

AGING 101

A Guide to Aging, Services
and Supports in Ohio



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The following brochure gives an overview of aging, services and supports in Ohio. It outlines the current and future state of aging in Ohio; provides information regarding long-term care, post-acute care and additional supports and payment models; and discusses varying careers and workforce solutions within the field.

This first version was produced by LeadingAge Ohio in December of 2019.

AGING OHIO

IN 2000, THE PERCENTAGE
OF OHIO COUNTIES WITH
MORE RESIDENTS OVER AGE
60 THAN RESIDENTS UNDER
AGE 20 WAS

0%

BY 2020, THAT PERCENTAGE
IS EXPECTED TO RISE TO

> 50%

OHIO IS HOME TO THE 6TH
LARGEST POPULATION OF
OLDER ADULTS IN THE
UNITED STATES

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ACCORDING TO CENSUS
POPULATION ESTIMATES
RELEASED IN JUNE 2019, 13 OF
OHIO'S 88 COUNTIES ALREADY
HAD MORE PEOPLE OF
RETIREMENT AGE IN 2018 THAN
THEY HAD CHILDREN.

IN 2017 IT WAS NINE COUNTIES.

IN 2010, ONLY ONE COUNTY IN
SOUTHEAST OHIO HAD
EXPERIENCED THIS FLIP.

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IN LESS THAN TWO DECADES,
OLDER ADULTS ARE PROJECTED
TO OUTNUMBER KIDS FOR THE
FIRST TIME IN U.S. HISTORY

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WHAT IS LONG-TERM CARE?

Long-term care can be a range of services and supports (LTSS) older individuals may need to meet their personal care needs. While it encompasses medical care, it also refers to assistance with the basic personal tasks of everyday life.

Care can be provided in a range of settings, or wherever the place an individual calls "home".

Nursing facilities



Life-plan communities

Assisted living



Affordable housing

WHO PAYS FOR CARE?

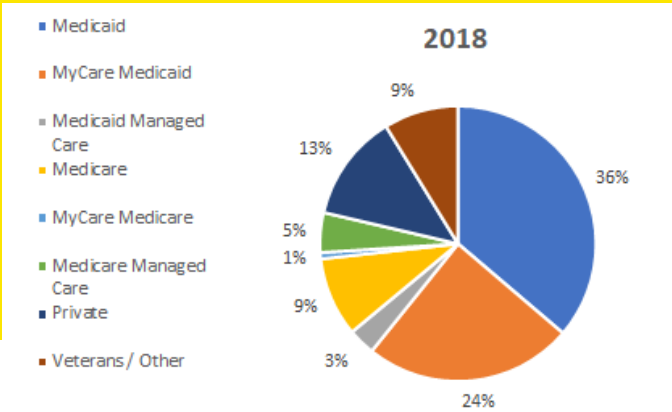
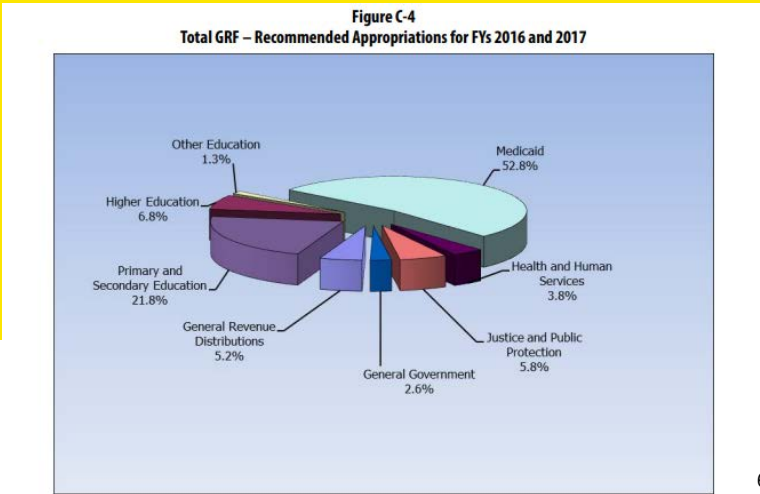
Medicaid - not Medicare - is paying for over 1/3 of Ohioan's LTSS needs, providing coverage for nearly 3 million Ohioans. LTSS reflects 5% of the state's Medicaid enrollees yet 26% of spend.⁵

Despite this, Medicaid doesn't cover the cost - the typical LeadingAge Ohio provider writes off hundreds of thousands (smaller single-site) to millions (large site or multi-site) each year.

