

2025 LTC Imperative Workforce And Financial Survey

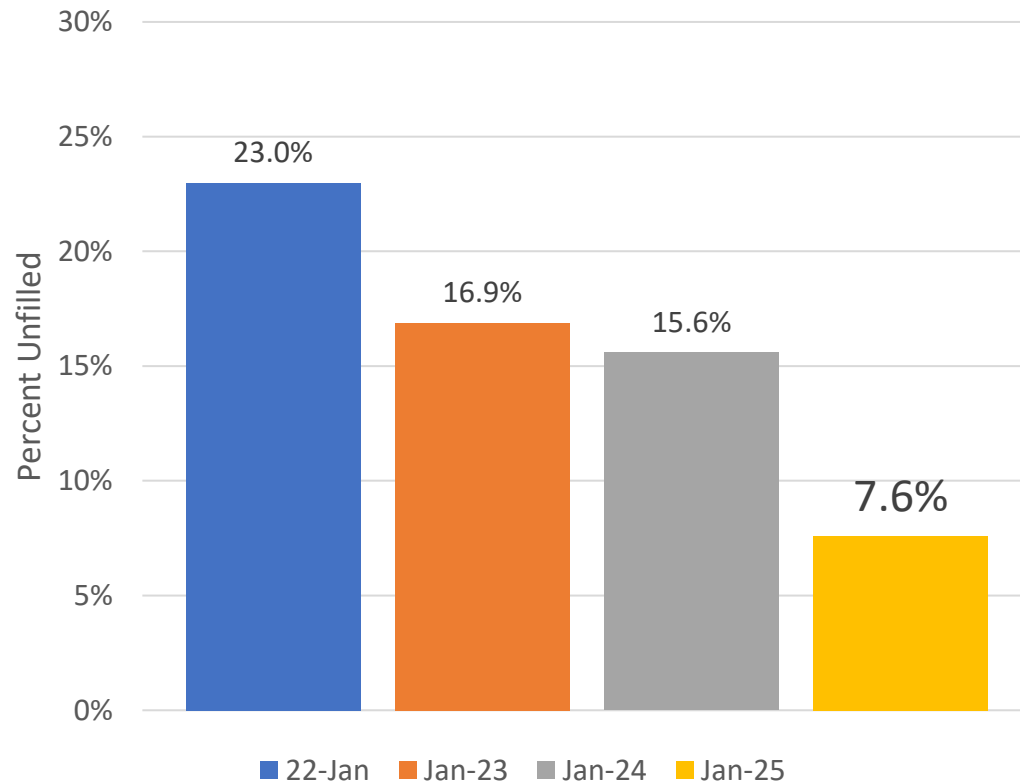
February 22, 2025

Key Takeaways

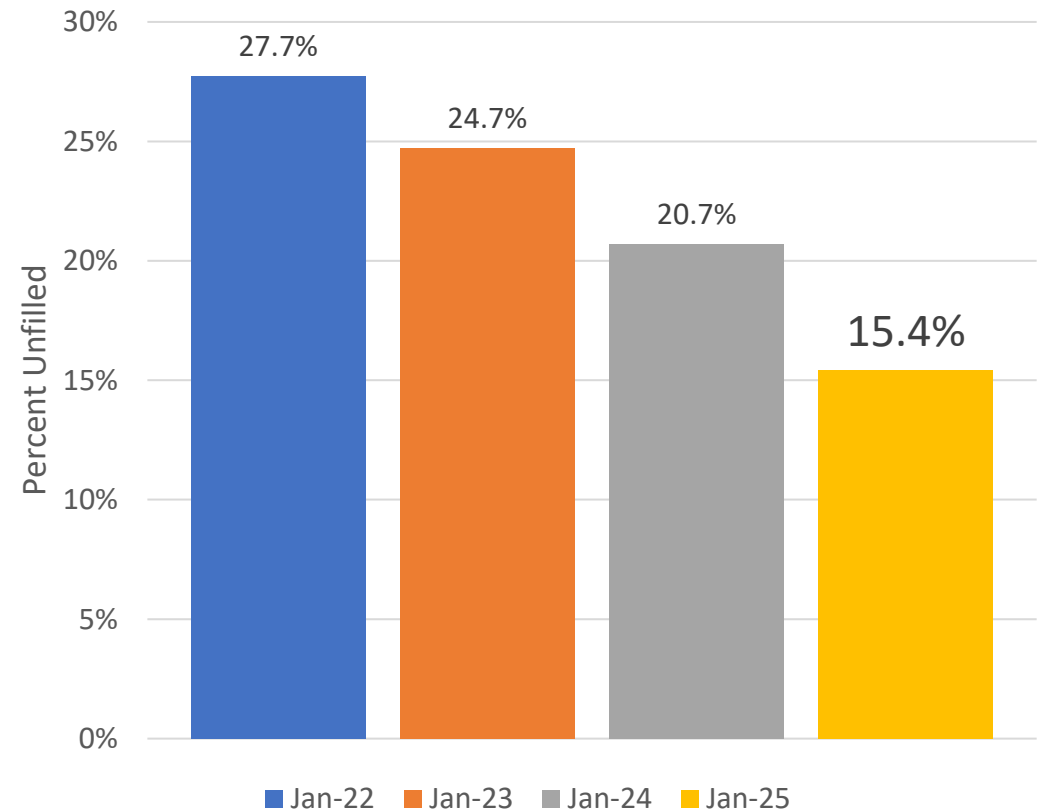
- Workforce indicators showed improvement in 2024 for both AL and NF
- Overall employee vacancies are decreasing but the estimated 12,500 vacancies continue to challenge access.
- Nursing facilities are declining fewer admissions but insufficient staffing and inability to meet specific client's needs remain major impediments to hospital discharge.
- Issues with DHS background study processing continues to cause new employee onboarding delays.
- Financial condition of AL and NF both improved in 2024, but NFs will be challenged this year by expiration of rate add-on
- Both AL and NF expect a financial impact due to the implementation of minimum wages for NF employees in 2026
- Few LTC Providers are actively considering sale or closure

Caregiver (CNA and ULP) Vacancy Rate Continues to Drop for AL and Nursing Facilities

