

Long Term Care Workforce Crisis

Research, Analysis and the Future

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Workforce Panel Discussion



Center for Health Workforce Studies

- An academic research center established in 1996 and based at the School of Public Health, University at Albany, State University of New York
- Mission: To provide timely, accurate information and conduct policy-relevant research about the health workforce
- Goal: To assist stakeholders to understand issues related to the supply, demand, distribution, and the use of health workers

Monitoring the NY Health Workforce

- Mandatory re-registration surveys
 - nurse practitioners
 - registered nurses
 - licensed practical nurses
- Survey of physicians completing GME in NY
- Survey of deans and directors of NY nursing education programs
- Provider recruitment and retention surveys

Preliminary Analysis of RN Burnout: Survey Responses

- Higher levels of burnout for patient care RNs who:
 - Work in acute care, compared to other settings
 - Are younger, compared to older RNs
 - Work in upstate NY, compared to downstate

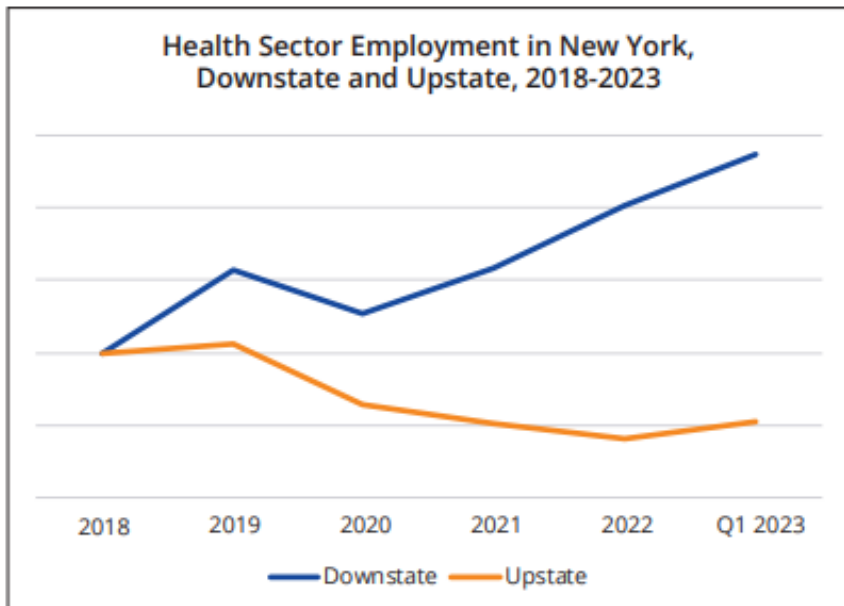
Annual Survey of Deans of NY RN Education Programs, (2002- present)

- Key takeaways in 2022:
 - Substantial disruptions to clinical training during the pandemic
 - New graduates less prepared for transition to practice
 - Drop in NCLEX pass rate
 - Graduations remain relatively stable in 2022
 - Increasing number of faculty vacancies, more difficult to fill
 - Programs unlikely to expand capacity
- Key takeaways in 2023
 - Production expected to hold steady
 - Continued constrains on capacity expansion

Annual Report on New York's Health Workforce

- Primary and secondary data analysis to describe the state's health workforce
- Sector-specific recruitment and retention surveys to identify workers most difficult to recruit and retain by sector

Monitoring Trends in the State's Health Care Employment



- Health care jobs downstate are rebounding, while upstate lags behind
- Potential reasons for lack of health care job growth upstate:
 - Health worker shortages more severe upstate
 - Greater competition for a more limited supply of available workers
- An analysis of health workforce employment trends suggests growing demand for workers in a wide array of health professions and occupations over the next 10 years.
- Health workforce data and research are critical to better understand the causes of workforce shortages and to help identify the most effective strategies to better address health workforce needs.

Results from 2023 Recruitment & Retention Survey

- Providers across all settings reported difficulty recruiting and retaining registered nurses and licensed practical nurses
- Hospitals -> clinical laboratory technicians and technologists
- Long-term care providers-> certified nurse aides
- Home care providers -> home health aides and personal care aides
- Federally qualified health centers -> medical assistants

What Contributes to Recruitment Difficulties?

- Demand for workers outstrips supply
- Greater competition for available workers, many opportunities with higher salaries
- New RN grads less prepared for transition to practice
- Generational shift
 - Younger applicants – less mission driven
 - More concerned with work-life-balance, flexibility, hybrid work models
 - Less concerned with long-term job benefits

Recruitment Strategies

- Scholarships and loan repayment, some with obligated service
- Sign-on bonuses
- Educational partnerships to support career advancement
 - Standardized career ladders (CNA-LPN-RN)
 - Internships/externships for health professions students
- Support for transition to practice
 - Nurse residencies
- Local recruitment
- Health careers programs for local middle and secondary school students

What Contributes to Retention Difficulties?

- Stressful working conditions, especially in patient care
 - Increasing acuity
 - Staff shortages
 - Violence
- Turnover - where did people go?
 - Retirement
 - Less stressful jobs
 - Better opportunities, in and outside of health care
 - Younger workers don't stay as long

Retention Strategies

- Retention bonuses
- Worker resilience programs
- Retention coordinators
- Flexible hours/hybrid models
- Team based models of care
 - More support staff (LPNs, CNAs, etc)
 - Support for scope overlap

Looking Ahead

- Continue efforts to monitor the state's health workforce includes data on:
 - Workforce supply and distribution
 - Workforce demand and need
 - Health education pipeline in NY
 - Promising practices to address shortages
- Use this information to build LTC workforce advocacy agenda

Questions?

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