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# *Virginia's Funeral Service Provider Workforce: 2018*

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Healthcare Workforce Data Center

May 2018

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*1,005 funeral service providers 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 Funeral Directors and Embalmers express our sincerest appreciation for your ongoing cooperation.*

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***Thank You!***

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## The Funeral Service Provider Workforce: At a Glance:

### The Workforce

Licensees:	1,573
Virginia's Workforce:	1,280
FTEs:	1,354

### Background

Rural Childhood:	52%
HS Diploma in VA:	70%
Prof. Degree in VA:	50%

### Current Employment

Employed in Prof.:	87%
Hold 1 Full-time Job:	75%
Satisfied?:	98%

### Survey Response Rate

All Licensees:	64%
Renewing Practitioners:	68%

### Education

Associate:	75%
Baccalaureate:	16%

### Job Turnover

Switched Jobs:	4%
Employed over 2 yrs.:	78%

### Demographics

Female:	29%
Diversity Index:	39%
Median Age:	53

### Finances

Median Inc.:	\$50k-\$60k
Retirement Benefits:	39%
Under 40 w/ Ed debt:	36%

### Time Allocation

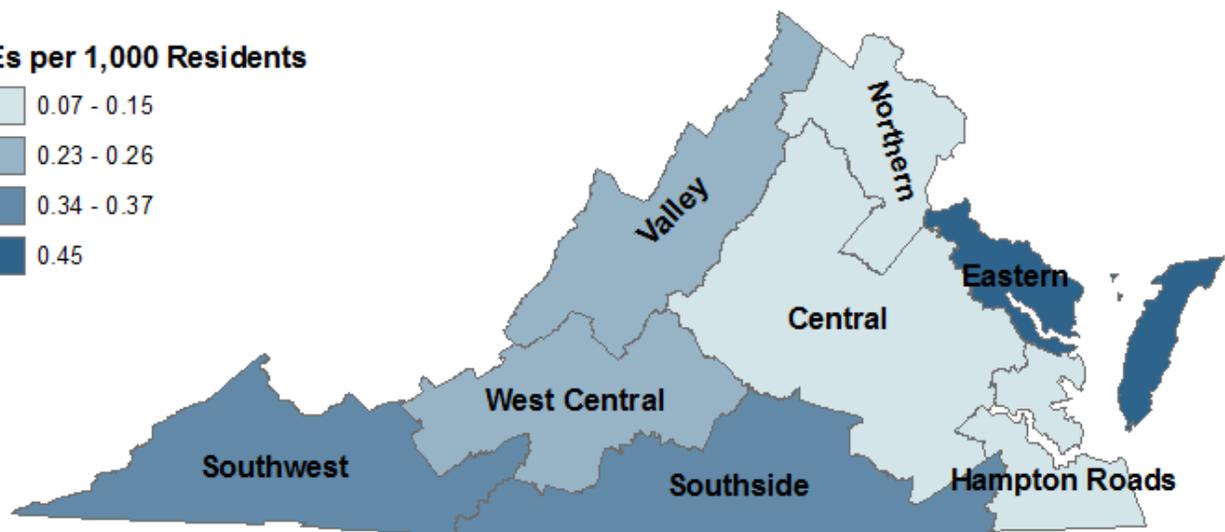
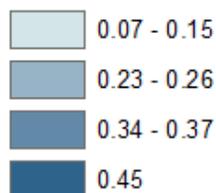
Client Care:	40-49%
Administration:	40-49%
Client Care Role:	30%

Source: Va. Healthcare Workforce Data Center

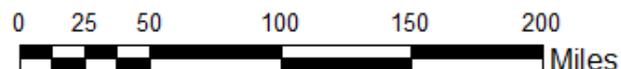
## Full Time Equivalency Units Provided by Funeral Service Providers per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017  
Source: U.S. Census Bureau, Population Division



The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administered the 2018 Funeral Service Provider (FSP) workforce survey in March 2018. 1,005 FSPs responded to this survey, which represents 64% of the 1,573 FSPs who are licensed in the state. In 2018, there were a total of 1,280 FSPs in Virginia's workforce, and these professionals provided 1,354 "full-time equivalency units", which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks with two weeks off).

29% of all FSPs are female, including 49% of those under the age of 40. Overall, the median age of Virginia's FSP workforce is 53. In a random encounter between two FSPs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's FSP workforce less diverse than the state's overall population with its diversity index of 56%. 52% of all FSPs grew up in a rural area, and 40% of these professionals currently work in non-metro areas of the state. In total, 25% of all FSPs work in non-metro areas of Virginia.

75% of all FSPs hold an associate degree as their highest professional degree. 17% of FSPs carry education debt, including 36% of those under the age of 40. For those with education debt, the median debt burden is between \$10,000 and \$20,000. Meanwhile, the typical FSP earns between \$50,000 and \$60,000 per year. In addition, 74% of wage and salaried FSPs receive at least one employer-sponsored benefit, including 57% who receive health insurance. 98% of FSPs are satisfied with their current employment situation, including 80% who are "very satisfied".

87% of FSPs are currently employed in the profession, and 75% hold one full-time job. Over the past year, 1% of FSPs have been involuntarily unemployed, and another 1% were underemployed. In addition, 4% of FSPs switched jobs in the past 12 months, and 26% had multiple work locations. 95% work in the for-profit sector. 56% work at funeral establishments, while an additional 32% work at funeral establishments that also provide crematory services. The typical FSP spends an equal amount of time in both administrative and patient care activities. Meanwhile, 26% of all FSPs expect to retire in the next ten years, while one-half of the FSP workforce expect to retire by 2043.

## Summary of Trends

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Since 2016, the number of licensed FSPs has increased by less than 1% (1,573 vs. 1,564). However, the response rate among these licensees has increased considerably (64% vs. 37%). Meanwhile, the FSP workforce has only increased by 2% (1,280 vs. 1,253), but the FTEs provided by this workforce has increased by 17% (1,354 vs. 1,162).

Over the past two years, the FSP workforce has become proportionally more female (29% vs. 26%), a trend that is also true for those who are under the age of 40 (49% vs. 45%). Meanwhile, the overall percentage of FSPs under the age of 40 has fallen considerably (20% vs. 30%). At the same time, there has been a significant increase in the percentage of those who are at least age 55 (47% vs. 34%). On the other hand, the diversity index for FSPs has fallen (39% vs. 41%).

The percentage of FSPs employed in the profession has fallen since 2016 (87% vs. 89%). However, FSPs are also more likely to have one full-time job in 2018 (75% vs. 68%), while the percentage who have two or more positions has fallen (10% vs. 19%). FSPs are also more likely to work between 40 and 49 hours per week (52% vs. 41%) and less likely to work at least 60 hours per week (13% vs. 18%). FSPs are also less likely to work at their primary work location for at least two years (78% vs. 83%). There has been no change in the median annual income of FSPs over the past two years, but wage and salaried FSPs are less likely to receive at least one employer-sponsored benefit (74% vs. 81%), including health insurance (57% vs. 63%) or a retirement plan (44% vs. 53%).

Over the past two years, FSPs have become less likely to work in Central Virginia, Hampton Roads, or Northern Virginia (54% vs. 59%). At the same time, the percentage of FSPs who have been working in the Valley has increased since 2016 (9% vs. 5%). Meanwhile, FSPs are somewhat less likely to work in funeral establishments with or without crematory services (88% vs. 93%) but more likely to work in a non-listed practice setting (9% vs. 4%). FSPs are also more likely to serve a patient care (30% vs. 21%) or an administrative (26% vs. 22%) role.

**A Closer Look:**

Licensees		
License Status	#	%
<b>Renewing Practitioners</b>	1,436	91%
<b>New Licensees</b>	59	4%
<b>Non-Renewals</b>	78	5%
<b>All Licensees</b>	<b>1,573</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 68% of renewing FSPs submitted a survey. These represent 64% of FSPs who held a license at some point in the past year.*

**Definitions**

- 1. The Survey Period:** The survey was conducted in March 2018.
- 2. Target Population:** All FSPs who held a Virginia license at some point between April 2017 and March 2018.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some FSPs newly licensed in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 35</b>	52	104	67%
<b>35 to 39</b>	35	101	74%
<b>40 to 44</b>	50	103	67%
<b>45 to 49</b>	63	121	66%
<b>50 to 54</b>	73	126	63%
<b>55 to 59</b>	65	119	65%
<b>60 to 64</b>	63	118	65%
<b>65 and Over</b>	167	213	56%
<b>Total</b>	<b>568</b>	<b>1,005</b>	<b>64%</b>
<b>New Licenses</b>			
<b>Issued in Past Year</b>	38	21	36%
<b>Metro Status</b>			
<b>Non-Metro</b>	117	214	65%
<b>Metro</b>	384	586	60%
<b>Not in Virginia</b>	67	205	75%

Source: Va. Healthcare Workforce Data Center

Response Rates	
<b>Completed Surveys</b>	<b>1,005</b>
<b>Response Rate, All Licensees</b>	<b>64%</b>
<b>Response Rate, Renewals</b>	<b>68%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed FSPs**

Number: 1,573  
 New 4%  
 Not Renewed: 5%

**Response Rates**

All Licensees: 64%  
 Renewing Practitioners: 68%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

FSP Workforce: 1,280  
 FTEs: 1,354

### Utilization Ratios

Licenses in VA Workforce: 81%  
 Licenses per FTE: 1.16  
 Workers per FTE: 0.95

Source: Va. Healthcare Workforce Data Center

Virginia's FSP Workforce		
Status	#	%
Worked in Virginia in Past Year	1,257	98%
Looking for Work in Virginia	23	2%
Virginia's Workforce	1,280	100%
Total FTEs	1,354	
Licenses	1,573	

