
Virginia's Certified Nurse Aide Workforce: 2017

Healthcare Workforce Data Center

October 2017

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

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

31,266 Certified Nurse 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!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, PhD
Executive Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Nursing

President

Louise Hershkowitz, CRNA, MSHA
Reston

First Vice-President

Jennifer Phelps, LPN/QMHPA
Lynchburg

Second Vice-President

Marie Gerardo, MS, RN, ANP-BC
Midlothian

Members

Grace Thapa, DNP, FNP-BC, AE-C
Woodbridge

Margaret Joan Friedenberg
Richmond

Ethlyn McQueen-Gibson, DNP, MSN, RN-BC
Yorktown

Trula E. Minton, MS, RN
Richmond

Ann T. Gleason, PhD
Zion Crossroads

Mark Monson
Louisa

Joyce A. Hahn, PhD, RN, NEA-BC, FNAP
Oak Hill

Meenakshi Shah, BA, RN
Roanoke

Regina Gilliam, LPN
Sandston

Laura F. Cei, BS, LPN, CCRP
Richmond

Michelle D. Hereford, MSHA, RN, FACHE
Glen Allen

Executive Director

Jay P. Douglas, MSM, RN, CSAC, FRE

Contents

Results in Brief	2
Summary of Trends	3
Survey Response Rates	4
The Workforce	5
Demographics	6
Background	7
Education	9
Current Employment Situation	10
Employment Quality	11
Location Tenure	12
Work Site Distribution	13
Establishment Type	14
Full-Time Equivalency Units	15
Maps	16
Council on Virginia’s Future Regions	16
Area Health Education Center Regions	17
Workforce Investment Areas	18
Health Services Areas	19
Planning Districts.....	20
Appendices	21
Appendix A: Weights	21

The Certified Nurse Aide Workforce: At a Glance:

The Workforce

Certified:	60,026
Virginia's Workforce:	56,680
FTEs:	49,992

Background

Rural Childhood:	49%
HS Degree in VA:	71%
Prof. Degree in VA:	89%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	57%
Satisfied?:	94%

Survey Response Rate

All Certified:	52%
Renewing Practitioners:	80%

Education

RMA Certification:	7%
Advanced CNA Cert.:	1%

Job Turnover

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

Demographics

Female:	94%
Diversity Index:	58%
Median Age:	38

Finances

Med. Income: \$12-\$13/hr.	
Health Benefits:	52%
Retirement Benefits:	42%

Establishment Type

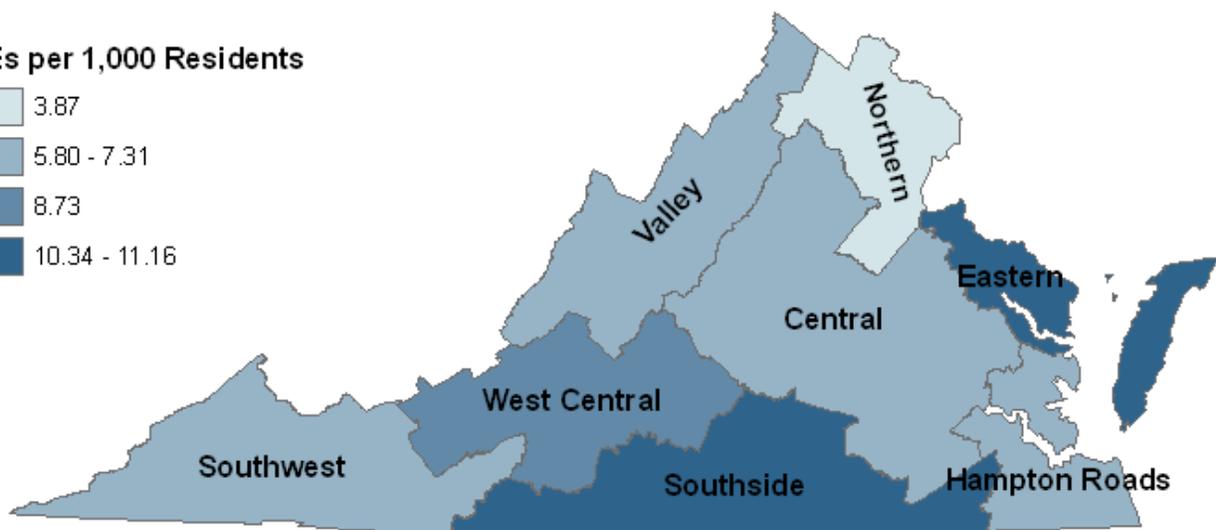
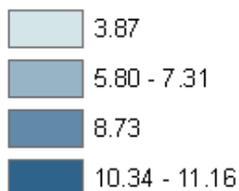
Nursing Home:	31%
Home Health Care:	18%
Assisted Living:	15%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



31,266 Certified Nurse Aides (CNAs) voluntarily took part in the 2017 Certified Nurse Aide Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the certification renewal process, which takes place every year on the certification issuance month of each respondent. These survey respondents represent 52% of the 60,026 CNAs who are certified in the state and 80% of renewing practitioners.

The HWDC estimates that 56,680 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 2016 and September 2017, Virginia's CNA workforce provided 49,992 "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, and the median age of the CNA workforce is 38. In a random encounter between two CNAs, there is a 58% 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 56% chance that two randomly chosen people would be of different races or ethnicities. 54% of all CNAs are under the age of 40, and 94% of these professionals are also female. In addition, the diversity index among those CNAs who are under the age of 40 is 59%, which makes this group even more diverse than the overall CNA workforce.

49% 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 non-Metro areas of the state. Meanwhile, 71% of Virginia's CNAs graduated from high school in Virginia, and 89% of CNAs earned their initial professional certification in the state. In total, 91% of Virginia's CNA workforce has some educational background in the state.

30% of all CNAs received their initial training at a nursing home or hospital, while another 26% were trained at a public high/vocational school. In addition to a CNA certificate, 7% of Virginia's CNA workforce also holds a certificate as a Registered Medication Aide (RMA), while 1% of CNAs 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 program.

86% of CNAs are currently employed in the profession, while 4% of CNAs are involuntarily unemployed at the moment. 57% of all CNAs hold one full-time position, while another 20% currently hold multiple positions simultaneously. With respect to work hours, 38% of CNAs work between 40 and 49 hours per week, 19% work less than 30 hours per week, and 5% 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 another 39% began work in a new location at some point in the past year.

The typical CNA earns between \$12.00 and \$13.00 per hour at their primary work location. In addition, 73% of all CNAs receive at least one employer-sponsored benefit. This includes 52% of CNAs who receive health insurance through their employer and 42% who have access to an employer-provided retirement plan. 94% of CNAs are satisfied with their current employment situation, including 64% who indicate they are "very satisfied".

93% of all CNAs fill primarily a clinical or patient care role at their primary work location. 31% 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 as their primary work location, while another 15% work at assisted living facilities.

Summary of Trends

Since 2014, the number of certified CNAs in Virginia has declined by 2.5% from 61,574 to 60,026. Along with this decline, there is a concomitant decrease in the percentage of CNAs in the state who have responded to the HWDC survey. In 2014, 32,289 certified CNAs completed the survey, but this number fell to just 31,266 in 2017, which represents a decline of 3.2%.

However, despite these declines, the size of Virginia's CNA workforce has actually increased over the past three years quite substantially from 53,395 to 56,680. At the same time, the total number of FTEs that have been provided by the state's CNAs has also increased significantly. While Virginia's CNA workforce provided 45,077 FTEs in 2014, this same workforce furnished 49,992 FTEs in 2017.

Over the past three years, there has been no change in the percentage of Virginia's CNA workforce that is female, which remains at 94%. In addition, there has been no change in the diversity of the state's CNA workforce. The diversity index among Virginia's CNAs has remained at 58% since 2014 even though the diversity index of the state's overall population has increased over the same time period from 54% to 56%. On the other hand, there has been some change in the age distribution of Virginia's CNA workforce. In 2014, the median age of Virginia's CNAs was 39, but this has fallen to 38 in 2017. In addition, the percentage of CNAs who are under the age of 40 has increased from 51% to 54% over the past three years.

