Are We Ready for the Age Wave?  
Workforce Issues

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Learning objectives
- To describe current demographic trends related to the aging population
- To discuss healthcare workforce-related challenges
- To describe strategies to better prepare the healthcare workforce to better meet the needs of older adults

Who's here today?
- Clinician/practitioner
- Managers/administrators
- Educators/researchers
- Planners/policymakers
- Students
- Other

Growth in older adult population
Minnesota (thousands)

Source: Susan Brower, Minnesota State Demographic Center

Shift in Long-term Care Spending
National Medicaid spending on long-term care (in billions)

Source: Kaiser Family Foundation

Increasing Patient Complexity
Percentage of Population with Chronic Conditions

Source: Eldercare Workforce Alliance; Medical Expenditure Panel Survey, 2008

24-Bed Assisted Living and Memory Care at a Glance

Typical Resident #1: 88 year old

Typical Resident #2: 82 year old

Typical Resident #3: 51 year old

Summary of trends

- Rapidly aging population
- Shift in long-term care spending from institutional to home and community-based settings
- More chronic conditions
- Greater patient complexity
Minnesota Geriatric Workforce and Education Survey

- April 2014
- Minnesota Gerontological Society members
- Questions related the health and long-term care workforce:
  - State and workforce preparedness
  - Workforce concerns
  - Priority content areas for training
  - Opinions about the role of educational institutions

How prepared is Minnesota’s health care system to meet the needs of the state’s aging population?

[Chart displaying preparedness levels: Mostly prepared (50%), Somewhat prepared (12%), Somewhat unprepared (31%), Mostly unprepared (4%), Unsure (4%)]

Perceptions of state versus organizational preparedness

- Minnesota
- Own organization

Thinking about the next 5 years, to what extent is your organization concerned about the following?

- Guiding patients and families in accessing needed LTSS: 71%
- Navigating systemwide changes, such as HC reform: 68%
- Changing delivery models to improve quality and cost: 66%
- Guiding patients and families in accessing HC services: 63%
- Helping patients and families navigate Medicare & MA: 60%
- Hiring an adequate number of professional staff: 57%
- Hiring adequate number of direct care staff: 51%

Need for more aging-focused education

- Own organization
- Other organization

What specific plans has your organization made?

- We are expanding home and community based programs to offer more services without requiring seniors to move.
- We are implementing telehealth programs in rural areas.
- We provide monthly training in issues related to aging: depression, caregiving, family dynamics, grieving and loss.
- We expanded our business to assist individuals to age in place in their home or apartment by providing services they need.
Comments

I would like to see all health care workers at every level of care be provided with sensitivity and awareness training for elder populations. Even if it is not their primary focus the likelihood they will encounter our growing senior population is high.

Most caregivers are young... it is hard for them to relate to the needs of a person who is 85 years of age.

Ninety percent of LTC is not provided by "professionals." We work on behalf of people who are aging in the community. For the most part they view "health" and "care" professionals as merely a necessary evil in their lives.

Until there are some real financial incentives for better geriatric care, nothing may happen.

In a recent survey, older adults were asked the following question:

"All medical and nursing students must take classes and be trained in caring for children. Do you think medical and nursing students should also be required to take classes in caring for older people?"

- 93% Yes
- 67% said they thought they would get better care if health professionals had more training in caring for older people

Source: John A. Hartford Foundation, 2012

Training of health professionals

- Physicians
- Social workers
- Registered nurses
- Pharmacists
- Physicians Assistants
- Others

Source: American Geriatrics Society; Bardach & Rowles, 2012

What role should educational institutions play in training health professionals to provide care for older adults?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>3%</td>
<td>Educational institutions should NOT be required to provide geriatric training to health professional students.</td>
</tr>
<tr>
<td>12%</td>
<td>Educational institutions should be required to provide geriatric training to all interested health professional students, but not to students who are not interested.</td>
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<tr>
<td>85%</td>
<td>Educational institutions should be required to provide at least some geriatric training to all health professional students.</td>
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Source: MN Geriatric Workforce & Education Survey, 2014
Declining growth of labor force

By 2030, nearly 3.5 million additional health care professionals and direct care workers will be needed.

Direct care workforce
- Rapid job growth in upcoming years
- Low wages
- Predominantly women
- Mostly minorities, many foreign-born
- Minimal training
- Limited opportunities for training or advancement

Technology

Minneapolis Gerontological Society
- Annual conference
- Webinars
- Gerontology Educators’ Network (GEN)
Development programs

- Certificate programs
  - Dementia
  - Nursing leadership
  - Health Support Specialist
  - Gerontology
- Online modules
  - Geriatric Education Modules (Center on Aging, University of Minnesota)
  - Clinical Teaching in Nursing Homes (School of Nursing, University of Minnesota)

Gerontology Programs

- Undergraduate
  - College of Saint Scholastica
  - Hibbing Community College
  - Metropolitan State University
  - Minnesota State University Moorhead
  - North Dakota State University
- Graduate
  - Bethel University
  - Mankato State University
  - North Dakota State University Graduate School
  - Saint Cloud State University
  - University of Minnesota
  - Concordia University

Programs for family members and caregivers

- Caring for a Person with Memory Loss (Dr. Joe Gaugler, University of Minnesota)
- Support groups, seminars (ElderCare Partners, The Wilder Foundation)
- Workplace eldercare seminars (DARTS)
- Caregiver educational programs (DARTS)

Discussion