
Virginia's Certified Nursing Aide Workforce: 2015

Healthcare Workforce Data Center

February 2016

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More than 33,000 Certified Nursing Aides 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 Nursing express our sincerest appreciation for your ongoing cooperation.

Thank You!

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Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Current Employment Situation	9
Employment Quality	10
Location Tenure	11
Work Site Distribution	12
Establishment Type	13
Full-Time Equivalency Units	14
Maps	15
Council on Virginia’s Future Regions	15
Area Health Education Center Regions	16
Workforce Investment Areas	17
Health Services Areas	18
Planning Districts.....	19
Appendices	20
Appendix A: Weights	20

The Certified Nursing Aide Workforce: At a Glance:

The Workforce

Licensees:	61,846*
Virginia's Workforce:	57,476
FTEs:	50,501

Background

Rural Childhood:	48%
HS Degree in VA:	70%
Prof. Degree in VA:	89%

Current Employment

Employed in Prof.:	87%
Hold 1 Full-time Job:	56%
Satisfied?:	94%

Survey Response Rate

All Licensees:	54%
Renewing Practitioners:	76%

Education

RMA Certification:	6%
Advanced CNA Cert.:	1%

Job Turnover

New Location:	39%
Employed over 2 yrs:	47%

Demographics

Female:	94%
Diversity Index:	57%
Median Age:	39

Finances

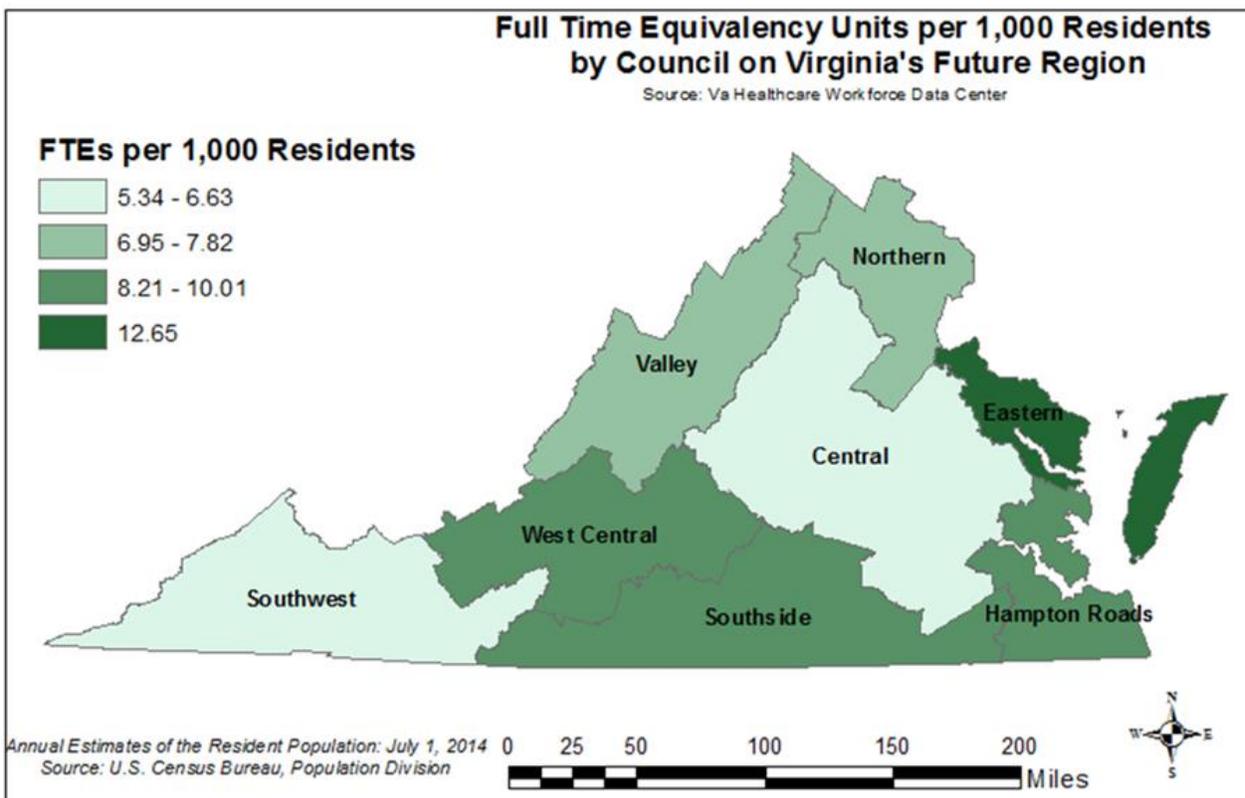
Med. Income: \$11-\$12/hr.	
Health Benefits:	50%
Retirement Benefits:	37%

Establishment Type

Nursing Home:	33%
Home Health Care:	18%
Assisted Living:	14%

Source: Va. Healthcare Workforce Data Center

*Count of those who held a license during the survey period



Source: Va. Healthcare Workforce Data Center

33,168 Certified Nurse Aides (CNAs) voluntarily took part in the 2015 Certified Nurse Aide Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every year on the license issuance month of each respondent. These survey respondents represent 54% of the 61,846 CNAs who are licensed in the state and 76% of renewing practitioners.

The HWDC estimates that 57,476 CNAs participated in Virginia's workforce during the survey 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 as a CNA at some point in the future. Between October 2014 and September 2015, Virginia's CNA workforce provided 50,501 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

94% of all CNAs are female, while the median age of all CNAs is 39. In a random encounter between two CNAs, there is a 57% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's CNA workforce more diverse than the state's overall population, where there is a 55% chance that two randomly chosen people would be of different races or ethnicities. Among CNAs who are under the age of 40, the diversity index increases slightly to 58%.

Nearly half of all CNAs grew up in a rural area, and 29% of these professionals currently work in non-Metro areas of the state. Overall, 19% of all CNAs work in rural areas of the state. Meanwhile, 70% of Virginia's CNAs graduated from high school in Virginia, and 89% of CNAs earned their initial certification in the state. In total, 91% of Virginia's CNA workforce has some educational background in the state.

In addition to a CNA certificate, 6% of Virginia's CNA workforce also holds a certificate as a Registered Medication Aide (RMA), while 1% are certified as Advanced Practice CNAs. In addition, 10% of all CNAs are currently pursuing additional educational opportunities by enrolling in either a RN or LPN nursing program.

87% of CNAs are currently employed in the profession whereas 5% of CNAs are currently unemployed. 56% of all CNAs hold one full-time position, while 19% hold multiple positions simultaneously. 37% of CNAs work between 40 and 49 hours per week, while just 5% of CNAs work at least 60 hours per week. In addition, 47% of CNAs have been at their primary work location for more than two years, while 39% began work in a new location at some point in the past year.

The typical CNA earns between \$11.00 and \$12.00 per hour at their primary work location. In addition, 71% of all CNAs receive at least one employer-sponsored benefit, including 50% who receive health insurance. 94% of CNAs are satisfied with their current employment situation, including 65% who indicate they are "very satisfied".

94% of all CNAs fill primarily a clinical or patient care role at their primary work location. Approximately one-third of all CNAs work at a nursing home as their primary work location, the most of any establishment type among CNAs. Meanwhile, 18% of all CNAs are employed by home health care establishments at their primary work location, and 14% work at assisted living facilities.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	39,011	63%
New Licensees	6,676	11%
Non-Renewals	5,907	10%
Renewal date not in survey period	10,252	17%
All Licensees	61,846	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 76% of renewing CNAs submitted a survey. These represent 54% of CNAs who held a license at some point during the licensing period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	10,620	6,641	38%
30 to 34	3,830	3,617	49%
35 to 39	2,941	4,144	58%
40 to 44	2,223	3,584	62%
45 to 49	2,074	3,696	64%
50 to 54	2,108	3,811	64%
55 to 59	1,924	3,480	64%
60 and Over	2,958	4,195	59%
Total	28,678	33,168	54%
New Licenses			
Issued After Sept. 2014	6,676	0	0%
Metro Status			
Non-Metro	3,825	5,103	57%
Metro	16,083	20,748	56%
Not in Virginia	8,768	7,316	45%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed CNAs

Number:	61,846
New:	11%
Not Renewed:	10%

Response Rates

All Licensees:	54%
Renewing Practitioners:	76%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	33,168
Response Rate, all licensees	54%
Response Rate, Renewals	76%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2014 and September 2015 on the month of initial licensure of each renewing practitioner.
- 2. Target Population:** All CNAs who held a Virginia license at some point during the survey time period.
- 3. Survey Population:** The survey was available to CNAs who renewed their licenses online. It was not available to those who did not renew, including CNAs newly licensed in the past two years.

