



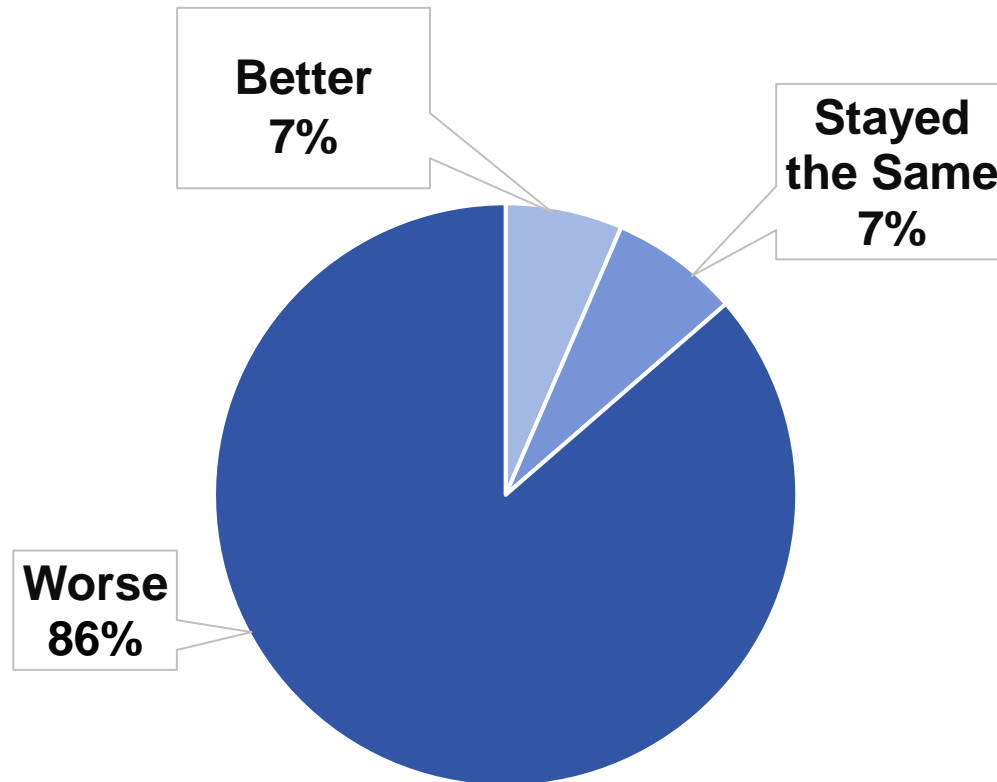
Nursing Home & Assisted Living Staffing Challenges Persist

