

Ohio House Aging & Long Term Care Committee

January 30, 2020

Kathryn Brod, President/CEO

LeadingAge Ohio

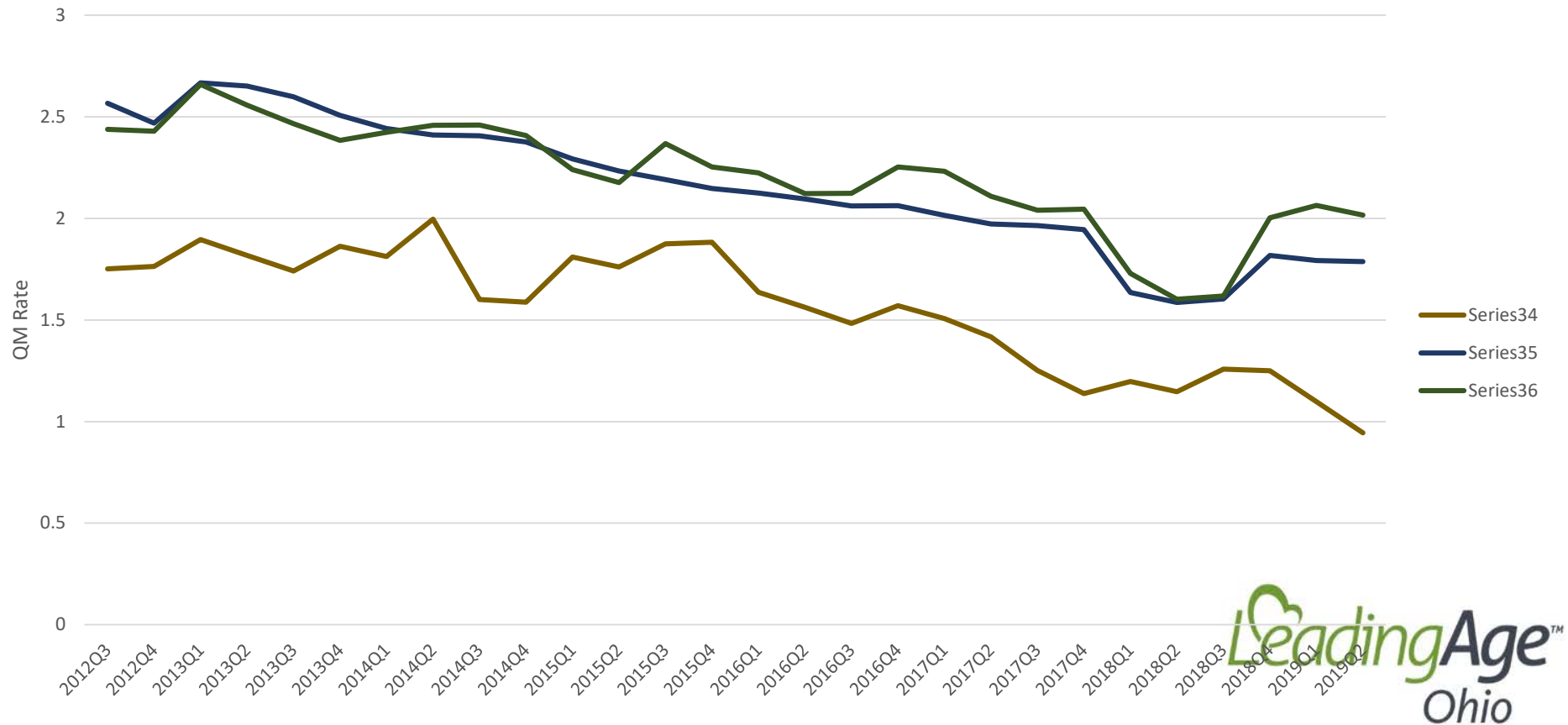


Who is LeadingAge Ohio?

