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Health Care Workforce for Older Americans: Promoting Team Care

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Workforce Study: Sponsors

- **AARP**
- **Archstone Foundation**
- **Atlantic Philanthropies**
- **California Endowment**
- **Commonwealth Fund**
- **Fan Fox and Leslie R. Samuels Foundation**
- **John A. Hartford Foundation**
- **Josiah Macy, Jr. Foundation**
- **Retirement Research Foundation**
- **Robert Wood Johnson Foundation**



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Statement of Task

- Future health status and utilization
- Best use of the workforce
- Education and training; recruitment and retention
- Improving public programs to support the above



Committee Process

- 15 month study
- 4 in-person meetings
- 6 commissioned papers
- 2 public workshops with 18 speakers
- 14 external reviewers
- “Retooling for an Aging America: Building the Health Care Workforce” released April 2008



Three-Pronged Approach to Building Capacity

- Enhance geriatric competence of general workforce in common problems
- Increase recruitment and retention of geriatric specialists and caregivers
- Implement innovative models of care



Enhancing Competence

- **Professionals**
 - Doctors, nurses, social workers, pharmacists, etc.
- **Direct-Care Workers**
 - Nurse aides, home health aides, personal and home care aides
- **Informal Caregivers**
 - Families and friends



Professionals

- Tie competence in care of elders to licensure and certification
- Provide financial incentives (eg, loan forgiveness) for entering geriatrics
- Enhance clinical reimbursement for geriatrics practitioners
- Enhance Geriatric Academic Career Award program



Direct-Care Workers

- Feds increase minimum CNA, HHA training standards to ≥ 120 hours
- Include competence in the care of older adults in certification
- States establish minimum training for personal care aides
- State Medicaid increase pay and fringe benefits for direct-care workers.



Informal Caregivers

- Provide adequate training opportunities in the community for informal caregivers



Implement Innovative Models of Care

- Disseminate known effective models
- Develop new models
- Expand provider roles through changing scope of work and delegation
- Improve capacity and safety through technology



Vision for the Future of Health Care for Older Persons

- The health needs of the older population need to be addressed comprehensively;
- Services need to be provided efficiently;
- Older persons need to be active partners in their own care.



Goals for the Day

- Describe effective models of team care for elders with:
 - Single or multiple conditions
 - Functional impairment or frailty



Goals for the Day

- Get reactions about benefits and barriers to dissemination from:
 - Insurers
 - Providers
 - Patients
 - Policy leaders
 - You



Goals for the Day

- Describe best practices of team training and implementation
- Identify barriers to and opportunities for development of new team care models
- Get advice about next steps from foundations, government, advocates, and you

