



Medicaid Policy Academy: Medicaid and the Future of the Healthcare Workforce

September 20, 2023

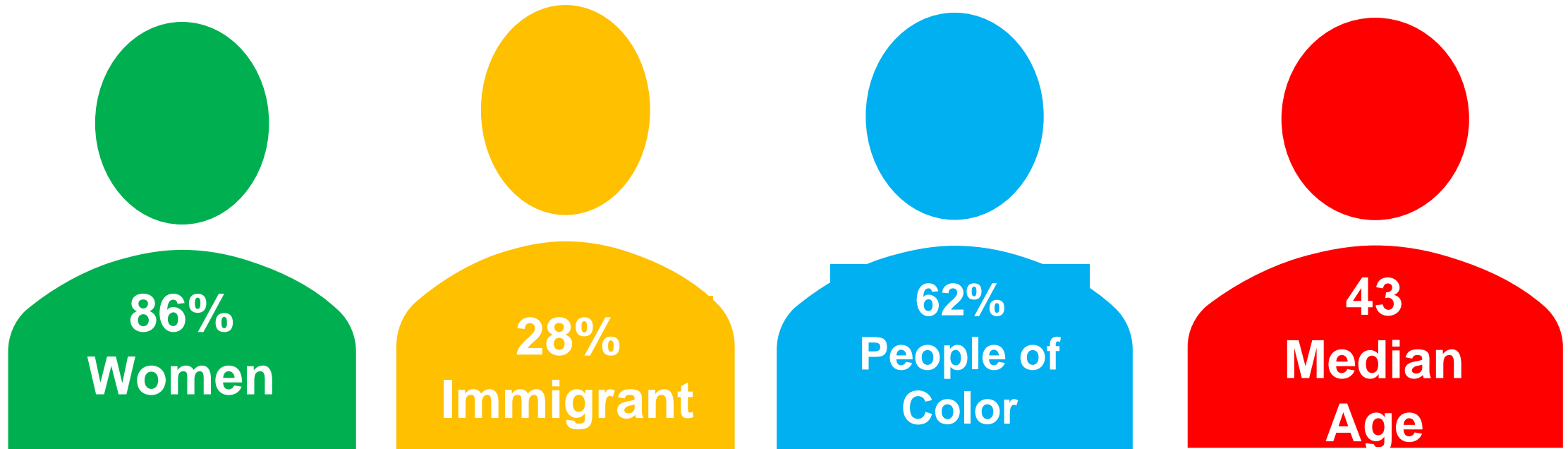
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The Trusted Voice for Aging



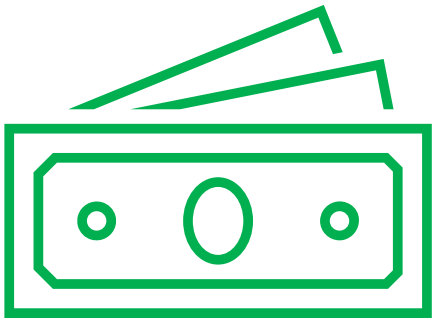
Who are Direct Care Workers?

4.8 million direct care workers (48% growth)



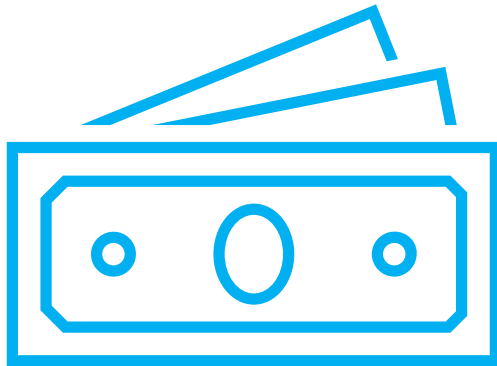
Low Wages, High Poverty

Low wages and irregular schedules make it difficult to recruit and retain workers in this sector.