At a Glance:

Workforce

Virginia's CNA Workforce: 57,476
FTEs: 50,501

Utilization Ratios

Licenses in VA Workforce: 93%
Licenses per FTE: 1.22
Workers per FTE: 1.44

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce		
Status	#	%
Worked in Virginia in Past Year	55,279	96%
Looking for Work in Virginia	2,197	4%
Virginia's Workforce	57,476	100%
Total FTEs	50,501	
Licenses	61,846	

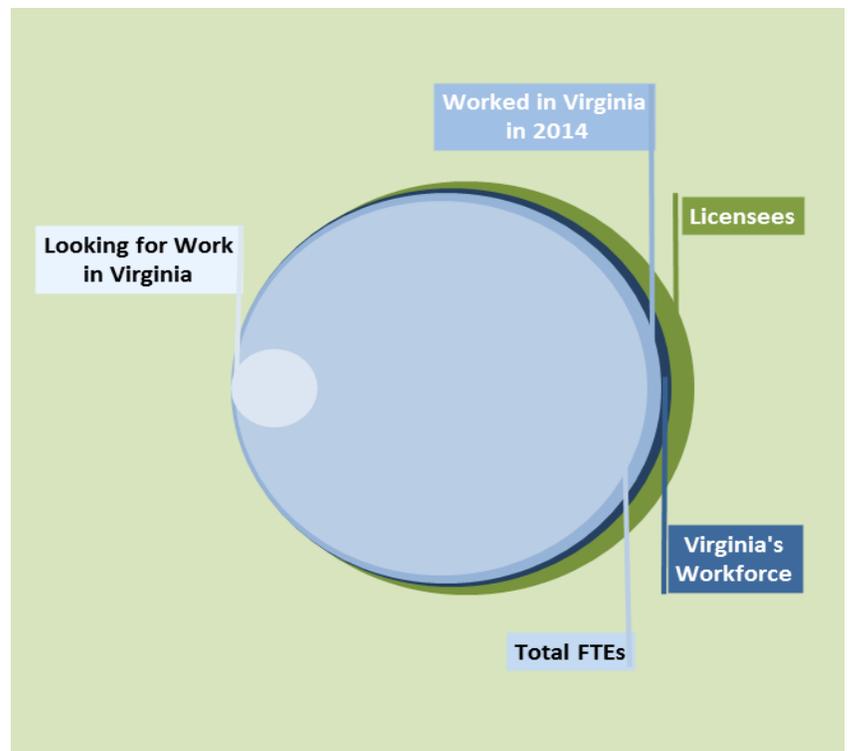
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	851	5%	14,913	95%	15,764	29%
30 to 34	403	6%	6,304	94%	6,707	12%
35 to 39	376	6%	6,029	94%	6,404	12%
40 to 44	330	6%	4,853	94%	5,183	9%
45 to 49	340	7%	4,772	93%	5,112	9%
50 to 54	329	6%	4,862	94%	5,191	9%
55 to 59	272	6%	4,415	94%	4,687	8%
60 +	342	6%	5,778	94%	6,119	11%
Total	3,242	6%	51,924	94%	55,166	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 94%
 % Under 40 Female: 94%

Age
 Median Age: 39
 % Under 40: 52%
 % 55+: 20%

Diversity
 Diversity Index: 57%
 Under 40 Div. Index: 58%

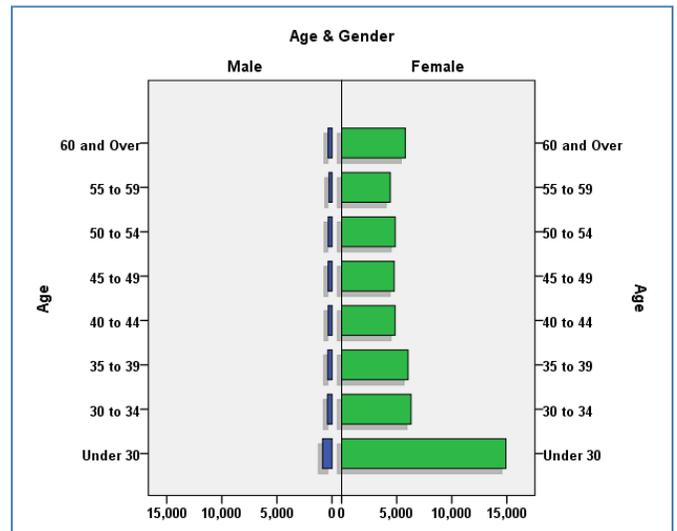
Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	CNAs		CNAs under 40	
	%	#	%	#	%
White	63%	21,314	38%	12,178	42%
Black	19%	29,478	53%	14,533	50%
Asian	6%	1,487	3%	502	2%
Other Race	0%	586	1%	263	1%
Two or more races	2%	1,013	2%	750	3%
Hispanic	9%	1,971	4%	1,009	3%
Total	100%	55,850	100%	29,235	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.
 Source: Va. Healthcare Workforce Data Center

In a chance encounter between two CNAs, there is a 57% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 55% chance for Virginia's population as a whole.

Over half of all CNAs are under the age of 40. 94% of these professionals are female. In addition, the diversity index among CNAs under the age of 40 is 58%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 29%
 Rural Childhood: 48%

Virginia Background

HS in Virginia: 70%
 Prof. Training in VA: 89%
 HS or Prof. Train. in VA: 91%

Location Choice

% Rural to Non-Metro: 29%
 % Urban/Suburban to Non-Metro: 10%

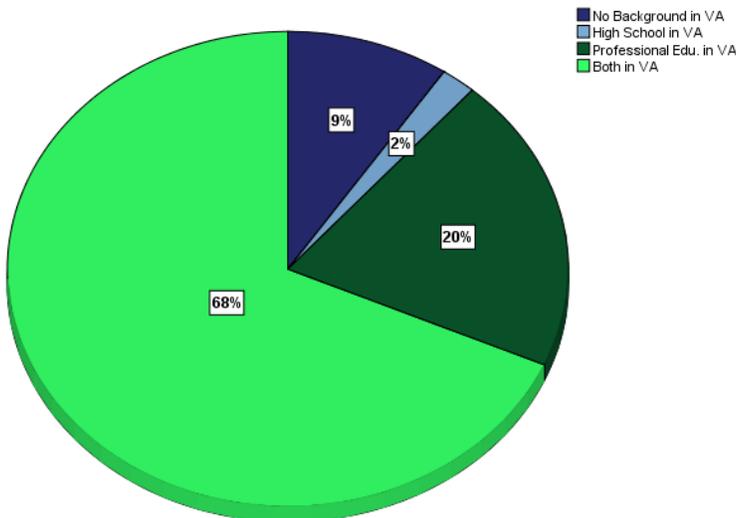
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	33%	27%	40%
2	Metro, 250,000 to 1 million	57%	20%	23%
3	Metro, 250,000 or less	67%	19%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	63%	15%	22%
6	Urban pop, 2,500-19,999, Metro adj	76%	12%	12%
7	Urban pop, 2,500-19,999, nonadj	80%	9%	11%
8	Rural, Metro adj	80%	11%	10%
9	Rural, nonadj	69%	12%	19%
Overall		48%	22%	29%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

48% of all CNAs grew up in self-described rural areas, and 29% of these professionals currently work in non-Metro counties. Overall, 19% of all CNAs currently work in non-Metro counties.

