



EXECUTIVE SUMMARY

ANALYSIS OF COVID-19 IMPACTS ON NURSING STAFF

RELEASED AUGUST 2021

A PROJECT OF:
IOWA BOARD OF NURSING
AND
IOWA CENTER FOR NURSING
WORKFORCE

IN COOPERATION WITH:
IOWA WORKFORCE DEVELOPMENT

ANALYSIS OF COVID-19 IMPACT ON NURSING STAFF IS A PROJECT OF:

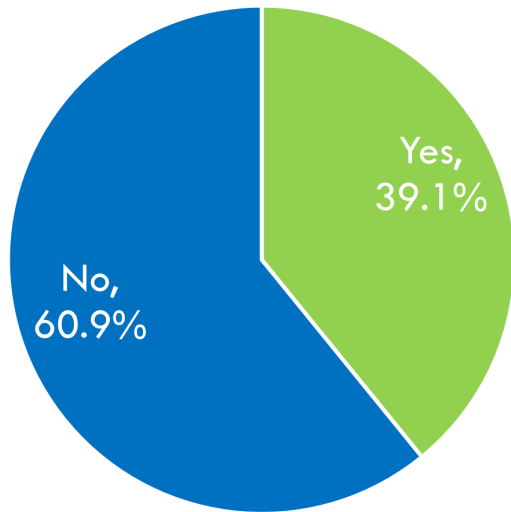
IOWA BOARD OF NURSING



IOWA CENTER FOR NURSING WORKFORCE



Has the COVID-19 pandemic changed nursing staffing needs?



COVID-19 Impacts