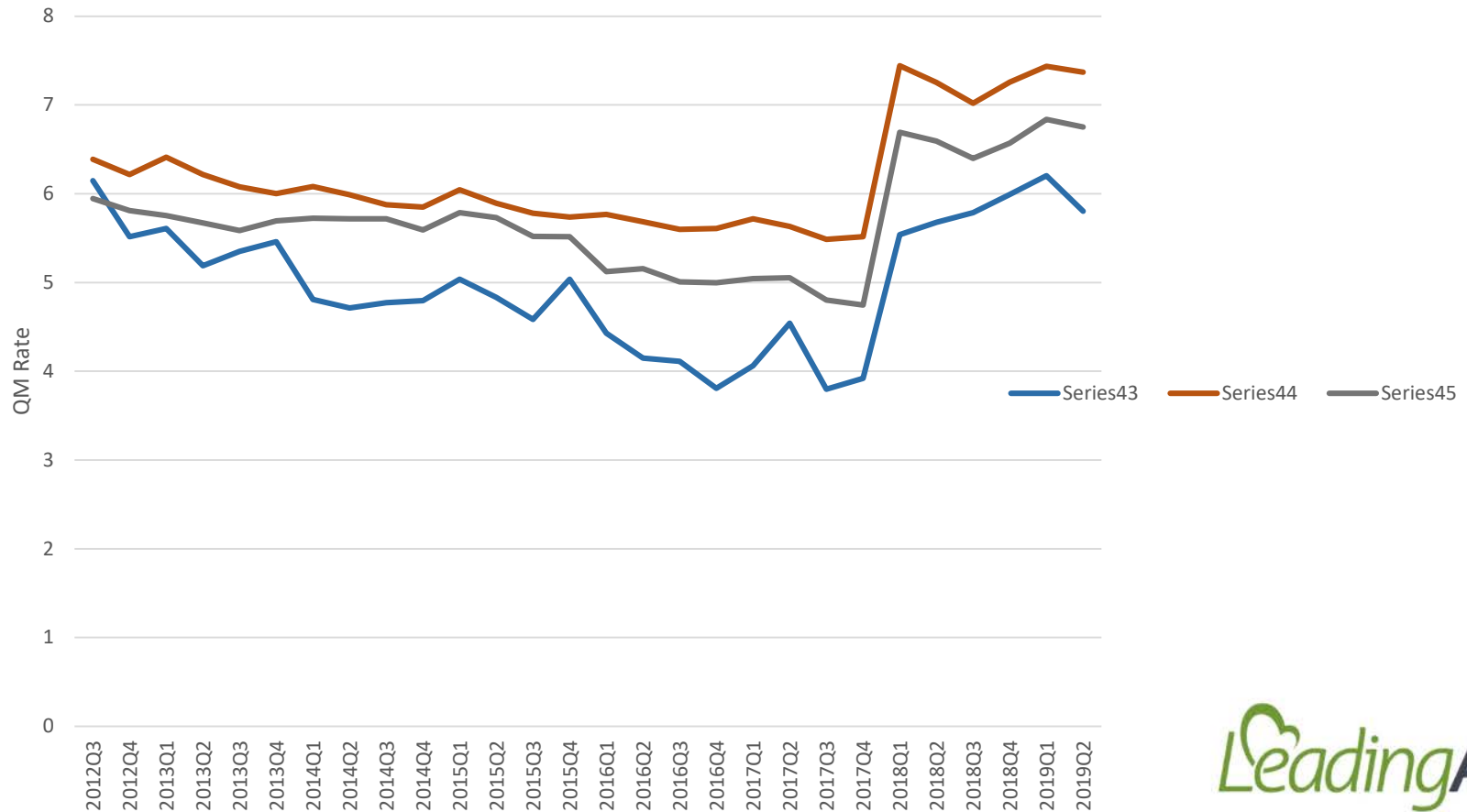
- Over 400+ members serving over
- Serve over 400,000 Ohioans
- Employ over 35,000 Ohioans across the state
- Experts in aging continuum
 - Right care, right setting, right time
- High-quality providers
- Mission-driven and values-based
- Break down silos; patient-centered



