



TENNESSEE HEALTH  
CARE ASSOCIATION | 2023

*the case for a*  
**FLEXIBLE  
WORKFORCE**

Presentation by **Kristen He & Heather Soots**



**SISYPHUS**

#ancientmyths

#relatable

# STAFFING SHORTAGES

Historically, factors driving nursing staff shortages always come back to the simple economic forces of supply and demand.

## DECREASED SUPPLY

- **Historic, Repeat Shortages**



# DECREASED SUPPLY

- **Historic, Repeat Shortages**
- **Covid-19 Pandemic**
  - Over 360,000 jobs lost in long-term care since February 2020
  - Total RNs decreased by 100,000 from 2020-21



# DECREASED SUPPLY

- **Historic, Repeat Shortages**
- **Covid-19 Pandemic**
- **Aging Workforce**
  - 19% of RN workforce is 65 years old & older
  - Average age of LPNs is 53 years



available staff

The total supply of RNs decreased by more than 100,000 from 2020 to 2021, **THE LARGEST DROP** ever observed over the past four decades.

<https://www.aacnnursing.org/news-data/fact-sheets/nursing-shortage>



**For each year** between 2020 and 2030, the nursing workforce will lose **more than 2 million years** of nursing experience as Baby Boomers retire.



# 91,938

number of qualified applications denied by U.S. nursing schools from baccalaureate and graduate nursing programs in 2021 due to

## INSUFFICIENT

faculty, clinical sites, classroom space, and clinical preceptors.

Nursing Shortage Fact Sheet <https://www.aacnnursing.org/news-data/fact-sheets/nursing-shortage>



NURSING  
SCHOOL  
ENROLLMENT

# DROPPED

FOR THE FIRST  
TIME IN OVER  
20 YEARS

<https://www.globest.com/2023/07/19/only-29-of-nursing-homes-can-meet-4-hour-daily-care-mandate/>



now  
hiring

must have a clue

## JOB OPENINGS

in health care

surged  
above 2M

in April 2023

on pace to top

LAST YEAR'S  
RECORD.

<https://www.globest.com/2023/07/19/only-29-of-nursing-homes-can-meet-4-hour-daily-care-mandate/>

