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# *Virginia's Certified Nurse Aide Workforce: 2016*

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Healthcare Workforce Data Center

December 2016

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*More than 30,000 Certified Nursing Aides 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 Nursing express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Certified Nursing Aide Workforce: At a Glance:

### The Workforce

Licensees:	61,302
Virginia's Workforce:	57,803
FTEs:	50,533

### Background

Rural Childhood:	48%
HS Degree in VA:	71%
Prof. Degree in VA:	89%

### Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	57%
Satisfied?:	94%

### Survey Response Rate

All Licensees:	49%
Renewing Practitioners:	82%

### Education

RMA Certification:	7%
Advanced CNA Cert.:	1%

### Job Turnover

New Location:	39%
Employed over 2 yrs:	47%

### Demographics

Female:	94%
Diversity Index:	58%
Median Age:	38

### Finances

Med. Income:	\$11-\$12/hr.
Health Benefits:	51%
Retirement Benefits:	39%

### Establishment Type

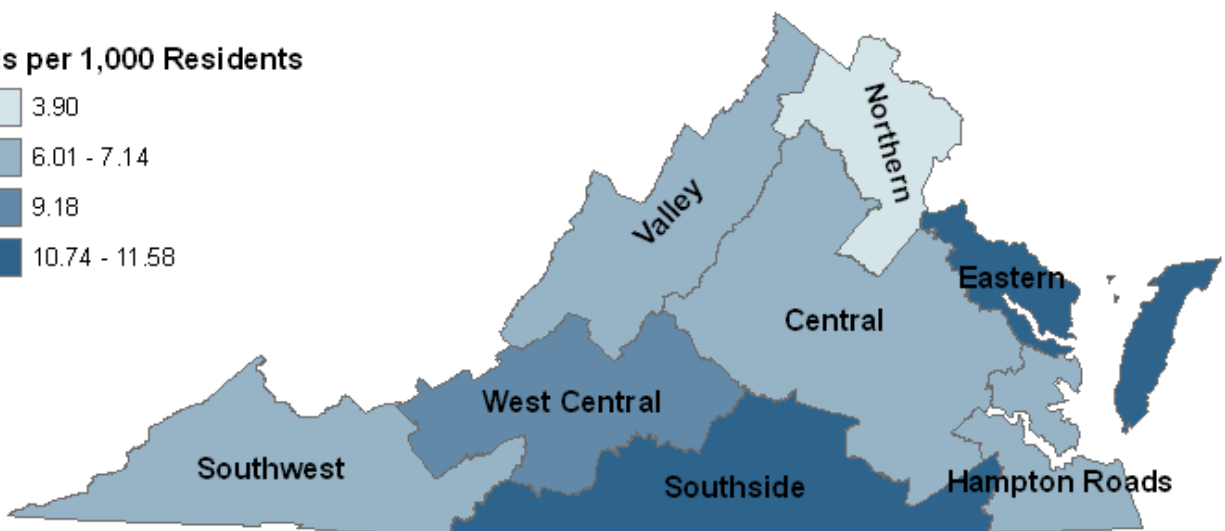
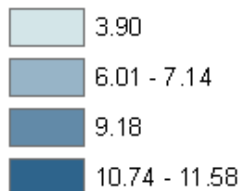
Nursing Home:	31%
Home Health Care:	18%
Assisted Living:	15%

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



30,256 Certified Nurse Aides (CNAs) voluntarily took part in the 2016 Certified Nurse Aide Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every year on the license issuance month of each respondent. These survey respondents represent 49% of the 61,302 CNAs who are licensed in the state and 82% of renewing practitioners.

The HWDC estimates that 57,803 CNAs participated in Virginia's workforce during the survey 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 as a CNA at some point in the future. Between October 2015 and September 2016, Virginia's CNA workforce provided 50,533 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of all CNAs are female, and the median age of the CNA workforce is 38. 54% of all CNAs are under the age of 40, and 94% of these professionals are female. In a random encounter between two CNAs, there is a 58% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's CNA workforce more diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities.

48% of all CNAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 19% of all CNAs work in non-Metro areas of the state. Meanwhile, 71% of Virginia's CNAs graduated from high school in Virginia, and 89% of CNAs earned their initial certification in the state. In total, 91% of Virginia's CNA workforce has some educational background in the state.

31% of all CNAs received their initial training at a nursing home or hospital, while another 26% were trained at a public school. In addition to a CNA certificate, 7% of Virginia's CNA workforce also holds a certificate as a Registered Medication Aide (RMA), while 1% are certified as Advanced Practice CNAs. In addition, 10% of all CNAs are currently pursuing additional educational opportunities by enrolling in either a RN or LPN nursing program.

86% of CNAs are currently employed in the profession, whereas 5% of CNAs are involuntarily unemployed. 57% of all CNAs hold one full-time position, while 19% currently hold multiple positions. With respect to work hours, 38% of CNAs work between 40 and 49 hours per week, while just 5% of CNAs work at least 60 hours per week. In addition, 47% of CNAs have been at their primary work location for more than two years, while another 39% began work in a new location at some point in the past 12 months.

The typical CNA earns between \$11.00 and \$12.00 per hour at their primary work location. In addition, 71% of all CNAs receive at least one employer-sponsored benefit, including 51% who receive health insurance. 94% of CNAs are satisfied with their current employment situation, including 65% who indicate they are "very satisfied".

93% of all CNAs fill primarily a clinical or patient care role at their primary work location. 31% of all CNAs work at a nursing home as their primary work location, the most of any establishment type among CNAs. Meanwhile, 18% of all CNAs are employed by home health care establishments as their primary work location, while another 15% work at assisted living facilities.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	41,218	67%
New Licensees	6,065	10%
Non-Renewals	7,927	13%
Renewal date not in survey period	6,092	10%
<b>All Licensees</b>	<b>61,302</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 82% of renewing CNAs submitted a survey. These represent 49% of CNAs who held a license at some point during the licensing period.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	11,706	6,703	36%
30 to 34	4,377	3,505	45%
35 to 39	2,893	3,554	55%
40 to 44	2,483	3,103	56%
45 to 49	2,326	3,285	59%
50 to 54	2,298	3,403	60%
55 to 59	2,037	3,116	61%
60 and Over	2,926	3,587	55%
<b>Total</b>	<b>31,046</b>	<b>30,256</b>	<b>49%</b>
<b>New Licenses</b>			
Issued After Sept. 2015	6,065	0	0%
<b>Metro Status</b>			
Non-Metro	5,887	6,331	52%
Metro	21,720	22,491	51%
Not in Virginia	3,438	1,434	29%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Licensed CNAs

Number:	61,302
New:	10%
Not Renewed:	13%

Response Rates

All Licensees:	49%
Renewing Practitioners:	82%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	30,256
<b>Response Rate, all licensees</b>	49%
<b>Response Rate, Renewals</b>	82%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2015 and September 2016 on the month of initial licensure of each renewing practitioner.
- 2. Target Population:** All CNAs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to CNAs who renewed their licenses online. It was not available to those who did not renew, including CNAs newly licensed in the past two years.

