
Virginia's Assisted Living Facility Administrator Workforce: 2020

Healthcare Workforce Data Center

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More than 500 Assisted Living Facility Administrators voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Long-Term Care Administrators express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Assisted Living Facility Administrator Workforce: At a Glance:

The Workforce

Licensees:	690
Virginia's Workforce:	646
FTEs:	734

Background

Rural Childhood:	45%
HS Degree in VA:	60%
Prof. Degree in VA:	93%

Current Employment

Employed in Prof.:	90%
Hold 1 Full-Time Job:	83%
Satisfied?:	95%

Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	96%

Health Admin. Edu.

Admin-in-Training:	35%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	61%

Demographics

Female:	78%
Diversity Index:	43%
Median Age:	51

Finances

Median Inc.:	\$80k-\$90k
Retirement Benefits:	50%
Under 40 w/ Ed. Debt:	49%

Time Allocation

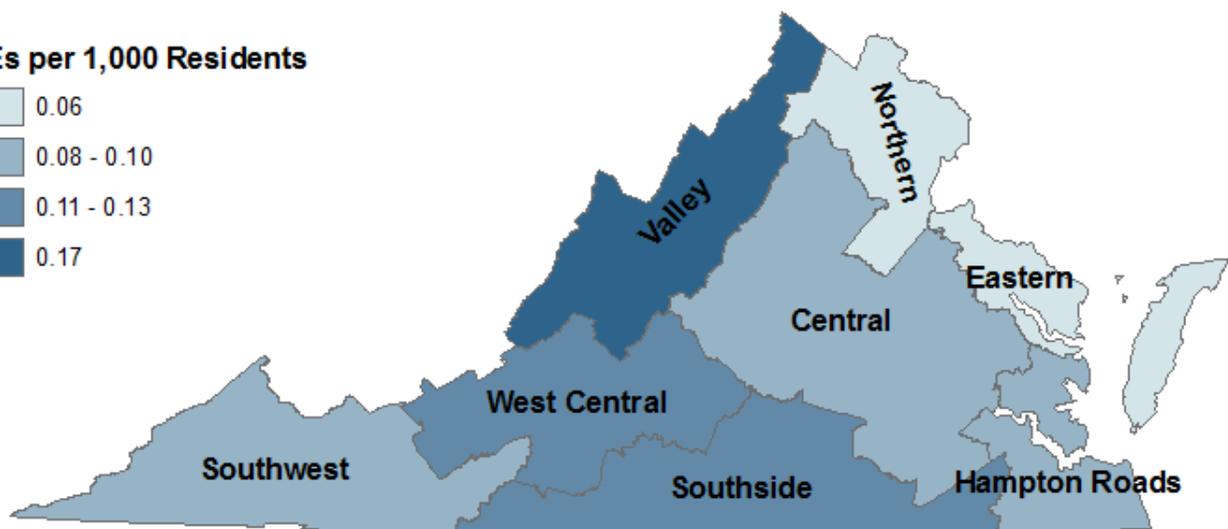
Administration:	40%-49%
Supervisory:	20%-29%
Patient Care:	10%-19%

Source: Va. Healthcare Workforce Data Center

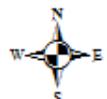
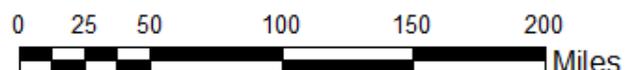
Full-Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Assisted Living Facility Administrator (ALFA) Workforce Survey. More than 500 ALFAs 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 ALFAs. These survey respondents represents 82% of the 690 ALFAs who are licensed in the state and 96% of renewing practitioners.

The HWDC estimates that 646 ALFAs 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 ALFA workforce provided 734 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than three-quarters of all ALFAs are female, and the median age of the ALFA workforce is 51. In a random encounter between two ALFAs, there is a 43% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes the ALFA workforce less diverse than the state's overall population, which has a diversity index of 57%. Nearly half of all ALFAs grew up in a rural area, and 25% of this group currently work in non-metro areas of Virginia. In total, 15% of all ALFAs work in non-metro areas of the state.

Nine out of every ten ALFAs are currently employed in the profession, 83% hold one full-time job, and 43% work between 40 and 49 hours per week. Meanwhile, 2% of ALFAs have experienced involuntary unemployment at some point in the past year, and 1% have experienced underemployment over the same time period. Nearly all ALFAs work in the private sector, including 79% who work in the for-profit sector. More than 70% of all ALFAs are employed at assisted living facilities, while another 4% work at continuing care retirement communities. The typical ALFA earns between \$80,000 and \$90,000 per year. In addition, 86% of all ALFAs receive at least one employer-sponsored benefit. Nearly all ALFAs are satisfied with their current work situation, including 70% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for this year are compared to the 2015 ALFA workforce. The number of licensed ALFAs in Virginia has increased by 3% (690 vs. 673). In addition, the size of the ALFA workforce has also increased by 3% (646 vs. 628). However, the number of FTEs provided by this workforce has actually fallen by 1% (734 vs. 740). Virginia's ALFAs are considerably more likely to respond to the survey (96% vs. 85%).

Virginia's ALFAs are relatively less likely to be female (78% vs. 82%), and this decline is even more pronounced among those ALFAs who are under the age of 40 (69% vs. 79%). At the same time, the median age of this workforce has fallen (51 vs. 53). The ALFA workforce has also become more diverse (43% vs. 39%). The percentage of ALFAs who grew up in rural areas has fallen (45% vs. 47%), and this group is less likely to work in non-metro areas of Virginia (25% vs. 31%). Overall, the percentage of all ALFAs who work in non-metro areas of the state has declined (15% vs. 21%).

ALFAs are less likely to work in the profession (90% vs. 92%). In addition, ALFAs are also less likely to work between 40 and 49 hours per week (43% vs. 53%). Instead, ALFAs are relatively more likely to work either between 50 and 59 hours per week (31% vs. 25%) or between 60 and 69 hours per week (13% vs. 9%). Relatively fewer ALFAs work in the for-profit sector (79% vs. 81%), while the percentage of ALFAs who work in the non-profit sector has increased (19% vs. 18%). Meanwhile, the percentage of ALFAs who work in independent/stand-alone organizations has fallen (49% vs. 55%). Instead, ALFAs are relatively more likely to be employed at facility chain organizations (43% vs. 38%).

The median annual income of Virginia's ALFAs has increased (\$80k-\$90k vs. \$60k-\$70k). In addition, ALFAs are more likely to receive at least one employer-sponsored benefit (86% vs. 81%), including those who have access to dental insurance (63% vs. 54%) and a retirement plan (50% vs. 37%). Regardless, there was no change in the percentage of ALFAs who indicate that they are satisfied with their current work situation (95% vs. 95%), and the percentage of ALFAs who indicate that they are "very satisfied" has fallen (70% vs. 72%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	567	82%
New Licensees	54	8%
Non-Renewals	69	10%
All Licensees	690	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing ALFAs submitted a survey. These respondents represent 82% of all ALFAs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in March 2020.
- 2. Target Population:** All ALFAs who held a Virginia license at some point between April 2019 and March 2020.
- 3. Survey Population:** The survey was available to ALFAs who renewed their licenses online. It was not available to those who did not renew, including some ALFAs newly licensed in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	3	14	82%
30 to 34	8	41	84%
35 to 39	13	49	79%
40 to 44	15	61	80%
45 to 49	19	85	82%
50 to 54	7	91	93%
55 to 59	20	83	81%
60 and Over	38	143	79%
Total	123	567	82%
New Licenses			
Issued in Past Year	29	25	46%
Metro Status			
Non-Metro	14	111	89%
Metro	97	410	81%
Not in Virginia	12	46	79%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	567
Response Rate, All Licensees	82%
Response Rate, Renewals	96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 690
 New: 8%
 Not Renewed: 10%

Response Rates

All Licensees: 82%
 Renewing Practitioners: 96%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce: 646
 FTEs: 734

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 0.94
 Workers per FTE: 0.88