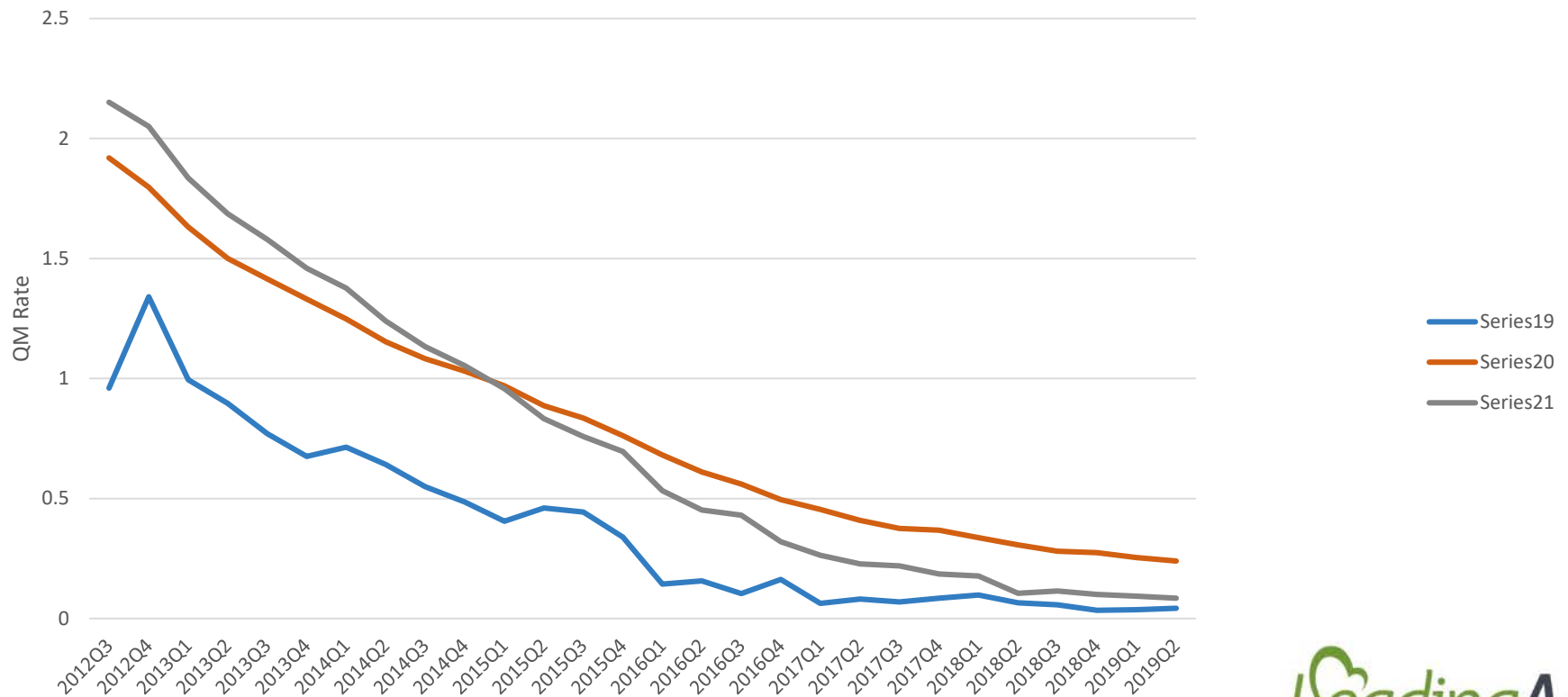
Antipsychotic use: LeadingAge Ohio compared to Ohio, US



Long Stay Pressure Ulcers: LeadingAge Ohio compared to Ohio, US



Restraints: LeadingAge Ohio compared to Ohio, US



RESOURCE CONSUMPTION

5-10%

Frail elders, poly-
chronic, end of life

20-25%

At risk for major
intervention/health problem

70-75%

Healthy, minor issues

45-50%

ER Visits, Avoidable
incidents, Readmissions

30-35%

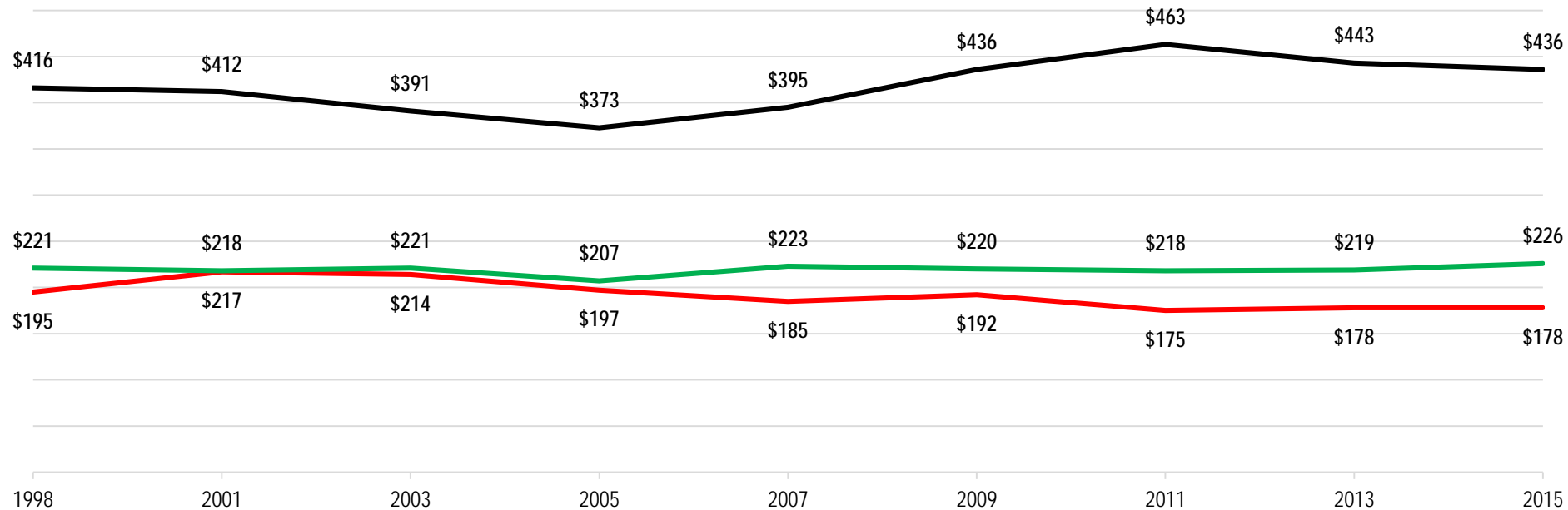
Higher acuity than required,
complications and readmissions

