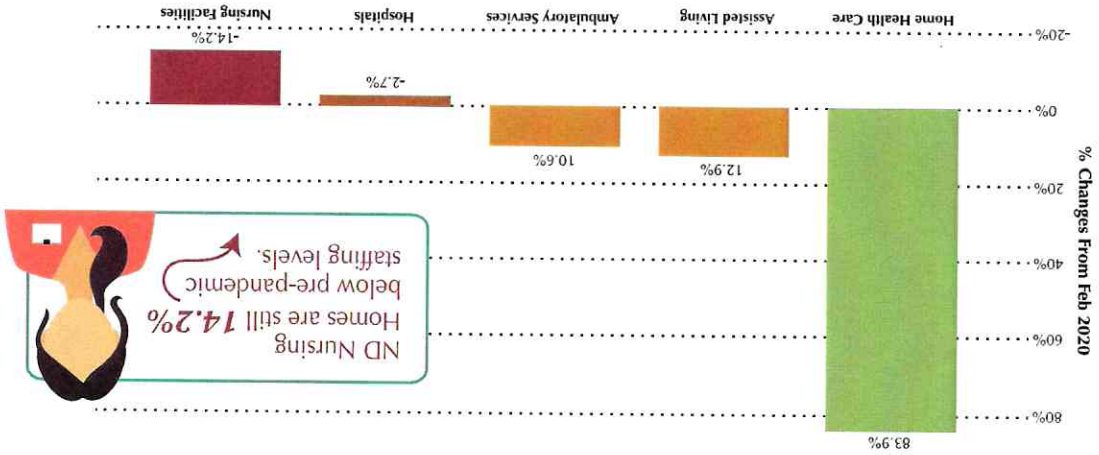
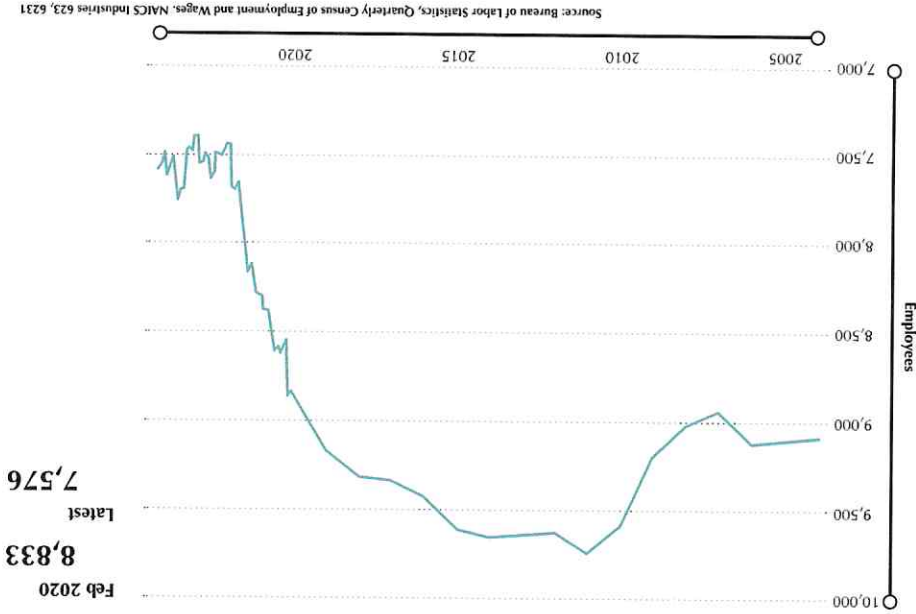


## Workforce Challenges and Solutions

### Statewide Staffing Shortages

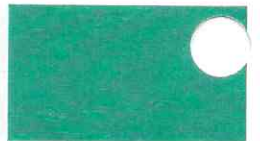


**Workers Needed:** 1,257 nursing home workers are required in ND to return to pre-pandemic levels.



North Dakota Trends: Urban nursing homes show better staffing recovery than rural facilities, where competition for limited local workers is a significant challenge.





## Strategies to Address Staffing Shortages

- Reducing reliance on contract staff.
- Competitive sign-on bonuses and wage increases.
- Foreign nurse recruitment.
- Recruiting from underemployed U.S. regions, offering relocation assistance and housing support.
- Workforce development initiatives:
  - Partnerships with schools for on-the-job training, virtual learning, and apprenticeships.
- A state database connecting students with local long term care positions to build community loyalty.



## Ongoing Challenges

- Facilities continue to rely on temporary contract staff while navigating logistical, financial, and cultural barriers.
- Long-term solutions require sustained investment in workforce development and innovative recruitment strategies.

## Commitment to Quality Care

Despite workforce challenges, long term care facilities in North Dakota and across the nation remain dedicated to providing high-quality care to residents.



# Nursing Facility Facts



Nursing Facility  
WORKFORCE



- The top issue facing nursing facilities is workforce and reimbursement.
- 23% of nursing facilities stopped admissions in 2024 because of lack of staff.
- During the pandemic, nursing facilities lost 15.3% of their staff and they have not returned.
- 26% of the workforce is age 50 or older, with the oldest employee being 93.
- 16% of nursing hours in 2023 were contracted staff.
- In 2024, 2 facilities have closed due to financial viability, staffing, and burdensome regulations.

Contract Nursing Costs	2023	2022	2021	2020
	\$73,489,180	\$63,814,506	\$27,676,565	\$24,200,946
		14.4%	176.6%	28.7%
				Contract nursing % change each year



2024 Nursing Facility Staff Turnover  
\*NDLTCA Survey  
\*\*CMA PBJ Reporting