Source: Va. Healthcare Workforce Data Center

Definitions

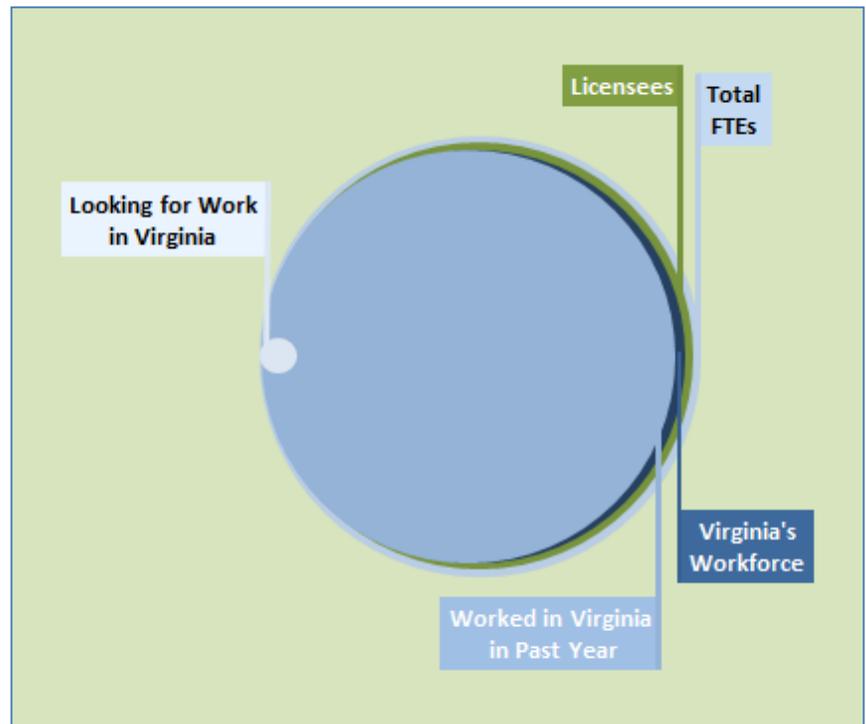
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline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

Status	#	%
Worked in Virginia in Past Year	641	99%
Looking for Work in Virginia	5	1%
Virginia's Workforce	646	100%
Total FTEs	734	
Licensees	690	

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 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	6	40%	10	61%	16	3%
30 to 34	12	29%	28	71%	40	7%
35 to 39	16	31%	37	69%	53	10%
40 to 44	18	27%	48	73%	66	12%
45 to 49	15	19%	63	81%	78	14%
50 to 54	14	19%	61	81%	74	14%
55 to 59	11	13%	72	87%	83	15%
60 and Over	31	23%	105	77%	137	25%
Total	123	23%	424	78%	547	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	61%	401	73%	76	72%
Black	19%	100	18%	14	13%
Asian	7%	25	5%	6	6%
Other Race	0%	8	1%	2	2%
Two or More Races	3%	7	1%	4	4%
Hispanic	10%	9	2%	3	3%
Total	100%	550	100%	105	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, 2018.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 78%
% Under 40 Female: 69%

Age

Median Age: 51
% Under 40: 20%
% 55 and Over: 40%

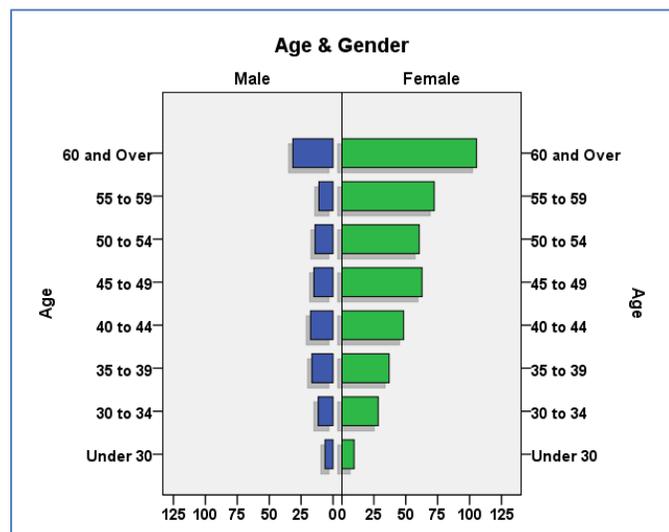
Diversity

Diversity Index: 43%
Under 40 Div. Index: 45%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 43% 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 57%.

One out of every five ALFAs are under the age of 40, and 69% of these professionals are female. In addition, there is a 45% chance that two randomly chosen ALFAs from this age group would be of different races or ethnicities.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 18%
 Rural Childhood: 45%

Virginia Background

HS in Virginia: 60%
 Prof. Edu. in VA: 93%
 HS or Prof. Edu. in VA: 94%

Location Choice

% Rural to Non-Metro: 25%
 % Urban/Suburban to Non-Metro: 7%

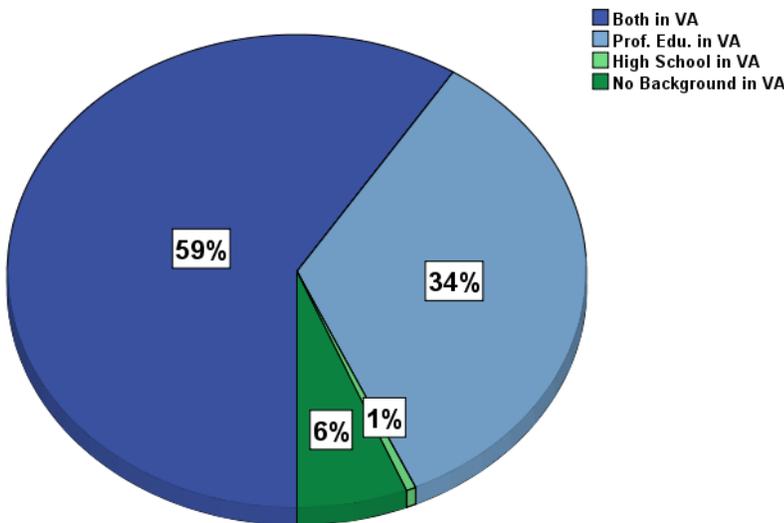
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	32%	47%	21%
2	Metro, 250,000 to 1 Million	55%	27%	19%
3	Metro, 250,000 or Less	61%	30%	9%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	73%	9%	18%
6	Urban Pop., 2,500-19,999, Metro Adjacent	76%	21%	3%
7	Urban Pop., 2,500-19,999, Non-Adjacent	68%	0%	32%
8	Rural, Metro Adjacent	78%	11%	11%
9	Rural, Non-Adjacent	100%	0%	0%
Overall		45%	37%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of all ALFAs grew up in a rural area, and one-quarter of these professionals currently work in non-metro areas of Virginia. Overall, 15% of all ALFAs currently work in non-metro areas of the state.

Top Ten States for Assisted Living Facility Administrator Recruitment

Rank	All Assisted Living Facility Administrators			
	High School	#	Init. Prof. Degree	#
1	Virginia	326	Virginia	449
2	Outside U.S./Canada	49	North Carolina	9
3	New York	27	New Jersey	4
4	North Carolina	18	California	2
5	Pennsylvania	17	Georgia	2
6	Maryland	16	Texas	2
7	Florida	10	Pennsylvania	1
8	New Jersey	9	Maryland	1
9	California	7	Illinois	1
10	Illinois	6	Iowa	1

Three out of every five licensed ALFAs received their high school degree in Virginia, and 93% obtained their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Licensed in Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	126	Virginia	172
2	Outside U.S./Canada	19	North Carolina	4
3	New York	11	New Jersey	3
4	North Carolina	7	California	2
5	Maryland	7	Georgia	2
6	Pennsylvania	5	Texas	2
7	New Jersey	4	Maryland	1
8	Florida	4	Iowa	1
9	California	3	Florida	1
10	Indiana	3	New York	1

Among ALFAs who have been licensed in the past five years, 59% received their high school degree in Virginia, and 90% obtained their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

More than 5% of all licensees were not a part of Virginia's ALFA workforce. More than 90% of these licensees worked at some point in the past year, including 84% who worked as ALFAs.

At a Glance:

Not in VA Workforce

Total:	43
% of Licensees:	6%
Federal/Military:	0%
Va. Border State/D.C.:	24%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		All Degrees	
	#	%	#	%
No Specific Training	72	14%	-	-
Admin-in-Training	185	35%	-	-
High School/GED	-	-	119	22%
Associate	55	10%	105	20%
Baccalaureate	79	15%	191	36%
Graduate Cert.	11	2%	17	3%
Masters	54	10%	95	18%
Doctorate	1	0%	4	1%
Other	70	13%	-	-
Total	527	100%	530	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

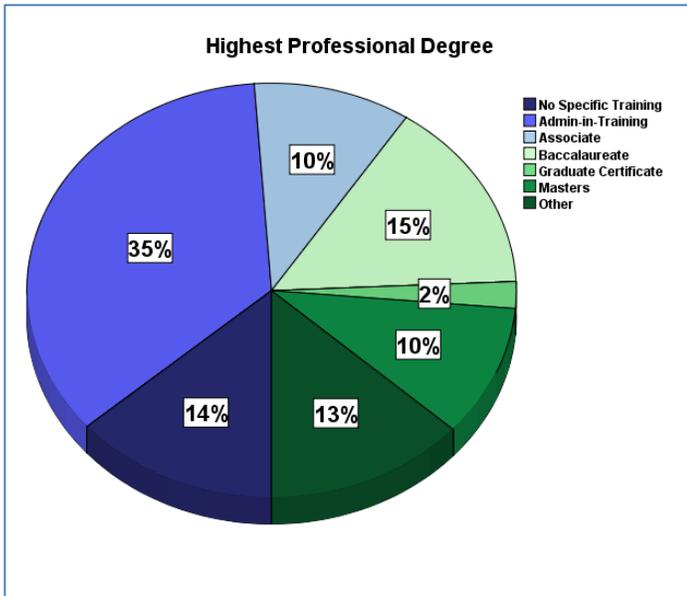
- Admin-in-Training: 35%
- Baccalaureate Degree: 15%
- Associate Degree: 10%