## INCREASED DEMAND

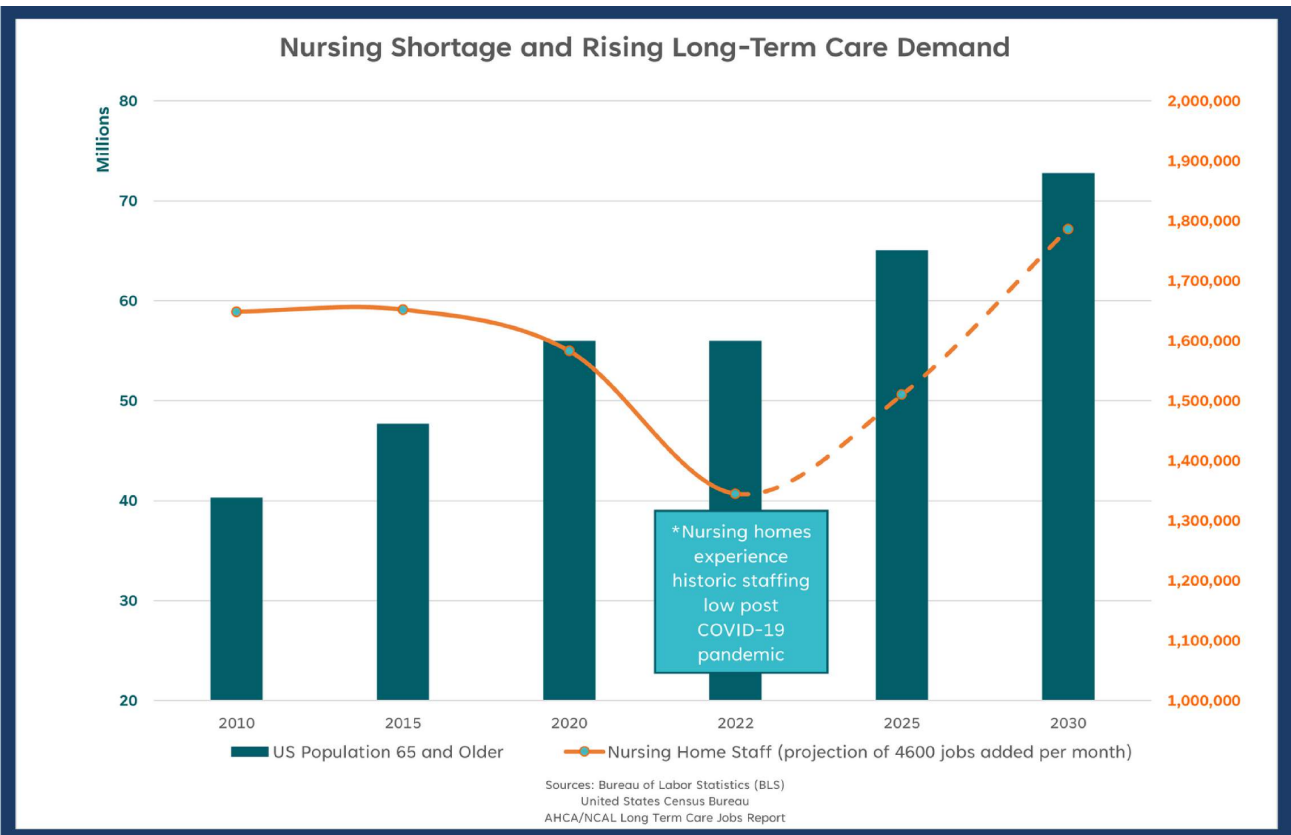
- **Silver Tsunami**

- Demographic Cohort aged 65 years & older is growing at a rate of 10,000 seniors/day
- By 2030, 1 in 5 Americans will be 65+



# INCREASED DEMAND

- **Silver Tsunami**
- **Rising Acuity**
  - **85% have 1 chronic condition; 60% have 2 or more chronic conditions**
  - **36% of seniors take 5 or more prescriptions**
  - **Over half of nursing home residents have dementia**



From January 2020 to January 2022, Skilled Nursing facilities saw a 15% decrease in staff, as opposed to only a 2% decrease from 2018 to 2020. The data exhibits that even with the projected additional jobs, nursing home staff will not be able to keep up with the rising numbers of the US aging population. In addition, these projections do not account for external factors leading to staff leaving the industry such as retirement, or the uncalculated cost of the years of wisdom and experience lost with the mass exodus of staff throughout the pandemic.

# STAFFING SHORTAGES

## IMPACT ON STAFF

- Stress
- Exhaustion
- Compassion Fatigue
- Low Morale
- Burnout
- Turnover
- Leave the LTC Profession
- Leave Nursing Profession



