
Virginia's Certified Nurse Aide Workforce: 2022

Healthcare Workforce Data Center

October 2022

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 26,000 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!

Virginia Department of Health Professions

David E. Brown, DC
Director

Healthcare Workforce Data Center Staff:

Yetty Shobo, PhD
Director

Barbara Hodgdon, PhD
Deputy Director

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Virginia Board of Nursing

President

Brandon A. Jones, MSN, RN, CEN, NEA-BC
Roanoke

Vice-Presidents

Cynthia M. Swineford, MSN, RN, CNE
Disputanta

Felisa Smith, PhD, MSA, RN, CNE
Portsmouth

Members

Laurie Buchwald, RNC, MSN, WHNP, FNP
Radford

Carol A. Cartte, RN, BSN
Glen Allen

Yvette Dorsey, DNP, RN
Richmond

Margaret Joan Friedenber
Richmond

Ann T. Gleason, PhD
Zion Crossroads

James L. Hermansen-Parker, MSN, RN, PCCN-K
Norfolk

Dixie L. McElfresh, LPN
Richmond

Mark Monson
Fairfax

Helen M. Parke, DNP, FNP-BC
Concord

Jennifer Phelps, BS, LPN, QMHP-A, CSAC
Lynchburg

Meenakshi Shah, BA, RN
Roanoke

Executive Director

Jay P. Douglas, MSM, RN, CSAC, FRE

Results in Brief	2
Summary of Trends	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Current Employment Situation	9
Employment Quality	10
Location Tenure	11
Work Site Distribution	12
Establishment Type	13
Full-Time Equivalency Units	14
Maps	15
Virginia Performs Regions	15
Area Health Education Center Regions	16
Workforce Investment Areas	17
Health Services Areas	18
Planning Districts.....	19
Appendices	20
Appendix A: Weights	20

The Certified Nurse Aide Workforce At a Glance:

The Workforce

Certified:	57,459
Virginia's Workforce:	53,069
FTEs:	46,669

Background

Rural Childhood:	49%
HS Degree in VA:	69%
Prof. Degree in VA:	85%

Current Employment

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

Survey Response Rate

All Certified:	46%
Renewing Practitioners:	78%

Education

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

Job Turnover

New Location:	43%
Employed Over 2 Yrs.:	46%

Demographics

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

Finances

Med. Income:	> \$15/hr.
Health Benefits:	51%
Retirement Benefits:	43%

Establishment Type

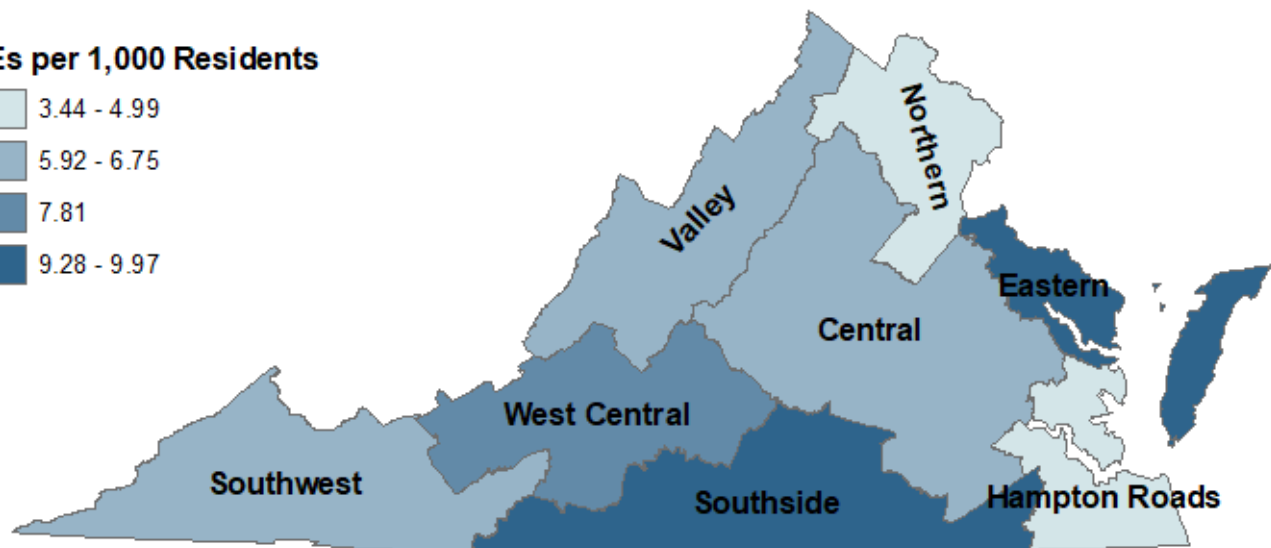
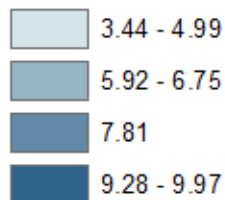
Nursing Home:	29%
Home Health Care:	15%
Assisted Living:	15%

Source: Va. Healthcare Workforce Data Center

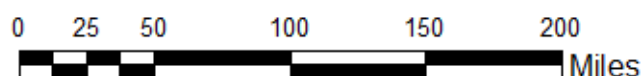
Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2022 Certified Nurse Aide (CNA) workforce survey. More than 26,000 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 certificate issuance month of each respondent. These survey respondents represent 46% of the 57,459 CNAs who are certified in the state and 78% of renewing practitioners.

The HWDC estimates that 53,069 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 46,669 "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. For CNAs who are under the age of 40, this diversity index increases to 61%. This makes Virginia's CNA workforce more diverse than the state's overall population, which has a diversity index of 58%. 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. With respect to education, 11% of CNAs are currently enrolled in an education program, including 7% who are enrolled in an RN program.

Among all CNAs, 84% are currently employed in the profession, 58% hold one full-time job, and 39% work between 40 and 49 hours per week. In addition, 46% of CNAs have worked at their primary work location for more than two years. The median wage for a CNA in the state is \$15.00 or more per hour. In addition, 73% of all CNAs receive at least one employer-sponsored benefit, including 51% who have access to health insurance. Among all CNAs, 93% indicated that they are satisfied with their current work situation, including 61% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2017 CNA workforce. The number of nurse aide certifications in Virginia has decreased by 4% (57,459 vs. 60,026). In addition, the size of Virginia's CNA workforce has fallen by 6% (53,069 vs. 56,680), and the number of FTEs provided by this workforce has declined by 7% (46,669 vs. 49,992). In addition, Virginia's renewing CNAs are less likely to respond to this survey (78% vs 80%). Furthermore, when compared to 2021, the response rate among renewing CNAs declined (78% vs. 86%).

The median age of the CNA workforce has increased (39 vs. 38). In addition, the diversity index of Virginia's CNA workforce also has increased (59% vs. 58%). This increase in the diversity index has also occurred among CNAs who are under the age of 40 (61% vs. 59%). This trend has mirrored the increasing diversity of the state's overall population (58% vs. 56%) over the same time period. There was no change in either the percentage of CNAs who grew up in a rural area (49%) or the percentage of CNAs who currently work in a non-metro area (19%). CNAs have become relatively more likely to receive their education at a public school (28% vs. 26%) instead of a nursing home/hospital (28% vs. 30%).

Virginia's CNAs are less likely to be employed in the profession (84% vs. 86%). On the other hand, CNAs are more likely to hold one full-time job (58% vs. 57%) and work between 40 and 49 hours per week (39% vs. 38%). In addition, CNAs are also more likely to work in a new location (43% vs. 39%). Although CNAs are less likely to work in nursing homes (29% vs. 31%) and home health care establishments (15% vs. 18%), they remain the two most common establishment types among Virginia's CNAs. At their primary work location, CNAs are relatively more likely to perform non-clinical activities (9% vs. 7%) instead of clinical/patient care activities (91% vs. 93%).