Top Ten States for Certified Nursing Aide Recruitment

Rank	All CNAs			
	High School	#	Init. Prof Degree	#
1	Virginia	38,772	Virginia	49,266
2	Outside of U.S./Canada	7,499	North Carolina	1,015
3	New York	1,379	New York	700
4	North Carolina	964	Maryland	527
5	West Virginia	803	West Virginia	487
6	Maryland	726	Pennsylvania	345
7	Pennsylvania	629	California	280
8	New Jersey	544	New Jersey	274
9	Florida	350	Georgia	196
10	California	293	Washington DC	193

70% of Virginia's licensed CNAs earned their high school degree in Virginia, while 89% received their CNA training in the state.

Source: Va. Healthcare Workforce Data Center

Among CNAs who received their license in the past five years, 71% received their high school degree in Virginia, while 89% received their initial CNA training in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	13,854	Virginia	17,301
2	Outside of U.S./Canada	2,527	North Carolina	385
3	New York	416	New York	194
4	North Carolina	321	Maryland	190
5	Maryland	259	West Virginia	170
6	Pennsylvania	225	Pennsylvania	124
7	West Virginia	199	Tennessee	78
8	New Jersey	163	New Jersey	78
9	Florida	159	Georgia	72
10	Georgia	107	Florida	69

Source: Va. Healthcare Workforce Data Center

7% of Virginia's licensees did not participate in Virginia's CNA workforce during the past year. 90% of these licensees worked at some point in the past year, including 63% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total: 4,456
 % of Licensees: 7%
 Va. Border State/DC: 33%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Credential		
Credential	#	%
Registered Medication Aide (RMA)	3,687	6%
Advanced Practice CNA	470	1%

Source: Va. Healthcare Workforce Data Center

7% of CNA's have an advanced credential, including 6% who are Registered Medication Aides. 10% of CNA's are enrolled in nursing programs, including 6% enrolled in RN programs.

At a Glance:

Education

RMA: 6%

Advanced Practice CNA: 1%

Educational Advancement

RN Program: 6%

LPN Program: 4%

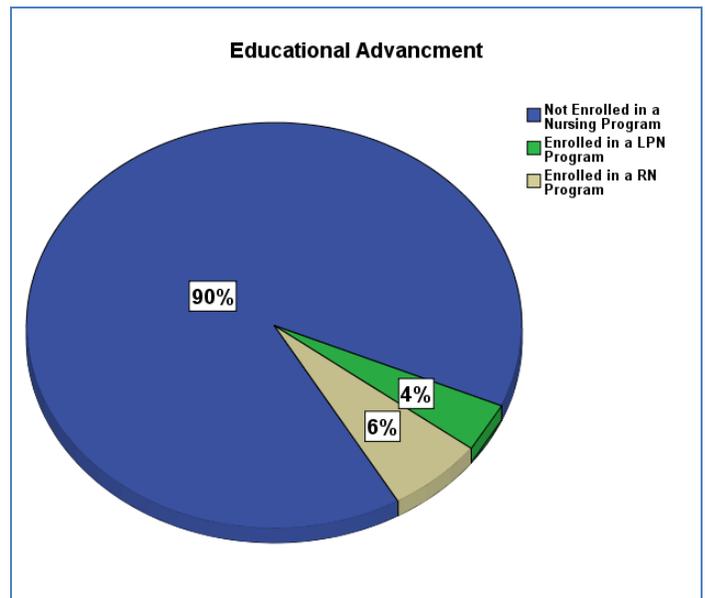
Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
Nursing Home/ Hospital	17,873	32%
Public School	13,323	24%
Community College	10,201	18%
Other	13,796	25%
Total	55,194	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	46,237	90%
RN Program	3,341	6%
LPN Program	2,062	4%
Total	51,640	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 87%
Involuntarily Unemployed: 5%

Positions Held

1 Full-time: 56%
2 or More Positions: 19%

Weekly Hours:

40 to 49: 37%
60 or more: 5%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	11	0%
Employed in a CNA- related capacity	48,520	87%
Employed, NOT in a CNA-related capacity	4,296	8%
Not working, reason unknown	0	0%
Involuntarily unemployed	2,869	5%
Voluntarily unemployed	129	0%
Retired	18	0%
Total	55,843	100%

Source: Va. Healthcare Workforce Data Center

87% of CNAs are currently employed in their profession. 56% of CNAs hold one full-time job, while 19% currently have multiple jobs. 37% of all CNAs work between 40 and 49 hours per week, while just 5% work at least 60 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	2,997	6%
1 to 9 hours	1,850	3%
10 to 19 hours	2,729	5%
20 to 29 hours	6,033	11%
30 to 39 hours	16,533	31%
40 to 49 hours	19,764	37%
50 to 59 hours	1,466	3%
60 to 69 hours	791	1%
70 to 79 hours	851	2%
80 or more hours	966	2%
Total	53,981	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,997	5%
One Part-Time Position	10,733	19%
Two Part-Time Positions	2,568	5%
One Full-Time Position	30,983	56%
One Full-Time Position & One Part-Time Position	6,904	13%
Two Full-Time Positions	650	1%
More than Two Positions	395	1%
Total	55,230	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 per hour	749	2%
\$7.50 to \$7.99 per hour	1,067	2%
\$8.00 to \$8.99 per hour	3,075	6%
\$9.00 to \$9.99 per hour	4,804	10%
\$10.00 to \$10.99 per hour	9,082	19%
\$11.00 to \$11.99 per hour	8,077	17%
\$12.00 to \$12.99 per hour	7,353	15%
\$13.00 to \$13.99 per hour	4,831	10%
\$14.00 to \$14.99 per hour	3,159	7%
\$15.00 or more per hour	5,484	12%
Total	47,680	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
 Median Income: \$11-\$12/hr.

Benefits
 Health Insurance: 50%
 Retirement: 37%

Satisfaction
 Satisfied: 94%
 Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	36,026	65%
Somewhat Satisfied	15,569	28%
Somewhat Dissatisfied	2,312	4%
Very Dissatisfied	1,213	2%
Total	55,120	100%

Source: Va. Healthcare Workforce Data Center

The typical CNA earned between \$11 and \$12 per hour during the past year. In addition to monetary compensation, 50% received health insurance and 37% also had access to a retirement plan.

Employer-Sponsored Benefits		
Benefit	#	%
Dental Insurance	22,131	46%
Health Insurance	24,086	50%
Paid Sick Leave	24,391	50%
Group Life Insurance	14,489	30%
Retirement	18,114	37%
Paid Vacation	29,446	61%
Received At Least One Benefit	34,359	71%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Less than 6 Months	5,696	11%	3,355	22%
6 Months to 1 Year	7,621	15%	2,863	19%
1 to 2 Years	13,258	26%	3,793	25%
3 to 5 Years	11,418	23%	2,974	20%
6 to 10 Years	6,174	12%	1,268	8%
More than 10 Years	6,105	12%	969	6%
Subtotal	50,272	100%	15,222	100%
Did not have location	3,456		39,601	
Item Missing	3,749		2,653	
Total	57,476		57,476	

Source: Va. Healthcare Workforce Data Center

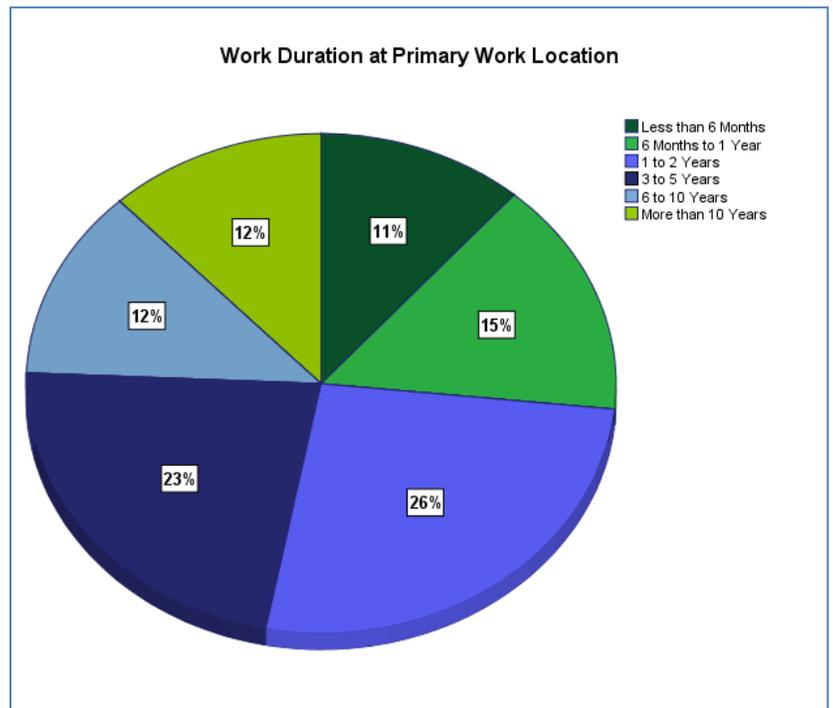
At a Glance:

Turnover & Tenure

New Location: 39%
 Over 2 years: 47%
 Over 2 yrs, 2nd location: 34%

Source: Va. Healthcare Workforce Data Center

47% of CNAs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.



