Direct Care Workforce Collaborative

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

Wednesday September 14, 2022
10:00 – 11:30 a.m.

Zoom Webinar Link

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

Meeting ID: 993 1700 7314 Passcode: 396389

Today's Agenda

Topic	Presenter/s	Time
Attendance, Welcome, Introductions	Brooke Snyder	10:00-10:10
Agenda & Collaborative Overview ● New Vision, Purpose	Penny Whitney	10:10-10:20
ARPA Initiative 1.02- Staff Stability Survey	Rachel Newton & Sarah Hoerle	10:20-10:35
Action Group Spotlight: Training & Career Advancement & Standardized Core Curriculum	Co-Chairs & Judy Scott	10:35-10:55
ARPA Project Directory & ARPA Grants Website	HCPF	10:55-11:05
Open Forum (announcements, sharing resources, etc.)	Open	11:05-11:20
Closing & Survey	Brooke Snyder	11:20-11:30

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 (include your phone number).
- Requests for accommodations can be sent to the meeting organizer or John.R.Barry@state.co.us

Welcome

We are Recording

Avoid sharing 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 Live Transcript icon at the bottom of your screen

Meeting Information

Direct Care Workforce Collaborative Website

Collaborative Leadership Teams

Collaborative Co-Chairs

Penny Whitney - LTC consultant, Aponi Partners, Inc.

Action Group Co-Chairs

Hope Carwile - VIVAGE Senior Living - Value & Awareness
Pascale Adou - SEIU Local 105 - Value & Awareness
Andrea Kuwik - The Bell Policy Center - Compensation & Benefits
Deborah Lively - LeadingAge Colorado - Compensation & Benefits
Lorin Chevalier - PeopleCare Health Services - Training & Career Advancement
Chrissy Esposito - Colorado Health Institute - Training & Career Advancement

HCPF Workforce Team

Candace Bailey - HCBS Division Director - Community Living Office
Heather Johnson - ARPA Long Term Direct Care Workforce 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
Taemy Kim- Mander - Training Fund Specialist - Community Living Office
John Hendrikse - Resource & Job Hub Specialist - Community Living Office

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Direct Care Workforce Collaborative

Penny Whitney

Collaborative Formation

Overview of Structure

Strength of the Collaborative is the four-prong structure

- Collaborative Meetings
  - Broad stakeholder representation across the state and continuum
- Action Groups: Three identified priority areas
  - Action Group Chair volunteers & interested stakeholders
  - Bi-monthly meetings to discuss the problem, research, and draft action steps
- Collaborative Co-Chairs
  - Collaborate with State
  - Drive process
  - Identify/plan strategic communications
- State partners (HCPF, other State agencies)

Purpose & 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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Staff Stability Survey

Aging and Disabilities

Presented by: Rachel Newton

Pilot Survey Cycle 2022

Agenda

- Background
- Foundation
- Survey Goals
- Process & Topics Included
- Who is included? Who is not?
- Timeline
- Questions?

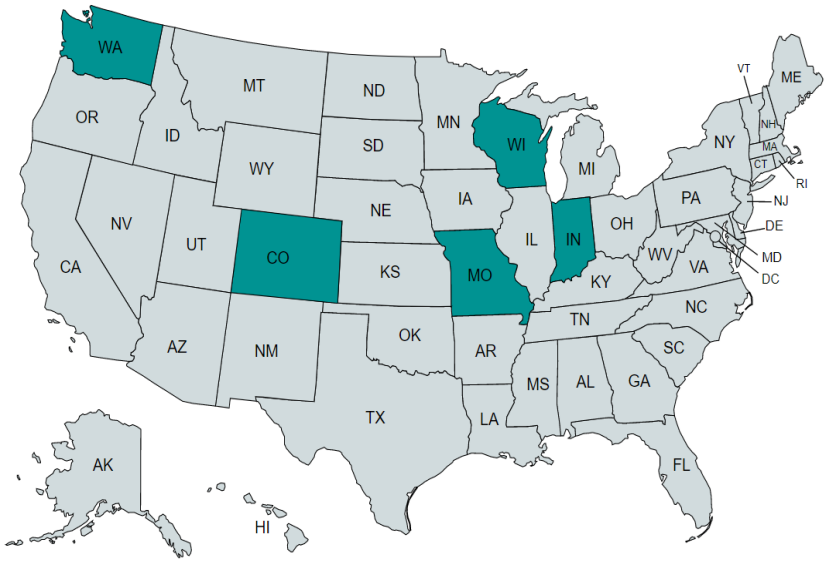
Background

Need to Strengthen the Direct Care Workforce

- Growing demand for direct care workers (DCW)
- Impact of COVID-19 on the workforce
- Lack of data tracking

