

National Post-acute and Long-term Care Study Direct Care Worker Pilot

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NPALSTM
National Post-Acute and Long-term Care Survey

Disclosure

- None of the authors have any conflicts of interest to disclose.
- The findings and conclusions in this presentation are those of the authors and do not necessarily represent the official position of the National Center for Health Statistics, Centers for Disease Control and Prevention; Office of the Assistant Secretary for Planning and Evaluation, Department of Health and Human Services, or RTI International.

Direct care workers – a snapshot

- **Who are direct care workers?** Direct care workers assist older adults and people with disabilities with essential daily tasks and activities across a range of long-term care settings.
- **Occupational titles:** Certified nursing assistants, nursing assistants, home health aides, home care aides, personal care aides, personal care assistants, and medication technicians or medication aides
- **Job growth:** Over the past decade, the direct care workforce added nearly 1.6 million new jobs, growing from 3.2 million workers in 2012 to 4.8 million in 2022. Expected to add just over 1 million new jobs from 2021 to 2031—more new jobs than any other single occupation in the country.
- **Income:** Median annual earnings for direct care workers are just \$23,688. Thirty nine percent of direct care workers live in low-income households (defined as subsisting at less than 200 percent of the federal poverty level), and 46 percent rely on public assistance, such as Medicaid, food and nutrition assistance, or cash assistance.
- **Demographics:** Large majority are women of color; a substantial proportion are immigrants.

Source: PHI Workforce Data Center estimates, based on U.S. Bureau of Labor Statistics, Occupation Employment Statistics data, 2022.

Data is available directly from BLS: <https://www.bls.gov/ooh/healthcare/home-health-aides-and-personal-care-aides.htm>;

<https://www.bls.gov/ooh/healthcare/nursing-assistants.htm>.

Direct care workers, COVID-19 crisis, and the lack of data

- **Impact of COVID-19**
 - Increased need for direct care workers
 - Need to improve the lives of direct care workers in order to reduce turnover
 - Pressing need for appropriate training and job quality interventions in order to improve quality of care received by older people and people with disabilities

- **Direct care workforce surveys**
 - 2004 National Nursing Assistant Survey – a supplement to the 2004 National Nursing Home Survey
 - 2007 National Home Health Aide Survey – a supplement to the 2007 National Home and Hospice Care Surveys

National Post-acute and Long-term Care Study

(formerly National Study of Long-Term Care Providers)

SETTINGS

Hospice Agency

Nursing Home

Home Health Care Agency

Inpatient Rehab Hospital*

Long-term care Hospital*

Residential Care Community

Adult Day Services Center

DATA SOURCES

Secondary Data:

Centers for Medicare and Medicaid Services administrative claims, assessment, and regulatory data
(CASPER, MDS, OASIS, IRF-PAI, IPBS)

Primary Data:

NCHS multi-mode survey of providers

* Setting added in 2018

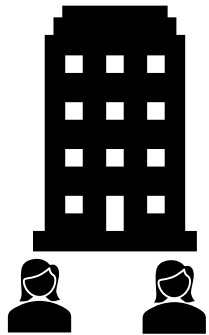
NPALS – Direct Care Worker (DCW) Pilot Study

- **Purpose:** To design and test a sampling protocol, questionnaires, and contact strategies that could be used in a national DCW survey in the future.
- **ASPE & NCHS Collaboration**
- **Data collection contractor:** RTI
- **3 NPALS settings:** Adult day services centers, Nursing homes, Residential care communities
- **Certified nursing assistants, nursing assistants, home health aides, home care aides, personal care aides, personal care assistants, and medication technicians or medication aides are included.**

DCW: Frame and Sampling Design

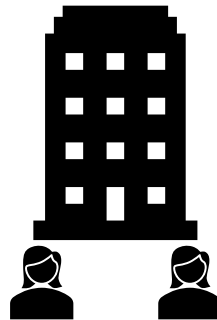
Two- Stage Probability Design

Sample of 120 ADSCs
from a list of ADSCs
eligible for 2022 NPALS



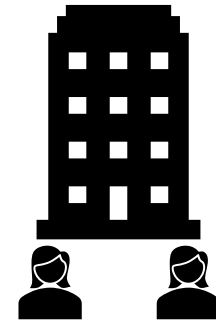
100 DCWs

Sample of 120 NHs from
CMS' list of all active
Medicare-certified NHs)



