
Virginia's Nursing Home Administrator Workforce: 2024

Healthcare Workforce Data Center

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More than 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 their ongoing cooperation.

Thank You!

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Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Licenses & Job Titles	9
Current Employment Situation	10
Employment Quality.....	11
Job Satisfaction.....	12
2024 Labor Market	13
Work Site Distribution	14
Establishment Type	15
Languages.....	17
Time Allocation	18
Patient Workload	19
Retirement & Future Plans	20
Full-Time Equivalency Units.....	22
Maps	23
Virginia Performs Regions	23
Area Health Education Center Regions	24
Workforce Investment Areas	25
Health Services Areas	26
Planning Districts.....	27
Appendices	28
Appendix A: Weights	28

The Nursing Home Administrator Workforce At a Glance:

The Workforce

Licensees:	969
Virginia's Workforce:	762
FTEs:	804

Background

Rural Childhood:	45%
HS Degree in VA:	53%
Prof. Degree in VA:	76%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-Time Job:	87%
Satisfied?:	95%

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	100%

Health Admin. Edu.

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

Job Turnover

Switched Jobs:	14%
Employed Over 2 Yrs.:	43%

Demographics

Female:	61%
Diversity Index:	39%
Median Age:	50

Finances

Median Inc.: \$130k-\$140k
Retirement Benefits: 72%
Under 40 w/ Ed. Debt: 65%

Time Allocation

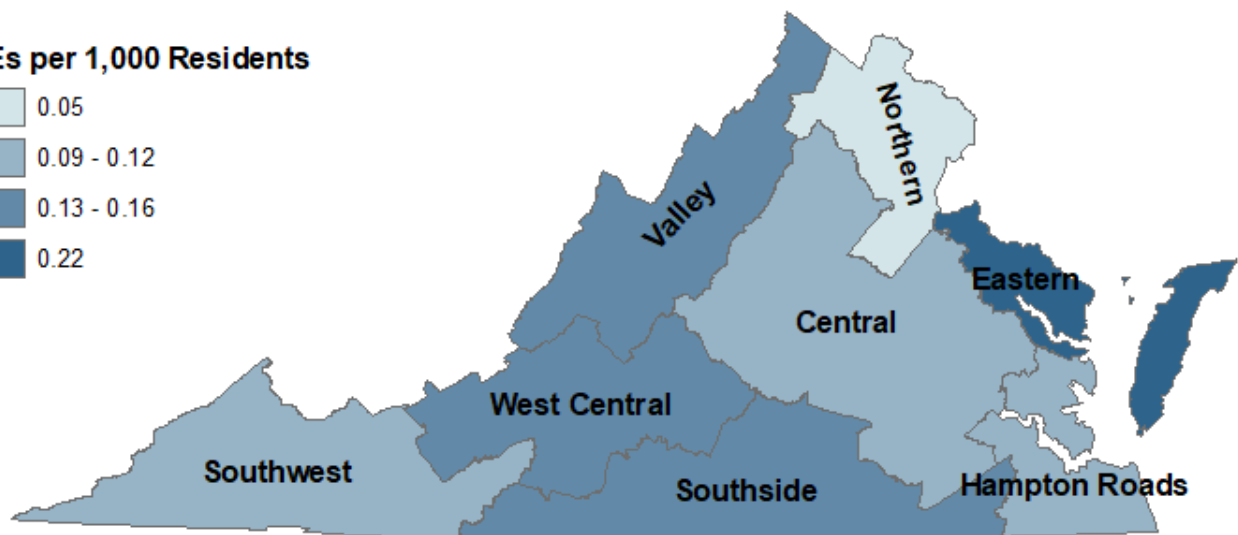
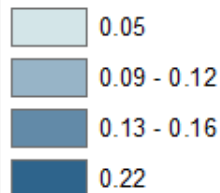
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

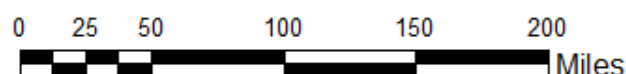
Full-Time Equivalency Units Provided by Nursing Home Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2024 Nursing Home Administrator (NHA) Workforce Survey. In total, 805 NHAs voluntarily participated in this 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 969 NHAs licensed in the state and 100% of renewing practitioners.

The HWDC estimates that 762 NHAs participated in Virginia's workforce during the survey time 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 in the profession at some point in the future. Virginia's NHA workforce provided 804 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than three out of every five NHAs are female, including 65% of those NHAs who are under the age of 40. In a random encounter between two NHAs, there is a 39% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 47% for those NHAs who are under the age of 40. For Virginia's population as a whole, the comparable diversity index is 60%. Close to half of all NHAs grew up in a rural area, and 28% of NHAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% of all NHAs work in a non-metro area of the state.

Among all NHAs, 86% are currently employed in the profession, 87% hold one full-time job, and 47% work between 40 and 49 hours per week. Two-thirds of all NHAs work in the for-profit sector, while another 29% of NHAs work in the non-profit sector. More than half of all NHAs are employed at a skilled nursing facility as their primary work location, while another 18% are employed at an assisted living facility. The typical NHA earns between \$130,000 and \$140,000 per year. In addition, 95% of all NHAs receive at least one employer-sponsored benefit. Among all NHAs, 95% are satisfied with their current work situation, including 61% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 NHA workforce. The number of licensed NHAs in Virginia has increased by 11% (969 vs. 873). In addition, the size of the NHA workforce has increased by 14% (762 vs. 667), and the number of FTEs provided by this workforce has grown by 5% (804 vs. 763). Virginia's renewing NHAs are more likely to respond to this survey (100% vs. 90%).

The percentage of Virginia's NHAs who are female has increased (61% vs. 59%), a trend that has also occurred among NHAs who are under the age of 40 (65% vs. 58%). At the same time, the diversity index of Virginia's NHA workforce has increased as well (39% vs. 22%). The diversity index has also increased among those NHAs who are under the age of 40 (47% vs. 24%). NHAs are more likely to have grown up in a rural area (45% vs. 40%), but NHAs who grew up in a rural area are less likely to work in a non-metro area of Virginia (28% vs. 32%). In total, the percentage of all NHAs who work in a non-metro area of the state has fallen (17% vs. 19%).

Virginia's NHA workforce is more likely to be employed in the for-profit sector (66% vs. 59%) than in the non-profit sector (29% vs. 37%). In addition, NHAs are less likely to have worked at their primary work location for more than two years (43% vs. 57%). Instead, NHAs have become more likely to start work at a new location (37% vs. 27%). NHAs are more likely to work between 40 and 49 hours per week (47% vs. 43%) than between 50 and 59 hours per week (31% vs. 35%).

The median annual income of Virginia's NHAs has increased (\$130k-\$140k vs. \$100k-\$110k). However, NHAs are slightly less likely to receive at least one employer-sponsored benefit (95% vs. 96%). There were particularly noticeable declines among NHAs who have access to paid sick leave (75% vs. 85%) and group life insurance (69% vs. 76%). On the other hand, NHAs are more likely to have access to dental insurance (79% vs. 78%) and a retirement plan (72% vs. 69%). The percentage of NHAs who indicated that they are satisfied with their current work situation has fallen slightly (95% vs. 96%). The decline among NHAs who indicated that they are "very satisfied" was larger (61% vs. 69%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	775	80%
New Licensees	86	9%
Non-Renewals	108	11%
All Licensees	969	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing NHAs, 100% submitted a survey. These respondents represent 83% of the 969 NHAs who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	17	23	58%
30 to 34	15	65	81%
35 to 39	19	72	79%
40 to 44	16	101	86%
45 to 49	20	99	83%
50 to 54	17	131	89%
55 to 59	25	114	82%
60 and Over	35	200	85%
Total	164	805	83%
New Licenses			
Issued in Past Year	59	27	31%
Metro Status			
Non-Metro	20	113	85%
Metro	80	508	86%
Not in Virginia	64	184	74%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2024.
- 2. Target Population:** All NHAs who held a Virginia license at some point between April 2023 and March 2024.
- 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.

Response Rates	
Completed Surveys	805
Response Rate, All Licensees	83%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number:	969
New:	9%
Not Renewed:	11%

Response Rates

All Licensees:	83%
Renewing Practitioners:	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

NHA Workforce:	762
FTEs:	804

Utilization Ratios

Licensees in VA Workforce:	79%
Licensees per FTE:	1.21
Workers per FTE:	0.95

Source: Va. Healthcare Workforce Data Center

Definitions

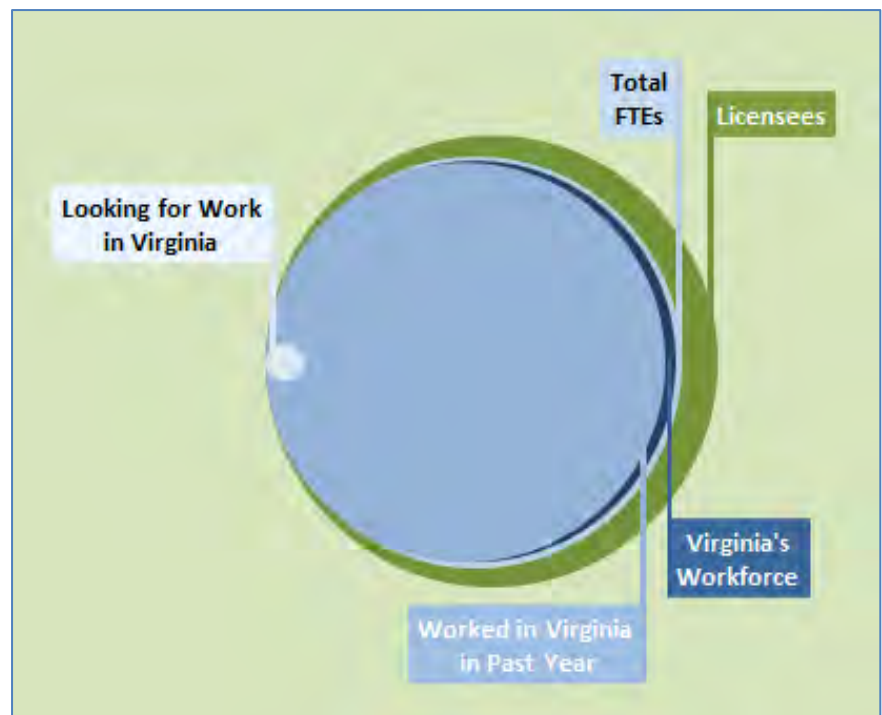
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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.

