



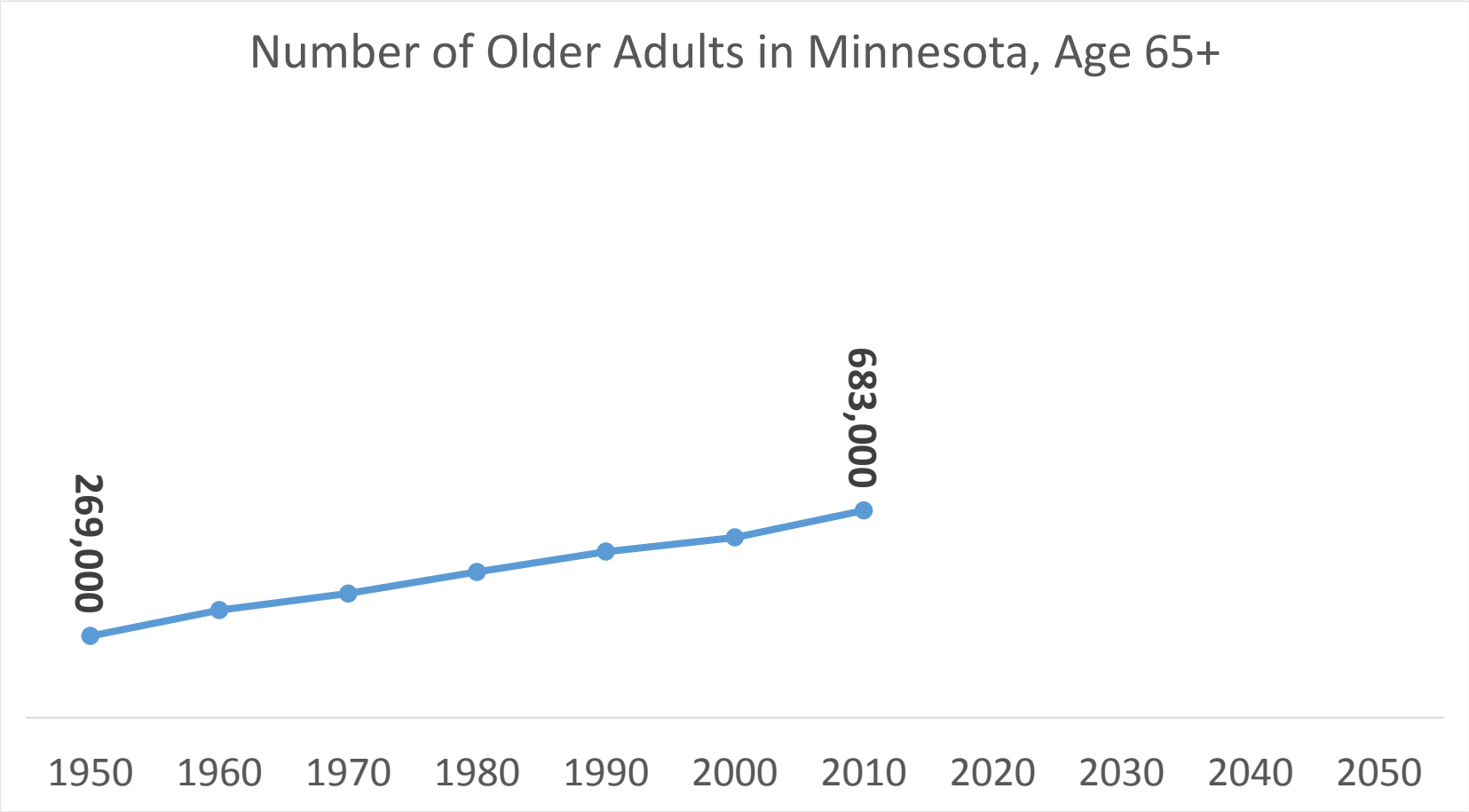
Minnesota Department of **Human Services**

