

Workforce challenges in providing services for older adults and people with disabilities

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Overview

Long-term care providers, and the direct-care workforce, are essential in providing services to older adults and people with disabilities.

Roughly 44,500 people, including Medicaid recipients and those who are private pay, reside in APD-licensed settings. Oregon currently licenses about:

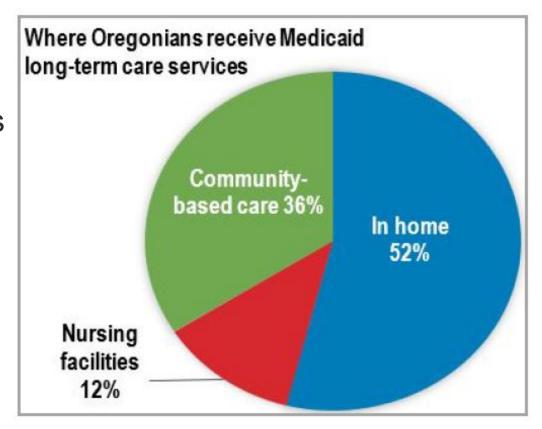
- 130 nursing facilities;
- 560 assisted living and residential care facilities; and
- 1,400 adult foster homes.



Overview, continued

Of the consumers receiving Medicaid long-term services and supports:

- About 19,000 receive services in their homes;
- 12,000 in community-based care settings such as assisted living; and
- 4,000 in nursing facilities.





Meet the workforce

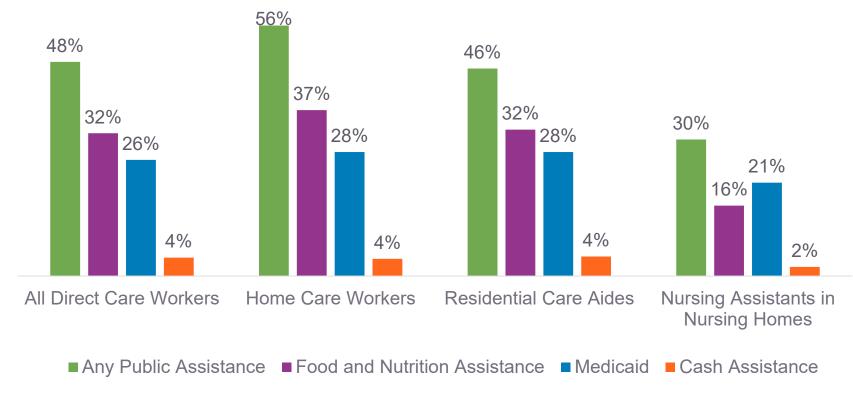
- Nearly one in four direct-care workers in Oregon are age 55+.
- 81% of Oregon's direct-care workers are women.
- One in three direct-care workers in Oregon are people of color.

Source: Ruggles, Steven, Sarah Flood, Ronald Goeken, Megan Schouweiler, and Matthew Sobek. 2022. *IPUMS USA: Version 12.0.* https://doi.org/10.18128/D010.V12.0; analysis by PHI (September 2022).



Meet the workforce continued

Nearly half of Oregon's direct-care workers rely on public assistance.

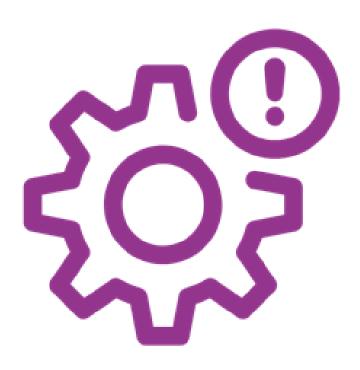


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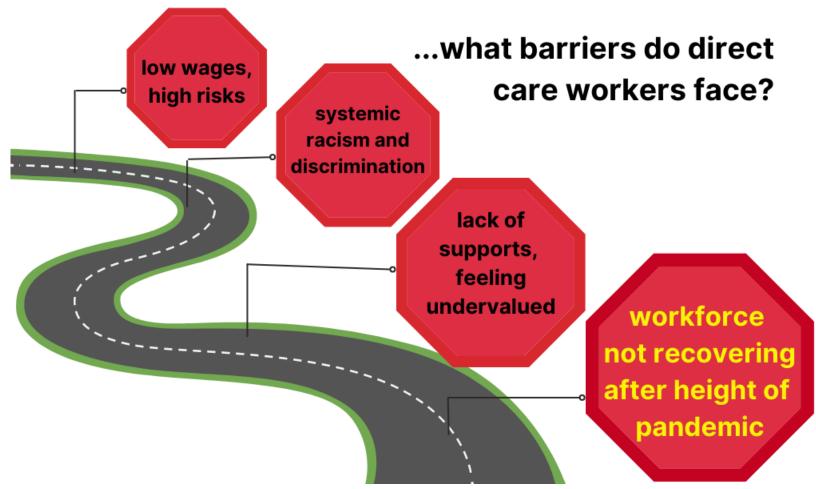
How the pandemic affected care providers

- The COVID-19 pandemic exacerbated gaps in the continuum of care in Oregon and contributed to ongoing capacity issues in health care and long-term care facilities.
- Workforce shortages and inadequate provider reimbursement rates are contributing to these gaps.
- Emergency Board funding, if approved, will offer a short-term fix, but systemic issues will still need to be addressed through longer-term solutions.





Workforce issues





Who is affected

...and why it matters Older Adults and **Direct-Care Workers People with Disabilities** contributes to burn shortages impact out and turnover access to care **Future Workforce Families** lack of supports low wages and lack affect family of advancement care givers opportunities affect recruitment **Long-Term Care Settings** staff shortages limit capacity to accept new residents



Supporting people through multiple channels





Milestones and future goals

Spring '22

- RISE Partnership Long-Term CareWorks
- Workforce resilience and well-being programming



Summer '22

- **Distressed** provider relief fund awards
- RN well-being project



Fall '22

- OHCA gerontology placements
- PHI research findings
- Nurse shortage study



Winter '22-'23

- Wage and cost study
- **Essential health** care worker trust

Nurse learn







- Collaborative forums
- **Oregon Care Partners**
- Nurse crisis teams