Virginia's NHA Workforce

Status	#	%
Worked in Virginia in Past Year	755	99%
Looking for Work in Virginia	7	1%
Virginia's Workforce	762	100%
Total FTEs	804	
Licensees	969	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	11	34%	21	67%	31	5%
30 to 34	22	33%	45	67%	67	10%
35 to 39	27	39%	42	61%	69	10%
40 to 44	40	45%	49	55%	89	13%
45 to 49	31	38%	52	63%	83	13%
50 to 54	30	31%	67	69%	97	15%
55 to 59	41	44%	54	56%	95	14%
60 and Over	59	46%	71	54%	130	20%
Total	262	40%	400	61%	662	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	NHAs		NHAs Under 40	
	%	#	%	#	%
White	59%	505	76%	116	68%
Black	18%	130	19%	41	24%
Asian	7%	6	1%	1	1%
Other Race	1%	3	0%	3	2%
Two or More Races	5%	10	1%	4	2%
Hispanic	10%	13	2%	5	3%
Total	100%	667	100%	170	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2022.

Source: Va. Healthcare Workforce Data Center

One-quarter of all NHAs are under the age of 40, and 65% of NHAs who are under the age of 40 are female. In addition, the diversity index among NHAs who are under the age of 40 is 47%.

At a Glance:

Gender

% Female: 61%
% Under 40 Female: 65%

Age

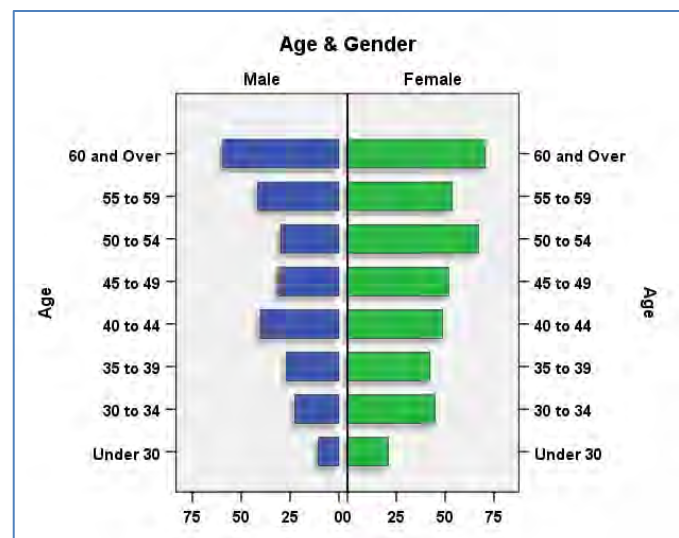
Median Age: 50
% Under 40: 25%
% 55 and Over: 34%

Diversity

Diversity Index: 39%
Under 40 Div. Index: 47%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two NHAs, there is a 39% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 13%
Rural Childhood: 45%

Virginia Background

HS in Virginia: 53%
Prof. Edu. in VA: 76%
HS or Prof. Edu. in VA: 79%

Location Choice

% Rural to Non-Metro: 28%
% Urban/Suburban
to Non-Metro: 8%

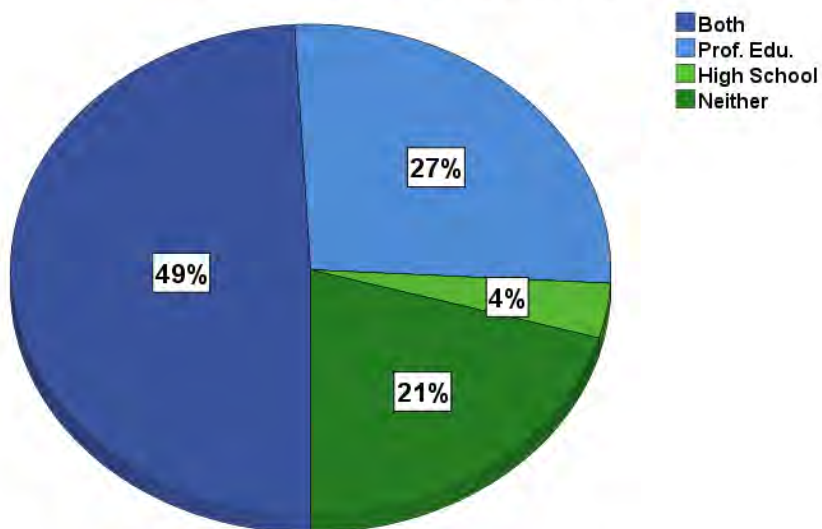
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	32%	52%	17%
2	Metro, 250,000 to 1 Million	49%	41%	10%
3	Metro, 250,000 or Less	60%	31%	9%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	67%	33%	0%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	69%	18%	13%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	95%	0%	5%
8	Rural, Metro Adjacent	82%	18%	0%
9	Rural, Non-Adjacent	71%	24%	6%
Overall		45%	42%	13%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Close to half of all NHAs grew up in a rural area, and 28% of NHAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 17% of all NHAs currently work in a non-metro area of the state.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Nursing Home Administrator Recruitment

Rank	All Nursing Home Administrators			
	High School	#	Professional School	#
1	Virginia	353	Virginia	476
2	New York	39	Maryland	20
3	West Virginia	36	West Virginia	17
4	Ohio	27	North Carolina	16
5	Outside U.S./Canada	26	Ohio	12
6	North Carolina	23	Tennessee	10
7	Pennsylvania	21	Pennsylvania	7
8	Maryland	18	Florida	6
9	Tennessee	14	Texas	6
10	New Jersey	13	Massachusetts	6

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 53% received their high school degree in Virginia, and 76% received their initial professional degree in the state.

Among NHAs who have been licensed in the past five years, 49% received their high school degree in Virginia, and 73% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	109	Virginia	156
2	West Virginia	17	West Virginia	8
3	Outside U.S./Canada	12	Maryland	8
4	North Carolina	10	North Carolina	6
5	New York	10	Pennsylvania	4
6	Pennsylvania	8	Texas	4
7	Ohio	7	Oklahoma	4
8	Maryland	6	Montana	3
9	California	6	Tennessee	3
10	Florida	5	Ohio	3

Source: Va. Healthcare Workforce Data Center

More than one out of every five licensees were not a part of Virginia's NHA workforce. Among these licensees, 87% worked at some point in the past year, including 79% who currently work as an NHA.

At a Glance:

Not in VA Workforce

Total:	207
% of Licensees:	21%
Federal/Military:	1%
VA Border State/DC:	14%

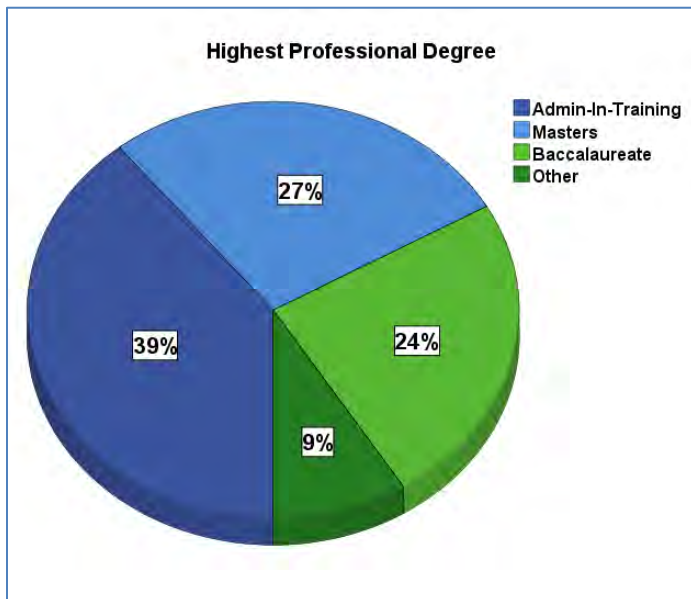
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	19	3%	-	-
Admin-in-Training	257	39%	-	-
High School/GED	-	-	3	0%
Associate	10	2%	40	6%
Baccalaureate	160	24%	302	46%
Graduate Cert.	9	1%	10	2%
Masters	180	27%	288	44%
Doctorate	11	2%	15	2%
Other	9	1%	-	-
Total	656	100%	659	100%

