

Table XXI. Standard errors for 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	Average hourly pay rate	Median hourly pay rate
All facilities	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.2	0.2
Beds										
Fewer than 50	0.3	0.2	0.4	0.3	0.4	0.4	0.3	0.3	0.4	0.3
50–99	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
100–149	0.2	0.2	0.3	0.3	0.2	0.2	0.2	0.2	0.3	0.3
150 or more	0.2	0.2	0.2	0.3	0.3	0.3	0.3	0.3	0.5	0.4
Geographic region										
Northeast	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.4	0.3
Midwest	0.2	0.2	0.2	0.1	0.2	0.2	0.2	0.2	0.3	0.2
South	0.1	0.1	0.2	0.2	0.1	0.1	0.2	0.2	0.2	0.2
West	0.2	0.2	0.3	0.3	0.2	0.2	0.4	0.5	0.5	0.3
Location										
Metropolitan statistical area ³	0.1	0.1	0.2	0.2	0.1	0.1	0.2	0.2	0.2	0.2
Micropolitan statistical area ⁴	0.2	0.2	0.2	0.3	0.2	0.2	0.4	0.3	0.3	0.5
Other location ⁵	0.2	0.2	0.2	0.3	0.3	0.1	0.2	0.3	0.2	0.2
Affiliation										
Chain	0.1	0.1	0.2	0.3	0.1	0.2	0.2	0.2	0.2	0.2
Independent	0.2	0.1	0.2	0.2	0.2	0.2	0.2	0.3	0.3	0.3
Ownership										
Proprietary	0.1	0.1	0.2	0.3	0.2	0.2	0.2	0.2	0.3	0.2
Voluntary nonprofit	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.4	0.3
Government and other	0.4	0.6	0.3	0.5	0.3	0.3	*0.5	*0.6	0.6	0.5

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors 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). Standard errors are for 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 XXII. Standard errors for 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	Total time worked as a nursing assistant									
	Nursing assistants working in nursing homes ^{1,2}		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	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.2	0.2
Age										
Under 25 years	0.1	0.1	0.2	0.2	0.1	0.2	0.5	0.5	*	*
25–34 years	0.1	0.2	0.3	0.4	0.2	0.2	0.2	0.3	0.4	0.4
35–44 years	0.2	0.2	*0.3	*0.3	0.3	0.3	0.2	0.3	0.3	0.3
45–54 years	0.2	0.2	*0.3	*0.4	0.3	0.4	0.3	0.4	0.2	0.2
55 years and over	0.2	0.3	*	*	*0.2	*0.2	*0.4	0.4	0.2	0.3
Sex										
Female	0.1	0.1	0.1	0.2	0.1	0.2	0.1	0.2	0.2	0.2
Male	0.3	0.3	*0.3	*0.4	0.3	0.3	*0.5	*0.7	*0.9	*0.8
Race										
White	0.1	0.1	0.2	0.2	0.1	0.2	0.2	0.3	0.2	0.2
Black	0.2	0.2	0.2	0.4	0.2	0.3	0.2	0.3	0.3	0.3
Other ³	0.2	0.3	0.4	0.6	0.2	0.2	0.5	0.6	0.4	0.5
Hispanic or Latino origin										
Hispanic or Latino	0.3	0.3	*0.2	*0.2	0.3	0.3	0.4	0.7	0.7	0.5
Not Hispanic or Latino	0.1	0.1	0.1	0.2	0.1	0.2	0.1	0.2	0.2	0.2
Education										
No high school diploma or GED certificate ⁴	0.2	0.2	*0.2	*0.2	0.4	0.4	0.3	0.5	0.3	0.3
GED certificate ⁴	0.1	0.1	*0.2	*0.3	0.1	0.2	0.2	0.1	0.2	0.3
High school diploma	0.2	0.2	0.3	0.4	0.2	0.2	0.3	0.4	0.3	0.4
1 year or more of college or trade school ⁵	0.2	0.2	0.3	0.3	0.2	0.2	0.3	0.5	0.4	0.4
Marital status										
Married ⁶	0.1	0.1	0.2	0.2	0.1	0.1	0.2	0.2	0.2	0.2
Widowed, divorced, or separated	0.1	0.2	*0.3	*0.3	0.2	0.3	0.2	0.4	0.2	0.3
Never married	0.1	0.1	0.2	0.3	0.2	0.3	0.2	0.3	0.4	0.4
Family income										
Less than \$20,000	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.3	0.2	0.2
\$20,000 to less than \$30,000	0.1	0.2	0.3	0.3	0.2	0.2	0.2	0.3	0.2	0.3
\$30,000 to less than \$40,000	0.2	0.2	0.3	0.4	0.2	0.2	0.3	0.4	0.4	0.4
\$40,000 to less than \$50,000	0.3	0.4	*	*	0.3	0.4	*0.4	*0.6	0.5	0.4
\$50,000 or more	0.2	0.3	*0.4	*0.3	0.3	0.5	*0.4	*0.6	0.4	0.5