Although there was a slight increase in the percentage of CNAs who grew up in rural areas over the past three years from 48% to 49%, there was no change in the percentage of these professionals who currently work in non-metro areas of the state, which has remained at 29% since 2014. In addition, there has been no change in the percentage of Virginia's CNA workforce that works in non-metro areas of the state. This percentage has held steady at 19% since 2014.

In 2014, 34% of all CNAs received their initial training in a nursing home or hospital. Although nursing homes and hospitals remain the most common initial training location for Virginia's CNA workforce, this percentage has still fallen to 30% in 2017. Instead, CNAs have become more likely to study at public high/vocational schools. The percentage of CNAs who received their initial training at a public high/vocational school has increased from 23% in 2014 to 26% in 2017.

84% of Virginia's CNA workforce was employed in the profession in 2014, but this percentage increased to 86% in 2017. At the same time, the percentage of CNAs who are involuntarily unemployed has fallen substantially from 9% to 4%. There were also other significant changes in the employment situation of Virginia's CNA workforce since 2014. For example, the percentage of CNAs who work between 40 and 49 hours per week has increased from 34% to 38%. In addition, the percentage of CNAs who hold two or more positions simultaneously has increased from 16% to 20%.

The median wage for the typical CNA was \$11-\$12 per hour in 2014. However, this median wage increased to \$12-\$13 per hour in 2017. In addition, Virginia's CNAs are now more likely to receive at least one employer-sponsored benefit. 70% of Virginia's CNA workforce received such a benefit in 2014, but this percentage increased to 73% in 2017. In particular, the percentage of CNAs who receive health insurance from their employer increased from 47% to 52% over the past three years, while the percentage that have access to a retirement plan has increased from 32% to 42%. Along with this increase in compensation, Virginia's CNAs are indicating that they are more satisfied with their current work situation. While 91% of CNAs said that they were satisfied with their current work situation in 2014, 94% said the same in 2017.

Meanwhile, there was a shift in the employment distribution of the various establishment types that employ Virginia's CNAs. In 2014, 33% of all CNAs were employed by nursing homes. However, only 31% of CNAs were employed by nursing homes in 2017. The percentage of CNAs who are employed by home health care establishments also fell from 19% to 18%. Instead, CNAs are more likely to be employed by assisted living facilities and the inpatient department of hospitals.

A Closer Look:

Certified		
Certification Status	#	%
Renewing Practitioners	40,689	68%
New Certification	5,472	9%
Non-Renewals	8,289	14%
Renewal date not in survey period	5,576	9%
All Certified	60,026	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 80% of renewing CNAs submitted a survey. These represent 52% of CNAs who held a certification at some point during the certification period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	11,026	6,677	38%
30 to 34	4,147	3,597	46%
35 to 39	2,654	3,697	58%
40 to 44	2,173	3,213	60%
45 to 49	2,132	3,363	61%
50 to 54	1,961	3,483	64%
55 to 59	1,910	3,287	63%
60 and Over	2,757	3,949	59%
Total	28,760	31,266	52%
New Certifications			
Issued in Past Year	5,472	0	0%
Metro Status			
Non-Metro	5,364	6,519	55%
Metro	20,021	23,328	54%
Not in Virginia	3,375	1,419	30%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Certified CNAs

Number: 60,026
 New: 9%
 Not Renewed: 14%

Response Rates

All Certified: 52%
 Renewing Practitioners: 80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	31,266
Response Rate, all Certified	52%
Response Rate, Renewals	80%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted between October 2016 and September 2017 on the month of initial certification of each renewing practitioner.
- 2. Target Population:** All CNAs who held a Virginia certification at some point during the survey time period.
- 3. Survey Population:** The survey was available to CNAs who renewed their certification online. It was not available to those who did not renew, including CNAs newly certified in the past two years.

At a Glance:

Workforce

Virginia's CNA Workforce: 56,680
 FTEs: 49,992

Utilization Ratios

Certified in VA Workforce: 94%
 Certified per FTE: 1.20
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce		
Status	#	%
Worked in Virginia in Past Year	54,940	97%
Looking for Work in Virginia	1,739	3%
Virginia's Workforce	56,680	100%
Total FTEs	49,992	
Certified	60,026	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee/certified professional 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. Certified in VA Workforce:** The proportion of licensees/certified in Virginia's Workforce.
- 4. Certified 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.



Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	913	6%	15,152	94%	16,065	30%
30 to 34	431	6%	6,547	94%	6,978	13%
35 to 39	342	6%	5,418	94%	5,761	11%
40 to 44	284	6%	4,583	94%	4,866	9%
45 to 49	338	7%	4,545	93%	4,883	9%
50 to 54	294	6%	4,520	94%	4,815	9%
55 to 59	267	6%	4,268	94%	4,534	8%
60 +	324	6%	5,456	94%	5,780	11%
Total	3,194	6%	50,488	94%	53,682	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	CNAs		CNAs under 40	
	%	#	%	#	%
White	63%	20,613	38%	12,206	42%
Black	19%	28,675	53%	14,248	49%
Asian	6%	1,518	3%	545	2%
Other Race	< 1%	559	1%	270	1%
Two or more races	3%	1,140	2%	849	3%
Hispanic	9%	2,105	4%	1,186	4%
Total	100%	54,610	100%	29,304	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, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

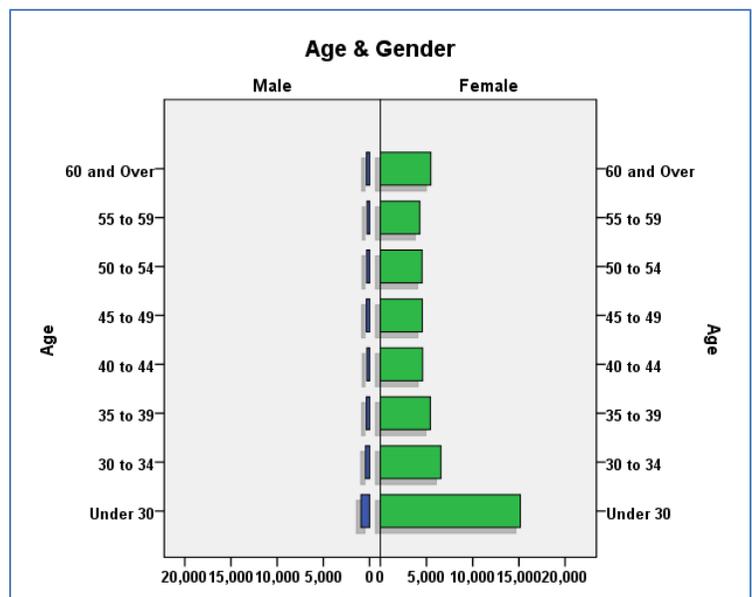
Age
 Median Age: 38
 % Under 40: 54%
 % 55+: 19%

Diversity
 Diversity Index: 58%
 Under 40 Div. Index: 59%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two CNAs, there is a 58% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

54% of all CNAs are under the age of 40. 94% of these professionals are female. In addition, the diversity index among CNAs who are under the age of 40 is 59%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 29%
 Rural Childhood: 49%

Virginia Background

HS in Virginia: 71%
 Prof. Training in VA: 89%
 HS or Prof. Train. in VA: 91%

Location Choice

% Rural to Non-Metro: 29%
 % Urban/Suburban to Non-Metro: 9%

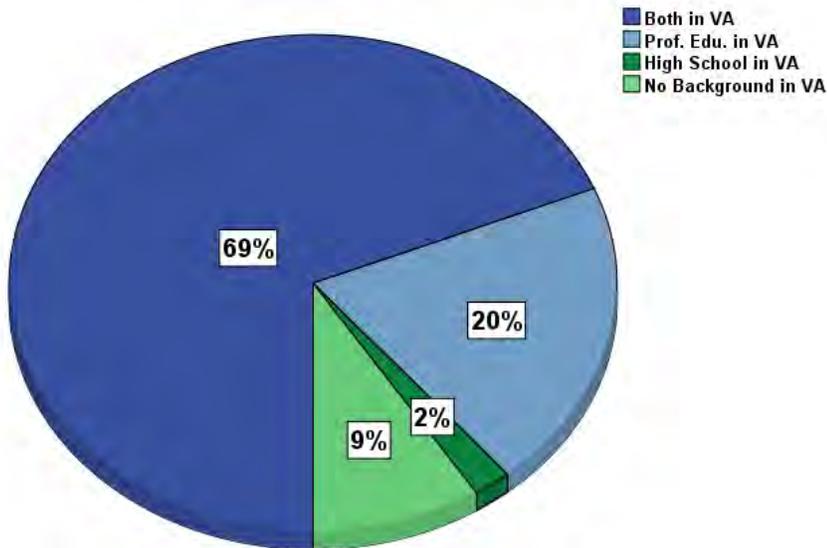
Source: Va. Healthcare Workforce Data Center

