

## MEMORANDUM

To: CLAG Workgroup Subcommittee Chairs, Lisa Carlson  
From: Lorraine Dixon-Jones, Workgroup Subcommittee Member  
Date: May 22, 2014  
Re: Issues for Consideration for Consideration

Below is some background information that may help guide subcommittee recommendations.

### Potential Recommendations Menu

I reviewed a 50-state summary of the training requirements for personal care aides (PCAs) under Medicaid waivers published by PHI in March 2013. It seemed to indicate that most states do not yet have comprehensive policy regarding for direct service workers. To develop comprehensive policy in Colorado, the following issues may be relevant to consider:

- Should training vary for different waivers (i.e., populations)?
- Should training be different for consumer vs agency-directed aides? If so, should training for participant directed services be: solely at discretion of participant; also include minimal competencies?
- How involved should state be re: competencies? States ranged from no involvement to requiring specific requirements, such as CNA training.
- How involved should state be re: curriculum? Options included:
  - no involvement
  - state approved
  - state developed
  - establishing modules thru a 3rd party vendor such as College of Direct Support (Several states - GA, ME, MT, NJ, TN - use the College of Direct Support to deliver some of their training)
- Competency of PCAs
  - Who should develop the competency evaluation: agency/participant; state; other?
  - Who should conduct the competency evaluation? agency/participant; state; other?
- How create career lattices and ladders? By establishing modules such as the one below? By incorporating in PCA training credits that can transfer to CNA or LPN training?

Basic <sup>1</sup>	Advanced	Specialized for Home Settings
<ul style="list-style-type: none"> <li>- Person centeredness</li> <li>- Boundaries/protection</li> <li>- Documentation (care, timesheet)</li> <li>- Communication skills</li> <li>- First Aid CPR</li> <li>- ADL assistance (e.g., bathing, grooming, feeding)</li> <li>- IADL assistance (e.g. housekeeping, food prep, transportation)</li> <li>- Maintaining a hazard free environment</li> <li>- Client rights</li> <li>- Abuse and neglect reporting requirements</li> </ul>	<ul style="list-style-type: none"> <li>- Basic medication information (e.g., usage, adverse reactions, drug interactions)</li> <li>- Use of common assistive technology or adaptive equipment</li> <li>- Caring for specific populations: such as clients with developmental disabilities, brain injury, or dementia including behavioral management and physical needs</li> <li>- Cultural awareness</li> </ul>	<ul style="list-style-type: none"> <li>- Understanding physical, emotional and developmental needs of clients (including identifying signs of depression)</li> <li>- Managing stressful situations</li> <li>- Emergency preparedness</li> <li>- Knowledge of legal and ethical issues (e.g., advance directives and guardianship)</li> <li>- When and how to coordinate with other community providers</li> </ul>

- Registry
  - Should there be a registry for: agency directed PCAs; participant directed PCAs?
  - Should there be one for other types of direct service workers?
  - What type of information should the registry contain?
  - Should there be a process for listing disqualifying crimes?
  
- Affordability. How make training affordable (since future demand is expected to be fairly high but wages are expected to remain fairly low)? Should Colorado explore ways of delivering low cost training, such as:
  - sector initiatives (public/private partnerships that involves groups ranging from employers, organized labor, community colleges, and economic development agencies in a region to change industry practices and public policy in order to provide a stable labor pool and better paying jobs in a community. For more on sector initiatives, see <http://www.insightcced.org/communities/nnspp.html>)
  - incorporation of the costs for College of Direct Support training in the “provider reimbursement rate” like MT does: or finding out how MN can offer the training for free?
  
- Should Colorado monitor what is going on in other states? For example, we could watch what the 6 states (CA, IA, MA, ME, MI, NC) who were awarded the 3 year grant under the Affordable Care Act (Personal and Home Care Aide State Training provision) for training and credentialing of PCAs.