Education Debt

- Carry Debt: 29%
- Under Age 40 w/ Debt: 49%
- Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Nearly 30% of ALFAs carry education debt, including nearly half of those under the age of 40. For those with education debt, the median debt burden is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All ALFAs		ALFAs Under 40	
	#	%	#	%
None	333	71%	47	49%
Less than \$10,000	23	5%	7	7%
\$10,000-\$19,999	25	5%	7	7%
\$20,000-\$29,999	21	4%	5	5%
\$30,000-\$39,999	15	3%	7	7%
\$40,000-\$49,999	10	2%	7	7%
\$50,000-\$59,999	5	1%	2	2%
\$60,000-\$69,999	7	1%	2	2%
\$70,000-\$79,999	5	1%	1	1%
\$80,000-\$89,999	1	0%	0	0%
\$90,000-\$99,999	7	1%	1	1%
\$100,000 or More	19	4%	8	8%
Total	472	100%	96	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	20%
RMA:	14%
CNA:	4%

Job Titles

Administrator:	37%
Executive Director:	22%
Owner:	8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	544	84%
Nurse (RN or LPN)	130	20%
Registered Medication Aide	91	14%
Certified Nursing Assistant	27	4%
Nursing Home Administrator	5	1%
Occupational Therapist	1	0%
Physical Therapist	1	0%
Other	33	5%
At Least One License	549	85%

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	237	37%	25	4%
Executive Director	142	22%	13	2%
Owner	52	8%	5	1%
President or Executive Officer	34	5%	7	1%
Assistant Administrator	32	5%	6	1%
Other	130	20%	26	4%
At Least One Title	518	80%	69	11%

Source: Va. Healthcare Workforce Data Center

More than one-third of ALFAs hold the title of administrator at their primary work location. Another 22% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 90%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 83%
2 or More Positions: 10%

Weekly Hours:

40 to 49: 43%
60 or More: 17%
Less than 30: 3%

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	492	90%
Employed, NOT in a Capacity Related to Long-Term Care	42	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	5	1%
Voluntarily Unemployed	7	1%
Retired	0	0%
Total	547	100%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten licensed ALFAs are currently employed in the profession, 83% hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	12	2%
One Part-Time Position	29	5%
Two Part-Time Positions	7	1%
One Full-Time Position	442	83%
One Full-Time Position & One Part-Time Position	32	6%
Two Full-Time Positions	8	1%
More than Two Positions	4	1%
Total	534	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	12	2%
1 to 9 Hours	4	1%
10 to 19 Hours	4	1%
20 to 29 Hours	10	2%
30 to 39 Hours	20	4%
40 to 49 Hours	227	43%
50 to 59 Hours	161	31%
60 to 69 Hours	67	13%
70 to 79 Hours	12	2%
80 or More Hours	9	2%
Total	526	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	2	1%
Less than \$30,000	26	6%
\$30,000-\$39,999	14	3%
\$40,000-\$49,999	29	7%
\$50,000-\$59,999	40	10%
\$60,000-\$69,999	52	12%
\$70,000-\$79,999	48	11%
\$80,000-\$89,999	61	14%
\$90,000-\$99,999	57	13%
\$100,000-\$109,999	33	8%
\$110,000-\$119,999	23	5%
\$120,000-\$129,999	11	3%
\$130,000 or More	28	7%
Total	426	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$80k-\$90k

Benefits
Paid Vacation: 83%
Employer Retirement: 50%

Satisfaction
Satisfied: 95%
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	407	83%
Paid Sick Leave	333	68%
Dental Insurance	310	63%
Group Life Insurance	269	55%
Retirement	244	50%
Signing/Retention Bonus	48	10%
At Least One Benefit	423	86%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median annual income for ALFAs is between \$80,000 and \$90,000. In addition, 86% of ALFAs receive at least one employer-sponsored benefit, including 83% who receive paid vacation time.

Nearly all ALFAs are satisfied with their job, including 70% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	373	70%
Somewhat Satisfied	133	25%
Somewhat Dissatisfied	18	4%
Very Dissatisfied	8	2%
Total	533	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	87	13%
Switch Employers or Practices?	47	7%
Experience Voluntary Unemployment?	24	4%
Experience Involuntary Unemployment?	11	2%
Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position?	6	1%
Experience At Least One	151	23%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 7%
New Location: 20%
Over 2 Years: 61%
Over 2 Yrs., 2nd Location: 54%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's ALFAs experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 2.7% during the same time period.¹

Location Tenure

Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	10	2%	2	3%
Less than 6 Months	36	7%	9	13%
6 Months to 1 Year	54	10%	8	12%
1 to 2 Years	106	20%	13	19%
3 to 5 Years	95	18%	15	22%
6 to 10 Years	66	13%	3	4%
More than 10 Years	157	30%	19	28%
Subtotal	523	100%	69	100%
Did Not Have Location	12		561	
Item Missing	111		16	
Total	646		646	

Source: Va. Healthcare Workforce Data Center

More than 60% of ALFAs 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 3.3%.

At a Glance:

Concentration

Top Region:	25%
Top 3 Regions:	64%
Lowest Region:	1%

Locations

2 or More (Past Year):	16%
2 or More (Now*):	13%

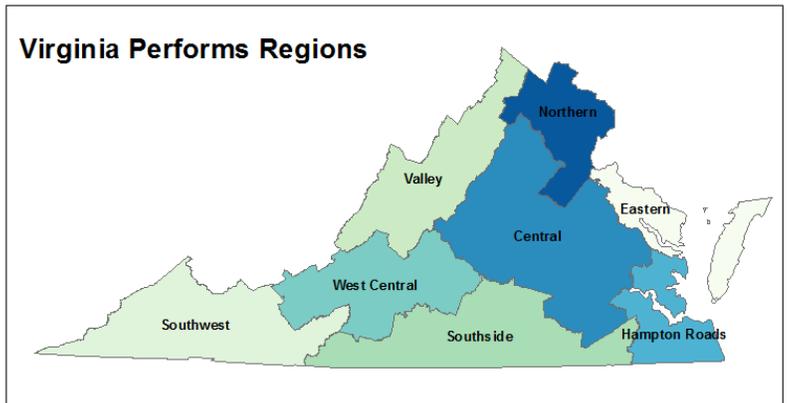
Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all ALFAs in the state work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	129	25%	18	24%
Northern	108	21%	16	21%
Hampton Roads	92	18%	10	13%
West Central	69	13%	9	12%
Valley	59	11%	10	13%
Southside	29	6%	6	8%
Southwest	19	4%	4	5%
Eastern	4	1%	1	1%
Virginia Border State/D.C.	4	1%	1	1%
Other U.S. State	1	0%	0	0%
Outside of the U.S.	0	0%	0	0%
Total	514	100%	75	100%
Item Missing	121		10	

Source: Va. Healthcare Workforce Data Center



While 13% of ALFAs currently have multiple work locations, 16% have had multiple work locations over the past 12 months.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	5	1%	11	2%
1	438	83%	445	85%
2	42	8%	42	8%
3	33	6%	21	4%
4	2	0%	2	0%
5	2	0%	2	0%
6 or More	4	1%	3	1%
Total	526	100%	526	100%

*At the time of survey completion, March 2020.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	398	79%	51	78%
Non-Profit	96	19%	11	17%
State/Local Government	9	2%	2	3%
Veterans Administration	0	0%	0	0%
U.S. Military	1	0%	0	0%
Other Federal Government	1	0%	1	2%
Total	505	100%	65	100%
Did Not Have Location	12		561	
Item Missing	129		20	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

