
Virginia's Certified Nurse Aide Workforce: 2012

Healthcare Workforce Data Center

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Contents

HEALTHCARE WORKFORCE DATA CENTER.....	1
Overview	1
HWDC Current Surveys.....	1
Certified Nurse Aides.....	1
The 2012 CNA Workforce Survey	2
Methodology	2
Response Rates	2
Virginia’s Certified Nursing Aides	3
Virginia’s CNA Workforce	3
Weighted Estimates	3
VIRGINIA’S CERTIFIED NURSING AIDE WORKFORCE.....	5
Demographics.....	5
Age & Gender	5
Diversity.....	5
Education	6
Location of CNA Training.....	6
Source of CNA Training.....	6
CNA Training Graduation Year.....	6
State of Initial CNA Certification.....	7
Employment characteristics.....	8
Current Employment Status	8
Working Hours.....	8
Primary Work Role	9
Primary Establishment Type.....	9
Work Duration.....	10
Work Satisfaction	10
Future Plans	11
Expected Employment Duration	11
Distribution of Work Locations	12
Full-Time Equivalency Units (FTEs).....	13
Maps	14
Council of Virginia’s Future Region	16
Health Services Area.....	17
Workforce Investment Area	18
Local Health District	19
Area Health Education Center	20
Appendices.....	21
Appendix A: Weights	21
Appendix B: The 2012 CNA Workforce Survey	22

Healthcare Workforce Data Center

Overview

The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed, certified and registered healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below.

HWDC Current Surveys

Assisted Living Facility Administrators	Licensed Clinical Social Workers	Pharmacy Technicians
Audiologists	Licensed Practical Nurses	Physical Therapists
Certified Nurse Aides	Licensed Professional Counselors	Physical Therapy Assistants
Clinical Psychologists	Medical Doctors	Physician Assistants
Dental Hygienists	Nurse Practitioners	Registered Nurses
Dentists	Nursing Home Administrators	Speech-Language Pathologists
Doctors of Osteopathy	Pharmacists	

Certified Nurse Aides

The Federal Omnibus Budget and Reconciliation Act of 1987 mandated that all states receiving Medicare and Medicaid funding for nursing homes establish a Nurse Aide Registry (among other mandates). Pursuant to this mandate, Virginia began certifying "certified nurse aides" or "C.N.A.s" who work in nursing facilities in 1989. It is important to note that **only those nurse aides working in nursing homes are required to be certified**. Uncertified nurse aides with similar job titles (e.g., nurse aide, nursing assistant) working in other settings are not required to obtain certification. Despite this, a significant proportion of employers require certification as a condition of employment.

The 2012 CNA Workforce Survey

Methodology

The CNA Workforce Survey is administered to Certified Nurse Aides through the Department of Health Professions online renewal process. CNAs must renew their certificates once every two years. Only those CNAs who work in long term care are required to be certified. Currently, HWDC surveys are only available to those renewing their certificates online. New Virginia certificants and those returning from a long absence did not have access to the online survey.² Additionally, paper renewals were available to persons who specifically requested them. The survey was not offered to students or new applicants. This survey was conducted during the two year period between September 1, 2010 and August 31, 2012. Unlike other professions, where all regulated individuals complete their survey in the same month of the year, CNAs have a rolling renewal process in which surveys are completed in the month in which a CNA's current certificate is set to expire.³ The survey text is available in Appendix B.

Response Rates

Statistic	CNAs
Renewing CNAs, 2012	58,893
New Certificants	4,904
Expired Certificants	2,687
Certificants, 2012 Renewal Cycle	66,484
Completed Surveys	28,366
Proportion of certificants who completed a survey.	43%
Response Rate, Renewing CNAs	48%

The survey's population is all nurse aides certified in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Certified Nurse Aide Workforce. Our sample is a convenience sample of certified CNAs who renewed their certificates online. This method, along with the voluntary efforts of CNAs, resulted in an overall response rate of nearly 50 percent (see above).

The methodology excludes CNAs first certified during the survey period, as these CNAs are not required to renew until the next renewal cycle. It excludes CNAs who did not renew their certificates. The methodology also excludes CNAs who choose to renew using paper renewals. Using administrative data in our administrative database, we are able to determine response based on age and the rural status of the CNAs' address with the Department.

Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	14,250	6,623	32%
30 to 34	4,225	3,098	42%
35 to 39	3,549	2,954	45%
40 to 44	3,471	3,245	48%
45 to 49	3,344	3,438	51%
50 to 54	3,184	3,412	52%
55 to 59	2,585	2,671	51%
60 to 64	1,678	1,651	50%
65 to 69	1,030	776	43%
70 to 74	523	372	42%
75 to 79	196	94	32%
80+	84	32	28%
Total	38,119	28,366	43%
New Certificants, 2012			
Certificate Issued in 2012	4,904	0	0%
Metro Status			
Metro	26,275	20,470	44%
Non-Metro	7,142	6,308	47%
Not in Virginia	4,652	1,586	25%

² Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of certificate expiration. All others must renew biennially.

³ Beginning in 2013, CNA's began renewing licenses annually.

Virginia's Certified Nurse Aides

Not all of Virginia's CNAs live or work in the state. Nearly 91 percent of Virginia's CNAs live in Virginia. In addition, nearly 7 percent have an address on record in a state bordering Virginia or in the District of Columbia.

As indicated earlier, only nurse aides or nurse assistants employed in nursing homes are required to be certified in Virginia. Nurse aides, nurse assistants, orderlies, home health aides, personal care aides or other persons in similar occupations who work in hospitals, home health, community health, clinics or other settings are not required to be certified. Nevertheless, many employers require persons working in these positions and settings to be certified as nurse aides.

Virginia's CNA Workforce

For purposes of this report, Virginia's CNA workforce consists of certified nurse aides who reported having at least one practice location and who identified at least one practice location in Virginia in our survey. If a respondent indicated practicing but did not list a location, the address on file with the department was used as a proxy to determine participation in Virginia's workforce. Virginia's CNA workforce also includes certified respondents who reside in Virginia and are not working, but who intend to return to practice at some point. As noted above, the CNA workforce does not include uncertified practitioners who work in similar occupations outside of nursing homes.⁴ Using these criteria, 27,081 CNA survey respondents are in Virginia's workforce.

Status	Respondents
Working in Virginia	24,713
Not working, but plans to return to work in Virginia	2,368
Total	27,081

Weighted Estimates

To account for differences in response rates by key characteristics, this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of CNAs based on the age of the respondent in five year categories and the rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: <http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population-wide data on these characteristics to generate response rates and weights. For information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Status	Weighted Estimate
Working in Virginia	56,295
Not working, but plans to return to work in Virginia	5,980
Total	62,275

⁴ The US Bureau of Labor Statistics and the Virginia Employment Commission's Labor Market use the Standard Occupational Classification (SOC) System for classifying workers into occupations. The SOC includes several separate occupations which may include certified or uncertified nurse aides. Some SOC occupations which may include CNAs in Virginia are "nurse assistants" (311014), "orderlies" (311015), "personal care aides" (399021), "home health aides" (311011), "psychiatric aides" (311013) and "healthcare support workers, all others" (319099).

Using this methodology, we estimate that 62,275 CNAs participated in Virginia's CNA workforce during the two-year survey period, including 56,295 CNAs who worked in Virginia in 2012 and 5,980 CNAs who did not indicate working in Virginia in 2012, but who indicated plans to return to work in Virginia in the future. As noted on the previous page, the Certified Nurse Aide workforce does not include uncertified practitioners who work in similar occupations outside of nursing homes. The information in this report pertains to Virginia's CNA workforce.

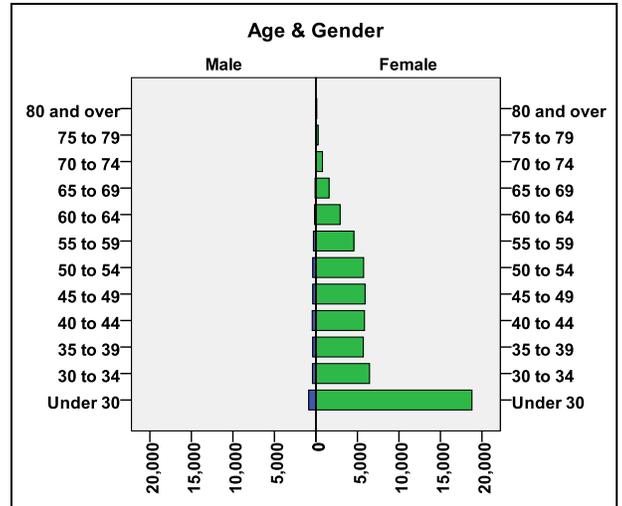
Virginia's Certified Nurse Aide Workforce

Demographics

Age & Gender

The median age of Virginia's CNAs was 37. However, this distribution was skewed toward younger CNAs. Nearly one-third of all CNAs were under the age of 30, while less than 10 percent of CNAs were age 60 or above. Meanwhile, approximately 40 percent of CNAs were either in their 30s or 40s.

