

**Upcoming LeadingAge Coronavirus Calls. NO CALL ON MONDAY, JANUARY 16, 2023.**

**LEADINGAGE IS CLOSED FOR MARTIN LUTHER KING DAY.** On **Wednesday, January 18, U.S.**

**Department of Health and Human Services Secretary Xavier Becerra** will join the 3:30 PM ET call to address all LeadingAge members, focusing mainly on the topic of bivalent boosters and the “All Hands on Deck” partnership between LeadingAge and HHS. Please join us to hear the most up to date briefing from Secretary Becerra. 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 Action Alert: Tell CMS “No Staffing Mandates without Funding and a Dependable Pipeline of Applicants.”** LeadingAge has initiated an Action Alert to address an anticipated CMS proposed rule to establish national minimum staffing levels for nursing homes. Prior to the formal release of the proposed rule, we must convey how the long-term care sector is already facing dire workforce shortages that are limiting new admissions and forcing organizations to close. And, we need real solutions that build domestic and international pipelines for applicants and funding increases to recruit and retain additional staff. Please join LeadingAge in sending an email to CMS Administrator Chiquita Brooks-LaSure opposing the adoption of a minimum staffing ratios mandate without the necessary workforce investments and reimbursement levels to ensure that residents and patients receive the care they deserve. [Click here to take action now!](#)

**Essential Worker Immigration Coalition/LeadingAge Applaud Efforts to Update the Administration’s New Humanitarian Parole Program.** On January 10, the Essential Worker Immigration Coalition (EWIC), of which LeadingAge is a member, issued a statement supporting the Biden Administration’s [expansion of the humanitarian parole program](#) initially begun for nationals of Venezuela, and which now also includes nationals from Haiti, Nicaragua, and Cuba. These efforts should enhance the orderly and safe migration into the U.S. of these nationals, in the absence of action by Congress. The program provides aging services providers, who are facing severe workforce shortages, to consider the program as an opportunity to expand the pipeline of potential workers.

The EWIC statement reaffirms that its members continue to believe that a key component to successful reform of our nation’s immigration system is the creation of a visa program that provides a legal way for U.S. employers to access workers to supplement their workforce when the economy needs them. The statement also reiterates that EWIC we hope this action by the administration also encourages action by Congress to address the legal immigration system, and border security matters. View of copy of the statement [here](#). A LeadingAge article, [Administration Expands Legal Pathways to the US](#), provides additional background on how

potential employers (i.e., supporters) can apply to the Department of Homeland Security to support the eligible parolees. Additional information is also available on the U.S. Citizenship and Immigration Services webpage, and in the [Frequently Asked Questions About the Processes for Cubans, Haitians, Nicaraguans, and Venezuelans](#).

**How New House Rules Could Impact Federal Aging Services Workforce Spending.** On January 9, the House of Representatives adopted its rules package for the 118<sup>th</sup> session of Congress. The rules span a range of issues, which includes, renaming the Committee on Education and Labor being renamed to the Committee on Education and the Workforce. Several of the new rules will impact how Congress works on federal spending and annual appropriations, and allocate federal funding that supports aging services professional, and opportunities to expand the workforce’s training and advancement opportunities.

The new House rules: allow members to block increases in appropriations for any program not already authorized by Congress; require any mandatory spending increases to be paid for with spending cuts through a “cut-as-you-go” rule, instead of the previous “pay-as-you-go” rule; require a three-fifths vote of the House to increase income taxes (as opposed to a simple majority); and, eliminate a practice that automatically suspends the debt limit when the House adopts a budget and now requires the House to hold a specific vote on the debt ceiling (note: media suggest that the new House majority will raise the debt ceiling only hand-in-hand with “commensurate fiscal reforms”).

Furthermore, there are many undocumented reports of other agreements secured between the new House Speaker and his party, including a supposed agreement that House appropriations bills will cap 2024 discretionary spending at fiscal year 2022 levels. “By boldly shifting away from the centralized legislating of the past and returning to regular order that empower Members, committees, and the public, House Republicans are keeping our commitment to make Congress more open, more accountable, and more responsive to the needs of the American people,” [House Speaker Kevin McCarthy \(R-CA\)](#) said in a statement upon the passage of the new rules. See the [new rules](#) and a [section-by-section analysis of the new rules](#).

**LeadingAge Staffing Models Survey.** In the heat of the workforce crisis, LeadingAge is [exploring new and non-traditional staffing models](#) that providers can implement to increase flexibility for staff and better attract new applicants. We are asking members to complete this [short 2-minute survey](#) to share how your organization is approaching staffing. We are interested in any staffing model that has been effective for your organization, effective in recruitment or retention efforts, or offers flexibility for your team members. Thank you so much for taking a moment to complete this survey! With additional questions, reach out to [Jenna Kellerman](#), Director of Workforce Strategy and Development, LeadingAge.

**PHI’s New Online Tool: The Direct Care Workforce State Index.** On January 11, PHI released a new online tool, “*The Direct Care Workforce State Index*” which offers an interactive, data-

driven picture of how states' public policies support direct care workers and how these workers are faring financially. It also aims to help state policymakers, advocates and other leaders understand how they're supporting direct care workers and where they can improve. The index enables users to rank and compare states based on two composite measures: the range of policies that states have enacted to support these and other workers, and the economic status of direct care workers. Additionally, you can access data on key state characteristics, which includes: the number of direct care workers, 2021; direct care workforce growth, 2020-2030; direct care workforce total job openings, 2020-2030; the percentage of immigrants, people of color, women, 2020. You can access PHI's state index [here](#).

**Ziegler's Look-Ahead for 2023 includes Ongoing Labor Shortages, Dependence of Agency Staffing.** The first [Z-News](#) of the new year outlines eight key trends that will impact not-for-profit organizations in 2023: revenue and expense pressures; ongoing labor shortages; technology; continued consolidation; SNF disruption; creative business models; hospital and post-acute relationships; the cost of capital. Inflation and rising labor costs continue to drive expense pressures; although some organizations have reduced their dependency on agency staffing, shortages remain and alternative workforce solutions such as housing and technology innovations are becoming serious considerations. Don't miss the LeadingAge LPC Advisory Group call on Thursday, January 26 at 2 PM ET, where Lisa McCracken, Director, Senior Living Research & Development, Ziegler, will talk more in depth on these and other key trends to watch for 2023. All LeadingAge members are welcome. To register, email Dee Pekruhn at [dpekruhn@leadingage.org](mailto:dpekruhn@leadingage.org).

**2023 LeadingAge Leadership Summit | April 16-19.** Make plans to join us in Washington, DC from April 16-19. The [LeadingAge Leadership Summit](#) is a must-attend gathering for a range of leaders in aging services. You'll have access to robust opportunities to gain insight, explore ideas, collaborate with your peers, and influence the nation's decision makers. Together, we're defining the future of aging services.