



**CALIFORNIA SOCIAL WORK EDUCATION CENTER
AGING INITIATIVE**

<http://calswec.berkeley.edu>

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April 11, 2008

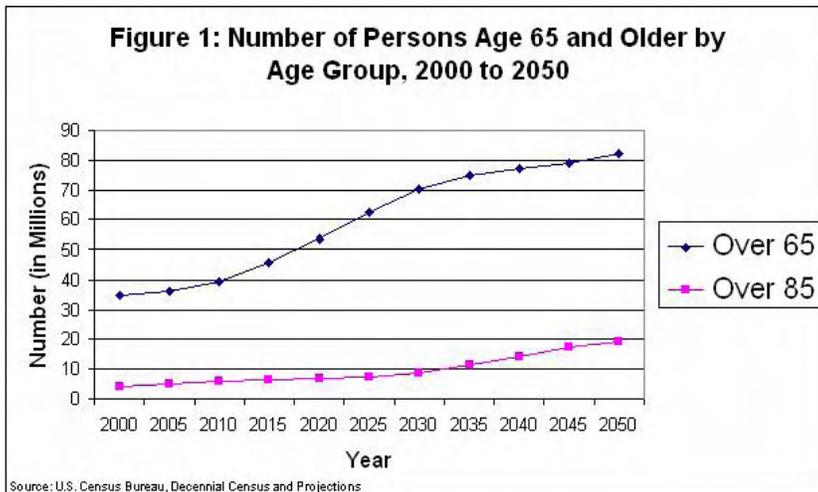
For: California Board of Behavioral Sciences
Policy and Advocacy Committee

Per your request

Gerontological Workforce Issues and Assembly Bill 2543

1. US and California Demographic Trends in Aging
2. Need for a Geriatrically Trained Workforce
3. Response to the Need for a Geriatrically Trained Workforce
4. Geriatric and Gerontology Workforce Expansion Act of 2008 - AB 2543

U. S Demographic Trends



The US population 65 + years is expected to more than double from 35 million in 2000 to over 86 million in 2050 representing nearly 21% of the total population by mid century.

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 fourfold through 2040.

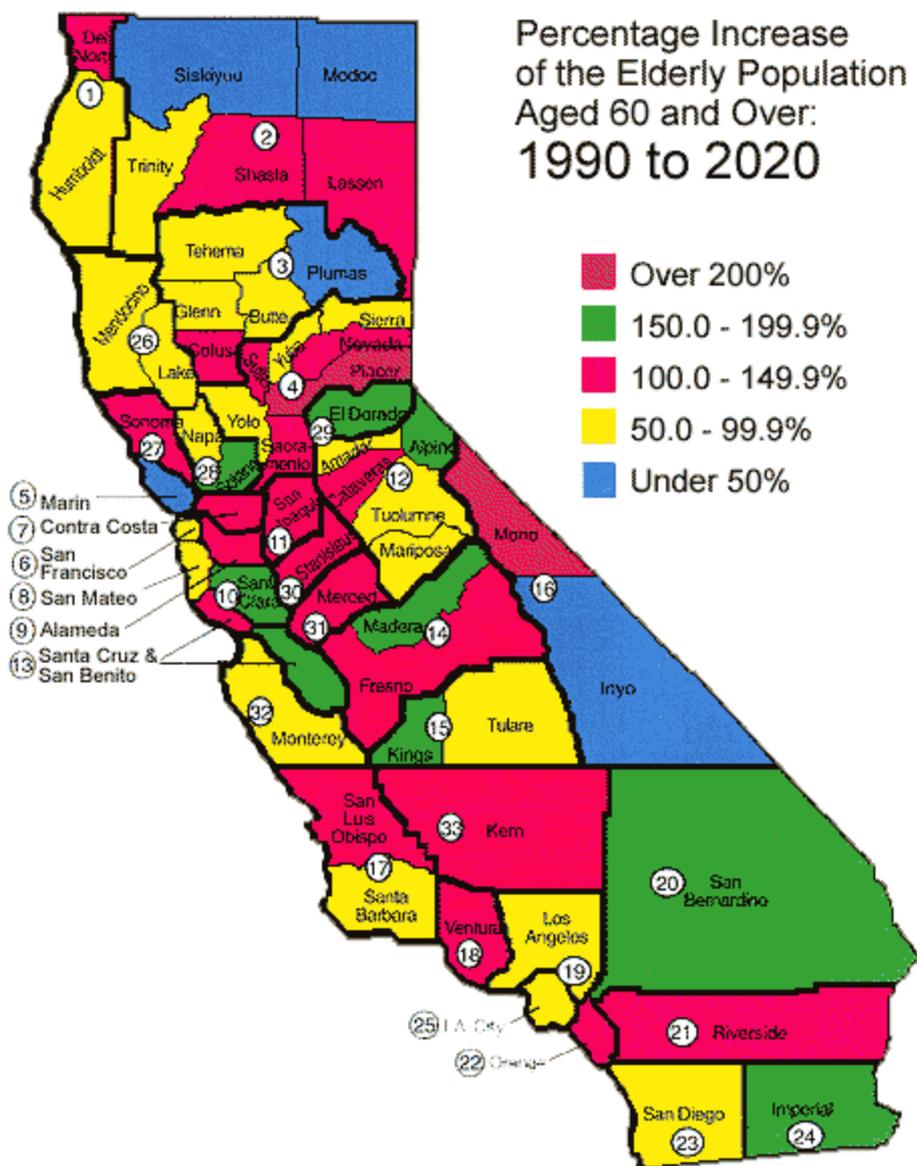
The older adult population is becoming more racially and ethnically diverse, with Hispanic, African American, and Asian populations growing at more rapid rates than older Caucasians.

