



# NASW Annual Practice Conference

## **The Aging Boom: Is Your Clinical Practice Ready?**

March 15-16, 2009 • Las Vegas, Nevada



### **Where the Rubber Meets the Road: The Future Supply and Demand for Aging Expertise**

**Joan Levy Zlotnik, PhD, ACSW**

**IASWR**

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# Can the IOM Aging Workforce Report Provide Guidance for the Social Work Profession?

# Focus for Presentation

- Review the key findings
- Identify current strategies
- Recommend action steps
- Suggest useful resources

## Retooling for an Aging America: Building the Healthcare Workforce (IOM, 2008)

- Projected health care status and utilization
- Best use of the healthcare workforce including informal caregivers
- Models of effective and cost-effective practices
- Roles for professions
- Education and training strategies; financing
- Improving Medicare and Medicaid to meet these service needs

# The Positives

- Social work is a core gerontological profession
- The need for more gerontological social workers is supported
- New social work relevant models of bio-psychosocial care are emerging
- Social work can assume leadership

# Some of the Facts: Aging Population

- Growth of the aging population
- Increased diversity of the older population
- Increasing longevity – more chronic disease
- More mental health problems
- Changing family structures
- Medicare & Medicaid do not encourage delivery of best practices

# Some of the Facts: Health Workforce

- Increase by 35% between now and 2030
- 60,000 to 70,000 social workers needed (NIA, 2007)
- Need exposure to non-hospital settings
- Increase mental health & substance abuse social workers by 29.9 % by 2016
- Workers themselves are aging
- Social workers work in aging later in life
- Social workers needed in more than healthcare settings

# Definitions: Health Care Workforce

- Professionals -- All personnel involved in the delivery of health care services including physicians, nurses, physician assistants, social workers, oral-health care workers, pharmacists, allied health care workers, etc.

AND

- Direct care workers (nurse aides, home health aides, personal care

# Definitions: Long Term Care

- Long term care – array of health care, personal care and social services generally provided over a sustained period of time to persons with chronic conditions and with functional limitations (IOM 2001b)

## Report's Conclusions

- Healthcare workforce woefully inadequate
- Current training of aging specialists is insufficient
- Informal caregivers will be a large provider of long term care
- Public financing programs preclude efficient delivery of care
- Substantial actions are needed by public and private entities

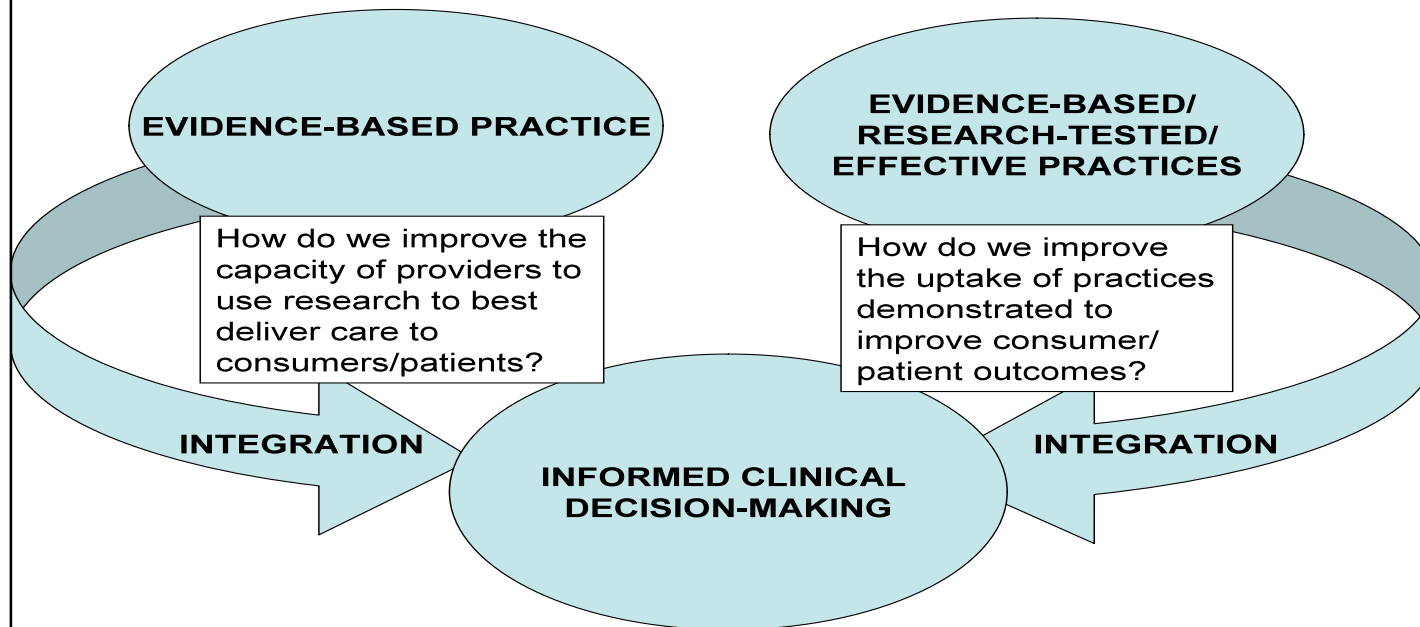
## Attributes of “New” Models: Research Findings

