

# Innovation in State Support of Dementia-Capable Workforce Development

Whitney Katstuani, MSW

University of Hawai'i at Mānoa | wlkim@hawaii.edu

Tani Kalei Kagesa, LSW

Hawai'i State Department of Health, Executive Office on Aging | tani.kagesa@doh.hawaii.gov



EXECUTIVE OFFICE ON AGING



## Vision Statement

**To develop a workforce in Hawai'i with the capability and skills to deliver high-quality services and supports to the growing population with dementia and which can effectively address the complex and progressive impacts of dementia at all levels of society and recommend solutions.**

## Introduction

This updated Hawai'i 2035: State Strategic Plan on Alzheimer's Disease & Related Dementias is aligned with both the BOLD Act and the Healthy Brain Initiative Road Map. It proposes strategies and action items in four public health domains: 1) Data; 2) Programs and Policies; 3) Public Awareness and Education; and 4) Workforce Development. EOA will use the goals, strategies, and action steps developed in this plan to promote implementation of CDC's Healthy Brain Initiative Road Map to serve all people in the state, especially disproportionately affected populations with heavy chronic disease burden, using culturally relevant pathways that recognize and value diversity and difference in Hawai'i's multicultural communities.



In tandem with promoting awareness of dementia in the public sphere, there is the need for a robust dementia-capable workforce that is prepared to meet the primary, secondary, and tertiary needs of PLWD and their caregivers. Aligned with the CDC and Alzheimer's Association "Healthy Brain Initiative" action item to "Assure a Competent Workforce," efforts to "educate public health professionals about the best available evidence on dementia (including detection) and dementia caregiving, the role of public health, and sources of information, tools, and assistance to support public health action."

Workforce development in the long-term care (LTC) sectors that serve our ADRD populations is of national concern but warrants the utmost attention in our Hawai'i communities as we are on the precipice of a care shortage crisis. 2022 data from the Healthcare Association of Hawai'i revealed over 750 vacant skilled and para-professional positions within their member network of skilled nursing facilities, assisted living facilities, home health agencies, and hospice facilities. This presentation highlights some of the efforts of the Hawaii BOLD Initiative to promote innovative strategies and solutions toward developing a robust dementia-capable workforce here in Hawai'i

