



The Council  
of State  
Governments

# STATE STRATEGIES TO REVITALIZE THE LONG- TERM CARE WORKFORCE

August 28, 2024

# Long-Term Care Policy Guide



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## Revitalizing the Direct Care Workforce and Supporting Family Caregivers

# National Center for State Long-Term Care Workforce Policy (2023-24) Summary

- National Long-Term Care Workforce Network
- National Online Resource Center:  
<https://web.csg.org/long-term-care/>
- State Technical Assistance Services

# State Strategies to Revitalize the Long-Term Care Workforce

- Increasing Compensation
- Employment Supports
- Enhancing Training and Education
- Facilitating Career Advancement
- Expanding the Pipeline
- Data Collection & Monitoring
- Supporting Family Caregivers

# National Long-Term Care Workforce Network Webinars

<https://web.csg.org/long-term-care/resources/>

## JUNE 27, 2024: STATE AND LOCAL STRATEGIES TO SUPPORT FAMILY CAREGIVERS



This webinar considered how state and local policies can complement each other in providing support to family caregivers. In 2022, the RAISE Act Family Caregiving Advisory Board developed the National Strategy to Support Family Caregivers and an action guide for states. More recently, the National Academy for State Health Policy (NASHP) and the National Association of Counties partnered on the publication *Action Guide for Counties*. Among the webinar

## MAY 21, 2024: STATE ARPA HCBS SPENDING PLANS



This meeting highlighted resources and initiatives from ADvancing States, the organization that represents the nation's 56 state and territorial agencies on aging and disabilities and long-term services and supports directors. The organization recently published a report on lessons learned from the state implementation of American Rescue Plan Act (ARPA) spending plans for Home and Community-Based Services (HCBS) programs. Under Section 9817 of the ARPA, states were able to access \$37 billion in funds to invest in Medicaid HCBS. States had to act within a short timeframe to identify and implement projects that would expand, enhance

## APRIL 30, 2024: MOVING FORWARD COALITION UPDATE



This meeting of the Network featured an update on the workforce-related action plans of the Moving Forward Nursing Home Quality Coalition. The Coalition is making progress on a number of fronts, including helping to create apprenticeships for Certified Nursing Assistants (CNAs) and encouraging states to develop Medicaid Incentive Payment Programs. Presenters included Coalition Chair Alice Bonner, Betsy White from Brown University's School of Public Health, Jasmine Travers from the

## MARCH 18, 2024: MULTISECTOR PLANS FOR AGING



This meeting of the Network looks at multisector plans for aging (MPA), which many states have explored in recent years to engage in cross-sector strategic planning to help them better coordinate long-term services and supports. Presenters included Carrie Graham, Ph.D., director of aging and disability policy at the Center for Health Care Strategies, which has offered guidance to states as part of MPA learning collaboratives. Also joining the conversation are Kevin















Pennsylvania  
Department of Aging



# Aging Our Way PDA



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# BUCKS COUNTY LONG-TERM CARE *Summit*



**Engage with key industry leaders as they share innovative revitalization strategies for local and state implementation.**

Join us at the Bucks County Long-Term Care Summit to delve into essential strategies such as enhancing training and education, bolstering employment supports, and supporting family caregivers.

Engage with industry leaders like Alice Bonner, Chair of the Moving Forward Nursing Home Quality Coalition, and Kevin Coughlin, Policy Initiatives Advisor at the Wisconsin Department of Health Services, as they discuss key revitalization strategies.

From breakout sessions covering state and federal legislation to actionable reports on next steps, this summit promises dynamic discussions for the future of long-term care.

## A MEETING FOR CHAMPIONS

Bucks County Community College

**JUN | 21<sup>ST</sup> | 2024**

8:15 AM - 12:00 PM

8:15 AM - 9:30 AM Registration & Continental Breakfast

Registration Required | Free | Email to register  
Colleen Campbell: [ccampbell@bchip.org](mailto:ccampbell@bchip.org)

### Registration Details:

Please include your name, organization, contact information, and specify whether you will be attending the event live or virtually. If multiple attendees from your organization will be joining, kindly provide their information as well. Virtual option will be available for those who cannot attend the live meeting. Link for virtual meeting will be shared when registration is complete. Thank you!