- Interdisciplinary team care\*
- Care management\*
- Chronic disease self-management\*
- Pharmaceutical management
- Preventive home visits\*
- Proactive rehabilitation\*
- Caregiver education and support\*
- Transitional care\*

\*Roles for Social Workers

# How Do New Models Get into Practice?

- EBP Process



# Evidence-Based Practice Overview



# Dissemination and Implementation

- Use of diffusion of innovations strategies (Rogers)
- Try new things because of
  - Cost savings
  - Intuitive appeal
  - Prominent and influential promoters

# Challenges to Implementing New Models

- Lack of exposure
- Funding/financing
- Workload
- Lack of competence
- Organizational climate and culture
- Policy
- Cultural relevance

# Workforce Challenge #1

Is a social work professional specifically required?

- Mental health specialist
- Gerontological expert
- Social work or related degree
- Case manager
- Care coordinator
- Discharge planner

## Workforce Challenge #2

- How do we build the social work gerontological workforce ?
  - Interest and attraction
  - Competencies
    - What does every social worker need to know?
    - What do aging specialists need to know?
    - What do advanced clinical practitioners and sector experts need to know?

## Workforce Challenge #2

### HARTFORD GERIATRIC SOCIAL WORK INITIATIVE ([www.gswi.org](http://www.gswi.org))

- Infusion of aging content (CSWE)  
SAGE-SW → Gero-Rich → Gero-Ed
- MSW aging expertise – Hartford  
Practicum Partnership for Aging  
Education (NYAM)

## Workforce Challenge 2 continued

- **HARTFORD GERIATRIC SOCIAL WORK INITIATIVE** ([www.gswi.org](http://www.gswi.org))
- **Building Leadership**
  - Hartford Faculty Scholars (GSA)
  - Hartford Doctoral Fellows (GSA)
  - Hartford Pre-Dissertation Awardees
  
  - NYAM/NADD Leadership Academy for Deans

## Workforce Challenge 2 continued

- Other health professions training opportunities?
  - Health professions programs (federal and state)
  - Continuing education
  - Certifications
  - Loan forgiveness
  - Interdisciplinary team training
- *Evaluating Social Work Services In Nursing Homes: Toward Quality Psychosocial Care And Its Measurement*

# Long Term Care Concerns

- High psychosocial needs
- Limited psychosocial care
- Weak social work nursing home requirements
- Nursing homes evolving models
- Links between nursing home deficiencies and organizational characteristics
- Best practice nursing homes have stronger social work presence

# Long Term Care

- **Nursing home care:** *Evaluating Social Work Services in Nursing Homes: Toward Quality Psychosocial Care and Its Measurement*
  - Recommendations for research and practice
  - Blueprint – standards, definitions, research reports
  - Available at [www.iaswresearch.org](http://www.iaswresearch.org)
- **Bridging research, practice, education and policy**
  - Linkages with Centers for Medicare and Medicaid Services
    - Policies
    - Guidelines
  - Linkages with NIA, NIMH, VA, etc.

