
Virginia's Assisted Living Facility Administrator Workforce: 2024

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 their ongoing cooperation.

Thank You!

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The Assisted Living Facility Administrator Workforce At a Glance:

The Workforce

Licensees:	680
Virginia's Workforce:	633
FTEs:	716

Background

Rural Childhood:	44%
HS Degree in VA:	62%
Prof. Degree in VA:	92%

Current Employment

Employed in Prof.:	88%
Hold 1 Full-Time Job:	84%
Satisfied?:	96%

Survey Response Rate

All Licensees:	77%
Renewing Practitioners:	97%

Health Admin. Edu.

Admin-in-Training:	42%
Baccalaureate:	15%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	55%

Demographics

Female:	78%
Diversity Index:	49%
Median Age:	51

Finances

Median Inc.:	\$90k-\$100k
Retirement Benefits:	63%
Under 40 w/ Ed. Debt:	54%

Time Allocation

Administration:	30%-39%
Supervisory:	20%-29%
Patient Care:	10%-19%

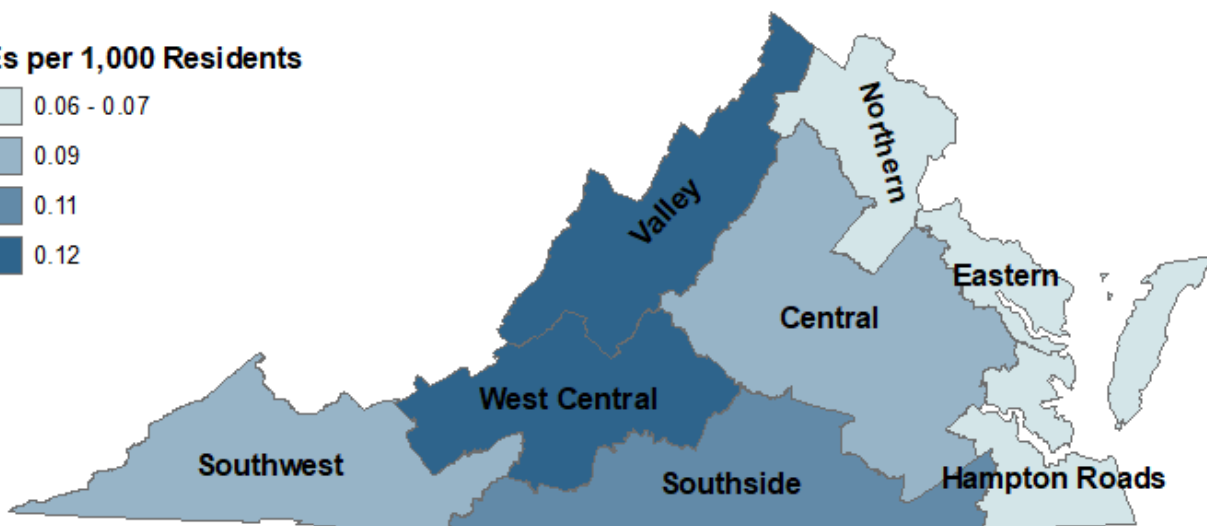
Source: Va. Healthcare Workforce Data Center

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

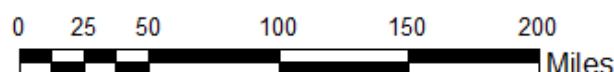
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.06 - 0.07
0.09
0.11
0.12



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



This report contains the results of the 2024 Assisted Living Facility Administrator (ALFA) Workforce Survey. In total, 526 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 respondents represent 77% of the 680 ALFAs licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 633 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 716 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly four out of every five ALFAs are female, and the median age of the ALFA workforce is 51. In a random encounter between two ALFAs, there is a 49% chance that they would be of different races or ethnicities, a measure known as the diversity index. For ALFAs who are under the age of 40, this diversity index falls to 48%. For Virginia's overall population, the comparable diversity index is 60%. More than two out of every five ALFAs grew up in a rural area, and 22% of ALFAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 12% of all ALFAs work in a non-metro area of the state.

Among all ALFAs, 88% are currently employed in the profession, 84% hold one full-time job, and 42% work between 40 and 49 hours per week. More than three out of every four ALFAs work in the for-profit sector, while another 21% work in the non-profit sector. The median annual income for ALFAs is between \$90,000 and \$100,000. In addition, 89% of all ALFAs receive at least one employer-sponsored benefit. Among all ALFAs, 96% are satisfied with their current work situation, including 70% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2014 ALFA workforce. The number of licensed ALFAs in Virginia has increased by 4% (680 vs. 656). In addition, the size of the ALFA workforce has increased by 3% (633 vs. 612), but the number of FTEs provided by this workforce has fallen by a modest amount (716 vs. 718). Virginia's renewing ALFAs are more likely to respond to the survey (97% vs. 83%).

The percentage of Virginia's ALFAs who are female has declined (78% vs. 83%), and this is also the case among those ALFAs who are under the age of 40 (76% vs. 79%). At the same time, the diversity index of Virginia's ALFA workforce has increased (49% vs. 35%). In addition, the diversity index among those ALFAs who are under the age of 40 has risen as well (48% vs. 42%). ALFAs are less likely to have grown up in a rural area (44% vs. 49%), and ALFAs who grew up in a rural are less likely to work in a non-metro area of Virginia (22% vs. 28%). Furthermore, the percentage of all ALFAs who work in a non-metro area of the state has also declined (12% vs. 19%).

ALFAs are more likely to hold an Administrator-in-Training certificate (42% vs. 24%) as their highest professional degree. ALFAs are less likely to work in the profession (88% vs. 90%) but more likely to hold one full-time job (84% vs. 83%). ALFAs are relatively more likely to work between 50 and 59 hours per week (30% vs. 23%) than between 40 and 49 hours per week (42% vs. 51%). In addition, ALFAs are less likely to have worked at their primary work location for more than two years (55% vs. 71%). ALFAs are relatively more likely to work in the non-profit sector (21% vs. 18%) than in the for-profit sector (77% vs. 81%).

The median annual income for Virginia's ALFA workforce has increased (\$90k-\$100k vs. \$60k-\$70k). In addition, ALFAs are more likely to receive at least one employer-sponsored benefit (89% vs. 83%), including those ALFAs who have access to paid sick leave (69% vs. 65%), dental insurance (68% vs. 51%), and a retirement plan (63% vs. 42%). There has been no change in the percentage of all ALFAs who indicated that they are satisfied with their current employment situation (96%). However, there was a decline in the percentage of ALFAs who indicated that they are "very satisfied" (70% vs. 74%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	510	75%
New Licensees	72	11%
Non-Renewals	98	14%
All Licensees	680	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing ALFAs, 97% submitted a survey. These respondents represent 77% of the 680 ALFAs who held a license at some point in the past year.

Definitions

- 1. **The Survey Period:** The survey was conducted in March 2024.
- 2. **Target Population:** All ALFAs who held a Virginia license at some point between April 2023 and March 2024.
- 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	7	8	53%
30 to 34	10	29	74%
35 to 39	18	59	77%
40 to 44	18	59	77%
45 to 49	22	63	74%
50 to 54	17	91	84%
55 to 59	19	90	83%
60 and Over	43	127	75%
Total	154	526	77%
New Licenses			
Issued in Past Year	42	30	42%
Metro Status			
Non-Metro	29	97	77%
Metro	106	384	78%
Not in Virginia	19	45	70%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	526
Response Rate, All Licensees	77%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Administrators

Number: 680
New: 11%
Not Renewed: 14%

Response Rates

All Licensees: 77%
Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

ALFA Workforce:	633
FTEs:	716

Utilization Ratios

Licensees in VA Workforce:	93%
Licensees per FTE:	0.95
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

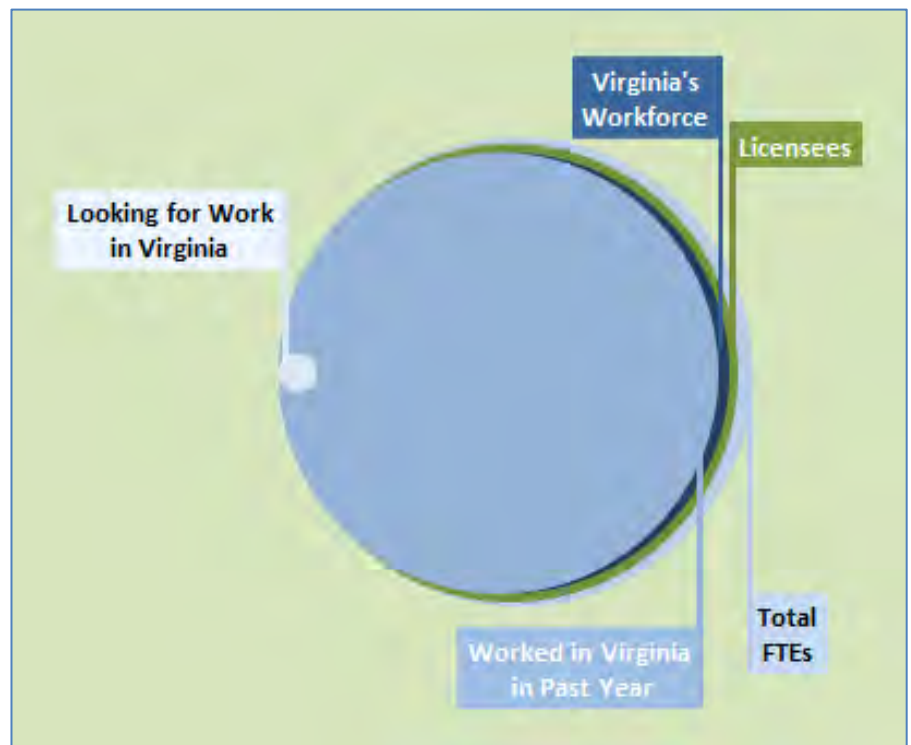
Status	#	%
Worked in Virginia in Past Year	628	99%
Looking for Work in Virginia	5	1%
Virginia's Workforce	633	100%
Total FTEs	716	
Licensees	680	

