
Virginia's Nursing Home Administrator Workforce: 2019

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466 (fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from: <https://www.dhp.virginia.gov/hwdc/findings.htm>

Nearly 800 Nursing Home 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 Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Rajana Siva, MBA
Research Analyst

Christopher Coyle
Research Assistant

Virginia Board of Long-Term Care Administrators

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Virginia Beach

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Hampton

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Richmond

Basil Acey
Henrico

Executive Director

Corie E. Tillman Wolf, JD

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The Nursing Home Administrator Workforce: At a Glance:

The Workforce

Licensees:	945
Virginia's Workforce:	743
FTEs:	823

Background

Rural Childhood:	42%
HS Degree in VA:	54%
Prof. Degree in VA:	78%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-Time Job:	86%
Satisfied?:	94%

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	98%

Health Admin. Edu.

Admin-in-Training:	39%
Masters:	27%

Job Turnover

Switched Jobs:	10%
Employed Over 2 Yrs:	53%

Demographics

Female:	57%
Diversity Index:	28%
Median Age:	50

Finances

Median Inc.:	\$110k-\$120k
Retirement Benefits:	79%
Under 40 w/ Ed Debt:	50%

Time Allocation

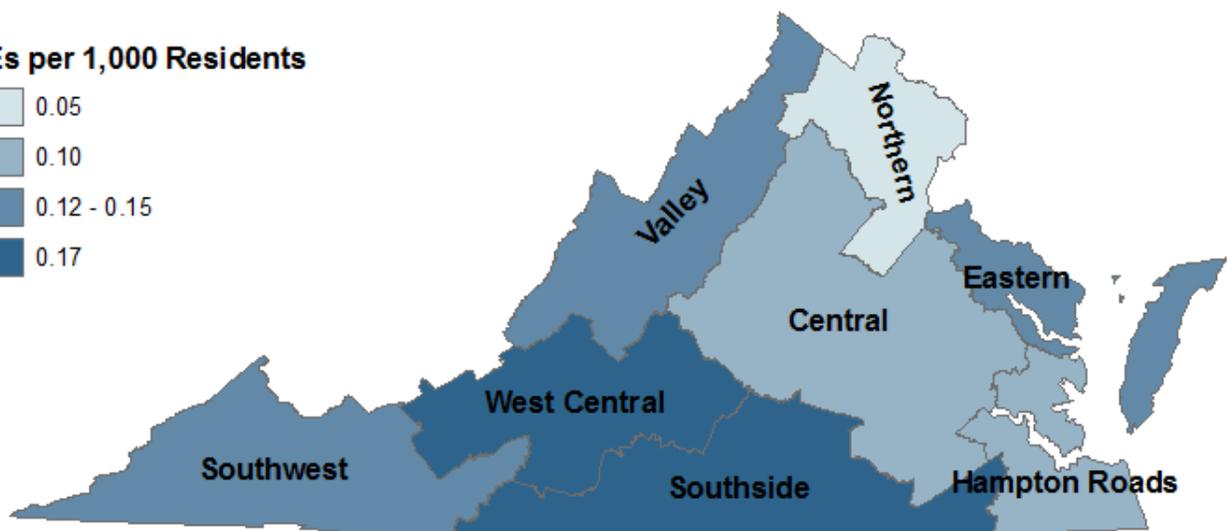
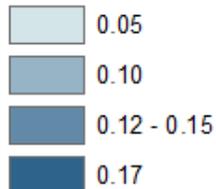
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

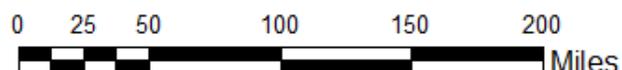
Full Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Virginia Performs Region

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



Nearly 800 nursing home administrators (NHAs) voluntarily took part in the 2019 Nursing Home 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 NHAs. These survey respondents represent 83% of the 945 NHAs who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 743 NHAs participated in Virginia's workforce during the survey period, which is defined as those NHAs 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 NHA at some point in the future. Over the past year, Virginia's NHA workforce provided 823 "full-time equivalency units".

Nearly one-quarter of all NHAs are under the age of 40, and 54% of these professionals are female. In addition, the diversity index among those NHAs who are under the age of 40 is 36%. While this is higher than the diversity index of 28% for NHAs as a whole, it is still lower than the diversity index of 57% for Virginia's overall population. More than two out of every five NHAs grew up in a rural area, and one-third of these professionals currently work in non-metro areas of the state. In total, 20% of all NHAs work in non-metro areas of Virginia.

Nearly 40% of NHAs hold an Administrator-in-Training certificate as their highest professional degree, while another 27% hold a Master's degree. One-third of NHAs carry education debt, including one-half of those NHAs who are under the age of 40. For those NHAs with education debt, the median debt amount is between \$30,000 and \$40,000. At the same time, the median annual income of Virginia's NHAs is between \$110,000 and \$120,000. In addition, 98% of NHAs receive at least one employer-sponsored benefit, including 79% who have access to a retirement plan.

More than 85% of NHAs are currently employed in the profession. Meanwhile, only 2% of NHAs have been involuntarily unemployed at some point in the past year. Nearly all NHAs work in the private sector, including 59% who are employed in the for-profit sector. With respect to establishment types, 52% of NHAs work for skilled nursing facilities, and 16% work at assisted living facilities. Overall, 94% of NHAs are satisfied with their current employment situation, including 66% who indicate that they are "very satisfied".

Summary of Trends

Since 2014, the number of licensed NHAs in Virginia has increased by 8% (945 vs. 873), and these licensees are more likely to respond to the HWDC survey (83% vs. 78%). In addition, the size of Virginia's NHA workforce has increased by 11% (743 vs. 667), and this workforce has increased the number of FTEs provided in the state by 8% (823 vs. 763).

Although still a majority of all NHAs in the state, the percentage of females in Virginia's NHA workforce has declined (57% vs. 59%). On the other hand, the diversity index of Virginia's NHAs has increased (28% vs. 22%). This is also true of those NHAs who are under the age of 40 (36% vs. 24%). Virginia's NHAs are more likely to have grown up in a rural area (42% vs. 40%). In addition, NHAs are also more likely to work in non-metro areas of the state (20% vs. 19%).

The median annual income of Virginia's NHA workforce has increased since 2014 (\$110,000-\$120,000 vs. \$100,000-\$110,000). In addition, Virginia's NHAs are more likely to receive at least one employer-sponsored benefit (98% vs. 96%), including those who have access to a retirement plan (79% vs. 69%). Regardless, Virginia's NHAs are somewhat less likely to be satisfied with their current work situation (94% vs. 96%). This is also true among those NHAs who indicate that they are "very satisfied" with their current work situation (66% vs. 69%).

Virginia's NHAs are slightly less likely to hold one full-time job (86% vs. 87%). Instead, NHAs have become more likely to hold two or more positions simultaneously (5% vs. 4%). At the same time, NHAs are less likely to stay at their primary work location for at least two years (53% vs. 57%). Virginia's NHAs are more likely to work in Hampton Roads (22% vs. 20%) instead of Central Virginia (20% vs. 22%). Although the typical NHA still spends approximately half of her time in administrative tasks, they are now less likely to fill an administrative role (27% vs. 32%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	755	80%
New Licensees	92	10%
Non-Renewals	98	10%
All Licensees	945	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing NHAs submitted a survey. These respondents represent 83% of all NHAs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2019.
- 2. Target Population:** All NHAs who held a Virginia license at some point between April 2018 and March 2019.
- 3. Survey Population:** The survey was available to NHAs who renewed their licenses online. It was not available to those who did not renew, including some NHAs newly licensed in the past year.

Statistic	Response Rates		
	Non Respondents	Respondents	Response Rate
By Age			
Under 30	19	30	61%
30 to 34	7	51	88%
35 to 39	13	68	84%
40 to 44	13	90	87%
45 to 49	24	104	81%
50 to 54	25	106	81%
55 to 59	13	119	90%
60 and Over	51	212	81%
Total	165	780	83%
New Licenses			
Issued in Past Year	56	36	39%
Metro Status			
Non-Metro	21	106	84%
Metro	81	517	87%
Not in Virginia	63	157	71%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	780
Response Rate, All Licensees	83%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 945
 New: 10%
 Not Renewed: 10%

Response Rates

All Licensees: 83%
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

NHA Workforce: 743
 FTEs: 823

Utilization Ratios

Licensees in VA Workforce: 79%
 Licensees per FTE: 1.15
 Workers per FTE: 0.90

Source: Va. Healthcare Workforce Data Center

Virginia's NHA Workforce		
Status	#	%
Worked in Virginia in Past Year	730	98%
Looking for Work in Virginia	13	2%
Virginia's Workforce	743	100%
Total FTEs	823	
Licensees	945	

