we will present an overview of the WE-THRIVE initiative with a specific focus on CDEs and measurement. The first talk will provide the context for the WE-THRIVE initiative, and discuss the collaborative and iterative processes required to develop the initial CDEs in the area of workforce and staffing. In the second talk, we will discuss which staff should be "in the house" to meet the needs of residents during and after a pandemic, and what type of workforce data system should be available to ensure the best quality outcomes for residents and carers. Next, current issues in the measurement of staffing in LTC based on a review of reviews of staffing's relationship to quality of care will be discussed. Finally, we extend the debate to consider theoretical and empirical explanations for the relationship between staffing and quality in LTC and the promotion of person-centred care outcomes.

LAYING DOWN THE GROUNDWORK FOR AN INTERNATIONAL MEASUREMENT INFRASTRUCTURE

Charlene Chu,[1] Katherine McGilton,[2] Franziska Zúñiga,[3] Michael Lepore,[4] and Kirsten Corazzini,[5] *1. University of Toronto, Toronto, Ontario, Canada, 2. KITE-Toronto Rehabilitation, University Health Network, Toronto, Ontario, Canada, 3. University of Basel, Basel, Basel-Stadt, Switzerland, 4. LiveWell Alliance, Southington, Connecticut, United States, 5. University of Maryland School of Nursing, Baltimore, Maryland, United States*

The COVID-19 epidemic has brought to light the significant problems in the long-term care (LTC) sector, specifically the lack of an infrastructure to collect and aggregate data between LTC sectors in different countries. This talk will briefly describe goals of the WE-THRIVE initiative, and focus on exploring the development of "workforce and staffing" common data elements for LTC. We will describe how the subgroup is "laying down the groundwork" within this domain with various methodologies to develop CDEs related to workforce and staffing. The CDEs aim to measure staff retention and turnover, evaluating nursing supervisor effectiveness, and staff training in LTC. Anticipated challenges of this international work will also be highlighted. International research on LTC can valuably inform LTC policy and practice, and the proposed CDEs can facilitate data sharing and aggregation internationally, including low-, middle-, and high-income countries.

CHALLENGES IN THE MEASUREMENT OF STAFFING: A REVIEW OF REVIEWS

Franziska Zúñiga, Magdalena Osinska, Catherine Blatter, and Michael Simon, *University of Basel, Basel, Basel-Stadt, Switzerland*

The question concerning the relationship of staffing and quality of care of residents in residential long-term care (LTC) has been explored extensively; however, no consistent evidence has been brought forth so far. Inconsistent measurement of staffing might hinder this research field to move forward. We assessed its measurement in a narrative review of reviews that explore the staff – quality of care relationship. We identified 12 systematic reviews, covering 1960 to May 2018. Most studies included had a cross-sectional design, were performed in the USA and worked with secondary, administrative data (e.g., OSCAR). Comparability of studies was limited by diverse definitions and measurement methods for staffing, including data about grade-mix, number of staff, and staff-resident ratios. We suggest performing international multi-case studies to compare and contrast LTC staffing and develop appropriate international common data elements. Logic models support the description of the expected relationship between staffing aspects and quality.

WHO'S IN THE HOUSE: STAFFING IN LONG-TERM CARE HOMES DURING THE COVID-19 PANDEMIC

Katherine McGilton,[1] Shirin Vellani,[2] Charlene Chu,[3] Annica Backman,[4] Astrid Escrig-Pinol,[5] José Tomás Mateos,[6] Franziska Zúñiga,[7] and Karen Spilsbury,[8] *1. KITE-Toronto Rehabilitation, University Health Network, Toronto, Ontario, Canada, 2. McMaster University, Toronto, Ontario, Canada, 3. University of Toronto, Toronto, Ontario, Canada, 4. Umea University, Umea, Vasterbottens Lan, Sweden, 5. The Mar Nursing School, Universitat Pompeu Fabra, Barcelona, Catalonia, Spain, 6. University of Lleida, Lleida, Catalonia, Spain, 7. University of Basel, Basel, Basel-Stadt, Switzerland, 8. University of Leeds, University of Leeds, Leeds, England, United Kingdom*

There is an absence of high-quality workforce data that could be used globally for comparative research on workforce planning in the residential long-term care (LTC) sector. We know that older adults residing in the LTC settings have multimorbidities resulting in complex care needs, yet the workforce is insufficiently able to meet their needs. A further reduction in LTC workforce was noted during the COVID-19 pandemic which increased the risk of adverse outcomes for residents. Survey results focused on the workforce in LTC homes collected from several countries during the current pandemic, highlighted that several members of the workforce were either absent or worked virtually (e.g., physicians, social workers). A better understanding of who is/or should be in the house to meet the needs of residents during or after future pandemics requires a workforce data system that routinely collects this information to ensure best quality outcomes for residents and their carers.

UNDERSTANDING AND EXPLAINING HOW STAFF PROMOTE QUALITY FOR OLDER PEOPLE LIVING IN LONG-TERM CARE FACILITIES

Karen Spilsbury,[1] Julienne Meyer,[2] Kirsty Haunch,[1] Carl Thompson,[1] *1. University of Leeds, University of Leeds, Leeds, England, United Kingdom, 2. City, University of London, Guildford, England, United Kingdom*

Little is known about how the workforce influences quality in long term care facilities for older people. Conceptually, quality is complex, often contested, and dynamic, has overlapping physical, social, psychological and emotional dimensions and can refer to both quality of life and quality of care. Assuming 'more staff equates to better quality' is intuitively appealing but research suggests that a more nuanced, non-linear, relationship exists. A programme of research in the UK is developing theoretical and empirical explanations of how staff promote quality for older people living in long-term care facilities. It shifts the debate from numbers of staff and their relationship to quality indicators toward recognising the ways in which staff more broadly influence quality. Our work will be useful for people

and organisations making policy and delivering services on the best ways to deploy and support quality in long term care through the most valuable resource: its staff.

