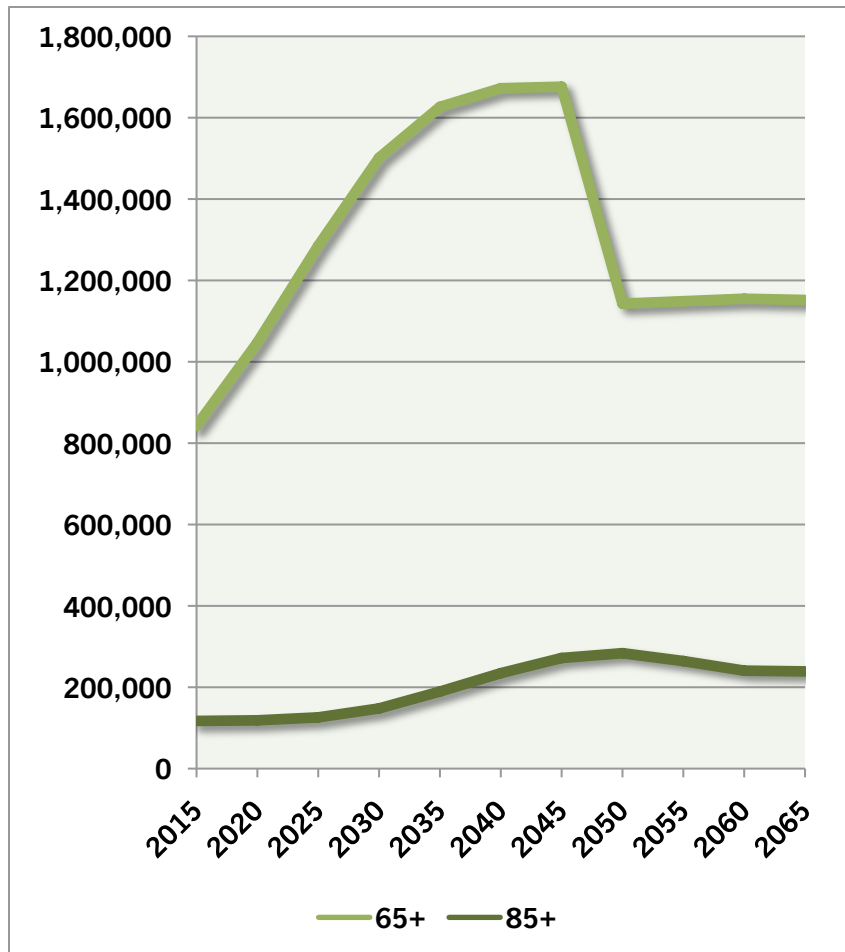


Long-term care workforce challenges in rural Minnesota



April 2015

The senior population, 2015-2065



Data source: MN Demographic Center

- The 65+ population will double between now and 2040.
- The 85+ population, most likely to need long-term care, is projected to more than double by 2050.
- 2040s: Numbers are expected to peak, then drop, but still remain higher than in previous years.

Baby Boomers would like...

According to the MN Department of Human Services' *Baby Boomer Survey 2010*, Baby Boomers would like:

- To live independently, in houses or townhouses that they own.
- Nearly half would like to live closer to services and amenities as they age.

MN Dept. of Human Services, *Transform 2010 Data Report: Baby Boomer Survey*, 2010.

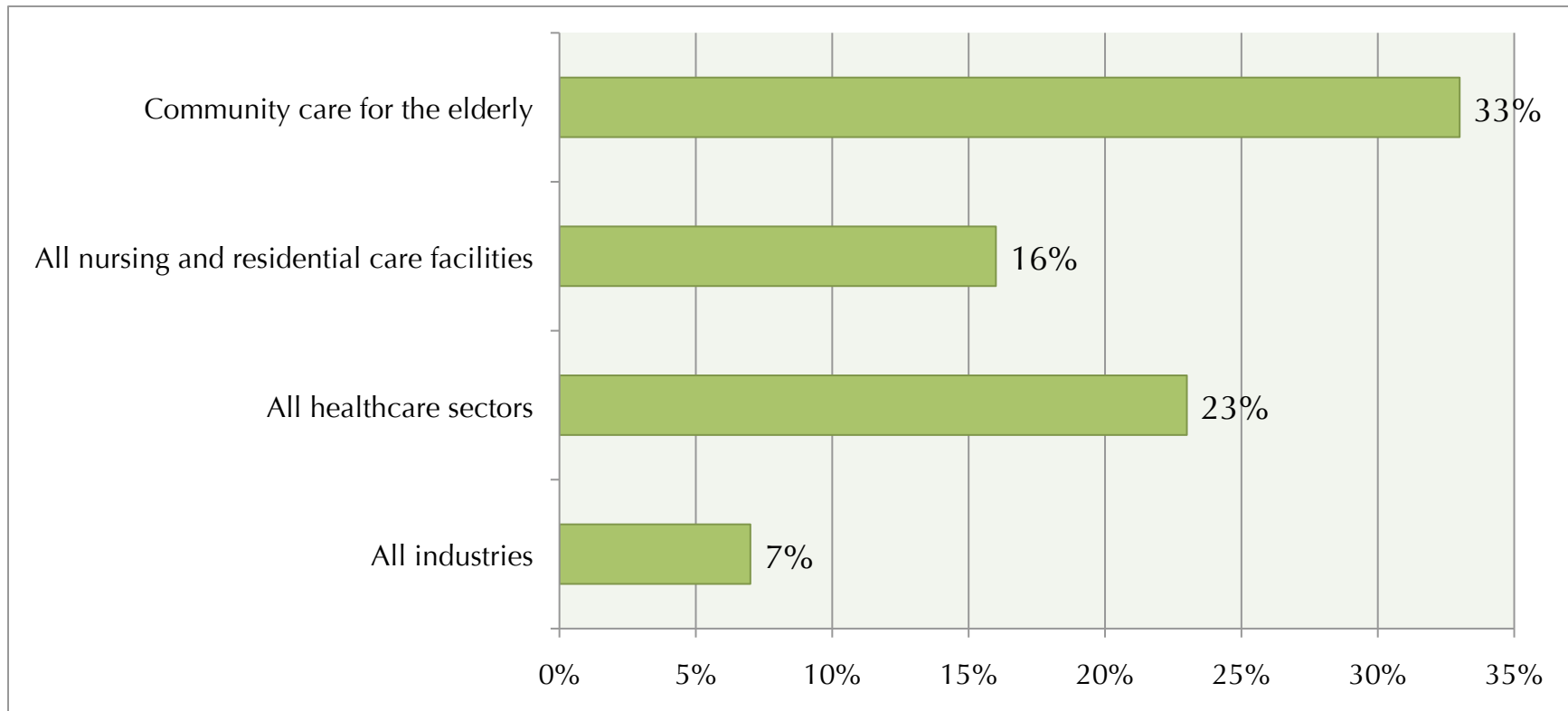
Baby Boomers would like...

