Virginia's Certified Nurse Aide Workforce: 2014

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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More than 32,000 Certified Nursing Aides voluntarily participated in this survey. *Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Nursing express our sincerest appreciation for your ongoing cooperation.*

Thank You!

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The Certified Nursing Aide Workforce: At a Glance:

The Workforce

Licensees:	61,574
Virginia's Workforce:	53,395
FTEs:	45,077

Survey Response Rate

All Licensees:	52%
Renewing Practitioners:	83%

Demographics

Female:	94%
Diversity Index:	58%
Median Age:	39

Background

Rural Childhood:	48%
HS Degree in VA:	66%
Prof. Degree in VA:	86%

Education

RMA Certification:	6%
Advanced CNA Cert.:	1%

Finances

Med. Income:	$11-$12/hr.
Health Benefits:	47%
Retirement Benefits:	32%

Current Employment

Employed in Prof.:	84%
Hold 1 Full-time Job:	56%
Satisfied?:	91%

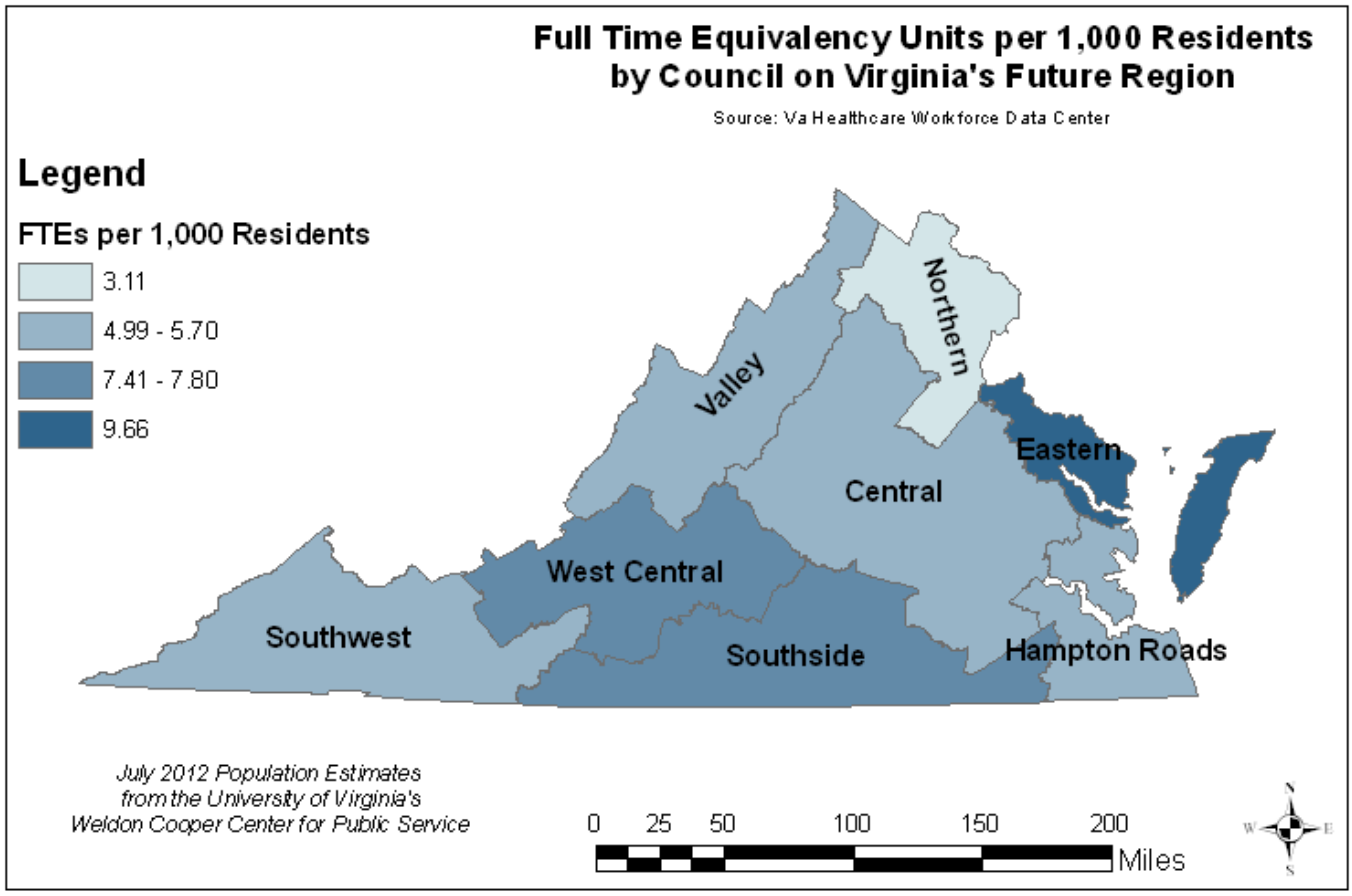
Job Turnover

New Location:	40%
Employed over 2 yrs:	45%

Establishment Type

Nursing Home:	33%
Home Health Care:	19%
Assisted Living:	13%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Results in Brief

32,289 Certified Nurse Aides (CNAs) voluntarily took part in the 2014 Certified Nurse Aide Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every year on the license issuance month of each respondent. These survey respondents represent 52% of the 61,574 CNAs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 53,395 CNAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a CNA at some point in the future. Between October 2013 and September 2014, Virginia's CNA workforce provided 45,077 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of all CNAs are female, while the median age of all CNAs is 39. In a random encounter between two CNAs, there is a 58% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's CNA workforce more diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities. Among CNAs who are under the age of 40, the diversity index increases slightly to 59%.

Nearly half of all CNAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 19% of all CNAs work in rural areas of the state. Meanwhile, two-thirds of Virginia's CNAs graduated from high school in Virginia, and 86% of CNAs earned their initial professional degree in the state. In total, 88% of Virginia's CNA workforce has some educational background in the state.

In addition to a CNA certificate, 6% of Virginia's CNA workforce also holds a certificate as a Registered Medication Aide (RMA), while 1% are certified as Advanced Practice CNAs. In addition, 10% of all CNAs are currently pursuing additional educational opportunities by enrolling in either a RN or LPN nursing program.

84% of CNAs are currently employed in the profession, but nearly 10% of CNAs are currently unemployed. 56% of all CNAs hold one full-time position, while 16% hold multiple positions simultaneously. 34% of CNAs work between 40 and 49 hours per week, while just 4% of CNAs work at least 60 hours per week. In addition, 45% of CNAs have been at their primary work location for more than two years, while 40% began work in a new location at some point in the past year.

The typical CNA earns between $11.00 and $12.00 per hour at their primary work location. In addition, 70% of all CNAs receive at least one employer-sponsored benefit, including 47% who receive health insurance. 91% of CNAs are satisfied with their current employment situation, including 63% who indicate they are "very satisfied".

94% of all CNAs fill primarily a clinical or patient care role at their primary work location. Approximately one-third of all CNAs work at a nursing home at their primary work location, the most of any establishment type among CNAs. Meanwhile, 19% of all CNAs are employed by home health care establishments at their primary work location, and 13% work at assisted living facilities.

A Closer Look:

Licensees		
License Status	**#**	**%**
Renewing Practitioners	40,455	66%
New Licensees	6,707	11%
Non-Renewals	7,876	13%
Renewal date not in survey period	6,536[1]	11%
All Licensees	61,574	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 83% of renewing CNAs submitted a survey. These represent 52% of CNAs who held a license at some point during the licensing period.

Response Rates			
Statistic	**Non Respondents**	**Respondent**	**Response Rate**
By Age			
Under 30	10,618	6,478	38%
30 to 34	3,822	3,518	48%
35 to 39	2,844	4,099	59%
40 to 44	2,341	3,557	60%
45 to 49	2,238	3,658	62%
50 to 54	2,365	3,790	62%
55 to 59	2,029	3,334	62%
60 and Over	3,028	3,855	56%
Total	29,285	32,289	52%
New Licenses			
Issued After Sept. 2013	6,707	0	0%
Metro Status			
Non-Metro	3,471	6,978	67%
Metro	12,508	23,721	66%
Not in Virginia	13,306	1,590	11%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed CNAs

Number:	61,574
New:	11%
Not Renewed:	13%

Response Rates

All Licensees:	52%
Renewing Practitioners:	83%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	32,289
Response Rate, all licensees	52%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in between October 2013 and September 2014 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.

[1] Although the survey is conducted annually, new licensees do not have to renew their license for two years.