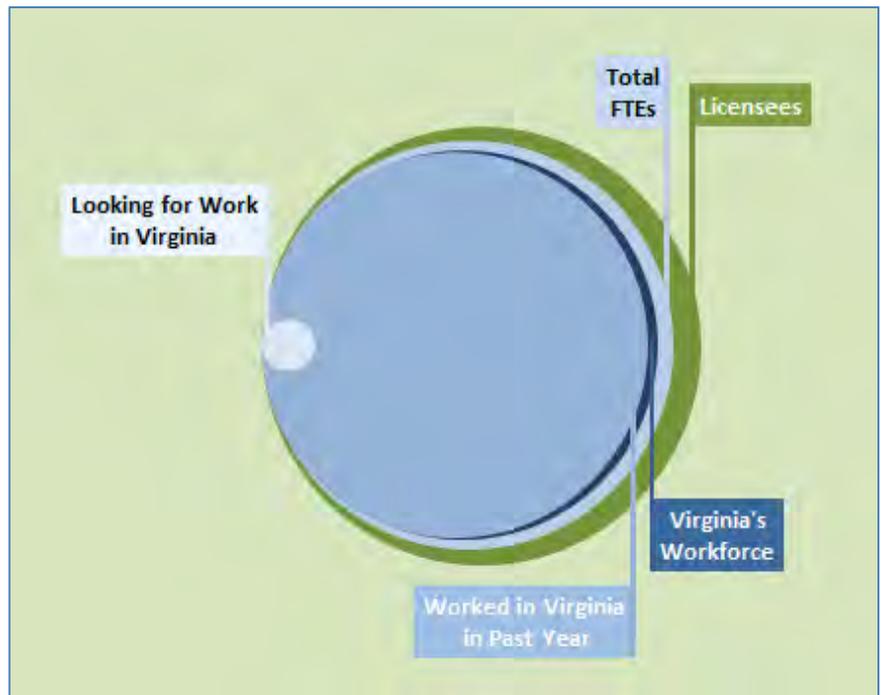
Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	18	44%	24	56%	42	6%
30 to 34	18	38%	30	62%	49	7%
35 to 39	35	55%	29	45%	64	10%
40 to 44	33	42%	45	58%	78	12%
45 to 49	29	29%	74	72%	103	15%
50 to 54	46	50%	47	50%	93	14%
55 to 59	38	44%	49	56%	86	13%
60 and Over	68	45%	82	55%	150	23%
Total	286	43%	379	57%	665	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	62%	558	84%	120	78%
Black	19%	83	13%	22	14%
Asian	7%	3	0%	2	1%
Other Race	0%	1	0%	0	0%
Two or More Races	3%	8	1%	4	3%
Hispanic	9%	10	2%	5	3%
Total	100%	663	100%	153	100%

*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, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 57%
% Under 40 Female: 54%

Age

Median Age: 50
% Under 40: 23%
% 55 and Over: 35%

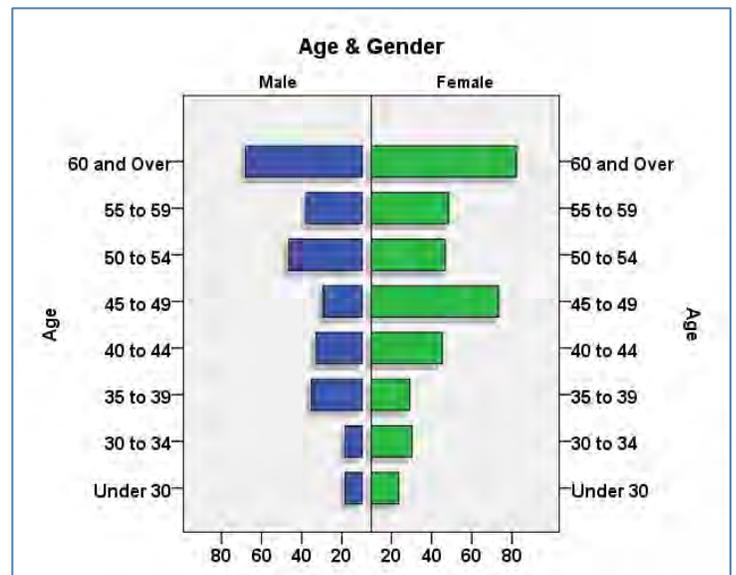
Diversity

Diversity Index: 28%
Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two NHAs, there is a 28% 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 57%.

Nearly one-quarter of all NHAs are under the age of 40, and 54% of these professionals are female. In addition, there is a 36% chance that two randomly chosen NHAs from this age group would be of a different race or ethnicity.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 14%
 Rural Childhood: 42%

Virginia Background

HS in Virginia: 54%
 Prof. Edu. in VA: 78%
 HS or Prof. Edu. in VA: 81%

Location Choice

% Rural to Non-Metro: 33%
 % Urban/Suburban to Non-Metro: 10%

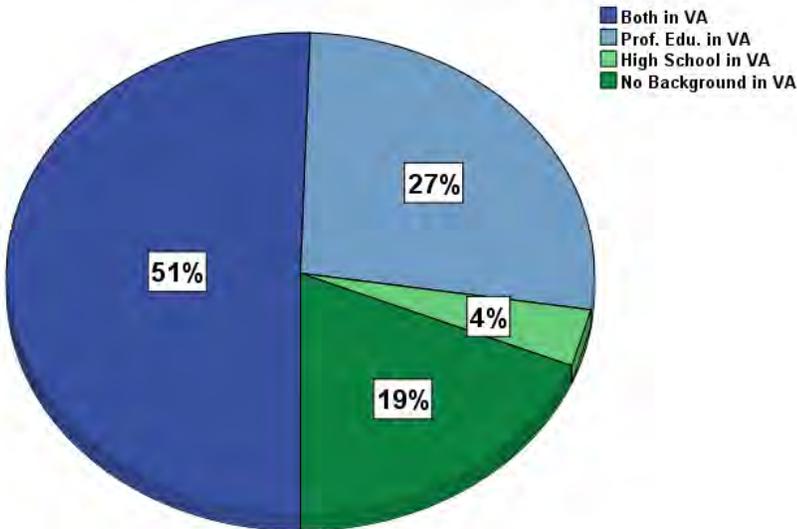
Source: Va. Healthcare Workforce Data Center

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+	28%	54%	17%
2	Metro, 250,000 to 1 Million	44%	41%	14%
3	Metro, 250,000 or Less	59%	36%	6%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	78%	17%	6%
6	Urban Pop., 2,500-19,999, Metro Adjacent	67%	27%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	75%	14%	11%
8	Rural, Metro Adjacent	61%	28%	11%
9	Rural, Non-Adjacent	75%	17%	8%
Overall		42%	44%	14%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than 40% of all NHAs grew up in a rural area, and 33% of these professionals currently work in non-metro areas of Virginia. Overall, one-fifth of NHAs currently work in non-metro areas of the state.

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Init. Prof Degree	#
1	Virginia	359	Virginia	484
2	New York	39	Maryland	18
3	West Virginia	29	Ohio	15
4	Pennsylvania	29	North Carolina	12
5	Ohio	28	West Virginia	11
6	North Carolina	22	New York	9
7	Maryland	18	Tennessee	8
8	New Jersey	17	Washington, D.C.	8
9	Outside U.S./Canada	17	Pennsylvania	6
10	Tennessee	14	Florida	6

More than half of licensed NHAs received their high school degree in Virginia, and 78% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among NHAs who have been licensed in the past five years, 50% received their high school degree in Virginia, while 72% earned their initial professional degree in the state.

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof Degree	#
1	Virginia	107	Virginia	151
2	Ohio	14	North Carolina	8
3	North Carolina	9	Ohio	8
4	New York	9	Maryland	7
5	West Virginia	8	Washington, D.C.	4
6	Outside U.S./Canada	8	Florida	4
7	New Jersey	8	Illinois	3
8	Pennsylvania	6	West Virginia	3
9	Maryland	6	Vermont	3
10	Tennessee	6	Tennessee	3

Source: Va. Healthcare Workforce Data Center

More than one out of every five licensees were not a part of Virginia's NHA workforce. Nearly 90% of these licensees worked at some point in the past year, including 80% who worked as NHAs.

At a Glance:

Not in VA Workforce

Total:	202
% of Licensees:	21%
Federal/Military:	0%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	34	5%	-	-
Admin-in-Training	255	39%	-	-
High School/GED	-	-	9	1%
Associate	13	2%	47	7%
Baccalaureate	144	22%	293	45%
Graduate Cert.	10	2%	16	2%
Masters	176	27%	282	43%
Doctorate	3	0%	11	2%
Other	14	2%	-	-
Total	650	100%	658	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Administration Education

Admin-in-Training: 39%

Master's Degree: 27%

Bachelor's Degree: 22%

Education Debt

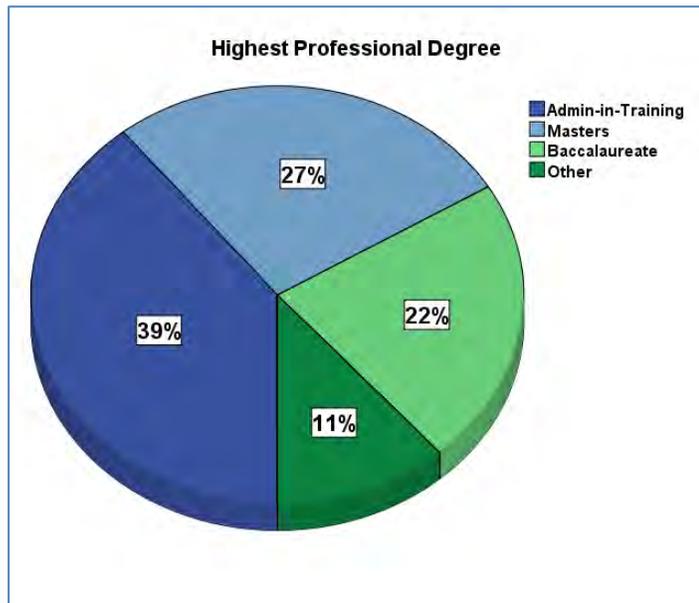
Carry Debt: 34%

Under Age 40 w/ Debt: 50%

Median Debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

One-third of NHAs carry education debt, including 50% of those under the age of 40. For those with education debt, their median debt burden is between \$30,000 and \$40,000.



Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All NHAs		NHAs Under 40	
	#	%	#	%
None	375	66%	63	49%
Less than \$10,000	35	6%	13	10%
\$10,000-\$19,999	33	6%	11	9%
\$20,000-\$29,999	22	4%	9	7%
\$30,000-\$39,999	20	4%	9	7%
\$40,000-\$49,999	16	3%	5	4%
\$50,000-\$59,999	15	3%	3	2%
\$60,000-\$69,999	14	2%	6	5%
\$70,000-\$79,999	3	1%	0	0%
\$80,000-\$89,999	4	1%	0	0%
\$90,000-\$99,999	4	1%	2	2%
\$100,000 or More	28	5%	7	5%
Total	569	100%	129	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	11%
ALFA:	3%
CNA:	2%

Job Titles

Administrator:	45%
Executive Director:	15%
President/Exec. Officer:	12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
Nursing Home Administrator	654	88%
Nurse (RN or LPN)	84	11%
ALF Administrator	19	3%
Certified Nursing Assistant	14	2%
Registered Medication Aide	6	1%
Occupational Therapist	4	1%
Physical Therapist	2	0%
Speech-Language Pathologist	2	0%
Respiratory Therapist	1	0%
Other	42	6%
At Least One License	658	89%

Source: Va. Healthcare Workforce Data Center

Title	Job Titles			
	Primary		Secondary	
	#	%	#	%
Administrator	338	45%	44	6%
Executive Director	111	15%	11	1%
President or Executive Officer	87	12%	11	1%
Assistant Administrator	28	4%	4	1%
Owner	14	2%	4	1%
Other	107	14%	28	4%
At Least One Title	622	84%	95	13%

Source: Va. Healthcare Workforce Data Center

Nearly half of Virginia's NHA workforce held the title of Administrator at their primary work location. Another 15% held the title of Executive Director.

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 86%
2 or More Positions: 5%

Weekly Hours:

40 to 49: 43%
60 or More: 14%
Less than 30: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Capacity Related to Long-Term Care	565	86%
Employed, NOT in a Capacity Related to Long-Term Care	62	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	1%
Voluntarily Unemployed	18	3%
Retired	11	2%
Total	659	100%

Source: Va. Healthcare Workforce Data Center

More than 85% of licensed NHAs are currently employed in the profession, and only 1% are involuntarily unemployed. In addition, 86% of all NHAs hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	32	5%
One Part-Time Position	31	5%
Two Part-Time Positions	5	1%
One Full-Time Position	561	86%
One Full-Time Position & One Part-Time Position	21	3%
Two Full-Time Positions	2	0%
More than Two Positions	2	0%
Total	654	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	32	5%
1 to 9 Hours	5	1%
10 to 19 Hours	3	0%
20 to 29 Hours	5	1%
30 to 39 Hours	19	3%
40 to 49 Hours	276	43%
50 to 59 Hours	220	34%
60 to 69 Hours	65	10%
70 to 79 Hours	12	2%
80 or More Hours	12	2%
Total	649	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	6	1%
Less than \$60,000	38	7%
\$60,000-\$69,999	21	4%
\$70,000-\$79,999	27	5%
\$80,000-\$89,999	37	7%
\$90,000-\$99,999	39	7%
\$100,000-\$109,999	80	15%
\$110,000-\$119,999	69	13%
\$120,000-\$129,999	61	12%
\$130,000-\$139,999	38	7%
\$140,000-\$149,999	28	5%
\$150,000-\$159,999	21	4%
\$160,000 or More	66	12%
Total	533	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$110k-\$120k

Benefits
Paid Vacation: 96%
Employer Retirement: 79%

Satisfaction
Satisfied: 94%
Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	545	96%
Dental Insurance	471	83%
Paid Sick Leave	470	83%
Group Life Insurance	444	79%
Retirement	444	79%
Signing/Retention Bonus	83	15%
At Least One Benefit	555	98%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for NHAs is between \$110,000 and \$120,000 per year. In addition, 98% of NHAs receive at least one employer-sponsored benefit, including 96% who receive paid vacation time.

Nearly 95% of NHAs are satisfied with their job, including 66% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	429	66%
Somewhat Satisfied	177	27%
Somewhat Dissatisfied	26	4%
Very Dissatisfied	15	2%
Total	647	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In The Past Year Did You . . . ?	#	%
Experience Involuntary Unemployment?	12	2%
Experience Voluntary Unemployment?	32	4%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	17	2%
Work Two or More Positions at the Same Time?	49	7%
Switch Employers or Practices?	71	10%
Experienced At Least One	155	21%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s NHAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 2.9% during the past year.¹

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 10%
New Location: 29%
Over 2 Years: 53%
Over 2 Yrs, 2nd Location: 36%

Source: Va. Healthcare Workforce Data Center

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	12	2%	13	14%
Less than 6 Months	64	10%	24	26%
6 Months to 1 Year	82	13%	12	13%
1 to 2 Years	137	22%	9	10%
3 to 5 Years	138	22%	20	22%
6 to 10 Years	70	11%	7	8%
More than 10 Years	127	20%	6	7%
Subtotal	631	100%	91	100%
Did Not Have Location	15		634	
Item Missing	98		18	
Total	743		743	

Source: Va. Healthcare Workforce Data Center

More than half of NHAs have worked at their primary location for more than two years.

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate increased from 2.7% in April 2018 to 3.0% in March 2019. At the time of publication, the unemployment rate from March 2019 was still preliminary.

At a Glance:

Concentration

Top Region:	22%
Top 3 Regions:	58%
Lowest Region:	2%

Locations

2 or More (Past Year):	16%
2 or More (Now*):	12%

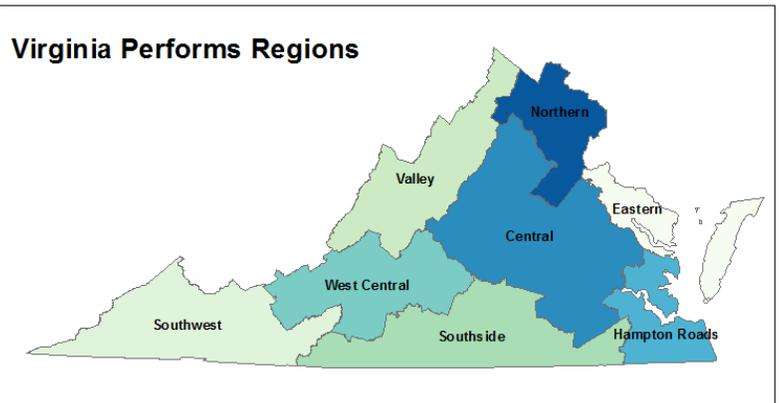
Source: Va. Healthcare Workforce Data Center

Nearly 60% of all NHAs in the state work in Hampton Roads, Central Virginia, and Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	122	20%	12	13%
Eastern	14	2%	2	2%
Hampton Roads	135	22%	29	31%
Northern	106	17%	15	16%
Southside	46	7%	4	4%
Southwest	50	8%	8	9%
Valley	46	7%	3	3%
West Central	98	16%	16	17%
Virginia Border State/D.C.	3	0%	0	0%
Other U.S. State	4	1%	4	4%
Outside of the U.S.	0	0%	0	0%
Total	624	100%	93	100%
Item Missing	105		16	

Source: Va. Healthcare Workforce Data Center



More than 10% of NHAs currently have multiple work locations, while 16% have had multiple work locations over the past 12 months.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	13	2%	21	3%
1	524	81%	545	85%
2	71	11%	53	8%
3	21	3%	13	2%
4	5	1%	3	0%
5	2	0%	4	1%
6 or More	7	1%	5	1%
Total	643	100%	643	100%

*At the time of survey completion, March 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	363	59%	62	67%
Non-Profit	225	37%	26	28%
State/Local Government	24	4%	2	2%
Veterans Administration	0	0%	1	1%
U.S. Military	0	0%	0	0%
Other Federal Government	2	0%	1	1%
Total	614	100%	92	100%
Did Not Have Location	15		634	
Item Missing	115		16	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

