



SURVEY: 2024 State of Pennsylvania Nursing Facilities

Background

Between April 29 to May 10, 2024, the Pennsylvania Health Care Association (PHCA) conducted a digital survey of nursing facility members, inclusive of for-profit, nonprofit and government-run facilities.

The focus of the survey was to better understand the current state of nursing facilities. The purpose of this report is to share information gathered about Pennsylvania nursing facility operations and concerns facing senior care.

Summary

The information shared by survey respondents revealed a continued access to care crisis for Pennsylvania seniors and adults with disabilities, fueled by a limited workforce and staffing mandates that require more caregivers. The amount of facilities with 11 or more direct care positions has risen since last year and so has the amount of unused beds per facility.

The survey offers further visibility into the operating struggles and challenges for providers to sustain care in Pennsylvania. New information reveals viability concerns and plans of more facility sales or closures within the next year.

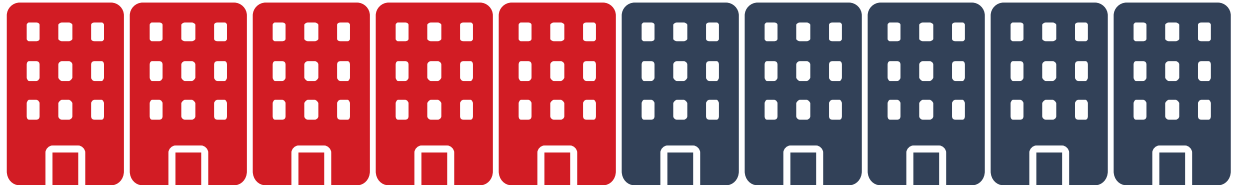
Respondent Profile

50 Nursing Facilities/
Administrators

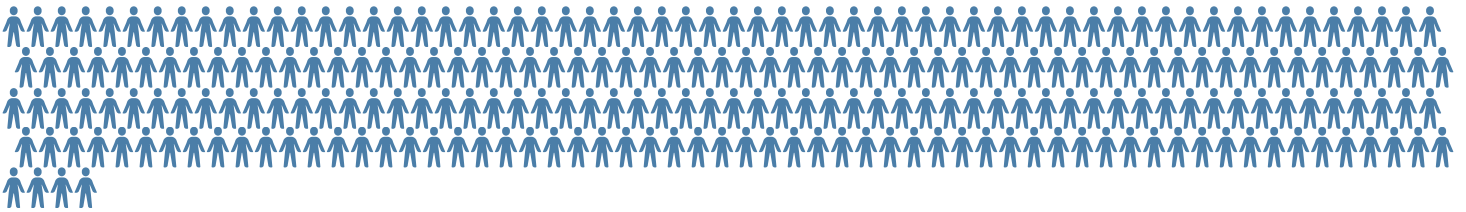
20% PHCA Member Facility
Participation

13 Nursing Facility Owners

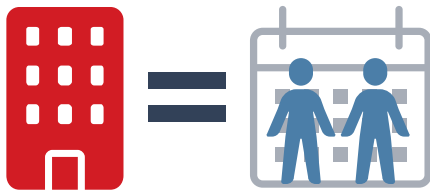
Approximately **50% of respondents denied admissions** during the first quarter of 2024 because they did not have enough staff to care for additional residents.



One provider revealed that **244 referrals for care were denied** at their facility during this three month period of time because they didn't have enough staff.



