



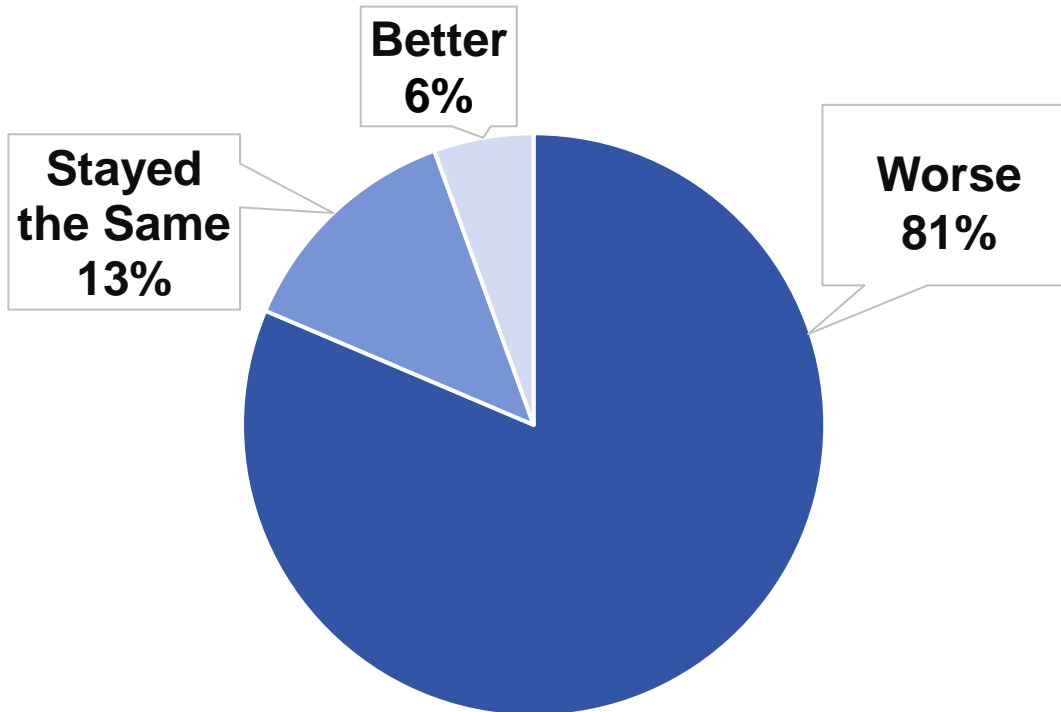
State of the Long Term Care Industry

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

Q: Compared with 2020, would you say your organization's overall workforce situation has gotten:



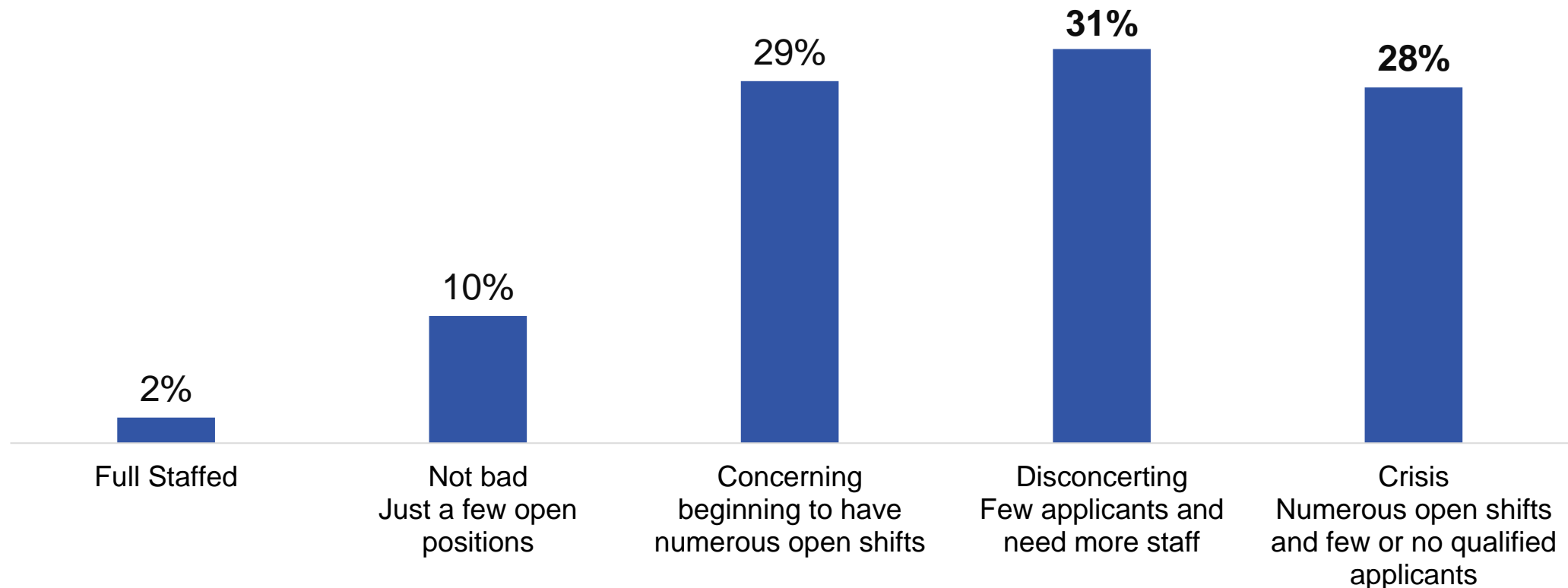
Even though 2020 was the height of the clinical nightmare of the COVID-19 pandemic,

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.

