Together We Care Campaign

YEAR IN-REVIEW

ADVOCATING TEAM CARE FOR OLDER ADULTS

Eldercare Workforce Alliance

2019
April 11, 2018 was the 10th anniversary of the National Academies’ (formerly Institute of Medicine) report Retooling for an Aging America: Building the Health Care Workforce. This seminal report led to the establishment of the Eldercare Workforce Alliance (EWA), a coalition of 35 organizations committed to developing practical solutions to strengthen our eldercare workforce and improve the quality of care.

To recognize this anniversary, over the last year the Eldercare Workforce Alliance led a campaign to examine our progress since the report and share solutions for current and future workforce needs.

EWA collaborated with coalition members and other relevant partners to address specific topic areas each month.
THE CAMPAIGN: THEMES

April: Launch
May: Geriatrics Workforce Programs Advocacy
June: Alzheimer's Training
July: Pharmacists
August: Direct Care Workforce
September: Age-Friendly Workforce
October: Mental Health
November: Family Caregivers and Veterans
December: Care Coordination
January: Cultural Competency
February: EWA 10th Anniversary
March: Social Work
APRIL 2018: THE LAUNCH

THE GOAL:

Increase the visibility and show importance of the workforce that cares for older adults.

1. 88 million adults over 85 by 2050

2. 355,000 direct care worker shortage by 2040

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"The United States is facing a critical shortage of geriatric health professionals and direct service workers to support our aging population. Today, we need 20,000 geriatricians; however, fewer than 7,300 of our nation’s nearly one million physicians are board-certified as geriatricians. By 2030, we will need 30,000 geriatricians and even more geriatric health professionals and direct service workers. To achieve this goal, we will need to train 1,600 geriatric specialists per year over the next 12 years."

-Sen. Susan Collins, Introducing the Geriatrics Workforce Improvement Act
June: Alzheimer's & Dementia Training

“When a family is faced with a loved one living with a dementia related illness, there are so many feelings, needs, and concerns that arise. Having a skilled and educated dementia care partner involved in the care team can make a world of difference.”

MOLLY FOGEL, Alzheimer's Foundation of America, Director of Education and Social Services
“Many older adults, both within the VA and in the community, take multiple medications, so addressing the complexities of poly pharmacy and fostering de-prescribing where appropriate is one issue I am currently working on.”

DR. AMY LINSKY, Clinician-Investigator, General Internal Medicine, Center for Health Outcomes and Implementation Research, VA Boston Healthcare System
"The PCA shortage is the result of multiple factors that require a coordinated, strategic, multi-factorial response. It is our hope that by advocating for higher wages while simultaneously tackling training, public and policy-maker education, professional standards, disrespectful language, and other “real solutions”, the climate will shift and better labor conditions will finally be possible."

-CLARE C. LUZ, PHD, MSU College of Osteopathic Medicine
September: Age-Friendly Workforce

“Together we can help make the recommendations from the Retooling for an Aging America report real, by creating more age-friendly health systems, with a workforce to match”
- Rani E. Synder, Vice President, Program, John A. Hartford Foundation

WHAT MATTERS
Understanding and implementing each patient’s specific health goals and care preferences

MEDICATION
Reduce harm/burden and giving patients medications to help with mobility, mentation, and what matters

MENTATION
Focus on depression, dementia, and delirium

MOBILITY
maintaining mobility and preventing/treating complications of immobility
“Combining mental health provider services and expertise in a team-setting with primary care can reduce costs, increase the quality of care, and, ultimately, improve lives.”

Gregg Warshaw, MD, Professor, Department of Family Medicine; Adjunct Professor, Division of Geriatric Medicine
November: Family Caregiving

“Caregiving is a job where you learn everything on the fly, and there’s no one training you. And the job is life or death. I’d be lying if I said it was easy.”

AISHA ADKINS, Family Caregiver

FamCaregiverAlliance @CaregiverAlly · 5 Nov 2018
A6A: Caregivers are often unprepared for the challenges they face especially legal and financial planning. If the diagnosis is Alzheimer’s, there is an added challenge because the behaviors associated with Alzheimer’s...
#TogetherWeCare

FamCaregiverAlliance @CaregiverAlly · 5 Nov 2018
A6B: …add a more difficult layer on top of “normal” caregiving. Caregivers are under a tremendous amount of stress and often succumb to illness because of it. People you thought you could count on often disappear. #TogetherWeCare

ACLgov @ACLgov · 5 Nov 2018
A3. We should not rely on the family caregiver to reach out on their own; we need to be proactive in our efforts to offer support and assistance. It is important to regularly check in with them to see how they are managing. #TogetherWeCare.
December:

Care Coordination

“PACE has helped me so much and the staff here are so wonderful; it is just beautiful. They make sure you get the best care you deserve, and that is what I love about being here”

ALFONZER BROOKS, PACE Southeast Michigan
January: Cultural Competency

American Geriatrics Society @AmerGeriatrics · Jan 17
Culture is part of #PersonCenteredCare. Knowing cultural background of older adults can help us understand things impacting health, such as preferred foods, alternative #medicine practices & #exercise practices. #TogetherWeCare

APA Public Interest @APAPubliclnst · Jan 17
A4. Understanding the impact of racism. The effects of racism are felt daily & intersects with other forms of discrimination, including ageism, classism, sexism, ableism, & heterosexism. Aim to understand the lens through which individuals view their experiences. #TogetherWeCare

ElderCare Workforce Alliance @ElderCareTeam · Jan 17
Q4. How can cultural competency training improve health and quality of care? And help mitigate health disparities? #TogetherWeCare

Rita Choula @rchoula · Jan 17
A1: Older adults and their family #caregivers are first and foremost people not just #patients. Their culture embodies who they are and shapes their history. It is imperative that professionals caring for them learn to understand that. #togetherwecare
February: EWA’s 10th Anniversary

“A serious shortage in the health care workforce is failing to meet the needs of older Americans. It is estimated that by 2030, 3.5 million trained health care workers will be needed just to maintain the current access level for older Americans. This means that unless we act now, seniors, especially those with multiple chronic conditions and cognitive impairments, may not receive the quality of care they need.”

–Rep. Jan Schakowsky at EWA’s Congressional Briefing
March: Social Work

**NASW @nasw · Mar 25**

Replying to @ElderCareTeam

@ElderCareTeam A3. Within interdisciplinary teams, social workers provide services such as screening, biopsychosocial assessment, supportive counseling, psychotherapy, resource linkage, systems navigation, service coordination, and advocacy. #TogetherWeCare #SocialWorkMonth

**BU School of Social Work @BUSSW · Mar 25**

Replying to @ElderCareTeam

@ElderCareTeam A5: Mental health literacy is key to understanding issues around behavioral health. Training enhances our ability to recognize & diagnosis. Local coalitions can advocate for funding for better services. #TogetherWeCare #SocialWorkMonth 1/2

**CSWE @CSocialWorkEd · Mar 25**

Happening now, @DarlaSCoffey replies to the @ElderCareTeam #TogetherWeCare Q2! Join the conversation on #olderadultcare! #ElevateSocialWork #SocialWorkMonth #SocWorkEd

**darlaspencecoffey @Darlascoffey**

A2: Social determinants make up 80% of the factors that impact health outcomes (access to healthcare and its quality only make up 20%). So really, social determinants = health. Housing, climate, social support, economics.... it’s everything. #TogetherWeCare #SocialWorkMonth ...
Endnotes


“Innovative Coordinated Care for Veterans” by U.S. Dept of Veteran Affairs’ Dayna Cooper
“What a Fight for Home Care Worker Protections Taught Us” by PHI’s Robert Espinoza
“Ten Years Later” by EWA Co-Conveners Nancy Lundebjerg and Michele Saunders
Spotlight Interview with Dr. Tracy Lustig of “Retooling For An Aging America”
“Supporting Families Living With Dementia” by Molly Fogel
“Rush University Medical GWEP CATCH-ON” by Rush University
“The Impact of Geriatric Academic Career Awards” by Paul Tatum III
“Interview with Dr. Amy Linsky on Deprescribing” by Amy Linsky
“Healthcare Systems and the Community in Partnership” by Tara Cortes
“The Home Care Workforce: Low-Pay and Lack of Respect for a Highly Skilled Lifeline Makes No Sense” by Clare C. Luz
“Learning to Appreciate Integrated Care to Address Mental Health Needs in Older Adults” Spotlight with Gregg Warshaw, MD
“Building Age-Friendly Health Systems and a Workforce to Match” by Rani E. Snyder
“Aisha Adkins, 33-Year-Old Caregiver, Tells Her Story” Spotlight
“Cultural Competence: A Challenge Facing Health Care Providers” by Nicolas Pena
“Marcus Escobedo with the John. A Hartforfd Foundation” Spotlight
“EWA Executive Director Amy York Reflects on #Together We Care Campaign” Spotlight
EWA Membership

AARP
Alzheimer's Association
Alzheimer's Foundation of America
AMDA – The Society for Post-Acute and Long-Term Care Medicine
American Academy of Nursing
American Association for Geriatric Psychiatry
American Geriatrics Society **
American Health Care Association/National Center for Assisted Living
American Nurses Association
American Physical Therapy Association
American Psychological Association
American Society of Consultant Pharmacists
American Society on Aging
Caring Across Generations
Center for Aging & Disability Education & Research, Boston University School of Social Work
Center for Health and Social Care Integration
Coalition of Geriatric Nursing Organizations
Community Catalyst
Cooperative Development Foundation^
Council on Social Work Education
Family Caregiver Alliance
Gerontological Society of America**
Hartford Institute for Geriatric Nursing
LeadingAge
National Alliance for Caregiving
National Association for Geriatric Education
National Association of Area Agencies on Aging (n4a)
National Association of Social Workers
National Consumer Voice for Quality Long-Term Care
National Cooperative Bank
National Council on Aging
National Hispanic Council on Aging
National PACE Association
NCB Capital Impact/THE GREEN HOUSE® Project^*
PHI - Quality Care through Quality Jobs
SEIU Healthcare

Federal Liaisons
US Department of Veterans Affairs
Administration for Community Living
Health Resources and Services Administration (HRSA)
Office of Women’s Health, HHS

* Alliance Co-conveners
^ Non-voting Members