
Virginia's Assisted Living Facility Administrator Workforce: 2023

Healthcare Workforce Data Center

April 2023

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

Get a copy of this report from:

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

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

Arne W. Owens, MS
Director

James L. Jenkins, Jr., RN
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Director

Barbara Hodgdon, PhD
Deputy Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle, BA
Research Assistant

Virginia Board of Long-Term Care Administrators

Chair

Jenny Inker, PhD, MBA, ALFA
Williamsburg

Vice-Chair

Lisa Kirby, NHA
Suffolk

Members

Kimberly R. Brathwaite, ALFA
Fairfax

Mitchell P. Davis, NHA
Salem

Pamela Dukes, MBA
Fincastle

Ali Faruk, MPA
Richmond

Martha H. Hunt, ALFA
Smithfield

Ashley Jackson, MBA, NHA
Chesapeake

Ann L. Williams, EdD
Richmond

Executive Director

Corie E. Tillman Wolf, JD

Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Licenses & Job Titles	9
Current Employment Situation	10
Employment Quality.....	11
2023 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Languages.....	16
Time Allocation	17
Patient Workload	18
Retirement & Future Plans	19
Full-Time Equivalency Units.....	21
Maps	22
Virginia Performs Regions	22
Area Health Education Center Regions	23
Workforce Investment Areas	24
Health Services Areas	25
Planning Districts.....	26
Appendices.....	27
Appendix A: Weights	27

The Assisted Living Facility Administrator Workforce At a Glance:

The Workforce

Licenses:	676
Virginia's Workforce:	634
FTEs:	698

Background

Rural Childhood:	45%
HS Degree in VA:	62%
Prof. Degree in VA:	92%

Current Employment

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

Survey Response Rate

All Licenses:	77%
Renewing Practitioners:	95%

Health Admin. Edu.

Admin-in-Training:	42%
Baccalaureate:	17%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	59%

Demographics

Female:	79%
Diversity Index:	48%
Median Age:	52

Finances

Median Inc.:	\$90k-\$100k
Retirement Benefits:	63%
Under 40 w/ Ed. Debt:	41%

Time Allocation

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

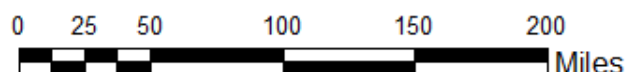
Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Assisted Living Facility Administrator (ALFA) Workforce Survey. In total, 522 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 respondents represent 77% of the 676 ALFAs licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 634 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 698 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly 80% of all ALFAs are female, and the median age of the ALFA workforce is 52. In a random encounter between two ALFAs, there is a 48% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 50% for those ALFAs who are under the age of 40. This makes Virginia's ALFA workforce less diverse than the state's overall population, which has a comparable diversity index of 58%. Nearly half of all ALFAs grew up in a rural area, and 27% of ALFAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% of all ALFAs work in a non-metro area of the state.

Among all ALFAs, 84% are currently employed in the profession, 84% also hold one full-time job, and 45% work between 40 and 49 hours per week. More than three-quarters of all ALFAs work in the for-profit sector, while another 19% work in the non-profit sector. The median annual income for ALFAs is between \$90,000 and \$100,000. In addition, 90% of all ALFAs receive at least one employer-sponsored benefit. Among all ALFAs, 95% 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 2018 ALFA workforce. The number of licensed ALFAs in Virginia has increased by 4% (676 vs. 653). In addition, the size of the ALFA workforce has increased by 2% (634 vs. 620), but the number of FTEs provided by this workforce has fallen by 7% (698 vs. 751). Virginia's renewing ALFAs are slightly more likely to respond to the survey (95% vs. 94%).

The percentage of Virginia's ALFAs who are female has declined (79% vs. 81%), a trend that has also occurred among ALFAs who are under the age of 40 (77% vs. 80%). The diversity index of Virginia's ALFA workforce has increased (48% vs. 41%), although there has been no change in the diversity index among those ALFAs who are under the age of 40 (50%). Likewise, there has been no change in the percentage of ALFAs who grew up in a rural area (45%), but ALFAs who grew up in a rural area are slightly more likely to work in a non-metro area of Virginia (27% vs. 26%). The percentage of all ALFAs who work in a non-metro area of the state has not changed (17%).

ALFAs are more likely to hold an Administrator-in-Training certificate (42% vs. 33%), a baccalaureate degree (17% vs. 11%), or a master's degree (12% vs. 7%) as their highest professional degree. ALFAs are less likely to currently work in the profession (84% vs. 90%) or work between 40 and 49 hours per week (45% vs. 46%). In addition, ALFAs are less likely to have worked at their primary work location for more than two years (59% vs. 63%). ALFAs are relatively more likely to work in the non-profit sector (19% vs. 16%) instead of the for-profit sector (77% vs. 80%). With respect to establishment types, the percentage of ALFAs who work at an assisted living facility has declined (63% vs. 70%).

Among ALFAs who are under the age of 40, the percentage who carry education debt has fallen considerably (43% vs. 59%). However, the median debt amount among all ALFAs who carry education debt has increased (\$30k-\$40k vs. \$20k-\$30k). At the same time, the median annual income for Virginia's ALFAs has also increased (\$90k-\$100k vs. \$70k-\$80k). In addition, ALFAs are more likely to receive at least one employer-sponsored benefit (90% vs. 87%). Although there has been no change in the percentage of all ALFAs who indicated that they are satisfied with their current work situation (95%), there was a decline among those ALFAs who indicated that they are "very satisfied" (68% vs. 70%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	526	78%
New Licensees	52	8%
Non-Renewals	98	14%
All Licensees	676	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing ALFAs, 95% submitted a survey. These respondents represent 77% of the 676 ALFAs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2023.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2022 and March 2023.
- 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	7	8	53%
30 to 34	9	26	74%
35 to 39	20	62	76%
40 to 44	18	52	74%
45 to 49	23	73	76%
50 to 54	16	88	85%
55 to 59	18	80	82%
60 and Over	43	133	76%
Total	154	522	77%
New Licenses			
Issued in Past Year	35	17	33%
Metro Status			
Non-Metro	29	100	78%
Metro	110	375	77%
Not in Virginia	15	47	76%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	522
Response Rate, All Licensees	77%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 676
 New: 8%
 Not Renewed: 14%

Response Rates

All Licensees: 77%
 Renewing Practitioners: 95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce: 634
 FTEs: 698

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 0.97
 Workers per FTE: 0.91

Source: Va. Healthcare Workforce Data Center

Definitions

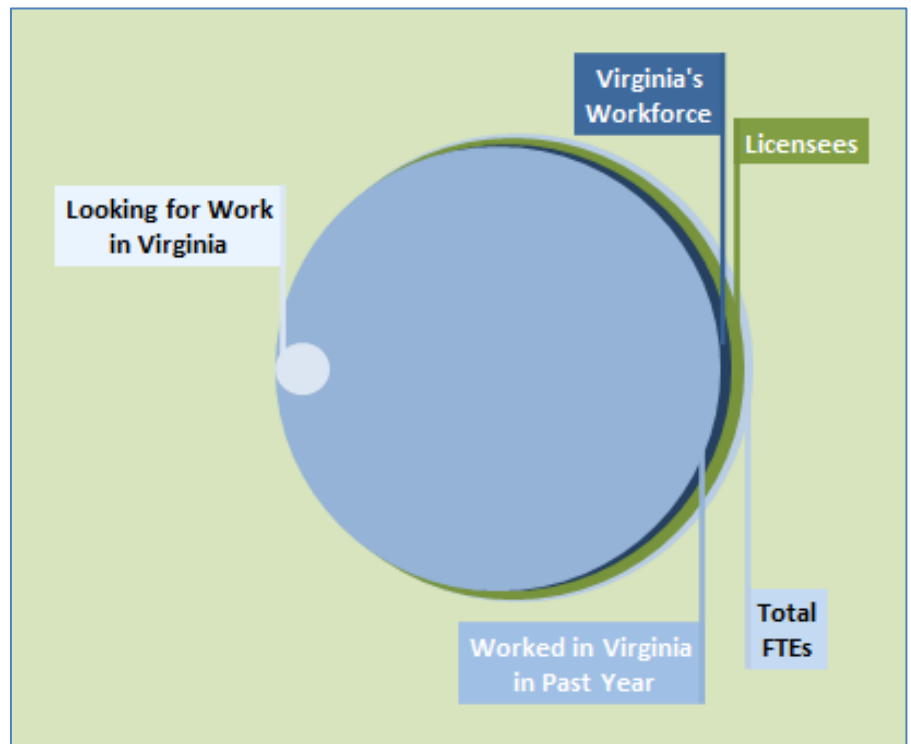
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	625	99%
Looking for Work in Virginia	9	1%
Virginia's Workforce	634	100%
Total FTEs	698	
Licensees	676	