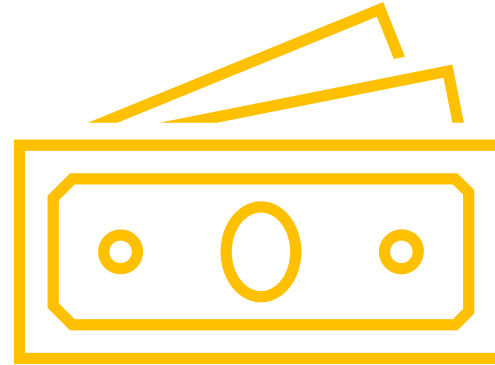
\$15.43*

Median Hourly
Wage



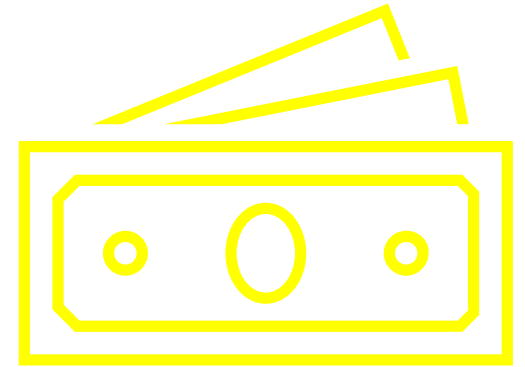
\$23,688**

Median Personnel
Earnings



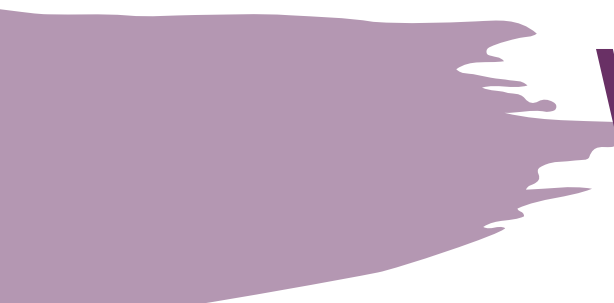
38%*

Part-Time



39%**

In or near poverty



Why States Should Care About This Workforce

Annual turnover rate for nursing assistants (2017-2018: 100%) and home care (2021: 64%)

Direct Care Job openings between 2021 – 2031: 7.4 million

- Home care: 5.5 million

High turnover and shortage of workers: Access problems for consumers, high workload, poorer quality outcomes, and limited pipeline

