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# *Virginia's Certified Nurse Aide Workforce: 2021*

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Healthcare Workforce Data Center

November 2021

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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 their ongoing cooperation.*

***Thank You!***

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## The Certified Nurse Aide Workforce At a Glance:

### The Workforce

Certified:	57,788
Virginia's Workforce:	54,003
FTEs:	46,641

### Background

Rural Childhood:	49%
HS Degree in VA:	69%
Prof. Degree in VA:	87%

### Current Employment

Employed in Prof.:	83%
Hold 1 Full-Time Job:	57%
Satisfied?:	92%

### Survey Response Rate

All Certified:	56%
Renewing Practitioners:	86%

### Education

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

### Job Turnover

New Location:	37%
Employed Over 2 Yrs.:	48%

### Demographics

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

### Finances

Med. Income: \$14-\$15/hr.	
Health Benefits:	52%
Retirement Benefits:	43%

### Establishment Type

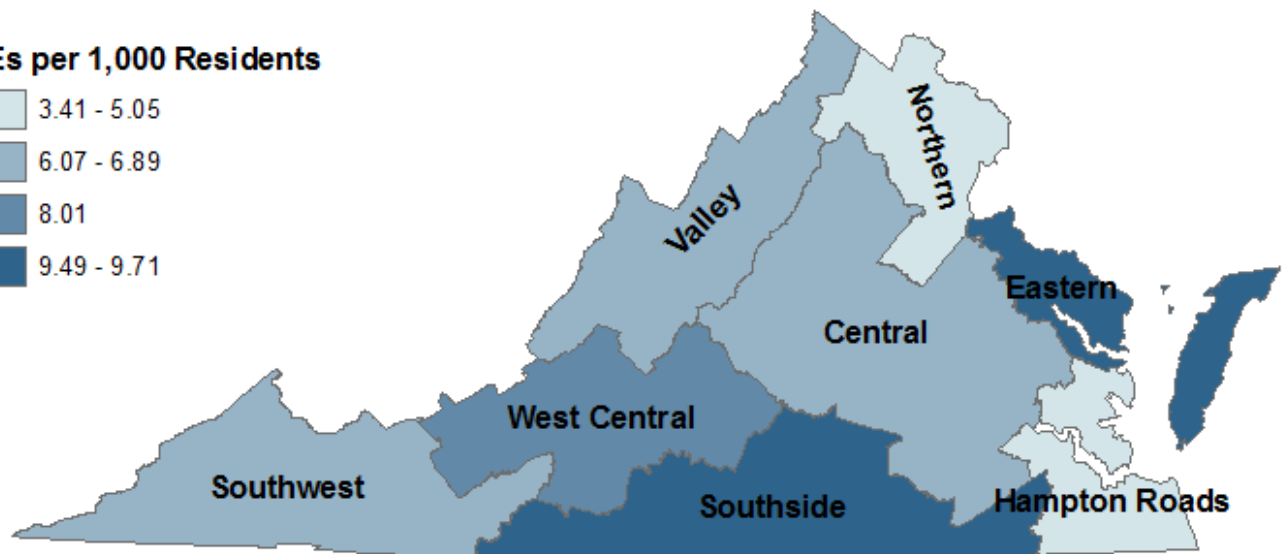
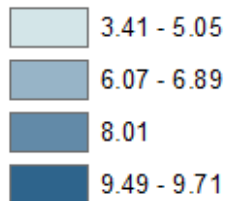
Nursing Home:	29%
Home Health Care:	17%
Assisted Living:	15%

Source: Va. Healthcare Workforce Data Center

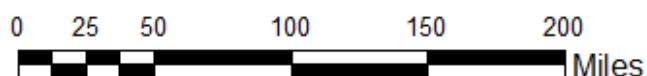
## Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

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 2021 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 in the certificate issuance month of each respondent. These survey respondents represent 56% of the 57,788 CNAs who are certified in the state and 86% of renewing practitioners. The others are newly certified, non-renewing, or those whose renewal date fell outside the survey period.

The HWDC estimates that 54,003 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 46,641 "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).

Nearly 95% of all 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. For CNAs who are under the age of 40, this diversity index increases to 60%. Both of these values are higher than the comparable diversity index of 57% for Virginia's population as a whole. Nearly half of all CNAs grew up in a rural area, and 29% of CNAs who grew up in a rural area 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, 57% hold one full-time job, and 38% work between 40 and 49 hours per week. More than 60% of all CNAs work in nursing homes, home health care establishments, or assisted living facilities. The median hourly wage for a CNA in the state is between \$14.00 and \$15.00. In addition, nearly 75% of all CNAs receive at least one employer-sponsored benefit, including 52% who have access to health insurance. More than 90% of all CNAs indicated that they are satisfied with their current work situation, including 60% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2016 CNA workforce. The number of certifications in Virginia has decreased by 6% (57,788 vs. 61,302). In addition, the size of Virginia's CNA workforce has fallen by 7% (54,003 vs. 57,803), and the number of FTEs provided by this workforce has declined by 8% (46,641 vs. 50,533). At the same time, Virginia's renewing CNAs are more likely to respond to this survey (86% vs 82%).

The median age of the CNA workforce has increased (39 vs. 38). In addition, Virginia's CNA workforce has become more diverse (59% vs. 58%). This is also true among CNAs who are under the age of 40 (60% vs. 58%). CNAs are more likely to have grown up in a rural area (49% vs. 48%), but CNAs who grew up in a rural area are no more likely to work in a non-metro area of the state (29%). In addition, there has been no change in the percentage of all CNAs who work in a non-metro area of the state (19%).

Virginia's CNAs are less likely to be employed in the profession (83% vs. 86%). At the same time, the percentage of CNAs who have worked at their primary work location for at least two years has increased (48% vs. 47%). CNAs are relatively less likely to work in either nursing homes (29% vs. 31%) or home health care establishments (17% vs. 18%). Instead, CNAs are now relatively more likely to work in the inpatient department of hospitals (13% vs. 11%). Although most CNAs still engage in clinical or patient care activities at their primary work location (92% vs. 93%), the percentage of CNAs who perform non-clinical tasks has increased slightly (8% vs. 7%).

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 (73% vs. 71%), including those CNAs who have access to health insurance (52% vs. 51%) and a retirement plan (43% vs. 39%). The percentage of CNAs who indicated that they are satisfied with their current work situation has fallen (92% vs. 94%). This is also true among CNAs who indicated that they are "very satisfied" with their current employment situation (60% vs. 65%).

**A Closer Look:**

Certified		
Certificate Status	#	%
Renewing Practitioners	38,984	67%
New Certificate	5,818	10%
Non-Renewals	8,874	15%
Renewal Date Not in Survey Period	4,112	7%
<b>All Certified</b>	<b>57,788</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. More than four out of every five renewing CNAs submitted a survey. This represents 56% of CNAs who held a certificate at some point during the survey period.*

**Definitions**

- 1. The Survey Period:** The survey was conducted between October 2020 and September 2021 on the month of initial certification of each renewing practitioner.
- 2. Target Population:** All CNAs who held a Virginia certificate at some point during the survey period.
- 3. Survey Population:** The survey was available to CNAs who renewed their certificate online. It was not available to those who did not renew, including CNAs newly certified in the past two years.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	9,336	5,830	38%
30 to 34	3,955	3,939	50%
35 to 39	2,764	3,733	58%
40 to 44	2,135	3,431	62%
45 to 49	1,750	3,269	65%
50 to 54	1,497	3,482	70%
55 to 59	1,366	3,474	72%
60 and Over	2,551	5,276	67%
<b>Total</b>	<b>25,354</b>	<b>32,434</b>	<b>56%</b>
<b>New Certificates</b>			
Issued in Past Year	5,818	0	0%
<b>Metro Status</b>			
Non-Metro	4,345	6,695	61%
Metro	15,308	23,853	61%
Not in Virginia	5,701	1,886	25%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>32,434</b>
Response Rate, All Practitioners	<b>56%</b>
Response Rate, Renewals	<b>86%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Certified Nurse Aides**

