



ALZHEIMER'S CARE: WHAT NOW. WHAT NEXT.

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ALZHEIMER'S CARE



ALZHEIMER'S DISEASE

When

1906

What

Alois

Alzheimer

Why

Erratic behaviors

Language deficit

Memory loss

A close-up photograph of a vintage yellow car's front end. The focus is on a round, chrome-rimmed headlight with a clear lens and a ribbed pattern. Above the headlight is a chrome hood ornament. The car's body is a bright, glossy yellow. The background is blurred, showing a stone wall and a paved surface.

OLD TIMER'S



Causes of Dementia

Alzheimer's

Vascular

Syphilis

Alcohol

Lewy Body

Parkinson's

Frontotemporal

HIV/AIDS

DEMENTIA

- A set of symptoms/behaviors
- Causing a loss of intellectual abilities
- Affects socialization
- Affects behavior

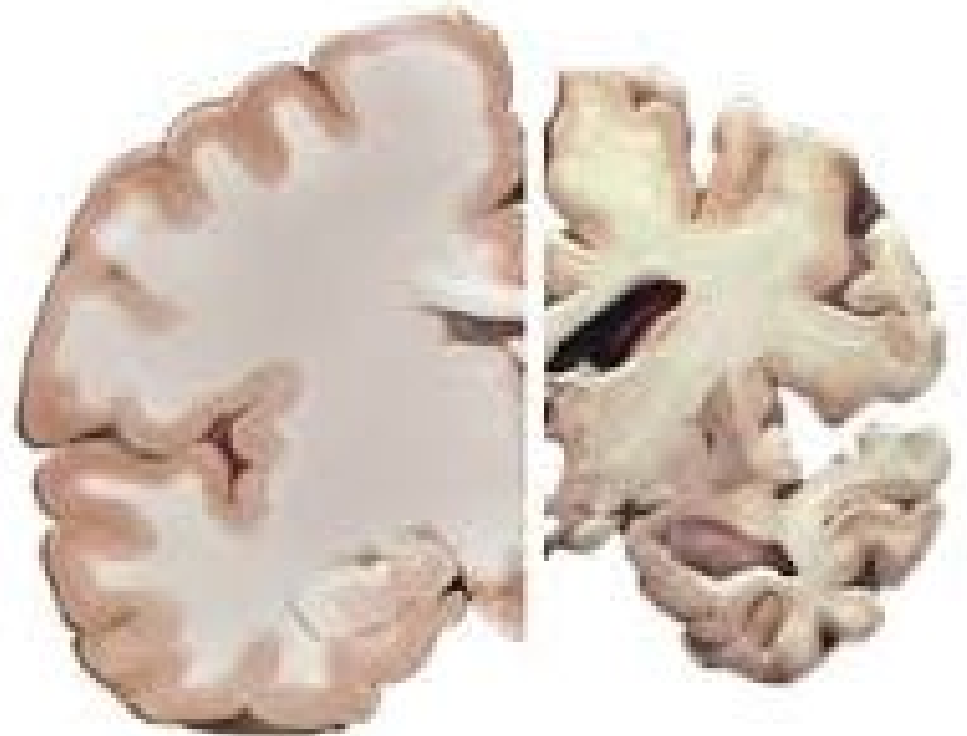


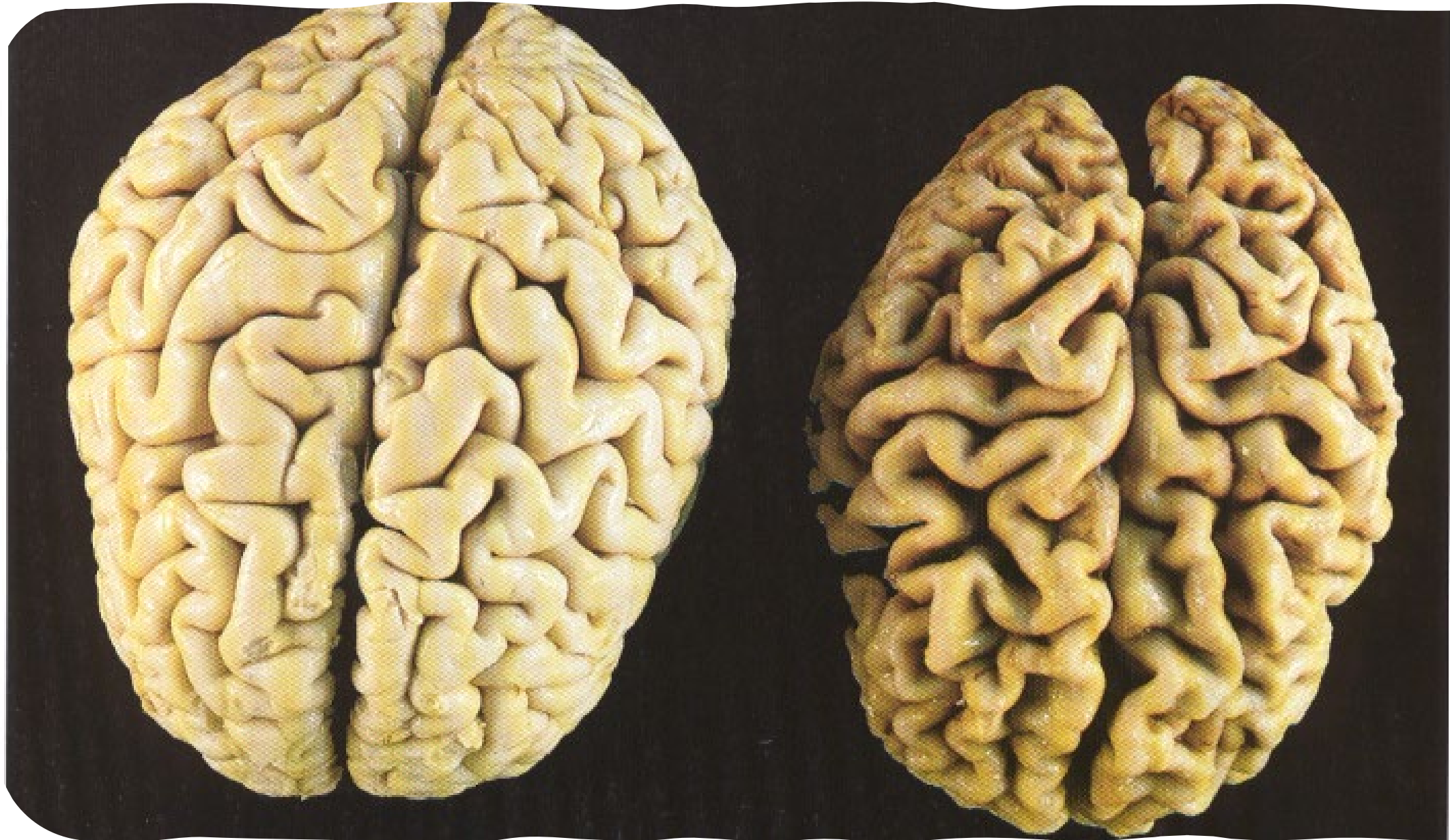
ALZHEIMER'S DISEASE

- A progressive disease
- Neurons destroyed
- Affects ability to carry out ADLs
- Loss of memory, communication, and learning

Healthy
Brain

Severe
Alzheimer's





TREATABLE DEMENTIA

- Medication
- Thyroid
- Diabetes
- Dehydration
- Nutritional Imbalance
- Infections
- Substance Use/Abuse
- Depression



POSSIBLE HELPS



Healthy diet



Manage chronic illnesses



Exercise



Mental activity - *games against the clock (Sudoku, Taboo)*



Stay Social



Manage Stress



Plenty of Sleep

WHAT NOW: THE INVESTMENT



TOTAL INVESTMENT



CUSTOMER

How many Americans are turning 65 every day?

