
Virginia's Certified Nurse Aide Workforce: 2023

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.

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Thank You!

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Contents

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
Languages	14
Full-Time Equivalency Units	15
Maps	16
Virginia Performs Regions	16
Area Health Education Center Regions	17
Workforce Investment Areas	18
Health Services Areas	19
Planning Districts.....	20
Appendices	21
Appendix A: Weights	21

The Certified Nurse Aide Workforce At a Glance:

The Workforce

Certified:	58,501
Virginia's Workforce:	53,509
FTEs:	47,782

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?:	94%

Survey Response Rate

All Certified:	55%
Renewing Practitioners:	96%

Education

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

Job Turnover

New Location:	42%
Employed Over 2 Yrs.:	44%

Demographics

Female:	94%
Diversity Index:	60%
Median Age:	39

Finances

Med. Income:	> \$15/hr.
Health Benefits:	50%
Retirement Benefits:	43%

Establishment Type

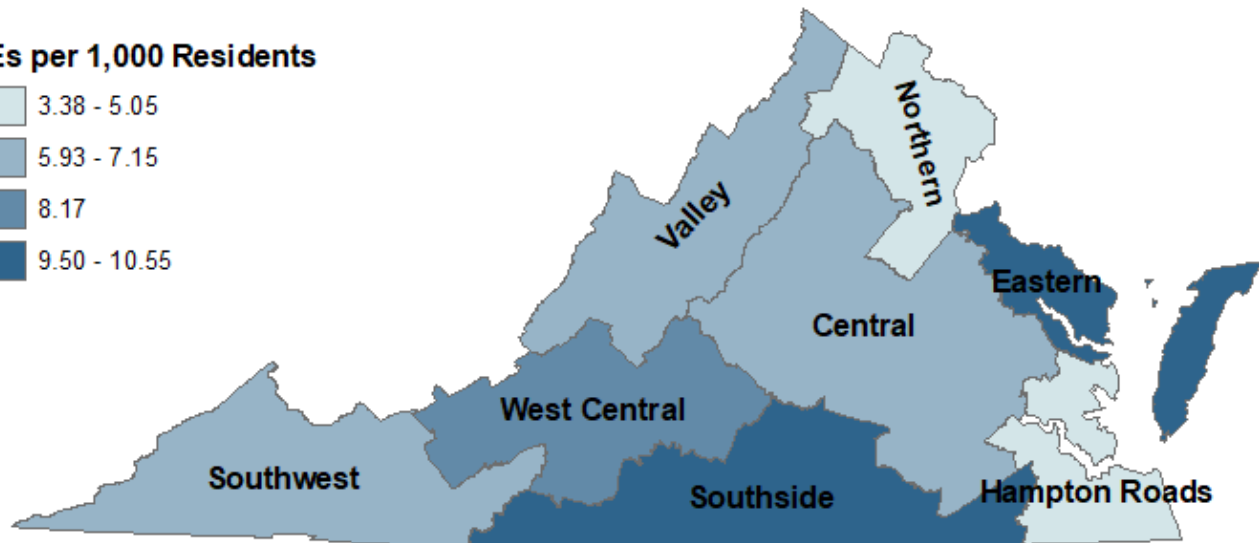
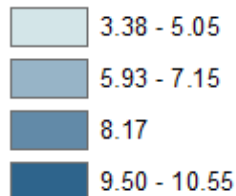
Nursing Home:	31%
Assisted Living:	15%
Home Health Care:	14%

Source: Va. Healthcare Workforce Data Center

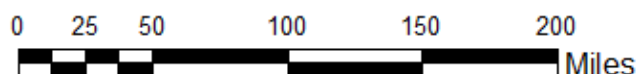
Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 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 certificate issuance month of each respondent. These survey respondents represent 55% of the 58,501 CNAs who are certified in the state and 96% of renewing practitioners.

The HWDC estimates that 53,509 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 47,782 "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 60% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 62% for CNAs who are under the age of 40. Virginia's CNA workforce reflects the diversity of the state's overall population, which has a comparable diversity index of 60%. Nearly half of all CNAs grew up in a rural area, and 30% of CNAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 19% of all CNAs work in a non-metro area of the state.

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. Nearly one-third of all CNAs are employed at a nursing home as their primary work location, while another 29% are employed at either an assisted living facility or a home health care establishment. 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 50% who have access to health insurance. Among all CNAs, 94% indicated that they are satisfied with their current work situation, including 62% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2018 CNA workforce. The number of nurse aide certifications in Virginia has decreased by 3% (58,501 vs. 60,295). In addition, the size of Virginia's CNA workforce has fallen by 6% (53,509 vs. 57,072), and the number of FTEs provided by this workforce has declined by 7% (47,782 vs. 51,167). Virginia's renewing CNAs are more likely to respond to this survey (96% vs 79%). Furthermore, the response rate among all practitioners has increased (55% vs. 51%).

The median age of Virginia's CNAs has increased (39 vs. 38). The diversity index of Virginia's CNA workforce has increased as well (60% vs. 58%), and this is also true among CNAs who are under the age of 40 (62% vs. 60%). This has occurred during a time in which the state's overall population has also become more diverse (60% vs. 56%). 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 are slightly more likely to be currently enrolled in an RN program (7% vs. 6%).

Virginia's CNAs are less likely to be employed in the profession (84% vs. 86%) but more likely to hold one full-time job (58% vs. 57%). CNAs have become less likely to be employed at their primary work location for more than two years (44% vs. 48%); instead, CNAs are more likely to work in a new location (42% vs. 39%). CNAs are more likely to work in a nursing home (31% vs. 30%) instead of a home health care establishment (14% vs. 16%). 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). However, CNAs are slightly less likely to receive at least one employer-sponsored benefit (73% vs. 74%). There has been no change in the percentage of CNAs who indicated that they are satisfied with their current work situation (94%). However, the percentage of CNAs who indicated that they are "very satisfied" with their current employment situation has declined (62% vs. 65%).

A Closer Look:

Certified		
Certificate Status	#	%
Renewing Practitioners	36,438	62%
New Certificate	7,463	13%
Non-Renewals	7,877	13%
Renewal Date Not in Survey Period	6,723	11%
All Certified	58,501	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing CNAs, 96% voluntarily submitted a survey. This represents 55% of all CNAs who held a certificate at some point during the survey period.

Definitions

- 1. The Survey Period:** The survey was conducted between October 2022 and September 2023 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
By Age			
Under 30	10,045	4,903	33%
30 to 34	4,455	3,664	45%
35 to 39	2,926	4,023	58%
40 to 44	2,268	3,572	61%
45 to 49	1,797	3,428	66%
50 to 54	1,543	3,453	69%
55 to 59	1,144	3,486	75%
60 and Over	2,136	5,658	73%
Total	26,314	32,187	55%
New Certificates			
Issued in Past Year	7,463	0	0%
Metro Status			
Non-Metro	4,171	6,493	61%
Metro	13,871	23,410	63%
Not in Virginia	8,272	2,284	22%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	32,187
Response Rate, All Practitioners	55%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Certified Nurse Aides

Number: 58,501
 New: 13%
 Not Renewed: 13%

Response Rates

All Certified: 55%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's CNA Workforce: 53,509
 FTEs: 47,782

Utilization Ratios

CNAs in VA Workforce: 91%
 CNAs per FTE: 1.22
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce

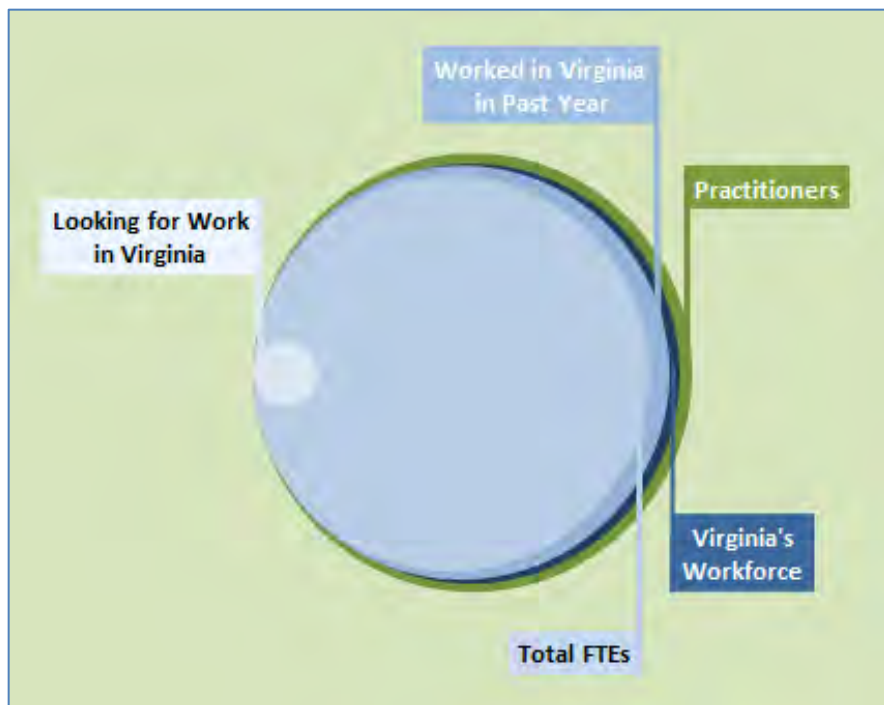
Status	#	%
Worked in Virginia in Past Year	52,268	98%
Looking for Work in Virginia	1,241	2%
Virginia's Workforce	53,509	100%
Total FTEs	47,782	
Certified CNAs	58,501	

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. Practitioners in VA Workforce:** The proportion of practitioners in Virginia's Workforce.
- 4. Practitioners 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	749	6%	12,313	94%	13,061	27%
30 to 34	470	7%	6,563	93%	7,033	14%
35 to 39	319	5%	5,566	95%	5,884	12%
40 to 44	311	6%	4,658	94%	4,970	10%
45 to 49	253	6%	4,045	94%	4,297	9%
50 to 54	242	6%	3,851	94%	4,094	8%
55 to 59	224	6%	3,404	94%	3,628	7%
60 and Over	337	6%	5,556	94%	5,892	12%
Total	2,905	6%	45,955	94%	48,860	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	CNAs		CNAs Under 40	
	%	#	%	#	%
White	59%	18,693	37%	11,826	44%
Black	18%	25,701	51%	11,354	43%
Asian	7%	1,383	3%	547	2%
Other Race	1%	551	1%	230	1%
Two or More Races	5%	1,420	3%	1,081	4%
Hispanic	10%	2,662	5%	1,664	6%
Total	100%	50,410	100%	26,702	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, 2022.

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: 19%

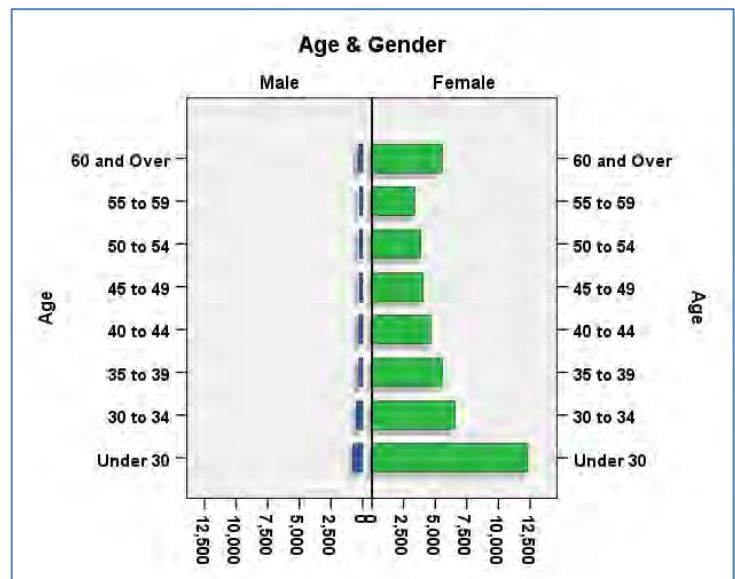
Diversity

Diversity Index: 60%
Under 40 Div. Index: 62%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two CNAs, there is a 60% chance that they would be of different races or ethnicities (a measure known as the diversity index). This is equivalent to the comparable diversity index for Virginia's population as a whole.

Among all CNAs, 53% 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 62%.



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: 30%
 % Urban/Suburban to Non-Metro: 8%

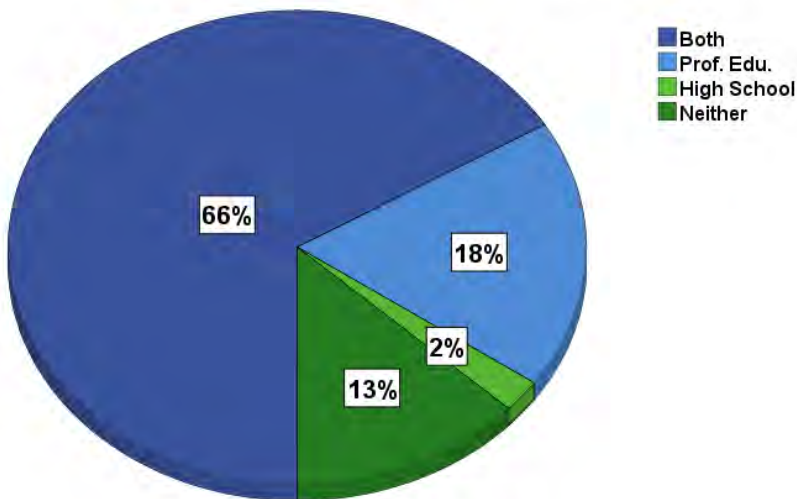
Source: Va. Healthcare Workforce Data Center

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%	29%	38%
2	Metro, 250,000 to 1 Million	55%	21%	25%
3	Metro, 250,000 or Less	65%	21%	14%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	63%	17%	20%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	77%	10%	13%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	85%	8%	7%
8	Rural, Metro Adjacent	84%	8%	8%
9	Rural, Non-Adjacent	76%	12%	12%
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 30% 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	34,241	Virginia	42,197
2	Outside U.S./Canada	6,302	North Carolina	1,145
3	North Carolina	1,103	West Virginia	745
4	New York	1,098	New York	675
5	West Virginia	1,010	Maryland	593
6	Pennsylvania	717	Pennsylvania	381
7	Maryland	716	California	303
8	New Jersey	412	Georgia	276
9	Florida	383	New Jersey	264
10	California	335	Tennessee	223

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, 67% 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	8,584	Virginia	9,996
2	Outside U.S./Canada	1,127	North Carolina	375
3	North Carolina	355	West Virginia	275
4	West Virginia	345	Maryland	221
5	New York	247	New York	179
6	Maryland	242	California	142
7	Pennsylvania	182	Pennsylvania	117
8	Florida	126	Georgia	108
9	California	124	Texas	102
10	Georgia	122	Tennessee	102