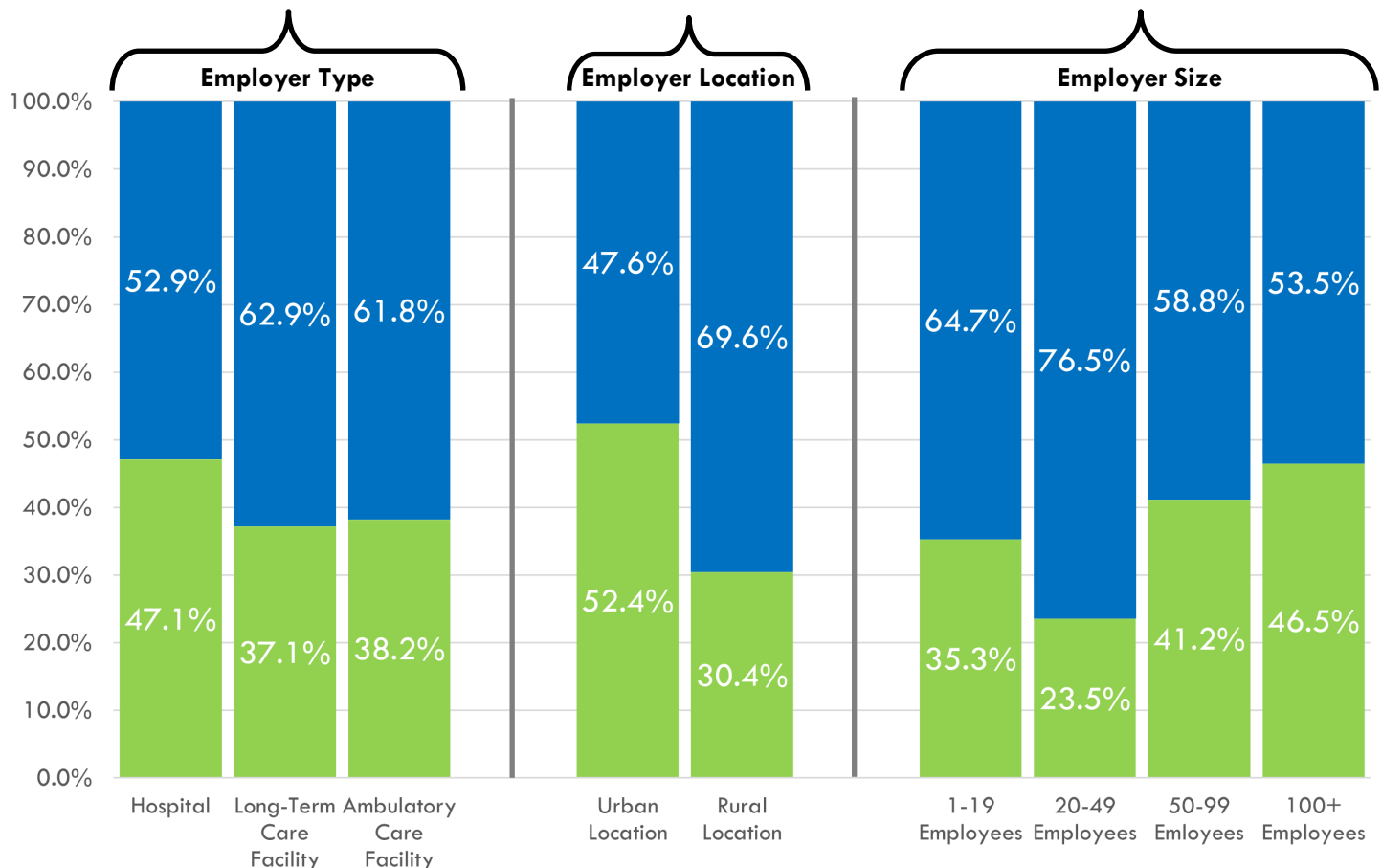
Beginning in February 2020 a nursing demand survey was being conducted in the State of Iowa by Iowa Workforce Development (IWD) in cooperation with the Iowa Board of Nursing (IBON). The main purpose of this survey was to gauge the demand for nurses by employers in Iowa. The results of this survey are analyzed in the Iowa Board of Nursing publication, *Iowa Nursing Demand Survey Report*, released in April of 2021.