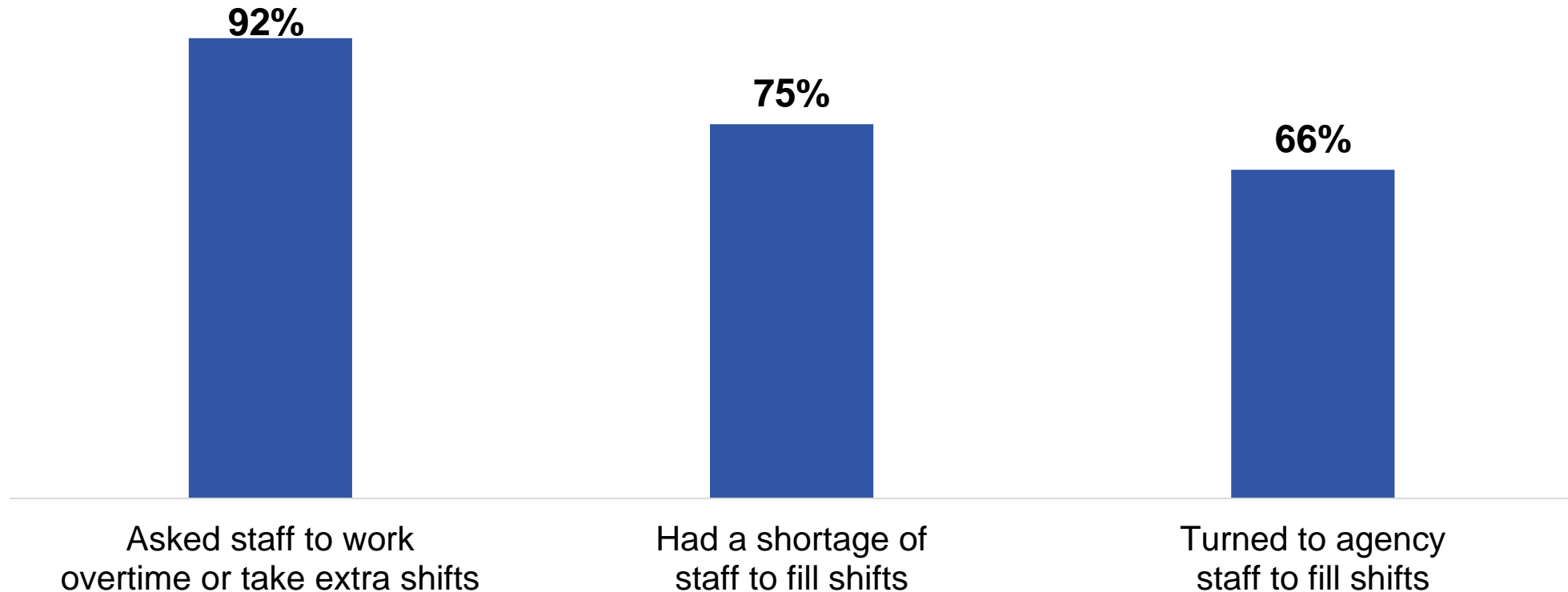
Q: Describe your current staffing situation:





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.

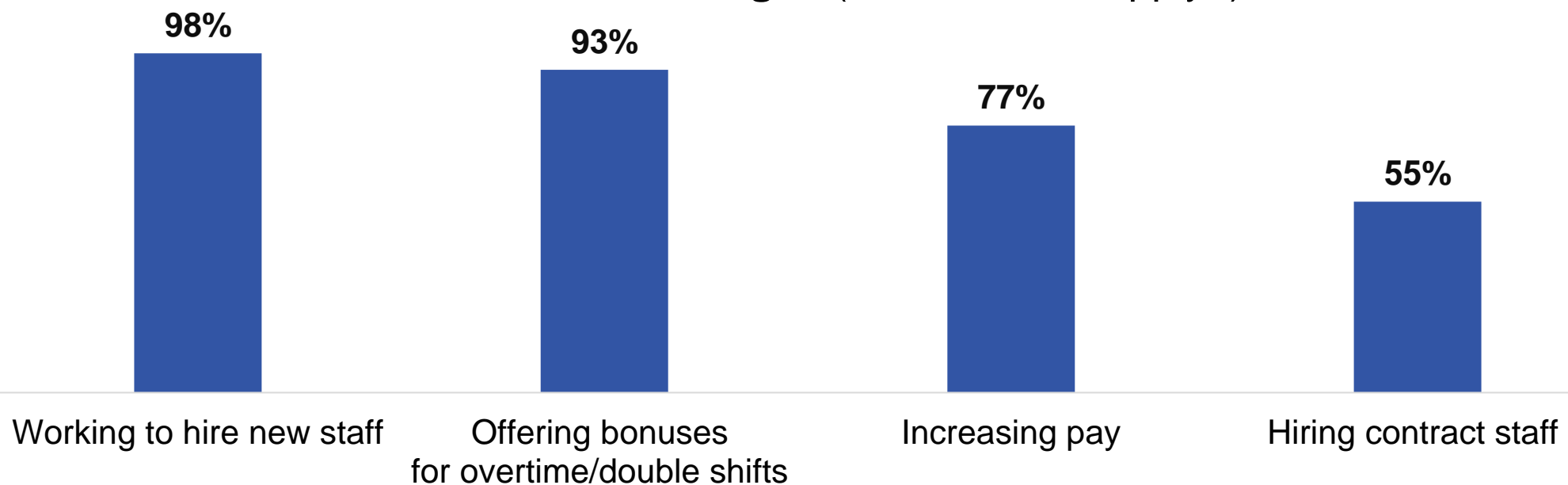
Q: In the past 60 days, have you (check all that apply):





Nursing homes are taking action but need help.

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



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.



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



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):