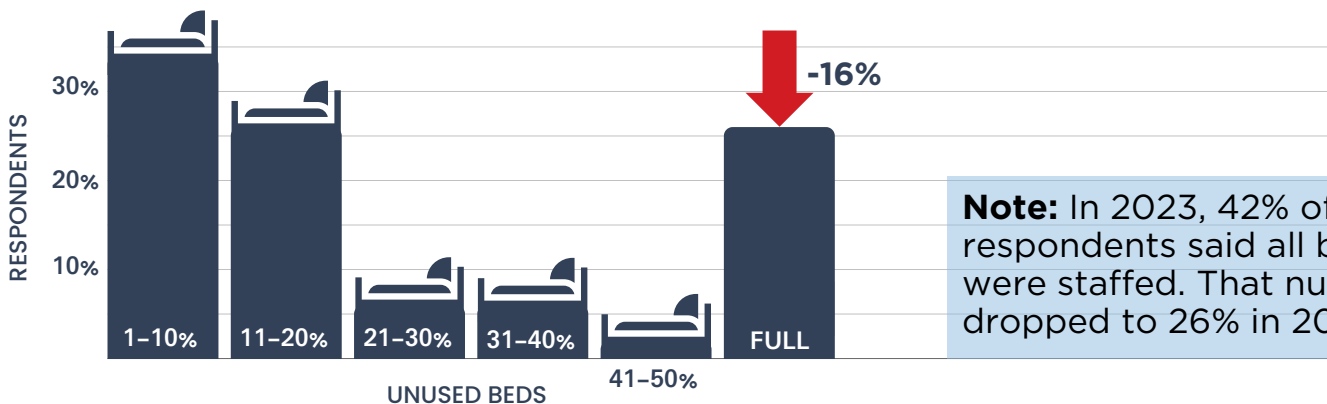
More than half of the respondents cited the **staffing ratio mandate and the inability to hire more workers** as the reasons for denying admissions.



Based on this sampling of providers in this survey, the **average waitlist** at nursing facilities across the state is about **two people per facility**. Of the facilities with a waitlist, there's an average of six people on it.

Note: With 673 nursing facilities in the state, a per facility waitlist of two people would equate to 1,346 people waiting to access care at a nursing facility. In 2023, the average waitlist per building was three people with 677 total buildings.

Nearly 75% of respondents have beds that are unable to be used because their facilities **do not have enough caregivers to staff all beds**.



Note: In 2023, 42% of respondents said all beds were staffed. That number dropped to 26% in 2024.

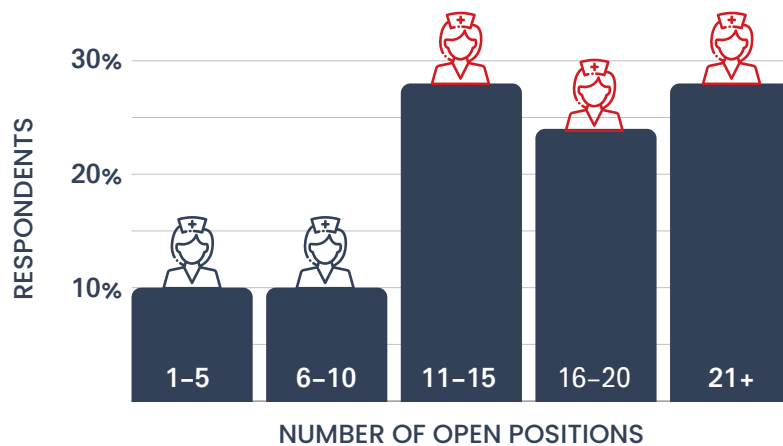
The most #1 selected reasons respondents identified as **the biggest challenges** they are facing when trying to recruit and retain staff are:

lack of interested candidates

inability to remain competitive with wages

lack of certified candidates

Every survey respondent revealed they have open direct care positions (CNAs, LPNs, RNs) at their facility, further demonstrating the need for more workers and the struggle to meet staffing mandates.

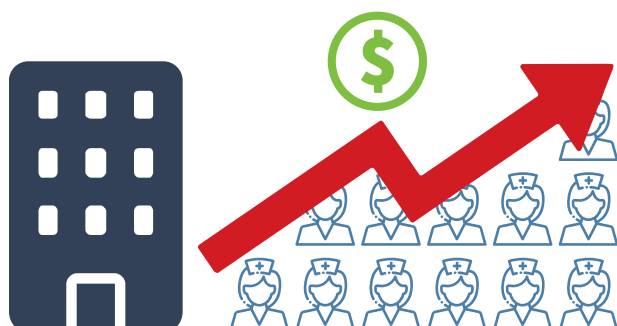


Note: 80% of the respondents have 11 or more open positions. This is an increase of 15 percentage points when compared to survey responses from 2023.



