
Virginia's Assisted Living Facility Administrator Workforce: 2022

Healthcare Workforce Data Center

April 2022

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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!

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The Assisted Living Facility Administrator Workforce At a Glance:

The Workforce

Licensees:	696
Virginia's Workforce:	643
FTEs:	686

Background

Rural Childhood:	45%
HS Degree in VA:	63%
Prof. Degree in VA:	95%

Current Employment

Employed in Prof.:	89%
Hold 1 Full-Time Job:	83%
Satisfied?:	94%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	96%

Health Admin. Edu.

Admin-in-Training:	40%
Baccalaureate:	16%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	60%

Demographics

Female:	78%
Diversity Index:	48%
Median Age:	51

Finances

Median Income: \$80k-\$90k
Retirement Benefits: 51%
Under 40 w/ Ed. Debt: 53%

Time Allocation

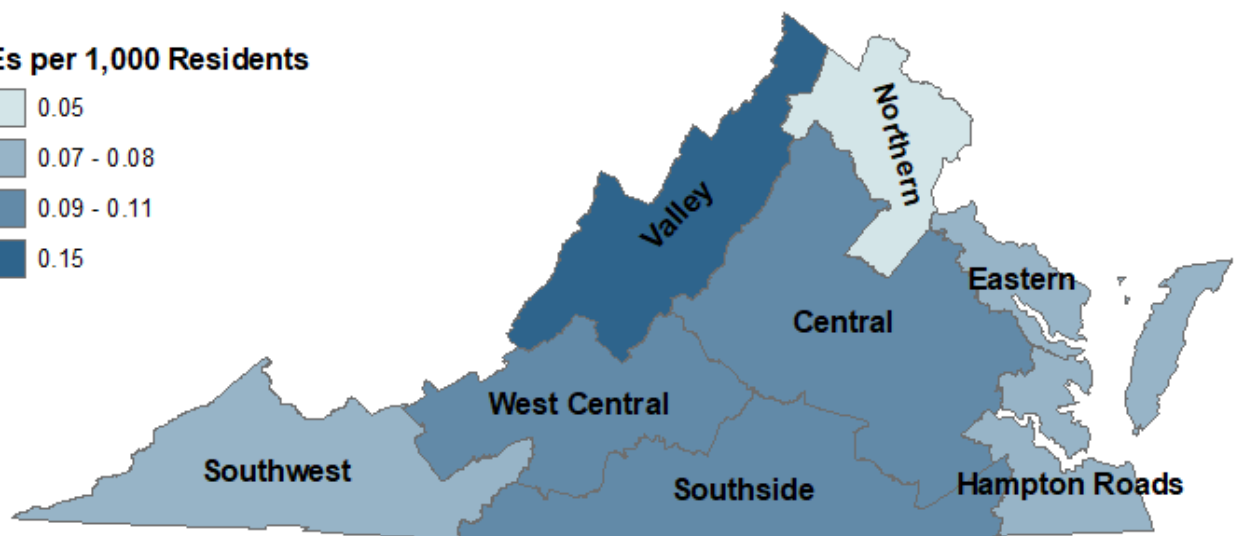
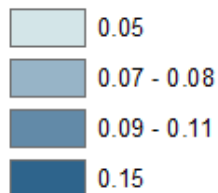
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

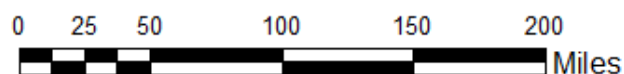
Full-Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Assisted Living Facility Administrator (ALFA) Workforce Survey. In total, 547 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 79% of the 696 ALFAs who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 643 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 686 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly four out of every five ALFAs are female, and the median age of the ALFA workforce is 51. 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. This diversity index increases to 59% for those ALFAs who are under the age of 40. The comparable diversity index for Virginia's population as a whole is 60%. Approximately 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 work in a non-metro area of the state.

Among all ALFAs, 89% are currently employed in the profession, 83% hold one full-time job, and 44% work between 40 and 49 hours per week. Over the past year, 1% of ALFAs have experienced involuntary unemployment and 1% have also experienced underemployment. More than four out of every five ALFAs work in the for-profit sector, while another 17% work in the non-profit sector. The median annual income for ALFAs is between \$80,000 and \$90,000. In addition, 80% of all ALFAs receive at least one employer-sponsored benefit. The vast majority of ALFAs are satisfied with their current work situation, including 63% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 ALFA workforce. The number of licensed ALFAs in Virginia has increased by 8% (696 vs. 643). In addition, the size of the ALFA workforce has increased by 4% (643 vs. 616), but the number of FTEs provided by this workforce has fallen by 5% (686 vs. 725). Virginia's renewing ALFAs are more likely to respond to the survey (96% vs. 94%).

The percentage of Virginia's ALFAs who are female has declined (78% vs. 84%), and this is also the case among ALFAs who are under the age of 40 (70% vs. 78%). At the same time, the diversity index of Virginia's ALFA workforce has increased (48% vs. 41%), and this trend is even more pronounced among those ALFAs who are under the age of 40 (59% vs. 45%). ALFAs are slightly more likely to have grown up in a rural area (45% vs. 44%), and this group of professionals is also slightly more likely to work in a non-metro area of Virginia (27% vs. 26%). On the other hand, the percentage of all ALFAs who work in a non-metro area of the state has fallen (15% vs. 16%).

ALFAs are more likely to currently work in the profession (89% vs. 87%) and hold one full-time job (83% vs. 82%). Meanwhile, ALFAs are relatively more likely to work more than 60 hours per week (22% vs. 17%) instead of between 40 and 49 hours per week (44% vs. 47%). The one-year rates of involuntary unemployment (1% vs. 2%) and underemployment (1% vs. 2%) have both fallen slightly. At the same time, ALFAs are less likely to have worked at their primary work location for more than two years (60% vs. 64%). They are also relatively less likely to work at an assisted living facility (68% vs. 74%).

The median annual income for Virginia's ALFAs has increased (\$80k-\$90k vs. \$70k-\$80k). However, ALFAs are less likely to receive at least one employer-sponsored benefit (80% vs. 84%). The percentage of ALFAs who indicated that they are satisfied with their current work situation has fallen slightly (94% vs. 95%). This decline was considerably larger among those ALFAs who indicated that they are "very satisfied" (63% vs. 72%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	550	79%
New Licensees	46	7%
Non-Renewals	100	14%
All Licensees	696	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing ALFAs, 96% submitted a survey. These respondents represent 79% of the 696 ALFAs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2022.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2021 and March 2022.
- 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	6	11	65%
30 to 34	9	36	80%
35 to 39	15	57	79%
40 to 44	14	59	81%
45 to 49	29	74	72%
50 to 54	15	87	85%
55 to 59	21	80	79%
60 and Over	40	143	78%
Total	149	547	79%
New Licenses			
Issued in Past Year	29	17	37%
Metro Status			
Non-Metro	26	106	80%
Metro	113	395	78%
Not in Virginia	10	46	82%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	547
Response Rate, All Licensees	79%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 696
 New: 7%
 Not Renewed: 14%

Response Rates

All Licensees: 79%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce: 643
 FTEs: 686

