

ADVANCING STATES



Leadership, innovation, collaboration
for state Aging and Disability agencies

Rural LTSS Strategies

HCBS Conference
Wednesday, December 8 2021

Rural LTSS Considerations and Background

Rural LTSS Considerations

Economic loss:

- To the community when facilities don't succeed
- When families and individuals leave to be closer to a loved one

Economic gain:

- When family come to see their loved ones
- Facilities provide a range of job opportunities for various skill levels

Rural LTSS Considerations

Rural facilities

- Rural areas may have a lack of HCBS options, resulting in increased facility placements
- One of the challenges for rural facilities is staffing patients with complex medical needs such as obesity, dementia, high blood pressure, and behavioral or psychiatric disorders

Rural LTSS Considerations

Individuals and families

- Higher proportion of older persons in the total population in rural than urban areas
- Availability of long-term care options - such as HCBS programs and facilities - can dictate how a loved one is cared for
- Moving a loved one to a new community can be traumatic for all involved
- Potential for poor quality of life at home or early facility placement if HCBS not available

Rural LTSS Considerations

- Rural nursing facilities and HCBS programs face similar workforce challenges:
 - Geographic isolation
 - Lack of opportunities for training and continuing education
 - High turnover
 - Transportation limitations
 - Chronic provider shortages

Nursing Facility Viability

Rural NFs often operate in communities with **fixed or declining populations** and lower ratios of private revenues.

- Leads to long-term low census

Low supply of labor/direct care workforce shortages

- Makes these communities more dependent on nursing facilities as opposed to HCBS services

Struggling facilities have more **health and safety concerns**

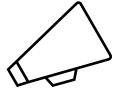
- Nursing facility closures create issues with access to care

The ADvancing States Response

Rural LTSS Collaborative



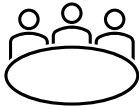
- The ADS board decided to make this issue a priority after our 2021 Spring Meeting



- Call for members: 18 states responded



- Meetings are once/month for about an hour



- Member driven: We discuss what members want to discuss!



- Opportunity to share ideas; knowledge translation

Rural LTSS Collaborative

Direct support workforce

- Consumer direction

Transportation

- Workforce
- Individuals

Census definitions

- Urban and rural areas

Internet connectivity

- Broadband issues

State ARPA Plans and Rural Provision of Services

ARPA Plan Examples of State Rural Initiatives

- Incentives to move to **West Virginia** to provide professional mental health services in rural communities.
- **New Mexico** Provide funding for a minimum of four adult day care and/or respite caregiver sites in the most rural communities
- **New York** transportation incentive to address recruitment and retention for home health aides in rural and suburban areas

ARPA Plan Examples of State Rural Initiatives

Colorado



- Avoid the “care desert”
- Partner w/ hospitals and rural health clinics to create shared workforce skill sets/systems of care
- Use technology like GIS mapping of provider networks to identify gaps
- Designate rates by geographic region to account for cost differential associated with different locations

ARPA Plan Examples of State Rural Initiatives

Minnesota



- Supporting capacity of providers serving rural communities
- Technology for people receiving HCBS services

ARPA Plan Examples of DSW Initiatives

Alabama: Provide recruitment and retention incentive grants. Initiate a workforce development initiative

Alaska: Offer enhanced training and support for individuals who provide direct care, incentivizing retention and professionalism among the workforce

Colorado: Partner with higher education and establish affordable pathways to build career advancement opportunities for the workforce

Delaware: Create a nursing incentive campaign, specifically to offer service retention bonuses for nurses providing home care

Hawaii: Expand high school nurse aide training programs

Indiana: Explore how to use a pay-for-outcomes strategy for provider recruitment and retention

- Ex: percentage of staff hired with a certain level of training

ARPA Plan Examples of DSW Initiatives

Massachusetts: Increase internship and supervision support for CBHI workforce including targeted relationships with institutions of higher education

Oregon: Establish a \$2.5M performance based contracting fund for AAAs that meet certain metrics in terms of quality/quantity/workforce diversity

New Hampshire: Supplemental payment pools for HCBS services, using structures such as:

- Sign-on bonuses;
- Retention bonuses; and
- Ladder advancement stipends stipends.