Source: Va. Healthcare Workforce Data Center

Nearly one out of every ten of Virginia's CNAs did not participate in the state's workforce during the past year. Among these CNAs, 91% worked at some point in the past year, including 77% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total:	5,004
% of Certified:	9%
VA Border State/DC:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Medication Aide (RMA)	3,936	7%
Advanced Practice CNA	518	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

RMA: 7%

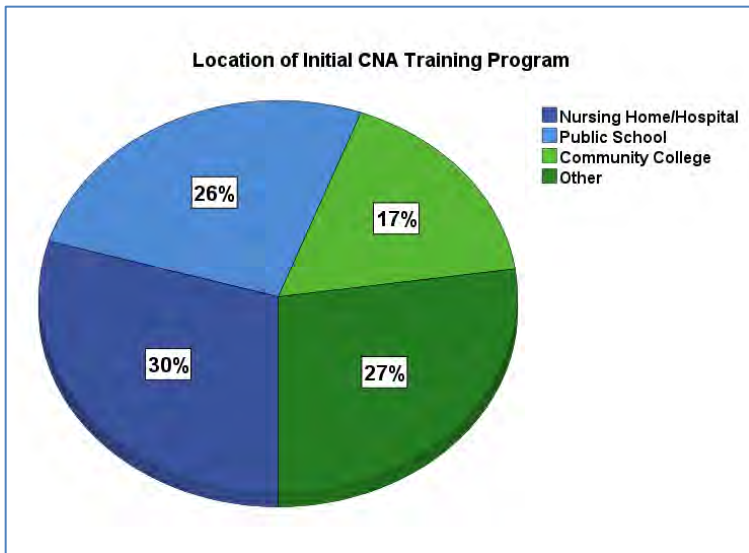
Advanced Practice CNA: 1%

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	14,656	30%
Public School (High School/Vocational School)	12,898	26%
Community College	8,471	17%
Other (Private School/Proprietary Program)	13,513	27%
Total	49,538	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	41,983	89%
RN Program	3,153	7%
LPN Program	2,086	4%
Total	47,222	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: 3%

Positions Held

1 Full-Time: 58%
2 or More Positions: 20%

Weekly Hours:

40 to 49: 39%
60 or More: 7%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	17	< 1%
Employed in a CNA-Related Capacity	42,303	84%
Employed, NOT in a CNA-Related Capacity	6,006	12%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1,717	3%
Voluntarily Unemployed	109	< 1%
Retired	17	< 1%
Total	50,169	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	1,843	4%
1 to 9 Hours	1,596	3%
10 to 19 Hours	2,585	5%
20 to 29 Hours	5,041	11%
30 to 39 Hours	12,616	27%
40 to 49 Hours	18,552	39%
50 to 59 Hours	2,021	4%
60 to 69 Hours	1,043	2%
70 to 79 Hours	701	1%
80 or More Hours	1,453	3%
Total	47,451	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,843	4%
One Part-Time Position	9,297	19%
Two Part-Time Positions	2,152	4%
One Full-Time Position	28,525	58%
One Full-Time Position & One Part-Time Position	6,268	13%
Two Full-Time Positions	794	2%
More than Two Positions	472	1%
Total	49,351	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$10.00 Per Hour	280	1%
\$10.00 to \$10.99 Per Hour	341	1%
\$11.00 to \$11.99 Per Hour	608	2%
\$12.00 to \$12.99 Per Hour	1,559	4%
\$13.00 to \$13.99 Per Hour	1,265	3%
\$14.00 to \$14.99 Per Hour	1,713	4%
\$15.00 or More Per Hour	36,059	86%
Total	41,826	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: > \$15/hr.

Benefits
Health Insurance: 50%
Retirement: 43%

Satisfaction
Satisfied: 94%
Very Satisfied: 62%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	30,867	62%
Somewhat Satisfied	15,698	32%
Somewhat Dissatisfied	1,981	4%
Very Dissatisfied	890	2%
Total	49,436	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 50% who have access to health insurance.

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	25,281	60%
Health Insurance	21,209	50%
Paid Sick Leave	21,006	50%
Dental Insurance	20,239	48%
Retirement	18,322	43%
Group Life Insurance	12,842	30%
At Least One Benefit	30,836	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	5,786	13%	2,897	21%
6 Months to 1 Year	7,426	17%	2,771	20%
1 to 2 Years	11,710	26%	3,507	26%
3 to 5 Years	9,495	21%	2,466	18%
6 to 10 Years	4,960	11%	1,039	8%
More than 10 Years	5,363	12%	1,025	7%
Subtotal	44,741	100%	13,705	100%
Did Not Have Location	2,924		37,136	
Item Missing	5,844		2,668	
Total	53,509		53,509	

Source: Va. Healthcare Workforce Data Center

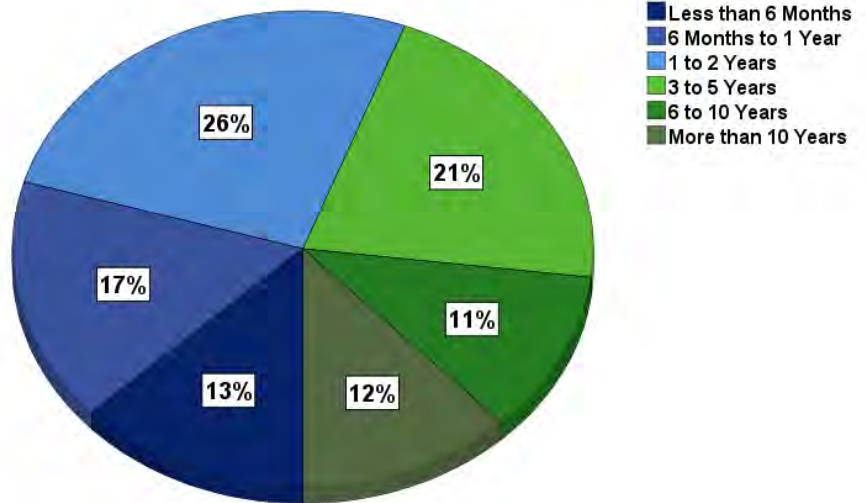
At a Glance:

Turnover & Tenure

New Location: 42%
 Over 2 Years: 44%
 Over 2 Yrs., 2nd Location: 33%

Source: Va. Healthcare Workforce Data Center

Work Duration, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Among all CNAs, 44% have worked at their primary work location for more than two years.

At a Glance:

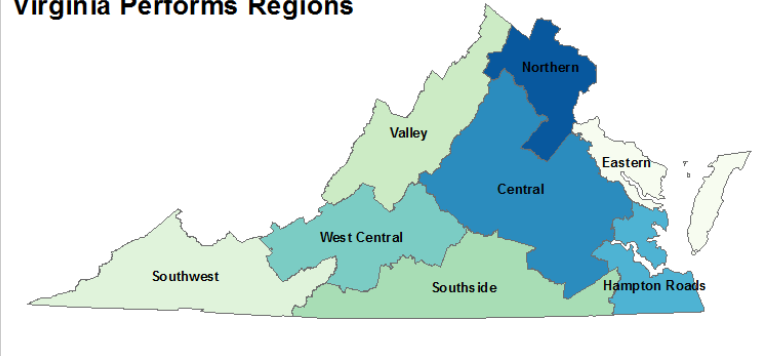
Concentration

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

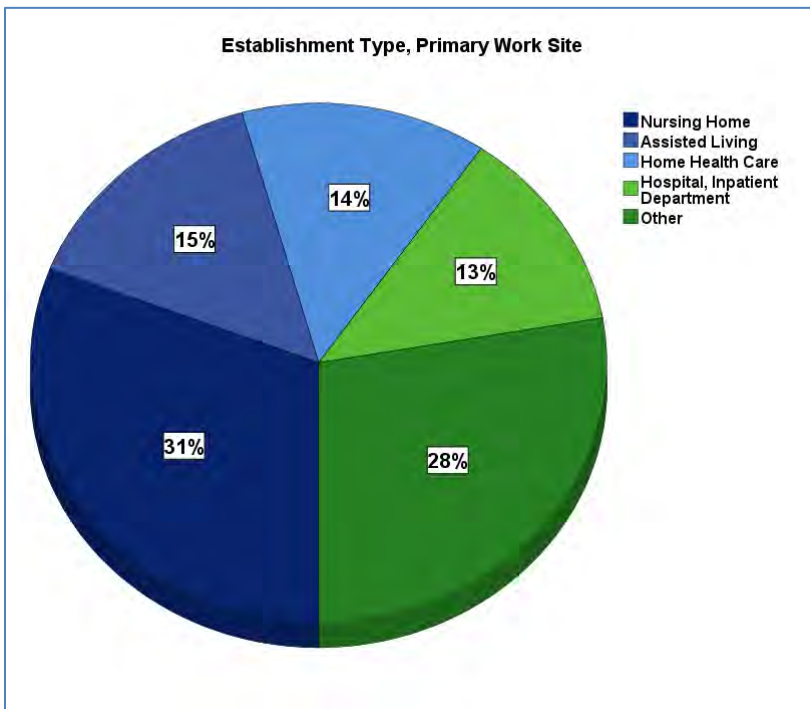
Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	9,497	23%	3,196	22%
Eastern	1,299	3%	515	4%
Hampton Roads	7,751	18%	2,758	19%
Northern	8,247	20%	3,355	23%
Southside	3,024	7%	938	7%
Southwest	2,595	6%	498	3%
Valley	3,598	9%	935	7%
West Central	5,780	14%	1,882	13%
Virginia Border State/D.C.	114	0%	99	1%
Other U.S. State	116	0%	143	1%
Outside of the U.S.	12	0%	13	0%
Total	42,033	100%	14,332	100%
Item Missing	8,552		2,040	

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: 31%

Assisted Living: 15%

Home Health Care: 14%

Source: Va. Healthcare Workforce Data Center

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

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	14,340	31%	3,567	24%
Assisted Living	6,875	15%	2,314	15%
Home Health Care	6,423	14%	3,108	21%
Hospital, Inpatient Department	5,896	13%	780	5%
Personal Care: Companion/Sitter/Private Duty	1,758	4%	888	6%
Physician's Office	1,313	3%	107	1%
Hospital, Ambulatory Care	1,197	3%	193	1%
Hospice	1,185	3%	221	1%
Mental Health Facility	863	2%	183	1%
Group Home	793	2%	381	3%
Health Clinic	733	2%	150	1%
Other Practice Setting	5,047	11%	3,225	21%
Total	46,423	100%	15,117	100%
Did Not Have a Location	2,924		37,136	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	6%
French:	2%
Chinese:	2%

Means of Communication

Respondent:	40%
Virtual Translation:	31%
Other Staff Member:	25%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	3,230	6%
French	1,260	2%
Chinese	1,037	2%
Tagalog/Filipino	1,031	2%
Arabic	982	2%
Korean	934	2%
Amharic, Somali, or Other Afro-Asiatic Languages	922	2%
Vietnamese	865	2%
Hindi	863	2%
Urdu	699	1%
Persian	694	1%
Pashto	630	1%
Others	1,055	2%
At Least One Language	5,087	10%

Source: Va. Healthcare Workforce Data Center

Among all CNAs, 6% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Respondent is Proficient	2,026	40%
Virtual Translation Service	1,594	31%
Other Staff Member is Proficient	1,261	25%
Onsite Translation Service	1,050	21%
Other	363	7%

Source: Va. Healthcare Workforce Data Center

Two out of every five CNAs who are employed at a primary work location that offers language services for patients are proficient and are the ones providing the service.

At a Glance:

FTEs

Total: 47,782
 FTEs/1,000 Residents¹: 5.50
 Average: 0.94

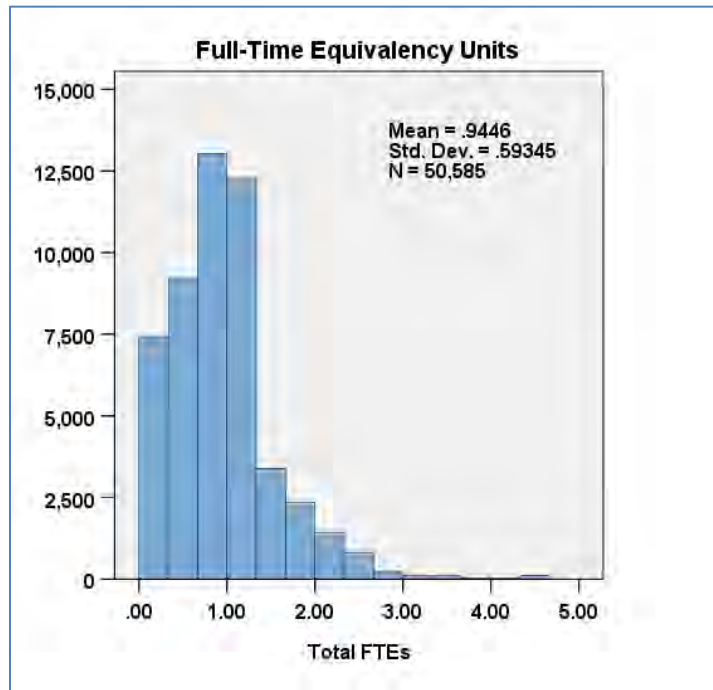
Age & Gender Effect

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:

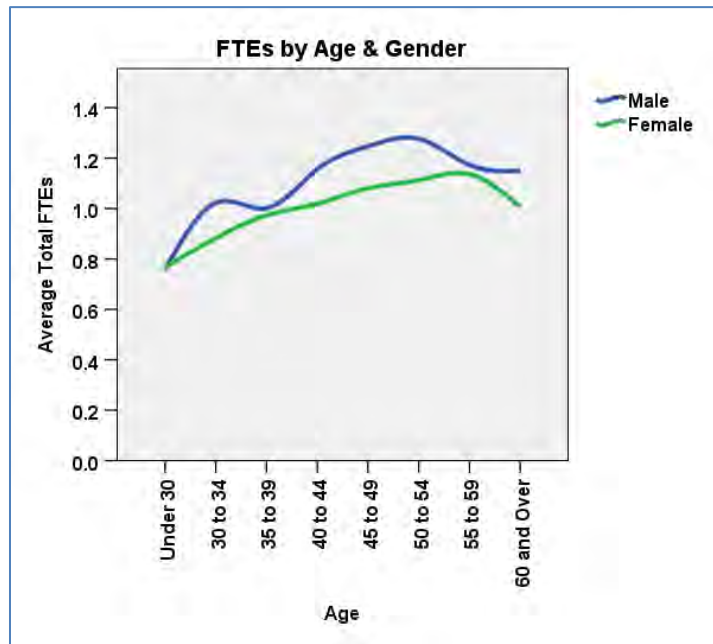


Source: Va. Healthcare Workforce Data Center

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
Under 30	0.76	0.68
30 to 34	0.88	0.88
35 to 39	0.96	0.91
40 to 44	1.02	0.91
45 to 49	1.08	1.02
50 to 54	1.11	1.08
55 to 59	1.12	1.08
60 and Over	0.99	0.91
Gender		
Male	1.03	0.98
Female	0.95	0.91