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	0	0%	11	100%	11	2%
30 to 34	6	21%	24	80%	30	6%
35 to 39	19	28%	50	72%	69	14%
40 to 44	16	26%	45	74%	61	12%
45 to 49	13	19%	57	81%	70	14%
50 to 54	17	22%	60	78%	76	15%
55 to 59	15	21%	57	79%	72	14%
60 and Over	21	18%	97	82%	118	23%
Total	108	21%	400	79%	507	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 79%
 % Under 40 Female: 77%

Age

Median Age: 52
 % Under 40: 22%
 % 55 and Over: 37%

Diversity

Diversity Index: 48%
 Under 40 Div. Index: 50%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity

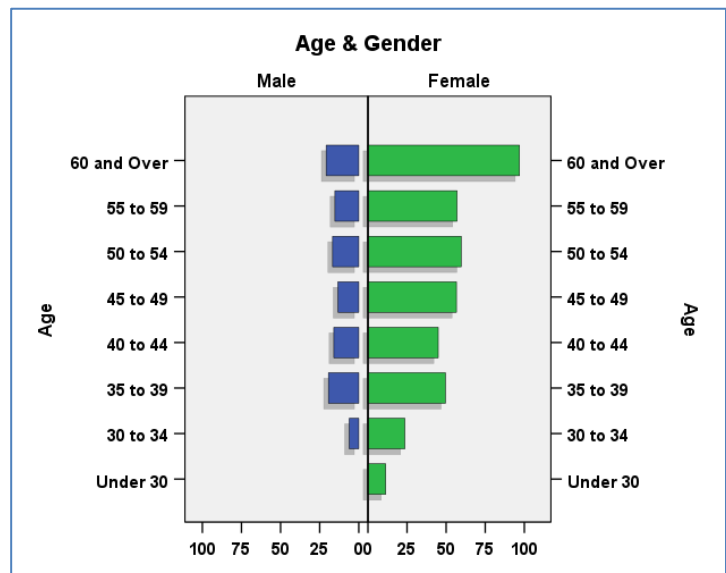
Race/Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	60%	359	69%	75	68%
Black	19%	107	20%	16	15%
Asian	7%	22	4%	8	7%
Other Race	0%	5	1%	1	1%
Two or More Races	3%	15	3%	4	4%
Hispanic	10%	14	3%	6	5%
Total	100%	522	100%	110	100%

*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, 2021.

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 58%.

More than one out of every five ALFAs are under the age of 40, and 77% of ALFAs who are under the age of 40 are female. In addition, the diversity index among ALFAs who are under the age of 40 is 50%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 17%
 Rural Childhood: 45%

Virginia Background

HS in Virginia: 62%
 Prof. Edu. in VA: 92%
 HS or Prof. Edu. in VA: 94%

Location Choice

% Rural to Non-Metro: 27%
 % Urban/Suburban to Non-Metro: 8%

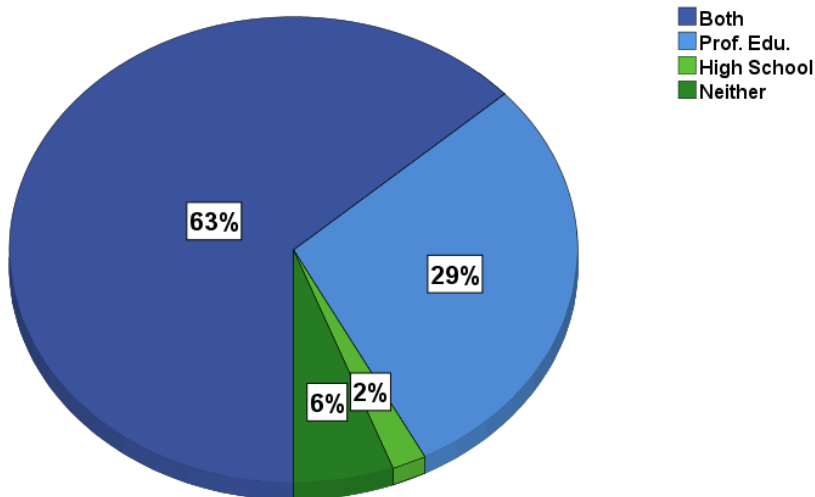
Source: Va. Healthcare Workforce Data Center

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+	31%	49%	20%
2	Metro, 250,000 to 1 Million	55%	25%	20%
3	Metro, 250,000 or Less	60%	33%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	80%	20%	0%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	74%	26%	0%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	65%	12%	24%
8	Rural, Metro Adjacent	71%	14%	14%
9	Rural, Non-Adjacent	80%	0%	20%
Overall		45%	39%	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 ALFAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% 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	320	Virginia	431
2	Outside U.S./Canada	41	Maryland	5
3	New York	29	New York	5
4	Pennsylvania	18	North Carolina	5
5	Maryland	16	California	3
6	North Carolina	14	U.S. Virgin Islands	3
7	West Virginia	8	South Carolina	3
8	Florida	8	Florida	2
9	New Jersey	6	Georgia	2
10	Illinois	6	New Hampshire	1

Source: Va. Healthcare Workforce Data Center

Among all licensed ALFAs, 62% received their high school degree in Virginia, and 92% received their initial professional degree in the state.

Among ALFAs who have been licensed in the past five years, 63% received their high school degree in Virginia, and 89% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	111	Virginia	141
2	Outside U.S./Canada	12	Maryland	5
3	Maryland	10	North Carolina	4
4	New York	7	U.S. Virgin Islands	3
5	California	5	California	1
6	Pennsylvania	4	New Hampshire	1
7	North Carolina	4	Florida	1
8	West Virginia	4	West Virginia	1
9	Tennessee	3	Texas	1
10	Ohio	2	-	-

Source: Va. Healthcare Workforce Data Center

In total, 6% of all licensees were not a part of Virginia's ALFA workforce. Among these licensees, 96% worked at some point in the past year, including 90% who currently work as an ALFA.

At a Glance:

Not in VA Workforce

Total:	43
% of Licensees:	6%
Federal/Military:	0%
VA Border State/DC:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Degree	Highest Degree			
	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	50	10%	-	-
Admin-in-Training	209	42%	-	-
High School/GED	-	-	110	21%
Associate	33	7%	101	20%
Baccalaureate	83	17%	178	35%
Graduate Cert.	7	1%	18	4%
Masters	58	12%	102	20%
Doctorate	4	1%	4	1%
Other	55	11%	-	-
Total	498	100%	512	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

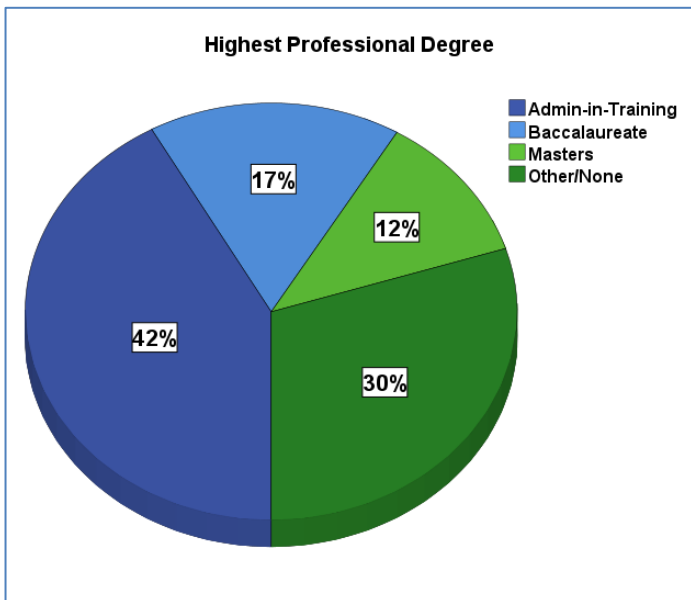
- Admin-in-Training: 42%
- Baccalaureate Degree: 17%
- Master's Degree: 12%

Education Debt

- Carry Debt: 28%
- Under Age 40 w/ Debt: 41%
- Median Debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

Nearly 30% of all ALFAs carry education debt, including 41% of those ALFAs who are under the age of 40. For those ALFAs with education debt, the median debt amount is between \$30,000 and \$40,000.



