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CHICAGO, IL

# **Harnessing Stakeholder Perspectives to Develop Competency-Based Engagement with Older Adults**

# Objectives

- Origins and purpose of the Positive Aging Initiative
- Justification for the Workforce of the Future Study
- Study design and findings
- Next steps

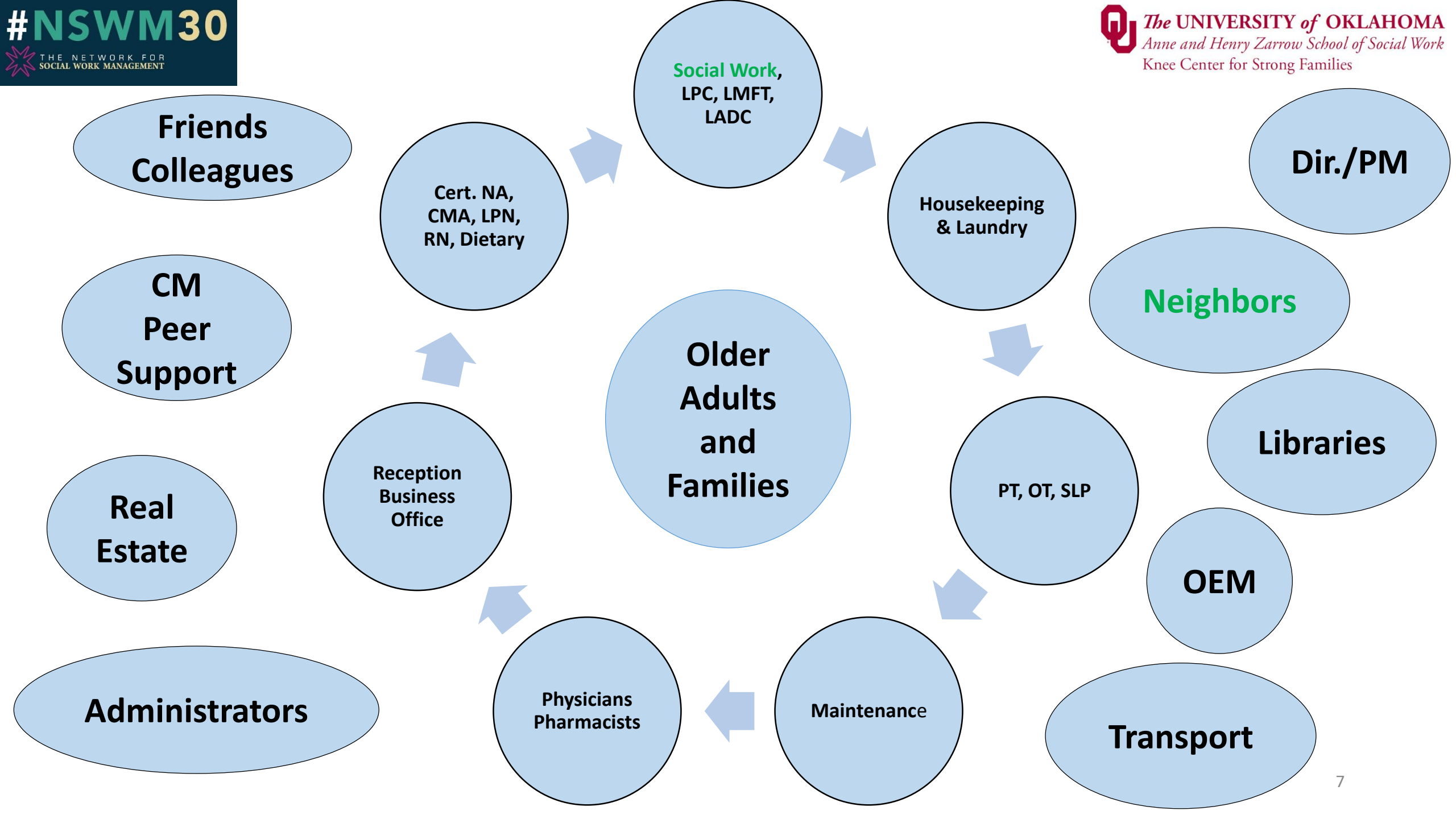


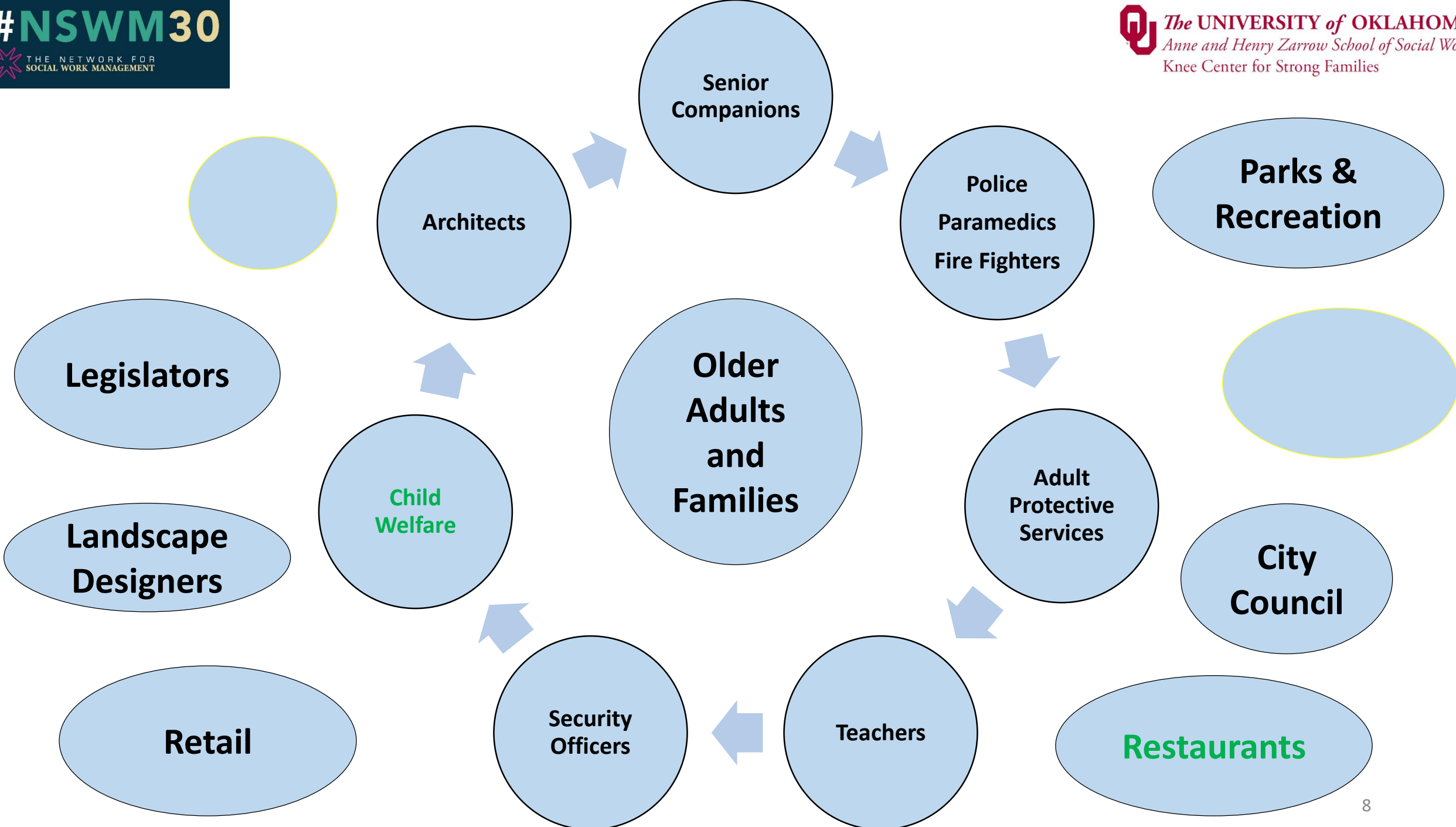
**Ruth Ireland and Junior K. Knee**

# Purpose

- to improve health and well-being outcomes among older Oklahomans through collaborative research, policy development, and practice implementations designed to enhance the capacity of the Workforce of the Future and the housing, health, and social services infrastructure to promote the opportunity for all Oklahomans to age well.

**A basic understanding of aging is relevant to....**







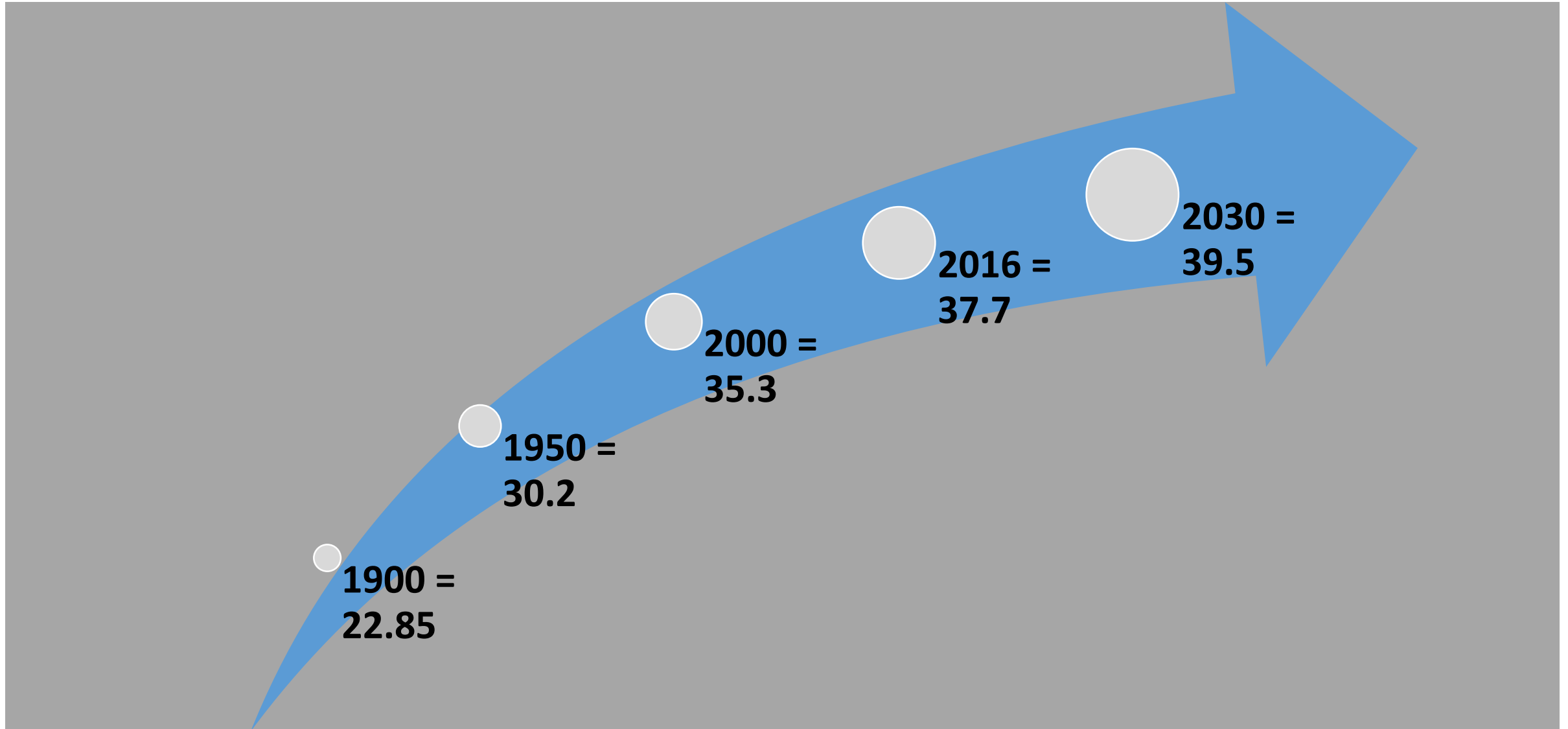


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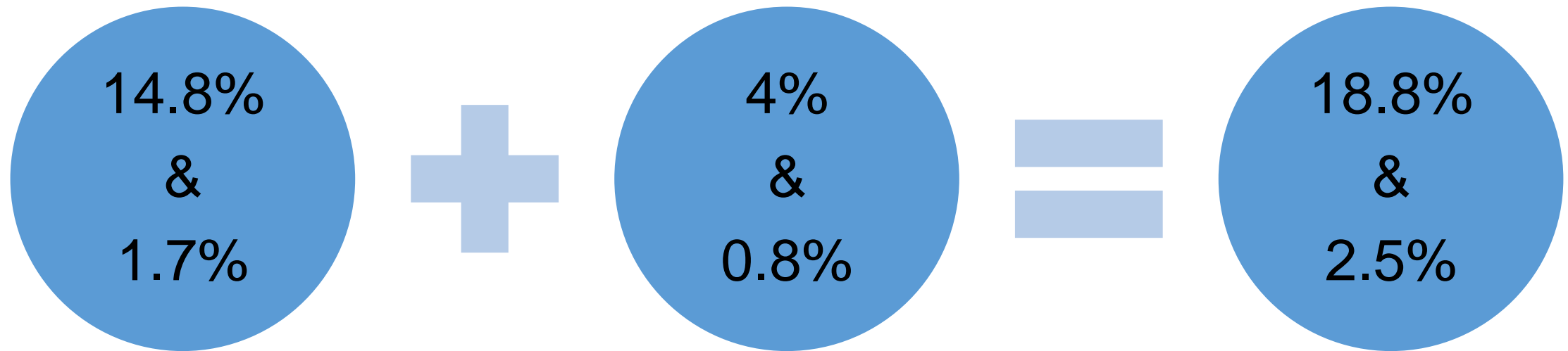
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# Justification: Median Age in the USA



# Justification: Oklahoma Specific



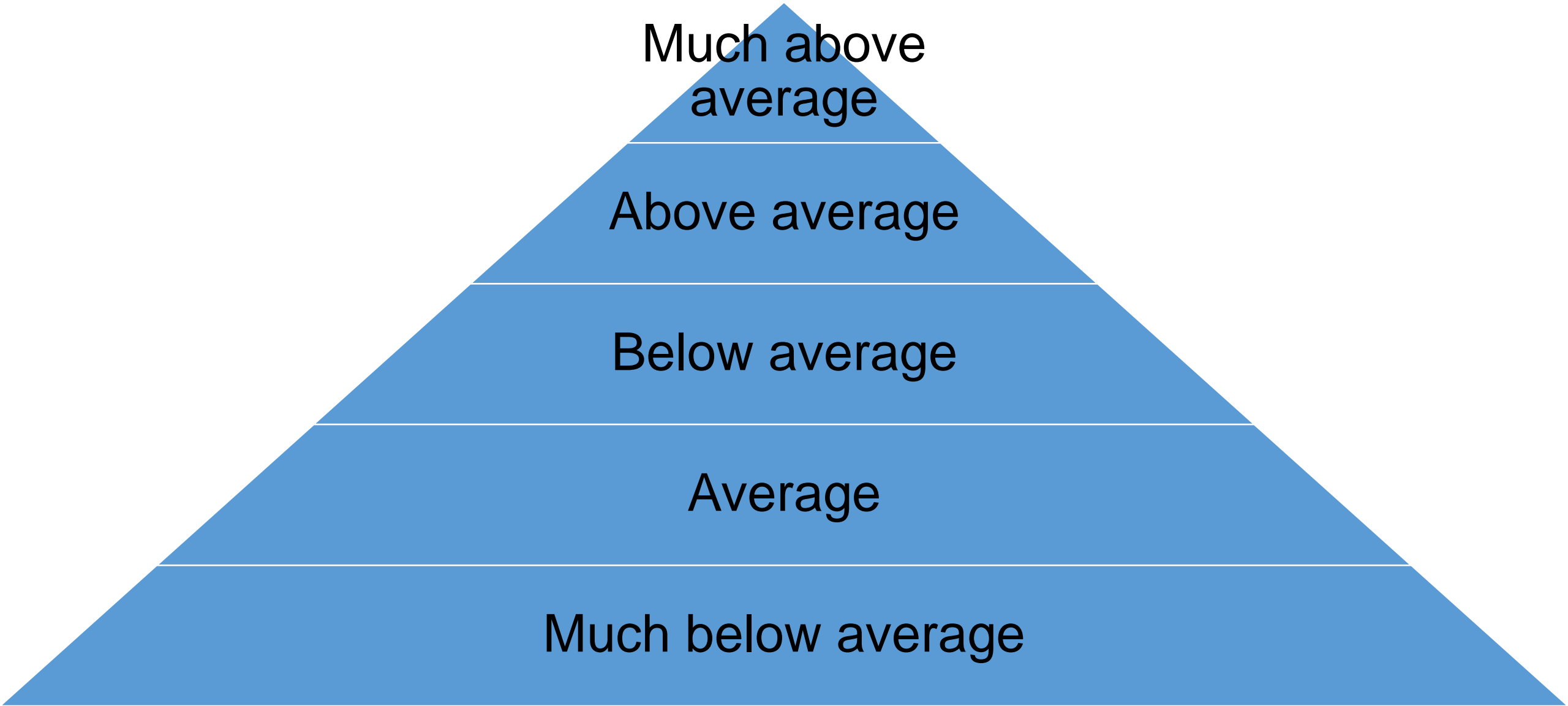
# Justification: Current Outcomes

Oklahoma is ranked 47<sup>th</sup> in older adult health and well-being

- Able-bodied: 47<sup>th</sup>
- Early death: 45<sup>th</sup>
- Hip fractures: 48<sup>th</sup>
- Teeth extractions: 45<sup>th</sup>
- Geriatrician shortfall: 47<sup>th</sup>
- Low-care nursing home residents: 48<sup>th</sup>
- Nursing home quality: 47<sup>th</sup>
- Healthcare screenings: 46<sup>th</sup>
- Arthritis management: 48<sup>th</sup>
- Dental visits: 45<sup>th</sup>
- Depression: 47<sup>th</sup>
- Physical inactivity: 47<sup>th</sup>

**Suicide rate:**  
**18.4 deaths per 100,000**  
**vs 33.6 in MT & 8.6 in NY**

# Nursing Home Snapshot



# Justification: Current Workforce Capacity and Competencies

- **<4% of social workers and psychologists** specialize in geriatrics or gerontology
- **3% of medical students** take 1 or more classes in geriatrics
- **<1% of RNs, pharmacists, physician assistants, and physical therapist** are certified in geriatrics or gerontology
- **Others???**

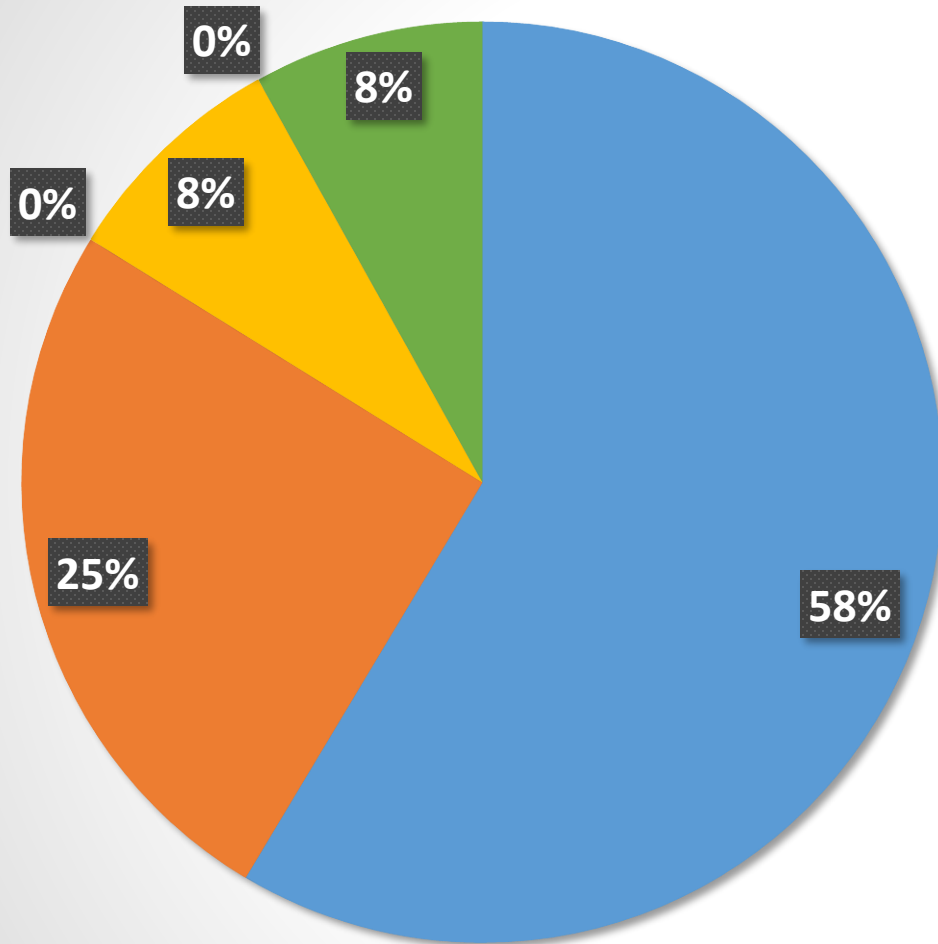


# Study Design: Part I

- Online Survey of Care Providers Concerning Core Competencies in Long-Term Care (Competencies Survey).
  - 63 distinct competencies rated on centrality to good care
  - How to support and sustain a strong workforce
  - Background questions
  - Key partner: LeadingAge Oklahoma



# Care Domains with the Top 12 “Very Central” Ratings



- Domain I: Care relationships
- Domain II: Assess well-being
- Domain III: Plans of care
- Domains IV: Injury & autonomy
- Domain V: Environments of care
- Domain VI: Self-care

# Top Rated Competencies

1. Preserve the dignity of the elder
2. Respect the right of an elder to have an opinion that differs with that of the care providers
3. Use the strengths of elders to enhance care relationships
4. Form and sustain a positive working relationship with an elder
5. Assess situations in which the elder experiences neglect and/or abuse
6. Minimize personal injury while providing care
7. Use positive words and phrases that strengthens the care relationship
8. Refrain from expressing negative emotions toward an elder **&** Assess situations in which the elder experiences exploitation, including financial
9. Engage the elder in a productive and collaborative relationship in the provision of care **&** Assess and show respect for how an elder's culture, race, ethnicity, and faith may influence care preferences **&** Engage in risk prevention without reducing the dignity of the elder

# Participant Background

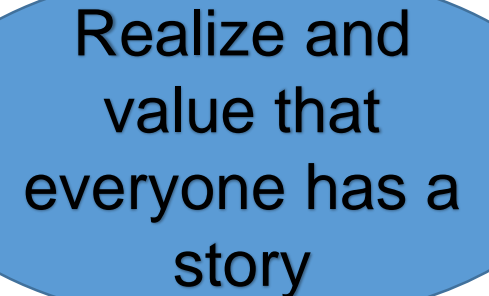
- Four year college or graduate degree (69%)
- Nursing home, including skilled nursing facility, and other (86%)
- Administration (71%)
- Length of Time in Current Position and in Field
  - 6 months to 26 years in current position (47% for 6+ years)
  - 6 months to 39+ years in the field (84% for 6+ years)
- 75% white, 87% women, **70% ages 50-69**

# Study Design: Part II

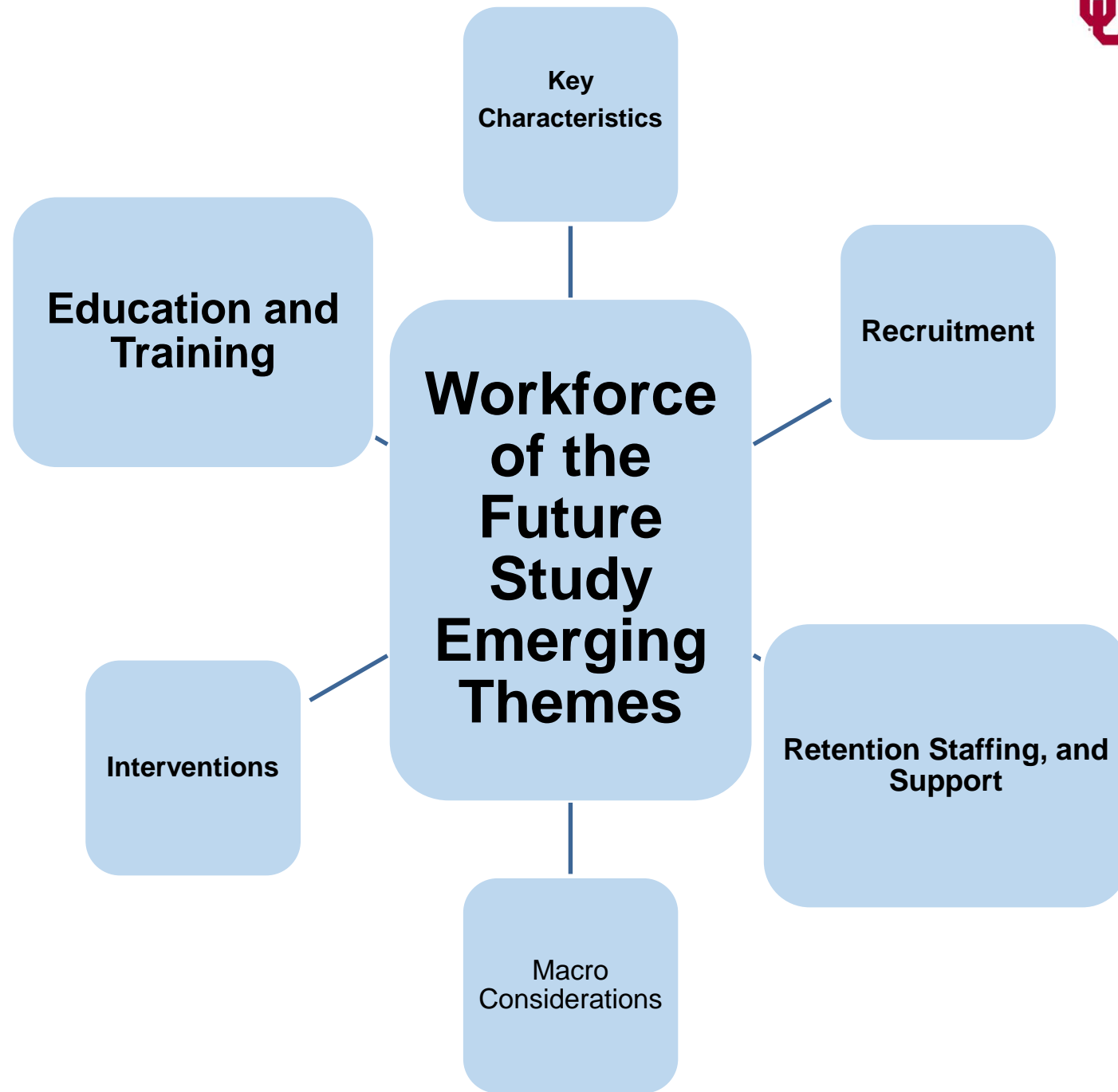
- Key Informant Stakeholder Interviews with Macro-level Policy Advisors
  - State Council on Aging and LTC Facility Advisory Board
  - 60-90 minutes
  - Principal workforce challenges now and into the future, key characteristics, core competencies, and solutions
  - Key partners: Aging Services, Oklahoma Department of Human Services and Protective Health Services, Oklahoma State Department of Health