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	2	13%	13	87%	15	3%
30 to 34	7	19%	28	81%	35	7%
35 to 39	17	29%	41	71%	58	11%
40 to 44	17	27%	46	73%	63	12%
45 to 49	19	30%	45	70%	64	12%
50 to 54	17	20%	67	80%	84	16%
55 to 59	14	15%	75	85%	88	17%
60 and Over	26	22%	92	78%	118	22%
Total	118	22%	407	78%	525	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	ALFAs		ALFAs Under 40	
	%	#	%	#	%
White	59%	362	68%	76	70%
Black	18%	117	22%	18	17%
Asian	7%	25	5%	6	6%
Other Race	1%	5	1%	0	0%
Two or More Races	5%	9	2%	4	4%
Hispanic	10%	14	3%	5	5%
Total	100%	532	100%	109	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

More than one out of every five ALFAs are under the age of 40, and 76% of ALFAs who are under the age of 40 are female. In addition, the diversity index among ALFAs who are under the age of 40 is 48%.

At a Glance:

Gender

% Female: 78%
% Under 40 Female: 76%

Age

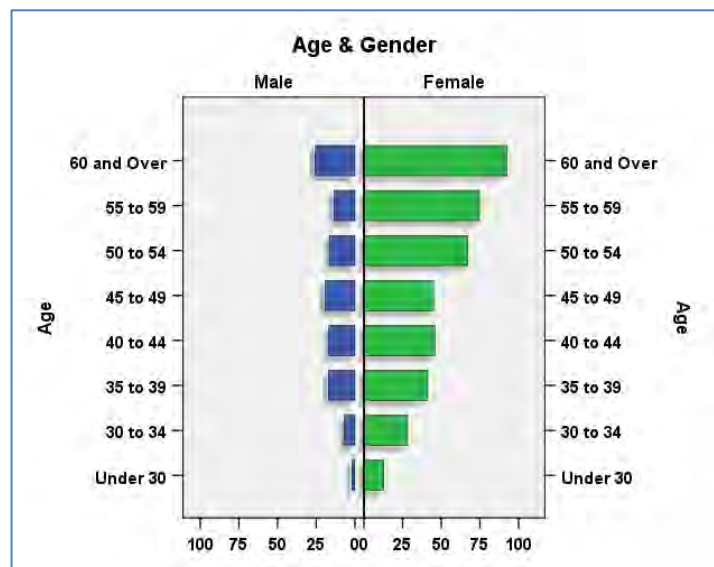
Median Age: 51
% Under 40: 21%
% 55 and Over: 39%

Diversity

Diversity Index: 49%
Under 40 Div. Index: 48%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two ALFAs, there is a 49% 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: 18%
Rural Childhood: 44%

Virginia Background

HS in Virginia: 62%
Prof. Edu. in VA: 92%
HS or Prof. Edu. in VA: 93%

Location Choice

% Rural to Non-Metro: 22%
% Urban/Suburban
to Non-Metro: 4%

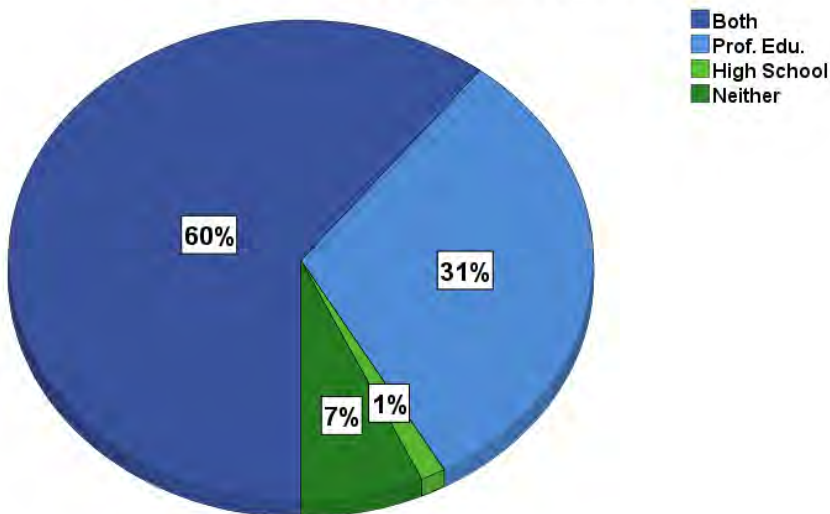
Source: Va. Healthcare Workforce Data Center

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%	48%	20%
2	Metro, 250,000 to 1 Million	62%	20%	17%
3	Metro, 250,000 or Less	48%	39%	13%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	90%	0%	10%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	88%	12%	0%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	62%	15%	23%
8	Rural, Metro Adjacent	80%	0%	20%
9	Rural, Non-Adjacent	83%	0%	17%
Overall		44%	38%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than two out of every five ALFAs grew up in a rural area, and 22% of ALFAs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 12% of all ALFAs currently work in a non-metro area 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	325	Virginia	449
2	Outside U.S./Canada	45	North Carolina	10
3	New York	34	Maryland	8
4	Maryland	16	New York	4
5	Pennsylvania	15	West Virginia	3
6	North Carolina	15	Florida	3
7	California	7	Illinois	3
8	Ohio	6	Ohio	3
9	West Virginia	5	Indiana	2
10	Florida	5	Colorado	1

Source: Va. Healthcare Workforce Data Center

Among all licensed ALFAs, 62% received their high school degree in Virginia, and 92% received their initial professional degree in the state.

Among ALFAs who have been licensed in the past five years, 59% received their high school degree in Virginia, and 87% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Init. Prof. Degree	#
1	Virginia	115	Virginia	160
2	Outside U.S./Canada	14	North Carolina	8
3	New York	11	Maryland	7
4	Pennsylvania	7	Florida	3
5	Maryland	6	Indiana	2
6	North Carolina	5	West Virginia	1
7	California	5	New Jersey	1
8	Ohio	5	Illinois	1
9	Massachusetts	4	-	-
10	West Virginia	4	-	-

Source: Va. Healthcare Workforce Data Center

In total, 7% of all licensees were not a part of Virginia's ALFA workforce. Among these licensees, 94% worked at some point in the past year, including 74% who currently work as an ALFA.

At a Glance:

Not in VA Workforce

Total:	47
% of Licensees:	7%
Federal/Military:	0%
VA Border State/DC:	17%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree				
Degree	Health Administration		Degree in All Fields	
	#	%	#	%
No Specific Training	49	10%	-	-
Admin-in-Training	215	42%	-	-
High School/GED	-	-	111	22%
Associate	43	8%	102	20%
Baccalaureate	79	15%	166	32%
Graduate Cert.	1	0%	14	3%
Masters	66	13%	116	23%
Doctorate	3	1%	4	1%
Other	55	11%	-	-
Total	510	100%	514	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Health Admin. Education

Admin-in-Training: 42%

Baccalaureate Degree: 15%

Master's Degree: 13%

Education Debt

Carry Debt: 35%

Under Age 40 w/ Debt: 54%

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

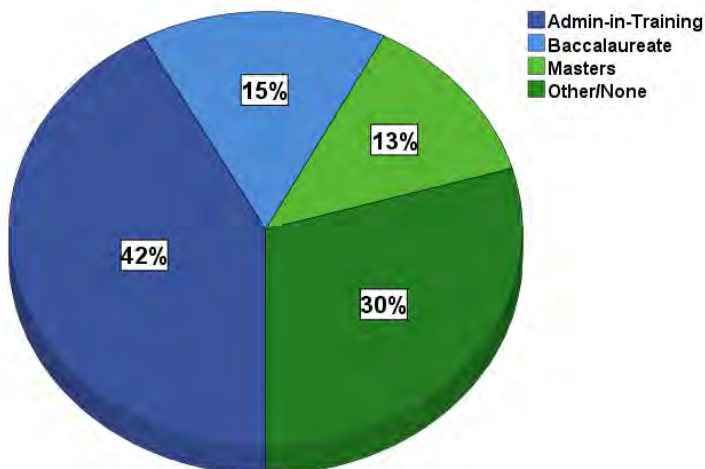
Source: Va. Healthcare Workforce Data Center

More than one out of every three ALFAs carry education debt, including 54% of those ALFAs who are under the age of 40. For those ALFAs with education debt, the median outstanding balance is between \$30,000 and \$40,000.

