

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
- Impact on LTC service demand and supply?

Substantial job growth in long-term care sector

- Growth especially for entry level jobs
- Yet still reportedly high rates of turnover and unemployment

Study Questions

1. Entrants: From where does LTC draw its workers and at what rate?
2. Leavers: To where do LTC workers leave and at what rate?
3. What characteristics are associated with entrants/leavers?

Data

Current Population Survey (CPS)

- Annual Social and Economic Supplement (“March Supplement”)
- Years: 2003-2013

Sample: Annual cross sectional survey of approximately 100,000 households (200,000 individuals)

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

Defining “Long-Term Care Industry”

North American Industry Classification System (NAICS):

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

Note: We refer to “LTC Industry” as the collective of the six LTC sectors; We refer to “LTC sector” when individually discussing one of the six NAICS categories listed above. Generally industry and sector are used interchangeably.

Defining “Long-Term Care Occupations”

Standard Occupational Classification (SOC) System:

- Registered nurse (RN)
- Licensed practical nurse/licensed vocational nurse (LPN/LVN)
- Nursing, psychiatric, and home health aide (NPHH)
- Medical assistant and other health care support occupation (MA)
- Personal and home care aide (PCA)
- Social and community support manager
- Social worker
- Miscellaneous community and social service specialist
- Physical therapist

Defining Transitions

CPS collects data on current and prior year employment (industry/occupation)

Industry transitions:

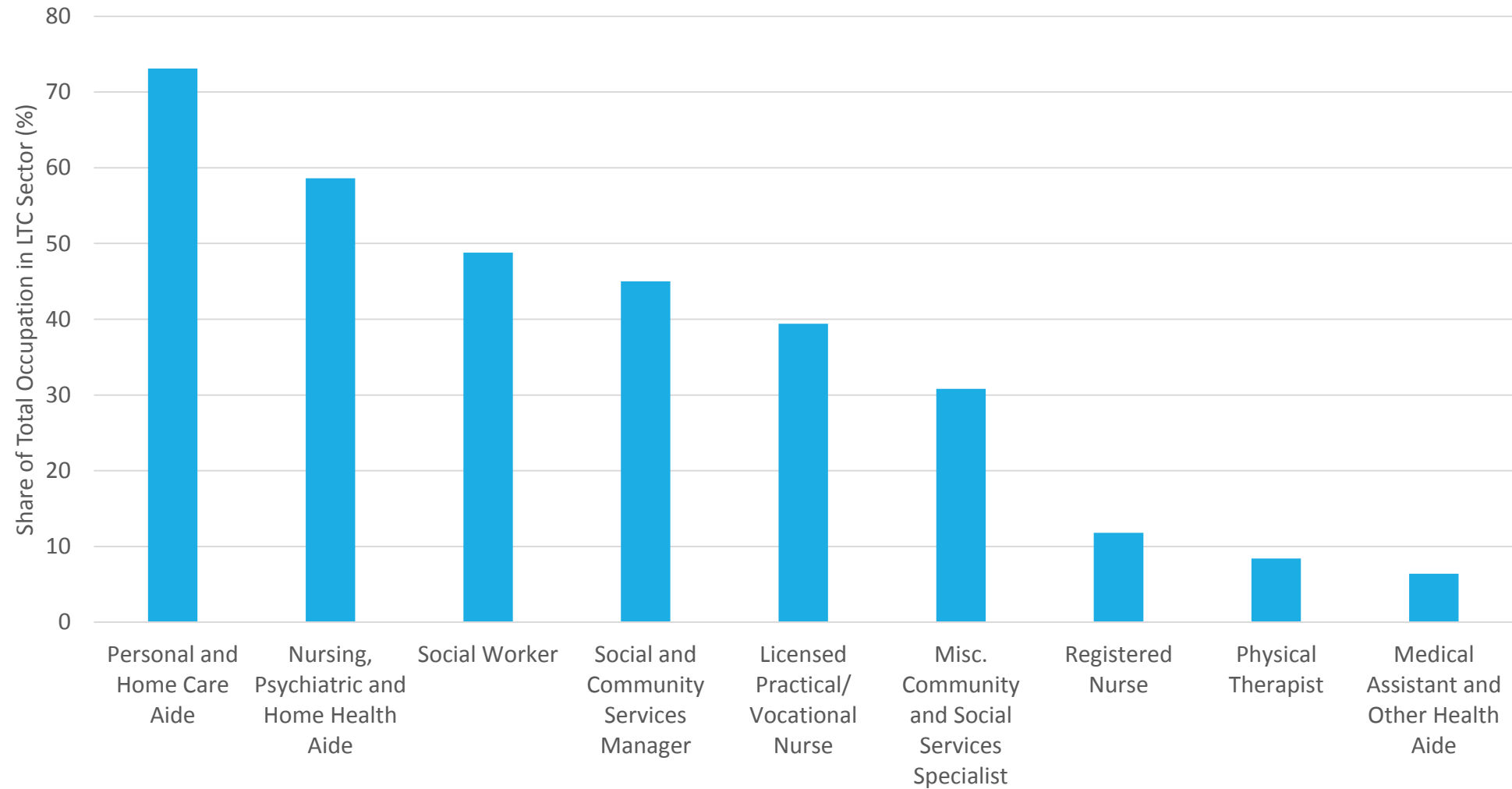
- Stayer: Reports same industry in current and prior year
- Entrant: In prior year does not report any of the six LTC sectors, but reports one of six LTC sectors in current year
- Leaver: In prior year reports one of the six LTC sectors, but does not report any one of the six LTC sectors in current year

