Recruiting and Preparing Tomorrow’s Leaders

The mid-21st Century Gerontological Work Force
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College of Liberal Arts and Sciences)
Global Definition of the Social Work Profession

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.

Jean Calment

- 1875 Arles, France
- Van Gogh
- Married; cherry dessert
- Daughter; pnu; grandson; auto, age 46
- 1965 - Age 90
- Lawyer (age 45) paid $400 month
Outlived her husband, daughter, grandson, and lawyer.
Objectives

Tomorrow’s Leaders in Aging

The need
The supply
The challenge
The Need

Demography
Functional Status
Demography

Easy part
Three patterns of population change, 2000

Rapid growth
Democratic Republic of Congo

Slow growth
United States

Negative growth
Germany

Copyright © 2001 Population Reference Bureau
About the same number of people at every age;

Fewer births
Fewer deaths

USA has in-migration

Global
FIGURE 1

The Number of Americans Ages 65 and Older Will More Than Double by 2060.

Source: PRB analysis of data from the U.S. Census Bureau.

Social Security Is the Primary Income Source for Older Americans With Low Incomes.

Shares of Aggregate Income for Households Headed by Adults Ages 65 and Older in Different Income Categories, by Source, 2014

<table>
<thead>
<tr>
<th>Source Type</th>
<th>Total</th>
<th>Lower-Income</th>
<th>Medium-Income</th>
<th>Higher-Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Earnings</td>
<td>35%</td>
<td>12%</td>
<td>24%</td>
<td>43%</td>
</tr>
<tr>
<td>Social Security</td>
<td>20%</td>
<td>5%</td>
<td>17%</td>
<td>23%</td>
</tr>
<tr>
<td>Assets</td>
<td>9%</td>
<td>2%</td>
<td>4%</td>
<td>12%</td>
</tr>
<tr>
<td>Pensions</td>
<td>34%</td>
<td>76%</td>
<td>52%</td>
<td>21%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Note:** Lower-Income = below 200% of the poverty line, Medium-Income = 200%–399% of the poverty line, and Higher-Income = 400% of the poverty line or higher. Numbers may not sum to 100 due to rounding.

Older adulthood spans 40+ years; as a whole, function improved over the decades

**Functional Status**

- Most older adults are functioning well.
- Most older adults are functioning well and doing fine.
- Older age groups, in general, have more limitations. (65-74; 75-84; 85+)
- Most OA live in apt or house, with supports
  Assistive devices, internet, driverless cars, robots, Orthotics, prosthesis, raised toilet seats, cell phones
Many will receive services in NH; and return to AL or home.

**LTC needs most likely among the 80+;**
% < 65 also growing in some NHs.
Rewired eyelids
Bigger ears
Curved neck
Forward tilting upper torso
Shorter limbs and stature
More ribs
Thicker back discs
Thicker bones
Extra padding around joints
Reversed knee-joints (low grind)
Some threats

- Obesity
- Diabetes
- Substance Use
Dementia outside of nursing homes

Supply Workforce
The nation needs to move quickly and efficiently to make certain that the health care workforce increases in size and has the proper education and training to handle the needs of a new generation of older Americans.
ENHANCING GERIATRIC COMPETENCE

IMPROVING MODELS OF CARE

INCREASING RECRUITMENT AND RETENTION
Figure 1  The Social Embeddedness of Thriving at Work

- Unit contextual features
  - Decision-making discretion
  - Broad information sharing
  - Climate of trust and respect

- Individual Agentic work behaviors
  - Task focus
  - Exploration
  - Heedful relating

- Individual Thriving at work
  - Experienced
    - Vitality
    - Learning

- Individual Thriving outcomes
  - Development
  - Health

Resources produced in the doing of work
- Knowledge
- Positive meaning
- Positive affective resources
- Relational resources

Pathway for architecting future thriving
Demography is not the only change

- Work
- Partnering
- Housing
- Transportation
- Communication
- Entertainment
- Social Expectations
  - Living alone
  - Neighbors
  - Asking for help
  - Finances
Older Adulthood Competent Leaders Needed in ALL Fields

- Business
  - Entrepreneurs
  - Human Resources
  - Marketing
- Human Services
- Leisure Services
- Communications
- Education
- Entertainment
- Disaster
- Climate Change
- Transportation
- Law, etc., etc., etc.
Need is increasing
The demand is mixed
The supply is low
The challenge
Challenge

- Unprecedented demography
- Globalization
- Urbanization & Technological Changes
- Major social changes
- Game Plan for Society
- The Will
Ageism

• “Thinking or believing in a negative manner about the process of becoming old or about old people” (Doty, 1987, p.213) As quoted in Lynda Grant (1996) assigned reading.
Old age is not a disease - it is strength and survivorship, triumph over all kinds of vicissitudes and disappointments, trials and illnesses.

Maggie Kuhn
• Founded in 1980 following a White House Mini-Conference on Older Women in Des Moines, Iowa… engage in nationwide education and advocacy campaigns to place issues of interest to older women in the public spotlight and on the legislative agenda.
Figure 14. The three pillars of a policy framework for Active Ageing

Active Ageing

Determinants of Active Ageing

United Nations Principles for Older People

Participation

Health

Security
Brains
Heart
Courage
Determination
Culture of figuring things out

Sense of community - trust

Organizations have taken the lead

More to do
Education
Aging & Longevity Studies
at the University of Iowa

- Undergraduate
  - Certificate
  - Minor
  - Emphasis Area in Aging: Interdepartmental Studies Degree

- Graduate
  - Certificate
  - MSW Specialty in Gerontology
Undergraduate minor
Graduate minor

Master’s Degree in Gerontology (on campus)
Doctoral Degree in Gerontology (on campus)

Graduate certificate (online)
Masters program (online)

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• Gerontology Minor

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Community Colleges

• Very important partner in education!
Tomorrows OA Competent Leaders ???

- Workers
- Citizens
- Neighbors
- Family
People - Opportunities for
  Older adults
  People with disabilities

Role of government

Business

Nonprofits

Places of worship

Education
Recruiting, Preparing, Retaining Tomorrow’s Leaders

Set up the best infrastructure to set our society up for success. Right incentives. Right recognition.

Start right now 😊