
Virginia's Certified Nurse Aide Workforce: 2020

Healthcare Workforce Data Center

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More than 32,000 Certified Nurse 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 Nurse Aide Workforce: At a Glance:

The Workforce

Licensees:	58,669
Virginia's Workforce:	55,110
FTEs:	48,880

Background

Rural Childhood:	49%
HS Degree in VA:	70%
Prof. Degree in VA:	88%

Current Employment

Employed in Prof.:	84%
Hold 1 Full-Time Job:	58%
Satisfied?:	93%

Survey Response Rate

All Licensees:	55%
Renewing Practitioners:	84%

Education

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

Job Turnover

New Location:	36%
Employed Over 2 Yrs.:	48%

Demographics

Female:	94%
Diversity Index:	59%
Median Age:	39

Finances

Med. Income:	\$14-\$15/hr.
Health Benefits:	53%
Retirement Benefits:	44%

Establishment Type

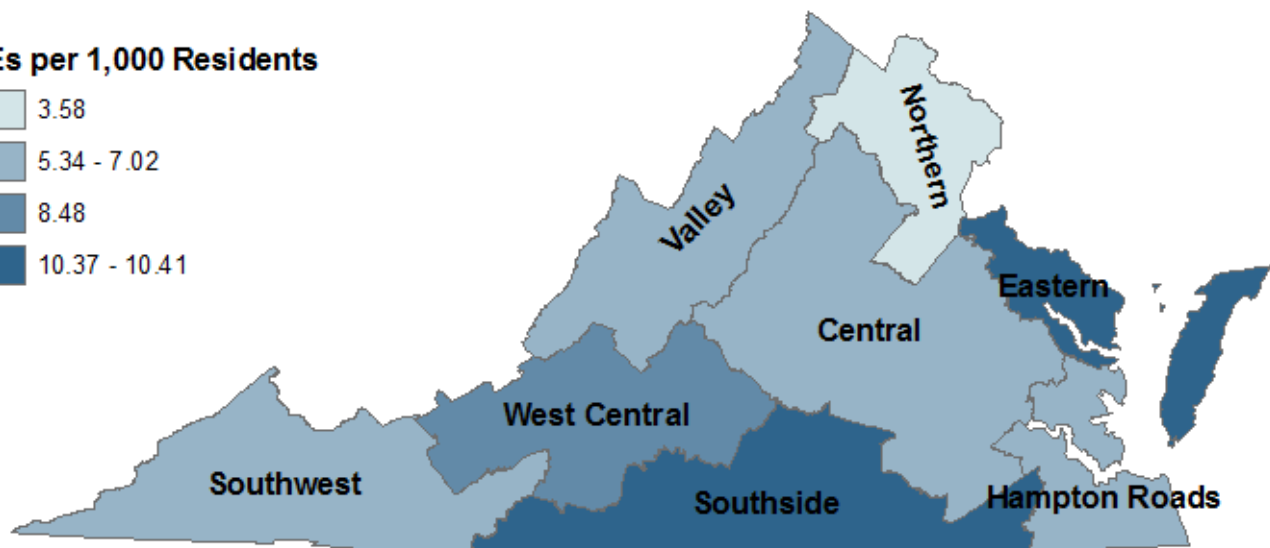
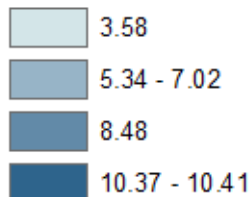
Nursing Home:	30%
Home Health Care:	16%
Assisted Living:	16%

Source: Va. Healthcare Workforce Data Center

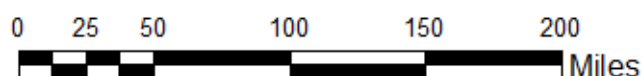
Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2020 Certified Nurse Aide (CNA) Workforce Survey. More than 32,000 CNAs voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey every year on the license issuance month of each respondent. These survey respondents represent 55% of the 58,669 CNAs who are licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 55,110 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. Virginia's CNA workforce provided 48,880 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks off).

More than nine out of every ten CNAs are female, and the median age of the CNA workforce is 39. In a random encounter between two CNAs, there is a 59% 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, which has a comparable diversity index of 57%. Nearly half of all CNAs grew up in a rural area, and 29% of these professionals currently work in a non-metro area of Virginia. Overall, 19% of CNAs work in a non-metro area of the state.

More than four out of every five CNAs are currently employed in the profession, 58% hold one full-time job, and 38% work between 40 and 49 hours per week. Nearly one-third of all CNAs work in nursing homes. In addition, 16% of CNAs work in home health care establishments, while another 16% work in assisted living facilities. The median hourly wage for a CNA in the state is between \$14.00 and \$15.00. In addition, nearly three-quarters of all CNAs receive at least one employer-sponsored benefit, including 53% who have access to health insurance. More than 90% of all CNAs are satisfied with their current work situation, including 62% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 CNA workforce. The number of licensed CNAs in Virginia has decreased by 5% (58,669 vs. 61,846). In addition, the size of Virginia's CNA workforce has fallen by 4% (55,110 vs. 57,476), and the number of FTEs provided by this workforce has declined by 3% (48,880 vs. 50,501). At the same time, Virginia's renewing CNAs are more likely to respond to this survey (84% vs 76%).

There has not been a change in either the percentage of CNAs who are female (94%) or the median age of the CNA workforce (39 years). Meanwhile, Virginia's CNA workforce has become more diverse (59% vs. 57%) at a time when the state's overall population has also become more diverse (57% vs. 55%). CNAs are slightly more likely to have grown up in a rural area (49% vs. 48%), but these professionals are no more likely to work in non-metro areas of the state (29%). Among all CNAs, there has been no change in the percentage who work in non-metro areas of the state (19%).

Virginia's CNAs are less likely to be employed in the profession (84% vs. 87%). On the other hand, they are also more likely to hold one full-time job (58% vs. 56%) and work between 40 and 49 hours per week (38% vs. 37%). At the same time, CNAs are less likely to have begun work at a new location (36% vs. 39%). Instead, the percentage of CNAs who have worked at their primary work location for more than two years has increased (48% vs. 47%). CNAs are relatively less likely to work in nursing homes (30% vs. 33%) and home health care establishments (16% vs. 18%). Instead, CNAs are now relatively more likely to work in assisted living facilities (16% vs. 14%) and the inpatient department of hospitals (13% vs. 11%). The vast majority of CNAs still engage in clinical or patient care activities at their primary work location (92% vs. 94%), but the percentage who perform non-clinical tasks has increased (8% vs. 6%).

The median hourly wage of Virginia's CNA workforce has increased (\$14-\$15 vs. \$11-\$12). In addition, CNAs are more likely to receive at least one employer-sponsored benefit (74% vs. 71%), including those CNAs who have access to health insurance (53% vs. 50%) and dental insurance (51% vs. 46%). However, a lower percentage of CNAs indicate that they are satisfied with their current work situation (93% vs. 94%). The percentage of CNAs who indicate that they are "very satisfied" with their current employment situation has experienced an even larger decline (62% vs. 65%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	39,911	68%
New Licensees	4,336	7%
Non-Renewals	8,031	14%
Renewal Date Not in Survey Period	6,391	11%
All Licensees	58,669	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of renewing CNAs submitted a survey. These represent 55% of CNAs who held a license at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	9,805	6,116	38%
30 to 34	4,114	3,889	49%
35 to 39	2,690	3,721	58%
40 to 44	2,120	3,455	62%
45 to 49	1,812	3,256	64%
50 to 54	1,562	3,476	69%
55 to 59	1,471	3,554	71%
60 and Over	2,571	5,057	66%
Total	26,145	32,524	55%
New Licenses			
Issued in Past Year	4,336	0	0%
Metro Status			
Non-Metro	4,782	6,679	58%
Metro	16,463	24,039	59%
Not in Virginia	4,900	1,806	27%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2019 and September 2020 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.