Nearly 95 percent of all Virginia's CNAs were female. Males were significantly underrepresented, accounting for no more than seven percent of CNAs within any given 5-year age cohort.



Diversity⁵

With respect to Virginia's overall population, non-Hispanic blacks were significantly overrepresented among CNAs, accounting for more than half of all practitioners. Meanwhile, non-Hispanic whites, Hispanics and Asian/Pacific Islanders were all significantly underrepresented among CNAs, although non-Hispanic whites still accounted for more than 40% of all CNAs in Virginia.

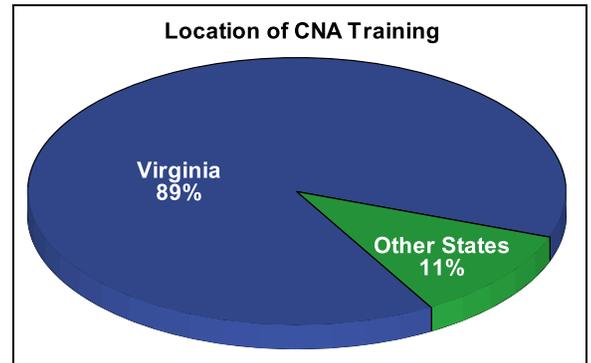
Race/ Ethnicity	Est. 2011 Virginia Population		CNAs	
	Estimate	%	Weighted Estimate	%
White, non-Hispanic	5,222,122	64%	25,276	41%
Black, non-Hispanic	1,548,069	19%	32,136	52%
Hispanic of any race	660,730	8%	1,711	3%
Asian or Pacific Islander	463,913	6%	1,822	3%
American Indian or Alaskan Native	21,474	0%	251	0%
Other Race	-	-	744	1%
Two or more races	180,296	2%	-	-

⁵ All Healthcare Workforce Data Surveys follow Federal OMB standards for data collection on race and ethnicity. This allows valid comparisons with data collected by the US Census Bureau and other sources. For more information on these standards see: http://www.whitehouse.gov/omb/infoereg_statpolicy.

Education

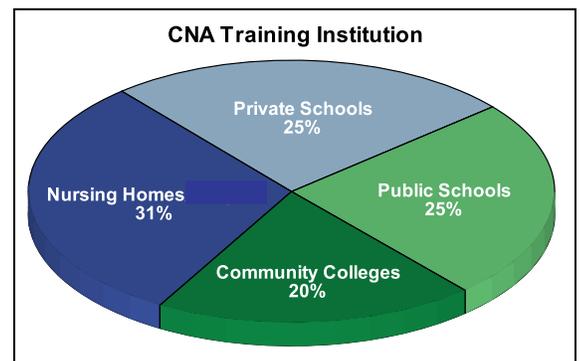
Location of CNA Training

Nearly 90 percent of all CNAs who are certified to work in Virginia received their training inside the Commonwealth. Among all other states, only North Carolina and New York accounted for more than one percent of all CNAs in Virginia's workforce. In total, approximately four percent of all CNAs received their training in a state bordering Virginia or the District of Columbia.



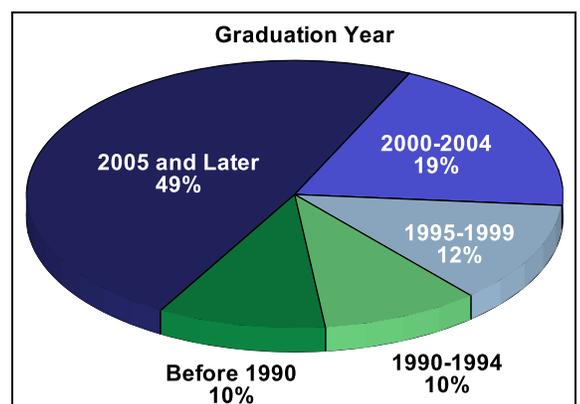
Source of CNA Training

CNAs received their training at four main types of institutions: Nursing Homes, Public Schools, Private/Proprietary Schools and Community Colleges. All four institutional types provided significant contributions toward the training of Virginia's CNAs. Fully one-half of all CNAs were trained at either Public or Private Schools, while 20 percent were trained at Community Colleges. Only 31 percent of all CNAs were trained by employers in Nursing Homes.



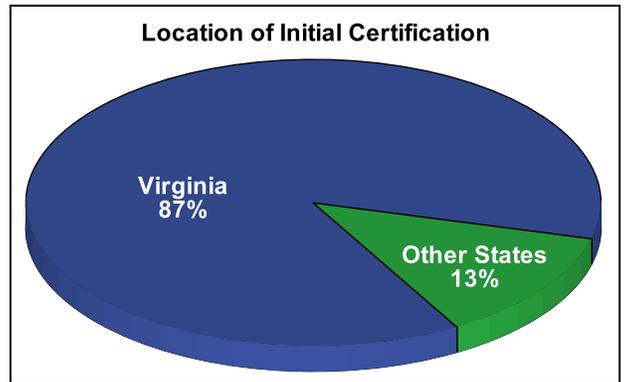
CNA Training Graduation Year

Nearly one-half of all CNAs graduated from their CNA training program in 2005 or later. Even within this group, graduation years were skewed toward earlier graduation dates. Approximately 63 percent of CNAs within this group graduated between 2008 and 2010, which was the last year in which CNAs included in this survey could have graduated. Meanwhile, nearly 20 percent of CNAs graduated in the first half of the 2000s, while 22 percent graduated in the 1990s. Another 10 percent graduated before 1990.



State of Initial CNA Certification

Nearly 90 percent of all CNAs received their initial CNA certification in Virginia. Among all other states and U.S. territories in which CNAs received their initial certification, only two – North Carolina and New York – accounted for more than one percent of all CNA certifications. In total, approximately five percent of all initial CNA certifications were earned in states that border Virginia or the District of Columbia.



Employment characteristics

Current Employment Status

Status	Weighted Estimate	%
CNA Employment		
Currently Employed	51,396	83%
Non-CNA Employment		
Seeking CNA Employment	7,419	12%
Not Seeking CNA Employment	3,102	5%
Combined		
Total	61,917	100%

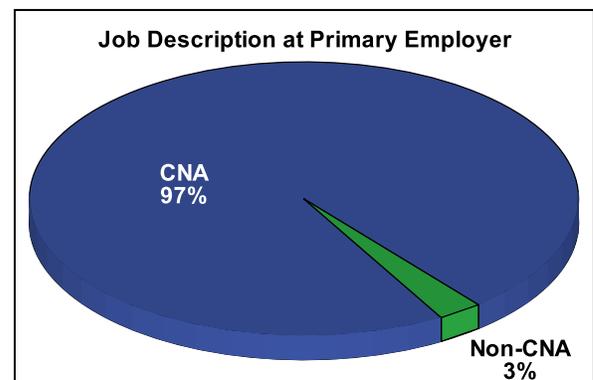
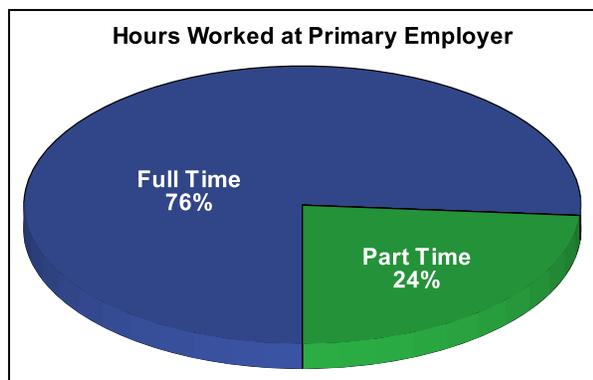
More than 80 percent of all CNAs are currently employed as CNAs. Meanwhile, 17 percent of CNAs are not currently employed in a CNA job. However, more than 70 percent of those not currently employed as a CNA are actively seeking CNA employment.

Working Hours

Status	Primary Job		Secondary Job	
	Weighted Estimate	%	Weighted Estimate	%
Full-Time Employment				
CNA Employment	39,366	74%	1,716	19%
Non-CNA Employment	1,029	2%	252	3%
Part-Time Employment				
CNA Employment	12,266	23%	6,501	74%
Non-CNA Employment	361	1%	355	4%
Combined				
Total	53,022	100%	8,824	100%

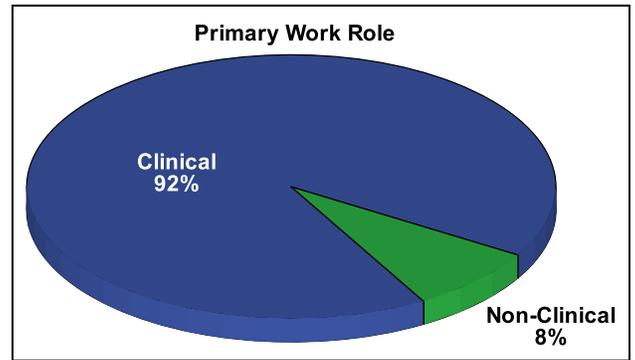
Nearly three-quarters of all certificants are currently employed in full-time jobs as CNAs. In addition, another 23% of all certificants are employed in part-time jobs as CNAs. In total, 97% of all employed certificants currently have either a full- or part-time job as a CNA.

