Trends In Long-Term Care: A Report from Virginia’s Healthcare Workforce Data Center

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NAB Annual Meeting
The Francis Marion Hotel
Charleston, South Carolina
Overview

• What is Virginia’s Healthcare Workforce Data Center
• What Data does the HWDC Collect
• Trends in Long Term Care Workforce
HWDC Answers Key Questions!

• How many people are really in the workforce?
• Who are they and where do they work?
• What do they earn?
• Do they have educational debt?
• Do they like their career choice?
• When do they plan to retire?
PROFESSION-SPECIFIC SURVEYS

Surveys are conducted as part of the online license renewal process. Overall response rates are HIGH, averaging 85%.

In 2018, ALFAs 94% & NHAs 98%!!

http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/
## PROFESSION-SPECIFIC SURVEYS

<table>
<thead>
<tr>
<th>Time</th>
<th>Professions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Every March</strong></td>
<td>Assisted Living Facility Administrators</td>
</tr>
<tr>
<td></td>
<td>Dental Hygienists</td>
</tr>
<tr>
<td></td>
<td>Dentists</td>
</tr>
<tr>
<td></td>
<td>Nursing Home Administrators</td>
</tr>
<tr>
<td><strong>Every June</strong></td>
<td>Funeral Service Licensees</td>
</tr>
<tr>
<td></td>
<td>Licensed Clinical Psychologists</td>
</tr>
<tr>
<td></td>
<td>Licensed Clinical Social Workers</td>
</tr>
<tr>
<td></td>
<td>Licensed Professional Counselors</td>
</tr>
<tr>
<td><strong>Every October</strong></td>
<td>Certified Nurse Aides</td>
</tr>
<tr>
<td></td>
<td>Licensed Practical Nurses</td>
</tr>
<tr>
<td></td>
<td>Nurse Practitioners</td>
</tr>
<tr>
<td></td>
<td>Registered Nurses</td>
</tr>
<tr>
<td><strong>Every December</strong></td>
<td>Audiologists</td>
</tr>
<tr>
<td></td>
<td>Optometrists</td>
</tr>
<tr>
<td></td>
<td>Pharmacists</td>
</tr>
<tr>
<td></td>
<td>Pharmacy Technicians</td>
</tr>
<tr>
<td></td>
<td>Speech-Language Pathologists</td>
</tr>
<tr>
<td></td>
<td>Veterinary Technicians</td>
</tr>
<tr>
<td></td>
<td>Veterinarians</td>
</tr>
<tr>
<td><strong>December, Odd Years</strong></td>
<td>Physician Assistants</td>
</tr>
<tr>
<td></td>
<td>Respiratory Therapists</td>
</tr>
<tr>
<td></td>
<td>Radiological Technologists</td>
</tr>
<tr>
<td><strong>December, Even Years</strong></td>
<td>Doctors of Osteopathy</td>
</tr>
<tr>
<td></td>
<td>Medical Doctors</td>
</tr>
<tr>
<td></td>
<td>Occupational Therapists</td>
</tr>
<tr>
<td></td>
<td>Occupational Therapy Assistants</td>
</tr>
<tr>
<td></td>
<td>Physical Therapists</td>
</tr>
<tr>
<td></td>
<td>Physical Therapy Assistants</td>
</tr>
</tbody>
</table>

[http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/](http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/)
DHP Boards

• Audiology & Speech-Language Pathology
• Counseling
• Dentistry
• Funeral Directors & Embalmers
• Long-Term Care Administrators
• Medicine

• Nursing
• Optometry
• Pharmacy
• Physical Therapy
• Psychology
• Social Work
• Veterinary Medicine
• Health Professions
DHP Facts and Figures

• **6/30/18 Current licenses: 418,554**
• 6/30/14 Current licenses: 374,626
• **62 Professions and Occupations**
  • 2014: Genetic Counselors, Surgical Technologists & Surgical Assistants
  • 2012: Behavior Analysts and Assistant Behavior Technologists
  • 2010: Polysomnographic Technologists, Mobile Dental Clinics and Portable Dental Operations
• **13 Health Regulatory Boards**
• No General Funds: Licensing-Fee Based
DHP HWDC BACKGROUND

Governor’s commission recommendation & Legislation authorizing data collection

Over 100 stakeholders and national consultants collaborated to determine key questions and the “holes” in existing data sources.

