

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 eight times between Summer 2016 and Spring 2020. 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. In addition to these findings, a summary of the impact of the COVID-19 crisis on these facilities can be found at <https://tinyurl.com/WANursingHomes>.

Nursing Homes/Skilled Nursing - Occupations with exceptionally long vacancies: 2016-2020

| Top occupations cited as having exceptionally long vacancies by date of reporting | | | | | | | | |
|-----------------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|
| Rank | Summer 2016 | Winter 2016 | Spring 2017 | Fall 2017 | Summer 2018 | Spring 2019 | Fall 2019 | Spring 2020 |
| 1 | Registered nurse | Registered nurse | Registered nurse | Nursing assistant | Nursing assistant | Registered nurse | Nursing assistant | Nursing assistant |
| 2 | Nursing assistant | Nursing assistant | Nursing assistant | Registered nurse | Registered nurse | Nursing assistant | Registered nurse | Registered nurse |
| 3 | Licensed practical nurse |
| | | | | | | | | Dentist |
| 4 | Social worker | Occup. therapy assistant | Occup. therapy assistant | Multiple occupations cited at same frequency | Dentist | Occup. therapy assistant | Speech-language therapist | Multiple occupations cited at same frequency |
| | | Physical therapist | | | | Physician/ Surgeon | | |
| | | Social worker | Physical therapist | | | Social worker | | |
| 5 | 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 | |

← Most cited

Reasons for vacancies reported by nursing homes/skilled nursing facilities (Spring 2020 examples)

- [Nursing Assistant] Combination of demand exceeding supply plus NACs changing employers on an annual basis related to wage scale increases and other new hire benefits such as signing bonuses.
- Dentists don't generally work in these settings; however I put dentists because we occasionally have to transport patients to dentists and it can be difficult to find one who will treat the patient, due to Medicaid and complicated health histories.
- [Multiple Occupations] Need to pay hazard pay and need hero pay by the government.
- [Multiple Occupations] COVID-19 has resulted in closing open positions and furloughing active employees.

Nursing Homes/Skilled Nursing Facilities

New occupations being used in nursing homes/skilled nursing facilities (Spring 2020 example)

- [Hospitality aide] – To help get supplies in order and to ensure resident needs are met

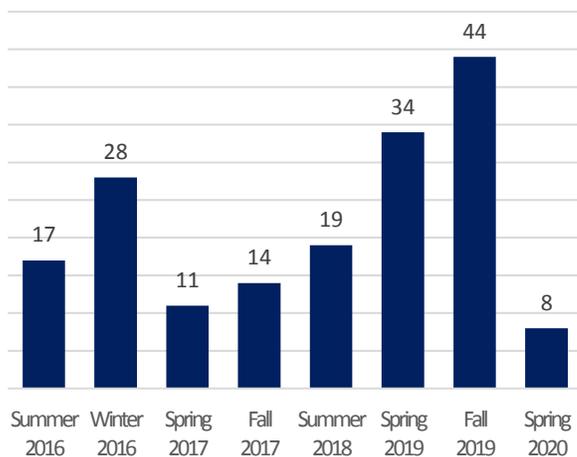
Changes in nursing homes'/skilled nursing facilities' priorities regarding orientation/onboarding for new employees and training for existing/incumbent workers (Spring 2020 examples)

- [Registered nurse] Daily inservicing on PPE and infection control.
- [Nursing assistant] We have developed a new orientation/training process so new CNAs get more training and follow-up during their orientation/training.

Reasons for worker retention/turnover problems reported by nursing homes/skilled nursing facilities (Spring 2020 examples)

- [Nursing assistant] We cannot pay as much as the nearby hospital. CNAs can find positions closer to their homes that pay the same and don't require a commute.
- [Nursing assistant] Leave to work in another type of environment. Often leaving because the work is too hard.

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) (Spring 2020)



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.

Contact: healthworkforce@wasentinelnetwork.org