The median hourly wage of Virginia's CNA workforce has increased (\$15 or more vs. \$12-\$13). The percentage of CNAs who indicated that they are satisfied with their current work situation has fallen slightly (93% vs. 94%). The percentage of CNAs who indicated that they are "very satisfied" with their current employment situation has also declined (61% vs. 64%).

A Closer Look:

Certified		
Certificate Status	#	%
Renewing Practitioners	36,799	64%
New Certificate	6,775	12%
Non-Renewals	8,136	14%
Renewal Date Not in Survey Period	5,749	10%
All Certified	57,459	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 80% of renewing CNAs voluntarily submitted a survey. This represents 46% of CNAs who held a certificate at some point during the survey period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	10,214	4,286	30%
30 to 34	4,740	3,130	40%
35 to 39	3,505	3,158	47%
40 to 44	2,817	2,912	51%
45 to 49	2,402	2,717	53%
50 to 54	2,172	2,859	57%
55 to 59	1,876	2,822	60%
60 and Over	3,316	4,533	58%
Total	31,042	26,417	46%
New Certificates			
Issued in Past Year	6,775	0	0%
Metro Status			
Non-Metro	5,306	5,359	50%
Metro	18,202	19,242	51%
Not in Virginia	7,534	1,816	19%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2021 and September 2022 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	
Completed Surveys	26,417
Response Rate, All Practitioners	46%
Response Rate, Renewals	78%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Certified Nurse Aides

Number: 57,459
 New: 12%
 Not Renewed: 14%

Response Rates

All Certified: 46%
 Renewing Practitioners: 78%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's CNA Workforce: 53,069
FTEs: 46,669

Utilization Ratios

CNAs in VA Workforce: 92%
CNAs per FTE: 1.23
Workers per FTE: 1.14

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce

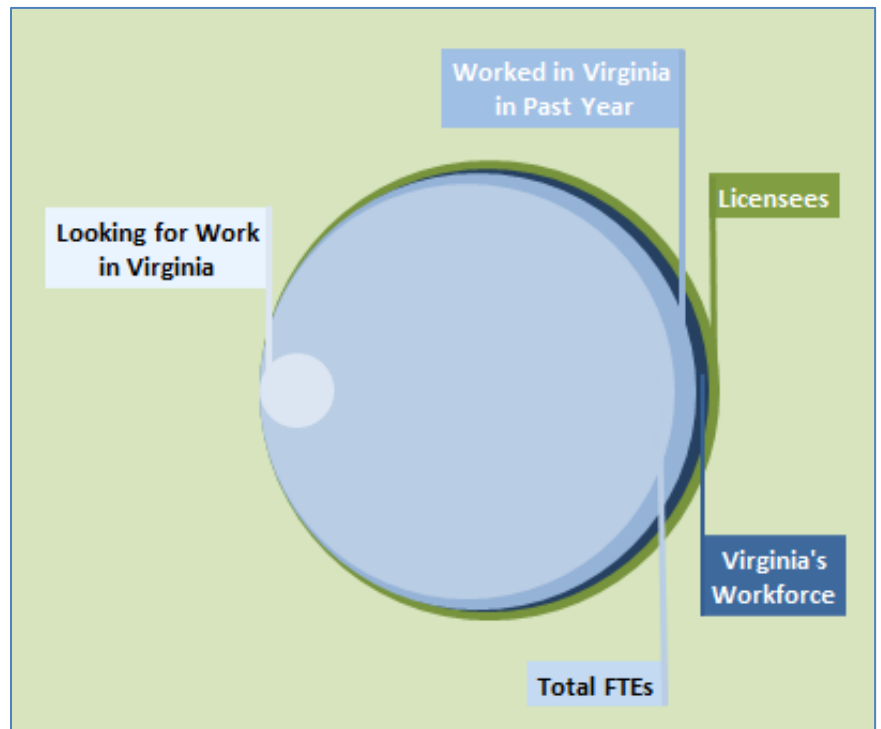
Status	#	%
Worked in Virginia in Past Year	51,541	97%
Looking for Work in Virginia	1,528	3%
Virginia's Workforce	53,069	100%
Total FTEs	46,669	
Certified CNAs	57,459	

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	703	6%	12,079	95%	12,781	26%
30 to 34	407	6%	6,450	94%	6,857	14%
35 to 39	298	5%	5,332	95%	5,630	12%
40 to 44	276	6%	4,570	94%	4,847	10%
45 to 49	229	5%	4,089	95%	4,318	9%
50 to 54	262	6%	3,837	94%	4,099	8%
55 to 59	231	6%	3,561	94%	3,792	8%
60 and Over	369	6%	5,714	94%	6,083	13%
Total	2,775	6%	45,632	94%	48,407	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	CNAs		CNAs Under 40	
	%	#	%	#	%
White	60%	18,479	37%	11,425	44%
Black	19%	25,978	52%	11,517	44%
Asian	7%	1,347	3%	499	2%
Other Race	0%	552	1%	258	1%
Two or More Races	3%	1,225	2%	908	3%
Hispanic	10%	2,391	5%	1,412	5%
Total	100%	49,972	100%	26,019	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

At a Glance:

Gender

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

Age

Median Age: 39
% Under 40: 52%
% 55 and Over: 20%

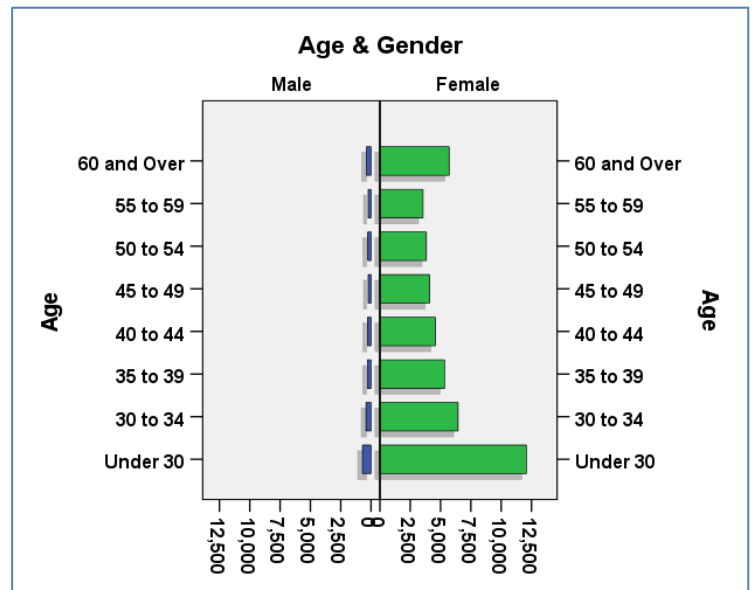
Diversity

Diversity Index: 59%
Under 40 Div. Index: 61%

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 58% 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 61%.



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: 85%
 HS or Prof. Train. in VA: 87%

Location Choice

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

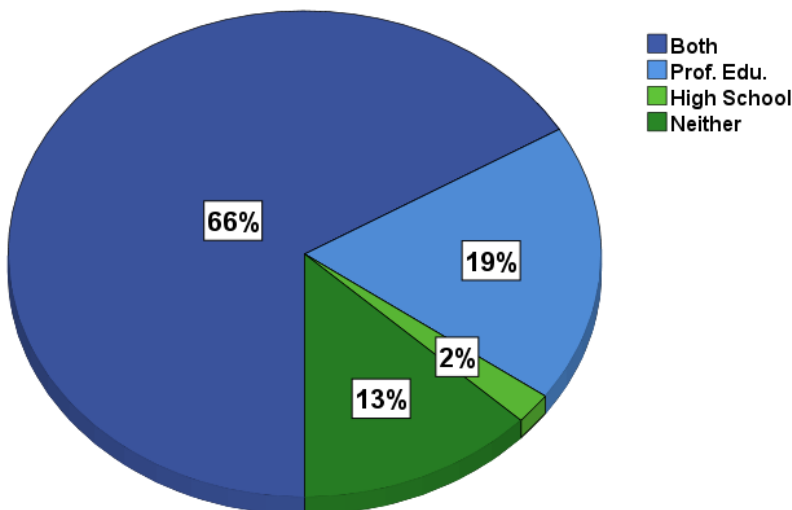
Source: Va. Healthcare Workforce Data Center

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+	34%	28%	38%
2	Metro, 250,000 to 1 Million	56%	20%	24%
3	Metro, 250,000 or Less	65%	19%	16%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	64%	17%	19%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	80%	9%	12%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	85%	9%	7%
8	Rural, Metro Adjacent	82%	9%	9%
9	Rural, Non-Adjacent	69%	14%	17%
Overall		49%	23%	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 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	33,989	Virginia	42,161
2	Outside U.S./Canada	6,424	North Carolina	1,127
3	North Carolina	1,129	New York	659
4	New York	1,077	Maryland	633
5	West Virginia	855	West Virginia	632
6	Pennsylvania	732	Pennsylvania	429
7	Maryland	710	Georgia	296
8	New Jersey	481	California	290
9	Florida	387	New Jersey	283
10	Georgia	352	Florida	218

Source: Va. Healthcare Workforce Data Center

Among all CNAs, 69% received their high school degree in Virginia, while 85% received their initial CNA training in the state.

