State of the Long Term Care Industry
Survey of nursing home and assisted living providers show industry facing severe workforce crisis

Virginia Health Care Association | Virginia Center for Assisted Living
October 2021 | www.vhca.org
Even though 2020 was the height of the clinical nightmare of the COVID-19 pandemic,

81% of Virginia’s long term care providers said their workforce situation has gotten worse this year.
59% indicated there were **few to no applicants** to fill their needs for additional staff.

**Q: Describe your current staffing situation:**

- **Full Staffed**: 2%
- **Not bad (Just a few open positions)**: 10%
- **Concerning (beginning to have numerous open shifts)**: 29%
- **Disconcerting (Few applicants and need more staff)**: 31%
- **Crisis (Numerous open shifts and few or no qualified applicants)**: 28%

*Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 199 Nursing Home and Assisted Living Providers, September 2021*
Nearly every facility is asking staff to work overtime or take extra shifts. An alarming 75% had a shortage of staff to fill all shifts.

Q: In the past 60 days, have you (check all that apply):

- 92% Asked staff to work overtime or take extra shifts
- 75% Had a shortage of staff to fill shifts
- 66% Turned to agency staff to fill shifts

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 199 Nursing Home and Assisted Living Providers, September 2021
Nursing homes are taking action but need help.

**Q. Which steps are you taking to address your workforce challenges** (check all that apply?)

<table>
<thead>
<tr>
<th>Step</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Working to hire new staff</td>
<td>98%</td>
</tr>
<tr>
<td>Offering bonuses for overtime/double shifts</td>
<td>93%</td>
</tr>
<tr>
<td>Increasing pay</td>
<td>77%</td>
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<tr>
<td>Hiring contract staff</td>
<td>55%</td>
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Use of staffing agencies is up sharply, more expensive, and affects resident care. Filling a CNA or LPN role with agency staff is **75% more expensive** than direct employment.

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 199 Nursing Home and Assisted Living Providers, September 2021
Facilities have **vacancies in critical positions** or are actively recruiting to fill open positions.

96% of facilities have vacancies for CNAs

92% have vacancies for LPNs

75% have vacancies for RNs

66% have vacancies for dietary staff

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 199 Nursing Home and Assisted Living Providers, September 2021
The staffing crisis is having an impact on access to care for our seniors.

Q: Because of staffing challenges over the last six months, has your facility (check all that apply):

- Limited census to amount below capacity because you are unable to staff to full capacity: 37%
- Placed a hold on new admissions: 29%
- Turned away hospital admissions: 26%

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 199 Nursing Home and Assisted Living Providers, September 2021