



Update from your Association partner

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We are still standing and still improving.

Emotional
Highs

Now
is the time for
Reconstruction

Emotional

Honeymoon
Community Cohesion

Heroic

Pre-Disaster

Warning Threat

Impact

Disillusionment

Reconstruction
A New Beginning

Inventory

Working Through Grief
Coming to Terms

Setback

Anniversary Reactions

Trigger Events



Post-Acute and Long-Term Care is adapting

WORKFORCE



IMPROVED
COMPENSATION



MORE RESPONSIVE
MANAGEMENT



BUILDING BUMPERS
AROUND AGENCY



INVEST IN THE PERSON: CAREER LADDERS, PERSONALIZED
SCHEDULING

OPERATIONS

- Refocus on care
- Get out of fight/flight cycle
- Springboard from the new compliance requirements
- Begin to plan for a future again



Pressures in play





Compression of the Workforce

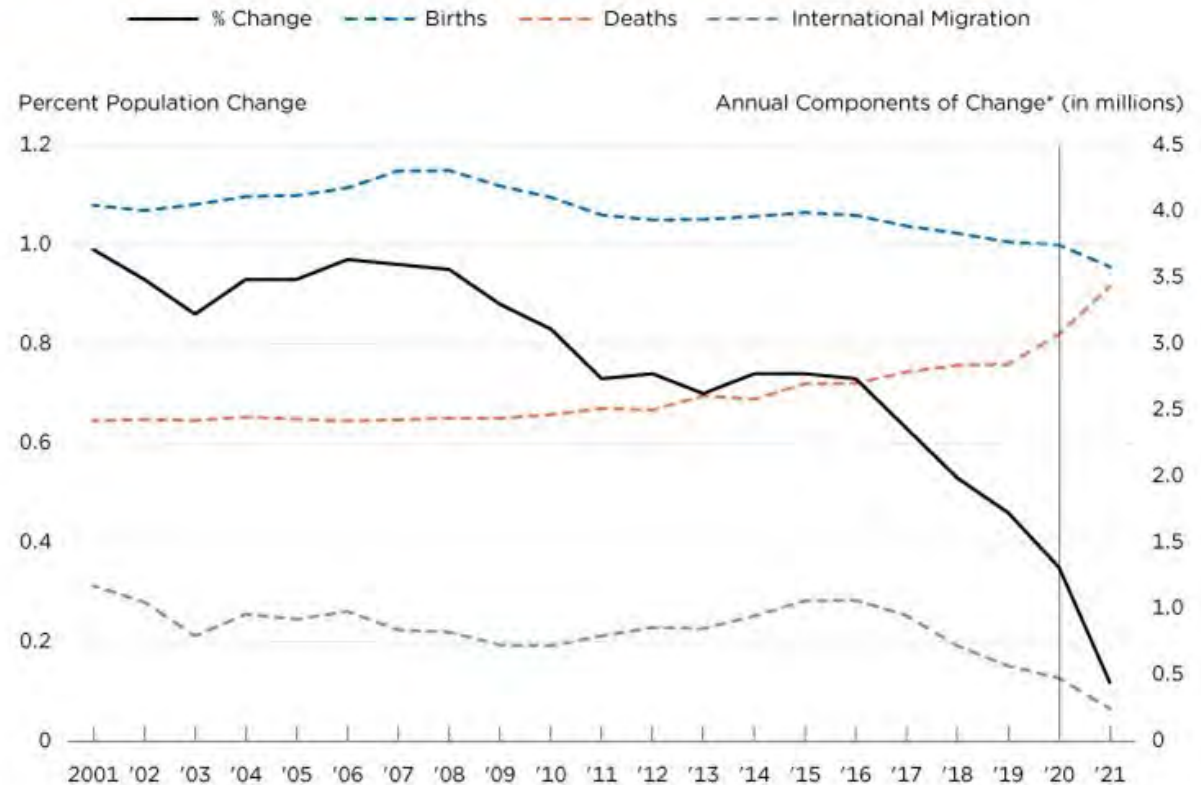
Just look at the numbers

Where are the people?

- The year 2021 is the first time since 1937 that the U.S. population grew by fewer than one million people, featuring the lowest numeric growth since at least 1900, when the Census Bureau began annual population estimates.
- In 2020, 27,337 people moved to Colorado, and in 2021, data shows that number dropped even further to 14,731. That's compared to 68,844 people who moved here in 2015.

Figure 2.

Population Change and the Components of Change: 2001-2021



* Components of change include births, deaths and net international migration.

Note: Only data to the right of the line are from Vintage 2021.

