



Workforce Policy Weekly

June 24, 2022

Coronavirus Update Calls for Week of June 27. COVID-19 has created a need for creativity and new approaches to leadership. On Monday, June 27, at 3:30pm ET, we will hear from LeadingAge member **David Smart, Vice President of Operations, Still Hopes communities in South Carolina.** He will tell us about how his organization is focusing on building its leadership core to help reduce staff turnover and develop leaders. He will also discuss Still Hopes new Middle Market initiative that is focused on providing care and services to underserved older adults while expanding their portfolio. On Wednesday, June 29, we will have an engaging discussion on how organizations are working on inclusion for LGBTQ+ and building for the future. We will be joined by LeadingAge member **Gretchen Van Ness, Executive Director, LGBTQ senior housing The Pryde, and Thomas Godwin, National LGBTQ+ Elder Housing Initiative Project Manager, SAGE,** and they will share some unique training programs that are in place and also share the story of how LGBTQ Senior Housing has been working to make their new community a reality during the pandemic. 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.

House Labor HHS Appropriations Subcommittee Activity. Some provisions support workforce related solutions. The House Appropriations Subcommittee on Labor-HHS approved its FY 2023 bill on June 23, 2022. The bill allocates funding for several federal programs that are of interest to LeadingAge and are highlighted in an article [here.](#) Some of the increases proposed in the bill, while modest, could provide some minor relief and assistance in workforce-related programs. However, LeadingAge is disappointed that some important provisions we had hoped to see in the bill were not included. In particular, we hope the full Committee will consider adding funding to support aging services wage subsidies, new initiatives to support direct care workforce recruitment and retention grants, and funding to support onsite nursing staff coverage. The bill next heads to the full Committee for markup. LeadingAge will continue to advocate for its key workforce priorities for older adults as it moves through this process. Advocates for aging services can continue to ask Congress to fund important priorities for older adults as noted in the LeadingAge FY 2023 [Action Alert.](#)

MACPAC's June Report to Congress Promotes the Development of a Culturally Competent Workforce. The Medicaid and CHIP Payment and Access Commission (MACPAC) released its June 2022 [Report to Congress on Medicaid and CHIP](#), earlier this month, recommending a series of measures that Congress could take to create a better system for monitoring access to care for Medicaid beneficiaries. Chapter 6 addresses how to advance health equity in Medicaid, which has become a cross-cutting theme in MACPAC's analyses. More than half of adults and two-thirds of children enrolled in Medicaid and the State Children's Health Insurance Program (CHIP) are beneficiaries of color. Health disparities have long existed for Medicaid beneficiaries of color, and the chapter provides the context for understanding these racial disparities and inequities. The chapter also discusses policy levers that states and the federal government can use to promote equity and lays the groundwork for future MACPAC work. The discussion on the development of a diverse and culturally competent workforce (p. 17) is available [on this link](#).

Home Health PPS Proposed Rule; Proposal represents a big cut, if finalized. Last Friday, CMS issued the CY2023 Home Health Prospective Payment System Proposed Rule. CMS has proposed a -4.2% aggregate decrease to CY 2023 home health payments, or -\$810 million compared to CY 2022. This decrease reflects the effects of the proposed 2.9% home health payment update percentage (\$560 million increase), an estimated 6.9% decrease that reflects the effects of the proposed prospective, permanent behavioral assumption adjustment of -7.69% (\$1.33 billion decrease), and an estimated 0.2% decrease that reflects the effects of a proposed update to the fixed-dollar loss ratio (FDL) used in determining outlier payments (\$40 million decrease). Read the full summary [here](#). Additionally, you can join us on Tuesday, July 19, at 2pm ET, for the Home Health Member Network call. Any LeadingAge member can join the Home Health Member Network [here](#) or by emailing Katy (kbarnett@leadingage.org) or Mollie (mgurian@leadingage.org).

Senators Call on CMS to Support Palliative Care. Senators [asked](#) CMMI to develop payment model demonstration to support greater access to palliative care through a community-based concurrent palliative and curative care model. Senator's encouraged CMMI to build on the Medicare Care Choices Model by either creating a new model or adding palliative care onto existing models. They also stressed the importance of an interdisciplinary model to serve patients regardless of setting (i.e. home, hospital, nursing home). Signatories on the letter included the co-founders of the Senate Comprehensive Care Caucus, U.S. Senators Jacky Rosen (D-NV), John Barrasso (R-WY), and Deb Fischer (R-NE), as well as Roger Marshall (R-KS.), Catherine Cortez-Mastro (D-NV), and Krysten Sinema (D-AZ).

WisCaregiver Careers Could Fill 3,000 New Training Slots. [LeadingAge Wisconsin](#) is partnering with the Wisconsin Health Care Association (WHCA), on a newly awarded \$6 million workforce development program, "[WisCaregiver Careers.](#)" The program is designed to address the certified nursing assistant shortage in Wisconsin nursing homes, and help to support the state's health needs today and in the future by providing free training and free certification testing.

The expanded program is expected to fill as many as 3,000 new nurse aide training slots in Wisconsin. Read more about the WisCaregiver Careers program in this [article](#).

LeadingAge Workforce Challenges Survey. LeadingAge is seeking to better understand the workforce challenges in provider member organizations across the continuum. We're asking members to respond to a survey, which is based on information from your organization's workforce right now. Please take a few minutes to complete [this eight-question survey](#).

Federal Legislation Tracker. Need to keep track of all the legislation LeadingAge is following and the summary we have produced? Our [federal legislation tracker](#) has all that information available for you to see.

The 2022 Biggest Book of Perks for Senior Care. LeadingAge Bronze Partner OnShift released *The 2022 Biggest Book of Perks for Senior Care: More Than 50 Ideas for Celebrating and Supporting Staff in Long-Term Care and Senior Living*. [Check out the guide](#) for ideas to attract, engage, and retain top talent through easy-to-implement perks.

Active Shooter Preparedness Webinar. Recent events have once again triggered safety and security concerns across the nation. It is essential for LeadingAge members to develop an active shooter emergency response plan to prepare all community members to quickly respond when someone poses a threat to the lives of older adults, families, visitors, and coworkers. [Register for our live webinar](#) on Wednesday, June 29 from 2:00-3:30 p.m. ET.