

Table 21. Average and median hourly rate of pay for certified nursing assistants currently working in nursing homes, by total length of time worked as a nursing assistant, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{1,2}		Total time worked as a nursing assistant							
			Less than 1 year		1–5 years		6–10 years		More than 10 years	
			Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate
All facilities	10.36	10.05	9.03	8.99	9.83	9.76	10.31	10.22	11.36	11.15
Beds										
Fewer than 50	9.89	9.68	*8.80	*8.12	9.86	9.52	9.95	9.61	10.21	10.00
50–99	10.13	9.96	8.94	8.92	9.58	9.50	9.93	9.92	11.17	10.96
100–149	10.39	10.24	9.10	8.95	9.80	9.85	10.17	10.29	11.49	11.43
150 or more	10.61	10.23	9.06	9.13	10.09	9.98	10.79	10.67	11.55	11.63
Geographic region										
Northeast	11.90	11.55	10.42	10.03	11.04	10.48	11.57	11.36	13.06	12.99
Midwest	10.56	10.33	9.22	9.31	10.09	10.10	10.61	10.24	11.55	11.23
South	9.02	8.76	7.98	7.97	8.60	8.48	8.97	8.73	9.74	9.53
West	10.42	10.00	8.73	8.51	10.34	10.06	10.55	10.16	11.42	11.20
Location										
Metropolitan statistical area ³	10.66	10.36	9.27	9.35	10.18	10.04	10.64	10.49	11.57	11.55
Micropolitan statistical area ⁴	9.64	9.30	8.68	8.66	8.93	8.73	9.33	9.06	10.90	10.30
Other location ⁵	9.17	8.86	8.08	7.86	8.67	8.36	8.91	8.88	10.36	10.30
Affiliation										
Chain	10.25	9.99	8.87	8.72	9.75	9.53	10.11	10.09	11.30	11.08
Independent	10.50	10.25	9.21	9.22	9.94	9.97	10.57	10.48	11.43	11.49
Ownership										
Proprietary	10.05	9.89	8.81	8.58	9.58	9.37	9.84	9.91	11.04	10.92
Voluntary nonprofit	10.75	10.50	9.36	9.47	10.41	10.33	10.87	10.76	11.50	11.40
Government and other	11.02	10.58	9.17	8.85	9.47	8.97	*11.25	*11.34	12.68	12.23

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁴A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁵Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

Table 22. Average and median hourly rate of pay for certified nursing assistants currently working in nursing homes, by total length of time worked as a nursing assistant, according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ^{1,2}		Total time worked as a nursing assistant							
			Less than 1 year		1–5 years		6–10 years		More than 10 years	
	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate	Average hourly pay rate	Median hourly pay rate
Total	10.36	10.05	9.03	8.99	9.83	9.76	10.31	10.22	11.36	11.15
Age										
Under 25 years	9.31	9.32	8.86	8.92	9.45	9.43	*10.30	*10.54	*	*
25–34 years	9.90	9.90	9.31	9.07	9.90	9.90	9.96	9.91	10.49	10.39
35–44 years	10.67	10.50	*9.11	*9.26	10.22	10.12	10.33	10.38	11.32	11.20
45–54 years	10.78	10.40	*9.09	*9.23	10.14	9.88	10.75	10.23	11.22	10.89
55 years and over	11.38	11.17	*	*	*9.49	*9.45	*10.74	*10.57	11.83	11.73
Sex										
Female	10.31	10.02	8.96	8.97	9.79	9.74	10.27	10.22	11.26	11.12
Male	10.98	10.47	*9.62	*9.49	10.28	10.22	*10.86	*10.13	*12.97	*12.59
Race										
White	10.46	10.10	9.16	9.06	9.82	9.70	10.61	10.46	11.59	11.46
Black	10.08	9.96	8.53	8.44	9.66	9.46	9.89	9.97	10.95	10.70
Other ³	11.05	10.74	*	*	10.64	10.39	*11.06	*11.06	11.84	11.63
Hispanic or Latino origin										
Hispanic or Latino	10.20	9.90	*8.57	*8.45	10.05	10.03	*10.43	*10.42	11.18	10.95
Not Hispanic or Latino	10.39	10.09	9.11	9.07	9.80	9.74	10.30	10.18	11.40	11.18
Education										
No high school diploma or GED certificate ⁴	9.89	9.57	*8.50	*8.53	9.37	8.78	9.72	9.98	10.64	10.73
GED certificate ⁴	10.55	10.20	*8.80	*8.48	9.85	9.89	10.50	10.24	11.45	11.45
High school diploma	10.23	10.00	8.95	8.98	9.57	9.58	10.06	9.99	11.33	11.19
1 year or more of college or trade school ⁵	10.72	10.35	9.50	9.47	10.33	10.08	10.74	10.48	12.03	11.50
Marital status										
Married ⁶	10.65	10.33	9.21	8.92	10.10	9.99	10.43	10.21	11.65	11.46
Widowed, divorced, or separated	10.31	9.99	*8.88	*9.45	9.63	9.18	9.97	9.90	10.95	10.99
Never married	9.86	9.75	8.91	8.96	9.54	9.36	10.30	10.50	11.28	10.76
Family income										
Less than \$20,000	9.32	9.05	8.60	8.49	9.11	8.95	9.46	9.09	9.90	9.62
\$20,000 to less than \$30,000	10.71	10.56	9.07	8.75	10.36	10.23	10.39	10.43	11.55	11.25
\$30,000 to less than \$40,000	10.74	10.35	9.40	9.44	10.30	10.19	10.63	10.40	11.56	11.47
\$40,000 to less than \$50,000	11.67	11.15	*	*	10.30	10.00	*11.08	*11.10	12.88	12.30
\$50,000 or more	11.59	11.37	*9.93	*9.91	10.89	10.68	*12.07	*11.58	12.72	12.00