Except for Hawaii, California is the most racially and ethnically diverse state in the nation.

California leads the nation in the number and percentage of older recent immigrants, the majority of whom are of Latino, Asian, or Pacific Island origin.

FACTS ABOUT CALIFORNIA'S ELDERLY

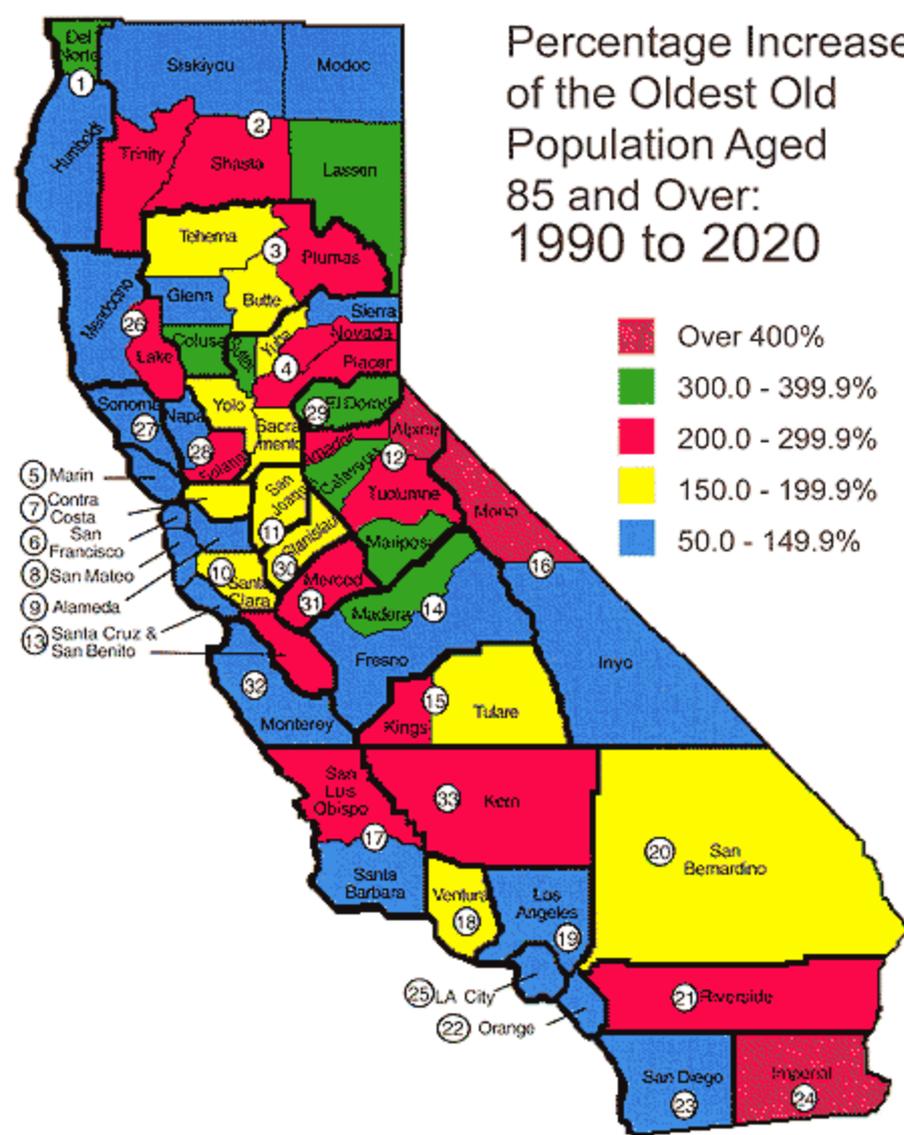
Percentage Increase of the Elderly Population Aged 60 and Over: 1990 to 2020



The elderly age group will have an overall increase of 112 % during the period from 1990 to 2020. More than half the counties will have growth rates of over 150%. These counties are located throughout the central and southern areas of the State. The influence of the 60 and over age group on California is expected to emerge most strongly between 2000 to 2020.

