

# AGING 101

A Guide to Aging, Services  
and Supports in Ohio



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## A Guide to Aging, Services and Supports in Ohio



The following guide provide 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.

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# AGING OHIO

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

0%

BY THE END OF 2020, THAT  
PERCENTAGE COULD RISE TO

> 50%

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

THE SENIOR DEPENDENCY RATIO, AN  
INDICATOR OF DEMOGRAPHIC STRESS  
THAT MEASURES THE RATIO OF NON-  
WORKING DEPENDENT OLDER ADULTS  
TO THE WORKING POPULATION, IS  
PROJECTED TO INCREASE BY 25% OVER  
THE NEXT DECADE.

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



# WHAT IS LONG-TERM CARE?

Long-term care includes 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 an individual calls "home".

Senior living communities



Nursing facilities

Assisted living



Affordable housing

## WHO PAYS FOR CARE?

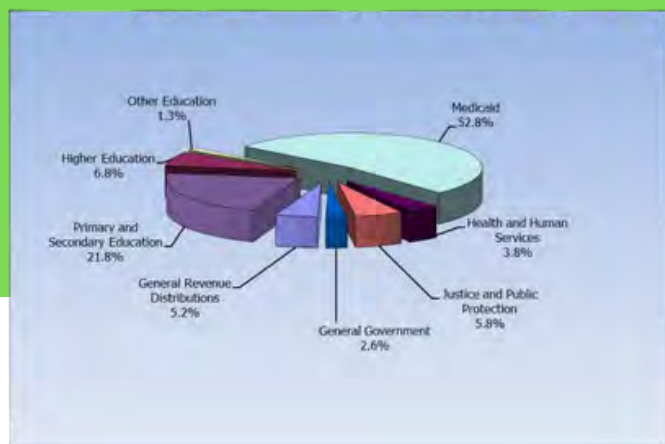
Medicaid - not Medicare - is paying for 2/3\*\* of Ohioans' LTSS needs, providing coverage for nearly 3 million Ohioans. LTSS reflects 5% of the state's Medicaid enrollees yet 26% of Medicaid's expenditures.

Despite this, Medicaid doesn't cover the full cost of long-term care - many providers write off hundreds of thousands (smaller single-site) to millions (large site or multi-site) each year.

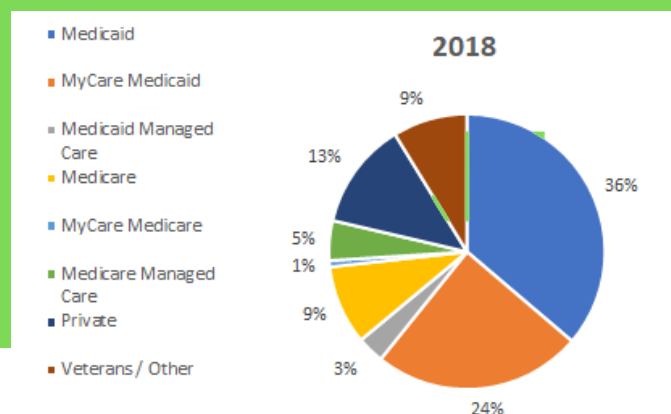
Some individuals may have planned to pay privately; those in poverty rely on Medicaid, but the middle class may become impoverished when the true cost of long-term care is experienced.

Medicaid is always the top spend in state funding.\*

Recommended state spending, 2016/2017.



How is long-term care funded in Ohio?



\*Includes federal match

\*\*Includes Medicaid, MyCare Medicaid, and Medicaid Managed Care

# WHAT IS HOSPICE & PALLIATIVE CARE?

Hospice is a coordinated program of care and services providing assistance to meet physical, psychological, social, spiritual, and other special needs that are experienced by individuals and families as they approach the end of life. Most hospice is provided in the home, and hospice care for the family continues through the bereavement process.

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 given to patients at an earlier stage in illness, and can be given alongside other more-aggressive treatment.

**The majority of hospice care 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.

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.

**95% of unpaid caregivers are family members**



# ARE OHIOANS READY?



## ARE WE READY?

Aging Ohioans in the 'Boomer' generation are sicker and have a higher number of chronic conditions than many other states - **Ohio ranks near the bottom of state health rankings**, according to America's Health Rankings (2018).