Response Rates	
Completed Surveys	32,524
Response Rate, All Licensees	55%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed CNAs

Number:	58,669
New:	7%
Not Renewed:	14%

Response Rates

All Licensees:	55%
Renewing Practitioners:	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's CNA Workforce: 55,110
FTEs: 48,880

Utilization Ratios

Licenses in VA Workforce: 94%
Licenses per FTE: 1.20
Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce

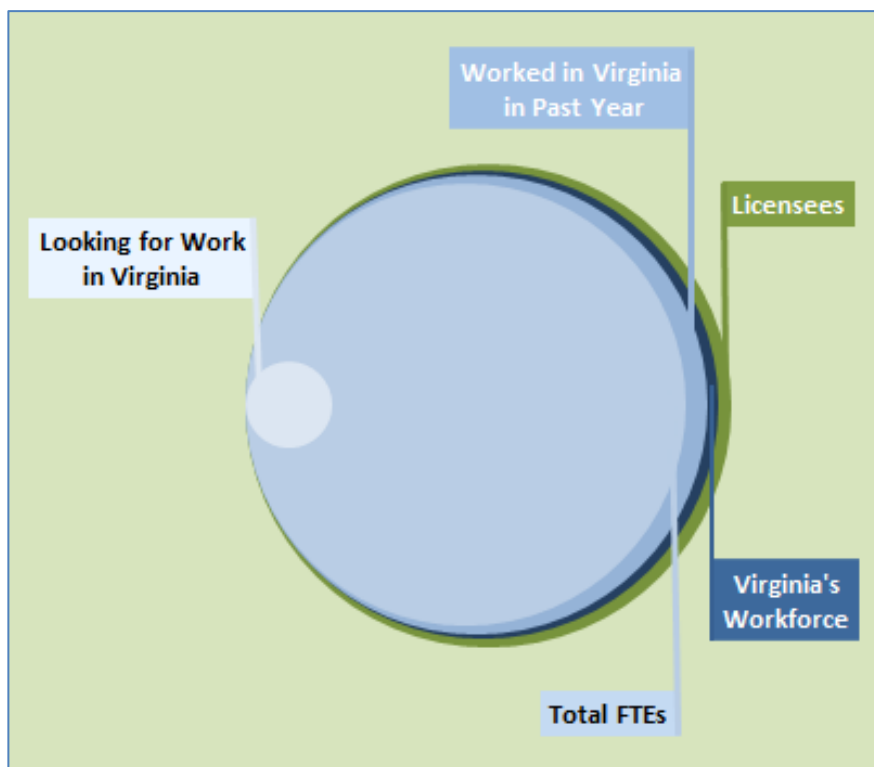
Status	#	%
Worked in Virginia in Past Year	53,203	97%
Looking for Work in Virginia	1,907	3%
Virginia's Workforce	55,110	100%
Total FTEs	48,880	
Licenses	58,669	

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 time frame 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.

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	866	6%	13,192	94%	14,058	28%
30 to 34	407	6%	6,609	94%	7,016	14%
35 to 39	345	6%	5,298	94%	5,643	11%
40 to 44	300	6%	4,587	94%	4,887	10%
45 to 49	274	6%	4,154	94%	4,429	9%
50 to 54	280	7%	4,016	94%	4,296	8%
55 to 59	236	6%	4,065	95%	4,300	8%
60 and Over	352	6%	5,892	94%	6,244	12%
Total	3,061	6%	47,813	94%	50,874	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	CNAs		CNAs Under 40	
	%	#	%	#	%
White	61%	19,935	38%	12,280	45%
Black	19%	26,713	51%	12,162	44%
Hispanic	10%	2,333	4%	1,366	5%
Asian	7%	1,407	3%	520	2%
Two or More Races	3%	1,260	2%	971	4%
Other Race	0%	542	1%	247	1%
Total	100%	52,190	100%	27,546	100%

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 94%
% Under 40 Female: 94%

Age

Median Age: 39
% Under 40: 53%
% 55 and Over: 21%

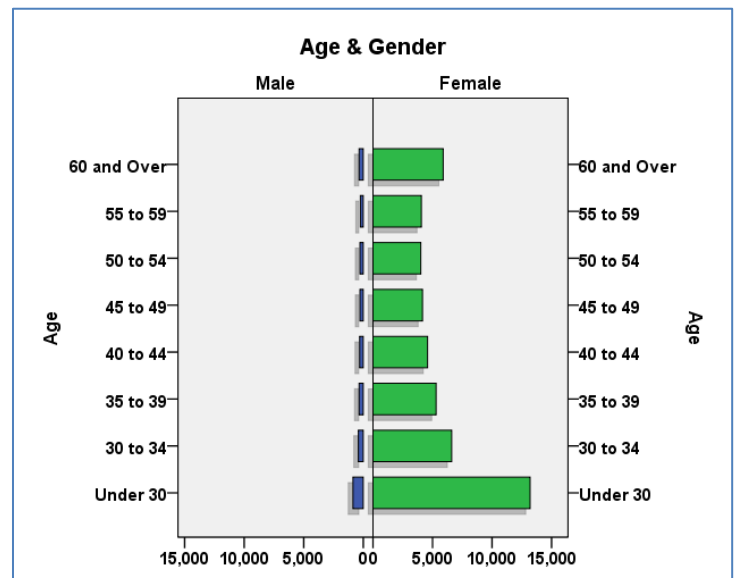
Diversity

Diversity Index: 59%
Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two CNAs, there is a 59% chance they would be of different races or ethnicities (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.

More than half of all CNAs are under the age of 40. More than 90% of these professionals are female. In addition, the diversity index among this group of CNAs is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 28%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 70%
 Prof. Training in VA: 88%
 HS or Prof. Train. in VA: 90%

Location Choice

% Rural to Non-Metro: 29%
 % Urban/Suburban to Non-Metro: 8%

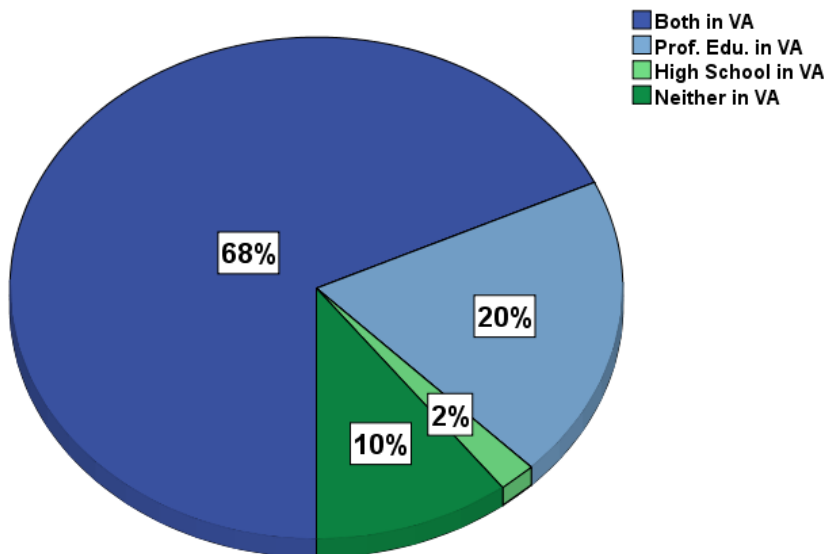
Source: Va. Healthcare Workforce Data Center

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+	33%	28%	39%
2	Metro, 250,000 to 1 Million	58%	19%	23%
3	Metro, 250,000 or Less	67%	18%	15%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	64%	16%	19%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	9%	11%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	84%	9%	7%
8	Rural, Metro Adjacent	83%	8%	9%
9	Rural, Non-Adjacent	72%	12%	15%
Overall		49%	22%	28%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

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

Top Ten States for Certified Nurse Aide Recruitment

Rank	All CNAs			
	High School	#	Init. Prof. Degree	#
1	Virginia	36,225	Virginia	45,463
2	Outside U.S./Canada	7,116	North Carolina	998
3	New York	1,160	New York	655
4	North Carolina	1,007	West Virginia	577
5	West Virginia	817	Maryland	533
6	Maryland	665	Pennsylvania	308
7	Pennsylvania	607	New Jersey	285
8	New Jersey	467	California	253
9	Florida	340	Georgia	208
10	California	275	Tennessee	189

Source: Va. Healthcare Workforce Data Center

Seven out of every ten of Virginia's licensed CNAs obtained their high school degree in Virginia, while 88% received their initial CNA training in the state.

