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The staffing shortage in senior care facilities and home care agencies has become a major problem in healthcare today. At first, many people thought this issue was mainly caused by COVID-19, but now it is clear that it is a long-term problem that affects both workers and residents every day. When there are not enough staff members, patient safety can be affected because residents may not get help as quickly as they need it. It also affects their emotional health because many older adults depend on staff for conversation, comfort, and daily interaction. As a professional working with seniors, I think solving staffing problems means finding better ways to recruit workers, keep them long term, and use available staff in the best way possible.

One important way to recruit and keep staff is by offering employee incentives. Workers are more likely to stay at a job when they feel appreciated for the work they do. Senior care facilities could offer bonuses for good attendance and rewards for staying six months, one year, or even several years. Small rewards and recognition can make employees feel valued and motivate them to continue working there. Pay is also very important. Facilities should make sure they are offering competitive pay that is equal to or better than nearby nursing homes or healthcare companies. Since caring for older adults can be stressful and physically demanding, employees should feel that their work is worth the pay they receive.

Another important part of retention is creating a positive work environment. Staff bonding activities can help employees build stronger relationships with each other and feel more connected to their workplace. Events that include employees' families can also show that

management cares about their lives outside of work. When workers feel supported personally, they are often more likely to stay.

Leadership also matters a lot. Managers as well as the higher up's should be present, easy to talk to, and willing to answer questions. Staff usually feel more comfortable when leaders are involved and show that they care. Good communication is the biggest key factor which can lower stress and make the workplace feel more supportive and an overall positive environment.

If there are still staffing shortages, available workers should be placed where residents need the most help, such as during meals, bathing, and medication times. Emotional care is also important because many seniors need companionship. If staff feel happy and supported, the workplace becomes better for both employees and residents. A positive work environment can also lead to better reviews from residents, their families, and current employees. These positive reviews can bring in more staff members, because when people are looking for jobs, they usually want a workplace that is known for being supportive, respectful, positive, and well cared for overall. Good reviews also show that the facility cares about both the people who live there and the people who work there, which can make more applicants interested in applying which will keep a good staff flow continuing.

As someone who has worked in a nursing home for over two years, I have personally seen how quickly staff members come and go. It is common in workplaces, especially nursing homes, to experience changes that may cause employees to leave, while the facility continues trying to recover and make positive improvements. However, it can still be difficult to keep a well-working team of staff members and there for the right reasons. I believe by using these strategies and caring for employees just as much as residents, nursing homes can create a more positive

and supportive environment. This is especially important in a setting that can often be vulnerable or emotionally difficult, because a strong and uplifting atmosphere benefits both workers and residents.