## At a Glance:

### Workforce

Virginia's CNA Workforce: 57,803  
 FTEs: 50,533

### Utilization Ratios

Licenses in VA Workforce: 94%  
 Licenses per FTE: 1.21  
 Workers per FTE: 1.14

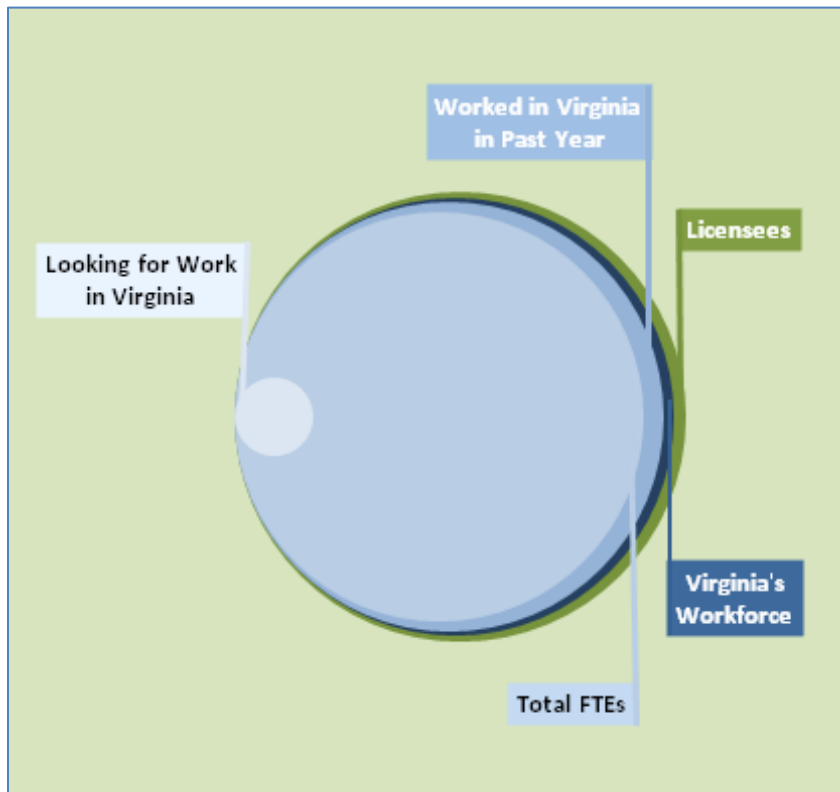
Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce		
Status	#	%
Worked in Virginia in Past Year	55,909	97%
Looking for Work in Virginia	1,894	3%
Virginia's Workforce	57,803	100%
Total FTEs	50,533	
Licenses	61,302	

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 during the survey timeframe 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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.



Source: Va. Healthcare Workforce Data Center

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

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	961	6%	15,632	94%	16,593	30%
30 to 34	410	6%	6,739	94%	7,149	13%
35 to 39	349	6%	5,465	94%	5,814	11%
40 to 44	300	6%	4,723	94%	5,023	9%
45 to 49	312	6%	4,695	94%	5,007	9%
50 to 54	301	6%	4,745	94%	5,047	9%
55 to 59	261	6%	4,299	94%	4,560	8%
60 +	323	6%	5,285	94%	5,608	10%
<b>Total</b>	<b>3,218</b>	<b>6%</b>	<b>51,583</b>	<b>94%</b>	<b>54,801</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Gender**  
 % Female: 94%  
 % Under 40 Female: 94%

**Age**  
 Median Age: 38  
 % Under 40: 54%  
 % 55+: 19%

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

Source: Va. Healthcare Workforce Data Center

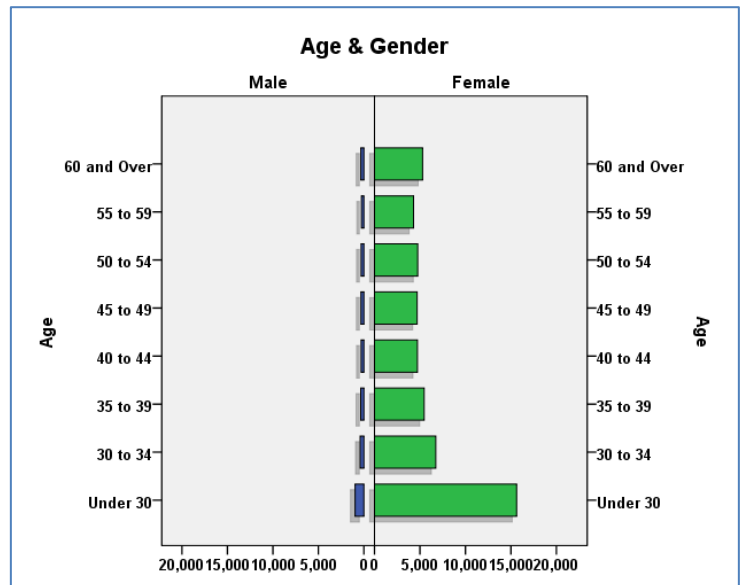
Race & Ethnicity					
Race/ Ethnicity	Virginia*	CNAs		CNAs under 40	
	%	#	%	#	%
White	63%	21,055	38%	12,419	41%
Black	19%	29,167	52%	14,734	49%
Asian	6%	1,523	3%	539	2%
Other Race	0%	598	1%	291	1%
Two or more races	2%	1,115	2%	836	3%
Hispanic	9%	2,104	4%	1,170	4%
<b>Total</b>	<b>100%</b>	<b>55,562</b>	<b>100%</b>	<b>29,989</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two CNAs, there is a 58% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.*

*54% of all CNAs are under the age of 40. 94% of these professionals are female. In addition, the diversity index among CNAs under the age of 40 is 58%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 30%  
 Rural Childhood: 48%

### Virginia Background

HS in Virginia: 71%  
 Prof. Training in VA: 89%  
 HS or Prof. Train. in VA: 91%

### Location Choice

% Rural to Non-Metro: 29%  
 % Urban/Suburban to Non-Metro: 9%

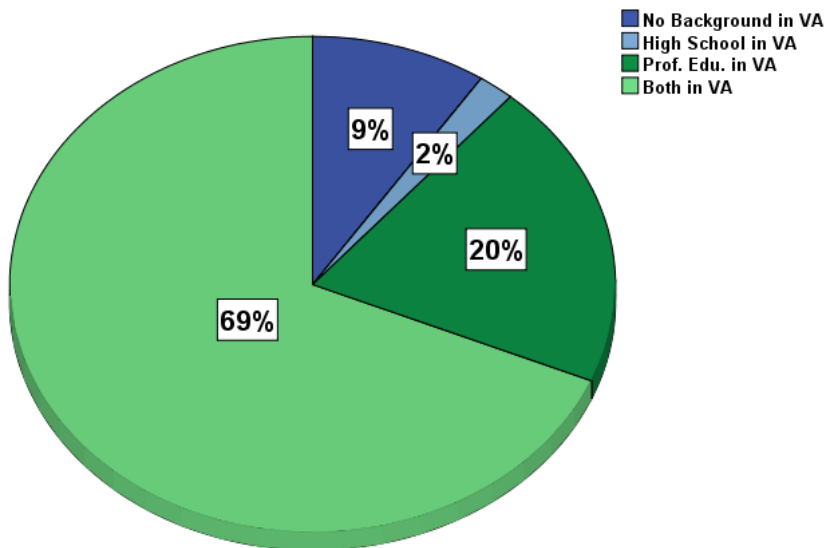
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	33%	27%	40%
2	Metro, 250,000 to 1 million	57%	19%	24%
3	Metro, 250,000 or less	66%	18%	16%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	62%	14%	24%
6	Urban pop, 2,500-19,999, Metro adj	77%	11%	13%
7	Urban pop, 2,500-19,999, nonadj	86%	8%	6%
8	Rural, Metro adj	83%	6%	10%
9	Rural, nonadj	71%	14%	15%
<b>Overall</b>		<b>48%</b>	<b>22%</b>	<b>30%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

48% of all CNAs grew up in self-described rural areas, and 29% of these professionals currently work in non-Metro counties. Overall, 19% of all CNAs currently work in non-Metro counties.

## Top Ten States for Certified Nursing Aide Recruitment

Rank	All CNAs			
	High School	#	Init. Prof Degree	#
1	Virginia	38,763	Virginia	48,978
2	Outside U.S./Canada	7,505	North Carolina	980
3	New York	1,330	New York	653
4	North Carolina	931	Maryland	561
5	West Virginia	714	West Virginia	455
6	Maryland	705	Pennsylvania	382
7	Pennsylvania	655	New Jersey	286
8	New Jersey	517	California	283
9	Florida	393	Georgia	220
10	Georgia	323	Texas	184

*71% of Virginia's licensed CNAs earned their high school degree in Virginia, while 89% received their CNA training in the state.*

Source: Va. Healthcare Workforce Data Center

*Among CNAs who received their license in the past five years, 71% received their high school degree in Virginia, while 88% received their initial CNA training in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	13,101	Virginia	16,251
2	Outside U.S./Canada	2,402	North Carolina	310
3	New York	356	Maryland	240
4	North Carolina	277	New York	186
5	Maryland	274	Pennsylvania	168
6	Pennsylvania	270	West Virginia	139
7	West Virginia	193	Georgia	93
8	Florida	178	New Jersey	88
9	New Jersey	151	Florida	87
10	Georgia	117	Tennessee	74

Source: Va. Healthcare Workforce Data Center

*6% of Virginia's licensees did not participate in Virginia's CNA workforce during the past year. 86% of these licensees worked at some point in the past year, including 69% who worked in a CNA-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total: 3,420  
 % of Licensees: 6%  
 Va. Border State/DC: 35%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Credential		
Credential	#	%
<b>Registered Medication Aide (RMA)</b>	3,759	7%
<b>Advanced Practice CNA</b>	443	1%

Source: Va. Healthcare Workforce Data Center

8% of CNAs have an advanced credential, including 7% who are Registered Medication Aides. 10% of CNAs are enrolled in nursing programs, including 6% who are enrolled in an RN program.