Shortly after the launch of the survey the COVID-19 pandemic began to greatly impact the nation. By July 2020, additional questions were added to the survey to specifically address the consequences of the COVID-19 pandemic on nursing staff in Iowa. The results of these questions are analyzed in this publication. The overall results of these questions are provided and then are analyzed by employer type, employer, location, and employer size.

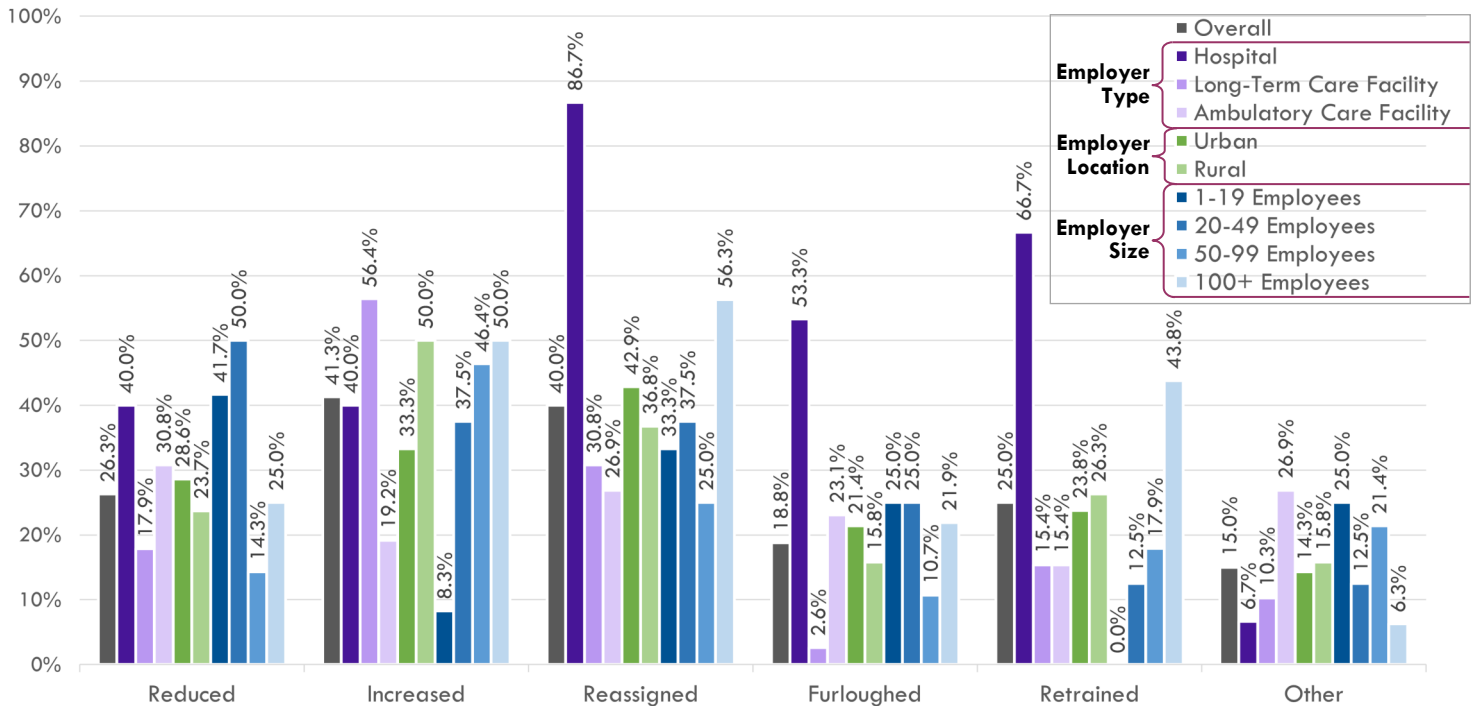
Overall, over three-fifths (60.9%) of respondents indicated that the COVID-19 pandemic did not change nursing staffing needs.

When analyzed by employer type, nearly half (47.1%) of hospital respondents indicated that the pandemic affected nursing staffing. Over half (52.4%) of employers in urban locations indicated the pandemic had an impact on nursing staffing. By employer size, respondents with 100+ employees had the greatest portion indicate that the pandemic affected nursing staffing needs at their location.

207 surveys were collected on or after July 1, 2020 — this group represents only those respondents who were presented the COVID-19 related questions.



In which ways have nursing staffing needs changed at this location?



Staffing Changes

Those respondents who indicated that the COVID-19 pandemic had changed their location's nursing staffing needs were asked to indicate how those needs have changed. The chart above indicates how staffing changed. The overall results are provided as well as results by employer type, employer location, and employer size. More than one reason could be selected by a respondent and therefore the given percentages for each category will sum to more than 100 percent.

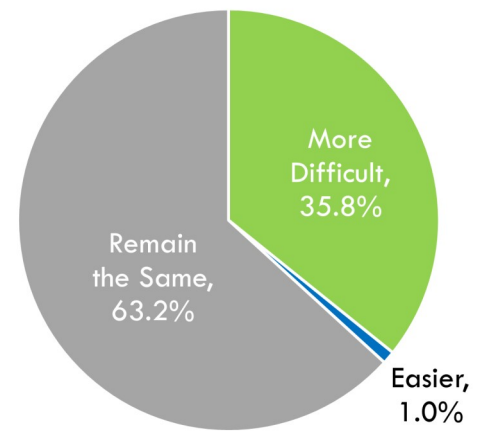
Overall, the type of staffing change with the greatest percentage of responses was "increased staff." However, when broken out by employer demographics, only long-term care facilities (56.4%), rural locations (50.0%), and employers with 50-99 employees (46.4%) indicated that "increased staff" was the greatest type of change experienced at their location.