100

1,000

10,000

100,000

BABY BOOMERS

2012

- 43.1 million

2050

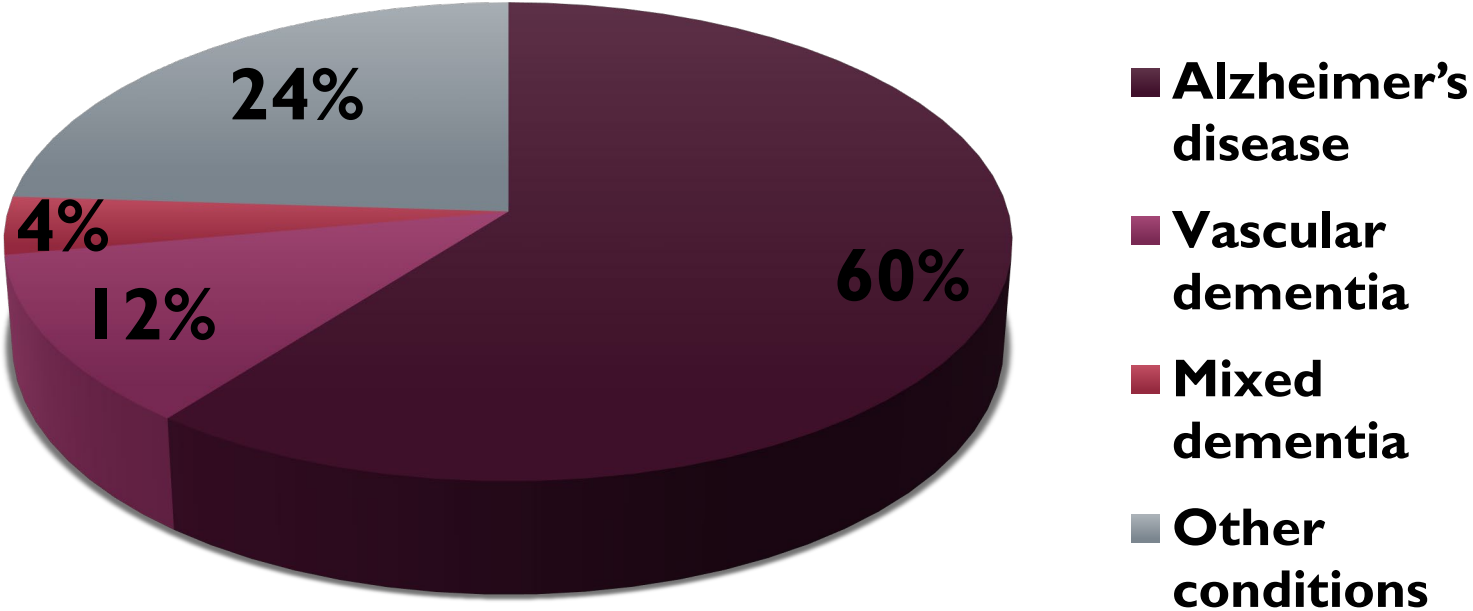
- 83.7 million

Alzheimer's disease/dementia

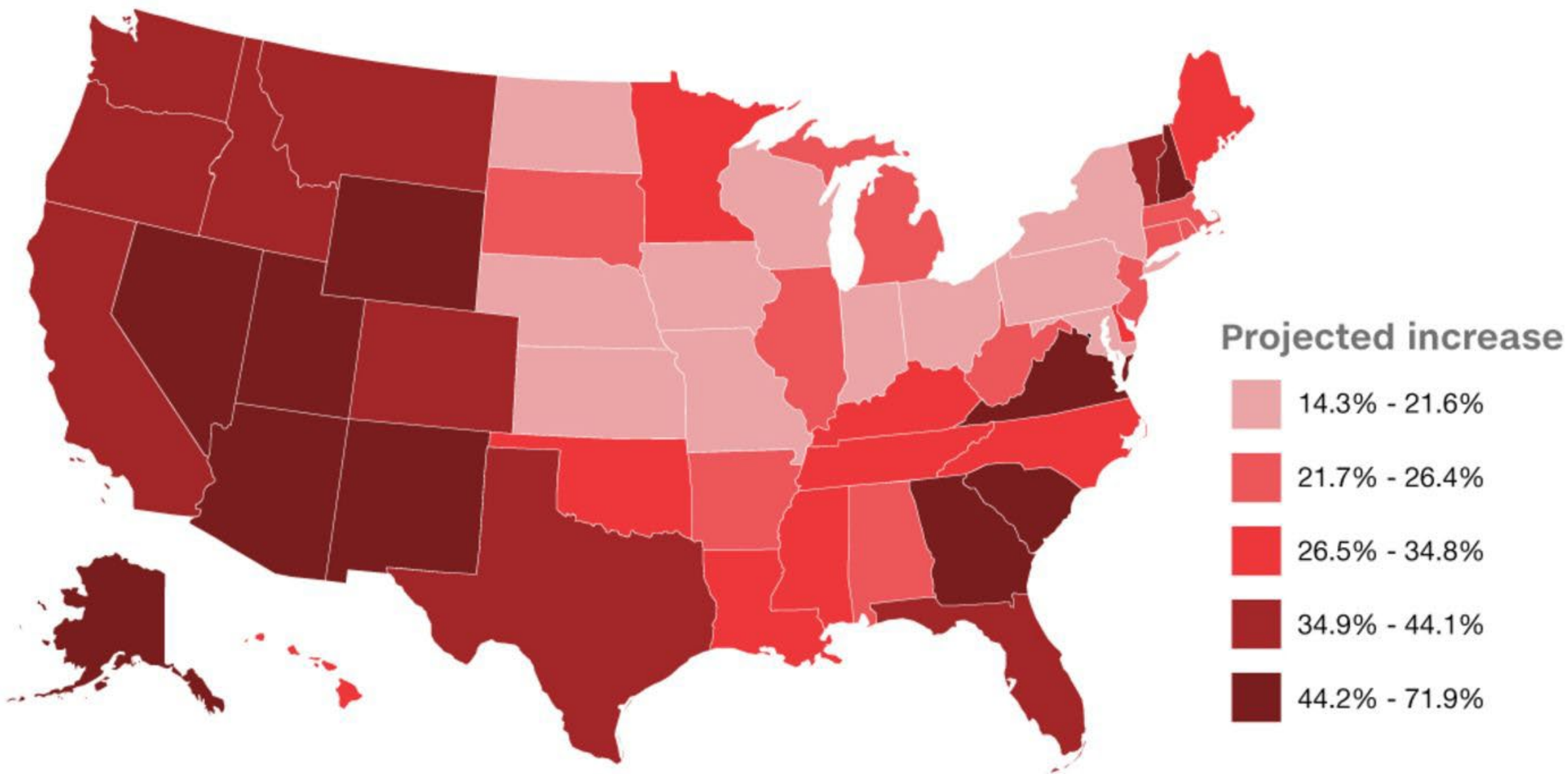


**No Cure or
Prevention**

CUSTOMER

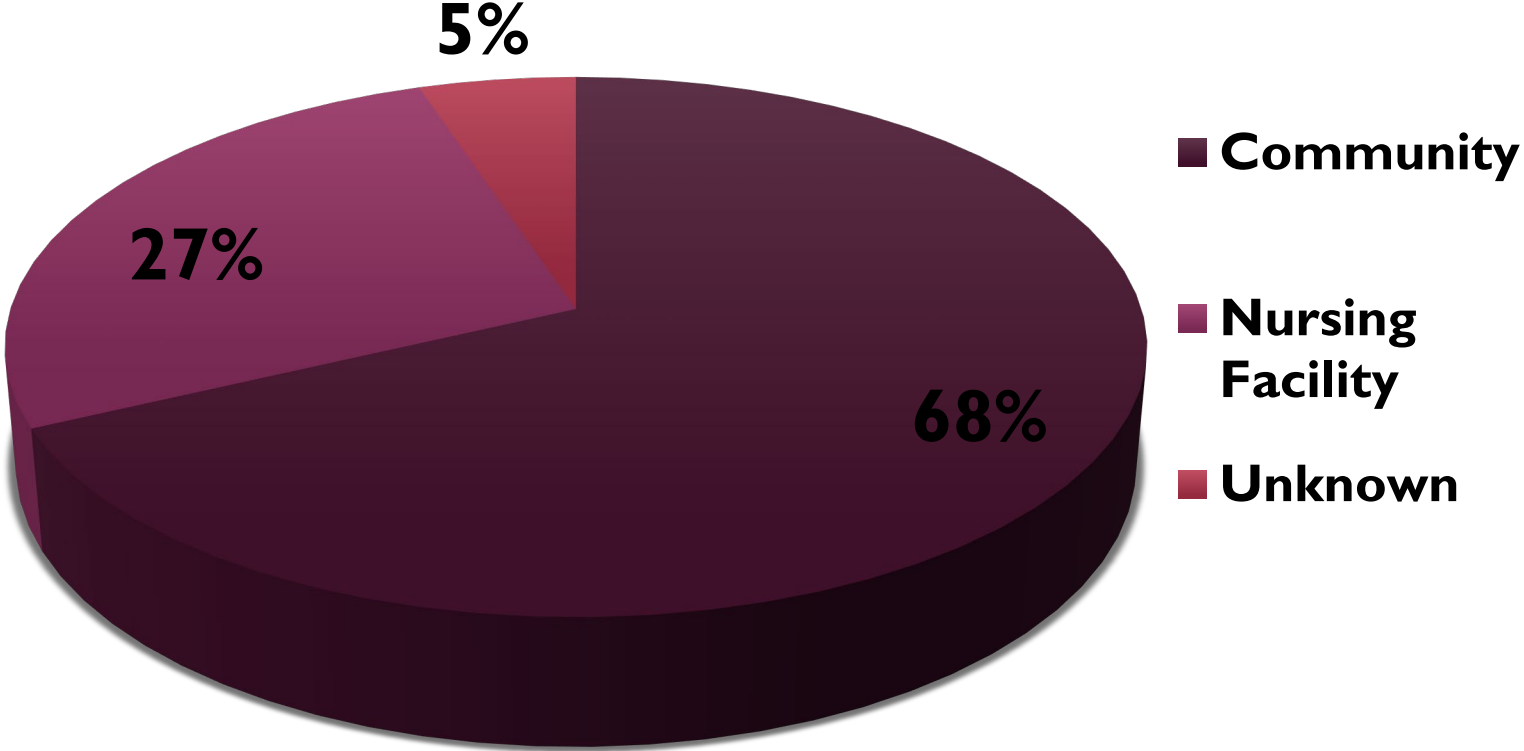


PROJECTED RISE IN ALZHEIMER'S CASES BY 2025



SOURCE: Alzheimer's Association

CUSTOMER



DIRECT CARE WORKFORCE

4+ million direct
care workers

Majority in home
and community-
based

At least 90% are
women of color

Women
20s – 50s

Care for residents
and their own
families

Few have paid
vacation, sick
leave, or childcare
benefits

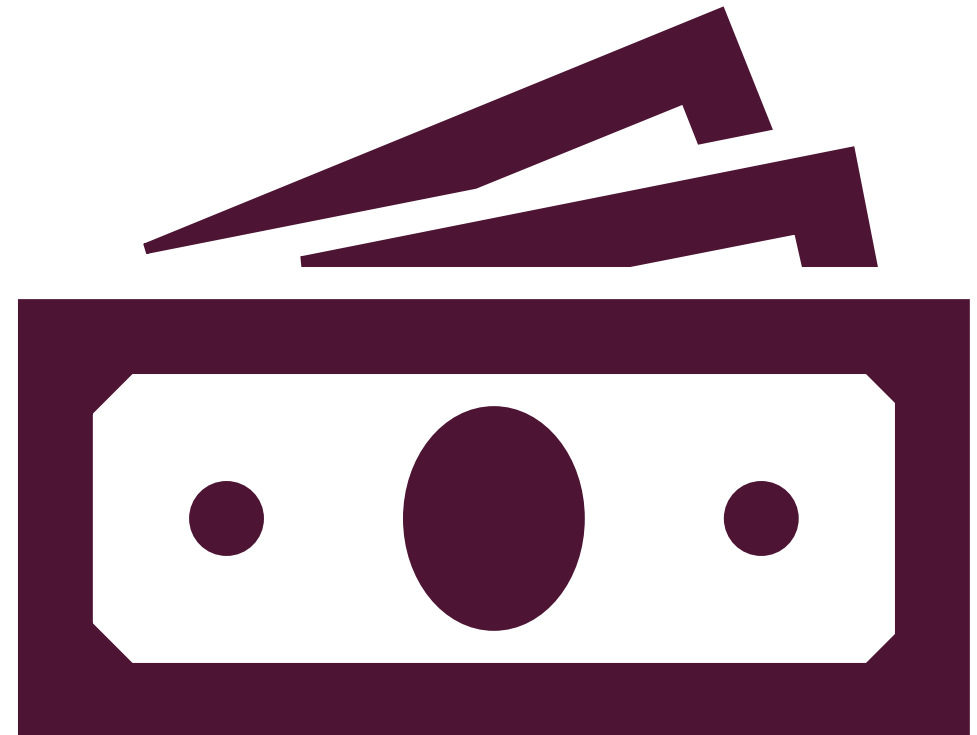
DIRECT CARE WORKFORCE

- **Jobs are rewarding for many direct care workers BUT:**
- Lack of health insurance
- Little or no advancement opportunities
- Poor relationships with supervisors
- Lack of respect
- Physical and emotional demands
- Low pay
- Inadequate workload caused by turnover
- **Inadequate training**



