



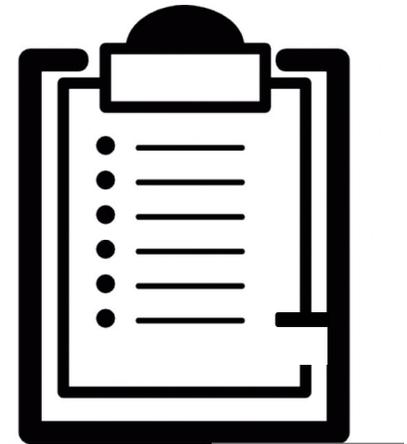
Caring for Our Carers: Policy and Community Solutions for Our Caregiving Crisis

April 6, 2021

We will get started shortly. Your lines are muted upon entry. This event will be recorded.

Welcome!

- Today's event is being recorded
- All participants are muted on entry
- Ask questions using the Q&A Box
- Please fill out satisfaction survey



About Oregon Health Forum



- Advancing health policy solutions through meaningful community dialogue
- Affiliate of The Lund Report news source
- Nonprofit supported by donations, sponsorships
- OregonHealthForum.org/make-a-donation

Check Out Our Upcoming Events!



Single Payer vs. Universal Care: A Debate on the Future of Healthcare

Apr. 13 • 9am • Zoom Livestream • Free



Mental Health Policy Roundtable: Legislative Solutions 2021

Apr. 19 • 10am • Zoom Livestream • Free



Under Pressure: Nursing Care During Community Crises

Apr. 26 • 2pm • Zoom Livestream • Free

Thank you to our annual sponsors!



The Heatherington Foundation
for Innovation and Education in Health Care

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JFRF

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FOUNDATION

Across Generations. Across Borders.

AGE+

Communities + Generations + Innovations

JFRF

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FOUNDATION

Across Generations. Across Borders.

JFRF is an Operating Foundation created in 2001:

- Strengthens communities in resource constrained areas to provide support for underserved older adults.
- Many programs are focused internationally in Nicaragua, but also provides smaller partnership grants in Oregon.
- Incubator for many programs that are now stand alone initiatives of AGE+.

www.jfrfoundation.org



Communities + Generations + Innovations

AGE+ is a public charity created in 2018:

Championing a new vision for successful and equitable aging for all Oregonians by
empowering communities, linking generations and stimulating innovation
to make longer life an opportunity, not a burden

- Supporting Grandparents Raising Grandchildren
- New Model of Affordable & Accessible Housing
- Community Conversations on Aging
- Circles of Care Programing
- Caregiving Training in Spanish
- COVID-19 Outreach & Education to Older Adults

www.AgePlus.org

Join Us April 22, 2021!
11:30 Pre-show, 12:00-1:00 Event Program

**2021 VIRTUAL
AGELESS AWARD EVENT**

**A Celebration of
Older Adults and Community Resilience**



Gary Maffei

Judith Ramaley

Fred Rees

Kathleen Saadat

Register at <https://AgePlus.org>

Keren Brown Wilson, PhD

Founder and CEO
Jessie F. Richardson Foundation and Age+



Robyn I. Stone, DrPH

Sr. Vice President of Research, Leading Age,
Co-Director of Leading Age LTSS Center
@Umass Boston



Lynnette Alvarado

Regional Director of Operations,
Concepts in Community Living, Inc.



Armin Takallou

OHSU Medical Student,
Master of Public Health Student
with lived experience in caregiving



CARING FOR OUR CARERS: CHALLENGES AND OPPORTUNITIES

Robyn I. Stone, DrPH

Senior Vice President of Research, LeadingAge

Direct Care Professional Occupations

- Medical/social/environment intersection
- Frontline professionals (60-80% of care)
 - Certified nursing assistants
 - Home health/home care aides
 - Personal care attendants
 - Dietary aides
- Mostly female, low-income, people of color and immigrants



DIRECT CARE WORKERS IN THE U.S.

Direct care workers are undervalued and poorly compensated.



15.6%
of all
health workers



3.5 million
nursing assistants,
personal care aides,
and home health aides



\$474.79
average
take-home pay



48.2%
earn less than
living wage



1 in 8
live in poverty



56.5%
receive some form
of public assistance



Importance of this Workforce

- Growth of the elderly population = fastest growing occupations in many localities
- New models of care = new types of jobs in this sector
- Economic driver in many communities – rural & other worker shortage areas
- Quality = Quality workforce!