## Workforce Development Goals

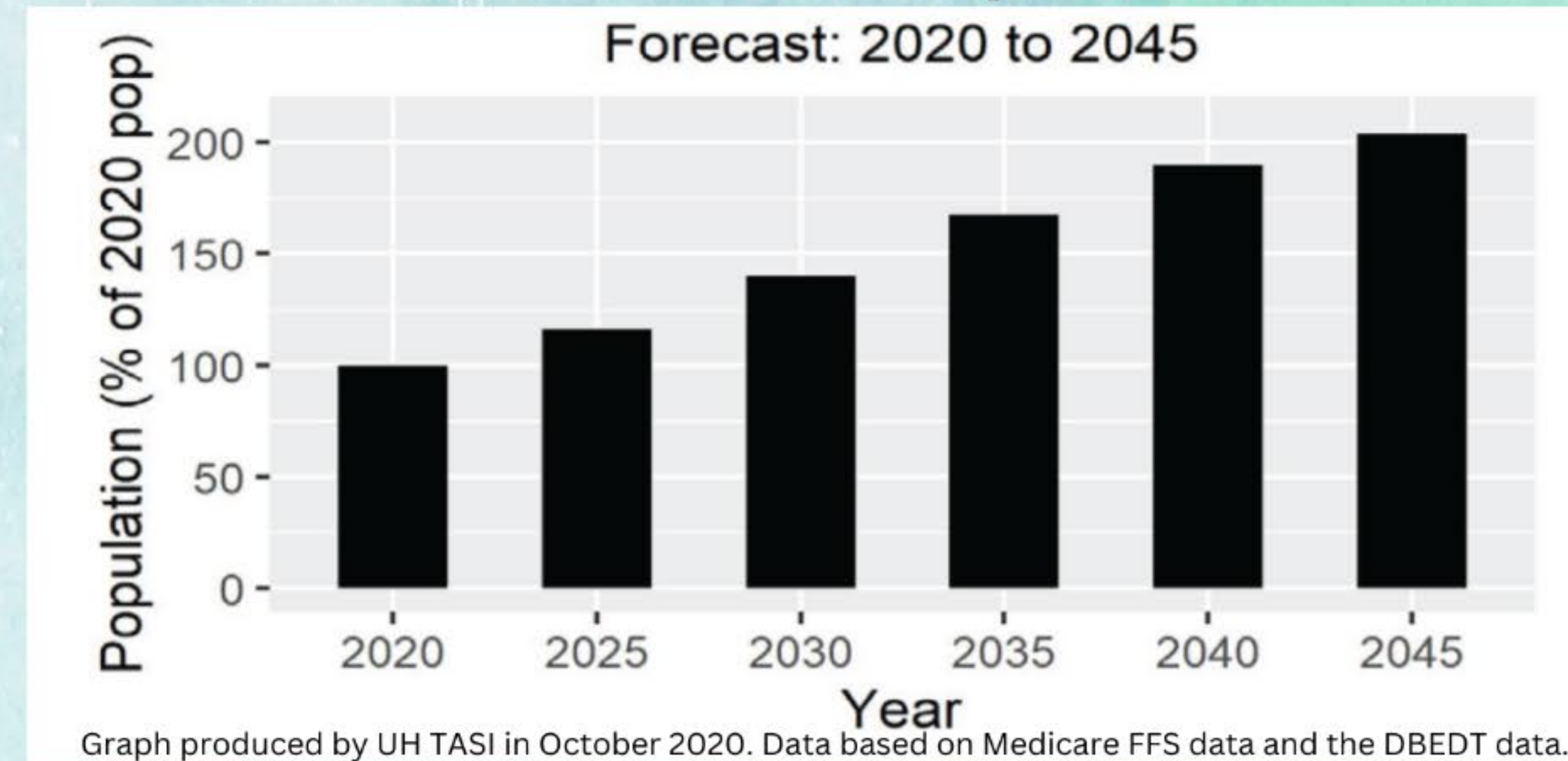
- Goal I:** Pre-training: Develop ADRD resources and build career pathways and dementia capability modules into the training and education of aspiring health and human service workers.
- Goal II:** Ongoing training: Promote accessibility and utility of continuing education in ADRD capability training for current health and human service professionals and para-professionals.
- Goal III:** Encourage the growth of dementia-friendly systems and dementia-informed communities.
- Goal IV:** Organizational policy: Create supportive organizational environments.
- Goal V:** Public policy: Shape and advocate for public policy that helps to meet the needs of PLWD and caregivers.
- Goal VI:** Monitor developments in the dementia-capable workforce public policy and healthcare/social services arena.
- Goal VII:** Break down and reframe the current stigmas related to cognitive decline to empower PLWD and their support systems.

Alzheimer's disease is the 6th leading cause of death in Hawai'i.

By 2025, the number of people living with Alzheimer's disease in Hawai'i is expected to rise to 35,000.

In 2021, 31% of caregivers in Hawai'i provided care for someone living with dementia.

## Hawai'i ADRD Population



## Medicare service utilization among ADRD and non-ADRD population

DAYS / Beneficiary / Year, average	Study Population			Age-adjusted Ratio	Metric
	ADRD	Without	Ratio		
Hospice	7.6	0.6	13.1	8.0	Covered Days/bene/year
Skilled Nursing Facility	5.2	0.6	9.0	7.5	Covered Days/bene/year
Acute Inpatient Hospital	3.3	0.9	3.8	4.3	Covered Days/bene/year
Other inpatient	0.3	0.1	4.2	5.0	Covered Days/bene/year

VISITS / Beneficiary / Year, average	Study Population			Ratio	Metric
	ADRD	Without	Ratio		
Home Health	1.9	0.3	5.9	5.3	Visits / bene / year
Emergency Room -> Inpatient	0.4	0.1	3.8	3.8	ER Visits / bene / year
Emergency Room -> Outpatient	0.6	0.3	2.2	2.4	ER Visits / bene / year
Hospital Outpatient	8.1	4.8	1.7	2.2	Visits / bene / year