DIRECT CARE WORKFORCE

- Low Pay
 - Demand grew / Wages fell
 - ~\$12 - \$15/hr
 - ~\$25,000 - \$35,000/yr
 - 42% rely on public assistance
 - 28% food stamps
 - 22% Medicaid for medical coverage
 - Pay is not competitive
 - “Walmart Effect”
 - Turnover due to better wages/benefits



DIRECT CARE WORKFORCE



High turnover rates are associated with increased use of:

Physical restraints
Catheters
Behavioral health medications



High turnover rates are associated with increase:

Contractures
Pressure Ulcers
Quality of Care Deficiencies



Direct care worker turnover impacts providers

DIRECT CARE WORKFORCE

Turnover rate in AL ranged from 77% to more than 164%

43% for personal care aides

48% for certified nursing assistants

40% for medication technicians

Job vacancy rates of 11% to 20%

High turnover rates affect providers' financial health

PROVIDERS ON WORKFORCE

Unaware how much direct care worker turnover actually cost



Spend up to \$4,300 for each worker that is replaced

- An amount that can exceed 4 times the monthly salary
- 

Turnover costs top \$1,000,000 - \$2,000,000 / annually



Less than \$200,000 spent on recruitment, training & professional development



WHAT NEXT: IMPROVEMENTS / ADVANCEMENTS

DIRECT CARE WORKFORCE NEEDS...



Strategies that improve retention



Competitive wages and health insurance benefits



Strategy of culture change



Strategies of management practices and trained supervisors



Career advancement opportunities



Cultural competence



Comprehensive training needed to deliver quality care

DIRECT WORKFORCE



There is a need for better training



LTSS grow in number, client needs become more medically complex



The skill level and training of the LTC workforce must expand



South Carolina will need more people trained as specialists



Personnel and professionals receive training in LTC competencies and geriatric content

EDUCATIONAL OPPORTUNITIES



