



Iowa's Aging Services Workforce Crisis

Demographic Challenges

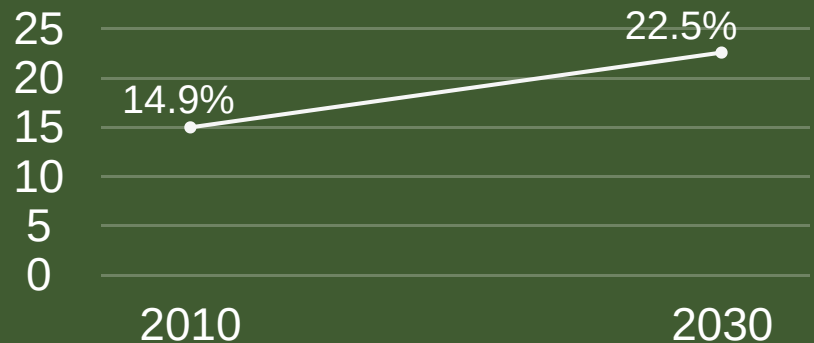
A Rapidly Growing Older Population

The population of adults ages 65 and older will increase from 52 million in 2018 to 95 million in 2060.

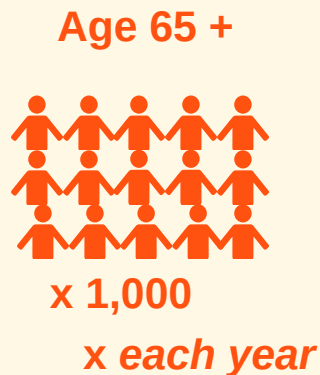


Percentage of Iowa Adults over 65 by 2030

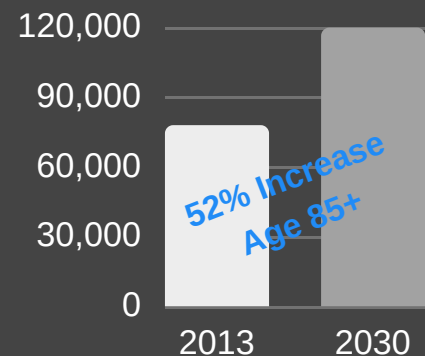
Iowa's older adult population is growing while the state's overall population remains about the same.



From now until 2030, there will be **15,000 more lowans** over the age of 65 each year.



By 2030, the population over the age of 85 in Iowa will grow from 78,000 in 2013 to 120,000 in 2030, a **52 percent increase.**



A Growing Need for Workforce

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



A Growing Need for Workers

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



2.5 Million

A Growing Need for Assistance

Among those currently reaching retirement age, more than half (52%) will require LTSS at some point, and for an average of two years. By 2050, the number of individuals using paid LTSS in any setting will likely double from the 13 million who used services in 2000, to 27 million people.



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



Iowa's Top 10 Occupation Openings & Potential Candidates

- #1 **Registered Nurses:** 6,600 Openings/228 Potential Candidates (.03 candidates per opening)
- #2 **Nursing Assistants:** 1,734 Openings/366 Potential Candidates (.21 candidates per opening)
- #6 **Physicians:** 957 Openings/11 Potential Candidates (.01 candidates per opening)
- #7 **Licensed Practical Nurses:** 942 Openings/66 Potential Candidates (.07 candidates per opening)

<http://www.leadingage.org/workforce-crisis>
 IowaWorkforceDevelopment.RN_LPN_CNA_Job_Posting_Overview_Iowa_07_2016
 Iowa Works Labor Market Services-Iowa Area Profile-Supply and Demand (October 18, 2021)

Workforce Challenges

Iowa's Aging Services Workforce is Getting Older



(Iowa Workforce Development, Workforce Survey 2016: Direct Care, Supports & Services Workers, Released 2016; Iowa Board of Nursing, Infographic LPN and Infographic RN, Released 2019).

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.



Medicaid pays for nearly 1 of every 2 Iowans in nursing homes.

Medicaid spending on long-term care is to rise 46% from 2018 to 2028.



Top Challenges of Aging Services Workforce

1. Managing Needs of Family and Self with Demands of Work
2. Financial Hardships
3. Increased Workload Demands/Understaffing



What's the Impact of the Workforce Shortage?

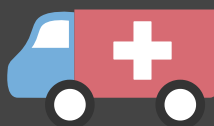
For Providers:

- **High provider costs.** It's expensive to continuously recruit and train new workers and to use temporary, contract staff.
- **Poor working conditions.** Staff shortages often cause hardships for workers on the job, including extreme workloads, 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.



For Iowans:

- Reduced access to long-term care due to staffing shortages.
- The closing of nursing homes in rural areas as less workforce and funding cause financial strain.
- Lower quality of care and life for Iowans as staff becomes overworked and burdened.



<http://www.leadingage.org/workforce-crisis>

What Should Iowa Do:

- **Expand Training Programs:** Iowa needs to increase workforce training programs to ensure more Iowans are educated and enter the health care and aging services fields. This includes fostering additional apprenticeship programs in partnership with the Department of Labor to create diverse career lattices and engaging diverse groups of prospective employees.
- **Expand Loan Repayment and Forgiveness Programs:** Iowa needs to expand loan repayment and forgiveness programs and create incentives for new graduates to enter the aging services sector. The historic underfunding of aging services has resulted in pay gaps with other health care providers like hospitals which severely hinders recruitment efforts. Loan repayment and forgiveness programs targeting aging services would help attract critically needed professionals to the field and ensure older Iowans have access to the professional caregivers they need.
- **Aging Services Workforce Task Force:** Similar to efforts to address childcare, Iowa needs to create an Aging Services Task Force to develop a comprehensive strategy to address the workforce shortage which creates barriers to older Iowans receiving the care and help that they need to stay independent, healthy, and lead full lives. This professional caregiver shortage not only impacts older Iowans, but also families trying to balance the responsibilities of family caregiving with their own workplace.





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