Multiple profession-specific surveys created & launched in the online licensure renewal system. RN/LPN Education surveys covered, as well.

2007 & 2009

2008 - 2010

2010 - present
HWDC Data Products

- Profession Reports
- Virginia CareForce Snapshots
- Regional CareForce Snapshot
- Trends in Healthcare Workforce FTE Units
- Student Choice
- Trends in Virginia Healthcare Workforce
- Virginia Healthcare Workforce Briefs
- Trends in Healthcare Employment in Virginia
DHP HWDC PROCESS: Data Collection, Analysis and Reporting

**Standardized HWDC Methodology**


- Direct comparison within and across professions
- Comparison geographically
- Comparison over time
- Profession-specific questions
# The Nursing Home Administrator Workforce: At a Glance:

## The Workforce
- **Licensees:** 916
- **Virginia’s Workforce:** 730
- **FTEs:** 811

## Survey Response Rate
- **All Licensees:** 84%
- **Renewing Practitioners:** 98%

## Background
- **Rural Childhood:** 41%
- **HS Degree in VA:** 54%
- **Prof. Degree in VA:** 77%

## Health Admin. Edu.
- **Admin-in-Training:** 39%
- **Masters:** 26%

## Current Employment
- **Employed in Prof.:** 87%
- **Hold 1 Full-time Job:** 89%
- **Satisfied?:** 94%

## Job Turnover
- **Switched Jobs:** 9%
- **Employed over 2 yrs:** 52%

## Demographics
- **Female:** 56%
- **Diversity Index:** 24%
- **Median Age:** 51

## Finances
- **Median Inc.:** $110k-$120k
- **Retirement Benefits:** 78%
- **Under 40 w/ Ed debt:** 49%

## Time Allocation
- **Administration:** 40%-49%
- **Supervisory:** 20%-29%
- **Patient Care:** 10%-19%

*Source: Va. Healthcare Workforce Data Center*
## The Assisted Living Facility Administrator Workforce: At a Glance:

### The Workforce
- Licensees: 653
- Virginia’s Workforce: 620
- FTEs: 751

### Survey Response Rate
- All Licensees: 82%
- Renewing Practitioners: 94%

### Demographics
- Female: 81%
- Diversity Index: 41%
- Median Age: 52

### Background
- Rural Childhood: 45%
- HS Degree in VA: 57%
- Prof. Degree in VA: 91%

### Health Admin. Edu.
- Admin-in-Training: 33%
- Baccalaureate: 11%

### Current Employment
- Employed in Prof.: 90%
- Hold 1 Full-time Job: 84%
- Satisfied?: 95%

### Job Turnover
- Switched Jobs: 8%
- Employed over 2 yrs: 63%

### Finances
- Median Income: $70k-$80k
- Retirement Benefits: 49%
- Under 40 w/ Ed debt: 59%

### Time Allocation
- Administration: 40%-49%
- Supervisory: 20%-29%
- Patient Care: 10%-19%

Source: Va. Healthcare Workforce Data Center
## NHA Age & Gender

<table>
<thead>
<tr>
<th>Age</th>
<th>Male</th>
<th></th>
<th>Female</th>
<th></th>
<th>Total</th>
<th></th>
<th>% in Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>11</td>
<td>37%</td>
<td>19</td>
<td>63%</td>
<td>31</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>30 to 34</td>
<td>20</td>
<td>44%</td>
<td>26</td>
<td>56%</td>
<td>46</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>35 to 39</td>
<td>36</td>
<td>62%</td>
<td>22</td>
<td>38%</td>
<td>58</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>40 to 44</td>
<td>25</td>
<td>32%</td>
<td>53</td>
<td>68%</td>
<td>78</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>45 to 49</td>
<td>35</td>
<td>36%</td>
<td>62</td>
<td>64%</td>
<td>98</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>50 to 54</td>
<td>36</td>
<td>42%</td>
<td>49</td>
<td>58%</td>
<td>85</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>55 to 59</td>
<td>42</td>
<td>51%</td>
<td>40</td>
<td>49%</td>
<td>83</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>60+</td>
<td>82</td>
<td>48%</td>
<td>90</td>
<td>52%</td>
<td>172</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>288</td>
<td>44%</td>
<td>362</td>
<td>56%</td>
<td>651</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
Nursing Home Administrator Demographics

At a Glance:

**Gender**
- % Female: 56%
- % Under 40 Female: 50%

**Age**
- Median Age: 51
- % Under 40: 21%
- % 55+: 39%

**Diversity**
- Diversity Index: 24%
- Under 40 Div. Index: 25%

*Source: Va. Healthcare Workforce Data Center*

In a chance encounter between two NHAs, there is a 24% chance they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia’s population as a whole, the comparable number is 56%.
41% of all NHAs grew up in a rural area, and 32% of these professionals currently work in non-metro areas of the state. Overall, 18% of NHAs currently work in non-metro areas of the state.
Not all Virginia Licensed NHAs are in the State’s Workforce

20% of licensees were not a part of Virginia’s NHA workforce. 94% of these licensees worked at some point in the past year, including 81% who worked as NHAs.

At a Glance:

<table>
<thead>
<tr>
<th>Not in VA Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total: 187</td>
</tr>
<tr>
<td>% of Licensees: 20%</td>
</tr>
<tr>
<td>Federal/Military: 1%</td>
</tr>
<tr>
<td>Va Border State/DC: 15%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
Vast Majority of ALFAs Licensed in Virginia
Practice in Virginia

5% of licensees were not a part of Virginia’s ALFA workforce. 93% of these licensees worked at some point in the past year, including 84% who worked as ALFAs.

At a Glance:

Not in VA Workforce
Total: 33
% of Licensees: 5%
Federal/Military: 0%
Va Border State/DC: 25%

Source: Va. Healthcare Workforce Data Center
Highest Degree Attained & Educational Debt

At a Glance:

**Health Administration Education**
- Admin-in-Training: 39%
- Master’s Degree: 26%
- Bachelor’s Degree: 23%

**Educational Debt**
- Carry debt: 30%
- Under age 40 w/ debt: 49%
- Median debt: $30k-$40k

Source: Va. Healthcare Workforce Data Center

NHA
Highest Degree Attained & Educational Debt

**At a Glance:**

**Health Administration**

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**Source:** Va. Healthcare Workforce Data Center

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**At a Glance:**

**Health Administration**

**Education**
- Admin-in-Training: 33%
- Bachelor’s Degree: 11%
- Associate Degree: 11%

**Educational Debt**
- Carry debt: 29%
- Under age 40 w/ debt: 59%
- Median debt: $20k-$30k

**Source:** Va. Healthcare Workforce Data Center

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NHA

ALFA
NHA Current Employment Situation

**At a Glance:**

**Employment**
- Employed in Profession: 87%
- Involuntarily Unemployed: 1%

**Positions Held**
- 1 Full-time: 89%
- 2 or More Positions: 4%

**Weekly Hours:**
- 40 to 49: 41%
- 60 or more: 14%
- Less than 30: 1%

**At a Glance:**

**Earnings**
- Median Income: $110k-$120k

**Benefits**
- Paid Vacation: 96%
- Employer Retirement: 78%

**Satisfaction**
- Satisfied: 94%
- Very Satisfied: 68%

**Job Satisfaction**

<table>
<thead>
<tr>
<th>Level</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>425</td>
<td>68%</td>
</tr>
<tr>
<td>Somewhat Satisfied</td>
<td>164</td>
<td>26%</td>
</tr>
<tr>
<td>Somewhat Dissatisfied</td>
<td>25</td>
<td>4%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>13</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>628</td>
<td>100%</td>
</tr>
</tbody>
</table>

