



Connecticut League
for Nursing



CLN's Statewide Nursing & Healthcare Workforce Summit – July 9, 2019

Executive Briefing

Data Highlights from
Connecticut E-Survey (4/10/19 – 5/13/19)





Thank you for attending CLN's Nursing & Healthcare Workforce Summit!

- To view Connecticut Nursing Workforce Reports & CLN Published White Papers along with the 2019 Nursing Reports for EDUCATION and SUPPLY, visit: www.CTCenterForNursingWorkforce.com

Or Contact, **Marcia B. Proto, M.Ed, CAS, Executive Director** for The Connecticut League for Nursing and The Connecticut Center for Nursing Workforce at 203-494-1121 or via email @ Marcia@CTCenterForNursingWorkforce.com

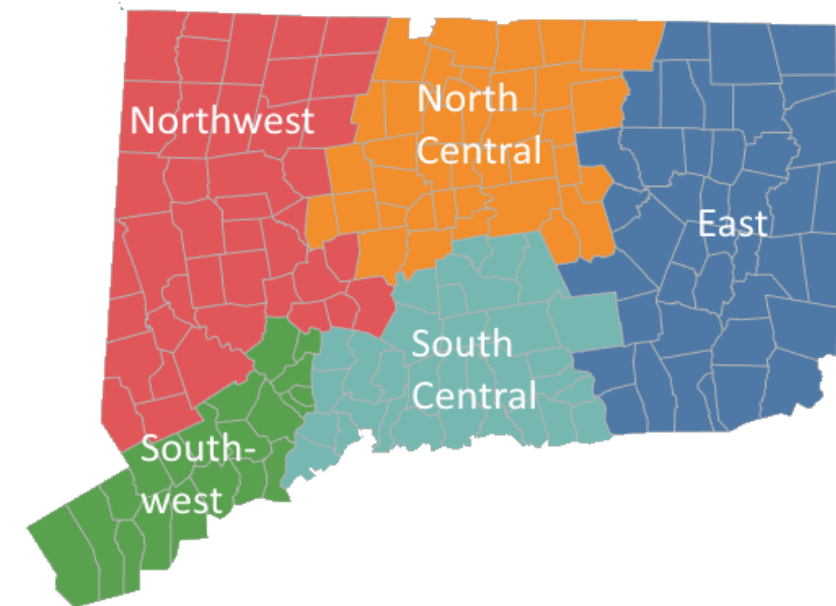
- To view the **Connecticut Data Collaborative interactive Nursing Workforce Portal & Data Stories**, visit: <https://tinyurl.com/y4h77xe8>
- To view the **Connecticut Sentinel Network interactive Healthcare Portal** prepared by The Center for Health Workforce Studies @ The University of Washington, visit: www.ct.sentinelnetwork.org
- To **REGISTER** as a **NEW FACILITY** with the **Connecticut Sentinel Network** so your facility can be included in the November 2019 E-Survey, visit: <https://tinyurl.com/y5dzhm59>

Responses by Facility Type:

Facility Type	Responses
Skilled Nursing Facility	17
Licensed Home Health Care Agency (Medical)	15
Home Care Agency (Non-Medical Homemaker/Companion, Personal Care Agency)	11
Higher Education / Research	8
Licensed Hospice Agency	8
Acute Care Hospital	7
Other	7
Primary Care Medical Clinic, Community Clinic, or Federally Qualified Health Center (FQHC)	5
Specialty Medical Clinic	5
Long Term Care Facility (not a skilled nursing facility or LTAC)	4
Medical/Diagnostic Laboratory	4
Behavioral-Mental Health Clinic/Outpatient Mental Health & Substance Abuse Clinic	3
Long term acute care facility (LTAC)	3
Total	97

Responses by Workforce Investment Board (WiB) Region

Workforce Investment Board Region	Number of Responses
East	27
North Central	62
Northwest	44
South Central	51
Southwest	34
Total	218



NOTE: the number of responses is greater than 97- as many facilities serve multiple WiB regions in CT

Residents Served	Responses
Mostly Rural Residents	8
Mostly Urban Residents	30
A Combination of Rural and Urban	180
Total	218

