

# Caring for Older Adults in the California Bay Area: Projected Workforce Needs


## CALIFORNIA PROJECTED CARE NEEDS

By 2030, approximately one fifth of California’s population will be over the age of 65 years.<sup>1</sup> The ongoing demographic shift, coupled with a greater number of older adults choosing to age in place, is generating increased demand for in-home and community-based personal care. According to a recently released report by The California Future Health Workforce Commission:


***“It is estimated that to maintain the current level of [home care] coverage, California will need 200,000 additional home care workers by 2024...estimates rise to an additional 600,000 home care workers by 2030.”<sup>2</sup>***

The provision of personal care services, inclusive of both Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs), is a critical component of supporting older adults to age with dignity, respect, and independence at home. The number of older adults experiencing self-care limitations is projected to grow to one million by 2030.<sup>3</sup>

**Activities of Daily Living (ADLs):** Personal care activities completed daily for self-maintenance.

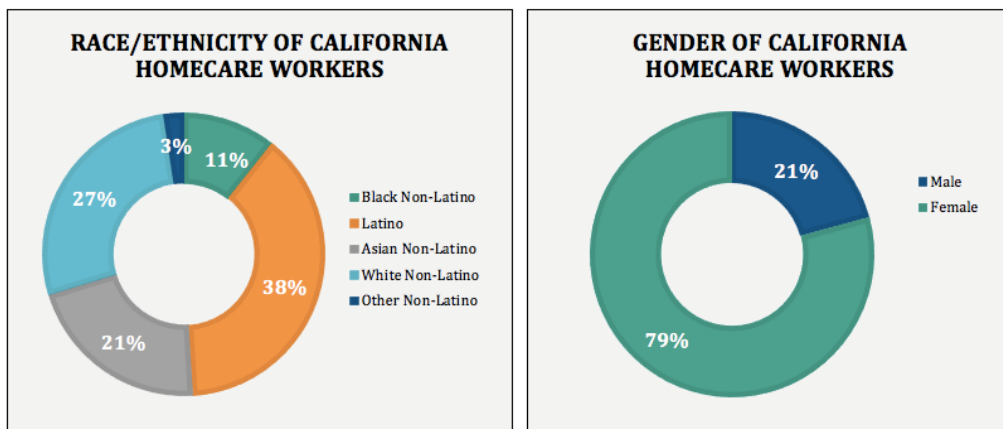


**Instrumental Activities of Daily Living (IADLs):** Activities that permit an individual to live independently.



## DIRECT CARE WORKFORCE

Direct care occupations are among the fastest growing in California, with an estimated 274,700 new jobs to be created by 2026.<sup>4</sup> The direct care workforce is comprised of home health aides, personal care aides, and certified nursing assistants (CNAs) who have received professional training and certification to provide personal care services.<sup>5</sup> The majority (73%) of personal care and home health aides in the state are registered In-Home Supportive Services (IHSS) providers.<sup>6</sup>



**Figure 1: Demographics of California Home Health and Personal Care Aides (2015)<sup>7</sup>**

Nearly one fifth (19.2%) of California’s IHSS providers are located in the Bay Area region. In six of the nine Bay Area counties, older adults over the age of 65 years account for more than half of IHSS recipients (Figure 2).<sup>8</sup>

<sup>1</sup> The California Future Health Workforce Commission. (February 2019). Meeting the Demand for Health: Final Report of the California Future Health Workforce Commission. Retrieved from <https://futurehealthworkforce.org/>.

