

## Washington's Health Workforce Sentinel Network

### Examples of Findings from Nursing Homes and Skilled Nursing Facilities

Representatives from nursing homes and skilled nursing facilities provided information to the Washington State Health Workforce Sentinel Network seven times between Summer 2016 and Fall 2019. This summary highlights some of the information they provided, with an emphasis on the most recently submitted data. Additional findings from nursing homes, skilled nursing and other long term care facilities can be found on the Sentinel Network dashboard (wa.sentinelnetwork.org) as well as for other types of health care facilities.

#### Nursing Homes/Skilled Nursing - Occupations with exceptionally long vacancies: 2016-2019

Top occupations cited as having exceptionally long vacancies by date of reporting						
Summer 2016	Winter 2016	Spring 2017	Fall 2017	Summer 2018	Spring 2019	Fall 2019
Registered nurse	Registered nurse	Registered nurse	Nursing assistant	Nursing assistant	Registered nurse	Registered nurse
						Nursing assistant
Nursing assistant	Nursing assistant	Nursing assistant	Registered nurse	Registered nurse	Nursing assistant	Licensed practical nurse
Licensed practical nurse	Licensed practical nurse	Licensed practical nurse	Licensed practical nurse	Licensed practical nurse	Licensed practical nurse	Speech-language therapist
Social worker	Occup. therapy assistant	Occup. therapy assistant	Multiple occupations cited at same frequency	Dentist	Occup. therapy assistant	Audiologist
	Physical therapist					Occupational therapist
	Social worker	Physical therapist			Physician/ Surgeon	Social worker
Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Multiple occupations cited at same frequency	Psychologist
						Occupational therapy assistant
						Physical therapy aide
						Physical therapy asst.
						Physician/ Surgeon

← Most cited

#### **Reasons for vacancies reported by nursing homes/skilled nursing facilities (Fall, 2019 examples)**

- (Nursing assistants) We currently have 11 open NAC positions. We have offered sign on bonuses, special schedules, higher wages as able. Sadly not helping our situation.
- (Registered nurses) Offering up to \$43/hour with \$7500 sign-on bonus. Not able to compete with hospital rates and have to meet regulatory requirements.
- (Registered nurses) I am unable to pay a competitive wage because of the % of Medicaid clients I have and the Medicaid reimbursement rate. When I am able to hire nurses they feel the work load is too heavy.
- (Registered nurses) We closed a unit of 15 patients because we could not hire and retain enough RNs to staff it.

## Nursing Homes/Skilled Nursing Facilities

### Reasons for increases in demand for occupations in nursing homes/skilled nursing facilities (Fall 2019 example)

- (Social workers – mental health/substance abuse) We are getting more and more residents with mental health and substance abuse issues. Mental health is a huge problem now a days.
- (Licensed practical nurses) Increased acuity of residents.

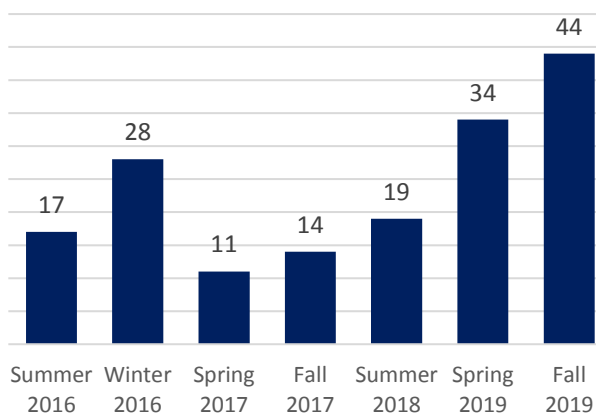
### Changes in nursing homes'/skilled nursing facilities' priorities regarding orientation/onboarding for new employees and training for existing/incumbent workers (Fall 2019 examples)

- (Registered nurses, Licensed practical nurses) Provided additional days of training to improve the transition of care. Better and more onboarding/orientation for new employees.
- (Nursing assistants) Facility is ensuring the education with skills checklist is ongoing and annually with evaluation. wanting to ensure the staff are appropriately educated to provide the best care. We want to invest in the employees-while increasing their knowledge.

### Reasons for worker retention/turnover problems reported by nursing homes/skilled nursing facilities (Fall, 2019 examples)

- (Nursing assistants) Patient acuity has increased while available qualified staff to provide care has decreased. Leading to increased turnover. Wages are also low compared to competing entry level jobs that require less skill. Very little incentive to staying and growing in Healthcare. Staff in this position are immediately exhausted by the demand of the position. Many do not continue in healthcare as a result.

Number of Sentinel Network Responses from Nursing Homes/Skilled Nursing Facilities in WA by Data Collection Date



Number of Nursing Home/Skilled Nursing Facility Responses by Accountable Community of Health (ACH) (Fall, 2019)



### About the Washington Health Workforce Sentinel Network

The Sentinel Network links the healthcare sector with policymakers, workforce planners and educators to identify and respond to changing demand for healthcare workers, with a focus is on identifying newly emerging skills and roles required by employers. The Sentinel Network is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington's Center for Health Workforce Studies. Funding to initiate the Sentinel Network came from the Healthier Washington initiative, with ongoing support from Governor Inslee's office and the Washington State Legislature.

#### Why become a Sentinel? As a Sentinel, you can:

- Communicate your workforce needs and ensure that the state is prepared to respond to the transforming healthcare environment.
- Have access to current and actionable information about emerging healthcare workforce needs.
- Compare your organization's experience and emerging workforce demand trends with similar employer groups.

To view an interactive summary of findings and to provide information from your organization: [www.wa.sentinelnetwork.org](http://www.wa.sentinelnetwork.org).

Contact: [healthworkforce@wasentinelnetwork.org](mailto:healthworkforce@wasentinelnetwork.org)