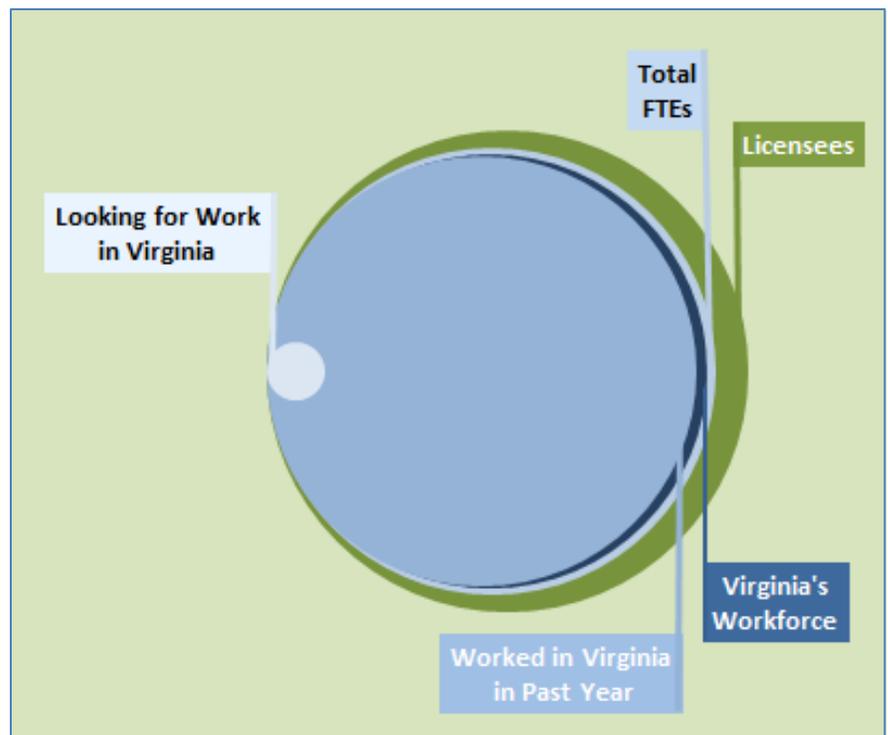
Source: Va. Healthcare Workforce Data Center

## 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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

**A Closer Look:**

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	53	45%	64	55%	117	11%
35 to 39	52	59%	36	41%	88	8%
40 to 44	46	47%	51	53%	97	9%
45 to 49	78	70%	33	30%	111	11%
50 to 54	102	75%	35	25%	136	13%
55 to 59	104	80%	26	20%	130	12%
60 to 64	107	81%	26	20%	133	13%
65 +	207	89%	27	12%	234	22%
<b>Total</b>	<b>749</b>	<b>72%</b>	<b>298</b>	<b>29%</b>	<b>1,047</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	FSPs		FSPs Under 40	
	%	#	%	#	%
White	62%	799	75%	159	76%
Black	19%	223	21%	32	15%
Asian	6%	3	0%	1	0%
Other Race	0%	7	1%	2	1%
Two or More Races	3%	15	1%	6	3%
Hispanic	9%	14	1%	8	4%
<b>Total</b>	<b>100%</b>	<b>1,061</b>	<b>100%</b>	<b>208</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2016.

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Gender**  
 % Female: 29%  
 % Under 40 Female: 49%

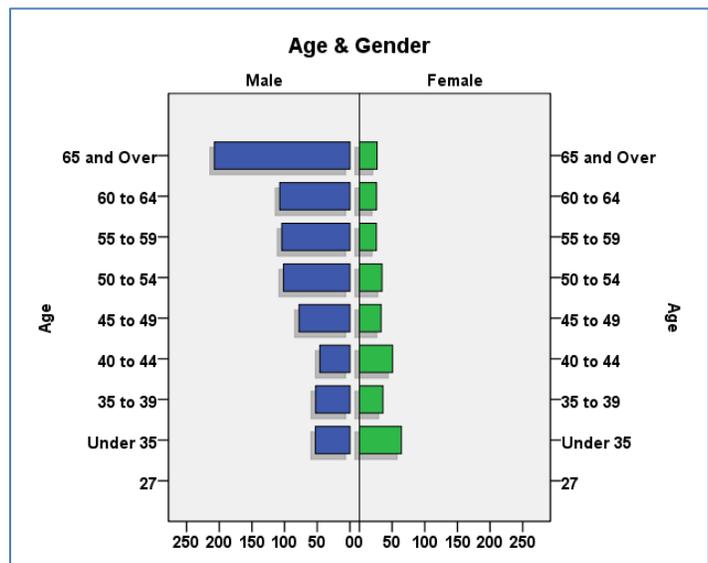
**Age**  
 Median Age: 53  
 % Under 40: 20%  
 % 55+: 47%

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

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two FSPs, 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 56%.*

*20% of all FSPs are under the age of 40, and 49% of these professionals are female. In addition, the diversity index among FSPs who are under the age of 40 is 39%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 17%  
 Rural Childhood: 52%

### Virginia Background

HS in Virginia: 70%  
 Prof Ed. in VA: 50%  
 HS or Prof Ed. in VA: 78%

### Location Choice

% Rural to Non-Metro: 40%  
 % Urban/Suburban to Non-Metro: 7%

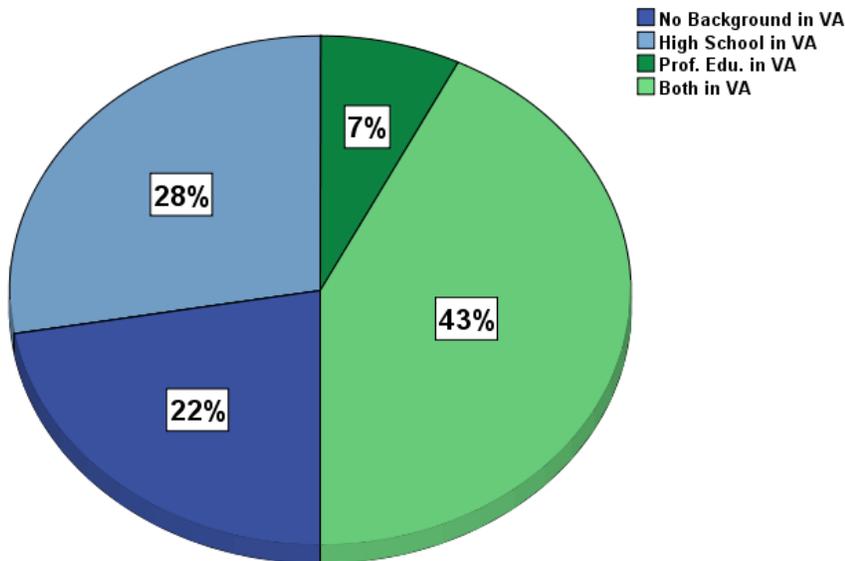
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	33%	45%	22%
2	Metro, 250,000 to 1 million	57%	29%	14%
3	Metro, 250,000 or less	55%	24%	22%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	63%	28%	9%
6	Urban pop, 2,500-19,999, Metro adj	90%	6%	4%
7	Urban pop, 2,500-19,999, nonadj	85%	10%	5%
8	Rural, Metro adj	89%	5%	5%
9	Rural, nonadj	100%	0%	0%
<b>Overall</b>		<b>52%</b>	<b>31%</b>	<b>17%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background



Source: Va. Healthcare Workforce Data Center

52% of FSPs grew up in a rural area, and 40% of this group currently work in non-metro areas of the state. Overall, 25% of FSPs currently work in non-metro areas of Virginia.

## Top Ten States for FSP Recruitment

Rank	All FSPs			
	High School	#	Professional School	#
1	Virginia	738	Virginia	506
2	New York	36	Georgia	118
3	Pennsylvania	32	Ohio	80
4	Maryland	32	Pennsylvania	73
5	North Carolina	30	New York	50
6	West Virginia	24	Maryland	34
7	Ohio	14	Indiana	23
8	Tennessee	13	North Carolina	21
9	Florida	12	Washington, D.C.	16
10	Illinois	11	Kentucky	15

Source: Va. Healthcare Workforce Data Center

*70% of all FSPs earned their high school degree in Virginia, and 50% also received their initial professional degree in the state.*

*Among FSPs who received their initial license in the past five years, 56% earned their high school degree in Virginia, while 56% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	96	Virginia	92
2	North Carolina	10	Pennsylvania	19
3	Texas	6	New York	8
4	Tennessee	5	Georgia	7
5	Michigan	5	North Carolina	5
6	Florida	4	Ohio	5
7	Pennsylvania	4	Maryland	4
8	Maryland	4	Illinois	3
9	South Carolina	3	Tennessee	3
10	Massachusetts	3	Indiana	3

Source: Va. Healthcare Workforce Data Center

*19% of Virginia's licensees were not part of the state's FSP workforce. 80% of these licensees worked at some point in the past year, including 70% who worked as FSPs.*

### At a Glance:

#### Not in VA Workforce

Total:	293
% of Licensees:	19%
Federal/Military:	4%
Va Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
High School/GED	68	7%
Associate's Degree	764	75%
Baccalaureate Degree	162	16%
Master's Degree	19	2%
Doctorate	9	1%
<b>Total</b>	<b>1,021</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

17% of FSPs carry educational debt, including 36% of those under the age of 40. For those in debt, their median debt burden is between \$10,000 and \$20,000.

