

Legislative Committee on Aging: Workforce Education Efforts

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October 12, 2016



Growing Demand: The Population

- **Population 60 and Older in Texas:**
 - ◆ 3.8 million in 2010 (15% of Texas population)
 - ◆ Approximately 9.7 million by 2040 (21% of Texas population)
- **Texas Nursing Home Population (CMS, FY 2016):**
 - ◆ Nearly 250,000 total NF admissions
 - ◆ About 100,000 have Alzheimer's disease or dementia-related condition
- **Alzheimer's Disease:**
 - ◆ 2016: 5.2 million Americans age 65+
 - ◆ 2030: 8.4 million Americans age 65+

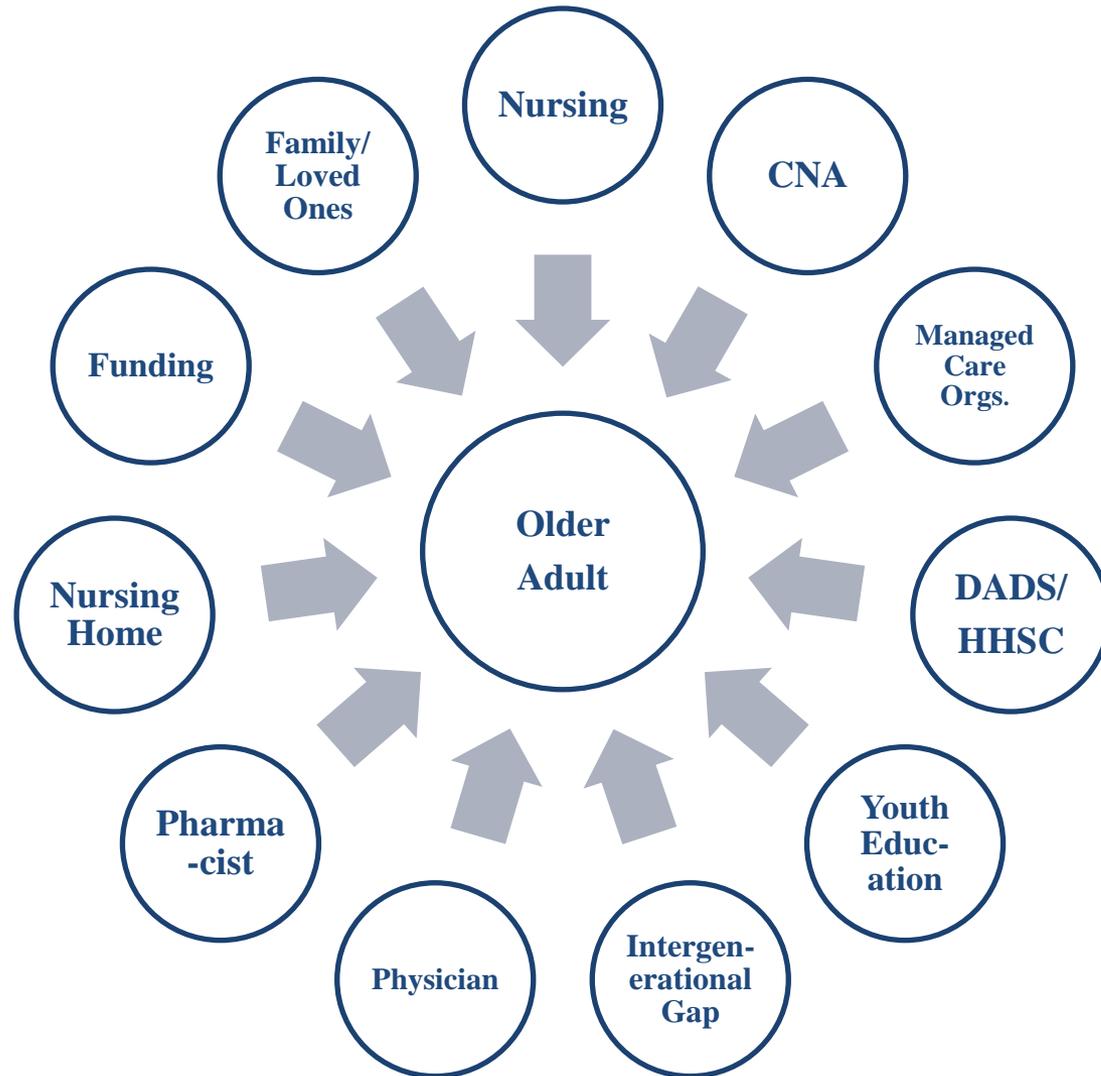
Growing Demand: The Providers

- **Nurses:**
 - ◆ By 2020, national nursing workforce is expected to drop 20% below projected requirements
 - ◆ Fewer Registered Nurses (RNs) in TX: 737 for 100,000 residents, compared to 842 nationally.
 - ◆ As of 2013, Texas is underrepresented with care providers.
- **Direct Care Workers:**
 - ◆ 2013: 510 Certified Nursing Aides (CNA) per 100,000 Texans, ↓ 2.3% since 2011.
 - ◆ 2018: +1 million additional direct-care workers needed nationwide.
- **Long-term Care Staffing Turnover:**
 - ◆ RNs: 40%
 - ◆ Licensed Vocational Nurses (LVN): 37.5%
 - ◆ CNAs: 60.4%

The Case for Specialization

- **Necessity of Geriatric Education: Aging changes the body.**
 - ◆ The way illness presents.
 - ◆ The way it responds to treatment.
 - ◆ Appropriateness of certain treatments.
- **Limited Geriatric-Specific Education Provided:**
 - ◆ CNA: Training based on Nurse Aide Training & Competency Evaluation Program (NATCEP) curriculum
 - ◆ LVN: Nursing Care for Aged
 - ◆ RN: No specific requirement for geriatric content
 - ◆ APRN: No requirement to have geriatric-specific education
- **Without knowledge, we see:**
 - ◆ Practice counter to evidence (e.g., inappropriate Rx),
 - ◆ Fewer individualized care plans, and
 - ◆ Burnout among caregivers.

QMP Initiatives to Address the Issue