Utilization Ratios

Licensees in VA Workforce: 92%
 Licensees per FTE: 1.01
 Workers per FTE: 0.94

Source: Va. Healthcare Workforce Data Center

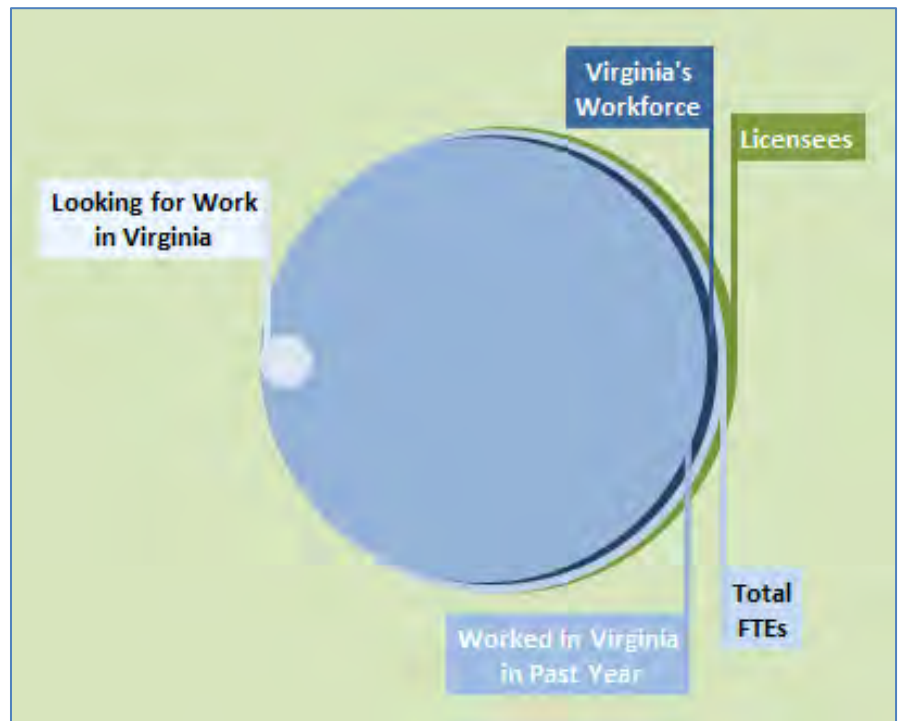
Virginia's ALFA Workforce		
Status	#	%
Worked in Virginia in Past Year	634	99%
Looking for Work in Virginia	9	1%
Virginia's Workforce	643	100%
Total FTEs	686	
Licensees	696	

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.

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	6	36%	11	64%	17	3%
30 to 34	12	33%	24	67%	35	6%
35 to 39	19	29%	47	71%	65	12%
40 to 44	9	16%	45	84%	54	10%
45 to 49	19	22%	66	78%	84	15%
50 to 54	14	19%	61	81%	75	14%
55 to 59	11	16%	61	84%	72	13%
60 and Over	30	21%	113	79%	143	26%
Total	119	22%	427	78%	546	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	59%	373	68%	68	59%
Black	18%	123	22%	27	23%
Asian	7%	23	4%	7	6%
Other Race	1%	8	1%	3	3%
Two or More Races	5%	10	2%	5	4%
Hispanic	11%	11	2%	5	4%
Total	100%	548	100%	115	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, 2020.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 78%
% Under 40 Female: 70%

Age

Median Age: 51
% Under 40: 21%
% 55 and Over: 39%

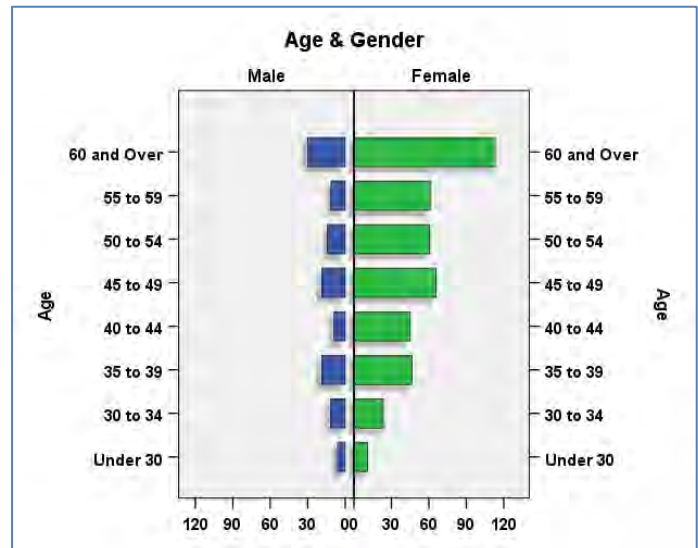
Diversity

Diversity Index: 48%
Under 40 Div. Index: 59%

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 60%.

More than one out of every five ALFAs are under the age of 40, and 70% of this group of professionals are female. In addition, the diversity index among ALFAs who are under the age of 40 is 59%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 18%
 Rural Childhood: 45%

Virginia Background

HS in Virginia: 63%
 Prof. Edu. in VA: 95%
 HS or Prof. Edu. in VA: 96%

Location Choice

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

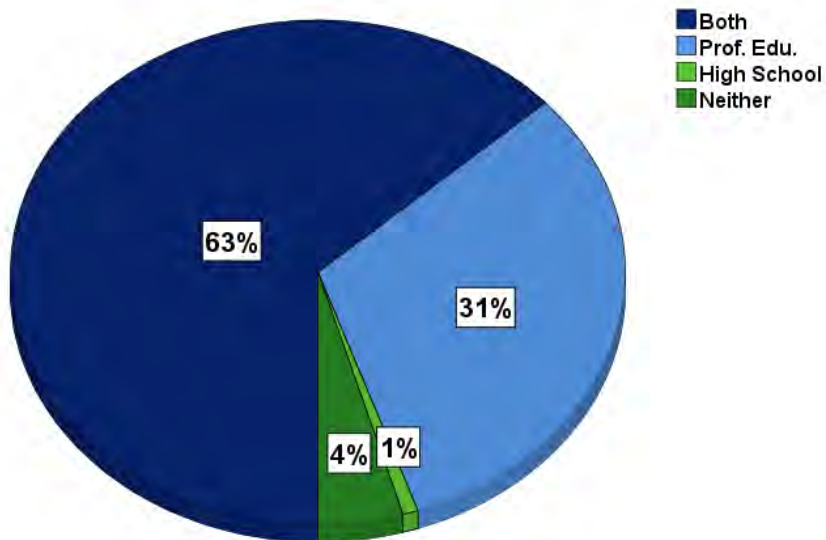
Source: Va. Healthcare Workforce Data Center

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+	32%	45%	23%
2	Metro, 250,000 to 1 Million	54%	30%	16%
3	Metro, 250,000 or Less	56%	38%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	92%	0%	8%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	83%	14%	3%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	75%	0%	25%
8	Rural, Metro Adjacent	80%	20%	0%
9	Rural, Non-Adjacent	80%	20%	0%
Overall		45%	37%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Approximately 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	340	Virginia	448
2	Outside U.S./Canada	40	North Carolina	5
3	New York	30	Florida	4
4	Maryland	18	West Virginia	3
5	Pennsylvania	13	New Jersey	2
6	North Carolina	13	Georgia	2
7	West Virginia	8	New York	1
8	Florida	8	Washington, D.C.	1
9	New Jersey	7	California	1
10	Ohio	6	Illinois	1

Source: Va. Healthcare Workforce Data Center

Among all licensed ALFAs, 63% received their high school degree in Virginia, and 95% received their initial professional degree in the state.

Among ALFAs who have been licensed in the past five years, 59% received their high school degree in Virginia, and 93% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	113	Virginia	165
2	Outside U.S./Canada	15	Florida	3
3	New York	9	Georgia	2
4	North Carolina	6	North Carolina	2
5	Maryland	5	West Virginia	1
6	Florida	4	California	1
7	West Virginia	4	Tennessee	1
8	Ohio	4	Texas	1
9	California	4		
10	Pennsylvania	3		

Source: Va. Healthcare Workforce Data Center

In total, 8% of all licensees were not a part of Virginia's ALFA workforce. Nearly all of these licensees worked at some point in the past year, including 89% who currently work as an ALFA.

At a Glance:

Not in VA Workforce

Total:	53
% of Licensees:	8%
Federal/Military:	0%
VA Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	58	11%	-	-
Admin-in-Training	208	40%	-	-
High School/GED	-	-	122	23%
Associate	47	9%	107	20%
Baccalaureate	82	16%	187	35%
Graduate Cert.	5	1%	8	2%
Masters	49	9%	98	19%
Doctorate	2	0%	6	1%
Other	65	13%	-	-
Total	517	100%	528	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

