



INFORMATIONAL MEMO

Title: National Core Indicators - State of the Workforce Survey - Intellectual and Developmental Disabilities	Topic: Survey
Audience: Intellectual and Developmental Disability (IDD) Service Providers, Home and Community-Based Services (HCBS) Waiver Providers, Long Term Home Health Agencies, Case Management Agencies	Sub-Topic: HCBS
Supersedes Number: N/A	Division: Benefits and Services Management
Effective Date: Jan. 13, 2025	Office: Office of Community Living
Expiration Date: June 30, 2025	Program Area: Waiver Innovation and Compliance
Key Words: Intellectual and Developmental Disabilities, Survey, State of the Workforce, Home and Community-Based Services, Long Term Home Health	
Legal Authority: N/A	
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Informational Memo Number: HCPF IM 25-004	
Issue Date: Feb. 6, 2025	
Approved By: Colin Laughlin	

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Purpose and Audience:

The Department of Health Care Policy and Financing (HCPF) will soon be conducting the National Core Indicators (NCI) State of the Workforce Survey (SoTW), for Home and Community-Based Services (HCBS) Waiver agency providers. 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, Long-Term Home Health Agencies, and Case Management Agencies.

Information:

HCPF will be conducting the National Core Indicators - State of the Workforce Survey - Intellectual and Developmental Disabilities (NCI-SoTW-IDD) for agencies providing services to individuals enrolled on the Supported Living Services (SLS) and the Developmental Disabilities (DD) waivers. The SoTW-IDD 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 IDD. To evaluate and develop policies and programs to support the direct service provider workforce, HCPF requires reliable data on turnover, wages, benefits, and retention strategies.

The SoTW-IDD is required to be conducted by statute through [House Bill 18-1407](#) and is administered annually to measure progress regarding the direct care workforce in Colorado. The survey tool does not replace reporting or auditing required by HB 18-1407. Rather, it complements such reporting by asking questions directly about staff stability.

In February 2025, agencies included in the survey sample can expect to receive the link via email, to complete the 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, 2025. 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>.

Definition(s):

None

Attachment(s):

- [2022 NCI-IDD SoTW National Report](#)
- [2022 NCI-IDD SoTW At-a-Glance](#)

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