

# WORKFORCE ISSUES

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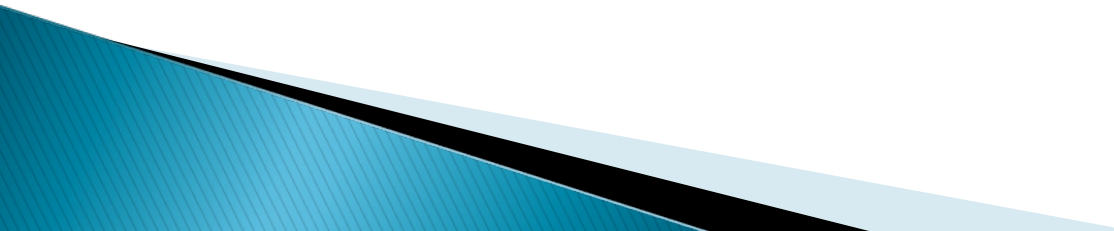
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# NCOA Report

- ▶ **SCSEP, Section 202 Cut Under FY11 Budget Deal**
- ▶ Congress is scheduled to vote this week on legislation to fund the federal government for the remaining six months of FY11. The compromise reached late Friday makes historic cuts totaling \$38.5 billion, and programs providing jobs and housing for vulnerable older adults were not spared. The Senior Community Service Employment Program (SCSEP) was cut by 45% (from \$825 million to \$450 million) and the Section 202 Housing for the Elderly program was cut by 51% (from \$825 million to \$400 million). Total funding for the Corporation for National Service was reduced by about 6%. [See a table of FY11 funding](#)—then visit our *One Away* campaign to [tell Congress to protect older workers »](#)  
April 12, 2011

# State of California

- ▶ The CSU System faces a \$500 million cut as does the UC system – this is predicated upon the tax extension. Should that not happen the cuts will be significantly larger.
  - ▶ These amounts are spread throughout the systems to each individual campus and chancellors office.
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# Workforce Needs

- ▶ **Percentage Increase of the Elderly Population: 1990 to 2020**
- ▶ The elderly age group will have an overall increase of 112 percent during the period from 1990 to 2020. More than half the counties will have over a 100 percent increase in this age group. Eleven of these counties will have growth rates of over 150 percent. These counties are located throughout the central and southern areas of the State. The influence of the 60 and over age group on California is expected to emerge most strongly between 2000 to 2020
- ▶ CDA Data 2011

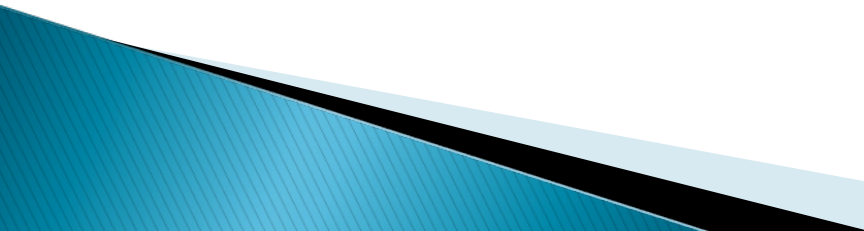
# National Data based on Census

- ▶ 65+ 35 million in 2000
- ▶ 40 million in 2010 (15% increase)
- ▶ 55 million in 2020 (36% increase)
- ▶ 72.1 million 2030 (2x # of 2000)
  
- ▶ 65+ 12% of population in 2009
- ▶ 19.3% in 2030
  
- ▶ 85+ 5.6 million in 2009
- ▶ 6.6 million in 2020 (15% increase)

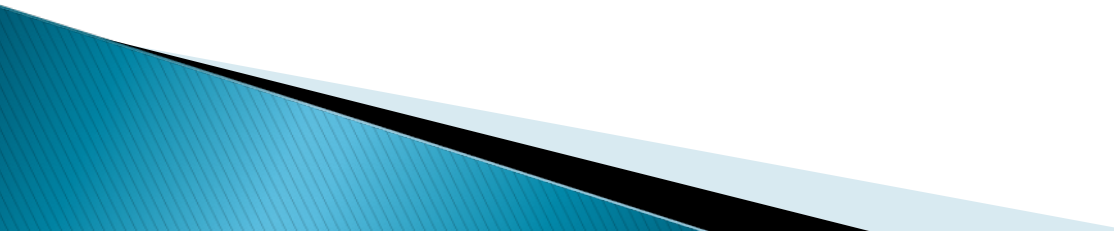
# Workforce Shortages

- ▶ Health care -
  - ▶ Geriatricians – 22% decline since 2009                      today  
7,100
  - ▶ Estimated 8000 by 2030
  - ▶ Need:        36,000
  