Challenges to Workforce Development



- Recruitment challenges
- Retention challenges
- Lack of competent, quality staff – not just warm bodies!
- Covid-19 has exacerbated and shined a light on this workforce as “essential”



Reasons for Challenges: Societal Level

- Undervalued sector across all occupations
- Ageism leads to lack of attention and investment
- Jobs seen as easy, default after "burnout"

Reasons for Challenges: Policy Level

- Inadequate public reimbursement
- Lack of universal LTSS financing
- Uneven regulation; focuses on #s of staff
- Lack of standardized competency-based training requirements
- Lack of workforce development to professionalize these occupations
- Lack of opportunities for career advancement
- Uncertainties around Immigration policy



Policy Solutions

- Short term Covid-related interventions— (appropriate PPE, testing and contact tracing)
- Tie Medicare/Medicaid reimbursement directly to workforce development
- Create core competency-based training for DCWs across the continuum with portability across settings and states
- Target use of GME dollars, other federal & state dollars to this sector
- Support investment in these jobs in worker shortage/disadvantaged communities
- Use immigration policy to target
- Incorporate competency requirements into new models of care
- Explore delegation opportunities



Educational Solutions

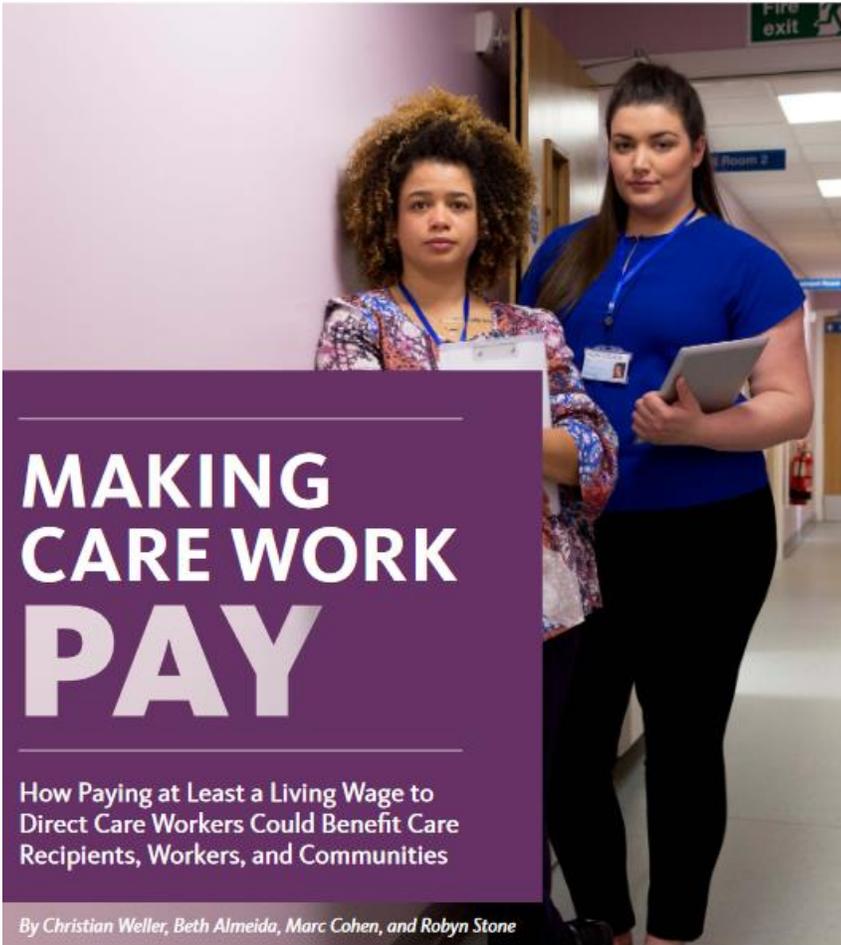
- Develop faculty & curricula
- Develop quality clinical & management placements
- Expand career ladder opportunities through apprenticeship programs
- Reframing programs for displaced or older workers



Workplace Solutions

- Become employers of choice
- Develop innovative career ladders & lattices
- Support quality management & supervision
- Create robust orientation and ongoing in-service training programs
- Support peer mentoring programs
- Use technology to support/complement human capital





Making Care Work Pay Report

Why Pay Direct Care Workers (DCWs) a Living Wage in 2022?



