



# Iowa's Aging Services Workforce Crisis

## Demographic Challenges

### A Rapidly Growing Older Population

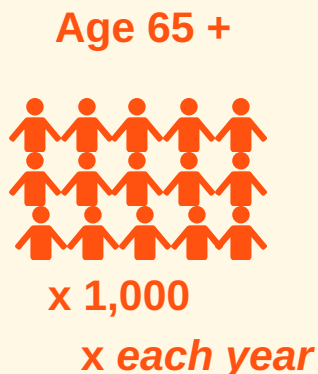
The population of adults ages 65 and older will increase from 47.8 million in 2015 to 88 million in 2050.



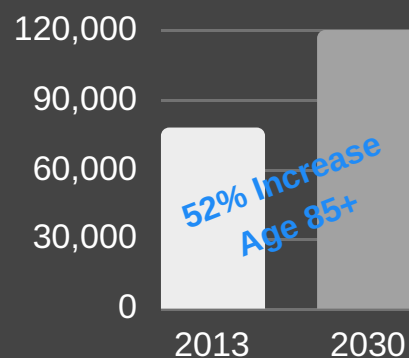
### Percentage of Iowa Adults over 65 by 2030



From now until 2030, there will be **15,000 more** Iowans 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.



### Sources

<http://www.leadingage.org/workforce-crisis>  
<http://www.iowadatacenter.org/browse/projections.html>

# 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



The U.S. Department of Health and Human Services estimates that nearly **70% of people who reach the age of 65** will ultimately need some form of long-term services and supports (LTSS).



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



There are an average of 9,000 job postings a month for RNs, LPNs, and CNAs in Iowa, with only 2,500 of those positions being filled.



= Number of People Hired (2,500)

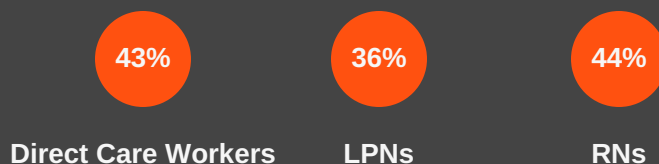
= Number of Job Postings (9,000)

### Sources

<http://www.leadingage.org/workforce-crisis>  
IowaWorkforceDevelopment, RN\_LPN\_CNA\_Job\_Posting\_Overview\_Iowa\_07\_2016

# Workforce Challenges

## Iowa's Aging Services Workforce is Getting Older



*Percentage of Staff Over Age of 50*

## 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 people in nursing homes.

Federal Medicaid spending on long-term care is to rise **50%** by 2026.

The strain on funding is making it difficult for aging services providers to attract and retain staff, as both nurses and direct care workers cite compensation as a motivating factor for either not entering or leaving the aging services field.



(Iowa Workforce Development, Workforce Survey 2016: Direct Care, Supports & Services Workers, Released 2016; McHugh MD, Kutney-Lee A, Cimiotti JP, Sloane DM, Aiken LH. Nurses' widespread job dissatisfaction, burnout and frustration with health benefits signal problems for patient care. Health Affairs (Millwood) 2011;30(2):202-210)

# 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:

- Invest in Iowa's workforce. We need to make aging service careers a top priority to ensure quality care and experienced caregivers. Training for careers in aging services must be accessible and affordable to effectively grow the workforce and meet the demand.
- Aging service providers and managed care organizations must work together to provide value, high quality care, and ensure access for Iowa's seniors.
- The state of Iowa should develop a vision and strategic plan to prepare for Iowa's aging future.
- Fight the aging stigma. Iowa must take steps to raise awareness of issues related to aging and promote careers working with older adults.





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