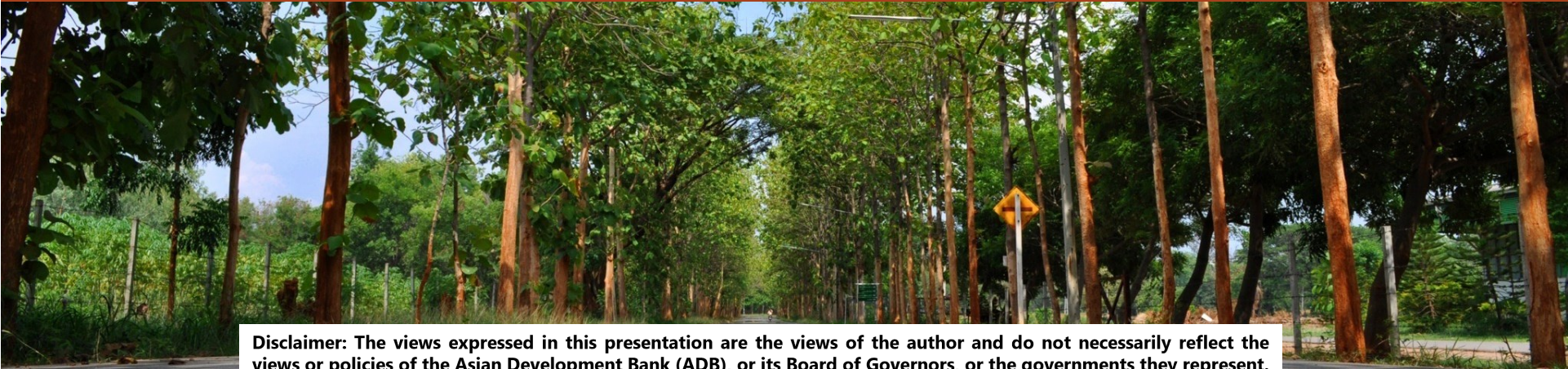




Innovations and practices from Thailand in developing the care workforce

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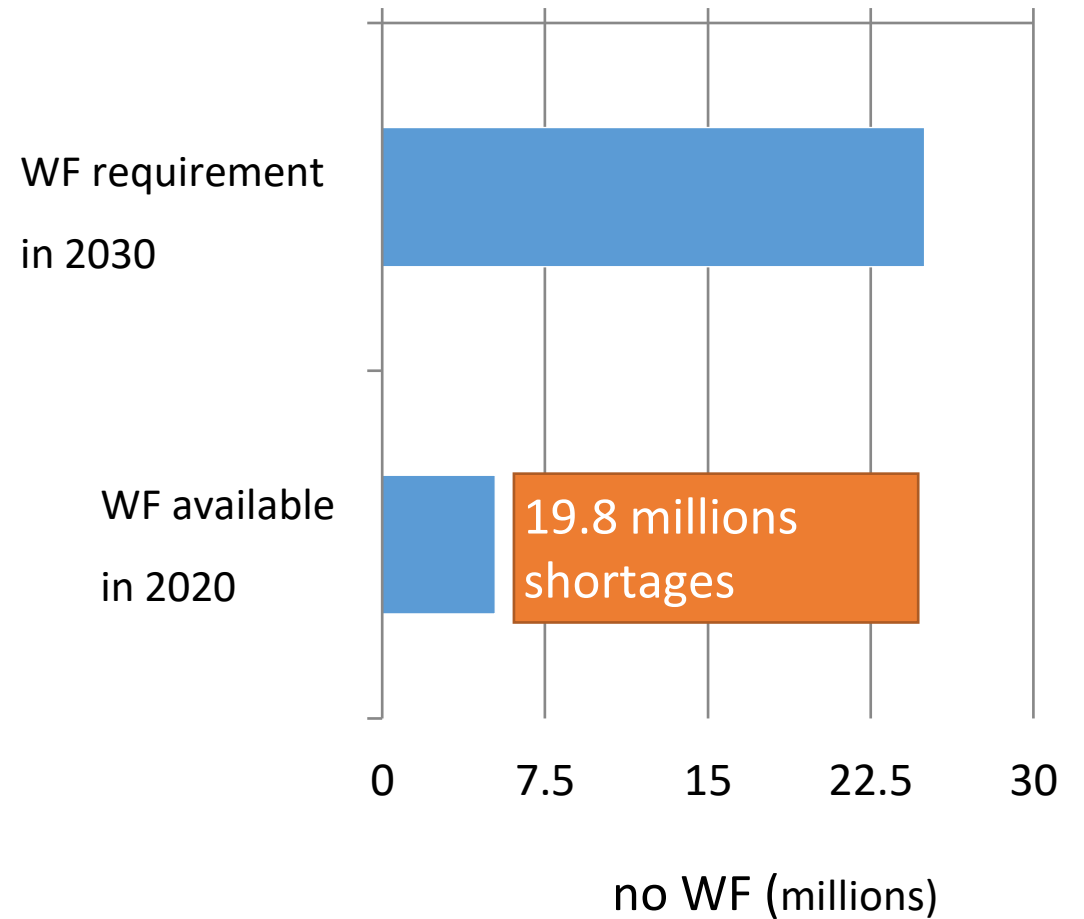
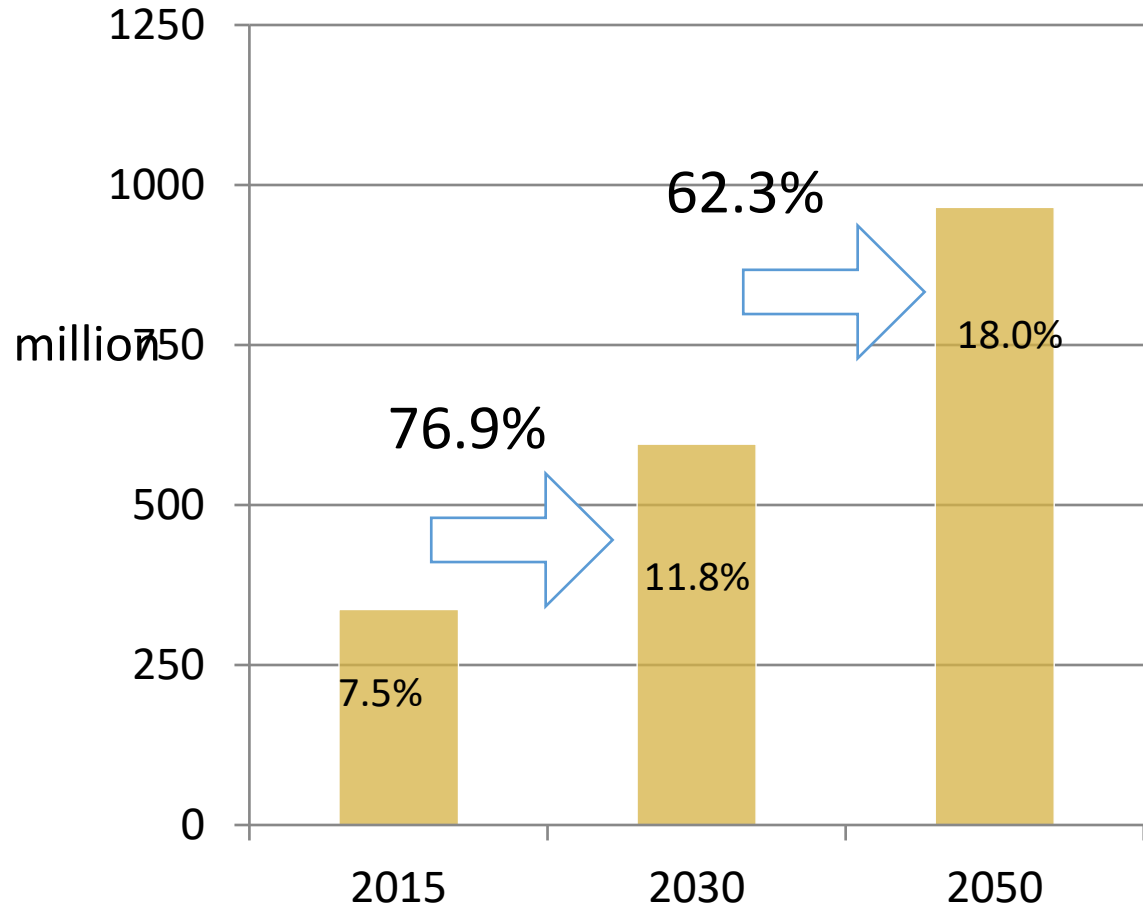
Presentation topics



- **Challenges of aged care workforce in the Asia Pacific Region**
- **Workforce challenges and interventions to address in Thailand**
- **Innovations to develop aged care workforce**

Population aged 65 and over for the Asia Pacific region in 2015, 2030, and 2050.