## At a Glance:

**Education**

RMA: 7%

Advanced Practice CNA: 1%

**Educational Advancement**

RN Program: 6%

LPN Program: 4%

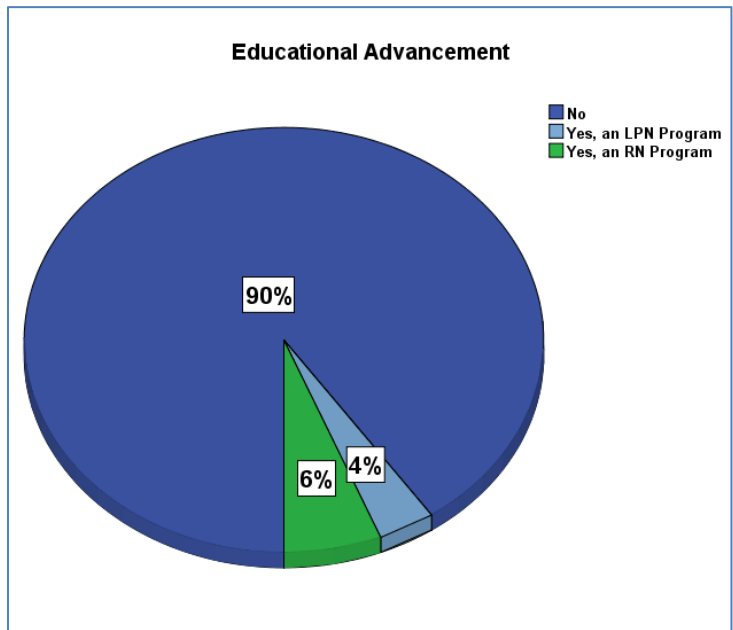
Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
<b>Nursing Home/ Hospital</b>	17,000	31%
<b>Public School</b>	14,096	26%
<b>Community College</b>	9,924	18%
<b>Other</b>	13,838	25%
<b>Total</b>	<b>54,857</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
<b>None</b>	46,328	90%
<b>RN Program</b>	3,118	6%
<b>LPN Program</b>	1,815	4%
<b>Total</b>	<b>51,261</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 86%  
Involuntarily Unemployed: 5%

### Positions Held

1 Full-time: 57%  
2 or More Positions: 19%

### Weekly Hours:

40 to 49: 38%  
60 or more: 5%  
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	10	< 1%
Employed in a CNA- related capacity	47,814	86%
Employed, NOT in a CNA-related capacity	4,979	9%
Not working, reason unknown	0	0%
Involuntarily unemployed	2,541	5%
Voluntarily unemployed	127	< 1%
Retired	16	< 1%
<b>Total</b>	<b>55,487</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*86% of CNAs are currently employed in their profession. 57% of CNAs have one full-time job, while 19% currently hold multiple positions. 38% of all CNAs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.*

Current Weekly Hours		
Hours	#	%
0 hours	2,668	5%
1 to 9 hours	1,831	3%
10 to 19 hours	2,754	5%
20 to 29 hours	5,809	11%
30 to 39 hours	15,774	30%
40 to 49 hours	19,957	38%
50 to 59 hours	1,448	3%
60 to 69 hours	774	1%
70 to 79 hours	785	1%
80 or more hours	1,022	2%
<b>Total</b>	<b>52,822</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,668	5%
One Part-Time Position	10,493	19%
Two Part-Time Positions	2,410	4%
One Full-Time Position	31,304	57%
One Full-Time Position & One Part-Time Position	7,023	13%
Two Full-Time Positions	591	1%
More than Two Positions	385	1%
<b>Total</b>	<b>54,874</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
Less than \$7.50 per hour	634	1%
\$7.50 to \$7.99 per hour	817	2%
\$8.00 to \$8.99 per hour	2,325	5%
\$9.00 to \$9.99 per hour	4,065	9%
\$10.00 to \$10.99 per hour	8,229	18%
\$11.00 to \$11.99 per hour	7,804	17%
\$12.00 to \$12.99 per hour	7,724	16%
\$13.00 to \$13.99 per hour	5,461	12%
\$14.00 to \$14.99 per hour	3,543	8%
\$15.00 or more per hour	6,410	14%
<b>Total</b>	<b>47,011</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
 Median Income: \$11-\$12/hr.

**Benefits**  
 Health Insurance: 51%  
 Retirement: 39%

**Satisfaction**  
 Satisfied: 94%  
 Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	35,358	65%
Somewhat Satisfied	15,885	29%
Somewhat Dissatisfied	2,371	4%
Very Dissatisfied	1,092	2%
<b>Total</b>	<b>54,706</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical CNA earned between \$11 and \$12 per hour during the past year. In addition to monetary compensation, 51% received health insurance and 39% also had access to a retirement plan.*

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	29,110	61%
Health Insurance	24,214	51%
Paid Sick Leave	23,905	50%
Dental Insurance	22,024	46%
Retirement	18,851	39%
Group Life Insurance	14,323	30%
<b>Received At Least One Benefit</b>	<b>34,148</b>	<b>71%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Less than 6 Months	5,620	11%	3,129	21%
6 Months to 1 Year	7,487	15%	2,830	19%
1 to 2 Years	13,001	26%	3,520	24%
3 to 5 Years	11,047	22%	2,915	20%
6 to 10 Years	5,965	12%	1,234	8%
More than 10 Years	6,198	13%	944	6%
<b>Subtotal</b>	<b>49,319</b>	<b>100%</b>	<b>14,571</b>	<b>100%</b>
Did not have location	3,915		40,762	
Item Missing	4,569		2,469	
<b>Total</b>	<b>57,803</b>		<b>57,803</b>	

Source: Va. Healthcare Workforce Data Center

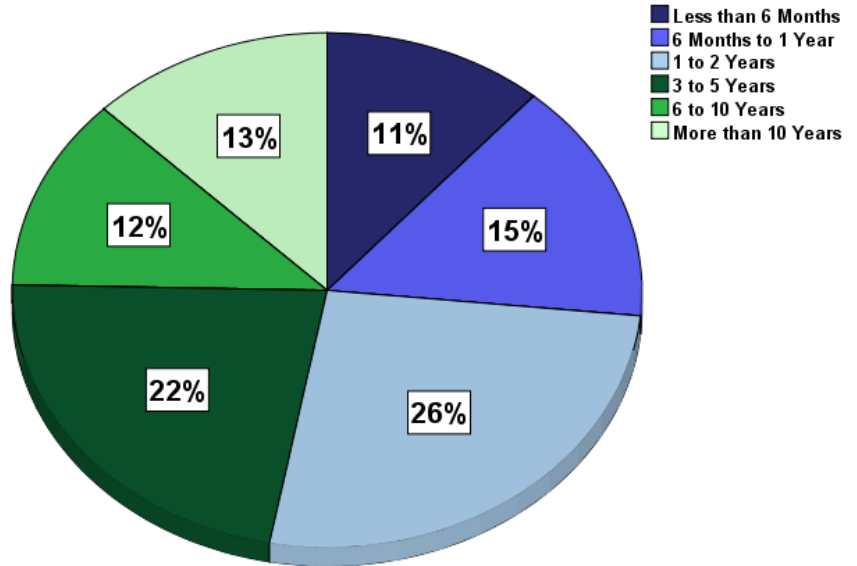
At a Glance:

Turnover & Tenure

New Location: 39%  
 Over 2 years: 47%  
 Over 2 yrs, 2<sup>nd</sup> location: 35%