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

Table 23. Number and percent distribution of certified nursing assistants currently working in nursing homes, by whether a pay raise was received in the past year, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{1,2}	Received pay raise in past year				
		Yes	No	Total ²	Yes	No
		Number		Percent distribution		
All facilities	680,800	425,600	248,100	100.0	62.5	36.4
Beds						
Fewer than 50	33,500	20,800	12,600	100.0	62.1	37.6
50–99	190,300	117,300	70,500	100.0	61.6	37.1
100–149	230,900	144,800	84,200	100.0	62.7	36.5
150 or more	226,200	142,800	80,800	100.0	63.1	35.7
Geographic region						
Northeast	161,400	117,000	43,200	100.0	72.5	26.7
Midwest	206,500	129,100	75,400	100.0	62.5	36.5
South	217,600	126,200	89,000	100.0	58.0	40.9
West	95,400	53,300	40,600	100.0	55.9	42.5
Location						
Metropolitan statistical area ³	516,500	318,600	191,500	100.0	61.7	37.1
Micropolitan statistical area ⁴	89,600	58,700	30,600	100.0	65.5	34.1
Other location ⁵	74,700	48,400	26,100	100.0	64.7	34.9
Affiliation						
Chain	368,600	220,800	143,300	100.0	59.9	38.9
Independent	312,200	204,800	104,800	100.0	65.6	33.6
Ownership						
Proprietary	398,300	243,000	152,000	100.0	61.0	38.2
Voluntary nonprofit	214,800	136,800	74,300	100.0	63.7	34.6
Government and other	67,800	45,800	21,900	100.0	67.6	32.3