Number: 57,788  
 New: 10%  
 Not Renewed: 15%

**Response Rates**

All Certified: 56%  
 Renewing Practitioners: 86%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Virginia's CNA Workforce: 54,003  
FTEs: 46,641

### Utilization Ratios

CNAs in VA Workforce: 93%  
CNAs per FTE: 1.24  
Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

### Virginia's CNA Workforce

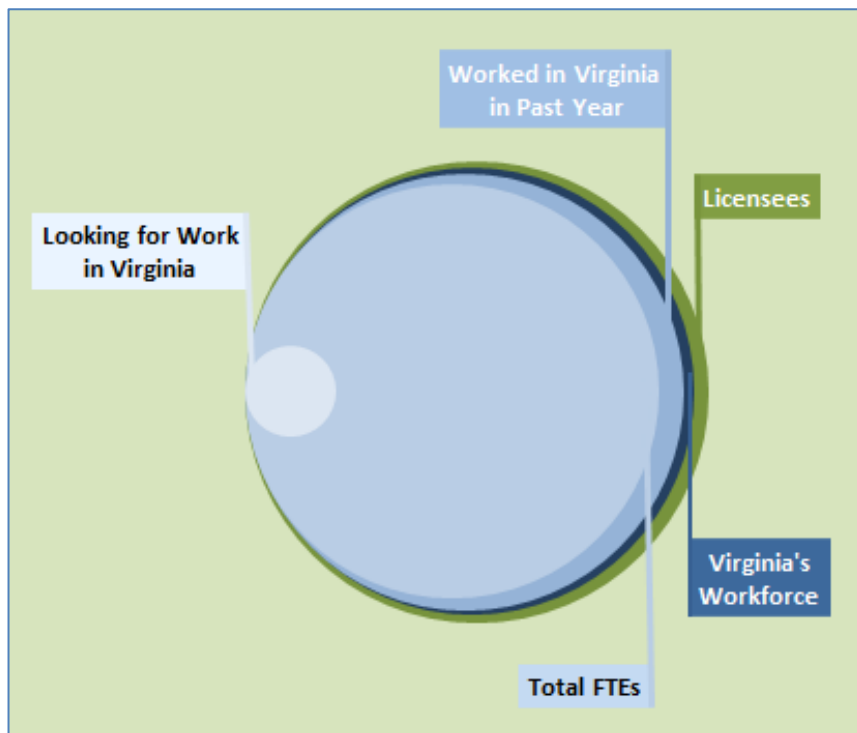
Status	#	%
Worked in Virginia in Past Year	51,761	96%
Looking for Work in Virginia	2,241	4%
Virginia's Workforce	54,003	100%
Total FTEs	46,641	
Certified CNAs	57,788	

Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A practitioner 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. Practitioner in VA Workforce:** The proportion of practitioners in Virginia's Workforce.
- 4. Practitioner per FTE:** An indication of the number of CNAs needed to create 1 FTE. Higher numbers indicate lower CNA 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	813	6%	12,548	94%	13,361	27%
30 to 34	414	6%	6,508	94%	6,923	14%
35 to 39	328	6%	5,345	94%	5,673	11%
40 to 44	290	6%	4,564	94%	4,854	10%
45 to 49	258	6%	4,040	94%	4,298	9%
50 to 54	264	6%	3,952	94%	4,216	8%
55 to 59	246	6%	3,806	94%	4,052	8%
60 and Over	371	6%	5,896	94%	6,268	13%
<b>Total</b>	<b>2,984</b>	<b>6%</b>	<b>46,661</b>	<b>94%</b>	<b>49,645</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	CNAs		CNAs Under 40	
	%	#	%	#	%
White	61%	19,634	38%	12,287	46%
Black	19%	25,952	51%	11,442	43%
Hispanic	10%	2,338	5%	1,389	5%
Asian	7%	1,416	3%	529	2%
Two or More Races	3%	1,222	2%	924	3%
Other Race	0%	509	1%	229	1%
<b>Total</b>	<b>100%</b>	<b>51,071</b>	<b>100%</b>	<b>26,800</b>	<b>100%</b>

\*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: 52%  
% 55 and Over: 21%

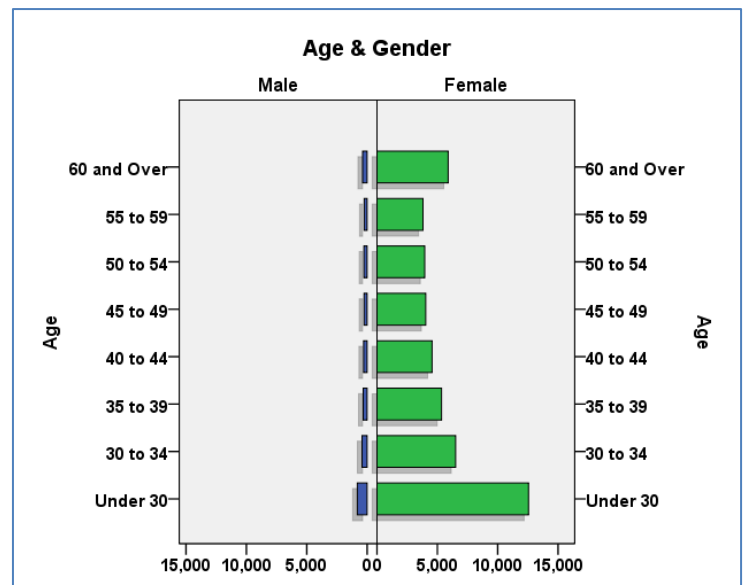
**Diversity**

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

Source: Va. Healthcare Workforce Data Center

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), compared to a 57% chance for Virginia's population as a whole.

More than half of all CNAs are under the age of 40. Among CNAs who are under the age of 40, 94% are female. In addition, the diversity index among CNAs who are under the age of 40 is 60%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 28%  
 Rural Childhood: 49%

### Virginia Background

HS in Virginia: 69%  
 Prof. Training in VA: 87%  
 HS or Prof. Train. in VA: 89%

### Location Choice

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

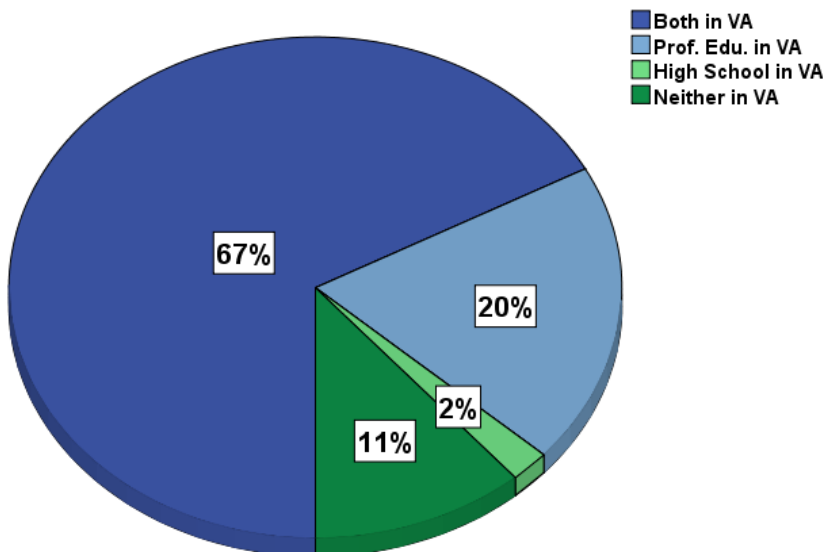
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	33%	29%	38%
2	Metro, 250,000 to 1 Million	57%	19%	24%
3	Metro, 250,000 or Less	67%	19%	14%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	66%	16%	19%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	79%	11%	10%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	83%	9%	7%
8	Rural, Metro Adjacent	83%	8%	9%
9	Rural, Non-Adjacent	71%	11%	18%
<b>Overall</b>		<b>49%</b>	<b>23%</b>	<b>28%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of all CNAs grew up in a self-described rural area, and 29% of CNAs who grew up in a rural area currently work in a non-metro county. In total, 19% of all CNAs currently work in a non-metro county.