Admin-in-Training: 40%

Baccalaureate Degree: 16%

Master's Degree: 9%

Education Debt

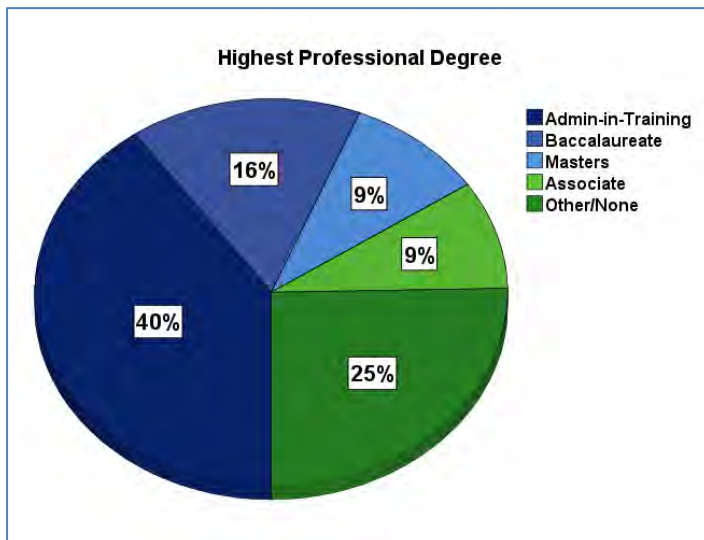
Carry Debt: 29%

Under Age 40 w/ Debt: 53%

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

Source: Va. Healthcare Workforce Data Center

Nearly 30% of all ALFAs carry education debt, including 53% of those ALFAs who are under the age of 40. For those with education debt, the median debt amount is between \$30,000 and \$40,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All ALFAs		ALFAs Under 40	
	#	%	#	%
None	318	71%	48	48%
Less than \$10,000	19	4%	9	9%
\$10,000-\$19,999	14	3%	6	6%
\$20,000-\$29,999	17	4%	9	9%
\$30,000-\$39,999	20	4%	7	7%
\$40,000-\$49,999	7	2%	4	4%
\$50,000-\$59,999	10	2%	5	5%
\$60,000-\$69,999	5	1%	0	0%
\$70,000-\$79,999	9	2%	3	3%
\$80,000-\$89,999	7	2%	0	0%
\$90,000-\$99,999	5	1%	4	4%
\$100,000 or More	17	4%	5	5%
Total	449	100%	99	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	17%
RMA:	16%
CNA:	9%

Job Titles

Administrator:	35%
Executive Director:	24%
Owner:	5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	540	84%
Nurse (RN or LPN)	107	17%
Registered Medication Aide	100	16%
Certified Nursing Assistant	22	3%
Nursing Home Administrator	12	2%
Physical Therapist	1	0%
Speech-Language Pathologist	1	0%
Other	43	7%
At Least One License	543	84%

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	227	35%	23	4%
Executive Director	153	24%	15	2%
Owner	35	5%	5	1%
President or Executive Officer	30	5%	4	1%
Assistant Administrator	30	5%	1	0%
Other	113	18%	20	3%
At Least One Title	495	77%	59	9%

Source: Va. Healthcare Workforce Data Center

More than one-third of all ALFAs hold the title of administrator at their primary work location. Another 24% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 89%
 Involuntarily Unemployed: 1%

Positions Held

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

Weekly Hours:

40 to 49: 44%
 60 or More: 22%
 Less than 30: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Capacity Related to Long-Term Care	484	89%
Employed, NOT in a Capacity Related to Long-Term Care	43	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	4	1%
Voluntarily Unemployed	10	2%
Retired	0	0%
Total	542	100%

Source: Va. Healthcare Workforce Data Center

Nearly 90% of all licensed ALFAs are currently employed in the profession, 83% hold one full-time job, and 44% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	14	3%
One Part-Time Position	27	5%
Two Part-Time Positions	6	1%
One Full-Time Position	438	83%
One Full-Time Position & One Part-Time Position	25	5%
Two Full-Time Positions	11	2%
More than Two Positions	8	2%
Total	529	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	14	3%
1 to 9 Hours	1	0%
10 to 19 Hours	2	0%
20 to 29 Hours	14	3%
30 to 39 Hours	19	4%
40 to 49 Hours	234	44%
50 to 59 Hours	127	24%
60 to 69 Hours	80	15%
70 to 79 Hours	20	4%
80 or More Hours	15	3%
Total	526	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	4	1%
Less than \$30,000	28	7%
\$30,000-\$39,999	15	4%
\$40,000-\$49,999	19	5%
\$50,000-\$59,999	22	5%
\$60,000-\$69,999	23	6%
\$70,000-\$79,999	47	12%
\$80,000-\$89,999	58	14%
\$90,000-\$99,999	58	14%
\$100,000-\$109,999	43	11%
\$110,000-\$119,999	25	6%
\$120,000-\$129,999	18	4%
\$130,000 or More	50	12%
Total	410	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Paid Vacation: 77%
Retirement: 51%

Satisfaction
Satisfied: 94%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	373	77%
Paid Sick Leave	310	64%
Dental Insurance	288	60%
Retirement	249	51%
Group Life Insurance	244	50%
Signing/Retention Bonus	50	10%
At Least One Benefit	385	80%

*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, 80% of ALFAs receive at least one employer-sponsored benefit, including 51% who have access to a retirement plan.

More than nine out of every ten ALFAs are satisfied with their current employment situation, including 63% who indicated that they are "very satisfied."

Job Satisfaction		
Level	#	%
Very Satisfied	334	63%
Somewhat Satisfied	166	31%
Somewhat Dissatisfied	26	5%
Very Dissatisfied	5	1%
Total	531	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	9	1%
Experience Voluntary Unemployment?	25	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	5	1%
Work Two or More Positions at the Same Time?	95	15%
Switch Employers or Practices?	52	8%
Experience at Least One?	170	26%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 8%
New Location: 25%
Over 2 Years: 60%
Over 2 Yrs., 2nd Location: 47%

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 3.5% during the same time period.¹

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	6	1%	8	14%
Less than 6 Months	50	10%	4	7%
6 Months to 1 Year	69	13%	7	12%
1 to 2 Years	83	16%	13	22%
3 to 5 Years	97	19%	9	16%
6 to 10 Years	74	14%	5	9%
More than 10 Years	137	27%	13	22%
Subtotal	516	100%	58	100%
Did Not Have Location	10		564	
Item Missing	117		21	
Total	643		643	

Source: Va. Healthcare Workforce Data Center

Three out of every five 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 2.7% and a high of 4.5%. At the time of publication, the unemployment rate from March 2022 was still preliminary.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	65%
Lowest Region:	1%

Locations

2 or More (Past Year):	15%
2 or More (Now*):	11%

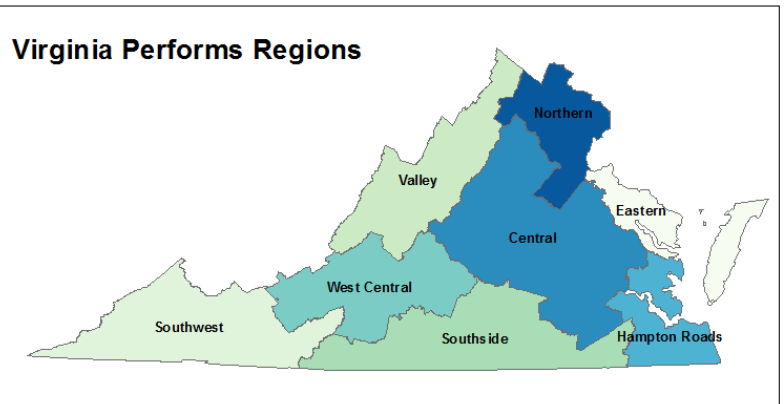
Source: Va. Healthcare Workforce Data Center

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	126	25%	16	25%
Eastern	5	1%	0	0%
Hampton Roads	90	18%	19	30%
Northern	119	23%	12	19%
Southside	28	5%	4	6%
Southwest	20	4%	0	0%
Valley	57	11%	4	6%
West Central	68	13%	5	8%
Virginia Border State/D.C.	0	0%	0	0%
Other U.S. State	0	0%	3	5%
Outside of the U.S.	0	0%	0	0%
Total	513	100%	63	100%
Item Missing	120		16	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

While 11% of ALFAs currently have multiple work locations, 15% have had multiple work locations over the past 12 months.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	9	2%	12	2%
1	435	83%	454	87%
2	47	9%	32	6%
3	24	5%	17	3%
4	2	1%	4	1%
5	1	0%	0	0%
6 or More	3	1%	3	1%
Total	522	100%	522	100%

*At the time of survey completion, March 2022.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	404	81%	44	81%
Non-Profit	83	17%	8	15%
State/Local Government	9	2%	1	2%
Veterans Administration	0	0%	0	0%
U.S. Military	1	0%	1	2%
Other Federal Government	1	0%	0	0%
Total	498	100%	54	100%
Did Not Have Location	10		564	
Item Missing	135		24	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

