

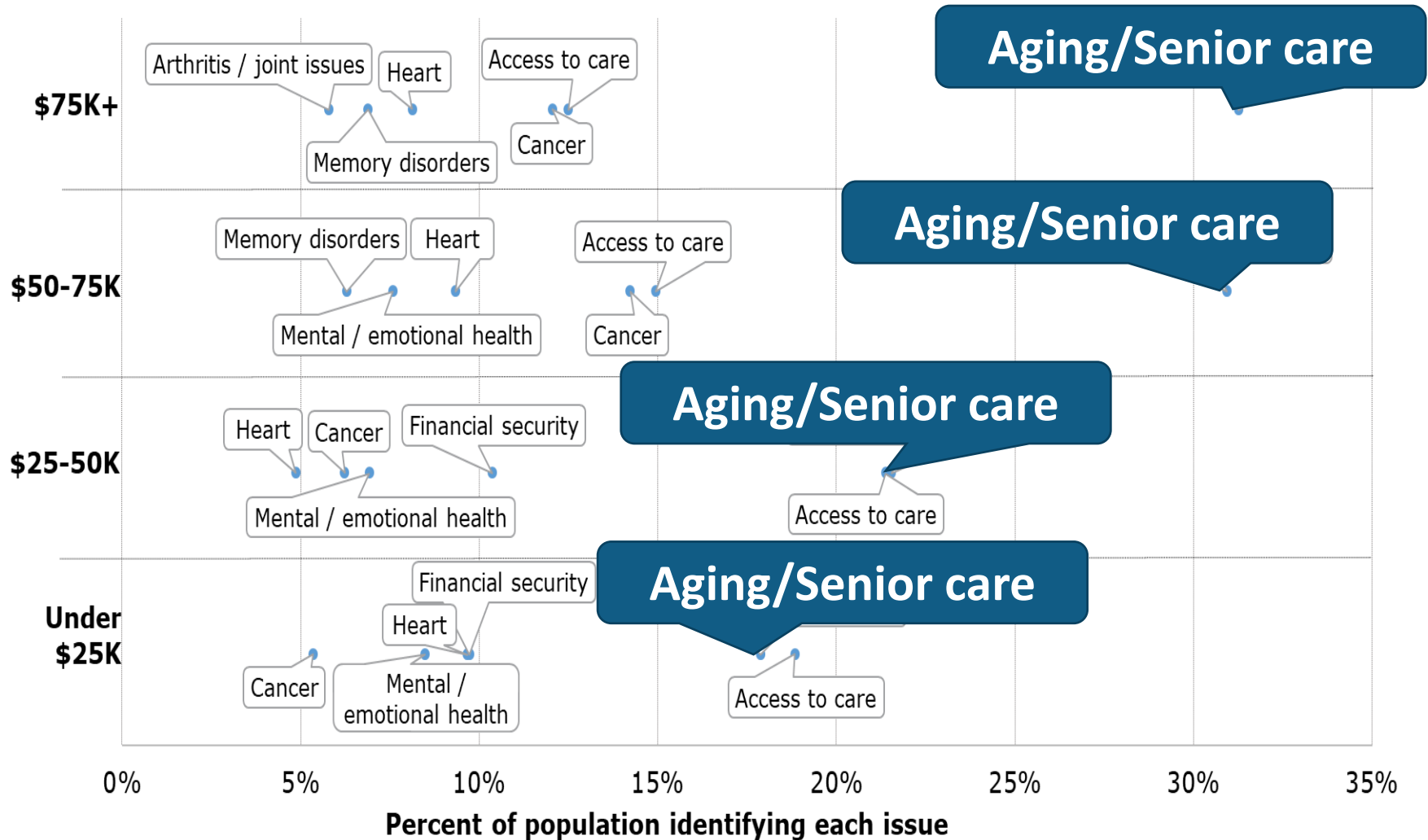
Regional Health Care Workforce Consortium

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Seniors (65+) biggest concern about health

Finger Lakes region



Physical health

Residents with the lowest SES are

105% more likely to loose teeth

154% more likely have diabetes

239% more likely to have asthma

Mental Health

Residents with the lowest incomes have

3x feelings of helplessness

4x significant anger

4x self-destructive behavior

SAGE Commission

Vision for Aging Services for 2020 and Beyond



**Increase the number of professionally trained aide level personnel
in the Finger Lakes Region**

Aging population trends

Older adults are the fastest growing population group in NYS

From 2000-2040 the 65 and over population will **increase 47%** in the Finger Lakes Region

Home Health Care Workforce Projections

Center for Healthcare Workforce Studies (March 2018):

- Between 2002-2016, home health care added over 56,000 jobs statewide.
- In 2017, 74% of home health care agencies projected expanding their HHA, PCA workforce in the next year
- Between 2014-2024, DOL projects 11,000 openings for HHA; 6,500 openings for PCA.