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%	39%
2	Metro, 250,000 to 1 million	57%	18%	25%
3	Metro, 250,000 or less	66%	18%	16%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	66%	13%	21%
6	Urban pop, 2,500-19,999, Metro adj	74%	12%	13%
7	Urban pop, 2,500-19,999, nonadj	86%	7%	7%
8	Rural, Metro adj	81%	9%	10%
9	Rural, nonadj	76%	11%	13%
Overall		49%	22%	29%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

49% 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 Nurse Aide Recruitment

Rank	All CNAs			
	High School	#	Init. Prof Degree	#
1	Virginia	38,259	Virginia	48,289
2	Outside U.S./Canada	7,510	North Carolina	911
3	New York	1,253	New York	674
4	North Carolina	894	Maryland	498
5	Maryland	689	West Virginia	420
6	West Virginia	655	Pennsylvania	345
7	Pennsylvania	623	New Jersey	275
8	New Jersey	529	California	258
9	Florida	369	Washington, D.C.	207
10	Georgia	290	Georgia	199

71% of Virginia's CNAs earned their high school degree in Virginia, while 89% received their initial CNA training in the state.

Source: Va. Healthcare Workforce Data Center

Rank	Certified in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	12,141	Virginia	15,102
2	Outside U.S./Canada	2,250	North Carolina	268
3	New York	308	New York	183
4	North Carolina	275	Maryland	166
5	Maryland	232	Pennsylvania	147
6	Pennsylvania	222	West Virginia	145
7	West Virginia	168	New Jersey	87
8	Florida	165	Florida	78
9	New Jersey	158	Tennessee	77
10	Georgia	103	Georgia	76

Among CNAs who received their certification in the past five years, 71% received their high school degree in Virginia, while 88% received their initial CNA training in the state.

Source: Va. Healthcare Workforce Data Center

5% of Virginia's CNAs did not participate in Virginia's CNA workforce during the past year. 84% of these CNAs worked at some point in the past year, including 69% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total:	3,276
% of Certified:	5%
Va. Border State/DC:	35%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Credential		
Credential	#	% of Workforce
Registered Medication Aide (RMA)	3,928	7%
Advanced Practice CNA	392	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

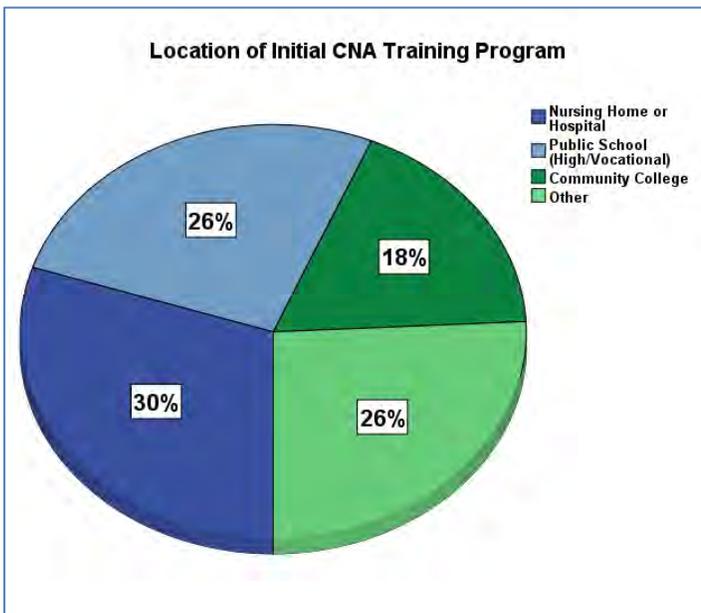
Education

RMA: 7%
Advanced Practice CNA: 1%

Educational Advancement

RN Program: 6%
LPN Program: 4%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

CNA Training Location		
Location	#	%
Nursing Home/ Hospital	16,171	30%
Public School (High/Vocational)	14,168	26%
Community College	9,618	18%
Other	13,888	26%
Total	53,844	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	45,807	91%
RN Program	3,007	6%
LPN Program	1,815	4%
Total	50,628	100%

Source: Va. Healthcare Workforce Data Center

10% of CNAs are currently enrolled in nursing programs, including 6% who are enrolled in an RN program.

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: 4%

Positions Held

1 Full-time: 57%
2 or More Positions: 20%

Weekly Hours:

40 to 49: 38%
60 or more: 5%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	25	< 1%
Employed in a CNA- related capacity	47,089	86%
Employed, NOT in a CNA-related capacity	4,983	9%
Not working, reason unknown	0	0%
Involuntarily unemployed	2,304	4%
Voluntarily unemployed	91	< 1%
Retired	17	< 1%
Total	54,509	100%

Source: Va. Healthcare Workforce Data Center

86% of CNAs are currently employed in their profession. 57% of CNAs have one full-time job, and 38% of CNAs work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	2,395	5%
1 to 9 hours	1,823	4%
10 to 19 hours	2,794	5%
20 to 29 hours	5,503	11%
30 to 39 hours	15,280	29%
40 to 49 hours	19,885	38%
50 to 59 hours	1,594	3%
60 to 69 hours	719	1%
70 to 79 hours	794	2%
80 or more hours	1,165	2%
Total	51,952	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	2,395	4%
One Part-Time Position	10,183	19%
Two Part-Time Positions	2,361	4%
One Full-Time Position	30,753	57%
One Full-Time Position & One Part-Time Position	7,083	13%
Two Full-Time Positions	638	1%
More than Two Positions	460	1%
Total	53,873	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 per hour	452	1%
\$7.50 to \$7.99 per hour	665	1%
\$8.00 to \$8.99 per hour	1,835	4%
\$9.00 to \$9.99 per hour	3,126	7%
\$10.00 to \$10.99 per hour	6,807	15%
\$11.00 to \$11.99 per hour	7,629	16%
\$12.00 to \$12.99 per hour	7,650	17%
\$13.00 to \$13.99 per hour	5,980	13%
\$14.00 to \$14.99 per hour	4,396	10%
\$15.00 or more per hour	7,838	17%
Total	46,377	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$12-\$13/hr.

Benefits
Health Insurance: 52%
Retirement: 42%

Satisfaction
Satisfied: 94%
Very Satisfied: 64%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	34,615	64%
Somewhat Satisfied	16,000	30%
Somewhat Dissatisfied	2,120	4%
Very Dissatisfied	1,041	2%
Total	53,777	100%

Source: Va. Healthcare Workforce Data Center

The typical CNA earned between \$12 and \$13 per hour during the past year. In addition, 73% of CNAs receive at least one employer-sponsored benefit, including 52% who have access to health insurance.

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	29,356	62%
Health Insurance	24,718	52%
Paid Sick Leave	24,338	52%
Dental Insurance	22,668	48%
Retirement	19,557	42%
Group Life Insurance	14,656	31%
Received At Least One Benefit	34,414	73%

*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	5,677	12%	3,037	21%
6 Months to 1 Year	7,302	15%	2,829	19%
1 to 2 Years	12,887	26%	3,614	25%
3 to 5 Years	10,842	22%	2,839	19%
6 to 10 Years	5,834	12%	1,239	9%
More than 10 Years	6,204	13%	1,009	7%
Subtotal	48,747	100%	14,567	100%
Did not have location	3,459		39,409	
Item Missing	4,474		2,703	
Total	56,680		56,680	