Assisted Living

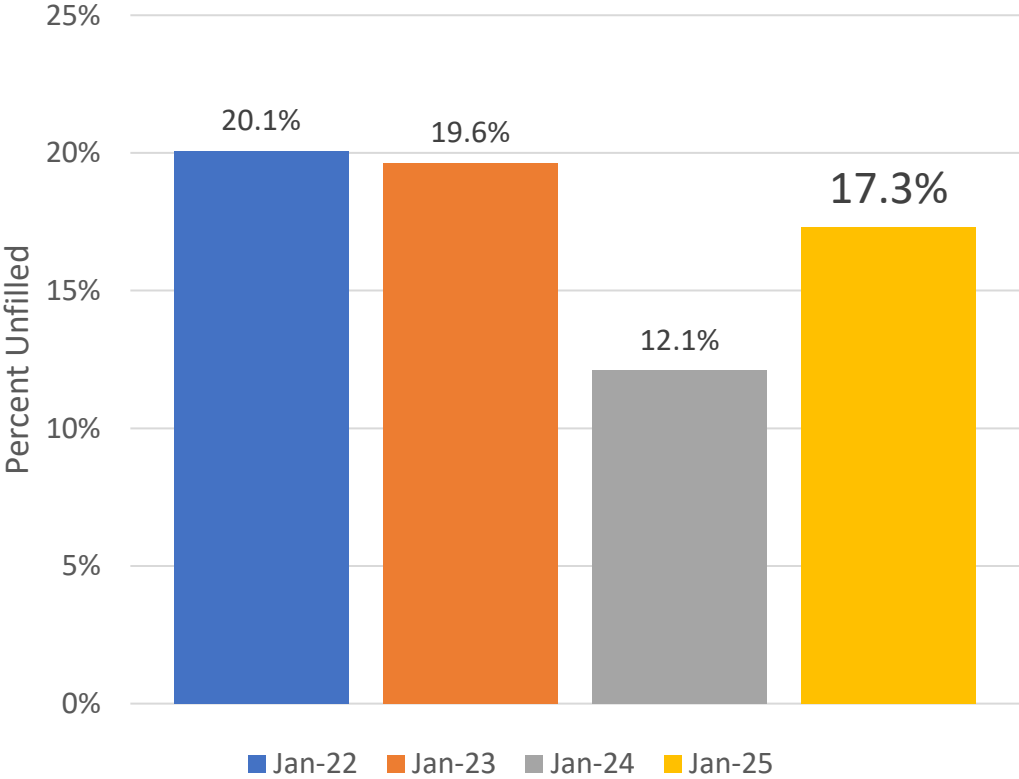


Nursing Facilities

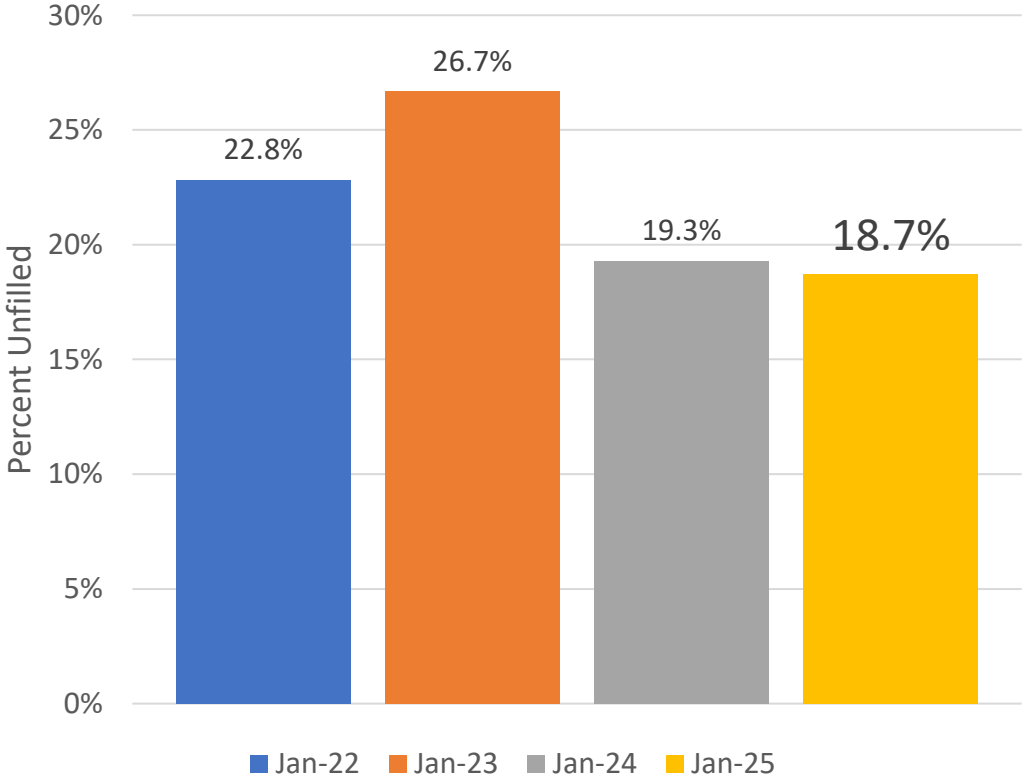


LPN Vacancy Rate Lower than Two Years ago for AL and Nursing Facilities

Assisted Living

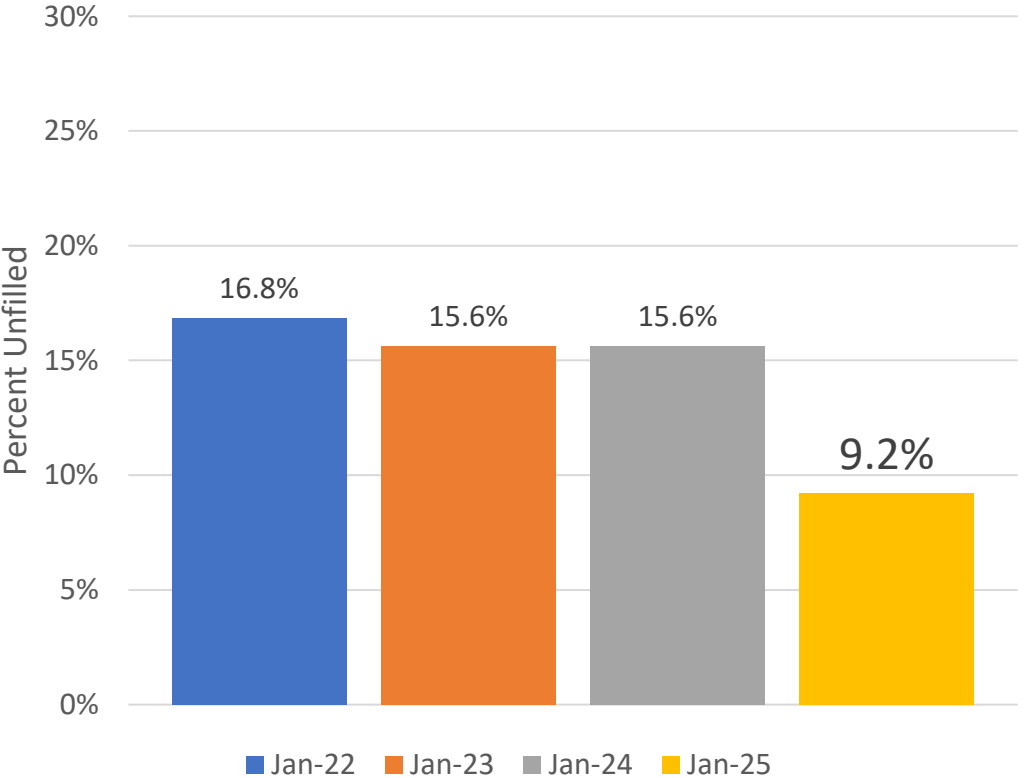


Nursing Facilities

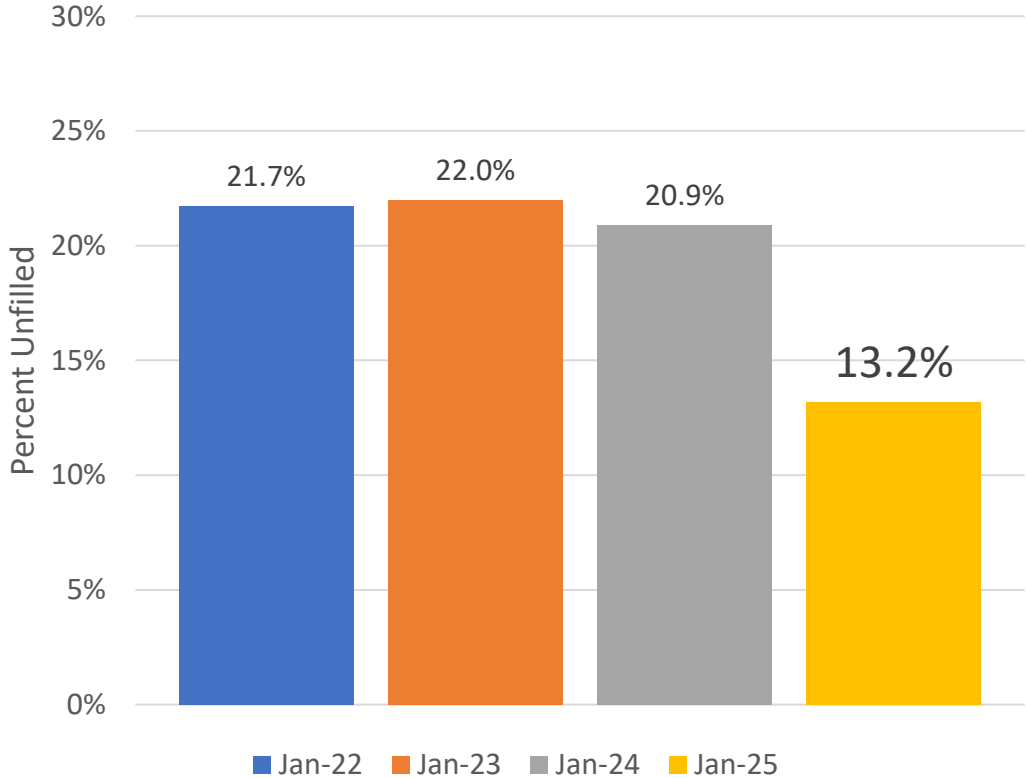


RN Vacancy Rates Drop Dramatically for Nursing Facilities and AL

Assisted Living

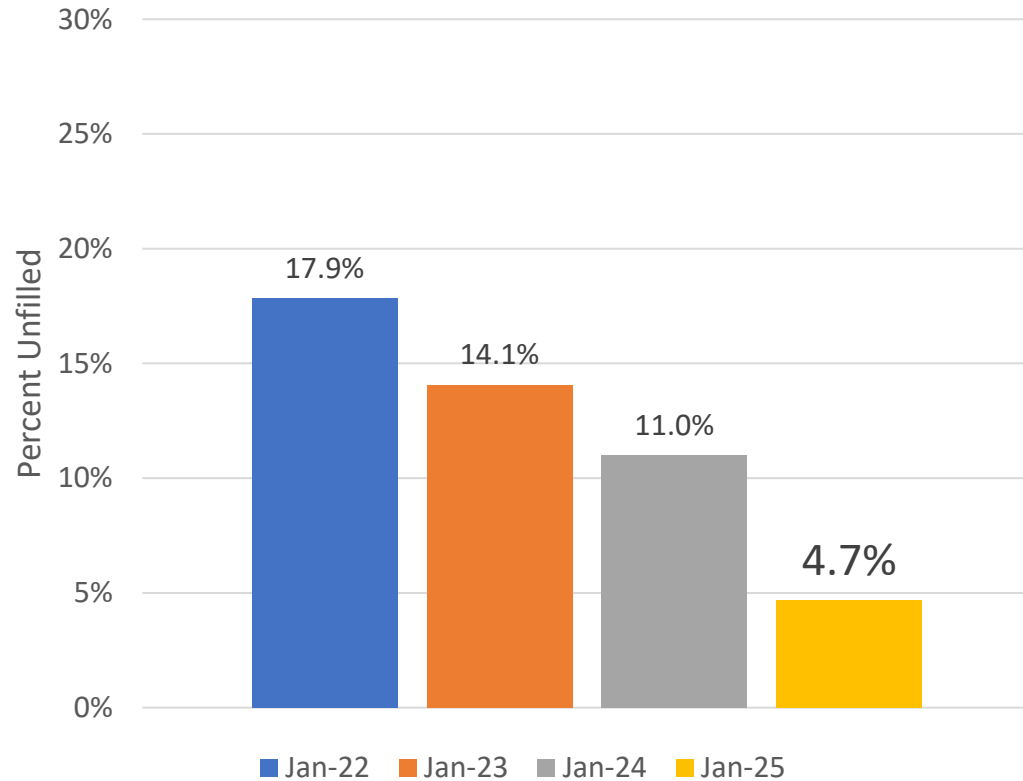


Nursing Facilities

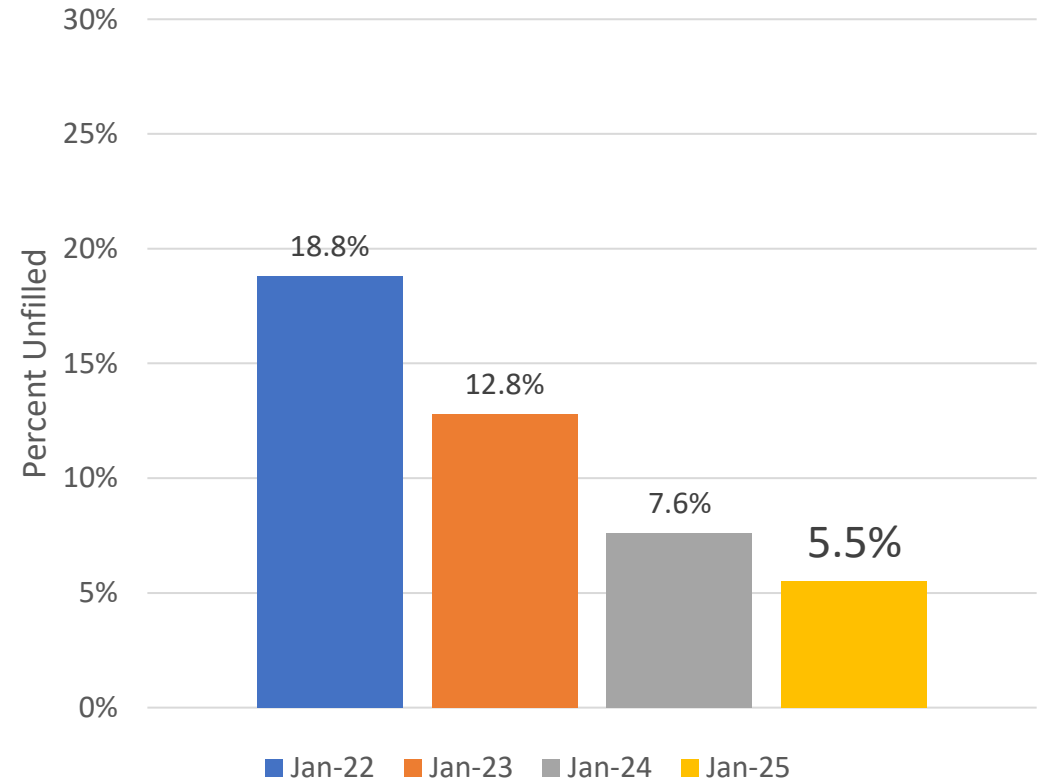


Dietary Position Vacancy Rate Continues a Steep Decline for both NFs and ALs

