Virginia’s Assisted Living Facility Administrator Workforce: 2015

Healthcare Workforce Data Center

September 2015
468 Assisted Living Facility Administrators 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 Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.

Thank You!
Virginia Board of Long-Term Care Administrators

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Fredericksburg

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Virginia Beach

**Executive Director**

Lisa R. Hahn
### The Assisted Living Facility Administrator Workforce: At a Glance:

<table>
<thead>
<tr>
<th>The Workforce</th>
<th>Background</th>
<th>Current Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensees: 673</td>
<td>Rural Childhood: 47%</td>
<td>Employed in Prof.: 92%</td>
</tr>
<tr>
<td>Virginia’s Workforce: 628</td>
<td>HS Degree in VA: 61%</td>
<td>Hold 1 Full-time Job: 82%</td>
</tr>
<tr>
<td>FTEs: 740</td>
<td>Prof. Degree in VA: 95%</td>
<td>Satisfied?: 95%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Survey Response Rate</th>
<th>Highest Prof. Degree</th>
<th>Job Turnover</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Licensees: 70%</td>
<td>Admin-in-Training: 25%</td>
<td>Switched Jobs: 5%</td>
</tr>
<tr>
<td>Renewing Practitioners: 85%</td>
<td>Baccalaureate: 13%</td>
<td>Employed over 2 yrs: 68%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Demographics</th>
<th>Finances</th>
<th>Time Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female: 82%</td>
<td>Median Income: $60k-$70k</td>
<td>Administration: 50%-59%</td>
</tr>
<tr>
<td>Diversity Index: 39%</td>
<td>Vacation: 79%</td>
<td>Supervisory: 20%-29%</td>
</tr>
<tr>
<td>Median Age: 53</td>
<td>Retirement: 37%</td>
<td>Patient Care: 10%-19%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

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### Full Time Equivalency Units per 1,000 Residents by Council on Virginia’s Future Region

**Legend**

- FTEs per 1,000 Residents
  - 0.05
  - 0.03 - 0.09
  - 0.12
  - 0.16 - 0.17

Source: Va Healthcare Workforce Data Center

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July 2014 Population Estimates from the University of Virginia’s Welton Cooper Center for Public Service

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Source: Va. Healthcare Workforce Data Center
468 Assisted Living Facility Administrators (ALFAs) voluntarily took part in the 2015 Assisted Living Facility Administrator 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 March for ALFAs. These survey respondents represent 70% of the 673 ALFAs who are licensed in the state and 85% of renewing practitioners.

The HWDC estimates that 628 ALFAs 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 an ALFA at some point in the future. Between April 2014 and March 2015, Virginia’s ALFA workforce provided 740 “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).

83% of ALFAs are female, including 79% of those ALFAs who are under the age of 40. In a random encounter between two ALFAs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. Although this percentage increases to 42% for those ALFAs who are under the age of 40, this still remains below the diversity index of 54% for Virginia’s overall population.

47% of all ALFAs grew up in a rural area, but less than one-third of these professionals currently work in non-Metro areas of the state. Overall, 21% of Virginia’s ALFAs work in rural areas of the state. In addition, 96% of Virginia’s ALFA workforce has some educational background in the state, including 60% who received both their high school and initial professional degrees in the state.

One-quarter of ALFAs hold an Administrator-in-Training certificate as their highest professional degree, while another 19% do not have any professional degree that is specific to health administration. One half of all ALFAs in the state hold the title of Administrator at their primary work location, while another 20% hold the title of Executive Director.

92% of Virginia’s ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 82% of all ALFAs hold one full-time position, while another 12% work multiple jobs. More than half of all ALFAs work between 40 and 49 hours per week, while 15% work at least 60 hours per week.

The median annual income for ALFAs is between $60,000 and $70,000. In addition, 81% of ALFAs receive at least one employer-sponsored benefit, including 79% who receive paid vacation time. 95% of ALFAs indicate they are satisfied with their current employment situation, including 72% who indicate they are “very satisfied”.

Over the past year, 5% of Virginia’s ALFAs have switched jobs, and 20% have been employed at multiple work locations. Meanwhile, more than two-thirds of all ALFAs have remained at the same primary work location for at least two years. 81% of all ALFAs work at a for-profit establishment, while most of the remaining workforce is employed at non-profit institutions.

A typical ALFA spends approximately half of her time on administrative tasks, and more than one-third of all ALFAs serve an administrative role, meaning that at least 60% of their time is spent on administrative activities. In addition, the typical ALFA spends approximately one-quarter of her time performing supervisory tasks and 15% of her time treating patients. On average, the typical ALFA treats between 50 and 74 total patients at her primary work location.

