

Illinois' Growing Need for Workers in Older Adult Services

Illinois' older adults
will need more
support

Illinois' population is
rapidly aging

More of Illinois' elders
are going to need
assistance

What does it mean?

What happens if the
older adult service
workforce can't keep
up with demand?

What can be done?

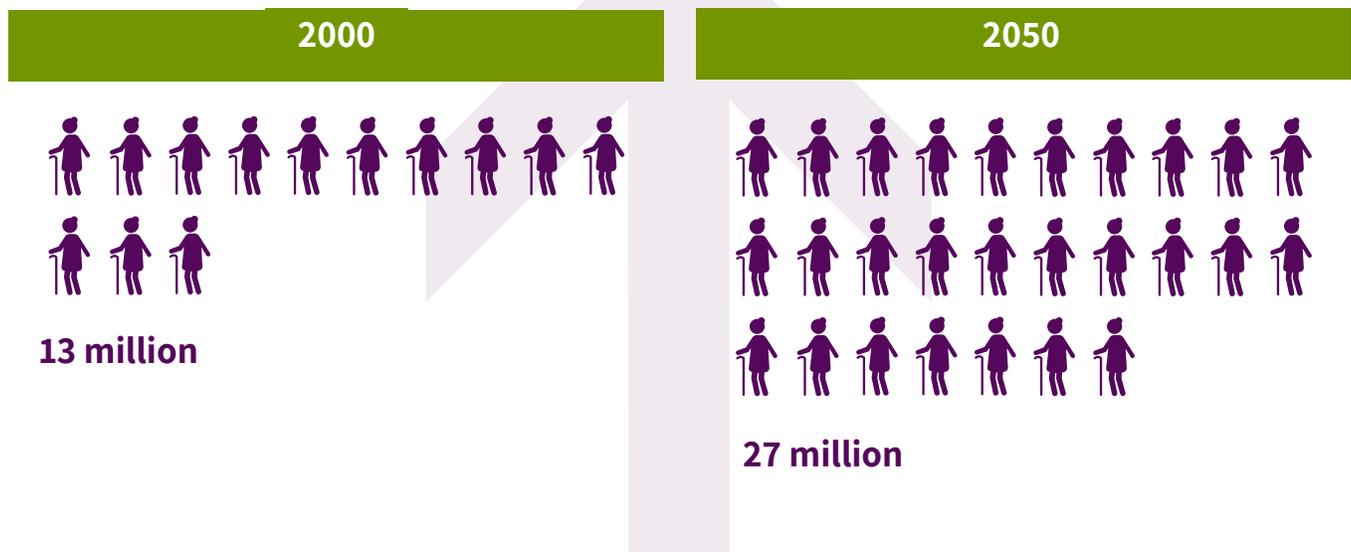


Illinois' older adults will need more support

In the coming decade, population and workforce changes in Illinois are expected to lead to a shortage of—and high demand for—workers who can provide high quality services and supports for older adults.



PEOPLE USING PAID LONG-TERM CARE SERVICES



What is long term care?

The US Senate's Special Committee on Aging put it like this: Long-term care differs from other types of health care in that the goal of long-term care is not to cure an illness, but to allow an individual to attain and maintain an optimal level of functioning... Long-term care encompasses a wide array of medical, social, personal, and supportive and specialized housing services needed by individuals who have lost some capacity for self-care because of a chronic illness or disabling condition.



What's contributing to this growing need?



Illinois' population is rapidly aging

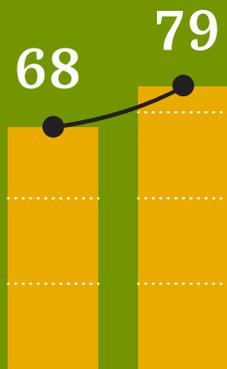
Since 2000, the population of 60+ in Illinois has grown from 1.9 million to 2.5 million, an increase of nearly 32%. Currently, the elderly population represents nearly 20% of Illinois' population. By 2030, it's estimated that the 60+ population will represent 24% of Illinois' population, swelling to a whopping 3.6 million.

POPULATION OF 60+ IN ILLINOIS IS GROWING



LIFE EXPECTANCY IS GROWING

An increase in life expectancy contributes to this trend. Life expectancy grew from 68 years in 1950 to 79 in 2010.



ACCELERATION OF AGING POPULATION

Roughly 10,000 baby boomers are turning 65 today ... and everyday for the next 15 years.



More of Illinois' elders are going to need assistance

Roughly 70% of people who reach age 65 will ultimately need some type of long-term service and support. The 85+ population is the fastest growing segment of the older population, an age group that will require even more services than the young elderly.

Chronic diseases such as cancer, diabetes, and heart disease are among the common and expensive diseases to impact the elderly population of Illinois, but many also struggle with hearing difficulties (14%), ambulatory difficulties (24%), and independent living difficulty (16%). As a consequence, more older adults will need services and supports in the coming decades.



PEOPLE 65+ WHO WILL NEED SUPPORT



70%

People 65+ will need support.



56%

Older women represent 56% of Illinois' older population.



20%

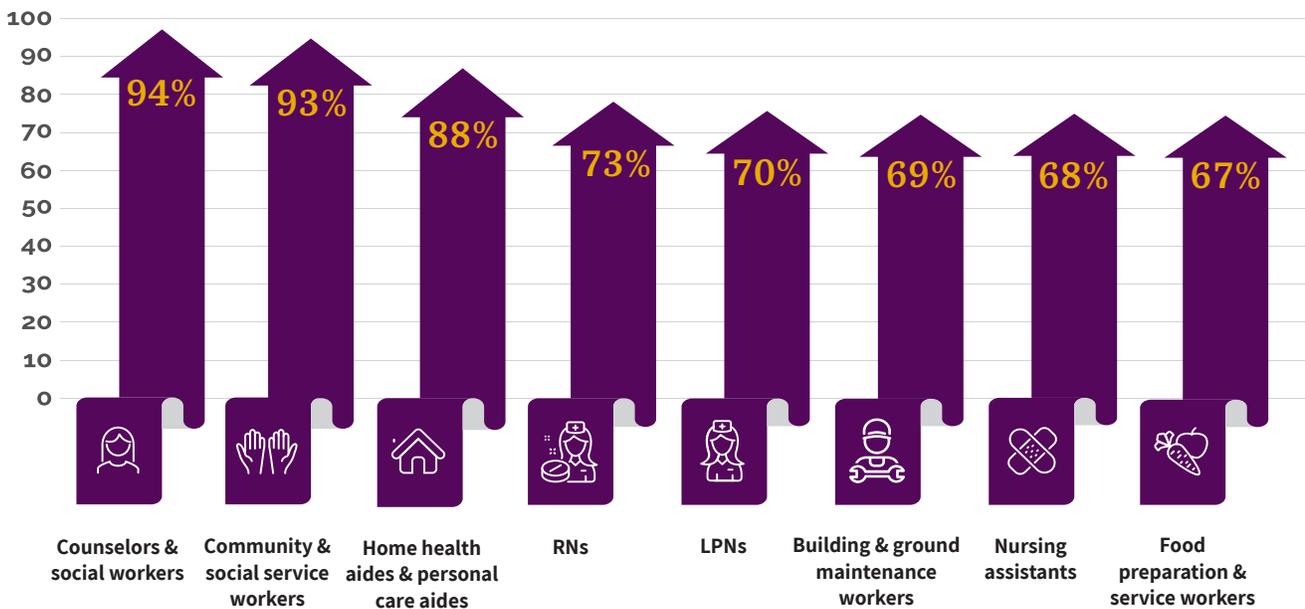
Twenty percent of Illinois' seniors are veterans.

What does it all mean?

For starters, it means there's a growing need for Illinois based healthcare workers who can manage, supervise, and provide high-quality services and supports for Illinois' aging population.



PROJECTED GROWTH BY POSITION 2010 TO 2030

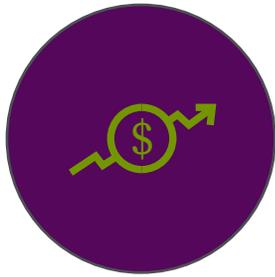


As a nation, we'll need approximately 2.5 million long-term service and support workers by 2030 to keep up with population growth. We're already seeing this trend locally. For example,



while the "projected needed workforce" in Illinois is expected to grow by less than 6% between 2016 and 2026, the need for home health aides is projected to grow by nearly 25%.

What happens if the older adult service workforce can't keep up with demand?



High provider costs



Concerns about access & quality



Poor working conditions for staff

SHORTAGE OF DOCTORS

By 2030, it is projected that the nation will have roughly 7,750 geriatric physicians ... and need 36,000. That means there will be one geriatric physician for every 4,254 older Americans. When it comes to geriatric psychiatrists, the number is one for every 20,195 older Americans.



1 GERIATRIC PHYSICIAN



4,254
older Americans



1 GERIATRIC PSYCHIATRIST



20,195
older Americans



What can be done?

If you're in the healthcare space focusing on older adults, we can help. LeadingAge Illinois understands that workforce issues are a significant concern for our members and can affect an organization's ability to deliver quality care and provide a positive workplace environment. To address these workforce issues, we've developed a compendium of assets in our Resource Library that are easily accessible and ready to use.

Visit <https://leadingageil.org/resources/workforce-solutions> for more information.

The Senior Living Works Engagement Toolkit is available on the Argentum website and provides you with resources to attract, engage, and recruit the future senior living workforce.

Visit <https://seniorliving.works/resources/#help-build> for more information

If you're a LeadingAge national member, you may also access the resources in the Center for Workforce Solutions on our national website. The center is designed to serve as a platform that LeadingAge members and state affiliates can use to engage in ongoing, collaborative problem-solving around workforce issues. The center will:

- Collect and disseminate promising practices around recruitment and retention;
- Collaborate with partners, including community colleges and businesses, to find practical solutions to workforce challenges; and
- Develop messages to portray the aging services workforce as a valuable and critical profession.

Visit <https://leadingage.org/workforce> for more information



SOURCES:

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