Aging services faces an employment cliff. The field is experiencing approximately 40% level of turnover reported in numerous studies and research demonstrates a strong connection between satisfaction and turnover. The looming crisis of availability of good administrators has the potential to negatively impact care and service to our senior population. The National Emerging Leadership Summit (NELS) for Healthcare Administrators in Aging Services are reaching out to this emerging leadership population to hear their “voice” and help drive an agenda that encourages a more positive career outlook for this field.

NELS is a conference held at The George Washington University in Washington, D.C. NELS provides an opportunity to hear from Generation X and Generation Y leaders in the aging services field. This year will be the National Emerging Leadership Summit’s fifth year engaging with professionals from across the country.

**PURPOSE OF SUMMIT**

1. Strategize: Collaborate with other generation X and Y leaders in the post-acute and long term care and support services field and develop strategies on how to increase, improve and support the value of the profession for executives to attract talent.

2. Advocate: Learn about the regulatory and legislative issues facing the profession and how to support innovate change. Professionals Leading Passionate Innovation Engage with fellow emerging leaders in an unvaried opportunity to strategies, advocate, connect and innovate the future of the health care and aging services administration profession.


4. Innovate: Gain knowledge on how to effectively lead your organization and the profession through shared learning experiences.

**Methods**

A survey is sent to attendees before each Summit to gain insight on their personal and professional backgrounds. The Summit combines current best-practices with a facilitated dialogue to provide a new perspective for participants and the broader field. The action plans and recommendations that the attendees develop at the summit focus on improving the quality of the administrative profession in aging service.

A follow-up survey is also sent to check the progress attendees had made on the topics discussed at the NELS.

**FINDINGS**

The results of the survey were promising because more than 50% of the attendees have made progress on the recommendations and action plans. The survey inquired the NELS attendees on factors (demographics, work experience, work preference, etc.) affecting the quality of current and future aging services:

• The attendees think it is important to a great extent of having a mentor in the field. 88% of attendees have one or more mentors in the LTC field. (Fig. 1)

• Overall, they reported the next generation of workers perceives the field of aging services as challenging, caring and noble. (Fig. 2)

The 2013 Post-Summit quality assessment found the following:

• Overall, they reported that the topics were relevant and timely during the Summit, the speaker was knowledgeable, ideas were practical and the presentation was well organized (Fig. 1)

• Many participants were influenced by the Summit and it excited them to transform the long-term care profession (Fig. 2)

**REFERENCES**


4. National Emerging Leadership Summit Legislative Policy Forum. “Advancing Practices for Raising the Bar for the Senior Care Leaders.” United States Senate Special Committee on Aging, 2013. (For testimony of expert panel during the policy forum, please see Appendix E.)