Workforce Crisis

99%

U.S. nursing homes are facing
staffing shortages

96%

U.S. assisted living communities
are facing staffing shortages

73%

of providers reported
trouble finding
enough staff to cover
shifts

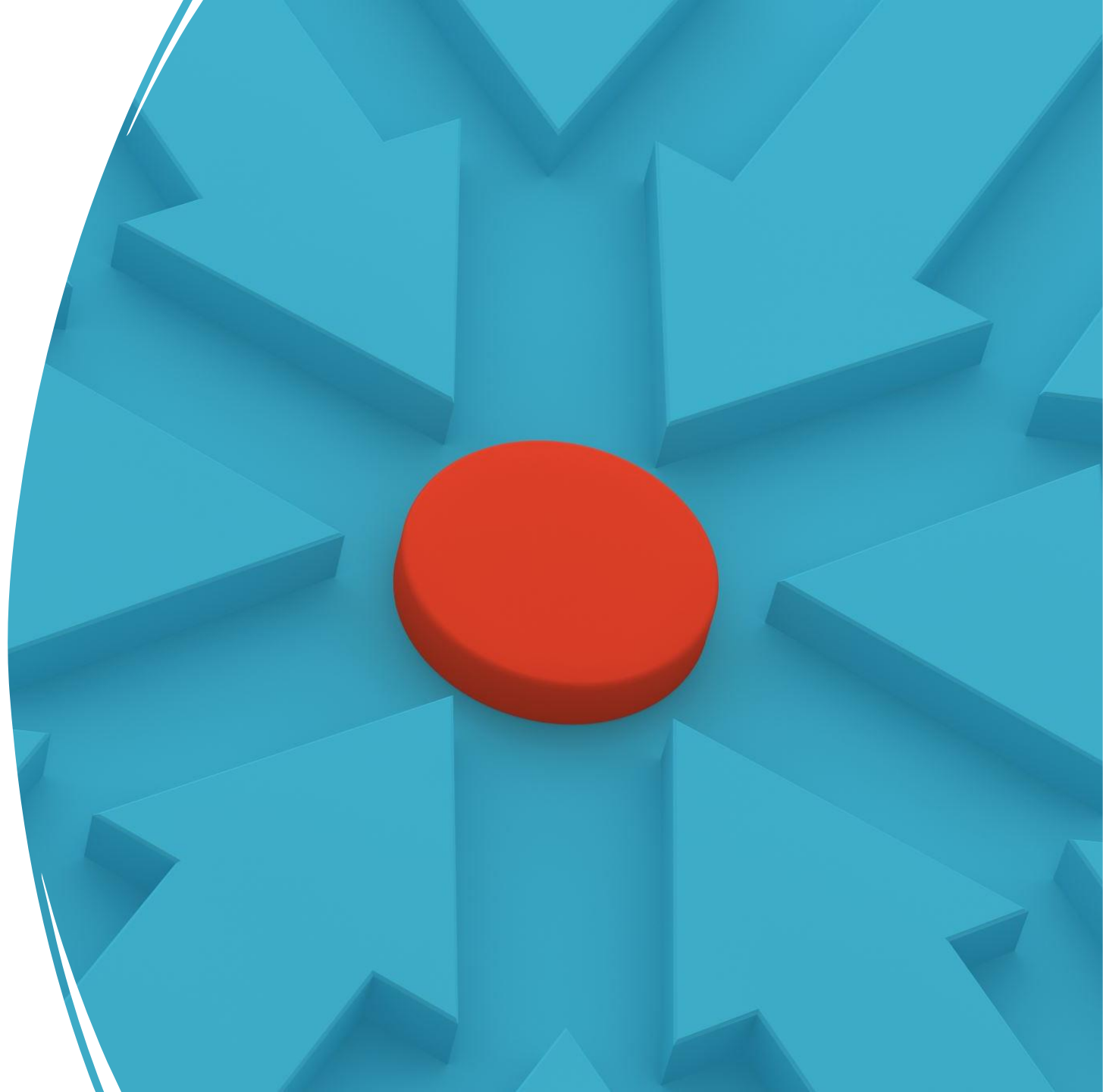
71%

of providers struggled
with recruiting new
workers

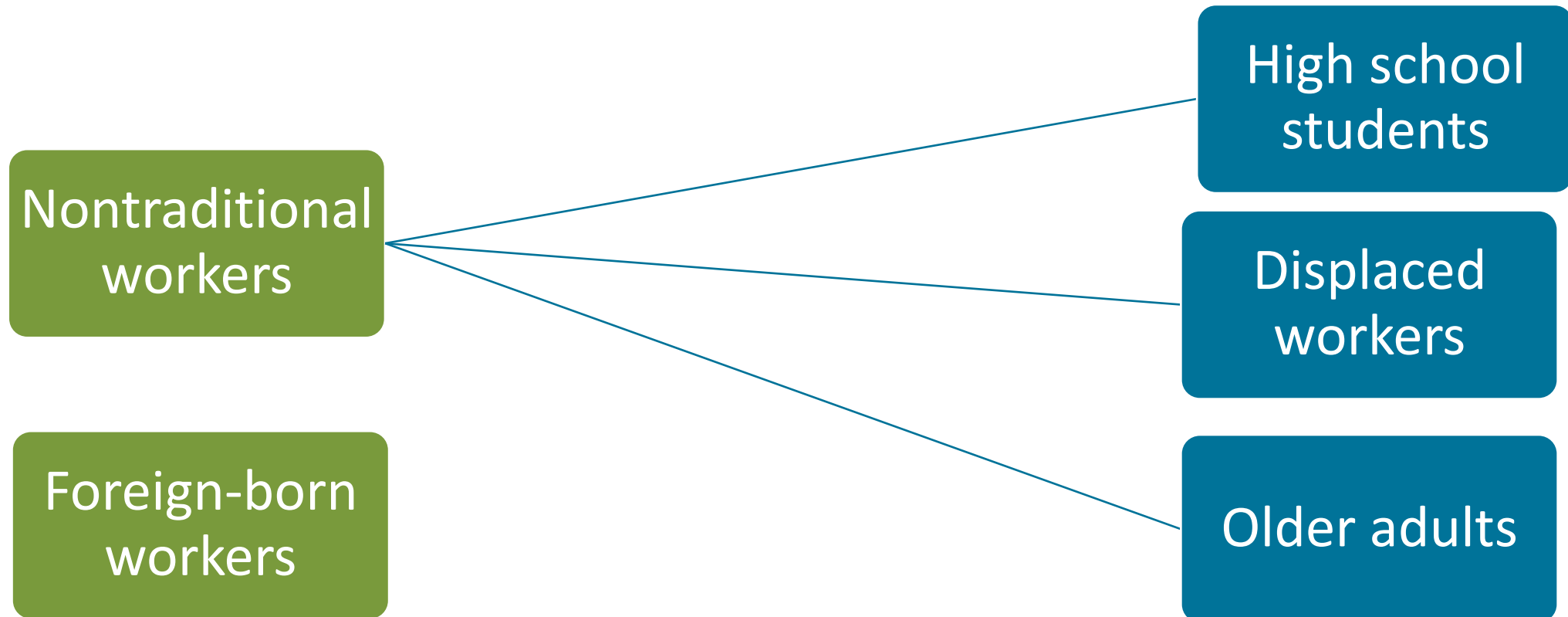
65%

of providers had a
hard time finding staff
to cover for sick
workers

Workforce Strategies



Expand the Career Pipeline



Prepare Universal Workers

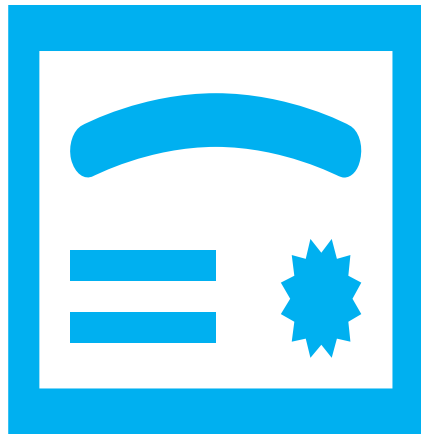
Federal policymakers identify competency-based training standards to prepare individuals to work across all LTSS settings as universal workers

Help address long-term workforce shortages in certain markets

Career Lattices

Internal training processes that upskill or advance caregiving professional's scope of expertise within a given role

Badge or micro-credentials



- Condition-specific certification: Specialty in dementia, Parkinson's disease, or palliative care
- Mentorship
- Advanced roles and integrating into team-based care

Cross training staff or allowing staff to access training for badges that are outside of their job description



Career Ladders

- Formal advancements that result in new role, title, degree, or certification.
- Example ladders:
 - **Clinical:** Nursing assistant or home health aide, advanced nursing assistant, medication aide, nursing leadership
 - **Social Work:** Nursing assistant or home health aide, resident services coordinator, social work assistant, social worker, director of social work

Example of Career Advancement Programs

- Massachusetts Supportive Home Care Aide and Extended Care Career Ladder Initiative
- New York State Advanced Home Health Aide
- Care Integration Senior Aide
- St. John's Enhanced Home Care Pilot Program



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