



California Social Work Education Center (CalSWEC) II

Website: <http://calswec.berkeley.edu/>

- In 2004, CalSWEC, with a decade of success increasing the number of well qualified social workers in child welfare, established the CalSWEC II Aging Initiative (AI).
- In 2004, the **Archstone Foundation** and the California Geriatric Education Center supported the first statewide AI Summit with CSULB.
- In 2005, the **Archstone Foundation** funded the **CALIFORNIA LABOR FORCE DEVELOPMENT PROJECT** with the **mission:**

To improve the care of California's older citizens by creating a well prepared labor force of geriatric social workers to provide social and health services, create linkages between programs and support caregivers.

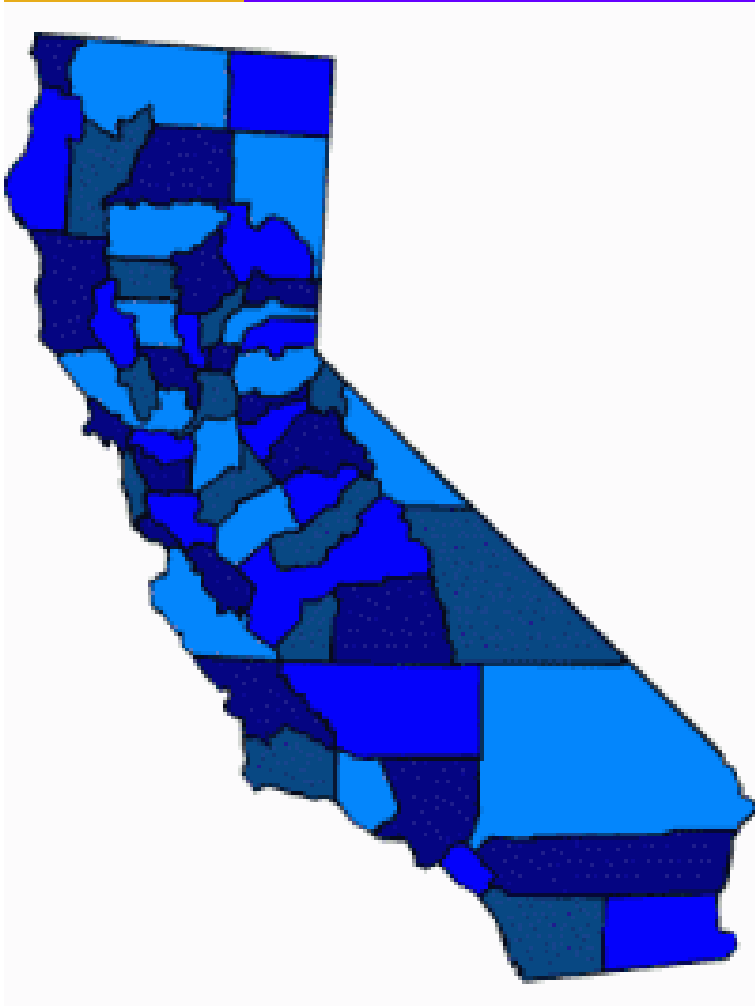
California Trends

California has the largest older adult population in the nation: 3.6 million adults 65 years or older

By 2030 these numbers are expected to more than double to 8.9 million

Most growth between 2010 and 2030 will be due to the aging of Baby Boomers

The oldest Californians, those aged 85 years and older, are projected to increase almost fourfold through 2040





Archstone ACCOMPLISHMENTS

- ◆ **Beginning June, 2005 to present the following major projects were successfully completed:**
 1. CalSWEC Aging Competency Model created and endorsed statewide
 2. Survey/report status of geriatric curriculum in schools of social work (17)
 3. Faculty development with Hartford GeroEd
 4. CalSWEC Aging Dissemination Center
 5. County agency- university collaboratives
 6. Geriatric stipend generation throughout the state
 7. Geriatric in-service training models for agency staff
 - 8. California Aging Labor Force Study**

NORTHERN CALIFORNIA
San Francisco State
San Jose State
UC Berkeley
CSU East Bay

CENTRAL CALIFORNIA
CSU Bakersfield

SOUTHERN CALIFORNIA
CSU Long Beach

**CalSWEC Aging Initiative:
California Collaborative Members**



National Need for a Geriatric Workforce



- ◆ Institute of Medicine 2008 Interdisciplinary Report
“Retooling for an Aging America: Building the Health Care Workforce”
 - Enhance competence of all individuals in the delivery of geriatric care
 - Increase the recruitment and retention of geriatric specialists and caregivers
 - Redesign models of care and broaden provider and patient roles to achieve greater flexibility (responsiveness) in the system



Aging Labor Force Study

PIs: Catherine Goodman, JoAnn Damron-Rodriguez, LF Research Team: Ailee Moon and Steve Wilson

Funded By The Archstone Foundation



◆ Objective:

- To examine the current and projected labor force needs of California agencies serving older adults and their families.

