



INFORMATIONAL MEMO

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| Title: 2024 National Core Indicators - State of the Workforce Survey - Aging and Disabilities | Topic: LTSS |
| Audience: Aging and Disabled HCBS Provider Agencies, Long Term Home Health Agencies, Direct Care Workers, and Case Management Agencies | Sub-Topic: Survey |
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Purpose and Audience:

The Department of Health Care Policy and Financing (HCPF) will soon conduct the National Core Indicators (NCI) State of the Workforce Survey - Aging and Disabilities (SoTW), formerly known as the Staff Stability Survey, for Home and Community-Based Services (HCBS) provider agencies. 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 Aging and Disabled (AD) HCBS - Waiver Providers, Long-Term Home Health Agencies, Direct Care Workers, and Case Management Agencies.

Information:

HCPF will conduct the National Core Indicators (NCI) - State of the Workforce Survey (SoTW) (formerly known as the Staff Stability Survey) - Aging and Disabilities (AD) for agencies providing services to members enrolled on the Brain Injury (BI) Waiver, Complementary and Integrative Health (CIH) Waiver, Elderly, Blind, and Disabled (EBD) Waiver, and Community Mental Health Supports (CMHS) Waiver. The SoTW-AD is conducted across the country and will help Colorado measure improvement in the quality and stability of the workforce of direct support professionals assisting aging and disabled adults. To evaluate and develop policies and programs to support the direct care worker (DCW) workforce, HCPF requires reliable data on turnover, wages, benefits, and retention strategies.

The 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.

In September 2024, 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 service provider workforce. The survey's findings will be shared later in the year. HCPF thanks agencies for assisting HCPF 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>.

Definition(s):

None

Attachment(s):

[2022 State of the Workforce - Aging and Disabled Survey Report](#)

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