*Source: Va. Healthcare Workforce Data Center*
NHA Current Employment Situation

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**Employment**
- Employed in Profession: 87%
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**Positions Held**
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<td>4%</td>
</tr>
<tr>
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<td>13</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>628</td>
<td>100%</td>
</tr>
</tbody>
</table>

(Source: Va. Healthcare Workforce Data Center)

**ALFA**
- Median Income: $70k - $80k
Establishment Type

NHAs

At a Glance:
(Primary Locations)

**Sector**
- For Profit: 61%
- Federal: 0%

**Top Establishments**
- Skilled Nursing Facility: 52%
- Continuing Care: 17%
- Retirement Comm.: 17%
- Assisted Living Facility: 15%

Source: Va. Healthcare Workforce Data Center
Establishment Type

**NHAs**

**At a Glance:**
(Primary Locations)

**Sector**
- For Profit: 61%
- Federal: 0%

**Top Establishments**
- Skilled Nursing Facility: 52%
- Continuing Care: 
- Retirement Comm.: 17%
- Assisted Living Facility: 15%

*Source: Va. Healthcare Workforce Data Center*

**ALFAs**

**At a Glance:**
(Primary Locations)

**Sector**
- For Profit: 80%
- Federal: < 1%

**Top Establishments**
- Assisted Living Facility: 70%
- Continuing Care: 
- Retirement Comm.: 5%
- Hospice: 2%

*Source: Va. Healthcare Workforce Data Center*
NHAs Time Allocation & Patient Workload

**At a Glance:**
(Primary Locations)

**Typical Time Allocation**
- Administration: 40%-49%
- Supervisory: 20%-29%
- Patient Care: 10%-19%
- Education: 1%-9%

**Roles**
- Administration: 30%
- Supervisory: 4%
- Patient Care: 3%

**Patient Workload**
(Median)

- Primary Location: 100-124
- Secondary Location: 100-124

*Source: Va. Healthcare Workforce Data Center*
NHAs Time Allocation & Patient Workload

At a Glance:
(Primary Locations)

**Typical Time Allocation**
- Administration: 40%-49%
- Supervisory: 20%-29%
- Patient Care: 10%-19%
- Education: 1%-9%

**Roles**
- Administration: 30%
- Supervisory: 4%
- Patient Care: 3%

At a Glance:

**Patient Workload (Median)**
- Primary Location: 100-124
- Secondary Location: 100-124

Source: Va. Healthcare Workforce Data Center

ALFA
Patient Workload
- Primary: 50 – 74
- Secondary: 1 - 24
Retirement Plans

**At a Glance:**

### Retirement Expectations

<table>
<thead>
<tr>
<th>Category</th>
<th>All NHAs</th>
<th>All ALFAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 65:</td>
<td>30%</td>
<td>30%</td>
</tr>
<tr>
<td>Under 60:</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>NHAs 50 and over</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 65:</td>
<td>18%</td>
<td>19%</td>
</tr>
<tr>
<td>Under 60:</td>
<td>3%</td>
<td>5%</td>
</tr>
</tbody>
</table>

### Time until Retirement

- **Within 2 years:** 9%
- **Within 10 years:** 31%
- **Half the workforce:** By 2038
- **Within 2 years:** 7%
- **Within 10 years:** 27%
- **Half the workforce:** By 2038

*Source: Va. Healthcare Workforce Data Center*
Profession Reports Contain Details of At-a-Glance Summaries

At a Glance:

Retirement Expectations
- All NHAs
  - Under 65: 30%
  - Under 60: 11%
  - NHAs 50 and over
    - Under 65: 18%
    - Under 60: 3%

Time until Retirement
- Within 2 years: 9%
- Within 10 years: 31%
- Half the workforce: By 2038