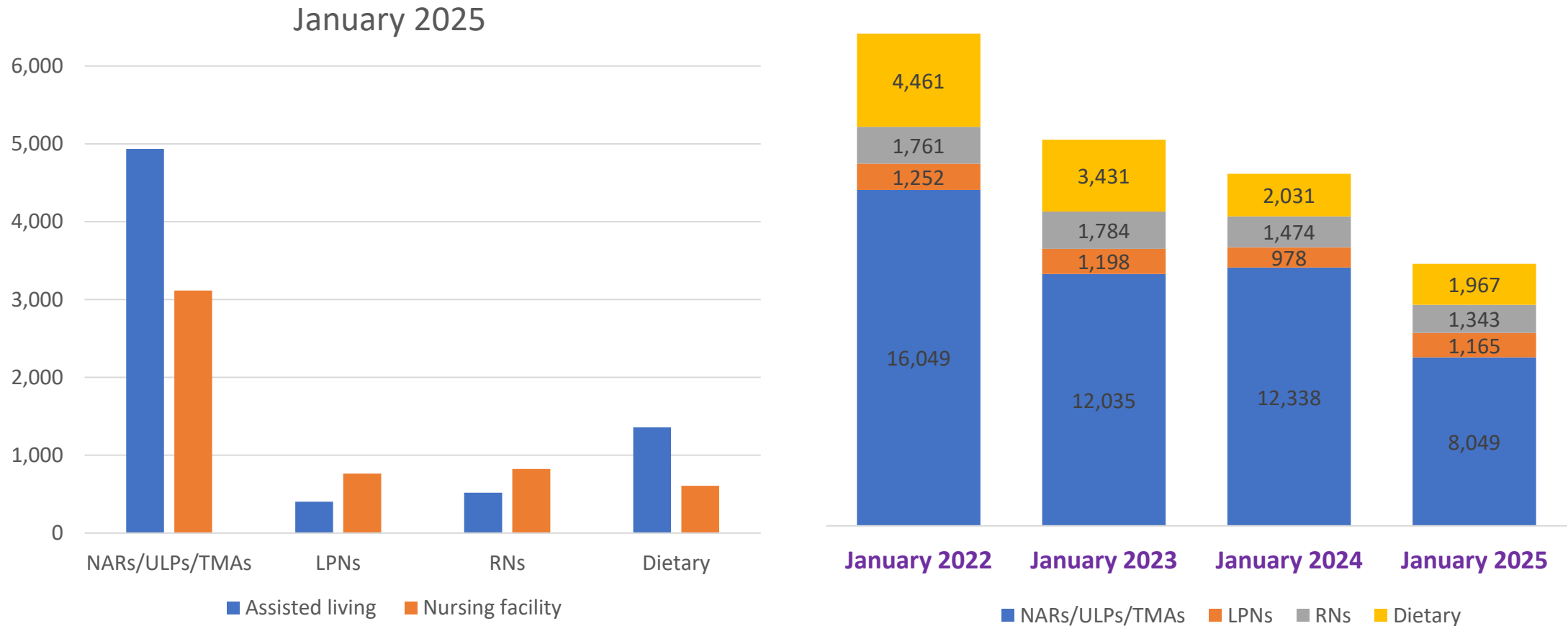
Assisted Living



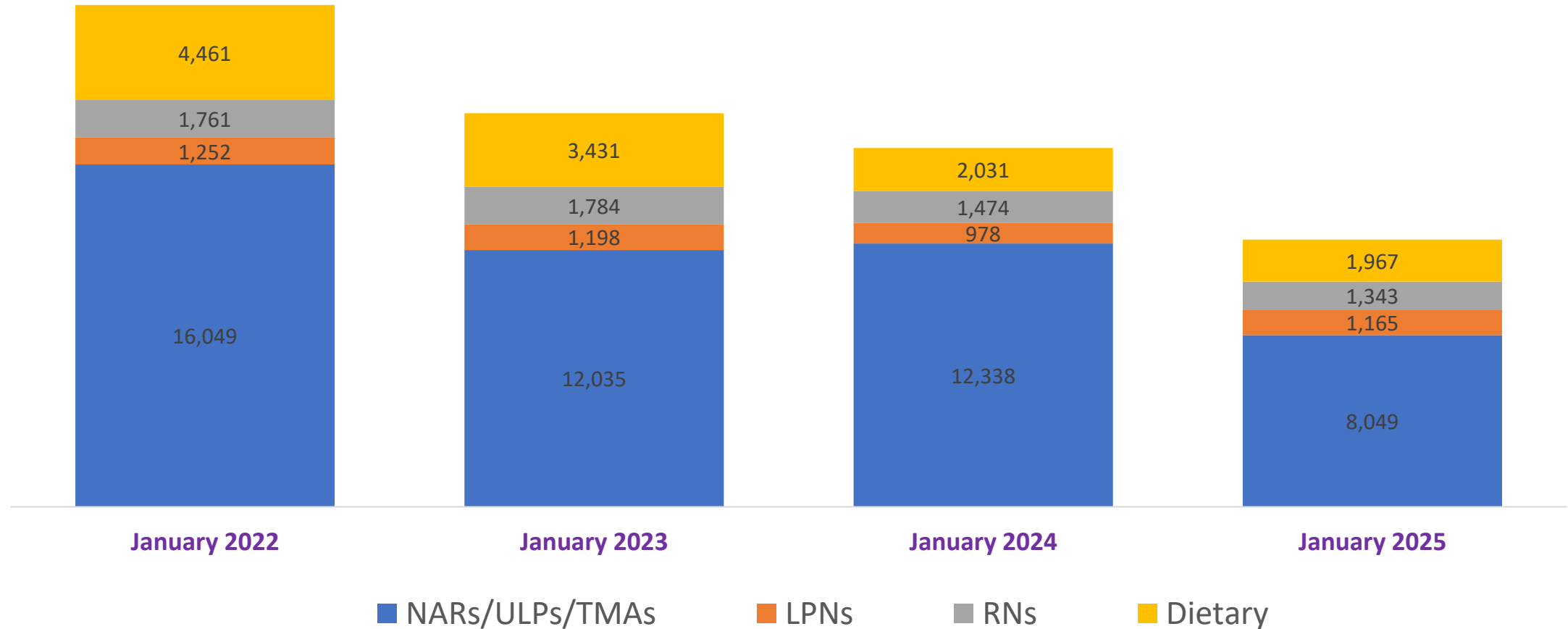
Nursing Facilities



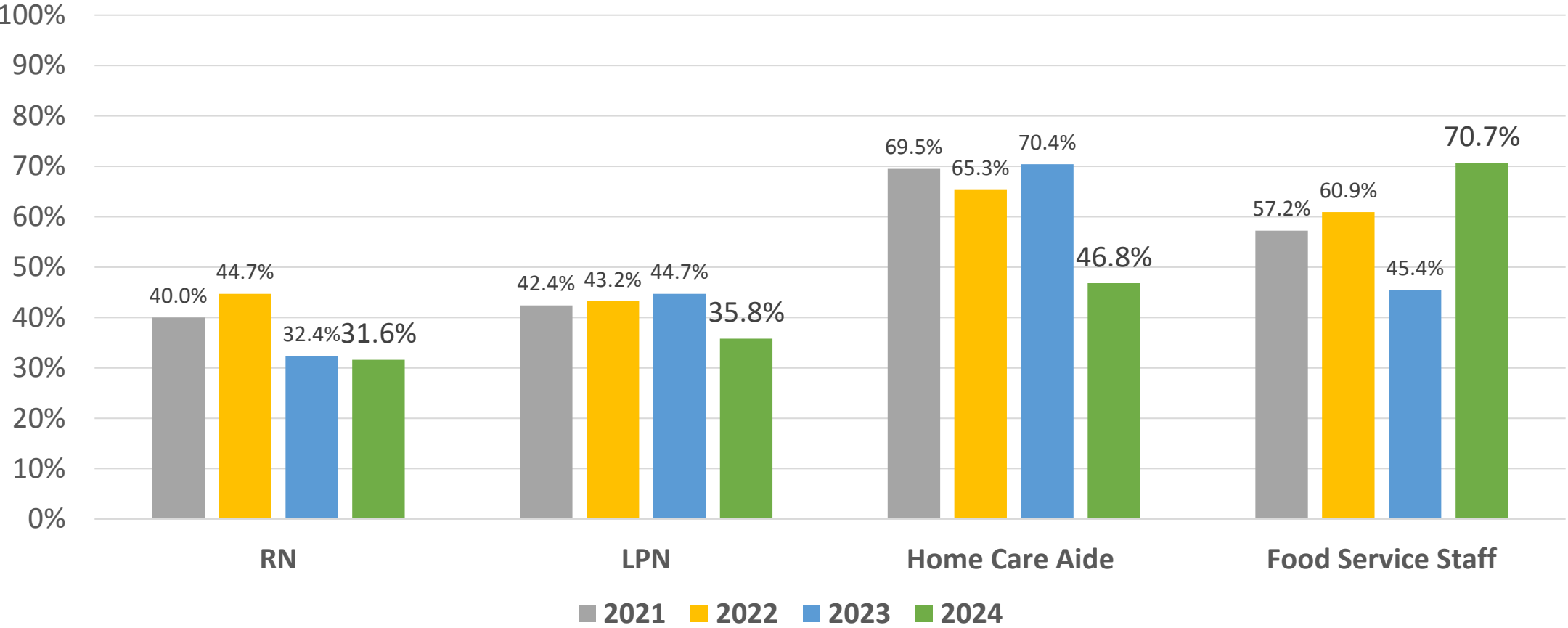
Vacancies in Key LTC Employee Positions about 12,500 Statewide in January 2025, big Decline for Caregivers in Particular



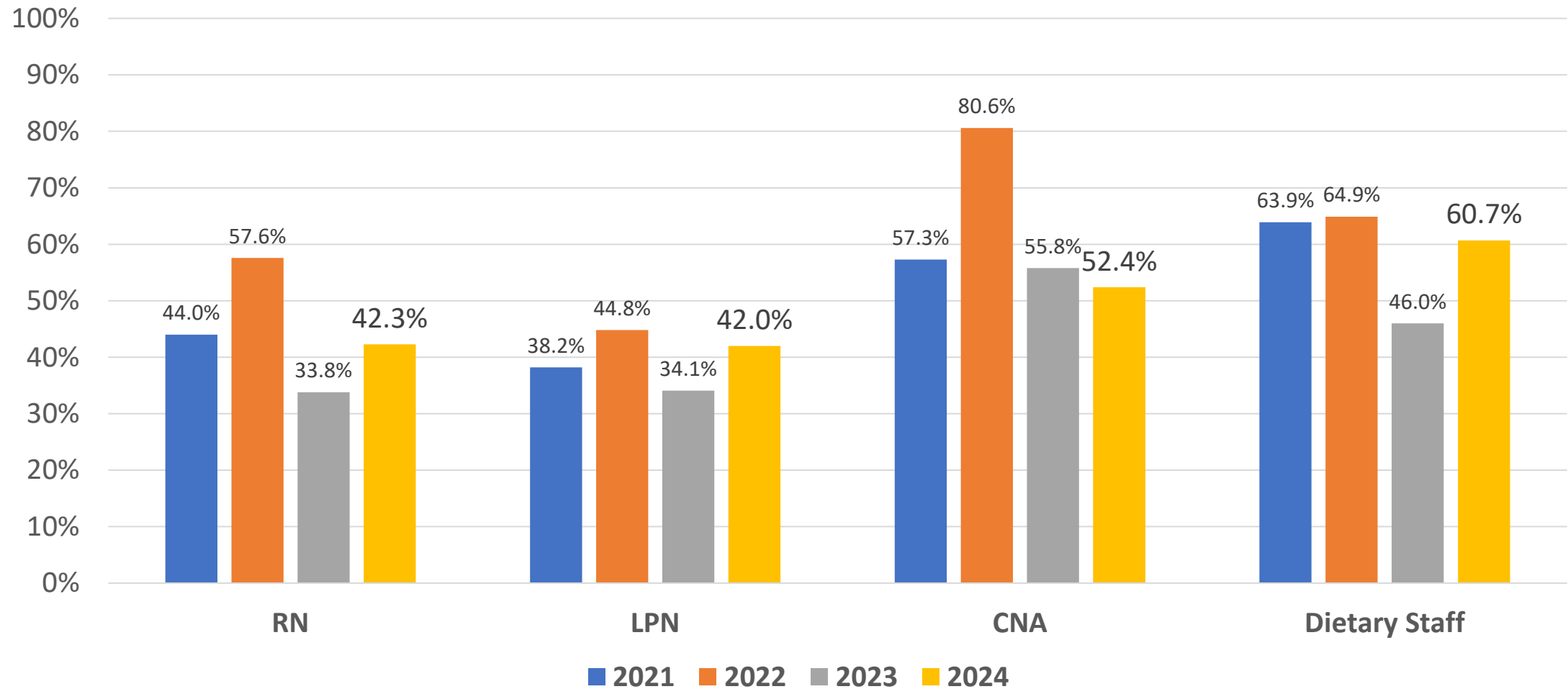
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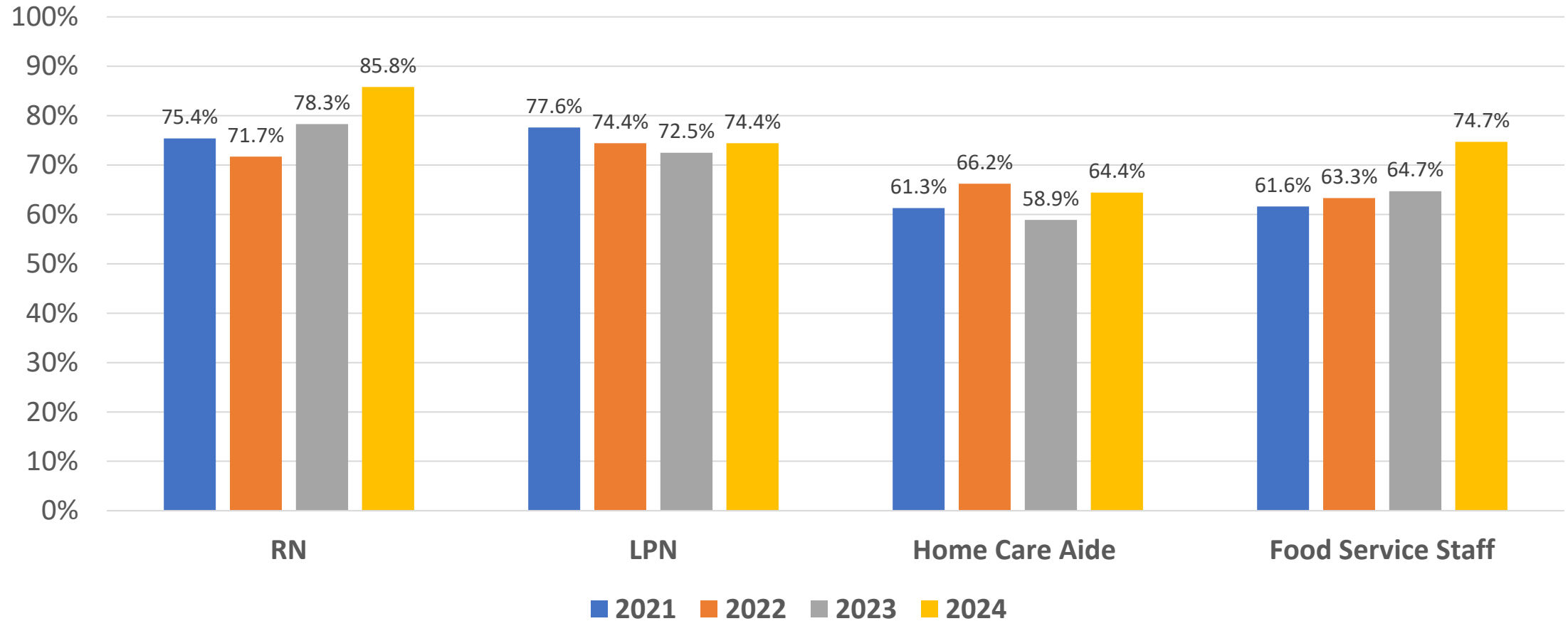
AL Turnover Rates Improved for LPNs and Aides but Spiked for Dietary in 2024



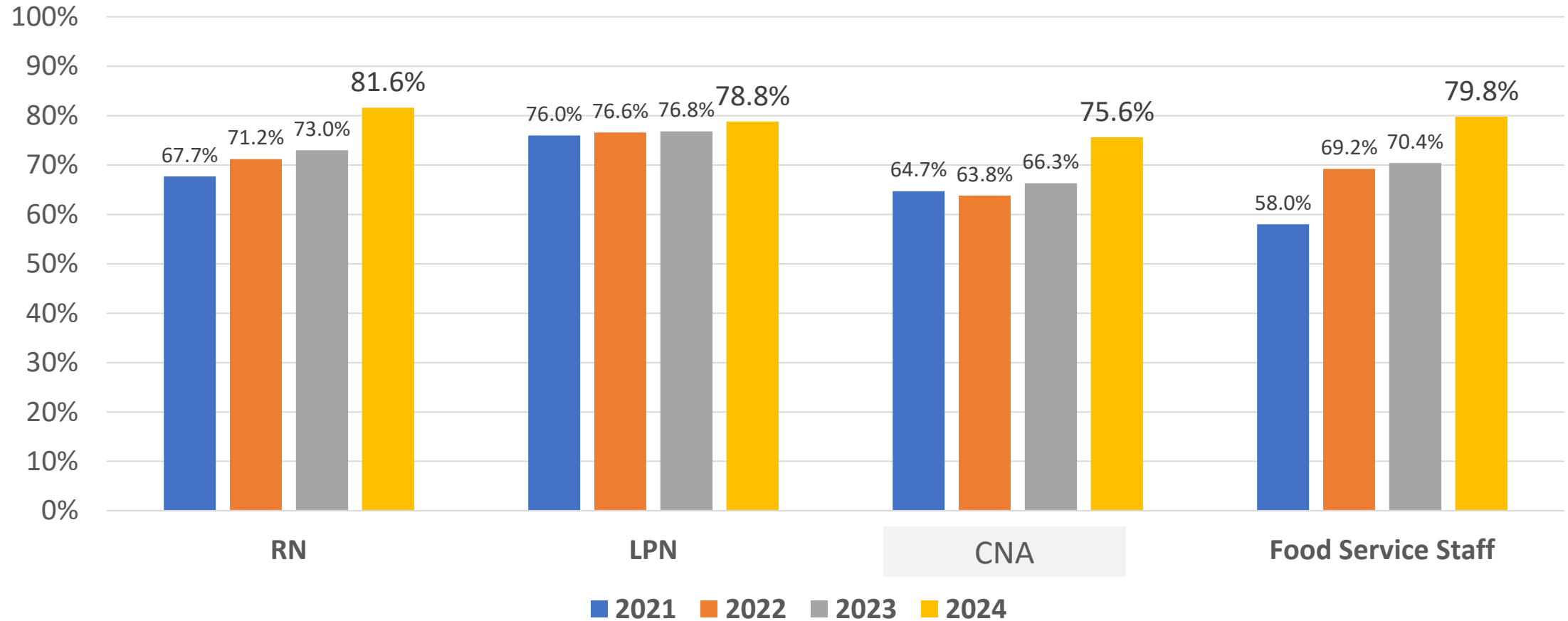
Statewide Nursing Facility Staff Turnover Spiked in 2024 Except for CNAs