31% of ALFAs expect to retire by the age of 65. Nearly 30% of the workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2035. Over the next two years, only 2% of Virginia’s ALFA workforce plans to leave the profession, while 3% expect to leave the state to practice elsewhere. Meanwhile, 15% hope to pursue additional educational opportunities, and 7% expect to increase their patient care activities.
Survey Response Rates

A Closer Look:

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Non Respondents</th>
<th>Respondent</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>By Age</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 30</td>
<td>8</td>
<td>12</td>
<td>60%</td>
</tr>
<tr>
<td>30 to 34</td>
<td>13</td>
<td>24</td>
<td>65%</td>
</tr>
<tr>
<td>35 to 39</td>
<td>20</td>
<td>32</td>
<td>62%</td>
</tr>
<tr>
<td>40 to 44</td>
<td>24</td>
<td>63</td>
<td>72%</td>
</tr>
<tr>
<td>45 to 49</td>
<td>18</td>
<td>60</td>
<td>77%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>27</td>
<td>78</td>
<td>74%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>33</td>
<td>86</td>
<td>72%</td>
</tr>
<tr>
<td>60 and Over</td>
<td>62</td>
<td>113</td>
<td>65%</td>
</tr>
<tr>
<td>Total</td>
<td>205</td>
<td>468</td>
<td>70%</td>
</tr>
<tr>
<td>New Licenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Issued in Past Year</td>
<td>43</td>
<td>26</td>
<td>38%</td>
</tr>
<tr>
<td>Metro Status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Metro</td>
<td>36</td>
<td>93</td>
<td>72%</td>
</tr>
<tr>
<td>Metro</td>
<td>144</td>
<td>356</td>
<td>71%</td>
</tr>
<tr>
<td>Not in Virginia</td>
<td>25</td>
<td>19</td>
<td>43%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 85% of renewing ALFAs submitted a survey. These respondents represent 70% of all ALFAs who held a license at some point in the past year.

At a Glance:

<table>
<thead>
<tr>
<th>Licensed Administrators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number: 673</td>
</tr>
<tr>
<td>New: 10%</td>
</tr>
<tr>
<td>Not Renewed: 12%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Response Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completed Surveys: 468</td>
</tr>
<tr>
<td>Response Rate, all licensees: 70%</td>
</tr>
<tr>
<td>Response Rate, Renewals: 85%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

Definitions

1. **The Survey Period:** The survey was conducted in March 2015.
2. **Target Population:** All ALFAs who held a Virginia license at some point between April 2014 and March 2015.
3. **Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in the past year.
The Workforce

At a Glance:

**Workforce**
- ALFA Workforce: 628
- FTEs: 740

**Utilization Ratios**
- Licensees in VA Workforce: 93%
- Licensees per FTE: 0.91
- Workers per FTE: 0.85

Source: Va. Healthcare Workforce Data Center

**Definitions**

1. **Virginia’s Workforce**: A licensee with a primary or secondary work site in Virginia at any time in the past year 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.

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](http://www.dhp.virginia.gov/hwdc)

Source: Va. Healthcare Workforce Data Center
## Demographics

### A Closer Look:

#### Age & Gender

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>% in Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>2</td>
<td>16</td>
<td>17</td>
<td>3%</td>
</tr>
<tr>
<td>30 to 34</td>
<td>8</td>
<td>25</td>
<td>33</td>
<td>6%</td>
</tr>
<tr>
<td>35 to 39</td>
<td>10</td>
<td>32</td>
<td>42</td>
<td>8%</td>
</tr>
<tr>
<td>40 to 44</td>
<td>16</td>
<td>62</td>
<td>78</td>
<td>14%</td>
</tr>
<tr>
<td>45 to 49</td>
<td>13</td>
<td>55</td>
<td>68</td>
<td>12%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>9</td>
<td>75</td>
<td>85</td>
<td>15%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>14</td>
<td>89</td>
<td>103</td>
<td>18%</td>
</tr>
<tr>
<td>60+</td>
<td>30</td>
<td>104</td>
<td>134</td>
<td>24%</td>
</tr>
<tr>
<td>Total</td>
<td>101</td>
<td>457</td>
<td>559</td>
<td>100%</td>
</tr>
</tbody>
</table>

*Source: Va. Healthcare Workforce Data Center*

#### Race & Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Virginia*</th>
<th>ALFAs</th>
<th>ALFAs Under 40</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>White</td>
<td>64%</td>
<td>433</td>
<td>76%</td>
</tr>
<tr>
<td>Black</td>
<td>19%</td>
<td>101</td>
<td>18%</td>
</tr>
<tr>
<td>Asian</td>
<td>6%</td>
<td>19</td>
<td>3%</td>
</tr>
<tr>
<td>Other Race</td>
<td>0%</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2%</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8%</td>
<td>10</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>569</td>
<td>100%</td>
</tr>
</tbody>
</table>

*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: 82%
- % Under 40 Female: 79%

**Age**
- Median Age: 53
- % Under 40: 16%
- % 55+: 42%

**Diversity**
- Diversity Index: 39%
- Under 40 Div. Index: 42%

*Source: Va. Healthcare Workforce Data Center*

**In a chance encounter between two ALFAs, there is a 39% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia’s population as a whole, the comparable number is 54%.