Occupation transitions are based on movement into or out of LTC sectors rather than into or out of LTC occupations.

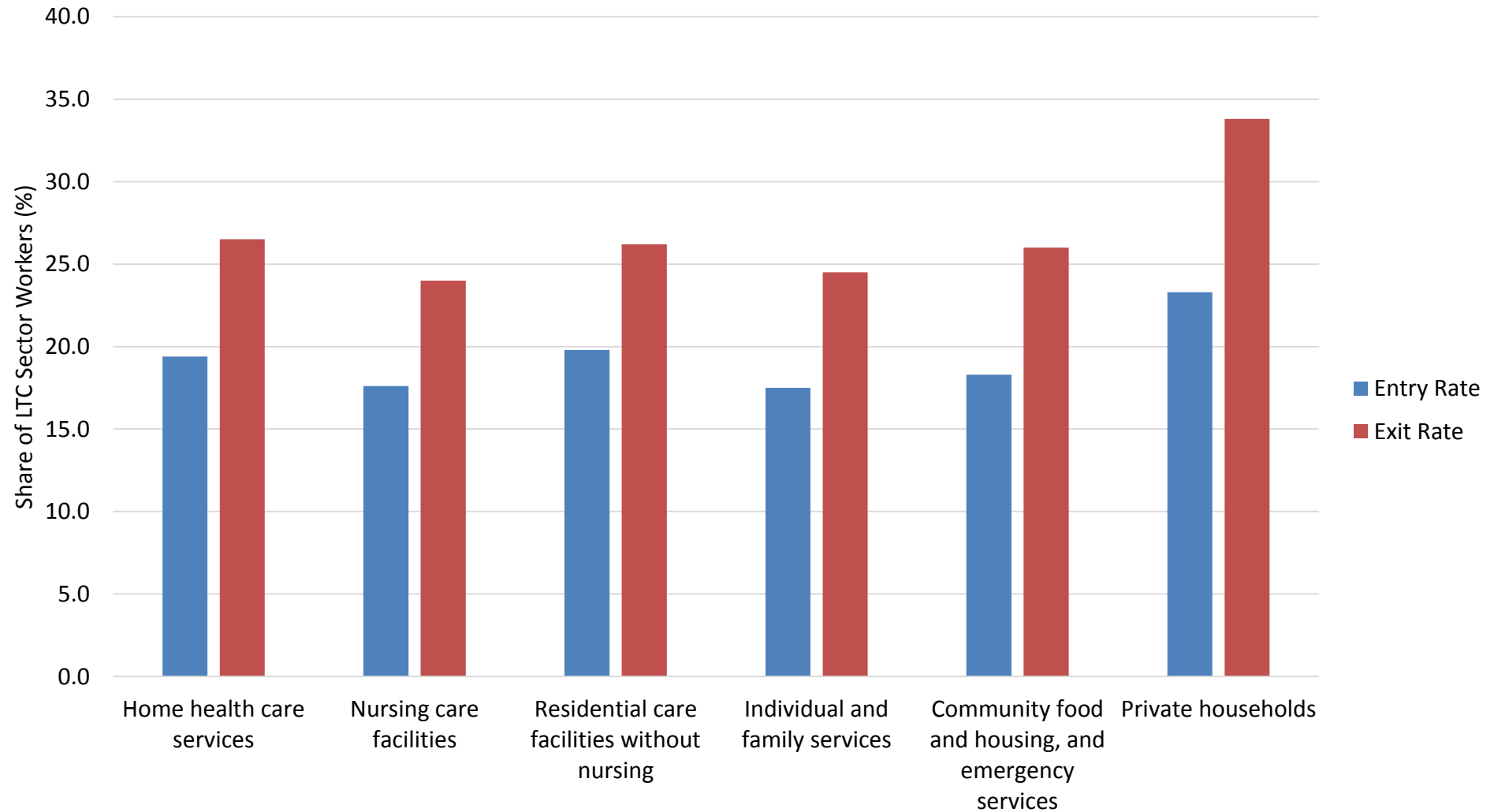
Top 2 Most Common Occupations by LTC Sector, 2013