Source: Va. Healthcare Workforce Data Center

<table>
<thead>
<tr>
<th>Expected Retirement Age</th>
<th>All NHAs</th>
<th>NHAs over 50</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Under age 50</td>
<td>9</td>
<td>2%</td>
</tr>
<tr>
<td>50 to 54</td>
<td>19</td>
<td>3%</td>
</tr>
<tr>
<td>55 to 59</td>
<td>34</td>
<td>6%</td>
</tr>
<tr>
<td>60 to 64</td>
<td>111</td>
<td>19%</td>
</tr>
<tr>
<td>65 to 69</td>
<td>256</td>
<td>44%</td>
</tr>
<tr>
<td>70 to 74</td>
<td>111</td>
<td>19%</td>
</tr>
<tr>
<td>75 to 79</td>
<td>13</td>
<td>2%</td>
</tr>
<tr>
<td>80 or over</td>
<td>4</td>
<td>1%</td>
</tr>
<tr>
<td>I do not intend to retire</td>
<td>27</td>
<td>5%</td>
</tr>
<tr>
<td>Total</td>
<td>584</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center
### Regional Distribution of Work Locations

<table>
<thead>
<tr>
<th>VA Performs Region</th>
<th>Primary Location</th>
<th>Secondary Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>Central</td>
<td>131</td>
<td>22%</td>
</tr>
<tr>
<td>Eastern</td>
<td>17</td>
<td>3%</td>
</tr>
<tr>
<td>Hampton Roads</td>
<td>118</td>
<td>19%</td>
</tr>
<tr>
<td>Northern</td>
<td>109</td>
<td>18%</td>
</tr>
<tr>
<td>Southside</td>
<td>38</td>
<td>6%</td>
</tr>
<tr>
<td>Southwest</td>
<td>42</td>
<td>7%</td>
</tr>
<tr>
<td>Valley</td>
<td>45</td>
<td>7%</td>
</tr>
<tr>
<td>West Central</td>
<td>100</td>
<td>16%</td>
</tr>
<tr>
<td>Virginia Border State/DC</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Other US State</td>
<td>7</td>
<td>1%</td>
</tr>
<tr>
<td>Outside of the US</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>607</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Item Missing</strong></td>
<td>103</td>
<td>13</td>
</tr>
</tbody>
</table>

Source: Va. Healthcare Workforce Data Center

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### Full Time Equivalency Units Provided by Nursing Home Administrators by Virginia Performs Region

- **19**
- **56 - 59**
- **132 - 147**
- **184**

Map Source: Va. Healthcare Workforce Data Center
USES

DHP HWDC provides consistent and comparable cross-sectional and longitudinal information on the Commonwealth’s licensed health workforce. Regarded on a national level as “best practice,” it serves as a model for multiple U.S. states and the U.K.
The ALFA WF age 55+ grew steadily from 2014 until 2018. During the same period the older NHA WF declined and . . .

For both LTCA professions, there was little to no growth in the younger generation.
Like NHAs, the percent RNs 55+ also dropped, but the percent of younger nurses INCREASED.
LTCA Administrators Work Hard!

Virginia NHA Licensure, Workforce & Full-Time Equivalency Trends 2013-2018

More FTEs than WF or even Licensees!

Virginia ALFA Licensure, Workforce & Full-Time Equivalency Trends 2013-2018

More FTEs than WF
HWDC Collects Supply-side Information

*But What About Demand?*
Virginia Workforce Connection – Labor Market Services

Please select from the Labor Market Services options listed below.

- **Labor Market Facts**: Select this option to answer commonly asked questions about the local labor market.
- **Area Profile**: Select this option for a summary of the labor market in a selected area.
- **Industry Profile**: Select this option to access labor market information on industries in a selected area.
- **Occupational Profile**: Select this option to access labor market information on occupations in a selected area including wages.
- **Education Profile**: Select this option to access labor market information on education programs in a selected area.
Please choose a specific occupation by selecting one of the options below.

* Indicates required fields.