◆ Method:

- Cross-sectional survey to:
 - COUNTY WELFARE DEPARTMENTS (CWD) 58 counties; Adult Protective Services (APS), In-Home Supportive Services (IHSS)
 - AGING NETWORK SERVICES (ANS: Area Agency on Aging (AAA), AAA subcontracted agencies and Adult Day Healthcare (ADHC).



CWD & ANS: SAMPLES

CWD Response Rate: 77%

CWDA	APS	IHSS	Combined	Total
# of participating counties/agencies	29	32	12	45 counties 73 cases

ANS Response Rate: AAA, 36%; Sub and ADHC, 11%

ANS	AAA	AAA-Sub	ADHC	Total
# of participating counties/agencies	12	38	40	22 counties 90 cases



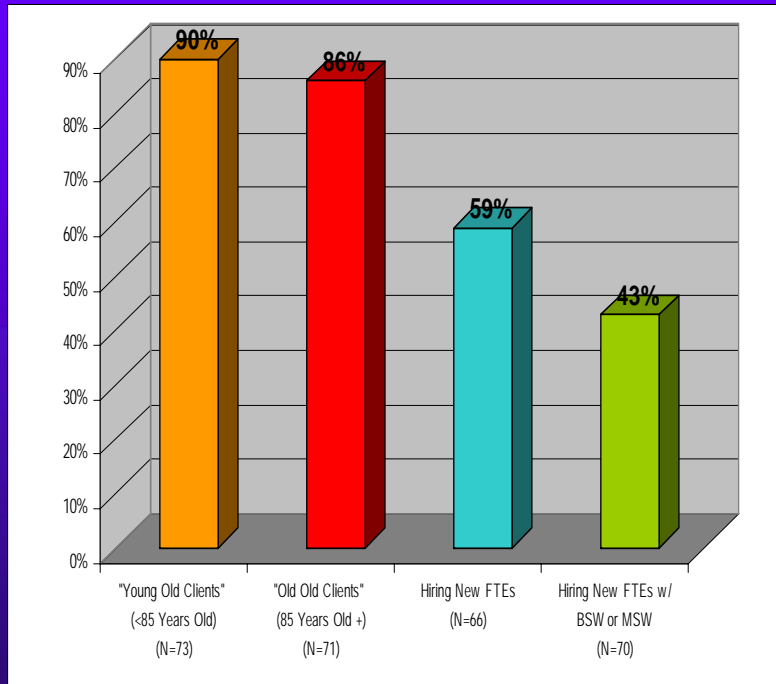
Survey Content

- ◆ Agency services provided
- ◆ Client characteristics & caseload size
- ◆ Staff including educational background
- ◆ Projected growth: older clients & staff
- ◆ Barriers to hiring & retaining qualified staff
- ◆ Competencies of aging service workers
- ◆ Recommendations for education & state public policy development

