
Virginia's Certified Nurse Aide Workforce: 2019

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
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Nearly 32,000 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.

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Thank You!

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The Certified Nurse Aide Workforce: At a Glance:

The Workforce

Licensees:	60,272
Virginia's Workforce:	56,870
FTEs:	50,584

Background

Rural Childhood:	49%
HS Degree in VA:	71%
Prof. Degree in VA:	88%

Current Employment

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

Survey Response Rate

All Licensees:	53%
Renewing Practitioners:	83%

Education

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

Job Turnover

New Location:	39%
Employed Over 2 Yrs.:	47%

Demographics

Female:	94%
Diversity Index:	59%
Median Age:	38

Finances

Med. Income: \$13-\$14/hr.	
Health Benefits:	54%
Retirement Benefits:	43%

Establishment Type

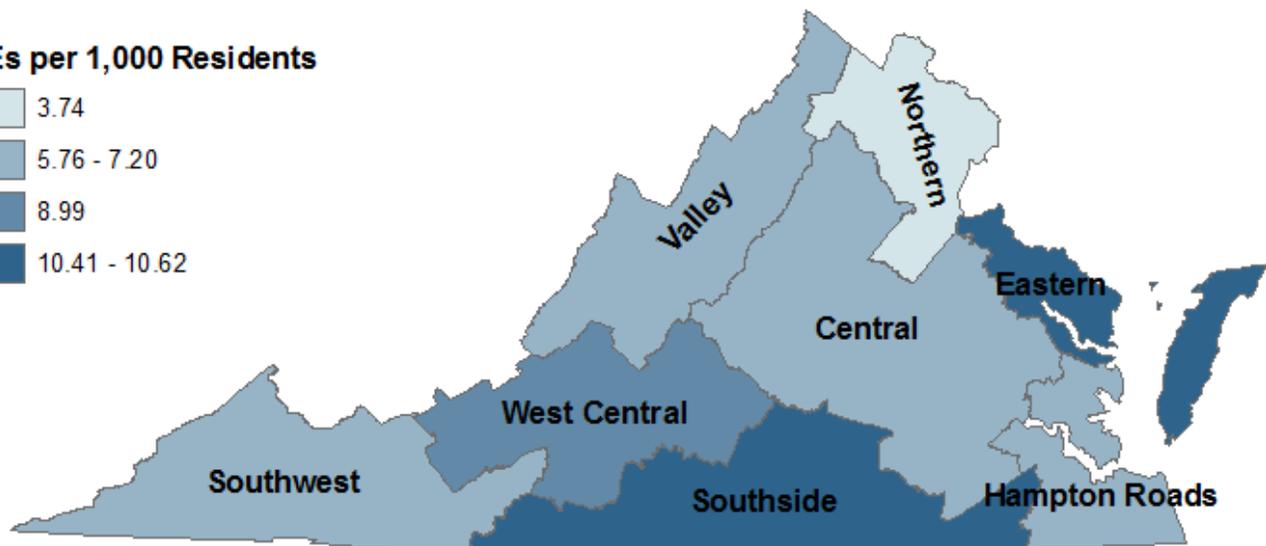
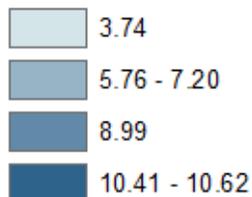
Nursing Home:	29%
Assisted Living:	16%
Home Health Care:	16%

Source: Va. Healthcare Workforce Data Center

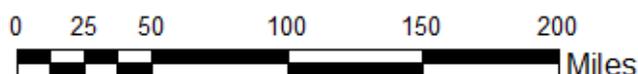
Full-Time Equivalency Units Provided by Certified Nurse Aides per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2019 Certified Nurse Aide (CNAs) Workforce Survey. Nearly 32,000 CNAs voluntarily took part in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey every year on the license issuance month of each respondent. These survey respondents represent 53% of the 60,272 CNAs who are licensed in the state and 83% of renewing practitioners.

The HWDC estimates that 56,870 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. Virginia's CNA workforce provided 50,584 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year (or 40 hours per week for 50 weeks with 2 weeks off).

Nearly 95% 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 59% 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 diversity index is 57%. Nearly half of all CNAs grew up in a rural area, and 29% of these professionals currently work in a non-metro area of Virginia. In total, 18% of all CNAs work in non-metro areas of the state.

While 86% of CNAs are currently employed in the profession, another 3% of CNAs are involuntarily unemployed. More than 60% of all CNAs in the state work in nursing homes, assisted living facilities, and home health care establishments. The median hourly wage for Virginia's CNA workforce is between \$13.00 and \$14.00. In addition, three-quarters of all CNAs receive at least one employer-sponsored benefit, including 54% who receive health insurance. Most CNAs are satisfied with their current employment situation, including 63% who indicate they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year will be compared relative to the 2014 CNA workforce. There has been a 2% decline in the number of licensed CNAs in the state (60,272 vs. 61,574) and a 1% decline in the number of survey respondents (31,907 vs. 32,289). Despite having fewer licensed CNAs, the state has seen its CNA workforce increase by 7% (56,870 vs. 53,395). In addition, the number of FTEs provided by Virginia's CNA workforce has increased by 12% (50,584 vs. 45,077).

The percentage of CNAs who are under the age of 40 has increased (54% vs. 51%), and this has led to a decline in the median age of this workforce (38 vs. 39). At the same time, the diversity index of this workforce has increased (59% vs. 58%). CNAs are more likely to have grown up in a rural area (49% vs. 48%), but these professionals are no more likely to work in non-metro areas of the state. In fact, fewer CNAs overall work in non-metro areas of Virginia (18% vs. 19%).

Virginia's CNAs have become more likely to earn their high school degree in the state (71% vs. 66%). The same is also true for the professional training of CNAs (88% vs. 86%). CNAs were relatively more likely to receive this professional training in public schools (27% vs. 23%) instead of nursing homes/hospitals (29% vs. 34%) or community colleges (17% vs. 19%). They are also slightly more likely to hold a certificate as a registered medication aide (7% vs. 6%).

CNAs are more likely to be employed in the profession (86% vs. 84%), and the rate of involuntary unemployment has fallen considerably (3% vs. 9%). CNAs are more likely to hold one full-time job (57% vs. 56%). They are also more likely to hold two or more jobs simultaneously (20% vs. 16%). In addition, CNAs are more likely to work between 40 and 49 hours per week (39% vs. 34%). Work turnover has also decreased as the number of CNAs with a new work location has fallen (39% vs. 40%) while the percentage of CNAs who have worked at their primary work location for more than two years has increased (47% vs. 45%).

The median hourly wage of Virginia's CNAs has increased (\$13-\$14 vs. \$11-\$12). CNAs are also more likely to receive at least one employer-sponsored benefit (75% vs. 70%), including those who have access to health insurance (54% vs. 47%). CNAs indicate that they are more satisfied with their current work situations (94% vs. 91%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	39,997	66%
New Licensees	6,562	11%
Non-Renewals	7,200	12%
Renewal Date Not in Survey Period	6,513	11%
All Licensees	60,272	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 80% of renewing CNAs submitted a survey. These represent 53% of CNAs who held a license at some point during the licensing period.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	11,188	6,274	36%
30 to 34	4,384	3,777	46%
35 to 39	2,741	3,676	57%
40 to 44	2,141	3,392	61%
45 to 49	1,900	3,290	63%
50 to 54	1,746	3,429	66%
55 to 59	1,635	3,468	68%
60 and Over	2,630	4,601	64%
Total	28,365	31,907	53%
New Licenses			
Issued in Past Year	6,562	0	0%
Metro Status			
Non-Metro	5,297	6,576	55%
Metro	18,956	23,586	55%
Not in Virginia	4,112	1,745	30%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted between October 2018 and September 2019 on the month of initial licensure of each renewing practitioner.
- Target Population:** All CNAs who held a Virginia license at some point during the survey time period.
- 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.