AL Retention Rate Improved for all Positions in 2024

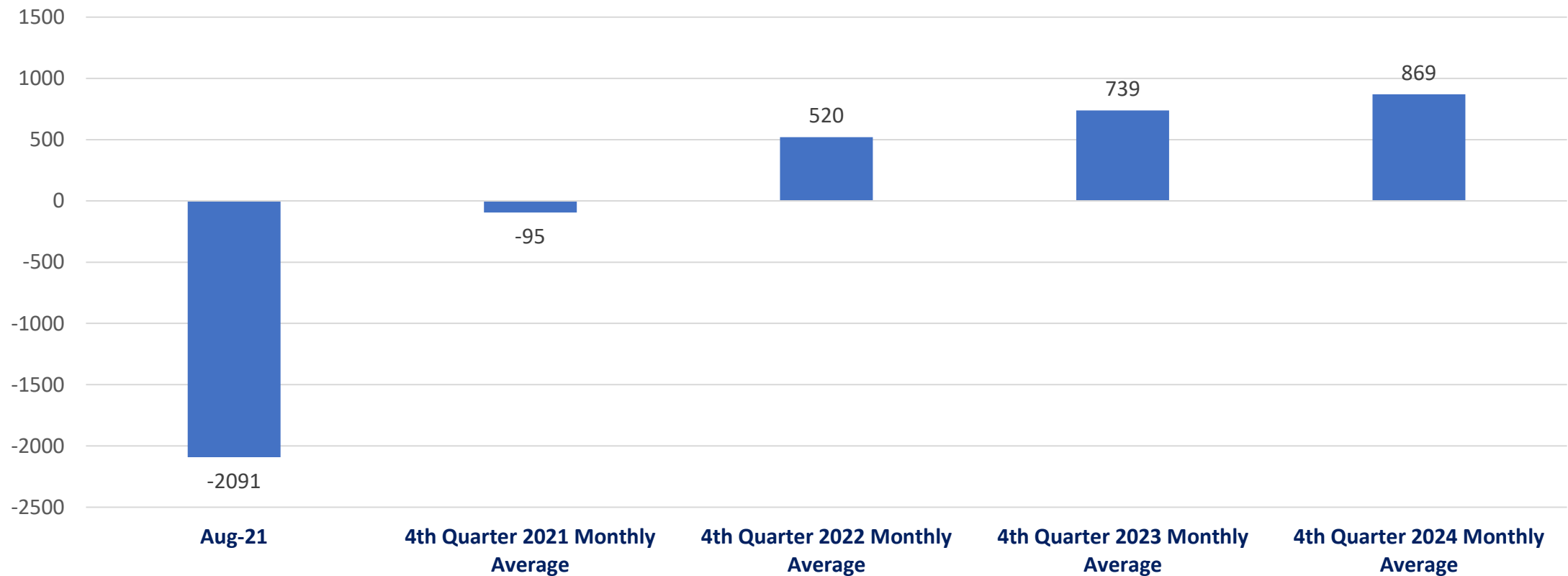


Nursing Facility Retention Rate Improved for all Positions in 2024

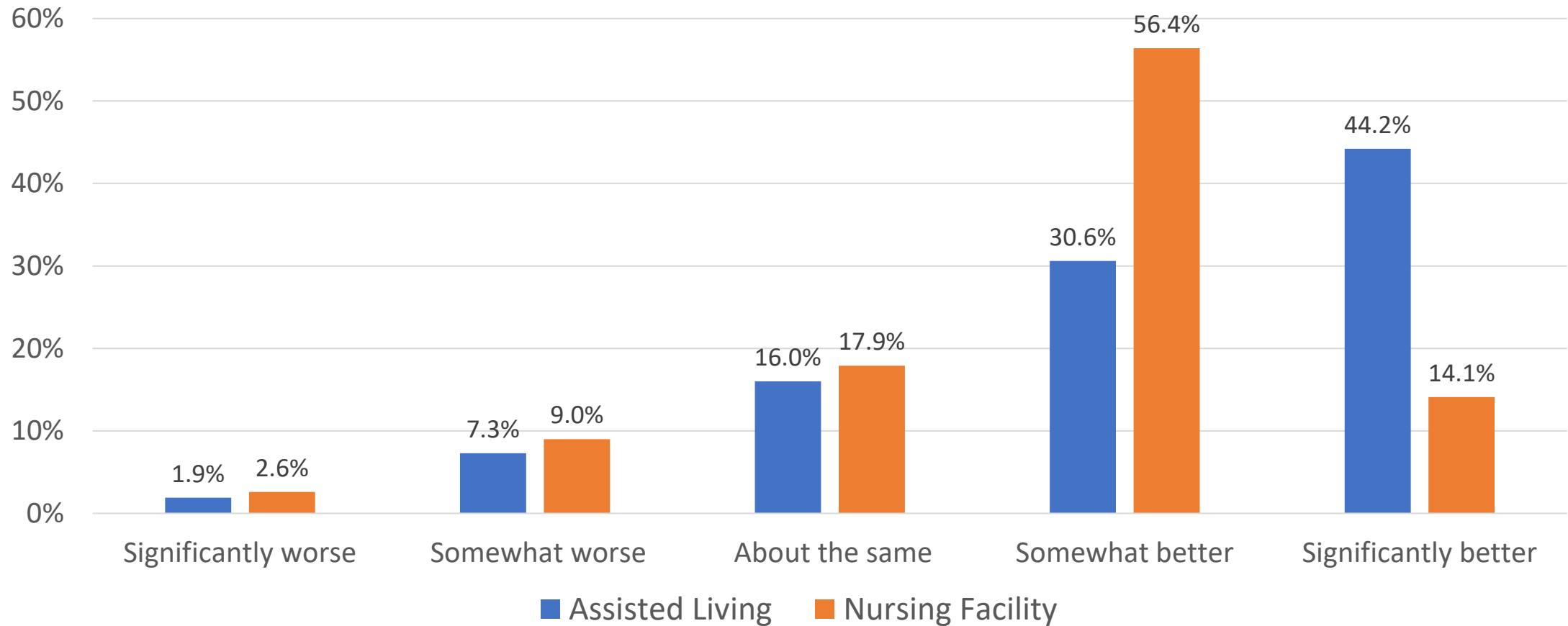


LTC Providers are Improving Staffing as New Hires Exceed Employees Leaving

Difference Between Resignations and New Hires for all NF and AL Providers

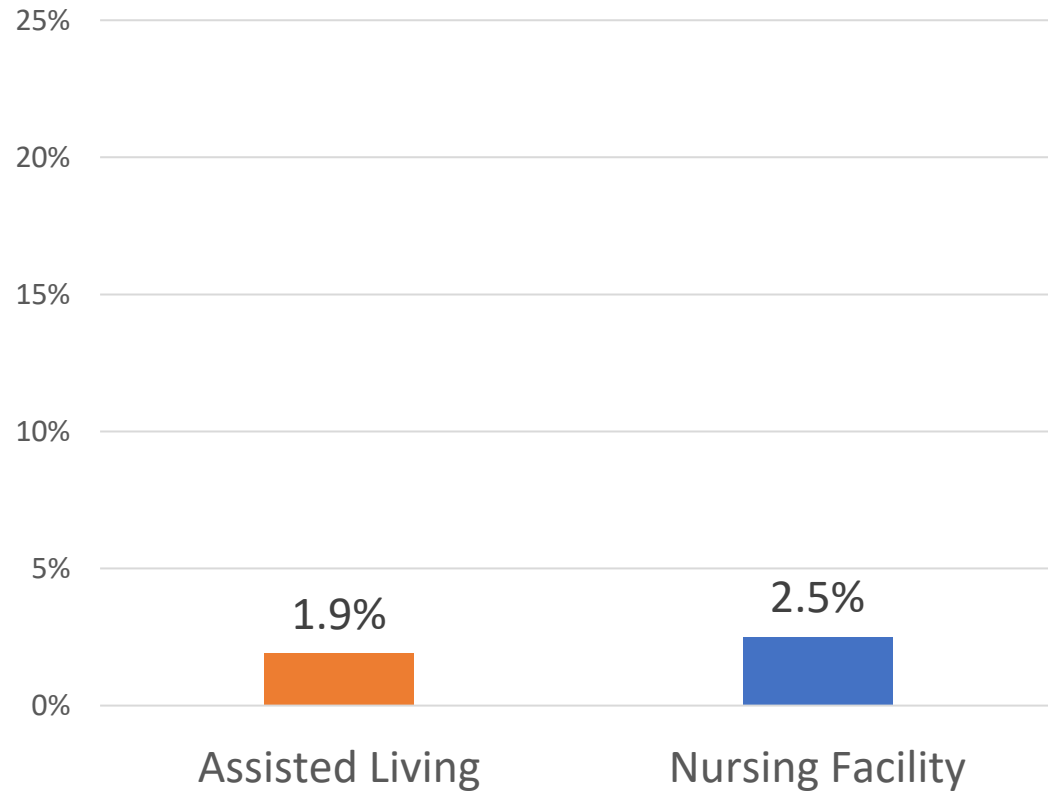


Operating Margin Showed Improvement in 2024 for all of LTC, AL more likely to Report Dramatic Improvement