10-15%

Unmanaged conditions, unengaged
with health issues

OLDER ADULT POPULATION

Average Nursing Facility Per Diem by Source of Payment in 2015 Dollars, 1998-2015



Medicare: —
Private Pay: —
Medicaid: —

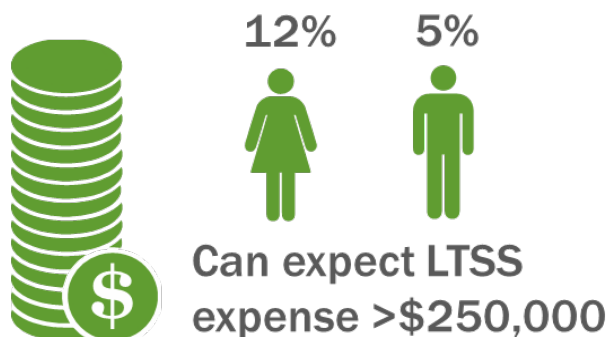
Trends

- Rising acuity
- Managed care
- Occupancy down
 - NF Beds Converting to Assisted Living
- Exit from PASSPORT/Assisted Living Waiver
- Affordable housing demand skyrocketing

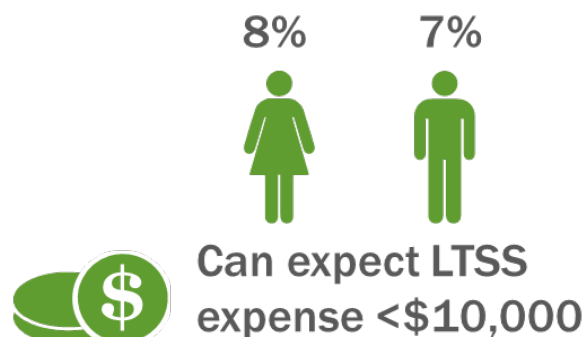
The estimated lifetime cost of care for
someone with dementia is
\$341,840.

(Alzheimer's Association)

