

# Missouri's LTC Workforce:

## The Case for Urgency in Addressing Staff Retention

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**“Education is not the filling of a pail, but the lighting of a fire.”**

-William Butler Yeats

**A Starting Thought**

**In 2010, across the U.S., the following FTEs were needed in Long-Term Care to fill *existing* vacancies:**

- 8,300 RN positions were vacant.
- 11,700 LPN positions were vacant.
- 40,000 CNA positions were vacant.

**American Health Care Association  
2010 Staff Vacancy & Turnover Survey**

- Previous studies: LTC workforce would need to grow by two percent per year from now until 2050 to maintain the current ratio of LTC workers to the population age 85 or older (Friedland, 2004).
- By 2050, the estimated number of direct care workers will range from 5.7-6.5 million workers, an increase of between 200 percent and 242 percent from 2000.

## **The Future Supply of Long-Term Care Workers in Relation to the Aging Baby Boom Generation**

- Total established nursing staff positions in nursing facilities will raise to more than 1,343,000 FTEs in 2020.
- Total vacant positions will increase to 142,000 FTEs in 2020.

## **American Health Care Association**

**"Projected Number of Nursing Staff Positions and Vacancies in Nursing Facilities: 2008 – 2020"**

- Total Long-Term Care Employment: 4.7 million.
- Long-Term Care as a percentage of U.S. healthcare employment: 29.3
- Total U.S. LTC direct-care employees: 2.9 million.
- Total RNs & LPNs working in LTC: 644,850.

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

- Total number of nurse aides & home health aides working in U.S.: 2.2 million.

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

## **Projected U.S. Population Age 65 & Over:**

- 2008: 38.8 Million
- 2030: 72.0 Million

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**



# Estimated Population with Diagnosis of Alzheimer's Disease:

- 2007: 4.9 Million
- 2030: 7.7 Million

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

## **LTC Population in 2006:**

- Population age 65 & over in Nursing Homes: 1.6 Million
- Population age 65 & over in Assisted Living Facilities: 1.5 Million
- Medicare beneficiaries using home health services: 3.0 Million

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

## Projected Medicare Enrollment:

- 2007: 44 Million
- 2016: 55 Million
- 2030: 79 Million

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

## **Projected Percentage Increase of LTC Utilization between 2000 & 2020:**

- Nursing home residents: 40% increase
- Home health visits: 36% increase

**AHCA & NCAL 2010**

**"U.S. Long-Term Care Workforce At A Glance"**

# The Long-Term Care Workforce:

- Over 66% of long-term care employees are nurses or nurse aides.
- Long-term care services are labor-intensive, so the quality of care depends largely on the performance of the care-giving personnel.

**American Health Care Association  
2010 Staff Vacancy & Turnover Survey**

## **The Long-Term Care Workforce:**

- Long-term care nurses and aides face accident and injury rates exceeding those in the construction and mining industries.
- 30% of Nurse Aides live at or below the poverty line.
- Nurse Aides are less likely than the average worker in the U.S. to have health insurance.
- 75% of Nurse Aides have no employer-sponsored pension.

**Institute for the Future of Aging  
Services: 2007**

# Nursing Home Turnover Nationally:

- RNs: 41%
- CNAs: 42.6%
- Estimated national cost of **CNA** turnover: \$4 billion annually, or \$250,000 annually for each facility in the U.S.

**National Commission on Nursing Workforce for Long-Term Care: April 2005**

**American Health Care Association  
2010 Staff Vacancy & Turnover Survey**

## Staffing Patterns and Quality:

Average length of time spent with each LTC resident per day by vocation:

- CNA: 2.02 hours
- RN: 0.40 hours
- RN & LPN: 1.03 hours

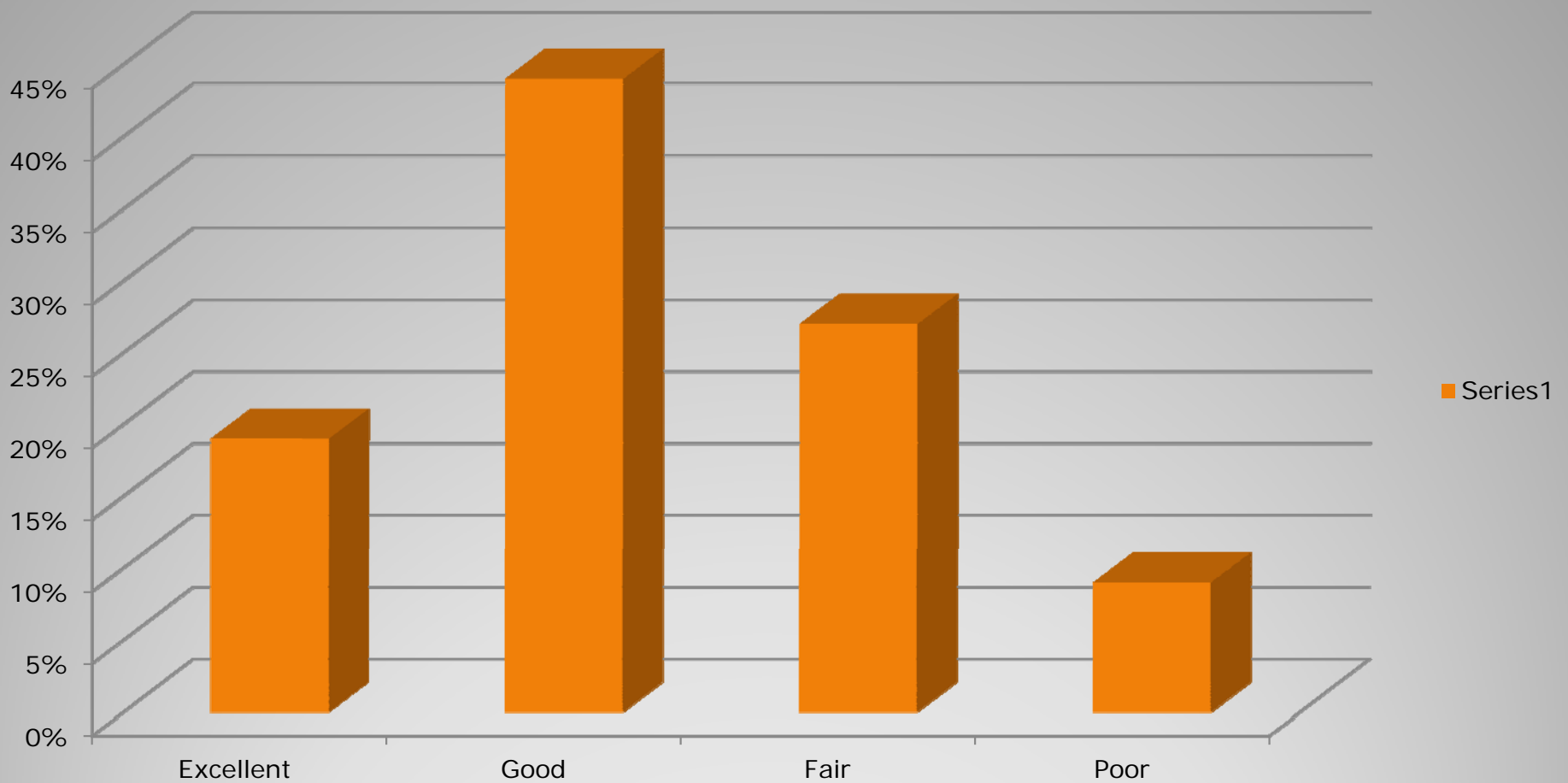
**National Commission on Nursing Workforce  
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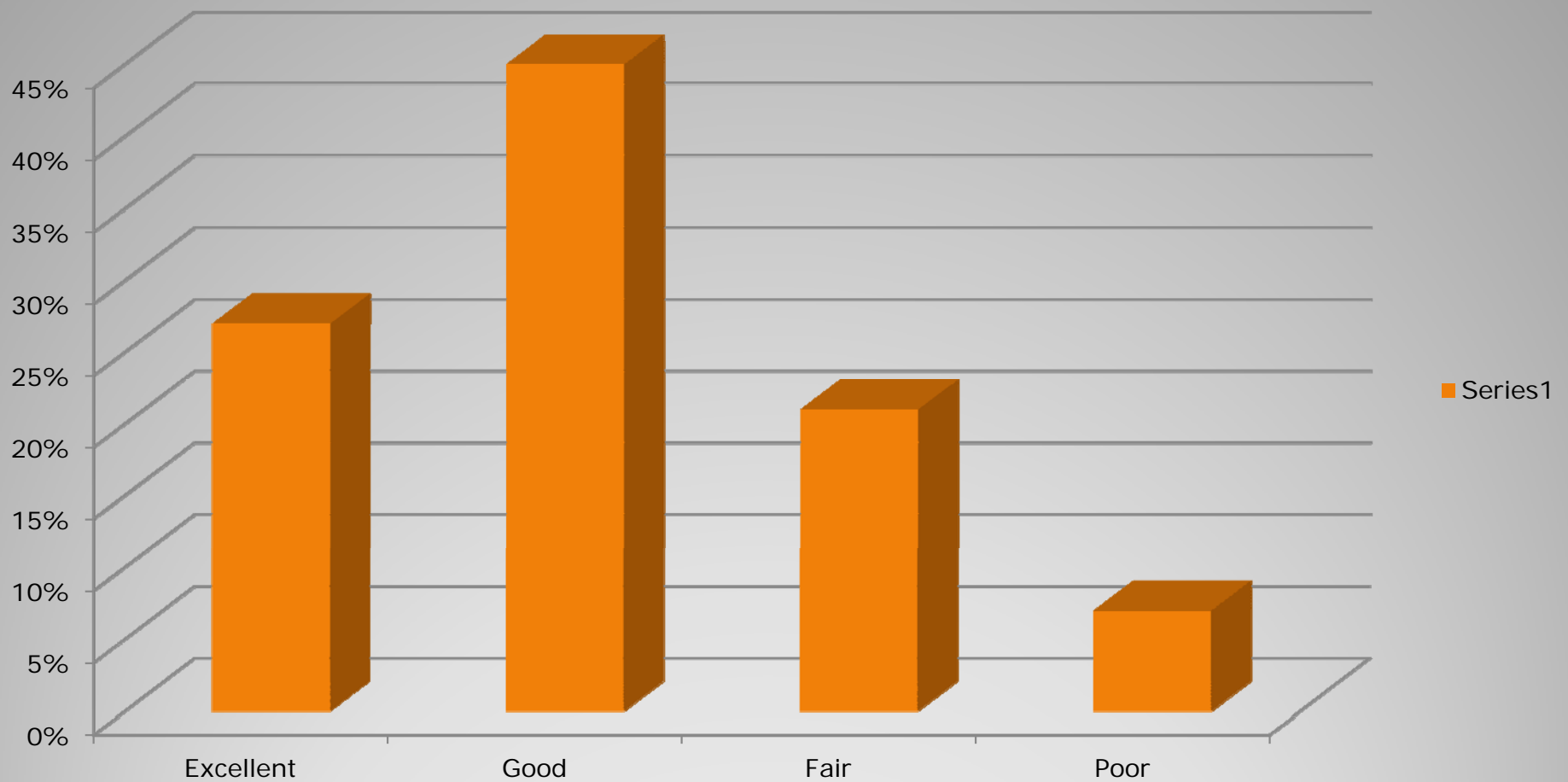
## **Annual earnings of the national Paraprofessional Workforce in LTC:**

