

connect RN

Beyond the Shift: The State of Play in Healthcare Staffing

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connect RN™

connectRN is the leading *nurse community* reimagining a healthcare system where nurses and *healthcare partners thrive*. Created to provide nurses with flexible work opportunities, and help *eradicate the healthcare staffing crisis*, connectRN is a *trusted advocate and workforce ally* for nurses and healthcare partners alike.



Where we *were*

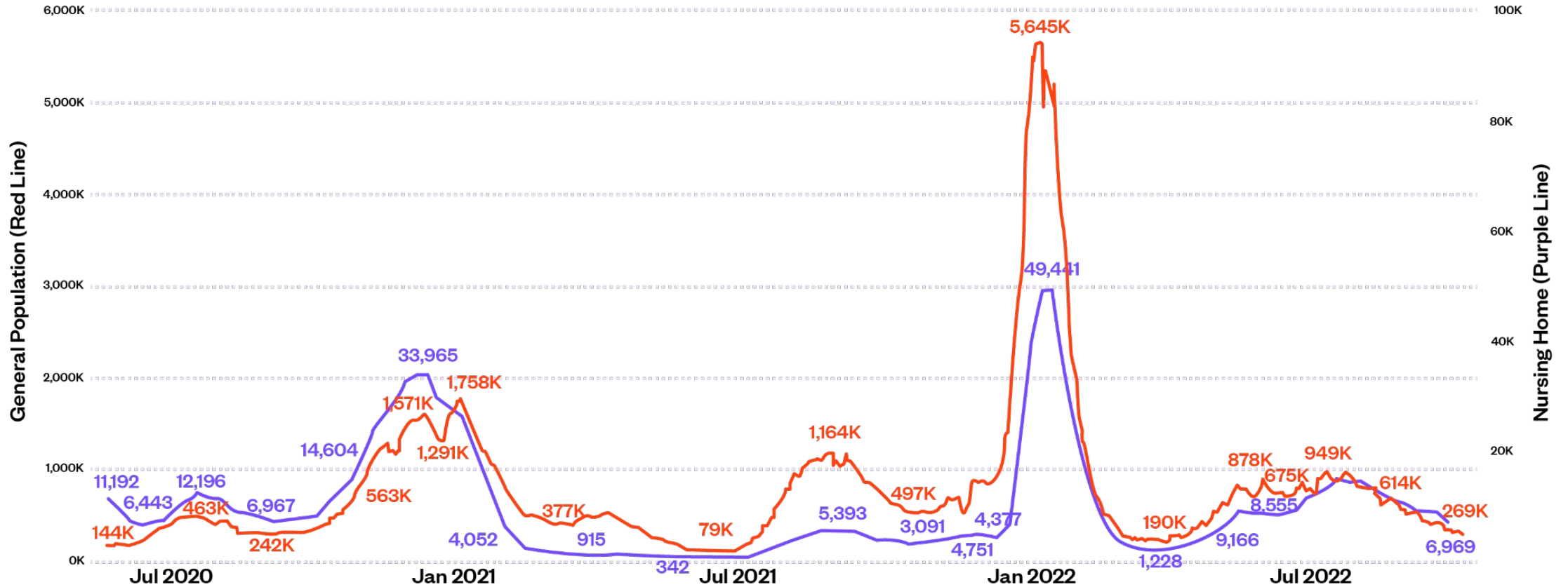
COVID Reflections



COVID-19 New Cases: General Population & Nursing Homes

New Case Trends: General Population & Nursing Home Residents (7-Day)

