



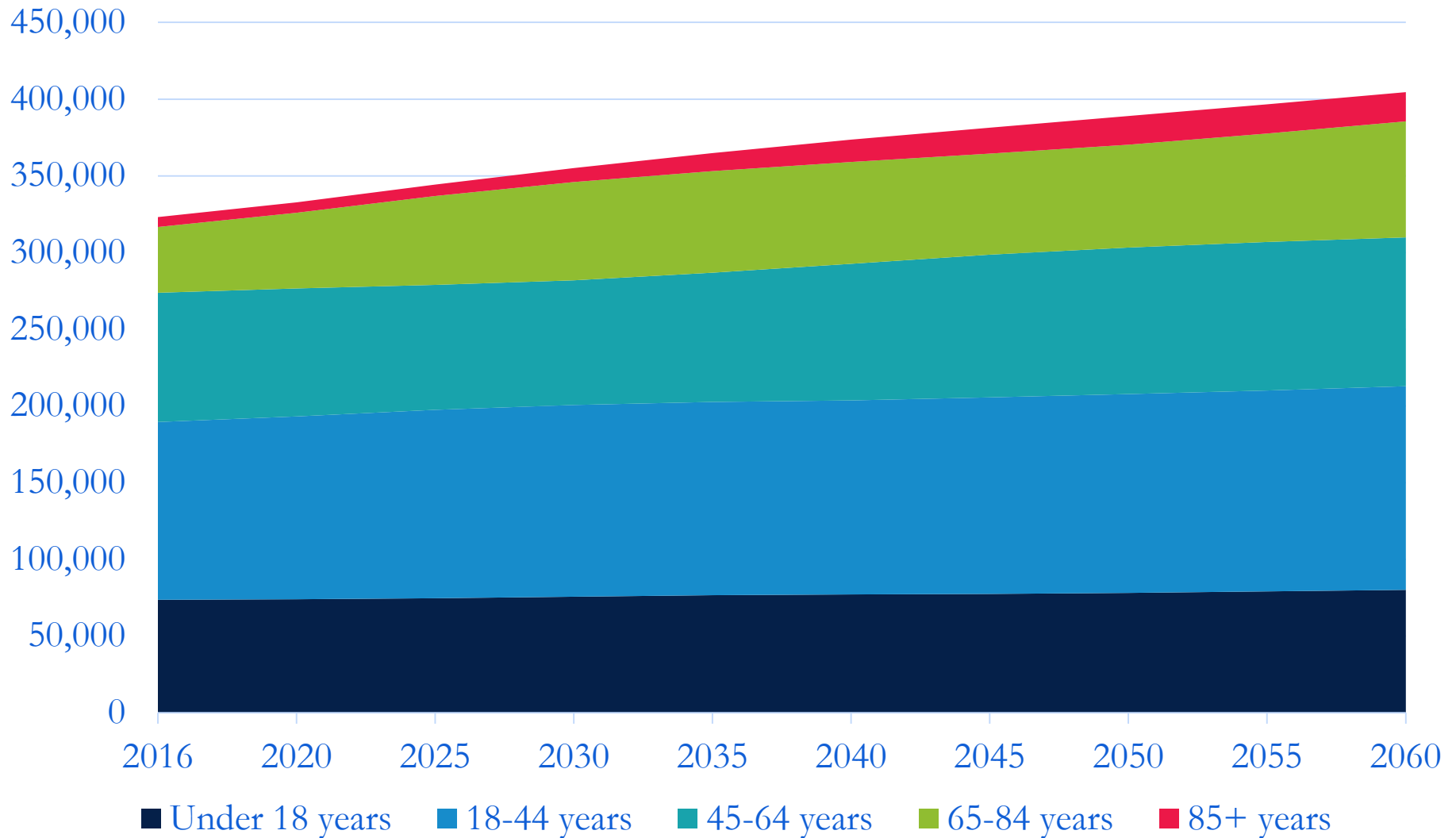
University of California  
San Francisco