# Emerging Theme: Education & Training

- Experiential learning for all administrators, staff, legislators, board members
- Up front and continuing education and training for all in gerontology
- Knowledge of aging
- Different disciplines shadowing each other
- How to adapt to various need levels
- Accessible and affordable training
- Specialty trainings/certifications
- Knowledge and competency based training
  - Interacting with people
  - Formal and informal assessments
- Ownership/investment in training



Realize and  
value that  
everyone has a  
story





# What do people who work in these areas generally have in common?

- People who work with children
- People who operate heavy machinery
- People who work with veterans
- People who work in information technology
- People who work with trauma
- People who drive trucks
- People who work in child abuse prevention and intervention

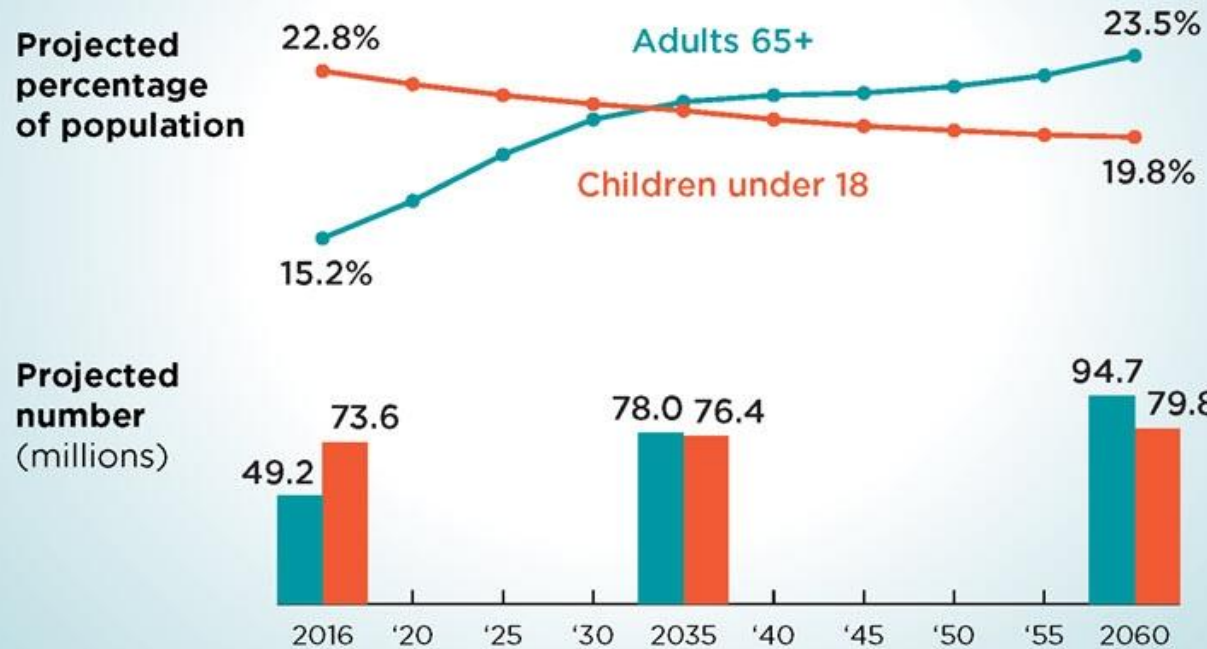




# An Aging Nation

Projected Number of Children  
 and Older Adults

For the First Time in U.S. History Older Adults Are  
 Projected to Outnumber Children by 2035



Note: 2016 data are estimates not projections.

# Sources

- US Department of Commerce and Labor
- US Census Bureau
- Pew Research Center
- Oklahoma Department of Commerce
- America's Health Rankings Senior Report (2019), United Health Foundation
- Nursing Home Compare
- Eldercare Workforce Alliance
- Positive Aging Initiative Workforce of the Future Study

For detailed citations/links, please contact [Alisa.W.Cahill-1 @ou.edu](mailto:Alisa.W.Cahill-1@ou.edu)

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