FACTS ABOUT CALIFORNIA'S ELDERLY

Percentage Increase of the Oldest Old Population Aged 85 and Over: 1990 to 2020



The oldest old age group will increase at even a faster rate than the elderly, having an overall increase of 143% during the period from 1990 to 2020. Of the State's 58 counties, 38 will have increases of more than 150%, 26 will have increases of more than 200%, and 11 will have over a 300% increase in the number of persons aged 85 and older. Of these 11 counties, all but one are located in the central and northern areas of the State. Counties can expect to experience even higher growth rates after 2020. In particular, the influence of the 85 and over age group on CA will emerge most strongly between 2030 to 2040 as the first of the baby boomers reach 85 years of age.

From CA Dept. of Aging 3/13/08
http://222.aging.ca.gov/stats/map_narrative_3.asp#middle_column

FUNDED, IN PART, BY THE ARCHSTONE FOUNDATION

The Need for a Geriatrically Trained Social Work Workforce

Nationally:

- Shortage of Social Workers prepared to meet the needs of the burgeoning older adult population. According to a survey by NASW
- 75% of NASW members have older adults in their caseloads; or position
- Only 9% report gerontology as primary practice area

In California:

- 42% of California APS workers had MSW
- 36% of other case managers had MSW
- 4% of IHSS providers had MSW
- 6% I & R workers had MSW
- 12% workers in other aging programs

Scharlach, Simon, Dal Santo, 2002

Call for Action:

- SB 910, in 1999, mandates that CA Health and Human Services agencies address impending demographic, economic, and social changes triggered by the state's aging and diverse populations.
- May, 2004, the Assembly Committee on Aging and Long-Term Care released *Planning for an Aging California Population: Preparing for the "Aging Baby Boomers"*, prepared by the California Strategic Plan on Aging Advisory Committee and developed in conjunction with the California Policy Research Center (CPRC).

- CPRC researchers noted California had a 10-year "window of opportunity" before the first Baby Boomers turn age 65, (1)

"...to prepare for the changes that will affect virtually every aspect of life: economic growth, housing and transportation systems, geographic and land-use planning needs, health and social services, and a host of public and private-sector concerns." (2)

- Legislative policy makers underscored the importance of the field of social work in meeting these challenges in May 2002 with the adoption of Assembly Concurrent Resolution No. 215 (AR-215). This required the preparation of a "master plan" for social work education that "addresses the state's shortage of social workers and reflects the state's diverse population". (3)
- The California Master Plan for Social Work Education was adopted in July 2004 <http://calswec.berkeley.edu/CalSWEC/Masterplan.html>
- U.S. estimates for social worker need by 2010 are between 60,000 and 70,000 workers.
- The July 2004 "Master Plan for Social Work Education" reported 2,400 MSW and 1,700 BSW students are enrolled annually in California social work schools and programs. Based on conservative estimates, this leaves a current annual shortfall of 15,200 social worker graduates. (4)
- The Bureau of Labor Statistics projects that the demand for geriatric social workers will increase by 39% over the next decade. (5)
- Social workers are ideally positioned to provide care coordination for older adults, given the profession's history of developing and maintaining expertise in navigating complex systems of care—be those medical, social, economic, or psychological. Social workers are able to bridge these divides by providing a much-needed care coordination function that is assessment-driven comprehensive, longitudinal, and multidisciplinary in its approach, with a focus on empowering the aging adult and, as their needs increase, supporting informal caregivers. (6)

CalSWEC Aging Initiative Response to the Need for a Geriatrically Trained Workforce