If they couldn't live independently for health reasons:

- 34% would like to stay in their homes with help from family, friends and/or a home services agency.
- 28% would like to move to an assisted living setting.
- 27% don't know what they would do.

MN Dept. of Human Services, *Transform 2010 Data Report: Baby Boomer Survey*, 2010.

The demand for professionals in healthcare is expected to continue to grow

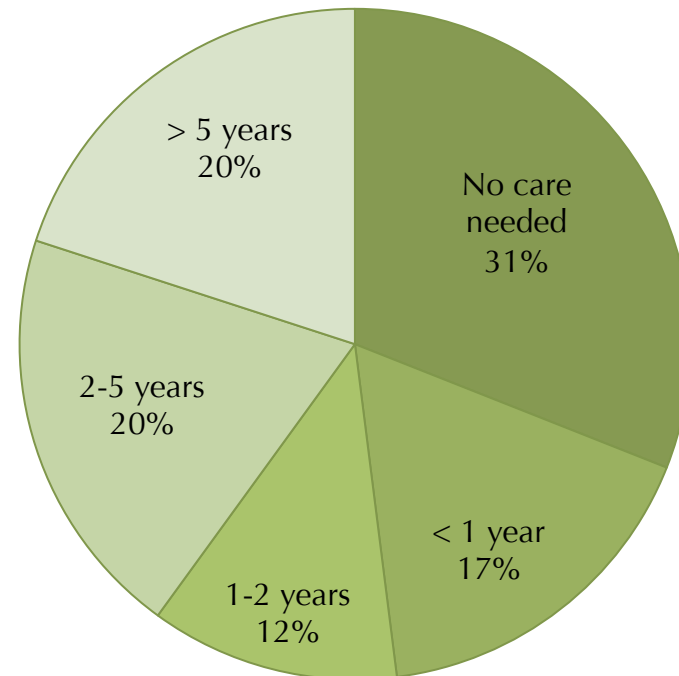


MN DEED industry employment projections,
2012-2022
Via MN Dept. of Health

A full spectrum of care

- Two-thirds of Baby Boomers will likely need assisted living or in-home care, for various durations.

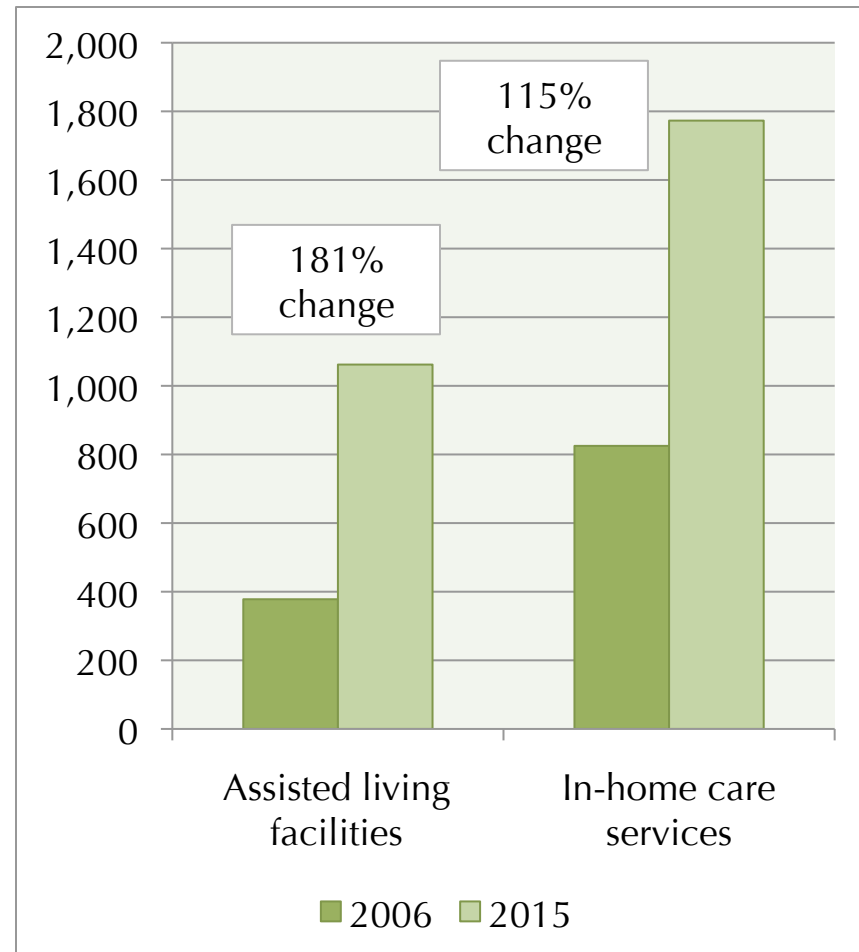
Percentage of seniors projected to need long-term care



Kemper, Kosimar & Alecxih, "Long-term care over an uncertain future: What can current retirees expect?" *Inquiry*, Winter 2005/2006.

Growth in AL/IL services

- Assisted living and independent living facilities and service providers have been growing to fill the need over the last decade.
 - Number of assisted living facilities has grown by 181%.
 - Number of in-home service providers has grown by 115%.



