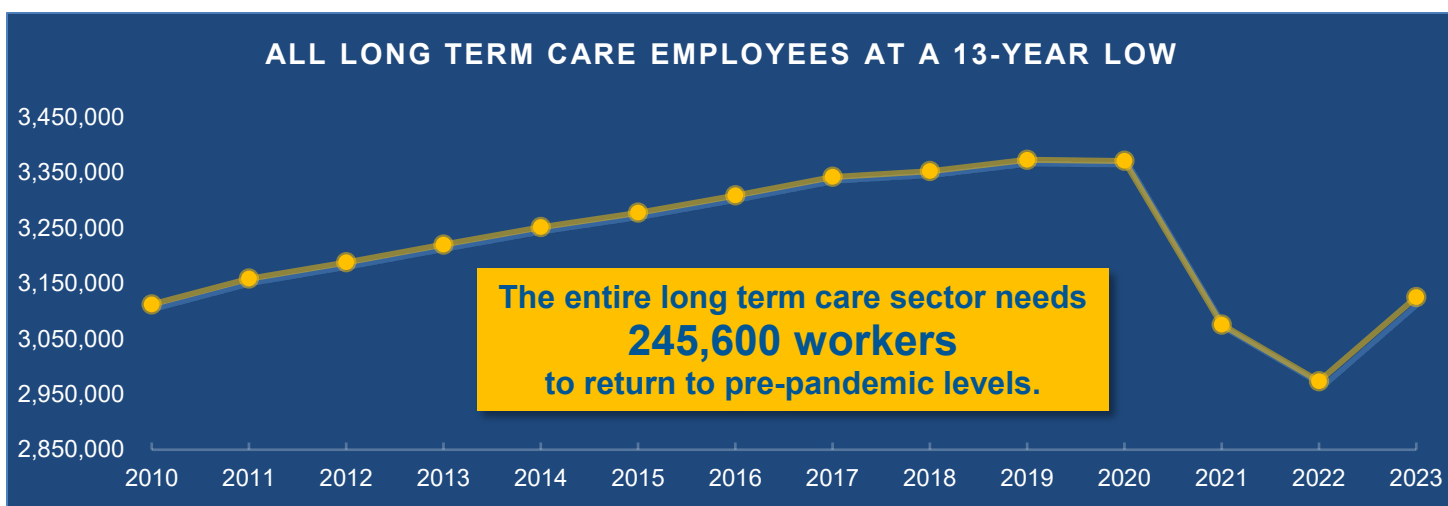


Long Term Care Needs Help To Address A Historic Labor Crisis

The Facts:

- **Long term care is experiencing the worst job loss of any other health care sector.**

The entire long term care sector (nursing homes and residential care facilities) is facing a 13-year labor low after losing more than **415,000 workers** during the course of the pandemic. At the current pace, nursing homes would not return to pre-pandemic workforce levels until late 2026. ([Long Term Care Jobs Report](#))



Source: Bureau of Labor Statistics (BLS)

- **Providers are increasingly having to rely on costly, agency staff to cover shifts.**

Federal data shows that due to staffing shortages, the proportion of nursing hours clocked by agency staff have **more than tripled** since early 2020 and continues to increase. ([AHCA/NCAL](#))

There are widespread reports of staffing agencies exploiting the pandemic and the health care labor shortage by inflating prices beyond reasonably competitive levels – **2 to 3x pre-pandemic rates** – and retaining up to 40% or more of those amounts for themselves. ([AHA / AHCA joint letter to the White House](#))

- **Nursing homes have dedicated significant resources to support staff, but still struggle to compete for workers.**

Nursing homes have increased nurses' wages by **17.3%** since 2019. ([CLA](#)) Wage increases in 2020 and 2021 outpaced those working at other types of care facilities. ([JAMA](#))

More than 9 out of 10 nursing home providers have increased wages and offered bonuses to try to recruit and retain staff, but still experience difficulty in hiring staff due to a lack of interested or qualified candidates. ([Provider Survey](#))

- **Staffing shortages are forcing many facilities to limit admissions or close their doors completely.**

More than half of nursing homes are having to limit new admissions due to staffing shortages, and more than two-thirds are concerned their facility may have to close entirely due to staffing woes. ([State of the Industry](#))

Caregivers Are Burned Out:

Caregivers are burned out after fighting this virus day after day for three years, and providers are struggling to compete for workers due to fixed government reimbursement rates.



“The effects that the pandemic has had on the workforce in the skilled nursing sector have been detrimental. The turnover in Directors of Nursing has increased from my perspective as a direct correlation to the increased demands on this position. All of my Directors of Nursing have tirelessly worked the floor, passing medications, working as a CNA often, due to the workforce challenges. When DONs work the floor over and over again, coming in and covering night shifts because staff don't show up or agency workers do not show up, the DON becomes mentally and physically exhausted which impacts systems. I would love to see state and federal government incentivize people to become nurses as well as a program to incentivize nurses to join/stay in our sector. We simply cannot afford to lose anymore nurses and CNAs.”

– **Stacey Johnson, Director of Clinical Services**

“As Director of Nursing and as a nurse who has worked in long term care for 29 years, the last two [years] have been tireless. Days at the workplace consisted of looking and counting staff for each shift; phone calls and postings hourly to agency staff and facility to maintain adequate staffing. Precious time with my own family took a back seat. Many of our vested staff worked doubles and extra shifts, volunteering to do so. Staff would become anxious, wondering if there would be coverage at the end of their shift so they could go home...the look on their faces... We were always able to have adequate staffing but not in the degree that we had in the past become accustomed to.”

– **Mary Watkins, Director of Nursing**

“When I am working a double, my daughter calls saying, ‘when are you coming home, mom?’ to which I respond, ‘I cannot leave these old people alone without help.’ Even amongst my teammates, if someone gets a call that someone else is paying higher, they may call out from their regular day job for the higher wage, leaving the floor uncovered, and I have to work extra hours to help cover the empty spot.”

– **Magdeline Arrey, CNA**

In The News:

NBC News: [Small-Town Nursing Homes Closing Amid Staffing Crunch](#)

NPR: [Limited nursing home beds force hospitals to keep patients longer](#)

Skilled Nursing News: [13 U.S. Senators Warn CMS: Staffing Mandate May Worsen SNF Access](#)

HealthLeaders: [Nursing Homes Need \\$11.3b Annually To Meet Proposed Staffing Minimum](#)