Among CNAs who have obtained their certificate in the past five years, 65% received their high school degree in Virginia, and 78% received their initial CNA training in the state.

Rank	Certified in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	8,723	Virginia	10,420
2	Outside U.S./Canada	1,339	North Carolina	452
3	North Carolina	414	West Virginia	221
4	Pennsylvania	274	Maryland	197
5	West Virginia	268	New York	195
6	New York	244	Pennsylvania	178
7	Maryland	219	California	125
8	New Jersey	145	Georgia	116
9	Georgia	138	Tennessee	94
10	Illinois	124	Illinois	92

Source: Va. Healthcare Workforce Data Center

Nearly 10% of Virginia's CNAs did not participate in the state's workforce during the past year. Among these CNAs, 88% worked at some point in the past year, including 74% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total: 4,470
 % of Certified: 8%
 VA Border State/DC: 25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Medication Aide (RMA)	3,929	7%
Advanced Practice CNA	486	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

RMA: 7%

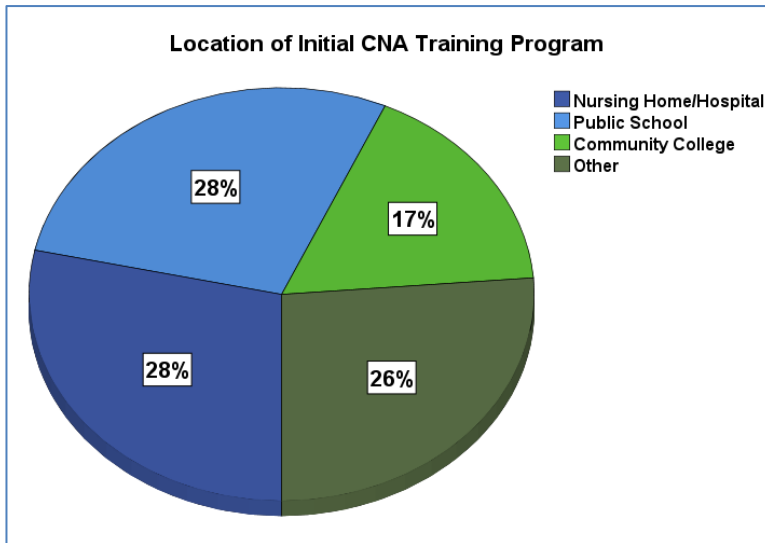
Advanced Practice CNA: 1%

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	14,001	28%
Public School (High School/Vocational School)	13,928	28%
Community College	8,371	17%
Other (Private School/Proprietary Program)	12,939	26%
Total	49,239	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	41,759	89%
RN Program	3,139	7%
LPN Program	2,020	4%
Total	46,918	100%

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: 84%
Involuntarily Unemployed: 4%

Positions Held

1 Full-Time: 58%
2 or More Positions: 19%

Weekly Hours:

40 to 49: 39%
60 or More: 6%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	20	< 1%
Employed in a CNA-Related Capacity	41,689	84%
Employed, NOT in a CNA-Related Capacity	5,922	12%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1,992	4%
Voluntarily Unemployed	163	< 1%
Retired	19	< 1%
Total	49,805	100%

Source: Va. Healthcare Workforce Data Center

Among all CNAs, 84% are currently employed in the profession, 58% hold one full-time job, and 39% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	2,174	5%
1 to 9 Hours	1,584	3%
10 to 19 Hours	2,522	5%
20 to 29 Hours	5,223	11%
30 to 39 Hours	12,265	26%
40 to 49 Hours	18,264	39%
50 to 59 Hours	2,164	5%
60 to 69 Hours	952	2%
70 to 79 Hours	598	1%
80 or More Hours	1,481	3%
Total	47,227	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,174	4%
One Part-Time Position	9,223	19%
Two Part-Time Positions	2,108	4%
One Full-Time Position	28,348	58%
One Full-Time Position & One Part-Time Position	5,898	12%
Two Full-Time Positions	806	2%
More than Two Positions	513	1%
Total	49,070	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 Per Hour	161	0%
\$7.50 to \$7.99 Per Hour	66	0%
\$8.00 to \$8.99 Per Hour	79	0%
\$9.00 to \$9.99 Per Hour	199	1%
\$10.00 to \$10.99 Per Hour	706	2%
\$11.00 to \$11.99 Per Hour	1,987	5%
\$12.00 to \$12.99 Per Hour	1,896	5%
\$13.00 to \$13.99 Per Hour	2,371	6%
\$14.00 to \$14.99 Per Hour	3,610	9%
\$15.00 or More Per Hour	30,724	74%
Total	41,798	100%

Source: Va. Healthcare Workforce Data

At a Glance:

Earnings
Median Income: > \$15/hr.

Benefits
Health Insurance: 51%
Retirement: 43%

Satisfaction
Satisfied: 93%
Very Satisfied: 61%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	30,098	61%
Somewhat Satisfied	15,553	32%
Somewhat Dissatisfied	2,260	5%
Very Dissatisfied	1,114	2%
Total	49,025	100%

Source: Va. Healthcare Workforce Data Center

The typical CNA earns \$15 or more per hour. In addition, 73% of all CNAs receive at least one employer-sponsored benefit, including 51% who have access to health insurance.

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	24,953	60%
Health Insurance	21,140	51%
Paid Sick Leave	21,057	51%
Dental Insurance	20,035	48%
Retirement	18,049	43%
Group Life Insurance	12,624	30%
At Least One Benefit	30,466	73%
*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	5,935	13%	3,047	23%
6 Months to 1 Year	7,227	16%	2,709	20%
1 to 2 Years	10,621	24%	3,198	24%
3 to 5 Years	9,847	22%	2,490	18%
6 to 10 Years	4,915	11%	1,003	7%
More than 10 Years	5,698	13%	1,020	8%
Subtotal	44,244	100%	13,466	100%
Did Not Have Location	3,173		37,216	
Item Missing	5,653		2,388	
Total	53,069		53,069	

Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

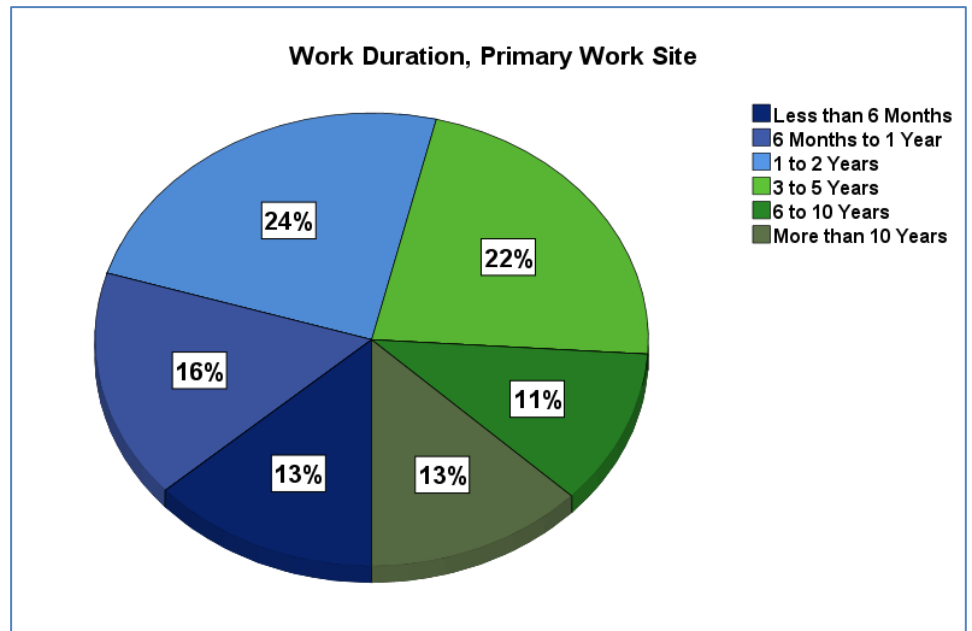
New Location: 43%

Over 2 Years: 46%

Over 2 Yrs., 2nd Location: 34%

Source: Va. Healthcare Workforce Data Center

Among all CNAs, 46% have worked at their primary work location for more than two years.



Source: Va. Healthcare Workforce Data Center

At a Glance:

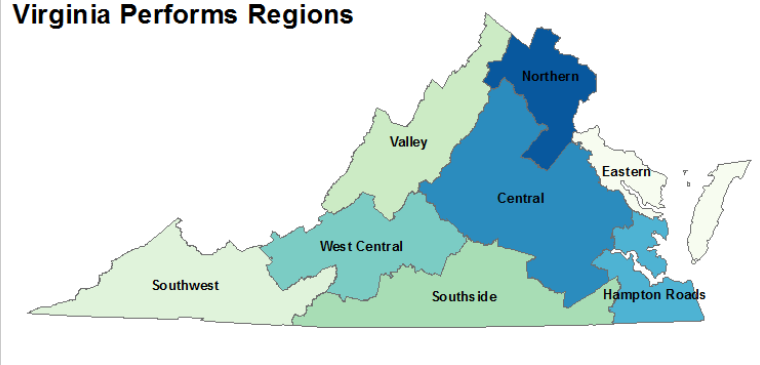
Concentration

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

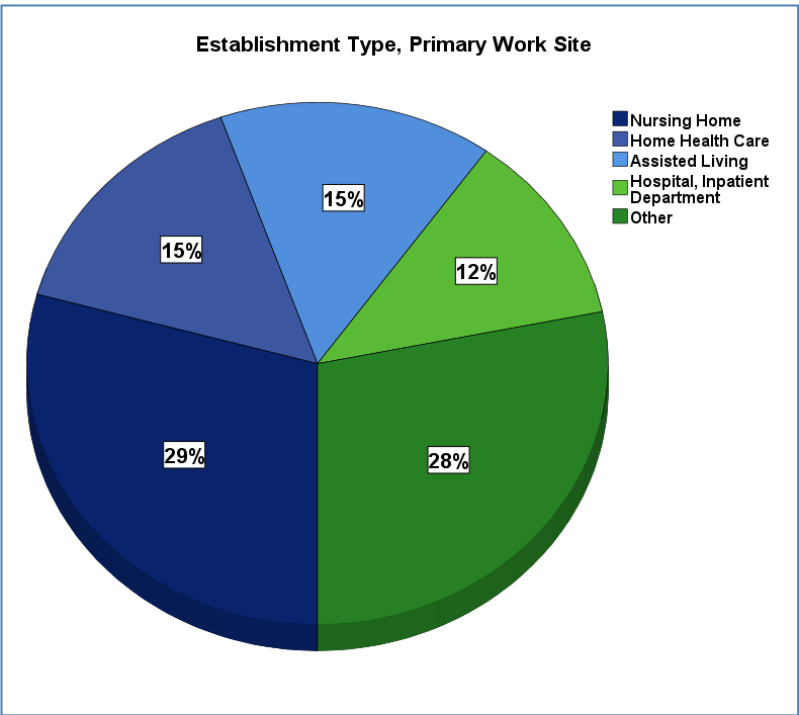
Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	9,638	23%	3,209	23%
Eastern	1,332	3%	499	4%
Hampton Roads	7,883	19%	2,734	19%
Northern	8,390	20%	3,376	24%
Southside	3,091	7%	876	6%
Southwest	2,554	6%	545	4%
Valley	3,569	8%	859	6%
West Central	5,759	14%	1,671	12%
Virginia Border State/D.C.	99	0%	85	1%
Other U.S. State	157	0%	238	2%
Outside of the U.S.	7	0%	7	0%
Total	42,479	100%	14,099	100%
Item Missing	7,418		1,756	

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: 91%

Non-Clinical: 9%

Top Establishments

Nursing Home: 29%

Home Health Care: 15%

Assisted Living: 15%

Source: Va. Healthcare Workforce Data Center

Three out of every five CNAs work in nursing homes, home health care establishments, or assisted living facilities.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	13,404	29%	3,172	22%
Home Health Care	7,016	15%	3,141	21%
Assisted Living	6,988	15%	2,218	15%
Hospital, Inpatient Department	5,471	12%	709	5%
Personal Care: Companion/Sitter/Private Duty	1,963	4%	1,008	7%
Physician's Office	1,234	3%	109	1%
Hospice	1,201	3%	153	1%
Hospital, Ambulatory Care	1,089	2%	196	1%
Mental Health Facility	978	2%	155	1%
Group Home	831	2%	313	2%
Health Clinic	740	2%	155	1%
Other Practice Setting	4,871	11%	3,292	23%
Total	45,786	100%	14,621	100%
Did Not Have a Location	3,173		37,216	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 46,669
 FTEs/1,000 Residents¹: 5.40
 Average: 0.94

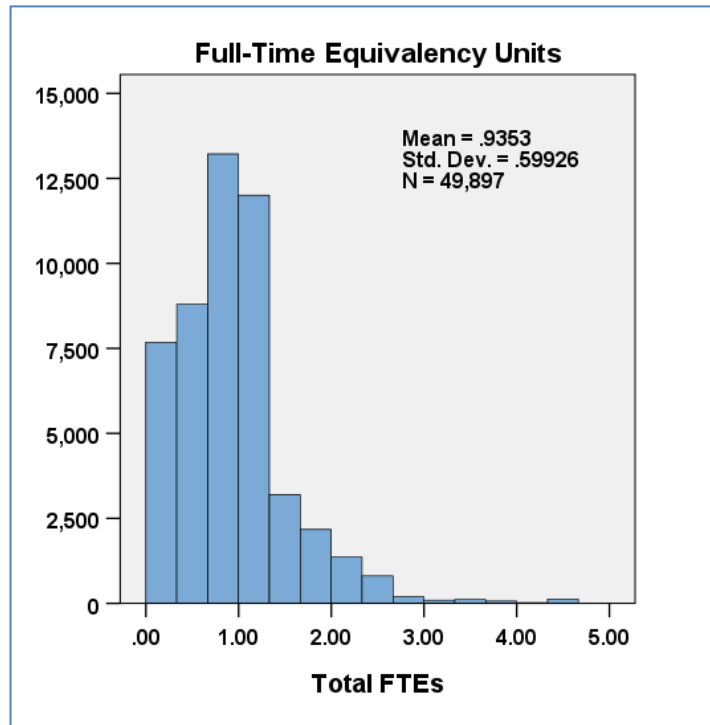
Age & Gender Effect

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:

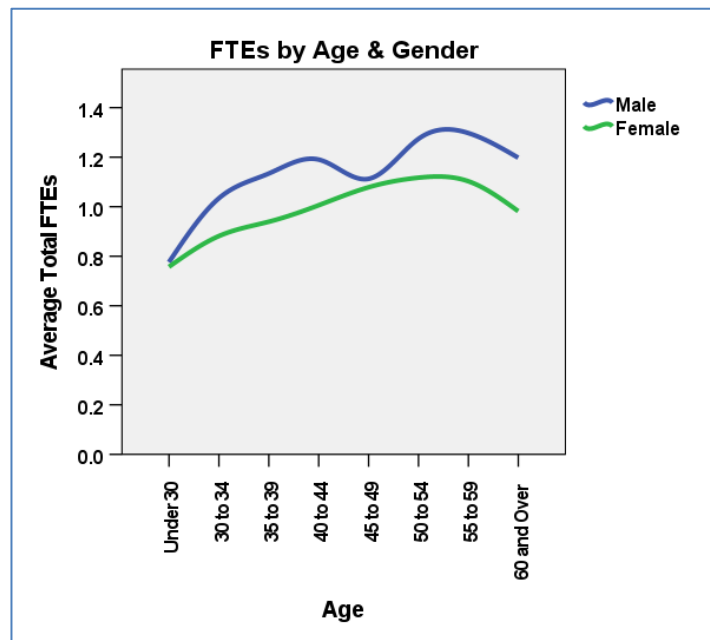


Source: Va. Healthcare Workforce Data Center

The typical (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	0.75	0.68
30 to 34	0.88	0.88
35 to 39	0.93	0.90
40 to 44	1.01	0.91
45 to 49	1.07	0.97
50 to 54	1.11	1.08
55 to 59	1.10	1.06
60 and Over	0.97	0.91
Gender		
Male	1.07	1.00
Female	0.94	0.91

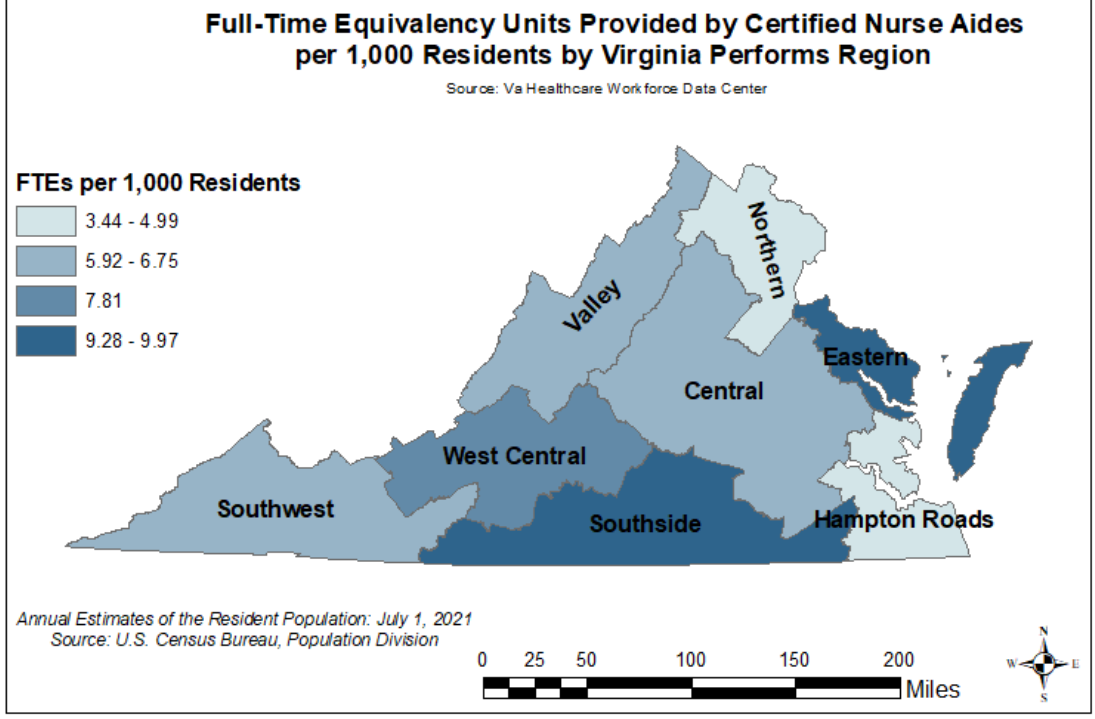
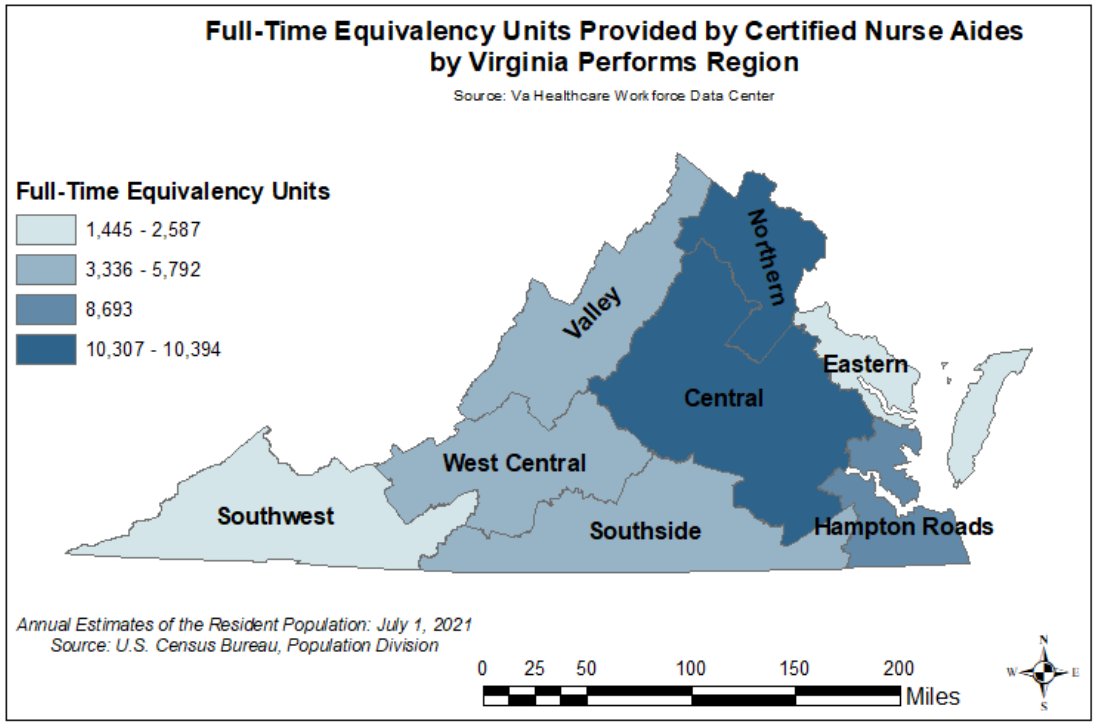
Source: Va. Healthcare Workforce Data Center

