



**U.S. Department of Health and Human Services**  
**Assistant Secretary for Planning and Evaluation**  
**Behavioral Health, Disability, and Aging Policy**

# **COVID-19 INTENSIFIES NURSING HOME WORKFORCE CHALLENGES**

**October 2020**

## **Office of the Assistant Secretary for Planning and Evaluation**

The Assistant Secretary for Planning and Evaluation (ASPE) advises the Secretary of the U.S. Department of Health and Human Services (HHS) on policy development in health, disability, human services, data, and science; and provides advice and analysis on economic policy. ASPE leads special initiatives; coordinates the Department's evaluation, research, and demonstration activities; and manages cross-Department planning activities such as strategic planning, legislative planning, and review of regulations. Integral to this role, ASPE conducts research and evaluation studies; develops policy analyses; and estimates the cost and benefits of policy alternatives under consideration by the Department or Congress.

## **Office of Behavioral Health, Disability, and Aging Policy**

The Office of Behavioral Health, Disability, and Aging Policy (BHDAP) focuses on policies and programs that support the independence, productivity, health and well-being, and long-term care needs of people with disabilities, older adults, and people with mental and substance use disorders.

*NOTE: BHDAP was previously known as the Office of Disability, Aging, and Long-Term Care Policy (DALTCP). Only our office name has changed, not our mission, portfolio, or policy focus.*

This report was prepared under contract #HHSP233201500035I between HHS's ASPE/BHDAP and Mathematica. For additional information about this subject, you can visit the BHDAP home page at <https://aspe.hhs.gov/bhdap> or contact the ASPE Project Officers, at HHS/ASPE/BHDAP, Room 424E, H.H. Humphrey Building, 200 Independence Avenue, S.W., Washington, D.C., 20201; Marie.Squillace@hhs.gov, Helen.Lamont@hhs.gov, lara.Oliveira@hhs.gov, Judith.Dey@hhs.gov.

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**The opinions and views expressed in this report are those of the authors. They do not reflect the views of the Department of Health and Human Services, the contractor or any other funding organization. This report was completed and submitted on September 24, 2020.**

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# ACRONYMS

The following acronyms are mentioned in this report.

ASPE	HHS Office of the Assistant Secretary for Planning and Evaluation
ASPR	HHS Office of the Assistant Secretary for Preparedness and Response
CARES Act	Coronavirus Aid, Relief, and Economic Security Act
CDC	HHS Centers for Disease Control and Prevention
CHIP	Children's Health Insurance Program
CMS	HHS Centers for Medicare & Medicaid Services
CNA	Certified Nursing Assistant
COVID-19	Coronavirus Disease 2019
CPRSAA	Coronavirus Preparedness and Response Supplemental Appropriations Act
DHS	U.S. Department of Homeland Security
DPA	Defense Production Act
eNLC	Enhanced Nursing Licensure Compact
FDA	HHS Food and Drug Administration
FEMA	Federal Emergency Management Agency
FMLA	Family and Medical Leave Act
HHS	U.S. Department of Health and Human Services
LPN	Licensed Practical Nurse
NHRA	Nursing Home Reform Act
PPE	Personal Protective Equipment
PPP	Paycheck Protection Program
PTO	Paid Time Off
QIO	Quality Improvement Organization
RN	Registered Nurse
SNF	Skilled Nursing Facility
UV	Ultraviolet