# The health workforce for an aging population

Joanne Spetz, PhD  
University of California, San Francisco

November 13, 2018

# U.S. Population Projections (Thousands)

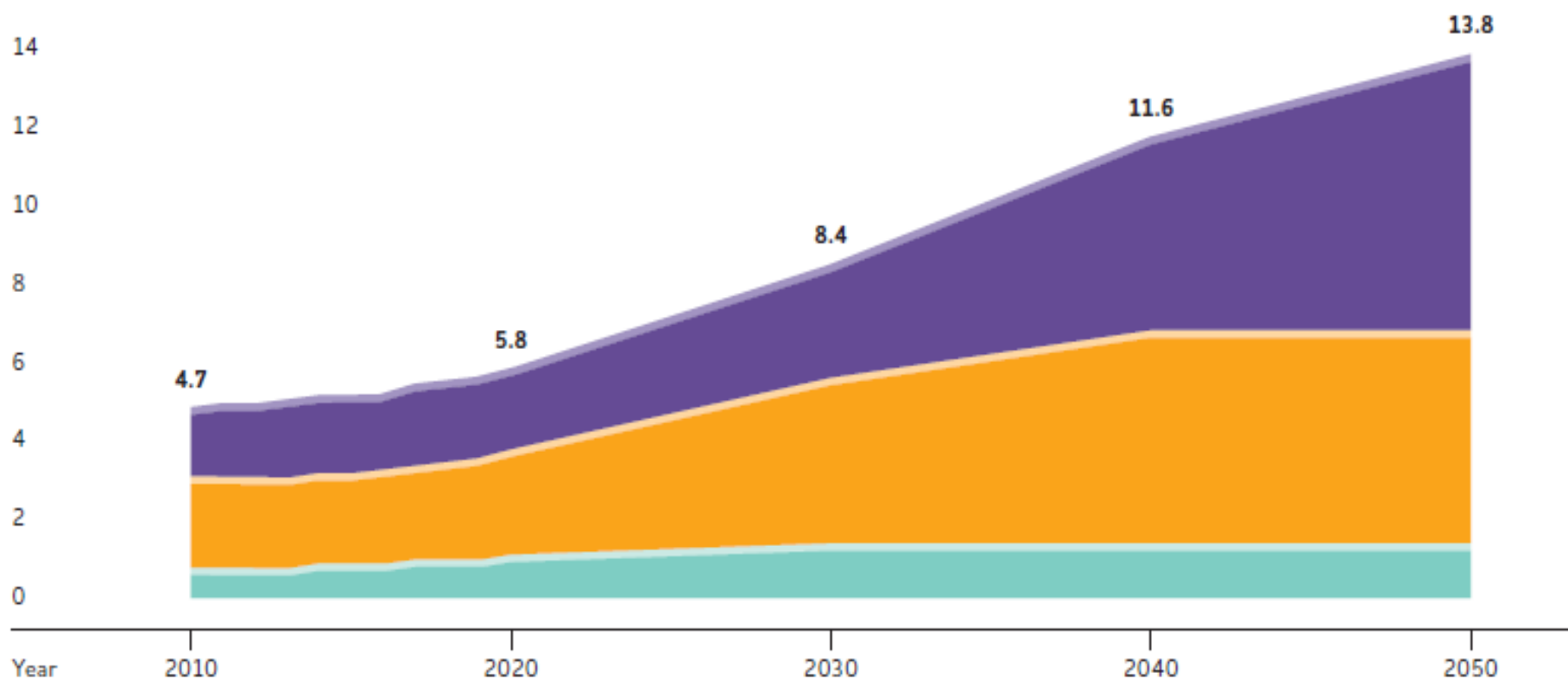


# Increasing Risk of Cognitive and Functional Loss

## Projected Numbers of People Aged 65+ with Alzheimer's

Millions of people  
with Alzheimer's

■ Ages 65-74   ■ Ages 75-84   ■ Ages 85+



Created from data from Hebert et al.<sup>A12, 31</sup>

# The looming workforce crisis

- By 2030: More than 70 million people 65 years and older
  - 20% of the population
- By 2050: Number needing long-term care will more than double
  - 8 million in 2000 to 19 million in 2050
- Who will care for those with long-term care (LTC) needs?
  - NAM report (2008) projected 3.5 million additional workers by 2030

