

Understanding Health Care Workforce in Nursing Homes in Downstate New York

Robert Martiniano, DrPH, MPA
Senior Program Manager
Center for Health Workforce Studies

Greater New York Health Care Facilities Association
April 3, 2024

Today's Agenda

- The Environment
- Recruitment and Retention Survey Methods
- Survey Findings
- Questions and Answers

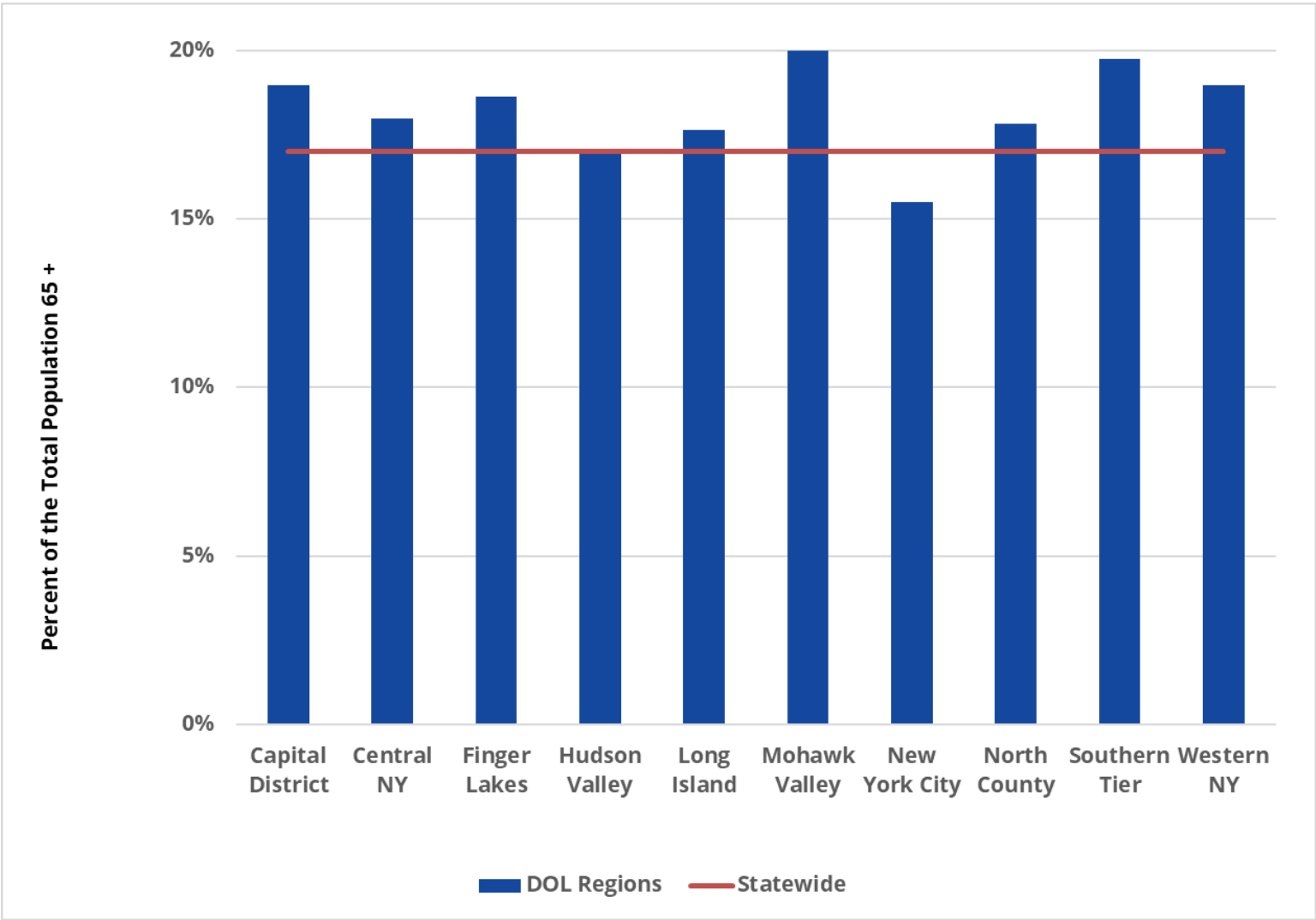
The Center for Health Workforce Studies (CHWS) at SUNY Albany School of Public Health

