The health workforce for an aging population

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U.S. Population Projections (Thousands)

Increasing Risk of Cognitive and Functional Loss

Projected Numbers of People Aged 65+ with Alzheimer’s

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Created from data from Hebert et al. 12, 31
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

- Physicians: 1,300, 2,000
- Nurse practitioners: 2,600, 4,100
- RNs: 85,900, 206,800
- LPN/LVNs: 180,300, 273,900
- Nursing, psych, home health aides: 489,700
- Physical & occ therapy aides: 23,200, 10,200
- Personal care aides: 371,500, 308,800
- Therapists: 51,500, 44,100
- Counselors & social workers: 29,000, 185,200

Nursing & residential care
Home health services

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

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

<table>
<thead>
<tr>
<th>Type of care</th>
<th>Primary type of employer</th>
<th>Education / training</th>
<th>Certification/registration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Home health aide</td>
<td>Personal care specified by treatment plan</td>
<td>Home health agency</td>
<td>120 hours</td>
</tr>
<tr>
<td>Registered home care aide: “affiliated”</td>
<td>Personal care</td>
<td>Home care organization</td>
<td>5 hours</td>
</tr>
<tr>
<td>Registered home care aide: “independent”</td>
<td>Personal care</td>
<td>Consumer</td>
<td>5 hours</td>
</tr>
<tr>
<td>Unregistered home care aide</td>
<td>Personal care</td>
<td>Consumer</td>
<td>None</td>
</tr>
<tr>
<td>In-home support services provider</td>
<td>Personal care, paramedical services</td>
<td>Consumer</td>
<td>Orientation</td>
</tr>
</tbody>
</table>
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