## Top Ten States for Certified Nurse Aide Recruitment

Rank	All Certified Nurse Aides			
	High School	#	Init. Prof. Degree	#
1	Virginia	35,082	Virginia	43,943
2	Outside U.S./Canada	6,785	North Carolina	1,059
3	New York	1,137	New York	645
4	North Carolina	1,085	West Virginia	601
5	West Virginia	788	Maryland	533
6	Maryland	712	Pennsylvania	374
7	Pennsylvania	693	California	304
8	New Jersey	504	New Jersey	268
9	Florida	358	Georgia	236
10	Georgia	294	Florida	170

Source: Va. Healthcare Workforce Data Center

*Nearly 70% of CNAs received their high school degree in Virginia, while 87% received their initial CNA training in the state.*

*Among CNAs who have obtained their certificate in the past five years, 69% received their high school degree in Virginia, and 83% received their initial CNA training in the state.*

Rank	Certified in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	10,194	Virginia	12,317
2	Outside U.S./Canada	1,565	North Carolina	389
3	North Carolina	375	West Virginia	201
4	New York	266	New York	178
5	Pennsylvania	255	Maryland	155
6	West Virginia	251	Pennsylvania	148
7	Maryland	236	California	121
8	New Jersey	155	Georgia	87
9	Florida	123	New Jersey	83
10	Georgia	121	Michigan	70

Source: Va. Healthcare Workforce Data Center

*More than 5% of Virginia's CNAs did not participate in the state's workforce during the past year. Among these CNAs, 84% worked at some point in the past year, including 70% who worked in a CNA-related capacity.*

### At a Glance:

#### Not in VA Workforce

Total: 3,763  
 % of Certified: 7%  
 VA Border State/DC: 31%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Certifications		
Certification	#	% of Workforce
Registered Medication Aide (RMA)	3,843	7%
Advanced Practice CNA	482	1%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**

RMA: 7%

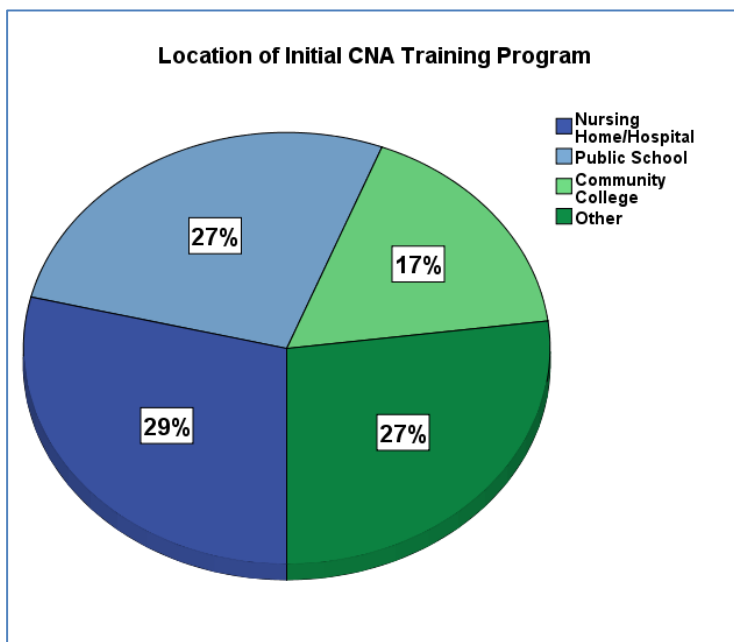
Advanced Practice CNA: 1%

**Educational Advancement**

RN Program: 7%

LPN Program: 4%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
Nursing Home/Hospital	14,471	29%
Public School (High School/Vocational School)	13,584	27%
Community College	8,573	17%
Other (Private School/Proprietary Program)	13,570	27%
<b>Total</b>	<b>50,198</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	42,404	89%
RN Program	3,145	7%
LPN Program	1,957	4%
<b>Total</b>	<b>47,506</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than 10% of all CNAs are currently enrolled in a nursing program, including 7% who are enrolled in an RN program.*

## At a Glance:

### Employment

Employed in Profession: 83%  
Involuntarily Unemployed: 6%

### Positions Held

1 Full-Time: 57%  
2 or More Positions: 17%

### Weekly Hours:

40 to 49: 38%  
60 or More: 6%  
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	15	< 1%
Employed in a CNA-Related Capacity	42,272	83%
Employed, NOT in a CNA-Related Capacity	5,429	11%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2,968	6%
Voluntarily Unemployed	156	< 1%
Retired	22	< 1%
<b>Total</b>	<b>50,861</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than four out of every five CNAs are currently employed in the profession, 57% hold one full-time job, and 38% work between 40 and 49 hours per week.*

Current Weekly Hours		
Hours	#	%
0 Hours	3,146	7%
1 to 9 Hours	1,797	4%
10 to 19 Hours	2,661	5%
20 to 29 Hours	5,170	11%
30 to 39 Hours	12,795	26%
40 to 49 Hours	18,163	38%
50 to 59 Hours	1,803	4%
60 to 69 Hours	843	2%
70 to 79 Hours	714	1%
80 or More Hours	1,290	3%
<b>Total</b>	<b>48,382</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	3,146	6%
One Part-Time Position	9,854	20%
Two Part-Time Positions	1,818	4%
One Full-Time Position	28,677	57%
One Full-Time Position & One Part-Time Position	5,617	11%
Two Full-Time Positions	608	1%
More than Two Positions	359	1%
<b>Total</b>	<b>50,079</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 Per Hour	225	1%
\$7.50 to \$7.99 Per Hour	145	0%
\$8.00 to \$8.99 Per Hour	476	1%
\$9.00 to \$9.99 Per Hour	1,228	3%
\$10.00 to \$10.99 Per Hour	1,873	5%
\$11.00 to \$11.99 Per Hour	1,926	5%
\$12.00 to \$12.99 Per Hour	3,642	9%
\$13.00 to \$13.99 Per Hour	5,241	13%
\$14.00 to \$14.99 Per Hour	6,201	15%
\$15.00 or More Per Hour	20,805	50%
<b>Total</b>	<b>41,763</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 52%  
Retirement: 43%

**Satisfaction**  
Satisfied: 92%  
Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	30,008	60%
Somewhat Satisfied	15,980	32%
Somewhat Dissatisfied	2,763	6%
Very Dissatisfied	1,187	2%
<b>Total</b>	<b>49,938</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical CNA earns between \$14 and \$15 per hour. In addition, nearly three-fourths of all CNAs receive at least one employer-sponsored benefit, including 52% who have access to health insurance.*

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	25,800	61%
Health Insurance	21,992	52%
Paid Sick Leave	21,176	50%
Dental Insurance	20,641	49%
Retirement	18,286	43%
Group Life Insurance	13,038	31%
<b>At Least One Benefit</b>	<b>30,877</b>	<b>73%</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	5,456	12%	2,630	21%
6 Months to 1 Year	6,096	14%	2,262	18%
1 to 2 Years	11,355	26%	2,985	24%
3 to 5 Years	10,493	24%	2,382	19%
6 to 10 Years	5,055	11%	1,055	9%
More than 10 Years	5,928	13%	1,008	8%
<b>Subtotal</b>	<b>44,384</b>	<b>100%</b>	<b>12,322</b>	<b>100%</b>
Did Not Have Location	3,948		38,914	
Item Missing	5,671		2,767	
<b>Total</b>	<b>54,003</b>		<b>54,003</b>	