Among CNAs who received their license in the past five years, 70% obtained their high school degree in Virginia, and 85% received their initial CNA training in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	10,264	Virginia	12,509
2	Outside U.S./Canada	1,692	North Carolina	324
3	North Carolina	360	West Virginia	214
4	West Virginia	280	New York	180
5	New York	279	Maryland	167
6	Maryland	214	Pennsylvania	95
7	Pennsylvania	208	California	85
8	California	125	New Jersey	83
9	New Jersey	112	Tennessee	83
10	Florida	100	South Carolina	74

Source: Va. Healthcare Workforce Data Center

More than 5% of Virginia's licensees did not participate in the state's CNA workforce during the past year. Among these licensees, 85% 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:	3,504
% of Licensees:	6%
VA Border State/D.C.:	34%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Medication Aide (RMA)	3,952	7%
Advanced Practice CNA	429	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

RMA: 7%

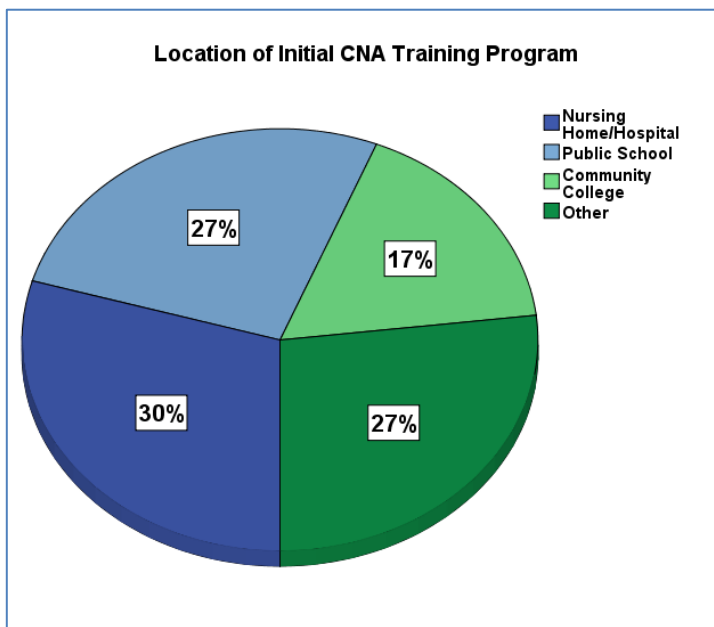
Advanced Practice CNA: 1%

Educational Advancement

RN Program: 6%

LPN Program: 4%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
Nursing Home/Hospital	15,144	30%
Public School (High School/Vocational School)	13,644	27%
Community College	8,733	17%
Other (Private School/Proprietary Program)	13,787	27%
Total	51,308	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	43,644	90%
RN Program	3,016	6%
LPN Program	2,030	4%
Total	48,690	100%

Source: Va. Healthcare Workforce Data Center

One out of every ten CNAs are currently enrolled in a nursing program, including 6% who are enrolled in an RN program.

At a Glance:

Employment

Employed in Profession: 84%
Involuntarily Unemployed: 5%

Positions Held

1 Full-Time: 58%
2 or More Positions: 18%

Weekly Hours:

40 to 49: 38%
60 or More: 5%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	25	< 1%
Employed in a CNA-Related Capacity	43,824	84%
Employed, NOT in a CNA-Related Capacity	5,293	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2,618	5%
Voluntarily Unemployed	162	< 1%
Retired	16	< 1%
Total	51,937	100%

Source: Va. Healthcare Workforce Data Center

More than four out of every five CNAs are currently employed in the profession, 58% hold one full-time job, and 38% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	2,796	6%
1 to 9 Hours	1,739	4%
10 to 19 Hours	2,688	5%
20 to 29 Hours	5,117	10%
30 to 39 Hours	13,856	28%
40 to 49 Hours	18,856	38%
50 to 59 Hours	1,742	4%
60 to 69 Hours	784	2%
70 to 79 Hours	649	1%
80 or More Hours	1,256	3%
Total	49,483	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,796	5%
One Part-Time Position	9,887	19%
Two Part-Time Positions	1,842	4%
One Full-Time Position	29,492	58%
One Full-Time Position & One Part-Time Position	6,131	12%
Two Full-Time Positions	646	1%
More than Two Positions	384	1%
Total	51,178	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 per Hour	261	1%
\$7.50 to \$7.99 per Hour	236	1%
\$8.00 to \$8.99 per Hour	849	2%
\$9.00 to \$9.99 per Hour	1,529	4%
\$10.00 to \$10.99 per Hour	2,240	5%
\$11.00 to \$11.99 per Hour	2,950	7%
\$12.00 to \$12.99 per Hour	5,509	13%
\$13.00 to \$13.99 per Hour	7,063	16%
\$14.00 to \$14.99 per Hour	6,289	15%
\$15.00 or More per Hour	16,257	38%
Total	43,184	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$14-\$15/hr.

Benefits
Health Insurance: 53%
Retirement: 44%

Satisfaction
Satisfied: 93%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	31,553	62%
Somewhat Satisfied	16,105	32%
Somewhat Dissatisfied	2,329	5%
Very Dissatisfied	1,104	2%
Total	51,090	100%

Source: Va. Healthcare Workforce Data Center

The typical CNA earns between \$14 and \$15 per hour. In addition, nearly 75% of all CNAs receive at least one employer-sponsored benefit, including 53% who have access to health insurance.

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	27,755	63%
Health Insurance	23,374	53%
Paid Sick Leave	23,076	53%
Dental Insurance	22,244	51%
Retirement	19,377	44%
Group Life Insurance	14,093	32%
Total	32,644	74%

*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	5,014	11%	2,569	20%
6 Months to 1 Year	6,712	15%	2,402	18%
1 to 2 Years	12,227	27%	3,277	25%
3 to 5 Years	10,442	23%	2,654	20%
6 to 10 Years	5,204	11%	1,141	9%
More than 10 Years	6,222	14%	1,056	8%
Subtotal	45,822	100%	13,099	100%
Did Not Have Location	3,614		39,311	
Item Missing	5,674		2,699	
Total	55,110		55,110	

Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

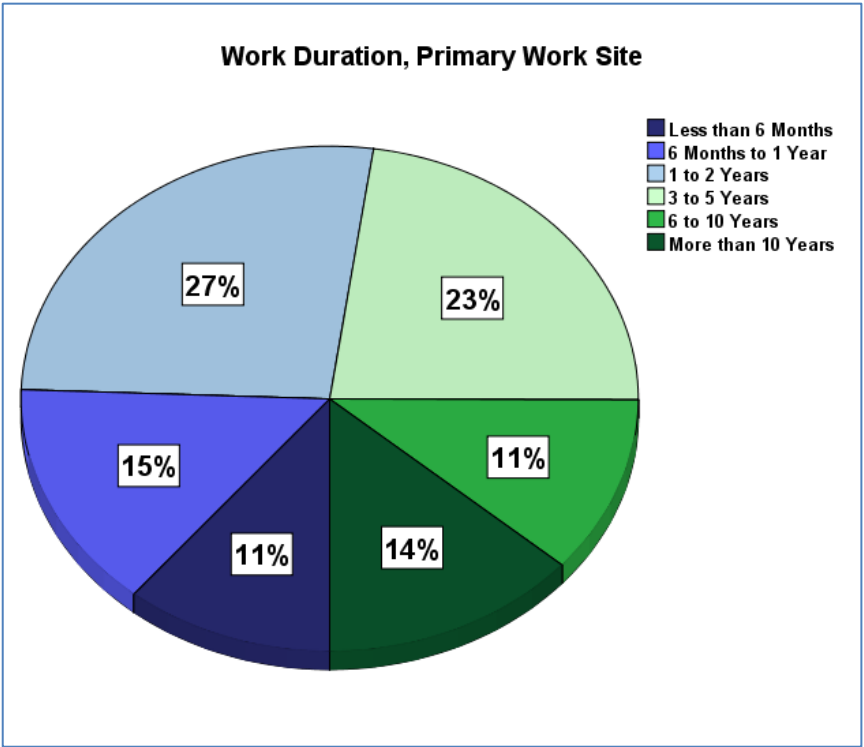
New Location: 36%

Over 2 Years: 48%

Over 2 Yrs., 2nd Location: 37%

Source: Va. Healthcare Workforce Data Center

Nearly half of CNAs have worked at their primary work location for more than two years.



Source: Va. Healthcare Workforce Data Center

At a Glance:

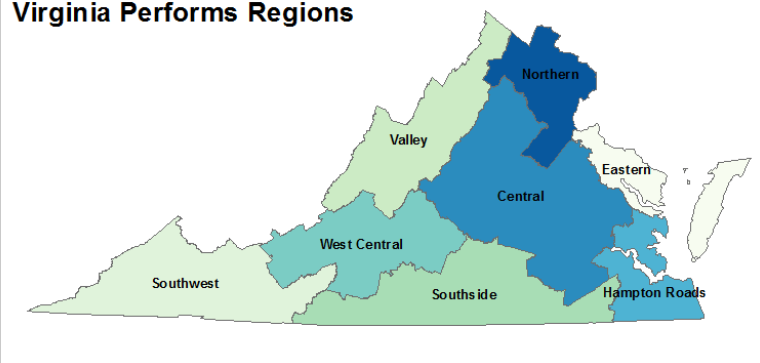
Concentration

Top Region: 23%
 Top 3 Regions: 61%
 Lowest Region: 3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

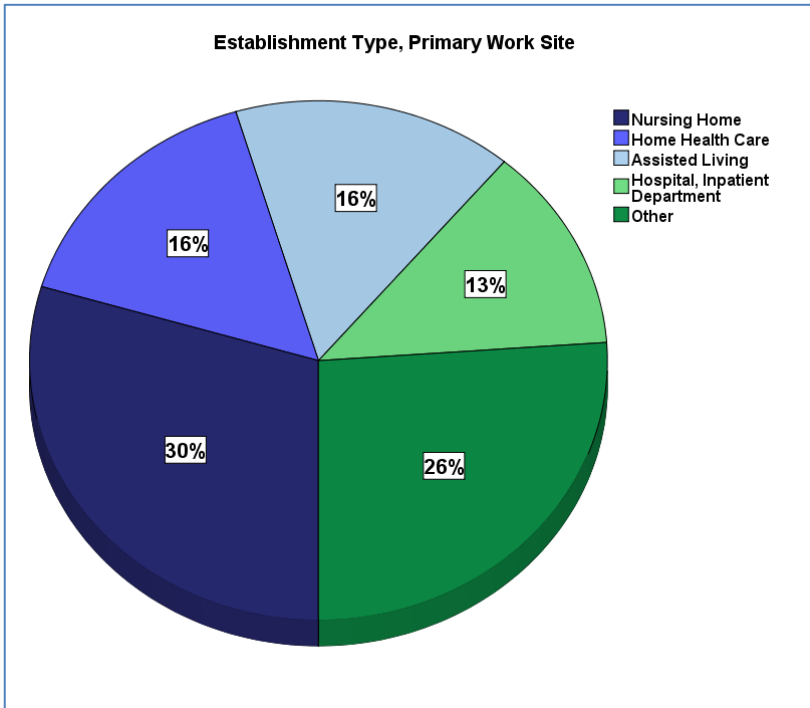
Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	9,826	23%	3,089	22%
Northern	8,805	20%	3,492	25%
Hampton Roads	8,062	18%	2,695	20%
West Central	6,130	14%	1,603	12%
Valley	3,458	8%	812	6%
Southside	3,283	8%	895	7%
Southwest	2,532	6%	523	4%
Eastern	1,303	3%	449	3%
Virginia Border State/D.C.	101	0%	68	0%
Other U.S. State	94	0%	102	1%
Outside of the U.S.	14	0%	13	0%
Total	43,608	100%	13,741	100%
Item Missing	7,886		2,057	

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all CNAs work in Central Virginia, while another 20% work in Northern Virginia.

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Activity

Clinical/Patient Care: 92%

Non-Clinical: 8%

Top Establishments

Nursing Home: 30%

Home Health Care: 16%

Assisted Living: 16%

Source: Va. Healthcare Workforce Data Center

Nursing homes employ 30% of all CNAs, the most of any establishment type in the state.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	14,005	30%	2,714	19%
Home Health Care	7,467	16%	3,510	24%
Assisted Living	7,450	16%	2,078	14%
Hospital, Inpatient Department	6,040	13%	693	5%
Personal Care: Companion/Sitter/Private Duty	1,932	4%	1,049	7%
Hospice	1,184	3%	171	1%
Physician's Office	1,028	2%	94	1%
Hospital, Ambulatory Care	982	2%	147	1%
Group Home	970	2%	410	3%
Mental Health Facility	953	2%	156	1%
Other Practice Setting	5,309	11%	3,555	24%
Total	47,320	100%	14,577	100%
Did Not Have a Location	3,614		39,311	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 48,880
 FTEs/1,000 Residents¹: 5.73
 Average: 0.95

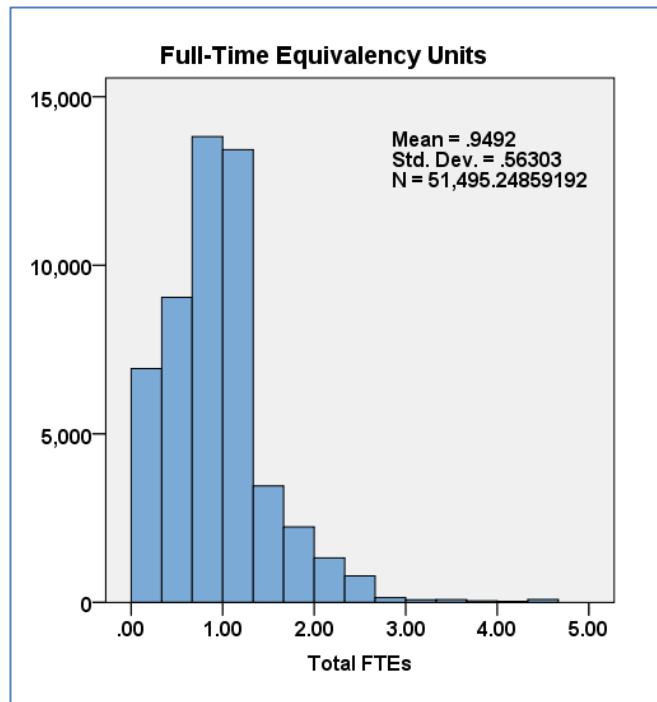
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