Occupations in CT with Exceptionally Long Vacancies

Across All 97 Facility Types Responding:

Most frequently mentioned occupations with Exceptionally Long Vacancies*

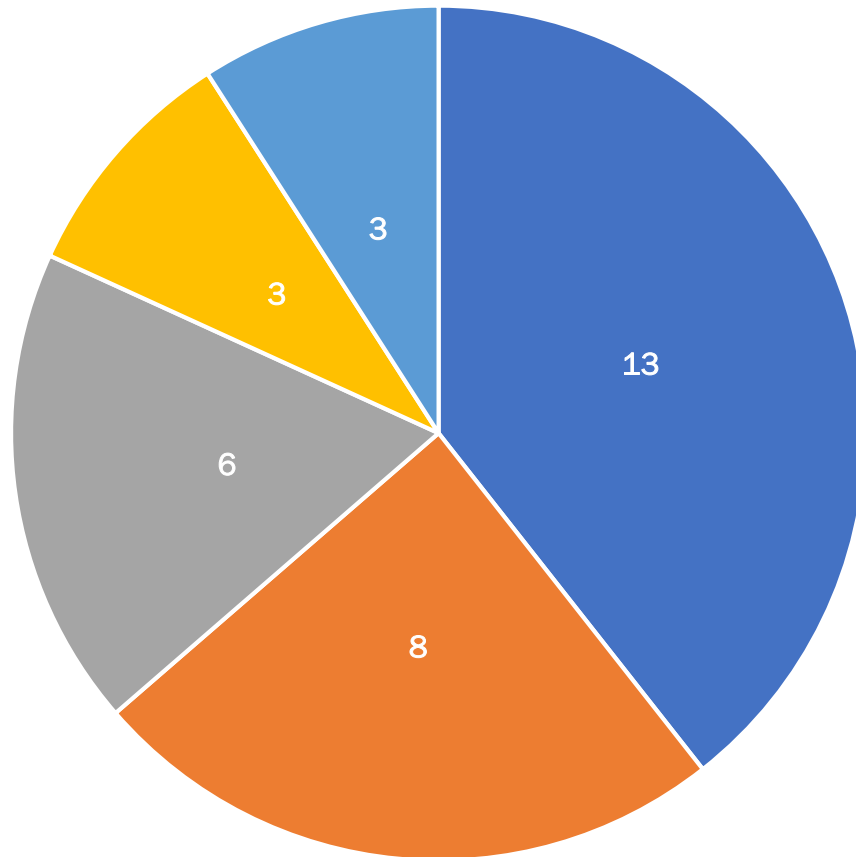
Registered Nurse	38/97	Nursing Assistant – Certified	22/97
Home Health Aide/Home Care Aide	9/97	Nurse Practitioner	8/97
Physical Therapist	7/97	Physician/Surgeon	7/97
Licensed Practical Nurse	5/97	Occupational Therapist	4/97
Psychologist, Clinical and Counseling	4/97	Social Worker- Masters Prepared	4/97
Surgical Technologist	4/97		

* **NOTE:** the number of mentions is heavily influenced by the facility types responding

Occupations with Exceptionally Long Vacancies by Facility Type

Note: Numbers help establish rankings within facility type – but are not meaningful to compare across facility types