3/4 of DCWs will receive higher wages than today; 15.5% avg wage gain



Fewer staff shortages-adds 330,000 DCW jobs; 9.1% employment boost



Modest \$9.4b price tag; compared with \$400b spending in the field



Modest turnover reduction of 0.7-1.7%+\$5.5b productivity increase=offset costs of higher pay

Paying DCWs a Living Wage (cont.)



Robust economic growth—
additional DCW spending adds \$17b
to \$22b to the economy in 2030



Enhance DCW
financial well-being

Doubling workers
who have
retirement savings
Reduce use of
public assistance
by \$1.6b/year



Reasons to be Hopeful

- Increased attention at the global level (e.g. WHO, Global Ageing Network Workforce Summit, UN activities)
- Increased attention to these issues at Federal and State levels—May be bright light in Pandemic
- National initiatives (Elder Care Workforce Alliance, QIO efforts, National Academy of Medicine studies, PHCAST Evaluation)
- National attention to systemic racism, inequity and disparities

Recruiting & Retaining Quality Caregivers

Recruitment Challenges

- No shows for interviews
- People afraid to work
- Daycare and school closures
- Transportation

Recruitment Best Practices

- Understanding the audience you are recruiting for
- Where is the best place to recruit in your area
- Ensuring a strong interview process

Retention Challenges

- High employee turn over
- Generally lower paid employees
- Employee burn out
- Connecting with employees
- How well do you know your employees

Retention Best Practices

- Conduct Stay Interviews
- Investing in your employees
- Allow employees to be involved in decision making
- Make your employees leaders
- Discuss career paths
- Take the time to thank your employees (one on one conversations)
- Above ALL LISTEN to your employees

The Elderly Need You...

Caregivers We Thank You



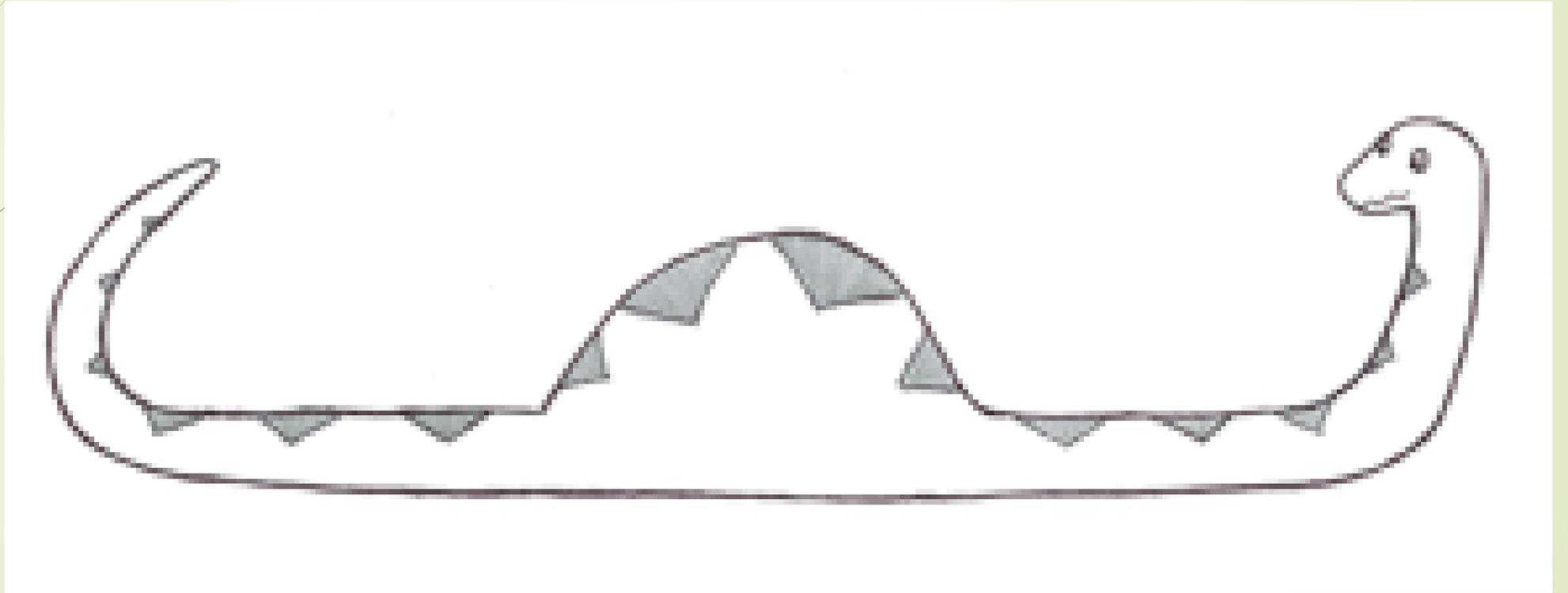


Armin Takallou

UCLA B.S. Class of 2018

OHSU MD-MPH Class of 2025

Why me?