Source: Va. Healthcare Workforce Data Center

More than two out of every five NHAs carry education debt, including 65% of NHAs who are under the age of 40. For those with education debt, the median outstanding balance is between \$50,000 and \$60,000.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

Admin-in-Training: 39%
 Master's Degree: 27%
 Baccalaureate Degree: 24%

Education Debt

Carry Debt: 41%
 Under Age 40 w/ Debt: 65%
 Median Debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All NHAs		NHAs Under 40	
	#	%	#	%
None	325	59%	52	35%
Less than \$10,000	19	3%	8	5%
\$10,000-\$19,999	27	5%	11	7%
\$20,000-\$29,999	25	5%	9	6%
\$30,000-\$39,999	17	3%	8	5%
\$40,000-\$49,999	21	4%	14	10%
\$50,000-\$59,999	18	3%	4	3%
\$60,000-\$69,999	20	4%	10	7%
\$70,000-\$79,999	14	3%	10	7%
\$80,000-\$89,999	14	3%	4	3%
\$90,000-\$99,999	5	1%	1	1%
\$100,000 or More	45	8%	15	10%
Total	549	100%	147	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	11%
ALFA:	4%
CNA:	2%

Job Titles

Administrator:	42%
Executive Director:	15%
President/Exec. Officer:	10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
Nursing Home Administrator	660	87%
Nurse (RN or LPN)	86	11%
ALF Administrator	33	4%
Certified Nursing Assistant	18	2%
Registered Medication Aide	14	2%
Physical Therapist	5	1%
Occupational Therapist	4	1%
Speech-Language Pathologist	2	0%
Respiratory Therapist	1	0%
Other	36	5%
At Least One Benefit	666	87%

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	322	42%	44	6%
Executive Director	118	15%	19	2%
President or Executive Officer	78	10%	7	1%
Assistant Administrator	13	2%	2	0%
Owner	11	1%	5	1%
Other	110	14%	19	2%
At Least One Title	608	80%	91	12%

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 42% hold the title of administrator at their primary work location. Another 15% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 87%
2 or More Positions: 5%

Weekly Hours:

40 to 49: 47%
60 or More: 14%
Less than 30: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Capacity Related to Long-Term Care	571	86%
Employed, NOT in a Capacity Related to Long-Term Care	65	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2	< 1%
Voluntarily Unemployed	18	3%
Retired	7	1%
Total	664	100%

Source: Va. Healthcare Workforce Data Center

In total, 86% of all NHAs are currently employed in the profession, 87% hold one full-time job, and 47% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	27	4%
One Part-Time Position	24	4%
Two Part-Time Positions	2	0%
One Full-Time Position	566	87%
One Full-Time Position & One Part-Time Position	29	4%
Two Full-Time Positions	1	0%
More than Two Positions	2	0%
Total	651	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	27	4%
1 to 9 Hours	3	0%
10 to 19 Hours	6	1%
20 to 29 Hours	3	0%
30 to 39 Hours	14	2%
40 to 49 Hours	299	47%
50 to 59 Hours	199	31%
60 to 69 Hours	61	10%
70 to 79 Hours	11	2%
80 or More Hours	14	2%
Total	637	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	7	1%
Less than \$60,000	23	4%
\$60,000-\$69,999	8	2%
\$70,000-\$79,999	14	3%
\$80,000-\$89,999	14	3%
\$90,000-\$99,999	30	6%
\$100,000-\$109,999	39	7%
\$110,000-\$119,999	55	10%
\$120,000-\$129,999	50	9%
\$130,000-\$139,999	75	14%
\$140,000-\$149,999	54	10%
\$150,000-\$159,999	43	8%
\$160,000 or More	138	25%
Total	551	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$130k-\$140k

Benefits

Paid Vacation: 92%

Employer Retirement: 72%

Source: Va. Healthcare Workforce Data Center

The median annual income for NHAs is between \$130,000 and \$140,000. In addition, 95% of NHAs receive at least one employer-sponsored benefit, including 72% who have access to a retirement plan.

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	525	92%
Dental Insurance	451	79%
Paid Sick Leave	430	75%
Retirement	411	72%
Group Life Insurance	394	69%
Signing/Retention Bonus	102	18%
At Least One Benefit	540	95%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

Satisfied: 95%

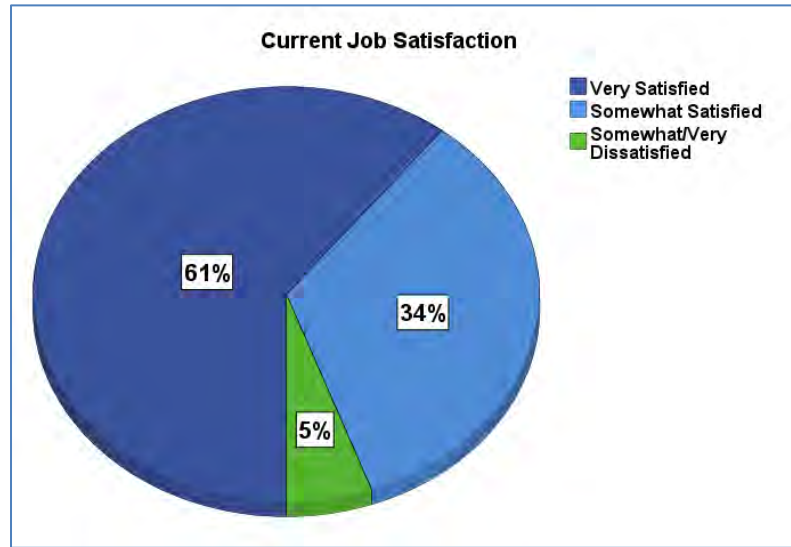
Very Satisfied: 61%

Exhaustion

Burned Out: 40%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	394	61%
Somewhat Satisfied	221	34%
Somewhat Dissatisfied	27	4%
Very Dissatisfied	8	1%
Total	651	100%

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 95% are satisfied with their current employment situation, including 61% who indicated that they are "very satisfied."

Two out of every five NHAs are feeling burned out with their job. Among these NHAs, a majority will continue to work in their current position.

Burned Out?		
	#	%
Yes	261	40%
No	384	60%
Total	645	100%
Experiencing Burnout		
	#	%
Will Continue to Work in Current Position	151	58%
Planning to Leave LTC Profession within 1-2 Years	56	21%
Seeking Another Position in LTC Profession	36	14%
Seeking Professional Resources to Deal with Burn Out	18	7%
Total	261	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	19	2%
Experience Voluntary Unemployment?	39	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	8	1%
Work Two or More Positions at the Same Time?	61	8%
Switch Employers or Practices?	104	14%
Experience At Least One?	189	25%

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 2% experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.9% during the same time period.¹

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 14%
New Location: 37%
Over 2 Years: 43%
Over 2 Yrs., 2nd Location: 29%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	5	1%	13	14%
Less than 6 Months	86	14%	20	21%
6 Months to 1 Year	108	17%	17	18%
1 to 2 Years	153	25%	19	20%
3 to 5 Years	98	16%	11	11%
6 to 10 Years	77	12%	6	6%
More than 10 Years	95	15%	11	11%
Subtotal	621	100%	96	100%
Did Not Have Location	16		656	
Item Missing	125		10	
Total	762		762	

Source: Va. Healthcare Workforce Data Center

Among all NHAs, 43% have worked at their primary location for more than two years.

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 3.2%. At the time of publication, the unemployment rate from February 2024 was still preliminary, and the unemployment rate from March 2024 had not yet been released.

At a Glance:

Concentration

Top Region:	21%
Top 3 Regions:	60%
Lowest Region:	3%

Locations

2 or More (Past Year):	17%
2 or More (Now*):	14%

Source: Va. Healthcare Workforce Data Center

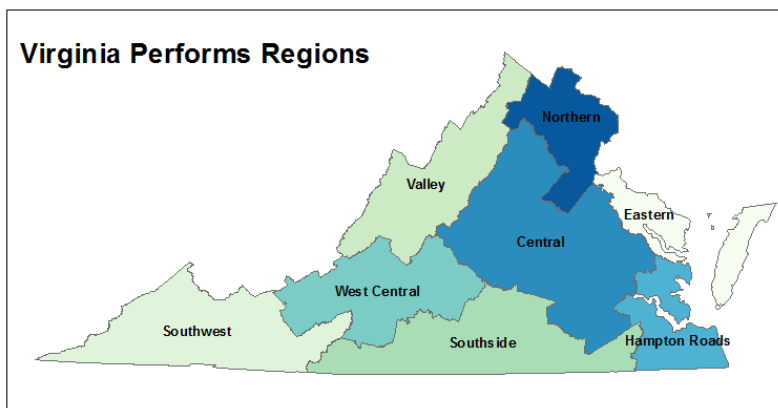
Three out of every five NHAs work in Hampton Roads, Central Virginia, or Northern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	124	20%	23	23%
Eastern	21	3%	4	4%
Hampton Roads	127	21%	15	15%
Northern	119	19%	13	13%
Southside	40	6%	8	8%
Southwest	35	6%	4	4%
Valley	52	8%	11	11%
West Central	94	15%	10	10%
Virginia Border State/D.C.	1	0%	0	0%
Other U.S. State	5	1%	10	10%
Outside of the U.S.	0	0%	2	2%
Total	618	100%	100	100%
Item Missing	127		7	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 14% of NHAs currently have multiple work locations, 17% have had multiple work locations over the past 12 months.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	7	1%	10	2%
1	517	82%	531	85%
2	56	9%	50	8%
3	36	6%	29	5%
4	7	1%	1	0%
5	2	0%	3	1%
6 or More	5	1%	4	1%
Total	629	100%	629	100%