Data source: MN Dept. of Health

Providing services in rural areas

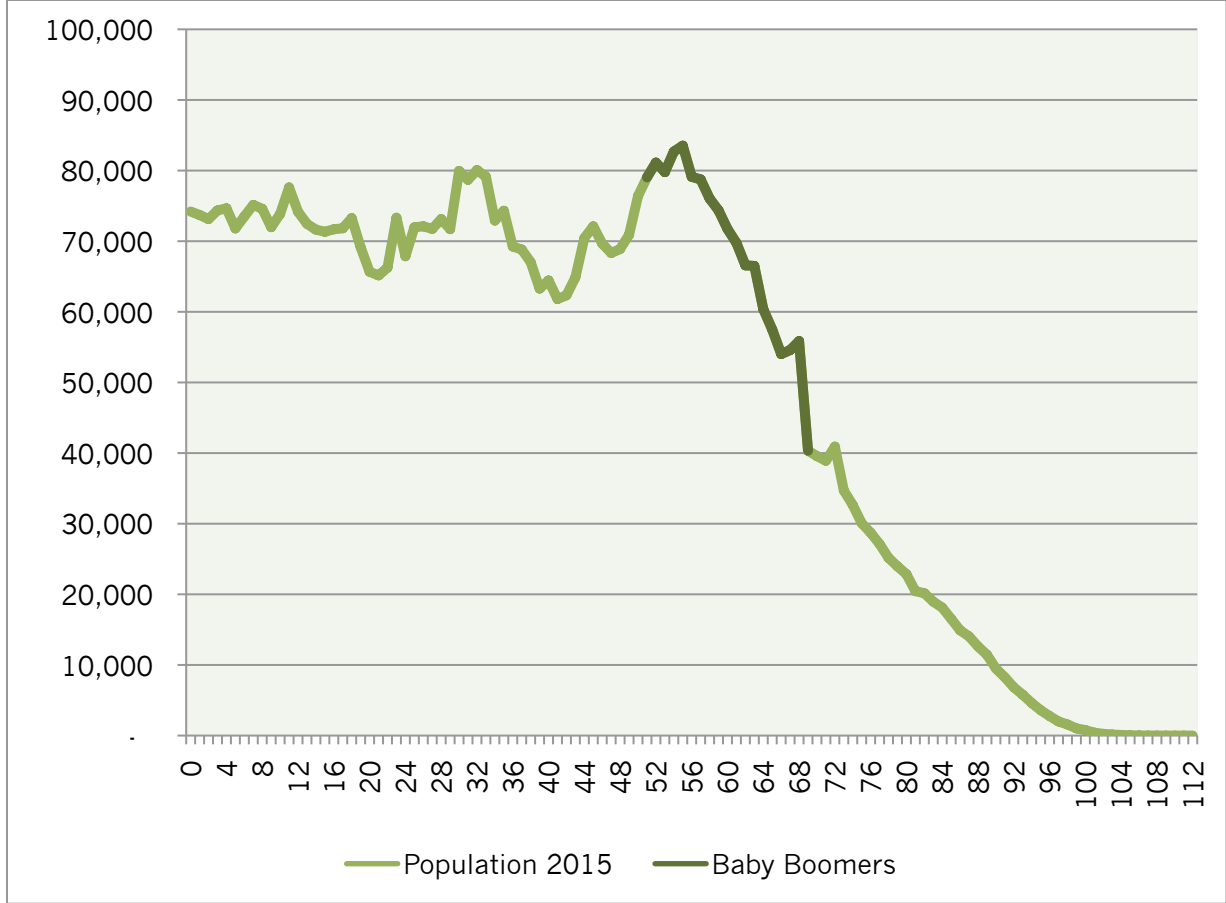
Assisted-living and in-home service delivery are not growing as fast in rural areas:

- Long distances and sparse populations pose a barrier to formal home-based services.

These challenges “have made service provision in **congregate settings** more attractive to providers and families in rural areas.”

- Knatterud. “Where will rural Baby Boomers live in their later years?” *Rural Minnesota Journal*, 2012.