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁴A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁵Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 24. Number and percent distribution of certified nursing assistants currently working in nursing homes by whether a pay raise was received in the past year according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ^{1,2}	Received pay raise in past year				
		Yes	No	Total ²	Yes	No
		Number		Percent distribution		
Total	680,800	425,600	248,100	100.0	62.5	36.4
Age						
Under 25 years	115,100	61,500	51,900	100.0	53.5	45.1
25–34 years	160,500	86,900	70,500	100.0	54.1	44.0
35–44 years	167,200	108,300	58,100	100.0	64.8	34.7
45–54 years	153,200	106,600	46,500	100.0	69.6	30.4
55 years and over	*84,900	*62,300	*21,100	100.0	*73.4	*24.9
Sex						
Female	628,500	394,200	227,100	100.0	62.7	36.1
Male	52,400	31,400	21,000	100.0	59.9	40.1
Race						
White	362,700	237,800	121,200	100.0	65.6	33.4
Black	264,100	153,300	107,900	100.0	58.0	40.9
Other ³	54,000	34,500	19,000	100.0	63.8	35.2
Hispanic or Latino origin						
Hispanic or Latino	64,200	37,300	26,200	100.0	58.1	40.9
Not Hispanic or Latino	610,500	384,900	219,600	100.0	63.0	36.0
Education						
No high school diploma or GED certificate ⁴	84,000	52,400	30,100	100.0	62.5	35.8
GED certificate ⁴	122,800	78,900	43,400	100.0	64.3	35.3
High school diploma	299,100	188,500	107,200	100.0	63.0	35.8
1–3 years college or trade school ⁵	132,600	79,700	51,400	100.0	60.1	38.7
College or postgraduate ⁵	31,600	*19,900	*11,700	100.0	*62.9	*36.9
Marital status						
Married ⁶	346,900	228,700	116,200	100.0	65.9	33.5
Widowed, divorced, or separated	151,000	94,600	53,700	100.0	62.6	35.5
Never married	177,800	99,600	76,000	100.0	56.0	42.7
Family income						
Less than \$20,000	245,300	130,400	111,800	100.0	53.1	45.6
\$20,000 to less than \$30,000	183,700	123,300	58,600	100.0	67.1	31.9
\$30,000 to less than \$40,000	93,000	62,100	30,200	100.0	66.8	32.4
\$40,000 to less than \$50,000	65,100	48,200	16,900	100.0	74.0	26.0
\$50,000 or more	66,700	46,300	19,400	100.0	69.5	29.1

* Figure does not meet standards of reliability or precision because the sample size is less than 30. Estimates accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the sample size is greater than 59 but has a relative standard error of 30 percent or more.

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 25. Number and percent distribution of all nursing home certified nursing assistants, by total number of hours worked per week: United States, 2004–2005

Number of hours worked per week	Nursing assistants employed during NNHS ¹	
	Number	Percent distribution
Total ^{2,3}	702,500	100.0
16 to 31 hours	114,000	16.2
32 to 39 hours	223,400	31.8
40 hours	296,500	42.2
More than 40 hours	66,300	9.4

¹Estimates certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey (NNHS). Estimates are weighted to be representative of all certified nursing assistants working in U.S. nursing homes in 2004.

²Nursing assistants had to work at least 16 hours per week to be eligible for the 2004 NNHS.

³Includes unknowns.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 26. Number and percent distribution of certified nursing assistants currently working in nursing homes, by types of benefits offered at current place of employment: United States, 2004–2005

Types of benefits ²	Nursing assistants working in nursing homes ¹						
	Benefit offered	Benefit not offered	Unknown	Total	Benefit offered	Benefit not offered	Unknown
	Number			Percent distribution			
Health insurance coverage	610,600	61,000	*9,200	100.0	89.7	9.0	*1.4
Other paid time off	575,100	97,200	*8,500	100.0	84.5	14.3	*1.3
Extra pay for working holidays	570,600	100,200	10,100	100.0	83.8	14.7	1.5
Paid holidays off	493,600	175,700	11,600	100.0	72.5	25.8	1.7
Paid sick leave	481,000	174,300	25,500	100.0	70.7	25.6	3.7
Retirement or pension plan	406,400	195,300	79,200	100.0	59.7	28.7	11.6
Bonuses	243,500	404,400	33,000	100.0	35.8	59.4	4.8
Tuition	238,200	348,500	94,100	100.0	35.0	51.2	13.8
Time off for good work	55,200	600,700	24,900	100.0	8.1	88.2	3.7
Paid child care assistance	41,200	546,300	93,300	100.0	6.0	80.3	13.7
Paid transportation assistance	32,600	613,000	35,200	100.0	4.8	90.0	5.2

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¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 National Nursing Assistant Survey (NNAS).

