46	82%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	572
Response Rate, All Licensees	83%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 692
 New: 7%
 Not Renewed: 10%

Response Rates

All Licensees: 83%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce: 645
 FTEs: 732

Utilization Ratios

Licensees in VA Workforce: 93%
 Licensees per FTE: 0.95
 Workers per FTE: 0.88

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

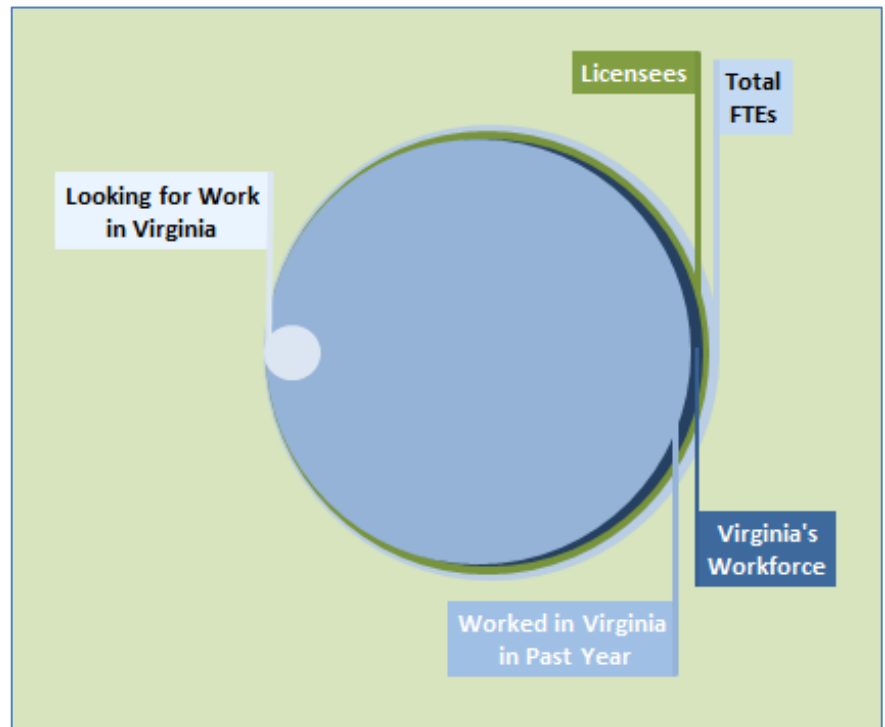
Status	#	%
Worked in Virginia in Past Year	635	98%
Looking for Work in Virginia	11	2%
Virginia's Workforce	645	100%
Total FTEs	732	
Licensees	692	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report.

Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	4	30%	10	70%	14	3%
30 to 34	13	32%	27	68%	40	7%
35 to 39	13	22%	45	78%	58	11%
40 to 44	11	19%	46	81%	57	10%
45 to 49	14	20%	56	80%	69	13%
50 to 54	16	21%	62	79%	79	14%
55 to 59	10	12%	78	88%	88	16%
60 and Over	27	19%	120	81%	147	27%
Total	108	20%	444	81%	552	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	61%	381	68%	65	59%
Black	19%	129	23%	29	26%
Hispanic	10%	11	2%	4	4%
Asian	7%	20	4%	7	6%
Two or More Races	3%	11	2%	5	5%
Other Race	0%	6	1%	1	1%
Total	100%	558	100%	111	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 81%
% Under 40 Female: 73%

Age

Median Age: 52
% Under 40: 20%
% 55 and Over: 43%

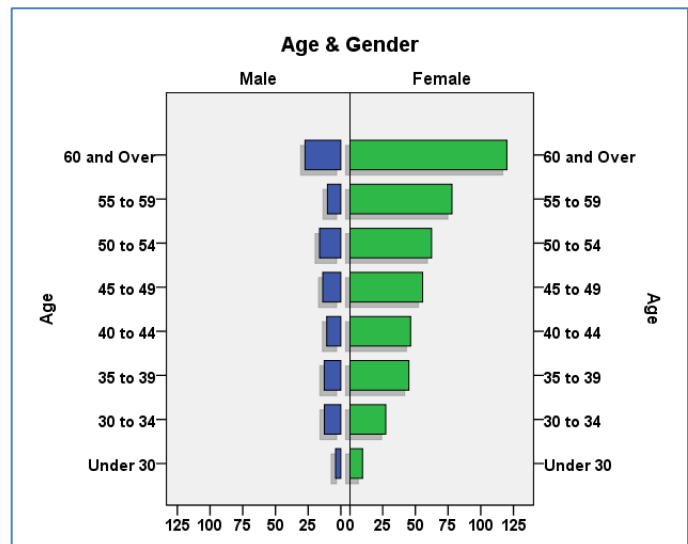
Diversity

Diversity Index: 48%
Under 40 Div. Index: 58%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 48% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 57%.

One out of every five ALFAs are under the age of 40, and 73% of this group of professionals are female. In addition, the diversity index among ALFAs who are under the age of 40 is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 46%

Virginia Background

HS in Virginia: 61%
 Prof. Edu. in VA: 93%
 HS or Prof. Edu. in VA: 94%

Location Choice

% Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 5%

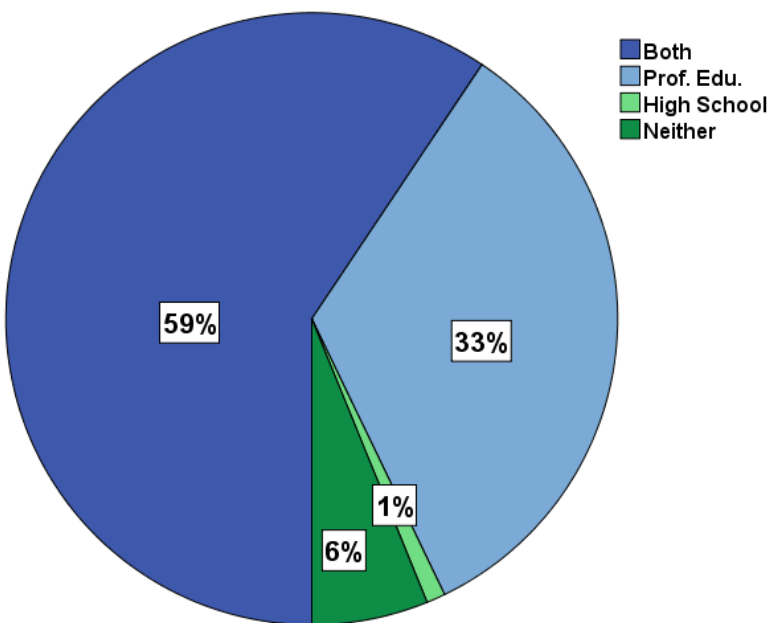
Source: Va. Healthcare Workforce Data Center

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%	47%	20%
2	Metro, 250,000 to 1 Million	55%	32%	14%
3	Metro, 250,000 or Less	54%	30%	17%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	72%	17%	11%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	88%	12%	0%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	81%	0%	19%
8	Rural, Metro Adjacent	71%	29%	0%
9	Rural, Non-Adjacent	100%	0%	0%
Overall		46%	38%	17%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of all ALFAs grew up in a rural area, and 27% of this group of professionals currently work in a non-metro area of Virginia. In total, 15% of all ALFAs currently work in a non-metro area 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	333	Virginia	455
2	Outside U.S./Canada	43	North Carolina	6
3	New York	28	New Jersey	4
4	Pennsylvania	21	Maryland	4
5	North Carolina	16	Tennessee	3
6	Maryland	13	Georgia	2
7	Florida	8	Florida	2
8	New Jersey	8	New York	2
9	California	7	Pennsylvania	1
10	Ohio	7	Illinois	1

Source: Va. Healthcare Workforce Data Center

More than 60% of all licensed ALFAs received their high school degree in Virginia, and 93% received their initial professional degree in the state.

