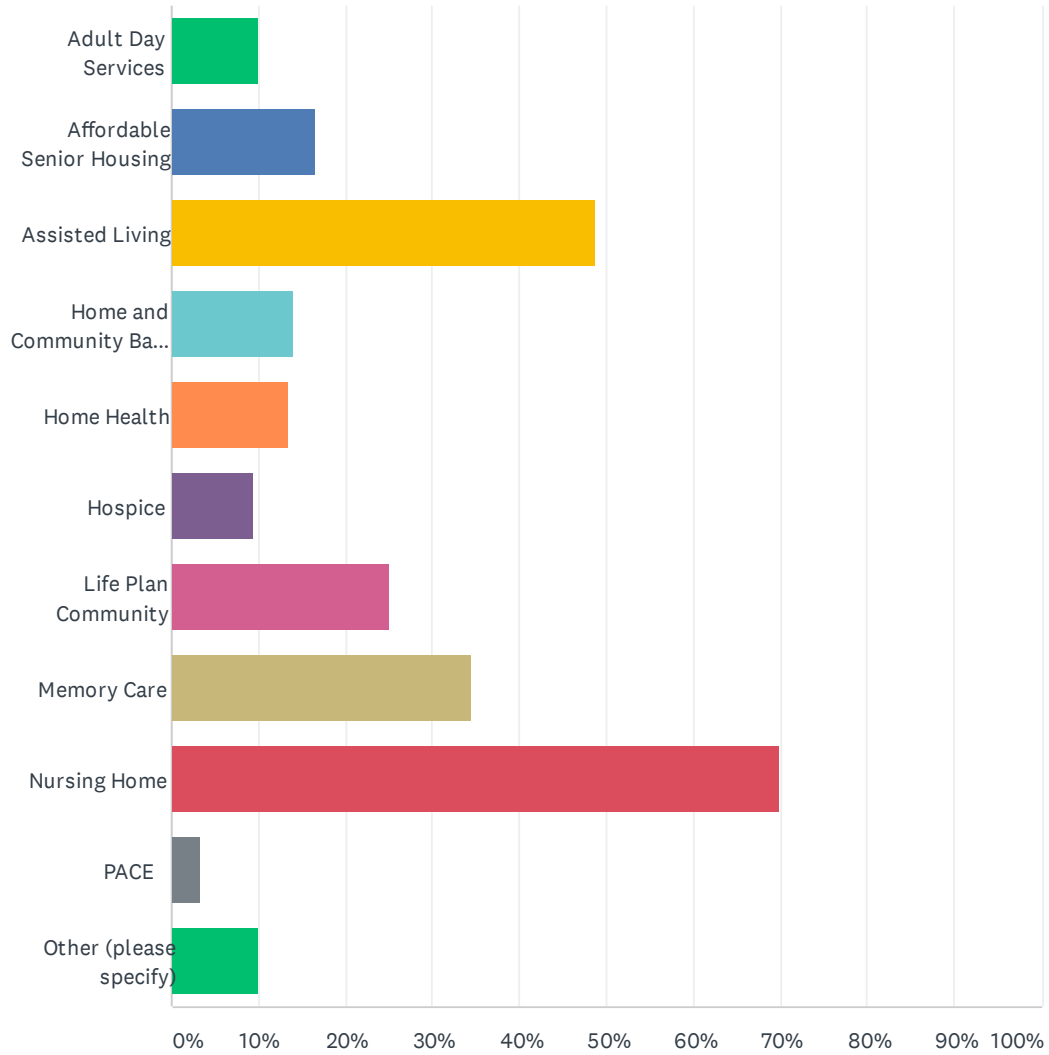


LeadingAge Staffing Survey

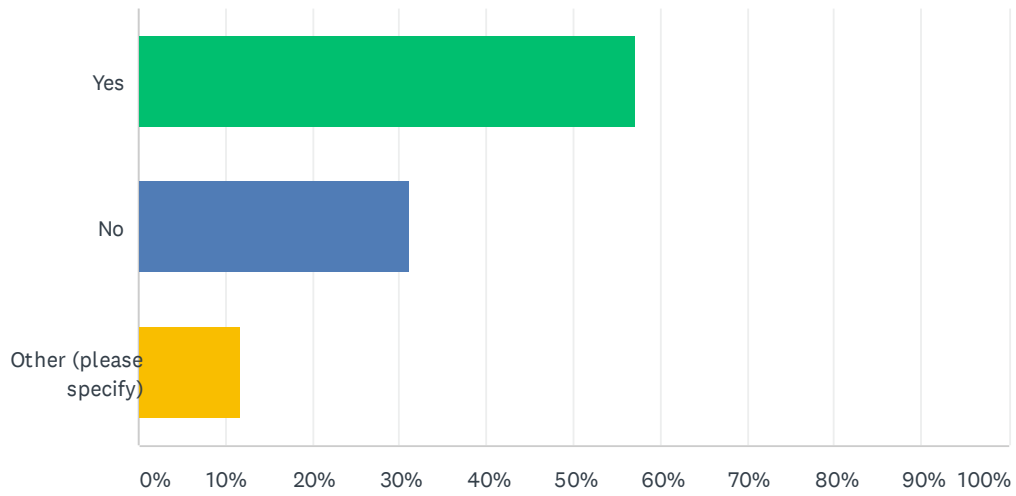
Conducted in the last week of September 2021

What kind of services do you provide? (select all that apply)



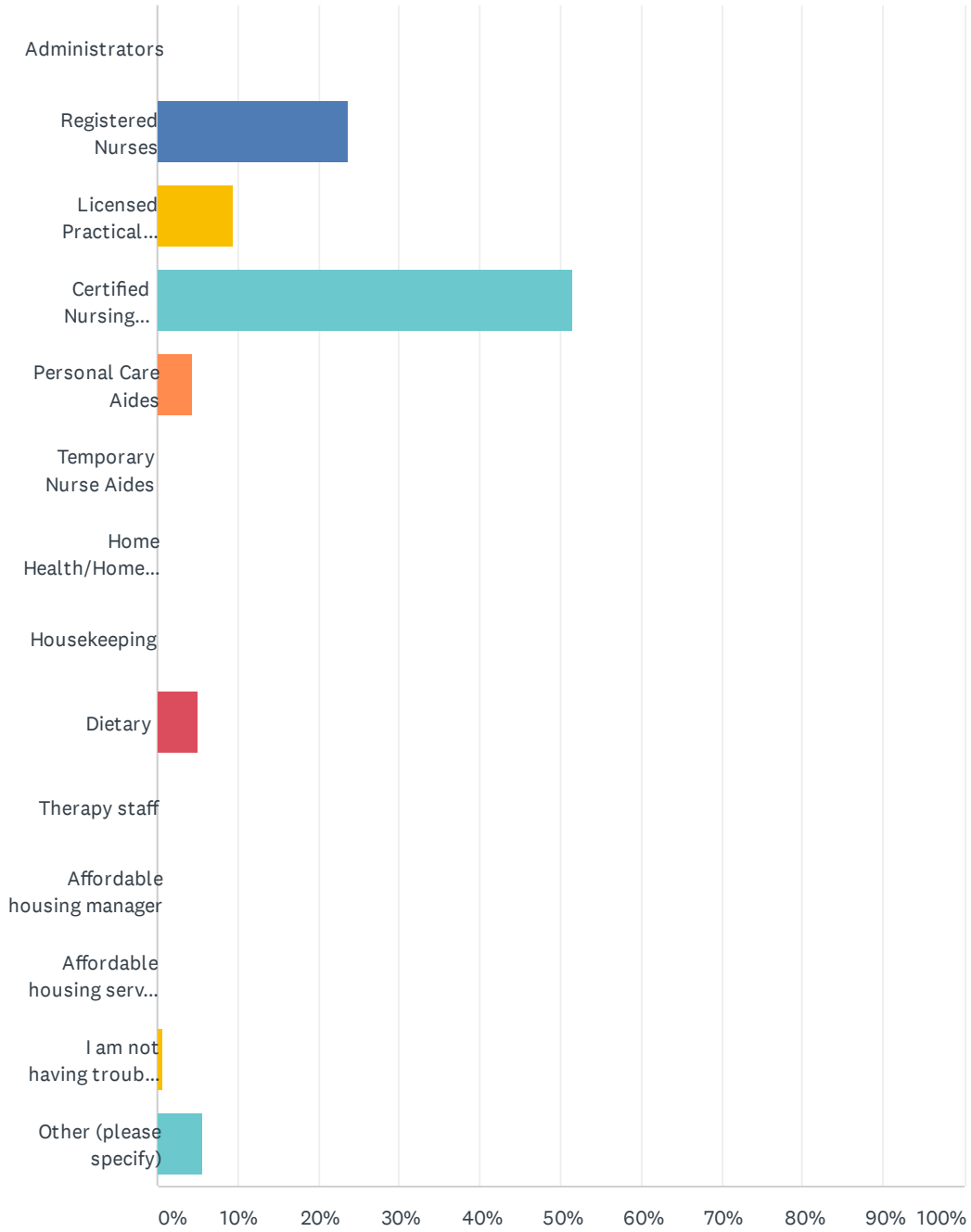
ANSWER CHOICES	RESPONSES
Adult Day Services	10.07%
Affordable Senior Housing	16.44%
Assisted Living	48.66%
Home and Community Based Services	14.09%
Home Health	13.42%
Hospice	9.40%
Life Plan Community	25.17%
Memory Care	34.56%
Nursing Home	69.80%
PACE	3.36%
Other (please specify)	10.07%

Are you filling any vacant positions with temporary or agency staff today?



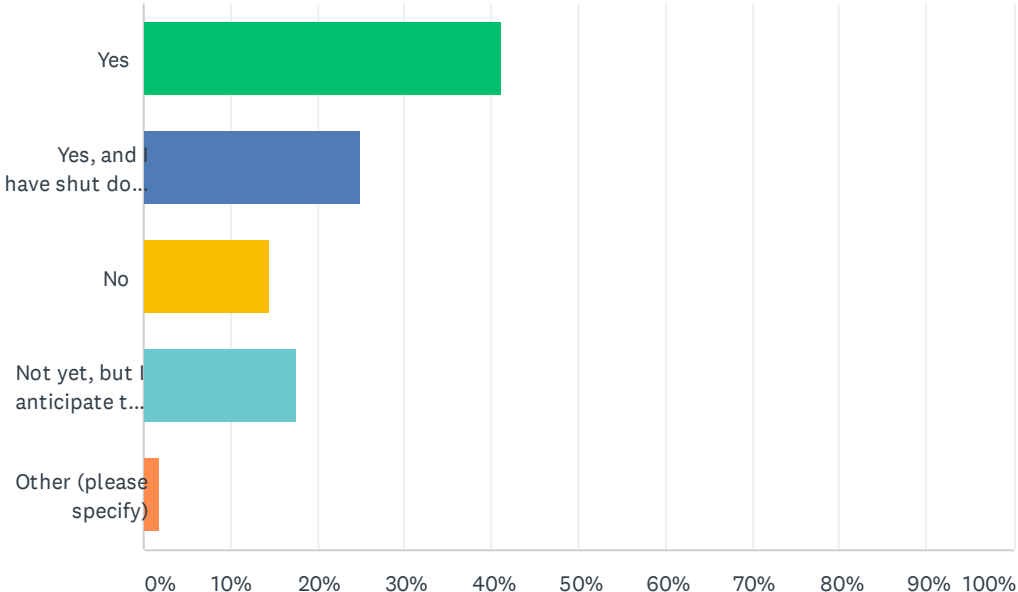
ANSWER CHOICES	RESPONSES
Yes	57.05%
No	31.21%
Other (please specify)	11.74%

Which of these positions is the most difficult to recruit for? (Pick the top one)



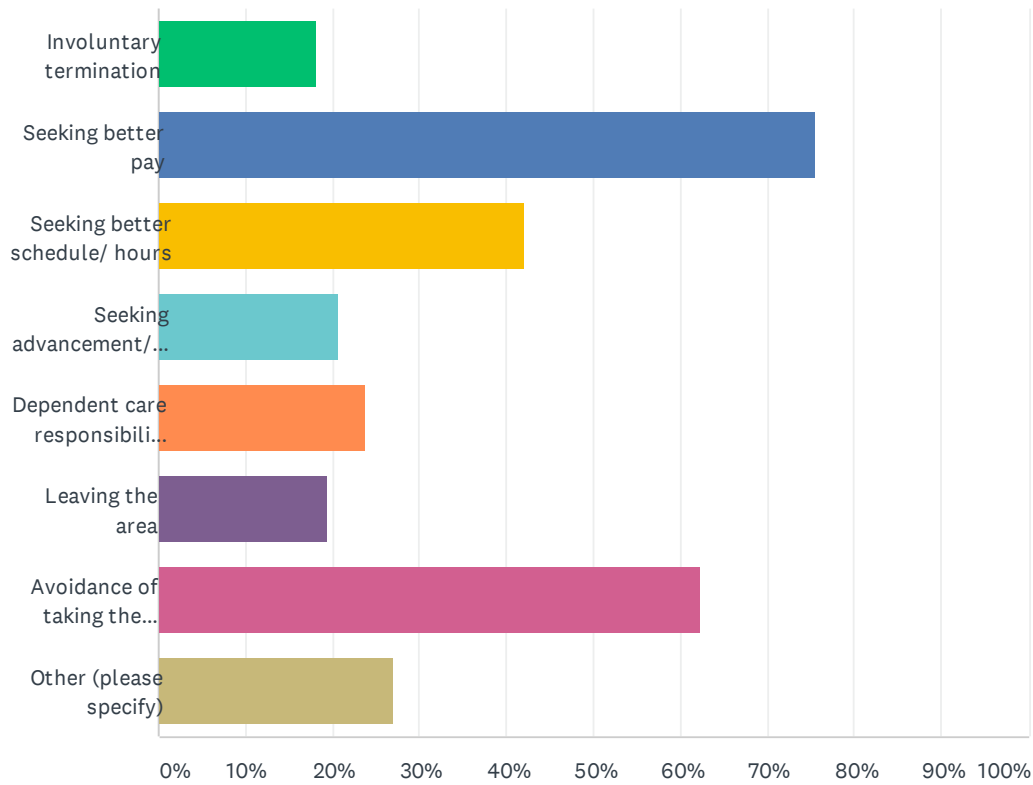
ANSWER CHOICES	RESPONSES
Administrators	0.00%
Registered Nurses	23.60%
Licensed Practical Nurses	9.32%
Certified Nursing Assistants	51.55%
Personal Care Aides	4.35%
Temporary Nurse Aides	0.00%
Home Health/Home care Aides	0.00%
Housekeeping	0.00%
Dietary	4.97%
Therapy staff	0.00%
Affordable housing manager	0.00%
Affordable housing service coordinator	0.00%
I am not having trouble filling any positions	0.62%
Other (please specify)	5.59%

Have you been unable to admit residents/consumers due to staffing shortages?