At a Glance:

Workforce

Virginia's CNA Workforce:	53,395
FTEs:	45,077

Utilization Ratios

Licensees in VA Workforce:	87%
Licensees per FTE:	1.37
Workers per FTE:	1.18

Source: Va. Healthcare Workforce Data Center

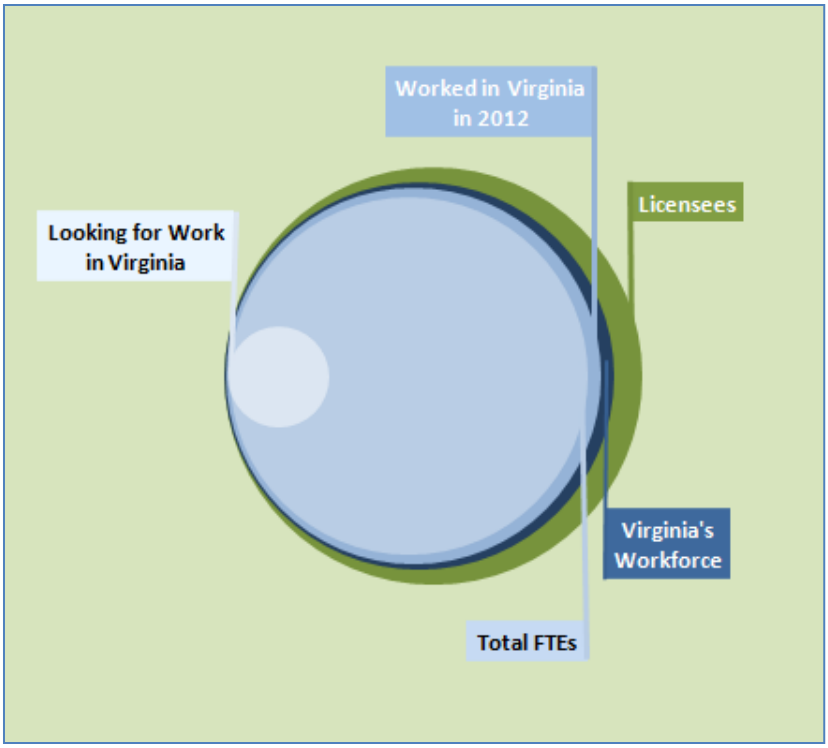
Virginia's CNA Workforce		
Status	#	%
Worked in Virginia in Past Year	49,771	93%
Looking for Work in Virginia	3,625	7%
Virginia's Workforce	53,395	100%
Total FTEs	45,077	
Licensees	61,574	

Source: Va. Healthcare Workforce Data Center

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

Definitions

1. **Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
2. **Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
3. **Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
4. **Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
5. **Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	716	5%	13,682	95%	14,398	27%
30 to 34	399	6%	6,178	94%	6,577	13%
35 to 39	308	5%	5,583	95%	5,890	11%
40 to 44	355	7%	4,599	93%	4,955	9%
45 to 49	412	8%	4,616	92%	5,028	10%
50 to 54	372	7%	5,072	93%	5,444	10%
55 to 59	264	6%	4,430	94%	4,694	9%
60 +	348	6%	5,277	94%	5,625	11%
Total	3,173	6%	49,437	94%	52,610	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	CNAs		CNAs under 40	
	%	#	%	#	%
White	64%	19,759	37%	10,874	40%
Black	19%	28,040	53%	13,504	50%
Asian	6%	1,574	3%	596	2%
Other Race	0%	574	1%	298	1%
Two or more races	2%	950	2%	683	3%
Hispanic	8%	2,018	4%	1,055	4%
Total	100%	52,915	100%	27,010	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female:	94%
% Under 40 Female:	95%

Age

Median Age:	39
% Under 40:	51%
% 55+:	20%

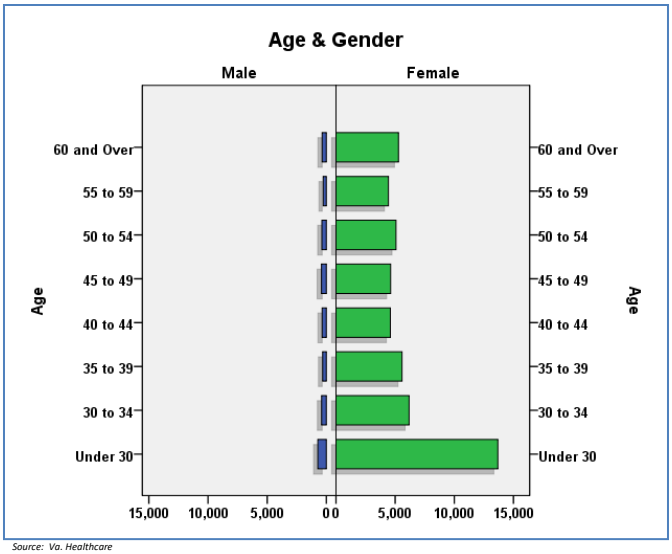
Diversity

Diversity Index:	58%
Under 40 Div. Index:	59%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two CNAs, there is a 58% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.

Over half of all CNAs are under the age of 40. 95% of these professionals are female. In addition, the diversity index among CNAs under the age of 40 is 59%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood:	29%
Rural Childhood[2]:	48%

Virginia Background

HS in Virginia:	66%
Prof. Training in VA:	86%
HS or Prof. Train. in VA:	88%

Location Choice

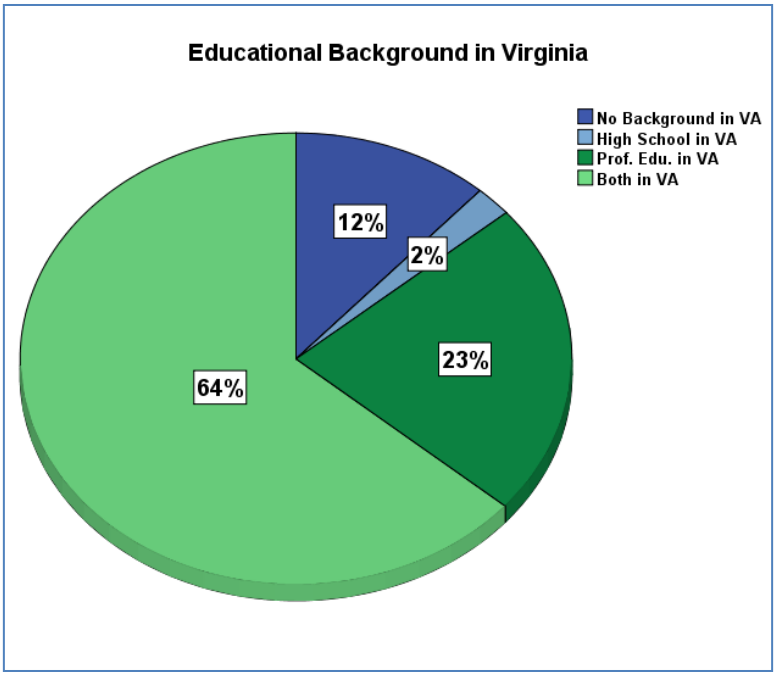
% Rural to Non-Metro:	29%
% Urban/Suburban to Non-Metro:	9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
	Metro Counties			
1	Metro, 1 million+	33%	28%	39%
2	Metro, 250,000 to 1 million	58%	20%	22%
3	Metro, 250,000 or less	65%	20%	15%
	Non-Metro Counties			
4	Urban pop 20,000+, Metro adj	68%	13%	19%
6	Urban pop, 2,500-19,999, Metro adj	74%	12%	14%
7	Urban pop, 2,500-19,999, nonadj	86%	7%	7%
8	Rural, Metro adj	76%	14%	11%
9	Rural, nonadj	64%	16%	20%
	Overall	**48%**	**23%**	**29%**

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

Top Ten States for Certified Nursing Aide Recruitment

Rank	All CNAs			
	High School	#	Init. Prof Degree	#
1	Virginia	34,478	Virginia	45,618
2	Outside of U.S./Canada	7,486	North Carolina	986
3	New York	1,616	New York	889
4	North Carolina	868	Maryland	455
5	Pennsylvania	839	Pennsylvania	452
6	West Virginia	717	West Virginia	451
7	Maryland	701	New Jersey	311
8	New Jersey	632	Illinois	269
9	California	430	California	266
10	Florida	414	Ohio	234

Source: Va. Healthcare Workforce Data Center

66% of Virginia's licensed CNAs earned their high school degree in Virginia, while 86% received their CNA training in the state.

