

Meeting Talent Shortages in the Healthcare Industry by Reskilling Workers

April 3, 2025



Welcome!

- Today's session will be recorded
- Feel free to enter questions in the Q&A box
- Time for questions will be held for the end



Today's Agenda



Overview of CAEL/AARP partnership

Introduction to AARP/Center to Champion Nursing in America upskilling work with Jen Peed

The evolution of the nursing workforce and how to support adult learners obtain nursing degrees and credentials with Deb Stamps

A nursing student experience with Melody Ranger

Question and Answer

Our Speakers



Jennifer Peed, Senior Director, Business Operations and Center Integration, Center to Champion Nursing in America, AARP

Jennifer Peed is the managing director at the Center to Champion Nursing in America, an initiative of AARP, AARP Foundation, and the Robert Wood Johnson Foundation.



Deborah Stamps, EdD, RN, FAAN, Chief Nursing Advisor

Deborah C. Stamps serves as Chief Nursing Advisor to the AARP Public Policy Institute and the Future of Nursing: Campaign for Action. She advises on nursing and health care workforce, equity, and programs that strengthen the nursing workforce. She also leads the LPN/LPN-to-RN Initiative, which aims to highlight and replicate successful strategies and programs that champion the LPN role and support LPNs in their efforts to become RNs.

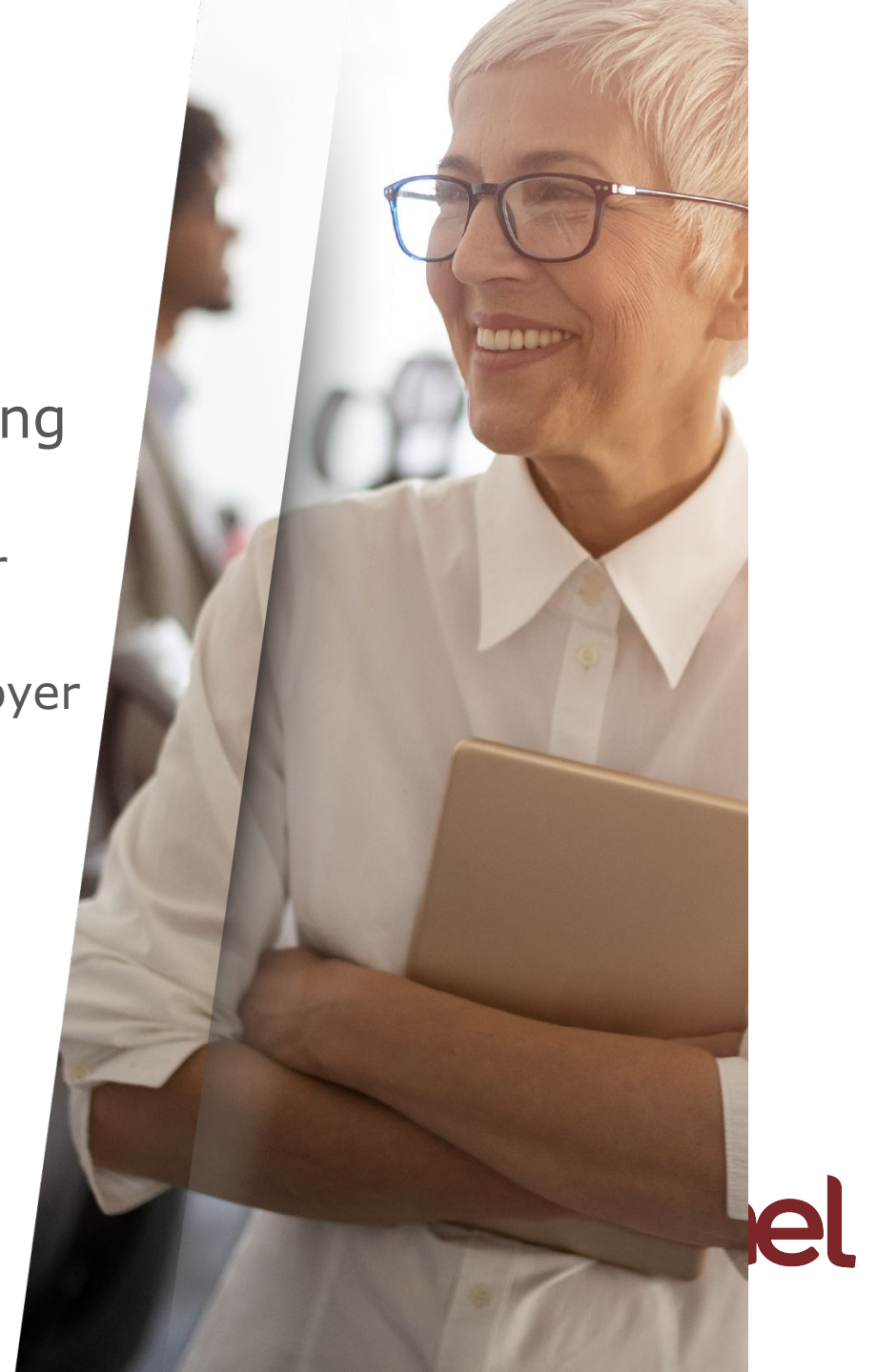


Melody Ranger, LPN earned her Licensed Practical Nurse certification from Isabella Graham Hart School of Nursing in Rochester, NY.