Response Rates	
Completed Surveys	31,907
Response Rate, All Licensees	53%
Response Rate, Renewals	83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed CNAs

Number: 60,272
 New: 11%
 Not Renewed: 12%

Response Rates

All Licensees: 53%
 Renewing Practitioners: 83%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Virginia's CNA Workforce: 56,870
 FTEs: 50,584

Utilization Ratios

Licenses in VA Workforce: 94%
 Licenses per FTE: 1.19
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

Virginia's CNA Workforce

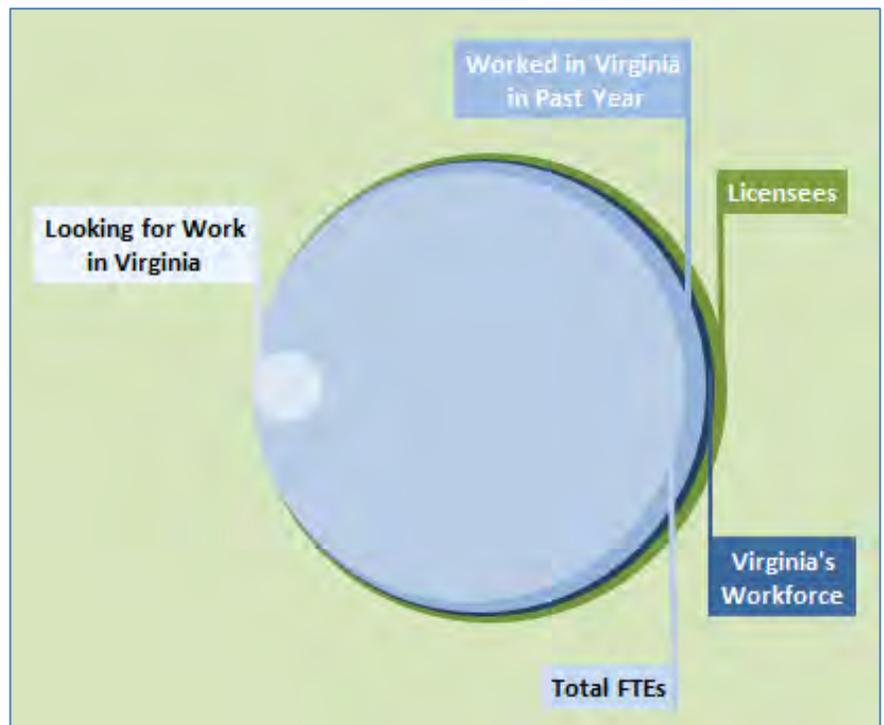
Status	#	%
Worked in Virginia in Past Year	55,491	98%
Looking for Work in Virginia	1,380	2%
Virginia's Workforce	56,870	100%
Total FTEs	50,584	
Licenses	60,272	

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 time frame 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: <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	891	6%	14,627	94%	15,518	29%
30 to 34	429	6%	6,864	94%	7,293	14%
35 to 39	315	6%	5,395	95%	5,710	11%
40 to 44	291	6%	4,547	94%	4,839	9%
45 to 49	304	7%	4,231	93%	4,535	9%
50 to 54	281	6%	4,179	94%	4,460	8%
55 to 59	246	6%	4,117	94%	4,363	8%
60 and Over	335	6%	5,625	94%	5,960	11%
Total	3,092	6%	49,586	94%	52,678	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Age
 Median Age: 38
 % Under 40: 54%
 % 55 and Over: 20%

Diversity
 Diversity Index: 59%
 Under 40 Div. Index: 60%

Source: Va. Healthcare Workforce Data Center

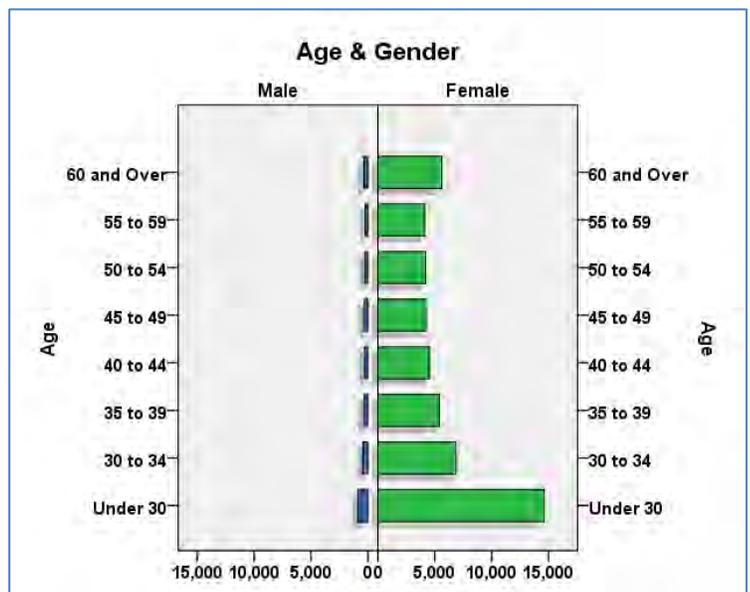
Race & Ethnicity					
Race/ Ethnicity	Virginia*	CNAs		CNAs Under 40	
	%	#	%	#	%
White	61%	20,713	38%	12,815	44%
Black	19%	27,577	51%	13,217	45%
Asian	7%	1,477	3%	572	2%
Other Race	0%	563	1%	266	1%
Two or More Races	3%	1,269	2%	1,013	3%
Hispanic	10%	2,282	4%	1,321	5%
Total	100%	53,881	100%	29,204	100%

*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, 2018.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two CNAs, there is a 59% chance they would be of a different race or ethnicity (a measure known as the diversity index), compared to a 57% chance for Virginia's population as a whole.

More than half of all CNAs are under the age of 40. Nearly all of these professionals are female. In addition, the diversity index among CNAs who are under the age of 40 is 60%.



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: 88%
 HS or Prof. Train. in VA: 90%

Location Choice

% Rural to Non-Metro: 29%
 % Urban/Suburban to Non-Metro: 8%

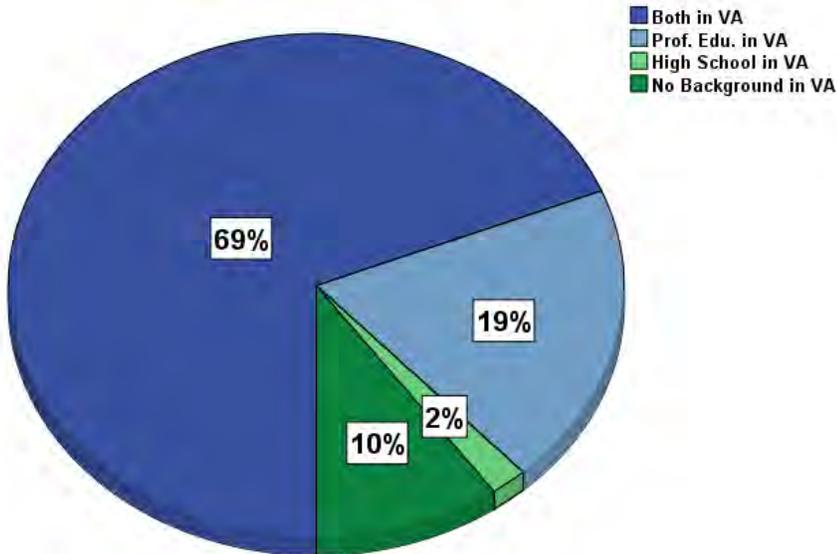
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	32%	29%	39%
2	Metro, 250,000 to 1 Million	57%	19%	25%
3	Metro, 250,000 or Less	66%	17%	16%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	66%	16%	18%
6	Urban Pop., 2,500-19,999, Metro Adjacent	78%	11%	10%
7	Urban Pop., 2,500-19,999, Non-Adjacent	85%	7%	8%
8	Rural, Metro Adjacent	79%	9%	12%
9	Rural, Non-Adjacent	76%	12%	12%
Overall		49%	23%	29%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly half of all CNAs grew up in self-described rural areas, and 29% of these professionals currently work in non-metro counties. Overall, 18% 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	37,787	Virginia	47,265
2	Outside U.S./Canada	7,363	North Carolina	960
3	New York	1,206	New York	650
4	North Carolina	925	West Virginia	524
5	West Virginia	765	Maryland	500
6	Maryland	641	Pennsylvania	344
7	Pennsylvania	616	New Jersey	257
8	New Jersey	475	California	254
9	Florida	397	Georgia	209
10	Georgia	271	Tennessee	171