At a Glance:

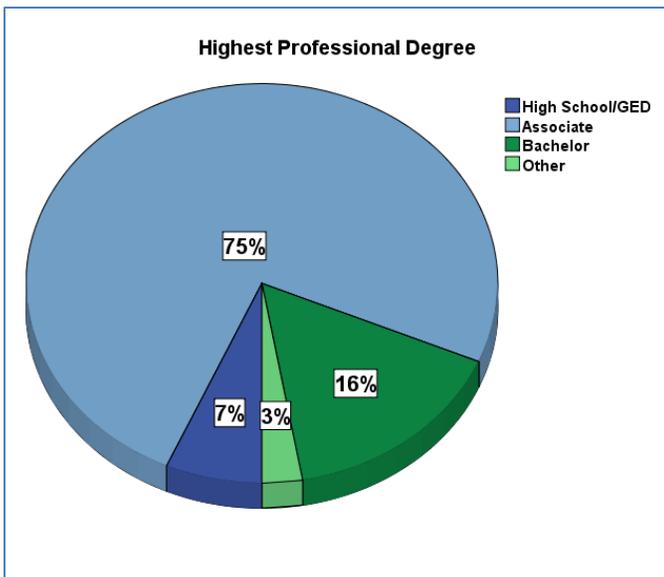
Education

Associate:	75%
Baccalaureate:	16%
High School/GED:	7%

Educational Debt

Carry debt:	17%
Under age 40 w/ debt:	36%
Median debt:	\$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All FSPs		FSPs under 40	
	#	%	#	%
None	675	83%	106	64%
Less than \$20,000	73	9%	32	19%
\$20,000-\$49,999	38	5%	19	12%
\$50,000-\$99,999	22	3%	8	5%
\$100,000 or more	8	1%	0	0%
<b>Total</b>	<b>816</b>	<b>100%</b>	<b>165</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 87%  
 Involuntarily Unemployed: <1%

### Positions Held

1 Full-time: 75%  
 2 or More Positions: 10%

### Weekly Hours:

40 to 49: 52%  
 60 or more: 13%  
 Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
<b>Employed, capacity unknown</b>	4	< 1%
<b>Employed in a FSP related capacity</b>	903	87%
<b>Employed, NOT in a FSP related capacity</b>	97	9%
<b>Not working, reason unknown</b>	0	0%
<b>Involuntarily unemployed</b>	3	< 1%
<b>Voluntarily unemployed</b>	7	1%
<b>Retired</b>	29	3%
<b>Total</b>	<b>1,043</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*87% of Virginia's FSPs are employed in the profession, and 75% currently have one full-time job. 52% of FSPs currently work between 40 and 49 hours per week, while 13% work at least 60 hours per week.*

Current Positions		
Positions	#	%
<b>No Positions</b>	39	4%
<b>One Part-Time Position</b>	111	11%
<b>Two Part-Time Positions</b>	16	2%
<b>One Full-Time Position</b>	762	75%
<b>One Full-Time Position &amp; One Part-Time Position</b>	42	4%
<b>Two Full-Time Positions</b>	17	2%
<b>More than Two Positions</b>	23	2%
<b>Total</b>	<b>1,010</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
<b>0 hours</b>	39	4%
<b>1 to 9 hours</b>	41	4%
<b>10 to 19 hours</b>	24	2%
<b>20 to 29 hours</b>	41	4%
<b>30 to 39 hours</b>	35	4%
<b>40 to 49 hours</b>	507	52%
<b>50 to 59 hours</b>	161	17%
<b>60 to 69 hours</b>	72	7%
<b>70 to 79 hours</b>	16	2%
<b>80 or more hours</b>	34	4%
<b>Total</b>	<b>970</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	23	3%
<b>Less than 30,000</b>	110	16%
<b>\$30,000-\$39,999</b>	52	8%
<b>\$40,000-\$49,999</b>	73	11%
<b>\$50,000-\$59,999</b>	91	14%
<b>\$60,000-\$69,999</b>	96	14%
<b>\$70,000-\$79,999</b>	62	9%
<b>\$80,000-\$89,999</b>	50	7%
<b>\$90,000-\$99,999</b>	21	3%
<b>\$100,000-\$109,999</b>	39	6%
<b>\$110,000-\$119,999</b>	12	2%
<b>\$120,000 or more</b>	47	7%
<b>Total</b>	<b>678</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$50k-\$60k

**Benefits**  
Health Insurance: 53%  
Retirement: 39%

**Satisfaction**  
Satisfied: 98%  
Very Satisfied: 80%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	807	80%
<b>Somewhat Satisfied</b>	175	17%
<b>Somewhat Dissatisfied</b>	11	1%
<b>Very Dissatisfied</b>	15	1%
<b>Total</b>	<b>1,008</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical FSP made between \$50,000 and \$60,000 in the past year. Among FSPs who were compensated at their primary work location with either a salary or an hourly wage, 57% received health insurance and 44% had access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	562	62%	68%
<b>Health Insurance</b>	475	53%	57%
<b>Paid Sick Leave</b>	455	50%	57%
<b>Retirement</b>	348	39%	44%
<b>Dental Insurance</b>	299	33%	37%
<b>Group Life Insurance</b>	285	32%	37%
<b>Retention Bonus</b>	30	3%	3%
<b>Receive At Least One Benefit</b>	<b>610</b>	<b>68%</b>	<b>74%</b>

\*From any employer at time of survey.  
Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	16	1%
Experience voluntary unemployment?	45	4%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	17	1%
Work two or more positions at the same time?	152	12%
Switch employers or practices?	54	4%
<b>Experienced at least 1</b>	<b>252</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's FSPs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 3.6% over the past year.<sup>1</sup>*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 4%  
New Location: 14%  
Over 2 years: 78%  
Over 2 yrs., 2<sup>nd</sup> location: 58%

**Employment Type**

Salary/Commission: 64%  
Hourly Wage: 21%

Source: Va. Healthcare Workforce Data Center

*78% of FSPs have worked at their primary work location for at least two years.*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	23	2%	40	17%
<b>Less than 6 Months</b>	32	3%	11	5%
<b>6 Months to 1 Year</b>	71	7%	24	10%
<b>1 to 2 Years</b>	85	9%	24	10%
<b>3 to 5 Years</b>	136	14%	42	18%
<b>6 to 10 Years</b>	130	14%	31	13%
<b>More than 10 Years</b>	485	50%	61	26%
<b>Subtotal</b>	<b>962</b>	<b>100%</b>	<b>232</b>	<b>100%</b>
<b>Did not have location</b>	48		1,022	
<b>Item Missing</b>	270		26	
<b>Total</b>	<b>1,280</b>		<b>1,280</b>	

Source: Va. Healthcare Workforce Data Center

*64% of FSPs are salaried employees at their primary work location, while 21% of FSPs receive an hourly wage.*

Employment Type		
Primary Work Site	#	%
<b>Salary/ Commission</b>	432	64%
<b>Hourly Wage</b>	143	21%
<b>Business/ Practice Income</b>	59	9%
<b>By Contract</b>	38	6%
<b>Unpaid</b>	2	0%
<b>Subtotal</b>	<b>674</b>	<b>100%</b>
<b>Did not have location</b>	48	
<b>Item Missing</b>	559	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate went from 3.5% in April 2017 to 3.3% in March 2018. Between these two dates, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 3.3% and a high of 3.9%.

## At a Glance:

### Concentration

Top Region:	18%
Top 3 Regions:	54%
Lowest Region:	4%

### Locations

2 or more (Past Year):	26%
2 or more (Now*):	21%

Source: Va. Healthcare Workforce Data Center

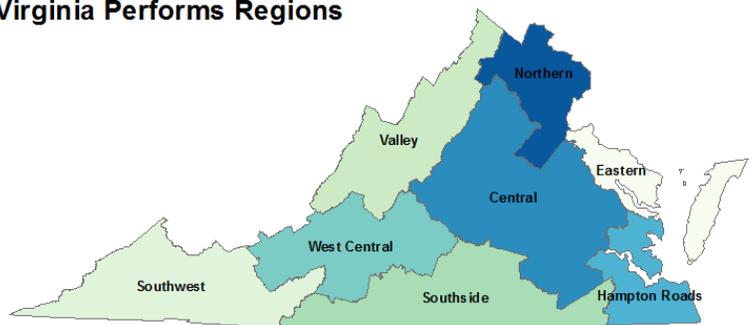
## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	176	18%	46	19%
Eastern	36	4%	18	7%
Hampton Roads	172	18%	47	19%
Northern	171	18%	32	13%
Southside	88	9%	21	9%
Southwest	89	9%	17	7%
Valley	91	9%	21	9%
West Central	129	13%	26	11%
Virginia Border State/DC	6	1%	6	2%
Other US State	4	0%	7	3%
Outside of the US	0	0%	3	1%
<b>Total</b>	<b>962</b>	<b>100%</b>	<b>244</b>	<b>100%</b>
Item Missing	271		13	

Source: Va. Healthcare Workforce Data Center

*54% of all FSPs work in Central Virginia, Hampton Roads, and Northern Virginia.*

### Virginia Performs Regions



*21% of FSPs currently have multiple work locations, while 26% have had multiple work locations during the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	23	2%	39	4%
1	704	72%	737	75%
2	140	14%	117	12%
3	83	8%	65	7%
4	6	1%	6	1%
5	5	1%	6	1%
6 or More	20	2%	11	1%
<b>Total</b>	<b>981</b>	<b>100%</b>	<b>981</b>	<b>100%</b>