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)

Share of Total Occupation for Select Occupations Found in the Long-Term Care Industry, 2013



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



Demographic Characteristics of Entrants, Stayers, and Leavers by Long-Term Care Sector, Pooled 2003-2013 (1)

Sector	Female	Age 16-24 Years	Age 55-64 Years	White	Married	Child under Age 5 in Household
Home Health Care Services						
Entrants	88%	14%	15%	49%	45%	15%
Stayers	90%	7%	18%	51%	47%	11%
Leavers	90%	11%	17%	54%	44%	15%
Nursing Care Facilities						
Entrants	85%	23%	10%	59%	42%	14%
Stayers	86%	13%	17%	60%	48%	13%
Leavers	86%	21%	13%	58%	42%	17%
Residential Care Services						
Entrants	73%	24%	10%	60%	39%	11%
Stayers	71%	14%	16%	65%	46%	12%
Leavers	73%	23%	13%	61%	40%	12%

Demographic Characteristics of Entrants, Stayers, and Leavers by Long-Term Care Sector, Pooled 2003-2013 (2)

Sector	Female	Age 16-24 Years	Age 55-64 Years	White	Married	Child under Age 5 in Household
Individual & Family Services						
Entrants	76%	15%	15%	58%	43%	11%
Stayers	78%	7%	19%	60%	52%	11%
Leavers	76%	18%	14%	54%	41%	11%
Community Food & Housing/Emergency Services						
Entrants	63%	10%	15%	52%	39%	6%
Stayers	73%	5%	18%	60%	46%	12%
Leavers	67%	8%	18%	60%	45%	13%
Private Households						
Entrants	90%	34%	11%	56%	37%	11%
Stayers	92%	16%	15%	48%	44%	8%
Leavers	88%	36%	11%	59%	34%	11%

Socioeconomic Characteristics of Entrants, Stayers, and Leavers by Long-Term Care Sector, Pooled 2003-2013 (1)