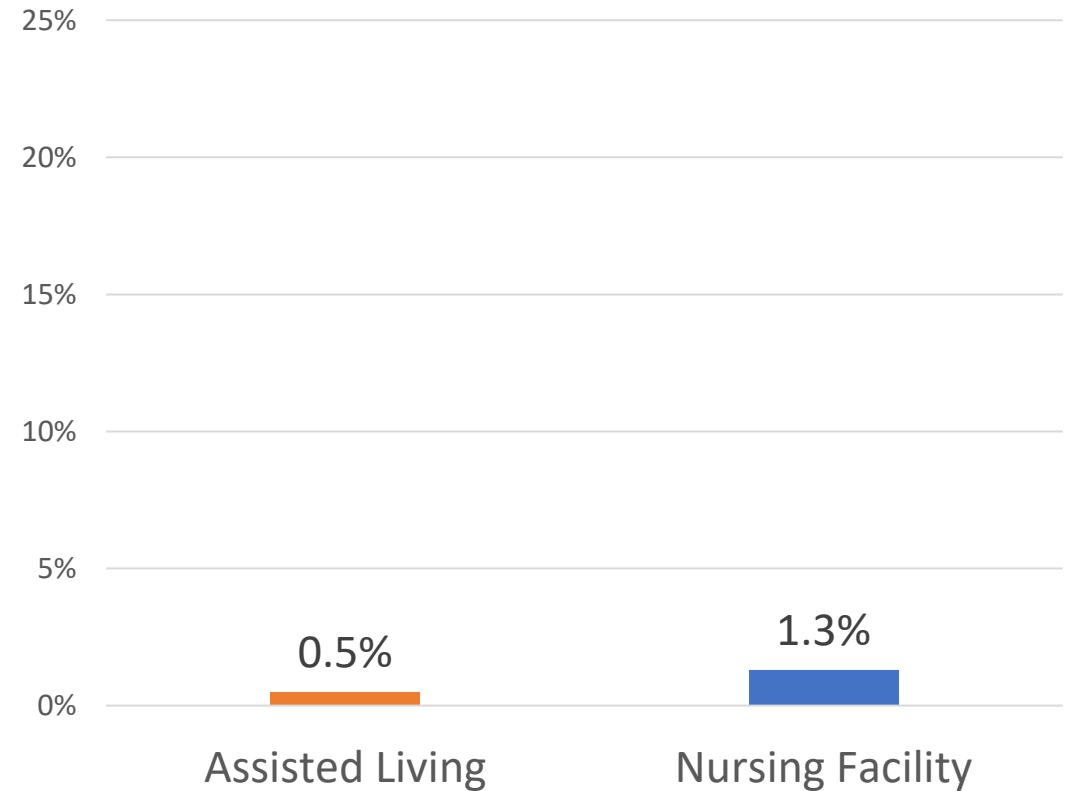


Very few LTC Facilities currently Considering Sale or Closure

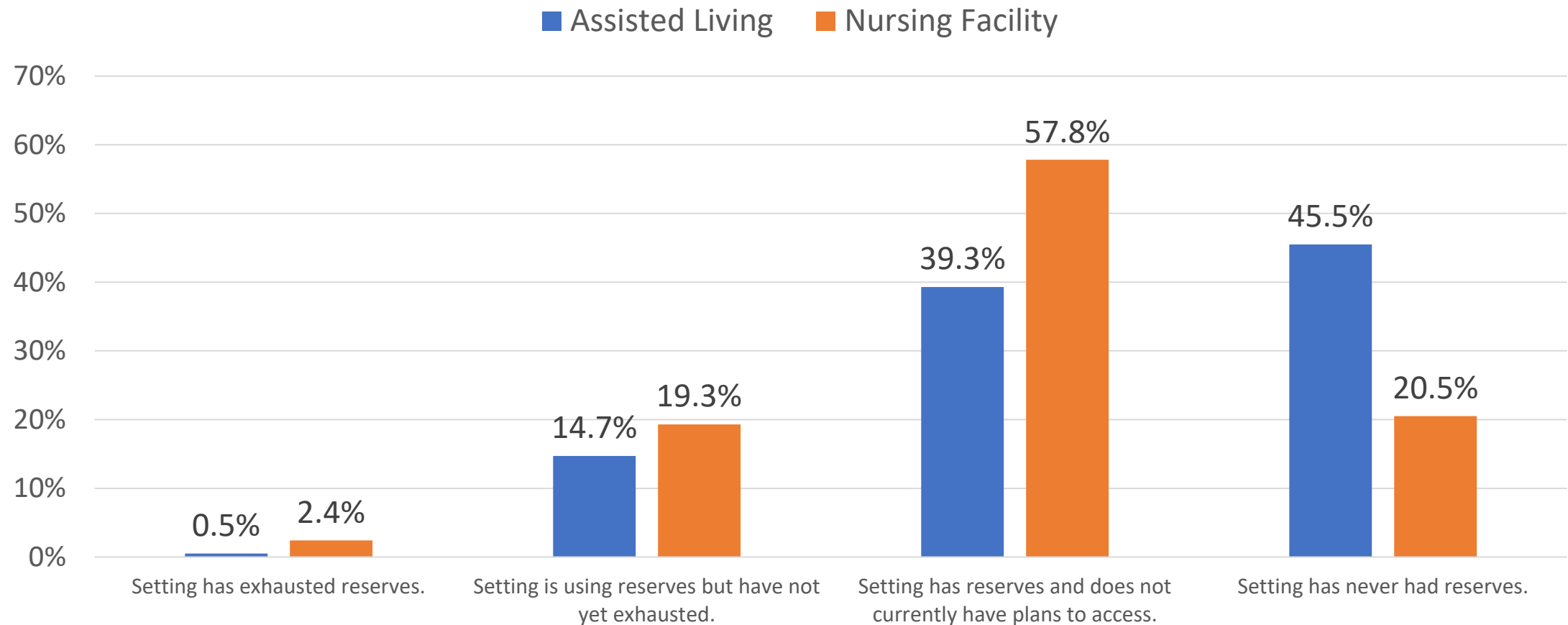
Considering Sale



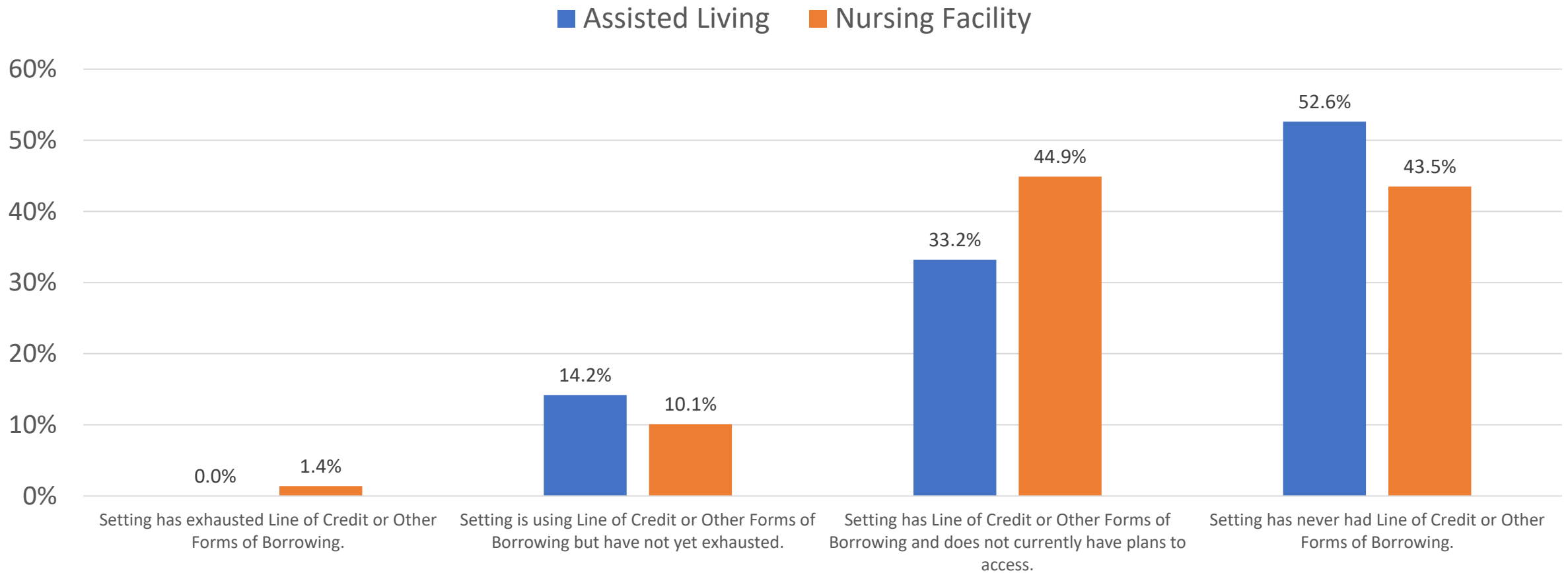
Considering Closure



More than 15% of LTC Providers are Spending Reserves to Support Operations

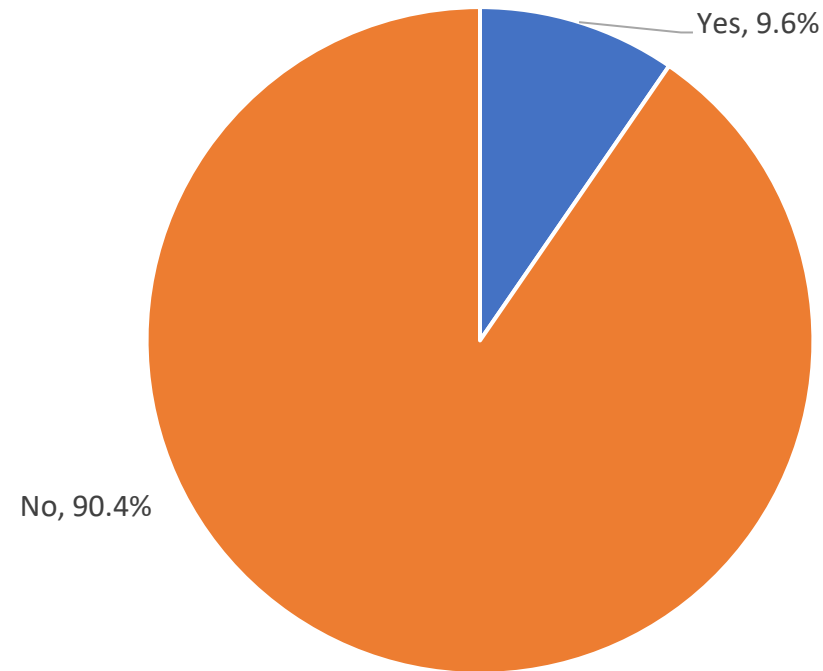


Over 10% of LTC Providers are Using Credit to Support Operations

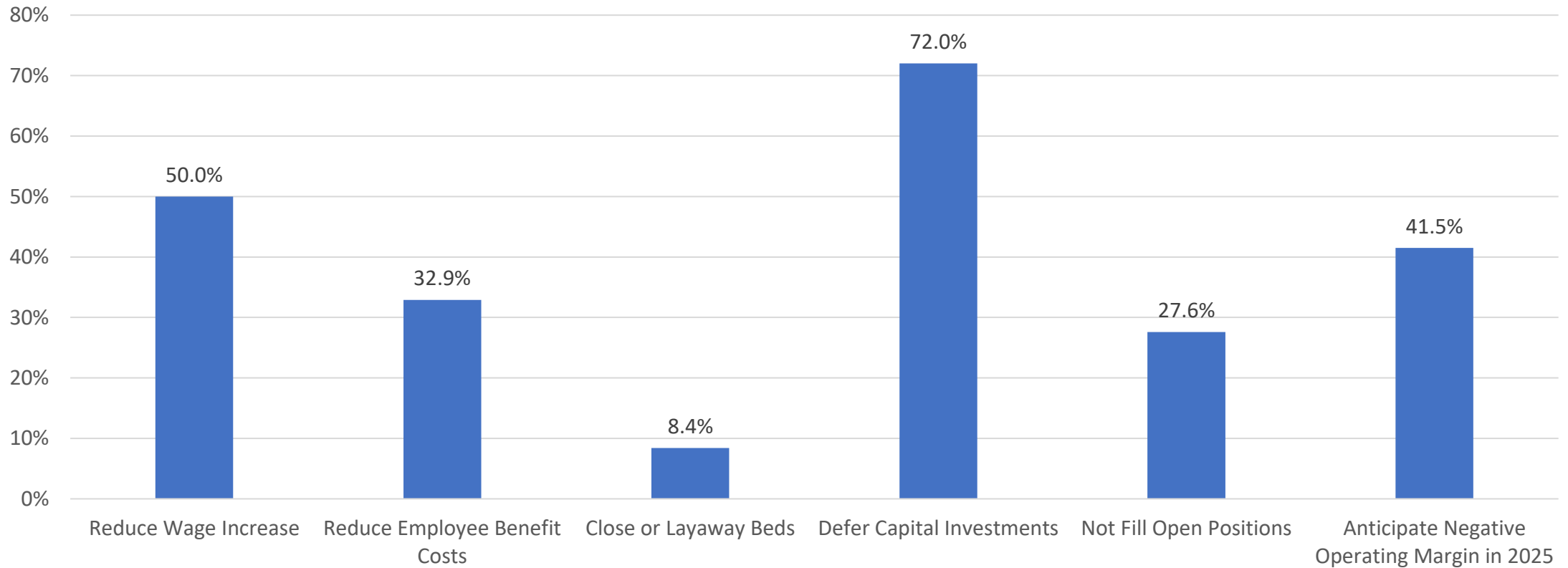


Vast Majority of Nursing Facilities not Currently Considering Laying Away Beds

Is your Nursing Facility Considering Laying Away Beds?

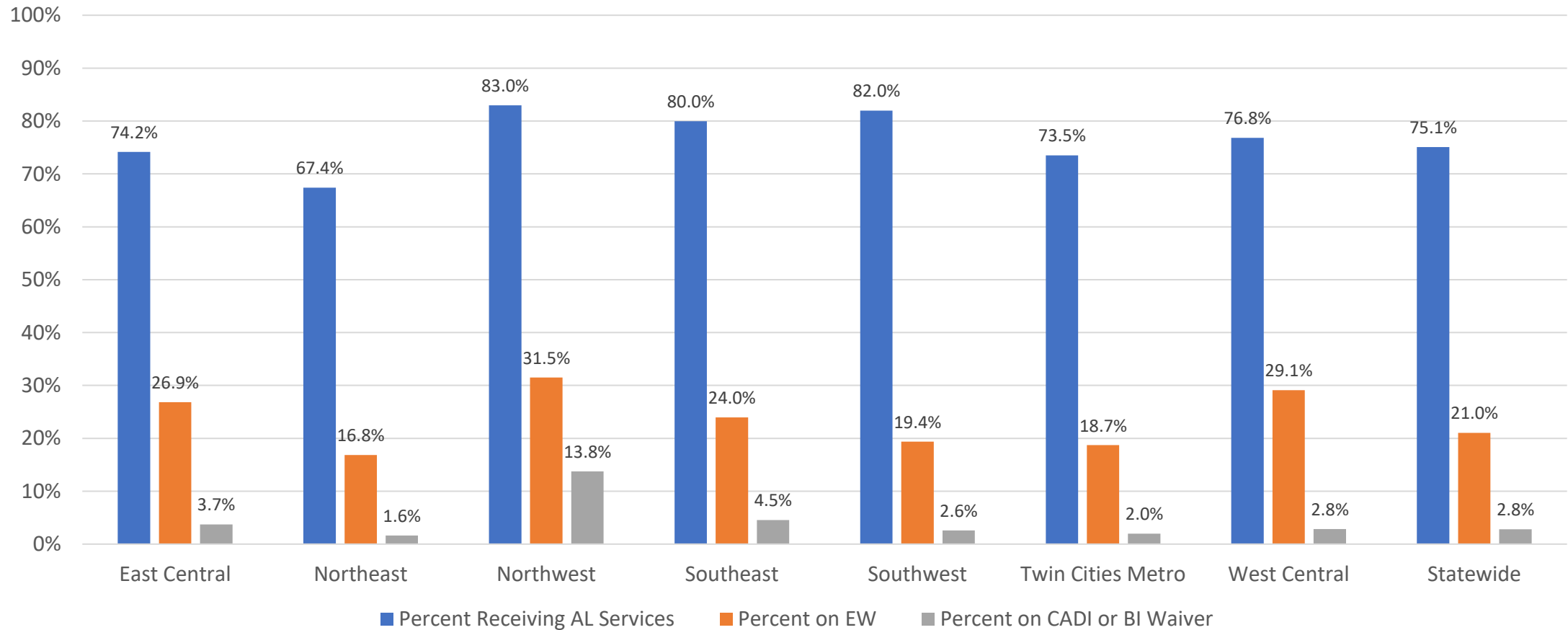


Due to Expiration of Rate Add-On many Nursing Facilities are Planning for Negative Margin, Reduced Wage Increases and Deferring Capital Investments