  - ▶ Nurses
  - ▶ PT
  - ▶ OT
  - ▶ Direct service Workers – CAN
  - ▶ End of Life Care -
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# Administration and Services

- ▶ Area Agencies on Aging
  - ▶ Council on Aging
  - ▶ Specialist Associations : Alzheimers, Caregiver Resource Centers, Adult Day Care
  - ▶ Policy Analysts, Legislative Aides,
  - ▶ Recreation/Leisure services
  - ▶ In home supportive services, meals, homemaker,
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# Innovations

- ▶ Business and Industry
  - ▶ Assistive Technology
  - ▶ Information Technology
  - ▶ Housing – IL, AL, LTC (home or SNF)
  - ▶ Transportation
  - ▶ Social factors and civic engagement
  - ▶ Life long learning
  - ▶ Exercise
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# Older Americans Act

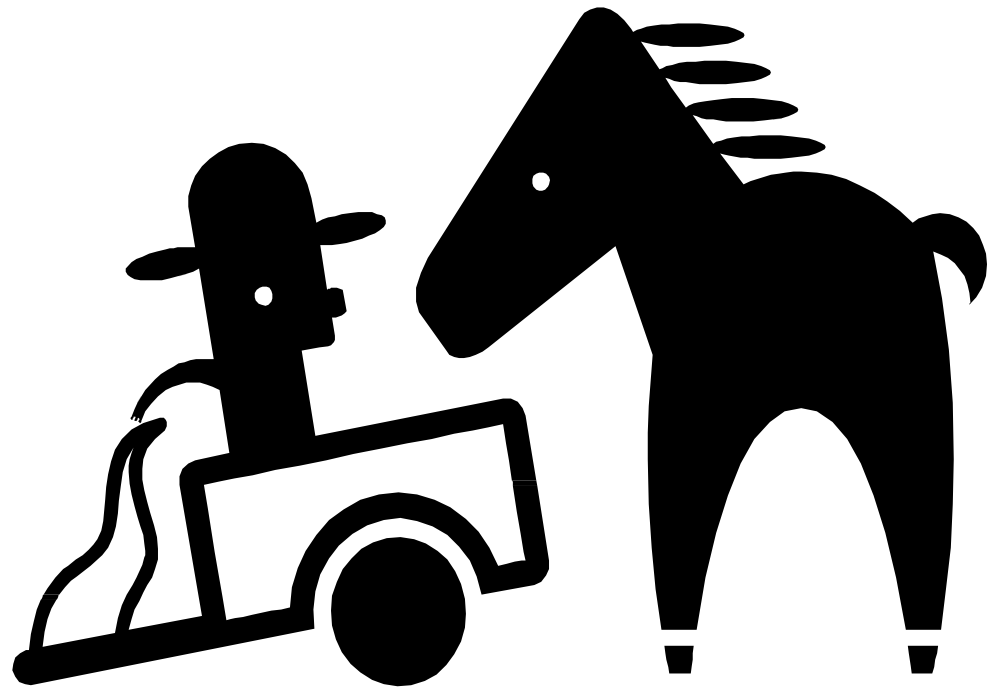
- ▶ Congress passed the Older Americans Act (OAA) in 1965 in response to concern by policymakers about a lack of community social services for older persons. The original legislation established authority for grants to States for community planning and social services, research and development projects, and personnel training in the field of aging. The law also established the Administration on Aging (AoA) to administer the newly created grant programs and to serve as the Federal focal point on matters concerning older persons

It authorizes a wide array of service programs through a national network of 56 State agencies on aging, 629 area agencies on aging, nearly 20,000 service providers, 244 Tribal organizations, and 2 Native Hawaiian organizations representing 400 Tribes. The OAA also includes community service employment for low-income older Americans; training, research, and demonstration activities in the field of aging; and vulnerable elder rights protection activities.