Source: Va. Healthcare Workforce Data Center

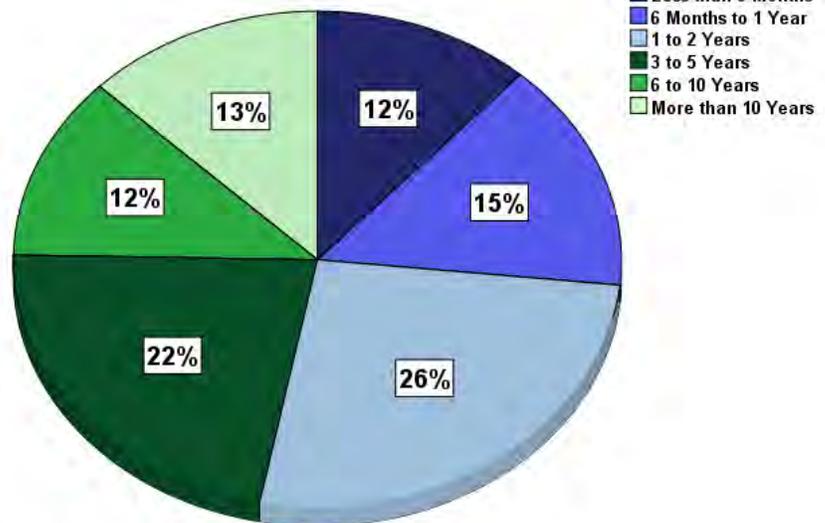
At a Glance:

Turnover & Tenure

New Location: 39%
 Over 2 years: 47%
 Over 2 yrs, 2nd location: 35%

Source: Va. Healthcare Workforce Data Center

Work Duration at Primary Work Location



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

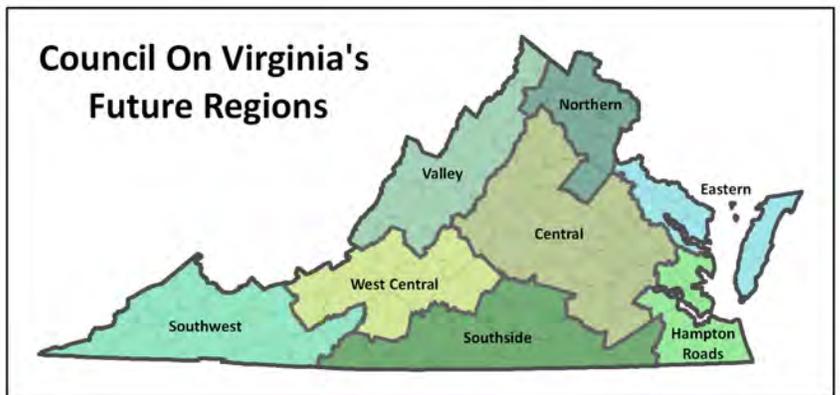
At a Glance:

Concentration

Top Region:	22%
Top 3 Regions:	62%
Lowest Region:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

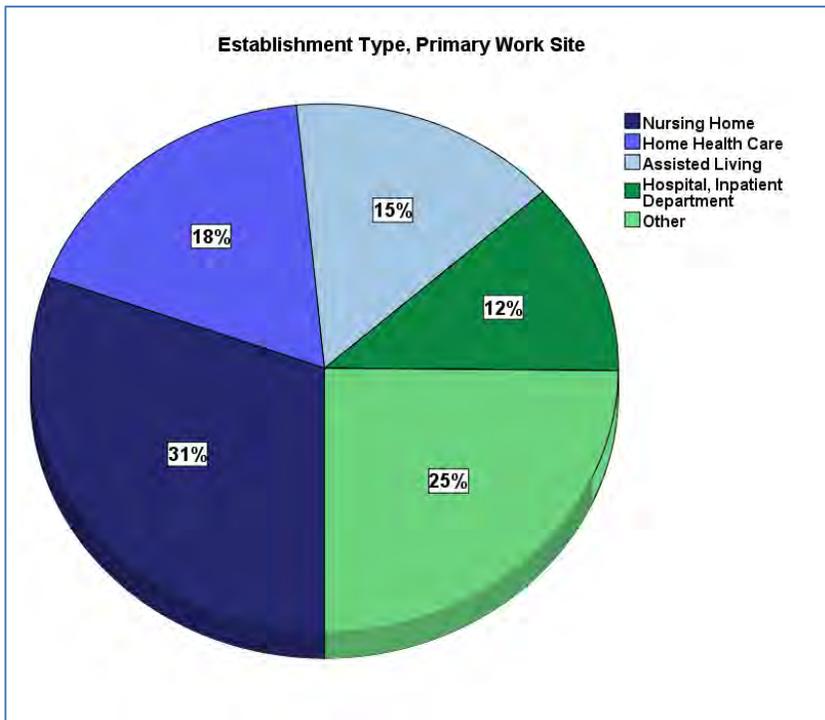
Regional Distribution of Work Locations				
COVF Region ¹	Primary Location		Secondary Location	
	#	%	#	%
Central	10,160	22%	3,301	22%
Eastern	1,454	3%	492	3%
Hampton Roads	9,003	19%	3,097	20%
Northern	9,320	20%	3,889	26%
Southside	3,523	8%	1,054	7%
Southwest	2,519	5%	540	4%
Valley	3,601	8%	864	6%
West Central	6,451	14%	1,746	11%
Virginia Border State/DC	91	< 1%	87	1%
Other US State	76	< 1%	109	1%
Outside of the US	11	< 1%	11	< 1%
Total	46,209	100%	15,190	100%
Item Missing	7,011		2,079	

Source: Va. Healthcare Workforce Data Center

22% of all CNAs are employed in Central Virginia, the most of any region in the state. Another 20% of the state's CNA workforce is employed in Northern Virginia, while 19% are employed in Hampton Roads.

¹ These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Activity

Clinical/Patient Care: 93%

Non-Clinical: 7%

Top Establishments

Nursing Home: 31%

Home Health Care: 18%

Assisted Living: 15%

Source: Va. Healthcare Workforce Data Center

Nursing homes employed 31% of Virginia’s CNA workforce, the most of any establishment type. Meanwhile, 93% 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	15,265	31%	2,754	17%
Home Health Care	8,924	18%	4,209	26%
Assisted Living	7,423	15%	2,172	13%
Hospital, Inpatient Department	5,886	12%	770	5%
Personal Care: Companion / Sitter / Private Duty	2,191	4%	1,289	8%
Mental Health Facility	1,244	2%	171	1%
Group Home	1,028	2%	426	3%
Physician’s Office	1,005	2%	96	1%
Hospital, Ambulatory Care	953	2%	146	1%
Hospice	952	2%	161	1%
Health Clinic	457	1%	107	1%
Ambulatory or Outpatient Care	441	1%	149	1%
Other Practice Setting	4,128	8%	3,664	23%
Total	49,897	100%	16,114	100%
Did Not Have a Location	3,459		39,409	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 49,992
 FTEs/1,000 Residents: 5.963
 Average: 0.94

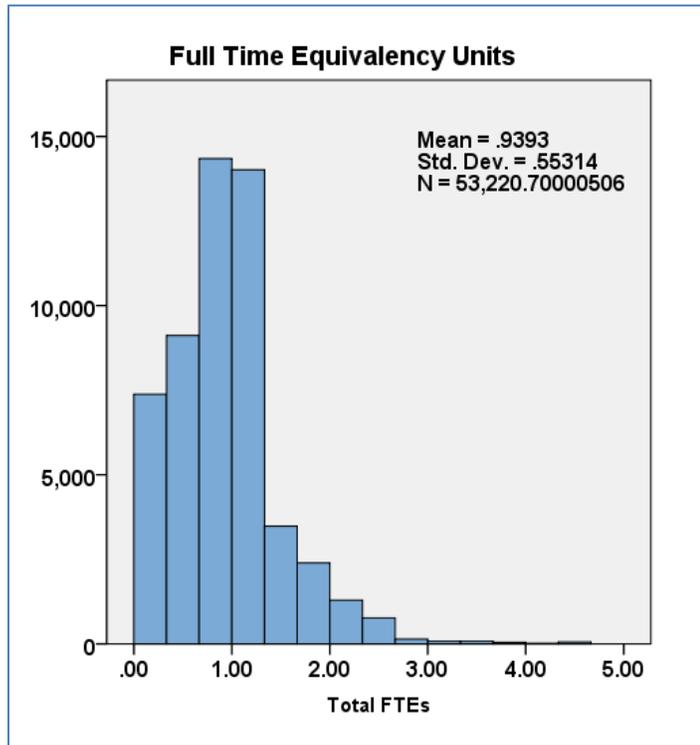
Age & Gender Effect

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:

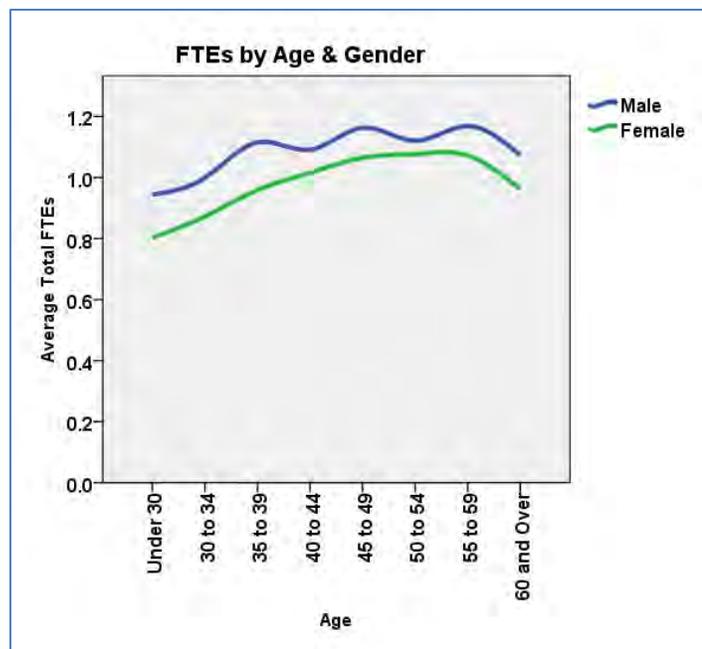


Source: Va. Healthcare Workforce Data Center

The typical (median) CNA provided 0.91 FTEs, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.¹

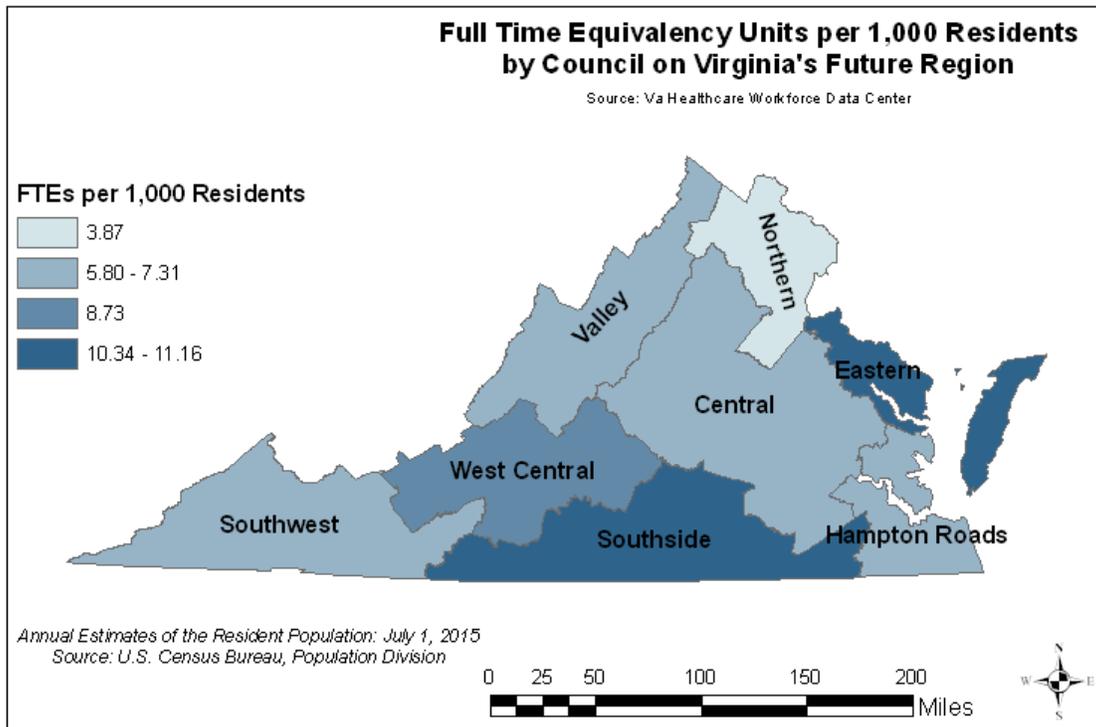
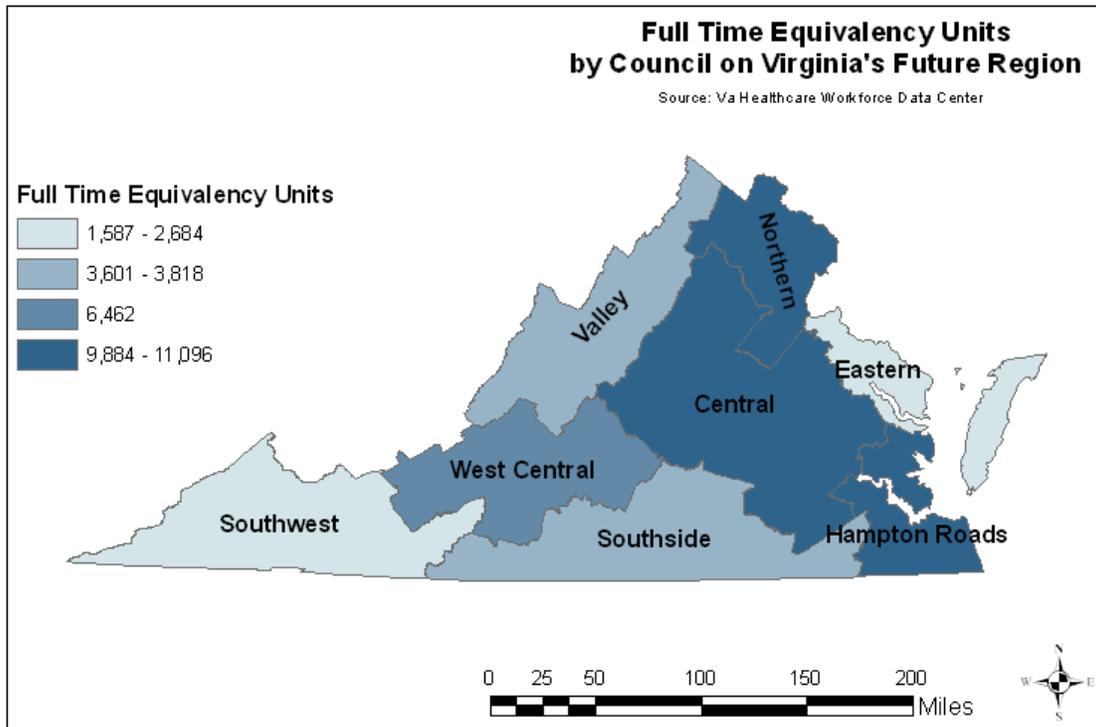
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.81	0.83
30 to 34	0.87	0.89
35 to 39	0.96	0.91
40 to 44	1.02	0.92
45 to 49	1.07	1.03
50 to 54	1.07	1.06
55 to 59	1.06	1.06
60 and Over	0.95	0.91
Gender		
Male	1.06	1.04
Female	0.94	0.91

