

Direct Care Workforce Initiatives

Statewide Health Care Review Committee

Colin Laughlin
Deputy Director
Office of Community Living



Stabilizing and Strengthening Colorado's Direct Care Workforce



Direct Care Workers



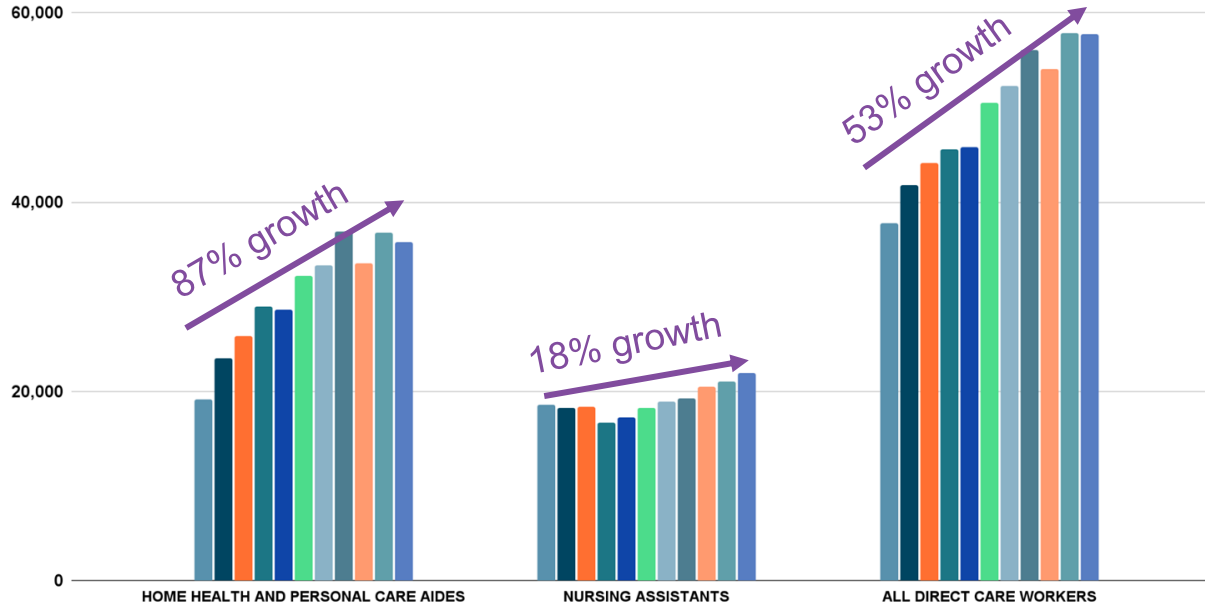
Direct Care Workers are **paid frontline workers** who provide hands-on care, services, and support to older adults and individuals with disabilities **across the long-term services and supports continuum**, from home and community-based settings to skilled nursing facilities. There are a variety of job titles that currently refer to these workers including, but not limited to, **attendants, assisted living aides, home health and home care aides, nurse aides, nursing assistants, personal care aides, and direct support professionals**. Direct care workers also include those employed under the consumer-directed model.



COLORADO

Department of Health Care
Policy & Financing

Growth in Colorado's Direct Care Workforce (2009-2019)



❖ The population of older adults and adults with disabilities is growing

❖ Growth in the direct care workforce has been significant over the last decade



Future Growth

Direct Care Worker Projected Growth 2018-2028

	Growth	% Growth
Personal Care Aides	14,780	51%
Home Health Aides	4,240	43%
Nursing Assistants	5,390	25%
TOTAL	24,410	40%

It is critical our supply of direct care workers will need to keep up
Sadly, our data shows otherwise

