

Fixing the Caregiver Labor Shortage



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say hi to

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Learning Objectives

After this workshop, you will:

- Understand the demographic trends that have led to the labor shortage
- Identify potential solutions to improve safety and increase available caregiving resources



Forbes

<https://www.forbes.com> › [tracybrower](#) › 2022/11/22

The Talent Shortage And The Caregiving Crisis - Forbes

Nov 22, 2022 — **Caregivers** are a large portion of the **labor** pool—so by supporting **caregivers**, employers alleviate the talent **shortage** and close the gap.



The Mesothelioma Center

<https://www.asbestos.com> › ... › [Caregivers](#)

The Caregiver Shortage: Which States Are Doing Best?

Learn how your state is managing the **shortage** of direct care workers ... The Golden State saw a **caregiver job** growth rate of 231% between 2010 and 2020, ...

[Caregiver Shortage](#) · [Statistics](#) · [Shortage by State](#) · [Factors](#)



NPR

<https://www.npr.org> › 2022/10/28 › [labor-shortages-clos...](#)

Labor shortages close Kansas nursing homes - NPR

Oct 28, 2022 — An alarming **shortage** of **caregivers** at nursing homes and other long-term care facilities is finally beginning to ease in some parts of the ...



Boston Consulting Group

<https://www.bcg.com> › [publications](#) › [address-care-crisis](#)

To Fix the Labor Shortage, Solve the Care Crisis

May 19, 2022 — Employed **caregivers** already spend more than 30 hours per week providing unpaid care. At the height of the pandemic, when paid-care **shortages** ...



USAgings

<https://www.usaging.org> › [Workforce-Issues_508](#) PDF

Caregiver needed: How the nation's workforce shortages ...

An Economic Reality: Severe **Caregiving Workforce Shortages**, ... With a nationwide labor shortage, these undervalued workers are finding jobs in.

12 pages

Demographic Shifts

- The number of Americans ages 65 and older is **projected to nearly double** from 52 million in 2018 to 95 million by 2060, and the 65-and-older age group's share of the total population will rise from 16 percent to 23 percent.¹

1. U.S. Census Bureau, Population Projections.

Demographic Shifts

- The older population is becoming more racially and ethnically diverse. Between 2018 and 2060 the share of the older population that is non-Hispanic white is projected to drop from 77 percent to 55 percent. ²

2. U.S. Census Bureau, Population Projections.

Demographic Shifts

- **Older adults are working longer.** By 2018, 24 percent of men and about 16 percent of women ages 65 and older were in the labor force. These levels are projected to rise further by 2026, to 26 percent for men and 18 percent for women.³

³ U.S. Census Bureau, Current Population Survey; and U.S. Bureau of Labor Statistics, Employment Projections Program.

Demographic Shifts

- Many parts of the country—especially counties in the rural Midwest—are **aging in place** because disproportionate shares of young people have moved elsewhere.⁴

⁴ <https://www.prb.org/resources/fact-sheet-aging-in-the-united-states/>



Positive Trends

Education levels are increasing. Among people ages 65 and older in 1965, only 5 percent had completed a bachelor's degree or more. By 2018, this share had risen to 29 percent.

Average U.S. life expectancy increased from 68 years in 1950 to 78.6 years in 2017, in large part due to the reduction in mortality at older ages.

The **gender gap in life expectancy is narrowing.** In 1990, a seven-year gap in life expectancy existed between men and women. By 2017, this gap had narrowed to five years (76.1 years versus 81.1 years).

The **poverty rate** for Americans ages 65 and older has dropped sharply during the past 50 years, from nearly 30 percent in 1966 to 9 percent today.⁵

⁵ <https://www.prb.org/resources/fact-sheet-aging-in-the-united-states/>

Challenges

Obesity rates among adults ages 60 and older have been increasing, standing at about 41 percent in 2015-2016.

Wide economic disparities are evident across different population subgroups. Among adults ages 65 and older, 17 percent of Latinos and 19 percent of African Americans lived in poverty in 2017—more than twice the rate among older non-Hispanic whites (7 percent).

More older adults are divorced compared with previous generations. The share of divorced women ages 65 and older increased from 3 percent in 1980 to 14 percent in 2018, and for men from 4 percent to 11 percent during the same period.

