

**ALZHEIMER'S DISEASE TASK FORCE  
RECOMMENDATION FORM**

*Please include only one recommendation on each form.*

**This form must be returned via e-mail to [katie.mulford@iowa.gov](mailto:katie.mulford@iowa.gov) no later than 5:00 p.m.,  
Tuesday Nov. 27, 2007**

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**Address**

**Each recommendation must fit into one of the following categories. Please check the appropriate box:**

**Education and training**  
 **Funding and reimbursement**

**Services and housing**  
 **Wellness and disease management**

**RECOMMENDATION:**

Improved training, recruitment and retention in health care occupations must be a priority to meet the current and future shortages in Iowa's healthcare workforce.

**IN 250 WORDS OR LESS, PLEASE INCLUDE COMMENTS, JUSTIFICATION, RESOURCES OR OTHER INFORMATION TO HELP THE TASK FORCE UNDERSTAND THE IMPORTANCE OF YOUR RECOMMENDATION.**

Iowa, like many states, faces a serious challenge to meeting its citizens' long-term care needs with an adequate and stable supply of caring and well trained direct care workers and other health and human service professionals. For example, Iowa faces a shortage of direct care workers. The traditional source of new caregivers (women aged 25-64) is projected to shrink over the next 25 years. The state's average direct care staff turnover rate of 80% compounds this problem. Therefore, the following recommendations need to be considered a priority:

- a. The Department of Public Health and Department of Education and other health care and human service entities must consider developing training and guidelines for older workers/job seekers who desire employment in Iowa's long term care continua.
- b. Iowa's hospitals, health care facilities home and community based aging network need to increase the number of available residencies/internships and provide the support needed for older individuals (non-traditional students) to transition from an intern/trainee to a health care professional.
- c. Iowa's regents' universities and community colleges must build curriculum's around the needs of older adults and must incorporate geriatric training as a standard item across curriculums.
- d. Local Chambers and economic developers need to provide technical assistance to communities trying to recruit or plan for health and human service worker shortages. These entities must consider ways to retain their existing workers and how to bring more

mature workers into the health and human service field, recruit younger and displaced workers and to provide geriatric training to all workers interested in the delivery of health and human services to older Iowans.

e. Higher education institutions, community colleges and healthcare organizations need to create mentoring programs, preceptor ships and other similar strategies to prevent turnover and increase retention.

f. Iowa's legislature needs to consider developing subsidized educational opportunities for all workers/job seekers who desire employment within the long term care continua.