

# Georgia House Rural Development Council

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NOVEMBER 16, 2023



# Vision

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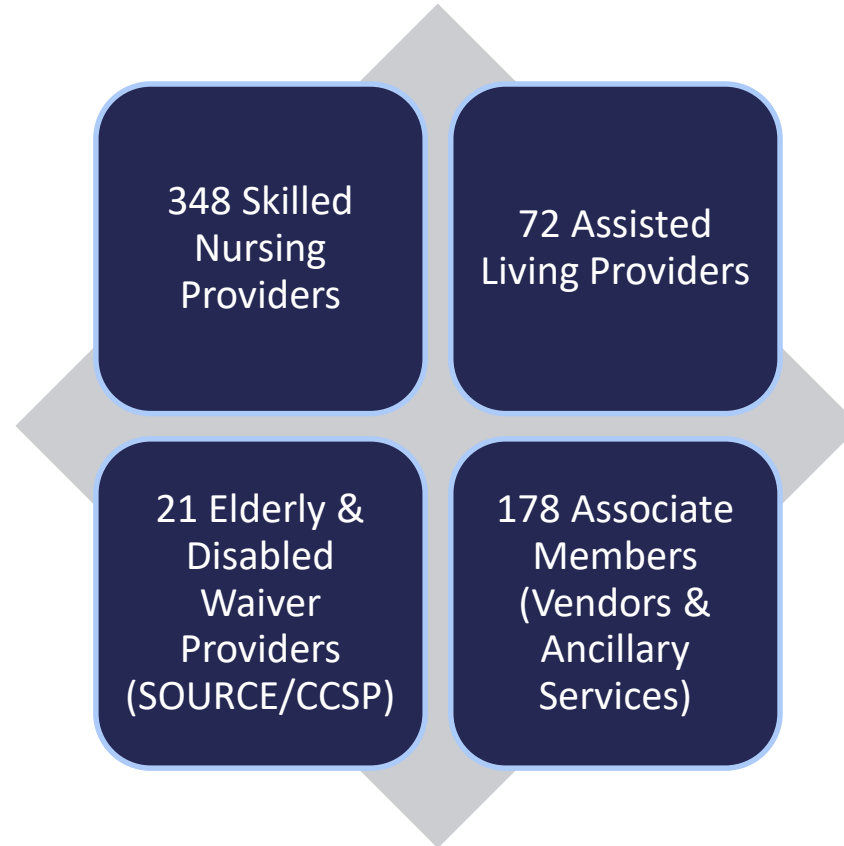
The Georgia Health Care Association (GHCA) is an association of skilled nursing facilities, assisted living facilities, and home and community-based service providers representing the best interests of residents and patients as well as owners, administrators, and other personnel. GHCA strives to enhance the ability of our members to provide competent and compassionate care to meet the ever-changing health care needs of Georgia's elderly and disabled citizens.

*GHCA is committed to continuously improve the quality of life of all persons requiring long term health care. To achieve these goals, GHCA works closely with government agencies and other trade and professional associations in developing, amending and implementing sound legislation, regulatory policies and standards of care. GHCA works to influence society and government to invest in the well-being of elderly and disabled individuals and to assure access to long term care. GHCA is committed to developing necessary and reasonable public policies that balance economic and regulatory principles to support quality care and quality of life. GHCA is dedicated to professionalism and ethical behavior among all that provide long term care, thus earning the confidence and trust of Georgia's public.*



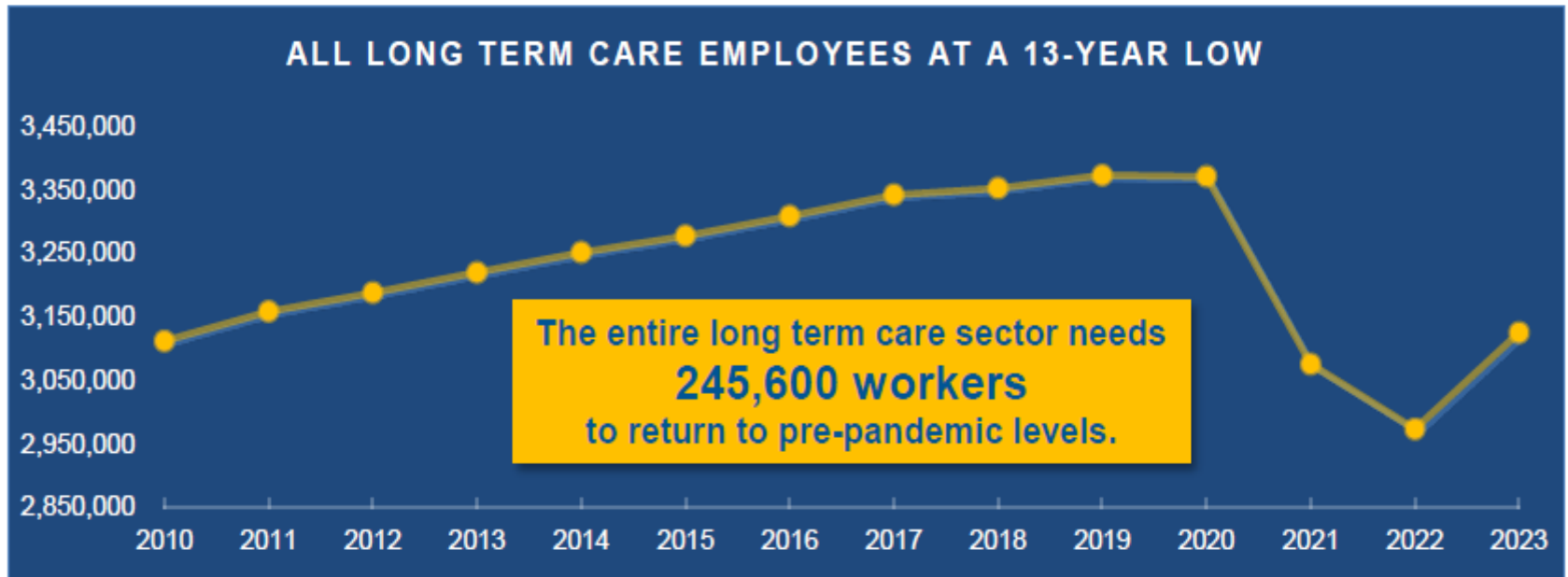
# Who we serve

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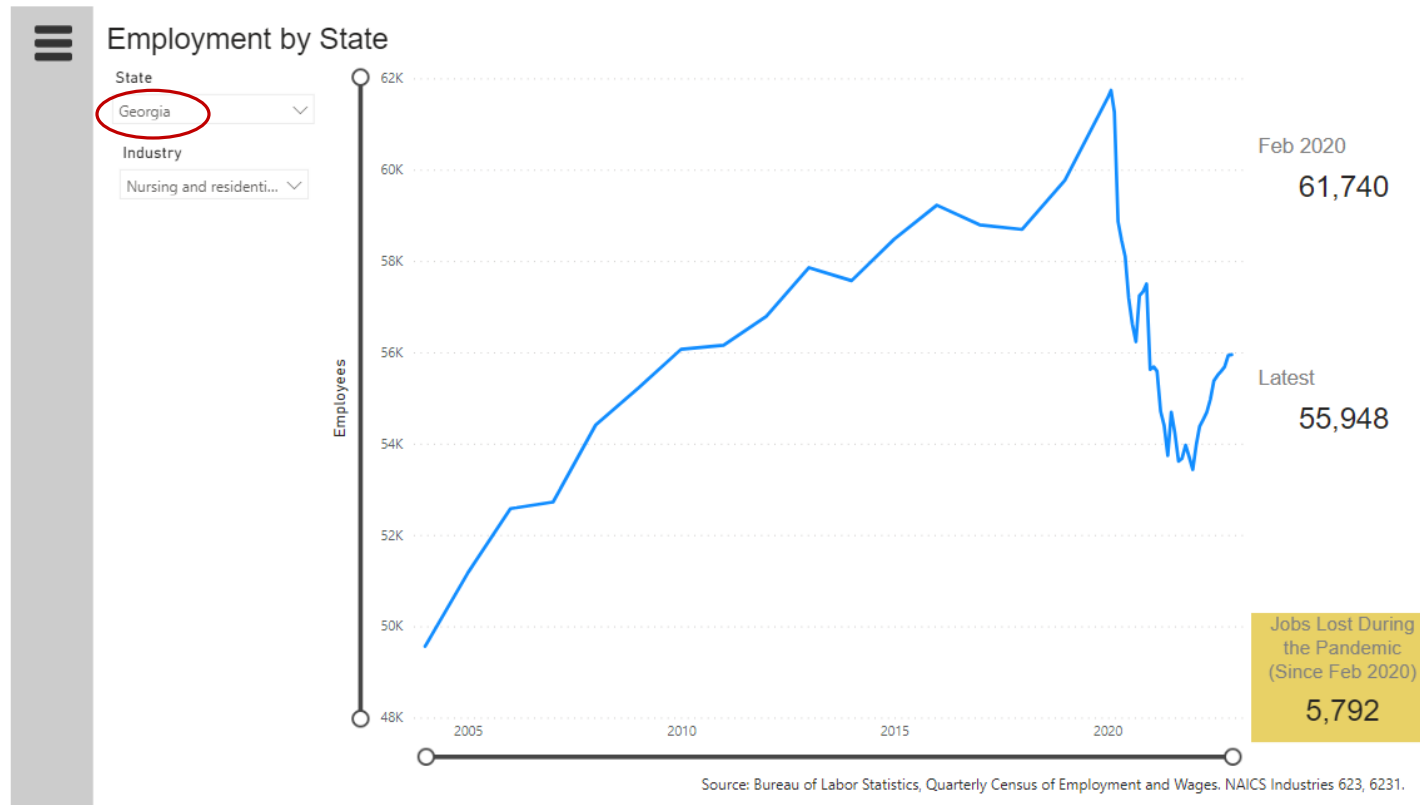
# Current workforce landscape

We have a numbers problem—GA and the nation has a burgeoning aging population and a critically strained workforce.

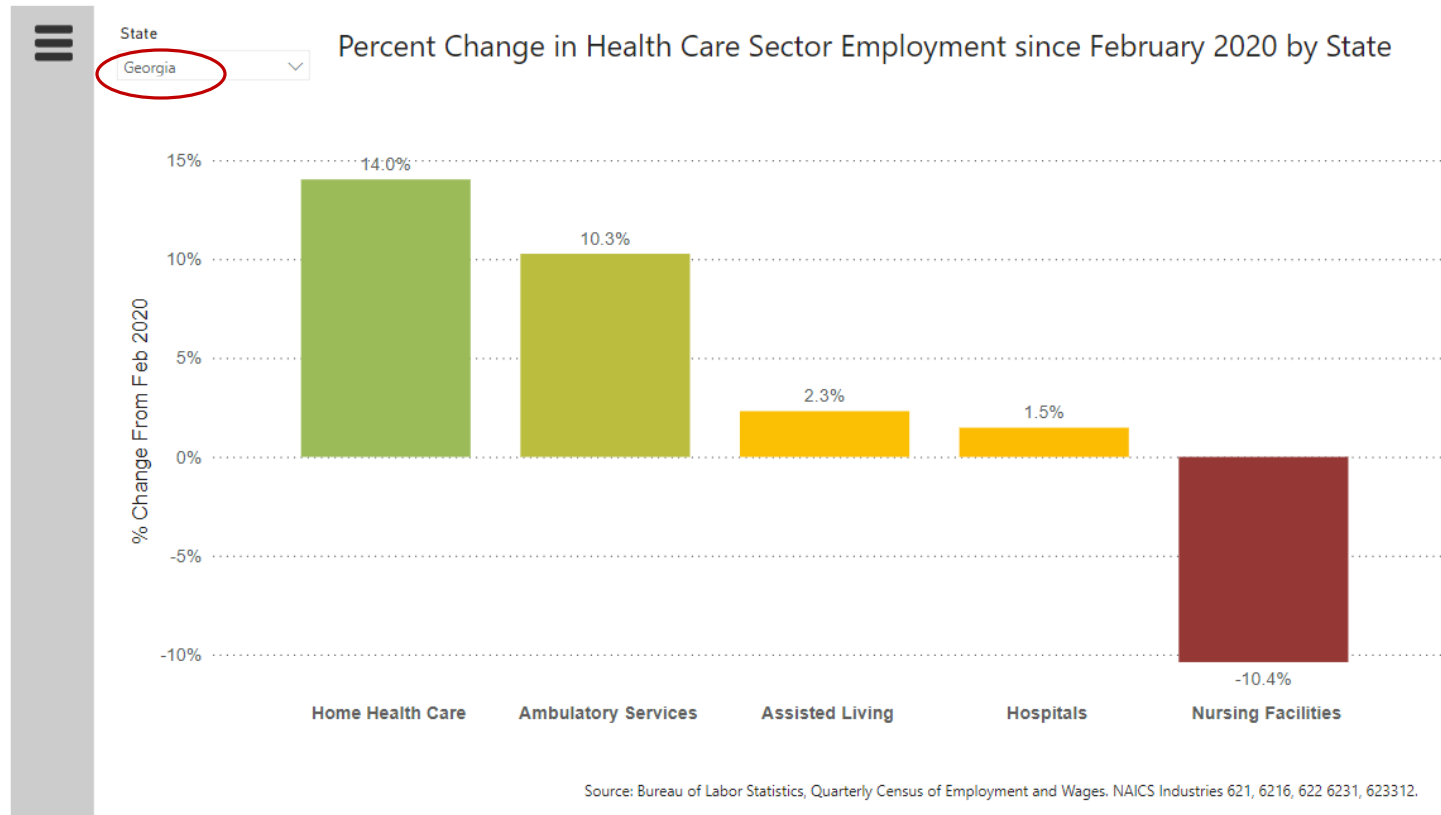


Source: Bureau of Labor Statistics (BLS)

# Georgia's LTC and Residential Service Employment Trend

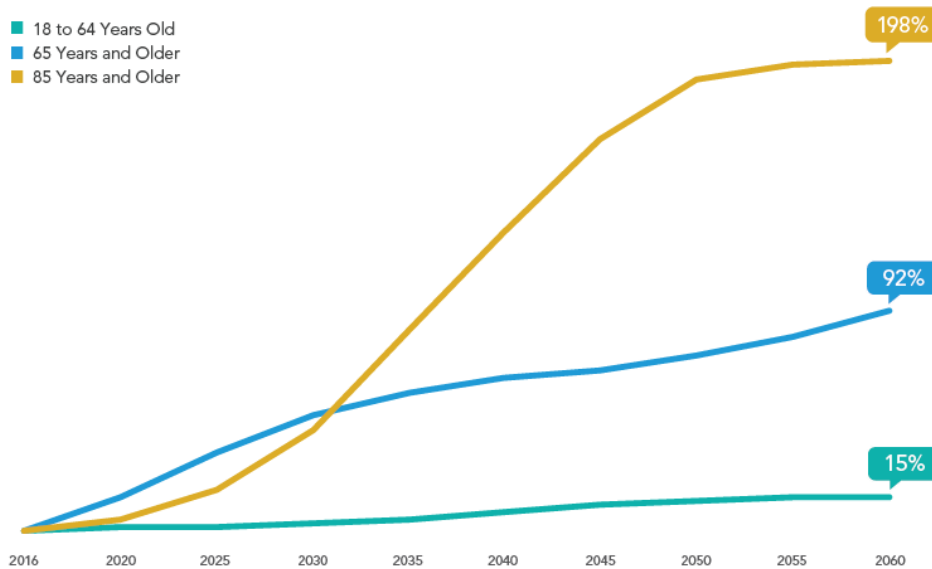


# We are still recovering



# US Population Trends

PROJECTED POPULATION GROWTH  
BY AGE GROUP, 2016 TO 2060



Source: U.S. Census Bureau. 2017. 2017 National Population Projections Datasets, Projected Population by Single Year of Age, Sex, Race, and Hispanic Origin for the United States: 2016 to 2060. <https://www.census.gov/data/tables/2017/demo/popproj/2017-summary-tables.html>; analysis by PHI (July 2020).