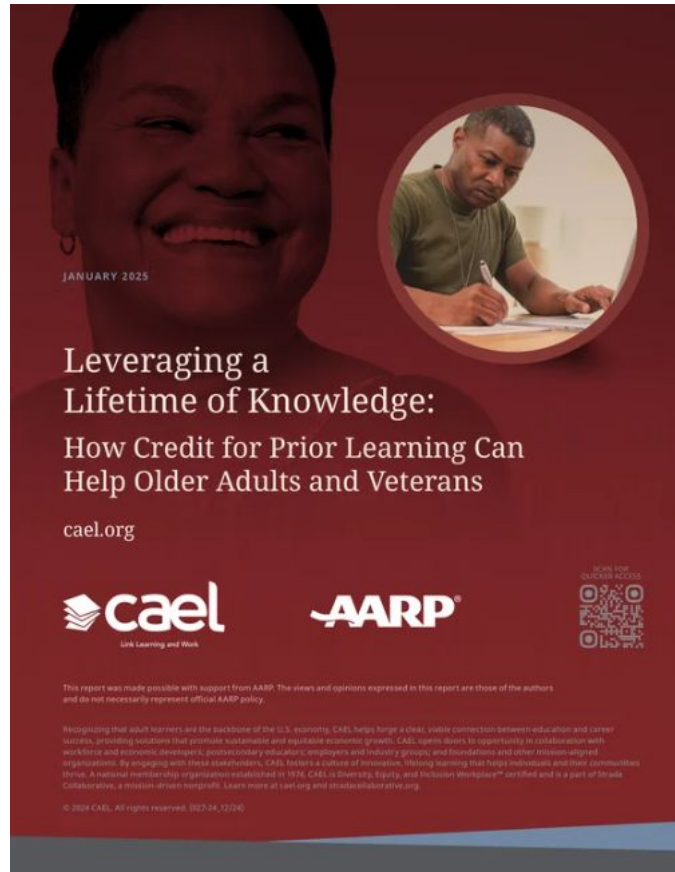
She also holds certifications in BLS/CPR, phlebotomy, and nursing assistance. Passionate about patient advocacy and education, she remains committed to enhancing healthcare delivery through compassionate, evidence-based practice.

CAEL/AARP Partnership

- Released a series of three policy briefs covering topics relevant to older adults
 1. Leveraging a Lifetime of Knowledge: How Credit for Prior Learning Can Help Older Adults and Veterans
 2. Aging Workforce, Rising Potential: Policy and Employer Action for Older Workers
 3. Age is Just a Number: State Policy Approaches to Supporting Older Adult Learning



Three Briefs Revealed Several Themes



Important Context / Themes

- According to a recent AARP survey, one in five Americans ages 50+ have no retirement savings, and over half worry they will not have enough to last in retirement.
- An analysis by the National Student Clearinghouse Research Center indicated that the number of adults under the age of 65 with some college but no credential was 36.8 million, which was up by 2.9% from the previous year. Approximately 11.25 million of these adult learners are between the ages of 45-64.
- Predicted increase labor market participation
- Rapidly changing labor market/economy/skills needs necessitates lifelong learning
- State reconnect programs have seen increase in older adult enrollment

Important Context / Themes

- According to a Pew Research analysis of U.S. Bureau of Labor Statistics (BLS) projections, individuals aged 65 and older are expected to make up 8.6% of the labor force — those who are either employed or seeking work — by 2032, an increase of 2% from 2022. Furthermore, this age group is projected to account for 57% of overall labor force growth during this period.
- Notably, older adults are among the few age groups expected to increase their labor force participation rate, and the BLS forecasts that 21% of individuals aged 65 and older will be part of the workforce by 2032 — nearly a 20% increase from 2022. The only other age group projected to increase in participation rates is those 55 to 64, highlighting a broader trend of older individuals remaining active in the workforce.

Important Context / Themes

- Rapidly changing labor market/economy/skills needs necessitates lifelong learning
- State reconnect programs (last-dollar tuition grants for adults attending community college) have led to an increase in older adult enrollment

Recommendations

- Expand CPL usage and implementation across institutions
- Increase employer participation / buy-in for upskilling and reskilling opportunities, including digital skills
- Expand state financial aid programs and other policies that remove barriers for adults returning to school

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AARP and CAEL

- AARP Mission: Empower people to choose how they live as they age.
- AARP and CAEL shared goals:
 - Credit for prior learning
 - Employer supported programs
 - Expand existing programs, such as Re-Connect

AARP and Health Care Professions

- Strengthening Communities
- Growing Demand
- Supply Concerns
- Advocacy and Solutions