- From 2018 to 2028, we expect a 40% increase in direct care workers

High turnover presents a huge barrier to meeting the current and future demand

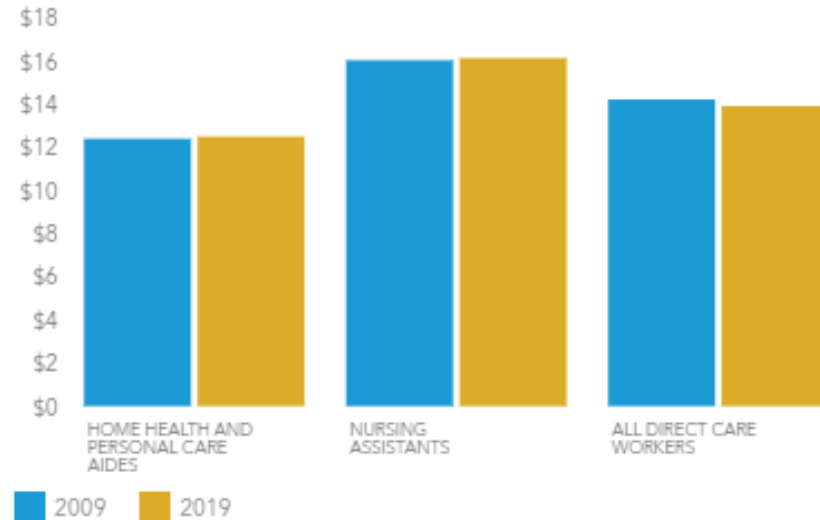
- Between 2018 and 2028, there are anticipated to be 91,690 separations
- Accounting for growth, Colorado will need 116,100 direct care workers to meet demand



Compensation

DIRECT CARE WORKER MEDIAN HOURLY WAGES ADJUSTED FOR INFLATION, 2009 TO 2019

COLORADO



The workforce is undervalued, as evidenced by the poor compensation and barriers to career advancement

Wages for direct care workers decreased by 2% between 2009 and 2019 and nearly 30% are at less than 138% of the poverty level



