

The Home Care Workforce in New York: COVID-19 Impacts

Presented by:

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Statewide Hospital-Home Care Collaborative

For COVID and Beyond: Workforce Summit

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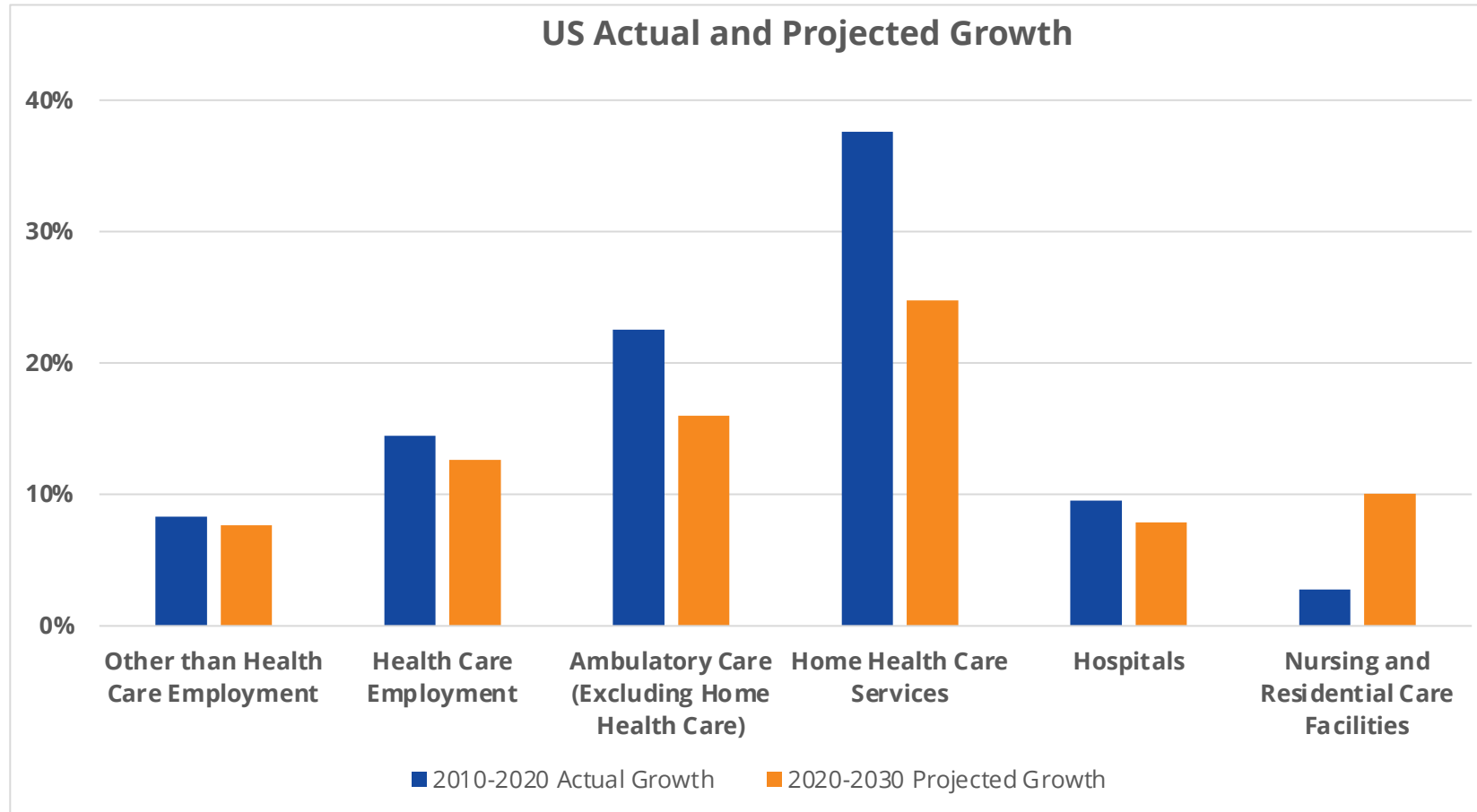
Center for Health Workforce Studies

- The Center for Health Workforce Studies (CHWS), established in 1996, is an academic research center based at the School of Public Health at the University at Albany, State University of New York (SUNY)
- Mission: To provide timely, accurate information and conduct policy-relevant research about the health workforce
- Goal: To assist stakeholders to better understand health workforce issues in order to inform decision-making on health workforce development programs and policies

Today's Presentation

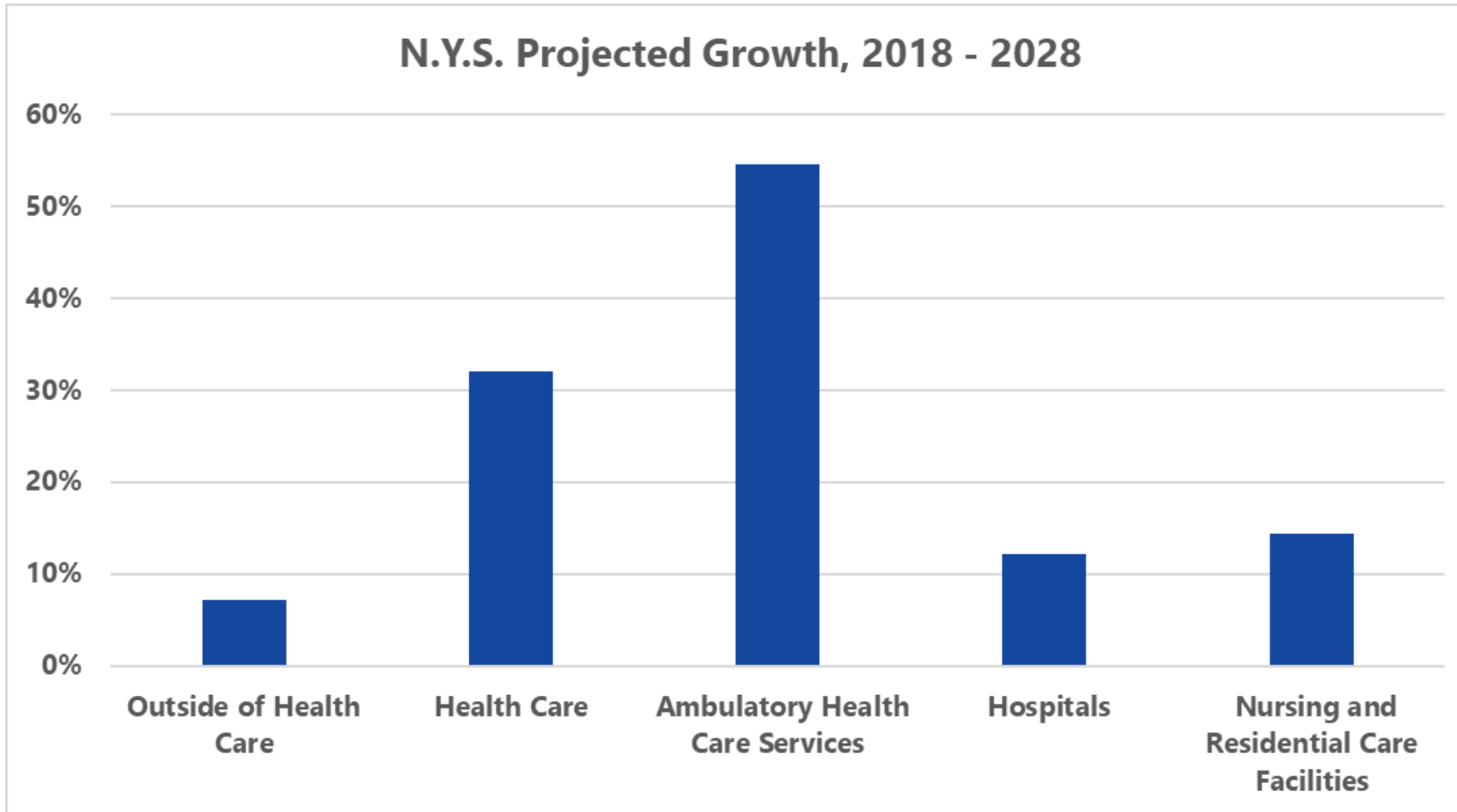
- Trends in home health care employment
- Health workforce projections
- Health workforce shortages in New York
- Home care provider recruitment and retention issues- pre and post pandemic
- Strategies addressing shortages