# Looking to the Future

- **Special populations**
  - *Enhancing the Health and Well-Being of LGBT Individuals, Families, and Communities: Building a Social Work Research* ([www.iaswresearch.org](http://www.iaswresearch.org))
  - *NASW Standards & Indicators for Cultural Competence* ([www.socialworkers.org](http://www.socialworkers.org))
- **Evidence-base for gerontological social work**
  - IASWR EBP webpage
  - SWLI's Evidence Database  
<http://www.socialworkleadership.org/nsw/cap/welcome.php>
  - National Resource Center on Evidence-Based Prevention Programs for the Elderly
- **Interdisciplinary training & practice**

# Looking to the Future

- Social Work Reinvestment Initiative
- Eldercare Workforce Alliance
  - Focus on role of professionals to address psychosocial needs
- Friends of the National Institute on Aging
- Diversity in the Scientific Workforce
- February 2009 issue of *Health Care Financing*

# For More Information

- [www.iaswresearch.org](http://www.iaswresearch.org)
  - Weekly E-alert service on funding opportunities, conferences and new reports.
  - Evidence-based practice section on the web.
  - *Partnerships to Integrate Evidence-Based Mental Health Practices Into Social Work Education and Research*
  - Research resources section with guidance on applying for research funding
  - *Directory of NIH-Funded Social Work Researchers*

## For More Information

- NASW ([www.socialworkers.org](http://www.socialworkers.org))
  - Standards
  - Clinical Indicators
  - Advocacy
  - Workforce Center
- Centers for Medicare and Medicaid Services – need to hear the voice of social work
- Hartford Geriatric Social Work Initiative  
[www.gswi.org](http://www.gswi.org)

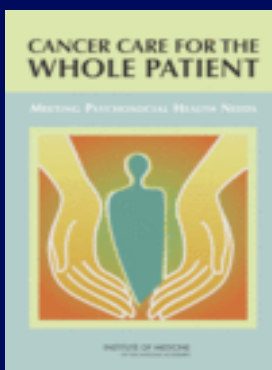
## For More Information



- **Retooling for an Aging America:  
Building the Health Care Workforce**

(IOM, 2008) available at

<http://www.iom.edu/CMS/3809/40113/53452.aspx>



- **Cancer Care for the Whole Patient:  
Meeting Psychosocial Health Needs**

(IOM, 2007) available at <http://www.iom.edu/CMS/3809/34252/47228.aspx>

# Retooling for an Aging America: Funders

The John A. Hartford Foundation

The Atlantic Philanthropies

The Josiah Macy, Jr. Foundation

The Robert Wood Johnson Foundation

The Retirement Research Foundation

The California Endowment

The Archstone Foundation

The American Association of Retired Persons (AARP)

The Fan Fox and Leslie R. Samuels Foundation

The Commonwealth Fund

# Mission: Institute for the Advancement of Social Work Research

- ❑ To advance the scientific knowledge base of social work practice by enhancing the research capacity of the profession;
- ❑ To promote the use of research to improve practice, program development and policy;
- ❑ To strengthen the voice of the profession in public education and public policy determinations by ensuring that social work is represented within the national scientific community.

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IASWR fulfills its mission through expanding opportunities for social work research, preparing social work researchers, disseminating findings to inform policy, representing the profession in scientific and policy communities, and establishing linkages with other disciplines.

[www.iaswresearch.org](http://www.iaswresearch.org)

# About the Presenter

**Joan Levy Zlotnik, PhD, ACSW**, is the Executive Director of the Institute for the Advancement of Social Work Research whose goal is to promote social work research and behavioral and social science research opportunities and to build and enhance research infrastructure. Her areas of interest include building a competent health and human services workforce, promoting community-university partnerships, evidence-based practice, and dissemination and implementation research.

# For more information . . .

Please visit the NASW Web site at  
[www.socialworkers.org/agingconference](http://www.socialworkers.org/agingconference)