* When the standard error is not reported, it is because the sample size for the estimate is less than 30 which does not meet the standards of reliability or precision. Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors 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). Standard errors are for 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 XXIII. Standard errors for 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			
		Number		Percent	
		Yes	No	Yes	No
All facilities	14,271	13,722	10,046	1.4	1.4
Beds					
Fewer than 50	2,509	2,014	1,587	3.8	3.8
50–99	8,511	7,097	4,463	2.1	2.0
100–149	15,209	11,166	7,491	2.3	2.3
150 or more	15,115	12,079	7,967	2.9	2.8
Geographic region					
Northeast	18,348	14,402	6,242	2.7	2.7
Midwest	14,908	10,373	7,442	2.5	2.3
South	14,772	9,818	8,081	2.4	2.4
West	11,345	7,081	5,871	3.3	3.3
Location					
Metropolitan statistical area ³	13,444	12,918	9,474	1.7	1.7
Micropolitan statistical area ⁴	4,061	3,968	2,525	2.7	2.7
Other location ⁵	3,363	2,859	2,271	2.6	2.5
Affiliation					
Chain	17,611	12,654	9,185	1.7	1.7
Independent	18,461	14,106	8,817	2.2	2.1
Ownership					
Proprietary	17,812	13,359	9,106	1.7	1.7
Voluntary nonprofit	17,420	12,649	8,297	2.8	2.7
Government and other	10,508	7,721	4,305	4.1	4.1

¹Standard errors 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). Standard errors are for 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 XXIV. Standard errors for 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	Yes	No
		Number		Percent	
Total	14,271	13,722	10,046	1.4	1.4
Age					
Under 25 years	6,770	4,998	4,227	2.8	2.9
25–34 years	7,402	5,900	4,936	2.6	2.5
35–44 years	7,891	6,963	4,412	2.4	2.3
45–54 years	7,950	7,236	4,128	2.5	2.5
55 years and over	6,471	5,220	2,966	4.5	4.5
Sex					
Female	13,874	13,148	9,931	1.5	1.4
Male	4,791	3,803	2,545	3.9	3.9
Race					
White	15,510	12,257	7,746	1.8	1.7
Black	13,721	10,649	7,834	2.3	2.3
Other ³	6,471	5,220	2,966	4.5	4.5
Hispanic or Latino origin					
Hispanic or Latino	6,211	4,616	3,554	4.1	4.1
Not Hispanic or Latino	14,903	13,854	9,335	1.4	1.4
Education					
No high school diploma or GED certificate ⁴	5,833	4,790	3,372	3.4	3.3
GED certificate ⁴	7,163	6,049	4,130	2.9	1.9
High school diploma	11,282	9,835	6,324	1.9	2.8
1–3 years college or trade school ⁵	7,774	6,193	4,584	2.8	2.6
College or postgraduate ⁵	4,256	*3,750	*1,939	*5.8	*5.8
Marital status					
Married ⁶	12,145	10,332	6,924	1.7	1.7
Widowed, divorced, or separated	7,884	6,571	4,586	2.6	2.5
Never married	8,147	6,709	5,470	2.6	2.5
Family income					
Less than \$20,000	9,918	7,657	6,497	2.1	2.1
\$20,000 to less than \$30,000	8,580	7,564	4,751	2.3	2.3
\$30,000 to less than \$40,000	6,598	5,899	3,121	3.1	3.1
\$40,000 to less than \$50,000	5,763	5,216	2,869	4.0	4.0
\$50,000 or more	6,012	5,227	2,773	3.8	3.7

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors 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). Standard errors are for 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 XXV. Standard errors for 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
Total ^{2,3}	14,133	...
Up to 31 hours	6,551	0.9
32 to 39 hours	11,073	1.4
40 hours	11,727	1.5
More than 40 hours	5,839	0.8

... Category not applicable.

¹Certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey (NNHS).

