Executive Survey Insights
Wave 28
May 3 – 16, 2021

• Report Graphs
NIC Executive Survey Insights Timeline Since Vaccine Distributed:

**Wave 18**: 12/14 – 12/27  
**Wave 19**: 12/28 – 1/10  
**Wave 20**: 1/11 – 1/24  
**Wave 21**: 1/25 – 2/7  
**Wave 22**: 2/8 – 2/21  
**Wave 23**: 2/22 – 3/7  
**Wave 24**: 3/8 – 3/21  
**Wave 25**: 3/22 – 4/4  
**Wave 26**: 4/5 – 4/18  
**Wave 27**: 4/19 – 5/2  
**Wave 28**: 5/3 – 5/16
Wave 26 responses collected April 5 to April 18, 2021
Wave 27 responses collected April 19 to May 2, 2021
Wave 28 responses collected May 3 to May 16, 2021
Source: NIC Executive Survey Insights
Rent concessions being offered by organizations

- **Rent discounts**: 83% (W28), 78% (W27), 73% (W26)
- **Free rent for a specific period of time**: 50% (W28), 53% (W27), 65% (W26)
- **Rent freeze/no increase for specific period of time**: 36% (W28)
- **Upgrades to units**: 31% (W28), 16% (W27), 18% (W26)
- **Something else**: 25% (W28), 13% (W27), 18% (W26)
- **Non-monetary benefits**: 9% (W28), 9% (W27), 8% (W26)

*Source: NIC Executive Survey Insights*

- *Wave 26 respondents collected April 5 to April 18, 2021*
- *Wave 27 responses collected April 19 to May 2, 2021*
- *Wave 28 responses collected May 3 to May 16, 2021*
Organizations experiencing staffing shortages

Source: NIC Executive Survey Insights
Organizations are doing the following to attract community staff:

- Increasing wages: 83% (W28), 83% (W27)
- Referral bonuses: 70% (W28), 79% (W27)
- Hiring/sign-on bonuses: 58% (W28), 65% (W27)
- Flexible schedules: 53% (W28), 65% (W27)
- Recruiting events: 52% (W28), 53% (W27)
- Student outreach: 37% (W28), 35% (W27)
- Enhancing benefits: 33% (W28), 33% (W27)
- Apprenticeship programs: 13% (W28), 20% (W27)
- Something else: 0% (W28), 5% (W27)

Wave 27 responses collected April 19 to May 2, 2021
Wave 28 responses collected May 3 to May 16, 2021
Source: NIC Executive Survey Insights
Pace of Move-Ins in Past 30-Days: From Vaccine to Present

Wave 18 responses collected December 14 to December 27, 2020
Wave 25 responses collected March 22 to April 1, 2021
Wave 28 responses collected May 3 to May 16, 2021
Source: NIC Executive Survey Insights
Pace of Move-Outs in Past 30-Days: From Vaccine to Present

Wave 18 responses collected December 14 to December 27, 2020
Wave 25 responses collected March 22 to April 1, 2021
Wave 28 responses collected May 3 to May 16, 2021
Source: NIC Executive Survey Insights
Change in Occupancy by Care Segment: Current vs. One Month Prior From Vaccine to Present

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