- Home Health Aides: \$18,850
- Nurse's Aides: \$21,480
- Retail Cashiers: \$17,300

**Institute for the Future of Aging  
Services: 2007**



**Employees Who Recommend the JOB  
to Others**  
**2006 Survey: My Innerview**



**Employees Who Recommend the CARE  
to Others**  
**2006 Survey: My Innerview**

# Recommendations for RN education:

- The National Advisory Council on Nurse Education and Practice (NACNEP): By 2010, two-thirds of the RN workforce should have baccalaureate or higher degree in nursing.
- If this could be achieved, it would have a large impact on the shortage of nursing faculty as well as the shortage of registered nurses.

**National Advisory Council on Nursing Education and Practice: October, 1996.**

A 2011 national survey of RNs – Highest educational level:

- 12% diploma
- 35% associate degree
- 40% baccalaureate
- 12.5% is master's or doctoral education

**AMN Healthcare 2011 Survey of  
Registered Nurses**

- Nearly 20,000 fewer students took the national registered nurse licensing exam in 2003 than did in 1995 – a reduction of 20%

**American Association of Colleges of  
Nursing: 2004**

## Missouri RN shortage forecast:

- 2010 Forecast: 12,900 too few RNs.
- 2015 Forecast: 18,900 too few RNs.
- 2020 Forecast: 25,400 too few RNs.

**HRSA: 2004**

## Despite Looming Shortages:

- U.S. Nursing schools turned away nearly 43,000 qualified applicants to baccalaureate and graduate nursing programs in 2006.
- Those schools cited an insufficient number of faculty as the primary reason for rejection of qualified candidates.
- Lack of clinical training space, classroom space, clinical preceptors & budget constraints were some secondary reasons.

**American Association of Colleges of  
Nursing: 2004**



- We have lives and careers that enable us to affect the lives of others for the better. Let's not waste an opportunity.
- Sometimes the period before a system breaks is the only time to solve the problem before the system breaks.

**Some Parting Thoughts**

- We feel worse about bad events that happen because of our action than we feel about events caused by our *inaction*... but we're only fooling ourselves.
- The real risk in this case is the risk we all take by doing nothing.

## A Final Parting Thought