

Direct Care Workforce

What We Do

Presented by: Heather Johnson



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What We Do

- Bring people together to strengthen Colorado's direct care workforce
- Support providers and workers through recruitment, training, and resources
- Ensure wage compliance and accurate workforce reporting

Stakeholder Engagement

- **Direct Care Workforce Collaborative:** Works with partners to improve recruitment and retention statewide.
- **Rural Provider Sustainability Community of Practice:** Connects rural providers to share resources and problem-solve together.
- **Direct Care Worker Satisfaction Survey:** Collects feedback on wages, benefits, advancement, and job satisfaction.



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Recruitment, Resources, and Training Supports

- **Direct Care Careers:** Connects job seekers and employers in direct care.
- **Direct Care Spotlight:**
 - **Recruitment Tools:** Infographics, social media posts, flyers, and videos that raise awareness and attract workers.

Base Wage Compliance and Workforce Reporting

- **Base Wage and Workforce Reporting**
 - Tracks and enforces base wage requirements for direct care workers.
 - Collects workforce data to support planning and policy decisions.
 - Ensures providers meet reporting and compliance standards statewide

Who is a Direct Care Worker

Direct Care Workers are defined as non-administrative employees or independent contractors of a Provider Agency or Consumer Directed Attendant Support Services (CDASS) employer who provides hands-on care, services, and support to older adults and individuals with disabilities across the long-term services and supports continuum within home and community-based settings



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Base Wage Qualifying Services

- Adult Day Services
- Alternative Care Facility (ACF)
- Community Connector
- Consumer Directed Attendant Support Services (CDASS)
- Foster Care Home (Children's Habilitation Residential Program (CHRP) waiver)
- Group Home Habilitation (CHRP waiver)
- Group Residential Support Services (GRSS)
- Homemaker



Base Wage Qualifying Services

- Homemaker Enhanced
- Host Home (CHRP)
- In-Home Support Services (IHSS)
- Individual Residential Support Services (IRSS)
- Job Coaching
- Job Development
- Mental Health Transitional Living Homes
- Mentorship
- Pediatric Personal Care
- Personal Care



Base Wage Qualifying Services

- Prevocational Services
- Respite
- Specialized Habilitation
- Supported Community Connections
- Supported Living Program



Base Wage Requirements

- Current base wage is \$17.00/hour statewide
- Higher rates in some areas
 - Denver: \$18.81/hour
- Ongoing compliance monitoring
- What happens if a provider is not compliant?
 - Reporting
 - Paying base wage



Base Wage Report Highlights

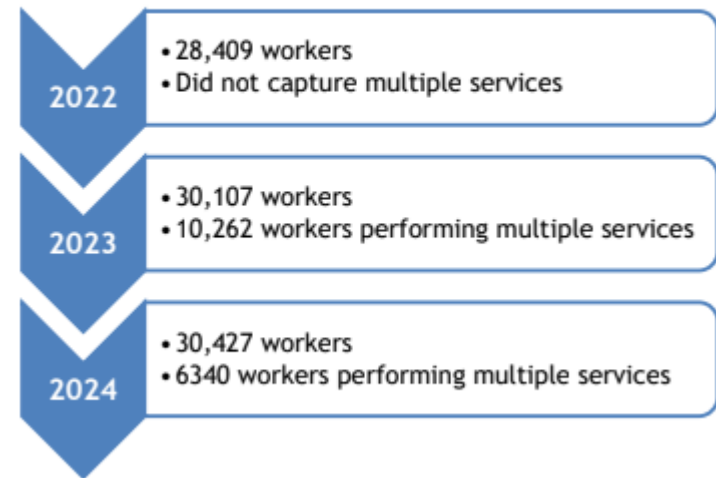
Average Hourly Wage



Average Per Diem Wage



Number of Direct Care Workers





Questions?

Contacts

HCPF_DCWorkforce@state.co.us

hcpf_basewage@state.co.us



Thank you!

