

AAPACN Releases 2025 NAC Work Study:

AAPACN Study Highlights Opportunities to Strengthen Support and Training for a New Generation of NACs

Denver, CO, Aug. 7, 2025 – The American Association of Post-Acute Care Nursing (AAPACN®) announces the release of its 2025 Nurse Assessment Coordinator (NAC) Work Study and Salary Report, offering fresh insights into the evolving landscape of post-acute care. This year's findings highlight both a shift in the workforce and opportunities to strengthen support for NACs in their vital roles.

One of the most striking findings is a shift in NAC experience levels. In 2017, most NACs reported more than six years in the role. Today, the majority have fewer than five—highlighting a growing need for mentorship, comprehensive training, and strong support systems for those new to this complex and essential role.

The study also underscores the intensity of the work NACs face, particularly with sections like section GG, which was rated among the most challenging by respondents. Section GG demands clinical judgment, complex documentation over multiple days and shifts, and input from qualified clinicians to assess a resident's usual performance, further illustrating the need for well-prepared and well-supported staff.

The 2025 study also includes a detailed time analysis of MDS assessment completion. *"This study provides meaningful data on how long it takes on average, to complete various MDS assessments by type and combination," said Jessie McGill, RN, BSN, RAC-MT, RAC-MTA, Senior Curriculum Development Specialist at AAPACN. "These insights are essential for evaluating staffing needs within the MDS department and ensuring that NACs are supported in managing their workload effectively."*

Together, these findings offer a comprehensive view of the current NAC landscape and provide actionable insights to help post-acute care organizations better support their assessment staff, improve care delivery, and adapt to the evolving demands of the long-term care environment.

About AAPACN

The [American Association of Post-Acute Care Nursing](#) (AAPACN®) represents more than 20,000 post-acute care nurses and professionals working in more than 7,200 facilities. Dedicated to supporting PAC nurses and healthcare professionals in providing quality care, AAPACN offers members best-in-class education, certification, resources, and strong collaborative communities.

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KEY TAKEAWAYS

A majority of NACs in the workforce today have fewer than five years experience, compared to more than six years reported in 2017.

NACs cite the clinical judgement and complex documentation required for section GG to be among the most challenging aspects of their job.

The shift in experience and increased complexities of the work provide opportunities to strengthen support for NACs to excel in their vital role.

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