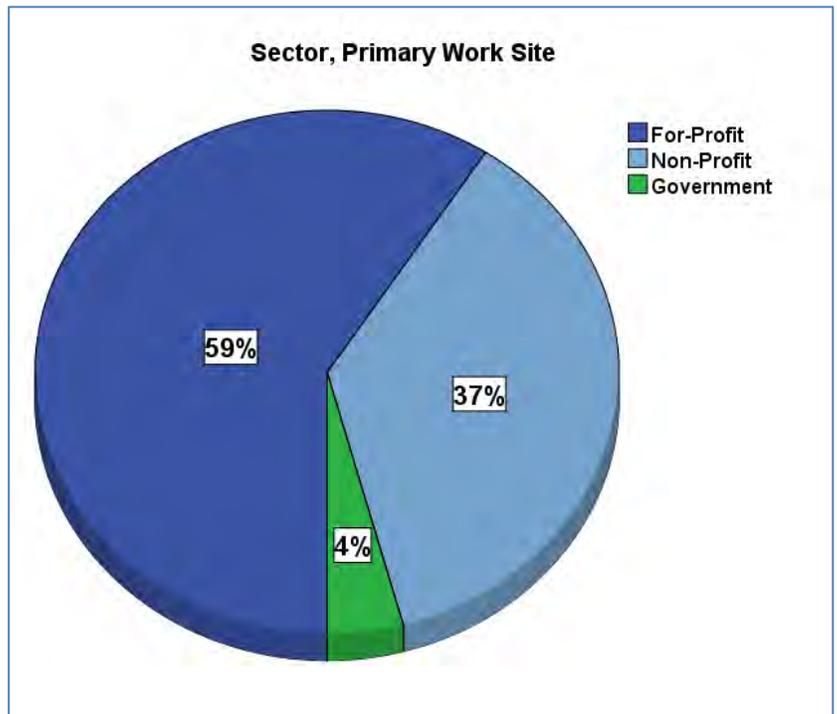
For Profit:	59%
Federal:	0%

Top Establishments

Skilled Nursing Facility:	52%
Assisted Living Facility:	16%
Continuing Care	
Retirement Community:	15%

Source: Va. Healthcare Workforce Data Center

Nearly all NHAs work in the private sector, including 59% who work at a for-profit establishment.



Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	386	52%	58	8%
Assisted Living Facility	118	16%	21	3%
Continuing Care Retirement Community	115	15%	7	1%
Acute Care/Rehabilitative Facility	23	3%	4	1%
Home/Community Health Care	16	2%	7	1%
Hospice	9	1%	2	0%
Academic Institution	4	1%	6	1%
Adult Day Care	3	0%	3	0%
PACE	1	0%	1	0%
Other Practice Type	63	8%	10	1%
At Least One Establishment	626	84%	96	13%

More than half of Virginia's NHA workforce are employed at a skilled nursing facility as their primary work location.

Source: Va. Healthcare Workforce Data Center

More than half of NHAs are employed at a facility chain organization as their primary work location. Another 26% of Virginia's NHAs are employed at an independent/stand-alone organization.

Organization Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	318	55%	50	61%
Independent/Stand Alone	152	26%	17	21%
Hospital-Based	37	6%	4	5%
Integrated Health System (Veterans Administration, Large Health System)	28	5%	3	4%
College or University	2	0%	5	6%
Other	41	7%	3	4%
Total	578	100%	82	100%
Did Not Have Location	15		634	
Item Missing	151		27	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

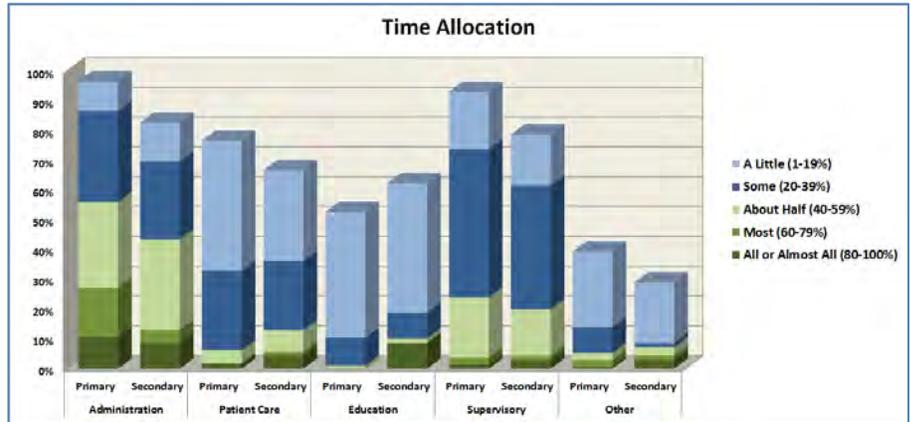
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 27%
 Supervisory: 4%
 Patient Care: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



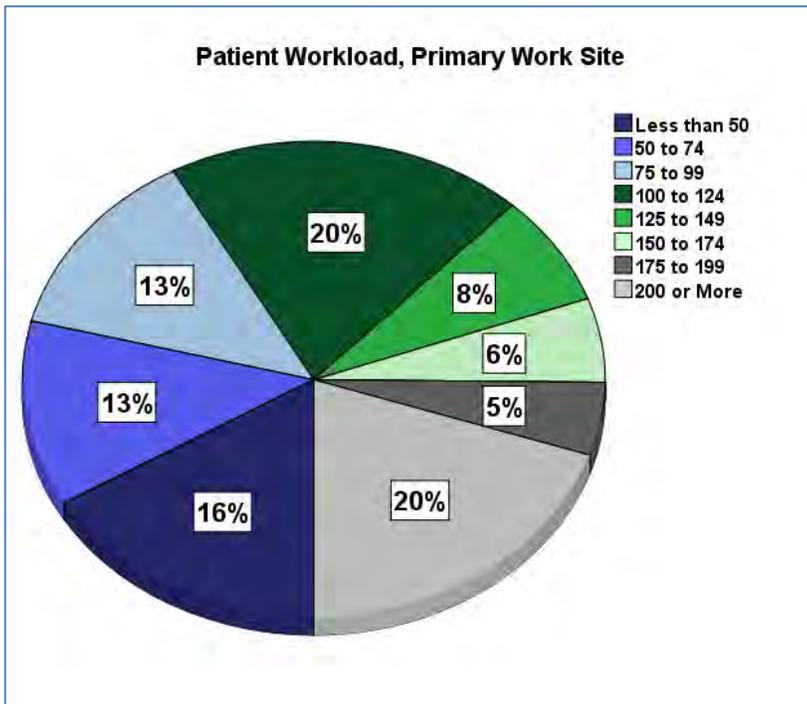
Source: Va. Healthcare Workforce Data Center

A typical NHA spends approximately half of her time performing administrative tasks. In addition, 27% of NHAs fill an administrative role, defined as spending 60% or more of their time on administrative activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Supervisory		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	11%	9%	2%	4%	0%	9%	1%	3%	1%	3%
Most (60-79%)	17%	4%	0%	1%	0%	0%	2%	1%	2%	1%
About Half (40-59%)	29%	30%	4%	7%	1%	1%	20%	16%	2%	3%
Some (20-39%)	31%	26%	27%	23%	9%	9%	49%	41%	9%	1%
A Little (1-19%)	10%	13%	44%	30%	42%	43%	19%	17%	25%	20%
None (0%)	4%	17%	23%	33%	47%	37%	7%	21%	61%	70%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 100-124

Secondary Location: 75-99

Source: Va. Healthcare Workforce Data Center

The typical NHA is responsible for between 100 and 124 patients at their primary work location. Those NHAs who also have a secondary work location are typically responsible for an additional 75 to 99 patients.

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	55	10%	14	16%
1-24	14	3%	7	8%
25-49	20	4%	1	1%
50-74	69	13%	13	15%
75-99	72	13%	12	14%
100-124	110	20%	10	11%
125-149	41	7%	10	11%
150-174	31	6%	8	9%
175-199	27	5%	1	1%
200-224	17	3%	2	2%
225-249	4	1%	2	2%
250-274	4	1%	1	1%
275-299	8	1%	0	0%
300 or More	75	14%	5	6%
Total	550	100%	88	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs Over 50	
	#	%	#	%
Under Age 50	16	3%	-	-
50 to 54	14	2%	1	0%
55 to 59	46	8%	9	3%
60 to 64	124	21%	52	18%
65 to 69	239	40%	134	47%
70 to 74	108	18%	67	23%
75 to 79	16	3%	12	4%
80 or Over	4	1%	2	1%
I Do Not Intend to Retire	24	4%	11	4%
Total	591	100%	288	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 34%
Under 60: 13%

NHAs 50 and Over

Under 65: 22%
Under 60: 3%

Time Until Retirement

Within 2 Years: 8%
Within 10 Years: 29%
Half the Workforce: By 2039

Source: Va. Healthcare Workforce Data Center

One-third of all NHAs expect to retire before the age of 65. Among NHAs who are already at least age 50, 22% still expect to retire by age 65.

Within the next two years, 12% of NHAs expect to begin accepting Administrators-in-Training, and 11% expect to pursue additional educational opportunities.

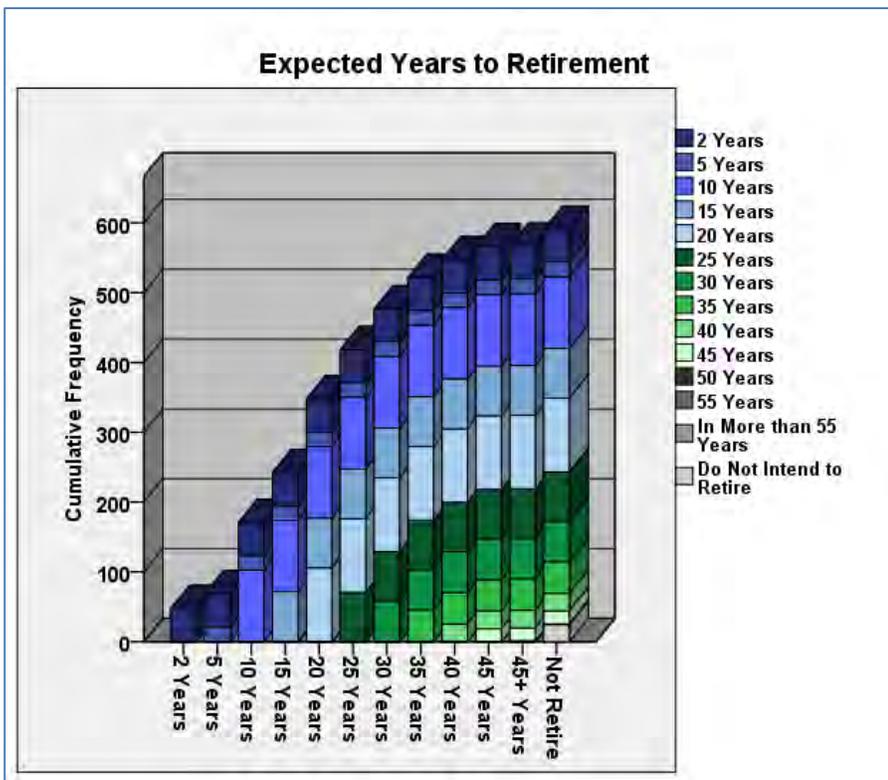
Future Plans		
Two Year Plans:	#	%
Decrease Participation		
Leave Profession	17	2%
Leave Virginia	38	5%
Decrease Patient Care Hours	43	6%
Decrease Teaching Hours	2	0%
Cease Accepting Trainees	1	0%
Increase Participation		
Increase Patient Care Hours	44	6%
Increase Teaching Hours	31	4%
Pursue Additional Education	84	11%
Return to the Workforce	8	1%
Begin Accepting Trainees	86	12%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While 8% of NHAs expect to retire in the next two years, 29% expect to retire within the next decade. More than half of the current NHA workforce expect to retire by 2039.

Time to Retirement			
Expect to Retire Within...	#	%	Cumulative %
2 Years	47	8%	8%
5 Years	21	4%	12%
10 Years	103	17%	29%
15 Years	71	12%	41%
20 Years	105	18%	59%
25 Years	71	12%	71%
30 Years	58	10%	81%
35 Years	45	8%	88%
40 Years	25	4%	92%
45 Years	19	3%	96%
50 Years	0	0%	96%
55 Years	0	0%	96%
In More than 55 Years	1	0%	96%
Do Not Intend to Retire	24	4%	100%
Total	591	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2029. Retirement will peak at 18% of the current workforce by 2039 before declining to under 10% again by 2054.

At a Glance:

FTEs

Total: 823
 FTEs/1,000 Residents²: .097
 Average: 1.13

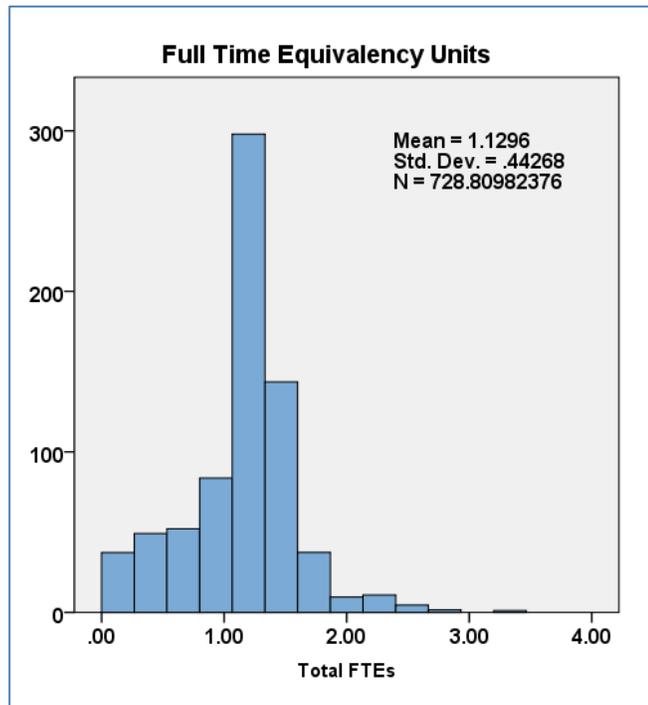
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

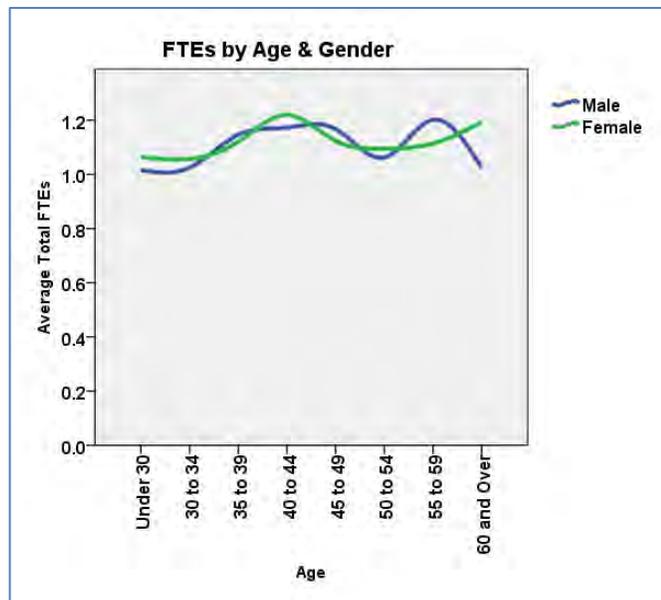


Source: Va. Healthcare Workforce Data Center

The typical NHA provided 1.20 FTEs in the past year, or approximately 48 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

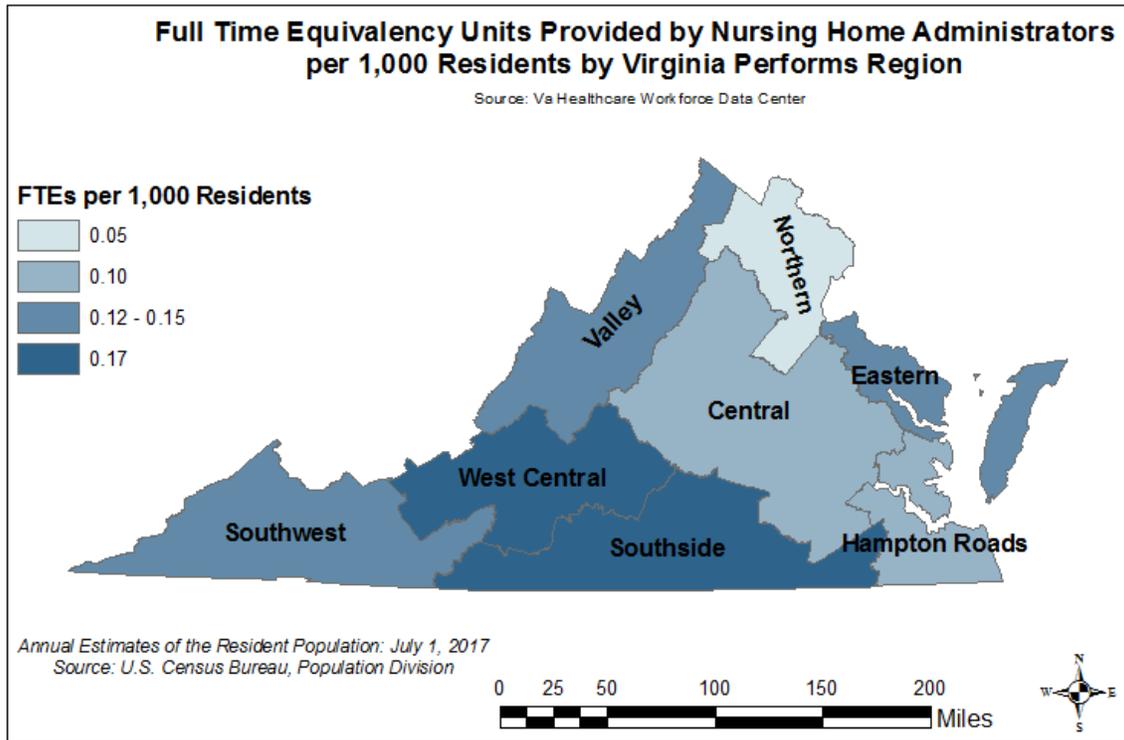
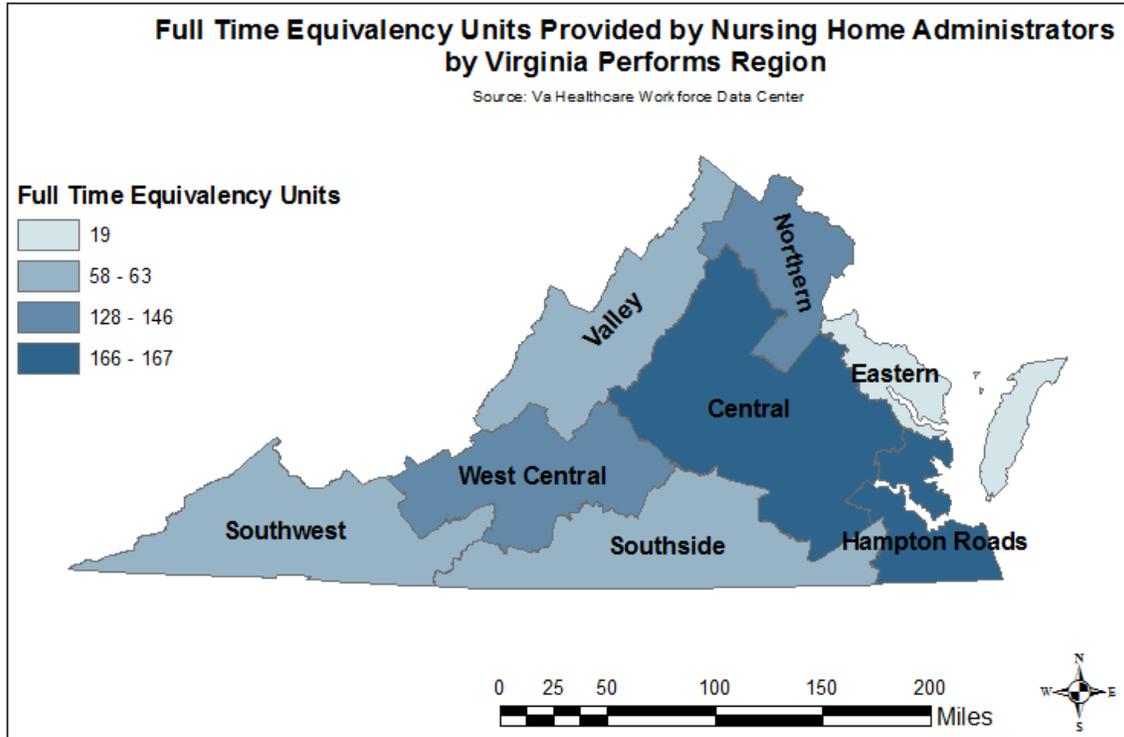
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	1.04	1.09
30 to 34	1.05	1.09
35 to 39	1.13	1.17
40 to 44	1.19	1.18
45 to 49	1.10	1.18
50 to 54	1.10	1.22
55 to 59	1.17	1.23
60 and Over	1.16	1.22
Gender		
Male	1.10	1.18
Female	1.14	1.18

