Long-Term Care Workforce in Crisis

March 2015

The Long-Term Care Imperative
A Minnesota Collaboration for Changes in Older Adult Services
Counties by Region
Vacant Positions in Nursing Homes Jumped in 2014:
Increased in a Year by almost 1,000 to more than 2,500

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home Vacancies Grew by Over 2.5 Positions per Home in 2014

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home Employee Vacancy Rates Spiked to 12% or Higher for Caregivers in 2014

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home RN Vacancy Rate
Highest in Metro Area in 2014

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home LPN Vacancy Rate
Highest in Northeast in 2014

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home NAR Vacancy Rate
Highest in Northeast in 2014

<table>
<thead>
<tr>
<th>Region</th>
<th>Vacancy Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twin Cities Metro</td>
<td>15.0%</td>
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<tr>
<td>Northeast</td>
<td>17.1%</td>
</tr>
<tr>
<td>Northwest</td>
<td>14.2%</td>
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<tr>
<td>East Central</td>
<td>14.4%</td>
</tr>
<tr>
<td>West Central</td>
<td>14.2%</td>
</tr>
<tr>
<td>Southeast</td>
<td>13.6%</td>
</tr>
<tr>
<td>Southwest</td>
<td>12.5%</td>
</tr>
<tr>
<td>Statewide</td>
<td>14.4%</td>
</tr>
</tbody>
</table>

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home RN Turnover Rate Increases Dramatically in 2014-
Highest in West Central and Southeast Regions

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home LPN Turnover Rate Increases Modestly in 2014-
Highest in West Central and Southeast Regions

Source: Long Term Care Imperative 2015 Legislative Survey
Nursing Home Direct Care Staff Turnover Rate was More than 50% in 2014 - Highest in Northeast Region

Source: Long Term Care Imperative 2015 Legislative Survey
Over 1,500 Nursing Home Admissions Denied During 2014 Due to Insufficient Staffing

Over the past 12 months, how would you characterize your facility’s ability to accept admissions due to availability of staff?

- Availability of Staffing has never limited our admissions: 55.1%
- Availability of Staffing has caused us to occasionally deny an admission: 35.3%
- Availability of Staffing has caused regular disruption in our ability to accept admissions: 9.6%

Source: Long Term Care Imperative 2015 Legislative Survey
Employee Vacancy Rates in Minnesota Senior Housing Increased Dramatically in 2014

Source: Long Term Care Imperative 2015 Legislative Survey
Employee Turnover in Minnesota Senior Housing Increased Significantly in 2014

Source: Long Term Care Imperative 2015 Legislative Survey