With respect to secondary employment, nearly 80 percent of those with secondary employment had a part-time job. In addition, 22 percent had a second, full-time job. Only seven percent of certificants with a secondary job were not employed as CNAs.



Primary Work Role

For more than 90 percent of all CNAs, their primary work role was clinical in nature. Only eight percent of all CNAs worked in a non-clinical role, which includes administrative, recreational and clerical duties.

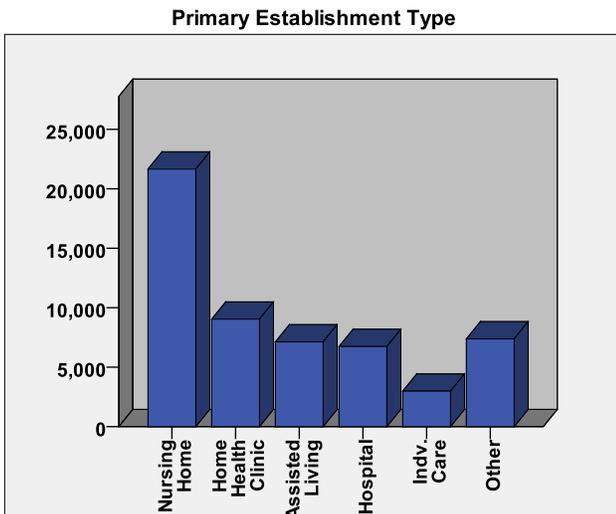


Primary Establishment Type

Nearly 40 percent of all CNAs worked in nursing homes, which made this establishment type by far the largest employer of CNAs in Virginia. This is not surprising since all nurse aides employed by nursing homes are required to be certified (see page 1 for more information on this requirement).

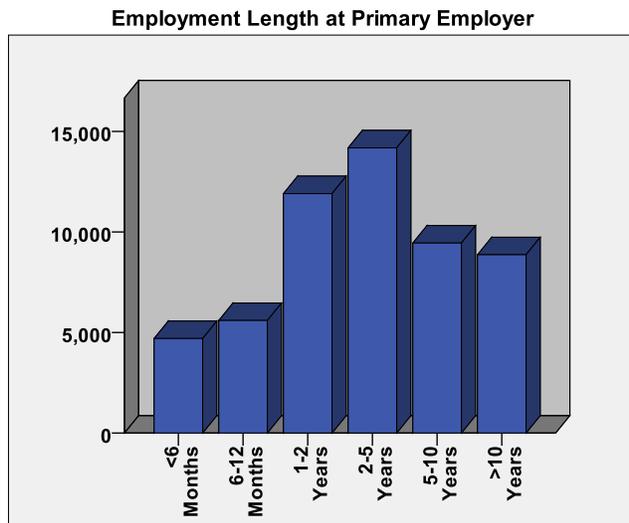
Despite certification not being required in other settings, home health clinics, assisted living facilities and hospitals also employed significant numbers of CNAs. Together, these four establishment types accounted for more than 80 percent of all CNA employment. No other establishment type accounted for more than five percent of all CNA employment in Virginia.

Establishment Type	Primary Work Location	
	Weighted Estimate	%
Nursing Home	21,659	39%
Home Health Clinic	9,036	17%
Assisted Living	7,125	13%
Hospital	6,736	12%
Personal Care: Companion/Sitter/Private Duty	2,982	5%
Mental Health Facility	1,552	3%
Other	1,488	3%
Group Home	950	2%
Physician's Office	904	2%
Hospice	901	2%
Health Clinic	473	1%
Ambulatory Care – Outpatient	211	0%
Hospital – Outpatient	197	0%
School Health	180	0%
Ambulatory Care	169	0%
Veterans Administration	139	0%
Occupational Health – Therapy Aide	96	0%
Occupational Health – Therapy Technician	62	0%
Military Base	56	0%
Total	54,916	100%
Item Missing (Have location, did not respond)	1,377	
Total with Location	56,293	
Ineligible (Do not have location)	5,980	
Final Total	62,273	



Work Duration

More than one-quarter of all employed CNAs have been with their primary employer for between two and five years. Meanwhile, another 22 percent of CNAs have worked for between one and two years at their primary employer. In total, 33 percent of all CNAs have worked at their current employer for more than five years, while less than 20 percent have worked at their current employer for less than one year.



Length of Employment	Weighted Estimate	%
6 Months or Less	4,699	9%
6-12 Months	5,596	10%
1-2 Years	11,907	22%
2-5 Years	14,182	26%
5-10 Years	9,448	17%
10+ Years	8,866	16%
Total	54,698	100%

Work Satisfaction

Virtually all CNAs (97 percent) were satisfied with their primary job as a CNA, including nearly three-quarters who were very satisfied. In total, only three percent of CNAs were dissatisfied with their primary job as a CNA.

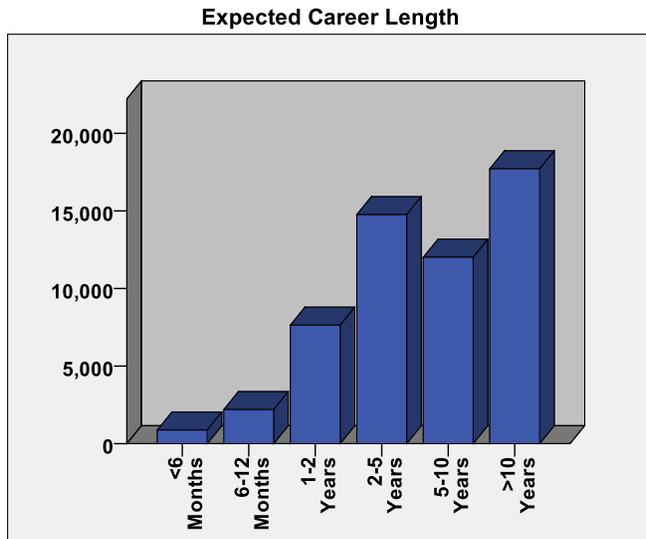


Satisfaction Level	Weighted Estimate	%
Very Satisfied	40,729	74%
Somewhat Satisfied	12,469	23%
Somewhat Dissatisfied	990	2%
Very Dissatisfied	668	1%
Total	54,856	100%

Expected Employment Duration

Overall, 32 percent of all CNAs expect to remain in the CNA role at least the next ten years, while 20 percent expected to leave within the next two years, including only six percent who plan on leaving in the next 12 months. Nearly half of all CNAs plan on remaining in the CNA role for between two and ten years.

Expected Length of Employment	Weighted Estimate	%
6 Months or Less	877	2%
6-12 Months	2,194	4%
1-2 Years	7,635	14%
2-5 Years	14,759	27%
5-10 Years	12,010	22%
10+ Years	17,711	32%
Total	55,186	100%



Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia’s Future to give a general idea of how Virginia’s CNA workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website: <http://vaperforms.virginia.gov/extras/regions.php>). To get a better sense of the geographic distribution of CNAs, see the Map section beginning on page 14.

For the CNA survey, respondents were asked to provide the zip code of their primary employer. These zip codes were then used to determine the employer’s county or city location. In many occasions, zip codes cover multiple counties and/or cities, in which case a location was chosen based on the relative geographic size of the zip code – the county that was most subsumed by the zip code was chosen as the location for that particular zip code. However, if a zip code covered part of a city, the city was chosen as the location if the zip code subsumed a significant percentage of the city’s land area, even if most of the zip code coverage area was outside the city. It should also be noted that only Virginia’s zip codes were matched in this analysis. For respondents who failed to provide a zip code or provided an invalid zip code, their address of record was used as a proxy.

COVF Region	Primary Work Location	
	Weighted Estimate	Percent
Central	11,281	20%
Eastern	1,597	3%
Hampton Roads	11,770	21%
Northern	11,854	21%
Southside	4,539	8%
South-west	3,114	6%
Valley	4,304	8%
West Central	7,836	14%
Several Localities	-	-
Virginia	56,295	100%

Among Virginia’s CNAs who worked inside the state, approximately 20 percent worked in each of three COVF regions: Central Virginia, Northern Virginia and Hampton Roads. West Central Virginia was the only other region where more than ten percent of CNAs worked. Meanwhile, Southside Virginia, Southwest Virginia and the Valley were each the primary work locations for between 5-10 percent of CNAs, while Eastern Virginia was the primary work location of just 3 percent of all CNAs.

Full-Time Equivalency Units (FTEs)

Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked (as we did in the previous section). Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

Age	Total FTEs	
	Mean	Sum
Under 30	0.90	15,141.45
30 to 34	0.96	6,061.21
35 to 39	0.98	5,499.92
40 to 44	0.99	5,841.44
45 to 49	1.00	5,877.94
50 to 54	0.99	5,656.65
55 to 59	1.00	4,557.32
60 to 64	0.97	2,736.12
65 to 69	0.88	1,341.70
70 to 74	0.78	580.95
75 to 79	0.78	191.28
80 and over	0.80	79.62
Total	0.95	53,565.60

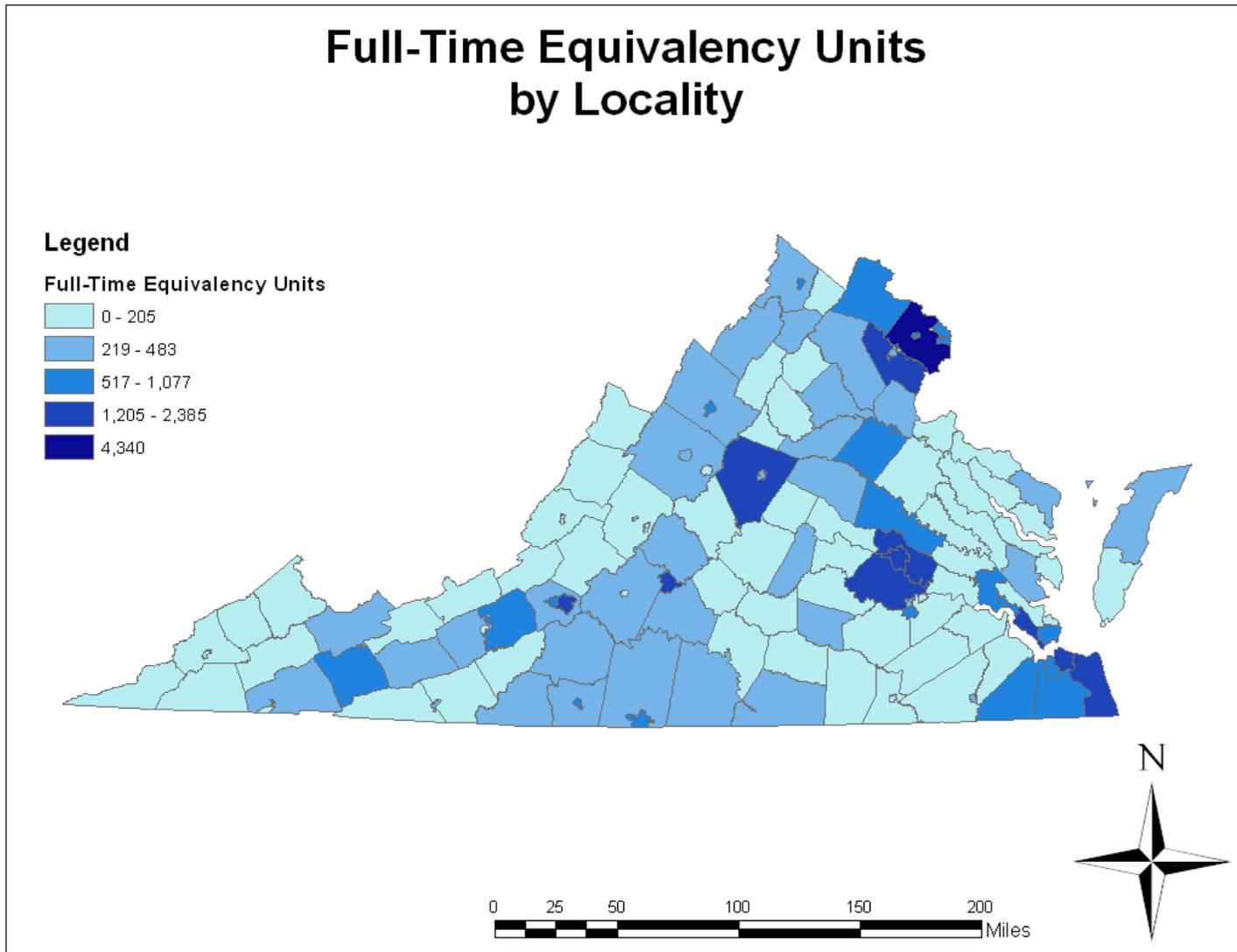
When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as medications dispensed)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate. The HWDC defines one FTE as 2,000 hours worked per year. That equates to someone working 40-hours per week for 50 weeks (2-weeks off).⁶ Other common methods, such as a full 52 week schedule, or a 35-hour work week can be calculated using the HWDC's raw figures.

For the CNA survey, respondents were asked directly whether they worked as full-time or part-time employees at their primary and secondary work locations. For the purposes of this survey, a full-time job is considered to be one in which an employee works a minimum of 32 hours per week. Likewise, a part-time job is one in which the employees works less than 32 hours per week.

FTEs by age, along with the FTE per individual in the age group, are reported in the table above. The distribution (proportion by age group) is equivalent to the distribution by hour. All told, 56,295 Virginia CNAs provided 53,565.60 FTEs at their primary and secondary locations, or about 0.95 FTEs per CNA.

FTEs are reported alongside hours in the following charts and in the map section beginning on page 14.

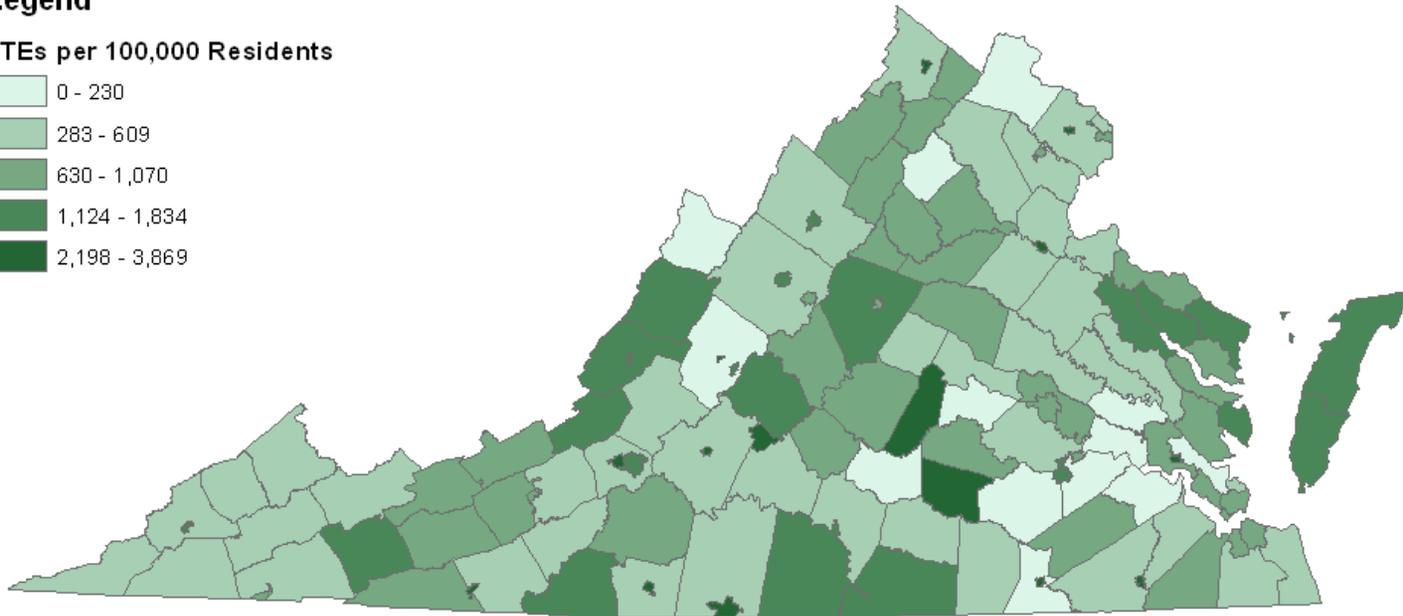
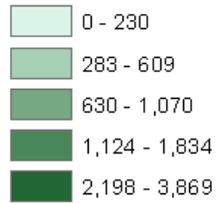
⁶ There does not seem to be a common method for estimating FTEs. The method described here is used by the US Bureau of Labor Statistics when calculating accident rates in the workforce.

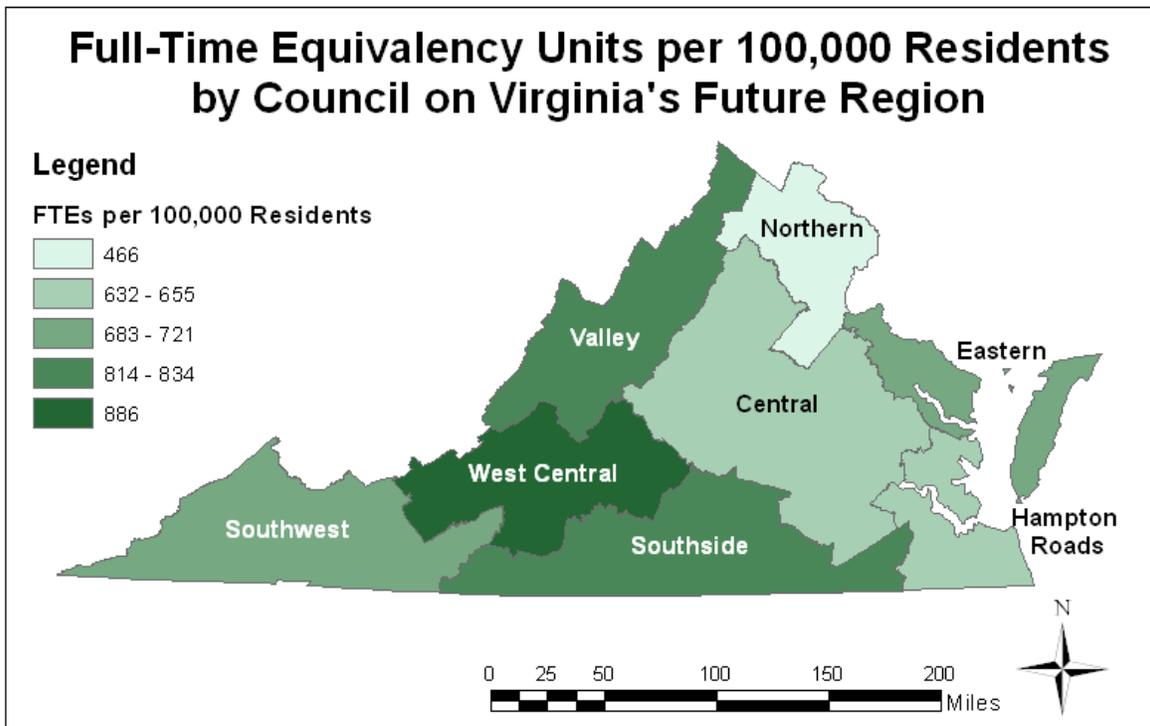
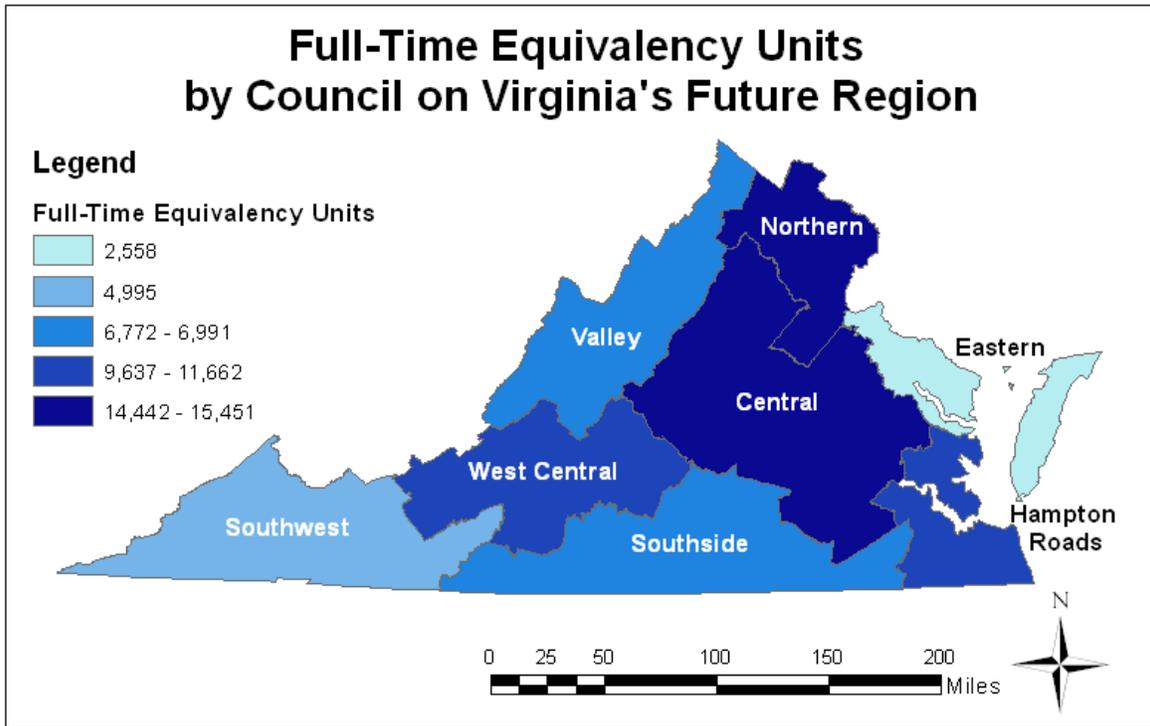


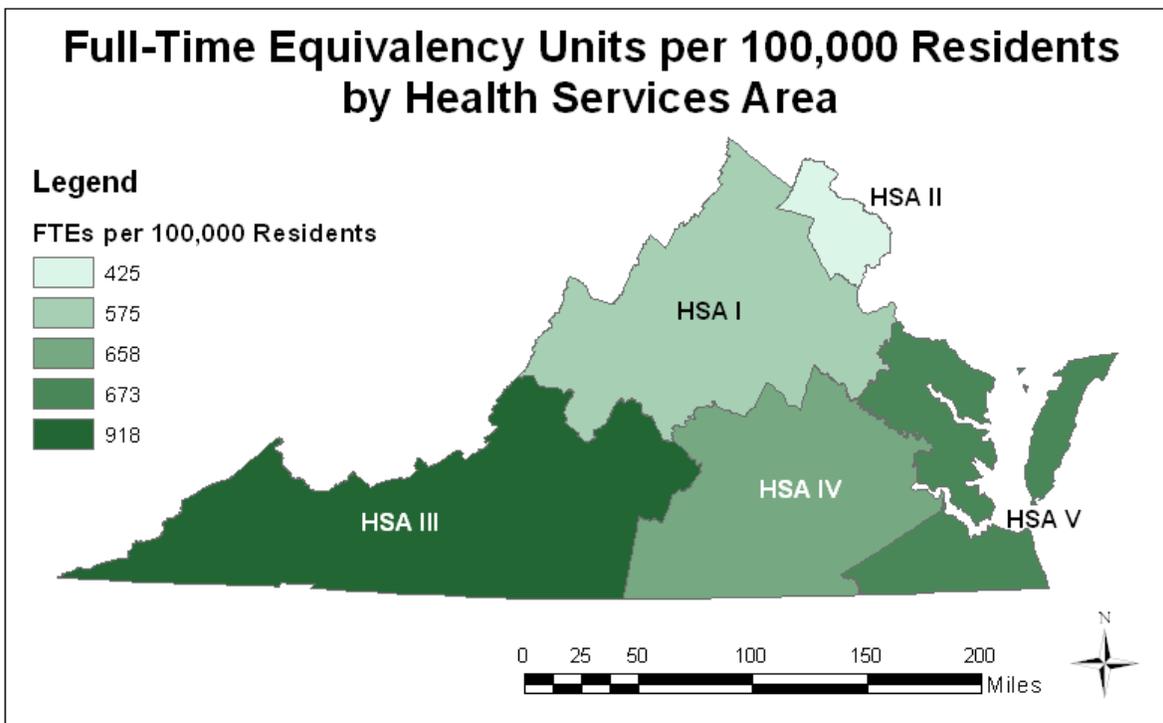
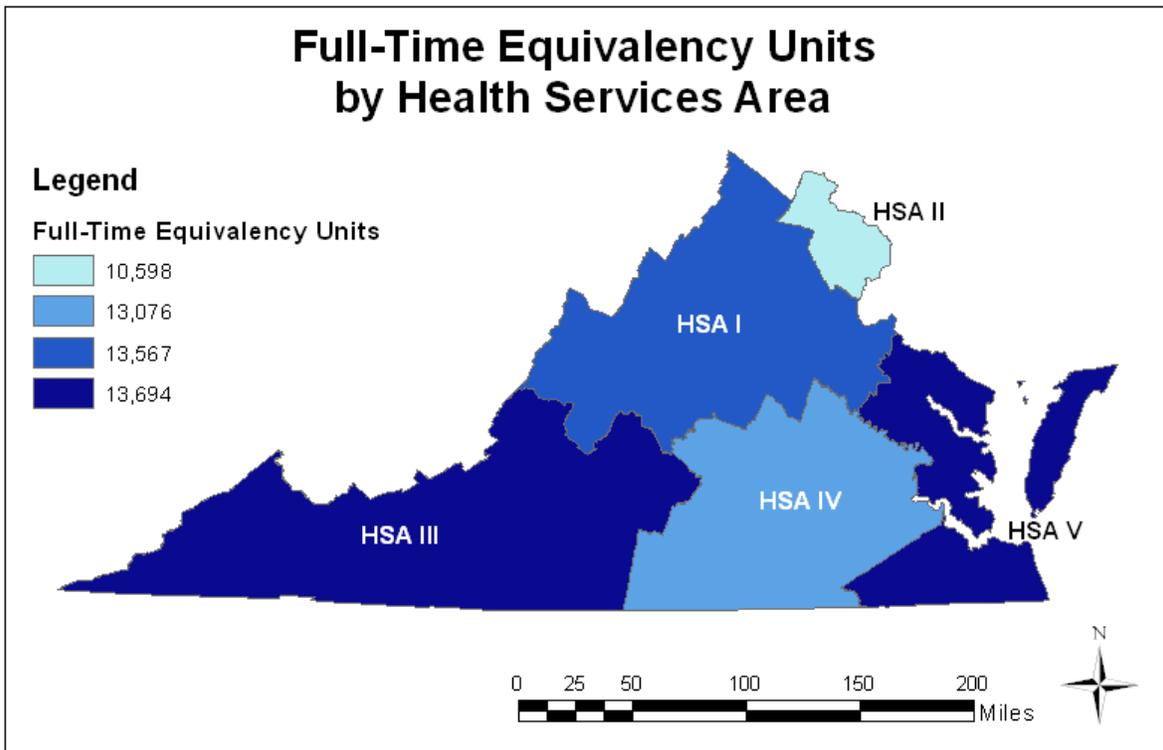
Full-Time Equivalency Units per 100,000 Residents by Locality