- 2004 CalSWEC AI Summit
 - Purpose: to create statewide plan for development of social worker workforce to serve older persons
- Goals of CalSWEC Aging Initiative
 - promote the development and dissemination of aging curriculum,
 - promote workforce development and leadership capacity,
 - support practice oriented research in aging, health and mental health,
 - stimulate and seeks funding for capacity development,
 - support planning for sustainability,
 - advocate for policies and legislation that enhance service provision to improve quality of life for aging Californians and their families.
- 2005-06 Adopted & Disseminated Aging Competencies Foundation and Advanced Competencies
http://calswec.berkeley.edu/CalSWEC/Aging_Competencies.html
- 2007 University Survey of MSW programs
 - Goal: describe current status of SW education in aging
 - Goal: provide baseline data for aging curriculum in both infusion and aging specialization
 - http://calswec.berkeley.edu/CalSWEC/AI_MR_UniversitySurvey_1207_FINAL.pdf
- 2006-2008 3 Regional Collaboratives
 - Purpose: to identify and develop sustainable funding sources to train both existing and future geriatric social workers.
 - Purpose: Provide in-service and on-line educational training to incumbent workers.
- 2007-08 Statewide Labor Force Survey
 - Purpose: measure current and future labor force demands and to offer baseline information for planning and evaluation of labor force expansion and development.
- 2007 – Partner with Social Work Leadership Institute (SWLI) at New York Academy of Medicine, and NASW, CSCSW to pursue legislative hearing on geriatric social work workforce issues and aging needs.

“In the absence of trained care coordinators, there will be poor outcomes among older adults, especially for those with complex conditions or limited access because of financial or language barriers, and even in cases where informal caregivers are close at hand.”

New York Academy of Medicine, SWLI

Geriatric and Gerontology Workforce Expansion Act of 2008 – AB 2543 (Berg)

- AB 2543 (Berg) (co-sponsor De La Torre) will attempt to fill the growing workforce gaps in geriatric services by establishing a loan assistance program across a variety of disciplines.
- Administered by the Office of Statewide Health Planning and Development, with each fund dependent upon fee contributions paid by current providers during the licensing process.
- Guidelines for each loan assistance fund would prioritize consideration for applicants that can meet the cultural and linguistic needs and demands of the diverse population of older Californians, and will seek to place applicants in the areas of greatest need.
- Each recipient of loan assistance would have to commit to a minimum of three years of service in a geriatric care setting.
- Seeks loan repayment assistance for licensed:
 - Physicians and surgeons
 - Nurses
 - Social workers
 - Marriage family therapistsEmployed in a geriatric care setting
With training in geriatrics/gerontology

Mandatory licensure fees:

- Social workers and marriage family therapist = additional \$10 fee per initial and/or renewal of license
- Nurses = additional \$10 per initial/renewal
- Physicians and surgeons = additional \$50 per renewal (fee structure is in AB 2439 (De La Torre) with negotiations ongoing that 15% of \$50 be for geriatric care.

Current Status

- April 1, 2008- Passed Assembly Business and Professions committee
- April 15, 2008- will be heard in Assembly Health committee
- Late April/early May- Assembly Appropriations committee

Background Information:

- Pursuit of Social Work workforce hearing by CalSWEC AI, NASW and CSCSW
- CalSWEC AI and NYAM form partnership to pursue hearing
- CSL, Shirley Krohn, recruits stakeholders for potential Loan Forgiveness legislation
- Creation of 40+ interested stakeholders
- CCGG hosts 2 statewide conference calls to develop strategy/ solicit feedback/ develop draft legislation
- CCGG has resources and organizational capacity to lead
- Draft legislation written, reviewed, revised
- Professions were included based on evidence of workforce shortages in aging, curriculum specialization in aging, professional licensing capacity
- Assemblywoman Berg announces intent to hold multidisciplinary hearing on aging workforce shortages and elder needs, calendar permitting

References

- [1] Berg P. Chair, Assembly Committee on Aging and Long Term Care. California Strategic Plan on Aging Advisory Committee report to the California State Assembly, *Planning for an Aging California Population: Preparing for the "Aging Baby Boomers"*. Prepared in conjunction with the California Policy Research Center (CPRC), University of California (May 24, 2004)
- [2] Scharlach A., Torres-Gil F., Kaskie B. Strategic planning framework for an aging population. California Policy Research Center, University of California. CPRC Brief No. 1 (May 2001)
- (3) National Institute on Aging. Personnel for health needs of the elderly through the year 2020. Department of Health and Human Services, Public Health Services. Bethesda, MD. (1987)
- [4] California Association of Deans and Directors of Schools of Social Work c/o California State University, Fresno; and the California Social Work Education Center (CalSWEC) c/o University of California, Berkeley. Master Plan for social work education in the State of California. (July 2004) p. 11
- [5] U.S. Bureau of Labor Statistics. Current population survey: annual average data. Washington, D.C.: U.S. Government Printing Office (1992)
- (6) Redefining Long-Term Care: A Clear Role for Social Workers in Care Coordination for Older Adult The Social Work Leadership Institute of the New York Academy of Medicine