Survey shows LTC providers still
experiencing severe workforce crisis

Virginia Health Care Association | Virginia Center for Assisted Living

December 2022 | www.vhca.org

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



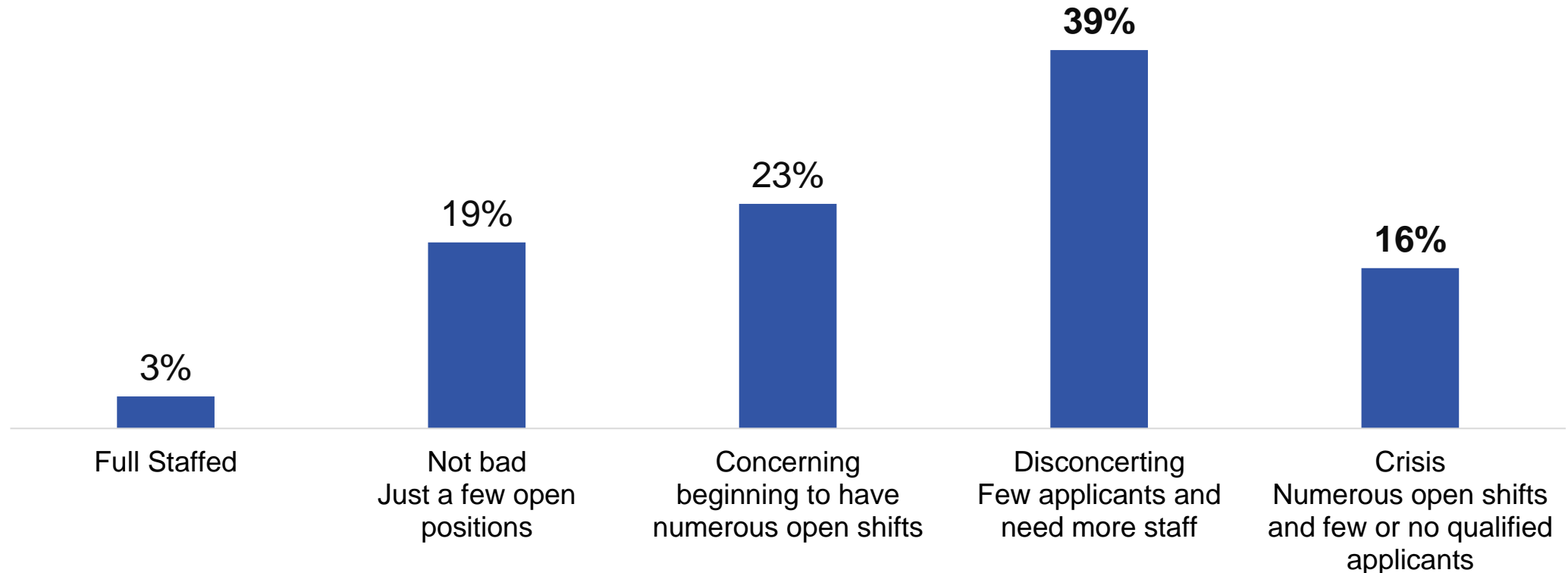
Even though 2020 was the height of the clinical nightmare of the COVID-19 pandemic, **86%** of Virginia's nursing homes and assisted living facilities said their workforce situation has **gotten worse** this year.

- **This is 5 points higher** than responses to the same question in 2021.



55% indicated there were few to no qualified applicants to fill their needs for additional staff.

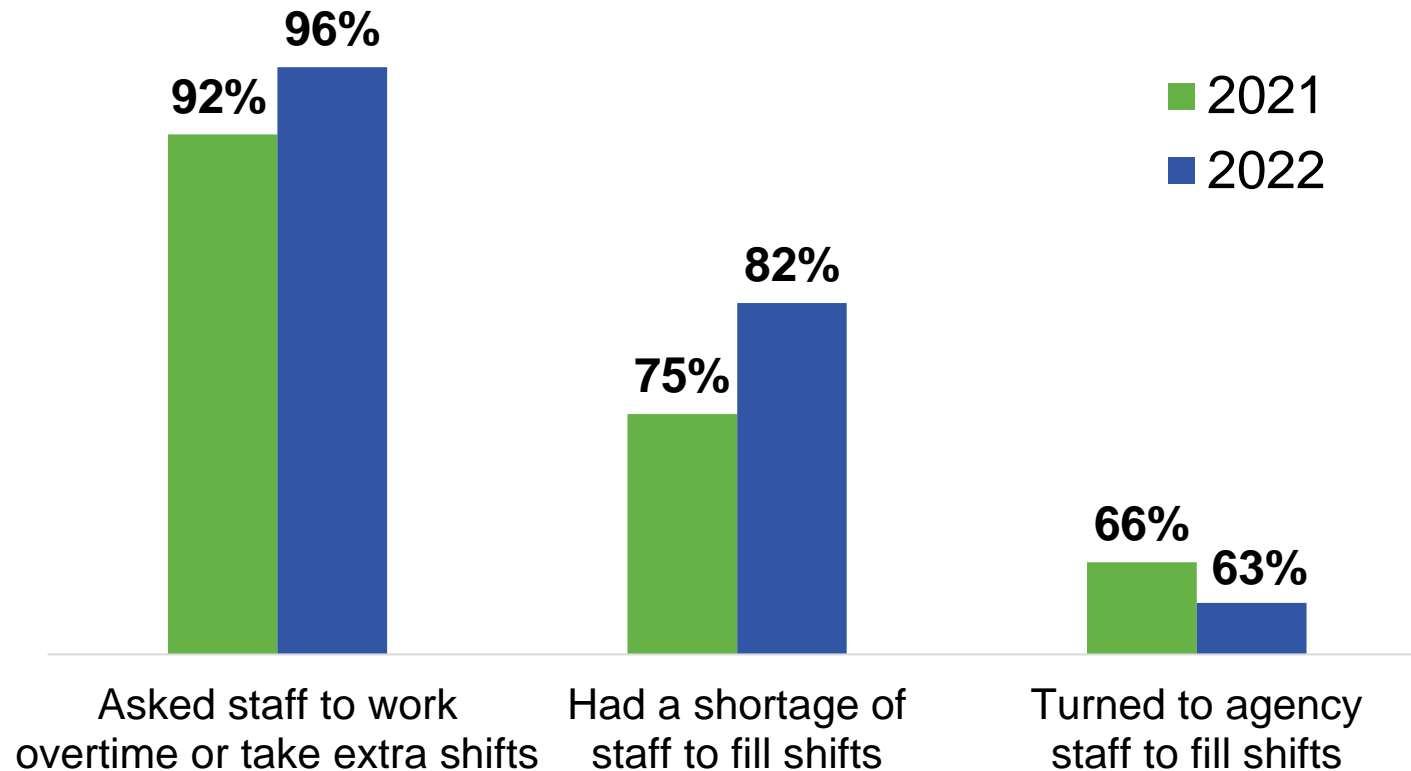
Q: Describe your current staffing situation:





Nearly every facility is asking staff to work **overtime or take extra shifts**.
82% had a shortage of staff to fill all shifts.

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



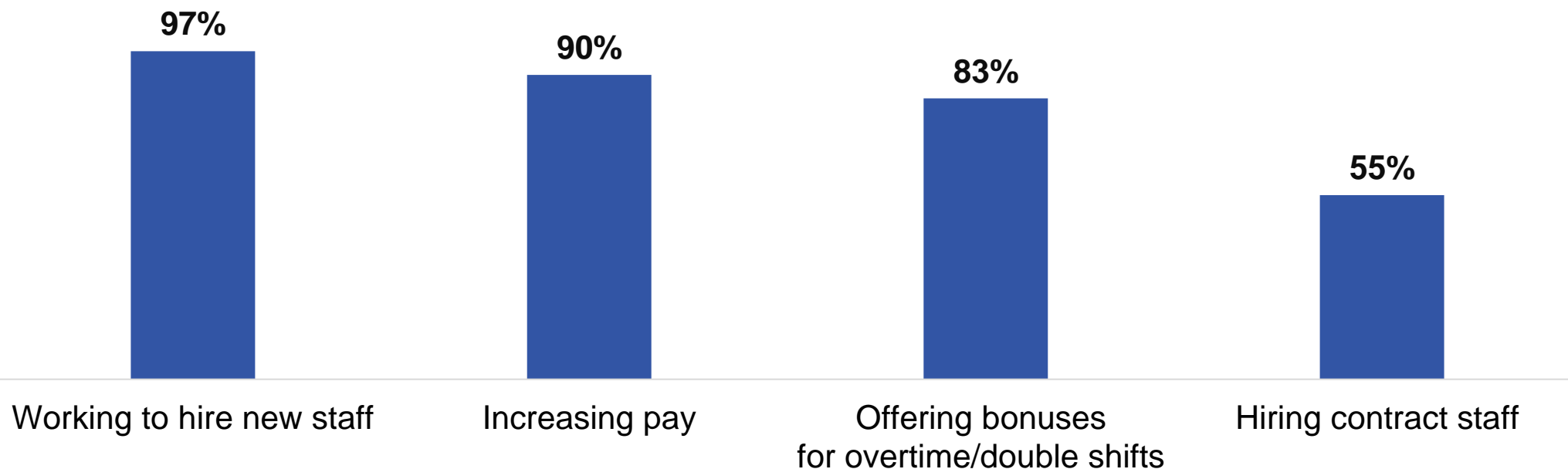
Compared to 2021:

- **Staff are working more overtime** to care for residents/patients.
- **4 out of 5 facilities** have faced shortages in filling shifts.
- **Facilities are still relying** on a significant amount of agency staffing.