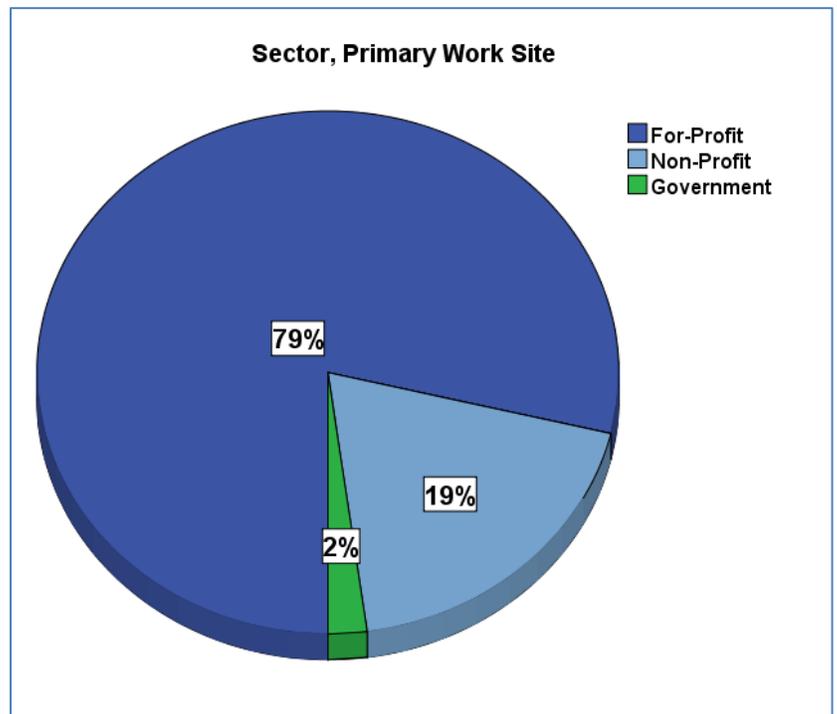
For-Profit:	79%
Federal:	0%

Top Establishments

Assisted Living Facility:	72%
Continuing Care	
Retirement Community:	4%
Skilled Nursing Facility:	2%

Source: Va. Healthcare Workforce Data Center

Nearly all ALFAs work in the private sector, including 79% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	464	72%	56	9%
Continuing Care Retirement Community	26	4%	1	0%
Skilled Nursing Facility	12	2%	2	0%
Hospice	11	2%	5	1%
Adult Day Care	11	2%	4	1%
Home/Community Health Care	11	2%	4	1%
Academic Institution	4	1%	2	0%
Acute Care/Rehabilitative Facility	4	1%	0	0%
PACE	2	0%	0	0%
Other Practice Type	23	4%	7	1%
At Least One Establishment	518	80%	70	11%

Source: Va. Healthcare Workforce Data Center

More than 70% of all ALFAs are employed at assisted living facilities as their primary work location.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand-Alone	224	49%	29	47%
Facility Chain	197	43%	22	35%
Hospital-Based	10	2%	2	3%
Integrated Health System (Veterans Administration, Large Health System)	2	0%	1	2%
College or University	1	0%	1	2%
Other	24	5%	7	11%
Total	458	100%	62	100%
Did Not Have Location	12		561	
Item Missing	176		22	

Source: Va. Healthcare Workforce Data Center

Nearly half of ALFAs are employed at independent/stand-alone organizations as their primary work location. Another 43% of ALFAs are employed at facility chain organizations.

At a Glance: (Primary Locations)

Typical Time Allocation

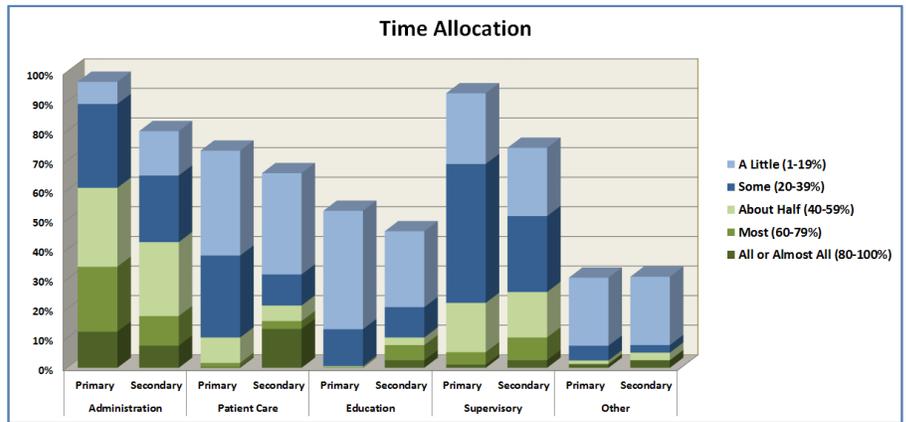
Administration: 40%-49%
 Supervisory: 20%-29%
 Patient Care: 10%-19%
 Education: 1%-9%

Roles

Administration: 34%
 Supervisory: 5%
 Patient Care: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



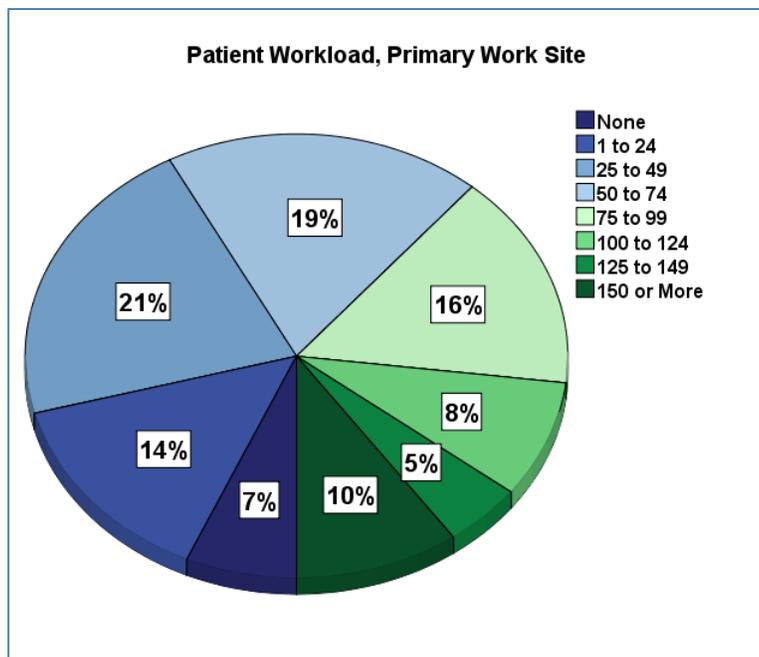
Source: Va. Healthcare Workforce Data Center

A typical ALFA spends approximately half of her time performing administrative tasks. In addition, 34% of ALFAs 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%)	12%	8%	0%	13%	0%	3%	1%	3%	1%	3%
Most (60-79%)	22%	10%	1%	3%	0%	5%	4%	8%	0%	0%
About Half (40-59%)	27%	25%	9%	5%	0%	3%	17%	15%	1%	3%
Some (20-39%)	28%	23%	28%	10%	12%	10%	47%	25%	5%	3%
A Little (1-19%)	7%	15%	35%	33%	40%	25%	24%	23%	23%	23%
None (0%)	3%	20%	27%	33%	47%	53%	7%	25%	70%	68%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

**Patient Workload
(Median)**

Primary Location: 50-74
Secondary Location: 25-49

Source: Va. Healthcare Workforce Data Center

The median patient workload for ALFAs at their primary work location is between 50 and 74 patients. For those ALFAs who also have a secondary work location, the median patient workload is between 25 to 49 patients.

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	31	7%	8	12%
1-24	67	14%	17	26%
25-49	101	21%	17	26%
50-74	89	19%	6	9%
75-99	74	16%	5	8%
100-124	40	8%	7	11%
125-149	22	5%	1	2%
150-174	12	3%	3	5%
175-199	9	2%	1	2%
200-224	2	0%	0	0%
225-249	4	1%	1	2%
250-274	1	0%	0	0%
275-299	0	0%	0	0%
300 or More	19	4%	0	0%
Total	471	100%	66	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs 50 and Over	
	#	%	#	%
Under Age 50	2	0%	-	-
50 to 54	14	3%	0	0%
55 to 59	33	7%	12	4%
60 to 64	72	15%	38	14%
65 to 69	183	37%	94	35%
70 to 74	113	23%	81	30%
75 to 79	28	6%	16	6%
80 or Over	11	2%	9	3%
I Do Not Intend to Retire	34	7%	20	7%
Total	491	100%	270	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 25%
Under 60: 10%

ALFAs 50 and Over

Under 65: 19%
Under 60: 4%

Time Until Retirement

Within 2 Years: 5%
Within 10 Years: 27%
Half the Workforce: By 2040

Source: Va. Healthcare Workforce Data Center

One-quarter of all ALFAs expect to retire before the age of 65. Among ALFAs who are already at least age 50, 19% expect to retire by age 65.

Within the next two years, 15% of ALFAs expect to pursue additional educational opportunities, and 14% of ALFAs expect to begin accepting Administrators-in-Training.

