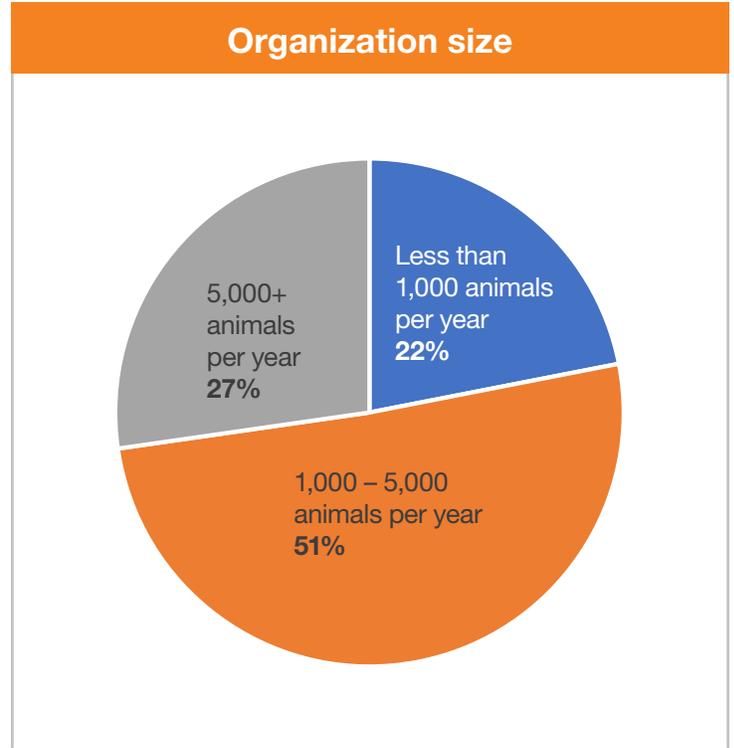
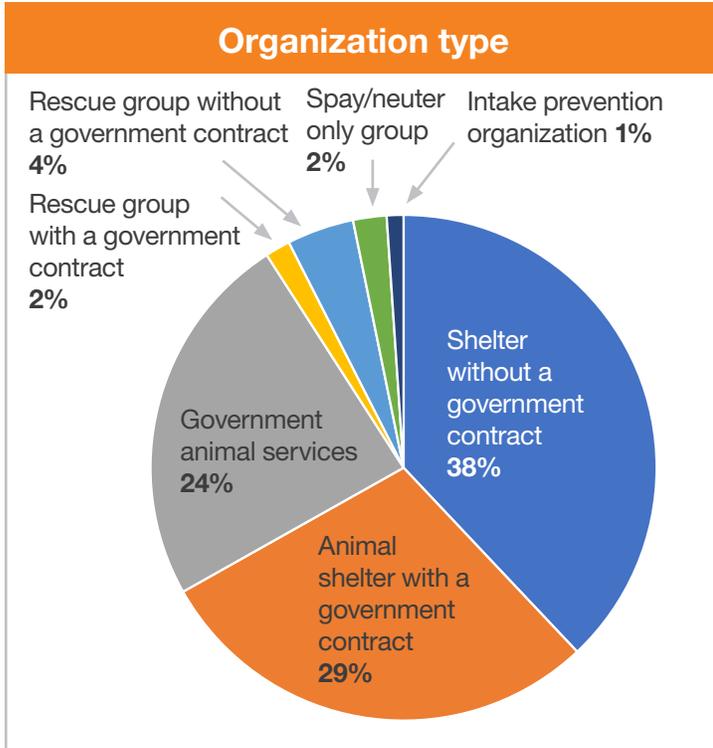


A survey was conducted July 28 through August 6 to better understand the staffing issues reported from partners across the country. A total of 187 respondents completed the survey, representing a variety of organization types and sizes.



## Overall

When asked what current operational restrictions were in place, the highest percentage of responses (31%) indicated that the organization was operating normally, without restrictions. The second highest response (29%) was having limited hours/access due to shelter policies in place. And 27% of organizations cited more than one restriction in place.