Staff Stability Survey-
AD Foundation

- Conducted by states, HSRI and ADvancing States to gather information about the strengths, weaknesses, and trends of the direct care workforce
- Basis: Staff Stability Survey (I/DD population)
  - Administered by states, HSRI and NASDDDS
  - Launched in 2007
  - 27 states use
- Current states in the AD pilot:
  - Colorado
  - Indiana
  - Missouri
  - Washington
  - Wisconsin



Staff Stability Survey Goals

1. Help establish workforce initiatives and government partnerships
2. Measure improvements made through policy and/or programmatic changes
3. Provide baseline data for future analysis
4. Develop budget projections
5. Initiate policy planning
6. Identify areas for further investigation
7. Examine workforce challenges

Pilot Process

Process

- States create list of providers and gather provider e-mail addresses
- Individualized portal survey link created for each provider
- State sends individualized link to each provider
- Provider completes survey using individualized link
- State access to data set for analysis, reporting, policy development
- National data used to create technical report

Confidentiality

- Reported data is de-identified, and at systems level

Topics included in the pilot survey

- Demographics of state DCW workforce
- Information on providers providing supports such as size, number of people served, etc.
- Turnover Rates
- Length of DCW Employment
- Vacancy Rates
- Hourly Wages
- Recruitment & Retention Strategies
- Benefits

Who is included in the pilot survey?

Direct Care Workers (DCWs):

- Agencies who provide services to the Elderly, Blind and Disabled (EBD), Community Mental Health Supports (CMHS), Complementary & Integrative Health (CIH), and Brain Injury (BI) Waivers
- Services include:

  - Adult Day Services
  - Day treatment
  - Alternative Care Facility
  - Respite-In Home
  - Homemaker
  - Personal Care
  - Life Skills Training
  - IHSS
  - Supported Living Program
  - Peer Mentorship
  - CNA Services

Who is NOT included in the pilot survey?

- Nursing Home Facilities
- Self-directed DCWs
- Clinically licensed staff such as physical therapists, occupational therapists, registered nurses
  - However, CNAs will be included in survey

Pilot Timeline

June - July 2022

- Finalize Survey Pilot
- Begin Sampling Strategies with State
- Begin Adult Consumer Survey Cycle

Aug. - Oct. 2022

- Pilot Launch
- Survey administered by state
- October 31, 2022 deadline

Nov 2022 - Jan. 2023

- Data analysis and review
- Review and update for full launch
- Draft national technical report

Jan. - May 2023

- Full survey launch (Jan. 2023)
- Data collection begins for next cycle

Questions?

Contact Info

Rachel Newton
Quality Policy Specialist
Rachel.Newton@state.co.us

Sarah Hoerle
Waiver Administration and Compliance Unit Supervisor
Sarah.Hoerle@state.co.us

Resources

If you would like more information about National Core Indicator Surveys, please visit:

- www.nationalcoreindicators.org/
- nci-ad.org/
- hcpf.colorado.gov/nci-survey
- www.ncilegacy.com/staff-stability-survey/

Thank you!

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Action Groups

Spotlight:

Training & Career Advancement

Standardized Core Curriculum

Standardized Core Curriculum

Judy Scott & Penny Whitney

UCCS

HELEN AND ARTHUR E. JOHNSON
BETH-EL COLLEGE OF
NURSING AND HEALTH SCIENCES

Standardized Curriculum Update

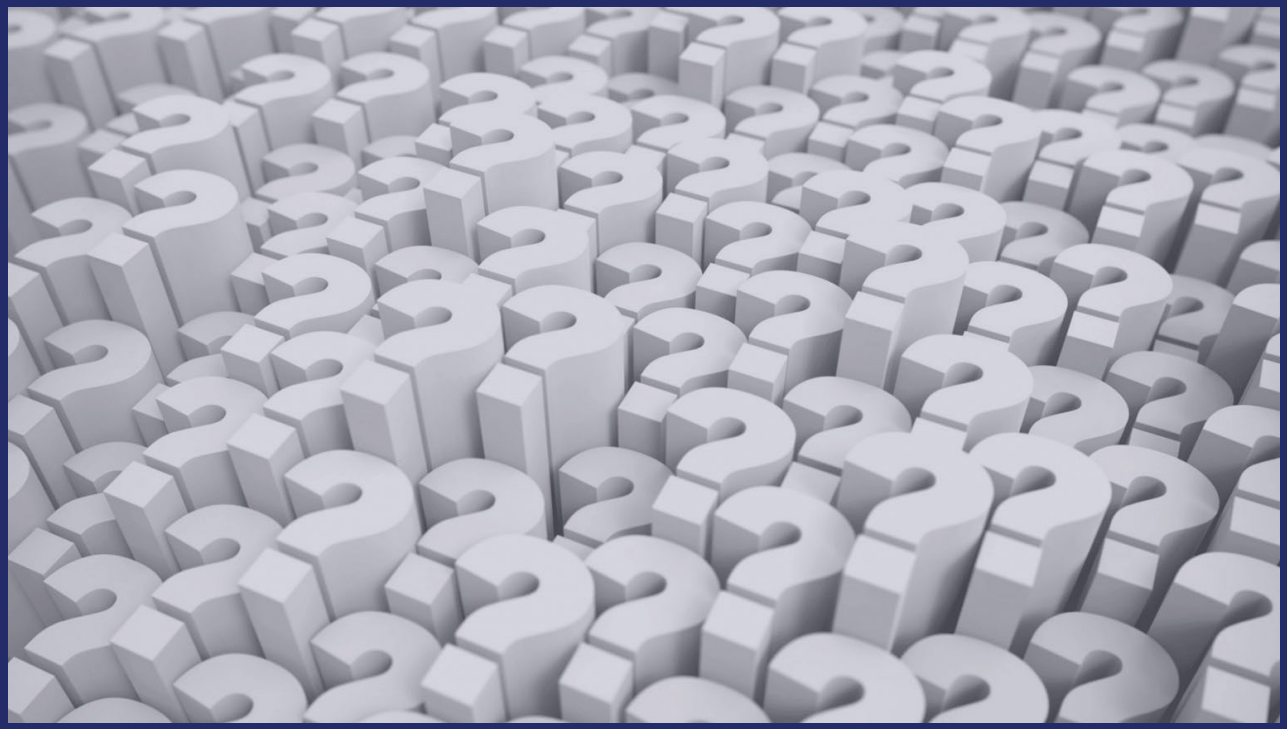
- New Name
- Curriculum Outline
- Updated Timeline
- Survey

Poll for New Name

Poll link in the chat - please vote for your preferred name

Name will still need to be approved – just collecting feedback

Questions for Discussion Today?



Get Involved!

- Participate in this conversation as we update and task this group
- Help us identify pilot sites
- Join our listening groups!

Contact Information

Judy Scott

Phone

(719) 255-4491

jmarti28@uccs.edu

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ARPA Project Directory

American Rescue Plan Projects

- ARPA Home Page
  - Project Directory
    - Strengthen the Workforce & Enhanced Rural Sustainability
    - Improve Crisis & Acute Services
    - Improve Access to HCBS For Underserved Populations
    - Support Post-COVID Recovery & HCBS Innovation
    - Strengthen Case Management Redesign
    - Invest in Tools & Technology
    - Expand Emergency Preparedness
    - Enhance Quality Outcomes
  - Grant Opportunities
  - Spending Plan
  - ARPA Webinars
  - Reports
  - ARPA Job Opportunties

Searching/Filtering the List

To search the list, type any keyword into the search bar at the top of of the table. Example: To search for projects related to eligibility, type "eligibility"

All projects are now active!

Have an ARPA Question or Comment? Submit it here!