\*At the time of survey completion, March 2018.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	819	95%	179	88%
<b>Non-Profit</b>	13	2%	10	5%
<b>State/Local Government</b>	24	3%	11	5%
<b>Veterans Administration</b>	4	0%	3	1%
<b>U.S. Military</b>	3	0%	0	0%
<b>Other Federal Government</b>	3	0%	1	0%
<b>Total</b>	<b>866</b>	<b>100%</b>	<b>204</b>	<b>100%</b>
<b>Did not have location</b>	48		1,022	
<b>Item Missing</b>	366		54	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

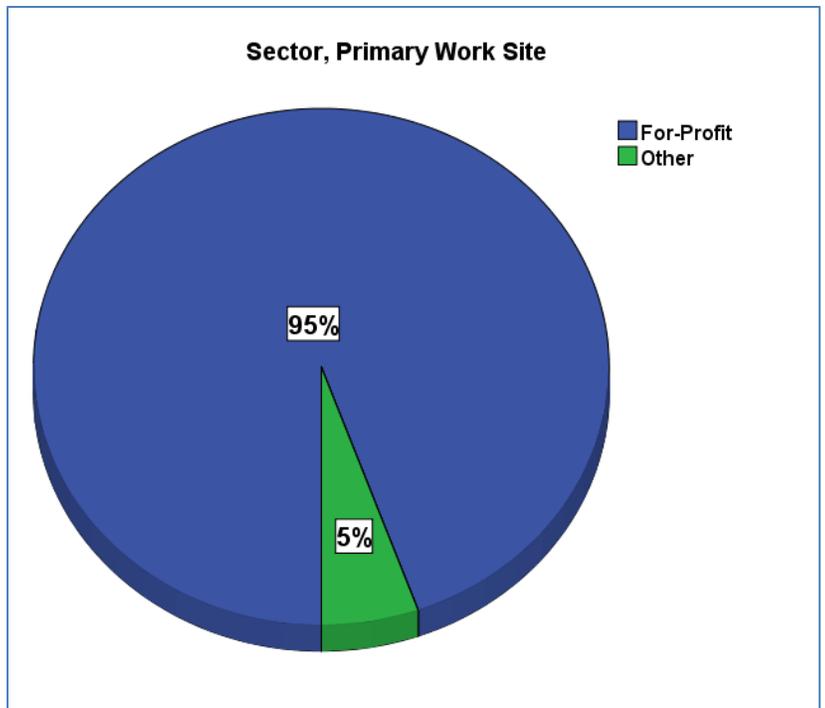
For Profit:	95%
Federal:	1%

**Top Establishments**

Funeral Establishment:	56%
Funeral Establishment w/ Crematory:	32%

Source: Va. Healthcare Workforce Data Center

95% of all FSPs work in a for-profit establishment, while another 3% work for a state or local government.



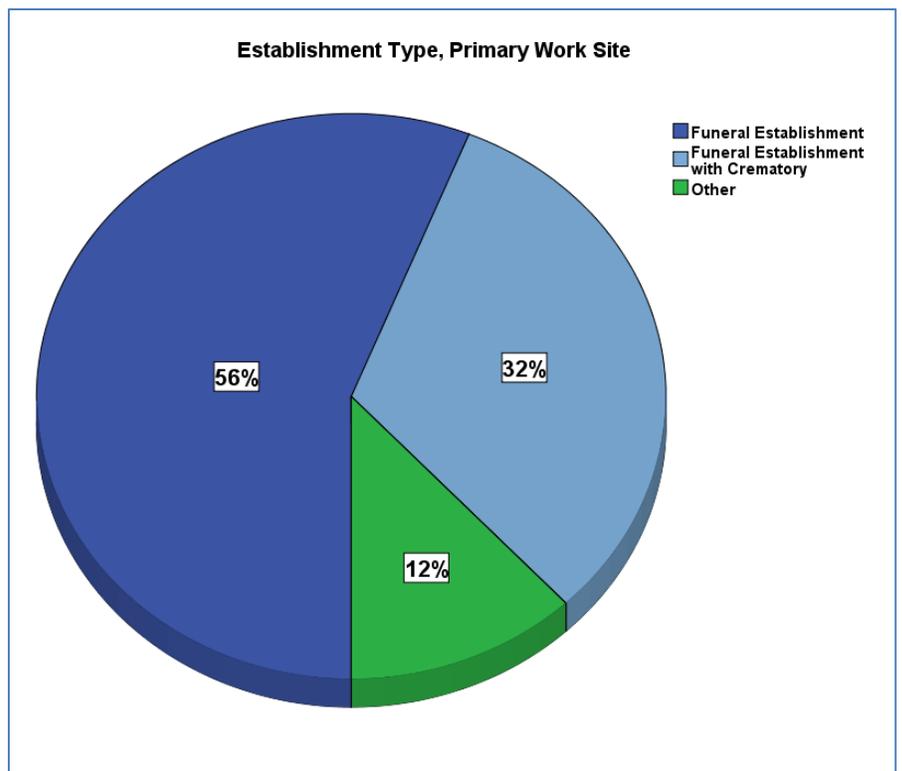
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Funeral Establishment	477	56%	125	65%
Funeral Establishment Combined with Crematory	271	32%	35	18%
Funeral Establishment Combined with Surface Transport and Removal	12	1%	2	1%
Academic Institution	8	1%	8	4%
Crematory (Only)	5	1%	0	0%
Surface Transport and Removal (Only)	3	0%	2	1%
Other Practice Setting	73	9%	21	11%
<b>Total</b>	<b>849</b>	<b>100%</b>	<b>193</b>	<b>100%</b>
Did Not Have a Location	48		1,022	

56% of FSPs work at a funeral establishment as their primary work location. Another 32% work at practices that combine funeral and crematory services.

Source: Va. Healthcare Workforce Data Center

Among those FSPs who also have a secondary work location, 65% work at a funeral establishment, and another 18% work at establishments that combine funeral and crematory services.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Client Care: 40%-49%  
Administration: 40%-49%

### Roles

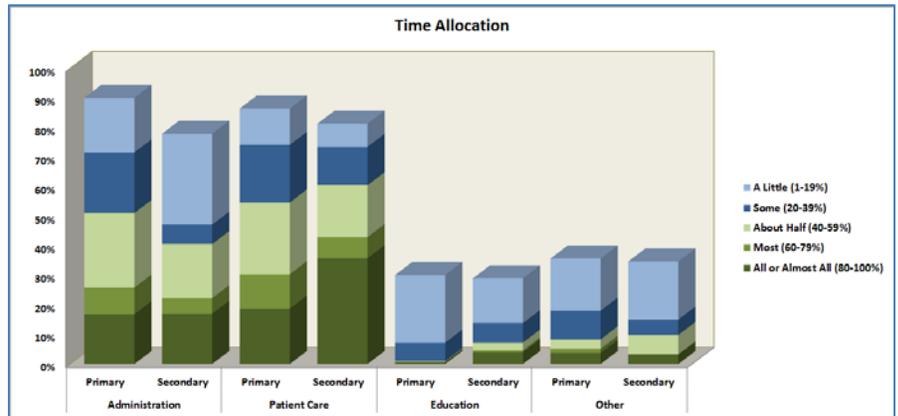
Client Care: 30%  
Administrative: 26%  
Education: 1%

### Client Care FSPs

Median Admin Time: 10%-19%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*A typical FSP spends most of his time attending to clients and doing administrative tasks. In addition, 30% of FSPs fill a client care role, defined as spending 60% or more of their time dealing with clients.*

Time Allocation								
Time Spent	Admin.		Client Care		Education		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	17%	17%	19%	36%	1%	4%	4%	3%
<b>Most (60-79%)</b>	9%	5%	12%	7%	0%	1%	1%	0%
<b>About Half (40-59%)</b>	25%	18%	24%	18%	0%	3%	3%	7%
<b>Some (20-39%)</b>	20%	7%	20%	13%	6%	7%	10%	5%
<b>A Little (1-19%)</b>	18%	31%	12%	8%	23%	15%	18%	20%
<b>None (0%)</b>	10%	22%	14%	19%	70%	71%	65%	65%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All FSPs		FSPs over 50	
	#	%	#	%
<b>Under age 50</b>	18	2%	-	-
<b>50 to 54</b>	15	2%	0	0%
<b>55 to 59</b>	48	6%	8	2%
<b>60 to 64</b>	111	14%	61	13%
<b>65 to 69</b>	203	26%	117	25%
<b>70 to 74</b>	125	16%	99	21%
<b>75 to 79</b>	46	6%	33	7%
<b>80 or over</b>	34	4%	31	7%
<b>I do not intend to retire</b>	182	23%	126	27%
<b>Total</b>	<b>782</b>	<b>100%</b>	<b>475</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All FSPs**

Under 65: 25%

Under 60: 10%

**FSPs 50 and over**

Under 65: 15%

Under 60: 2%

**Time until Retirement**

Within 2 years: 8%

Within 10 years: 26%

Half the workforce: By 2043

Source: Va. Healthcare Workforce Data Center

*25% of all FSPs expect to retire before the age of 65. Among FSPs who are already at least age 50, 15% expect to retire by age 65.*

*Within the next two years, 7% of FSPs expect to increase client care hours, and 5% expect to pursue additional educational opportunities.*