Source: Va. Healthcare Workforce Data Center

At a Glance:

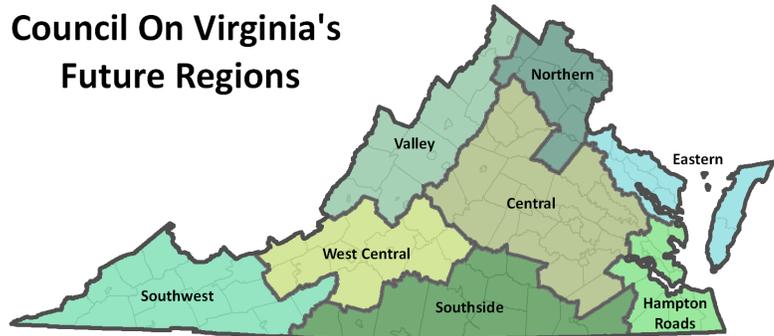
Concentration

Top Region:	21%
Top 3 Regions:	59%
Lowest Region:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Council On Virginia's Future Regions



Source: Va. Healthcare Workforce Data Center

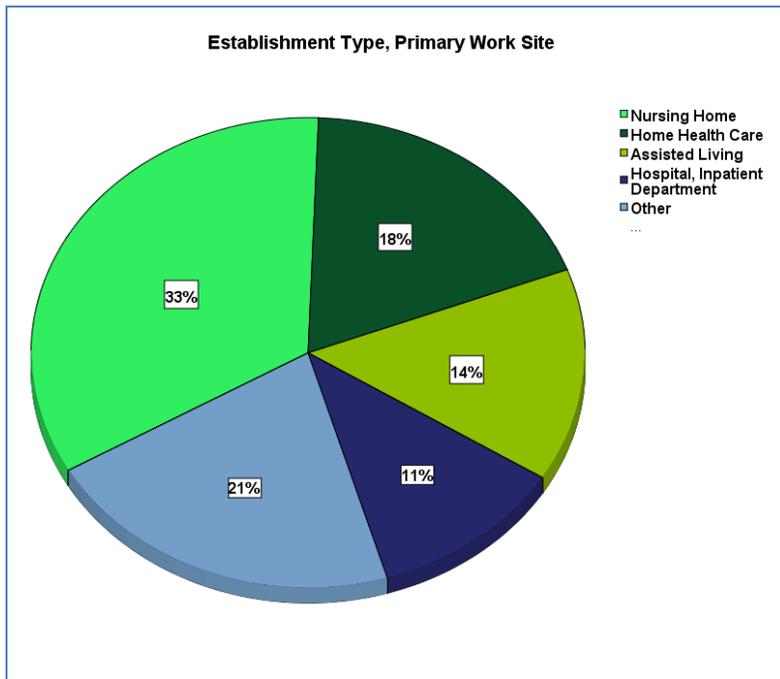
Regional Distribution of Work Locations

COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	10,233	21%	3,298	20%
Eastern	1,554	3%	573	3%
Hampton Roads	9,465	19%	3,282	20%
Northern	9,473	19%	4,020	24%
Southside	3,868	8%	1,159	7%
Southwest	2,590	5%	528	3%
Valley	3,834	8%	886	5%
West Central	6,886	14%	1,890	11%
Virginia Border State/DC	989	2%	488	3%
Other US State	709	1%	318	2%
Outside of the US	41	0%	18	0%
Total	49,643	100%	16,460	100%
Item Missing	7,664		2,178	

Source: Va. Healthcare Workforce Data Center

Central Virginia employs more CNAs than any region in Virginia, while Eastern Virginia employs the fewest number of CNAs in the state.

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Activity

Clinical/Patient Care: 94%

Non-Clinical: 6%

Top Establishments

Nursing Home: 33%

Home Health Care: 18%

Assisted Living: 14%

Source: Va. Healthcare Workforce Data Center

Nursing homes employed one-third of Virginia's entire CNA workforce, the most of any establishment type. Meanwhile, 94% of all CNAs were engaged in either clinical or patient care at their primary work location.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	16,802	33%	2,999	18%
Home Health Care	9,226	18%	4,388	27%
Assisted Living	7,266	14%	2,008	12%
Hospital, Inpatient Department	5,670	11%	701	4%
Personal Care: Companion/Sitter/Private Duty	2,590	5%	1,365	8%
Mental Health Facility	1,340	3%	176	1%
Group Home	981	2%	442	3%
Hospice	866	2%	180	1%
Hospital, Ambulatory Care	843	2%	149	1%
Health Clinic	411	1%	102	1%
Ambulatory/Outpatient Care	415	1%	129	1%
Other Practice Setting	4,080	7%	3,846	22%
Total	50,489	100%	16,485	100%
Did Not Have a Location	3,456		39,601	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 50,501
 FTEs/1,000 Residents: 6.0652
 Average: 0.93

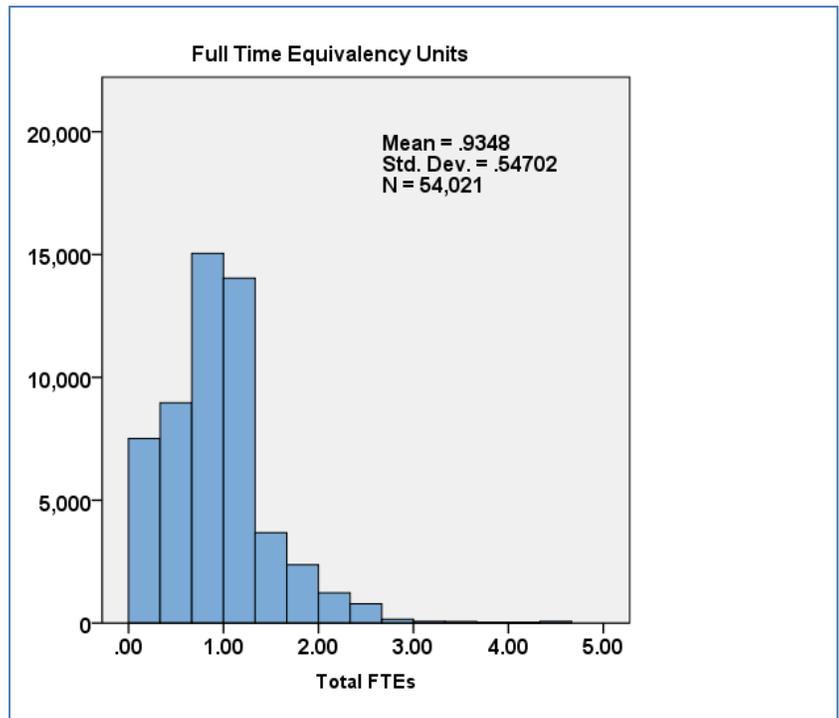
Age & Gender Effect

Age, Partial Eta²: Negligible
 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:

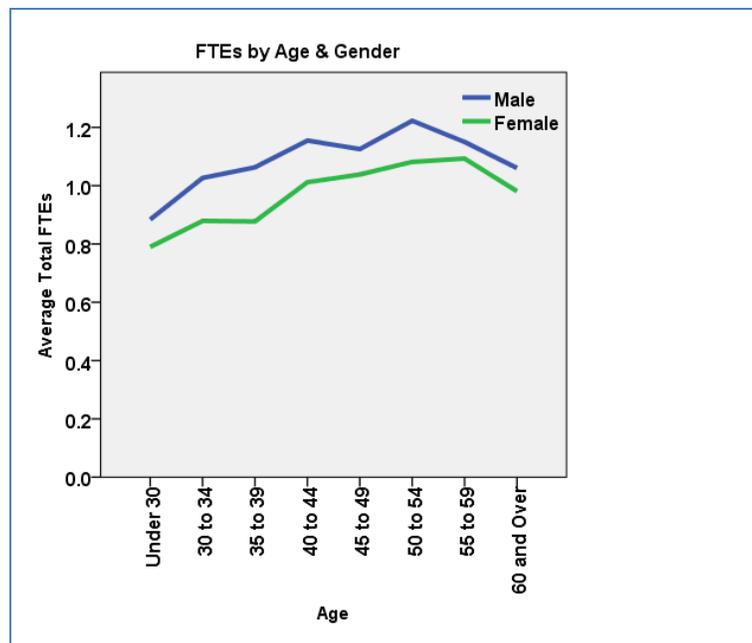


Source: Va. Healthcare Workforce Data Center

The typical (median) CNA provided 0.93 FTEs, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.¹

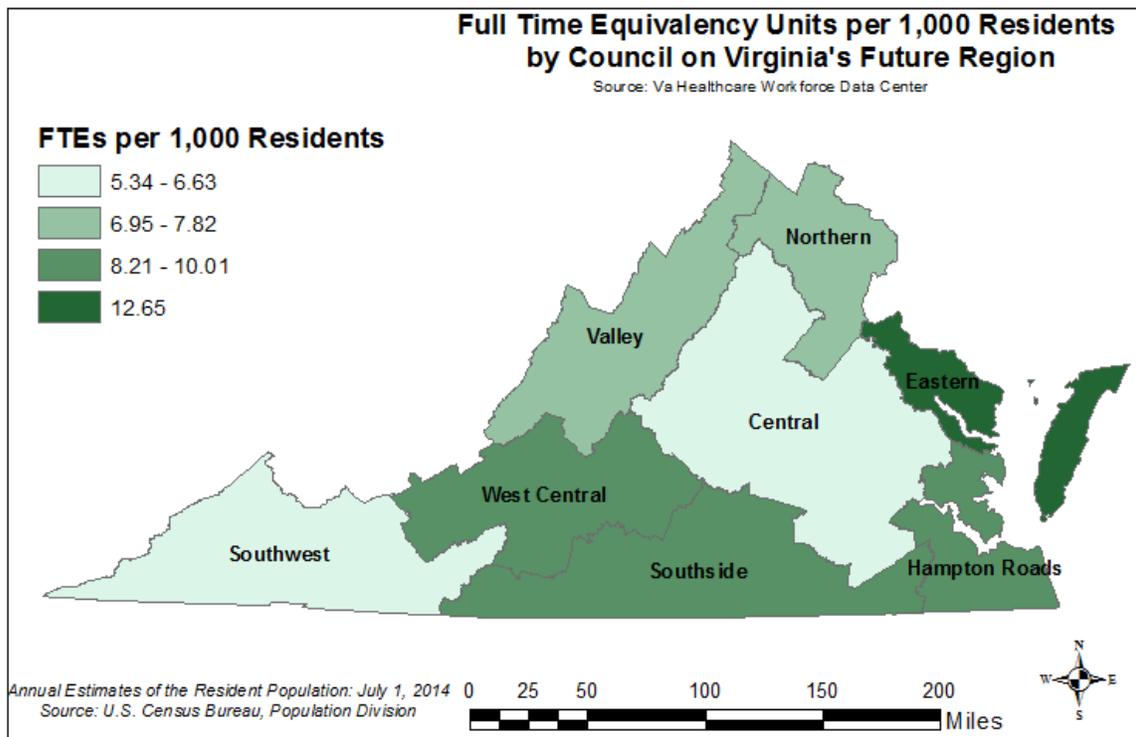
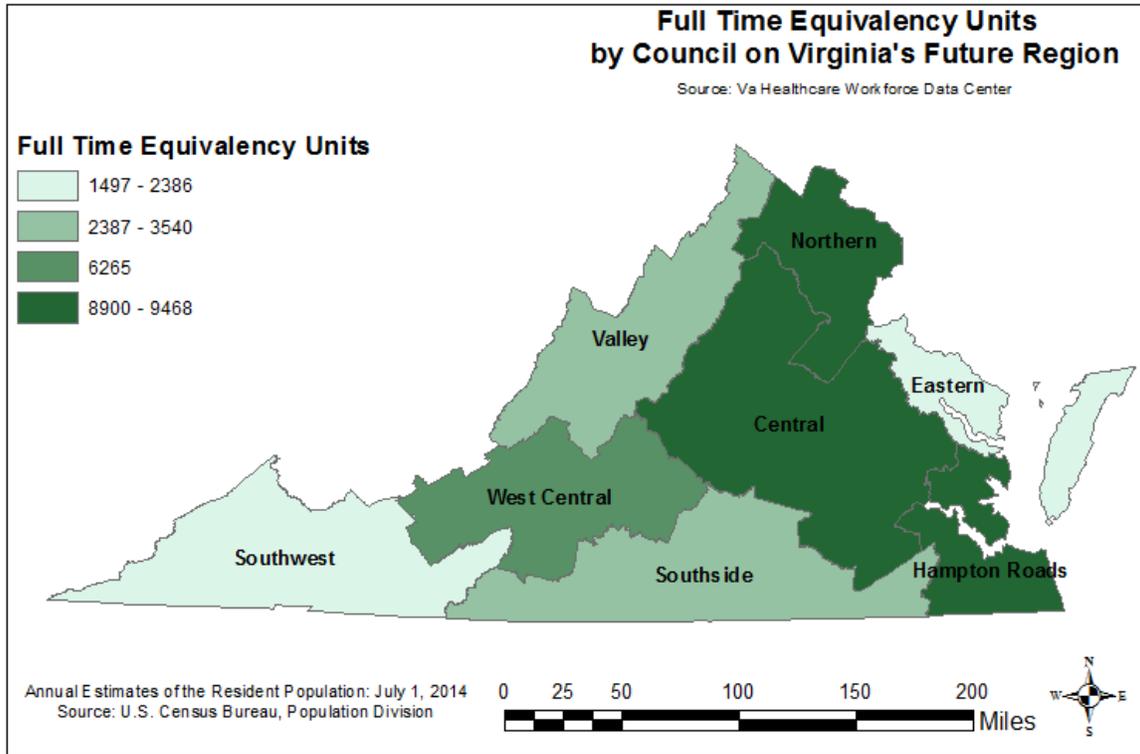
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.79	0.82
30 to 34	0.88	0.89
35 to 39	0.89	0.90
40 to 44	1.01	0.91
45 to 49	1.04	1.01
50 to 54	1.09	1.08
55 to 59	1.09	1.08
60 and Over	0.97	0.91
Gender		
Male	1.05	1.05
Female	0.93	0.91

