

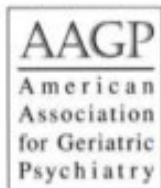
TOGETHER WE CARE

Advancing a Well-Trained Workforce to
Care for Us as We Age

ADVOCATING
TEAM CARE
FOR OLDER
ADULTS



Eldercare
Workforce
Alliance



AMERICAN
PSYCHOLOGICAL
ASSOCIATION



QUALITY CARE
THROUGH
QUALITY JOBS



National Council on Aging



THE GERONTOLOGICAL
SOCIETY OF AMERICA



CARING
ACROSS
GENERATIONS



American Physical Therapy Association
The Science of Healing. The Art of Caring.™



National Association for Geriatric Education



HARTFORD INSTITUTE FOR GERIATRIC NURSING
NYU ROY MEYERS COLLEGE OF NURSING



National Association of Social Workers



COUNCIL ON SOCIAL WORK EDUCATION



Advancing Leadership and Learning
from Younger Adults



Eldercare
Workforce
Alliance



COMMUNITY CATALYST

Because we all should have a say
in decisions that affect our health



American Society of
CONSULTANT
PHARMACISTS



The National
CONSUMER VOICE
For Quality Long-Term Care
formerly NCCOR



EWA Mission

Addressing the immediate and future workforce needs in caring for an aging America by advancing recommendations in the IOM reports:

- 2008 IOM Report: *“Retooling for an Aging America: Building the Health Care Workforce”*



Overall Health Workforce

2008 IoM Report: TABLE 4-1

Number of Providers in 2005 and Projected
Number Needed in 2030 to Maintain Current
Provider-to-Population Ratios (in 1000s)

	2005	2030	Difference
Total health providers	9,994	13,522	3,528
Registered nurses	2,458	3,326	868
Nursing aides	2,009	2,719	709
Physicians	804	1,088	284
LPNs/Voc nurses	654	885	231
Pharmacists	236	319	83
Dentists	163	220	57
Other providers	3,670	4,965	1,295

Numbers of Providers in 2016-2018
compared to 2005 numbers
listed in the 2008 IoM Report

2016-2018	Increase from 2005
16,866 (2018)¹	6,872
2,952 (2018)²	494
2,356 (2018)¹	347
954 (2016)³	150
702 (2018)¹	48
314 (2018)⁴	151
199 (2018)⁵	36
9,389	5,719

NOTE: Numbers are for overall health care workforce and not limited to geriatric population. 2008 SOURCE: Mather, 2007.

2016-2018 Sources: 1. Bureau of Labor Statistics, US Dept of Labor, Occupational Employment Statistics Survey, 2018.

