Addressing the Needs of an Aging Population through
Health Professions Education

LEARNER RELUCTANCE IN WORKING WITH OLDER ADULT POPULATIONS

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The Older Adult Workforce (Nature Aging, April 2021)

- Population Aging
  - Global: 1 billion (2020) to 2.1 billion (2050)
  - United States: 16% (2021)   to 22% (2050)
- IOM 2008: Retooling for an Aging America: building a Health Care Workforce
  - Geriatricians declined: 10,270 (2010) to 7,300 (2021)
  - Nurse practitioners: FNP (55%), Gerontology (8%)
- Initiatives
  - Eldercare Workforce Alliance (EWA)
  - Geriatric Workforce Enhancement Program (GWEP-HRSA)
  - Nurses Improving Care for Health System Elders Program (NICHE)
- Ageism: Among healthcare professionals AND older adults themselves

Recommendations
(Nature Aging, April 2021)

1

Dramatically enhance the number of geriatric healthcare professionals

- Greatest deficiency: Public Health

2

Develop population-focused & evidence-based policies and programs to support wellbeing

3

Implement recently formulated consensus recommendations regarding care of community-dwelling older adults with serious illness

- Incorporate family caregivers
- Leverage technology
- Cultural competency
- Refined payment models

Ageism & Recommendations
(IJOPN, Heyman et al., 2020)

Ageism: Stereotyping of and discrimination against individuals or groups because of their age

Well established & socially-accepted prejudice	Prevalent throughout Western world

WHO: Threat & barrier to active aging framework

How can we influence policy, practice, research & education?

Educational interventions among clinicians to increase awareness of ageism	Additional education and training to improve knowledge about aging	Research to explore factors related to the phenomenon of ageism among older adults

Workforce for Seriously Ill Older Adults in the Community
JAGS Special Issue- May 2019

Consensus-Based Recommendations for ad Adequate Workforce

Addressing Workforce Shortage by **Leveraging IP Teams**

Connecting Social, Clinical, and Home Care **Services**

Building a **Culturally Competent** Workforce to Care for **Diverse OAs**

Training Clinicians with **Communication Skills** Needed

The Future of the **Home Care Workforce**

Family Caregiving in Serious Illness: **Recommendations**

Identifying **Palliative Care** Champions to Promote **High-quality Care**

Preferences of Students for Working with Older Adults (OAs)- Systematic Review
(Hebditch et al., 2020)

Seven categories of factors

- Characteristics of: students, experiences, courses, career, patients, work
- Theory of Planned Behavior

Key Findings:

- The role of undergraduate education
- Perceived characteristics of work, patients, and careers
- Preferences for working with people with dementia

Core Competencies for Gerontological Nursing Educators (NHCGNE)
(Wyman et al., 2019)

- Maintain <u>knowledge and skills</u> in the care of older adults (OAs)

- Serves as an advocate and <u>positive role model</u> for quality care for OAs

- Implements innovative teaching strategies for engaging learners to <u>develop knowledge, attitudes, and skills</u> about healthy aging and the care of OAs

- Facilitates <u>interprofessional learning</u> opportunities related to <mark>healthy aging</mark> and care of OAs

- Facilitates the integration of <u>concepts of <mark>health aging</mark></u> and care of OAs in academic and/or professional development programs

- Collaborates in the <u>evaluation of learning about <mark>healthy aging</mark></u> and care of OAs in academic and/or professional development programs