Reset Search

Search:

Project Name	Project Category
1.01 - Increase Payments to Providers and Workers	Strengthen the Workforce & Enhanced Rural Sustainability
1.02 - Direct Care Workforce Data Infrastructure	Strengthen the Workforce & Enhanced Rural Sustainability
1.03 - Standardized Core Curriculum & Specialization	Strengthen the Workforce & Enhanced Rural Sustainability
1.04 - Resource & Job Hub	Strengthen the Workforce & Enhanced Rural Sustainability
1.05 - Establish a Training Fund	Strengthen the Workforce & Enhanced Rural Sustainability
1.06 - Career Pathways	Strengthen the Workforce & Enhanced Rural Sustainability
1.07 - Public Awareness Campaign	Strengthen the Workforce & Enhanced Rural Sustainability
1.08 - Home Health Delegation	Strengthen the Workforce & Enhanced Rural Sustainability
1.09 - Workforce Compensation Research	Strengthen the Workforce & Enhanced Rural Sustainability

ARPA Stakeholder Engagement Calendar

ARPA Stakeholder Engagement

- ARPA Home Page
  - Project Directory
  - Grant Opportunities
  - Spending Plan
  - ARPA Webinars
  - Reports
  - ARPA Job Opportunties
  - ARPA Project Pulse Newsletter
  - **ARPA Stakeholder Engagement**
    - ARPA Stakeholder Engagement Plan
  - Articles & Blog Posts

The Department is excited to offer all stakeholders a wide range of opportunities to become involved in the work surrounding the funding of the American Rescue Plan Act (ARPA). The engagement of members, family, advocates, providers, and all other stakeholders is a critical part of this process.

This page contains a calendar showing meeting information for all available opportunities to engage and will be updated regularly. Due to the requirements to use ARPA funding by March 2024, some of the stakeholder engagement processes might feel more abbreviated than typical and we appreciate the community's understanding of this.

View the complete ARPA Stakeholder Engagement Plan, including all the types and methods of communication

Submit an ARPA Question or Comment

ARPA Stakeholder Engagement Opportunities

Today | Tuesday, September 13 | Print | Week | Month | Agenda

Wednesday, September 14	
10:00am	Direct Care Workforce Collaborative
1:30pm	Community First Choice (CFC) Listening Session
Friday, September 16	
1:00pm	Direct Care Workforce Compensation & Benefits Action Group
Tuesday, September 20	
1:00pm	Collaborative Consumer Engagement: Supporting Members and Families to Support Design, Implementation and Oversight
Friday, September 23	
1:00pm	Direct Care Workforce Value & Awareness Action Group
Wednesday, October 5	
10:00am	Community First Choice (CFC) Council
Wednesday, October 12	
1:30pm	Community First Choice (CFC) Listening Session
Thursday, October 27	
10:00am	Older Adult Stakeholders Meeting
Wednesday, November 2	
10:00am	Community First Choice (CFC) Council
Friday, November 4	
9:00am	Direct Care Workforce Training & Career Advancement Action Group

ARPA Grants Website

ARPA Grant Opportunities

- ARPA Home Page
- Full Project Directory
- 2.01 Behavioral Health Transition Support Grants
- 2.02 Expand Behavioral Health Crisis Teams
- 3.06 Expand the Behavioral Health Safety Net
- 3.07 Wraparound Services, Including Peer Supports for Members with Complex Needs
- 3.08 American Indian/Alaska Native (AI/AN) Culturally Responsive Services Capacity Grants
- 4.01 Innovative Models Care Residential Innovation Grant
- 4.03 Child/Youth Step-Down Options Program and Provider Recruitment
- 4.05 CAPABLE Pilot
- 4.07 New Systems of Care

Background

Through the American Rescue Plan Act (ARPA) Section 9817, and in conjunction with the Centers for Medicare and Medicaid Services (CMS) and the Colorado Joint Budget Committee (JBC), the Department was approved to distribute approximately $100 million through grants and pilot programs. These grants are aimed to enhance, expand, and strengthen Home and Community Based Services (HCBS) in Colorado. For more information on each grant and how to apply, please see below. The Department will continue to update this site as new information becomes available.

Helpful Links:

- Grant proposal writing training

Open Grant Solicitations

4.08 Respite Care Grant

Total Award Amount: $1,000,000

Maximum Award Amount: Based on need and the number of awardees, but cannot exceed the total award amount

Who is Eligible:

Applicants will submit an equitable and inclusive proposal to expand their ability to provide respite services, or to extend funding for

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Open Forum

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

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Be a member of our Action Groups

Next Collaborative Meeting

Wednesday
December 14, 2022
10:00 - 11:30 a.m.

Information about the Collaborative and upcoming meetings can be found at: **hcpf.colorado.gov/direct-care-workforce-collaborative**

Email:
hcpf_DCworkforce@state.co.us

COLORADO
Department of Health Care Policy & Financing

Before you leave…

Please take 60 seconds to complete our feedback survey!

Thank you!