- Established in 1996
- Based at the UAlbany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public
- Broad array of funders supporting our research

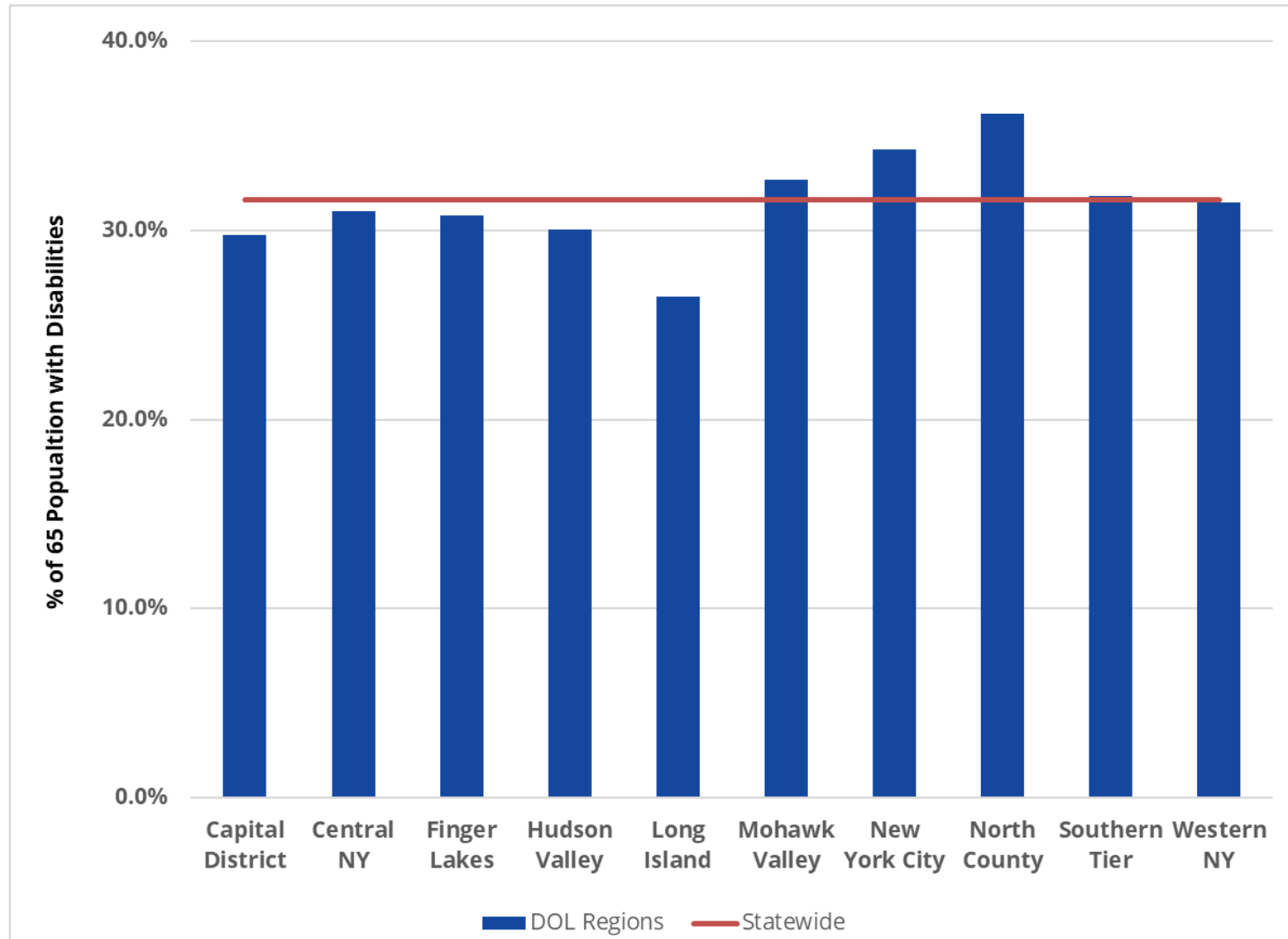
CHWS Work

- Annual workforce report
- Recruitment and retention surveys
 - Home health care
 - Hospitals
 - Nursing homes and adult care facilities
- RN Education Program Survey
- Hospital RN Recruitment and Retention Project

New York State's Population is Aging



Nearly One-third of the 65 + Population is Disabled



Our Health Care System

- An aging population with higher acuity, higher percentage of disabilities.
- More focus on aging in place
- Reduction in the number of long-term care beds
- Longer stays in the hospital
- An aging and shortage of health care workers, not as diverse as the population they serve

Recruitment and Retention Survey Methods

- Worked with membership associations to develop electronic survey and to distribute link to the survey to their members
- Open during the fall of 2023
- Questions on
 - Location of services
 - Recruitment and Retention
 - Benefits provided
 - Solutions

RNs and LPNs Among the Most Difficult to Recruit in Nursing Homes and Adult Care Facilities