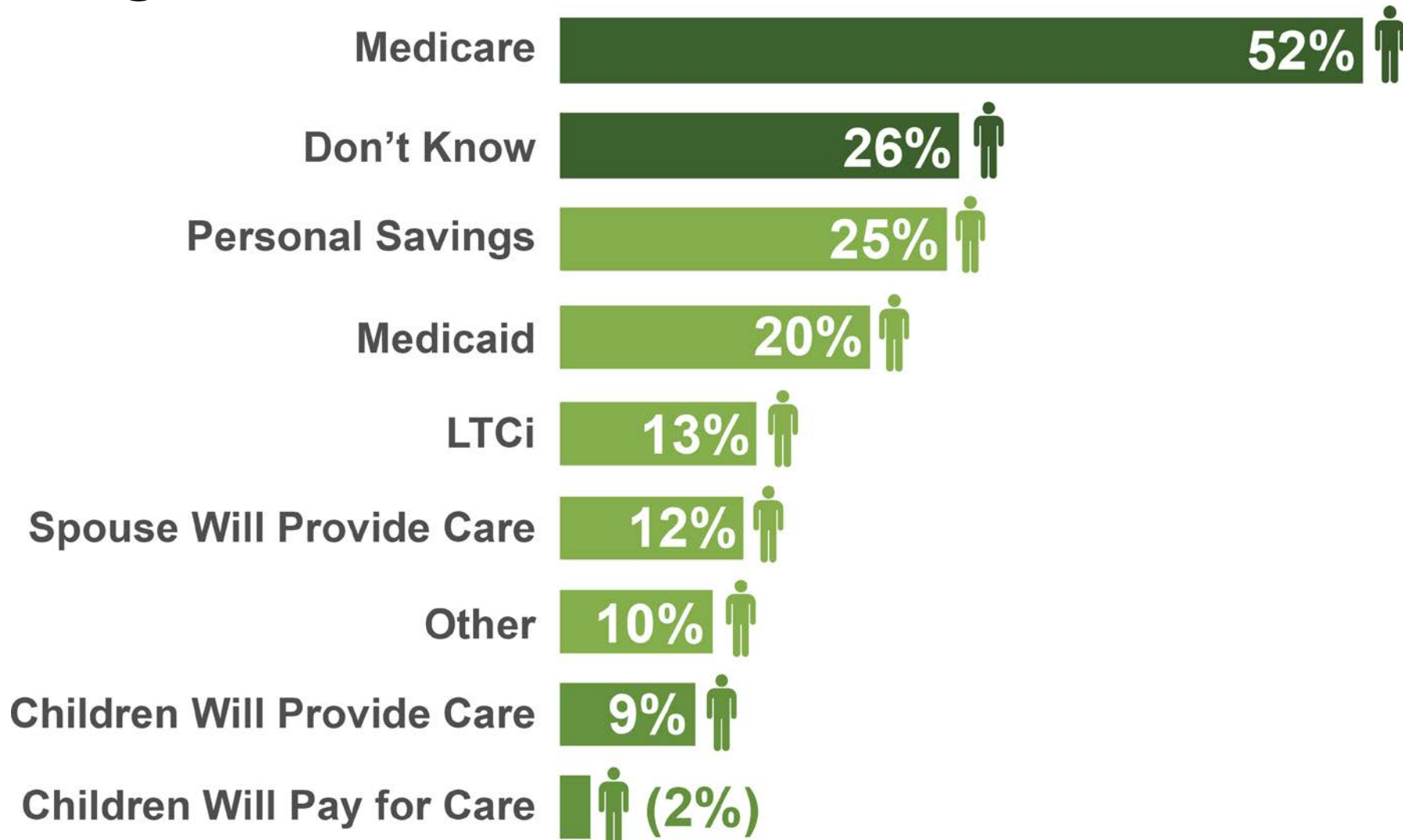
Personal savings/LTSS lifetime needs



Reflects longer LTSS need duration



Perceived Methods for Funding Ongoing Long-Term Care



Workforce Challenges

Source: Bureau of Labor Statistics



Workforce Challenges

- Better pay:
 - 7 out of 10 STNA's/Direct Care Workers who left their jobs, left for better pay
 - 8 out of 10 HHA's who left their jobs, left for better pay
- Employers note a lack of “fit” with caregiver role
 - 5 out of 10 STNAs/Direct Care Workers and 1 out of 4 HHAs who left their jobs did so because the long-term care setting wasn't a good fit

One Step Forward Means Two Steps Back as Families Struggle to Economic Independence

Too many families are unable to make ends meet as they try to move off of assistance benefits and toward economic independence. Benefits help buffer the impacts of poverty and hardship on children's health and development. Yet when family income increases and benefits are reduced or cut-off, the new, higher income may not be enough to offset the loss or reduction of benefits. As a result, children are at increased risk of experiencing hunger and poor health.

