

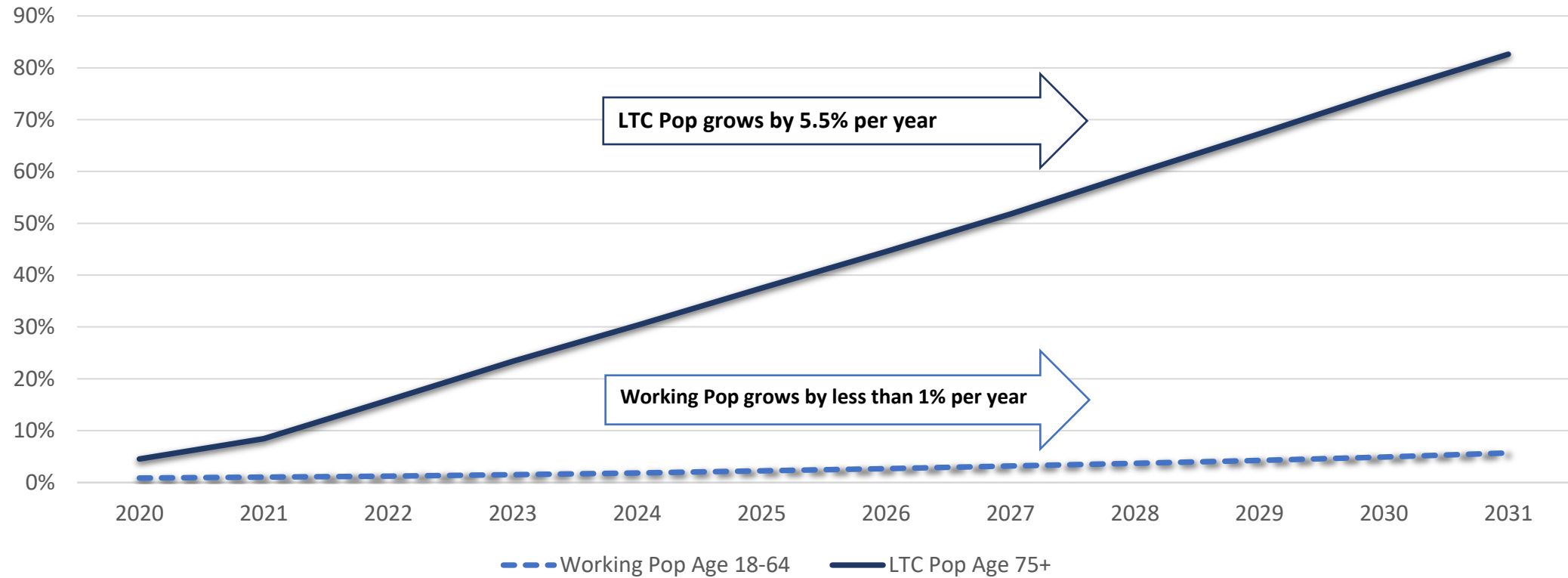


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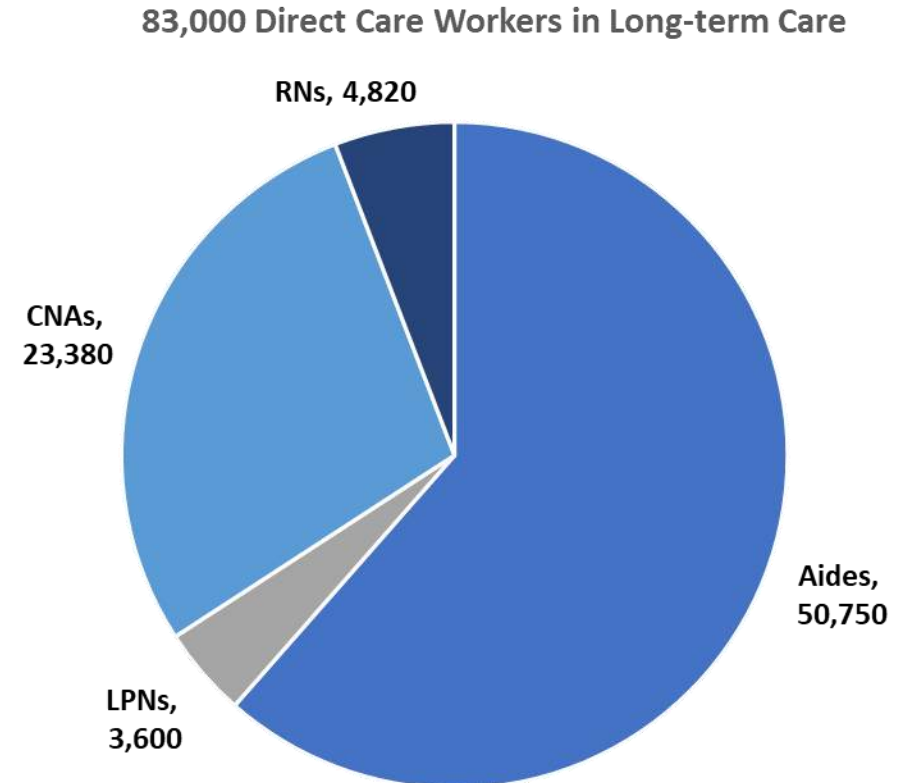
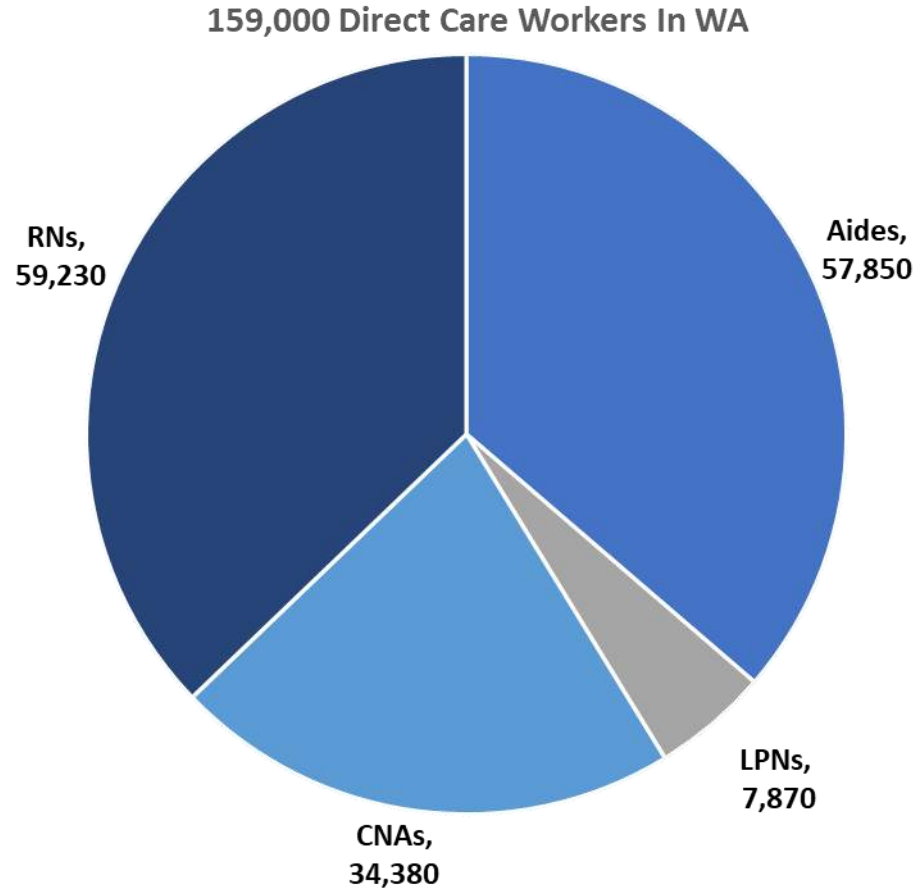
WASHINGTON STATE'S DIRECT CARE WORKFORCE

Washington State Senior
Citizen's Lobby
Virtual Fall Conference
[October 21, 2021](#)

Potential Demand for LTC Population Compared With Growth in the Working Age Population