Nursing homes are hiring, raising pay, offering bonuses, and using agency staff. They still cannot attract all the caregivers they need.

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





Facilities have **vacancies in critical positions** or are actively recruiting to fill open positions.



93% of facilities have vacancies for CNAs/direct caregivers

87% have vacancies for LPNs

70% have vacancies for RNs

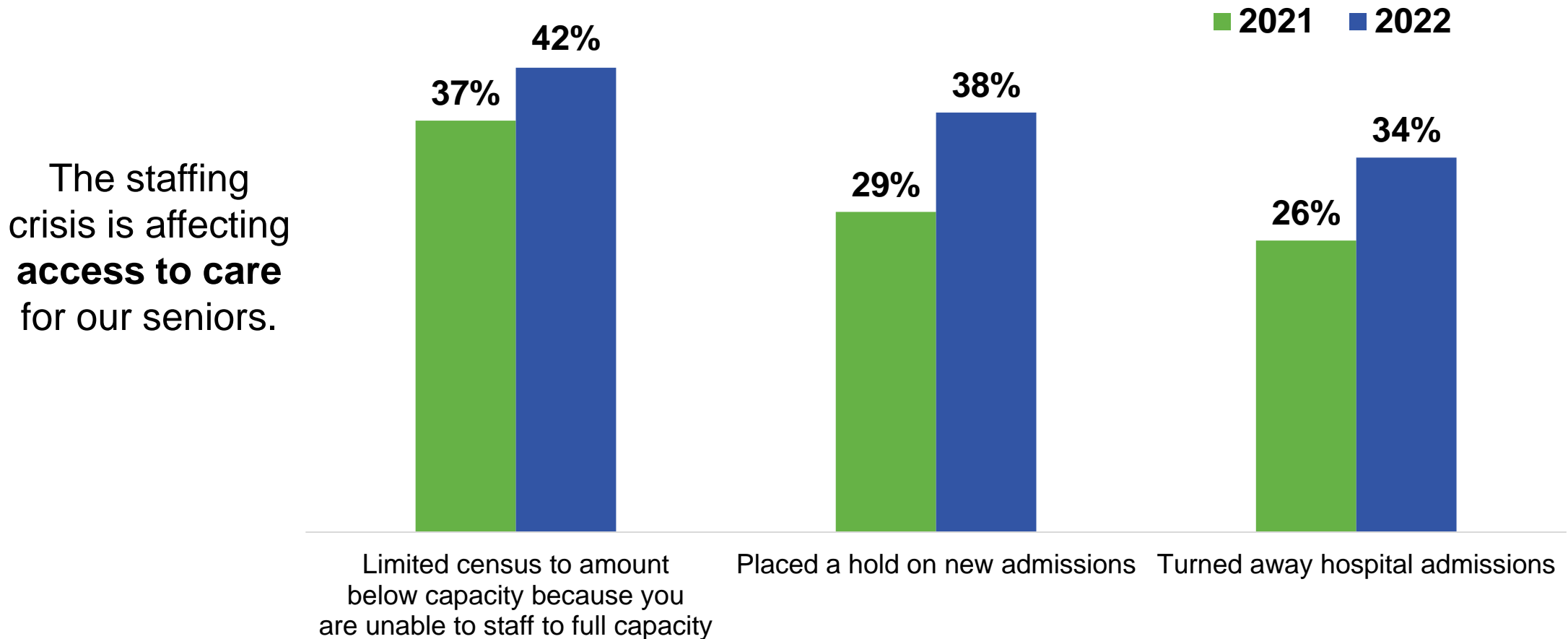


67% have vacancies for dietary staff

55% have vacancies for housekeeping staff



Q: Because of staffing challenges over the last six months, has your facility:



What are the top three reasons you have lost direct care staff members since the start of the pandemic?

1. Burnout/stress of the job
2. Left for a staffing agency
3. Left the sector altogether

What are the reasons that you have vacant/open positions?
(check all that apply)

- Competition with other employers
- No applicants
- No qualified applicants