The estimation of aged care workforce requirement in 2030, comparing to workforce available in 2020



Aged workforce challenges and how to address



- Aged WF shortages
- Lack of WF planning
- limitations of training (training institutes, skills)
- High turnover of WF



1

Aged WF planning

2

Improve training (number and skills)

3

Develop retention strategies to attract and retain WF

4

Secure adequate funding, R&D

Thailand and the health system



1

Population: 69 million

GDP per capita: 7,189 US

2

Health insurance coverage: 99.8%

3

Older persons (60 yrs +): 12 million (18%)

- Dependent elderly: 21.7%

4

Health facilities:

- Mainly public facilities (about 80%), in rural areas (100%)

Thai health service system and health workforce (WF)



Tertiary care

Urban hospitals: Specialist WF

Secondary care: community hospitals
(30000-100000 population)

Rural health system: general,
multi-disciplinary workforce

Primary care (5000 population)

Community (500 population)

Village Health Volunteers (VHV):
10 households: 1 VHV



WF Challenges

1

WF Shortages



2

Inequitable distribution, particularly in rural areas

3

High turnover rate, particularly in rural areas



Interventions to address

1

Increase health WF production

2

Compulsory public services

3

Skill-mix:

- work delegation to non-doctors
- strengthening VHV

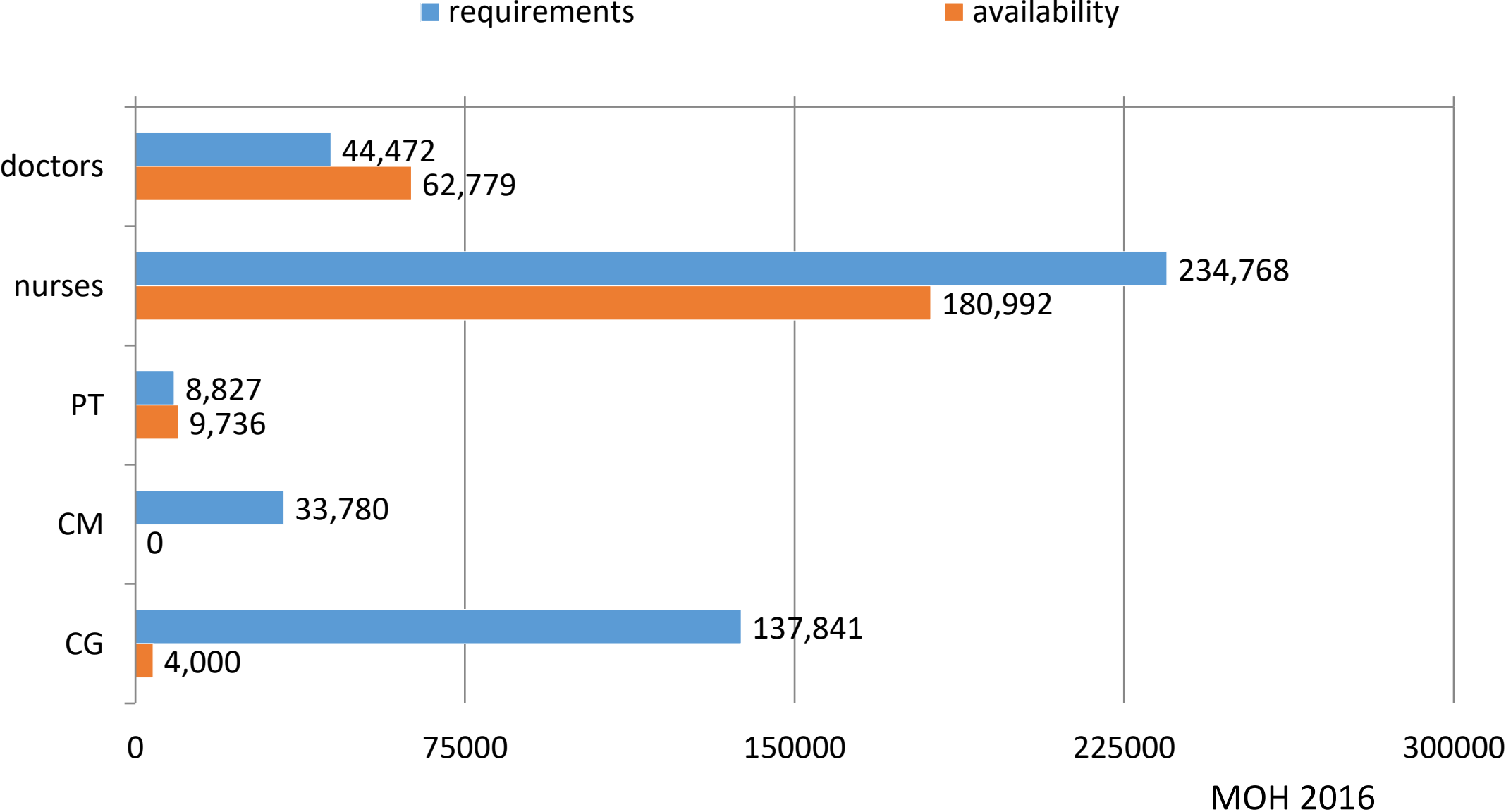
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Rural oriented training: rural recruitment, local training, hometown placement

