



# State of the Nursing Home Sector:

Survey of 441 nursing home providers highlights  
persistent staffing and economic crisis

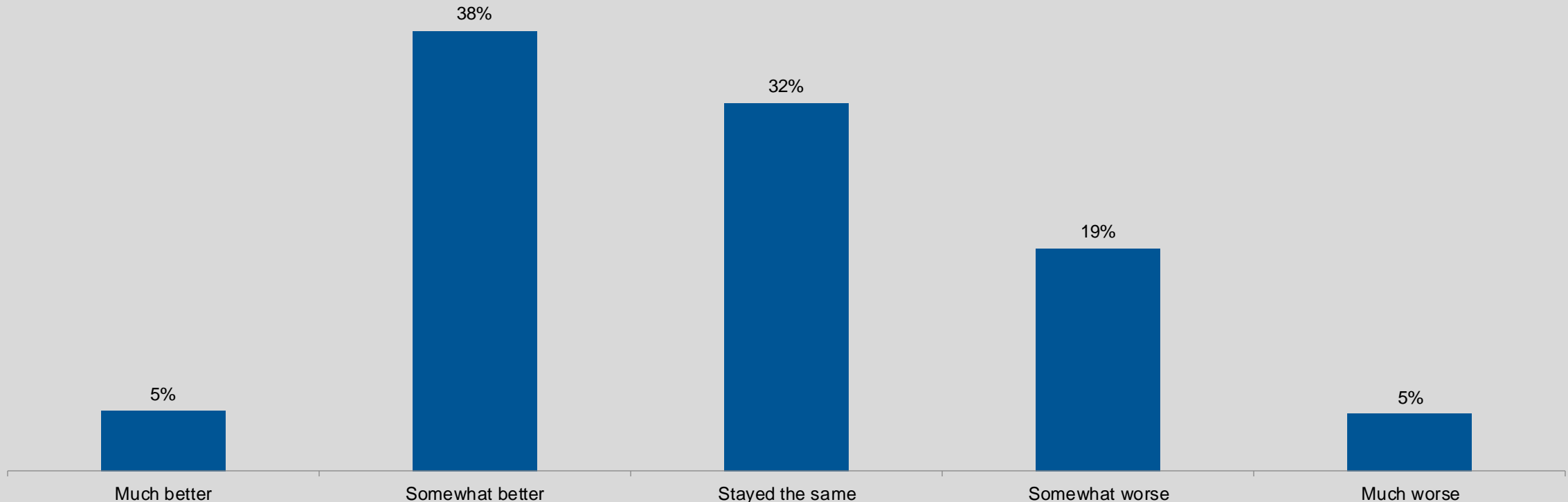
March 2024

# Workforce

*The vast majority of nursing homes are actively trying to hire more caregivers but are experiencing difficulties in recruiting additional staff. Providers are concerned about being able to comply with a potential federal staffing mandate.*

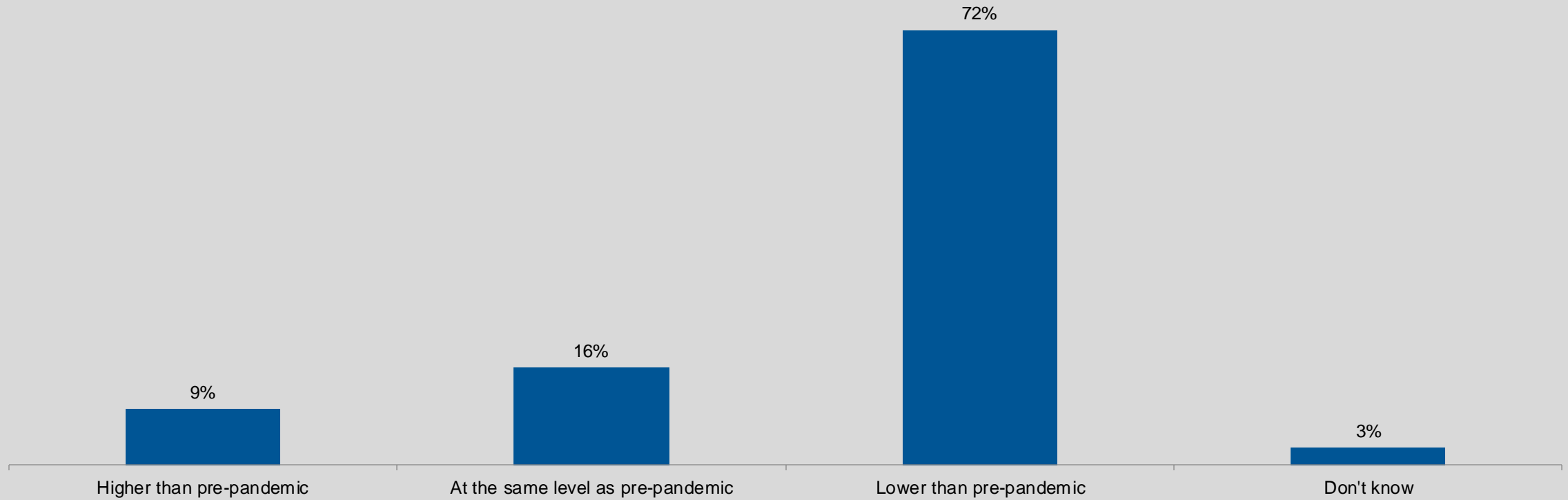
## More than half of nursing homes say their workforce situation has stayed the same or gotten worse in the past six months.

