



Minnesota’s Home Care Challenge: Workforce

Problem

As the healthcare industry changes to meet growing and varied demands, staffing home care agencies with top-quality professionals proves challenging. As a low-cost alternative to institutional care, home care is increasingly in demand and expanding to provide more complex care for patients who prefer to receive health services in their own homes. To meet these rising demands, Minnesota must focus on creating incentives for the nursing profession.

Industry	Estimated Employment 2016	Projected Employment 2026	Percent change 2016-2026	Numeric change 2016-2026
Offices of Physicians	69,181	80,700	16.7%	11,519
Health Care & Social Assist	462,083	540,500	17.0%	78,417
Outpatient Care Centers	11,262	14,000	24.3%	2,738
Ambulatory Health Care Services	146,987	185,300	26.1%	38,313
Other Health Practitioners	15,532	20,200	30.1%	4,668
Medical & Diagnostic Labs	3,515	5,400	53.6%	1,885
Home Health Care Services	24,042	38,000	58.1%	13,958

- As of 2020, there are more seniors in Minnesota than school-age children.
- There will be a significant growth in seniors over the age of 80 over the next 20 years.
- MN projections indicate home health services are rising faster than other health care segments.

Solution

Meeting staffing needs to provide sufficient and sustainable home care services in Minnesota is a multi-faceted challenge and will require collaborative and creative efforts to identify solutions. Minnesota HomeCare Association has convened a group of dedicated professionals who are analyzing the workforce shortage and exploring methods to impact the situation in our state. Other initiatives currently underway include:

- A. **Education:** MHCA is working with the MN Board of Nursing to explore ways to interest more students in home care careers. MHCA also joins with schools of nursing and other related organizations to identify and build a variety of methods to increase awareness, showcase career pathways and possibilities, and urge program expansion.
- B. **Reimbursement Rates:** Salary rates are directly impacted by reimbursement rates for home care services. In this session, two bills being introduced address different aspects of reimbursement rates for home care services.
- C. **Federal Assistance:** MHCA is working with other state and national home care advocacy groups to influence CMS rates and regulations, to aid the sustainability of rural home care agencies.

Mission: MHCA represents and supports Minnesota home care providers committed to high quality home care services.

Vision: MHCA will shape the home care landscape to improve and sustain quality care services.