Future Plans

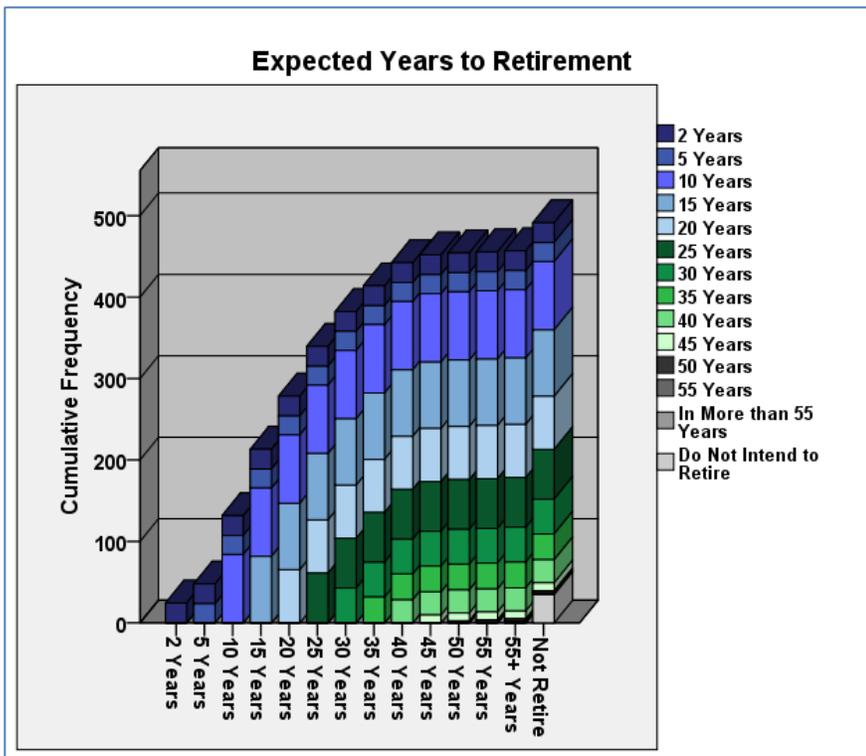
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	51	8%
Leave Virginia	38	6%
Leave Profession	11	2%
Cease Accepting Trainees	6	1%
Decrease Teaching Hours	0	0%
Increase Participation		
Pursue Additional Education	94	15%
Begin Accepting Trainees	88	14%
Increase Patient Care Hours	36	6%
Increase Teaching Hours	17	3%
Return to the Workforce	4	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While 5% of ALFAs expect to retire in the next two years, 27% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2040.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	24	5%	5%
5 Years	23	5%	10%
10 Years	84	17%	27%
15 Years	82	17%	43%
20 Years	65	13%	57%
25 Years	61	12%	69%
30 Years	43	9%	78%
35 Years	32	7%	84%
40 Years	28	6%	90%
45 Years	10	2%	92%
50 Years	2	0%	92%
55 Years	1	0%	93%
In More than 55 Years	1	0%	93%
Do Not Intend to Retire	34	7%	100%
Total	491	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 2030. Retirement will peak at 17% of the current workforce around the same time before declining to under 10% again by 2050.

At a Glance:

FTEs

Total: 734
 FTEs/1,000 Residents²: .086
 Average: 1.16

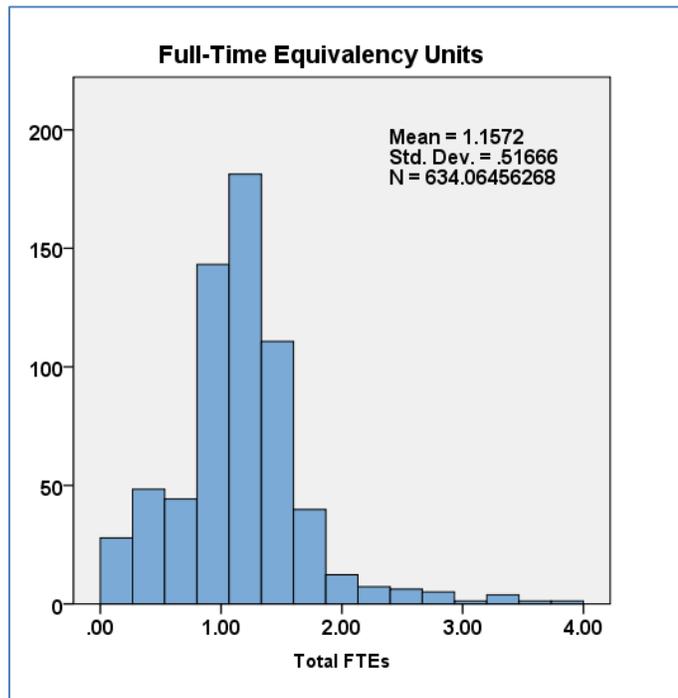
Age & Gender Effect

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:

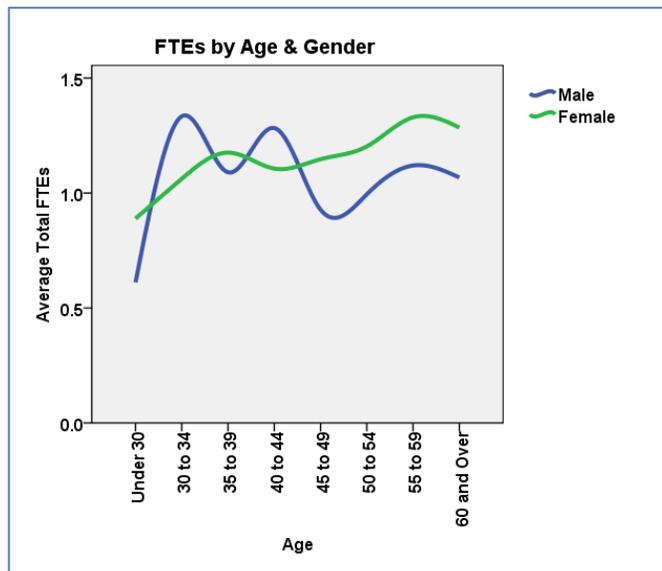


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.09 FTEs in the past year, or approximately 44 hours per week for 50 weeks. Statistical tests do not indicate that FTEs vary by age or gender.

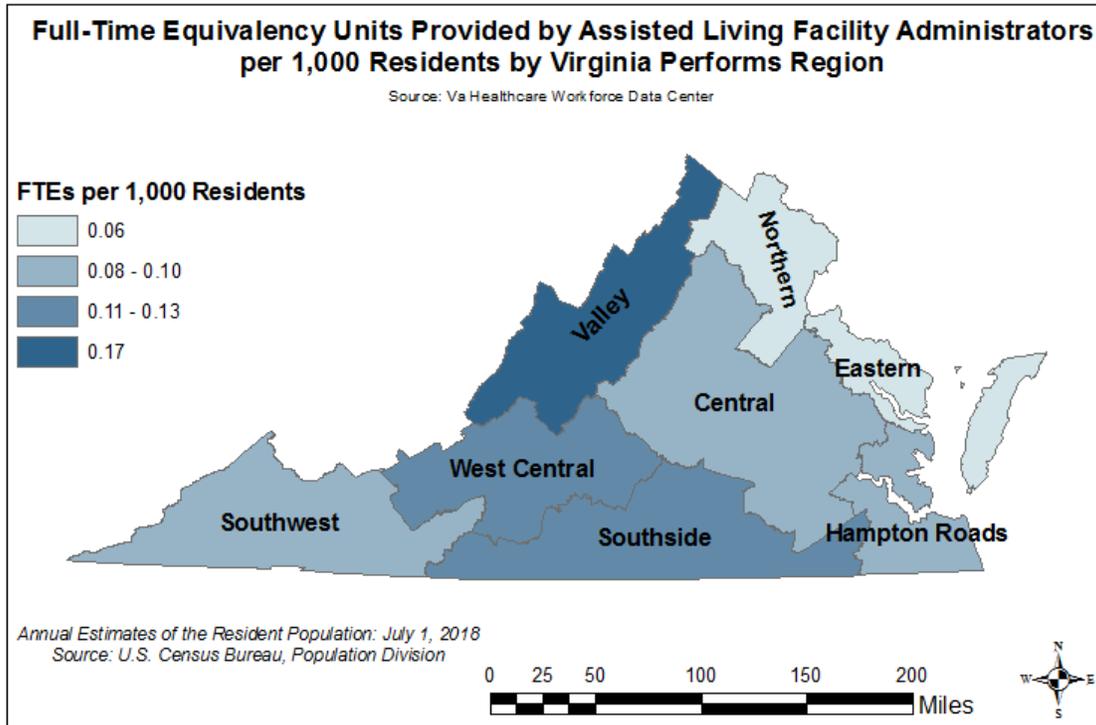
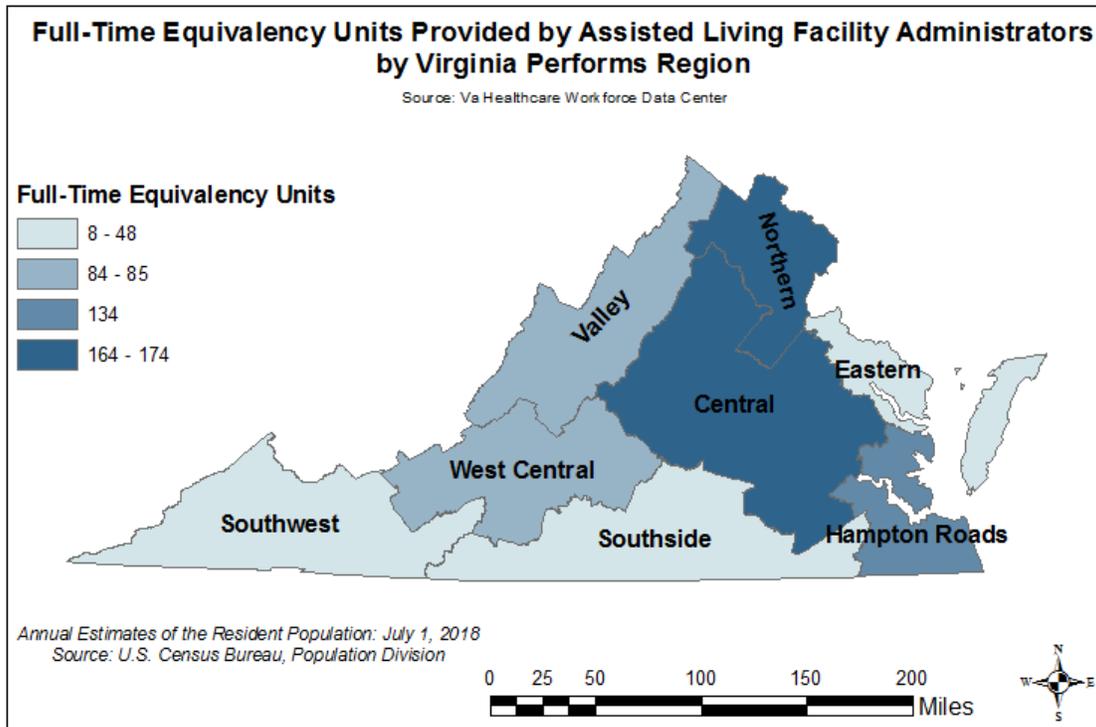
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.79	0.99
30 to 34	1.13	1.09
35 to 39	1.09	1.13
40 to 44	1.15	1.09
45 to 49	1.09	1.01
50 to 54	1.07	1.15
55 to 59	1.35	1.33
60 and Over	1.20	1.09
Gender		
Male	1.08	1.09
Female	1.21	1.18