Sector	Not a Citizen	Rural Residence	Work Disabled	Full-Time	Below Poverty	Earnings from Prior Year (2013 dollars)
Home Health Care Services						
Entrants	10%	20%	4%	74%	18%	\$27,499
Stayers	11%	19%	4%	66%	14%	\$27,685
Leavers	9%	20%	10%	59%	22%	\$21,379
Nursing Care Facilities						
Entrants	8%	24%	2%	75%	16%	\$28,913
Stayers	8%	26%	2%	78%	8%	\$31,500
Leavers	7%	25%	8%	72%	16%	\$24,343
Residential Care Services						
Entrants	6%	17%	4%	74%	14%	\$27,291
Stayers	6%	19%	3%	79%	5%	\$29,648
Leavers	7%	17%	8%	73%	13%	\$22,545

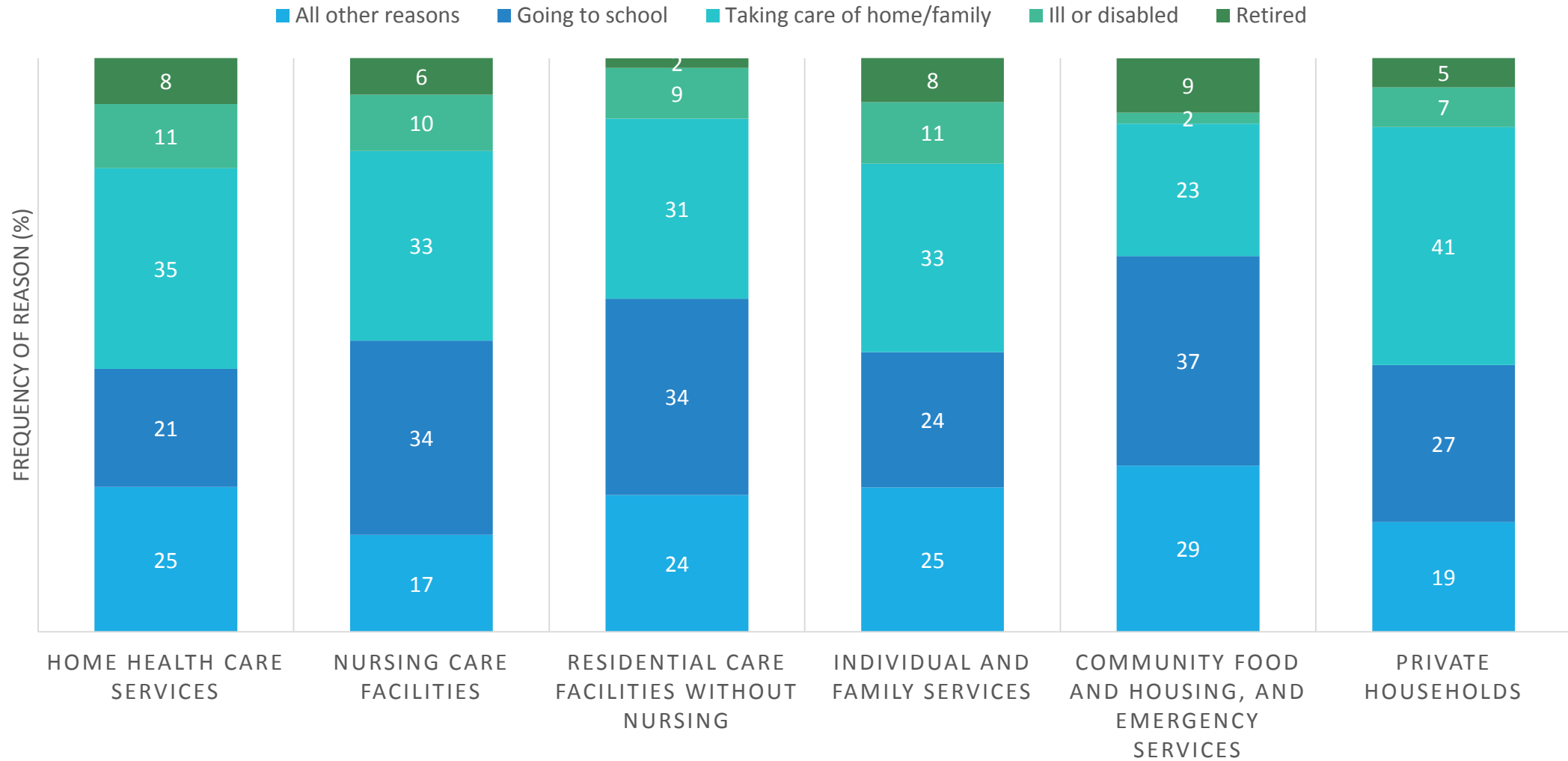
Socioeconomic Characteristics of Entrants, Stayers, and Leavers by Long-Term Care Sector, Pooled 2003-2013 (2)