Over one-fourth (26 percent) of women ages 65 to 74 **lived alone** in 2018. This share jumped to 39 percent among women ages 75 to 84, and to 55 percent among women ages 85 and older.⁶

⁶ <https://www.prb.org/resources/fact-sheet-aging-in-the-united-states/>

Challenges

The aging of the baby boom generation could fuel more than a 50 percent increase in the number of Americans ages 65 and older requiring **nursing home care**, to about 1.9 million in 2030 from 1.2 million in 2017.

Demand for elder care will also be driven by a steep rise in the number of Americans living with **Alzheimer's disease**, which could more than double by 2050 to 13.8 million, from 5.8 million today.

The large share of older adults also means that **Social Security** and **Medicare** expenditures will increase from a combined 8.7 percent of gross domestic product today to 11.8 percent by 2050.⁷

⁷ <https://www.prb.org/resources/fact-sheet-aging-in-the-united-states/>

Now the Labor Part..

Economists are predicting a slowdown in labor market activity in the U.S. in 2023 due to a likely recession, a continued battle with inflation, more layoffs and higher unemployment. But data shows the far greater concern lies in something that's not so changeable: demographics. ⁸

⁸ <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/labor-shortages-forecast-to-persist-2023.aspx>

Now the Labor Part..

Svenja Gudell, chief economist at Indeed, recently said this: “Demographic shifts and aging populations mean countries like the U.S. will experience an ongoing shortage of workers and hiring will remain challenging for years. Without sustained immigration or a focus on attracting workers on the sidelines of the labor force, these countries simply won't have enough workers to fill long-term demand for years to come.”⁹

⁹ <https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/labor-shortages-forecast-to-persist-2023.aspx>

Now the Labor Part..

Civilian labor force participation rate, seasonally adjusted

Click and drag within the chart to zoom in on time periods



Hover over chart to view data.

Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: U.S. Bureau of Labor Statistics.



Now the Labor Part..

Civilian unemployment rate, seasonally adjusted

Click and drag within the chart to zoom in on time periods



Hover over chart to view data.

Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.

Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Source: U.S. Bureau of Labor Statistics.



One More Complication

The Sandwich Generation Pinch

Today, **more than half of all Americans in their 40s and 50s are “sandwiched” between a 65+ parent and their own children***. As aging adults live longer, more and more in this Sandwich Generation are tasked with stepping into dual provider roles: caring for an aging loved one and parent or spouse.*

* [Pew Research Center](#)

One More Complication

62%

feel they have to choose between being a good parent or being a good daughter or son

48%

of working sandwich generation caregivers say their employer has warned them that their caregiving responsibilities are jeopardizing their employment

45%

have cut expenses or shifted budgets to meet responsibilities as a caregiver for a parent/in-law

59%

of working sandwich generation caregivers feel they have been passed over for a promotion as a result of fulfilling caregiving responsibilities for an aging adult

23%

of all sandwich generation caregivers have quit a job that made it too hard to be a caregiver

59%

don't know where to turn or how to ask for help to find relief

76%

of working sandwich generation caregivers agree people are more understanding about taking time off to care for a sick child than to care for a sick parent

Home Instead, Inc. has developed resources to help empower family caregivers to find balance in their personal and professional lives, talk with their employer about the support they need, and strive to stay healthy. Resources are available at HomeInstead.com/SandwichGen. To learn how a trained Home Instead network Care Professional can help aging loved ones thrive, visit HomeInstead.com.

* Home Instead, Inc., commissioned an online survey among n=1,005 working caregivers 18+ who are caring for an older loved one and n=300 non-working caregivers who are caring for children under the age of 18 in the US and Canada from July 8 - 18, 2022.

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What Does that Mean..

The Sandwich Generation Pinch

In essence, family caregivers are already doing as much as they can to help their loved ones. Asking them to step up and do more is not realistic.

So What Do We Do??

Brainstorming..

There's stuff the
country can do, and
then there's stuff WE
can do.

But First, a Case Study



Robots! Of Course!

In Japan, robots are often assumed to be a natural solution to the “problem” of elder care. The country has extensive expertise in industrial robotics and led the world for decades in humanoid-robot research. At the same time, many Japanese people seem—on the surface, at least—to welcome the idea of interacting with robots in everyday life.¹¹

¹¹ <https://www.technologyreview.com/2023/01/09/1065135/japan-automating-eldercare-robots/>

Why Didn't it Work?