More than 70% of Virginia's licensed CNAs earned their high school degree in Virginia, while 88% received their initial 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, and 87% received their initial CNA training in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	11,203	Virginia	13,681
2	Outside U.S./Canada	1,912	North Carolina	304
3	New York	296	West Virginia	201
4	North Carolina	281	New York	175
5	West Virginia	244	Maryland	156
6	Maryland	220	Pennsylvania	107
7	Pennsylvania	192	California	69
8	Florida	153	Georgia	68
9	New Jersey	102	New Jersey	63
10	Georgia	97	Florida	61

Source: Va. Healthcare Workforce Data Center

More than 5% of Virginia's licensees did not participate in the state's CNA workforce during the past year. Among these licensees, 85% worked at some point in the past year, including 71% who worked in a CNA-related capacity.

At a Glance:

Not in VA Workforce

Total: 3,344
 % of Licensees: 6%
 Va. Border State/DC: 36%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Certifications		
Certification	#	% of Workforce
Registered Medication Aide (RMA)	4,172	7%
Advanced Practice CNA	438	1%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

RMA: 7%

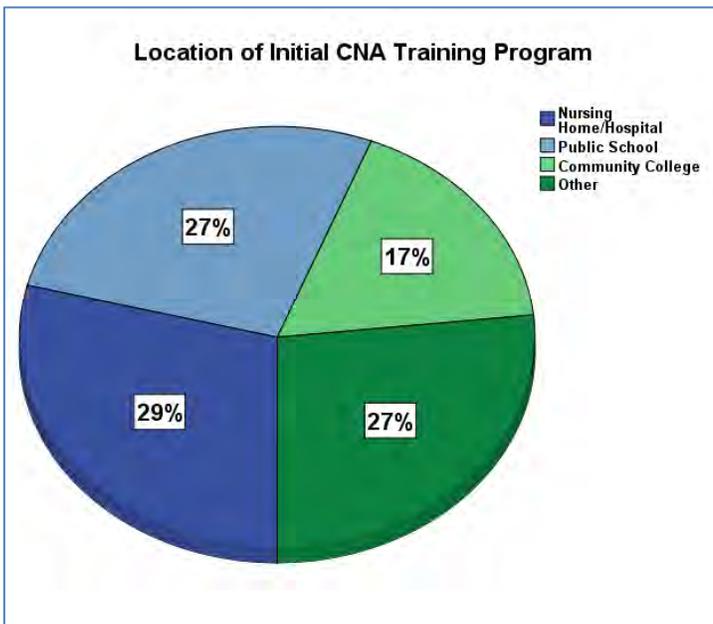
Advanced Practice CNA: 1%

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	15,350	29%
Public School (High School/Vocational School)	14,305	27%
Community College	9,193	17%
Other (Private School/Proprietary Program)	14,146	27%
Total	52,994	100%

Source: Va. Healthcare Workforce Data Center

Educational Advancement		
Program Enrollment	#	%
None	45,102	90%
RN Program	3,175	6%
LPN Program	1,986	4%
Total	50,262	100%

Source: Va. Healthcare Workforce Data Center

One out of ten CNAs are currently enrolled in a nursing program, including 6% who are enrolled in a RN program.

At a Glance:

Employment

Employed in Profession: 86%
Involuntarily Unemployed: 3%

Positions Held

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

Weekly Hours:

40 to 49: 39%
60 or More: 5%
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	29	< 1%
Employed in a CNA-Related Capacity	46,235	86%
Employed, NOT in a CNA-Related Capacity	5,408	10%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1,841	3%
Voluntarily Unemployed	129	< 1%
Retired	29	< 1%
Total	53,670	100%

Source: Va. Healthcare Workforce Data Center

More than four out of every five CNAs are currently employed in the profession. Nearly 60% of CNAs have one full-time job, and 39% of CNAs work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	1,999	4%
1 to 9 Hours	1,868	4%
10 to 19 Hours	2,718	5%
20 to 29 Hours	5,440	11%
30 to 39 Hours	14,587	29%
40 to 49 Hours	19,686	39%
50 to 59 Hours	1,888	4%
60 to 69 Hours	820	2%
70 to 79 Hours	649	1%
80 or More Hours	1,242	2%
Total	50,897	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	1,999	4%
One Part-Time Position	9,980	19%
Two Part-Time Positions	2,283	4%
One Full-Time Position	30,257	57%
One Full-Time Position & One Part-Time Position	7,210	14%
Two Full-Time Positions	703	1%
More than Two Positions	435	1%
Total	52,867	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Less than \$7.50 per Hour	305	1%
\$7.50 to \$7.99 per Hour	359	1%
\$8.00 to \$8.99 per Hour	1,066	2%
\$9.00 to \$9.99 per Hour	1,788	4%
\$10.00 to \$10.99 per Hour	3,420	8%
\$11.00 to \$11.99 per Hour	4,510	10%
\$12.00 to \$12.99 per Hour	7,553	17%
\$13.00 to \$13.99 per Hour	7,384	16%
\$14.00 to \$14.99 per Hour	6,411	14%
\$15.00 or More per Hour	12,621	28%
Total	45,416	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$13-\$14/hr.

Benefits
Health Insurance: 54%
Retirement: 43%

Satisfaction
Satisfied: 94%
Very Satisfied: 63%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	33,297	63%
Somewhat Satisfied	16,397	31%
Somewhat Dissatisfied	2,115	4%
Very Dissatisfied	965	2%
Total	52,774	100%

Source: Va. Healthcare Workforce Data Center

The typical CNA earns between \$13 and \$14 per hour. In addition, three out of every four CNAs receive at least one employer-sponsored benefit, including 54% who have access to health insurance.

Employer-Sponsored Benefits		
Benefit	#	% of Workforce
Paid Vacation	29,432	64%
Health Insurance	24,797	54%
Paid Sick Leave	24,247	52%
Dental Insurance	23,415	51%
Retirement	20,049	43%
Group Life Insurance	14,747	32%
At Least One Benefit	34,575	75%

*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	5,659	12%	3,163	22%
6 Months to 1 Year	6,930	14%	2,764	19%
1 to 2 Years	12,670	26%	3,566	24%
3 to 5 Years	11,114	23%	2,758	19%
6 to 10 Years	5,243	11%	1,278	9%
More than 10 Years	6,323	13%	1,121	8%
Subtotal	47,939	100%	14,650	100%
Did Not Have Location	3,172		39,447	
Item Missing	5,760		2,773	
Total	56,870		56,870	

Source: Va. Healthcare Workforce Data Center

At a Glance:

Turnover & Tenure

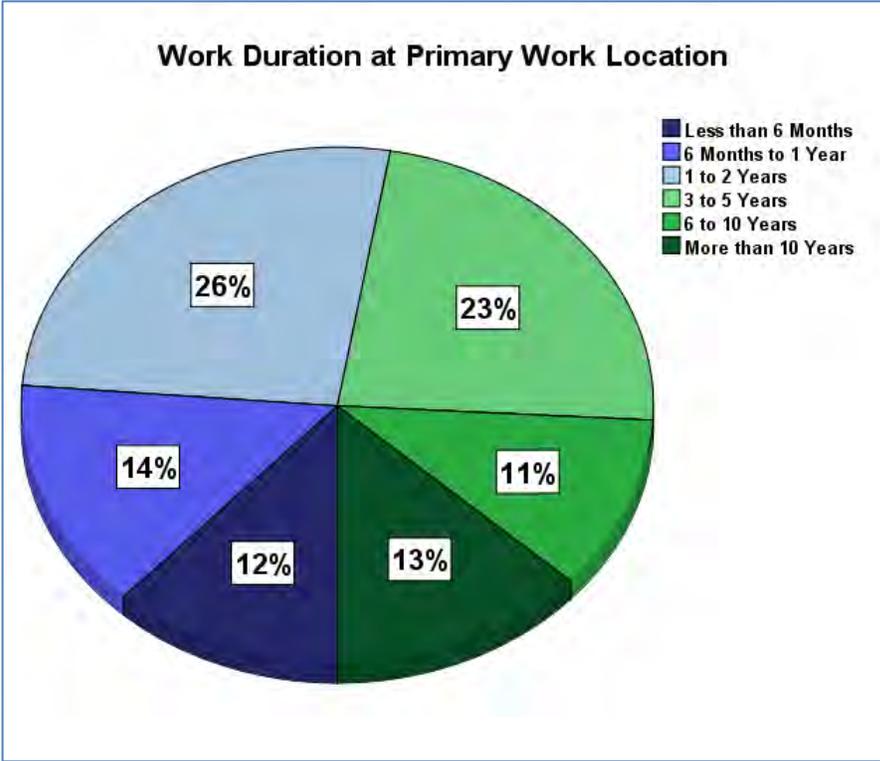
New Location: 39%

Over 2 Years: 47%

Over 2 Yrs., 2nd Location: 35%

Source: Va. Healthcare Workforce Data Center

Nearly half of CNAs have worked at their primary work location for more than two years.



Source: Va. Healthcare Workforce Data Center

At a Glance:

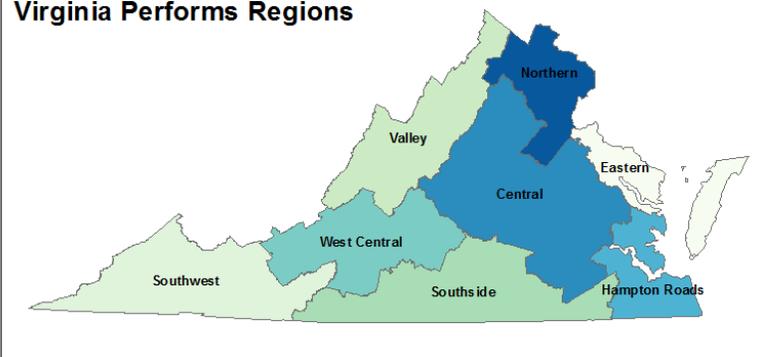
Concentration

Top Region:	22%
Top 3 Regions:	61%
Lowest Region:	3%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

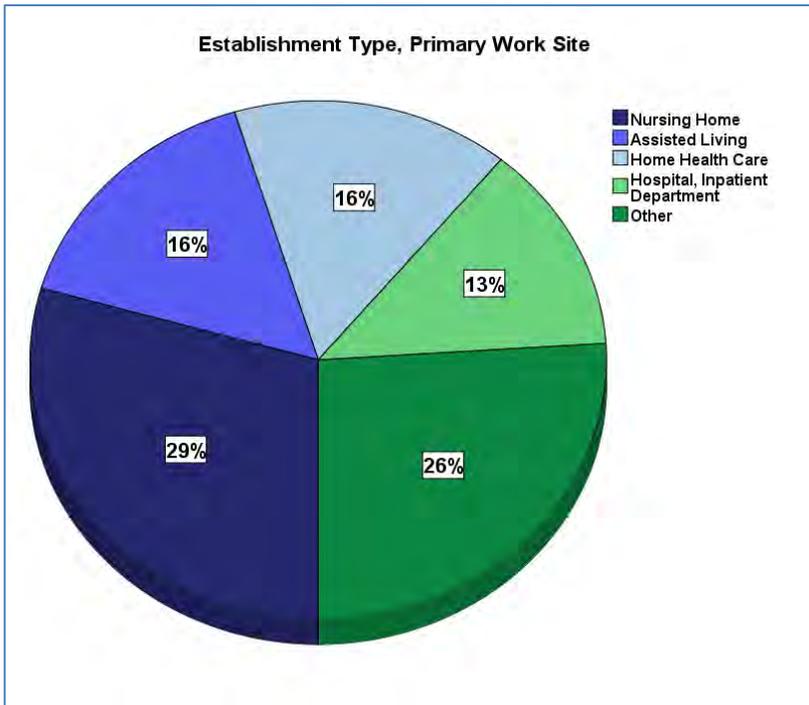
Regional Distribution of Work Locations

Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	10,228	22%	3,383	22%
Northern	9,271	20%	3,857	25%
Hampton Roads	8,704	19%	3,112	20%
West Central	6,601	14%	1,920	13%
Valley	3,624	8%	847	6%
Southside	3,391	7%	989	6%
Southwest	2,553	6%	541	4%
Eastern	1,337	3%	476	3%
Virginia Border State/D.C.	91	0%	65	0%
Other U.S. State	68	0%	92	1%
Outside of the U.S.	23	0%	9	0%
Total	45,891	100%	15,291	100%
Item Missing	7,808		2,133	

Source: Va. Healthcare Workforce Data Center

More than three out of every five CNAs in the state work in Central Virginia, Northern Virginia, and Hampton Roads.

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Activity

Clinical/Patient Care: 92%

Non-Clinical: 8%

Top Establishments

Nursing Home: 29%

Assisted Living: 16%

Home Health Care: 16%

Source: Va. Healthcare Workforce Data Center

Nursing homes employ nearly 30% of all CNAs, the most of any establishment type in the state.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Nursing Home	14,561	29%	2,867	18%
Assisted Living	7,833	16%	2,405	15%
Home Health Care	7,730	16%	3,852	24%
Hospital, Inpatient Department	6,446	13%	742	5%
Personal Care: Companion/Sitter/Private Duty	2,188	4%	1,232	8%
Hospice	1,179	2%	213	1%
Group Home	1,059	2%	456	3%
Mental Health Facility	1,013	2%	152	1%
Physician's Office	1,004	2%	128	1%
Hospital, Ambulatory Care	993	2%	176	1%
Health Clinic	576	1%	183	1%
Ambulatory or Outpatient Care	557	1%	207	1%
Other Practice Setting	4,293	9%	3,524	22%
Total	49,432	100%	16,137	100%
Did Not Have a Location	3,172		39,447	

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 50,584
 FTEs/1,000 Residents¹: 5.94
 Average: 0.94

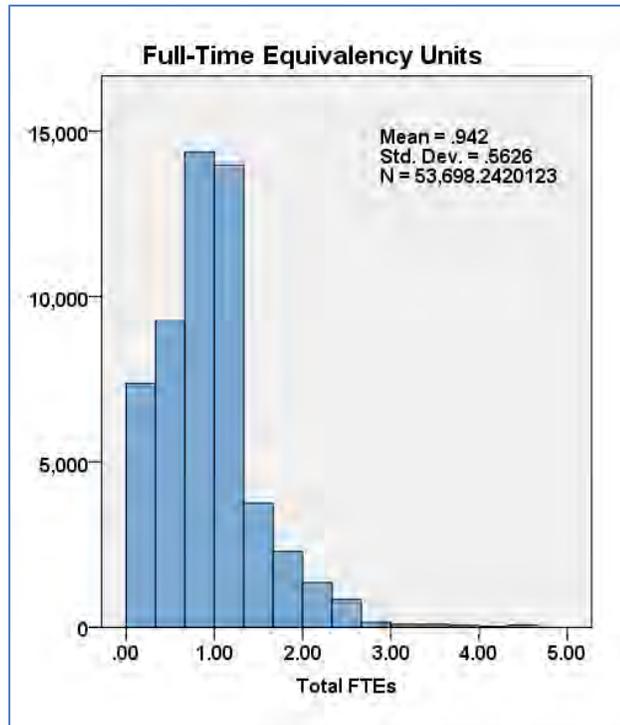
Age & Gender Effect

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:

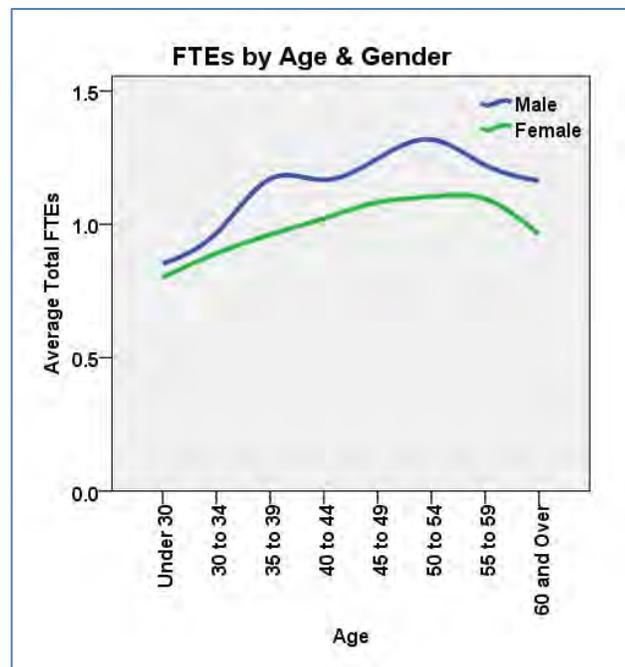


Source: Va. Healthcare Workforce Data Center

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.²

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.80	0.81
30 to 34	0.88	0.88
35 to 39	0.96	0.91
40 to 44	1.02	0.91
45 to 49	1.08	1.06
50 to 54	1.09	1.08
55 to 59	1.09	1.08
60 and Over	0.95	0.91
Gender		
Male	1.07	1.02
Female	0.95	0.91

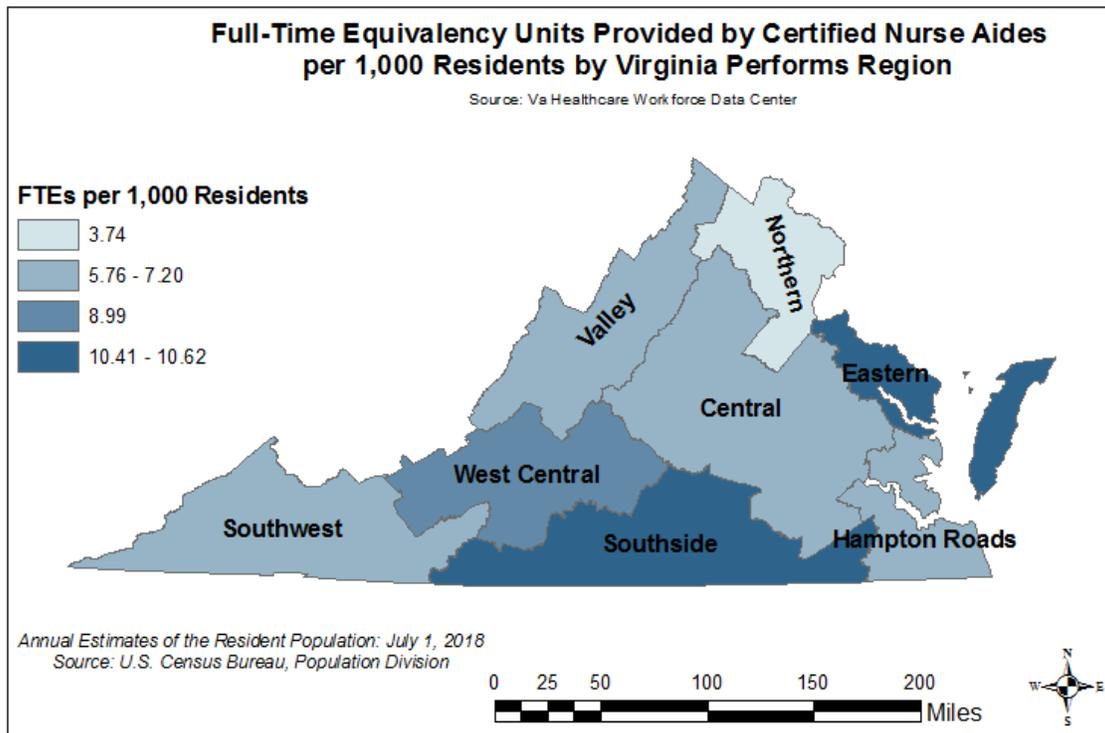
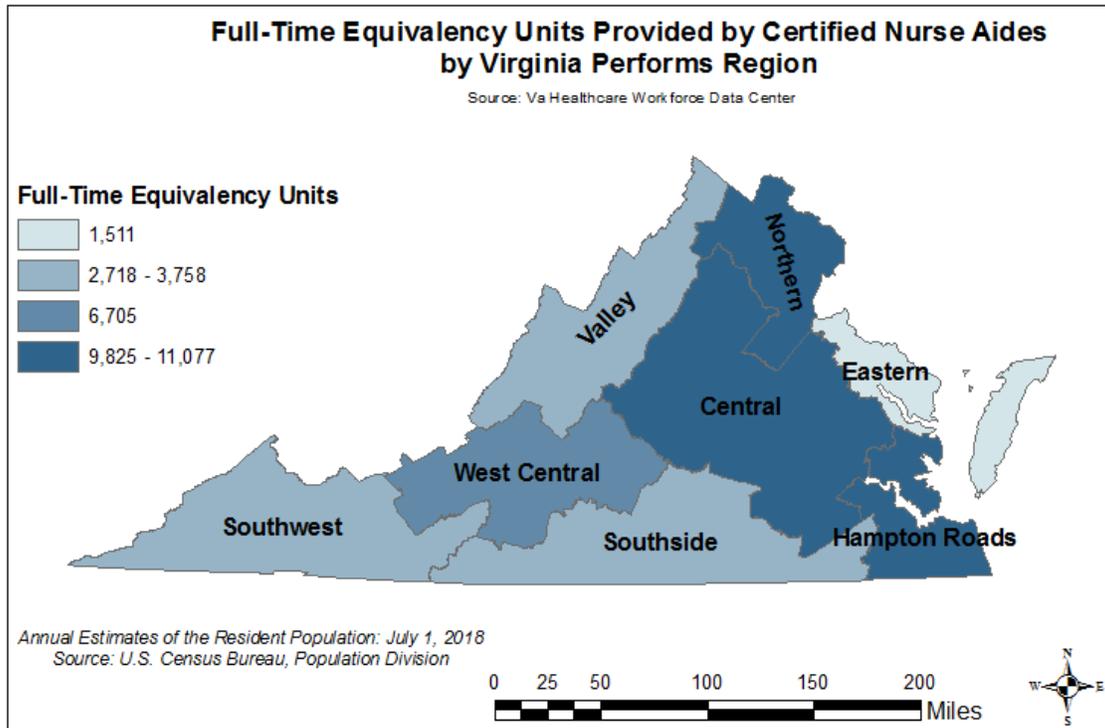
Source: Va. Healthcare Workforce Data Center

