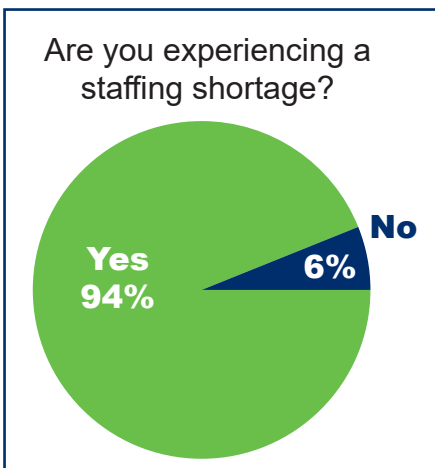


Long Term Care Workforce Shortage Crisis: Who will care for ME?

Maine's long term care facilities have been in the epicenter of the COVID-19 pandemic, which exacerbated an already serious workforce shortage. The Maine Health Care Association recently surveyed its 200 provider members and received 122 concerning responses showing just how seriously workforce shortages are crippling the ability of long term care facilities to meet the needs of residents.

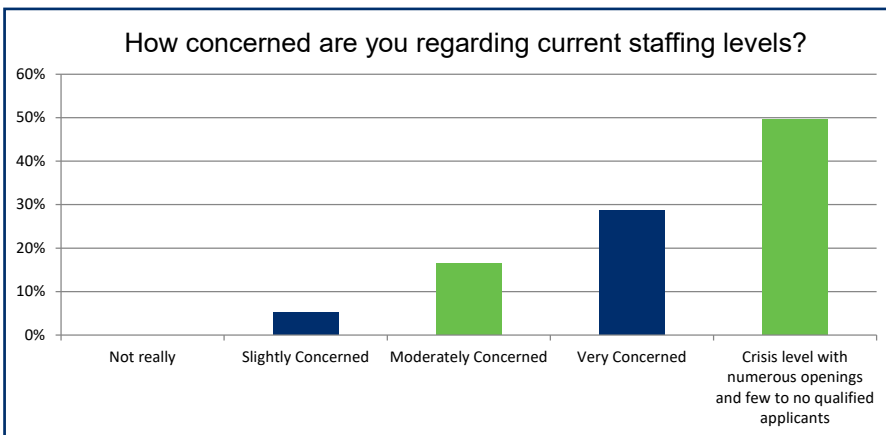


MHCA member survey results:



Percentage of respondents with openings in these job classes:

CNA and Direct Care	99%
Dietary Staff	65%
RN/LPN	60%
Housekeeping	60%
Maintenance	25%
Activities	22%
Administration	13%
Social Work	12%
Rehab	9%



Staffing positions open on average:

1-5	29%
6-10	25%
11-15	17%
16-20	8%
21+	20%

93%

of respondents stated that they believe COVID-19 impacted staff turnover rates for 2020

Respondents believe staff left for the following reasons:



Burnout / Stress	80%
Vaccine Mandates	72%
Quit the Industry	50%
Other	34%
Better opportunity in healthcare	31%
Retirement	24%

Other includes: Health insurance costs, COVID-19 fears and impact on child care, unemployment benefits.

Strategies to address workforce challenges:

Increasing wages for staff	86%
Offering bonuses to staff who work overtime/doubles	83%
Offering sign on bonuses	69%
Using contract/agency staffing	65%
Hiring campaign	58%
Other:	28%

Other includes: Cross training, incentive pay, recruitment bonuses, advertising on social media, etc.

In the last 60 days, providers have:

99%	asked staff to work overtime or take extra shifts;
86%	provided increased wages to staff for overtime or extra shifts;
83%	had nurse leaders / DONs work nights or weekends to cover open shifts;
79%	felt you did not have sufficient staff to fill shifts;
62%	turned to agency staff to fill shifts.

Who will care for ME?

Our long term care providers have been our hometown heroes throughout the pandemic. Today we are seeing the additional impact of COVID-19 fatigue, the rise of the Delta variant, and a provider community stretched thin. The long term care community and its residents need your help addressing this crisis.