



INFORMATIONAL MEMO

Title: National Core Indicator - State of the Workforce Survey	Topic: HCBS
Audience: Intellectual and Developmental Disability (IDD) Service Providers, PASAs, Long-Term Home Health Agencies, Case Management Agencies	Sub-Topic: Survey
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The Department of Health Care Policy and Financing (HCPF) is conducting the National Core Indicators (NCI) State of the Workforce Survey, formerly known as the Staff Stability Survey, for Program Approved Service Agencies (PASAs). This Informational Memo provides an overview of why HCPF is conducting and who is targeted by the survey. The intended audience for this memo includes Intellectual and Developmental Disability (IDD) Service Providers, Provider Agencies, Long-Term Home Health Agencies, and Case Management Agencies.

Information:

HCPF is conducting 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 care workers assisting adults with Intellectual and Developmental Disabilities (IDD). To evaluate and develop policies and programs to support the direct service provider 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 and will be conducted every year to measure progress regarding the direct care workforce in Colorado. 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.

Agencies included in the survey sample received the link via email in March 2024, to complete the NCI State of the Workforce Survey online. Each agency will only fill out one survey about their direct care worker employees. We are asking that the survey be completed by June 30, 2024. For participation in the survey, we will be offering eligible and participating agencies a \$100 gift card to DoorDash. The survey's findings will be shared later in the year. HCPF thanks agencies for assisting us 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>.

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