

# Title: Entry and Exit of Workers in Long-Term Care

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**Author(s):** Bianca Frogner, PhD and Joanne Spetz, PhD

**Issue:** In anticipation of growing demand for long-term care (LTC), health care policymakers and health workforce planners are concerned about ensuring an adequate pipeline of appropriately trained workers. This study identifies characteristics associated with job mobility and turnover of LTC workers, and their pathways to LTC jobs.

**Methods:** We pooled data from 2003 to 2013 of the Annual Social and Economic Supplement (“March Supplement”) of the Current Population Survey.

**Findings:** Rate of leaving LTC is greater than rate of entry; LTC entrants are increasingly younger, low-skilled, have low incomes and no clear career ladder or evidence of job mobility. LTC leavers report greater levels of work disability, high levels of poverty, and often become unemployed or exit the labor market.

**Discussion:** As demand for LTC grows, there may be challenges to maintaining an adequate and well-trained workforce. Future research should explore longer-term employment paths of LTC workers who become unemployed or leave the labor market. To improve recruitment and retention of LTC workers, as well as to address the high rate of poverty and lack of upward mobility of many LTC occupations, employers, educators, and policymakers should consider investments in education and training.

**Key Words:** long-term care workforce; LTC training

**HWRC Website Link:** <http://healthworkforce.ucsf.edu/publication/entry-and-exit-workers-long-term-care>