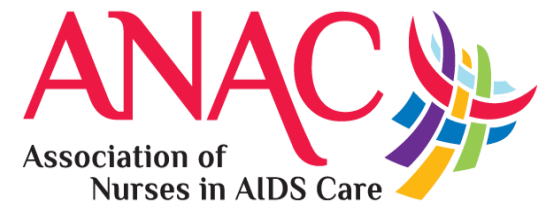


The Crisis in Long-Term Care

Faculty: Tara Cortes, PhD, RN, FAAN, FGSA

Moderator:
Sheila Tumilty, BSN, RN, ACRN

October 16, 2024



The Association of Nurses in AIDS Care (ANAC)

Mission: ANAC fosters the professional development of nurses and others involved in the delivery of health care for persons at risk for, living with and/or affected by the human immunodeficiency virus (HIV) and its comorbidities. ANAC promotes the health, welfare and rights of people living with HIV around the world.

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Housekeeping

- This webinar is being recorded and will be available on our website
- Lines will be muted during the webinar
- Type your questions into the Q & A
- There will be a Q & A session at the end of the webinar



Nursing Continuing Professional Development (NCPD)

ANAC will provide one contact hour of NCPD on completion of this activity.

To receive a certificate of completion, attendees must:

- Be registered to attend
- View today's webinar presentation in its entirety
- Complete the online, post-activity evaluation. You will receive a link to the evaluation by email within the next two business days

The deadline to claim contact hours is December 31, 2024.



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Questions? Email Sheila@anacnet.org



Disclosures

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Learning Outcomes

At the conclusion of today's activity, participants will be able to:

- Describe the different long term care services available to the aging population within the U.S.
- Discuss the challenges faced by long term care facilities including staffing, education and reimbursement.

Faculty



Tara Cortes, PhD, RN, FAAN, FGSA

**Executive Director, The Hartford
Institute for Geriatric Nursing**

**Professor, NYU Rory Meyers College
of Nursing**

The Crisis in Long-Term Care

Tara Cortes, PhD, RN, FAAN, FGSA

Executive Director and Professor

October 16, 2024

What is Long-Term Care?

It is a continuum of care to support people when cognitive and physical function begin to decline



