

Entry and Exit of Workers in Long-Term Care

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Background

- Aging Baby Boomer population
 - Living longer
 - Increasing chronic disease
- Affordable Care Act, 2010
 - Increasing health care demand
 - Potential impact on long-term care (LTC) service demand and supply
- Substantial job growth in LTC sector
 - Growth especially for entry level jobs
 - Yet still reportedly high rates of turnover and unemployment

Study Questions

Where does LTC draw or lose its workers?

- What industries?
- At what rate
- What are their characteristics?

Data

Dataset: Annual Social and Economic Supplement of the Current Population Survey (CPS), 2003-2013

Sample: Cross-sectional survey of ~100,000 households

- Civilian non-institutionalized US adult population
- Age 16 years or older
- Participating in labor force in either current or prior year
- Weighted for national representation

Variables: LTC industry defined as collective of six sectors using North American Industry Classification System:

- Home health care services
- Nursing care facilities (inc. skilled nursing)
- Residential care facilities, without nursing
- Individual and family services
- Community food and housing, and emergency services
- Private households

Transitions:

Entrants: LTC sector in current year, but not in prior year

Stayers: LTC sector in prior and current year

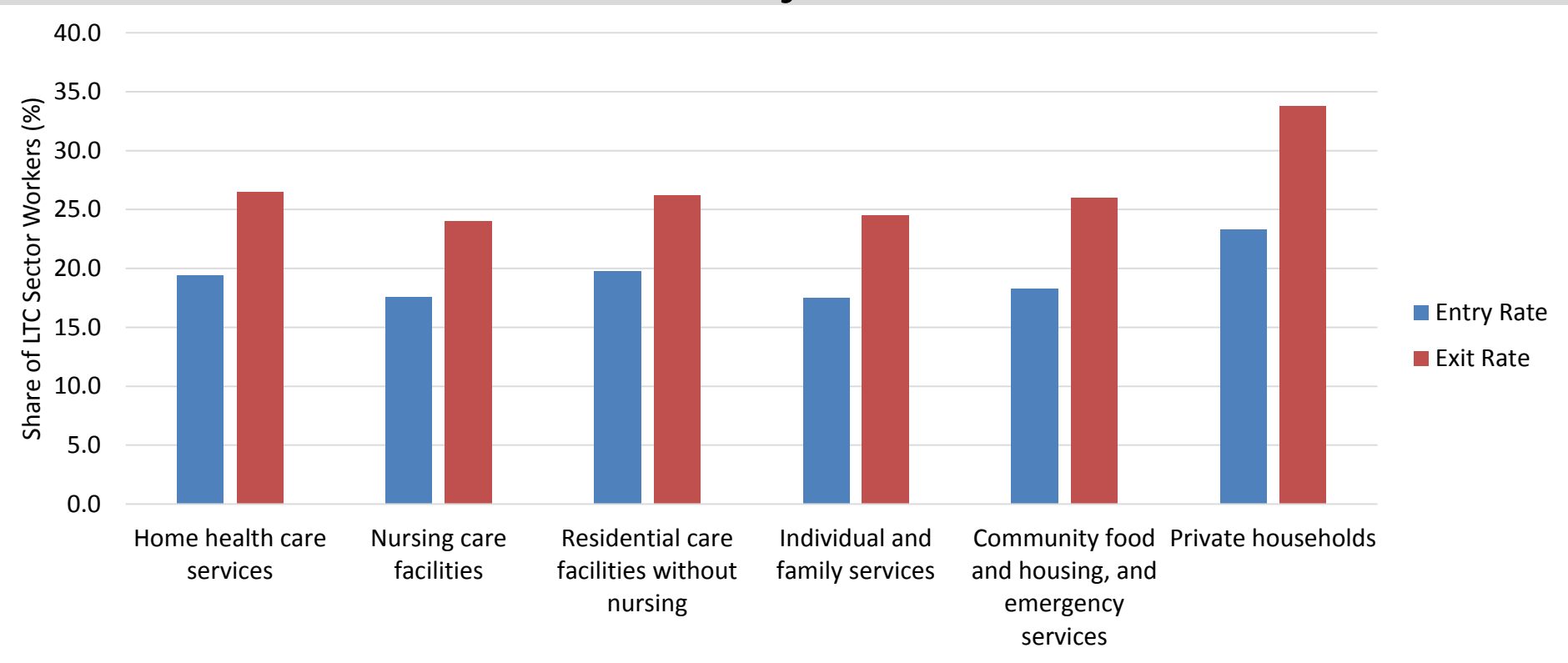
Leavers: LTC sector in prior year, but not current year

Findings

Top 2 Most Common Occupations by LTC Sector, 2013

LTC Sector	Total Employment	Most Common	2 nd Most Common
Home health care services	1,111,737	41% Nursing, Psychiatric, and Home Health Aides	28% Personal care aides
Nursing care facilities	1,719,845	37% Nursing, Psychiatric, and Home Health Aides	12% Registered nurses
Residential care facilities	779,961	20% Personal care aides	13% Food prep & service-related
Individual and family services	1,445,790	21% Personal care aides	18% Social workers
Community food & housing, & emergency svcs	120,393	19% Social workers	13% Office & admin support
Private households	652,564	40% Bldg & grounds cleaning and maintenance	36% Personal care & svcs (excl. PCAs)

Share of Entrants and Leavers by LTC Sector, Pooled 2003-2013



Demographics and Socioeconomics by LTC Sector, 2013

Sector	Female	Age 16-24 Years	Age 55-64 Years	White	Married	Child under Age 5 in Household	Sector	Not a Citizen	Rural Residence	Work Disabled	Full-Time	Below Poverty	Earnings from Prior Year (2013 dollars)
Home Health Care Services							Home Health Care Services						
Entrants	88%	14%	15%	49%	45%	15%	Entrants	10%	20%	4%	74%	18%	\$27,499
Stayers	90%	7%	18%	51%	47%	11%	Stayers	11%	19%	4%	66%	14%	\$27,685
Leavers	90%	11%	17%	54%	44%	15%	Leavers	9%	20%	10%	59%	22%	\$21,379
Nursing Care Facilities							Nursing Care Facilities						
Entrants	85%	23%	10%	59%	42%	14%	Entrants	8%	24%	2%	75%	16%	\$28,913
Stayers	86%	13%	17%	60%	48%	13%	Stayers	8%	26%	2%	78%	8%	\$31,500
Leavers	86%	21%	13%	58%	42%	17%	Leavers	7%	25%	8%	72%	16%	\$24,343
Residential Care Services							Residential Care Services						
Entrants	73%	24%	10%	60%	39%	11%	Entrants	6%	17%	4%	74%	14%	\$27,291
Stayers	71%	14%	16%	65%	46%	12%	Stayers	6%	19%	3%	79%	5%	\$29,648
Leavers	73%	23%	13%	61%	40%	12%	Leavers	7%	17%	8%	73%	13%	\$22,545
Individual & Family Services							Individual & Family Services						
Entrants	76%	15%	15%	58%	43%	11%	Entrants	6%	17%	5%	78%	13%	\$27,898
Stayers	78%	7%	19%	60%	52%	11%	Stayers	6%	17%	5%	77%	6%	\$35,559
Leavers	76%	18%	14%	54%	41%	11%	Leavers	6%	17%	9%	64%	15%	\$24,618
Community Food & Housing, & Emergency Services							Community Food & Housing/Emergency Services						
Entrants	63%	10%	15%	52%	39%	6%	Entrants	6%	17%	5%	68%	19%	\$32,894
Stayers	73%	5%	18%	60%	46%	12%	Stayers	3%	17%	5%	77%	5%	\$38,348
Leavers	67%	8%	18%	60%	45%	13%	Leavers	4%	18%	8%	70%	12%	\$19,585
Private Households							Private Households						
Entrants	90%	34%	11%	56%	37%	11%	Entrants	26%	15%	5%	65%	26%	\$10,203
Stayers	92%	16%	15%	48%	44%	8%	Stayers	34%	12%	4%	50%	20%	\$16,107
Leavers	88%	36%	11%	59%	34%	11%	Leavers	18%	17%	10%	37%	21%	\$9,458

Sources of Entrants and Destination of Leavers

Industry	Entry from what industry?	Most common occupation of entrants	Exit to what industry?	Reasons for Not Working in Prior Year among LTC Entrants, 2003-2013					
Home Health Care Services				■ All other reasons ■ Going to school ■ Taking care of home/family ■ Ill or disabled ■ Retired					
Home Health Care Services				FREQUENCY OF REASON (%)					
Home Health Care Services				HOME HEALTH CARE SERVICES					
Home Health Care Services				NURSING CARE FACILITIES					
Home Health Care Services				RESIDENTIAL CARE FACILITIES WITHOUT NURSING					
Home Health Care Services				INDIVIDUAL AND FAMILY SERVICES					
Home Health Care Services				COMMUNITY FOOD AND HOUSING, AND EMERGENCY SERVICES					
Home Health Care Services				PRIVATE HOUSEHOLDS					

Conclusions

- Most common LTC jobs not necessarily direct care jobs
- LTC employs a high share of low-skilled workers
- Most common industry from which LTC workers enter from and exit to is hospitals
 - Other non-health industries (e.g., leisure and hospitality) are also common
- Exit rate from LTC industries outpacing entry rate
 - Large share become unemployed or exit labor force
 - Age, disability, poor health, and earnings are important drivers

Limitations

- National survey not specifically designed to study LTC
- Self-identified industry and occupations
- Unpaid or informal caregivers not captured
- Unknown motivations for staying, entering and leaving
- Wages based on prior year not current year occupation

For More Information

Full publication available:
Frogner B and Spetz J (2015). Entry and Exit of Workers in Long-Term Care. San Francisco, CA: UCSF Health Workforce Research Center on Long-Term Care
<http://healthworkforce.ucsf.edu/publication/entry-and-exit-workers-long-term-care>

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