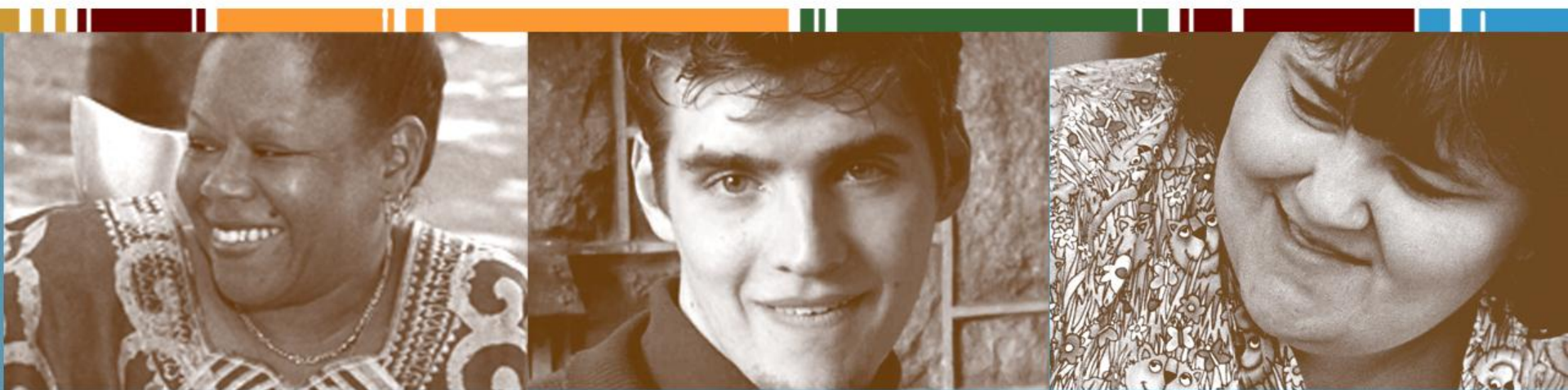




# Solutions for a Long-Term Care Workforce

6<sup>th</sup> Annual Allegheny County  
Aging Conference

Carol Rodat, NY Policy Director



Quality Care THROUGH Quality Jobs

# Φ PHI's Mission

To use our practical workplace and policy expertise to help consumers, workers, and employers improve the quality of care, by creating better-quality direct-care jobs and in so doing to:

- ❖ To promote caring, stable relationships between consumers and workers, and
- ❖ To improve the lives of both those needing care and their caregivers

# The LTC Eldercare/Disability Workforce

- Physicians and extenders
- RNs and LPNs
- Therapists
- Social Workers
- Pharmacists
- CNAs, Home Health Aides, Personal Care Aides, Direct Support Professionals
- Families and informal caregivers

# Who are the primary caregivers in LTC?

- Family caregivers – 2.2 million in NY, 2.4 billion hours, \$25 billion economic value
- Direct care workers – personal care aides, home health aides, nursing assistants
- Licensed health personnel and extenders

# Projections for NYS

Occupation	NYC	Rest of State	Total	2016 Need
Nursing Aides, Orderlies	44,090	60,120	104,210	<b>+11%</b>
Home Health Aides	81,830	56,460	138,290	<b>+37.8%</b>
Personal Care Aides and Home Care Aides	47,160	27,520	74,680	<b>+35%</b>

# Western NY Projections

Occupation	2006	2016	% Increase
RNs	14,350	16,010	11.6%
Home Health Aides	7,320	9,120	24.6%
Nursing Aides, Orderlies, and Attendants,	9,000	10,000	11.1%
LPNs	5,930	6,440	8.6%
Physical Therapists	1,130	1,310	15.9%
Pharmacists	1,320	1,420	7.6%

# Why this Workforce Matters

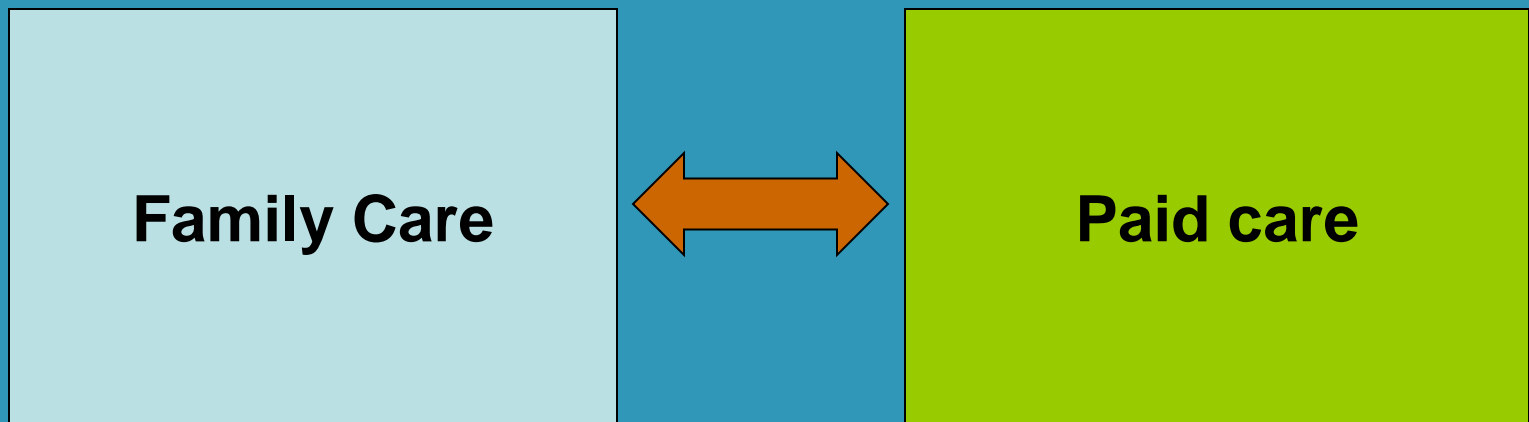
- 2/3s of older adults will need some form of LTC at some point
- 65% will spend some time at home in needing LTC
- 11% will require care for more than 2 yrs
- 25% will rely on family for at least 2 yrs
- 35% will need residential care
- 5% will spend more than 5 yrs in NH