²Includes benefits offered by the facility, as reported by the nursing assistant.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 27. Number and percent distribution of certified nursing assistants currently working in nursing homes, by whether facility offers health insurance, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{2,3}	Health insurance offered by employer ¹				
		Health insurance offered	Health insurance not offered	Total ³	Health insurance offered	Health insurance not offered
		Number		Percent distribution		
All facilities	680,800	610,600	61,000	100.0	89.7	9.0
Beds						
Fewer than 50	33,500	29,500	*360	100.0	88.1	*10.7
50–99	190,300	169,900	17,300	100.0	89.3	9.1
100–149	230,900	208,700	19,100	100.0	90.4	8.3
150 or more	226,200	202,600	21,000	100.0	89.6	9.3
Geographic region						
Northeast	161,400	152,900	*	100.0	94.7	*
Midwest	206,500	186,800	17,100	100.0	90.5	8.3
South	217,600	185,400	29,300	100.0	85.2	13.5
West	95,400	85,500	*850	100.0	89.7	*8.9
Location						
Metropolitan statistical area ⁴	516,500	463,900	45,000	100.0	89.8	8.7
Micropolitan statistical area ⁵	89,600	81,500	7,500	100.0	91.0	8.4
Other location ⁶	74,700	65,200	8,500	100.0	87.2	11.4
Affiliation						
Chain	368,600	336,300	27,300	100.0	91.2	7.4
Independent	312,200	274,400	33,700	100.0	87.9	10.8
Ownership						
Proprietary	398,300	347,900	43,000	100.0	87.3	10.8
Voluntary nonprofit	214,800	199,100	13,900	100.0	92.7	6.5
Government and other	67,800	63,600	*	100.0	94.0	*

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¹Health insurance offered by employer, as reported by the nursing assistant.

²Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS).

Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

⁴A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁵A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁶Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 28. Number and percent distribution of certified nursing assistants currently working in nursing homes where facility offers health insurance, by whether enrolled in employer plans, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes offering health insurance ^{1,2,3}	Nursing assistant enrollment in employer plans				
		Enrolled	Not enrolled	Total ³	Enrolled	Not enrolled
		Number		Percent distribution		
All facilities	610,600	329,900	280,300	100.0	54.0	45.9
Beds						
Fewer than 50	29,500	16,000	13,500	100.0	54.2	45.8
50–99	169,900	90,800	79,000	100.0	53.5	46.5
100–149	208,700	106,400	102,300	100.0	51.0	49.0
150 or more	202,600	116,700	85,500	100.0	57.6	42.2
Geographic region						
Northeast	152,900	103,100	49,800	100.0	67.4	32.6
Midwest	186,800	87,000	99,800	100.0	46.6	53.4
South	185,400	95,300	90,100	100.0	51.4	48.6
West	85,500	44,500	40,700	100.0	52.0	47.6
Location						
Metropolitan statistical area ⁴	463,900	253,800	209,800	100.0	54.7	45.2
Micropolitan statistical area ⁵	81,500	40,100	41,400	100.0	49.2	50.8
Other location ⁶	65,200	35,900	29,200	100.0	55.2	44.8
Affiliation						
Chain	336,300	165,600	170,300	100.0	49.3	50.6
Independent	274,400	164,300	110,100	100.0	59.9	40.1
Ownership						
Proprietary	347,900	158,600	188,900	100.0	45.6	54.3
Voluntary nonprofit	199,100	125,600	73,500	100.0	63.1	36.9
Government and other	63,600	45,700	17,900	100.0	71.8	28.2

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Health insurance offered by employer, as reported by the nursing assistant.

³Includes unknowns.

⁴A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁵A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁶Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

NOTES: Numbers may not add to totals because of rounding. Percentages are based on the unrounded numbers.

Table 29. Number and percentage of certified nursing assistants currently working in nursing homes, by health insurance enrollment status in their employers' plans and health insurance coverage from other sources: United States, 2004–2005

Other health insurance coverage	Nursing assistants working in nursing homes ^{1,2}	Employer health insurance status				
		Enrolled in employer plan	Not covered or not enrolled in employer plan	Total ²	Enrolled in employer plan	Not covered or not enrolled in employer plan
		Number		Percent		
Total ²	680,800	329,900	341,300	100.0	100.0	100.0
Not covered by other source.	363,200	246,900	110,700	53.3	74.8	32.4
Covered by other source	311,900	78,300	229,800	45.8	23.7	67.3
Other coverage sources ^{3,4}						
Spouse or individual plan.	188,600	31,900	153,700	27.7	9.7	45.0
Government plan.	157,000	53,600	101,700	23.1	16.3	29.8

¹Estimates exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Estimates only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Includes plans obtained through spouse or partner's employer or purchased on their own and participation in any government program that pays for medical care, such as Medicaid or Medicare.

⁴Nursing assistants could report more than one other source of health insurance coverage.

NOTES: Numbers may not add to totals either because of rounding or because a nursing assistant may be included in more than one category. Percentages are based on the unrounded numbers.