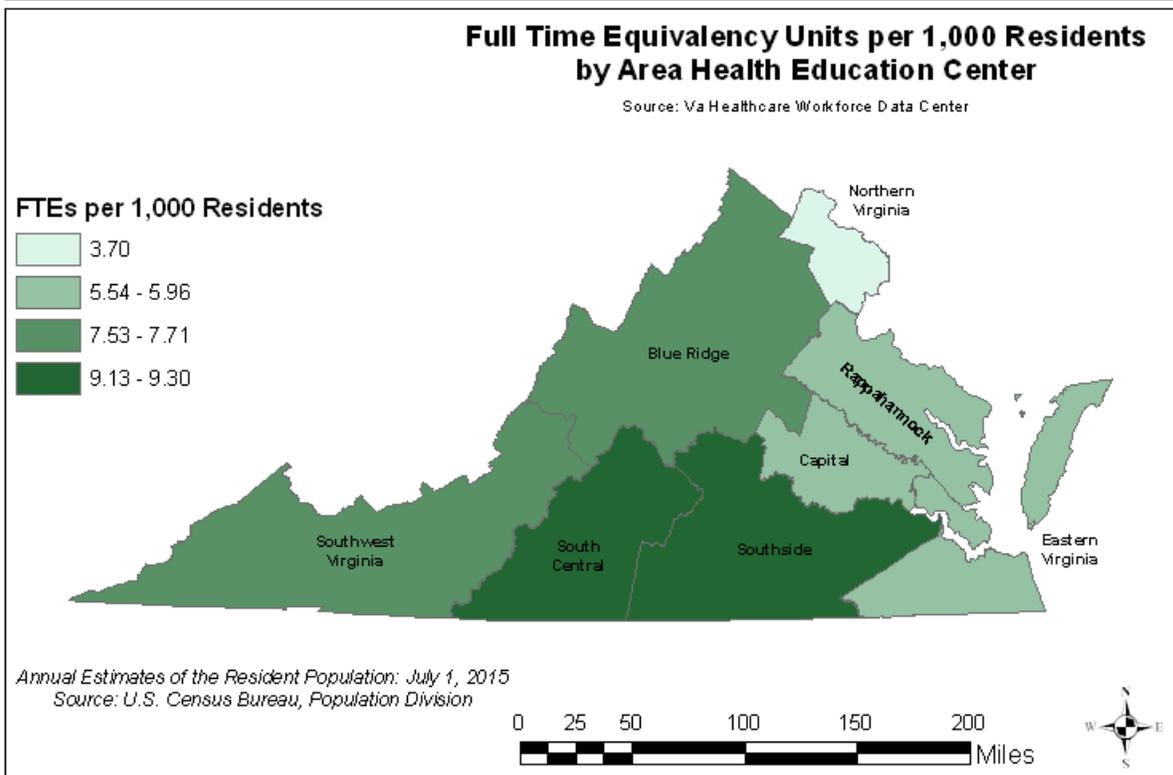
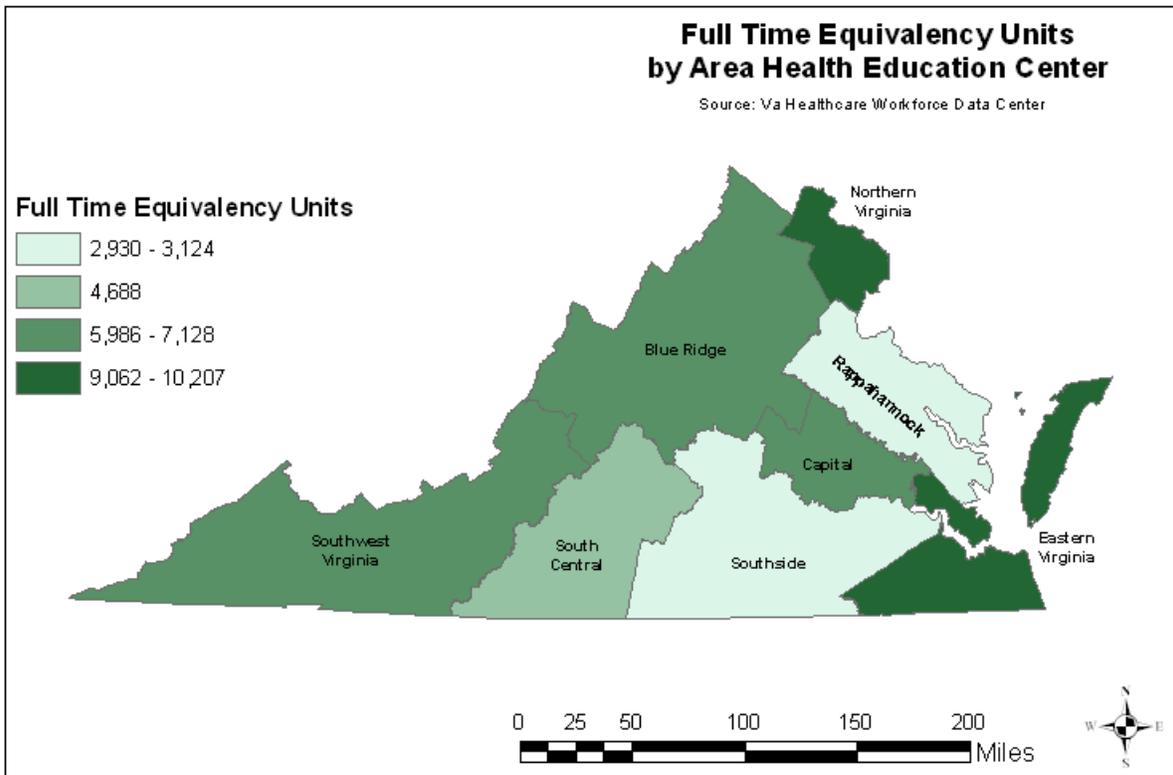
Source: Va. Healthcare Workforce Data Center

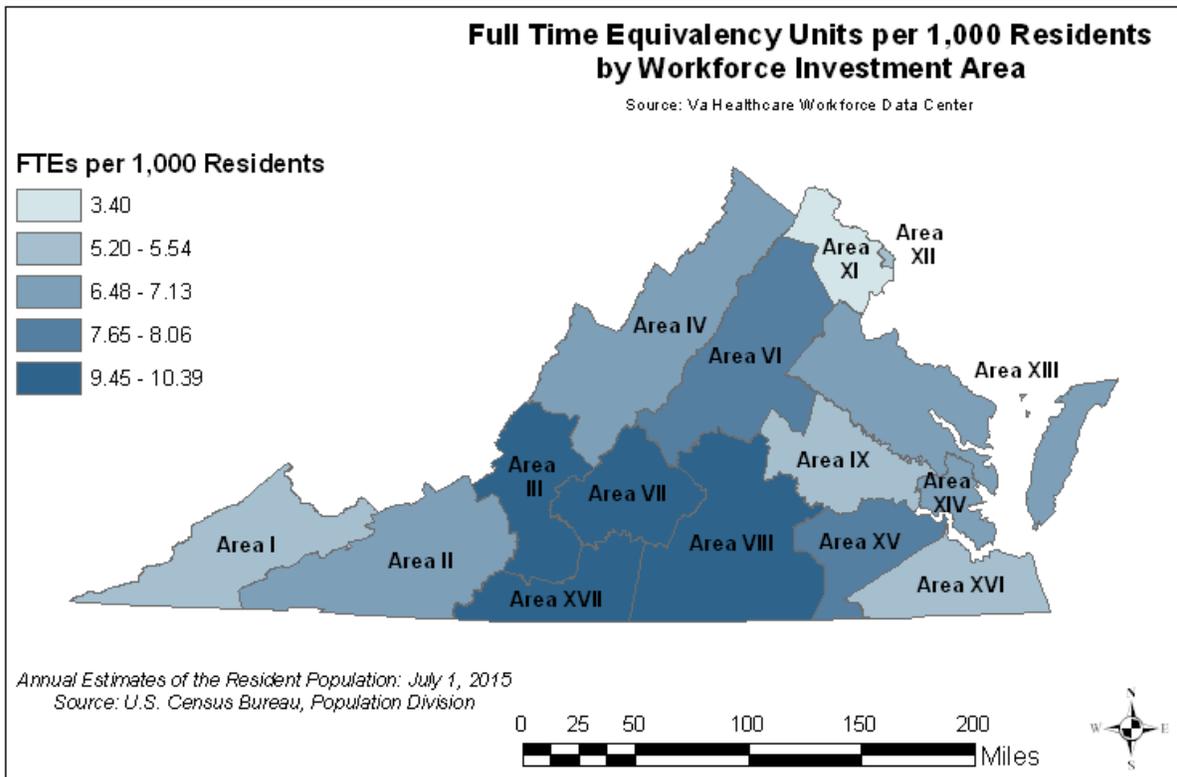
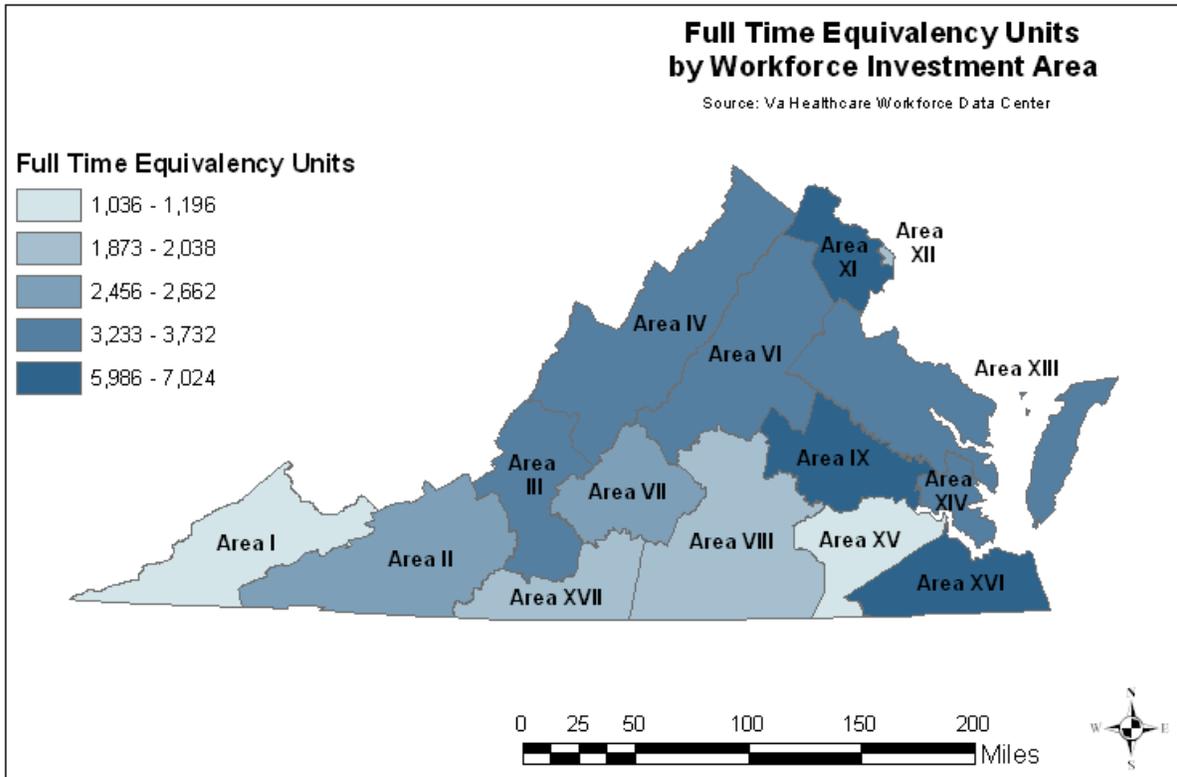