16% of all ALFAs are under the age of 40, and nearly 80% of these professionals are female. In addition, there is a 42% chance that two randomly chosen ALFAs from this age group would be of a different race or ethnicity.
**Background**

**A Closer Look:**

<table>
<thead>
<tr>
<th>Primary Location: USDA Rural Urban Continuum</th>
<th>Rural Status of Childhood Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code</td>
<td>Description</td>
</tr>
<tr>
<td>------</td>
<td>--------------------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Metro, 1 million+</td>
</tr>
<tr>
<td>2</td>
<td>Metro, 250,000 to 1 million</td>
</tr>
<tr>
<td>3</td>
<td>Metro, 250,000 or less</td>
</tr>
<tr>
<td></td>
<td><strong>Metro Counties</strong></td>
</tr>
<tr>
<td>4</td>
<td>Urban pop 20,000+, Metro adj</td>
</tr>
<tr>
<td>6</td>
<td>Urban pop, 2,500-19,999, Metro adj</td>
</tr>
<tr>
<td>7</td>
<td>Urban pop, 2,500-19,999, nonadj</td>
</tr>
<tr>
<td>8</td>
<td>Rural, Metro adj</td>
</tr>
<tr>
<td>9</td>
<td>Rural, nonadj</td>
</tr>
<tr>
<td></td>
<td><strong>Non-Metro Counties</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Overall</strong></td>
</tr>
</tbody>
</table>

At a Glance:

**Childhood**
- Urban Childhood: 16%
- Rural Childhood: 47%

**Virginia Background**
- HS in Virginia: 61%
- Prof. in VA: 95%
- HS or Prof. in VA: 96%

**Location Choice**
- % Rural to Non-Metro: 31%
- % Urban/Suburban to Non-Metro: 11%

Source: Va. Healthcare Workforce Data Center

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**Educational Background in Virginia**

- 60% No Background in VA
- 35% High School in VA
- 4% Prof. Edu. in VA
- 1% Both in VA

Source: Va. Healthcare Workforce Data Center

47% of all ALFAs grew up in a rural area, and 31% of these professionals currently work in non-Metro areas of the state. Overall, 21% of ALFAs currently work in rural areas of the state.
## Top Ten States for Assisted Living Facility Administrator Recruitment

### All Assisted Living Facility Administrators

<table>
<thead>
<tr>
<th>Rank</th>
<th>All Assisted Living Facility Administrators</th>
<th>High School</th>
<th>#</th>
<th>Init. Prof Degree</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Virginia</td>
<td>342</td>
<td>Virginia</td>
<td>489</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>New York</td>
<td>30</td>
<td>North Carolina</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Outside U.S./Canada</td>
<td>28</td>
<td>New York</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Pennsylvania</td>
<td>21</td>
<td>Iowa</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>North Carolina</td>
<td>18</td>
<td>New Jersey</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Maryland</td>
<td>18</td>
<td>New Mexico</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>West Virginia</td>
<td>12</td>
<td>Pennsylvania</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>New Jersey</td>
<td>11</td>
<td>Georgia</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Florida</td>
<td>7</td>
<td>Kentucky</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>California</td>
<td>7</td>
<td>Delaware</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

### Licensed in Past Five Years

<table>
<thead>
<tr>
<th>Rank</th>
<th>Licensed in Past Five Years</th>
<th>High School</th>
<th>#</th>
<th>Init. Prof Degree</th>
<th>#</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Virginia</td>
<td>108</td>
<td>Virginia</td>
<td>156</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>North Carolina</td>
<td>11</td>
<td>New York</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Maryland</td>
<td>11</td>
<td>New Mexico</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Pennsylvania</td>
<td>9</td>
<td>New Jersey</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Outside U.S./Canada</td>
<td>7</td>
<td>Delaware</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>New York</td>
<td>7</td>
<td>North Carolina</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Massachusetts</td>
<td>6</td>
<td>Washington, D.C.</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>West Virginia</td>
<td>4</td>
<td>West Virginia</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>New Jersey</td>
<td>4</td>
<td>Maryland</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Illinois</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

- **Not in VA Workforce**
  - Total: 44
  - % of Licensees: 7%
  - Federal/Military: 0%
  - Va Border State/DC: 27%

Source: Va. Healthcare Workforce Data Center

### Top States for ALFAs

- Virginia: 61% of licensed ALFAs received their high school degree in Virginia, and 95% earned their initial professional degree in the state.

### ALFA Workforce Attraction

- 7% of licensees were not a part of Virginia’s ALFA workforce. 97% of these licensees worked at some point in the past year, including 83% who worked as ALFAs.

### ALFA Workforce Source

- Source: Va. Healthcare Workforce Data Center
A Closer Look:

<table>
<thead>
<tr>
<th>Highest Degree</th>
<th>Health Administration</th>
<th>All Degrees</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Specific Training</td>
<td>107 19%</td>
<td>- -</td>
</tr>
<tr>
<td>Admin-in-Training</td>
<td>140 25%</td>
<td>- -</td>
</tr>
<tr>
<td>High School/GED</td>
<td>158 29%</td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td>116 21%</td>
<td></td>
</tr>
<tr>
<td>Bachelors</td>
<td>172 31%</td>
<td></td>
</tr>
<tr>
<td>Graduate Cert.</td>
<td>24 4%</td>
<td></td>
</tr>
<tr>
<td>Masters</td>
<td>80 14%</td>
<td></td>
</tr>
<tr>
<td>Doctorate</td>
<td>4 1%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>20 3%</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>554 100%</td>
<td>554 100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration

Education

- Admin-in-Training: 25%
- Bachelor’s Degree: 13%
- Associate Degree: 10%

Licenses/Registrations

- Nurse (RN or LPN): 21%
- RMA: 17%
- CNA: 4%

Job Titles

- Administrator: 50%
- Executive Director: 20%

Licenses and Registrations

<table>
<thead>
<tr>
<th>License/Registration</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurse (RN or LPN)</td>
<td>132</td>
<td>21%</td>
</tr>
<tr>
<td>Registered Medication Aide</td>
<td>106</td>
<td>17%</td>
</tr>
<tr>
<td>Certified Nursing Assistant</td>
<td>27</td>
<td>4%</td>
</tr>
<tr>
<td>Nursing Home Administrator</td>
<td>10</td>
<td>2%</td>
</tr>
<tr>
<td>Respiratory Therapist</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>43</td>
<td>7%</td>
</tr>
<tr>
<td>At Least One</td>
<td>275</td>
<td>44%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

One-quarter of all ALFAs have an Administrator-in-Training certificate as their highest professional education, while 19% have no health administration-specific training.

One half of Virginia’s ALFA workforce held the title of Administrator at their primary work location. Another 20% held the title of Executive Director.
### A Closer Look:

#### Current Work Status

<table>
<thead>
<tr>
<th>Status</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed, capacity unknown</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Employed in a capacity related to long-term care</td>
<td>517</td>
<td>92%</td>
</tr>
<tr>
<td>Employed, NOT in a capacity related to long-term care</td>
<td>25</td>
<td>4%</td>
</tr>
<tr>
<td>Not working, reason unknown</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Involuntarily unemployed</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Voluntarily unemployed</td>
<td>8</td>
<td>1%</td>
</tr>
<tr>
<td>Retired</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>560</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Current Weekly Hours

<table>
<thead>
<tr>
<th>Hours</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 hours</td>
<td>18</td>
<td>3%</td>
</tr>
<tr>
<td>1 to 9 hours</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>10 to 19 hours</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>20 to 29 hours</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>30 to 39 hours</td>
<td>18</td>
<td>3%</td>
</tr>
<tr>
<td>40 to 49 hours</td>
<td>290</td>
<td>53%</td>
</tr>
<tr>
<td>50 to 59 hours</td>
<td>135</td>
<td>25%</td>
</tr>
<tr>
<td>60 to 69 hours</td>
<td>49</td>
<td>9%</td>
</tr>
<tr>
<td>70 to 79 hours</td>
<td>15</td>
<td>3%</td>
</tr>
<tr>
<td>80 or more hours</td>
<td>17</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>548</td>
<td>100%</td>
</tr>
</tbody>
</table>

---

92% of licensed ALFAs are currently employed in the profession, and only 1% are involuntarily unemployed at the moment. 82% of all ALFAs currently hold one full-time job, while 12% have multiple positions. More than half of all ALFAs work between 40 and 49 hours per week, while 15% of ALFAs work at least 60 hours per week.

---

At a Glance:

**Employment**
- Employed in Profession: 92%
- Involuntarily Unemployed: 1%

**Positions Held**
- 1 Full-time: 82%
- 2 or More Positions: 12%

**Weekly Hours**
- 40 to 49: 53%
- 60 or more: 15%
- Less than 30: 1%

---

Current Positions

<table>
<thead>
<tr>
<th>Positions</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Positions</td>
<td>18</td>
<td>3%</td>
</tr>
<tr>
<td>One Part-Time Position</td>
<td>13</td>
<td>2%</td>
</tr>
<tr>
<td>Two Part-Time Positions</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>One Full-Time Position</td>
<td>459</td>
<td>82%</td>
</tr>
<tr>
<td>One Full-Time Position &amp; One Part-Time Position</td>
<td>39</td>
<td>7%</td>
</tr>
<tr>
<td>Two Full-Time Positions</td>
<td>15</td>
<td>3%</td>
</tr>
<tr>
<td>More than Two Positions</td>
<td>10</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>557</td>
<td>100%</td>
</tr>
</tbody>
</table>

---

Source: Va. Healthcare Workforce Data Center
A Closer Look:

### Income

<table>
<thead>
<tr>
<th>Hourly Wage</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteer Work Only</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Less than $30,000</td>
<td>34</td>
<td>8%</td>
</tr>
<tr>
<td>$30,000-$39,999</td>
<td>37</td>
<td>8%</td>
</tr>
<tr>
<td>$40,000-$49,999</td>
<td>59</td>
<td>13%</td>
</tr>
<tr>
<td>$50,000-$59,999</td>
<td>71</td>
<td>16%</td>
</tr>
<tr>
<td>$60,000-$69,999</td>
<td>73</td>
<td>16%</td>
</tr>
<tr>
<td>$70,000-$79,999</td>
<td>60</td>
<td>13%</td>
</tr>
<tr>
<td>$80,000-$89,999</td>
<td>45</td>
<td>10%</td>
</tr>
<tr>
<td>$90,000-$99,999</td>
<td>30</td>
<td>7%</td>
</tr>
<tr>
<td>$100,000 or More</td>
<td>39</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>451</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

### Employersponsored Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paid Vacation</td>
<td>406</td>
<td>79%</td>
</tr>
<tr>
<td>Paid Sick Leave</td>
<td>331</td>
<td>64%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>279</td>
<td>54%</td>
</tr>
<tr>
<td>Group Life Insurance</td>
<td>243</td>
<td>47%</td>
</tr>
<tr>
<td>Retirement</td>
<td>190</td>
<td>37%</td>
</tr>
<tr>
<td>Signing/Retention Bonus</td>
<td>39</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Receive at least one benefit</strong></td>
<td>420</td>
<td>81%</td>
</tr>
</tbody>
</table>

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

### At a Glance:

**Earnings**
- Median Income: $60k-$70k

**Benefits**
- Paid Vacation: 79%
- Employer Retirement: 37%

**Satisfaction**
- Satisfied: 95%
- Very Satisfied: 72%

The median income for ALFAs is between $60,000 and $70,000 per year. In addition, 81% of ALFAs receive at least one employer-sponsored benefit at their place of work, including 79% who receive paid vacation time.

