



State of the Long Term Care Industry

Workforce crisis in nursing homes and assisted livings
persists, putting access to care for seniors at risk

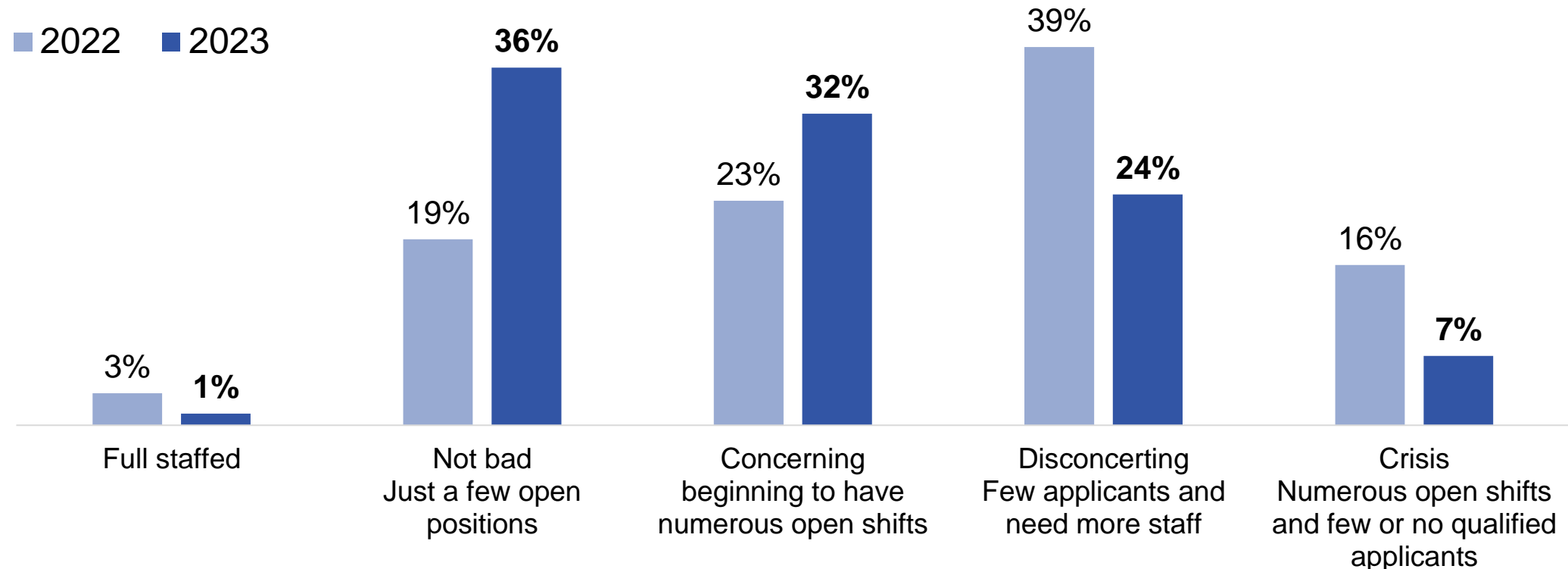
Virginia Health Care Association | Virginia Center for Assisted Living

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While the workforce situation has improved over last year, **31%** of nursing facilities and assisted living facilities indicated they **have few to no qualified applicants**.

Q: Describe your current staffing situation:





Nearly all facilities have **vacancies in critical nursing positions** or are actively recruiting to fill open positions.