Some individuals may have planned to pay privately; the poor rely on Medicaid, but the middle class may become impoverished when the true cost of long-term care is experienced.

Recommended state spending, 2016/2017.
Medicaid is always the top spend.

How is long-term care funded in Ohio?



WHAT IS HOSPICE & PALLIATIVE CARE?

Hospice is a coordinated program of home, outpatient, and inpatient care and services providing assistance to meet physical, psychological, social, spiritual, and other special needs that are experienced during the final stages of illness, dying, and bereavement.

Palliative care is specialized care for a patient of any age who has been diagnosed with a serious or life-threatening illness. This type of care can be administered to patients still receiving treatment.

Majority of hospice takes place at home



End-of-life care is paid for by Medicare



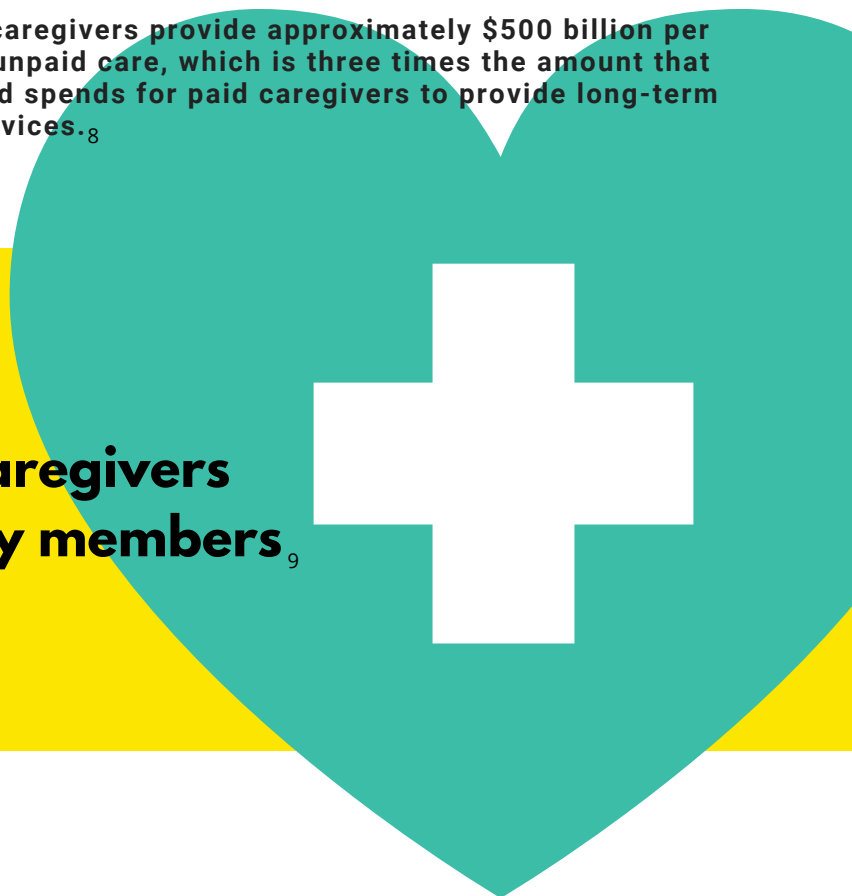
THE CAREGIVER DILEMMA

The caregiver pool is shrinking - in 2010 there were 4.8 caregivers per person, but by 2030, there will be only 2.8 caregivers per person. This increases the weight of care provided by long-term care organizations.⁷

Family caregivers provide approximately \$500 billion per year in unpaid care, which is three times the amount that Medicaid spends for paid caregivers to provide long-term care services.⁸



95% of unpaid caregivers are family members⁹



ARE OHIOANS READY?



ARE WE READY?

On average, people turning age 65 over the next five years who ultimately experience high-need LTSS can anticipate incurring costs over their lifetimes of approximately \$138,000.¹⁰

54% of middle-income seniors will not be able to afford annual costs of \$60,000 for assisted living, independent living or other housing related costs even if they allocated all of their annual resources to such housing.¹¹

Aging Ohioans are sicker and have a higher number of chronic conditions than many other states - Ohio ranks near the bottom of state health rankings.¹²



Care costs for women will be higher than men as they typically live longer¹³

1 in 7 people will require LTC lasting >5 years, costing \$250,000 or more¹⁴

WHAT IS OHIO DOING TO PREPARE?