Why me?



Quick Journey



"You don't typically encounter 18-year-olds who are interested in gerontology. To see it in these students is inspiring." – Dr. Paul Hsu

Source: <https://ph.ucla.edu/news/magazine/2016/springsummer/article/bridging-gap>

Quick Journey



UCLA CENTER FOR
HEALTH POLICY RESEARCH



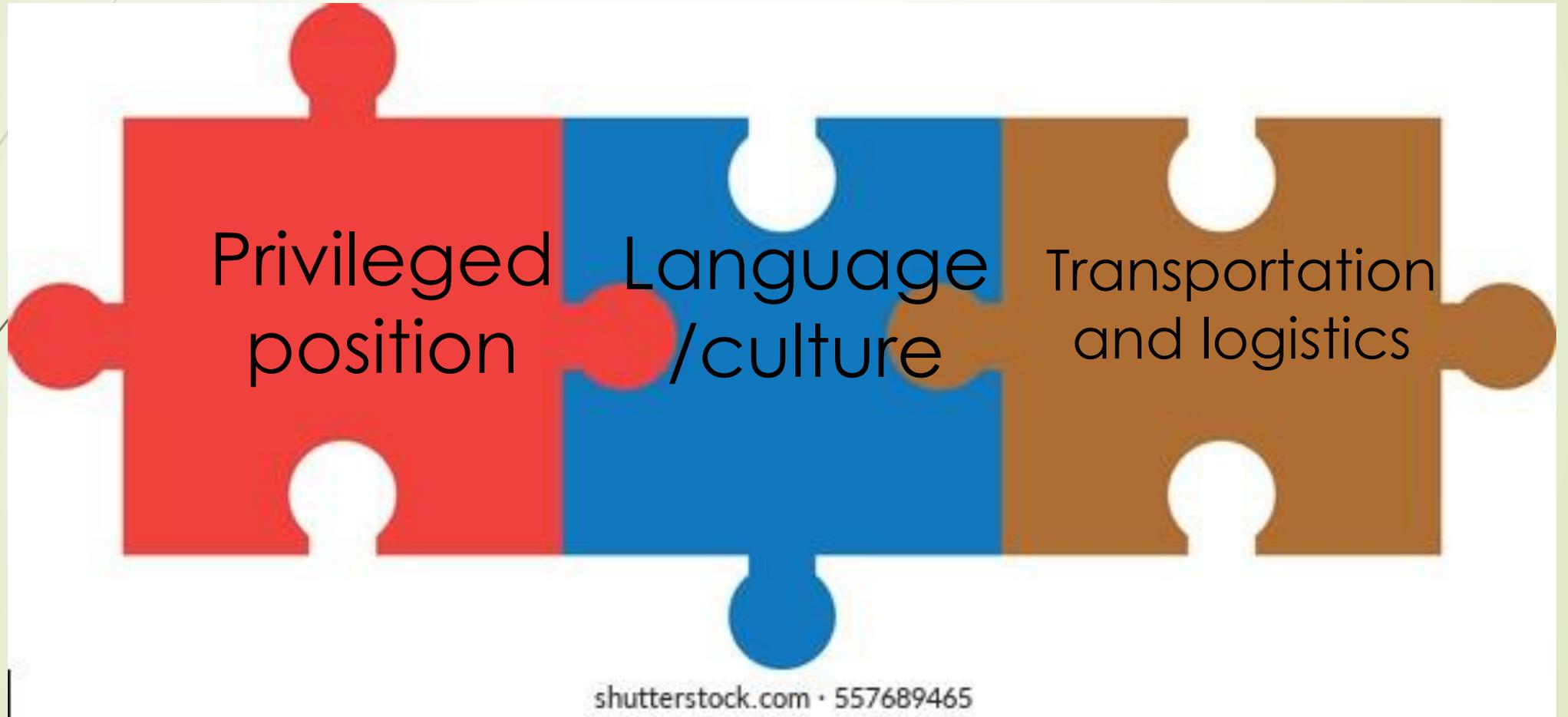
**alzheimer's
association®**

Quick Journey

St. Joseph Health 
Hospice Services



Family Experience





My hope...