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Turnover & Tenure**

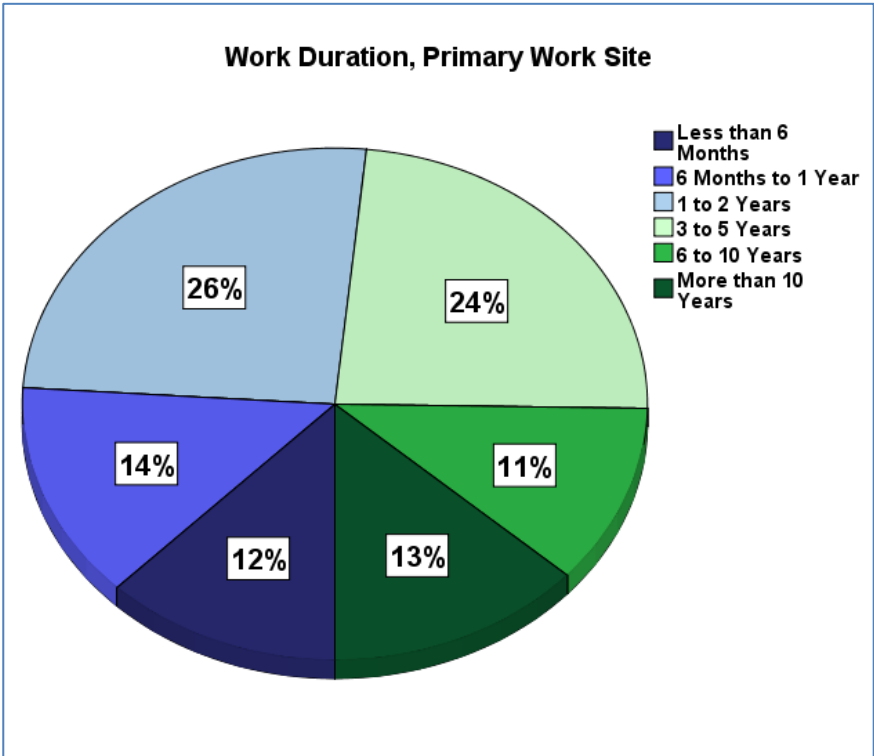
New Location: 37%

Over 2 Years: 48%

Over 2 Yrs., 2<sup>nd</sup> Location: 36%

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:

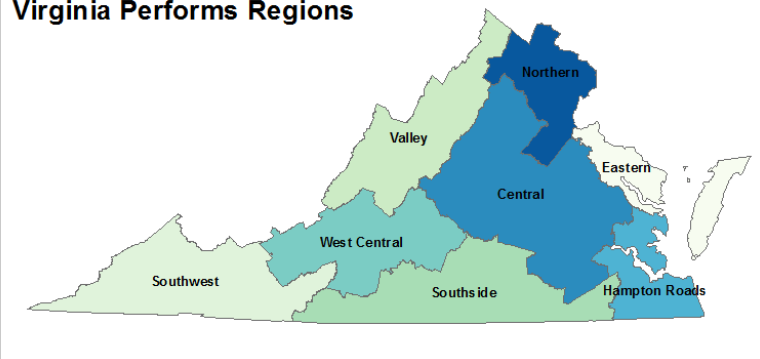
### Concentration

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

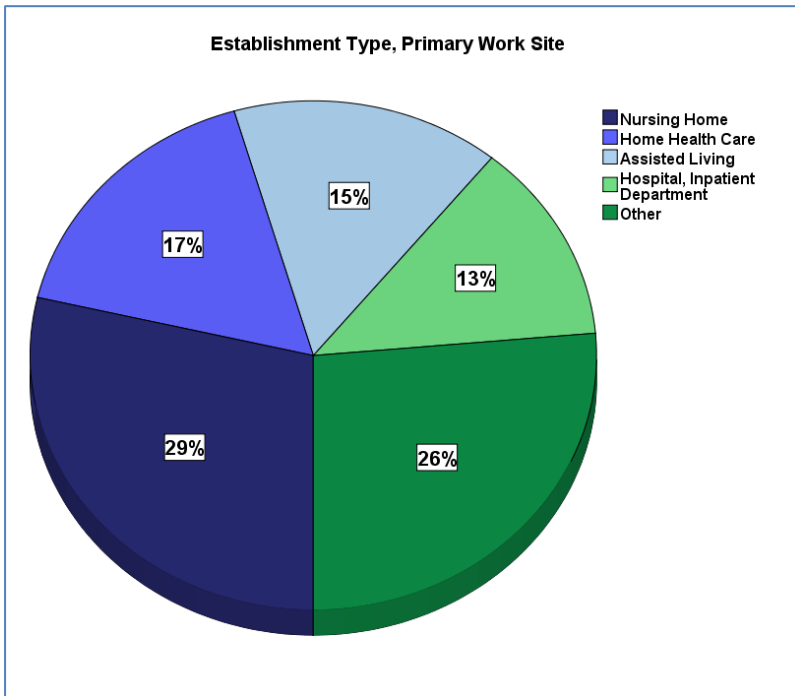
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	9,750	23%	3,027	23%
Northern	8,449	20%	3,124	24%
Hampton Roads	7,804	18%	2,522	19%
West Central	5,917	14%	1,586	12%
Valley	3,435	8%	785	6%
Southside	3,088	7%	864	7%
Southwest	2,461	6%	461	4%
Eastern	1,246	3%	437	3%
Virginia Border State/D.C.	92	0%	81	1%
Other U.S. State	125	0%	127	1%
Outside of the U.S.	11	0%	9	0%
<b>Total</b>	<b>42,378</b>	<b>100%</b>	<b>13,023</b>	<b>100%</b>
Item Missing	7,677		2,065	

Source: Va. Healthcare Workforce Data Center

More than 60% of all CNAs work in Central Virginia, Northern Virginia, or Hampton Roads.



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: 29%

Home Health Care: 17%

Assisted Living: 15%

Source: Va. Healthcare Workforce Data Center

More than 60% of all CNAs work in nursing homes, home health care establishments, or assisted living facilities.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
<b>Nursing Home</b>	13,150	29%	2,689	19%
<b>Home Health Care</b>	7,716	17%	3,227	23%
<b>Assisted Living</b>	7,050	15%	1,970	14%
<b>Hospital, Inpatient Department</b>	5,846	13%	685	5%
<b>Personal Care: Companion/Sitter/Private Duty</b>	1,793	4%	878	6%
<b>Physician's Office</b>	1,173	3%	119	1%
<b>Hospice</b>	1,132	2%	183	1%
<b>Hospital, Ambulatory Care</b>	976	2%	143	1%
<b>Group Home</b>	883	2%	310	2%
<b>Mental Health Facility</b>	856	2%	107	1%
<b>Other Practice Setting</b>	5,300	12%	3,563	26%
<b>Total</b>	<b>45,875</b>	<b>100%</b>	<b>13,874</b>	<b>100%</b>
<b>Did Not Have a Location</b>	3,948		38,914	

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### FTEs

Total: 46,641  
 FTEs/1,000 Residents<sup>1</sup>: 5.46  
 Average: 0.93

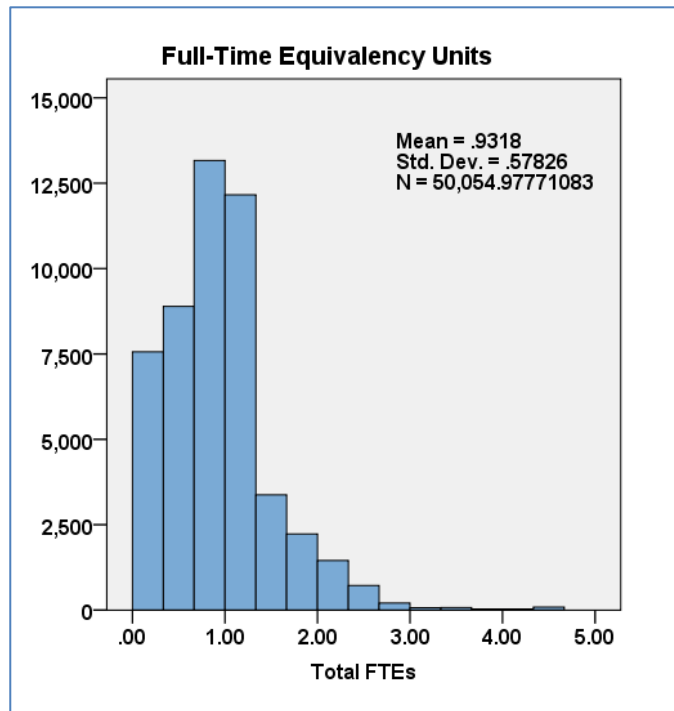
### Age & Gender Effect

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:

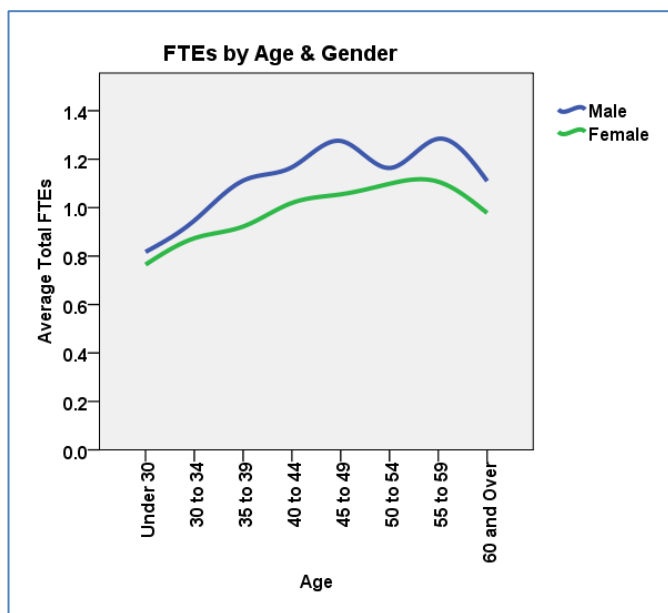


Source: Va. Healthcare Workforce Data Center

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 that a difference exists.<sup>2</sup>

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.77	0.70
30 to 34	0.87	0.86
35 to 39	0.92	0.90
40 to 44	1.01	0.91
45 to 49	1.06	0.99
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	0.98
Female	0.93	0.91

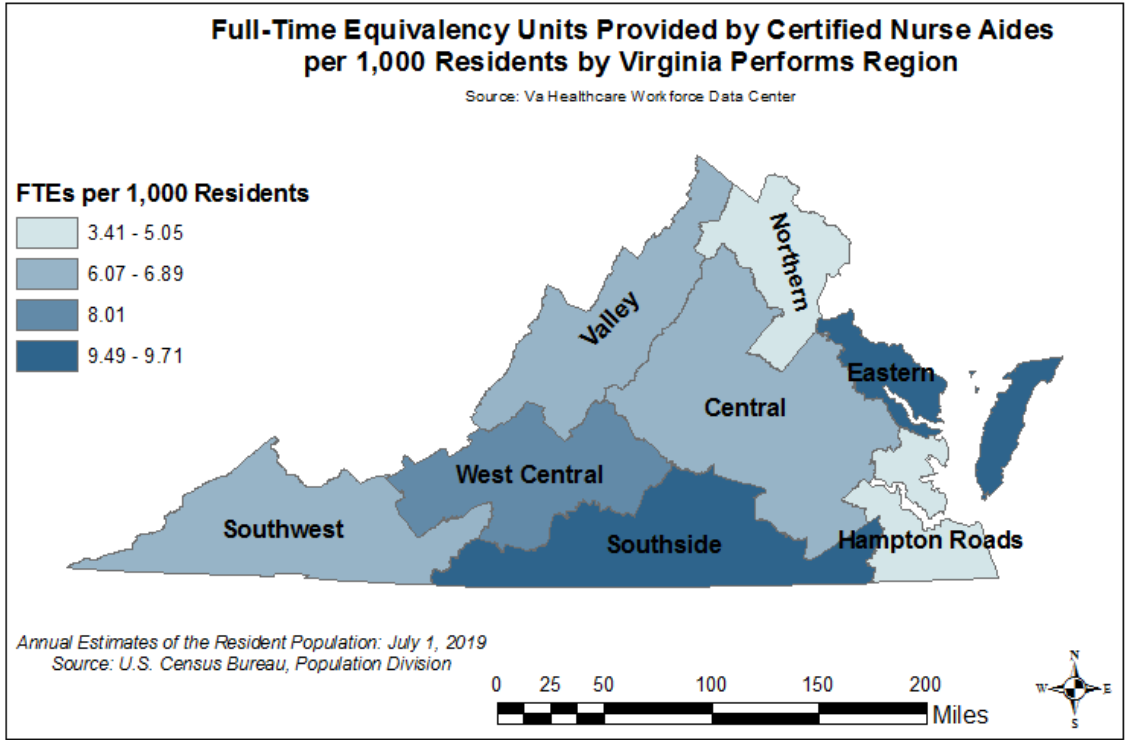
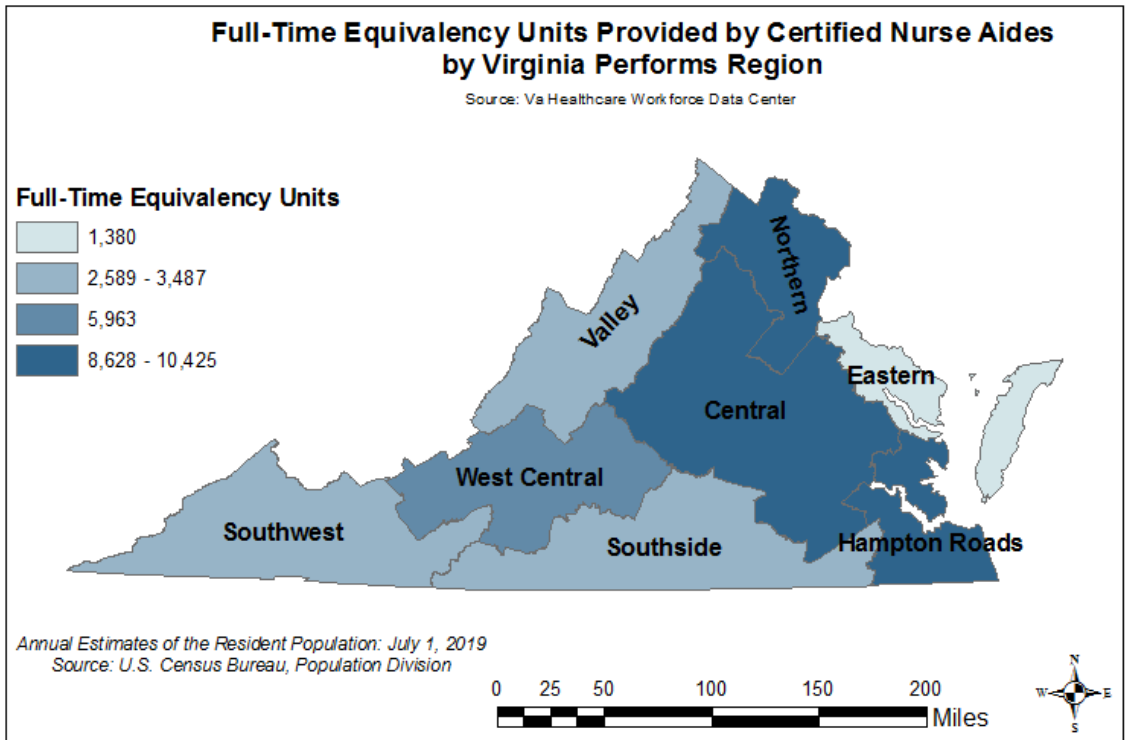
Source: Va. Healthcare Workforce Data Center