Source: Va. Healthcare Workforce Data Center

Work Duration at Primary Work Location



47% of CNAs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

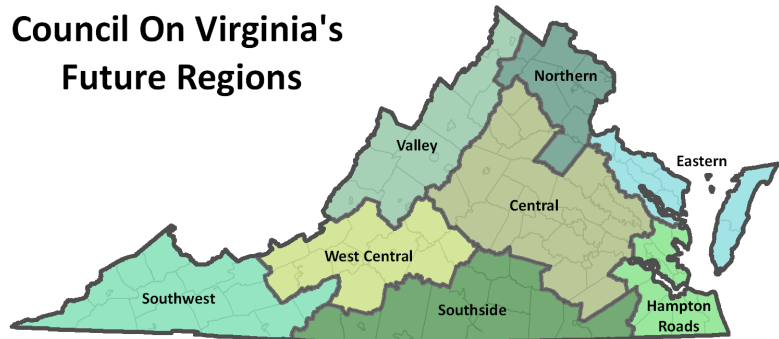
### Concentration

Top Region:	22%
Top 3 Regions:	62%
Lowest Region:	3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

### Council On Virginia's Future Regions



Source: Va. Healthcare Workforce Data Center

### Regional Distribution of Work Locations

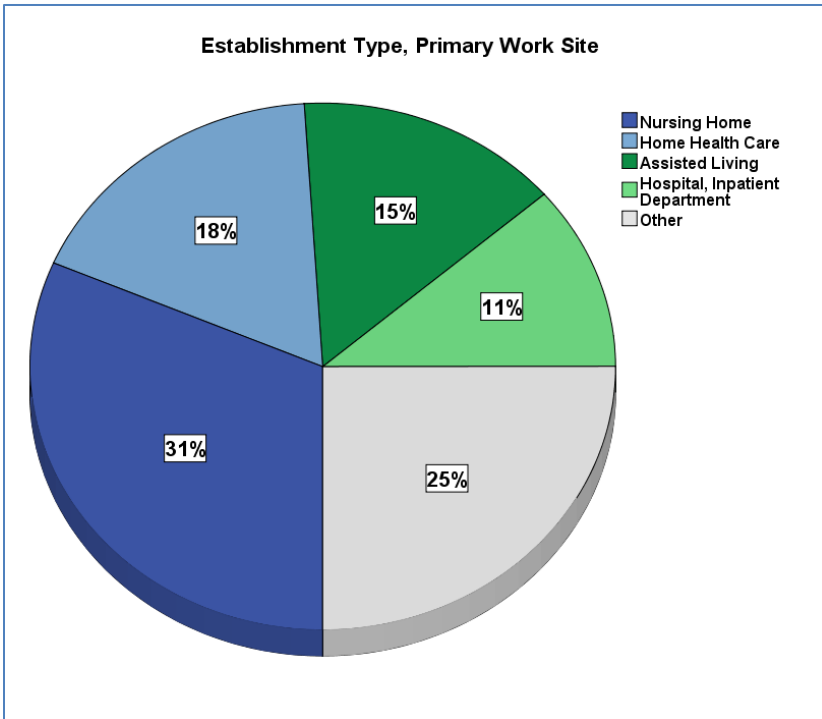
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	10,033	22%	3,147	21%
Eastern	1,527	3%	567	4%
Hampton Roads	9,332	20%	3,036	20%
Northern	9,290	20%	3,918	26%
Southside	3,621	8%	1,050	7%
Southwest	2,480	5%	531	4%
Valley	3,563	8%	805	5%
West Central	6,560	14%	1,823	12%
Virginia Border State/DC	88	< 1%	95	1%
Other US State	60	< 1%	109	1%
Outside of the US	8	< 1%	6	< 1%
<b>Total</b>	<b>46,562</b>	<b>100%</b>	<b>15,087</b>	<b>100%</b>
Item Missing	7,326		1,953	

Source: Va. Healthcare Workforce Data Center

*22% of all CNAs are employed in Central Virginia, the most of any region in the state. Another 40% of the state's CNA workforce is employed in either Hampton Roads or Northern Virginia.*



A Closer Look:



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Activity**

Clinical/Patient Care: 93%

Non-Clinical: 7%

**Top Establishments**

Nursing Home: 31%

Home Health Care: 18%

Assisted Living: 15%

Source: Va. Healthcare Workforce Data Center

*Nursing homes employed 31% of Virginia’s CNA workforce, the most of any establishment type. Meanwhile, 93% of all CNAs were engaged in either clinical or patient care at their primary work location.*

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	15,861	31%	2,797	18%
Home Health Care	8,854	18%	4,206	26%
Assisted Living	7,394	15%	2,085	13%
Hospital, Inpatient Department	5,716	11%	645	4%
Personal Care: Companion / Sitter / Private Duty	2,563	5%	1,397	9%
Mental Health Facility	1,324	3%	154	1%
Group Home	1,072	2%	447	3%
Physician’s Office	941	2%	129	1%
Hospital, Ambulatory Care	937	2%	133	1%
Hospice	888	2%	145	1%
Health Clinic	423	1%	119	1%
Ambulatory or Outpatient Care	399	1%	129	1%
Other Practice Setting	4,074	8%	3,509	22%
<b>Total</b>	<b>50,446</b>	<b>100%</b>	<b>15,895</b>	<b>100%</b>
Did Not Have a Location	3,915		40,762	

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 50,533  
 FTEs/1,000 Residents: 6.069  
 Average: 0.94

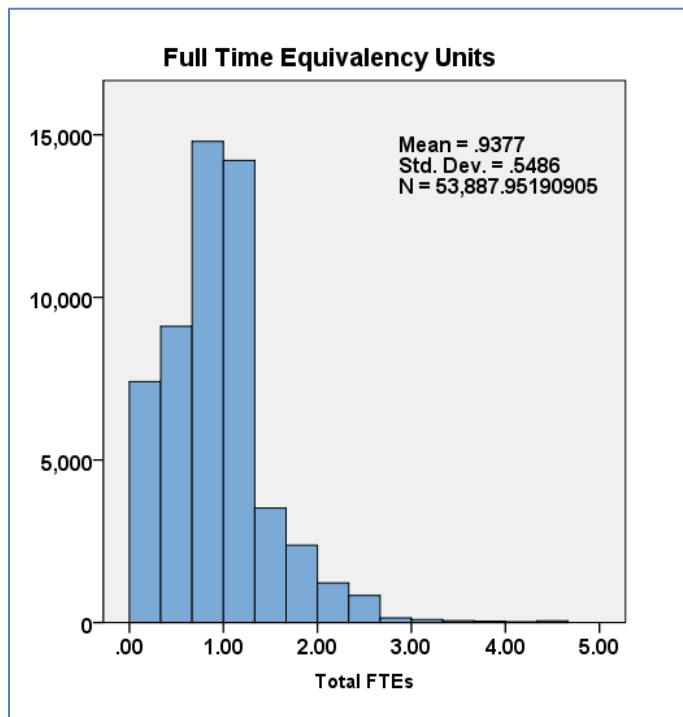
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

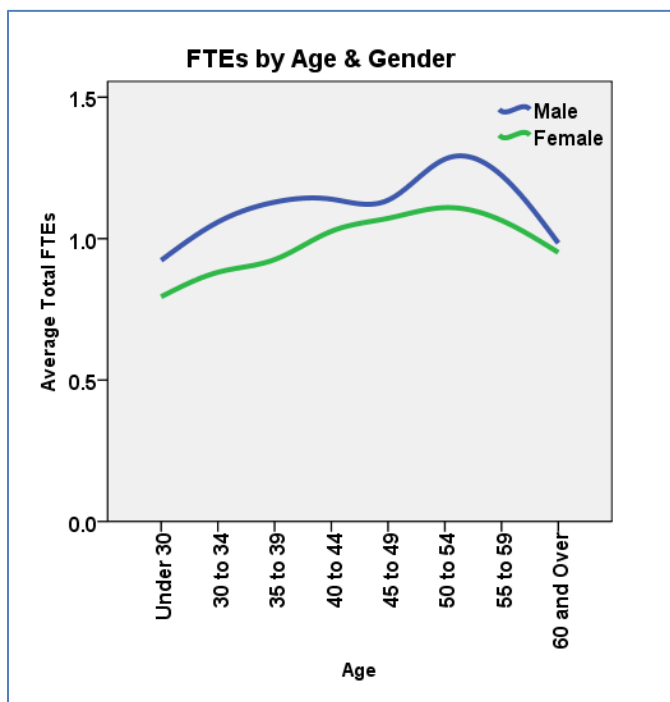


Source: Va. Healthcare Workforce Data Center

The typical (median) CNA provided 0.91 FTEs, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>1</sup>