# STAFFING SHORTAGES

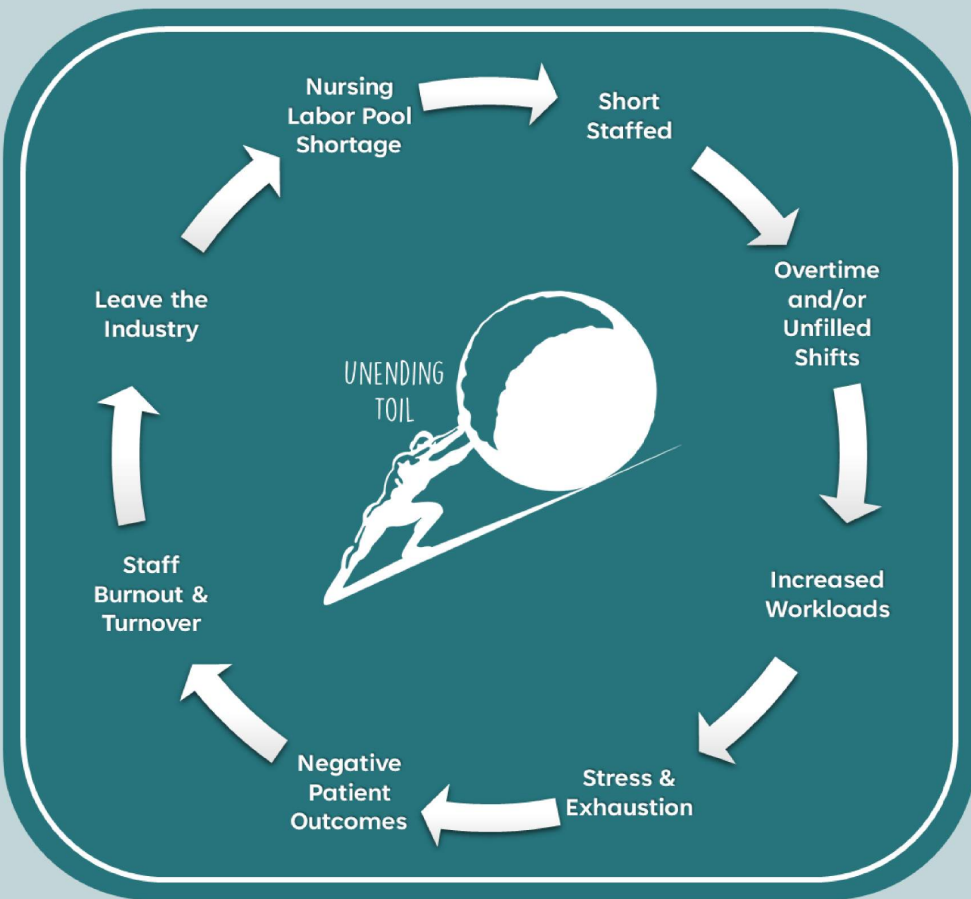
## IMPACT ON STAFF

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## IMPACT ON RESIDENTS

- Increased Number of Substantiated Resident Complaints
- Higher Instances of Abuse
- Decreased Physical Functioning
- Higher Re-Hospitalization Rates
- More Pressure Ulcers, Catheterizations, and UTIs
- Higher Mortality Rates





*the* **VICIOUS**  
**CYCLE OF**  
**STAFFING**  
**SHORTAGES**



**TRADITION**

JUST BECAUSE YOU'VE ALWAYS DONE IT THAT WAY  
 DOESN'T MEAN IT'S NOT INCREDIBLY STUPID.



# 21.8%

Percent Wage Increase in  
Skilled Nursing Facilities  
from 2020 - 2022

# 20.8%

Percent Wage Increase in  
Assisted Living  
from 2020 - 2022

<https://www.hfma.org/finance-and-business-strategy/healthcare-business-trends/ongoing-labor-challenges-facing-hospitals-and-other-providers/>