In the past six months, would you say your organization's overall workforce situation has generally gotten better or worse?



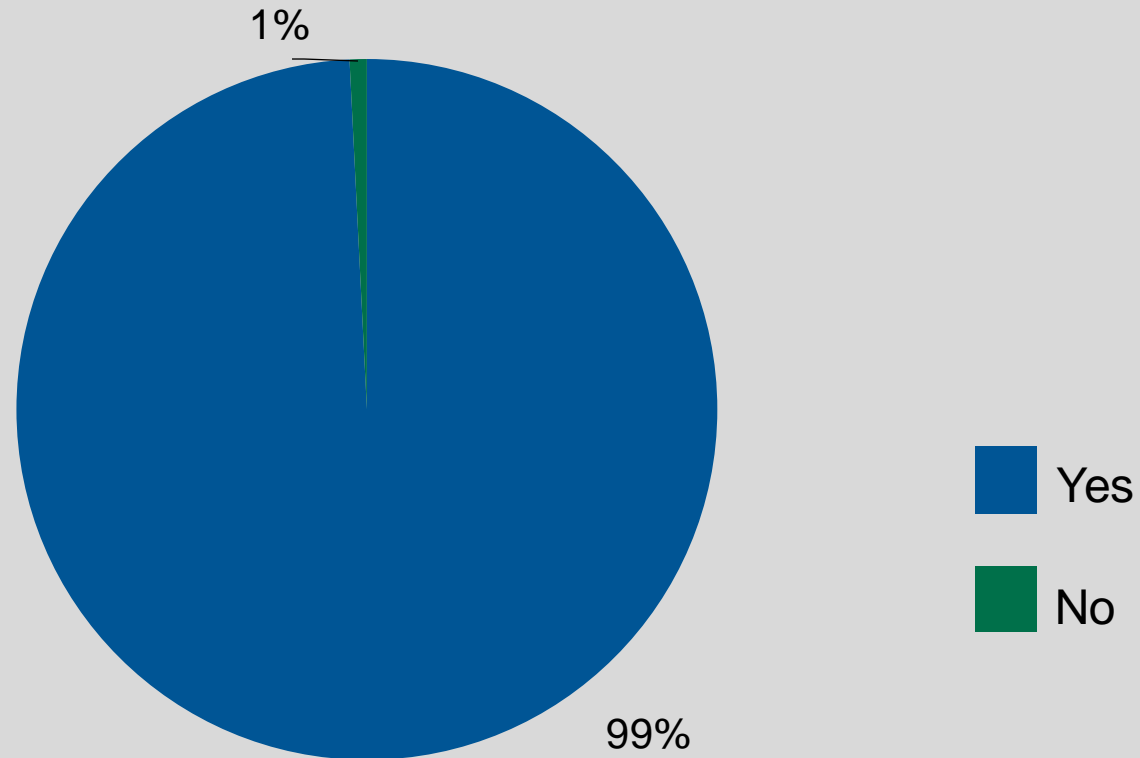
## 7 out of 10 nursing homes still have fewer employees than they did before the pandemic.

What are your current workforce levels (total employees) compared to pre-pandemic (January 2020)?