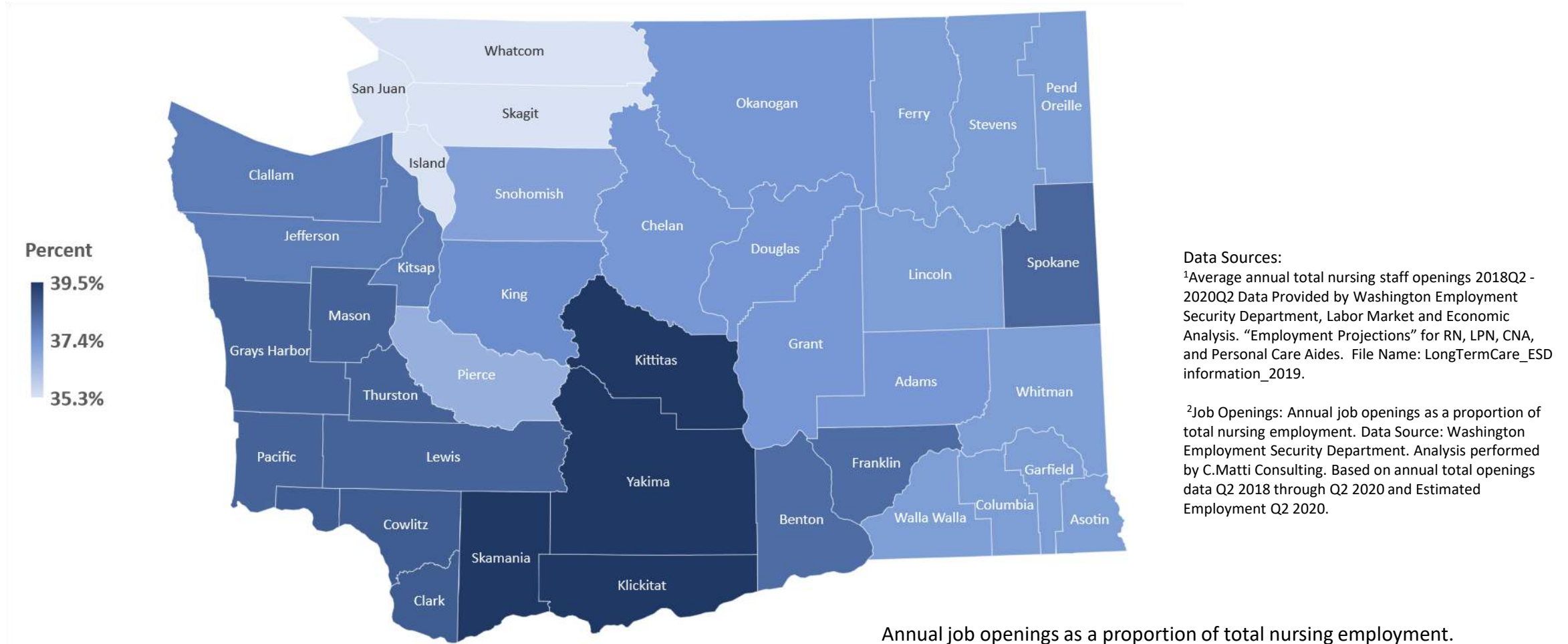
Long-term Care Accounts for 52% of Washington's Direct Care Workforce



Source: May 2020 Occupational Employment & Wage Statistics, Bureau of Labor Statistics.