100 DCWs

Sample of 120 RCCs
from a list of RCCs
eligible for 2022 NPALS



100 DCWs

DCW: Respondent Contact Materials

▪ Directors

- Welcome letter signed by NCHS Director
- Frequently Asked Questions
- CATI confirmation and sampling prep letter

▪ Direct care workers

- Welcome letter signed by NCHS Director
- Frequently Asked Questions
- Confidentiality brochure
- Flyer

DCW: Data Collection Protocol

- **Data collection includes three components:**
 1. Telephone call for directors to set up the sampling appointment and confirm eligibility
 2. Telephone call for the directors to sample two DCWs and answer a few questions about the sampled DCWs
 3. A mail/web questionnaire for the two sampled DCWs to complete

Calls with the Director

- **During eligibility and sampling calls**
 - Confirm have at least one resident/participant and DCW
 - Walk through sampling list with the director.
 - Remove DCWs that are not eligible—language barrier, not current employee or contractor

- **For each sampled DCW ask:**
 - Is the sampled DCW an employee or a contractor?
 - If employee, does the DCW work part-time or full-time?
 - If contractor, does the DCW contract temporarily or long-term?
 - What is the position title of the sampled DCW?
 - Could I please have the name, address, phone number, and email address of the sampled DCW?


DCW Questionnaire

Form Approved OMB No. 0920-1030 Exp. Date: 02/28/2026

TEP Meeting – December 6, 2022

Questionnaire Topics

- Training
- Job history
- Work setting
- Wages
- Benefits
- Family life
- Demographics

 **NPALS™**
National Post-acute and Long-term Care Study

Direct Care Worker Survey
National Post-acute and Long-term Care Study

The Centers for Disease Control and Prevention is conducting a Direct Care Worker (DCW) Survey as part of the National Post-acute and Long-term Care Study (NPALS). We appreciate your participation in this important study. The information you provide will help in the development of future DCW surveys.

Please think about the facility listed below as you answer the questions in this survey.

- You may also work at additional facilities or for another employer, but we would like you to answer only about your experiences working at the facility below.
- If you are no longer working at the facility below, please answer each question about when you were employed or contracted at this facility.
- If you need assistance or have questions call 1-866-214-2047.

<<FACILITY NAME>>
<<FACILITY PHYSICAL STREET ADDRESS>>
<<CITY>>, <<ST>> <<ZIP>>

<<CASE ID BARCODE>>

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DCW: Challenges and Alternative Strategies

■ Challenges

- Small sample and low response: difficulty reaching directors
- Directors refusing to sample
- Directors refusing to provide names of and contact information for DCWs

■ Alternative strategies

- Send the questionnaire packets to sampled DCWs at the facility address
- Director forwards email to sampled DCWs – the email contains links to the webpage and phone number
- Director distributes email to all DCWs – the email contains links to the webpage and phone number
- Director distributes flyers to all DCWs about participating in the study.

Advantages of combining an establishment survey and a worker survey

- Methodological advantages
- Expedite the conduct of the survey
- Reduce survey costs and respondent burden
- Improve participation
- Increase the analytic potential of both the establishment survey and the worker survey

Future Possibilities

- **National direct care worker study-** 5 sectors (adult day services centers, residential care communities, nursing homes, hospice, and home health care)
- **Extend to other sectors**
 - Home care
 - Frame
 - Questions added to 2024 frame development process
 - RCCs exclusively serving residents with Intellectual and developmental disabilities (IDD) and Severe mental illness (SMI)
 - Frame - 2018 NSLTCP/NPALS
- **Develop relevant questions including eligibility questions**
- **Pilot test**

More information about the DCW pilot...

Respondent contact materials and DCW questionnaire can be found at the NPALS DCW Pilot participant webpage

https://www.cdc.gov/nchs/npals/dcw_participants.htm

More information about the NPALS...

- **National Post-acute and Long-term Care Study**
<https://www.cdc.gov/nchs/npals/index.htm>
- **Long-Term Care Dashboard: Biennial Overview of Post-acute and Long-term Care in the United States**
<https://www.cdc.gov/nchs/npals/webtables/overview.htm>

Thank you!

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