“In short, the machines failed to save labor. The care robots themselves required care: they had to be moved around, maintained, cleaned, booted up, operated, repeatedly explained to residents, constantly monitored during use, and stored away afterwards. Indeed, a growing body of evidence from other studies is finding that robots tend to end up creating *more* work for caregivers.”¹²

¹² <https://www.technologyreview.com/2023/01/09/1065135/japan-automating-eldercare-robots/>

Why Didn't it Work?

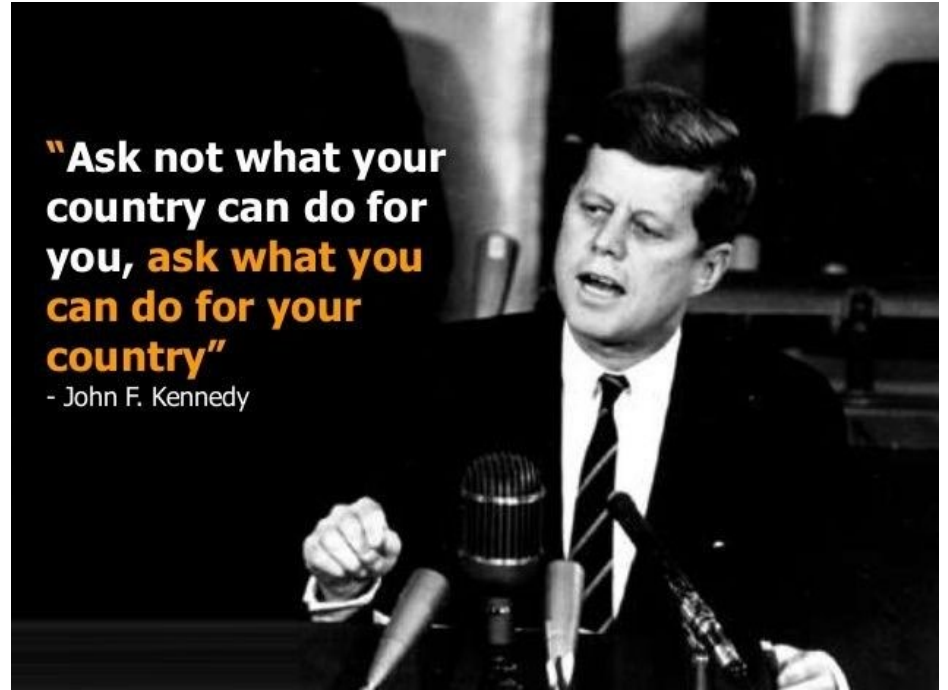
“The project has long since been retired, and its inventor has claimed that it was not a solution to the problems facing the care industry in Japan; he said migrant labor was a better answer..”¹³

¹³ <https://www.technologyreview.com/2023/01/09/1065135/japan-automating-eldercare-robots/>

What Can the Country Do?

"Ask not what your country can do for you, ask what you can do for your country"

- John F. Kennedy



What Can the Country Do?

Education and Training: By providing individuals with the necessary skills and qualifications, we can increase the pool of qualified caregivers. Programs such as certification courses, on-the-job training, and apprenticeships can help individuals gain the skills and knowledge they need to provide quality care to the elderly.

What Can the Country Do?

Flexible Work Arrangements: Another solution is to offer more flexible work arrangements to attract more individuals to the caregiving profession. This could include part-time or freelance positions, flexible scheduling, and remote work options. By accommodating caregivers' needs, such as scheduling around their family obligations, we can attract a wider range of candidates to the field.

What Can the Country Do?

Incentives and Benefits: Providing incentives and benefits can also help attract and retain caregivers. This could include healthcare benefits, retirement plans, and paid time off. Offering bonuses for exceptional work, providing opportunities for career advancement, and recognizing outstanding performance can also boost caregiver satisfaction and retention.

What Can the Country Do?

Technology and Innovation: Lastly, technology and innovation can help bridge the gap in the labor shortage for elderly caregivers. Smart home devices, telemedicine, and other technological solutions can make caregiving more efficient and effective, reducing the workload on caregivers and making the profession more attractive to potential candidates (just not robots).

What Can the Country Do?

Lastly...

Make it easier to utilize immigrant labor to address the shortage.