Addressing the Issue: Nursing

- **Vocational Nurse Educator/New LVN tool-kit**
- **NATCEP Quality Improvement Project**
- **Director of Nursing (DON) Academy**
- **Transition to Practice in the Long-Term Care Setting Program**

Addressing the Issue: Cross-discipline

- **Geriatric Symposium**
- **Vision Awards**
- **Silver Lining**
- **Dementia-specific:**
 - ◆ Abuse, Neglect, and Exploitation Training Program
 - ◆ Alzheimer's Disease and Dementia Care Training
 - ◆ Virtual Dementia Tours
 - ◆ Focused Dementia Tool-kit
 - ◆ A Snapshot on Aging and Dementia – High School Dementia Training
 - ◆ Texas OASIS: Dementia Training Academy
 - ◆ Music and Memory
 - ◆ Antipsychotic medication materials to prescribers

Addressing the Issue: Cross-discipline

Center of Excellence:

- **Goal: To help guide the decision-making process and improve care, using evidence-based best practices**
- **Contract with University of Texas in Austin, School of Nursing**
- **Web-based educational platform on best practices in long-term care**
- **Phased Approach:**
 - ◆ Phase I (Sept. 2016): Improving Dementia Care
 - ◆ Phase II (March 2017): Geriatric Nursing Specialty Education
 - ◆ Phase III (August 2018): Transition to Practice

Recommendations

- **Start Young.**
 - ◆ Prepare our youth for aging-related careers.
 - ◆ Talk to young adults about how to age well.
- **Develop Industry Standards.**
 - ◆ Promote relevant health profession training and credentialing.
 - ◆ Provide incentives to pursue aging-related continuing education for those in the field.
- **Think Broadly.**
 - ◆ Address all professionals and paraprofessionals who work with older adults: healthcare, mental health, nutrition, habilitative and recreational therapists, clergy, educators, social workers, criminal justice, etc.
 - ◆ Be creative with educational opportunities – online instruction, institutional and community-based experiences, volunteer experiences, etc.