Workforce shortages in long-term care

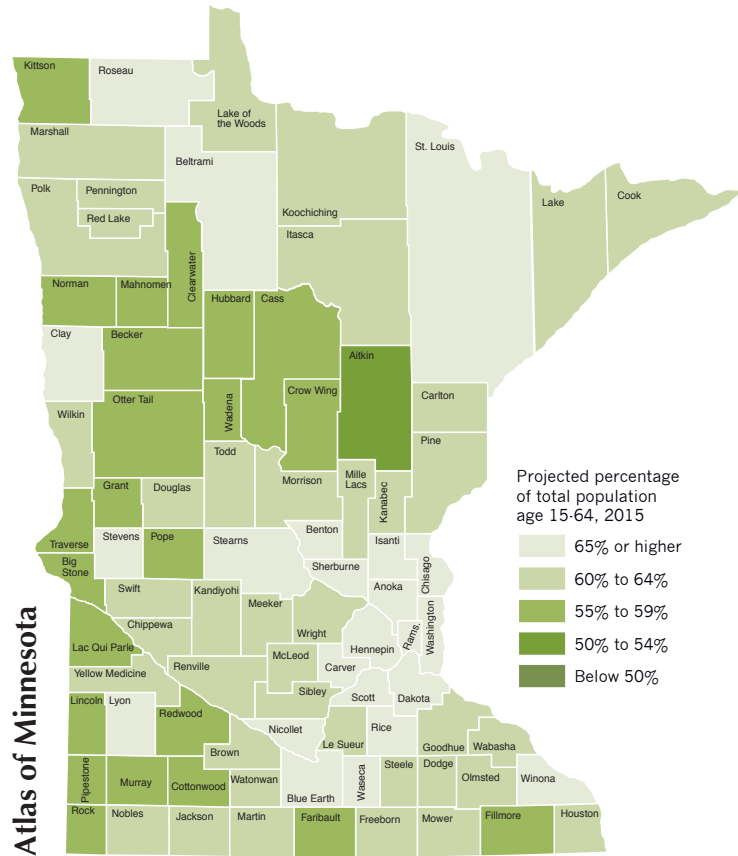


Baby Boomers, 2015

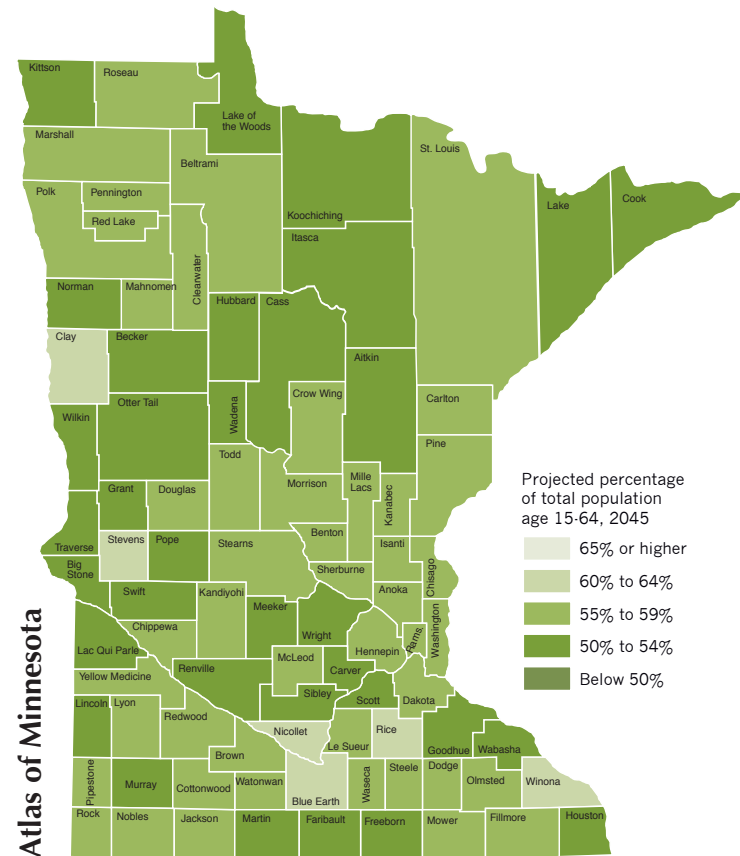
They still comprise a large chunk of the workforce, while at the same time demanding an increasing share of health care services.

Data source: MN Demographic Center

Workforce population, 2015 & 2045



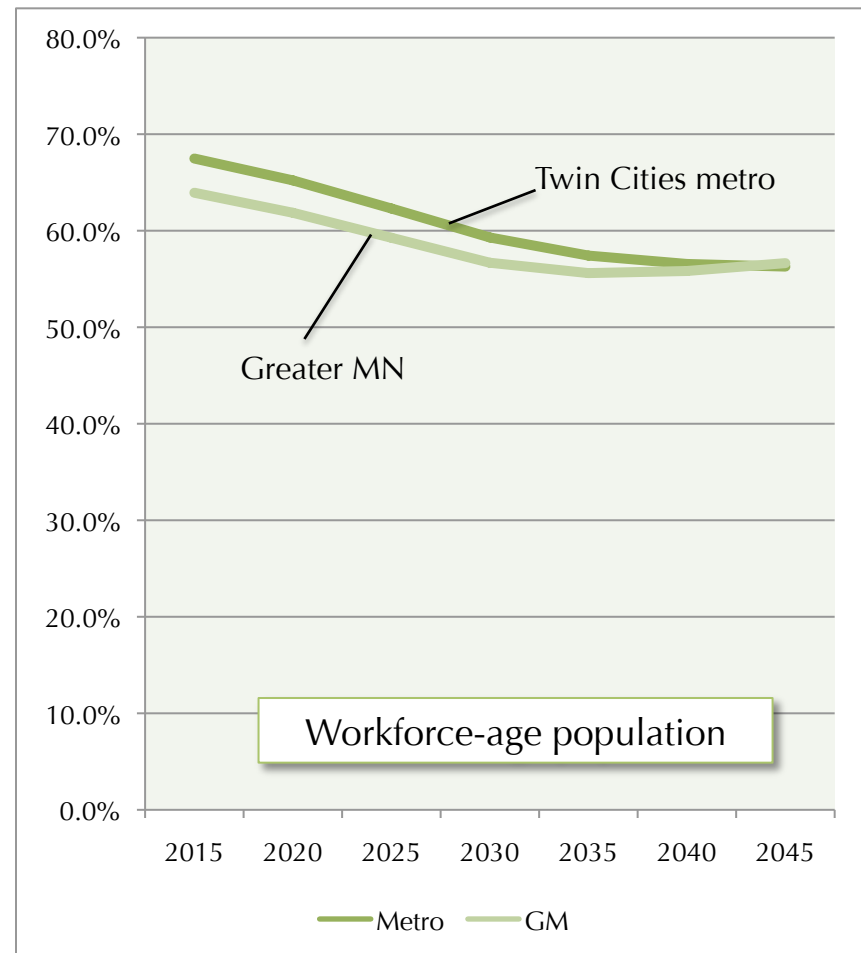
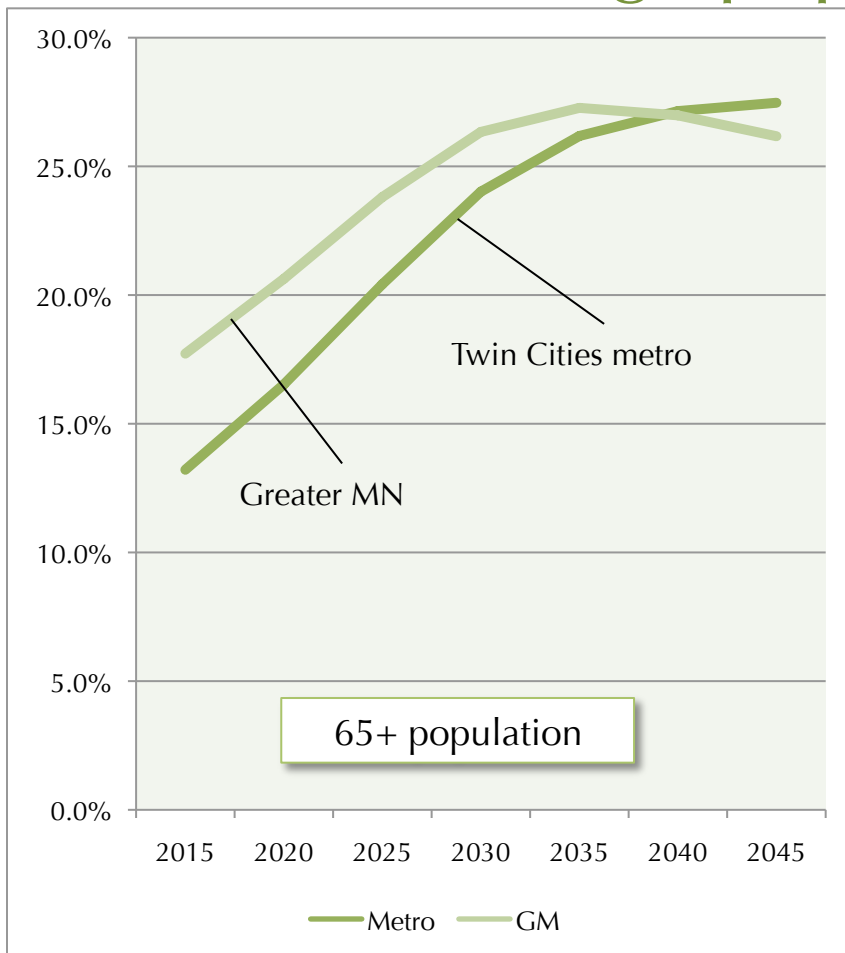
2015



