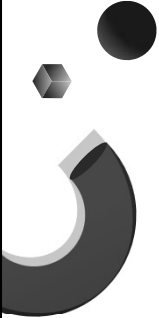




Update from your Association partner

Jenny Albertson, NHA, QCP, Director of Quality and Regulatory Affairs

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We are still standing and still improving.

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Now is the time for Reconstruction



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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



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Pressures in play



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Compression of the Workforce

Just look at the numbers



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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, 2000-2020 Interannual Estimates.

<https://www.census.gov/library/stories/2021/12/us-population-knew-in-2021-slowest-rate-since-founding-of-the-nation.html>
<https://www.9news.com/article/news/local/fewer-people-moving-to-colorado/73-3e1b9f11-d6cd-49ec-8125-bbb631d83016>

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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.

	2000	2005	2012	2015	2020	2025	2030
0-19 years	1,225	1,289	1,323	1,343	1,385	1,473	1,546
20-59 years	1,836	1,862	1,891	1,897	1,416	1,459	1,520
40-59 years	1,180	1,328	1,350	1,355	1,338	1,301	1,300
60+ years	561	639	767	823	911	1,052	1,157

Source: U.S. Census Bureau, 2009 Projections

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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

Colorado Avg Direct Care PPD trending down

Quarter	PPD
Q4 0001	3.88
Q1 0002	3.78
Q2 0002	3.78
Q3 0002	3.62

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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.

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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.



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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

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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

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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

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We are in this together

Our Partnerships are strong and getting stronger

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