Economic Independence



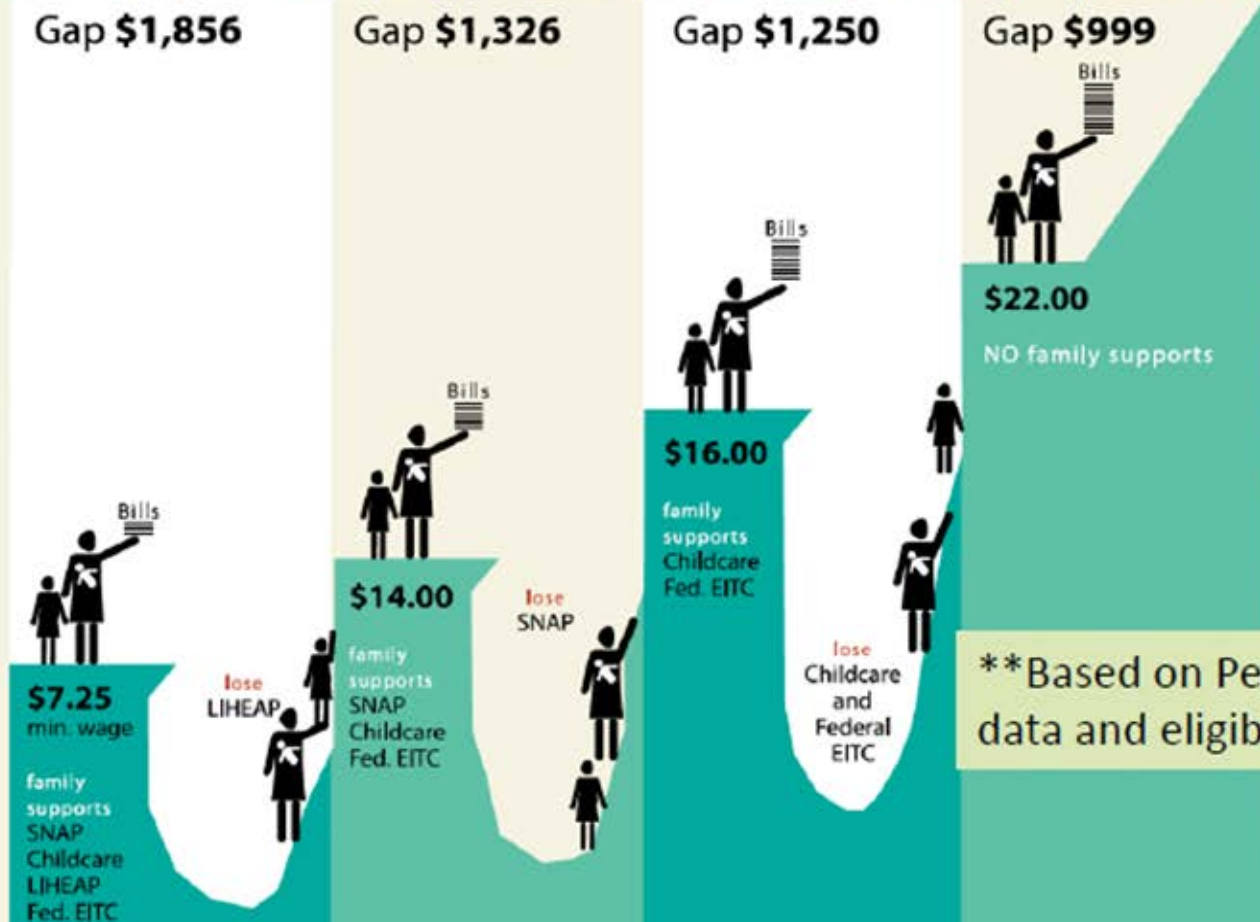
economic independence or breaking even point



Let's do the math...