Direct Care/Support Worker Workforce Summit Update

Loren Colman

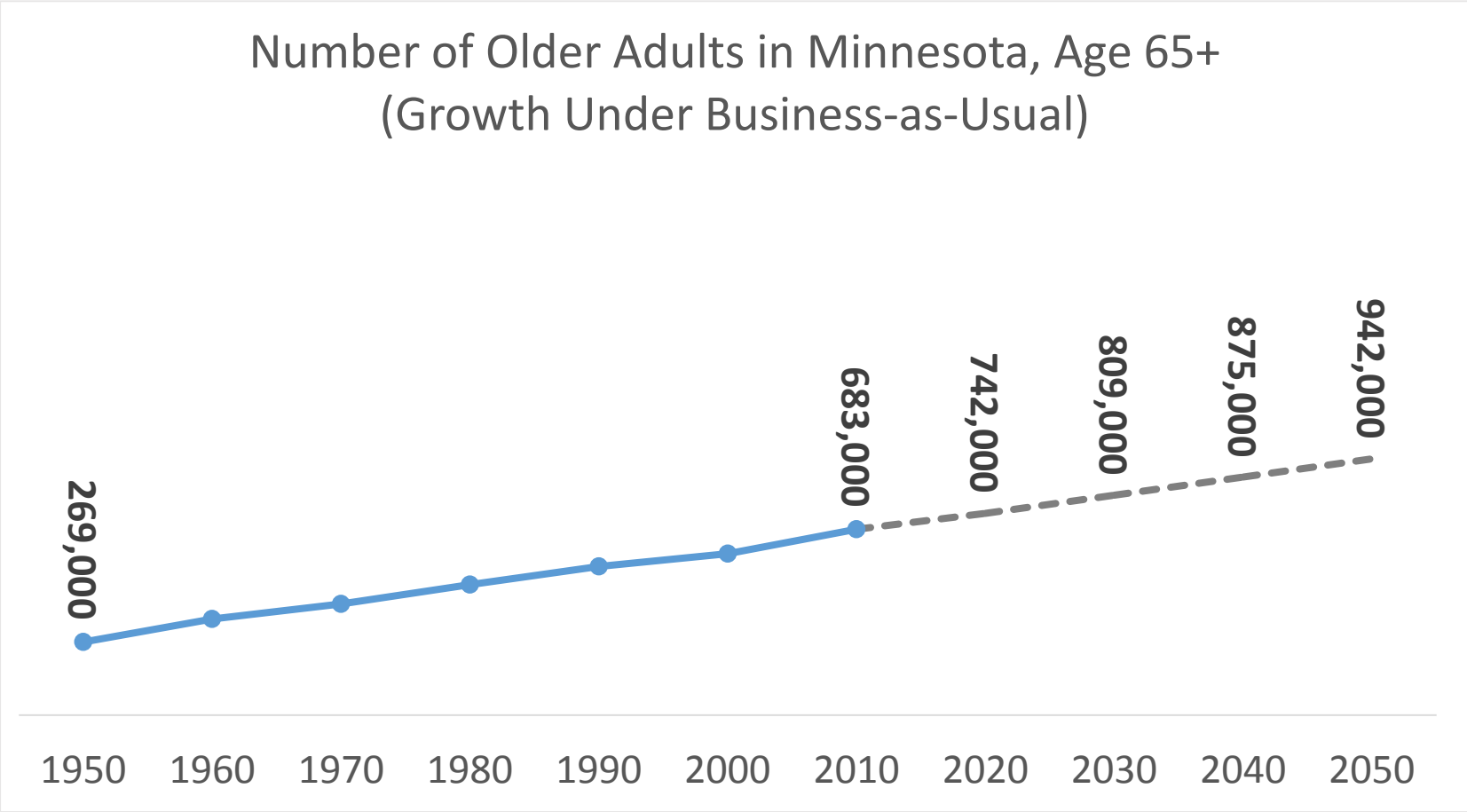
Assistant Commissioner, Continuing Care for Older Adults