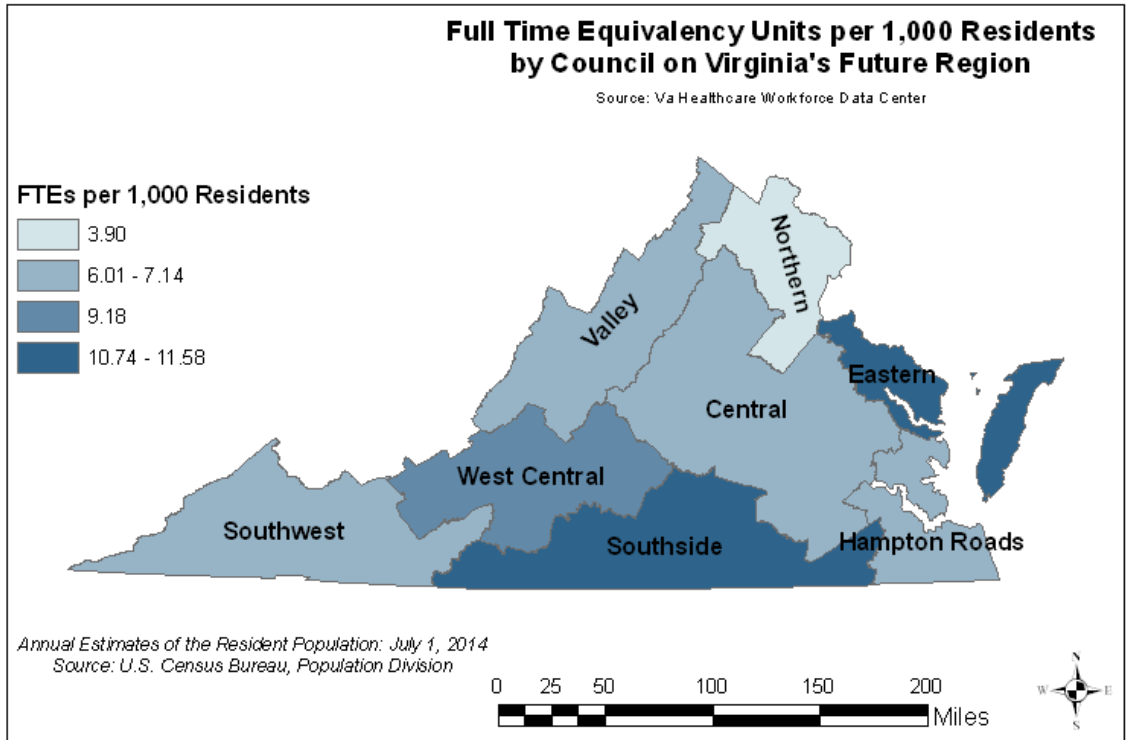
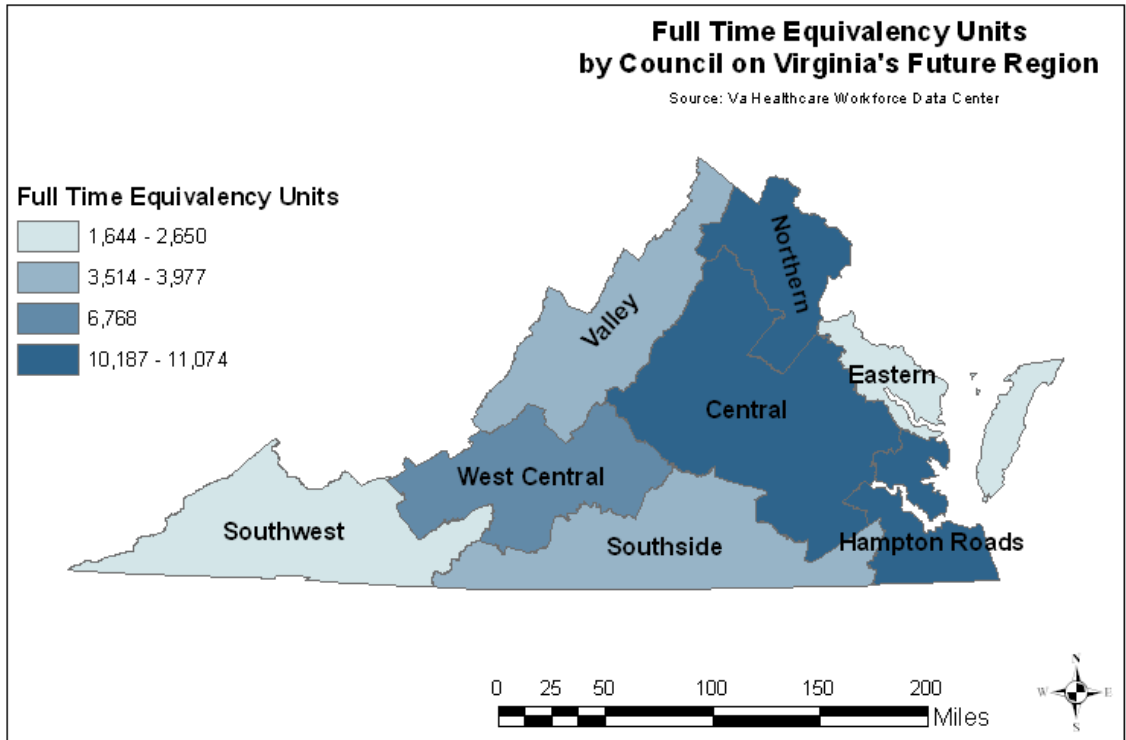
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.80	0.81
30 to 34	0.88	0.90
35 to 39	0.93	0.91
40 to 44	1.03	0.93
45 to 49	1.07	1.03
50 to 54	1.11	1.08
55 to 59	1.06	1.04
60 and Over	0.94	0.91
Gender		
Male	1.07	1.08
Female	0.94	0.91

