

Medicaid HCBS and PACE Weekly: Recap of Leading Age Updates

October 28, 2022

LeadingAge Coronavirus Update Calls Next Week. Ideas you can use today to increase staff retention. And your pandemic business plan. Should we be worried about the differences between millennial and Gen X workers? Is it valuable to only give the most attention to underperforming staff while letting your high performers take the lead? The pandemic has caused a shift in the way we think about managing and building teams. Join us on **Monday, October 31 at 3:30 PM ET** to hear from leading human capital expert **Karl Ahlrichs** and his proven methods to inspire and manage teams. He will challenge your perceptions on managing staff and will shed insights on how we can learn from the experience of COVID to be better managers and recruit and retain new staff. On **Wednesday, November 2 at 3:30 PM ET**, we will highlight a new Pandemic Toolbox from the Health Action Alliance and will hear from **Dan Pasquini**, who authored a Pandemic Business Plan for action. He will share the latest lessons learned and tools being used by major corporations as they respond to COVID-19. 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.

LeadingAge Voting Resources. This week we had National Voter Registration Day - an important reminder that having a plan to vote is really important for this upcoming election. Coming out of the pandemic, many states are once again changing the way that citizens can vote in their communities. Some are expanding opportunities to vote and unfortunately some states are limiting options. LeadingAge has been passionate about ensuring that older adults have access to voting and the ability to register to vote. We have created an easy to use [website](#), that will allow anyone to look up their registration status, register to vote, request a mail-in ballot, find their polling place and even look up local candidates. Please share this tool with members and help ensure that everyone has a plan for how they are going to vote this election.

NLRB and DOL Extend Deadline for Comments on Proposed Rules. As we have shared earlier, both the National Labor Relations Board and the U.S. Department of Labor, Wage and Hour Division, have issued proposed rules relating to standards defining when individuals are considered employees of a given organization. The NLRB rule would revise the so-called "joint employer" standard, and the DOL rule would establish a framework for classifying individuals as employees versus independent contractors. An article summarizing the two rules is [available here](#). Recently both agencies have extended the deadline for comments on their respective proposals: comments to NLRB are due Dec. 7, and comments to DOL are due Dec. 13. LeadingAge is developing comments on both proposals, and we will work with members and state partners to inform our submissions and ensure they are comprehensive of the issues involved.

White House announces additional efforts to get treatments, vaccines to the public this fall, especially older adults. The White House released a new fact sheet on October 25 on accessing the COVID 19 vaccine this fall as well as treatments. This effort includes a partnership with Walgreens, DoorDash, and Uber to deliver treatment to vulnerable populations, a playbook for businesses, and efforts with other vaccination partners like grocery stores and pharmacies. CMS will also do direct outreach to Medicare

beneficiaries regarding getting the booster and the availability of treatment. The fact sheet can be found [here](#).

CMS All Stakeholder Call on Strategic Plan, Other Initiatives on November 1. CMS Administrator Chiquita Brooks-LaSure, Deputy Administrator Jon Blum, and other senior leaders invite all interested individuals to a National Stakeholder Call on November 1 from 3:00 - 4:00 PM ET. The call will focus on the CMS Strategic Plan and other initiatives. This is not a long-term care or post acute care specific call, but it is possible some related initiatives will be discussed. To RSVP and register for the call, click [here](#).

Employee Retention Credit FAQs Available: As we mentioned several times at Annual Meeting, we have produced an FAQ document for members with the help of our Venable Law Firm attorney, Chris Moran. In case you haven't found it yet on the LeadingAge website, here is the link: <https://leadingage.org/irs-employee-retention-credit-erc-fags/>

1 in 10 Older Adults Has Dementia. A new nationally representative [study](#) from the Columbia University found that 10% of older adults ages 65 and older in the United States have dementia and another 22% have mild cognitive impairments. This is the first nationally representative study of cognitive impairment prevalence in more than 20 years. The study used data on 3,500 individuals from the Health and Retirement Study who completed a comprehensive neuropsychological test and in-depth interview between 2016 and 2017. The data were used to create an algorithm for diagnosing dementia or mild cognitive impairment. Researchers found that dementia rose sharply with age. Only 3% of people between 65 and 69 had dementia while 35% of people aged 90 and over had dementia. The study also highlighted disparities in cognitive impairment with a disproportionate burden of dementia among older adults who self-identified as Black or African American.