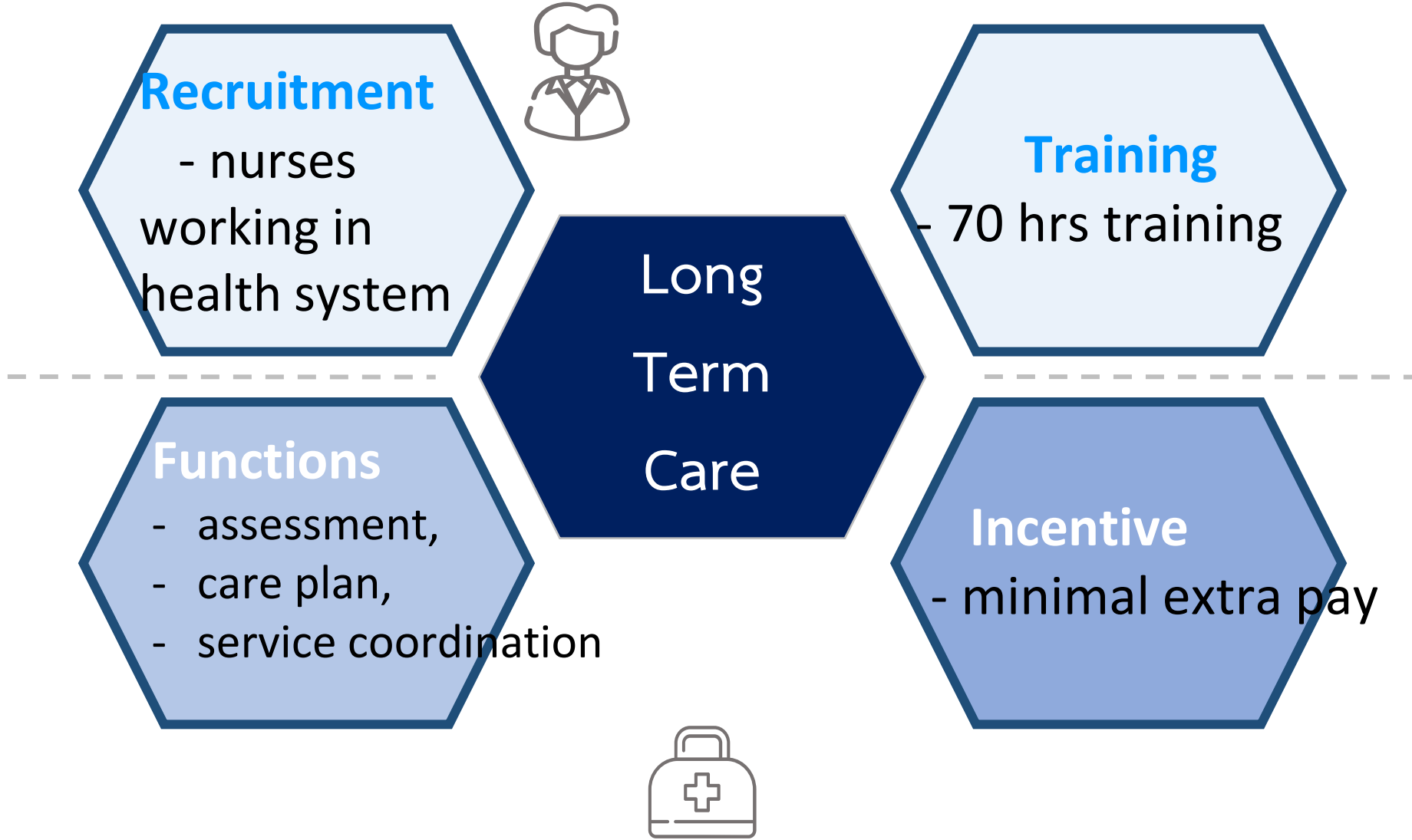
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Improve financial and non-financial incentives