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

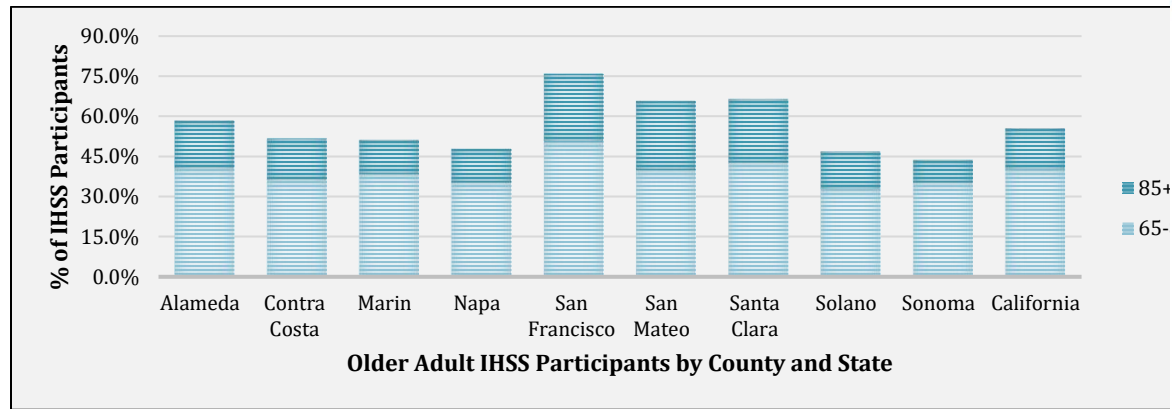
<sup>4</sup> Public Health Institute. (December 17, 2018). Workforce Data Center. Retrieved from <https://phinational.org/policy-research/workforce-data-center/>

<sup>5</sup> The California Future Health Workforce Commission. (February 2019). Meeting the Demand for Health.

<sup>6</sup> Thomason, S. & Bernhardt, A. (November 2017). California’s Homecare Crisis: Raising Wages is Key to the Solution. UC Berkeley Center for Labor Research and Education.

<sup>7</sup> Visual adapted from data presented in Thomason, S. & Bernhardt, A. (November 2017). California’s Homecare Crisis: Raising Wages is Key to the Solution. UC Berkeley Center for Labor Research and Education.

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**Figure 2: Older Adult IHSS Participants by Age Group and Bay Area County or State (June 2019)**

There is significant variation in hourly mean wage for IHSS providers across the nine Bay Area counties, ranging from below the state average of \$12.41 per hour in Napa County (\$12.10) to well above the average in San Francisco County (\$16.00) (Table 1).<sup>9</sup>




**Table 1: IHSS Provider Average Hourly Wage by Bay Area County (June 2019)**

Alameda	Contra Costa	Marin	Napa	San Francisco	San Mateo	Santa Clara	Solano	Sonoma
\$13.85	\$12.25	\$14.80	\$12.10	\$16.00	\$13.90	\$14.00	\$12.50	\$13.00

## INFORMAL CAREGIVERS

Many older adults rely upon informal caregivers to have their personal care needs fully met. Informal caregiving is defined by the Centers for Disease Control and Prevention as, “**regular care or assistance to a friend or family member who has a health problem or disability.**”<sup>10</sup> An informal caregiver is likely to provide the same in-home personal care services as a direct care workers; however, informal caregivers do not receive compensation. Older adults most commonly receive informal personal care from their spouse, partner, or adult children.<sup>11</sup> **In California, the ratio of informal caregivers aged 45 to 64 years capable of providing personal care to older adults over the age of 80 years is projected to decline significantly by 2050, from 7.4 to 3.0.**<sup>12</sup>

**CALIFORNIA'S INFORMAL CAREGIVER WORKFORCE<sup>12</sup>**

-  4,450,000 caregivers
-  Two-thirds of all unpaid caregivers are women
-  Uncompensated labor is valued at \$57.7 million annually

<sup>8</sup> California Department of Social Services. (2019). Monthly IHSS Program Data. [Data File]. Retrieved from <http://cdss.ca.gov/inforesources/IHSS/Program-Data>

<sup>9</sup> Ibid.

<sup>10</sup> National Association of Chronic Disease Directors & Centers for Disease Control and Prevention. (2018). Caregiving for Family and Friends – A Public Health Issue.

<sup>11</sup> Family Caregiver Alliance. (2016). Caregiver Statistics: Work and Caregiving. Accessed via <https://www.caregiver.org/caregiver-statistics-work-and-caregiving>

<sup>12</sup> AARP Public Policy Institute. (2018). Across the States 2018: Profile of Long-Term Services and Supports in California.

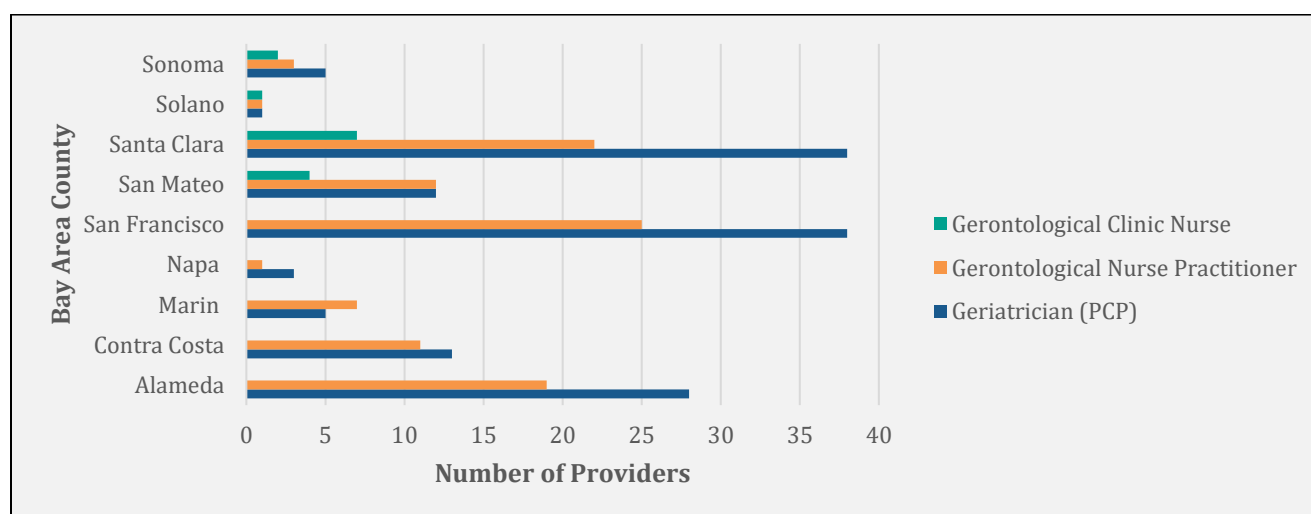
## BAY AREA GERIATRICIAN WORKFORCE

The American Geriatrician Society estimates that the current national workforce of 7,000 geriatricians is insufficient to meet the anticipated primary care and specialized care needs of the rapidly growing older adult population in the United States. **Nationally, an additional 6,250 geriatricians will need to be trained by 2030 to meet projected demand.**<sup>1</sup>

In California, fewer than two percent (1.6%) of primary care physicians providing direct patient care specialize in geriatric care. **In 2018, there were 451 geriatricians in California.**<sup>2</sup> Approximately 143 geriatricians and 115 gerontological nurses serve the nine county Bay Area region (Figure 1).

**Geriatrician:** A primary care provider trained in internal medicine or family medicine who completes additional specialized training to provide advanced care to older adults.

**Gerontological Nurse Practitioner:** An advanced practice nurse trained to treat patients across the lifespan from adolescence through advanced age.



**Figure 1: Medical Providers Trained with Geriatric Specialty Training by Bay Area County (2019)**<sup>3</sup>

The following table (Table 1) presents the current ratio of older adult patients over the age of 65 years per geriatrician and per gerontological nurse practitioner by Bay Area county.<sup>4</sup>

County	Geriatrician Patient Ratio	Gerontological Nurse Practitioner Patient Ratio
Alameda	1: 53,938	1: 79,488
Contra Costa	1: 80,694	1: 95,366
Marin	1: 50,482	1: 36,058
Napa	1: 45,495	1: 136,484
San Francisco	1: 21,190	1: 32,209
San Mateo	1: 59,871	1: 59,871
Santa Clara	1: 46,885	1: 80,984
Solano	1: 413,344	1: 413,344
Sonoma	1: 96,776	1: 161,293

<sup>1</sup> The California Future Health Workforce Commission. (February 2019). Meeting the Demand for Health: Final Report of the California Future Health Workforce Commission. Retrieved from <https://futurehealthworkforce.org/>.

<sup>2</sup> Robert Graham Center. (January 2019). The State of Primary Care Physician Workforce: California. Retrieved from <https://graham-center.org/content/dam/rgc/documents/publications-reports/reports/StateFactSheetReport.pdf>

<sup>3</sup> Health Landscape. (2019). Health Workforce Mapper. Accessed via [amamapper.healthlandscape.org](http://amamapper.healthlandscape.org)

<sup>4</sup> Health Landscape. (2019). Health Workforce Mapper. Accessed via [amamapper.healthlandscape.org](http://amamapper.healthlandscape.org)