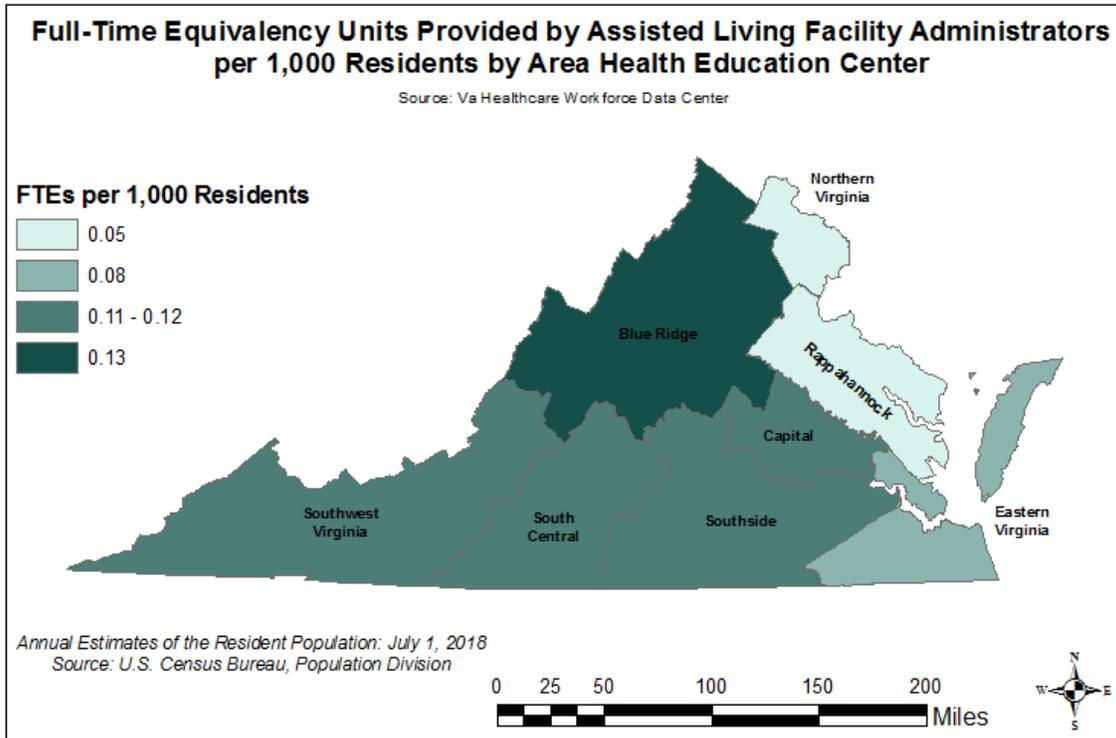
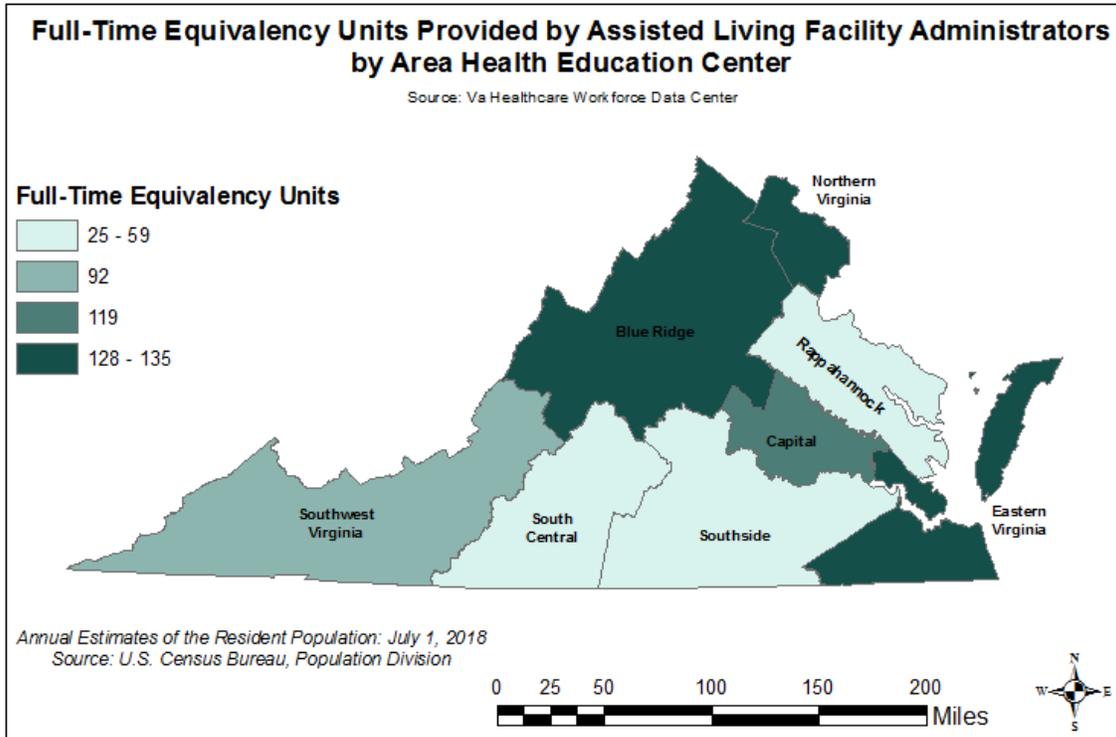
Source: Va. Healthcare Workforce Data Center