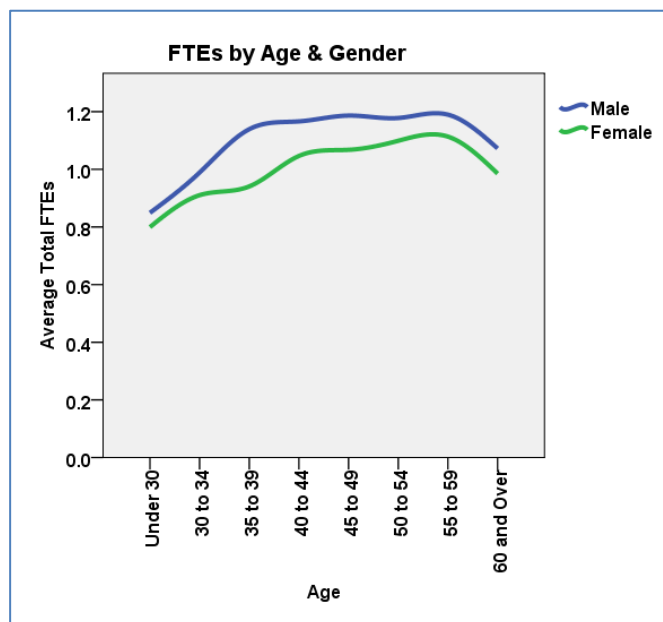


Source: Va. Healthcare Workforce Data Center

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 that a difference exists.²

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.80	0.77
30 to 34	0.90	0.90
35 to 39	0.94	0.91
40 to 44	1.05	0.95
45 to 49	1.06	1.00
50 to 54	1.09	1.08
55 to 59	1.10	1.08
60 and Over	0.96	0.91
Gender		
Male	1.05	0.97
Female	0.95	0.91

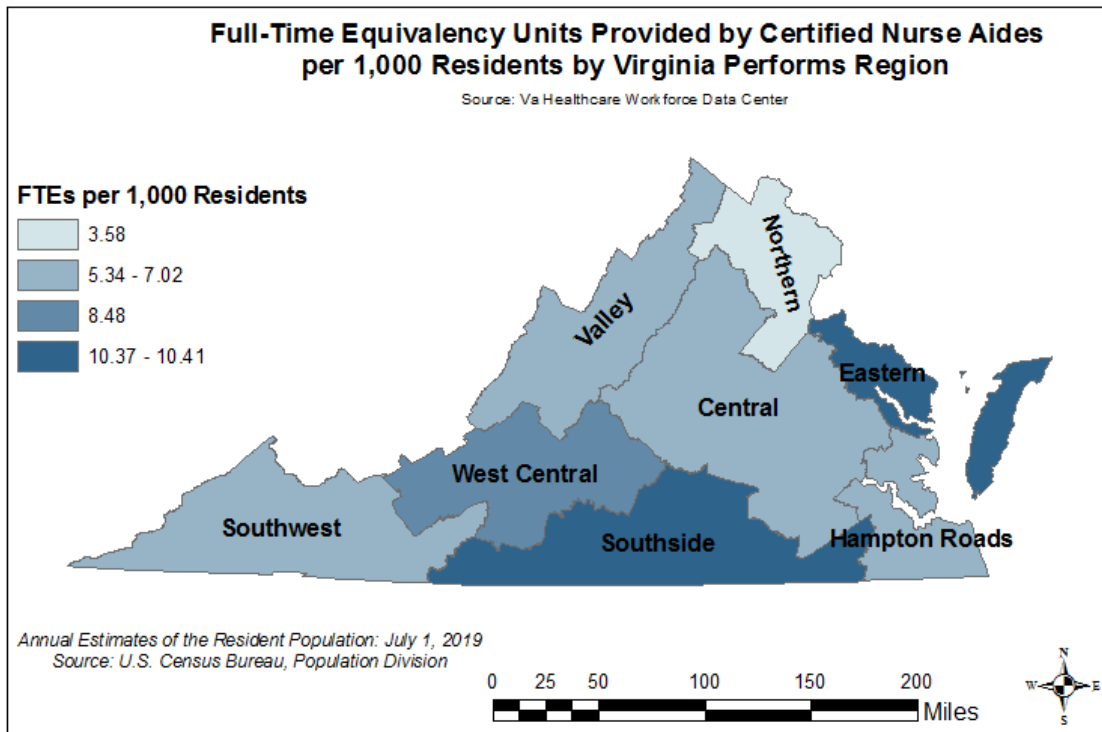
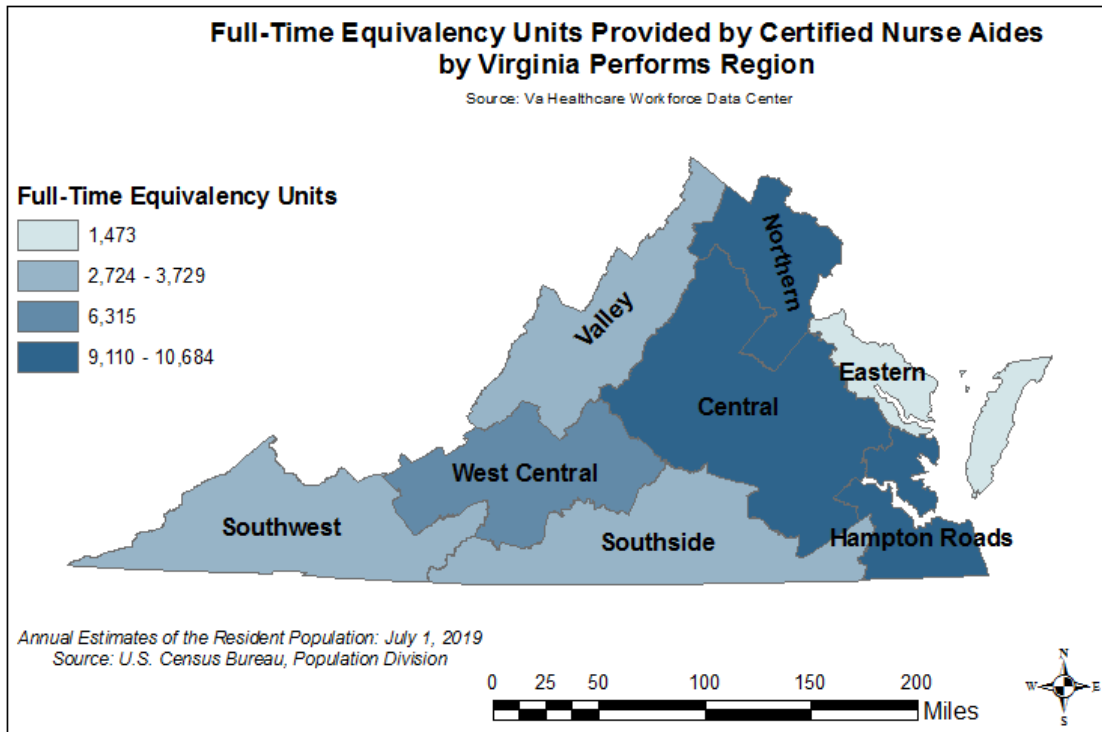
Source: Va. Healthcare Workforce Data Center

