



California Association of Health Facilities Nursing Staff Crisis

Nursing care facilities are facing historic staffing shortages.

Hiring challenges that existed prior to the pandemic are exacerbated by the nationwide shortage, leaving nursing facilities unable to compete with hospitals and higher-paying industries. SNF staffing shortages mean longer shifts to meet mandated ratios, and burnout that drive even more vacancies.

Absent urgent action, nursing facilities will be forced to reduce bed capacity just as our aging population is starting to peak, which will have ramifications on the entire healthcare system.



Highest Shortage Among the States

Primary Causes:

- Aging population
- Burnout/retirement
- Insufficient faculty/enrollment

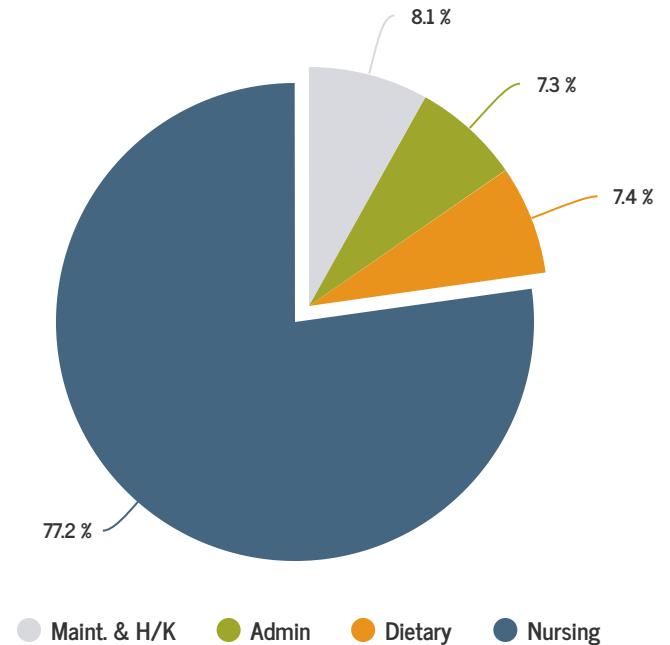
44,500 Projected Shortfall

Represents U.S. Health Resources & Services Administration estimates between nurses and demand in California by 2030.



Source: U.S. Department of Health & Human Services, [Supply and Demand Projections of the Nursing Workforce: 2014-2030](#)

3 out of 4 Staff Vacancies in SNFs are Nurses/CNAs



CAHF Survey of Staff Vacancies by Category - 2021

Impact to Healthcare System

- Reduced access to long-term care, especially in rural and already-underserved communities.
- Longer hospital stays due to wait times for discharge of patients to nursing facilities.
- Increased pressure on other healthcare segments (i.e., hospitals, primary care, specialty care) from residents who would otherwise be served by nursing care.
- Delayed treatment/services across the healthcare continuum.
- Increased public healthcare costs.