²Nursing assistants had to work at least 16 hours per week to be eligible for the 2004–2005 National Nursing Assistant Survey (NNAS).

³Includes unknowns.

Table XXVI. Standard errors for 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	Benefit offered	Benefit not offered	Unknown
	Number			Percent		
Health insurance coverage	15,342	5,509	*1,940	0.9	0.8	*0.3
Other paid time off	14,028	6,218	*1,773	0.9	0.9	*0.3
Extra pay for working holidays	15,464	7,820	1,690	1.2	1.2	0.2
Paid holidays off	14,335	9,577	1,775	1.4	1.3	0.3
Paid sick leave	14,831	9,328	2,862	1.4	1.3	0.4
Retirement or pension plan	15,404	9,678	5,604	1.6	1.4	0.8
Bonuses	12,206	13,342	3,662	1.6	1.6	0.5
Tuition	11,997	11,842	6,344	1.5	1.5	0.9
Time off for good work	5,256	13,729	3,104	0.7	0.9	0.5
Paid child care assistance	4,907	13,595	6,420	0.7	1.2	0.9
Paid transportation assistance	5,071	14,190	3,737	0.7	0.9	0.5

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors 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). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

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

Table XXVII. Standard errors for 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			
		Offered	Not offered	Offered	Not offered
		Number		Percent	
All facilities	14,271	15,342	5,509	0.9	0.8
Beds					
Fewer than 50	2,509	2,307	*725	2.1	*2.0
50–99	8,511	8,253	2,452	1.4	1.3
100–149	15,209	14,591	3,321	1.5	1.4
150 or more	15,115	15,059	3,868	1.9	1.7
Geographic region					
Northeast	18,348	17,579	*	1.3	*
Midwest	14,908	14,184	3,271	1.6	1.5
South	14,772	13,449	4,123	1.8	1.7
West	11,345	10,329	2,350	2.3	2.2
Location					
Metropolitan statistical area ⁴	13,444	14,423	5,137	1.1	1.0
Micropolitan statistical area ⁵	4,061	4,170	1,265	1.5	1.4
Other location ⁶	3,363	3,712	1,553	2.3	2.1
Affiliation					
Chain	17,611	16,836	3,506	1.0	0.9
Independent	18,461	17,488	4,707	1.5	1.4
Ownership					
Proprietary	17,812	16,985	4,933	1.3	1.2
Voluntary nonprofit	17,420	16,479	2,809	1.3	1.2
Government and other	10,508	10,009	*	1.9	*

* When the standard error is not reported, it is because the sample size for the estimate is less than 30 which does not meet the standard of reliability or precision. Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

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

²Standard errors 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). Standard errors are for 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.

Table XXVIII. Standard errors for 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	Enrolled	Not enrolled
		Number		Percent	
All facilities	15,342	13,368	10,580	1.5	1.5
Beds					
Fewer than 50	2,307	1,760	1,554	4.0	4.0
50–99	8,253	6,612	5,172	2.5	2.5
100–149	14,591	9,493	8,633	2.6	2.6
150 or more	15,059	10,894	8,399	3.0	2.9
Geographic region					
Northeast	17,579	12,935	7,768	3.4	3.4
Midwest	14,184	8,097	8,591	2.4	2.4
South	13,449	8,376	7,705	2.4	2.4
West	10,329	6,197	6,158	4.1	4.0
Location					
Metropolitan statistical area ⁴	14,423	12,509	9,939	1.9	1.8
Micropolitan statistical area ⁵	4,170	3,879	2,992	3.4	3.4
Other location ⁶	3,712	2,978	2,132	2.7	2.7
Affiliation					
Chain	16,836	10,549	10,220	1.8	1.8
Independent	17,488	12,835	9,163	2.4	2.4
Ownership					
Proprietary	16,985	10,680	10,671	1.9	1.9
Voluntary nonprofit	16,479	11,734	7,849	2.6	2.6
Government and other	10,009	8,101	3,591	4.3	4.3

¹Standard errors 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). Standard errors are for 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.

Table XXIX. Standard errors for 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	14,271	13,368	11,064
Not covered by other source	11,740	11,617	6,427	1.3	1.7	1.5
Covered by other source	10,637	6,161	9,083	1.3	1.6	1.5
Other coverage sources ^{3,4}						
Spouse or individual plan	8,554	3,786	7,850	1.1	1.1	1.7
Government plan	8,005	5,138	6,323	1.1	1.4	1.5

... Category not applicable.

¹Standard errors 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). Standard errors are for 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.