Job Growth in Home Care Is Outpacing Job Growth in All Other Health Settings in the US



Source: US Department of Labor, Bureau of Labor Statistics, Employment Projections, Table 2.11, Employment and output by industry.

Jobs in Ambulatory Care (including Home Health Care) in NY Are Growing Faster Than Jobs in Other Health Settings



Source: New York State Department of Labor, Employment Projections, Long-Term Industry Employment Projections, 2018-2028

Projected Future Demand for Health Workers in the US 2019-2029

- Home health aides
- RNs
- Nursing assistants
- LPNs

Stiegler K, Martiniano R, Forte G. [Health Care Employment Projections, 2019-2029: An Analysis of Bureau of Labor Statistics Projections by Setting and by Occupation](#). Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; August 2021.

Workforce Shortages in NY

- New York has an abundant supply of health workers, but they are not well-distributed
- There are well-documented and chronic shortages of primary care, oral health and behavioral health providers
 - Areas of greatest need are designated as Health Professional Shortage Areas
- Provider incentive programs (eg, NHSC, Doctors Across NY, State Loan Repayment) have successfully supported health care professionals who work in these communities

Workforce Shortages in Home Care



- Home care agencies across the state have reported long-standing issues recruiting and retaining workers in a number of different professions and occupations
- In 2017, home care agencies in the state reported the most difficulty:
 - Recruiting registered nurses, physical therapists and occupational therapists
 - Retaining personal care aides, home health aides and registered nurses
- The COVID-19 pandemic has worsened shortages in home care, particularly for direct care workers

Home Health Care Agencies: Recruitment Issues






Home Health Care Agencies

Most Difficult Occupations to RECRUIT:

 <p>Home Health Aides 81% of agencies indicated home health aides were difficult to recruit</p>	 <p>Personal Care Aides 78% of agencies indicated experienced personal care aides were difficult to recruit</p>
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? PRIMARY REASONS:

 <p>Workforce Shortages</p>	 <p>State Unemployment Benefits</p>	 <p>Fear of Exposure to COVID-19 and Possible Transmission to Others</p>
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Based on data collected from surveys conducted by CHWS between December 2020 and March 2021.

Home Health Care Agencies: Retention Issues

Most Difficult Occupations to RETAIN:



Personal Care Aides

73% of agencies indicated personal care aides were difficult to retain



Home Health Aides

72% of agencies indicated home health aides were difficult to retain



Homemakers

68% of agencies indicated homemakers were difficult to retain

? PRIMARY REASONS FOR LEAVING:



Finding Higher Pay Elsewhere



Family Commitments



Transportation Issues

Based on data collected from surveys conducted by CHWS between December 2020 and March 2021.

Home Care Recruitment Strategies

- Promote health career opportunities to diverse candidate pools
 - Students – college, high school, middle school, elementary school
 - Second career candidates
- Develop flexible job opportunities
 - Be responsive to the needs of prospective candidates
- Build viable career ladders

Home Care Retention Issues

Learn more about the issues and challenges existing workers face

- Transportation
- Childcare
- Eldercare
- Workplace culture
- Work hours
- Career advancement
- Resilience
- More attractive job opportunities elsewhere

Investments to Support Workforce Development: What Should We Do?

- Pipeline strategies
 - Faculty development and retention, clinical placements
- Sustainable career ladder programs
 - Partnerships between educators and providers
- Transition to practice:
 - Mentoring, residencies
- Retention strategies
- Better data and evidence

Questions?

- For more information, please email me at: jmoore@albany.edu
- Visit us at:



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