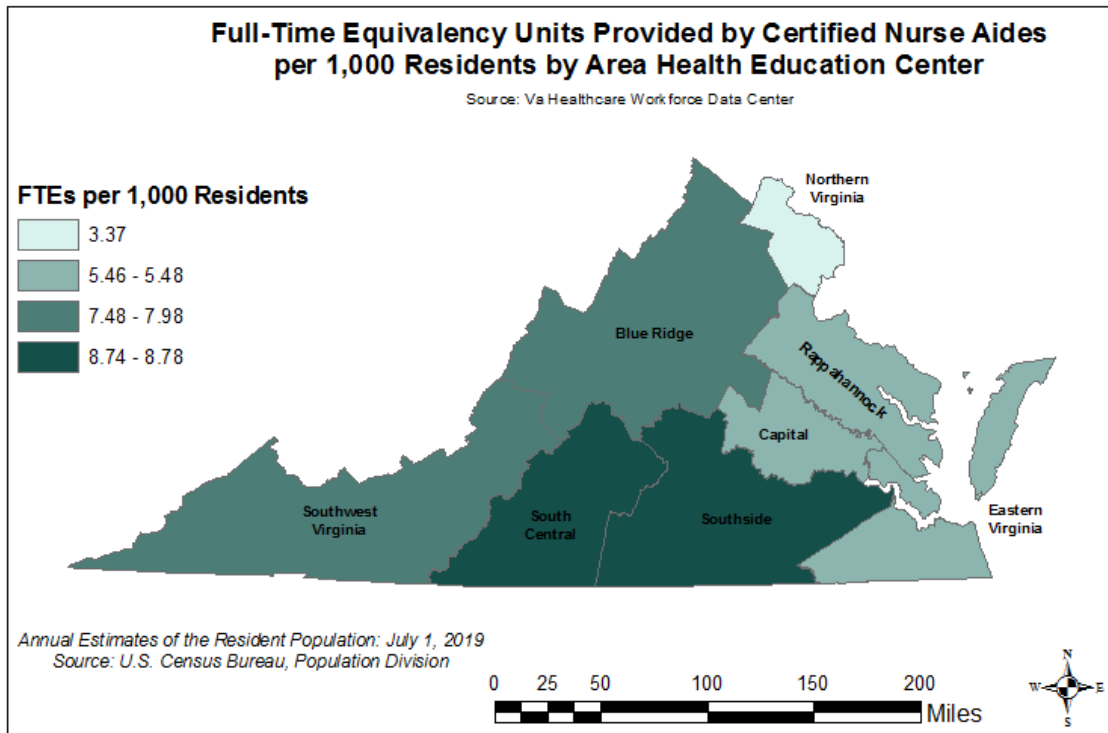
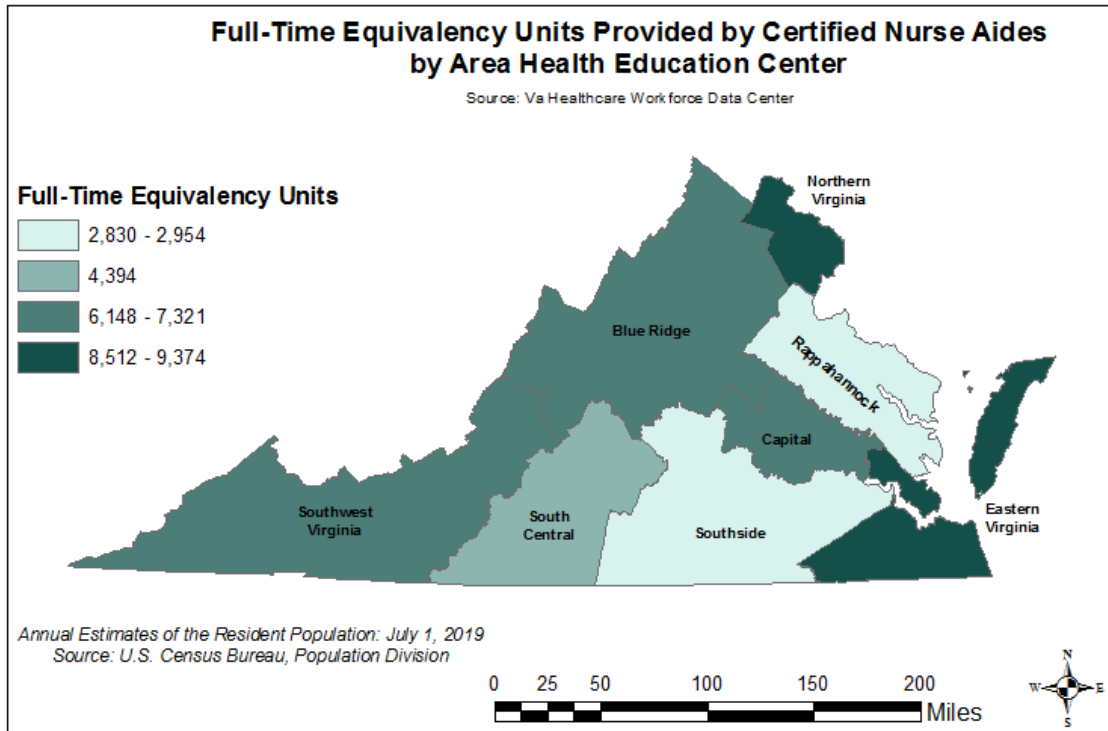


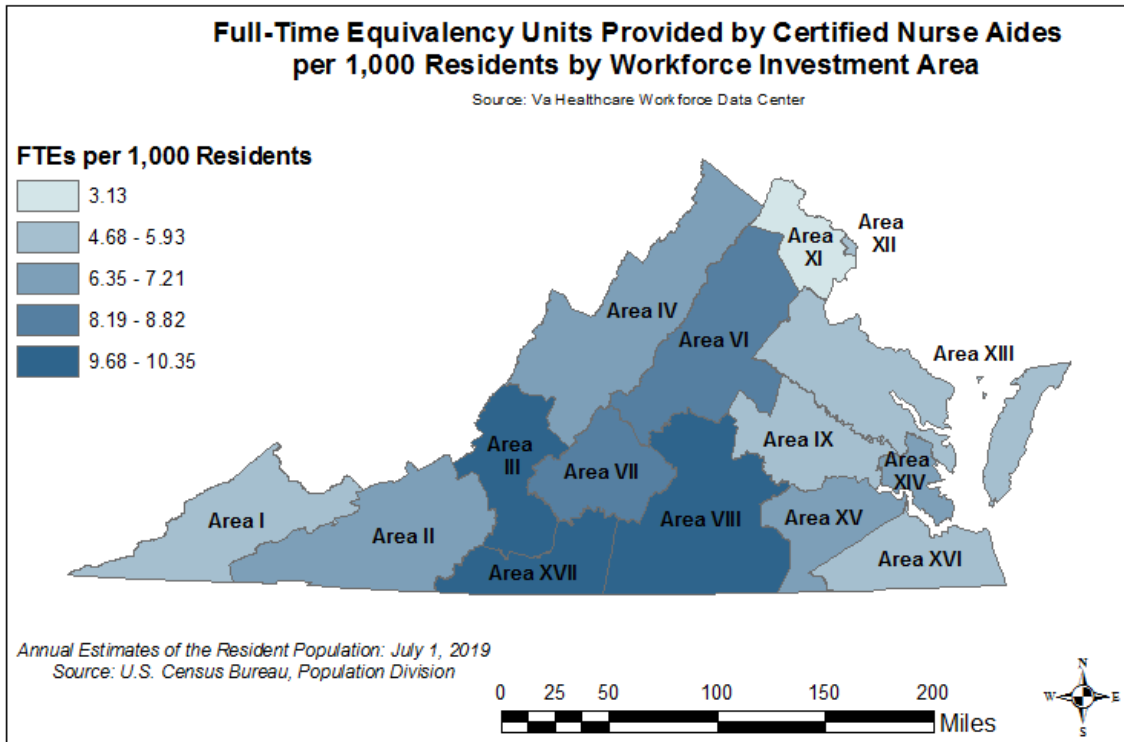
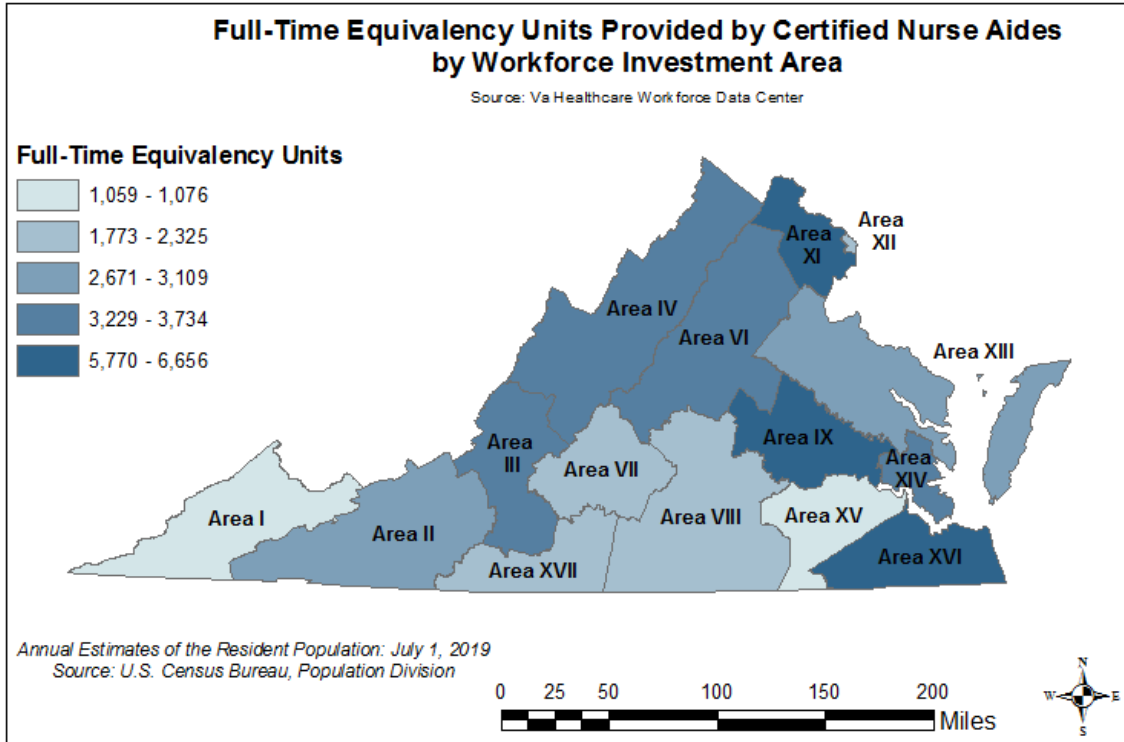
Source: Va. Healthcare Workforce Data Center