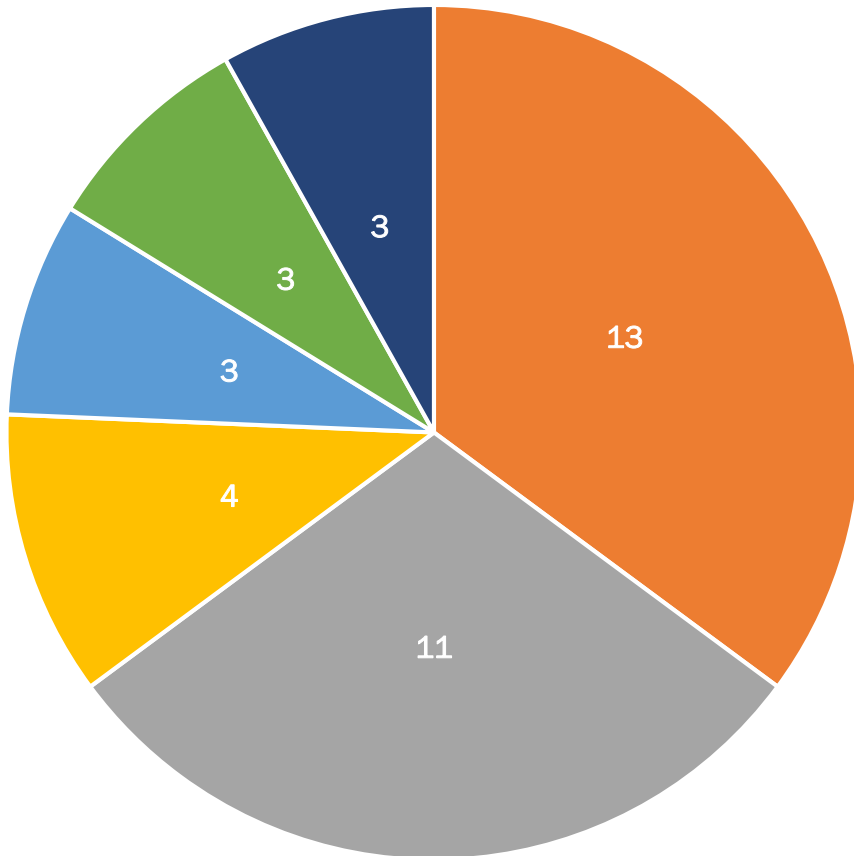
Home Health, Home Care, Hospice:



- Registered Nurse
- Nursing Assistant (Certified)
- Home Health Aide/Home Care Aide
- Occupational Therapist
- Physical Therapist

Note: Numbers help establish rankings within facility type – but are not meaningful to compare across facility types

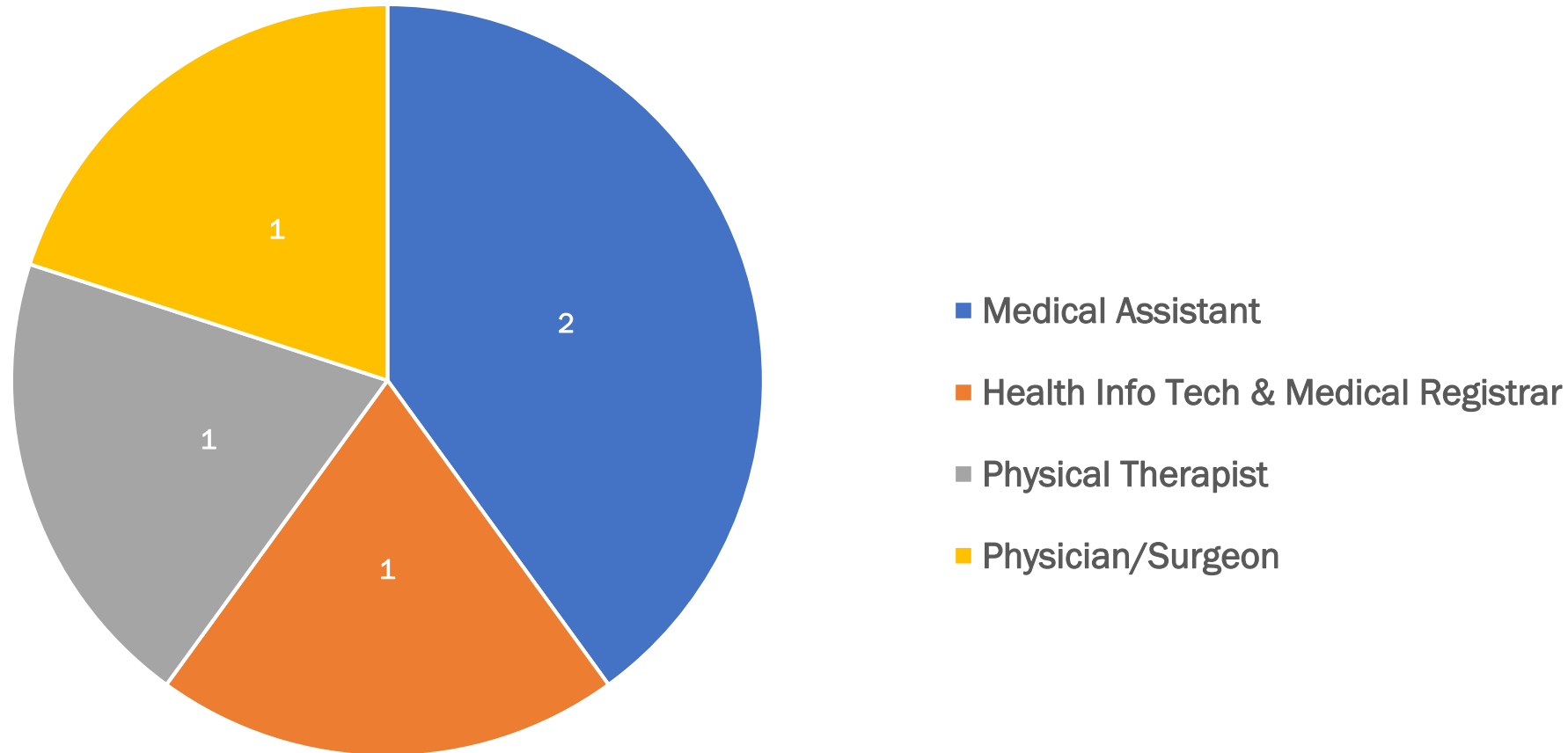
Long Term Care:



- Nursing Assistant - Certified
- Registered Nurse
- Physician/Surgeon
- Nurse Practitioner
- Licensed Practical Nurse
- Psychologist, Clinical & Counseling

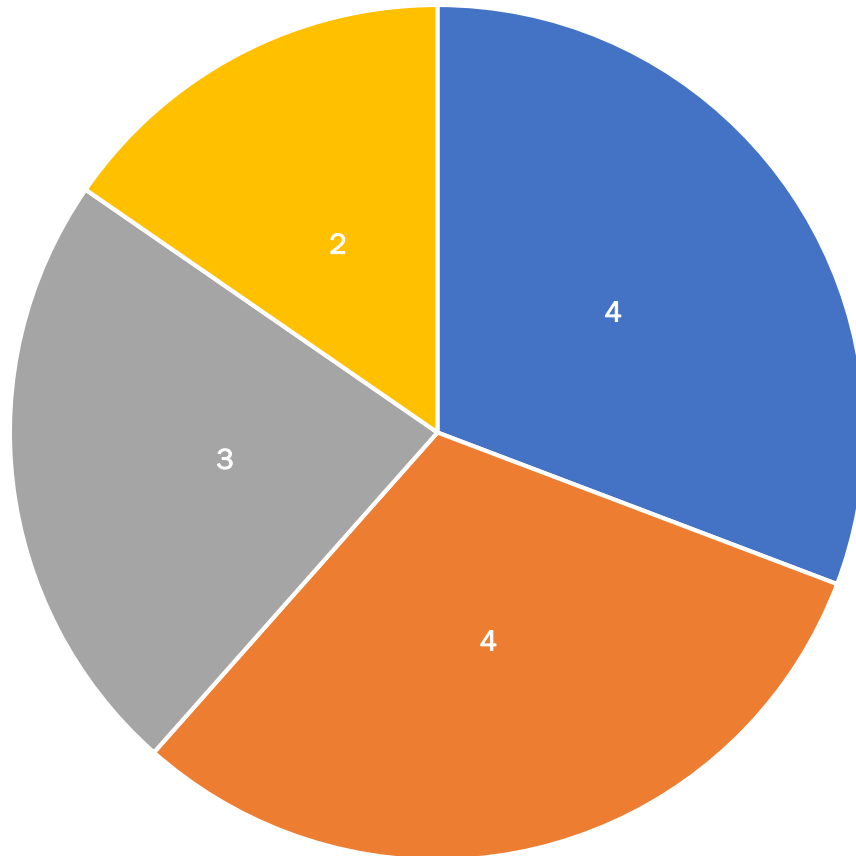
Note: Numbers help establish rankings within facility type – but are not meaningful to compare across facility types