Among ALFAs who have been licensed in the past five years, 58% received their high school degree in Virginia, and 92% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	118	Virginia	169
2	Outside U.S./Canada	14	Tennessee	3
3	New York	9	New Jersey	3
4	North Carolina	7	Georgia	2
5	Maryland	6	Maryland	1
6	California	6	Iowa	1
7	Connecticut	5	North Carolina	1
8	Ohio	5	Texas	1
9	Pennsylvania	4	West Virginia	1
10	Florida	4	Florida	1

Source: Va. Healthcare Workforce Data Center

In total, 15% of all licensees were not part of Virginia's ALFA workforce. More than 90% of these licensees worked at some point in the past year, including 76% who currently work as an ALFA.

At a Glance:

Not in VA Workforce

Total:	47
% of Licensees:	7%
Federal/Military:	0%
VA Border State/DC:	15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	77	15%	-	-
Admin-in-Training	203	38%	-	-
High School/GED	-	-	120	22%
Associate	48	9%	109	20%
Baccalaureate	81	15%	193	36%
Graduate Cert.	8	2%	13	2%
Masters	54	10%	102	19%
Doctorate	2	0%	5	1%
Other	57	11%	-	-
Total	530	100%	542	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

Admin-in-Training: 38%

Baccalaureate Degree: 15%

Master's Degree: 10%

Education Debt

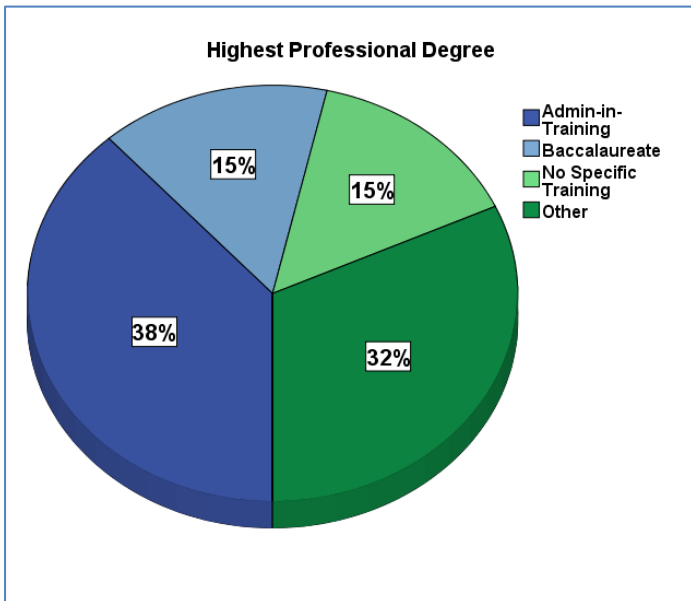
Carry Debt: 28%

Under Age 40 w/ Debt: 44%

Median Debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all ALFAs carry education debt, including 44% of those under the age of 40. For those with education debt, the 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	320	71%	53	55%
Less than \$10,000	21	5%	5	5%
\$10,000-\$19,999	9	2%	3	3%
\$20,000-\$29,999	15	3%	5	5%
\$30,000-\$39,999	20	4%	8	8%
\$40,000-\$49,999	11	2%	6	6%
\$50,000-\$59,999	9	2%	3	3%
\$60,000-\$69,999	12	3%	1	1%
\$70,000-\$79,999	6	1%	3	3%
\$80,000-\$89,999	8	2%	2	2%
\$90,000-\$99,999	1	0%	0	0%
\$100,000 or More	16	4%	6	6%
Total	450	100%	96	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	17%
RMA:	14%
CNA:	3%

Job Titles

Administrator:	40%
Executive Director:	22%
Owner:	7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	549	85%
Nurse (RN or LPN)	108	17%
Registered Medication Aide	90	14%
Certified Nursing Assistant	21	3%
Nursing Home Administrator	6	1%
Speech-Language Pathologist	2	0%
Occupational Therapist	1	0%
Physical Therapist	1	0%
Other	45	7%
At Least One License	552	86%

Source: Va. Healthcare Workforce Data Center

Title	Primary		Secondary	
	#	%	#	%
Administrator	255	40%	22	3%
Executive Director	145	22%	11	2%
Owner	48	7%	7	1%
President or Executive Officer	29	4%	0	0%
Assistant Administrator	28	4%	2	0%
Other	117	18%	21	3%
At Least One Title	514	80%	56	9%

Source: Va. Healthcare Workforce Data Center

Two out of every five ALFAs hold the title of administrator at their primary work location. Another 22% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 88%
 Involuntarily Unemployed: 2%

Positions Held

1 Full-Time: 81%
 2 or More Positions: 12%

Weekly Hours:

40 to 49: 47%
 60 or More: 18%
 Less than 30: 3%

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	484	88%
Employed, NOT in a Capacity Related to Long-Term Care	46	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	10	2%
Voluntarily Unemployed	7	1%
Retired	2	< 1%
Total	549	100%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all licensed ALFAs are currently employed in the profession, 81% hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	19	3%
One Part-Time Position	20	4%
Two Part-Time Positions	4	1%
One Full-Time Position	442	81%
One Full-Time Position & One Part-Time Position	38	7%
Two Full-Time Positions	12	2%
More than Two Positions	9	2%
Total	544	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	19	4%
1 to 9 Hours	4	1%
10 to 19 Hours	6	1%
20 to 29 Hours	7	1%
30 to 39 Hours	17	3%
40 to 49 Hours	251	47%
50 to 59 Hours	136	25%
60 to 69 Hours	62	12%
70 to 79 Hours	18	3%
80 or More Hours	17	3%
Total	537	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	4	1%
Less than \$30,000	30	7%
\$30,000-\$39,999	13	3%
\$40,000-\$49,999	30	7%
\$50,000-\$59,999	26	6%
\$60,000-\$69,999	49	12%
\$70,000-\$79,999	54	13%
\$80,000-\$89,999	52	12%
\$90,000-\$99,999	47	11%
\$100,000-\$109,999	35	8%
\$110,000-\$119,999	30	7%
\$120,000-\$129,999	20	5%
\$130,000 or More	34	8%
Total	424	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$80k-\$90k

Benefits
Paid Vacation: 82%
Retirement: 54%

Satisfaction
Satisfied: 94%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	397	82%
Paid Sick Leave	325	67%
Dental Insurance	311	64%
Retirement	263	54%
Group Life Insurance	253	52%
Signing/Retention Bonus	54	11%
At Least One Benefit	407	84%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median annual income for ALFAs is between \$80,000 and \$90,000. In addition, 84% of ALFAs receive at least one employer-sponsored benefit, including 54% who have access to a retirement plan.

More than nine out of every ten ALFAs are satisfied with their current employment situation, including 68% who indicated that they are "very satisfied."

Job Satisfaction		
Level	#	%
Very Satisfied	365	68%
Somewhat Satisfied	138	26%
Somewhat Dissatisfied	15	3%
Very Dissatisfied	15	3%
Total	534	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	108	17%
Switch Employers or Practices?	45	7%
Experience Voluntary Unemployment?	15	2%
Experience Involuntary Unemployment?	14	2%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	8	1%
Experience At Least One?	175	27%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 7%
New Location: 20%
Over 2 Years: 63%
Over 2 Yrs., 2nd Location: 55%

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 6.9% during the same time period.¹

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	4	1%	4	7%
Less than 6 Months	52	10%	9	15%
6 Months to 1 Year	37	7%	7	12%
1 to 2 Years	101	19%	8	13%
3 to 5 Years	91	17%	12	20%
6 to 10 Years	86	16%	6	10%
More than 10 Years	151	29%	15	25%
Subtotal	522	100%	60	100%
Did Not Have Location	16		576	
Item Missing	107		9	
Total	645		645	

Source: Va. Healthcare Workforce Data Center

More than 60% of ALFAs have worked at their primary location for more than two years.