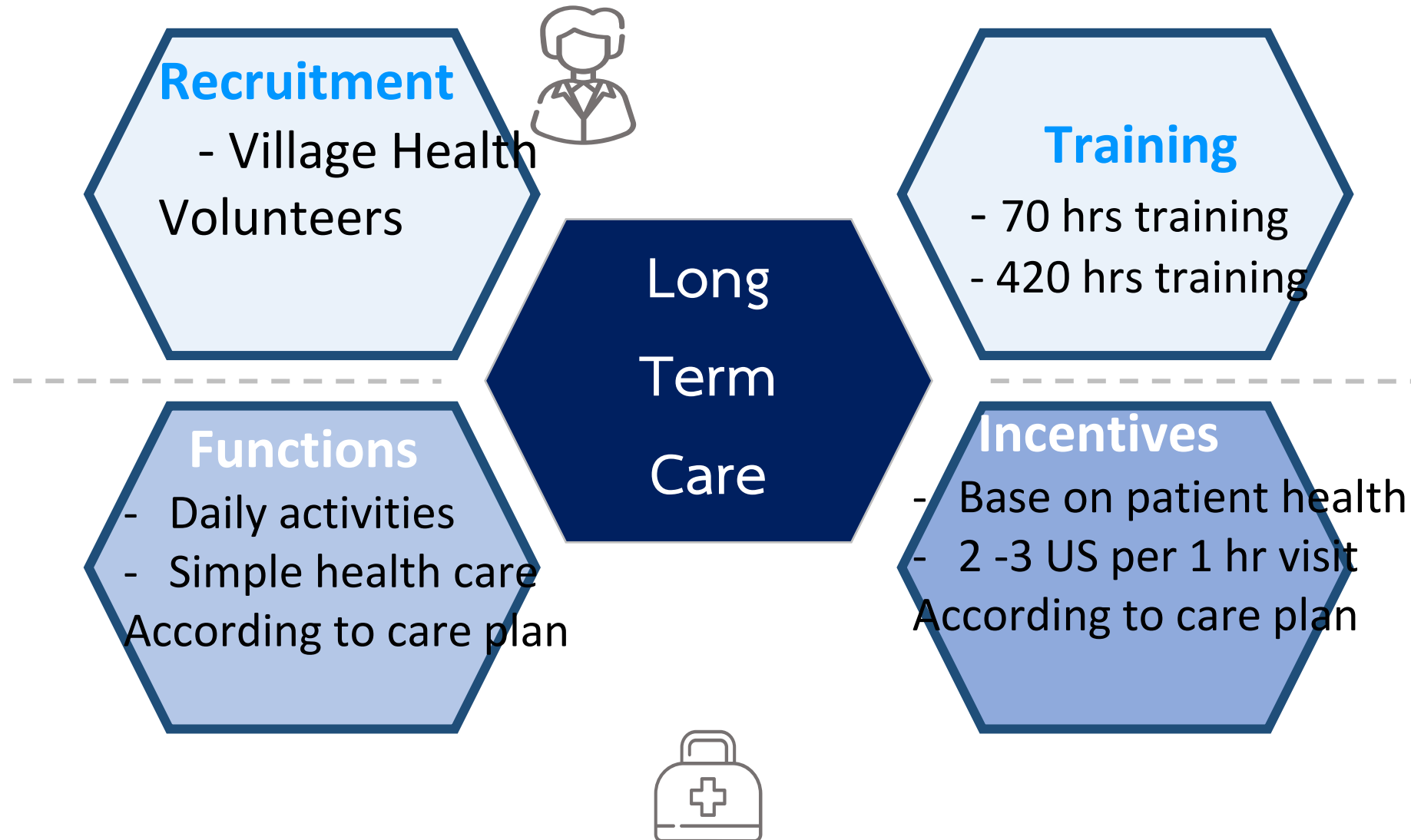
WF requirements (including aged care needs) compare to availability in 2026



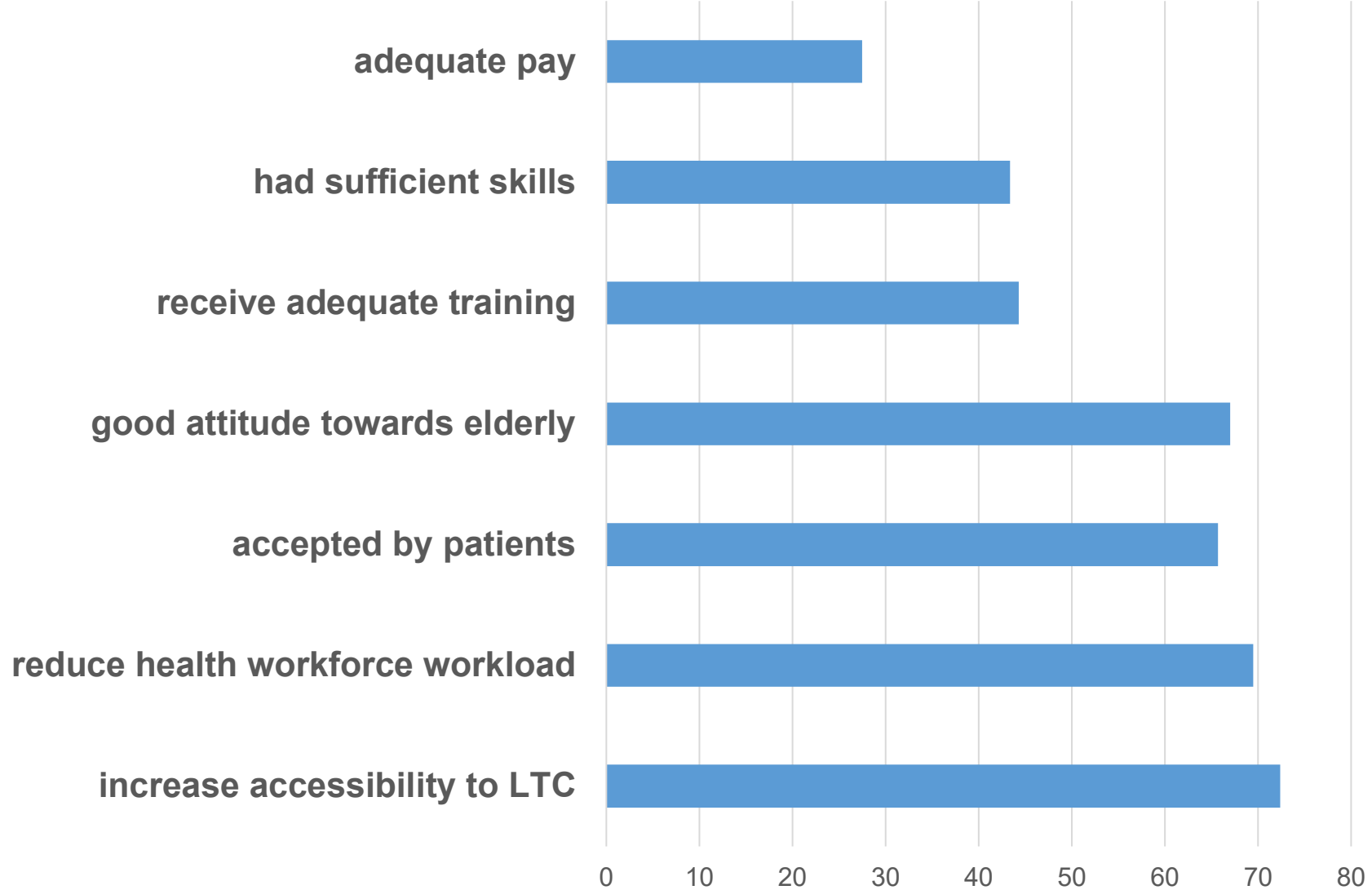
Care Manger (CM) recruitment and retention