Education Debt				
Amount Carried	All ALFAs		ALFAs Under 40	
	#	%	#	%
None	295	65%	45	46%
Less than \$10,000	29	6%	13	13%
\$10,000-\$19,999	24	5%	3	3%
\$20,000-\$29,999	19	4%	8	8%
\$30,000-\$39,999	14	3%	3	3%
\$40,000-\$49,999	13	3%	4	4%
\$50,000-\$59,999	4	1%	1	1%
\$60,000-\$69,999	4	1%	3	3%
\$70,000-\$79,999	11	2%	3	3%
\$80,000-\$89,999	6	1%	1	1%
\$90,000-\$99,999	9	2%	1	1%
\$100,000 or More	24	5%	12	12%
Total	453	100%	97	100%

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree



Source: Va. Healthcare Workforce Data Center

At a Glance:

Licenses/Registrations

Nurse (RN or LPN):	19%
RMA:	16%
CNA:	4%

Job Titles

Administrator:	34%
Executive Director:	24%
Owner:	7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Licenses and Registrations		
License/Registration	#	%
ALF Administrator	524	83%
Nurse (RN or LPN)	121	19%
Registered Medication Aide	100	16%
Certified Nursing Assistant	26	4%
Nursing Home Administrator	12	2%
Occupational Therapist	1	0%
Physical Therapist	1	0%
Speech-Language Pathologist	1	0%
Other	32	5%
At Least One License	526	83%

Source: Va. Healthcare Workforce Data Center

Job Titles				
Title	Primary		Secondary	
	#	%	#	%
Administrator	217	34%	21	3%
Executive Director	153	24%	14	2%
Owner	45	7%	8	1%
President or Executive Officer	38	6%	8	1%
Assistant Administrator	17	3%	6	1%
Other	106	17%	24	4%
At Least One Title	471	74%	67	11%

Source: Va. Healthcare Workforce Data Center

More than one-third of all ALFAs hold the title of administrator at their primary work location. Another 24% hold the title of executive director.

At a Glance:

Employment

Employed in Profession: 88%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 84%
2 or More Positions: 11%

Weekly Hours:

40 to 49: 42%
60 or More: 18%
Less than 30: 3%

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	458	88%
Employed, NOT in a Capacity Related to Long-Term Care	51	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	< 1%
Voluntarily Unemployed	9	2%
Retired	1	< 1%
Total	521	100%

Source: Va. Healthcare Workforce Data Center

Nearly nine out of every ten ALFAs are currently employed in the profession, 84% hold one full-time job, and 42% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	11	2%
One Part-Time Position	15	3%
Two Part-Time Positions	8	2%
One Full-Time Position	427	84%
One Full-Time Position & One Part-Time Position	33	7%
Two Full-Time Positions	9	2%
More than Two Positions	4	1%
Total	507	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	11	2%
1 to 9 Hours	3	1%
10 to 19 Hours	5	1%
20 to 29 Hours	7	1%
30 to 39 Hours	21	4%
40 to 49 Hours	215	42%
50 to 59 Hours	151	30%
60 to 69 Hours	61	12%
70 to 79 Hours	21	4%
80 or More Hours	11	2%
Total	506	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	0	0%
Less than \$30,000	25	6%
\$30,000-\$39,999	6	2%
\$40,000-\$49,999	21	5%
\$50,000-\$59,999	12	3%
\$60,000-\$69,999	20	5%
\$70,000-\$79,999	40	10%
\$80,000-\$89,999	39	9%
\$90,000-\$99,999	54	13%
\$100,000-\$109,999	46	11%
\$110,000-\$119,999	35	9%
\$120,000-\$129,999	23	6%
\$130,000 or More	94	23%
Total	416	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$90k-\$100k

Benefits

Paid Vacation: 86%

Retirement: 63%

Source: Va. Healthcare Workforce Data Center

The median annual income for ALFAs is between \$90,000 and \$100,000. In addition, 89% of ALFAs receive at least one employer-sponsored benefit, including 63% who have access to a retirement plan.

Employer-Sponsored Benefits		
Benefit	#	%
Paid Vacation	394	86%
Paid Sick Leave	315	69%
Dental Insurance	312	68%
Retirement	289	63%
Group Life Insurance	263	57%
Signing/Retention Bonus	59	13%
At Least One Benefit	406	89%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

Satisfied: 96%

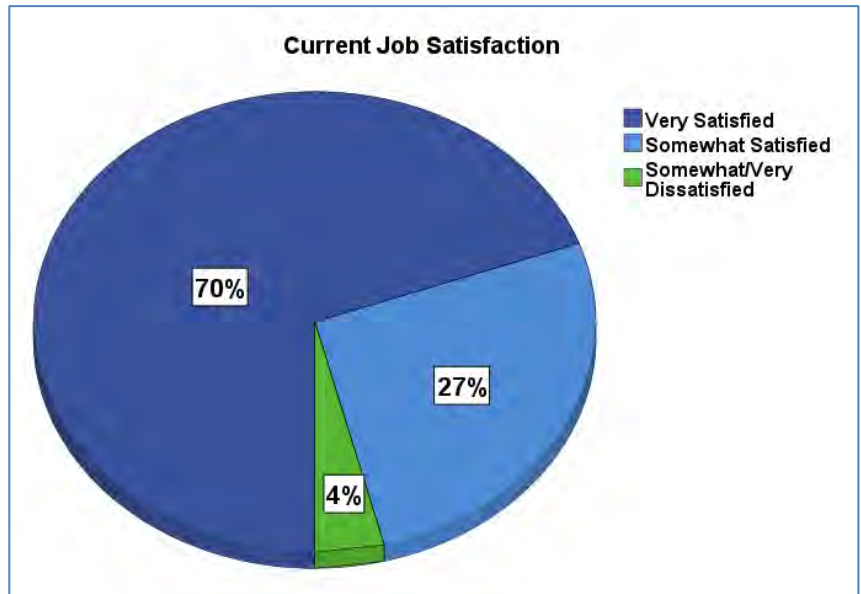
Very Satisfied: 70%

Exhaustion

Burned Out: 33%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	355	70%
Somewhat Satisfied	136	27%
Somewhat Dissatisfied	18	4%
Very Dissatisfied	3	1%
Total	511	100%

Source: Va. Healthcare Workforce Data Center

Among all ALFAs, 96% are satisfied with their current employment situation, including 70% who indicated that they are "very satisfied."

One out of every three ALFAs are feeling burned out with their job. Among these ALFAs, a majority will continue to work in their current position.

Burned Out?		
	#	%
Yes	170	33%
No	338	67%
Total	508	100%
Experiencing Burnout		
	#	%
Will Continue to Work in Current Position	100	59%
Planning to Leave LTC Profession within 1-2 Years	32	19%
Seeking Another Position in LTC Profession	23	14%
Seeking Professional Resources to Deal with Burn Out	15	9%
Total	170	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?	22	3%
Experience Voluntary Unemployment?	23	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	15	2%
Work Two or More Positions at the Same Time?	96	15%
Switch Employers or Practices?	49	8%
Experience at Least One?	163	26%

Source: Va. Healthcare Workforce Data Center

Among Virginia's ALFAs, 3% 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: 3%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 25%
Over 2 Years: 55%
Over 2 Yrs., 2nd Location: 46%

Source: Va. Healthcare Workforce Data Center

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	11	2%	7	10%
Less than 6 Months	50	10%	6	8%
6 Months to 1 Year	59	12%	10	14%
1 to 2 Years	103	21%	17	24%
3 to 5 Years	72	15%	12	17%
6 to 10 Years	84	17%	12	17%
More than 10 Years	116	23%	9	13%
Subtotal	495	100%	72	100%
Did Not Have Location	9		556	
Item Missing	129		5	
Total	633		633	

Source: Va. Healthcare Workforce Data Center

More than half of all 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 3.2%. 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:	24%
Top 3 Regions:	66%
Lowest Region:	1%