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 5.1% and a high of 11.0%. At the time of publication, the unemployment rate from March 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	65%
Lowest Region:	1%

Locations

2 or More (Past Year):	13%
2 or More (Now*):	11%

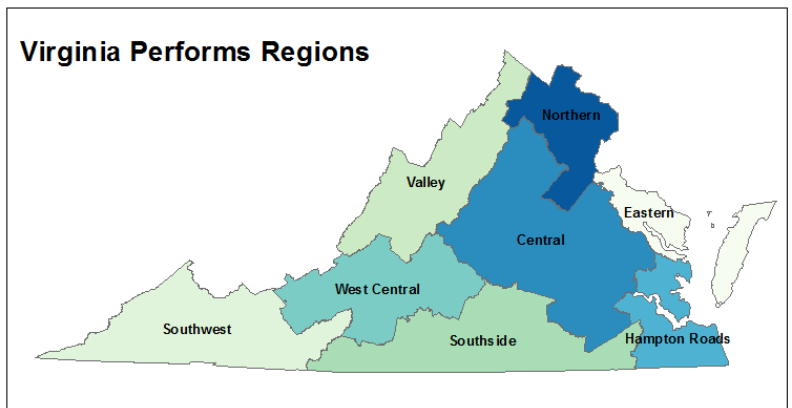
Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	121	23%	12	22%
Northern	119	23%	12	22%
Hampton Roads	96	19%	7	13%
West Central	70	14%	2	4%
Valley	52	10%	3	6%
Southside	34	7%	11	20%
Southwest	20	4%	1	2%
Eastern	5	1%	3	6%
Virginia Border State/D.C.	1	0%	1	2%
Other U.S. State	0	0%	2	4%
Outside of the U.S.	0	0%	0	0%
Total	518	100%	54	100%
Item Missing	111		13	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

While 11% of ALFAs currently have multiple work locations, 13% have had multiple work locations over the past 12 months.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	11	2%	13	3%
1	453	85%	459	86%
2	36	7%	35	7%
3	28	5%	21	4%
4	1	0%	1	0%
5	1	0%	0	0%
6 or More	2	0%	2	0%
Total	532	100%	532	100%

*At the time of survey completion, March 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	406	81%	43	86%
Non-Profit	85	17%	6	12%
State/Local Government	12	2%	1	2%
Veterans Administration	1	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	0	0%	0	0%
Total	504	100%	50	100%
Did Not Have Location	16		576	
Item Missing	125		19	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit: 81%

Federal: 0%

Top Establishments

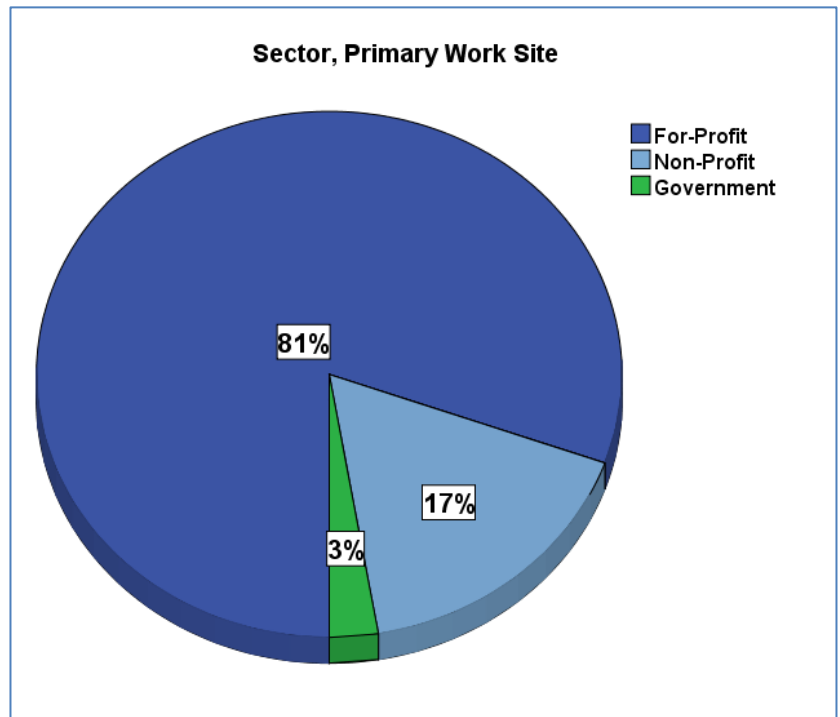
Assisted Living Facility: 70%

Continuing Care Retirement Community: 4%

Skilled Nursing Facility: 4%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	453	70%	42	7%
Continuing Care Retirement Community	27	4%	0	0%
Skilled Nursing Facility	24	4%	3	0%
Home/Community Health Care	17	3%	3	0%
Academic Institution	9	1%	3	0%
Adult Day Care	6	1%	2	0%
Hospice	5	1%	0	0%
Acute Care/Rehabilitative Facility	3	0%	0	0%
Other Practice Type	32	5%	7	1%
At Least One Establishment	517	80%	56	9%

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 38% of ALFAs are employed at a facility chain organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	253	53%	20	42%
Facility Chain	181	38%	22	46%
Hospital-Based	9	2%	0	0%
College or University	5	1%	0	0%
Integrated Health System (Veterans Administration, Large Health System)	4	1%	0	0%
Other	28	6%	6	13%
Total	480	100%	48	100%
Did Not Have Location	16		576	
Item Missing	150		21	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

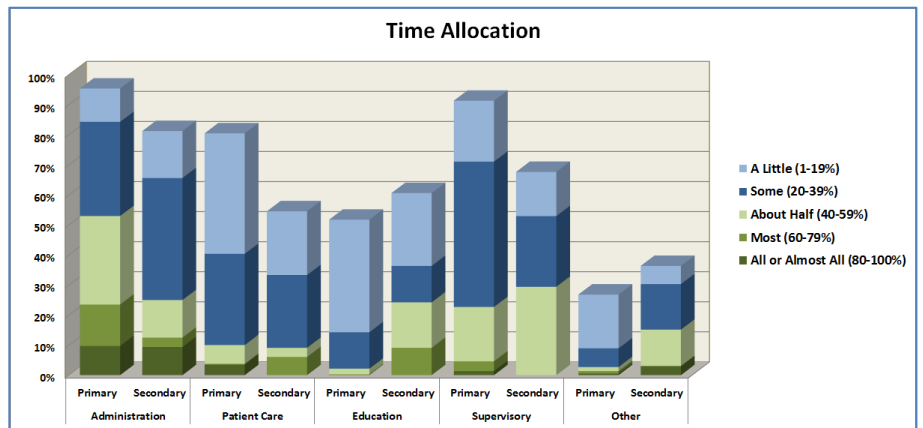
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 24%
 Supervisory: 5%
 Patient Care: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

ALFAs typically spend nearly half of their time performing administrative tasks. In addition, 24% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	10%	9%	4%	0%	0%	0%	1%	0%	1%	3%
Most (60-79%)	14%	3%	0%	6%	0%	9%	3%	0%	1%	0%
About Half (40-59%)	29%	12%	6%	3%	2%	15%	18%	30%	1%	12%
Some (20-39%)	31%	39%	30%	24%	12%	12%	48%	24%	6%	15%
A Little (1-19%)	11%	15%	40%	21%	38%	24%	20%	15%	18%	6%
None (0%)	5%	18%	19%	45%	48%	39%	9%	33%	73%	64%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	37	8%	14	26%
1-24	89	20%	16	30%
25-49	86	19%	5	9%
50-74	76	17%	6	11%
75-99	66	15%	5	9%
100-124	35	8%	4	7%
125-149	19	4%	4	7%
150-174	12	3%	1	2%
175-199	6	1%	0	0%
200 or More	15	3%	0	0%
Total	442	100%	54	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)
 Primary Location: 50-74
 Secondary Location: 1-24

Resident Capacity (Median)
 Primary Location: 50-100
 Secondary Location: 25-50

Source: Va. Healthcare Workforce Data Center

The median patient workload for ALFAs at their primary work location is between 50 and 74 patients. In addition, the typical ALFA works at a facility that contains between 50 and 100 beds for residents.