full-time wages
+ family supports
= total resources

total resources
- basic living expenses
= monthly gap

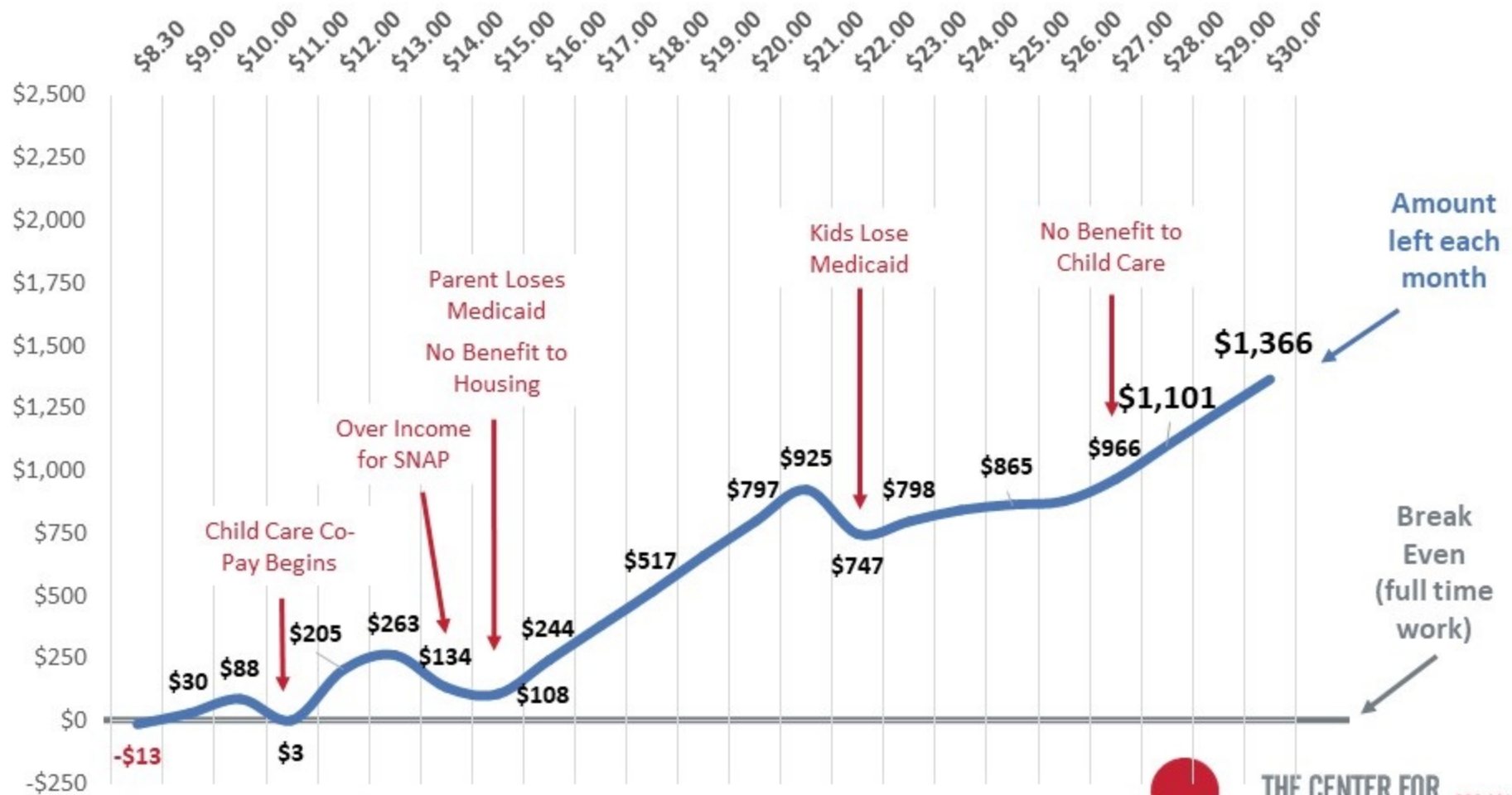


\$27.34/hr

Gap \$0

****Based on Pennsylvania data and eligibility****

Ohio Benefit Cliff = Family of 3 1 Adult, 2 Children



LeadingAge Ohio: Workforce Solutions

- Employer of Choice program
- Frontline Supervisor Training
- Education Partnerships
 - Careers that Love You Back
 - Elder Certification & Dementia Certification
 - Apprenticeship program

KEY PERFORMANCE INDICATORS

Return on Investment

Supportive Employment Saves Money

612% ROI

Based on retention; turnover costs = \$4,129 per employee
2016 Society for Human Resource Management Survey

Distinct Employees Served



453

Plus their families



Total Employee Requests

672



Includes return users; multiple interactions
on a service in the same month excluded

Total Services

Supportive Employment Changes Lives



1065

A request can have multiple needs (services)

Top Ten Service Needs



198

Coaching



73

Counseling
Referral



54

Financial
Literacy



101

Housing



69

Education



44

Utilities



95

Financial



63

Govt. Agency
Navigation



43

Employment
(Retention)



47

Transportation



WisCaregiver Careers: Adding 3,000 Nursing Home Caregivers



View WisCaregiver nursing homes offering a \$500 retention bonus.

[Learn More](#)



WisCaregiver Careers started with free nurse aide training and testing for caring individuals not currently listed on the Wisconsin Nurse Aide Registry. After successfully completing training and testing, participants apply for a job with a participating nursing home, and receive a \$500 retention bonus after six months of work. Those WisCaregiver nursing homes are listed below. Those in training programs now, or who have just completed a training program, can use the map or tables to contact a participating nursing home about employment. This was previously Step 3 in the process.

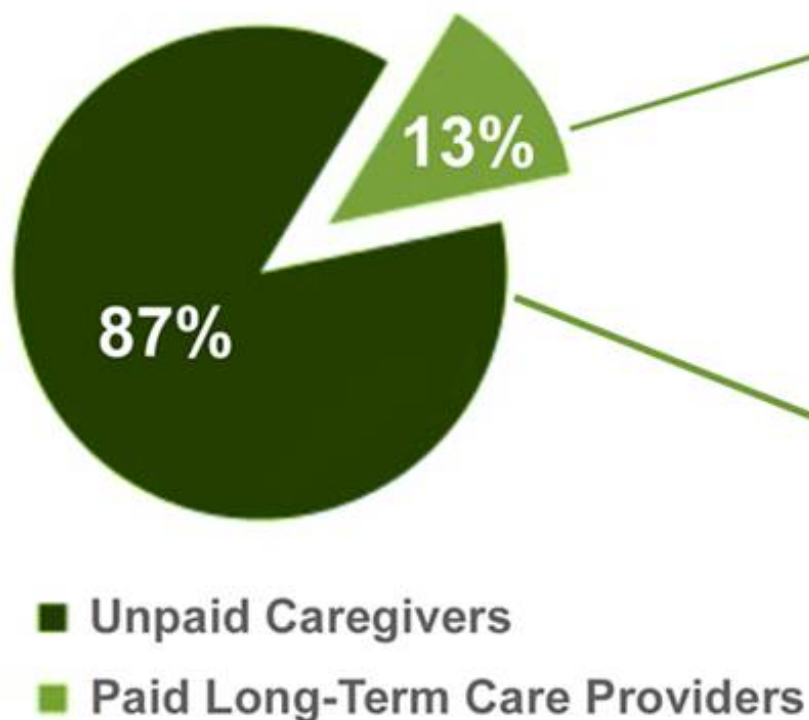
For more information about the WisCaregiver Career Program, visit the [program overview page](#).