COST / Beneficiary / Year, average	Study Population			Difference	Metric
	ADRD	Without	Difference		
Total Medicare Payment	\$ 16,521	\$ 6,851	\$ 9,669	\$ / bene / year	
Acute Inpatient Hospital	\$ 6,308	\$ 2,238	\$ 4,070	\$ / bene / year	
Skilled Nursing Facility	\$ 2,487	\$ 289	\$ 2,198	\$ / bene / year	
Hospice	\$ 1,307	\$ 102	\$ 1,206	\$ / bene / year	
Drug, Part D	\$ 1,370	\$ 805	\$ 565	\$ / bene / year	
Evaluation and Management	\$ 793	\$ 288	\$ 504	\$ / bene / year	
Skilled Nursing Facility	\$ 432	\$ 42	\$ 390	\$ / bene / year	
Home Health	\$ 455	\$ 77	\$ 378	\$ / bene / year	
Hospital Outpatient	\$ 1,499	\$ 1,185	\$ 314	\$ / bene / year	

Table produced by UH TASI in October 2020

## Acknowledgments/References

Mahalo a nui loa to the many community stakeholders, individuals, organizations, caregivers and key informants for their support and contribution to the state plan!  
 Executive Office on Aging. (2023). Hawai'i 2035: State Strategic Plan on Alzheimer's Disease and Related Dementias.  
 Alzheimer's Association and Centers for Disease Control and Prevention. Healthy Brain Initiative: State and Local Road Map for Public Health, 2023-2027, Chicago, IL: Alzheimer's Association; 2023.  
 Hawai'i State Department of Health, Hawai'i Health Data Warehouse, Behavioral Risk Factor Surveillance System.

## Innovative Strategy

- The Hawai'i BOLD initiative sees the importance of exploring, supporting, and advocating for **intergenerational programs** in Hawai'i that have the potential to make gerontology an attractive profession to young people along with promoting the importance of brain health along with opportunities in the field of aging to young people.
- The development of a publicly available **master dementia-related curriculum** will serve as a comprehensive resource for educators and trainers in age-related subject areas. EOA will work with community partners in refining and structuring the drafted master curriculum to be inclusive of all dementia and brain health relevant materials at varying levels meaningful to a spectrum of professions.
- As Hawai'i faces an acute shortage of direct-care workers, engaging in public messaging on **recruitment and retention of a direct care workforce** and the identification of other groups working toward the development of a sufficient, dementia-capable direct care workforce with equitable support is essential.
- Strategies seek to explore innovative solutions that have potential to **relieve the cost burden for dementia care**. Caring for someone living with dementia can be very expensive but family caregivers often bear this burden on their own or else persons with limited finances living alone with dementia may go without needed care which puts their well-being at risk.
- The need for a dementia capable workforce continues to grow but workforce capacity is declining. Gerontology specializations often have the smallest recruitment in educational settings. In order to provide quality care for the growing dementia population, we need to grow our dementia-capable workforce through **exploring innovative compensation models** that have potential for attracting new talent to the dementia-capable workforce

## Next Steps

- National Collaboration**
  - Senator Sharon Moriwiki and EOA Director Caroline Cadirao currently sit on the Council of State Governments Long-term Care Interagency Task Force (CSG). State-level LTC workforce development initiatives including those being implemented in Hawai'i were recently highlighted and considered in the continued development of recommendations for future guidance and best practices in this area.
- BOLD Implementation Grant**
  - In 2023, EOA, the University of Hawai'i Center on Aging and Papa Ola Lōkahi received a 5-year implementation grant from the Centers for Disease Control and Prevention BOLD Public Health Programs to Address Alzheimer's Disease and Related Dementias (Component 2) to implement the state plan on Alzheimer's Disease and Related Dementias. Implementation of workforce development strategies will be supported through this funding.

**Statement of conflicts of interest:** In relation to this poster presentation, the researchers declare that there are no conflicts of interest.

View the Hawai'i ADRD State Plan Here:

