

# Direct Care Workforce Collaborative

A Stakeholder-Led Initiative to Help Stabilize the Direct Care Workforce

Wednesday, March 8, 2023  
10:00 to 11:30 a.m.

[Zoom Webinar Link](#)

Call-in Option: 1-877-853-5257

Meeting ID: 993 1700 7314 Passcode: 396389



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Department of Health Care  
Policy & Financing

# Today's Agenda

Agenda Item	Presenter	Time
Welcome, Attendance and Polls	Brooke Snyder, HCPF	10:00 a.m.
Meet the Team, Purpose and Vision	Penny Whitney and Oliver Giminaro	10:05 a.m.
ARPA Updates and Q and A	HCPF and Vendor(s)	10:15 a.m.
Opportunities for Direct Care Workers	HCPF	10:45 a.m.
Action Group Spotlight <ul style="list-style-type: none"> <li>Proclamation</li> </ul>	Action Group Co-Chairs	10:55 a.m.
Open Forum and Updates/ Resources	All	11:05 a.m.
Closing and Survey	Brooke Snyder, HCPF	11:25 a.m.



# Welcome

## We are Recording



Avoid sharing personal or protected health information

## Use the Chat



We are managing questions in the chat panel

## Get the Slides



Will be posted to the website, with recording, after meeting

## Listening by Phone



Press \*6 to unmute your line or \*9 to raise hand

## Closed Captioning



Click the CC icon at the bottom of your screen

## Meeting Information



[Direct Care Workforce Collaborative Website](#)

# Attendance



In the chat, please put your name, location, and role/ title.



Phone-only users, please Press \*6 to unmute your line or \*9 to raise your hand and we will take your attendance verbally.



- To be added to our communications list, email [HCPF\\_DCWorkforce@state.co.us](mailto:HCPF_DCWorkforce@state.co.us) (include your phone number).
- Requests for accommodations can be sent to the meeting organizer or [John.R.Barry@state.co.us](mailto:John.R.Barry@state.co.us)

# Polls

- Where are you located?
- How do you identify on the direct care continuum?
- How did you hear about us?



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# Direct Care Workforce Collaborative

Penny Whitney and Oliver Giminaro



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# Purpose and Vision

*Updated August 2022*

## **Purpose:**

The Direct Care Workforce Collaborative (DCWC) is dedicated to advancing the public's general awareness of the Direct Care Workforce. The DCWC advocates for improving compensation and benefits, training and career advancement, and publicly recognizing the significant value of the Direct Care Workforce in all healthcare sectors.

## **Vision:**

We (the DCWC) envision consumers receiving high-quality support and care from a strong workforce of skilled and qualified Direct Care Workers who are well-compensated, well-trained, well-respected, have opportunities for advancement, and have highly sought-after jobs that continually attract new entrants to and retain those workers in the Direct Care Workforce.



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# Collaborative Leadership Teams

## Collaborative Co-Chairs

Penny Whitney - LTC consultant, Aponi Partners, Inc.

**NEW!** Oliver Giminaro- Engineer, Advocate, Multiple Boards and Agencies

## Action Group Co-Chairs

Hope Carwile - VIVAGE Senior Living - Value and Awareness

Pascale Adou - SEIU Local 105 - Value and Awareness

Deborah Lively - LeadingAge Colorado - Compensation and Benefits

**Open** - Compensation and Benefits

Joseph Valdez - Thrive Skilled Pediatric Care - Training and Career Advancement

Chrissy Esposito - Colorado Health Institute - Training and Career Advancement

## HCPF Workforce Team

Candace Bailey - HCBS Division Director - Community Living Office

Heather Johnson - ARPA Long-Term Direct Care Workforce Unit Supervisor

Brooke Snyder - Workforce and Sustainability Specialist - Community Living Office

Sam Hall - Career Pathways Specialist - Community Living Office

Jennifer Blair - Data Infrastructure Specialist - Community Living Office

John Hendrikse - Direct Care Workforce Support Specialist- Community Living Office



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# 1.02 DCW Survey Update

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- 92.4% are overall satisfied or very satisfied with their job as a DCW
- 71.6% are satisfied with their salary or wages
- 76.8% are satisfied with training
- 45% are not satisfied with their benefits

# 1.02 Staff Stability Survey Update

- SSS-AD Project collects state and national-level data on:
  - Demographics
  - Number of people served
  - Turnover rates
  - Length of employment
  - Vacancy Rates
  - Hourly Wages
  - Benefits
  - Recruitment and retention strategies



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# 1.03 Standardized Core Curriculum

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## CDCT: Colorado Direct Care Training



Contact / Questions:

Dr. Judy Scott, [jmarti28@uccs.edu](mailto:jmarti28@uccs.edu)



# 1.04 Resource and Job Hub

Currently working with the vendor, ADvancing States, to design a website that will provide:

- Resources
- Job Search
- Job Matching

In addition, it will house the Standardized Core Curriculum, and other resources and information for Colorado Direct Care Workers.



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# 1.05 Project Update

The current Grant closes on 3/31/2023

Don't miss out!  
Only 4 grant cycles left!



