



Maine Health Care Association

Workforce Crisis in Long Term Care

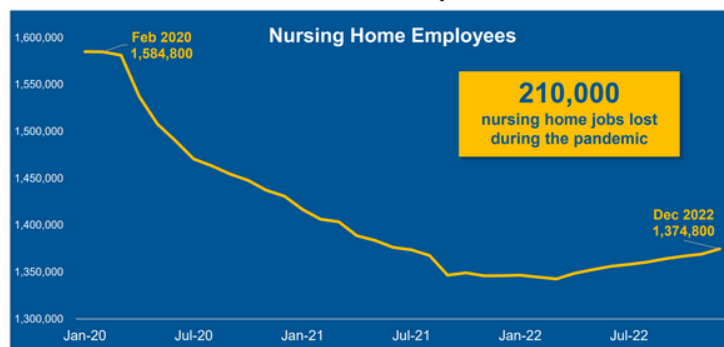
The COVID-19 pandemic has had long-lasting and far-reaching effects on Maine's long term care facilities. Despite trends in a positive direction, no one could have predicted the devastating impact that the pandemic has had on long term care providers. Nursing homes and residential care facilities (also known as Private Non-Medical Institutions or PNMI-Cs) are facing an existential crisis due to a lack of staff and inadequate reimbursement. The continued work force shortage is threatening the sustainability of access to long term care services.



→ Workforce levels are the lowest they have been in 13 years.

Data published in January 2023 by the American Health Care Association (AHCA) indicated that nursing homes nationwide had lost over 210,000 jobs since the beginning of the pandemic and long term care workforce levels are the lowest they have been in 13 years.

Nursing homes have lost more than 200,000 workers over the course of the pandemic.

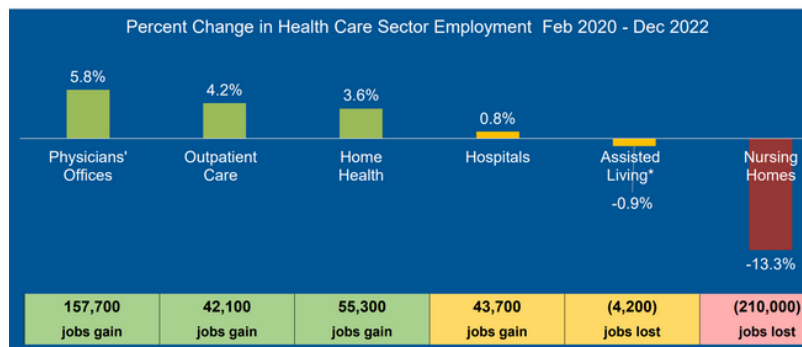


Source: BLS, January 2020- Dec. 2022

→ Long term care facilities are still facing historic job losses.

While other health care sectors have started to rebound or are approaching pre-pandemic levels of staffing, long term care is still struggling. In fact, long term care is the worst impacted health care sector.

LONG TERM CARE: WORST IMPACTED THAN ANY OTHER HEALTH CARE SECTOR



Source: BLS, Feb. 2020- Dec. 2022. AL data through Nov. 2022

MAINE HEALTH CARE ASSOCIATION



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Temporary Nurse Agency Staffing:

In order to meet staffing requirements, many facilities have had to increase their use of nursing agency staffing during the pandemic. While temporary staff was useful during the public health emergency, the ongoing cost of agency staffing is unsustainable. The cost of agency staffing has risen from \$34 million in 2017 to \$63 million in 2021 per facility cost reports. This represents an 85% increase. Moreover, 55% of facilities surveyed by MHCA noted they believe agency staffing moderately or significantly worsens permanent staff morale.

Industry Trends

Maine Nursing Facility (Unit) Total Allowable Contract Labor Cost



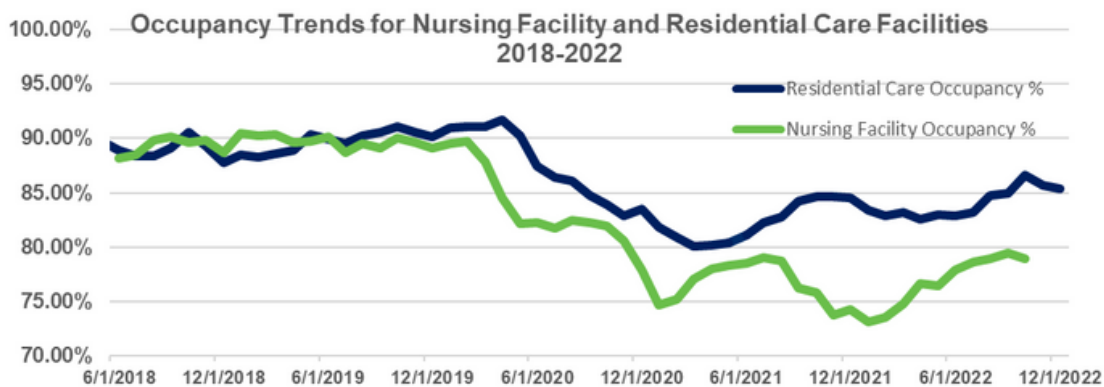
Low Staffing = Limiting Access to Care.

In Maine, we estimate we lost approximately 10% of our workforce during the pandemic, which is especially harmful because COVID drastically exacerbated a previously existing shortage of direct caregivers. In December 2022, MHCA surveyed members and over 55% of facilities indicated they had limited admissions in the past 30 days due to low staffing.



Occupancy Recovery is slow.

Prior to the pandemic, long term care facilities had average occupancy rates in the low 90% range and while census is slowly increasing there is still a long way to go. In 2021, a total of 6 facilities closed. Without more staff and adequate Medicaid reimbursement rates, more long term care facilities will close.



Call to Action:

Since facilities rely almost entirely on government reimbursement, federal and state policy makers must be partners in addressing this crisis. The 131st Legislative session is an opportunity to invest in long term care through reimbursement, policy improvements and work force development. For more info call 207.623.1146.