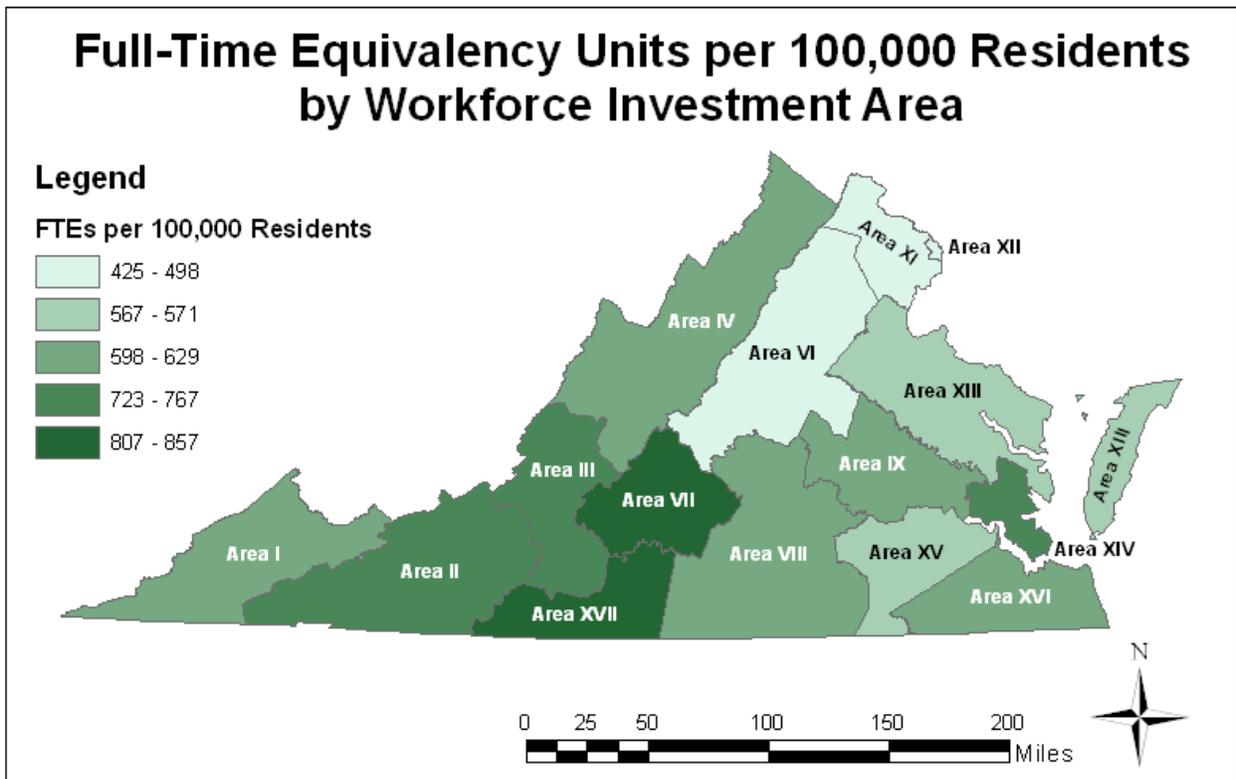
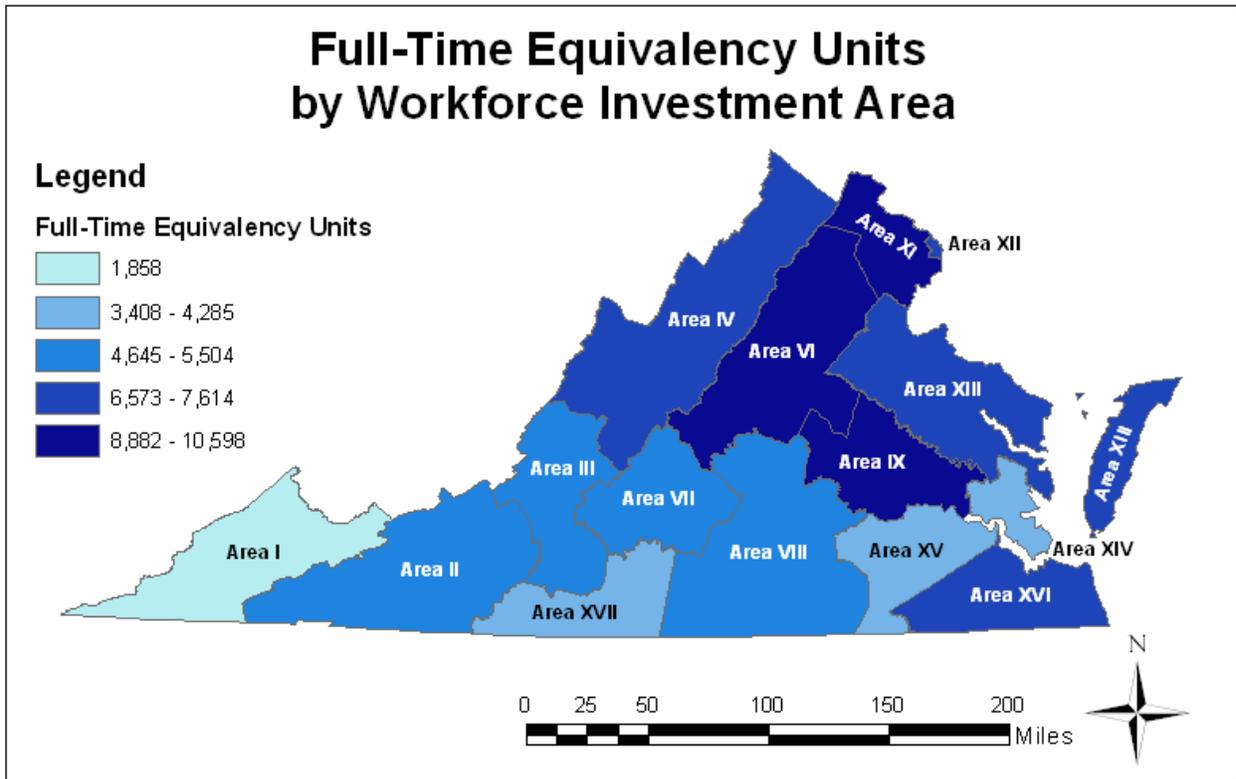
Legend

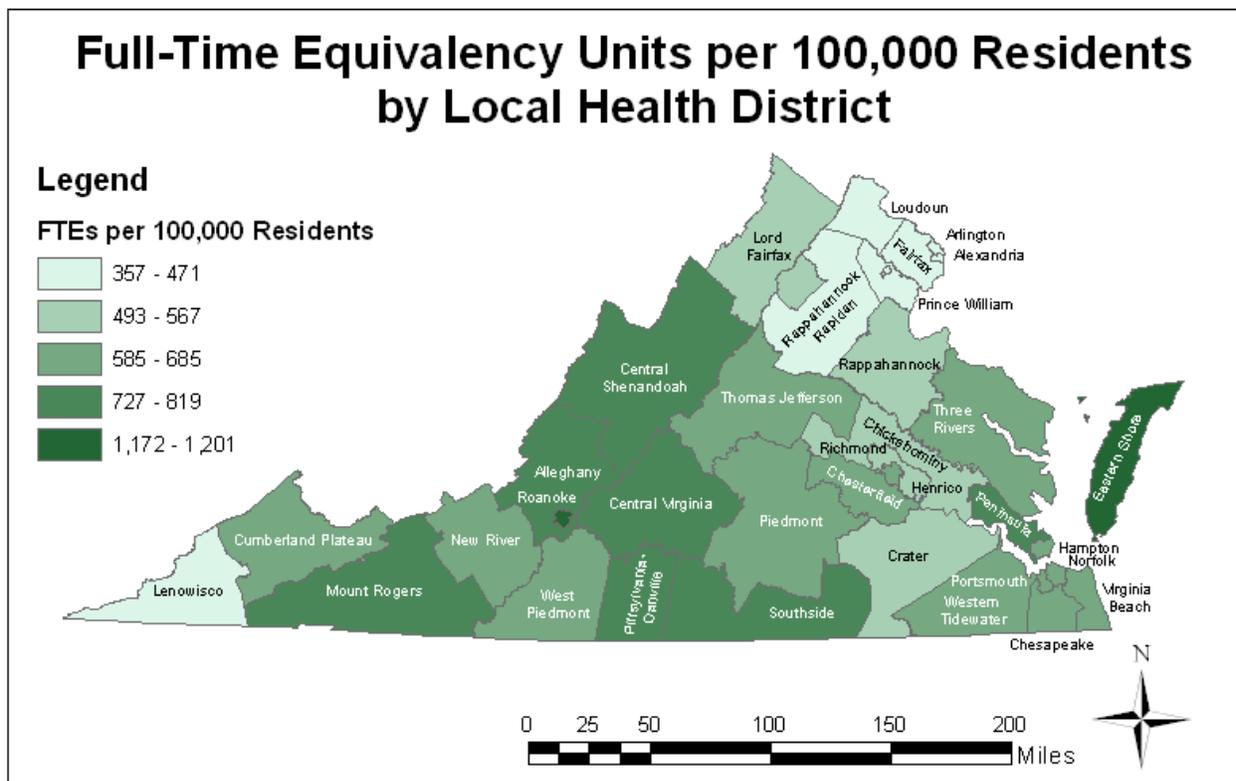
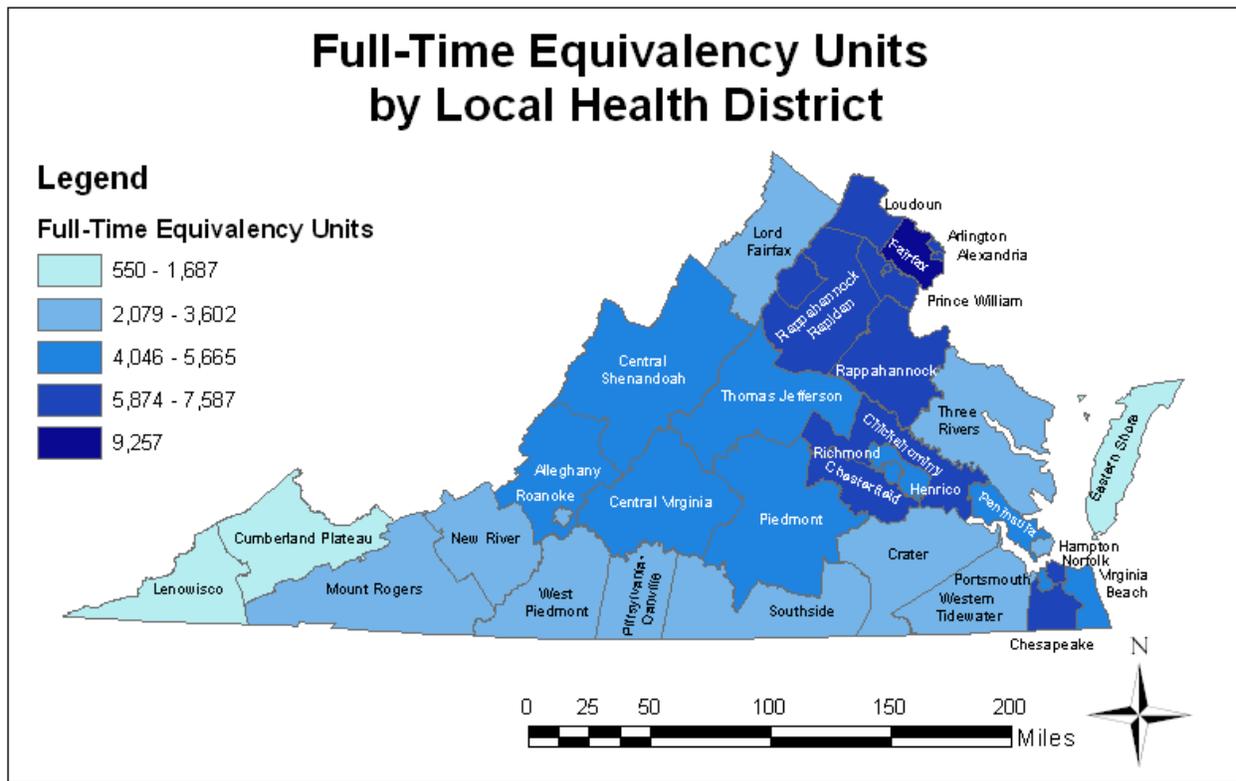
FTEs per 100,000 Residents

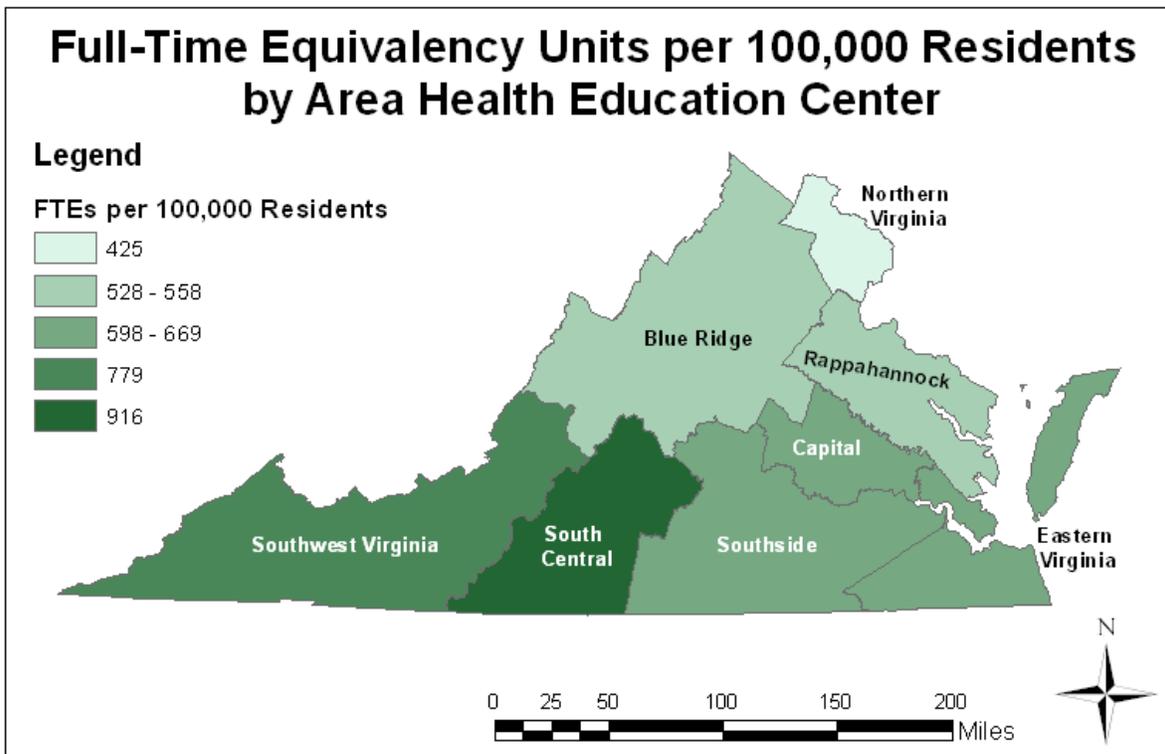
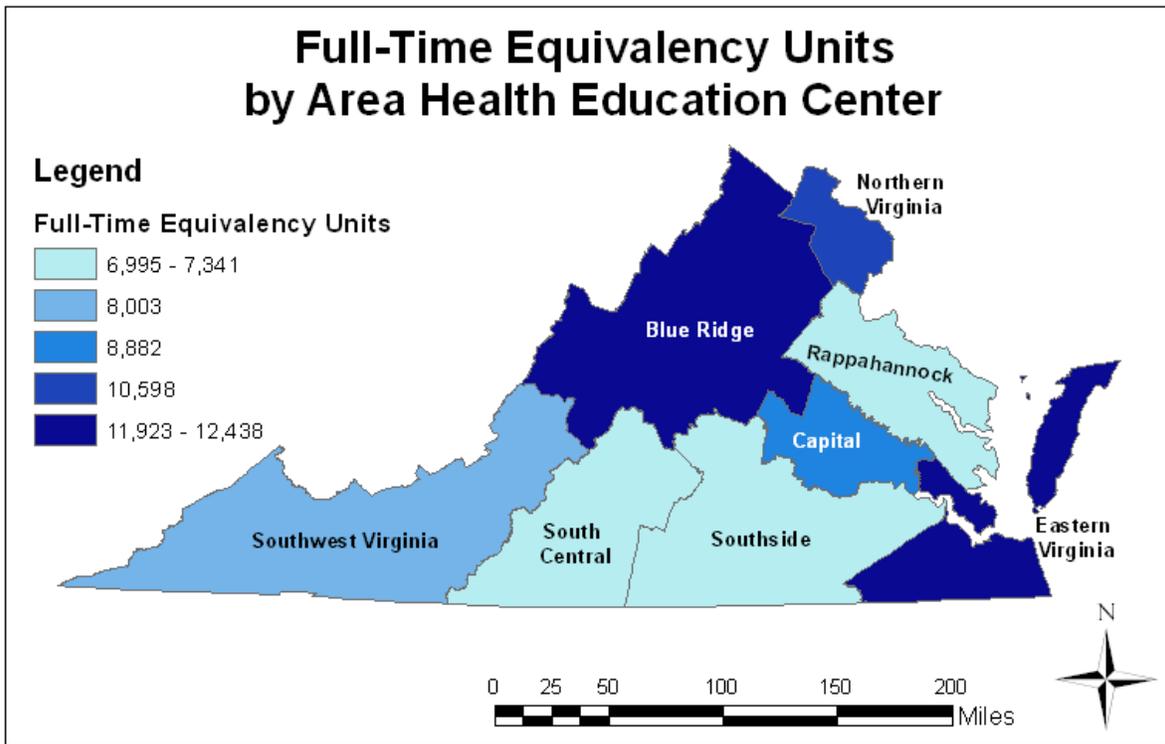