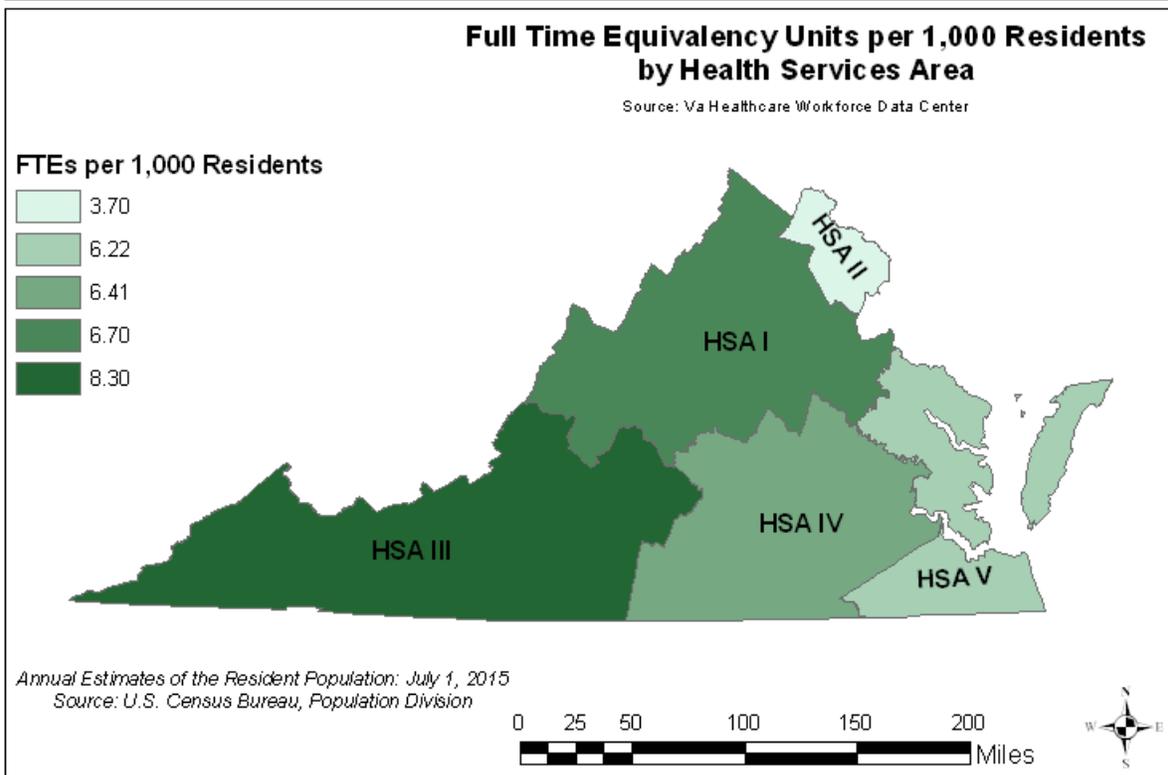
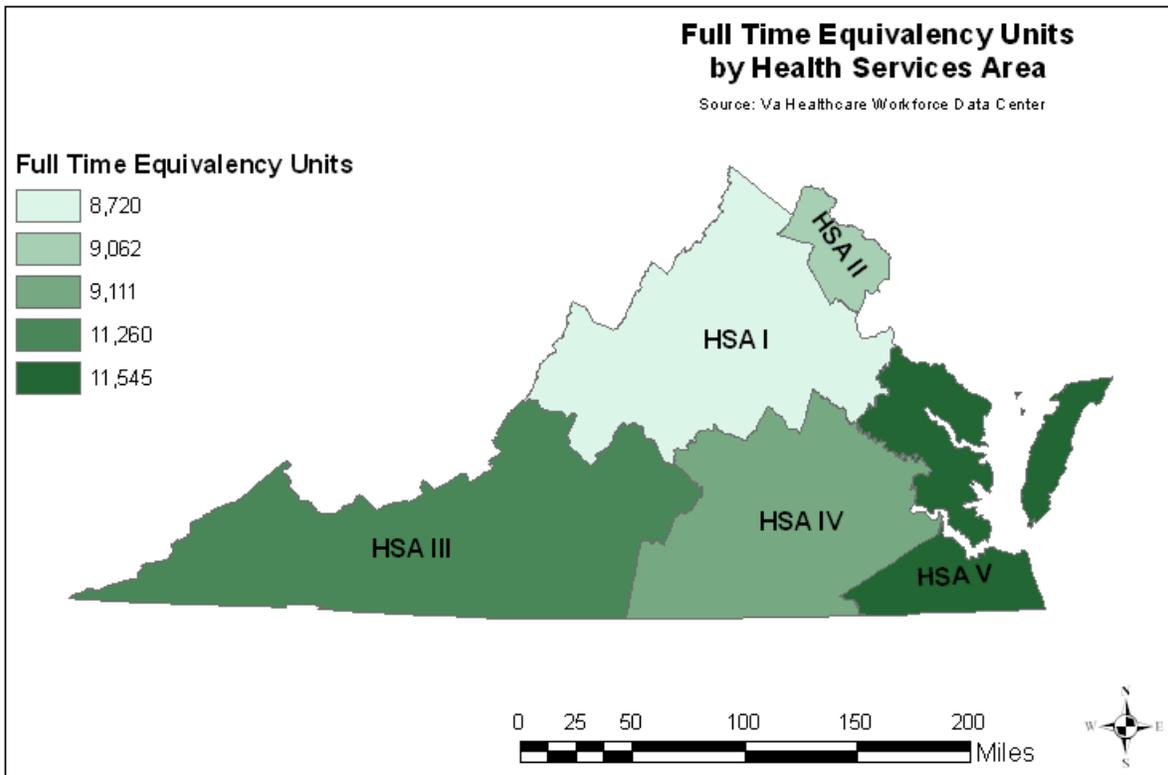
Source: Va. Healthcare Workforce Data Center