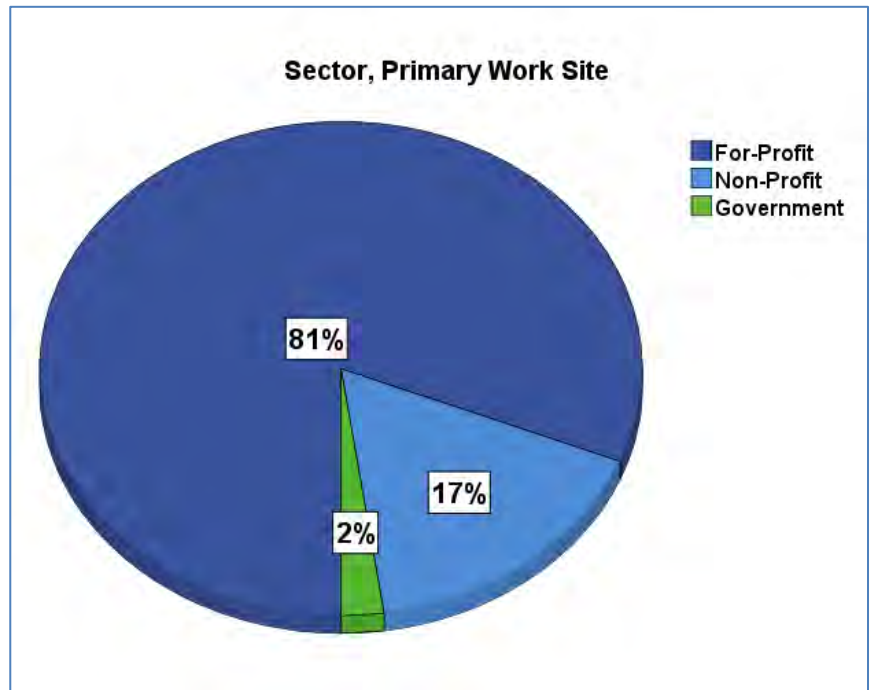
For-Profit:	81%
Federal:	0%

Top Establishments

Assisted Living Facility:	68%
Continuing Care	
Retirement Community:	5%
Skilled Nursing Facility:	3%

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

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	440	68%	44	7%
Continuing Care Retirement Community	31	5%	0	0%
Skilled Nursing Facility	22	3%	3	0%
Home/Community Health Care	19	3%	1	0%
Adult Day Care	7	1%	3	0%
Academic Institution	6	1%	1	0%
Acute Care/Rehabilitative Facility	6	1%	0	0%
Hospice	5	1%	0	0%
PACE	3	0%	0	0%
Other Practice Type	32	5%	7	1%
At Least One Establishment	512	80%	58	9%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all ALFAs are employed at an assisted living facility as their primary work location.

Organization Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	236	50%	20	42%
Facility Chain	202	43%	23	48%
Hospital-Based	4	1%	3	6%
College or University	2	0%	0	0%
Integrated Health System (Veterans Administration, Large Health System)	1	0%	0	0%
Other	28	6%	2	4%
Total	473	100%	48	100%
Did Not Have Location	10		564	
Item Missing	160		31	

Source: Va. Healthcare Workforce Data Center

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

At a Glance: (Primary Locations)

Languages Offered

Spanish:	16%
Tagalog/Filipino:	4%
French:	3%

Means of Communication

Other Staff Members:	76%
Respondent:	25%
Virtual Translation:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	104	16%
Tagalog/Filipino	26	4%
French	17	3%
Arabic	11	2%
Amharic, Somali, or Other Afro-Asiatic Languages	9	1%
Chinese	8	1%
Hindi	8	1%
Korean	8	1%
Urdu	5	1%
Persian	4	1%
Vietnamese	4	1%
Pashto	3	0%
Other Language	9	1%
At Least One Language	130	20%

Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of all ALFAs are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	99	76%
Respondent is Proficient	33	25%
Virtual Translation Services	24	18%
Onsite Translation Service	7	5%
Other	1	1%

Source: Va. Healthcare Workforce Data Center

More than three-fourth of all ALFAs who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

At a Glance: (Primary Locations)

Typical Time Allocation

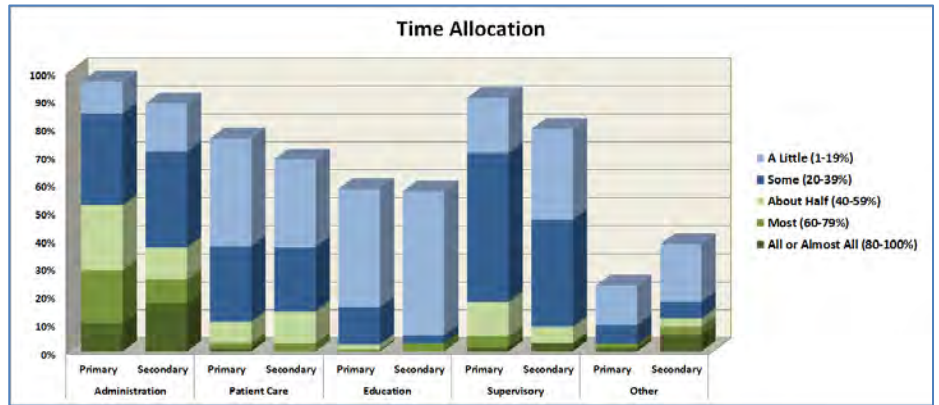
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 29%
 Supervisory: 5%
 Patient Care: 3%

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, 29% 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%	17%	1%	0%	0%	0%	2%	3%	1%	6%
Most (60-79%)	19%	9%	2%	3%	0%	3%	4%	0%	2%	3%
About Half (40-59%)	23%	11%	8%	11%	2%	0%	12%	6%	0%	3%
Some (20-39%)	33%	34%	27%	23%	13%	3%	53%	37%	7%	6%
A Little (1-19%)	11%	17%	39%	31%	42%	51%	20%	31%	14%	20%
None (0%)	4%	11%	24%	31%	42%	43%	9%	20%	76%	60%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	34	8%	13	22%
1-24	65	15%	13	22%
25-49	88	21%	6	10%
50-74	77	18%	6	10%
75-99	72	17%	13	22%
100-124	29	7%	1	2%
125-149	16	4%	0	0%
150-174	7	2%	1	2%
175-199	12	3%	2	3%
200 or More	22	5%	1	2%
Total	423	100%	58	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)
 Primary Location: 50-74
 Secondary Location: 25-49

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	48	10%	10	19%
10 or Less	29	6%	7	13%
10-25	36	7%	6	11%
25-50	81	16%	5	9%
50-100	171	34%	16	30%
100-150	84	17%	8	15%
150-250	40	8%	0	0%
More than 250	13	3%	1	2%
Total	502	100%	53	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs 50 and Over	
	#	%	#	%
Under Age 50	9	2%	-	-
50 to 54	12	3%	2	1%
55 to 59	20	4%	4	2%
60 to 64	105	23%	56	22%
65 to 69	165	36%	91	36%
70 to 74	83	18%	49	20%
75 to 79	24	5%	20	8%
80 or Over	10	2%	7	3%
I Do Not Intend to Retire	35	8%	21	8%
Total	463	100%	250	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 32%

Under 60: 9%

ALFAs 50 and Over

Under 65: 25%

Under 60: 2%

Time Until Retirement

Within 2 Years: 9%

Within 10 Years: 31%

Half the Workforce: By 2042

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all ALFAs expect to retire before the age of 65. Among ALFAs who are age 50 and over, 25% expect to retire before the age of 65.

Within the next two years, 13% of ALFAs expect to begin accepting Administrators-in-Training, and 12% of ALFAs expect to pursue additional educational opportunities.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	23	4%
Leave Virginia	28	4%
Decrease Patient Care Hours	60	9%
Decrease Teaching Hours	0	0%
Cease Accepting Trainees	5	1%
Increase Participation		
Increase Patient Care Hours	25	4%
Increase Teaching Hours	16	2%
Pursue Additional Education	74	12%
Return to the Workforce	2	0%
Begin Accepting Trainees	86	13%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While 9% 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 2042.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	40	9%	9%
5 Years	23	5%	14%
10 Years	82	18%	31%
15 Years	61	13%	44%
20 Years	55	12%	56%
25 Years	46	10%	66%
30 Years	50	11%	77%
35 Years	42	9%	86%
40 Years	19	4%	90%
45 Years	4	1%	91%
50 Years	4	1%	92%
55 Years	0	0%	92%
In More than 55 Years	3	1%	93%
Do Not Intend to Retire	35	8%	100%
Total	463	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 2032. Retirement will peak at 18% of the current workforce around the same time before declining to under 10% again by 2057.