Source: Va. Healthcare Workforce Data Center

Amount Carried	All ALFAs		ALFAs Under 40	
	#	%	#	%
None	313	72%	57	59%
Less than \$10,000	16	4%	8	8%
\$10,000-\$19,999	18	4%	4	4%
\$20,000-\$29,999	18	4%	4	4%
\$30,000-\$39,999	9	2%	1	1%
\$40,000-\$49,999	8	2%	3	3%
\$50,000-\$59,999	10	2%	5	5%
\$60,000-\$69,999	5	1%	0	0%
\$70,000-\$79,999	5	1%	3	3%
\$80,000-\$89,999	5	1%	3	3%
\$90,000-\$99,999	5	1%	2	2%
\$100,000 or More	20	5%	8	8%
Total	432	100%	96	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	18%
RMA:	16%
CNA:	4%

Job Titles

Administrator:	35%
Executive Director:	20%
Owner:	6%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	514	81%
Nurse (RN or LPN)	115	18%
Registered Medication Aide	104	16%
Certified Nursing Assistant	26	4%
Nursing Home Administrator	5	1%
Physical Therapist	2	0%
Occupational Therapist	1	0%
Other	44	7%
At Least One License	518	82%

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	219	35%	22	3%
Executive Director	128	20%	11	2%
Owner	41	6%	1	0%
President or Executive Officer	31	5%	4	1%
Assistant Administrator	22	3%	0	0%
Other	103	16%	21	3%
At Least One Title	457	72%	55	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 20% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 84%
 Involuntarily Unemployed: 1%

Positions Held

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

Weekly Hours:

40 to 49: 45%
 60 or More: 17%
 Less than 30: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	4	1%
Employed in a Capacity Related to Long-Term Care	435	84%
Employed, NOT in a Capacity Related to Long-Term Care	62	12%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	5	1%
Voluntarily Unemployed	10	2%
Retired	3	1%
Total	519	100%

Source: Va. Healthcare Workforce Data Center

More than four out of every five ALFAs are currently employed in the profession, 84% hold one full-time job, and 45% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	18	4%
One Part-Time Position	20	4%
Two Part-Time Positions	0	0%
One Full-Time Position	420	84%
One Full-Time Position & One Part-Time Position	23	5%
Two Full-Time Positions	14	3%
More than Two Positions	6	1%
Total	501	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	18	4%
1 to 9 Hours	2	0%
10 to 19 Hours	2	0%
20 to 29 Hours	7	1%
30 to 39 Hours	23	5%
40 to 49 Hours	224	45%
50 to 59 Hours	138	28%
60 to 69 Hours	62	12%
70 to 79 Hours	13	3%
80 or More Hours	9	2%
Total	498	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	3	1%
Less than \$30,000	20	5%
\$30,000-\$39,999	9	2%
\$40,000-\$49,999	12	3%
\$50,000-\$59,999	23	6%
\$60,000-\$69,999	28	7%
\$70,000-\$79,999	56	14%
\$80,000-\$89,999	29	7%
\$90,000-\$99,999	49	12%
\$100,000-\$109,999	50	13%
\$110,000-\$119,999	25	6%
\$120,000-\$129,999	31	8%
\$130,000 or More	61	16%
Total	396	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	379	87%
Paid Sick Leave	309	71%
Dental Insurance	302	69%
Retirement	274	63%
Group Life Insurance	245	56%
Signing/Retention Bonus	62	14%
At Least One Benefit	392	90%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
Paid Vacation: 87%
Retirement: 63%

Satisfaction
Satisfied: 95%
Very Satisfied: 68%

Source: Va. Healthcare Workforce Data Center

The median annual income for ALFAs is between \$90,000 and \$100,000. In addition, 90% of ALFAs receive at least one employer-sponsored benefit, including 63% who have access to a retirement plan.

Among all ALFAs, 95% are satisfied with their current employment situation, including 68% who indicated that they are "very satisfied."

Job Satisfaction		
Level	#	%
Very Satisfied	340	68%
Somewhat Satisfied	136	27%
Somewhat Dissatisfied	19	4%
Very Dissatisfied	8	2%
Total	504	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?	8	1%
Experience Voluntary Unemployment?	28	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?	79	12%
Switch Employers or Practices?	49	8%
Experience at Least One?	153	24%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 8%
New Location: 26%
Over 2 Years: 59%
Over 2 Yrs., 2nd Location: 33%

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 same time period.¹

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	6	1%	9	15%
Less than 6 Months	38	8%	9	15%
6 Months to 1 Year	63	13%	13	21%
1 to 2 Years	87	18%	11	18%
3 to 5 Years	73	15%	8	13%
6 to 10 Years	79	16%	4	7%
More than 10 Years	133	28%	8	13%
Subtotal	479	100%	61	100%
Did Not Have Location	19		563	
Item Missing	135		9	
Total	634		634	

Source: Va. Healthcare Workforce Data Center

Nearly 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 2.4% and a high of 3.3%. At the time of publication, the unemployment rate from February 2023 was still preliminary, and the unemployment rate from March 2023 had not yet been released.

At a Glance:

Concentration

Top Region:	24%
Top 3 Regions:	65%
Lowest Region:	2%

Locations

2 or More (Past Year):	14%
2 or More (Now*):	11%

Source: Va. Healthcare Workforce Data Center

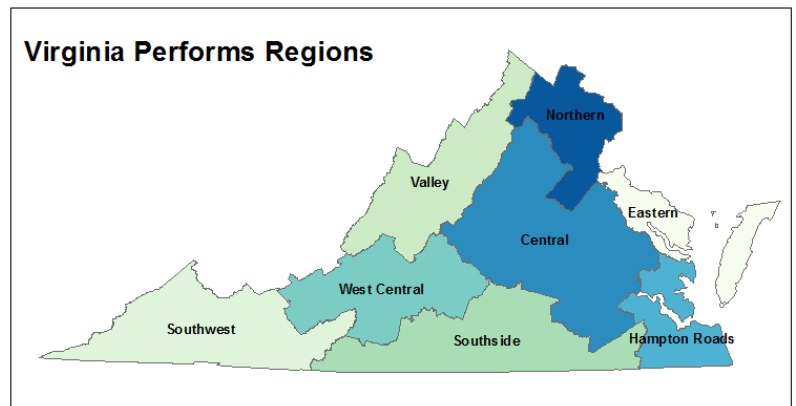
Nearly two-thirds of all ALFAs in the state work in Central Virginia, Northern Virginia, or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	117	24%	14	24%
Eastern	9	2%	0	0%
Hampton Roads	84	18%	13	22%
Northern	111	23%	10	17%
Southside	30	6%	4	7%
Southwest	23	5%	1	2%
Valley	48	10%	11	19%
West Central	55	11%	5	9%
Virginia Border State/D.C.	1	0%	0	0%
Other U.S. State	1	0%	0	0%
Outside of the U.S.	0	0%	0	0%
Total	479	100%	58	100%
Item Missing	135		12	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 11% of ALFAs currently have multiple work locations, 14% 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%	10	2%
1	407	84%	423	87%
2	46	10%	38	8%
3	14	3%	10	2%
4	6	1%	1	0%
5	1	0%	1	0%
6 or More	1	0%	1	0%
Total	485	100%	485	100%

*At the time of survey completion, March 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	364	77%	46	85%
Non-Profit	91	19%	6	11%
State/Local Government	13	3%	2	4%
Veterans Administration	3	1%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	0%	0	0%
Total	472	100%	54	100%
Did Not Have Location	19		563	
Item Missing	143		16	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

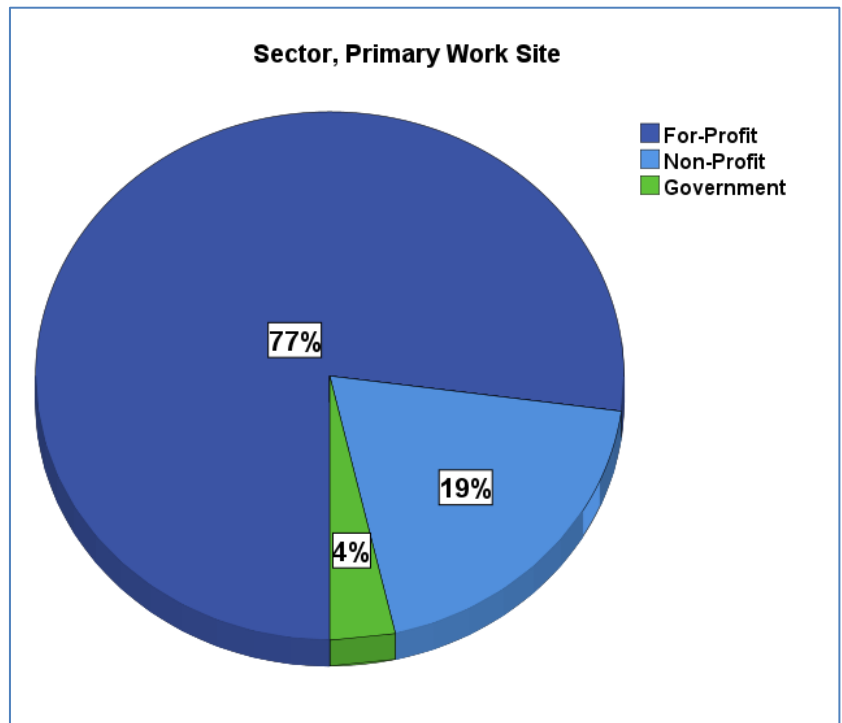
For-Profit:	77%
Federal:	1%

Top Establishments

Assisted Living Facility:	63%
Continuing Care Retirement Community:	4%
Home/Community Health Care:	3%