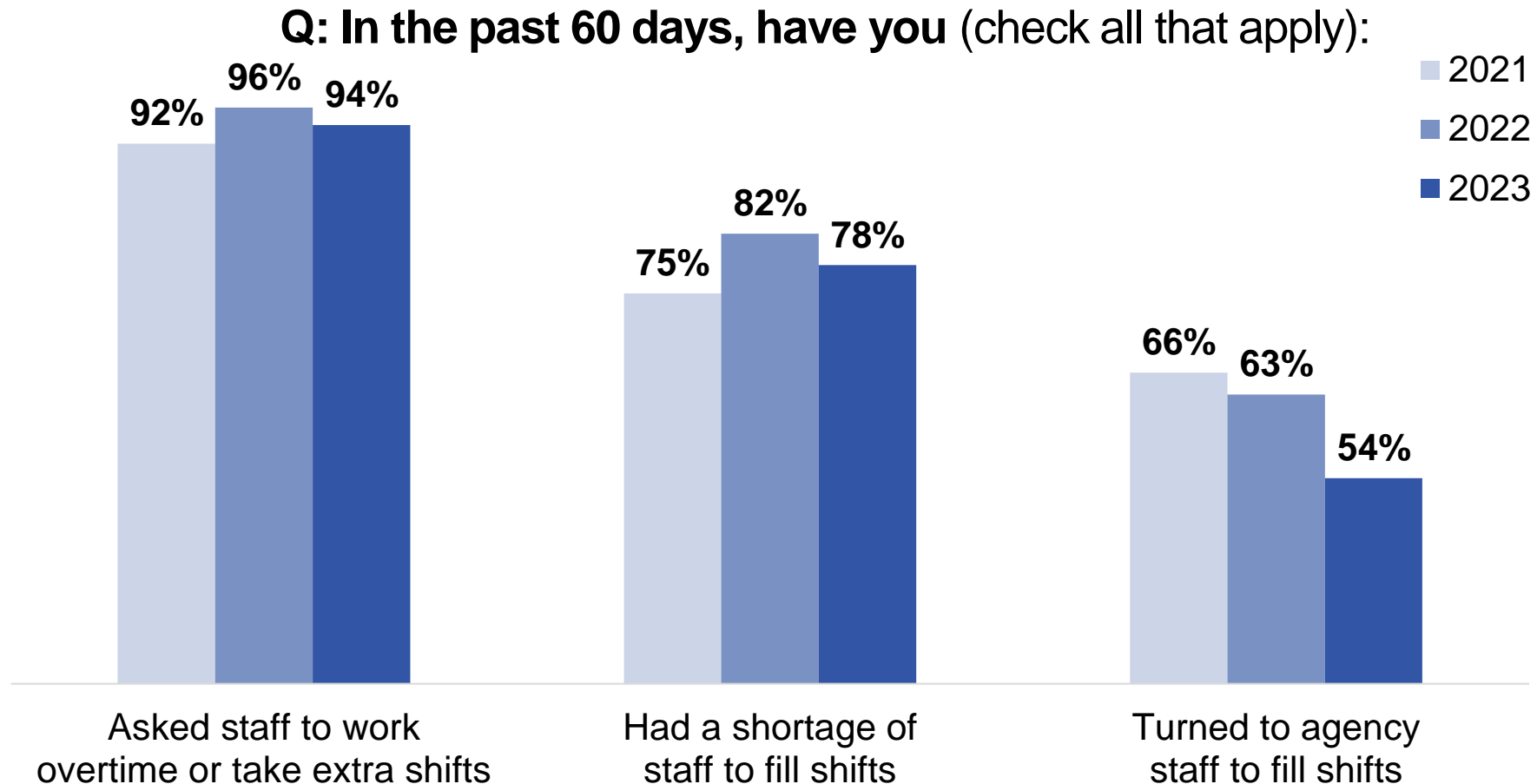
91% of facilities have vacancies for CNAs/direct caregivers

81% have vacancies for LPNs

64% have vacancies for RNs



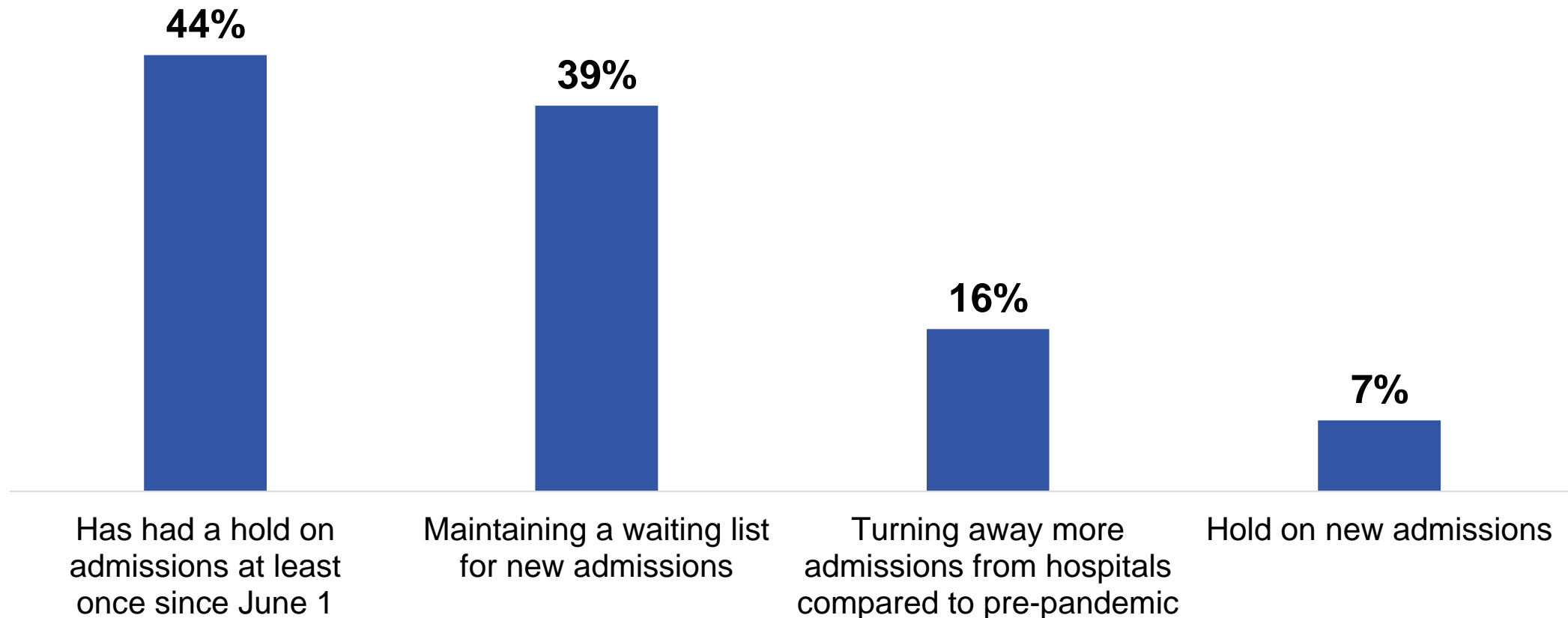
Consequently, the need for **nurses to work overtime/take extra shifts** persists.