Sector	Not a Citizen	Rural Residence	Work Disabled	Full-Time	Below Poverty	Earnings from Prior Year (2013 dollars)
Individual & Family Services						
Entrants	6%	17%	5%	78%	13%	\$27,898
Stayers	6%	17%	5%	77%	6%	\$35,559
Leavers	6%	17%	9%	64%	15%	\$24,618
Community Food & Housing/Emergency Services						
Entrants	6%	17%	5%	68%	19%	\$32,894
Stayers	3%	17%	5%	77%	5%	\$38,348
Leavers	4%	18%	8%	70%	12%	\$19,585
Private Households						
Entrants	26%	15%	5%	65%	26%	\$10,203
Stayers	34%	12%	4%	50%	20%	\$16,107
Leavers	18%	17%	10%	37%	21%	\$9,458

Two Most Common Sectors and Occupations of Long-Term Care Entrants and Leavers, Pooled 2003-2013

Industry	Entry from what industry?	Most common occupation of entrants	Exit to what industry?
Home Health Care Services	19% NILF/Unemployed 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 15% NILF/Unemployed	37% Nursing, psych & home health aides 10% Registered nurses	27% Out of labor force 19% Unemployed
Residential Care Services	15% NILF/Unemployed 14% Leisure & hospitality	21% Personal care aides 13% Food preparation	25% Out of labor force 16% Unemployed
Individual & Family Services	18% NILF/Unemployed 9% Education	22% Personal care aides 16% Social worker	30% Out of labor force 16% Unemployed
Community Food & Housing, and Emergency Services	17% NILF/Unemployed 10% Education	15% Office & administrative support occupations 11% Social worker	22% Unemployed 21% Out of labor force
Private Households	35% NILF/Unemployed 14% Leisure & hospitality	43% Building & grounds cleaning & maintenance occupations 39% Personal care and services occupations (excluding PCAs)	50% Out of labor force 16% Unemployed

Reasons for Not Working in Prior Year among Long-Term Care Entrants, Pooled 2003-2013



Demographic Characteristics of Entrants, Stayers, and Leavers by Select Long-Term Care Occupations, Pooled 2003-2013 (1)

	Female	Age 16-24 Years	Age 55-64 Years	White	Married	Child under Age 5 in Household
Registered Nurse						
Entrants	90%	4%	30%	70%	53%	11%
Stayers	93%	2%	28%	70%	60%	12%
Leavers	92%	2%	21%	72%	58%	11%
Licensed Practical Nurse/Licensed Vocational Nurse						
Entrants	95%	14%	11%	61%	48%	14%
Stayers	93%	5%	17%	63%	53%	13%
Leavers	95%	4%	17%	65%	52%	15%
Nursing, Psychiatric and Home Health Aide						
Entrants	90%	26%	8%	48%	37%	18%
Stayers	92%	15%	14%	45%	40%	14%
Leavers	92%	25%	10%	50%	36%	20%
Medical Assistant and Other Health Aide						
Entrants	88%	46%	3%	65%	22%	11%
Stayers	80%	31%	11%	58%	32%	13%
Leavers	73%	45%	11%	62%	27%	14%
Personal and Home Care Aide						
Entrants	83%	24%	13%	50%	35%	15%
Stayers	88%	11%	18%	52%	41%	10%
Leavers	87%	16%	17%	50%	37%	15%

Demographic Characteristics of Entrants, Stayers, and Leavers by Select Long-Term Care Occupations, Pooled 2003-2013 (2)