Locations

2 or More (Past Year):	15%
2 or More (Now*):	13%

Source: Va. Healthcare Workforce Data Center

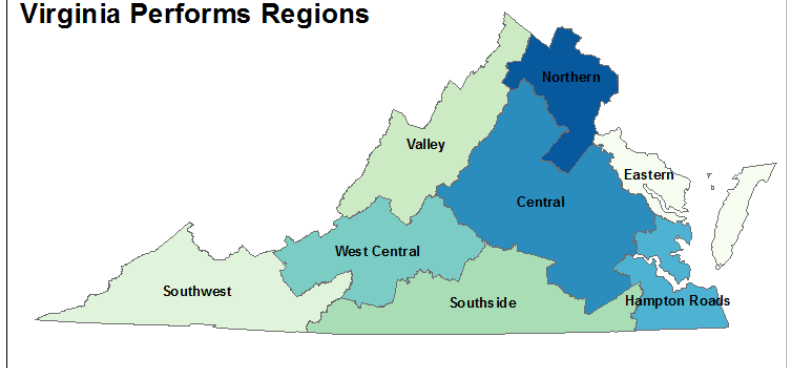
Two out of every three ALFAs in the state work in Northern Virginia, Central Virginia, or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
VA Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	118	24%	11	15%
Eastern	5	1%	0	0%
Hampton Roads	90	18%	20	27%
Northern	121	24%	16	22%
Southside	23	5%	6	8%
Southwest	24	5%	1	1%
Valley	47	9%	7	9%
West Central	66	13%	9	12%
Virginia Border State/D.C.	1	0%	1	1%
Other U.S. State	1	0%	3	4%
Outside of the U.S.	0	0%	0	0%
Total	496	100%	74	100%
Item Missing	127		4	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 13% of ALFAs currently have multiple work locations, 15% 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%	9	2%
1	418	84%	423	85%
2	46	9%	50	10%
3	20	4%	10	2%
4	4	1%	2	1%
5	1	0%	1	0%
6 or More	4	1%	4	1%
Total	499	100%	499	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	373	77%	53	78%
Non-Profit	100	21%	13	19%
State/Local Government	12	2%	2	3%
Veterans Administration	1	<1%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	<1%	0	0%
Total	487	100%	68	100%
Did Not Have Location	9		556	
Item Missing	137		10	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit: 77%
Federal: <1%

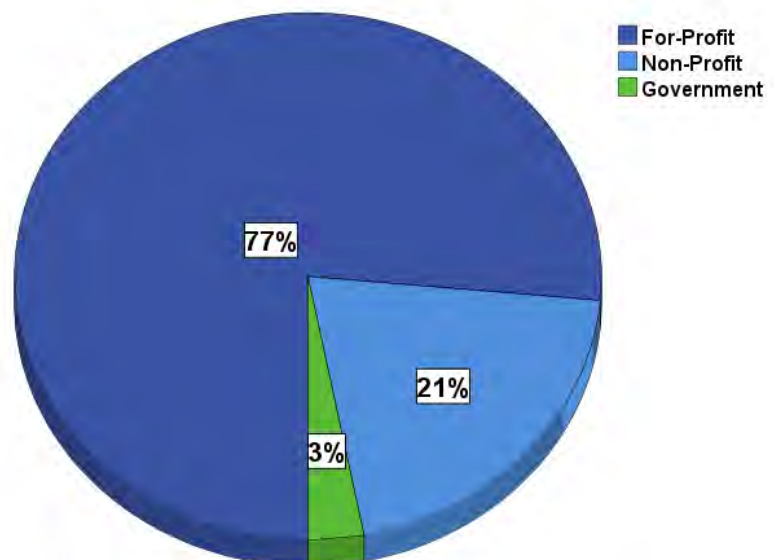
Top Establishments

Assisted Living Facility: 64%
Continuing Care
Retirement Community: 6%
Skilled Nursing Facility: 4%

Source: Va. Healthcare Workforce Data Center

Among all ALFAs, 77% work in the for-profit sector, while another 21% work in the non-profit sector.

Sector, Primary Work Site



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Assisted Living Facility	403	64%	49	8%
Continuing Care Retirement Community	38	6%	2	0%
Skilled Nursing Facility	23	4%	4	1%
Hospice	16	3%	1	0%
Acute Care/Rehabilitative Facility	16	3%	0	0%
Home/Community Health Care	14	2%	1	0%
Adult Day Care	10	2%	0	0%
Academic Institution	3	0%	2	0%
PACE	1	0%	0	0%
Other Practice Type	48	8%	17	3%
At Least One Establishment	491	78%	74	12%

Source: Va. Healthcare Workforce Data Center

Nearly two out of every three ALFAs are employed at an assisted living facility as their primary work location.

Among all ALFAs, 45% are employed at an independent/stand-alone organization as their primary work location, while another 43% are employed at a facility chain organization.

Location Type				
Organization Type	Primary Location		Secondary Location	
	#	%	#	%
Independent/Stand Alone	203	45%	20	33%
Facility Chain	197	43%	33	54%
Hospital-Based	6	1%	2	3%
College or University	3	1%	0	0%
Integrated Health System (Veterans Administration, Large Health System)	2	0%	0	0%
Other	45	10%	6	10%
Total	456	100%	61	100%
Did Not Have Location	9		556	
Item Missing	168		16	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	16%
Tagalog/Filipino:	5%
French:	2%

Means of Communication

Other Staff Members:	68%
Respondent:	29%
Virtual Translation:	19%

Source: Va. Healthcare Workforce Data Center

Among all ALFAs, 16% are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	100	16%
Tagalog/Filipino	31	5%
French	13	2%
Hindi	12	2%
Amharic, Somali, or Other Afro-Asiatic Languages	10	2%
Arabic	10	2%
Chinese	8	1%
Urdu	8	1%
Vietnamese	8	1%
Korean	7	1%
Persian	4	1%
Pashto	1	0%
Others	19	3%
At Least One Language	132	21%

Source: Va. Healthcare Workforce Data Center

Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	90	68%
Respondent is Proficient	38	29%
Virtual Translation Services	25	19%
Onsite Translation Service	13	10%
Other	4	3%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of all ALFAs who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

At a Glance: (Primary Locations)

Typical Time Allocation

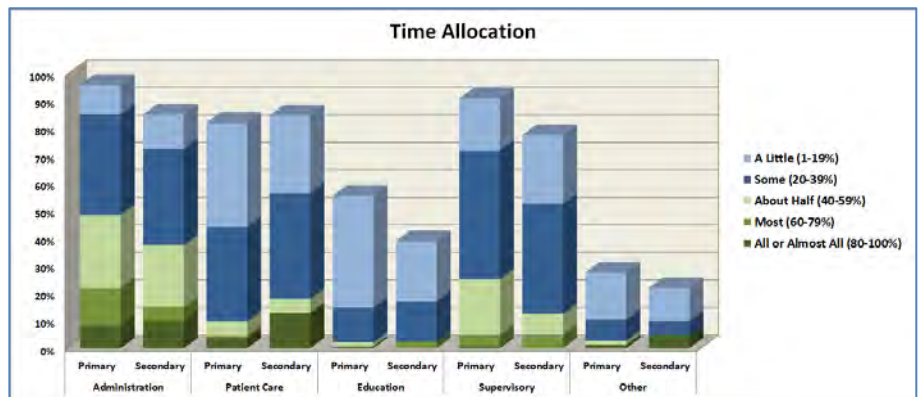
Administration: 30%-39%
Supervisory: 20%-29%
Patient Care: 10%-19%
Education: 1%-9%

Roles

Administration: 22%
Patient Care: 5%
Supervisory: 5%
Education: 1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

ALFAs spend approximately one-third of their time performing administrative tasks. In addition, 22% 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%)	8%	10%	4%	12%	1%	0%	1%	0%	1%	5%
Most (60-79%)	14%	5%	1%	0%	0%	2%	4%	5%	0%	0%
About Half (40-59%)	27%	22%	5%	5%	2%	0%	20%	7%	2%	0%
Some (20-39%)	37%	34%	35%	37%	13%	15%	47%	39%	8%	5%
A Little (1-19%)	11%	12%	38%	27%	41%	22%	19%	24%	17%	12%
None (0%)	4%	15%	18%	15%	44%	61%	9%	22%	72%	78%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Workload				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	39	9%	12	19%
1-24	62	15%	16	26%
25-49	74	18%	8	13%
50-74	98	23%	11	18%
75-99	61	14%	3	5%
100-124	31	7%	6	10%
125-149	21	5%	3	5%
150-174	4	1%	0	0%
175-199	5	1%	0	0%
200 or More	25	6%	2	3%
Total	421	100%	62	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload

(Median)

Primary Location: 50-74

Secondary Location: 25-49

Resident Capacity

(Median)

Primary Location: 50-100

Secondary Location: 25-50

Source: Va. Healthcare Workforce Data Center

The median patient workload for ALFAs at their primary work location is between 50 and 74 patients. In addition, the typical ALFA works at a facility that contains between 50 and 100 beds for residents.

Resident Capacity				
# of Beds	Primary Location		Secondary Location	
	#	%	#	%
Not Applicable	40	8%	12	17%
10 or Less	29	6%	9	13%
10-25	39	8%	5	7%
25-50	67	14%	9	13%
50-100	177	36%	18	26%
100-150	80	16%	11	16%
150-250	35	7%	5	7%
More than 250	19	4%	1	1%
Total	486	100%	70	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All ALFAs		ALFAs 50 and Over	
	#	%	#	%
Under Age 50	6	1%	-	-
50 to 54	13	3%	2	1%
55 to 59	24	5%	9	4%
60 to 64	96	21%	49	19%
65 to 69	179	38%	94	37%
70 to 74	77	17%	57	22%
75 to 79	23	5%	15	6%
80 or Over	11	2%	10	4%
I Do Not Intend to Retire	37	8%	21	8%
Total	466	100%	257	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All ALFAs

Under 65: 30%

Under 60: 9%

ALFAs 50 and Over

Under 65: 23%

Under 60: 4%

Time Until Retirement

Within 2 Years: 7%

Within 10 Years: 30%

Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

Three out of every ten ALFAs expect to retire before the age of 65. Among ALFAs who are age 50 and over, 23% expect to retire before the age of 65.