At a Glance:

FTEs

Total: 686
 FTEs/1,000 Residents²: .080
 Average: 1.08

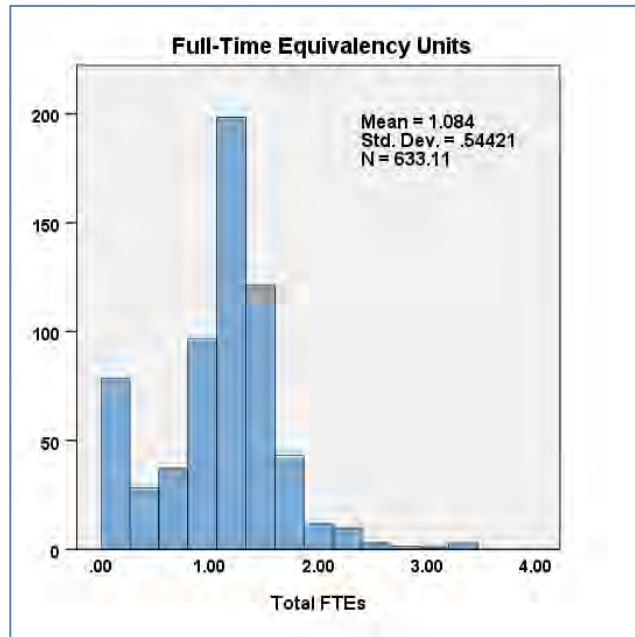
Age & Gender Effect

Age, *Partial Eta*²: Medium
 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:

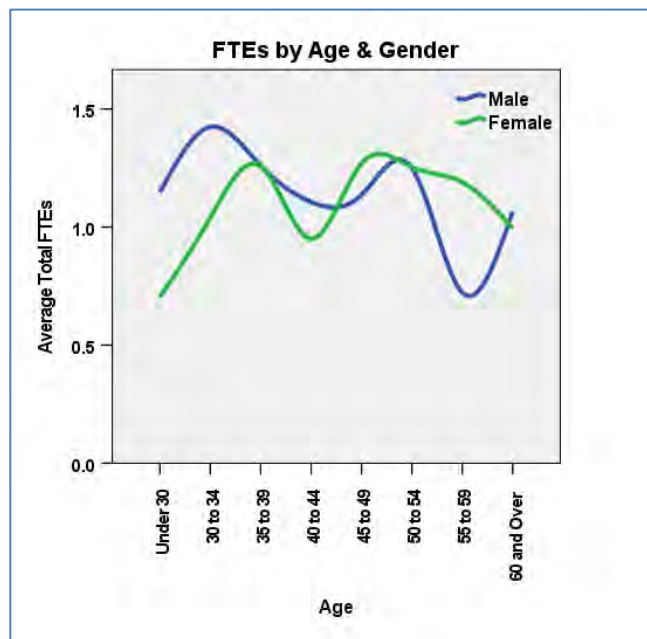


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.18 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.86	0.92
30 to 34	1.12	1.09
35 to 39	1.25	1.27
40 to 44	0.85	0.96
45 to 49	1.28	1.25
50 to 54	1.28	1.35
55 to 59	1.13	1.20
60 and Over	0.88	1.05
Gender		
Male	1.14	1.10
Female	1.12	1.18

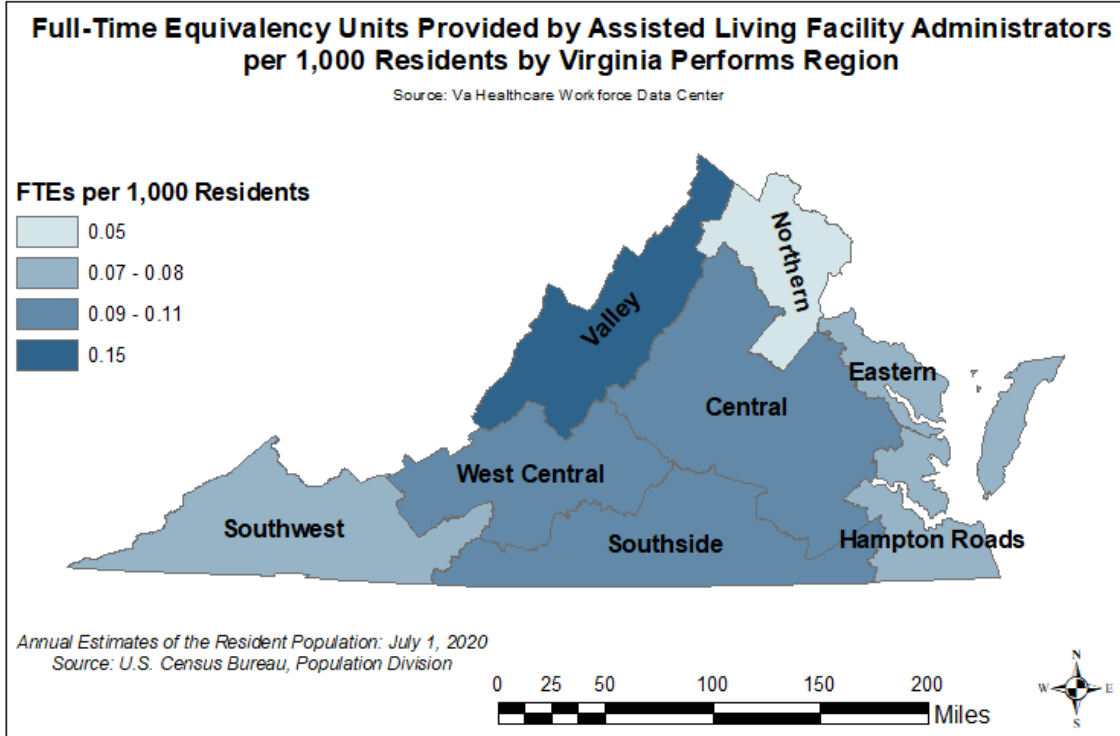
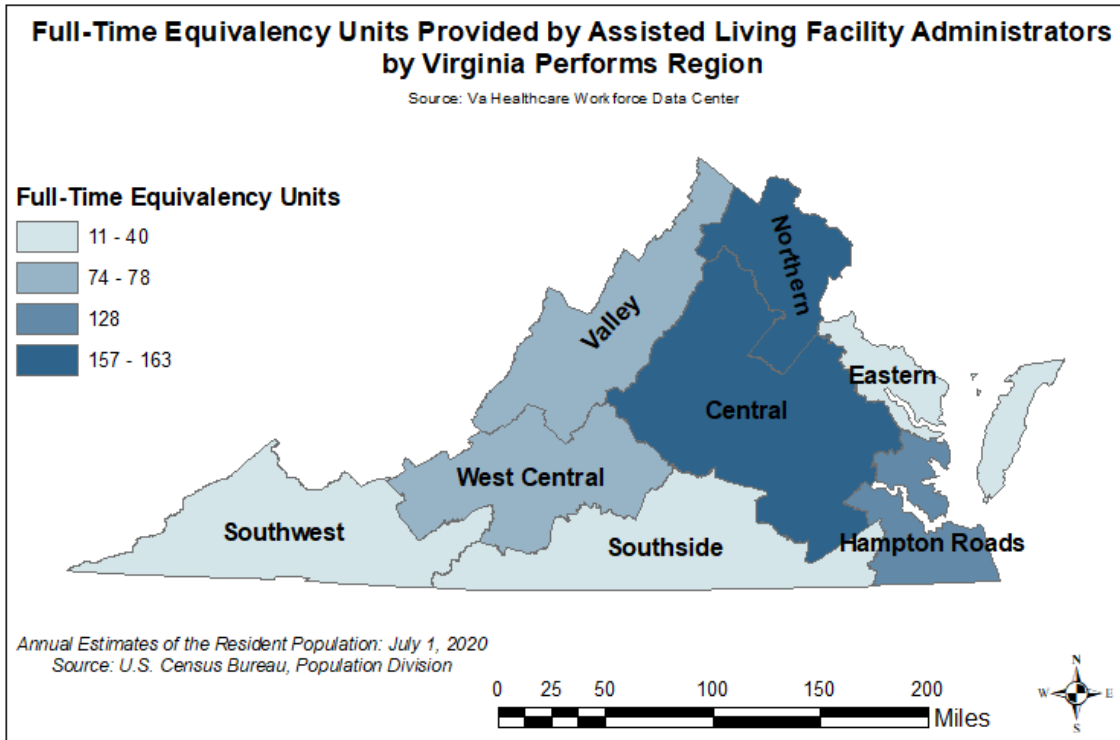
Source: Va. Healthcare Workforce Data Center