Resident Capacity				
# of Beds	Primary Location		Secondary Location	
	#	%	#	%
Not Applicable	36	7%	11	21%
10 or Less	25	5%	9	17%
10-25	53	10%	4	8%
25-50	84	16%	6	12%
50-100	171	33%	11	21%
100-150	88	17%	7	13%
150-250	45	9%	4	8%
More than 250	10	2%	0	0%
Total	512	100%	52	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs 50 and Over	
	#	%	#	%
Under Age 50	4	1%	-	-
50 to 54	11	2%	0	0%
55 to 59	19	4%	2	1%
60 to 64	102	21%	52	19%
65 to 69	185	39%	104	37%
70 to 74	90	19%	72	26%
75 to 79	14	3%	12	4%
80 or Over	11	2%	11	4%
I Do Not Intend to Retire	41	9%	28	10%
Total	476	100%	281	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 29%
Under 60: 7%

ALFAs 50 and Over

Under 65: 19%
Under 60: 1%

Time Until Retirement

Within 2 Years: 7%
Within 10 Years: 31%
Half the Workforce: By 2041

Source: Va. Healthcare Workforce Data Center

Nearly 30% of all ALFAs expect to retire before the age of 65. Among ALFAs who are age 50 and over, 19% expect to retire before the age of 65.

Within the next two years, 14% of ALFAs expect to pursue additional educational opportunities, and 12% of ALFAs expect to begin accepting Administrators-in-Training.

Future Plans

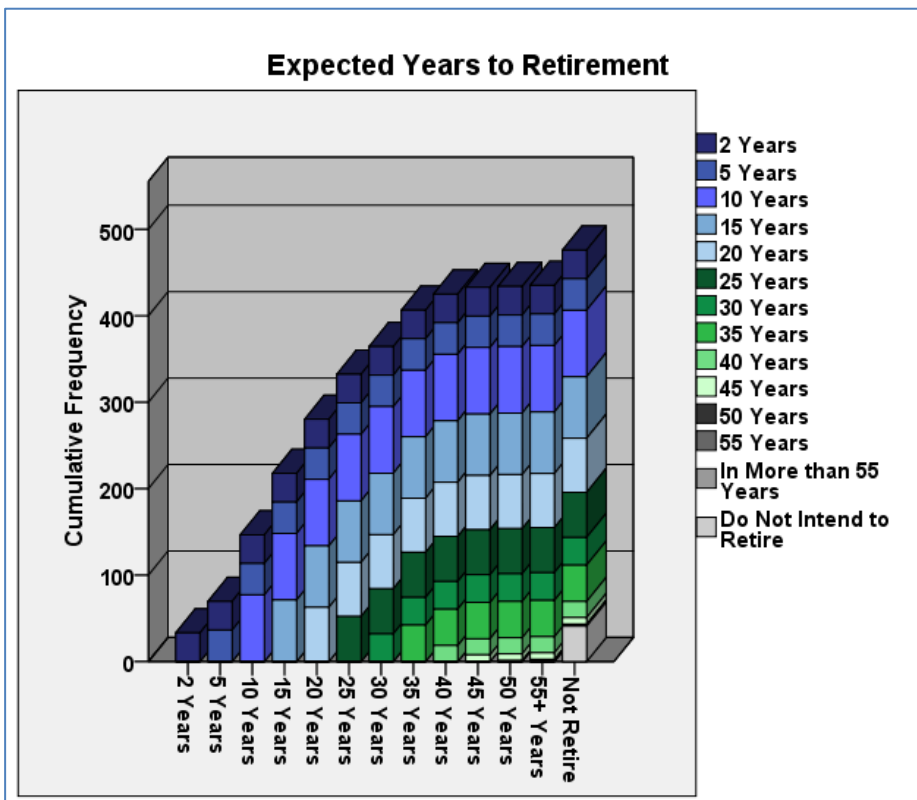
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	48	7%
Leave Virginia	43	4%
Leave Profession	23	4%
Cease Accepting Trainees	6	1%
Decrease Teaching Hours	0	0%
Increase Participation		
Pursue Additional Education	91	14%
Begin Accepting Trainees	78	12%
Increase Patient Care Hours	34	5%
Increase Teaching Hours	18	3%
Return to the Workforce	7	1%

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, 31% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2041.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	33	7%	7%
5 Years	36	8%	14%
10 Years	77	16%	31%
15 Years	71	15%	46%
20 Years	63	13%	59%
25 Years	52	11%	70%
30 Years	32	7%	76%
35 Years	42	9%	85%
40 Years	19	4%	89%
45 Years	8	2%	91%
50 Years	1	0%	91%
55 Years	0	0%	91%
In More than 55 Years	1	0%	91%
Do Not Intend to Retire	41	9%	100%
Total	476	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2031. Retirement will peak at 16% of the current workforce around the same time before declining to under 10% again by 2051.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 732
 FTEs/1,000 Residents²: .086
 Average: 1.16

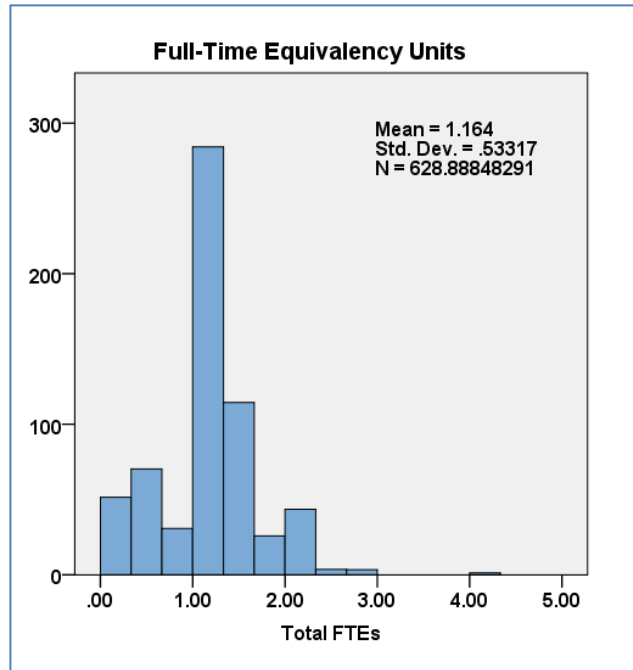
Age & Gender Effect

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:

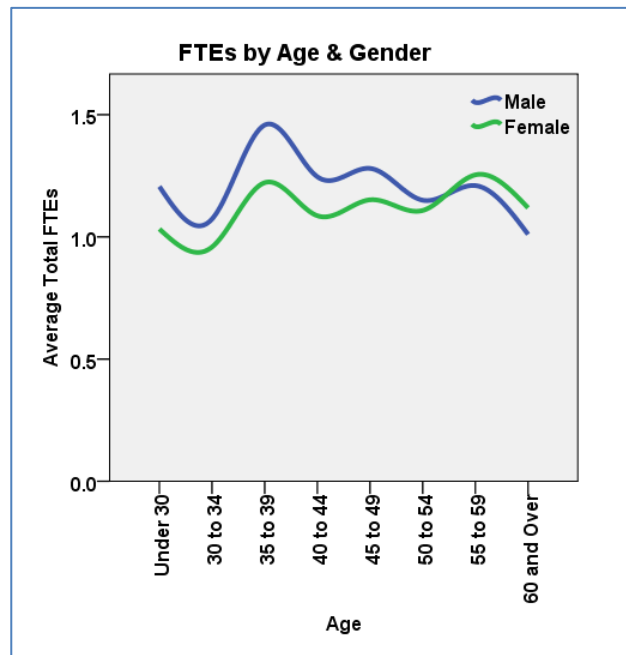


Source: Va. Healthcare Workforce Data Center

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.