Primary Care Clinics, FQHCs:



Note: Numbers help establish rankings within facility type – but are not meaningful to compare across facility types

Hospitals:



- Registered Nurse
- Surgical Technologist
- Medical & Clinical Lab Technologist
- Physical Therapist

Plus many more with one listing

Note: Numbers help establish rankings within facility type – but are not meaningful to compare across facility types

Reasons for Exceptionally Long Vacancies

For Home Health, Home Care or Hospice:

- *“Not enough qualified candidates with reliable transportation or interest in the field. Wages are low which may be the reason.”* [NA-C, Lic. Home Health Agency]
- *“No mileage reimbursement”* [NA-C, Lic. Home Health Care Agency]
- *“[Looking for] Spanish speaking.”* [RN, Lic. Home Health Care Agency]
- *“Town agency pay scale limited and skill set for experienced homecare nurse”* [RN, Lic. Home Health Care Agency]
- *“Less part time applicants”* [Home Health Aide/ Home Care Aide, Lic. Home Health Care Agency]
- *“Growth”* [RN & Home Health Aide/ Home Care Aide, Lic. Hospice Agency]

Changes to Onboarding & Training Priorities

For Home Care, Home Health or Hospice:

- *“OASIS D, Coding and change in payment model coming requires more education.”* [Many occupations]
- *“OASIS updates; Changes in the CoPs.”* [Multiple occupations]
- *“Education in new federal condition of participation beginning 1/1/18.”* [RN]
- *“We train, coach and mentor constantly on client and family care issues.”* [Multiple occupation]

Reasons for Exceptionally Long Vacancies

Long Term Care Facilities: (SNFs, Long Term Acute Care, Other Long Term Care Facility):

- *“RN positions are difficult to fill with qualified RN's typically we will hire a new grad we will train and then they leave after a few months to go to the hospital”* [RN, Skilled Nursing Facility]
- *“At this point the 4 area facilities are just ‘stealing’ from each other. We are all struggling with finding C.N.A.'s”* [CNAs, Skilled Nursing Facility]
- *“Health care providers are competing for staff in the same job pool. CNAs have many choices of where they are able to work.”* [CNA, SNF]
- *“Finding that RN's don't want a career in LTC but rather the acute arena”* [RN, Long Term Acute Care Facility]
- *“No nursing home experience.”* [RN, NPs, SNF]
- *“Travel Distance”* [NP, SNF]

Changes to Onboarding & Training Priorities

Long Term Care Facilities: (SNFs, Long Term Acute Care, Other Long Term Care Facility)

- *“CNAs are participating in a dementia care certification program” [SNF]*
- *“For RN/LPN/CNA more emphasis on specialty clinical programs training (pulmonary/sepsis/cardiology) as well as sexual harassment, HIPPA, Corporate compliance.” [SNF]*
- *“Increased annual training to include more education on Dementia, difficult behaviors, Mental health, Trauma informed care etc.” [CNAs]*
- *“We purchased online training platform from Healthcare Academy. This helps us from an organizational standpoint, but has no bearing on TO.” [CNAs]*

Reasons for Exceptionally Long Vacancies

Acute Care Hospitals:

- *“Being a small community hospital we compete with larger, more acute hospitals for talent both salary and competency”* [Many occupations]
- *“Not enough qualified applicants to meet our needs, lost a large number of ICU RNs to competing hospital with a richer benefits program”* [ER – OR, ICU]
- *“Critical shortage state-wide - not enough available programs.”* [Lab Technologist, Surgical Technologist]
- *“Small candidate pool for pediatric social workers.”*

Reasons for Exceptionally Long Vacancies

FQHCs and Primary Care Clinics:

- “Applicant pool is lacking in qualified candidates and the other organizations that we compete with have higher starting wages.” [Medical Assistant]
- “Not enough qualified applicants” [Multiple occupations]