WG4 | UNDERSTANDING THE GERIATRIC WORKFORCE

Building the future geriatric workforce

Understanding interest, knowledge and educational needs across health & social care professionals

Different professions, a shared purpose

Better care for older people today and tomorrow

WHO TOOK PART?

5,474

professionals

across Europe and beyond

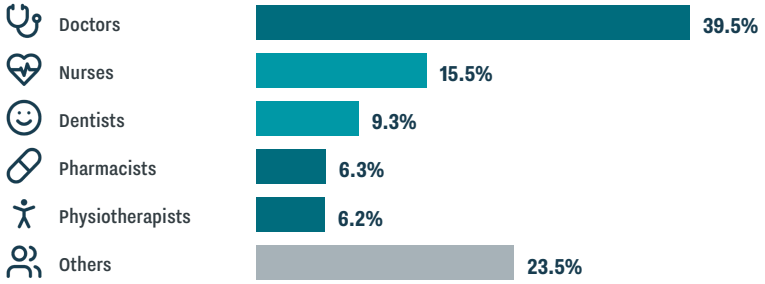
72.5% Female

26.9% Male

Mean age

42.6 years

LARGEST PROFESSIONAL GROUPS



WHY THIS MATTERS

Population ageing is creating new workforce demands

Care requires multidisciplinary teams **working together** using **Comprehensive Geriatric Assessment** (CGA).

- Frailty
- Falls
- Delirium
- Functional decline
- Multimorbidity
- Dementia
- Polypharmacy

STRONG APPETITE FOR LEARNING

59.9%

of professionals reported **high interest** in further geriatric education and training.

WHAT DRIVES INTEREST?

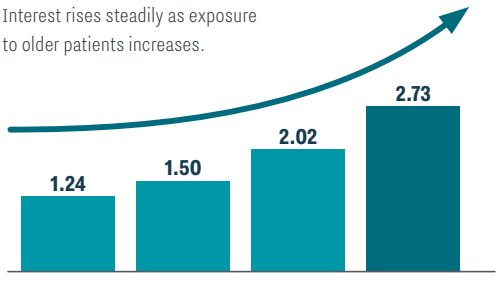
Enjoyment working with older adults

OR = 2.37

Strongest independent predictor of interest in training.

CLINICAL EXPOSURE MATTERS

Interest rises steadily as exposure to older patients increases.



Proportion of older patients in clinical practice (Odds Ratio for high interest)

EXPERIENCE SHAPES MOTIVATION

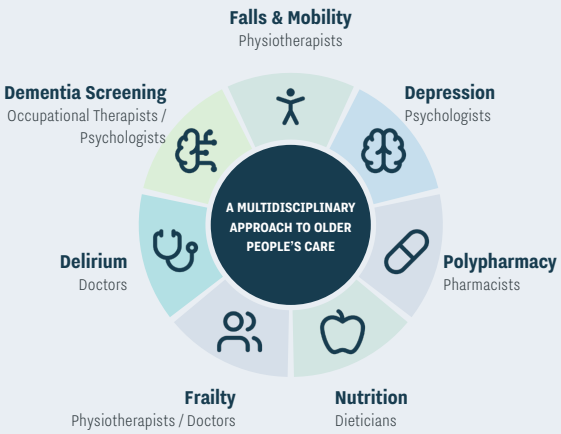
Professionals with high interest were much more likely to have had:

All $p < 0.001$

- Previous geriatric education
- Acute ward rotations
- Care home experience
- Research involvement
- Voluntary work

MAPPING GERIATRIC KNOWLEDGE

Different professions bring different expertise.



THE CGA TEAM ECOSYSTEM

Cluster analysis revealed three major professional communities.

Core Clinical Cluster

Doctors | Nurses | Pharmacists

Shared patterns of knowledge and training interest.

Rehabilitation Cluster

Physiotherapists | Occupational Therapists

Strong expertise in functional assessment and mobility.

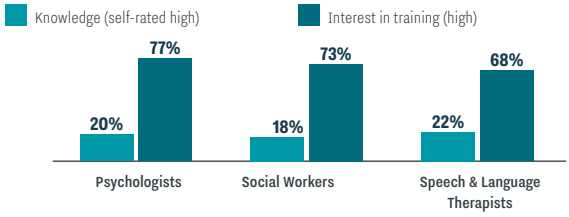
Emerging Learning Cluster

Psychologists | Social Workers | Speech & Language Therapists

Lower self-rated knowledge but very high enthusiasm for further education.

THE KNOWLEDGE–INTEREST GAP

Hidden opportunity: several professions showed lower perceived knowledge but higher interest in training.



REGIONAL INSIGHTS

EU-27 professionals

- Higher knowledge
- Higher relevance
- Higher educational interest across most domains.

Non-EU countries

- More fragmented competency structures
- Greater variation across professional groups
- Need for tailored education strategies.

THE CHALLENGE

Geriatrics remains undervalued.

17.3%

felt caring for older people was **regarded as "Much" or "Very Much" prestigious** in their country.

KEY MESSAGES FOR WORKFORCE DEVELOPMENT

Build Skills
Target professionals with high interest but low knowledge.

Build Exposure
Clinical contact with older adults increases educational engagement.

Build Teams
Interprofessional learning should replace siloed education.

Build Prestige
Elevate the status and visibility of geriatric care.

TAKE-HOME MESSAGE

No single profession holds all the expertise.

Supporting healthy ageing across Europe and beyond.

The future of older people's care depends on:

- Team-based learning
- Comprehensive Geriatric Assessment
- Continuous professional development
- A skilled multidisciplinary workforce

STRONGER PROFESSIONALS. BRIGHTER FUTURES. HEALTHIER OLDER PEOPLE.

Age well. Work together. Make the difference.

Meet the WG4 Leaders



Leader
Regina Roller Wirnsberger



Co-Leader
Michael Vassallo