*At the time of survey completion, March 2024.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	402	66%	66	79%
Non-Profit	176	29%	17	20%
State/Local Government	29	5%	1	1%
Veterans Administration	2	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	0%	0	0%
Total	610	100%	84	100%
Did Not Have Location	16		656	
Item Missing	135		22	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

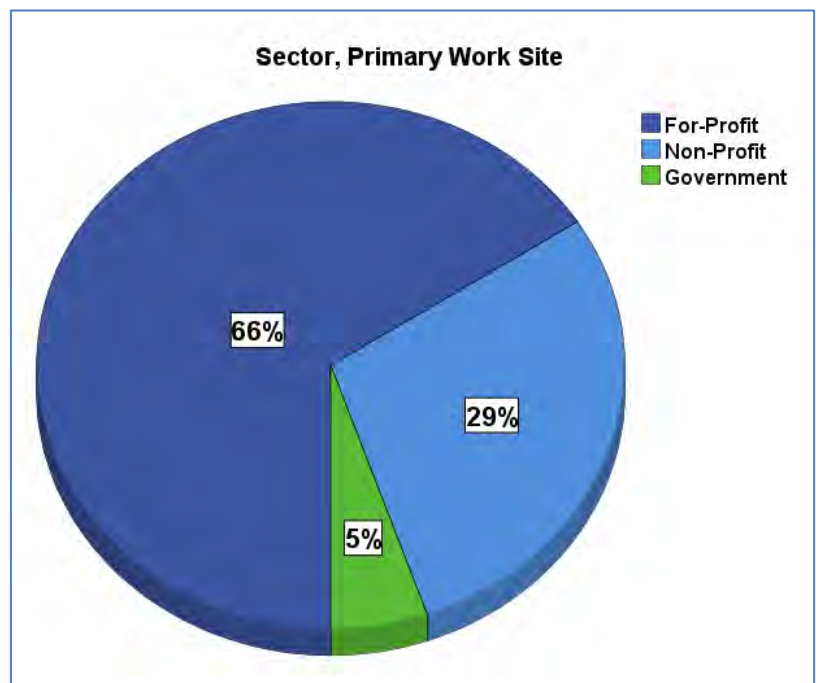
For-Profit: 66%
Federal: 0%

Top Establishments

Skilled Nursing Facility: 51%
Assisted Living Facility: 18%
Continuing Care
Retirement Community: 15%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all NHAs work in the for-profit sector, while another 29% work in the non-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Skilled Nursing Facility	385	51%	49	6%
Assisted Living Facility	136	18%	18	2%
Continuing Care Retirement Community	118	15%	11	1%
Acute Care/Rehabilitative Facility	31	4%	7	1%
Home/Community Health Care	20	3%	2	0%
Adult Day Care	10	1%	0	0%
Hospice	8	1%	1	0%
Academic Institution	6	1%	6	1%
PACE	5	1%	0	0%
Other Practice Type	54	7%	12	2%
At Least One Establishment	622	82%	92	12%

Source: Va. Healthcare Workforce Data Center

More than half of all NHAs are employed at a skilled nursing facility as their primary work location. Another 18% of NHAs are employed at an assisted living facility.

Three out of every five NHAs work at a facility chain organization as their primary work location. Another 25% of NHAs are employed at an independent/stand-alone organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Facility Chain	360	60%	44	52%
Independent/Stand Alone	149	25%	22	26%
Hospital-Based	30	5%	2	2%
Integrated Health System (Veterans Administration, Large Health System)	12	2%	3	4%
College or University	3	1%	6	7%
Other	44	7%	7	8%
Total	598	100%	84	100%
Did Not Have Location	16		656	
Item Missing	148		22	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	30%
Chinese:	13%
French:	13%

Means of Communication

Virtual Translation:	67%
Other Staff Members:	43%
Onsite Translation:	13%

Source: Va. Healthcare Workforce Data Center

Three out of every ten NHAs are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	225	30%
Chinese	98	13%
French	96	13%
Korean	96	13%
Arabic	95	12%
Vietnamese	93	12%
Tagalog/Filipino	87	11%
Hindi	79	10%
Persian	73	10%
Amharic, Somali, or Other Afro-Asiatic Languages	72	9%
Urdu	65	9%
Pashto	62	8%
Others	57	7%
At Least One Language	260	34%

Source: Va. Healthcare Workforce Data Center

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Services	173	67%
Other Staff Member is Proficient	112	43%
Onsite Translation Service	33	13%
Respondent is Proficient	14	5%
Other	22	8%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all NHAs who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

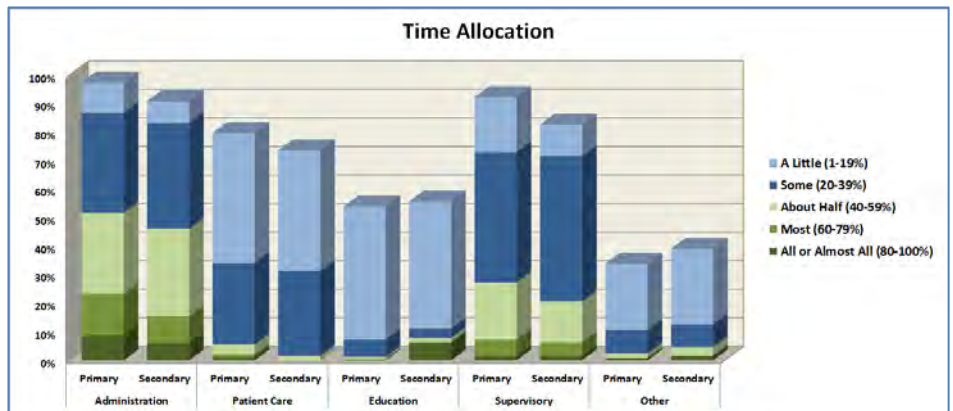
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%
Education:	1%-9%

Roles

Administration:	23%
Supervisory:	7%
Patient Care:	2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

NHAs typically spend approximately half of their time performing administrative tasks. In fact, 23% 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	9%	6%	1%	0%	0%	6%	1%	2%	1%	2%
Most (60-79%)	14%	9%	1%	0%	0%	0%	6%	5%	0%	0%
About Half (40-59%)	28%	31%	4%	2%	1%	2%	20%	14%	2%	3%
Some (20-39%)	35%	38%	28%	30%	6%	3%	46%	50%	8%	8%
A Little (1-19%)	11%	8%	45%	42%	46%	44%	19%	11%	23%	27%
None (0%)	3%	9%	20%	27%	46%	44%	8%	17%	66%	61%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	63	12%	20	23%
1-24	7	1%	5	6%
25-49	22	4%	5	6%
50-74	61	12%	10	12%
75-99	71	13%	5	6%
100-124	117	22%	17	20%
125-149	35	7%	6	7%
150-174	29	6%	6	7%
175-199	33	6%	7	8%
200-224	14	3%	0	0%
225-249	5	1%	1	1%
250-274	6	1%	0	0%
275-299	4	1%	0	0%
300 or More	59	11%	5	6%
Total	527	100%	86	100%

Source: Va. Healthcare Workforce Data Center

The median patient workload for NHAs at their primary work location is between 100 and 124 patients. In addition, the typical NHA works at a facility that contains between 100 and 150 beds for residents.

At a Glance:

Patient Workload (Median)

Primary Location: 100-124
Secondary Location: 75-99

Resident Capacity (Median)

Primary Location: 100-150
Secondary Location: 100-150

Source: Va. Healthcare Workforce Data Center

Resident Capacity				
# of Beds	Primary Location		Secondary Location	
	#	%	#	%
Not Applicable	78	13%	16	18%
10 or Less	2	0%	1	1%
10-25	2	0%	0	0%
25-50	25	4%	3	3%
50-100	154	25%	19	21%
100-150	187	30%	34	38%
150-250	97	16%	12	13%
More than 250	71	12%	5	6%
Total	616	100%	90	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All NHAs		NHAs 50 and Over	
	#	%	#	%
Under Age 50	29	5%	-	-
50 to 54	24	4%	2	1%
55 to 59	55	9%	15	5%
60 to 64	147	25%	66	23%
65 to 69	204	35%	125	44%
70 to 74	90	15%	59	21%
75 to 79	9	2%	7	2%
80 or Over	1	0%	1	0%
I Do Not Intend to Retire	25	4%	11	4%
Total	583	100%	286	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All NHAs

Under 65: 44%

Under 60: 19%

NHAs 50 and Over

Under 65: 29%

Under 60: 6%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 28%

Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

More than two out of every five NHAs expect to retire before the age of 65. Among NHAs who are age 50 and over, 29% expect to retire by the age of 65.