FLPPS 13-county Region 2018-2019, Home Health Aides

2018 Jobs	Annual Openings	2018-2019 Change (% , N)	2018-2019 Replacement jobs	Median Hourly Earnings
5,710	914	5% (278 jobs)	634	\$12.53

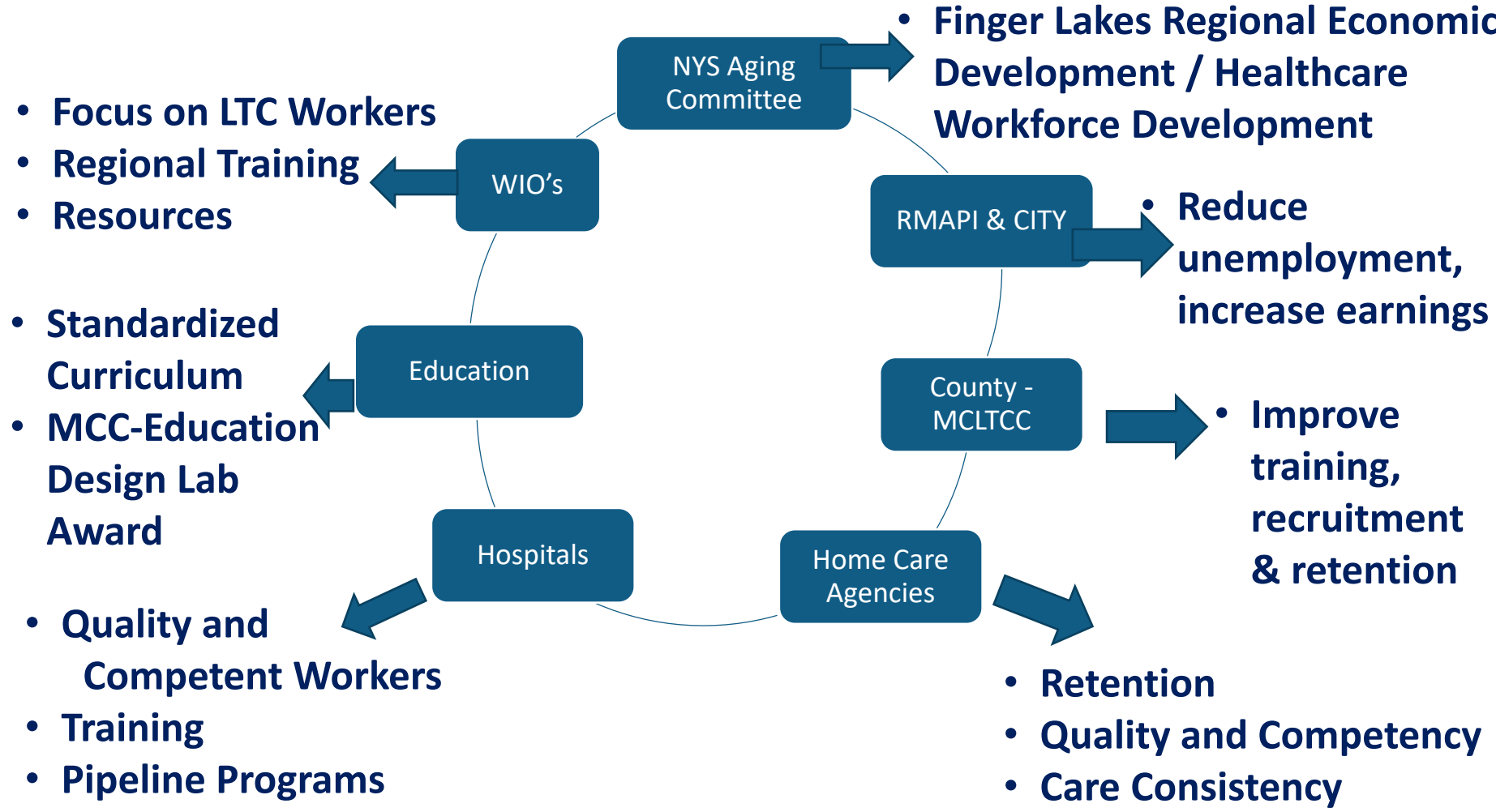
Source: MCC Economic & Workforce Development Center

Wages do not meet Self-Sufficiency Standard

Occupation	# Full Year Workers (Monroe) 2014	# Full Year Workers Below 200% FPL	% of Occupation Below 200% FPL	Avg. Hourly Wage, 2015
Nursing, Psychiatric, and Home Health Aides	6281	2790	44.4%	\$12.81
Personal Care Aides	1756	734	41.8%	\$12.20

Doucette, LA, Fitts, H. Wage Disparities in Monroe County by Race and Gender. Mayor's Office of Innovation and Strategic Initiatives, 2017

Shared Priorities, Goals and Initiatives





Rochester's Bridges to Success

Demographics at Intake

Average age:	38
Gender:	22% M; % 78% F
Marital status:	3.8% Married
Race:	62% Black 9% White (non-Spanish) 29% Other (Inc. Multi race)
Avg. Household size	2.8
Education	35% < HS/GED 37% HS/GED 13% Some college 15% College Grad.
Employed full or part-time	29% (N-160)

Outcomes (Active Participants)

Average % employed since program enrollment increased 95.2%*	Average household income since enrollment increased 100.5%*
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Note*: Large positive difference from previous report due to math error.

Initially Unemployed Transitions (N=88 Actives)

% Unchanged	% Full time	% Part time	% Temporary or per diem
47.73%	23.86%	23.86%	2.27%

Participant Planning

Avg. # goals planned	% Participants advancing from 'Crisis' or 'At Risk' to Stable within at least one domain (e.g., housing, health, education, employment)
4.26	80%

Initiative Operations

Participant retention rate	Avg. % allowable incentives distributed	Initiative cost per participant year enrolled (2)
81%	67.7%	\$5,974.48



Data-driven collaboration and innovation
from the Finger Lakes region



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