Survey Finds Family Caregivers Feeling Strained. Survey research from Homethrive [found](#) that on average, 20% or more of employees are acting as unpaid caregivers for loved ones. In their second annual survey on the subject, of the 200 adults who were working while providing caregiving support to loved ones 60% were female and 75% were supporting loved ones who were aging and/or have a disability. Survey results found caregiving is taking up more time than previously with a 79% increase in the number of employees spending 5 or more hours per week on caregiving. There has also been a marked impact on work with more than a third of caregivers leaving work early, missing days of work, or rearranging work schedules due to their caregiving responsibilities. Many respondents worried that caregiving would negatively impact their job performance. Only a third of respondents had access to caregiving support benefits but 80% said they would take advantage of the benefit if their employer offered one and would even consider switching jobs if it meant access to the benefit.

LeadingAge LTC Coalition Letter to Congress: Prioritize Aging Services Workforce. On October 18, LeadingAge joined Argentum and the American Senior Housing Association (ASHA) in co-signing a letter to the Senate and House Congressional leadership, and to the co-chairs of the House 21st Century Long-Term Care Task Force, to ask for help in addressing the historic workforce shortage crisis, that has significantly impacted the aging services workforce. The LTC Workforce Coalition letters ask for a robust and targeted federal investment, to develop in-demand career paths and help train a workforce to care for older adults in their greatest need. Additionally, the letters specifically ask Congress to:

- Expand federal incentives to allow aging services providers to retain and attract qualified staff;

- Expand existing federal workforce funding allocated to states, and prioritize long-term care workforce shortages;
- Increase funding for senior living and geriatric care in academic settings;
- Expand and incentivize the Registered Apprenticeship Programs to develop career pathways for aging services providers and stakeholder partnerships; and
- Enact common-sense immigration programs that build dependable international pipelines of trained caregivers.

Here's the link to the letter: <https://leadingage.org/leadingage-workforce-coalition-letter/>

ACL Launches National Center to Strengthen the Direct Care Workforce. The Administration for Community Living (ACL) has awarded a five-year grant totaling over \$6 million to establish a national center to expand and strengthen the direct care workforce across the country. Led by the National Council on Aging (NCOA), with several partners, including PHI, National Alliance for Caregiving, and the Green House Project.

The national “Direct Care Workforce Capacity Building Center” will serve as a hub, providing tools, resources, and training to assist state systems and service providers and to support the development and coordination of policies and programs that contribute to a stable, robust direct care workforce. The center’s website will share resources from the federal government, highlight state and local model policies and best practices that can be replicated or adapted, and share training and technical assistance materials. In addition, the center will facilitate peer-to-peer sharing of lessons learned and promising practices through learning collaboratives and support collaboration between state systems, including Medicaid, aging, disability, and workforce agencies; service providers; and aging, disability and labor stakeholders. This initiative builds upon the ongoing collaboration to strengthen the direct care workforce between ACL, the Department of Labor, and other HHS agencies, including the Centers for Medicare & Medicaid Services (CMS) and the Assistant Secretary for Planning and Evaluation. More information can be found [here](#) on ACL’s website.

CMS releases more resources on Medicaid Unwinding. CMS released additional resources on the Medicaid unwinding that will occur at the end of the PHE. An FAQ can be found [here](#) and a slide deck can be found [here](#). As a reminder, the PHE was extended for 90 days on October 13, so will go through mid-January. The Secretary will provide 60 days notice if he plans to end the PHE so we should know in mid-November if it will be extended beyond January.

Have You Seen the New Workforce Recruitment Tools? Backed by recent national research among potential employees, LeadingAge prepared new workforce recruitment tools. LeadingAge members can access communications strategies, message frames, messenger guidance, and tips for crafting recruitment communications. These tools are part of the expanded [Opening Doors to Aging Services](#) initiative to increase awareness of the sector and move perceptions positively. Now specific insights about connecting with potential employees are available through [Opening Doors to the Aging Services Workforce](#). These new resources are free to members. Access them now on the *new* [LeadingAge website](#)!

Start Planning Your 2023 Annual Meeting Sessions. Save the date! Proposals for the [2023 LeadingAge Call for Sessions](#) must be submitted by December 5, 2022. Submit your original session idea for the opportunity to speak at the 2023 LeadingAge Annual Meeting + EXPO in Chicago, IL from November 5-8, 2023. [Learn more and submit your proposal here](#).