Within the next two years, 17% of NHAs expect to begin accepting Administrators-in-Training, and 11% of NHAs expect to pursue additional educational opportunities.

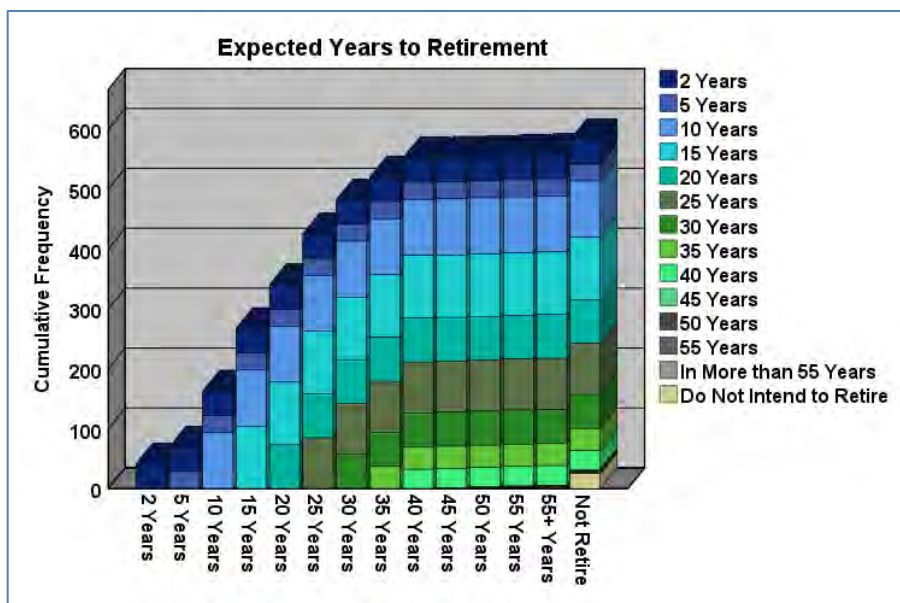
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	54	7%
Leave Virginia	40	5%
Decrease Patient Care Hours	58	8%
Decrease Teaching Hours	1	0%
Cease Accepting Trainees	4	1%
Increase Participation		
Increase Patient Care Hours	35	5%
Increase Teaching Hours	33	4%
Pursue Additional Education	85	11%
Return to the Workforce	3	0%
Begin Accepting Trainees	126	17%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for NHAs. While 7% of NHAs expect to retire in the next two years, 28% expect to retire within the next decade. More than half of the current NHA workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	41	7%	7%
5 Years	29	5%	12%
10 Years	93	16%	28%
15 Years	105	18%	46%
20 Years	73	13%	58%
25 Years	85	15%	73%
30 Years	57	10%	83%
35 Years	37	6%	89%
40 Years	32	5%	95%
45 Years	1	0%	95%
50 Years	2	0%	95%
55 Years	2	0%	96%
In More than 55 Years	1	0%	96%
Do Not Intend to Retire	25	4%	100%
Total	583	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 2034. Retirement will peak at 18% of the current workforce around 2039 before declining to under 10% again by 2059.

At a Glance:

FTEs

Total: 804
FTEs/1,000 Residents²: .093
Average: 1.08

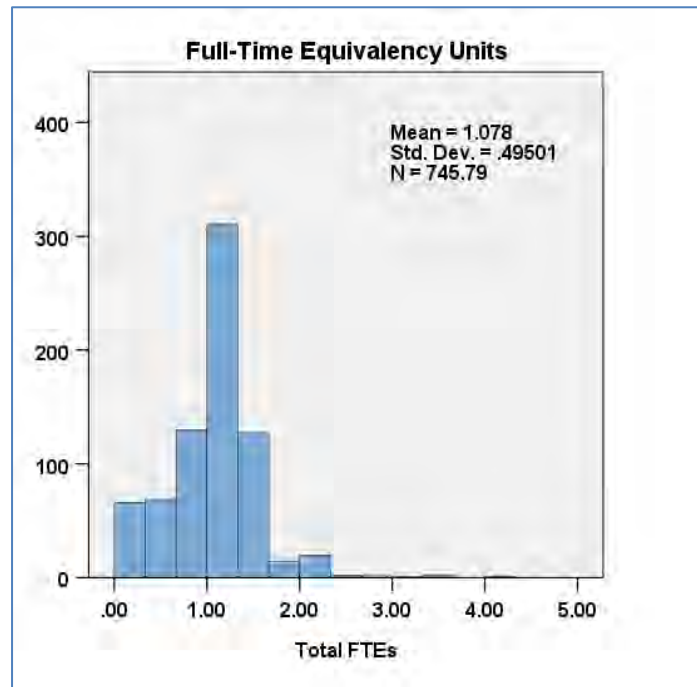
Age & Gender Effect

Age, *Partial Eta*²: Small
Gender, *Partial Eta*²: Small

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

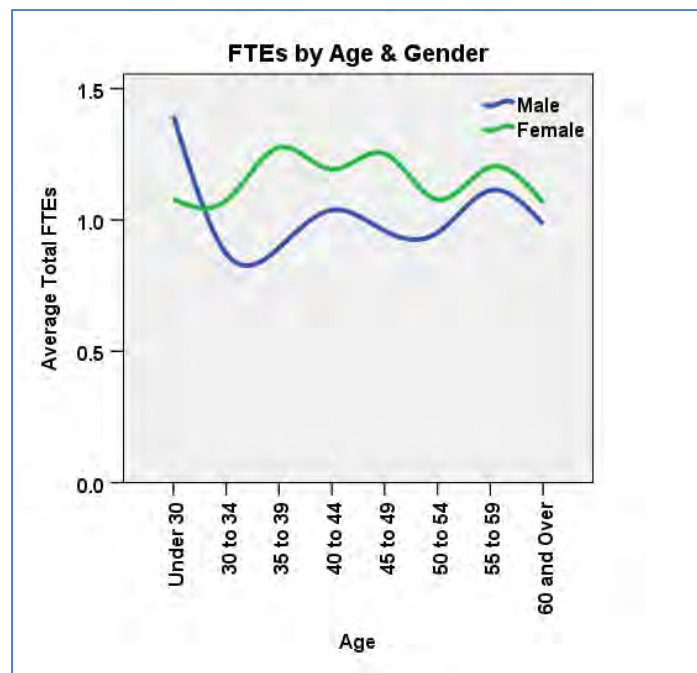


Source: Va. Healthcare Workforce Data Center

The typical NHA provided 1.16 FTEs in the past year, or approximately 46 hours per week for 50 weeks. Statistical tests indicate that FTEs vary by gender.

