Nursing Home & Assisted Living Staffing Challenges Persist

Survey shows LTC providers still experiencing severe workforce crisis
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.

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

- Better 7%
- Stayed the Same 7%
- Worse 86%

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
Q: Describe your current staffing situation:

- **3%** indicated they were full staffed.
- **19%** indicated they were not bad, just a few open positions.
- **23%** indicated they were concerning, beginning to have numerous open shifts.
- **39%** indicated they were disconcerting, few applicants and need more staff.
- **16%** indicated they were in a crisis, numerous open shifts and few or no qualified applicants.

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

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
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):

- 92% asked staff to work overtime or take extra shifts.
- 96% had a shortage of staff to fill all shifts.
- 75% turned to agency staff to fill shifts.

**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.

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
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)?

- Working to hire new staff: 97%
- Increasing pay: 90%
- Offering bonuses for overtime/double shifts: 83%
- Hiring contract staff: 55%

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
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

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
Q: Because of staffing challenges over the last six months, has your facility:

- Limited census to amount below capacity because you are unable to staff to full capacity: 37% (2021) vs 42% (2022)
- Placed a hold on new admissions: 29% (2021) vs 38% (2022)
- Turned away hospital admissions: 26% (2021) vs 34% (2022)

The staffing crisis is affecting access to care for our seniors.

Source: Virginia Health Care Association - Virginia National Center for Assisted Living Survey of 154 Nursing Home and Assisted Living Providers, September 2022
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