If you have questions about the WisCaregiver Career Program, email [us](#).

For information about [hiring our graduates](#).

Ohio

Unpaid caregivers provide most LTSS today



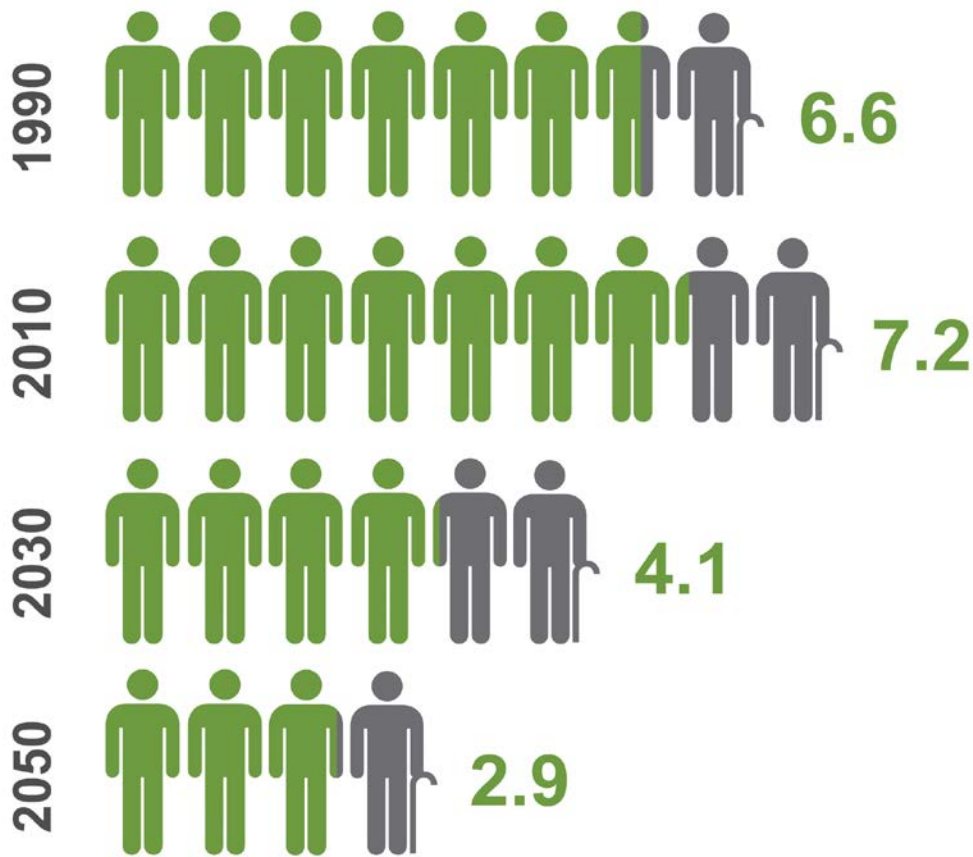
Paid caregivers: 70-80% home health aides, certified nursing assistants, personal aides

Unpaid Family Caregiving:

- \$470 billion annually
- 40 million family caregivers
- 37 billion hours of care
- Averaging 20-22 hours per week



The Caregiver Pool



1/2
as many
caregivers
will be
available in
2050

Ratio of Potential Caregivers to Those Needing Care¹

1. Ratio of # people in most common caregiving age (45-64) to those at most risk for needing care (80+)

The Washington Post

'This will be catastrophic': Maine families face elder boom, worker shortage in preview of nation's future

Jeff Stein 3 days ago



LeadingAge™
Ohio

Policy Recommendations

- Incentivizing retirement & long term care planning
- Enable family caregivers
- Strengthen community-based care
 - Workforce
 - Housing
 - HCBS models
- Technology