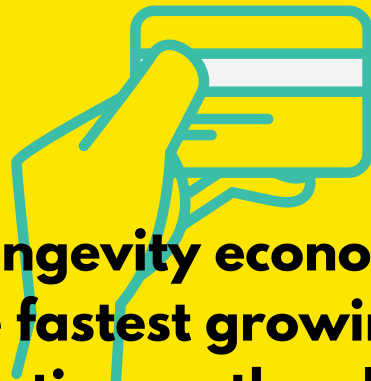
The Administration has sought to re-balance where long-term care is provided - reimbursing as much long-term care in the home as in institutional settings. Institutional care is typically costlier both to the consumer and to the state, and many consumers prefer to receive care in their homes.

The General Assembly is working toward increasing payment incentives for providing higher quality outcomes in institutional settings, and provider associations continue to advocate for higher reimbursements and additional supports to reinforce the LTSS workforce.

Earlier this year, Governor DeWine signed SB 24, creating an Alzheimer's Disease and Dementia task force to create a state action plan.¹⁵



Hybrid LTC/life insurance policies are on the rise



The longevity economy: as the fastest growing population on the planet, elders are driving a substantial portion of the world economy



Baby boomers: a more active and engaged generation requiring new care models

WHAT KINDS OF JOBS ARE AVAILABLE IN MY AREA?

State Tested Nurse Aides (STNAs)

State Tested Nurse Aides (STNAs) are the frontline caregiver positions most in need by long-term care providers. This is often a first step towards a career in nursing and caregiving, with many pathways upward.

Still, filling and retaining these roles can be difficult, and almost all Ohio providers are currently hiring STNAs. A recent study showed that 60% of Ohio long-term care providers had no applicants nor qualified applicants for certain positions.¹⁷

"State tested nurse aides, which provide basic care for patients, play a crucial role at senior living facilities but the physically and emotionally demanding job has high turnover rates, particularly as the labor market tightens and other industries raise their wages."

-Dayton Daily News, 2019

A Growing List of Careers

In addition to STNAs, facilities need more registered nurses (RNs) and other positions across the clinical healthcare spectrum. Acute care settings are the most popular field of study for many nursing students, but there is a great need within long-term care. STNAs can access continuing education, many times with employer assistance, to progress on a healthcare pathway from STNA to RN.

Long-term care providers also employ culinary and service staff, administrative positions, and many more. 21 distinct careers within aging services and post-acute care were identified during LeadingAge Ohio's 'Careers That Love You Back' program development.



WORKFORCE INITIATIVES

2019

Retention

The Department of Labor now provides grant money for the state to implement an expanded **apprenticeship** program. LeadingAge Ohio identified 11 community colleges to participate, offering students employment as they attend the class and a guaranteed job as an STNA once they finish their class. Programs have been developed at Columbus State Community College, Lorain County Community College, Sinclair Community College, Edison State Community College, and Cuyahoga Community College.

Employer Resource Networks (ERN®) foster business engagement and provide tools for employees to navigate challenges to their successful employment (transportation, child care, domestic abuse, payday shortfalls, and more). The Grand Rapids-based ERN® program is working with LeadingAge Ohio as a partner to help foster growth across Ohio. In some cases, county **United Ways** have been the facilitator of these outside-of-work supports.

LeadingAge Ohio Employer of Choice uses operational standards and relevant criteria to emphasize the importance of treating employees with the same care that employers wish these employees to provide. 23 member organizations were honored as 2019–2020 Employers of Choice.

LeadingAge Ohio provides **Frontline Supervisor Training** to share leadership principles and best practices that are consistently applied by all supervisors. This program provides employees with a strong foundation to build a work environment that maintains respect, trust and accountability.

Recruitment

The **Careers That Love You Back** campaign showcases 21 distinct career options in the fields of aging services and post-acute care. Using a poster series, this program fosters an early awareness and interest in the field of aging services in K–6 grades, laying the foundation for later career readiness and training. The examples vary across a full range of jobs and the program includes a teacher's guide and instructions for approaching school districts served by members' employees.

Elder Care Certification was developed with the Ohio State University's Alber Enterprise Center and is currently being piloted by Vanguard-Sentinel Career and Technology Center. Building off of this progress, Good Shepherd Home in Fostoria developed a **Dementia Care Certification**, which is also being piloted in Northwest Ohio.

A **Nursing Survey** is underway with Kent State University to evaluate why some nurses prefer acute care for their career path over long-term care. Conversely, the survey will explore why those who choose long-term care find their work so fulfilling.



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