Among CNAs who received their license in the past five years, 64% received their high school degree in Virginia, while 85% received their initial CNA training in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	12,662	Virginia	16,921
2	Outside of U.S./Canada	2,940	North Carolina	429
3	New York	543	New York	258
4	Pennsylvania	343	Pennsylvania	216
5	Maryland	293	Illinois	213
6	North Carolina	285	Maryland	208
7	Florida	262	West Virginia	148
8	New Jersey	213	New Jersey	93
9	West Virginia	204	Ohio	90
10	Illinois	170	South Carolina	79

Source: Va. Healthcare Workforce Data Center

13% of Virginia's licensees did not participate in Virginia's CNA workforce during the past year. 91% of these licensees worked at some point in the past year, including 71% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total:	8,089
% of Licensees:	13%
Va. Border State/DC:	14%

Source: Va. Healthcare Workforce Data Center

[2]Corrected from previous version.

A Closer Look:

Highest Credential		
Credential	#	%
Registered Medication Aide (RMA)	3,123	6%
Advanced Practice CNA	464	1%

7% of CNA's have an advanced credential, including 6% who are Registered Medication Aides. 10% of CNA's are enrolled in nursing programs, including 6% enrolled in RN programs.

At a Glance:

Education

RMA: 6%

Advanced Practice CNA: 1%

Educational Advancement

RN Program: 6%

LPN Program: 4%

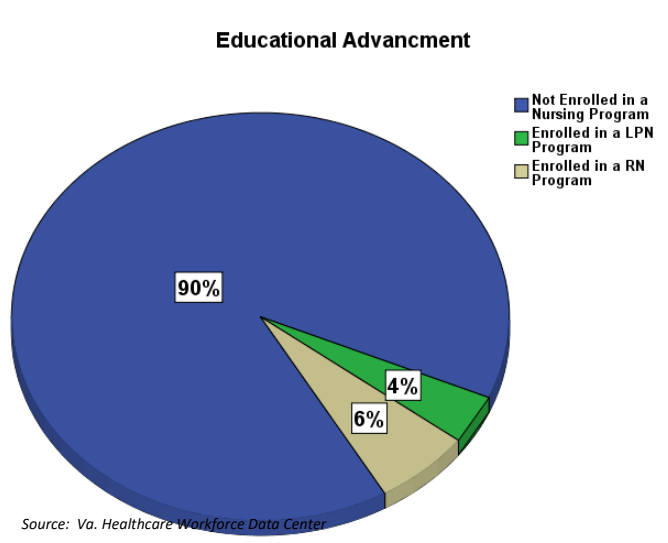
Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
Nursing Home/ Hospital	17,958	34%
Public School	11,924	23%
Community College	9,854	19%
Other	12,839	24%
Total	52,575	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	44,013	90%
RN Program	3,091	6%
LPN Program	1,899	4%
Total	49,003	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment
Employed in Profession: 84%
Involuntarily Unemployed: 9%

Positions Held
1 Full-time: 56%
2 or More Positions: 16%

Weekly Hours:
40 to 49: 34%
60 or more: 4%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	15	0%
Employed in a CNA- related capacity	44,248	84%
Employed, NOT in a CNA-related capacity	4,015	8%
Not working, reason unknown	0	0%
Involuntarily unemployed	4,550	9%
Voluntarily unemployed	152	0%
Retired	24	0%
Total	**53,004**	**100%**

Source: Va. Healthcare Workforce Data Center

84% of CNAs are currently employed in their profession. 56% of CNAs hold one full-time job, while 16% currently have multiple jobs. 34% of all CNAs work between 40 and 49 hours per week, while just 4% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	4,702	9%
1 to 9 hours	1,987	4%
10 to 19 hours	2,749	5%
20 to 29 hours	5,800	11%
30 to 39 hours	15,185	30%
40 to 49 hours	17,694	34%
50 to 59 hours	1,180	2%
60 to 69 hours	565	1%
70 to 79 hours	696	1%
80 or more hours	879	2%
Total	**51,437**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	4,702	9%
One Part-Time Position	9,946	19%
Two Part-Time Positions	2,065	4%
One Full-Time Position	29,327	56%
One Full-Time Position & One Part-Time Position	5,661	11%
Two Full-Time Positions	456	1%
More than Two Positions	374	1%
Total	**52,531**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than $7.50 per hour	804	2%
$7.50 to $7.99 per hour	1,157	3%
$8.00 to $8.99 per hour	3,345	8%
$9.00 to $9.99 per hour	4,747	11%
$10.00 to $10.99 per hour	9,245	21%
$11.00 to $11.99 per hour	7,432	17%
$12.00 to $12.99 per hour	6,375	15%
$13.00 to $13.99 per hour	3,994	9%
$14.00 to $14.99 per hour	2,607	6%
$15.00 or more per hour	4,260	10%
Total	43,966	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 47%
Retirement: 32%

Satisfaction
Satisfied: 91%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	32,997	63%
Somewhat Satisfied	14,349	28%
Somewhat Dissatisfied	2,977	6%
Very Dissatisfied	1,718	3%
Total	**52,041**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical CNA earned between $11 and $12 per hour during the past year. In addition to monetary compensation, 47% received health insurance and 32% also had access to a retirement plan.

Employer-Sponsored Benefits		
Benefit	#	%
Dental Insurance	19,327	44%
Health Insurance	20,868	47%
Paid Sick Leave	21,674	49%
Group Life Insurance	12,710	29%
Retirement	14,337	32%
Paid Vacation	26,632	60%
Received At Least One Benefit	**31,077**	**70%**
*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	5,174	11%	3,467	23%
6 Months to 1 Year	6,897	15%	2,876	19%
1 to 2 Years	13,095	28%	3,683	25%
3 to 5 Years	10,164	22%	2,689	18%
6 to 10 Years	5,629	12%	1,269	9%
More than 10 Years	5,164	11%	872	6%
Subtotal	**46,124**	**100%**	**14,856**	**100%**
Did not have location	4,773		35,777	
Item Missing	2,499		2,762	
Total	53,395		53,395	

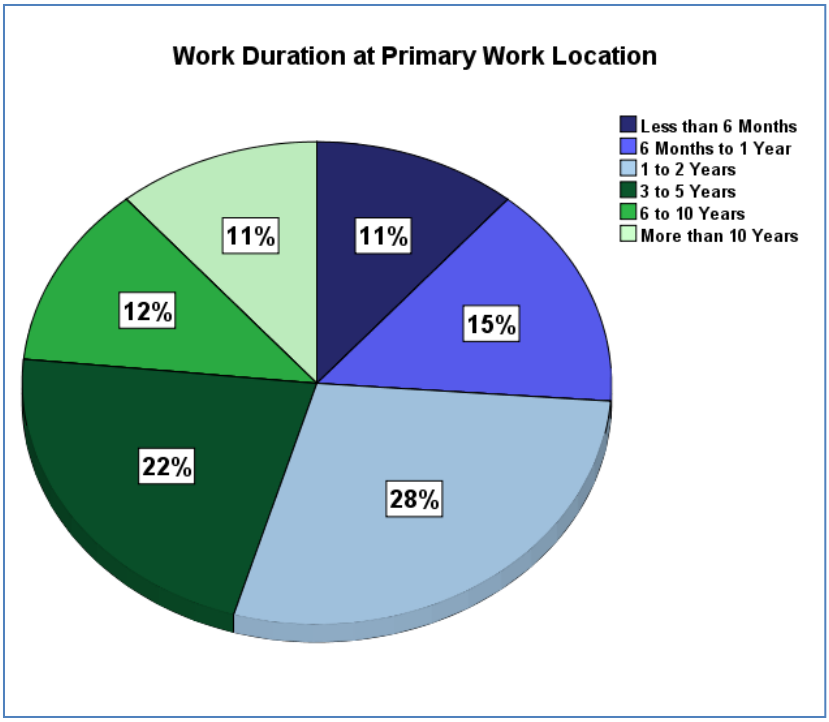
Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

New Location:	40%
Over 2 years:	45%
Over 2 yrs, 2nd location:	33%

45% of CNAs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.