○ General Population ○ Nursing Home Cases



Nursing Home Data Through:
October 2, 2022

Community Data Through:
October 12, 2022

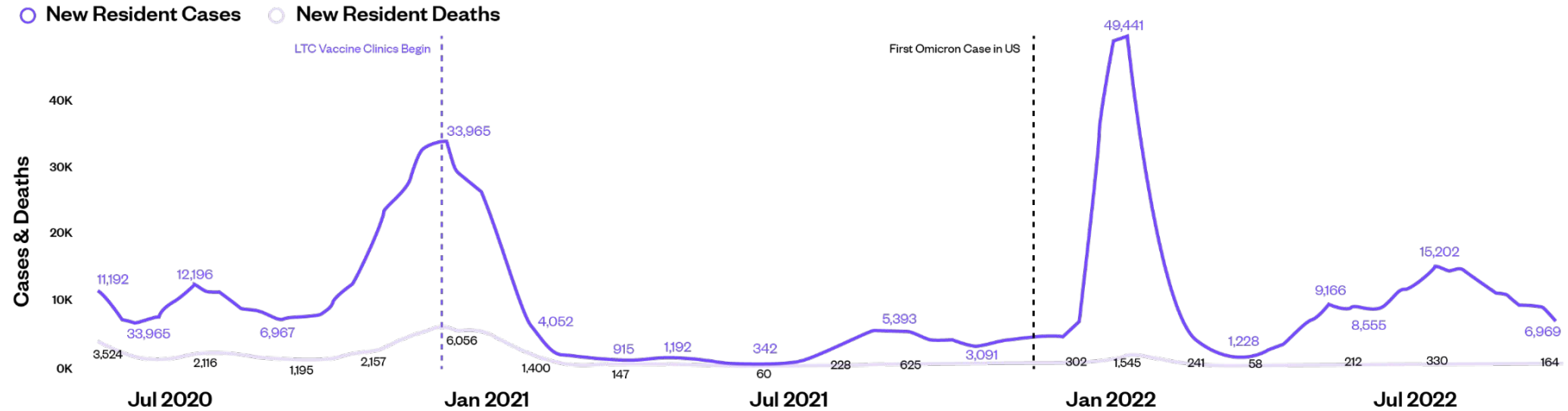
Sources: NHSN and Johns Hopkins University.

Note: Latest week of Nursing Home data is preliminary.

COVID-19 Among Nursing Home Residents

Total Cases: 1,264,653 Total Deaths: 158,001 Estimated Recoveries: 1,017,063

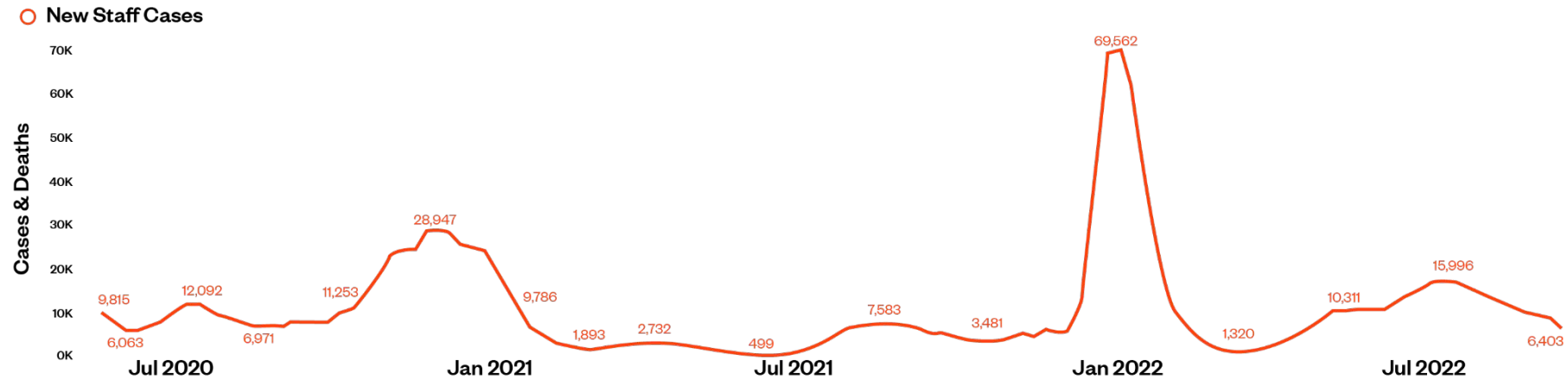
Trend of New Cases and Deaths



COVID-19 Among Nursing Home Staff

Total Cases: 1,350,785 Total Deaths: 2,719

Trend of New Cases and Deaths

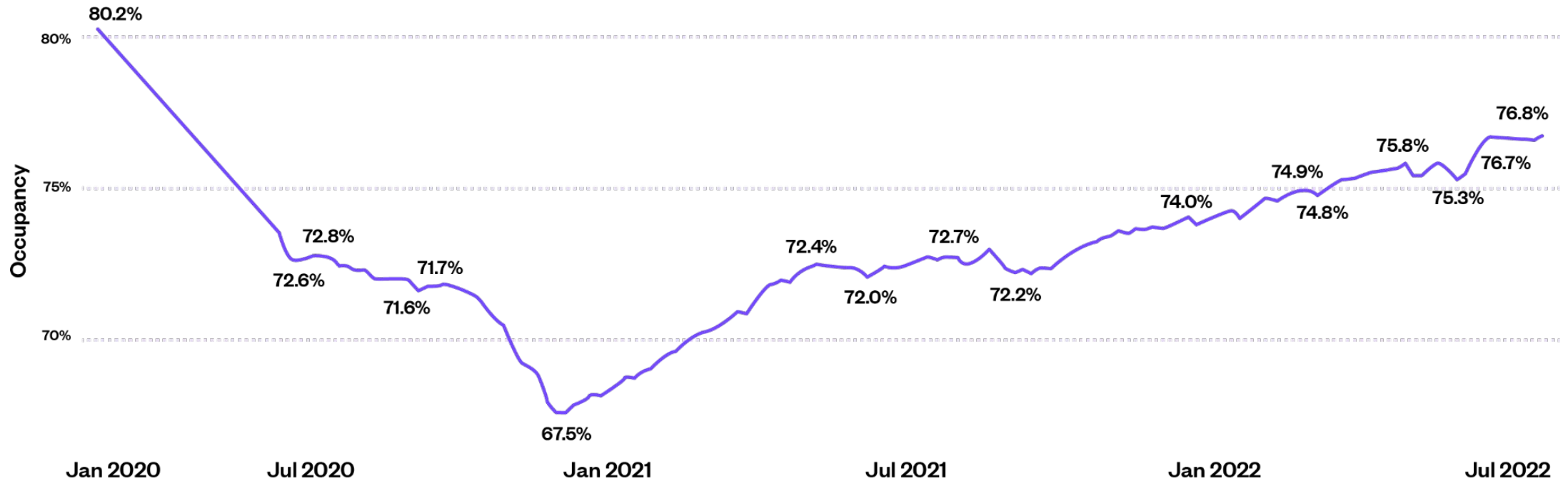


Nursing Home Occupancy

Current Average Occupancy

76.8%

Average Occupancy



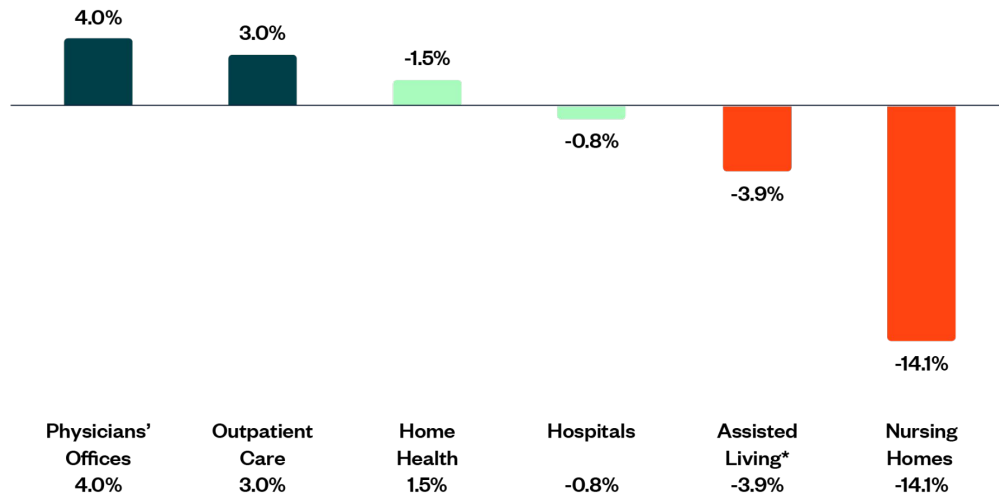
Data Through Week Ending:
March 12, 2023

Source: Payroll-Based Journal (PBJ) and NHSN

Notes: PBJ data used to calculate 2019 average occupancy. All other occupancy data based on NHSN.

Long Term Care: Worst Impacted Than Any Other Health Care Sector

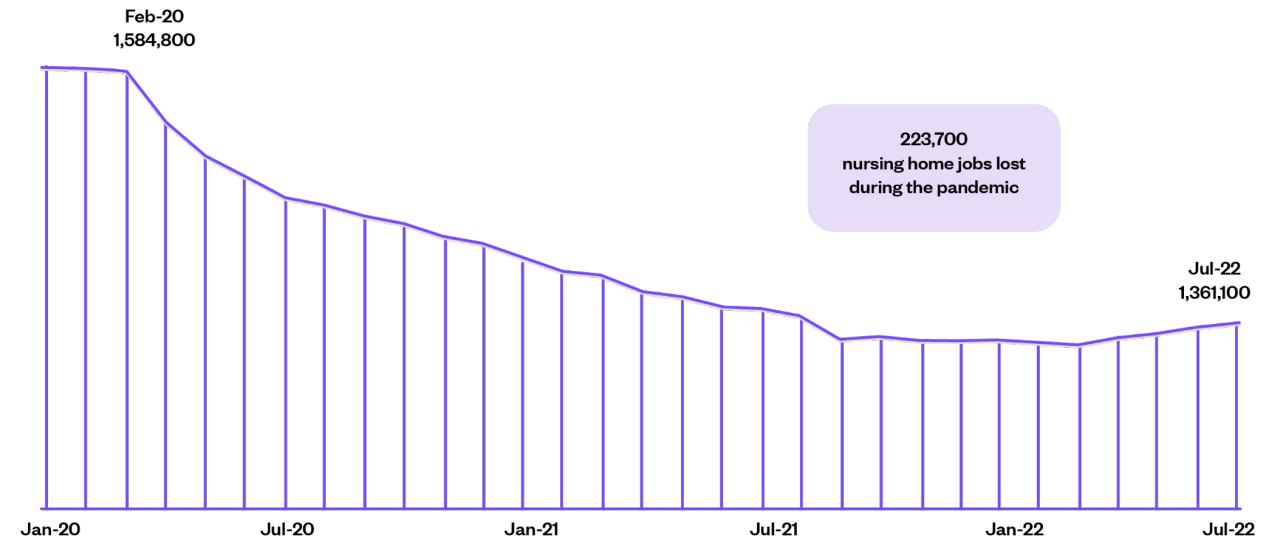
Percent Change in Health Care Sector Employment Feb 2020 - July 2022



Source: Bureau of Labor Statistics (BLS) February 2020 - July 2022
 *Assisted Living BLS data through June 2022



Nursing Home Employees



Source: Bureau of Labor Statistics (BLS) January 2020 - July 2022

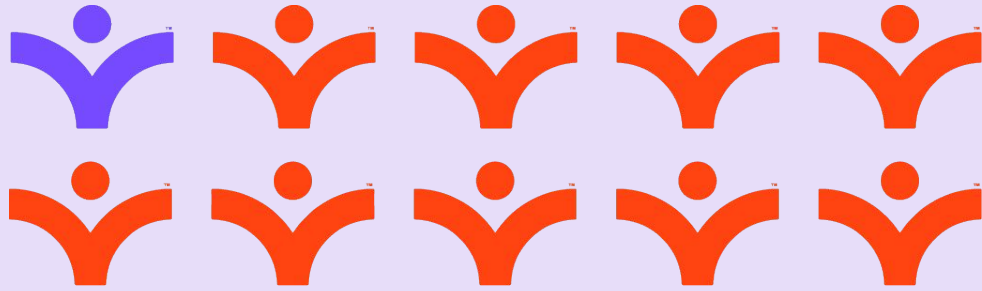




Where we *are*

The State of Staffing





nurses believe the quality of patient care often suffers due to **nursing shortages**



55%

feel guilty about taking a break because they think they must always be on call



63%

say the typical ways in which employers show appreciation *feel patronizing*



56%

have noticed their patients have suffered because they have **too much on their plate**

Per Diem Clinician Behaviors



Always hunting for the best experience – best pay, friendliest team, cleanest buildings, best run.



Leverage ~ 2 to 3 different platforms to find shifts.



Quick to choose another option when better opportunities arise or things don't go as planned.

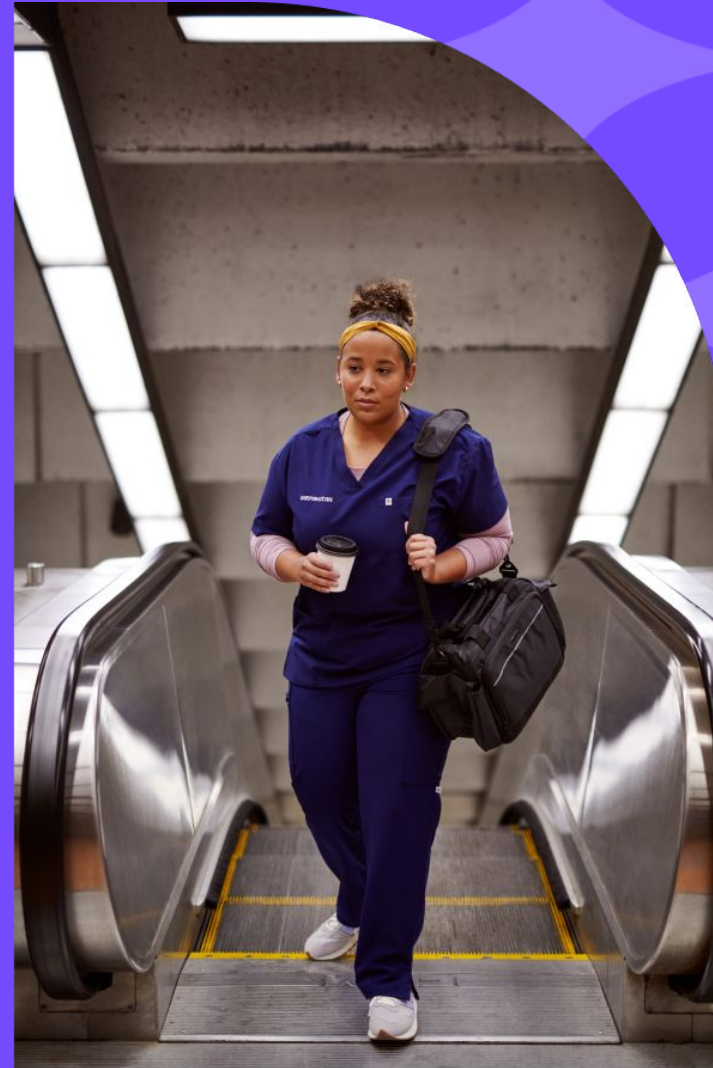


34%

of individuals seeking
new positions are
looking for *higher*
wages

22%

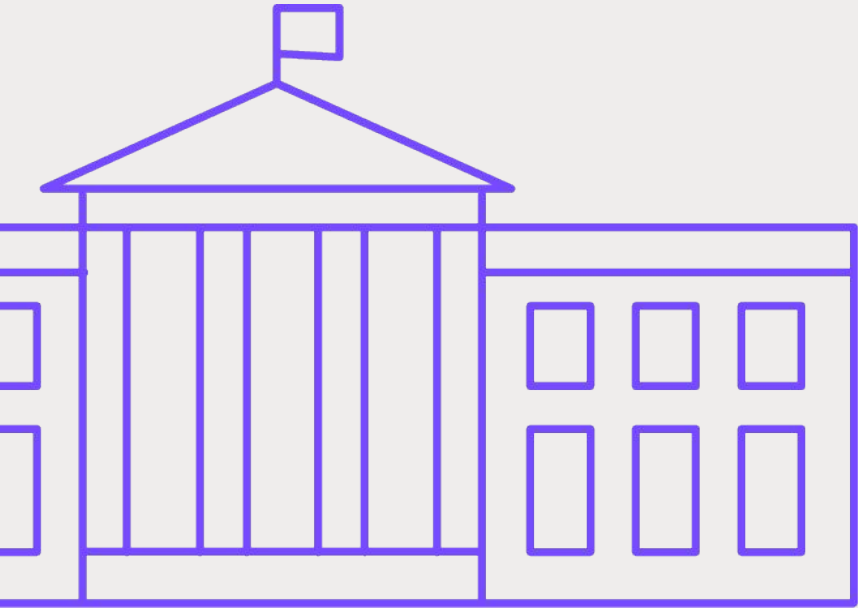
of nurses are
considering *leaving*
the profession



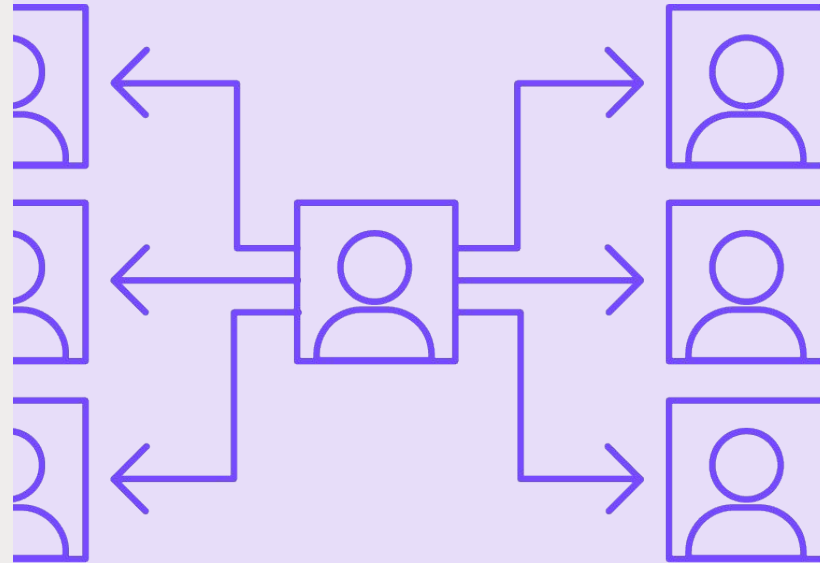


41%

Caregiver *wages* are up 41% compared to January 2020 levels



Executive Order
means staffing ratios
are going up



DOL is starting to look at
what it means to be a
*1099 independent
contractor* in healthcare

Your *pain* points



Lack of consistency



No accountability



No call no shows



Quality of Clinicians



Misalignment between
agency & full time staff



Pricing & Hidden Fees



Where we're *going*

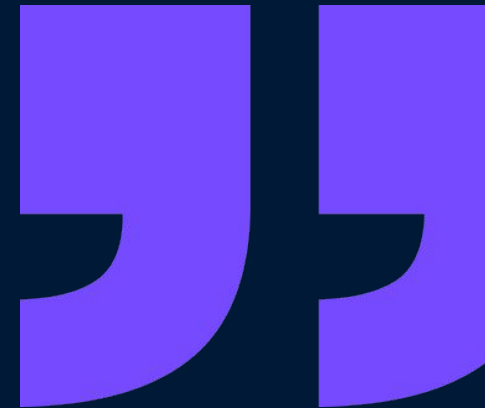
Solutions for Today's Market

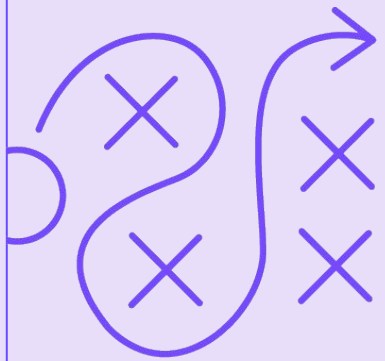




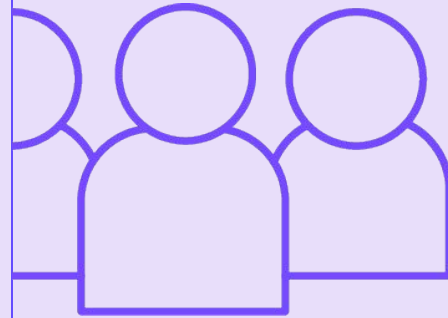
When we use our platform and data to create behavior nudges, incentives, and programs to alleviate some of the volatility in the system, we *connect folks at the right time, with the right shifts*, and meet the needs of clinicians and the facilities we partner with.

KALYN WEBER
SVP Growth, connectRN





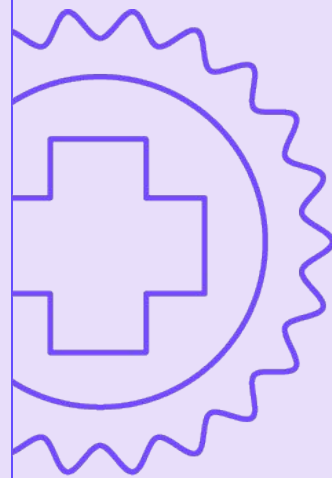
Flexibility



Staffing



Culture



Beyond Pay



Where we *were*

COVID was hard, but things are improving. Occupancy rates are up, staffing rates are improving, and pricing is starting to normalize.



Where we *are*

Nurses have so much optionality and freedom right now. We need to use that to our benefit.



Where we're *going*

Together we can reimagine a healthcare system where nurses and healthcare partners thrive.



Sustainable staffing is
not going without.

What's your strategy?

**Goodbye, staffing
shortages. Hello,
*peace of mind.***

Matt Bransfield

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Table 21

Thank you.