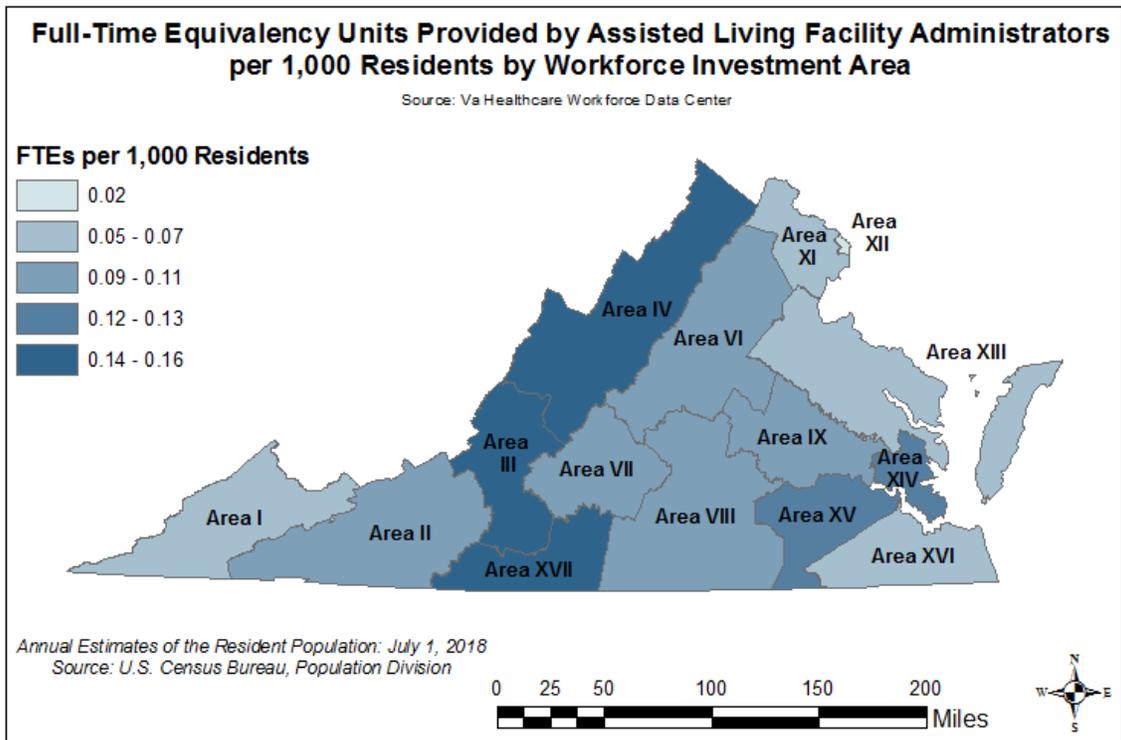
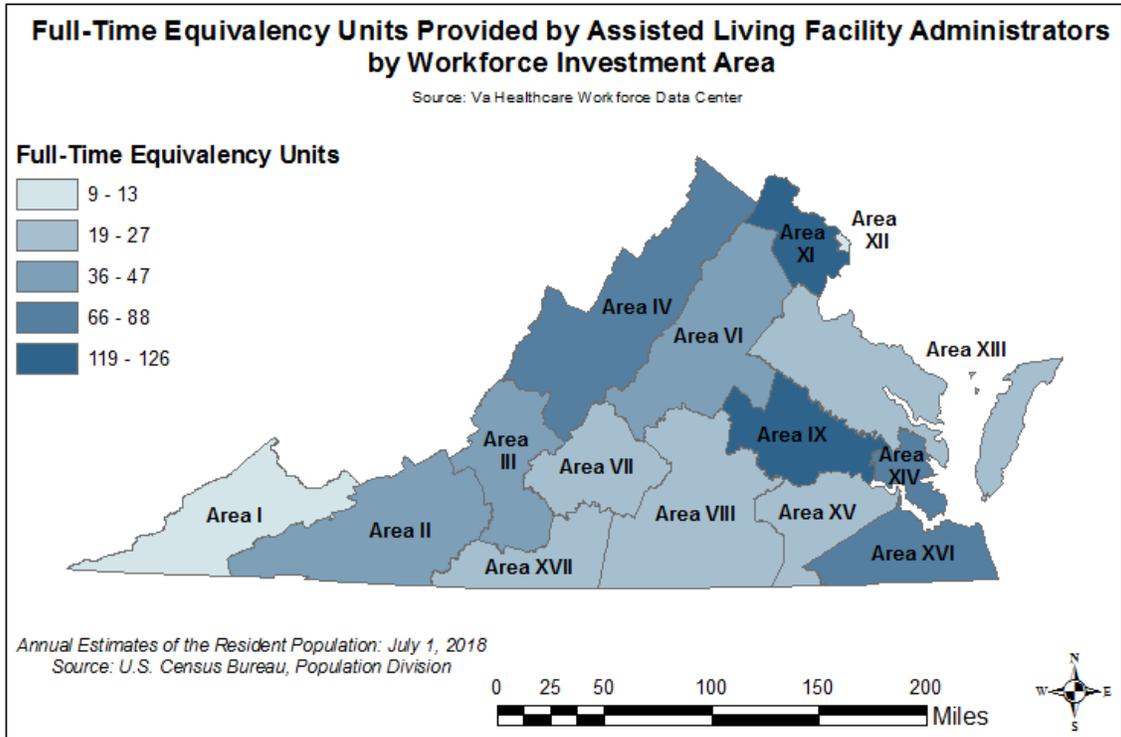


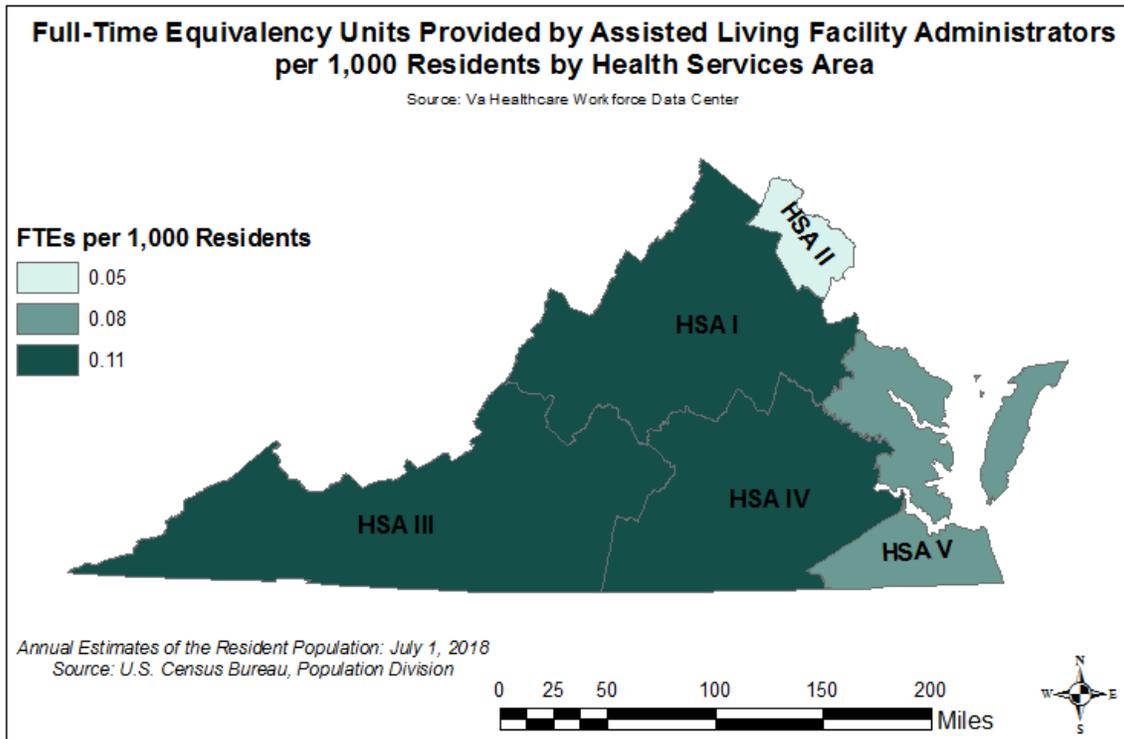
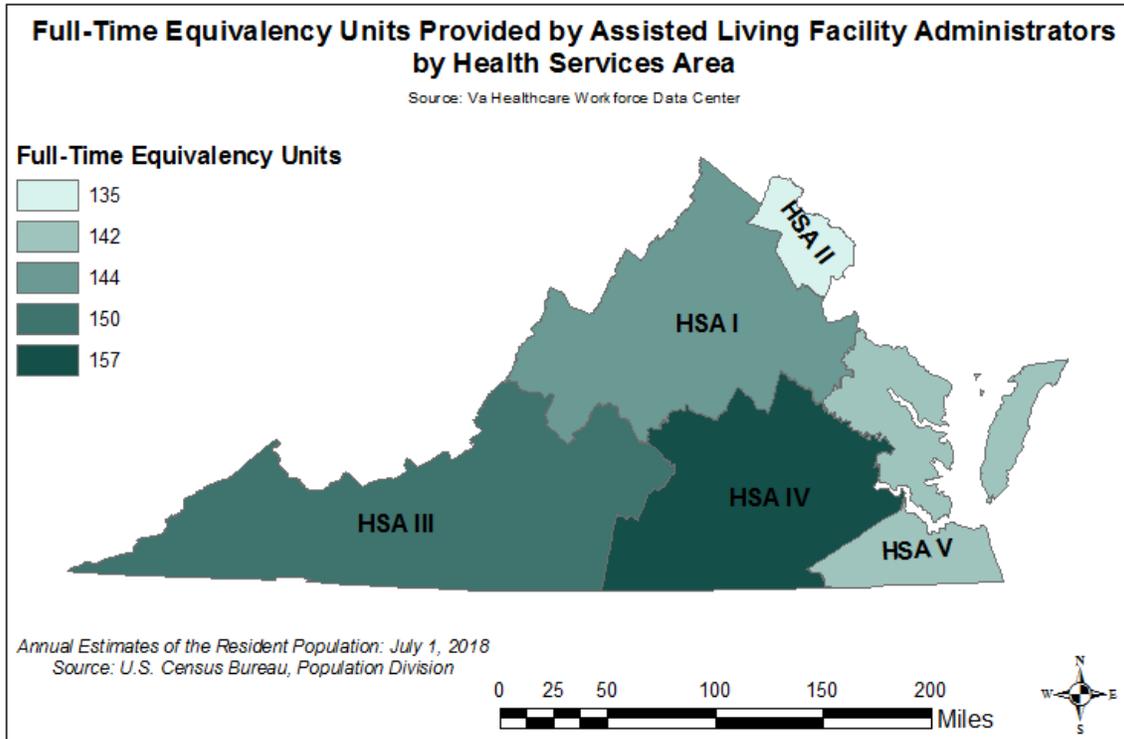
Source: Va. Healthcare Workforce Data Center