Source: Va. Healthcare Workforce Data Center

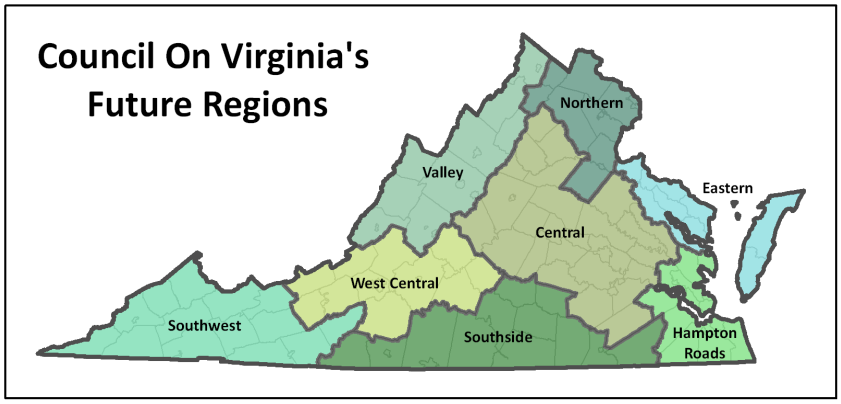
At a Glance:

Concentration

Top Region:	21%
Top 3 Regions:	62%
Lowest Region:	4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



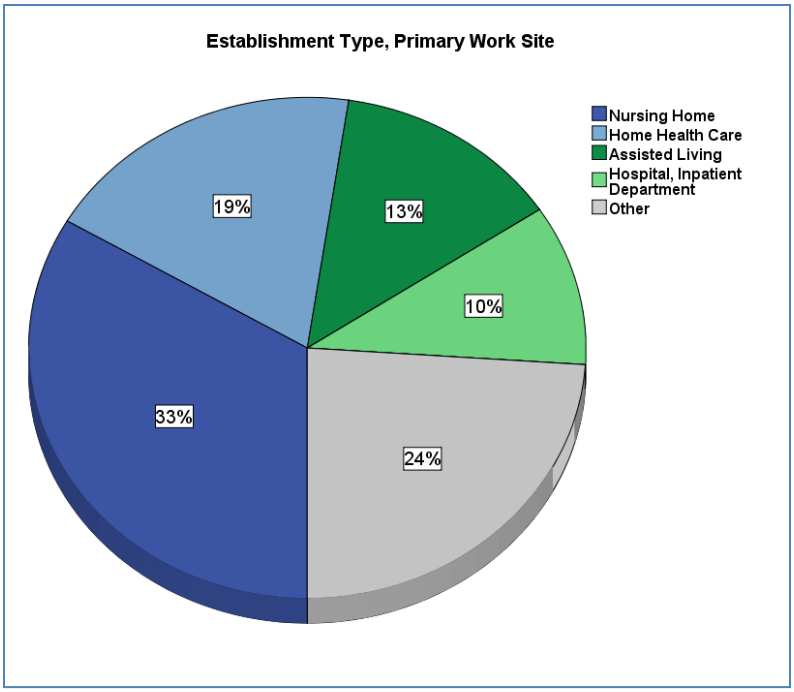
Source: Va. Healthcare Workforce Data Center

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	9,000	21%	3,236	21%
Eastern	1,533	4%	613	4%
Hampton Roads	9,172	21%	3,358	22%
Northern	8,854	20%	3,655	24%
Southside	3,252	7%	971	6%
Southwest	2,267	5%	548	4%
Valley	3,370	8%	803	5%
West Central	5,988	14%	1,939	12%
Virginia Border State/DC	111	0%	91	1%
Other US State	173	0%	228	1%
Outside of the US	5	0%	72	0%
Total	**43,725**	**100%**	**15,514**	**100%**
Item Missing	4,897		2,104	

Source: Va. Healthcare Workforce Data Center

Hampton Roads employs more CNAs than any region in Virginia, while Eastern Virginia employs the fewest number of CNAs in the state.

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Activity

Clinical/Patient Care:	94%
Non-Clinical:	6%

Top Establishments

Hospital, Inpatient:	20%
Clinic, Primary Care:	13%
Private Practice, Group:	11%

Source: Va. Healthcare Workforce Data Center

Nursing homes employed one-third of Virginia's entire CNA workforce, the most of any establishment type. Meanwhile, 94% of all CNAs were engaged in either clinical or patient care at their primary work location.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	15,817	33%	3,108	19%
Home Health Care	8,941	19%	4,041	25%
Assisted Living	6,290	13%	1,887	12%
Hospital, Inpatient Department	4,901	10%	623	4%
Personal Care: Companion/ Sitter/Private Duty	2,316	5%	1,434	9%
Mental Health Facility	1,317	3%	168	1%
Group Home	852	2%	378	2%
Physician's Office	829	2%	100	1%
Hospice	752	2%	143	1%
Hospital, Ambulatory Care	690	1%	114	1%
Health Clinic	380	1%	101	1%
Ambulatory/Outpatient Care	356	1%	135	1%
Other Practice Setting	3,826	8%	3,855	24%
Total	47,267	100%	16,087	100%
Did Not Have a Location	4,773		35,777	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total:	45,077
FTEs/1,000 Residents:	5.457
Average:	0.93

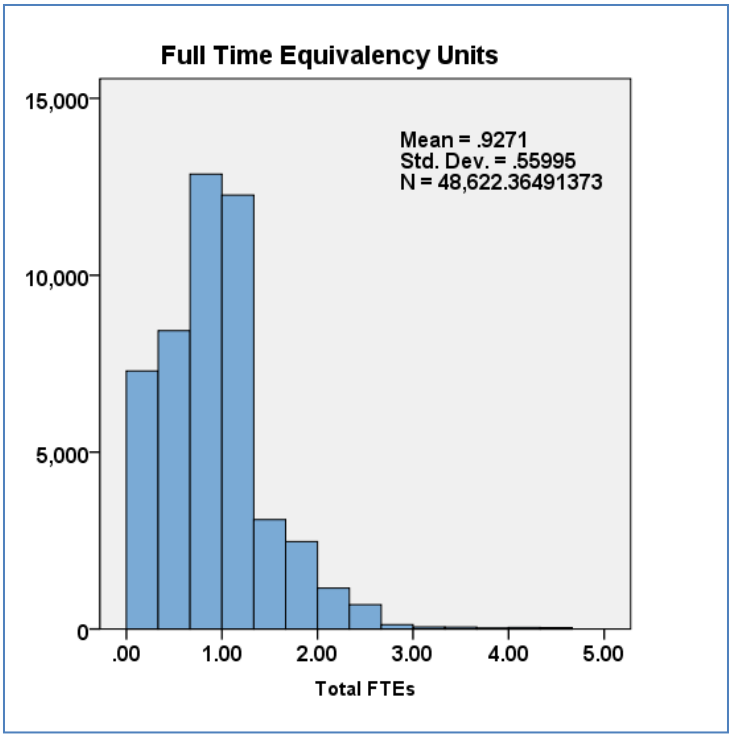
Age & Gender Effect

Age, Partial Eta^2:	Negligible
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:

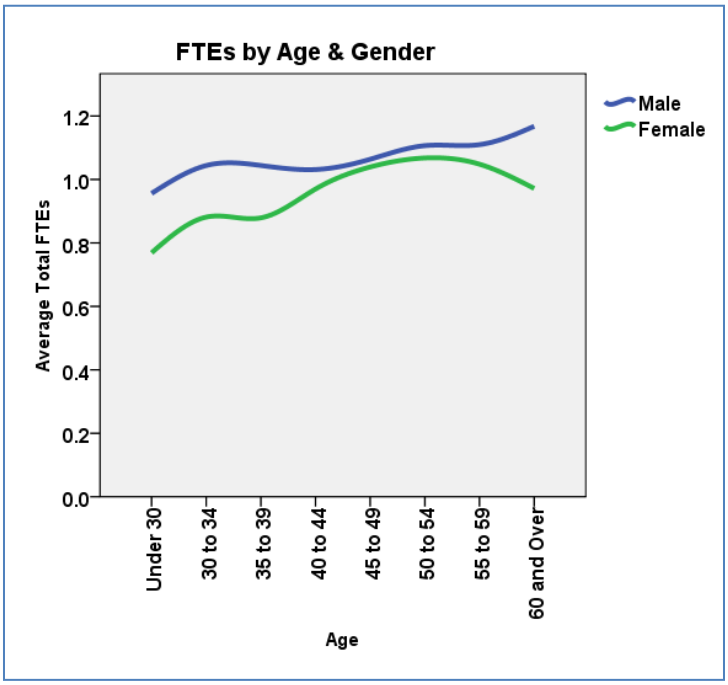


Source: Va. Healthcare Workforce Data Center

The typical (median) CNA provided 0.91 FTEs, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.[3]

