

Learning from the National Alzheimer's Project Act: Lessons for Workforce Engagement

Helen Lamont, PhD

Director, Division of Disability & Aging Policy

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Background

National Alzheimer's Project Act (NAPA) requires Secretary of HHS to:

- Create and maintain an integrated national plan to overcome Alzheimer's;
- Create an Advisory Council to review and comment on the national plan and its implementation
- Advisory Council on Alzheimer's Research, Care, & Services
 - Meets quarterly
 - Make annual recommendations to Secretary and Congress on priority actions
 - Work in three subcommittees: Research, Clinical Care, Long-Term Services and Supports
 - 12 public members and representative of federal agencies

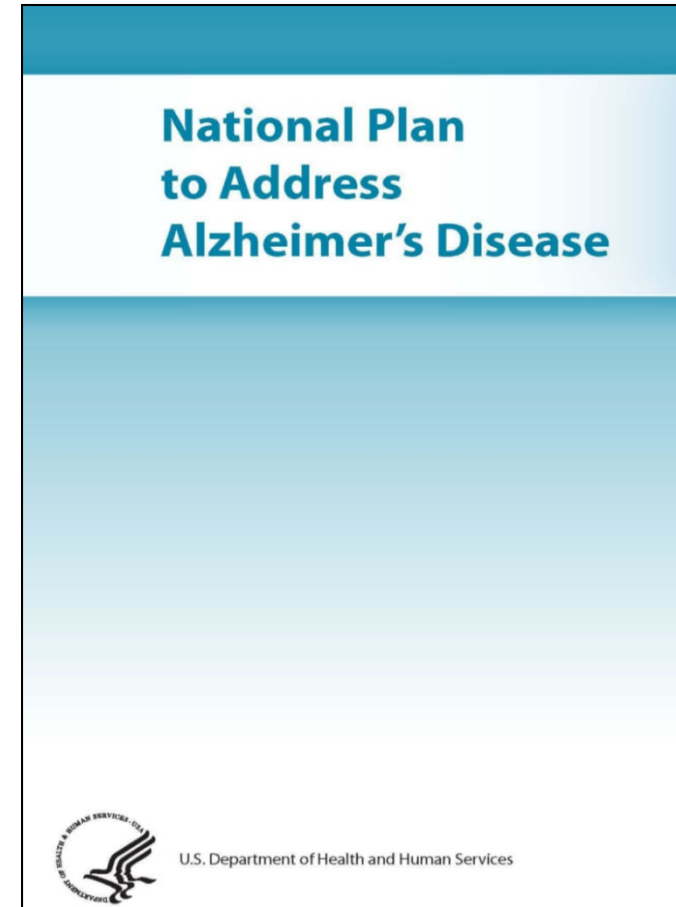


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National Plan to Address Alzheimer's Disease

1. Prevent and Effectively Treat Alzheimer's Disease by 2025
2. Optimize Care Quality and Efficiency
3. Expand Supports for People with Alzheimer's Disease and Their Families
4. Enhance Public Awareness and Engagement
5. Track Progress and Drive Improvement
6. (NEW) Accelerate Action to Promote Healthy Aging and Reduce Risk Factors for Alzheimer's Disease and Related Dementias



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Key Components of Success

Coordination and collaboration across federal government

Strong partnerships

Leveraging resources and expertise

Commitment of federal staff



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The dementia care workforce is key

Includes:

- Healthcare providers such as physicians, nurses, specialists
- Direct care workers who provide long-term services and supports in home, community, and nursing home setting, such as CNAs, LPNs, personal care aide
- Community-based providers such as the aging network and care navigators
- Family caregivers

Roles:

- Identifying and diagnosing dementia
- Treating and managing multiple healthcare conditions in the context of dementia
- Providing assistance with I/ADLs
- Care management and care transitions
- Coordination with family members
- Person-centered care



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Challenges

- Demand for workers is growing faster than the labor pool
- Caring for people with dementia can be challenging
 - Emotionally and physically demanding
 - Time-consuming
 - Key role of family caregivers
 - Complex patient care needs
 - BPSD can be challenging
- Wages/reimbursement may not adequately match these challenges
- Significant burden on this workforce during the COVID-19 pandemic



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Result in...

- High workforce turnover and subsequent labor shortages
- Higher health system/provider costs
- Poor quality of care
- Inability to implement new programs or interventions



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Takeaway:

Engaging the dementia care workforce is essential

- This workforce is extremely valuable
- The workforce knows that this population is challenging--- and *want* to be able to better meet their needs.
- Most effective care for persons living with dementia and their families is provided by an interprofessional team working with long term services and supports programs.
- *Educating and engaging the workforce goes hand-in-hand with payment and policy changes in leading to effective and lasting change.*



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Thank you!

helen.lamont@hhs.gov