	Female	Age 16-24 Years	Age 55-64 Years	White	Married	Child under Age 5 in Household
Social and Community Services Manager						
Entrants	74%	5%	24%	65%	50%	6%
Stayers	75%	2%	21%	74%	64%	9%
Leavers	70%	5%	20%	74%	54%	8%
Social Worker						
Entrants	75%	11%	13%	56%	45%	13%
Stayers	82%	5%	16%	61%	54%	15%
Leavers	78%	8%	13%	57%	50%	15%
Misc. Community and Social Services Specialist						
Entrants	77%	4%	15%	56%	43%	7%
Stayers	76%	12%	15%	53%	48%	11%
Leavers	75%	17%	11%	54%	38%	13%
Physical Therapist						
Entrants	73%	9%	2%	71%	73%	18%
Stayers	74%	0%	9%	78%	75%	30%
Leavers	73%	0%	12%	65%	65%	23%

Socioeconomic Characteristics of Entrants, Stayers, and Leavers by Select Long-Term Care Occupations, Pooled 2003-2013 (1)

	Not a Citizen	Rural Residence	Work Disabled	Employed Full-Time	Below Poverty	Earnings from Prior Year (2013 dollars)
Registered Nurse						
Entrants	10%	20%	1%	85%	2%	\$50,447
Stayers	7%	21%	2%	79%	2%	\$55,313
Leavers	7%	20%	9%	72%	3%	\$42,900
Licensed Practical Nurse/Licensed Vocational Nurse						
Entrants	8%	19%	2%	81%	6%	\$32,947
Stayers	5%	29%	3%	80%	4%	\$38,504
Leavers	6%	28%	14%	69%	6%	\$28,348
Nursing, Psychiatric and Home Health Aide						
Entrants	12%	24%	2%	72%	25%	\$16,423
Stayers	12%	24%	3%	71%	15%	\$20,277
Leavers	7%	25%	10%	62%	25%	\$16,490
Medical Assistant and Other Health Aide						
Entrants	2%	25%	5%	62%	19%	\$17,540
Stayers	6%	29%	2%	61%	12%	\$20,150
Leavers	6%	30%	9%	59%	27%	\$13,466
Personal and Home Care Aide						
Entrants	11%	20%	6%	65%	28%	\$14,189
Stayers	12%	21%	6%	62%	17%	\$19,319
Leavers	11%	20%	13%	53%	26%	\$10,736

Socioeconomic Characteristics of Entrants, Stayers, and Leavers by Select Long-Term Care Occupations, Pooled 2003-2013 (2)

	Not a Citizen	Rural Residence	Work Disabled	Employed Full-Time	Below Poverty	Earnings from Prior Year (2013 dollars)
Social and Community Services Manager						
Entrants	4%	17%	3%	91%	5%	\$60,612
Stayers	2%	17%	1%	88%	2%	\$51,560
Leavers	3%	24%	2%	81%	2%	\$52,375
Social Worker						
Entrants	2%	17%	4%	86%	9%	\$31,544
Stayers	3%	15%	2%	90%	2%	\$41,395
Leavers	3%	17%	3%	87%	4%	\$32,457
Misc. Community and Social Services Specialist						
Entrants	4%	13%	5%	73%	14%	\$37,368
Stayers	3%	19%	4%	80%	4%	\$31,918
Leavers	2%	20%	8%	75%	12%	\$19,469
Physical Therapist						
Entrants	6%	11%	1%	75%	4%	\$68,638
Stayers	13%	13%	0%	73%	0%	\$65,470
Leavers	16%	6%	7%	70%	0%	\$60,495

Sector Transition Trends by Select Long-Term Care Occupations, Pooled 2003-2013 (1)