Full-Time Equivalency Units		
Age	**Average**	**Median**
Age		
Under 30	0.78	0.77
30 to 34	0.89	0.89
35 to 39	0.89	0.88
40 to 44	0.97	0.91
45 to 49	1.04	1.03
50 to 54	1.07	1.08
55 to 59	1.05	1.08
60 and Over	0.98	0.91
Gender		
Male	1.05	1.01
Female	0.92	0.91

Source: Va. Healthcare Workforce Data Center

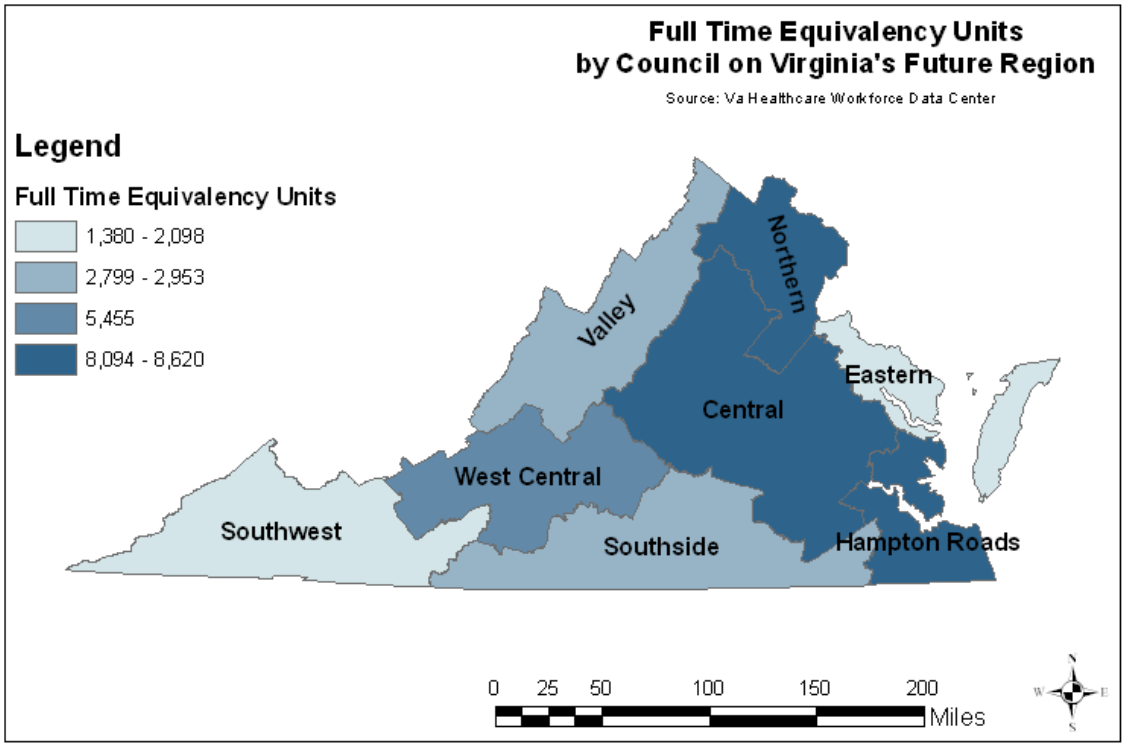


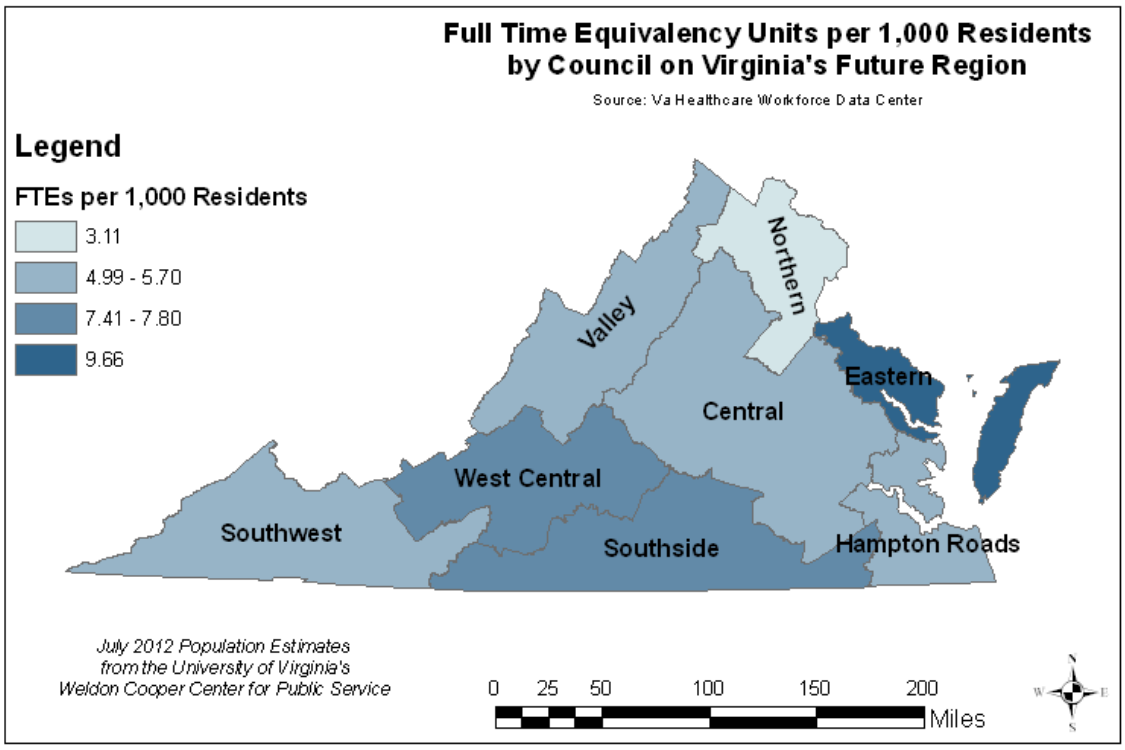
Source: Va. Healthcare Workforce Data Center