Source: Va. Healthcare Workforce Data Center

Among all ALFAs, 96% work in the private sector, including 77% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	399	63%	43	7%
Continuing Care Retirement Community	28	4%	4	1%
Home/Community Health Care	21	3%	0	0%
Skilled Nursing Facility	16	3%	4	1%
Adult Day Care	9	1%	0	0%
Academic Institution	7	1%	3	0%
Acute Care/Rehabilitative Facility	7	1%	1	0%
Hospice	4	1%	2	0%
PACE	1	0%	0	0%
Other Practice Type	40	6%	6	1%
At Least One Establishment	474	75%	60	9%

Source: Va. Healthcare Workforce Data Center

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

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	204	46%	32	63%
Independent/Stand Alone	187	43%	10	20%
Integrated Health System (Veterans Administration, Large Health System)	8	2%	0	0%
Hospital-Based	6	1%	1	2%
College or University	4	1%	3	6%
Other	30	7%	5	10%
Total	439	100%	51	100%
Did Not Have Location	19		563	
Item Missing	175		19	

Source: Va. Healthcare Workforce Data Center

Nearly nine out of every ten ALFAs are employed at either a facility chain organization or an independent/stand-alone organization as their primary work location.

A Closer Look:

**At a Glance:
(Primary Locations)**

Languages Offered

Spanish:	14%
Tagalog/Filipino:	3%
French:	1%

Means of Communication

Other Staff Members:	78%
Respondent:	25%
Virtual Translation:	19%

Source: Va. Healthcare Workforce Data Center

Languages Offered		
Language	#	% of Workforce
Spanish	87	14%
Tagalog/Filipino	20	3%
French	9	1%
Arabic	5	1%
Korean	5	1%
Hindi	4	1%
Urdu	4	1%
Amharic, Somali, or Other Afro-Asiatic Languages	2	0%
Chinese	1	0%
Vietnamese	1	0%
Others	19	3%
At Least One Language	118	19%

Source: Va. Healthcare Workforce Data Center

Among all ALFAs, 14% 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	92	78%
Respondent is Proficient	30	25%
Virtual Translation Services	22	19%
Onsite Translation Service	6	5%
Other	1	1%

Source: Va. Healthcare Workforce Data Center

Nearly four out of every five 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

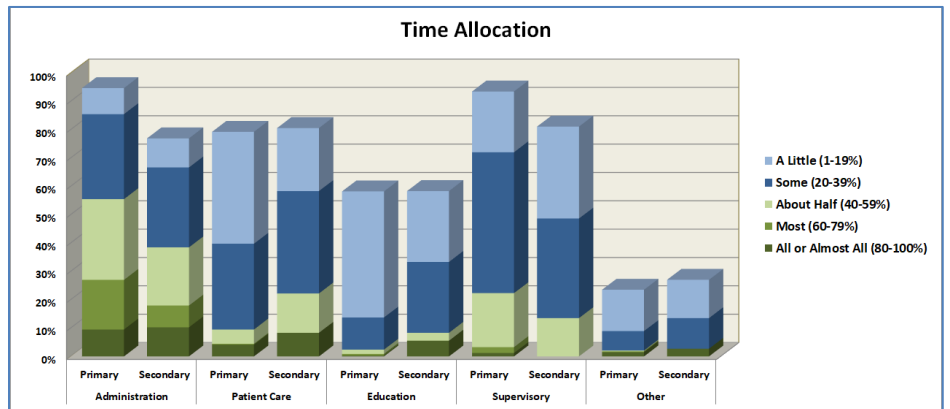
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 27%
 Patient Care: 4%
 Supervisory: 3%
 Education: 1%

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, 27% 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%	11%	4%	8%	0%	5%	1%	0%	1%	3%
Most (60-79%)	18%	8%	0%	0%	1%	0%	2%	0%	0%	0%
About Half (40-59%)	29%	22%	5%	14%	1%	3%	19%	14%	0%	0%
Some (20-39%)	30%	30%	30%	35%	11%	24%	50%	35%	7%	11%
A Little (1-19%)	9%	11%	40%	22%	44%	24%	21%	32%	15%	14%
None (0%)	5%	24%	21%	19%	42%	41%	7%	19%	76%	73%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	32	8%	11	21%
1-24	67	17%	14	26%
25-49	72	18%	13	25%
50-74	82	21%	6	11%
75-99	54	14%	1	2%
100-124	29	7%	5	9%
125-149	16	4%	0	0%
150-174	10	3%	1	2%
175-199	5	1%	0	0%
200 or More	27	7%	1	2%
Total	393	100%	53	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	58	12%	11	19%
10 or Less	28	6%	8	14%
10-25	31	7%	4	7%
25-50	56	12%	9	16%
50-100	179	38%	14	24%
100-150	79	17%	8	14%
150-250	19	4%	3	5%
More than 250	24	5%	1	2%
Total	474	100%	58	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs 50 and Over	
	#	%	#	%
Under Age 50	5	1%	-	-
50 to 54	17	4%	1	0%
55 to 59	19	4%	5	2%
60 to 64	100	22%	57	24%
65 to 69	175	39%	81	35%
70 to 74	68	15%	46	20%
75 to 79	23	5%	17	7%
80 or Over	12	3%	10	4%
I Do Not Intend to Retire	31	7%	17	7%
Total	449	100%	234	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65:	31%
Under 60:	9%

ALFAs 50 and Over

Under 65:	27%
Under 60:	3%

Time Until Retirement

Within 2 Years:	6%
Within 10 Years:	29%
Half the Workforce:	By 2043

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, 27% expect to retire before the age of 65.

Within the next two years, 13% of ALFAs expect to pursue additional educational opportunities, and 10% expect to begin accepting Administrators-in-Training.

Future Plans

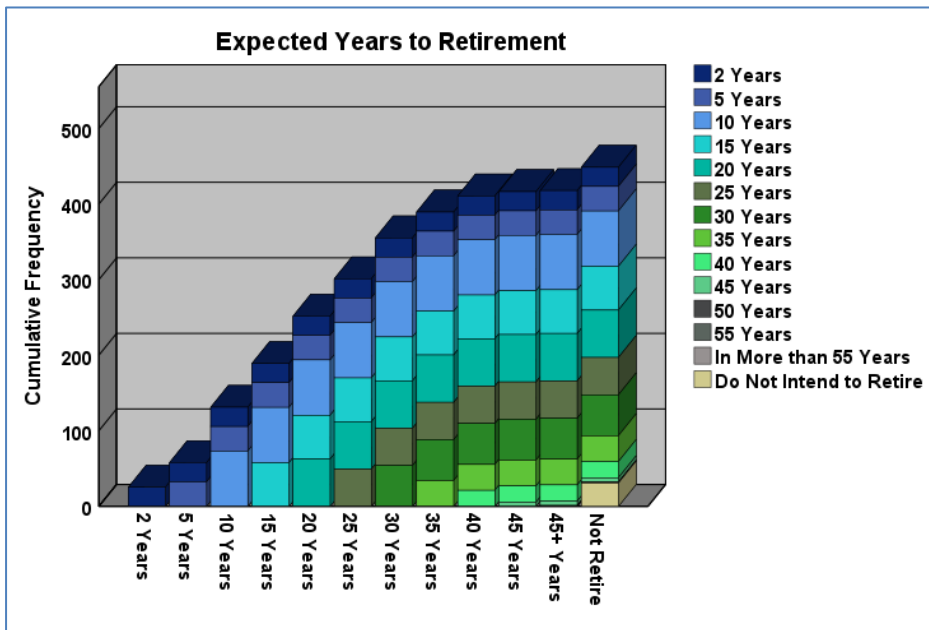
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	13	2%
Leave Virginia	29	5%
Decrease Patient Care Hours	63	10%
Decrease Teaching Hours	4	1%
Cease Accepting Trainees	7	1%
Increase Participation		
Increase Patient Care Hours	27	4%
Increase Teaching Hours	26	4%
Pursue Additional Education	81	13%
Return to the Workforce	5	1%
Begin Accepting Trainees	63	10%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While 6% of ALFAs expect to retire in the next two years, 29% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2043.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	25	6%	6%
5 Years	33	7%	13%
10 Years	73	16%	29%
15 Years	58	13%	42%
20 Years	63	14%	56%
25 Years	49	11%	67%
30 Years	54	12%	79%
35 Years	34	8%	87%
40 Years	21	5%	91%
45 Years	6	1%	93%
50 Years	1	0%	93%
55 Years	0	0%	93%
In More than 55 Years	0	0%	93%
Do Not Intend to Retire	31	7%	100%
Total	449	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 2033. Retirement will peak at 16% of the current workforce around the same time before declining to under 10% again by 2058.