Nursing Staff Job Openings in WA Average Nearly 64,000 Per Year¹

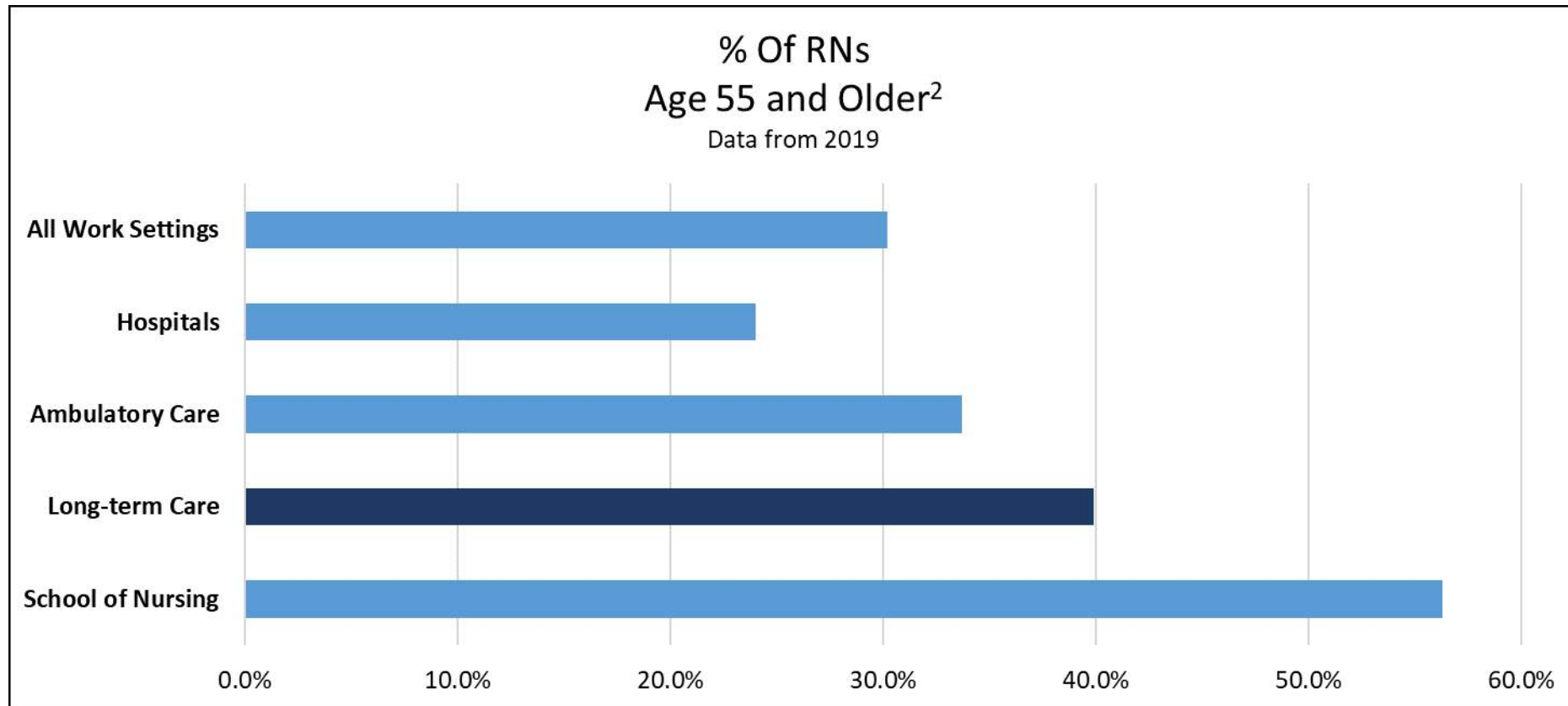
The ratio of job openings to total employment is very high for health care and social service providers.²
(RNs, LPNs, CNAs, & Aides)



Annual job openings as a proportion of total nursing employment.

Long-term Care Is Approaching Large Scale Retirements in Nursing

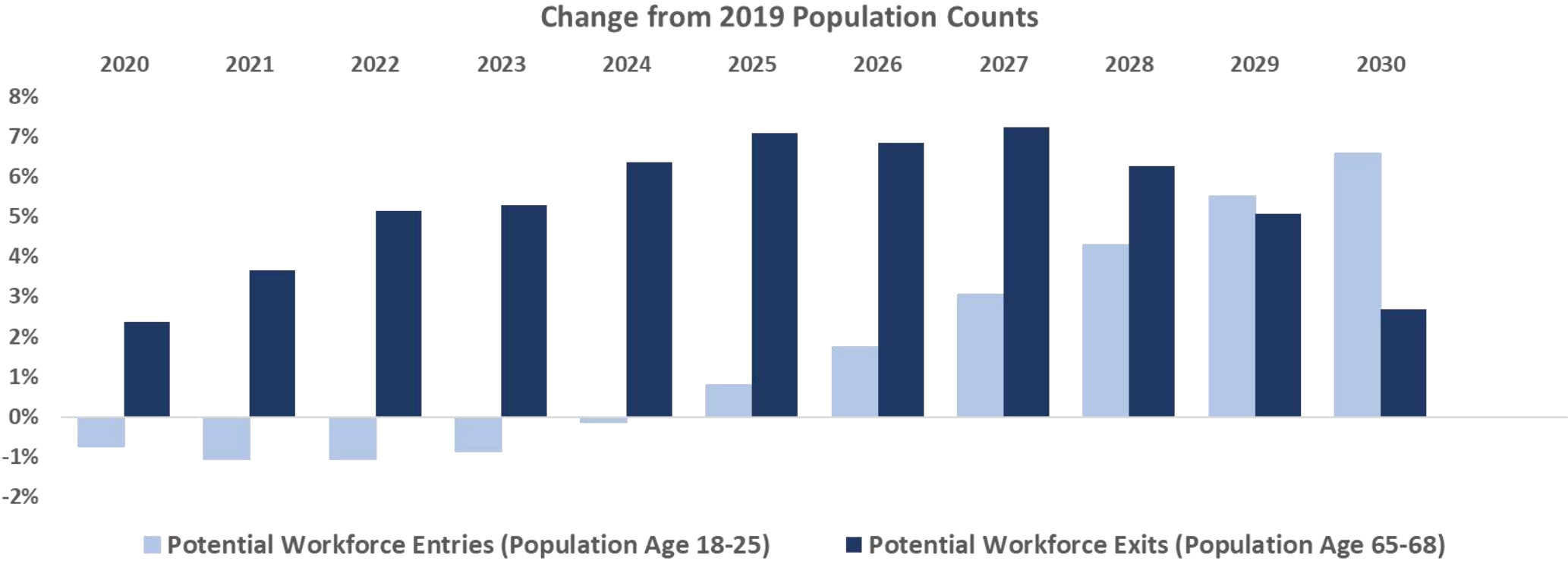
The average retirement age in 2021 is 62 (Gallup, May 18, 2021).¹