Face-to-face



Online interactive training



Dedicated care partner model



Mentoring program

Include DC staff in decision-making



Colleges/Universities offer free training

NON-DRUG THERAPY



Communication



Pet Therapy



Physical Therapy



Reminiscence Therapy



Music Therapy

DEMENTIA TREATMENTS

Aricept

Exelon (*pill
and patch*)

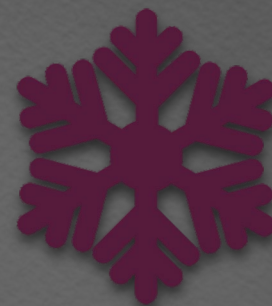
Razadyne

Namenda
(Memantine)

ALZHEIMER'S TREATMENTS



Donanemab (Kisunla™)



Lecanemab (Leqembi®)

PRODUCT OF YOUR INVESTMENT

- Reduce costs
- Reduce avoidable transfers
- Reduce risk of survey penalty
- Reduce the risk of litigation
- Reduce the risk of elder abuse
- Improve safety for ALL
- Improve staff morale
- Improve job satisfaction
- Increase rate of retention
- Improve resident outcomes
- Competitive model of care



THE COMPLETE
DEMENTIA
CAREGIVER'S GUIDE

Just Ask *Dr. Macie*



DR. MACIE P. SMITH

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