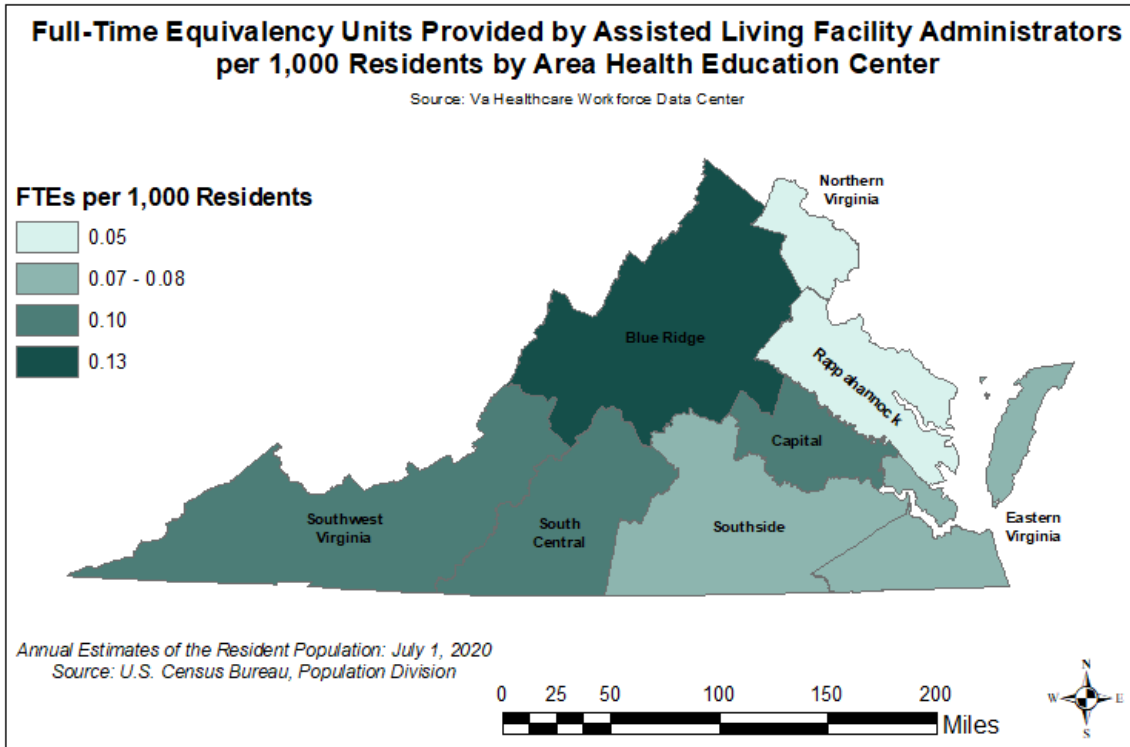
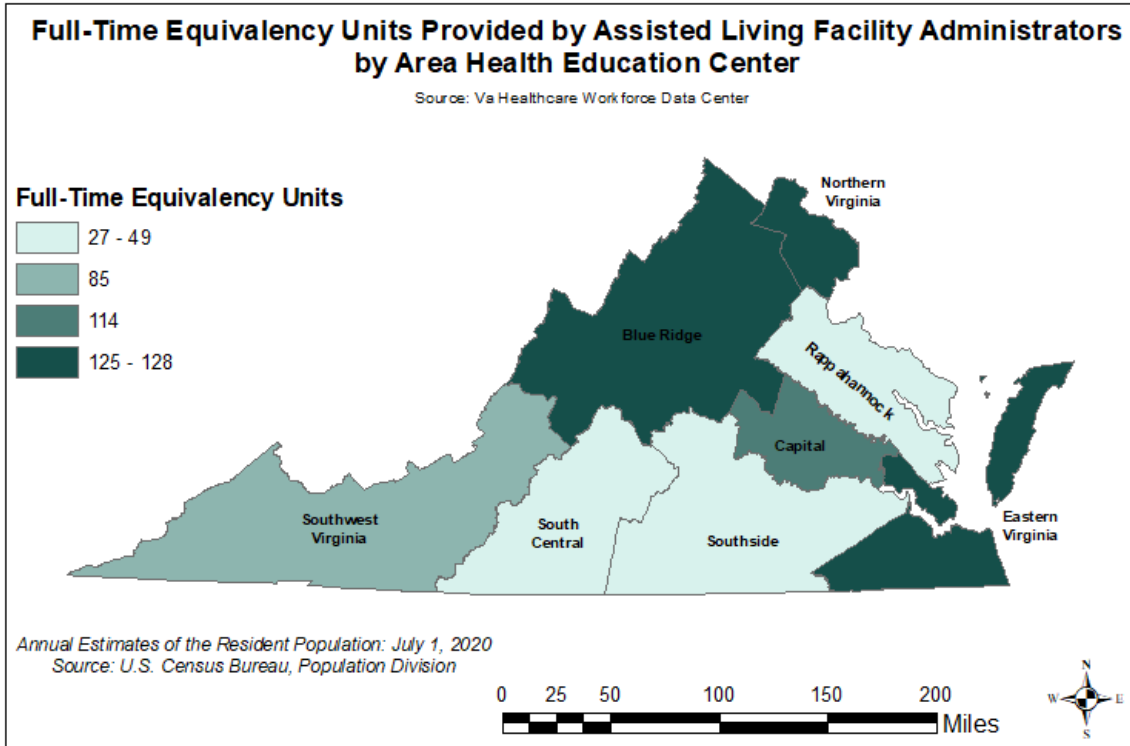