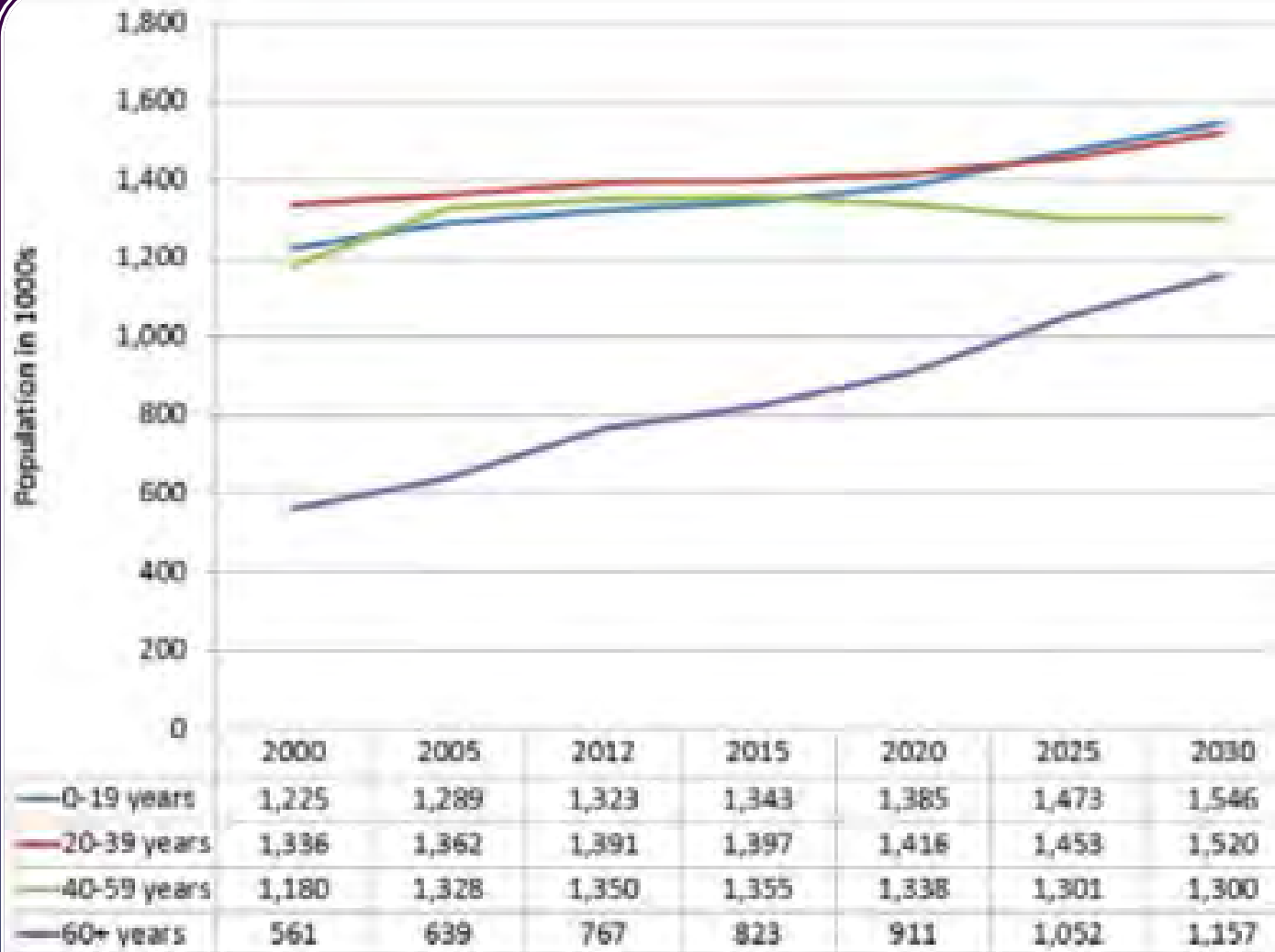
Source: U.S. Census Bureau, Vintage 2020 Estimates; Vintage 2021 Estimates; 2000-2010 Intercensal Estimates.