Hudson Valley	Long Island	New York City	Statewide
CNAs	LPNs	Infection Preventionist Practitioners	Experienced RNs
Home Health Aides	Personal Care Aides	LPNs	LPNs
LPNs	RNs (Experienced and Newly Trained)	Nurse Managers/ Directors	Personal Care Aides
Personal Care Aides	Nurse Managers/ Directors	RNs (Experienced and Newly Trained)	CNAs
RNs (Experienced and Newly Trained)	Home Health Aides	Respiratory Therapists	Home Health Aides

Top Reasons For Nursing Home and Adult Care Facility Recruitment Difficulties

All occupations

- General shortage of workers

Entry Level Occupations

- Non-responsiveness to interview requests
- Applicants failed/refused background checks or drug tests
- Family care giving commitments
- General shortage of workers

LPNs

- Non-competitive salaries

Generally, More Difficult to Retain Entry Level Workers in Nursing Homes and Adult Care Facilities

Hudson Valley	Long Island	New York City	Statewide
Personal Care Aides	Home Health Aides	CNAs	CNAs
CNA Trainees	LPNs	Newly trained RNs	CNA Trainees
CNAs	Experienced RNs	LPNs	Home Health Aides
Newly trained RNs	Personal Care Aides	Experienced RNs	Personal Care Aides
Experienced RNs		Respiratory Therapists	LPNs