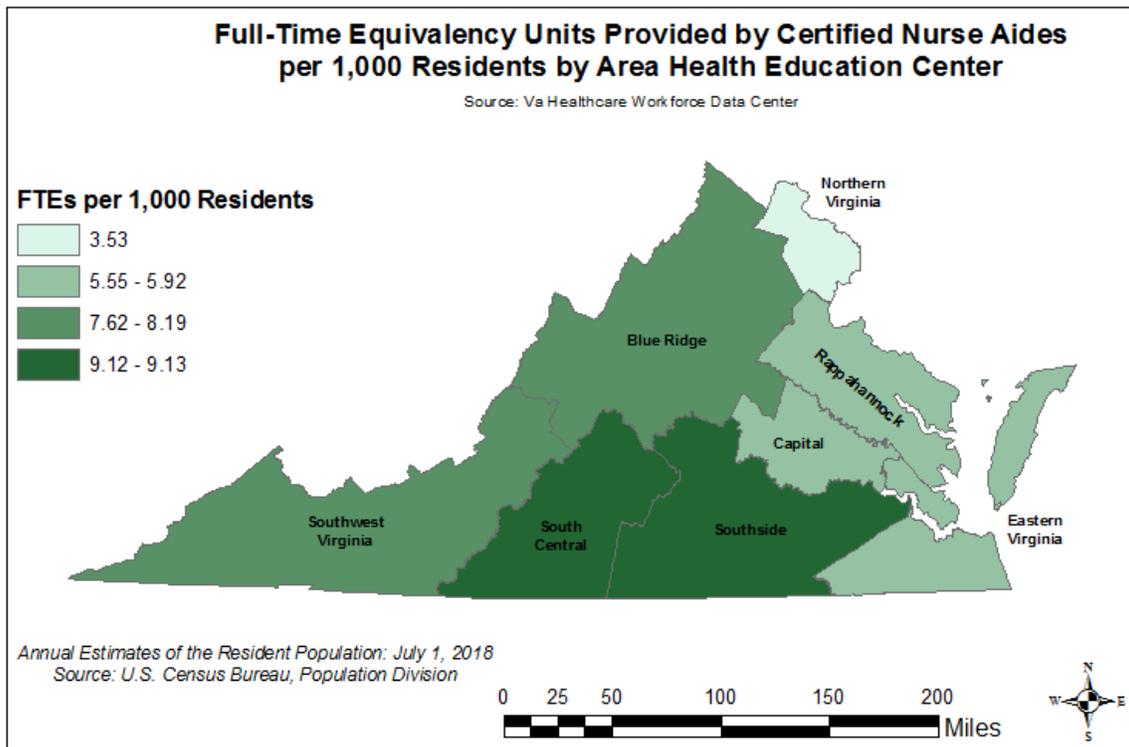
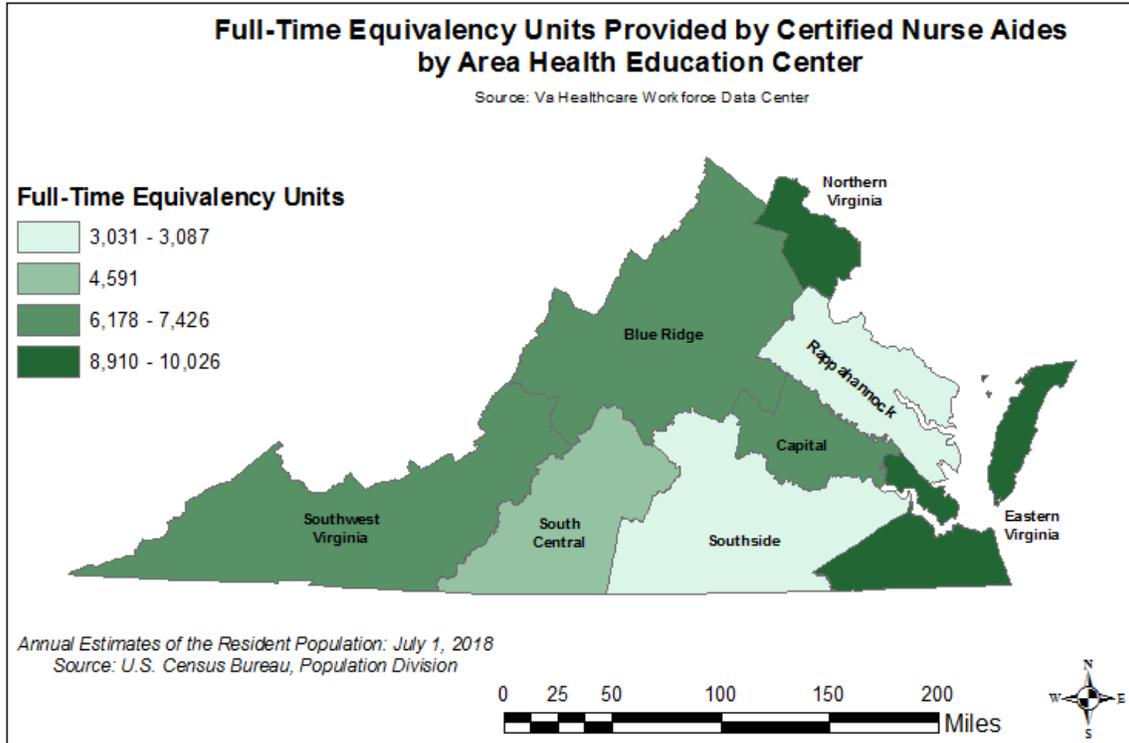


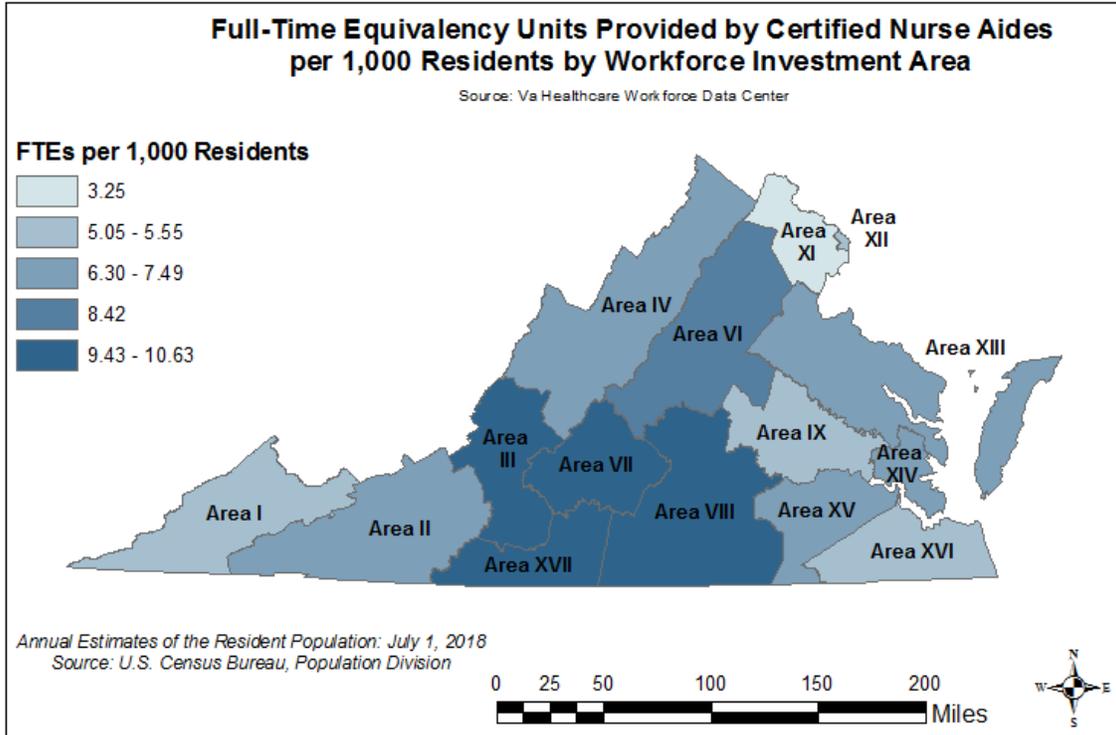
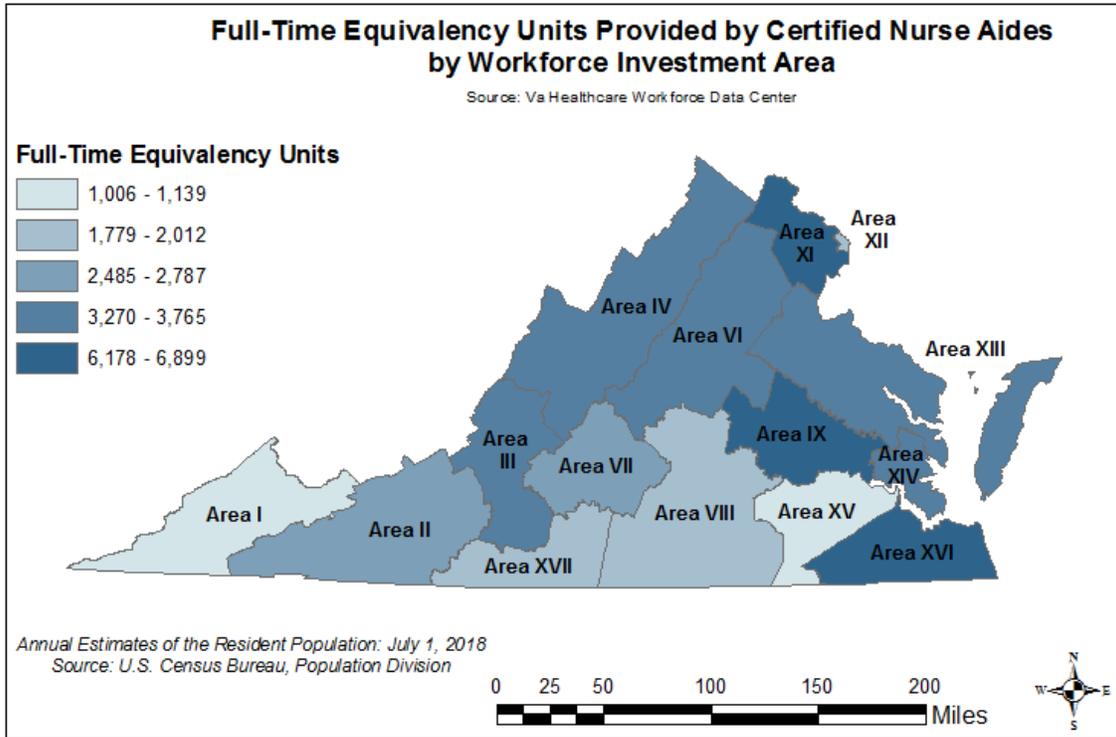
Source: Va. Healthcare Workforce Data Center