Source: Va. Healthcare Workforce Data Center

95% of ALFAs are satisfied with their job, including 72% who are very satisfied with their current work circumstances.

### Job Satisfaction

<table>
<thead>
<tr>
<th>Level</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>393</td>
<td>72%</td>
</tr>
<tr>
<td>Somewhat Satisfied</td>
<td>125</td>
<td>23%</td>
</tr>
<tr>
<td>Somewhat Dissatisfied</td>
<td>21</td>
<td>4%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>548</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
A Closer Look:

<table>
<thead>
<tr>
<th>Employment Instability in Past Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>In the past year did you . . .?</td>
</tr>
<tr>
<td>Experience Involuntary Unemployment?</td>
</tr>
<tr>
<td>Experience Voluntary Unemployment?</td>
</tr>
<tr>
<td>Work Part-time or temporary positions, but would have preferred a full-time/permanent position?</td>
</tr>
<tr>
<td>Work two or more positions at the same time?</td>
</tr>
<tr>
<td>Switch employers or practices?</td>
</tr>
<tr>
<td>Experienced at least 1</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

At a Glance:

<table>
<thead>
<tr>
<th>Unemployment Experience 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntarily Unemployed:</td>
</tr>
<tr>
<td>Underemployed:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Turnover &amp; Tenure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Switched Jobs:</td>
</tr>
<tr>
<td>New Location:</td>
</tr>
<tr>
<td>Over 2 years:</td>
</tr>
<tr>
<td>Over 2 yrs, 2nd location:</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s ALFAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 5.0% during the past year.¹

<table>
<thead>
<tr>
<th>Location Tenure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Not Currently Working at this Location</td>
</tr>
<tr>
<td>Less than 6 Months</td>
</tr>
<tr>
<td>6 Months to 1 Year</td>
</tr>
<tr>
<td>1 to 2 Years</td>
</tr>
<tr>
<td>3 to 5 Years</td>
</tr>
<tr>
<td>6 to 10 Years</td>
</tr>
<tr>
<td>More than 10 Years</td>
</tr>
<tr>
<td>Subtotal</td>
</tr>
<tr>
<td>Did not have location</td>
</tr>
<tr>
<td>Item Missing</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

68% of ALFAs have worked at their primary location for more than 2 years – the job tenure normally required to get a conventional mortgage loan.

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.5% in July/August 2014 to 4.5% in December 2014.
Work Site Distribution

At a Glance:

Concentration
Top Region: 21%
Top 3 Regions: 61%
Lowest Region: 3%

Locations
2 or more (Past Year): 20%
2 or more (Now*): 16%

Source: Va. Healthcare Workforce Data Center

More ALFAs work in Hampton Roads than in any other region of the state. Northern and Central Virginia are also significant employers of Virginia’s ALFA workforce.

A Closer Look:

Regional Distribution of Work Locations

<table>
<thead>
<tr>
<th>COVF Region</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Central</td>
<td>106</td>
<td>20%</td>
</tr>
<tr>
<td>Eastern</td>
<td>14</td>
<td>3%</td>
</tr>
<tr>
<td>Hampton Roads</td>
<td>116</td>
<td>21%</td>
</tr>
<tr>
<td>Northern</td>
<td>108</td>
<td>20%</td>
</tr>
<tr>
<td>Southside</td>
<td>45</td>
<td>8%</td>
</tr>
<tr>
<td>Southwest</td>
<td>26</td>
<td>5%</td>
</tr>
<tr>
<td>Valley</td>
<td>54</td>
<td>10%</td>
</tr>
<tr>
<td>West Central</td>
<td>69</td>
<td>13%</td>
</tr>
<tr>
<td>Virginia Border State/DC</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>Other US State</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>Outside of the US</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>542</td>
<td>100%</td>
</tr>
<tr>
<td>Item Missing</td>
<td>75</td>
<td>17%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

Number of Work Locations

<table>
<thead>
<tr>
<th>Locations</th>
<th>Work Locations in Past Year</th>
<th>Work Locations Now*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>0</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td>1</td>
<td>436</td>
<td>78%</td>
</tr>
<tr>
<td>2</td>
<td>74</td>
<td>13%</td>
</tr>
<tr>
<td>3</td>
<td>32</td>
<td>6%</td>
</tr>
<tr>
<td>4</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>6 or More</td>
<td>5</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>557</td>
<td>100%</td>
</tr>
</tbody>
</table>

*At the time of survey completion, March 2015.

Source: Va. Healthcare Workforce Data Center

16% of Virginia’s ALFA workforce currently have multiple work locations, while 20% of all ALFAs have had multiple work locations at some point in the past year.