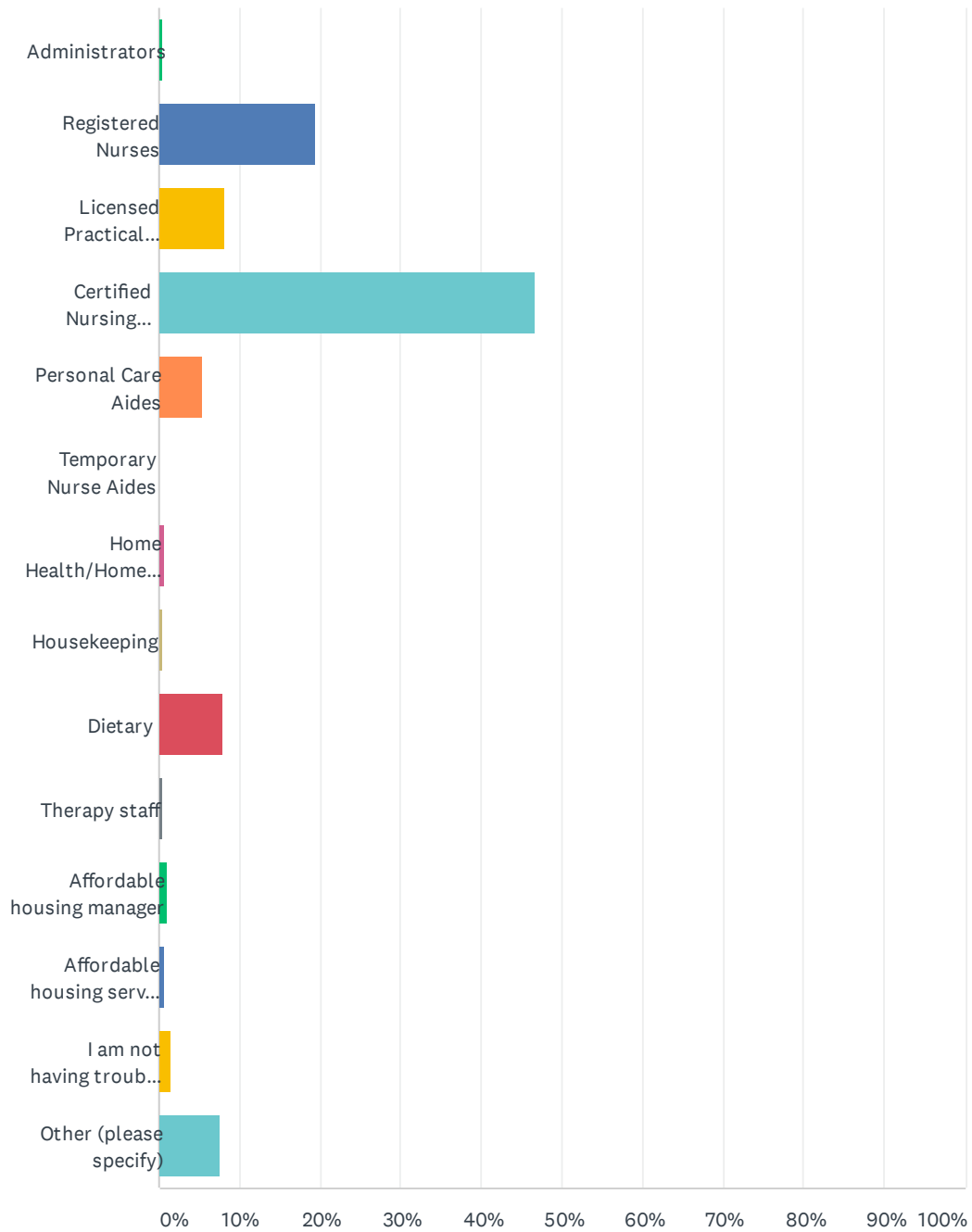
ANSWER CHOICES	RESPONSES
Yes	41.25%
Yes, and I have shut down units or buildings or neighborhoods due to staffing shortages	25.00%
No	14.37%
Not yet, but I anticipate that being the case soon	17.50%
Other (please specify)	1.88%

For what reasons are your staff members leaving your organization? (check all that apply)



ANSWER CHOICES	RESPONSES
Involuntary termination	18.24%
Seeking better pay	75.47%
Seeking better schedule/ hours	42.14%
Seeking advancement/ pursuit of career path that we can't offer	20.75%
Dependent care responsibilities	23.90%
Leaving the area	19.50%
Avoidance of taking the vaccine	62.26%
Other (please specify)	27.04%

Which of these positions is the most difficult to recruit for? (Pick the top one)



ANSWER CHOICES	RESPONSES
Administrators	0.36%
Registered Nurses	19.35%
Licensed Practical Nurses	8.24%
Certified Nursing Assistants	46.59%
Personal Care Aides	5.38%
Temporary Nurse Aides	0.00%
Home Health/Home care Aides	0.72%
Housekeeping	0.36%
Dietary	7.89%
Therapy staff	0.36%
Affordable housing manager	1.08%
Affordable housing service coordinator	0.72%
I am not having trouble filling any positions	1.43%
Other (please specify)	7.53%