Ohio's public health funding is low compared to other states - leading to an increase in healthcare costs and chronic conditions later in life.

## OHIOANS' HEALTH BEHAVIORS

State Rankings

Smoking

Inactivity

Obesity

**41st**   **43rd**   **32nd**



## OLDER OHIOANS' HEALTH CONDITIONS

State Rankings:

Diabetes

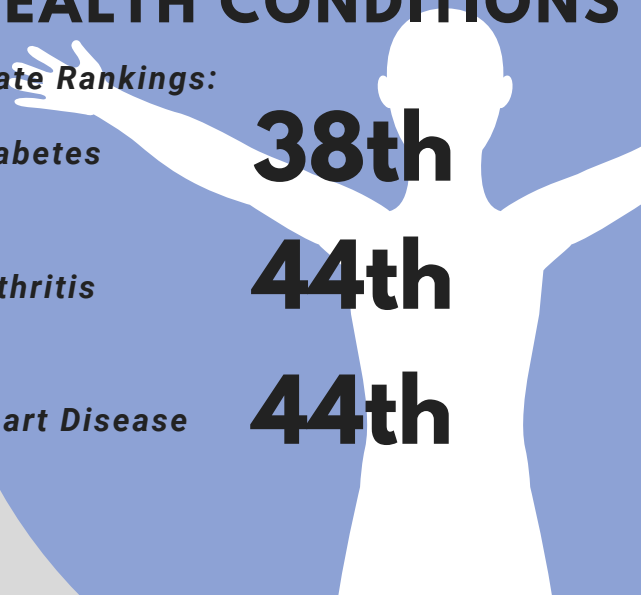
**38th**

Arthritis

**44th**

Heart Disease

**44th**

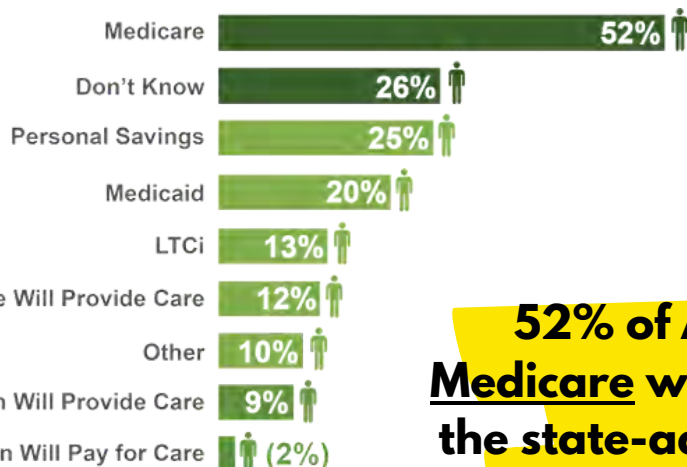




# Costs

## DO OHIOANS KNOW THE COST OF CARE?

### Perceived Methods for Funding Ongoing Long-Term Care



On average, people becoming age 65 over the next five years who ultimately experience high-need long-term care can anticipate incurring costs over their lifetimes of approximately \$138,000.

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.

**52% of Americans erroneously believe that Medicare will cover long-term care. In fact, it is the state-administered Medicaid program that funds 63%\* of Ohio's long-term care.**

**1 in 7 people will require long-term care lasting more than 5 years and costing \$250,000 or more.**

Care costs for women will be higher than men. Women typically live longer and thus experience greater care needs. Women are also more likely to have served as caregivers for children, parents, and spouses, which means they reach old age with less savings.

\*Includes Medicaid, MyCare Medicaid, and Medicaid Managed Care.

# WHAT KINDS OF JOBS ARE AVAILABLE IN AGING SERVICES?

## Frontline Caregiver Roles

State Tested Nurse Aides (STNAs) and home health aides are the frontline caregiver positions most in need by long-term care and home- and community-based services providers. This position 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 nurse aides. A recent study showed that 60% of Ohio long-term care providers had no applicants nor qualified applicants for certain positions.

**"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 many other positions filled across the clinical 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, or other careers.

Many other careers exist within aging services, including:

- Registered nurses (RNs) and other nurse professions,
- Nutrition and culinary staff,
- Environmental services,
- Administrative areas (HR, finance, etc),
- Activities professionals,
- Marketing,
- Physical therapy,
- and more.