Source: Va. Healthcare Workforce Data Center
## Establishment Type

### A Closer Look:

<table>
<thead>
<tr>
<th>Location Sector</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>For-Profit</td>
<td>428</td>
<td>81%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>95</td>
<td>18%</td>
</tr>
<tr>
<td>State/Local Government</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td>Veterans Administration</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>U.S. Military</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Other Federal Government</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>530</td>
<td>100%</td>
</tr>
<tr>
<td>Did not have location</td>
<td>10</td>
<td>100%</td>
</tr>
<tr>
<td>Item Missing</td>
<td>89</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

### At a Glance:

#### (Primary Locations)

<table>
<thead>
<tr>
<th>Sector</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>For Profit</td>
<td>81%</td>
</tr>
<tr>
<td>Federal</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### Top Establishments

<table>
<thead>
<tr>
<th>Establishment Type</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assisted Living Facility</td>
<td>85%</td>
</tr>
<tr>
<td>Continuing Care</td>
<td>3%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

Nearly all ALFAs work in the private sector, including 81% who worked at a for-profit establishment.

### Sector, Primary Work Site

- **For-Profit**: 81%
- **Non-Profit**: 18%
- **State/Local Gov't**: 1%

Source: Va. Healthcare Workforce Data Center
<table>
<thead>
<tr>
<th>Location Type</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Assisted Living Facility</td>
<td>490</td>
<td>78%</td>
</tr>
<tr>
<td>Continuing Care Retirement Community</td>
<td>25</td>
<td>4%</td>
</tr>
<tr>
<td>Skilled Nursing Facility</td>
<td>18</td>
<td>3%</td>
</tr>
<tr>
<td>Home/Community Health Care</td>
<td>14</td>
<td>2%</td>
</tr>
<tr>
<td>Rehabilitation Facility</td>
<td>10</td>
<td>2%</td>
</tr>
<tr>
<td>Academic Institution</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td>Hospice</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td>Adult Day Care</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td>PACE</td>
<td>3</td>
<td>0%</td>
</tr>
<tr>
<td>Other Practice Type</td>
<td>22</td>
<td>4%</td>
</tr>
<tr>
<td>At Least One Establishment</td>
<td>543</td>
<td>86%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

55% of ALFAs were employed at an independent/stand-alone organization at their primary work location. Another 38% of Virginia’s ALFAs were employed at a facility chain organization.

78% of Virginia’s ALFA workforce was employed at an Assisted Living Facility at their primary work location.

<table>
<thead>
<tr>
<th>Location Type</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Independent/Stand Alone</td>
<td>263</td>
<td>55%</td>
</tr>
<tr>
<td>Facility Chain</td>
<td>182</td>
<td>38%</td>
</tr>
<tr>
<td>Hospital-Based</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>College/University</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>Integrated Health System</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>21</td>
<td>4%</td>
</tr>
<tr>
<td>Total</td>
<td>478</td>
<td>100%</td>
</tr>
<tr>
<td>Did not have location</td>
<td>10</td>
<td>516</td>
</tr>
<tr>
<td>Item Missing</td>
<td>140</td>
<td>33</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
### At a Glance:
(Primary Locations)

#### Typical Time Allocation
- **Administration:** 50%-59%
- **Supervisory:** 20%-29%
- **Patient Care:** 10%-19%
- **Education:** 1%-9%

#### Roles
- **Administration:** 36%
- **Supervisory:** 5%
- **Patient Care:** 2%
- **Education:** 0%

Source: Va. Healthcare Workforce Data Center

#### A Closer Look:

<table>
<thead>
<tr>
<th>Time Spent</th>
<th>Admin.</th>
<th>Patient Care</th>
<th>Education</th>
<th>Supervisory</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Prim Site</td>
<td>Sec. Site</td>
<td>Prim Site</td>
<td>Sec. Site</td>
<td>Prim Site</td>
</tr>
<tr>
<td><strong>All or Almost All (80-100%)</strong></td>
<td>12%</td>
<td>17%</td>
<td>0%</td>
<td>11%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Most (60-79%)</strong></td>
<td>24%</td>
<td>15%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>About Half (40-59%)</strong></td>
<td>28%</td>
<td>22%</td>
<td>5%</td>
<td>7%</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Some (20-39%)</strong></td>
<td>28%</td>
<td>22%</td>
<td>28%</td>
<td>15%</td>
<td>10%</td>
</tr>
<tr>
<td><strong>A Little (1-20%)</strong></td>
<td>5%</td>
<td>9%</td>
<td>45%</td>
<td>35%</td>
<td>48%</td>
</tr>
<tr>
<td><strong>None (0%)</strong></td>
<td>2%</td>
<td>15%</td>
<td>20%</td>
<td>33%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

A typical ALFA spends more than half of her time performing administrative tasks. In addition, 36% of ALFAs fill an administrative role, defined as spending 60% or more of their time on administrative activities.
A Closer Look:

The typical ALFA was responsible for between 50 and 74 patients at their primary work location and an additional 25 to 49 patients at their secondary work location, if they had one.

At a Glance:

Patient Workload (Median)
Primary Location: 50-74
Secondary Location: 25-49

Source: Va. Healthcare Workforce Data Center

Patient Workload Responsibility

<table>
<thead>
<tr>
<th># of Patients</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>None</td>
<td>30</td>
<td>6%</td>
</tr>
<tr>
<td>1-24</td>
<td>91</td>
<td>18%</td>
</tr>
<tr>
<td>25-49</td>
<td>123</td>
<td>25%</td>
</tr>
<tr>
<td>50-74</td>
<td>102</td>
<td>21%</td>
</tr>
<tr>
<td>75-99</td>
<td>77</td>
<td>15%</td>
</tr>
<tr>
<td>100-124</td>
<td>23</td>
<td>5%</td>
</tr>
<tr>
<td>125-149</td>
<td>19</td>
<td>4%</td>
</tr>
<tr>
<td>150-174</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td>175-199</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td>200-224</td>
<td>1</td>
<td>0%</td>
</tr>
<tr>
<td>225-249</td>
<td>3</td>
<td>1%</td>
</tr>
<tr>
<td>250-274</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>275-299</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>300 or more</td>
<td>8</td>
<td>2%</td>
</tr>
<tr>
<td>Total</td>
<td>497</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
A Closer Look:

### Retirement Expectations

<table>
<thead>
<tr>
<th>Expected Retirement Age</th>
<th>All ALFAs</th>
<th>ALFAs over 50</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Under age 50</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>42</td>
<td>9%</td>
</tr>
<tr>
<td>60 to 64</td>
<td>97</td>
<td>20%</td>
</tr>
<tr>
<td>65 to 69</td>
<td>176</td>
<td>36%</td>
</tr>
<tr>
<td>70 to 74</td>
<td>84</td>
<td>17%</td>
</tr>
<tr>
<td>75 to 79</td>
<td>21</td>
<td>4%</td>
</tr>
<tr>
<td>80 or over</td>
<td>6</td>
<td>1%</td>
</tr>
<tr>
<td>I do not intend to retire</td>
<td>51</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>490</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

31% of all ALFAs expect to retire before the age of 65, while one-third plan on working until at least age 70. Among ALFAs who are age 50 and over, 21% still expect to retire by age 65, while 41% plan on working until at least age 70.

Within the next two years, just 2% of Virginia’s ALFA workforce expects to leave the profession and 3% plan on leaving the state. Meanwhile, 15% of ALFAs plan on pursuing additional educational opportunities, and 7% also expect to increase patient care hours.

### At a Glance:

#### Retirement Expectations

All ALFAs
- Under 65: 31%
- Under 60: 11%

ALFAs 50 and over
- Under 65: 21%
- Under 60: 4%

#### Time until Retirement

- Within 2 years: 6%
- Within 10 years: 29%
- Half the workforce: by 2035

Source: Va. Healthcare Workforce Data Center

### Future Plans

**2 Year Plans:**

<table>
<thead>
<tr>
<th>Decrease Participation</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leave Profession</td>
<td>13</td>
<td>2%</td>
</tr>
<tr>
<td>Leave Virginia</td>
<td>20</td>
<td>3%</td>
</tr>
<tr>
<td>Decrease Patient Care Hours</td>
<td>53</td>
<td>8%</td>
</tr>
<tr>
<td>Decrease Teaching Hours</td>
<td>2</td>
<td>0%</td>
</tr>
<tr>
<td>Cease Accepting Trainees</td>
<td>6</td>
<td>1%</td>
</tr>
</tbody>
</table>

**Increase Participation**

<table>
<thead>
<tr>
<th>Increase Participation</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase Patient Care Hours</td>
<td>45</td>
<td>7%</td>
</tr>
<tr>
<td>Increase Teaching Hours</td>
<td>9</td>
<td>1%</td>
</tr>
<tr>
<td>Pursue Additional Education</td>
<td>92</td>
<td>15%</td>
</tr>
<tr>
<td>Return to the Workforce</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td>Begin Accepting Trainees</td>
<td>57</td>
<td>9%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While only 6% of ALFAs expect to retire in the next two years, 29% expect to retire within the next decade. More than half of the current ALFA workforce expects to retire by 2035.

<table>
<thead>
<tr>
<th>Expect to retire within . . .</th>
<th>#</th>
<th>%</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 years</td>
<td>27</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>5 years</td>
<td>28</td>
<td>6%</td>
<td>11%</td>
</tr>
<tr>
<td>10 years</td>
<td>87</td>
<td>18%</td>
<td>29%</td>
</tr>
<tr>
<td>15 years</td>
<td>79</td>
<td>16%</td>
<td>45%</td>
</tr>
<tr>
<td>20 years</td>
<td>69</td>
<td>14%</td>
<td>59%</td>
</tr>
<tr>
<td>25 years</td>
<td>49</td>
<td>10%</td>
<td>69%</td>
</tr>
<tr>
<td>30 years</td>
<td>43</td>
<td>9%</td>
<td>78%</td>
</tr>
<tr>
<td>35 years</td>
<td>26</td>
<td>5%</td>
<td>83%</td>
</tr>
<tr>
<td>40 years</td>
<td>20</td>
<td>4%</td>
<td>87%</td>
</tr>
<tr>
<td>45 years</td>
<td>6</td>
<td>1%</td>
<td>89%</td>
</tr>
<tr>
<td>50 years</td>
<td>3</td>
<td>1%</td>
<td>89%</td>
</tr>
<tr>
<td>55 years</td>
<td>2</td>
<td>0%</td>
<td>90%</td>
</tr>
<tr>
<td>In more than 55 years</td>
<td>1</td>
<td>0%</td>
<td>90%</td>
</tr>
<tr>
<td>Do not intend to retire</td>
<td>51</td>
<td>10%</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>490</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2025. Retirements will peak at 18% of the current workforce around the same time before declining to under 10% again around 2045.
Full-Time Equivalency Units

