

Engaging With Aging Virtual Conference
Meeting the COV-19 Workforce Challenge:
Solving the Resource Gap
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Honoring Our Aging Folks

1948



1954 Four Generations



My great grandmother spreading arms and six years later when she was wheelchair bound after strokes and debilitating rheumatoid arthritis. She was quite extraordinary. She wrote letters about her childhood in Denmark, traveling to America, meeting her husband at the 1892 Chicago Worlds Fair. The journey continued as she discovered the need for rooming houses during various gold rushes: Yukon, Goldfield, living in Mexico City and escaping on the last train in 1908, the Oklahoma land rush, and finally moving to Lake Tahoe in 1915.



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Status of Nevada Healthcare Workforce

- Estimated Health Care and Social Assistance workforce is 151,736 people
- Estimated Home Health Care workforce is 6,114 or 4.0%
- Estimated Nursing Care Facilities Workforce is 8,463 or 5.6%
- Estimated Community Care Facility for the Elderly Workforce is 4,369 or 2.9%
- Estimated Aging and Disabled Services Workforce is 12,946 or 8.5%



Status of Nevada Healthcare Workforce

- Estimated Health Care and Social Assistance workforce is 151,736 people
- Estimated Health Care Workforce taking care of seniors and people with disabilities 31,992 or 21.1%
- Residential Mental Health Facilities adds 4,106 workers or 23.8% of the Health Care Workforce
- Estimated Aging Population is 484,103 or 15.3% of the state population with an unknown percentage of people with disabilities



Health Care Workforce for Seniors

- In 2014, 29,024 employees were employed in the major areas helping seniors
- In 2019, 34,400 employees were employed in these areas
- Employment grew 18.5% and the population grew 21.8% with a loss of 197 people per 100,000 population or 953



Nevada To Be Average to the U.S.

| Industry | Nevada Per | U.S. 100 | Difference People | Number Needed To Be Average |
|---|---------------|-------------|----------------------|-----------------------------------|
| Home Health Care | 1.19 | 2.80 | 1.61 | 7,794 |
| Services for Older Adults and Disabled | 2.54 | 3.5 | 0.96 | 4,649 |
| Community/Assisted Living | 0.89 | 1.79 | 0.90 | 4,358 |
| Nursing Care Facilities | 3.37 | 6.55 | 3.18 | 15,400 |
| Per 100 people Rates | 7.10 | 12.85 | 5.75 | 23,485 |



Meeting the Challenge

- Nevada needs 10,000s more health care workers
- Targeting education and recruitment
- Pandemic made gaps obvious
- Where are these employees needed?



Home Health Care Workforce Composition

| Occupations | Nevada | U.S. | NV Employees | Employee Allocation |
|--|---------------|-------------|---------------------|----------------------------|
| Aides and Assistants | 34.4% | 41.8% | 1,970 | Under 146 |
| Nursing Staff and Therapists | 44.7% | 22.3% | 2,520 | Over 564 |
| Personal Care Aids (reclassified as home health aides in NV) | Incl above | 21.5% | 0 | Under 1,247 |
| Management | 20.4% | 14.3% | 1,150 | Over 701 |
| Net Employees | | | | Under 1,530 |
| Need to be Average to U.S. Staffing Patterns | | | | 7,794 |



Services for the Aging and Disabled Workforce Composition

| Occupations | Nevada | U.S. | NV Employees | Employee Allocation |
|--|---------------|-------------|---------------------|----------------------------|
| Aides and Assistants | 84.0% | 7.3% | 9,790 | Under 382 |
| Nursing Staff and Therapists | 0.9% | 2.1% | 110 | Under 12 |
| Personal Care Aids (reclassified as home health aides in NV) | Incl above | 72.8% | 0 | Incl above |
| Management | 13.1% | 12.1% | 1,520 | Over 15 |
| Net Employees | | | | Under 379 |
| Need to be Average to U.S. Staffing Patterns | | | | 4,649 |



Nursing Care Facilities Workforce Composition

| Occupations | Nevada | U.S. | NV Employees | Employee Allocation |
|--|--------|-------|--------------|---------------------|
| Aides and Assistants | 35.3% | 40.0% | 2,600 | Under 122 |
| Nursing Staff and Therapists | 33.8% | 26.9% | 2,490 | Over 172 |
| Personal Care Aids | 4.2% | 4.3% | 310 | Under 3 |
| Management | 40.3% | 28.8% | 1,970 | Over 226 |
| Net Employees | | | | Over 492 |
| Need to be Average to U.S. Staffing Patterns | | | | 15,400 |

Continuing Care Retirement Workforce Composition

| Occupations | Nevada | U.S. | NV Employees | Employee Allocation |
|--|---------------|-------------|---------------------|----------------------------|
| Aides and Assistants | 51.0% | 41.6% | 2,060 | Over 194 |
| Nursing Staff and Therapists | 1.7% | 10.8% | 70 | Under 6 |
| Personal Care Aids | 5.0% | 7.5% | 200 | Under 5 |
| Management | 42.3% | 39.2% | 1,150 | Over 36 |
| Net Employees | | | | Over 219 |
| Need to be Average to U.S. Staffing Patterns | | | | 4,358 |



Rural-Urban Gap

- Estimated 34,400 employees working with seniors in urban Nevada (Carson City, Clark, Washoe)
- Urban population is 420,724
- One person per 13 seniors
- Estimated 2,309 working in 14 rural counties
- Rural senior population is 63,379
- One person per 27 seniors



Solving the Resource Gap

- Geriatricians are in short supply and certification is expensive
- Primary Care Physicians are the main provider of care and geriatric training should be made accessible
- Nurse Practitioners with aging population focus should have the geriatric training and the certificate is expensive like geriatricians
- Targeting the staffing patterns in care for the aging
- Nevada seems to have ratios contrary to national models for long term services and support care

- Discussion?



Additional Information

Office of Statewide Initiatives

Nevada State Office of Rural Health

Project ECHO Nevada

Nevada Health Workforce Research Center

<https://med.unr.edu/statewide>



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