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

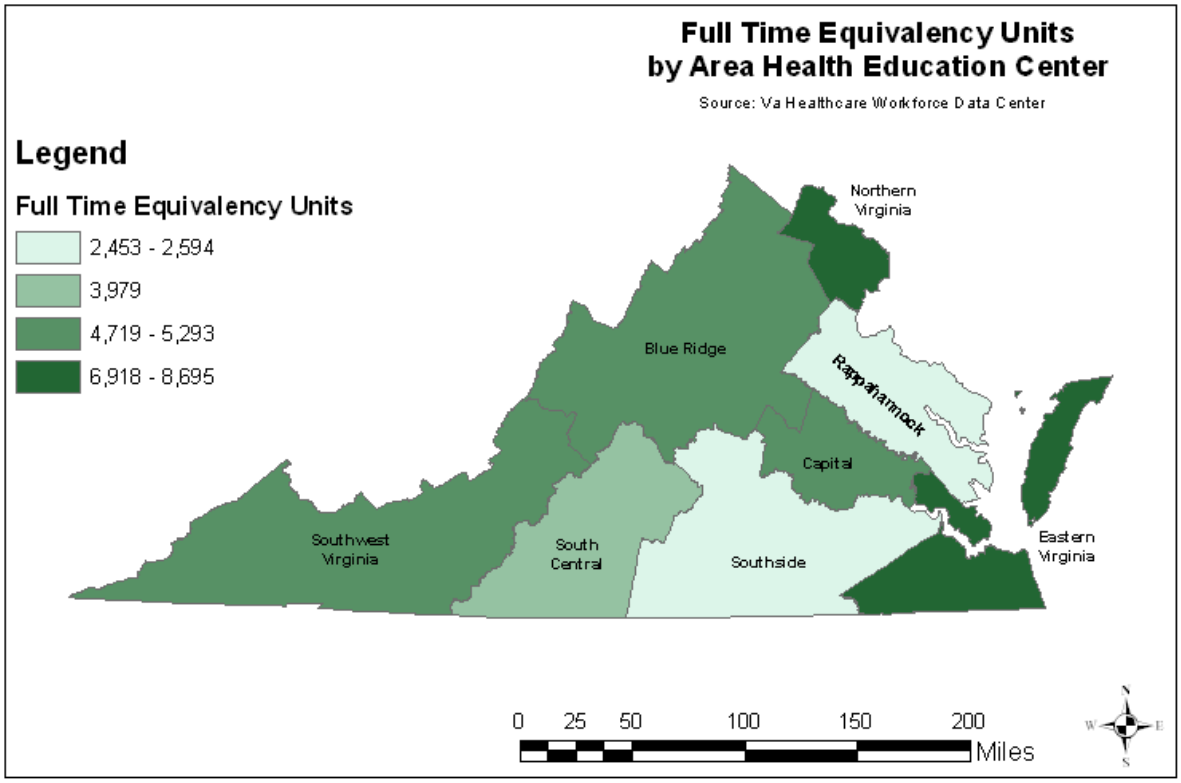
Maps

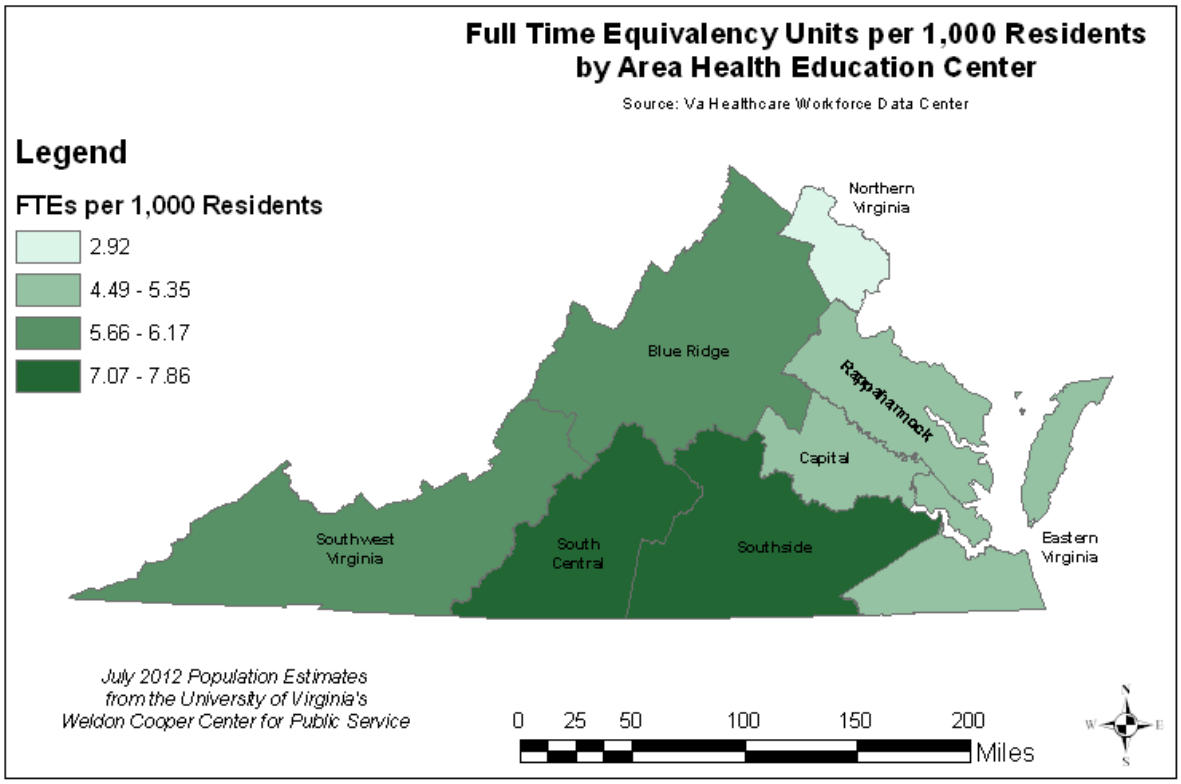
Council on Virginia's Future Regions



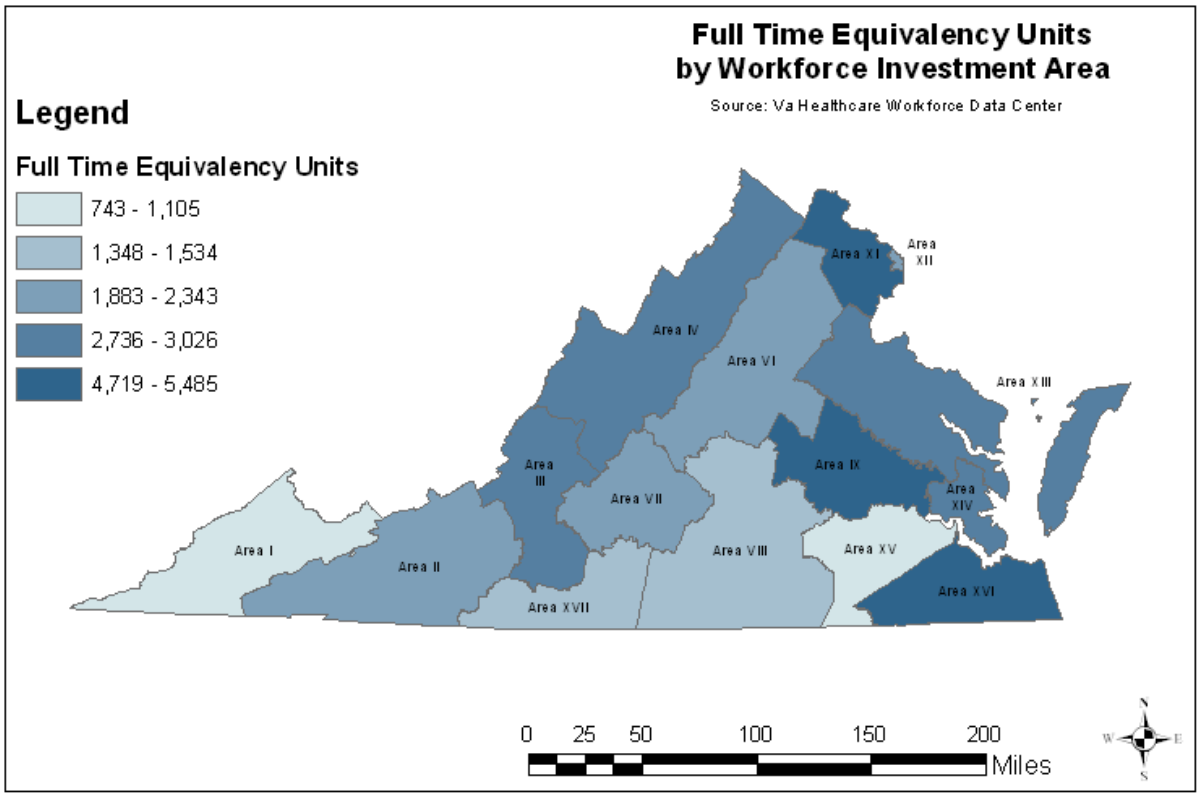


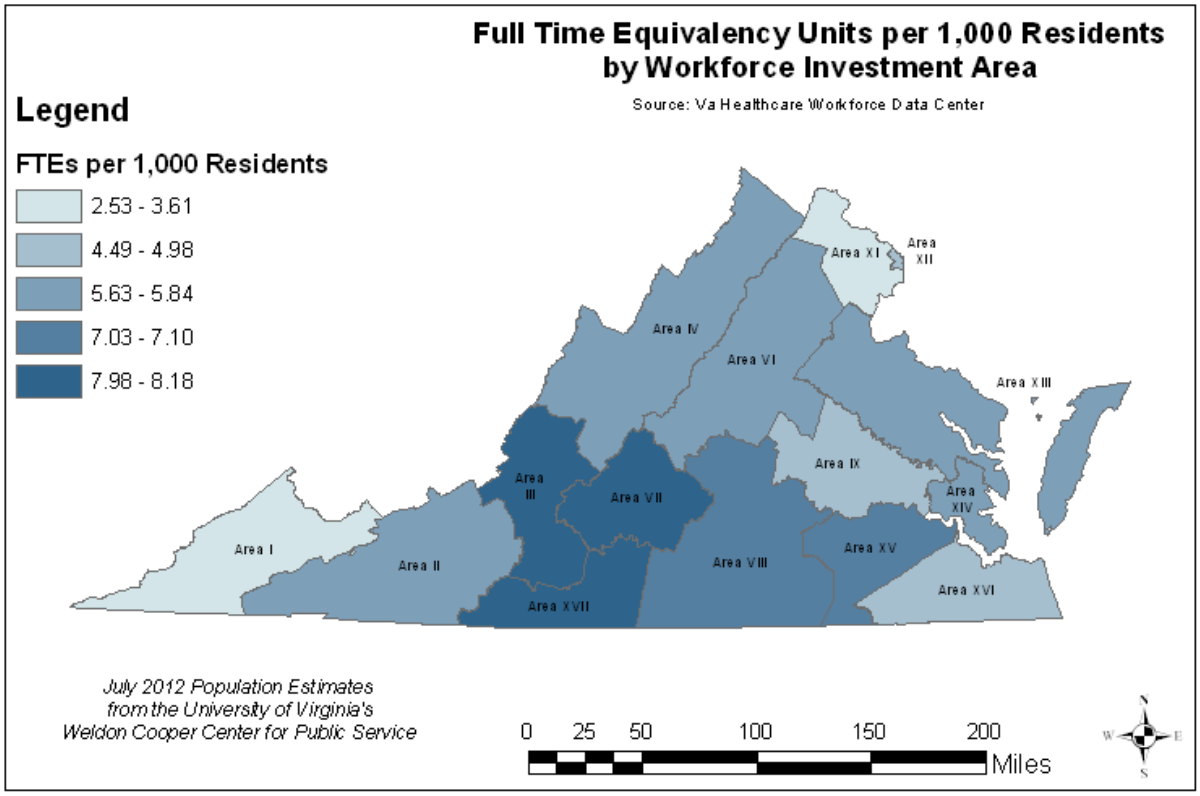
Area Health Education Center Regions



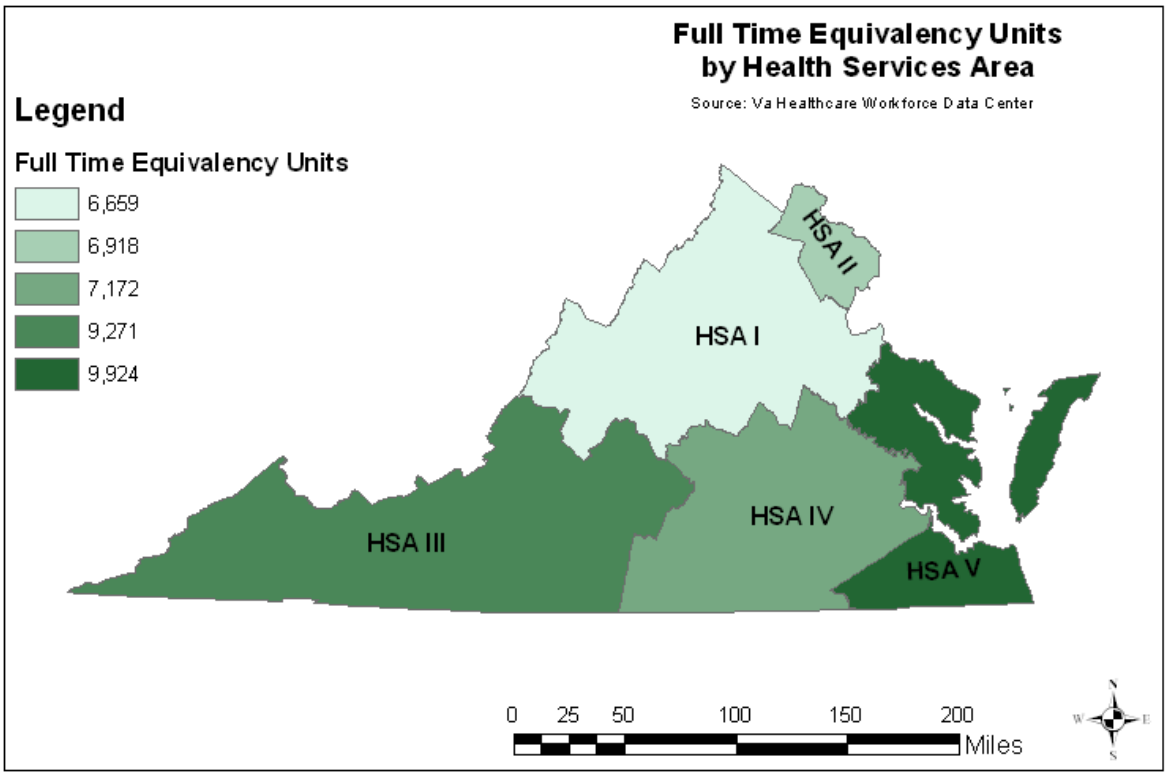


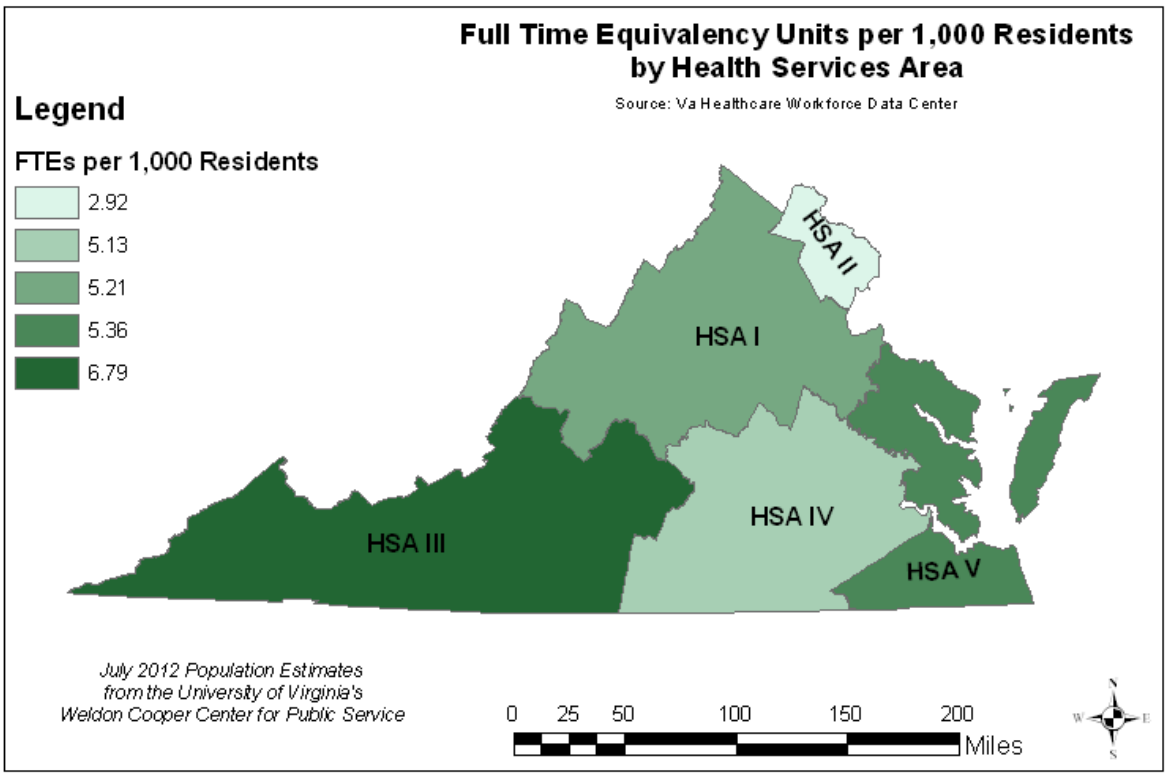
Workforce Investment Areas

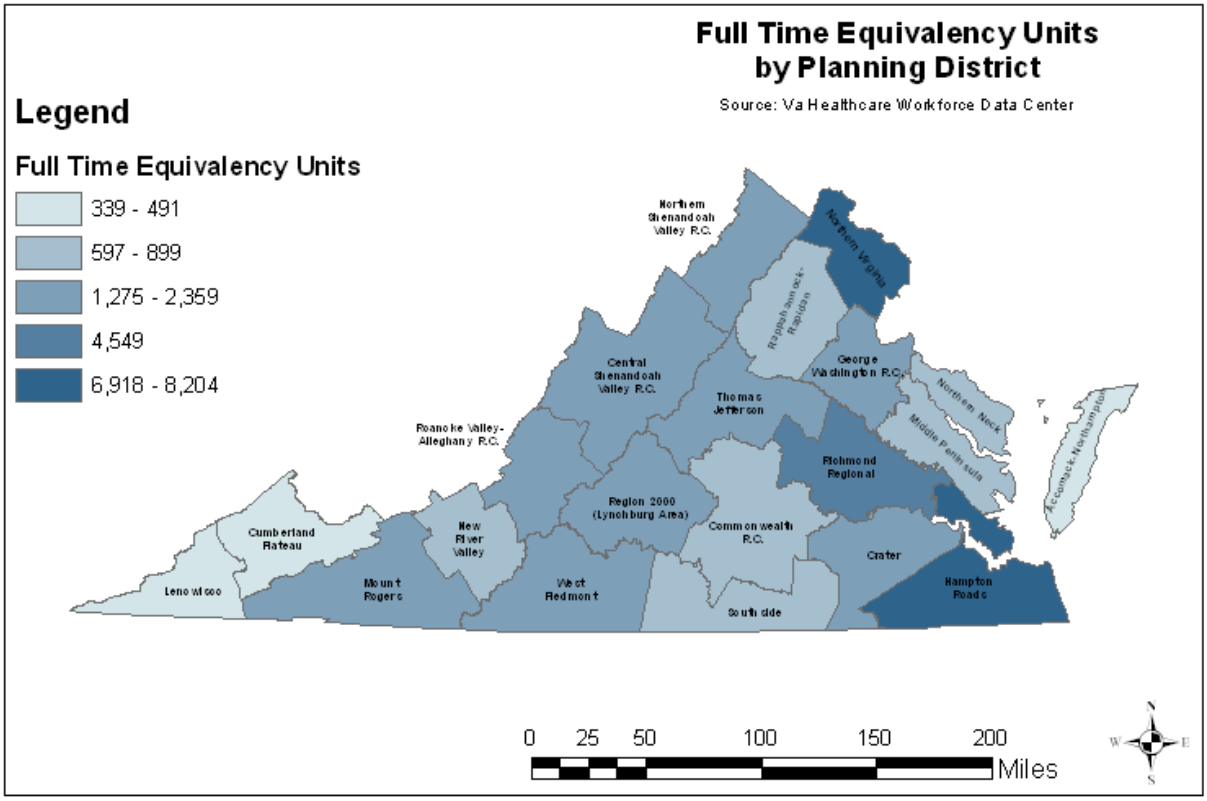


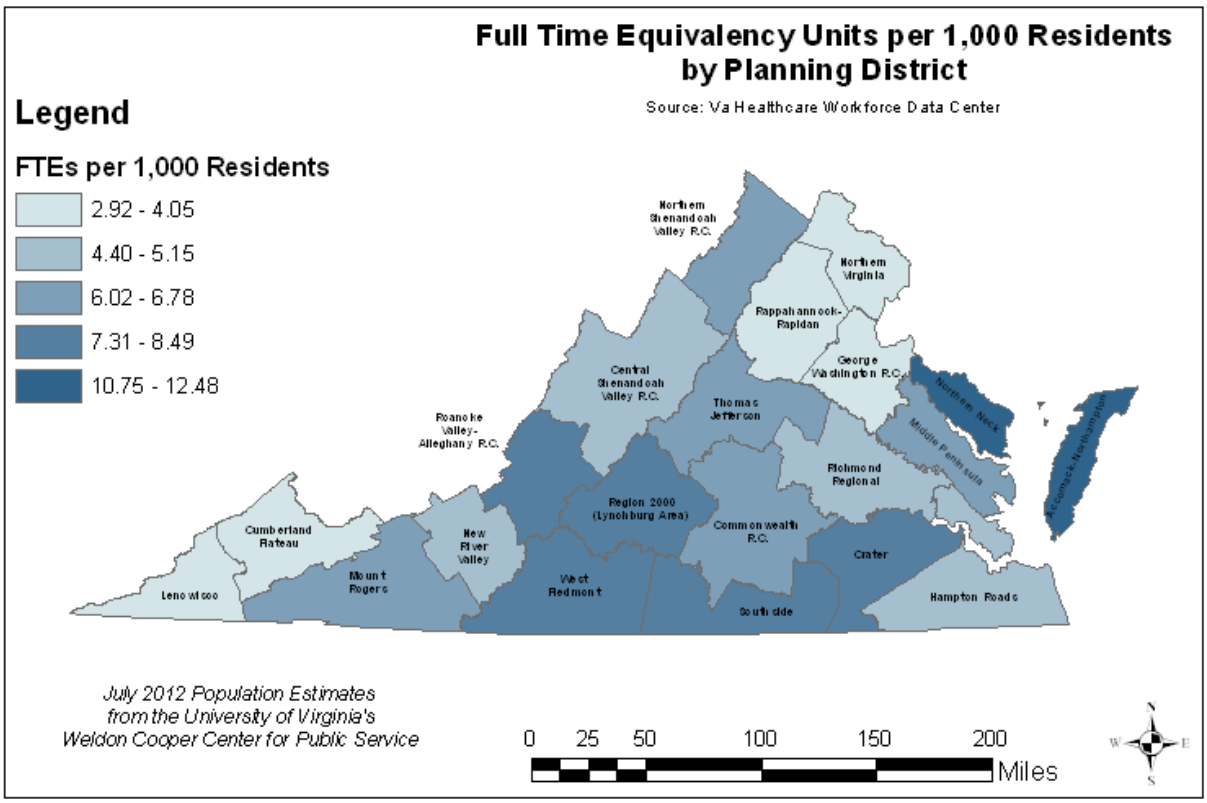


Health Services Areas






Full Time Equivalency Units
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
Full Time Equivalency Units
339 - 491
597 - 899
1,275 - 2,359
4,549
6,918 - 8,204
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Cumberland Plateau
New River Valley
Crater
Lenowisco
Mount Rogers
West Piedmont
South side
Hampton Roads
0 25 50 100 150 200
Miles
W E S


Full Time Equivalency Units per 1,000 Residents