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

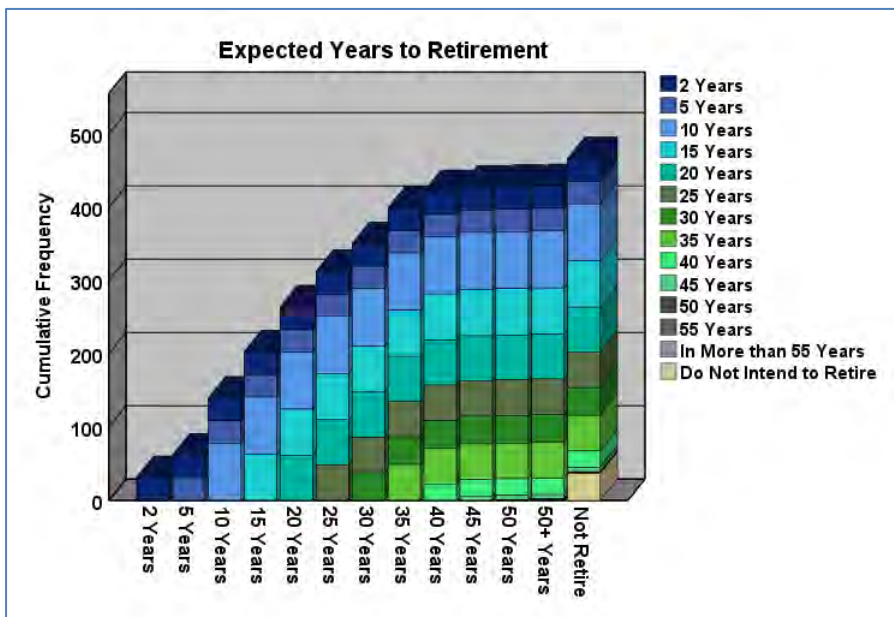
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	24	4%
Leave Virginia	35	6%
Decrease Patient Care Hours	54	9%
Decrease Teaching Hours	5	1%
Cease Accepting Trainees	7	1%
Increase Participation		
Increase Patient Care Hours	32	5%
Increase Teaching Hours	22	3%
Pursue Additional Education	87	14%
Return to the Workforce	3	0%
Begin Accepting Trainees	96	15%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for ALFAs. While 7% of ALFAs expect to retire in the next two years, 30% expect to retire within the next decade. More than half of the current ALFA workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	31	7%	7%
5 Years	30	6%	13%
10 Years	78	17%	30%
15 Years	63	14%	43%
20 Years	62	13%	57%
25 Years	48	10%	67%
30 Years	38	8%	75%
35 Years	49	11%	86%
40 Years	22	5%	90%
45 Years	6	1%	92%
50 Years	1	0%	92%
55 Years	0	0%	92%
In More than 55 Years	1	0%	92%
Do Not Intend to Retire	37	8%	100%
Total	466	100%	

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 17% of the current workforce around the same time before declining to under 10% again by 2064.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 716
FTEs/1,000 Residents²: .082
Average: 1.15

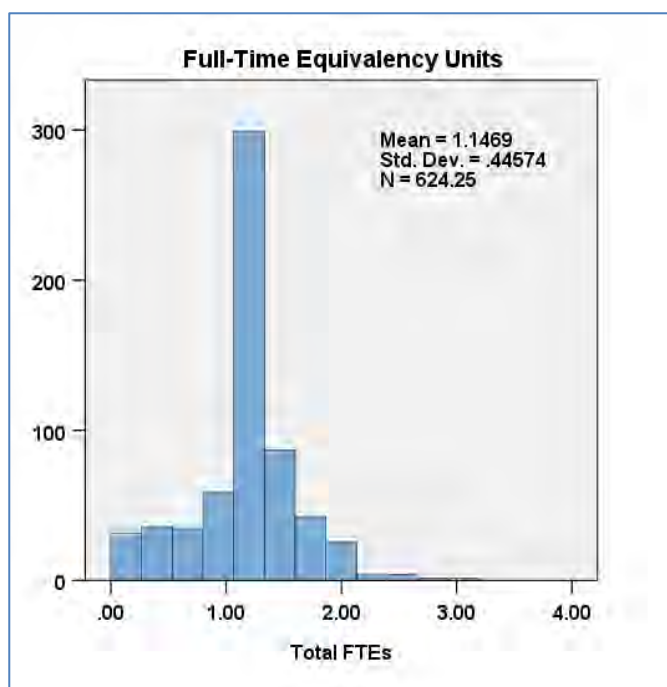
Age & Gender Effect

Age, *Partial Eta*²: Small
Gender, *Partial Eta*²: None

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

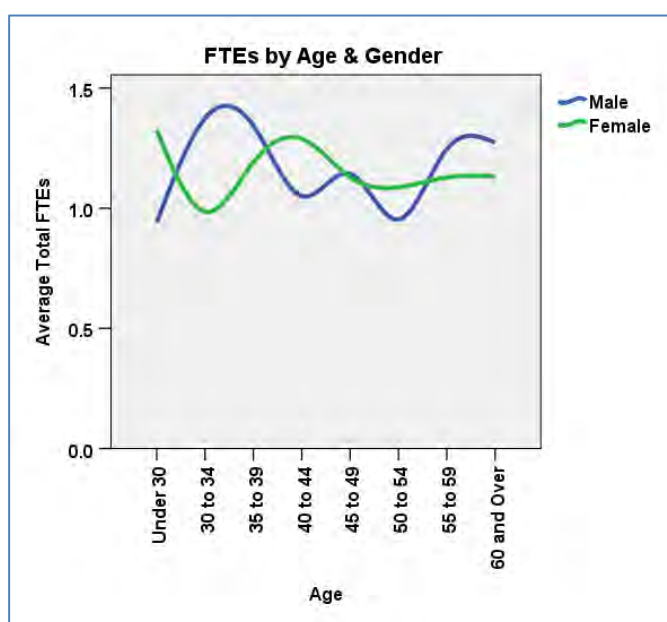


Source: Va. Healthcare Workforce Data Center

The typical ALFA provided 1.15 FTEs in the past year, or approximately 46 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by either age or gender.

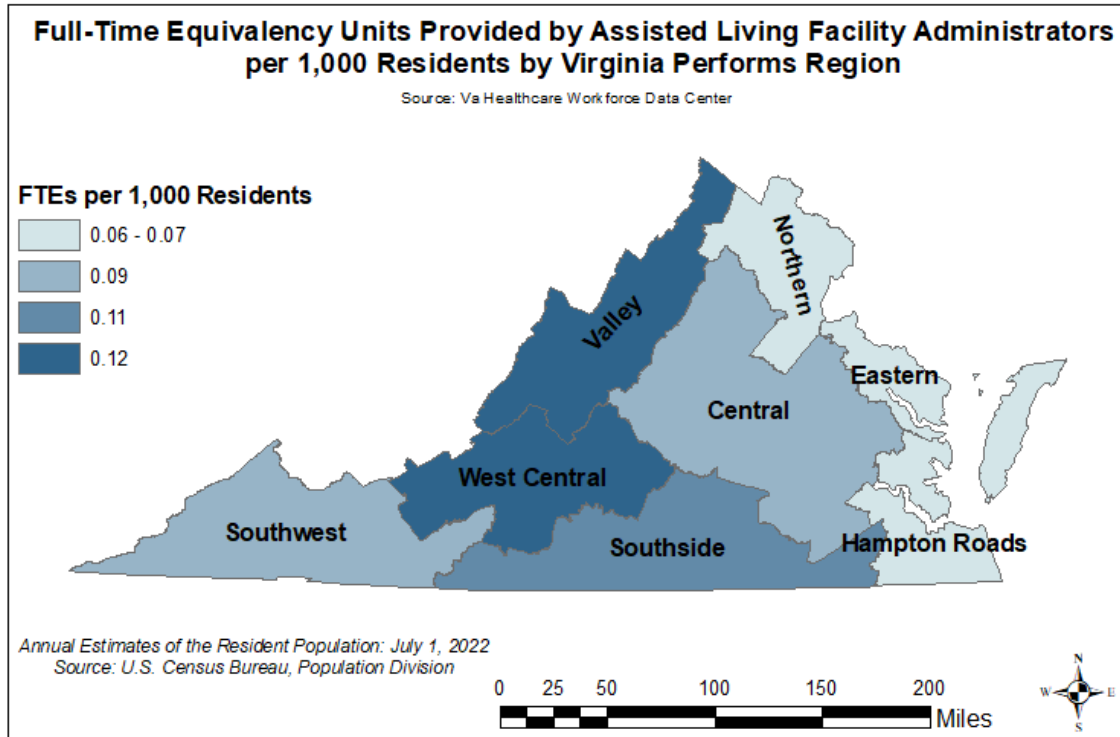
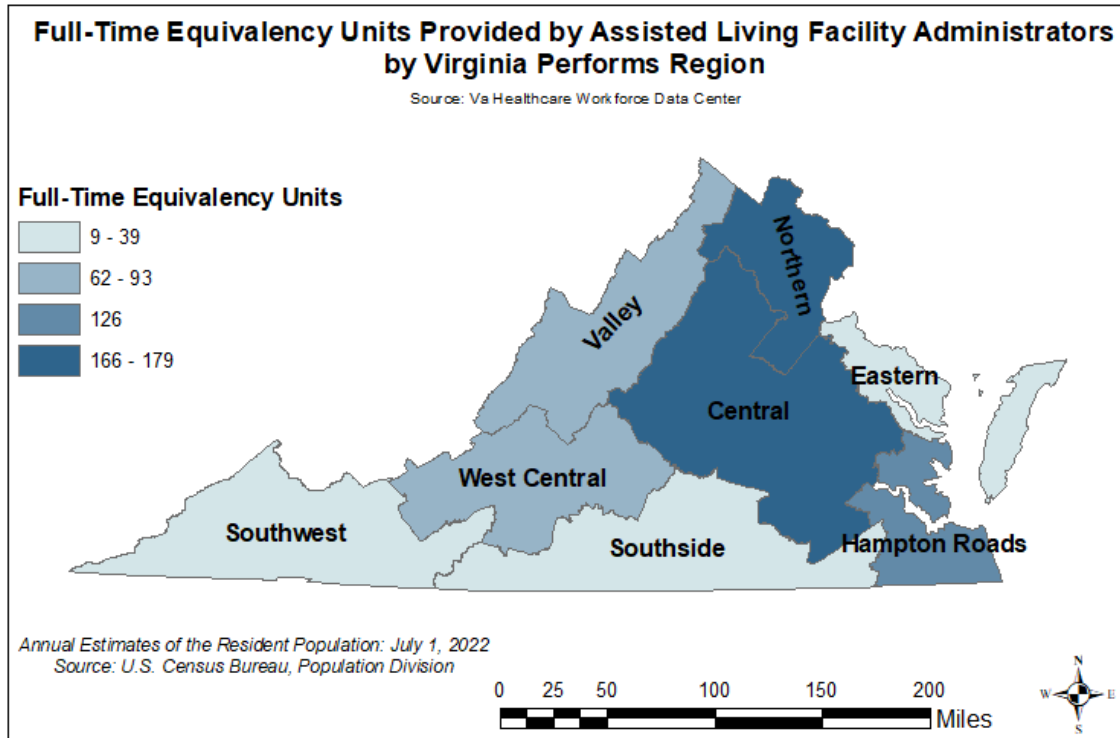
Full-Time Equivalency Units		
Age	Average	Median
Under 30	1.28	1.22
30 to 34	1.06	1.12
35 to 39	1.21	1.12
40 to 44	1.22	1.18
45 to 49	1.11	1.12
50 to 54	1.07	1.12
55 to 59	1.14	1.09
60 and Over	1.17	1.22
Gender		
Male	1.18	1.22
Female	1.14	1.18

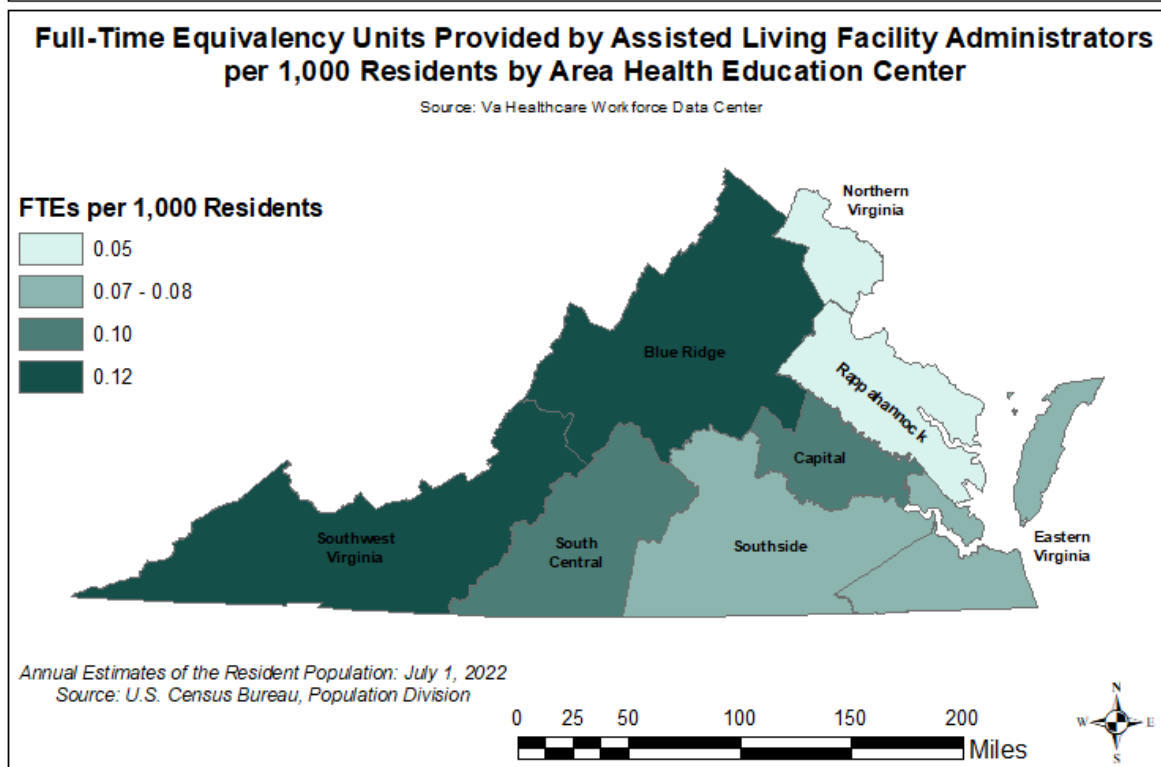
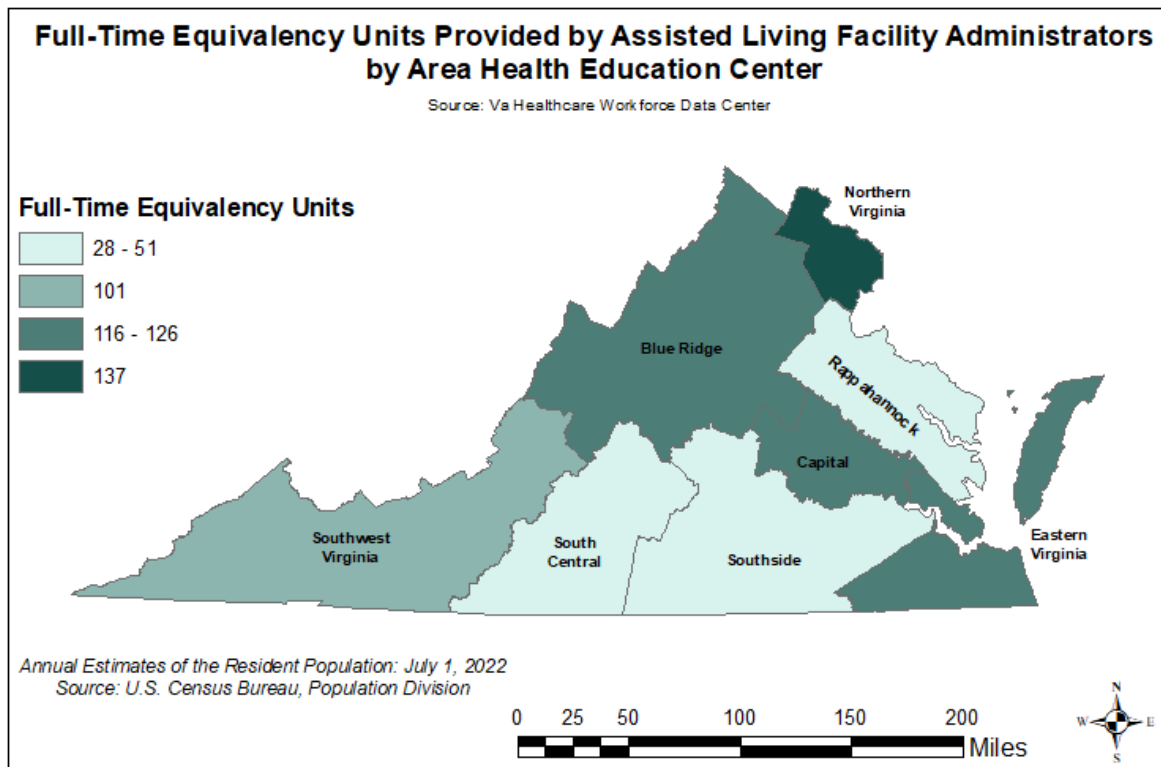
Source: Va. Healthcare Workforce Data Center

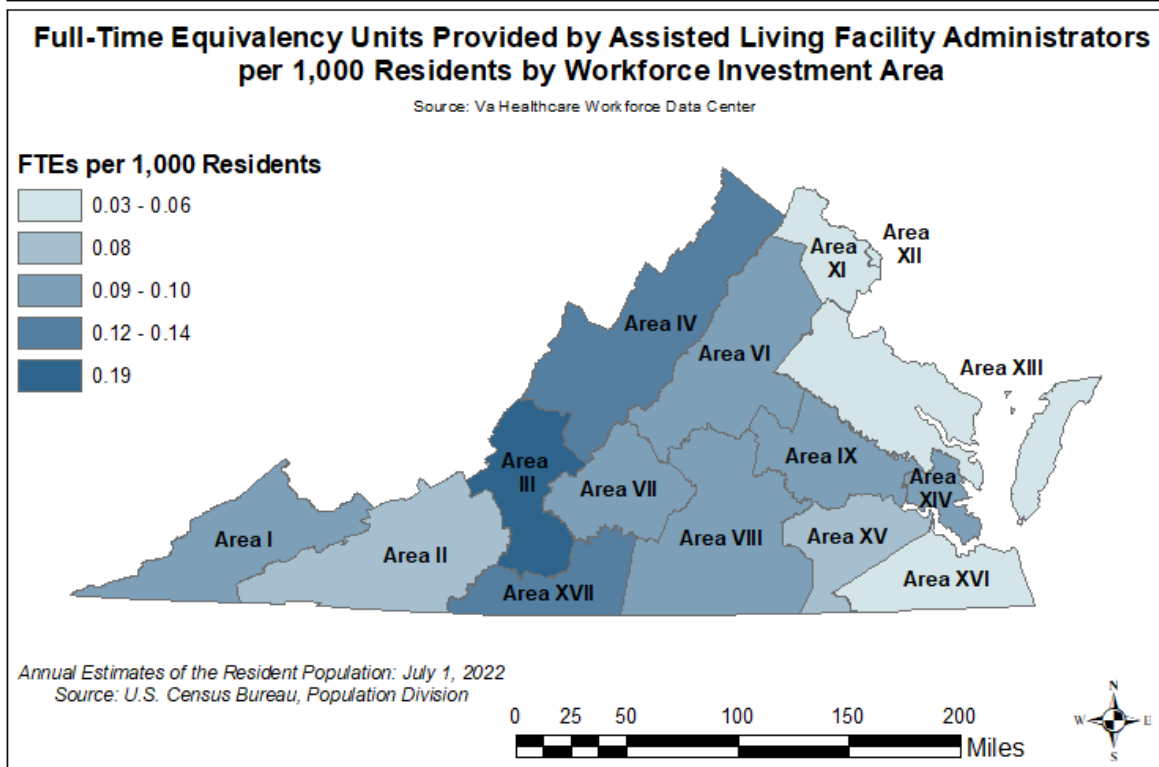
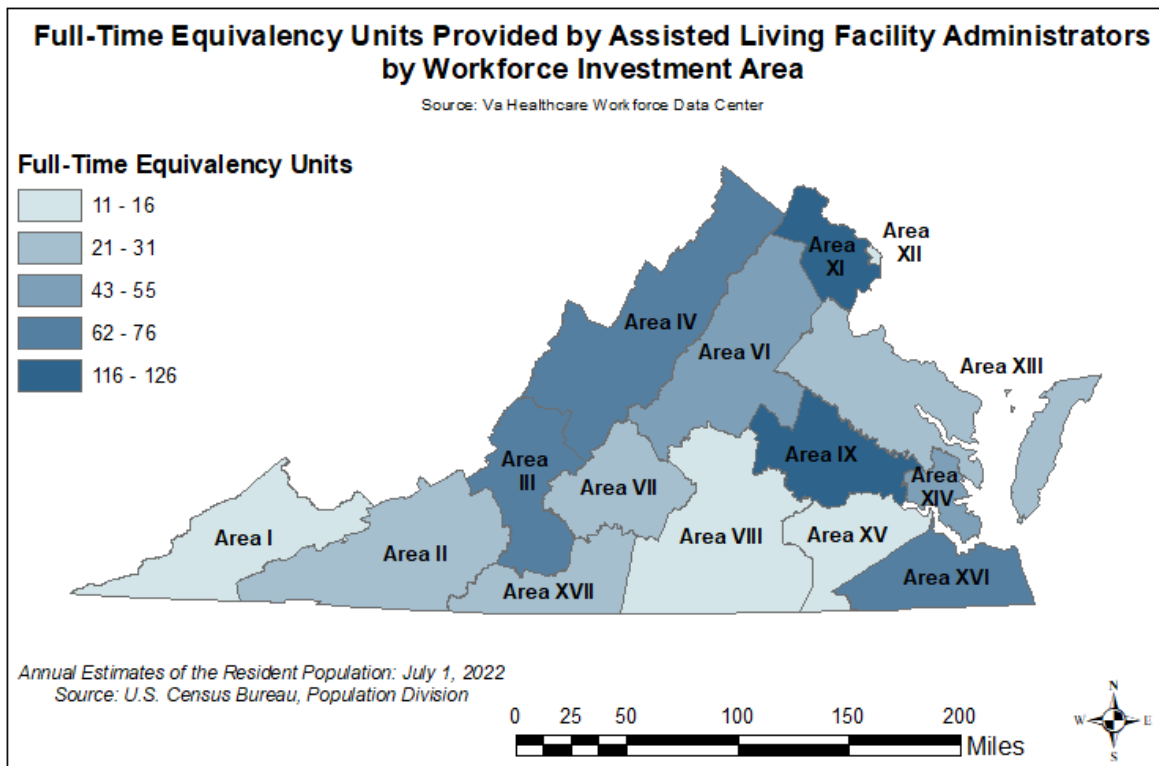


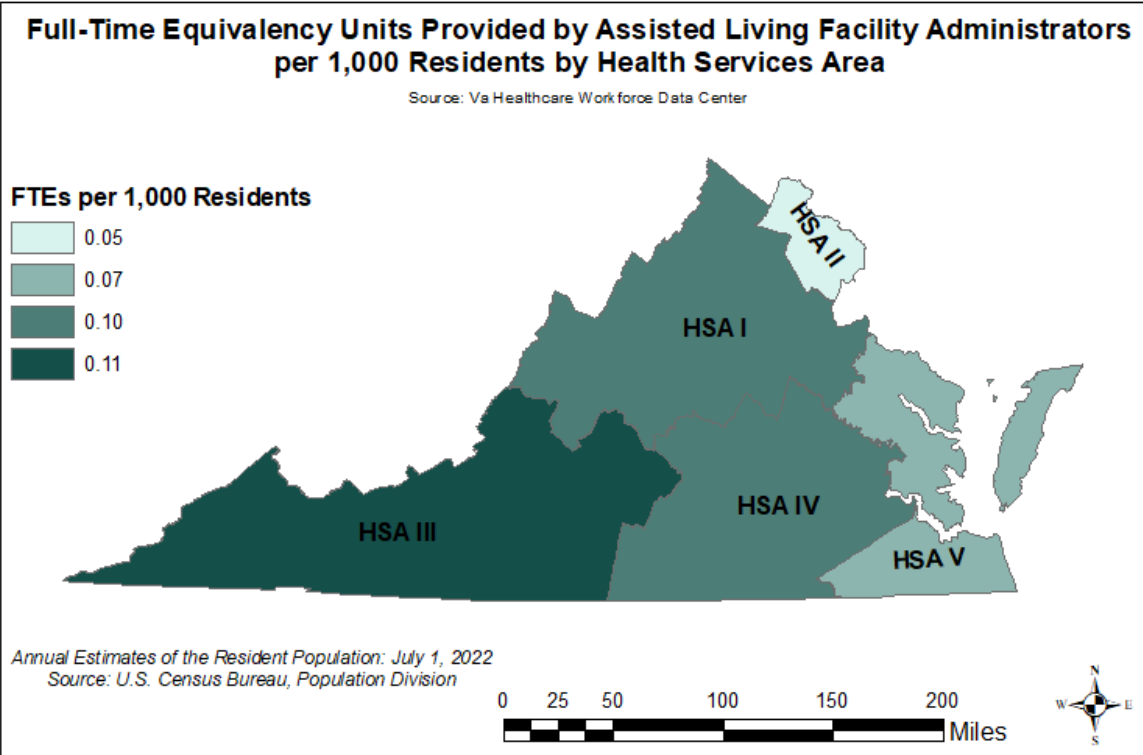
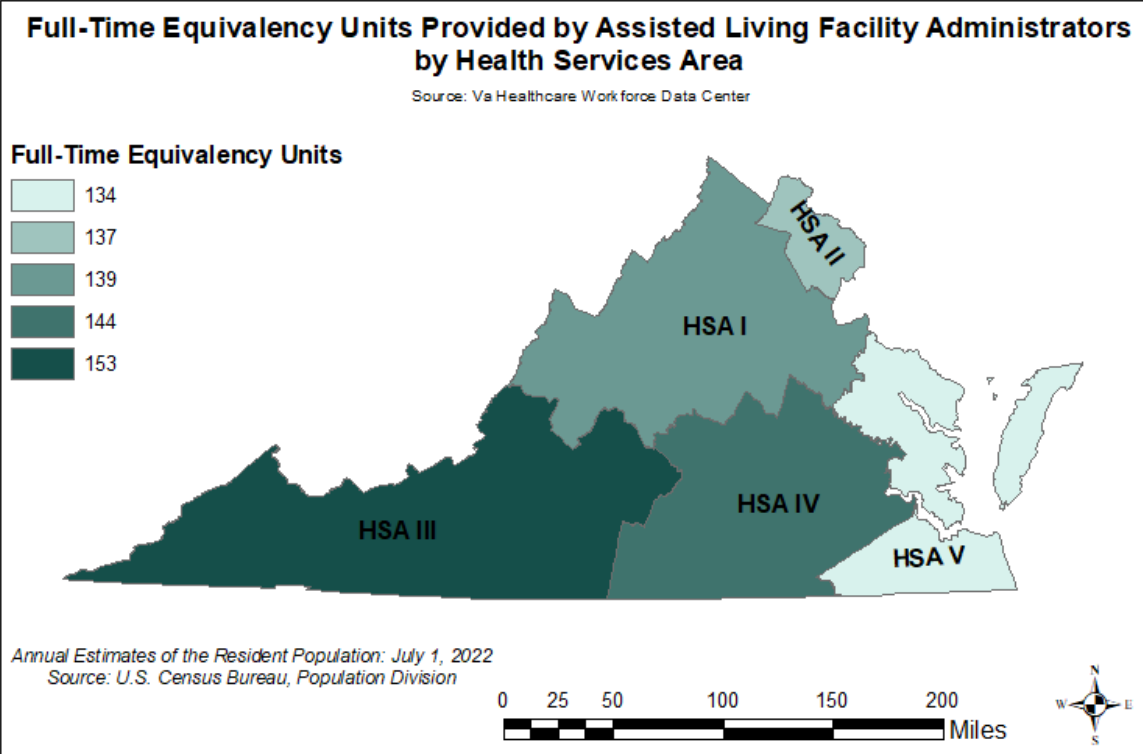
Source: Va. Healthcare Workforce Data Center