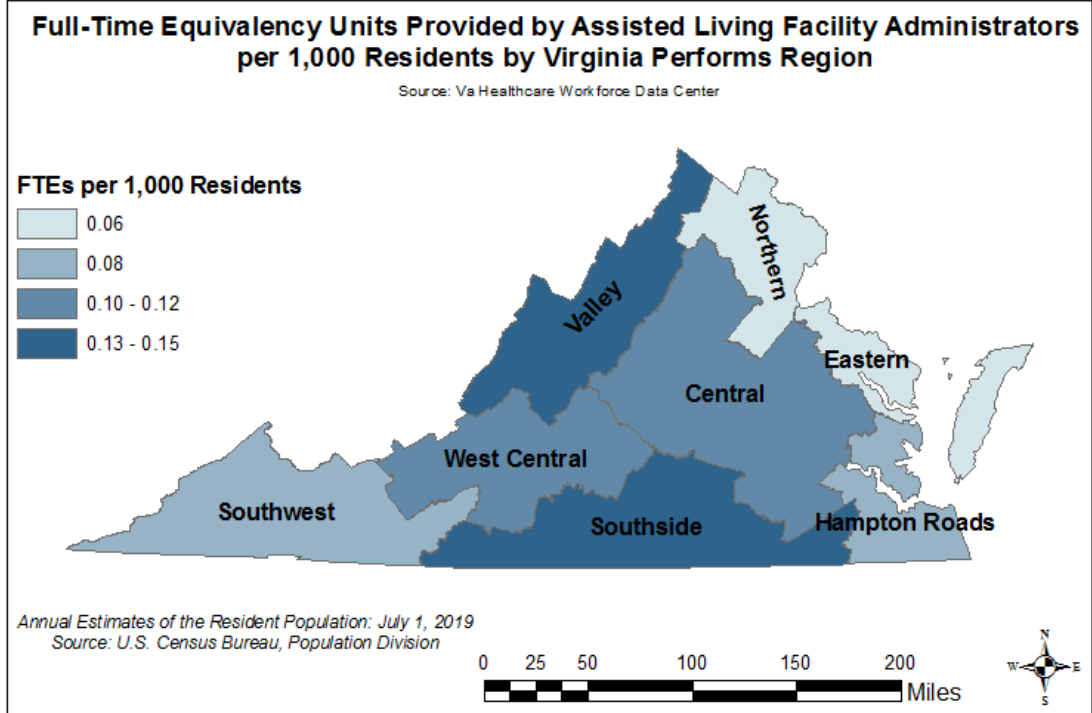
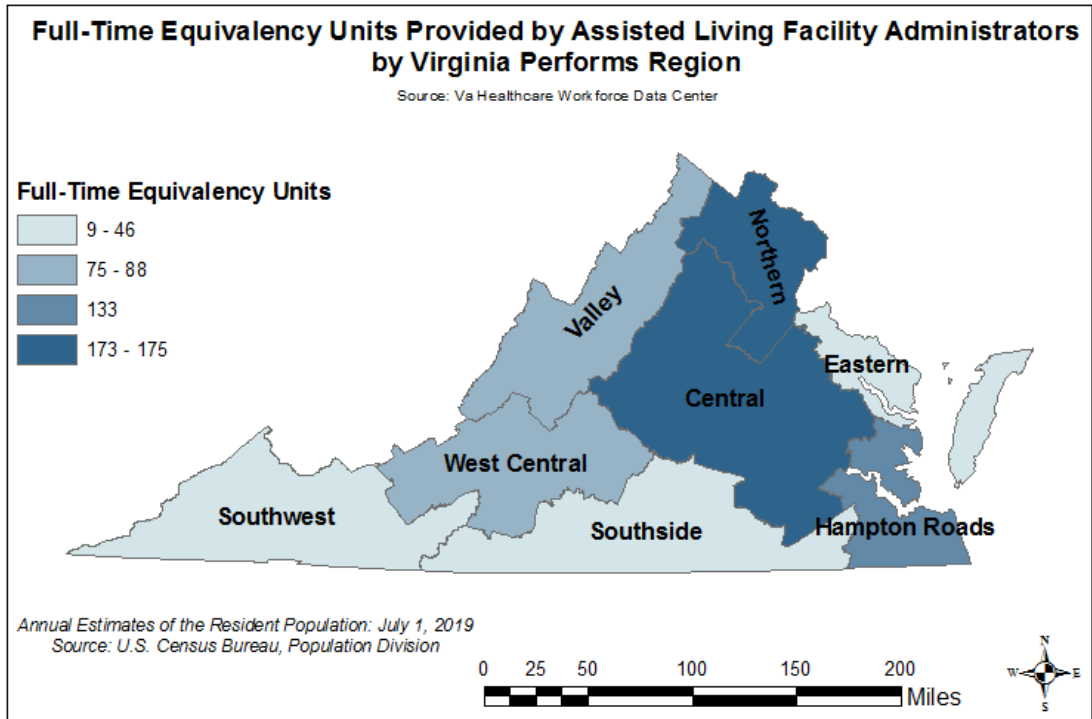
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.09	1.18
30 to 34	1.00	1.09
35 to 39	1.26	1.22
40 to 44	1.12	1.09
45 to 49	1.42	1.35
50 to 54	1.12	1.09
55 to 59	1.23	1.22
60 and Over	1.05	1.08
Gender		
Male	1.18	1.22
Female	1.14	1.20