2. Bureau of Labor Statistics, US Dept of Labor, Occupational Outlook Handbook, 2018.

3. Young A. et al: A Census of Actively Licensed Physicians in the United States, 2016. J Med Regul. 2017;103:7-21.

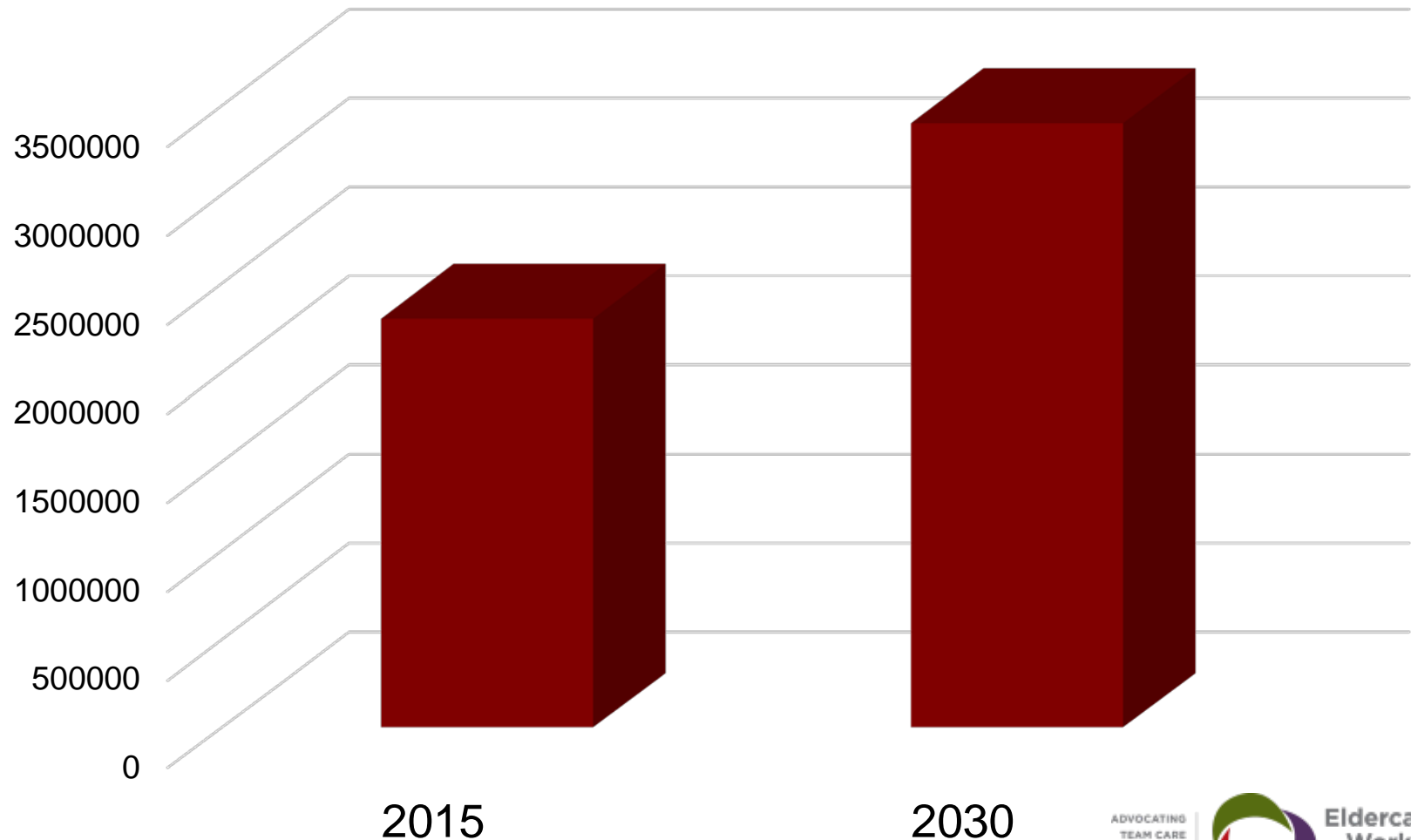
4. Bureau of Labor Statistics, US Dept of Labor, Occupational Outlook Handbook, 2019.; 5. ADA Health Policy Institute, 2018

Note: Data on nurse aides only includes BLS categories of Nursing, Psychiatric, and Home Health Aides.

The Direct Care Workforce



Demand Changes in the Direct Care Workforce



U.S. Department of Health and Human Services, Health Resources and Services Administration, National Center for Health Workforce Analysis. 2017. Long-Term Services and Supports: Direct Care Worker Demand Projections, 2015-2030. Rockville, Maryland

