



## Advisory Council on Alzheimer's Research, Care, & Services

*Health Care and Health Support Workforce Outlook*  
October 25th, 2021

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## Big Picture: U.S. Labor Market

*Demand for labor is exceeding Supply.*

*Why?*

- Technology
- Policies
- Demographics
- Behavioral Changes



## Health Care Workforce: Broad Issues

1. **Distribution:** Are occupations distributed evenly in all geographic areas, so as to ensure access to health care and supports for the entire U.S. population?
2. **Quality:** Is the health workforce well trained in evidence-based practices that result in better service provision and care? Which occupations provide what services, and who else can provide them?
3. **Sufficiency:** Is there equilibrium in the supply of and demand for health workers, or are there occupations with shortages or oversupplies?
4. **Access:** Are there health care providers, services and funding to get individuals in a community the care they need/want?  
Workforce = Access
5. **Data:** U.S. health workforce data is good, but not great



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## National Center for Health Workforce Analysis

NCHWA's mission is to support informed public/private sector decision making on a broad range of issues around the U.S. health care and health support workforces by expanding the evidence-base.

**MANDATE** – To generate, fund, improve, and disseminate data, analyses, and research findings on the U.S. health care and health support workforce.



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## Health Workforce: Current Trends

- Persistent mal-distribution, rural vs. urban geographies (*Distribution*)
- Lack of health equity, diversity in the U.S. health care workforce (*Quality*)
- Rebuilding of the Public Health Workforce, impact of COVID (*Sufficiency*)
- Telehealth (*Access*)
- Need versus Demand (*Data*)

### And...

- Burnout/ Resiliency
- Twin crises: Opioid Epidemic and COVID-19 Pandemic



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## LTSS Workforce: Outlook

- Demand is rising; Not enough Labor
- Recruitment and retention problems have been exacerbated by COVID-19
- Changing demographics of consumers; Will impact demand
- Home Health Aide and Personal Care Aide occupations are still facing the largest demand; impact of COVID-19 not fully realized



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## ■ Key Takeaways

- Trends for health care and health support workforce in the United States are similar to those seen in the larger labor market, and globally (e.g. **sufficiency in occupations, mal-distribution across geographies, etc.**). Aging of the population is a huge driver, even beyond the impact of pandemics/epidemics.
- **Research** on the Long Term Services and Supports workforce—in the context of a **complex and changing health care and social services system**—is continuing to expand. Because of this, large **data improvements** are still needed, to **inform about specific occupations**, to **measure outcomes**, to be able to learn more about this sector’s workforce at more granular levels.



## ■ Contact

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