

Long Term Care Needs Help To Address A Historic Labor Crisis

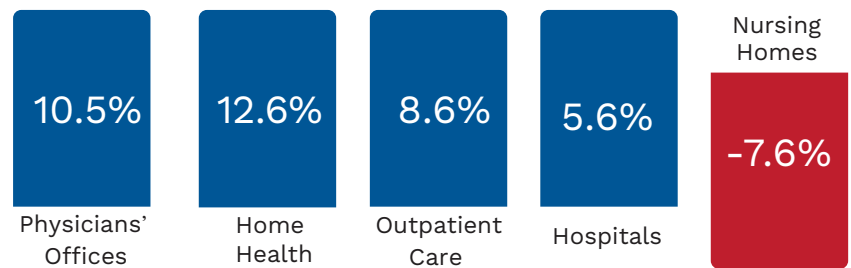
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NURSING HOMES ARE EXPERIENCING THE WORST JOB LOSS OF ANY HEALTH CARE SECTOR.

While all other health care sectors have fully recovered and grown their workforce above pre-pandemic levels, the nursing home workforce is **down 7.6%** and **needs more than 120,400 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 - April 2024



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

Nursing homes have increased wages by 27% since February 2020—among the highest of any health care sector.

99%

of nursing homes currently have open jobs.

90%

of providers have increased wages in the past six months.

94%

of nursing homes say recruiting new staff is difficult.

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 four staffing requirements.

101,757

additional nurses and nurse aides would be needed to meet the staffing mandate.

290,624

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

“Nursing homes have been doing everything they can to recruit and retain more caregivers, but the available labor force is not there. We will continue to work with Congress to find more productive solutions to address workforce shortages and safeguard access to care for our nation's seniors.”

Mark Parkinson, President & CEO
American Health Care Association

- BLS February 2020-April 2024
- State of the Nursing Home Industry
- AHCA/NCAL Final Mandate Analysis
- 2023-2024 HCS Nursing Home Salary & Benefits Report

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