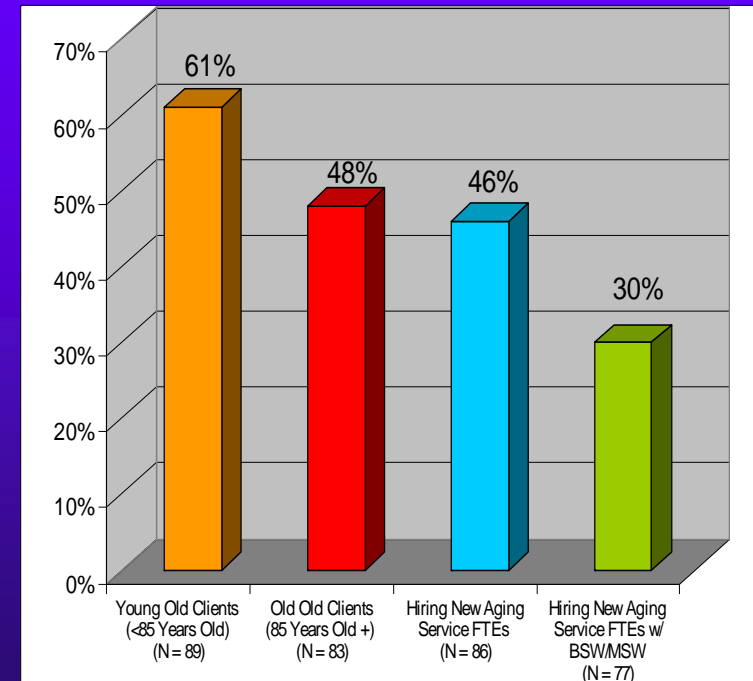


Percent of Agencies Projecting Increases in Clients and Staff

CWD



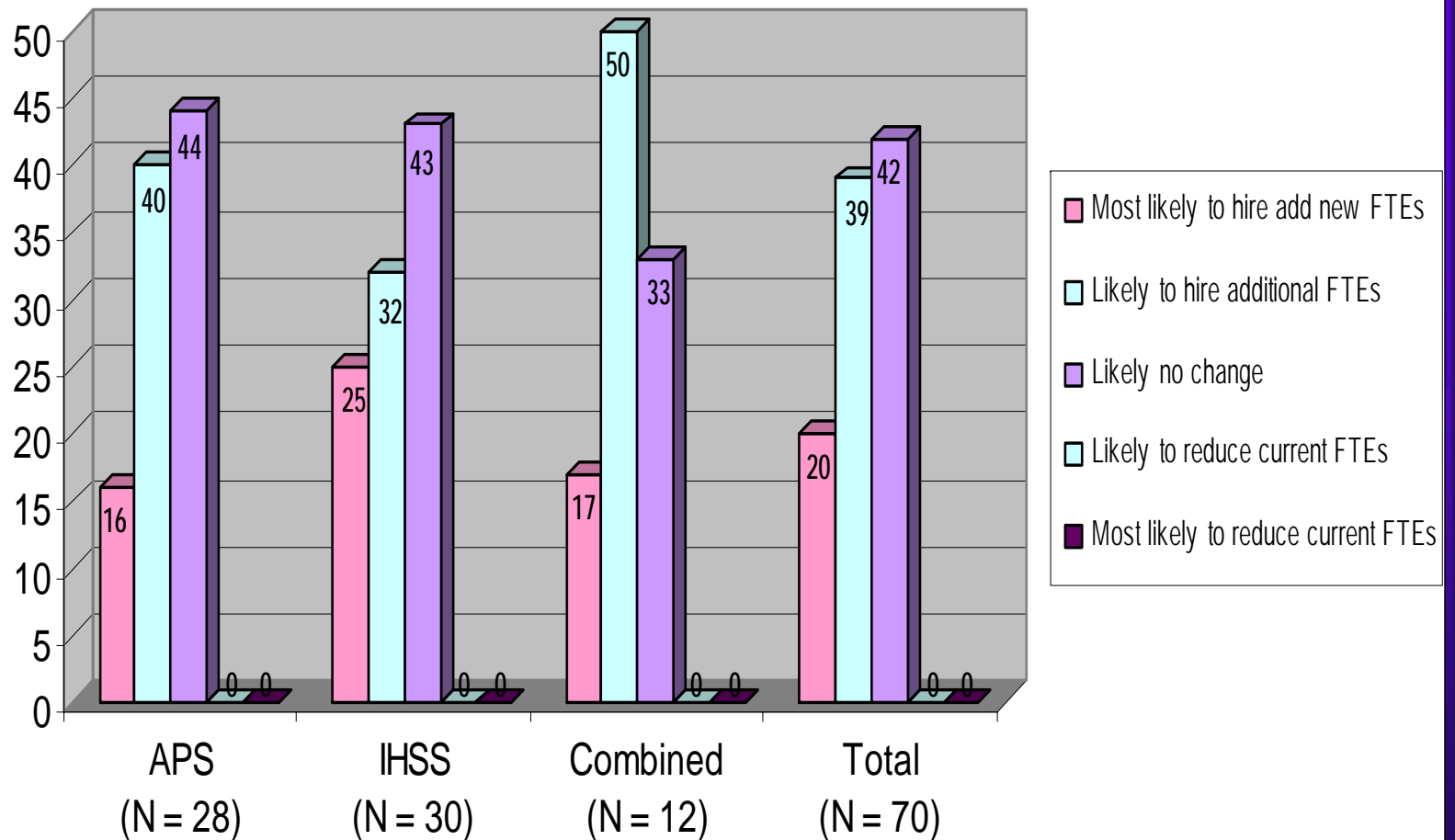
ANS





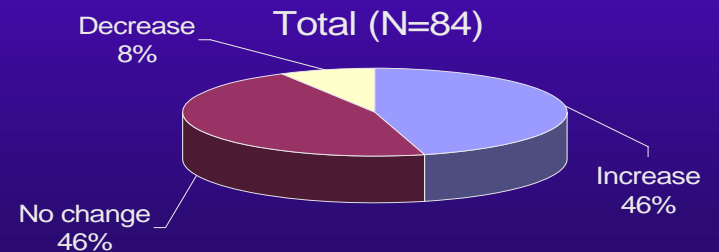
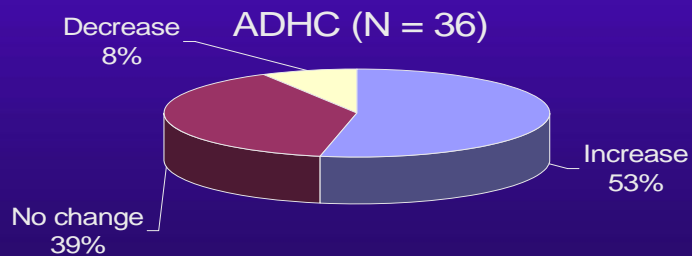
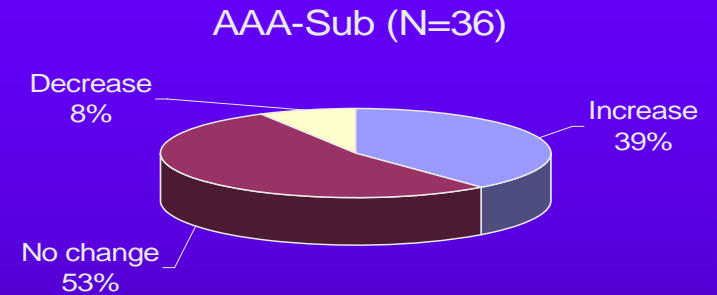
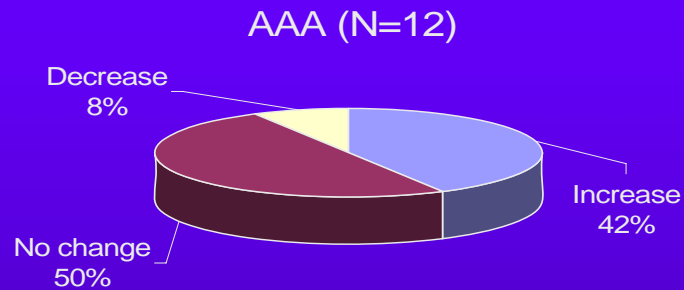
Projected Increase in CWD Aging Service Staff Hiring (Next Three FYs)