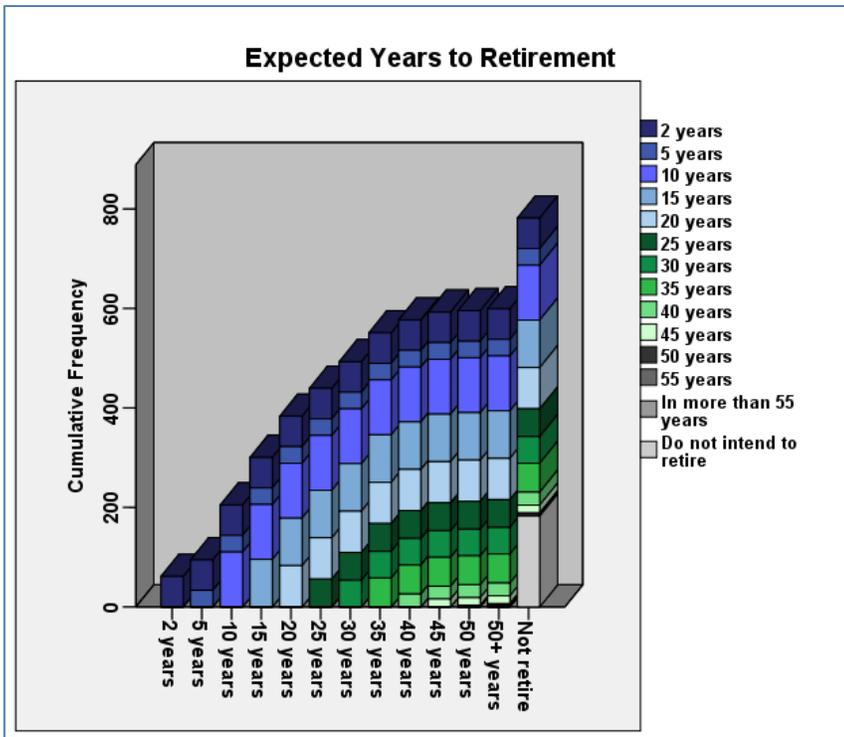
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	18	1%
<b>Leave Virginia</b>	22	2%
<b>Decrease Client Care Hours</b>	115	9%
<b>Decrease Teaching Hours</b>	5	0%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	90	7%
<b>Increase Teaching Hours</b>	28	2%
<b>Pursue Additional Education</b>	64	5%
<b>Return to Virginia's Workforce</b>	7	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for FSPs. While only 8% of FSPs expect to retire in the next two years, 26% expect to retire within the next decade. More than half of the current FSP workforce expect to retire by 2043.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
<b>2 years</b>	61	8%	8%
<b>5 years</b>	33	4%	12%
<b>10 years</b>	110	14%	26%
<b>15 years</b>	95	12%	38%
<b>20 years</b>	83	11%	49%
<b>25 years</b>	56	7%	56%
<b>30 years</b>	54	7%	63%
<b>35 years</b>	58	7%	70%
<b>40 years</b>	26	3%	74%
<b>45 years</b>	16	2%	76%
<b>50 years</b>	3	0%	76%
<b>55 years</b>	0	0%	76%
<b>In more than 55 years</b>	4	1%	77%
<b>Do not intend to retire</b>	182	23%	100%
<b>Total</b>	<b>782</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every five years by 2028. Retirements will peak at 14% of the current workforce around the same time before declining to under 10% again around 2043.

## At a Glance:

### FTEs

Total: 1,354  
 FTEs/1,000 Residents<sup>2</sup>: 0.160  
 Average: 1.10

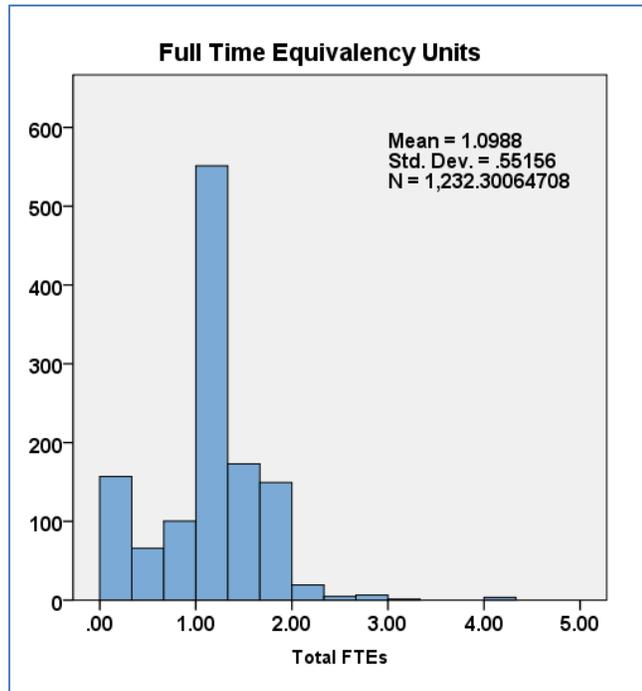
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Medium  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

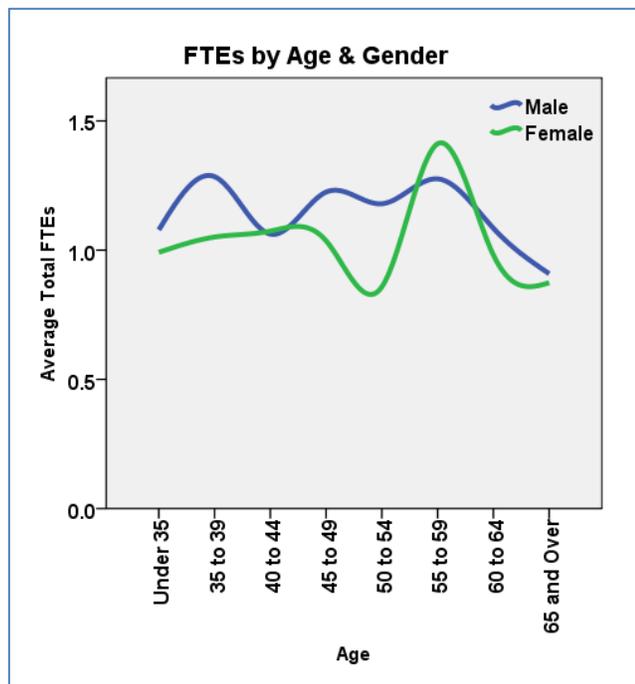


Source: Va. Healthcare Workforce Data Center

*The typical (median) FSP provided 1.09 FTEs during the past year or approximately 44 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 35	1.03	1.05
35 to 39	0.98	1.09
40 to 44	1.07	1.05
45 to 49	1.23	1.25
50 to 54	1.09	1.05
55 to 59	1.37	1.22
60 to 64	0.95	1.07
65 and Over	1.06	1.09
<b>Gender</b>		
Male	1.10	1.09
Female	1.03	1.09

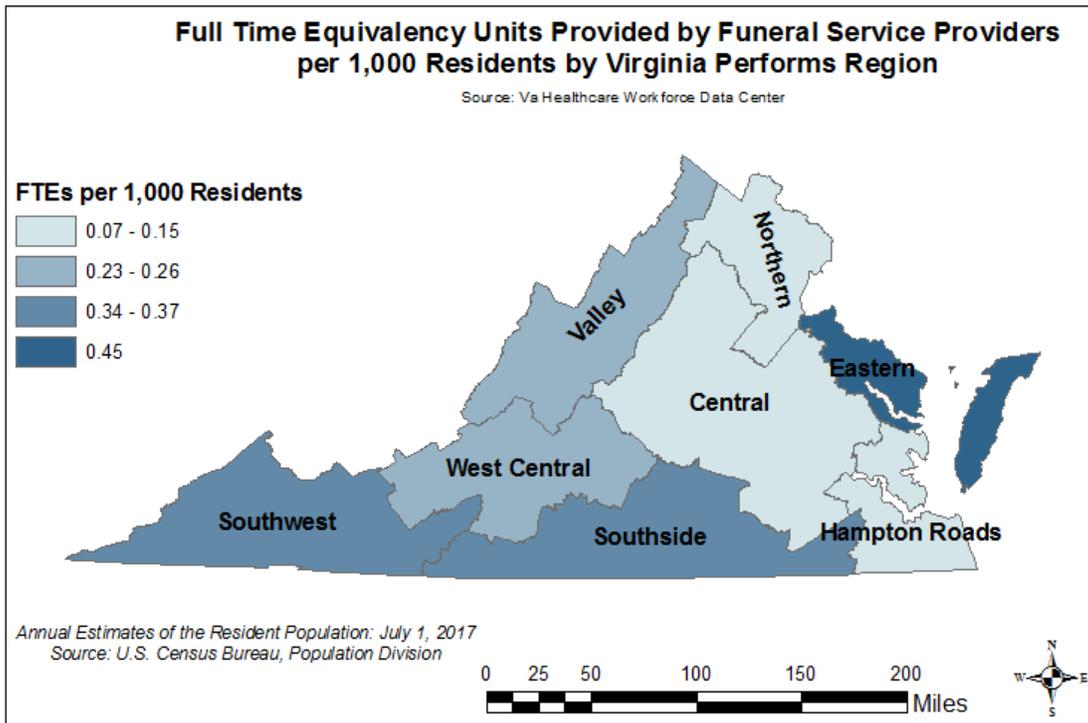
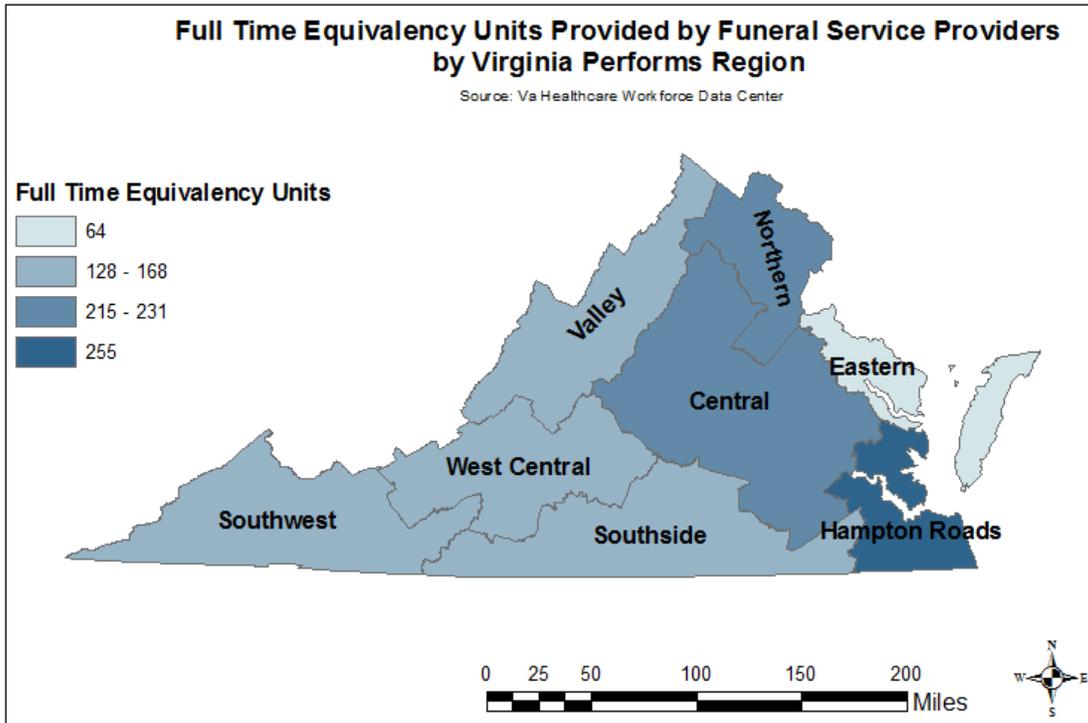
Source: Va. Healthcare Workforce Data Center