- ▶ For policy:
 - ▶ No person feels that they become a practical/financial burden
- ▶ For students of medicine and healthcare:
 - ▶ We see the beauty of aging
 - ▶ We treat time towards the end of life as a rare privilege
- ▶ For society:
 - ▶ No one ages alone
 - ▶ Intergenerational engagement
 - ▶ Everyone has the opportunity to understand life through the eyes of an older adult

In loving memory of Dr. Steven Wallace

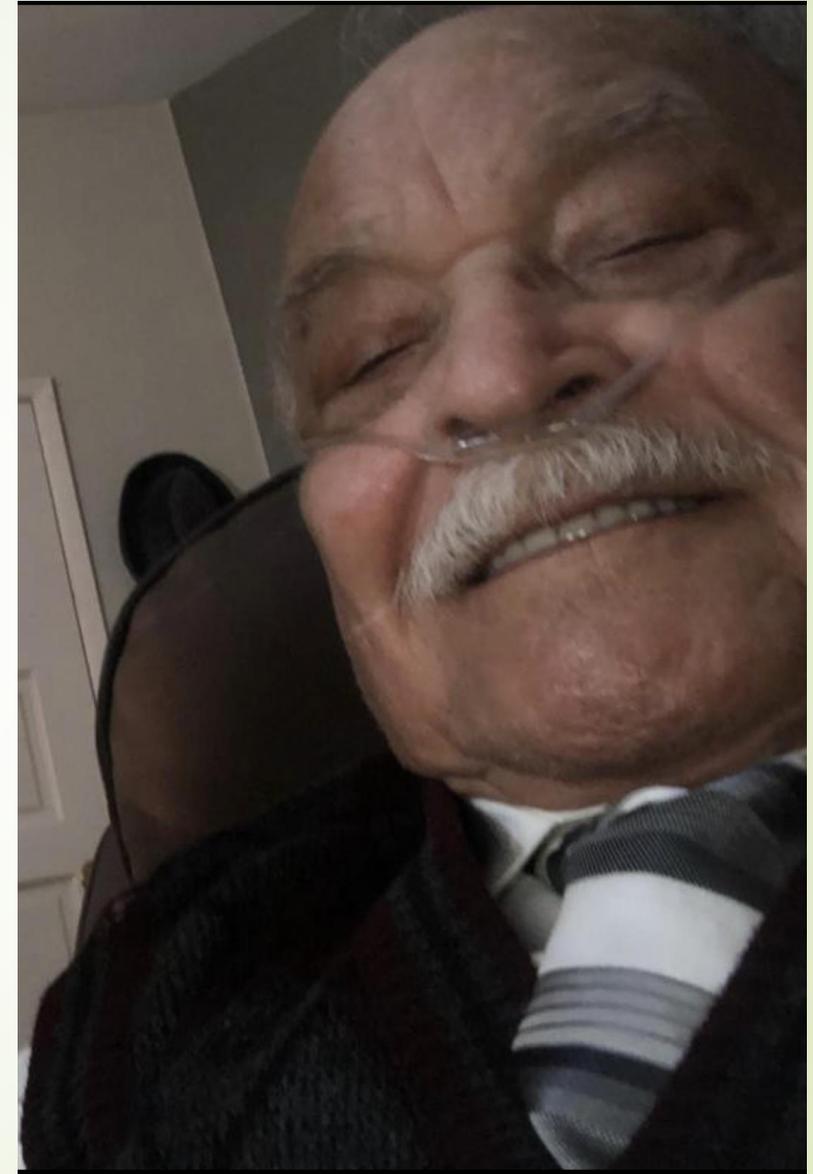
Dr. Steven P. Wallace served as a professor in the Department of Community Health Sciences at the UCLA Fielding School of Public Health and associate director at the UCLA Center for Health Policy Research.

Dr. Wallace's impact in the field of public health, his service to our school and community, and his personal effect on us all as a dear colleague, teacher, mentor, and friend has been profound. Together we grieve the loss of Dr. Wallace and encourage you to share your memories and reflections. Thank you.

From The UCLA Fielding School of Public Health



In loving memory of
Esteban



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Audience Q&A

Thank you for attending!