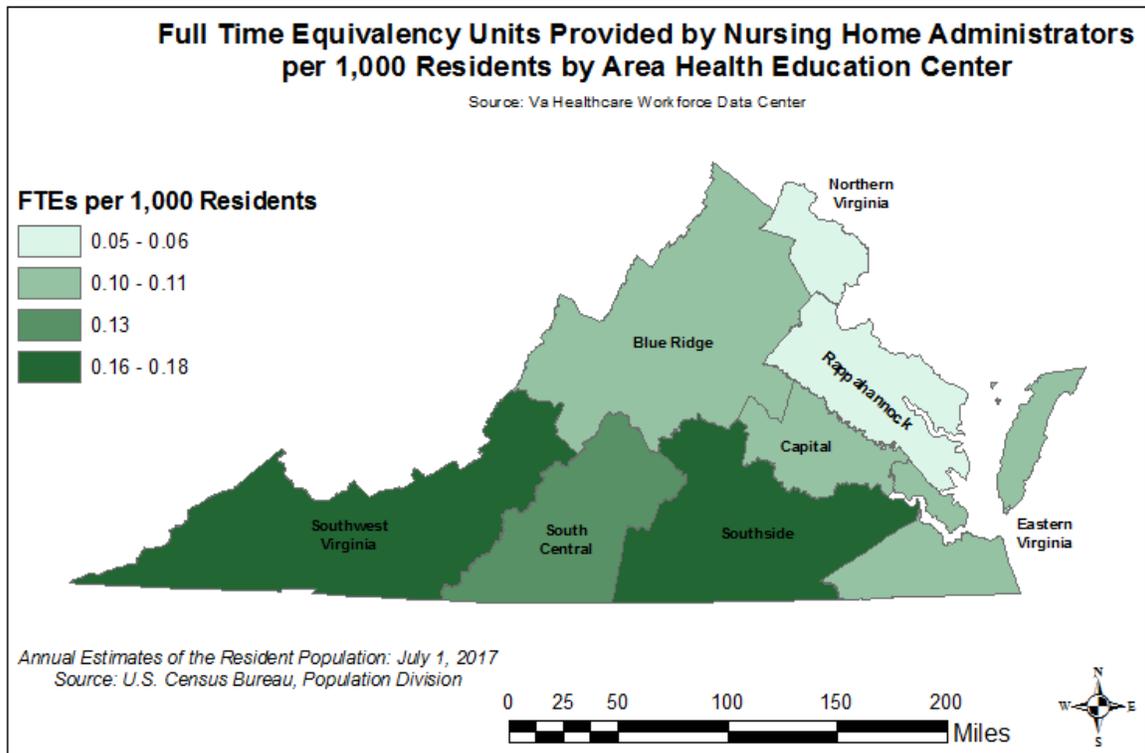
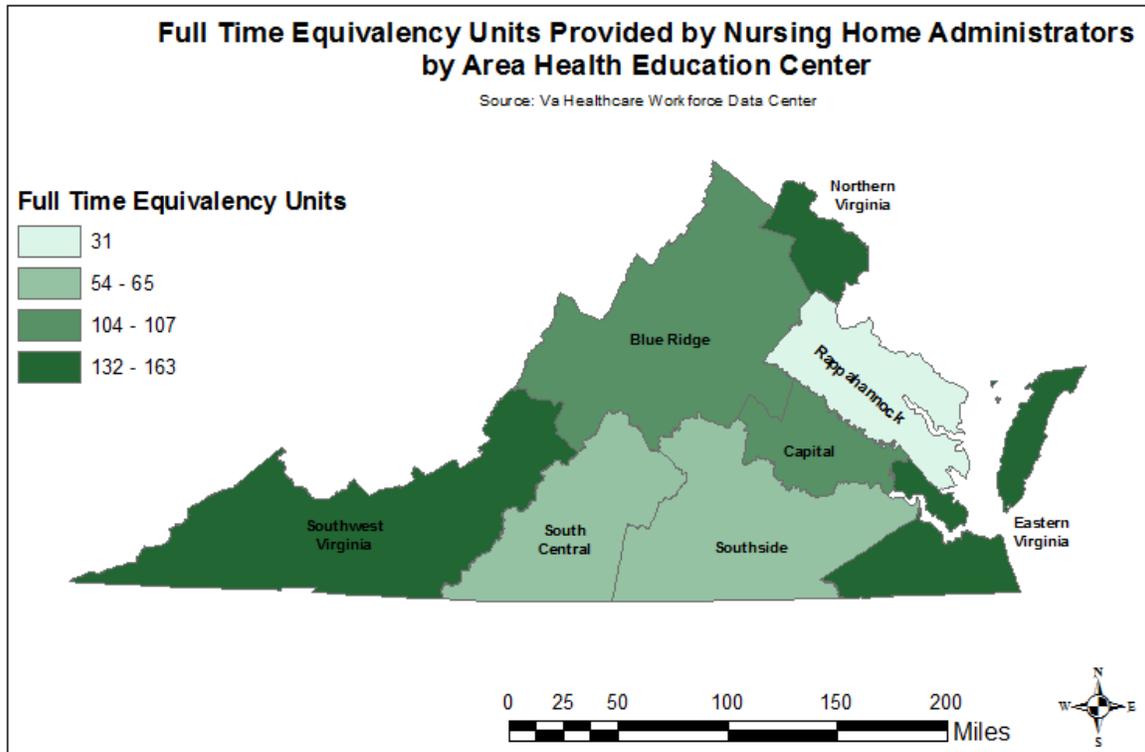
Source: Va. Healthcare Workforce Data Center