Goals & Actions

1

Crisis Response & Recovery

4

Build Career Advancement Opportunities

2

Expand Cross-Agency Collaboration

5

Improve Retention

3

Recruit New Individuals into the Field

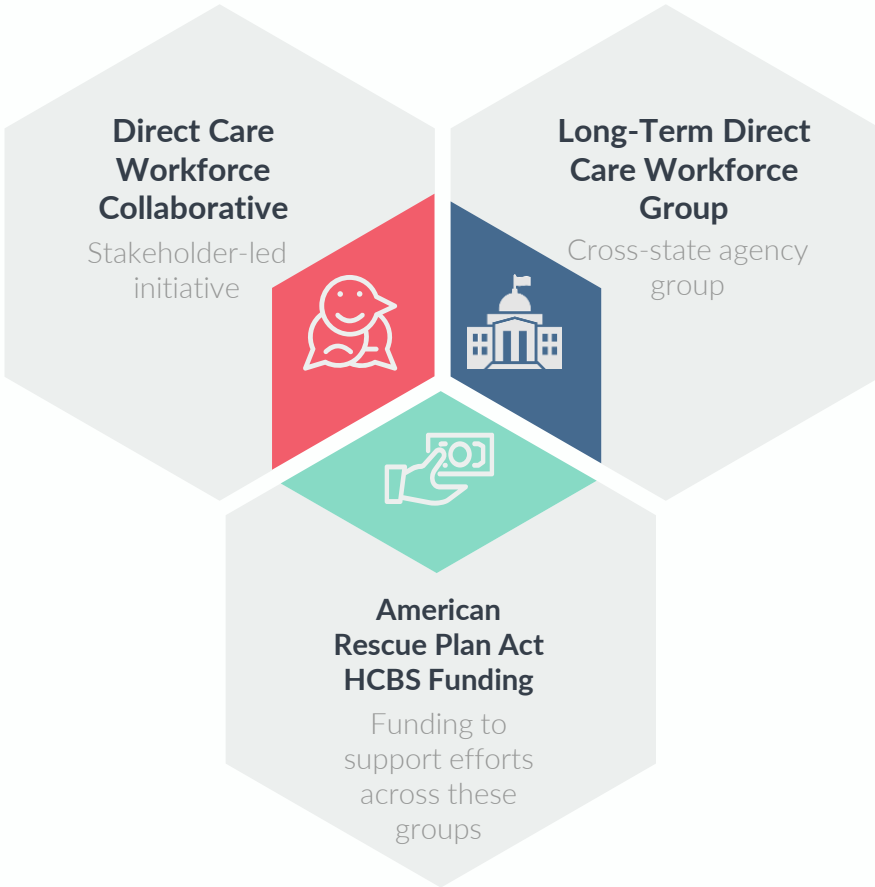
6

Activate Stakeholder to Accelerate Efforts



COLORADO

Department of Health Care
Policy & Financing



Strategic Approach

Direct Care Workforce Health Cabinet Initiative

Cross Agency Committee focusing on
Direct Care Workforce



Direct Care Workforce Collaborative

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

DCW Collaborative

Mission

To stabilize the workforce by implementing strategies that support priority issues and raise awareness about their value.

Vision

To be recognized as the central hub for action, expertise, and advocacy on the direct care workforce.

Structure

- Collaborative & Action Group co-chairs as leaders
- Bi-Monthly collaborative meetings and monthly action groups
- State agencies as engaged participants; HCPF as back-bone organizations



Collaborative Impact to Date

Overview by numbers Jan - Oct 2021

- 400+ persons have engaged (Collaborative meeting, AG, DCWC Leadership), approximately:
 - 70% service providers
 - 32% general stakeholders & advocates
 - 12% DCW or family member
- Quality of info very to extremely informative (73%)
- Participation through word-of-mouth and newsletter (73%)

Going Forward

- Continue to grow participation/awareness/action with milestones and metrics to measure success



Action Groups

- Three core areas selected from stakeholder input:
 - Value & Awareness
 - Training & Career Advancement
 - Compensation & Benefits
- Identify the problem, determine solutions, and develop and execute an action plan



American Rescue Plan Act: HCPF Workforce Initiatives

ARPA Background

- The American Rescue Plan Act (ARPA) was passed by Congress on 3/11/2021
- Section 9817 - a provision outlining funding to support increased access to home and community-based services (HCBS) for Medicaid beneficiaries
 - Eligible services include: 1915 (c) HCBS Waivers, Personal Care, Targeted Case Management, Home Health Care, Private Duty Nursing, Program of All Inclusive Care for the Elderly (PACE), Behavioral Health
- Total funding approx. \$500 million
- [Colorado spending plan](#) approved by CMS and CO Joint Budget Committee (JBC) on 9/21/2021



ARPA DCW Initiatives

Direct Care Workforce Projects account for **50%+** of the total budget (**\$262M**)

Project:	Budget:	Goals:
Increase Payments to Providers & Workers	\$244M	Stabilize & increase the DCW
Direct Care Workforce Data Infrastructure	\$1.1M	Survey data on factors impacting current workforce growth & satisfaction
Standardized Core Curriculum & Specialization	\$3.1M	Adaptable, accessible, and low-cost for competency & skill advancement
Resource & Job Hub	\$750K	Centralized info & resources for DCWs
Establish a Training Fund	\$9.2M	Direct funds for high demand workers and creating upskilling opportunities
Career Pathways	\$500K	CCCS, DHE, & CDLE alignment of defined, consolidated pathways
Public Awareness Campaign	\$400K	Grow community support leading to new and increased
Workforce Compensation Research	\$50K	Contractor-identified measures for long-term DCW support & recognition



COLORADO

Department of Health Care
Policy & Financing

Visit <https://hcpf.colorado.gov/arpa> for more in depth information on all these projects

Questions



Thank You!

More information about the Collaborative, Workforce Initiatives, upcoming meetings and resources is on our [website](#) and the [OCL's Stakeholder Engagement Calendar](#).

Email us with your questions or comments:
HCPF_DCworkforce@state.co.us