Session 2050 (Symposium)

COMMUNITY COLLEGE GERONTOLOGY PROGRAMS: REVISITING AND RE-VISIONING WORKFORCE, CAREER PATHWAYS, AND TRANSFER

Chair: Jennifer (Jenny) Sasser
Co-Chair: Roger Anunsen
Discussant: Michael Faber

The session will focus on new and existing innovative ways that Community Colleges are effectively addressing workforce needs resulting from a rapidly aging population; the ever-expanding career pathways available to students in the field of gerontology; as well as the continuing higher education needs of students transferring to bachelor's and graduate-level gerontology programs. A panel of Community College and University gerontology professionals, representing both the GSA Community College and Aging Workforce Interest Groups, will share the innovative ways that they are working to address the three focus areas of this symposium. We will also include opportunities for discussion with participants about their experiences with and ideas for addressing these issues.

INNOVATIONS IN GERONTOLOGY EDUCATION

Jennifer Ellis,[1] and Kimberly McDonald,[2] *1. Northwood Technical College, Superior, Wisconsin, United States, 2. Northwood Technical College, New Richmond, Wisconsin, United States*

This session examines innovative approaches to effectively address the aging services workforce needs in rural, Midwestern settings. Presenters will explore career pathways and transfer opportunities in gerontology education, as well as best practices for addressing the educational, professional and personal needs of diverse student populations.

THE IMPACT OF DECLINING ENROLLMENT AND RE-CAREERING ON COMMUNITY COLLEGE GERONTOLOGY PROGRAMS

Judith Robertson Phillips, *California State University San Marcos, California State University San Marcos, California, United States*

According to Inside Higher Ed (2020), community college enrollment declined by 10.1% during the fall 2020 semester and this decline in enrollment continued into the spring 2021 semester for many community colleges. Gerontology programs within community colleges were among curriculums impacted by this downswing in enrollment. This presentation will discuss what this means for community college Gerontology programs across the United States in a time when the older adult population is rapidly increasing, and a qualified workforce is needed to fill the multiple fields serving this aging population. One area of discussion will be the number of returning adults who are re-careering into Gerontology, some because of the impact of a family caregiving situation while others are motivated to change careers because of their interest in the numerous career pathways available in the field of aging. Suggestions for encouraging and supporting these newly returning adults will be discussed.

ADULT LEARNING AND EMPLOYMENT OPPORTUNITIES FOR OLDER WORKERS IN AUSTRALIA AND THE UNITED STATES: LESSONS FOR ADULT EDUCATION

Phyllis Cummins,[1] Philip Taylor,[2] Takashi Yamashita,[3] and Leah Janssen,[4] *1. Miami University, Oxford, Ohio, United States, 2. Federation University Australia, Berwick, Victoria, Australia, 3. University of Maryland, Baltimore County, Baltimore, Maryland, United States, 4. Scripps Gerontology Center, Oxford, Ohio, United States*

This study examined the role community colleges (U.S.) and Technical and Further Education (TAFE; Australia) institutes play in providing educational opportunities to older workers in the U.S. and Australia. Employment for adults of all ages has been impacted by job automation in recent decades. We analyzed national level data to estimate the impacts of job automation by age group. In both the U.S. and Australia, about 65% of older workers in sales occupations are at risk for job loss due to automation. Additionally, we reviewed occupational projection data and employment opportunities for workers who may be displaced by automation. Needs for health care support occupations, such as nursing assistants and occupational and physical therapy assistants are expected to grow rapidly. We will provide several recommendations based on the integration of our findings related to education/training programs and the aging workforce in the context of community colleges and TAFEs.

ADDRESSING THE CALIFORNIA MASTER PLAN ON AGING THROUGH INNOVATIVE GERONTOLOGY SPECIALIZATIONS

Pamela Abbott-Enz, *Chaffey College, Rancho Cucamonga, California, United States*

The 2021 Master Plan for Aging outlines five bold goals to pursue over the next ten years, including addressing the issues of housing, health, and quality of life, finance, and caregiving, the plan also addresses public safety and emergency services, community programs and public spaces, access, inclusion, and equity. In order to prepare the workforce to meet these goals, California Community Colleges have the unique opportunity to collaborate and develop Aging Specialists in fields not traditionally age-focused. This presentation explores the possible scope and path toward curriculum development of five innovative collaborations that will prepare Gerontology specialists for the workforce that will be created through the execution of the California Master Plan.

Session 2055 (Paper)

COVID-19 Vaccinations, Education, and Awareness

AN INTERNATIONAL PERSPECTIVE ON THE IMPACTS OF COVID-19 ON ADULT EDUCATION AND TRAINING

Oksana Dikhtyar,[1] Abigail Helsinger,[1] Phyllis Cummins,[2] and Nytasia Hicks[3] *1. Scripps Gerontology Center, Miami University, Oxford, Ohio, United States, 2. Miami University, Oxford, Ohio, United States, 3. GRECC - STVHCS Department of Veterans Affairs, San Antonio, Texas, United States*