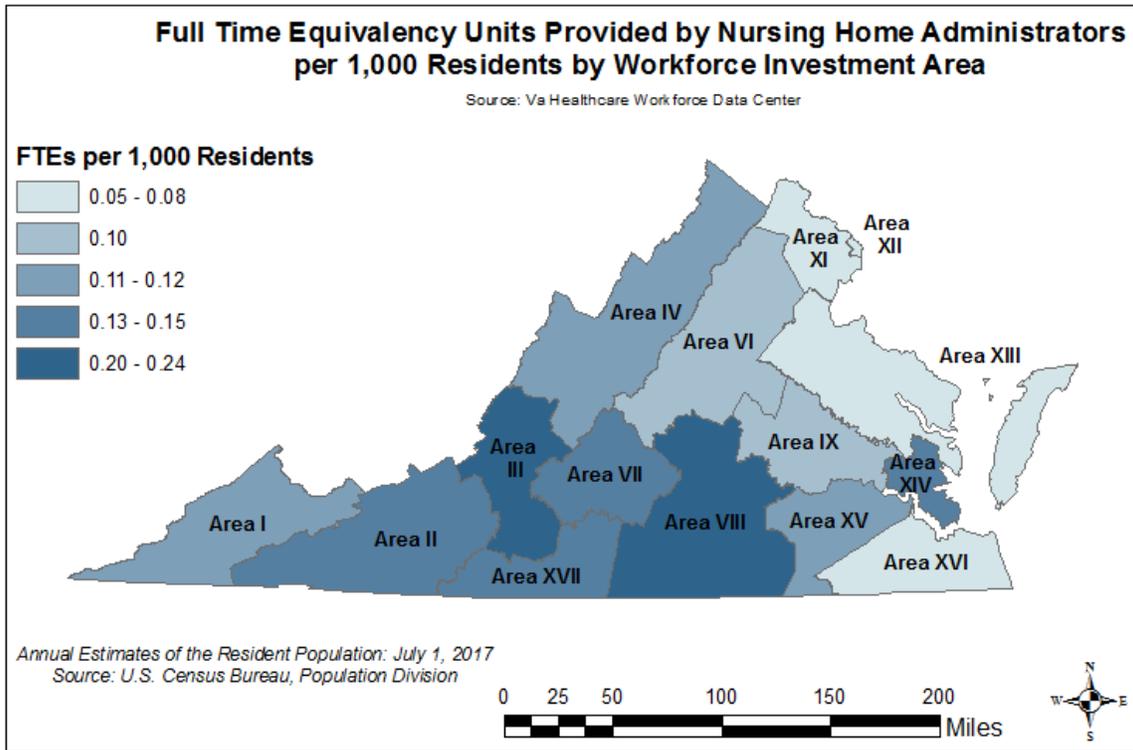
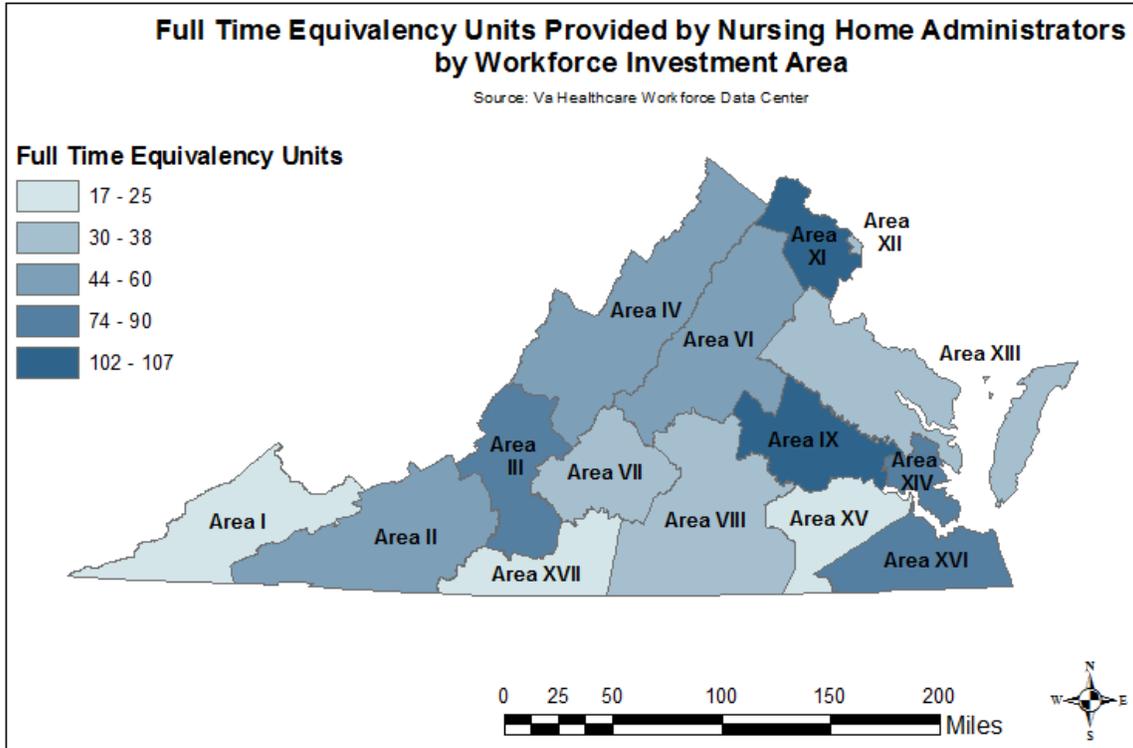


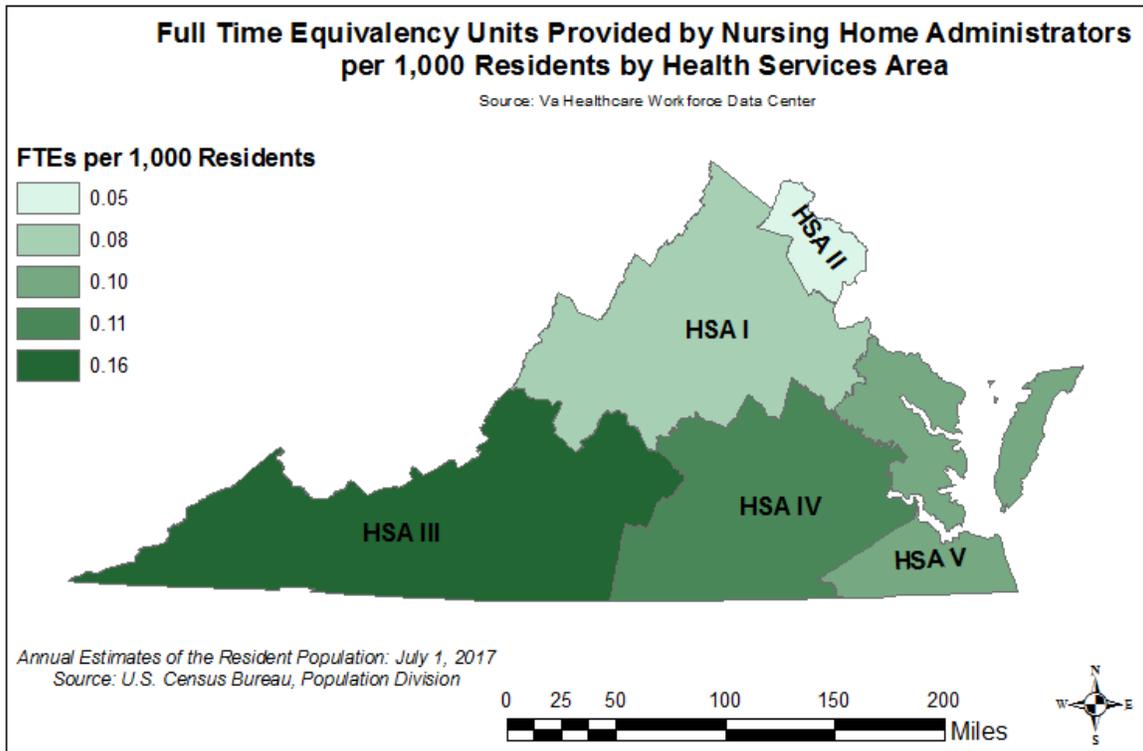
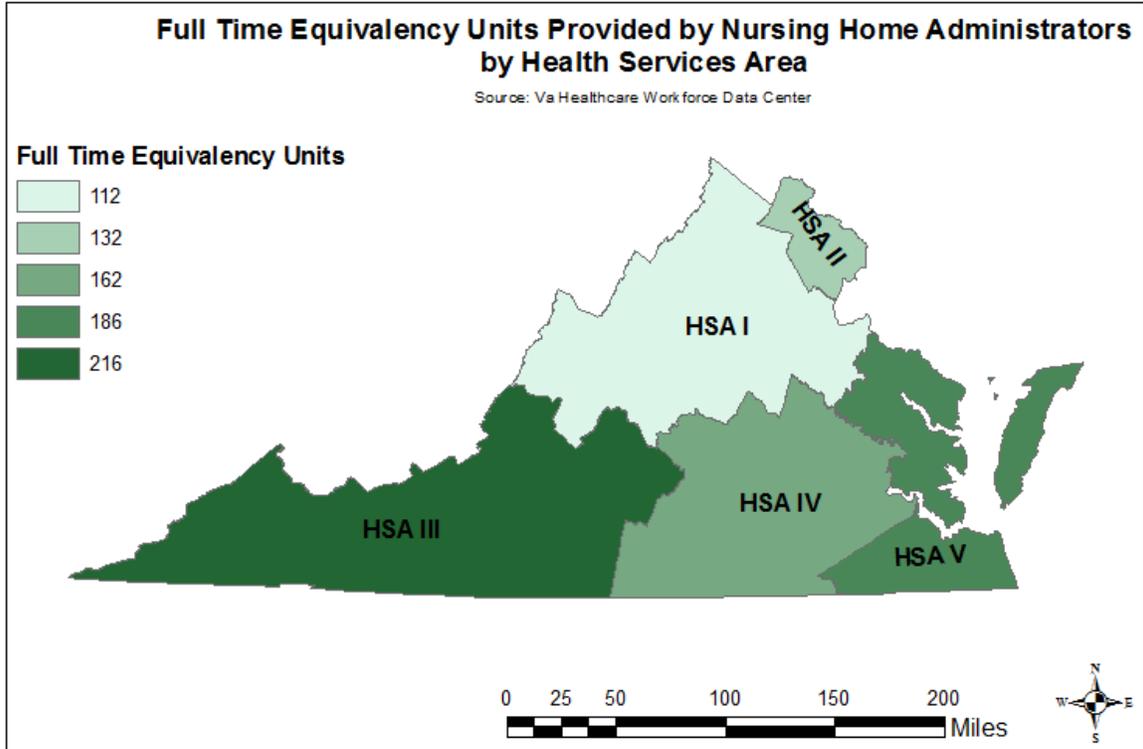
Source: Va. Healthcare Workforce Data Center