## LOOK FOR:

- Informational webinar on 3/16/2023
  - Stakeholder calendar for meeting details
- Training opportunities from vendors
  - Constant Contact
  - DCWC Website



# 1.09 Workforce Compensation Research

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- Innovative Compensation Recommendations
  - **Direct Care Workforce**
    - Tiered Compensation
    - Peer Mentorship
    - Best Practices for Recruitment and Retention
    - Benefits Cliff
    - Shift Differential Practices
  - **Case Management**
    - Performance Pay
    - Suggested implementation plan
    - Potential barriers




# 1.10 Rural Sustainability and Investment

This initiative will include implementing three key strategies to ensure the sustainability of providers in rural communities, with a focus on strengthening and enhancing Colorado's Medicaid and Home and Community Based (HCBS) workforce.



Phase I is developing a tool that will help identify care deserts in Colorado and will be completed in this fall. Phase II and III include Listening Sessions that will result in final recommendations for Geographic Modifiers and Resource Sharing and will conclude in the Spring of 2024.

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# ARPA 1.05 Individual Training Grant

**Maximum Award Amount:**  
Reimbursement up to \$500

## Who is Eligible:

- Individual, age 18 or older, who is currently working in a direct care role within any of Colorado's Home and Community Based Service (HCBS) Waivers; OR
- Individual, age 18 or older, who desires training to enter direct care within Colorado's HCBS Waiver workforce; AND
- Also included within this workforce, are Certified Nurse Aides and Home Health Aides within Long-Term Home Health.
- Grant funds may be used to cover the cost of training, training-specific materials, and transportation, if applicable.
- Application, FAQ, and additional information can be found on the ARPA Grants Website (link in the Chat)

Questions?


[HCPF\\_DCWorkforce@state.co.us](mailto:HCPF_DCWorkforce@state.co.us)



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# Direct Care Worker Appreciation Week April 2 through 8, 2023

Submitted for Governor's  
Proclamation in December of  
2022 - *pending approval*

The Friday, March 24, 2023 at  
1:00 p.m. Action Group Meeting  
will be dedicated to planning and  
preparation

Be on the lookout for updates  
- will be sent to DCWC  
meeting invite list

Email  
[Brooke.Snyder@state.co.us](mailto:Brooke.Snyder@state.co.us)  
to be added to the list for  
updates and/or meeting invite  
for March 24, 2023



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# Open Forum

- Raise Your Hand
- Share any upcoming events, resources, etc.
- Successes or Struggles



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# Ms. Wheelchair Colorado 2023 is Jenn Ochs!





# Ms. Wheelchair America 2024

CELEBRATING OVER 50 YEARS  
OF ADVOCACY!

Ms. Wheelchair  
AMERICA 2024

Grand Rapids, MI • August 28th- September 3, 2023

# About Jenn Ochs

- Diagnosed with leukemia and at age 33, an adverse reaction to chemotherapy made me a wheelchair user
- Bachelor degree in psychology from Baylor University
- Born in Wichita, Kansas but moved to Superior, Colorado at the age of 14. I like to say I'm half native to Colorado
- Boulder County Mobility For All Ambassador
- Vice President of the Boulder/Broomfield chapter of Self Advocates Becoming Empowered (SABE)
- A member of Speaking For Ourselves (SFO)
- A member of Colorado Cross Disability Coalition (CCDC)
- Council member for HCPF's Transitions Stakeholder Advisory Council

# Ms. Wheelchair Colorado 2023 Platform: You are more Capable Than You Believe

My platform is to promote independent living. In 2018, I transitioned from living in a nursing home to independent living in the community.

- Independent living forced me to learn new skills. I learned so much more living independently than I ever did while living in a nursing home.
- People living in nursing homes tend to give up and rely on others for everything.

Independent living is only possible with home health. Currently, I have a homemaker who visits me 5 days a week. The longest she stays is three hours.

We are facing a nationwide shortage of direct care workers. People have left the industry primarily because of low wages and a lack of career growth opportunities.

**We must make direct care work a viable career!**

# Resources

ARPA Grants Website

HCPF Surveys Website

DCWC Website

Story-Sharing Blog



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# Story- Sharing Blog


- Share your story! - Are you a direct care worker? Do you receive services from a direct care worker?
- Email: [dcwstorysharing@gmail.com](mailto:dcwstorysharing@gmail.com)
- Share your story in any format you deem fit.
- Read other stories at [dcwstorysharing.blogspot.com](http://dcwstorysharing.blogspot.com)



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# Next Collaborative Meeting



**Wednesday  
June 14, 2023  
10:00 to 11:30 a.m.**

Information about the Collaborative and upcoming meetings can be found at:  
[hcpf.colorado.gov/direct-care-workforce-collaborative](https://hcpf.colorado.gov/direct-care-workforce-collaborative)

**Email:**  
[hcpf\\_DCworkforce@state.co.us](mailto:hcpf_DCworkforce@state.co.us)



# Before you leave...

**Please take 60  
seconds to  
complete our  
feedback  
survey!**





# Thank you!

