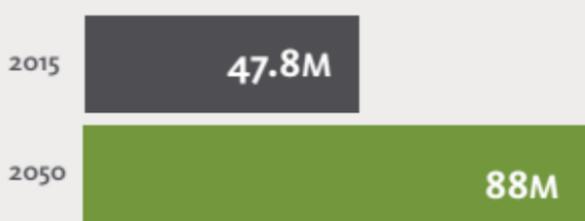


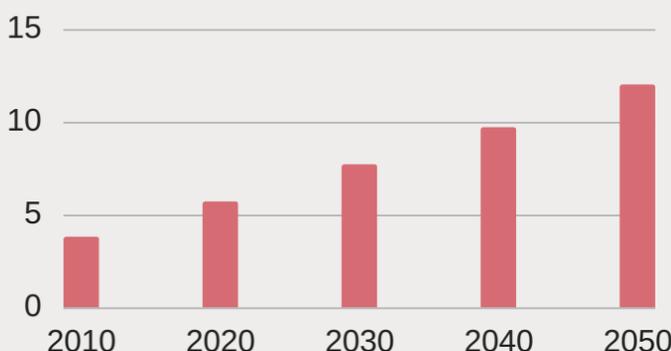
Workforce Crisis: Long-Term Services & Supports in Texas

A Rapidly Growing Older Nation

The population of adults age 65 and older will increase from 47.8 million in 2015 to 88 million in 2050.



Total Texas Population Age 60+ in Millions



Nationwide: A Growing Need for LTSS Workers

The nation will need **2.5 million** LTSS workers by 2030 to keep up with the growth of America's aging population.



Nationwide: A Growing Need for Assistance



The U.S. Department of Health and Human Services estimates that nearly **70% of people who reach the age of 65** will ultimately need some form of long-term services and supports (LTSS).

76%

By 2035, the number of older households with a disability will increase by **76%** to reach **31.2M**

- 17M OLDER HOUSEHOLD WITH MOBILITY DISABILITY
- 12M SELF-CARE DISABILITY
- 27M ACTIVITY DISABILITY

"If current levels of LTSS care are maintained, Texas is projected to have the largest increase in demand for overall LTSS nursing care provided by Registered Nurses and Licensed Practical Nurses between 2015 and 2030."

Source: <http://www.dshs.texas.gov/chs/cnws>

Nationwide: A Shortage of Workers Trained in Geriatrics

1 : 4,254

By 2030 the projected need for geriatric physicians is 36,000 but the projected number is 7,750 or one geriatric physician for every 4,254 older Americans.

1 : 20,195

By 2030 the projected number of geriatric psychiatrists is 1,659 or one for every 20,195 older Americans.



4% of social workers and less than 1% of physician assistants identify themselves as specializing in geriatrics.

< 1%

Less than 1% of RNs and pharmacists are certified in geriatrics • Less than 1% of practicing physical therapists are certified as geriatric clinical specialists.

The projected increase in the number of positions needed in long-term care nationwide between 2010 and 2030:



The most significant challenge facing LeadingAge members nationwide?
The lack of prospective workers (83.5%).

IN A 2016 STUDY OF LONG-TERM CARE FACILITIES:

58.7% reported need for more RNs in the next two years

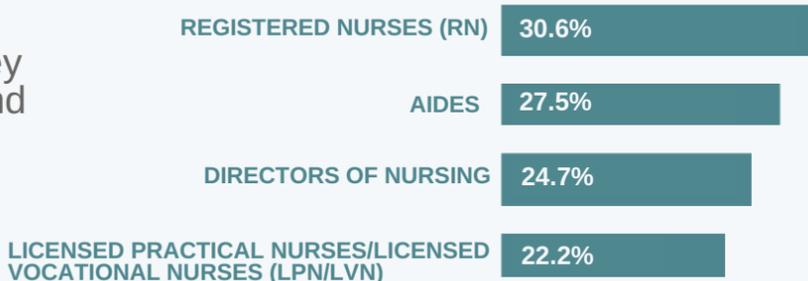
66.4% reported need for more CNAs in the next two years

DID YOU KNOW?

The number of RNs employed in long term care facilities in Texas is **BELOW** the national average

What are the most difficult positions to fill?

A portion of survey respondents said they find it very difficult to fill these nursing and frontline staffing positions:



FUNDING WOES

The strain on funding is making it difficult for aging services providers to attract and retain staff, as both nurses and direct care workers cite compensation as a motivating factor for either not entering or leaving the aging services field.



MEDICAID

62% of nursing facility residents in Texas are on Medicaid.



Federal Medicaid spending on long-term care is to rise **50%** by 2026.

What Does an Unstable Workforce Mean for LTSS PROVIDERS?



1. High provider costs. It's expensive to continuously recruit and train new workers and to use temporary, contract staff.



2. Concerns about access and quality. A shortage of workers means that consumers have more problems accessing services. Worker shortages can compromise quality of care and quality of life for LTSS consumers.



3. Poor working conditions. Staff shortages often cause hardships for workers who remain on the job. These hardships include extreme workloads for both nurses and direct care worker staff, inadequate supervision, lost time as new workers learn their jobs, and high accident and injury rates. More workers are currently leaving the LTSS sector than are entering it.

What Does an Unstable Workforce Mean for AGING TEXANS?

1. Reduced access to long-term care due to staffing issues

2. The closing of nursing homes in rural areas as less workforce and funding cause financial strain.

3. Lower quality of care and life for Texans as staff becomes overworked and burdened.



Time for Texans to Take Action

Invest in Texas' workforce. We need to make aging services careers a top priority to ensure quality care and experienced caregivers. Training for careers in aging services must be **accessible and affordable** to effectively grow the workforce and meet the demand.

Aging service providers and managed care organizations must **work together** to provide value, high quality care, and ensure access for Texas' seniors.

To promote a better understanding of the long-term care setting, facilities should join with other long-term care facilities in partnerships with local community colleges and other educational programs to provide **educational and clinical experiences** for faculty and students.

The state of Texas should develop a **vision and strategic plan** to prepare for Texas' aging future.

Fight the aging stigma. Texas must take steps to **raise awareness** of issues relating to aging and **promote careers** working with older adults.

Long-term care facilities should practice **recruitment and retention strategies** to combat workforce issues. Recommendations include: *recognizing the staff experience, providing affordable healthcare insurance, expanding non-wage compensation to all nursing staff, providing adequate staffing, encouraging appreciation and recognition of staff, and encouraging facilities to meet national median wage levels for aide staff.*

Sources

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