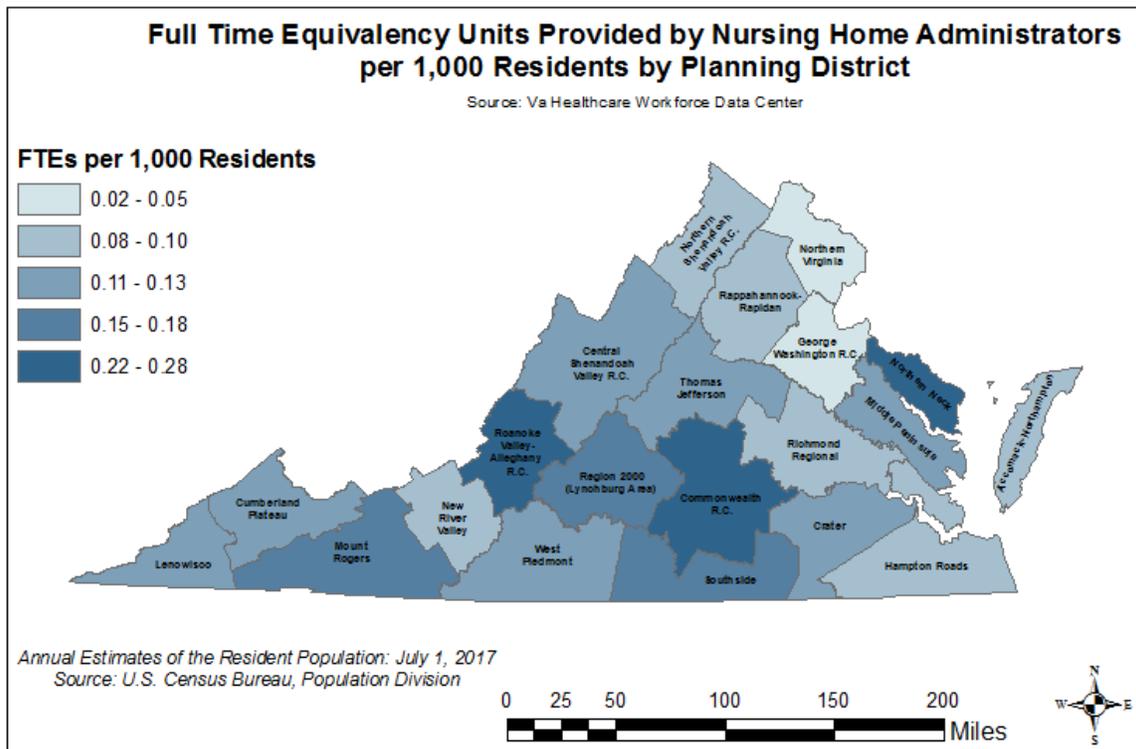
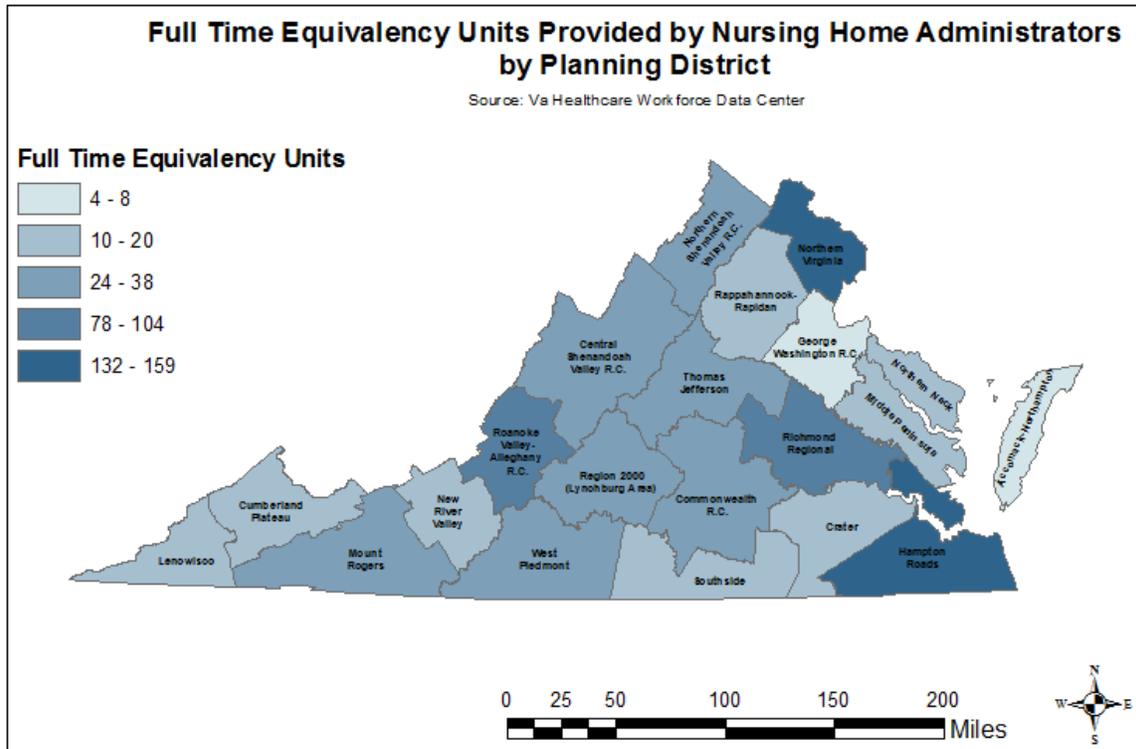
² Number of residents in 2017 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	#	Location Weight		Total Weight	
		Rate	Weight	Min	Max
Metro, 1 Million+	402	86.57%	1.155172	1.05764	1.55734
Metro, 250,000 to 1 Million	121	86.78%	1.152381	1.05508	1.55358
Metro, 250,000 or Less	75	85.33%	1.171875	1.07293	1.57986
Urban Pop. 20,000+, Metro Adj.	15	80.00%	1.25	1.14446	1.68519
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	47	87.23%	1.146341	1.04955	1.17381
Urban Pop., 2,500-19,999, Non-Adj.	20	75.00%	1.333333	1.22076	1.79753
Rural, Metro Adj.	25	84.00%	1.190476	1.08996	1.219
Rural, Non-Adj.	20	85.00%	1.176471	1.07714	1.58606
Virginia Border State/D.C.	124	70.16%	1.425287	1.30495	1.9215
Other U.S. State	96	72.92%	1.371429	1.25563	1.84889

Source: Va. Healthcare Workforce Data Center

Age	#	Age Weight		Total Weight	
		Rate	Weight	Min	Max
Under 30	49	61.22%	1.633333	1.55358	1.9215
30 to 34	58	87.93%	1.137255	1.08173	1.3379
35 to 39	81	83.95%	1.191176	1.12708	1.40133
40 to 44	103	87.38%	1.144444	1.08286	1.34636
45 to 49	128	81.25%	1.230769	1.16454	1.44791
50 to 54	131	80.92%	1.235849	1.16934	1.45389
55 to 59	132	90.15%	1.109244	1.04955	1.30495
60 and Over	263	80.61%	1.240566	1.17381	1.45944

Source: Va. Healthcare Workforce Data Center

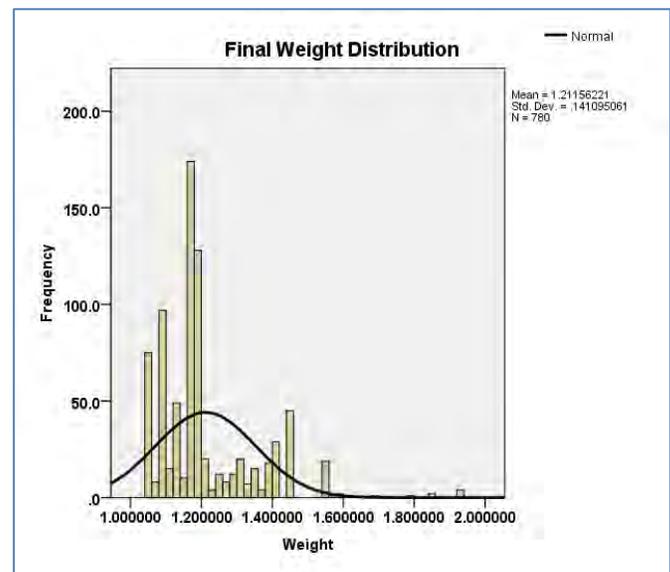
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.825397



Source: Va. Healthcare Workforce Data Center