by Planning District
Source: Va Healthcare Workforce Data Center
Legend
FTEs per 1,000 Residents
2.92 - 4.05
4.40 - 5.15
6.02 - 6.78
7.31 - 8.49
10.75 - 12.48
Northern Shenandoah Valley R.C.
Northern Virginia
Rappahannock-Rapidan
George Washington R.C.
Central Shenandoah Valley R.C.
Thomas Jefferson
Northern Neck
Middle Peninsula
Accomack-Northampton
Roanoke Valley-Alleghany R.C.
Richmond Regional
Region 2000 (Lynchburg Area)
Commonwealth R.C.
Cumberland Plateau
New River Valley
Crater
Lenowisco
Mount Rogers
West Piedmont
South side
Hampton Roads
July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service
0 25 50 100 150 200
Miles
W E S

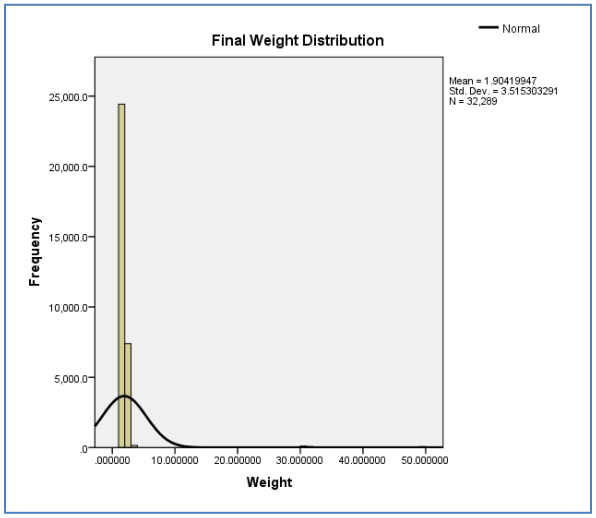
Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	26,033	64.32%	1.554673	1.31141	2.151542
Metro, 250,000 to 1 million	5,475	67.80%	1.474946	1.244158	2.041207
Metro, 250,000 or less	4,721	69.14%	1.446385	1.220066	2.00168
Urban pop 20,000+, Metro adj	1,965	67.99%	1.470808	1.240668	2.03548
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	3,905	67.55%	1.480288	1.248664	2.048599
Urban pop, 2,500-19,999, nonadj	1,680	66.13%	1.512151	1.275542	2.092695
Rural, Metro adj	1,998	64.41%	1.552448	1.309533	2.148462
Rural, nonadj	901	67.26%	1.486799	1.254156	2.05761
Virginia border state/DC	3,344	37.95%	2.635146	2.222819	3.646829
Other US State	11,552	2.78%	35.987539	30.35649	49.80385

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	17,096	37.89%	2.639086	2.00168	49.80385
30 to 34	7,340	47.93%	2.086413	1.582491	39.37401
35 to 39	6,943	59.04%	1.693828	1.284725	31.96529
40 to 44	5,898	60.31%	1.658139	1.257656	31.29178
45 to 49	5,896	62.04%	1.61181	1.222517	30.41747
50 to 54	6,155	61.58%	1.624011	1.231771	30.64772
55 to 59	5,363	62.17%	1.608578	1.220066	30.35649
60 and Over	6,883	56.01%	1.785473	1.354236	33.69479

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.524393