IoM Recommendation on Wages

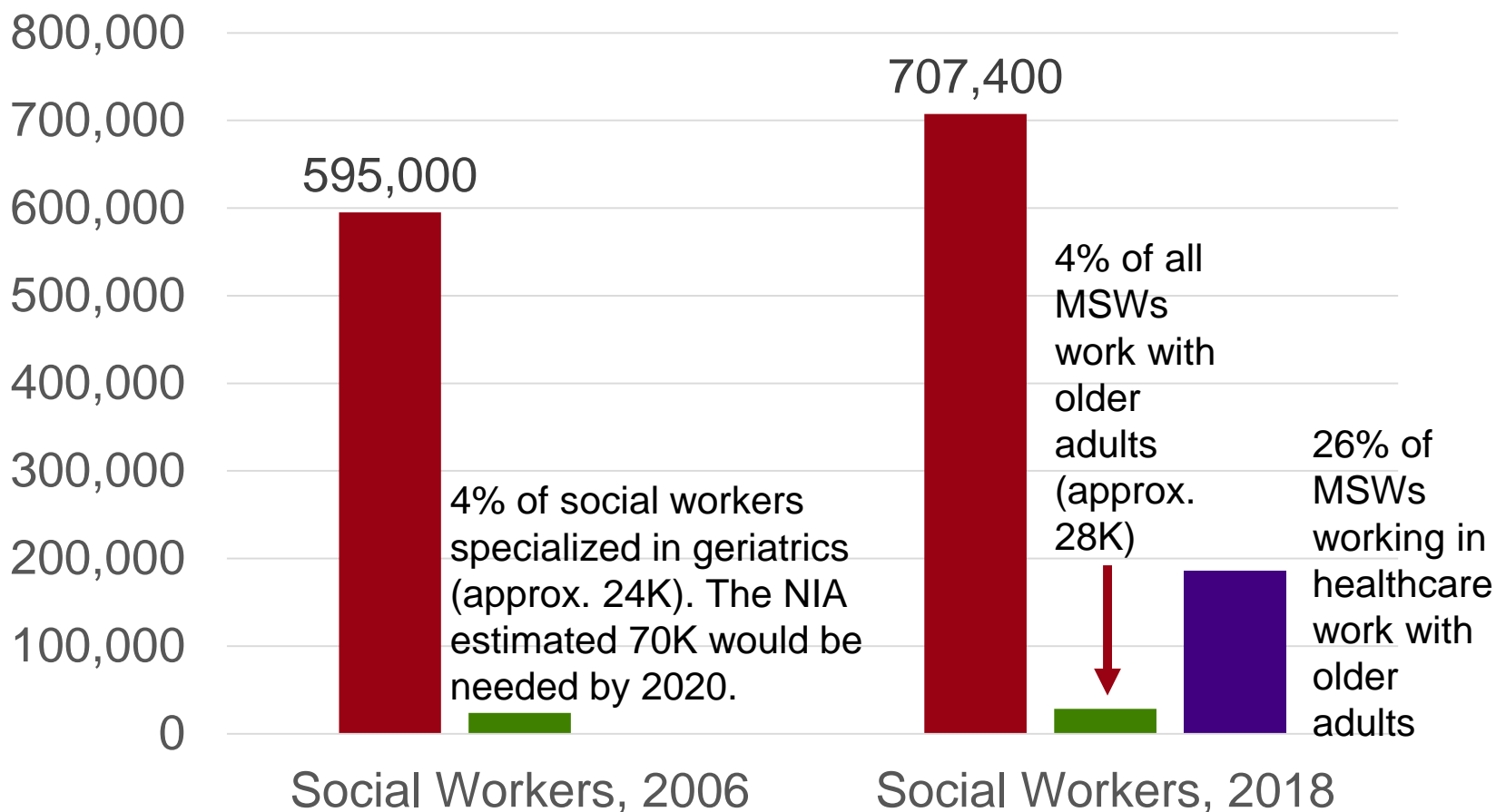
Greater professional recognition and salary commensurate with increased responsibilities

Direct Care Workforce Wage Changes

Mean Hourly Wages for Direct-Care Occupations by Setting, 2006 versus 2018				
	Home Health Aides, 2006	Home Health Aides, 2018	Personal Care Aides, 2006	Personal Care Aides, 2018
All settings	9.34	12.18	8.34	12.06
Home Health Care Services	9.14	11.99	7.19	10.93
Nursing Care Facilities	9.76	12.60	NA	NA
Residential Intellectual; DD, Mental Health, and Substance Abuse Facilities		12.01	9.18	12.15
NOTE: NA = not available				

Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Home Health Aides and Personal Care Aides,

