Careers in Aging: Gerontologists Wanted NOW!
Panelists

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National Workforce Crisis facing Long-Term Services and Supports

The United States is experiencing a significant shortage of, and a growing demand for, qualified workers who are capable of managing, supervising, and providing high-quality services and supports for older adults.

Several trends are fueling this national workforce crisis
A Rapidly Growing Older Population

The population of adults age 65 and older will increase from 47.8 million in 2015 to 88 million in 2050.

- 2015: 47.8M
- 2050: 88M
Statewide Minnesota Population

2015 Actuals
Total population 5,502,683
All adults 4,214,275
65+ 810,342
Percent adults 65+ 19%

2015 - 2030 Trends
- In just three years, there will be 1 million seniors living in Minnesota.
- By 2030, there will be 20,000 fewer K-12 students, and 455,000 more seniors.
- At least 70% of the Minnesotans who turned 65 in 2017 are expected to use long-term care services at some point.

Percentage of adults aged 65+
- 20% or less
- 21% - 27%
- 28% - 34%
- 35% or more
Statewide Minnesota Population

2020 Predictions
- Total population: 5,687,161
- All adults: 4,383,064
- 65+: 965,266
- Percent adults 65+: 22%

2015 - 2030 Trends
- In just three years, there will be 1 million seniors living in Minnesota.
- By 2030, there will be 20,000 fewer K-12 students, and 455,000 more seniors.
- At least 70% of the Minnesotans who turned 65 in 2017 are expected to use long-term care services at some point.

Percentage of adults aged 65+
- 20% or less
- 21% - 27%
- 28% - 34%
- 35% or more
Statewide Minnesota Population

2025 Predictions
Total population 5,844,466
All adults 4,539,377
65+ 1,131,261
Percent adults 65+ 25%

2015 - 2030 Trends

- In just three years, there will be 1 million seniors living in Minnesota.
- By 2030, there will be 20,000 fewer K-12 students, and 455,000 more seniors.
- At least 70% of the Minnesotans who turned 65 in 2017 are expected to use long-term care services at some point.

Percentage of adults aged 65+
- 20% or less
- 21% - 27%
- 28% - 34%
- 35% or more
Statewide Minnesota Population

2030 Predictions

Total population: 5,974,304
All adults: 4,664,534
65+: 1,262,142
Percent adults 65+: 27%

2015 - 2030 Trends

- In just three years, there will be 1 million seniors living in Minnesota.
- By 2030, there will be 20,000 fewer K-12 students, and 455,000 more seniors.
- At least 70% of the Minnesotans who turned 65 in 2017 are expected to use long-term care services at some point.

Percentage of adults aged 65+

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A Growing Need for Assistance

The U.S. Department of Health and Human Services estimates that nearly **70% of people who reach the age of 65** will ultimately need some form of long-term services and supports (LTSS).

By 2035, the number of older households with a disability **will increase by 76%** to reach 31.2M

- **17M** Older household with mobility disability
- **12M** Self-care disability
- **27M** Activity disability
A Growing Need for Workers

The nation will need 2.5 million LTSS workers by 2030 to keep up with the growth of America’s aging population.
The projected percentage increase in the number of positions employed in long-term care between 2010 and 2030 are the following:

- Counselors and social workers: 94%
- Community and social service workers: 93%
- Home health aides and personal care aides: 88%
- RNs: 73%
- LPNs: 70%
- Building and ground maintenance workers: 69%
- Nursing assistants: 68%
- Food preparation and serving workers: 67%
Types and Range of Possible Careers in Aging

Community, human service, and religious organizations

Entrepreneurial ventures

Health care and long-term care institutions

Federal, state, and local government agencies, including the aging network
Types and Range of Possible Careers in Aging (con’t)

Retirement Communities

Academic Educational and Research Settings

Professional Organizations

Business and Industry

Marketing
Developing programs such as health promotion, senior theater groups, or intergenerational activities for older persons in senior centers, community agencies, or retirement communities

Creating entrepreneurial ventures to address needs and desires of older adults

Providing direct care to frail, ill, or impaired older persons in hospitals, clinics, nursing homes, or through adult day services or home care programs
Counseling older persons and their families about issues of caregiving, employment, death and dying, or mental health