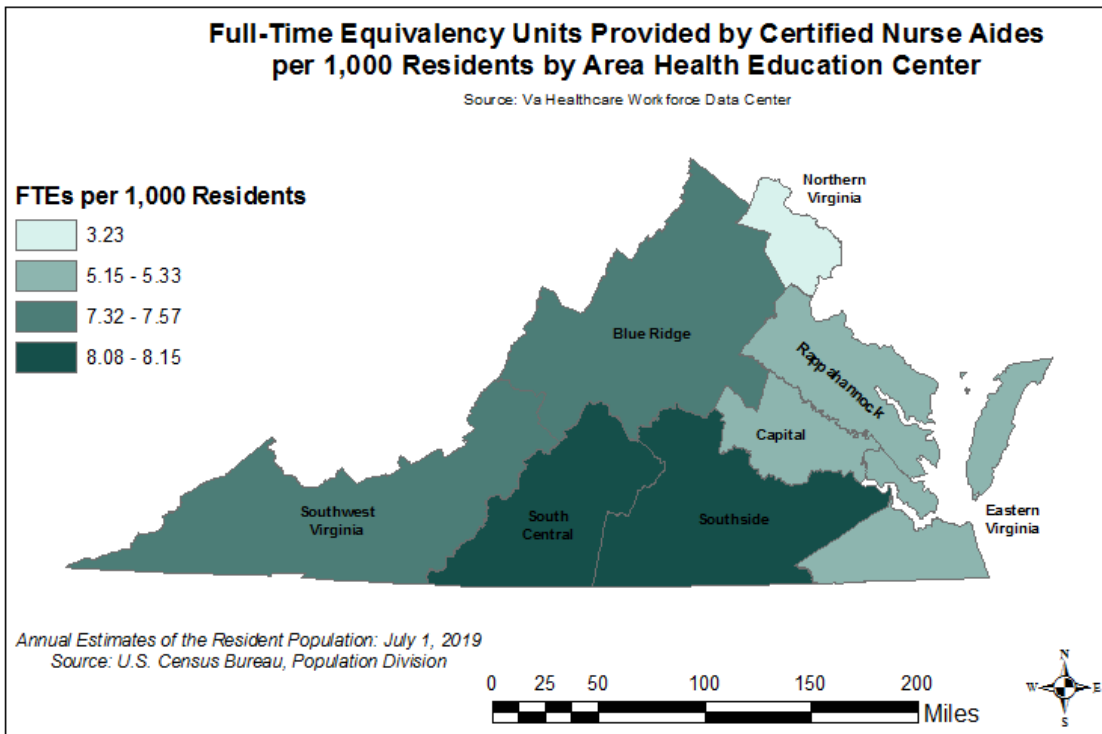
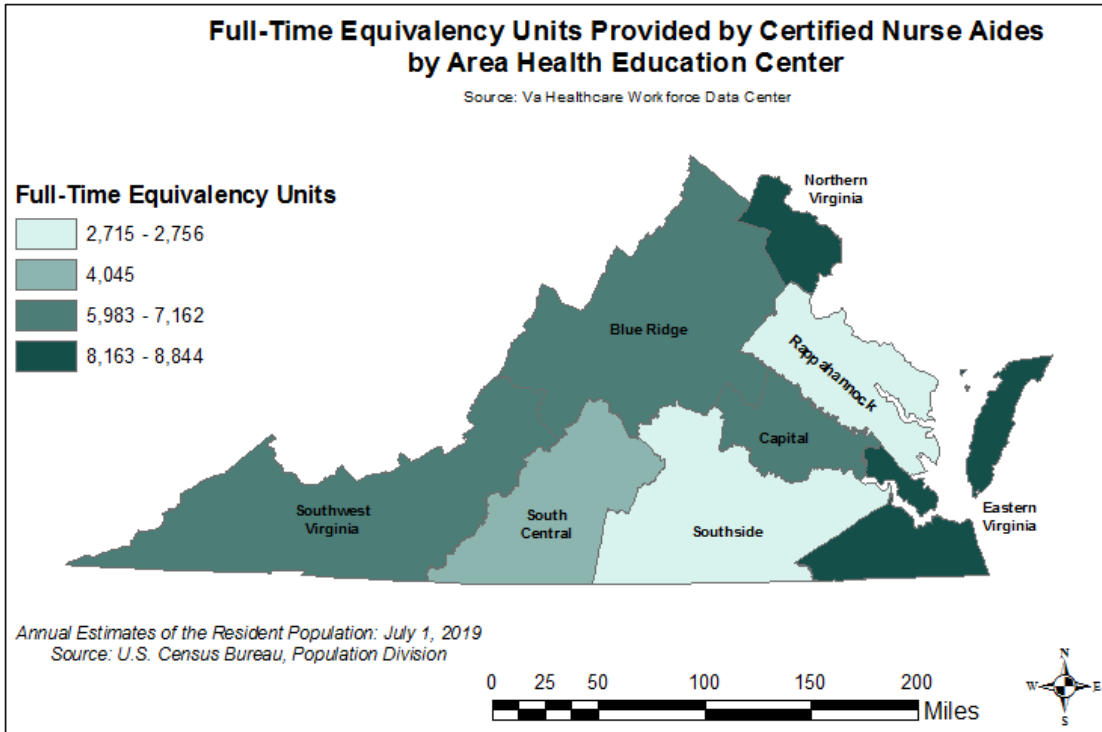


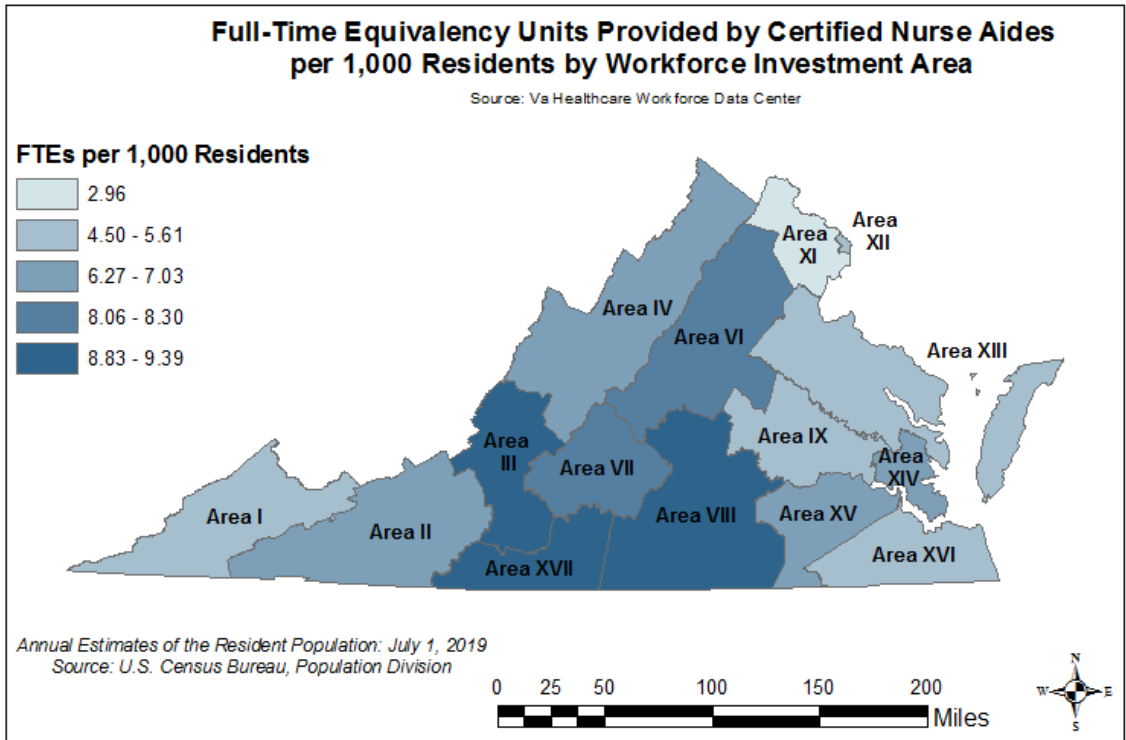
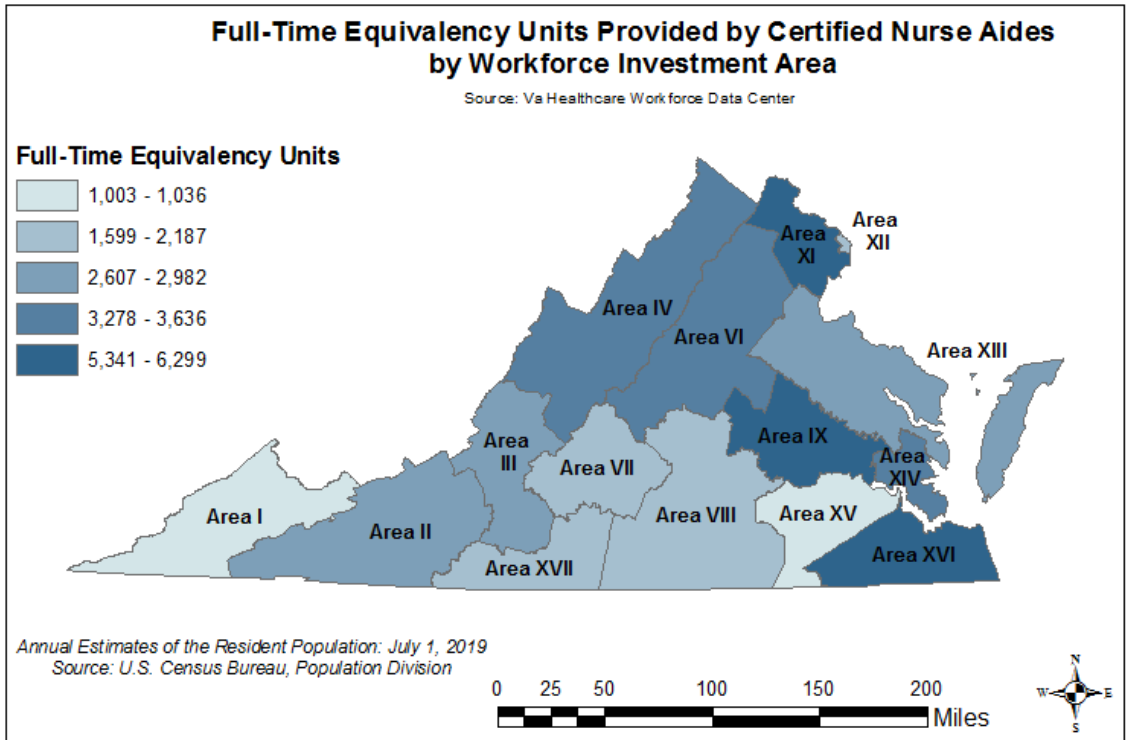
Source: Va. Healthcare Workforce Data Center