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





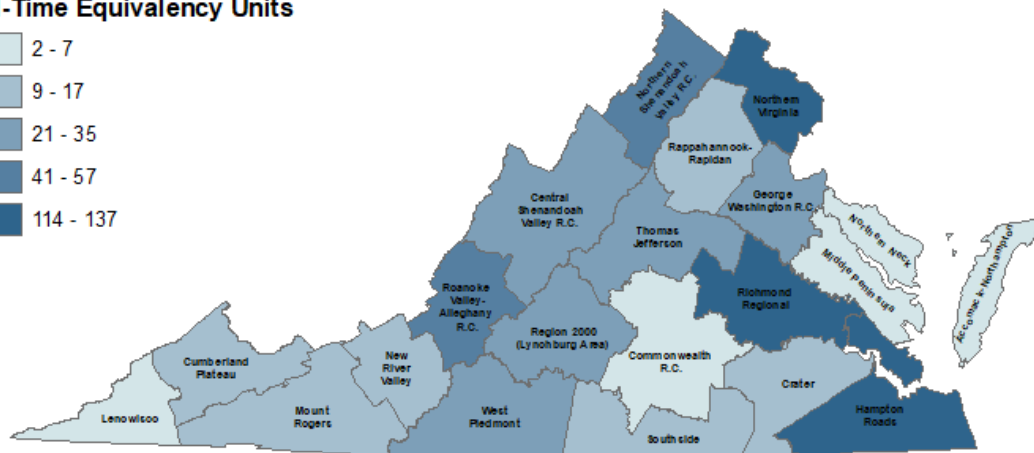
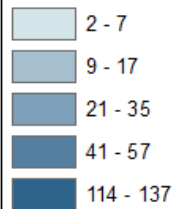




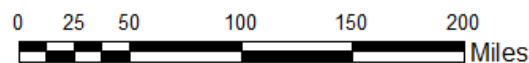
Full-Time Equivalency Units Provided by Assisted Living Facility Administrators by Planning District

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units



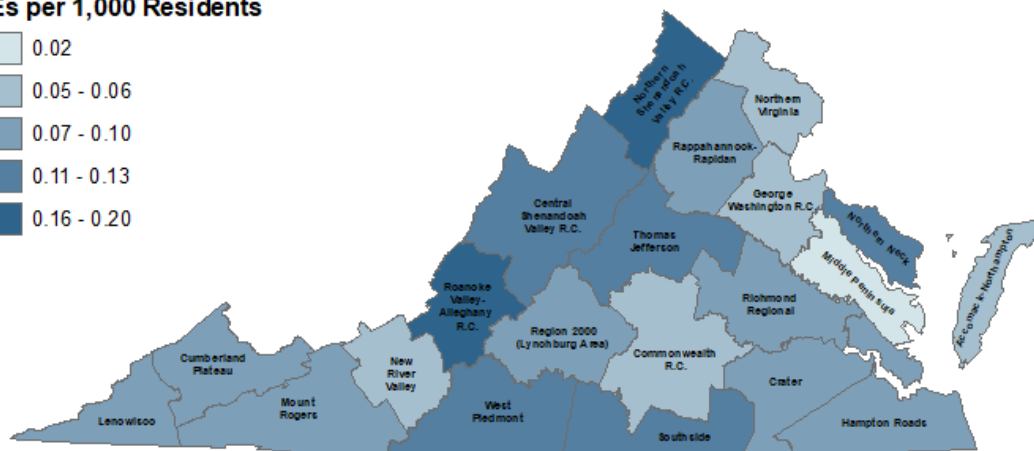
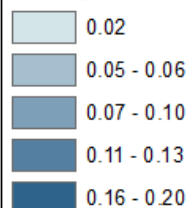
Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



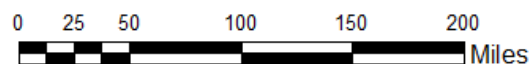
Full-Time Equivalency Units Provided by Assisted Living Facility Administrators per 1,000 Residents by Planning District

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



Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	379	79.68%	1.255	1.152	1.820
Metro, 250,000 to 1 Million	63	74.60%	1.340	1.231	1.944
Metro, 250,000 or Less	48	72.92%	1.371	1.259	1.431
Urban, Pop. 20,000+, Metro Adj.	17	64.71%	1.545	1.419	1.613
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	54	68.52%	1.459	1.340	1.523
Urban, Pop. 2,500-19,999, Non-Adj.	26	96.15%	1.040	0.955	1.085
Rural, Metro Adj.	18	83.33%	1.200	1.102	1.252
Rural, Non-Adj.	11	81.82%	1.222	1.145	1.276
Virginia Border State/D.C.	46	73.91%	1.353	1.242	1.412
Other U.S. State	18	61.11%	1.636	1.502	1.708

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	15	53.33%	1.875	1.820	1.944
30 to 34	39	74.36%	1.345	1.082	1.518
35 to 39	77	76.62%	1.305	1.050	1.560
40 to 44	77	76.62%	1.305	1.050	1.652
45 to 49	85	74.12%	1.349	1.085	1.708
50 to 54	108	84.26%	1.187	0.955	1.502
55 to 59	109	82.57%	1.211	0.974	1.533
60 and Over	170	74.71%	1.339	1.077	1.694

Source: Va. Healthcare Workforce Data Center

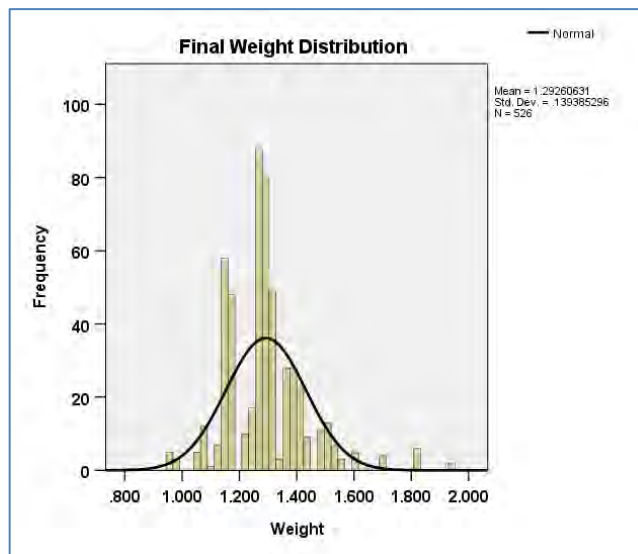
See the Methodology section on the HWDC website for details on HWDC methods:

<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: 0.773529



Source: Va. Healthcare Workforce Data Center