

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:

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

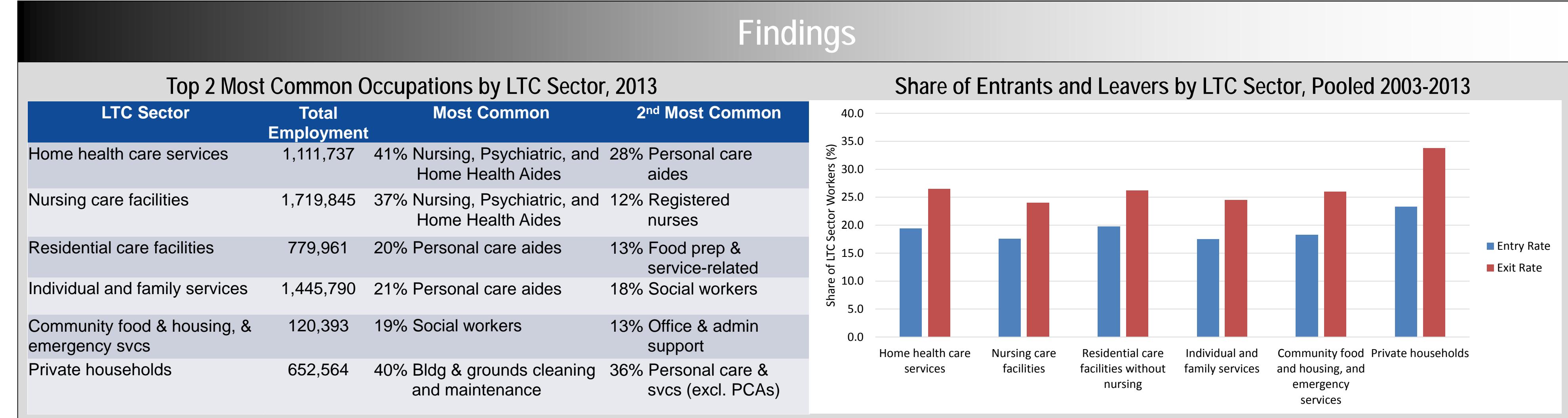
Transitions:

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

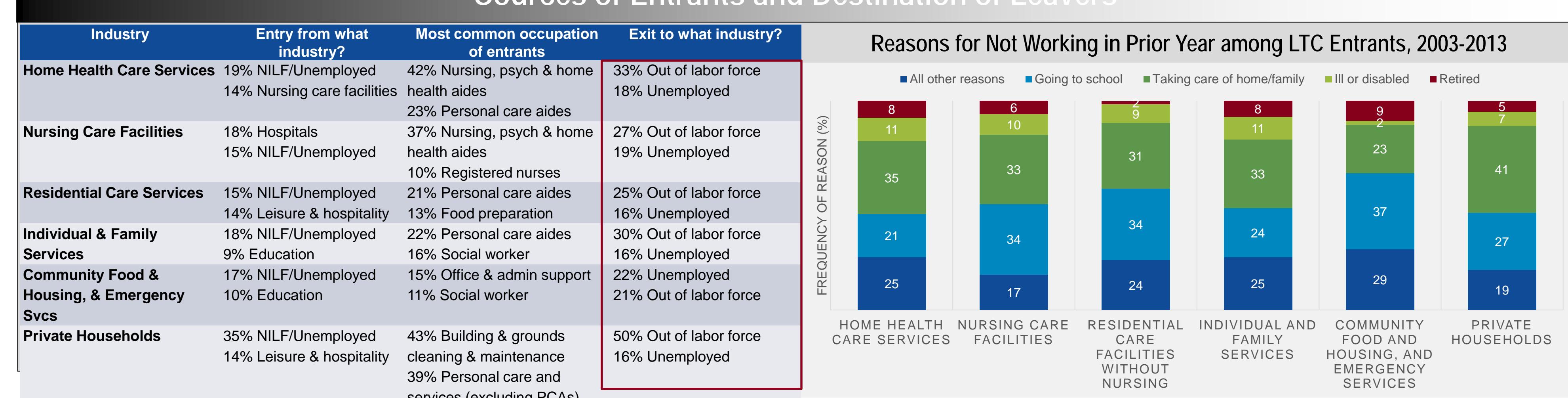
Findings



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													
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													
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													
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													
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													
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													
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



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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