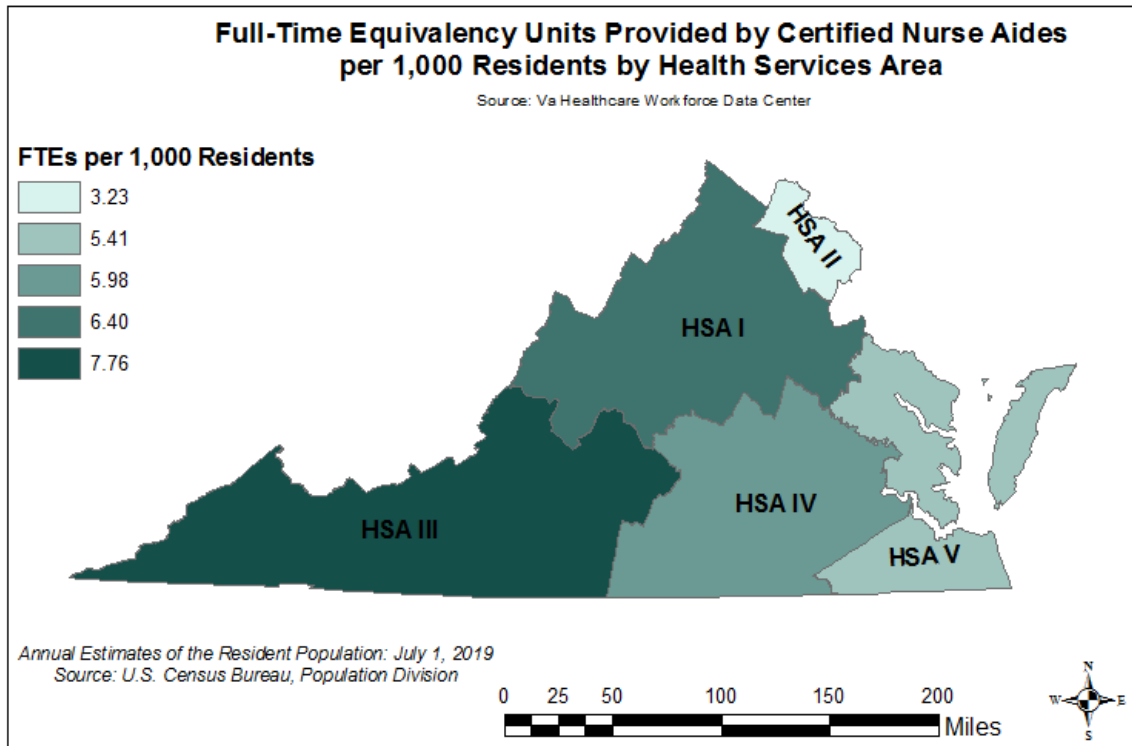
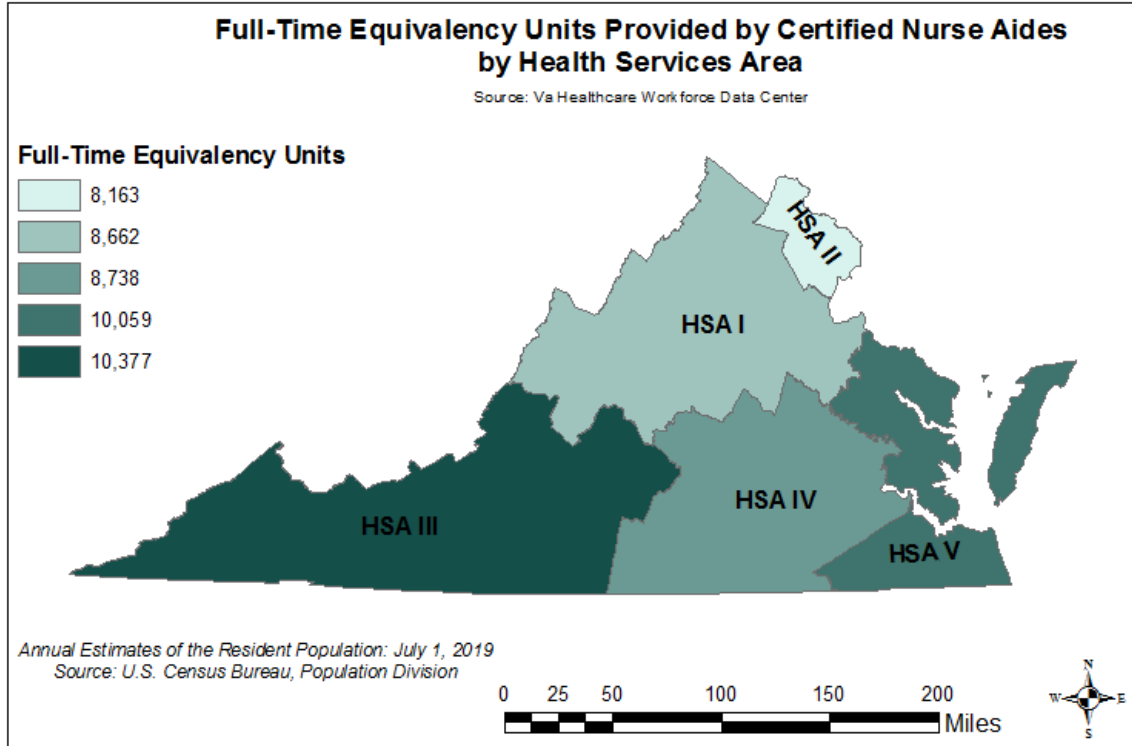
<sup>1</sup> Number of residents in 2019 was used as the denominator.