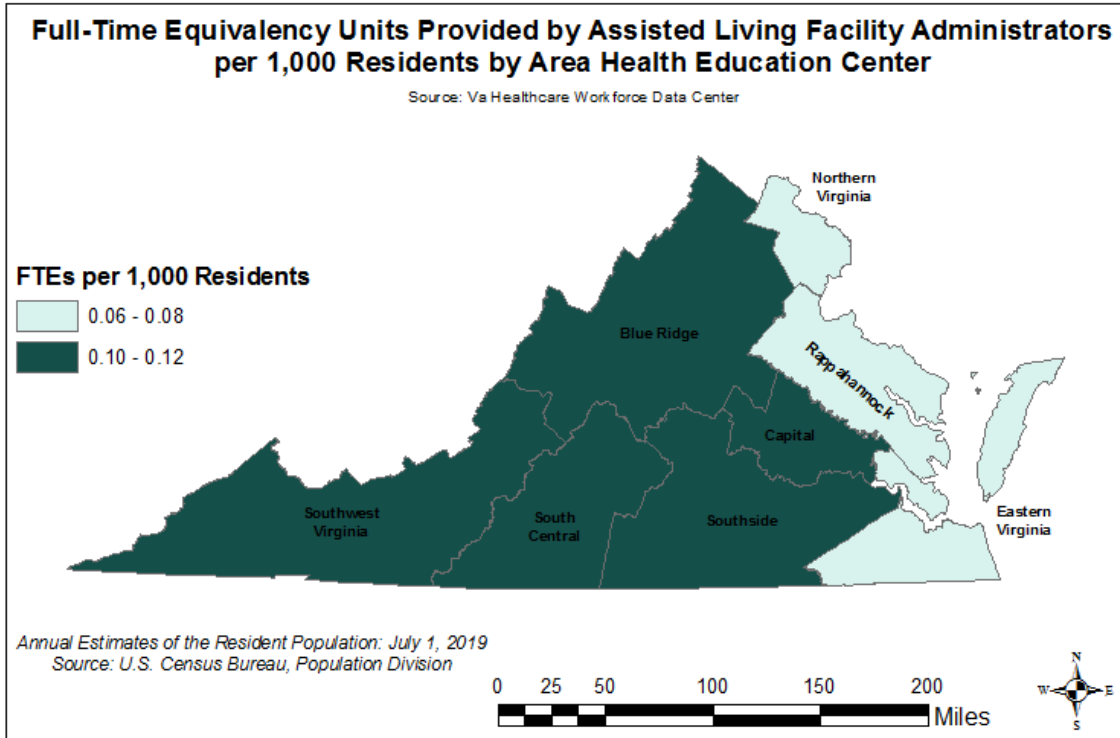
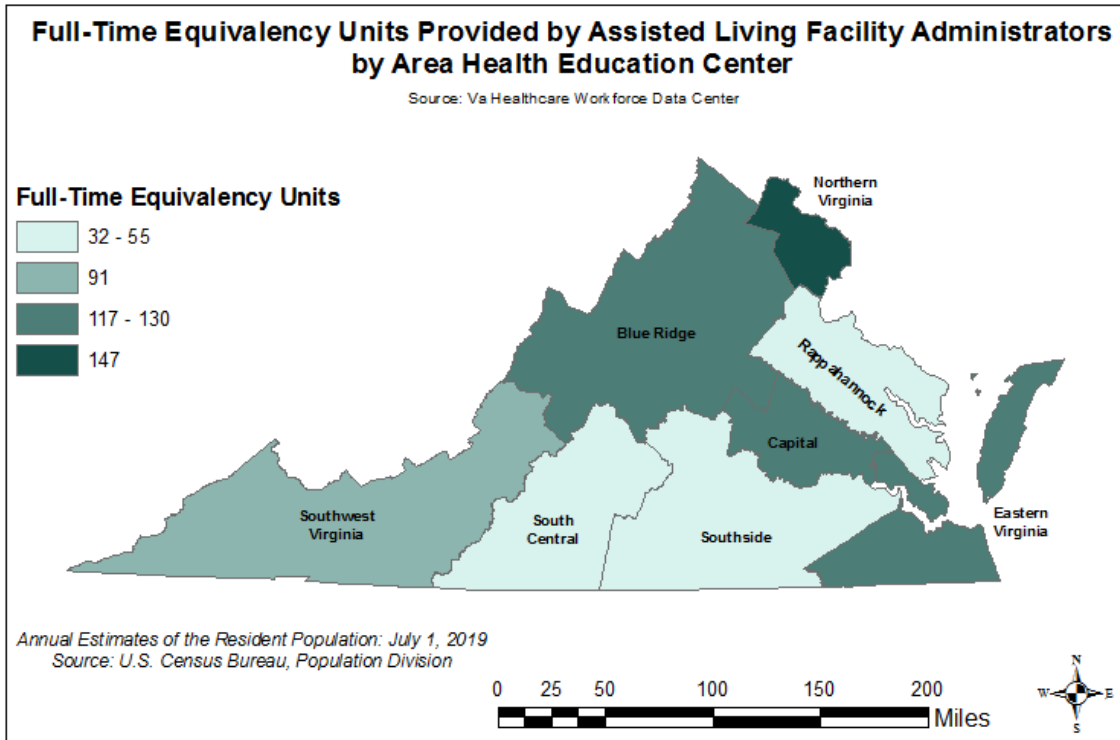
Source: Va. Healthcare Workforce Data Center

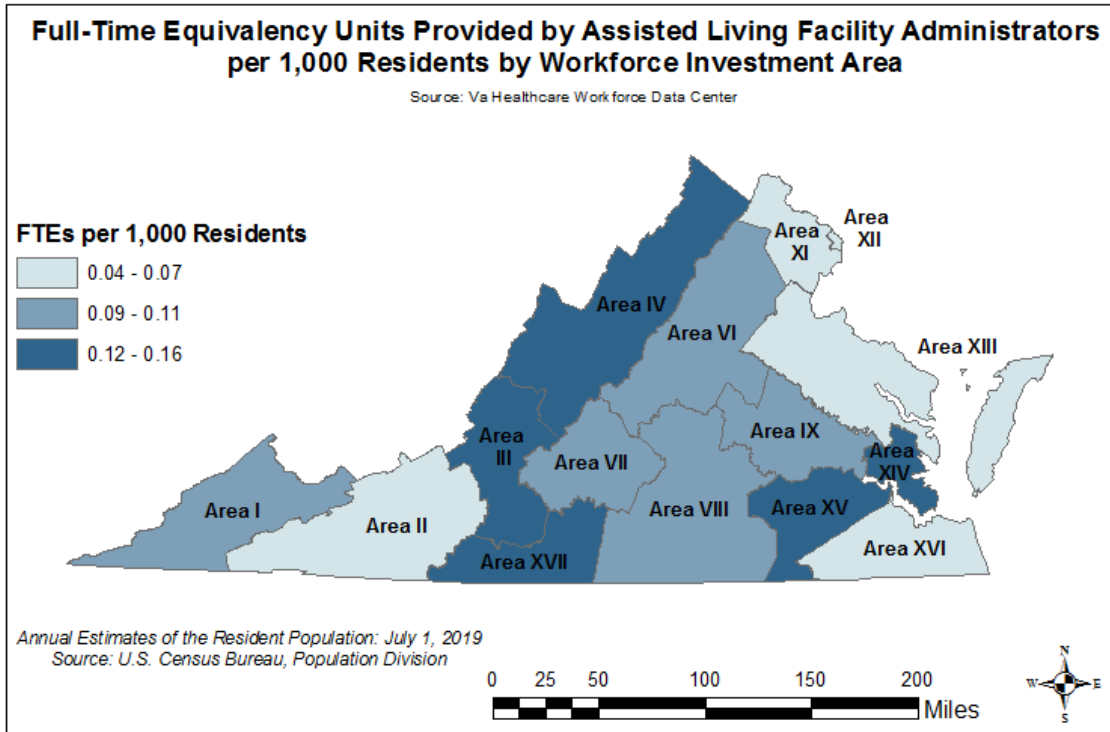
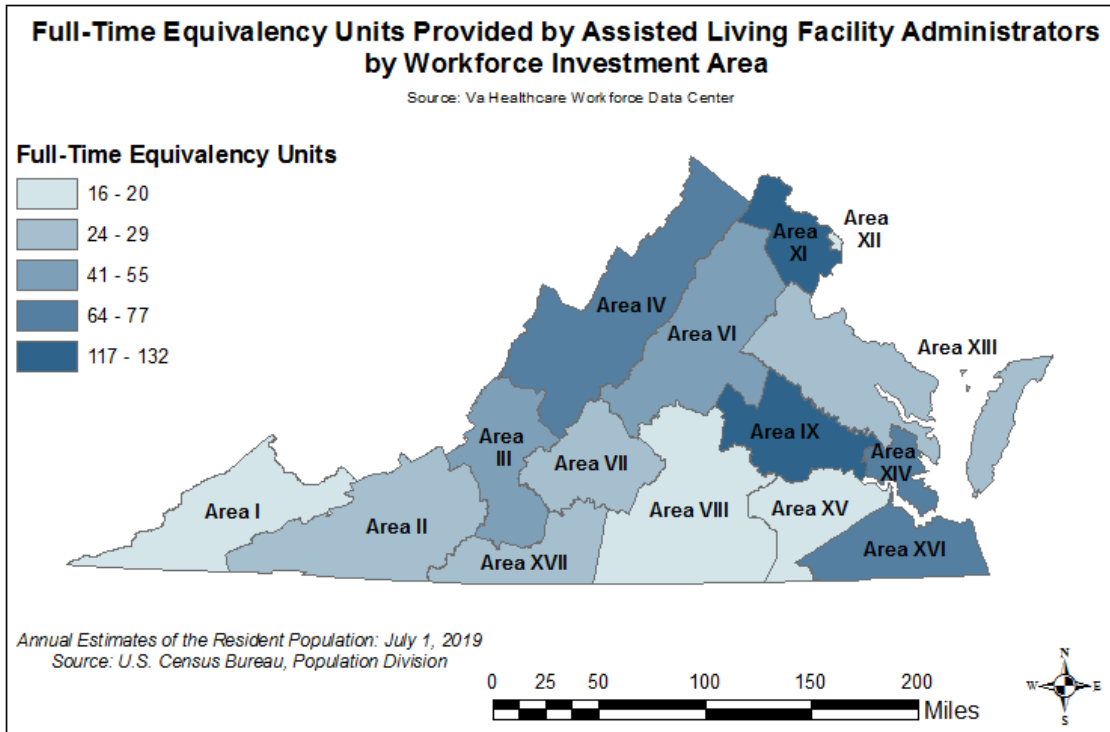