2045

Workforce-age population (15-64) as a percentage of total county population.

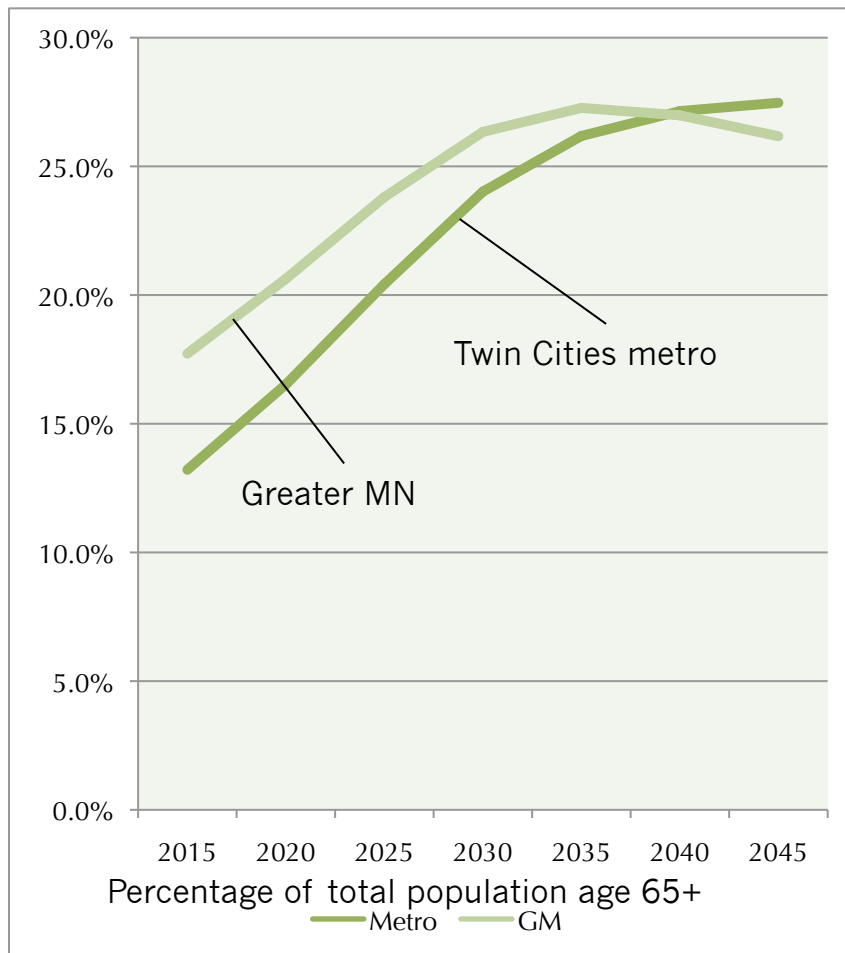
Senior population and workforce-age population, 2015-2045



Data source: MN Demographic Center

Percentage of total population

Metro and Greater Minnesota comparison

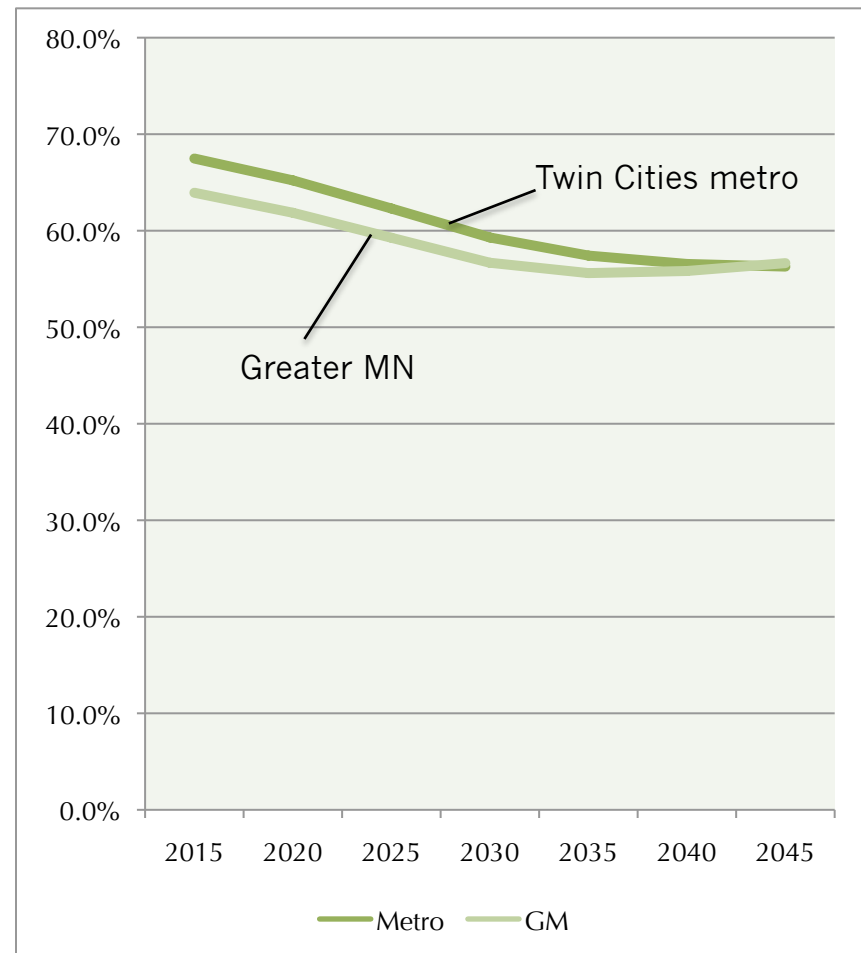


Data source: MN Demographic Center

- 65+ population
 - The senior population is projected to peak around 2035, followed by the Twin Cities about a decade later.

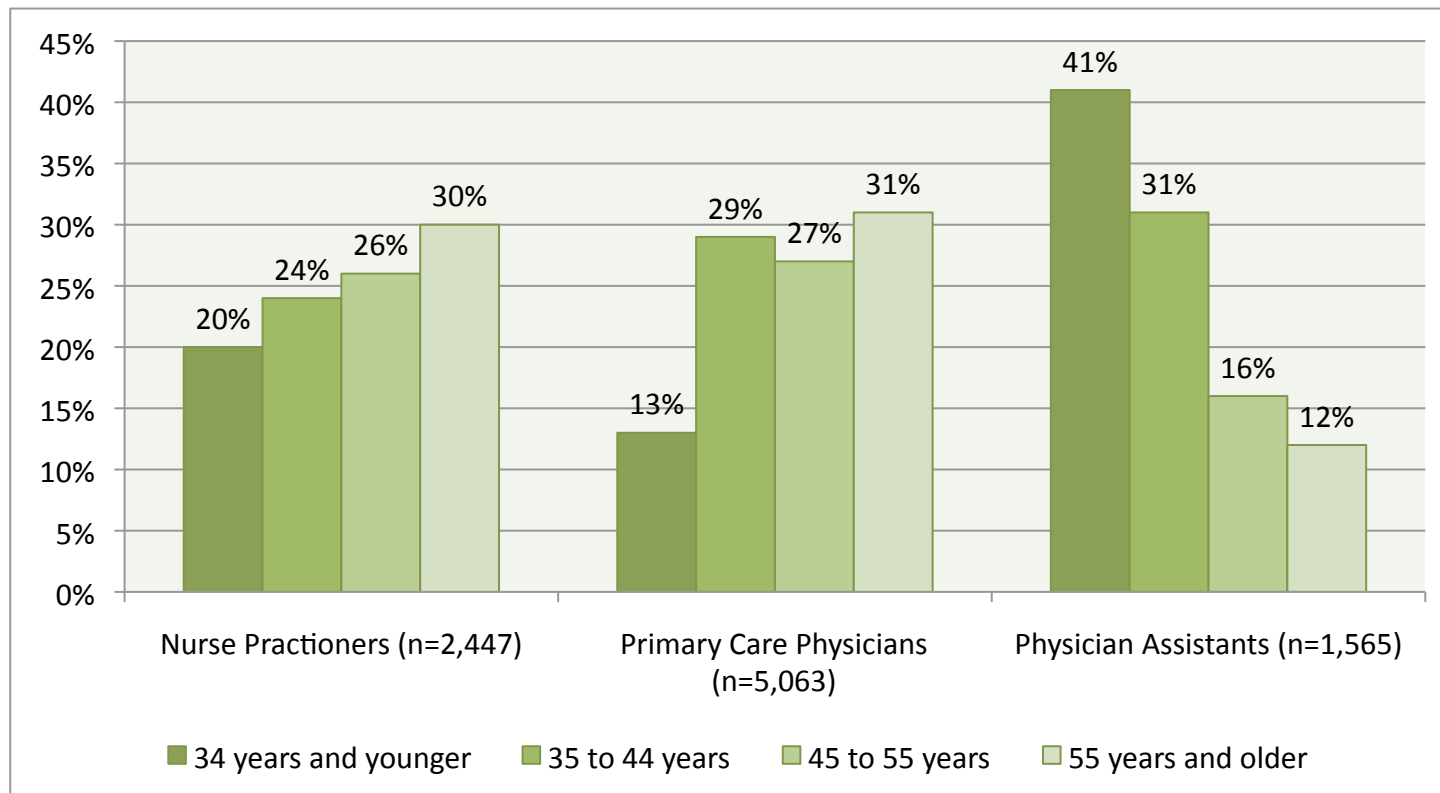
Metro and Greater Minnesota comparison

- Workforce-age population
 - The size of the workforce-age population is projected to decrease for both Greater MN and the Twin Cities by 2045, then level out.



Data source: MN Demographic Center

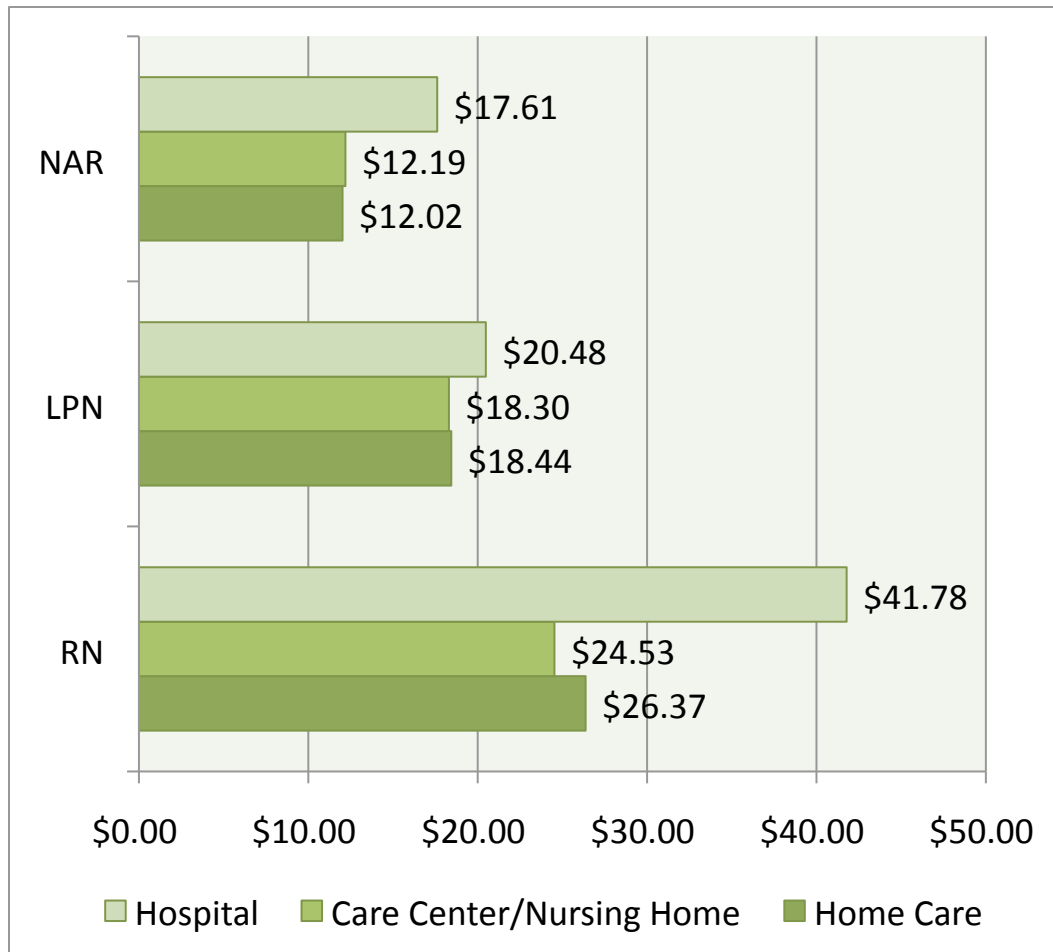
Health care Boomers are leaving the workforce



➤ Nurse practitioners and primary care physicians, who make up the bulk of primary care professionals, are older and are aging out of the workforce. Physician assistants tend to be much younger.

(The Legislative Health Care Workforce Commission, *2014 Report and Recommendations on Strengthening Minnesota's Health Care Workforce*)

Increasing competition for workers



Long-term care providers report it's a challenge to pay competitive wages.

- A large salary gap exists between hospitals and older adult services.
- A registered nurse can make \$17.25 an hour more at a hospital compared to a nursing home.

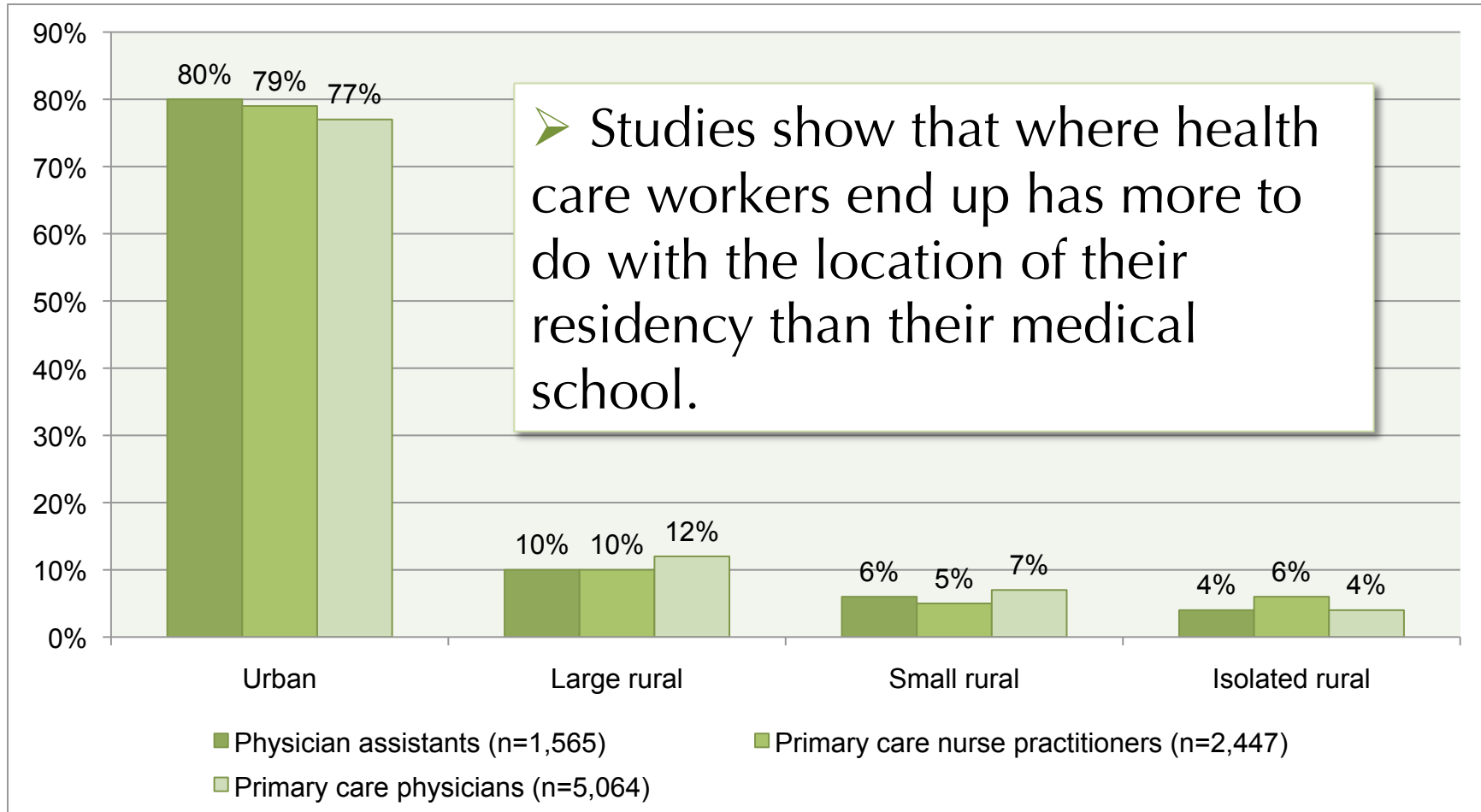
2012 LTC Imperative Salary Survey and 2012 MN Health Care Cost Information Service Hospital Salary Data