The median starting wage at a nursing facility for a CNA is **\$18/hr.**

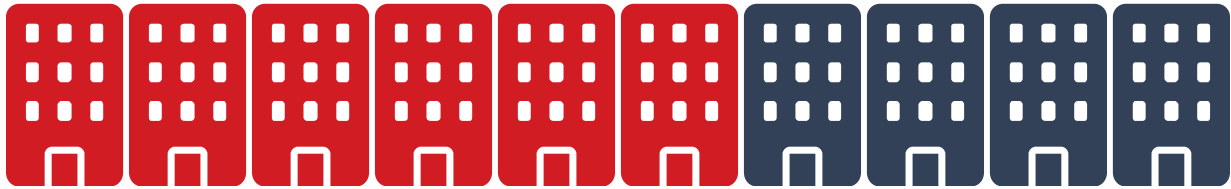
Note: This hourly wage is \$0.74 more an hour than what respondents said in 2023. The average hourly rate for a Pennsylvania CNA has increased 16% since 2019, according to the Bureau of Labor Statistics data.



The median facility total labor cost increase was 27% from 2022 to 2023.

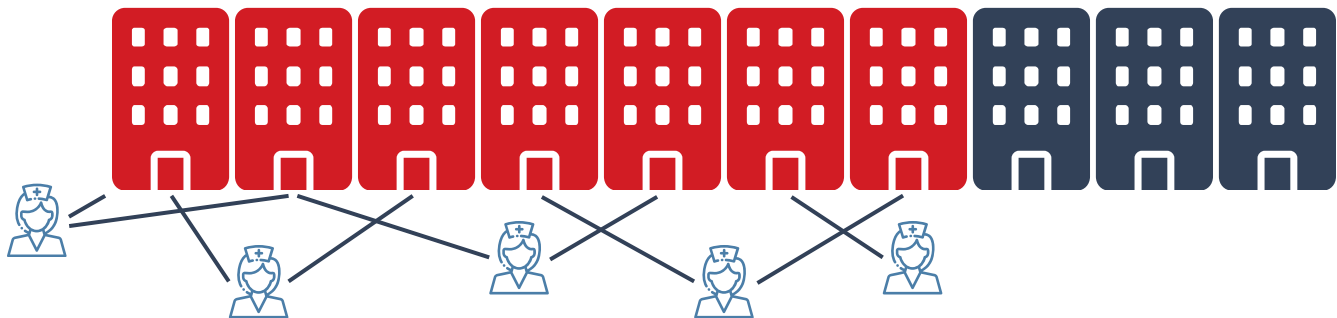
Note: Cost drivers include increased wages, the state's staffing requirement, including increased contracted staffing agency use, and the state's implementation of a new funding accountability provision.

Nearly 60% of all respondents said they are **not at all prepared to meet the new increase** of Pennsylvania's staffing mandate when implemented on July 1, 2024.



The #1 reason why administrators said they don't feel prepared is because they **can't find enough workers** to meet the ratio requirement.

Nearly 70% of respondents revealed they are **currently using contracted agency staff to fill positions** for direct care workers (CNAs, LPNs, RNs).



Nearly 70% of respondents describe their use of agency staff as **more in 2023 than the amount used in 2022**.



More than 75% of respondents revealed they will **need to increase the use of staffing agencies** to meet the July 1, 2024 staffing ratio increase.



Based on survey responses, the anticipated median daily use of staffing agency caregivers in a facility will be **25% to meet the July 1, 2024 mandate**.



Nearly 50% of all respondents revealed they have **plans to sell or close one or more facilities** within the next year.

46%

Nearly 90% of respondents said the nursing facility operating environment in Pennsylvania is **not viable**.

85%

The #1 reason owners/operators said the nursing facility operating environment in Pennsylvania is unviable is **inadequate reimbursement**.

 = 69%

  = 15% workforce availability

 = 8% Dept. of Health

 = 0% legal climate

8% of respondents selected all of the above

The most #1 selected reasons identified as the biggest concerns or challenges in 2024 facing the companies of respondents are:

Pennsylvania's
year two staffing
ratio

Medicaid rates

workforce
recruitment and
retention

The most #1 selected reasons shared by owners/operators as to why they continue to operate in Pennsylvania are:

the need for care
in the
community(ies)
we operate in

a long-standing
family-driven
mission