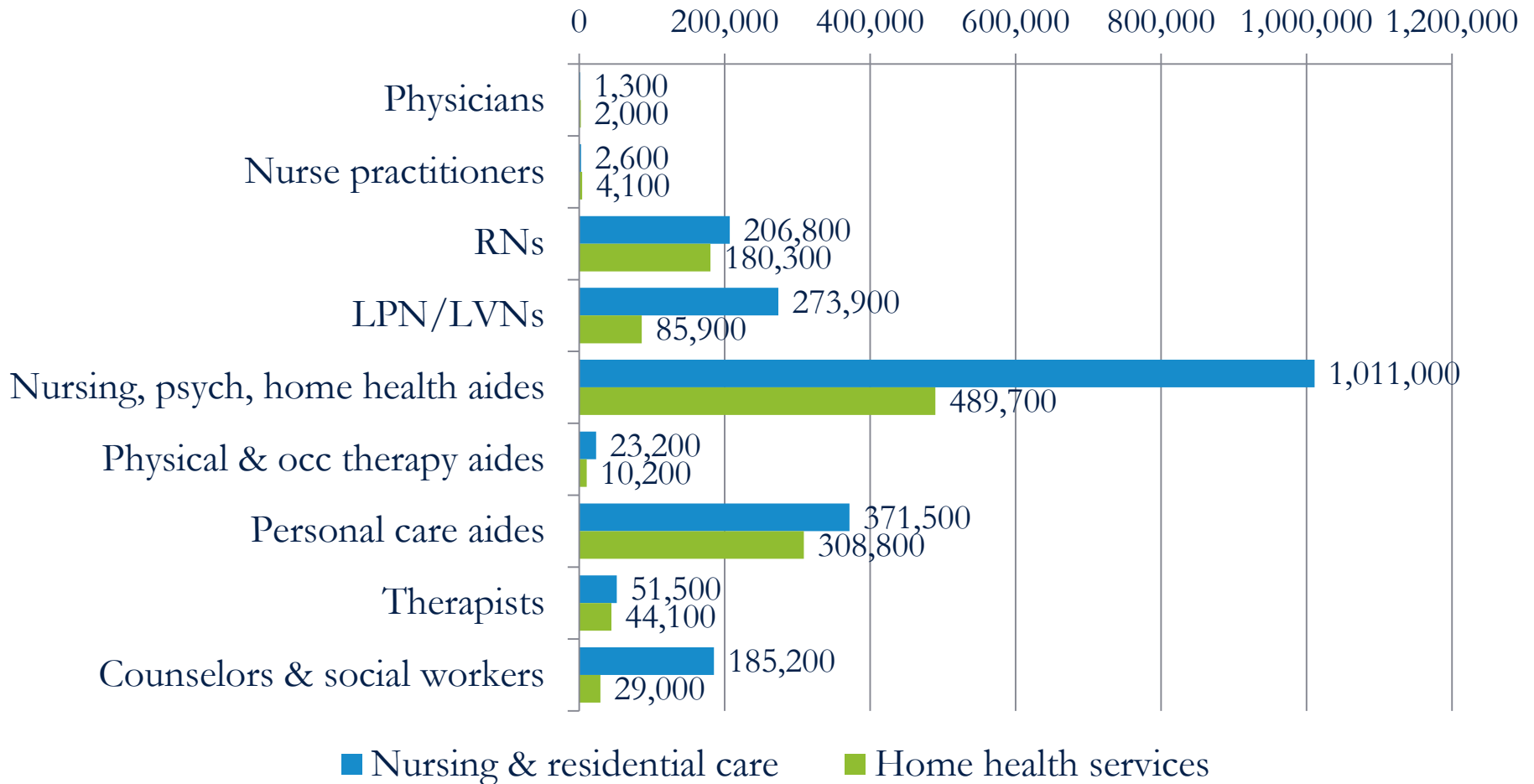
# Long-term care settings and workforce

- Settings for LTC
  - 25% institutions
    - Nursing homes
    - Assisted living
  - 75% home and community based services (HCBS)

# Long-term care settings and workforce

- Workers within institutions: mostly RNs, LPNs, CNAs
- Workers in HCBS include....
  - Family, friends, social networks, clergy
  - Direct-care workers
  - Registered nurses, licensed practical nurses
  - Care managers, navigators
  - Carpenters, plumbers, etc.
  - Therapists (PT, OT)
  - Pharmacists
  - Physicians, advanced practice nurses, physician assistants

# Jobs in long-term care, 2016



Total personal care aide employment in healthcare & social assistance = 1,706,200