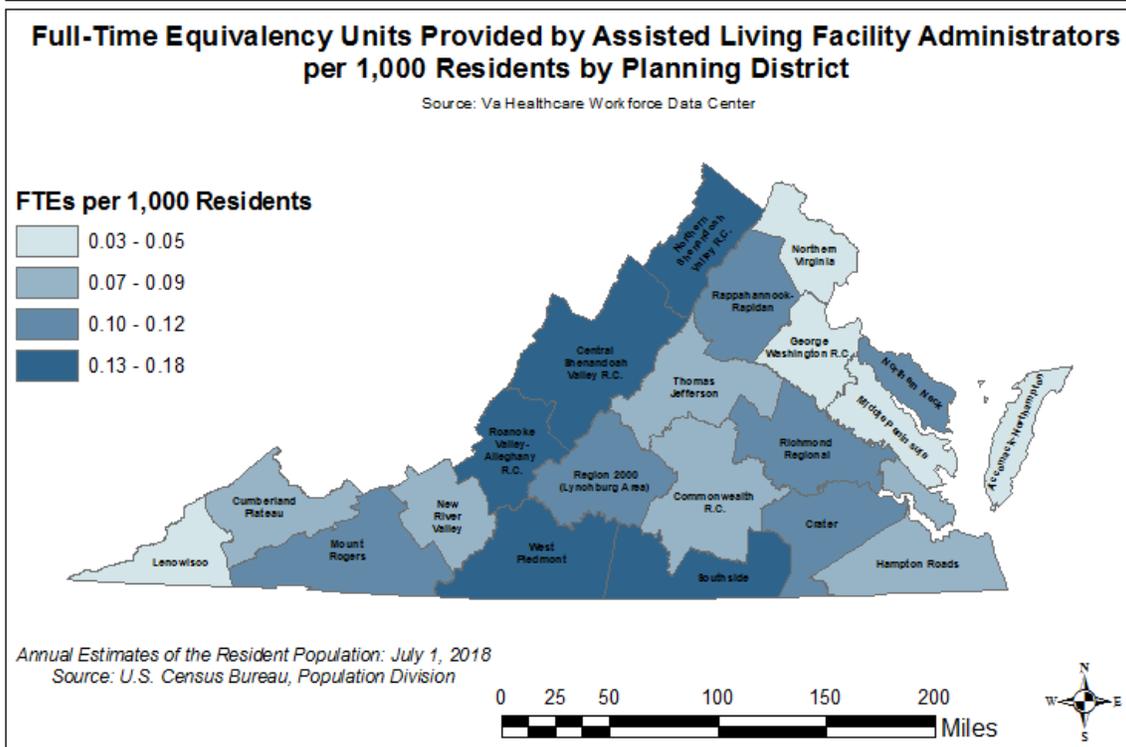
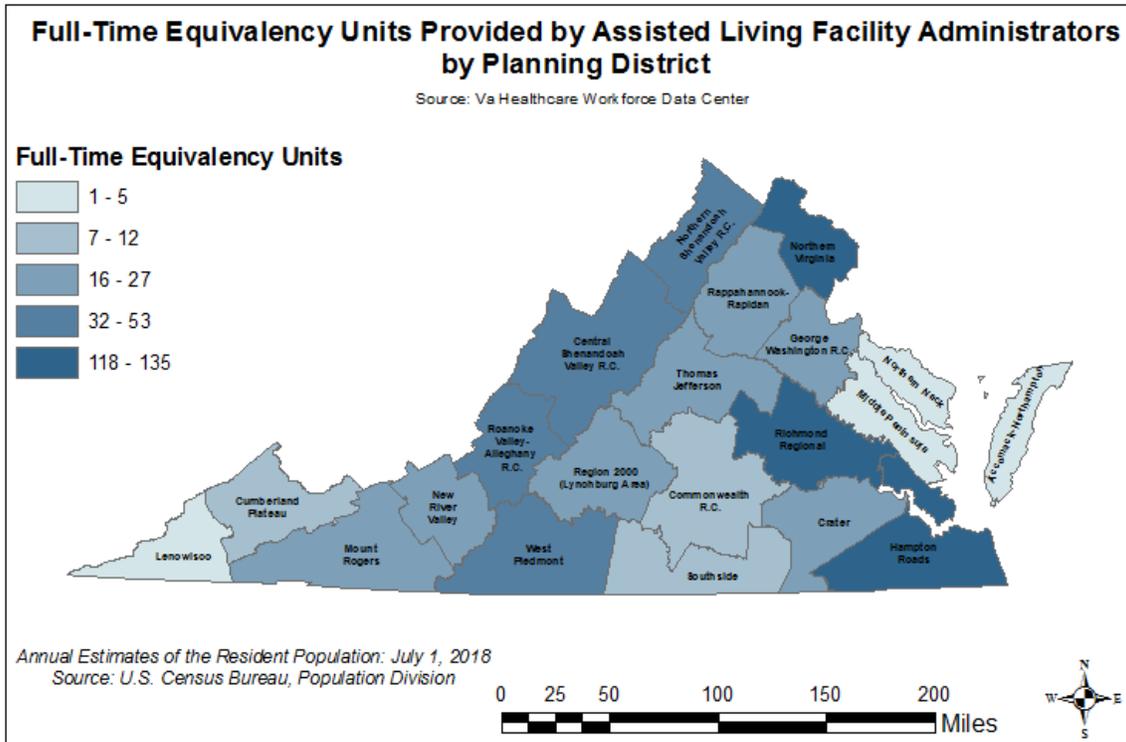
² Number of residents in 2018 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	376	82.45%	1.213	1.073	1.262
Metro, 250,000 to 1 Million	65	75.38%	1.327	1.174	1.380
Metro, 250,000 or Less	66	77.27%	1.294	1.145	1.346
Urban Pop., 20,000+, Metro Adj.	16	93.75%	1.067	0.944	1.109
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	54	87.04%	1.149	1.017	1.195
Urban Pop., 2,500-19,999, Non-Adj.	26	84.62%	1.182	1.046	1.229
Rural, Metro Adj.	17	94.12%	1.063	0.940	1.105
Rural, Non-Adj.	12	91.67%	1.091	0.965	1.135
Virginia Border State/D.C.	46	80.43%	1.243	1.100	1.293
Other U.S. State	12	75.00%	1.333	1.180	1.387

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	17	82.35%	1.214	1.060	1.324
30 to 34	49	83.67%	1.195	1.048	1.271
35 to 39	62	79.03%	1.265	1.105	1.379
40 to 44	76	80.26%	1.246	1.088	1.358
45 to 49	104	81.73%	1.224	1.072	1.341
50 to 54	98	92.86%	1.077	0.940	1.180
55 to 59	103	80.58%	1.241	1.088	1.360
60 and Over	181	79.01%	1.266	1.105	1.387

Source: Va. Healthcare Workforce Data Center

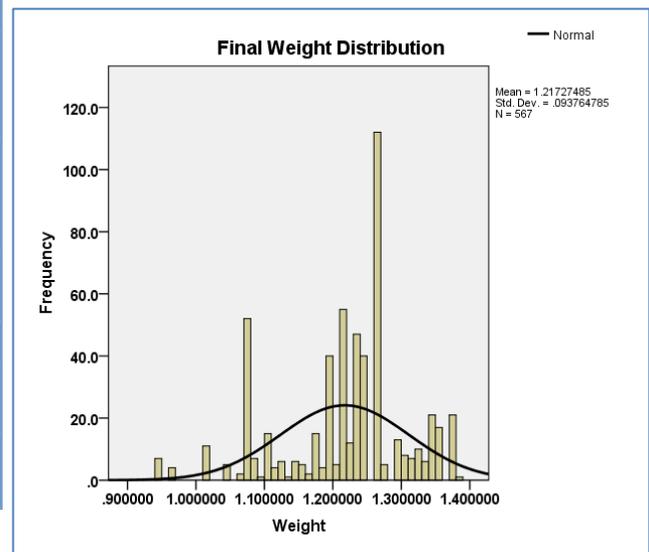
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.821739



Source: Va. Healthcare Workforce Data Center