

Long Term Care Needs Help To Address A Historic Labor Crisis

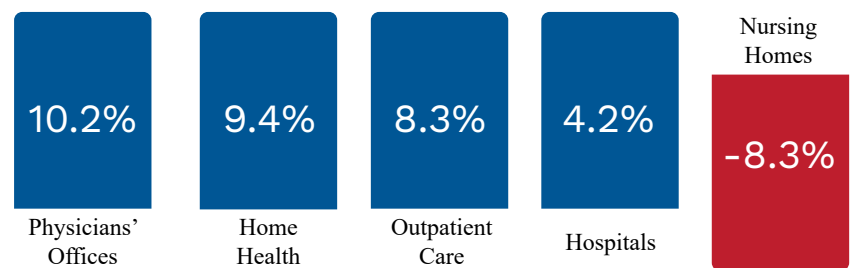
February 2024

LONG TERM CARE IS EXPERIENCING THE WORST JOB LOSS OF ANY HEALTH CARE SECTOR.

While all other health care sectors have fully recovered and grown their workforce above pre-pandemic levels, the nursing home workforce is **down 8.3%** and **needs more than 130,000 workers** to recover to pre-pandemic levels.

Percentage change in Health Care Sector Employment since Feb. 2020

Source: Bureau of Labor Statistics (BLS) February 2020 - January 2024



NURSING HOMES HAVE DEDICATED SIGNIFICANT RESOURCES TO SUPPORT STAFF, BUT STILL STRUGGLE TO COMPETE FOR WORKERS.

In 2022, **wage rates for nurses increased** from 9-11% and in 2023, **increased again** from 7-10%.

90%

of nursing home providers have **increased wages**.

85%

have offered **bonuses** to try to recruit and retain staff.

95%

are still having trouble hiring staff due to a lack of interested or qualified candidates.

AS THE POPULATION AGES, THE CAREGIVER SHORTAGE IS ONLY GOING TO GROW.

By 2025

The U.S. may see a nursing shortage of between 200,000 and 450,000 RNs.

By 2027

The 80+ population is projected to grow more than 9%.



Almost 900,000, or almost one-fifth of RNs, intend to leave the workforce.

LABOR SHORTAGES ARE FUELING AN ACCESS TO CARE CRISIS.

50+%

of nursing homes are having to limit new admissions due to labor shortages.

72%

of facilities are concerned that they will have to close their facility because of persistent workforce challenges.

48%

of nursing homes have a waiting list for prospective residents/patients of at least a few days.

660

facilities have closed since the pandemic.

- 40% of these closures have been 4- or 5-star facilities.

27

new nursing homes opened in 2023.

- Compared to an average of 84 new nursing homes each year between 2019-2022.

A ONE-SIZE-FITS-ALL STAFFING MANDATE IS NOT THE ANSWER.

94%

of nursing homes are currently not meeting at least one of the three proposed staffing requirements.

102,154

additional nurses and nurses aides would be required to meet the proposed staffing mandate.

25%

of residents could be displaced if nursing homes can't find the necessary workers.

“We need Congress to invest in long term care and make it possible to build a robust workforce. Simply put, the Biden Administration’s expected staffing mandate will be impossible for facilities to meet without meaningful resources and recruitment programs. We urge policymakers to instead focus on comprehensive solutions, such as the ones AHCA laid out in our **Care for Our Seniors Act**, that will support our caregivers and protect access to care for our nation’s seniors.”

-Mark Parkinson, President and CEO, AHCA/NCAL

- BLS February 2020-December 2023
- State of the Nursing Home Industry
- CLA Proposed Staffing Mandate Analysis
- 2023-2024 HCS Nursing Home Salary & Benefits Report

- QCOR
- NCSBN Research Projects Significant Nursing Workforce Shortages and Crisis
- 200K to 450K Nursing Shortage Expected by 2025 Without Action