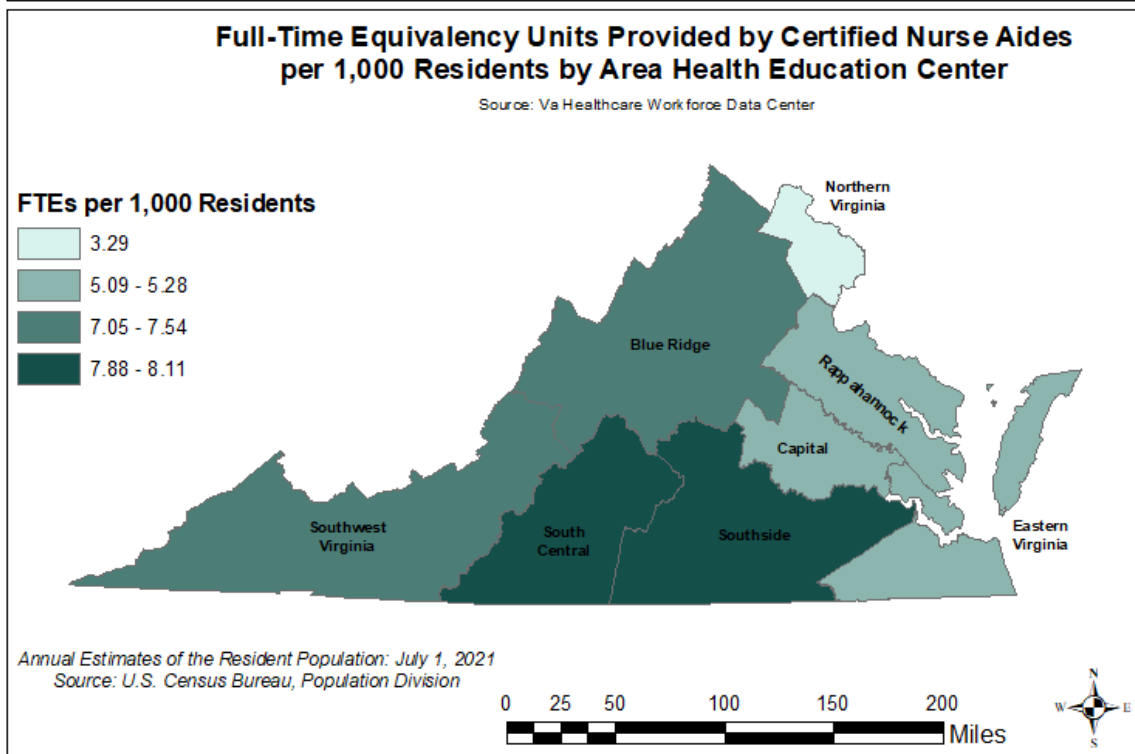
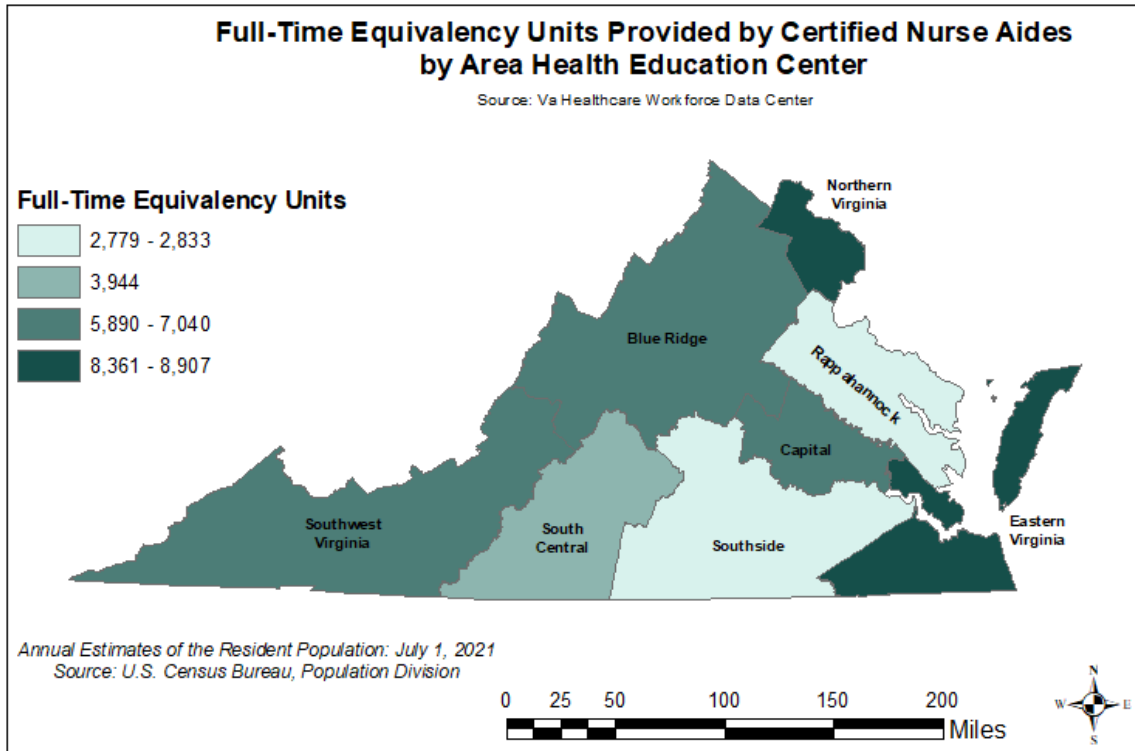


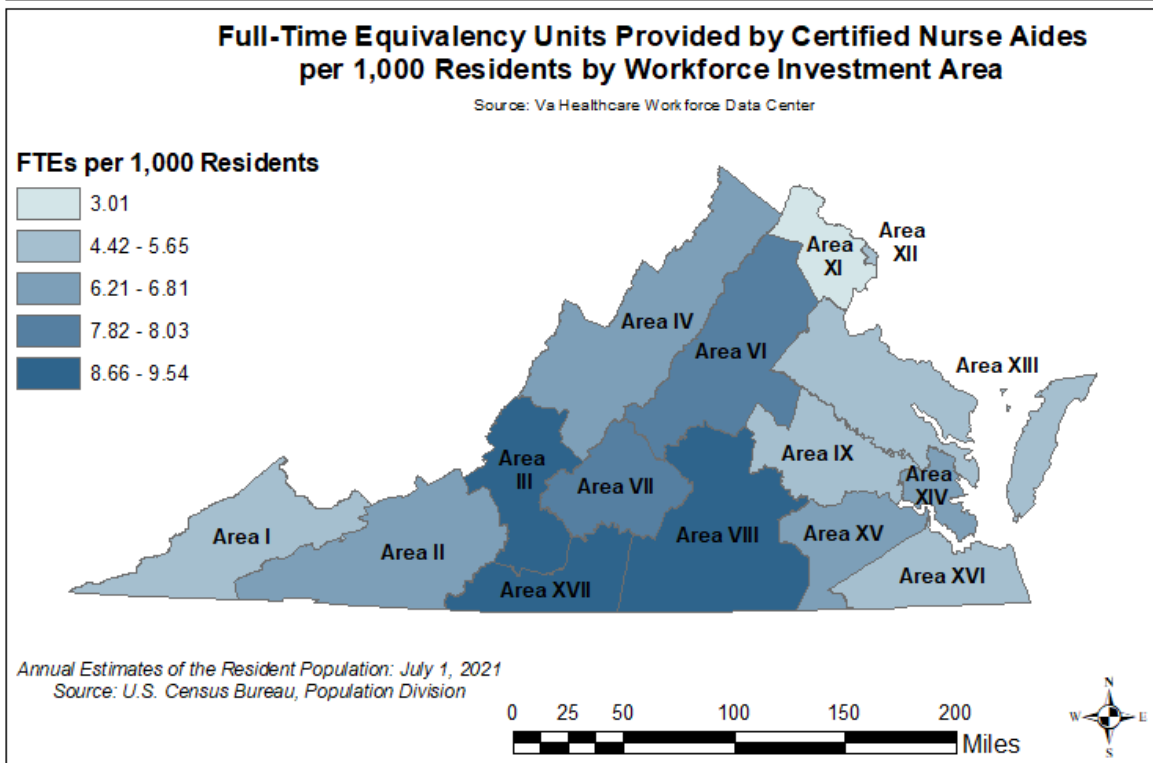
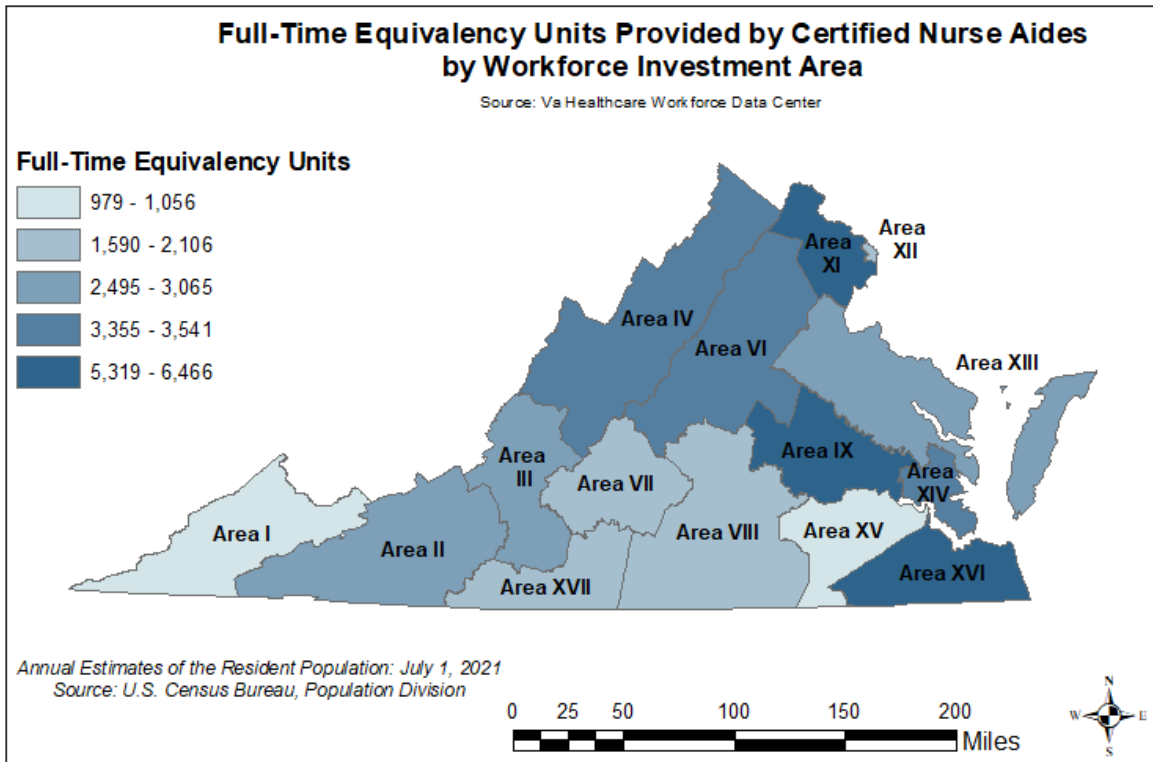
Source: Va. Healthcare Workforce Data Center

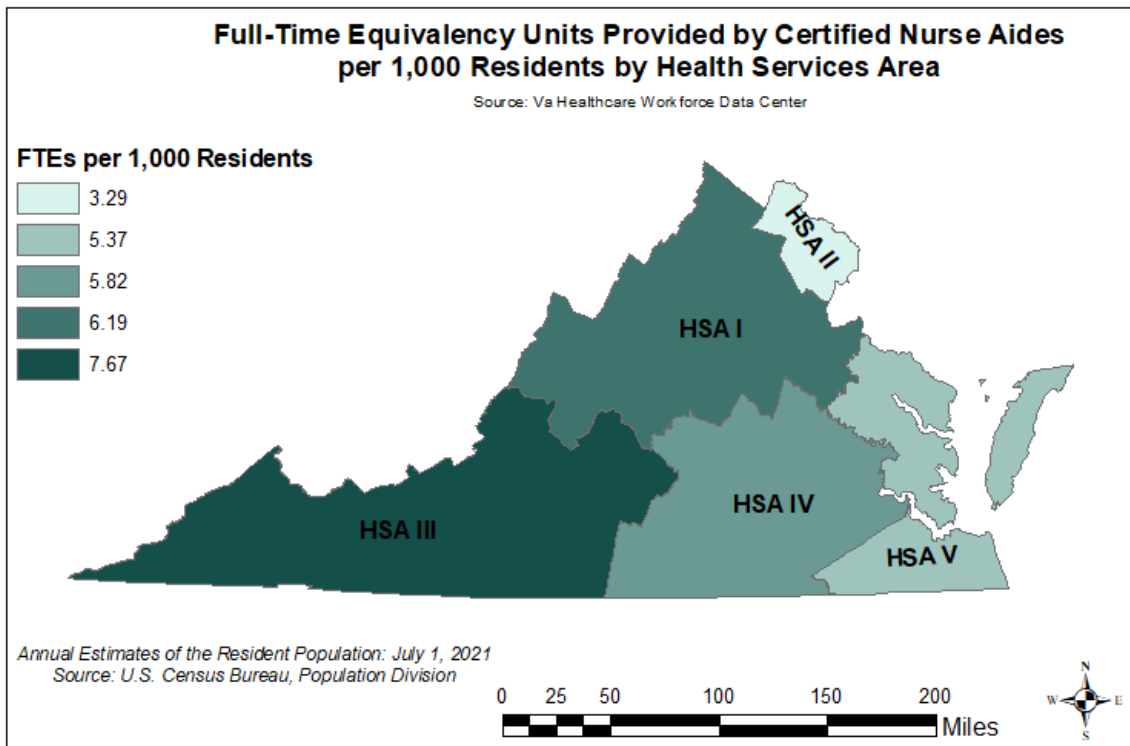
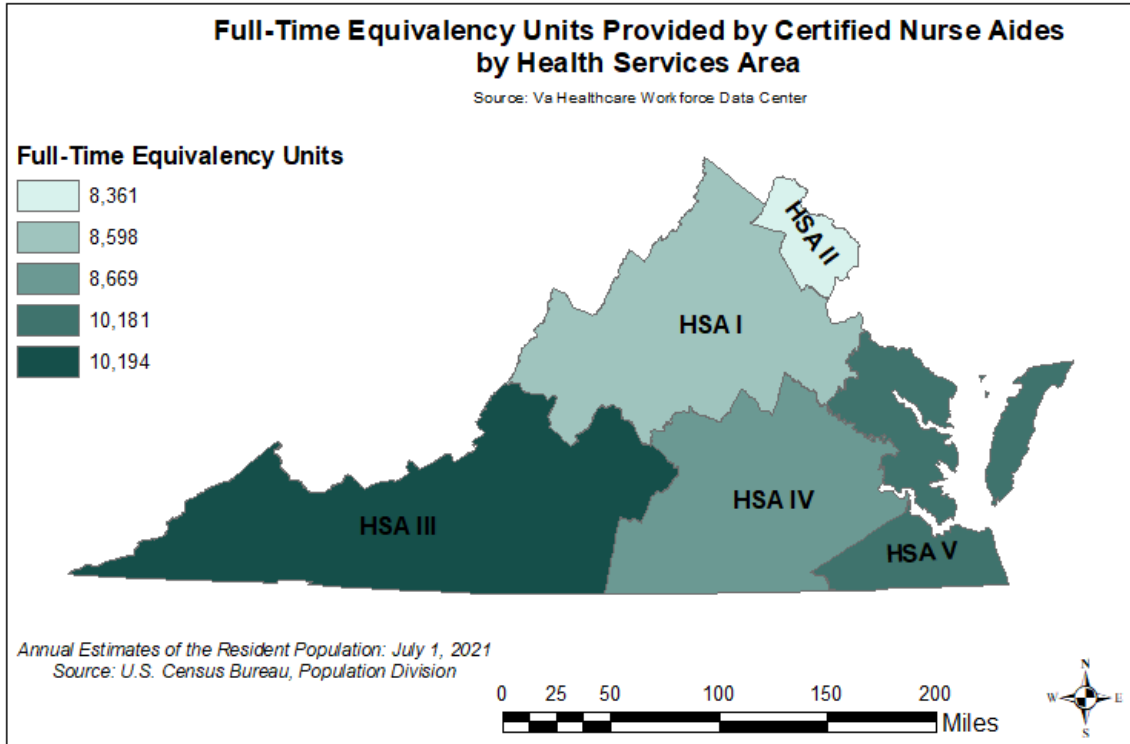
¹ Number of residents in 2021 was used as the denominator.