Appendices

Appendix A: Weights

Final weights were calculated by multiplying the two weights and the overall response rate: $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Age	Response Rate	Weight
Under 30	31.7%	3.151593
30 to 34	42.3%	2.363783
35 to 39	45.4%	2.201422
40 to 44	48.3%	2.069646
45 to 49	50.7%	1.972659
50 to 54	51.7%	1.933177
55 to 59	50.8%	1.967802
60 to 64	49.6%	2.016354
65 to 69	43.0%	2.327320
70 to 74	41.6%	2.405914
75 to 79	32.4%	3.085106
80 and over	27.6%	3.625000

Rural Status	Response Rate	Weight
Metro, 1 million+	43.7%	2.288325
Metro, 250,000 to 1 million	46.8%	2.136275
Metro, 250,000 or less	43%	2.318231
Urban pop 20,000+, Metro adj	45.8%	2.184240
Urban pop 20,000+, nonadj	N/A	N/A
Urban pop, 2,500-19,999, Metro adj	47.0%	2.126856
Urban pop, 2,500-19,999, nonadj	48.5%	2.061700
Rural, Metro adj	45.1%	2.215385
Rural, nonadj	48.5%	2.063798
Virginia border state/DC	N/A	N/A
Other US State	25.4%	3.933165

CNA Workforce Survey		
	Question Text	Answer Choices
1	What is your level of certification/registration with the Virginia Board of Nursing?	Check all that Apply:
		1 CNA
		2 Advanced Practice CNA
		3 Registered Medication Aide
2	In which state did you receive your CNA training?	Dropdown:
3.a.	Where did you receive your CNA training?	Dropdown:
		1 Public School (High School/Vocational School)
		2 Community College
		3 Nursing Home/Hospital
		4 Other (Private School/Proprietary Program)
3.b.	Year you graduated from the CNA training program?	Dropdown: (Years 1930-current)
4	In which state were you first certified as a CNA?	Dropdown: (List states)
5.a.	Select the group you most identify yourself with.	Dropdown:
		1 White
		2 Black, African American, or Negro
		3 American Indian or Alaska Native
		4 Hispanic, Latino or Spanish Origin
		5 Asian Indian
		6 Chinese
		7 Filipino
		8 Japanese
		9 Korean
		10 Vietnamese
		11 Other Asian
		12 Native Hawaiian
		13 Guamanian or Chamorro
		14 Samoan
		15 Other Pacific Islander
		16 Some Other Race
5.b.	If some other race, please specify:	Fill in the blank
6	Select your gender.	Dropdown:
		Female
		Male
7a	What month and year were you born? (i.e., November 1957) Month:	Dropdown: Month
7b	Year:	Dropdown: Year

8	Select one option that describes your current employment status as a CNA.	Dropdown:
		1 Seeking employment as a CNA
		2 Employed as a CNA
		3 Temporarily not working as a CNA and not looking for a job as a CNA
		4 Not employed as a CNA
		5 Retired or with no plans to return to work as a CNA
9	If you are employed as a CNA select one that best describes the hours you work at your primary place of employment. (This is the place where you work the most hours per week)	Dropdown:
		1 Employed less than 32 hours/week as a CNA
		2 Employed less than 32 hours/week NOT as a CNA
		3 Employed 32 hours/week or more as a CNA
		4 Employed 32 hours/week or more NOT as a CNA
		5 Not employed/not employed as a CNA (go to Question 17.a.)
10	Select one area that best describes your primary CNA work role?	Dropdown:
		Clinical
		Non Clinical (Administration, Recreation, Clerical)
11.a.	Select one setting that best describes your primary CNA employment. (This is the place where you work the most hours per week)	Dropdown:
		1 Ambulatory Care
		2 Ambulatory Care Outpatient
		3 Assisted Living
		4 Group Home
		5 Health Clinic
		6 Home Health Care
		7 Hospice
		8 Hospital
		9 Hospital Outpatient
		10 Mental Health Facility
		11 Military Base
		12 Nursing Home
		13 Occupational Health - Therapy Aide
		14 Occupational Health - Therapy Technician
		15 Personal Care: Companion / Sitter / Private Duty
		16 Physician's Office
		17 School Health
		18 Veterans Administration
		19 Other
11.b.	If Other, please specify:	Fill in the blank

12	How long have you been in your primary CNA position? (This is the place where you work the most hours per week)	Dropdown:
		1 Less than 6 months
		2 6 months to 1 year
		3 1 year to 2 years
		4 2 years to 5 years
		5 5 years to 10 years
		6 More than 10 Years
13.a.	Please indicate the 5 digit U.S. zip code for the location of your primary employment position. (This is the place where you work the most hours per week).	Fill in the blank
13.b.	Please indicate the city/county for the location of your primary employment position. (This is the place where you work the most hours per week).	Fill in the blank
14	Overall, how satisfied are you with your primary job as a CNA? (This is the place where you work the most hours per week)	Dropdown:
		1 Somewhat satisfied
		2 Very satisfied
		3 Somewhat dissatisfied
		4 Very dissatisfied
15	How much longer do you plan on working as a CNA?	Dropdown:
		1 Less than 6 months
		2 6 months to 1 year
		3 1 year to 2 years
		4 2 years to 5 years
		5 5 years to 10 years
		6 More than 10 years
16.a.	Do you have a secondary CNA job?	Dropdown:
		Yes
		No
16.b.	If yes, how many hours do you work as a CNA at this secondary place of employment?	Dropdown:
		1 Employed less than 32 hours/week as a CNA
		2 Employed less than 32 hours/week NOT as a CNA
		3 Employed 32 hours/week or more as a CNA
		4 Employed 32 hours/week or more NOT as a CNA
		5 Not employed/not employed as a CNA (go to Question 16)
	PLEASE NOTE: Question 17.a. and 17.b. only apply to you if you answered "not employed" to Question 9.	

17.a.	If you are currently not employed as a CNA, do you plan on seeking employment as a CNA?	Dropdown:
		Yes
		No
17.b.	If yes, select one that applies:	Dropdown:
		1 Within 6 months
		2 Within 6 months to 1 year
		3 Within 1 year to 2 years
		4 Within 2 years to 5 years
		5 Within 5 years to 10 years
		6 More than 10 years
18.a.	Are you currently enrolled in a nursing education program?	Dropdown:
		Yes
		No
18.b.	If yes, what does the nursing education program lead to?	Dropdown:
		1 LPN
		2 RN
		3 Other
18.c.	If other, please specify.	Fill in the blank
END OF SURVEY		