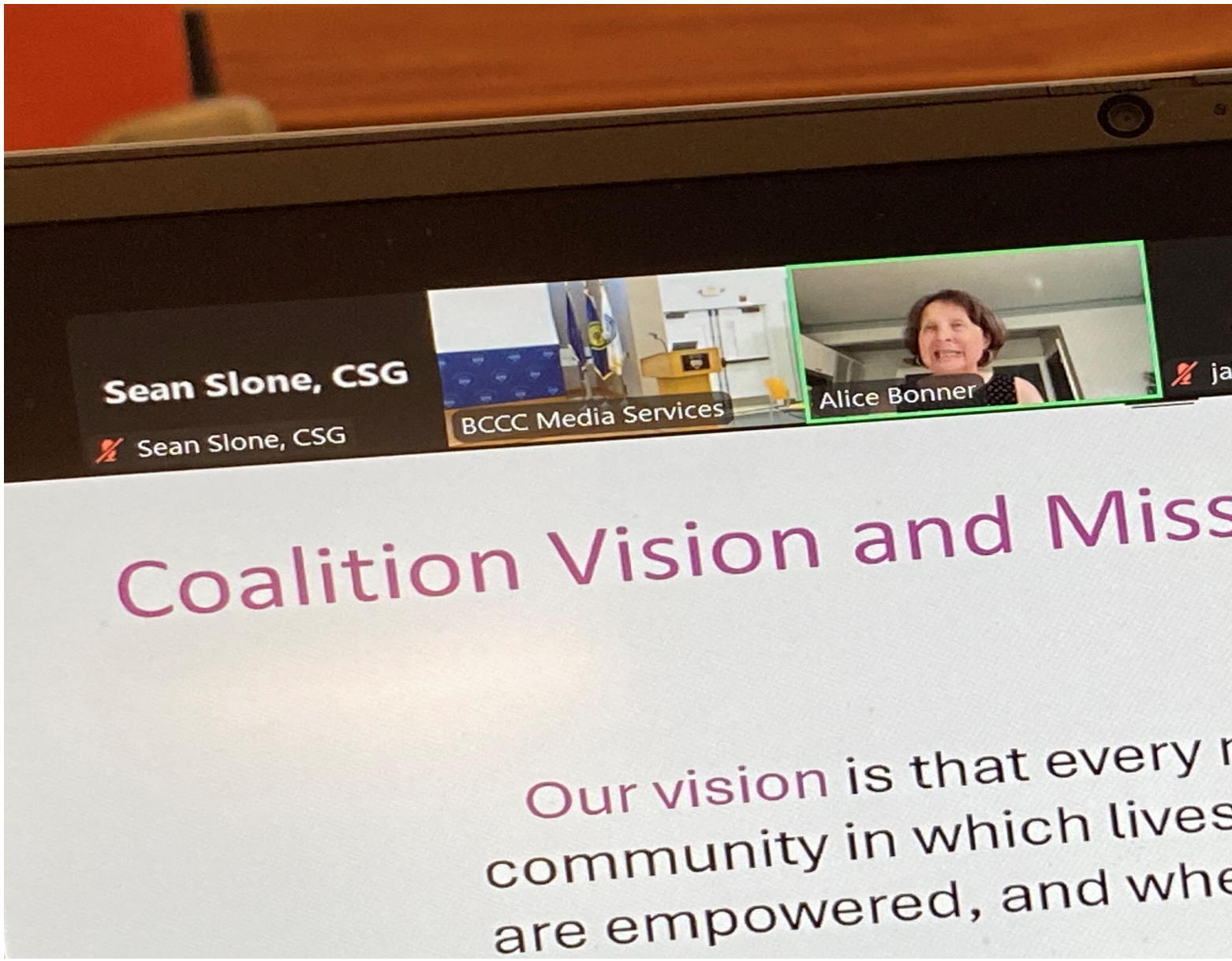
➤ We strongly encourage our Bucks County providers to attend the meeting live if possible. ➤

Program sponsored by: The Council of State Governments and Bucks County Long-Term Care Partnership  
For questions, please call: 267-291-7880

# State Strategies to Revitalize the Long-Term Care Workforce

- Increasing Compensation
- Employment Supports
- Enhancing Training and Education
- Facilitating Career Advancement
- Expanding the Pipeline
- Data Collection & Monitoring
- Supporting Family Caregivers











# National Online Resource Center (<https://web.csq.org/long-term-care/> )



## Technical Assistance

The DCW Strategies Center delivers training and technical assistance (TA) to build capacity and drive systems change in the recruitment, training, and retention of the direct care workforce. This TA is intended for state agencies, employers, educational institutions, advocacy groups, and program administrators.

 [HHS press release on strengthening the workforce](#)

### DCW Intensive TA to States

This opportunity provides up to 250 hours of individualized TA to six cross-agency state teams. States will be assigned a TA coach and have access to subject matter experts to support them in addressing their state's unique needs. State teams will work to complete individualized systems-change TA plans aimed at improving direct care workforce recruiting, development, and retention through reforms in policy, practice, programming, payment, and performance.

[Learn more about the TA opportunity and the selected states.](#)

### DCW State Peer-Learning Collaboratives

The DCW Strategies Center will facilitate three DCW State Peer-Learning Collaboratives focused on sharing best practices, innovative strategies, and proven models for growing the direct care workforce. In addition, each participating state will receive up to 70 hours of individual technical assistance on a topic or issue important to the state. Each state is expected to accomplish one policy or program-related milestone as a result of participating in a collaborative.

[Learn more about the collaboratives and the selected states.](#)

#### Learn More

[Sign up for our emails](#) to be notified of future webinars.

Meeting | BCCC Media Services's screen

Sean Slone, CSG | Sarah Whitesel

## Federal and PA Staff Mandates

PA	Day	Evening	Night	Day	Evening	Night
	July 2023			July 2024		
NA	1:12	1:12	1:20	1:10	1:11	1:15
LPN	1:25	1:30	1:40	NA	NA	NA
RN	1:250	1:250	1:250	NA	NA	NA
PA and CMS Mandate HPRD	PA Staffing Mandates July 2023	PA Staffing Mandates July 2024	CMS Staff Mandate Begins May 2026 for non-rural facilities			
Total Hours of Direct Resident Care	2.78	3.2	3.48			

HC HEALTH QUALITY INNOVATION

OSDH Regulation Update

zoom Workplace | Meeting | BCCC Media Services's screen

Sean Slone, CSG | Jay Slotkin

## Workforce Barriers

- CMS proposed CNA requirement: PPD 2.45
  - Most facilities currently run a PPD around 2.0
  - Example using a census of 100 patients
    - $100 \times 2.0 = 200 \text{ hours} / 7.5 = 26.6 \text{ CNAs needed in a 24 hour period}$
    - $100 \times 2.45 = 245 \text{ hours} / 7.5 = 32.6 \text{ CNAs needed in a 24 hour period}$
- Lack of training opportunities
  - 51% of facilities cite this as a barrier according to 2024 AHCA state of nursing homes
- Nursing Burnout
  - 62% of nurses experience burnout
  - Contributors to burnout
    - Inadequate staffing
    - Increased work load

Personal Attention Proven Results

# Thank You!

[sslone@csg.org](mailto:sslone@csg.org)

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