¹ <https://news.gallup.com/poll/350048/retirees-experience-differs-nonretirees-outlook.aspx>

² "Washington State's 2019 Registered Nurse Workforce." Center for Health Workforce Studies, University of Washington.

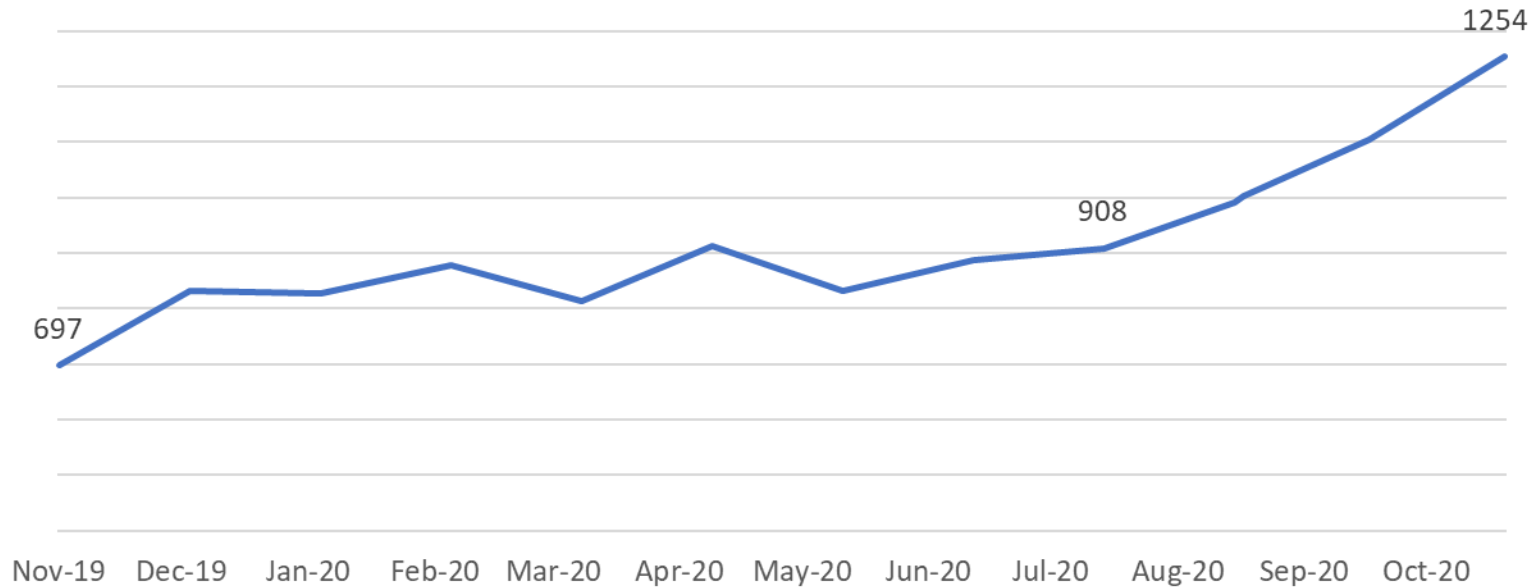
Based on WA's Population Forecast, the Next Five Years Will be Exceptionally Challenging for Growing the Workforce



Data Source: Washington Office of Financial Management Population Forecast, November 2020

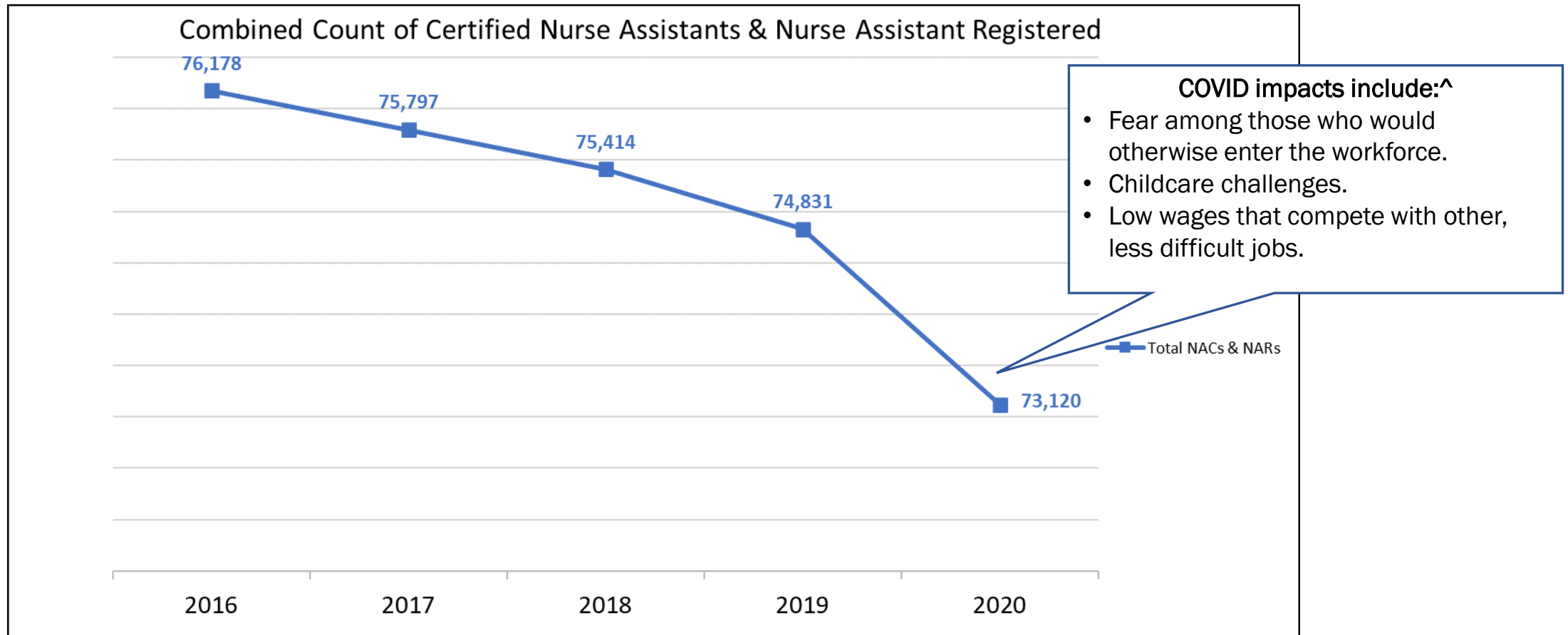
The Pandemic Has Impacted the Availability of the Entry Level Direct Care Workforce

Job Postings for Personal Care Aides (Homecare Aides)
(November 2019 – November 2020)



Source: Employment Security Department, Labor Market and Economic Analysis. File "LongTermCare_ESDinformation_2020." File Source: Jeff Robinson, Current Labor Force Statistics Manager, Labor Market and Economic Analysis, ESD.

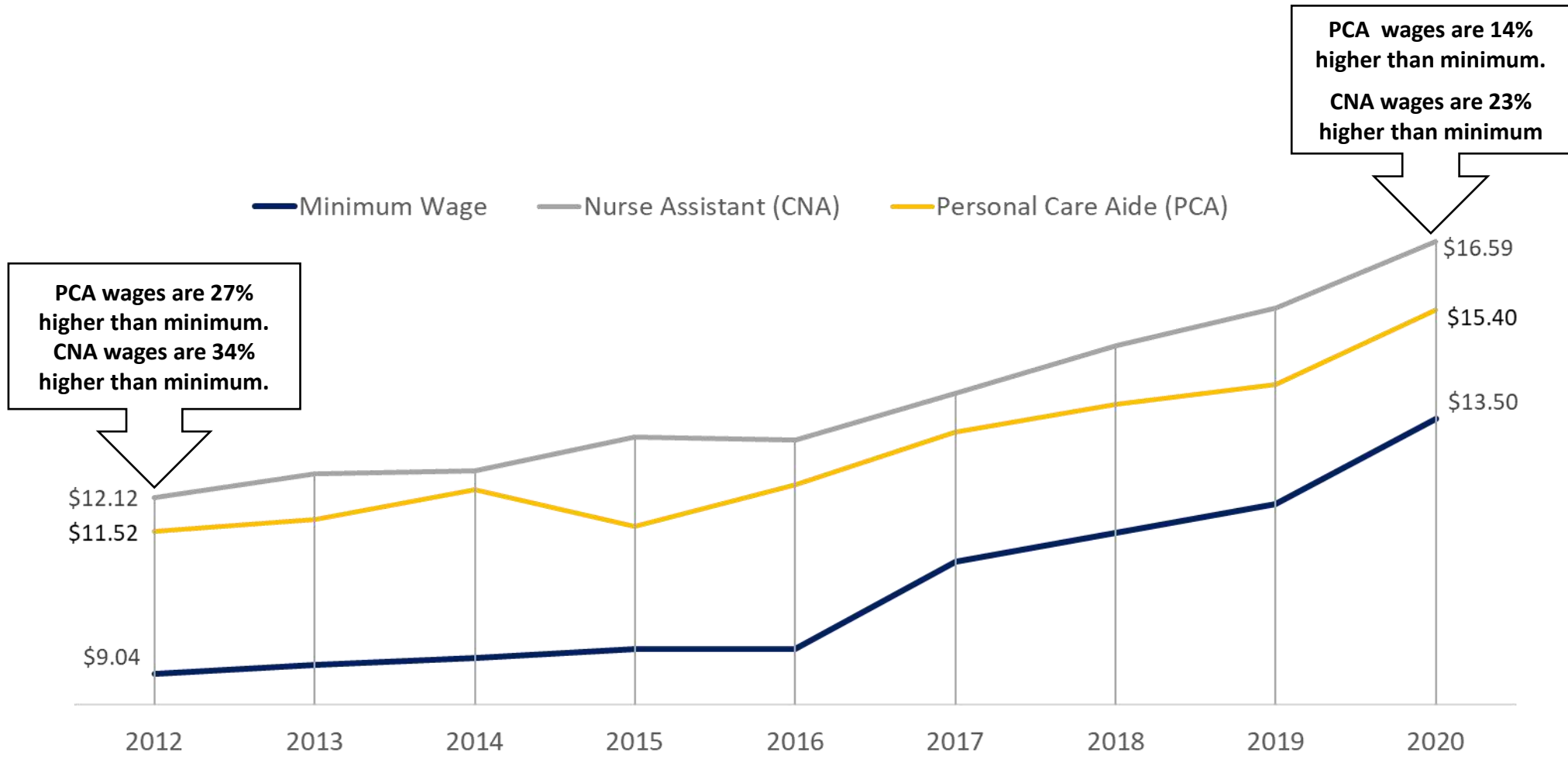
The Overall Annual Decline in Nurse Assistants is Twice the Pace as it Has Been in the Past



Data source: Nursing Care Quality Assurance Commission: Washington State Department of Health. Data through December 2020.