Minnesota's older adult population has grown steadily since at least 1950



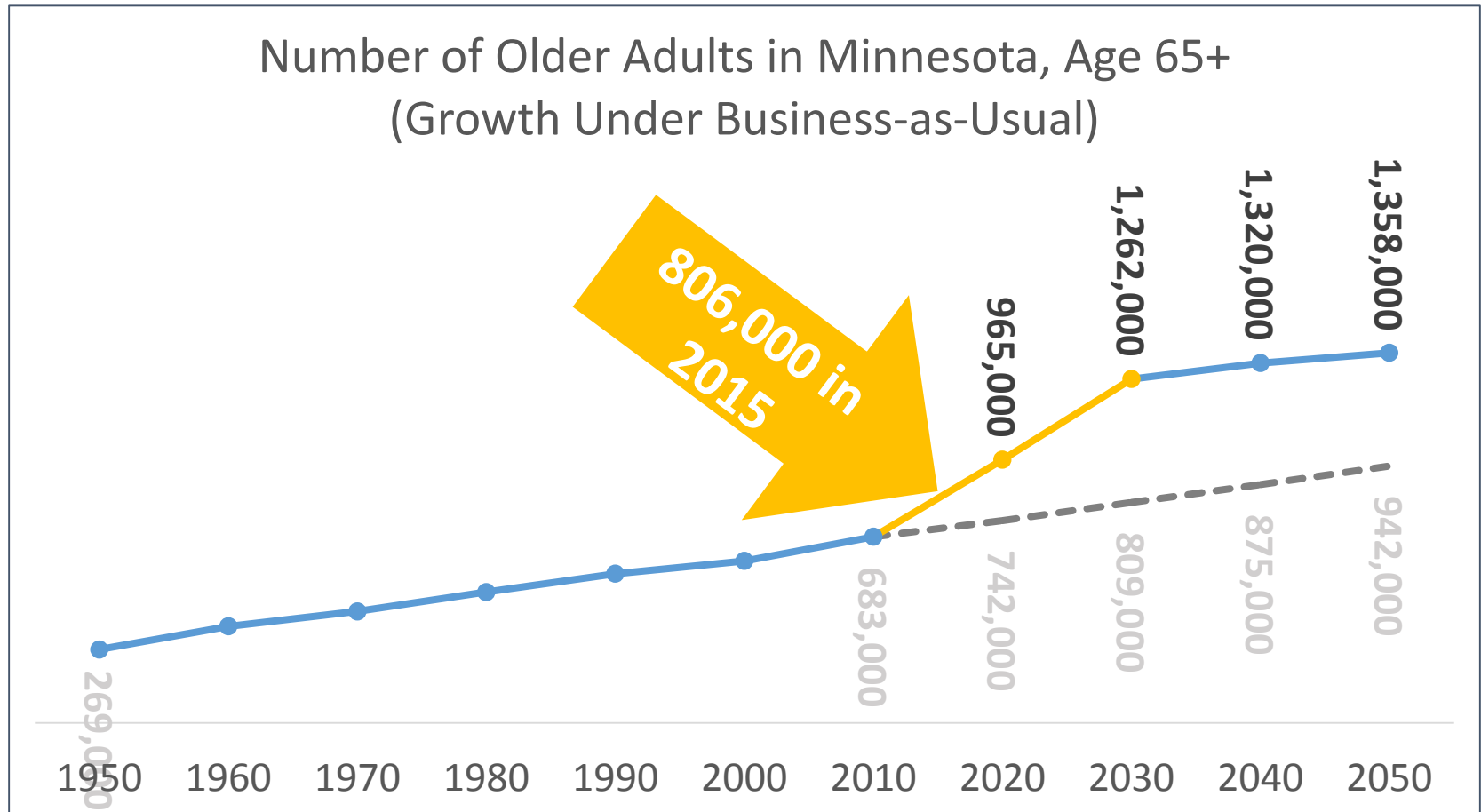
Source: U.S. Census Bureau

If Minnesota were to continue to age as it has in the past...



