



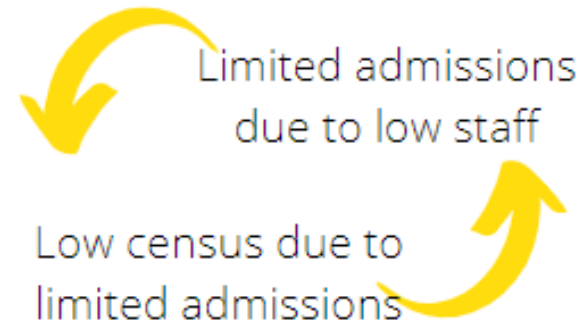
**Kentucky Association of Health Care Facilities
Kentucky Center for Assisted Living**

Betsy Johnson, President

Long-Term Care Workforce Is A Problem

Staff are still dealing with:

- Burnout
- Mental health issues
- PTSD
- Retirements
- Child-care issues
- Transportation issues
- Competition from non-healthcare sectors



Providers are dealing with:

- Medicaid rates that have not kept up with increased costs
- Threat of Medicare cuts under proposed payment rule
- Mandatory staffing ratios under President Biden's reform

Provider Insights on Workforce

“We have had to close entire units in facilities due to low staffing”

In our small rural facility, there have been [almost 10 nurses] who have retired during the pandemic and we have had no luck in replacing them.

We have spent \$5k per facility on geofencing to assist with recruiting, which only resulted in hiring one person at our rural facility.

We are in direct competition with employers offering remote positions.

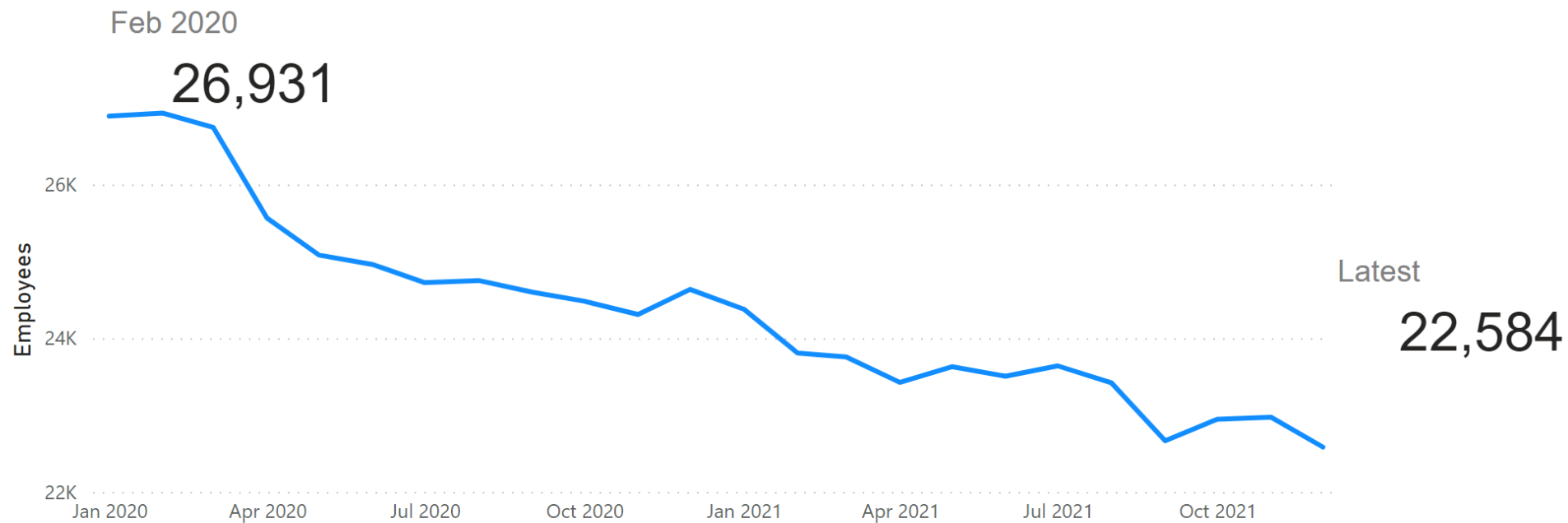
We have paid over \$750k for shift bonuses, hired an independent recruiting firm for over \$288k/year and implemented over \$60k in recruitment events and technologies. We have adjusted wages three times over the last year. These strategies have had no impact.”

“Burnout and mental health issues are real. Our staff is having major struggles despite our company offering mental health benefits and free counseling.”