**Occupations by Keyword**
- Virginia

Search for an occupation by keyword(s)

Type a job title or occupational keywords in the box and click the Search button. (e.g. Accountant)

- Registered Nurses

Click Occupation Listing to see an alphabetical list of all available occupation titles.

- Click Occupations by Military Specialty to enter a military occupational classification

Click Return to Previous Page

Select another Labor Market Service
Labor Market Information
for Long-Term Care Administrators
Labor Market Information for Long-Term Care Administrators

*Does Not Exist*
The projected percent growth in RN employment is strong—in the double digits—nationally, in Virginia and surrounding states. Tennessee and North Carolina exceed Virginia.

Nearly 16,000 additional jobs are projected for North Carolina, 11,000 for TN and 9,300 for Virginia during 2016-2016.

BLS projection for Virginia’s average annual RN job openings exceeds that for all surrounding states except North Carolina. North Carolina far outpaces the other states by over half.

Presentation to the Board of Nursing on 2018 RN, LPN, and CNA DHP HWDC Survey Results - Mar. 19, 2019
Bureau of Labor Statistics Projections for Long-Term Care Administrators
Bureau of Labor Statistics Projections for Long-Term Care Administrators

*Do Not Exist*
https://bhw.hrsa.gov/health-workforce-analysis/research/projections

Links to HRSA’s latest efforts to project national supply and demand for various healthcare professions through its National Center for Health Workforce Analysis.
HRSA Health Workforce Information for Long-Term Care Administrators
HRSA Health Workforce Information for Long-Term Care Administrators

Does Not Exist
Takeaways

• Aging Workforce
  • Entry into profession by those under 40 is not rising
• LTC Administrators work hard
• Pays well
• High job satisfaction
• Lack of demand-side data and projections
• Aging population will increase demand!
Conclusions

• Push for federal-level action on workforce data
  • Labor Market Information
  • Bureau of Labor Statistics Projections
  • HRSA Health Workforce Information

• These are meaningful, important, good jobs...Get the Word Out!
  • Virginia’s Occupational Roadmap
Welcome! This Healthcare Occupational Roadmap is your guide to entering a promising career in healthcare.

This Roadmap contains information that will help you decide whether one of these exciting opportunities is right for you.

The following occupations have modest education and experience requirements, and can provide you with a high potential for success and satisfaction. The information here was gathered by surveying the respective licensees in each career right here in Virginia. Links to the full reports are provided at the bottom of each page. Additionally, we recommend that you make use of the Healthcare Workforce Data Center's career research tools on Tumblr. We hope that this Roadmap is an encouraging look at what could possibly be your future in healthcare.

The Department of Health Professions sincerely hopes to make your job advising students on health careers easier with the Roadmap. It is our hope to shed light on these often overlooked careers in order to give students even more information about the incredible opportunities awaiting them as they graduate high school.
Nursing Home Administrators are in charge of the daily operations of nursing homes to ensure the health and wellbeing of the residents. Administrators perform tasks such as: creating and overseeing programs, policies, and procedures; hiring and training staff; managing the budget; marketing and public relations activities; ensuring the nursing home complies with state and federal regulations; meeting with families; and working with medical and technical personnel.

**Occupational Requirements**

There are three ways to qualify for a nursing home administrator license. You may:

1. Obtain a Bachelor’s degree or higher in health care administration, complete a 320 hour Administrator-in-Training (AIT) program, and pass the national exam.
2. Obtain a Bachelor’s degree or higher in any field, complete 21 semester hours in health care administration, complete a 400 hour AIT program, and pass the national exam.
3. Obtain a minimum of 60 credit hours and complete an AIT program and pass the national exam:
   - A Preceptor may be found on the Virginia Preceptor Directory.
   - You must then complete an online application for the AIT program.
   - After completion of the AIT program, you must pass the NHA Exam (Nursing Home Administrator).

The 2018 median income for this career is between $110-120k with 97% of those currently employed receiving benefits.

87% of workers in this profession are employed. Of those who work in this field, 94% report being satisfied or very satisfied with their job.
QUESTIONS?

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