Source: U.S. Census Bureau

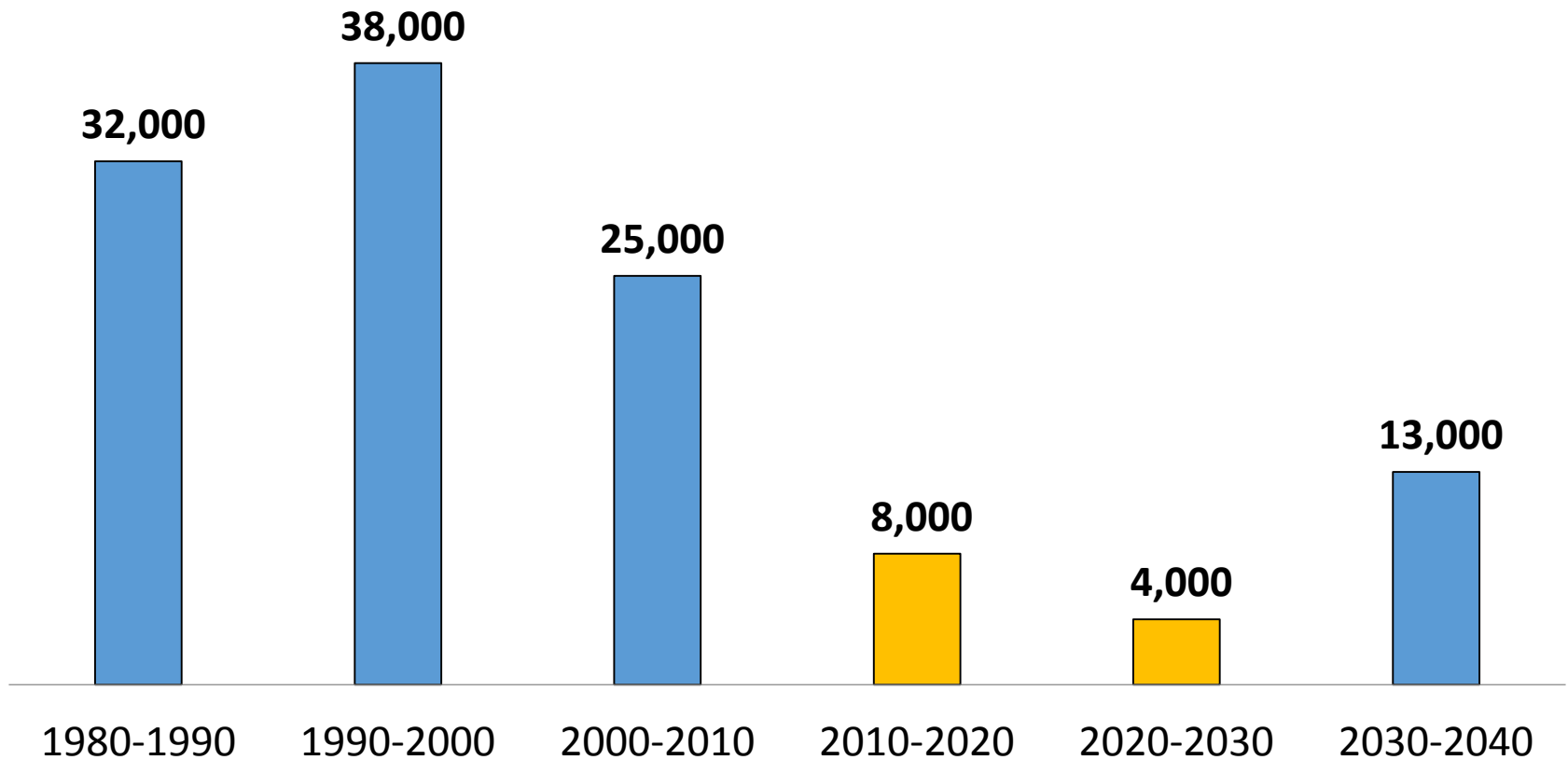
Minnesota has already begun the transition to an older state