# Physicians

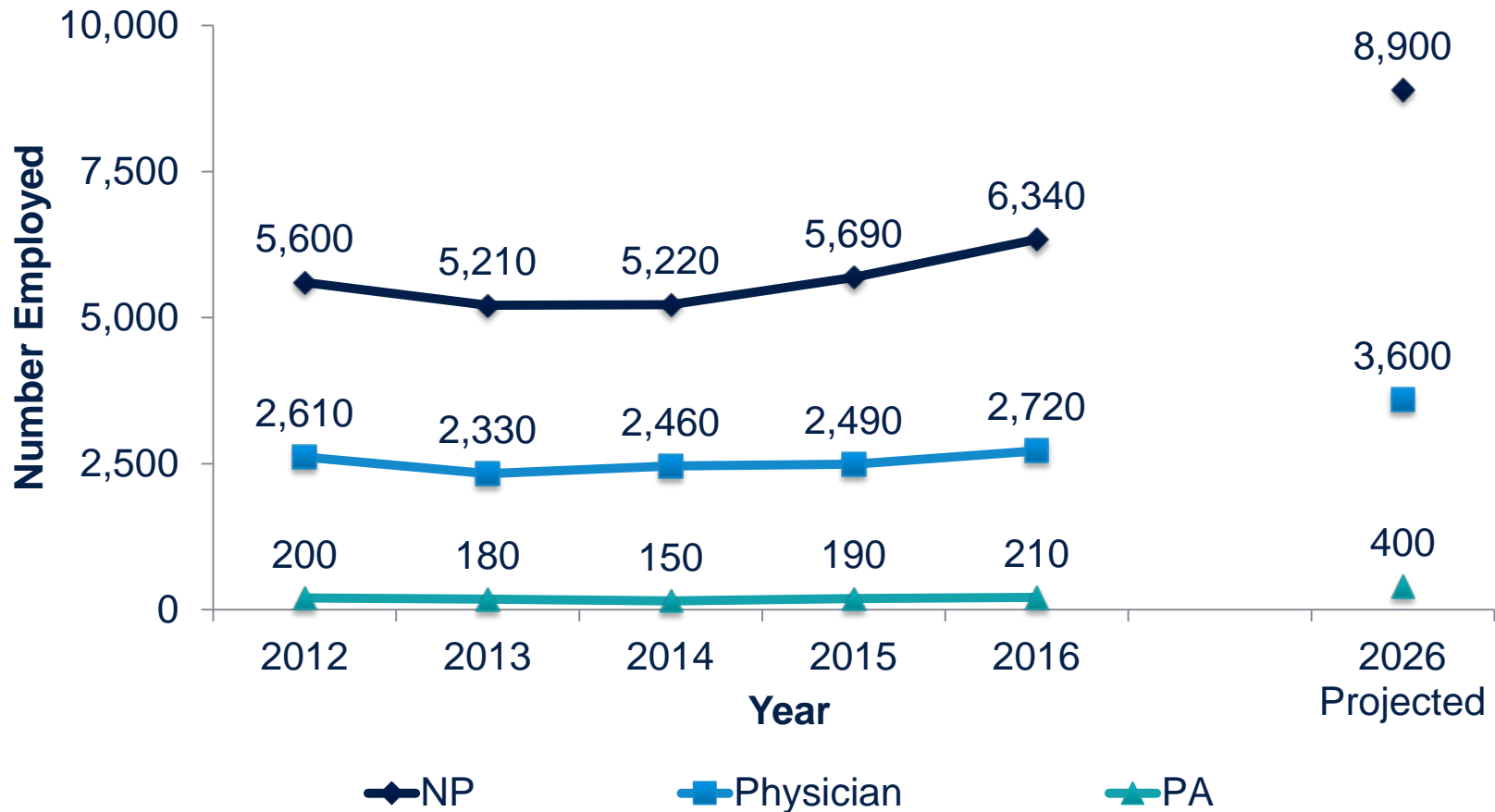
- Geriatrics – family or internal medicine, 1-year fellowship
  - 152 programs, 343 trainees in 2017
  - Many slots unfilled, up to 80% filled by international graduates
  - Half do not re-certify – are they still working in geriatrics?
  - Shortfall of ~13,000 by 2030
- Palliative medicine – family or internal medicine, pediatrics, oncology, anesthesia, psychiatry, 1 year fellowship
  - 122 programs, 325 fellows in 2017
  - Shortfall of ~6,000 in 2010
- Few dual programs, 2-year commitment



# Nurse practitioners

- ~250,000 NPs, 60% are family NPs
  - <10% work as adult-gerontology NPs (AGNP)
  - Gerontological NP certification ended 2015, changed to AGNP
- Education is in schools of nursing
  - Clinical preceptors usually NPs
- Palliative specialty certificate programs might be with physicians

# Growing roles of NPs: Number employed in nursing & residential care facilities, 2012-2016



Source: Bureau of Labor Statistics, 2014-2024 and 2016-2026 Industry-Occupation Matrices

# Training requirements for home health, home/personal care aides in California

	Type of care	Primary type of employer	Education / training	Certification/ registration
<b>Home health aide</b>	Personal care specified by treatment plan	Home health agency	120 hours	Certified by Department of Public Health
<b>Registered home care aide: “affiliated”</b>	Personal care	Home care organization	5 hours	Registered by Home Care Services Bureau
<b>Registered home care aide: “independent”</b>	Personal care	Consumer	5 hours	Registered by Home Care Services Bureau
<b>Unregistered home care aide</b>	Personal care	Consumer	None	None
<b>In-home support services provider</b>	Personal care, paramedical services	Consumer	Orientation	Optional to be registered by Home Care Services Bureau

# Interprofessional training in geriatrics & gerontology



Extent of inter-professional education of geriatricians and adult-gero nurse practitioners

Training programs for home health aides and personal care aides



# How education should be done



Ideal structure in institutional settings

Ideal structure in home and community settings





# Some glimmers of hope



- Independence at Home demonstration program
  - Home care teams – led by physicians and NPs
    - Include physician assistants, pharmacists, social workers, home care workers, family members, and other staff
  - Many sites are connected to health professions education

- Veterans Health Administration programs



- Nursing homes with low turnover
  - Patient Aligned Care Teams, home care
  - Large training programs, ~60% of workforce in geriatric-related care had some VA rotation or training
- Training home care aides to be part of the team
    - CMMI pilot in California