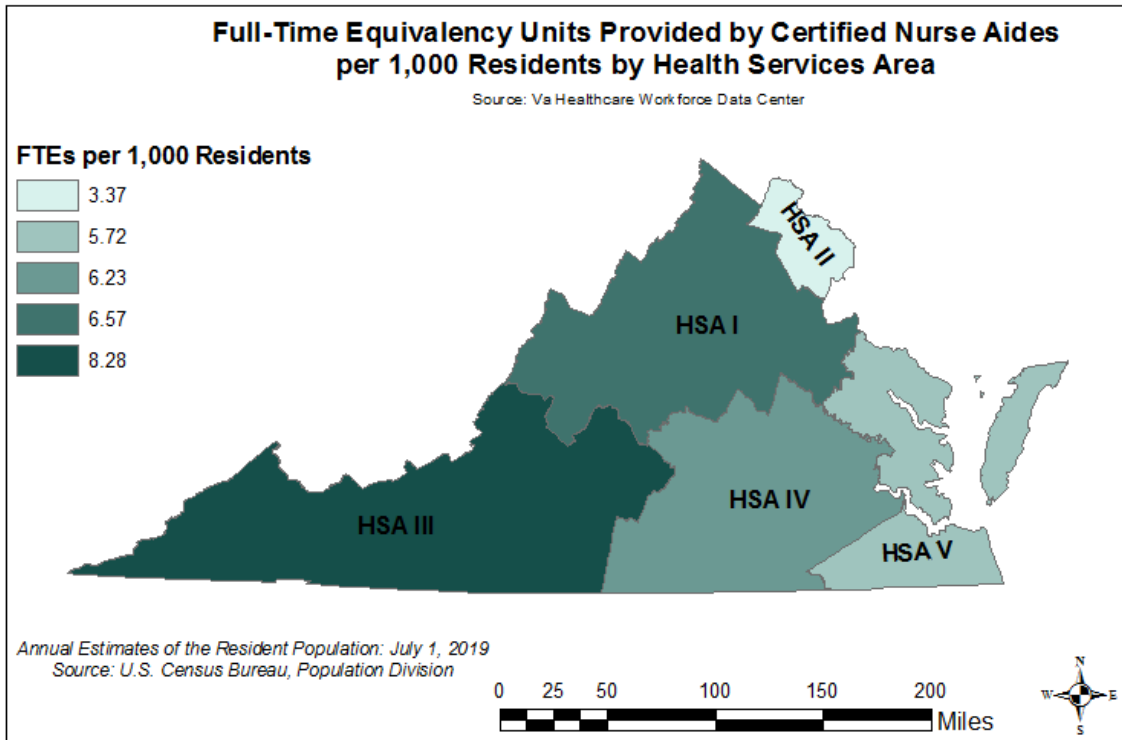
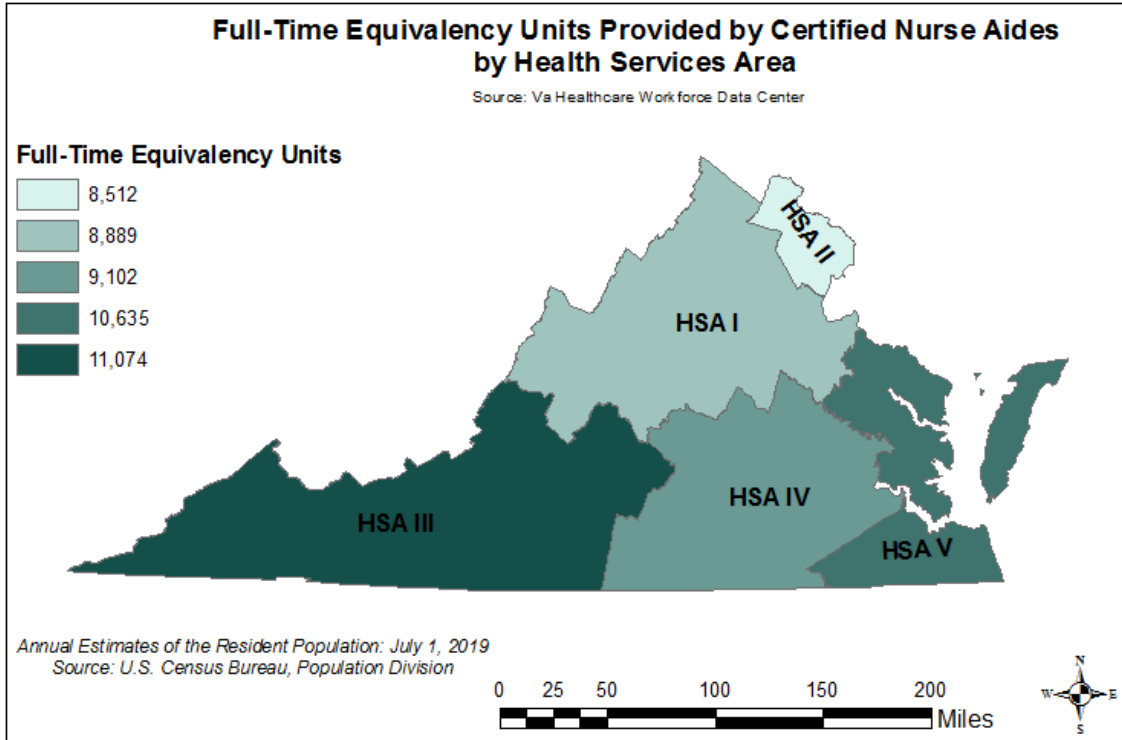
¹ Number of residents in 2019 was used as the denominator.