At a Glance:

FTEs

Total: 698
 FTEs/1,000 Residents²: .081
 Average: 1.14

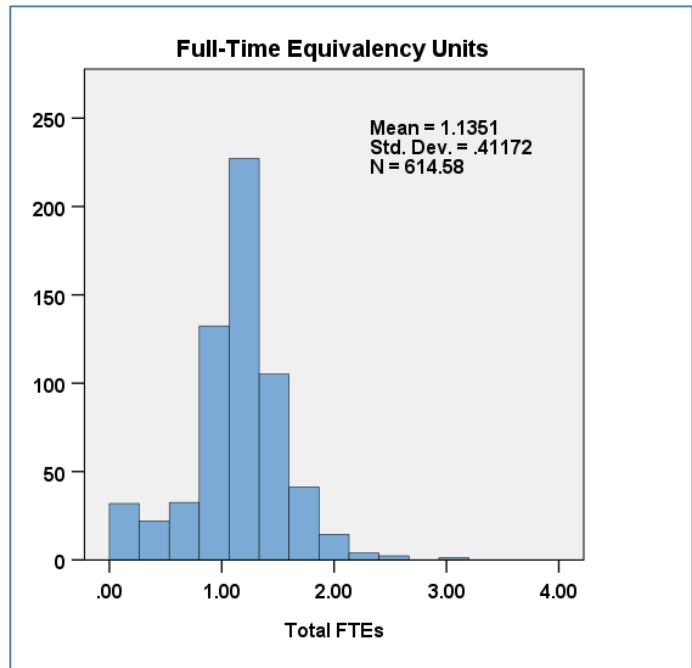
Age & Gender Effect

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:

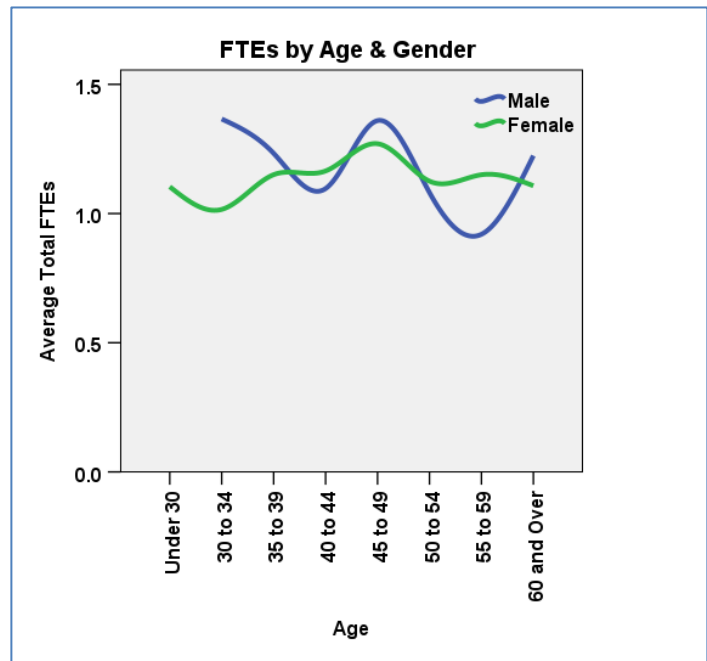


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.09 FTEs in the past year, or approximately 44 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by either age or gender.

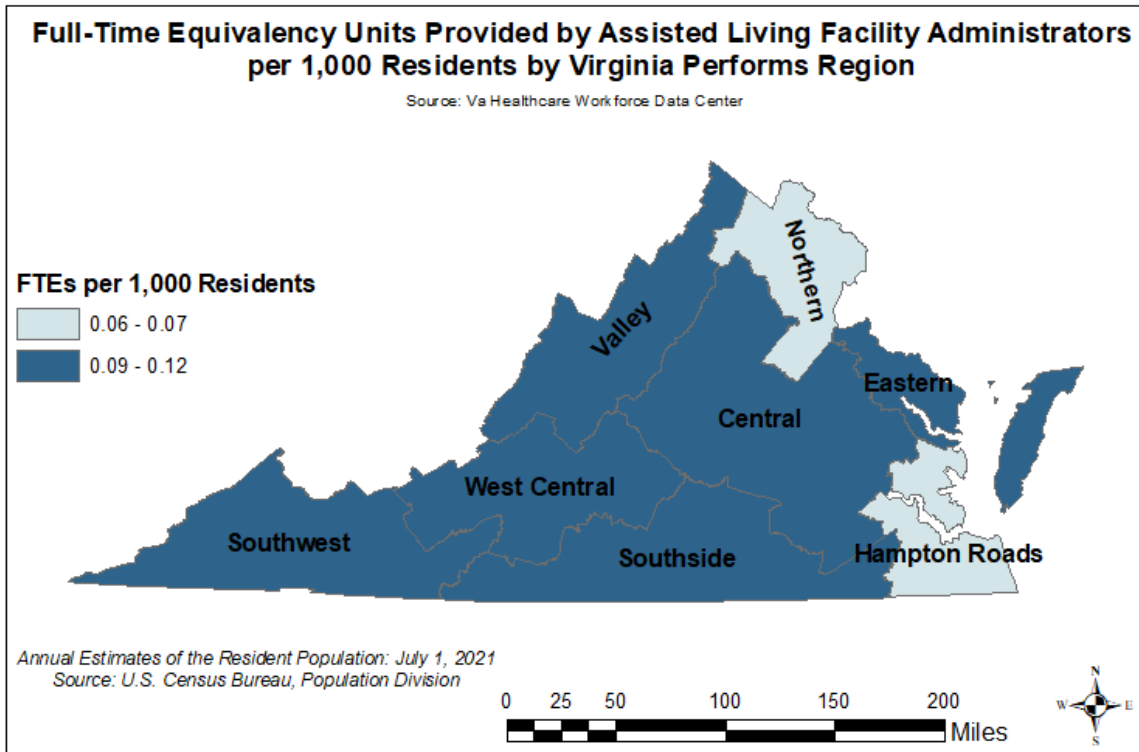
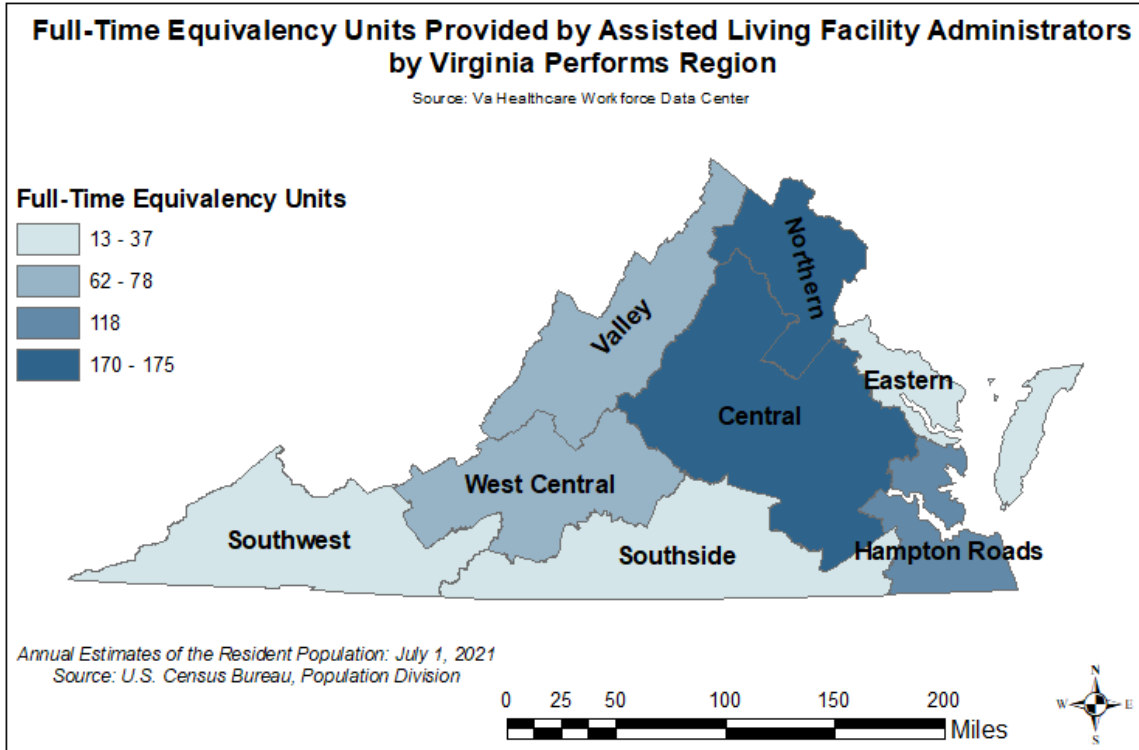
Full-Time Equivalency Units		
Age	Average	Median
Under 30	1.08	1.14
30 to 34	1.11	1.09
35 to 39	1.16	1.14
40 to 44	1.14	1.09
45 to 49	1.29	1.35
50 to 54	1.09	1.07
55 to 59	1.08	1.03
60 and Over	1.11	1.09
Gender		
Male	1.17	1.20
Female	1.15	1.18