Likely to hire additional new FTE workers or reduce the current FTE allocations?



Direction of Change in Number of Current FTE ANS

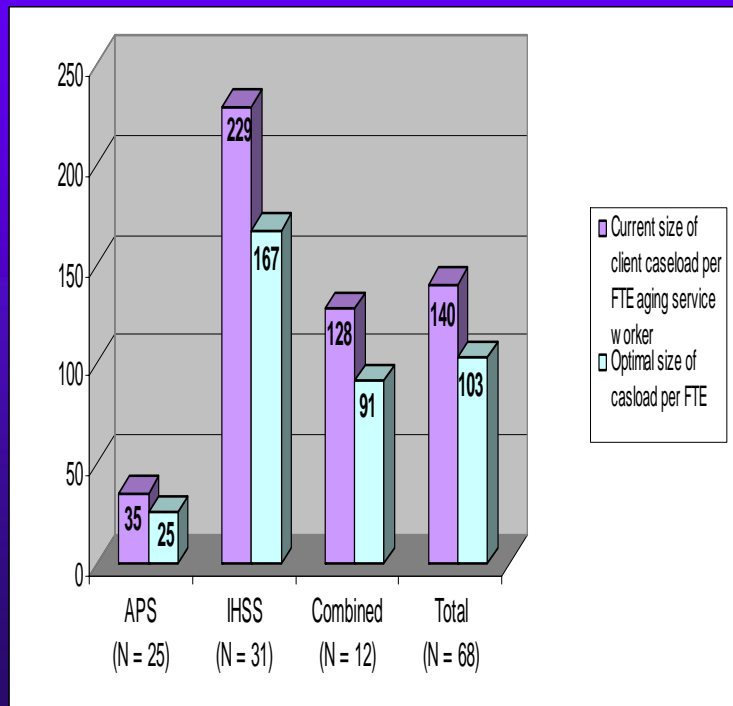
Staff Compared to Past FY (2006-07)



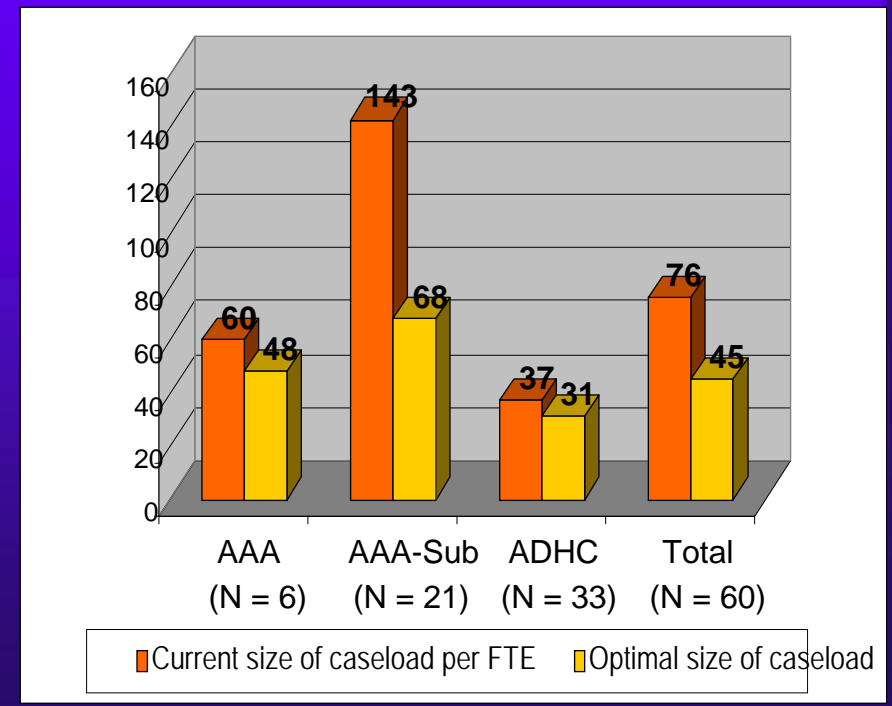
Average Current and Optimal Size of Client Caseload per FTE Aging Service Staff