Improving Home Safety

Research

33% of U.S. and **27%** of Canadian seniors said that their trips to the hospital and ER are caused by falls and other accidents in their home

85% of U.S. and **89%** of Canadian seniors have reportedly done nothing to prepare their homes for aging

65% of U.S. and **71%** of Canadian adult children said their parents' homes have at least one potential safety issue

Emergency Room Physicians

- Surveyed ER doctors estimate that about **50%** of all home accidents experienced by seniors can be prevented.
- Nearly all surveyed ER doctors agree that not having help at home is a serious risk factor for seniors as a potential cause for injuries or accidents at home.



Falls

- Falls are the leading reason why seniors end up in the hospital
- Many falls can be prevented
- Physical activity: walking, Tai Chi, water work outs, etc.
- Turn to a physical therapist
- Help get them moving
- Be mindful of medications



Frailty



Sight



Smell



Taste



Touch



Hearing

Frailty Symptoms

Here are approaches to home safety for seniors:

1. Inexpensive fixes in the home
2. Home Safety Checklist

5 Affordable Fixes

Replace wall-mount showerheads with a handheld on a hose

Install grab bars on walls near the shower or tub

Lever handle faucets

Add lighting to closets and pantries

Add swing clear hinges

Annual Safety Check

Annual Safety Check: Senior home safety experts recommend that you take at least one day each year to perform a thorough safety check of your loved one's home.



Bedroom & Living Room Safety Check

Possible problems you may see:

- Carpet & rugs
- Clutter
- Lighting
- Access to light switches
- Furniture height
- Cords



Kitchen Safety Check

- **Access to supplies and foods**
- **Clutter and main pathways**
- **Lighting**
- **Chemicals**
- **Slick surfaces**
- **Spoiled food**
- **Sharp edges and utensils**

Bathroom & Shower Safety Check

- Loose Towel and curtain rods
- Floor surface
- Tub and toilet height
- Temperature
- Access to supplies/medications



Laundry Room & Basement Safety

- Stairs
- Carrying heavy loads and items



Garage & Yard Safety Check

- Steps and handrails
- Trash/tools/chemicals
- Driveways and sidewalks
- Doorbell or knocking



Communication

- Helpful and positive
- Listen
- Body language



Resources

Certified Aging in Place Specialists

<https://www.nahb.org/education-and-events/education/designations/Certified-Aging-in-Place-Specialist-CAPS>

Home Instead® Network

HomeInstead.com

National Safety Council

nsc.org

Exercise and Physical Activity from the National Institutes of Health at

<http://www.nia.nih.gov/health/publication/exercise-physical-activity/introduction>

Conduct an 'Elderoscopy'

The Trend..

Almost Half of US Adults Have Not Had End-of-Life Planning Conversations with Loved Ones



45% of Americans report they have not talked with their loved ones about how they would like to spend their final years by discussing topics such as long-term care or end-of-life plans.

Plurality of Adults Say COVID-19 Has Made Them More Likely to Have End-of-Life Planning Conversations



48% of adults report the coronavirus pandemic has made them more likely to have end-of-life planning conversations with their loved ones.

Methodology: This survey of 1,170 U.S. adults was conducted March 22nd through March 29th, 2022 by the Marist College Poll and sponsored by Home Instead, Inc.

The Trend..

About 1 in 6 Americans Would Rather Have a Colonoscopy Than Discuss End-of-Life Plans



15% of Americans report they would rather have a colonoscopy than talk to their loved ones about end-of-life plans.

Majority of Americans Say Giving Up Driving is Harder to Discuss with Older Loved Ones Than Sex



53% of Americans believe it is harder to have a discussion with older loved ones about the decision to give up driving than it is to discuss relationships and sex with them (39%).

Methodology: This survey of 1,170 U.S. adults was conducted March 22nd through March 29th, 2022 by the Marist College Poll and sponsored by Home Instead, Inc.

ELDEROSCOPY

Easy to remember and will prompt curiosity

Intended to sound like a medical procedure:
It's a diagnostic tool

Allows for a humorous way to engage in a difficult
and serious conversation

Age 40: Time for your colonoscopy, and time for your
Elderscopy conversation with your parents

Age 65: Time to retire, get your Medicare package,
and have your Elderscopy conversation with your
kids



What do I do?

Questions to conduct an Elderoscopy:

- Where would I like to live out my senior years?
- What lifestyle do I desire as I grow older?
- How do I plan to stay healthy as I age?
- If I find myself single, what will I do?
- How do I see myself getting around if I can no longer drive?
- How do I want my final years to look for me and my family?

Questions and Discussion...



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