### Interesting Website Resources

- Personal Assistance Services Center - University of California
- ANCOR: American Network for Community Options and Resources (for DD)

---

<sup>1</sup> .

- National Resource Center for Participant Directed Services

### **Environmental Scan of Colorado**

From the Paraprofessional Healthcare Institute (PHI): <http://phinational.org/policy/states/colorado/>

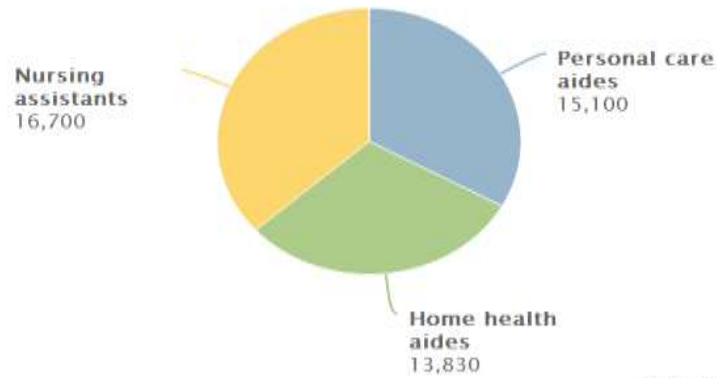
[VIEW STATE LIST](#)

## Colorado

- Workforce Size
- Employment Projections
- Wages
- Health Coverage
- Public Assistance
- Training
- Resources

### Colorado: Size of Direct-Care Workforce, 2012

Total: 45,630



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

#### NATIONAL OFFICE

400 East Fordham Rd, 11th Floor  
Bronx, NY 10458  
tel: (718) 402-7766  
fax: (718) 585-6852

#### POLICYWORKS

[About](#)  
[Staff](#)  
[Issues](#)  
[State Activities](#)  
[Resources](#)  
[Take Action](#)

#### COACHING & CONSULTING SERVICES

[Services](#)  
[Our Team](#)  
[Clients](#)  
[Resources](#)  
[Blog](#)  
[Contact Us](#)

#### WORKFORCE & CURRICULUM DEVELOPMENT

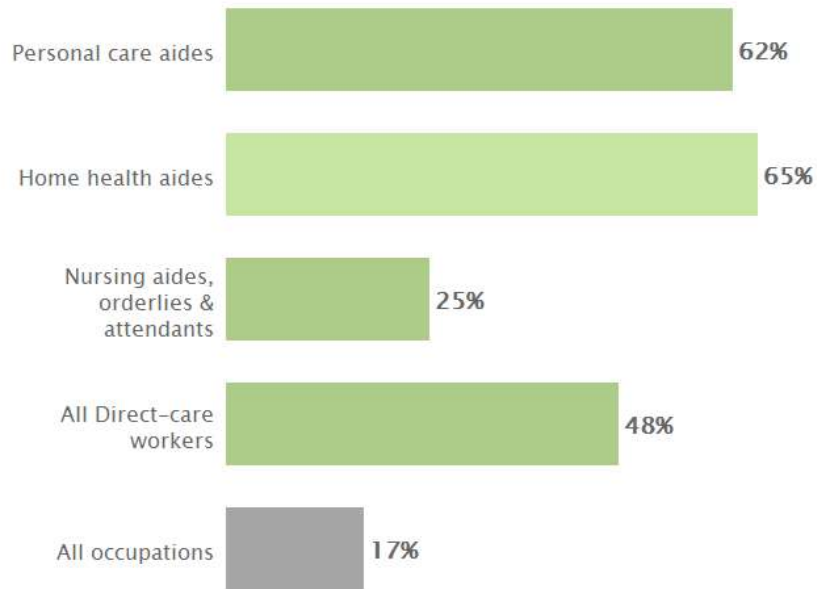
[Services](#)  
[Our Team](#)  
[Clients](#)  
[Resources](#)  
[Blog](#)  
[Contact Us](#)