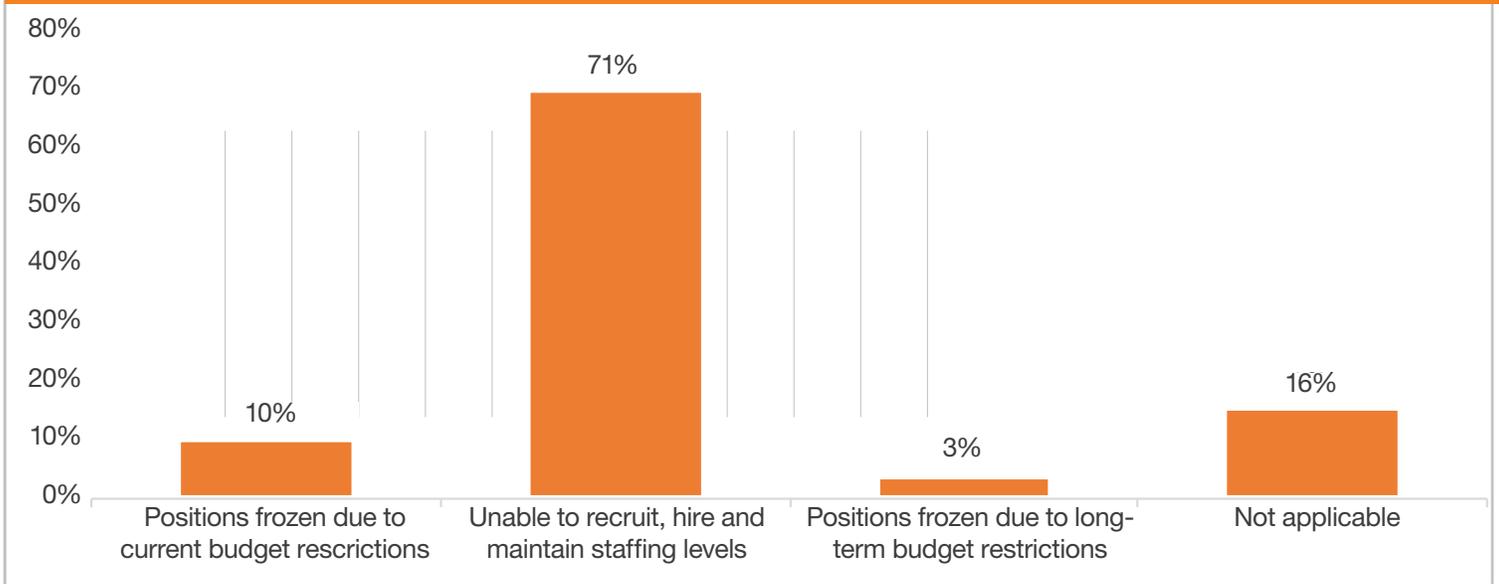
Is your shelter currently operating with any restrictions? If so, what type of restrictions apply?	% of all responses
We are operating normally with normal business hours, full staff, full public access, etc.	31%
Limited hours/access due to shelter policies	29%
Limited hours/access due to limited paid staff	21%
Limited access for volunteers	14%
Limited hours/public availability due to state, city or county restrictions	6%

## Staffing

Staffing is down for 87% of all organizations that responded, 40% are operating with 10-25% fewer employees, 22% are operating with more than 25% fewer employees, and 26% are operating with less than 10% fewer employees.

The most cited reason (71%) for the staffing shortage for organizations was “Unable to recruit, hire, and maintain staffing levels.” The next most cited reason (10%) was “Positions frozen due to current budget restrictions.” And 15 organizations cited more than one reason for the staffing shortage.

## Reason for staff shortage



## Impact

74% of organizations cited multiple impacts that the staff shortage was having at this time.

The most cited impact of the staff shortage was “Staff is even more stressed than usual” (75% of all organizations and 26% of all responses). Additionally organizations cited staff shortages as impacting their ability to provide good service in areas of adoption/foster support (57% of all organizations and 20% of all responses).

## Staff shortage impact