# COMMON *staffing* STRATEGIES

Over Time

Unfilled Shifts

Internal Float Pool

Close Wings

Stop Admissions

Increased Wages

Sign-On Bonuses

Shift Pick-Up  
Bonus

Shift Differential

Weekend  
Differential





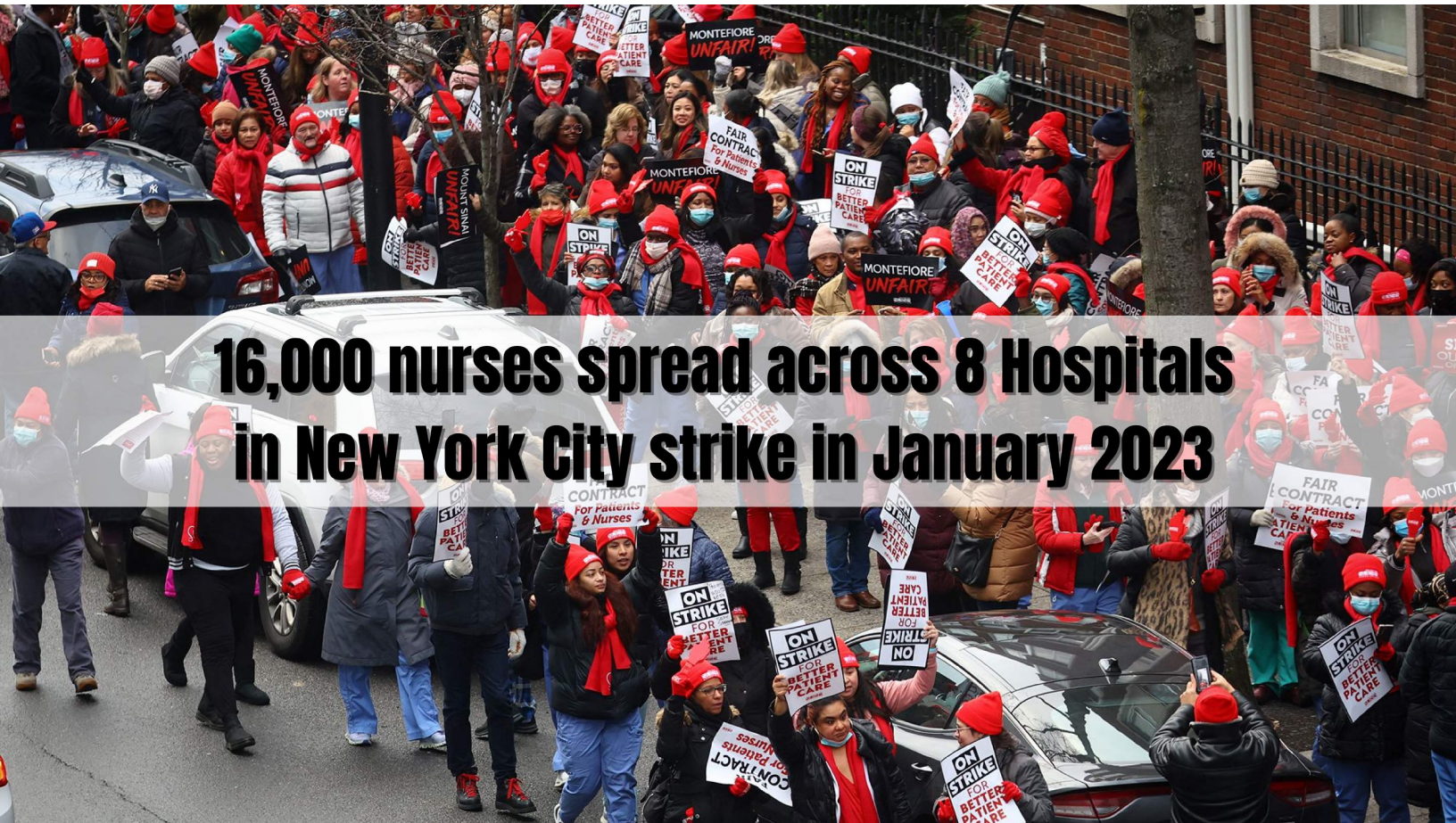
**53%**

The median total nursing staff turnover in Q4 2022

<https://nursinghome411.org/alert-staffing-q4-2022/>



**15,000 nurses in Minnesota hold historic strike, largest in US history**

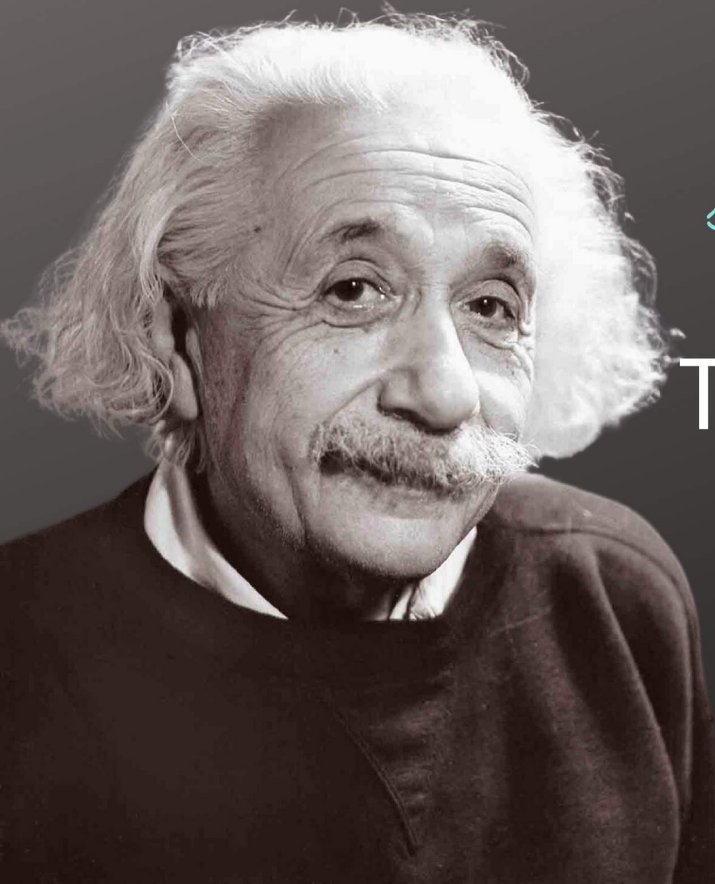


**16,000 nurses spread across 8 Hospitals  
in New York City strike in January 2023**



**Don't Mess with  
Texas Nurses.**

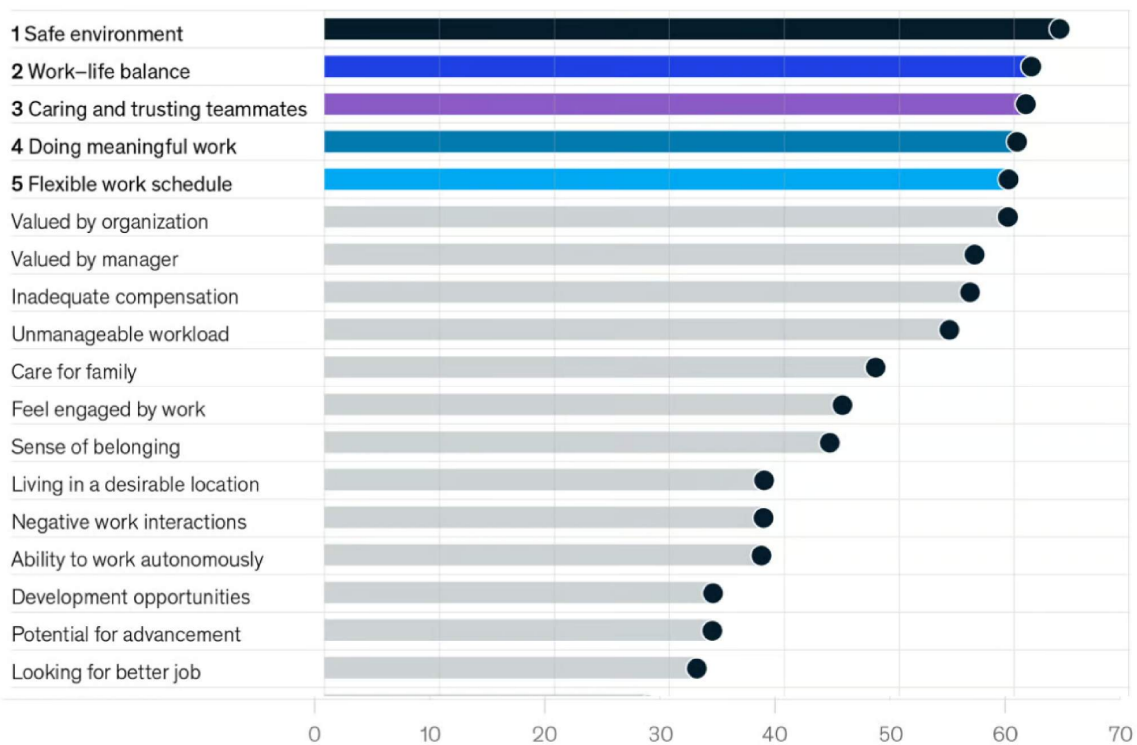
**'Largest nurses strike  
in Texas history'**



WE CANNOT  
*solve our problems*  
WITH THE SAME  
THINKING WE USED  
WHEN WE  
CREATED THEM.  
*Albert Einstein*

**Factors affecting surveyed nurses' decisions about whether or not to stay in current position,<sup>1</sup>**

% of respondents ranking factor as important (n = 710)



<https://www.mckinsey.com/industries/healthcare/our-insights/surveyed-nurses-consider-leaving-direct-patient-care-at-elevated-rates#/>



**THINK**  
*differently*  
**STAFF**  
**COMPREHENSIVELY**



**THINK**  
*differently*  
**STAFF**  
**COMPREHENSIVELY**

- Appealing Work Environment to Recruit Full-Time Employees
- Fewer Negative Patient Outcomes
- Increased Ability to Grow Census
- Improved Five-Star Rating
- Improved Regulatory Outcomes



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# THANK YOU!

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