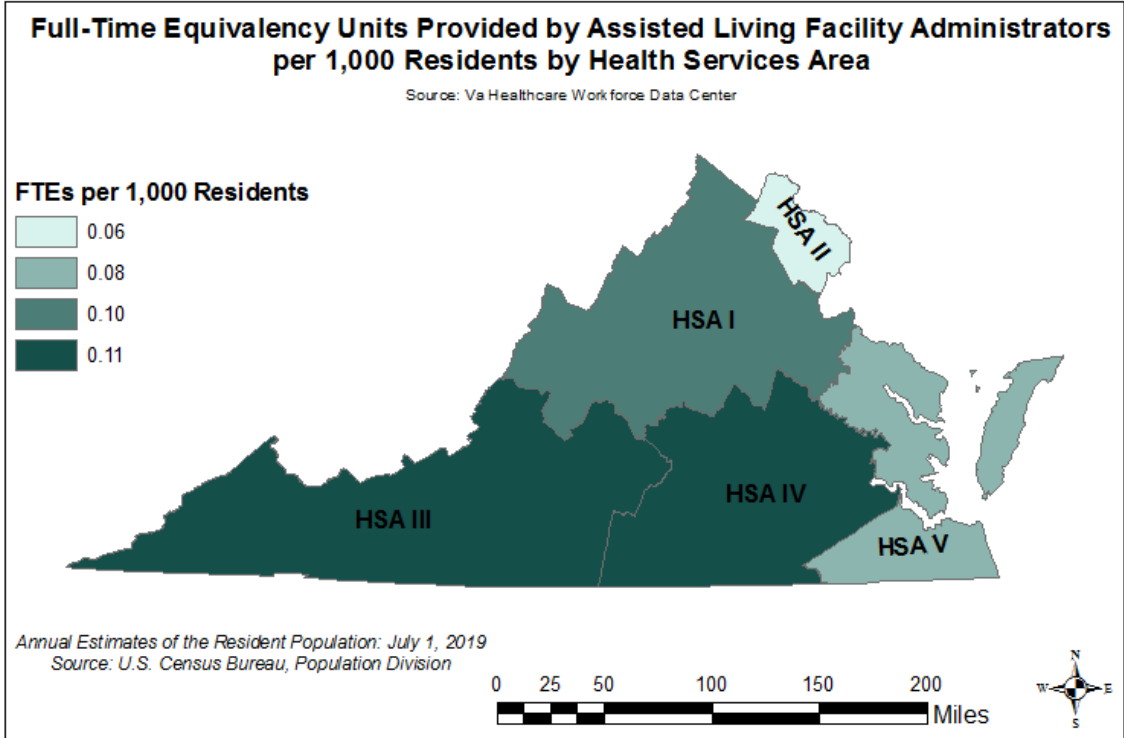
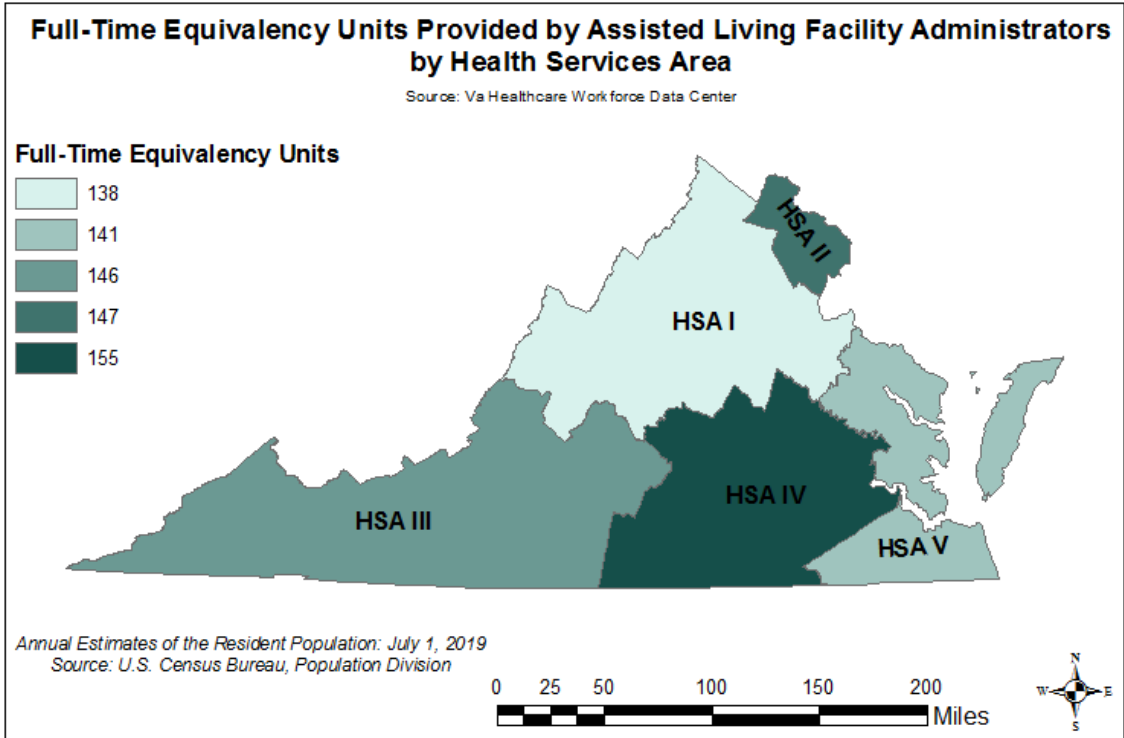
Source: Va. Healthcare Workforce Data Center

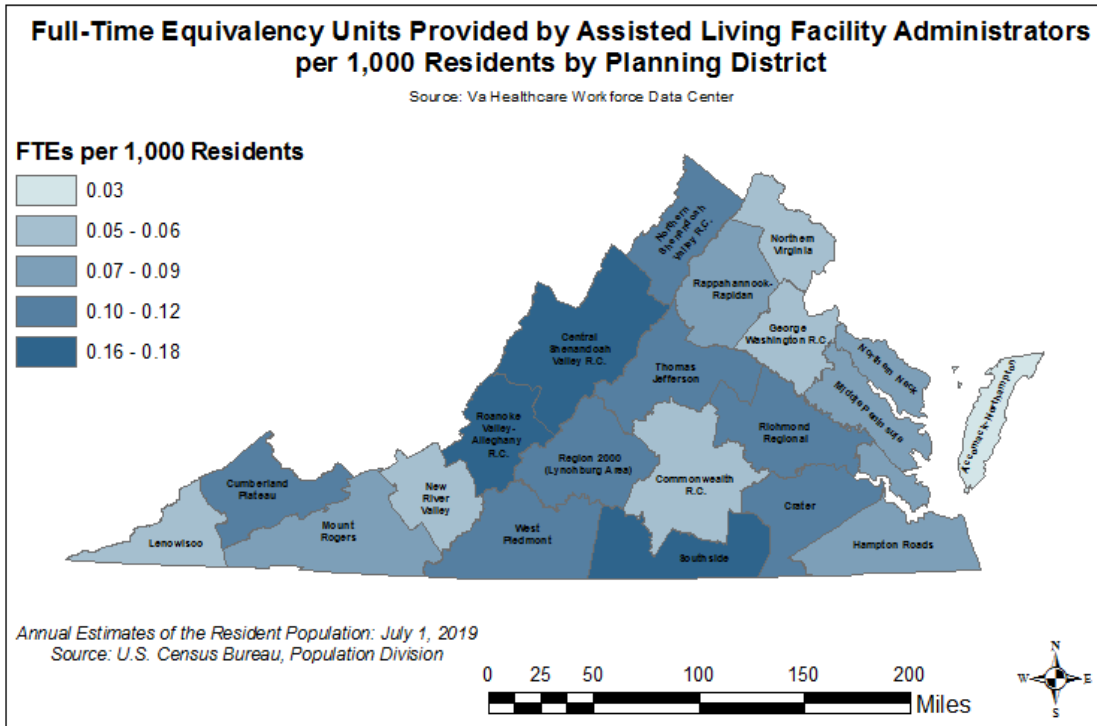
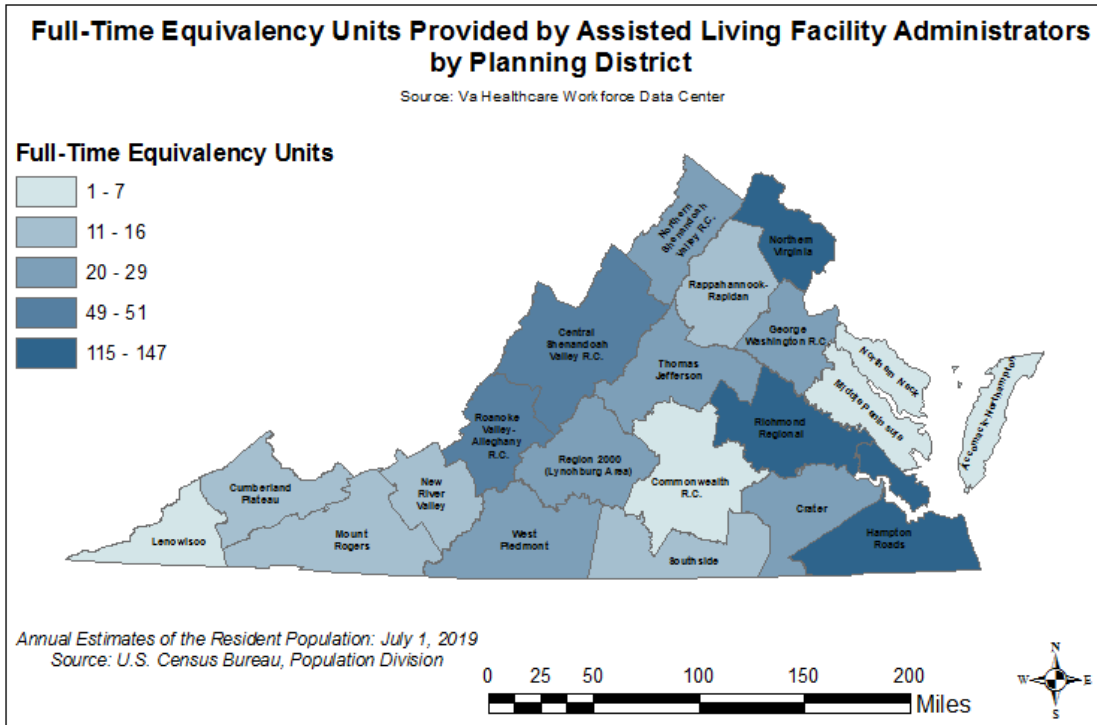
² Number of residents in 2019 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	381	83.46%	1.198	1.108	1.350
Metro, 250,000 to 1 Million	62	74.19%	1.348	1.247	1.519
Metro, 250,000 or Less	62	82.26%	1.216	1.125	1.289
Urban, Pop. 20,000+, Metro Adj.	19	63.16%	1.583	1.465	1.679
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	56	92.86%	1.077	0.996	1.214
Urban, Pop. 2,500-19,999, Non-Adj.	25	92.00%	1.087	1.005	1.153
Rural, Metro Adj.	19	78.95%	1.267	1.172	1.428
Rural, Non-Adj.	12	75.00%	1.333	1.233	1.414
Virginia Border State/D.C.	41	85.37%	1.171	1.084	1.242
Other U.S. State	15	73.33%	1.364	1.298	1.446

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	15	73.33%	1.364	1.214	1.519
30 to 34	47	89.36%	1.119	0.996	1.465
35 to 39	68	77.94%	1.283	1.142	1.679
40 to 44	73	83.56%	1.197	1.065	1.566
45 to 49	99	86.87%	1.151	1.025	1.298
50 to 54	104	86.54%	1.156	1.029	1.512
55 to 59	104	83.65%	1.195	1.064	1.565
60 and Over	182	78.02%	1.282	1.141	1.677

Source: Va. Healthcare Workforce Data Center

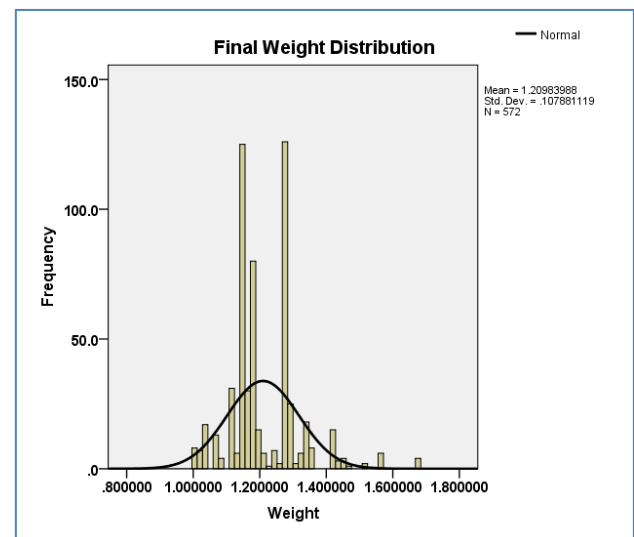
See the Methodology section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.826590



Source: Va. Healthcare Workforce Data Center