Shortage of clinical experience for students

- A shortage of opportunities for clinical experience is hampering enrollment.
- U of M and Mayo medical schools have restricted enrollment due to lack of residency slots.
- Current funding for residencies favors hospitals over clinics and other locations, causing a severe limitation.

The Legislative Health Care Workforce Commission:
2014 Report and Recommendations on Strengthening Minnesota's Health Care Workforce

Where clinical experience happens makes a difference

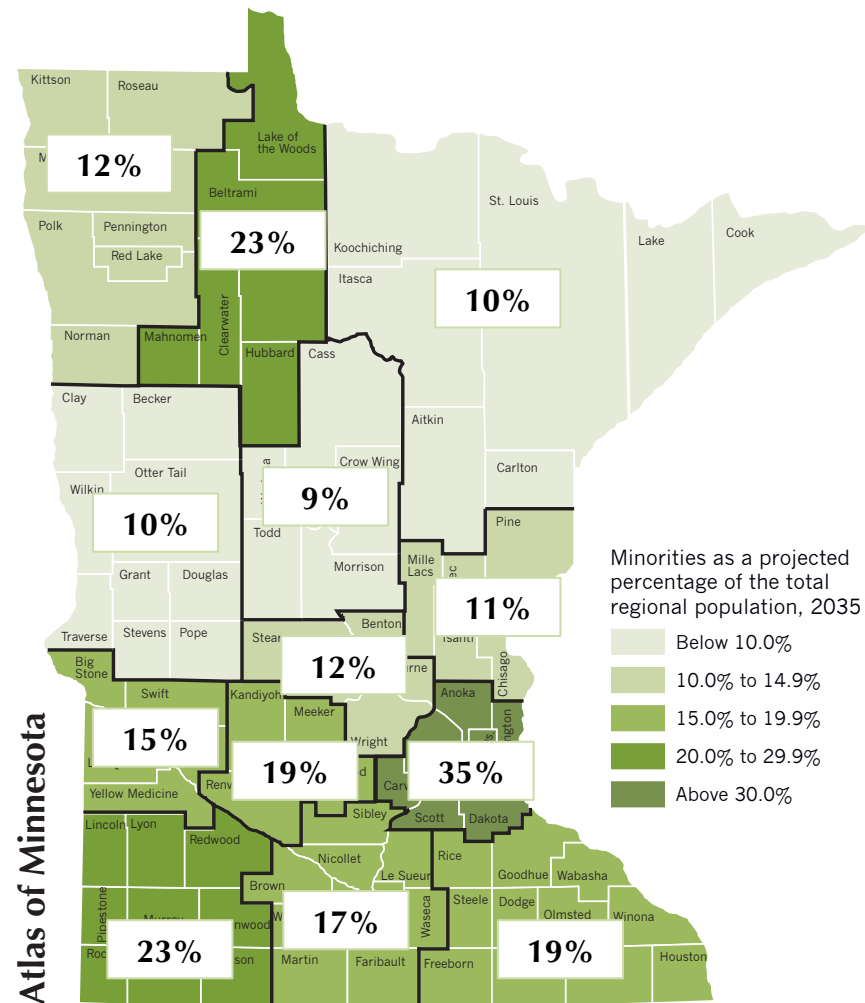


The Legislative Health Care Workforce Commission, *2014 Report and Recommendations on Strengthening Minnesota's Health Care Workforce*.

© Center for Rural Policy & Development

Diversifying for the future

- Future population growth in much of rural Minnesota is projected to come from the growth in immigrant and minority communities.
- Yet our health care workforce does not reflect that fact.



Data source: MN Demographic Center

The takeaways

The wave of Baby Boomer seniors is forcing us to take a hard look at long-term care policy.

- The workforce shortage is the **single biggest problem** facing long-term care today.
 - Demand for long-term care workers is expected to grow 45% - 65%.
 - Currently 1,800 jobs for registered nurses, LPNs, nursing assistants, and dietary aides are vacant.

The takeaways

- Recruitment and retention are significant problems for long-term care providers in rural areas.
 - Too many other career choices are **competing for individuals**.
 - Nursing homes in particular find it difficult to **compete on wages**.
 - The number of **people of color** in health care doesn't reflect their numbers in the general population.

The takeaways

- The workforce shortage affects rural seniors in unique ways.
 - Rural seniors **have fewer options** when it comes to in-home or assisted living care.
 - When rural nursing homes limit their intake due to **lack of staff**, seniors must stay in their homes with deteriorating health longer or move to distant communities away from friends and family.

Three recommendations

- Continue to support proven health care workforce programs that introduce students to rural areas, as recommended in the Legislative Health Care Workforce Commission recommendations.
- Address the lack of clinical experience opportunities as reported on by the Legislative Health Care Workforce Commission. Especially look at opportunities in non-hospital locations in rural areas.
- Encourage students of color in rural areas to understand that health care professions are for them as well.