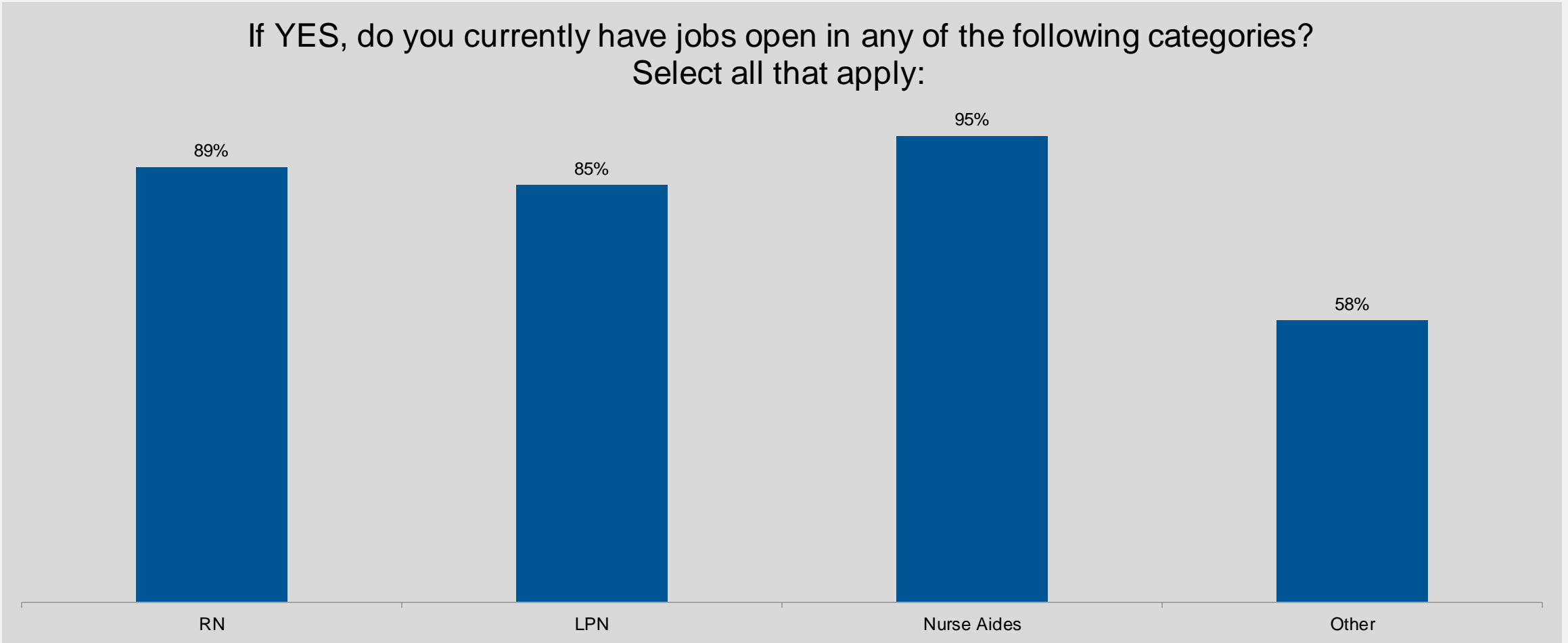
## Nearly every nursing home in the country is hiring.

Do you currently have open jobs (i.e., jobs for which you are seeking employees)?



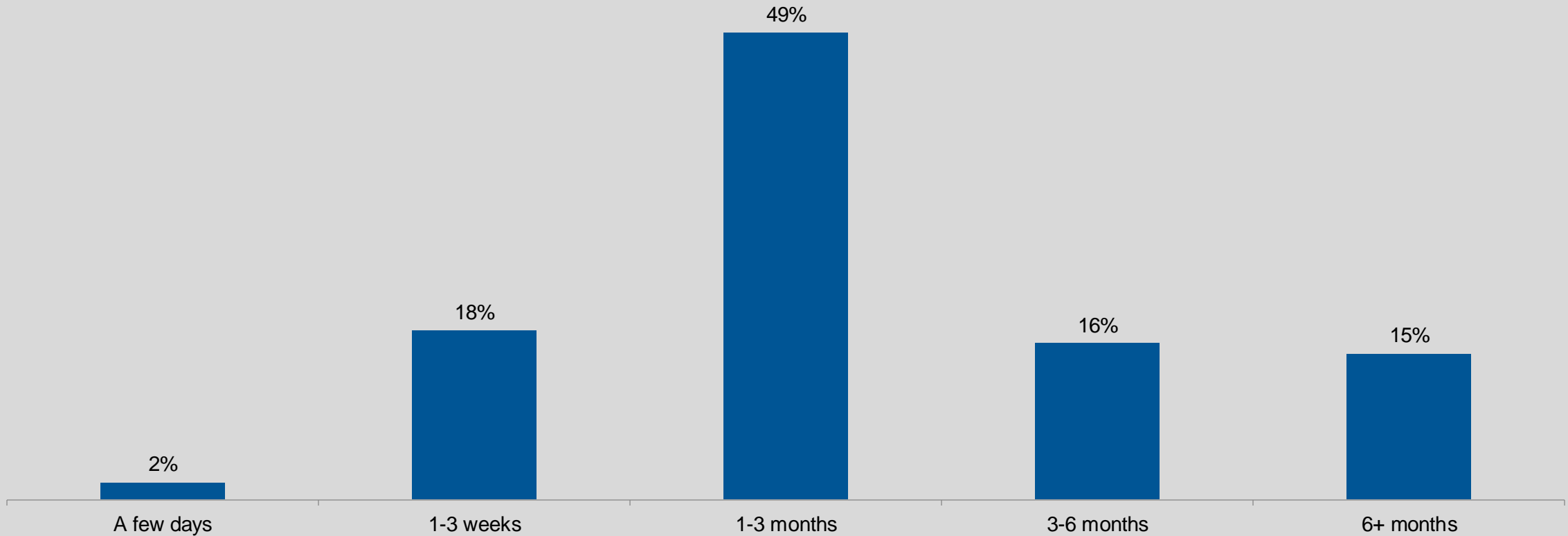
## Nursing homes are actively trying to hire nurses and nurse aides.

