



INFORMATIONAL MEMO

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Purpose and Audience:

The Department of Health Care Policy & Financing (Department) will soon be conducting the National Core Indicators (NCI) State of the Workforce Survey, formerly known as the Staff Stability Survey, for Direct Care Workforce providers. This Informational Memo provides an overview of why the Department is conducting and who is targeted by the survey. The intended audience for this memo includes Intellectual and Developmental Disability (IDD) Services Providers, Program Approved Service Agencies (PASAs), and Community Centered Boards.

Information:

The Department will conduct the NCI State of the Workforce Survey (formerly known as the Staff Stability Survey) for agencies providing services to individuals enrolled on the Supported Living Services (SLS) and the Developmental Disabilities (DD) waivers. The NCI State of the Workforce Survey is conducted across the country and will help Colorado measure improvement in the quality and stability of the workforce of direct

support professionals assisting adults with IDD. To evaluate and develop policies and programs to support the direct care workforce, the Department requires reliable data on turnover, wages, benefits, and retention strategies.

The NCI State of the Workforce Survey is required to be conducted by statute through House Bill 18-1407. The survey will ultimately help establish a baseline of workforce data and will continue to be conducted every year to measure progress. The survey tool does not replace reporting or auditing required by HB 18-1407, but rather complements such reporting by asking questions directly about staff stability.

By the end of February, 2023, agencies included in the survey sample can expect to receive the link via email, to complete the NCI State of the Workforce Survey online. Each agency will only fill out one survey about their direct care workforce. We are asking that the survey be completed by June 30, 2023. The survey's findings will be shared later in the year. The Department thanks agencies for assisting the Department with completing this mission-critical work that will help evaluate the stability of staff and services provided to the members we serve. For more information, please visit <https://hcpf.colorado.gov/nci-survey>.

Attachment(s):

[2020 National Core Indicators \(NCI\) Staff Stability Survey Report](#)

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