- Demonstrates <u>scholarship and leadership</u> that advances gerontological nursing education and practice, and fosters others' professional development
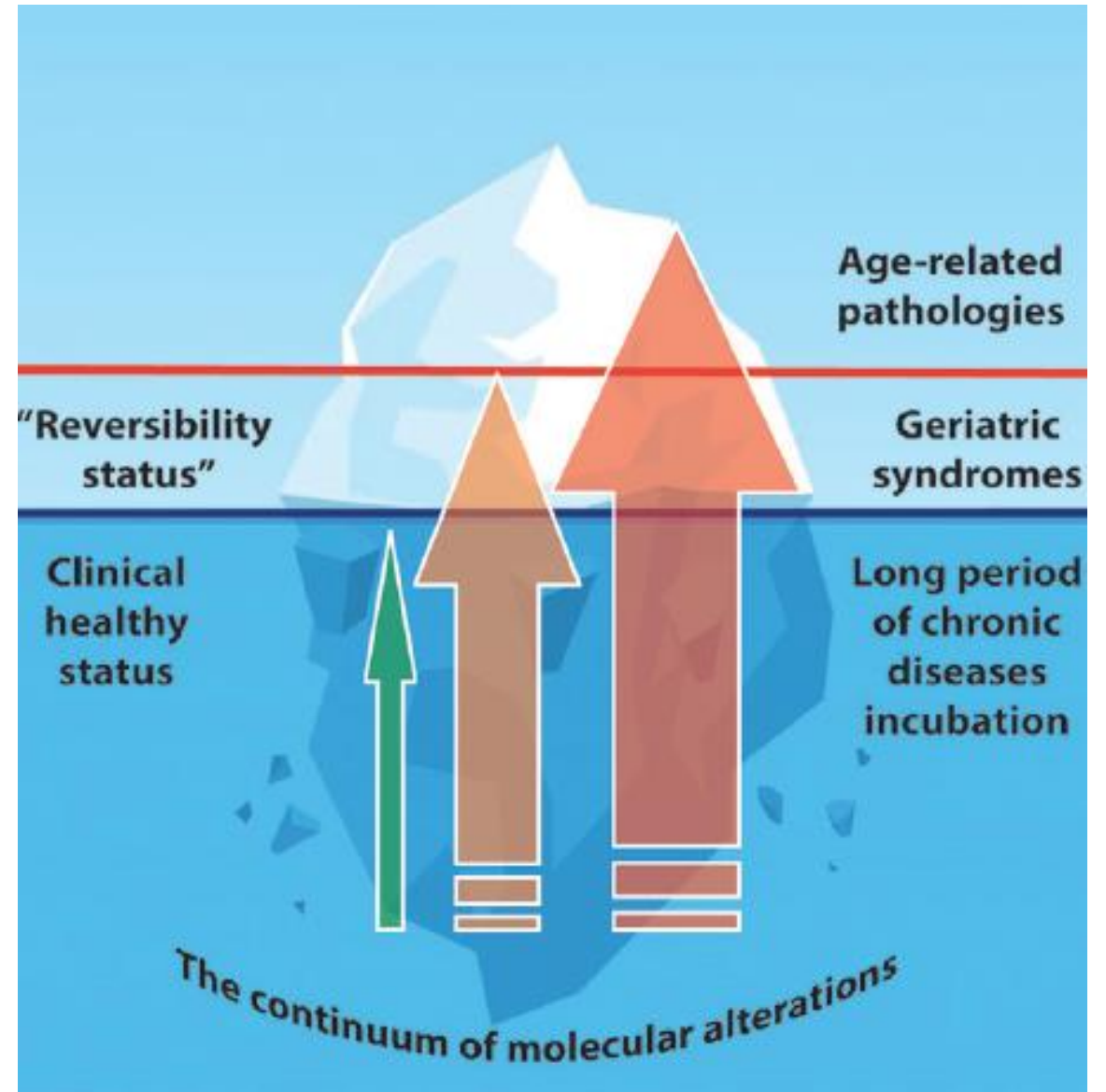
STEREOTYPES &
AGEISM

ELDERLY or FRAIL

STATIC THINKING:
YOUNG or OLD

Need for Paradigm Shift

A philosophy, language, perspective or way of thinking

School Teacher: A Sociology Study
(Lortie, 1975)

- Factors that Impede Improvement and Change

  - **PRESENTISM**

  - **CONSERVATISM**

  - **INDIVIDUALISM**

Reality

- Complex continuum of molecular alterations
  - Across the lifespan
  - Biological mechanisms
- Personhood
  - Unchanged

Reality
A Continuum

- Intrinsic Capacity

- Prevention Across the Lifespan
  - Primary
  - Secondary
  - Tertiary

- Age-Friendly Health Systems

- Transitions of Care