If YES, do you currently have jobs open in any of the following categories?  
Select all that apply:



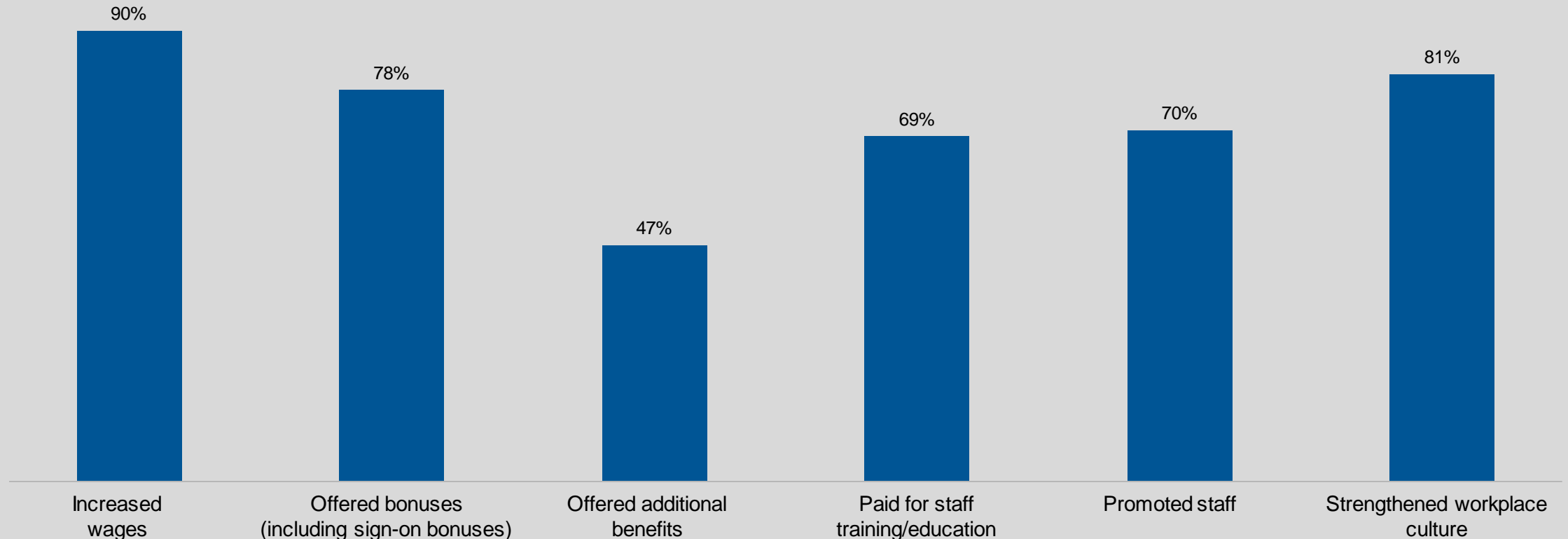
## It takes months for 80% of nursing homes to fill a position.

In the past six months, how long on average did it take to fill an open position?



## Nursing homes are investing in their workforce. 90% have increased wages.

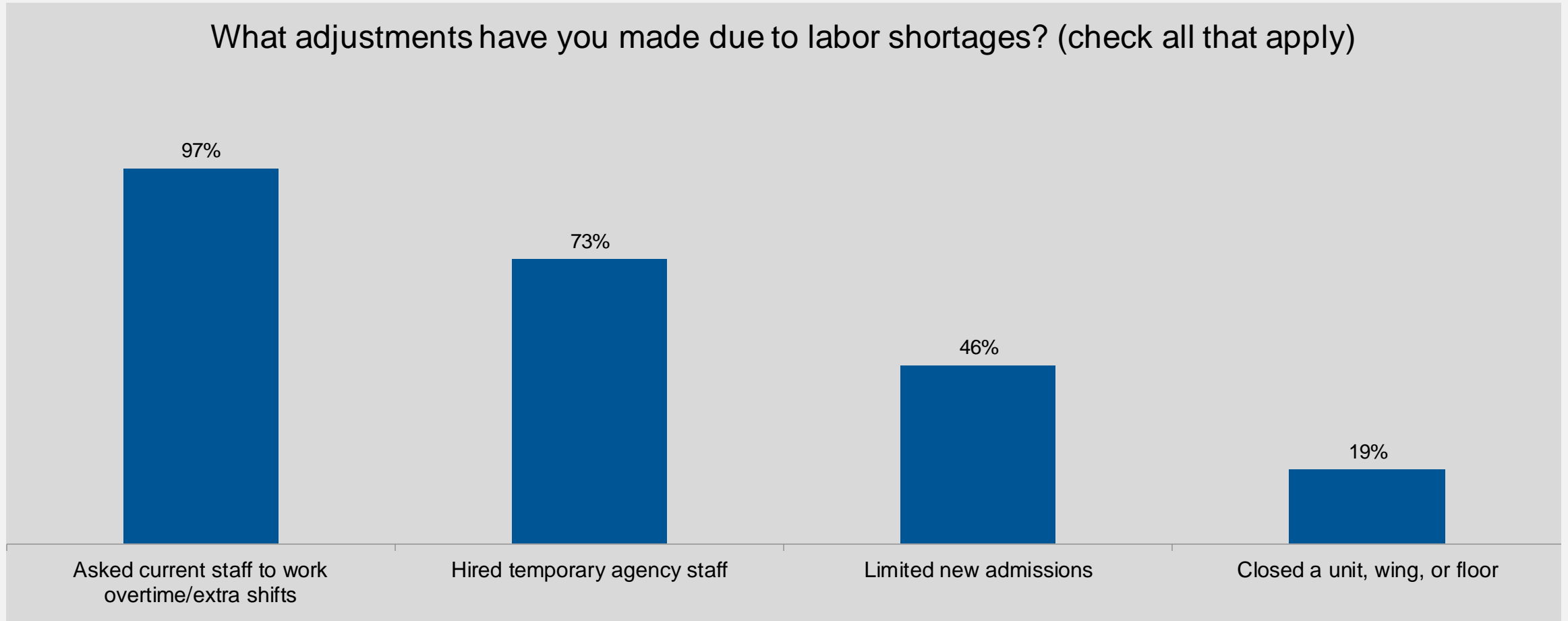
In the past six months, what strategies have you implemented to try to recruit and retain staff?