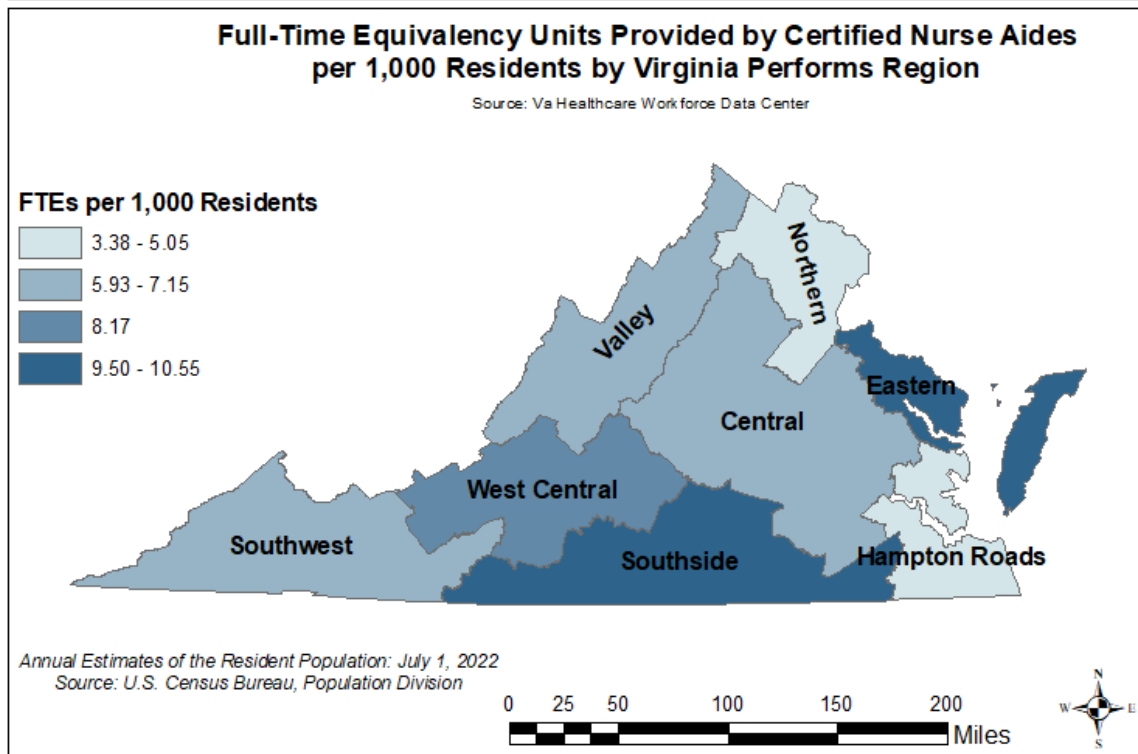
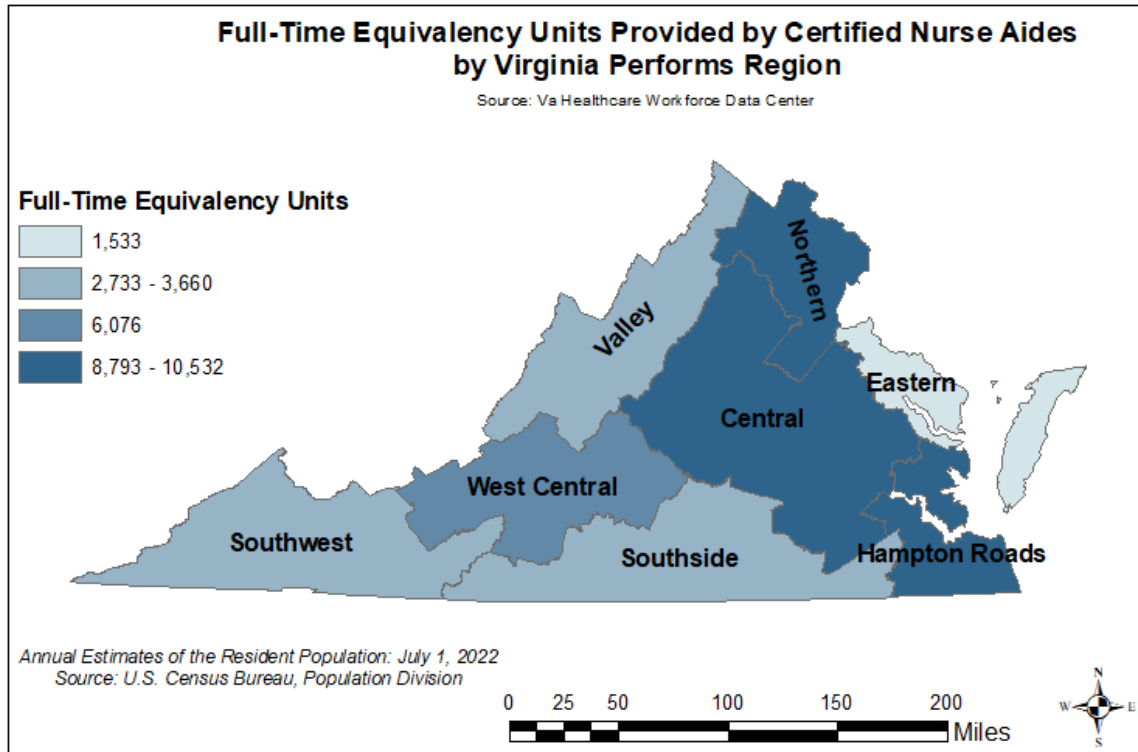
Source: Va. Healthcare Workforce Data Center

