



Workforce Policy Weekly

July 8, 2022

Coronavirus Update Calls for Week of July 11. On **Monday, July 11, at 3:30pm ET**, we will welcome back aging services economist Howard Gleckman from the Urban Institute, who will talk about the issues laid bare by COVID-19 and provide insights on how we can create the aging services infrastructure of the future. On **Wednesday, July 13, at 3:30pm ET**, we will welcome Dr. Vito Ilacqua from the Indoor Environments Division of the Environmental Protection Agency to discuss how proper ventilation and HVAC systems can help mitigate COVID-19 transmission and create healthier and safer environments. If you haven't registered for LeadingAge Update Calls, [you can do so here](#). You can also find previous call recordings [here](#). Note that to access recordings of the calls you need a LeadingAge password. Any staff member of any LeadingAge member organization can set up a password to access previous calls and other "members only" content.

Another LeadingAge Workforce Win Included in FY 2023 Labor HHS Appropriations Bill. On June 30, the House Appropriations Committee approved the fiscal year (FY) 2023 Labor, Health and Human Services (HHS), Education and Related Agencies Appropriations bill. The bill provides historic allocations to enhance investments in Department of Labor workforce programs to help to create and sustain "good-paying American jobs through investments in job training, apprenticeship programs, and worker protection." With this historic increase, the bill includes several wins for LeadingAge. The Committee also adopted a manager's amendment to add language to the bill's accompanying report, urging the Health Resources and Services Administration (HRSA) to address aging services workforce shortages. Additionally, the Committee report requires a HRSA report and analysis of technology's role in the public health care workforce. You can access an article [here](#), to learn more about the LeadingAge workforce wins in the FY 2023 Labor-HHS Appropriations bill, and the next steps. Additionally, you can read more about the L-HHS Appropriations Subcommittee consideration [here](#). You can access the Labor-HHS bill report [here](#), and the bill text [here](#).

CMS Will Begin Posting Staffing and Staff Turnover Measures. In January 2022, CMS began posting new weekend staffing and staff turnover measures on Care Compare ([CMS memorandum QSO 22-08-NH](#)). These measures will be included in Nursing Home Five Star Quality Rating System methodology starting with the "July 27, 2022, Care Compare Refresh." In addition to existing measures of registered nurse (RN) and total nurse hours per resident per day, the new staffing rating methodology will include the following measures: total nurse staffing hours per resident per day weekends; total nurse staff turnover within a given year; registered nurse (RN) turnover with a given year; and the number of administrators who have left the nursing home within a given year. Each nursing homes performance on the staffing measures are converted to points, then summed and compared to thresholds to determine the staffing star rating. Additionally, to emphasize the importance of staffing, we will no longer add one star to the overall rating of nursing homes that have a four-star staffing rating. Rather, only nursing homes with a five-star staffing rating will be rewarded with an increase in their overall star rating. Additional details regarding the staffing rating methodology are included in the [Nursing Home Five-Star Quality Rating Technical Users' Guide](#).

OSHA Extends National Emphasis Program to Protect High-Risk Workers from Coronavirus. On June 30, 2022, the Department of Labor, Occupational Safety and Health Administration (OSHA) announced it is extending its “Revised National Emphasis Program for COVID-19” until further notice. The program, launched in March 2021, focuses enforcement efforts on companies that “put the largest number of workers at serious risk of contracting the coronavirus, and on employers who engage against workers who complain about unsafe, unhealthful conditions or exercise other rights under the Occupational Safety and Health Act.” As has been the case from the start of this program, hospitals, nursing homes, assisted living communities and home health agencies are among the industries considered to have higher potential for coronavirus exposures. OSHA is also temporarily increasing the coronavirus inspection goal from 5 percent of inspections to 10 percent. More details are available in the [OSHA press release](#), and in the text of the [Revised National Emphasis Program for COVID-19](#) (click on the PDF in this link).

New Member Resources on Home Health Proposed Rule. If finalized, the proposed Calendar Year (CY) 2023 Home Health Prospective Payment Rate would include a permanent 5-percent cap on wage index decreases. LeadingAge is here to help members navigate CMS’s Home Health Prospective Payment System Rate Update ([read our initial summary](#)) with [a new one-stop page of member resources on the home health proposed rule](#). We’ve already spoken out to HHS and in the press, and are working with members to best represent your interests. Find our latest materials below on [leadingage.org](#), and join us for the next [Home Health Member Network Meeting](#) on July 19 at 2pm ET.

HUD Service Coordinator Grants Delayed Until August. HUD has let LeadingAge and housing providers know that annual Service Coordinator grants are experiencing additional delays for Calendar Year 2022. Originally expected to be delayed until May, Notices of Award for HUD-funded Resident Service Coordinator grants are now expected to go out to properties in August. Once the Award Notices are accepted by the grantees, HUD will need to take additional steps to disburse the grant funds, adding to the funding delays. Properties with access to Reserve for Replacement accounts can continue to access reserves to cover the cost of the Service Coordinator programs until the grants are paid out. LeadingAge will continue to work with Congress to find a solution for HUD's grant administration delays, and we urge providers to get HUD approval to work Service Coordinators into the budget where possible. More information is available [here](#).

Diverse Elders has launched a new [website](#) featuring updated information on their trainings, including the “Caring for Those Who Care” curriculum, which is a resource for aging professionals to learn about the unique needs of diverse family caregivers. The training curriculum will equip professionals with insights into the lived experiences of the following populations: African American and Black Caregivers, American Indian and Alaska Native Caregivers, Chinese American and Korean American Caregivers, Hispanic and Latino Caregivers, LGBTQ+ Caregivers, and Southeast Asian American Caregivers.

NCSL Brief: Addressing Nursing Shortages: Options for States. A June 2022 National Conference of State Legislatures (NCSL) [brief](#), “Addressing Nursing Shortages: Options for States,” explores policy options states can use to address nursing shortages. The brief references a 2021 *Incredible Health Survey*, which determined 34% of Nurses plan to leave their current role by the end of 2022. Additionally, the brief highlights “state action” in response to this national shortage, states have examined a variety of options to recruit and retain nurses.

Now Available: LeadingAge Learning Hub June Webinar Recordings. Access is now available to both LeadingAge Learning Hub June 2022 webinar recordings: [Navigating the Employee Retention Credit \(ERC\)](#) helps aging services providers understand the nuances of the ERC, the claims process, and eligibility requirements; and, the [Active Shooter Preparedness webinar](#) provides organizations with critical decision-making techniques and safety protocols that can save lives.

LeadingAge Annual Meeting and EXPO Registration: Update Your My.LeadinAge Username/Password. The 2022 LeadingAge Annual Meeting + EXPO registration will open next week! To register, you'll need your My.LeadinAge login information. [Reset or recover your password here.](#) We're excited to see you in Denver on October 16-19!

The Tools You Need to Tell the Positive Story of Aging Services. Opening Doors to Aging Services is a national-local initiative to introduce the aging services sector to Americans—and to shift perceptions positively. Watch this [short overview video](#) and explore the research, communications strategies, and other assets on [OpeningDoors.org](#). Also check out these [QuickCasts and workshops](#) to help tell an authentic story of aging services and move perceptions positively with Opening Doors!