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Long term care workforce for our growing aged population

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The looming long-term care crisis

- By 2030: More than 70 million people 65 years and older
 - 20% of the population
- By 2050: Number needing long-term care will more than double
 - 8 million in 2000 to 19 million in 2050
- Who will care for those with long-term care (LTC) needs?
 - IOM projects 3.5 million additional workers by 2030

Trends in Long-Term Care Service Use and Workforce Demand Predictions

Demand does not change regardless of care setting in the future

1. Measure use of 4 types of LTC services by age/ethnic/gender
2. Extrapolate future use based on population projections
3. Measure employment by occupation in each LTC service sector
4. Extrapolate future worker demand by occupation using data from steps 2 & 3
5. Literature review found no recent modeling

LTC Demand

Data sources: A hunting expedition

- National Health and Aging Trends Survey (NHATS) 2011
 - Nursing home, Residential care
- Medical Expenditures Panel Survey (MEPS) 2009-2011
 - Home health services (ratio of users/population)
- National Study of Long-Term Care Providers (NSLTCP) 2013
 - Adult day care center clients/population
- Census Bureau: Population estimates 2010 & projections
- Employment: National Study of Long-Term Care Providers, BLS

Findings: Projected job/FTE growth: 2010-2030

Occupation	New jobs	Growth
RN (FTE)	132,869	73%
LPN (FTE)	166,242	70%
Nursing assistants (FTE)	534,548	68%
HHA/PCA	1,188,897	88%
Food prep & serving	219,457	67%
Office & admin support	196,416	78%
Building & grounds maint.	119,715	69%
Comm & social services	121,700	93%
Management	99,827	78%
Counselors & social work	116,171	94%
Total (jobs+FTE)	2,895,842	79%

The National Landscape of PCA Training Standards ; Leader States in Personal Care Aide Training Standards

Partnership with PHI

Researched regulations in 50 states:

- Searched state administrative codes, licensing laws, department regulations, Medicaid provider manuals, waiver documents
- Study investigators independently rated each state and developed framework and consensus on indices for rigor and uniformity
- 7 leader states with both consistency and rigor in training requirements; Alaska, Arizona, Arkansas, Idaho, Minnesota, Virginia and Washington

Findings

- **11** states (23%) have no formal training requirements
- **18** states (35%) specify required training hours for PCAs; only **5** states > 40 hours
- **7** states require that PCAs complete other certification programs; e.g., CNA
- **19** states (37%) have uniform training requirements for PCAs across all programs
- Only **4** states specify curriculum for PCAs

LTC Workforce Policy Issues

- Scope of practice
 - NP, PA restrictions
 - Supervision requirement of agency PCAs in home setting
- Federal and state training requirements
 - Moving toward specific requirements: dementia care
- Workforce sustainability
 - Low wages, live in poverty, lack of career growth
- Funding models and payment
 - Reimbursement for complex care, care coordination
 - Budget threats to LTSS; federal and state

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