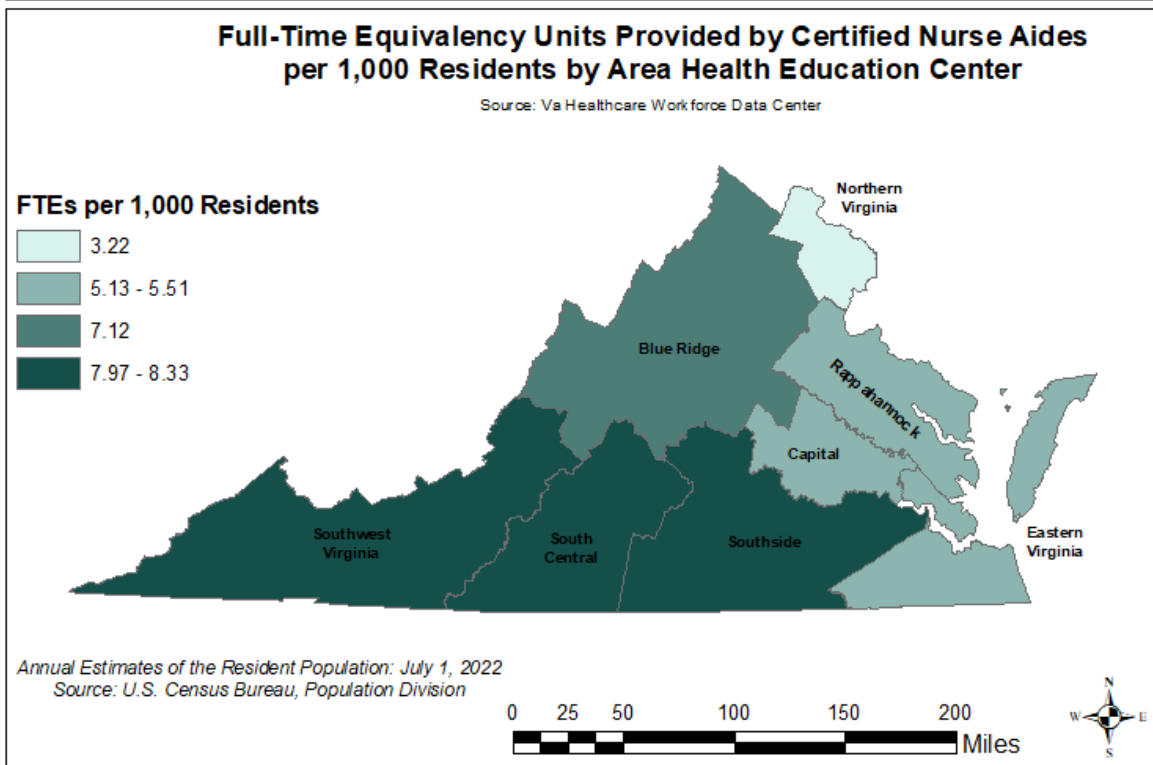
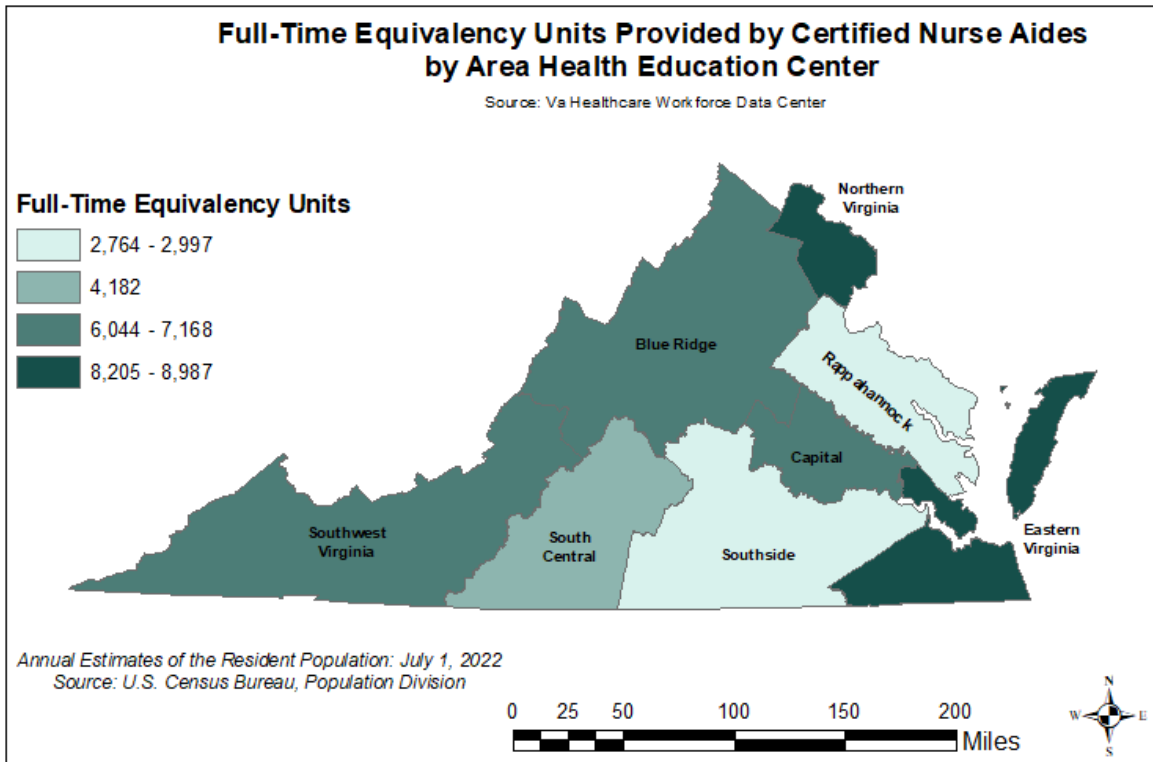


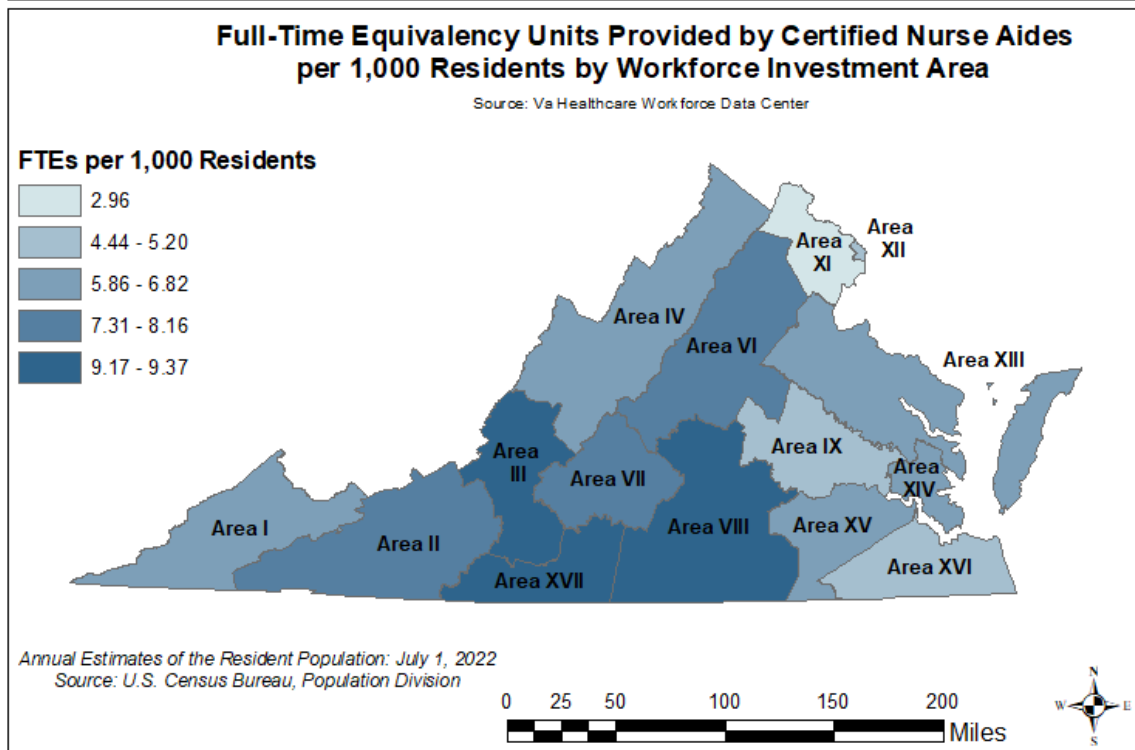
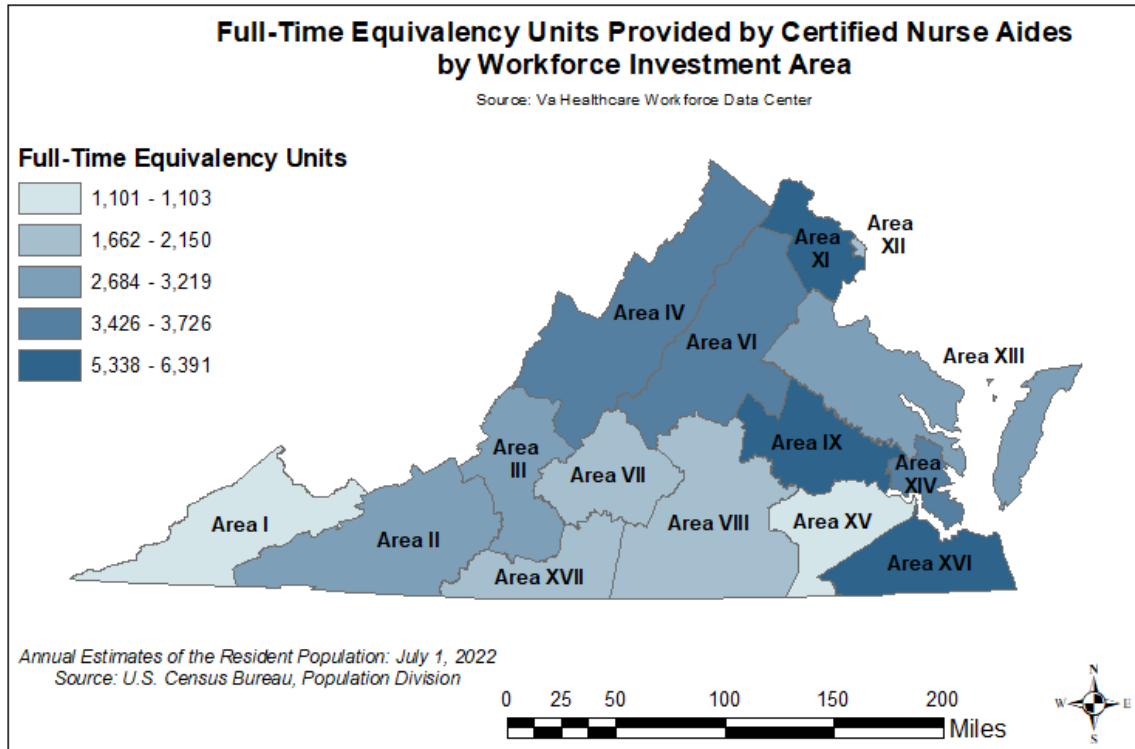
Source: Va. Healthcare Workforce Data Center