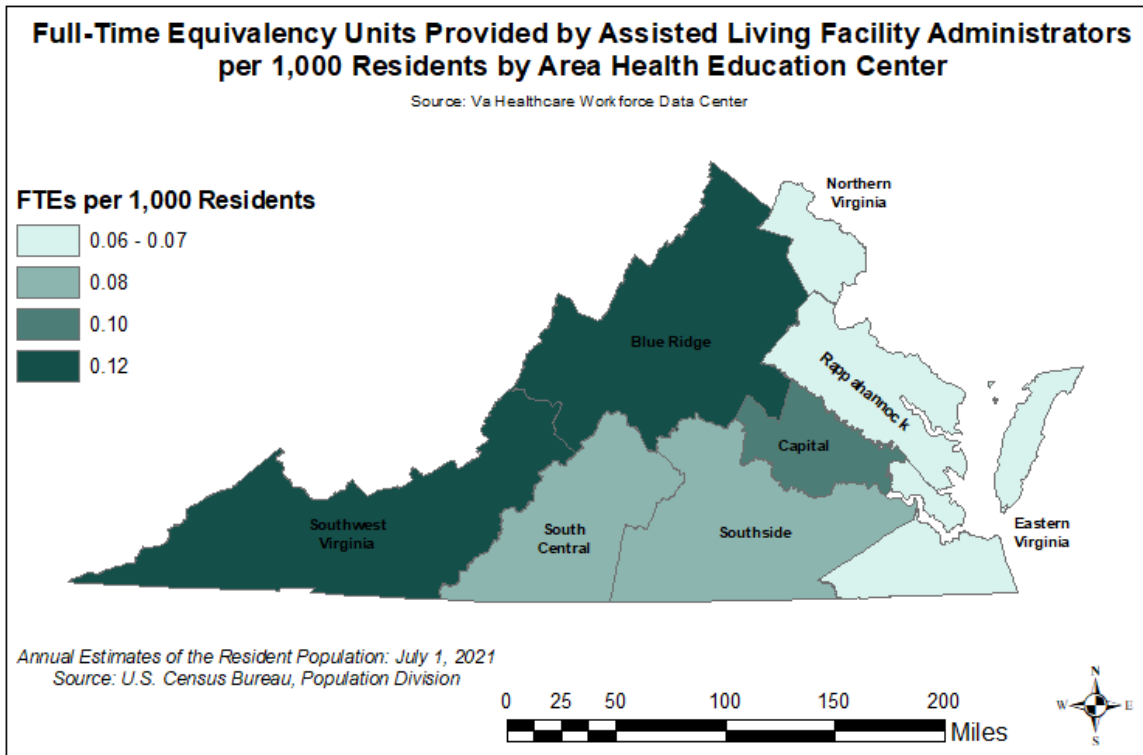
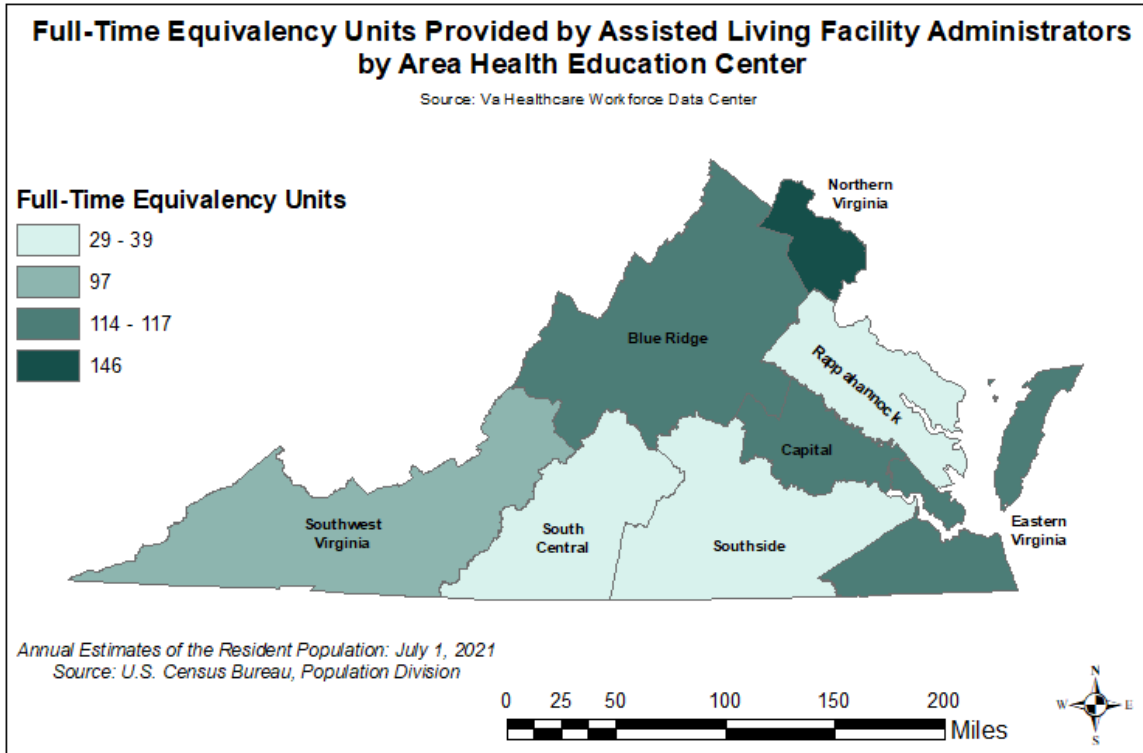
Source: Va. Healthcare Workforce Data Center