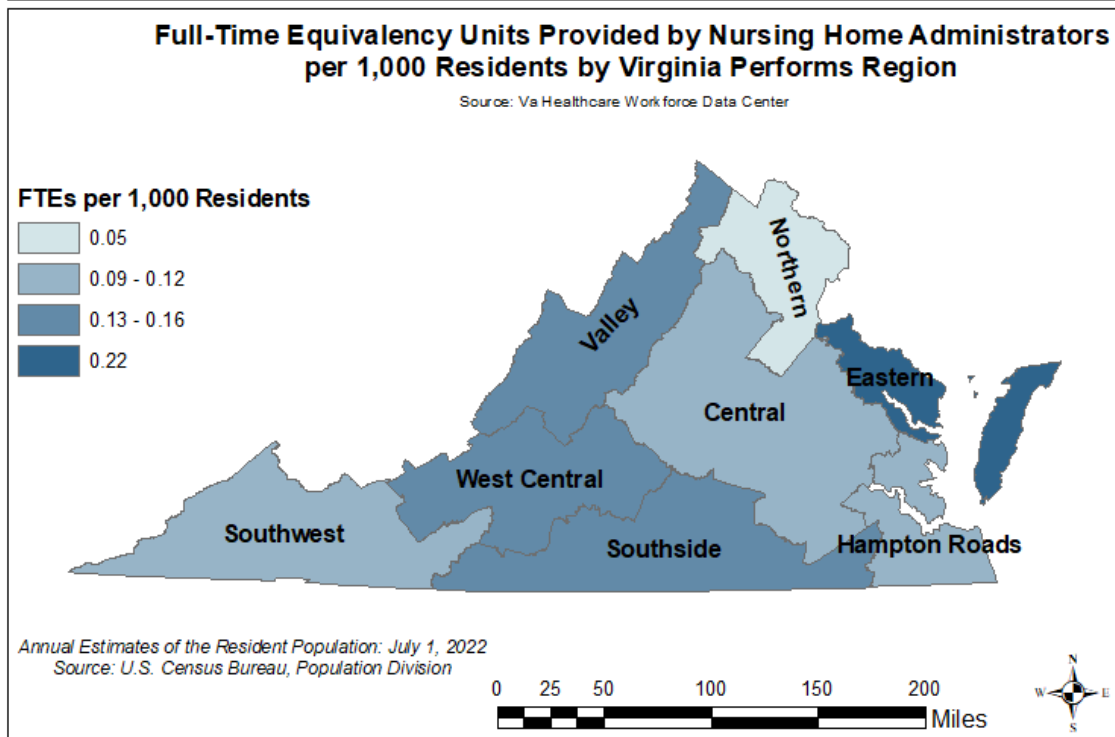
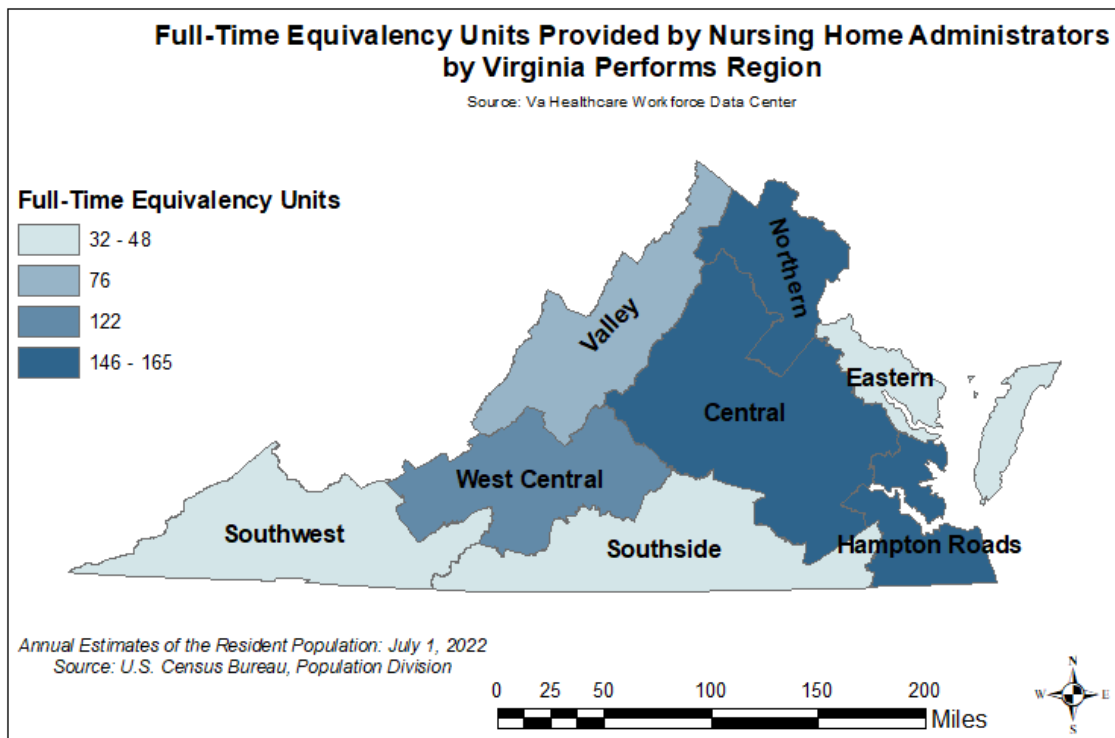
Full-Time Equivalency Units		
Age	Average	Median
Under 30	1.15	1.09
30 to 34	1.00	1.05
35 to 39	1.10	1.09
40 to 44	1.13	1.20
45 to 49	1.08	1.01
50 to 54	1.07	1.22
55 to 59	1.16	1.22
60 and Over	1.00	1.05
Gender		
Male	1.00	1.15
Female	1.15	1.18

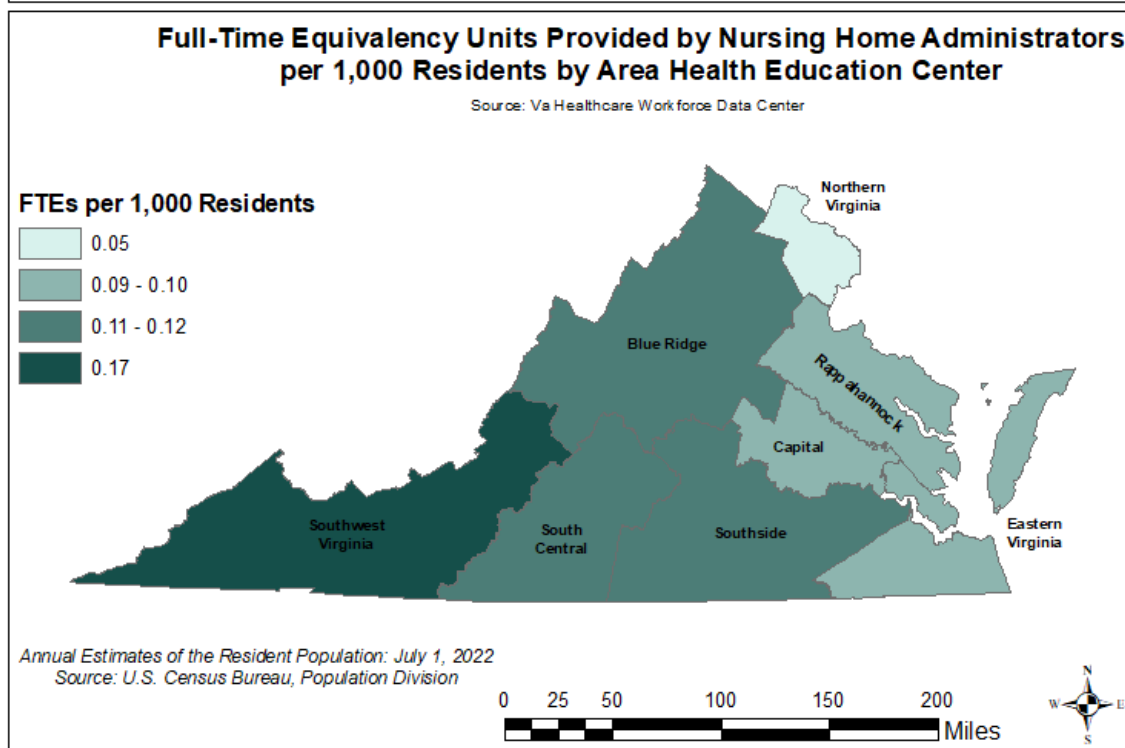
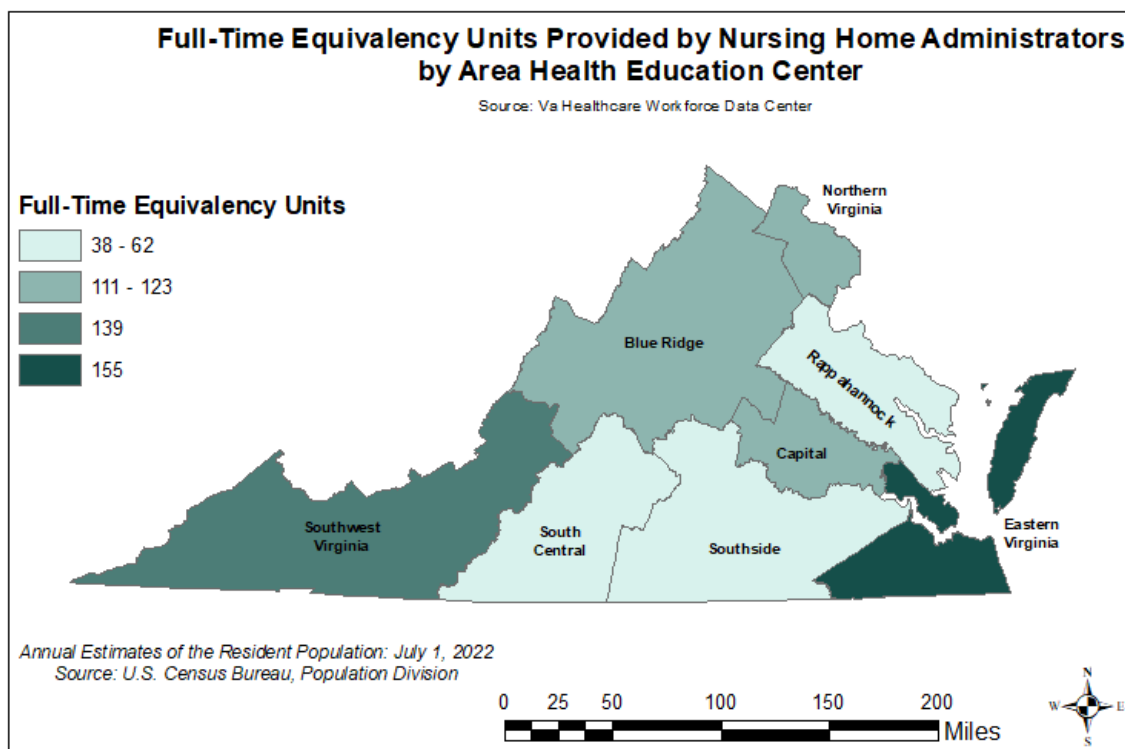
Source: Va. Healthcare Workforce Data Center