Long-term care takes place in multiple settings

Home

Community –
based centers

PACE
programs

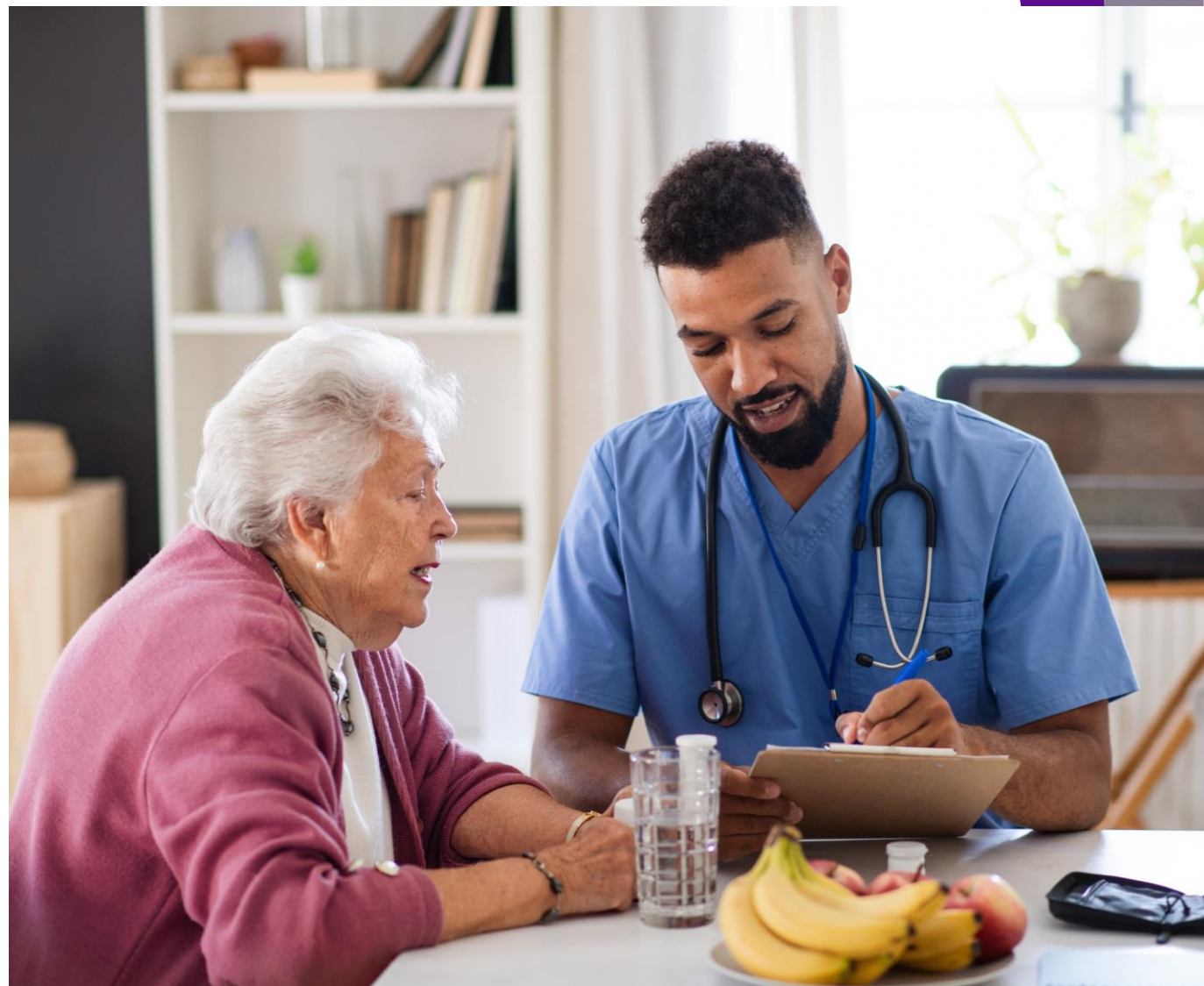
Senior
housing

Assisted-
Living

Nursing
Homes

Care at Home

- ▶ Provides services to people who cannot perform activities of daily living and need assistance such as with bathing or cooking.
- ▶ Provides professional care such visits by a nurse for wound care, a physical therapist for mobility or an occupational therapist to ensure safety in the home environment.



Adult Day Care Centers



For people who may require assistance or supervision during the day but do not need 24-hour care.

Provides meals, supervised activities and socialization opportunities.

People can stay in their own homes or with family in the evenings and on weekends.

Program of All-inclusive Care for the Elderly (PACE)

Eligibility

- At least 55 years old
- Eligible for nursing home level care
- Eligible for Medicaid

Managed Long Term Care Plan

- Aims to keep people at home as long as possible
- Provides day care, primary care, hospital care and nursing home care if and when needed, and prescription drugs
- In Wisconsin it is available only in Kenosha, Milwaukee, Racine and Waukesha counties



Senior Housing and Assisted Living

- ▶ Senior Housing and Assisted Living are often part of a CCRC or Continuous Care Retirement Community
- ▶ Assisted Living is one of the fastest growing industries in the country
 - ▶ Assisted living communities are licensed by states as congregate residential settings
 - ▶ Provide services including healthcare, wellness, social, and recreational services
 - ▶ Ensure resident access to staff 24 hours daily

Skilled Nursing Homes



Gained notoriety during our days of COVID-19 which put a spotlight on the historical neglect of long-term care.



The care needed in these settings is actually some of the most complex care delivered across the health care continuum.



This requires leadership that understands how policy decisions made at the federal and state level have impacted the of nursing homes over the years and provides an organizational culture.

Long-Term Care Landscape



The demographics of our country shifted drastically when in 2001 the baby boomers started to turn 65 years of age with a record 10,000 people celebrating their 65th birthday each day.



Federal policies were enacted to provide Medicare Part D for medications and The Affordable Care Act to give access to affordable insurance for all.



The advancement of science in the fields of medicine, pharmacology and biotechnology have enhanced the precision of diagnoses, the treatment of disease and the breadth of pharmaceutical options.

Demographic Landscape

18% of our population is 65 or older.

That is a 40% increase in just the last 10 years.

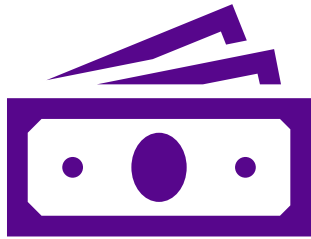
The number of Americans aged 100 and older is projected to more than quadruple over the next three decades.



Aging Across a Continuum of Care

- ▶ Medicare does not pay for home health aides unless a person also requires skilled nursing.
- ▶ Medicaid does pay for home health aides and time allowed depends on needs.
- ▶ Assisted living can be very expensive and there is no Medicare coverage.
- ▶ Skilled Nursing Facility care is not paid by Medicare.

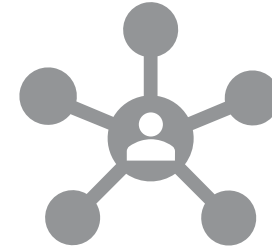
Challenges to Long-Term Care



Financial
health



Workforce



Organizational
Culture

Finances

- ▶ Primary payer for nursing home care is Medicaid
 - ▶ Medicaid reimbursement is determined by state legislators and allocated annually in state budgets.
 - ▶ Historically Medicaid has not paid nursing homes for the full cost of care.
 - ▶ Nursing homes have been able to offset the insufficient Medicaid payment by providing short term rehabilitation and post-acute care to people who are Medicare eligible.
- ▶ Financial impact is forcing many nursing homes to eliminate staff, decrease beds, close or sell to for-profit companies
- ▶ 70% of nursing homes in this country are for-profit





Workforce Issues

- ▶ Recruitment and retention is problematic
- ▶ Most often turnover is related conditions of work:
 - ▶ Compensation and benefits
 - ▶ Education to do the required work, in this case to work with a very complex population
 - ▶ Leadership to foster an environment of respect and professional growth

Compensation



Salaries for nurses and CNAs are less than hospitals pay



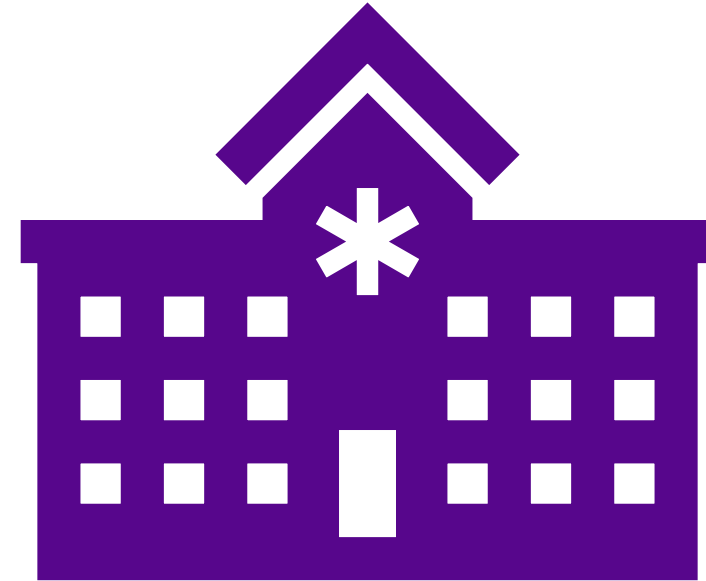
Few reimburse for tuition



CNAs often work different jobs to make ends meet

Education

- ▶ Nursing students are not prepared to work in long-term care
 - ▶ Nursing education emphasizes acute care of the hospitalized patients
 - ▶ Often placed in nursing homes as first clinical experience
 - ▶ Caring for this population is very complex
- ▶ CNAs have only 75 hours of federally mandated education to become certified
 - ▶ States can individually require more and then each state has an annual mandatory number of hours of training-usually 12-16 hours

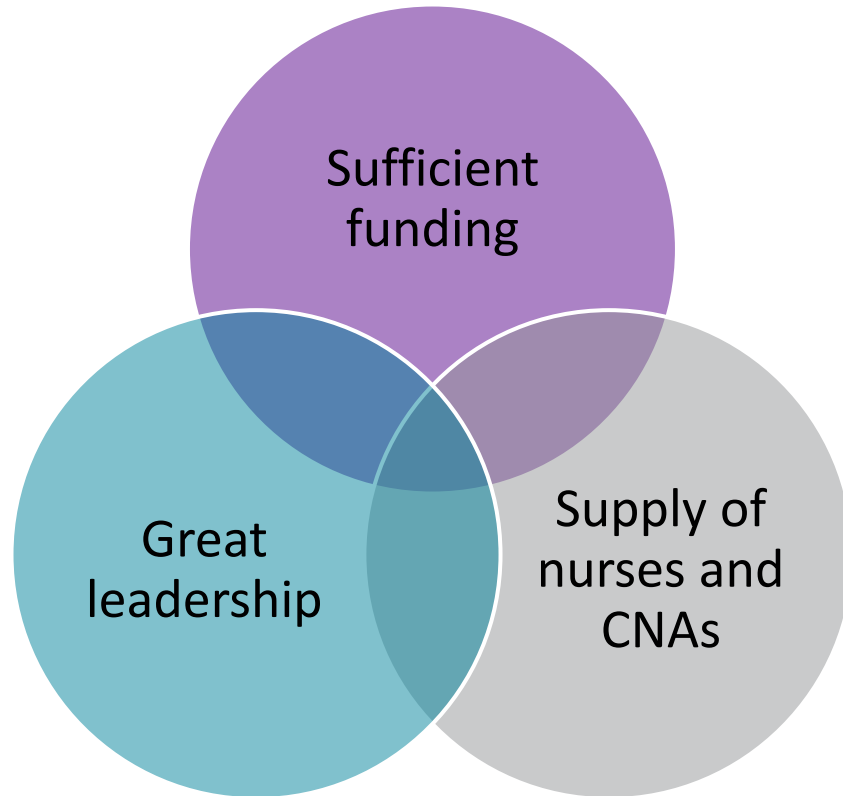


Leadership

- ▶ Leadership drives organizational culture and high-quality person-centered care by a committed and satisfied staff.
 - ▶ Leadership projects a set of values which are driven throughout the organization
 - ▶ There are no standards for leadership in long-term care
- ▶ Provides support for:
 - ▶ Decentralized decision making
 - ▶ Collaboration and teamwork
 - ▶ Continuous quality improvement
 - ▶ Focus on “what matters” for each unique resident
- ▶ Strong leadership improves:
 - ▶ Recruitment and retention
 - ▶ Staff satisfaction
 - ▶ Quality of care



Patient-Centered Quality Care



Federal Actions on Nursing Homes

- ▶ The Biden–Harris Administration Reforms for long-term care communities
 - ▶ Safe and Dignified care
 - ▶ Staffing
 - ▶ Transparency
 - ▶ Public reporting
 - ▶ Pathways to good paying jobs and free choice of unionization
 - ▶ Career advancement through specialist training or certification
 - ▶ Pandemic and emergency preparedness
 - ▶ An infection control nurse in every facility



Minimum Staffing



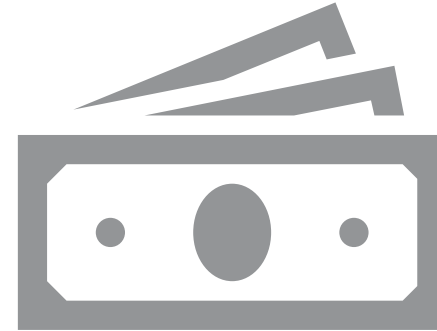
In April 2024, a minimum of 3.48 hours per resident day was mandated by the government

.5 RN

2.45 CNA

.53 CNA or RN or LPN

At least 1 RN 24 hours/day



VERY controversial

Advocates cite safe care

Opponents cite no money and no pipeline of staff

Solutions?



- ▶ Payment structure must be fixed
- ▶ Education of nursing students and reaching out to high school students about career paths in long-term care
- ▶ Standardized preparation for leadership positions

QUESTIONS ????????