CWD



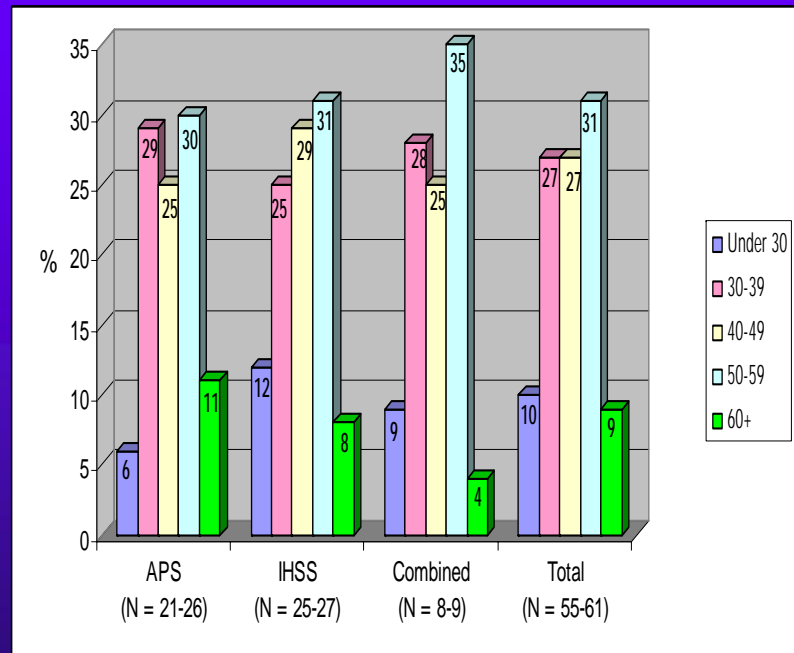
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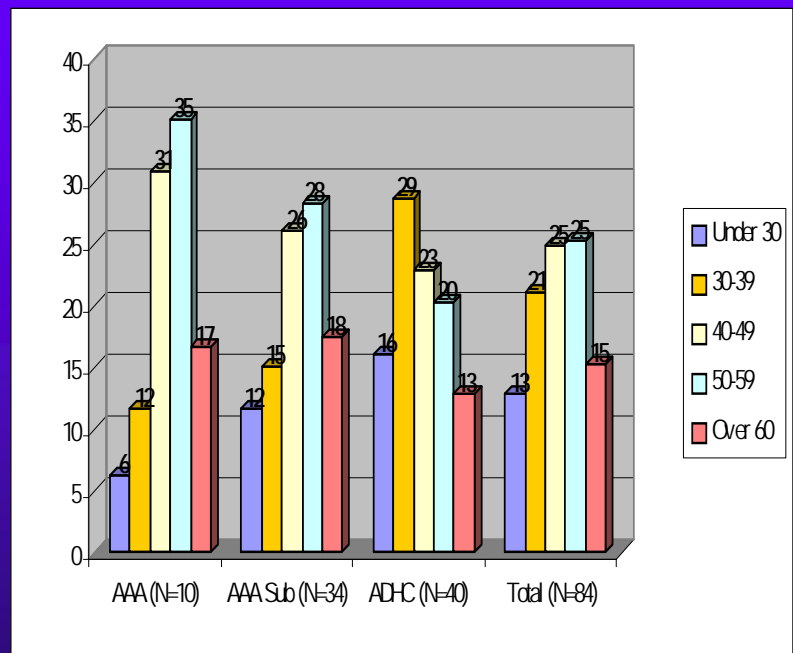