[VIEW STATE LIST](#)

## Colorado

- Workforce Size
- Employment Projections**
- Wages
- Health Coverage
- Public Assistance
- Training
- Resources

### Colorado: Occupational Growth Projections, 2011-2021



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

NATIONAL OFFICE

POLICYWORKS

COACHING & CONSULTING SERVICES

WORKFORCE & CURRICULUM DEVELOPMENT

400 East Fordham Rd, 11th Floor

[About](#)

[Services](#)

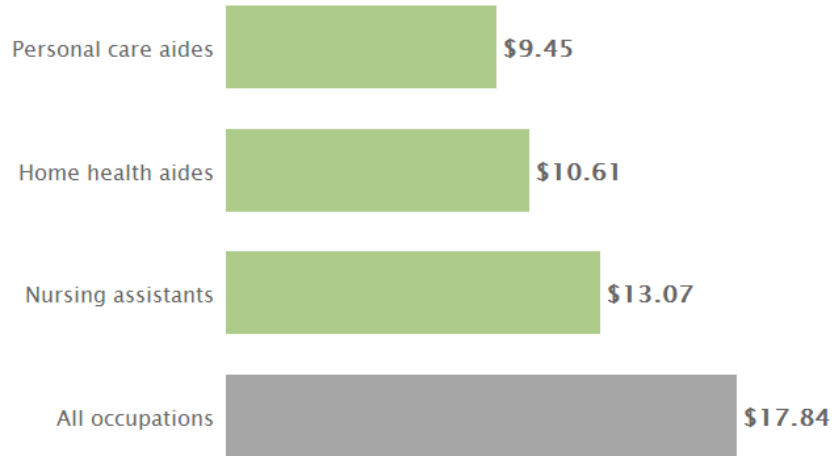
You are here: [Home](#) / [Policy](#) / [Resources](#) / [State Data Center](#)

[VIEW STATE LIST](#)

## Colorado

- Workforce Size
- Employment Projections
- Wages**
- Health Coverage
- Public Assistance
- Training
- Resources

### Colorado: Median Hourly Wages for Direct-Care Workers, 2012

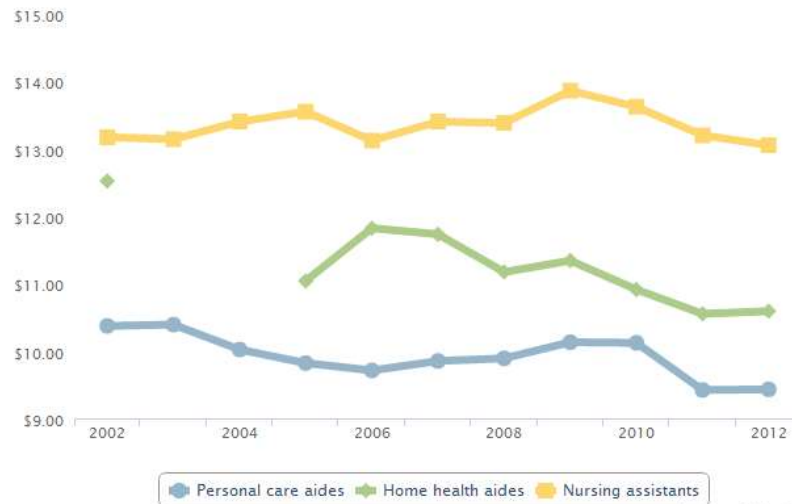


Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

## Colorado: Median Hourly Wages for Direct-Care Workers, 2002 - 2012

Adjusted for Inflation (2012 dollars)



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

### NATIONAL OFFICE

400 East Fordham Rd, 11th Floor  
Bronx, NY 10458  
tel: (718) 402-7766  
fax: (718) 585-6852

### POLICYWORKS

[About](#)  
[Staff](#)  
[Issues](#)  
[State Activities](#)  
[Resources](#)  
[Take Action](#)  
[Blog](#)

