

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

Bianca K. Frogner, PhD
Assistant Professor

GSA Annual Meeting
November 7, 2014



Milken Institute School
of Public Health

THE GEORGE WASHINGTON UNIVERSITY

THE GEORGE
WASHINGTON
UNIVERSITY

WASHINGTON, DC

Acknowledgements

- Co-author: Joanne Spetz, PhD, UCSF
- Funding: UCSF Health Workforce Research Center on Long-Term Care supported by Health Resources and Services Administration, National Center for Health Workforce Analysis
<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

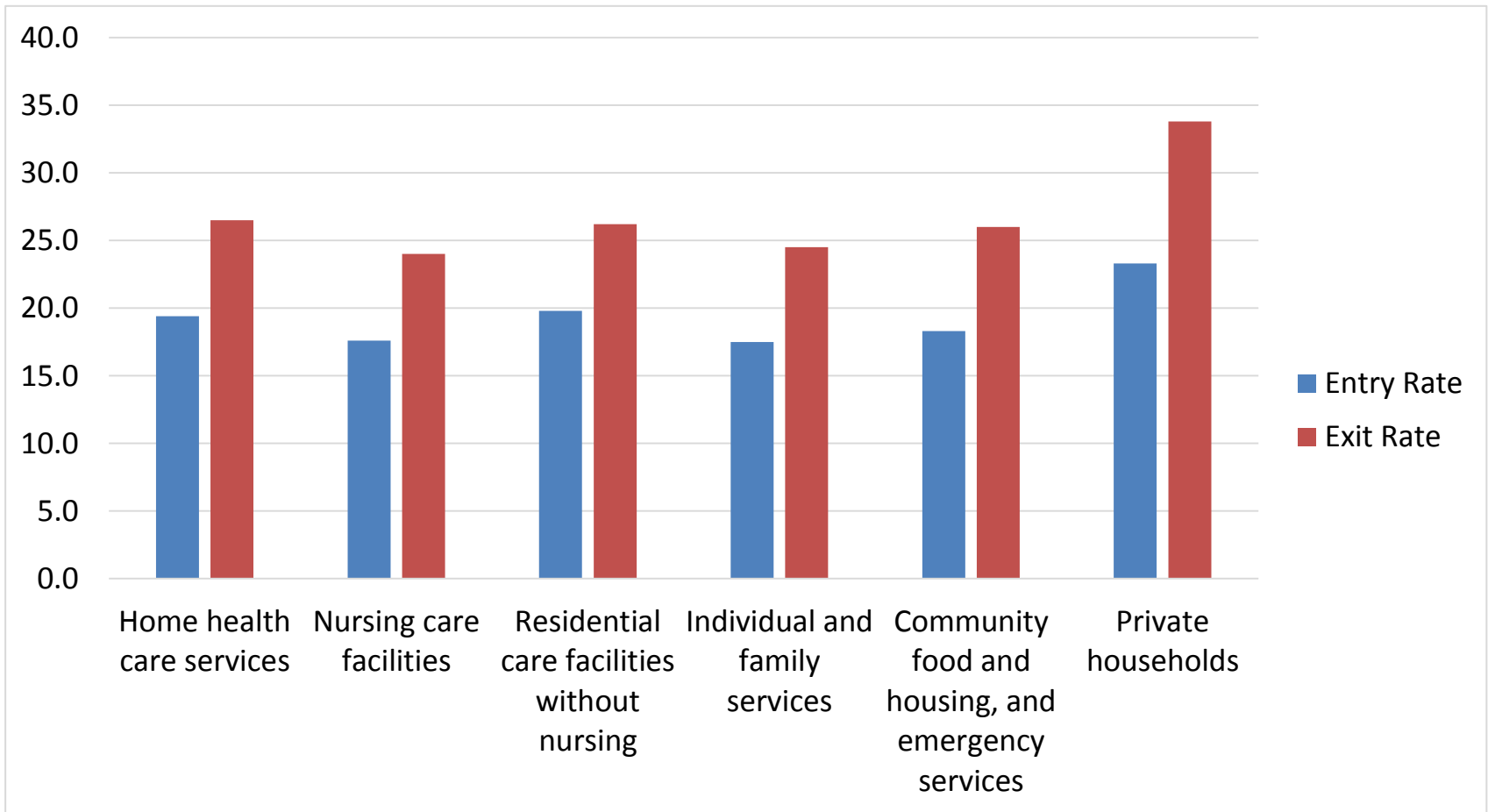
1. Home health care services
2. Nursing care facilities
3. Residential care facilities

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
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 and housing, and emergency services	120,393	19% Social workers	13% Office & admin support
Private households	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?
Home Health Care Services	14% Hospitals 14% Nursing care facilities	42% Nursing, psych & home health aides 23% Personal care aides	33% Out of labor force 18% Unemployed
Nursing Care Facilities	18% Hospitals 12% Leisure & hospitality	37% Nursing, psych & home health aides 10% Registered nurses	27% Out of labor force 19% Unemployed
Residential Care Services	14% Leisure & hospitality 8% Out of labor force	21% Personal care aides 13% Food preparation	25% Out of labor force 16% Unemployed
Individual & Family Services	10% Out of labor force 9% Education	22% Personal care aides 16% Social workers	30% Out of labor force 16% Unemployed
Community Food & Housing, and Emergency Services	10% Education 10% Retail	15% Office & administrative support occupations 11% Social workers	22% Unemployed 21% Out of labor force
Private Households	21% Out of labor force 14% Leisure & hospitality	43% Building & grounds cleaning & maintenance occupations 39% Personal care and services occupations (excluding PCAs)	50% Out of labor force 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
Home Health Care Services					
Entrants	88%	49%	15%	14%	15%
Leavers	90%	54%	15%	11%	17%
Stayers	90%	51%	12%	7%	18%
Nursing Care Facilities					
Entrants	85%	59%	14%	23%	10%
Leavers	86%	58%	17%	21%	13%
Stayers	86%	60%	13%	13%	17%
Residential Care Services					
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
Individual & Family Services					
Entrants	86%	58%	11%	15%	15%
Leavers	76%	54%	11%	18%	14%
Stayers	79%	60%	11%	7%	19%
Community Food & Housing, and Emergency Services					
Entrants	63%	52%	6%	10%	15%
Leavers	67%	60%	13%	8%	18%
Stayers	73%	60%	12%	5%	18%
Private Households					
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
Home Health Care Services						
Entrants	10%	20%	4%	18%	74%	\$19,666
Leavers	9%	20%	10%	22%	59%	\$15,289
Stayers	11%	19%	4%	14%	66%	\$19,799
Nursing Care Facilities						
Entrants	8%	24%	2%	16%	75%	\$20,677
Leavers	7%	25%	8%	16%	72%	\$17,409
Stayers	8%	26%	2%	8%	78%	\$22,527
Residential Care Services						
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
Individual & Family Services						
Entrants	6%	17%	5%	13%	78%	\$19,951
Leavers	6%	17%	9%	15%	64%	\$17,606
Stayers	6%	17%	5%	7%	77%	\$25,430
Community Food & Housing, and Emergency Services						
Entrants	6%	17%	5%	19%	68%	\$23,524
Leavers	4%	18%	8%	12%	70%	\$14,006
Stayers	3%	17%	5%	5%	77%	\$27,425
Private Households						
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?

THE GEORGE
WASHINGTON
UNIVERSITY

WASHINGTON, DC

A decorative graphic at the bottom of the slide consisting of several overlapping, semi-transparent blue geometric shapes, primarily parallelograms and trapezoids, arranged in a rhythmic, staggered pattern.

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