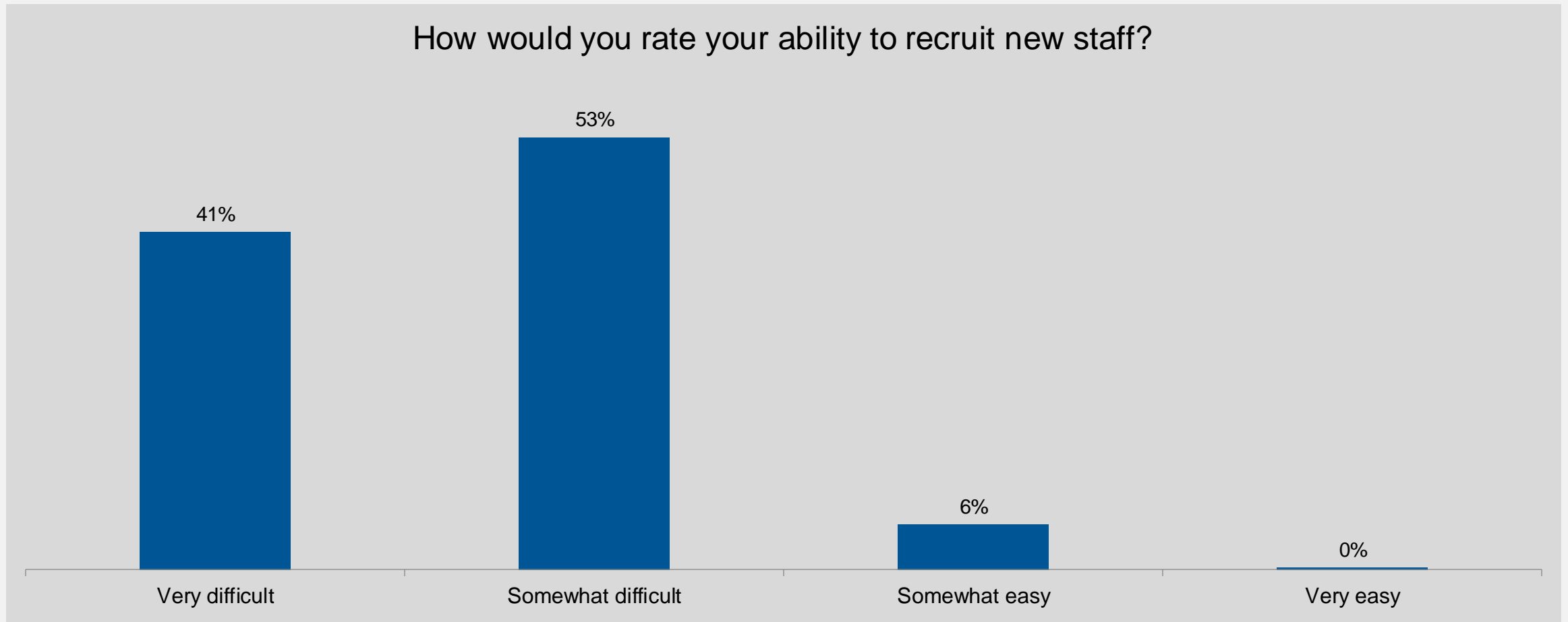


## 46% of nursing homes are limiting admissions due to labor shortages.

What adjustments have you made due to labor shortages? (check all that apply)