From 2016 to 2060, the population of adults age 65 and older in the U.S. is projected to nearly double from 49.2 million to 94.7 million. The number of adults age 85 and older is expected to nearly triple over the same period from 6.4 million to 19 million. This demographic shift is the primary driver of job growth in the direct care workforce.

# Economic Impact of Long Term Care Facilities

## Georgia

May 2023

**Long Term Care (LTC) facilities\* support an estimated \$8.18 Billion of the state's economic activity**

### Jobs

Direct	Indirect and Induced	Total
53,287	24,303	77,589

### Labor Income

Direct	Indirect and Induced	Total
\$2.23 Billion	\$1.32 Billion	\$3.55 Billion

### Economic Activity

Direct	Indirect and Induced	Total
\$4.04 Billion	\$4.15 Billion	\$8.18 Billion

### Tax Revenue

State/Local	Federal	Total
\$173 Million	\$697 Million	\$870 Million

\*Long Term Care (LTC) facilities include nursing homes, assisted living, and other residential care facilities. These facilities do not include government-owned or hospital-based facilities.

Sources: IMPLAN Group LLC, IMPLAN System (Data and Software, 2021); 2020 County Business Patterns, United States Census Bureau



# Looming threat

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Biden-Harris Administration's Minimum Staffing Standards for Long Term Care (LTC) Facilities and Medicaid Institutional Payment Transparency Reporting rule

- Sets a minimum hours per resident day (HPRD) of 0.55 for RNs and 2.45 HPRD for Nurse Aides (NA).
- An RN would be required to be on site 24 hours per day, seven days a week. CMS is seeking comments on whether the DON should be counted towards the 24/7 requirement.
- Does not account for LPNs or other dedicated professionals who competently provide person centered care.
- Inordinately high threshold for waiver or exemption almost guarantees ineligibility.

# Ground truth

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- Georgia nursing homes would need to hire an estimated 3,652 additional full-time employees (2,754 nurse aides and 898 RNs).
- The proposed mandate would cost Georgia nursing homes approximately \$187 million per year.
- 76% percent of Georgia nursing homes are currently not meeting at least one of the three proposed staffing requirements: the 2.45 nurse aide HPRD, the 0.55 RN HPRD, and the 24/7 RN. Less than 1% of nursing homes in the state meet all 3 proposed requirements.
- Georgia nursing homes that did not meet at least one of the requirements were more likely to have a majority of their residents relying on Medicaid (75% percent average Medicaid census) compared to facilities that met the criteria (24% percent).
- If nursing homes are unable to increase their workforce to meet these new requirements, more than 9,598 nursing home residents could be impacted by census reductions.
- The National Council of State Boards of Nursing (NCSBN) 2023 environmental scan found that Georgia has some of the lowest ratios of employed RNs per population in the country, with fewer than 750 employed registered nurses per 100,000 people.

Source: Analysis by CliftonLarsonAllen (CLA)

# What we need

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- ❑ Retention is important but pipeline development is critical.
- ❑ HB 497 provides opportunity to expand Certified Nursing Assistant and Certified Medication aide workforce pool. Thank you!
- ❑ Early outreach and seamless pathways are needed to meet current and future workforce needs.
  - ❑ Report of Joint Study Committee on Dual Enrollment for Highly Skilled Talent at Younger Ages co-chaired by Representative Matt Dubnik provides meaningful insight and recommendations
    - ❑ Encourage permanent support to allow all students participating in dual enrollment to access HOPE Career Grant Funds for eligible CTAE courses irrespective of whether the student has reached the maximum credit hour cap. A permanent change is desirable.
- ❑ Policy & funding support to enhance infrastructure, e.g., structural modernization focused on dignity and safety.
- ❑ Positive public relations

# Thank you

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