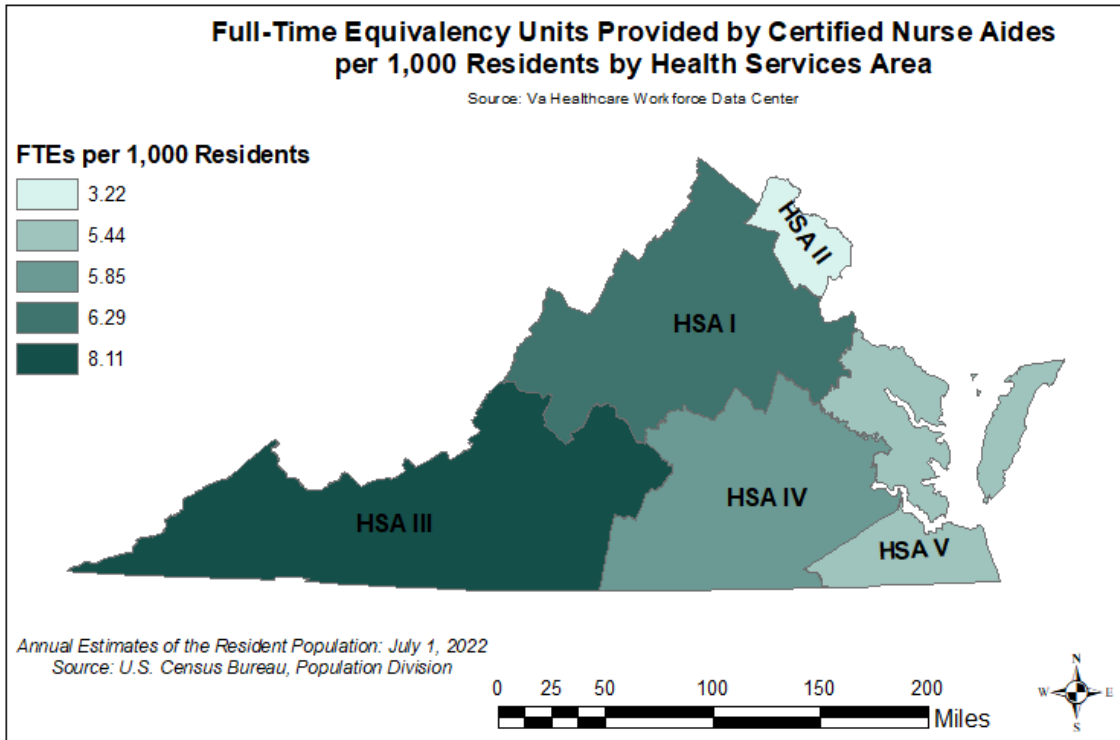
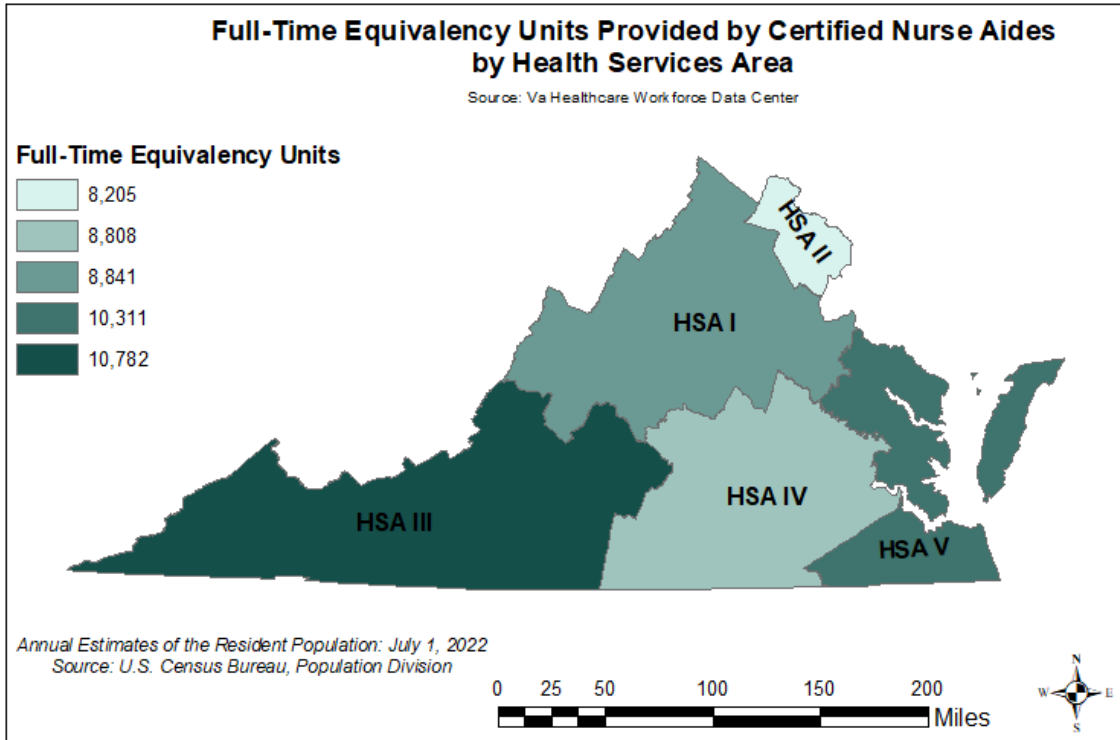
¹ Number of residents in 2022 was used as the denominator.

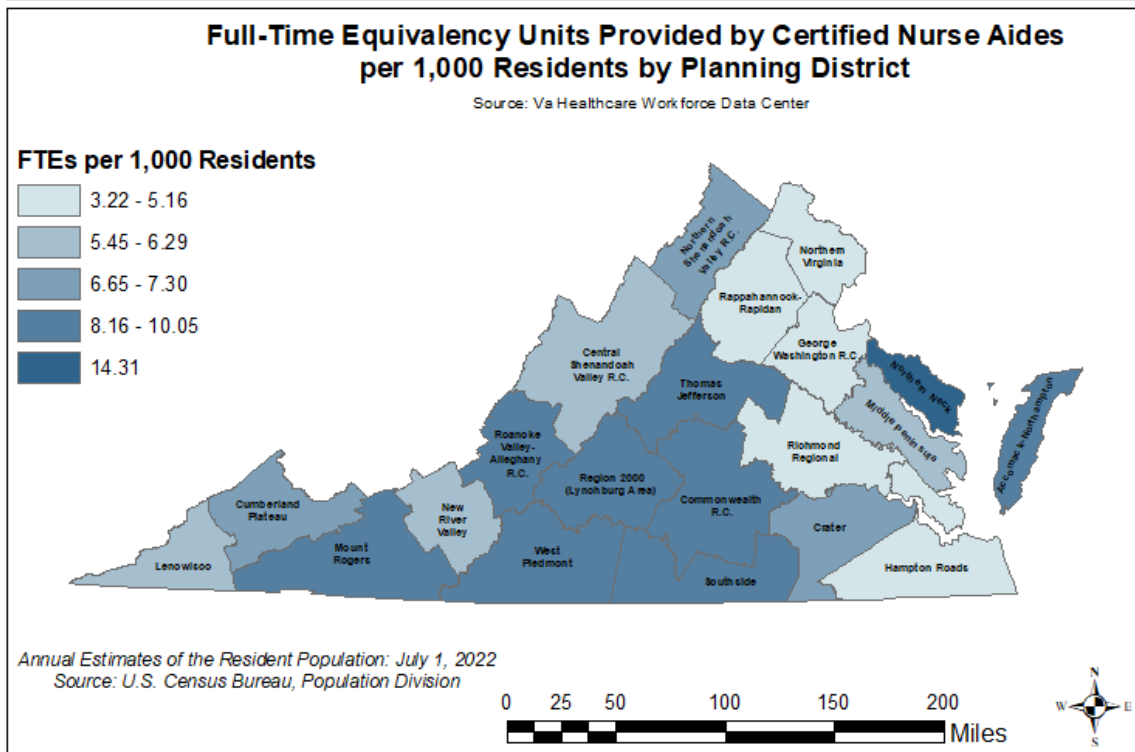
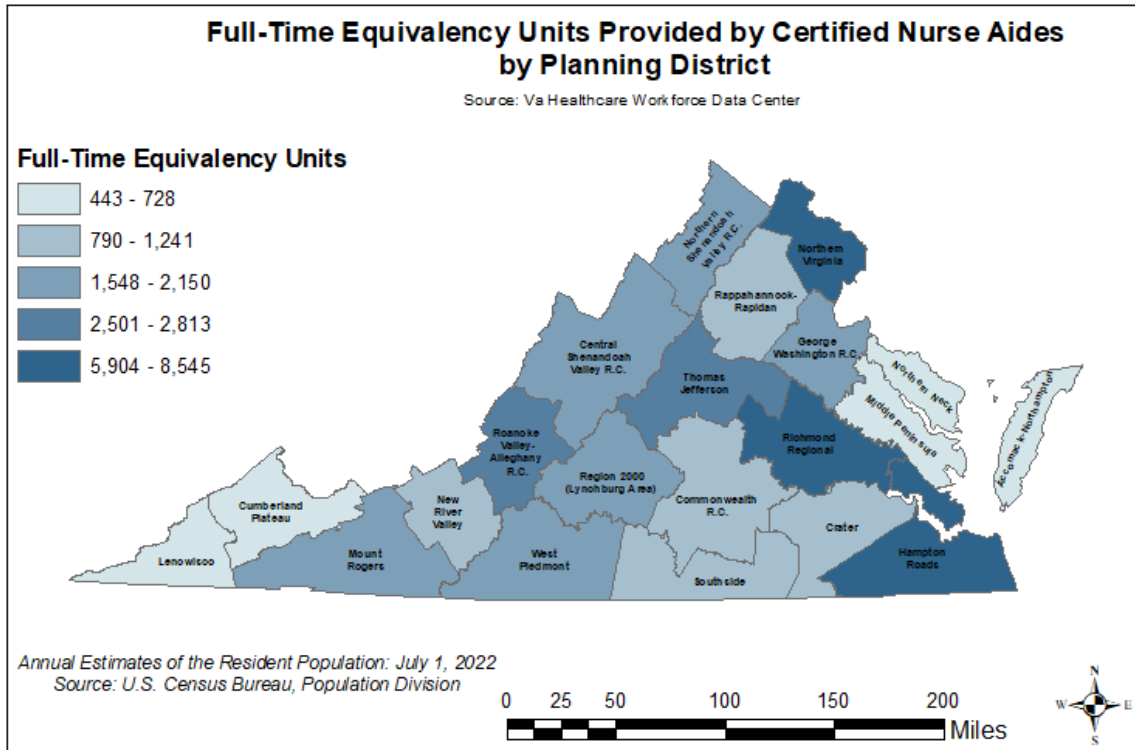
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	26,452	63.44%	1.576	1.152	2.644
Metro, 250,000 to 1 Million	5,400	62.13%	1.610	1.176	2.700
Metro, 250,000 or Less	5,429	60.31%	1.658	1.212	2.782
Urban, Pop. 20,000+, Metro Adj.	1,737	61.02%	1.639	1.197	2.749
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	3,918	64.98%	1.539	1.125	2.581
Urban, Pop. 2,500-19,999, Non-Adj.	1,822	57.03%	1.754	1.281	2.942
Rural, Metro Adj.	2,122	59.10%	1.692	1.237	2.838
Rural, Non-Adj.	1,065	55.77%	1.793	1.310	3.007
Virginia Border State/D.C.	4,707	30.27%	3.303	2.414	5.541
Other U.S. State	5,849	14.69%	6.809	4.976	11.422

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	14,948	32.80%	3.049	2.581	11.422
30 to 34	8,119	45.13%	2.216	1.876	8.301
35 to 39	6,949	57.89%	1.727	1.462	6.471
40 to 44	5,840	61.16%	1.635	1.384	6.125
45 to 49	5,225	65.61%	1.524	1.291	5.710
50 to 54	4,996	69.12%	1.447	1.225	5.420
55 to 59	4,630	75.29%	1.328	1.125	4.976
60 and Over	7,794	72.59%	1.378	1.166	5.161

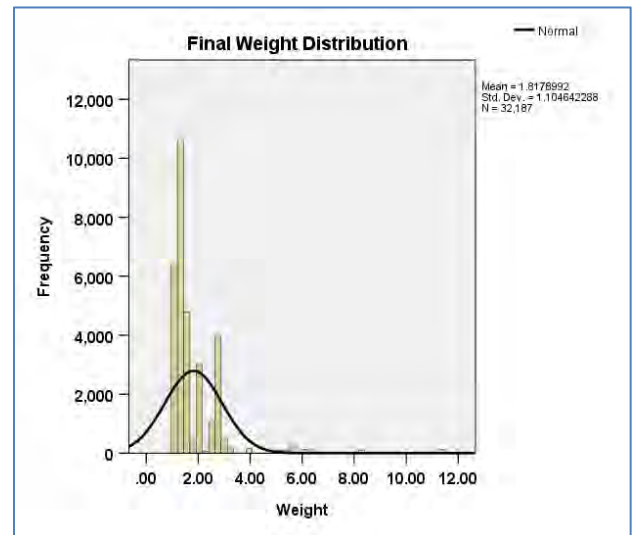
Source: Va. Healthcare Workforce Data Center

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: 0.550196



Source: Va. Healthcare Workforce Data Center