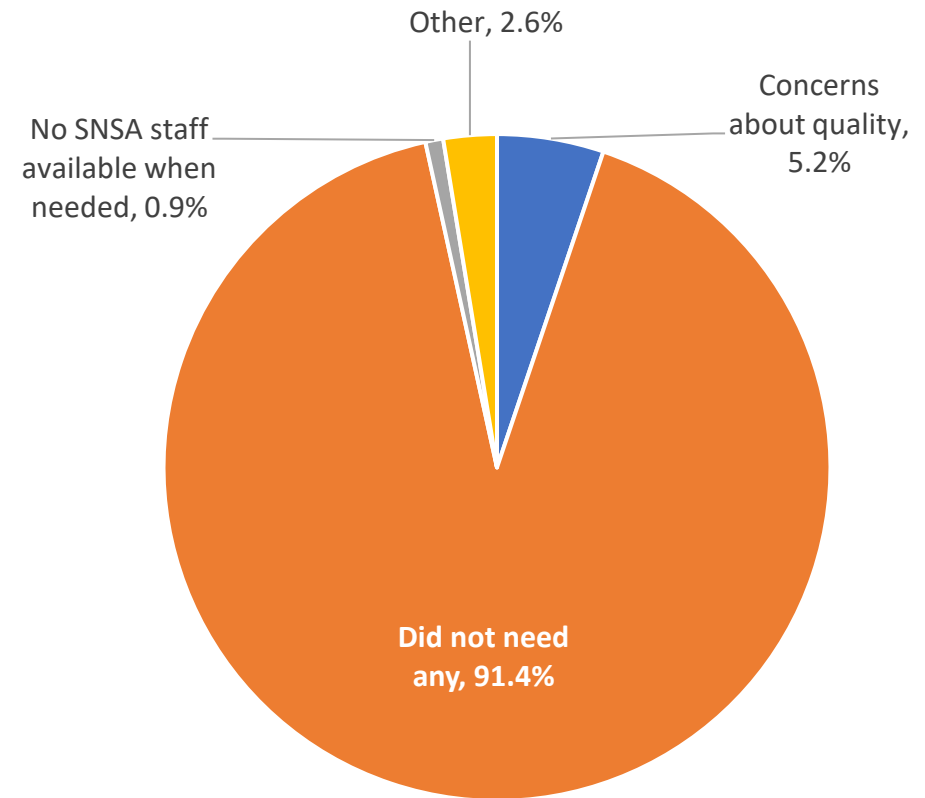
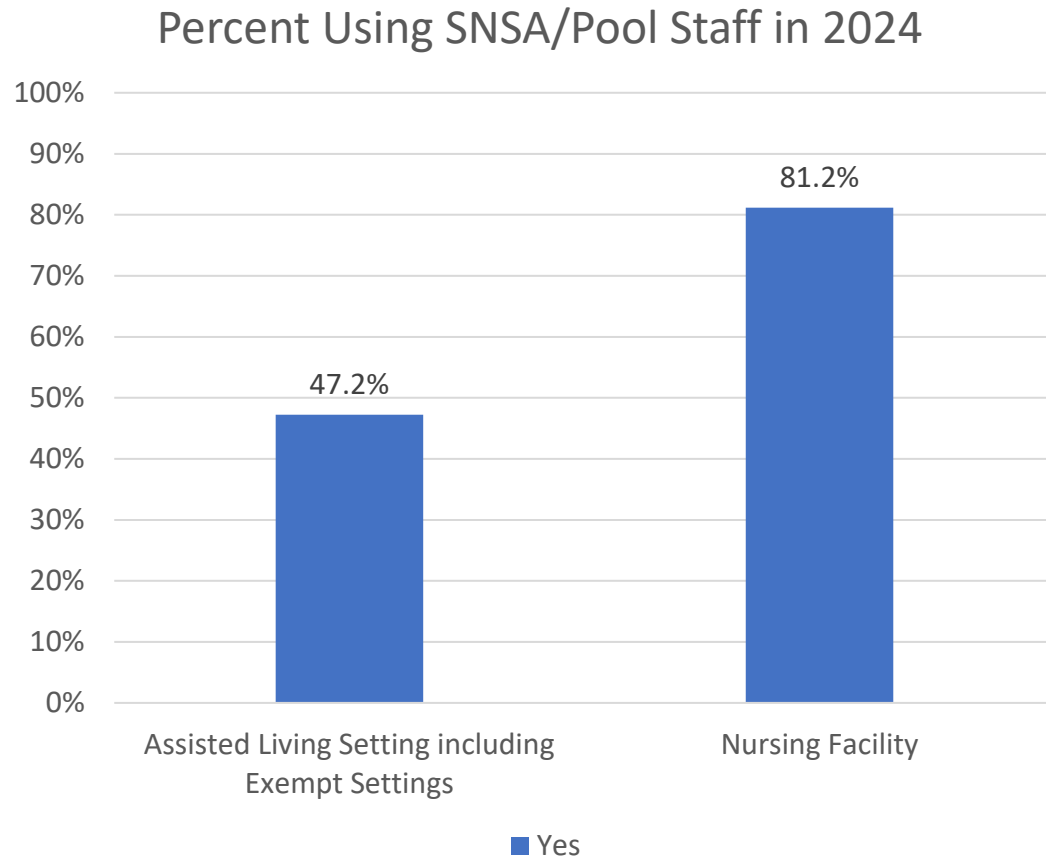


■ How is your nursing facility responding to the expiration of the \$12.35 per resident day add-on

Most AL Residents Receiving Services, EW Highest in Rural Areas, Disability Waivers Highest in Northwest



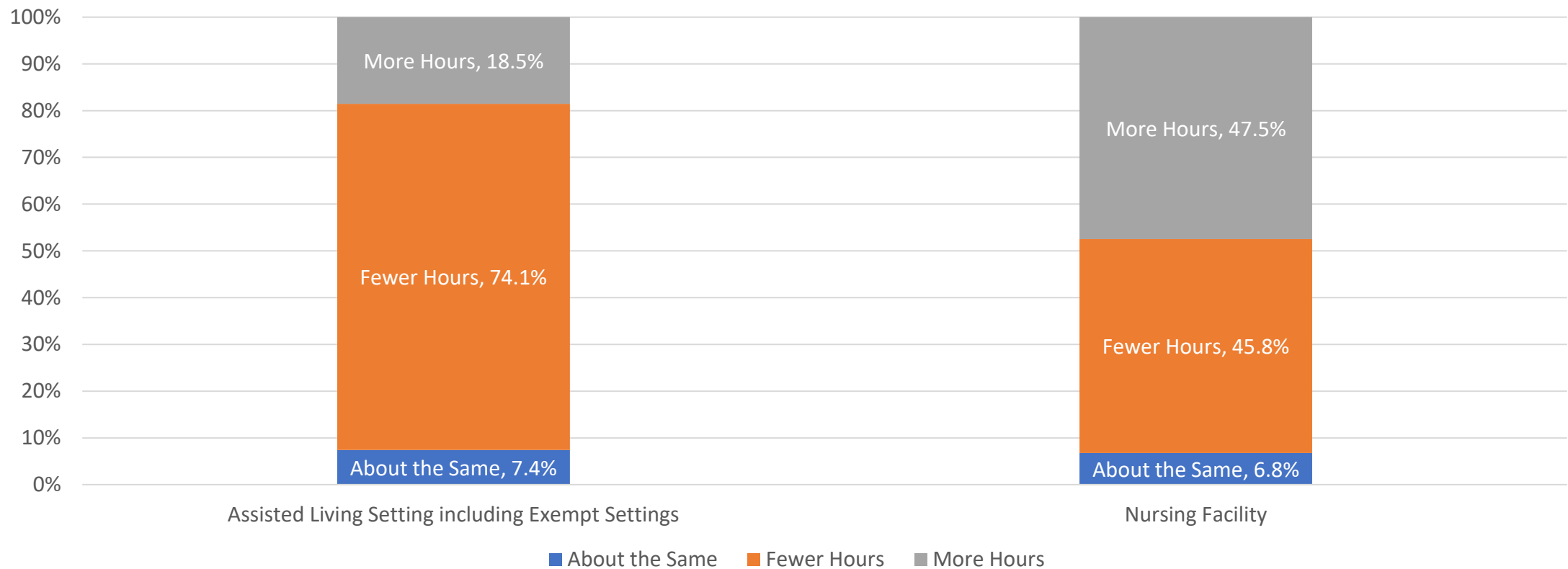
Nursing Facilities Much More Likely to Use Pool



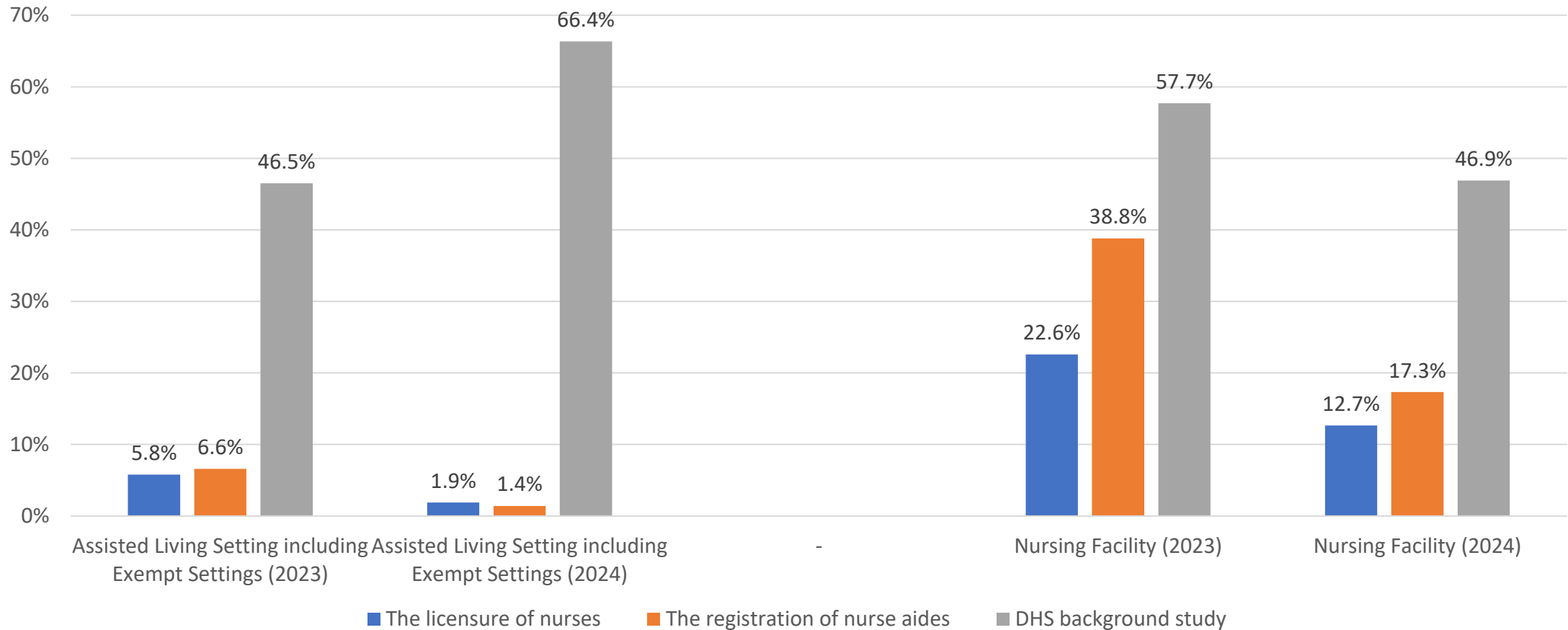
Why did your setting not use pool?

Of the Assisted Living Using Pool in 2024, 74% Report Using Fewer Hours than in 2023

Use of SNSA/Pool Staff in 2024 Compared to 2023

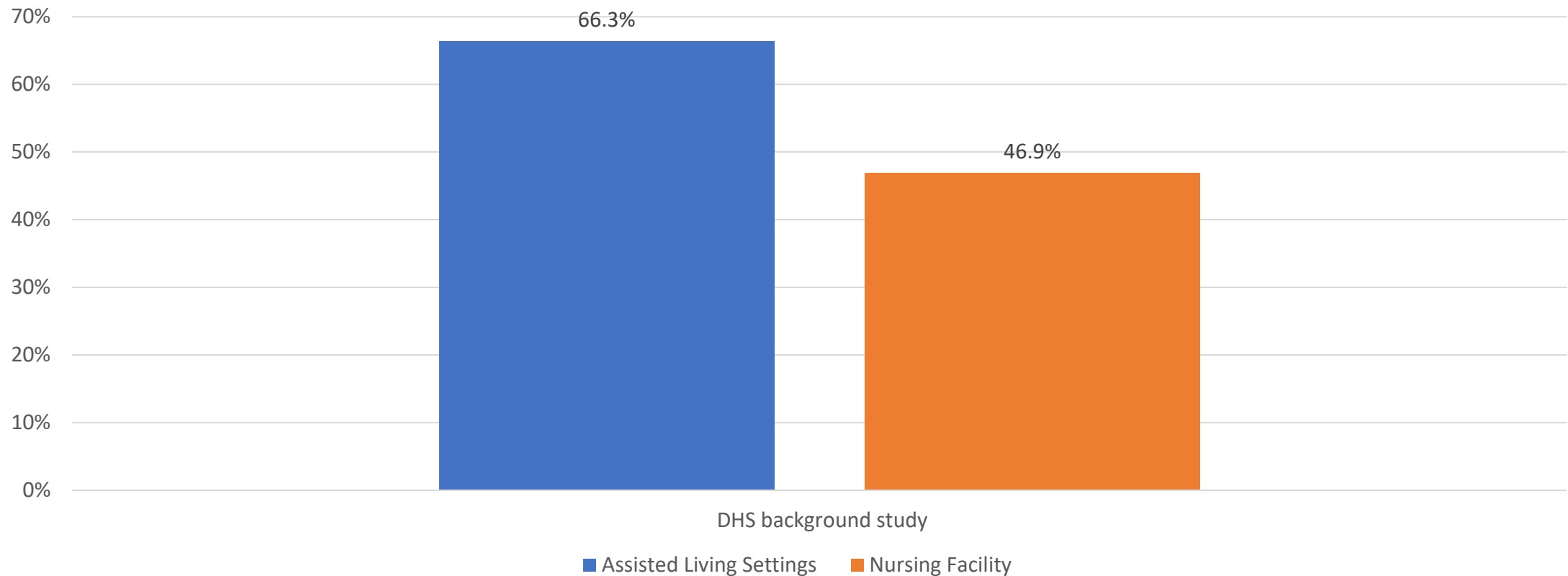


Providers Report Continued Delay in Onboarding New Staff Due to DHS Background Study Issues