Changes in Recruitment

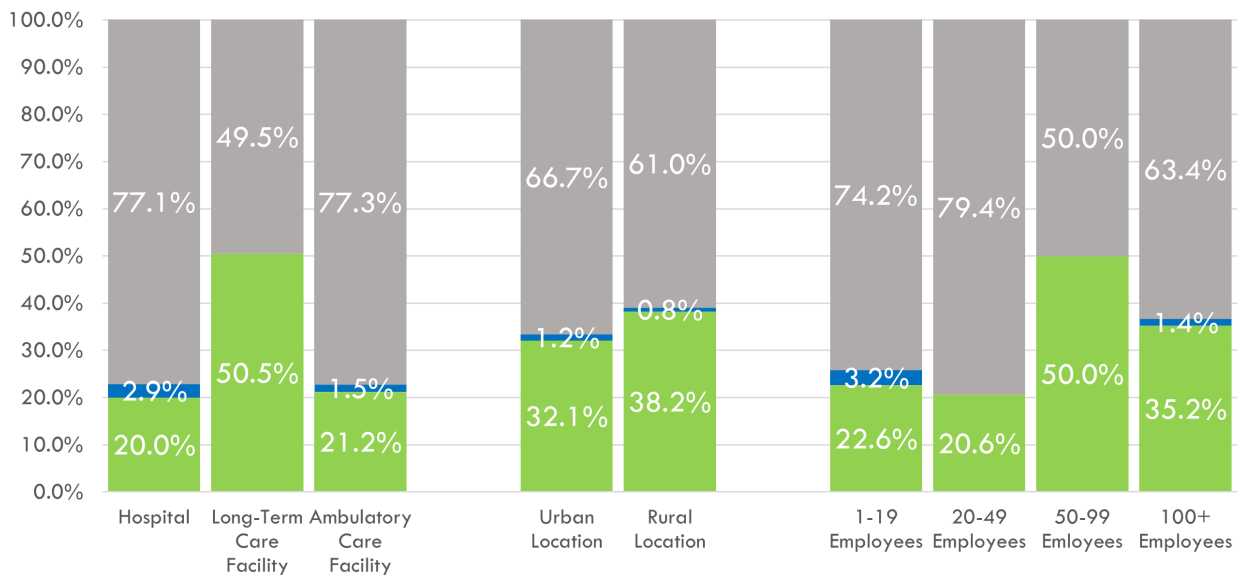
Due to the COVID-19 pandemic how is nursing recruitment expected to change?

The pie chart to the right indicates the results of this question among all respondents.

The bar chart indicates the results of this question broken out by employer demographics. Long-term care facilities had the greatest percentage of respondents to indicate that recruitment is expected to become more difficult.

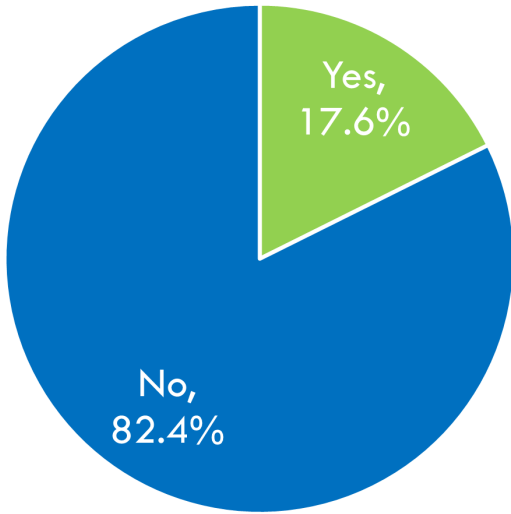


■ Remain the Same
■ Become Easier
■ Become More Difficult

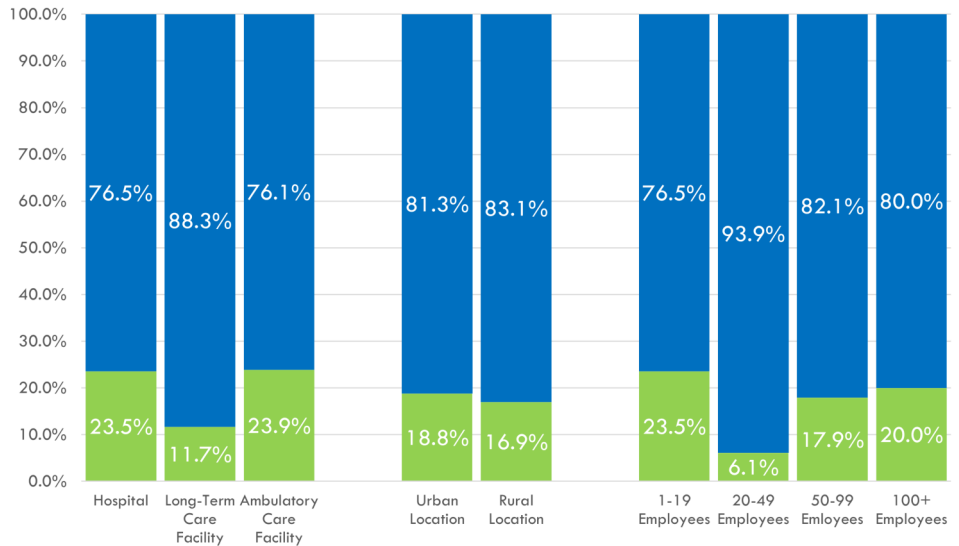


Due to the COVID-19 pandemic, is there an anticipated change of services provided at this location?

Change in Services



The vast majority (82.4%) of respondents indicated that there was no anticipated change in services at their location. This is true for each employer demographic category as well.

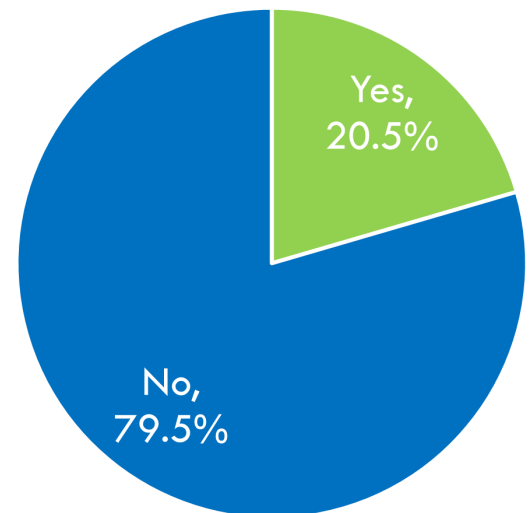
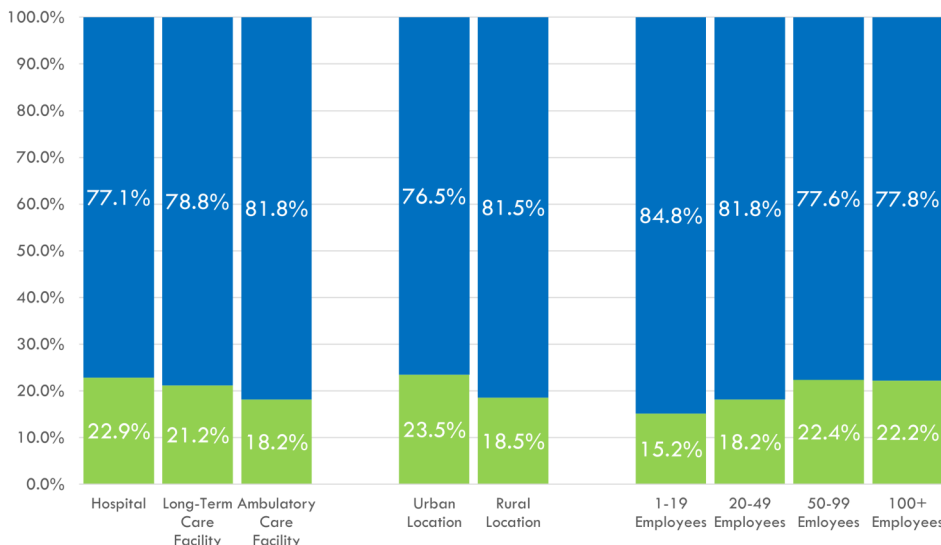


“No doctor appointments unless absolutely necessary. More telehealth. Increased time between vitals taken. More time spent gloving, masking, and filling out forms.”

Have new support systems been established for nursing staff because of the COVID-19 pandemic?

Nursing Support

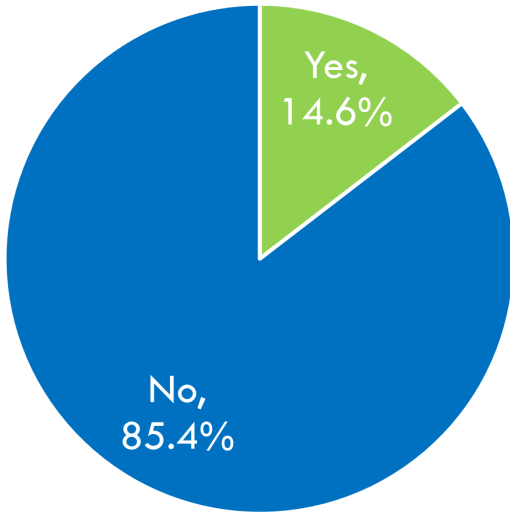
The majority (79.5%) of respondents indicated that no new support systems for nursing staff have been established at their location. This is true for each employer demographic category as well.



“Higher level of mental health and EAP counseling, changes in workers compensation provisions to deal with quarantining.”

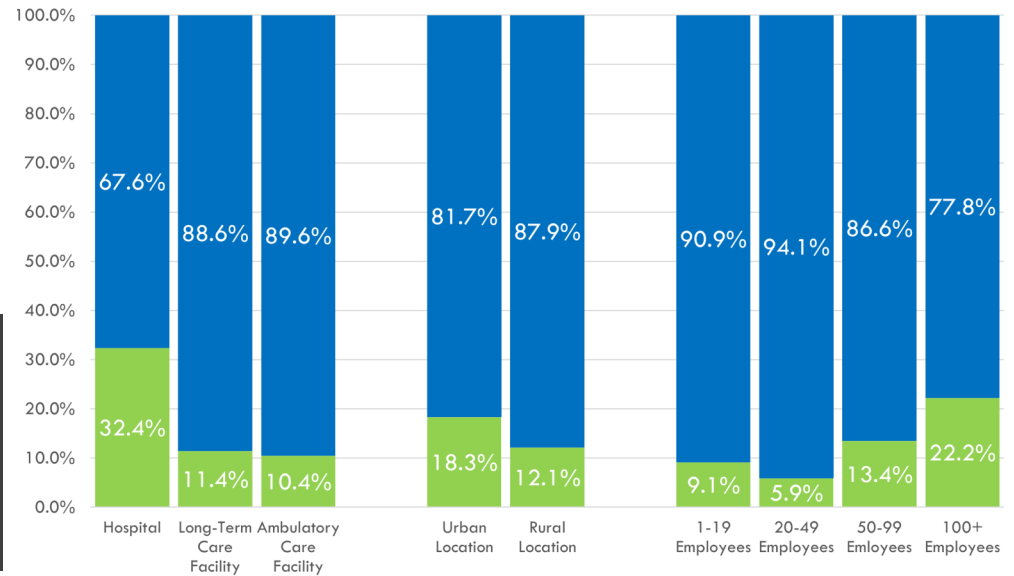
Has the COVID-19 pandemic resulted in earlier than expected retirements among nursing staff?

Early Retirements



The majority (85.4%) of respondents indicated that they do not expect early retirements among nursing staff due to the impacts of the COVID-19 pandemic.

Respondents representing hospitals had the greatest percentage (32.4%), compared to all other employer demographics, reporting early retirements of nursing staff.



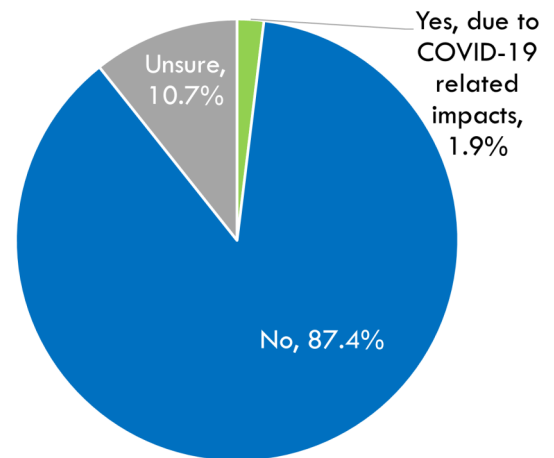
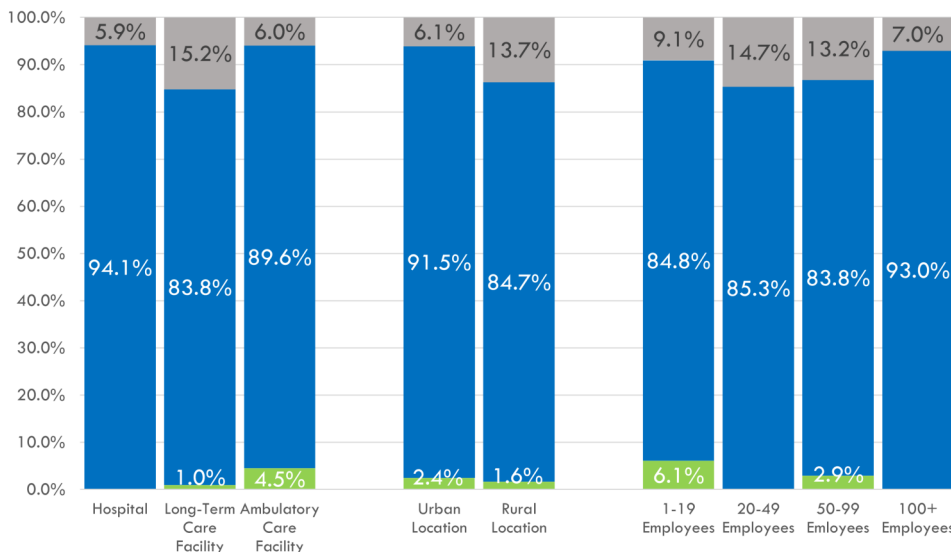
“General sense that people who may have considered a career in nursing have now re-evaluated based on safety concerns.”

Do you foresee the need for this location to close within the next 2-3 years?

Closures

The majority (87.4%) of respondents indicated that they do not foresee their location closing within the next 2-to-3 years. However, nearly two percent indicated their location would in fact close due to COVID-19 related impacts.

Among the different employer demographic categories, ambulatory care facilities and employers with only 1-19 employees represented the largest percentages of respondents indicating that their location would be closing due to COVID-19 related impacts, 4.5 and 6.1 percent, respectively.



“Because of the uncertainty of patient volume, due to COVID, we are not receiving as many applicants...we are a surgical facility and closed for 7 weeks during the surge of the pandemic.”

For more information contact:

Iowa Board of Nursing

Laura R. Hudson, MSN, RN Associate Director

515.281.3255

laura.hudson@iowa.gov

nursing.iowa.gov