Source: U.S. Census Bureau

Projected Growth in Labor Force

Annual Average, Ages 16+

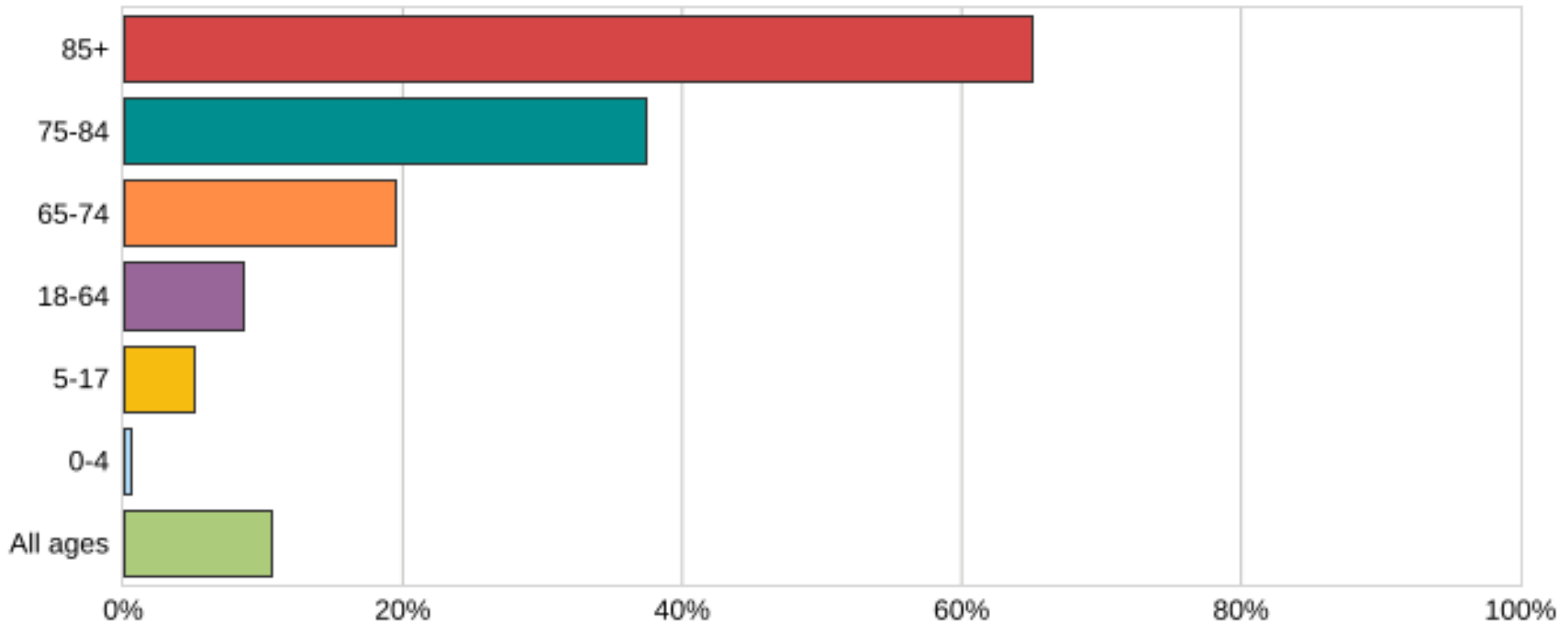


Source: U.S. Census Bureau, Minnesota State Demographic Center Projections

612,000 or 11.3% of all MN residents have a serious disability

Individuals with a disability by detailed age

Minnesota, 2014



Source: MN Compass from U.S. Census Bureau data

And so...

- More older adults will **increase the need** for direct care/support workers. At the same time, Baby Boomer retirements will **increase the competition** for workers.
- We are already **beginning to experience** slower labor force growth.
- MN will **remain** an older state into the foreseeable future. The challenges you are experiencing now are likely to be here for a while. We need to **realign** our policies to our new demographic reality.

Direct Care/Support Occupations

Labor Market Information, Minnesota

Occupation	2015 Median Wages	Number Vacancies 4 th Qtr 2015	Vacancy Rate 4 th Qtr 2015	Share Vacancies Part-time	Projected Openings 2014 to 2024	Share Minority
Total, All Occupations	\$18.88	96,114	3.6%	37%	860,360	12.5%
Licensed Practical & Vocational Nurses	\$20.68	1,418	8.0%	46%	7,200	9.3%
Home Health Aides	\$11.99	743	2.5%	68%	16,190	23.2%
Nursing Assistants	\$13.52	2,522	8.6%	59%	9,180	23.2%
Personal Care Aides	\$11.26	2,367	3.9%	61%	21,700	24.8%
Social & Human Service Assistants	\$15.70	467	3.1%	35%	7,550	17.3%

Low median wage
 Large share of part-time vacancies
 Large share of minority workers

Implications of a seller's labor market

- Industries **compete** for workers.
- Some positions go **unfilled**.
- Employers get **creative** to find, train, and retain workers.
- Job-seekers/switchers can be **picky**.
- Employers adopt **productivity**-enhancing technology, training, approaches.
- Pressure for **compensation** to increase.

Purpose

Direct Care / Support Worker Summit

- Discuss, debate and explore solutions to grow this workforce
- Workforce defined as the paid, hands-on daily care givers for all populations
 - Home health aides
 - Nursing assistants
 - Personal care aides
- Brought together a diverse group of thought leaders

Overview

Direct Care / Support Worker Summit

- 181 attendees – 20 workers, 16 people receiving services
- Over 300 solutions identified in eight small groups
- Five common themes emerged
 - Increase workers' wages and/or benefits
 - Expand the worker pool
 - Enhance direct care/support worker training
 - Increase job satisfaction and elevate profession
 - Conduct a public awareness campaign

Next steps

Direct Care / Support Worker Summit

- Opinion survey results being analyzed
 - 1,097 workers
 - 181 persons receiving services
- Summit summary report being prepared
 - Results of opinion surveys
 - Full list of solutions and strategies
 - Posted on DHS website, fall 2016
- Advisory Committee being convened
 - Review Summary report
 - Discuss how to move forward