<https://www.census.gov/library/stories/2021/12/us-population-grew-in-2021-slowest-rate-since-founding-of-the-nation.html>

<https://www.9news.com/article/news/local/fewer-people-moving-to-colorado/73-3e1bf311-d6c8-49ec-8125-bb3d31d83016>

Colorado is aging

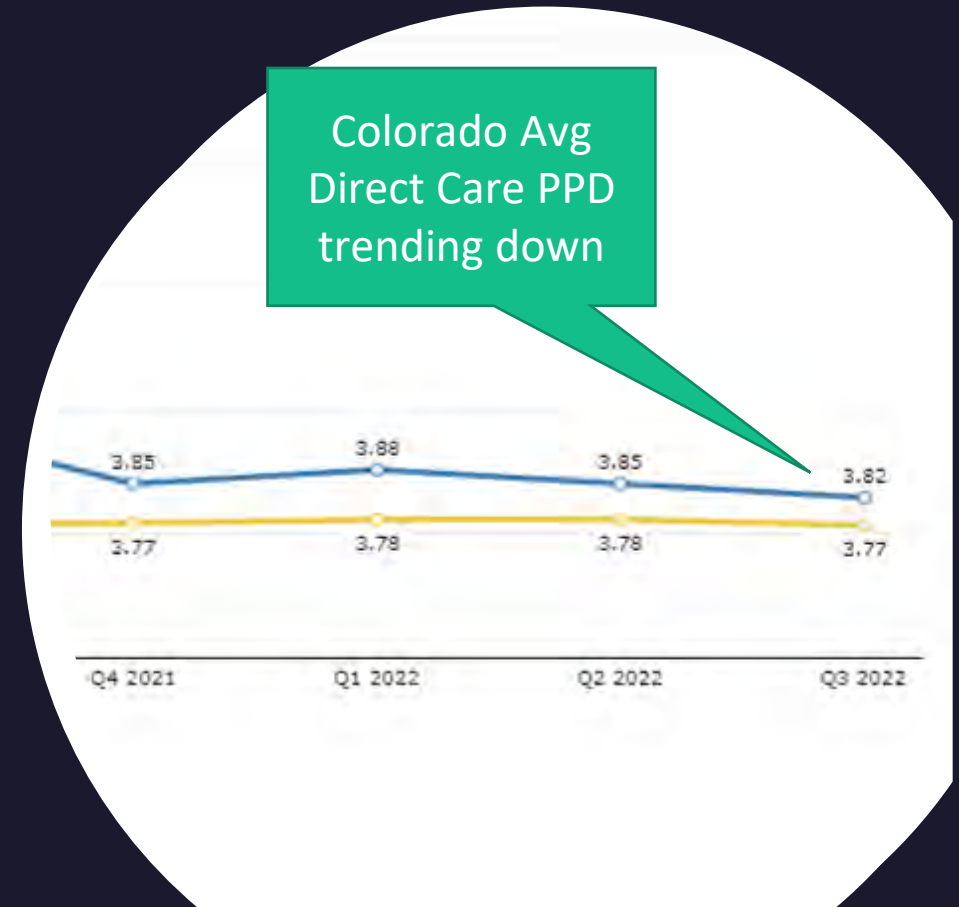
The proportion of Colorado's population that is over 60 is growing while the proportion that is under 60 is shrinking. The U.S. Census Bureau estimates that **21 percent of Colorado's population will be over age 60 by the year 2030**, an increase of 32% percent from 2012.



Source: U.S. Census Bureau, 2009 Projections

CMS Staffing mandate

- Expect it to be announced any day now – “by end of spring”
- 4.1 PPD anticipated to be the standard for direct care nursing



What's the big idea?

Aging in place

Funding and Cultural Shift to prefer home health care – “SNF at home”

ARPA funds used in CO to fund models development to transition people OUT of our settings

The average 65+ year old person thinks he/she is prepared to age in place at home.

Cost saving: HCPF pressuring to consolidate use of funds to fewer communities.

Post-acute and Long-term Care is still a vital part of the care continuum

- Home-based care for those we would normally serve requires more workers than we have
- Clinical acuity will continue to exceed home health services.
- Many are unfriended, and families cannot care for their loved ones while still conducting their lives.



We have allies



- Funding for increased Medicaid Reimbursement has been secured
- Pay for Performance doubled
- Takes funds **away** from total Medicaid fund so we have to earn the increase to reach full funding, BUT it promotes change in delivery of care

Other legislative positives

Dementia Care Training upon hire (4 hours) and annually (2 hours)

Agency bill moving forward – will prevent required buy-outs of employees

Guardianship bill introduced

What is making us better

Listening to
our members –
tailored
education and
support

Root cause
analysis that
embraces the
human factor

Restorative
justice model
for employee
retention and
growth

Empowering
caregivers with
deductive
reasoning

The background is a vibrant, abstract composition. It features several large, organic shapes in shades of teal, purple, red, and blue. These shapes are filled with various patterns: some have a fine dotted texture, others have wavy white lines, and one has a grid of white plus signs. The overall color palette is rich and saturated, with a dark purple background. Small, light-colored squiggly lines are scattered throughout the composition, adding a sense of movement and detail.

We are in this together

Our Partnerships are strong and getting stronger