Kentucky

Jobs lost during the pandemic

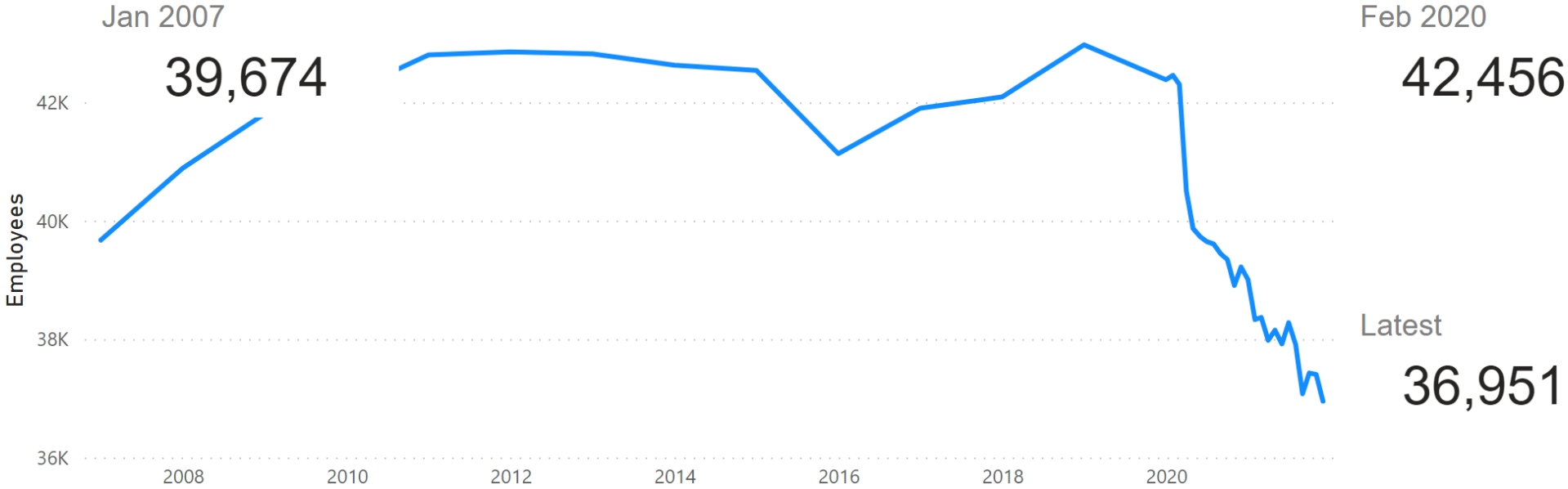
4,347



Entire Long Term
Care Industry

Jobs lost during the
pandemic (since Feb 2020)

5,505

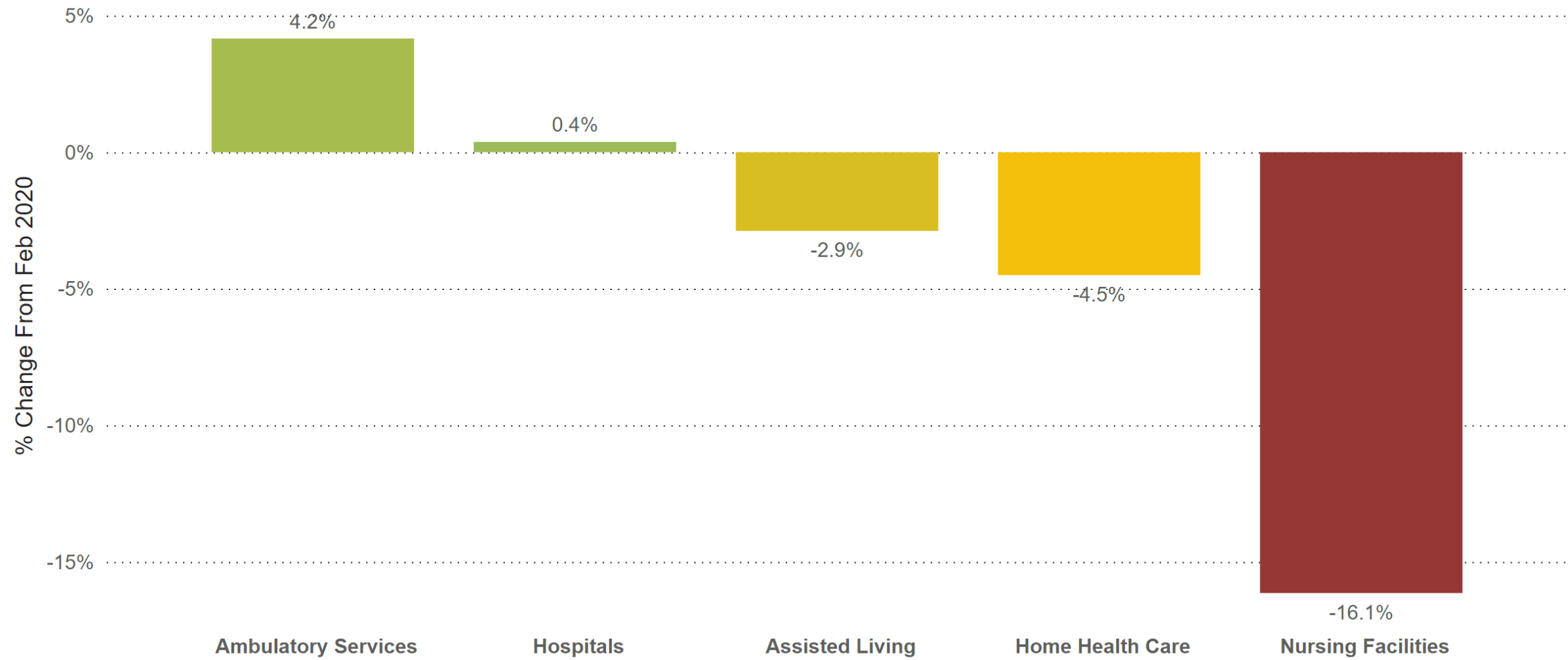


State

Kentucky



Percent Change in Health Care Sector Employment since February 2020



Source: Bureau of Labor Statistics, Quarterly Census of Employment and Wages. NAICS Industries 622, 6211, 6214, 6216, 6231, 623312.

Nurse Agency Use - Average

State

Kentucky