Top Reasons For Nursing Home and Adult Care Facility Retention Difficulties

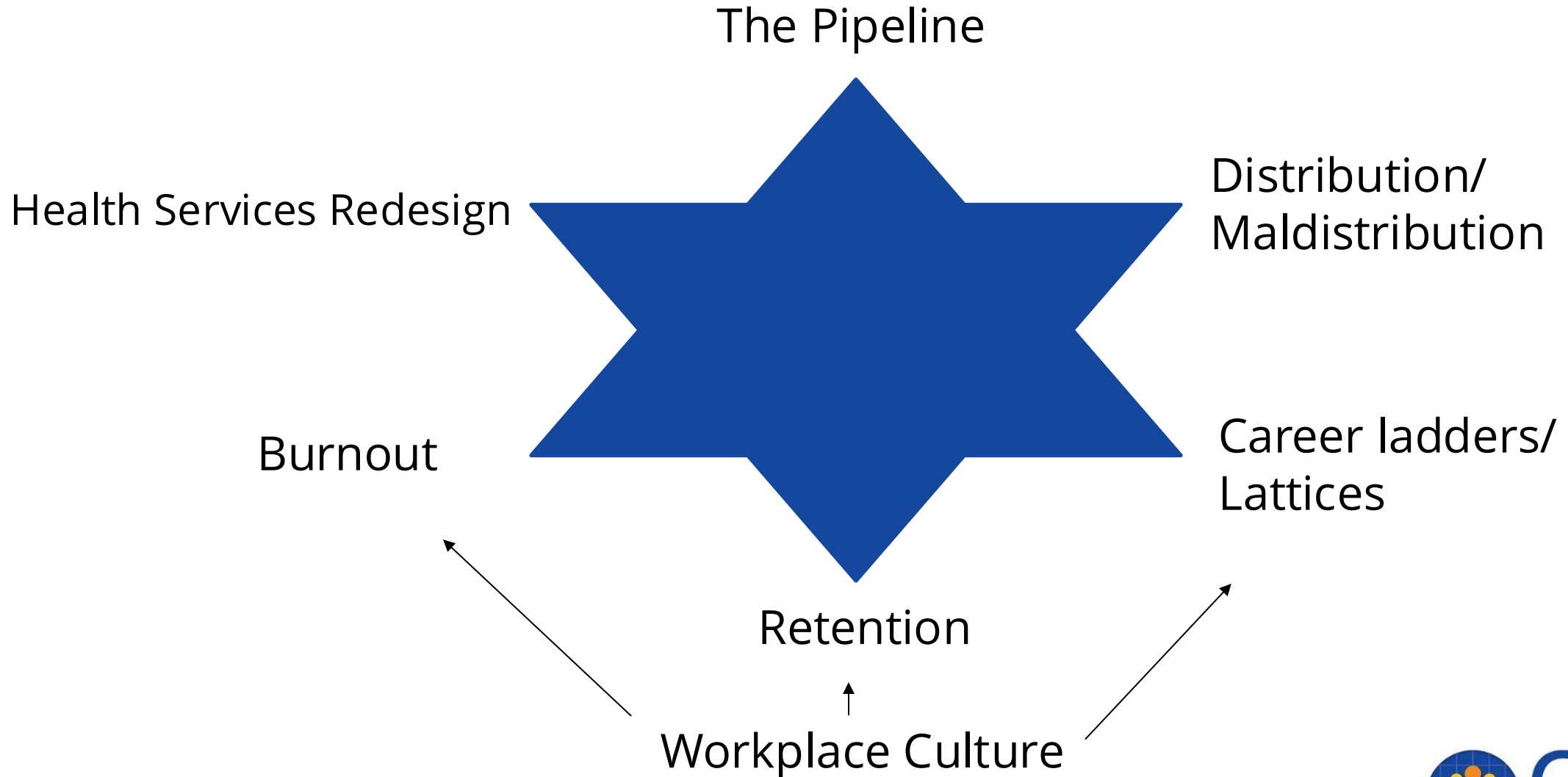
All occupations

- Better salary elsewhere

Entry Level Occupations

- Changed careers
- Left for family commitments
- Pay/hours limited to protect safety net benefit eligibility

Addressing the Health Care Workforce



A Number of Strategies Have Been Used to Address Workforce Shortages

Hudson Valley	Long Island	New York City	Statewide
Increased hourly pay	Increased hourly pay	Sign-on bonuses	Increased hourly pay
Increased pay for irregular shifts/ longer hours	Career advancement opportunities	Student loan assistance/ forgiveness	Sign-on bonuses
Health insurance	Increased pay for irregular shifts/ longer hours	Increased pay for irregular shifts/ longer hours	Increased pay for irregular shifts/ longer hours
Paid vacation days	Retention bonuses	Career advancement opportunities	Career advancement opportunities
Paid sick time off	Sign-on bonuses	Increased hourly pay	Health insurance

Questions?

- For more information, please contact me at:
rmartiniano@albany.edu
(518) 474-2744

- Visit us on:

