

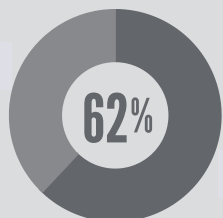
# SENIOR LIVING WORKFORCE OUTLOOK

## *OnShift Hot Topic Survey Results*

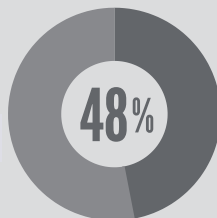
As Argentum's Corporate Partner for Workforce Development, OnShift sponsored the workforce track at the 2020 Argentum Senior Living Executive Virtual Conference. The OnShift Hot Topic polls were conducted during the workforce sessions to gain a better understanding of the industry's top strategies and challenges. Below are the results.



### RECRUITING DURING THE CRISIS



of respondents believe the pandemic has worsened senior living's reputation, specifically for recruiting & hiring employees



of respondents have been only slightly or not at all effective in hiring recently displaced workers from hospitality, retail, etc.



### GROWING THE WORKFORCE



**75%** OF RESPONDENTS

say more students will choose senior living as a career within the next 5 years

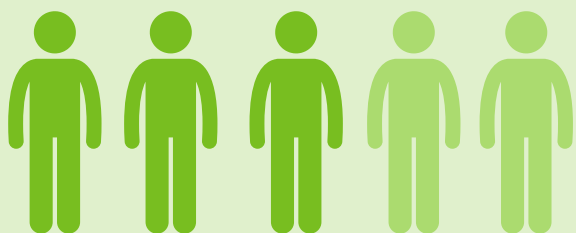


**44%** OF RESPONDENTS

believe their organization is successful at employing older workers



### A KEY TO SUCCESS: DIVERSITY, EQUITY & INCLUSION



**60%**

of respondents believe the senior living industry has been moderately to very effective in addressing Diversity, Equity & Inclusion

*There is little doubt that the long-term prospect for the industry is incredibly positive. As Americans continue to age, they will continue to need quality care and services. Together, we need to continue to build a robust workforce of dedicated, compassionate, and skilled workers and continue to share the message that senior living offers a rewarding career path.*

James Balda, President & CEO, Argentum