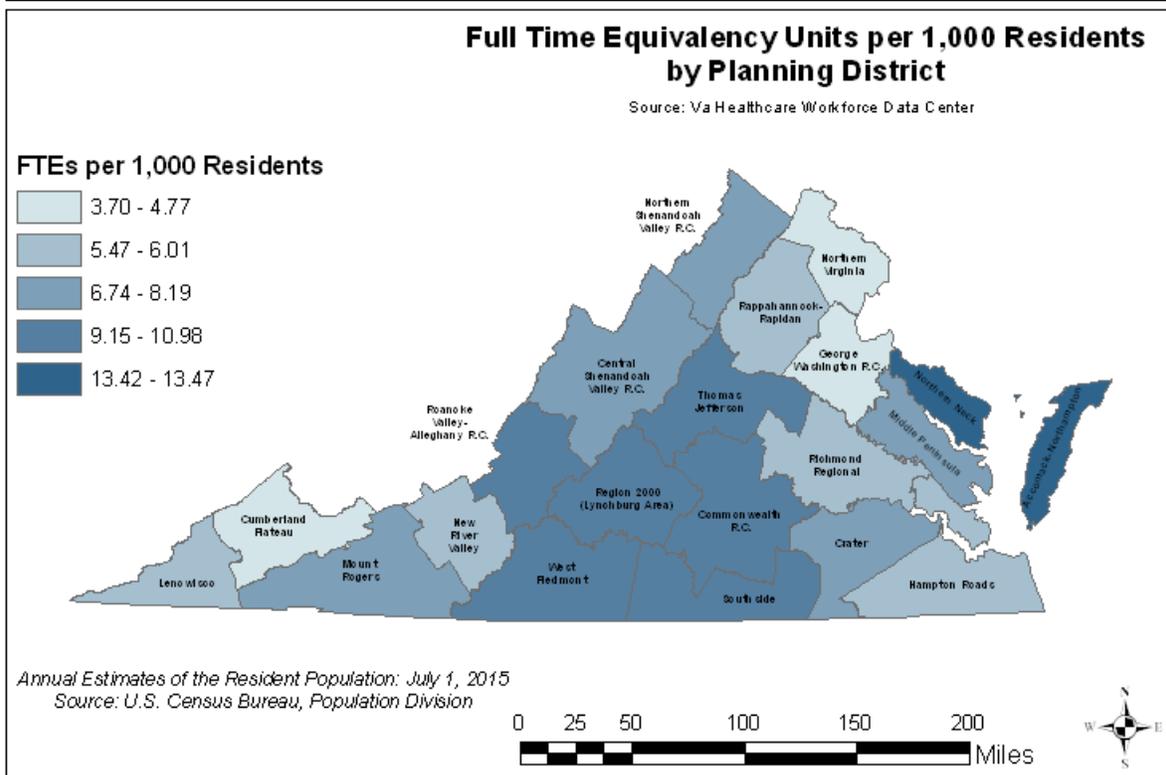
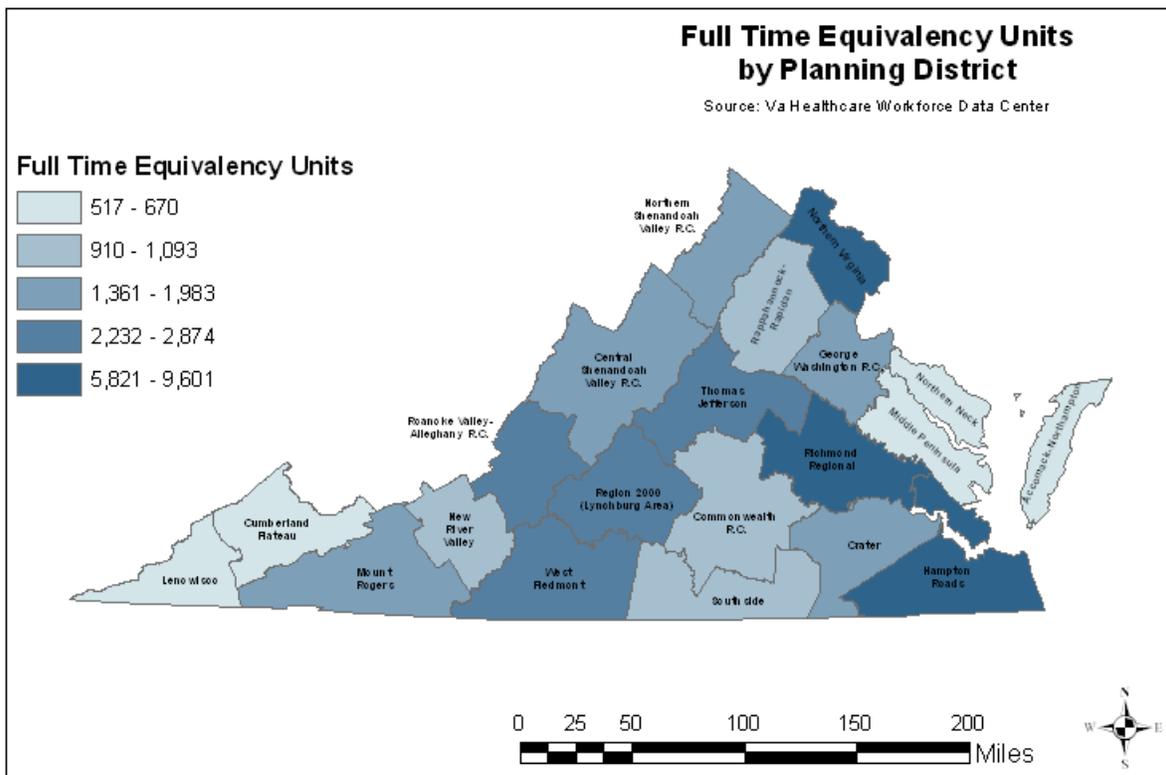
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	31,008	53.48%	1.869979	1.52242	2.58247
Metro, 250,000 to 1 million	6,473	53.84%	1.857389	1.512169	2.565082
Metro, 250,000 or less	5,868	55.57%	1.799448	1.464997	2.485065
Urban pop 20,000+, Metro adj	2,008	57.42%	1.741544	1.417855	2.405098
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	4,446	56.97%	1.755231	1.428999	2.424
Urban pop, 2,500-19,999, nonadj	2,028	50.25%	1.990186	1.620285	2.748477
Rural, Metro adj	2,384	54.15%	1.846631	1.50341	2.550225
Rural, nonadj	1,017	51.43%	1.944551	1.583131	2.685454
Virginia border state/DC	3,354	34.65%	2.886403	2.349928	3.986166
Other US State	1,440	17.85%	5.603113	4.561702	7.737983

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	17,703	37.72%	2.65134	2.405098	7.737983
30 to 34	7,744	46.45%	2.152905	1.952955	6.283291
35 to 39	6,351	58.21%	1.717879	1.558332	5.013661
40 to 44	5,386	59.65%	1.676315	1.520628	4.892354
45 to 49	5,495	61.20%	1.633958	1.482205	4.768734
50 to 54	5,444	63.98%	1.56302	1.417855	4.561702
55 to 59	5,197	63.25%	1.581077	1.434235	4.614401
60 and Over	6,706	58.89%	1.698151	1.540436	4.956085

Source: Va. Healthcare Workforce Data Center

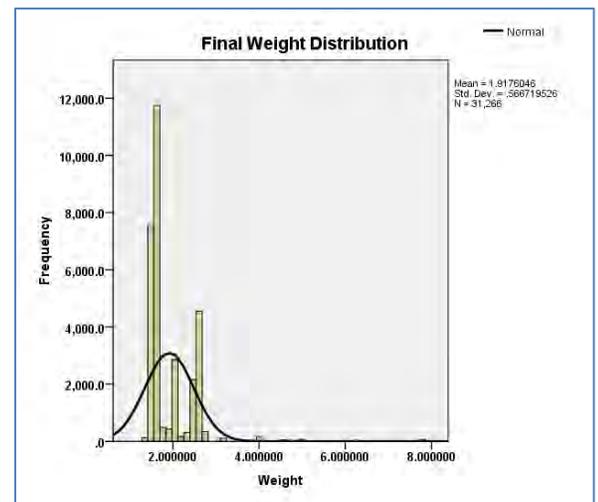
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.520874



Source: Va. Healthcare Workforce Data Center