Unfortunately, the staffing crisis is affecting **access to care** for our seniors as facilities places **holds on admissions** and **waiting lists** are common.

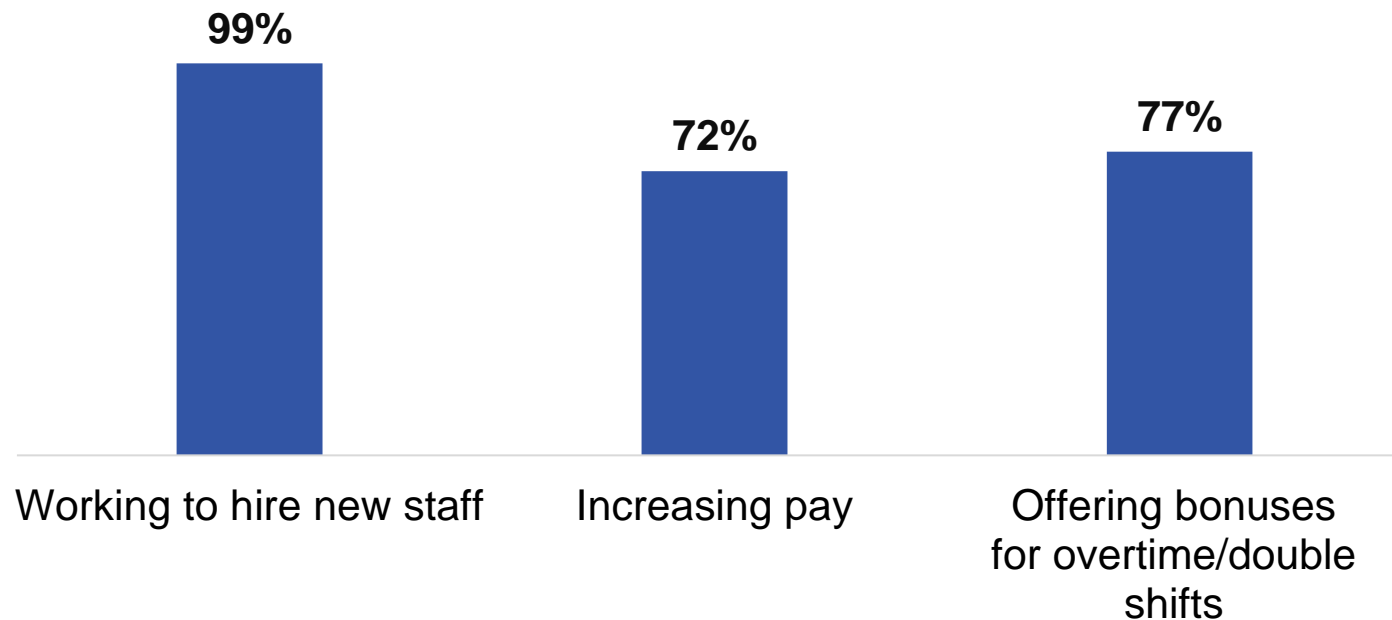
Q: Describe your facility's admission policies:





Facilities **cannot find the caregivers** they need despite ongoing efforts to hire/retain staff.

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



Facilities are also using these strategies:

- ✓ Sign-on bonuses
- ✓ Flexible scheduling
- ✓ Paying for CNA training
- ✓ Tuition assistance & scholarships
- ✓ Improving retention