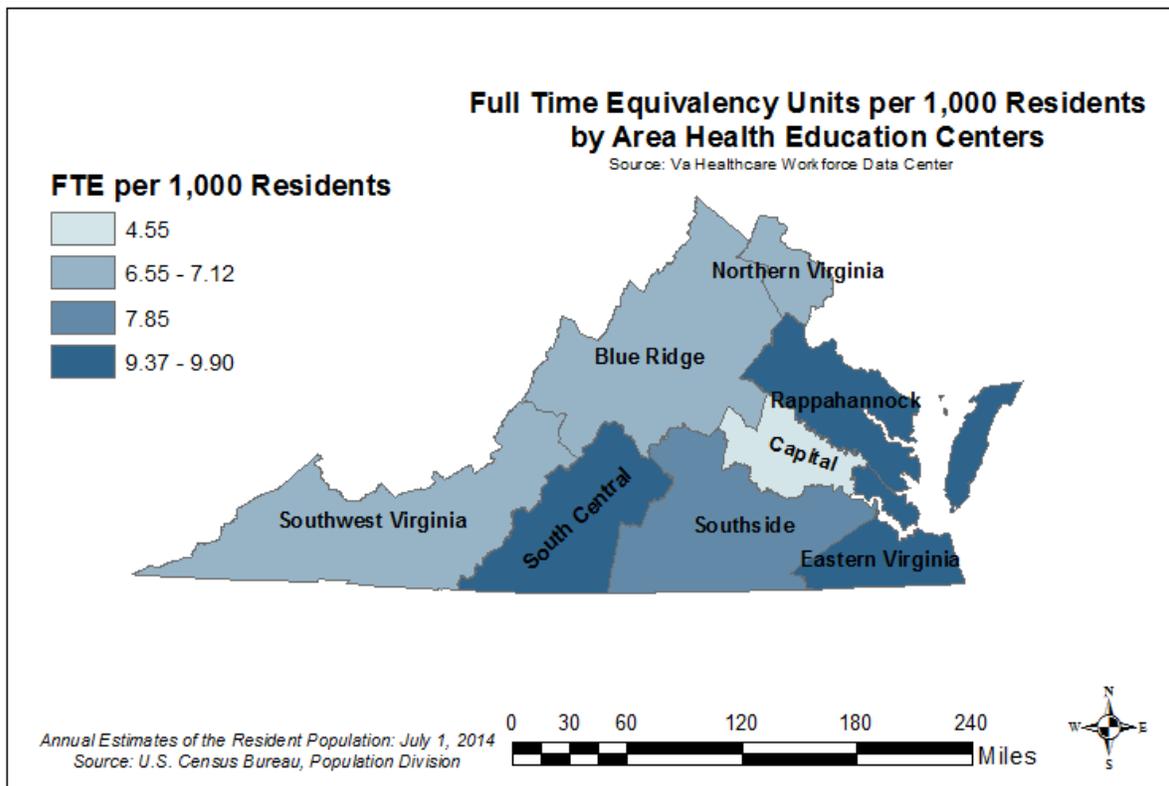
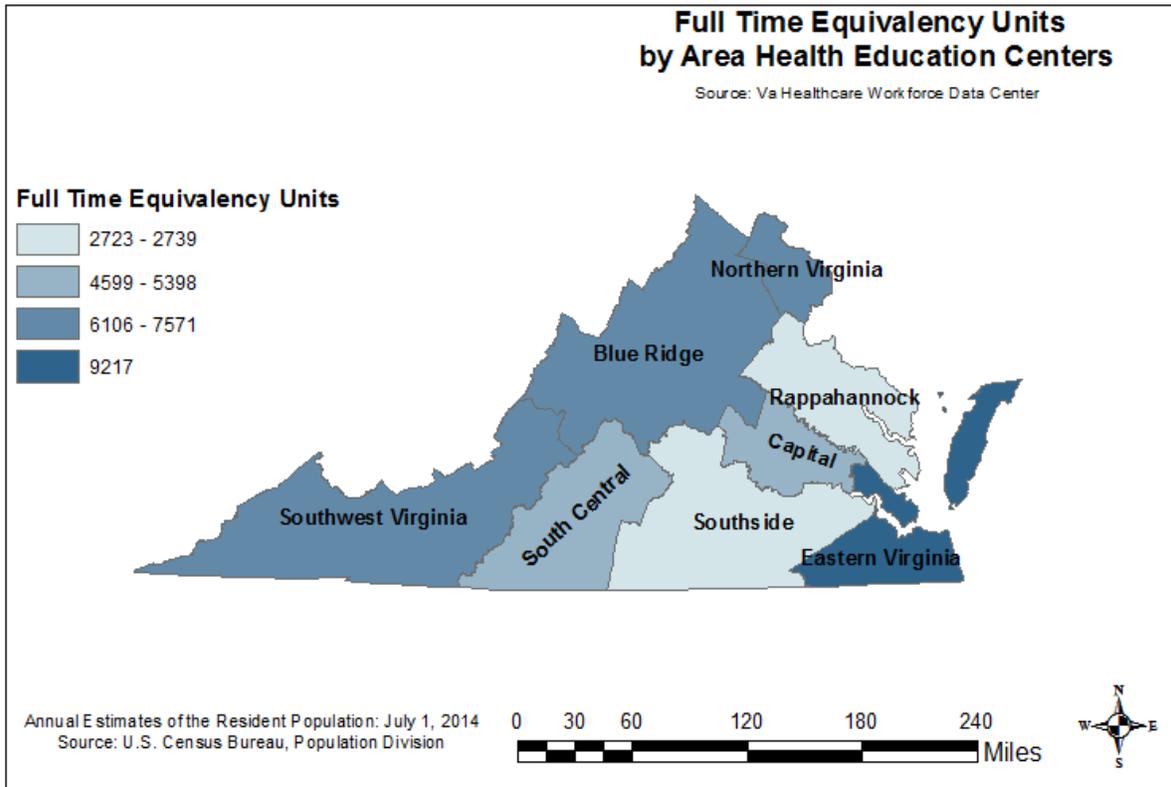
Source: Va. Healthcare Workforce Data Center

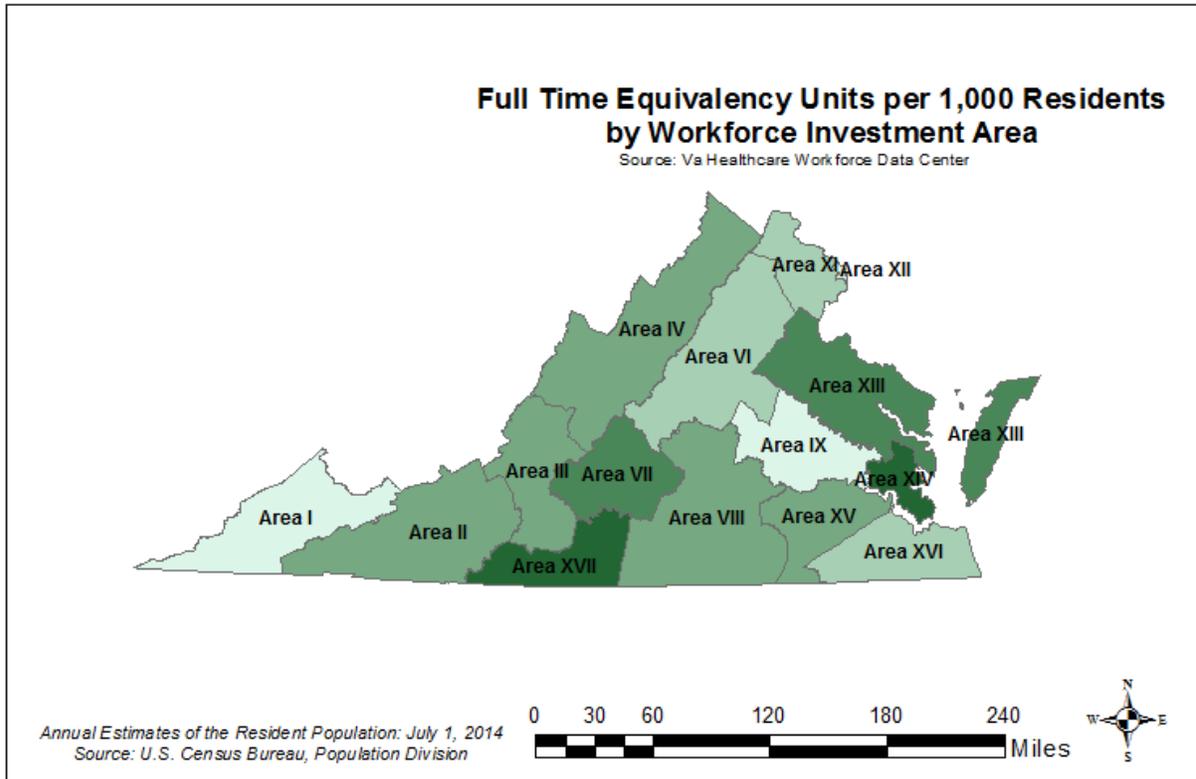
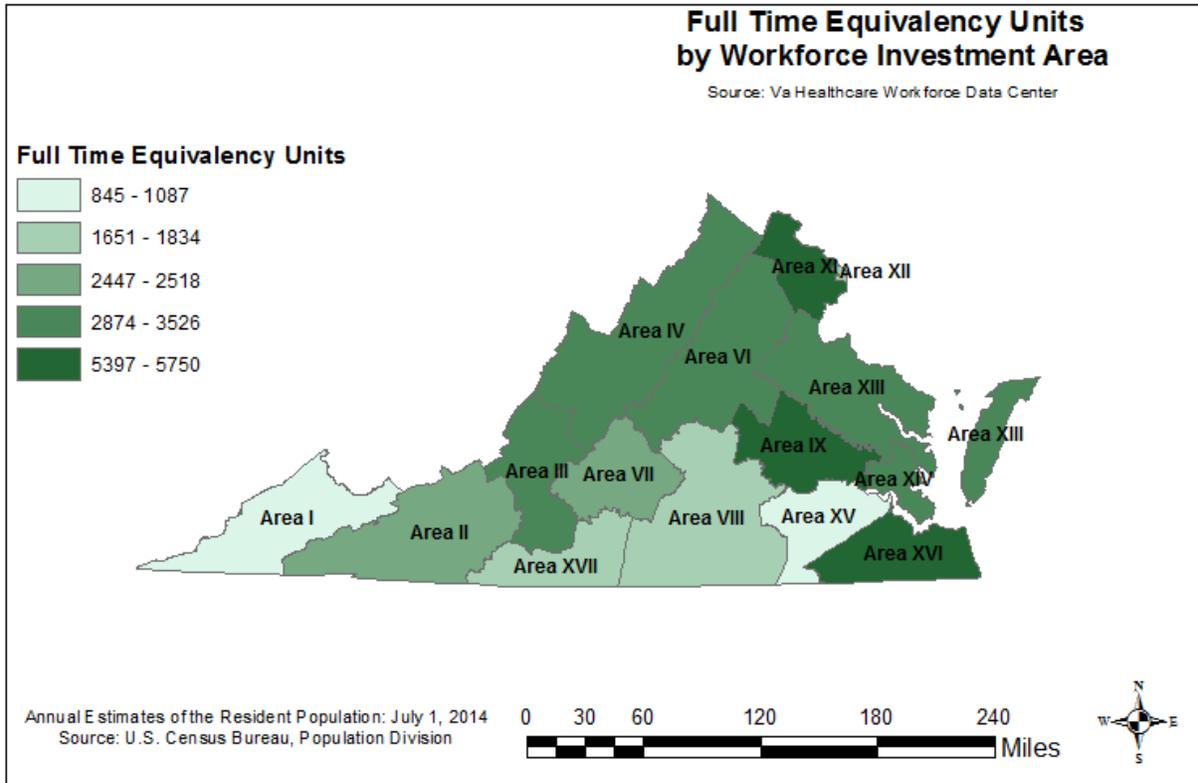


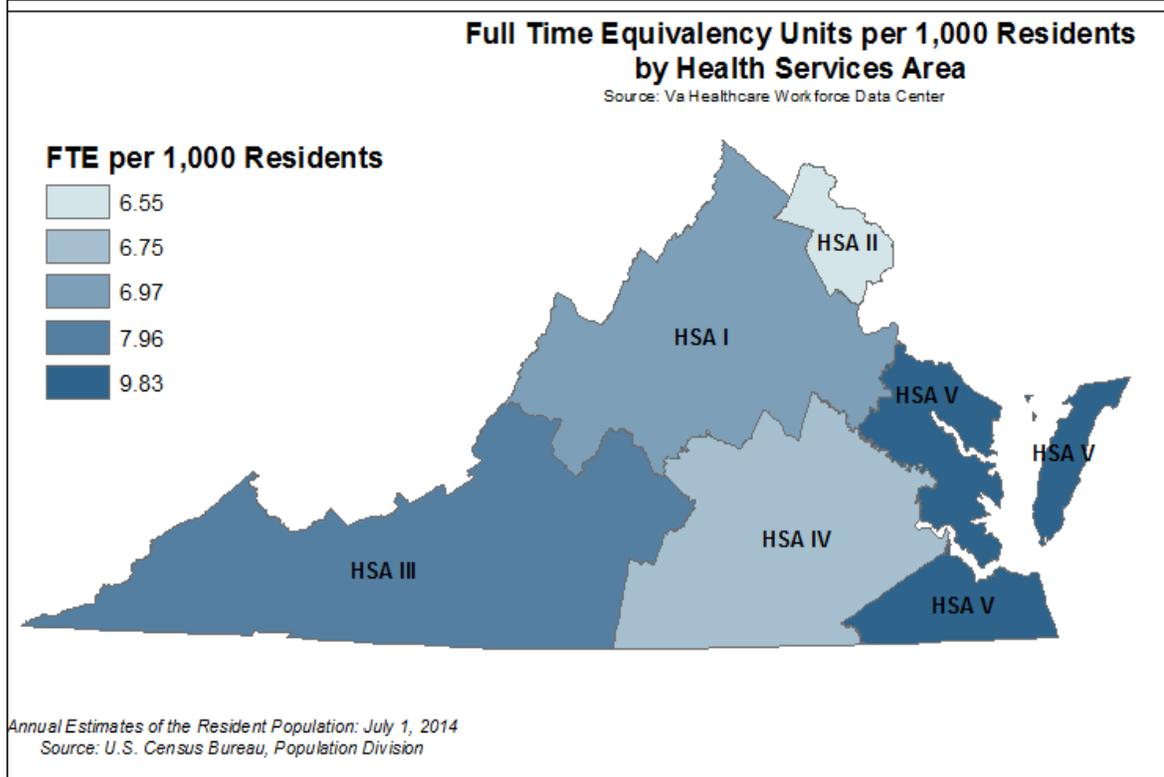
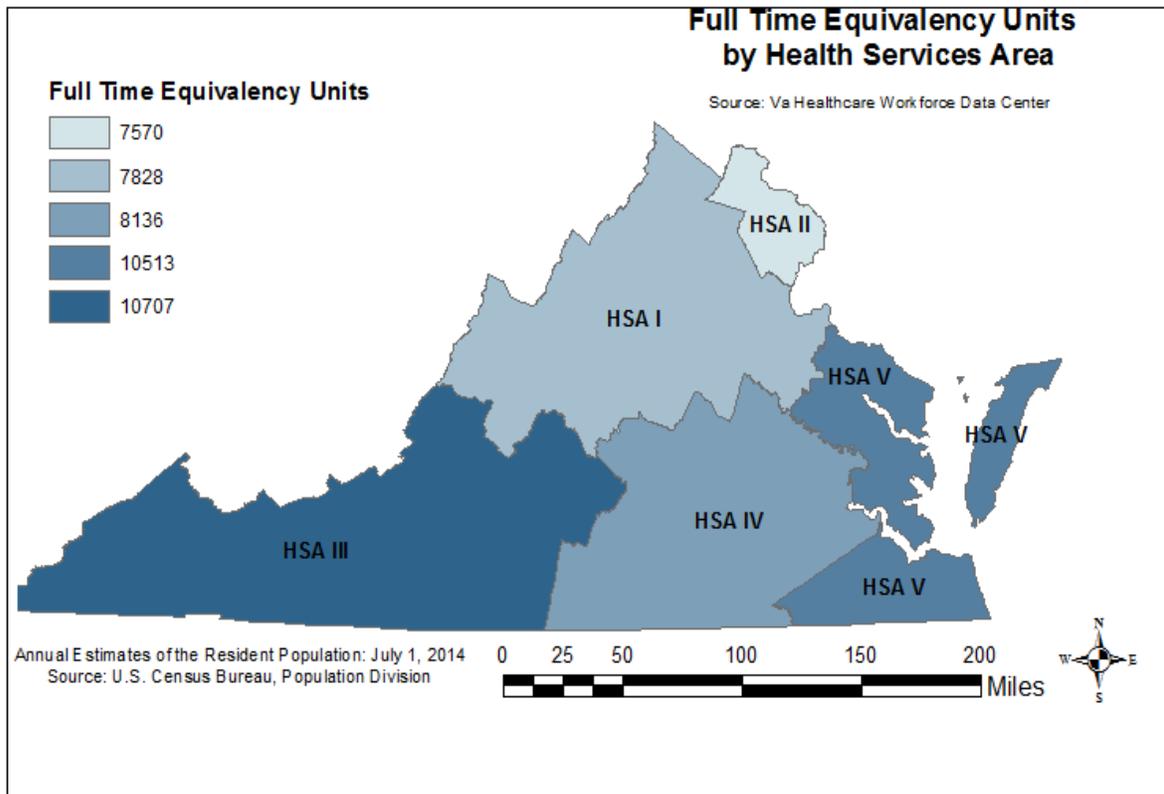
Source: Va. Healthcare Workforce Data Center

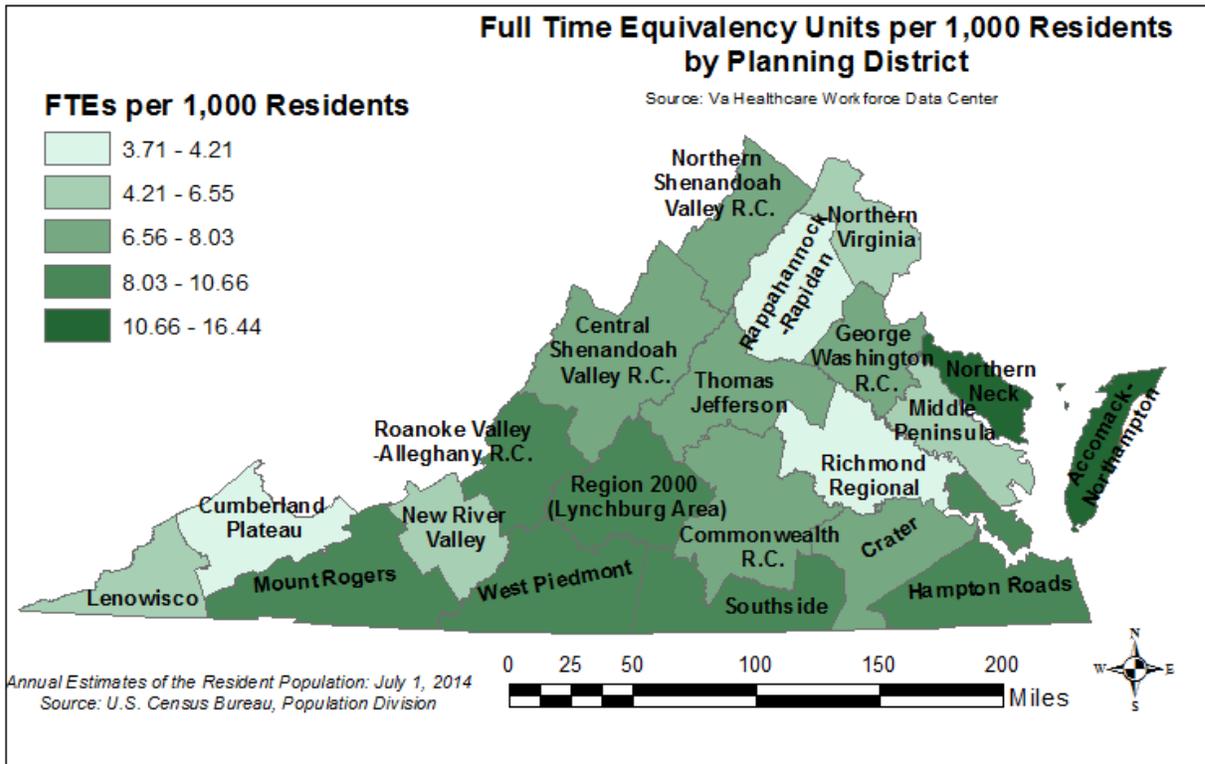
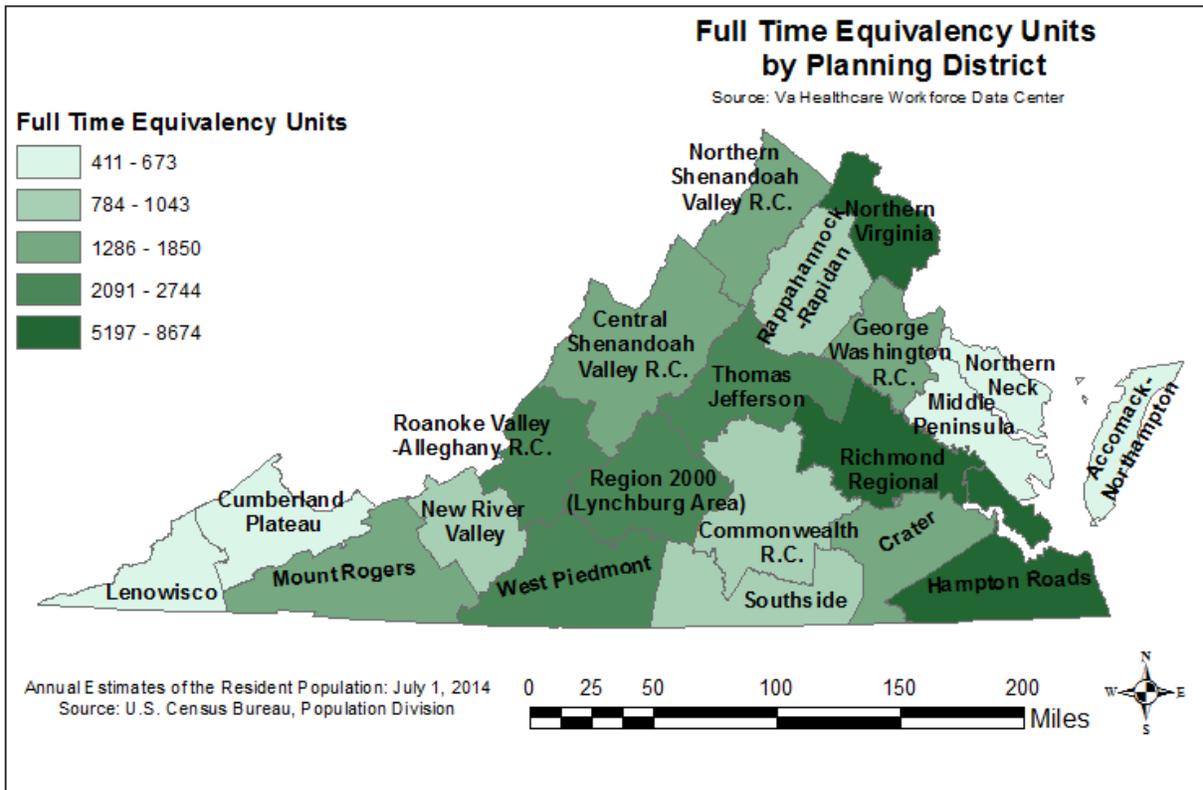
¹ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	27,900	55.51%	1.801394628	1.500236	2.510908
Metro, 250,000 to 1 million	5,026	58.34%	1.714188267	1.427609	2.389354
Metro, 250,000 or less	3,905	59.62%	1.677405498	1.396976	2.338084
Urban pop 20,000+, Metro adj	1,617	57.08%	1.751895991	1.459013	2.441914
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	3,291	57.95%	1.725747247	1.437236	2.405466
Urban pop, 2,500-19,999, nonadj	1,486	55.65%	1.796856106	1.496456	2.504582
Rural, Metro adj	1,764	55.39%	1.805527124	1.503678	2.516669
Rural, nonadj	770	60.91%	1.641791045	1.367315	2.288442
Virginia border state/DC	3,411	36.70%	2.724440895	2.268967	3.797514
Other US State	12,673	47.85%	2.08987467	1.740488	2.913012

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	17,260	38.48%	2.599006174	2.288442	3.797514
30 to 34	7,447	48.57%	2.058888582	1.812865	3.008326
35 to 39	7,085	58.49%	1.709700772	1.505403	2.498114
40 to 44	5,807	61.72%	1.620256696	1.426647	2.367423
45 to 49	5,770	64.06%	1.561147186	1.3746	2.281056
50 to 54	5,919	64.39%	1.55313566	1.367546	2.26935
55 to 59	5,404	64.40%	1.552873563	1.367315	2.268967
60 and Over	7,153	58.65%	1.705125149	1.501374	2.491428

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

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.5363