New Mexico: Grants to clinics, physician offices, hospitals, private duty nursing, home health, or other clinical providers for the purposes of loan repayment, sign-on bonuses, training, and certification costs

NCI-AD Staff Stability Survey

- Hoping to utilize NCI-IDD Staff Stability and add aging and PD populations
- Providers fill out the survey and submit responses directly into online portal
 - Deidentified information
 - Not a provider level assessment!
- <https://www.nationalcoreindicators.org/staff-stability-survey/>

NCI-AD Staff Stability Survey

Data from the 2019 Executive Summary:

- Across states, the average turnover rate for DSPs was 42.8%
- Across all service types, responding agencies paid a median hourly wage of \$12.00
- Roughly 43% reported offering a pay incentive or referral bonus program

Questions for the Group

Social Isolation

What are some ways to promote connection for older adults and people with disabilities living in rural areas?



engAGED Resource Center

engAGED
The National Resource Center
for Engaging Older Adults

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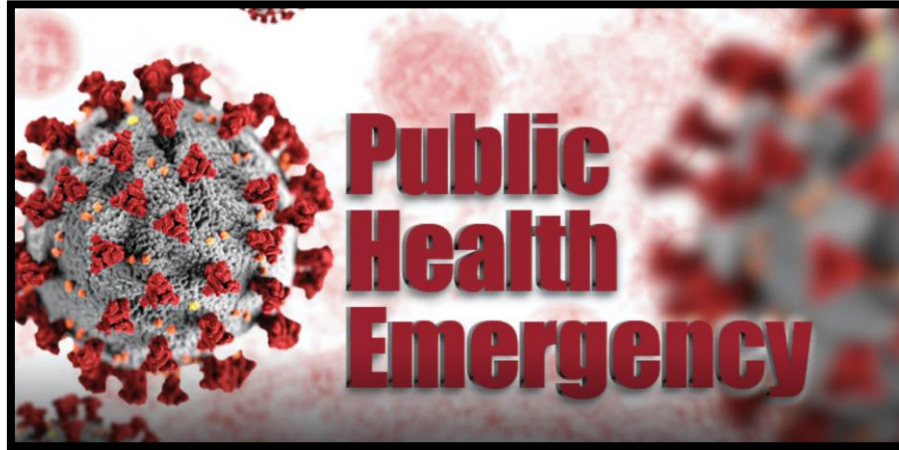
engAGED Publications

Resources



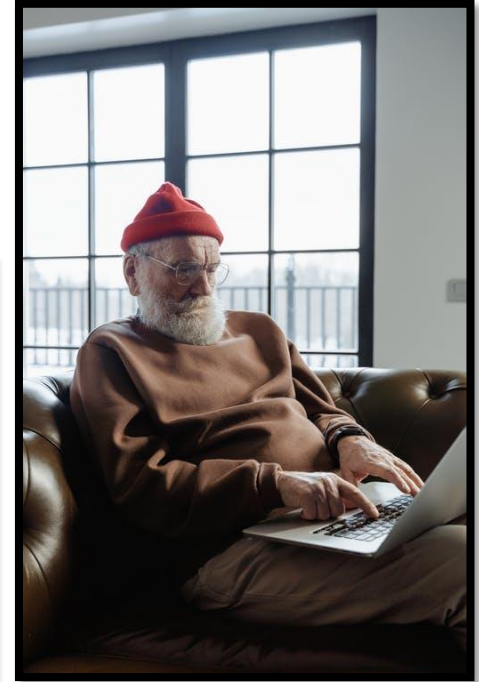
<https://www.engagingolderadults.org/>

Flexibilities under the PHE



Any flexibilities impacting rural areas that states would like to keep?

Broadband Internet Access



Photos from [Pexels](#)

Direct Service Workforce



Rural Resources

- Rural Health Information Hub
<https://www.ruralhealthinfo.org/topics/long-term-care>
- National Advisory Committee on Rural Health & Human Services
<https://www.hrsa.gov/advisory-committees/rural-health/index.html>
- National Center for Rural Health Works
<http://ruralhealthworks.org/>
- Association of Programs for Rural Independent Living
<https://www.april-rural.org/index.php/about-us>



- Want to join the Rural LTSS Collaborative? Use this QR Code to sign up!

<http://www.advancingstates.org/advancing-states-group-sign-form>



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