# What's Changing?

- People 65+ are increasing and will be 20% of our population by 2030
- The ratio of females, aged 25-54 for every person needing LTC will be 1:6 by 2030 rather than 2:1 as it was in 2000
- 34% of New Yorkers 75+ live alone
- Our workforce is aging – 28% of home care aides are over age 55 as opposed to 18% of overall workforce

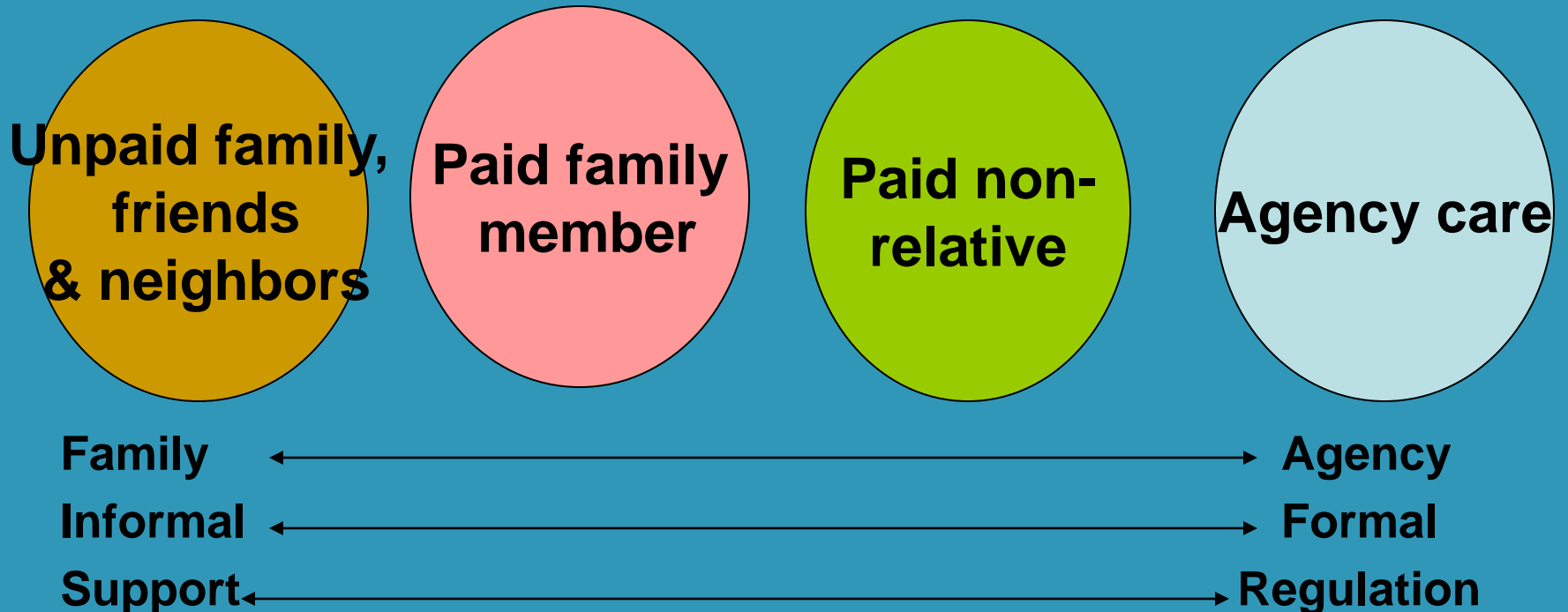
# The Caregiving Continuum

Is it this?



# The Caregiving Continuum

Or is it more like this?



# Family Caregivers



- Assessment
- Tools
- Connections/Supports
- Stress management
- Respite
- Education and support

# Paid Home Care Aides

- Transportation
- Retention specialist
- Supervisor Training
- Career ladders with local schools
- Communication and problem-solving
- Peer mentors
- Consolidation of training

# Consumer-Directed Care

- Outreach to hospitals, physicians, social service departments, home care agencies
- Consumer as Employer training
- Peer counselors
- Registries for back-up
- Eliminate restrictions on specific family members who can provide care under CDPAP

# Volunteers, Coaches and Models

- RSVP
- Community Supports Navigator Pilot
- ReServe Health Navigator Program
- Chronic Disease Self-Management (Stanford and NCOA)
- Healthcare Promise – Home-based Chronic Care Model

# System responses

- Sectoral workforce center with Workforce Investment Board
- Transportation mapping
- Robust Point-of-Entry
- Remote monitoring technology
- Evaluate building code
- Special teams (e.g., crisis management)
- Contracting reform

# Rural Response Areas

- Transportation
- Cooperatives
- Caregiver Support Networks
- Use of alternative care sites
- Coordinated network between multiple rural providers
- Telehealth

# A Formula for the Future

- Create supports for family caregivers
- Create supports for consumers who hire
- Improve the wages and benefits of direct care workers
- Integrate the family caregiver and the direct care worker into the clinical team
- Innovate with new models, technology, and redesign

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