Care Givers (CG) recruitment and retention



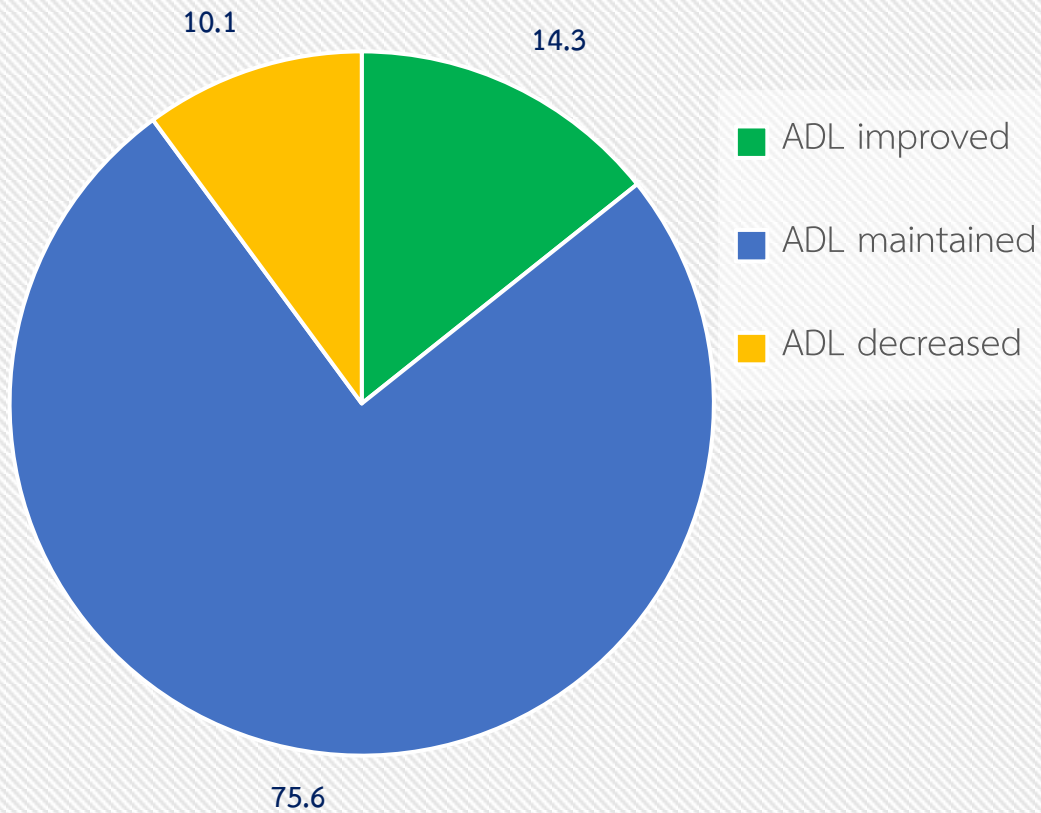
CM satisfaction towards CG performance (%)





Health status of elderly during 1 years under LTC in 2018

(n=3,195)



Dependent level	ADL
Total dependence	0-4
Severe dependence	5-8
Moderately severe dependence	9-11
Should be able to live independently	12-20



ADL= Barthel Activities of Daily Living

Conclusion

- **Increase demand for aged care, shortages of WF need alternative strategies to address**
- **Option to up-skill existing cadres and strengthen community workforce could be the short-term interventions**
- **However, long-term workforce planning is needed to be prepared in order to achieve the accessible, qualified and cost contained services**



Thank you!

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