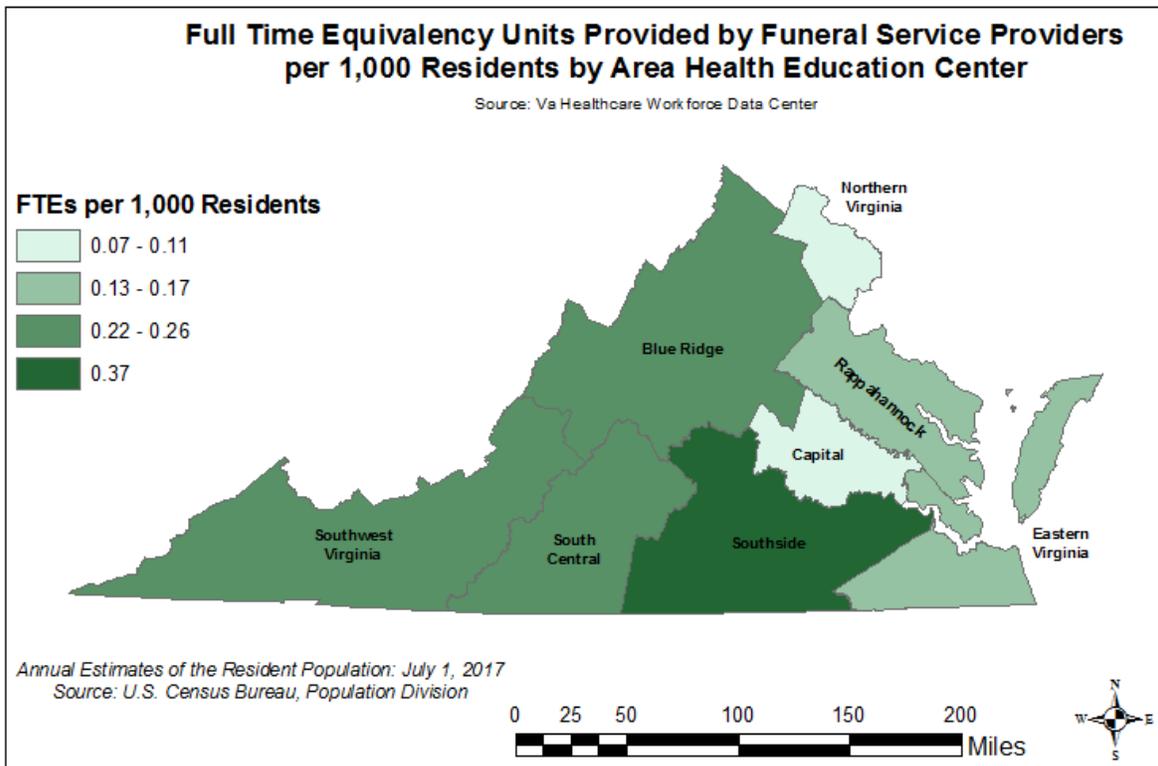
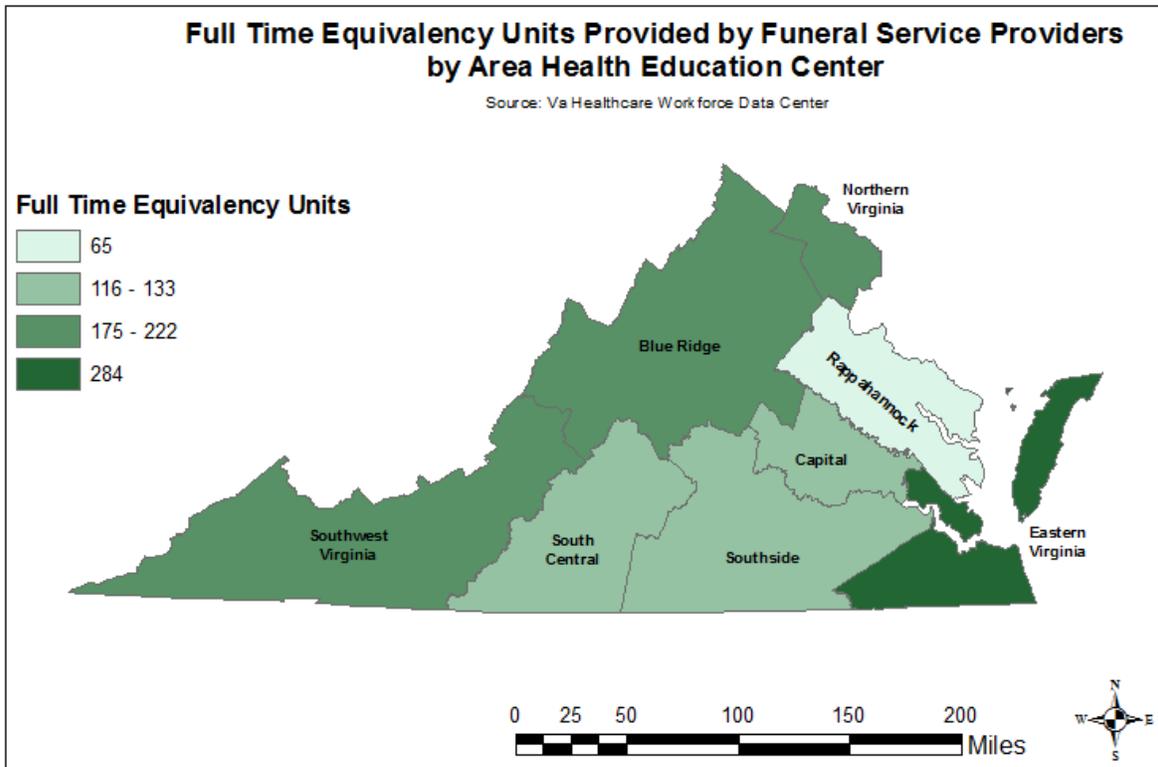


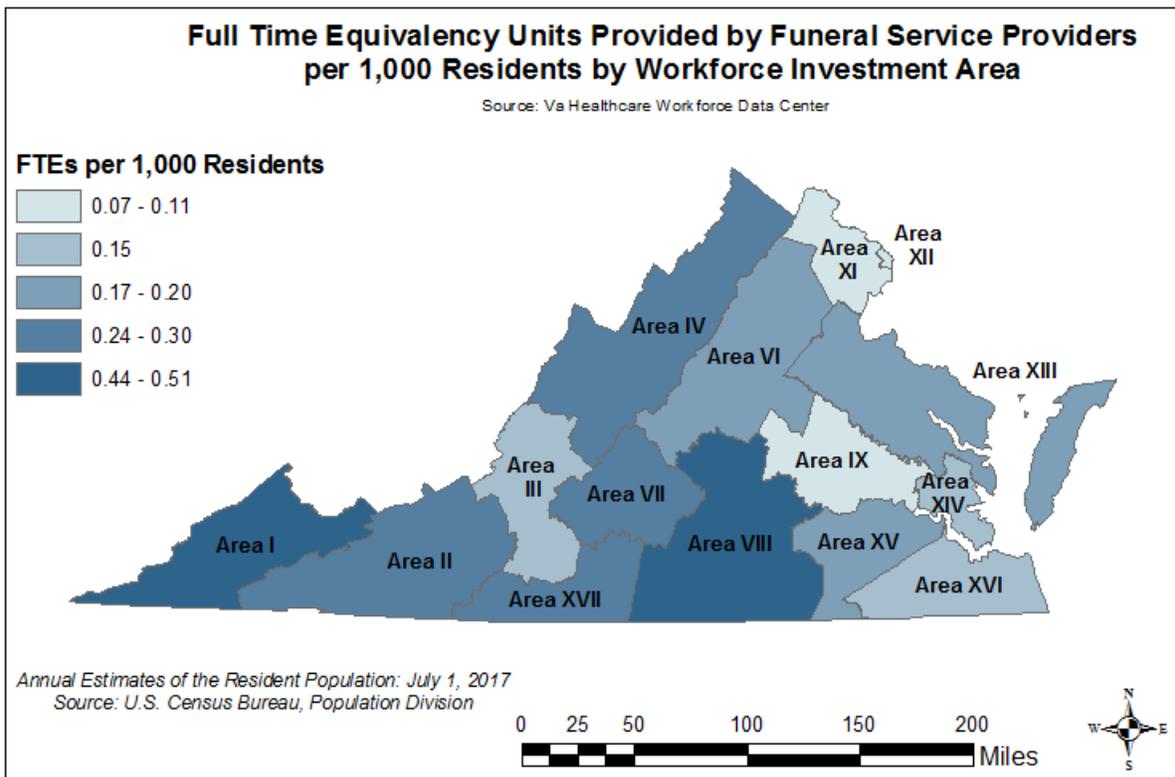
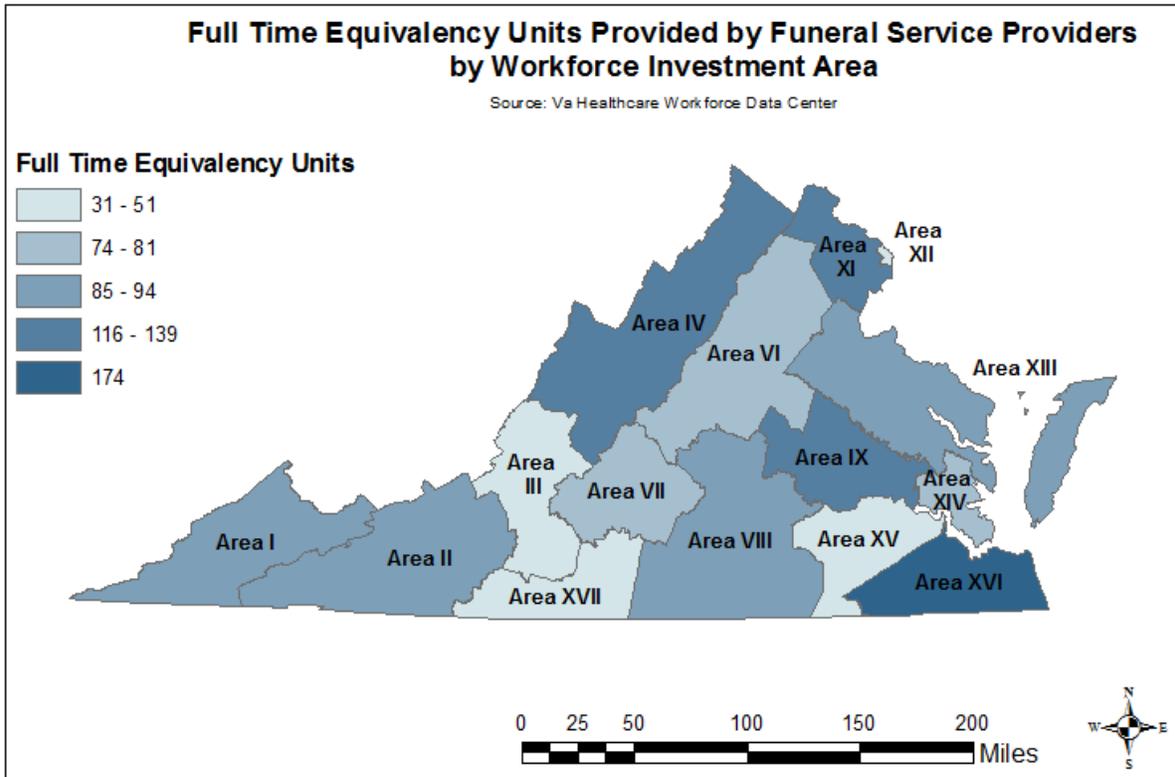
Source: Va. Healthcare Workforce Data Center

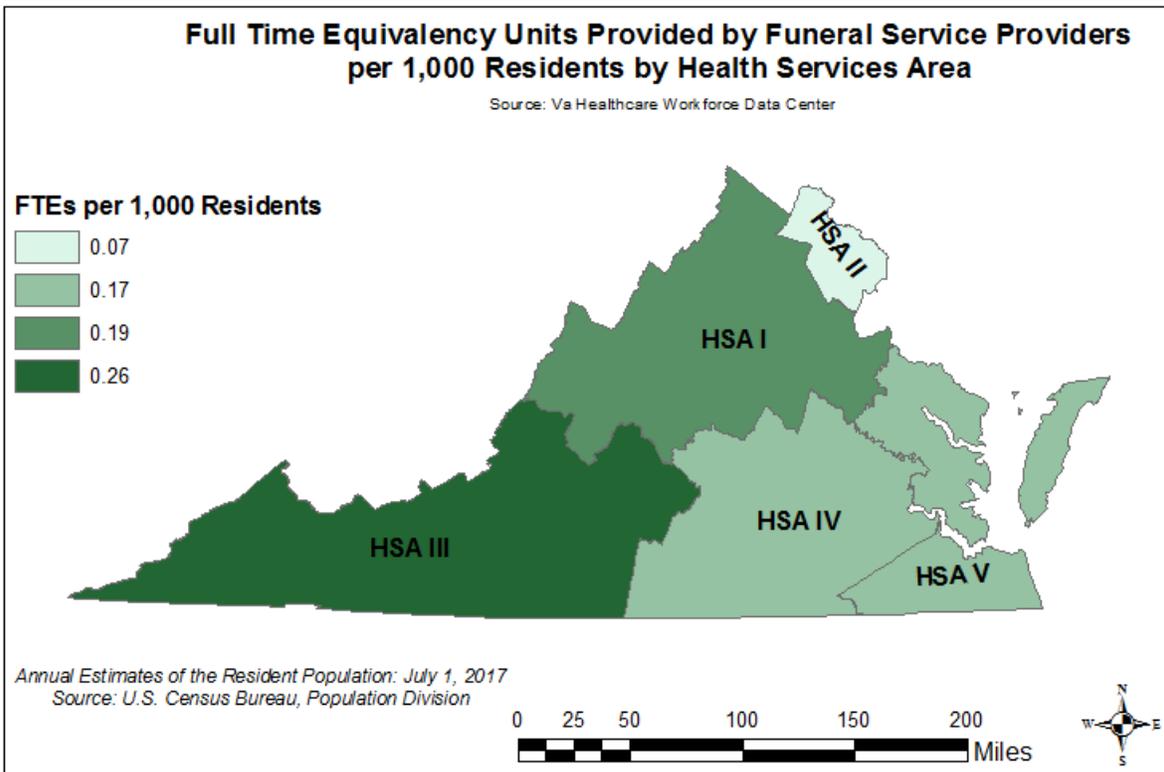
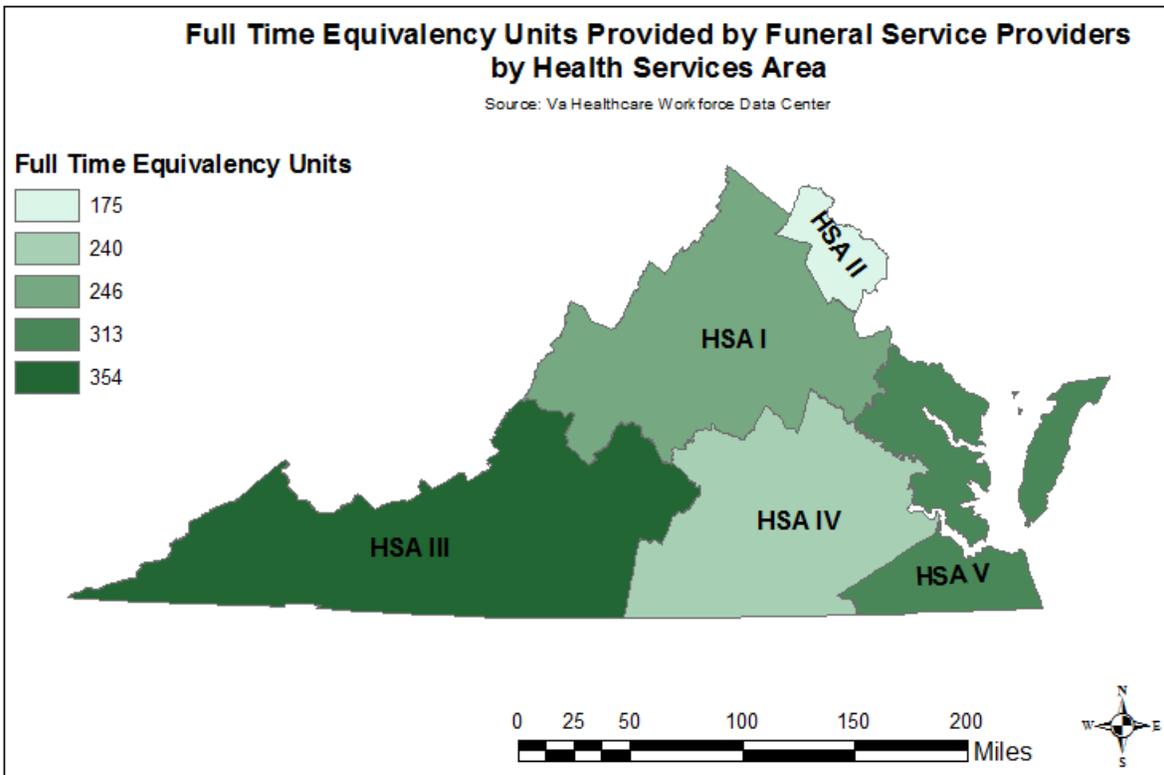
<sup>2</sup> Number of residents in 2017 was used as the denominator.

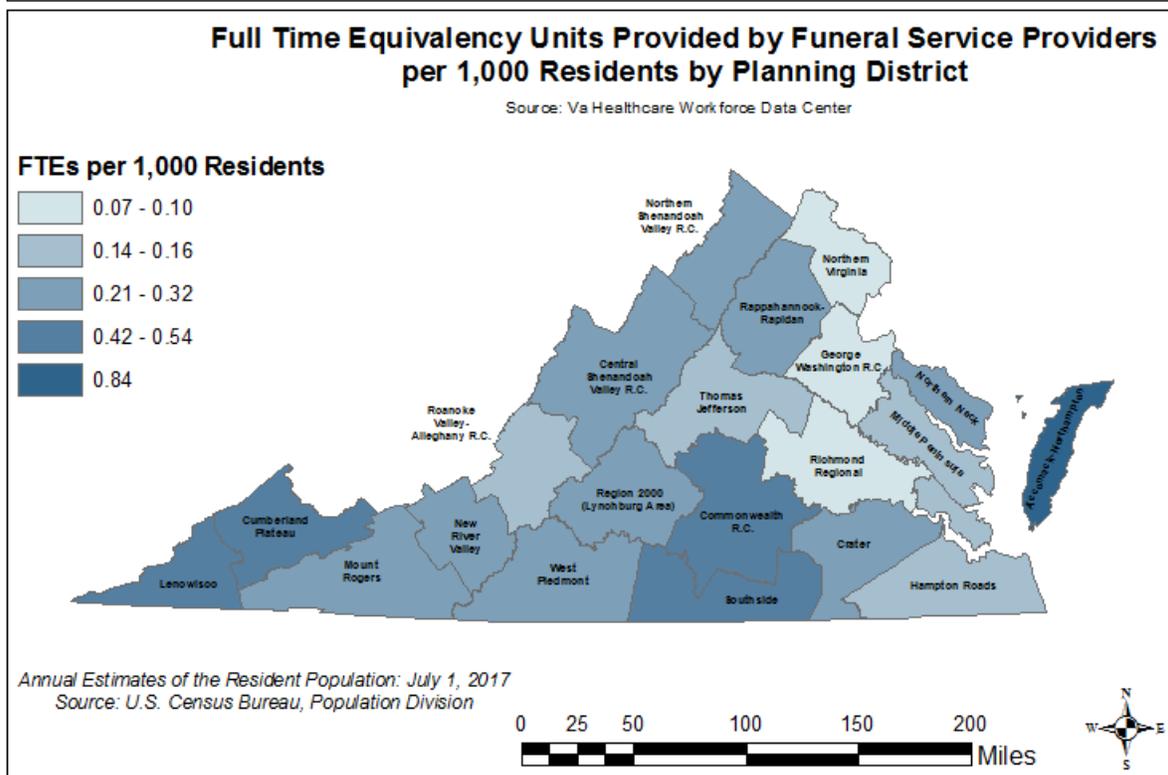
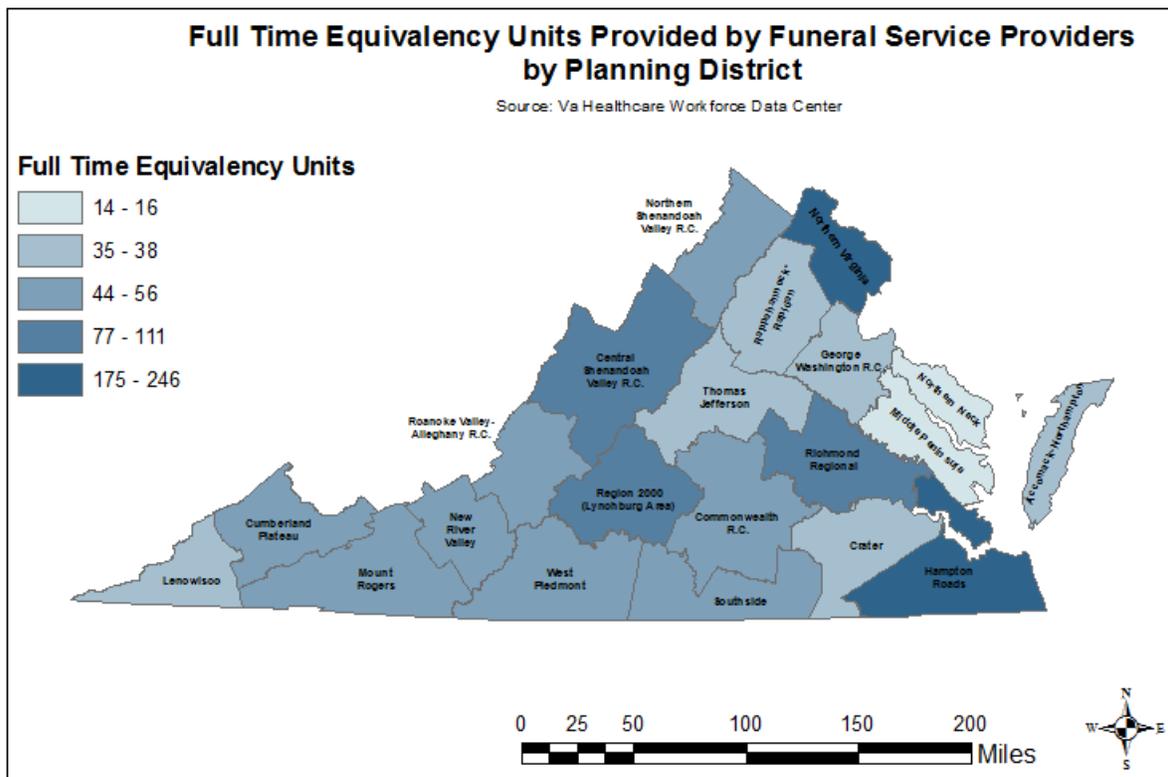
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	676	58.58%	1.707071	1.46861	1.94578
Metro, 250,000 to 1 million	157	68.79%	1.453704	1.25064	1.65698
Metro, 250,000 or less	137	59.85%	1.670732	1.43735	1.90436
Urban pop 20,000+, Metro adj	49	63.27%	1.580645	1.35985	1.80167
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	105	63.81%	1.567164	1.34825	1.78631
Urban pop, 2,500-19,999, nonadj	82	73.17%	1.366667	1.17576	1.55777
Rural, Metro adj	59	54.24%	1.84375	1.5862	2.10157
Rural, nonadj	36	66.67%	1.5	1.29047	1.70975
Virginia border state/DC	194	76.29%	1.310811	1.1277	1.49411
Other US State	78	73.08%	1.368421	1.17727	1.55977

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	156	66.67%	1.5	1.25623	1.76698
30 to 34	136	74.26%	1.346535	1.1277	1.5862
35 to 39	153	67.32%	1.485437	1.24403	1.74982
40 to 44	184	65.76%	1.520661	1.27353	1.79131
45 to 49	199	63.32%	1.579365	1.3227	1.86047
50 to 54	184	64.67%	1.546218	1.29494	1.82142
55 to 59	181	65.19%	1.533898	1.28462	1.80691
60 and Over	380	56.05%	1.784038	1.49411	2.10157

Source: Va. Healthcare Workforce Data Center

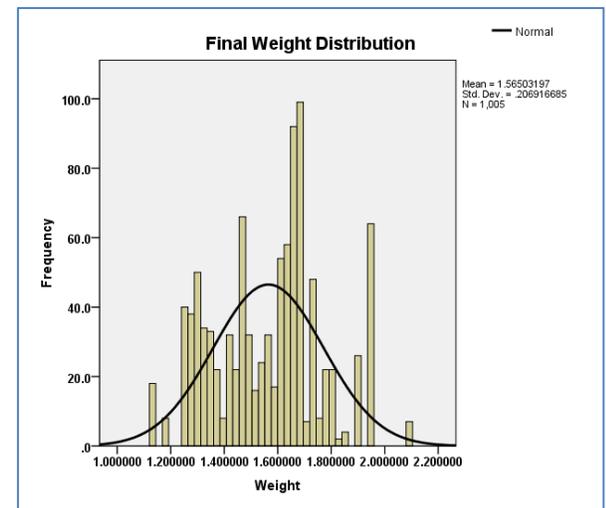
See the Methods section on the HWDC website for details on HWDC Methods:

[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: 0.638907**



Source: Va. Healthcare Workforce Data Center