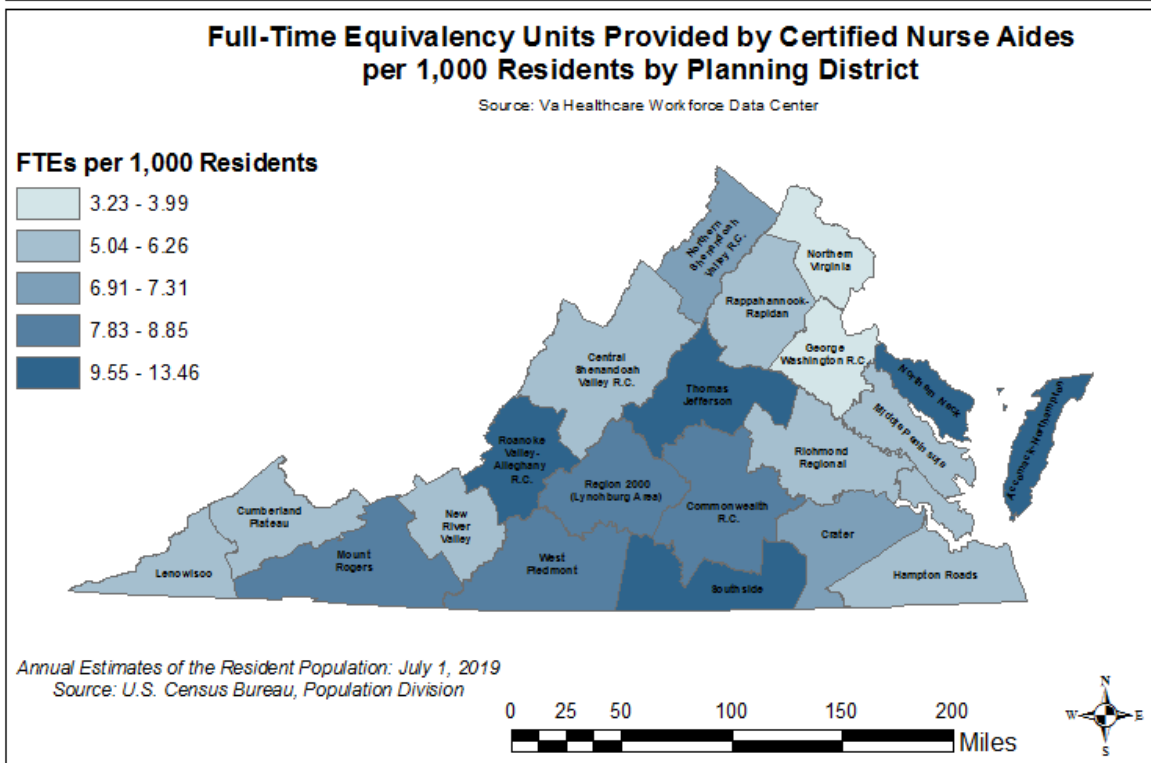
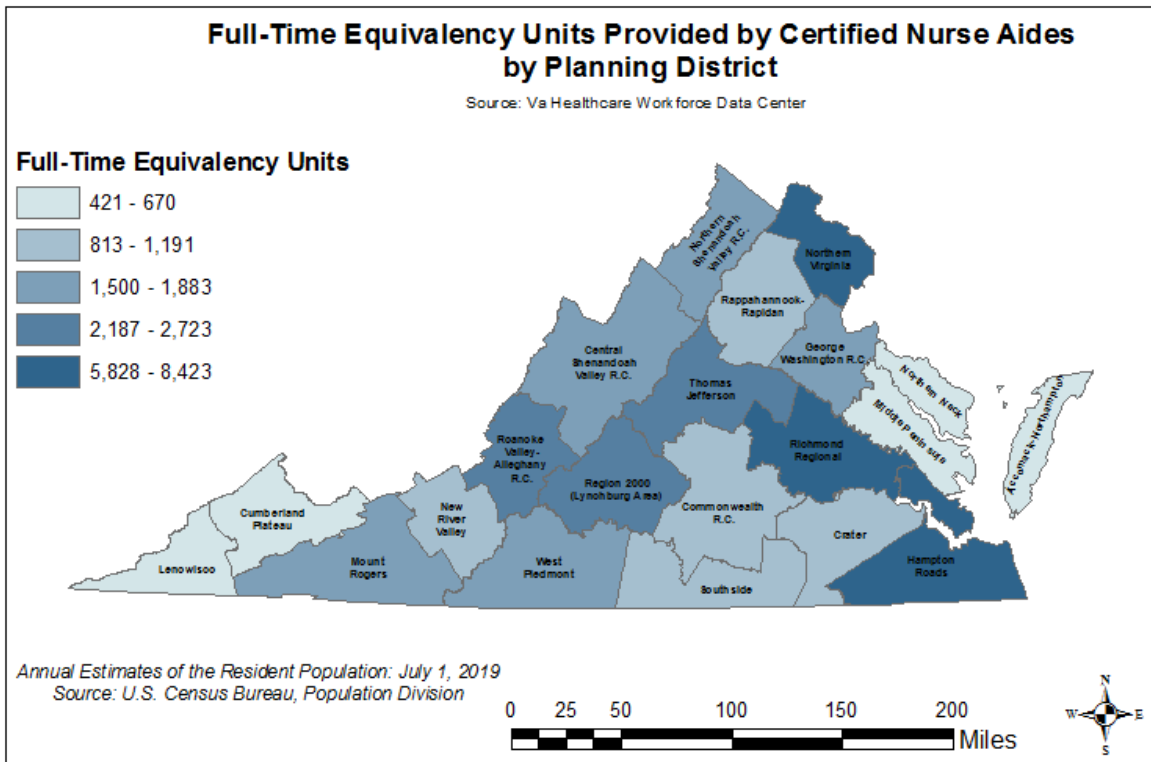
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	27,644	61.47%	1.627	1.272	2.375
<b>Metro, 250,000 to 1 Million</b>	5,854	59.00%	1.695	1.325	2.475
<b>Metro, 250,000 or Less</b>	5,663	60.13%	1.663	1.300	2.428
<b>Urban, Pop. 20,000+, Metro Adj.</b>	1,779	62.62%	1.597	1.249	2.332
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	4,128	62.79%	1.593	1.245	2.325
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	1,902	56.99%	1.755	1.372	2.562
<b>Rural, Metro Adj.</b>	2,210	59.68%	1.676	1.310	2.446
<b>Rural, Non-Adj.</b>	1,021	57.39%	1.742	1.362	2.544
<b>Virginia Border State/D.C.</b>	3,693	34.50%	2.899	2.267	4.232
<b>Other U.S. State</b>	3,894	15.72%	6.363	4.975	9.290

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	15,166	38.44%	2.601	2.325	9.290
<b>30 to 34</b>	7,894	49.90%	2.004	1.791	7.157
<b>35 to 39</b>	6,497	57.46%	1.740	1.556	6.215
<b>40 to 44</b>	5,566	61.64%	1.622	1.450	5.793
<b>45 to 49</b>	5,019	65.13%	1.535	1.372	5.483
<b>50 to 54</b>	4,979	69.93%	1.430	1.278	5.106
<b>55 to 59</b>	4,840	71.78%	1.393	1.245	4.975
<b>60 and Over</b>	7,827	67.41%	1.484	1.326	5.298

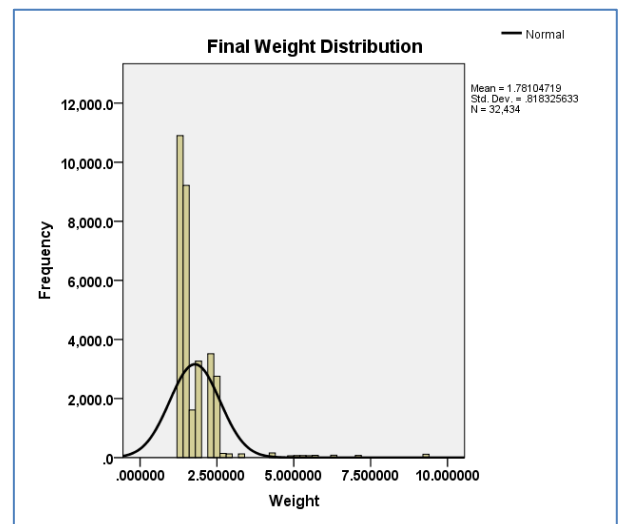
Source: Va. Healthcare Workforce Data Center

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: 0.561258**



Source: Va. Healthcare Workforce Data Center