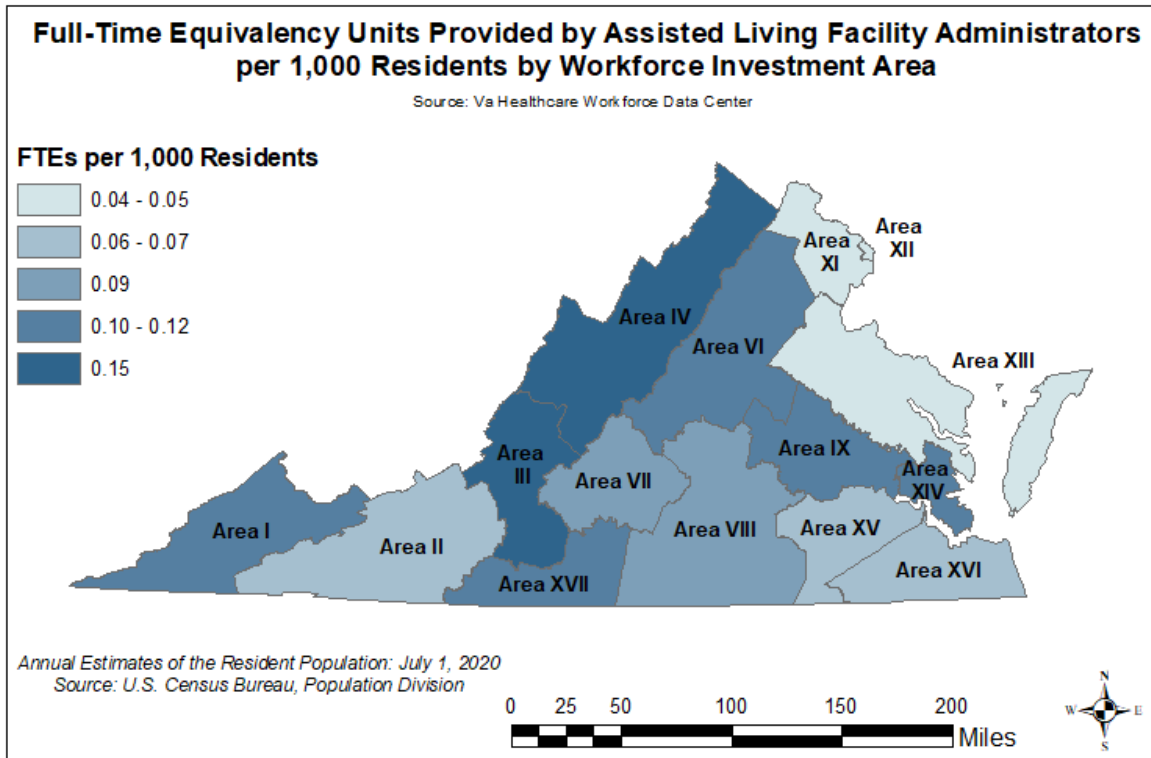
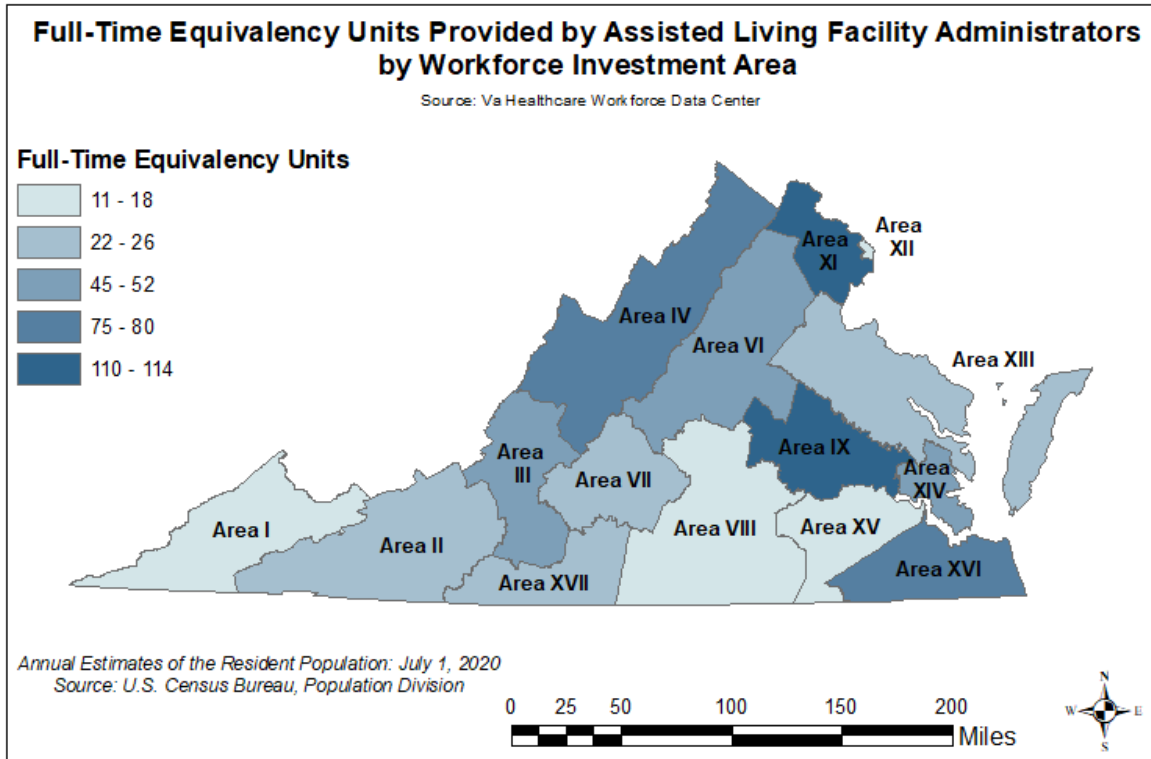
Source: Va. Healthcare Workforce Data Center

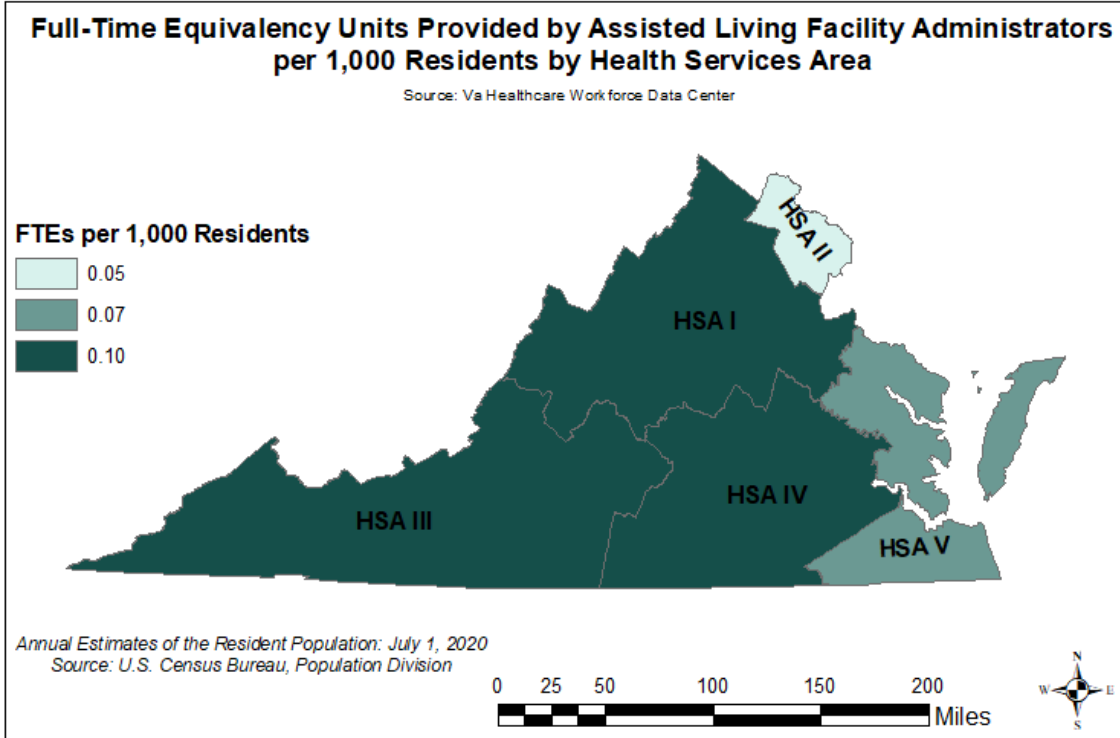
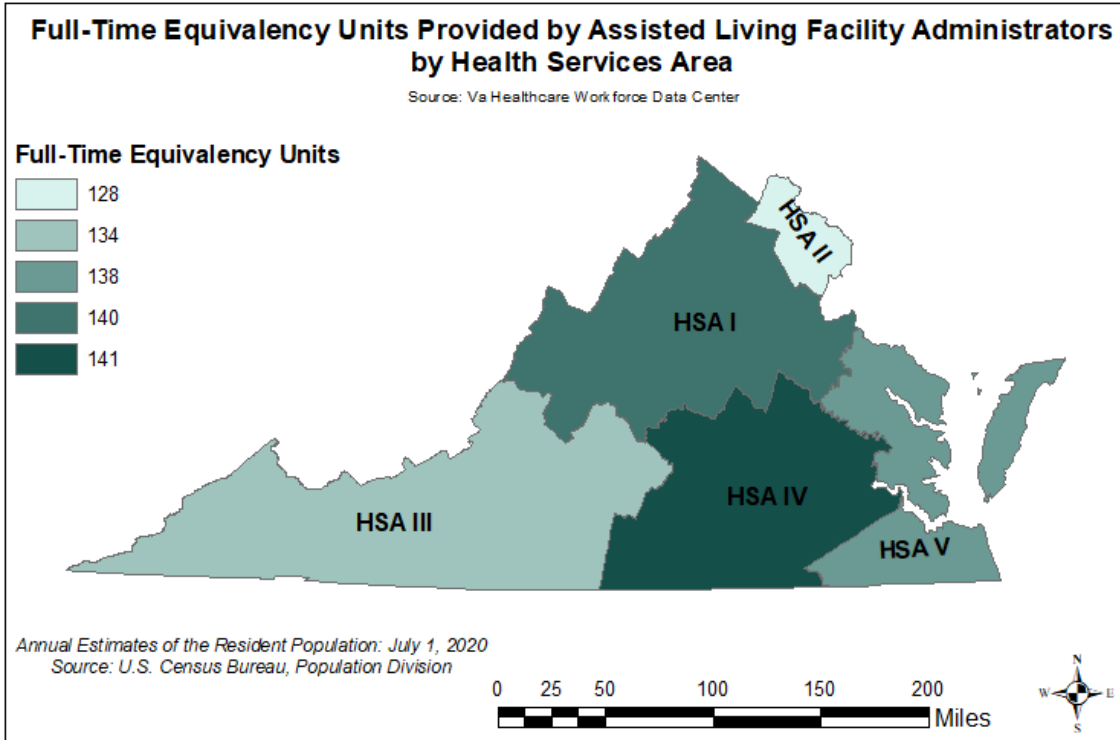
² Number of residents in 2020 was used as the denominator.