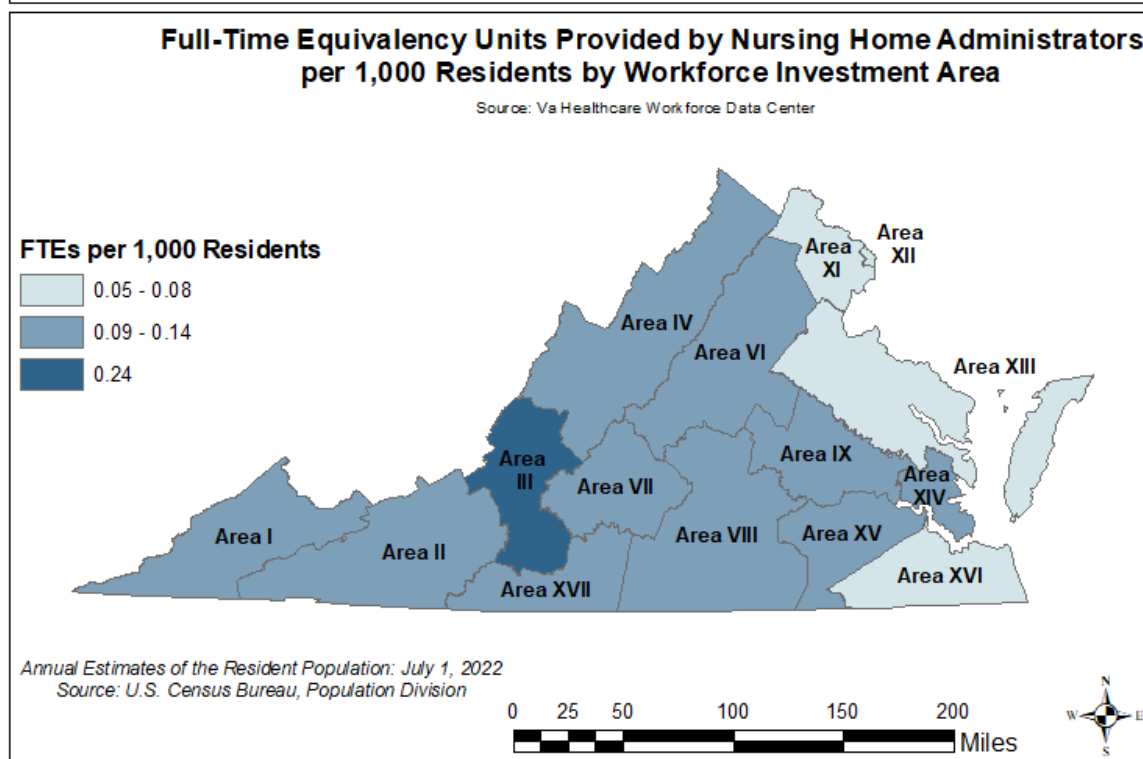
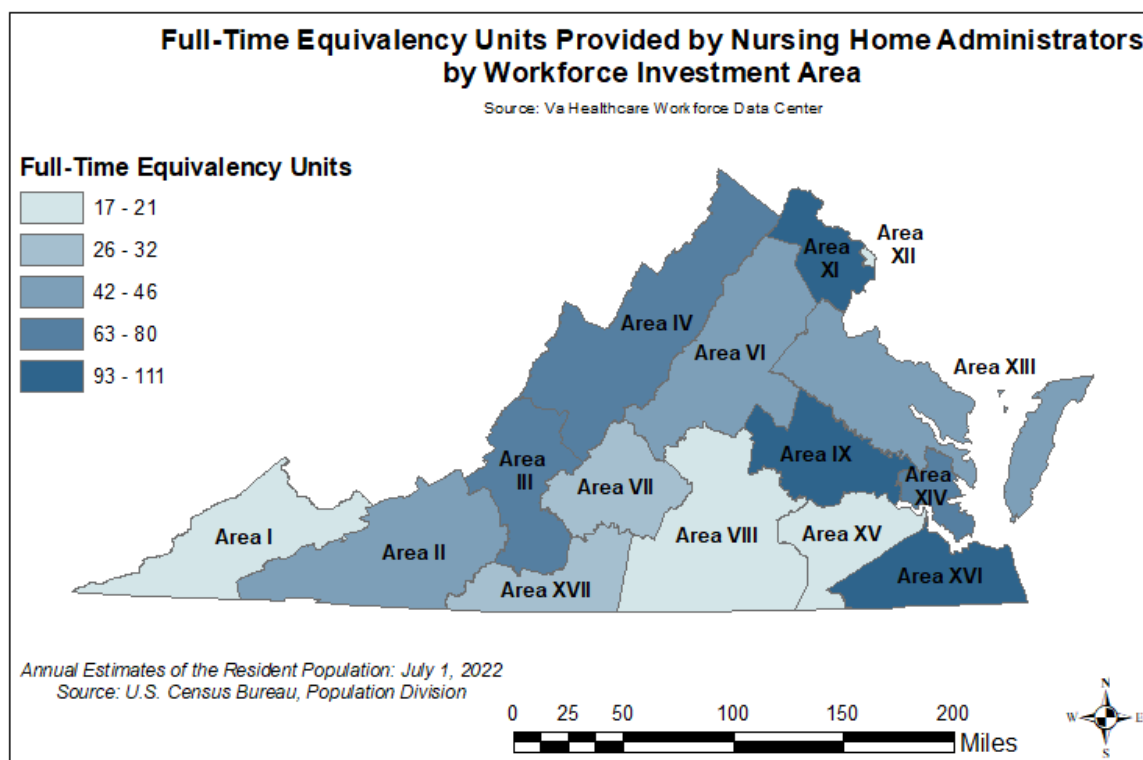


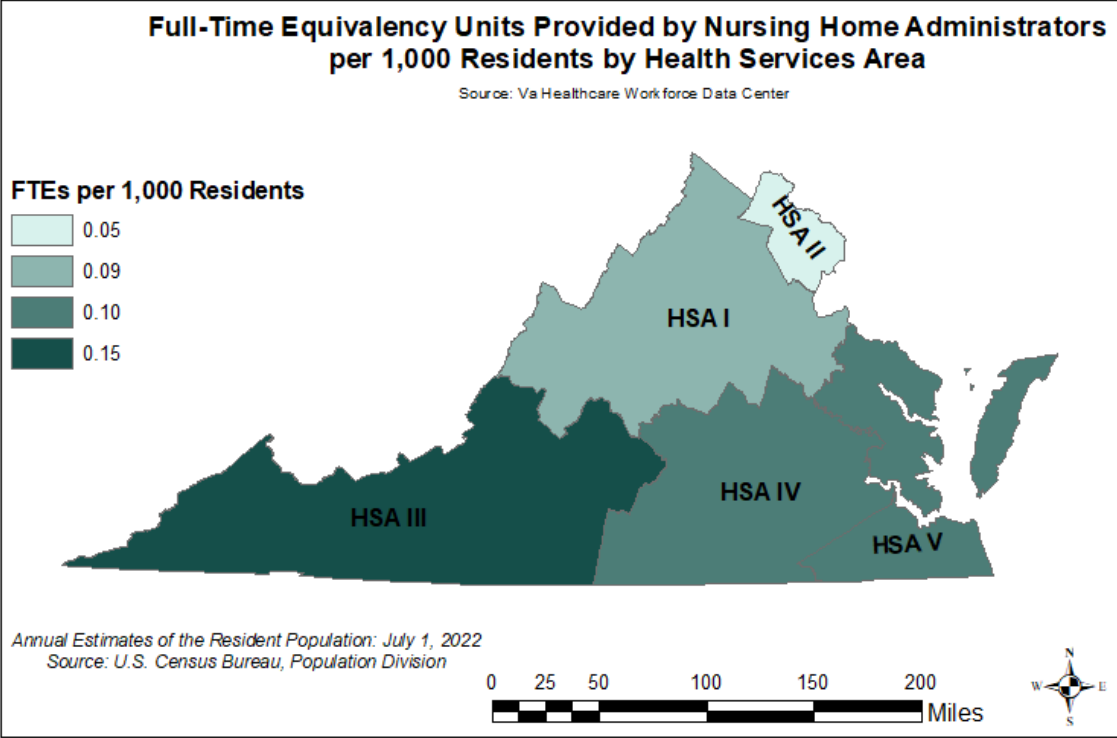
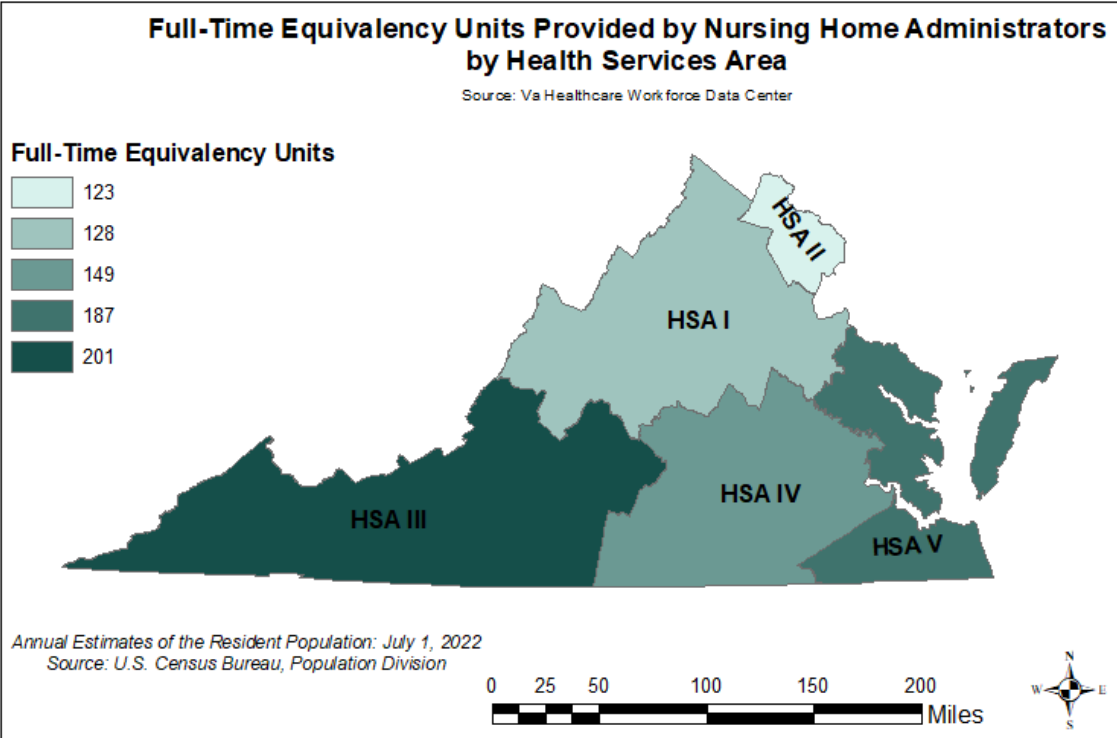
Source: Va. Healthcare Workforce Data Center