Advising older clients about estate planning and investments, financing long-term care, or housing options
Professionals Working Indirectly with Older Adults

Conducting research on the aging processes and diseases associated with aging such as Alzheimer's disease or osteoporosis

Analyzing issues related to older persons such as retirement opportunities, income maintenance, the health care system, and housing alternatives

Planning, administering, and evaluating community-based services and service delivery systems
Professionals Working Indirectly with Older Adults (con’t)

Teaching courses on aging to college and university students, health care professionals, and older adults

Advocating with or on behalf of older persons before legislative bodies or in institutional settings

Designing products to meet the special interests and needs of older persons

Advising business, industry, and labor regarding older workers and consumers
How Do You Become a Professional in Aging?

Some students choose aging as a specialty area within one of the traditional disciplines or professions: Anthropology, architecture, biology, political science, psychology, sociology, medicine, nursing, social work, health-related professions.

Others opt for a certificate, degree, or major in gerontology.
How Do You Become a Professional in Aging? (con’t)

For those seeking formal training in aging, there are many colleges and universities that offer several credit programs in gerontology.

Other schools offer course work and adult or continuing education programs that provide information on aging to older persons and others in the community for personal use and/or upgrading specific skills.

For an up-to-date listing of gerontology programs, see the AGHE directory at http://www.aghedirectory.org/
Associate Level Opportunities

Community College or Certificate Programs train people through specific courses in Gerontology and Skill-training programs.

Credits may be applied to a four-year degree.

These students generally seek entry-level jobs or advancement in current employment.
Bachelor's Level Opportunities

Many colleges and universities offer a major or bachelor's degree in gerontology or a certificate, minor, or specialization in aging to complement a traditional academic major.

Field experience is typically required.

Graduates are qualified for entry-level or mid-level jobs as practitioners and planners in local and state agencies offering programs and services to older adults.
Master's Level Opportunities

Many universities offer a master's degree in gerontology.

Many universities offer graduate specializations which permit students to major in another academic or clinical field with a specialization in aging.

Master's-level training prepares professionals to become skilled administrators, planners, and practitioners.
Doctoral Level Opportunities

Currently, 10 universities have doctoral programs in Gerontology.

Some universities offer doctoral level specializations in aging within other academic and clinical departments.

Doctoral programs prepare students for careers in research, teaching, administration, or clinical practice.
Postdoctoral Level Opportunities

Postdoctoral training programs or fellowships are available in gerontology and geriatrics.

Many of these are funded through federal agencies and can be completed in academic or clinical settings.
Continuing Education Opportunities

Continuing education is a logical choice.

Non-credit programs may be designed for those preparing for new careers, for people already working who want additional knowledge about aging, or for individuals seeking to enrich their lives.
Continuing education is offered by colleges and universities, professional and aging associations, hospitals, training firms, and businesses.

In some professions, such as social work, counseling, and nursing, continuing education is required to maintain a license or certificate.
How Can You Find More About the Field of Aging?

Take an introductory gerontology or an Adult Development and Aging course.

Talk to people who are working in the field of aging.

Volunteer in a senior center, a nursing home, or on a faculty member's research project in aging.
How Can You Find More About the Field of Aging? (con’t)

Read more about careers in aging through publications in the field of aging such as *The Gerontologist*, published by the Gerontological Society of America; *Generations*, published by the American Society on Aging; and *Networks*, published by the National Council on the Aging.

Find out what events you can attend on campus. Campus gerontology programs often sponsor lectures, workshops, other educational programs, and opportunities to volunteer with older persons.
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<th>CERTIFICATE, DIPLOMA, OTHER</th>
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Careers in Aging Services

AgeWork.com

AgingServices Jobs.org


OnTrack: new online, on-demand nursing assistant training program developed in MN exclusively for aging services (https://www.ontracknatraining.com/)

Field placement, internships and professional affiliations

Volunteering

Become familiar with state and local agencies

Healthcare Organizations

NETWORKING!!
Sources

Academy for Gerontology in Higher Education (https://www.aghe.org/)

Face Aging MN (https://faceagingmn.org/)

Leading Age Minnesota Workforce Center (https://www.leadingagemn.org/providers/workforce-center/)