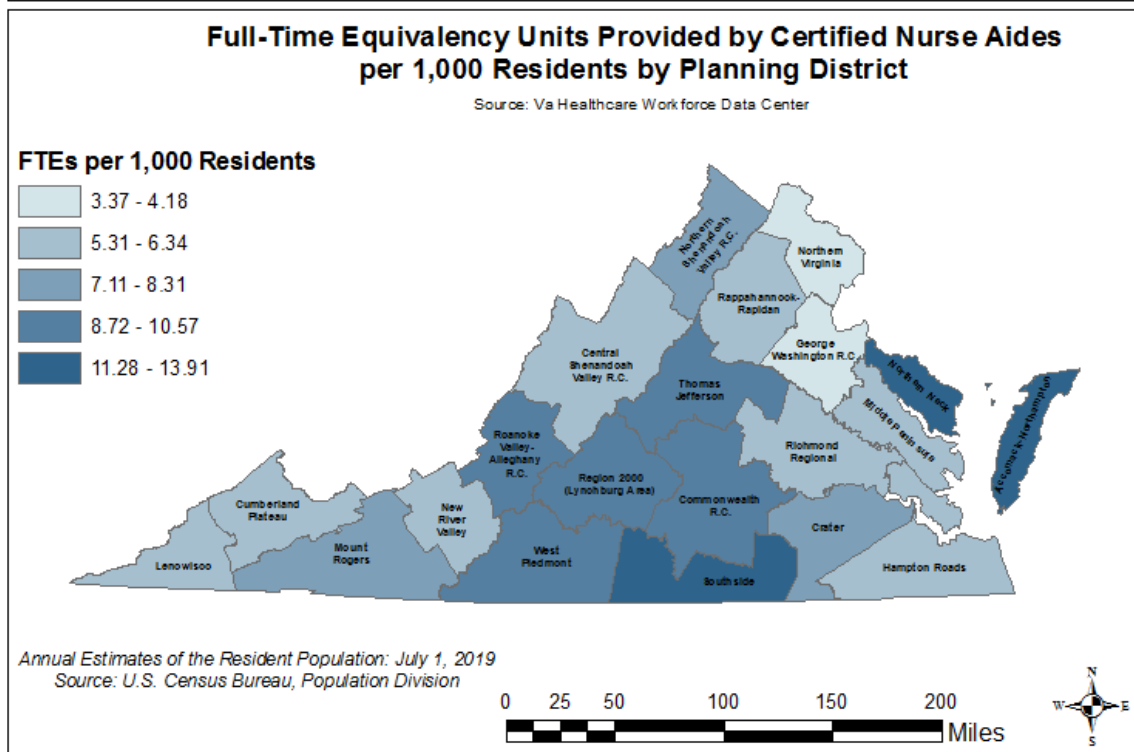
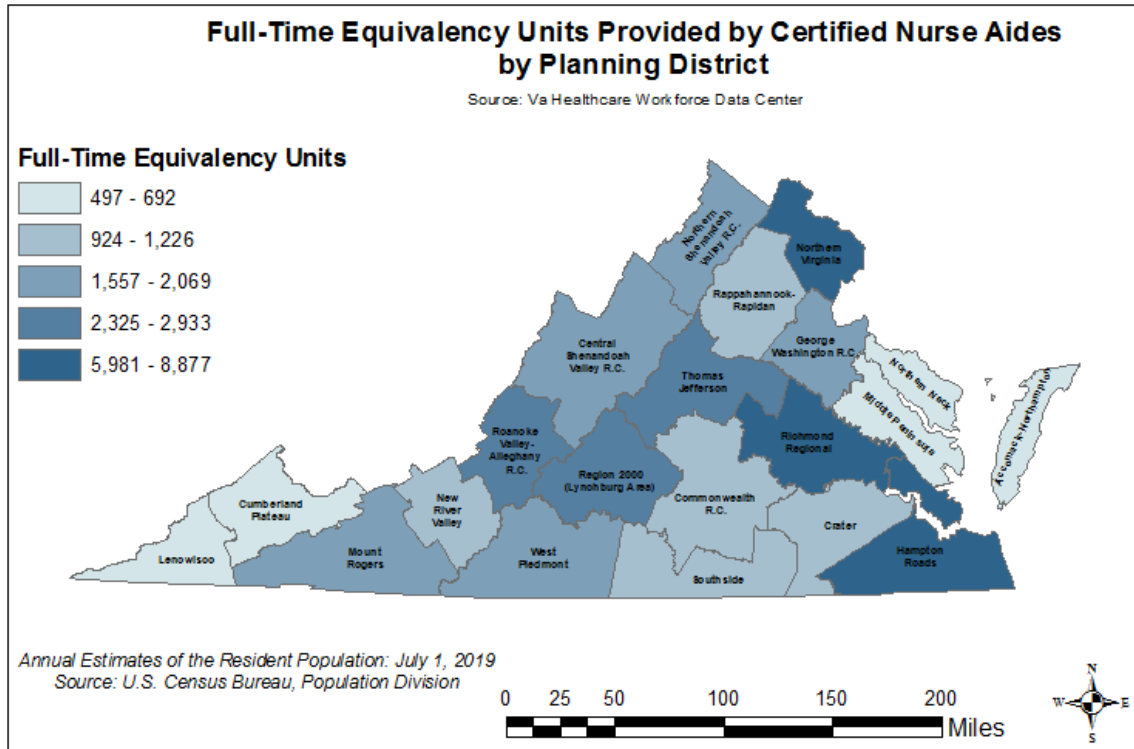
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	28,742	59.73%	1.674	1.312	2.416
Metro, 250,000 to 1 Million	6,026	57.67%	1.734	1.359	2.502
Metro, 250,000 or Less	5,734	59.23%	1.688	1.323	2.437
Urban, Pop. 20,000+, Metro Adj.	1,851	59.21%	1.689	1.324	2.437
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	4,266	61.09%	1.637	1.283	2.362
Urban, Pop. 2,500-19,999, Non-Adj.	2,024	52.57%	1.902	1.491	2.745
Rural, Metro Adj.	2,263	59.74%	1.674	1.312	2.415
Rural, Non-Adj.	1,057	53.07%	1.884	1.477	2.719
Virginia Border State/D.C.	3,532	35.02%	2.855	2.238	4.120
Other U.S. State	3,174	17.93%	5.578	4.372	8.050

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	15,921	38.41%	2.603	2.362	8.050
30 to 34	8,003	48.59%	2.058	1.867	6.364
35 to 39	6,411	58.04%	1.723	1.564	5.328
40 to 44	5,575	61.97%	1.614	1.464	4.990
45 to 49	5,068	64.25%	1.557	1.413	4.813
50 to 54	5,038	69.00%	1.449	1.315	4.482
55 to 59	5,025	70.73%	1.414	1.283	4.372
60 and Over	7,628	66.30%	1.508	1.369	4.665

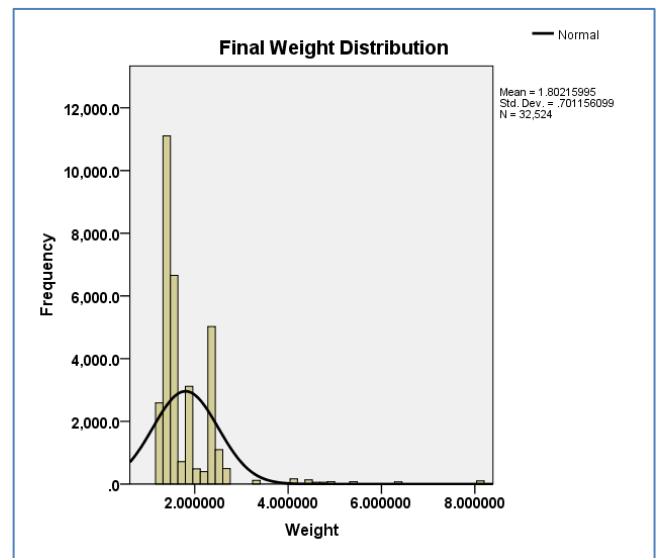
Source: Va. Healthcare Workforce Data Center

See the Methods 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:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.554364



Source: Va. Healthcare Workforce Data Center