Occupation	LTC Entrant*	LTC Leaver*	LTC Entrant: Prior Year Sector (Top 2)**	LTC Entrant: Current Year LTC Sector (Top 2)	LTC Leaver: Current Year Sector (Top 2)**
Registered Nurse	13%	19%	56% Hospitals 10% NILF/unemployed	59% Nursing care facilities 36% Home health care services	38% Hospitals 21% NILF
Licensed Practical Nurse/Licensed Vocational Nurse	15%	16%	38% Hospitals 11% NILF/unemployed	82% Nursing care facilities 14% Home health care services	28% NILF 24% Hospitals
Nursing, Psychiatric, & Home Health Aide	13%	21%	27% NILF/unemployed 20% Hospitals	59% Nursing care facilities 32% Home health care services	37% NILF 24% Unemployed
Medical Assistant & Other Health Aide	17%	20%	17% NILF/unemployed 17% Leisure & hospitality	81% Nursing care facilities 14% Residential care facilities	32% NILF 22% Unemployed
Personal and Home Care Aide	17%	26%	32% NILF/unemployed 15% Leisure & hospitality	32% Individual & family services 30% Home health care services	43% NILF 21% Unemployed

Sector Transition Trends by Select Long-Term Care Occupations, Pooled 2003-2013 (2)

Occupation	LTC Entrant*	LTC Leaver*	LTC Entrant: Prior Year Sector (Top 2)**	LTC Entrant: Current Year LTC Sector (Top 2)	LTC Leaver: Current Year Sector (Top 2)**
Social & Community Service Manager	10%	13%	24% Other services 7% Leisure & hospitality	77% Individual and family services 10% Residential care facilities	24% NILF 15% Unemployed
Social Worker	11%	15%	24% Public administration 17% Education	75% Individuals and family services 12% Residential care facilities	21% Unemployed 20% NILF
Misc. Community and Social Service Specialist	13%	21%	17% NILF/unemployed 14% Other services	85% Individual and family services 7% Community food and housing/emergency services	34% NILF 20% Unemployed
Physical Therapist	13%	11%	44% Hospitals 24% Outpatient care centers	45% Nursing care facilities 41% Home health care services	36% Outpatient care centers 21% Hospitals

Occupation Transition Trends among Select Long-Term Care Occupations, Pooled 2003-2013 (1)

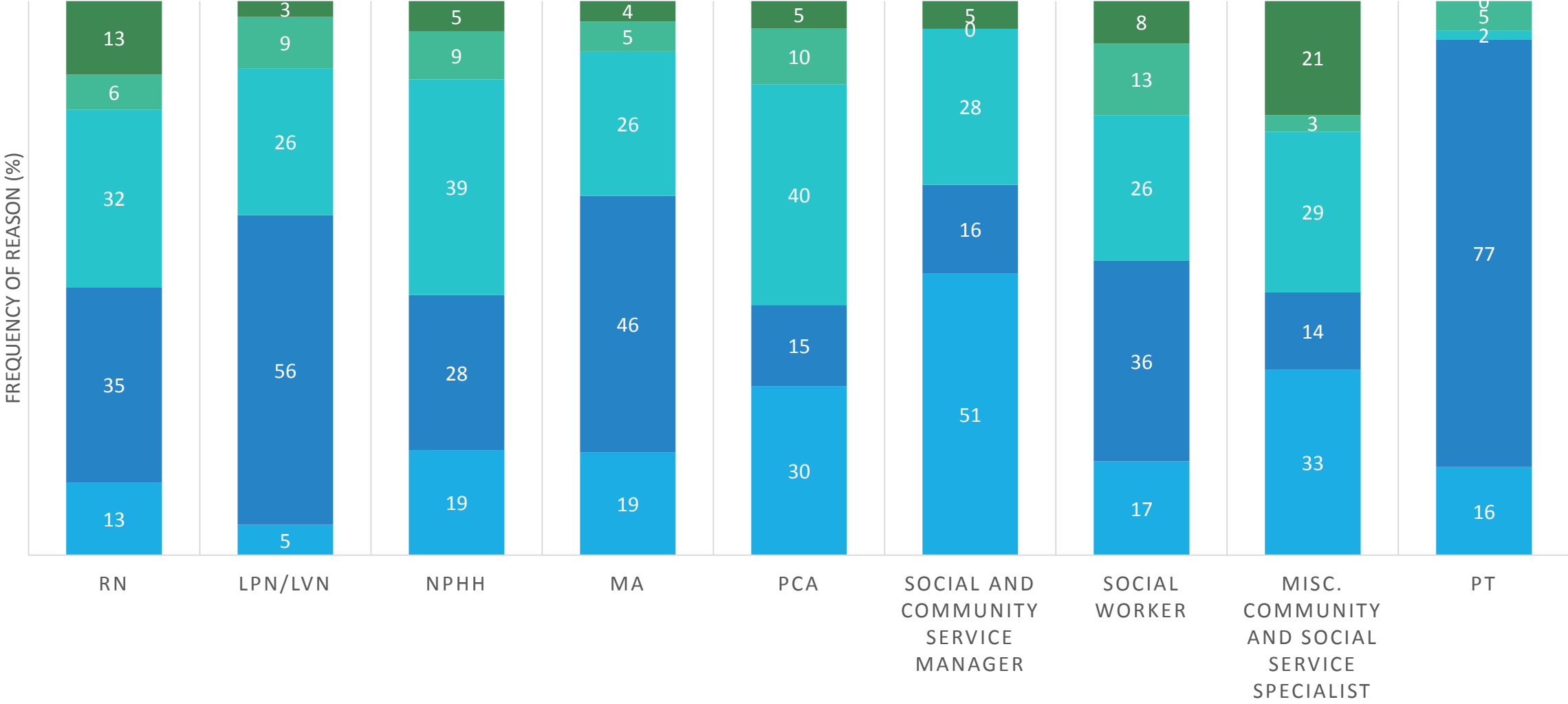
LTC Occupation	LTC Entrant: Rate of Occupation Change	LTC Stayer: Rate of Occupation Change	LTC Leaver: Rate of Occupation Change
Registered Nurse	25%	7%	47%
Licensed Practical Nurse/Licensed Vocational Nurse	55%	1%	68%
Nursing, Psychiatric, and Home Health Aide	67%	1%	82%
Medical Assistant and Other Health Aide	70%	7%	86%
Personal and Home Care Aide	94%	2%	96%
Social and Community Service Manager	78%	2%	87%
Social Worker	68%	2%	75%
Misc. Community and Social Services Specialist	86%	4%	91%
Physical Therapist	55%	2%	53%

Occupation Transition Trends among Select Long-Term Care Occupations, Pooled 2003-2013 (2)

LTC Occupation	LTC Entrant: Job Prior to LTC Entry if Job Changed (Top 2)	LTC Leaver: Job After Leaving LTC if Job Changed (Top 2)
Registered Nurse	40% NILF 17% LPN/LVN	45% NILF 28% Unemployed
Licensed Practical Nurse/Licensed Vocational Nurse	27% Health diagnosing and treating practitioner support technician 20% NILF	40% NILF 24% Unemployed
Nursing, Psychiatric, and Home Health Aide	39% NILF 11% Medical assistant and other health aide	45% NILF 29% Unemployed
Medical Assistant and Other Health Aide	24% NILF 18% Food preparation and service related	37% NILF 25% Unemployed
Personal and Home Care Aide	50% NILF 28% Personal care and services occupations (excl. PCAs)	45% NILF 22% Unemployed
Social and Community Service Manager	50% Management occupations 8% Medical and health services manager	30% Management occupations 27% NILF
Social Worker	17% NILF 15% Counselors	28% Unemployed 26% NILF
Misc. Community and Social Services Specialist	21% NILF 16% Social worker	28% NILF 22% Unemployed
Physical Therapist	74% RN 13% NILF	31% NILF 13% Occupational therapist

Reasons for Not Working in Prior Year among Long-Term Care Entrants by Select Long-Term Care Occupations, Pooled 2003-2013

■ All other reasons
 ■ Going to school
 ■ Taking care of home/family
 ■ Ill or disabled
 ■ Retired



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

LTC employs a high share of low-skilled workers

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

Questions?

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