At a Glance:

FTEs
Total: 740
FTEs/1,000 Residents: .089
Average: 1.20

Age & Gender Effect
Age, Partial Eta²: Small
Gender, Partial Eta²: None

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

Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.17 FTEs in the past year, or approximately 47 hours per week for 50 weeks. Statistical tests did not verify that a difference exists.²

<table>
<thead>
<tr>
<th>Full-Time Equivalency Units</th>
<th>Average</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 30</td>
<td>1.14</td>
<td>1.20</td>
</tr>
<tr>
<td>30 to 34</td>
<td>1.25</td>
<td>1.22</td>
</tr>
<tr>
<td>35 to 39</td>
<td>1.16</td>
<td>1.18</td>
</tr>
<tr>
<td>40 to 44</td>
<td>1.18</td>
<td>1.15</td>
</tr>
<tr>
<td>45 to 49</td>
<td>1.16</td>
<td>1.09</td>
</tr>
<tr>
<td>50 to 54</td>
<td>1.23</td>
<td>1.17</td>
</tr>
<tr>
<td>55 to 59</td>
<td>1.25</td>
<td>1.18</td>
</tr>
<tr>
<td>60 and Over</td>
<td>1.18</td>
<td>1.09</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>1.27</td>
<td>1.15</td>
</tr>
<tr>
<td>Female</td>
<td>1.20</td>
<td>1.20</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

² Due to assumption violations in Mixed between-within ANOVA (Interaction effect was significant).
Workforce Investment Areas

Legend

Full Time Equivalency Units

- 0 - 5
- 6 - 29
- 30 - 59
- 60 - 89
- 90 - 100

Legend

FTEs per 1,000 Residents

- 0.02 - 0.05
- 0.06 - 0.09
- 0.10 - 0.12
- 0.13 - 0.16
- 0.17

Source: Va Healthcare Workforce Data Center

July 2014 Population Estimates from the University of Virginia’s Weldon Cooper Center for Public Service
Appendices

Appendix A: Weights

<table>
<thead>
<tr>
<th>Rural Status</th>
<th>Location Weight</th>
<th>Total Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>Rate</td>
<td>Weight</td>
</tr>
<tr>
<td>Metro, 1 million+</td>
<td></td>
<td></td>
</tr>
<tr>
<td>370</td>
<td>71.89%</td>
<td>1.390977</td>
</tr>
<tr>
<td>Metro, 250,000 to 1 million</td>
<td></td>
<td></td>
</tr>
<tr>
<td>64</td>
<td>76.56%</td>
<td>1.306122</td>
</tr>
<tr>
<td>Metro, 250,000 or less</td>
<td></td>
<td></td>
</tr>
<tr>
<td>66</td>
<td>62.12%</td>
<td>1.609756</td>
</tr>
<tr>
<td>Urban pop 20,000+, Metro adj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>61.90%</td>
<td>1.615385</td>
</tr>
<tr>
<td>Urban pop 20,000+, nonadj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Urban pop, 2,500-19,999, Metro adj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>59</td>
<td>74.58%</td>
<td>1.340909</td>
</tr>
<tr>
<td>Urban pop, 2,500-19,999, nonadj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>72.41%</td>
<td>1.380952</td>
</tr>
<tr>
<td>Rural, Metro adj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>76.92%</td>
<td>1.3</td>
</tr>
<tr>
<td>Rural, nonadj</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>71.43%</td>
<td>1.4</td>
</tr>
<tr>
<td>Virginia border state/DC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>40.00%</td>
<td>2.5</td>
</tr>
<tr>
<td>Other US State</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>50.00%</td>
<td>2</td>
</tr>
</tbody>
</table>

See the Methods section on the HWDC website for details on HWDC Methods: [www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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:** 0.695394

![Final Weight Distribution](image)

<table>
<thead>
<tr>
<th>Age</th>
<th>Age Weight</th>
<th>Total Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td>Rate</td>
<td>Weight</td>
</tr>
<tr>
<td>Under 30</td>
<td>20</td>
<td>60.00%</td>
</tr>
<tr>
<td>30 to 34</td>
<td>37</td>
<td>64.86%</td>
</tr>
<tr>
<td>35 to 39</td>
<td>52</td>
<td>61.54%</td>
</tr>
<tr>
<td>40 to 44</td>
<td>87</td>
<td>72.41%</td>
</tr>
<tr>
<td>45 to 49</td>
<td>78</td>
<td>76.92%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>105</td>
<td>74.29%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>119</td>
<td>72.27%</td>
</tr>
<tr>
<td>60 and Over</td>
<td>175</td>
<td>64.57%</td>
</tr>
</tbody>
</table>