Social Workers in Eldercare

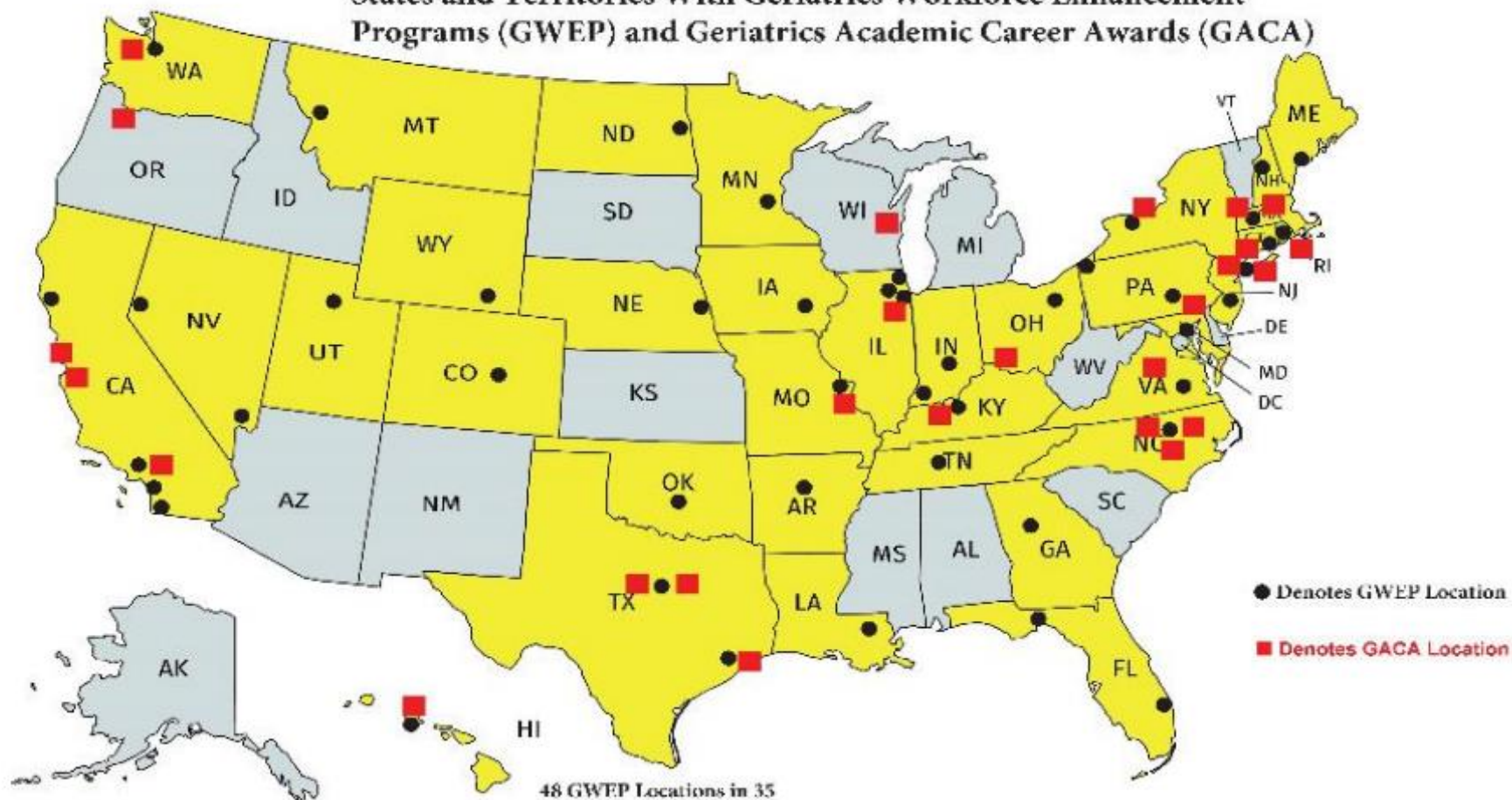


Sources: ASPE, 2006; Center for Health Workforce Studies, 2006; Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Home Health Aides and Personal Care Aides Salsberg, E., Quigley, L., Mehfood, N., Acquaviva, K. D., Wyche, K., & Silwa, S. (2017). Profile of the social work workforce., <https://www.socialworkers.org/LinkClick.aspx?fileticket=wmj7uAw4q8E%3d&portalid=0>

Coordinated Care

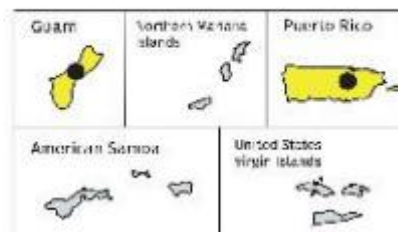


States and Territories With Geriatrics Workforce Enhancement Programs (GWEP) and Geriatrics Academic Career Awards (GACA)



48 GWEP Locations in 35 States and 2 Territories

26 GACA Awardees in 16 States



Success of the GACA Program

Professional Development

- 92% of respondents to a national survey of GACA awardees stated that the GACA award facilitated their professional development

Training for the Geriatric Workforce

- GACA awards resulted in reaching an estimated 40,700 additional learners caring for older adults

Source: Foley, K. T., Luz, C. C., Hanson, K. V., Hao, Y., & Ray, E. M. (2017). A national survey on the effect of the Geriatric Academic Career Award in advancing academic geriatric medicine. Journal of the American Geriatrics Society

How can we move forward?

- Integration of care teams (across healthcare including the direct care workforce and social care)
- Expand training in geriatrics of entire workforce through expansion of programs such as GWEPs
- Professionalize the direct care workforce
 - With competency and professional standards, and good training, higher wages should follow



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