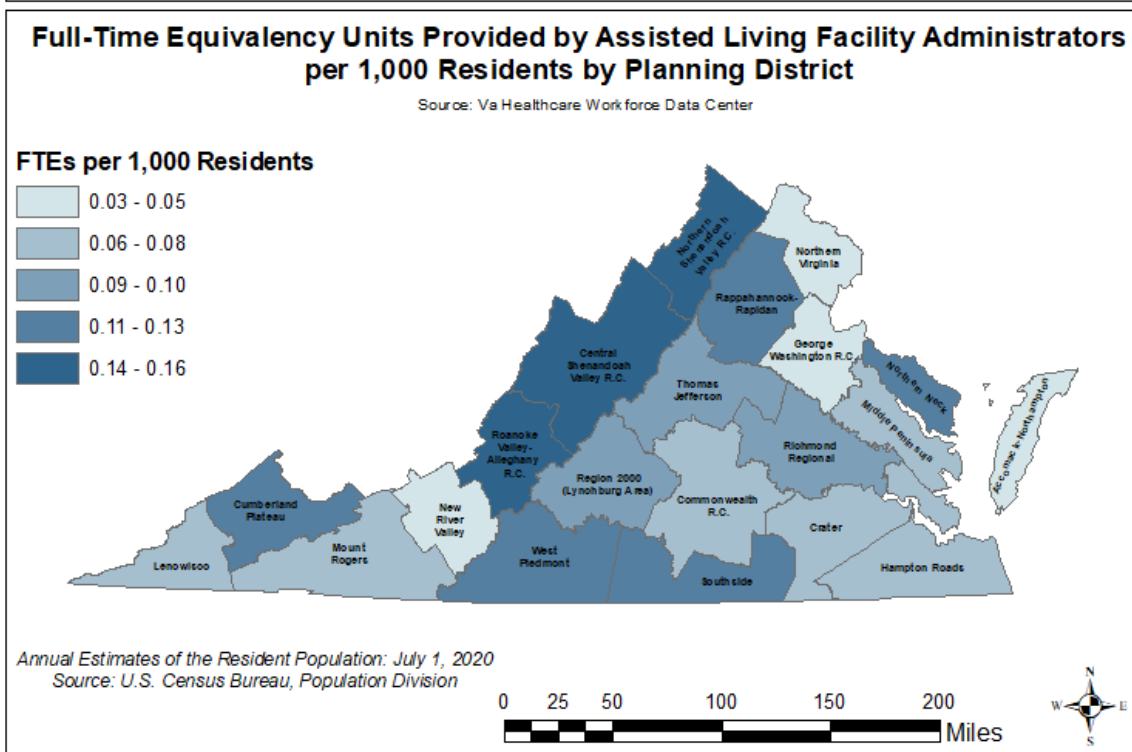
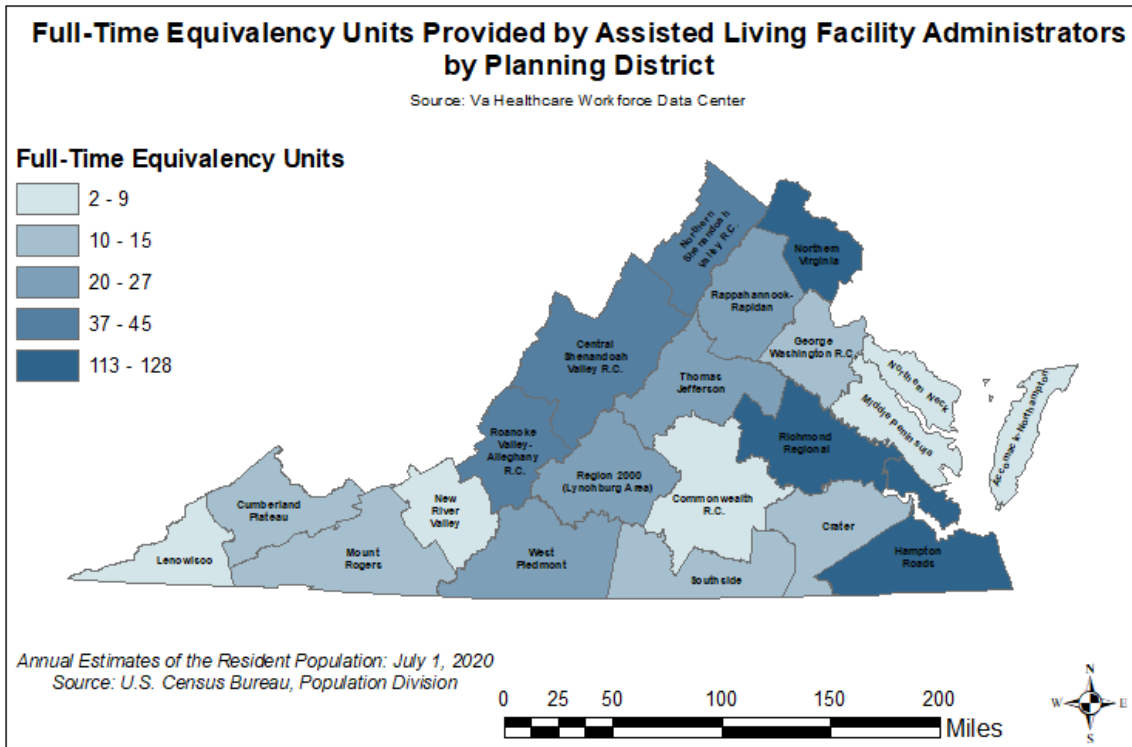
³ Due to assumption violations in Mixed between-within ANOVA (Interaction effect was significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	384	79.95%	1.251	1.153	1.519
Metro, 250,000 to 1 Million	62	72.58%	1.378	1.270	1.507
Metro, 250,000 or Less	62	69.35%	1.442	1.329	1.751
Urban, Pop. 20,000+, Metro Adj.	17	82.35%	1.214	1.119	1.221
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	59	76.27%	1.311	1.208	1.592
Urban, Pop. 2,500-19,999, Non-Adj.	26	84.62%	1.182	1.089	1.293
Rural, Metro Adj.	20	80.00%	1.250	1.152	1.518
Rural, Non-Adj.	10	90.00%	1.111	1.024	1.215
Virginia Border State/D.C.	42	80.95%	1.235	1.138	1.351
Other U.S. State	14	85.71%	1.167	1.075	1.276

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	17	64.71%	1.545	1.518	1.751
30 to 34	45	80.00%	1.250	1.146	1.416
35 to 39	72	79.17%	1.263	1.103	1.431
40 to 44	73	80.82%	1.237	1.201	1.402
45 to 49	103	71.84%	1.392	1.215	1.577
50 to 54	102	85.29%	1.172	1.024	1.329
55 to 59	101	79.21%	1.263	1.102	1.431
60 and Over	183	78.14%	1.280	1.173	1.450

Source: Va. Healthcare Workforce Data Center

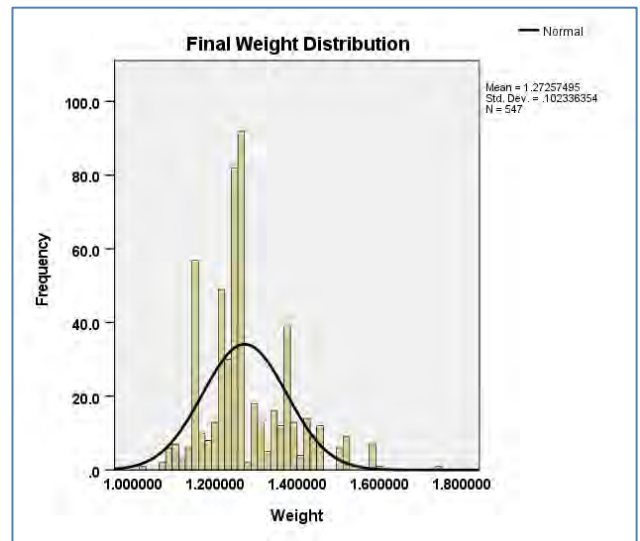
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.785920



Source: Va. Healthcare Workforce Data Center