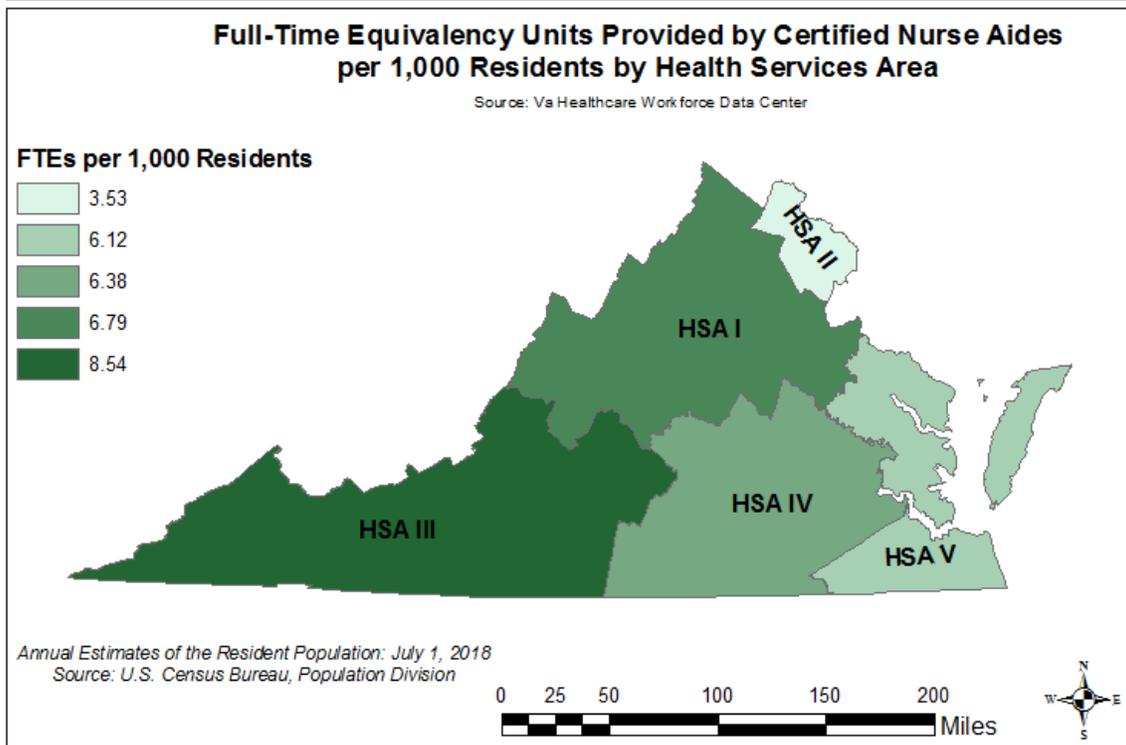
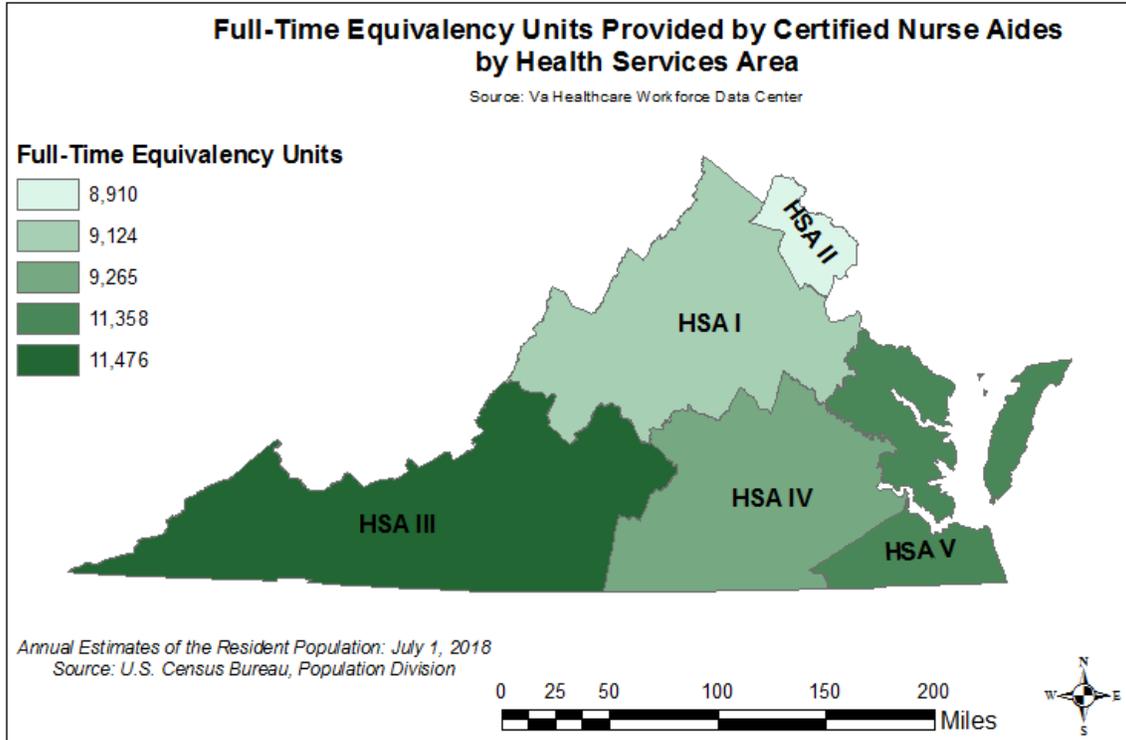
¹Number of residents in 2018 was used as the denominator.