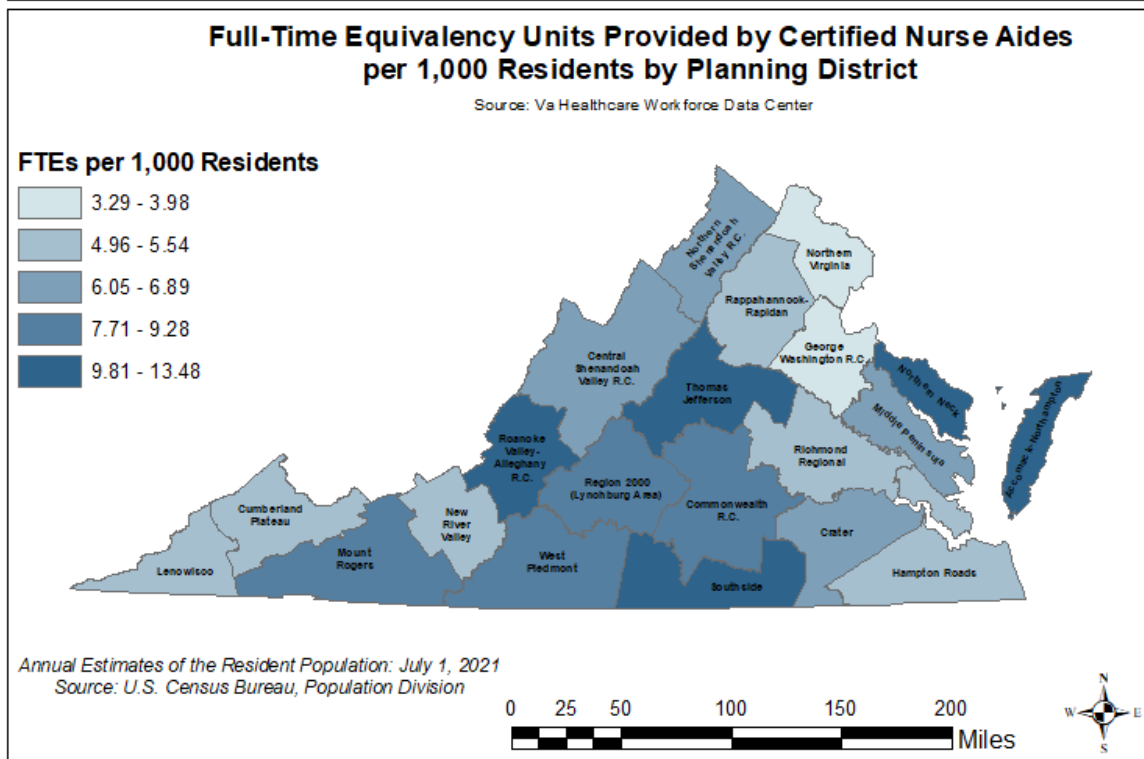
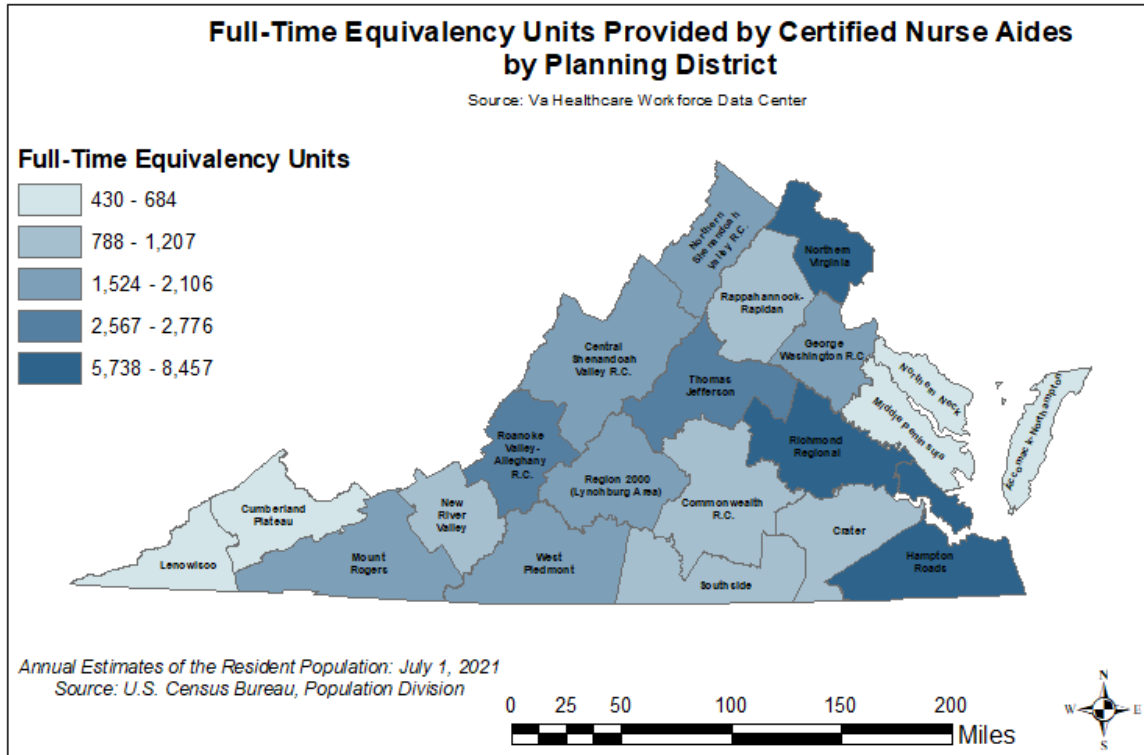
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	26,473	52.15%	1.918	1.468	2.982
Metro, 250,000 to 1 Million	5,502	50.09%	1.996	1.528	3.105
Metro, 250,000 or Less	5,469	49.00%	2.041	1.562	3.174
Urban, Pop. 20,000+, Metro Adj.	1,698	51.12%	1.956	1.497	3.043
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	3,969	52.78%	1.895	1.450	2.947
Urban, Pop. 2,500-19,999, Non-Adj.	1,810	47.68%	2.097	1.605	3.262
Rural, Metro Adj.	2,167	49.15%	2.035	1.557	3.165
Rural, Non-Adj.	1,021	45.84%	2.182	1.670	3.393
Virginia Border State/D.C.	4,206	27.22%	3.673	2.812	5.714
Other U.S. State	5,144	13.04%	7.666	5.868	11.924

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	14,500	29.56%	3.383	2.947	11.924
30 to 34	7,870	39.77%	2.514	2.190	8.862
35 to 39	6,663	47.40%	2.110	1.838	7.436
40 to 44	5,729	50.83%	1.967	1.714	6.934
45 to 49	5,119	53.08%	1.884	1.641	6.640
50 to 54	5,031	56.83%	1.760	1.533	6.202
55 to 59	4,698	60.07%	1.665	1.450	5.868
60 and Over	7,849	57.75%	1.732	1.508	6.103

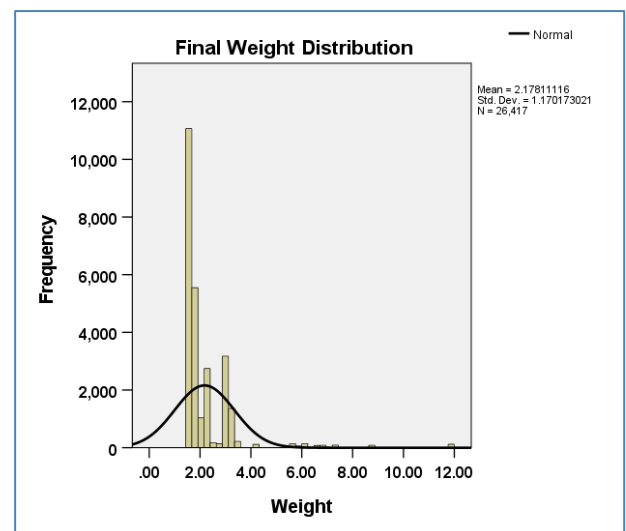
Source: Va. Healthcare Workforce Data Center

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: 0.459754



Source: Va. Healthcare Workforce Data Center