Advisory Council on Alzheimer's Research, Care, & Services

Health Care and Health Support Workforce Outlook
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Health Resources and Services Administration (HRSA)
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Big Picture: U.S. Labor Market

Demand for labor is exceeding Supply.

Why?

→ Technology   → Demographics

→ Policies   → Behavioral Changes

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Health Care Workforce: Broad Issues

1. **Distribution:** Are occupations distributed evenly in all geographic areas, so as to ensure access to health care and supports for the entire U.S. population?

2. **Quality:** Is the health workforce well trained in evidence-based practices that result in better service provision and care? Which occupations provide what services, and who else can provide them?

3. **Sufficiency:** Is there equilibrium in the supply of and demand for health workers, or are there occupations with shortages or oversupplies?

4. **Access:** Are there health care providers, services and funding to get individuals in a community the care they need/want? Workforce = Access

5. **Data:** U.S. health workforce data is good, but not great

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National Center for Health Workforce Analysis

NCHWA's mission is to support informed public/private sector decision making on a broad range of issues around the U.S. health care and health support workforces by expanding the evidence-base.

MANDATE – To generate, fund, improve, and disseminate data, analyses, and research findings on the U.S. health care and health support workforce.

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Health Workforce: Current Trends

➢ Persistent mal-distribution, rural vs. urban geographies (*Distribution*)
➢ Lack of health equity, diversity in the U.S. health care workforce (*Quality*)
➢ Rebuilding of the Public Health Workforce, impact of COVID (*Sufficiency*)
➢ Telehealth (*Access*)
➢ Need versus Demand (*Data*)

And…
➢ Burnout/ Resiliency
➢ Twin crises: Opioid Epidemic and COVID-19 Pandemic

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LTSS Workforce: Outlook

➢ Demand is rising; Not enough Labor

➢ Recruitment and retention problems have been exacerbated by COVID-19

➢ Changing demographics of consumers; Will impact demand

➢ Home Health Aide and Personal Care Aide occupations are still facing the largest demand; impact of COVID-19 not fully realized

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Key Takeaways

- Trends for health care and health support workforce in the United States are similar to those seen in the larger labor market, and globally (e.g. **sufficiency in occupations**, **mal-distribution across geographies, etc.**). Aging of the population is a huge driver, even beyond the impact of pandemics/epidemics.

- **Research** on the Long Term Services and Supports workforce—in the context of a **complex and changing health care and social services system**—is continuing to expand. Because of this, large **data improvements** are still needed, to **inform about specific occupations**, to **measure outcomes**, to be able to learn more about this sector's workforce at more granular levels.

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