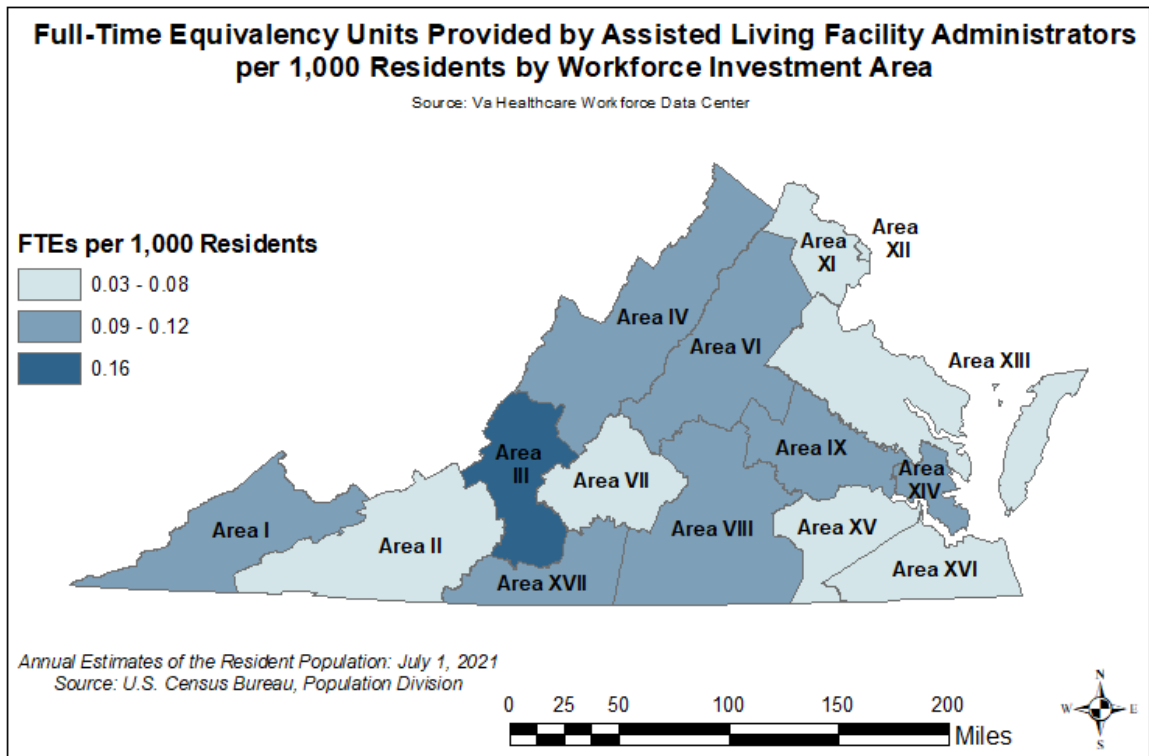
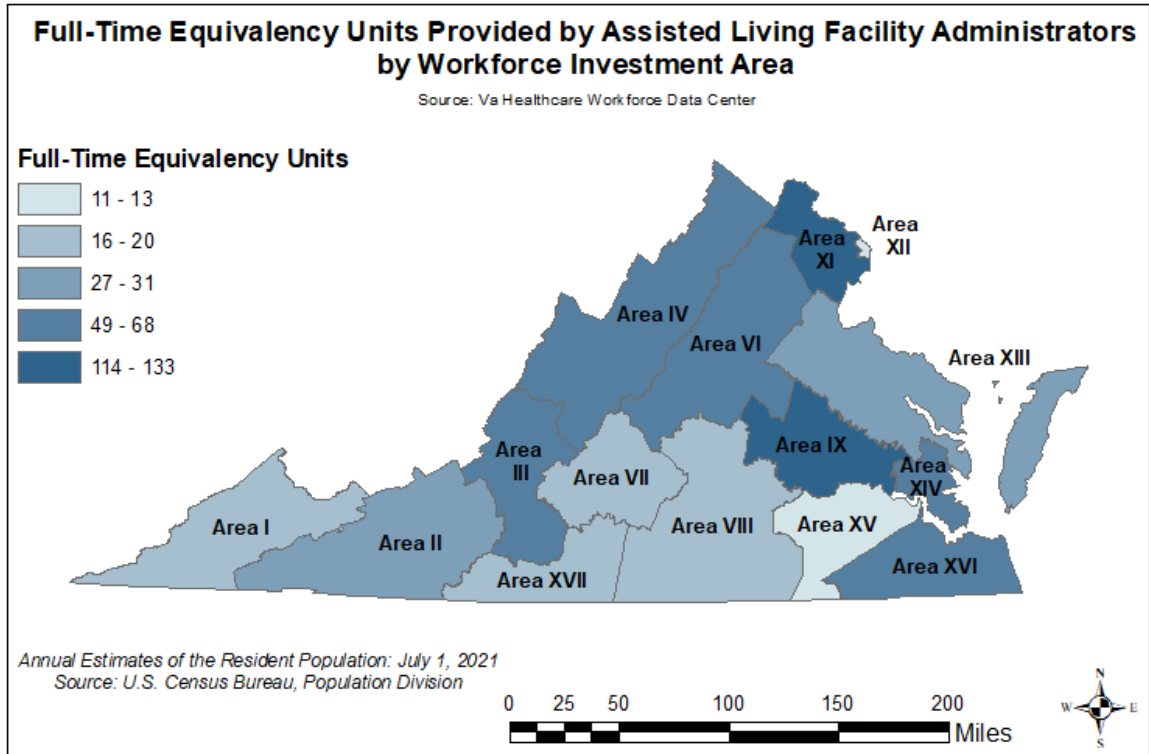


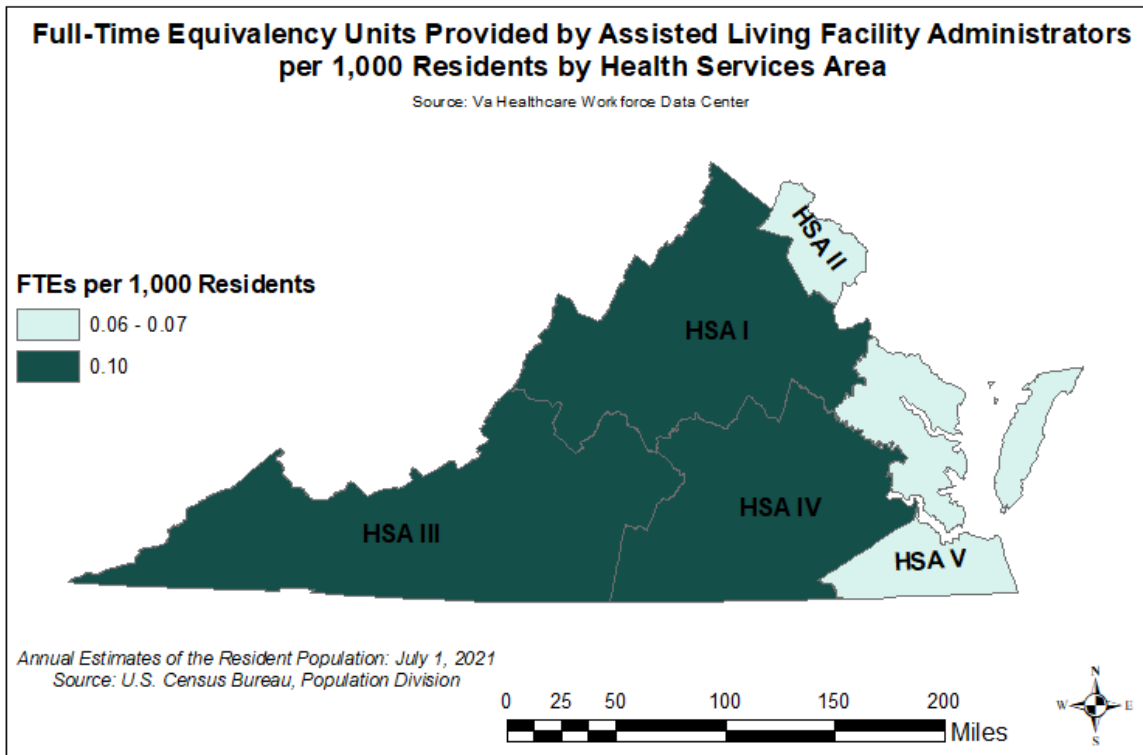
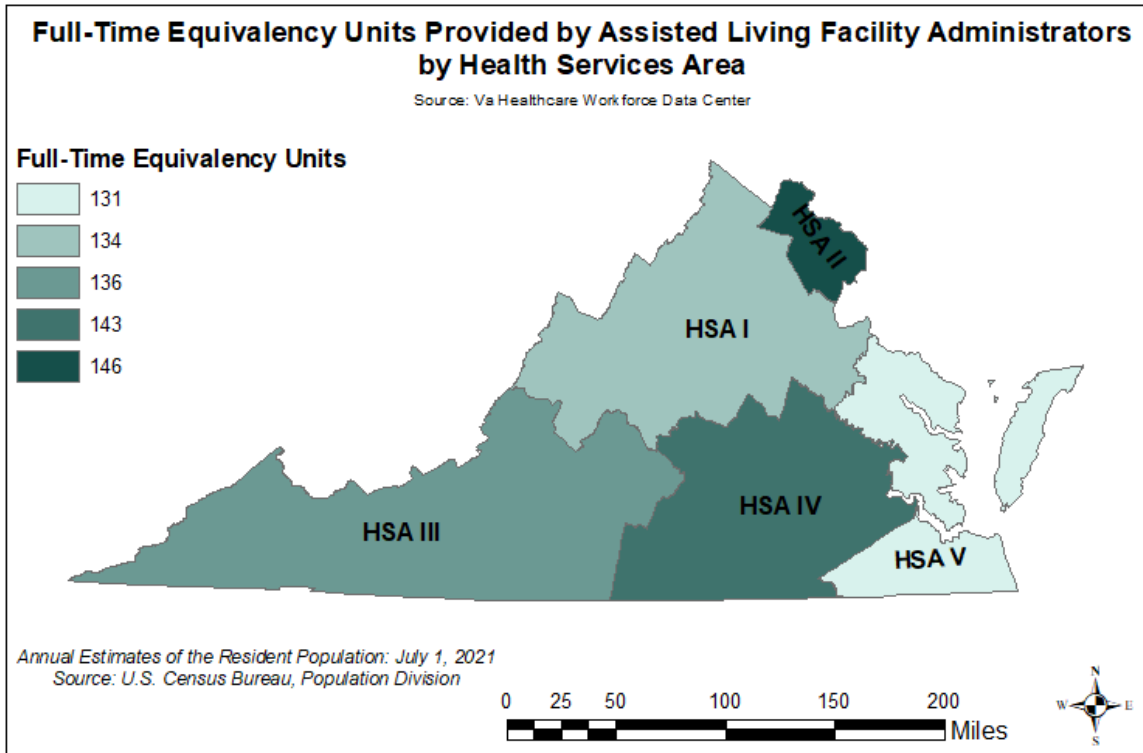
Source: Va. Healthcare Workforce Data Center

