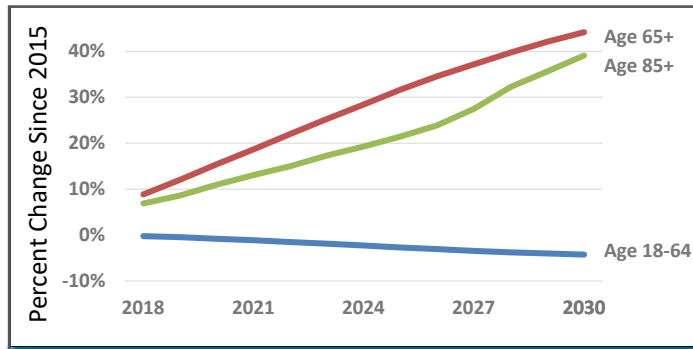


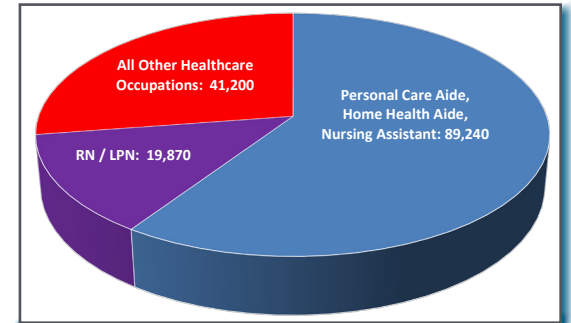
# Workforce Investment Now 4 Seniors

## NYS Aged Population Grows, While Working Adult Age Group Declines



- ▶ Between 2015 and 2040, the number of adults age 65+ will increase by 50%, and the number of adults over 85 will double.
- ▶ By 2040, the number of working-age adults for every adult over age 85 will drop from 28 to 14.

## Annual Job Openings for PCAs, HHAs, and CNAs Represent 60% of All Healthcare Openings



- ▶ 59% of home care agencies report difficulty hiring full-time workers; 32% of home care workers who work part-time do so because of personal or family challenges.
- ▶ 69% of nursing homes report difficulty hiring for evening, night, and weekend shifts.

## WORKFORCE

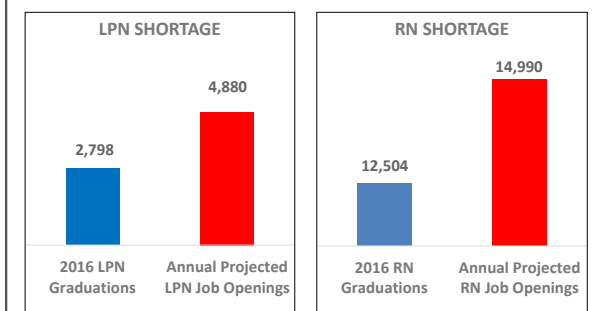
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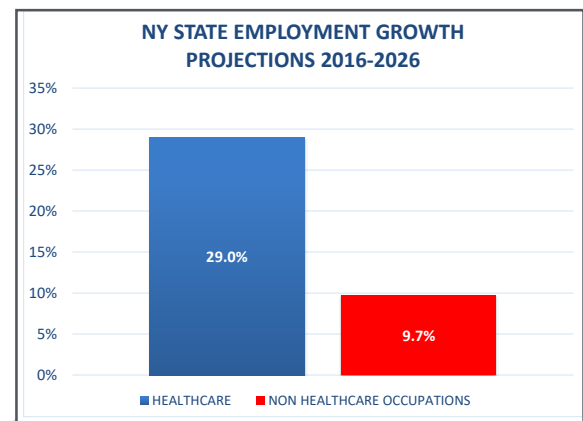
## SENIORS

## NYS RN and LPN Job Openings Exceed Graduations by over 4.5k Annually

### Nursing Shortage in NYS



## NYS Healthcare Jobs Growing at 3x Rate of Non-Healthcare Jobs



*Ensure that seniors can count on help when they need it most. Invest \$50M of Workforce Development Funds in our long-term care workforce.*

#### Sources:

Martiniano R, Krohmal R, Boyd L, Liu Y, Harun N, Harasta E, Wang S, Moore J. The Health Care Workforce in New York: Trends in the Supply of and Demand for Health Workers. Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; March 2018.

Cornell University Program on Applied Demographics New York State Population Projections; <http://pad.human.cornell.edu/>; accessed Jan. 4, 2019.

Campbell, Stephen. US Home Care Workers: Key Facts, 2018. Bronx, NY: PHI; Aug. 2018. <https://phinational.org/resource/u-s-home-care-workers-key-facts-2018/>

NYS Department of Labor Employment Projections; <https://www.labor.ny.gov/stats/lspoj.shtm>; accessed Jan. 11, 2019.



# Long-Term Care Workforce Strategies

## Eliminate Regulatory and Administrative Barriers to Expansion and Effective Use of LTC Workforce

- » Enable aides to obtain and retain multiple certifications by aligning credentialing with experience and competencies and eliminating duplicative training requirements for CNAs, HHAs, PCAs.
- » Clarify that CNAs who work in nursing homes, like CNAs in hospitals, are eligible to complete a competency evaluation to be certified as HHAs, in lieu of the standard training.
- » Align HHA training program requirements with federal requirements by allowing LPNs to conduct training under general supervision of RN.
- » Align state requirements with federal regulations for nursing home feeding assistants training.
- » Support implementation of AHHA by reducing nurse supervision requirements.
- » Expand Patient Care Technician title to enhance career ladder for CNAs.
- » Reduce processing time and expand access points for criminal history record checks for aides.
- » Clarify that NPs and PAs are permitted to conduct the initial health history and physical and to sign nursing home admission orders for new nursing home residents initiating Medicaid stays.

(continued below)

## Eliminate Statutory Barriers

- » Enable nurses to practice nursing in adult care facilities and assisted living (S.1788, Rivera).
- » Enable nurses in adult care facility and assisted living settings to provide influenza and pneumococcal immunizations to residents and staff.
- » Authorize Advanced CNAs (Medication Technicians) in nursing homes.

## Dedicate \$50M of Workforce Development Funds to LTC Jobs

- » Fully utilize DOH Civil Monetary Penalties funds for workforce recruitment and retention program.
- » Fund adult learning/certification programs at BOCES and community colleges.
- » Expand financial aid available at community colleges for students engaged in LTC workforce programs.
- » Ensure dedicated LTC workforce funding through the DOH DSRIP program.
- » Provide funding and administrative relief for LTC apprenticeship programs.
- » Provide job-related supports and wage subsidies for LTC workers (e.g., transportation, peer mentoring, child care, training stipends).
- » Develop and launch a public relations campaign to encourage participation in LTC careers.

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- » Permit NPs and PAs to conduct medical evaluations for assisted living program (ALP) residents.
- » Allow the nursing home medical director to issue orders for continued services in the adult day health care program, in lieu of a community physician.
- » Eliminate barriers to creating CNA/HHA/PCA apprenticeship programs.

NOW 4

## Support Federal Legislation to Expand LTC Workforce

- » Nursing Home Workforce Quality Act (H.R. 1265) (Provides greater flexibility in imposing CNA training program lock-out and reinstating programs after lock-out).
- » Geriatric Workforce Improvement Act (S. 299) (Reauthorizes the Geriatric Workforce Enhancement Program for another five years, with authorized funding increased to \$45 million per year).