

Lifelong Colorado

Jarett Hughes, Deputy Director of
Policy and Research



GOVERNOR
JARED POLIS



Colorado's Strategic Action Plan on Aging

Created in 2015 through HB15-1033

Primary Goal: Research demographics shift, research the dynamic associated issues, and provide recommendations that support older Coloradans, their families, and our communities.

Sunset July 1, 2022 through HB22-1209

Key Recommendation Areas

Direct Care Workforce

Health Care and Wellness

Retirement Security

Family Caregiving

Health Disparities

Elder Abuse and Mistreatment

Mobility and Transportation

Supporting Older Workers

Age-Friendly Planning

Built Design and Accessibility

Ageism and Discrimination

State Structure and Governance

Technology and Broadband

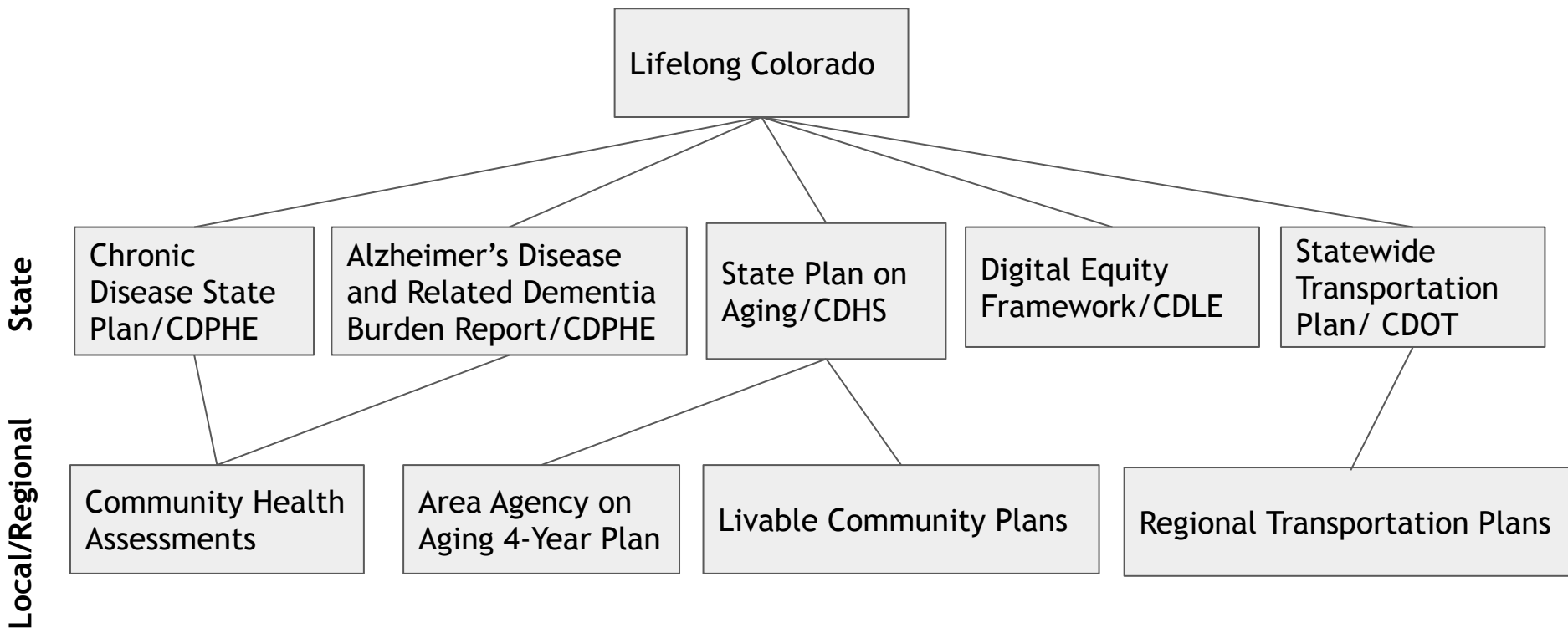
Long-Term Services and Supports



**Lifelong
Colorado**

**A Colorado well adapted for aging is one where
all individuals can thrive - a Colorado for all**

Lifelong Colorado: State, Regional, and Local Strategies



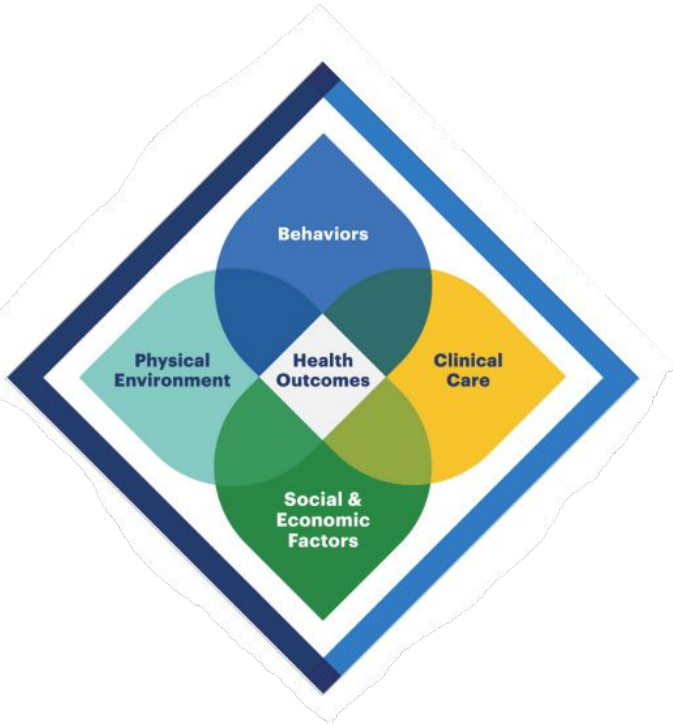
Note: This is not meant to be comprehensive, just an illustration



Update on Progress



America's Health Rankings: Senior Report 2024



Colorado ranks #2 nationally

Strengths: Food security, economic well being, social engagement, physical activity, chronic disease rates, preventable hospitalizations, volunteerism, and availability of geriatric clinicians

Areas for Improvement: Physical environment, housing costs, falls, internet crimes, suicide rates SNAP participation, and alcohol consumption

Based on 52 measures, 24 sources

State Structure and Governance



**Responsive State
Agency**



**Engaged Advisory
Council**



**Empowered Advocacy
Organizations**



**Strong Philanthropic
Impact**

Older Americans Act: State Agency Mission

“The Older Americans Act intends that the State agency on aging **shall be the leader relative to all aging issues** on behalf of all older persons in the State.

