

# Sources of New Workers and Job Mobility in Long-Term Care

Bianca K. Frogner, PhD  
Assistant Professor

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# Acknowledgements

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<http://healthworkforce.ucsf.edu>

# Background

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

# Question, Data and Methods

- Research Questions:
  - Entrants: From where does LTC draw its workers and at what rate?
  - Leavers: To where do LTC workers leave and at what rate?
  - What characteristics are associated with entrants/leavers?
- Data and Methods:
  - Current Population Survey, Annual Social and Economic Supplement (“March Supplement”) [2003-2013]
  - Sample: Annual cross sectional survey of approximately 100,000 households (200,000 individuals); weighted for national representation
  - Track trends in self-reported current versus prior year occupation/industry and associated demographics/SES

# Defining “Long Term Care” Sector

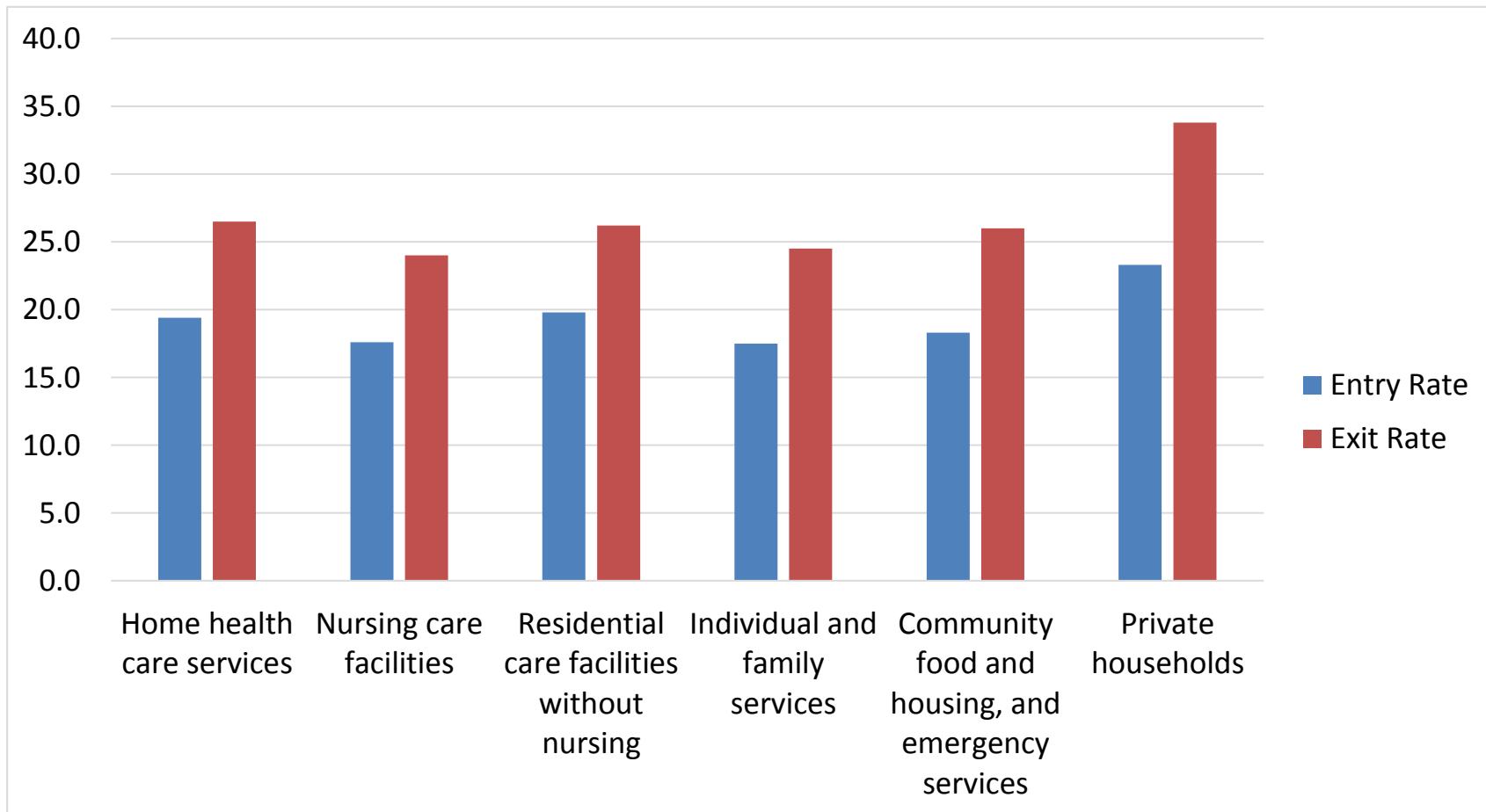
*Industry defined using 2007 North American Industry Classification System (NAICS) Codes*

1. Home health care services
2. Nursing care facilities
3. Residential care facilities
4. Individual and family services
5. Community food and housing, and emergency services
6. Private households

# Top 2 Most Common Occupations by LTC Sector, 2013

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

# Average Entry and Exit Rate by LTC Sector, 2003-2013



# Industry and Occupation Transitions, 2003-2013

Industry	Entry from what industry?	Most common occupation of entrants	Exit to what industry?
<b>Home Health Care Services</b>	14% Hospitals	42% Nursing, psych & home health aides	33% Out of labor force
	14% Nursing care facilities	23% Personal care aides	18% Unemployed
<b>Nursing Care Facilities</b>	18% Hospitals	37% Nursing, psych & home health aides	27% Out of labor force
	12% Leisure & hospitality	10% Registered nurses	19% Unemployed
<b>Residential Care Services</b>	14% Leisure & hospitality	21% Personal care aides	25% Out of labor force
	8% Out of labor force	13% Food preparation	16% Unemployed
<b>Individual &amp; Family Services</b>	10% Out of labor force	22% Personal care aides	30% Out of labor force
	9% Education	16% Social workers	16% Unemployed
<b>Community Food &amp; Housing, and Emergency Services</b>	10% Education	15% Office & administrative support occupations	22% Unemployed
	10% Retail	11% Social workers	21% Out of labor force
<b>Private Households</b>	21% Out of labor force	43% Building & grounds cleaning & maintenance occupations	50% Out of labor force
	14% Leisure & hospitality	39% Personal care and services occupations (excluding PCAs)	16% Unemployed

# Demographic Characteristics of Transition Groups, 2003-2013 (1)

Industry	% female	% white	% with child in HH under 5	% age 16-24 years	% age 55-64 years
<b>Home Health Care Services</b>					
Entrants	88%	49%	15%	14%	15%
Leavers	90%	54%	15%	11%	17%
Stayers	90%	51%	12%	7%	18%
<b>Nursing Care Facilities</b>					
Entrants	85%	59%	14%	23%	10%
Leavers	86%	58%	17%	21%	13%
Stayers	86%	60%	13%	13%	17%
<b>Residential Care Services</b>					
Entrants	73%	60%	11%	24%	10%
Leavers	73%	61%	12%	23%	13%
Stayers	71%	65%	12%	14%	16%

# Demographic Characteristics of Transition Groups, 2003-2013 (2)

Industry	% female	% white	% with child in HH under 5	% age 16-24 years	% age 55-64 years
<b>Individual &amp; Family Services</b>					
Entrants	86%	58%	11%	15%	15%
Leavers	76%	54%	11%	18%	14%
Stayers	79%	60%	11%	7%	19%
<b>Community Food &amp; Housing, and Emergency Services</b>					
Entrants	63%	52%	6%	10%	15%
Leavers	67%	60%	13%	8%	18%
Stayers	73%	60%	12%	5%	18%
<b>Private Households</b>					
Entrants	90%	56%	11%	34%	11%
Leavers	88%	59%	11%	36%	11%
Stayers	92%	48%	8%	16%	15%

# SES Characteristics of Transition Groups, 2003-2013 (1)

Industry	% not a citizen	% rural residence	% disabled	% below poverty	% full-time	Wages from past year
<b>Home Health Care Services</b>						
Entrants	10%	20%	4%	18%	74%	\$19,666
Leavers	9%	20%	10%	22%	59%	\$15,289
Stayers	11%	19%	4%	14%	66%	\$19,799
<b>Nursing Care Facilities</b>						
Entrants	8%	24%	2%	16%	75%	\$20,677
Leavers	7%	25%	8%	16%	72%	\$17,409
Stayers	8%	26%	2%	8%	78%	\$22,527
<b>Residential Care Services</b>						
Entrants	6%	17%	4%	14%	74%	\$19,517
Leavers	7%	17%	8%	13%	73%	\$16,123
Stayers	6%	19%	3%	5%	79%	\$21,203

# SES Characteristics of Transition Groups, 2003-2013 (2)

Industry	% not a citizen	% rural residence	% disabled	% below poverty	% full-time	Wages from past year
<b>Individual &amp; Family Services</b>						
Entrants	6%	17%	5%	13%	78%	\$19,951
Leavers	6%	17%	9%	15%	64%	\$17,606
Stayers	6%	17%	5%	7%	77%	\$25,430
<b>Community Food &amp; Housing, and Emergency Services</b>						
Entrants	6%	17%	5%	19%	68%	\$23,524
Leavers	4%	18%	8%	12%	70%	\$14,006
Stayers	3%	17%	5%	5%	77%	\$27,425
<b>Private Households</b>						
Entrants	26%	15%	5%	26%	65%	\$7,297
Leavers	18%	17%	10%	21%	37%	\$6,764
Stayers	34%	12%	4%	20%	50%	\$11,519

# Limitations

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

# Conclusions

- Most common LTC jobs not always direct care jobs
- Hospitals most common industry move in/out
  - But also other non-health industries (e.g., leisure/hospitality)
- Exit rate from LTC industries outpacing entry rate
  - Large share become unemployed or exit labor force
  - Age, disability, poor health, earnings important drivers
- Yet LTC jobs are expected to be almost 40% of overall health care job growth
  - Sufficient pipeline?
  - Job security?

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# Focus on “Long Term Care” Jobs

*Occupations defined using 2003 Standard Occupational Classification (SOC) Codes with a focus on:*

1. Registered Nurses
2. Nursing, Psychiatric, and Home Health Aides
3. Licensed Practical Nurses/Licensed Vocational Nurses
4. Personal Care Aides