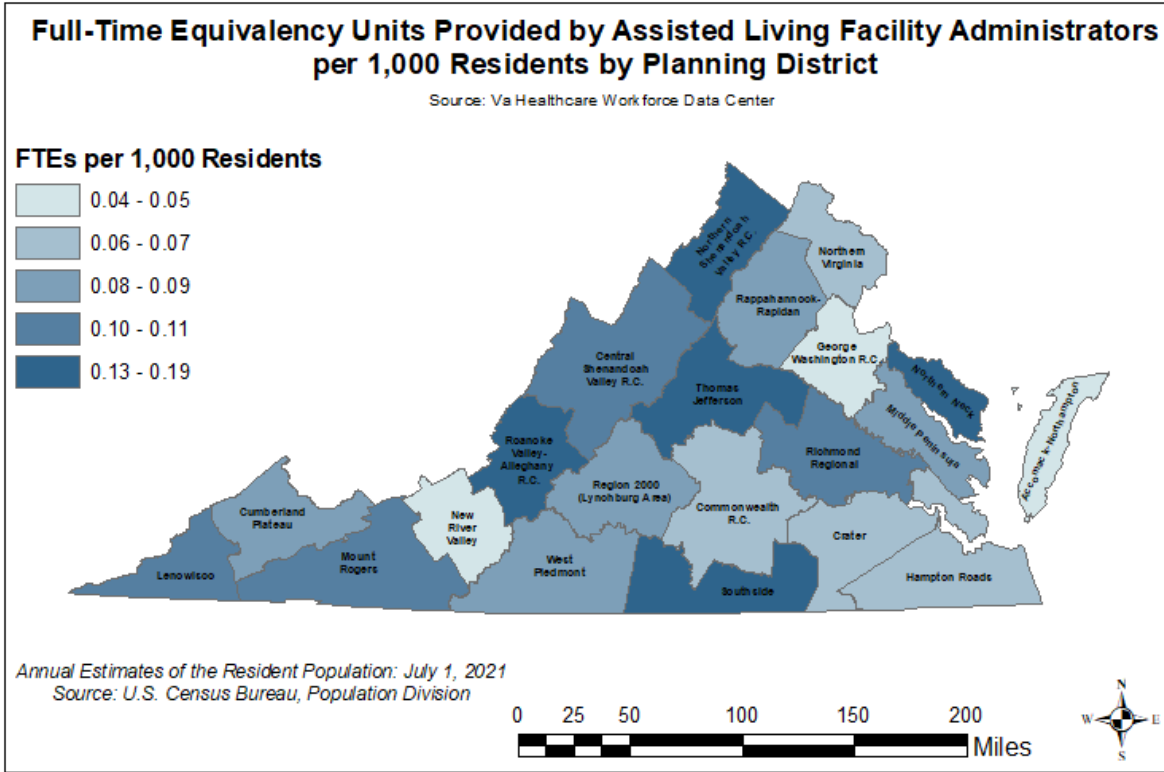
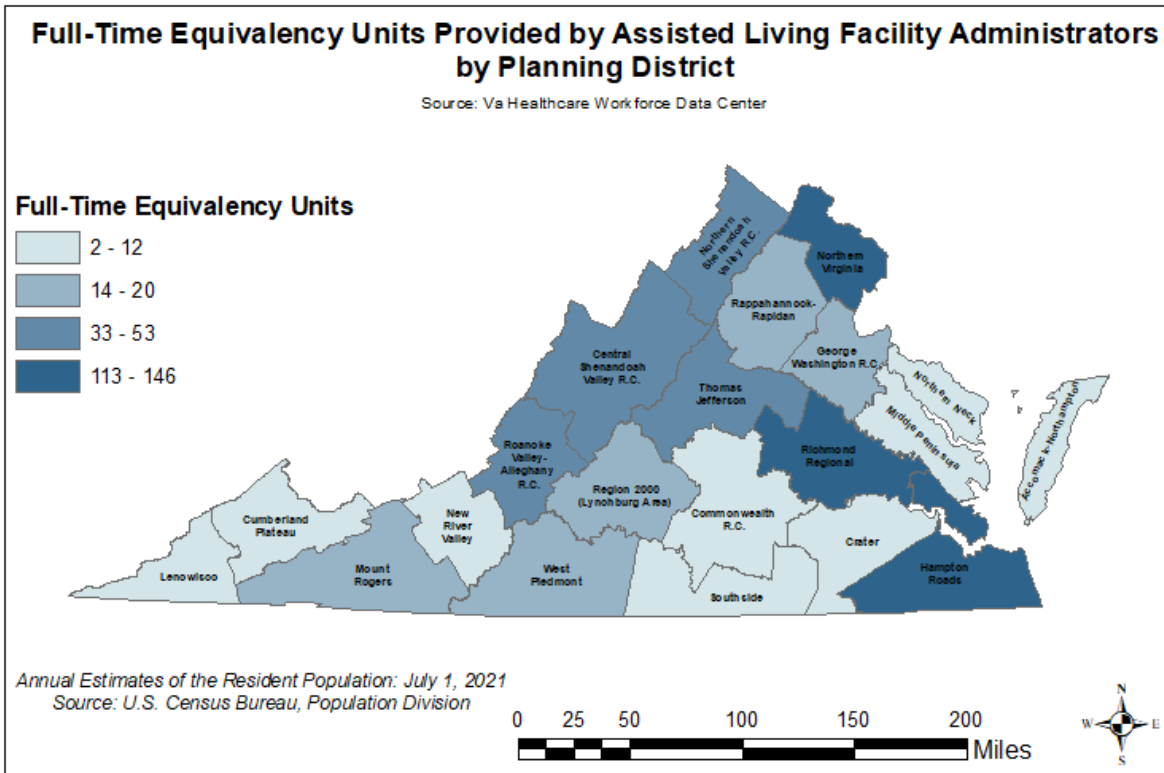
² Number of residents in 2021 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	369	80.22%	1.247	1.138	1.805
Metro, 250,000 to 1 Million	62	74.19%	1.348	1.230	1.401
Metro, 250,000 or Less	54	61.11%	1.636	1.493	2.369
Urban, Pop. 20,000+, Metro Adj.	16	68.75%	1.455	1.327	1.512
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	56	75.00%	1.333	1.217	1.386
Urban, Pop. 2,500-19,999, Non-Adj.	28	85.71%	1.167	1.065	1.213
Rural, Metro Adj.	18	77.78%	1.286	1.173	1.336
Rural, Non-Adj.	11	81.82%	1.222	1.156	1.270
Virginia Border State/D.C.	45	82.22%	1.216	1.110	1.761
Other U.S. State	17	58.82%	1.700	1.551	1.767

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	15	53.33%	1.875	1.761	2.369
30 to 34	35	74.29%	1.346	1.213	1.767
35 to 39	82	75.61%	1.323	1.191	1.736
40 to 44	70	74.29%	1.346	1.213	1.701
45 to 49	96	76.04%	1.315	1.185	1.726
50 to 54	104	84.62%	1.182	1.065	1.551
55 to 59	98	81.63%	1.225	1.104	1.608
60 and Over	176	75.57%	1.323	1.192	1.737

Source: Va. Healthcare Workforce Data Center

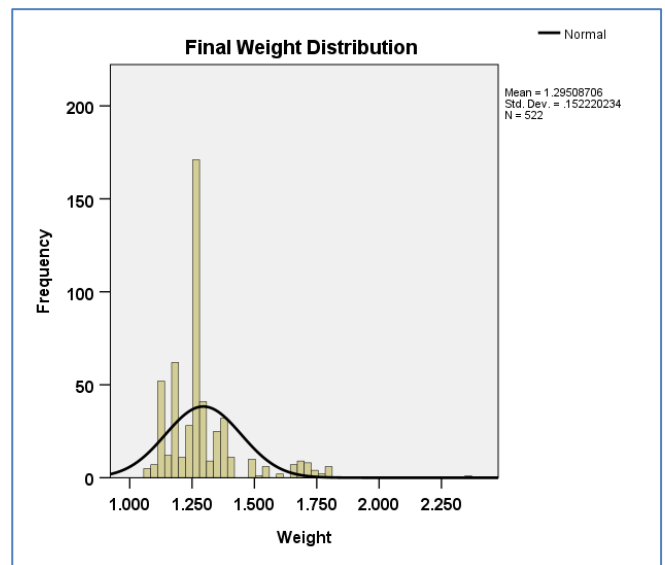
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.772189



Source: Va. Healthcare Workforce Data Center