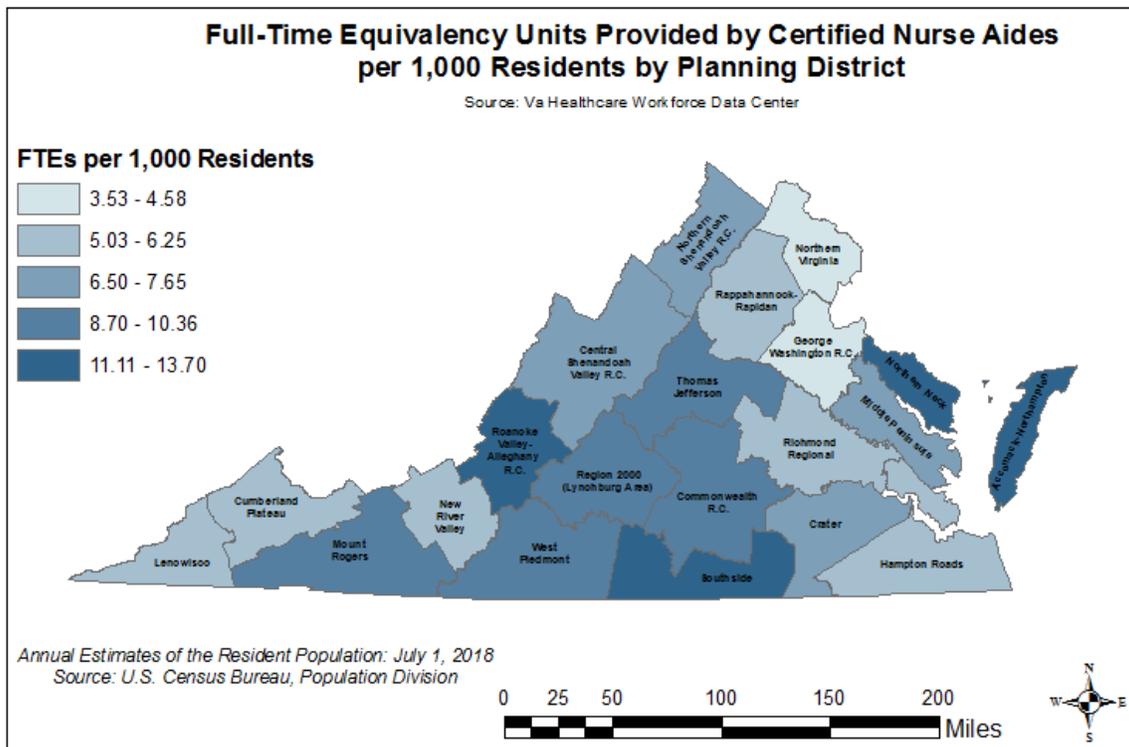
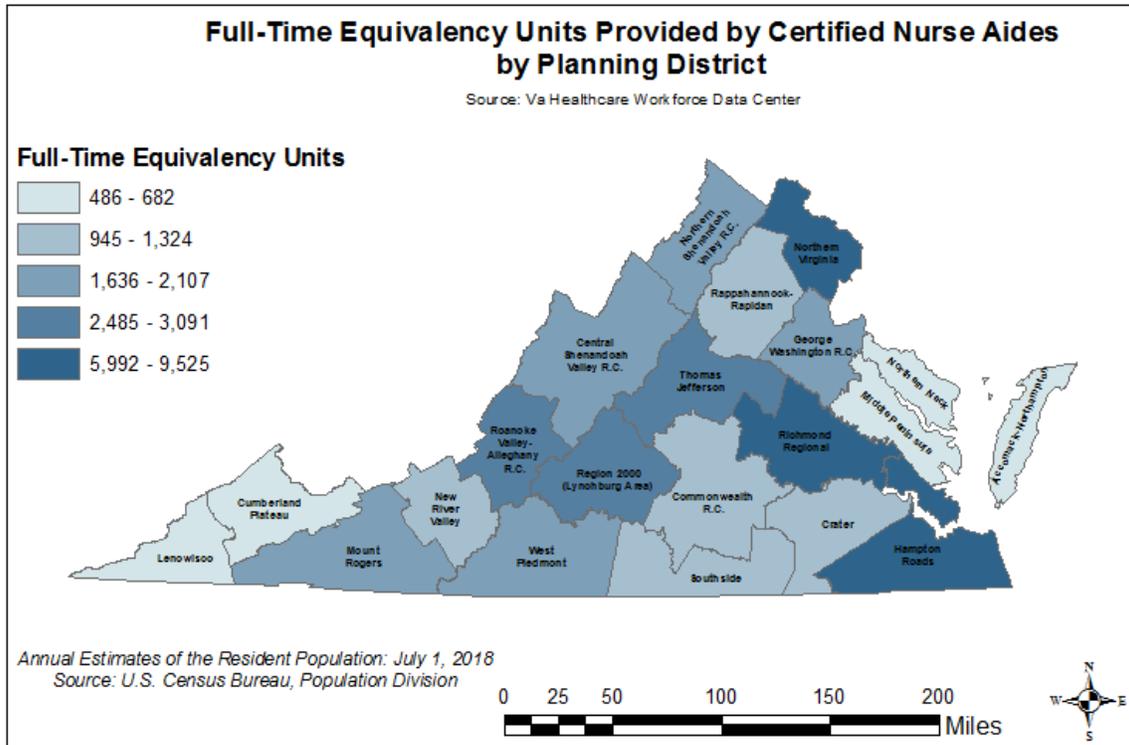
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	30,219	55.62%	1.797787	1.40041	2.648854
Metro, 250,000 to 1 Million	6,331	54.79%	1.825022	1.421624	2.688982
Metro, 250,000 or Less	5,992	55.21%	1.811366	1.410987	2.668862
Urban Pop. 20,000+, Metro Adj.	1,888	56.99%	1.754647	1.366805	2.585292
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	4,435	58.58%	1.707082	1.329754	2.51521
Urban Pop., 2,500-19,999, Non-Adj.	2,129	49.60%	2.016098	1.570466	2.970514
Rural, Metro Adj.	2,337	55.97%	1.786697	1.391771	2.632515
Rural, Non-Adj.	1,084	49.63%	2.01487	1.569509	2.968704
Virginia Border State/D.C.	3,378	36.68%	2.726392	2.123759	4.017059
Other U.S. State	2,479	20.41%	4.899209	3.816303	7.218482

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	17,462	35.93%	2.783232	2.51521	7.218482
30 to 34	8,161	46.28%	2.16071	1.952636	5.603931
35 to 39	6,417	57.29%	1.745647	1.577544	4.527442
40 to 44	5,533	61.30%	1.631191	1.474109	4.230593
45 to 49	5,190	63.39%	1.577508	1.425595	4.091361
50 to 54	5,175	66.26%	1.509186	1.363853	3.914166
55 to 59	5,103	67.96%	1.471453	1.329754	3.816303
60 and Over	7,231	63.63%	1.571615	1.42027	4.076078

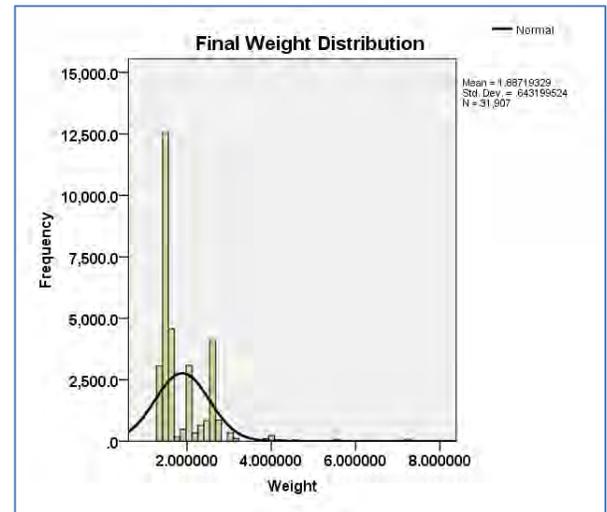
Source: Va. Healthcare Workforce Data Center

See the Methods 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:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.529383



Source: Va. Healthcare Workforce Data Center