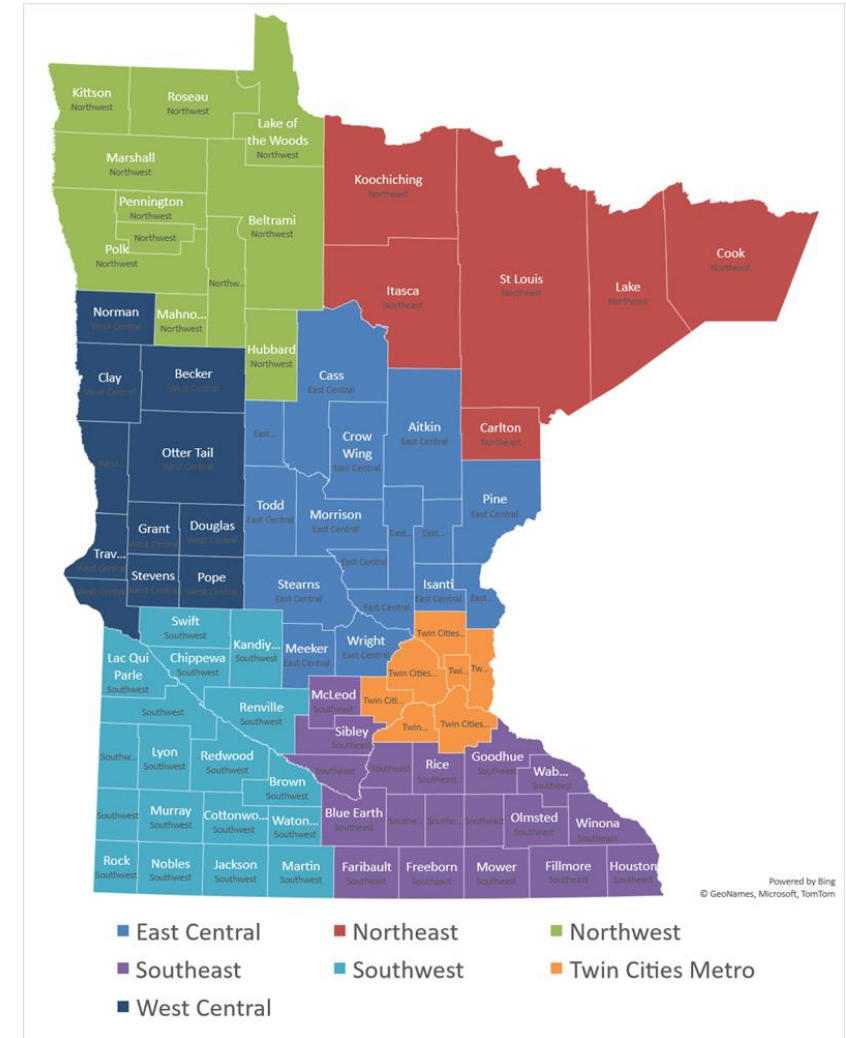
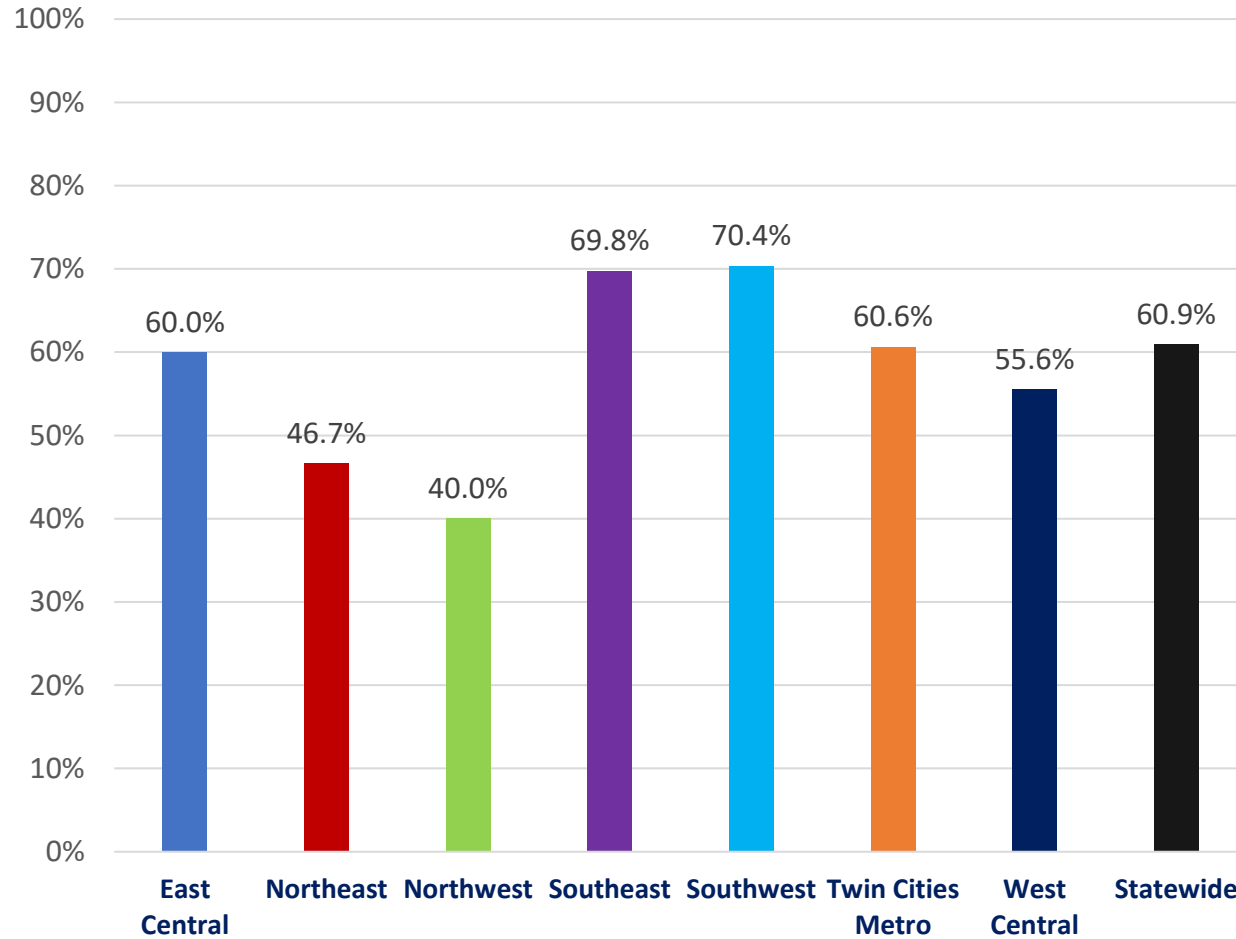
Providers Report the Delay in Onboarding New Staff Due to DHS Background Study Issues

Provider Experiencing Delays in the Previous 12-months with the Onboarding of New Employees

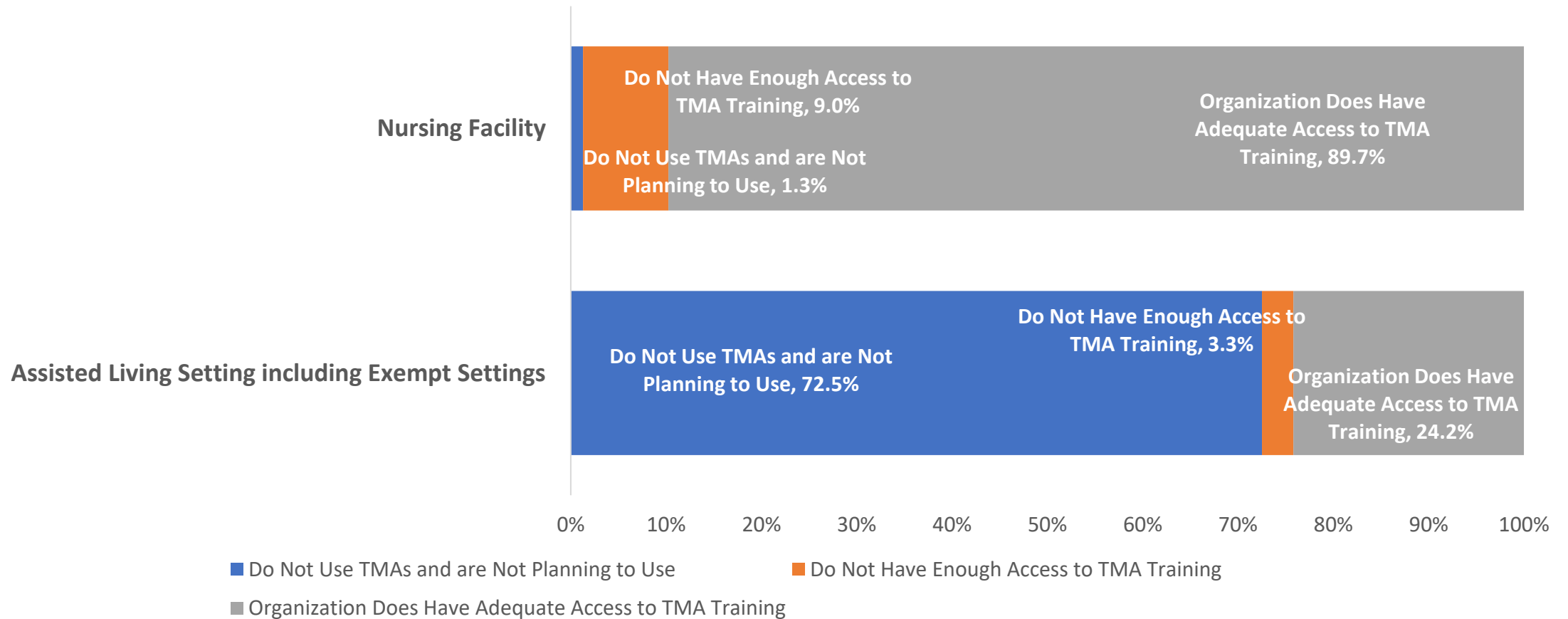


The Delay in Onboarding New Staff Due to DHS Background Study Issues Lengthier in Southeast and Southwest Regions

Nursing Facilities and Assisted Living Settings Experiencing Delays in the Previous 12-months with the Onboarding of New Employees



9% of Nursing Facilities Report Not Having Adequate Access to TMA Training



Staffing Apps Used

Higher Level of Reported Use

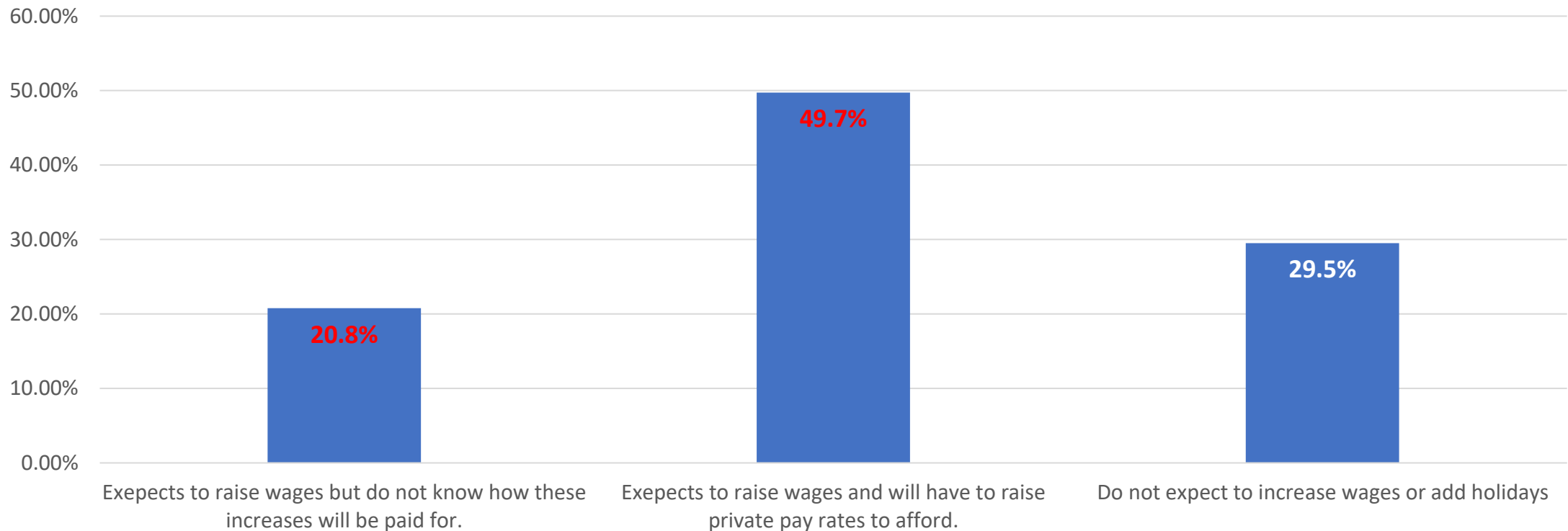
- MyTime
- ClipBoard Health
- ShiftKey

Smaller Level of Reported Use

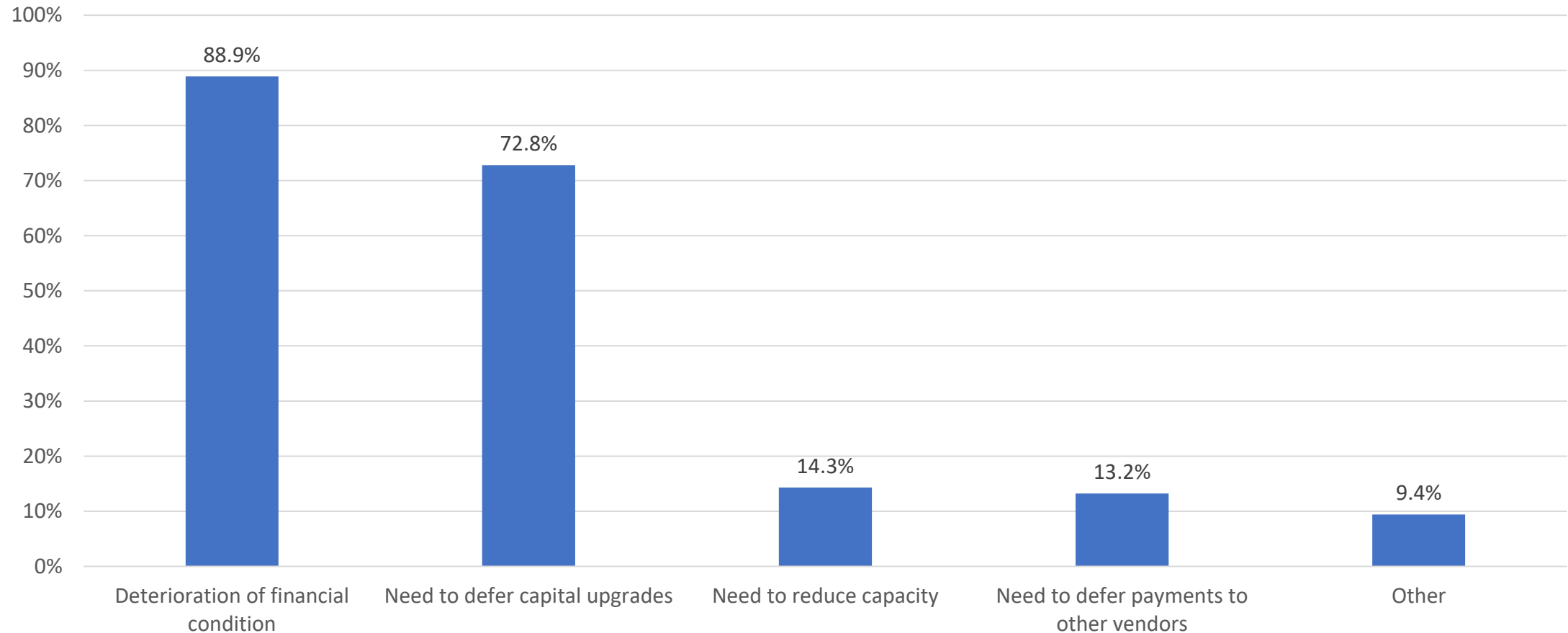
- ADP Scheduling
- All Shifts
- ESHYFT
- GrapeTree
- Interim Health
- Ivalon
- Kruger Nursing Solutions
- OnShift
- Primetime
- R-Tasks

91% of Assisted Living Facilities Have Heard about the two Mandated Wage and Compensation Rules that Apply Only to Nursing Facilities.

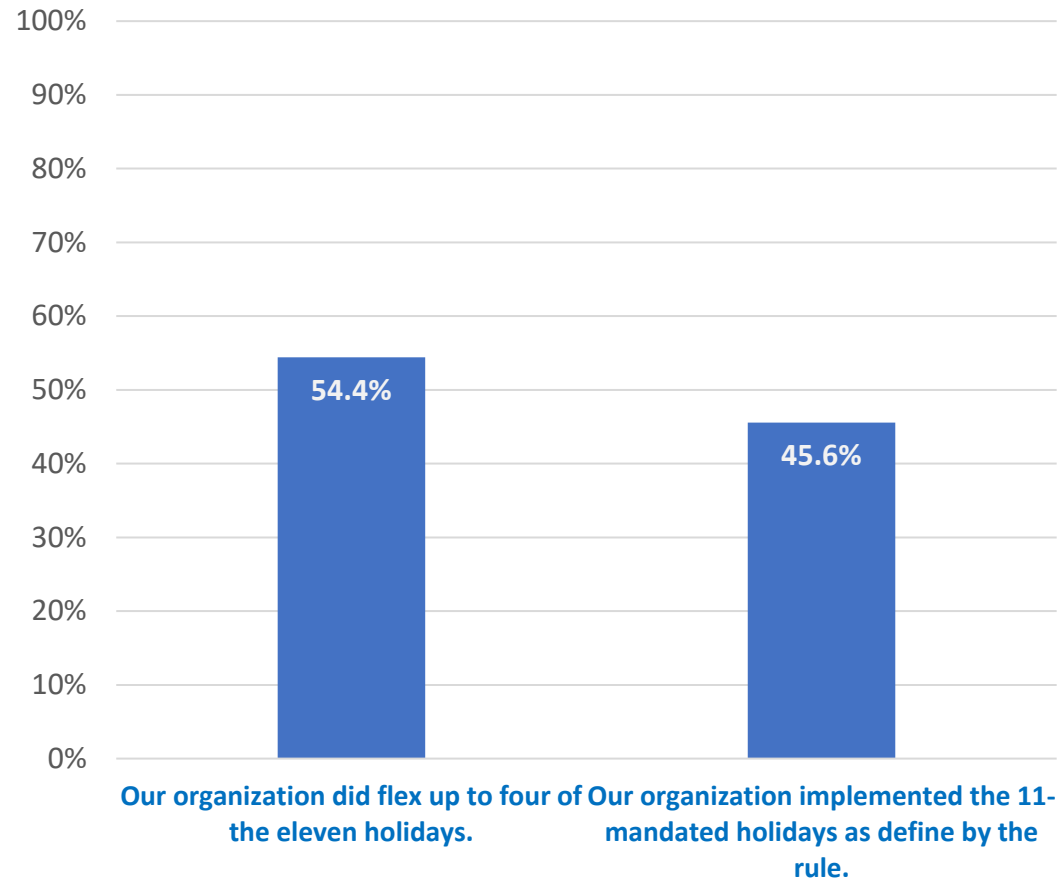
70% of These Assisted Living Facilities Expect that They Will Need to Raise Wages to Compete With the Two Mandated Wage and Compensation Rules.



Impact of the Minimum Wage Standards on Nursing Facilities: The Vast Majority Anticipate Negative Financial Impacts



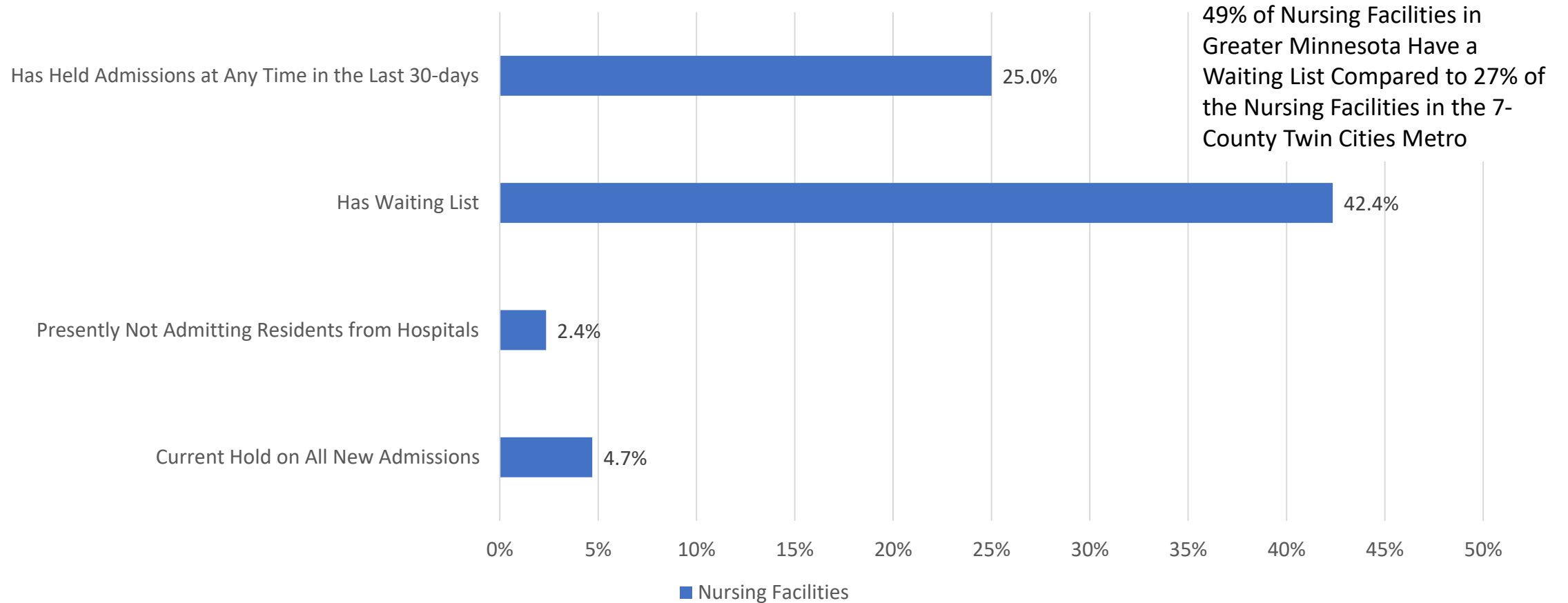
More than Half of Nursing Facility Respondents Chose to Flex Up to Four of the Eleven Mandated Holidays for 2025



• Why did some nursing facilities choose not to “Flex” up to four holidays?

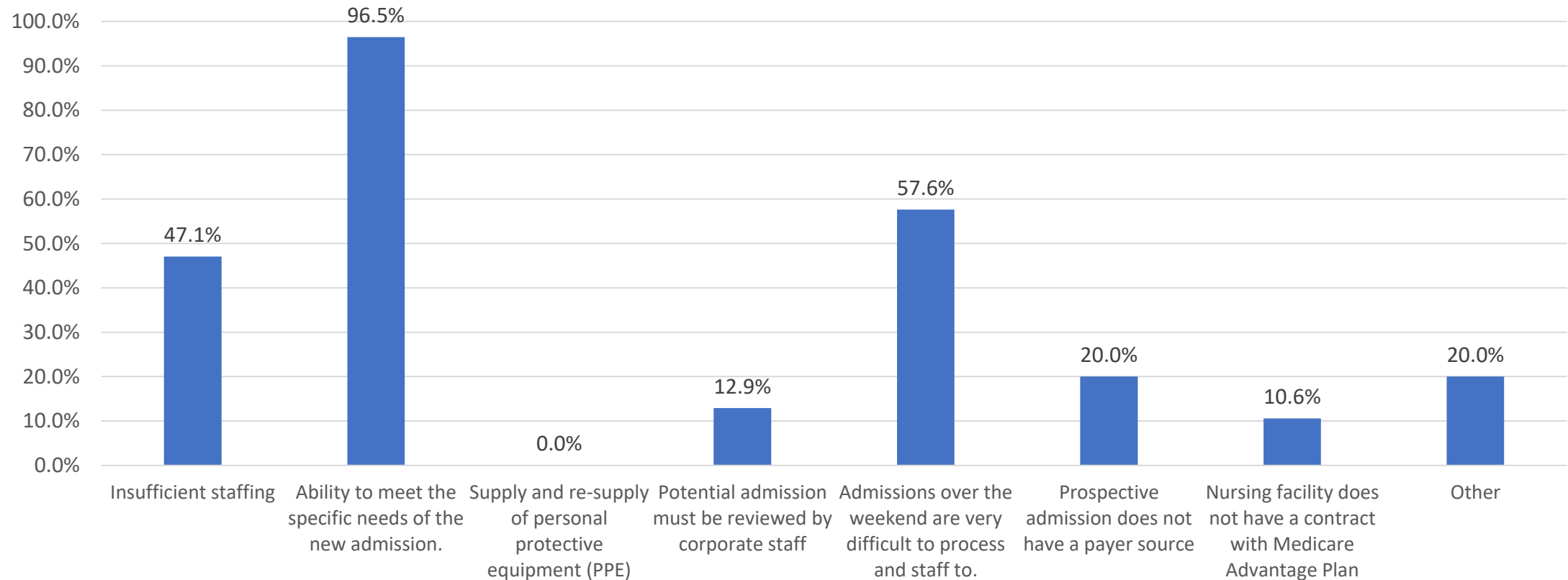
- Some respondents understood the eleven holidays to be mandated and no options for modification.
- A survey was sent for all staff to choose what they would like to see happen.
- Facility agreed to remain with the 11-holidays defined by rule.
- Did not vote to amend any of the days or time due to lack of clear guidelines.
- Did not have adequate time to get feedback from our staff.
- We implemented them due to the rule not being finalized sooner.

Over 40% of Minnesota Nursing Facilities Currently Have a Waiting List



Ability to meet the needs of potential admission, staffing, and weekends often inform the decision to accept or not accept an admission from a hospital

Minnesota Nursing Facilities Reason for Denying Admissions



Typical Nursing Facility Continues to Decline a High Number of Admissions Each Month