21 distinct careers within aging services and post-acute care were identified during LeadingAge Ohio's 'Careers That Love You Back' program development.





# ONGOING WORKFORCE INITIATIVES

## 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.



# PANDEMIC STRIKES HARDEST IN LONG-TERM CARE

## IN 2020, OHIO'S LONG-TERM CARE RESIDENTS AND STAFF WERE HARD HIT BY COVID-19.

On March 9, 2020, Governor Mike DeWine and then-Health Director Dr. Amy Acton announced the first confirmed cases of COVID-19 in Ohio. At that moment, Ohio officially became part of the pandemic that would change our world forever.

As the months have gone by and cases have continued to climb, the worst fears of the long-term care sector were realized when it became clear that the virus would be most deadly to our older adult population, especially those requiring long-term care or residing in congregate settings. LeadingAge Ohio joined with partners at the national and state level, as well as those within the aging services sphere, to organize a response and support residents, staff, and families. Community spread, or the spread of an illness for which the source of infection is unknown, has made controlling the virus almost impossible, despite best practices in infection control and proper use of personal protective equipment (PPE) in long-term care.

In December, the vaccine rollout began. The data collected throughout the year speaks for itself: *this was the most devastating time ever experienced by this sector.*

### THE IMPACT OF COMMUNITY SPREAD:

**57% of COVID deaths in Ohio have occurred in long-term care residents.**  
April 15 - December 11, 2020

PPE shortages remain common within the sector as it competes with hospitals and other facets of the economy for access to N95 masks, gowns, and other critical items.

**30,219 cumulative resident cases.**  
**4,074 cumulative resident deaths.**  
**20,822 cumulative staff cases.**  
April 15 - December 11, 2020

Visitation in long-term care was ordered to close, then later re-opened with difficulty due to continued case spread and frequent, unavoidable outbreaks.

Community spread and asymptomatic carriers have led to large outbreaks in long-term care. While providers have continued to practice infection control and proper use of PPE, community spread peaked in the fall, leading to a second wave of major outbreaks.



# HOW CAN THE STATE BETTER SUPPORT THOSE WHO CARE FOR ITS MOST **HIGH-RISK** CITIZENS?



With residents of long-term leading the state in mortality to COVID-19, families struggling through separation from loved ones, and front-line providers pushed to the limit physically, economically, and emotionally, state support is crucial to moving forward.

## Ongoing Support

### Vaccine arrives

On Friday, December 18, the state's first long-term care residents and staff began receiving the FDA-approved coronavirus vaccine.

### CARES Act Funding

Ohio received \$4.5B in COVID relief funding from the federal government as part of the Coronavirus Aid, Relief and Economic Security (CARES) Act. Skilled nursing facilities received \$182.2 million, other long-term care providers received \$157 million, and the Ohio Departments of Aging and the Bureau of Worker's Compensation distributed additional funds for specific sectors and needs.

### State Legislative Action

House Bill 606 gave crucial civil liability protection to providers operating in good faith who care for COVID patients. State legislators in Ohio also passed a \$650M COVID relief bill in September through an amended version of House Bill 614.

## Crucial Priorities in the Future

### Priority vaccine distribution for residents, staff

With FDA approval granted to two different types of vaccine, the roll-out continues in long-term care. Both nursing home residents and staff were included in group 1A alongside hospital workers, and providers are working through pharmacy partners to receive and administer the vaccine. The vaccine is the single greatest tool available to health authorities to help stop the spread of the disease, and continued effort will be required to ensure that the long-term care workforce and resident population receive it quickly and effectively.

### FY 2022-2023 State Budget

Budget projections show the impact of the pandemic and the potential for a tight state budget. Aging services need continued support as the response to and recovery from COVID continue into 2021 and beyond. When Governor DeWine unveils his FY 2022-2023 budget proposal in February, LeadingAge Ohio hopes to see continued understanding of the pressures faced by this sector, including adequate Medicaid reimbursement, support for home- and community-based services, and expansion of effective care models. It is also crucial that the next state budget is one that supports the hard-hit long-term care workforce, which has sacrificed so much this past year to protect and support Ohio's most high-risk population.



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