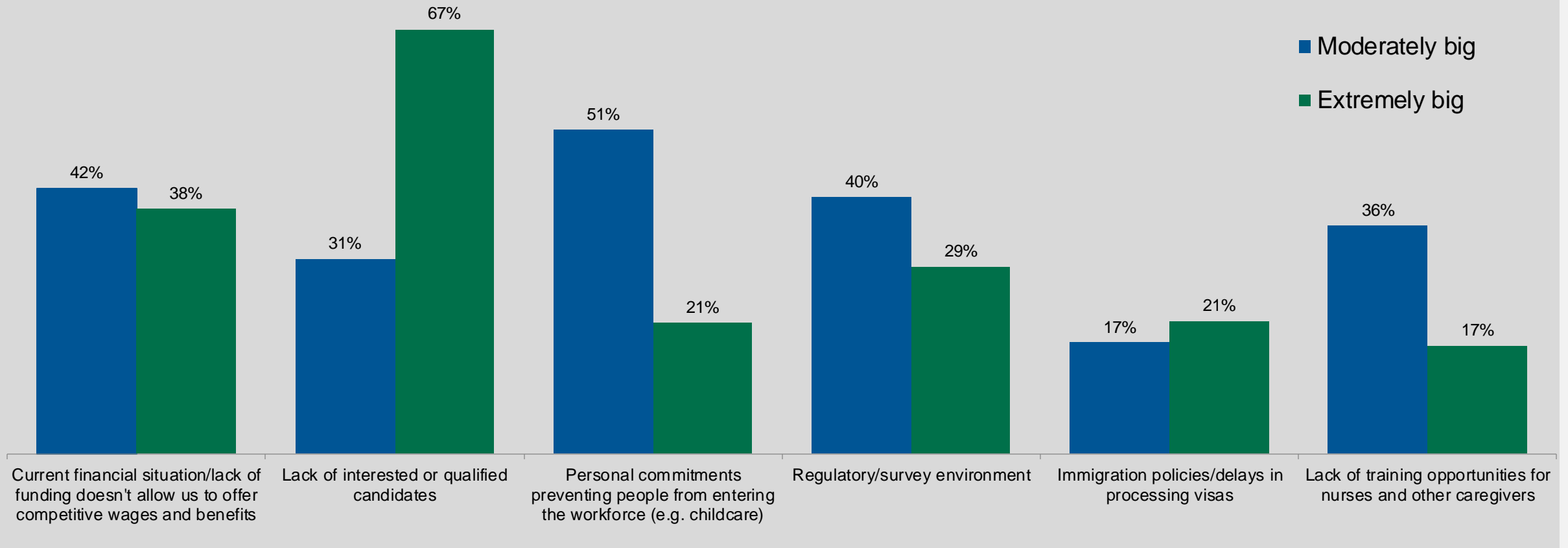


## 94% of nursing home providers say recruiting new staff is difficult.



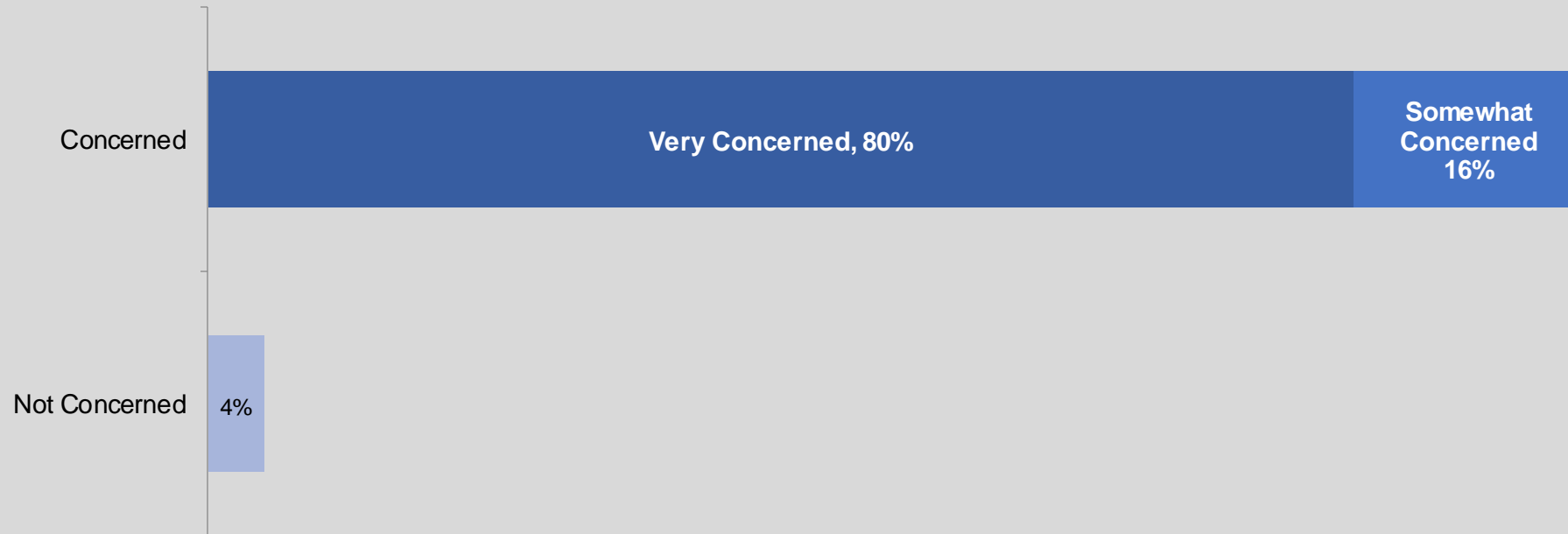
## The lack of interested or qualified candidates is the biggest obstacle for nursing homes in recruiting new staff.

How big are each of these obstacles in recruiting new staff?



## 96% of nursing homes are concerned about meeting the proposed federal staffing mandate.

In September 2023, the Biden Administration proposed a federal staffing minimum for nursing homes. Based on the proposed rule's minimum requirements of the 2.45 nurse aide hours per resident day (HRPD), the 0.55 RN HPRD, and the 24/7 RN, how concerned are you about meeting the mandate?





## **“Finding staff” is nursing home providers’ top concern with the federal staffing mandate.**

What are your biggest concerns about the proposed federal minimum staffing requirement? Please rank.

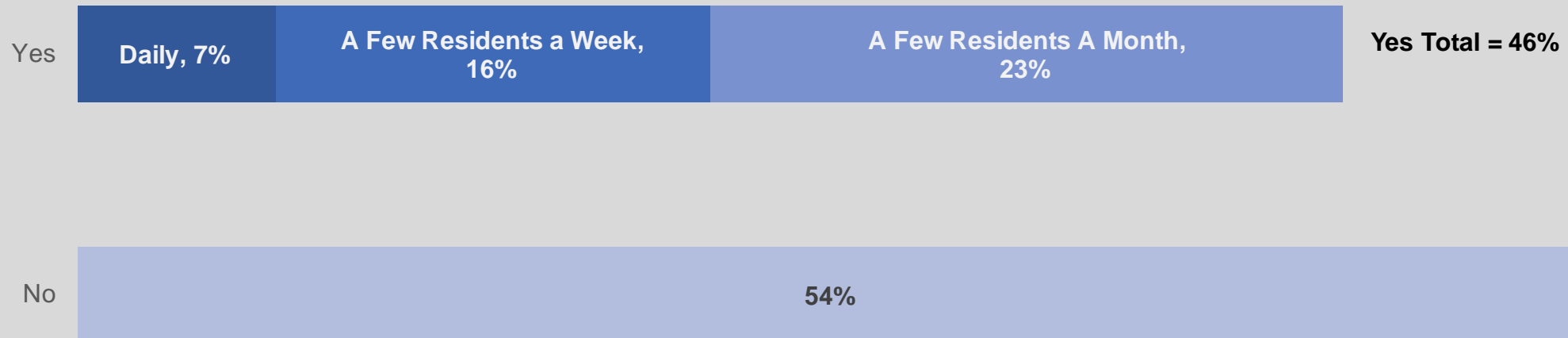
1. Finding staff to meet the requirement
2. Having to rely more on costly agency staff to fill shifts
3. Not receiving corresponding federal resources to recruit/retain staff
4. Having to limit the number of residents we serve or closing altogether
5. Staffing minimums/ratios do not encourage innovative staffing models or address retention challenges

# Access to Care

*Nearly half of nursing homes are having to limit admissions or wait list potential patients and residents due to a shortage of workers.*

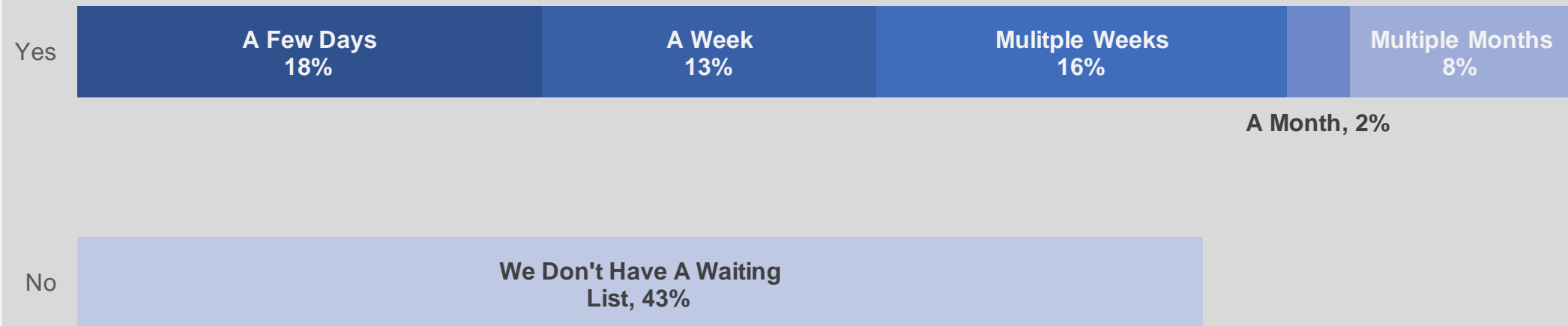
## Nearly half of nursing homes are having to turn away residents looking for care.

On average, are you having to turn away prospective residents or patients right now?



## More than half of nursing homes have a waiting list for new patients.

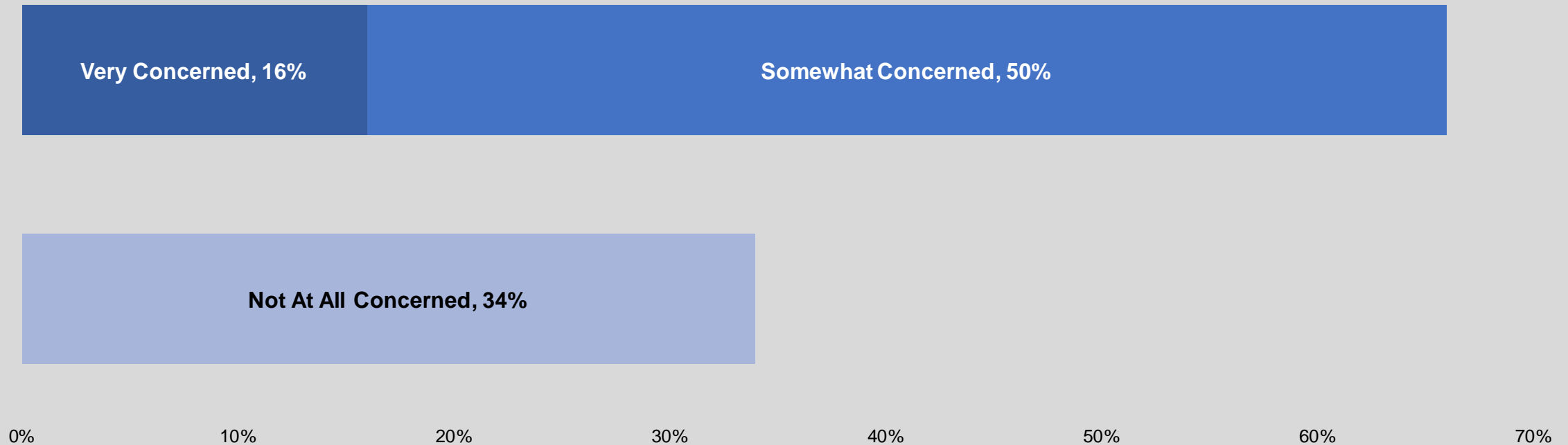
On average, how long is your waiting list for prospective residents/patients?





## Two-thirds of nursing homes are concerned they may have to close due to ongoing workforce challenges.

How concerned are you that if your workforce challenges persist that you may have to close your facility(ies)?

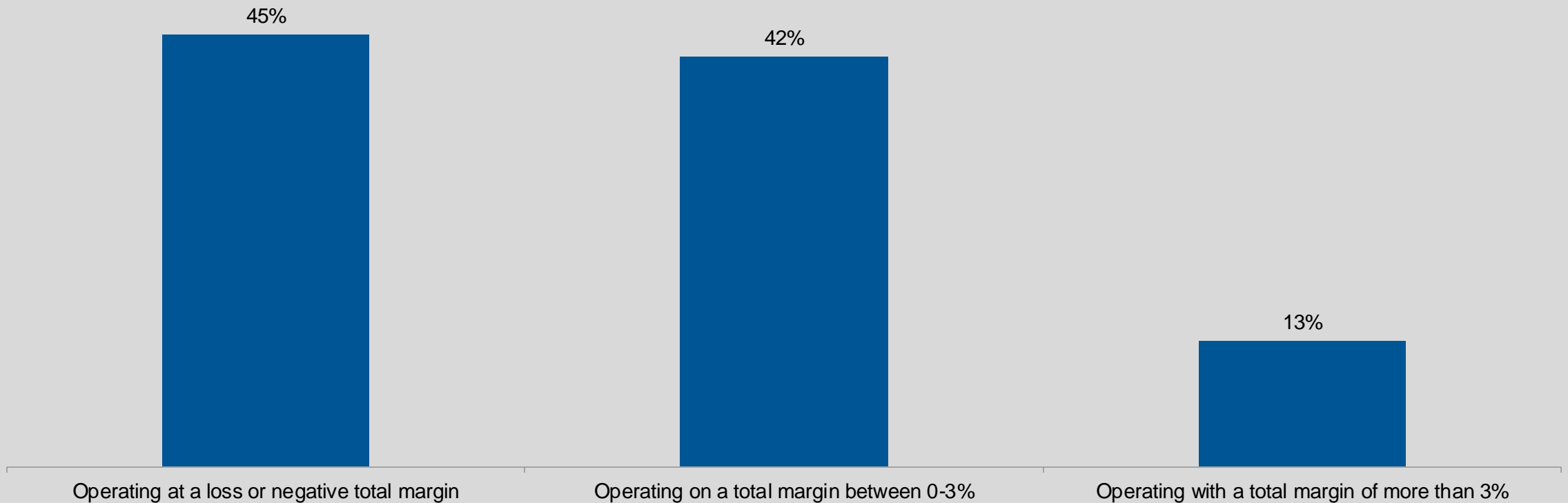


# Financials

*About half of nursing homes are operating in the red and are struggling with occupancy.*

## 87% of nursing homes are on the brink: either operating in the red or barely breaking even.

What is your current operating situation relative to your budget? (i.e., total margin for all payers)



## More than half of nursing homes are struggling to fill empty beds.