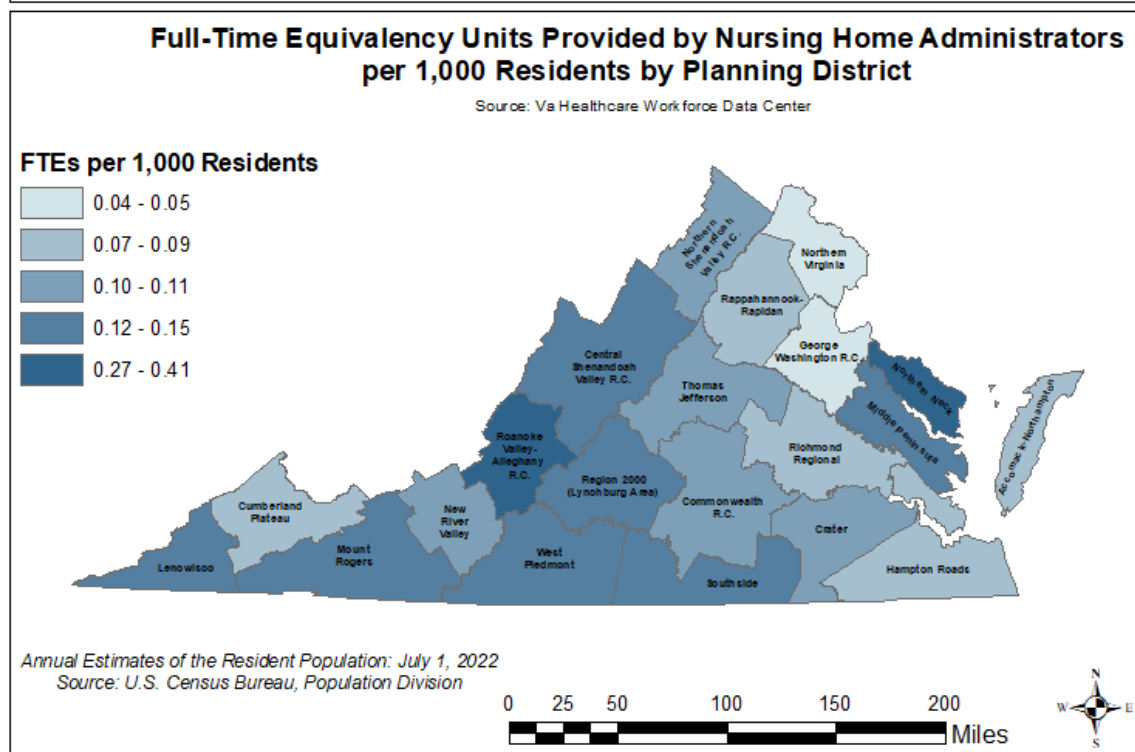
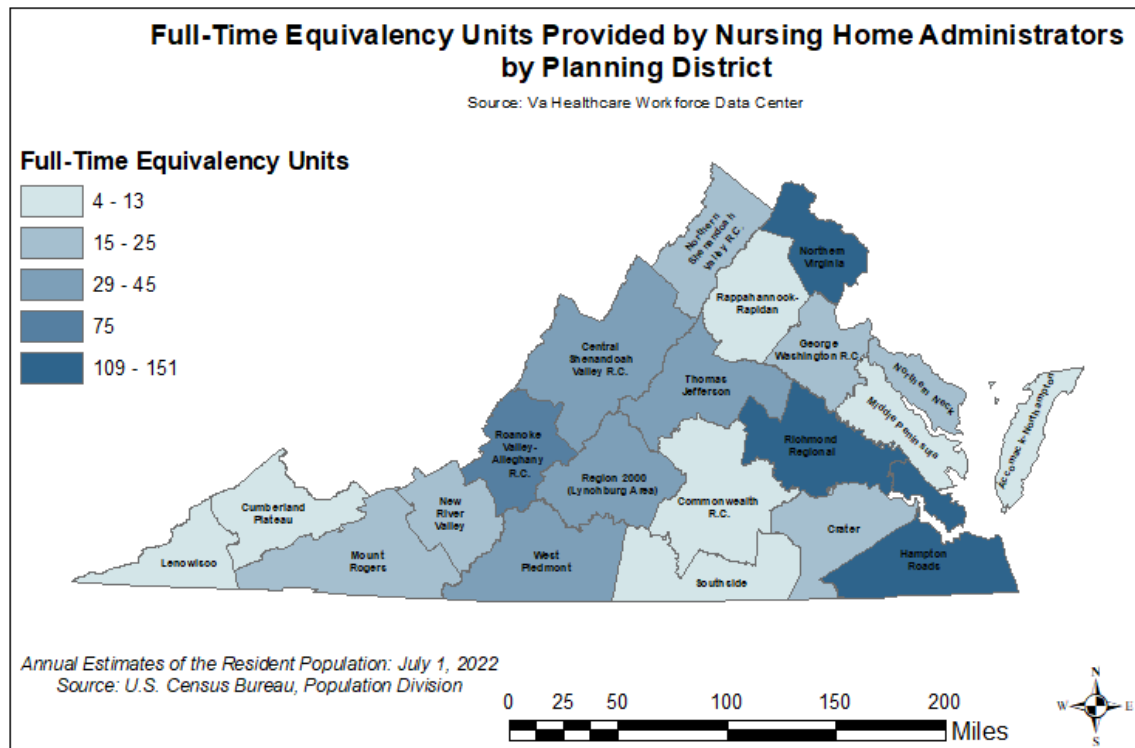
² Number of residents in 2022 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	396	85.10%	1.175	1.103	1.698
Metro, 250,000 to 1 Million	110	90.91%	1.100	1.032	1.589
Metro, 250,000 or Less	82	86.59%	1.155	1.084	1.669
Urban, Pop. 20,000+, Metro Adj.	11	63.64%	1.571	1.512	2.270
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	50	88.00%	1.136	1.067	1.162
Urban, Pop. 2,500-19,999, Non-Adj.	29	79.31%	1.261	1.183	1.324
Rural, Metro Adj.	28	92.86%	1.077	1.011	1.556
Rural, Non-Adj.	15	86.67%	1.154	1.083	1.212
Virginia Border State/D.C.	139	75.54%	1.324	1.242	1.913
Other U.S. State	109	72.48%	1.380	1.295	1.449

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	40	57.50%	1.739	1.556	2.270
30 to 34	80	81.25%	1.231	1.101	1.411
35 to 39	91	79.12%	1.264	1.131	1.449
40 to 44	117	86.32%	1.158	1.036	1.512
45 to 49	119	83.19%	1.202	1.075	1.378
50 to 54	148	88.51%	1.130	1.011	1.295
55 to 59	139	82.01%	1.219	1.091	1.592
60 and Over	235	85.11%	1.175	1.051	1.534

Source: Va. Healthcare Workforce Data Center

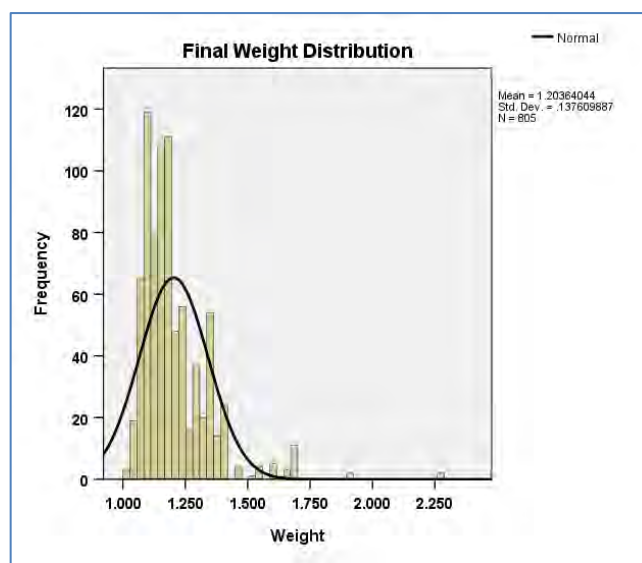
See the Methodology section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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

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

Overall Response Rate: 0.830753



Source: Va. Healthcare Workforce Data Center