^Anecdotal COVID impacts reported through the Sentinel Network and by provider associations

Washington's High Minimum Wage Drives Up All Wages, but the Value of Many Jobs is Declining When Compared to the Minimum

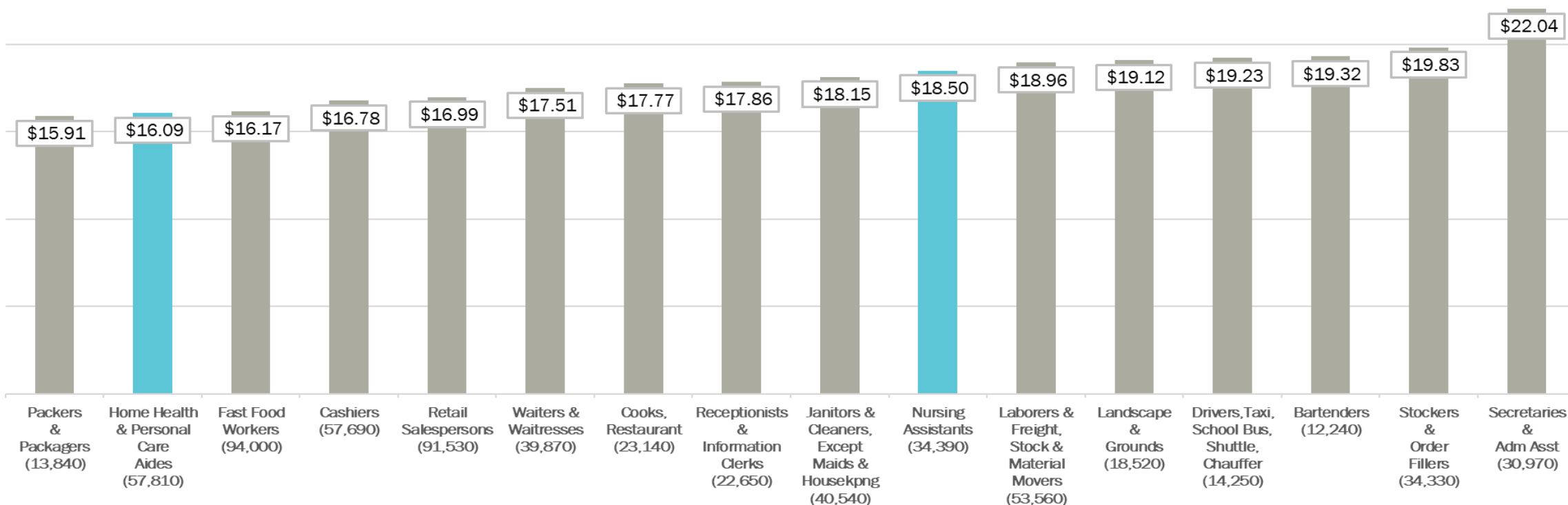


Data Sources: Department of Labor Minimum Wage History & Bureau of Labor Statistics, Department of Labor. May 2012 - 2020 Occupational Employment and Wage Statistics (OEWS) Survey. Industry: Assisted Living.

Low Wages Contribute to LTC Workforce Challenges

Washington Occupations With Similar Average Hourly Wages CNAs and PCAs (a.k.a. Homecare Aides)
Employment counts are provided in parenthesis. Occupations were selected based on the number of workers within the occupation.

Data Source: Bureau of Labor Statistics, Department of Labor. May 2020 Occupational Employment and Wage Statistics (OEWS) Survey



NOTE: Wages for CNAs & PCAs are shown below as averages paid in WA and include medical and social service providers. Long-term care and supported living wages average \$1 to \$3 lower than these.

Workforce Summary

- The number of job openings for the direct care workforce was high before the Pandemic. The availability of workers has stretched even further with COVID.
- Long-term care is facing some of the highest rates of retirements for RNs and LPNs with as much as 40% in workforce turnover in the next few years due solely to retirements.
- Things are going to get more challenging before they get better:
 - The number of WA citizens aging into workforce is on the decline from today's level and we will not see it higher than today until 2025.
 - By 2030, All Baby Boomers will be 65 or older. The rate of retirements will slow, but the demand for long-term care will continue to grow for another decade or so.
 - School of Nursing will have nearly 60% of their workforce retiring in the next 5-9 years, which may impact the workforce pipeline.
- Stretching a limited supply of workforce to serve the growing LTC demand will require a balance between workers delivering services in distributed settings and congregate settings.
- Investing in staff wages is crucial in order to remain competitive in a very tight market.