This means that the State agency shall proactively carry out a wide range of functions related to **advocacy, planning, coordination, interagency linkages, information sharing, brokering, monitoring and evaluation**, designed to lead to the development or enhancement of comprehensive and coordinated community based systems in, or serving, communities throughout the State.”



Federal Direction

Administration for Community Living developed the Strategic Framework to support state efforts to:

1. Address the holistic needs of older adults and people with disabilities through program coordination and integration with health care financing and delivery; and,
2. Support partnerships across health care and social service organizations to improve health care outcomes and lower costs by effectively addressing social determinants of health (SDOH) and integrating the delivery of long-term services and supports (i.e., community integrated health networks).

Strategic Framework for a National Plan on Aging

1. **Person-centeredness** - The preferences, needs, and voices of older adults drive the services and supports that enable them to thrive.
2. **Inclusion** - All people regardless of age, disability, or life experience, should be able to live independently and participate fully in their communities.
3. **Respect** - All people have the right to live their lives with dignity and respect, free from abuse of any kind.
4. **Collaboration and Innovation** - All sectors should work together to streamline access to programs; avoid duplicative work and efficiently leverage resources; share lessons learned; and develop new, effective approaches to meeting the needs of older adults.

Strategic Framework: Four Overarching Domains

1. **Age-Friendly Communities:** Traditional domains plus Age-Friendly Health Systems
2. **Coordinated Housing and Supportive Services:** Accessible and affordable housing, homelessness prevention, and housing stability through services
3. **Increased Access to Long-Term Services and Supports:** Formal and informal caregiving, elder justice, and innovative financing
4. **Aligned Health Care and Supportive Services:** Streamline benefits access, whole-person physical and behavioral health, and align medical and human services.