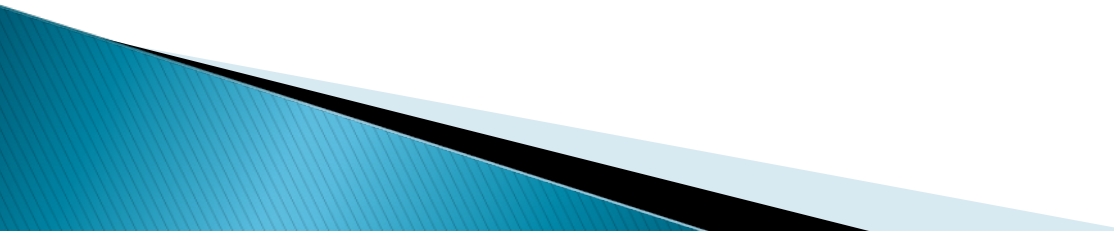
# Personnel

- ▶ 1965 OAA utilized existing professions
  - ▶ New programs to teach about aging were created as a result of the act.
  - ▶ Gerontology, Aging Specialist, were not included in the legislation –did not exist.
  - ▶ Job descriptions did not require specialized knowledge - nothing in AoA, AAA, or related employment descriptions.
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# Catching Up



# Cart before the horse

- ▶ The existing professions have integrated some aging into their curriculum but not to the extent the population will need
  - ▶ The new areas of Gerontologist, Geriatrician, specialists in aging are well prepared but inadequate in number
  - ▶ Those who hold the degree and specialty need to take ownership of the degree and its future and be a voice to shape job descriptions.
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# Critical Issues

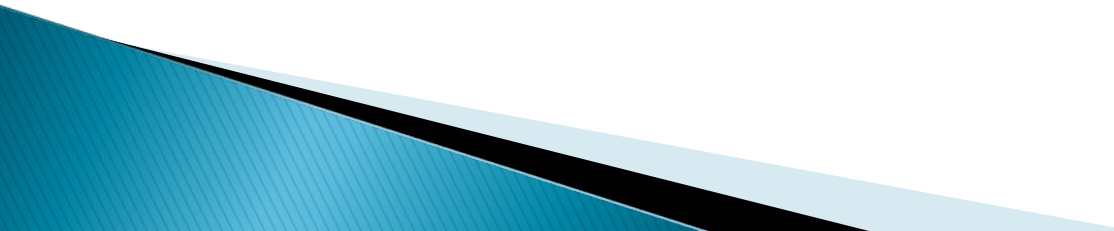
- ▶ Accreditation of Programs
- ▶ Credential of Individuals –

# Professions

- ▶ 1. Is a full time occupation providing a principle source of income to its practitioners
- ▶ 2. involves strong motivation/sense of calling  
And results in long term dedication to the field and identification with it.
- 3. Relates to a specialized body of knowledge and skills that are acquired during a prolonged period of education and training.

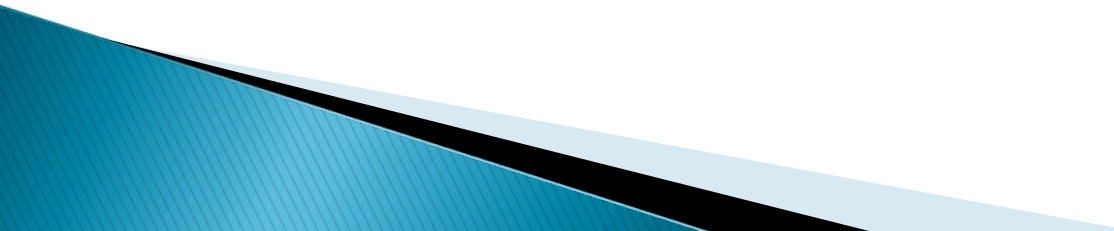
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# Professions

- ▶ 4. Has a clear service orientation that requires the practitioner to use his or her expertise on behalf of the client.
  - ▶ 5. Involves autonomy of performance – that is it is composed of professionals who are in a position to know what is best for the client because of their specialized knowledge
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# Professions

- ▶ 6. Generally forms professional organizations that establish and monitor standards of performance and admission to the profession, such as completion of an accredited training program and achieving licensed or certified status.
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# Professions

- ▶ 7. Achieves a monopoly on the delivery of certain services that can only be performed by credentialed personnel
- ▶ 8. Has a code of ethics that provides guidance on the moral questions that confront professionals.

# IT IS YOUR CAREER – TAKE OWNERSHIP!!

- ▶ Thank You.