### COACHING & CONSULTING SERVICES

[Services](#)  
[Our Team](#)  
[Clients](#)  
[Resources](#)  
[Blog](#)  
[Contact Us](#)

### WORKFORCE & CURRICULUM DEVELOPMENT

[Services](#)  
[Our Team](#)  
[Clients](#)  
[Resources](#)  
[Blog](#)  
[Contact Us](#)

## Colorado

- Workforce Size
- Employment Projections
- Wages
- Health Coverage
- Public Assistance
- Training
- Resources

### Colorado: Direct-Care Workers Without Health Insurance, 2009-2011

CO figures are for Mountain Division (AZ, CO, ID, MT, NV, NM, UT, WY)



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

### Colorado: Direct-Care Workers Covered by Employer-Sponsored Health Insurance, 2009-2011

CO figures are for Mountain Division (AZ, CO, ID, MT, NV, NM, UT, WY)



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)



Policy Works

Coaching & Consulting Services

Workforce & Curriculum Development

About Staff Issues State Activities Resources Take Action Blog

You are here: [Home](#) / [Policy](#) / [Resources](#) / [State Data Center](#)

VIEW STATE LIST

## Colorado

- Workforce Size
- Employment Projections
- Wages
- Health Coverage
- Public Assistance
- Training
- Resources

### Colorado: Direct-Care Worker Households Relying on Means-Tested Public Assistance, 2009-2011

CO figures are for Mountain Division (AZ, CO, ID, MT, NV, NM, UT, WY)



Source: PHInational.org

[Permalink](#) [Share on Facebook](#) [Tweet This](#) [Download](#)

NATIONAL OFFICE

POLICYWORKS

COACHING & CONSULTING SERVICES

WORKFORCE & CURRICULUM DEVELOPMENT

400 East Fordham Rd, 11th Floor  
Princeton, NJ 08540

[About](#)  
[Staff](#)

[Services](#)  
[Our Team](#)

[Services](#)



Search our site

PolicyWorks

Coaching & Consulting Services

Workforce & Curriculum Development

About Staff Issues State Activities Resources Take Action Blog

You are here: [Home](#) / [Policy](#) / [Resources](#) / [State Data Center](#)

VIEW STATE LIST

## Colorado

- Workforce Size
- Employment Projections
- Wages
- Health Coverage
- Public Assistance
- Training**
- Resources

### Nurse Aides

	Minimum Training Hours	Minimum Clinical Hours
Colorado	75	16
Federal standard	75	16

Source: Code of Colorado Regulations, 3 CCR 716-1. Chapter XI.  
 See also: [In-depth comparison of state nurse aide training requirements](#)

### Home Health Aides

	Minimum Training Hours	Minimum Clinical Hours
Colorado	75	16
Federal standard	75	16

Source: Code of Colorado Regulations, 10 CCR 2505-10 8.525.  
 See also: [In-depth comparison of state home health aide training requirements](#)

Source: Code of Colorado Regulations, 10 CCR 2505-10 8.525.

See also: [In-depth comparison of state home health aide training requirements](#)

### Personal Care Aides

Colorado offers personal assistance services under two Medicaid HCBS waivers: the HCBS Waiver for Persons Who Are Elderly, Blind, and Disabled and the Supported Living Services Waiver. In the HCBS Waiver for Persons Who Are Elderly, Blind, and Disabled, agency-employed PCAs are required to have a minimum of 20 hours of training or pass an agency-administered skills-validation test. Broad skills for the training are outlined by the state, but the agency is responsible for ensuring that their employees meet the requirement. Under the Supported Living Services Waiver, training for agency-employed PCAs is not specified; however, aides must be competent in providing the necessary tasks. The participant is responsible for training the PCA under the participant-directed options in both waiver programs.



Source: This chart is based on information collected by PHI researchers in 2012.

See also: [In-depth comparison of state personal care aide training requirements](#)