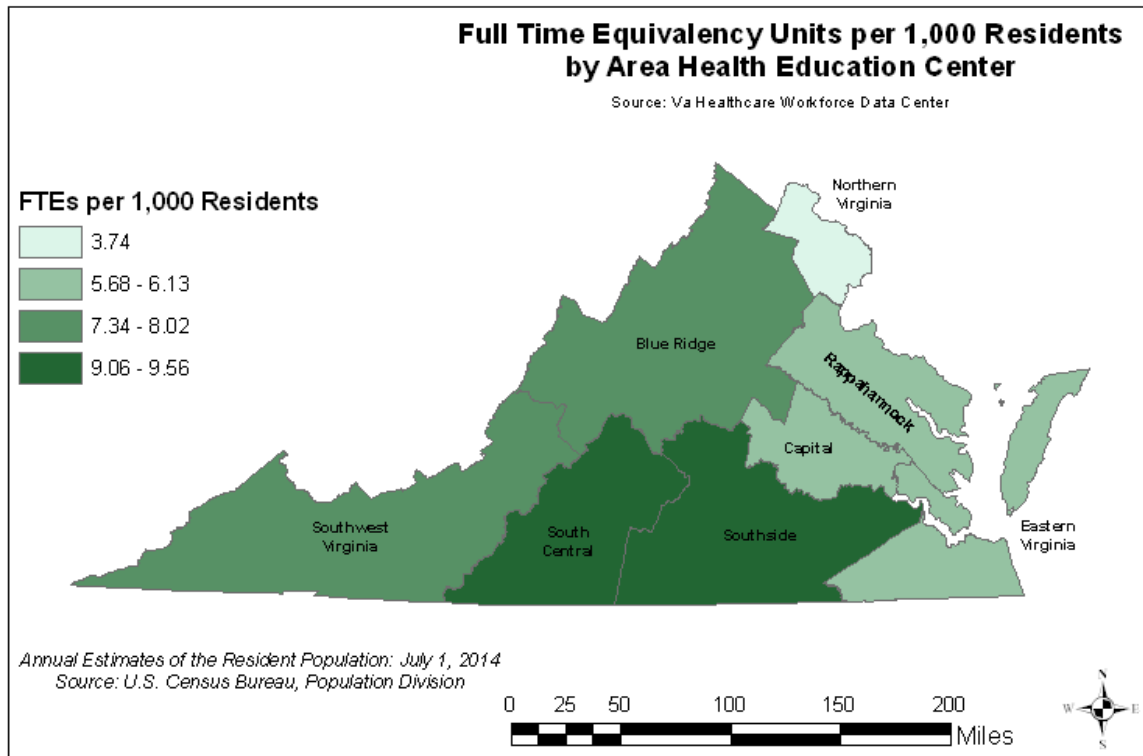
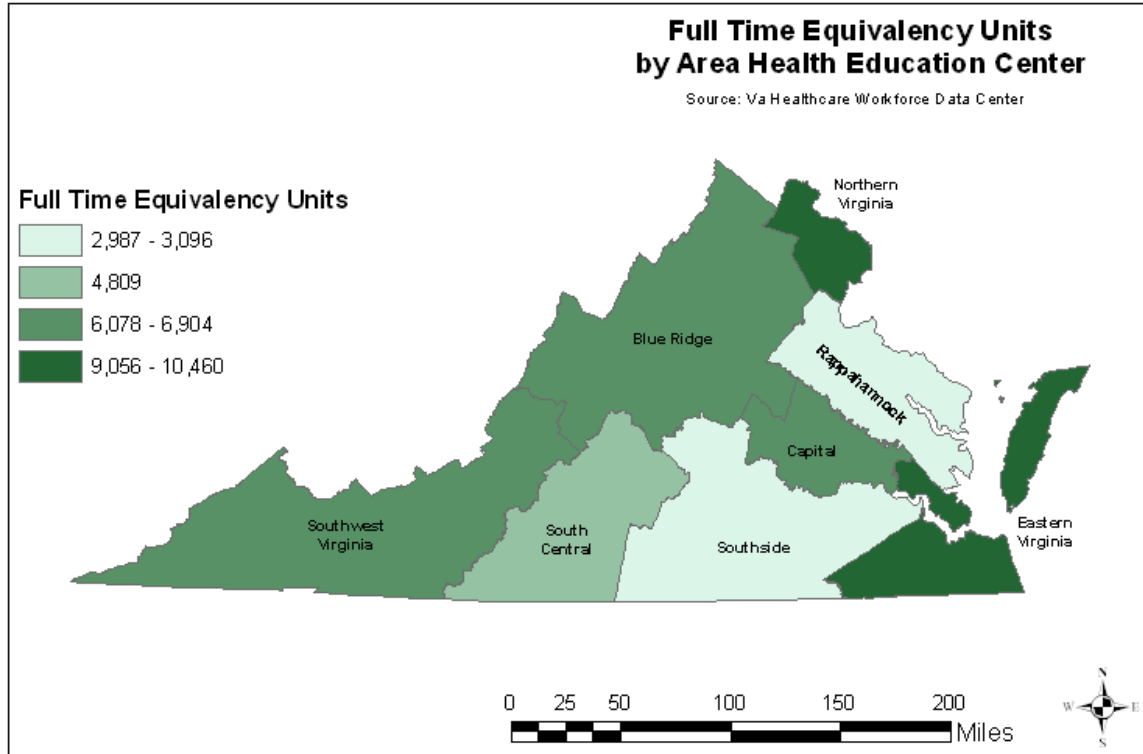
Source: Va. Healthcare Workforce Data Center

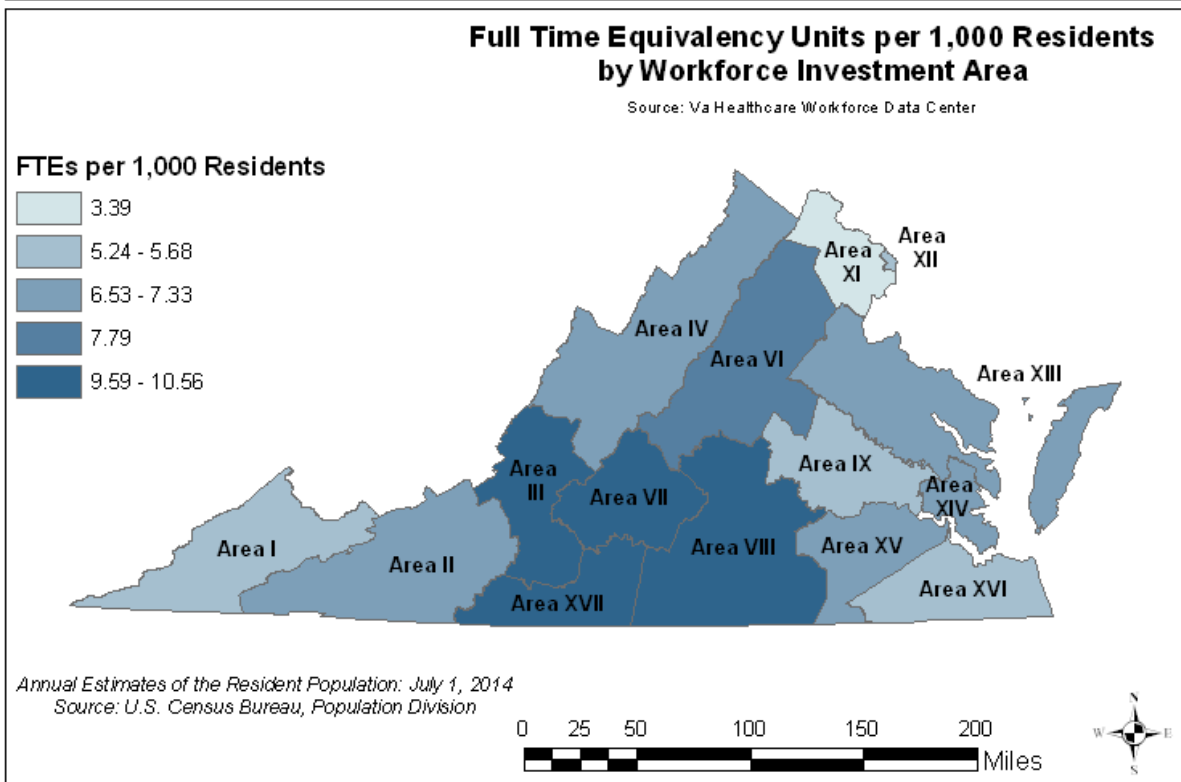
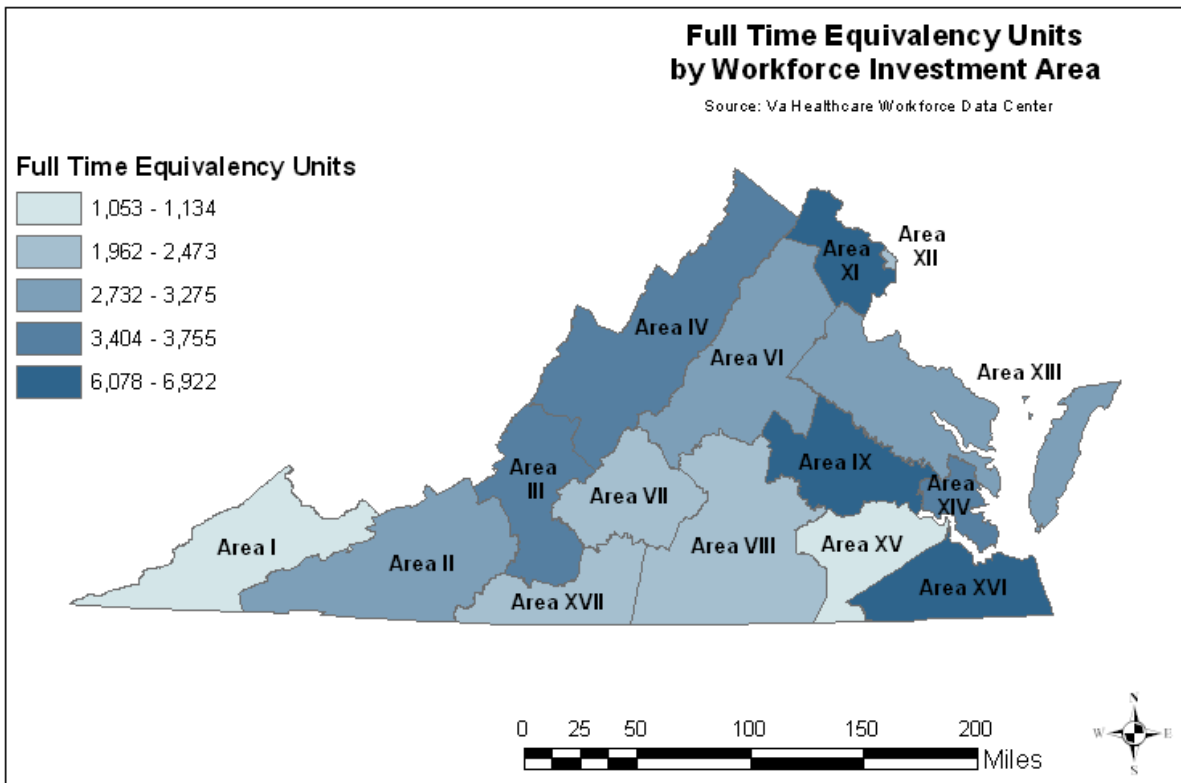


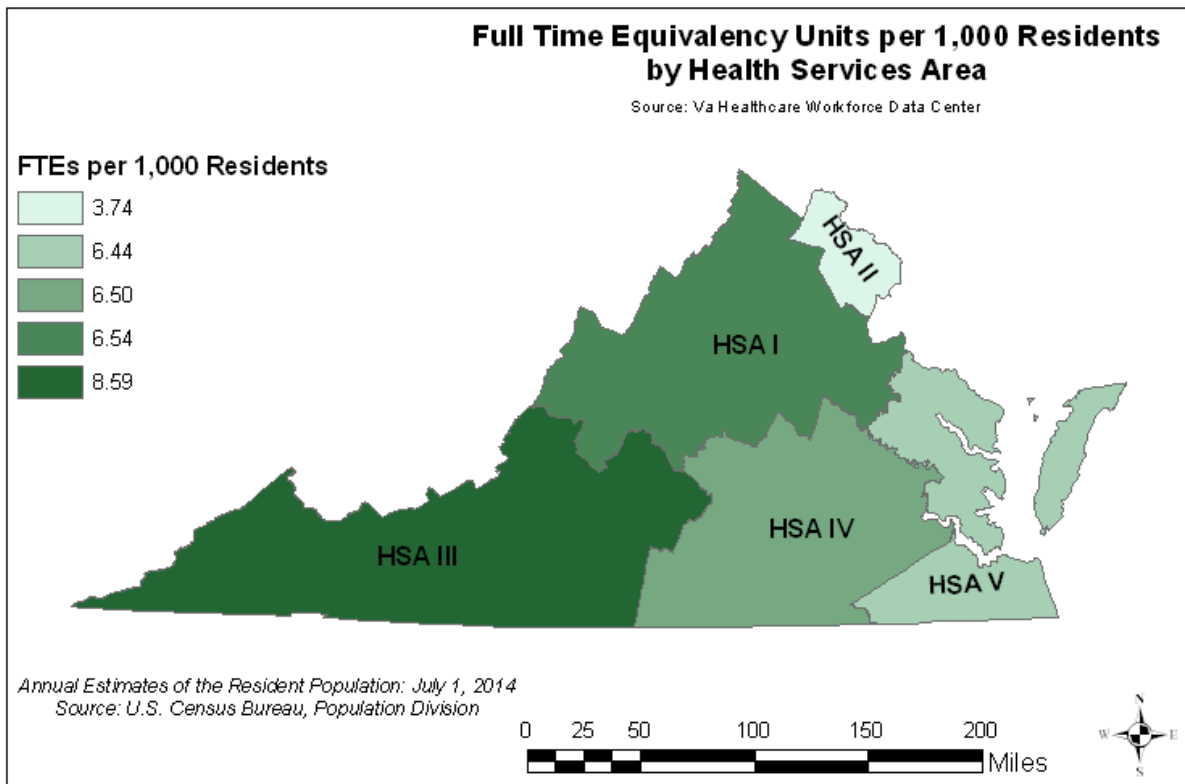
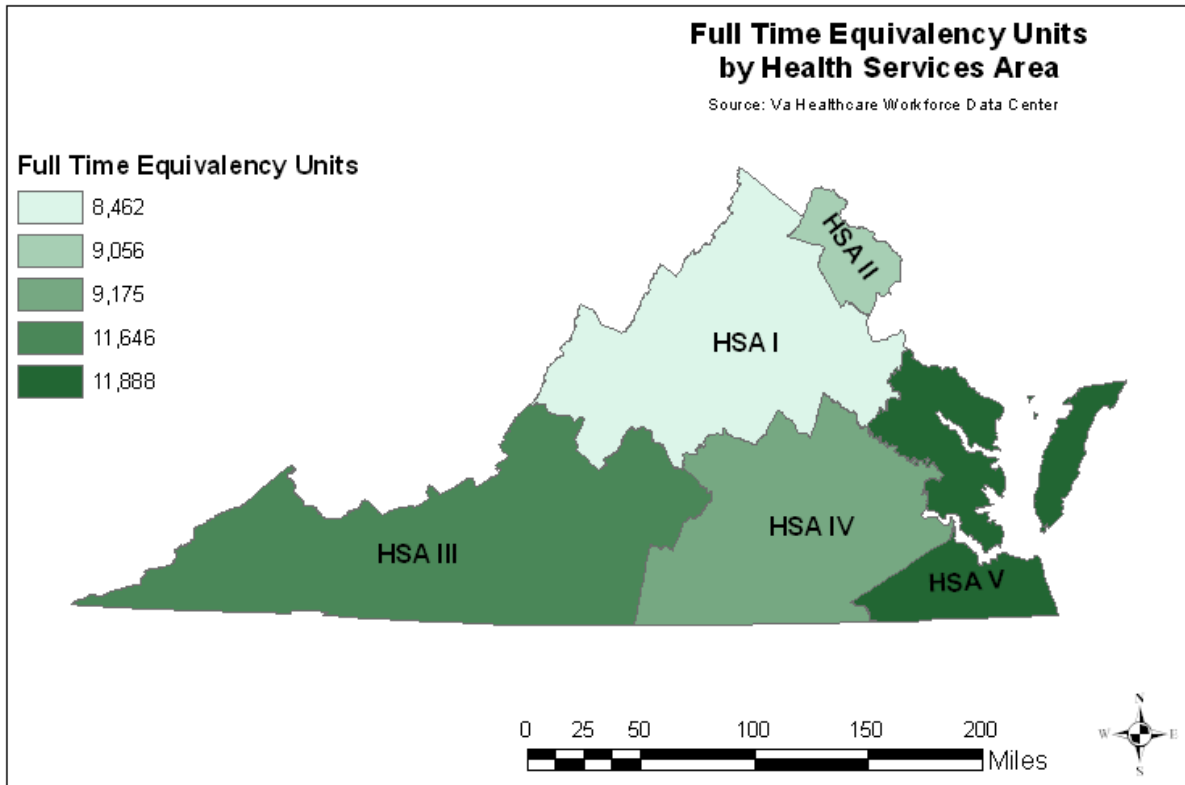
Source: Va. Healthcare Workforce Data Center

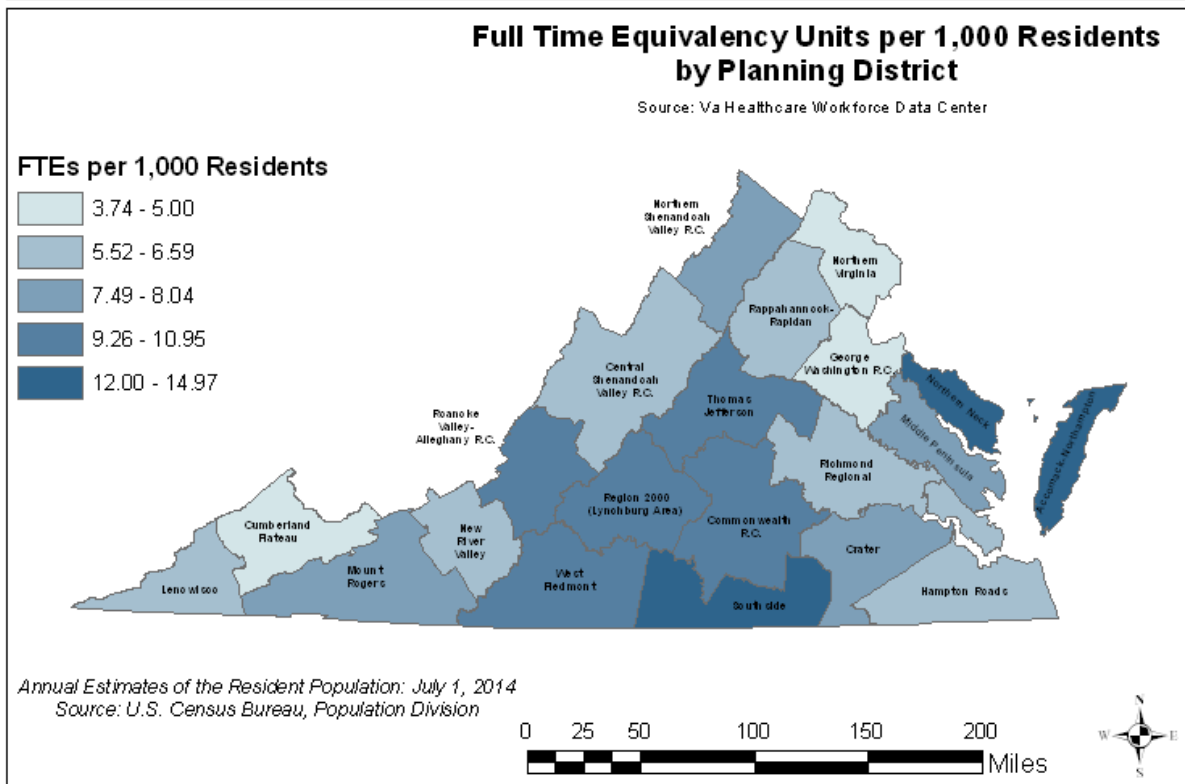
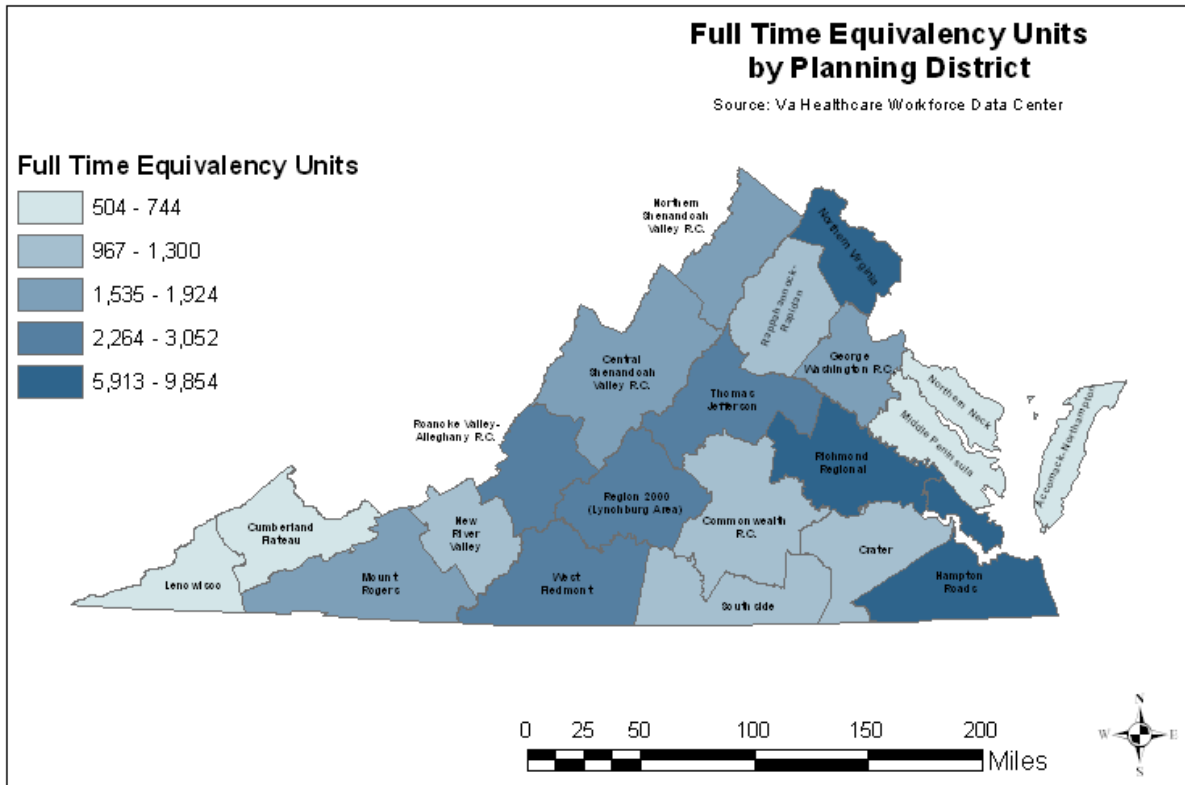
<sup>1</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	31,566	50.31%	1.987658	1.622338	2.69426
Metro, 250,000 to 1 million	6,651	51.23%	1.952157	1.593362	2.646139
Metro, 250,000 or less	5,994	53.44%	1.871371	1.527423	2.536633
Urban pop 20,000+, Metro adj	2,154	52.37%	1.909574	1.558605	2.588418
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,551	53.22%	1.879026	1.533671	2.547009
Urban pop, 2,500-19,999, nonadj	2,036	49.46%	2.021847	1.650243	2.740603
Rural, Metro adj	2,425	51.88%	1.927663	1.573369	2.612937
Rural, nonadj	1,052	49.05%	2.03876	1.664047	2.763528
Virginia border state/DC	3,419	33.34%	2.999123	2.447901	4.065295
Other US State	1,453	20.23%	4.942177	4.033832	6.699095

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	18,409	36.41%	2.746382	2.536633	6.699095
30 to 34	7,882	44.47%	2.248787	2.077041	5.48534
35 to 39	6,447	55.13%	1.814012	1.675471	4.424818
40 to 44	5,586	55.55%	1.800193	1.662707	4.39111
45 to 49	5,611	58.55%	1.708067	1.577617	4.166391
50 to 54	5,701	59.69%	1.675287	1.54734	4.086432
55 to 59	5,153	60.47%	1.653723	1.527423	4.033832
60 and Over	6,513	55.07%	1.815723	1.677051	4.428992

Source: Va. Healthcare Workforce Data Center

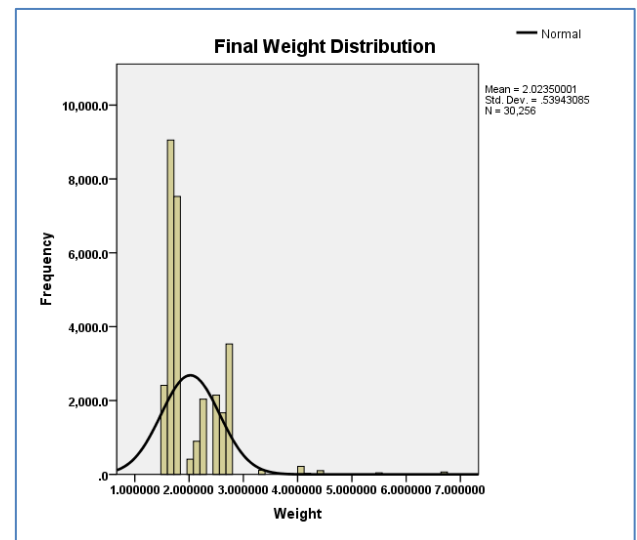
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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

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

**Overall Response Rate: 0.493556**



Source: Va. Healthcare Workforce Data Center