Developed by the Interagency Coordinating Committee on Health Aging and Age-Friendly Communities and released May 2024

Workforce Investments



COLORADO





Supporting Older Workers

- Focus on skills-based hiring across state government prioritizes knowledge and experience
- Mid-career professionals don't need to "go back to school" in order to transition and advance
- Apprenticeship = Mentorship
- Digital literacy and equity is a "super social determinant"
- Support public retirees to return to the workforce without impacting benefits - predominantly in the healthcare and education sectors
- Signed SB23-058 re: ages on job applications

Direct Care Workforce

- Created Care Forward Colorado the Direct Care Workforce Stabilization Board
- \$280M for HCBS workers through ARPA resources
- \$17+/hour base wage for direct care workers
- \$500K to expanded data infrastructure to track recruitment, retention, and turnover
- \$750K to develop core curriculum for homemaker and personal care workers - working with UCCS
- \$400K to create a resource and job hub to connect job seekers with employers and to house the core curriculum training and other transferable certifications



Geriatric Providers

- SB23-031 Creates the Colorado Multidisciplinary Health Care Provider Access Training Program at CU-Anschutz with geriatric training
- Provide tuition support to clinical graduate students in the following programs: dentistry, medicine, nursing, OT, PT, osteopathic medicine, pharmacy, psychology, social work, and speech language pathology





Retirement and Caregiving



A scenic landscape photograph of Colorado mountains with snow-capped peaks and a dense forest of trees in vibrant autumn colors (yellows, oranges, and reds) in the foreground. The sky is a clear, deep blue.

Colorado Secure Savings Program

- Roughly 950,000 Coloradans (nearly 40% of the private sector) lack access to an employer-based retirement plan
- Portable between jobs and employees can opt-out
- Automatic deductions into a Roth IRA
- Operated by the Secure Savings Board within the Office of the Treasurer
- Operation as of Spring 2023
- Created by SB20-200

Family and Medical Leave Insurance

- Creates a state-run paid leave program for family caregiving across the lifespan
- 12-weeks in addition to unpaid federal FMLA
- Payments began January 1, 2024
- Leave can be intermittent, reduced, or continuous
- Self-employed Coloradans can opt-in
- Operated by the Department of Labor and Employment
- Prop 118 passed by voters 58-42%



Long-Term Services and Supports



COLORADO





Skilled Nursing Industry

- Significant steps to stabilize industry during and post-pandemic
- HB24-1228 Modifies reimbursement methodology
- Considerations for single occupancy rooms, behaviorally and medically complex persons, increased support to higher Medicaid payor mix, diversity service delivery, etc.

Assisted Living Residences

- Increased safety requirements for directors
- Support tenant rights and adding requirements around involuntary discharge
- Created dementia training requirements
- Supporting inspection and survey staff at the Department of Public Health and Environment
- Support portability of trainings for employers



2022 Legislative Session

- HB22-1035 Older Coloradans Act
- HB22-1205 Senior Income Tax Credit
- HB22-1114 Transportation Services for Medicaid Waiver Recipients
- HB22-1380 Critical Services for Low-Income Families
- HB22-1247 Additional Requirements for Nursing Facility Funding

- SB22-079 Dementia Training Requirements
- SB22-185 Strategic Investments in Aging Grant Program
- SB22-154 Increasing Safety in Assisted Living
- SB22-210 Healthcare Staffing Agencies
- SB22-053 Healthcare Facility Visitation
- SB22-226 Programs to Support Healthcare Workforce Development
- SB22-203 Program of All-Inclusive Care for the Elderly

2023 Legislative Session

HB23-1228 Skilled Nursing Reimbursement Rates

HB23-1284 Property Tax Deferral

HB23-1296 Disability Rights Task Force

SB23-064 Continue Office of Public Guardianship

SB23-196 Home Modification Tax Credit

SB23-058 Job Application Fairness

SB23-031 Improve Healthcare Access for Older Coloradans

SB23-144 Prescription Drugs for Chronic Pain

SB23-261 Direct Care Workforce Stabilization Board

2024 Legislative Session

- HB24-1417 Fee Changes to Health Facilities Cash Funds
- HB24-1152 Accessory Dwellings Units
- HB24-1052 Senior Housing Income Tax Credit
- HB24-1211 State Funding for Services Contingency Fund*

- SB24-167 Portability Requirements in Assisted Living
- SB24-040 State Funding for Senior Services
- SB24-174 Sustainable Affordable Housing Assistance
- SB24-111 Senior Primary Residence Property Tax



What Comes Next?

- Dealing with a difficult fiscal outlook
 - Slow TABOR cap growth, federal funds off-ramp, etc.
- Better align medical care and social services with AAAs
- Sustain progress in bolstering the direct care workforce
- Continue to tackle housing affordability and accessibility
- Financial security and elder justice initiatives



Discussion



COLORADO