Age Distribution of Current Aging Service Staff: 40% Age 50 or over

CWD



ANS



Aging Service Worker Average Turnover Rate

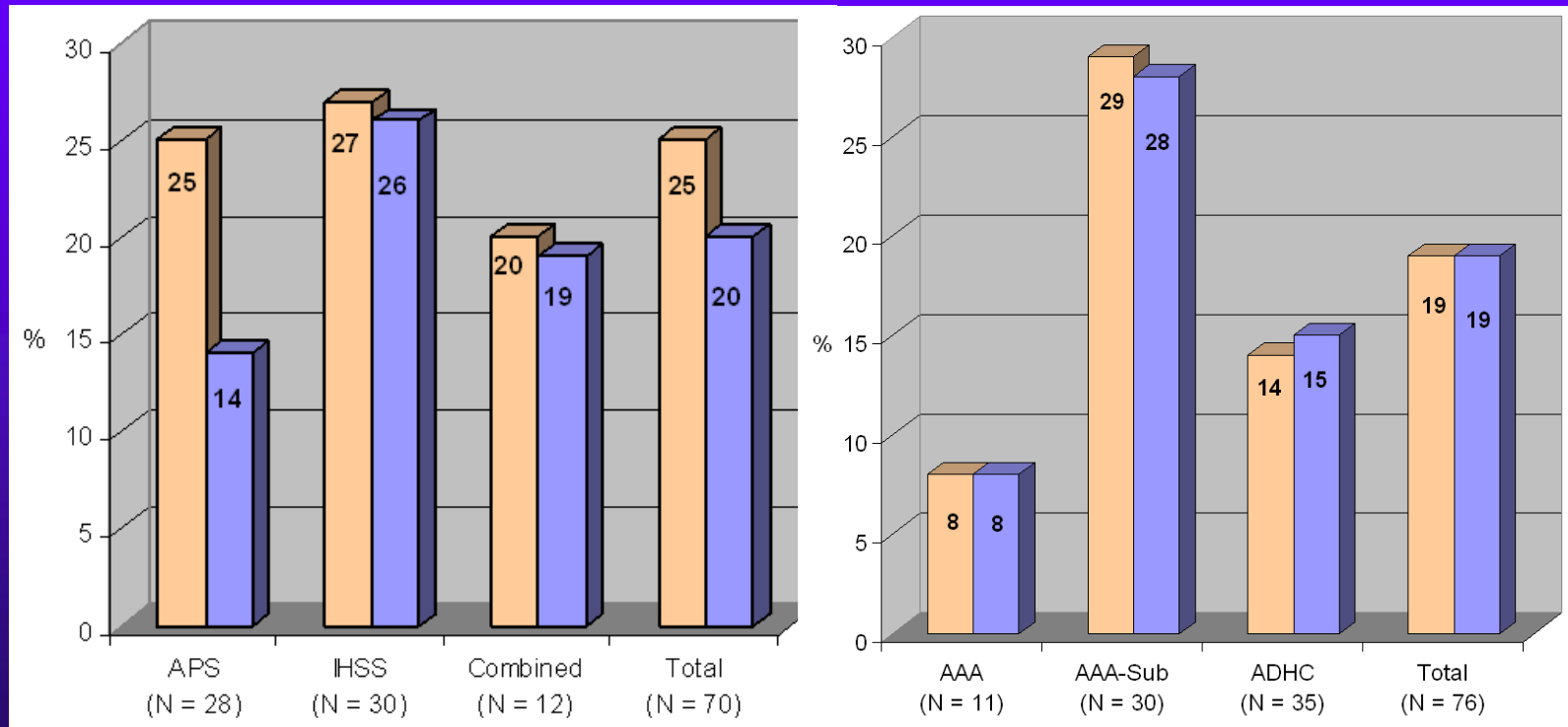
Two Estimates:

Percent Total FTE and Allocated FTE (FY2006-2007)



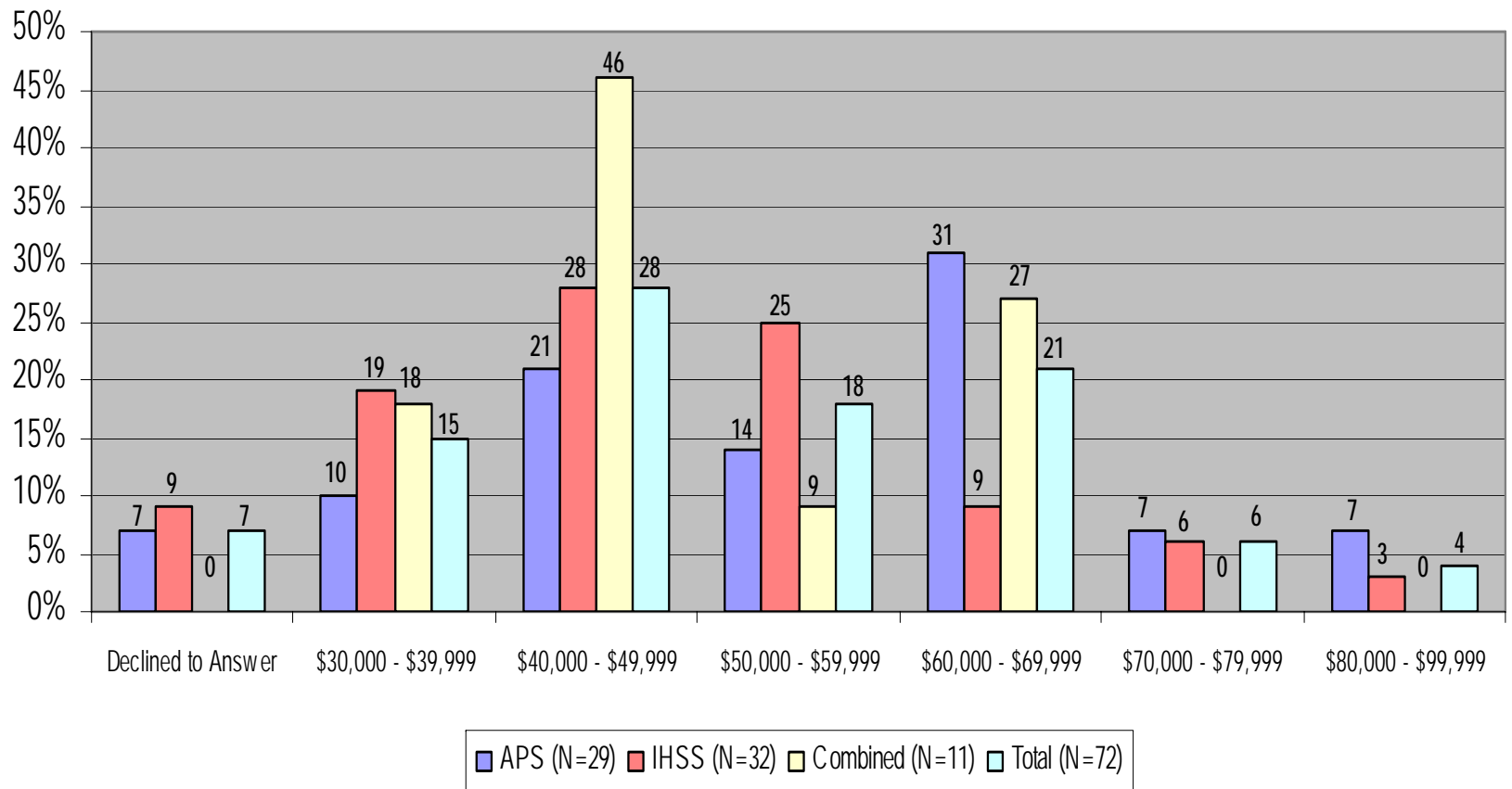
CWD

ANS





Gross Salary for CWD Aging Service Staff

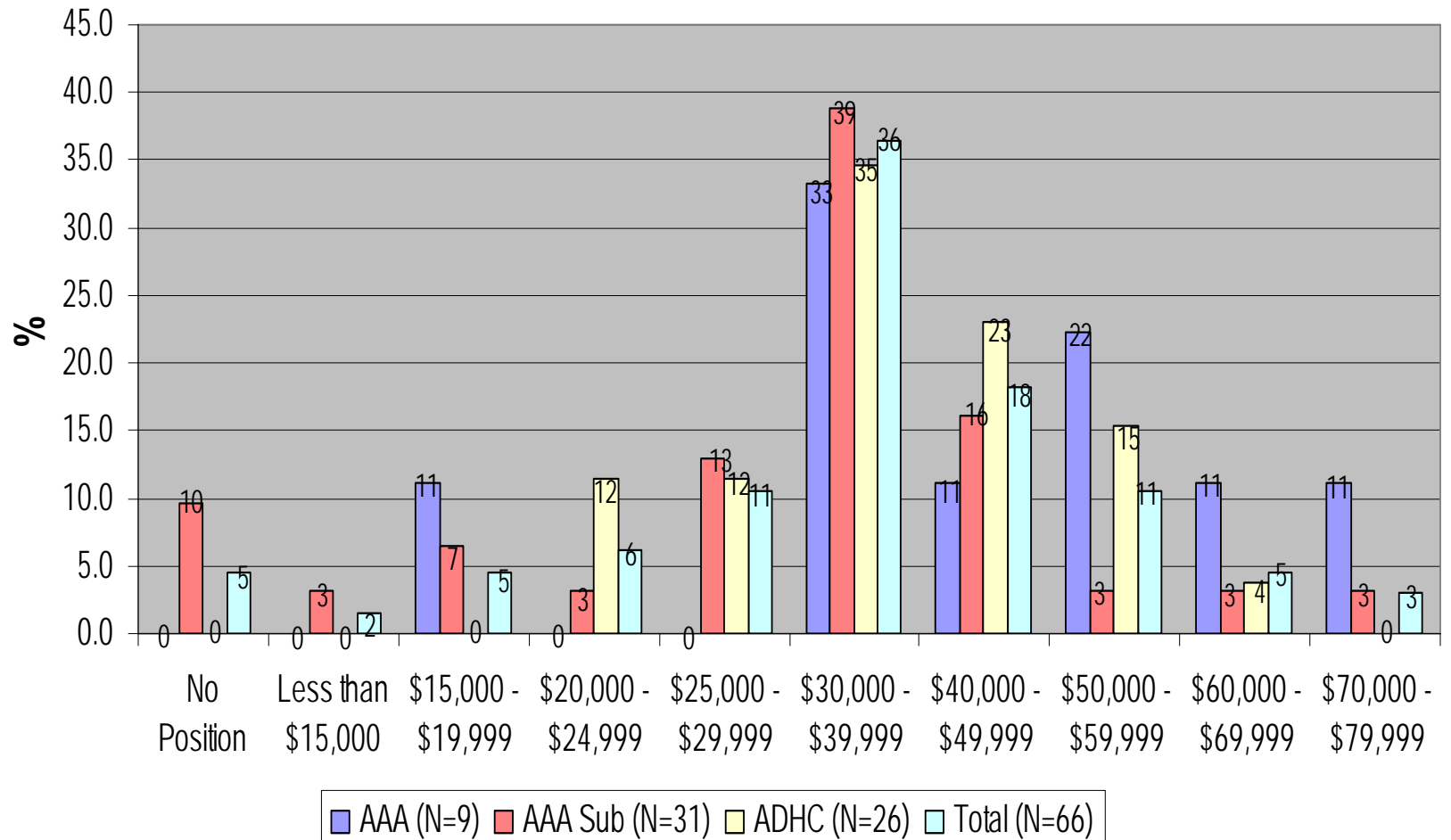


Figures do not include management and directors.

*Zero percent noted for \$25,000-\$29,999 & Over \$100,000.



Gross Salary for ANS Aging Service Staff



Figures do not include management and directors.



Staff with Gerontology Education

CWD Agencies:

60% had NO staff with formal training

- ◆ APS = 52%
- ◆ IHHS = 70%
- ◆ Combined (doing both) = 60%
- ◆ **61% provided in-service training**

ANS Agencies:

61% had NO staff with formal training

- ◆ AAA's = 55%
- ◆ Subcontractors = 65%
- ◆ ADHC = 59%
- ◆ **72% provided in-service training**



Staff with Gerontology Education

CWD Agencies:

40% had “some” staff with formal training

- ◆ One staff = 21%
- ◆ Two staff = 6%
- ◆ 3 staff = 11%
- ◆ 4+ staff = 2%

ASN Agencies:

39% had “some” staff with formal training

- ◆ One staff = 12%
- ◆ 2 staff = 10%
- ◆ 3 staff = 3%
- ◆ 4+ = 14%

Examples Very Important Competencies

CWD % (ANS%)	Very Important	Most Have Skill
Establish rapport and maintain an effective working relationship with older adults and their families	92 (90)	93 (87)
Client advocacy to help elders obtain quality services	80 (77)	87 (69)
Conduct a comprehensive geriatric assessment	73 (74)	54 (57)
Evaluate the effectiveness of practice and programs in achieving intended outcomes for older adults	47 (63)	35 (43)





Additional Competencies Agencies Identified

- ◆ Core Social Work Practice Skills
 - Assessment and Treatment of Clients
 - Case Management Skills
 - Community Coordination Skills
- ◆ Mental Health Assessment Skills
- ◆ Improved Team Coordination Skills
- ◆ Improved APS Investigation Skills
- ◆ Improved Legal System Knowledge

Positions in Aging Services: MSW Specified in Any Position Description?



CWD

APS, yes	59%
IHSS, yes	33%
Combined, yes	67%
Total, yes	49%

ANS

AAA, yes	55%
AAA sub, yes	25%
ADHC, yes	100%
Total, yes	63%

BSW-MSW Report

(For Agencies Reporting Education)

CWD (about 70-85% of sample)

- ◆ Directors more likely to be BSW 40%, MSW 52%
- ◆ Managers/supervisors BSW 19%, MSW 22%
- ◆ Aging Service Workers: BSW & MSW 9%

ANS (about 60-75% of sample)


- ◆ Directors BSW 9%; MSW 15%
- ◆ Managers/supervisors BSW 10%; MSW 20%
- ◆ Aging Service Workers: BSW & MSW 14%



BSW-MSW Report

(For Agencies Reporting Education)

CWD (about 70-85% of sample) **ANS** (about 60-75% of sample)

- 
- ◆ Directors more likely to be BSW 40%, MSW 52%
 - ◆ Managers/supervisors BSW 19%, MSW 22%
 - ◆ Aging Service Workers: BSW & MSW 9%
 - ◆ Directors BSW 9%; MSW 15%
 - ◆ Managers/supervisors BSW 10%; MSW 20%
 - ◆ Aging Service Workers: BSW & MSW 14%

LACK OF APPLICANTS: Somewhat to Extremely Serious Barrier to Hiring MSW/BSW's




CWD

- ◆ APS 74%
- ◆ IHSS 58%
- ◆ Combined 91%
- ◆ Total 70%

ANS

- ◆ AAA 45%
- ◆ AAA Sub 45%
- ◆ ADHC 85%
- ◆ TOTAL 65%



Most Serious Perceived Barriers To Hiring and Retaining Qualified Staff

Types of barriers	County Welfare	ANS
Lack of applicants with experience	88%	73%
Lack of ethnic minority applicants Including lack of bi-cultural and Bi-lingual applicants	75	73
Low salaries	71	85
Heavy caseloads that discourage applicants	62	--
Lack of promotional opportunities	--	79



Conclusions/Implications

- ◆ Increase in clients to be served and staff need on the increase/ demand does match projected hiring
- ◆ Caseloads on average more than optimal to provide optimal services
- ◆ 40% aging service workers 50 years or older/projected loss of employees by retirement
- ◆ One in 4 county workers leave agency each year/increased demand for skilled employees due to high turn-over



Conclusions/Implications (Cont.)

- ◆ APS and IHHS agencies reporting on staff education indicated about 9% held an MSW degree/addressing barriers to professional hiring
- ◆ 60% of the agencies zero staff with formal education in gerontology/need for job description requirements gero education
- ◆ Perceived lack of qualified applicants/not finding gero graduates
- ◆ High level of need for geriatric competencies identified though inservice training provided by majority/ university skill preparation to meet work demands

PREPARING A LABOR WORK FORCE FOR AN AGING CALIFORNIA



Funded By The Archstone Foundation